

People, Culture & Improvement Committee Chair's Highlight Report to Council of Governors

Subject:	People, Culture & Improvement Committee Highlight Report	Date: 8 th November 2022
Prepared By:	Manjeet Gill, Non-Executive Director	
Approved By:	Rob Simcox, Director of People	
Presented By:	Manjeet Gill, Non-Executive Director	
Purpose		
	Assurance	X

Matters of Concern or Key Risks to Escalate	Major Actions Commissioned / Work Underway
<p>An update on appraisals and mandatory training gave detailed assurance of work underway.</p> <p>Following a review of PR3 and PR5 risks in the Board assurance framework, Committee decided to increase the risk level for PR3 due to threat of industrial action.</p> <p>The risk for PR5 were kept at the same level.</p> <p>Some of the gaps in assurance highlighted in the report were felt to have been addressed with the assurance received during the committee in areas such as mental health and cost of living part of the Winter Wellbeing Plan report</p> <p>Two areas of potential risks on the horizon are industrial action and impact of pensions and further assurance was provided on mitigation actions, which included an industrial action taskforce and collaboration at system level.</p> <p>A workshop on improvement looked at the key issues for improvement and more assurance was sought on the 3 or 4 key</p>	<p>The improvement strategy and work updated once further developments have taken place following the workshop discussion.</p> <p>The Equality Diversity and Inclusion strategy and work will receive regular updates to the committee.</p> <p>An update on the workforce plan implementation plans, especially a focus on the immediate critical areas and actions being taken to mitigate. This was referred to as 'fragile' services in both clinical and non-clinical areas.</p>

<p>strategic areas of focus, outcomes, capacity and teams motivated and empowered to deliver improvement, a ongoing areas of work.</p>	
<p>Positive Assurances to Provide</p>	<p>Decisions Made</p>
<p>Positive assurance was received in various areas such as wellbeing, Employee relations, freedom to speak up.</p> <p>The safe staffing report for nursing, gave a quarterly update with positive news that band 5 nurse vacancies fell below 100 in September.</p> <p>The quarter 2 report, for the People, Culture and Improvement Strategy highlighted the range of activity. Positive assurance in areas of leadership, culture, equalities, diversity and recruitment.</p> <p>A report on the system level work on people and workforce gave detailed assurance on the workstreams, governance structures and deliverables.</p>	<p>The Committees Annual Workplan was updated and approved for the forthcoming year</p> <p>Board to receive assurance on industrial action if this matter escalates into industrial action.</p> <p>The Committee appointed Steve Banks as Vice Chair to the Committee</p>
<p>Comments on Effectiveness of the Meeting</p>	
<p>The Committee’s agenda has many important reports and items for assurance and the ongoing challenge is ensuring that enough time is given to a subject area as well doing this in an efficient and timely manner. Further thought also to how we triangulate beyond committee and board reports, including walkabouts or meetings with key colleagues and service areas.</p>	