

Board of Directors Meeting in Public - Cover Sheet

Subject:	People Culture and Improvement Committee Annual Report	Date: 6 th April 2023		
Prepared By:	Robert Simcox, Director of People			
Approved By:	Robert Simcox, Director of People			
Presented By:	Andrew-Rose Britton Non-Executive Director (People Culture and Improvement Committee Member)			
Purpose				
To provide assurance the People, Culture & Improvement Committee is performing its responsibilities as set out within its Terms of Reference and a summary of activities performed across 2022			Approval	
			Assurance	x
			Update	
			Consider	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
x	x	x	x	x
Identify which principal risk this report relates to:				
PR1	Significant deterioration in standards of safety and care			
PR2	Demand that overwhelms capacity			
PR3	Critical shortage of workforce capacity and capability			x
PR4	Failure to achieve the Trust's financial strategy			
PR5	Inability to initiate and implement evidence-based Improvement and innovation			x
PR6	Working more closely with local health and care partners does not fully deliver the required benefits			
PR7	Major disruptive incident			
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change			
Committees/groups where this item has been presented before				
People Culture and Improvement Committee – January 2023				
Acronyms				
None				
Executive Summary				
Background				
This report provides a summary of people, culture & Improvement Committee activities and assurance that the Committee has carried out its obligations in accordance with its terms of reference and work programme for the 2022 calendar year.				
Conclusions				
The Committee has a challenging and substantial work plan and agenda seeking assurance regarding the development, delivery and impact of the Trust's workforce				

strategy and plan. In addition, the committee's has also seen assurance regarding organisational development activity undertaken to promote and embed effective organisation culture.

Recommendation

Although 2022 has been a demanding and tough it is recommended the Trust Board takes the committee's update as assurance in relation to the work undertaken in relation to the workforce agenda