

Trust Board

Subject:	People, Organisational Development and Culture Committee Update		Date: 9 th January 2020	
Prepared By:	Robert Simcox Deputy Director of HR			
Approved By:	Manjeet Gill: Non-Executive Director and Committee Chair			
Presented By:	Manjeet Gill: Non-Executive Director and Committee Chair			
Purpose				
To provide a summary of the key discussion areas and decisions taken at the People, Organisational Development and Culture Committee held on 6 th December 2019			Decision	
			Approval	
			Assurance	X
			Consider	
Strategic Objectives				
To provide outstanding care to our patients	To support each other to do a great job	To inspire excellence	To get the most from our resources	To play a leading role in transforming health and care services
x	x	x	x	x
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		x		
Risks/Issues				
Financial	Improving productivity and workforce utilisation and impact			
Patient Impact	Maintain safe staffing levels and a good patient experience			
Staff Impact	Improve working lives			
Services	Staffing levels impact service and bed availability			
Reputational	SFH recommended as a great place to work			
Committees/groups where this item has been presented before				
None				
Executive Summary				
<p>The most recent People, OD and Culture Committee took place on 6th November 2019. The Committee was chaired by Manjeet Gill Non-Executive Director.</p> <p>There were a number of items on the agenda for assurance, discussion and approval. Below are the main highlights:</p> <p>The Committee recognised the achievements that had occurred since the meeting that included a Highly Commended from NHSi regarding the recently published Meaningful Use Standards, and associated levels of attainment there are to assist in developing and using e-rostering and e-job planning software.</p> <p>In addition, the Trusts Occupational Health had achieved the highest level of Flu Vaccination update at 83.5% achieving the National CQIUNN target ahead of the February 2020 deadline.</p> <p>The current Trust engagement score for the national NHS Staff Survey was 64.9%. At the same point in time in the previous year the Trust was at 56% which demonstrates a</p>				

positive increase. At the end of 2018 the final and overall Trust engagement score was 62% which we have now exceeded. The Trust's final engagement score will be known in mid to late December.

The **Board Assurance Framework** was discussed and it was recommended that the tolerable risk is amended to the target risk that still remains at a 12. Additions were made in regards to aspects of Primary risk controls and how assurances have been obtained in the last quarter to mitigate these through a variety of additional sources of assurance. The current level of risk remains at a 16, but noted the progress that has been made around the Pensions agenda and progress associated with Registered Nurse vacancies.

An item regarding **Education Partnerships** was presented demonstrating the work that has been achieved over the past 12 months in regards to development and expanding current education placements, partners and work experience provision at the Trust that has resulted in over **1,400 students** having placements at the Trust, over **150 work experience placements** and around **4,000 students in local schools** being visited.

The **Quarterly Communications Report** was presented, providing an overview of the key achievements and celebrations of how the Department has delivered the objectives and underpinned by the Trust Strategy and showcasing its on-going work throughout the first 6 months of 2019/20 report. The Committee noted the outstanding work that has been achieved.

Assurance items **GMC Survey Overview** and **Guardian of Safe Working for Nursing and AHPs** were presented providing assurance in aspects that underpin the Trusts Workforce Strategy.

To make sure the Committee were provided with **assurance and oversight** of the new and on-going staff exclusions, suspensions, restrictions to practice and referrals to professional bodies providing assurance that these cases are being managed appropriately.

A detailed assurance item was presented to provide further assurance regarding the on-going work to **review and improve people practices** in response to Baroness Dido Harding letter dated 24th May 2019. The report identified how all aspects to **Baroness Dido Harding letter** had been taken forward.

In particular, it asked **Trusts to consider a number of questions and proposed recommendations** from the independent review that was conducted on a case at a London NHS Trust whereby a staff member committed suicide following their summary dismissal on the grounds of gross misconduct following an investigation and disciplinary process and how the assurance was provided in detail. The Committee noted the **outstanding work that has been achieved** and the progress that had been made to reduce formal case work since 2017, and how a personal centered approach had been evidenced.

A **deep dive into MSK related absence** was presented as requested from the October Trust Board. In particular, the paper provided a deeper analysis into the increasing levels of MSK related absence. It also compares our Trusts sickness absence with other local and national NHS rates, that performs in the Upper Quartile against peers local and

nationally. The reasons for sickness absence are explored in more detail. In particular, the report contains further analysis of absences associated with MSK and associated actions in 2020. The Committee noted the progress to date regarding a challenging agenda.