

Board of Directors Meeting in Public

Subject:	People, Culture and Improvement Committee Report of the Committee		Date: 4 th June 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 28 th May 2020			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 28th May 2020. 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 delay of the NHS People Plan was identified and acknowledged due to COVID-19 that is now likely to be introduced in Autumn 2020.</p> <p>The Committee recognised the achievements that had occurred since the meeting that included a Gold Achievement award by RoSPA (Royal Society for the Prevention of Accidents) for its health and safety performance during 2019.</p> <p>In addition, the Committee also acknowledged the work undertaken associated with the Trusts recent CQC good rating and praised the work undertaken by colleagues associated with the Committee for the work undertaken.</p>				

The Committee **agreed** and supported a change in name of the Committee to **People, Culture and Improvement Committee** that reflects its alignment to the Trusts approach to People, Culture and Improvement. The annual work plan and revised Terms of Reference were also approved to reflect these associated changes.

The **Board Assurance Framework** was discussed and included reference to Principal Risks (PRs) 3: Critical shortage of workforce capacity and capability and 5: Inability to initiate and implement evidence-based improvement and innovation of the Board Assurance Framework (BAF). It was **recommended that the risk levels still remain** due to the challenges associated with COVID-19. 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.

A lengthy discussion associated with the Trusts **People Culture and Improvement Strategy** was held, where an update and overarching assurance regarding the progress made in relation to the design and development of a Strategy occurred. It was noted how the strategy can further underpin the Trusts approach to digital inclusion and access in line with the wider inclusion agenda.

An update was presented to the Committee regarding the **People Culture and Improvement agenda associated with COVID-19**, providing an overview of the key achievements and celebrations over the past 12 weeks and how the wider agenda had been developed further during such difficult times. The Committee wished to express appreciation to all executive colleagues and staff for the agility with which decisions and been taken alongside an emerging picture of national policy.

Assurance items associated with the People and Culture aspects of **Single oversight Framework (SoF)** were presented, providing assurance in aspects of how the SoF will be underpinned by the Trusts **People Culture and Improvement Strategy**. It was noted that further progress would be explored across future meetings.

Further assurance items associated with **Nursing & Midwifery - Safe Staffing** and **Nursing, Midwifery and Allied Health Professions – Annual Staffing Report** were provided by the Trusts Chief Nurse. Both reports provided assurance associated with the progress made. The reports also provided further assurance on safe numbers through national tools that have been used.