

Council of Governors

Subject:	People, Culture and Improvement Committee Report of the Committee		Date: 11 th August 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			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				
Board of Directors 2 nd April, 4 th June and 6 th August 2020				
Executive Summary				
<p>The Committee has met on three occasions since the last Council of Governors meeting in February 2020.</p> <p>The meetings was quorate, the Minutes approved and there were no declarations of interest pertaining to items on the agendas</p> <p>The Council of Governors are asked to accept the content of the Report and note the items highlighted below:</p> <p>The delay of the NHS People Plan was identified and acknowledged due to COVID-19 that is now likely to be introduced at the end of July 2020. A discussion was held around not some Trust publications Reconnecting colleagues to work and the Return to work Policy had been shared regionally and noted as great practice.</p> <p>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</p>				

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.

The Committee received assurance associated with the **Annual Review of Committee**. The committee support the review and how the over the past 12 months the committee has developed and evolved. It was noted with the introduction of a revised work cycle including developmental space, this would enable the committee to operate in a more strategic space.

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 progress had been across Q1 2020/21 and the strategy can further underpin the Trusts approach to supporting the delivery of the NHS People Plan..

Two assurance papers were provided to the Committee captures aspects of **People and Inclusion** along with **Culture and Improvement**. Both papers provided an overview of the key achievements and celebrations over Q1 2020/21 and how progress was made in relation to metrics captured on the Trust **Single oversight Framework (SoF)**. 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.

Further assurance items associated with **Communications Report** and **Volunteers Report** were presented. Both reports provided an overview of efforts and actions during the pandemic of COVID-19. It was noted how an effective, clear and consistent communication approach had been adopted during the pandemic.

A paper regarding **Freedom to Speak up agenda** was deferred for the September meeting, along the committee noting the agenda had been discussed through the Quality Committee across the past quarter.

A further item was presented providing assurance associated with formal **Employee Relation cases** across the Trust. Positive assurance was provided, noting that levels of formal cases are now much lower than 12 months ago.

A final item was present, associated with the **People Culture and Improvement Single oversight Framework (SoF) metrics**, describing how these are to be amended. The committee support the approach, noting that each of the **People and Inclusion** along with **Culture and Improvement** assurances reports will describe further detail over the forthcoming quarter.

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

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.