

**People & Culture Committee Chair’s Highlight Report to the Council of Governors**

<b>Subject:</b>	People & Culture Committee	<b>Date:</b> 14 <sup>th</sup> November 2023
<b>Prepared By:</b>	Steve Banks, Non-Executive Director	
<b>Approved By:</b>	Steve Banks, Non-Executive Director	
<b>Presented By:</b>	Steve Banks, Non-Executive Director	
<b>Purpose:</b>		
To provide a summary overview from the People and Culture Committee’s meeting held on 26 <sup>th</sup> September 2023		<b>Assurance</b> Significant

<b>Matters of Concern or Key Risks to Escalate</b>	<b>Major Actions Commissioned / Work Underway</b>
<ul style="list-style-type: none"> <li>Continuing Industrial action is increasingly impacting on Trust staff as well as patient care. Strike fatigue is leading to increased risk of burnout and loss of goodwill. Despite assurance around mitigating actions the risk increases the longer strike action continues with no sign of a resolution.</li> <li>Employee relations cases continue to increase.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing assurance with regard to the work to understand and support the fragile and challenged services with significant recruitment plans. Likewise with safe staffing for Nursing, midwifery &amp; AHPs, and for medical workforce staffing.</li> </ul>
<b>Positive Assurances to Provide</b>	<b>Decisions Made (include BAF review outcomes)</b>
<ul style="list-style-type: none"> <li>Looking after our people through the Health and Wellbeing campaign</li> <li>Preparation for the staff survey</li> <li>The rigour of consultant selection</li> <li>Alignment of the people strategy with the NHS long-term workforce plan, and progress on strategic priorities in Q2</li> <li>Progress seen in the WRES and WDES reports, with challenges remaining captured in the EDI improvement plan</li> <li>Progress with heat maps to support services on culture development</li> <li>The self-assessment of the NHS Education contract</li> </ul>	<ul style="list-style-type: none"> <li>PR3 of the BAF was reviewed and the risk rating held at 20. Gaps in assurances due to co-ordinated strike action result in inconclusive assurance of the strategic threat of short-term loss of staff availability, morale and engagement.</li> </ul>

- The improved understanding and reporting on agency usage
- The plans for the flu vaccination campaign
- Positive actions to respond to violence and aggression in the workplace.
- The Committee Chairs attendance at the People Cabinet of 12<sup>th</sup> September 2023

**Comments on Effectiveness of the Meeting**

Governor observer commented positively on the actions underway with regard to violence and aggression. A very packed agenda provided assurances through well written and presented papers.