

**Trust Board Paper K**

<b>Meeting title:</b>	Public Trust Board					
<b>Date of the meeting:</b>	8 August 2024					
<b>Title:</b>	<b>Escalation Report from the People and Culture Committee (PCC): 25 July 2024</b>					
<b>Report presented by:</b>	Prof Ivan Browne – PCC Non-Executive Director (Chair)					
<b>Report written by:</b>	Ms Alison Moss –Corporate and Committee Services Officer					
<b>Action – this paper is for:</b>	Decision/Approval	x	Assurance	x	Update	x
<b>Where this report has been discussed previously</b>	None.					

<b>To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which</b>
Yes. BAF risks within the remit of PCC: Risk 10: Failure to recruit retain and transform the workforce.

<b>Impact assessment</b>
N/A
Acronyms used: PCC – People and Culture Committee BAF - Board Assurance Framework EDI - Equality, Diversity and Inclusion WRES - Workforce Race Equality Standard WDES- Workforce Disability Equality Standard WTE – Whole Time equivalents

**1. Purpose of the Report**

To provide assurance to the Trust Board on the work of the Trust’s People and Culture Committee (PCC), and escalate any issues as required.

**2. Recommendations**

To note the report.

**3. Summary**

The following discussion items from the PCC meeting of 25 July 2024 are summarised below.

**3.1 Recommended Items**

**3.1.1 Junior Doctors Guardian of Safe Working – Quarterly Report**

The Committee noted that in Quarter 1 2024/25, 200 exceptions reports were recorded which was a significant increase. The vast majority relate to hours worked and working pattern. There is a

surge in exception reports raised by Foundation Year 1 doctors in Surgery and Respiratory. The Committee noted the work of the Guardians to support staff and resolve matters.

The Committee noted the issues and impact arising from the delays in finalising rotas for Foundation Year 1 and 2 doctors.

*This item is highlighted to the Trust Board for information and a stand-alone item is included on the agenda.*

### **3.1.2 Freedom to Speak Up Update**

The Committee took assurance from the report of the Freedom to Speak up Guardians. In Quarter 1 2024/25, staff had raised 80 concerns. The main theme was staff management. Patient Safety issues had been responded to quickly, with clear outcomes. Administrative and clerical staff raised the most concerns.

The need to triangulate data to provide an overview of the culture of the organisation was noted. There will be further work to report on trends. Consideration will be given to how detriment, with respect to the impact of staff having spoken up, should be defined. There will be joint work with the Guardians on sexual safety for doctors in training.

*This item is highlighted to the Trust Board for information and a stand-alone item is included on the agenda.*

### **3.1.3 NHS Annual Staff Survey**

The Committee noted the update on the delivery plan in response to the 2023 staff survey, along with plans for the 2024 survey.

*This item is highlighted to the Trust Board for information and a stand-alone item is included on the agenda.*

## **3.2 Discussion items**

### **3.2.1 Board Assurance Framework**

The Committee discussed how best to use the BAF to inform its discussions and plan the agenda.

### **3.2.2 Chief People Officer Update**

The Committee was briefed on national and regional issues, noting the potential for a pay settlement for junior doctors. The metrics for reporting on people and culture were agreed.

### **3.2.3 Employee Relations**

The Committee noted the work with respect to HR casework which demonstrated progress in resolving cases and contracting timescales for achieving a resolution. Training was being provided for case investigators and panel members. The sickness rate at 5.68% (at the end of June 2024) is above the 3% target and above the NHS average of 5.1%. The main reason is anxiety/ stress/ depression. Future reports will look at benchmarking data. There will be a focussed discussion on health and well being at the August meeting of the Committee.

### **3.2.4 Equality, Diversity and Inclusion**

The Committee took assurance from the report on work to support EDI. The report provided metrics for the annual review against the WRES, WDES, and Gender Pay Gap. The positive improvement, areas to address and the next steps to support the EDI Strategy were noted.

### **3.2.5 Workforce Productivity and Workforce Position**

The Committee noted that as at end of June 2024 the workforce stood at 18,434 WTE (including bank and agency staff) which is 143 over plan. During July work is being undertaken to review the vacancy position and funded establishment. An update on this and the plans to address any variance will be reported to the September committee. The Committee emphasised the need for a sustainable approach.

### **3.2.6 Education and Training Update**

This item was deferred.

### **3.2.7 Management of Change Policy**

The Committee approved the policy which has been revised to take account of the Protection from Redundancy (Pregnancy and Family Leave) Act 2023.

### **3.2.8 Internal Audit Report - Financial Systems – Pay Expenditure Audit**

The Internal Audit Report of the review of the Trust's pay expenditure system, providing moderate assurance, was noted.

## **4. Date of Next Meeting**

Thursday 29 August 2024 – on MS Teams.