

People & Organisational Development Assurance Committee, Key Issues Report		
Report Date: 25/04/2024		Report of: People & Organisational Development Assurance Committee
Date of meeting: 22/04/2024		Teresa Boughey, Rhia Boyode, David Brown, Sara Biffen, Emma Wilkins, James Owen and Simon Balderstone, Nick Dowd, Sabina Khanna, Julie Wright
1	Agenda	<p>The Committee considered the following:</p> <ul style="list-style-type: none"> • People & OD Assurance Report • Operational Workforce Plan • Board Assurance Framework • Risk report – People Risks • Annual Staff Survey results • Library assessment outcomes framework • Employee Relations bi-annual report • EDI High Impact Progress • Policies to provide assurance to Board: <ul style="list-style-type: none"> ➢ Equality, Diversity & Inclusion Policy ➢ Bullying & Harassment Policy • Cycle of business – Bi-monthly meetings
2a	Alert <i>Matters of concerns, gaps in assurance or key risks to escalate to the Board</i>	<ul style="list-style-type: none"> • Employee Relations Challenges: The number of investigation cases has tripled, leading to capacity constraints for managers. To address immediate needs, external investigators are temporarily engaged at additional costs, pending the recruitment of qualified bank staff • Efficiency in Training and Unavailability Management: Ongoing efforts aim to minimise financial impacts by effectively managing training and unavailability within the cost improvement plan, while promoting a learning culture. • Clinical Support Workers Banding Review: The ongoing review of clinical support workers' banding presents a significant financial risk, potentially impacting the Trust by approximately £13.8 million.
2b	Assurance <i>Positive assurances and highlights of note for the Board</i>	<ul style="list-style-type: none"> • A recruitment freeze is in place across the Trust except for critical posts which allow for the delivery of patient care from a safety perspective, ensuring continuous oversight and balancing the cost. • There has been an overall reduction in workforce of 6% across the year. • A scheme run by NHS professionals bank is being considered that will allow the Trust to move expensive agency to this national bank which will reduce costs around commission and transition to lower rates. • The Trust is in line with the Operational Workforce Plan working closely with the divisions to review mandatory training, turnover rates and the vacancy position to remain in line with the plan. • SaTH continues to progress faster than its peers in the Annual Staff Survey and shows all People Promises and themes have improved from 2022 to 2023.

2c	Advise <i>Areas that continue to be reported on and/or where some assurance has been noted/further assurance sought.</i>	<ul style="list-style-type: none"> • Staff Survey Feedback and Actions: Division members presented their staff survey results and action plans to the committee, welcoming the opportunity for discussion. They recognized the need for ongoing improvements and have been invited to report back on progress. Additionally, there is concern about 'survey fatigue,' particularly in the Women and Children's Division, due to the high volume of surveys. 	
2d	Actions Significant follow up actions	<ul style="list-style-type: none"> • The Employee Relations bi-annual report to come back to PODAC detailing an external review which looked at the Trust's current processes for discrimination cases and recommendations, and how the Trust can make its investigations more robust. 	
3	Report compiled by	<i>Teresa Boughey - Chair People & Organisational Development Assurance Committee</i>	Minutes available from <i>Julie Wright</i>