

People & Operational Development Assurance Committee, Key Issues Report		
Report Date: 03 February 2025		Report of: People & Organisational Development Assurance Committee
Date of meeting: 02 February 2025		Teresa Boughey, Rhia Boyode, Nigel Lee, Rosi Edwards, Trevor Purt, Wendy Nicholson, Emma Wilkins, Simon Balderstone and Julie Wright.
1	Agenda	<p>The Committee considered the following:</p> <ul style="list-style-type: none"> • People & OD Assurance Report • Risk Report - People Risks • Nursing, Midwifery, AHP and Facilities Workforce meeting report from QSAC • Board Assurance Framework • Annual Staffing Survey Results • Gender Pay Gap Report • EDS 22 report and appendices • EDI Annual Report • Bi-Annual Report • AOB: <ul style="list-style-type: none"> ➤ Workforce Actions January 2025
2a	Alert <i>Matters of concerns, gaps in assurance or key risks to escalate to the Board</i>	<ul style="list-style-type: none"> • The Occupational Health contract is due for renewal, with options including a procurement exercise or exploring a preferred partnership with Shropshire Community. • BAF risk 3 rating has increased from 12 to 16 in light of the current pause of some training. • To ensure the Trust operates within its financial means, a review is being conducted to assess which services may no longer be affordable and sustainable without reliance on bank and agency staff. • With service reviews taking place, attention needs to be given to the importance of communications for both patients and staff.
2b	Assurance <i>Positive assurances and highlights of note for the Board</i>	<ul style="list-style-type: none"> • The Co-Chair roles for our ED&I Networks have been revitalised, with enhanced support, including mentoring from Telford College. • A review of services and whole-time equivalent (WTE) staffing levels is underway to ensure financial sustainability while maintaining patient safety as a priority
2c	Advise <i>Areas that continue to be reported on and/or where some assurance has been noted/further</i>	<ul style="list-style-type: none"> • An extraordinary meeting is being considered to review Staff Survey results, allowing Divisions to showcase progress and enabling PODAC to integrate assurance into the forward plan, • The Trust has been awarded the Disability Confident Level 3 which is very positive. • ESR has achieved level 3 attainment and level 2 for data quality, which is a great result. • The Committee approved the Gender Pay Gap Report for publication.

	<i>assurance sought.</i>			
2d	Actions Significant <i>follow up actions</i>	•		
3	Report compiled by	<i>Teresa Boughey, Chair of People & Organisational Development Assurance Committee</i>	Minutes available from	<i>Julie Wright</i>