

**Agenda item 2.i**

<b>Report to:</b>	<b>Board of Directors</b>	<b>Date: 06 March 2025</b>
<b>Report from:</b>	<b>Chair of the Workforce Committee – Part 1 Meeting in January 2025</b>	
<b>Principal Objective/ Strategy and Title</b>	<b>GOVERNANCE: To update the Board on discussions at the January 2025 Part 2 Workforce Committee Meeting</b>	
<b>Board Assurance Framework Entries</b>	BAF 1853, 1854, 1929 and 3261	
<b>Regulatory Requirement</b>	Well Led/Code of Governance:	
<b>Equality Considerations</b>	To have clear and effective processes for assurance of Committee risks	
<b>Key Risks</b>	N/A	
<b>For:</b>	Discussion	

**Issues of interest to the Trust Board**

**1. BAF**

The workforce committee received the BAF about 3261 focusing on the industrial relations. BAF risk 1929 has shown consistent improvement, but we will await further review following the staff survey results.

**2. Staff Story**

Adama Fofana and Sunanda Billur, who are Deputy Chairs of the Race Equality Network shared their experience of working at Royal Papworth - both had been at RPH for approximately 20 years. They shared that they both felt that they were being listened to, that it was a moment of change where they felt empowered to support others and promote diversity engagement and inclusion throughout the workforce. They shared that the environment is supporting them to promote and foster meaningful engagement and that it was a privilege to be involved. When asked what would make a difference and how we could support them, the overwhelming message was time. There was a commitment for a further conversation by the executives given that this is a recurring issue to give some consideration to how this can be best achieved.

**3. The Workforce Directors Report**

The workforce director's report was shared which detailed a really comprehensive review of the key performance areas and key indicators across the workforce agenda. The teams were commended for their diligence and thoroughness in reporting and their drive to constantly improve, which was evident throughout the report. Turnover

continues to improve for most areas and there has been some change and improvement in the time to hire. A highlight report was provided on the review of the appraisal process and approach to improving the experience of staff and the number of appraisals undertaken. The presentation described a thorough process which began in August 2024 based on the staff survey and using a series of focus groups, network discussions and events to inform the improvement plan. A new stage in the appraisal process has been introduced which is a pre appraisal assessment which was presented to the committee and had overwhelming support. It provided an approach which would benefit both the individual being appraised and the manager appraising the individual and would help them to prepare for a meaningful conversation at appraisal.

The changes to legislation on the NHS violence prevention and reduction standard was presented with acknowledgement that this was another complex set of changes that required thought and consideration before determining how implementation was best supported.

**Assured**

#### **4. WDES and WRES Reports**

The reports were shared for information and the data along with the staff survey will be used to inform the work programme for 25/26 which will be received at committee in March

**Assurance not required as this was a presentation of data to inform**

#### **5. Modern Slavery Statement**

The committee considered the statement and discussed how we assured ourselves that our supply chains were compliant. The director of finance commented that this was complex and that because most of our supplies came through the NHS supply chain this was more likely to be a source of assurance. Recommended for approval to the Board.

#### **6. Workforce Committee Self-assessment**

the self-assessment was received by the committee and was reviewed for areas of improvement and development. One of the areas that needed to be considered was how the committee was reviewed at board level to ensure the board requirements across all committees we're aligned and that the focus was right. An action was agreed that this would be raised and discussed as a board item. It was also agreed that following this discussion the chair the director of workforce would meet to ensure that the right level of detail and assurance was provided and that the forward planner reflected the priorities that the committee was required to assure on behalf of the board.

#### **7. Anaesthetic Associates at RPH**

The committee received a report from the chief nurse that updated the committee on the current position of the royal colleges and the review that the secretary state has

commissioned. The chief nurse provided assurance that the three members of staff at the royal Papworth hospital we're being supported and had a framework of practise around them whilst we await the final review.

## **8. Job planning review**

Talk to Ian Smith presented the update on job planning at the RPH where significant progress has been made over the last few years. Doctor Smith reflected that when he attended a recent regional meeting looking at how to progress job planning across the region, he was assured that the RPH had a good process in place, and which had clear expectations of the job planning process and a plan to ensure that job planning was linked to business planning and activity. The report also highlighted the recent applications for NCIA's, the final tally was 8 applications including 2 women. *“Five of the applications were successful including one of the women such that the proportion of female consultants with awards has risen from 5% to 12.5% in the last 2 years. The ethnic diversity of the consultant workforce has also been increasingly reflected in the NCIA process over the last couple of years. Three of the 5 consultants recognised this year were from ethnic minority backgrounds and none were ‘White British’.* The committee welcomed this significant improvement

## **9. Guardian of safe working hour's Q2 report**

The committee received the Q2 report and discussed the ongoing issues with exception reporting and next steps. The committee noted the progress made with the resident doctors' mess and it was highlighted in discussion that an interactive information sharing board was going to be placed in the new doctors' mess to help our residents keep updated and to share information. The general mood of resident doctors was noted , which generally reflect the national position.