

Agenda item 2.i

Report to:	Board of Directors	Date: 2 February 2023
Report from:	Chair of the Workforce Committee	
Principal Objective/ Strategy and Title	GOVERNANCE: To update the Board on discussions at the Workforce Committee	
Board Assurance Framework Entries	BAF 1853, 1854, 1929, 3261	
Regulatory Requirement	Well Led/Code of Governance: To have clear and effective processes for assurance of Committee risks	
Equality Considerations	None believed to apply	
Key Risks	Insufficient information or understanding to provide assurance to the Board	
For:	Information	

1. Issues of interest to the Board

1.1 Establishing the Committee

The inaugural meeting of the Workforce committee was held on 26 January 2023.

The committee agreed the TOR for the committee with a minor amendment and clarification of a specific area of workforce management. The committee considered the BAF risks, the associated controls, and mitigations. As this was the first meeting of the committee, we took time to explore the data, the issues and the proposed actions to impact change in our principal workforce issues.

1.2 New Workforce Directors Report.

A new style workforce report was shared with the committee which presented a comprehensive dashboard highlighting the current workforce challenges, supporting trend analysis data, summary reports of the workforce leads and the three fundamental workforce programmes of Compassionate and Collective Leadership, Equality, Diversity and Inclusion and the Resourcing and Retention Improvement programmes. The report introduced infographics by staff group and by Division which allowed a deeper insight and understanding of the issues. The committee debated the data and its presentation to ensure a greater understanding of the programme alignment, the approach, the expected outcomes, and impact measurement.

1.3 Workforce strategy

The first draft of the workforce strategy was shared. The committee were impressed with the content and presentation and were looking forward to the next iteration with more of an explicit implementation plan, aligned to the annual plan. The committee shared their concern on the breadth and depth of the work underway and planned, and sought assurance on capacity and prioritisation.

2 Issues for Escalation

No issues for escalation were raised but a connection with the Audit committee on overpayments was acknowledged.

4. Recommendation

The Board of Directors is asked to note the contents of this report.