

Agenda item 2.i

Report to:	Board of Directors	Date: 1 June 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, 1929, 3261, 1854	
Regulatory Requirement	Well Led/Code of Governance:	
Equality Considerations	To have clear and effective processes for assurance of Committee risks	
Key Risks	None believed to apply	
For:	Insufficient information or understanding to provide assurance to the Board	

1. Issues of interest to the Board

1.1 Workforce Strategy metrics and monitoring

Following the presentation of the strategy to the last committee and Board, a paper setting out high-level metrics for measuring the impact of the interventions was presented. There was general discussion and challenge particularly in relation to the metrics for improving the experience of our BAME staff and for our staff with disabilities. Whilst there was an appreciation of the construct of the proposed metrics and the desire to be realistic, there was a challenge to see some stretch targets and to see pace to delivery. It was agreed that some further consideration be given to how greater pace and improvement could be achieved.

1.2 Staff story

Amy Chadwick, Chair of the Women’s Network presented the key areas of focus of the work of the network which included: The gender pay gap, sexual harassment at work, progression pathways, women with long-term health issues and the provision of sanitary products. Amy emphasised the need to consider the succession planning for chairs and the need to secure more engagement of female medical staff in the network. It was a comprehensive and thoughtful presentation which stimulated thought about how the committee connects with the networks more consistently.

1.3 Workforce Report.

The workforce report was broadly discussed, and recognition given to the improvements in the appraisal rates particularly in Cardiology, and the improvement in time to hire specifically. The focus of our discussions was the deterioration in the staff engagement scores from the Q1 Pulse survey which evoked a significant discussion. There was recognition of the significant work that is underway to support and value staff but concern that these initiatives were not having the desired impact. There was feedback that the

opportunities offered were appreciated and valued but the constraints were time for staff. There was an exploration of what we could prioritise to have greatest impact and with greater pace. Line management training was seen as pivotal alongside the CCL programme, and supervisory time for ward sisters, which were part of the discussion.

1.4 Key Reports

- **Freedom to Speak Up Guardian Report.** Tony Bottiglieri presented his report for noting, the report and the presentation was welcomed and applauded for being comprehensive and informative.
- **PSIRF** The new PSIRF framework training was presented to the committee. PSIRF guides the NHS on how to develop the cultures, systems, and behaviours necessary to respond to patient safety incidents in a way that ensures we learn from them and improve. The proposal for training was ratified.
- **Clinical Education Strategy highlight report**
- **Quality account priority for workforce**
- **Health and Safety at Work annual review.** The committee received the first annual Health and Safety at work review. The report followed a tabletop exercise and a significant programme of work to pull the various elements together. Maura and the team were congratulated, and the recommendations highlighted in the report were fully supported and the committee requested an update on progress.

2.0 Issues for Escalation

No issues for escalation

3.0 Recommendation

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