

Agenda item 2.i

Report to:	Board of Directors	Date: 7 September 2023
Report from:	Chair of the Workforce Committee	
Principal Objective/ Strategy and Title	GOVERNANCE: To update the Board on discussions at the Quality & Risk Committee	
Board Assurance Framework Entries	1853, 1854, 1929	
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. Significant issues of interest to the Board

- 1.1 The committee considered the BAF and agreed with the current assessment. There was a discussion on the BAF assurance map and an agreement that there were gaps in assurance relating to role descriptions, AJ will review.
- 1.2 The staff story brought to life the importance of the line managers training and how vital this is to address some of the fundamentals of our Values as an organisation. The member of staff described the impact that the course had on her practice, she felt more confident, it had given her legitimacy in her role, and she felt connected with parts of the organisation through the course. The planned follow-up sessions consolidated the sense of belonging to a new community of practice.
- 1.3 The Workforce Director's report highlighted ongoing improvement in rates of appraisals and statutory/mandatory training, and a decrease in sickness absence, but also a decrease in the net of starters/leavers.
- 1.4 The committee received the Education report for Q1 and noted the ongoing concern and disruption caused by the lack of a permanent location for team, and awaits the new plans coming to fruition. The committee requested an update on the RPH school following an update/proposal to SPC.
- 1.5 The committee received the Job Planning report and whilst the approach and paper were welcomed there were a series of issues that we would wish to see reflected in the paper. The committee wishes to see more detail on the distribution of PAs i.e. how many job plans were over 12 PAs, what was the gender split of these and what is the target and approach to reducing consultants PAs. The committee recommended that a revised paper be brought to the Board for discussion.
- 1.6 The committee noted the Guardian of Safe Working Report and thanked Dr Ian Smith for care taking this function whilst we recruit to the role.
- 1.7 The committee received 8 papers on EDI. The EDI improvement plan was presented, and the six objectives highlighted, further work and understanding is required. The committee

noted the Bank WRES, the WRES and the WDES reports and approved the action plans for WRES and WDES. The first EDI annual report and the Staff network EDI strategy were received, and both were commended to the board. Given the numerous action plans it was agreed that the RPH workforce strategy will be the overarching document and plan through which the WFC would monitor this agenda.

2 Policies etc, approved or ratified:

The new NHS Long Term Workforce Plan was presented and discussed. The new Abuse Violence and Aggression Procedure was welcomed and approved, and the communications plan to support implementation is currently being considered.

3. Matters referred to other committees or individual Executives

None of note

4. Recommendation

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