

Agenda item 2.i

Report to:	Board of Directors	Date: 5 October 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. Key issues of interest to the Board

1.1 Review of the BAF Risks

The committee noted the reports relating to committee risks covering staff engagement, recruitment, and turnover rates. Committee discussion focused on BAF 1929 Staff Engagement which had a RRR of 20. The committee considered the level of residual risk, given our scores in staff surveys but on balance the committee agreed that the overall risk was stable. This was felt to reflect the improvement in related metrics and the continuing positive scores for patient experience. However, this would need to be kept under close review given the challenge that delivering and sustaining these standards poses for our staff.

No changes were made to any of the risk entries assigned to the committee.

1.2 Staff Story

The committee welcomed an excellent presentation from Gerrie Powell Jones, Co-Chair for Disability and Difference and Working Carers Network. Gerrie outlined the wide-ranging work undertaken by the Network. The committee heard of some areas of good progress and positive engagement to help address the needs of people with disabilities, many of which may be hidden. We also received assurance on the excellent support provided to the Network from the workforce directorate as well as the executive sponsor. Gerrie also shared the challenges of balancing her day job whilst also discharging her role as co-chair given the limited time available to do the latter. The committee noted that the demands of these roles should be kept under regular review given that our network leads volunteer to take on these responsibilities and there is some variation in the time that is recognised to undertake them, and we are aware that our leads commit time well in excess of any agreed release from their core roles.

1.3 Workforce Report

The committee received a comprehensive workforce report and noted some positive signals relating to mandatory training, appraisals, vacancy rates, time to hire and the pipeline for

recruitment. On-going high levels of sickness were also noted as well as the challenges with getting timely occupational health screening for international recruits. Active discussions with OH are in train. The committee welcomed initiatives aimed at improving employee relationships with a programme aimed at early conflict resolution where appropriate.

1.4 EDI Improvement Plan

The committee strongly supported the setting of goals aimed at improving the equality of representation of staff across all bands, noting the longstanding lack of staff from a BAME background in band 7 and above. These goals will be kept under review and the committee will receive regular progress reports. Actions to support delivery of these goals will include supporting managers with training to improve the quality of appraisal, career development discussions and succession planning. Other measures to ensure accountability for delivering these goals were discussed. The committee agreed that the goals were sufficiently ambitious and appropriate and should be recommended to the Board for approval.

1.5 Education and Training

The committee received a comprehensive, transparent and honest self-assessment for the annual NHSE (previously Health Education England) Self-Assessment. The committee endorsed this, without caveat, and recommended the self-assessment be submitted to the Board for approval.

1.6 Nursing Revalidation

The committee welcomed the very positive report relating to the annual requirements for revalidation by the Nursing and Midwifery Council. No areas of concern were noted.

2.0 Issues for Escalation

No issues for escalation were identified.

3.0 Recommendation

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