

Agenda item 2.i

Report to:	Board of Directors	Date: 28th March
Report from:	Chair of the Workforce Committee	
Principal Objective/ Strategy and Title	GOVERNANCE: To update the Board on discussions at the Workforce Committee – Part 1	
Board Assurance Framework Entries	BAF 1583,1854,1929	
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. Issues of interest to the Board

1.1 BAF

The committee noted the changes to BAF 1854, the risk appetite had changed to high and the current risk score for 1929 was dropped from 20 to 16 due to the improvements in the 2023 staff survey results.

1.2 Staff story

Lorraine Wilde, workforce project officer shared her personal experience of working at RPH and undertaking an apprenticeship to secure her level 7 Lorraine shared that whilst the programme was challenging her team and her manager allowed her the time and space within the working week to undertake her studies and supported her in the broad range of projects that she undertook as part of the course. Lorraine has grown in confidence and has been able to use the course to support her work and advance her career. She shared that others on her course had not experienced the same support or protected time.

1.3 Workforce Report.

The workforce report was broadly discussed, and recognition given to the work on sickness rates. The trend over the last two years is downwards but over the last twelve months sickness absence has increased. The most up to date NHS Absence rates available are for October 2023. The overall sickness absence rate for England in October was 5.3%. compared to 5.2% at RPH. The staff groups with the highest absence rates are Estates and Ancillary, which has increased over the last twelve months up to 9.4% in February. Registered Nurse absence rates have also increased over the last twelve months although has started to reduce again over the last three months. All other staff groups are seeing their absence rates reduce.

- There was a discussion on the external auditors who undertook an EDI Maturity Review, a diagnostic review of the Trust's EDI framework, including the approach for workforce and for patients. The purpose of this review was to assess how the Trust's EDI intent is embedded at divisional level. Overall, the findings were similar position to other Trusts where clear commitment to continuous improvement has been articulated, however, has not yet fully embedded into the day-to-day business-as-usual of the organisation (while there are pockets of good practice). This would be the key next step for the Trust to turn intent into demonstrable and measurable impact, which is supported by internal ongoing assurance.

Key Reports

- **Equality, Diversity and Inclusion Report.** The committee received and discussed the annual Gender Pay Audit Report. The action plan relating to the report is due to be received in May. The committee also received the first draft Ethnicity Pay Gap Report both are key documents in understanding more on our
- **Staff Survey results.** the survey results have been shared with staff and with managers and with staff through our normal communication channels and in specific briefings. They are also being shared and discussed with Staff Networks. They will inform the work of the Compassionate and Collective Leadership Programme and the Resourcing and Retention Improvement Programme and influence the decisions made on workforce investment. Three priority areas have been identified.
 - Appraisal: Improving the appraisal process and its role in talent management/career progression and staff feeling valued.
 - Staff feeling confident to raise concerns: Although our results are close to our peer average we have not seen them return to the levels reported in 2021. Staff confidence in raising concerns is an important part of a psychologically safe working environment and we will continue to work with the Freedom to Speak up Guardian to improve staff confidence in this area.
 - Bullying and discrimination: The continuing high levels of staff reporting bullying and discrimination, from colleagues and line managers is particularly concerning particularly the differential experience between white staff and staff from a BAME background. There is for the first time a question on staff experience of unwanted behaviour of a sexual nature and the percentage of staff reporting this type of behaviour, both from patients/relatives and colleagues is higher than our peers and national results.
- **NETS** results were shared and demonstrates very positive reporting from learners and continual improvement at RPH above national average.
- **PIPR.** the proposed new metrics were highlighted and broadly supported but further discussion was required as no rationale for the change was available to committee members.
- **Proposed 24/25 Workforce Strategy Action Plan.** The proposed 24/25 Workplan was shared which builds on the work completed and/or commenced in 23/24 and reflects key themes from the Annual Staff Survey and national workforce priorities. The review of delivery of the 23/24 Workplan will be presented at the May Committee meeting and then the June Board meeting.

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.