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People and Culture Committee – 25 April 2023 12 noon-1300

Highlight Report

Strength of Assurance	Colour to use in 'Strength of Assurance' column below
Low	Red - there are significant gaps in assurance and/or not properly assured as to the adequacy of action plans/controls
Medium	Amber - there is reasonable level of assurance but some issues identified to be addressed.
High	Green – there are no gaps in assurance and there are adequate action plans/controls

Agenda Item:	Assurance Level: Process and Action	Assurance Level: Impact	Committee escalation:	ORR Risk Reference:
Strategic Workforce Group (SWG)	Green	Amber	Issues escalated to the People and Culture committee were covered by the sickness absence deep dive appendix and Workforce and Agency reduction plan assurance report – below.	
Sickness Absence – headlines from SWG deep dive	Amber	Amber	The committee asked for consideration by SWG and executives of more assurance on a range of factors including: Impact of initiatives to reduce stress, anxiety and staff burn-out. Focus on reducing long term sickness. Outcome metrics for deep dive recommendations.	Risk 74 Risk 73
Workforce and Agency Reduction Plan	Assurance was discussed under each workstream & target			
Agency Reduction: Stop off framework use Reduction in agency spend	Amber	Red	Committee welcomed assurance report and data by job category and directorate but noted more/different actions required to improve and sustain performance.	Risk 85
Recruitment & Retention: Increase number	Green	Amber HCAs on bank	Although committee was assured on grip and plan progress and welcomed the medical workforce	Risk 84 Risk 86 Risk 74

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of Health Care Assistants (HCAs) on bank Reduce trust vacancies Medical Workforce Plan		Green for Admin; support to nursing; registered nursing Red for medical staff	plan, impact not evidenced yet for all areas as indicated by assurance levels in this highlight report.	
Growth & Development: Improve Registered Nurse (RN) Retention	Green	Green	Committee was fully assured on RN retention action and impact and welcomed action on exit and stay interviews. Assurance was also received on longer term plan of embedding use of new roles and skill mixing.	Risk 84 Risk 61 Risk 74
Organisational Risk Register (ORR)	Green	Green	The committee considered six risks through a people lens – three allocated to this committee and three under the oversight of other committees. A request was made to review risk 74 to ensure appropriately reflects risk and mitigating action on stress, anxiety and burn out of staff including results of sickness deep dive.	Risk 61 Risk 73 Risk 74
		Red– three of current risks considered are red; one is outside appetite	Mitigating action for these risks was covered under the Workforce and Agency reduction plan and medical workforce plan – see above.	Risk 84 Risk 85 Risk 86
Performance Data			To be included in future papers for triangulation.	
Any other business: Policies	Green	Amber	The refined process was presented to the Committee. Agreed detail on policies to be attached to minutes. Amber assurance reflects not yet seen how process works in practice.	

Chair of Committee:	Ruth Marchington
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