

3As Highlight Report					
Meeting Name: People and Culture Committee (PCC)					
Date: 11 September 2024					
Author: Manjit Darby					
Quorate: Yes					
Policies & expiry date: See assurance below					
Agenda Item:	Reference:	Lead:	Description:	BAF Reference:	Directorate Risk Register Reference:
ALERT: Alert to matters that need the Board's attention or action, e.g., an area of non-compliance, safety, or a threat to the Trust's strategy					
No alerts to the Board					
ADVISE: Advise the Board of areas subject to on-going monitoring or development or where there is negative assurance					
Workforce, Recruitment and Agency Reduction Plan	Agency Reduction, Recruitment and Retention	DN	<p>We are sustaining the reduction in off framework agency usage. Month 4 saw zero use which is a significant achievement.</p> <p>We have significantly increased our Bank workforce, HCA overall demand has reduced due to the amount of substantive recruitment that has taken place, a positive picture.</p> <p>Registered nursing improved off framework usage as transferred some long-serving staff to our Bank giving us an agency spend within plan.</p> <p>Registered nurses recruitment on plan, HCAs is a workforce we can recruit to but do not expect to have zero vacancies due to turnover. We are now released from the NHSE direct support plan which is positive.</p> <p>Price cap breaches remain an issue but plan in place and will be reviewed in detail at next PCC</p> <p>Productivity re time to recruit is an improving picture but has been impacted by implementation of Jobtrain. We expect to see improving picture by next PCC in October</p>	BAF06 also links to BAF01	
Staff feedback on Impact of Islamophobic Race Riots	Culture and wellbeing	SW	PCC has sought assurance on the impact of the Trust response to the race riots and lessons learnt. Feedback from the REACH network indicates that there was significant inconsistency in support to staff on the ground – ranging from brilliant to poor. Full analysis to come back to next PCC.	BAF06 BAF07	

WRES and WDES action plans	Culture and wellbeing	DN	PCC approved publication of action plans which were coproduced and detailed with caveats on further work required on outcomes. It was agreed that much work had gone into production of plans but the lack of focussed performance measures and outcomes should be strengthened and an addendum to publication of action plans would be required.	BAF06 BAF07	
Board Assurance Framework	BAF	PCC	Detailed oversight of the 2 BAFs under the remit of this committee provided. BAF06 - Noted a gap in terms of planned actions, sources of information and evidence, action to be fully populated. BAF07 - Noted going forward to capture the actions, sources of information and evidence on culture. BAF risks owned by PCC need to be updated to recognise the role of expanded remit of PCC.	BAF06 BAF07	
ASSURE: Inform the Board where positive assurance has been received					
Policy Compliance	Policies	SW	All our policies currently in date.	BAF06	
360 Assurance Health and Wellbeing Framework	Health and Wellbeing	SW	Review concluded there was Significant Assurance but further work was required on 2 areas- formalising process of self assessment and developing SMART objectives. These 2 medium priority actions will be monitored in PCC		
Terms of Reference Review 2024/25			The remit of PCC has been expanded and the first meeting reflecting the full and wider PCC remit has taken place. TOR reviewed and subject to minor amended approved. Committee agreed that there are merits to exploring potential opportunity for joint workshops with members from all level 1 committees to discuss relevant cross-cutting topics. Along with the possibility of enhanced staff voice at these sessions. Committee Chairs to discuss. Assurance was sought that the PCC with its expanded role will not replicate work done at SWG. SW and KD to discuss refreshed discussion points to reduce any overlap. The committee approved the proposals made.		
Committee Non-Executive members			Non-Executive members now constitute Manjit Darby as Chair, Alexander Carpenter and Elizabeth Anderson. People and Culture Committee to continue in its expanded role.		
CELEBRATING OUTSTANDING: Share any practice, innovation, or action that the Committee considers to be outstanding					
			No items.		