# CHAIR'S KEY ISSUES

## ISSUES FOR REFERRING / ESCALATING TO BOARD / COMMITTEE / TASK & FINISH GROUP

| ORIGINATING BOARD / COMMITTEE / TASK & FINISH GROUP: | People and Organisational Development Committee, 14 March 2023 |
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| CHAIR: | Richard Spencer - Non-Executive Director |
| LEAD EXECUTIVE DIRECTOR: | Kate Read, Director of People and Organisational Development |

| Agenda Item | Details of Issue | Approval Escalation Alert Assurance Information |
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| Welcome | A shortened, focussed meeting took place during the junior doctors' industrial action. | Alert |
| National Staff Survey | An initial overview was presented. The Chief Executive shared his disappointment at the results and response rate. More time is required to ensure that the right actions are confirmed to enable improvement. There is debate underway on the wider issue of communications and engagement and the response to the Deloitte Well-led review will be factored in. The Committee echoed this disappointment, discussed the response rate, the success in recruiting into the Trust and recognising the context of the last 2-3 years. The ability to undertake further thematic and sentiment analysis will be helpful, whilst recognising the anonymity of survey responses. The inter-dependency between staff morale and operational performance, the speaking up culture, organisational learning and psychological safety were all discussed. A subgroup would consider staff engagement/work satisfaction in more detail and the Chief Executive and Committee Chair would review how this was to be progressed. | Assurance |
| Equality, Diversity and Inclusion (EDI) Workplan | A six-monthly update outlined progress and future plans; internal audit actions would be considered at the Audit and Risk Committee later this week. Committee members questioned if the action plan was sufficient, the scale of ambition for the year ahead, impact on the wider culture and whether a more strategic approach was now required. There was reflection on progress over the last two years with more clarity now on the work that is required and processes in place to enable issues to be discussed. It was thought to be a good time to consider a more strategic approach whilst retaining the 'check and challenge' that is in place through the EDI Steering Group. | Assurance |
| Risk Review | The Committee confirmed that the overall risk rating of 12 remains in relation to staff engagement. | |