

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, 9 May 2023
CHAIR:	John Humpston - Non-Executive Director
LEAD EXECUTIVE DIRECTOR:	Kate Read, Director of People and Organisational Development

Agenda Item	Details of Issue	Approval Escalation Alert Assurance Information
Board Assurance Framework	This is subject to further work led by the new Director of Governance. Meetings are being scheduled with risk owners to fully review risks and controls. A revised BAF would be presented to the July Board meeting.	Assurance
Deep Dive – Workforce planning/ staff experience	<p>A detailed presentation was received to support Committee understanding of how services are delivered through as effective and efficient a workforce as possible, aligned to the Trust's strategic objectives and the four pillars of the People Strategy. Areas of focus include improving recruitment to difficult to fill vacancies, a review of race equality data, Trust responsibilities as an anchor organisation and the work being undertaken to attract local people into roles.</p> <p>The Committee received significant assurance on achievements to date, the targets set for 2023/24 and the work planned. The huge amount of progress made regarding recruitment and retention and how we behave as an organisation was recognised. Questions were raised regarding workforce transformation, the monthly meetings with divisions and sharing of good practice, longer term workforce planning for the next 2-4 years, the breakdown of turnover rates, the link with discussions at the Performance Assurance Committee and business planning, relationships with educational providers and how these support future planning and service delivery. It was confirmed that the Trust has one of the lowest vacancy rates in the country which could be reduced further, and national statistics and applications by role demonstrate that people want to work at ESNEFT.</p>	Assurance
National Staff Survey Key Focus 1: Appraisals	There are four themes requiring particular attention and more detailed debate at Committee to enable sufficient focus on improvements following the September 2022 survey: involvement and inclusion – appraisals; confidence in raising concerns; staff experience through the lens of equality, diversity and inclusion, and valuing our staff and staff wellbeing. The significant revisions to the appraisal process were detailed, with feedback being requested for Band 7s and above, removal of some of the barriers in terms of the process and recording that meetings had taken place. Utilising the c900 leaders who had benefitted from the Trust's leadership	Assurance

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	<p>development will enable and align objectives with the Trust strategy and this approach fits with the ESNEFT Time Matters philosophy.</p> <p>The Committee welcomed the clear, straightforward and streamlined approach designed around staff to secure more quality appraisals and to focus on the conversation.</p>	
Staff Network update – Equality in Moving Beyond Race (EMBRace)	<p>All staff networks will present to Committee on an annual basis. The chair of the network set out the purpose, achievements and impact, together with the key issues.</p> <p>The network chair was thanked for their leadership and significant input which had enabled the network to develop, and she reflected on the support received from the Chief Executive four years ago to take this forward. The Committee recognised the challenge of encouraging more responsibility from existing members to share the workload. Enabling medical staff the time to get involved would be considered further. The Director would be undertaking further work regarding whether staff from the global majority feel it is harder to progress within the organisation and would link with the network. The challenge is how to encourage more staff from different backgrounds and careers to participate without losing the hugely powerful network that is in place.</p>	Assurance
Assaults on Staff: Violence Prevention and Reduction Standard	<p>Responsibility lies with the Board’s Quality and Patient Safety Committee. An update was provided and it was confirmed that future reports would be presented to this Committee for information.</p>	Assurance
Workforce Safeguards 6 monthly update	<p>The six-monthly assessment of compliance against the workforce safeguards toolkit was presented. This continues to develop, whilst 100% compliance has not been achieved. ESNEFT has been invited by the national team to develop an Allied Health Professionals acuity tool, a positive development. Committee members questioned whether separate metrics were being considered for virtual wards. Assurance was received and the report was recommended for presentation to the Board (in public in July).</p>	Alert
Executive Assurance Reports	<p>Reports were received from the Wellbeing Steering Group with one item for escalation. There were no items for alert or escalation from the EDI or Faculty of Education Steering Groups. Positive developments were considered regarding support to Armed Forces and Veterans and the Colchester regiment was sharing with others across the country the development and support being provided by ESNEFT for army personnel to gain a qualification in level 3 emergency preparedness.</p>	Assurance
Committee work programme 2023/24	<p>The Committee approved six-monthly reporting, recognising that an effective programme was in place, and the work that was still required. The Chair reflected on the rich discussion during the meeting and further consideration was required on how this could be replicated for other areas of business.</p>	Assurance