

<b>Meeting title:</b>	Trust Board	<b>Public Trust Board paper I</b>				
<b>Date of the meeting:</b>	10 August 2023					
<b>Title:</b>	<b>Escalation Report from the People and Culture Committee (PCC): July 2023</b>					
<b>Report presented by:</b>	Mr Ballu Patel – PCC Non-Executive Director Chair					
<b>Report written by:</b>	Ms Ninakshi Patel – Corporate and Committee Services Officer					
<b>Action – this paper is for:</b>	Decision/Approval	x	Assurance	x	Update	x
<b>Where this report has been discussed previously</b>	None.					

**To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which**

**Yes. BAF risks within the remit of PCC are listed below:**

BAF Ref	Risk Cause	Risk Event
10-PCC	Failure to recruit, retain, redesign and transform the workforce	Insufficient workforce capacity, capability and lacking diversity

### Impact assessment

N/A

Acronyms used:

People and Culture Committee – PCC

Board Assurance Framework – BAF

University Hospitals Of Leicester NHS Trust – UHL

Equality, Diversity, and Inclusion – EDI

Workforce Race Equality Standard- WRES

Workforce Disability Equality Standard – WDES

British Association for the Physicians of Indian Origin- BAPIO

### 1. Purpose of the Report

To provide assurance to the Trust Board on the work of the Trust's People and Culture Committee (PCC), and escalate any issues as required.

### 2. Recommendations

2.1 There are no items from PCC requiring August 2023 Trust Board approval and one item requiring September 2023 Trust Board approval.

### 3. Summary

The following items from the PCC meeting of 27 July 2023 are summarised for the 10<sup>th</sup> August 2023 public Trust Board:

## **Recommended items:**

### **Junior Doctors Guardian of Safe Working Hours**

Dr R Singh, Guardian of Safe Working and Consultant in Medicine, presented the Guardians of Safe Working Hours in line with the 2016 Junior Doctors Contract. He noted that the exception reports raised from 1<sup>st</sup> March to 31<sup>st</sup> May 2023 was 115. This has been a decrease from the previous quarter. It was concluded that exception reports are being reviewed and changes had been implemented as required which included the Trust's process to response time.

*Junior Doctors Guardian of Safe Working Hours were endorsed and recommended for Trust Board approval. A standalone report is included on the 14.09.23 Trust Board agenda accordingly.*

### **Workforce Returns - EDI Update**

Ms S Zavery, Head of Equality, Diversity, and Inclusion reported the analysed data against WRES and WDES standards by May 31, 2023. She highlighted for the first time, Trusts are also expected to report against the Bank WRES and Medical WRES data standard. Although not mandatory, the Trust had committed on reporting on medical WRES that was completed in line with national timescales. It was concluded that WRES and WDES outcomes evidence improvements made from last year's position across a range of indicators but noted that there is still significant amount of work to do.

*Workforce Returns – EDI Update is endorsed and, following further work to be undertaken and submitted to the PCC in September 2023, will be recommended for Trust Board approval in October 2023 (as confirmed by People Services following the PCC meeting).*

## **Discussion items:**

### **3.3 People Services Update**

Ms K Ceesay, Deputy Chief People Officer and Ms Z Marsh, Associate Director of People Services, provided a summary of people services update which included updates on Industrial Action, Pay Award and NHS Long Term Workforce Plan. The Committee was assured about the progress of the ongoing work being carried out by People Services team.

### **3.4 Employee Relations Report**

Ms Z Marsh, Associate Director of People Services provided an update on Casework overview and concluded that 122 cases had been resolved and there had been a significant reduction in long term sickness cases over 6 months. The Committee noted the report and acknowledged the positive news on the reduction of sickness cases.

### **3.5 National Staff Survey 2023**

The Chief People Officer updated the Committee on the outline of work planned and underway to deliver this year's Staff Survey. She highlighted to the committee there would be an 8-week campaign to encourage colleagues to participate in the Staff Survey. The Chief People Officer assured the Committee on last years efforts as the response rate surpassed the national average and achieved headline target. The Committee acknowledged the ongoing planned work on promoting the staff survey.

### **3.6 Workforce Planning (aligned to BAF Risk 10)**

Ms K Ceesay, Deputy Chief People Officer, provided an update on the current workforce schemes in place and a high-level overview of the increased capacity requirements. She highlighted that the programmes involved would transform

workforce models. The committee was assured that the appropriate governance and oversight is in place to support the achievement of the transformation ambitions and the mitigation of risks any risks involved.

### **Consideration of BAF risks in the remit of People and Culture Committee:**

#### **4. Board Assessment Framework**

The Committee reviewed strategic risk 10 on the BAF around insufficient workforce capacity, capability and lacking diversity which was aligned to the committee and its work plan. There are no significant changes proposed to the content this month and controls, assurances and key next steps are aligned to papers on the agenda and discussed at the meeting. There were no changes proposed to the scores of this risk this period: Current rating is 20 (likelihood of almost certain x impact of major), Target rating is 9 and Tolerable rating 12.

#### **5. AOB**

- The Chief People Officer highlighted dates for information:
  - Pride celebrated across Leicester, Leicestershire & Rutland in September.
  - Staff Annual Recognition Awards Evening on 28<sup>th</sup> September
  - Black History Month celebrations in October
  - Disability month celebrations in November.
  - BAPIO Conference in early December.

**Reports for noting** – the following items were received and noted, with no substantive discussion:

- None

#### **6. Supporting documentation**

None

#### **7. Date of Next Meeting**

Thursday 28<sup>th</sup> September at 10am – Board Room, Leicester Royal Infirmary.