

Board Committee report to the Board of Directors

Committee Name:	People and Culture
Committee Chair:	Chair HDFT
Date of last meeting:	11 August 2021
Date of Board meeting for which this report is prepared	24 August 2021

Summary of Key Issues:

The meeting began with a review of the recent visits to meet HIF colleagues and see their working environments. This was a most positive and useful experience. It was recognised this had taken careful organising, and could have been quite disruptive for HIF colleagues, and our thanks were noted. It was agreed we would want to undertake this again, and we were reminded we had agreed to serve Christmas lunch!

We reviewed the sickness absence levels and noted they had increased, and were now higher than the Trust's. It was confirmed that a 'deep dive' into this would be undertaken which would hopefully reveal more information on the reasons. It was recognised this has an impact on service delivery and the wellbeing of other colleagues. In addition, turnover rates were reviewed, and further work will take place to understand levels of 'natural' turnover (for example, colleagues reaching retirement) and other reasons.

The 'virtual learning environment' has recently been launched which will replace training activity via ESR. Training rates generally were again reviewed, particularly for board members, as the overall compliance percentage remains low.

The progress made towards the estates plan was shared and we learned that the consultation document has been drafted and is with HR colleagues. The consultation will last for 30 days, and was reviewed positively by union colleagues.

We reviewed the pay increase proposal and agreed this should be recommended to the Board for approval. This would ensure equality between HIF and Trust colleagues, which we felt was extremely important.

The 'Flowers' case was discussed, and we heard it will be applied to Trust colleagues from September. Again, for the same reasons, we agreed to recommend this to the Board for approval.

The deadline to agree the NHS staff survey is fast approaching, and we received information about the new company, **xxxxxx**, who will be taking this forward. We

agreed this was an important opportunity for HIF colleagues to be able to participate. Next year, we could ask HIF specific questions, which we agreed would be very useful.

Finally, we reviewed the frequency of the meetings, and the effectiveness, and agreed we would continue to have them every other month.

Are there any significant risks for noting by Board? (list if appropriate)

There were no new significant risks identified to escalate to the Board.

Any matters of escalation to Board for decision or noting (list if appropriate)

There were two items recommended to the Board for approval, as described earlier in this report.