

Board Committee report to the Board of Directors

Committee Name:	People and Culture
Committee Chair:	XXXXXXXXXXXXXX
Date of last meeting:	23 rd March 2022
Date of Board meeting for which this report is prepared	26 th April 2022

Summary of Key Issues:

The meeting began with a thorough review of the action log and we were able to resolve a number of items. This was a very useful exercise and enabled the Committee to have a better understanding of the actions and their status.

The Committee was pleased to note the new 'recruitment and retention group' – they feel this will be very useful going forward. The next Inpulse survey will be focused on 'integrity', and focus on a small number of questions about observing this in others, what it looks like in action, and how it can be different for different people. The Committee discussed ways to increase engagement in the surveys as this can produce such valuable data and insight. The Committee briefly discussed a live ER case that is in progress. This was a useful exercise for the Committee to understand more about the process, but without going into the detail of the actual case.

The Committee was extremely pleased to have an early view of some of the headlines from the recent staff survey, and very pleased about the overall positive results. The Committee discussed the items that stood out to them, including comments on how colleagues were feeling; how colleagues felt their work links to patient care, hours/patterns of working, and views on wellbeing and safety. Although around one-third of colleagues took part in the survey, the Committee felt this was very insightful. They acknowledged there is more still to do going forward, but positive progress has been made to improve colleague experience overall. A fuller analysis and action plan will come back to the Board focused on how to cascade this information, and how to support managers to work with their teams on the learning.

The Committee had a very open discussion about the recruitment process; they heard that some aspects can take time and that can result in a risk of losing people before the process completes. It was acknowledged that further work needs to be done to understand the issues better.

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

N/A

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

Although not an item to escalate, it was noted the staff survey results and action plan will need to come to the Board for further discussion.