

Board Committee report to the Board of Directors

Committee Name:	People and Culture
Committee Chair:	Non-Executive Director
Date of last meeting:	13 October 2021
Date of Board meeting for which this report is prepared	26 October 2021

Summary of Key Issues:

The committee acknowledged this continues to be a difficult time for colleagues, especially as winter approaches. Although sickness levels decreased in the last period, they are still above Trust levels.

The committee discussed 'leavers' and the impact on teams, and how exit interviews were being done. They asked for further information on this.

More positively, a lot of recruitment activity is taking place, including a planned event in November, which should help to fill vacancies and ease pressure on colleagues.

The first 'Inpulse' survey results were reviewed. There was a fairly low response rate (similar to other Trusts); with 29 responses from HIF colleagues. This survey had an 'equality' focus, and themes on workload, well-being and recognition had emerged. The committee agreed this was a most interesting area of work, with valuable learning, and looked forward to receiving more information.

The work plan for the period ahead had been developed and the committee was pleased to receive this. We agreed to keep this 'live' and add 'succession planning' as a future agenda item.

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

The committee discussed the health and safety role, and agreed further clarity was needed about ownership of this role, and how this role will be shared by HIF and the Trust.

The committee also wanted to note the risk of recruitment; this is a significant area of work, a heavy burden, and will produce change for individuals/teams.

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

As detailed above.