

Escalation and Assurance Report

Agenda
Item

14.0

Report from the: Workforce & Equality Committee

Date of meeting: 28th April

Report to the Board of Directors

Key escalation and discussion points from the meeting

Alert:

There remains the persistent challenge of recruitment, retention and absence management This is well understood and well documented position and is not a new risk. Key areas of alert

- Labour turnover – was above 10%. Work continued to look at staff retention opportunities including staff wellbeing and development
- Sickness absence – above-target figures had been exacerbated by the continuation of COVID-19. This was beginning to reduce and the downward trajectory was expected to continue over the next few months.
- 22% of leavers having been with the Trust for less than 12 months.

Advise:

- Clear request for the triangulation of workforce with finance and with the TWICs programme.
- The 2021 apprentice levy had not been fully and there was a clear drive to more fully utilise in 2022/2023 as well as to work more effectively within the new ICS.

Assure:

- A colleague who had suffered from long Covid shared his reflections. His experience was very positive highlighting the additional information and support provided by the Trust and felt the care and support had aided his return to work.
- Committee was assured of the learning nature of the organisation in how it had dealt with the mandatory vaccination feedback and that significant effort had been made by the executive.
- Assured by Interim HR Director that the ongoing issues around recruitment and retention were more fully understood and that a five year plan would be undertaken to address. This was work in progress but a baseline understanding had been achieved in terms of number of current vacancies and changing needs of service users.
- The Rainbow Alliance informed the committee that the trust had achieved Phase 2 national bronze accreditation achieved for the Rainbow Badge scheme and provided strong cultural assurance around inclusivity. Acknowledged that work was still needed to be embedded in people's attitudes and the Trust's processes and procedures adapted.

Risks discussed:

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New risks identified:

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Report completed by:

Mark Rawcliffe

Committee Chair and Non-Executive Director

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