

AAAD: Effective Oversight: Escalation and Assurance

Report to:	Board of Directors (Public)	Meeting date:	23/03/2025
Report from:	People and Culture Committee	Meeting date:	14/03/2025
Quorate?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
Members present	Sally Napper (NED/Deputy Chair), Bob Champion, Kelly Barker, Chris Dixon (on behalf of Phil Hubbard), Therese Patten		
In attendance	Jess Greenwood-Owens, Rachel Trawally, Michelle Holland, Fay Davies, Lisa Wright, Claire Ingle, Jo Wilson, Matthew Cook, Jas Stone-Neill		
Observers	N/A		
Apologies	Mark Rawcliffe (NED/Chair), David Sims, Fran Stead, Phil Hubbard Jeanette Homer		
Best Place to Work	Theme 1 – Looking after our people	BP2W:T1	
	Theme 2 – Belonging in our organisation	BP2W:T2	
	Theme 3 – New ways of working and delivering care	BP2W:T3	
	Theme 4 – Growing for the future	BP2W:T4	
Agenda items	<ul style="list-style-type: none"> Learning from your experience - PTU changes over the last 18 months. Strategic Assurance Report .1 Strategic Narrative Report/ Integrated Strategic Performance Report (dashboard - enclosure) .1 Medical Staffing Update/ .2 Recruitment Activity Update/.3 New ways of working/data insights – subject focus/ .4 Staff Bank – Mandatory Training. Gender Pay Gap Annual Report. Alert, Advise, Assure and Decision AAA+D Report/s: .1 Senior Leadership Team, People, Planning & Innovation/ .2 Strategic EDI Partnership Group. Draft Committee Workplan 2025-26. Notification of future meeting dates. Committee annual effectiveness review. Confirmation of Escalation Reporting including: .1 Confirming strategic priority assurance levels (decision based on outcome of entire meeting)/ .2 Confirming top 3 strategic risk to include in AAA report (decision based on outcome of entire meeting)/ .3 Confirmation of Alert; Advise; Assure and Decision Reporting Meeting Evaluation .1 Was the meeting conducted in line with the Trust values. Any other business – Government announcement of NHSE. 		
Alert items agreed by Committee	<ul style="list-style-type: none"> There were no alerts raised by the Committee. 		

Advise items agreed by Committee	<ul style="list-style-type: none"> • Labour turnover was decreasing. • Sickness absence was decreasing. • PMO would be reviewing the wellbeing provision offered at the Trust. • Increase in apprentices. • Medical Staffing – the international recruits had joined the Trust; they were being supported with a tailored induction. Investigation was underway to determine why some doctors had withdrawn their applications. • Bank and agency usage - slight reduction in the fulfilment of posts against demand, work continued with the collaborative bank and assessment centres to recruit staff. • Right to Work Policy had been circulated for consultation. • Staff survey – increase in scores for 16 categories, decrease of 3 and static for those remaining categories. • Government announcement of abolishment of NHSE – 50% job losses announced. • People Promise Partner has left the Trust.
Assure items agreed by Committee	<ul style="list-style-type: none"> • Collaborative and innovative approach of PTU (now Safe De-Escalation Team); the great work alongside Involvement Partners, a patient centred approach and one that embraced EDI. The Committee welcomed the learning from your experience, which was perfectly in- keeping with Trust values. • Downward trend of employee relations cases. • It was expected that there would be a 40% reduction in locums within medical staffing over the next 5 months. • Recruitment KPIs continued to be very strong - time to hire 23 days against target of 35. Onboarding of Newly Qualified Nurses had been developed and received positive feedback. • Gender Pay Gap – the Trust was performing within the top 25% of Trusts. • Staff Bank – Mandatory Training – the position had improved within this area (which had previously been raised as an alert).
Decisions made by Committee	<ul style="list-style-type: none"> • Approved – Minutes of the previous meeting • Approved – Gender Pay Gap Annual Report <p><i>The Committee was not quorate; these items were circulated after the meeting and approved by members.</i></p>
New risks identified by Committee	<ul style="list-style-type: none"> • None were identified
Items to be considered by other Committees/Groups	<ul style="list-style-type: none"> • None were identified
Feedback following discussion at 'parent' meeting	No items were raised

Report completed by	Jess Greenwood-Owens Corporate Governance Officer	Date	14/03/2025
On Behalf of Chair	S Napper (NED/Deputy Chair)		