Agenda Item 8a

The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

People Committee Chair's Assurance Report to the Board of Directors (Public)

Title of Report:	Chair's Assurance Report from the People Committee	**Date of Meeting:** Board of Directors (in Public) – 6 December 2022
Prepared By:	Jo Humphries – Director of People	
Approved By:	Simon Roberts – People Committee Chair	
Presented By:	Simon Roberts – People Committee Chair	
Purpose		
The report summarises the assurances received, approvals, recommendations and decisions made by the People Committee on 23 November 2022		

Matters of Concern or Key Risks to Escalate	**Major Actions Commissioned / Work Underway**
• Job planning process behind schedule and steep trajectory for completion does not provide necessary assurance as in many cases it is the service plan delivery that is holding the job plan process back. • Staff survey response rate is disappointing given the level of encouragement, focus and support. Response rate in medicine division also low. • Corporate Strategy KPIs for KSO3 need to align with known challenges that remain in improving culture and staff engagement, as reflected in recent pulse surveys and low staff survey response rate. • Partial assurance from the workforce performance metrics with continuing concerns regarding appraisal compliance (only 3 departments currently achieving 90% target) and deteriorating position regarding the number of seriously overdue appraisals. • Junior Doctors within AMU experiencing short notice rota changes to counter sickness absences within the department and require further support to cover the weekend rota effectively. • Low rates of mandatory training for conflict resolution, as reflected in Violence & Aggression Report. • The compliance report summary needs to be RAG rated.	• Seek further metrics to better evidence/measure culture and staff engagement in the Monitoring of Corporate strategy KPIs. Within this, as the strategy evolves, ensure the objectives contained within SO3 are fully connected to the challenges the Trust currently faces in improving both culture and staff engagement. • A full workforce establishment review is underway which is critical to better understand the variation in reported vacancies and recruitment activity.
Positive Assurances to Provide	**Decisions Made**
• Frequency and senior level support of the Junior Doctors' forum enables swift escalation and resolution of any issues. Junior Doctors' rota has had a recent overhaul and much improved. Junior Doctors' experience at QEH positive in providing a broad range of development experiences in different disciplines. • Medicine Division's candour and humility in addressing the challenges faced with great enthusiasm, commitment and dedication. • A comprehensive action plan is in place following the Violence and Aggression Report. • Compliant with RCOG standards of midwifery clinical workforce attendance on wards and 1:1 care during labour. • Partial assurance on workforce performance metrics, noted that sickness absences achieving improvement trajectories. • FTSU increases in instances of speaking up viewed as a positive outcome of the service relaunch in October.	
Comments on Effectiveness of the Meeting	
None noted at the end of the meeting	