



Cover Sheet

Council of Governors Meeting: Wednesday 10 July 2024

CoG2024.16

Title: Performance, Workforce and Finance Committee Report

Status: For Information

History: Report from PWF to Council

Lead: Committee Chair

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Confidential: No

Key Purpose: Assurance

Performance, Workforce and Finance Committee Report

1. Purpose

- 1.1. This paper forms part of the Performance, Workforce and Finance Committee's regular reporting to Council of Governors, providing Council with a summarised report highlighting key Committee business and issues arising from its meetings.

2. Background

- 2.1. The remit of the Committee is to consider, for the Council of Governors, matters concerning the performance of the Trust against key standards and how the Trust's Board of Directors obtains assurance about this; matters concerning the planning and development of the Trust's workforce and how the Trust's Board of Directors obtains assurance about this; and matters concerning the Trust's financial position and planning and how its Board of Directors obtains assurance about this.
- 2.2. Since the last meeting of the Council of Governors the Committee held a meeting on 12 June 2024. Ms Kapernaros and Mr Dean, Non-Executive Directors (NEDs), attended the meeting, answered questions from Governors, and provided comments. The main issues considered and discussed at this meeting are set out below.

3. People Plan Update

- 3.1. The Chief People Officer summarized the progress in Year 2 of the People Plan against four key areas: psychological wellbeing, leadership and management, inclusive culture, and recognition and reward and outlined the commitments for Year 3.
- 3.2. NEDs confirmed their focus on workforce key performance indicators (KPIs) – turnover, sickness, staff/network engagement, productivity – in the Integrated Performance Report.
- 3.3. In supporting the People Plan, the importance of understanding and communicating the local metrics that matter to each Clinical Service Unit (CSU) and ensuring training and support for managers to deliver the plan was acknowledged.
- 3.4. The Trust continued to monitor the potential impact of the recruitment pause adopted across the Buckinghamshire, Oxfordshire and Berkshire West Integrated Care System (BOB ICS) on staff morale and workload using the Quality Impact Assessment process. Staff in vulnerable groups were being given extra support to deal with an increase in violence and aggression.

3.5. The Committee expressed its support for the People Plan.

4. 2024/25 Delivery Plan

- 4.1. The Chief Operating Officer (COO) presented the Delivery Plan for 2024/25, which set out the Trust's operational objectives and targets for the year, based on the planning guidance from NHS England (NHSE).
- 4.2. The COO explained that the plan included some stretch targets for urgent care, cancer standards, and 65 week waits, and outlined the key deliverables, challenges, and opportunities for improvement in each area.
- 4.3. Members discussed the theatre utilization project, which aimed to increase the efficiency and productivity of the Trust's theatres.
- 4.4. The COO described the actions being taken to address long waits for elective care.
- 4.5. Members heard that the Trust had performed well against the Faster Diagnosis Standard for cancer and had a planned trajectory to improve the 62-day standard.
- 4.6. Urgent Care Centre metrics had not previously been included in Trust-wide figures for urgent care; the addition of these would have a positive impact on the Trust's target figure.

5. Annual Planning 2024/25

- 5.1. The Chief Finance Officer (CFO) focused on the financial aspects of the Trust's annual planning submission. Members were briefed on the negotiations across BOB ICB to reach an agreed financial position and the impact of this on the Trust's plan. NEDs confirmed that they had been well-briefed on this process.
- 5.2. The measures to deliver the 2024/25 financial plan were discussed, along with the risk of further industrial action. The importance of ensuring that investment cases fully delivered on their efficiency benefits and that the non-pay costs and consumables were controlled and used effectively was highlighted.

6. Other areas of focus

- 6.1. The Committee discussed the recent cyber ransomware attack against Synnovis, a pathology laboratory that processed blood tests on behalf of a number of NHS organisations, primarily in southeast London. The Committee was assured that the Trust had measures in place to secure itself against this specific form of attack and other forms

7. Plans for Future Schedule

- 7.1. An item on the Trust's approach to Quality Improvement would be scheduled for a future meeting.

8. Recommendations

- 8.1. The Council is asked to note this report.