

Cover Sheet

Council of Governors Meeting: Wednesday 13 November 2024

CoG2024.21

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 25 October 2024. Ms Flint 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. Sexual Harassment

- 3.1. In advance of a discussion at a full meeting of the Council of Governors, members commented on Trust initiatives to empower and support staff to report sexual harassment.
- 3.2. NED attendees assured members that, across the NHS and in the Trust, FtSU was well-embedded and expressed confidence in the Trust's plan to eliminate bullying and harassment.

4. Quality Improvement (QI) Programme Update

- 4.1. Ms Jo McMahon, Portfolio and QI Team Lead and Ms Jo Bunyan, Senior QI Manager presented a summary of 2023 activities, followed by a comprehensive presentation on the 2024/25 priorities: Building QI Capability and Capacity, Cancer Improvement Programme, Urgent and Emergency Care (UEC) Programme, and Standard Work programme.
- 4.2. Members supported the focus on eliminating waste and inefficiency. The application of QI methodology to the discharge process was confirmed as

part of the UEC Programme, which would link live bed data with supporting facilities.

- 4.3. Staff involvement and engagement was discussed. It was noted positively that staff did wish to contribute ideas for improvement. Pressure on staff as a result of vacancies could mean they did not have sufficient time in the working day to undertake training.
- 4.4. Members encouraged the team to develop bespoke measures to capture value-add rather than relying on generic questions in the staff survey. The use of benchmarking data from Shelford trusts was suggested.
- 4.5. The Trust Board had a recent presentation from the QI team; NED attendees recognised the issues raised by the Committee as areas of Board interest.
- 4.6. The Committee expressed its support for the work of the QI Programme.

5. Finance Update

- 5.1. The Director of Finance presented the Month 6 results. This showed the Trust was £9m worse than the 2024/25 plan. The Trust was currently cash resilient, but had received NHSE cash support in September 2024.
- 5.2. The Committee heard that NEDs were closely monitoring income and expenditure data, in particular non-pay overspending. It was noted that commissioning income appeared to be less than last year but some agreements were still outstanding.
- 5.3. Assurance was provided by NED attendees that the Trust's Investment Committee reviewed all major asset purchases to ensure resources were allocated to achieve value for money.
- 5.4. NHSE's expectations around productivity would present challenges and it was suggested that productivity gains be incentivised at service level. At Trust level, Elective Recovery Funding was directly proportional to work done, provided there was improvement on current productivity levels.
- 5.5. The Committee had the opportunity to discuss the approach to the appointment of the external auditor. This is subject to a separate report to the Council.

6. Recommendations

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

