

REPORT TO THE TRUST BOARD: PUBLIC
3 October 2019

Title	Appointments & Remuneration Committee 4 September 2019 – Committee Chair’s Report
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Purpose of the report

To bring to the Board’s attention key issues and assurances discussed at the Appointments & Remuneration Committee meeting held on 4 September 2019.

Issues to be brought to Board’s attention

At its meeting on 4 September 2019 the Committee considered a range of items including staff engagement, Workforce Race Equality Standard 2018/19, Workforce Disability Equality Standard 2018/19, the Executive Director of Commercial Development and Compass Wellbeing CIC, Chief Executive remuneration, population health, Board Assurance Framework (BAF) and a review of the Committee’s terms of reference.

The Committee wished to draw the Board’s attention to its discussions on the following:

- **Staff Engagement:** The report focused on the summary of staff survey engagement scores at directorate levels, and provided an update on the staff survey action plans as well as an update on the first pulse survey which was undertaken using the newly procured staff engagement platform ‘Go Engage’. Key points included:
 - Staff engagement:
 - Annual staff engagement score was 7
 - Overall response rate was 48%
 - Lowest directorate engagement scores range from 6.9 (Bedfordshire Community with a 43% response rate) to 7.7 (Community Health Newham with a 38% response rate)
 - Highest staff response rate was Tower Hamlets Community at 53%
 - Go Engage (Friends and Family Test/Pulse Survey tool):
 - Rolled out in June 2019 with first survey in July 2019
 - Overall, the results indicate a moderate to positive level of engagement with an overall engagement score of 3.96 out of 5
 - Overall response rate was 18.91% based on 264 completed out of 1,396 invited (as a result of the low response rate – results should be interpreted with caution)
 - The two highest-scoring enablers are Trust (4.05 out of 5) and Working Relationships (4.00)
 - The lowest scoring enabler is Recognition (3.49). A theme amongst the lowest scoring enablers was that individuals felt broadly valued by their managers, however, they reported feeling less valued by the overall organisation.
 - Work is being undertaken to triangulate the various sources of data within the Trust to provide a holistic overview and any correlation between feedback and support initiatives
 - Importance of communications was discussed; in particular in promoting the

- completion of the staff survey and also in celebrating teams with high scores
- An update will be provided to the Trust Board.

- **Workforce Race Equality Standard (WRES) 2018/19:** The report provided an update on the WRES submission and the changes since the 2018 submission. Key points included:

- Continues to be an over-representation of BME staff in Bands 4-6 compared to white staff
- Positive increase in the representation of BME staff in Bands 8A – 8D and VSM
- Positive increase in the representation of BME staff in clinical roles in Bands 8A – 8D, B9 and VSM
- Positive increase in the number of BME staff that have been shortlisted from 410 in 2018 to 674 in 2019, compared to white staff 414 in 2018 to 455 in 2019
- Whilst BME staff are being shortlisted they are less likely than white staff to be successful
- Reduced the likelihood of BME staff going through formal disciplinary processes
- Overall number of disciplinary cases has reduced for both white and BME staff
- Major progress overall in terms of the percentage of BME and white staff accessing non statutory and mandatory training
- Action plan will be further developed and refined
- Full report will be presented at the November Board meeting.

- **Workforce Disability Equality Standard (WDES) 2018/19:** This report is the first submission of the WDES. Key points included:

- WDES is mandated through the NHS Standard Contract
- WDES is important as research shows that a motivate, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety
- Implementation of WDES will enable the Trust to better understand the experiences of our disabled staff, support positive change and enable a more inclusive environment for disabled people
- WDES has a set of ten specific measures that will enable NHS organisations to compare the experiences of disabled and non-disabled staff
- Full report will be presented at the November Board meeting.

- **BAF:** The Committee noted the actions being taken to mitigate the risks in relation to the Trust's strategic objective *improved staff experience* and agreed there should be no changes to the risk scorings and requested inclusion of mitigating actions in relation to WRES. A detailed update is included in the Integrated Quality & Performance Report.