

Staff Council Decision & Action Log

Staff Council Date: Tuesday 14 March 2023 Time: 10am-11:30pm Venue/Platform: MS Teams						
	Attendance: Apologies: Guest Speaker:	<p>Roger Wilson, Laura Kennedy (minute taker), Sally Barlow, Neil Perris (Acting Chair), Carla Burns, Ann Bayley, Simone Williams, Jo O'Neill, Jayne Williamson, Lauren Francom, Alison Hughes, Emma Ashley, Bradley Palin, Isaiah Adediran</p> <p>Fiona Davies. Judy Fairbairn, George Taylor, Tony Bennett, Pete Thomas, Jo Chwalko, Karen Howell, Joanne Knight, Alison Jones, Becky Smith, Paula Simpson, Michelle Drake</p> <p>Dave Hammond, Deputy Director of Strategy (for item 3)</p>				
	Item	Outcome/Decision	Action	Lead	Date	Status
1	Introductions / Apologies for absence	New members were welcomed and apologies were noted above	No actions			
2	Actions from previous meetings	Action status updated	No actions			
3	Population Health Update	D. Hammond presented an item on population health and noted the following key points: <ul style="list-style-type: none"> • Population Health broadly meant understanding the needs of care for patients 	No actions			

with complex needs

- Factors such as transport, planning, employment status etc were all factored in decisions made regarding population health
- Population Health aimed to put simple processes in place to understanding what was important to the patient and then assessing their needs. DH noted that the care needs may have needed a multidisciplinary approach
- Working in collaboration with PCNs was vital as most of the population will come into contact with a GP more often than other health professionals. It was vital to react to triggers in a patients care such as being discharged from hospital or if a patient starts asking for home visits

In discussion the following comments were made;

- How does the IT systems we have in place support or hinder this piece of work and

		<p>how can we improve it? DH noted that different providers having different systems could hinder work, in an ideal world, systems would be able to be accessed by all health care providers.</p>	
4	<p>Staff Engagement Review – Getting Staff Council Member Views</p>	<p>R. Wilson noted the contents of the Staff Engagement review and raised the following points:</p> <ul style="list-style-type: none"> • The Trust does a massive amount of staff engagement but noted that it might not be the right methods of engagement • industrial action was an engagement event and the feedback from the strike days was positive from management and union perspectives in terms of engagement • RW noted the potential engagement the Trust could do such as review how we engage with clinical staff and review the 4 day pilot being conducted outside the NHS to see if or how it could work for the Trust • The incoming Chief People Officer (CPO) would be 	<p>No actions</p>

engaging with services as part of his induction plan and a number of locality visits had been arranged

In discussion the following points were made:

- A query was raised in relation to what shadowing could entail. RW noted that this could be a community based colleague shadowing at HQ or an admin member of staff shadowing a clinician.
- A query was raised relating to the 4 day week and how it could work. RW noted that it could be an option discussed with staff side as the Trust was governed by A4C. He noted that it might increase retention rates and encourage recruitment to the Trust.
- RW noted that leadership events could be resurrected if there was an appetite for these to take place again. The group noted the benefit of these events
- RW noted that it was

		<p>beneficial to engage with as many staff as possible including Staff Council, Joint Forum and the Staff Networks</p> <ul style="list-style-type: none"> AH noted the benefit of close working between comms and HR to ensure colleagues are being communicated to in a meaningful way. 				
5	Celebration Event – 29 March, St Cath’s	<p>N. Perris made the group aware of the Celebrations Event which was taking place on Wednesday 29 March from 3:30pm-5pm at St Catherine’s Health Centre. He noted it was a chance for services across organisation to showcase what the Trust offers and present their work to colleagues and to school children from local schools and cadets. All were encouraged to pop down and support</p>	No actions			
6	Staff Network Workplans and Armed Forces Community Workplan	<p>N. Perris noted the contents of the Staff Network Workplans and the Armed Forces Community Workplan and noted the following points:</p> <ul style="list-style-type: none"> Networks included Ability, LGBTQ+, BAME (renaming), Working Carers, Menopause Re-electing chairs for a 	Let NP know if interested in joining the Staff Networks especially the Armed Forces network	All	May 2023	Pending

		<p>couple of the networks</p> <ul style="list-style-type: none"> NP was gauging interest in setting up an armed forces network – it may need to be a joint network with other Trusts. Network would be for current or former armed forces staff or spouses of armed forces members and reservists. NP was working on receiving a number of accreditations for the Armed Forces Staff Network 				
7	People Update	<p>R. Wilson noted the following points from the people update:</p> <ul style="list-style-type: none"> Staff Engagement was a key piece of work particularly following on from the staff survey results Claus Madsen, Chief People Officer (CPO) was commencing in post officially on 1 April and then starting work Monday 17 April 2023, following a period of leave. A project was taking place to review bank staff usage, the Trust could do better at utilising bank over agency staff. <p>Staff Survey</p>	No actions			

EA lead a discussion on the Staff Survey results and the following points were made:

- Survey took place between September and October last year and the Trust also utilised the quarterly pulse survey to review staff views.
- Staff Survey results were embargoed until 9 March. It was noted that during the survey taking place there were still outbreaks of covid taking place and strikes which may have an impact on the responses.
- Over 900 members of staff filled in the survey. Results had been pulled together against 7 people promises and also two other areas which were staff engagement and staff morale
- There were 15 comparable trusts in the same group as us. Results needed benchmarking against the previous years results.
- 6 out of the 9 scores had improved since the last survey.

- It was noted that disabled staff had a worse experience than none disabled staff.
- Compared to last year results were significantly worse in 16 questions. No significant difference for 89 questions

The group noted that the most improved areas were in relation to:

- Making reasonable adjustments
- Able to make improvements in my area of work
- Able to access the right learning and development

The group noted that the most declined areas were in relation to:

- Level of pay (national issue)
- Organisation acting on concerns raised by service users
- Care of patients being the top priority for the Trust

The next steps were to review the data and benchmark the data,

create and implement organisation and local action plans. The results had been shared with Joint Forum, PCOG and People and Culture Oversight Committee.

In discussion, the group made the following points;

- It was noted that it was important to break it down into localities so that a targeted approach could take place to tackle issues. It was concerning that there wasn't a way of knowing how the staff who didn't complete the survey feel. EA noted that other sources of data were analysed to gain staff views including the pulse survey which could be reviewed on TIG going forward

RW noted that the Staff Survey results linked well into the Staff Engagement piece of work as the Trust was engaging widely but this wasn't being felt through the staff survey results. RW was keen for

		<p>Staff Council members to use their role to promote the messages to staff.</p> <p>A staff council member asked if things could change such as policies to retain staff i.e. if the carers policy wasn't flexible enough then staff who care for relatives may move to a Trust that is more flexible. RW noted that the Trust were willing to address any issues staff faced including changing of policies (if required). EA noted that a Recruitment and Retention Group had been address issue of staff leaving the Trust.</p>	
8	Adult Social Care Transfer	<p>R. Wilson noted the following updates in relation to the Adult Social Care (ASC) Transfer:</p> <ul style="list-style-type: none"> • ASC would be transferring to Wirral Council on 30 June 2023. He noted that lots of background work was taking place such as transferring pensions, lease car schemes etc. The safe transfer of staff to the new provider was crucial. The council and Trust were working in partnership • ASC staff were being briefed 	No actions

		regularly about the transfer and updates were provided by workstream leads. FAQs were available on Staffzone.				
9	Key Messages	The key messages from Staff Council would be added to the next staff bulletin as usual.	No actions			
10	Future Agenda Items	Staff Survey Action Plan to be added to May Staff Council agenda/	Staff Survey Action Plan to be added to May Staff Council agenda	E. Ashley	May 2023	On agenda item xx
11	Any Other Business	Staff Council noted that RW was leaving the Trust at the end of March and thanked him for his support and enthusiasm over the last 9 months given to Staff Council. RW noted that it was a pleasure and a privilege to work with such a great group of staff.	No actions			
Date, Time and Location of next meeting: Wednesday 24 May 2023 at 2pm on MS Teams						