

Cover Sheet

Council of Governors Meeting: Wednesday 18 January 2023

CoG2023.05

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: Strategy

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 meetings on 26 October and 5 December 2022. The meeting on 26 October was a seminar session. The meeting on 5 December was part seminar, part regular meeting of the Committee. The main issues considered and discussed at this meeting are set out below.

3. Seminar sessions

- 3.1. Council had previously given consideration to strengthening the operation of the Committees of the Council of Governors in order to maximise the value they add and avoid the duplication of functions being carried out by the Committees of the Trust Board.
- 3.2. Continuing from these discussions at Council, seminar sessions were set up with the Performance, Workforce and Finance Committee to provide time to consider the role of Committee in more detail, supporting the effective operation of the committee as well as to provide an induction to members of the Committee, particularly important as the membership of the Performance, Workforce and Finance Committee had changed considerably following recent elections.
- 3.3. Furthermore, the Seminar sessions also provided some time for members to better understand the role of the Committee and to consider whether they wished to put themselves forward as Chair. This matter will be updated upon in the next section.
- 3.4. At these sessions the Committee was joined by the Chair of the Board and Executive Directors who gave an overview of each of the areas that fall in

scope of the Committee. The Committee also started to consider its role in the context of the broader structure, including the Trust Board, Council of Governors and the Integrated Assurance Committee.

- 3.5. Presentations were given on performance and key standards, workforce development, the financial position and planning and the Digital Strategy. The Integrated Performance Report was used to frame these brief seminar discussions, providing a framework to provide some background information on the subject and a briefing of the key issues within relevant sections of the report.
- 3.6. The Committee also received a presentation from the Lead Governor and Head of Corporate Governance on the roles and responsibilities of the committee, considering:
 - 3.6.1. Getting the most value from its non-executive attendees in fulfilling its functions
 - 3.6.2. How the Committee reports to and have priorities delegated from the Council
 - 3.6.3. How does the Committee ensure that its work builds upon other assurance functions such as the work of the Integrated Assurance Committee without duplication
 - 3.6.4. How the Committee supports the Trust and be a critical friend
- 3.7. The Committee identified that they still need to think about their information needs and the level of operational detail they require as this may affect how the committee engages with non-executives and executives and who is best placed to attend the committee meetings. Items would increasingly be led by non-executives, but there is likely to be a continuing need for executive attendance.
- 3.8. The sessions were seen as useful and informative, though more detail was requested on the history and previous business of the committee. Occasional induction style briefings may still be planned at Committee meetings, but it is expected that the next meetings will be normal meetings of the committee.

4. Trust Financial Position

- 4.1. At the December meeting Paula Hay-Plumb led the item to update governors on the Trust's financial position and planning and how the Board of Directors obtains assurance about this. This was a more detailed session than at the previous seminar. Doyin Ogunbiyi (Director Finance) supported the item. The Committee also discussed the types of assurance

in relation to financial issues that are provided through Audit Committee, Investment Committee and Integrated Assurance Committee.

5. Chair and Membership

5.1. Following the first seminar session all members of the Committee confirmed that they wished to stay on as a member of the Committee.

5.2. The membership of the Committee is:

- Jeremy Hodge (Chair)
- Graham Shelton (interim Chair until December meeting)
- Robin Carr
- Helen Higham
- Aliko Kalianou
- George Krasopoulos
- Nina Robinson
- Pauline Tendayi
- Paula Hay-Plumb (non-executive regular attendee)
- Claire Flint (non-executive regular attendee)
- Katie Kapernaros (non-executive regular attendee)

5.3. The Terms of Reference state that a governor chosen by the members of the Committee from amongst its membership shall act as chair of the Committee and shall preside over any meetings. Members notified the Corporate Governance Team whether they wished to be considered as Committee Chair.

5.4. Further to discussion with the Committee, Jeremy Hodge was agreed as Chair of the Performance, Workforce and Finance Committee.

6. Future discussions

6.1. Matters delegated by Council.

6.2. Systems working and matters highlighted through item on systems working at January Council.

6.3. Workforce.

6.4. Issues related to financial position would continue to be raised.

6.5. Other issues raised that may be picked up at a future meeting that were raised at the December meeting include a matter (raised by a staff

governor) regarding the consistency of application of the sickness policy;
one issue concerning covid data and a final one regarding a staff concern.

The Committee is asked to **note** and **comment on** this update.