

<b>Report Title:</b>	Board Level Metrics for People		
<b>Sponsoring Executive:</b>	Richard Beeken, Chief Executive		
<b>Report Authors:</b>	Frieza Mahmood, Chief People Officer Kam Dhami, Director of Governance Ruth Wilkin, Director of Communications		
<b>Meeting:</b>	Trust Board (Public)	<b>Date</b>	6 <sup>th</sup> April 2022

**1. Suggested discussion points** *[two or three issues you consider the Trust Board should focus on]*

Each member of the Executive Team has personally provided their own commentary to the area for which they are the lead within the People Strategic Objective.

This report, when working as we would expect it to, should enable the board to operate at strategic level, confident in the work of the sub-committees in testing assurance and understanding further detail provided by the executive and their teams.

**2. Alignment to our Vision** *[indicate with an 'X' which Strategic Objective this paper supports]*

Our Patients	Our People	Our Population
To be good or outstanding in everything that we do	To cultivate and sustain happy, productive and engaged staff	To work seamlessly with our partners to improve lives
	X	

**3. Previous consideration** *[where has this paper been previously discussed?]*

N/a

**4. Recommendation(s)**

The Trust Board is asked to:

**a. RECEIVE:** and note the report for assurance

**b.**

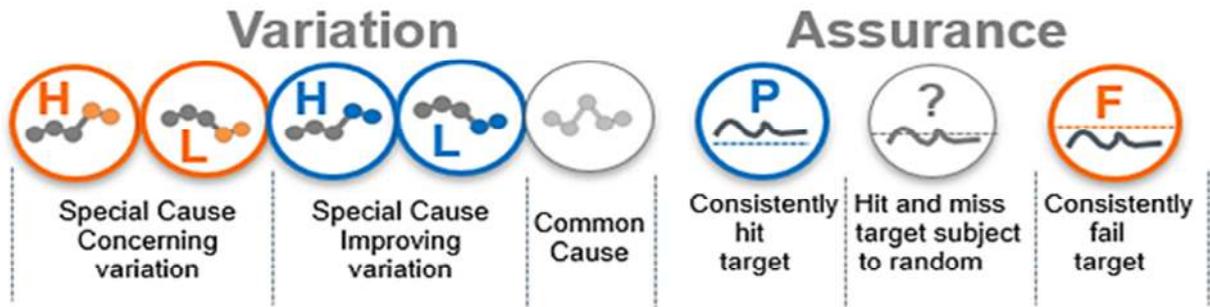
**5. Impact** *[indicate with an 'X' which governance initiatives this matter relates to and where shown elaborate]*

Trust Risk Register					
Board Assurance Framework	X	New BAF risks for this strategic objective are under construction for presentation at April 2022 Trust Board			
Equality Impact Assessment	Is this required?	Y	N	X	If 'Y' date completed
Quality Impact Assessment	Is this required?	Y	N	X	If 'Y' date completed

SANDWELL AND WEST BIRMINGHAM NHS TRUST

Report to the Public Trust Board: 6<sup>th</sup> April 2022

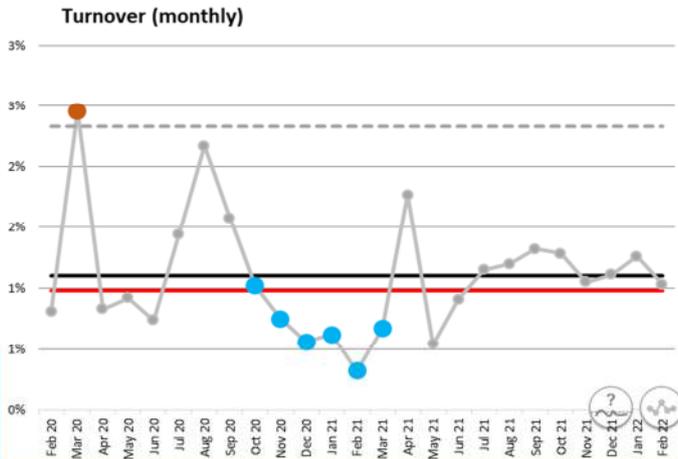
Board Level Metrics for People



<b>CQC Domain</b>	<b>Well-Led</b>
<b>Trust Strategic Objective</b>	<b>Our People</b>
Executive Lead(s): Chief People Officer & Director of Governance	Statistical Process Control (SPC) Trend Charts
<p><b>Days Lost to Sickness Absences</b></p> <p>There has been a marked improvement in our sickness absence performance for February after a peak in January due to an increase in Covid related absence. This improvement has been maintained throughout the month of March delivering the targeted expected reduction to 6% by year end. Focused work continues with the groups to drive down reductions in key hotspots such as Theatres which has been supported by the wider multi-disciplinary team.</p>	<p>The chart displays monthly data for 'Days Lost to Sickness Absences' from February 2020 to February 2022. The y-axis represents the number of days lost, ranging from 0 to 25,000 in increments of 5,000. A solid red horizontal line indicates the target at approximately 9,000 days. A dashed red line is at approximately 10,000 days. The data points are connected by a grey line with circular markers. A notable peak occurs in January 2021, reaching approximately 20,000 days lost. A low point is seen in April 2021, dropping to around 10,000 days. The most recent data point for February 2022 shows a sharp increase to approximately 20,000 days lost, which is highlighted with a red circle and an 'H' icon, indicating a concerning variation.</p>

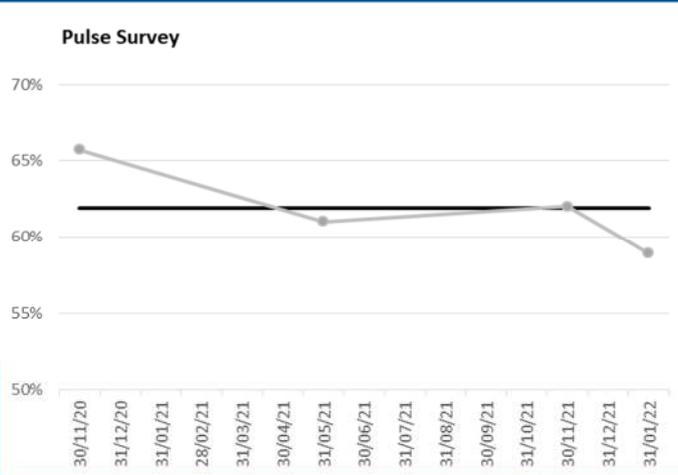
**Turnover (Monthly)**

We have seen an increase in our rolling 12 month average turnover figure for the month of February which has increased from 13.3 to 13.7%. A focused NHSEI sponsored Retention plan is in plan supported by a Quality Improvement Methodology endorsed by People and Organisation Development Committee (PODC) focused on targeting key areas on a pilot basis.



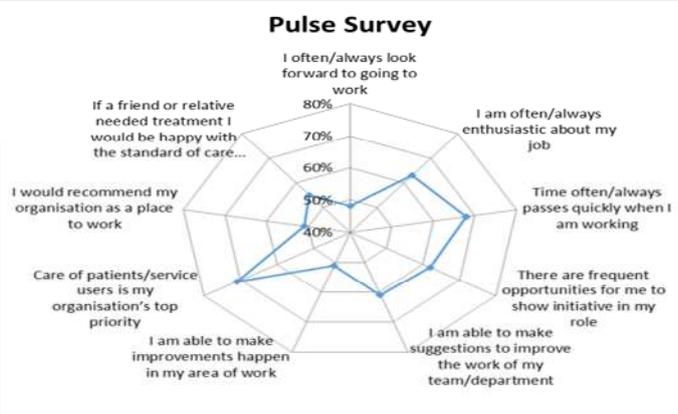
**Staff engagement – survey results**

The staff engagement score is measured through the national staff survey and quarterly Pulse surveys. The most recent Pulse survey was January 2022. Staff engagement in this survey is less positive than in the previous quarter which included staff engagement within the national staff survey. Group listening events are taking place to identify areas for improvement. The Trust’s People Plan will be the key enabler to improve staff experience.



**Pulse Survey (2)**

The combination of these questions makes up the overall staff engagement score. The poorest responses are for: recommending SWB as a place to work, looking forward to going to work and ability to make changes happen in own areas of work.



### Risk Mitigations

The SPC chart shows a continued upward trend of unaddressed or un-reviewed actions but does not show that the total number has decreased. Risk Management Committee agreed to address overdue actions and the Corporate teams have been assisting Groups and Directorates to review risk actions by the end of March 22. A change in the SPC chart may not be apparent for another two months. Discussions are happening to define what an acceptable level of overdue actions might be.

