

PEOPLE AND ORGANISATION DEVELOPMENT COMMITTEE

Date of meeting:	30 April 2021
Attendees:	Mick Laverty (Chair), Richard Samuda, Richard Beeken, Liam Kennedy, Frieza Mahmood, David Carruthers, Mel Roberts, Kate Thomas Nora Parsons, Nick Bellis, Susan Rudd
Apologies:	Toby Lewis
Key points of discussion relevant to the Board:	<ul style="list-style-type: none"> • Staff Survey Response to Findings • Recruitment Performance • Mental Health of the workforce • Sickness Improvement Plan
Positive highlights of note:	<ul style="list-style-type: none"> • Further improvement in recruitment Time to Hire which has reduced from 81 days in Feb 2021 to 74 days in March 2021 against KPI target of 96 days • Significant improvement on sickness absence which has reduced from a peak of 7.04% in Jan to 5.79% in Feb and 4.74% in March 2021
Matters of concern or key risks to escalate to the Board:	<ul style="list-style-type: none"> • Disappointing Performance on Staff Survey Results for a number of years both in terms of a lack of improvement in key areas such as EDI along with a low response rate.
Matters presented for information or noting:	<ul style="list-style-type: none"> • Funding confirmed for leadership development to support strategic delivery
Decisions made:	<ul style="list-style-type: none"> • Endorsement of 4% Sickness Absence Target
Actions agreed:	<ul style="list-style-type: none"> • Triangulation of key people measures to support focus on teams in difficulty/directorate hotspots with poor performance on most indicators • Refocusing on measuring what matters to determine effectiveness of longer term approach to delivering strategic aims.

Mick Laverty, Chair of the People and Organisation Development Committee

For the meeting of the Trust Board scheduled for 6th May 2021