



REPORT TITLE:	Board Level Metrics for People		
SPONSORING EXECUTIVE:	Richard Beeken, Chief Executive		
REPORT AUTHOR:	Frieza Mahmood, Chief People Officer Ruth Wilkin, Director of Communications		
MEETING:	Public Trust Board	DATE:	11 th January 2023

1. Suggested discussion points <i>[two or three issues you consider the Trust Board should focus on in discussion]</i>
<p>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.</p> <p>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.</p>

2. Alignment to our Vision <i>[indicate with an 'X' which Strategic Objective[s] this paper supports]</i>								
<table border="1"> <thead> <tr> <th>OUR PATIENTS</th> <th>OUR PEOPLE</th> <th>X</th> <th>OUR POPULATION</th> </tr> </thead> <tbody> <tr> <td>To be good or outstanding in everything that we do</td> <td>To cultivate and sustain happy, productive and engaged staff</td> <td></td> <td>To work seamlessly with our partners to improve lives</td> </tr> </tbody> </table>	OUR PATIENTS	OUR PEOPLE	X	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
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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					

3. Previous consideration <i>[at which meeting[s] has this paper/matter been previously discussed?]</i>
n/a

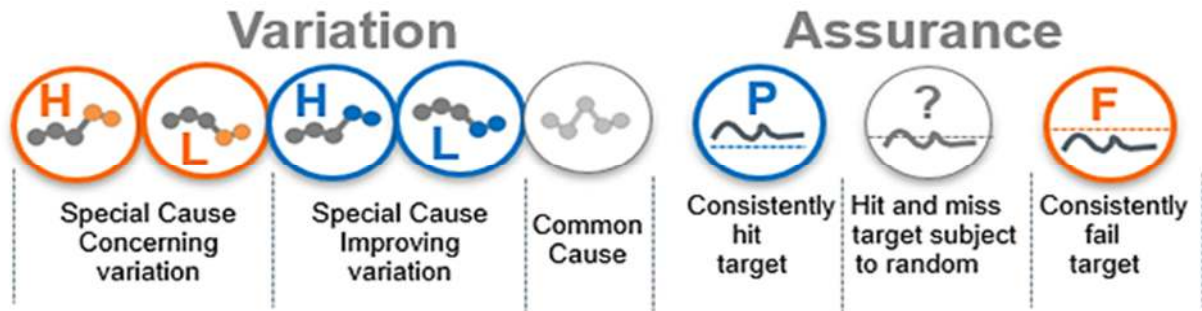
4. Recommendation(s)
The Public Trust Board is asked to:
a. RECEIVE and note the report for assurance

5. Impact <i>[indicate with an 'X' which governance initiatives this matter relates to and, where shown, elaborate in the paper]</i>					
Board Assurance Framework Risk 01		Deliver safe, high-quality care.			
Board Assurance Framework Risk 02		Make best strategic use of its resources			
Board Assurance Framework Risk 03		Deliver the MMUH benefits case			
Board Assurance Framework Risk 04	X	Recruit, retain, train, and develop an engaged and effective workforce			
Board Assurance Framework Risk 05		Deliver on its ambitions as an integrated care organisation			
Corporate Risk Register <small>[Safeguard Risk Nos]</small>					
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

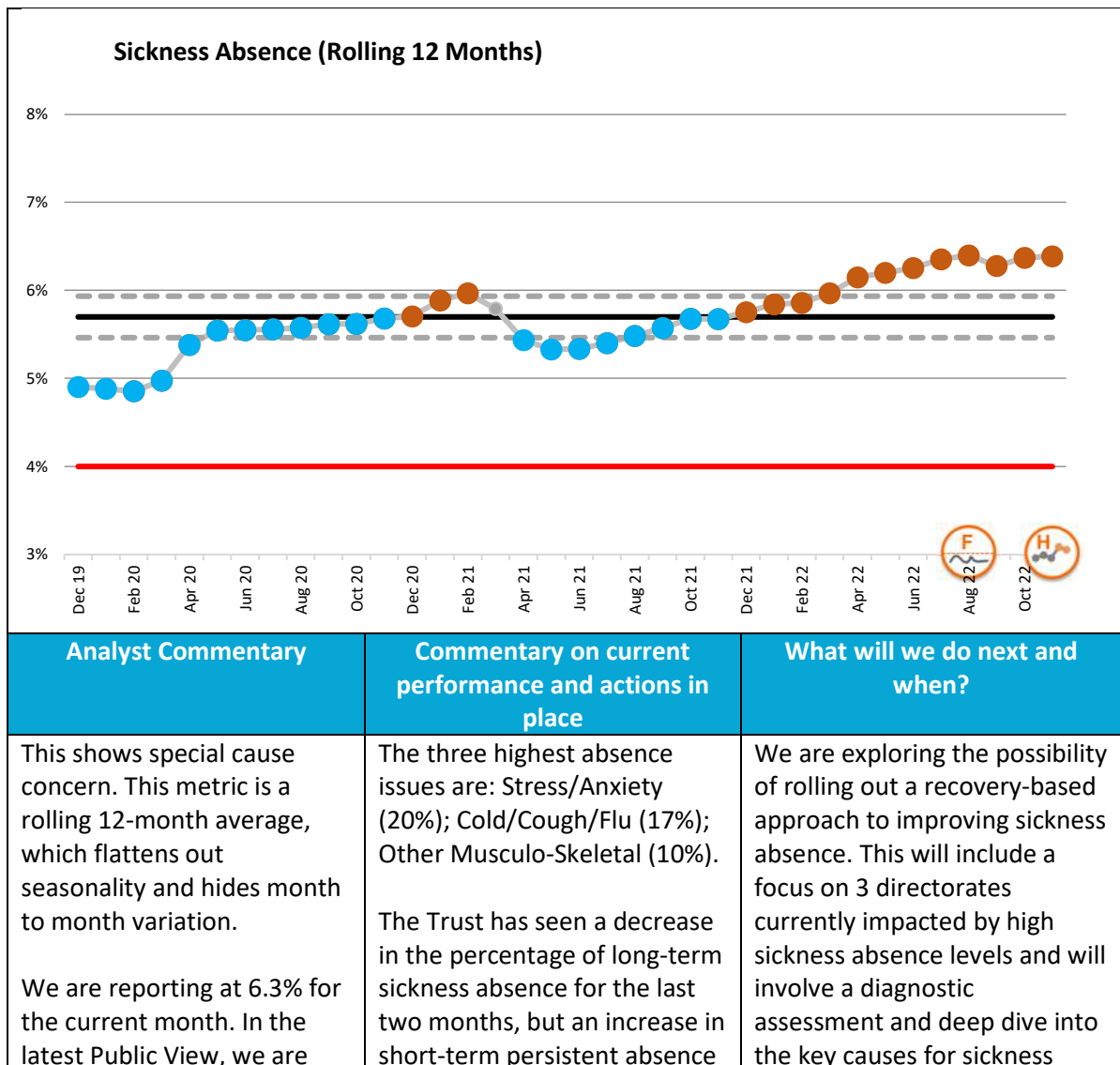
SANDWELL AND WEST BIRMINGHAM NHS TRUST

Report to the Public Trust Board: 11th January 2023

Board Level Metrics for People

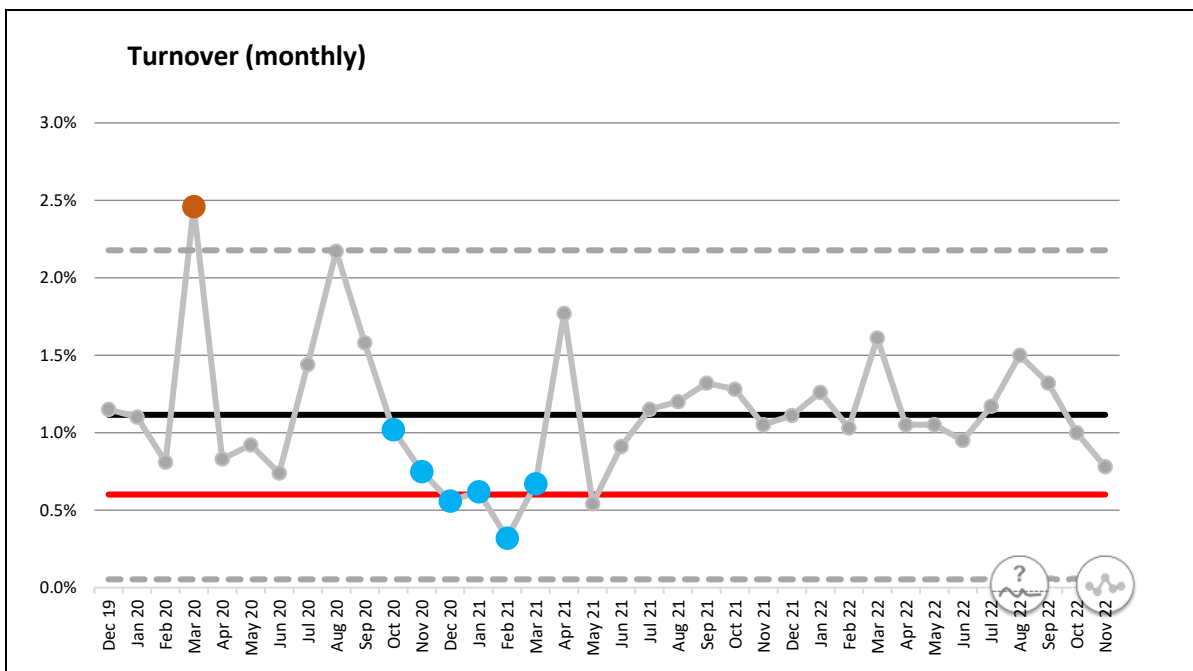


1.1.1 Sickness Absence (Rolling 12 Months) – PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE



<p>101 out of 121 Trusts [July 22].</p> <p>Target Source: Public view</p>	<p>Cough/cold/Flu and Chest and Respiratory problems are the main reasons for the increase in short term sickness absence and will continue to impact our absence levels over the winter period.</p> <p>The Trust is actively promoting the Covid and Seasonal Flu vaccination.</p> <p>Group Sickness Reduction are currently in place and actively being followed up with support from the HR team.</p>	<p>absence. The outcome of this exercise will inform the development of a targeted multidisciplinary plan for improving sickness within the service.</p> <p>In addition, an independent review is being undertaken into our current psychological wellbeing offering for staff. This is to enhance our offering and ensure we have a comprehensive well integrated evidence-based psychological and therapies model for staff to access across the Trust. We aim to complete this review by Q1 of 23/24.</p>
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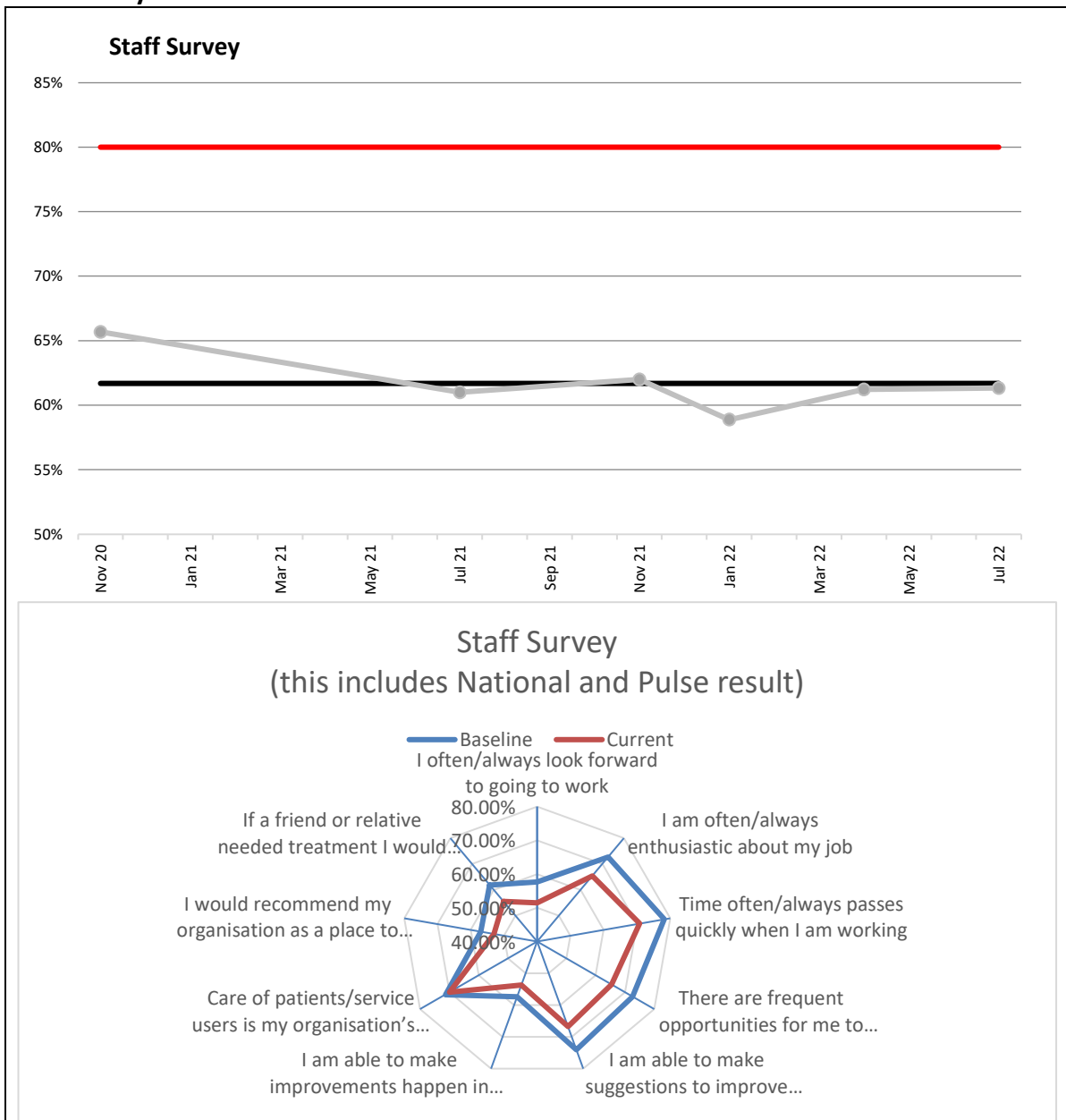
Turnover (monthly) – PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE



Analyst Commentary	Commentary on current performance and actions in place	What will we do next and when?
<p>This is common cause variation. We are reporting at 0.78% which is just below the average of 1.1%. We have seen 22% of drop from the last month.</p>	<p>Turnover has seen an upward trajectory since the start of the pandemic (although showing a small reduction in the last few months), and this is true across the system.</p> <p>Actions The Board will be aware of the Trust Retention plan that is currently in place. The plan has a focus on improving the experience of staff across the employee lifecycle and includes support to new starters through</p>	<p>In addition to actively progressing the Trust Retention plan there is also a renewed focus at ICS level on the areas of retention we can collaborate on across the system, which is expected to incorporate the outputs from the</p>

<p>Note: target showing is the annual target divided by 12.</p> <p>Target Source: Model Hospital</p>	<p>improvements being made to the induction & onboarding process; we are focusing on ways to improve work-life balance through the Flex for the Future Action Plan which is being implemented ; plus encouraging more people to access flexible retirement options through changes to our retirement policy (building on the work we've done to improve access to pensions and retirement information & support). In addition, a Retention Quality Improvement pilot is mid-way through, with Health Visiting and Pharmacy taking part as our pilot areas. The evaluation of the pilot will be undertaken in the new year.</p> <p>We have recently launched a new Reward & Recognition guide to showcase the benefits and recognition schemes on offer in the Trust in response to pulse survey feedback</p>	<p>recently completed NHSE Nursing & Midwifery retention self-assessment tool.</p>
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1.1.2 Staff Survey – PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE



Analyst Commentary	Commentary on current performance and actions in place	What will we do next and when?
<p>3 main areas requiring attention:</p> <ol style="list-style-type: none"> 1. Look forward to going to work. 2. Can make Improvement in my area. 3. Recommend my organisation as a place to work. <p>Target 80%</p> <p>Nb. Baseline is first survey results.</p> <p>Target Source: Local (no Public View comparator)</p>	<p>Launch of the people plan will help to track improvement against the three areas requiring attention in the staff and pulse surveys.</p>	<p>Review of initial staff survey 2022 report is currently underway to help identify areas for improvement and support.</p>

