

<b>REPORT TITLE:</b>	Board Level Metrics for People		
<b>SPONSORING EXECUTIVE:</b>	Richard Beeken, Chief Executive		
<b>REPORT AUTHOR:</b>	Frieza Mahmood, Chief People Officer Ruth Wilkin, Director of Communications		
<b>MEETING:</b>	Public Trust Board	<b>DATE:</b>	7 <sup>th</sup> September 2022

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

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[s] 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
	<b>X</b>	

**3. Previous consideration** *[at which meeting[s] has this paper/matter been previously discussed?]*

N/a

**4. Recommendation(s)**

The Public Trust Board is asked to:

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

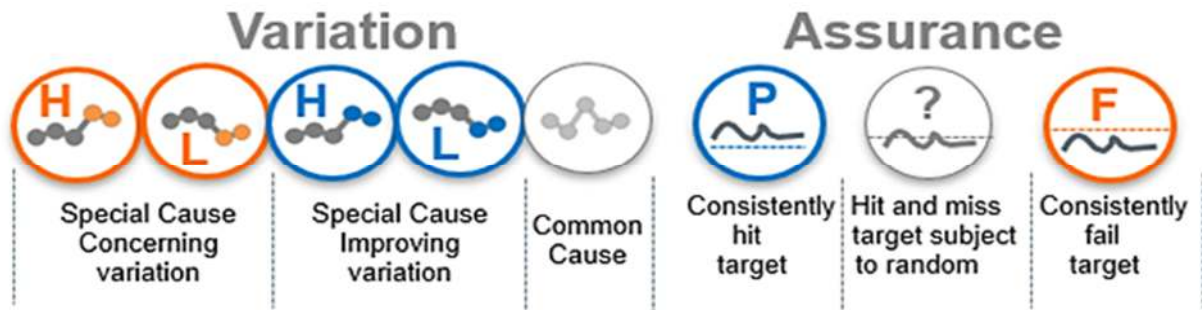
**5. Impact** *[indicate with an 'X' which governance initiatives this matter relates to and, where shown, elaborate in the paper]*

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 [Safeguard Risk Nos]						
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: 7<sup>th</sup> September 2022

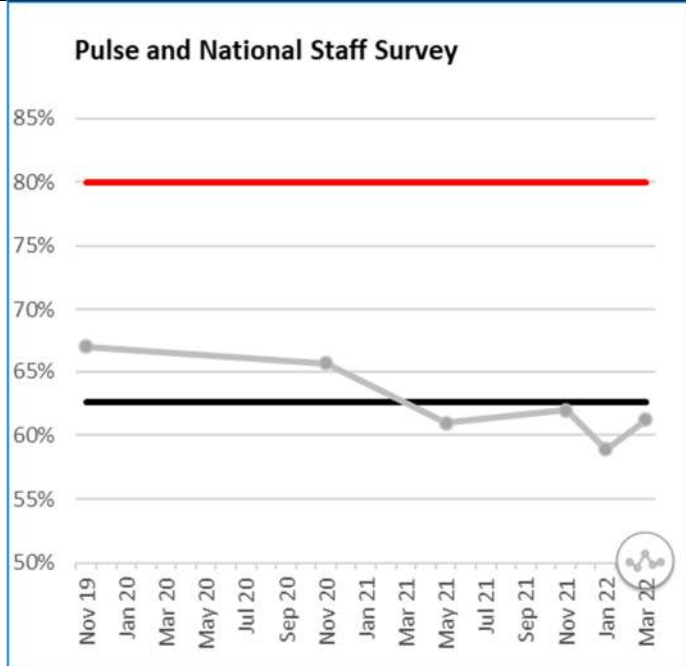
Board Level Metrics for People



Trust Strategic Objective	Our People																																						
Executive Lead(s): Chief People Officer & Director of Governance	Statistical Process Control (SPC) Trend Charts																																						
<p><b>Sickness Absence (Rolling 12 Months)</b></p> <p>The Rolling 12 Month sickness absence trend is steadily increasing which in part has been driven by a sizeable growth in Covid symptomatic absence.</p> <p>Targeted work continues, both at a corporate level though the wellbeing agenda and locally with the Groups. A sickness absence improvement paper will be taken to People and OD committee in September 2022.</p>	<p><b>Sickness Absence (Rolling 12 Months)</b></p> <p>The chart displays the following data points (approximate values):</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Sickness Absence (%)</th> </tr> </thead> <tbody> <tr><td>Aug 19</td><td>4.8</td></tr> <tr><td>Oct 19</td><td>4.8</td></tr> <tr><td>Dec 19</td><td>4.8</td></tr> <tr><td>Feb 20</td><td>4.8</td></tr> <tr><td>Apr 20</td><td>5.2</td></tr> <tr><td>Jun 20</td><td>5.4</td></tr> <tr><td>Aug 20</td><td>5.5</td></tr> <tr><td>Oct 20</td><td>5.6</td></tr> <tr><td>Dec 20</td><td>5.8</td></tr> <tr><td>Feb 21</td><td>5.9</td></tr> <tr><td>Apr 21</td><td>5.5</td></tr> <tr><td>Jun 21</td><td>5.4</td></tr> <tr><td>Aug 21</td><td>5.6</td></tr> <tr><td>Oct 21</td><td>5.7</td></tr> <tr><td>Dec 21</td><td>5.8</td></tr> <tr><td>Feb 22</td><td>6.0</td></tr> <tr><td>Apr 22</td><td>6.2</td></tr> <tr><td>Jun 22</td><td>6.4</td></tr> </tbody> </table>	Month	Sickness Absence (%)	Aug 19	4.8	Oct 19	4.8	Dec 19	4.8	Feb 20	4.8	Apr 20	5.2	Jun 20	5.4	Aug 20	5.5	Oct 20	5.6	Dec 20	5.8	Feb 21	5.9	Apr 21	5.5	Jun 21	5.4	Aug 21	5.6	Oct 21	5.7	Dec 21	5.8	Feb 22	6.0	Apr 22	6.2	Jun 22	6.4
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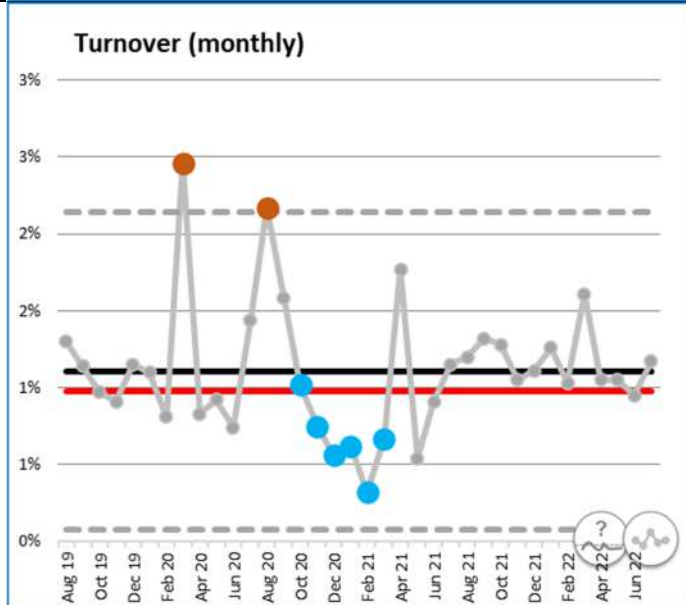
**Pulse and National Staff Survey**

The quarterly Pulse check survey results for Q2 202223 indicate a continued slight improvement in staff engagement since the first Pulse survey in July 2021 (from 6.45 to 6.58). The biggest overall improvement is across the three questions that make up the “motivation” indicator.



**Turnover (monthly)**

We have continued to see an increase in our turnover figure. In addition to a focused Retention Plan that is in place (including for professional groups such) we have also commenced a quality improvement deep dive programme on retention. The main aim of this approach is the improvement of retention and staff experience in key ‘hot spot’ areas. This approach will provide managers and their teams with a framework through which they can use key data and engagement techniques to gain a deeper insight into the causes of poor staff satisfaction/retention and to develop and test evidence-based change ideas to improve outcomes



## Staff Survey

In the Q2 2022-23 Pulsecheck staff survey, the most positive scores continue to be for “Time often/always passes quickly when I am working” and “I am able to make suggestions to improve the work of my team / department”. The least positive score is for “I often/always look forward to going to work.”

