

Board Committee report to the Board of Directors

Committee Name:	People and Culture
Committee Chair:	Sarah Armstrong
Date of last meeting:	14 April 2021
Date of Board meeting for which this report is prepared	27 April 2021

Summary of Key Issues:

We had a broad range of agenda items for this meeting, including an update on the terms and conditions work, reviewing staff survey results and gaining an overview of the 'at our best' programme.

There continues to be good progress made towards the 'culture programme' overall, and some very positive activities have taken place such as the colleague recognition awards.

The Committee discussed the following topics in detail:

- The revised proposal for sickness absence and how to manage the sickness absence policy more effectively.
- The staff survey results showed some positives and we agreed to have an action plan to tackle the areas of concern raised.
- The 'employees relations' section of the agenda gave the Committee a broad overview of relevant matters from sickness levels to training compliance, and we received an update on ER cases which have reduced significantly.
- There was a very helpful staffing update and the Committee will receive an updated structure chart at a future meeting.
- The estates team have been engaged in a workshop, which was very positive.
- Consultation has begun on improving the working environments such as the porters lodge.
- HIF colleagues will be engaged in the 'leading with values' workshops (the next stage of the 'at our best programme'), however there could be issues with shift patterns for some and this will be reviewed.

Are there any significant risks for noting by Board? (list if appropriate)

Overall, this was a very positive meeting and the Committee gained a thorough update on the progress being made and the remaining issues.

Any matters of escalation to Board for decision or noting (list if appropriate)

There were no new significant risks identified or items to escalate to the Board.