

Board Committee report to the Board of Directors

Committee Name:	People and Culture
Committee Chair:	Non-Executive Director
Date of last meeting:	8 December 2021
Date of Board meeting for which this report is prepared	21 December 2021

Summary of Key Issues:

The meeting began with reflections on the recent recruitment event. It was agreed this was extremely positive and although there are more steps to take to translate 'interested numbers' into 'new members of the HIF team', the initiative was successful in many ways.

With regards to workforce matters, it was noted that absence levels in October had increased again, although the committee was told that November figures would show a slight improvement. There continues to be no formal ER cases, however, informal discussions are being held. These may translate into more formal matters.

The impending vaccination issue continues to raise concern. This was discussed in detail and will need to be discussed further as a board. The timing of this makes the situation even more complicated with holidays looming, and people needing to be vaccinated by early February.

In the meantime, further committee meetings may be needed in January/February once more is known about the management of this, and potential impact on teams.

Finally, the Health and Safety management continues to be a concern, especially as work is starting to slip. This was highlighted in the report from [REDACTED] and therefore is important to note. Options to address this are being explored currently.

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

As detailed, the vaccination issue continues to be of concern, and will need to be discussed at the next board meeting.

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

As above.