



Meeting	Service Leadership Team	Agenda Item	4a
Meeting Date	12 November 2019	Report Number	19-261
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Presented By	Karl Edwards, Director of Corporate Services		
Subject	HR Quarterly Report – Q2 2019/20		
Type of Report:	Information and Feedback		

RECOMMENDATIONS

SLT are asked to consider the new style 'HR Quarterly Report' and provide feedback to enable continued improvement.

INTRODUCTION

In the summer of 2019 SLT received proposals to present quarterly workforce data in a compelling and appealing way. Over the last couple of months we have developed a style which aims to achieve this, with the use of different graphics and narrative which provides further insights.

This is the latest step on a journey of continuing improvement to provide information that will help the Service to identify the interventions needed to deliver our People Strategy; and to mitigate the risk of failing to maintain adequate capacity and capability to deliver our Service priorities.

PROPOSED APPROACH

The Quarterly HR report attached is more clearly signposted to enable the reader to navigate more readily through the different types of information, and a better articulation of the trends and likely causes.

However, we believe there is more work to do. In particular we would like to focus our efforts next period on improving the insights and shine a light on areas that need our collective attention, as well as provide an opportunity to recognise improving/good outcomes. We would also like to further reduce the use of graphs and use infographics to illuminate key trends and messages.

It would be very valuable to receive SLTs feedback on the new style, format and content so that we can continue to provide information which will help to improve our people approaches and organisational performance.

BENEFITS AND RISK IMPLICATIONS

The benefits of the new style HR approach are described above. There are no material risks associated with the new style report.

FINANCIAL IMPLICATIONS

There are no financial implications.

EQUALITY AND DIVERSITY IMPLICATIONS

There are no equality and diversity implications.

WORKFORCE ENGAGEMENT

Workforce engagement in relation to our People Strategy and mechanisms for measuring outcomes approaches will be through existing forums; more specifically the People, Culture and Values workstreams and regular meetings with Trade Union representatives.

LEGAL IMPLICATIONS

There are no legal implications associated with this approach.

HEALTH AND SAFETY IMPLICATIONS

There are no health and safety implications associated with this approach.