

Item:13

Title: Workforce Report / Dashboard

Gweithredu / Action required	Report for information
Amseru / Timing	Routine
Argymhelliad / Recommendation	It is recommended that the Board note the report and enclosed dashboard
Risg / Risk	There are no direct workforce risks relating to this paper. However, the information provided in the report and dashboard relates to wider risks expressed in Llais's network of risk registers.
Cyllid / Finance	There are no direct finance implications in relation to this report.
Amcan Cynllun Corfforaethol / Corporate Plan Objective	This paper relates to the corporate objective that focuses on how we Grow and improve as an organisation.
Ecwiti, Amrywiaeth a Chynhwysiant / Equity, Diversity & Inclusion	The enclosed Dashboard will help support equity, diversity and inclusion initiatives.
Cyfathrebu / Communications	Please tick one of the following boxes if this activity will have an impact on: Internal: our people <input checked="" type="checkbox"/> External: our customers/partners/stakeholders <input type="checkbox"/> External: our organisation's reputation <input type="checkbox"/>
Cymeradwyaeth / Approval/Clearance	Joanne Bolton (Strategic Director of Operations & Corporate Services)
Trafodaethau/ Penderfyniadau Blaenorol / Previous discussions/decisions	The Board at its meetings and development sessions have discussed the development of a workforce dashboard. In future the dashboards will also go to the Workforce, Remuneration and Terms of Service Committee for discussion prior to consideration by the Board.
Awdur/ Cyflwyno / Author/presenting	Joanne Bolton, Strategic Director of Operations and Corporate Services
Dyddiad / Date	25 September 2024
Cefndir / Background	

The Board have requested summary information relating to Llais's workforce. The information is viewed and scrutinised by Tîm Arwain. This report will be produced at least quarterly initially and will help inform Tîm Arwain and the People team with any initiatives they would like to introduce. It will also be submitted to the Workforce, Remuneration and Terms of Service Committee for assurance purposes.

Manylion / Detail

Dashboard

Accompanying this cover paper is the first version of the workforce dashboard. The information contained within it, covers the previous financial year 2023/24. It is in a visual format for an easy read. The format should help draw attention to areas that require additional focus or consideration.

The key headings are:

- Employee transformation and sustainability of workforce
- Great place to work
- Employee health and wellbeing

As well as key graphs and tables, the report includes narrative on what the chart tells us, what the areas of concern are and what actions/mitigations we should be putting in place.

Next steps

The enclosed dashboard will form our baseline data. Future reports can be compared to baseline data to demonstrate progress. The new People and Organisational Development Manager, who will be joining Llais in October, will be able to use this data to help inform future initiatives.

Tîm Arwain will receive this dashboard periodically and will have the opportunity to contribute to and be accountable for improvement initiatives, which will be reported to Llais committees and the Board.

Recommendations

The Board is requested to note the contents of this report