REPORT REFERENCE NO.	PC/24/1
MEETING	PEOPLE COMMITTEE
DATE OF MEETING	24 January 2024
SUBJECT OF REPORT	PERFORMANCE MONITORING REPORT 2023 – 24: QUARTER 3
LEAD OFFICER	Director of Finance & Corporate Services
RECOMMENDATIONS	*That the report be noted.*
EXECUTIVE SUMMARY	The strategic priorities against which this Committee is measuring performance are: 3(a) - Ensure that the workforce is highly trained and has the capability and capacity to deliver services professionally, safely and effectively; 3(b) - Increase the diversity of the workforce to better reflect the communities we serve, promoting inclusion and developing strong and effective leaders who ensure that we have a fair place to work where our organisational values are a lived experience; and 3(c) - Recognise and maximise the value of all employees, particularly the commitment of on-call firefighters, improving recruitment and retention. This report sets out the Services' performance against these strategic priorities for the period Oct – Dec 2023 (Quarter 3) in accordance with the agreed measures. A summary is also set out at Appendix A for ease of reference.
RESOURCE IMPLICATIONS	N/A
EQUALITY RISKS AND BENEFITS ANALYSIS	N/A
APPENDICES	A. Summary of Performance against Agreed Measures. B. Forward Plan
BACKGROUND PAPERS	N/a

1. BACKGROUND AND INTRODUCTION

1.1.   The Service's 'People' strategic policy objectives are:

   3(a) - Ensure that the workforce is highly trained and has the capability and capacity to deliver services professionally, safely and effectively;

   3(b) - Increase the diversity of the workforce to better reflect the communities we serve, promoting inclusion and developing strong and effective leaders who ensure that we have a fair place to work where our organisational values are a lived experience; and

   3(c) - Recognise and maximise the value of all employees, particularly the commitment of on-call firefighters, improving recruitment and retention

1.2.   The performance in quarter 3 of 2023-24 as measured against the agreed indicators is set out in this report for each of these policy objectives.

2. PERFORMANCE MONITORING – STRATEGIC POLICY OBJECTIVE 3(a)

Strategic Policy Objective 3(a) 'Ensure that the workforce is highly trained and has the capability and capacity to deliver services professionally, safely and effectively'.

Operational Core Competence Skills:

2.1.   The Core Competence Skills recognised by the Service are Breathing apparatus (BA), Incident Command (ICS), Water Rescue, Working at Height (SHACS), Maritime, Driving, Casualty Care (CC) and fitness.

2.2.   The newly agreed (as per the October 2022 People Committee meeting, Minute PC/22/8 refers) Core Competency performance thresholds are:

   - 95% - 100% Green
   - 90% - 95% Amber
   - <90% Red

2.3.   The performance in quarter 3 as measured against the revised core competencies is shown in the following table.

Core Competence inc. subsections of competence.	Measure	Rationale	%	Impact and action taken
Breathing Apparatus (BA)	< 90% + Risk based impact identified	90% provides tolerance for course failures, personnel returning from long-term absence and non-attendance.	**99. %**	Within tolerance for each location.

Core Competence inc. subsections of competence.	Measure	Rationale	%	Impact and action taken
			Green	No remedial action required.
Incident Command (ICS) Inc.: Operational, Tactical, Strategic and JESIP	< 90% + Risk based impact identified	Only people required to assume operational command have this skill. This relates to 700 members of staff.	**98.9%** **Green**	Within tolerance for each location. No remedial action required.
Water Rescue Inc.: Water Rescue 1st Responder Water Rescue Technician	< 90% + Risk based impact identified	• A minimum of 2 trained people per appliance is required to enable a response. • 1361 members of staff are competent across the various levels.	**96%** **Green**	Within tolerance for each location. No remedial action required
Working at Height and Confined Spaces (SHACS) Inc.: Level 1, 2, 3	< 90% + Risk based impact identified	• 90% provides tolerance for course failures, personnel returning from long-term absence and non-attendance. • SHACS competency is 92% across the 3 Levels. • This does not impact service delivery and therefore does not require intervention.	**92.9 %** **Amber**	Within tolerance for each location. There has been a slight increase in Quarter 3. However, monitoring attendance of planned training courses will continue.

Core Competence inc. subsections of competence.	Measure	Rationale	%	Impact and action taken
Maritime Level 2	< 90% + Risk based impact identified	• 450 people, across 15 stations are required to maintain the Maritime Skill.	**97.1%** **Green**	Within tolerance for each location. No remedial action required
Casualty Care (CC) Inc.Level 1, 2	< 60% + Risk based impact identified	• Service policy states 60% of operational personnel trained to this standard. • 60% is 839 people. Currently 1375 members of staff are trained in casualty care.	**97.7%** **Green**	Within tolerance for each location. No remedial action required.
Response Driving Inc.: Primary Response (PRDC) Fire Appliance (EFAD) Specialist Vehicles	< 90% + Risk based impact identified	• 90% provides tolerance for course failures, personnel returning from long term absence and non-attendance.	**98.8%** **Green**	Within tolerance for each location. No remedial action required.

Fitness Testing

	As of October 2023	Percentage as of October 2023	As of 14th July 2023	Percentage as of 14th July 2023	As of April 2023	Percentage as of April 2023
Number requiring test (in scope)	1520	100%	1546	100%	1560	100%
Number passed	1493 (green, amber, blue)	98.22%	1454 (green amber blue)	94.05%	1549	99%
Red	27*	1.78%	92	5.95%	11	1%

2.4.   So far this year 1520 members of staff have met the fitness standards 27 did not. The Service has 21 station-based staff red for fitness, although 4 of which have not failed a test but have refused to undertake a test due to pending retirements. 3 of the 4 have been removed from operational duties as no evidence to prove that they are fit for duty. 1 of the 4 had a special measures risk assessment to remain operational despite being out of date for fitness and therefore was not removed from operational duties.

Supporting the Red & Amber groups

2.5.   The Red and Amber (Fail) group who did not meet the required fitness standards are subject to a 3-month retest period and receive a development plan, including a fitness and nutrition plan and ongoing additional support from the fitness instructor.

2.6.   At 6 months, if staff are still unable to achieve the required standard, then a capability process is started, working with the HR business partners.
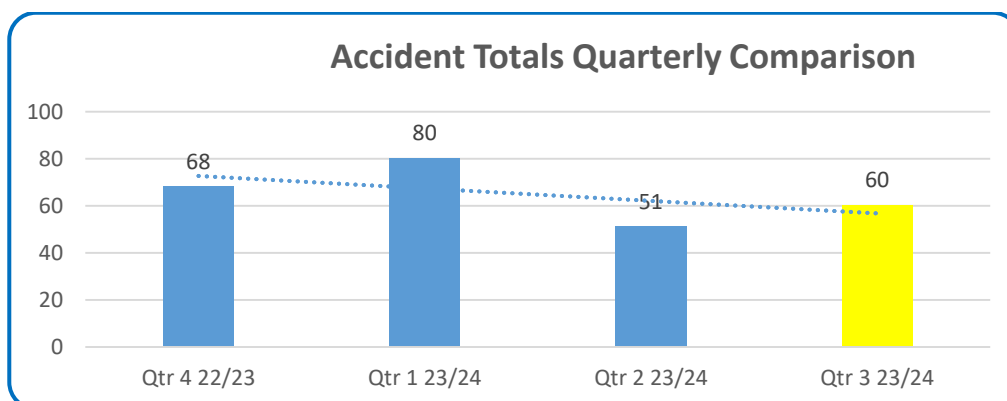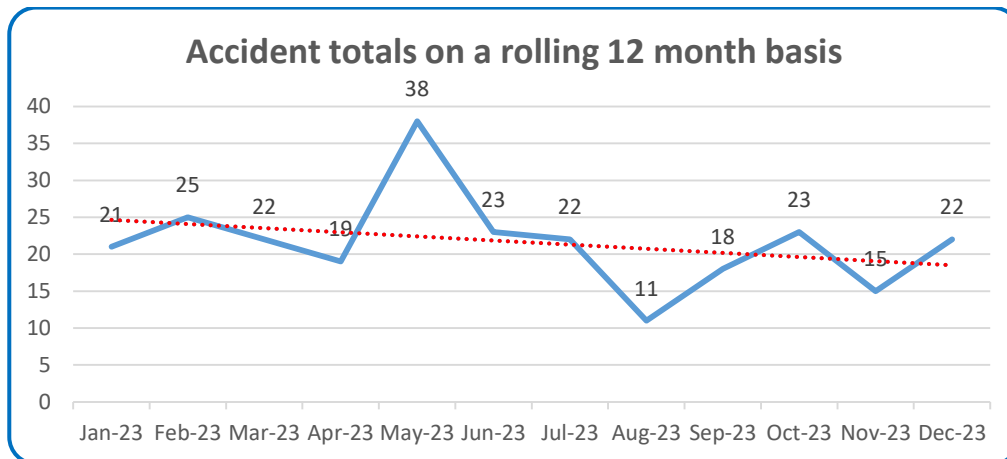
Health & Safety

General:

2.7.   The Health and Safety Team have completed 88% of the COSHH audits, this will see a proportion of the Service locations audited over 12 months. Where areas for improvement are identified the H&S Team support local managers with introducing them. The audit is being received well and is helping to enhance the management of COSHH within the Service.

2.8.   Accident Investigator training has been programmed in for February and March. This will provide training for 24 accident investigators. The number of available accident investigators has reduced through staff retiring, moving on, or promotion.
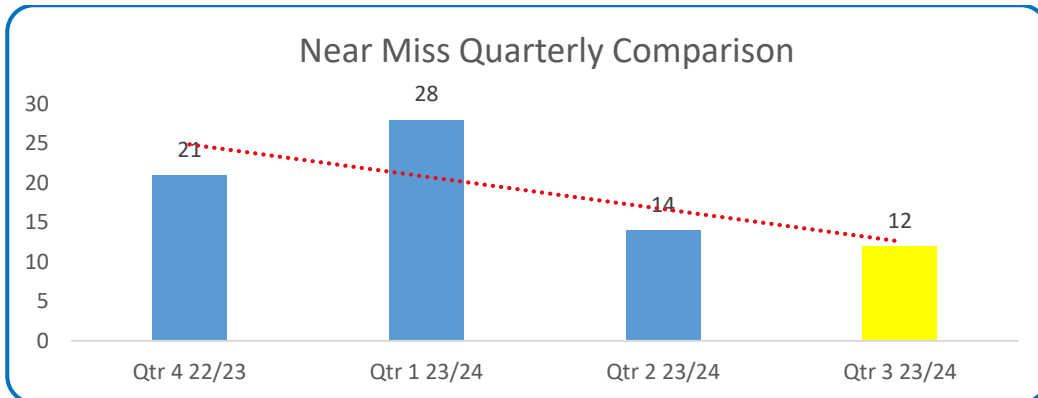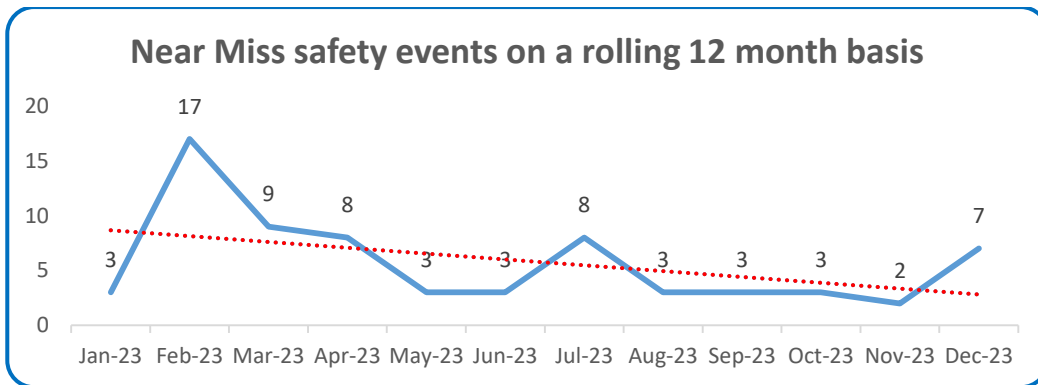
Accidents

2.9.   There has been a decrease in the overall trend for accidents during 2023. The quarter 3 accident numbers are up by 9 on the previous quarter and up 5 for the same quarter in 2022. Vehicle related safety events remain the greater proportion of safety events. Though when vehicle related safety events (34) are compared to vehicle mobilisations (8386) over quarter 3 only 0.4% resulted in a vehicle related safety event. The Organisational Road Risk Group have increased their meetings to monthly in order to review and improve safety in this area.
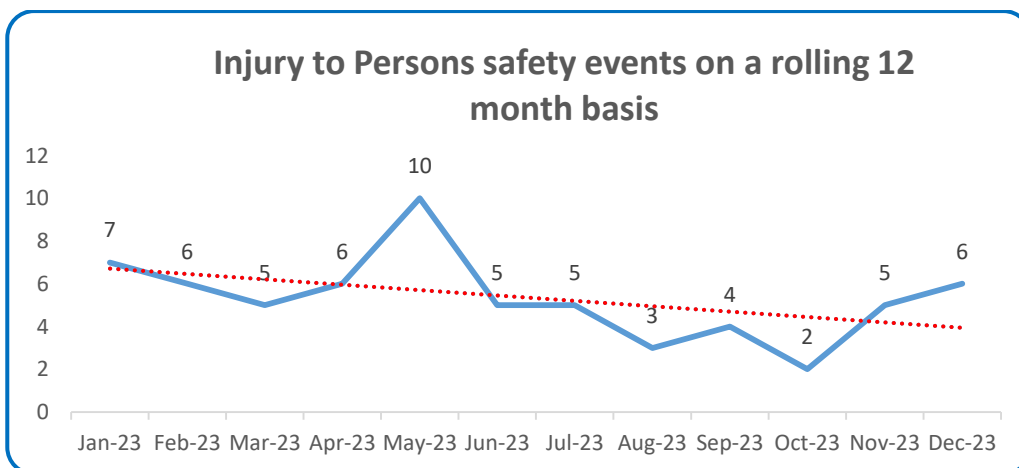
Accident totals on a rolling 12 month basis

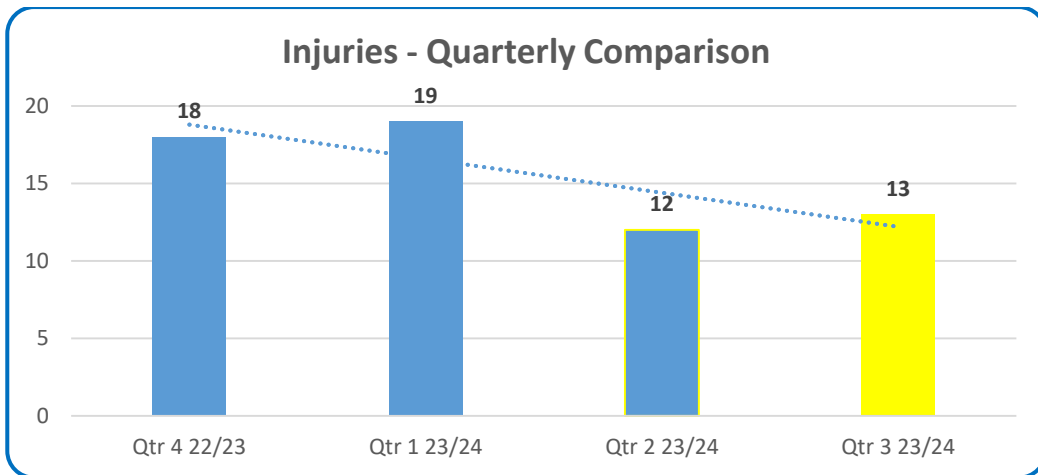

Accident Totals Quarterly Comparison

Near Miss

2.10.   There were 12 near misses in Quarter 3, a 14% (2 events) reduction on reporting from the previous quarter. The benefits of near miss reporting continue to be communicated by the Health and Safety Team. The wider cultural work with the 'Safe to' campaign will help to influence improvements in this area.

2.11.   The near miss reports during Quarter 3 are varied. There are no identified trends. Though 2 near misses relate to people accessing Service premises. One individual climbing the training structure and another where the individual was drunk and trying to access vehicles parked on site.

Near Miss safety events on a rolling 12 month basis

Jan-23: 3, Feb-23: 17, Mar-23: 9, Apr-23: 8, May-23: 3, Jun-23: 3, Jul-23: 8, Aug-23: 3, Sep-23: 3, Oct-23: 3, Nov-23: 2, Dec-23: 7

Near Miss Quarterly Comparison

Qtr 4 22/23: 21, Qtr 1 23/24: 28, Qtr 2 23/24: 14, Qtr 3 23/24: 12

***Personal Injuries*:**

2.12. The charts compare the Service's injury rates over a rolling 12-month period, as well as highlighting the Quarter 3 figures. The injury figures in general remain low, the trendline showing a decrease over the 12-month period. Quarter 3 showing a very slight increase (1 event) on the previous quarter, a 8% increase in injuries.

Injury to Persons safety events on a rolling 12 month basis

Jan-23: 7, Feb-23: 6, Mar-23: 5, Apr-23: 6, May-23: 10, Jun-23: 5, Jul-23: 5, Aug-23: 3, Sep-23: 4, Oct-23: 2, Nov-23: 5, Dec-23: 6

Injuries - Quarterly Comparison

Qtr 4 22/23	Qtr 1 23/24	Qtr 2 23/24	Qtr 3 23/24
18	19	12	13

2.13.   The annual trend over the last 5 financial years (2018/19 – 2022/23), however, has remained level:

Injury to Person

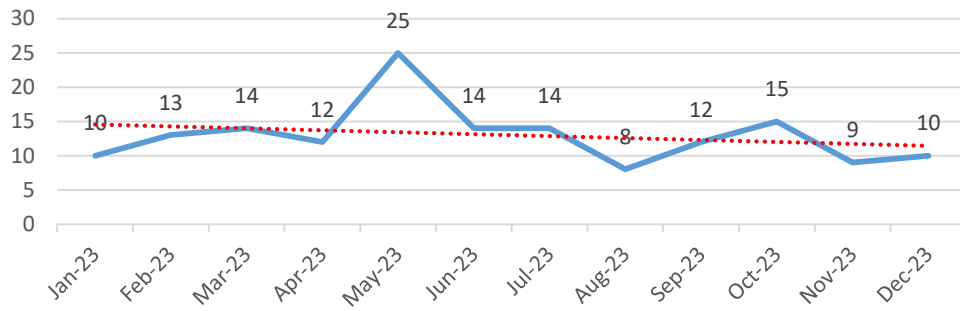| 2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
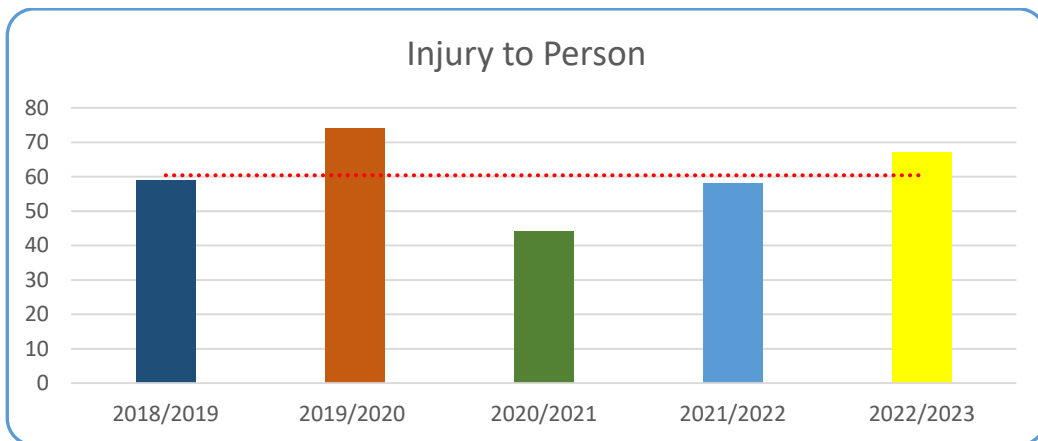
Vehicle Incidents

2.14.   There were 34 vehicle incidents in quarter 3, this is the same number as in quarter 2. Vehicle related accidents are primarily during non-blue light activity, the majority related to slow speed manoeuvring, for example, clipping hedges and banks on tight lanes, or another vehicle in congested streets, as well as when manoeuvring at the incident. Of the 8386 mobilisations in quarter 3 only 0.4% resulted in a vehicle related safety event.
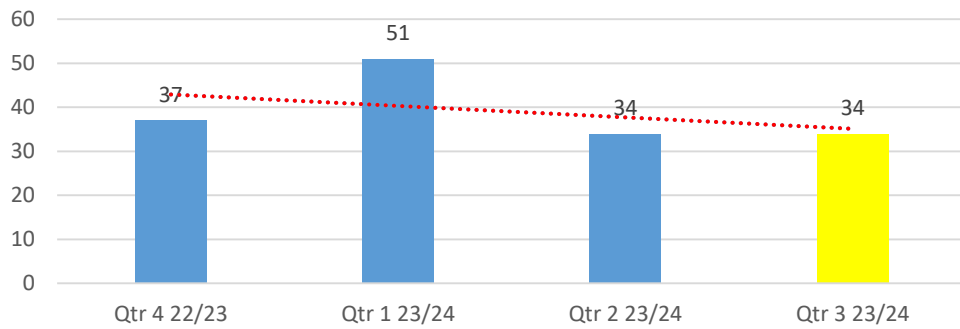
2.15.   The Organisational Road Risk group meets monthly. The group is working to increase proactive communications to raise awareness of the areas where vehicle accidents are occurring. Whilst also providing supporting advice and guidance where required. Guidance for driving in heavy rain and flooding and winter driving advice have been placed on SharePoint as part of this works.

Vehicle Accidents safety events on a rolling 12 month basis

Monthly values: Jan-23: 10, Feb-23: 13, Mar-23: 14, Apr-23: 12, May-23: 25, Jun-23: 14, Jul-23: 14, Aug-23: 8, Sep-23: 12, Oct-23: 15, Nov-23: 9, Dec-23: 10

Vehicle Accidents - Quarterly Comparison

Qtr 4 22/23: 37, Qtr 1 23/24: 51, Qtr 2 23/24: 34, Qtr 3 23/24: 34

Mobilisations / Vehicle Incidents comparison

NUMBER OF MOBILISATIONS

Vehicle Accidents safety events on a rolling 12 month basis
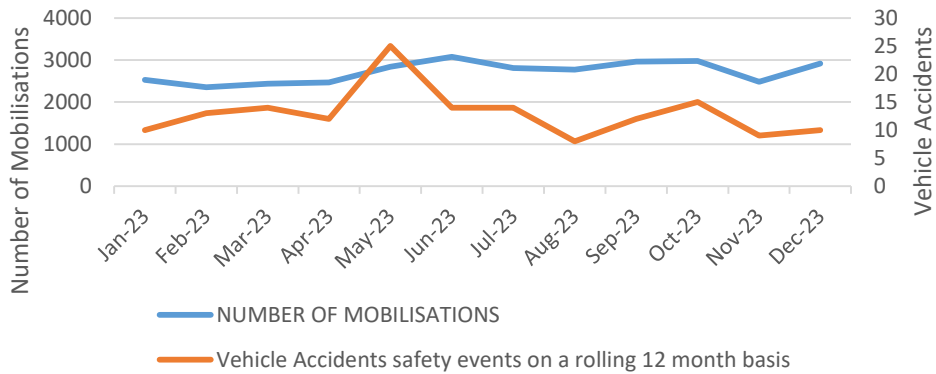
Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR):

2.16.   There have been 4 reported RIDDOR incidents during this reporting period (Quarter 3), 2 'Over 7-day injury' and 2 'Specified Injury'. The 2 'Over 7-day injury' were, a firefighter experienced knee pain during fitness test, and another experienced a shoulder injury whilst conducting water rescue training (Aggressive swimming). The specified injuries relate to fractures. A firefighter slipped on a wet rock during water rescue training resulting in a fracture to the elbow. The other a firefighter fractured bones in their foot when a slab fell onto it during live hot fire training. These are being investigated to identify the learning outcomes.

2.17.   The 2-year comparison below provides a comparison of RIDDOR reporting this year compared against the final total for last year.
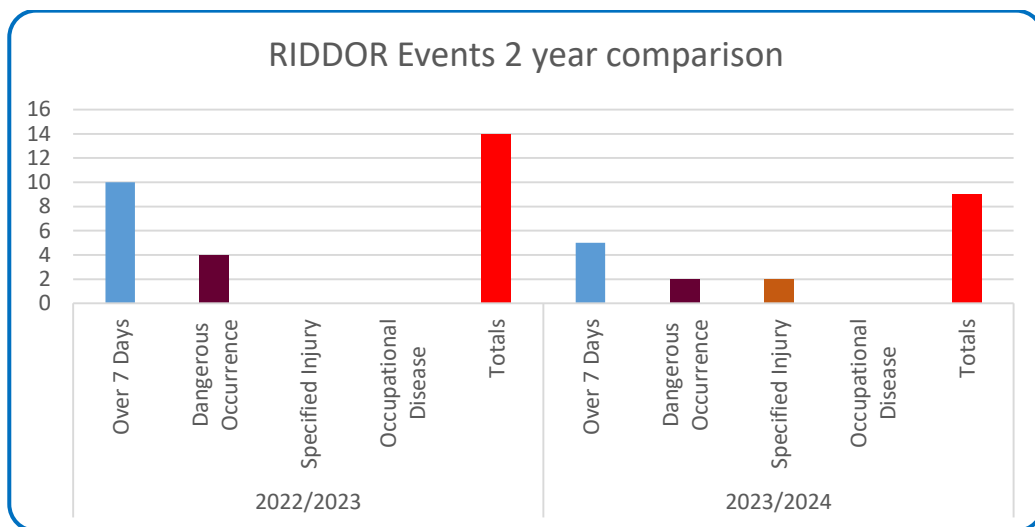

Sickness and Absence

2.18.   The average days of sickness absence per FTE have marginally increased during Q3, primarily in relation to long term absence figures. We can see that short term absences have decreased in comparison to
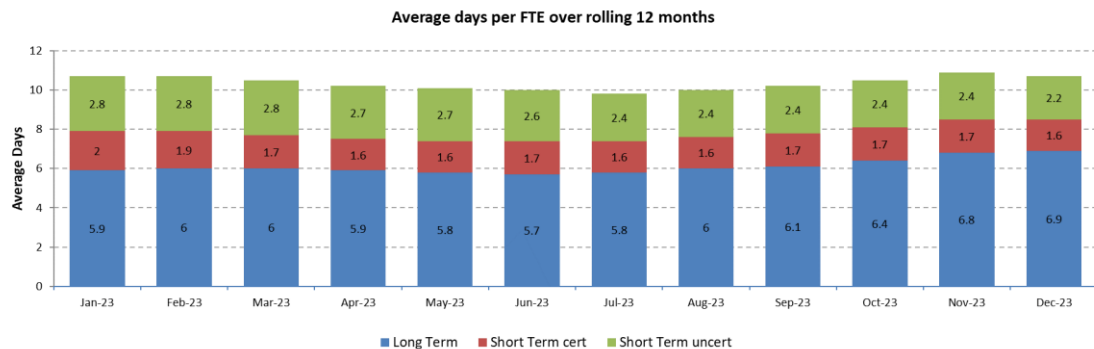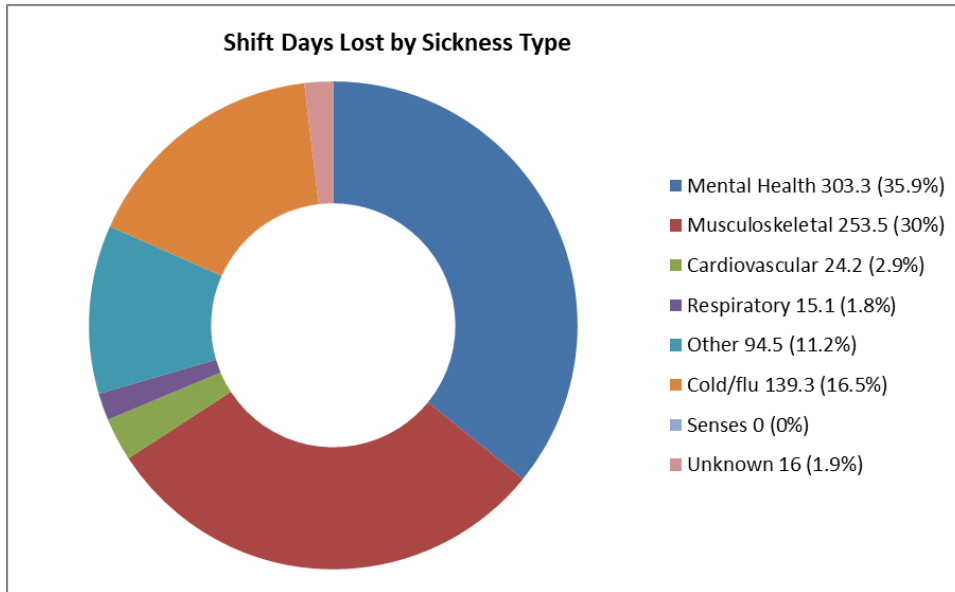
Annual comparison (average days lost) year on year per FTE

2.19. When comparing average days lost per FTE, we can see that the year-to-date figure is slightly lower than last year but still higher than pre-pandemic figures at this stage in the year.
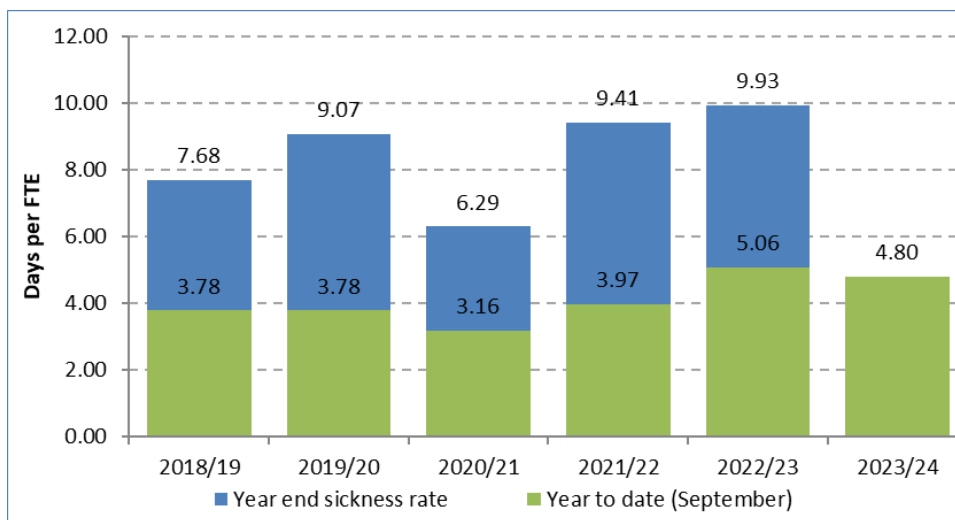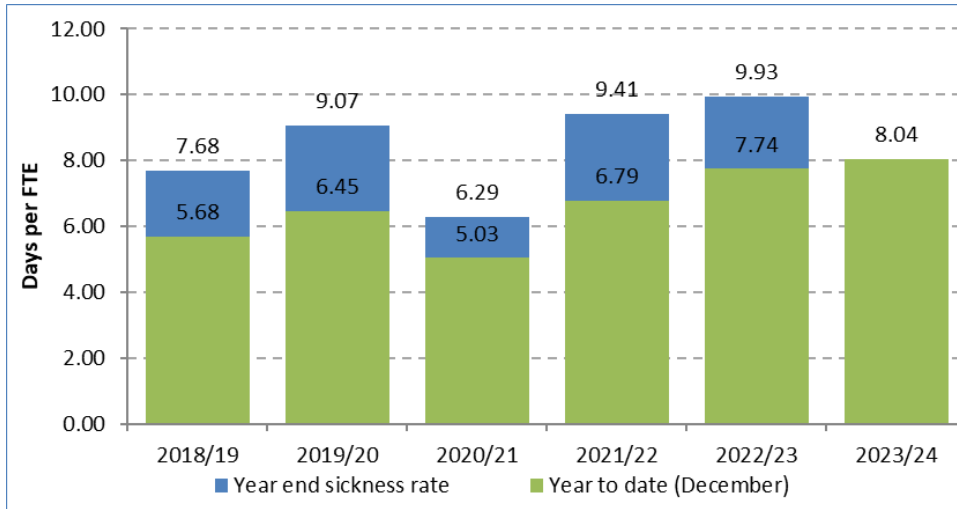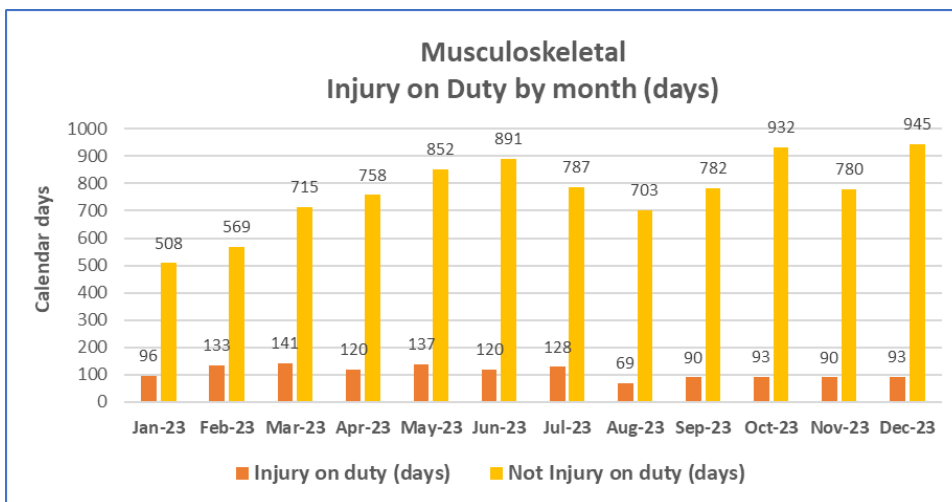

Shift days lost by sickness type

2.20. In terms of sickness types, 'mental health' and 'musculoskeletal' continue to account for highest number of working days lost and we continue to work with our Counselling and Physiotherapy providers to ensure that suitable treatment is available where needed.

Shift Days Lost by Sickness Type

- Mental Health 303.3 (35.9%)
- Musculoskeletal 253.5 (30%)
- Cardiovascular 24.2 (2.9%)
- Respiratory 15.1 (1.8%)
- Other 94.5 (11.2%)
- Cold/flu 139.3 (16.5%)
- Senses 0 (0%)
- Unknown 16 (1.9%)

2.21.   When reviewing the data for musculoskeletal injuries, we can see that most injuries are occurring outside of work.

Musculoskeletal
Injury on Duty by month (days)

|	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Injury on duty (days)	96	133	141	120	137	120	128	69	90	93	90	93
Not Injury on duty (days)	508	569	715	758	852	891	787	703	782	932	780	945

Mental Health

2.22.   The graph below shows the number of employees with stress related absence reported over the last 6 months. The Service has seen a significant increase in stress related absences during 2023; in January 23 there were a total of 32 employees with stress related absences and this was a 50:50 split between work related and non-work-related issues. In December the overall figure had increased to 40 absences, but a smaller proportion of these have been identified as work related. The Health and Wellbeing team are in the process of exploring additional initiatives and continuing to promote existing resources to support with challenges outside of work

Stress Related Sickness Number of Employees
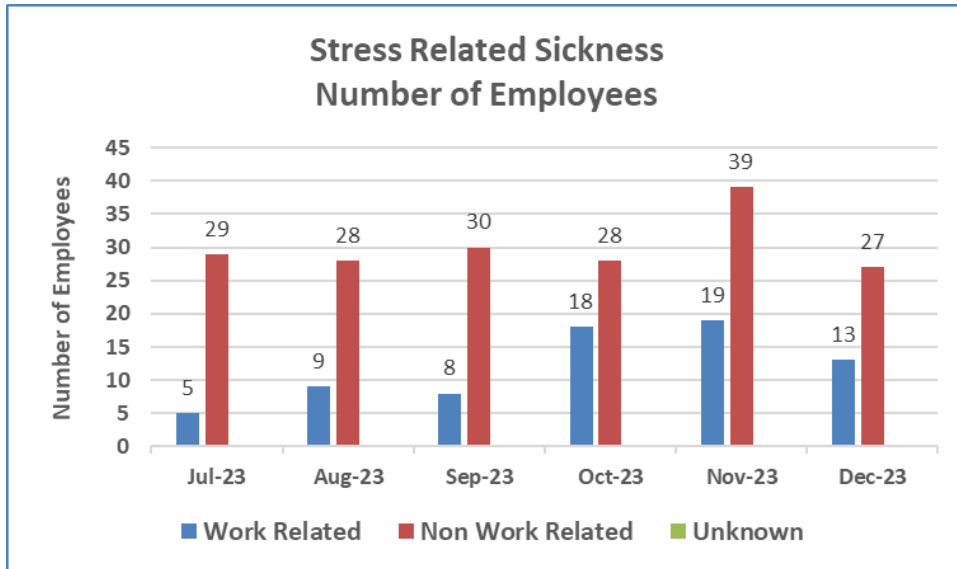
2.23. Looking at the staff groups, you can see our On-Call colleagues had a spike in March, which corresponds to the increase in non-work-related stress peak in the previous chart. More recently, the Service has also seen an increase in Support staff stress related absence. The Service is reviewing its support packages and looking at ways to better support On-Call and Support colleagues.

Stress Related Sickness Type of Contract (employees)
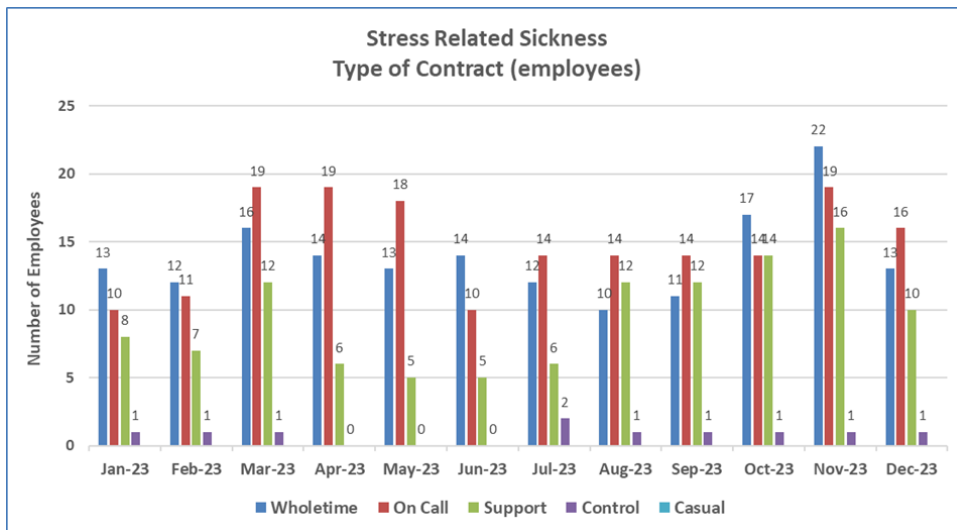
2.24. The Service is exploring additional wellbeing provisions to complement its existing package, including financial wellbeing guidance and support. This is being developed with the Money and Pension Service (MAPS) which are an arm's-length body, sponsored by the Department for Work and Pensions.

Health and Wellbeing Support

2.25. The Service is continuing to monitor the performance of our Occupation Health providers, Health Partners, who became our OH provider in Nov 22. They have been issued with 2 improvement notices in that time.

2.26. The Service continues to work closely with the Firefighters Charity to support the wellbeing provision we can offer. Wellness workshops are being run on nutrition, mindfulness and relaxation, stress, sleep, mental and physical health and resilience. Good uptake so far.

2.27.   Menopause Training for managers has been booked for November.

2.28.   Service Mental Health First Aiders and Wellbeing Champions are booked in for refresher training ready for relaunch in the New Year. We are also working with the Academy to upskill the team in understanding mental health.

2.29.   International Men's Day is taking place on 17 November with guest speakers sharing insight on a range of Men's Health topics. Planning for International Women's Day in March will begin in the new year.

2.30.   The Service is working with the fitness team to plan some wellbeing initiatives for employees in January.

2.31.   There is also upcoming training for employees/managers on Domestic Abuse with Fear Free and in partnership with Trevi House.

2.32.   Health and Wellbeing information has now been fully embedded within the induction packs and sessions. This will embed the awareness of support from the start of employment with the Service.

Capability, Disciplinary & Grievance case summary (last 12 month period)

Capability Cases

2.33.   Across the Service between 1st January and 31st December 2023, there were 18 formal capability cases. In 2022, during the same period, there were 10 formal capability cases. The Service has placed a greater focus on progressing capability cases, particularly in relation to fitness cases following an updated Fitness Policy and Procedure in Autumn 2023.

2.34.   In 2023, the reasons for capability cases were:

Capability Case Reasons 2023
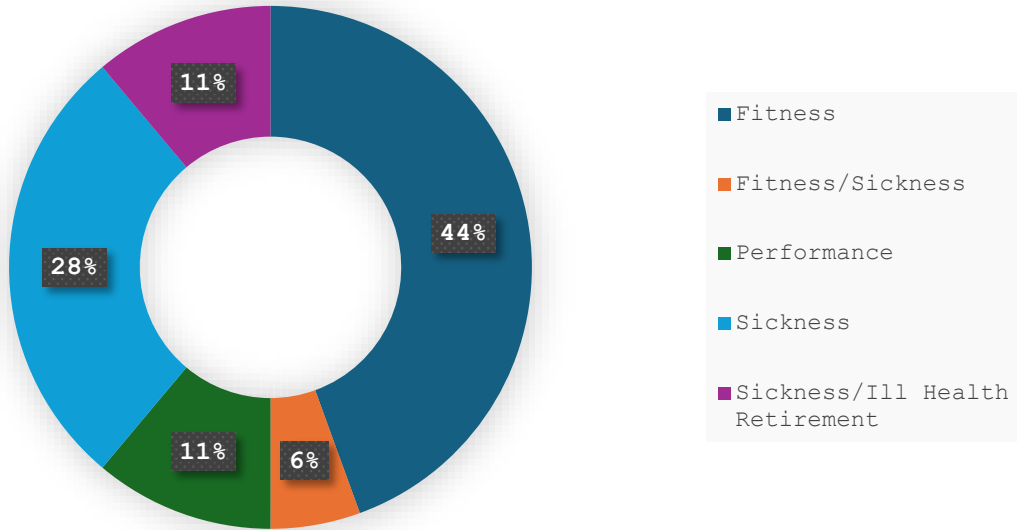
2.35.   In 2022, fitness was the main reason of capability cases and the second highest reason was sickness. In 2023, this remains unchanged, and fitness cases were recorded as the reason for the majority of capability cases and sickness cases are second highest.

Capability Case Reason	Number of Cases 2022	Number of Cases 2023
Fitness	5	8
Fitness/Sickness	0	1
Performance	1	2
Sickness	3	5
Sickness/Ill Health Retirement	1	2
Total Number of Capability Cases	*10*	*18*

2.36.   In 2023, there was an increase in all types of capability cases, particularly in fitness and sickness capabilty cases which have had the greatest increase in cases since 2022.

Disciplinary Cases

2.37.   From 1st January to 31st December 2023, there were 23 disciplinary cases across the Service. Of the 23 disciplinary cases, 6 cases progresssed to a formal disciplinary hearing. 13 cases did not progress to a disciplinary hearing due to the investigation concluding there was no case to answer, the employee retired/resigned during the investigation process or an informal note for file was given. There are 4 cases currently being investigated and to be confirmed if they will progress to a disciplinary hearing (at the time of writing this summary).

2.38.　Of the 6 cases that progressed to a disciplinary hearing, there were 3 cases of cultural issues (eg inappropriate language and/or behaviour); 2 cases were due to fraud and 1 case was a breach of service policy.

2.39.　Of the total 23 disciplinary cases in 2023, there were 9 cases of Gross Misconduct, 12 cases of Misconduct and 2 cases to be confirmed.

2.40.　In comparison to 2023, there were 19 disciplinary cases across the Service between 1st January and 31st December 2022, with 8 of these cases progressing to a formal disciplinary hearing. There were 6 cases where the employee resigned/retired before the disciplinary investigation concluded and 5 cases where the investigation concluded and there was no case to answer.

2.41.　Of the 23 disciplinary cases between 1st January and 31st December 2023, the reasons for the disciplinaries were:
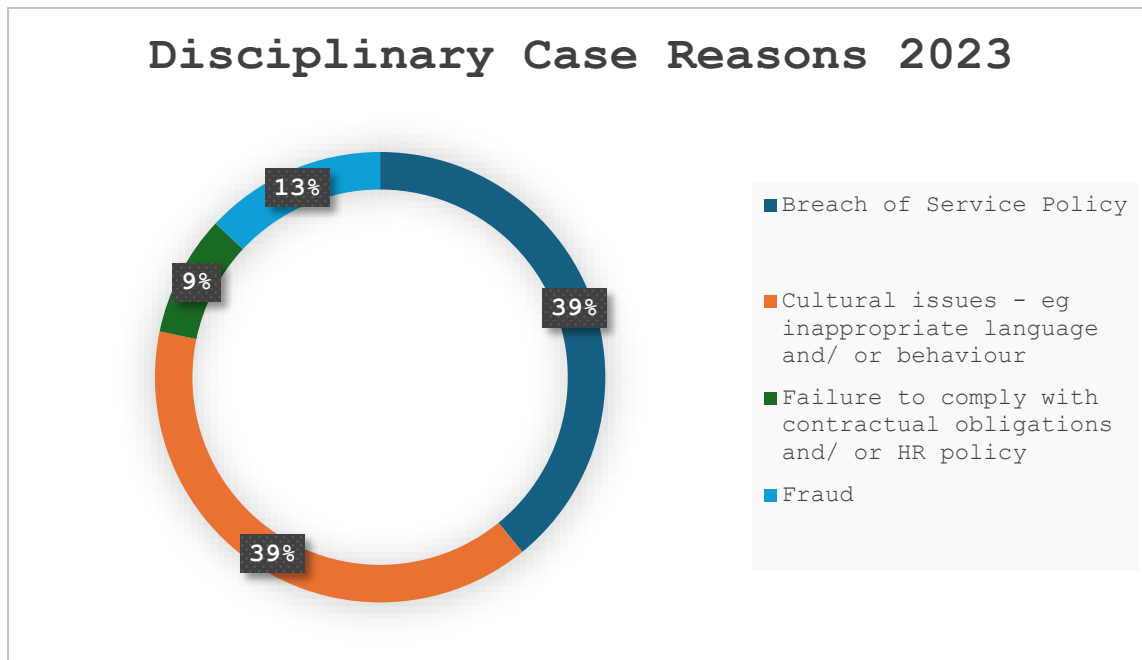
2.42.　In 2022, cultural issues (e.g. inappropriate language and/or behaviour) is the main reason for disciplinary cases. Breach of service policy and cultural issues (e.g. inappropriate language and/or behaviour) were jointly the main reasons for disciplinary cases in 2023.

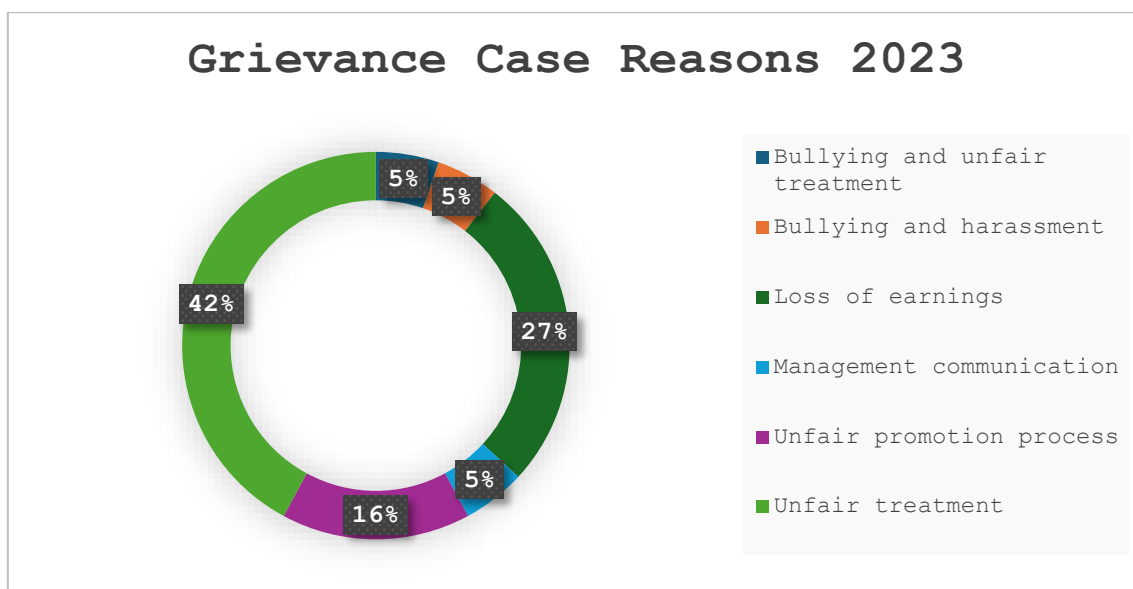| Disciplinary Case Reason	Number of Cases 2022	Number of Cases 2023
Breach of Service Policy	4	9
Cultural issues - eg inappropriate language and/ or behaviour	8	9
Failure to comply with contractual obligations and/ or HR policy	3	2
Fraud	1	3

Unauthorised use of and/ or damage to Service assets	2	0
Criminal charges	1	0
*Total Number of Disciplinary Cases	**19**	**23**

*includes all disciplinary cases (e.g. disciplinaries that progressed to a disciplinary hearing and also cases which did not progress to a hearing).

2.43.   In comparing disciplinary cases reasons between 2022 and 2023, there has been an increase in breach of Service policy case reasons, with cultural issues (e.g. inappropriate language and/or behaviour) having remained relatively the same, with an increase of 1 case. There has also been a small increase in fraud related cases in 2023.

Grievance Cases

2.44.   Between 1st January and 31st December 2023, there were 19 formal grievance cases raised across the Service. Of the 19 formal grievance raised in 2023, the reasons for these grievances were:

Grievance Case Reasons 2023

- Bullying and unfair treatment
- Bullying and harassment
- Loss of earnings
- Management communication
- Unfair promotion process
- Unfair treatment

2.45.   In 2022, there were 25 grievance cases raised, however, 5 of these cases were resolved informally and 1 grievance was withdrawn following a settlement agreement.

2.46.   Unfair treatment is the main reason for grievance cases in 2023 and was also the main reason for grievances in 2022. In 2023, there is a slight decrease in unfair treatment cases and also a decrease in bullying and harassment cases. However, there were more loss of earnings and unfair promotion process grievances raised in 2023.

Grievance Case Reason	**Number of Cases 2022**	**Number of Cases 2023**
Bullying and unfair treatment	1	1
Bullying and harassment	4	1

Loss of earnings	0	5
Management communication	0	1
Unfair promotion process	1	3
Unfair treatment	10	8
Victimisation	1	0
Incorrect advice	1	0
Discrimination	2	0
Unfair investigation	2	0
Process issue	3	0
Total Number of Grievance Cases	*25**	*19*

*includes 5 cases resolved informally and 1

3.   PERFORMANCE MONITORING – STRATEGIC POLICY OBJECTIVE 3(b)

Strategic Policy Objective 3(b) - 'Increase the diversity of the workforce to better reflect the communities we serve, promoting inclusion and developing strong and effective leaders who ensure that we have a fair place to work where our organisational values are a lived experience.'

Diversity

3.1.   This is an annual measure looking to see a year-on-year improvement in addition to the separate Diversity and Recruitment annual report. The next report will be April 2024.

Promoting Inclusion, developing strong leaders, living the values, a fair place to work:

3.2.   Progress against actions related to both this data and other findings in the People Pillar of the HMICFRS report are being reported to this Committee separately to this performance report.

3.3.   During October and November the Service is running a number of workshop sessions for its middle manager population focussing on the skills needed to enable and provide confidence in having difficult conversations and managing conflict. These sessions will be a great skills learning opportunity for people managers to be more positively equipped to tackle workplace issues. Anecdotal feedback so far has been positive.

3.4.   With the appointment of a Speak Up Guardian and Deputy Guardians, the Service is providing additional ways for staff to highlight and address issues quicker and in a confidential way. Since starting this initiative there have been 21 cases raised. 8 are from uniformed colleagues and 13 are non-uniform.

3.5.   With October being Black History Month, the Service Multicultural Staff Support Network has set up several events for staff to learn more about interesting topics. The latest event was a Black History Month talk focussed on 'Windrush Resistance' and Caribbean Anti-colonialism.

3.6.   The Recruitment team are currently evaluating EDI data gathered to identify areas of concern or success to enable action planning and the active management of themes identified.

Update on Strategic Workforce Planning

3.7.   The Strategic Workforce Planning group continues to meet to review our People metrics and agree next steps regarding recruitment and selection processes.

3.8.   Changes to the On-Call Recruitment process have been received well and have seen a dramatic improvement in outcomes. With 100% attendance at practical assessment centres, and 90% of candidates progressing to the next stage. Previously this figure was closer to 30-40%.
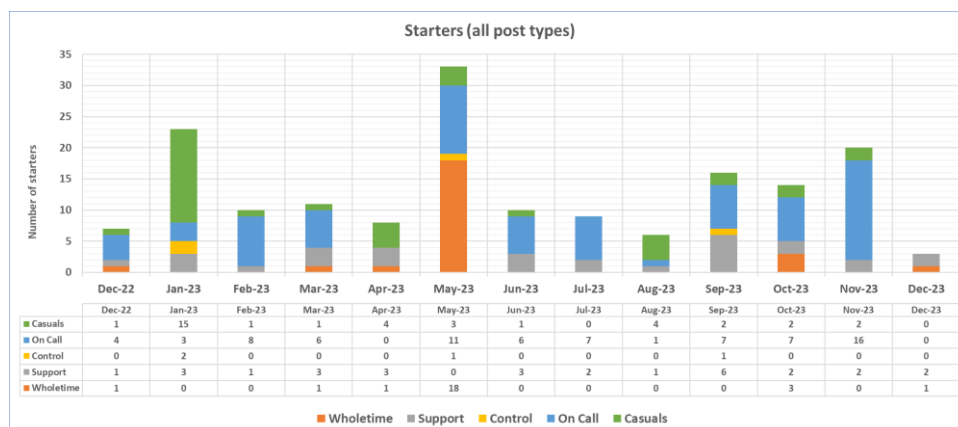
Turnover and attrition

3.9.   The attrition rate is reached by averaging the staff population across the start and end of a 12-month period and then dividing the number of leavers within the period by this average. Based on data up to 31 December, the attrition rates are below.
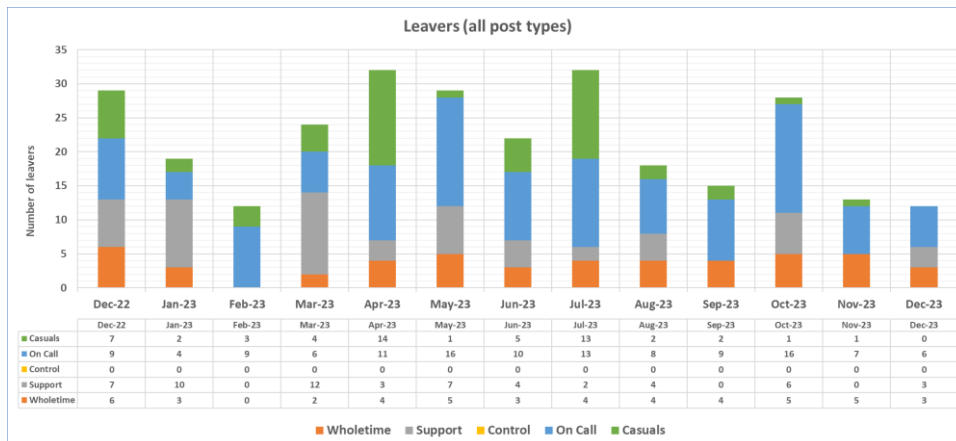
Staff Group	Attrition Rate
Wholetime	9%
On-Call	12%
Support	17%

3.10.   Since the last people Commitee, the Service has seen the attrition rates for on-call and wholetime increase slightly and overall support staff rate has dropped by a similar percentage.

3.11.   Looking at leaving reasons recorded for Q3, retirements accounted for 69% of wholetime staff but only 18% of on-call. Of the on-call resignations, 62% were listed under personal, relocation or career change/progression reasons.

3.12.   The Service will continue to track and map these figures over the coming months as part of Strategic Workforce Planning activity and consider any appropriate interventions to address any concerns. An overview of starters and leavers month, on month are below.

Starters (all post types)

	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Casuals	1	15	1	1	4	3	1	0	4	2	2	2	0
On Call	4	3	8	6	0	11	6	7	1	7	7	16	0
Control	0	2	0	0	0	1	0	0	0	1	0	0	0
Support	1	3	1	3	3	0	3	2	1	6	2	2	2
Wholetime	1	0	0	1	1	18	0	0	0	0	3	0	1

Leavers (all post types)

	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Casuals	7	2	3	4	14	1	5	13	2	2	1	1	0
On Call	9	4	9	6	11	16	10	13	8	9	16	7	6
Control	0	0	0	0	0	0	0	0	0	0	0	0	0
Support	7	10	0	12	3	7	4	2	4	0	6	0	3
Wholetime	6	3	0	2	4	5	3	4	4	4	5	5	3

People Services Systems Project

3.13. The first phase of the iTrent implementation went live at the end of October, this was focused on transferring the core HR data and organisational structure from our legacy system as well as activating the time and expenses module to increase both the efficiency and auditability of payments. Phase 2a this month is focussed on the go-live of attendance and absence management modules, which will enable support staff to record their time, sickness and annual leave within iTrent and provide greater consistency in management information going forward. The recruitment module (phase '2b' of the project) is currently at the User Acceptance Testing stage and then 'phase 3' of the project in 2024/25 will include the implementation of the performance, learning and development iTrent modules, as well as refining the reporting capabilities of centralised iTrent data and using PowerBI to create suitable 'dashboards' of management information for relevant stakeholder groups.

4. **PERFORMANCE MONITORING – STRATEGIC POLICY OBJECTIVE 3(c)**

Strategic Policy Objective 3c) 'Recognise and maximise the value of all employees, particularly the commitment of on-call firefighters, improving recruitment and retention.'

Recruitment & Retention

4.1. Reported above within the update on Strategic Workforce Planning.

Employee Engagement

4.2. Following the update at the previous People Committee, a summary of core actions and next steps are presented in a separate paper at todays committee.

SHAYNE SCOTT
Director of Finance and Corporate Services

SUMMARY OF PERFORMANCE AGAINST INDICATORS

Quarterly Reporting:

Target area:	Agreed performance measure:	Q4 (2022-23)	Q1 (2023-24)	Q2 (2023-24)	Q3 (2023-24)	Trend
Firefighter Competence	90% (as of October 2022)	0 of 7 core competencies below 90%	0 of 7 core competencies below 90%	0 of 7 core competencies below 90%		→
Accidents	Decrease	68	80	51	60	↑
Near Miss-	Monitor	21	28	14	12	↓
Personal injuries	Decrease	18	19	12	13	↑
Vehicle Accidents	Decrease	37	51	34	34	→
Short term *(average days per person, per month)*	Decrease	2.3	2.2	2.1	2.0	↓
Long term *(average days per person, per month)*	Decrease	6.0	5.8	6.0	6.7	↑
Stress related absence *(average number of **people** per month)*	Decrease	37	35	36	48	↑

People Committee Performance Reporting Forward Plan

Meeting scheduled	Reporting on	Subjects
April 2023	Quarter 4	Performance Monitoring report including financial year data: • RIDDOR reporting, • Workforce planning • Diversity
July 2023	Quarter 1	Performance Monitoring report including financial year data: • National FRS Sickness comparisons • National FRS H&S comparisons, • Grievance, Capability & Disciplinary
October 2023	Quarter 2	Performance Monitoring report including 6 - monthly data: • Workforce planning • People survey action plan update
January 2024	Quarter 3	Performance Monitoring report including Calendar Year data: • Fitness testing, • Grievance, Capability & Disciplinary