



HR COMMITTEE

DATE:	February 2022
TITLE OF REPORT:	13-22 New Hires and Leavers
AUTHOR AND CONTACT DETAILS	Gary McIntosh, Head of Human Resources gary.mcintosh@slc.ac.uk
PURPOSE:	Provide the HR Committee with a quarterly update on HR matters.
KEY RECOMMENDATIONS/ DECISIONS:	The Board is asked to: 1. Note the updates relating to staff.
RISK	1. None
RELEVANT STRATEGIC AIM:	Successful Students – skilled & knowledgeable staff Highest Quality Education & Support – valued & enthusiastic staff Sustainable Behaviours – effective leadership and management; excellent governance; appropriate risk management
SUMMARY OF REPORT:	The report will provide insight into each of the following areas: <ul style="list-style-type: none">• Headcount Management including absences.• Health & Wellbeing including the enablement of key people being to handle mental health situations through the targeted approach to Mental Health First Aid Training.• Employee Engagement including: the review of processes supporting the employee journey, followed by redesign and automation, where appropriate; and the continued improvement to employee communications.• Learning & Development.• Performance.• Employee & Industrial Relations.• Maintenance of Accreditations including the requirements to: develop and automate Career Review; implement a Recognition Program and Succession Planning for management and critical roles.

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