

Establishment Committee – Outstanding Actions

Item	Date	Action	Officer responsible	To be completed/ progressed to next stage	Progress Update
1.	5 September 2019	<u>Special Leave Entitlement for Employee Volunteering</u> Although content to approve the Report, it was apparent that many of those volunteering had failed to record this on the corporate system; Members requested that future iterations of this Report should seek to drill down and capture a more accurate picture of staff volunteering rates.	Director of HR	September 2020	
2.	5 September 2019	<u>HR Dashboard – June 2019</u> Members asked officers to return with more analysis concerning the following: <ul style="list-style-type: none"> • Why do 36% of new starters leave within their first year. • How effective were the City's Mental Well-Being policies in helping to reduce absence? • How do the City's absences for stress compare with other similar organisations? 	Director of HR	March 2020	To be picked up in the next iteration of the HR dashboard.

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3.	10 December 2019	<p><u>Social Mobility Employer Index 2019 - City of London Corporation Results</u></p> <p>Members agreed on the need for a clear and robust action plan showing what was going to be done going forward. Officers were asked to report back in March 2020 with an action plan.</p> <p>It was suggested the City Corporation needed to learn from others and a Member confirmed he would be happy to introduce Price Waterhouse Coopers to the organisation.</p> <p>The Chair welcomed the report and confirmed they wanted to see a clear action plan by March 2020 on how the City Corporation can move forward. The Chair welcomed the opportunity of an introduction to Price Waterhouse Coopers.</p>	Corporate Strategy Manager	March 2020	Action Plan to be submitted to 12 th March 2020 meeting