

# PAPER

BOD 113/2013

(Agenda Item: 8)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

 **25 October 2013**

**Workforce Performance Report – September 2013**

**For: Information**

The attached report shows the position on the workforce performance indicators as at the end of September 2013 (August sickness).

Turnover, Bank and Agency and vacancies are on or below target. Turnover increased slightly but from May 2013 the level has been at or below that of 2012. Bank and Agency has not altered from last month and remains above 2012 levels. E-rostering and the work on the Service Integrator may provide greater control of use. Sessional use is constant. Vacancies remain below 2012 reflecting both intensive work done by recruitment to improve lead in times and the review of all vacancies.

 Sickness absence remains above target with a summer holiday peak which occurred also in 2012 albeit in September rather than August. The flu vaccine campaign is making good progress and the new sickness absence policy is being rolled out with a variety of promotions. External benchmarking shows that reasons for sickness are in line with other areas of the workforce but intensive management of sickness continues.

**Recommendation**

The Board is asked to note the report for information.

**Author and Title:** **Jayne Halford, Deputy Director of HR**

**Lead Executive Director: Mike McEnaney, Director of Finance and Ros Alstead, Director of Nursing**

1. *A risk assessment has been undertaken around the legal issues that this paper presents and there are no issues that need to be referred to the Trust Solicitors.*
2. *This paper (including all appendices) has been assessed against the Freedom of Information Act and the following applies: [delete as appropriate]*
* *THIS PAPER MAY BE PUBLISHED UNDER FOI*
1. *This paper provides assurance and evidence against the Care Quality Commission Outcome: [Input Outcome number – ie 12,13,14]*