

# PAPER

BOD 21/2013

(Agenda Item: 8)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

 **27 February 2013**

**Workforce Performance Report – February 2013**

**For: Information**

The February 2013 Workforce Report has been further updated with a number of changes to the detail including Equality and Diversity information and improved divisional performance data.

Turnover has now stabilized at 12% to 13% and is expected to be within this range to the end of the financial year. Consequently we see stability improve at 85.6% and vacancies continue to fall. The latter is following a similar pattern in this quarter to that of a year ago, however we are looking into the relationship between sickness increases at this time of year with the reduction in vacancies and increase in bank and agency.

Sickness still remains the area where the Trust has continually underperformed however, the forecast for the year end was over 5% but this now looks to be improving slightly with an expected outturn of 4.5%.

Statutory training reduced slightly by 1% to 83% overall. This is largely due to increased levels of sickness through December and January. Further improvements have now been implemented with over 50% of statutory training now being available via e-learning options. In April 2013 e-assessments will be introduced for Safeguarding, Information Governance, Equality and Diversity which further reduces the need for classroom attendance and more subject areas will be added through the year. The impact of these initiatives is being assessed and will be reported against in future months.

**Recommendation**

The Board is asked to note the report for information.

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**Lead Executive Director: Graeme Armitage Director of HR/OD**

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*