

# PAPER

BOD 59/2013

(Agenda Item: 11i)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

 **29 May 2013**

**Workforce Performance Report – April 2013**

**For: Information**

The attached report shows the position on the workforce performance indicators as at the end of April 2013. Turnover has reduced slightly in month and is now marginally above the target. Earlier predictions of turnover reaching 13% now seem less likely. Staffing stability remains at 85.6%.

Bank and agency usage is below Trust Target although there are continuing areas of high spend in some areas. NHSP performance continues to be low and agency spend is increasing. An options appraisal is underway on the future of temporary staffing arrangements in the future. A number of options are being considered and a proposal will be taken to Executive Team at the end of May.

Sickness absence has increased gradually since October 2012 although there has been a slight decrease this month. The top 3 reasons for absence continue to be anxiety and stress, colds and flu and musko-skeletal complaints.

**Recommendation**

The Board is asked to note the report for information.

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**Lead Executive Director: Mike McEnaney, Director of Finance**

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*