

# PAPER

BOD 86/2013

(Agenda Item: 9)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**31 July 2013**

**Workforce Performance Report – June 2013**

**For: Information**

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

Headcount has increased and vacancies are well below the level of 12 months ago. Turnover has remained relatively flat and is now roughly on a par with this point 12 months ago. Exit questionnaire data is building up and we can begin meaningful analysis. Stability remains consistent at around 85% throughout the year. .

Bank and agency usage remains above the level for last year whilst use of sessionals is relatively flat; it should be noted that use of overtime is a feature in Community. Both bank and agency and sessional usage peak in the winter months which correlates with winter sicknesses.

Sickness is showing a downward trend recently and is at last year’s level. Long term sickness absence forms the majority of absence. Divisional reports show continuous management of sickness absence cases with the emphasis on returning people to work.

The new sickness absence policy is now with HR QIC for approval and will be published soon.

**Recommendation**

The Board is asked to note the report for information.

**Author and Title:** **Jayne Halford, Deputy Director of HR and David Slingo, Head of Learning and Development**

**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*