

# PAPER

BOD 96/2013

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**September 2013**

**Workforce Performance Report – August 2013**

**For: Information**

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

Headcount has increased slightly and vacancies are well below the level of 12 months ago. Turnover has reduced to the lowest % over the last 12 months.

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 has reduced this month although is still higher than 12 months ago. Sessional use has remained consistent throughout the 12 months at around 2.7% of spend.

Sickness is showing a downward trend and is below last year’s level. Long term sickness absence forms the majority of absence. Management of sickness absence cases is ongoing and the HR team are proactive in supporting managers to facilitate early return to work.

**Recommendation**

The Board is asked to note the report for information.

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

[ Drafting Note: The following statements must be attached to every report. ]

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]*

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1. *This paper provides assurance and evidence against the Care Quality Commission Outcome: [Input Outcome number – ie 7]*