

BOD 24/2014

(Agenda item: 8)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**26 February 2014**

**Workforce Performance Report – January 2014**

**For: Information**

The attached report shows the position on the workforce performance indicators as at the end of January 2014 (December sickness).

The HR team is working very proactively in areas such as sickness absence management; although we see an increase in sickness this is in line with winter conditions. Benchmarking – albeit for summer 2013 show that Trust sickness is comparable with other NHS organizations. Bank and agency has risen in line with increased sickness absence, winter pressures and increased observations.

Turnover and vacancies are stable, vacancies having fallen with improved scrutiny of recruitment and streamlined recruitment processes.

The Board are asked to note the initiatives taken by the HR Department in streamlining processes and therefore improved quality in its service.

**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**

[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]*
* *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]*