

# PAPER

BOD 34/2014

(Agenda Item: 9)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**26 March 2014**

**Workforce Performance Report – February 2014**

**For: Information**

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

Vacancies, agency and bank and turnover are all below target. Sickness absence remains above target at 4.26%, a typical seasonal high. Long-term sickness at 0.78% is at its lowest point since February 2013 and reflects the closure of a number of cases.

ER cases number 61 in total which represents only 0.97% of the Trust’s headcount and demonstrates proactive work done by HR with managers to prevent formal cases as well as professional support to progress and bring to a conclusion formal cases.

**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]*