

**BOD 109/2014**

(Agenda item: 14)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**24 September 2014**

**Workforce Performance Report – August 2014**

**For: Information**

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

A Recruitment Action Plan is the current priority – details of the main planks of the plan are shown in the presentation. Vacancies are higher than in recent months and back to 2013 levels; recruitment activity is high and in line with increased turnover rates but the vacancy figure does not completely reflect vacancies as it includes CIPS.

Sickness levels have also risen and are more in line with winter sickness levels – casework management of long term sickness is continuing to be a focus for HR and managers together with early intervention where there is unexplained high levels of short term sickness.

**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]*