

# PAPER

BOD 125/2014

(Agenda Item: 13)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

 **24 October 2014**

**Workforce Performance Report – September 2014**

**For: Information**

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

As can be seen from the report recruitment activity is extremely high and real inroads are being made into filling vacancies despite the increasing turnover. The safeguarding report for the end September showed one ward with a red level of staffing. Retention is also being considered as we need to break the cycle of turnover and recruitment. The report provides an update on the Recruitment Strategy and data from the recently closed second Friends and Family test which provides challenges some of which are addressed by the Recruitment Strategy and by work being done on the Agency Framework and Reward and Recognition.

**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]*