

# PAPER

BOD 147/2014

(Agenda Item: 12)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**26 November 2014**

**Workforce Performance Report – October 2014**

**For: Information**

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

Whilst turnover has fallen this month we wait to see whether this will be a positive downward trend. Vacancies are also below target following intensive recruitment campaigns but bank and agency and sickness have increased. As can be seen from casework there are high levels of sickness absence management but HR is considering other management and supportive tools – Employee Assistance Programme/external sickness reporting - however these would require investment which would need to be balanced against cost benefits that they would bring.

The Value Based Interviewing Programme will progress in November with the analysis of interviews to produce a values framework – this will also tie in with appraisal development work being carried out by Learning and Development which will also enable roll out of incremental progression linked to performance.

**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]*