

BOD 82/2014

(Agenda item: 14)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**25 June 2014**

**Workforce Performance Report – May 2014**

**For: Information**

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

Recently work on reorganizations both in terms of organizational change support and data cleansing have been a priority.

External benchmarking recently and in this report demonstrates that we are not an outlier in terms of the age profile of our workforce, ethnic background and disability although in the latter we are unrepresentative of the population as a whole.

A range of initiatives continues to streamline recruitment, policies and overall HR support to the new Directorates.

**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]*