

# PAPER

BOD 91/2014

(Agenda item: 12)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**July 2014**

**Workforce Performance Report – June 2014**

**For: Information**

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

Whilst vacancies are low, recruitment activity is high as it includes also seasonal training posts recruitment.

Figures for bank and agency, turnover and sickness are disappointing although stability remains the same which indicates that most staff have over one year’s service.

Recruitment and recruitment initiatives continue for hard to fill areas and there is thinking around a wider range of initiatives.

The bank and agency project is being closely monitored and the larger project has begun which will aim amongst other things to make better use of sessional workers.

**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]*