

# PAPER

BOD 09/2015

(Agenda Item: 12)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**28 January 2015**

**Workforce Performance Report – November and December 2014**

**For: Information**

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

Long-term sickness has decreased and is the result of joint working on the management of cases between managers, Human Resources and Occupational Health. Long-term sickness is at its lowest level for 12 months.

The Trust’s policy of focusing on sessional hours to cover shifts can be seen to be adhered to; additional hours in a blended approach can be seen to equate approximately to vacancies and the slight overspend in December is most likely due to winter pressures.

The HR team continues to work proactively in a number of areas – in particular there have been a number of initiatives raising our profile as a local employer; in Employment Relations there has been a focus on decreasing the length of time a person might be on suspension. Two Employment Tribunal cases were successfully defended and one was withdrawn as a result of one of these positive outcomes.

**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]*