

# PAPER

BOD 57/2015

(Agenda Item: 13)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**29 April 2015**

**Workforce Performance Report – March 2015**

**For: Information**

The attached report shows the position on the workforce performance indicators as at the end of March 2015 (February sickness).

Sickness absence levels have fallen and 664 fte fewer days were lost to sickness absence last month than the month before. This is balanced by an increase in annual leave taken which in turn has affected bank and agency levels. Work is taking place to expand the Agency Framework. Bank and agency appears extremely high whilst sessional use is at generally the same level of usage (2.5%) but is likely to be a combination of end of year catch-up and annual leave.

Proactive work continues around recruitment and retention and around relieving sickness absence due to musculo-skeletal issues.

**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]*