

BOD 79/2015

(Agenda item: 13)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**27 May 2015**

**Workforce Performance Report – April 2015**

**For: Information**

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

Bank and agency has returned to a much more acceptable level and within limit and at its lowest since April 2014 although sessional was also higher this month being used most effectively in Adult Services.

Sickness absence stabilized although it should be noted that the main KPIs – turnover, sickness, bank and agency are all above 2012 levels.

Major pieces of work such as e-rostering, more sessional recruitment , a new PDR system will all contribute towards better resource utilization, data collection and performance management.

**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]*