

#*team*NORTH 

People Report

March 2022



Delivering on #teamNORTH

Nurturing our people

Open and Just Learning Culture

The Trust has established a corporate group to take forward the cultural, policy and educational support elements of an open, Just and learning culture.

Managing a Disability

Interactive HR clinics on Managing a Disability (or long term health condition) and the Reasonable Adjustment Duty in the Workplace have been provided throughout 2021 and further dates are scheduled throughout March 2022

Management of Violence and Aggression

A MOVA toolkit, developed in conjunction with stakeholders including TU, has been released and awareness sessions were delivered during November.

Enabling our talent

Digital e-Health Programme

It is recognised that there are a number of regional programmes which will have a major impact on our people and how we work. These include EQUIP (HRPTS replacement), Learning Management System (aiming for improvements to how we track and report on staff training.)

Corporate Welcome

Monthly virtual events have been hosted throughout the pandemic, welcoming new staff to the Trust. The events cover Vision and Values, IQI and many other topics. Interest has seen a recent increase and completion rates will be added to dashboards in the new Financial Year.

Building our teams

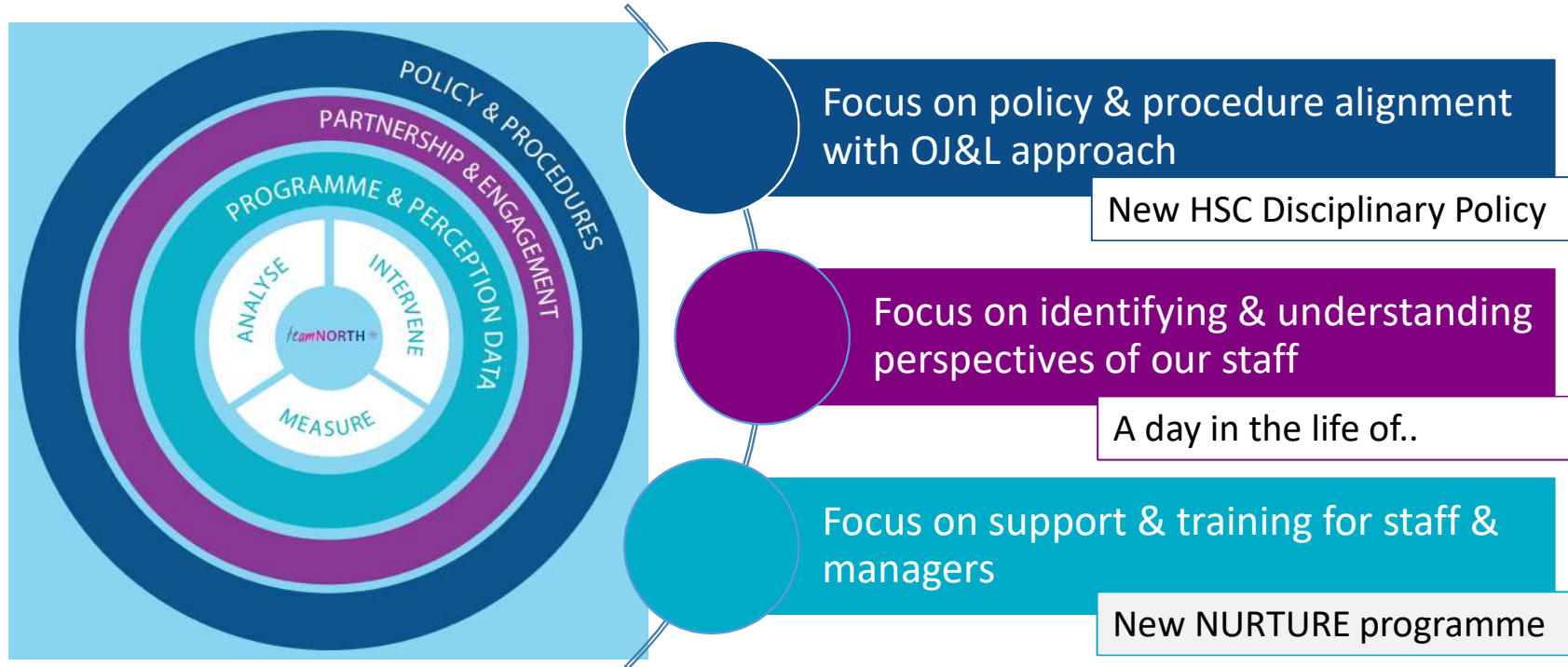
Resourcing

Regional analysis of recruitment has shown 43% increase in activity over past 12 months. In response to this there is a regional programme of improvement focusing on six areas including. improving the timescales for pre-employment checks and offering the use of associates to supplement panels.

Staff news via social media channels

The Trust is promoting staff social media platforms i.e. Facebook and Twitter to help bring you the latest 'need to know' updates. We understand that not everyone is stationed at a desktop all day, or some staff within the Trust have very limited time to catch up on email.

Open Just and Learning Culture





Sickness Absence

excluding COVID-19 and Self-Isolation absences

12.31

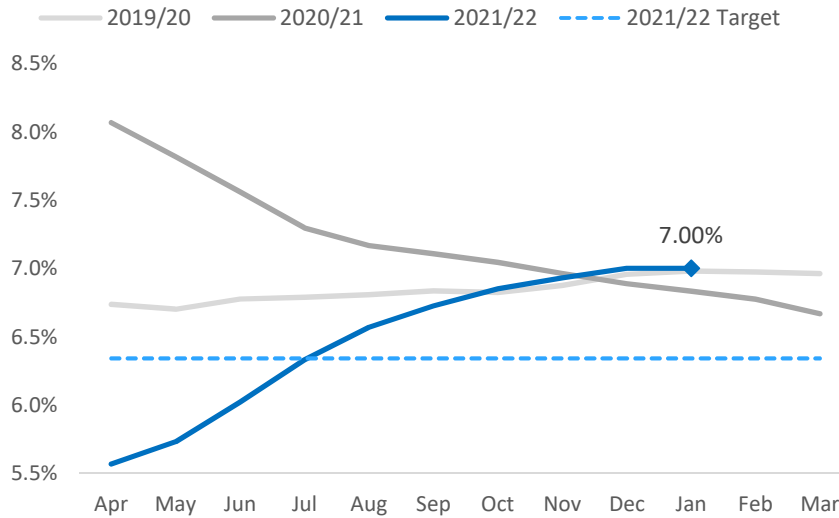
Days lost per employee YTD

Compares to 11.75 same point last year

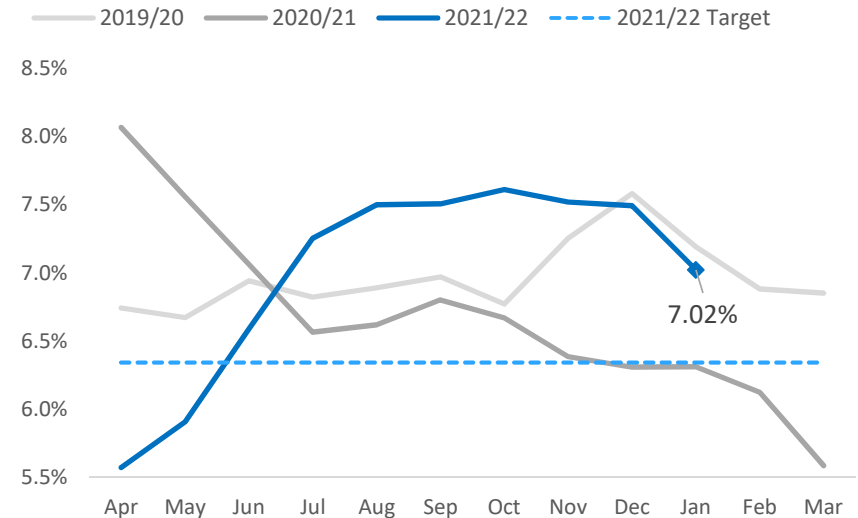
6.34%

Target 2021/22

Cumulative Sickness Absence



Monthly Sickness Absence



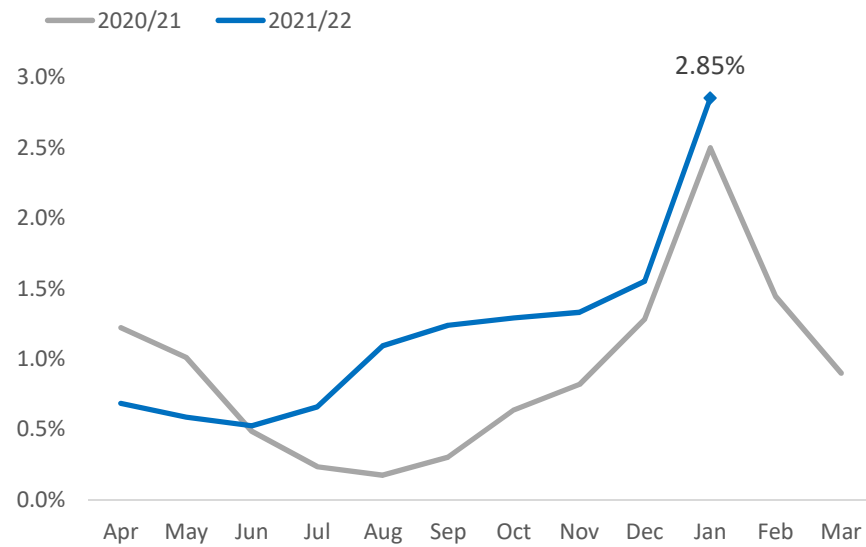
Belfast (December)	8.27% (+0.04%)
Western (December)	7.25% (+0.05%)
South Eastern (December)	7.24% (+0.06%)
Southern (December)	6.05% (+0.07%)

Belfast (December)	8.54% (-0.58%)
Western (December)	7.62% (-0.15%)
South Eastern (December)	7.67% (-0.16%)
Southern (December)	6.55% (-0.11%)

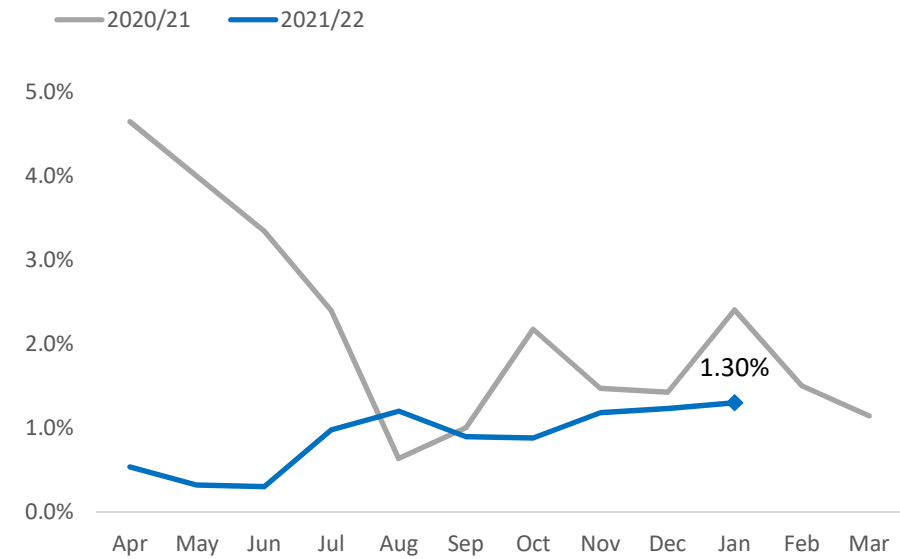


COVID-19 Related Absences

Monthly COVID-19 Sickness



Monthly Self-Isolation



NB: spikes during 2020/21 relate to shielding and CEV self-isolation

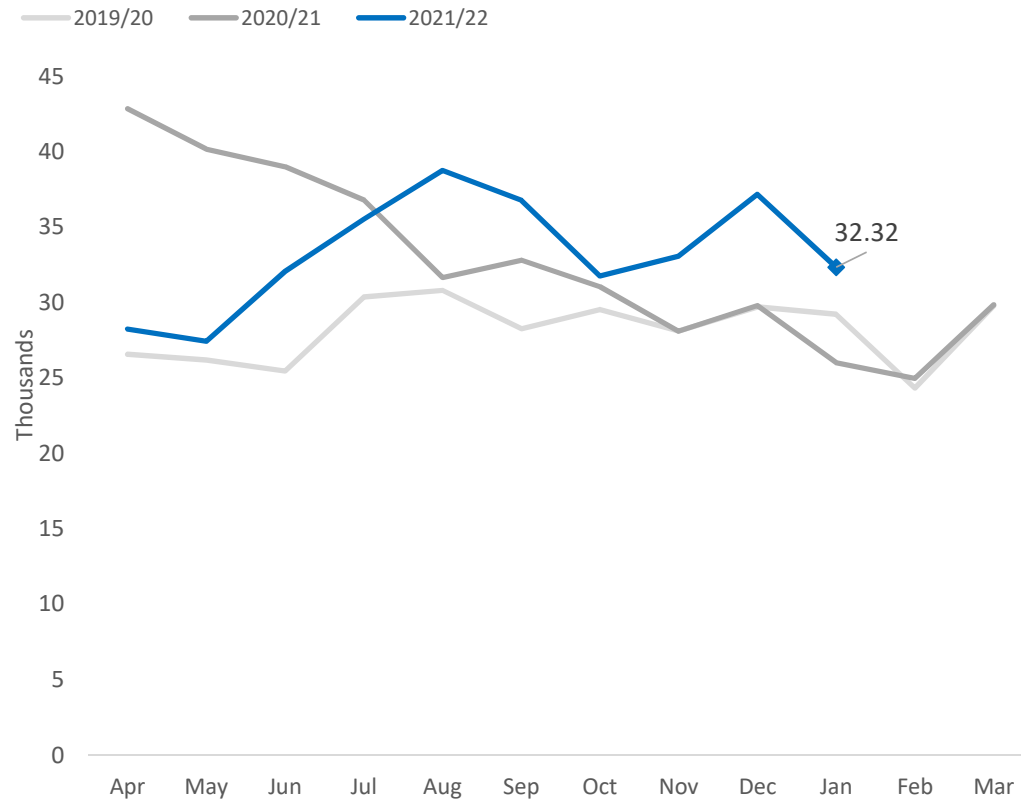


Mental Health-Related Absences

Total number of hours lost per month

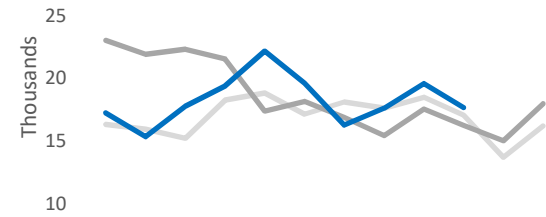
Combined mental health absences

Thousands of hours lost per month

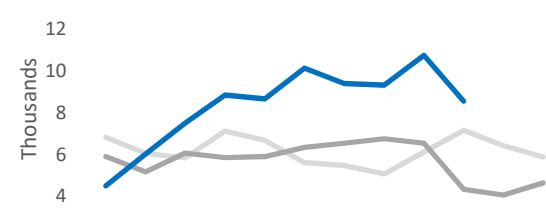


Stress

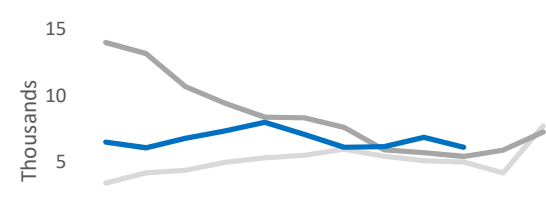
Thousands of hours lost per month



Work-related stress



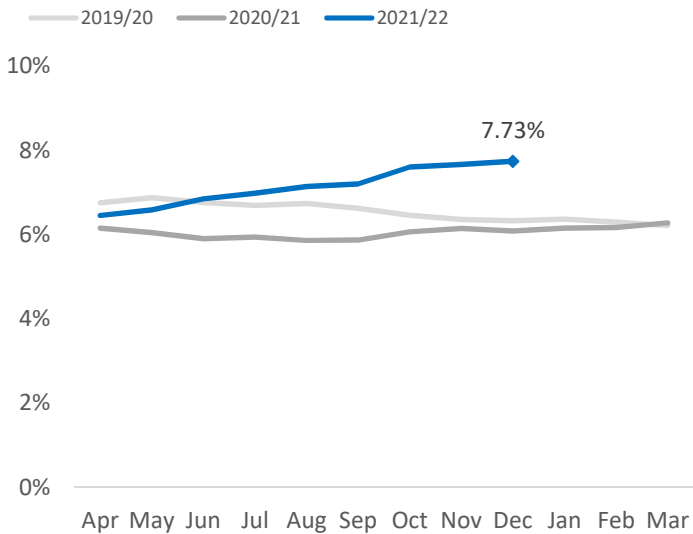
Anxiety



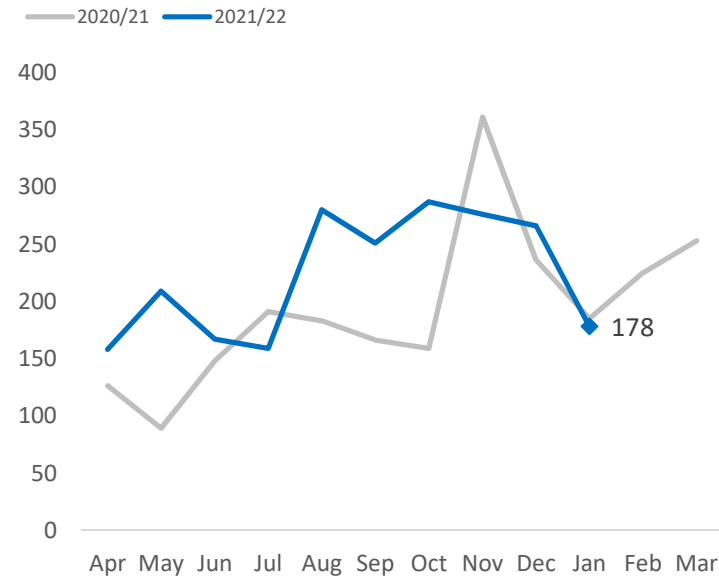


Workforce

Turnover, rolling 12 month (permanent headcount, excl. medical rotation)

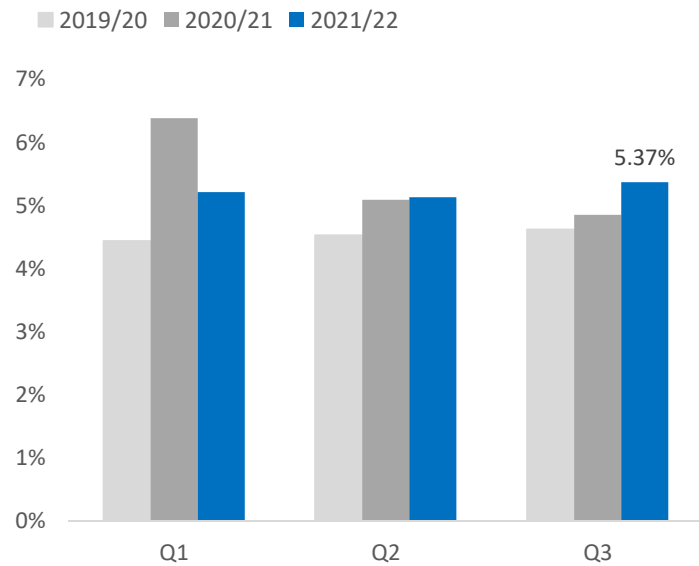


Vacancies sent to BSO

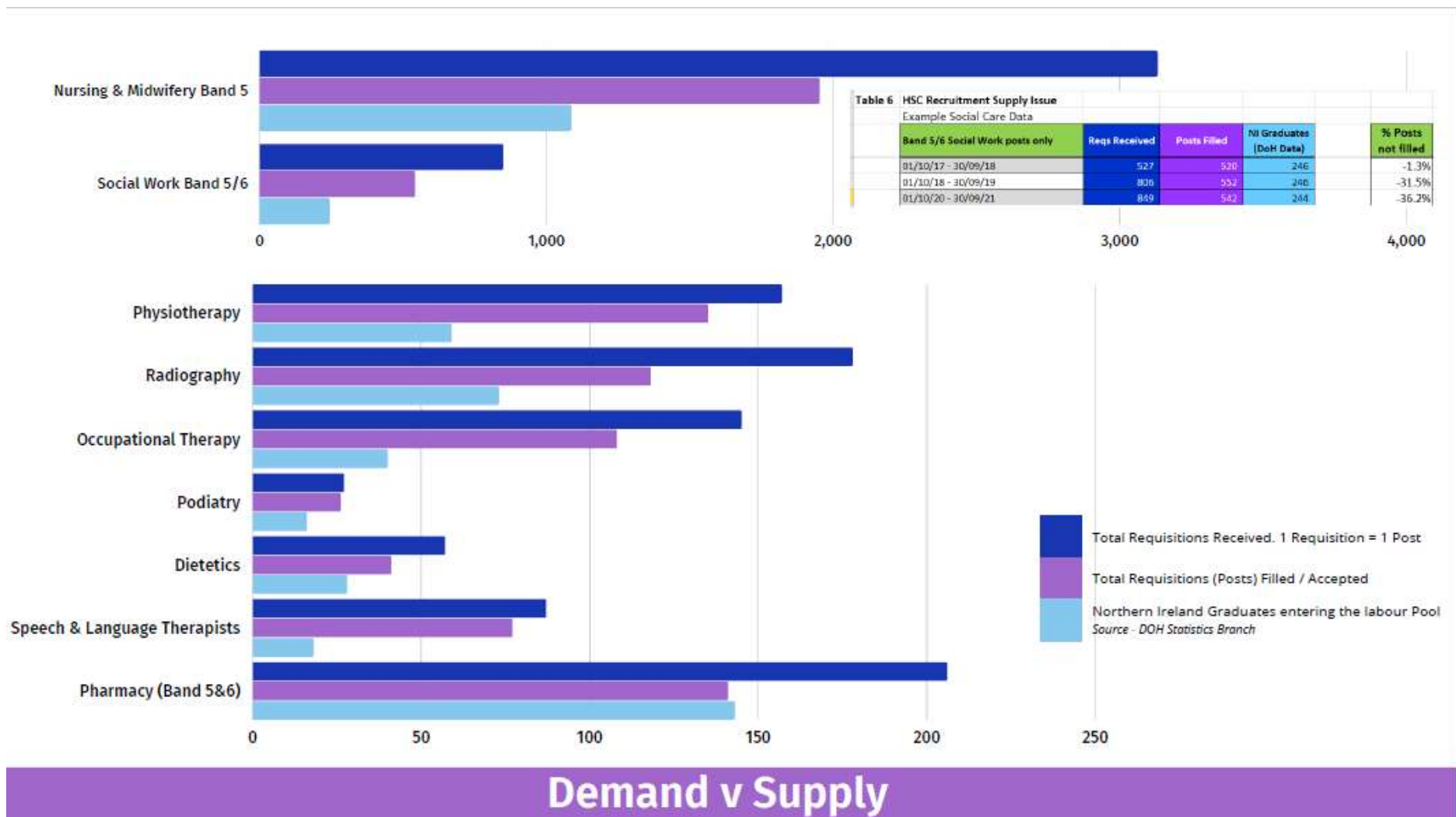


- Vacancy data excludes:
 - Expressions of Interest
 - Work carried out by Health Sector Talent (e.g. Workforce Appeals)
- Spike in Nov 2020 was Nightingale

Percentage of temporary staff by quarter



Spike Q1 2020/21 was Workforce Appeal

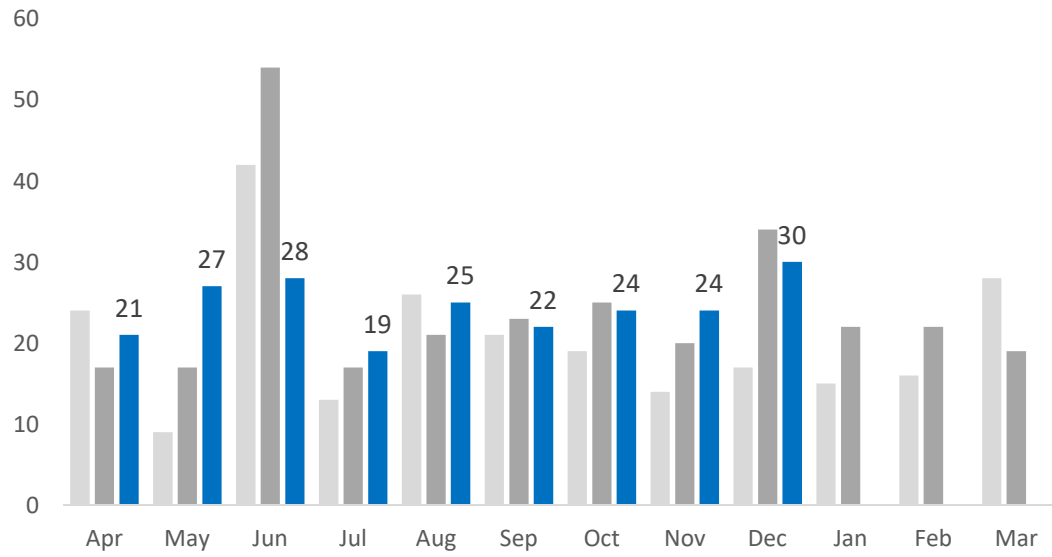




Workforce

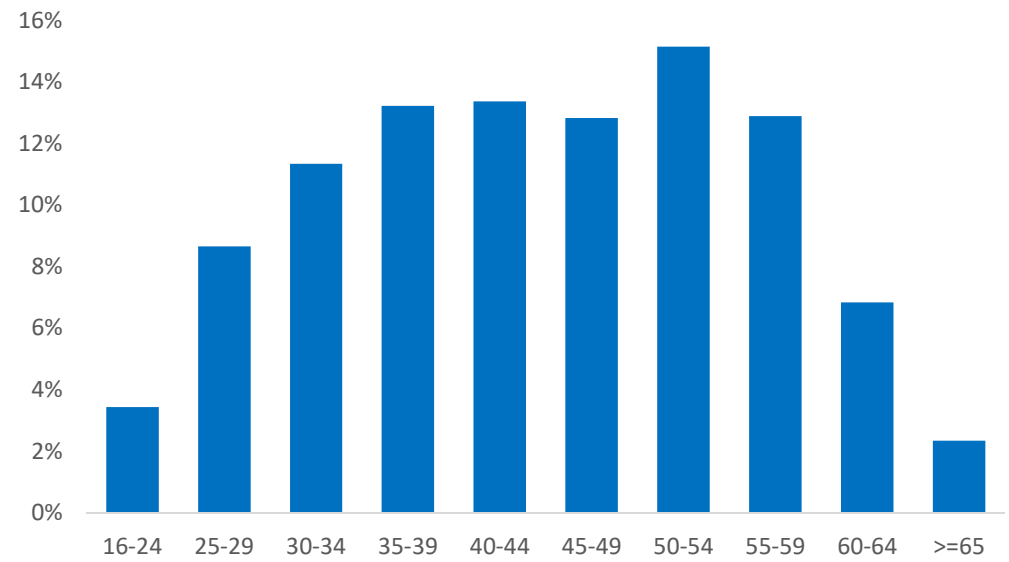
Retirements by month

■ 2019/20 ■ 2020/21 ■ 2021/22



Age Profile of Staff

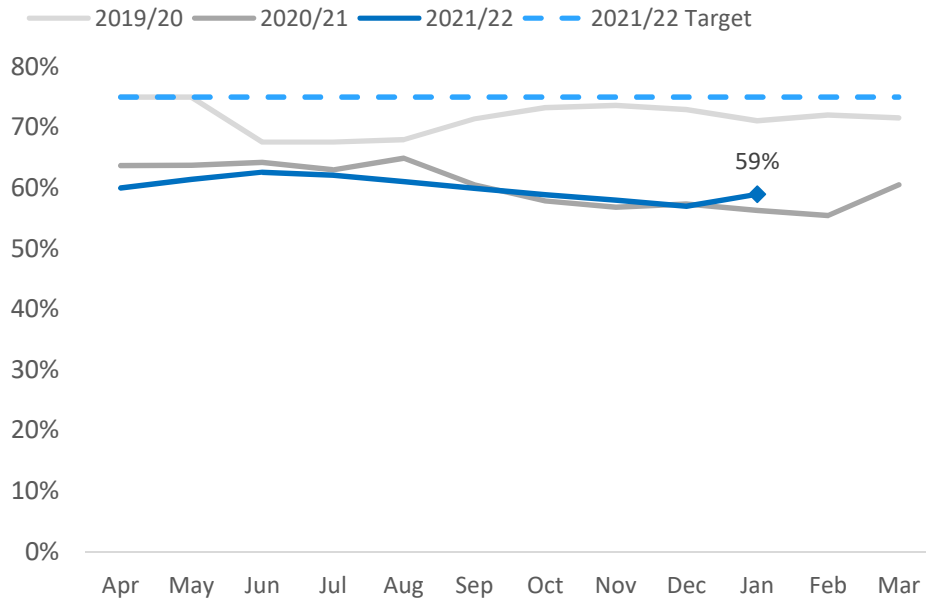
Headcount





Workforce

Appraisal for AFC Staff



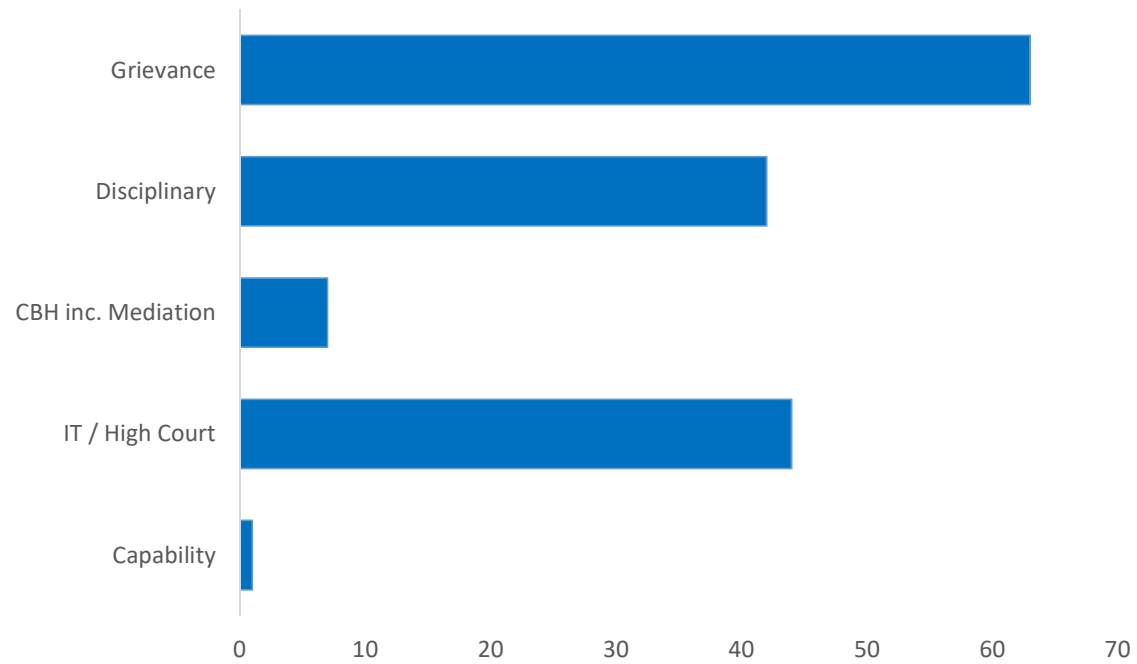
75% Target 2021/22

Directorate/Division	Completion Rate
Community Care	74%
Finance	57%
HR, OD, Corp Comms & CEO	70%
Medical	65%
Medicine & Emergency Medicine	44%
Mental Health, Learning Disability & CWB	60%
Nursing	84%
Strategic Development & Business Services	88%
Surgical & Clinical Services	46%
Women, Children's & Families	39%



Employee Relations Cases

Numbers Financial Year to 31 Jan 22



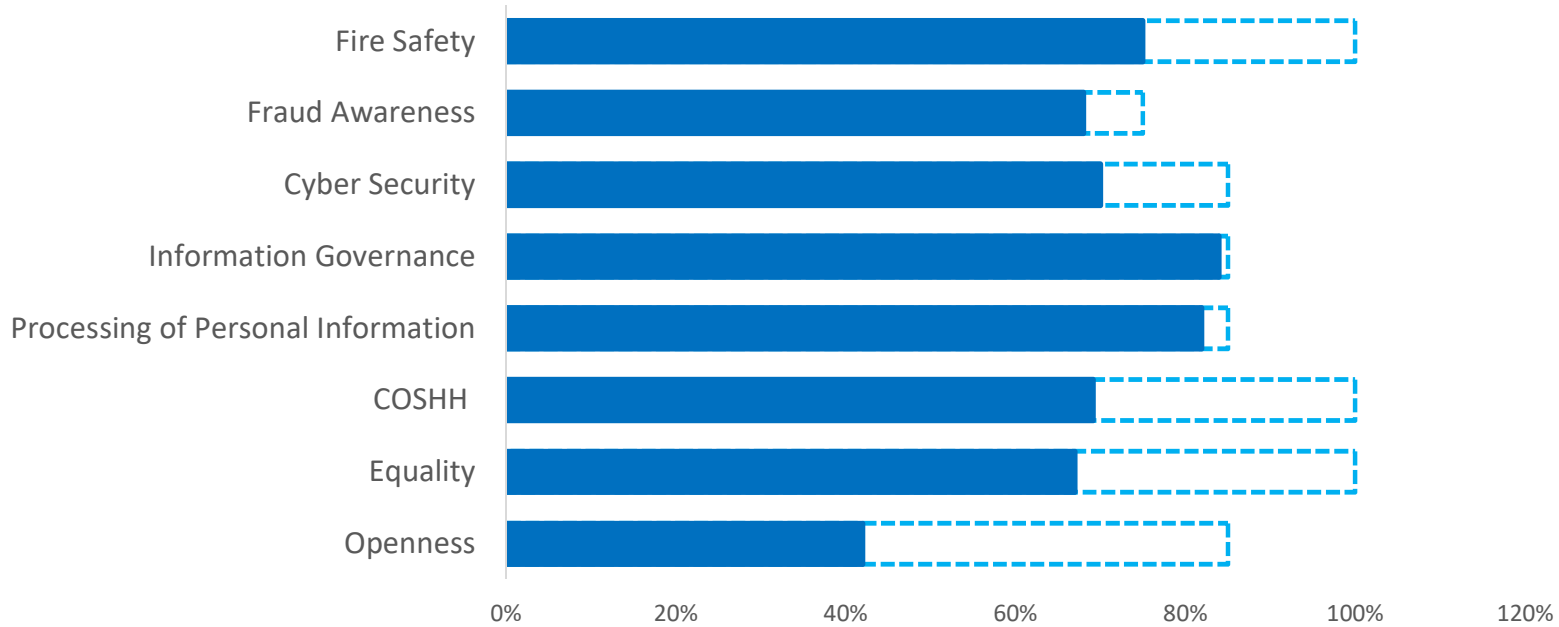


Statutory and Mandatory Training

Statutory and Mandatory Training

% completion

■ Current □ Target





Vaccination Rates

COVID-19 Vaccination

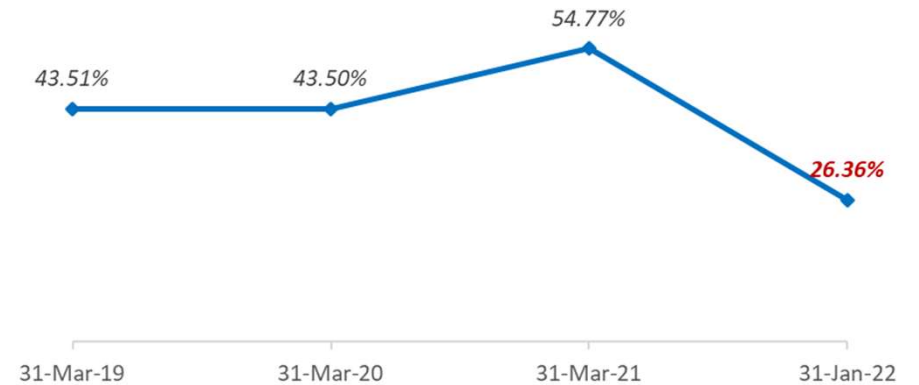
Dose	Total staff	% Staff
Dose 1	10,031	83%
Dose 2	9,916	82%
Booster	5,316	44%

Influenza*

Dose	Total staff	% Staff
Frontline	2,665	26%
Non-Frontline	607	30%
Total	3,272	27%

* Figures from Jan 2022. System issues and the receipt of data from PHA on vaccination of Northern Trust staff by other Trusts has delayed periodic update to figures.

Northern Trust **Frontline** Influenza Vaccination



INVESTORS IN PEOPLE™



Phase 1: PLANNING

Preparation for Reaccreditation
(Jan 2022 - Aug 2022)

Phase 2: ASSESSMENT

Facilitation of Assessment
(Aug 2022 - Nov 2022)

Phase 3: POST ASSESSMENT

Post Assessment - Outcome Debrief and Communication
(January 2023 - March 2023)

Nominations for IIP Divisional Leads and champions: the team are grateful for those received and are looking forward to the remaining nominations

Steering Group meetings: to commence w/c 21 Mar 22

Mini diagnostic exercise: taking place via deployment of a survey similar to the IIP 38 Online Assessment will commence this week closing around 24th March 2022

Training and familiarisation sessions: for the nominated leads and champions will be arranged

Divisional readiness events: These sessions will take place with selected staff from each division. It is hoped this would be key people from your senior team along with the leads and champions.



Further Information



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PEOPLE PULSE

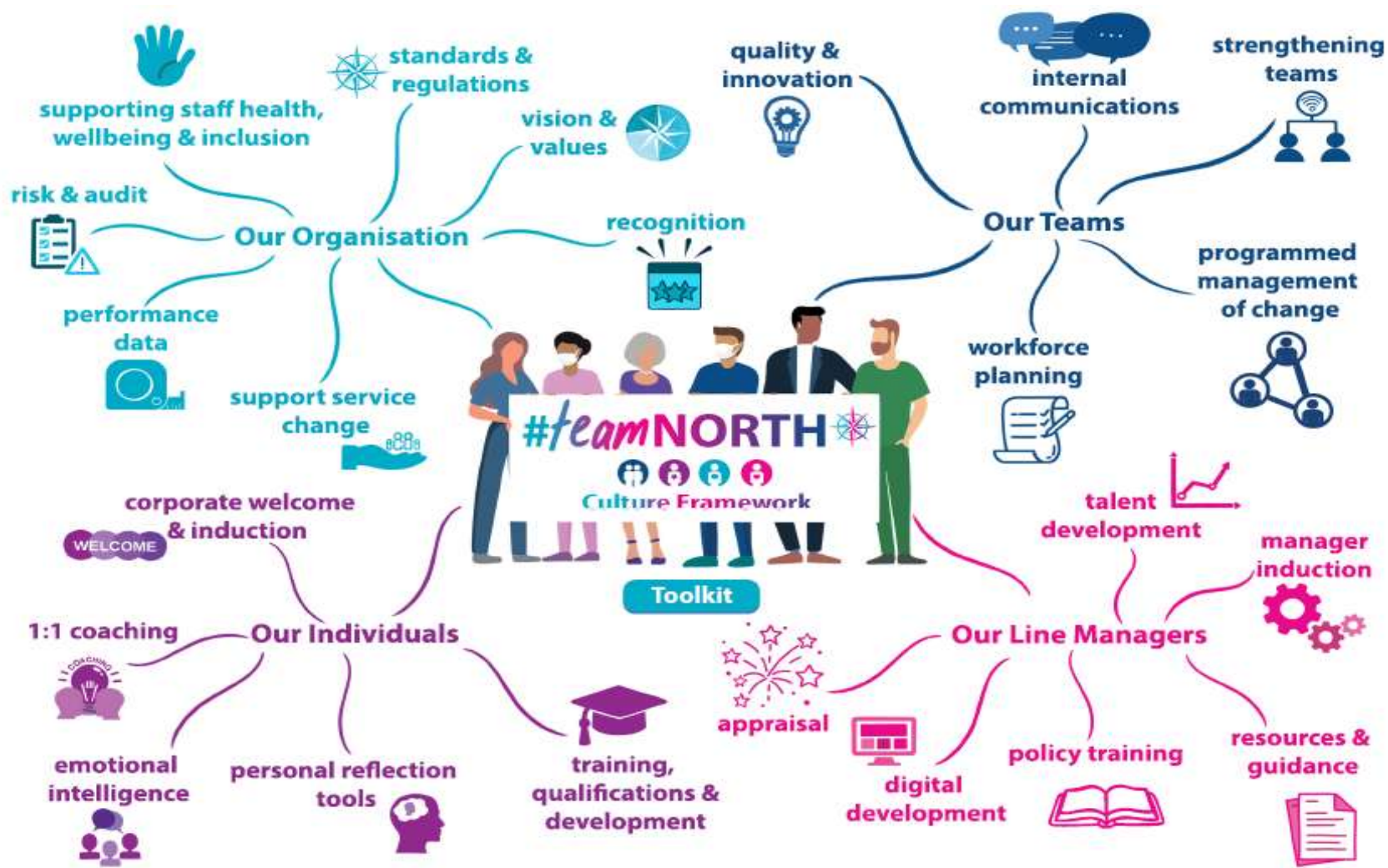
MARCH 2022



People Pulse - March 2022.msg



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