

#*team***NORTH** 
People Report

June 2023





#teamNORTH 

People Report Contents

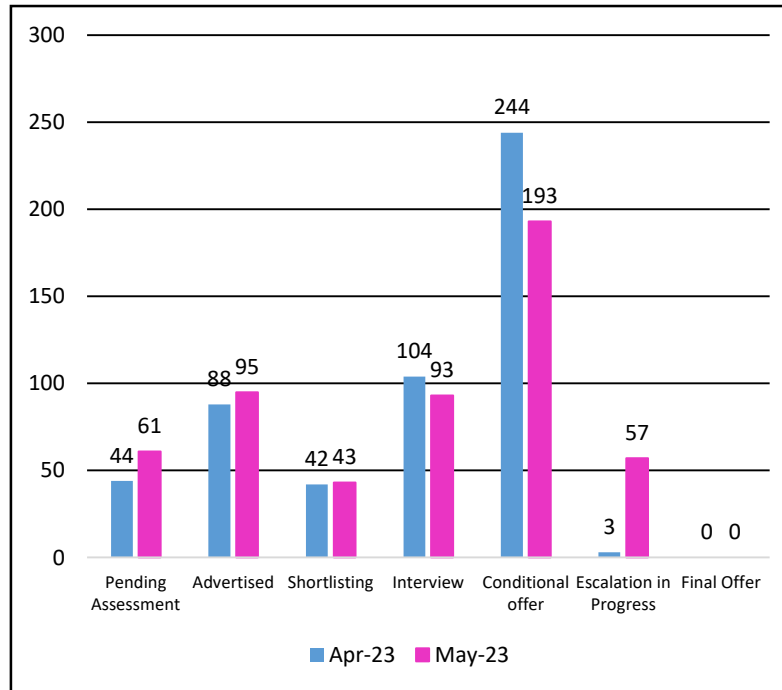
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NHSCT Resourcing – recruitment stage

We are encouraging managers to raise any recruitment issues by completing the issue form: <https://forms.office.com/e/zt65J KP550>



542(+17)
In Process



Decrease in time taken from conditional offer to final offer

43 days(-6)

OH/Manager referral
Target – 25 days

Organisation	Average Days by Trust from CO to FO June 23		
	OH & Manager Referral	No Referral	Diference in days
BHSCT	39	10	29
BOS/ALB	31	6	25
NHSCT	43	6	37
NIAS	60	13	47
SEHSCT	34	6	28
SHSCT	52	7	45
WHSCT	53	8	45



Sickness Absence – 31st March 2023 Including COVID absence

Covid absence now included in Sickness Absence from 1st Oct 22

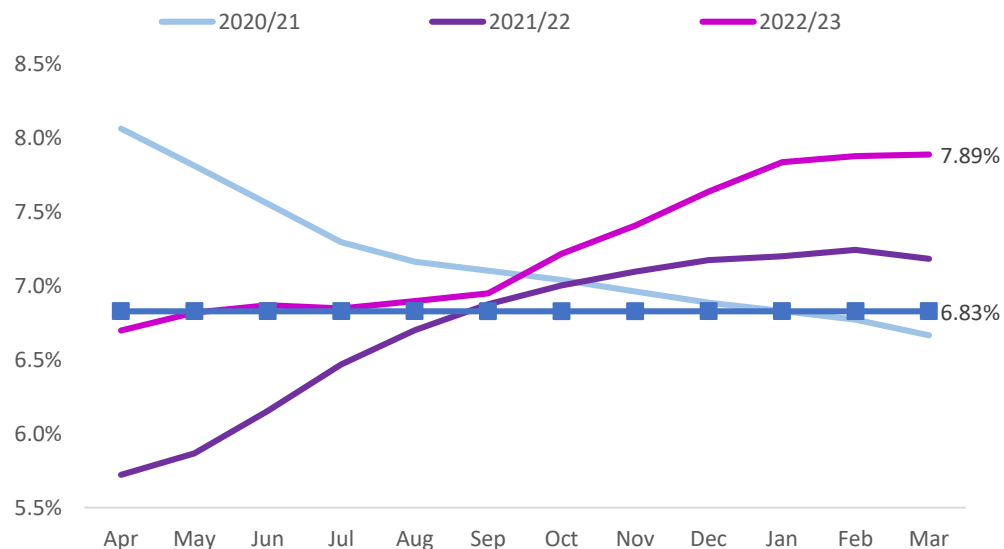
14.83

Days lost per employee YTD
Compares to 7.09 same point last year. (inc Covid Absence)

6.83%

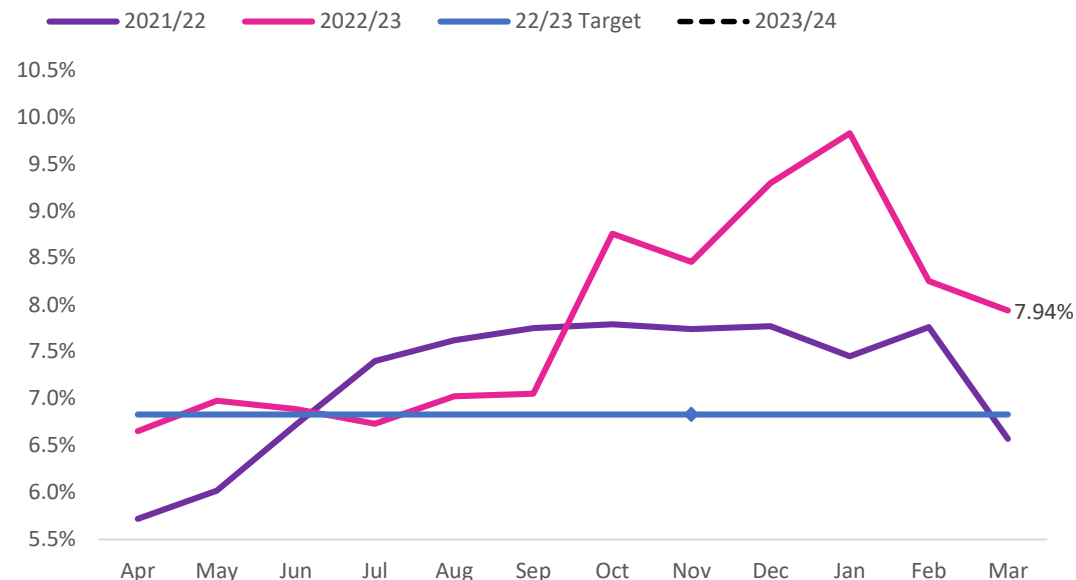
Target 2022/23

Cumulative Sickness Absence
(Oct 22 onwards includes COVID-10 Absence)



Western (February)	7.38 (-0.46)
Southern (March)	6.35 (+0.01%)
South Eastern (March)	7.78% (-0.03%)
Belfast (December)	8.91%

Monthly Sickness Absence
(excl COVID-19 and Self-Isolation)



Western (February)	7.59% (-0.87%)
Southern (March)	6.38% (-0.38%)
South Eastern (March)	7.00% (-0.68%)
Belfast (December)	10.87%



Sickness Absence – 30th April 2023

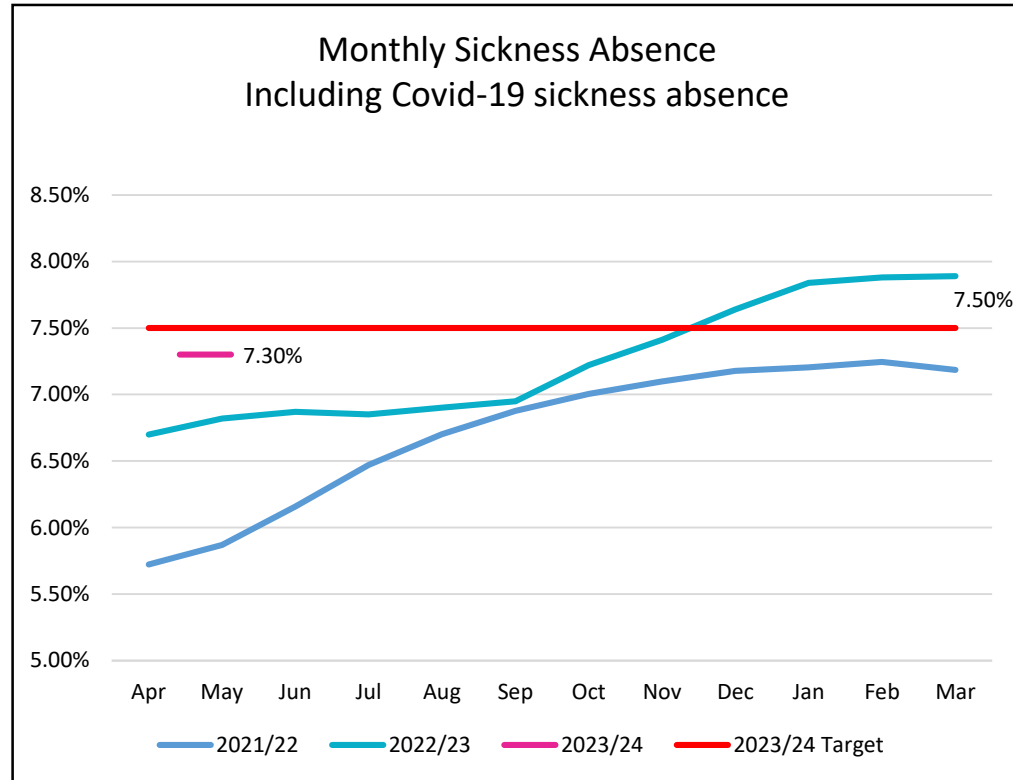
Including COVID absence

Covid absence now included in Sickness Absence from 1st Oct 22

1.18

Days lost per employee YTD
Compares to 1.12 same point last year. (inc Covid Absence)

Target 2023/24



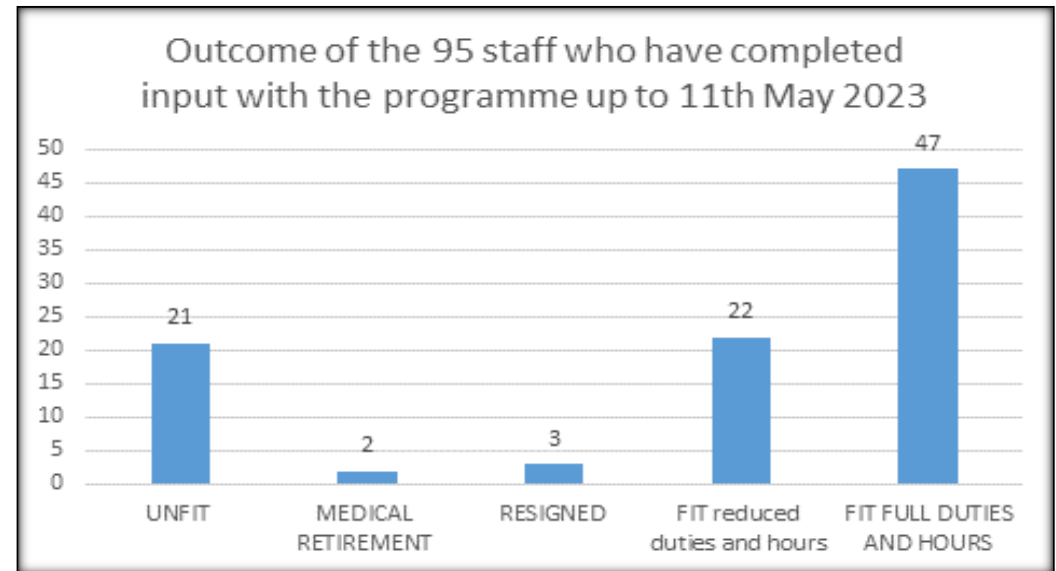
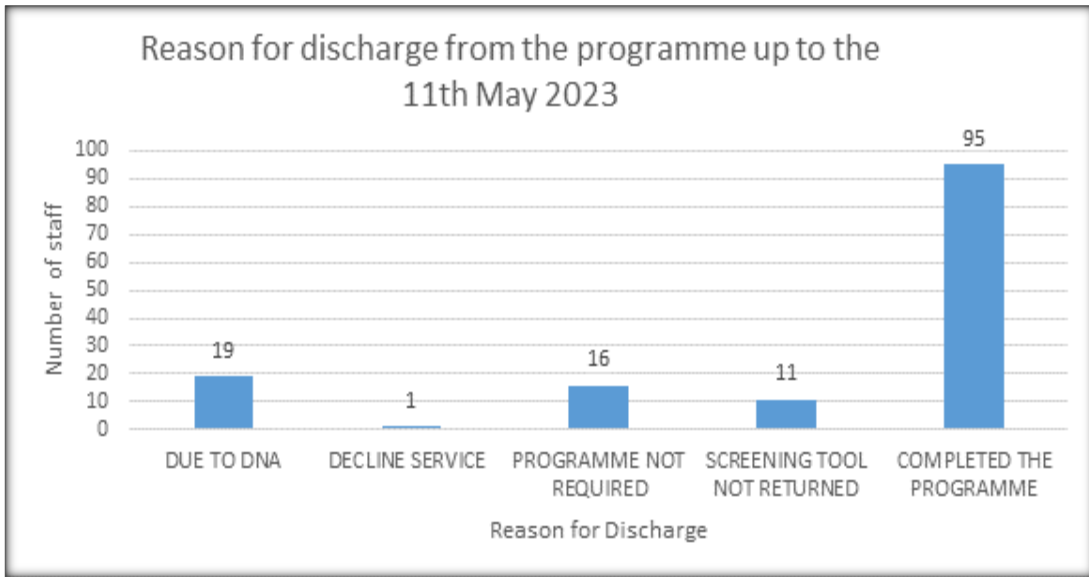
	Apr-21	Apr-22	Apr-23
Average days lost per employee from 1st April to end of month above	0.99	1.12	1.18
% Cumulative sickness absence (hours lost) from 1st April to end of the month above	5.72%	6.70%	7.30%
% Monthly sickness absence (hours lost) for the month above	5.57%	6.65%	7.30%
% of staff on long term sick leave (29+ calendar days) for the month above	4.86%	5.80%	6.16%
Direct cost of sickness absence for the month above (includes Bank & Home Care Workers)	£1.88m	£2.37m	£2.52m
Cumulative direct cost of sickness absence from 1st April to end of the month above (includes Bank & Home Care Workers)	£1.88m	£2.37m	£2.52m



Sickness Absence – April 2023

Post Covid Vocational Rehabilitation Programme

As of the 11th May 2023 142 staff have been discharged from the programme. Of the 142 discharged, 95 staff members have completed input with the Post Covid Vocational Rehab Programme and 73% of those staff had returned or remained in work following completion of the programme. 21 staff remained unfit for work, 13 had been referred to the OH Consultant for further guidance, 3 were unrelated to Covid, 2 staff had return to work plans in place and 3 had declined further input. Moving into the second year of the programme there are plans to look at the expansion of the inclusion criteria to include other long term health conditions that may benefit from the programme.



Appraisal – 30th April 23

60%

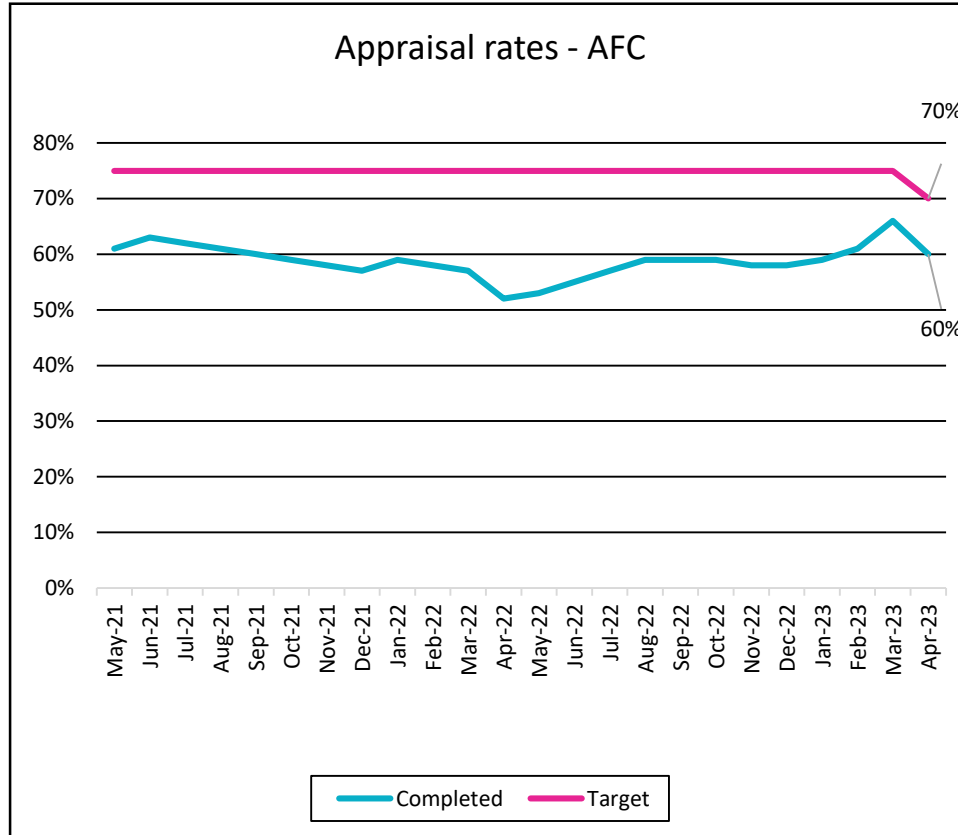
Current position

70%

2023/24 Target

52%

Compares to April 2022



Directorate / Division	%	Var. on prev. month
Community Care	63%	4%
Finance	73%	10%
HR, OD, Corp Comms & CEO	78%	5%
Medical	57%	3%
Medicine & Emergency Medicine	50%	4%
Mental Health, Learning Disability & CWB	68%	6%
Paediatrics, Women's Services and Corporate Support	56%	13%
Strategic Development & Business Services	86%	4%
Surgical & Clinical Services	65%	5%
Children and Young People's	44%	4%



Further Information

HSC Northern Health and Social Care Trust **CORPORATE WORKFORCE REPORTING DASHBOARD** **INVESTORS IN PEOPLE®**
We invest in people Silver

Total Headcount 12,534 Quarterly Corporate Staffing Report As at 31st March 2023	Temporary Staff Headcount 568 as at 31st March 2023	Cumulative Absence 7.82% Corporate Absence Report As at 31st March 2023	Appraisal 60% Corporate Appraisal Report As at 30th April 2023	Q2020 Level 1 72% Corporate Q2020 Report As at 30th April 2023	Workforce Scorecard Divisional Report As at 30th April 2023	Working Time Regulations Annual Report
CLICK ON EACH SQUARE TO DOWNLOAD THE LATEST REPORT Indicates an improved position from last update Indicates a deteriorated position from last update						
Social Work Workforce Profile Report As at 30th September 2022						Medical Staff Workforce Profile Report As at 31st Mar 2022
AHP Workforce Profile Report As at 31st March 2023						Nursing & Midwifery (Band 5 & 6) Workforce Profile Report As at 30th September 2022
Fire Safety 59% Corporate Fire Safety As at 31st March 2023	Fraud Awareness 66% Corporate Fraud Report As at 31st March 2023	Cyber Security 74% Corporate CS Report As at 31st March 2023	Information Governance 82% Corporate IG Report As at 31st March 2023	POPI 83% Corporate POPI Report As at 31st March 2023	COSHH 75% Corporate COSHH Report As at 30th April 2023	Equality 66% Corporate Equality Report As at 31st May 2023

[Corporate report - 1 \(pagetiger.com\)](http://pagetiger.com)

Enabling our talent

LMS update

Over 660 staff have accessed and completed content on the Regional Learning Management System (LMS) since its launch on 4th May 2023.

System Awareness Sessions were facilitated during May/early June 23 providing staff with an opportunity to get familiar with the system. More sessions are planned over the coming months.

Chair's Team North Awards 2023

Team NORTH are delighted to announce the Chair's Team North Awards went live on Monday 5th June 2023. Our awards provide an opportunity to recognise staff and teams who have work extremely hard to deliver high quality, effective and innovative services for the benefit of our patients and service users.

Staff are encouraged to make their submissions by the closing date of Friday 23rd June at 5pm. You can access more information and download the application form via the Staffnet tile.





Further Information



[People-Pulse-May2023.pdf \(hscni.net\)](https://hscni.net/People-Pulse-May2023.pdf)

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