

#*team***NORTH**   
People Report

January 2024



## Nurturing our people



### N

Build Northern Partnerships & Integrate Care



### O

Continue to improve Outcomes & experience



### R

Deliver value by optimising Resources



### T

Nurture our people, enable our talent & build our Teams



### H

Improve population Health & address health & social care inequalities





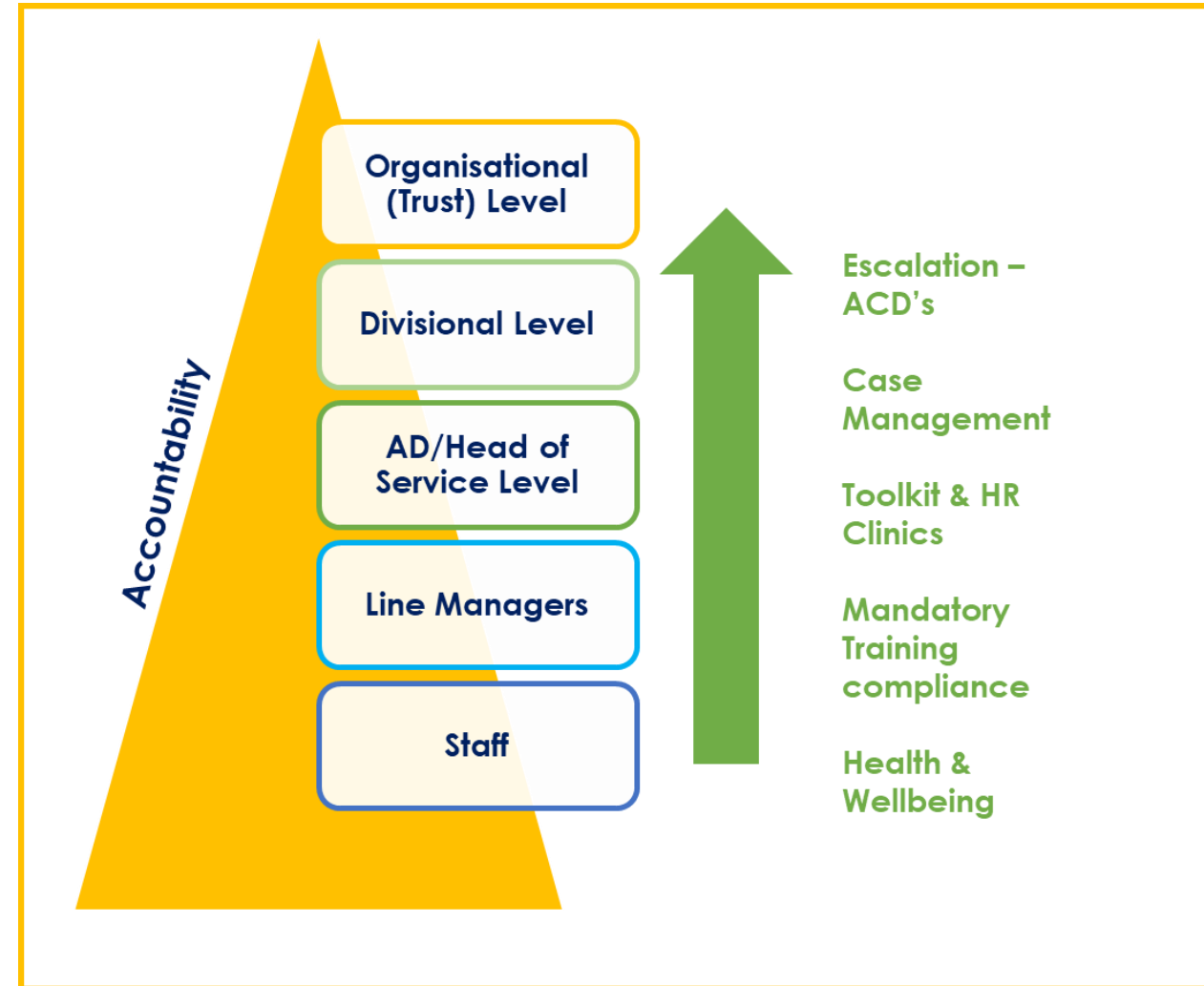
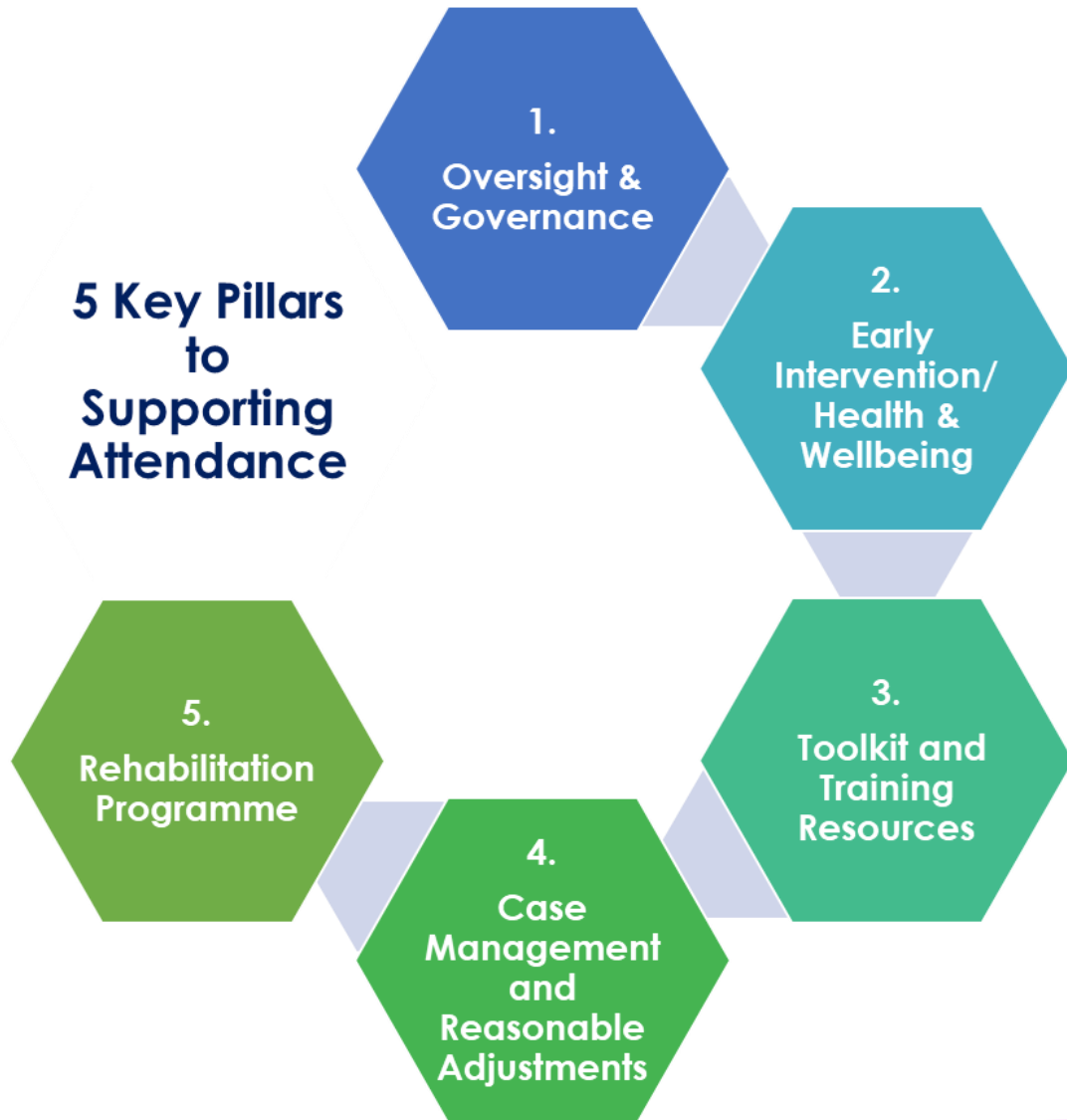
# People Report Contents

#teamNORTH 

	Page
<b><i>Nurturing our People</i></b>	
<i>Health, Wellbeing &amp; Inclusion</i>	4
<i>Retention</i>	9
<b><i>Enabling our talent</i></b>	
<i>Communication &amp; Engagement</i>	11
<i>Leadership, Management &amp; Professional Development</i>	14
<b><i>Building our Teams</i></b>	
<i>Employee Relations</i>	15
<i>Resourcing</i>	18
<i>Agency Spend</i>	21
<i>Staff in post compliance</i>	22

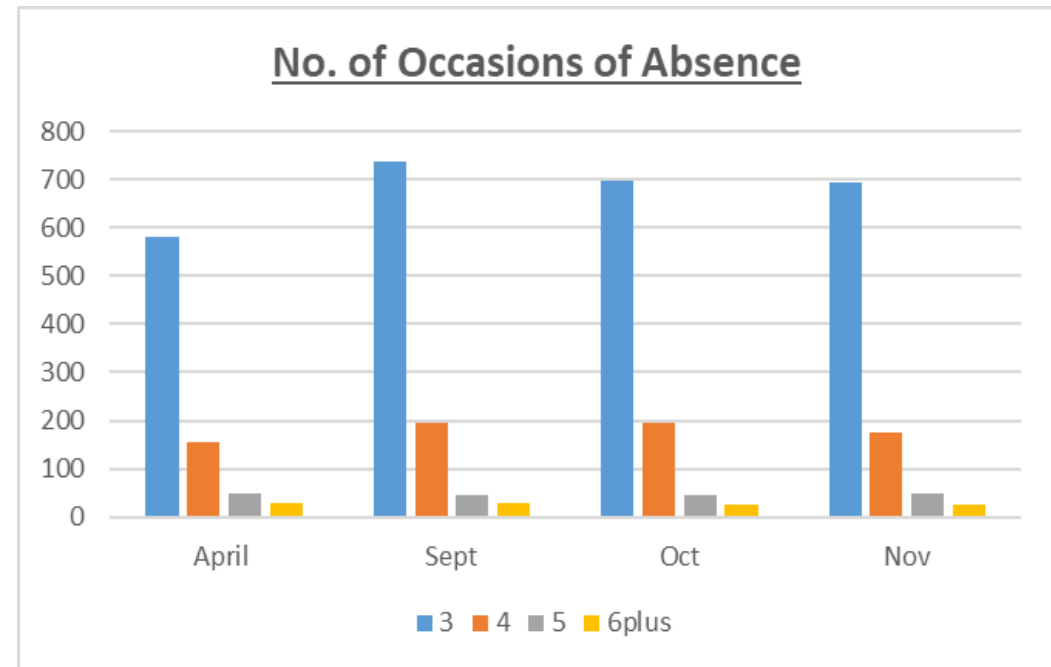
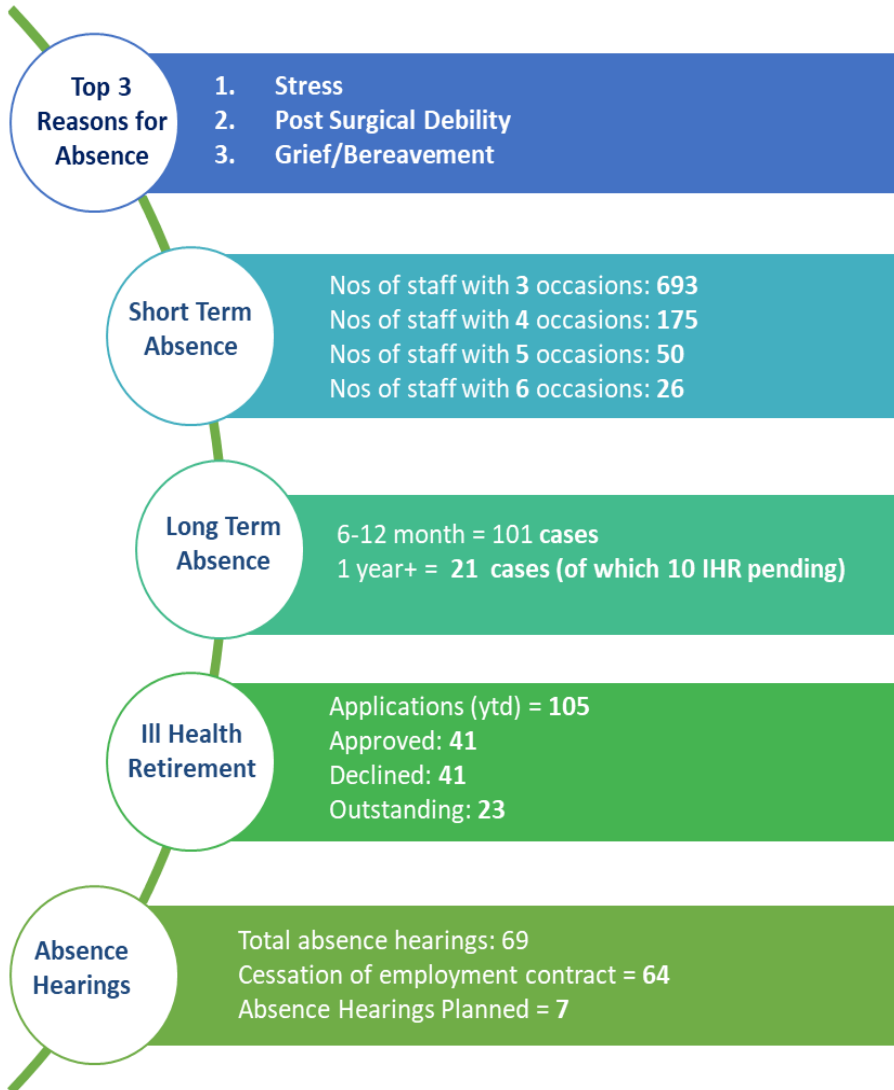
## Nurturing our people

### 5 Key Pillars to Supporting Attendance

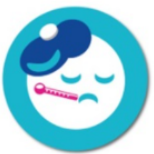


## Nurturing our people

Figures as at 30th November 23



The number of total episodes increased in September 23 however there has been a decrease in October and November.



# Sickness Absence – 30<sup>th</sup> November 2023 Including COVID absence

**Covid absence now included in Sickness Absence from 1<sup>st</sup> Oct 22**

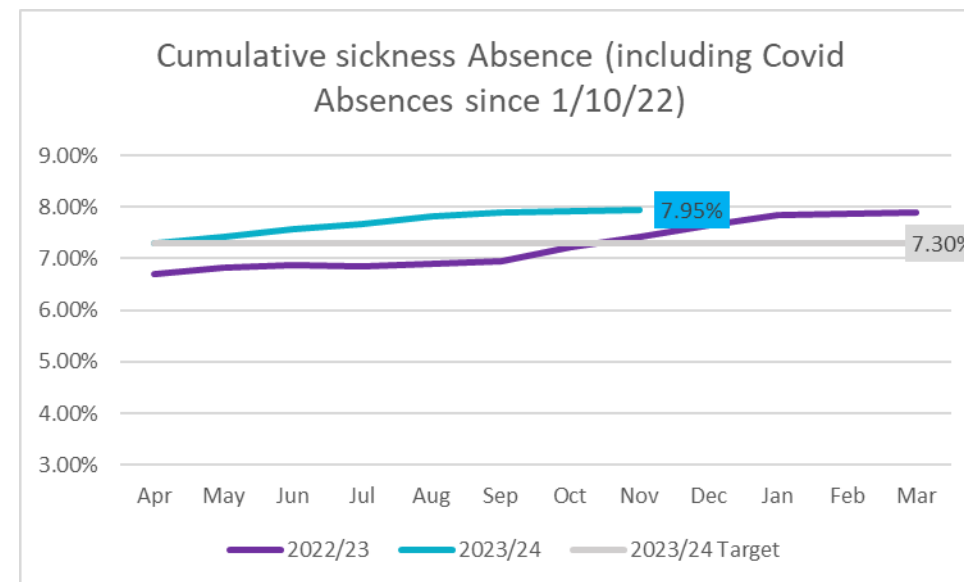
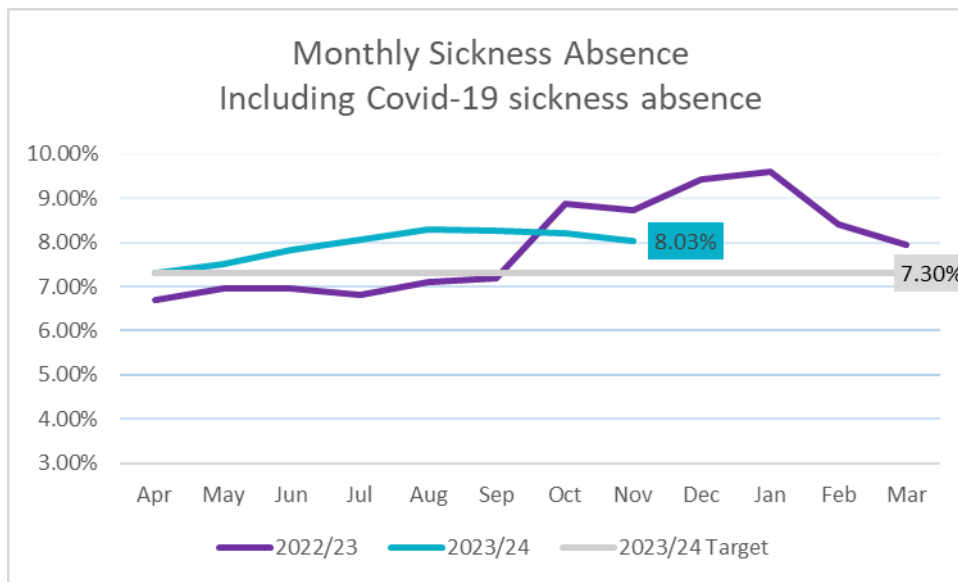
**11.08**

Days lost per employee YTD

Compares to 10.24 same point last year (inc Covid Absence)

**7.3%**

**Target 2023/24**



Region (Nov)	2023/24	2022/23
NHSCT (Nov)	8.03%	-0.18%
Belfast (Nov)	9.62%	-0.26%
Southern (Nov)	7.21%	-0.26%
SEHSCT (Nov)	7.57%	-1.25%
WHSCT (Nov)	8.93%	+0.13%

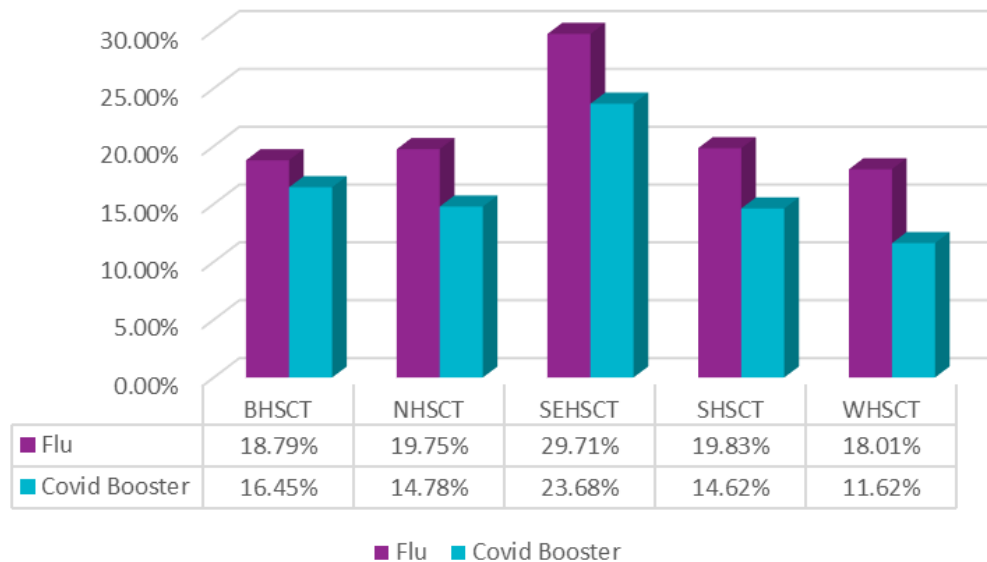
Region (Nov)	2023/24	2022/23
NHSCT (Nov)	7.95%	+0.02%
Belfast (Nov)	9.16%	+0.06%
Southern (Nov)	7.07%	+0.02%
SEHSCT (Nov)	7.16%	0
WHSCT (Nov)	8.21%	+0.10%

## Nurturing our people

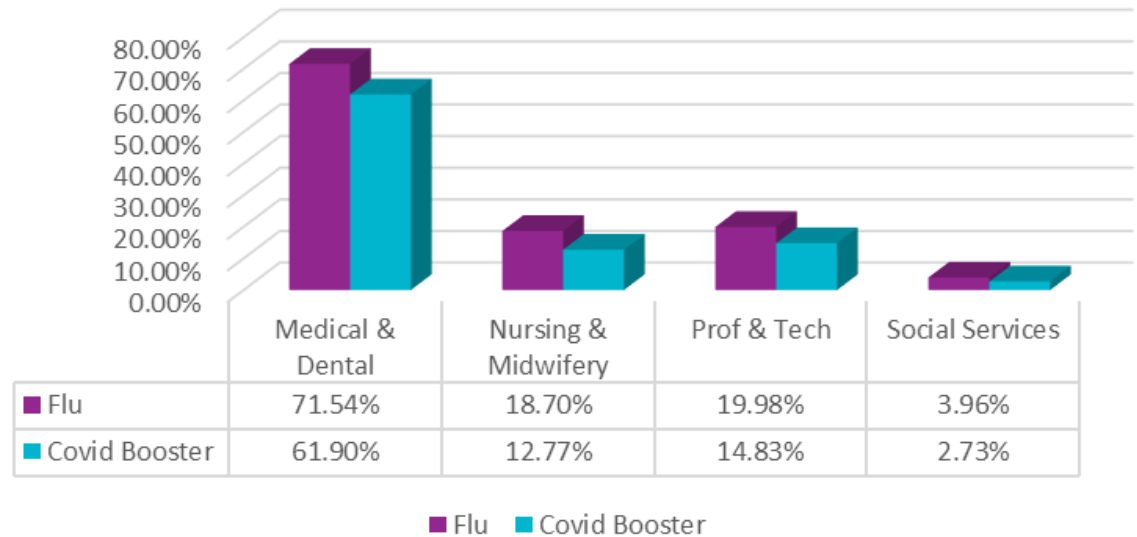
### Autumn Vaccination Programme

As of the **8th January 2024**, the uptake for Frontline NHSCT Staff for Flu vaccination is 19.75% and for Covid-19 Booster is 14.78%. A breakdown of NHSCT uptake by personnel area and overall comparison figures against other Trusts for both Flu and Covid-19 Booster vaccination are shown in the graphs below.

Breakdown of vaccine uptake for Frontline Staff by Trust



Breakdown of vaccine uptake for Frontline Staff by Personnel area for NHSCT



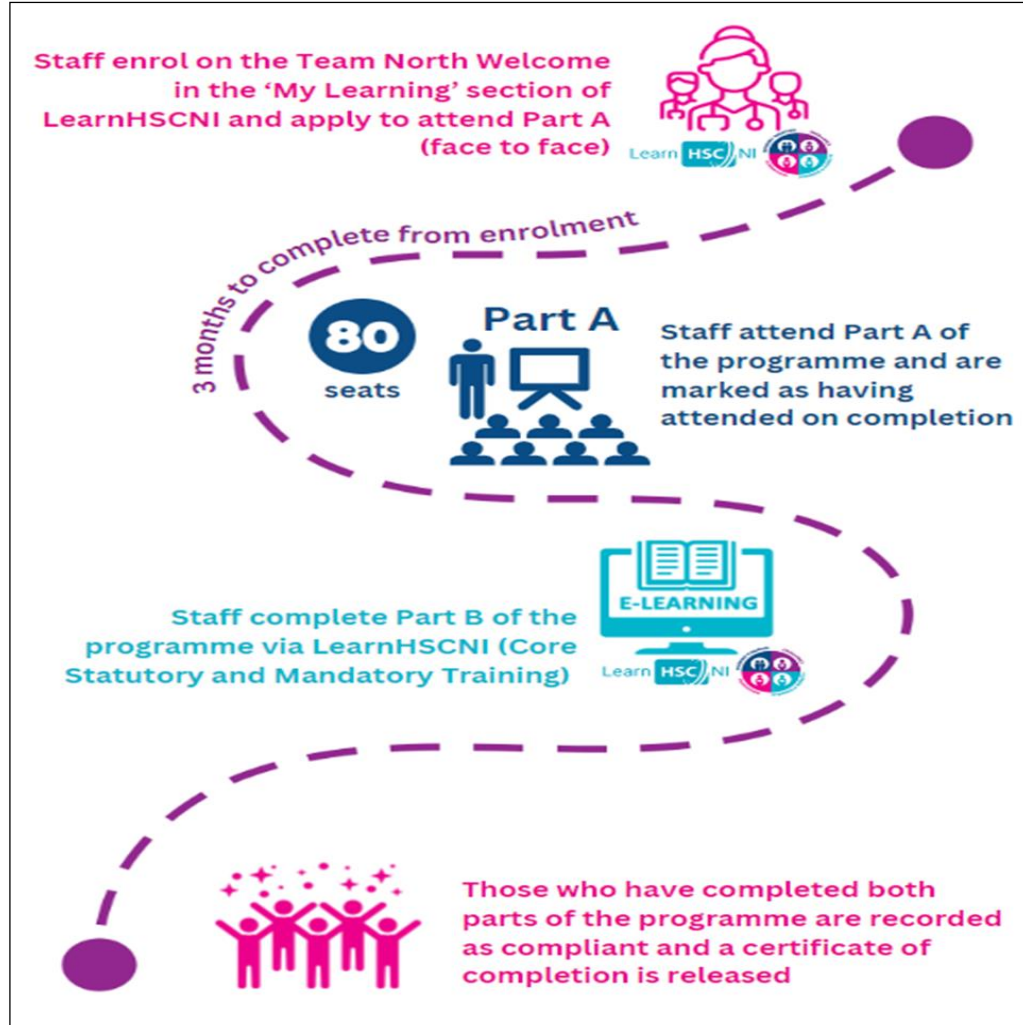
## Nurturing our people

### Workforce Turnover

Personnel Area	30 <sup>th</sup> September 2022	30 <sup>th</sup> September 2023	Progress
Admin & Clerical	3.19%	2.68%	0.51%
Estates	8.36%	5.03%	3.33%
Medical & Dental	3.53%	3.18%	0.35%
Nursing & Midwifery	5.29%	3.93%	1.36%
Professional & Technical	4.11%	2.82%	1.29%
Social Services	4.17%	4.19%	0.02%
Support Services	3.52%	6.41%	2.89%
Trust Total	4.34%	3.83%	0.51%



## Corporate Welcome is Changing – Launch of revised Team North Welcome



Launching on 15th January 2024

# Appraisal – 31<sup>st</sup> December 23

**65%**

Current position

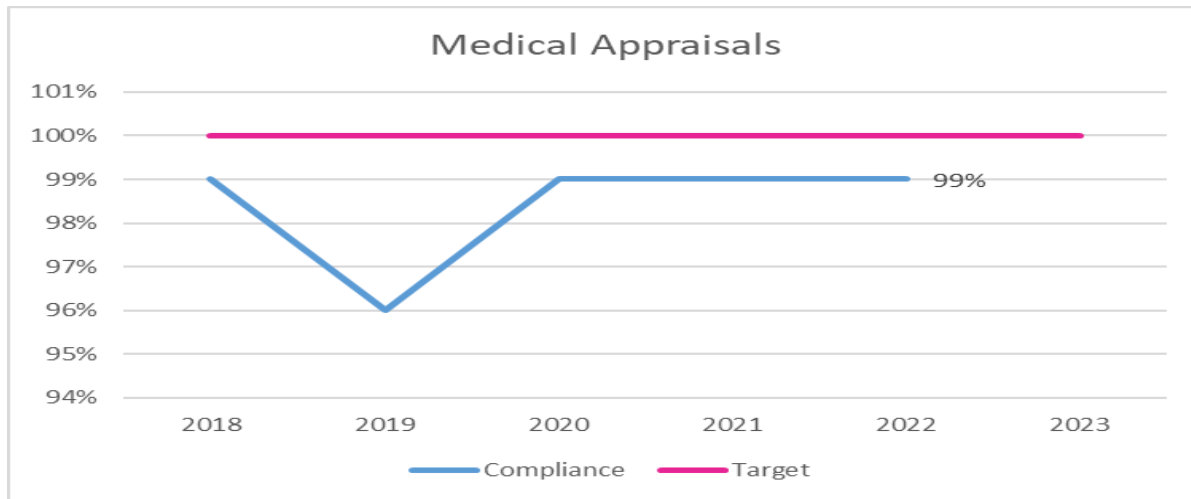
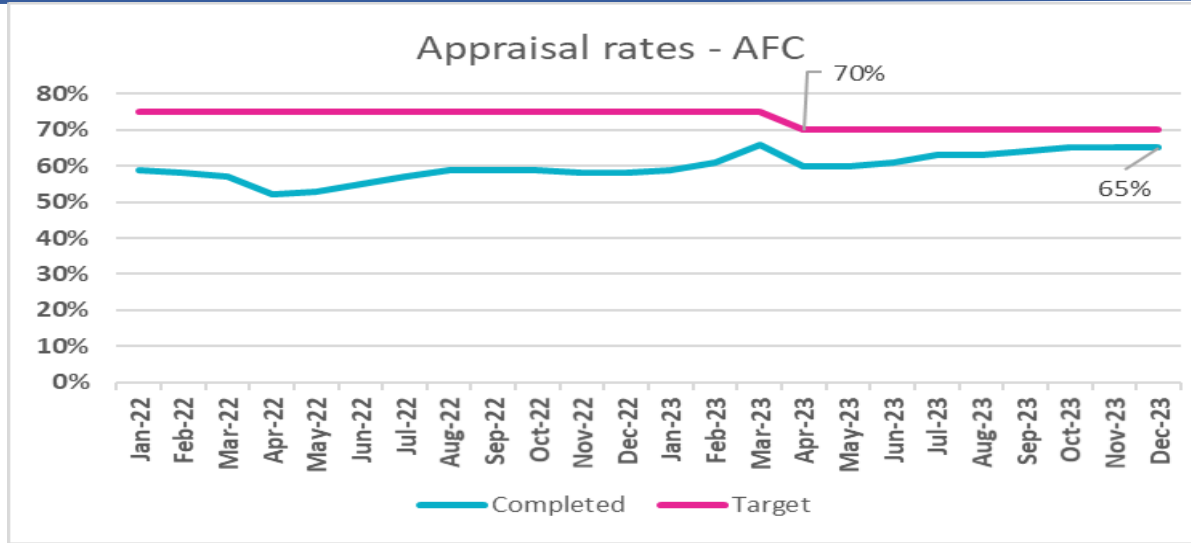
**70%**

2023/24 Target

**58%**

Compares to December 2022

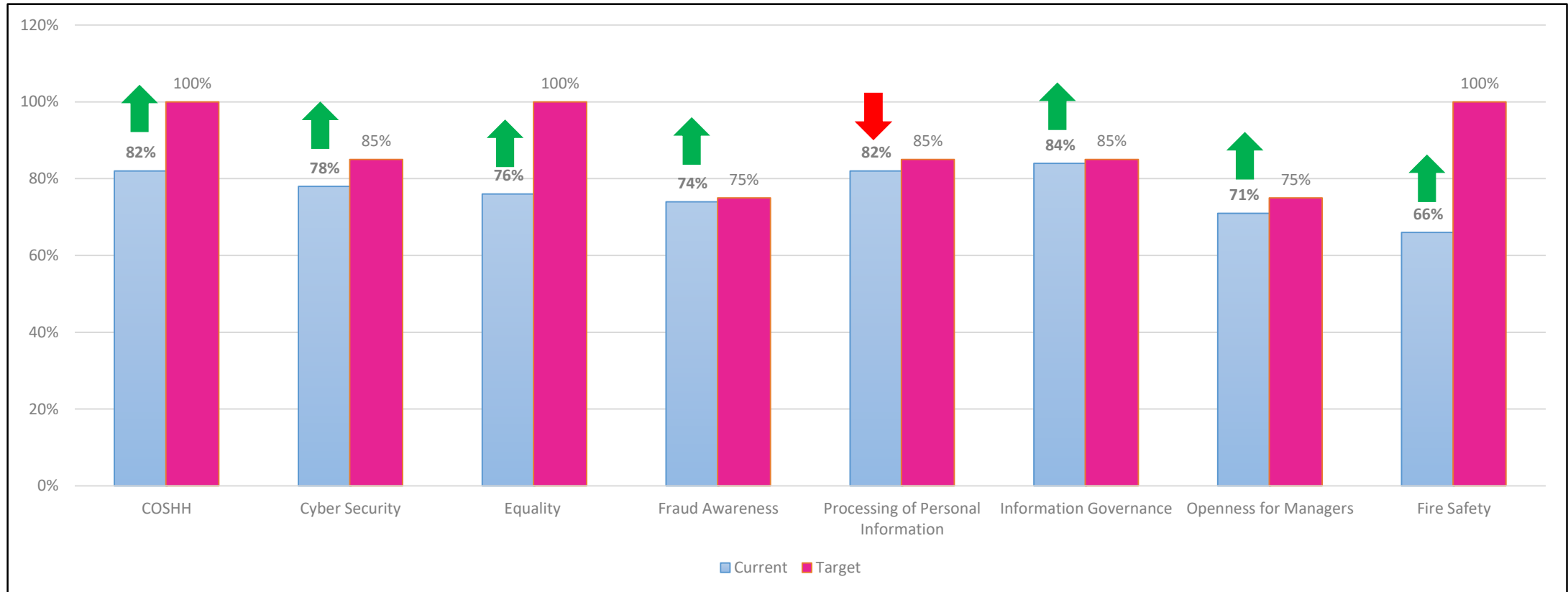
Medical Appraisals are retrospective, hence 2022 now complete



Directorate / Division	%
Community Care	57%
Finance	78%
HR, OD, Corp Comms & CEO	82%
Infrastructure	92%
Medical	53%
Medicine & Emergency Medicine	51%
Mental Health, Learning Disability & CWB	82%
Paediatrics, Women's Services and Corporate Support	70%
Strategic Development & Business Services	83%
Surgical & Clinical Services	61%
Children and Young People's	62%

## Enable our talent

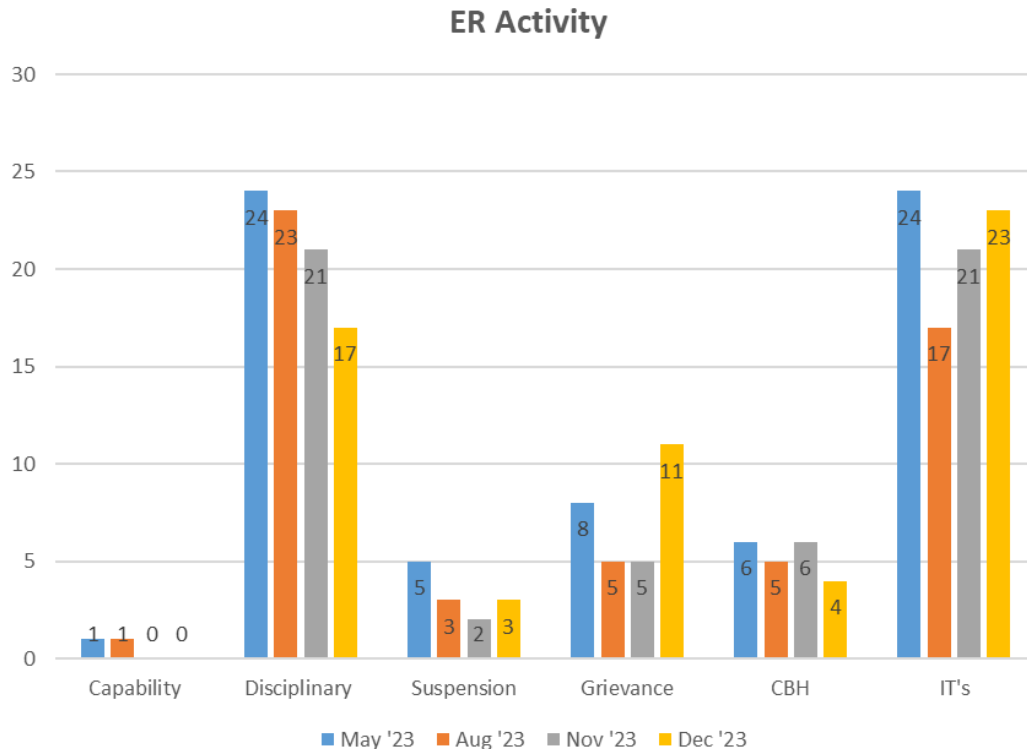
### Statutory & Mandatory Training



## Building our teams

### Employee Relations

Formal ER activity continues to remain stable. Table doesn't reflect efforts in informal resolution removing the need for formal processes.



### INDUSTRIAL ACTION

#### Ballots

**British Medical Association** - ballot closes on 19 February and indicated possible 24 hour strike on 06 – 07 March.

**British Dental Association** – notified of intention to Ballot.

#### Action Short of Strike (ASOS)

**Unite:** Work to rule is ongoing

**Unison:** Selective ASOS continues until 31 January 2024

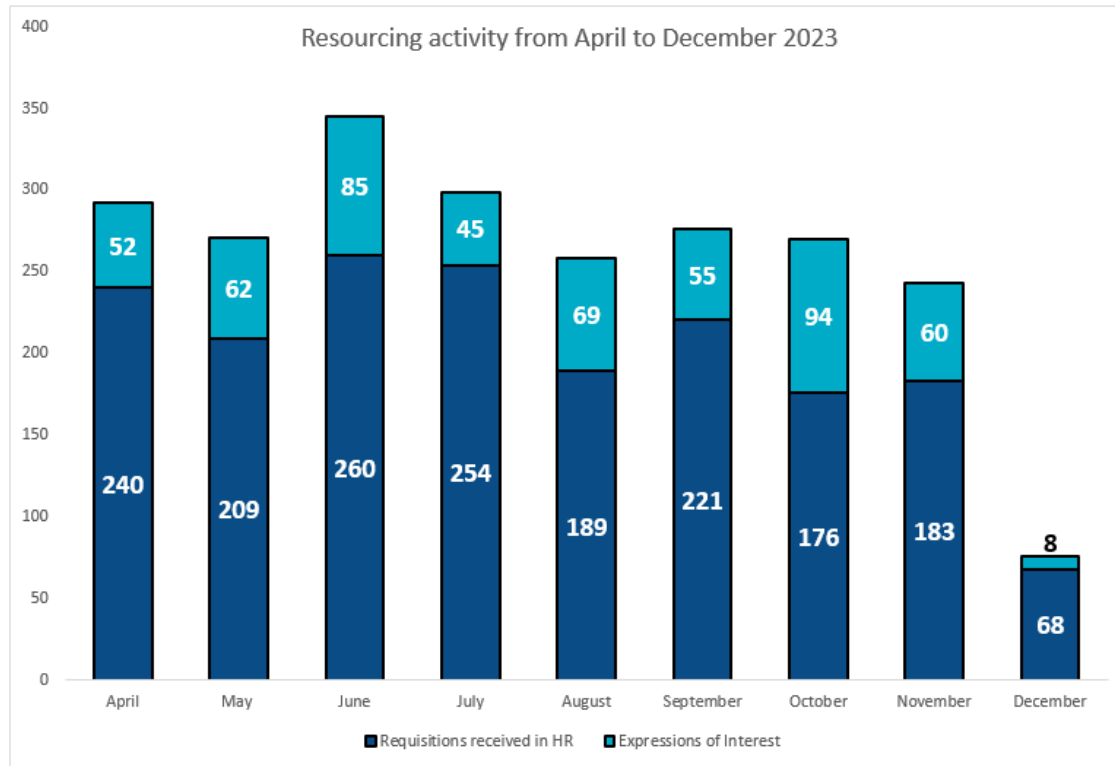
**NIPSA:** ASOS and Additional selective ASOS continues until 31 March 2024.

#### Full Strike – Thursday 18 January 2024

## Building our teams

### NHSCT Resourcing – recruitment activity *(as at 31st December 2023)*

There has been significant recruitment activity across all Divisions in 2023/24, using both formal and informal recruitment processes.



Recruitment activity – 2330 requisitions/ Eols since April 2023.

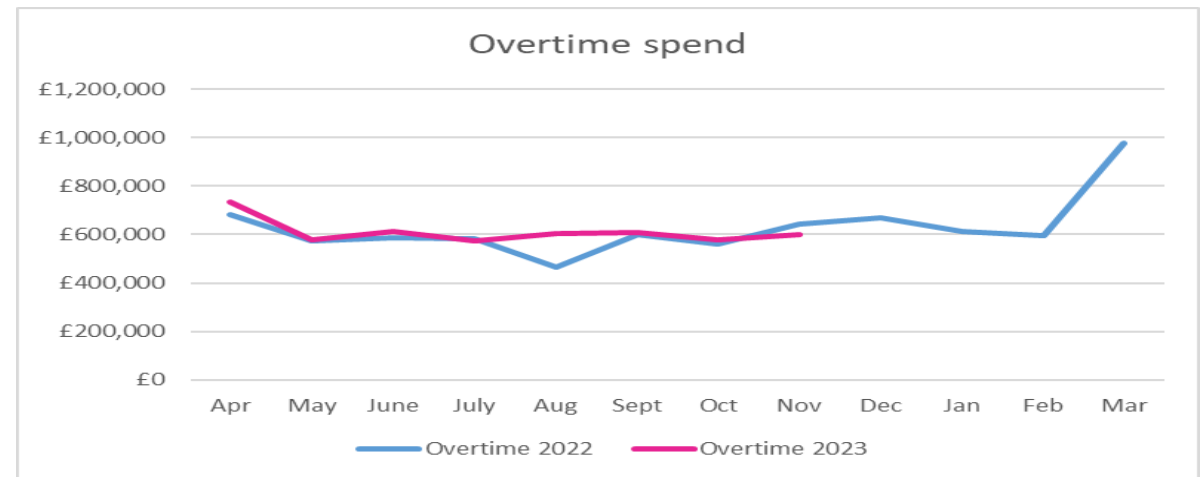
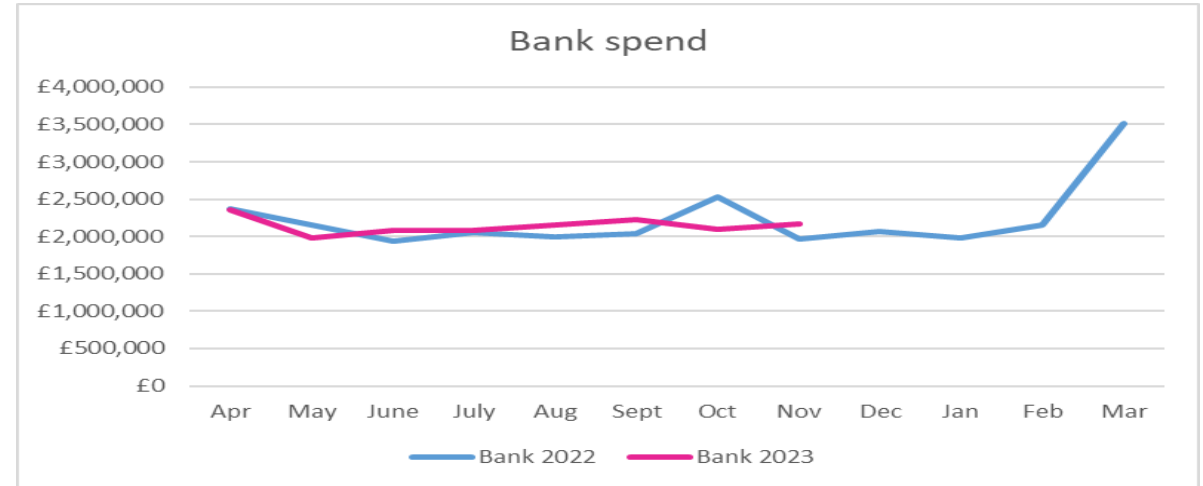
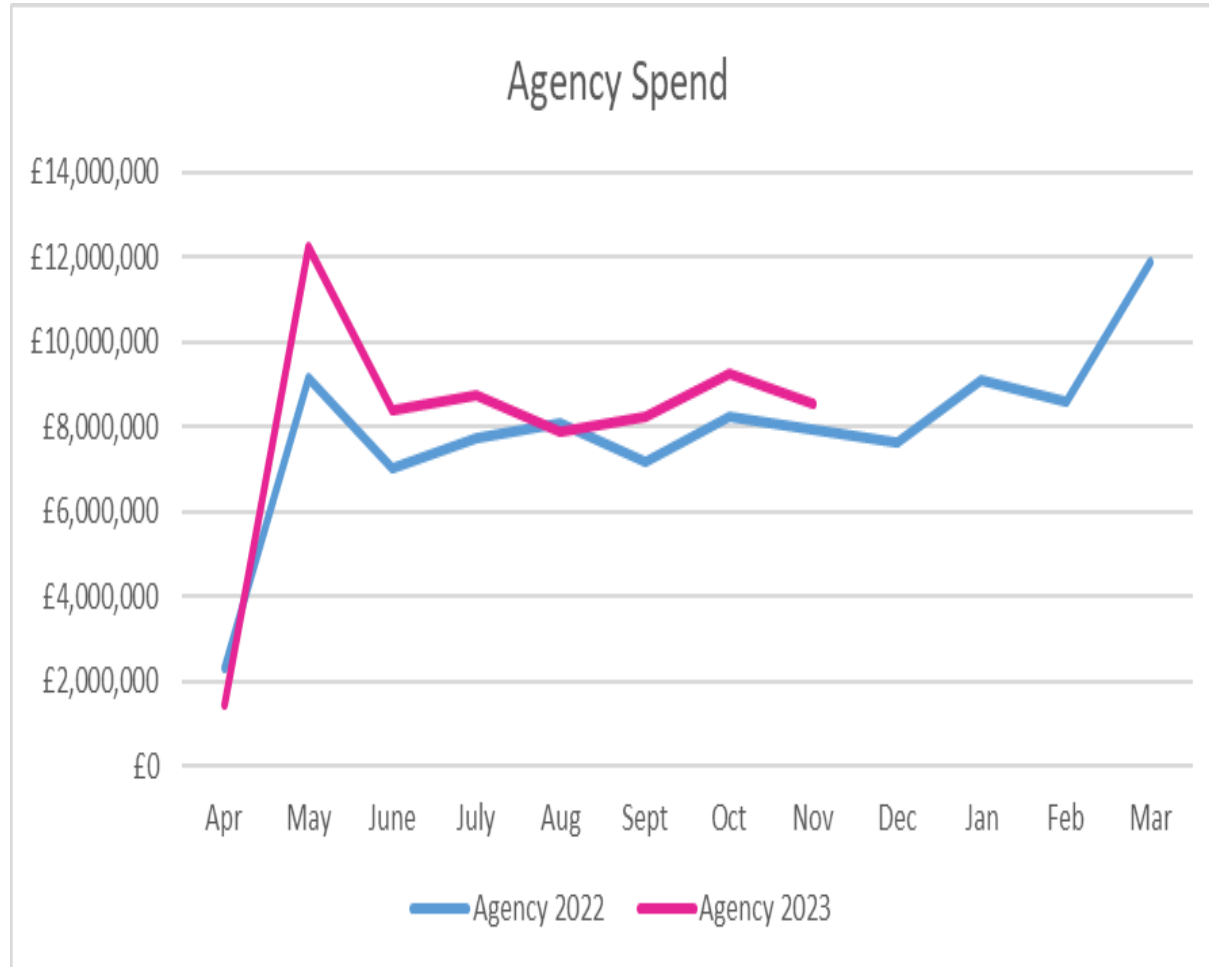
## Building our teams

### Vacancies Data

Staff Grouping	Permanent vacant posts				% Permanent Vacant Posts		
	Sep-21	Sep-22	Sep-23		Sep-21	Sep-22	Sep-23
Admin & Clerical	-218	-250	-236		-13%	-14%	-13%
Registered Nursing / Midwifery	-218	-395	-424		-8%	-14%	-14%
Non Registered Nursing / Midwifery	-50	-112	-157		-7%	-15%	-20%
Social Work	-55	-131	-90		-5%	-10%	-7%
Social Care Work	-135	-164	-175		-23%	-27%	-29%
Professional & Technical	-139	-231	-224		-9%	-14%	-13%
Support Services	-135	-186	-204		-15%	-19%	-21%
Medical & Dental	-81	-108	-152		-12%	-15%	-21%
Domiciliary / Homecare	-237	-312	-307		-29%	-36%	-35%
Estates	-19	-28	-15		-11%	-16%	-8%

## Building our teams

### Agency, Bank and Overtime Expenditure





# Staff in Post Compliance

Directorate / Division	March 2023 Report	June 23	September 23	December 23
Community Care	86%	98%	96%	97%
Finance	100%	100%	100%	100%
HR, OD & Corp Comms	100%	100%	100%	100%
Infrastructure	-		100%	100%
Medical	100%	100%	100%	100%
Medicine & Emergency Medicine	81%	76%	84%	61%
Mental Health, Learning Disability & CWB	71%	81%	74%	100%
Paediatrics, Woman's Services & Corporate Services	52%	80%	97%	83%
Strategic Development & Business Services	88%	100%	100%	100%
Surgical & Clinical Services	64%	93%	86%	96%
Children's & Young People Services	64%	64%	90%	98%
<b>Trust Position</b>	<b>80%</b>	<b>83%</b>	<b>93%</b>	<b>94%</b>





# And finally...



## Investors in People

**12 month Interim Review  
Meeting held on  
20th December 2023**



This touch point meeting provided an opportunity for the Trust to check in with the IIP Team to provide a strategic update on:

- our people progress since reaccreditation in early 2023;
- outline plans, priorities, challenges and context over the next 12 months.

A high-level summary report will be produced and shared with stakeholders in line with the IIP and People and Culture Comms Plans in early 2024.



# Further Information

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

<b>Total Headcount</b> 12,718 Quarterly Corporate Staffing Report As at 30th September 2023	<b>Temporary Staff Headcount</b> 530 As at 30th September 2023	<b>Cumulative Absence</b> 7.89% Corporate Absence Report As at 30th September 2023	<b>Appraisal</b> 65% Corporate Appraisal Report As at 31st October 2023	<b>Q2020 Level 1</b> 74% Corporate Q2020 Report As at 31st October 2023	<b>Workforce Scorecard</b> Divisional Report As at 30th September 2023	<b>Working Time Regulations</b> Annual Report
<b>Social Work</b> Workforce Profile Report As at 31st March 2023	<b>CLICK ON EACH SQUARE TO DOWNLOAD THE LATEST REPORT</b>					<b>Medical Staff</b> Workforce Profile Report As at 31st Mar 2022
<b>AHP</b> Workforce Profile Report As at 31st March 2023						<b>Nursing &amp; Midwifery (Band 5 &amp; 6)</b> Workforce Profile Report As at 30th September 2022
<b>Fire Safety</b> 66% Corporate Fire Safety As at 30th September 2023	<b>Fraud Awareness</b> 74% Corporate Fraud Report As at 30th September 2023	<b>Cyber Security</b> 78% Corporate CS Report As at 30th September 2023	<b>Information Governance</b> 84% Corporate IG Report As at 30th September 2023	<b>POPI</b> 82% Corporate POPI Report As at 30th September 2023	<b>COSHH</b> 75% Corporate COSHH Report As at 30th April 2023	<b>Equality</b> 66% Corporate Equality Report As at 31st May 2023

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

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