

#*team***NORTH** 
People Report

March 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





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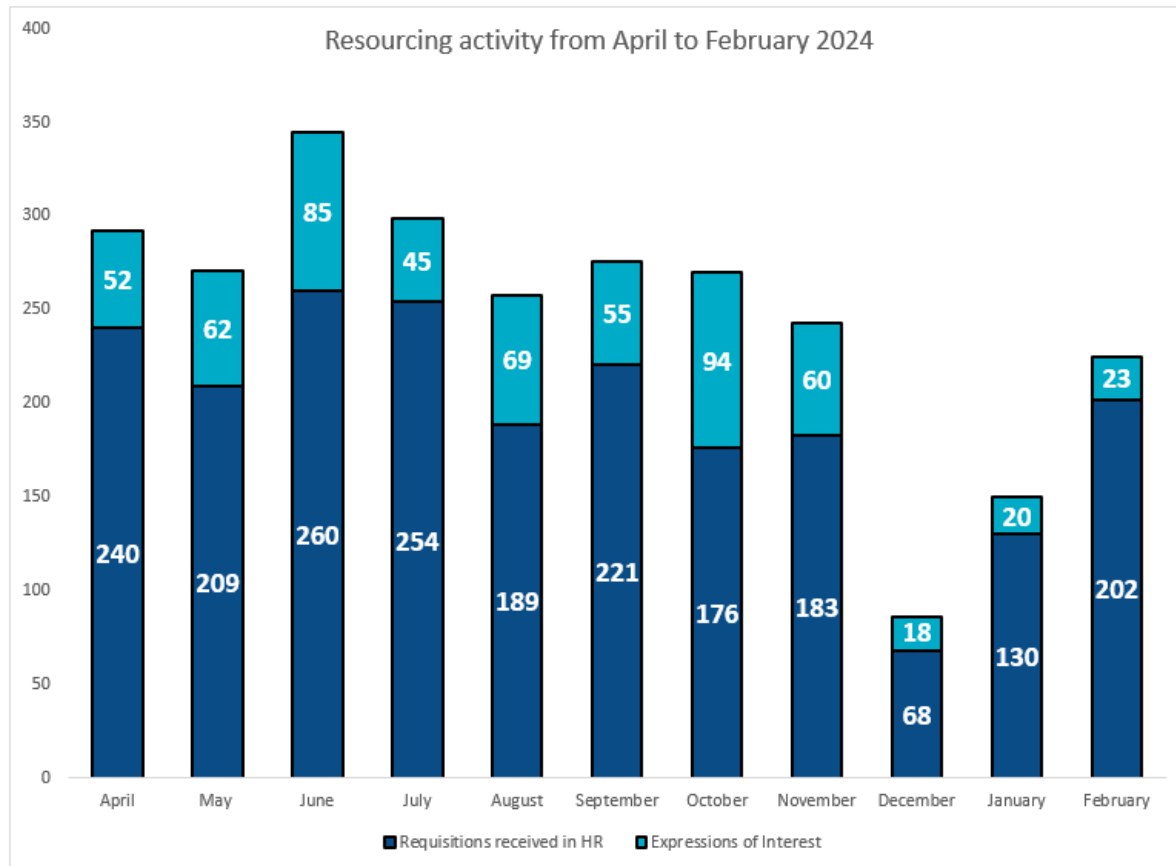
#teamNORTH 

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Building our teams

NHSCT Resourcing – recruitment activity *(as at 29th February 2024)*

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



Recruitment activity – 2,715 requisitions/ Eols since April 2023.

4.73% of the Trust's permanent/ temporary staff are recorded on HRPTS as being internally seconded or temporarily acting up.

Updated scrutiny process commenced 07 February 2024.

Appraisal – 29th February 2024

63%

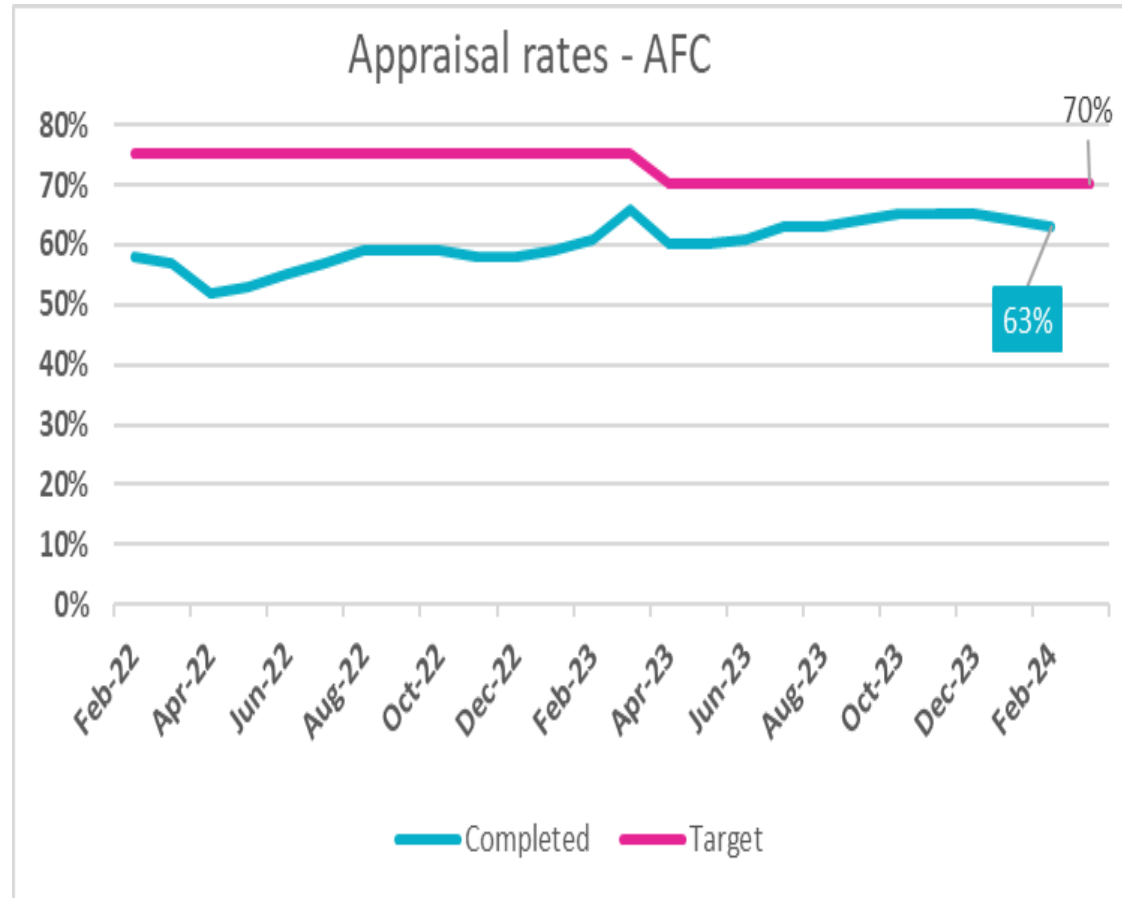
Current position

70%

2023/24 Target

61%

Compares to February 2023





Directorate / Division	%
Community Care	56%
Finance	65%
HR, OD, Corp Comms & CEO	81%
Infrastructure	90%
Medical	60%
Medicine & Emergency Medicine	45%
Mental Health, Learning Disability & CWB	77%
Paediatrics, Women's Services and Corporate Support	69%
Strategic Development & Business Services	83%
Surgical & Clinical Services	55%
Children and Young People's	65%

Strengthening and Supporting our Medical Workforce

HSC Northern Health and Social Care Trust

Supporting and Strengthening our Medical Workforce

2023 – 2025 Framework

We provide compassionate care with our community, in our community.

HSC Northern Health and Social Care Trust #teamNORTH

YOU ARE WARMLY INVITED TO OUR DOCTOR IN TRAINING APPRECIATION LUNCH

We want to bid you farewell as you head on your next rotation and understand more about the experience that has been here in teamNORTH

Tuesday 30 January 2024 at 12.30pm
Seminar Rooms 1 & 2, Medical Education Centre, Bretten Hall, Antrim Hospital

Wednesday 31 January 2024 at 12.30pm
Seminar Rooms 1 & 2, MDEC, Causeway Hospital

Northern Ireland **mdta** Medical & Dental Training Agency **Single Lead Employer be present should you have any general employment**



HSC Northern Health and Social Care Trust

TEAM NORTH DEVELOPING AND ENGAGING OUR MEDICAL LEADERS

Tuesday 6th February 2024

- 2:00 pm **Welcome**
Dr Sarah Stirling - SAS Lead
- 2:05 pm **Overview of HSC in NI**
Jennifer Welsh - Chief Executive
- 2:15 pm **Operating within NHST**
Gillian Traub - Director of Operations
- 2:25 pm **Medical Leadership NHST**
Dr Dave Watkins - Medical Director
- 2:35 pm **Panel Discussion**
- 2:45 pm **Break & Network**
- 3:10 pm **My Leadership Journey**
Dr Sharon Porter
- 3:30 pm **Information Sessions**
Dr Julie Anne Forbes, Associate Dean | Dr David Farrren, LNC/BMA Rep | Lesley Allen, Assistant Director, HR Services
- 4:00 pm **Wellbeing**
Dr Ceara Clarke
- 4:20 pm **Close**
Dr Sarah Stirling

INVESTORS IN PEOPLE We invest in people Silver #teamNORTH

#teamNORTH INVESTORS IN PEOPLE We invest in people Silver

CONNECT ALUMNI NETWORK

Focusing on encompass and Clinical Leadership

- 2pm** **Welcome and reconnection**
Welcome tea/coffee/ scones and an opportunity to reconnect with past participants
- 2:30pm** **Leading for the Future**
Reflecting on the role of leading in #TeamNORTH in a digital landscape. Engaging session with Dr James Nelson, encompass Medical Lead at NHST and Organisation Development.
- 3:30pm** **Reflections from Our Leaders**
The Significance of Clinical Leadership: A Vision for the Network from Dr. Dave Watkins, Executive Director of Medicine.
Insight into Regional Changes and Challenges with Chief Executive Jennifer Welsh

Tuesday 16 APRIL 2024
Time 2:00pm - 4:30pm
Venue: Corr's Corner Hotel, Antrim

Nurturing our people

Team North Welcome

From January 2024, staff joining our Trust now take part in our new **TeamNORTH Welcome** providing the opportunity for new colleagues to come together in person, receiving a welcome from the Chief Executive, and an understanding of what it means to be part of Team North through our *NURTURE* program, which introduces participants to our *Open, Just and Learning culture* such as our shared values, the importance of team working, raising concerns and Human Factors.

The tone throughout the day, from all speakers, was very warm, welcoming and informative. The values of working together, openness and honesty, excellence and compassion were reinforced by each speaker who shared real life examples. The opportunity to mix with other new staff from across such a wide range of disciplines was invaluable and I left the day feeling optimistic for my journey with the Northern Trust.

I attended Team North Welcome event in January and found it invaluable for my integration into the Trust. Having no prior experience in the Trust it was useful to gain an overview of the region, the Trust values, objectives and priorities. The fact that the event was in-person provided a sense of community and it was lovely getting to meet colleagues face-to-face. For me, the corporate welcome event really highlighted the #teamNORTH mentality and showcased how much the Trust values new employees.

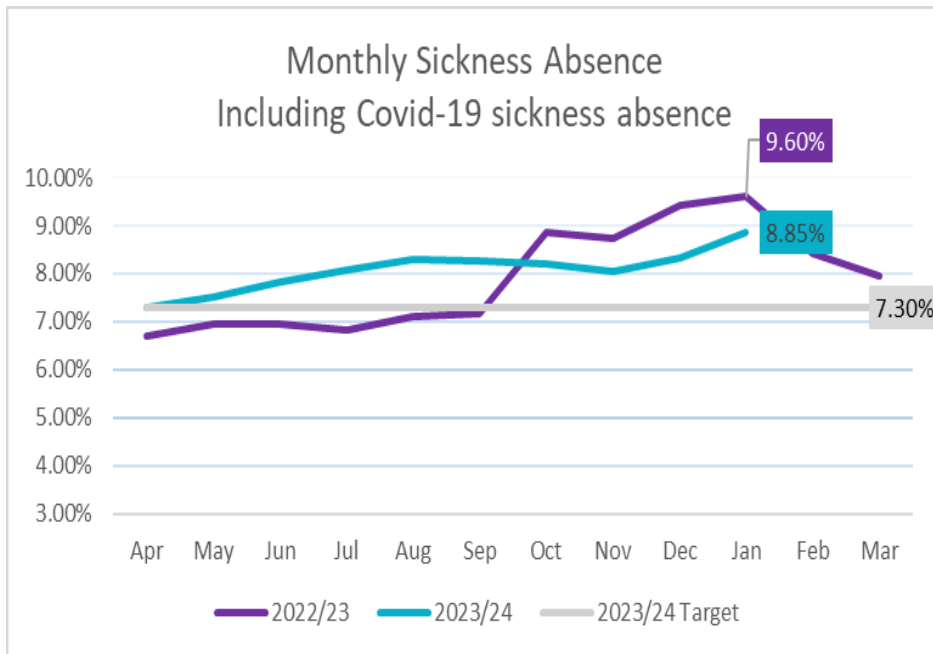


Sickness Absence – 31st January 2024 Including COVID absence

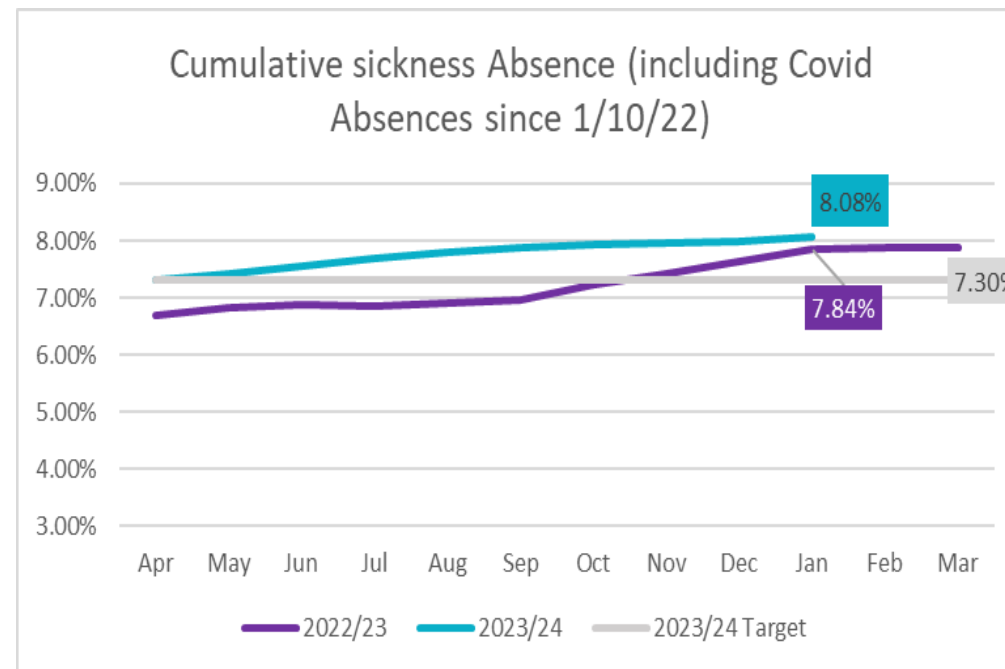
Covid absence now included in Sickness Absence from 1st Oct 22

14.17
Days lost per employee YTD
Compares to 13.53 same point last year. (inc Covid Absence)

7.3%
Target 2023/24



NHSCT (Jan)	8.85%	0.29%
Belfast (Jan)	10.12%	+0.02%
Southern (Jan)	7.58%	+0.21%
SEHSCT (Jan)	8.60%	+0.26%
WHSCT (Jan)	9.41%	+0.17%



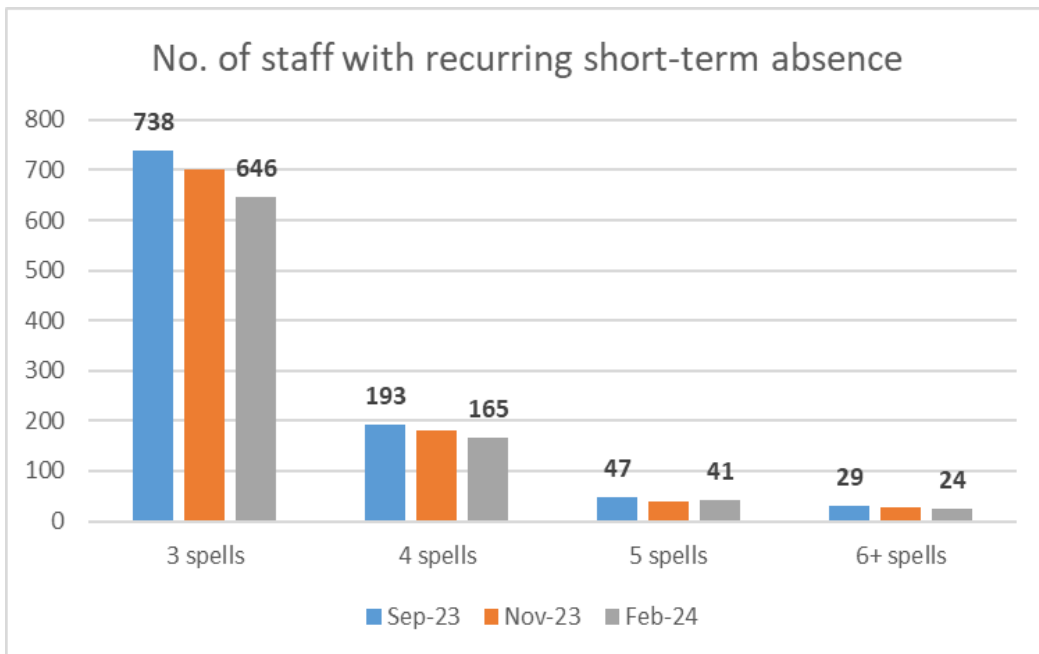
NHSCT (Jan)	8.08%	+0.09%
Belfast (Jan)	9.36%	+0.09%
Southern (Jan)	7.15%	+0.05%
SEHSCT (Jan)	7.43%	+0.14%
WHSCT (Jan)	8.44%	+0.12%



Reducing Sickness Absence

Short-term recurring absence

There has been an overall reduction in the number of staff with recurring short-term absence within a rolling 12 month period between September 2023 and February 2024.



Ill-Health Retirements

Significant progress has been made regarding the pace at which IHR applications are reviewed and outcomes received.

ERAI continue to work with management to organise Absence Hearings in cases where an IHR application has been declined.

NHSCT IHR Applications		
Division	Jul-23	Mar-24
CC	14	1
CYP	4	1
PWSCS	12	2
SCS	4	1
MEM	2	0
MHLDCW	5	0
MG	0	0
SPPICT	0	0
Finance	2	0
Infra		0
HRODCC	0	0
Total	43	5

Absence hearings

For the period April 2023 – February 2024, across the Trust, there have been 81 Absence Hearings of which:

- 75 resulted in dismissal due to ill-health
- 3 did not result in dismissal and staff continue to be managed under MAP
- 1 resignation was received in advance of hearing
- 1 is on hold pending the outcome of a late IHR application
- 1 resulted in approval of a career break



Our ongoing commitment to Staff Health, Wellbeing and Inclusion



Physical



Mental & Emotional



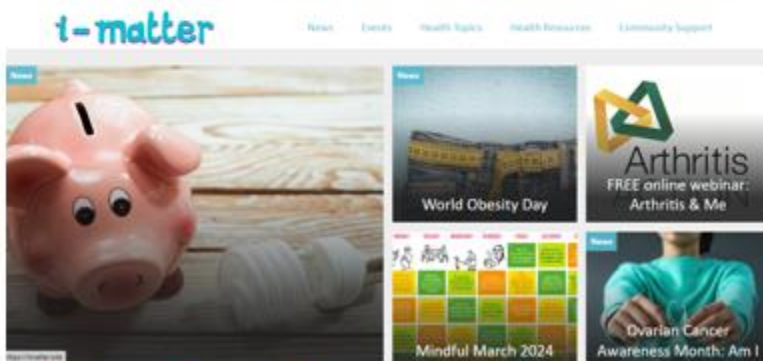
Financial



Wellbeing & Inclusion



Trust Health, Wellbeing and Inclusion Strategy – currently under review and due to launch May 2024



Equality, Diversity & Inclusion

In support of Race Equality week (5th – 11th February) the Trust promoted Race Equality during the month of February 2024. This included the launch of our [Annual Race Equality News Bulletin](#).



The Bulletin included a [staff feature](#) on Jincy Labade, Fracture Liaison Nurse Practitioner and Trust NIPEC Lead and this is available on Staffnet.

Domestic and Sexual Abuse Workplace Support Strategy



MAKING WORK A **SAFE** SPACE

Domestic Abuse does not end at home...



Department of
Health

www.health-ni.gov.uk



Department of

Justice

www.justice-ni.gov.uk

Domestic and Sexual Abuse Strategy 2023-30

'No single agency can tackle domestic and sexual abuse alone. It is everyone's business and it is only by working together that we can develop our understanding, approach and services to make a real difference to people's lives.'

Tackling Domestic and Sexual Abuse is everyone's business

PSNI Statistics



32,875 domestic abuse incidents recorded in Northern Ireland.



A Domestic Abuse incident was reported once every **16 minutes**.



There were **8** Domestic Homicides (5 female victims & 3 males).



68% of victims of domestic abuse crimes were **female**, **32%** were **male**

83% of offenders were **male**, **15%** were **female**

Workplace Statistics

75% of those experiencing domestic abuse are targeted at work.

9 of 10 workers experiencing domestic abuse said it negatively impacted their performance at work

Some research to suggest nursing staff more likely to experience abuse

Potential prevalence in NHSCT:
2520 female staff + 320 male staff



Domestic and Sexual Abuse Workplace Support Strategy

Policy refresh in line with best practice. Approved by Policy Committee on 14 March 2024

Development of Support Pack for staff and managers

New practical support measures in place including 'safe leave'

Creation of network of experienced Designated Advisors.

Governance through HR and Health, Wellbeing and Inclusion Steering Gp.



LAUNCH
Trust Board
28th March
2024

Apr-Jun 24
Series of awareness sessions and HR Clinics for line mgrs.

Ongoing promotion through StaffNet and H&W Hub 'i-matter'

Formal training available via HSC Learn

Monitoring and Review – DA Network & HWI Steering Group



Working together



Excellence



Openness & Honesty



Compassion



Further Information

<p>Total Headcount 12,826 Quarterly Corporate Staffing Report As at 31st December 2023</p>	<p>↑ Temporary Staff Headcount 582 As at 31st December 2023</p>	<p>↓ Cumulative Absence 8.08% Corporate Absence Report As at 31st January 2024</p>	<p>↓ Appraisal 63% Corporate Appraisal Report As at 29th February 2024</p>	<p>↑ Q2020 Level 1 75% Corporate Q2020 Report As at 31st January 2024</p>	<p>Workforce Scorecard Divisional Report As at 31st January 2024</p>	<p>Working Time Regulations Annual Report</p>
<p>↑ Openness Training 76% Corporate Openness report As at 31st December 2023</p>	<p>CLICK ON EACH SQUARE TO DOWNLOAD THE LATEST REPORT</p>					<p>↑ Attendance Management 71% Corporate AM Report As at 31st January 2024</p>
<p>AHP Workforce Profile Report As at 31st March 2023</p>						<p>↑ Fit Testing 38% Corporate Fit Testing Report As at 31st December 2023</p>
<p>↑ Fire Safety 69% Corporate Fire Safety As at 31st December 2023</p>	<p>↑ Fraud Awareness 77% Corporate Fraud Report As at 31st December 2023</p>	<p>↑ Cyber Security 81% Corporate CS Report As at 31st December 2023</p>	<p>↑ Information Governance 86% Corporate IG Report As at 31st December 2023</p>	<p>↓ POPI 81% Corporate POPI Report As at 31st December 2023</p>	<p>↑ COSHH 82% Corporate COSHH Report As at 31st April 2023</p>	<p>↑ Equality 76% Corporate Equality Report As at 30th November 2023</p>

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

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