

#*team***NORTH** 
People Report

June 2022





#teamNORTH 

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Nurturing our people

Recognising and Responding to Stress

Task & Finish group has completed it's work to revise the Stress Policy and guidance, called the Talking Toolkit, and plans are being developed to communicate with managers and staff.

Raising Concerns

An Engagement session was held with Advocates for Openness on 10th May 2022. Plans are being drawn up for an awareness event in September.

Chairman's Awards

Nominations for this year's awards closed on 27 May with a total of 77 submissions across eight categories. Judging is now underway with the event taking place on 22 Sep.

Openness & Attendance Management Awareness Sessions

Three awareness sessions (with a further one scheduled) for Community Care Managers on an Open Just, Learning Culture and Attendance Management have taken place, with 200+ attendees so far.

Enabling our talent

HR Digital Transformation

The regional final business case for the new Learning Management System has been approved. Preparation for the HRPTS replacement through the EQUIP programme has re-commenced.

Leadership Development

Two nominees have been received for the Trust for the Women in Leadership programme through the CEO Forum.

Attendees of the Aspire Acumen and Proteus leadership programmes presented their end-of-cohort project reports to the permanent secretary.

Managers' Induction

An interactive 'Welcome Onboard' programme to support newly appointed Team North Managers is being run throughout June & July, covering role, personal impact, managing the team and further development.

Building our teams

Resourcing

A trial regional project for the appointment of final-year student social workers is nearing completion. Applications for a new regional process for recruitment of pre-reg. nurses closed 10 June. 17 International nurses joining May-August.

Workforce Reviews

Nursing and Midwifery Retention Initiative report and action plan has been received. The implementation will be led by NUE and supported through PLDG.

Investors in People

Scene setting, upskilling and readiness sessions have taken place between April and June. These sessions have helped gather further evidence, an as-is position and are preparing divisions for assessment that will commence in Sep 22.



Sickness Absence

excluding COVID-19 and Self-Isolation absences

1.21

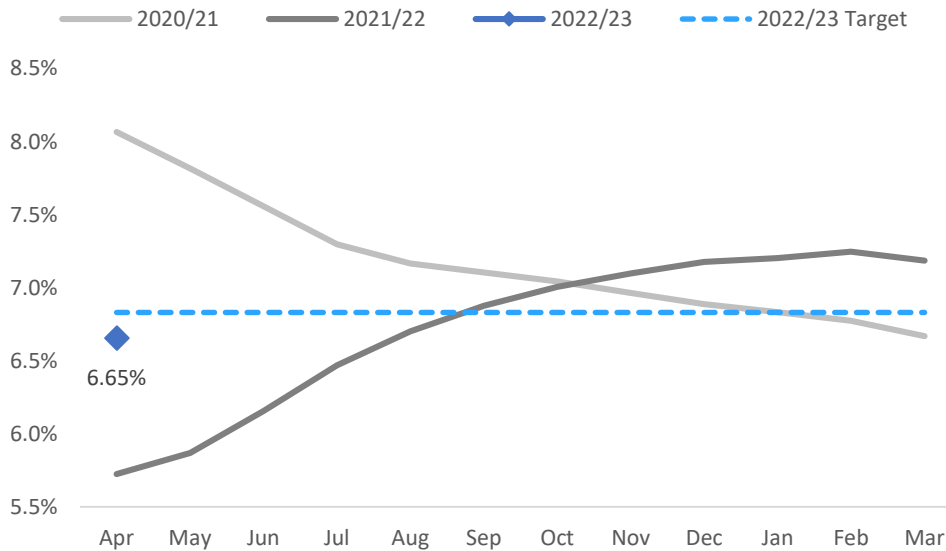
Days lost per employee YTD

Compares to 0.99 same point last year

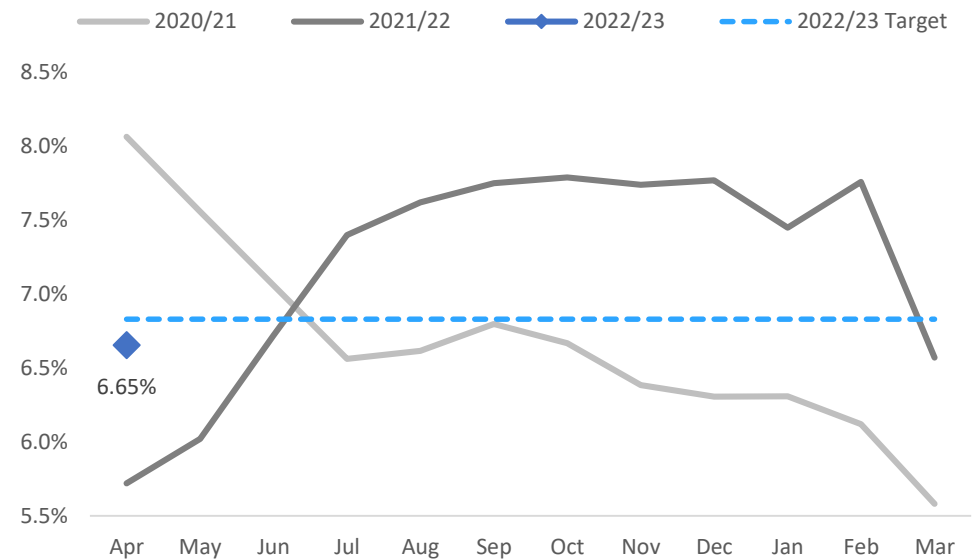
6.83%

Target 2021/22

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



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



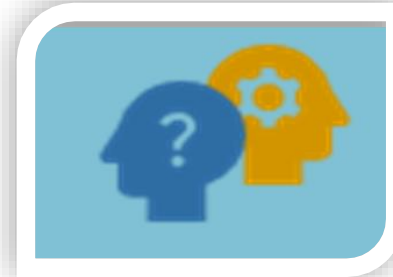
Belfast (March)	8.38% (+0.07%)
Western (February)	7.21% (-0.01%)
South Eastern (March)	7.26% (+0.02%)
Southern (March)	5.94% (-0.07%)

Belfast (March)	9.35% (+0.79%)
Western (February)	7.13% (+0.16%)
South Eastern (March)	7.57% (+0.25%)
Southern (March)	5.21% (-0.45%)



The wellbeing appraisal conversation has seen challenging uptake:

- 185 managers have undertaken training in appraisal
- HRBPs to raise appraisal rates at coming DMTs to encourage uptake.



Recent mental health scoping surveys, which will inform the approach to supporting staff,

- Included both manager and staff surveys
- 110 replies from managers
- 145 from staff



The 2021/22 annual report on utilisation by NHSCT shows:

- 285 staff referred
- 1,002 support sessions provided
- Top reasons for support were personal stress, workplace stress, bereavement, anxiety and personal relationships



The Colleague Support pack received 1,200 visits Jan to May 2022, with the top three resources used:

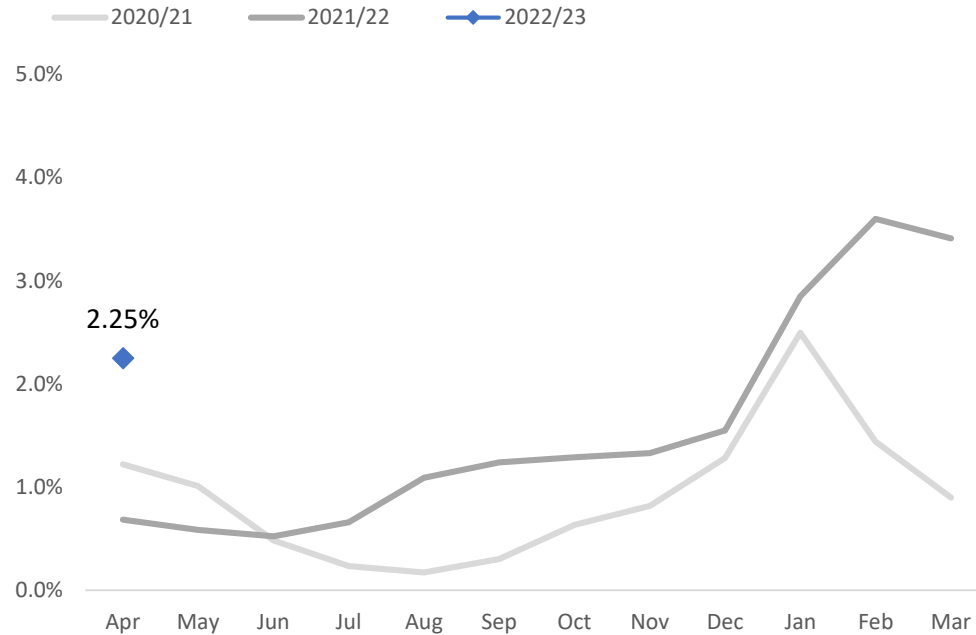
- Coping with Stress
- Helpline
- Mindfulness

[LINK to mindfulness sessions](#)

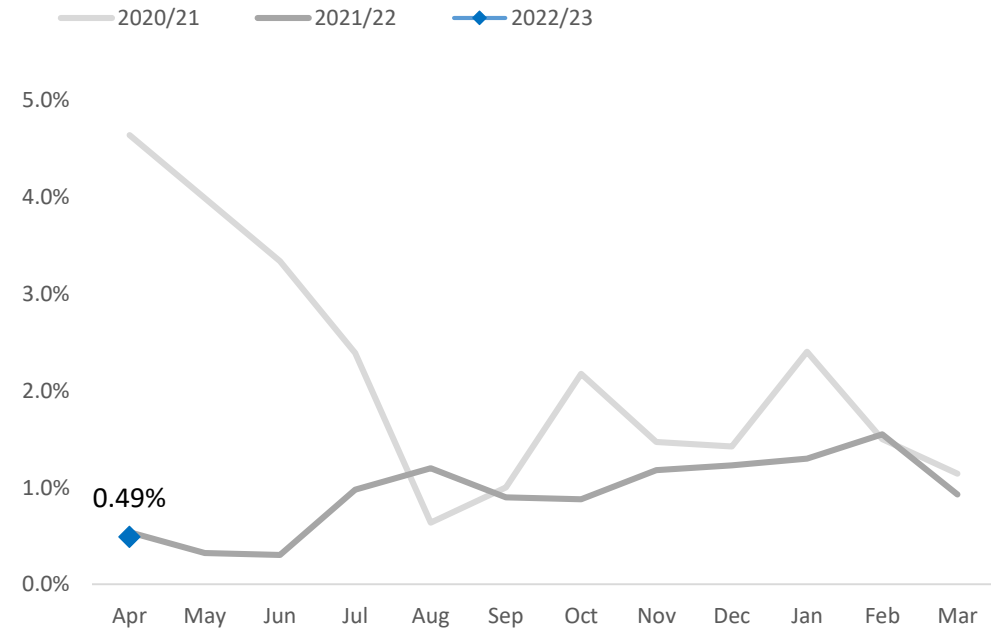


COVID-19 Related Absences

Monthly COVID-19 Sickness



Monthly Self-Isolation



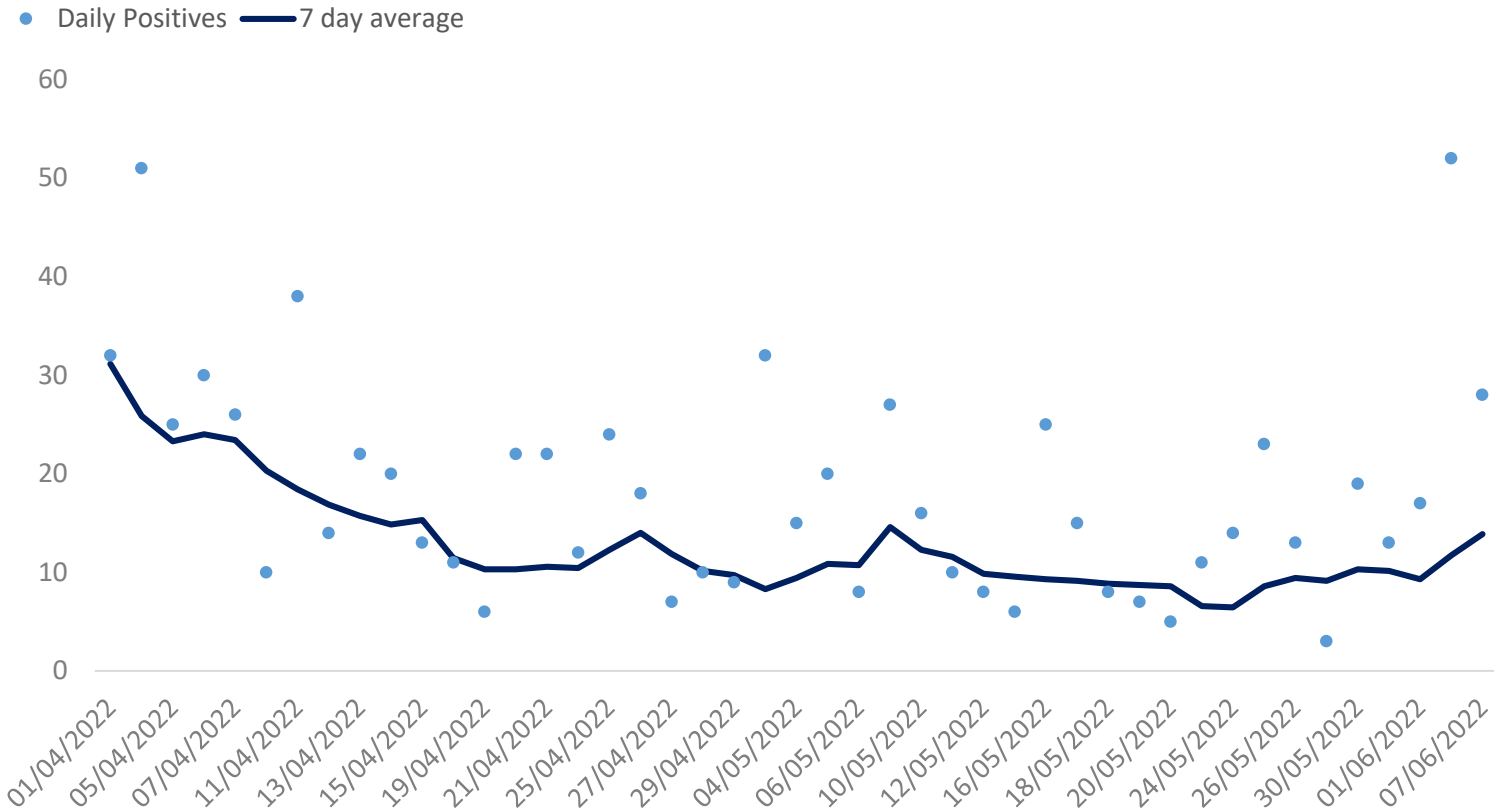
NB: spikes during 2020/21 relate to shielding and CEV self-isolation



COVID-19 Positive Cases – Occupational Health Contact Tracing

Contact Tracing Daily Positive Cases

1 April 2022 to 7 June 2022





Post-COVID-19 Syndrome Support

64

Staff absent with Post-COVID-19 Syndrome

84+ days absent on 31 May 2022

37

Staff absent long-term with COVID-19

29-83 days absent on 31 May 2022

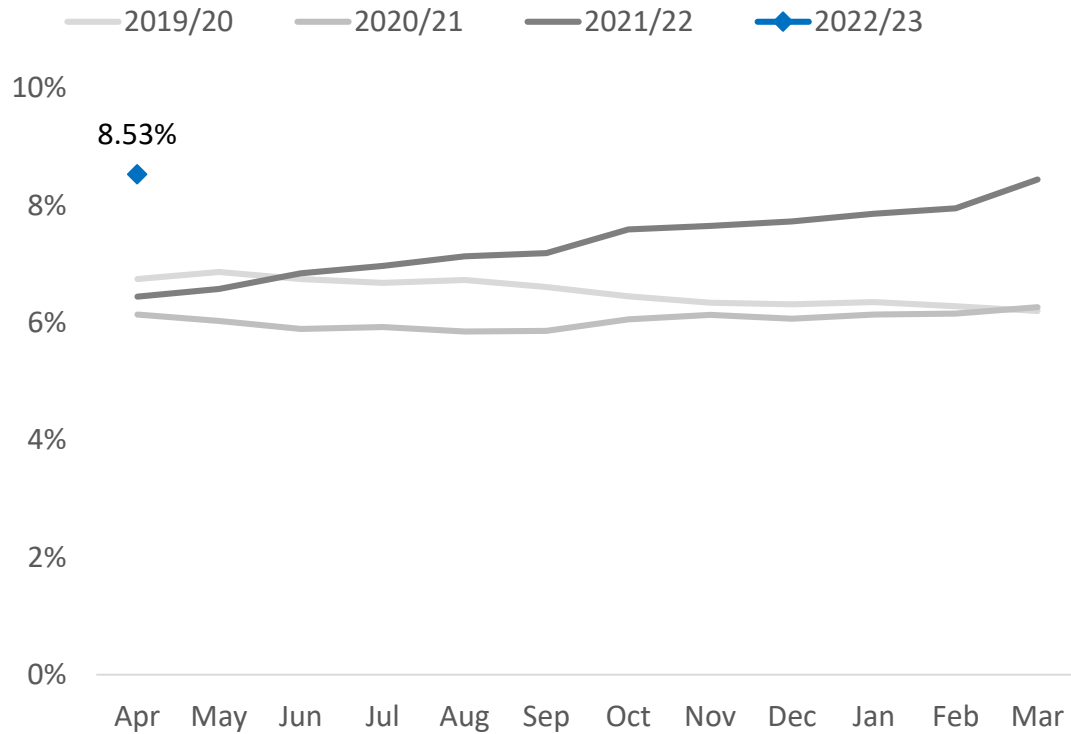
Vocational Rehabilitation Programme for staff with Post-COVID-19 Syndrome

- Two recent bids for Charities Trust Funding were successful in securing funding for up to three years
- Funds will be used to establish a dedicated specialist team within the Occupational Health and Wellbeing Service to focus on tailored support to staff with Post-COVID-19 Syndrome to work towards a bespoke rehabilitative return to work plan, including psychology staff to address physiological wellbeing of staff
- Team will include a physiotherapist, occupational therapist and two psychologists and additional part time admin
- Individual assessments and group sessions will be facilitated both virtually and face to face.

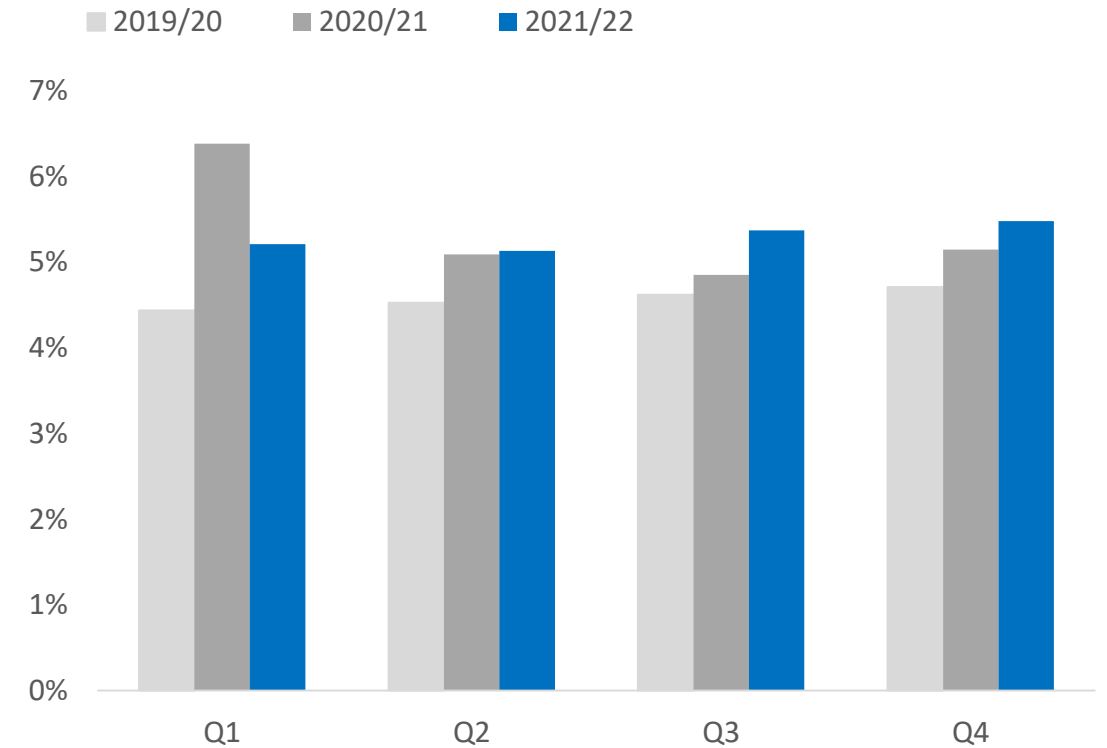


Turnover, rolling 12 month

(permanent headcount, excl. medical rotation)



% of temporary staff by quarter



Spike Q1 2020/21 was Workforce Appeal

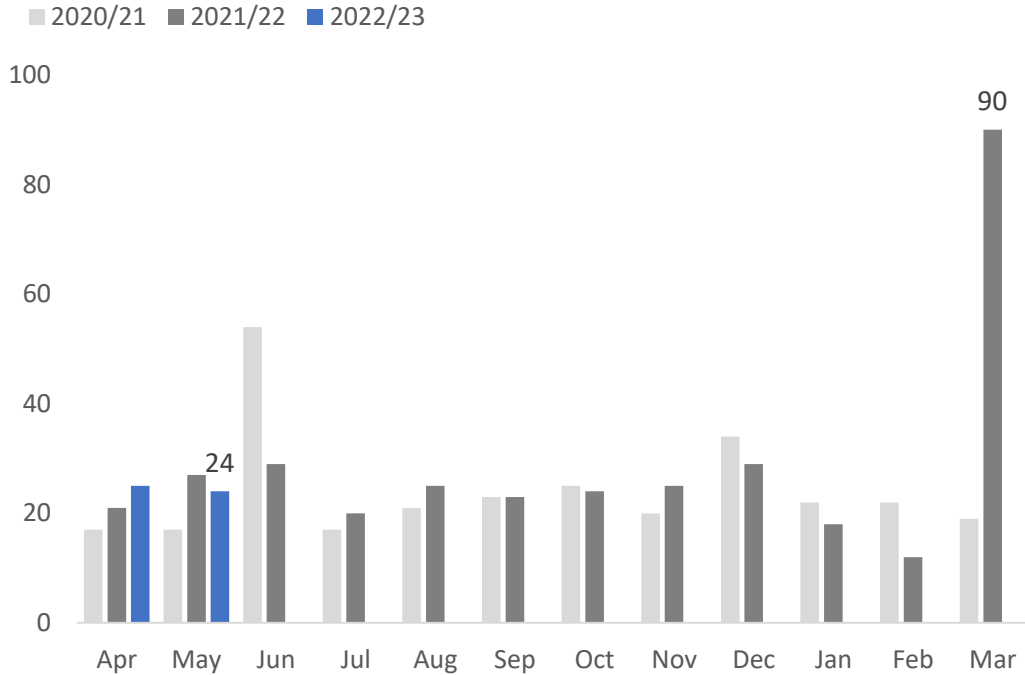


Permanent Leavers by Month

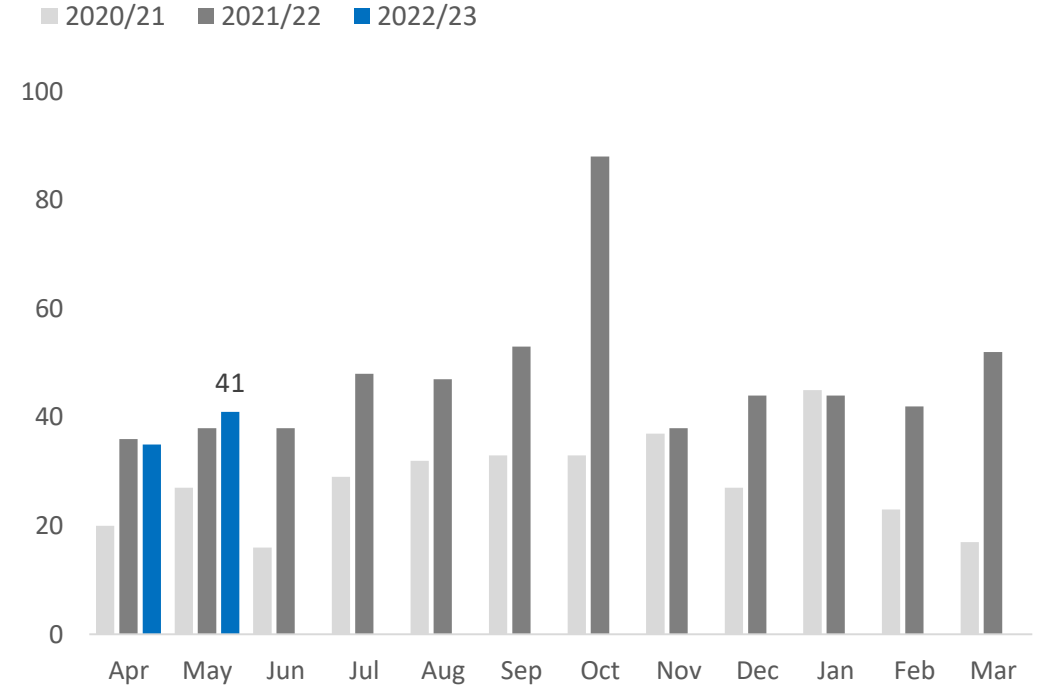
68

Leavers in total
in May 2022

Retirements



Resignations and Transfers to Other Trusts





Appraisal

52%

Current position

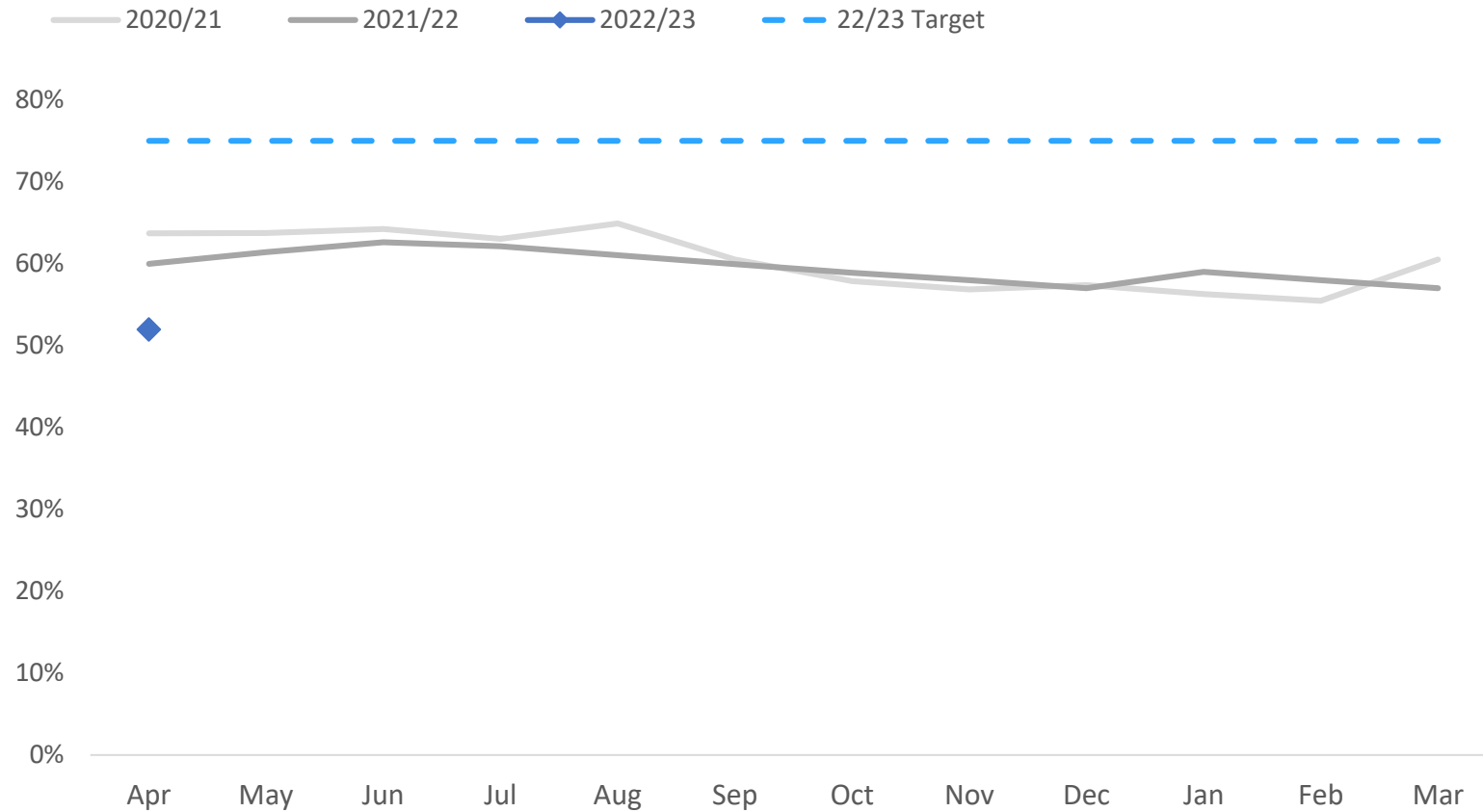
75%

2022/23 Target

57%

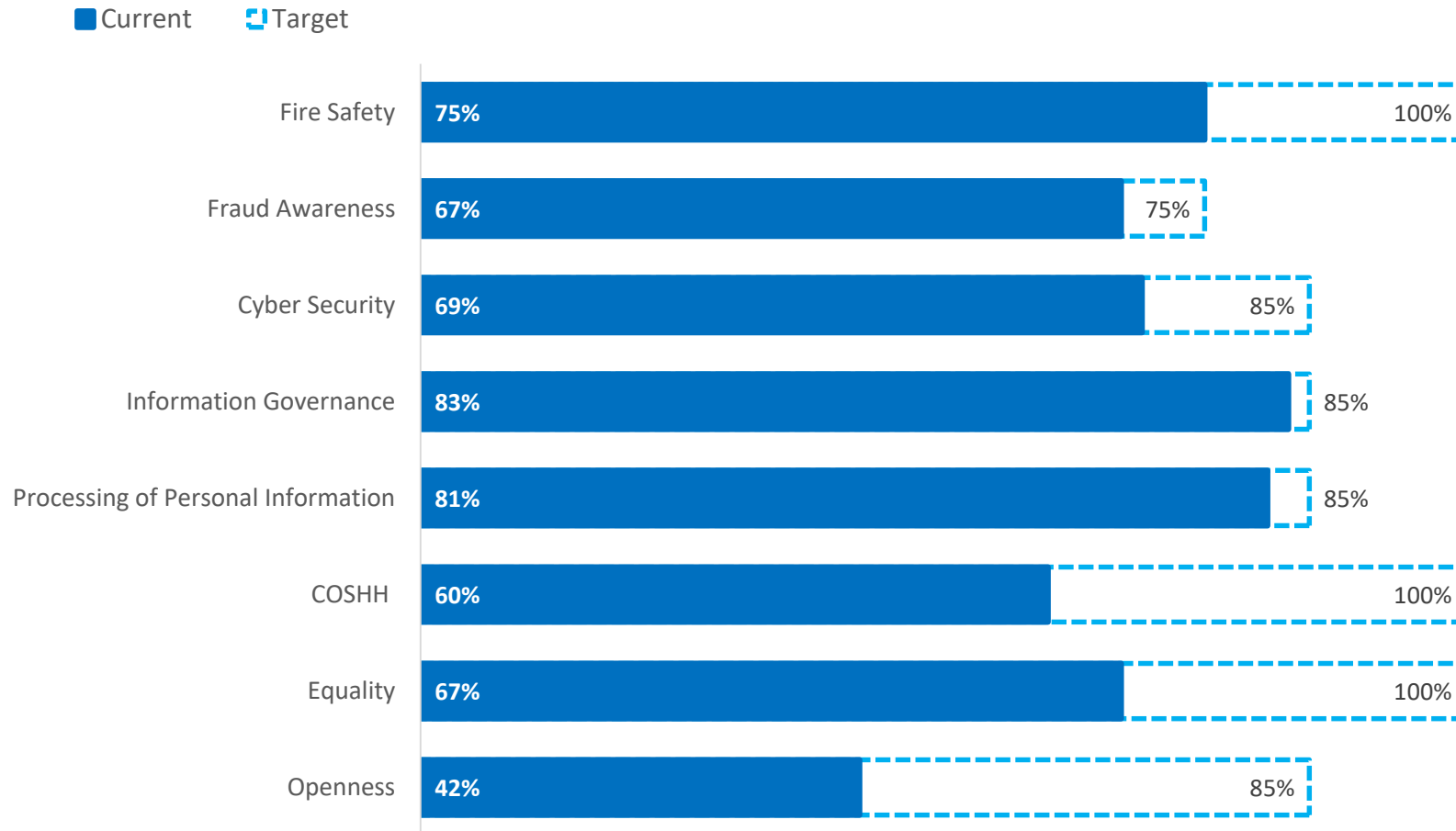
Compares to
2021/22 End of
year position

Appraisal for AFC Staff





Statutory and Mandatory Training





People Insights and Indicators

HRPTS Corporate Risk

- Risk to the HR IT system, HRPTS, arising from SunGard going into administration has now been added to the Trust risk register. Actions to mitigate the risk, including an update that a potential buyer has been announced, set the level at 12 for the risk.

Turnover

- Significant & ongoing upward trend
- Combined resignations and transfers to other HSCNI organisations increased by 2/3rds from 2020/21
- Retirements during March affected by transition from 2015 scheme

Appraisal

- Appraisal completion rates remains challenging with respect to our target of 75%
- Consultation is underway to return to standard appraisal approach along side wellbeing appraisal
- HR Business Partners will be raising at DMTs

Statutory & Mandatory Training

- Openness event planned for September
- Focus on Fire Safety training in coming months
- Work to meet 80% COSHH by Mar 2023

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