

#*team***NORTH** 
People Report

January 2025



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

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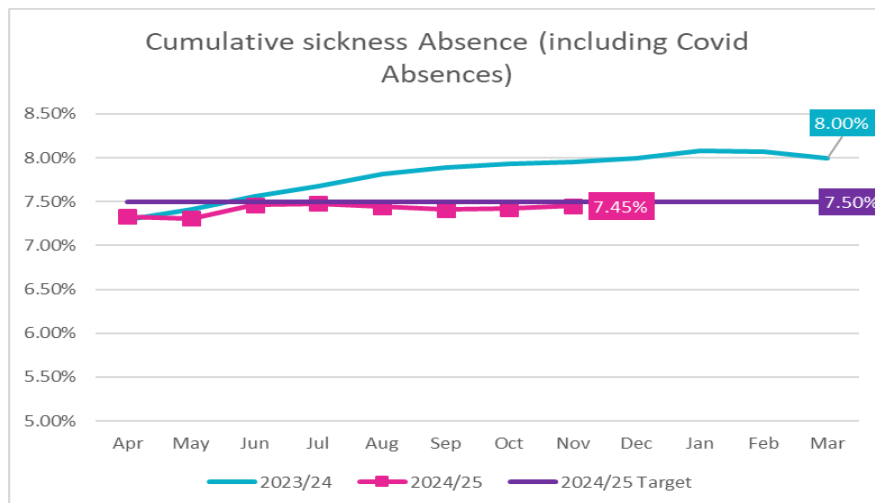
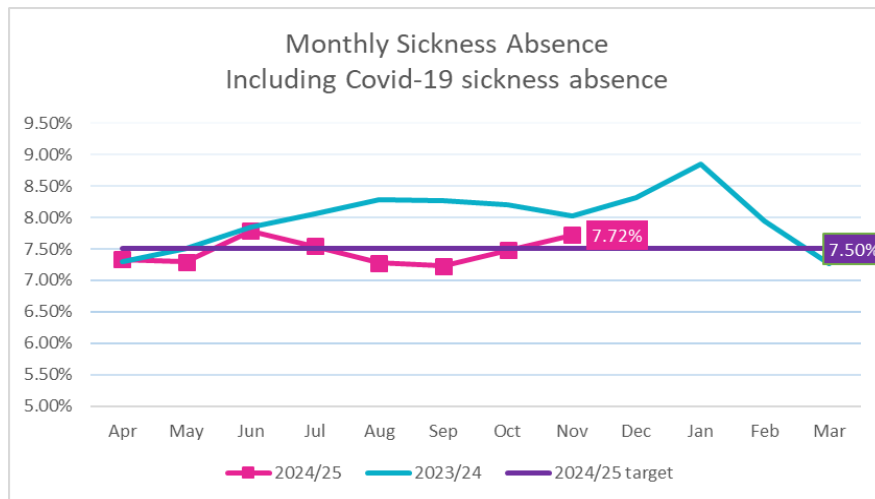
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Sickness Absence – 30th November 2024 Including COVID absence

Target
2024/25 –
7.5%

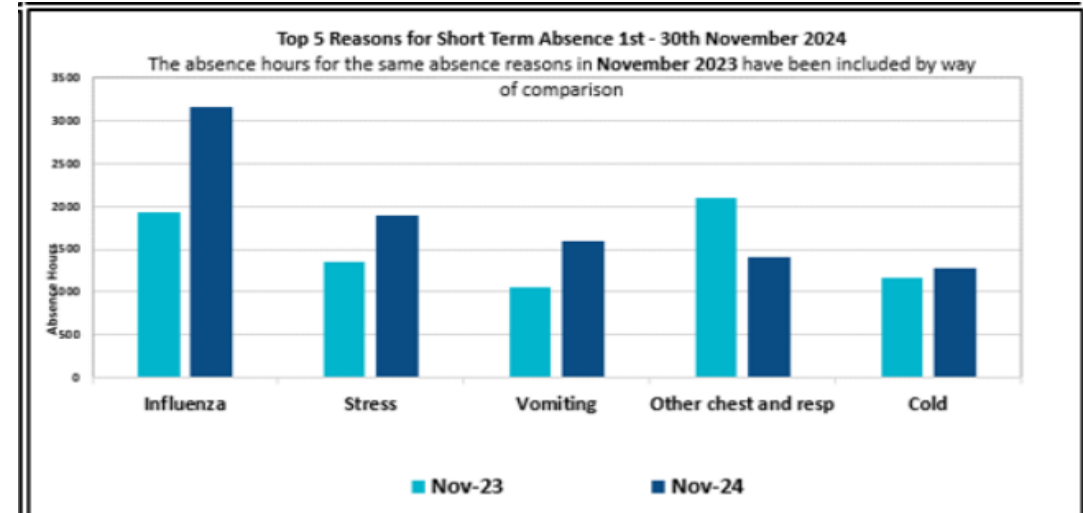
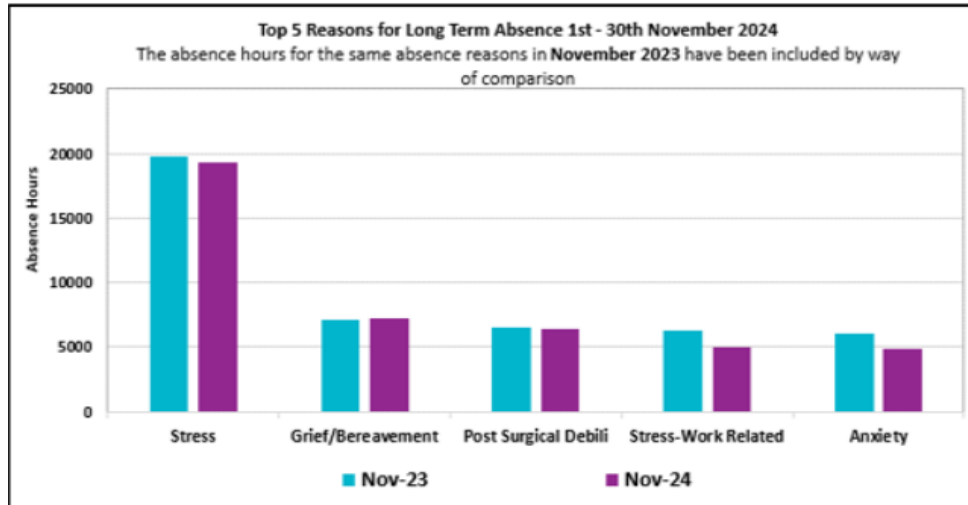
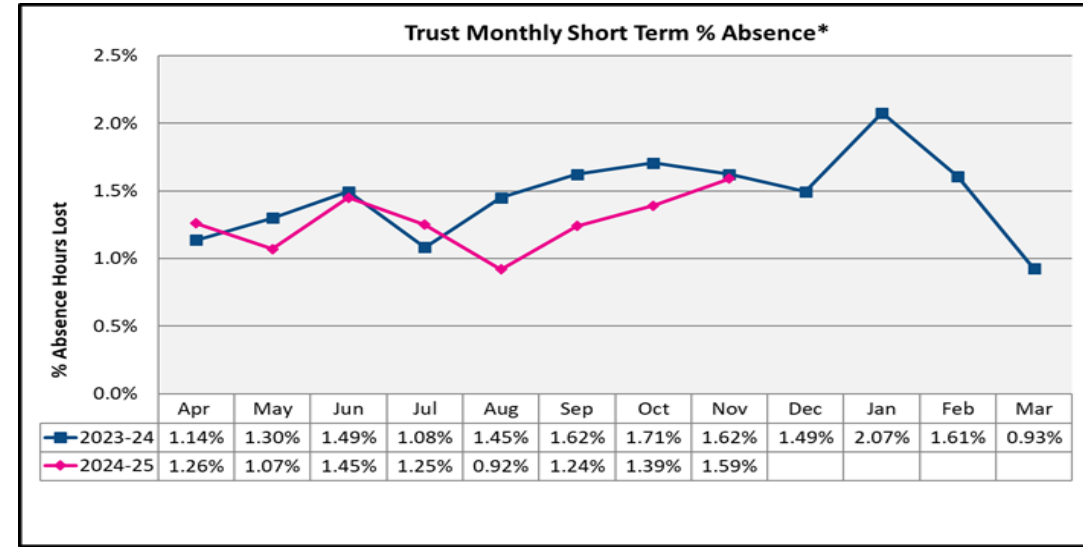
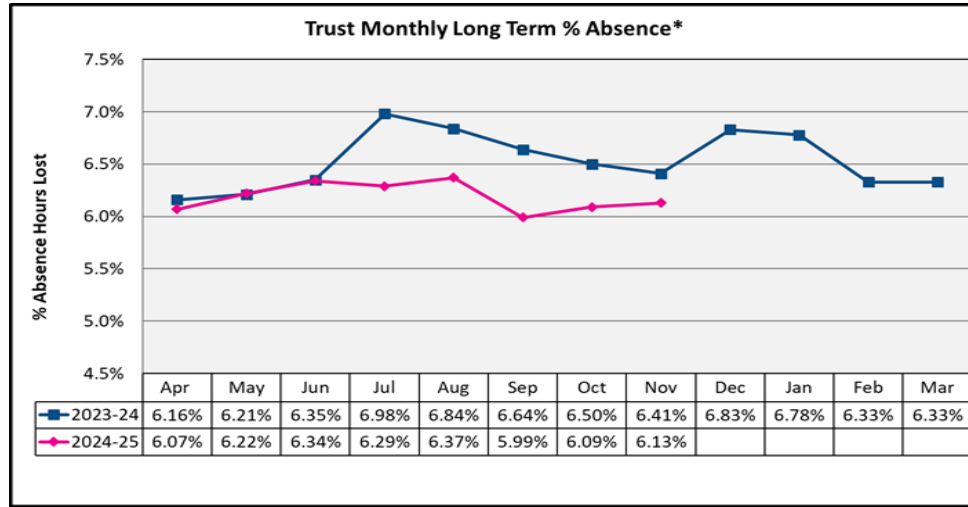
10.51
Days lost per
employee YTD
*Compares to
11.08 days same
point last year.*



Trust	Monthly figure	Cumulative figure	Progress on Cumulative absence
BHSCT	9.38%	9.08%	↑
NHSCT	7.72%	7.45%	↑
SEHSCT	8.34%	8.03%	↑
SHSCT	6.70%	6.39%	↑
WHSCT (Oct)	7.56%	7.54%	↔

Absence Management Activity	Total
Absence hearings	58
Absence Terminations	47
Absence hearings pending	9
IHR Open applications	23

Nurturing our people



- Year 1 Action Plan nearing completion – significant progress against all Year 1 actions
- Year 2 Action Planning has commenced – HWBI Steering Group workshop planned for April 25 to design Yr 2 Action Plan. Key priorities include:
 - Menopause
 - Peer Support Model for staff following a trauma / serious incident in the workplace
 - Stress Toolkit
 - Staff Safety : Management of Violence and Aggression and Domestic Violence and Abuse
 - Team support / wellbeing



Recognition – a new focus for 2025

#teamNORTH Managers Recognition Events 2025

Over

400 Places
available

Join us for one of our upcoming Team North Manager Recognition Events, taking place on 25th February and 11th March 2025.

This is an opportunity to celebrate and thank our Team North Managers for the significant contribution they make in delivering safe and compassionate care to patients, service users and their families.

There are four events to choose from. Each 2.5 hour event is aimed at Managers at Bands 3 - 6 and those staff within these bands who have a supervisory remit.

Featuring Guest Speaker:

Award-winning comedian &
bestselling author
Gavin Oattes (Tree of Knowledge)



Rewarding our workforce

NI Pay Award for HSC Medical and Dental Consultants as a result of the Resolution to the Industrial Dispute

- Circular issued on 25 October 2024.
- Uplift in the annual salary of between 0.4% to 12.3% depending on the point on the pay scale with an average uplift of 5.26%.
- Reformed pay scale to include: (i) reduction in the number of pay points; (ii) increase in starting pay; (iii) increase in pay at the top of pay scale; (iv) reduction in pay thresholds to reduce the number of years taken to reach the top threshold from 19 to 14.
- Being implemented in January 2025 pay, backdated to 01 March 2024.

The Payment of Remuneration of Chairs and Non-Executive Members Determination (Northern Ireland) 2024

- Circular issued to uplift the remuneration to Chairs and Non-Executive Directors on 26 November 2024.
- To be implemented in February 2025, backdated to 01 August 2023.

Agenda for Change Pay Arrangements 2024/25

- Circular issued on 19 December 2024.
- Key changes: (i) all staff will receive a consolidated uplift of pay of 5.5%; (ii) a new intermediate pay point has been introduced within Bands 8 and 9 to which staff may progress after two years at the respective band.
- To be implemented in March 2025, backdated to 01 June 2024.
- DoH may issue further pay circular(s) to cover the period 01 April – 31 May 2024, depending on available funding.
- National Living Wage from 01 April 2025 is higher than Bands 1 and 2 salary. Anticipated DoH will issue Circular to uplift hourly rate to at least £12.21 to ensure compliance.

Enabling our talent

Appraisal – 31st December 2024

53%

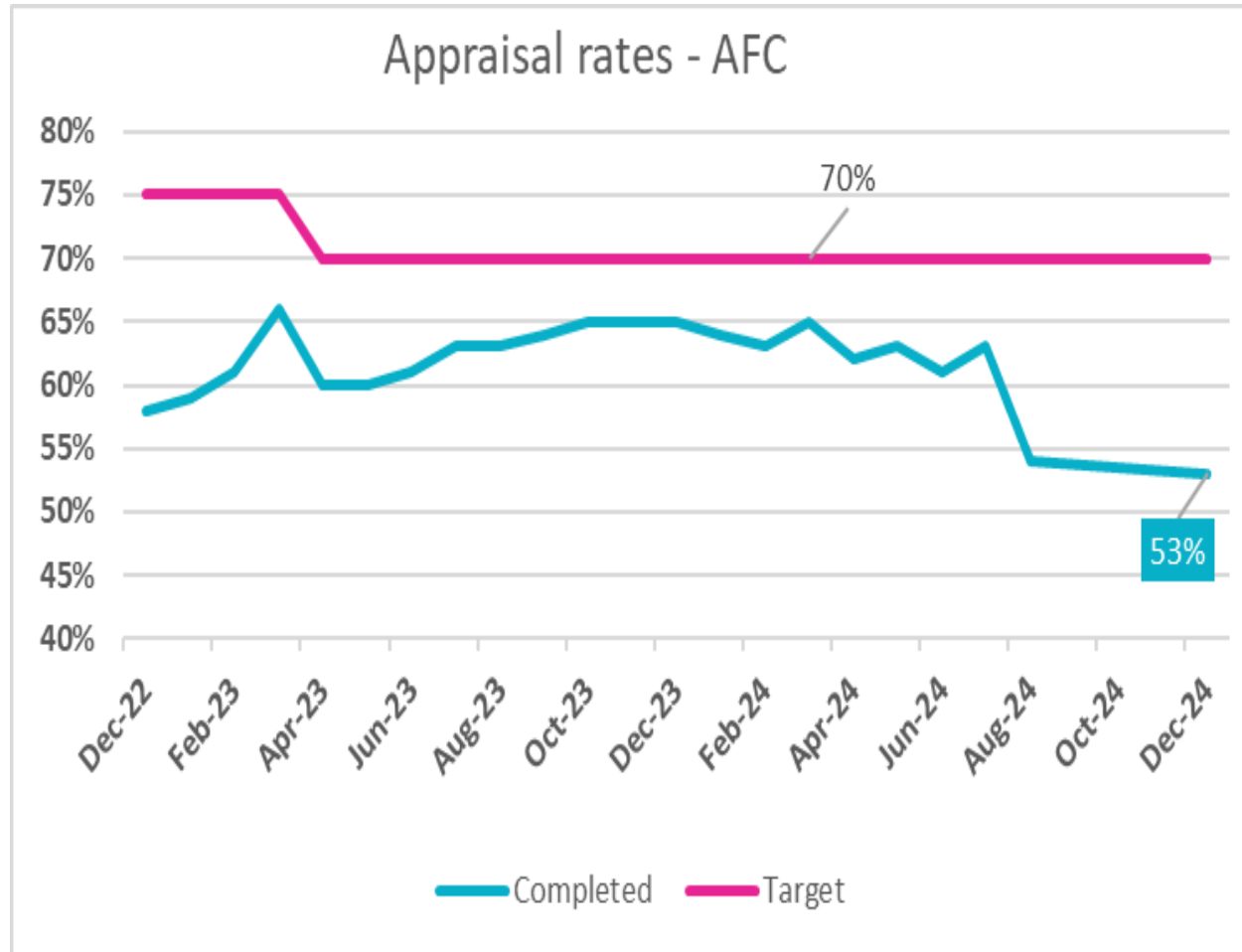
Current position

70%

2024/25 Target

65%

Compares to
31st Dec 23



Directorate / Division	%
Community Care	50%
Finance	75%
HR, OD, Corp Comms & CEO	65%
Infrastructure	60%
Medical	52%
Medicine & Emergency Medicine	43%
Mental Health, Learning Disability & CWB	70%
Operations	72%
Paediatrics, Women's Services and Corporate Support	50%
Strategic Development & Business Services	58%
Surgical & Clinical Services	53%
Children and Young People's	45%

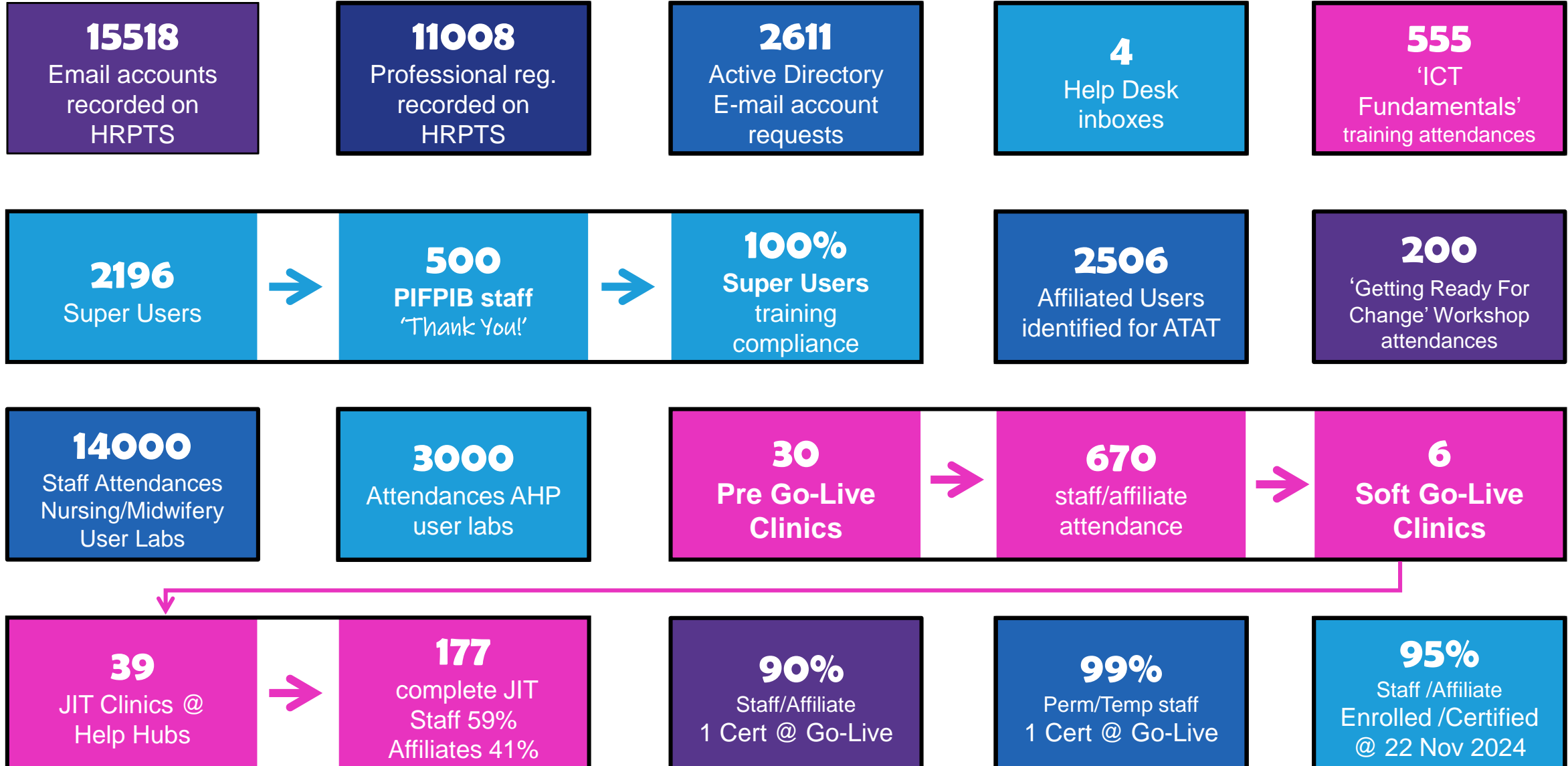
Statutory and Mandatory Training

- Statutory and Mandatory training requirement was amended in May 2024 as part of the encompass readiness plan, to include:
 - A reduction of core mandatory training to 3 programmes (Information Governance, Cyber Security and Fire Training).
 - A pause on all other mandatory training until 31st March 25, with a 12 month renewal extension.
- Compliance reporting and reminder communications will recommence by end of January 25.
- The Statutory and Mandatory Training Working Group will reconvene in February 25 to focus on outstanding audit recommendations.

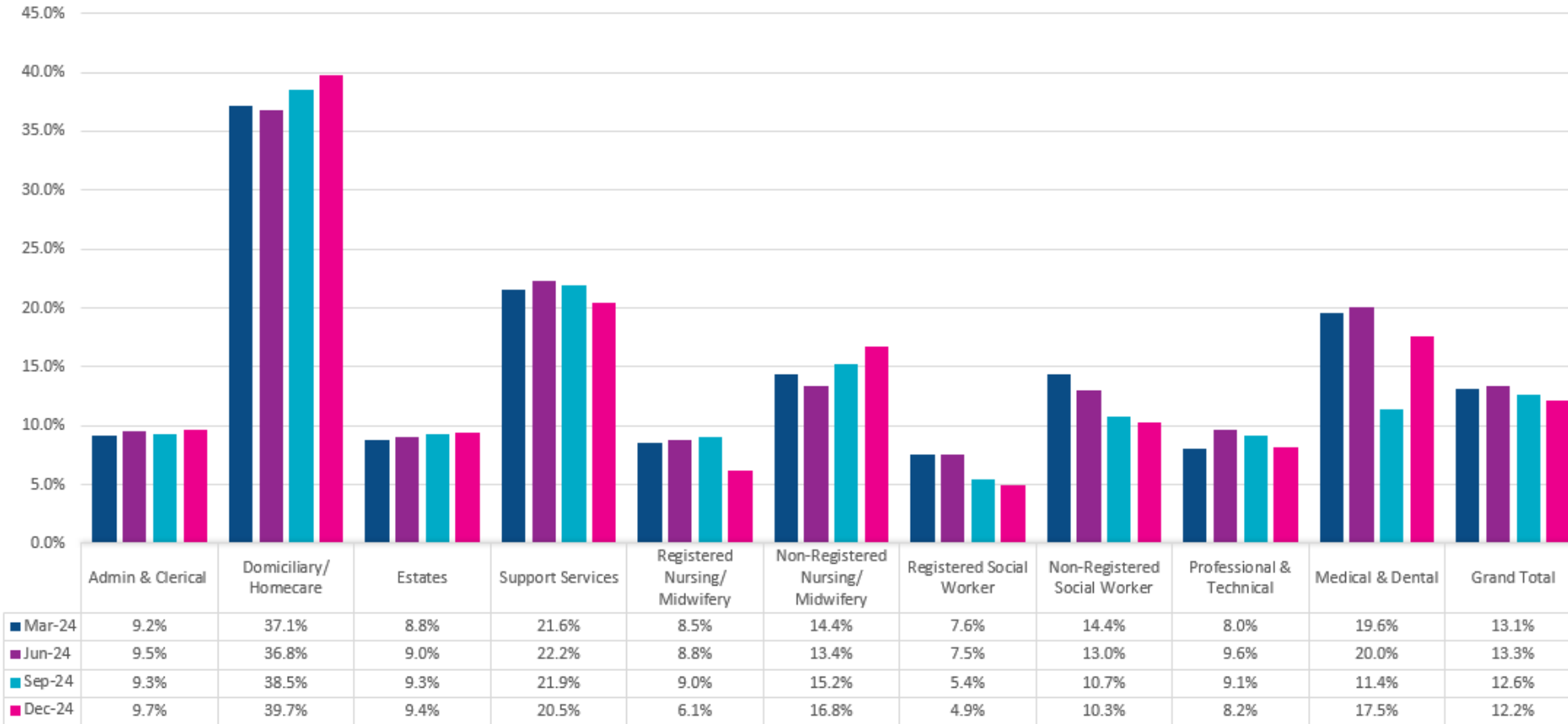
Enabling our talent – Digital Literacy




Encompass in Numbers



Funded staffing level - % vacancy rate per quarter 24/25



As at 31/12/2024
Funded Staffing Level
12,304.18
Permanet Staff in Post
10,804.52
Total Vacancies
1,499.66
Perm vacancy %
12.2
Difference since 30/09/2024
0.4 

- Funded staffing level is based on recurrent funding from Finance.
- Permanent staff in post is based on information received from HR.
- Includes Doctors in Training through NIMDTA Lead Employer.

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