

#*team***NORTH** 
People Report

January 2023





#teamNORTH 

People Report Contents

| | Page |
|---|----------|
| Delivering on #TeamNorth | 3 |
| Absence | 4 |
| Resourcing | 6 |
| Appraisal | 8 |
| IIP – Sharing our #TeamNORTH story | 9 |

Nurturing our people

Attendance Management – update

12 training sessions for Attendance Management have been provided since April 2022, with further training scheduled in Jan, Feb and March 2023. 69% of all managers in the Trust have now completed their mandatory training.

Enabling our talent

LMS / Statutory & Mandatory Training

In early 2023 we will see a focus on statutory and mandatory training in the Trust, with an external audit scheduled to take place between February – March 2023. This ties in with an ongoing project to be completed in the first quarter of 2023 – the implementation of a *regional interim Learning Management System (LMS)*.

Appraisal

The current approach to Wellbeing Appraisal has been reviewed, to identify options for incorporating #teamNORTH objectives in to these conversations, as well as retaining scope to discuss wellbeing, support and consideration of team objectives. Outcomes from a review of our AFC appraisal process will be presented to SMT in late January 2023.

Building our teams

- UNISON and NIPSA have formally notified the Trust of further Industrial Action for the period Monday 16 to Sunday 29 January 2023;
- Unite the Union has notified of their intention to take Industrial Action following the outcome of their ballot
- Discussions with Trade Unions on the action and derogations continues.



Sickness Absence

Including COVID absence

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

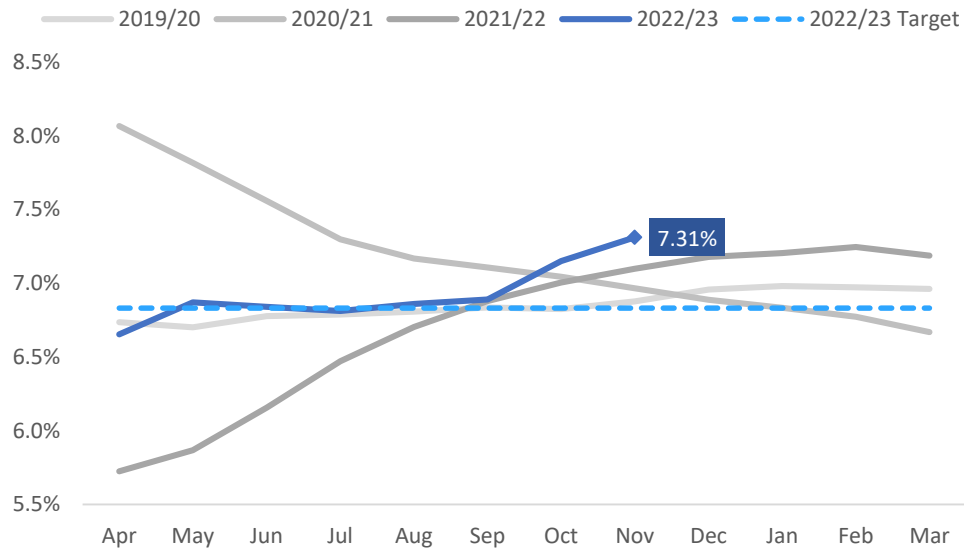
10.24

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

6.83%

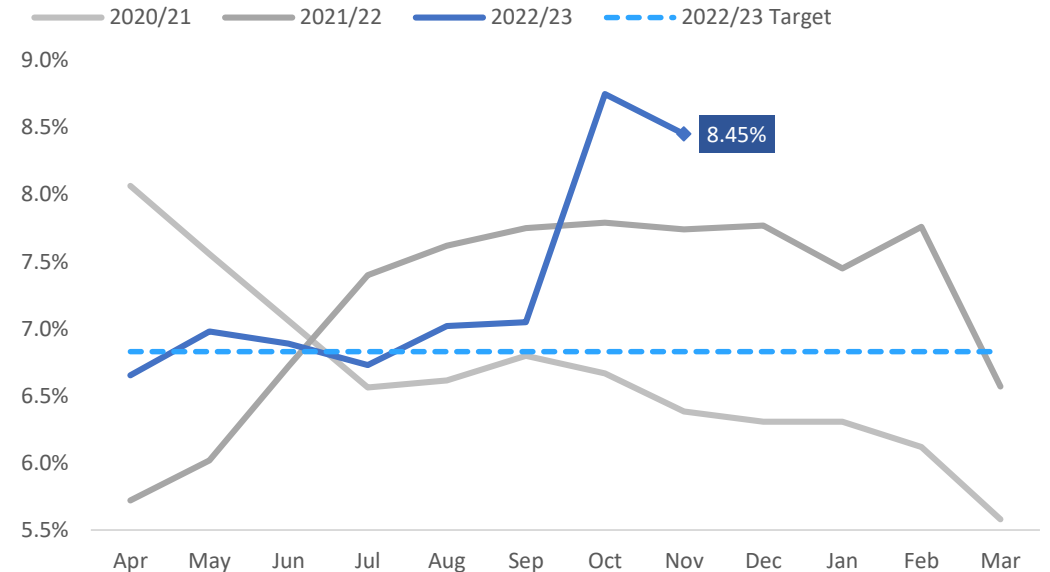
Target 2022/23

Cumulative Sickness Absence (including Covid absence)



| | |
|---------------------------------|----------------|
| Western (November) | 8.72 (+1.3%) |
| Southern (November) | 7.34% (+1.47%) |
| South Eastern (November) | 7.42% (+0.23%) |
| Belfast (September) | 8.06% |

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



| | |
|---------------------------------|----------------|
| Western (November) | 8.30% -0.57% |
| Southern (November) | 8.04% (+1.27%) |
| South Eastern (November) | 9.01% (-0.02%) |
| Belfast (September) | 8.80% |



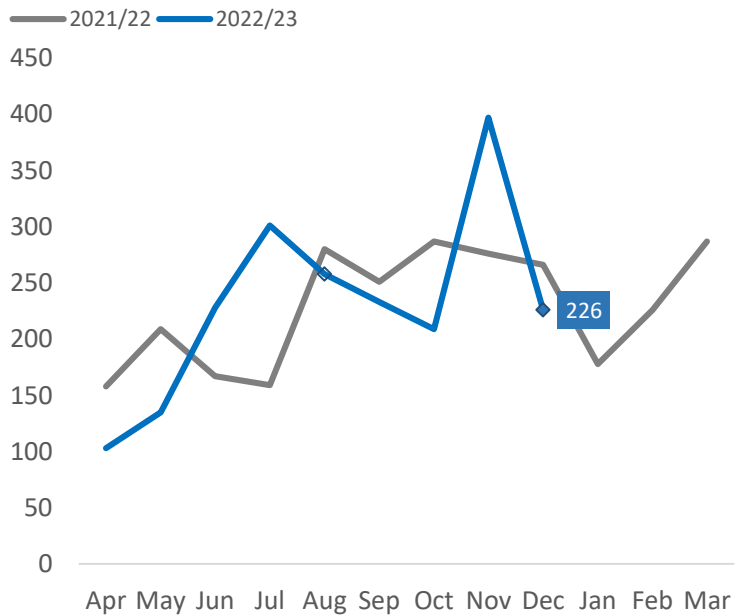
Resourcing – recruitment stage

1,536 (+200)

Requisitions with RSSC

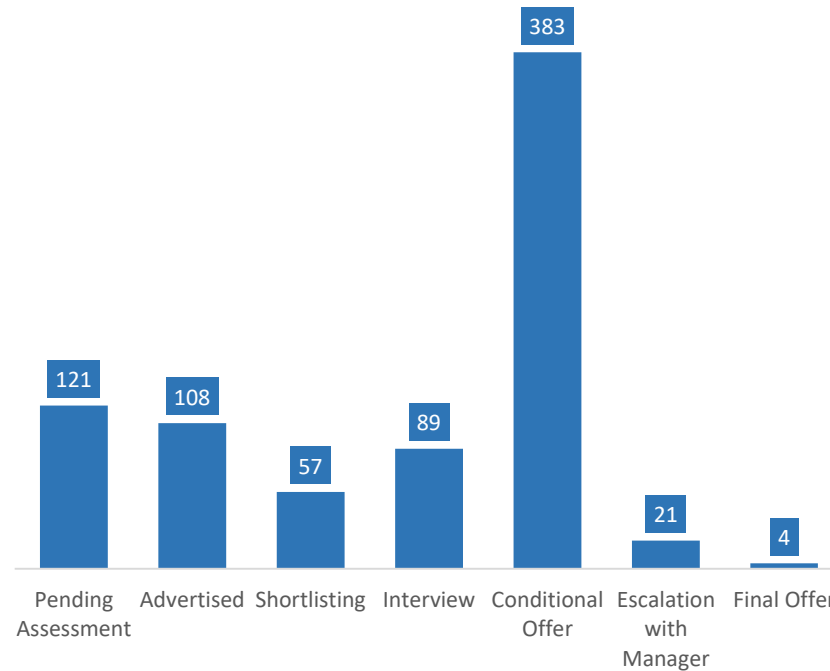
As at 31 December 2022

Requisitions released to RSSC by month



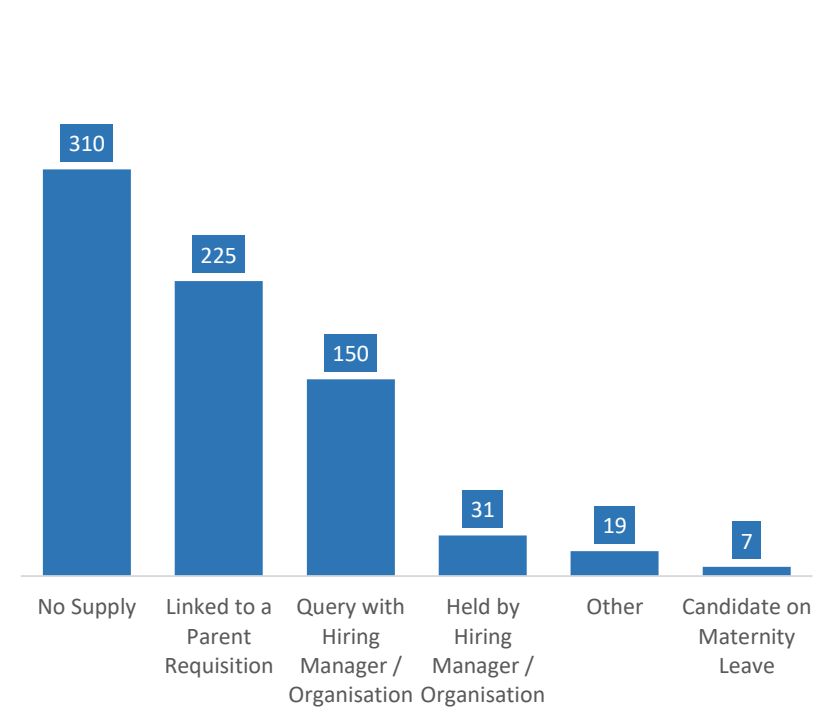
783 (+33)

In process



742 (+58)

On hold



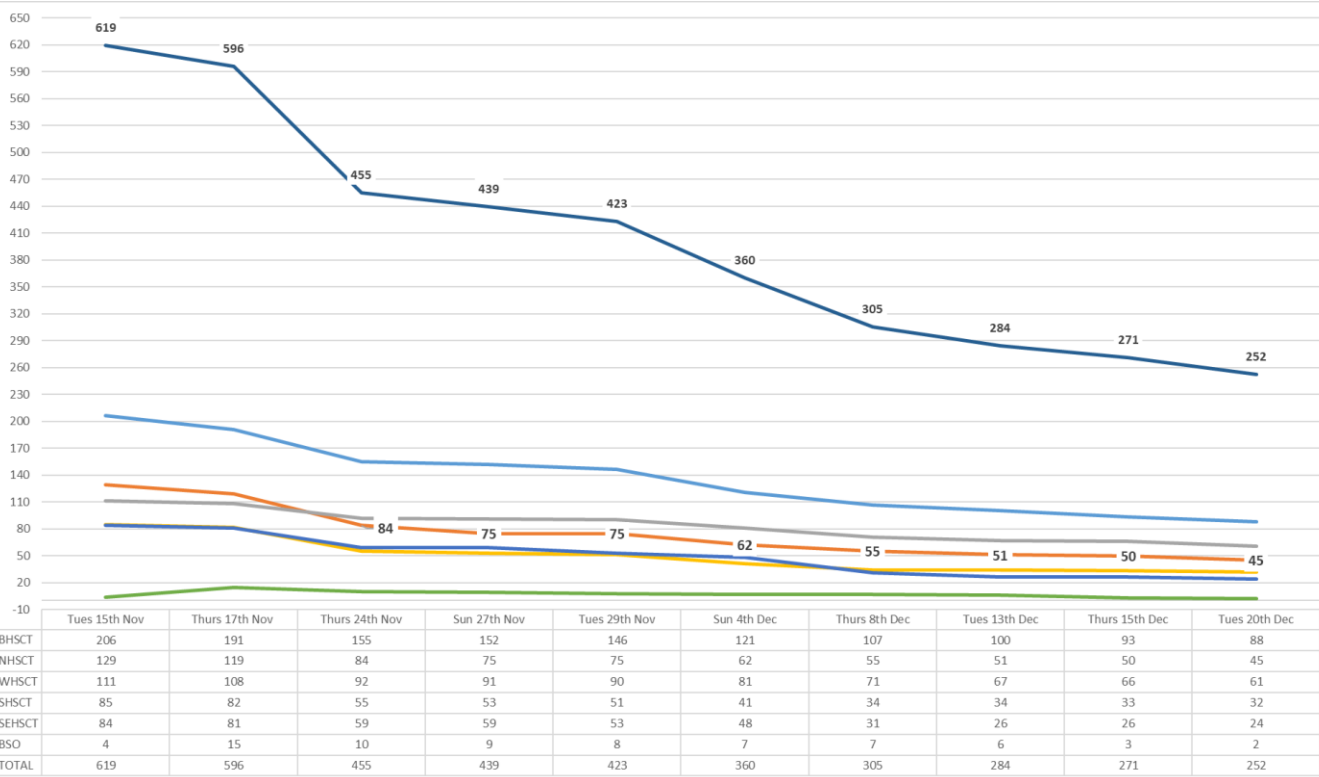


Resourcing – offer stages

252 (45 for NHSCT)

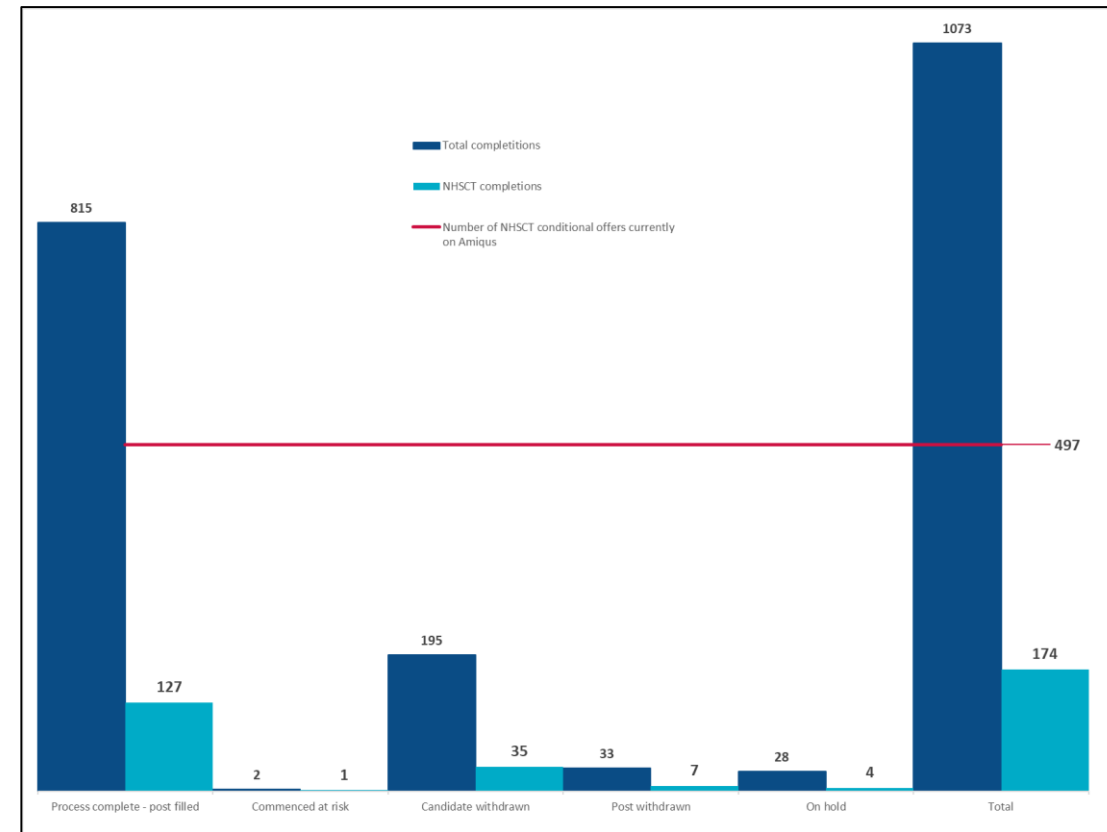
Pre-employment checks

Pre Amicus – before 1st Oct 2022



1073 (174 for NHSCT)

Amicus - completed activity as at 20th Dec 22





Appraisal – 31st December 22

58%

Current position

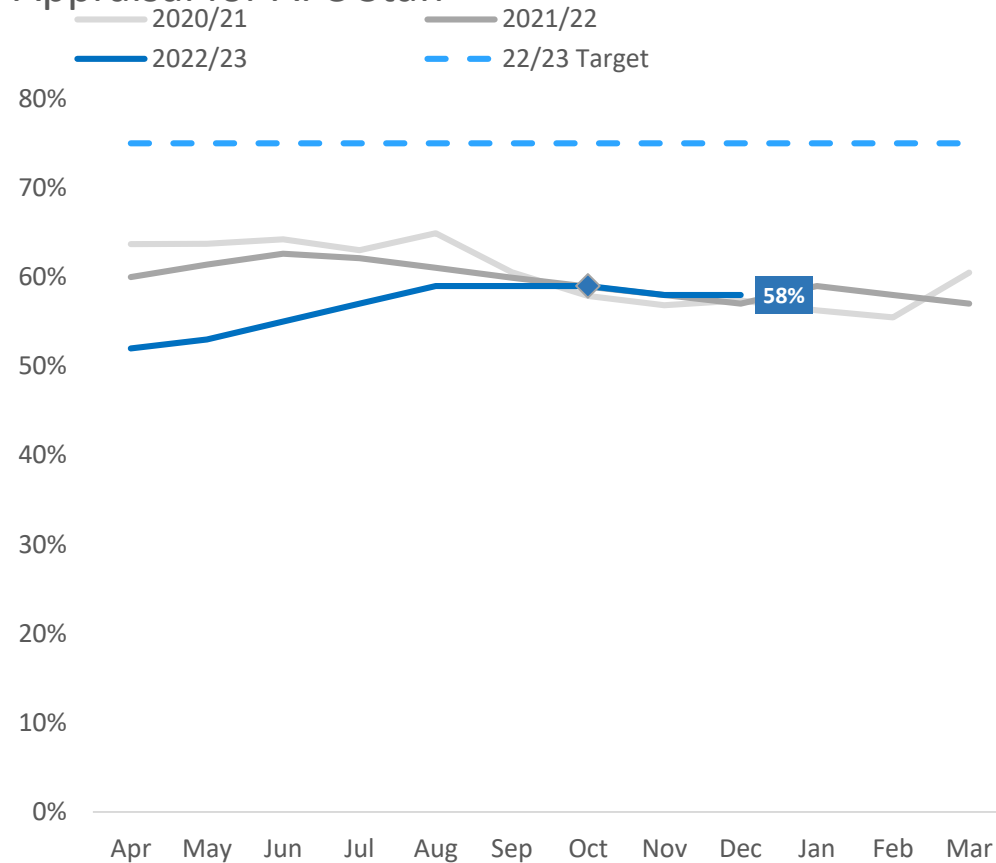
75%

2022/23 Target

57%

Compares to
2021/22 End of
year position

Appraisal for AFC Staff



| Directorate / Division | % | Var. on prev. month |
|---|-----|---------------------|
| Community Care | 67% | 1% |
| Finance | 89% | 1% |
| HR, OD, Corp Comms & CEO | 74% | 1% |
| Medical | 40% | 1% |
| Medicine & Emergency Medicine | 40% | 1% |
| Mental Health, Learning Disability & CWB | 61% | 2% |
| Paediatrics, Women's Services and Corporate Support | 63% | 2% |
| Strategic Development & Business Services | 78% | 7% |
| Surgical & Clinical Services | 48% | 0 |
| Children and Young People's | 51% | 0 |

IIP – Sharing our #TeamNORTH Story

The Trust completed the IIP reaccreditation process in December 2022.

We are delighted to announce The Trust has now attained IIP Silver accreditation (until November 2025) – only achieved by 15% of organisations.



Having first gained IIP status in 2018 at Accredited level, the Trust's aspiration heading in to reaccreditation in 2022 was to increase performance levels across all nine framework indicators over the four year period since accreditation was first undertaken, thereby retaining IIP status and improving on the overall award outcome. We achieved our ambition.

The feedback report provided as part of the reaccreditation process captures the Trust's journey over the last number of years, reflecting what we have achieved through the most challenging of times, and recognising our growth.

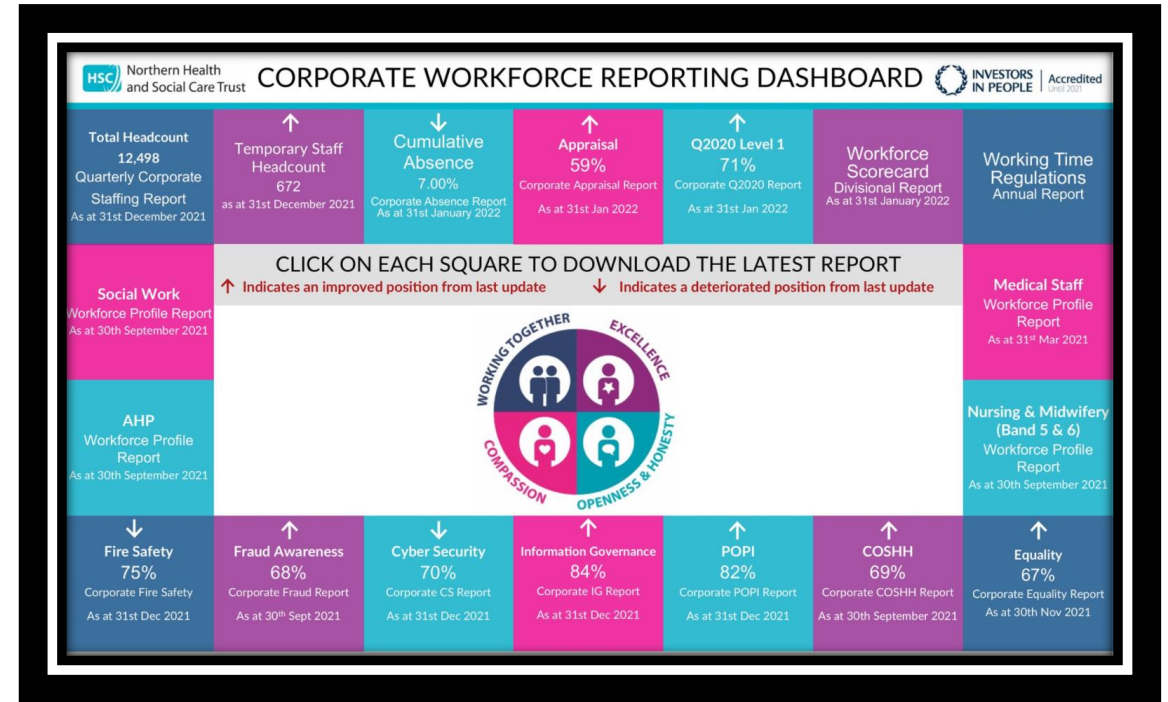
It provides assurance that as a Trust we are on the right path, that the right principles are in place and gives us some insight into what we need to focus on to ensure levels of consistency across the Trust. The feedback report also offers valuable insights and learning to support us in moving forward with our people agenda.

The feedback provided aligns to our People and Culture Plan and Framework, to support us to focus and build on our corporate and divisional/directorate objective of Nurturing our People, Enabling our Talent and Building our Teams.

The project leads will take some time to analyse the report in detail to consider how the Trust might maximise the value of the feedback. We will develop a communications plan to share the outcome with stakeholders and recognise the input and support of all those who helped to tell our Team North story with such impact. HR Business Partners will assist Directorates/Divisions to analyse report findings which we anticipate will be reflected in the actions and ambitions in Directorate/Divisional people plans.



Further Information



[Communicating with staff | NHSCT Staffnet \(hscni.net\)](https://www.nhs.uk/communities/nhsct-staffnet)

<https://view.pagetiger.com/gpgevs/1>

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