

Integration Joint Board

Agenda item:

Date of Meeting: Wednesday 29th November 2023

Title of Report: Workforce Report Quarter 2 (2023/24)

Presented by: Geraldine Collier, People Partner, A&B HSCP.

The Integrated Joint Board is asked to:

- Note the content of this quarterly workforce report.
- Take the opportunity to ask any questions on issues that may be of interest or concern;
- Discuss the overall direction of travel, including future topics that they would like further information on.

1. EXECUTIVE SUMMARY

- 1.1** This workforce report is part of the staff governance suite of reports and focuses on workforce data for financial quarter 2 (1st July 23 – 30th September 23).
- 1.2** It aims to show the current demographic position, highlighting trends and advising of changes and progress made, as well as actions taken to address areas of concern. Providing information on:
- How the HSCP is performing,
 - how it is progressing over time and in comparison to others (where available)
 - How it is developing as an integrated partnership.

2. INTRODUCTION

- 2.1** The attached report provides data on the following:
- Introduction
 - Headcount and WTE
 - Workforce Profile
 - Equality and Diversity
 - Vacancies
 - Sickness Absence
 - Employee Relations
 - Redeployment
 - Mandatory Training

- 2.2** The information is provided in relevant sections with observations and actions contained. It will continue to evolve as more data becomes available.
- 2.3** Workforce dashboards are available at operational levels and are work in progress with SLTs (via our People Partners).
- 2.4** Staff Governance reporting provides committee with themed information ensuring oversight of:
- Culture and wellbeing
 - Workforce planning
 - Workforce reporting

4. CONTRIBUTION TO STRATEGIC PRIORITIES

- 4.1 This report contributes to the strategic priorities by informing decision making at all levels contributing to delivery plan objectives, supporting best value and evidencing performance and progress.

5. GOVERNANCE IMPLICATIONS

5.1 Financial Impact

A reduction in sickness absence will provide reduce costs and can evidence a direct saving. However, improved data also informs decision making at all levels supporting best value.

5.2 Staff Governance

- 5.2.1 The workforce report is part of the suite of staff governance reports which evidence their contribution to the [Staff Governance Standard](#) headings; Well Informed, Appropriately Trained and Developed, Involved in Decisions, Treated Fairly and Consistently and Continuously
- 5.2.2 There is also linkage back to improving strategic priorities aligning to the relevant work streams.

5.3 Clinical Governance

None.

6. EQUALITY & DIVERSITY IMPLICATIONS

Equality and Diversity implications are considered within the NHS People and Change and Council HROD teams as appropriate when policies and strategies are developed.

7. RISK ASSESSMENT

Risks are considered medium. Individual HROD risks identified on the Risk Register. Risk assessments have been completed in relation to remobilisation.

8. PUBLIC & USER INVOLVEMENT & ENGAGEMENT

No public or user involvement to report within this current report

9. CONCLUSIONS

It is recommended that the Integration Joint Board:

- Note the content of this quarterly workforce report.
- Take the opportunity to ask any questions on issues that may be of interest or concern;
- Discuss the overall direction of travel, including future topics that they would like further information on.

10. DIRECTIONS

Directions required to Council, NHS Board or both.	Directions to:	tick
	No Directions required	X <input type="checkbox"/>
	Argyll & Bute Council	
	NHS Highland Health Board	
	Argyll & Bute Council and NHS Highland Health Board	

REPORT AUTHOR AND CONTACT

Officers that contributed information to the report are:

Jo McDill, HR&OD Officer, Argyll and Bute Council hr-hscp@argyll-bute.gov.uk

Lori Pattinson, People Planning and Analytics Manager lori.pattinson@nhs.scot

Geraldine Collier, People Partner, NHS Highland geraldine.collier@nhs.scot