

Governing Body (public) meeting

DATE: 21 May 2015

Title	CCG HR Workforce Report	
Recommended action for the Governing Body	That the Governing Body: NOTE the CCG HR workforce report.	
Executive summary	This is a South East CSU HR report for Bexley CCG based on information submitted by the CCG to Workforce. The report is an overall HR report for the year 1 April 2014 to 31 March 2015.	
Which objective does this paper support?	Patients: Improve the health and wellbeing of people in Bexley in partnership with our key stakeholders	
	People: Empower our staff to make NHS Bexley CCG the most successful CCG in (south) London	✓
	Pounds: Delivering on all of our statutory duties and become an effective, efficient and economical organisation	✓
	Process: Commission safe, sustainable and equitable services in line with the operating framework and which improves outcomes and patient experience	
Organisational implications	Key risks <small>(corporate and/or clinical)</small>	
	Equality and diversity	Provides a breakdown of staff by main protected characteristics.
	Patient impact	
	Financial	
	Legal issues	
	NHS constitution	
Consultation (public, member or other)		
Audit (considered/approved by other committees/groups)		

Clinical Commissioning Group

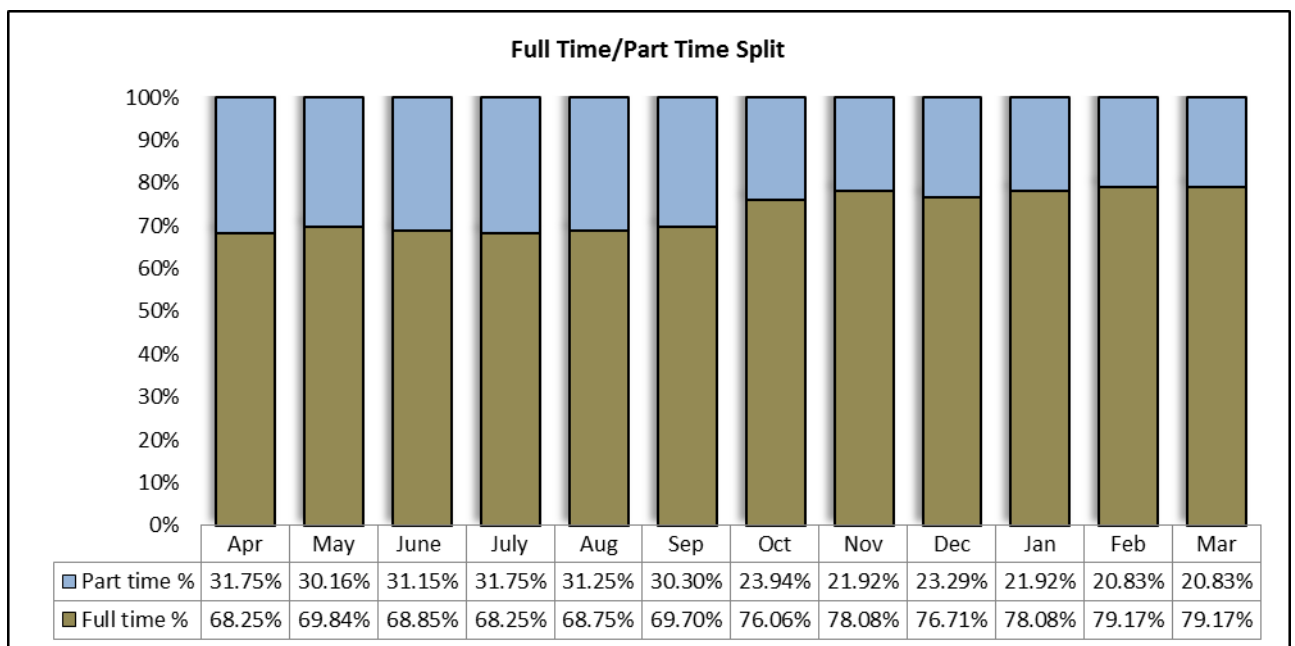
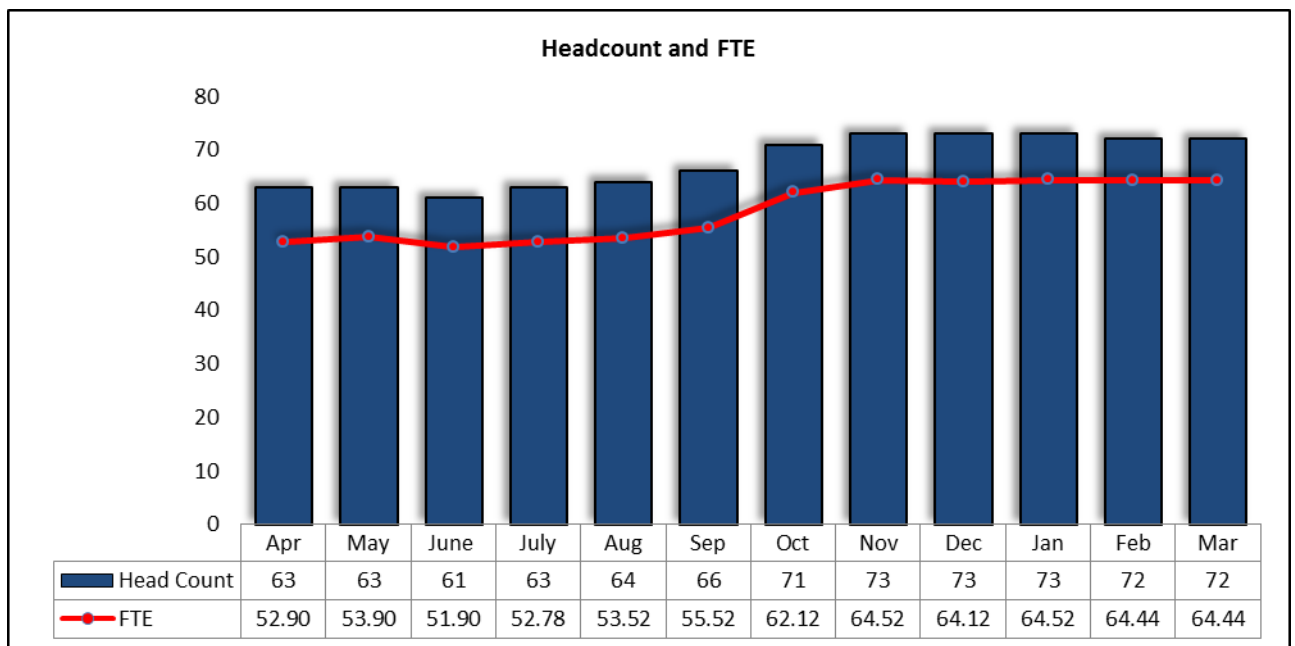
Communications plan		
Author	Nick Marsden, South East CSU Senior HR Business Partner	
	Clinical lead	Executive sponsor Simon Evans-Evans Director of Governance and Quality
Date	29 April 2015	

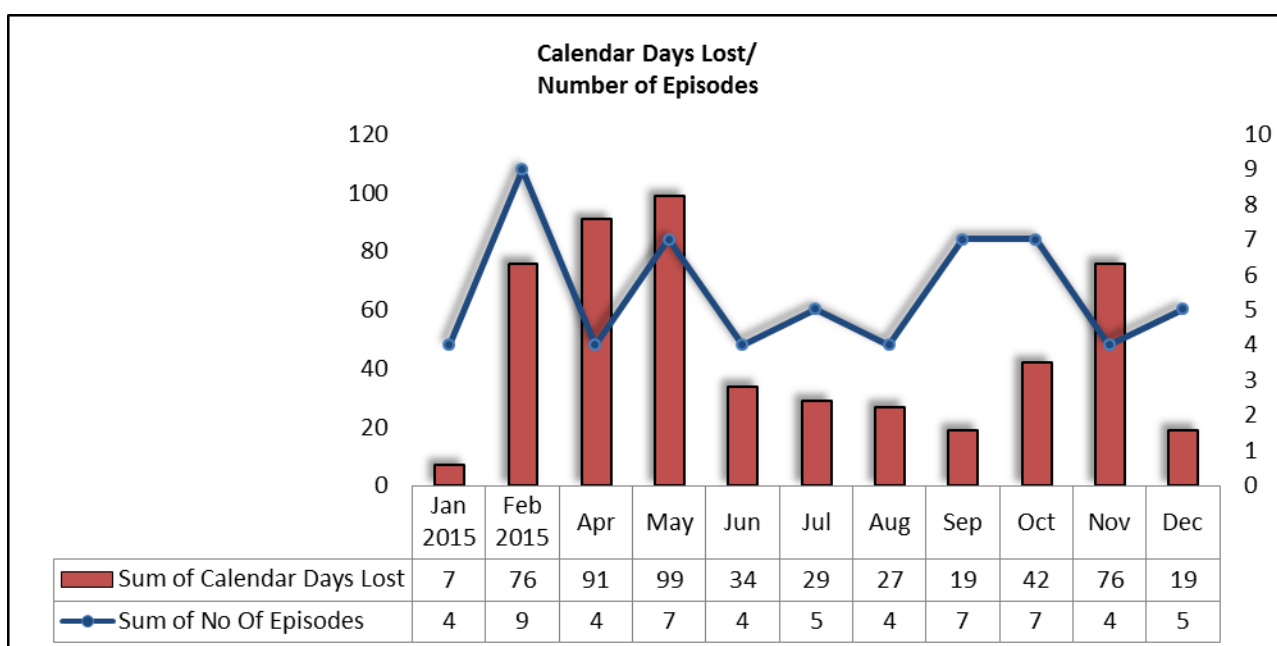
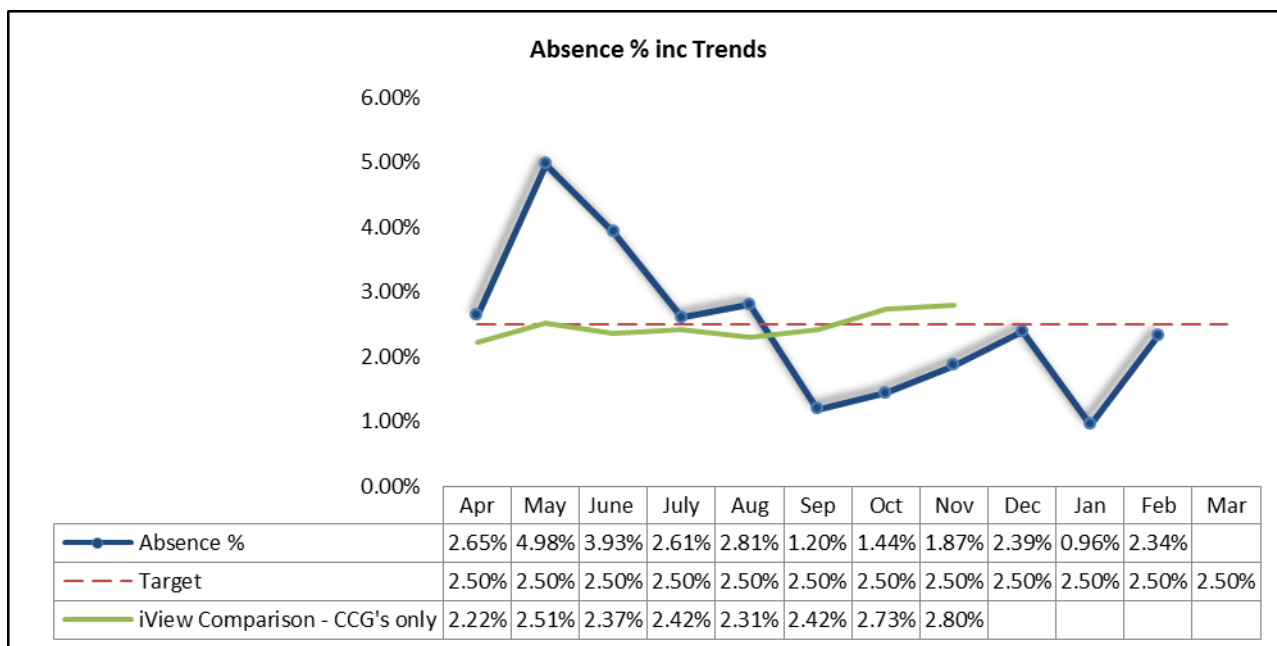


**Bexley CCG:
HR Workforce report: Q4 2014/2015: January – March 2015**

This is a South East CSU HR report for Bexley CCG based on information submitted by the CCG to Workforce for the above period. The report is in two parts: Firstly an overall HR report for the year to 31 March 2015, incorporating Q4 and then a current activity update.

Part A: Overall HR Workforce Report (includes Governing Body members)

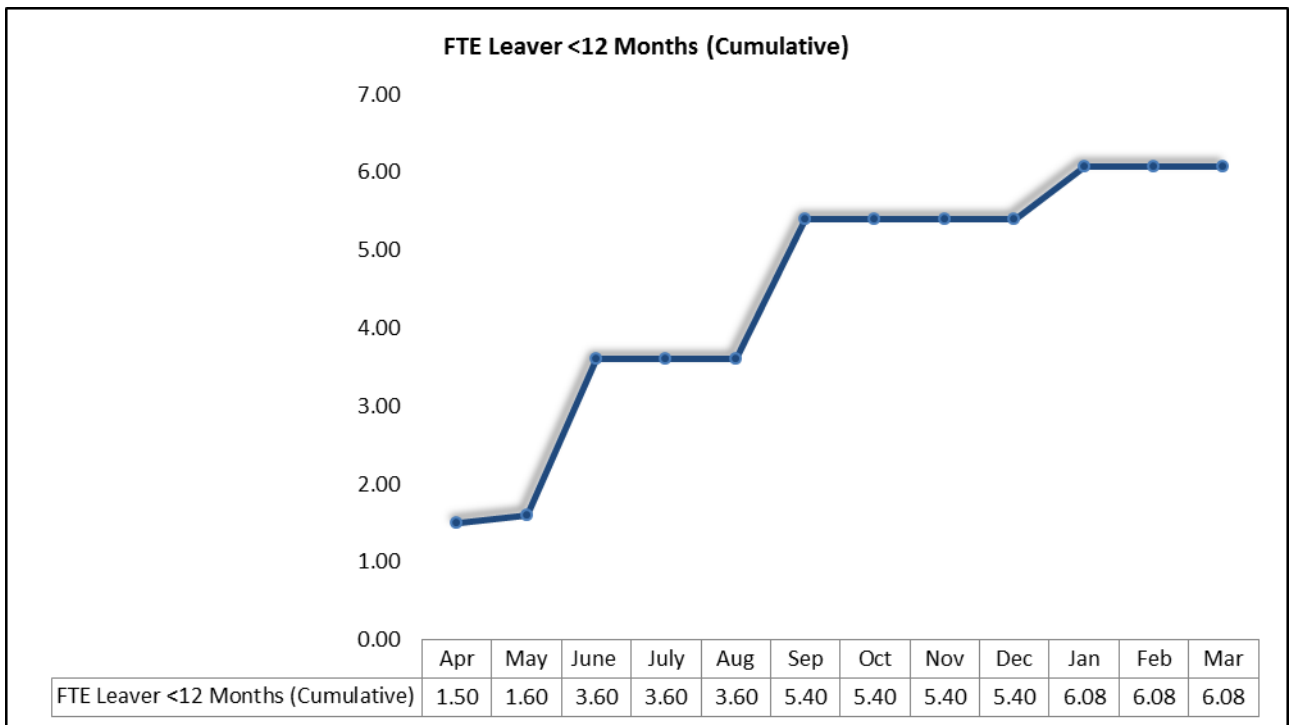




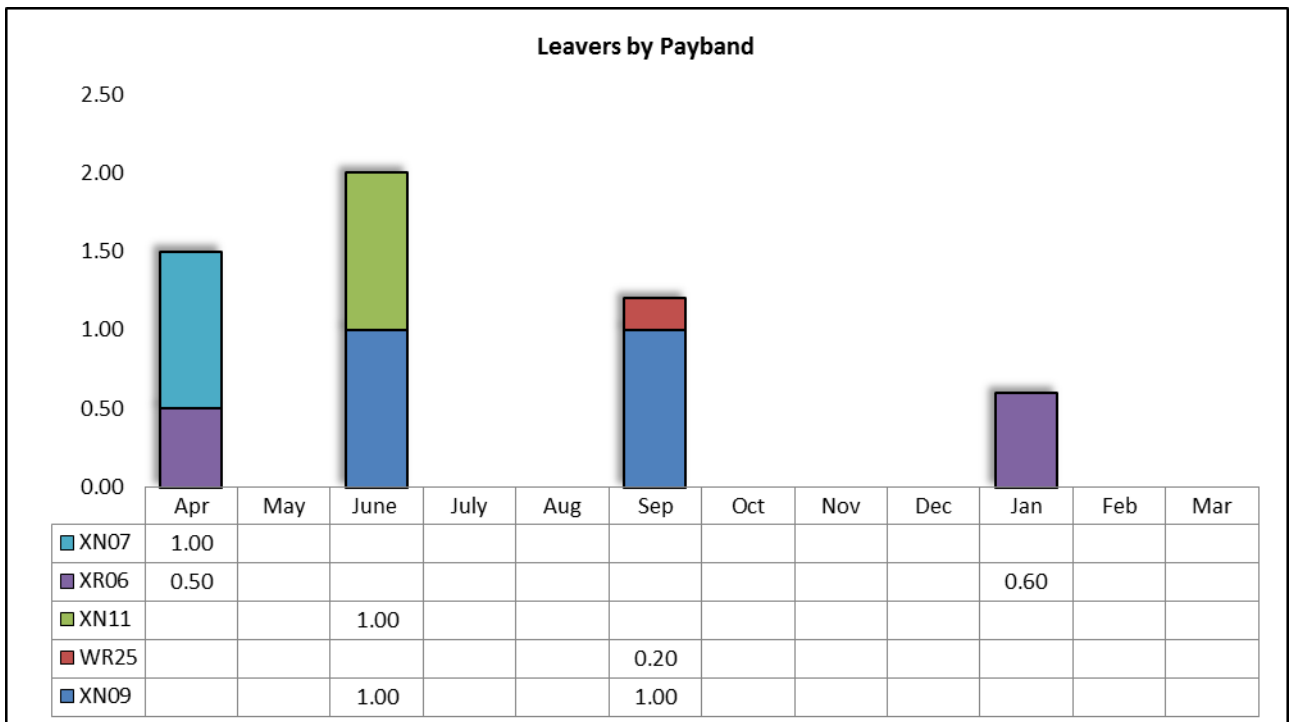
The CCG's sickness absence rate (average 2.50% over 12 month period) is in line with the latest available national staff sickness absence rates for CCGs for the period Jan – Nov 2014 which ranged from 2.22% to 2.80%; against an overall NHS wide sickness absence rate of 4.48% - a total increase of 0.06% from the November 2013 figure of 4.24%.

Source: Health & Social Care Information Centre (ESR Warehouse data) in NHS Workforce Bulletin 460 (April 2015).

There are no on-going sickness absence cases currently.



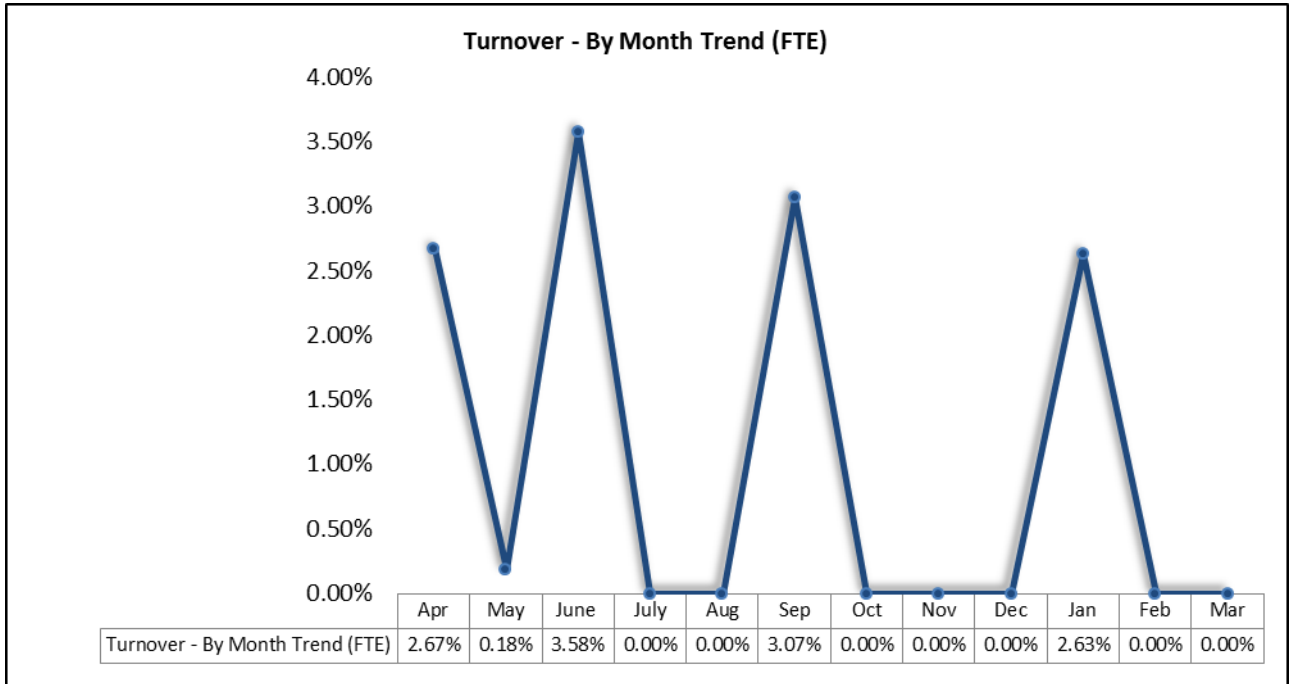
The cumulative leaver/ turnover rate for the last 12 months is relatively low throughout the year and within accepted NHS variables for CCGs.



There was one leaver in Q4. Details are in Part B.

Payscale key:

XN07 = AfC Band 7, XR06 = AfC B7, XN11 = AfC 8d, WR25 = Ad Hoc grade, XN09, AfC 8b



Individual monthly turnover rates were relatively low throughout the year and within accepted NHS variables for CCGs.

Equalities profile

The following tables are a profile of the CCG relating to the main protected characteristics. Monitoring will continue to identify any priority areas to address. Tables include all staff on payroll including Governing Body membership.

