

## At a Glance

Services underpin almost all clinical activity across the UHB

Comprises specialist areas including Pharmacy, Radiology, Therapies, Laboratory Medicine and Outpatients

Staff supported by clinical board leadership, professional leads and directorates to deliver safe, high-quality and dignified care

## Workforce Position

Covers workforce profile and performance across the Clinical Board.



Monitored through KPIs and committee reporting.

## Key Workforce KPIs

### Sickness

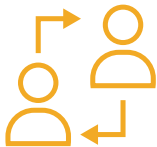


Above Clinical Board target since June 2023

Still below the wider UHB cumulative target (6%)

Actions: Sickness panels in place to manage absence

### Turnover



Trend: Reduced from ~13.5% → 11.71%  
Currently high, but improving

### Statutory & Mandatory Training



Sustained above 85% target since June 2023

Indicates strong compliance performance

### VBA (Values-Based Appraisals)



Below UHB target (85%)

Ongoing actions:

- Monitoring through Directorate Performance Reviews.
- Trialling group VBA sessions in some teams.

## Key Achievements

- ◆ Continued delivery of the People & Culture Plan.
- ◆ Progress in workforce planning
- ◆ Progress in Cultural development initiatives
- ◆ Identification and focus on “cultural hotspots”

## Workforce Planning

Active efforts to reshape workforce plans, focused on:

- Sustainability
- Skill mix
- Service demand alignment

## Good Practice & Engagement



International Nurses' Day



World Radiographer's Day



Allied Health Professionals Week



North Star CPD Event 2023



Use of Therapies SharePoint for knowledge sharing

## Overall Takeaways

Performance is mixed but improving:

- Strong in training compliance
- Improving turnover
- Some pressure on sickness and appraisals

Clear focus on:

- Workforce sustainability
- Culture and engagement
- Continuous improvement via structured reviews