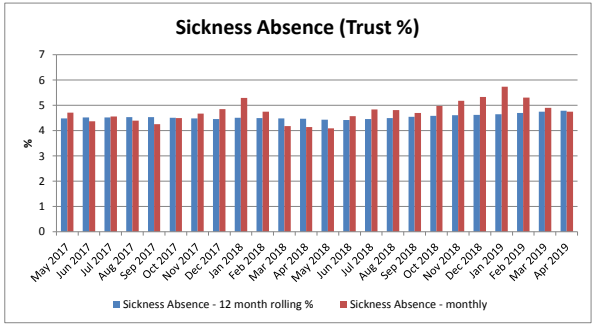
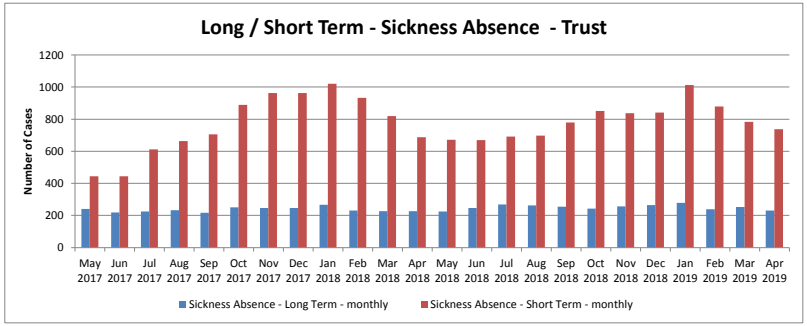
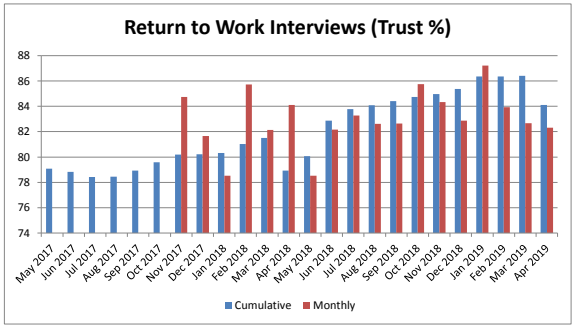
Workforce

Data Source	Data Quality	PerfFramework	Indicator	Measure	Trajectory Year	Trajectory Month	Previous Months Trend (since Nov 2017) N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	Data Period	Group M	SS	W	P	I	PCCT	CO	Month	Year To Date	Trend
3		National	PDRs - 12 month rolling	=> %	95.0	95.0						-->	-->		-->	-->		-->	-->		-->		-->	Mar 2019	97.0	99.6	98.7	100.0	97.6	99.9	99.9		98.7	
7		Local	Medical Appraisal	=> %	90.0	90.0																		-	Mar 2019	94.2	91.0	98.2	100.0	88.5	128.6	50.0	94.9	91.8	
3		Local	Sickness Absence (Rolling 12 Months)	<= %	3.00	3.00	4.48	4.46	4.51	4.50	4.48	4.47	4.43	4.42	4.46	4.49	4.54	4.58	4.61	4.62	4.65	4.69	4.75	4.78	Apr 2019	5.7	4.8	5.1	3.4	4.7	4.3	4.2	4.8	4.8	
3		Local	Sickness Absence (Monthly)	<= %	3.00	3.00	4.68	4.85	5.29	4.74	4.17	4.14	4.08	4.57	4.84	4.81	4.70	4.97	5.17	5.33	5.73	5.31	4.90	4.74	Apr 2019	6.1	4.9	5.4	0.0	4.6	3.8	3.7	4.7	4.7	
3		Local	Sickness Absence - Long Term (Monthly)	No			246	247	267	230	226	226	224	247	269	263	254	242	257	264	279	238	253	231	Apr 2019	62	42	39	5	10	25	20	231	231	
3		Local	Sickness Absence - Short Term (Monthly)	No			962	963	1021	932	818	688	672	670	691	698	779	850	836	841	1013	878	784	738	Apr 2019	190	144	97	2	34	101	79	738	738	
3		National	Mandatory Training	=> %	95.0	95.0																			Apr 2019	88.4	90.6	88.4	-	92.4	95.6	94.4	91.3		
3		National	Mandatory Training - Health & Safety (% staff)	=> %	95.0	95.0																			Apr 2019	93.7	93.8	95.0	-	98.1	98.2	97.1	95.6		
		Local	Staff at 100% compliance with mandatory training	%			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	70.816	73.76	Apr 2019	78.0	64.6	66.5	-	-	79.4	-	73.8		
		Local	Staff requiring to complete 1 module to be at 100% compliance with mandatory training	%			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12.415	13.51	Apr 2019	16.1	17.1	11.1	-	-	8.9	-	13.5		
		Local	Staff requiring to complete 2 modules to be at 100% compliance with mandatory training	%			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8.077	8.372	Apr 2019	13.0	7.8	10.1	-	-	6.7	-	8.4		
		Local	Nursing Turnover (Qualified Only)	<= %	10.7	10.7	12.6	12.9	13.3	13.4	13.5	13.7	13.4	13.3	13.0	13.4	12.8	12.2	12.7	12.5	12.4	12.2	12.1	11.8	Apr 2019								11.8	11.9	
		Local	Nursing Vacancy Rate (Qualified)	<= %	11.0	11.0	-	-	-	-	-	-	-	-	-	-	-	-	11.8	12.1	13.0	12.4	10.6	15.2	Apr 2019								15.2	15.2	
		Local	WeConnect Staff Satisfaction Score	=> No	4.0	4.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Jan 2019	3.9	3.9	4.0	0.0	0.0	3.8	7.7	23.2		
		Local	WeConnect Staff Satisfaction Response Rate	=> %	35.0	35.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Jan-00	-	-	-	-	-	-	-	-		
		Local	WeConnect Staff Satisfaction Disengagement Rate	=> %	10.0	18.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Jan-00	-	-	-	-	-	-	-	-		
		Local	New Starters Complete Onboarding Process	=> %	100.0	100.0	-	-	-	-	-	-	-	-	-	-	-	-	100	84.2	87.5	82.14	86.885	92.31	Apr 2019	75.0	91.3	94.0	-	-	100.0	-	92.3	92.31	
		Local	Flu Vaccination Rate	=> %	85.0	85.0	-	-	-	-	-	-	-	-	-	-	-	-	83.3	83.7	FINAL REPORTING POSITION AS PER DEC				Dec 2018	-	-	-	-	-	-	-	83.7	83.51