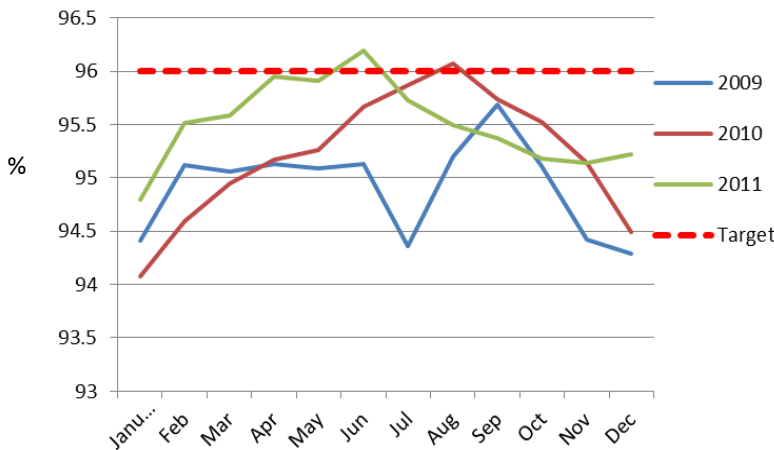


ATTENDANCE

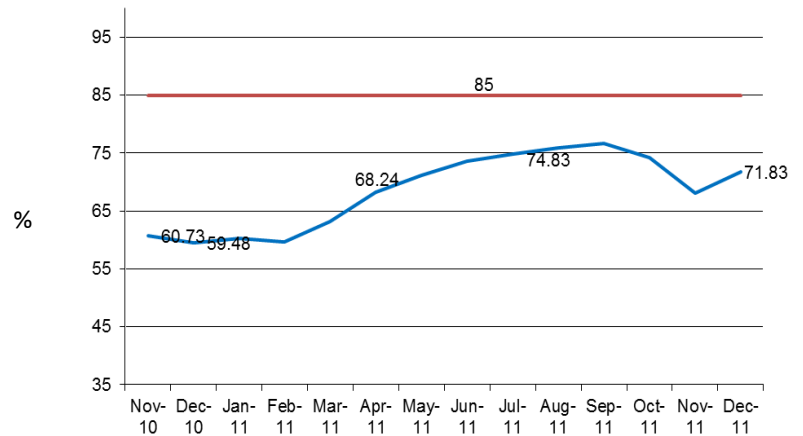


The Trust position at the end of December has improved and has reflected well against the last two years. Unfortunately there has been an outbreak of norovirus over the last 6 weeks and this will continue to affect the overall attendance levels.

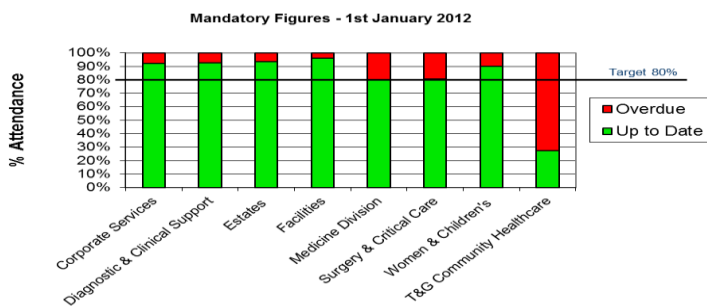
We continue to work closely across the business groups to ensure that we are getting the maximum value out of our Attendance Management policy and Occupational Health service.

APPRAISAL

Following the disappointing dip in November we have seen our appraisal rates begin to recover in December. We are now six months in to our new reminder system that generates letters to people who are showing as non-compliant with appraisal or mandatory training when they are due an incremental pay increase. We have continued to improve the recording mechanisms and also ensured that the rates are now included as part of Business Groups quality dashboards.



MANDATORY TRAINING



Mandatory training compliance remains strong against the target of 80% with all business groups meeting or exceeding it. Whilst a figure for Tameside and Glossop Community Services has been given, the recording process is not accurate and we are confident actual levels are at a much higher rate. This will be an area for development now that systems have been merged in late December.

OTHER NEWS

- T&G staff records – A large scale “demerge” process was successfully completed at the end of December with the help of McKessons. This will enable the trust to pay all staff using one system and have ready access to other training, attendance and associated information
- 7 day working – A new out of hours system is being trialled for senior managers and executives from January 2012. On call management arrangements will cover working on site into the evenings and for half a day on Saturday and Sunday.

