

#teamNORTH People Report

October 2025



Nurturing our people



N

Build
Northern
Partnerships
& Integrate
Care



O

Continue to
improve
Outcomes &
experience



R

Deliver
value by
optimising
Resources



T

Nurture
our
people,
enable
our
talent
& build
our
Teams



H

Improve
population
Health &
address
health &
social care
inequalities



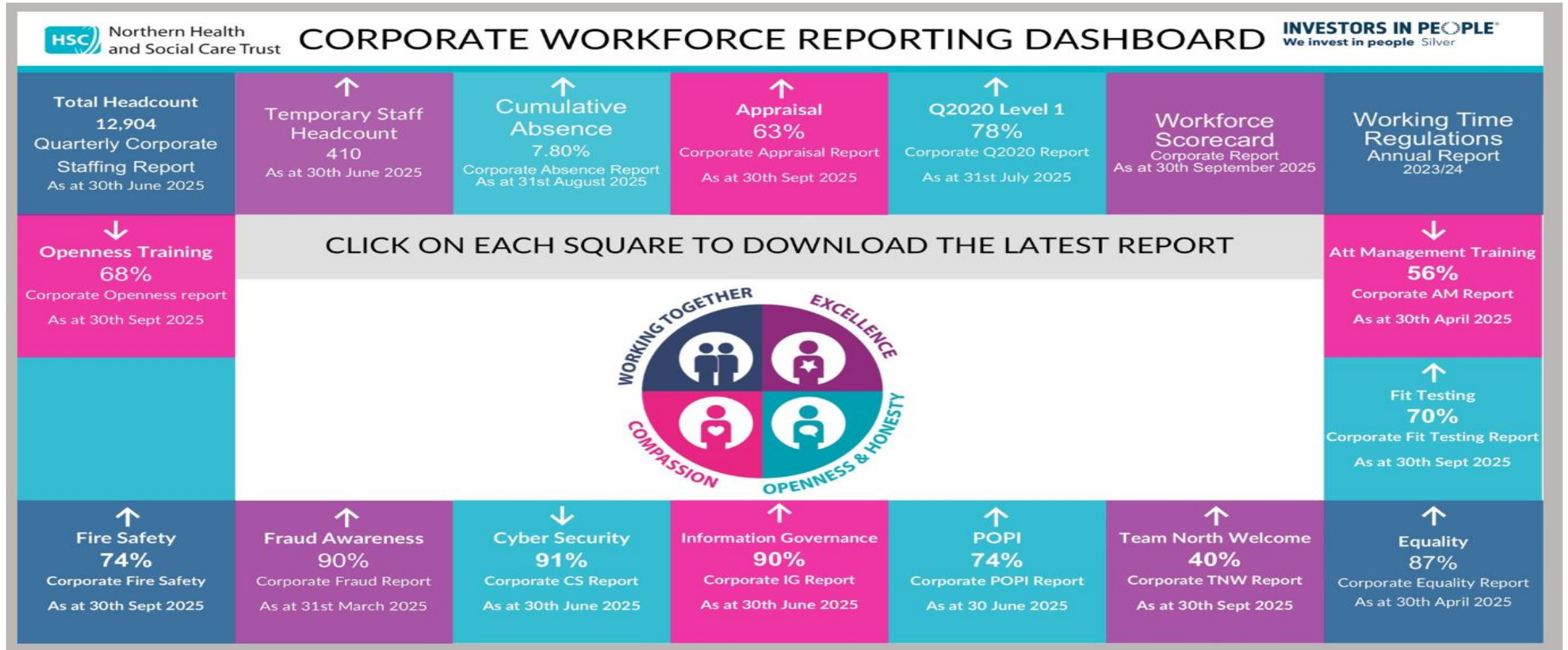
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Workforce Matrix



[Corporate report - 1 \(pagetiger.com\)](https://www.pagetiger.com)

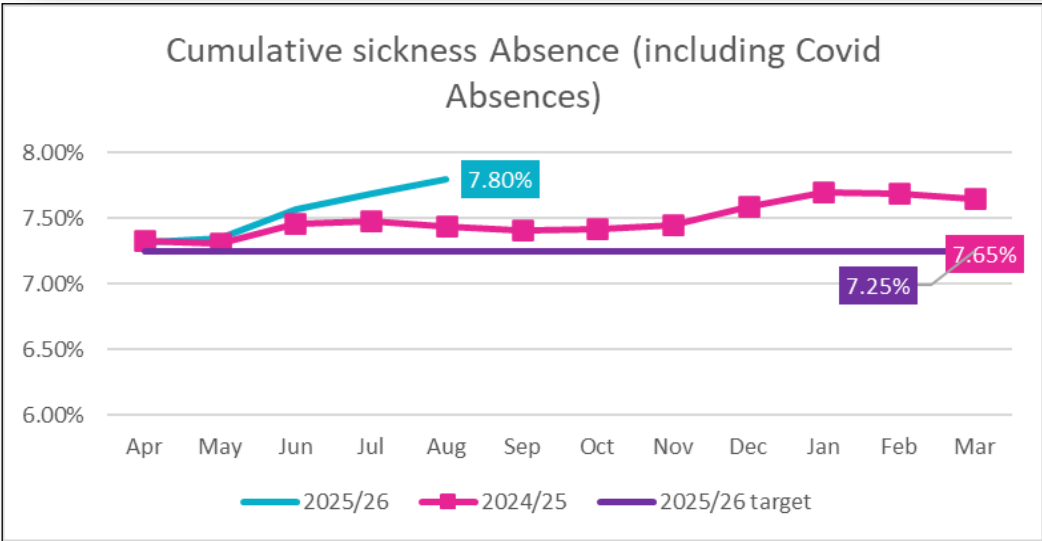
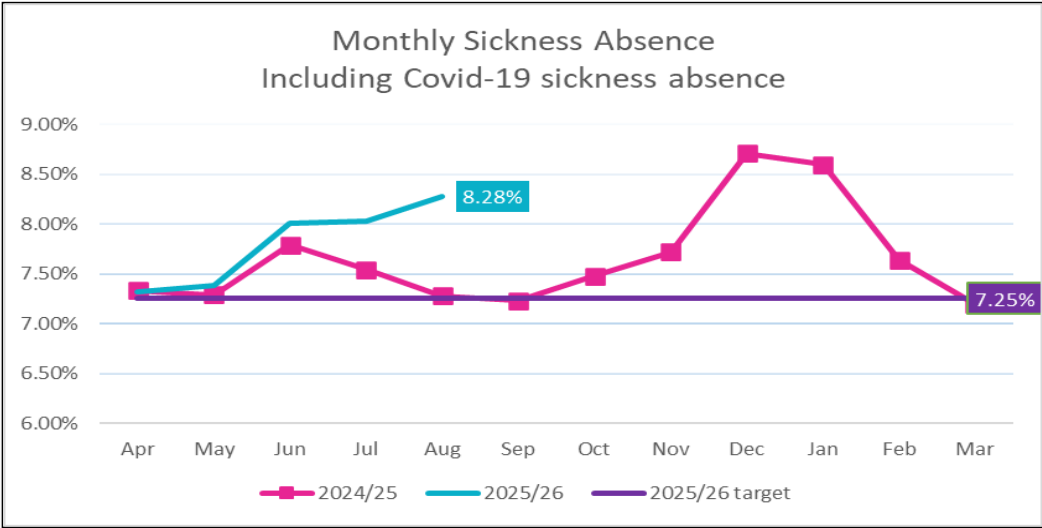


Sickness Absence – 31st August 2025

Including COVID absence

7.25%
Target
2025/26

6.89
Days lost per
employee YTD
*Compares to 6.69
same point last
year . (inc Covid
Absence)*

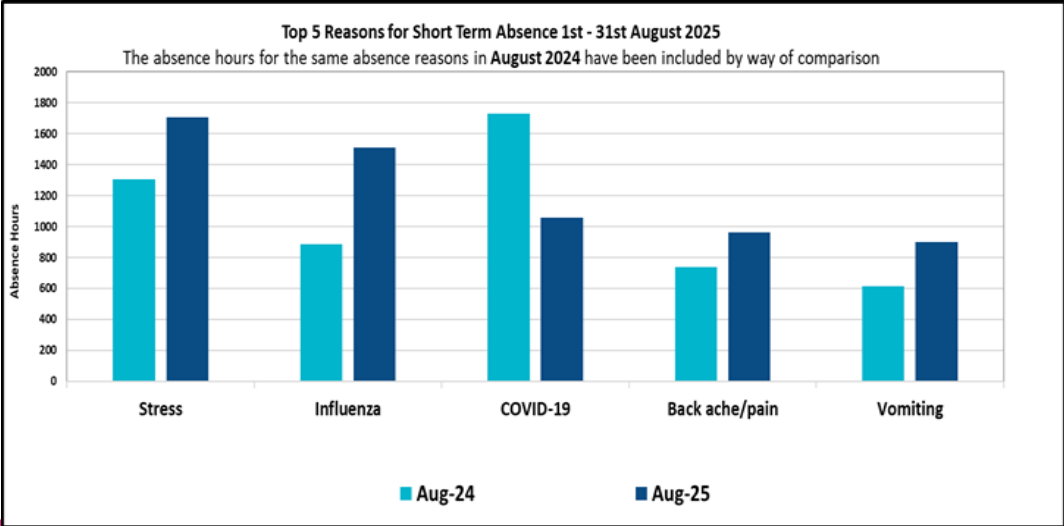
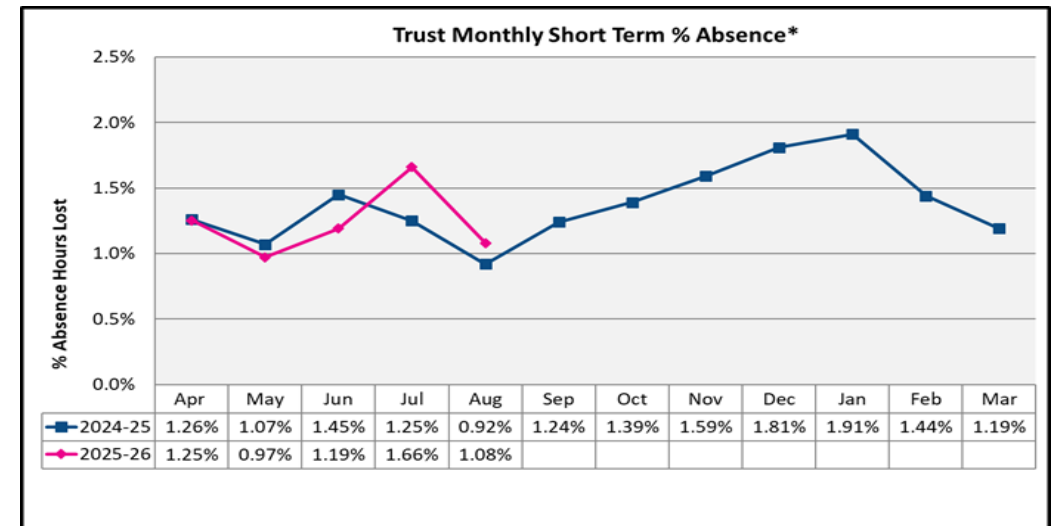
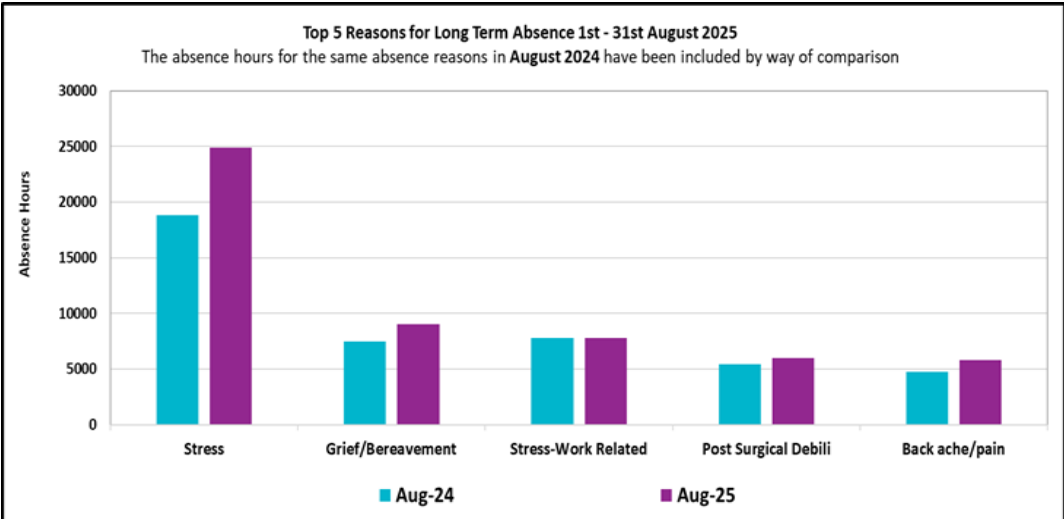
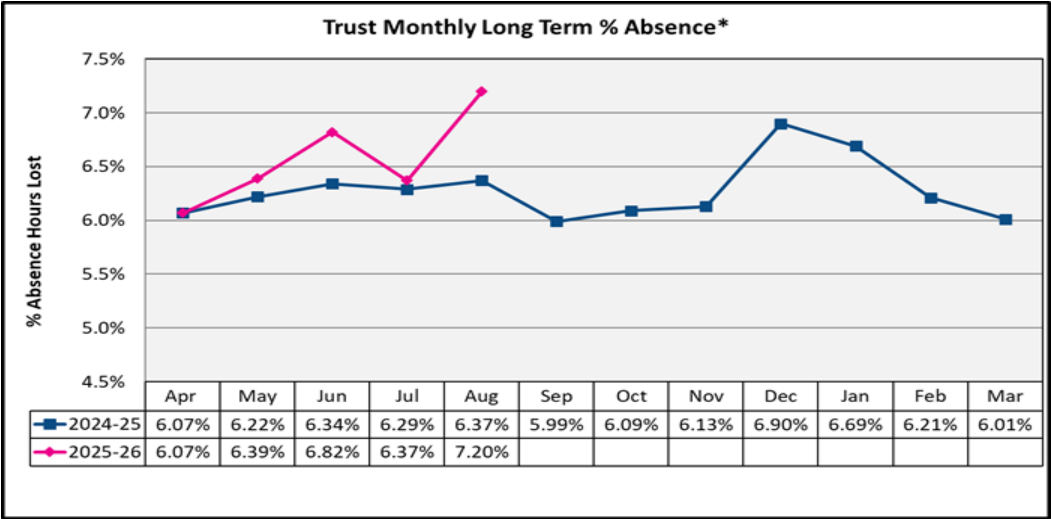


Regional Cumulative Absence Comparison 2025/26

SHSCT	6.35%
WHSCT (July 25)	7.35%
SEHSCT	7.65%
NHSCT	7.80%
BHSCT	8.84%



Sickness Absence – 31st August 2025

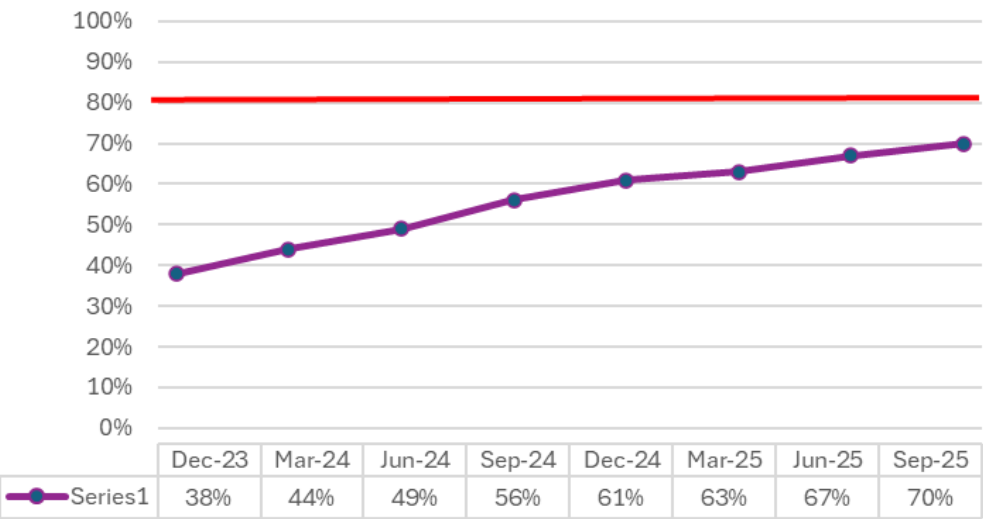


Fit Testing compliance rate

70%
Current position

80%
Target

Compliance rate for those staff identified as requiring fit testing for their job role and have a valid 2 yearly fit test



Staff Flu Vaccination as of 20th October 2025

TRUST	% uptake
BHSCT	11.51%
NHSCT	7.91%
SEHSCT	13.03%
SHSCT	9.35%
WHSCT	10.72%

Investors in People

- The staff survey achieved 4,036 responses which was a 31% response rate. +1% ahead of target
- One-to-one conversations are in progress with ~190 staff and they will conclude on Thurs. 6th Nov'25
- In early Dec'25 IIP will provide the full survey results and qualitative feedback from assessors. IIP will meet with OD in Ja'n'26 to review findings, strengths, and areas of development, and to confirm accreditation status
- From late Jan'26 results will be cascaded at an Organisational and Divisional level.
- From Feb'26 Organisational and Divisional Improvement plans to be developed and implemented.

Division	Headcount (as at 30 June)	Number Responses as at 17/10/2025	% Response rate from division as at 17/10/2025
Community Care Division	2609	540	21%
Finance Directorate (inc Operations n=39)	152	122	80%
HR, OD & Corp Coms Directorate	132	100	76%
Infrastructure	239	122	51%
Medical Directorate	389	230	59%
Medicine & Emergency Medicine Division	1372	388	28%
Mental Health, Learning Disability & CWB Division	1778	717	40%
Paediatrics, Women's Services and Corporate Support	2045	607	30%
Strategic Planning, Performance and ICT	200	143	72%
Surgical & Clinical Services Division	2318	613	26%
The Children and Young People's Division	1260	454	36%
Grand Total	12904	4036	31%

Appraisal – 30th September 2025

63%

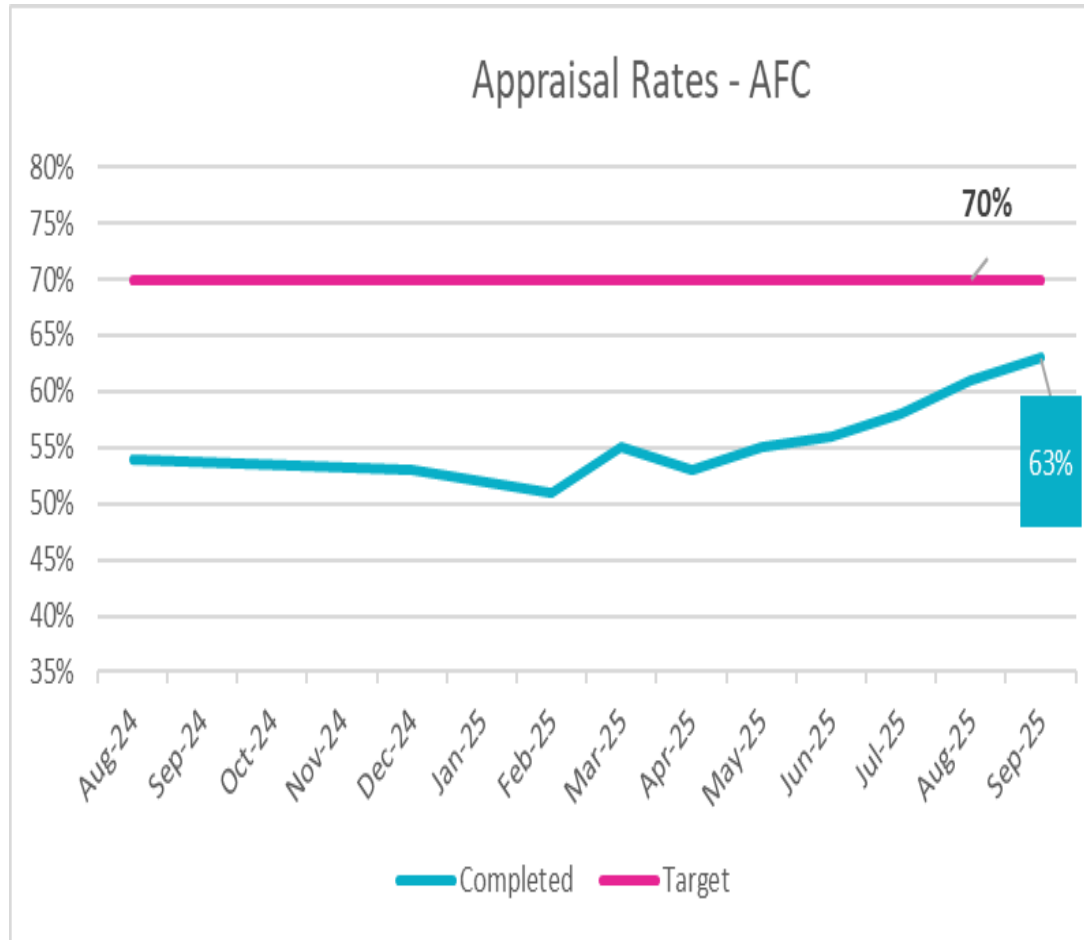
Current position

70%

2025/26 Target

54%

Compares to
31st Aug 24



Directorate / Division	%
Community Care	68%
Finance	90%
HR, OD, Corp Comms & CEO	73%
Infrastructure	64%
Medical	56%
Medicine & Emergency Medicine	56%
Mental Health, Learning Disability & CWB	82%
Operations	97%
Paediatrics, Women's Services and Corporate Support	56%
Strategic Development & Business Services	85%
Surgical & Clinical Services	51%
Children and Young People's	57%



Highlights included:

- Opening and closing **key messages** from our Chair and Openness Champion Anne O'Reilly.
- Encouraging our staff to be open and give feedback of their experience of working in Team North through completion of the **Investors in People** (IIP) online staff survey (4036 responses, 31% response rate).

The launch of two new OJL resources:

- **Day in the Life videos**, sharing insights from members of Team North staff in to their typical day, and what open, just and learning culture means to them and their teams;

- Our short [Team North OJL Culture animation resource](#) which explains what OJL culture is and the role that we all have to play in bringing it to life.

125 Staff attended [Dr Chris Turner's virtual keynote](#) on the importance of civility in our teams – session recorded and now available on Staffnet – [click here](#)

Raising Concerns Day supported by Workforce Governance Team were out and about on Trust acute sites, promoting our ongoing *See Something, Say Something* campaign.



Open, Just and Learning Culture



#*team* NORTH 