**Easy Read: Workforce Report - CoG 31/2019** (Agenda item: 11)

 





**Human Resources Report**

**November 2019**

**Health & Wellbeing**

Roz O’Neill from Human Resources has developed a plan to address some of the issues relating to stress at work and reports of bullying.

Roz will attend the Governors meeting to explain.

**Flu**

Clinical staff are being offered flu vaccinations as a priority.

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**Cultural Ambassadors**

Oxford health has staff from lots of different backgrounds.

9 staff have had training in how to support people if they become part of disciplinary processes.

We will review how well the new arrangements are working.

HR has provided managers with a new process for undertaking initial factfinding exercises where concerns are raised. The process includes the principles of “Just Culture. “ We will review the impact of the process on the number of staff entering HR processes.

**Staff Survey**

All staff have been asked to participate in the NHS Staff Survey.

42% of staff have responded.

The survey closes in November. Results will be available in March 2020.

**Who wrote report:**

Simon Denton, Head of HR Operations

**Lead Executive Director:**

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