

# Report to the Meeting of the

**BOD 06/2020**

(Agenda item: 8)

# Oxford Health NHS Foundation Trust

# Board of Directors

**29 January 2020**

**Human Resources Report**

**For: Information**

**NHS Staff Survey**

The annual NHS closed at the end of November. Results are embargoed but we can now use this data internally in thinking about areas for focus in 2020. The Senior HR Business Partners will pick up with Directorate leadership teams early in 2020. The overall response rate was 52%.

**Health & Wellbeing**

A “Framework for improving organisation culture” has been developed. It includes actions and timescales in response to the actions required both by national and local drivers as well as results received via the NHS Staff Survey and the local Stress Survey which includes stress at work, staff support and bullying and harassment. The framework will be monitored via the Health & Safety Group, Stress Steering group and the new People, Culture and Leadership committee.

**Mental Health Core Standards (MHCS)**

We have had a first meeting to scope out the work required to progress with the implementation of the MHCS.

**Employee Assistance Programme (EAP)**

The Trust has now completed the procurement process for the provision of an Employee Assistance Programme (EAP) and can confirm that Health Assured Ltd are now the Trust’s awarded provider (subject to final contract signature).

The Trust is now beginning preliminary engagement with the company to start to discuss implementation. We are looking at a launch date of March 2020.

**Staff Awards**

Feedback from the annual Staff awards held on 3 December 2019 has been positive.

**HR IT Strategy**

There are a number of demands for development and enhancement of HR IT systems and reports. The department has reviewed and prioritised these into a project plan which will be kept under regular review.

The current priority is the development of a system and process to enable the Trust to implement the new NHS pay progression arrangements from April 2020.

**Equality, Diversity and Inclusion**

Around 250 leaders attended Linking Leaders programmes in Aylesbury, Swindon and Oxford on the subject of gender. The conferences focused on flexible working, the gender pay gap, case studies relating both to women’s health and men’s health and the role of leaders in promoting equal treatment and equal opportunity. The feedback was positive.

We are proposing that EDI data relating to recruitment and HR casework is reviewed and reported on a quarterly basis rather than monthly.

**Management Toolkit update**

A review of the pilot programme has now taken place and there are 5 programmes planned for 2020 which consist of nominated individuals from the lists that the HR Business Partners produced with their directorates and allow a small number of spaces on each programme to accommodate new starters in ‘management’ positions and development opportunities.

**Recommendation**

To note the report for information.

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