

**Report to the Meeting of the  
Oxford Health NHS Foundation Trust**

**BOD 53/2020**  
Agenda item: 7

**Board of Directors**

**30 September 2020**

**Human Resources Report**

**For: Information**

**Black History Month**

The EDI Team are pleased to have arranged a Black History Month Programme which will feature an event daily throughout October. Every day, there will either be a live webinar or staff can complete one of our recommended activities.

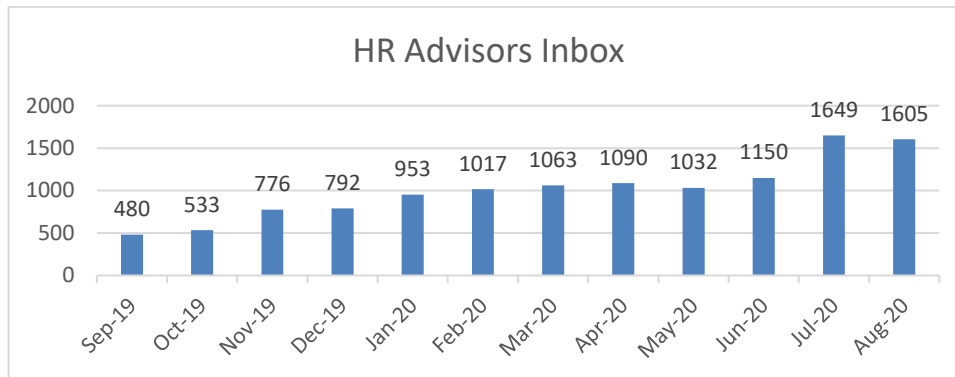
The live webinars on Microsoft Teams will consist of:

- Guest Speakers: Expert speakers with national profiles will share their knowledge on a wide range of race equality issues;
- Case Studies: Colleagues will share the learning from their project or research study which had a specific focus on Black, Asian and Minority Ethnic (BAME) communities or race equality;
- Staff Open Events;
- Conversation Circles: These special discussion groups will be facilitated by the Co-Chairs of the Race Equality Staff Network;
- A new training session developed and delivered by Mo Patel (Head of Inclusion).

**HR Activity**

Throughout the past 5 months a significant amount of effort from across the whole HR Department has gone into developing Trust policy and position statements on various issues arising from the pandemic. Additional work has also been undertaken to develop and rollout a risk assessment process.

Since the lockdown the HR Advisory Team has experienced an increase in volume and complexity of enquiries at a time when staff are redeployed to other activities associated with the COVID pandemic.



### **Recruitment & Retention**

Anecdotally we are aware of staff talking about leaving the Trust or their profession once the pandemic is over. If bourn out this would result in an increase in turnover.

South Bucks AMHT is proposing a Recruitment & Retention Payment (RRP) to address historical issues.

### **Staff Survey**

Planning is well underway for the 2020 NHS Staff Survey. Once again this year will be mixed mode survey with paper based questionnaires for those unable to complete online. For the first time the Trust will be including its pool of over 900 pure flexible workers in the staff survey.

Details of the timescales to be confirmed but we are planning to open the survey by the end of September or 5<sup>th</sup> October at the latest.

### **Health & Wellbeing - working in partnership with the Psychosocial Response Group (PSRG) during COVID-19**

Focus groups – Community Hospital, one hospital completed and a rollout across remaining ones will be taking place over the coming weeks.

Staff Awards – planned for w/c 07/12/2020, will be virtual and include a possible thank you /celebratory week across the Trust. H&W and Communication Team continue scoping ideas and timeframes.

EAP – continues to have good uptake:

- Key access remains for Mental Health support at 79.1% of calls with 20% of these being for anxiety followed by low mood
- Additional key reasons for access are: Employment followed by Property and Divorce & Separation (Legal)
- Males and family members now utilising service

Working from home agreement now in place.

**Recommendation**

To note the report for information.

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