

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

**Council of Governors
People issues
November 2020**

RR/App_COG 01/2020
(Agenda item: 18)

For: Information

Coronavirus Pandemic

Since March / April 2020 the HR Department has been supporting managers and staff throughout the pandemic. Activities have included:

- Dedicated and regularly updated intranet page with details relating to terms & conditions, pay for various COVID related reasons and Trust policy;
- Early launch of the Employee Assistant Programme with a dedicated 24 hour helpline to support staff and families;
- Implementation of Psychosocial Health and Wellbeing Mental Health resources;
- Central absence reporting for all substantive employees and bank workers;
- Launched a specific COVID-19 recruitment campaign and issued additional honorary contracts to Dentists, Dental Nurses and employees of Mind, Sue Ryder, Katherine House Hospice and Marie Curie;
- Established small team to redeploy staff unable to work in their normal roles;
- Set up a central redeployment process to manage redeployments across directorates and large-scale requirements;

- Supported operational teams with staff risk assessments and issues arising;

Activities which are not related to the employment issues arising from the pandemic include:

Black History Month

Black History Month this year involved a series of virtual events. The following evaluation is a summary.

- 22 live events over 31 days
- 11 recommended activities
- 1,622 online registrations
- 1,148 attendees
- 390 evaluations forms completed

Positive feedback:

- Funding from Oxford Health Charities made a difference
- Hosting events on MS Teams made all the events very accessible
- Reputation as a good 'equal opportunities' employer enhanced
- Increased awareness, understanding and support for race equality
- Membership of Race Equality Staff Network increased
- Increase in ally-ship of white staff to BAME colleagues
- Diverse staff from all backgrounds in attendance
- Visible and vocal support from leadership team
- Good value for money
- Increased exposure to a diverse range of perspectives, opinions and learning on race equality

Some suggestions for further consideration were received:

- Concerns over digital inclusion - not all staff have access to computers
- Under-representation of staff from certain demographics, e.g. men from non-BAME backgrounds
- Calls to put same/equal effort and attention into other protected characteristics

Staff Survey

The 2020 staff survey is live. Once again, this 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.

Procurement of First Care

The service provided by First Care includes absence reporting and coding which will reduce the burden for managers and increase accuracy of absence coding and therefore ensure payroll accuracy. Additionally staff reporting absence to First Care will speak to a qualified nurse who will ask questions to understand their symptoms and illness and provide health and wellbeing advice. In addition to this where appropriate they will signpost individuals to other services such as the EAP, pastoral care or Occupational Health.

Recommendation

The Council of Governors is invited to note the report.

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