

# Report to the Meeting of the

**BOD 19/2020**

(Agenda item: 8)

# Oxford Health NHS Foundation Trust

# Board of Directors

**30 April 2020**

**Human Resources Report**

**For: Information**

Since the start of the Covid-19 emergency, the HR Department have been working to support managers and staff with information that will help the Trust to continue to provide excellent services across our organisation. Actions taken include:

* Set up a dedicated intranet page that is updated every 48hours with FAQs including topics such as self-isolation, hours of work, temporary redeployment, travel & pay;
* Early launch of the planned Employee Assistant Programme with a dedicated 24 hour helpline to support staff and families
* Implementation of Psychosocial Health and Wellbeing Mental Health resources of support on a dedicated Health and Wellbeing page, with easy access links
* Access to a single point of access for all team/group support, support in relation to general wellbeing and suggestions for support to go via the Health and Wellbeing support e mail as agreed via the PSG
* Put in place a central absence and cancellation telephone line for all substantive employees and bank workers
* Launched a specific COVID-19 recruitment campaign
* Issued additional honorary contracts to Dentists, Dental Nurses and employees of Mind, Sue Ryder, Katherine House Hospice and Marie Curie
* Fast tracked 3rd Year students from Oxford Brookes University and other universities
* Assigned a Workforce Support Coach to each Directorate to support them by collating details of individuals who could be redeployed and their skills, so there is a central list
* Set up a central redeployment process to manage redeployments across directorates and large-scale requirements.

**Recommendation**

To note the report for information.

**Author and Title:**

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