

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

BOD 07/2021
(Agenda item: 11)

Board of Directors

27 January 2021

Human Resources Report

For: Information

First Care

The First Care system will go live across the Trust on 1 February. The system will standardize and improve absence management and absence recording and a good deal of activity is underway to achieve this. There are significant advantages to implementing the First Care service and the project team is providing support to help managers provide the information required and benefit from the functionality of the system

A go / no-go meeting was held in late January recognizing the operational pressures facing leaders and teams due to the pandemic and the decision was made to proceed.

The advantages of proceeding include:

- Enhanced support for staff reporting absences
- Consistent advice to staff reporting absence
- Consistent coding of absences therefore ensuring staff are paid correctly in accordance with the Temporary Terms & Conditions of Employment for NHS staff. Therefore fewer pay errors to be resolved
- Easing line manager workload in relation to receiving such calls
- Easing line manager workload in relation to coding such absences

General HR Activity

Levels of activity and demand on the HR function are significant due to the pandemic response and other factors. In 2020 almost 1800 new starters joined Oxford Health, including Bank, up around 350 on the 2019 figure.

Case work, enquiries and requests for advice and support are all running at very high levels putting significant pressure on the teams.

Health & Wellbeing - working in partnership with the Psychosocial Response Group during COVID-19

We have been successful in bidding for additional funds to the value of around £800K at a BOB ICS level for an Enhanced Occupational Health and Wellbeing project. In addition we have secured funds for Mental Health & Wellbeing Hub, also across BOB.

The Executive Team has approved spend of £22K to provide enhanced Musculo Skeletal support to staff. Increased incidence of issues is being seen and the need for this support was also evident from the Staff Survey.

We are seeking to establish Health & Wellbeing Champions in every team to support delivery of the various enhanced support offers available to staff. Evidence has shown that where there are champions in place, more staff members are aware of what is available and how to access it.

Rest rooms, specifically modular units are now in place and operational along with appropriate social distancing measures to ensure safety standards are met.

The Employee Assistance Programme is proving to be a good investment and is being well used. The most significant cause of calls is support in relation to mental health.

Recommendation

To note the report for information.

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