

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

**BOD 25/2021**  
(Agenda item: 15)

**Board of Directors**

**14 April 2021**

**Human Resources Report**

**For: Information**

**First Care**

Implemented on 1<sup>st</sup> February 2021. There were some initial difficulties as managers struggled to provide accurate information about which managers should receive notifications of absences reported to First Care. The Senior Absence Lead and her new team have been supporting managers to provide accurate information and incidents arising from this issue are reducing.

Data from First Care shows that since implementation:

- 2478 calls have been made to First Care
- Average time to answer was 6 seconds
- Average call duration was 6minutes. This is expected to reduce

Automatic interface with the Trust's electronic rostering system is now operational. Alerts to managers are now fully operational, better allowing managers to support staff who are absent from work.

**Staff Survey**

HR Business Partners are supporting directorates with their communication and action plans.

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

Employee Assistance Programme – continues to have good uptake:

- 556 calls in total with counselling 85.8% above the benchmark of 74%
- 477 counselling calls – Anxiety 25.6%, Low Mood 17.8%, Work related Stress 7.5%
- 79 advice calls – Divorce & Separation 29.1%, Employment 29.1%, Property 10.1%

H&W Champions in every team awaiting approval from Board to support this rollout (as recommended by the People Plan through Wellbeing Guardian and H&W Champions/Allies). Evidence has shown that where there are champions in place, more staff members are aware of available support and how to access it.

Enhanced Occupational Health and Health & Wellbeing project continues to progress. Sophie Grimshaw will be the BOB Health & Wellbeing Project Lead within OHFT for one year. Working in collaboration with the Mental Health & Wellbeing Hub, YouMatter.

Encouraging Staff to ask “how are you” and signposting to support regardless of need, managers ensuring support is available, visible and far reaching to all of their teams.

April is Stress Awareness Month – and the re-start of the Stress Steering and Action groups.

Promoting PHE <https://manvfat.com/better-health/> and Our NHS online – free apps.

Poor behaviours – staff seeking support has increased informally.

First cohort of Restorative Just Culture model commenced March 2021.

Secured funding via L&D for 2000 managers to be trained in Mental Health First Aid (virtually), OHFT.

## **Equality, Diversity & Inclusion**

There has been a wide range of activity. This is fully detailed in the EDI Report for Q4 (March 2021). In summary key updates include:

- COVID19 - Local and regional work to address vaccination hesitancy and BAME communities
- WRES Action Plan – Reciprocal Mentoring programme drafted
- Gender Pay Gap - Draft report completed
- A number of outputs from Black History Month 2020
- The LGBT+ History Month 2021 programme featured a series of three special events that reflected one of the 'Body. Mind. Spirit.' themes.

**Recommendation**

To note the report for information.

**Author and Title:**

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