

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

**BOD 41/2021**

(Agenda item: 15)

# Board of Directors

**09 June 2021**

**People Practices in the NHS**

**For: Information**

**Executive Summary**

Prerana Issar (NHS Chief People Officer) wrote to all NHS HR Directors in December 2020 requesting that HR Departments undertook a review of their disciplinary procedures against a number of recommendations issued by NHS Improvement in May 2019.

The attached report details the outcomes of that review. Prerana’s request was that this would be discussed at a public Board meeting.

**Governance Route/Escalation Process**

The report includes some recommendations. Progress will be reported through the Trust’s People, Leadership & Culture Committee.

**Recommendation**

The Board is asked to discuss the report in the public session of its June meeting.

**Author and Title: Simon Denton (Head of HR Operations)**

**Lead Executive Director: Mark Warner**