

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

RR/App_COG 02/2021
(Agenda item: 16)

**Council of Governors
People issues**

March 2021

For: Information

First Care

The Trust implemented FirstCare on 1st February 2021. The First Care service offers a number of advantages:

- Improved recording of absence and reasons and consistency in application of policy
- Staff reporting sickness absence have the opportunity to speak with a qualified nurse who will provide health and wellbeing advice
- Immediate support, advice and signposting to services complementing our existing Occupational Health, EAP and Pastoral care offer
- First Care operates 24/7/365
- COVID-19 related absences can be managed and recorded in line with the latest changing government advice
- Real-time interface with the Trust's e-rostering system
- Real-time management reporting

There were initial "snagging issues" arising from the difficulties of implementing the service during the height of the coronavirus pandemic. However these appear to be resolving as the service and its associated processes settle in. Ongoing communication with managers and staff is maintained.

Staff Survey

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

HR Activity

Demand on HR services remains high across all areas of the function:

- Significantly increased calls to Staffing Solutions due to increase in demand for temporary staffing
- Significantly increased HR activity and general enquiries through HR Advisors
- Demand on Occupational Health services
- High volume of recruitment activity
- Projects associated with recording and monitoring staff COVID risk assessments and their vaccination status

Health & Wellbeing

- Launch & promotion of "You Matter"
- EOH&W project continues
- LGBT month
- Promoting PHE <https://manvfat.com/better-health/nhs.uk/betterhealth> for free tools and support to start leading a healthier lifestyle
- Promoting Our NHS online – free apps
- EAP continues to be utilised – top reasons remain anxiety, low mood & bereavement followed by employment, divorce & separation and property
- Trust has signed a Domestic Abuse Charter - Eida

Equality, Diversity & Inclusion

LGBT+ History Month- February 2021

- Seven events took place in February
- Events were open to all staff as well as partner organisations
- Over 200 people attended

Recommendation

To note the report for information.

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