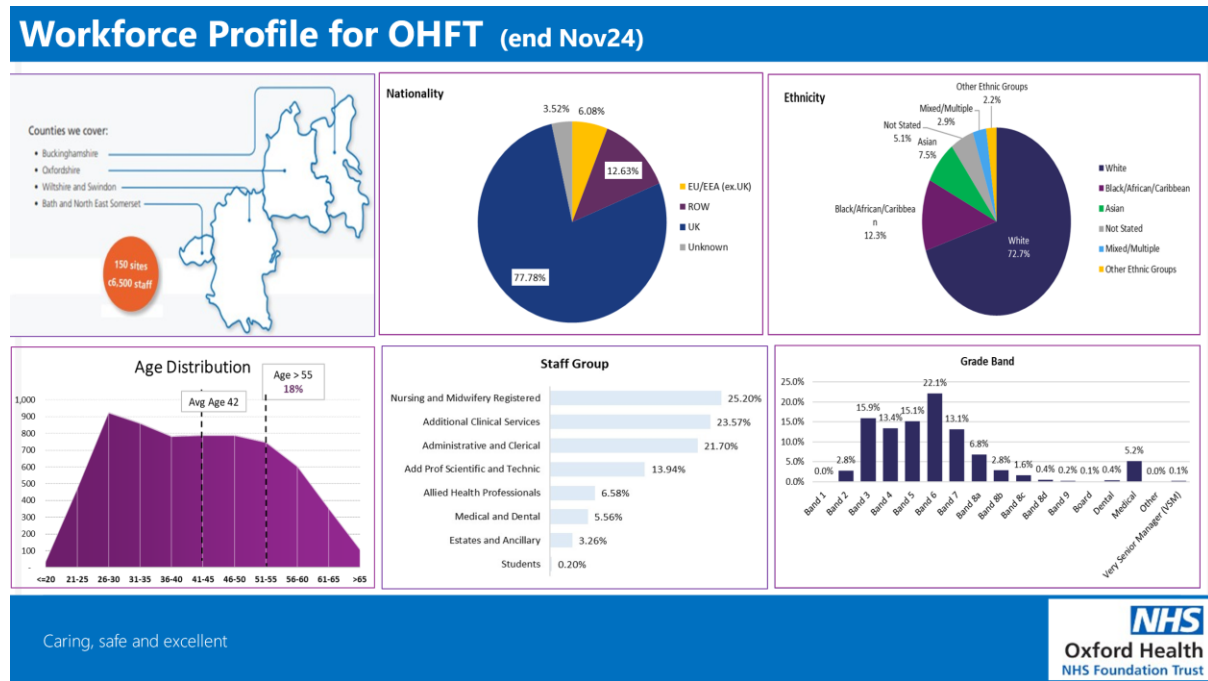


Slide 1

Workforce Profile for Oxford Health FT



Slide 2

Oxford Health Trust Strategy, 2021-26



Slide 3

OHFT Annual Planning cycle

Our Annual Planning cycle to enable the delivery of our Strategy



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Slide 4

NHS Long term Workforce Plan 2023

Shaping our People Plan – The NHS Long Term Workforce plan (published 30 June 2023)

It sets out how the NHS plans to address existing and future workforce challenges by recruiting and retaining thousands more staff over a 10 year period, and working in new ways to improve staff experience and patient care.

There are three main themes to the plan, which are outlined in headline by NHS England as below. Subsequent slides in this pack set out how we have aligned local OHFT priorities to these three key themes.



TRAIN

Substantially growing the number of doctors, nurses, allied health professionals and support staff. This is underpinned by a £2.4 billion funding commitment.



RETAIN

A renewed focus and major drive on retention, with better opportunities for career development & improved flexible working options. This comes alongside reforms to the pension scheme, aiming to retain 130,000 staff working in the NHS for longer.



REFORM

Working differently and delivering training in new ways. Advances in technology and treatments will be explored and implemented to help the NHS modernise and meet future requirements.

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Slide 5

Our People Plan – High level objectives



TRAIN

- Optimise supply for each profession; identifying entry route and having clear career pathways
- Increase education and training capacity to support 'growing our own'
- Continue our work on expanded, enhanced, advanced & associate roles to offer modernised careers.
- Defining our leadership and management framework through 'Our Leadership Way'



RETAIN

- Continue work on making the NHS people promise a reality for our staff
- Continue to deliver on NHS Equality, Diversity & Inclusion Plan and deliver on NHS England EDI High Impact Actions
- Increase flexible working options at all career stages, from new starters, to those considering retirement (including pension reform)
- Continue our focus on the wellbeing of our staff, providing additional ways of supporting our people



REFORM

- Reform how we source and acquire the best talent.
- Develop a plan for future technologies to support development of new skill.
- Continue our focus on data quality and systems to support decision making and improve efficiency



TEMPORARY STAFFING

- Commission an independent review of temporary staffing arrangements from the South East Regional NHS Team
- Focus on bringing rates in line with the SE rate card together with transitioning agency and bank staff to substantive roles
- Continue to improve the fill rates for bank shifts via our partner – NHS Professionals

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Slide 6

Train: Successes to date

Successes so far...

**Statistics based on 2023/24



TRAIN


- Functional Skills supporting staff to gain entry to higher education programmes.
- AHP apprenticeship pathways in OT, Physiotherapists, Dietetics, Speech and Language Therapists and Podiatry. In addition to Nursing apprenticeships & Nurse cadet programmes
 - Well established Psychological wellbeing Practitioner apprenticeship programme – the most successful in the country with over 70% distinction rate.
- Commissioned to deliver the Level 6 & 7 Mental health wellbeing practitioner course to support implementation and rollout of new role in SE region.

Functional Skills– Level 2 qualifications:
 Maths – 34
 English – 32

230 People undertook level 7 masters modules studies

463 people started apprenticeships cross a range of 20 different apprentice programmes

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Slide 7

Retain: Successes to date

Successes so far...



- New starter experience has improved reducing turnover of staff with less than 12 months service (early turnover)
- Overall turnover has improved & closed the gap between white and ethnic minority colleagues
- Ethnic minority colleague representation has improved overall, however still seeing under-representation at senior bands
- Flexible working policy in place that was written to support the national NHS 'Flex for the Future' initiative
- New psychological support service within our Occupational Health service together with financial wellbeing support
- Development of 'Trauma Risk Management (TRiM)' into Trust way of working to support staff who experience trauma in the workplace



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Slide 8

Reform: Successes to date

Successes so far...



- A system transformation programme, 'The People Systems Development Programme' has been approved and is now in progress
 - Interim Improvements have already been made to enable staff and managers to view Personal and Contractual data and submit changes
- A cultural transformation programme – Restorative, Just and Learning Culture
- Moving toward a proactive talent acquisition model in our resourcing function.

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Slide 9:

Temporary Staffing: Successes to date

Successes so far...



- Programme of work in place across the Trust to reduce reliance on agency workers and to promote a Bank First Approach
- Close working with the South East Temporary Staffing collaborative to bring in consistent rates of pay across the region for agency and bank workers
- Good progress made reducing long lines of agency workers and transitioning them to bank or substantive contracts.

