

Board of Directors (In Public)

Item 4.4

Subject: Annual Review of Team LHCH Objectives
Date of Meeting: 3rd July, 2018
Prepared by: Joanne Twist, Director of Workforce Development
Presented by: Joanne Twist, Director of Workforce Development
Purpose of Report: To note

BAF Ref	Impact on BAF
4	None

1. Executive Summary

The purpose of this paper is to note the continuation of the current objectives developed in 2017 to support the delivery of Team LHCH at its Best. Following a comprehensive review, it is proposed that the objectives remain current and relevant but to introduce a further objective in relation to strengthening our commitment to speaking up safely.

2. Background

Last year saw the development and implementation of “Team LHCH at its Best” (Appendix 1). It is a three year strategy; however, it was agreed to review the objectives on an annual basis.

3. Findings

Following a review of the objectives by the Workforce Senior Leadership Team and wider team it is agreed that the current objectives remain very relevant. However it is proposed to add a further objective to the “retain” section, in light of NHSI guidance received in May 2018 in relation to leadership and governance with regard to Freedom to Speak Up.

Proposed Objective:

Ensure that HR culture and practice encourage and support speaking up and that learning in relation to workers’ experience is disseminated across the Trust.

4. Recommendations

The Board of Directors is asked to note the continuation of the current objectives within “Team LHCH at its Best”, together with the additional objective outlined above, and undertake a further review in June 2019.