

Board of Directors (in Public)

Item 7.2

Subject: Team LHCH Framework 2017-2020
Date of Meeting: 25 July 2017
Prepared by: Joanne Twist, Director of Workforce Development
Presented by: Joanne Twist, Director of Workforce Development

BAF Ref	Impact on BAF
4.0	N/A

1. Executive Summary:

Following a review of the current People Strategy 2015-2018, a new framework has been developed, to replace the current strategy.

The overall aim of the framework is to recognise that with our people working as “Team LHCH” we can ensure the continued delivery of outstanding quality care. The framework has three key aims:

- **Attract** and recruit the best staff
- **Develop** our staff to fulfil their potential and provide the best quality care
- **Retain** the best staff through reward and recognition

The framework is underpinned by our values and behaviours, with a focus on equality and inclusion, excellence in compassionate and collective leadership and embedded staff engagement.

2. Background:

On reviewing the current People Strategy 2015-2018, it was agreed by the People Committee that it did not reflect the current political landscape. This was mainly due to the pace of change since the previous strategy was written; therefore it was agreed for a full review of the strategy to be undertaken.

The revised framework has been through many stakeholder sessions including the HR and Education Group, Partnership Forum, Executive Team, Operational Board and at the recent Big Conversation events with staff.

3. Proposed changes

Appendix 1 is the final draft version of “Team LHCH at its best” 2017-2020.

The first change is to the name and moving away from having a strategy to a brand. “Team LHCH at its best” encompasses what the framework is trying to achieve.

The framework is more succinct, visual and simplified to two pages. This will allow it to be more strategically displayed, encourage more staff to access it, understand and own its key messages.

It articulates the strategic aims, objectives and how these will be measured.

4. Next Steps

To better anticipate the pace of change, a dashboard will be developed to provide assurance against delivery of the 3 year framework to the People Committee. This will be presented at each quarterly meeting with the dashboard being reviewed annually.

The framework will be shared with all staff through an agreed communications plan.

5. Recommendations:

The Board of Directors are asked to note the contents of the report and approve the revised “Team LHCH at its best” framework.

