

Board of Directors (Public)

Item 4.2

Subject: Our People Strategy 2014 - 2018
Date of meeting: 28 July 2015
Prepared by: Liz Pritchard, Head of Education & Development,
 Janet Doran, Head of Workforce
Presented by: Debbie Herring, Director of Strategy & Organisational Development

Board Report

Data Quality Rating	BAF Ref	Impact on BAF Risk Rating
Silver	1,2,8	None

1. Executive Summary

The Board of Directors' recognise that its people are the most valuable resource central to the achievement of the Trust's vision 'to be the best integrated cardiothoracic healthcare organisation'. Following feedback from the annual staff survey, a number of listening events and the Mutuality in Health Pilot Project a decision was taken by the Board to develop a new People Strategy with a strong focus on building a culture of staff engagement and involvement to improve working lives and enhance the level of care for patients.

The Board of Directors is asked to approve the Final Draft of the Strategy, together with the three year implementation plan. The Strategy will then be communicated throughout the Trust to all staff in the form of a staff handbook containing the new Trust Values and Behaviours, the main aims and objectives and delivery plans. In addition, the Strategy and the implementation plans will be publicised on the HR Intranet page, together with regular updates on progress against plan.

2. Background

The development of the People Strategy has involved a wide number of people from across the organisation including members of the Board, the senior leadership team, staff governors, trade union colleagues and individuals who have taken part in a number of focus groups.

The Strategy brings together all the workforce related initiatives and work that the Trust is undertaking into one document to support the overall aim 'to be the best NHS Employer by 2019'. In order to achieve this activity has been grouped together under 4 overarching pillars: -

- Resourcing – ensuring the Trust is able to attract and retain the right staff in the right place at the right time to deliver excellent care

- Collective leadership – embedding the values and behaviours across the Trust and developing a well led workforce with the right leadership behaviours and skills
- Education and development – provide access to the right education and development opportunities for every individual to achieve their maximum potential in their role
- Staff Wellbeing – create a culture where staff feel supported and valued to give their best

3. Governance

The Board of Directors will receive assurance that the People Strategy's aims are being achieved and the delivery plan implemented through the newly established People Committee which will be Chaired by a Non- Executive Director and will meet quarterly, commencing in September 2015.

4. Recommendations

The Board of directors is asked to approve the People Strategy for 2015 – 2018, together with the high level delivery plan.