

## Board of Directors - Cover Sheet

|  |   |                              |  |  |
|--|---|------------------------------|--|--|
| <b>Subject:</b>  | <b>Workforce Strategy – Maximising our Potential</b>                  |                              | <b>Date: Thursday 29<sup>th</sup> March 2018</b> |  |
| <b>Prepared By:</b>  | Julie Bacon Director of HR and OD                                     |                              |  |  |
| <b>Approved By:</b>  | Julie Bacon Director of HR and OD                                     |                              |  |  |
| <b>Presented By:</b>   | Julie Bacon Director of HR and OD                                     |                              |  |  |
| <b>Purpose</b>   |   |                              |  |  |
| The paper extends the Workforce Strategy – Maximising our Potential to 2019/20 and consolidates it into a one page summary.  |   |                              | <b>Approval</b>                                  | <b>x</b>   |
|  |   |                              | <b>Assurance</b>                                 |  |
|  |   |                              | <b>Update</b>                                    |  |
|  |   |                              | <b>Consider</b>                                  |  |
| <b>Strategic Objectives</b>  |   |                              |  |  |
| <b>To provide outstanding care to our patients</b>   | <b>To support each other to do a great job</b>                        | <b>To inspire excellence</b> | <b>To get the most from our resources</b>        | <b>To play a leading role in transforming health and care services</b> |
| <b>X</b>   | <b>X</b>  | <b>x</b>                     | <b>X</b>   | <b>x</b>   |
| <b>Overall Level of Assurance</b>  |   |                              |  |  |
|  | <b>Significant</b>  | <b>Sufficient</b>            | <b>Limited</b>                                   | <b>None</b>  |
|  |   |                              |  |  |
| <b>Risks/Issues</b>  |   |                              |  |  |
| <b>Financial</b>   | The strategy helps to reduce the cost of the temporary workforce      |                              |  |  |
| <b>Patient Impact</b>  | A skilled and motivated workforce improves quality/patient experience |                              |  |  |
| <b>Staff Impact</b>  | The strategy should aim recruitment, retention and staff productivity |                              |  |  |
| <b>Services</b>  | Culture, staffing levels and productivity impacts our services        |                              |  |  |
| <b>Reputational</b>  | -as above   |                              |  |  |
| <b>Committees/groups where this item has been presented before</b>   |   |                              |  |  |
| None   |   |                              |  |  |
| <b>Executive Summary</b>   |   |                              |  |  |
| <p>The Workforce Strategy, Maximising our Potential was introduced in 2017/18. The strategy populates the actions for delivering Strategic Priority 2 – to support each other to do a great job, but also underpins all the strategic priorities and the Trusts vision. It is delivered through annual implementation plans which are refreshed each year.</p> <p>Maximising our Potential has now been extended across three years to 2019/20 and consolidated into a one page summary, with Key Performance Indicators (KPIs) on the reverse.</p> <p>It will continue to be delivered through annual implementation plans which are monitored. Progress will be reported to a meeting of the Trust Board on a quarterly basis.</p> <p><b>Recommendation</b></p> <p>The Board of Directors is asked to consider and approve the refresh of this strategy.</p> |   |                              |  |  |