

### Board of Directors – Cover Sheet

<b>Subject:</b>	Workforce Report – Culture & Leadership	<b>Date: 30<sup>th</sup> August 2018</b>		
<b>Prepared By:</b>	Julie Bacon: Director of Human Resources & Organisational Development			
<b>Approved By:</b>	Julie Bacon: Director of Human Resources & Organisational Development			
<b>Presented By:</b>	Julie Bacon: Director of Human Resources & Organisational Development			
<b>Purpose</b>				
To provide members of the Trust Board with assurance and an update about the work being undertaken in the Trust around culture, leadership and staff engagement.			<b>Decision</b>	
			<b>Approval</b>	
			<b>Assurance</b>	x
			<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>
x	x	x	x	x
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		x		
<b>Risks/Issues</b>				
<b>Financial</b>	A positive culture and strong staff engagement support recruitment & retention and help to reduce agency expenditure			
<b>Patient Impact</b>	An engaged and motivated workforce improves quality/patient experience			
<b>Staff Impact</b>	Inclusive, compassionate leadership help staff retention			
<b>Services</b>	Engaged staff tend to be productive staff			
<b>Reputational</b>	Strong staff engagement results in a high percentage of staff being prepared to recommend the Trust as a place to work and receive treatment			
<b>Committees/groups where this item has been presented before</b>				
None				
<b>Executive Summary</b>				
<p>This is the new Quarterly Workforce Report on activities and indicators relating to culture and leadership. This particular report sets out:</p> <ol style="list-style-type: none"> <li>1. Progress with the NHSI / Kings Fund culture and leadership diagnostic phase</li> <li>2. Leadership development and talent management activity</li> <li>3. Results of the 2018/2019 Q1 staff pulse survey</li> <li>4. Outcomes of the Occupational Health Survey</li> <li>5. Freedom to Speak-up Guardians update</li> <li>6. STP OD update</li> </ol> <p>The Board of Directors are asked to note the report.</p>				