The Queen Elizabeth Hospital King's Lynn
NHS Foundation Trust

REPORT TO THE TRUST BOARD – PUBLIC

RESPONSIBLE DIRECTOR:	REPORT FOR:		IMPACT ON BUSINESS:		
Karen Charman, HR Director	Decision		High	Med	Low
	Discussion		√		
	Information	√			
LEAD MANAGER:	**REPORT TYPE:**		**BAF REFERENCES & RAG:**		
	Strategic	√			
	Operational	√			
	Governance		**RELATED WORK: (PREVIOUS PAPERS TO COMMITTEE)**		
PEER ASSIST:	**PEER REVIEW:**				
Catherine Castleton – Deputy Director HR & OD Kristina Risley – Deputy Director HR & OD					
CQC Domain: (safe, caring, effective, responsive, well-led)	All areas as covers all aspects of Human Resources				

Meeting Date: **27 November 2018**

Report Title: **Refreshed Workforce Strategy**

PURPOSE:

To provide the Trust Board with assurance that the Workforce and OD Strategy remains current and addresses the key needs of the Trust and requirements of CQC report and recommendations

SUMMARY:

Background

The Trust Workforce and OD Strategy was approved in November 2017 with 9 key strands of activity sitting under the three key aims of Recruit, Retain and Manage Well. When approved it was clear that this would need to be a dynamic document that ,whilst reviewed monthly for progress reporting, it would need at least an annual review to ensure it was still meeting the Trusts' identified needs. As a result of the CQC visit one of the key workstreams to deliver the Quality Improvement Plan is People. This new implementation plan will need to ensure the must and should requirements of this workstream are delivered within the required timescales.

Implementation Plan and Priorities

This paper outlines the process of review and identifies the key delivery plans under each of the strands of the strategy. Appendix A shows the "strategy on a page" from the original document of 2017 and Appendix B the refreshed version. Appendix C shows the key outcomes that will need to be delivered .

The outcomes of Appendix C are then flowed into an operational implementation plan. Within the plan are the deliverables for the OD strategy ie Leadership plan, Be Well and Staff Engagement and the Sustainable Workforce Programme, as well as all other current work. By

monitoring delivery of this implementation plan the Workforce Committee will be able to provide assurance to the Trust Board that the objectives of the strategy are being met .

Next Steps

With the approval of the Trust Board the HR team will continue to deliver against the targets set within the plan and provide a highlight report of success and risks to the Workforce on a quarterly basis.

Karen Charman
Director of HR &OD

FINANCIAL IMPLICATIONS / EFFICIENCY SAVINGS / QUALITY IMPROVEMENT:

RISK ASSESSMENT (CROSS-REFERENCE WITH RISK REGISTER WHERE APPROPRIATE):

Strategic / External	Operational/ Organisational	Financial	Clinical	Legal/ Regulatory	Reputational / Patient Experience
✓	✓	✓	✓	✓	✓

RECOMMENDATIONS:

The Trust Board are recommended to approve the Workforce and OD Strategy refresh and request the Workforce Committee to undertake at least quarterly monitoring of delivery.