

**NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST**

**BOARD OF DIRECTORS MEETING**

**Meeting Date:** 29 April 2015

**Title and Author of Paper:** Draft Workforce and OD Strategies

Lisa Crichton-Jones – Executive Director of Workforce and OD  
Mark Spybey – Head of OD

**Paper for Debate, Decision or Information:** Information and debate

**Key Points to Note:**

First draft Workforce and OD strategies are presented to the Board of Directors for information and consideration.

Both documents are still working drafts and are not intended to be final documents. We welcome input and comment from members.

Both strategies were presented to CDT on Monday 20 April and were well received with comments and suggestions to be incorporated into next drafts. Work needs to be taken forward to ensure the OD strategy is fully aligned with service improvement work.

The Workforce Strategy comprises six core themes;

1. We will develop a representative workforce which delivers excellence in patient care, is recovery focused and champions the patient at the centre of everything we do
2. We will embed our values, improve levels of staff engagement, create positive staff experiences and improve involvement in local decision making
3. We will lead and support staff to work safely and deliver high quality care for all
4. We will help staff to keep healthy, maximising wellbeing and prioritising absence management
5. We will educate and equip staff with the necessary knowledge and skills to do their job
6. We will be a progressive employer of choice with appropriate pay and reward strategies

The OD strategy comprises 6 high level goals and a set of draft operating principles which are still being considered and debated.

The high level goals are;

1. Embedding values
2. Engaging people
3. Working with change (the people side of transformation)
4. Developing leaders, managers and developing talent
5. Building and maintaining effective teams
6. Measuring the 'culture': the health and wellbeing of the organisation

Both strategies will be supported by high level action plans and annual work plans.

Further to the review of programmes and the end of the Workforce Programme Board, a new workforce committee structure is in development to oversee implementation of the strategy and all workforce issues. A trust wide Workforce Committee will be established with two proposed sub groups of (1) Organisational Development and (2) Workforce Planning, Education and Training.

**Outcome required:**

Comments to be received in order to further inform final strategies.