

Northumberland, Tyne and Wear NHS Foundation Trust

Board of Directors Meeting

Meeting Date: 23 November 2016

Title and Author of Paper: Investors in People and Health and Wellbeing Good Practice Award Assessment Report.
Jacqueline Tate, Workforce Projects Manager.

Executive Lead: Lisa Crichton-Jones

Paper for Debate, Decision or Information: Information

Key Points to Note: The reassessment occurred during 3rd-17th October 2016. 108 staff were interviewed across 5 hospital sites. Both standards were retained. Areas of strengths and good practice were identified as:

- Strategic Development
- Trust Values
- Learning and Development
- Communication and Consultation
- Supervision and appraisal
- Internal and External reviews
- Recognition Strategy
- Health and Wellbeing Resources

Recommendations and Opportunities for Development were identified as:

- Devolution and empowerment
- Collaborative Leadership
- Transformation of Services/ Restructuring
- Rio- Administration
- Staff Engagement
- Sickness Management and Mental Health
- Leadership and Management Effectiveness
- Version 6 of the Investors in People Standard.

The report concludes that there is evidence of a shift in culture to become more inclusive and that there has been an improvement in communication and consistency of appraisal and supervision since the last visit.

An action plan is attached within the report for consideration and action.

Risks Highlighted to Board: N/A

Does this affect any Board Assurance Framework/Corporate Risks: No

Equal Opportunities, Legal and Other Implications: N/A

Outcome required: Information

Link to Policies and Strategies: Workforce and OD Strategy