

# Board of Directors Public

## Report

**Subject:** Engagement Strategy  
**Date:** June 2015  
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### Executive Summary

A Trust Engagement Strategy and Policy have been developed with clear aims for managers and employees, outlining the commitment to engagement and responsibilities of all Trust employees. Feedback was sought from Trust managers and Staff Side and incorporated in to the documents. The Strategy and Policy have been approved by the OD and Workforce Committee.

An Implementation Guide to underpin these documents is currently being drafted to assist managers with engaging with their staff, in line with the Strategy and Policy. The draft implementation guide will be presented at the August Board meeting.

A Reference Group will then be created to inform the development of wider staff engagement mechanisms and a communication plan agreed.

### Recommendation

The Board of Directors are asked to note the progress in relation to the production of the Implementation Guide to support the Trust Engagement Strategy and Policy.

### Relevant Strategic Priorities (please mark in bold)

<b>To consistently deliver a high quality patient experience safely and effectively</b>	To develop extended clinical networks that benefit the patients we serve
To eliminate the variability of access to and outcomes from our acute services	<b>To provide efficient and cost-effective services and deliver better value healthcare</b>
To reduce demand on hospital services and deliver care closer to home	

<b>How has organisational learning been disseminated</b>	N/A
<b>Links to the BAF and Corporate Risk Register</b>	
<b>Details of additional risks associated with this paper</b> (may include CQC Essential Standards, NHSLA, NHS Constitution)	
<b>Links to NHS Constitution</b>	

<b>Financial Implications/Impact</b>	The following potential outcomes could have a positive financial impact: - Reduced staff absenteeism, increased staff motivation, improved overall staff engagement scores and healthy turnover and vacancy rates. More engaged employees will generate greater productivity and improved patient care.
<b>Legal Implications/Impact</b>	N/A
<b>Partnership working &amp; Public Engagement Implications/Impact</b>	N/A
<b>Committees/groups where this item has been presented before</b>	OD & Workforce Committee
<b>Monitoring and Review</b>	Monitoring of the Engagement Strategy will commence once the Strategy is finalised and published
<b>Is a QIA required/been completed? If yes provide brief details</b>	No