

Board of Directors – Cover Sheet

Subject:	Workforce Report – Culture & Leadership			Date: 30 th August 2018	
Prepared By:	Julie Bacon: Director of Human Resources & Organisational Development				
Approved By:	Julie Bacon: Director of Human Resources & Organisational Development				
Presented By:	Julie Bacon: Director of Human Resources & Organisational Development				
Purpose					
To provide members of the Trust Board with assurance and				Decision	
an update about the work being undertaken in the Trust				Approval	
around culture, leadership and staff engagement.				Assurance	X
				Consider	
Strategic Objectives					
To provide	To support each	To inspire		get the most	To play a
outstanding	other to do a	excellence	fro	om our	leading role in
care to our	great job		re	sources	transforming
patients					health and care
					services
			1		30.1.000
х	х	х		х	X
X Overall Level of	Assurance				X
		x Sufficient	Liı	x	
Overall Level of	Assurance		Li		X
Overall Level of Risks/Issues	Assurance Significant	Sufficient x		mited	None
Overall Level of	Assurance Significant A positive culture a	Sufficient x and strong staff engage	gem	mited	None
Overall Level of Risks/Issues Financial	Assurance Significant A positive culture a and help to reduce	Sufficient x and strong staff engage agency expenditure	gem	mited nent support recru	None uitment & retention
Overall Level of Risks/Issues Financial Patient Impact	Assurance Significant A positive culture a and help to reduce An engaged and m	Sufficient x and strong staff engage agency expenditure otivated workforce in	gem	mited nent support recru oves quality/patie	None uitment & retention
Overall Level of Risks/Issues Financial Patient Impact Staff Impact	Assurance Significant A positive culture a and help to reduce An engaged and m Inclusive, compass	Sufficient x and strong staff engage agency expenditure of total workforce in the control of the	gement	mited nent support recru oves quality/patie	None uitment & retention
Overall Level of Risks/Issues Financial Patient Impact Staff Impact Services	Assurance Significant A positive culture a and help to reduce An engaged and m Inclusive, compass Engaged staff tend	Sufficient x and strong staff engage agency expenditure otivated workforce in ionate leadership he to be productive sta	gements	mited nent support recru oves quality/patie taff retention	None witment & retention nt experience
Overall Level of Risks/Issues Financial Patient Impact Staff Impact	A positive culture a and help to reduce An engaged and m Inclusive, compass Engaged staff tend Strong staff engaged	Sufficient x and strong staff engage agency expenditure activated workforce in the control of	gements	mited nent support recru oves quality/patie taff retention percentage of staf	None witment & retention nt experience f being prepared
Overall Level of Risks/Issues Financial Patient Impact Staff Impact Services Reputational	A positive culture a and help to reduce An engaged and m Inclusive, compass Engaged staff tend Strong staff engaged to recommend the	Sufficient X Ind strong staff engage agency expenditure otivated workforce in to be productive statement results in a high Trust as a place to we	gemelongen	nent support recru oves quality/patie staff retention percentage of staff and receive treat	None witment & retention nt experience f being prepared
Overall Level of Risks/Issues Financial Patient Impact Staff Impact Services Reputational Committees/group	A positive culture a and help to reduce An engaged and m Inclusive, compass Engaged staff tend Strong staff engaged	Sufficient X Ind strong staff engage agency expenditure otivated workforce in to be productive statement results in a high Trust as a place to we	gemelongen	nent support recru oves quality/patie staff retention percentage of staff and receive treat	None witment & retention nt experience f being prepared
Overall Level of Risks/Issues Financial Patient Impact Staff Impact Services Reputational	A positive culture a and help to reduce An engaged and m Inclusive, compass Engaged staff tend Strong staff engaged to recommend the	Sufficient X Ind strong staff engage agency expenditure otivated workforce in to be productive statement results in a high Trust as a place to we	gemelongen	nent support recru oves quality/patie staff retention percentage of staff and receive treat	None witment & retention nt experience f being prepared

This is the new Quarterly Workforce Report on activities and indicators relating to culture and leadership. This particular report sets out:

- 1. Progress with the NHSI / Kings Fund culture and leadership diagnostic phase
- 2. Leadership development and talent management activity
- 3. Results of the 2018/1918 Q1 staff pulse survey
- 4. Outcomes of the Occupational Health Survey
- 5. Freedom to Speak-up Guardians update
- 6. STP OD update

The Board of Directors are asked to note the report.