

Board of Directors – Cover Sheet

Subject:	Workforce Report – Culture & Leadership	Date: 29th November 2018		
Prepared By:	Julie Bacon: Director of Human Resources & Organisational Development; Lee Radford; Deputy Director Training, Education and Development & OD; Rob Simcox: Deputy Director of HR.			
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 an update about the work being undertaken in the Trust around culture, leadership and staff engagement.			Decision	
			Approval	
			Assurance	x
			Consider	
Strategic Objectives				
To provide outstanding care to our patients	To support each other to do a great job	To inspire excellence	To get the most from our resources	To play a leading role in transforming health and care services
x	x	x	x	x
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		x		
Risks/Issues				
Financial	A positive culture and strong staff engagement support recruitment & retention and help to reduce agency expenditure			
Patient Impact	An engaged and motivated workforce improves quality/patient experience			
Staff Impact	Inclusive, compassionate leadership help staff retention			
Services	Engaged staff tend to be productive staff			
Reputational	Strong staff engagement results in a high percentage of staff being prepared to recommend the Trust as a place to work and receive treatment			
Committees/groups where this item has been presented before				
None				
Executive Summary				
<p>This is the Quarterly Workforce Report on activities and indicators relating to culture and leadership. This particular report sets out information relating to the following areas:</p> <ol style="list-style-type: none"> 1. Results from the NHSI / Kings Fund culture and leadership diagnostic phase 2. Leadership development and talent management activity 3. Survey results and progress 4. 2018/19 flu vaccination campaign 5. Bullying, harassment and favouritism 6. Apprentice update <p>The Board of Directors are asked to note the report.</p>				