

Trust Board Meeting in Public: Wednesday 11 July 2018

TB2018.65

Title	OUH People Strategy
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Status	For approval
History	The strategy has been developed through an iterative process, including workshops; an online survey; 2017 staff survey results, and the 'Changing Things for the Better' listening events held in response to the staff survey.

Board Lead(s)	John Drew, Director of Improvement and Culture			
Key purpose	Strategy	Assurance	Policy	Performance

People Strategy

1. Introduction and background

- 1.1 This paper provides the context for the attached document which has been designed to communicate our proposed People strategy for the next three years, from 2018-2021.
- 1.2 The strategy has been developed through an iterative process since January 2018, during which a series of workshops were held with around 100 staff. The views of nearly 1,000 staff who completed an online survey have also been taken into account, as well as the 2017 staff survey results and the views of around 300 staff who attended the 'Changing Things for the Better' listening events held in response to the staff survey.
- 1.3 The strategy is structured around six themes, with actions set out under each theme over three time horizons; strengthen (year 1), build (years 2-3) and consolidate (beyond year 3). Each theme also includes examples of potential measures of impact.
- 1.4 The next step is to develop detailed implementation plans, together with specific, measurable goals. Some of the actions are already under way, in line with the staff priorities for 2018/19 which were previously agreed.

2. Recommendation

- 2.1 The Board is asked to:
 - 2.1.1 Consider the People strategy and approve it.
 - 2.1.2 Discuss how best to demonstrate our collective commitment to it, including signing it.
 - 2.1.3 Play an active role in communicating it to our staff, and in its implementation.

Appendix 1: Proposed People Strategy for OUH

John Drew
Director of Improvement and Culture

July 2018