

Developing Our People Strategy 2020 - 2023



Trust Board
30 January 2020

Recognising that it is 'our people' that make the difference to how we perform....

the strategy will focus on what is needed to **lead**, **support** and **manage** our people for sustainable results.



Underpinning principles

*Investors in People –
We invest in people framework*



Developing the strategy

Engagement with staff using staff survey results to start the conversation (Jan-Mar 2020)

Working together to make our Trust a great place to work

- **All staff** – The Big (Coffee) Conversation. Focus on key themes and actions.
- **Targeted sessions** with key groups:
 - H&WB Steering Group
 - Health Champions
 - Employee experience work stream (H&WB)
 - Psychological work stream (H&WB)
- **Directorates** (through ADHR, AD and HOS), existing directorate work streams & professional leads.



Developing the strategy

Engagement with

- **Trust Board** – workshop?
- **Trade Unions**
- **NHS employers** – facilitated OD strategic planning session with Directors and those in key strategic planning roles (linked to patient experience, patient client experience, QI)
- **Leadership walks** – feedback from Directors



Why engage?



We want:

- to be a **compassionate organisation** & a great place to work
- staff to feel engaged
- to share some of the staff survey results to start the conversation
- to share with staff our initial thoughts on what we need to focus on
- to hear from staff on what would really make a difference to them and their teams to feed into our People Strategy



Engagement on key themes

How do we make a difference in the following areas?

1. Health and Wellbeing
2. Leadership
3. Recognising and valuing our staff
4. Communication and engagement



Initial considerations

- People Strategy vs OD Strategy
- Link to other corporate strategies – corporate plan, patient safety, patient client experience, quality improvement, ‘Nursing & Midwifery Workforce Action Plan’ & ‘Inspire, Attract & Recruit Strategy’.
- Timeframe for Trust Board workshop & strategic OD workshop
- How to best feed back from leadership walks.....



Coffee JOIN THE BIG^ CONVERSATION

We want to work together with you to identify what we can do together to make this a great place to work

We will share and use our staff survey results to start the conversation.

Join the conversation



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and Social Care Trust
Quality Care - for you, with you



Working together



Excellence



Openness & Honesty



Compassion

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JOIN THE BIG ^ CONVERSATION

on one of the below dates...

Thursday 06 Feb 2020 2:00pm - 4:00pm Lurgan Hospital - Training Room	Friday 7th Feb 2020 2:30pm - 4:30pm CAH - Medical Education Centre	Wednesday 12th Feb 2020 2:00pm - 4:00pm CAH - Medical Education Centre	Friday 14th Feb 2020 9:30am - 11:30pm Seagoe Parish Centre
Friday 14th Feb 2020 2:00pm - 4:00pm Lurgan Hospital - Training Room	Friday 21st Feb 2020 2:00pm - 4:00pm Daisy Hill Hospital - Board Room	Friday 28th Feb 2020 2:00pm - 4:00pm Armagh St Luke's - Navan Room	Wednesday 4th Mar 2020 2:00pm - 4:00pm Daisy Hill Hospital - Boardroom

Click here to book your place



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Thank you

Any thoughts / comments / questions?

