

Strategy and Transformation Committee

Committee Chair Report for Board Meeting on (Thursday 03rd April 2025)

The Strategy and Transformation Committee ('the Committee') met on the 12th of March 2025. The following is a summary of the areas considered at the meeting to update the Board. The formal record of the meeting remains the approved minutes.

Summary of areas considered.

1. Strategy

Vision and Strategy 2030

- Draft SHSCT Vision and Strategy 2030 was presented for approval.
- Communication plan and stakeholder engagement to be undertaken to support the launch.
- Soft launch April 2025, full launch June 2025

Encompass

The Committee was advised the Trust is now less than 60 days away from going live with encompass, the Regional Health and Care Record, on 8th May 2025. In line with the Programme Plan, a 60 day Go Live Readiness Assessment (GLRA) was held on Wednesday 5th March 2025. All Directors and Assistant Directors attended this event, presented their readiness position compared to the Programme Plan and questions and suggestions were made from a range of external stakeholders in attendance, including:

- Epic (software supplier)
- Regional encompass Team
- Department of Health
- DHCNI

A summary of the RAG status was provided. Assurance was provided that the Trust was in a strong position of readiness for encompass go live on 08th May 2025.

2. Transformation

The Committee received an update on the work being undertaken under the RISE programme. Specifically, areas of reform and improvement.

The specific projects are as follows:

- Timely Care Programme
- Obstetric & Gynae Reform and Future Service Planning (including Cervical Invasive Cancer Audit – Process & Disclosure)

- Laboratory Reform (including mortuary)
- Medical Bank & Agency Workforce Reform

3. Organisational Development

Committee received an update on the People and Culture Steering Group

- OD team has attended all encompass Directorate readiness groups to present on the importance of building in staff recognition and appreciation as part of the encompass implementation programmes in each Directorate.
- Development of Supporting You Through Change toolkit has been developed and available for all staff – encompass hub.
- Recognition of the need to downturn some workload / meeting attendance, to ensure staff can cope with the pressures of encompass implementation. This has now been enacted across all Directorates.

Pulse Survey

- Committee were advised that a short pulse survey was issued as an alternative to a regional staff survey which will not now happen until at least Autumn 2026.
- The Committee were provided with an overview of results.
- Committee were advised that the pulse survey will be a key area of focus for the people and culture steering group, senior leadership team and Trust Board. This will take place post encompass.

Issues for escalation to Trust Board

- None

Action(s) requested/required of Trust Board

- Strategy and Transformation Committee is recommending for approval the SHSCT Vision and Strategy 2030
- Note the areas considered.
- Note minutes of previous meeting
- Note Committee Terms of Reference
- Note Committee Work Programme 2025

Eileen Mullan
Committee Chair

On behalf of the Strategy and Transformation Committee

25th March 2025