

## Cover page

Meeting	Trust Board
Agenda Item No.	12
Paper Title	Organisational Development 6-month Delivery Plan
Date of meeting	4 <sup>th</sup> April 2019
Date paper was written	March 2019
Responsible Director	Victoria Rankin, Workforce Director
Author	Charlotte Banks and Paula Dabbs, OD Team

### Executive Summary

A draft of the Organisational Development (OD) plan was presented to Workforce Committee in March. The committee recognised the work that had gone into producing the plan and that it had the ability to improve the organisation for both staff and patients. However the committee requested further assurance that the plan is owned by the full executive and senior leadership team as the committee are looking for confidence in delivery.

The committee agreed that it was critical that development work continues and achieves greater pace therefore the committee agreed the need to approve and support the delivery of a 6-month OD delivery plan.

The plan has been developed using diagnostic analysis included Staff Survey 2018 results, CQC report, Deloitte Well-led, Freedom to Speak Up Guardian data and a series of staff focus groups have been undertaken to gain feedback over the detail of the plan.

This plan will be monitored monthly through Workforce Committee, with the full plan proposed for Board 30 May 2019.

The aim of the strategy is to improve staff morale and therefore positive patient experience. The plan focuses on 5 key areas:



This response cannot be viewed in isolation as it is cross cutting with priorities within the Staff Survey response plan.

Previously considered by

Workforce Committee, 18 February 2019 and 18 March 2019  
 JNCC 19 March 2019  
 SLT 12 February 2019  
 Executive Directors February 2019

The Board is asked to:

<input type="checkbox"/> Approve	<input type="checkbox"/> Receive	<input checked="" type="checkbox"/> Note	<input type="checkbox"/> Take Assurance
To formally receive and discuss a report and approve its recommendations or a particular course of action	To discuss, in depth, noting the implications for the Board or Trust without formally approving it	For the intelligence of the Board without in-depth discussion required	To assure the Board that effective systems of control are in place

Link to CQC domain:

<input type="checkbox"/> Safe	<input type="checkbox"/> Effective	<input checked="" type="checkbox"/> Caring	<input type="checkbox"/> Responsive	<input checked="" type="checkbox"/> Well-led
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Link to strategic objective(s)

*Select the strategic objective which this paper supports*

- PATIENT AND FAMILY Listening to and working with our patients and families to improve healthcare
- SAFEST AND KINDEST Our patients and staff will tell us they feel safe and received kind care
- HEALTHIEST HALF MILLION Working with our partners to promote 'Healthy Choices' for all our communities
- LEADERSHIP Innovative and Inspiration Leadership to deliver our ambitions
- OUR PEOPLE Creating a great place to work

Link to Board Assurance Framework risk(s)

Equality Impact Assessment

- Stage 1 only (no negative impact identified)
- Stage 2 recommended (negative impact identified and equality impact assessment attached for Board approval)

Freedom of Information Act (2000) status

- This document is for full publication
- This document includes FOIA exempt information
- This whole document is exempt under the FOIA

Financial assessment

R	Outstanding
A	In Progress
G	Complete
U	Not yet started/due

## Organisational Development delivery plan April-October 2019

The OD plan details four key areas of focus; Behaviours and respect, Leadership Development, Psychological safety and Innovation and change with a cross cutting theme of staff engagement. The plan below details the first six month delivery to support our cultural improvement

**This response cannot be viewed in isolation as it is cross cutting with priorities within the Staff Survey response plan**

	Lead	By When	Status
<b>1 Values and Behaviours</b>			
1.1	John Skelton	Mar-19	G
1.2	Charlotte Banks	Apr-19	A
1.3	Kerry Cleary/ OD team	Apr-19	G
1.4	Kerry Cleary/ OD team	Apr-19	A
1.5	Workforce Director/OD team	Mar-19	G
1.6	OD team	May 2019 & Sept 2019	A
1.7	Yarrington/OD team	Sep-19	A
1.8	Workforce Director/OD team	Jul-19	A
<b>2 Leadership Development</b>			
2.1	Workforce Director/OD team	Sep-19	A
2.2	Workforce Director/OD team	Jun-19	U
2.3	OD team	Oct-19	U
2.4	OD team	Oct-19	A
2.5	OD team	Jul-19	U
<b>3 Psychological Safety</b>			
3.1	Pete Jefferies/Paula Dabbs	May-19	A
3.2	Cathy Smith/ Exec sponsor	ongoing	A
3.3	Paula Dabbs/Pete Jefferies	May-19	A
3.4	Victoria Rankin	Sep-19	A
3.5	Pete Jefferies/ Charlotte Banks	Aug-19	A
3.6	Paula Dabbs/Teresa Love	Apr-19	A
3.7	Kate Adney	Apr-19	A
<b>4 Innovation and change</b>			
4.1	OD team	Jun-19	A
4.2	Workforce Director/Paula Dabbs	Mar-19	G
4.3	Workforce Director/Paula Dabbs	Mar-19	G
4.4	Workforce Director/Paula Dabbs	Apr-19	G
4.5	Workforce Director/Paula Dabbs	ongoing	A
4.6	Paula Dabbs	May-19	A
<b>5 STAFF ENGAGEMENT- specific to OD Plan ( additional within staff survey plan)</b>			
5.1	Engagement and enablement group	Jun-19	A
5.2	OD team	Oct-19	A

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5.3	One SaTH conversation to be held in summer (links with Health and Wellbeing events)	OD team	Jul-19	A
5.4	14 CEO Breakfast sessions- structure conversation to explicitly link actions on staff feedback	OD team	Oct-19	A
5.5	A model of gaining increased feedback from staff e.g. Crowdsourcing	Executive team/ OD team	Jun-19	A
5.6	Recruit to Trust engagement champions	Engagement and enablement group/ OD team	Apr-19	A