

Valuing Our Staff

- NSS Priorities - B&H / V&A from patients.
- Focus on AI/UC Wards (3) Team Effectiveness incl. Inclusive Cultures, Leadership & Management Interventions, clinical skills training & HWB
- HWB System Hub
- HR Policies in line with Just & Restorative Cultures— Partial Review agreed

EDI :

- Strengthening Staff Networks & implementing WRES/DES/GPG action plans
- History Months (lead LGBT+ Feb 23)
- Collate EDS data
- Stonewall Submission (sept 22)

Retention

- Learning from Leavers – Reporting into WF dashboards
- Stay Conversations Embed
- Lincoln College Predictive Analytics
- Staff Benefits – Overhaul & Link to Attraction Strategy
- Flexible Working (projects, team rostering & equipping leaders to think differently using NHSE/I guidance)

Developing Our Staff

Workforce Transformation:

- Apprenticeships – Utilisation of Levy via a Core Offer
- WFD & CPD – Aligned to priorities
- Career Pathways/Competency Framework (& link to attraction offers)
- Clinical Placement Expansion – Legacy Nurse
- HEE New Roles – Plan around wrap around support
- ACPs
- Physician Associates / Medical Support Workers

Workforce Planning:

- WF Dashboards & Vacancy Dashboard – Embedded in Divisions
- Divisional WFPs / Establishment Review
- Job Planning – Medics & Community staff
- NHSE/I WFP Submissions/plans

Finding & Recruiting Our Staff

Attraction Strategy

- Advert Reach – integration into our communities/networks
- Attraction Material / Social Media Profile
- Relationships – Princes’ Trust, Colleges, HEI’s, Community Groups, Talent Academy.

Recruitment:

- Plan for Every Vacancy
- Introducing TRAC
- Rolling Recruitment
- International Recruitment – Expansion of numbers/professions, OSCE development, Legacy Nurses, TtT
- Overhauling Recruitment
- Widening Participation (through Attraction Strategies)

