

Board of Directors

Report Title:	ESNEFT People Strategy
Executive/NED Lead:	Leigh Howlett, Director of HR and OD
Report author(s):	Leigh Howlett, Director of HR and OD
Previously considered by:	The Trust Executive Team Operational Delivery Group Staff Partnership Forum Executive Management Team

Approval

 Discussion

 Information

 Assurance

Executive summary		
<p>The NHS People Plan 2020/21 was published at the end of July. It was delayed from earlier in the year due to Covid and there being no national spending review to allocate the funds required to embed some of the plan such as additional clinical training places.</p> <p>The revised national plan responded to the difference that Covid has made to the way the NHS works set out some immediate actions needed. It has a shortened time frame of two years but notes that, once the finances are agreed nationally, a further plan will be issued later next year.</p> <p>In response, the attached ESNFT People Strategy has been developed which incorporates both the national requirements and specifics for our Trust and its people; in particular addressing issues raised via previous staff surveys and ongoing engagement events.</p> <p>The rationale for a two year plan is that we have some immediate issues to address (such as embed the helpline, recruitment review, delivery of staff networks, review of appraisal and talent frameworks) which will provide strong foundations for the future. It will also provide stability and a clear plan for the HR team while the new HRD settles into their role.</p> <p>It has been through the Operational Delivery Group, Staff Partnership Forum and the Executive Management Team where it was positively received.</p>		
Action Required of the Committee		
The Board is asked to approve this strategy.		
Link to Strategic Objectives (SO)		Please tick
SO1	Keep people in control of their health	<input type="checkbox"/>
SO2	Lead the integration of care	<input type="checkbox"/>
SO3	Develop our centres of excellence	<input checked="" type="checkbox"/>
SO4	Support and develop our staff	<input checked="" type="checkbox"/>

SO5	Drive technology enabled care	<input type="checkbox"/>
Risk Implications for the Trust <i>(including any clinical and financial consequences)</i>	If we do not have a clear corporate governance framework, staff may conduct business outside it resulting in lack of escalation and breach of agreed authority and accountability arrangements	
Trust Risk Appetite	Compliance/Regulatory: The board has a minimal risk appetite when it comes to compliance with regulatory issues. It will meet laws, regulations and standards unless there is strong evidence or argument to challenge them	
Legal and regulatory implications <i>(including links to CQC outcomes, Monitor, inspections, audits, etc)</i>	Well-led framework Legal accountabilities to our workforce	
Financial Implications	Initiatives to be managed within identified budgets.	
Equality and Diversity	None specifically for this report.	