DEVELOPING A PEOPLE STRATEGY: THE STORY SO FAR

People Strategy OUH – initial plan on a page

Our overarching strategic people priorities – aligned to the NHS People Plan

1. Looking after our people	2. Belonging at OUH	3. New ways of working and delivering care	4. Growing for the future

Our strategy workstreams

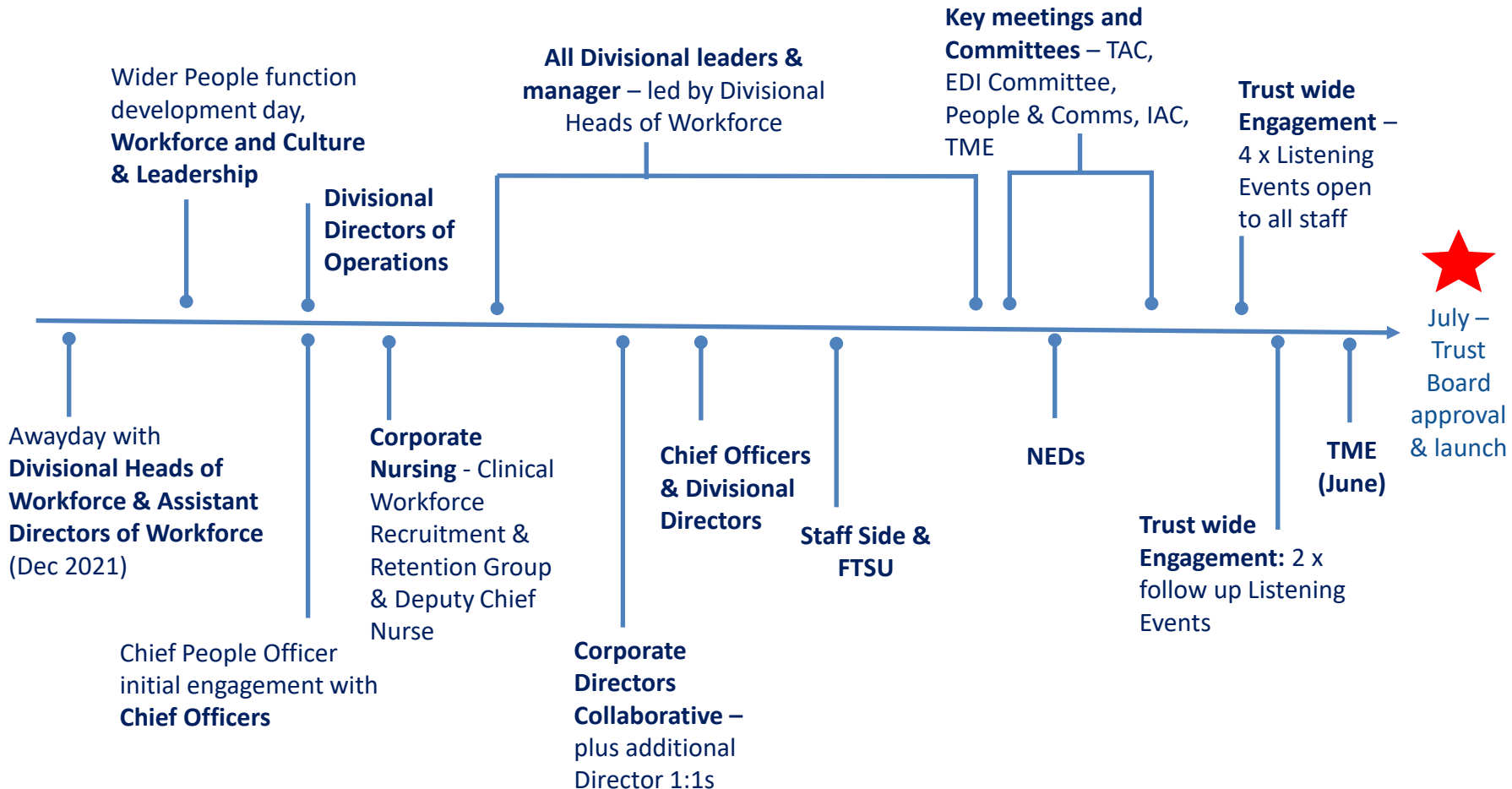| Prioritising the health & wellbeing of all our people	Ensuring inclusion and belonging for all	Enabling new ways of working and planning for the future	Harnessing the talents of all our people
	Creating a great employee experience		

Our enabling workstreams

Fit for purpose people function – leading improvement, innovation and change

Digital people solutions

Collaborating across the system

Communications & Engagement

Developing the People Strategy – key stakeholders

Wider People function development day, **Workforce and Culture & Leadership**

All Divisional leaders & manager – led by Divisional Heads of Workforce

Key meetings and Committees – TAC, EDI Committee, People & Comms, IAC, TME

Trust wide Engagement – 4 x Listening Events open to all staff

Divisional Directors of Operations

Awayday with **Divisional Heads of Workforce & Assistant Directors of Workforce** (Dec 2021)

Corporate Nursing - Clinical Workforce Recruitment & Retention Group & Deputy Chief Nurse

Chief Officers & Divisional Directors

NEDs

TME (June)

July – Trust Board approval & launch

Chief People Officer initial engagement with **Chief Officers**

Corporate Directors Collaborative – plus additional Director 1:1s

Staff Side & FTSU

Trust wide Engagement: 2 x follow up Listening Events

WHAT WE HEARD FROM OUR PEOPLE

SUMMARY OF PEOPLE PLAN GAPS FROM LISTENING EVENTS (1)

Theme	Sub-theme
1. Environment / estates	(a) Prioritise the basics – pleasant changing facilities and working toilets, water, hot food etc as per NHS Employers graphic
	(b) Space to relax and recharge during breaks
	(c) Access to the resources to do a good job
2. Well-being	(a) Everyone has basic human needs met – sufficient rest, nutrition – As above, reference NHS Employer graphic
	(b) A work environment that enhances well-being (e.g. no-smoking policy enforced, MSK support / desk set-up, proactive OH support)
3. Process improvement / automation	(a) Streamline processes (and involve staff in doing so)
	(b) Digitise where possible
	(c) Clear communication of sign-off processes / what's required
4. IT	(a) Modernised IT equipment to promote productive working
	(b) IT resources to provide more support in resolving issues

SUMMARY OF PEOPLE PLAN GAPS FROM LISTENING EVENTS (2)

Theme	Sub-theme
7. Safe staffing	(a) Sufficient time to complete (mandatory) training
	(b) Feel safe to speak out about any concerns
8. EDI / inclusion	(a) Less divide between staff on different pay grades. Job roles, not bands. No more 'non-clinical'
9. Collaboration / teamwork	(b) Breaking down team boundaries to truly embrace OneTeamOneOUH (focused around patient pathway)
	(c) Equal value and recognition for role in patient care whether clinical or 'non-clinical' (and find a different term to non-clinical!)
	(d) Awareness of the front line no matter your role
	(e) Department goals / strategy developed with opportunity to contribute from all and understand where they fit in
11. Retention	(a) Provide more job security
	(b) Creating an employee experience that matches expectation
12. Ways of working	(a) Getting the basics right as a springboard to more innovative practices

Updates to content

1. **Fewer overall themes** with **clearer sub-themes**
2. Greater **emphasis on enablers like IT and Estates**
3. Proposed **'I statements'** from our staff
4. **Refined actions** to show what we'll do
5. An **overarching vision** for our people
6. Development of an **overarching 'contract'** to set out the contributions and responsibilities needed from:
   a. The organisation
   b. Line manager
   c. Individuals

REVISED THEMES AND SUB-THEMES

People Plan Amendments

Overarching Vision– Highlighting why our people should stay in the NHS and how we will help the acclimatise to the new normal

Our strategy workstreams

Prioritising the health & wellbeing of all our people	Health, Wellbeing & Belonging for all our people
Ensuring inclusion and belonging for all	
Enabling new ways of working and planning for the future	More People & Working Differently

Harnessing the talents of all our people

Creating a great employee experience

Making OUH a great place to work

Our enabling workstreams

Change to Creating a suitable environment and Estates

Fit for Purpose IT and Digital solutions

Communications & Engagement

Fit for purpose OUH people function – leading improvement, innovation and change

Amended People Plan overview – themes and sub-themes

Health, Wellbeing & Belonging for all our people

- Create a working environment that enhances well-being
- Recover from the effects of the pandemic
- Happier working lives (flexibility, autonomy, culture)
- Everyone understands what Equality Diversity and Inclusion (EDI) is and the role they play
- Recognise how everyone contributes to the care of our people & patients

Making OUH a great place to work

- Living out our values
- Great reward and benefits for working at OUH
- Support to allow our leaders, managers and teams to shine
- Careers our people feel excited by
- Everyone enabled to support quality improvement

More People, Working Differently

- Plan how best to use our workforce at OUH and beyond / across the System
- Right skills in place to deliver our services
- Improved recruitment processes