

Public Trust Board, Tuesday 27th April 2021

People Plan

This report presents the People Plan for 2021 – 2023, highlighting the priorities and plans for making LPT a great place to work and receive care.

Purpose of the Report

The purpose of the report is to present the People Plan for 2021 – 2023 and the high level priorities included to give assurance to the Board. This plan was presented to Quality Assurance Committee (30/3/21) and Strategic Executive Board (9/4/21). Feedback was provided from both groups and the plan has subsequently been updated and signed off.

Analysis of the issue

NHSE have developed the national People Plan and this gives us the opportunity to update our plans as our existing HR & OD strategy has run its planned course. The plan also reflects the Regional and LLR ICS plans as many of our workstreams are part of system working. The plan also highlights areas where we will be working with our group partner NHFT. Several pieces of work have already commenced at LPT and are maturing well and receiving positive staff feedback.

Proposal

NHSE/I have developed a national People Plan and People Promise which details the high-level priorities for all staff for the next 2 years around the 4 main themes of:

- Looking after our people
- Belonging in the NHS
- New ways of working and delivering care
- Growing for the future

These 4 priorities were developed through listening to staff nationally to highlight the areas where organisations need to prioritise their improvements in order to make the NHS a great place to work. The priorities identified in the national plan had already been identified through staff consultation within LPT and included in existing programmes of work i.e. Workforce Race Equality Standard (WRES), leadership and Our Future Our Way. Actions have already been taken and further plans are in place to make improvements to staff experience across these priorities. The LPT People Plan will be a dynamic plan and progress on milestones will be reported to Strategic Executive Board quarterly. The plan will be updated, in order to reflect the on-going needs of our people over the period 2021 - 2023.

Health and Wellbeing Guardian

A requirement within the NHS People Plan is appointment of a Health and Wellbeing Guardian who will champion the health and wellbeing agenda at the Board. The Trust Chair has taken on the role of Health and Wellbeing Guardian. Attached at Appendix 1 is a summary of the Health and Wellbeing Guardian 9 principles and an assessment of the Trust's current position in relation to these. These will be further reviewed and refined.

Decision required

Trust Board members are asked to:

1. Endorse the People Plan
2. Approve the format for reporting of staff Health and wellbeing Guardian activities to the Board and receive assurance against the 9 NHSE principles twice yearly.

Governance table

For Board and Board Committees:	Public Trust Board	
Paper sponsored by:	Sarah Willis, Director of HR & OD	
Paper authored by:	Fiona McNamee, Head of Organisational Development	
Date submitted:	20/4/21	
State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	QAC 30/3/21 SEB 9/4/21 WODW 13/4/21	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:	Assured	
State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	Strategy and updates will be given every 6 months	
STEP up to GREAT strategic alignment*:	High Standards	
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	
	Single Patient Record	
	Equality, Leadership, Culture	X
	Access to Services	
	Trust Wide Quality Improvement	
Organisational Risk Register considerations:	List risk number and title of risk	24 – Equality Diversity and Inclusion 25 - Collective Leadership 26 – staffing 27 – Health and Wellbeing
Is the decision required consistent with LPT's risk appetite:		
False and misleading information (FOMI) considerations:		
Positive confirmation that the content does not risk the safety of patients or the public	No Risk	
Equality considerations:	completed	