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| Meeting: | Brighton and Sussex University Hospitals NHS Trust Board Meeting |
| Date: | 1st June 2015 |
| Board Sponsor: | Amanda Fadero, Deputy Chief Executive and Director of Strategy and Change |
| Paper Author: | Helen Weatherill, Operational Director of HR |
| Subject: | People and Well-being Strategy 2015-2020 |

Executive summary

Our People and Wellbeing Strategy sets out an ambitious plan to develop Brighton and Sussex University Hospitals NHS Trust (BSUH) as an employer; and how we will work towards an employee experience which is positive and contributes to wellbeing.

This is a significant shift from the current situation and requires long term work and investment. The way in which our people are treated and the culture within which we work directly affects our ability to provide the best care to our patients. The intention of this strategy is to build on the positive aspects of our culture, reflected in our values and behaviours, and co-create with our people a way of working which is positive and rewarding. There are a number of short and long-term challenges to be addressed and this approach will require commitment and hard work from everyone.

To support the implementation of our new People and Well-being Strategy, a formal external review of the role, function and capacity of the HR Team has been conducted. Consultation with HR Staff will commence in June 2015.

A new People Board chaired by the Deputy Chief Executive will be established in early June to agree and monitor all the programmes of work covered within the People & Wellbeing Strategy.

The People and Wellbeing Strategy will not be communicated to staff in the attached format. The intention is to develop a simple, clear, non-jargon version for all staff supported by a programme of engagement linked to our Values and Behaviour programme.

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| Links to strategic objectives | <p>All.</p> <ol style="list-style-type: none"> 1. Excellent Outcomes. 2. Great Experience. |
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| | <ul style="list-style-type: none"> 3. Empowered, Skilled Staff. 4. High Productivity. 5. Deliver the Clinical Strategy. |
| Identified risks and risk management actions | This is an ambitious and challenging five year programme. A full risk register will be developed and overseen by the People Board |
| Resource implications | £300k investment in the HR structure |
| Legal implications | We have a legal and moral responsibility to ensure the wellbeing of our staff and employment practice. |
| Report history | |
| Appendix | Appendix 1 – People Board Structure |

Action required by the Board

The Board is asked to note and approve the People and Wellbeing Strategy.