

## Agenda Item 2.ii

<b>Report to:</b>	<b>Trust Board</b>	<b>Date: 5 June 2025</b>
<b>Report from:</b>	<b>Oonagh Monkhouse, Director of Workforce and OD Lorraine Howard-Jones, Deputy Director of Workforce and OD</b>	
<b>Principal Objective/ Strategy and Title:</b>	<b>25/26 Workforce Strategy Workplan</b>	
<b>Board Assurance Framework Entries:</b>	<b>Recruitment Staff Engagement Retention</b>	
<b>Regulatory Requirement:</b>	<b>Well Led WRES WDES EDI Improvement Plan</b>	
<b>Equality Considerations:</b>	<b>This report supports the requirements laid out in the Equality Act 2010 and the Public Sector Equality Duty.</b>	
<b>Key Risks:</b>	<ul style="list-style-type: none"> <li>• <b>Staff retention</b></li> <li>• <b>Staff engagement</b></li> <li>• <b>Quality and Safety of services provided</b></li> </ul>	
<b>For:</b>	<b>Approval</b>	

### 1. Purpose/Background/Summary

- 1.1 The purpose of this paper is to seek approval from the Trust Board for the Workforce Strategy 2025/26 Workplan.
- 1.2 In order to provide assurance for the Trust Board regarding the delivery of the strategic goals set out in the Workforce Strategy detailed annual plans are developed. The review of delivery of the 24/25 Workplan was presented and discussed at the May Workforce Committee meeting.
- 1.3 The 25/26 Workplan has been developed by the Senior Workforce Team and builds on the work completed and/or commenced in 24/25. It also reflects key themes from the Annual Staff Survey and national workforce priorities. A draft version was previously considered at the March meeting of the Committee and the plan has been further developed since then.
- 1.4 The action plan is attached as Appendix 1. Appendix 2 contains for information the metrics and risks identified in the Strategy.
- 1.5 The major areas of focus and/or improvement for next year that have been identified are:
- Appraisal Quality
  - Implementing a new approach to address Dignity at Work complaints and Grievances
  - Career pathways and managing the risks relating to Job Evaluation
  - Consultant recruitment processes and practice
  - Embedding our vision for inclusive leadership and the associate improvements to our culture.
  - Improving the management and support of abuse, violence and aggression
  - Developing inclusive leaders

1.6 The key risk for the plan is the capacity of the Directorate and whether how the current instability across the NHS necessitates changes to our priorities and operational plans.

**2. The Committee is asked to:**

- Note and approve the proposed 25/26 Workplan.