



Progress to date:

We said we would fix:

What we have done:

Culture



Secondment and job evaluations resolved



Appraisals and objective planning and delivery



Prompt payments



10 FTSU ambassadors recruited



92% of staff have completed the values and behaviours training



Ringfenced training time for all frontline staff



New policies in place



Piloting a simpler version of appraisals



Internal secondments have reduced

People



£2.4 million investment in people services



'Time to Lead' for managers



Consistent wellbeing and TRiM support



Over 91% of long-standing legacy employee relations cases resolved

People Strategy agreed and being implemented



TRiM practitioners supporting mental health first aid

Over 81% of managers completed mandatory policy training



Developing 'Time to Lead' programme

People partnering is now in place

Reduction in staff sickness to below 9%

Partnerships



Strengthen relationships with our partners



HALO provision across the regions



1st survey of our key partners and stakeholders completed and 2nd underway

Better relationships with other Trusts and partners

Developing an Urgent & Emergency Care Strategy



Recruiting to end of life hospice paramedic programme



Three-way agreement on hospital handovers and a plan in progress to tackle handover delays

Recruited permanent HALOs

Impact



Improve our data quality and have a single source of truth



Create a clear performance report to understand what our issues are



Trust Board level integrated performance report implemented



Sector level integrated performance report implemented



Making data count training delivered to over 100 colleagues



Better access to data that helps us to drive services and identify areas that are doing well or opportunities for improvement

Delivery



CQC 'Must Dos' and 'Should Dos' implemented to keep patients, staff and volunteers safe



EHRC action plan implemented to address bullying and harassment



174 of the 178 (97.75%) actions on our 2020 action plan achieved – keeping our people and patients safe



76% reduction in staff reporting they are being sexually harassed. Of the closed cases some 60% have resulted in people leaving or receiving formal warnings