



Culture

Hein Scheffer

We all live our values and deliver compassionate care, to our people and our patients

Fix

Secondment and job evaluations resolved
Appraisals and objective planning and delivery
Prompt payments

Embed

Values and behaviours training
Leadership development and access to training

Transform

People strategy to 2030 and Our Leadership Way



People

Marika Stephenson

We are proud to work for EEAST and have the right skills and the right support to be the best we can be, as individuals and as teams

Fix

£2.4 mil investment in staffing people services
Time to Lead for managers
Consistent wellbeing and TRiM support

Embed

Link with culture on leadership development
Employee relations legal framework training and investigation toolkit
Career development pathways

Transform

Digitalised HR process
Intelligent workforce planning
People strategy to 2030



Partnerships

Kate Vaughton

We successfully work with others to deliver high quality care to our patients

Fix

Strengthen relationships with our partners
HALO provision across the region

Embed

Partner engagement embedded within core business
Support ICS integration

Transform

Commercial strategy implementation
EEAST part of joint commissioning and delivery of patient pathways



Impact

Emma De-Carteret

We use the right information, to make the right decision, at the right time, to bring about the right change

Fix

Improve our data quality and have a single source of truth
Create a clear performance report to understand what our issues are

Embed

Create training and tools for us to understand and analyse our information
Set a clear performance and accountability framework so we can continuously improve

Transform

Embed a culture of continuous improvement with clear methods for change



Delivery

Melissa Dowdeswell

CQC quality improvement programme and European Human Rights Committee (EHRC)

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

EHRC action plan implemented to address bullying and harassment