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Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>27 August 2019</b>	<b>Agenda Item</b>	<b>3.1</b>
<b>Report Title</b>	<b>Workforce &amp; OD Framework</b>		
<b>Report Author</b>	Hazel Robinson, Director of Workforce and OD		
<b>Report Sponsor</b>	Hazel Robinson, Director of Workforce and OD		
<b>Presented by</b>	Hazel Robinson, Director of Workforce and OD		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	To present the updated Strategic Workforce & OD Framework 2019 – 2022 following discussions at Health Board as well as a progress update.		
<b>Key Issues</b>	The Workforce & OD Framework has been developed to enable the delivery of the organisational strategy Better Health, Better Care, Better Lives and the Clinical Services Plan through the alignment of our staff, ensuring we have the right people in the right place at the right time and that we are able to deliver excellence through our staff.		
<b>Specific Action Required</b> <i>(please choose one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input checked="" type="checkbox"/>
<b>Recommendations</b>	Members are asked to note the contents of the report and provide comments on the draft Workforce & OD Framework.		

## WORKFORCE & OD FRAMEWORK

### 1. INTRODUCTION

To present the updated Strategic Workforce & OD Framework 2019 – 2022 following discussions at Health Board as well as a progress update.

### 2. BACKGROUND

The development of our organisational strategy *Better Health, Better Care, Better Lives* provides Swansea Bay University Health Board the opportunity to set out our organisational ambition and direction for the next decade. We have become a new organisation with a renewed ambition and purpose.

Excellent staff are identified as one of the key delivery enabling objectives, central to the achievement of these strategic aims which will be achieved only through harnessing their excellence and dedication. We need to ensure that Swansea Bay University Health Board is a great place to work where clinicians lead our service change and improvement.

The supporting Clinical Service Plan is central to the delivery of *Better Health, Better Care, Better Lives* and describes how we will transform wellness, primary and community services to underpin significant service change in our major hospitals.

Our people plan must be aligned to our organisational ambition and purpose and this Workforce and OD Framework is informed by our current position and provides a clear direction upon which we can plan,

**“To enable the delivery of the organisational Strategy *Better, Health, Better care, Better Lives* and the Clinical Services Plan through the alignment of our staff, ensuring we have the right people in the right place at the right time and that we are designed to deliver excellence through our staff”**

The Framework will be supported by a suite of detailed supporting plans and will be reviewed and refreshed on an annual basis to ensure that it remains fit for purpose and delivering the intended impact.

### 3. GOVERNANCE AND RISK ISSUES

The ambitions outlined with the W&OD Framework provides a clear statement of intent and will ensure that the Workforce and OD function and our managers have a clear focus and priorities for workforce management and improvement over the period of the plan.

### 4. FINANCIAL IMPLICATIONS

Achievement of the improvements and success measures set out within the framework document is contingent upon an appropriately resourced and skilled workforce and OD with the capacity and capability to deliver the ambitious programme of work.

Securing an engaged and motivated workforce is key to organisational success and will make SBUHB a great place to work and improve employee engagement and clinical engagement. Evidence demonstrates that organisational performance – quality, user satisfaction, mortality, financial, improvement, productivity, staff absenteeism - is directly linked to levels of employee engagement.

## **5. RECOMMENDATION**

The Workforce & OD Committee are asked to note the contents of the report and provide comments on the draft Workforce & OD Framework.

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<b>Governance and Assurance</b>		
<b>Link to Enabling Objectives</b> <i>(please choose)</i>	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	Partnerships for Improving Health and Wellbeing	<input type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
<b>Health and Care Standards</b>		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input checked="" type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
<b>Quality, Safety and Patient Experience</b>		
None		
<b>Financial Implications</b>		
To deliver the W&OD framework will need substantial investment in the Workforce & OD Directorate.		
<b>Legal Implications (including equality and diversity assessment)</b>		
There are no legal implications.		
<b>Staffing Implications</b>		
To deliver the W&OD framework will need significant support in the Workforce & OD Directorate.		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
There are no long term implications in relation to the impact of the Well-being of Future Generations Act.		
<b>Report History</b>	None.	
<b>Appendices</b>	Appendix 1 – Workforce and OD Committee Framework Appendix 2 – Progress update against the framework	