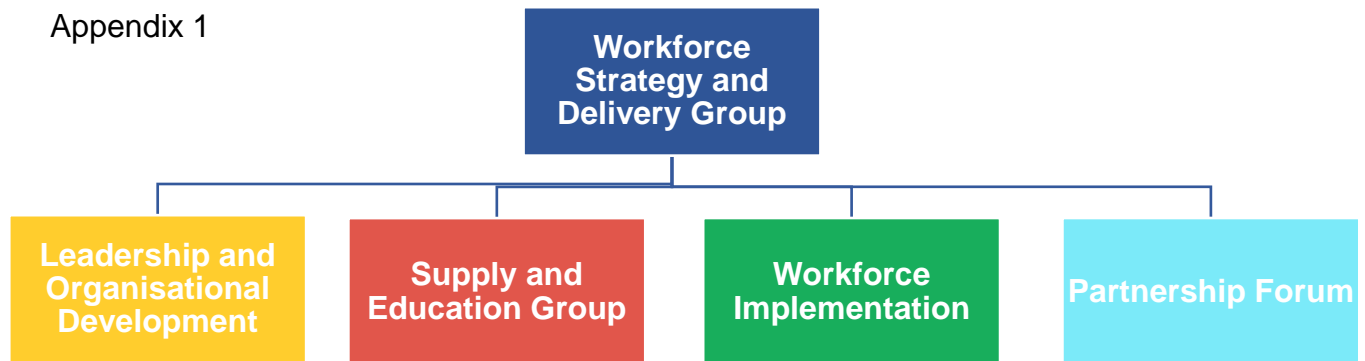


Appendix 1



Leadership and Organisational Development Priorities and Deliverables 2018/19

- Establish a 'Mary Seacole local' training programme across the Cambridge and Peterborough system. The Mary Seacole programme is a six-month leadership development programme which was designed by the NHS Leadership Academy in partnership with global experts.
- Develop a STP wide Organisational Development plan
- Develop and embed a system approach to talent management to maximise and retain talent within the system, including the establishment of a system wide 'Step into my Shoes' programme
- Maximise all opportunities for learning and development across the system, taking a system wide collaborative

Leadership and Organisational Development Achievements to Date

- Four cohorts (20 per cohort) of the 'Mary Seacole local' training programme is being delivered across the system currently with 4-5 further cohorts planned for 2019
- System wide Professor Michael West Master classes were delivered with 170 participants engaging in leadership development in February 2018
- An organisational development plan and priorities for delivery in 18/19 and beyond has been agreed, (see appendix 2)
- 'Stepping into my shoes' initiative will be launching to help leaders at all levels work across teams and organisational boundaries, to create public services that are more integrated based on the needs of the local population

Supply and Education Priorities and Deliverables 2018/19

- Introduce a consistent approach to growing our own workforce through the utilisation of the apprenticeship levy to increase the supply of nursing and other health professions into the region
- Enhancing the learning environment
- Retention of pre and post registration learners
- Commitment to development of our Workforce
- Develop clear clinical career pathways which will enable staff progression and enhance retention across the STP

Supply and Education Achievements to date

- Apprenticeship project collaboration across the system, scoping for a regional programme in order to accelerate apprenticeship development in areas of critical need which includes scoping of placement capacity across the system
- Cross-system data gathering exercise underway to scope approaches to attraction, retention and support for newly qualified staff aimed at reducing attrition of pre and post registration learners
- Sharing of best practice approaches to improve learner experience based on student feedback, learning the lessons system-wide

Workforce Implementation Priorities and Deliverables 2018/19

- Establish and understand workforce plans with each employing organisation to develop a system wide plan
- Collaborative working to improve the recruitment and retention of the workforce
- Collaborative system working for temporary staffing

Workforce Implementation Achievements to date

- Pilot of HR directors' workforce information report completed, work underway to create a bi-monthly cross-system HR directors report to support visibility of workforce issues
- Memorandum of understanding awaiting sign off to ensure ease of staff movement between system organisations
- Temporary staffing research (phase 1) complete with phase 2 underway to identify areas where greater collaboration can benefit the system partners

Partnership Forum Priorities and Deliverables 2018/19

- Establish a partnership forum to support successful system transformation through a structured approach to engagement and joint working with staff side organisations.
- Influence and provide a partnership input to the workforce implications of system transformation plans and policies
- Provide evidence and insight that will maximise the benefits for the workforce of system change and minimise potential detriment

Partnership Forum Priorities and Deliverables 2018/19

- Staff partners forums held in 2018 to establish good working relationships.
- Quarterly forum meetings planned for 2019 to include engagement with workstream leads and STP programmes to support shared learning and partnership working