NHS Somerset

Report to the Somerset Primary Care Trust on 18 November 2009

Title: NHS SOMERSET WORKFORCE STRATEGY	**Enclosure D (SPCT 2009/139)**

Executive Summary:

The Workforce Strategy sets out the strategic goals for NHS Somerset for the period 2009/10 to 2011/12.

It is the ambition of the Workforce Strategy to help NHS Somerset become a world class employer in the management of its people and become an employer of choice. Staff are clearly the most important asset of NHS Somerset, and the Strategy aims to develop a culture that:

- expects staff to work to a high professional standard in everything that they do
- is a learning organisation by investing in its staff, so that staff are developed to their full potential
- provides staff with rewarding careers
- encourages staff to have a healthy work life balance
- treats its staff with dignity and respect
- rewards staff appropriately
- engages with staff at every level within the organisation

NHS Somerset is committed to becoming a world class employer because:

- there is growing evidence that shows there is a substantial link between the way people are managed, employee attitude and service improvement
- world class employers attract, recruit and retain the best staff with the best skills
- world class employers can deliver the best services as a result. They can also attract hard-to-reach groups and should have progressive policies on diversity
- good work-life balance, flexible working, childcare provision and healthy workplace policies are important to ensure that staff can perform to their full potential and have satisfying and rewarding careers
- linking good employment practices with better outcomes for people who use services is crucial

There are seven key strategies set out in the ‘umbrella’ Workforce Strategy and these are as follows:

Human Resources Strategy: This Strategy sets out the vision of NHS Somerset to become a world class employer and how this will be achieved. There is a strong emphasis on staff engagement and involving staff in decisions that affect them.

Health and Wellbeing Strategy: This Strategy sets out how NHS Somerset will promote the health and wellbeing of staff so that there is reduced sickness absence, improved productivity and improved quality of services provided.

Carer Support Strategy: This Strategy sets outs how NHS Somerset will support staff with caring responsibilities so that there is improved recruitment and retention.

Major Incident Human Resources Strategy: This Strategy sets out how NHS Somerset will manage its workforce in the event of a major incident, such as a pandemic influenza outbreak.

Recruitment and Retention Strategy: This Strategy sets out how NHS Somerset will ensure new staff have a positive recruitment experience and what measures will be put in place to reward, develop, motivate and retain staff.

Workforce Planning Strategy: This Strategy sets out how NHS Somerset will ensure it has a workforce consisting of the right number of staff, with the right skills, available at the right time, both now and in the future.

Training and Development Strategy: This Strategy sets out how NHS Somerset will ensure it has outstanding training interventions so that it has a well trained, motivated and safe workforce.

The Workforce Strategy contains a comprehensive Action Plan which identifies the key priories to help NHS Somerset become a world class employer in the management of its people.

Recommendation

The Primary Care Trust is asked to **approve** the report/recommendations.