

 manx care Kiarail Vannin	SUMMARY REPORT	Meeting Date:	27 Jul 21
		Enclosure Number:	9

Meeting:	Manx Care Board		
Report Title:	Workforce and Culture update		
Authors:	Louise Quayle		
Accountable Director:	Anne Corkill		
Other meetings presented to or previously agreed at:	Committee	Date Reviewed	Key Points/ Recommendation from that Committee

Summary of key points in report

The Workforce & Culture plan is currently on target with a RAG status of Green for overall delivery.

The risk register is now defined and will be reviewed on a monthly basis in line with Transformation Programme Management Office (TPMO) governance structure. Any red risks will be brought to the people committee.

- **Achievements during the month of June:-**
 - Report findings and next steps from the listening events to the Manx Care Executive Team for approval
 - Continued key stakeholder engagement
 - Seeking Transformation Board approval of the detailed project plan
 - Cultural assessment for the nominated care group completed (over 200 colleagues have engaged with either drop ins or 1:1's and over 300 have completed the survey)
 - Manx Care induction programme and staff handbook was launched with very positive initial feedback
 - Initial meetings with managers/leaders within Ambulance, Theatres, Housekeeping, Integrated Women's & Children's to scope next approach to cultural assessments across those areas
 - Completed sickness absence analysis (to be presented at next People Committee)

- **Looking forward to July:-**
 - Deliver the third Manx Care Induction on 21st July.
 - Targeted approach to Have Your Say survey for Manx Care colleagues during next pulse survey
 - Mapping dependencies across other TPMO projects
 - Review the Social Care Culture Data and provide initial feedback to Exec Director of Social Care.
 - Made proposal to ELT and People Committee for introduction of "Team of the Month" initiative.
 - Propose ELT/NED site entrance signage to ELT and install across sites.
 - Review staff locker availability in Nobles Hospital and create proposal for Director of Infrastructure.
 - Install Digital Screens across Manx Care sites to improve communication
 - Propose training booklet to LEaD and HR colleagues to improve development across Manx Care.
 - Update Wellness proposal for submission

- Review sickness absence/Wellness proposal
- Provide ELT with Let us Listen! action plan update.
- Discuss IT actions from Let us Listen! with GTS to create a plan to progress.
- Leadership Academy Launch and development of workbook.
- Review appraisals across Manx Care and create proposal for ELT/People Committee
- Proposal to ELT/People Committee for Manx Care Promise.
- Commence Colleague Culture Review with Theatres Team.
- Meet with Volunteer Coordinator to review Central Community Centre opportunity.

Recommendation for the Board/Committee to consider:

Consider for Action Approval Assurance Information

Is this report relevant to compliance with any key standards? YES OR NO

State specific standard

IG Governance Toolkit

NO

Others (pls specify)

Impacts and Implications?

YES or NO

If yes, what impact or implication

Patient Safety and Experience

YES

Duty of candour training will provide transparency for patients and service users

Financial (revenue & capital)

NO

The OD programme is fully funded (pending confirmation from TPMO re year 1 budget)

OD/Workforce including H&S

YES

Essential aspect of Workforce and OD strategy

Equality, Diversity & Inclusion

YES

EDI will form part of the induction and listening events will provide opportunities to hear from all members of the workforce. EDI requirements will be considered as part of the planning for all aspect of the OD programme

Legal

YES

Equality legislation must adhered to throughout the programme