

 manx care Kiarail Vannin	SUMMARY REPORT	Meeting Date:	09.05.24

Meeting:	Manx Care Board		
Report Title:	Update on Workforce and Culture Workstreams		
Authors:	Miriam Heppell, Interim Director for People and Louise Quayle, Workforce and Culture Project Lead		
Accountable Director:	Miriam Heppell, Interim Director for People		
Other meetings presented to or previously agreed at:	Committee	Date Reviewed	Key Points/ Recommendation from that Committee

Summary of key points in report			
<ul style="list-style-type: none"> Review of the current position relating to progress on key work streams owned by the Workforce and Culture project team Update on activities being undertaken by the Workforce and Culture Project Team 			
Recommendation for the Board to consider:			
Consider for Action	<input type="checkbox"/>	Approval	<input type="checkbox"/>
		Assurance	<input checked="" type="checkbox"/>
		Information	<input type="checkbox"/>

Director for People Report 5th March 2024 (Public)

Section 1: PURPOSE AND INTRODUCTION

1.1 This report updates the Manx Care Board on the activities of the Workforce and Culture project, currently working externally to Manx Care. This project was put in place in 2021 to deliver on Sir Jonathan Michael’s 25th recommendation, which states:

“A fit for purpose workforce model needs to be developed to reflect the emerging needs of the new model of care. It should maximise the potential skills available within the workforce as well as the opportunity to recruit and retain high quality professionals. It will then increase the attractiveness of the Isle of Man as a career destination.”

- 1.2 The Project is funded via the Transformation Fund on a time limited basis until February 2026, and funding for some staffing of the staffing is drawn down from the Fund on an annual basis, so the Team may reduce in size if funding on some posts are not approved. It is currently unclear whether any funding will be available after February 2026.
- 1.3 The Health and Care Transformation Programme transferred in its entirety from the Cabinet Office into the Department of Health and Social Care on the 1st April 2024. This included the Workforce and Culture Project. A paper on the next steps for the project will be brought back to Board in June.
- 1.4 Following this transfer, a revised governance structure has been proposed which includes the creation of a Transformation sub-committee of the DHSC Board. A draft Terms of Reference is in circulation for comment and will be finalised at the inaugural meeting which is due in May 2024.
- 1.5 Plans are in place to fully align the Project Plan activities, currently in its 4th year, with those outlined in the Manx Care People and Engagement Strategy, the latter of which is being refreshed and will be presented to the Board in September 2024. This will bring more clarity in relation to Governance of people-related activities and to ensure clear oversight and authority on this activity for the Manx Care Board.
- 1.6 The Workforce and Culture Team have a wide range of activities and projects being undertaken currently. Whilst positive, more work is needed to ensure that this is cohesively considered alongside other organisational people matters.

Section 2: WORKFORCE AND CULTURE TEAM ACTIVITIES

- 2.1 The Year 4 plan for the Workforce & Culture Project will be submitted through the inaugural Transformation sub-committee in May and work continues in earnest against this draft plan. A draft, refreshed version of the People & Culture Strategy, has been created to be reviewed at the next People & Culture Group. These will be aligned as described in section 1.
- 2.2 The Recruitment & Retention Strategy has been ratified by the People Committee and a thorough implementation plan has been drafted for review with the Director for People in May. Further comments on the Strategy have been invited from the LNC.
- 2.3 The team are consolidating action plans which exist across Manx Care in relation to organisational development and design activities with a view to creating a single OD plan for delivery which will be weaved into the Workforce & Culture year 4 and 5 plans and the refresh of the People, Culture and Engagement Strategy. It is proposed that this plan will encompass all organisational development and activities in Manx Care, cross referenced with all other plans for development to give a clear overview of all change activities.
- 2.4 The Team are leading on gathering the data from Care Groups to input into the Manx Care submission for the Isle of Man Government Maturity Model, which has been produced as a tool for organisational use by the Organisational Design and Development Team. The submission deadline for this has been extended to the end of June.
- 2.5 The 2023 Staff Survey report has been reviewed at the Manx Care Board and is due to be communicated to all staff by 3rd May 2024. Some further work has gone into condensing the report to ensure that key messages are extrapolated and to provide the detailed analysis as an appendix. A number of team level sessions are booked across Manx Care to discuss the survey results and to focus conversations on what will make the most impact to staff within their area.

- 2.6 Over 230 managers/leaders across Manx Care have now attended the CARE for Leaders workshops with fantastic levels of engagement, interest, ideas and great feedback. A further 40 colleagues are booked on over the next two months.
- 2.7 A new Equality, Diversity and Inclusion Forum has been set up to meet monthly, which include EDI Champions, Staff Network Leads and allies. This forum will be used to share issues and concerns, generate ideas and development and input into the EDI strategy development.
- 2.8 Further Equality, Diversity and Inclusion workshops are due to be held with champions with a view to mapping out the deliverables which will sit underneath the Strategy, which is in development.
- 2.9 In relation to workforce planning the Stroke Thrombolysis report is due to be completed by the end of May. A review into the pilot is currently in progress, with a roadmap for the remaining services to be developed for consideration by the end of May.
- 2.10 A number of papers are in train for relevant approvals including; Evaluation and Review of the annual CARE awards; Reward & Recognition opportunities; an options paper in relation to a Freedom to Speak Up Guardians framework for Manx Care; the current position on the Activ8 programme.
- 2.11 Work is in flight to propose a plan in relation to Wellbeing opportunities for Manx Care colleagues which will include a wellbeing event late autumn; more on this to follow over the coming weeks.
- 2.12 The team have spent time networking with colleagues across the Isle of Man Government in relation to developing career pathways and the graduate programme. This work is in the early stages; the team are in conversation with the Director of Education at Keyll Darree with the expectation that the initial work will involve the nursing pathway and will then follow in line with the workforce planning roadmap over the next 12-18 months covering all professions across the sector (including non-clinical business support and facilities).
- 2.13 A refresh of the Personal Development Plan framework which was launched in 2023 is underway; the team are linking with the Isle of Man Government Organisational Design & Development team to ensure that the CARE PDP is included in the digitalisation of all PDP templates/frameworks. A relaunch will be prepared with guidance being offered in a variety of forms (written, e-learn, workshops, 1:1 support for managers).

Recommendation for the Committee to consider:			
Consider for Action	Approval	Assurance	Information
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
It is recommended that the Manx Care Board note the content of this report and gain assurance from the work being undertaken.			

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	An engaged, developed and well led workforce will be better enabled to improve patient safety and experience
Financial (revenue & capital)	No	
OD/Workforce including H&S	Yes	The People Culture and Engagement Strategy outlines 5 Ambitions which the Manx Care Board is committed to deliver against.
Equality, Diversity & Inclusion	Yes	The People Culture and Engagement Strategy (Ambition 2) identifies the key EDI ambitions and deliverables for Manx Care.
Legal	Yes	An engaged, developed and well led workforce mitigates risks of litigation from both an organisational and an employment perspective.