

Appendix 1: Staff Engagement Programme 2013/14

Action	Lead	Action source	Delivering great management & leadership	Enabling involvement in decision making	Supporting personal development & training	Ensuring every role counts	Promoting a healthy & safe working environment
Allocate non-clinical time (initially 0,20 wte per week) for ward managers to undertake leadership role	Director of Nursing	Francis	✓	✓	✓	✓	✓
Build a business case for a pilot intervention focused on enabling ward managers to be supernumerary.	Assistant Director of Nursing	Francis	✓	✓	✓	✓	✓
Introduce a Talent Management process	Associate Director of Learning & Development	SESG	✓		✓		
Introduce a development programme for Middle Managers	Associate Director of Learning & Development	SESG	✓		✓		
Introduce a scheme to improve the visibility of senior managers and leaders (Back to the Floor)	Associate Director of Learning & Development	SESG	✓	✓		✓	
Pilot and roll out mandatory training e-assessments	Education & Development Manager	SESG			✓		
Develop a forum for managers to network across organisational silos and provides protected time to learn (Breakfast Forum)	Associate Director of Learning & Development	SESG	✓		✓		
Increase attendance at Dementia awareness & DOLS training	Matron, OPU	SESG			✓		✓
To research and propose more effective methods for communicating with staff.	Interim Head of Communications	SESG	✓	✓		✓	
Ensure that pay progression for managers is linked to improving organisational effectiveness.	Associate Director of Learning & Development	SESG	✓			✓	
Care & Compassion / i-care approach – develop and implement RUH approach that re-energises	Director of Nursing	SESG	✓	✓		✓	✓

Action	Lead	Action source	Delivering great management & leadership	Enabling involvement in decision making	Supporting personal development & training	Ensuring every role counts	Promoting a healthy & safe working environment
Trust values and behaviours linked to a shared purpose that resonates with staff							
Recruit for values & behaviours	Recruitment Manager	SESG	✓				✓
SHINE Project – sharing learning regarding incidents	Project Manager	SESG	✓				✓
Raising Concerns re-launch	Deputy Director of HR	SESG					✓
Develop a Health & Wellbeing web page and leaflet which captures existing benefits and rewards.	Interim Head of Communications	SESG					✓
Review management of bullying and harassment cases and make recommendations to improve process	Head of HR Projects	SESG					✓
Ensure improved integration of workforce planning and business plans	Deputy Director of HR	SESG					✓
Develop an improved response to staff who are unintentionally hurt	Head of EAP	SESG					✓

* SESG – Staff Engagement Steering Group informed by reference groups, Staff Side, Staff Governors and Lean Change Agents.