

# Trust strategy

# Workforce Plan

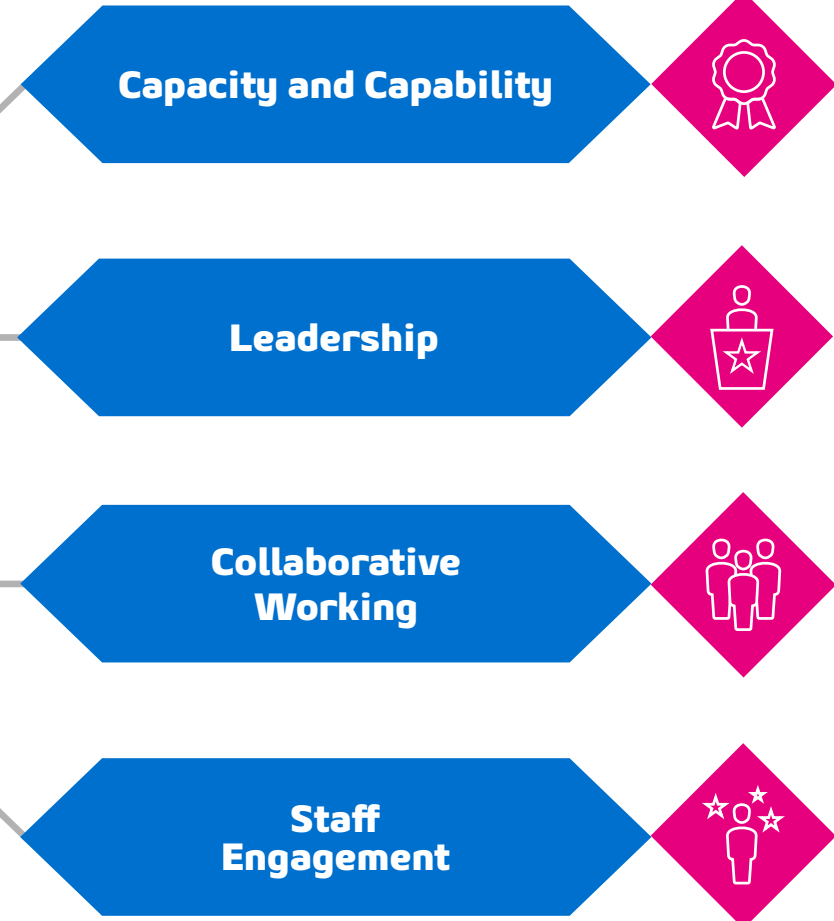
# Priority Areas

# Actions

# Measures

By 2022 we will build on our success and lead on the delivery of integrated care.

Improving the experience of staff



- Improve workforce planning with internal and external partners
- Improve role design and skill mix and pathway design from apprentice to consultant with right skills and extended practice development
- Develop Education and curriculum to support integrated care
- Improve ELFT's employer branding
- Improve insight into workforce demographics
- Develop Integrated care competencies and assessment
- Improve deployment of temporary staffing (Bank and Agency)
- Creation of a Recruitment and Retention Strategy

- Improve alignment of teams towards vision and purpose
- Improve Leadership development for line managers including systems leadership and relationship management
- Improve compassionate leadership
- Improve career progression for BAME and staff
- Develop inclusion and equality and diversity programme
- Develop talent management and succession planning

- Improve health and wellbeing support for all staff
- Reduce variation of staff experience in teams - thinking of a population health approach
- Improve OD support for team working and MDT development

- Improve support for staff during change and build leadership capability to deal with change
- Quality improvement – Enjoying work
- Using QI methodology more generally in bringing about improvement.
- Support for staff experiencing violence and aggression

- Increased number of staff in training pipeline
- Increased number of apprentices with support to progress
- Representative workforce to reflect the community in terms of the 9 protected characteristics
- Competent skills to support the delivery of integrated care
- Reduced agency spend & increased bank fill rate
- Take up of development activities
- Collaborative working with STP partners

- Staff survey measure on vision and values
- More OD interventions undertaken to address leadership styles and behavioural issues
- Pulse survey ratings
- Management and development programmes
- Leadership behaviours ratings
- Representative workforce reflecting the community we serve significantly reduced gender pay gaps across different protected characteristics

- Reduced and sustained sickness absence levels
- Reduction of days lost through stress
- Reduction of days lost through violence at work
- Improved performance in health and wellbeing indicators in staff survey, FFTs and CQUINs other OD interventions.
- Healthy team measures
- Reduced variation in staff engagement scores across different teams

- Improved staff engagement scores
- Reduced variation in staff engagement scores across different groups
- Reduction in staff experiencing Bullying & Harassment
- A culture change in terms of leadership style
- An increase in staff retention and a decrease in staff turnover
- Ability to contribute to improvements at work

## Our values

HOW DO WE WANT TO BEHAVE?

We care

We respect

We are inclusive



## Organisational treasures

### OUR ASSETS THAT WE WANT TO BUILD ON

- Service user and carer involvement
- Committed and caring staff
- Quality improvement
- Clinically led
- Inclusion and diversity
- Recovery focus



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NHSELF

### WHERE WE OPERATE

ALTHOUGH OUR NAME IS EAST LONDON  
NHS FOUNDATION TRUST WE ALSO  
DELIVER OUR SERVICES IN A NUMBER  
OF AREAS OUTSIDE EAST LONDON



### AREAS WE COVER

BEDFORDSHIRE	BARKING AND DAGENHAM
CITY OF LONDON	HAVERING
HACKNEY	REDBRIDGE
LUTON	RICHMOND
NEWHAM	WALTHAM FOREST
TOWER HAMLETS	



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# Our Workforce Plan

