



Executive Summary:

The attached paper describes an initial three-phase plan which aims to make visible step changes in staff engagement over a three month period. The paper sets out the actions required to establish a staff engagement group with Trust-wide representation, the structure and process for this, and the main remits of the group.

The ultimate aim is to create a self-sustaining and self-perpetuating cycle of engagement activity, enabled and supported by the Trust but led by our staff. Senior manager input is proposed as facilitation only.

The establishment of real time feedback and a feedback loop is critical for the Trust in achieving our goal of "outstanding place to work" as part of the new People strategy.

Board Assurance Framework – Strategic Priorities	
Local Services - We will meet the needs of the local population by developing new ways of working which always put patients at the centre of all that we do	
Specialist Services - We will provide innovative, high quality specialist care	

delivering outstanding outcomes for a wider population	
Innovation - We will promote new and better ways of working, always looking to achieve excellence and sustainability in how our services are delivered	
Care - We will treat our patients, and their families, with care, kindness and	

