

Item: 10.6

| REPORT CLASSIFICATION | ✓ | CATEGORY OF PAPER | ✓ |
|--------------------------------|---|--------------------------|---|
| Official | | Proposes specific action | |
| Official: Sensitive Commercial | | Provides assurance | |
| Official: Sensitive Personal | | For information only | |

BOARD

30 July 2024

Report Title:

North East and North Cumbria People and Culture Strategy

Purpose of report

To present the North East and North Cumbria (NENC) People and Culture Strategy to the Board.

Key points

The NENC People Strategy was developed with our people to ensure we have a one workforce approach to growing and developing the current and future employees in health and social care.

The Strategy Identifies the 6 key workstreams for the system

Risks and issues

The strategy is wide reaching and ambitious with key measurables for each workstream. A key risk will be the funding availability for the long-term workforce plan which this strategy embodies.

Assurances

The strategy has been widely shared with partners and has been endorsed by our People Partnership Forum.

Recommendation/action required

The Board are asked to approve the NENC People and Culture Strategy.

Acronyms and abbreviations explained

ICB - Integrated Care Board

Sponsor/approving executive director and Report Author

David Purdue
Executive Chief Nurse, AHP and People Officer. Deputy Chief Executive

Date approved by executive director

05.07.2024

| Link to ICP strategy priorities (please tick all that apply) | | | | | | |
|---|--|--|-----------|---|------------|---|
| Longer and Healthier Lives | | | | | | ✓ |
| Fairer Outcomes for All | | | | | | ✓ |
| Better Health and Care Services | | | | | | ✓ |
| Giving Children and Young People the Best Start in Life | | | | | | ✓ |
| Relevant legal/statutory issues | | | | | | |
| Note any relevant Acts, regulations, national guidelines etc | | | | | | |
| Any potential/actual conflicts of interest associated with the paper? (please tick) | Yes | | No | ✓ | N/A | |
| If yes, please specify | | | | | | |
| Equality analysis completed (please tick) | Yes | | No | | N/A | ✓ |
| If there is an expected impact on patient outcomes and/or experience, has a quality impact assessment been undertaken? (please tick) | Yes | | No | | N/A | ✓ |
| Key implications | | | | | | |
| Are additional resources required? | N/A | | | | | |
| Has there been/does there need to be appropriate clinical involvement? | | | | | | |
| Has there been/does there need to be any patient and public involvement? | Yes | | | | | |
| Has there been/does there need to be partner and/or other stakeholder engagement? | The strategy has been widely shared with partners and has been endorsed by our People Partnership Forum. | | | | | |
| Has there been/does there need to be appropriate finance or digital involvement? | N/A | | | | | |