

PEOPLE | “Enabling **all of** our **#amazing** people and **staff** to **flourish** in their field”

“To create the **right culture** and **environment** within which **people can be the best they can be** in contributing to **delivering quality** and **best value** to all our **patients** – and **each other**”



Because we **know GREAT CARE** comes from **GREAT TEAMS**

This is the commitment set out in our **People & Organisational Strategic Plan**. We will know we have achieved this by measuring the following seven outcomes:

1. Everyone is focused on **CONTINUALLY IMPROVING** the services and care we deliver
2. **LEADERSHIP** is modelled from the top; is visible and nurtured at all levels
3. Everyone feels **VALUED, ENGAGED** and **CONFIDENT** in their role and in contributing to our future
4. Everyone understands what is required of their role and is supported to identify and access the **LEARNING, DEVELOPMENT** to enable them to deliver now and in the future
5. Our working environments, systems and processes are safe and supportive of everyone to maintain their **HEALTH** and **WELLBEING**
6. We work as a **TEAM**; locally, across the organisation and wider health and social care system
7. We understand our current **WORKFORCE** and **PLAN** for the future, based on developing talent and new role.

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Our **priorities** for **2016/17** include:

Are to work with our partners to build a system of health and social care within which we will:-

ENCOURAGE exceptional talent and their families to **come and live** and **work in Cumbria**.
SUPPORT our **workforce to stay** with us, **grow and develop** in their roles and careers.
ENABLE excellence in **leadership, team-working** and **collaboration** to deliver our services.
EMBED engagement to **deliver innovation** and **improvement**, driven by our **workforce**

Ensure we have ‘right people in the right place with the right skills and attitude’ by:

PROVIDING the **training** and **development** necessary to **deliver new roles** and **care** models
SUPPORTING **effective leadership**, team working and **continuous improvement**; and
DEVELOPING a performance driven **culture focussed** on **safety** and **quality**.

We will continue to support our staff within CPFT through a focus on:

WORKFORCE and **recruitment**.
LEADERSHIP and **team development**.
CONTINUOUS **improvement** and professional **development**.

For **more information**, you can look at:

- People and Organisation Development (OD) Strategic Plan
- Together for Quality 2014-17
- 5 year strategic plan 2014-19
- Business Plan 2016-17

