

LCH Workforce Strategy 2021-25

People and their wellbeing are the essence of LCH – without you this organisation cannot deliver excellent services to our communities. Everything this Workforce Strategy describes is therefore designed to help LCH to attract, develop and keep the best people, in order to deliver outstanding care. Key components of the Strategy are summarised below:

Themes

<p>1 Resourcing</p> <p>We maximise our workforce capacity for delivery of the best possible care, by fully exploring all options available to us.</p>	<p>2 Organisation Design</p> <p>We know what workforce and what skills LCH needs to deliver the best possible care, now and in the future; and take action to enable its delivery.</p>	<p>3 Leadership</p> <p>LCH managers are consistently inclusive, capable, put people before process and are aligned with LCH values. We support our existing and aspiring leaders to achieve this.</p>	<p>4 Inclusion</p> <p>We are much more representative of our communities. Disparities in employee experience have substantially reduced; with any remaining disparity actively tackled.</p>	<p>5 Wellbeing</p> <p>We look after our people through improved psychological, physical and financial wellbeing; leading to best-ever attendance, capability and satisfaction.</p>	<p>6 System Partner</p> <p>We enable further successful integration and joint working for services and clinical pathways. We feel and act as part of #TeamLeeds.</p>	<p>7 Foundations</p> <p>We provide excellent workforce and HR services to our customers, in support of the provision of outstanding care.</p>
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What this means...

<p>...for leaders: I am able to target the widest pool of suitable prospective applicants when I recruit to a vacancy.</p> <p>...for everybody: I am happy with my working life and my opportunities for development.</p>	<p>...for leaders: I anticipate and plan for my team's long term and short term skills requirements.</p> <p>...for everybody: I have the opportunity to use technology and remote working practices to enhance my working life and the service I deliver.</p>	<p>...for leaders: I have the training and support I need to lead at LCH.</p> <p>...for everybody: My individual circumstances, perspective and aspirations are understood and taken into consideration.</p>	<p>...for leaders: As a leader, I take action to identify and address inequalities.</p> <p>...for everybody: @LCH I Can Be ME: I bring my authentic self to work.</p>	<p>...for leaders: I sensitively discuss individual health and wellbeing needs with my team members.</p> <p>...for everybody: I am heard, supported and can flourish at LCH.</p>	<p>...for leaders: My team and I are part of #TeamLeeds.</p> <p>...for everybody: I feel confident working with people from other health and care organisations.</p>	<p>...for leaders: I use the People before Process approach to effectively support and manage my service.</p> <p>...for everybody: It is easy for me to access high quality, professional Workforce services and information.</p>
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Enablers



To see all of the objectives and measures that underpin this work, use this link