



# How have we supported our staff?

Tuesday 14<sup>th</sup> July 2020

# Our Strategy

Quality

People

Pathways

Ease of use

Sustainability

# Our People & Organisation Strategy

**A PLACE WHERE EVERYONE CAN WORK, GROW, THRIVE AND CARE TOGETHER, FOR OUR PATIENTS**





# We are a large complex Trust



East and North Hertfordshire  
NHS Trust



# Work Together

Quality

People

Pathways

Ease of use

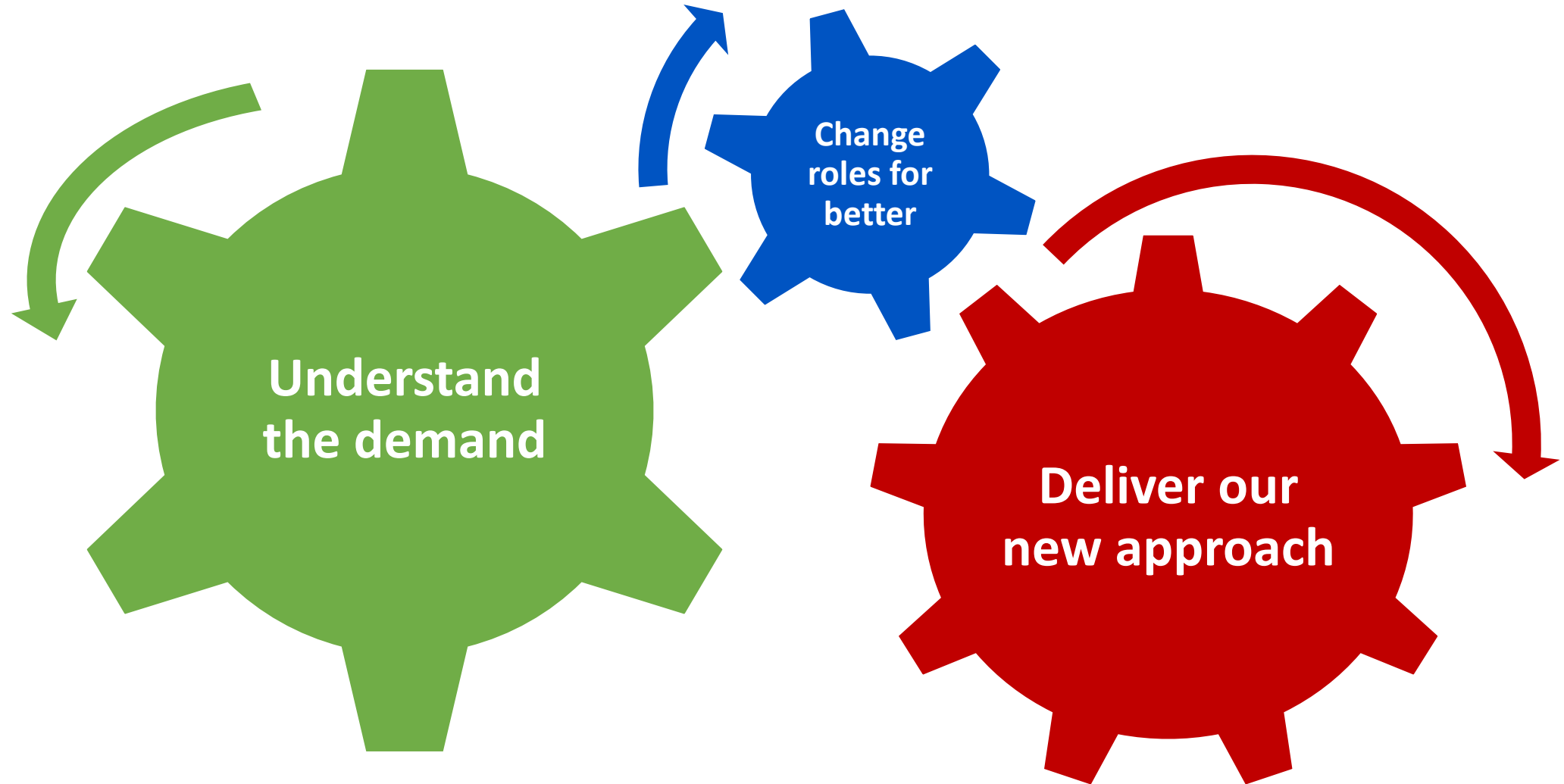
Sustainability

# We worked with our community during the pandemic





# We are now establishing future ways of delivering care



# Grow Together

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# We had to relearn how to learn



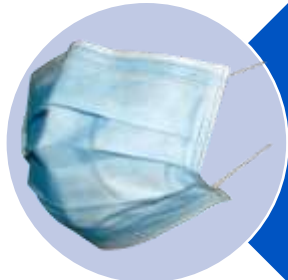
## We welcomed:

- 38 student nurses on an extended placement
- 13 student midwives on an extended placement
- 45 FiY1s inducted and 14 medical students volunteered/supported
- 31 medical trainees remained in the Trust



## We trained:

- 2222 staff undertook Covid-19 related simulation training
- 335 nurses were upskilled
- 115 undertook IV drug training
- Inducted over 250 new starters



## We also:

- Trained an additional 25 fit testers
- Fit tested 2702 staff for masks
- Trained staff in donning and doffing PPE
- Undertook hood training with staff who failed fit testing

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# We continue to equip our leaders to manage change

CPD MEMBER  
The CPD Co-ordinator Service

East and North Hertfordshire NHS Trust

Listen  
Empower  
Nurture  
Develop

Leadership, Management and Coaching  
Development Pathway  
2019 Edition

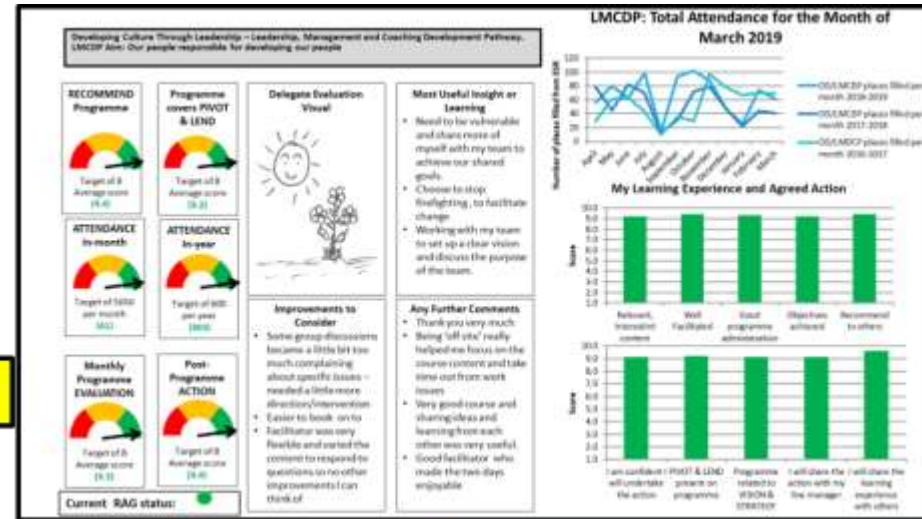
For aspiring, new and experienced leaders  
from all staff groups

Photographs from the Trust's Celebration of Excellence Awards 2018

Variety of Methodology

Extensive Range of Programmes

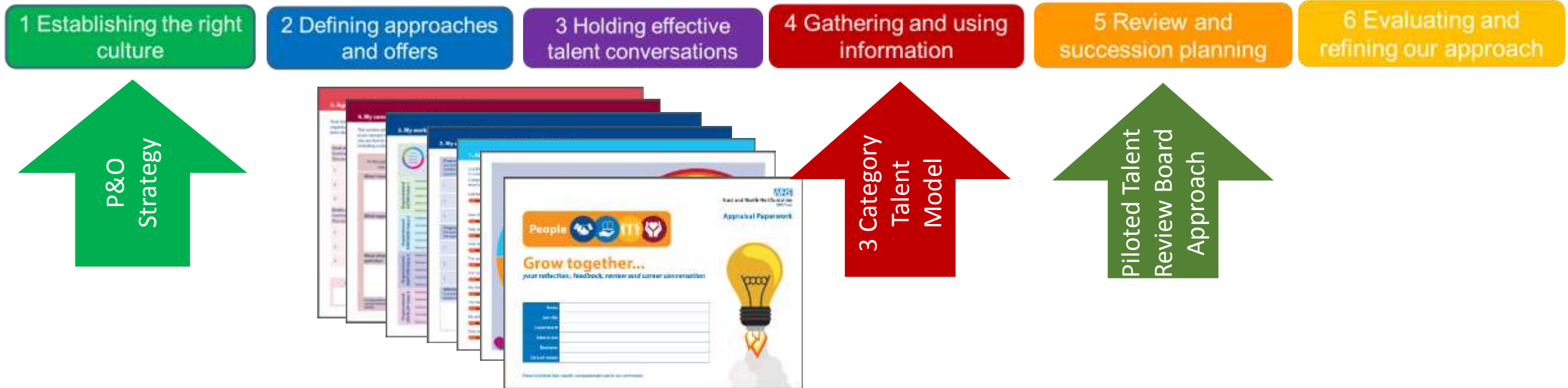
Wide Faculty of Leadership



A monthly dashboard showing increasing attendance and excellent evaluation results.



# We will embed Talent to max our people potential



# Thrive Together

Quality

People

Pathways

Ease of use

Sustainability



We supported and enabled all our people...



# Care Together

Quality

People

Pathways

Ease of use

Sustainability



...and supported and cared for our staff



A Wide Range of Ideas



Quality

People

Pathways

Ease of use

Sustainability

2021

Quality

People

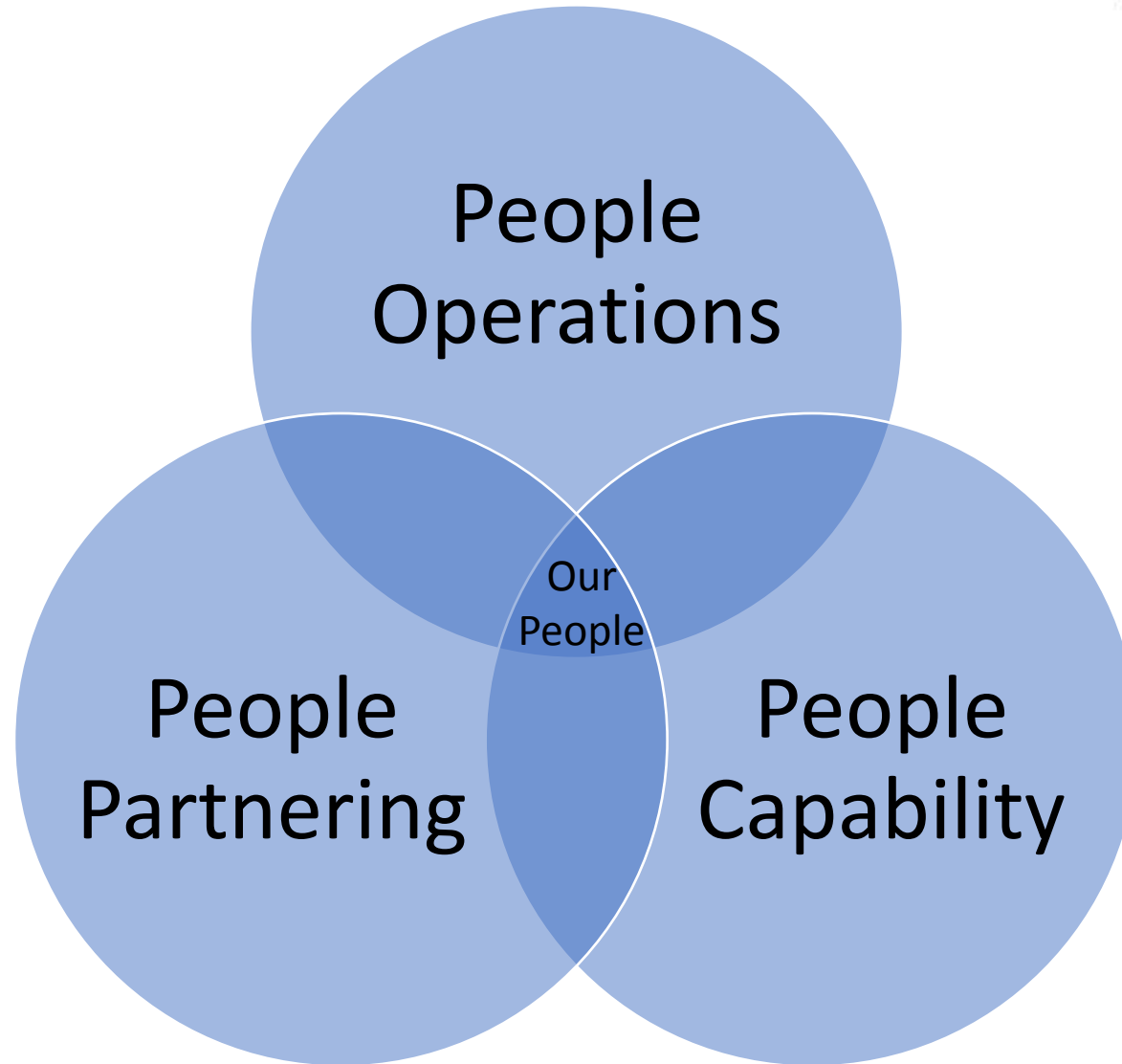
Pathways

Ease of use

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# How we will take this forward



# Celebrating our diversity



# Harnessing our individuality

- Quality
- People
- Pathways
- Ease of use
- Sustainability