

At a Glance

Focus on high-quality care through workforce, culture & continuous improvement

Strong emphasis on teamwork: "great staff = great care"

People & Culture Plan aligned to Health Board priorities

Workforce

Multidisciplinary workforce across a wide range of services



Ongoing focus on workforce redesign, flexibility & skill mix

(WTE / headcount data not specified in source)

Performance

6%
sickness absence

83.77%
mandatory training compliance

11.43%
turnover

80% Values Based Appraisals improved from 21% → 80%

Strategic Focus

Staff engagement & wellbeing

Inclusive, supportive team environments

Continuous professional development

Embedding organisational values in everyday practice

Key Challenges



Recruitment & retention pressures in key areas



Maintaining progress on compliance targets



Workforce pressures impacting training time



Sustaining engagement and appraisal completion

Strategic Priorities

- ◆ Achieve compliance targets
- ◆ Reducing turnover & stabilising workforce
- ◆ Strengthen workforce planning & development
- ◆ Embed wellbeing and engagement initiatives
- ◆ Sustain performance improvement and oversight

Transformation & Innovation

- Workforce redesign aligned to service demand
- Strengthening skill mix and role development
- Improving workforce flexibility & resilience

Culture & Good Practice



Inclusivity Mural promoting diversity



"Thank You" QR code for real-time recognition



Wellbeing Wednesdays initiatives



Teamworking events to enhance collaboration



International Day of the Nurse celebrations

Highlight

Significant improvement in appraisal compliance (21% → 80%) alongside strong cultural and workforce development initiatives

