



Northern Health
and Social Care Trust



#teamNORTH

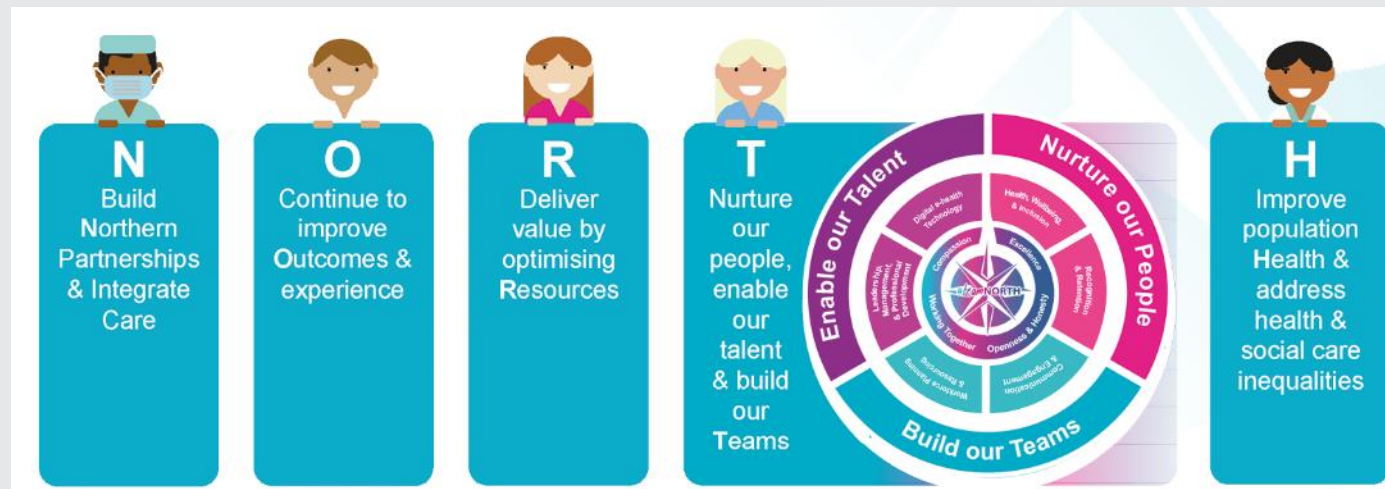
Evolving our Culture

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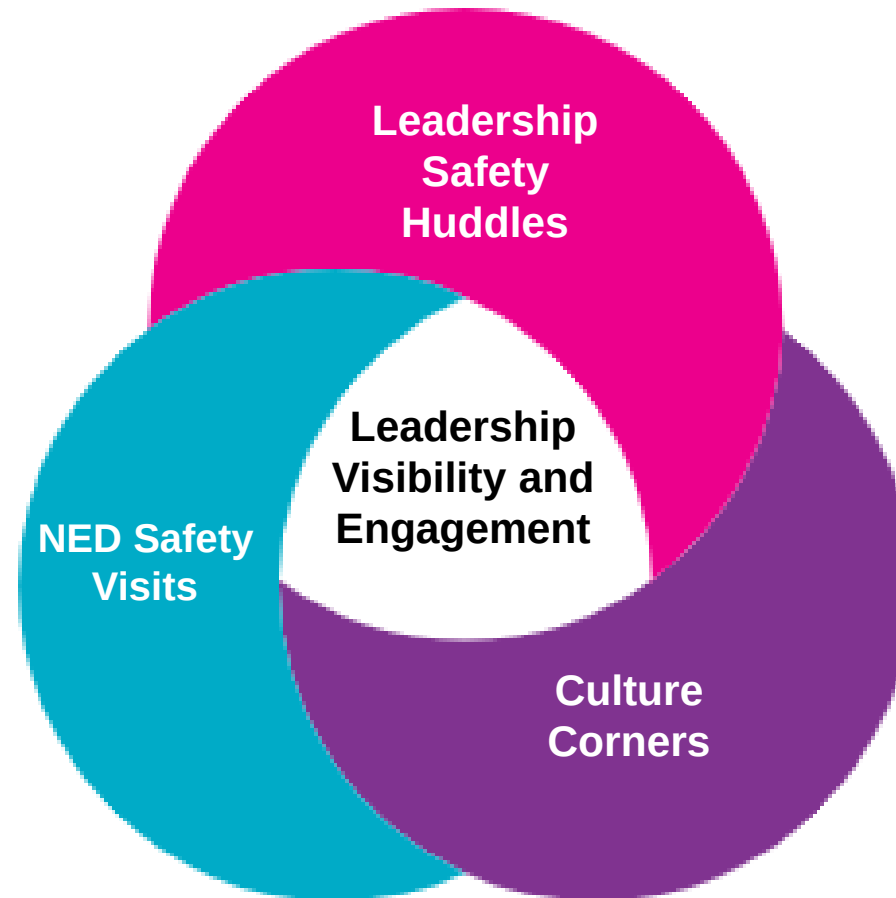
The Purpose

1. Improve Employee Engagement
2. Strengthen Employee Voice and Communication
3. Improve Employee Retention





Evolving our Team North Culture



■ Leadership Safety Huddles

Currently

- 13 dates per quarter (52 per year)
- Directors carry out 4 per year (1 each quarter)
- ADs carry out 1-2 per year

Proposal

- Maintain no. of huddles
- Increase huddle timings to include evenings and weekends
- Directors: 1 OOH and 3 in hours visits
- ADs: 1 OOH and 1 in hours visit
- OOH visits to be scheduled but unannounced.
- Remuneration for OOH = TOIL



■ NED Visits

- Purpose:
 - Non Exec Directors to gain firsthand insight
 - Strengthen Board to frontline engagement
- Buddying approach: 2 NEDs per visit
- Each NED to undertake 2 visits per year
- Visit feedback at Trust Board
- Governance: After the visit any concerns raised to be communicated to relevant Director.



Culture Corners

- Locally held and locally owned for teams to have a safe space to come together to focus on Culture.
- Strengthen Communication – ‘What Matters To Me?’
- Strengthen Employee Voice – to be open, to be heard, to be listened too and to get feedback.
- Giving teams control to ‘Make a Difference’ in their area.

