

Strong Set of Organisational Values

The UHB / Clinical Board should ensure that we have a set of strong organisational values that are explicitly set out and are communicated. These values will be mainstreamed throughout the UHB / Clinical Board and embedded in HR practices. Values will be reflected in the behaviour and actions of both senior leaders and managers.

Effective Senior Leaders

Senior Leaders must see increasing employee engagement as one of their top strategic priorities. The need to set the tone at the top of the organisation by being visible, approachable and accountable. They need to ensure there is regular effective two way communication from front line staff

Excellent Line Managers

Line managers need to be empowered, supported and trained to better engage their teams. They should adopt coaching and supportive approaches. Managers should focus on team working, performance management and training and development. Both senior leaders and managers need to devolve power and responsibility wherever possible, within safe limits, giving frontline staff and teams more of a say over how they deliver their service.

A Strong Employee Voice

A strong and robust employee voice should be encouraged and supported throughout the organisation so that all staff are able to raise concerns, suggest improvements and contribute to organisational decision making. This needs to be supported by both effective channels for communication, and a culture that welcomes and values employee voice.