

Borders NHS Board



NHS BORDERS CORPORATE OBJECTIVES 2013/16

Aim

The aim of this paper is to set out and agree NHS Borders Corporate Objectives for 2013/16.

Background

NHS Borders Corporate Objectives have been revised for 2013/16 to reflect the Local Delivery Plan targets as well as local commitments and priorities.

The Corporate Objectives have been refreshed to ensure they are appropriate for 2013/16 and have been designed to support NHS Borders' vision that quality should be at the heart of everything we do. The Corporate Objectives outline the high level aims for the organisation, which will be underpinned by Clinical Board work programmes.

The Corporate Objectives underpin the setting of personal performance objectives for all staff across NHS Borders. All managers who set objectives and appraise staff will cascade this process through the organisation to ensure NHS Borders' vision is realised.

Performance against the full set of Corporate Objectives will be reviewed through robust performance management and reporting mechanisms throughout 2013/14, including:

- Monthly performance reports against HEAT targets and key local indicators
- Quarterly performance reviews across Clinical Boards
- 6 monthly Managing our Performance reports to NHS Borders Board
- Annually through the Annual Review with the Cabinet Secretaries for Health & Wellbeing and Public Health
- Clinical Board Work Programmes

Summary

The Corporate Objectives have been revised to reflect the Local Delivery Plan targets as well as local commitments and priorities.

Performance against the full set of Corporate Objectives will be reviewed through robust performance management and reporting mechanisms throughout 2013/14 and reported to the board.

Recommendation

The Board is asked to **approve** the Corporate Objectives for 2013/16.

Policy/Strategy Implications	Performance against the full set of Corporate Objectives will be reviewed through a number of mechanisms throughout 2013/14.
Consultation	The Corporate Objectives 2013/16 have been revised through consultation with a cross section of staff and have been linked to the 2020 Workforce Vision. They have been developed and agreed by the Board Executive Team, the wider Board and were subject to wider engagement, including the 2020 Workforce Vision facilitated sessions which featured a cross section of staff.
Consultation with Professional Committees	See above
Risk Assessment	Progress towards achieving certain elements within the Objectives such as HEAT targets and key indicators are monitored on a monthly basis through performance reports. Progress will also be monitored via Clinical Board Work Programmes.
Compliance with Board Policy requirements on Equality and Diversity	As implementation progresses Lead Directors and Managers will ensure compliance.
Resource/Staffing Implications	Responsibility for achieving these objectives falls within the remit of a lead Director and lead Manager and the resources they have been allocated.

Approved by

Name	Designation	Name	Designation
June Smyth	Director of Workforce Planning		

Author(s)

Name	Designation	Name	Designation
Stephanie Errington	Head of Planning and Performance		

NHS Borders Corporate Objectives

2013/16



Corporate Objectives 2013/16

Introduction

Patient safety continues to be paramount within NHS Borders and our Corporate Objectives for 2013-16 reiterate and emphasise the commitment to this. While we believe our services in Borders are already safe, we want to make things even safer to drive up the quality of our local services and improve patient experience.

NHS Borders along with the wider public sector will continue to face the challenges of changing demand and significant financial pressure. We want to ensure that NHS Borders remains at the forefront of implementing innovation and new ways of working so that health services remain as local and responsive as possible.

We aim to improve the lives of patients, the health of communities, and role of the health care workforce by focusing on an ambitious set of aims around Safety, Effectiveness and Efficiency, being Person Centred, Timely, and Equitable.

Continuous improvement and development of key ambitions will result in a systematic and strategic approach. This will increase capacity and productivity whenever possible, to provide local healthcare needs which lead to improved outcomes, better value for money and are effective and sustainable. This will ensure security of the right services for patients.

To achieve better population health NHS Borders requires a committed, well prepared, dedicated and well trained workforce. NHS Borders will use the talents and experience of staff in the best possible way, ensuring they are able to continue to give their best and meet challenges to improve health and reduce inequalities.

NHS Borders strives to promote excellence in organisational behaviours by valuing and treating our staff well to improve patient care and overall performance. We will put people at the centre of everything we do and work to a common set of values which guide the work we do, the decisions we take and the way we treat each other.

The Corporate Objectives underpin the setting of personal performance objectives for all staff across NHS Borders. All managers who set objectives and appraise staff are expected to cascade this process through the organisation to ensure we realise our vision.

Calum Campbell
Chief Executive, NHS Borders

John Raine
Chairman, NHS Borders

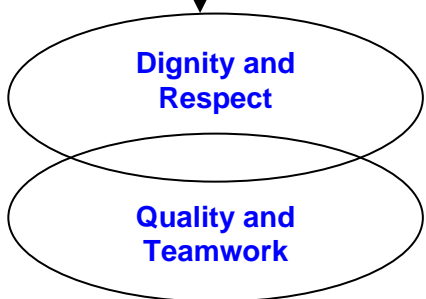
NHS Borders Corporate Objectives

- Deliver the Scottish Government Patient Safety Programme
- Communicate – listen to patients and asking “what matters to you?”
- Strive to meet and exceed the performance targets set for us by the government and our own Board
- Run an efficient organisation by living within our means and concentrating resources on front line services



- Work with communities and our partner organisations in Scottish Borders Council and the Third Sector
- Harness the assets of our communities to encourage and facilitate self-help
- Target the most deprived areas of the Scottish Borders to reduce inequalities
- Promote well-being with a strong focus on the healthy development of children

Our Values



- Be an excellent employer and become employer of choice
- Value and treat our staff well to improve patient care and overall performance
- Promote and engage leadership through:
 - Supporting a developmental culture
 - Showing genuine concern
 - Enabling
 - Inspiring others

Our Values

