

Borders NHS Board



NHS BORDERS CORPORATE OBJECTIVES 2016/19

Aim

The aim of this paper is to set out for agreement the Corporate Objectives for NHS Borders for the years 2016/19 (attached).

Background

NHS Borders Corporate Objectives outline the high level aims for the organisation, reflecting Local Delivery Plan standards as well as our local commitments and priorities. The current set of objectives were due to be in place until the end of March 2016.

Following review and discussion at the NHS Board in June 2016 it was agreed that the objectives remain relevant for NHS Borders with some minor amendments. In particular, it was proposed that our number one priority wording be revised from “Patient safety is our number one priority” to “Safe patient care is our number one priority”, as this more accurately reflects the position and that the format also be amended to reflect the importance of our organisational values.

Progress of activities flowing from the Corporate Objectives will be reported through a number of mechanisms including:

- Monthly performance reports against HEAT standards and key local indicators
- Quarterly performance reviews across Clinical Boards
- 6 monthly Managing our Performance reports to NHS Borders Board
- Annually through the Board’s Annual Review
- In year work programmes and initiatives

The Corporate Objectives also underpin the setting of personal performance objectives and values for all staff across NHS Borders.

Summary

It is proposed that the Corporate Objectives remain relevant to NHS Borders and with a refreshed format should be adopted for 2016/19.

Performance against the Corporate Objectives will be monitored through robust performance management and reporting mechanisms and staff appraisals throughout 2016/17 and beyond.

Recommendation

The Board is asked to **approve** the Corporate Objectives for 2016/19.

Policy/Strategy Implications	Performance against the full set of Corporate Objectives will be reviewed through a number of mechanisms throughout 2016/17.
Consultation	The Corporate Objectives and values 2013/16 were developed through engagement with a wide cross section of staff and were linked to the 2020 Workforce Vision, and continue to reflect the priorities of the organisation. In refreshing these objectives there have been discussions with the Board Executive Team, Non Executive Directors and the Chairman of NHS Borders.
Consultation with Professional Committees	See above
Risk Assessment	Progress towards achieving certain elements within the Objectives such as HEAT standards and key indicators are monitored on a monthly basis through performance reports. Progress will also be monitored via programmes of work and specific initiatives.
Compliance with Board Policy requirements on Equality and Diversity	The Corporate Objectives are in line with the Board's Policy requirements on Equality and Diversity. The Corporate Objectives will support implementation and delivery Local Delivery Plan standards as well as our local organisational commitments and priorities.
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
Karen Shakespeare	Planning and Performance Manager		

NHS Borders Corporate Objectives

2016/19



Corporate Objectives 2016/19

Introduction

Safe Patient Care continues to be paramount within NHS Borders and our Corporate Objectives for 2016-19 reiterate and emphasise our commitment to this.

We, along with the wider public sector will continue to face the challenges of increasing demand and significant financial pressures. We want to ensure that we remain at the forefront of implementing innovation and new ways of working so that we can continue to drive up the quality of our local services and improve patient experience. At the same time we will seek to increase capacity and productivity whenever possible in order to secure improved outcomes, better value for money and effective and sustainable services for the people of the Borders.

Continued close working with communities and partner organisations is a key focus area for us. The establishment of the Health and Social Care Integration Joint Board for the strategic planning of health and social care services is also a significant step in improving the health of the population of the Borders.

To achieve better population health we require a committed, well prepared, dedicated and well trained workforce. We 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.

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. As we move through 2016/19 we will continue our efforts to embed these values explicitly across the organisation. It is evident that much has been achieved through the introduction of values based recruitment and other activities but work remains to be done if we are to truly live these values and exhibit these behaviours.

Jane Davidson
Chief Executive, NHS Borders

John Raine
Chairman, NHS Borders

NHS Borders Corporate Objectives

Our Values:

Care and Compassion

Quality & Teamwork

Openness, Honesty and Responsibility

Dignity & Respect

- Deliver the Scottish Government Patient Safety Programme
- Communicate - listen to patients and ask "what matters to you?"
- Strive to meet the performance standards 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.

Deliver safe, effective and high quality services

Promote excellence in organisational behaviour

Safe Patient Care is our number one priority

Improve the health of our population

- 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 development culture
 - Showing genuine concern
 - Enabling
 - Inspiring others

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