

thisisus.

aims for the future

Joint Trust core objectives, aims and priorities 2018/19



- **Develop new workforce models of care where traditional models are not sustainable.**
- Supply our Workforce for the Future: Train, grow, attract and recruit effectively.
- **Focus on retaining staff through; job planning, career mapping, education and talent management.**
- Supporting staff wellbeing and helping them to adopt healthier lifestyles.
- **Embed the “this is us” staff engagement process so all teams are aware of how they fit into the core objectives.**
- Recognising and valuing the positive contribution that staff make.
- **Ensuring that staff have the opportunity to develop the skills to do their job well.**
- Agree and implement common values and behaviours to guide our work.
- **Support our leaders to help everyone understand why we are here and how they can contribute.**



- Work with partners to join up and streamline commissioning arrangements.
- **Develop more mature and stable planning, risk share and Better Care Fund arrangements with our partners.**
- Develop system level performance and outcome reporting to support staff to make well informed decisions.
- **Use population health information to support prevention work.**
- Implementation of Integrated Care Communities (ICCs).
- **Restructuring of our departmental care groups to support pathway improvements seamlessly across services**
- Alignment of mental health, child and adolescent mental health and learning disability services into the Integrated Health and Care systems in North and South Cumbria
- **Implementation of commitments made through Public Consultation; West Cumberland Hospital Urgent Care, Maternity and Paediatrics, Community Hospitals and Hyper Acute Stroke Unit.**
- Move more care from the acute to community including reducing demand on both inpatients and outpatients.
- **Improving pathways for our patients across organisation boundaries.**



- Be a 'learning organisation' always focused on being open, honest and learning.
- **Formalise the partnerships we need to sustain services: Newcastle, Northumberland Tyne and Wear, Lancashire Care, 3rd Sector and Other Integrated Health and Care Systems.**
- Enabling all teams to continually improve for the benefit of patients.
- **Jointly develop our risk and clinical governance to be as effective as it can be.**
- Deliver the Quality Improvement Plan which will improve our services in the next 12 months so we are classed as 'good' by CQC
- **Improve against NHS constitutional standards including: A&E, cancer, diagnostics, early intervention in psychosis, improving access to psychological therapies and referral to treatment times**



- Deliver Investment Plan; including implementation of the two major national capital funding programmes; West Cumberland Hospital redevelopment and the new Cancer Centre
- **Share and manage risk dynamically with the IHCS with partners, managing our finances/delivering financial targets as a system**
- Reduce the reliance on more expensive temporary workforce and drive efficiency and management costs through joining up support services and management teams
- **Productivity driven by digital working & applied improvement methods**
- Deliver the required Cost Improvement Programme targets resulting in permanent cost savings, whilst improving patient care, satisfaction and safety.