Ambition
Our aim is to have a single, cohesive workforce of approximately 450-500 members of staff. In conjunction with the Organisational Development Strategy, this People Strategy aims to assist staff with the development of a high performing, productive, transparent and unified culture that delivers the highest quality and efficient commissioning solutions for the Nottingham and Nottinghamshire population.

Strategic Priorities
1. Planning, attracting and recruiting people to work in our healthcare system
2. Retaining staff and trainees, promoting career paths and talent management
3. Role redesign and embedding new roles
4. Developing and preparing our people to work in new ways, including digital skills development
5. Enabling culture change and leadership development to ensure our workforce is responsive, informed and delivering high quality outcomes

Our key system impacts
We will support the transformation ambitions of Nottingham and Nottinghamshire ICS through the delivery of:

1. Employer of Excellence
Making NHS Nottingham and Nottinghamshire CCGs an Employer of Excellence. We will become an ‘employer of choice’ across Nottingham and Nottinghamshire, ensuring that we are attracting and retaining the best people for the right roles; whilst continuing to play an active and supportive role in the development of a high performing workforce across Nottingham and Nottinghamshire.

2. Leadership culture
Develop and evolve the leadership culture to reflect the new strategic commissioning organisation.

3. Workforce development
We will embed an inclusive culture at all levels of the organisation and aim to become reflective of our local population. Through recognising and celebrating the differences in our people we will get better outcomes for our population.

4. Workforce planning & system collaboration
Develop a new operating model for our workforce to ensure that we are working collaboratively to develop clear plans for workforce and enhancing our ability to respond to emerging and changing needs of our population.

We will continually review what our people do, to ensure that we are aligned with our partners and populations needs and that our working practices are constructive, robust and fit for the future.

5. Managing the change
- Manage the integration of functionality at ICS, ICP and PCN
- Deliver an integrated commissioning function at each layer of the system architecture
- One cohesive HR and OD function
- We will develop, procure (where appropriate) and implement a cohesive, proactive and responsive HR and OD service to support employees and managers across Nottingham and Nottinghamshire CCGs

Mansfield and Ashfield CCG
Newark and Sherwood CCG
Nottingham City CCG
Nottingham North and East CCG
Nottingham West CCG
Rushcliffe CCG
**People Strategy 2019-2021**

- **August - September 2019**
  - Conclude workforce redesign and implementation

- **October - December 2019**
  - Implement programme of delivery for Individual Performance Reviews (IPRs) and objective setting

- **January - February 2020**
  - Implement flexible working initiatives

- **March 2020**
  - Prepare TUPE approach

- **August - September 2019**
  - Deliver integrated HR and OD function

- **October - December 2019**
  - Commence implementation of employer of choice actions

- **January - February 2020**
  - Implement team time outs/new organisation planing