

# 5 Year Strategy on a Page and objectives year ending March 2019

## 5 Year Strategy on a Page

Our Vision	<i>Together we will deliver outstanding compassionate care to the communities we serve</i>			
Our behaviours	We put the patient first / We go see / We do the must dos / We work together to get results			
Our goals (The result)	Transforming and improving patient care	Keeping the base safe	A workforce for the future	Financial sustainability
Our response	Our patients and the public will be involved in their treatment and we will use their feedback to develop services for the future	We will have achieved a CQC rating of outstanding	We will have a workforce of the right shape and size with the capability and capacity to deliver safe, high quality services	We will have implemented the five year plan
	We will have commenced implementation of an agreed reconfiguration of integrated hospital and community services	We will be compliant with NHS Improvement standards	We will be widely recognised as an employer of choice through growing our own and attracting talented people to join our team	We will be financially sustainable with the ability to invest for the future
	We will meet all relevant 7 day working standards and our SHMI will be 100 or less	We will consistently achieve all national and local patient performance targets	Engaging our people and involving them in decisions that affect the Trust will be the norm	We will understand our markets and have a clear plan of how we grow our business
	We will have a robust interoperable electronic patient record which is used by patients and clinicians alike	We will be fully compliant with health and safety standards		

## Objectives for the Year Ending 2019

Our Vision	<i>Together we will deliver outstanding compassionate care to the communities we serve</i>			
Our behaviours	We put the patient first / We go see / We do the must dos / We work together to get results			
Our goals (The result)	Transforming and improving patient care	Keeping the base safe	A workforce for the future	Financial sustainability
Our response	Achieve a regulatory approved proposal for the reconfiguration of hospital and care closer to home services that puts the patient at the centre of care	Deliver a Single Oversight Framework rating of 2 for the agreed quality and operational performance metrics	Achieve a retention rate of 90% and reduce vacancies by 10% to address recruitment and retention of key roles in CHFT	Deliver a regulatory compliant financial plan for 2018/19 including CIP
	Deliver all GIRFT actions in selected pathways of care to reduce variation and deliver agreed out comes	Achieve a BRAG rating of blue for all actions resulting from the findings of the CQC and Use of Resources inspection	Baseline assess staff and patient equality & diversity experience and develop a plan of action to improve	Develop a regulatory and Integrated Care System compliant capital plan to meet the organisation's requirements
	Continue to meet 7 day NHS England standards (2,5,6 and 8) in agreed specialties	Launch the Quality Improvement Strategy and deliver the 18/19 agreed quality KPIs (including the 3 selected by the Council of Governors see separate page).	Create a health & wellbeing strategy to achieve 96% attendance and improve our overall engagement score	Maintain a Single Oversight Framework rating of 3 or better for financial and Use of Resources performance metrics
	Implement the agreed digital health next step proposal whilst deploying the technical infrastructure to create a shared care record across local health and social care community	Implement year 3 of the health & safety action plan; with specific focus on ensuring each service has tested their business continuity plan, has a COSHH super user (where required) and identified staff have completed risk assessment training	Create an OD Strategy to co-ordinate all workforce activities and develop an action plan to achieve our workforce key performance indicators and improve our overall engagement score	Progress key WYAAT work streams and capital bids including vascular; pharmacy; imaging; pathology; wholly owned subsidiary and elective procedures.
	Improve patient flow and achieve a 10% reduction in stranded (over 7 days) and super stranded (over 21 days) patients.	Develop & ensure delivery of the KPIs for the WOS to provide a safe environment that is efficient and supports effective patient care		

# A Framework for Quality Improvement 2018-19

