# NHS Scotland logo colourNHS Golden Jubilee

### **Meeting: NHS Golden Jubilee Board**

### **Meeting date: 25 July 2024**

### **Title: Learning and Organisational Development Team 2023/2024 Annual Report**

### **Responsible Executive/Non-Executive: Laura Smith, Director of People and Culture**

### **Report Author: Learning and Organisational Development Team**

## Purpose

The purpose of the Learning and Organisational Development (L and OD) 2023/2024 Annual Report is to provide insight into the work of the service along with a summary of the L and OD activities undertaken.

### This is presented to NHS Golden Jubilee Board for:

### Awareness

### This report relates to a:

### Annual Operation Plan

* + Local Policy

### This aligns to the following NHSScotland quality ambition(s):

* + Safe
  + Effective
  + Person Centred

**This aligns to the following NHSGJ Corporate Objectives:**

* **Strategic Leadership:** Effective Executive Leadership and Corporate Governance for a High Performing Organisation
* **High Performing Organisation:** Establishing the conditions for success to enable excellent outcomes and experience for patients and staff
* **Optimal Workforce:** Evolve robust workforce plans and training solution with robust and person centred retention and recruitment to be effective & agile.

## 2 Report summary

## 2.1 Situation

The Learning and Organisational Development Team is required to submit an annual report each year highlighting the key work streams and activities undertaken.

## 2.2 Background

The L and OD team (comprising 7.8WTE) is responsible for the delivery and provision of corporate learning and organisational development services for all staff and volunteers within NHS Golden Jubilee (GJ). To support this activity throughout the organisation, we work with internal subject matter experts as well as collaborating with external colleagues to support delivery of regional and national programmes and projects.

## 2.3 Assessment

The report provides an overview of key activities and work streams supported during 2023/2024 including:

* The Learning Needs Analysis
* The Further and Higher Education Scheme
* Management and Leadership Development
* Team development and Coaching
* Hospital Expansion OD and Wellbeing
* Culture
* Staff Experience and iMatter
* Health and wellbeing
* Training activity and eLearning
* Turas Learn

The report also highlights areas of focus for the forthcoming year.

### 2.3.1 Quality/ Patient Care

The activities supported by the L and OD team were identified through the annual board-wide learning needs analysis and horizon scanning exercise, supporting staff to deliver quality services.

### 2.3.2 Workforce

The report highlights the key L and OD activities offered to staff and teams during 2023/2024 to support their ongoing development. The report also refers to work streams that support staff health and wellbeing.

### 2.3.3 Financial

All activities are carried out within budget

### 2.3.4 Risk Assessment/Management

N/A

### 2.3.5 Equality and Diversity, including health inequalities

L and OD activities reflect all board responsibilities in relation to equality and diversity.

### 2.3.6 Other impacts

N/A

### Communication, involvement, engagement and consultation

The L and OD Team engage with internal stakeholders when identifying annual priorities and to support the development of new resources / services. Specific projects have further internal staff / external stakeholder engagement and involvement incorporated into them.

### Route to the Meeting

This report was developed by the L and OD Team and is being presented to Partnership Forum for awareness.

## 2.4 Recommendation

To raise awareness within Partnership Forum of the key work streams undertaken by the Learning and Organisational Development Team in 2023/2024 and to invite discussion on our Annual Report.

## List of appendices

The following appendices are included with this report:

Appendix 1: Learning and Organisational Development Annual Report 2023/2024