

# People Strategy

Making UHNM a Great Place to Work



## Our people priorities

We will look after our people by supporting our people to be healthy and well, both physically and psychologically, and when unwell ensuring they are supported.



We will provide access to a range of wellbeing offers that support financial, physical and mental wellbeing

We will create a sense of belonging where we are kind and respectful to each other by creating a positive and inclusive culture which is reinforced through our Being Kind programme.



We will listen to and act on your feedback, celebrating the diversity of our workforce by promoting UHNM as an inclusive employer

We will grow and develop our workforce for the future by attracting, recruiting and retaining our people.



We will ensure that you have access to development opportunities to support you to deliver the best services and care to our patients

We will develop our people practices and systems by promoting and using new technologies and equipping our people with digital awareness and skills.



We will develop our systems to help make your everyday tasks more efficient and provide you with relevant skills and development

## Working together



Share your views regularly by telling us about your experience so that actions and improvements can be made together



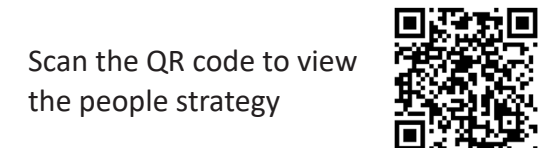
Promote 'Being Kind' and the Trust values in all aspects of your work and appropriately remind others of these expectations and behaviours



Actively take part in your performance and development reviews and regular conversations with your line manager/supervisor



Tell us if you know of specific community groups, schools, locations where we could promote our vacancies and opportunities and share our vacancies with friends and family



Scan the QR code to view the people strategy

