Directorate People & Culture Plan

Belfast Health & Social Care Trust
STAFF EXPERIENCE
Supporting healthy, productive teams

Current Engagement Score	Previous Engagement Score	Difference
3.84 Trust wide Score		Difference

Area of Focus	Actions	Timeframe	Status

People & Culture Metrics

Directorate: [insert Directorate]

Date: [insert date]

Metric	Current	Target	To be achieved by
Staff Experience & Well-being: ▪ *Directorate Engagement Score* ▪ *The Trust Supports my Health & Wellbeing* ▪ *I feel valued and recognised*	[Insert Text]	[Insert Text]	[Insert Text]
Psychological Safety: ▪ *I am able to raise concerns in this team without fear of negative consequences.* ▪ *I am confident that the organisation acts on concerns that are raised.* ▪ *I know how to challenge and raise concerns about a work issue if I need to.*	[Insert Text]	[Insert Text]	[Insert Text]
Leadership: ▪ *My manager inspires me to do my best* ▪ *My manager encourages me to develop my talent and skills* ▪ *There are frequent opportunities for me to show initiative in my role*	[Insert Text]	[Insert Text]	[Insert Text]
Workforce Capacity: ▪ Absence Rate ▪ Vacancy Rate ▪ Turnover Rate	[Insert Text]	[Insert Text]	[Insert Text]
SDR compliance (%)	[Insert Text]	[Insert Text]	[Insert Text]