

Mission

We will create a workforce that promotes individual and collective responsibility for embracing development and education opportunities for all to help build capacity and leadership qualities whilst preserving the importance of our wellbeing.

Vision and Values

We take pride in developing the NMAHP Workforce, where the people of Ayrshire and Arran are supported to live the healthiest life possible.

EXEMPLARY PROFESSIONAL PRACTICE

- Endeavour to make Ayrshire and Arran the best place to work.
- Invest and support staff wellbeing
- Promote a process whereby individual teams analyse their iMatters survey results as well as co-produce the action plan, thereby supporting shared decision making.
- Use patient outcomes and personal experiences for shared learning across all disciplines in order to drive and assure a high quality of care.
- Review and agree efficient and meaningful data for individual services.
- Agree person centred approach to multidisciplinary care planning and service delivery.
- Have personalised care and enablement approaches.
- Commit to celebrating successes across all disciplines.
- Commit to prioritising safe and effective staffing
- Ensure effective rostering and job planning.
- Work towards gaining Magnet® status.
- Provide a centralised area for resources on a digital platform.

NEW KNOWLEDGE, INNOVATION & IMPROVEMENT

- Promote Digital Healthcare Strategy and Delivery plan across all sites of NHS A&A.
- Develop and promote digital care solutions.
- Increase NMAHP Quality Improvement capability and capacity.
- Promote a culture of innovation and shared learning. Deliver evidence based practice.
- Increase research capability and capacity through development of a NMAHP research strategy and plan.
- Provide cross profession learning and development opportunities.
- Provide opportunities for staff to discover new ways to support innovative practice.
- Encourage staff members to work in other teams and with other disciplines to have an appreciation of each other's roles as well as encourage appropriate and important connections with other services to inform ideas for change/improvement.
 - Value diversity
 - Develop professional objectives.



STRUCTURAL EMPOWERMENT

- Assure staff have PDRs completed annually.
- Assure staff have equitable professional development opportunities.
- Embed clinical supervision into practice.
- Ensure equity of access to learning and development.
- Develop a Communication Strategy to ensure effective 2 way communication across the NMAHP workforce.
- Ensure NMAHP workforce is connected through a shared governance approach without replacing uni-disciplinary processes.
- Have psychological safety at the foundation of everything we do to ensure everyone has a voice. We promote a culture of trust, honesty and openness.
- Enhance NMAHP workforce performance through an understanding and application of Human Factors Science

TRANSFORMATIONAL LEADERSHIP

- Enhance visible, supportive and compassionate leaders, strengthening connections, so staff can voice concerns and share successes
- Promote clinically competent compassionate leadership
- Review operational plan for key performance measures
- Be transparent of local and organisational position relating to the 4 pillars of Finance, People, Quality and Service.
- Ensure we have leadership skills at all levels across the organisation. Have the appropriate NMAHP workforce representative who will be involved in strategic and operational decision making at the earliest opportunity and engaged throughout.
- Have NMAHP workforce engagement and involvement in any consultation and decision making processes.
- Have the NMAHP workforce leading by example in living by the organisational values.
- Develop processes where staff feel valued and listened to.