

STANDARDS FOR BETTER HEALTH

PERSONAL DEVELOPMENT PLANS- PROGRESS ON ACTION PLAN AND ANY IMPACT ON STAFF RETENTION

Leicester, Leicestershire and Rutland
Health Overview and Scrutiny Committee – 21st July 2008

1. Introduction

Leicestershire Partnership NHS Trust (LPT) declared non-compliance against Healthcare Standard C8b at the end of the 2007-08 year as the Trust was not able to provide the evidence that all staff had an annual Personal Development Plan (PDP).

Since this declaration of non-compliance, the Trust has developed a robust action plan with supporting systems in place from April 2008 to ensure that all LPT staff have a current PDP in place by October 2008.

This paper provides an update on progress against this action plan and any implications on staffing due to this non-compliance.

2. Action Plan

The action plan to ensure all staff have a PDP was launched at the Trust's Senior Leadership Group in May and is supported through training and human resources support to managers where necessary. Compliance against the action plan is presented to the Trust Board every month in the Board Performance Report.

3. Progress to date

The information submitted to the Trust Board in June 2008 showed a PDP uptake of 56% across the Trust. This was a significant increase from 39% earlier in the year.

4. Implications for staff

Exit Interview information is regularly scrutinised by the Trust, and there is no evidence that the absence of a PDP for any member of staff has been a factor in their decision to leave. The Trust's latest turnover rate is currently 12%, which compares favourably with the current public sector average of 13%.

The Trust considers a reasonable level of turnover to be healthy, and currently is not experiencing any particular difficulties in recruiting staff across the Trust.

5.Conclusion

The Trust believes that the plans it has put in place to ensure that all staff have an annual PDP are showing a significant improvement, and with the additional support available to managers should result in the Trust achieving its target by October 2008.

9 July 2008