

Trust Operating Model Delivery Plan

Potential Dates	Action	Timescales	Comments
21st June	EPF Meeting (+ inform MSNF) Paper outlining What, Why, Process, Timescales		
22nd June	Work to map potential models & the potential workforce impact, consideration of workforce planning against ability to deliver V's service demands and performance	2 weeks	
Commences 9 th July and to continue to end-September	Engagement with staff in potential models (methodology to be determined) Board update EPF Meeting update (20 th September) CMB update Extraordinary People Reference Group (17 th August) Senior Leadership Forum (13 th September)	Approx 3 months	Need to capture and record all the engagement activity
October 25 th September 18 th October	Draft Consultation paper MSNF EPF Meeting - Share consultation paper Staff engagement	4 weeks	
Beginning November November November	Consultation paper finalised [Board update] Advise all staff potentially involved to hold dates for assessment centre Design OD interventions to support implementation of new structure Senior Leadership Forum (23 November) Staff engagement		
Beginning of December	Formal consultation with staff affected	30 days +	Less than 100 redundancies

7 th January	End of Consultation		
14 th January	Final proposal published	2 weeks	
Commence 15 th January	Letters to staff to be slotted / at risk	2 weeks	
February	Assessment centres for appointment of CDs – Band 7's (Leadership Structure) Implementation of OD plan to support new senior leadership structure	4 weeks	Real investment of time for intensive assessment and appointment activity, beginning at most senior level and working down
1st week of March	Letters & contracts issued (two weeks' notice)	4 weeks	
31 st March 2019	Implementation of top tier structure		
April onwards	Implement remainder of structure		
April to June	Parallel running of interim and permanent structures and handover period		