

## Council of Governors

Thursday 5 March 2020

<b>Report Title:</b>	2019 NHS Staff Survey
<b>Executive/NED Lead:</b>	Clare Conaghan, Director of Human Resources and Organisational Development Rebecca Driver, Director of Communications and Engagement
<b>Report author(s):</b>	Lorraine Rollo, Head of Internal Engagement
<b>Previously considered by:</b>	

Approval     
  Discussion     
  Information     
  Assurance

<p><b>Executive summary</b></p> <p>The national NHS Staff Survey results for 2019 were published on Tuesday 18 February 2020 and are available on the national website: <a href="http://www.nhsstaffsurveys.com">www.nhsstaffsurveys.com</a></p> <p>This year almost half of our workforce completed the survey at 49% which is a 10% improvement on last year when 39% of our workforce completed the survey.</p> <p>As an organisation we took a number of actions last year and in some areas, such as support from immediate managers we have seen some improvement in our scores from last year. In nine areas we have significantly improved our results but in four areas they are significantly worse and in 77 areas there is no significant difference.</p> <p>We know that we need to do much more and this year we need to have a different conversation with our staff to better understand what staff are feeling and why. We also want to engage them on what we need to do differently as an organisation going forward.</p> <p>On a Trust-wide basis, until the end of March, our next steps will be to hold a number of listening events to ensure that we Ask, Listen and then Act upon what staff have told us and we need to ensure that staff are able to attend and take part.</p> <p>We will then use the feedback from our staff to develop an action plan going forward, this will be done both from a corporate perspective and in individual directorates/divisions.</p>
<p><b>Action Required of the Board/Committee</b></p> <p>The committee is being asked to note the report and the staff survey results and agree the next steps</p>

Link to Strategic Objectives (SO)		Please tick
SO1	Keep people in control of their health	<input type="checkbox"/>
SO2	Lead the integration of care	<input type="checkbox"/>
SO3	Develop our centres of excellence	<input type="checkbox"/>
SO4	Support and develop our staff	<input checked="" type="checkbox"/>
SO4	Drive technology enabled care	<input type="checkbox"/>

<b>Risk Implications for the Trust</b> <i>(including any clinical and financial consequences)</i>	Staff satisfaction is key and there is a risk that if staff are not happy in their role this will impact on patient satisfaction and patient safety.
<b>Trust Risk Appetite</b>	N/A

<b>Legal and regulatory implications</b> <i>(including links to CQC outcomes, Monitor, inspections, audits, etc)</i>	N/A
<b>Financial Implications</b>	N/A
<b>Equality and Diversity</b>	The staff survey results also includes equality and diversity information