

Council of Governors Meeting - Cover Sheet

Subject:	NHS Staff Survey 2022 – Results Headlines	Date: 9 th May 2023		
Prepared By:	Vicky Malia, Head of Culture and Engagement			
Approved By:	Rob Simcox, Director of People			
Presented By:	Paul Robinson, Chief Executive			
Purpose				
This paper provides an update on the National Staff Survey 2022 results including national and regional benchmarking		Approval		
		Assurance	x	
		Update		
		Consider		
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
x	x	x	x	x
Identify which principal risk this report relates to:				
PR1 Significant deterioration in standards of safety and care				
PR2 Demand that overwhelms capacity				
PR3 Critical shortage of workforce capacity and capability		x		
PR4 Failure to achieve the Trust's financial strategy				
PR5 Inability to initiate and implement evidence-based Improvement and innovation				
PR6 Working more closely with local health and care partners does not fully deliver the required benefits				
PR7 Major disruptive incident				
PR8 Failure to deliver sustainable reductions in the Trust's impact on climate change				
Committees/groups where this item has been presented before				
People Cabinet – March 2023 People Culture and Improvement Committee – March 2023 Board of Directors - April 2023				
Acronyms				
None				
Executive Summary				
Background				
<p>The National Staff Survey 2022 embargo lifted on 9th March 2022 with results analysis underway and Trust focus areas for improvement in development.</p> <p>The Trust closed the survey in November with 3390 colleagues taking the opportunity to share their voice, which was a 61% response rate (compared to a national average of 44%) and the 3rd highest response rate nationally.</p>				

Summary Headlines

- **The Trust placed 1st or 2nd in the Midlands across all 7 of the People Promise themes**, along with 1st in the Midlands for Staff Engagement and 1st in the Midlands for Staff Morale.
- **7/10 colleagues reported they would recommend the Trust as a place to work** which was the top score regionally across all Acute Trusts in the Midlands for the 5th year running (and 3rd nationally)
- **1st in the Midlands for staff being happy with the standard of care** provided by the organisation if a friend or relative needed treatment (78%)
- **2nd in the Midlands for colleagues agreeing that care of patients is the organisations top priority** (81%)

Whilst our results overall are extremely positive, we remain mindful that there are still key areas for improvement. The Trust focus areas identified after the 2021 survey will therefore remain in place, with 2022/23 actions being developed under the same 3 key themes for consistency:

- Valuing you
- Caring for you
- Developing you

These focus areas were discussed in depth at the Trust People, Culture and Improvement Committee with an action plan in development which will be shared with the People Committee in May.

Attached are 2 infographics detailing the highlights of the NSS results for the Board's information.

We are extremely proud of our results placing us as the overall 3rd best Acute Trust in the Country and the most recommended place to work and receive care in the Midlands.

Trust Board received the update and took assurance from the National Staff Survey Results 2022, and the assurance that the People Committee will have overview and regular updates regarding the key areas for improvement across 2023/24 that will be aligned to the Trust People, Culture and Improvement Strategy.

Recommendation

The Council of Governors consider the report.

#Team SFH

National Staff Survey 2022

THE RESULTS

Thank you to the 3390 colleagues who shared their views on life at SFH. **This was a response rate of 61% which was the 3rd highest in the country!**

7/10 colleagues would recommend the Trust as a place to work.



8/10 colleagues agree that care of patients is the Trust's top priority.



8/10 colleagues would be happy with the standard of care provided if a friend or relative needed treatment at SFH.



Other high scores
91% feel trusted to do your job
89% feel your role makes a difference to patients/service users
86% received an appraisal in the last 12 months
78% feel the organisation respects individual differences
77% would feel secure raising concerns about unsafe clinical practice.

How we compare against Acute Trusts nationally...

93/97 questions above national average

4 below

We're paying attention to:

- 8.6%** Not experienced physical violence from patients/service users, their relatives or other members of the public
- 7.6%** Don't work any additional paid hours per week for this organisation, over and above contracted hours
- 3.8%** Not felt pressure from manager to come to work when not feeling well enough
- 1.3%** Not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public.

For more information about the NSS22 results contact sfh-tr.odenquiries@nhs.net

Our People Promise Themes 2022

(All scores are out of 10)



We are recognised and rewarded

Recognition and Reward = **6.1** (Avg. 5.7)

ROOM TO IMPROVE

We are always learning

Development = **6.8** (Avg. 6.3)

Appraisals = **5.0** (Avg. 4.4)

TOP SCORE

ROOM TO IMPROVE

We work flexibly

Support for Work-life Balance = **6.5** (Avg. 6.1)

Flexible Working = **6.4** (Avg. 6.0)



We are a team

Team Working = **6.9** (Avg. 6.9)

Line Management = **7.1** (Avg. 6.7)

HIGH SCORE

We are compassionate and Inclusive

Compassionate Culture = **7.5** (Avg. 7.0)

Compassionate Leadership = **7.3** (Avg. 6.8)

HIGH SCORE

Diversity and Equality = **8.5** (Avg. 8.1)

Inclusion = **7.1** (Avg. 6.8)

We each have a voice that counts

Autonomy and Control = **7.2** (Avg. 6.9)

HIGH SCORE

Raising Concerns = **6.9** (Avg. 6.4)

We are safe and healthy

Health and Safety Climate = **5.8** (Avg. 5.2)

HIGH SCORE

Burnout = **5.0** (Avg. 4.8)

ROOM TO IMPROVE

Negative Experiences = **7.8** (Avg. 7.7)

Staff Morale:

6.3



Staff Engagement:

7.2



Overall 3rd Best Acute Trust in the Country across our People Promise Themes