

Board of Directors - Cover Sheet

Subject:	2017 NHS Staff Survey Results	Date: Thursday 29th March 2018		
Prepared By:	Julie Bacon Director of HR and OD; Anne Burton; Organisational Development Officer & Freedom to Speak Up Guardian			
Approved By:	Julie Bacon Director of HR and OD			
Presented By:	Julie Bacon Director of HR and OD			
Purpose				
This paper provide a summary of the results of the Trusts 2017 NHS Staff Survey and planned actions			Approval	
			Assurance	X
			Update	
			Consider	
Strategic Objectives				
To provide outstanding care to our patients	To support each other to do a great job	To inspire excellence	To get the most from our resources	To play a leading role in transforming health and care services
X	X	x	X	x
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
Risks/Issues				
Financial	Positive results support recruitment & retention and help to reduce agency expenditure			
Patient Impact	An engaged and motivated workforce improves quality/patient experience			
Staff Impact	Positive results help staff retention			
Services	Engaged staff tend to be productive staff			
Reputational	A high score in staff being prepared to recommend the Trust as a place to receive treatment			
Committees/groups where this item has been presented before				
None				
Executive Summary				
<p>The Trust participates annually in the national NHS Staff Survey. In 2017 the Trust surveyed all staff and over 2500 staff responded, giving a response rate of 57%. This was joint 7th highest in England for acute NHS Trusts, where the average response was 44%.</p> <p>Overall the survey results were positive and identified significant sustained improvement over the last two years. The overall indicator of staff engagement was 3.87, which was well above average when compared to NHS Trusts of a similar type. Our Trust was rated the 4th best acute Trust in England for staff satisfaction with the quality of work and care that they provide. This is the second year in succession that we have been in the top 20% for this.</p> <p>A more detailed over view is contained in the paper, together with comparisons with local NHS Trusts and intended actions.</p>				
Recommendation				
<p>The Board of Directors is asked to take assurance from the report that staff engagement in the Trust is improving and that on the whole the staff in the Trust are positive about the Trust as a place to work and to receive care.</p>				