

## BOARD OF DIRECTORS

## Report

**Subject:** National NHS Staff Survey 2014 – Benchmark Information and action planning  
**Date:** 26 March 2015  
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### Executive Summary

As reported to the private Board last month the Trust has received the national staff survey outcomes for 2014. This report provides a comparison of how the Trust's results compare to other local trusts. The Trust's staff survey outcomes have deteriorated but this must be viewed in the context of a challenging year for the Trust.

An action plan is in development to address issues and focuses on three key questions for improvement:

- How satisfied are you with the extent to which the organisation values your work?
- I am able to deliver the patient care I aspire to?
- I would recommend my organisation as a place to work?

Action plans will be developed at Trust and divisional level to support improvement and will be linked to staff engagement work.

### Recommendation

The Board of Directors is asked to note the content of the paper and the priority areas for action.

### Relevant Strategic Objectives (please mark in bold)

<b>Achieve the best patient experience</b>	Achieve financial sustainability
<b>Improve patient safety and provide high quality care</b>	Build successful relationships with external organisations and regulators.
<b>Attract, develop and motivate effective teams</b>	

<b>Links to the BAF and Corporate Risk Register</b>	
<b>Details of additional risks associated with this paper</b> (may include CQC Essential Standards, NHSLA, NHS Constitution)	NHS Constitution, CQC and Monitor
<b>Links to NHS Constitution</b>	The staff survey measures staff perceptions in relation to their experience of working for the Trust.
<b>Financial Implications/Impact</b>	Reduction in variable pay and improved attendance rates. CQUIN Target
<b>Legal Implications/Impact</b>	

<b>Partnership working &amp; Public Engagement Implications/Impact</b>	
<b>Committees/groups where this item has been presented before</b>	
<b>Monitoring and Review</b>	Monitoring of the staff survey results and associated action plan through the OD and Workforce Committee
<b>Is a QIA required/been completed? If yes provide brief details</b>	