

Board of Directors Meeting in Public - Cover Sheet

Subject:	NHS Staff Survey 2023 – Results Headlines	Date:	4 th April 2024		
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Approved By:	Debbie Kearsley, Deputy Director of People				
Presented By:	Rob Simcox, Director of People				
Purpose					
This paper provides an update to the Sherwood Forest Hospitals NHS Trust Public Board meeting in the National Staff Survey results 2023 including national a regional benchmarking				Approval	
				Assurance	x
				Update	
				Consider	
Strategic Objectives					
Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community
Principal Risk					
PR1	Significant deterioration in standards of safety and care				
PR2	Demand that overwhelms capacity				x
PR3	Critical shortage of workforce capacity and capability				
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 2024 Divisional People Committees March 2024 Senior Leadership Team March 2024 People Committee March 2024					
Acronyms					
None					
Executive Summary					
Background					
The National Staff Survey 2023 embargo lifted on 7th March 2024, since this time the result have been shared along with analysis being undertaken, including where the Trust will have areas of focus for improvement in development.					

The Trust closed the survey in November 2023 with 3568 colleagues taking the opportunity to share their voice, which was a 62% response rate (compared to a national average of 45.8%).

This is an extra 200 voices compared to last year and the highest ever number of responses.

The Trust response rate is 16% higher than national average and we placed in the top 10 of Acute and Acute Community Trusts in terms of response.

The vast majority of our results were above national average indicating a more positive experience at SFH in comparison to other Trusts.

Key headlines include:

- **Best Acute Trust in the Midlands for the 6th year running** with 74.45% of colleagues recommending Sherwood Forest Hospitals as a place to work.
- **Best Acute Trust in the Midlands for receiving care** with 77.88% of colleagues recommending friend or relative needed treatment would be happy with the standard of care provided by the organisation
- **Best Trust in the Midlands for always learning**
- **Best Trust nationally for morale**
- **Best Trust nationally for staff engagement**
- **2nd Acute Trust in the country** (3rd position in 2022)
- **3rd best NHS organisation across all NHS organisations**
- **The Trust placed 1st and 2nd in the Midlands across all 7 of the People Promise themes** including top for morale and staff engagement.

Attached is the Trust infographic detailing the highlights of the Trust national staff survey results.

Next Steps

Whilst there have been some real positive improvements in our scores in 2023 we are mindful there are areas that continue to require our focus into 2024.

The Trust areas of focus and action will support the 7 NHS People Promise themes and our Trust People Strategy and People Priorities of Looking After our People, Belonging within the NHS, Growing for the Future and New ways of Working and Delivering Care.

Through analysis of the results and a further discussion in a variety of different forums including the Trusts People Committee our priority for focus for 2024 will be;

1. Focus on improving experience and reporting of Physical violence including Sexual Safety
2. Physical and emotional wellbeing of our people (burnout/exhaustion/motivation)
3. Improve experiences for colleagues living with disabilities, colleagues from ethnic minorities and those from our LGBTQ+ communities
4. Continued improvement in reporting and addressing of unsafe clinical practice, including feedback and fairness in relation to clinical incidents.
5. Leadership – wellbeing support from managers and colleagues, manager valuing and recognising colleague work, colleague involvement in management decision making.

Through discussions across a number of forums including People Committee we also recognise a need to focus on true engagement and communication to all colleagues in relation to the results, our priorities and more focused examples showcasing how we have improved throughout the year.

We also recognise a need to ensure we engage with colleagues more meaningfully through 121 interactions with our teams to ensure that everyone's voice is heard, including those who chose not to take part in the survey. We want to ensure that for the National Staff Survey in 2024 we improve our response rates by reaching those whose voices we haven't heard.

Conclusion

We should be very proud of our results placing as the 2nd Best Acute Trust in the Country and the most recommended place to work and received care Best Acute Trust in the Midlands for a 6th year running.

Recommendation

The Trust board are asked to take assurance from the National staff Survey results 2023 and the assurance that updates and progress will be taken through People Committee regarding the key areas for improvement and aligned to the Trusts People Strategy.