

Board of Directors Meeting in Public – Cover Sheet

Subject:	Staff Survey and Action Plan - Update	Date: 2 nd July 2020		
Prepared By:	Lee Radford – Deputy Director TED Ceri Feltbower – Associate Director of Improvement			
Approved By:	Emma Challans – Executive Director of Culture and Improvement			
Presented By:	Emma Challans – Executive Director of Culture and Improvement			
Purpose				
To provide an update on the Trust's 2019 Staff Survey and Action Plan along with relevant actions and learning from Covid-19.		Decision		
		Approval		
		Assurance	X	
		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	
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		X		
Risks/Issues				
Financial	Potential to increase costs associated with absence or vacancies			
Patient Impact	Potential to impact on care if colleagues are not developed/supported			
Staff Impact	Potential to reduce SFH as a great place to work and reduce staff motivation			
Services	Potential to reduce access and poor performance			
Reputational	Potential loss of SFH seen as a great place to work and receive care			
Committees/groups where this item has been presented before				
None				
Executive Summary				
<p>This paper aims to provide assurance by way of an update in relation to the Sherwood Forest Hospitals NHSFT (SFH) 2019 National Staff Survey and SFFT. It will highlight positive and sustained improvements, areas for improvement and confirm progress made to date.</p> <p>The update will also provide relevant information in our response to Covid-19 both in terms of cultural actions undertaken, those planned and confirm next steps following the temporary delay in progress made against the original engagement and cultural improvement plans.</p> <p>Our aim is to continue to increase our engagement and understanding as an organisation and to ensure that, colleagues feel supported, listened to and where Divisions can safely and effectively lead the improvement of the culture and performance in their most areas of need.</p> <p>The Board of Directors is asked to:</p> <ul style="list-style-type: none"> • Recognise positive and sustained improvements in the national staff survey • Be assured by the approach, actions in train and next steps • Recognise the impact of Covid-19 with regard SFH planned engagement and divisional cultural improvement plans • Be assured that SFH has responded strongly to the wellbeing and welfare of colleagues during Covid-19 				