

**EXECUTIVE SUMMARY**  
**REPORT TO THE BOARD OF DIRECTORS**  
**HELD ON 20 MARCH 2013**

<b>Subject</b>	NHS Staff Survey results
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<b>Status<sup>1</sup></b>	N

### PURPOSE OF THE REPORT

To inform the Trust Executive Group of the NHS 2012 CQC benchmarked staff survey results.

### KEY POINTS

The survey was conducted in the Trust during October and November 2012. A total of 5000 staff were sent surveys of which 850 were the CQC sample. The response rate was 52% which was above the NHS average of 50%. This year the survey was shorter and there are only 28 key findings. Not all key findings are comparable to previous years.

There were some pleasing results from the survey this year. In particular, the finding that the majority of staff working in our hospitals or the community (70%) would be happy to recommend the Trust as a place to be treated, or work to a friend or family member which is above the NHS average. The majority of staff also said they were satisfied with the quality of work and patient care they delivered. Other highlights from the report include:-

- More members of staff felt able to contribute toward improvements at work
- Less members of staff are working extra unpaid hours than the national average
- More staff had a performance appraisal
- Fewer staff experienced harassment, abuse or bullying from other staff relative to the national average
- The overall staff engagement score for the Trust has been maintained at 3.61.
- More members of staff said hand washing materials were always available than the national average

The survey also highlights areas where we need to continue our work to support staff with a few key findings showing a year on year deterioration. However a number of actions are already being undertaken to address these (see body of report). These survey findings, together with a report on the larger staff survey sample prepared by Capita, will be discussed at the Staff Engagement Executive group and the Trust staff engagement action plan revised accordingly.

### IMPLICATIONS<sup>2</sup>

AIM OF THE STHFT CORPORATE STRATEGY 2012-2017		TICK AS APPROPRIATE
1	Deliver the Best Clinical Outcomes	
2	Provide Patient Centred Services	
3	Employ Caring and Cared for Staff	x
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	

### RECOMMENDATIONS

The Board of Directors is asked to note the NHS 2012 benchmarked staff survey findings.

### APPROVAL PROCESS

Meeting	Date	Approved Y/N

<sup>1</sup> Status: A = Approval

A\* = Approval & Requiring Board Approval

D = Debate

N = Note

<sup>2</sup> Against the five aims of the STHFT Corporate Strategy 2012-2017