

EXECUTIVE SUMMARY

REPORT TO THE BOARD OF DIRECTORS

HELD ON 18 SEPTEMBER 2013

Subject	Director of HR & OD Report - Staff Engagement Update
Supporting TEG Member	Mark Gwilliam
Author	Rhian Bishop
Status¹	N

PURPOSE OF THE REPORT

- To update the Board of Directors on the progress with improving staff engagement particularly with regard to staff involvement.
- Note the minutes of the Staff Engagement Executive Group meeting held on the 5 July 2013 (Appendix 2)

KEY POINTS

In 2012 the Trust surveyed 5000 staff at the same time as surveying the 850 staff required for the Care Quality Commission NHS staff survey. This larger sample of staff enabled more directorate reports to be produced including a staff engagement score for every directorate.

The Director of HR & OD previously briefed the Board of Directors that a template has been developed for every directorate, which breaks down the staff engagement score into the component factors of staff involvement, advocacy and motivation. This enables directorates to see what their particular issues are and where to best focus their efforts. The Trust staff engagement breakdown is attached (appendix 1), which identifies a key area of focus for the Trust is the need to improve staff involvement. Therefore, directorates have addressed this in their staff engagement action plans in a variety of ways which include:

Holding focus groups
 Holding roadshows
 Using the microsystem approach
 Using suggestions boxes (actual and virtual)
 Holding timeouts
 Undertaking surveys

For the above suggestions to work effectively, it is important that regular feedback is provided to staff to encourage continued staff contribution. Clear objectives will be in place for managers and regular communication updates provided to staff, i.e. in the form of a "you said -we did", highlighting suggestions that have been implemented by their directorate or department.

Skills and tips in improving staff involvement for line managers are included in the ILM level 3 leadership and management programme.

Staff will have a greater opportunity to be involved by completing the annual 2013 NHS staff survey as all staff will receive a questionnaire this year.

IMPLICATIONS²

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 are asked to note the actions being taken to improve staff involvement for 2013/14 and to note the minutes of the Staff Engagement Executive Group meeting held on the 5 July 2013 (Appendix 2).

APPROVAL PROCESS

Meeting	Date	Approved Y/N

¹ Status: A = Approval
A* = Approval & Requiring Board Approval
D = Debate
N = Note

² Against the five aims of the STHFT Corporate Strategy 2012-2017