

TRUST BOARD IN PUBLIC	Date: 28 March 2013 Agenda Item: 2.6	
REPORT TITLE:	NHS Staff Survey 2012 preliminary results and priorities	
EXECUTIVE SPONSOR:	Yvonne Parker, Director of HR	
REPORT AUTHOR:	Sally Knight, Head of Workforce Development	
REPORT DISCUSSED PREVIOUSLY: (name of sub-committee/group & date)		
Purpose of the Report and Action Required: (√)		
	Approval	
	Discussion	
	Information	√
Summary of Key Issues		
This report briefs the Board on the results of the 2012 NHS staff survey, highlights areas of improvement and concern and indicates the immediate priorities and actions required. A detailed action plan will be developed for approval at a management board in May 2013.		
Relationship to Trust Corporate Objectives & Assurance Framework:		
Objective 4 – Become a sustainable, effective organisation.		
Corporate Impact Assessment:		
Legal and regulatory implications	NHS Constitution	
Financial implications	N/A	
Patient Experience/Engagement	Highlights national requirements in place to improve patient experience.	
Risk & Performance Management	N/A	
NHS Constitution/Equality & Diversity/Communication	N/A	
Attachments:		
N/A		

TRUST BOARD REPORT – 28th MARCH 2013 NHS STAFF SURVEY 2012 RESULTS & PRIORITIES

Headlines from the 2012 National NHS Staff Survey

- Report issued by the Picker Institute on behalf of the DOH, weighted and benchmarked against other acute Trusts
- Compiled from a sample of (829) staff representing 57.41% of the eligible staff population (3% decrease on 2011)
- Overall a good improvement in staff survey results for 2012
- Staff Engagement score has increased to Average (the score in 2011 was in the lowest 20% of acute Trusts)
- Staff motivation in highest 20% of trusts
- Communication with senior management in top 20% of Trusts
- Worrying B&H results, staff working extra hours and work related stress (worst 20% of acute Trusts)

Immediate Actions (March- May 2013)

- Communication of results to staff via All, staff and senior staff meetings, Directorate / Team meetings via HR BPs, E-bulletin during March / April.
- Continuing staff Engagement with the survey by using focus groups to gain more feedback and ideas for key priorities during April
- Map staff survey questions and KPIs (vacancy, turnover etc.) to wards and Departments to identify high and low performing areas. Will then require local analysis and action planning from April onwards.
- Analysis against Francis recommendations from March onwards
- All above resulting in an Organisational action plan supported by local action plans to meet objectives in May. Priority areas likely to include a continuing focus on staff engagement, attention to bullying and harassment and a renewed focus on Appraisal rates.

Enc- report / presentation staff survey data 2012

[END]