



# Staff Survey 2021

## Council of Governors April 2022

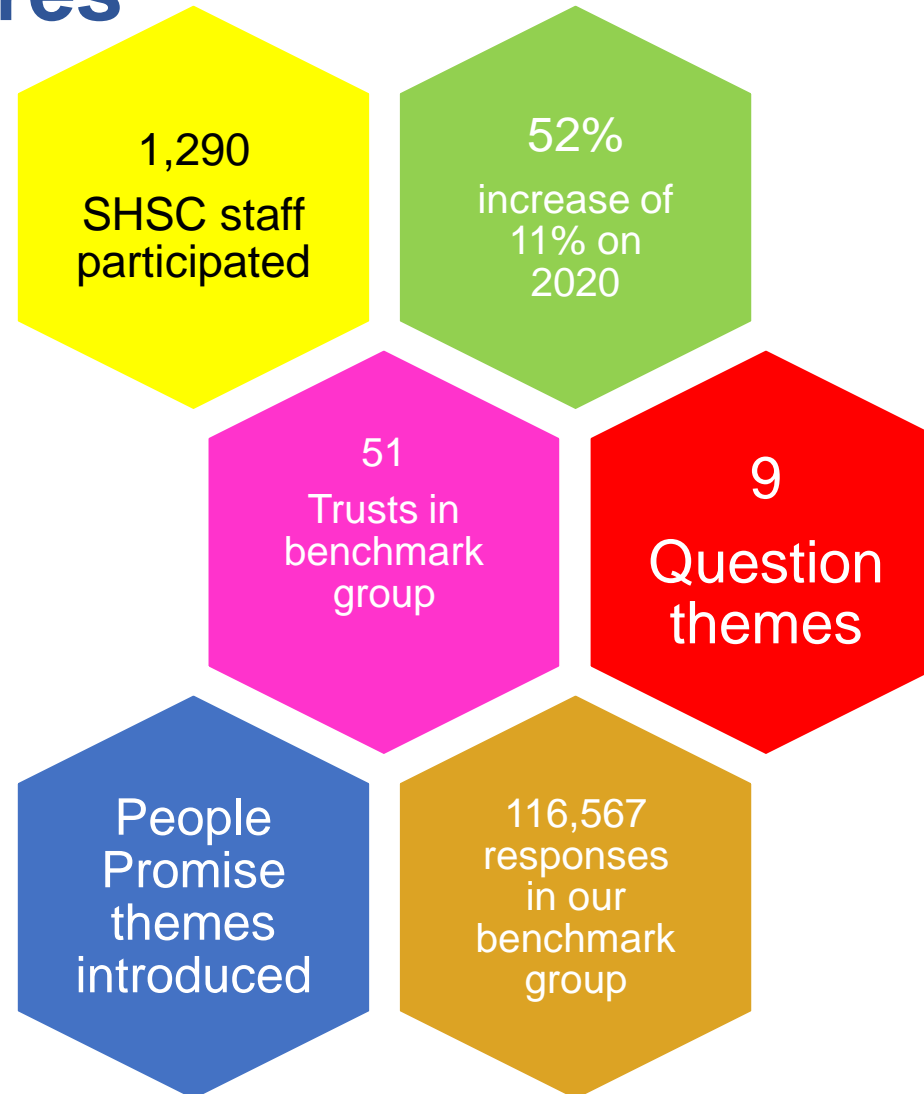
Heather Smith



# 2021 SHSC Staff Survey results

- **Introduce the Staff survey 2022**
- **Introduce the People Promise themes**
- **Staff Survey results – overview 2022**
- **Our response**

# Our Staff Survey 2021 Results – some key facts and figures



# People Promise



We are  
**compassionate**  
and **inclusive**



We are **recognised**  
and **rewarded**



We each have  
**a voice that**  
**counts**



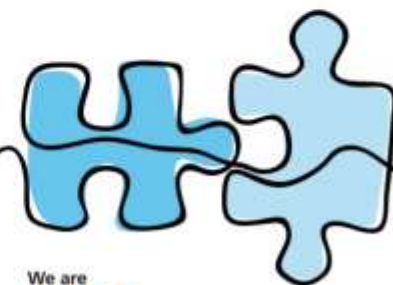
We are  
**safe** and  
**healthy**



We are  
**always**  
**learning**



We work  
**flexibly**



We are  
**a team**

+ *Staff engagement*  
+ *Staff Morale*



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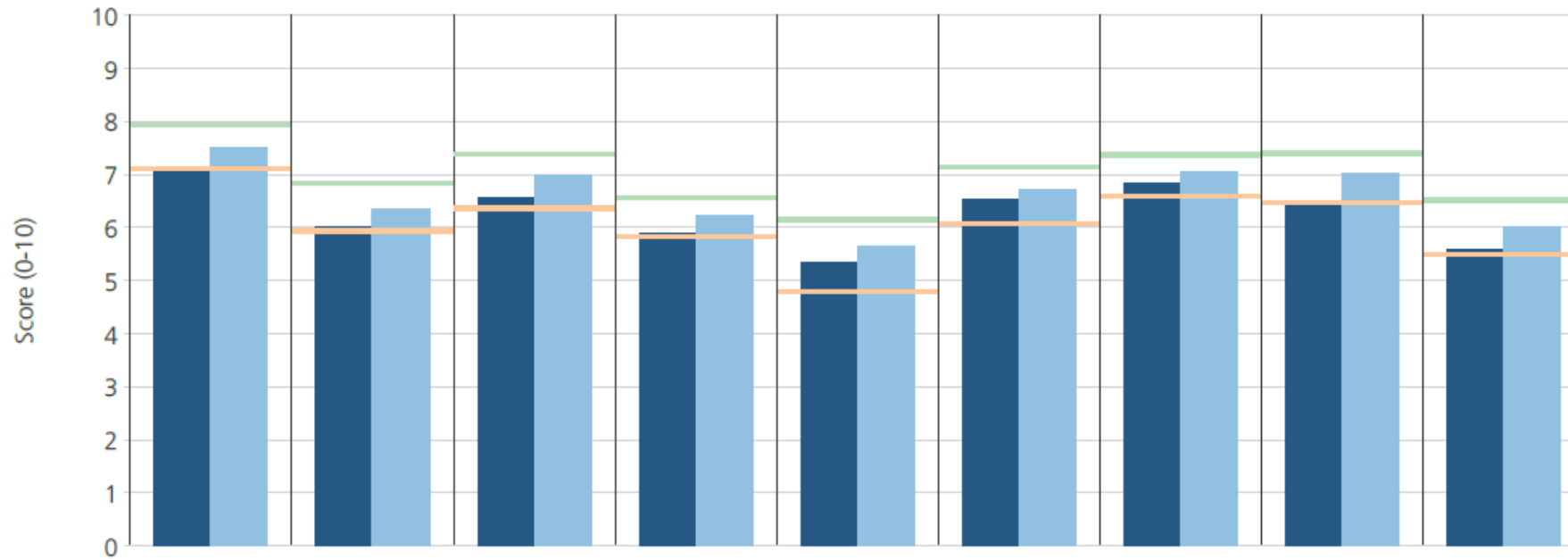
We work flexibly



We are a team

Staff  
Engagement

Morale



This is  
exactly  
where we  
benchmark  
against our  
comparator  
group

Best	7.9	6.8	7.4	6.6	6.1	7.1	7.4	7.4	6.5
Your org	7.1	6.0	6.5	5.9	5.4	6.5	6.8	6.5	5.6
Average	7.5	6.3	7.0	6.2	5.6	6.7	7.1	7.0	6.0
Worst	7.1	5.9	6.4	5.8	4.8	6.1	6.6	6.5	5.5
Responses	1,289	1,284	1,284	1,283	1,253	1,282	1,279	1,289	1,289



# NHS Staff Survey 2021 Benchmark Reports ([nhsstaffsurveys.com](https://nhsstaffsurveys.com))



# Together we listen ... some positives

**We've said as a collective that there are some things we feel positive about:**

- **We like our immediate teams and our team leaders**
- **We feel our roles make a difference to patients and service users and individuals teams** – for example 83% confirmed this overall, with 94% of Memory Service and 92% of Stanage Ward say their roles make a difference to service users
- **We are more confident about raising concerns about unsafe clinical practice**
- **We're beginning to see signs of improvement about bullying and harassment at work**

# Where we need to improve

**We have given a clear message on important areas that need action**

- **We want to feel more valued**
- **We want to work better together across our teams**
- **We want to feel that the organisation supports our health and wellbeing**
- **We have concerns about our standards of care**
- **A decreasing number of us recommend SHSC as a place to work**



# What we have been changing



*We've adapted our ways of working from office to home, from fixed to agile*

*We've introduced recognition platforms, engagement events and conferences to embed, learn and share*

*We are investing in new ways to attract new recruits*

*We've introduced new leadership development programmes for our leaders*

*Board commitment to cultural change*

*We made changes to clinical leadership roles and models*

*We now have well developed and active staff network groups*

*Estates strategy – improving our environments*

*We made changes to our PDR to place focus on Health and Wellbeing*

*We made virtual and F2F visits to services to get closer to what's happening on the ground*

*We are engaging more with people when we make changes for example our New HQ and CMHT changes*

*We introduced monthly leader calls across SHSC with Chief Exec*

*We've introduced new ways of communicating and are continually seeking and exploring different ways to connect*



*We are trying to address issues of equality and inclusion*



# Our Focus

