

Staff Survey 2022 Results

Council of Governors

April 2023

Staff Survey Results 2022 & People Pulse Jan 2023

What do we know

- Our Staff Survey 2022 Results,
 - Benchmarking, 5 year trends, Bank Staff Survey national pilot
- Headline themes
- People Pulse – January 2023
 - Our results

What's next

- Engaging our teams

Our Staff Survey 2022 Results – what's changed since 2021

We are compassionate and

Inclusive



We are
compassionate
and inclusive

We've
improved
here!



We are recognized and rewarded



We are recognised
and rewarded



The same
as last
year.

We each have a voice that counts



We each have
a voice that
counts

We've
improved
here!



We are always learning



We are
always
learning

We've
improved
here!



We work flexibly



We work
flexibly



About the
same as
last year.

We are safe and healthy



We are
safe and
healthy



Same as
last year.

We are a team



We are
a team

We've
improved
here!



Staff engagement



Same as
last year.

Morale



Same as
last year.

People Promise

Headline themes for focus - Organisation



What's going well

- ✓ We're polite and respectful
- ✓ Good discussions about flexible working
- ✓ We enjoy working as teams
- ✓ We feel we make a difference to service users
- ✓ There's opportunity to develop
- ✓ Managers support and encourage us at work
- ✓ Teams discuss effectiveness
- ✓ We can make improvement suggestions

What needs improving



- Looking after our wellbeing
- Support managing our conflicting time demands
- Work better together across SHSC
- Continued theme of us not being recommended as a place to work
- Continued theme of staff not recommending us for care
- Value and recognise people
- Focus on inclusivity
- Have clear objectives and connect these to the bigger picture

Bank Staff – National Pilot 2022

National Bank Pilot

- 14.8% response rate
- 37 responses from 253 eligible staff pool

High level observations

- Small response from Bank colleagues
- People Promise scores in line with substantive Trust scores
- No significant difference across the range

Our focus:

- Supporting health and wellbeing
- Focus on improving equality and Inclusion

‘Big Conversations’ with
Bank colleagues - are
underway

Our focus in response to the Staff Survey 2022 results

Looking after
our people

How do we
look after
ourselves and
each other?

How do we
keep
developing to
be the best we
can be, from
individual to
one team?

Growing for
the future

**Action at Organisational
and Team level
during 2023**

Commitment to improve
'Advocacy' features in
each focus area

- If a friend or relative needed treatment I would be happy with the standard of care provided by my organisation
- I would recommend my organisation as a place to work
- Care of patients/service users is my organisations top priority

How do we
recognise and
value each
other?

Belonging
in the **NHS**

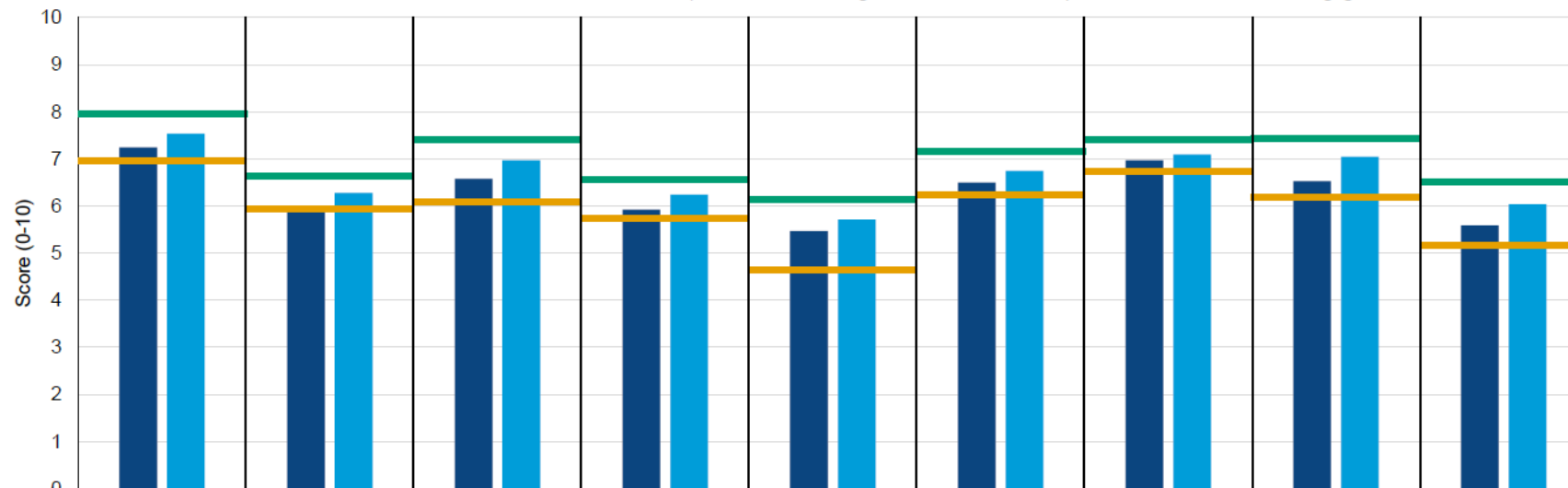
How do we
keep
improving
what we do
and how we
do it?

New ways of
working and
delivering care

Staff Survey 2022 Results & Benchmark

People Promise Elements and Themes: Overview

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Your org	7.2	6.0	6.6	5.9	5.5	6.5	7.0	6.5	5.6
Best	7.9	6.6	7.4	6.6	6.1	7.2	7.4	7.4	6.5
Average	7.5	6.3	7.0	6.2	5.7	6.7	7.1	7.0	6.0
Worst	7.0	5.9	6.1	5.7	4.6	6.2	6.7	6.2	5.2
Responses	1238	1237	1227	1233	1195	1232	1233	1237	1238

Focus Areas for improvement:

- Staff engagement and morale
- We are safe and healthy
- We are recognised and rewarded
- We are always learning

Stronger areas:

- We are compassionate and inclusive
- We are a team