

Title:	National NHS Staff Survey Results - 2023
Report to the:	Trust Board
Meeting date:	20 th March 2024
Agenda item:	6
Report author & Executive sponsor:	Anita Pisani, Deputy Chief Executive

Assurance level:	Substantial <input checked="" type="checkbox"/> Reasonable <input type="checkbox"/> Partial <input type="checkbox"/> Minimal <input type="checkbox"/>
Rationale:	Subject Matter Expert Opinion
Assurance action:	Not required

1.0 Executive Summary

- 1.1 The Trust achieved a 53% response rate (1418 questionnaires completed) in the 2023 National NHS Staff Survey. This was a 6% improvement on the previous year and above the national response rate of 48%. Benchmark report can be viewed online at <https://www.nhsstaffsurveys.com/results/local-results/>.
- 1.2 Questions in the NHS Staff Survey are aligned to the [People Promise](#), plus an additional two themes of staff engagement and morale.
- 1.3 The nine themes are:
- 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
 - Morale
- 1.4 Our staff rated us the best or joint best NHS trust across the East of England in 8 areas and 2nd best in one area. Due to a national issue with data in relation to 'we are safe and healthy' this area has not been reported on at present.

The key highlights from the results, next steps and proposed improvements are presented in the slide deck attached [**Appendix A**].

2.0 Recommendation

2.1 The members are asked to:

- **discuss** the report, and
- **agree** the proposed next steps and improvement areas and overall assurance rating.

3.0 How the report supports achievement of the Strategic Objectives:

Provide outstanding care:	It is well evidenced that a highly engaged workforce provides better patient care. The attached results provide assurance to the Board regarding this.
Be collaborative:	Not covered in this report
Be an excellent employer:	These results provide feedback from our staff on organisational culture, behaviours, and practices. This enables Trust leaders to identify improvements in relation to staff experience and helps us to continue to be an excellent employer.
Be sustainable:	Not covered in this report

4.0 How the report supports tackling Health Inequalities

4.1 As an employer we pay attention to the health and wellbeing of our workforce. Our workforce objective for 23/24 in the equality delivery system focused on providing support to our staff in relation to aspects of their health that are covered by core20 plus 5 i.e. addressing health inequality issues for our staff.

5.0 Links to Board Assurance Framework / Trust Risk Register

Risks 3533 and 3540 – staff morale, workforce challenges and leadership capacity.
Risk 3530 – Care Quality Commission fundamentals of care.

6.0 Legal and Regulatory requirements

6.1 Care Quality Commission standards / NHS Constitution and NHS People Promise.

7.0 Previous report

7.1 National Staff Survey Results, 22 March 2023.