

Title:	National Staff Survey Results - 2022		
Report to:	Trust Board		
Meeting:	22 March 2022	Agenda item:	8
Purpose of the report:	For Noting: <input checked="" type="checkbox"/>	For Decision: <input checked="" type="checkbox"/>	For Assurance: <input checked="" type="checkbox"/>

Executive Summary:

The Trust achieved a 47% response rate (1320 questionnaires completed) in the 2022 National NHS Staff Survey. Benchmark report can be viewed on line at <https://www.nhsstaffsurveys.com/results/local-results/>.

Questions in the NHS Staff Survey are aligned to the [People Promise](#), plus an additional two themes of staff engagement and morale.

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

Our staff rated us the best or joint best NHS trust across the East of England in all 9 areas. We were also the joint best performing NHS trust nationally in four of the areas. Key highlights from the results, next steps and proposed improvements are presented in the slide deck attached.

Recommendation:

The Board is asked to discuss and note our staff survey results and to agree proposed next steps and improvement areas.

	Name		Title	
Report author:	Anita Pisani		Deputy Chief Executive	
Executive sponsor:	Anita Pisani		Deputy Chief Executive	
Assurance level:	Substantial <input checked="" type="checkbox"/>	Reasonable <input type="checkbox"/>	Partial <input type="checkbox"/>	No assurance <input type="checkbox"/>

How the report supports achievement of the Trust objectives

Trust Objective	
Provide outstanding care	It is well evidenced that a highly engaged workforce provides better patient care. The attached results provide assurance to the Board in regards to this.
Collaborate with others	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 a sustainable organisation	Not covered in this report
Equality and Diversity Objective	
To fully implement the actions identified following our review of the No More Tick Boxes review of potential bias in Recruitment practices	Evidence in relation to our people's view on our recruitment practices is within the staff feedback. This will help identify any further improvements required.
The Trust Board will role model behaviours that support the Trust ambition to be an anti-racist organisation including actively implementing the Trust's and their personal anti racism pledges, to instil a sense of belonging for all our staff.	Feedback received in relation to workforce race equality standards. We are also able to identify any other improvement areas in relation to our Black, Asian and Minority Ethnic workforce in relation to their working lives.
To commence collection of demographic data for people who give feedback.	Not covered in this report
To work with the data team and clinical services to target the collection of demographic data.	Not covered in this report

Links to BAF risks / Trust risk register

Risks 3163 and 3164 – staff morale and workforce challenges.

Legal and Regulatory requirements:

Care Quality Commission standards
NHS Constitution and NHS People Promise

Previous Papers (last meeting only):

Title:	Date Presented:
National Staff Survey Results – 2021	May 2022