

### Staff Survey Actions

<b>Trust Board Meeting</b>	<b>Item: 15</b>
<b>13<sup>th</sup> October 2015</b>	<b>Enclosure: J</b>
<b>Purpose of the Report:</b>  This report provides an update in respect of the 2014 Staff Survey Actions	
<b>FOR: Information</b> <input checked="" type="checkbox"/> <b>Assurance</b> <input type="checkbox"/> <b>Discussion and input</b> <input checked="" type="checkbox"/> <b>Decision/approval</b> <input type="checkbox"/>	
<b>Sponsor (Executive Lead):</b>	Terry Roberts  Director of Workforce
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<b>Risk Implications – Link to Assurance Framework or Corporate Risk Register:</b>	Staff satisfaction is linked to improved organisational performance and patient outcomes
<b>Link to Relevant Corporate Objective:</b>	Strategic Objective 2 - To have a committed, skilled and highly engaged workforce who feel valued, supported and developed and who work together to care for our patients
<b>Link to Relevant CQC Domain:</b> <b>Safe</b> <input checked="" type="checkbox"/> <b>Effective</b> <input checked="" type="checkbox"/> <b>Caring</b> <input checked="" type="checkbox"/> <b>Responsive</b> <input checked="" type="checkbox"/> <b>Well Led</b> <input checked="" type="checkbox"/>	
<b>Document Previously Considered By:</b>	EMC
<b>Recommendation &amp; Action required by the Trust Board :</b>  The Trust Board is invited to a) note the contents of the report b) to confirm support for the actions taken in response to the issues raised.	

## STAFF SURVEY ACTION PLAN

The staff survey highlighted areas where the Trust has been consistently poor when compared to other Trusts. These areas were:

1. Staffing levels & the relentlessness of work pressures
2. Pay and reward
3. Style and capability of line managers
4. Supporting staff development
5. Discrimination and bullying

The Executive Management Committee (EMC) has developed a High level action plan with short term actions that will be taken until April 2016 by executive directors. These actions are highlighted below. Progress against these actions will be monitored via EMC and the Workforce Committee.

Key Areas to Address	Lead	Deadline
<b>1. Staffing levels &amp; the relentlessness of work pressures</b>		
a. Recruit to 92% nursing and midwifery vacancies	DN	4/16
b. Recruit to 92% drs vacancies	MD	4/16
c. Recruit to 92% admin vacancies	COO	4/16
d. Develop innovative and streamlined recruitment methods	DW	11/15
e. Improve staff rooms/break out space	Comms - LW	11/15
<b>2. Pay and reward</b>		
a. Enhance reward and recognition programmes	Comms - LW	12/15
b. Develop future pay strategies and incentives package proposal	DW	4/16
<b>3. Style and capability of line managers</b>		
a. Create a positive narrative and develop positive leaders	DN	11/15
b. Develop competencies for service managers	COO	10/15
c. Launch development centre for potential service managers	COO	11/15
d. Ensure 90 % of our staff are appraised and measure if staff feel valued after appraisal	DW	10/15
e. Ensure all our managers receive training on carrying out a 1-1 and appraisal in a coaching manner	DW	4/16
<b>4. Supporting staff development</b>		
a. Audit and then Develop multi professional education and training strategy	DN	4/16
b. Improve Corporate induction by making it more engaging, incorporating our values and celebrating our successes	DW	10/15
c. Pilot local induction template and buddying scheme	DD- FW	10/15
<b>5. Discrimination and bullying</b>		
a. Develop mechanism for staff to raise concerns	HC - SS	10/15
b. Launch protected characteristics groups e.g. LGBT/BME/Disability	DW	10/15
c. Engage protected characteristics group to develop solutions	DW	12/15
d. "Whose Shoes" as planned through the organisation	DD- FW	4/16