**Members Council Meeting 9th February 2012 – Staff Survey Update**

**Introduction**

The attached presentation is provided to the Members’ Council in response to member’s request for greater clarity on how the Trust is working towards improving annual staff survey results. Prior to 2010 the results for Oxfordshire and Buckinghamshire Mental Health NHS Foundation Trust had been gradually improving, however the results for 2010 showed either a decline in a number of important areas or no significant improvement. As a result the Trust Board have been keen to see this position reversed and have agreed a target for the Trust to be in the top 20% of similar Trusts across the majority of the areas covered by staff survey, within 3 years.

This is not only important with regard to improving the Trusts overall position in relation to other similar organisations; it is also an important indicator of staff wellbeing and therefore their ability to deliver good and effective patient care. There is a very close relationship with staff moral / wellbeing and more positive patient outcomes and hence staff survey results are also closely monitored by the CQC. Consequently, the Board are committed to working with staff, their representatives and the Members Council on ways in which the Trust will achieve its target and see overall improvements in annual staff survey results.

**Action plans and progress**

The attached presentation gives some context to the survey, the 2010 results (2011 results are expected in the next 2 weeks), the actions to date and an indication of progress being made. It is however, worth bearing in mind that the most effective measure of improvement is the year on year comparison. As members will know, the current structure and service portfolio of the Trust was quite different in 2010 i.e. Oxfordshire and Buckinghamshire Mental Health NHS Foundation Trust and Community Health Oxfordshire were 2 separate organisations with separate management arrangements. Therefore the year on year comparison will be difficult when comparing 2010 and 2011 results. Consequently the approach being taken is to look at the 2011 results as the new baseline for the organisation and progress will therefore be monitored against the actions which are already in place. The Staff Wellbeing Group and Members Council Staff Survey Sub-Committee will provide a greater level of scrutiny than in previous years to ensure progress across all aspects of the survey.

Please refer to the attached presentation for the 2010 outcomes for both organisations and the actions taken in the last 9 months to begin to address these concerns. The actions have been themed around the 4 pledges of the survey for consistency and it is intended that this will be the format for progress monitoring in future. Please note that the progress indicator is representative of the current status of the actions i.e. whether they are completed or in place but only partially completed. As such the 2011 results will be the main indication of whether the actions are beginning to have a positive impact and it is proposed that reports will come to the full Members’ Council on a quarterly basis. Reporting will follow regular (quarterly) local staff surveys focussed on the 4 pledges and the actions identified to address the areas of concern highlighted in the 2011 survey. The newly formed Members’ Council Staff Survey Sub-Committee will see the results of these surveys ahead of reports being presented to the full Members’ Council. This will ensure transparency around the actions and progress but also an opportunity for members to input their ideas directly to the work supporting survey improvements.

The first meeting of the sub-committee took place on the 2nd February to look through in more detail the attached presentation, consider progress so far and agree membership and frequency of future meetings.

Finally, the expectation of the Trust Board will be continuing progress throughout the next calendar year and consequently will also receive regular updates for assurance that the actions are having a positive impact and that they are also being embedded into the framework of the organisation.

**Next Steps**

The Members’ Council is ask to note the report and comment on the details and the proposed future monitoring and reporting arrangements.