

# PAPER

BOD 54/2012

(Agenda Item: 7)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**25 April 2012**

**Staff Survey Results 2011**

**For: Information**

The attached presentation covering the 2011Staff Survey Results has recently been discussed at the April 2012 Board Seminar. It is therefore provided to the Board for further comment and information and provides assurance on progress being made towards the Trust aims of being in the top 20% of Trusts in most categories within the next 3 years.

**Report**

The Staff Survey results show clear progress being made over previous years and follows actions taken in the 3rd and 4th quarters of 2011through the Well Being and Culture Group. This has contributed to the improvements now being seen and therefore the Group will continue to drive initiatives and monitor actions within Corporate/Divisions to ensure continued progress is achieved.

The action planning associated with the Well Being Group will continue with revised Corporate/Divisional plans in place for 2012. In addition the following steps are also in train:

* There will be 4 local staff surveys undertaken in the year to monitor progress and determine any additional areas which may require attention. The structure of these will be similar to the annual survey and will offer the opportunity for additional questions focused on specific concerns e.g. the causes of work related stress. The first of these surveys is planned for May 2012.
* The Wellbeing Group integrates with the Members Council Staff Survey Sub-group quarterly, to provide opportunities for governors to add the benefit of their experience and to establish a further level of progress monitoring. These joint meetings also feed into the full Members Council meetings.
* The Board will be provided with a half yearly update in October each year.
* The focus for action is on the 12 areas which are either in the worst 20% or below average for similar Trusts. These include:
* KF 1 - Percentage of staff feeling satisfied with the quality of work and patient care they are able to deliver (68%)
* KF 5 - Work pressure felt by staff (3.18)
* KF 8 - Percentage of staff working extra hours (71%)
* KF 21 - Percentage of staff reporting errors, near misses or incidents witnessed in the last month (94%)
* KF 24 - Percentage of staff experiencing physical violence from staff in last 12 months (2%)

Finally, a staff wellbeing initiative is being taken forward by the Deputy Director of HR to bring together the work of the Occupational Health Team into a more comprehensive staff wellbeing service. This will provide staff with access to a wider range of services and health promotion activities. A Wellbeing Strategy has already been circulated for comments and will be agreed at the next meeting of the Group in April 2012.

**Recommendation**

The Board is asked to note the progress being made regarding the staff survey.

**Author and Title:** Graeme Armitage, Director of Human Resources and Organisational Development

**Lead Executive Director:** As Above

1. *A risk assessment has been undertaken around the legal issues that this paper presents and there are no issues that need to be referred to the Trust Solicitors.*
2. *This paper (including all appendices) has been assessed against the Freedom of Information Act and the following applies: [delete as appropriate]*
* *THIS PAPER MAY BE PUBLISHED UNDER FOI*
* *THIS PAPER, IN ITS ENTIRETY, MUST NOT BE PUBLISHED UNDER FOI AND THE FOLLOWING EXEMPTION(S) APPLY:*
	+ [*Section 21*](http://www.legislation.gov.uk/ukpga/2000/36/section/21)*: Information accessible to public by other means*
	+ [*Section 22*](http://www.legislation.gov.uk/ukpga/2000/36/section/22)*: Information intended for future publication*
	+ [*Section 33*](http://www.legislation.gov.uk/ukpga/2000/36/section/33)*: Audit functions*
	+ [*Section 36*](http://www.legislation.gov.uk/ukpga/2000/36/section/36)*: Prejudice to effective conduct of public affairs*
	+ [*Section 38*](http://www.legislation.gov.uk/ukpga/2000/36/section/38)*: Health and safety*
	+ [*Section 40*](http://www.legislation.gov.uk/ukpga/2000/36/section/40)*: Personal information*
	+ [*Section 41*](http://www.legislation.gov.uk/ukpga/2000/36/section/41)*: Information provided in confidence*
	+ [*Section 42*](http://www.legislation.gov.uk/ukpga/2000/36/section/42)*: Legal professional privilege*
	+ [*Section 43*](http://www.legislation.gov.uk/ukpga/2000/36/section/43)*: Commercial interests*
* *SECTIONS MARKED IN THIS PAPER MUST NOT BE PUBLISHED UNDER FOI AND THE FOLLOWING EXEMPTION(S) APPLY:*
	+ [*Section 21*](http://www.legislation.gov.uk/ukpga/2000/36/section/21)*: Information accessible to public by other means*
	+ [*Section 22*](http://www.legislation.gov.uk/ukpga/2000/36/section/22)*: Information intended for future publication*
	+ [*Section 33*](http://www.legislation.gov.uk/ukpga/2000/36/section/33)*: Audit functions*
	+ [*Section 36*](http://www.legislation.gov.uk/ukpga/2000/36/section/36)*: Prejudice to effective conduct of public affairs*
	+ [*Section 38*](http://www.legislation.gov.uk/ukpga/2000/36/section/38)*: Health and safety*
	+ [*Section 40*](http://www.legislation.gov.uk/ukpga/2000/36/section/40)*: Personal information*
	+ [*Section 41*](http://www.legislation.gov.uk/ukpga/2000/36/section/41)*: Information provided in confidence*
	+ [*Section 42*](http://www.legislation.gov.uk/ukpga/2000/36/section/42)*: Legal professional privilege*
	+ [*Section 43*](http://www.legislation.gov.uk/ukpga/2000/36/section/43)*: Commercial interests*
1. *This paper provides assurance and evidence against the Care Quality Commission Outcome: [Input Outcome number – ie 7]*