

BOD 34/2013

(Agenda item: 9)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**27 March 2013**

**2012 Staff Survey - Summary Report**

**For: Information**

The 2012 staff survey results show continuing improvements for the trust. In particular the Trust now has only one area in the worst 20% of Trusts, whereas last year there were 4. There are however a number of areas where improvements need to be made but the foundation has been set with year on year improvements since 2010.

Through the work of the Wellbeing and Culture Group steps have been taken to achieve our strategic objective of all scores being above average or in the top 20% in 3 years and we are now starting to see positive outcomes from this work. Examples of this are the improvement overall in our staff engagement score and more specifically in terms of improved team working across the Trust which is directly attributable to the Effective Team Working initiative.

To ensure continuing progress and improvements the Wellbeing and Culture Group have been working on a Wellbeing Strategy. This will is being circulated for comments in March 2013 and is expected to come to the Board in April 2013. A number of initiatives have been built into the strategy action plan which will be carried out through the next 12 months and the impact of these will be monitored through the Group.

Included with the summary is a fuller version of the results. This is prepared by Capita and shows the scores against last year and the position of the Trust compared to other Trusts similar to Oxford Health. Whilst this is helpful as an overview, the Wellbeing and Culture Group have also commissioned a more detailed analysis on the 2012 results to look more closely at the scores within divisions and services. This will enable bespoke actions to be taken forward addressing more localised issues.

**Recommendation**

The Board is asked to note the report for information.

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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:*

* *THIS PAPER MAY BE PUBLISHED UNDER FOI*