

Appendix 2

NHS Staff Survey 2018

Reports have been prepared that summarise the feedback responses from Localities (service groupings), and highlight the key themes and actions arising and progressing at both the corporate and local levels. These have been presented to the Senior Leadership Group and to FBIC on 22 July 2019. It is recommended that progress and impact is monitored by the Senior Leadership Team and an update to the Board presented in autumn 2019, also being mindful of ongoing impacts arising from actions from the 2016 and 2017 results, and the Best Place to Work themes and solutions. Papers have also been prepared for Board that outline and analyse the equality and diversity statistics arising from the 2018 survey.

NHS Staff Survey 2019

Picker have been appointed to manage the 2019 NHS Staff Survey and proposals for refining the presentation of both Trust-wide and Locality results and enhancing the cascade and feedback have been agreed. A thorough and coordinated communication and engagement plan for the 2019 survey is also under preparation. The 2019 Survey is due to run 7 October – 29 November 2019.

Stretch Targets

In light of our increased performance around mandatory training and appraisal compliance SLT have agreed to set some stretch targets for our core mandatory training and staff appraisals; moving from 80 percent to 90 percent. This of course excludes Fire Safety and Data Security Awareness training which already have a target of 95 percent.

To support services and directorates achieve these stretch target trajectories have been developed for each General Manager/Deputy Director. We are proposing to introduce the new stretch targets from April 2020 for all mandatory training and role specific training.

This will require an increase in training capacity to achieve this target and work is underway to support this.

Services will be provided with monthly trajectories to help them manage the release of staff to attend training.