

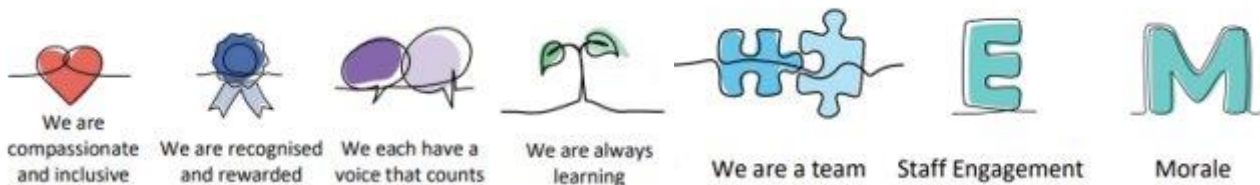
Board of Directors

Subject:	National Staff Survey Results 2025	Date:	3 rd April 2025		
Prepared By:	Mohammed Khan, People Organisational Development & Engagement Lead & Jacqueline Read, Associate Director of People (Operations)				
Approved By:	Robert Simcox, Chief People Officer				
Presented By:	Robert Simcox, Chief People Officer				
Purpose					
To provide the Board of Directors with of an overview of the results of the National Staff Survey 2024 at Sherwood Forest Hospitals, including areas of success and focus for 2025		Approval			
		Assurance	X		
		Update	X		
		Consider			
Strategic Objectives					
Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community
X	X		X		
Principal Risk					
PR1 Significant deterioration in standards of safety and care					X
PR2 Demand that overwhelms capacity					
PR3 Critical shortage of workforce capacity and capability					X
PR4 Insufficient financial resources available to support the delivery of services					
PR5 Inability to initiate and implement evidence-based Improvement and innovation					X
PR6 Working more closely with local health and care partners does not fully deliver the required benefits					
PR7 Major disruptive incident					
PR8 Failure to deliver sustainable reductions in the Trust's impact on climate change					
Committees/groups where this item has been presented before					
Trust Management Team People Cabinet People Committee					
Acronyms					
NSS24 – National Staff Survey 2024					
Executive Summary					
Background					
In total 3,856 colleagues took the time to complete the survey, which is a 63% return rate compared to 62% from NSS23.					
This is an extra 250 voices compared to last year and the highest number of responses the Trust has received.					

Summary of 2024 Result

Full results show that the Trusts is:

- Best Acute Trust in the East Midlands for the 7th year running, with 70.6% of colleagues recommending Sherwood Forest Hospitals as a place to work.
- Best Acute Trust in the East Midlands for receiving care, with 73.1% of colleagues recommending if a friend or relative needed treatment, they would be happy with the standard of care provided by the organisation.
- Under the People Promise, we are the Best in the East Midlands for 7 of 9 themes



- We remain a high performing Trust regionally, with 8 of 9 People Promise themes sitting within the top 3 Acute Trusts in the Midlands.
- We remain a high performing Trust nationally, with each People Promise theme sitting within the top 15 out of 122 Acute Trusts.

Other key highlights include:

- Staff morale is good, with 6.31 out of 10 colleagues rating morale good
- Staff engagement is good, with 7.13 out of 10 colleagues rating engagement good
- 63.5% of colleagues believe we are taking positive action on Health and Wellbeing.
- 89.1% of colleagues feel their role makes a difference to patients/service users.
- 90.7% of colleagues feel trusted to do their job
- 68% of colleagues say they have access to the right learning and development opportunities when needed.
- 81% of staff have not experienced physical violence, and 75.3% have not faced harassment or abuse from patients, relatives, or the public. This is one of our most improved areas over the past year.
- More staff have received an appraisal in the last 12 months (89.1%)
- Immediate managers are taking a more positive interest in colleagues' health and wellbeing (73.8%)

Areas of focus for 2025

The Trust will have an aligned corporate focus under the themes of Valuing You, Supporting You and Developing You, that will aim to take forward the following topics identified from across the 2024 survey, these include:

- Retention - Thinking of Moving and Exit interviews will help the Trust understand what colleagues like and dislike about their jobs and highlight potential areas for improvement.
- Ensuring colleagues have the right equipment they need to do their jobs, so they have adequate materials and supplies.
- Celebration and Recognition across the Trust will be reviewed to increase colleagues feeling valued and recognised.
- To ensure CARE Values are at the heart of everything we do.
- Reporting and addressing unsafe clinical practices so that people feel confident that the Trust would address concerns.

At the recent People Committee meeting, extended time was made to explore the results in more detail, exploring the areas of focus for 2025 in further depth. A rounded discussion concluded that engagement will be key across 2025, to ensure our People are informed timely with consistent and honest information.

Therefore, a revised and refreshed approach to Trust engagement will be at the centre of this, our People are important so keeping them informed will be at the heart of our approach.

Next Steps

It is important that NSS is not just seen as a once-a-year event and momentum and focus continues through the year under “Your Voice Counts”.

Several assurances measures and supportive tools will be rolled out throughout the year to provide this momentum and focus.

- All colleagues will be able to access results directly through on online survey explorer tool.
- Leaders in divisions are being supported by OD and Engagement and Divisional People Leads to review and share their results with teams.
- Teams will be encouraged to work together to look at results and take actions to implement improvements but also celebrate achievements and shared learning.
- Divisions will routinely report progress against their divisional improvement areas as part of the Divisional Performance Review (DPR) process.
- Learning will be shared across the organisation through our ‘You Said, We Listened’ communications.
- At a Trust level, Trust actions for improvement updates will be provided via our communication channels throughout the year, including our weekly Bulletin and Executive Team blogs.
- Pulse Survey results will be reported 1/4ly through Divisional People Committees and other forums to support with continued improvement and focus and also to support a drive in engagement.

Conclusion

As a Trust we are incredibly proud of our results and how we place both locally, regionally and nationally against a challenging NHS landscape.

We acknowledge we have more to do to support our colleagues with a sense of belonging, but our results show our areas of focus for 2025.

Recommendation

The Board of Directors are asked to take note and assurance from the report's content, findings and onward actions following release of the National Staff Survey results 2024 and support the approach regarding next steps and actions at with a divisional corporate and Trust wide level.