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| Report to: | Trust Board (Public) | Agenda item: | 21 |
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1. Purpose

To show the key findings of the 2018 NHS Staff Survey, and highlight proposed areas for action.

2. Background

A total of 1,344 of our staff (39% of those eligible) took part in the 2018 NHS Staff Survey. By comparison, the response rate for the previous ^{year} survey (2017) was 46%. The average response rate for Acute Trusts in 2018 was 44%. As in previous years, a combination of email and paper questionnaires were sent to staff. Paper questionnaires were sent to those staff groups who have traditionally

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Staff Engagement (0.2 points higher than average)

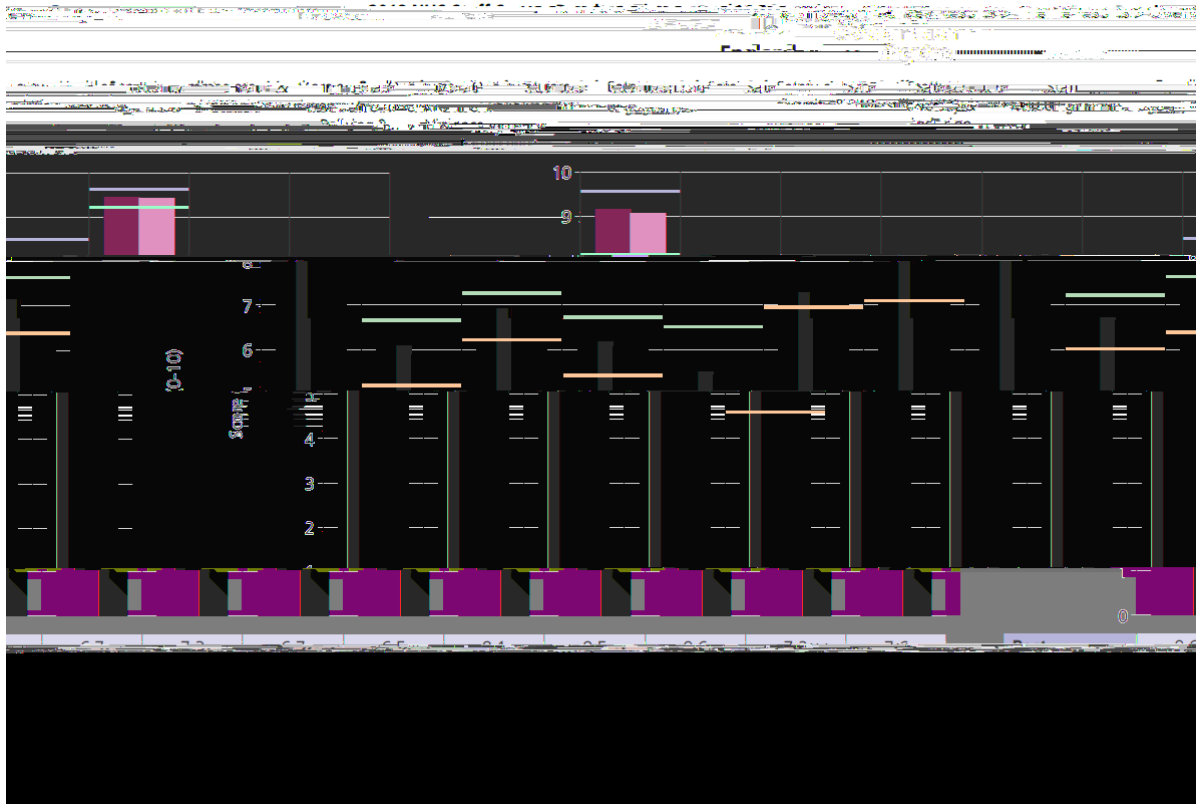
The Trust's score deteriorated in the following areas :

Health and Wellbeing (0.2 points higher than average, 0.3 points lower than last year)

Quality of Care (0.1 point lower than average, 0.1 point lower than last year)

Safe Environment - Bullying and Harassment (0.2 points higher than average, 0.1 point lower than last year)

There was no comparison with previous years included for the %Morale+theme. The Trust score was 0.1 point higher than average for this theme.



5. Recommendations

It is recommended that priority areas for action focus on the areas where the Trust scored lower than average for similar Trusts and where the Trust score deteriorated compared to last year. These are

Quality of Care, (0.1 point below average and 0.1 point deterioration compared to last year)

Health and Wellbeing, (0.3 point deterioration)

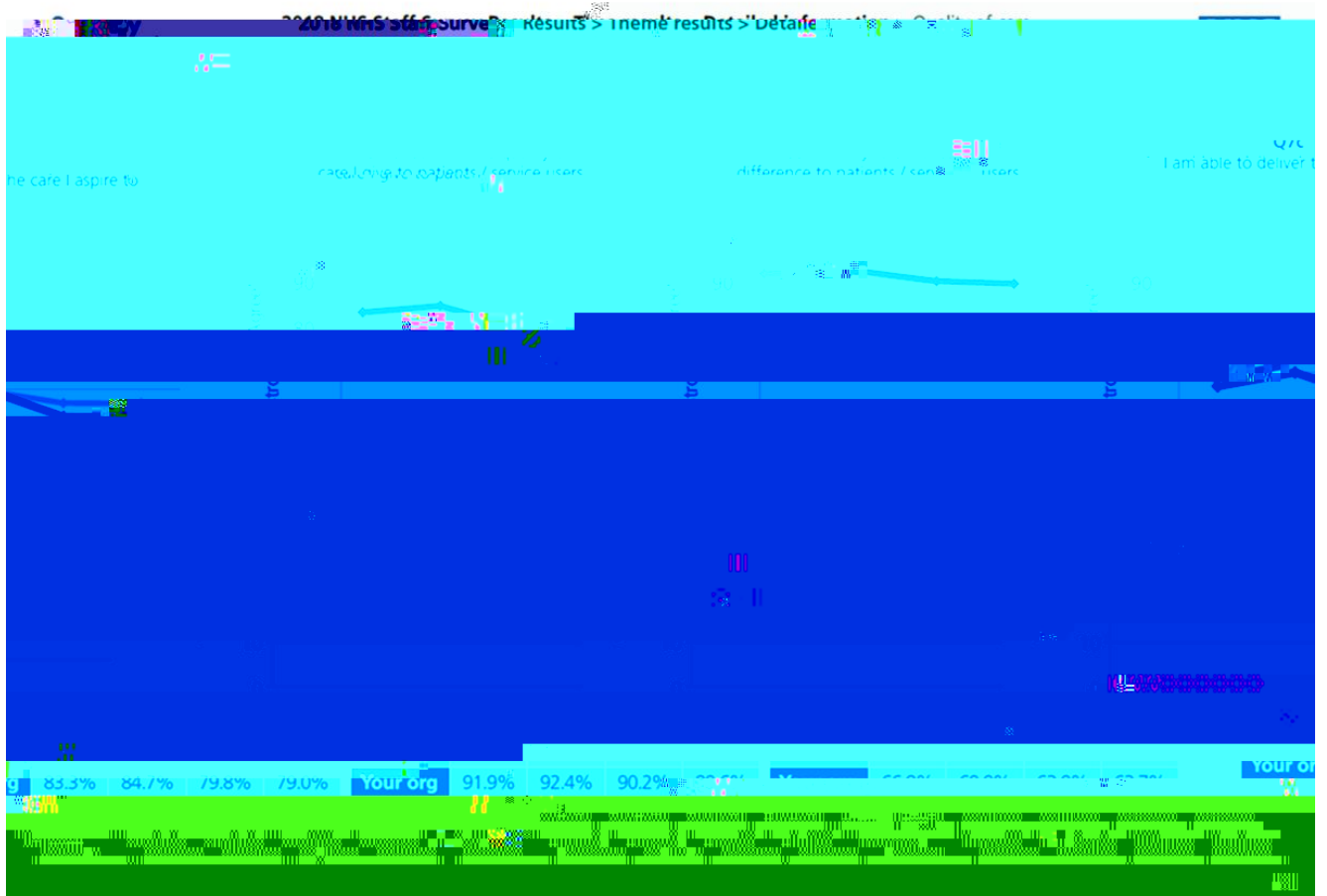
Safe Environment - Bullying and Harassment, (0.1 point deterioration).



Appendices

Areas for Action ±Quality of Care

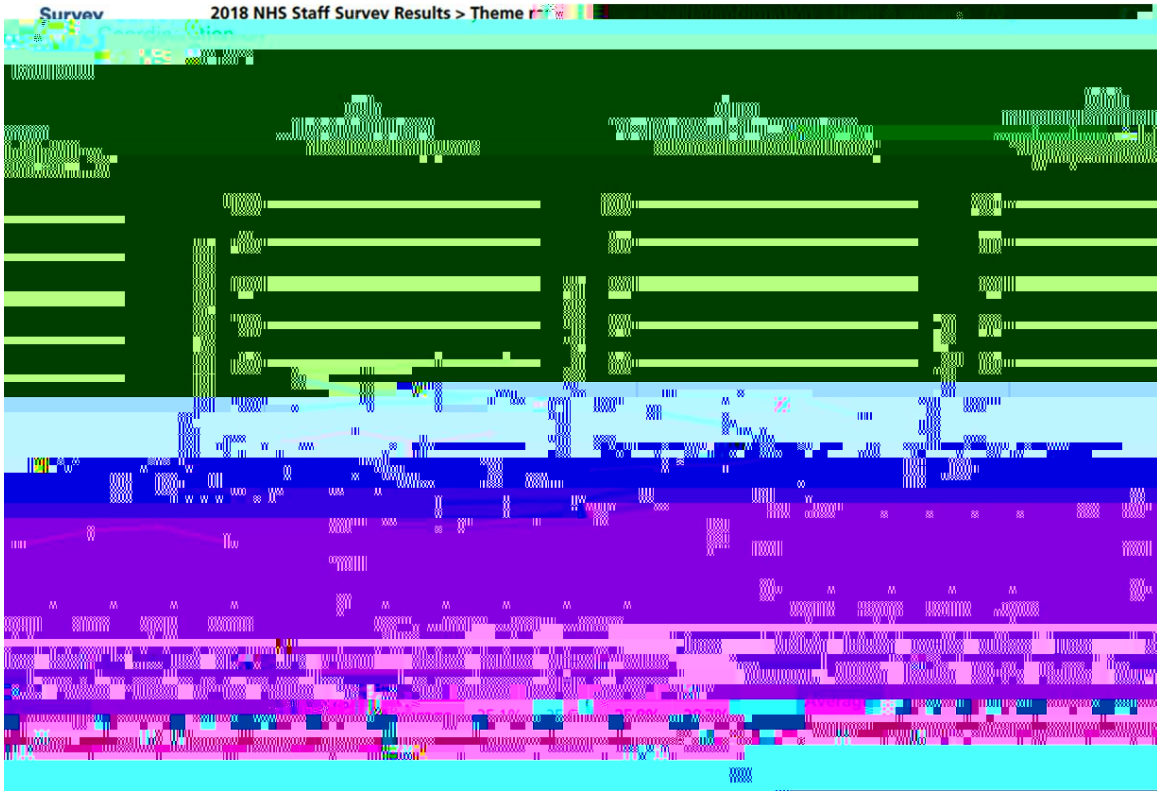
The following charts show Trust performance in the questions that constitute the %Quality of Care theme.





Areas for Action ±Health and Wellbeing

The following charts show the Trust's performance in the %Health and Wellbeing+questions.



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Salisbury scored highest (or equal highest) in 8 of the 10 survey themes as follows :

Themes where Salisbury scored highest or equal highest of our local STP Trusts

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Paul Hargreaves
Director of Organisational Development and People