

<b>Report to:</b>	<b>Public Trust Board</b>	<b>Agenda item:</b>	<b>11</b>
<b>Date of Meeting:</b>	<b>26 June 2013</b>		
<b>Title of Report:</b>	<b>Staff Engagement Programme</b>		
<b>Status:</b>	<b>For approval</b>		
<b>Board Sponsor:</b>	<b>Lynn Vaughan, Director of Human Resources</b>		
<b>Author:</b>	<b>Angela Hayday, Associate Director, Learning &amp; Development</b>		
<b>Appendices</b>	<b>Appendix 1 – Staff Engagement Programme</b>		

<b>1. Purpose of Report (Including link to objectives)</b>
The purpose of this paper is to update Trust Board on the programme of work to improve staff engagement in 2013/14.

<b>2. Summary of Key Issues for Discussion</b>
<p>The Staff Engagement Programme has been designed to support our staff engagement aims as follows:</p> <ol style="list-style-type: none"> <li>1. To support staff to contribute to improving patient experience.</li> <li>2. To enable staff to feel proud of and confident in the services they and their colleagues deliver such that staff to recommend the Trust as a place to receive quality care and treatment.</li> <li>3. To become an employer of choice such that staff recommend the Trust as a place to work.</li> <li>4. To support leaders and managers to create an environment where staff feel that their contribution and skills are valued.</li> </ol> <p>Actions have been identified to improve organisational effectiveness in each of the five areas described in the NHS Employers Staff Engagement Star as having an impact on high levels of staff engagement. (Appendix1).</p> <p>Additional detailed actions are contained in specific objectives for Directors and divisions not presented here.</p> <p>Making staff involvement in decision making a cultural norm is key to improving engagement; a good example of the work started to improve this is the Spring to Green initiative.</p> <p>In addition, actions led by lead directors / managers aim to address the bottom 5 ranked key findings in the 2012 NHS Staff Survey results for the RUH:</p> <ol style="list-style-type: none"> <li>1. Work pressure felt by staff (Director of HR)</li> <li>2. Staff working extra hours (Director of HR)</li> <li>3. Staff experiencing physical violence from patients, relatives or the public (Older People’s Matron and Health of Health &amp; Safety)</li> <li>4. Fairness and effectiveness of the incident reporting procedure (Director of Nursing)</li> </ol>

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5. Staff saying hand washing materials are always available (Director of Facilities and Director of Nursing)

It is anticipated that the Trust's re-activated application for Foundation Trust status will require a mechanism for testing the effectiveness of its staff engagement actions. The Strategic Workforce Committee has agreed to develop a Staff Friends & Family test KPI to reflect staff engagement. Therefore resources to support pulse surveys are likely to be required.

The Staff Engagement Steering Group (SESG) is chaired by the HR Director, and membership includes the Commercial Director and the Director of Nursing. The Director of HR will monitor progress against the staff engagement actions and provide a progress report in November 2013.

**3. Recommendations (Note, Approve, Discuss etc)**

Trust Board are asked to endorse these proposals or propose alternative / additional actions.

**4. Care Quality Commission Outcomes (which apply)**

Outcomes 12,13,14

**5. Legal / Regulatory Implications (NHSLA / Value for Money Conclusion etc)**

Staff engagement is a feature of the recent Francis report. This programme of work supports NHSLA standard 2 'Learning from Experience'

**6. NHS Constitution**

This programme of work underpins delivery of the pledges to staff in the NHS Constitution

**7. Risk (Threats or opportunities link to risk on register etc)**

Failing to improve staff engagement will mean that patient care, organisational efficiency and recruitment and retention are not optimised.

**8. Resources Implications (Financial / staffing)**

This programme should be delivered within existing resources unless pulse surveys are required or identified actions generate further resource requirements.

**9. Equality and Diversity**

On-going work is focussed on improving opportunities for BME staff to access development opportunities.

**10. Communication**

Progress reports will be communicated via @RUH as staff engagement and staff survey actions are developed and delivered.

**11. References to previous reports**



Trust Board paper March 2013
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<b>12. Freedom of Information</b>
Public