

NHS Staff Survey results 2019

Pat Campbell
Director of HR

Our staff feel...

- ✓ They are making a difference
- ✓ Trusted to do their job
- ✓ Satisfied with the care they aspire to
- ✓ Encouraged by managers
- ✓ Respected by colleagues
- ✓ Involved in decisions and making suggestions for improvements
- ✓ Safe to raise concerns about unsafe clinical practice
- ✓ Confident that concerns raised would be addressed.
- ✓ Those who are involved in an error, near miss or incident are treated fairly
- ✓ Confident action will be taken to make sure errors, near misses or incidents do not happen again

Theme results

Increase

- ✓ Health & wellbeing
- ✓ Immediate managers
- ✓ Morale
- ✓ Quality of appraisals
- ✓ Quality of care
- ✓ Safe environment – bullying & harassment
- ✓ Safety culture
- ✓ Team working

No change

- Equality, diversity & inclusion
- Staff engagement

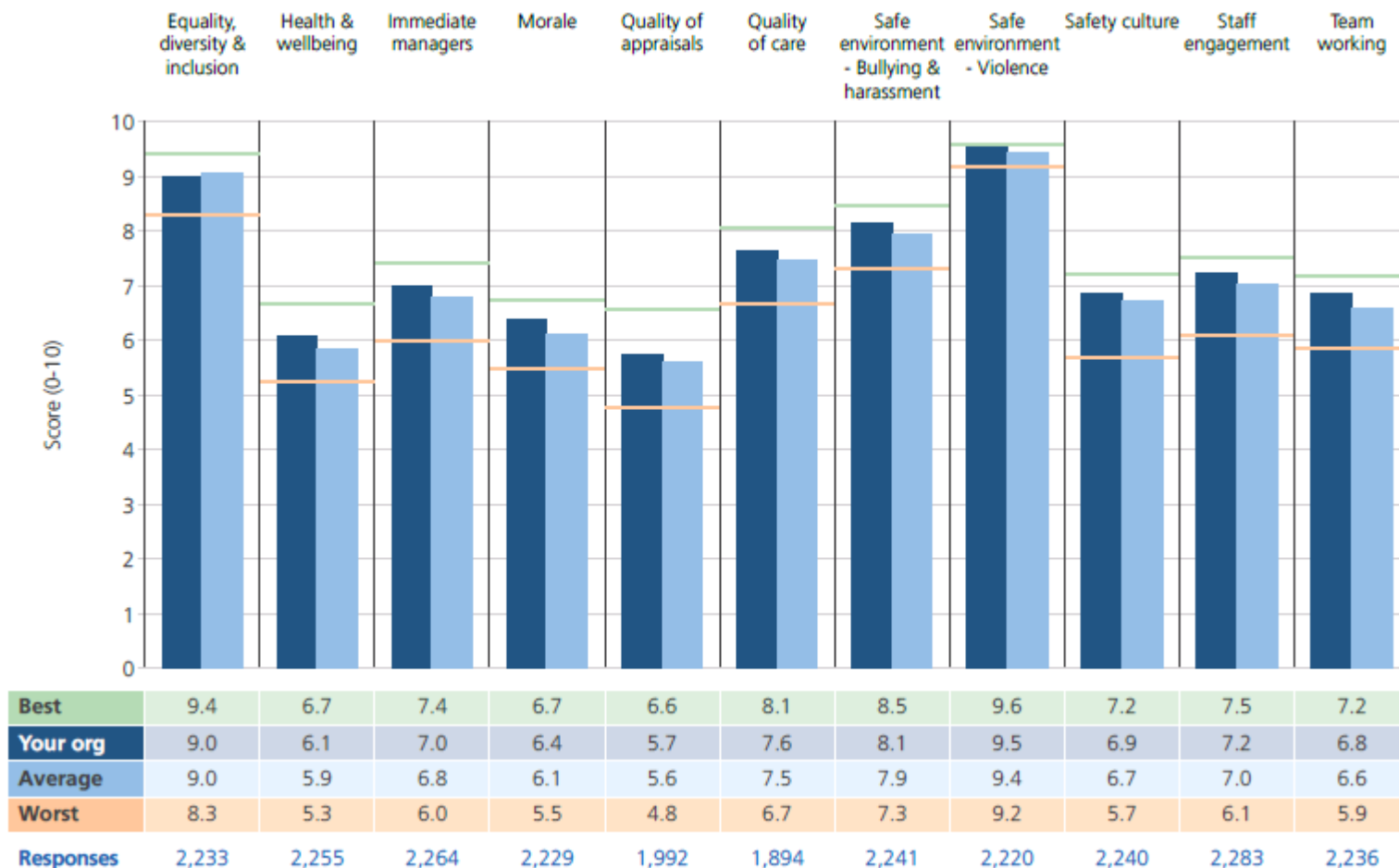
Decrease

- Safe environment - violence

** Theme scores compared to 2018*

Theme results

Bradford Teaching Hospitals
NHS Foundation Trust



2018 Survey action plan priorities

Improvements

- ✓ Morale
- ✓ Equality, diversity & inclusion - perceptions on career progression
- ✓ Equality, diversity & inclusion – making reasonable adjustments
- ✓ Taking positive action on health & wellbeing
- ✓ Reducing experience of MSK
- ✓ Improving quality of care
- ✓ Improving use of patient feedback

No change

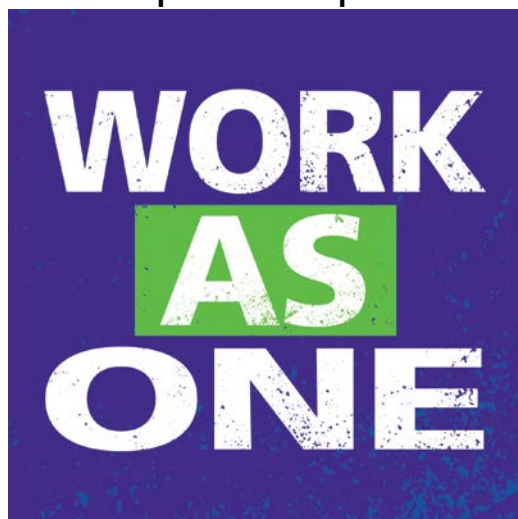
- Overall staff engagement
- Overall bullying & harassment but fewer cases of bullying & harassment patients, service users, relatives, members of the public and from managers.

Increase

- Work related stress
- Harassment, bullying or abuse from colleagues

We listened

- Work as One
- Let's Talk Live
- Brilliant Bradford awards
- Afternoon teas
- Let's Talk staff stories
- Leadership development



- Staff Advocates supporting staff on disability/reasonable adjustments
- Level 2 Disability Confident Employer Standard
- BAME senior staff ensuring recruitment practices are fair
- Appointed Specialist Occupational Health Physiotherapy Practitioner
- Disability Equality and Leave policy developed