

Staff Survey 2015



The NHS Staff Survey results were published this week. Our thanks to the fifty percent of staff (1,449) who completed and returned the survey. This gave us a much greater perspective of how staff feel about working for D&G. The overall feedback from staff was very positive.

Staff responses to the survey show that on a number of key findings we were among the very best trusts in the NHS. The two most improved areas were staff being appraised within the last 12 months (90%) and staff motivation at work.

Other areas placing us in the top 20% of acute trusts include: opportunities for flexible working; communications between senior management and staff; staff engagement and staff feeling recognised and valued by managers and the organisation.

We scored highly in almost two thirds (19) of the key findings and we were better than average in three. However, there are still some areas where we need to improve and an action plan is being developed to focus on where we were rated 'average' (5) and 'worse than average' (5). Staff experiencing physical violence, harassment bullying or abuse from patients, relatives, or the public remains a serious concern. This has deteriorated slightly from the responses in the 2014 survey.

23/02/2016

Our next steps will be to share the results with the Board and directorates. A Trust action plan will be developed to respond to your feedback – including areas where you have indicated improvements are needed, and where you have told us there is good practice to share. There are variations in survey feedback from directorates and directorate managers will be developing specific local action plans too.

Category	2014	2015
Best 20%	13	19
Better than Average	6	3
Average	5	5
Worse than Average	5	5
Worst 20%	0	0
Total Key Findings	29	32

All responses are anonymous and the Trust does not see individual results.

Our full 2015 National Staff Survey Report is available on www.nhsstaffsurveys.com