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NHS Staff Survey 2010

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Background

- Undertaken on behalf of the Healthcare Commission for the eight year running
- Random sample of 850 staff undertaken in Oct 10 with a 40.9% response rate (compared with 46% in 2009)
- Covers the four key pledges to staff in the NHS Constitution
- Trust score compared against other NHS organisations

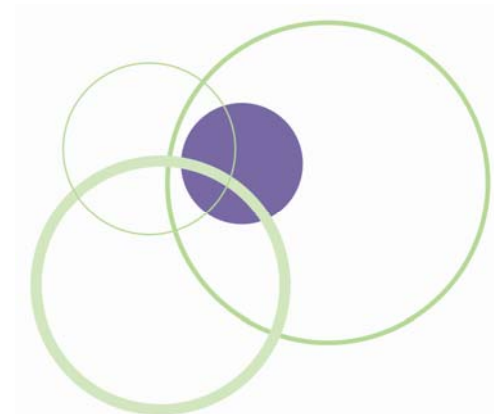
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2009 Key Results

- 18 results above average when compared nationally (5 in top 20% of Trusts)
- 11 results below average (4 in the bottom 20% of Trusts)
- 9 Average results

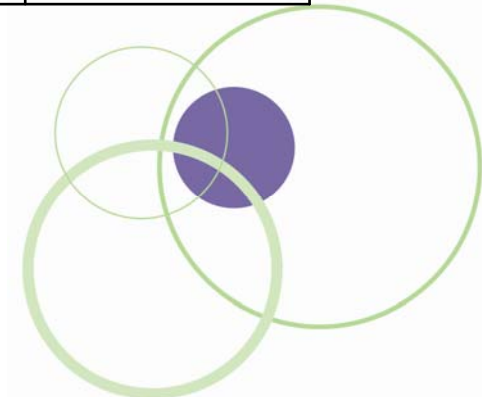
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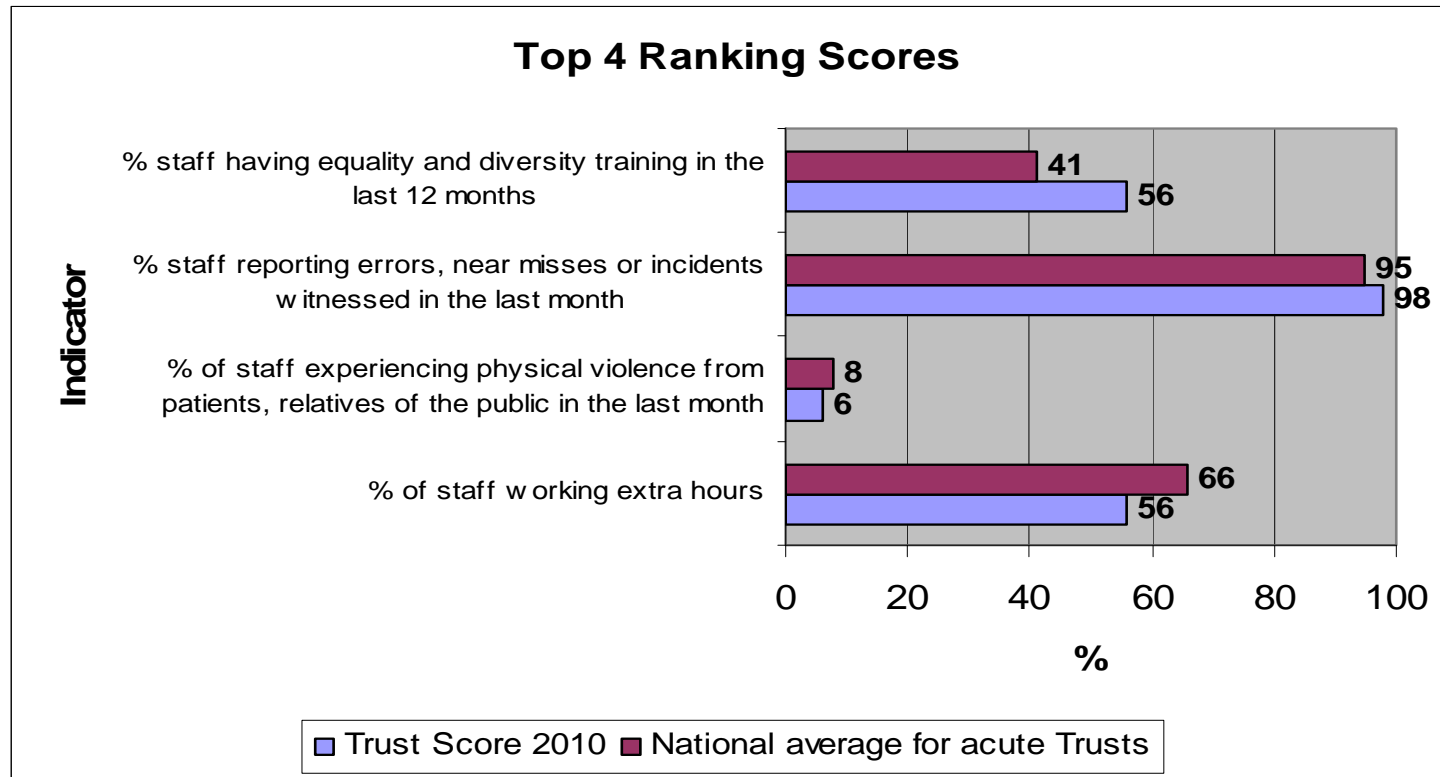
Trends over the past 5 years

Indicator	2006%	2007%	2008%	2009%	2010%
Above average (inc top 20%)	71.00	46.20	22.20	17.50	47.40
Top 20%	50.00	38.50	11.10	7.50	13.20
Average	3.50	26.90	16.70	7.50	23.70
Below average (inc worst 20%)	25.00	26.90	61.10	75.00	28.90
Lowest 20%	10.70	15.40	25.00	30.00	10.50

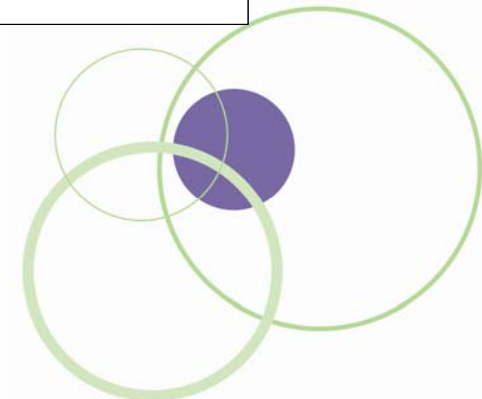
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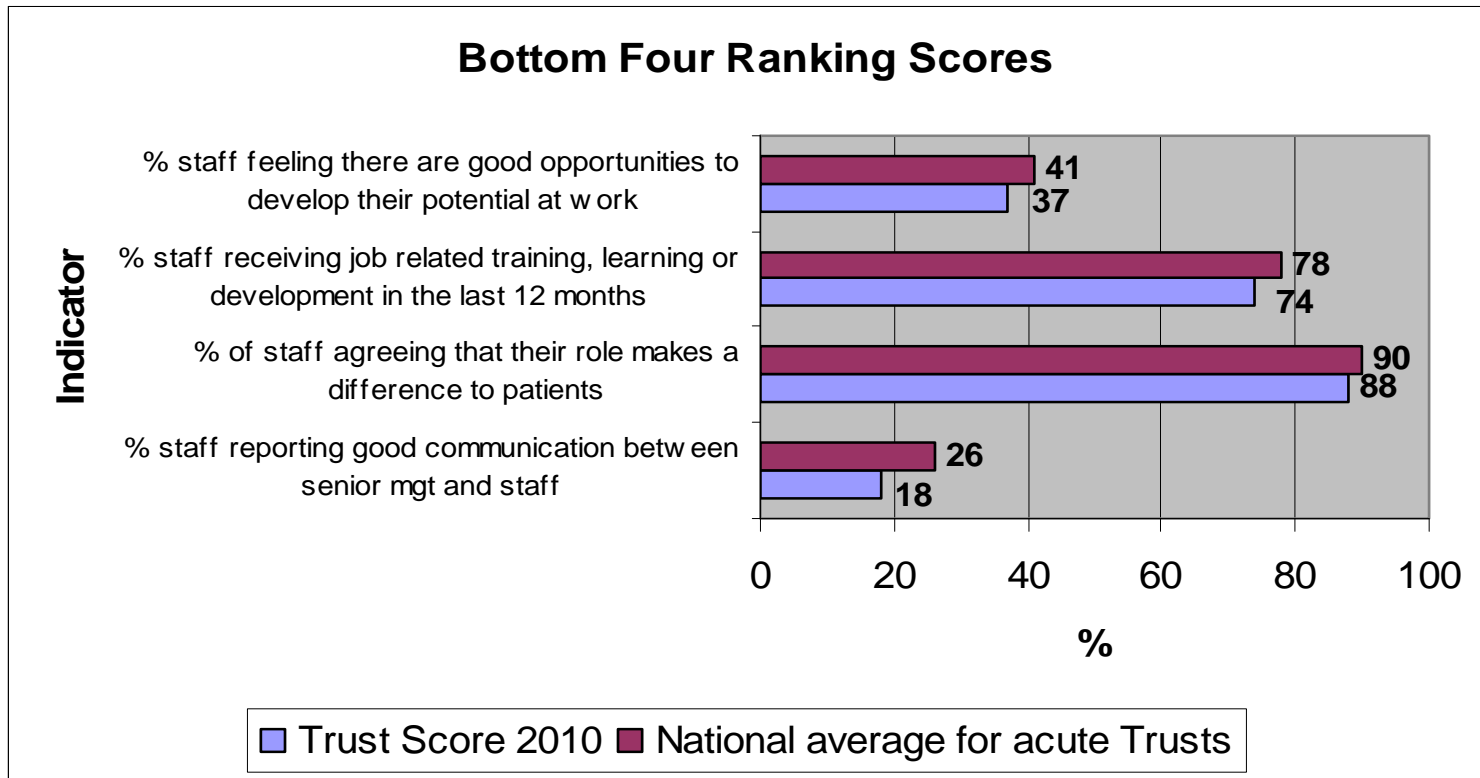
Top 4 ranking scores



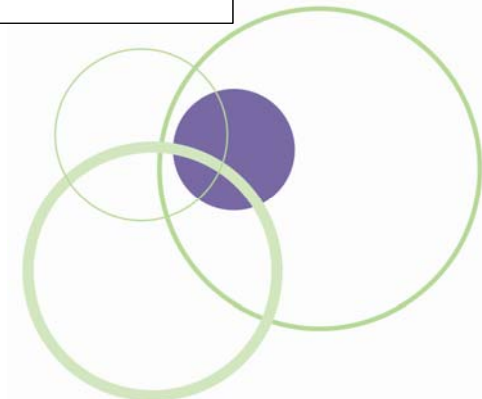
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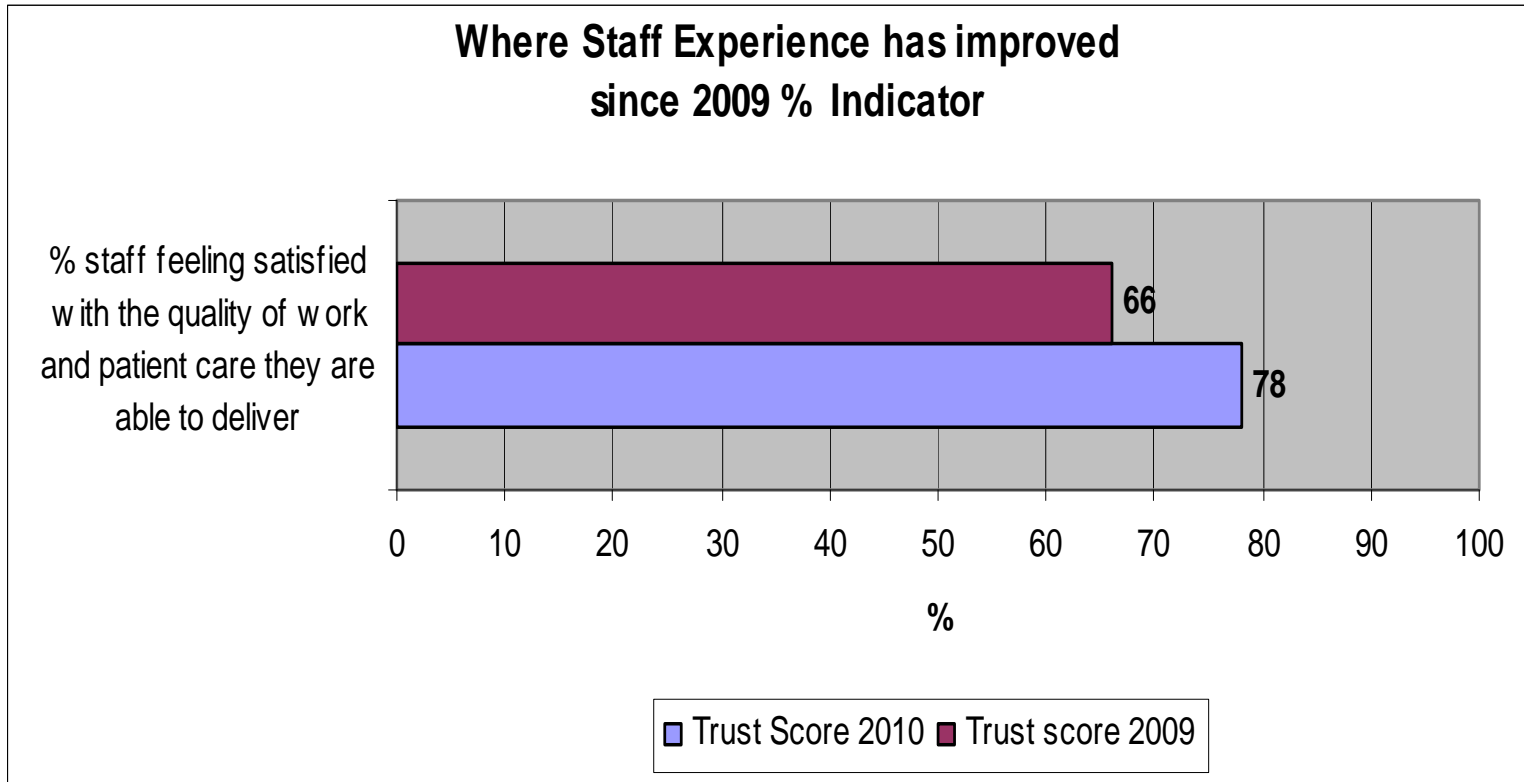
Bottom 4 ranking scores



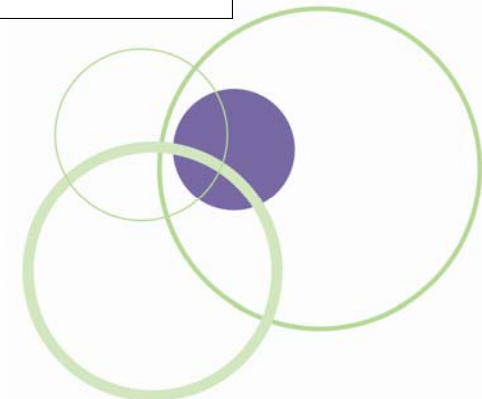
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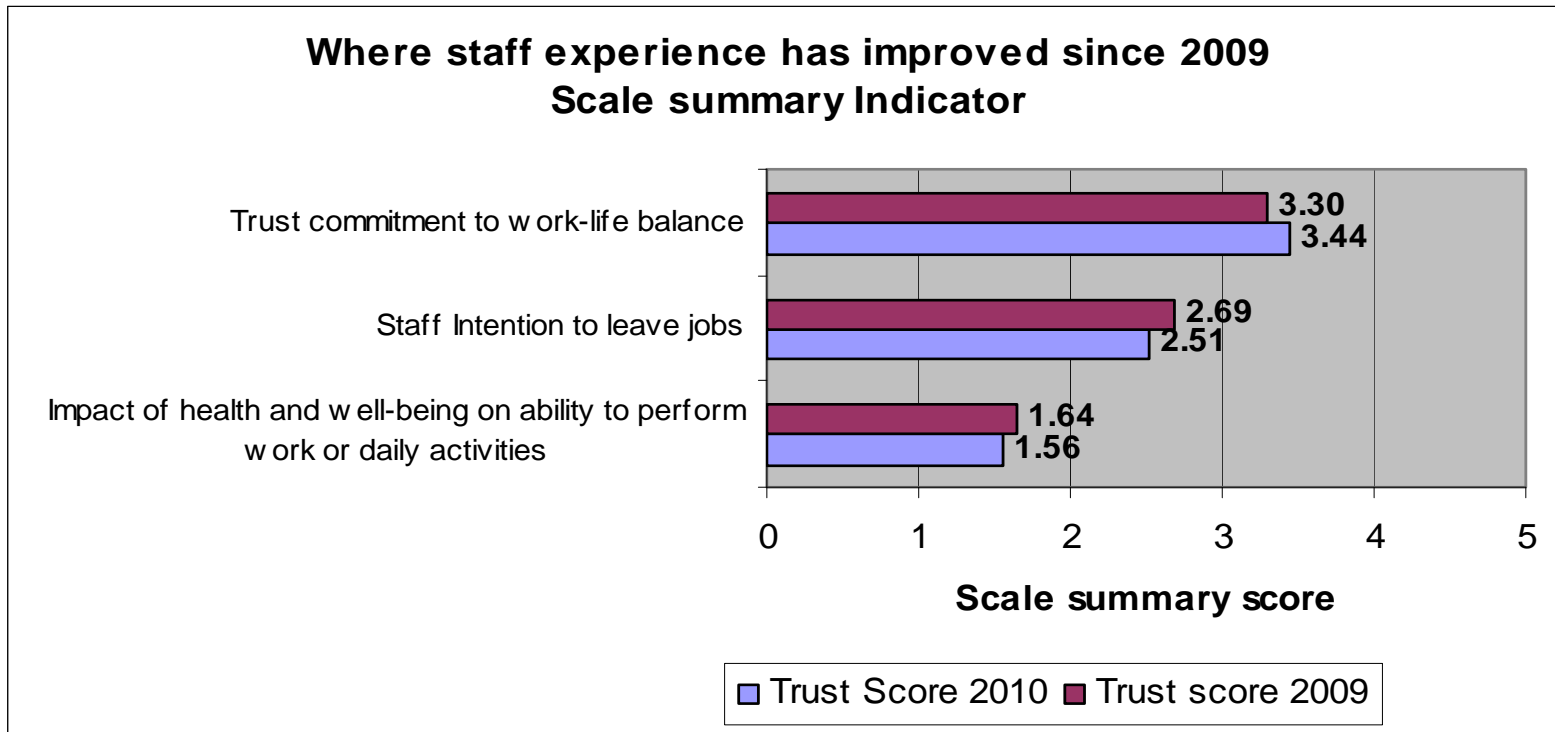
Where staff experience has improved



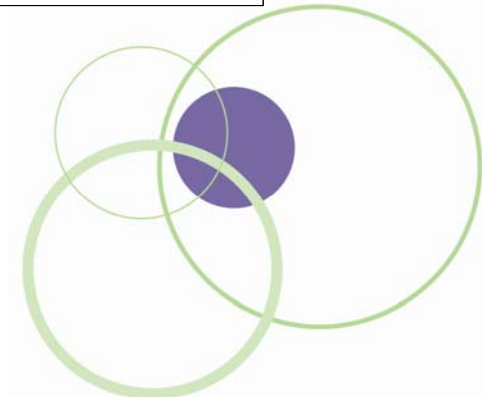
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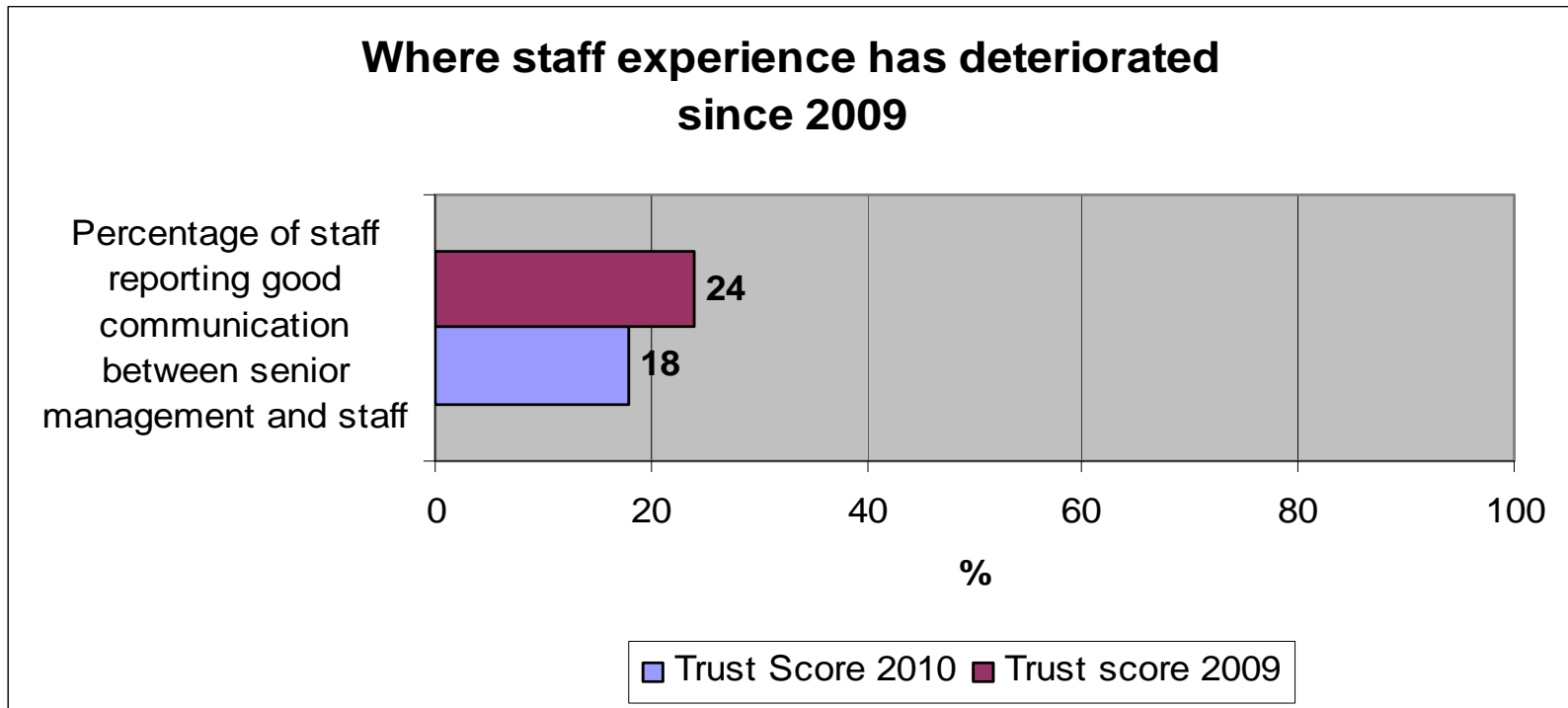
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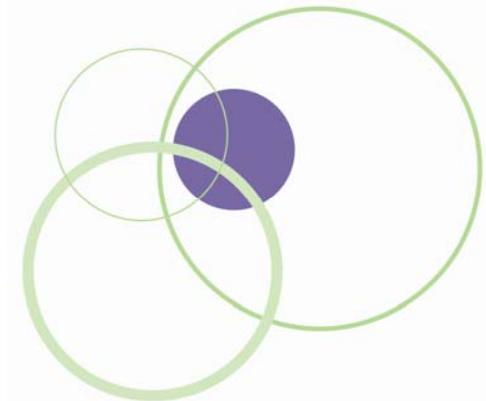
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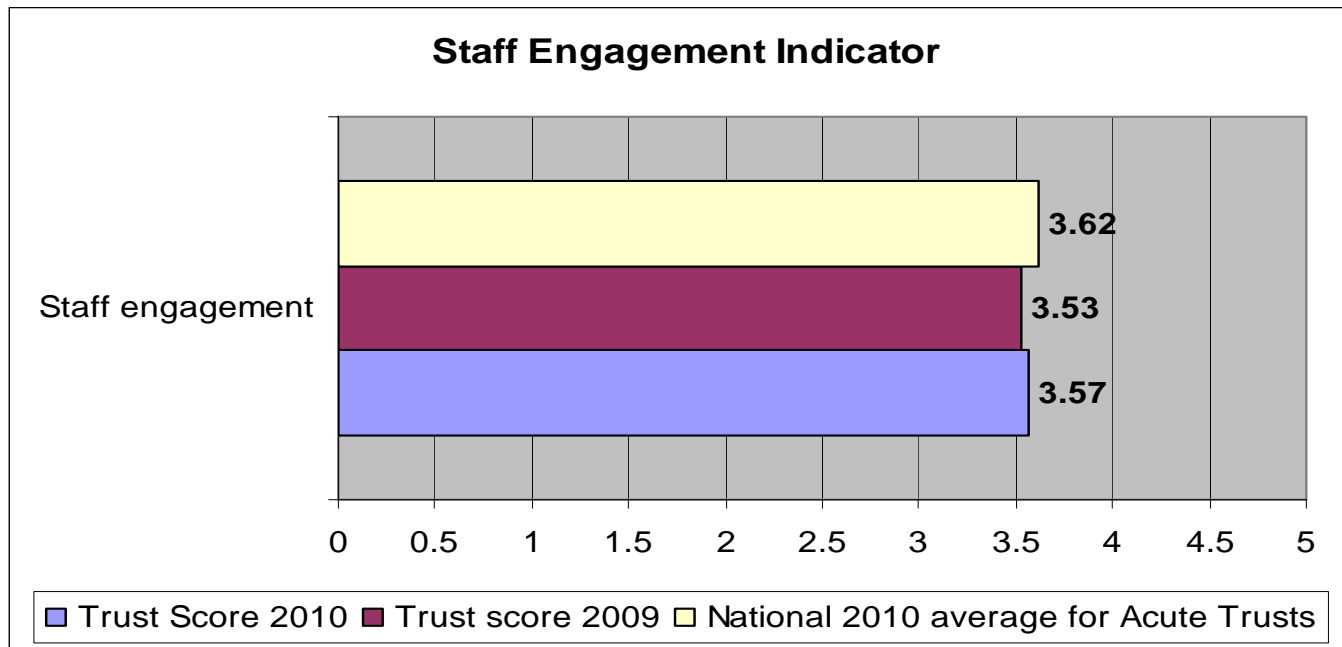
Where staff experience has deteriorated



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Staff Engagement Indicator



Possible scores range from 1-5:

1= staff are poorly engaged (with their work, their team and their Trust)

5= staff are highly engaged

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Divisional analysis

Division	Above average	Average	Below average
E & F	76.32%	0.00%	23.68%
Musculo Skeletal	63.16%	7.89%	28.95%
Surgery	47.40%	7.89%	44.74%
Corporate	42.11%	5.26%	52.63%
CSS	42.10%	5.26%	52.64%
Medicine	28.95%	13.16%	57.89%

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Staff Group Analysis

Staff Group	Above average	Average	Below average
Additional Clinical Services	68.42%	5.26%	26.32%
Estates & Ancillary	54.05%	8.11%	37.84%
Medical & Dental	52.63%	2.63%	44.74%
AHP	43.24%	5.41%	51.35%
ST & T	37.84%	5.41%	56.75%
Admin & Clerical	36.84%	5.26%	57.90%
Nursing & Midwifery	34.21%	7.89%	57.90%

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Next steps

- Publicise the summary results across the Trust
- Develop & publicise Divisional action plans
- Agreed actions to be incorporated into the Trust SID/Staff Opinion Survey 2011 action plan
- General Managers to present update against action plans at Partnership Forum
- Quarterly monitoring against progress and publicise action taken to staff

