

Agenda item 2.i

Report to:	Board of Directors	Date: 2 March 2023
Report from:	Director of Workforce and Organisational Development	
Principal Objective/Strategy:	The purpose of this paper is to provide the Board with an update on key workforce matters not addressed in PIPR.	
Title:	Report of the Director of Workforce and Organisational Development	
Board Assurance Framework Entries:	Recruitment Retention Staff Engagement	
Regulatory Requirement:	Well-Led	
Equality Considerations:	Public Sector Equality Duty Workforce Race Equality Scheme	
Key Risks:	<ul style="list-style-type: none"> • Turnover increases as a result of poor staff engagement • We are unable to recruitment sufficient staff to meet safe staffing levels • Staff engagement is negatively impacted by poor people practices 	
For:	Information	

Items that are addressed in this report: Q4 Pulse Survey Feedback

1. Q4 Pulse Survey Feedback

1.1 Prior to the hospital move in 2018 we started undertaking a monthly anonymous pulse survey via Survey Monkey to gather feedback on the issues concerning staff regarding the move and some key questions about their experience of work. Following the move we adapted it to a quarterly survey and, whilst maintaining a set of core questions that seek to track staff experience of work and levels of engagement we have also focused on specific issues that are pertinent in that quarter.

1.2 The latest survey was undertaken at the end of January/start of February 2023. We had 400 staff respond to the survey which is approximately 20% of our workforce and a good response rate for this type of survey. We focused on gathering feedback on the health and wellbeing support being provided for staff and provided the opportunity for suggestions of how we continue to improve what is provided.

1.3 The attached Appendix provides an overview of the responses to the questions asked and the key themes from the free text feedback. The feedback on the health and wellbeing support will be used by the Health and Wellbeing Collaborative to prioritise investment and to develop the services offered.

2. Recommendation:

2.1 The Board of Directors is requested to note and discuss the content of this report