2018 NHS Staff Survey: Corporate-wide Commitments

Month	Activity
March	• Disseminate the 2018 NHS Staff Survey results • Divisions to review their local results
April	• Senior Leadership Conference (12 April 2019) • Launch of the Leadership Climate Indicator • Initial discussion on proposed ESNEFT values and behaviours • Divisions to identify their top priorities and produce their own local plans • Communicate corporate and divisional priorities to staff
May	• Start to publicise photographs and profiles of all our senior leaders (Who's Who)
June	• Shining the spotlight on … Communications
July	• Shining the spotlight on … Appraisals/Talent Management
August	• Shining the spotlight on … Bullying & Harassment/F2SU
September	• Shining the spotlight on … Health & Wellbeing and EDI • Specific focus on communicating organisational/divisional progress

2018 NHS Staff Survey: Group 1 Commitments

Division	Priorities
Medicine	• Leadership – Visible, block out 'open door' time, invest in relationships, mindful communications, role model behaviours • Quality conversations – Modify appraisals (listen to staff), employee voice (focus groups), create opportunities to share ideas and successes • Delivery – Accountability of plan, show we care by doing what we say we are going to do
Cancer & Diagnostics (Alex Vester)	• Develop a clear vision and strategy within each CDG • Ensure that all staff feel valued and respected (and that we also value their roles) • Improve quality of appraisal conversations

2018 NHS Staff Survey: Group 2 Commitments

Division	Priorities
MSK & Special Surgery (Caroline Wiltshire)	• Communication and visibility • Appraisals • Equality, Diversity & Inclusion
Surgery & Anaesthetics (Sara Impeciati)	• Hold up a mirror to ourselves – what is it like to be on the receiving end of the leadership team? (Self-awareness) • Availability, accessibility, visibility • Making our staff/teams feel valued; respecting each other, quality of appraisals, feedback, listening, roll out '*what matters to you*' model used in CCU
Women's & Paediatrics (Debbie O'Hara)	• PRIDE (Privacy, Respect, Involvement, Dignity, Empathy) – Celebrating everyting done well • Visibility – Back to the floor • Communication – Clarity of structure, team updates social media, Schwartz

2018 NHS Staff Survey: Group 3 Commitments

CDG	Priorities
Integrated Pathways	• Positive feedback given at least once a day • Commitment to protecting 1:1's, including how and who • Invite frontline staff to share their views (stop, start, continue) at CDG and Divisional Board meetings

2018 NHS Staff Survey: Group 4 Commitments

Directorate	Priorities
Estates & Facilities (Nick Chatten)	• Appraisals - Improve the quality of appraisals by agreeing a standard, train appraisers and make them valuable to the individual being appraised • Engagement – Re-introduce newsletter (include *'You Said We Did'* and Star of the Month), structured feedback/team meetings with agenda (including risks/error reports) • Team suggestion boards/boxes in departments • Change which effects staff working practices/environment will not be implemented without demonstrable engaged (not veto)
Finance (James Rowe)	• Morale; Empowering to make decisions, more cross-finance working again, review of environment/ways of working (desks/IT) • Staff Engagement; Regular temperature checks linked to TGIF, continuation of wider staff and team days, raising issues/opportunities/ideas/feedback, recognition for above and beyond • Line Management; Structures in place known/valued, planning/transition happened/happening, more focus now of delivery and OD, ensure 1-1's are in place and working well (guidance notes(• APPs, Objectives, T&D; Focus on new/standardised process, time for T&D, need for appraisal to be two-way/objective setting and development, make forms work for us and not work for the form

2018 NHS Staff Survey: Group 4 Commitments

Directorate	Priorities
HR **(Leigh Howlett)**	• DMT – Supported by HR brief/newsletter/Tea at 3 (to improve communication) • Define the HR Vision – Supported by clear in-year objectives, development programmes; team and individual (to clarify roles & responsibilities and improve quality of appraisals) • Clear work programme – Help define our value to the organisation for our team – personal worth (articulate our contribution to our organisation)
ICT	• 'Teamship' Values – Agree a set of values (based on approachable, transparent & visible, caring & listening, trustworthy/honest), enforce values across teams, set by example (leaders downwards) • 'Teamship' Rules – Agree rules, engage with staff (consultation), communicate & enforce, remove the 'us' and 'them' culture, share ideas • Appraisals – Re-design format, more frequent, evaluate management vs. leadership • Communications – Agree methodology, cross-team communication, remove inter-departmental barriers

2018 NHS Staff Survey: Group 4 Commitments

Directorate	Priorities
Transformation Sarah Seeley	• Clarity of the Transformation offer, including Survey Monkey to gather colleagues' feedback • Facilitate another 'Time Matters' week; focus on Listening • Model courageous behaviour, e.g., confidence to speak-up, positive attributes (Listen, Empower, Act)

2018 NHS Staff Survey: Group 5 Commitments

Directorate	Priorities
Logistics	• QI training for team leaders and involving staff in delivering projects • Local and division recognition awards through certificates and published in newsletter • Cascade monthly 1-1s with staff at all levels