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Staff Survey 2023

PODCOM

Brett Wrightbrook,
Wellbeing & Engagement Lead
People & OD

09th July 2024

Purpose

The purpose of this item is to provide the People and Organisational Development Committee with assurance on the 2023 staff survey.

Three phase approach:

Phase 1: National Benchmarking - complete

Phase 2: PHW Evaluation – in progress

Phase 3: Development Plan – next phase

IMTP Commitments

2024-25 IMTP commitments linked to the staff survey:

- *Develop a strategic approach to employee engagement which responds to the results of the 2023 employee survey, medical engagement survey, culture assessment, employee value proposition and other inputs and an action plan for how this will be delivered. (Quarter 3)*
- Identify measures to track progress against the actions agreed to close the gap between current and ideal culture and increase employee engagement and create a dashboard to provide insight and assurance (Quarter 4)



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“Look Back”



Staff Survey Results & Engagement Highlights

Overall response rate for PHW 53.8%* (30% increase)

*NHSe and IC have own result

Directorate breakdown of results:

PHW - ICC	% Completed
Data Knowledge and Research	78.4%
Health and Wellbeing	75.2%
Health Protection and Screening Services (HPSS)	38.3%
Operations and Finance	83.5%
People and OD	97.8%
Quality Nursing Allied Health Professionals	84.6%
WHO Collaborating Centre	72.2%
HPSS BREAKDOWN:	
Health Protection HPSS Corporate SPRs	62.3%
Microbiology	30.2%
Screening Services	38.2%

Engagement activity:

- 4 sessions open to all staff
- 7 sessions with our staff Networks/ Chairs
- 8 visits to lab sites across Wales
- 9 team meetings attended across Directorates

News stories

- Going live – 1255 Views (Largest views for at least 12 months)
- Most recent story on sharing results – just under 800 views
- Staff Survey Competition – Highest PHW posts to date



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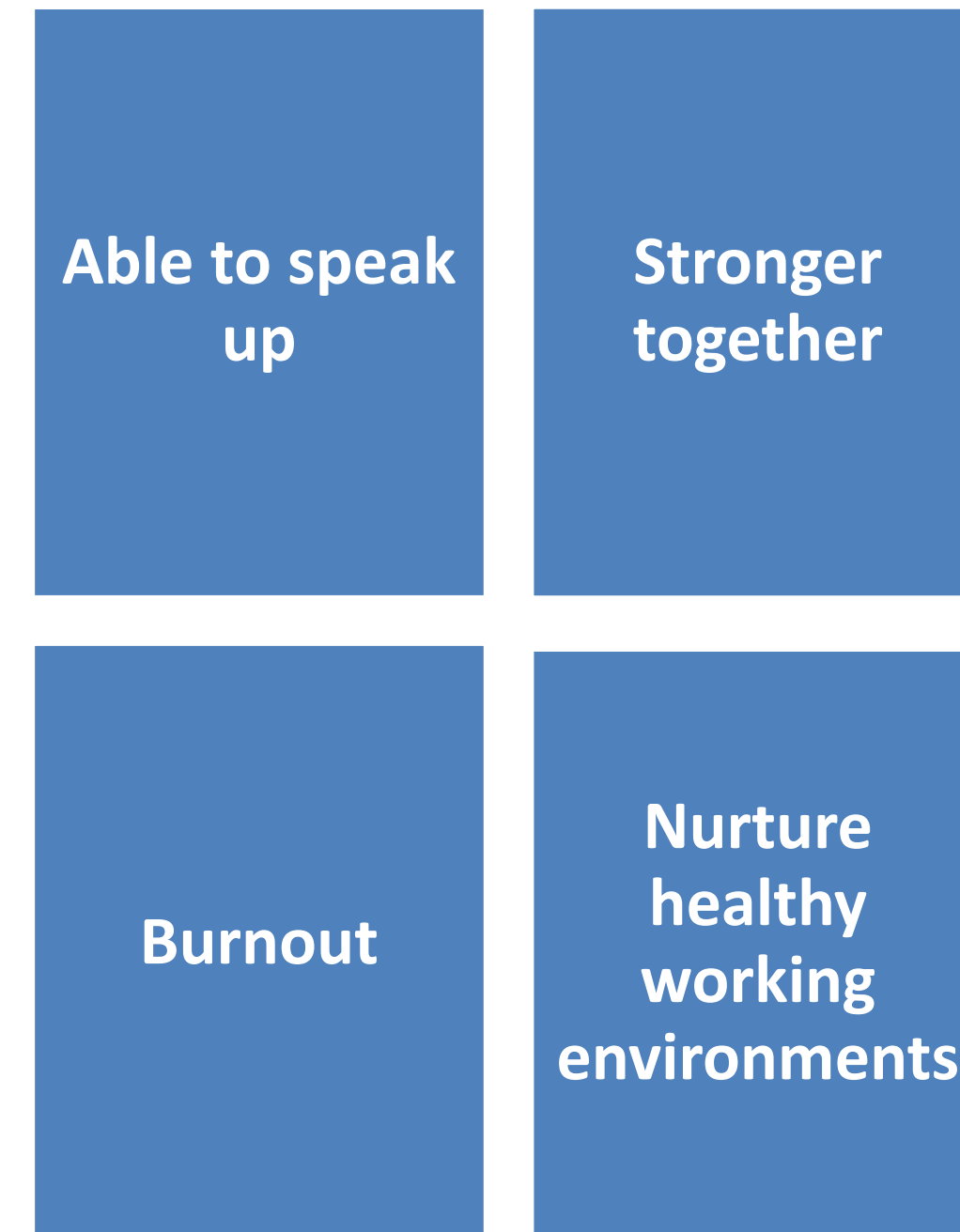
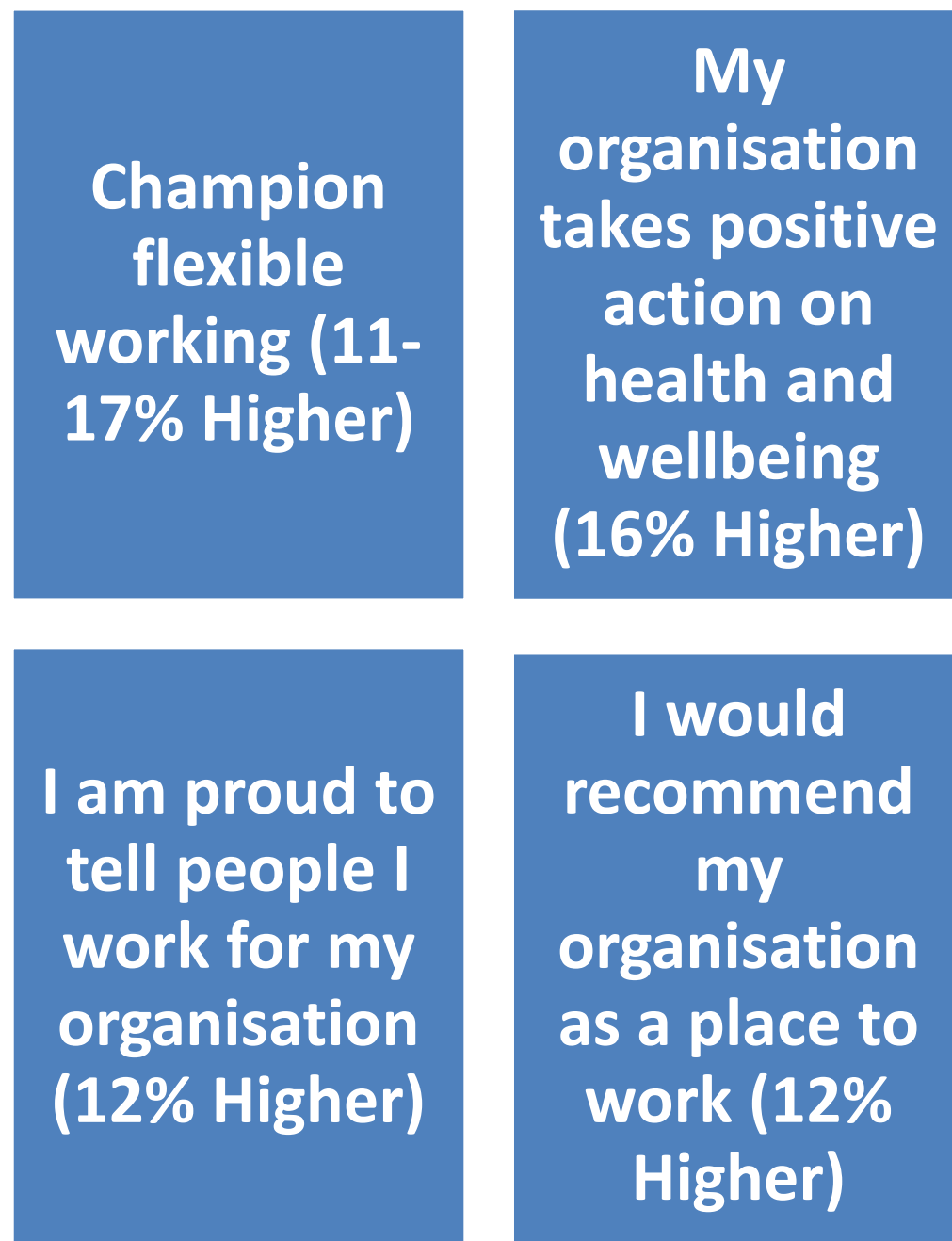
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National Benchmarking (Phase 1)

National Benchmarking

- April 2024 – Initial top level analysis
- PHW staff survey data comparison with overall NHS Wales average.
- Intention was to seek opportunities for improvement.
- Results actually showed for a large proportion of outcomes PHW was higher

Above & Below the NHS Wales Average





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PHW Evaluation (Phase 2)



Further analysis required

Evaluation underway at the start of June 24.

PHW results only.

As a starting point, the evaluation is using ‘motivation to work’ engagement scores.

Culture being used as a gap analysis.

Critical friends – People & OD and Data, Knowledge and Research.

Updated evaluation.



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Development plan (Phase 3)



Next Steps

Evaluation presented to Executive Team on 10/07/2024.

Explore which areas are to be the focus for development.

Share directorate information.

Diversity Monitoring Data due for analysis.

Communication and Engagement aspects.

2024 staff survey.

Recommendation

The People & OD Committee is asked to take Assurance that progress continues with evaluation of the results of the Staff Survey 2024 and identification of high level priority areas for improvement.

**Any
Questions?**