

**ITEM: 9**

**Meeting:** Trust Board  
**Date:**

**Title:** **Staff Attitude Survey**

**Executive Summary:**

1. Staff are asked each year for their views of the Whittington Hospital as an employer. The Trust's performance is benchmarked against other acute trusts' performance. Based upon these views, the hospital receives feedback upon which to take action. The results also feed into the Healthcare Commissions' core standards assessment of the hospital's performance.
2. The key areas examined by the survey are:
  - worklife/balance
  - appraisal training, learning and development
  - team working, supervision, communication and staff involvement
  - safety at work
  - staff attitudes
3. The results are summarised in the paper with the full report attached.
4. Based upon the staff views expressed, the Executive Team have identified the following key issues to be concentrated upon to improve staff views and morale:
  - Appraisal and personal development plans
  - Minimising bullying, harassment and violence
  - The Trust will also undertake activities to increase the response rate
5. The Trust Board is asked to consider the priority areas and to agree the action plan (Appendix 2)

**Action:** Discussion and agreement

**Report from:** Neil Edgar – Assistant director of human resources

**Sponsor:** Margaret Boltwood – Director of human resources

<b>Financial Validation</b> Lead: Director of Finance	Name of finance officer N/a
<b>Compliance with statute, directions, policy, guidance</b> Lead: All directors	<b>Reference:</b> N/a
<b>Compliance with Healthcare Commission Core/Developmental Standards</b> Lead: Director of Nursing & Clinical Development	<b>Reference:</b> C7, 8, 13, 14,15,16,17,18, 20, 22, 23
<b>Compliance with Auditors' Local Evaluation standards (ALE)</b> Lead: Director of Finance	<b>Reference:</b> N/a
<b>Evidence for self-certification under the Monitor compliance regime</b> Lead: All directors	<b>Compliance framework reference:</b> N/a