

Staff Survey 2020: Join the Conversation

Dear Colleague,

Our annual staff survey launches on Monday 28 September. It's a chance for you to have your say on what it is like working at Leeds Teaching Hospitals NHS Trust and where we can make improvements so that our Trust becomes the best place to work.

It has been an extraordinary year so far and I cannot thank you enough for everything you've done to continue to deliver safe, effective services for our patients during these challenging times.

It's now more important than ever that we take stock and find out how our colleagues are feeling; what is working well and where do we need to change to improve the experience of teams and individuals working right across the Trust.

We will use the results of the survey, combined with responses to our latest "Wayfinder", the Staff Friends and Family Test and other feedback to ensure that we are focusing on the things that matter most to you.

Completing your survey

The Staff Survey is completely anonymous.

You will receive a unique link and password by email which helps our survey provider, Picker, to ensure that each member of staff has an opportunity to provide their feedback. Leeds Teaching Hospitals does not get to see individual responses so you can feel assured that your responses are given in strict confidence.

An email will be sent to your NHS Mail email address so please ensure you know how to log in.

This year, in response to staff feedback, the national Staff Survey is shorter and should take only 10 minutes to complete.

We've asked all managers across the Trust to support staff in completing their survey during work time and providing access to a PC, laptop or other device if they don't already use one as part of their job.

If you have any questions about the Staff Survey you can contact the staff engagement team on Leedsth-tr.jointheconversation@nhs.net

How are we doing so far?

We were pleased last year that 42% of staff took part in the survey and provided valuable insight into their experiences of working at LTHT. The results of the survey confirmed that our People Priorities were focused on the right areas for improvement. The information helped us to develop Trust-wide and CSU-level action plans.

Some of the changes we implemented as a result of the Staff Survey include:

- Increasing security around our bicycle sheds by installing additional CCTV;
- Undertaking a staff car parking review to understand and address transport challenges;
- Introducing IT solutions to support people to work more flexibly (eg homeworking);
- A £50,000 refurbishment of seven staff areas;
- Setting up a Trust-wide Task and Finish Group to improve flexible working opportunities;
- Increasing opportunities for staff from Black, Asian and Minority Ethnic (BAME) backgrounds including Moving Forward, Reciprocal Mentoring, Allyship and BAME Fellowships; and
- Updating the appraisal system to build in reflections on demonstrating values-based behaviours.

These are fantastic initiatives that have, and will, made a big difference to staff wellbeing, working lives and professional development; it's great to see what can be achieved by acting on staff feedback.

However, we recognise that there is still more to do before we can be assured that all experiences of working at LTHT are positive ones. With your comments, feedback and suggestions we will be able to identify how best we can support staff over the coming year.

The Staff Survey is open until Friday 27 November and I'd encourage you to take ten minutes to let us know your thoughts.

I am so proud of the fantastic team we have here at LTHT and thank you once again for playing an important role in our organisation.

Kind regards,



Julian Hartley
Chief Executive

Join the
conversation



Making LTHT **the best place to work**