

## Report to Trust Board

Date 25 May 2011

Agenda item no 8.5

Title	<b>Staff Opinion Survey</b>
Author	Head of Organisational Development
Responsible Director	Director of Organisational Development
Purpose	- Ratification
Action required	To confirm support for the proposals
Executive Summary	Addressing the issues arising from the staff annual staff opinion survey (SOS) is an important way in which the Trust can improve morale and overall feelings of engagement; staff have raised issues and they must be addressed, be seen to be addressed, and the outcomes fed back to staff in a timely manner.
Relevant CQC standard/ NHS Constitution pledge	Regulation 22- staffing
Link to strategy/plans	Trust Objective 8: Improve the Workforce effectiveness
Impact assessment:	
- quality	Staff approach is key to the quality of service delivery
- financial/business	Reduced sickness , absence, turnover reduce costs
- equality/diversity	Training in this area an issue to be addressed
- risk	Reduced staff satisfaction increases risk of incidents
- legal/statutory	Health and Safety at Work etc Act
- sustainability	Elearning reduces paper/ travelling
Previous consultation/decision/ discussion/	EMB discussion 16 May 2011