

Staff Survey 2020

Our Reflections Our Decisions Our Future

Following feedback and reflection, we have changed our approach to surveying so that the focus is on participation, feedback, reflection, discussion and localised decision making.

So, the most important measures are to increase participation in:

- Taking part in giving feedback
- Getting involved in discussing the results and deciding what happens next

Therefore, every part of the approach is designed to be simple, accessible and timely.

What has happened so far?

The 2020 survey was open for 3 weeks during November 2020.

What was our participation level?

Our participation rate was 18% as a Health Board. Whilst it is always our shared aim to have this as high as possible, it is important to remember that the survey was open for 21 days so it compares favourably with previous surveys. Importantly, it gives us a opportunities to encourage others to participate in the future.

What are our results and where do we get them from?

The results are available in different depth through:

- From 1/12/20 NHS Wales “scored-data” dashboard: anyone can get access by contacting support@qclearsite.com.
- From 8/12/20, organisational/department specific data (including free-text comments): shared with your team: contact your manager, trade union, HR link or the Staff Experience Team (SBU.StaffExperienceTeam@wales.nhs.uk).

What happens now?

It is now time to spend time with each other reflecting, having conversations and deciding on what we can each do to make our work/workplaces better. This [prompt](#) should help us (see page 2 of this)

By our work and workplaces being the best they can be, we will be the best we can be and our patients/communities will get the best possible care.

What is planned for the future?

During 2021, there will be shorter and more regular opportunities to get involved in giving feedback and having conversations.

So Now What...?

These simple questions may be useful to help this have conversations with our colleagues.

<p>How many people took part? How many didn't? Why was this?</p>	
<p>How are we going to get people involved in the discussion/decisions?</p>	
<p>How closely do these group/organisational results reflect our own team experiences</p>	
<p>What are we proud of in these results? What should we be celebrating? Is there anyone/anything we should be highlighting for recognition?</p>	
<p>Where are the things we think we can improve? What do we know? What can we learn more about? How can we improve our <u>wellbeing</u>?</p>	
<p>What are the things we can decide/change ourselves? What are we going to do? How are we going to know we have changed things?</p>	
<p>What are the things we need others to change? How are we going to tell them? How will we know that things have improved?</p>	
<p>Is there anything else? How are going to improve participation for next time?</p>	

