



Sharing Learning from Combined

Marie Barley – OD & Engagement Lead and Freedom To Speak Up
Guardian & Being Open Lead

Sue Slater – Acting Associate Director for OD

About Us at Combined



Outstanding
Our journey continues... and we're recruiting **NOW!**

The only mental health trust in the West Midlands rated **OUTSTANDING** by CQC



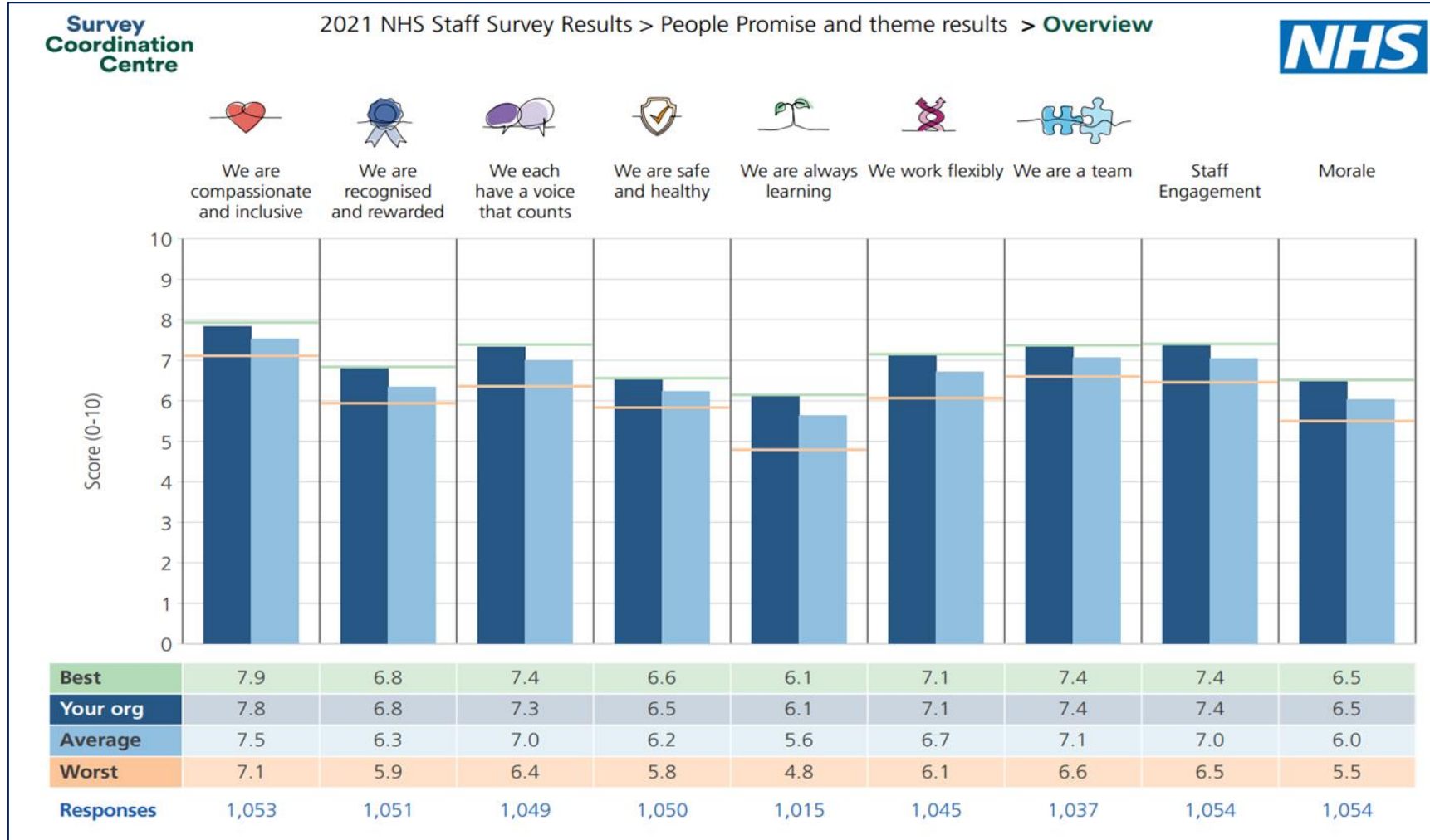
Visit <http://jobs.combined.nhs.uk> to find out more and apply



Find us on Twitter @CombinedNHS



Our Staff Survey Results



Putting our Words into Action

welcome to your wellbeing
Your mental health • we care • Yours to own

Young people Adult wellbeing Learning disabilities Professionals

NHS
North Staffordshire
Combined Healthcare
NHS Trust

Congratulations
on

Years of Service

OFFICIAL - NHS Staff Survey 2021
We are the best performing Trust in the NHS

NHS
North Staffordshire
Combined Healthcare
NHS Trust

People Promise

- We are **recognised and rewarded**
- We are **compassionate and inclusive**
- We each have **a voice that counts**
- We are **safe and healthy**
- We are **always learning**
- We work **flexibly**
- We are **a team**

1st 3rd 1st 2nd 4th 2nd 1st 1st

average across all scores and themes

2nd in Morale Theme **7th in Engagement Theme**

Source: NHS Benchmark report, excel_data_2017-2021 - Scores for all 217 organizations in the following categories: (Acute and Acute & Community Trusts - Acute Specialist Trusts - Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts - Community Trusts - Ambulance Trusts)

NHS
North Staffordshire
Combined Healthcare
NHS Trust

**Proud to be
Combined...United**

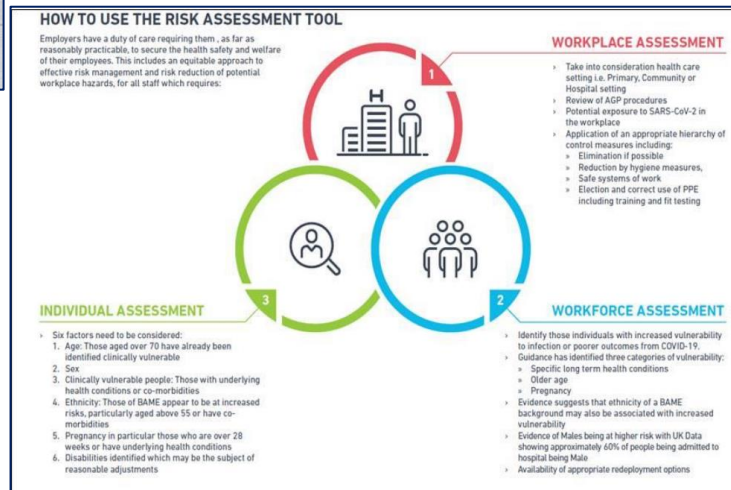
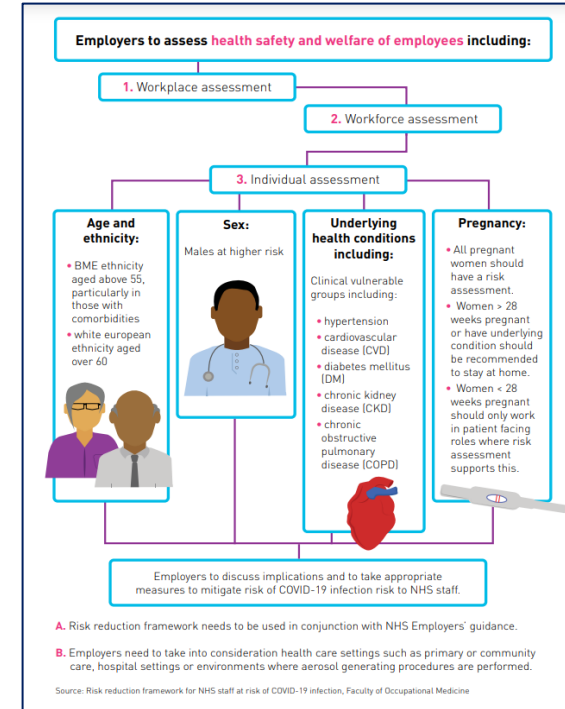
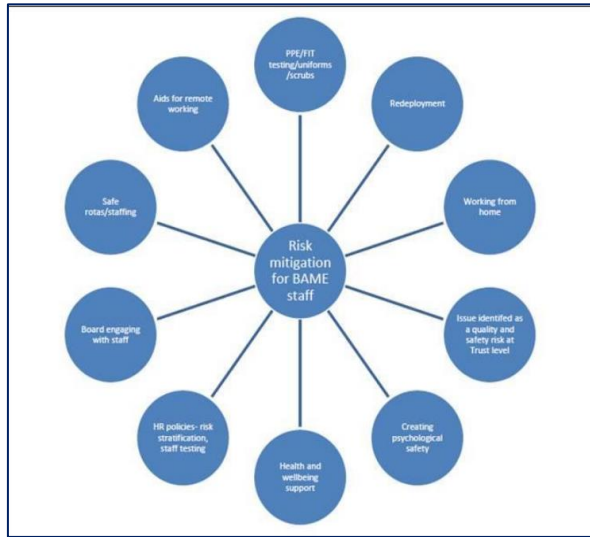
Proud of You



Leadership: Visibility



Leadership: Compassion & Care



Leadership Development



Leadership Academy



Preceptorship Programme



Everyday Kindness: Employee Voice



Freedom To Speak Up

October one hour workshops

An Opportunity to Learn and Engage

In support of Freedom To Speak Up Month this year, we are inviting you to attend a suite of workshops throughout October. Please join us to learn more, bring your questions and let's share together.

Express your interest!

Click on the event you're interested in, to register

WEEK ONE

Incivility in the Workplace workshop: 4th October, 1:00pm

Incivility in the Workplace workshop: 6th October, 10:00am

WEEK TWO

Bullying and Harassment workshop: 11th October, 1:00pm

Bullying and Harassment workshop: 13th October, 10:00am

WEEK THREE

Kindness and Compassion workshop: 18th October, 1:00pm

Speak Up for Inclusion workshops: Dates below - Please book via LMS

- 17th October, 4:00pm
- 18th October, 12:00pm
- 19th October, 12:00pm



Showing Appreciation & Everyday Kindnesses



Engagement Opportunities to Innovate Change

NHS STAFF SURVEY 2021 - ACUTE & URGENT CARE DIRECTORATE
189 responses

89% feel that your role makes a difference to patients/service users

29% increase from 2020 - 'My organisation takes positive action on health and wellbeing'

86% have had an appraisal in the last 12 months

Raising concerns, H&S
98% said that the last time you experienced physical violence at work, you or a colleague would report it

82% would feel secure raising concerns about unsafe clinical practice

87% feel that you are trusted to do your job

Autonomy & control
5% increase from 2020 - 'I have a choice in deciding how to do my work'

Line management
2% increase from 2020 - 'My immediate manager asks for my opinion before making decisions that affect my work'

73% said 'my immediate manager encourages me at work'

Areas for attention

1. Encouraging staff to have their say - reflected by an increase in future staff survey response rates
2. Compassionate staff culture with our focus on implementing civility, respect and an inclusive, restorative just and learning culture
3. We are recognised and rewarded
4. Health & safety climate
5. Reducing burnout and work pressure

What next?

- Staff survey roadshows coming soon...
- Staff survey action plans are being developed and we want to shape these with you
- Please get involved in having your say and making improvements by linking in with your manager

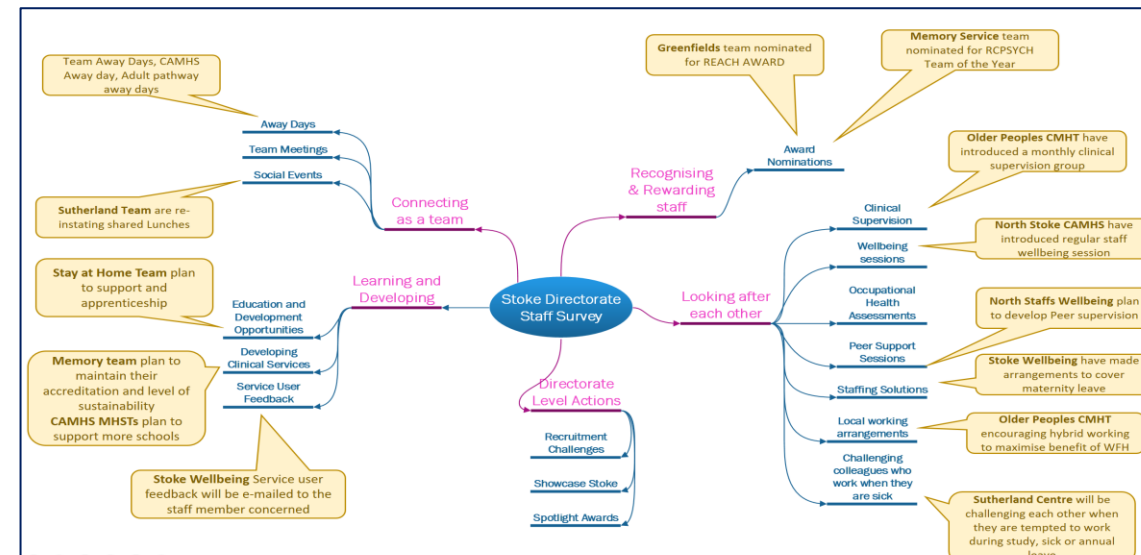
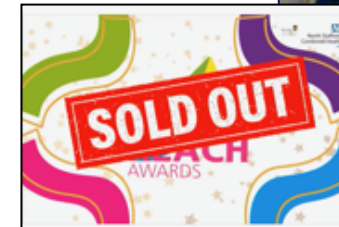
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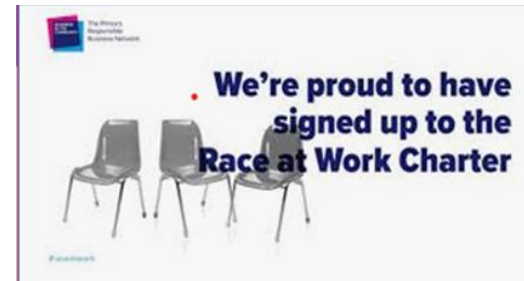
PROUD TO CARE

safe • personalised • accessible • recovery focused

spar



Our Open and Inclusive Culture



Differently-Abled
Buddy Scheme



Its how we do things at Combined



HSJ AWARDS 2022

17 NOVEMBER 2022 | EVOLUTION LONDON

WE ARE PROUD WINNERS

Award Partners:



TRUST OF THE YEAR



youtube.com

REACH 2022 - One More Thing - Robbie Williams and the dDeaflinks Choir - Angel (S...

