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Leicestershire Partnership  
NHS Trust

# Staff Survey 2022 – results and next steps

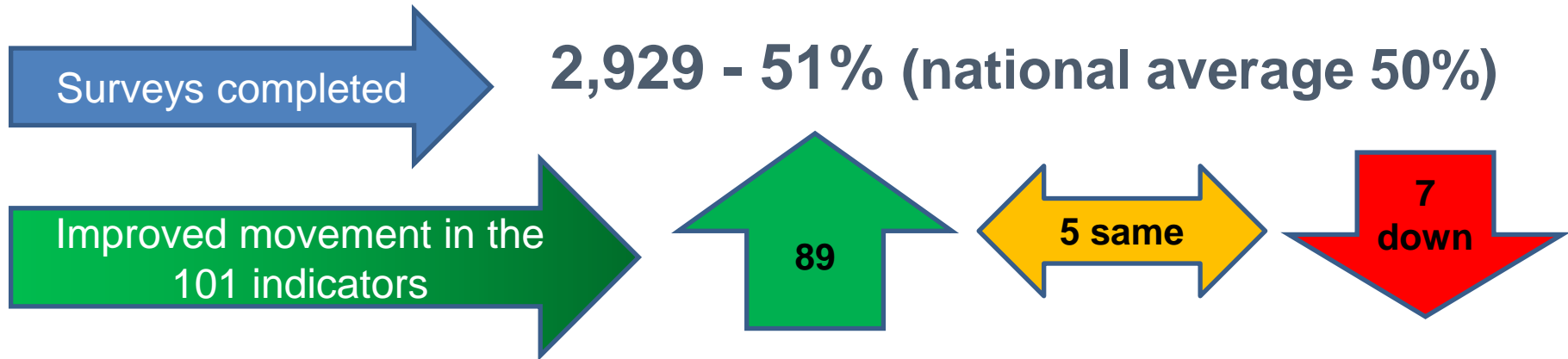
March 2023



[www.leicspart.nhs.uk](http://www.leicspart.nhs.uk)



# Headlines



Overall our scores have improved across the board compared to last year – 89 out of 101 have gone up.  
No scores have gone down in People Promise indicators – four have significantly improved.

Staff recommending LPT as a place to work has improved very slightly which is closer to the national average, bucking the national average trend which has gone down slightly.

Our improved results have moved our ranking up with our 51 peer Trusts from 27<sup>th</sup> to 18<sup>th</sup> place in the last year.

Staff recommending the standard of care to friends or family has gone down slightly from 64% to 62.1%, although there has been a downward trend for this indicator nationally.

# Findings by directorate

Key: Worse than national and worse than LPT

Worse than national and better than LPT

Better than national and worse than LPT

Better than national and better than LPT

Theme	Benchmark group - Average	Benchmark group - Worst	Benchmark group - Best	LPT 2022	LPT 2021	Mental Health Services	CHS	ENB	FYPC	HOS	WFB
Number of Respondents				2929	3037	664	928	346	855	121	15
We are compassionate and inclusive	7.5	7.0	7.9	7.6	7.5	7.2	7.6	7.8	7.8	7.5	7.9
We are recognised and rewarded	6.3	5.9	6.6	6.3	6.3	6.0	6.2	6.7	6.5	6.4	7.2
We each have a voice that counts	7.0	6.1	7.4	7.0	7.0	6.6	7.0	7.3	7.1	7.1	7.6
We are safe and healthy	6.2	5.7	6.6	6.3	6.2	6.1	6.1	6.7	6.2	6.7	6.8
We are always learning	5.7	4.6	6.1	5.9	5.7	5.8	5.9	6.0	5.9	5.7	5.7
We work flexibly	6.7	6.2	7.2	6.9	6.8	6.6	6.7	7.5	7.1	7.3	8.1
We are a team	7.1	6.7	7.4	7.2	7.0	7.0	7.1	7.4	7.3	7.2	8.0
Staff engagement	7.0	6.2	7.4	7.0	7.0	6.8	7.0	7.3	7.1	6.9	7.6
Morale	6.0	5.2	6.5	6.0	6.0	5.8	5.9	6.4	6.0	6.3	6.4

# Significantly above national average

We are always  
learning

We work  
flexibly

Diversity and  
equality

Compassionate  
leadership

Appraisals

Flexible  
working

Opportunities to  
develop career

Teams work  
well together

Line manager  
feedback

# Areas for improvement

Recommend LPT  
as a place to  
receive care

Raising concerns  
about unsafe  
clinical practice

Work pressure and  
burnout

I feel that my role  
makes a difference  
to patients/service  
users

Staffing to do my  
job properly

# Staff survey areas of focus

## 1. Reducing the inequalities in staff experience and engagement

- **Culture, leadership and inclusion programme** – including raising concerns and patient safety/recommending LPT as a **place to receive care**
- **People Promise exemplar** – talent management and retention
- **Health and wellbeing** – focus on financial wellbeing and mental health

## 2. Reducing workforce pressures

- **Recruitment:** HSWC/admin, Nursing, Medics, AHPs, International recruitment
- **Reducing agency usage**
- **Growing our own/skill mix/new roles**
- Quality improvement and transformation

## 3 Targeted local plans

- Key **directorate areas of focus** including at team and staff group level
- Specific **targeted interventions** for low performing areas and staff groups – including bank staff, staff with disabilities, medics, EDI and FTSU plans.

# Actions being taken

A change leaders' event has reviewed the results and have formulated questions to engage staff from April to July as part of Discovery, Design, Delivery (see next slide for details) focused on key areas identified for improvement. Our Future Our Way Design Phase focus groups, interviews and roadshows have launched May to mid-June. July event will identify quick wins to implement and priorities to co-design. August Trust Board report by Change Leaders

Staff feedback from OFOW will shape the Design and Delivery phase – linking into Always Shining work, QI, staff and patient experience and new Patient Safety Plan

Directorates have reviewed heat maps and are identifying priorities for targeted engagement and interventions where required – immediate actions to be implemented.

Monthly staff engagement group is overseeing progress – OD, Comms & engagement, HWB, EDI, FTSU, People Promise, Recruitment and HR. This links to OFOW reference group and work around PSIRF and patient safety plan.

Bank staff engagement plan being formalised

Freedom to Speak Up additional engagement plan being drafted to include regular comms and an awareness survey

WDES additional engagement plan including talent development, active bystander, diverse interview panels and cultural intelligence learning sets. Further reinforcement of Zero Tolerance approach.

Recruitment marketing plan includes more focused activity, including medics workforce plan (least engaged group).

# We've launched our journey into...



## Our Future Our Way process

March, April, May, June

June, July, August

September onwards

A blue and purple planet with horizontal stripes.

**Phase 1  
Discovery**

Interviews, surveys and staff focus groups to identify the cultural barriers in LPT

A blue planet with a ring system.

**Phase 2  
Design**

Co-design and develop solutions to address barriers and make improvements to LPT

A red and pink planet with a textured surface.

**Phase 3  
Delivery**

Roll out solutions and embed them into everyday practice



# Our change leaders are at the forefront of culture change



# Our Future Our Way

## **We are not starting from scratch...**

From the NHS staff survey results, we know that staff have identified the following areas for improvement:

- Ensuring staff feel valued and understand their role makes a difference
- Raising concerns about unsafe clinical practice
- Addressing work pressure and burnout
- Being able to recommend your standard of care to others
- Recruitment and staffing.

**Between May and June we are exploring these in detail with our staff through:**

- A wide range of [focus groups](#) – face to face and online across our sites
- Capturing views via [our culture survey](#)
- Roadshows run by change leaders in local sites with local displays and suggestion boxes
- Change leaders will also interview our Board members

Visit StaffNet to find out more and how our change leaders will put your [feedback into action](#)

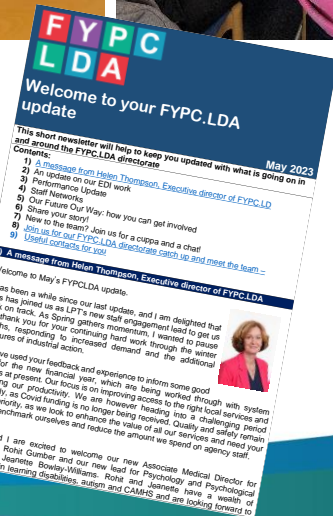
# Feedback into Action



All directorates have reviewed their results and are engaging their teams on action plans.

They have put in place regular staff engagement sessions with directors, breakfast sessions with new starters and monthly directorate newsletters sharing feedback into action.

A monthly Feedback into Action message will go out to all staff outlining action taken across all areas outlined.





# Further staff engagement

Continued focus on recognition and reward through more Valued Star winners and the Celebrating Excellence Awards (more than 200 nominations received).

Staff engagement events including REACH celebration, Staff Networks Day and International Nurses Day



# Medical workforce engagement

A specific programme of work has begun to strengthen engagement, retention and recruitment of medics.

Eight workstreams are being led by clinical directors and enabling teams including recruitment marketing, career pathways and getting the basics in place.

Overarching aim to create a Group medical academy.



**WeAreLPT**  
care to join our family?

**WE'RE RECRUITING!**  
Four International Fellowships  
in Psychiatry

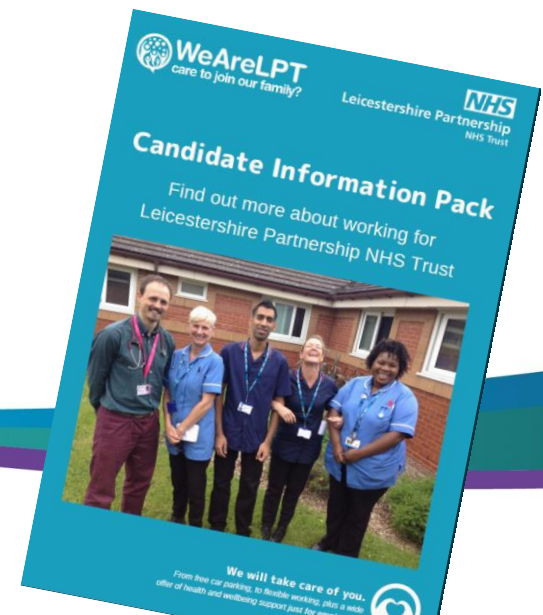
£51,000 to £80,000 a year – two years fixed term  
Closing date: 31 May 2023

We are pleased to offer this two-year structured programme, designed to support experienced, overseas psychiatrists to gain an understanding and experience of working in the NHS. This is the perfect opportunity for International Fellows to learn and develop whilst working alongside highly experience medical colleagues and other clinical professionals - relocation package available!

LPT is able to offer direct sponsorship through the GMC and will work with you to make your transition into the NHS as easy as possible.

**We will take care of you.**  
From free car parking, to flexible working, plus a wide offer of health and wellbeing support just for employees.

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**WeAreLPT**  
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**Leicestershire Partnership NHS Trust**

**Candidate Information Pack**  
Find out more about working for  
Leicestershire Partnership NHS Trust

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# Health and Wellbeing

- Roadshows at sites continue to highlight support available
- Menopause pathway being created
- Post incident support pathway being codesigned with staff
- NHS Big Tea team packs for time out to celebrate NHS75th birthday in July



**You are invited to the NHS Big Tea 2023!**

This year, to say thank you for all your hard work and in celebration of the NHS' 75th birthday on Wednesday 5th July, we will once again be taking part in the NHS Big Tea.

We hope that you can take some time out to reconnect as a team and celebrate together.

To order your team's Big Tea pack, please visit:  
[www.leicspart.nhs.uk/the-nhs-big-tea-for-lpt](http://www.leicspart.nhs.uk/the-nhs-big-tea-for-lpt)  
or scan the QR code:



All packs must be ordered by **Friday 26 May**.  
Only one order must be made per team.

Funding kindly provided by our charity, Raising Health.



