

# Strategy in Action Meeting Highlights (28.06.23)

Ewan Dick welcomed everyone to the “Strategy in Action” meeting which this month focused on the strategic priority of **Developing and Supporting our Workforce** with a review of the 2022 Staff Survey Results.

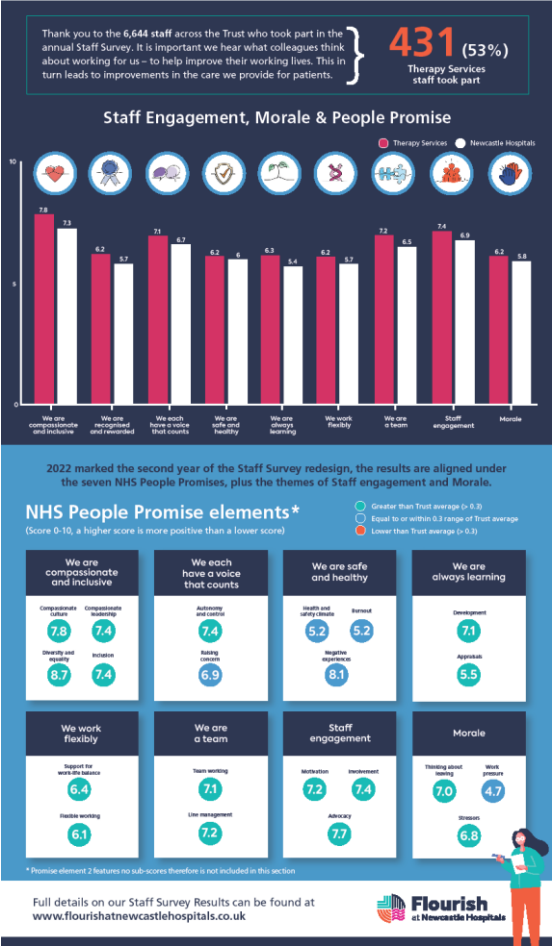


As a reminder, 431 Therapy Services staff (53%) took part in last year’s survey (compared to the trust compliance of 44%) to provide their thoughts on topics such as staff engagement, health and wellbeing, equality and diversity.

From the results which included a comparison with previous years surveys, the group identified 4 key themes across Therapy Services that we’ll be focusing on.

What Matters to You? **Flourish**  
Valued & Heard

## 2022 Staff Survey Results Therapy Services



The Newcastle upon Tyne Hospitals  
NHS Foundation Trust

The 4 themes identified are:

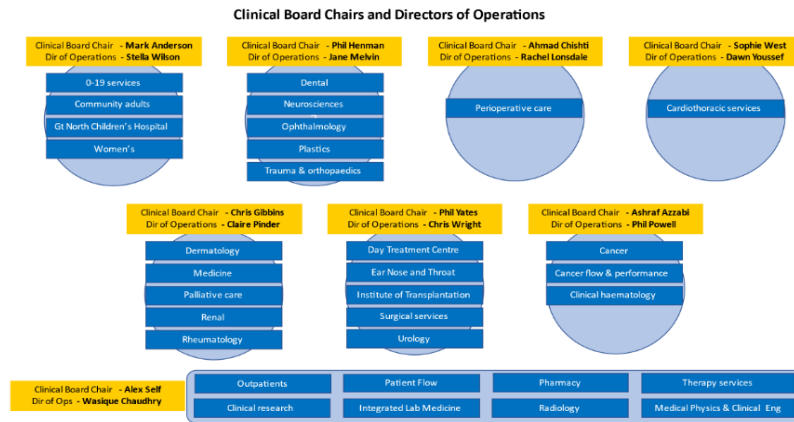
- Theme 1:** Flexible Working which incorporates working patterns, unrealistic time pressures at work, working additional hours and work life balance.
- Theme 2:** Resource to do the job which looks at the number of staff, equipment and space for people to be able to do their job effectively and efficiently.
- Theme 3:** Promoting Wellbeing/Wellness which includes impact on our own wellness of work stressors, burnout and harassment/bullying.
- Theme 4:** Development and Support which looks at access to learning and development opportunities, relationships at work and have meaningful appraisals

The action following this discussion is for each Head of Service to outline what they plan to do to address each theme and take forward feedback from teams through What Matters to You conversations to develop staff experience and improvement plans in their service area.

We would love to hear your ideas and feedback so would encourage you to attend any drop in sessions being held or get in touch with your Head of Service direct. We’ll be following this topic up in future meetings and will share progress updates.

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The next item on the agenda focused on the new **Clinical Boards** across the Trust. As shared previously, Ewan has reached out to the Clinical Board Chairs and Directors of Ops and has since had the opportunity to meet with three clinical board teams to share information about our strategy and vision and how we can work best together moving forward. We will feedback at future meetings as we develop joint work and priorities with our other Clinical Board partners.



To close the meeting, Ewan mentioned **Falls Awareness Week** taking place from 18<sup>th</sup> -24<sup>th</sup> September 2023.

An initial planning meeting will be taking place later this month to discuss how we raise awareness while celebrating some of the great work that our teams do to reduce harm through falls prevention. It would be great to have as many people across Therapy Services taking part so we'll share information on how you can get involved as soon as possible..



## And in our next Strategy in Action Meeting.....

The next Therapy Services Strategy in Action Meeting will take place on Wednesday 9<sup>th</sup> August the theme for this meeting will be:

### Acute Paediatric Services

There will be presentations from Lindsay Carr and Penny Walsh, Jemma Bell, Rachel McConnel and Cheryl Gascoigne.

A summary of the meeting along with presentations will be shared shortly after.