

Paper: CB.30.03.2017/04

NHS ENGLAND – PRIVATE BOARD PAPER**Title:**

Report of the Strategic HR and Remuneration Committee to the Board.

Rationale for paper being discussed in the Private meeting:

This report is taken in the private meeting of the Board as it relates to matters which are sensitive and confidential relating to employees of NHS England.

Lead Director:

Karen Wheeler, National Director: Transformation and Corporate Operations

Purpose of Paper:

To update the Board of the meeting of the Strategic HR and Remuneration Committee held on 9 February 2017.

The Board invited to:

Receive and be assured by the content of the report.

Report of the Strategic HR and Remuneration Committee to the Board

Purpose

1. The purpose of the report is to provide assurance to the Board about the work of the Strategic HR and Remuneration Committee. There are no matters which require action by the Board.

Items for the board's information and assurance

October 2016 Staff Survey outcomes

2. The Committee was updated on the detailed outcomes from the first externally provided and benchmarked NHS England staff survey undertaken in October 2016. The report enabled the Committee to understand the variation in engagement levels between different teams within NHS England.
3. The results of the survey were positive: response rate was up 4% to 71%, the engagement score was also up 4% to 73%. The most positive answers related to willingness to go the extra mile; relationships with colleagues in their team; and belief in the purpose of NHS England. Other improvements related to relationship with line managers, objective setting, leadership decision making, the difference NHS England makes to the NHS and all of the employee engagement questions.
4. The two areas most needing further effort were people experiencing bullying and harassment, and staff involvement in decisions and changes. The survey also highlighted other areas for further improvement including: feeling able to challenge ways of working; workload pressures; the quality of PDR conversations; access to learning and career development; and a desire for better management of poor performance on the part of colleagues.
5. The Committee discussed the national improvement actions being taken to further address the findings of the survey, including targeted intervention to support those teams with lower levels of staff engagement; more work specifically to address issues underlying the bullying scores, and focused work to raise diversity and inclusion.

Update on Organisation Development arrangements to support delivery of the Five Year Forward View

6. The Committee discussed work underway on the organisation development (OD) plan to enable NHS England to provide more direct support to local Health and Care economies to deliver improvement and transformation through the 44 sustainability and transformation plans. This built on previous discussions in a Board Development session, but enabled more in-depth discussion of the proposed OD interventions and staff engagement approach, aligned to the results of the October 2016 staff survey.