



Continuing the organisational conversation and focus on wellbeing 2023

Background

In our staff surveys on well-being and the wider staff survey, we have had very consistent scores around well-being across the organisation and in general those engaging with the survey report good levels of well-being.

We know that there are consistently some areas that regularly get raised as 'warning lights' and rather than undertake another pulse survey to drill into these areas, we wish to find out ways we can explore these topics in more detail with staff and get managers engaged in helping to address the issues.

The top five areas of concern are:

- Workload
- Switching off from work
- Managing stress
- Feeling involved and listened to when changes are made
- Staying connected with colleagues

In October, we undertook a workshop with SMT thinking about what is within our control and how we can work differently to influence these within our teams – such as diary management, meeting attendance and length, working during annual leave, how to prioritise workloads and tasks.

All teams are carrying out to carry out discussions in the following areas with a view to a further discussion in January around thoughts and ideas as a management team.