

Andrew McMenemy
Chief People Officer

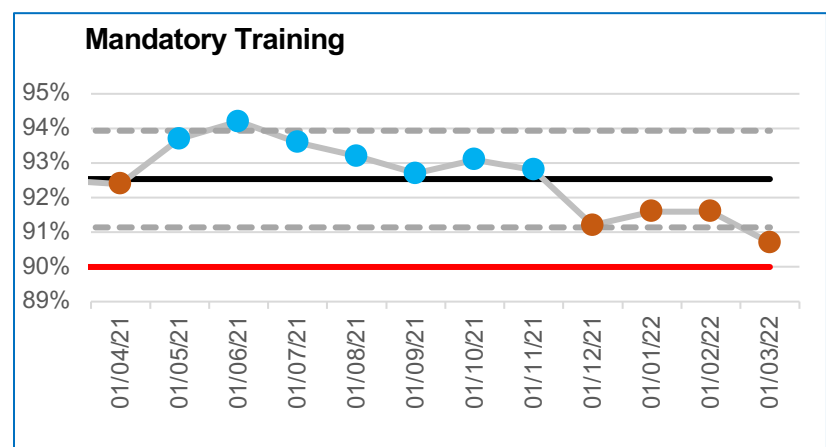
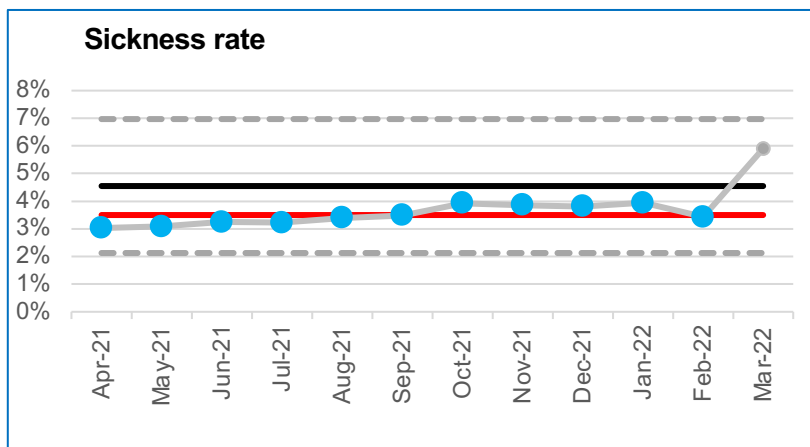
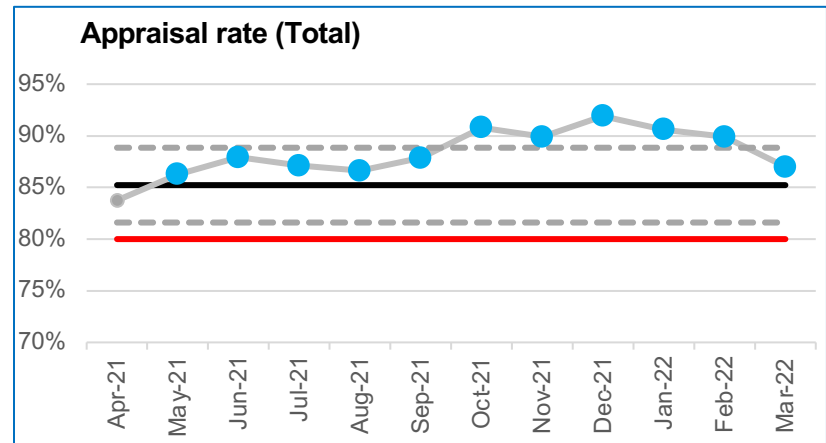
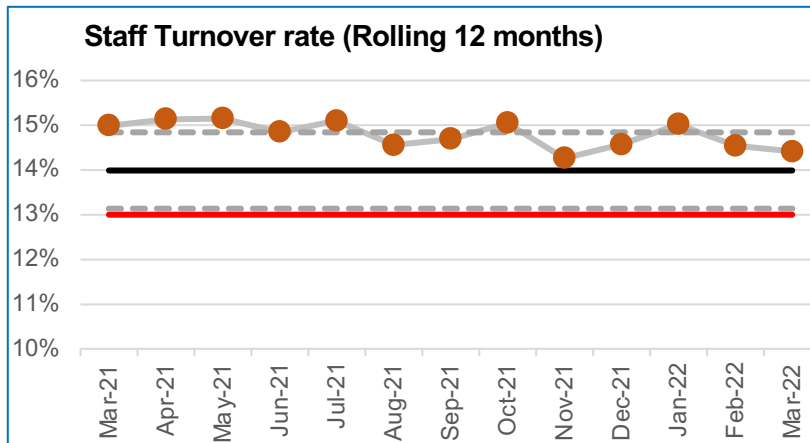
Our Chief People Officer

Looking after our people

We continue to be proud of our amazing staff and their commitment to high standards of patient care.

Our results in the national staff survey have highlighted some positive improvements where we benchmark well alongside our peers.

Workforce performance



Key Indicators:

**Covid vaccination rate –
97.5%**

**Flu vaccination rate –
2021 – 69%**



Feedback from our staff: Staff survey 2021



Compassionate and inclusive



Recognised and rewarded



Voice that counts



Safe and healthy



Always learning



Flexible working



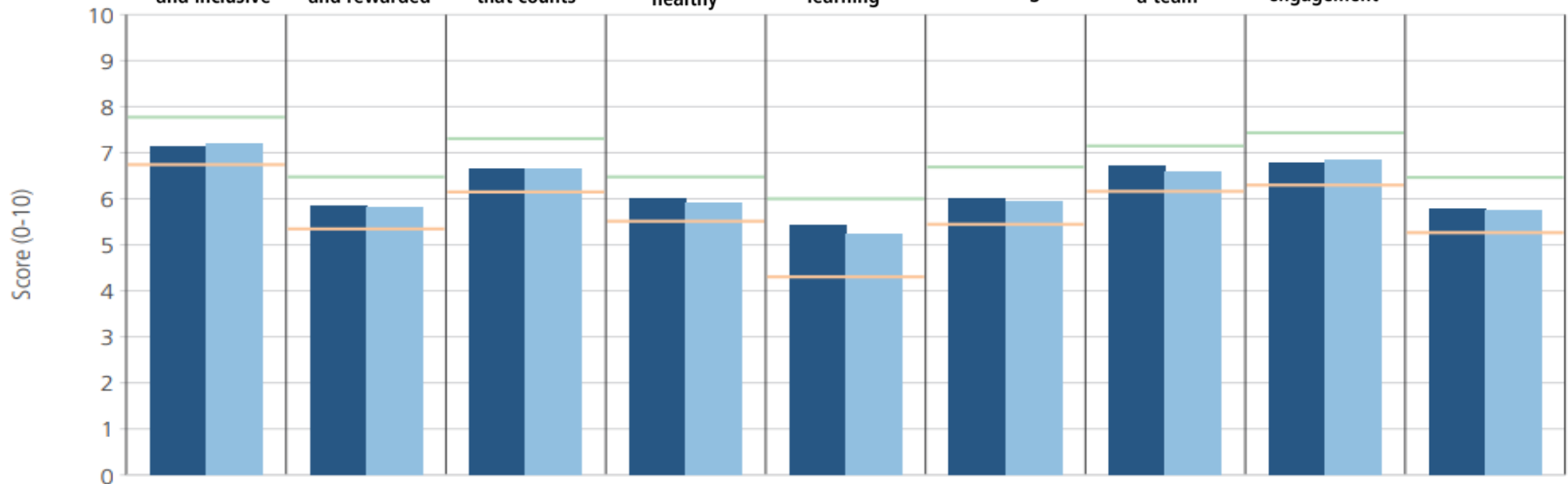
We are a team



Staff engagement



Morale



Best	7.8	6.5	7.3	6.5	6.0	6.7	7.1	7.4	6.5
Your org	7.1	5.8	6.7	6.0	5.4	6.0	6.7	6.8	5.8
Average	7.2	5.8	6.7	5.9	5.2	5.9	6.6	6.8	5.7
Worst	6.7	5.3	6.1	5.5	4.3	5.4	6.2	6.3	5.3

Responses	2,524	2,509	2,510	2,517	2,400	2,494	2,518	2,529	2,529
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How did we improve our staff survey scores?

Our scores suggest we perform well in the following areas so we will work to sustain these improvements



- ✓ Impact of staff networks in promoting inclusion, and a voice that counts
- ✓ Wellbeing support; Here for You, WellFest (*'My organisation takes a positive action on health and wellbeing'* response is 60% compared to average sector core of 56%)
- ✓ Recognition events (AllStars week, Stars of Herts award night, Winterfest) differentiated us from other local trusts
- ✓ Pandemic response as community brought us together as 'one team'
- ✓ Remote working opportunities from the pandemic supported flexible working