

**WRITTEN QUESTION TO THE MINISTER FOR HEALTH AND SOCIAL SERVICES
BY DEPUTY M.R. HIGGINS OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 26TH SEPTEMBER 2017**

Question

Will the Minister advise members how his Department monitors staff morale, if at all, and whether staff attitude surveys are used? If so, will he publish the results of these or similar surveys for the last five years?

Answer

Most members will be aware that my Department undertook a large-scale staff attitude survey in 2015. This was based on the long-established NHS staff survey, suitably adapted to the Jersey context, enabling us to benchmark against appropriate peer organisations.

The results of the survey were published and available to all HSSD staff on the States intranet. There were also media briefings and the results were shared with the Scrutiny Panel.

A cross-section of front-line staff, trade union representatives and managers have worked together in a series of focus groups and workshops to produce an action plan based on the survey.

Staff have continued to be involved in monitoring this work through our Staff Partnership Forum where the CEO and her senior team meet regularly with staff representatives. This group has driven even more staff engagement throughout 2017 and there are some very positive developments that will be appearing later this year.

My officers are aiming to repeat the survey at an appropriate time in 2018.