

the 2020 NHS Wales staff survey



**‘Our reflections,
our decisions,
our future’**

We’ve had the chance to take part in the survey.

To improve our work and workplaces, if we care about this, we need to take some time to talk and listen to each other about the results and how we want things to be better.

We want to have stronger teams; compassionate, healthier, fairer and more collective organisations; better care.

We can all start reflections and conversations anywhere with anyone, and this prompt should be helpful with these.

Our managers should be making time for us to have conversations and make decisions together.

The aims of 2020 are that as many people as possible:

- Take part in giving feedback
- Get involved in discussing the results and deciding what happens next

These simple questions may be useful to help this

<p>How many people took part? How many didn't? Why was this?</p>	
<p>How are we going to get people involved in the discussion/ decisions?</p>	
<p>How closely do these group/organisational results reflect our own team experiences</p>	
<p>What are we proud of in these results? <i>What should we be celebrating?</i> <i>Is there anyone/anything we should be highlighting for recognition?</i></p>	
<p>Where are the things we think we can improve? <i>What do we know?</i> <i>What can we learn more about?</i> <i>How can we improve our <u>wellbeing</u>?</i></p>	
<p>What are the things we can decide/change ourselves? <i>What are we going to do?</i> <i>How are we going to know we have changed things?</i></p>	
<p>What are the things we need others to change? <i>How are we going to tell them?</i> <i>How will we know that things have improved?</i></p>	
<p>Is there anything else? <i>How are we going to improve participation for next time?</i></p>	