Freedom to speak up: NHFT experience

NORTHAMPTONSHIRE HEALTHCARE NHS FOUNDATION TRUST

#weareNHFT
INTRODUCTION

- Matt Asbrey
  - Freedom to speak up guardian (0.4 WTE)
  - Staff engagement lead (0.6 WTE)

- In post December 2016
- To date, 80 concerns raised from staff
Tag us in to your posts & use #weareNHFT so we can share and like your posts

@NHFTNHS

@NorthamptonshireHealthcareNHS

For service/department social media takeovers email commsteam@nhft.nhs.uk for info

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‘The Mid-Staffordshire trust...lost sight of it’s responsibility to provide safe care. In the wards, people lay starving...and in soiled bedclothes. Patients’ buzzers would drone endlessly, unanswered’

Daily Telegraph (6 February 2013)
CONTEXTS

Northamptonshire Healthcare NHS Foundation Trust

Relationships

CEO  HR  Staffside

National Guardian Freedom to Speak Up

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GUARDIAN ROLES

Freedom to Speak Up Guardian Survey 2017

10 principles for the role.

These principles are derived from the findings of our 2017 Freedom to Speak Up Guardian Survey.
CONTEXTS

Relationships

CEO
HR
Staffside

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NHFT 2018-2020

MAKING A DIFFERENCE FOR YOU, WITH YOU.

LETS TALK

Leadership matters

THE STAFF ROOM

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INSPECTIONS

• Well-led domain
  – How trusts support the role of Freedom to speak up guardian
  – How trusts respond to the concerns raised by their workers
  – Evidence of a positive speaking up culture in the trust

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<table>
<thead>
<tr>
<th>Question number</th>
<th>Question</th>
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<tbody>
<tr>
<td>13a</td>
<td>Know how to report unsafe clinical practice</td>
</tr>
<tr>
<td>13b</td>
<td>Would feel secure raising concerns about unsafe practice</td>
</tr>
<tr>
<td>11c</td>
<td>Last error/ near miss/ incident seen that could hurt staff and/or patients/ service users reported</td>
</tr>
<tr>
<td>12b</td>
<td>Organisation takes action to ensure errors are not repeated</td>
</tr>
<tr>
<td>12a</td>
<td>Organisation treats staff involved in errors fairly</td>
</tr>
</tbody>
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Correlation between FTSU and Staff engagement by locality 3

$r = 0.736078448$
$p < 0.01$
THANK YOU

Any questions?

Contact details:

matthew.asbrey@nhft.nhs.uk
07885 972053