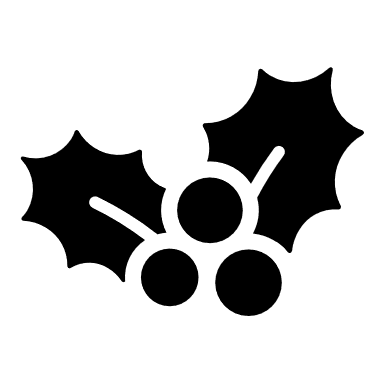
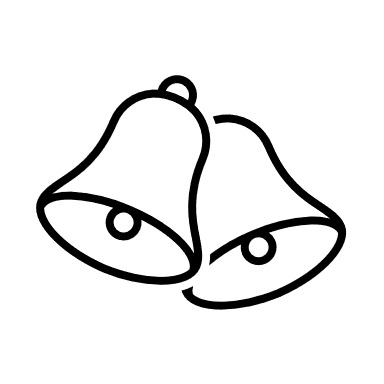
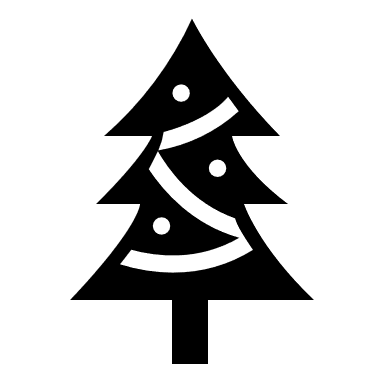
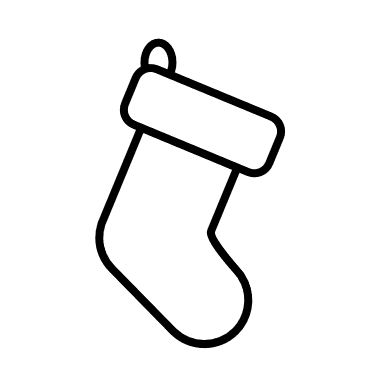
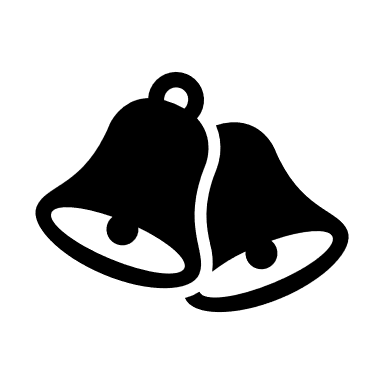
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**We would like to thank you all for your hard work and commitment throughout this year which has been difficult for so many. You are very much appreciated and a particular thank you to those of you working over Christmas and New Year.**

**    **

**New Staff**

We welcome Angel, community carer, to our adult social care team & Matthew to our college team.

**Staff Representatives**

A reminder that we have staff representatives who attend our monthly senior managers meetings. If you have any suggestions or comments that you would like our staff representatives (Wendy Cornish & Claire Manthorpe) to bring to this meeting please let them know. It’s really does help us to identify any ideas or issues and address these quickly, thank you.

We are seeking a further staff representative from our Hospice at Home team. If anyone is interested please contact Claire Chapman.

**Annual staff survey**

Many of you have completed our annual staff survey, thank you. We have now collected all the information from you and here is a brief summary:

* All respondents said that people they work with treat them with respect
* Most staff feel they belong to a team, that they would recommend SPDNS to work for and most are happy with the hours they work
* Nearly all staff feel appreciated by SPDNS and feel the service is well-led by Managers and have felt supported during the pandemic
* Staff reported that communication is effective, that they are briefed sufficiently about service user needs and that usually care plans in the home give sufficient information and direction.
* Feedback about supervision and appraisal was positive, staff find supervision helpful and they feel supported by their supervisor
* Training, including the Care Certificate, has helped staff provide individualised care and support
* Staff understand the SPDNS whistleblowing policy and know how to report concerns. If staff have reported bullying or harassment they feel SPDNS has taken effective action
* Staff understand the correct procedure for putting on/taking off PPE and have adequate supplies of PPE. They understand how to prevent infection being passed on.

There were many things that staff like about working for SPDNS, which include

being part of a team, supportive colleagues, the variety of work, flexibility.

Staff particularly like the support and training given, the professionalism of SPDNS and the high standard of care given.

Staff made some suggestions and also identified areas that could be improved upon which will be discussed and a plan put in place as required.

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We wish you and your family

a very merry Christmas & a happy new year