Belfast Health and Social Care Trust
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FOI/38448

16 October 2026

Belfast Trust Staff Experience Survey carried out in May 2026 pursuant to: 38020

Thank you for your response to FOI/38020 and for providing the Trust-wide survey results.

I would like to make a follow-up request under the Freedom of Information Act 2000 regarding what follow-up took place after the Belfast Trust Staff Experience Survey carried out in May 2026.

In FOI/38020, the Trust confirmed that the Trust-wide survey results were shared with the Executive Team in August 2026, but that no Trust-wide action plan arising from the survey is held.

Please provide:

1. **Any minutes, notes or records showing what the Executive Team discussed or decided after considering the May 2026 survey results.**

   Staff Experience Survey results were discussed at Executive Team meetings held on 14 July 2026 and 21 July 2026. Records of these discussions are contained within the meeting notes for those dates. Copies of the relevant notes are attached.

   Please refer to the attached extracts:

   38448 Belfast Trust Staff Experience Survey carried out in May 2026 pursuant to 38020_Attachment 1.

   38448 Belfast Trust Staff Experience Survey carried out in May 2026 pursuant to 38020_Attachment 2.

2. **Any recorded actions or recommendations arising from the survey.**

   The actions and recommendations arising from consideration of the Staff Experience Survey results are recorded within the Executive Team meeting notes dated 14 July 2026 and 21 July 2026. Copies of the relevant notes are attached in response to this request.

   Please refer to the attached extracts:

   38448 Belfast Trust Staff Experience Survey carried out in May 2026 pursuant to 38020_Attachment 1.

38448 Belfast Trust Staff Experience Survey carried out in May 2026 pursuant to 38020_Attachment 2.

3. **Any communications sent to directorates, services or teams asking them to take action in response to the survey findings.**

   Following completion of the Staff Experience Survey, communications were issued to directorates, services and teams to support consideration of the survey findings and local action planning.

   The communications included:

   - An Action Planning Template to assist in identifying priorities and recording agreed actions in response to the survey findings.
   - Understanding Your Staff Survey Report: A Practical Guide for Managers, which provided guidance on interpreting survey scores, benchmarking data and report findings.

   Please refer to the following attachments:

   38448 Belfast Trust Staff Experience Survey carried out in May 2026 pursuant to 38020_Attachment 3.

   38448 Belfast Trust Staff Experience Survey carried out in May 2026 pursuant to 38020_Attachment 4.

   38448 Belfast Trust Staff Experience Survey carried out in May 2026 pursuant to 38020_Attachment 5.

4. **Any records showing how the Trust intended to monitor whether the issues identified in the survey improved.**

   Belfast Trust does not hold any recorded information specifically setting out a Trust-wide framework, plan, methodology or other record detailing how the Trust intended to monitor whether issues identified through the 2026 Staff Experience Survey improved. Therefore, in accordance with Section 1(1)(a) of the Freedom of Information Act 2000, the Trust confirms that it does not hold information falling within the scope of this part of the request.

   If no recorded information is held for any part of this request, please confirm this.