

## Slide 1



# NIHR Evidence Review: Staff Engagement in the NHS

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### Progress to date

- **Done:**
  - Planning and piloting
  - Locating material
  - Evaluating: sift 1 (nearly 6,000 abstracts)
  - Evaluating: sift 2 (600 peer-reviewed articles, book chapters etc)
  - Data extraction (around half of these)
- **Underway:**
  - 35 websites searched for evidence-based 'grey literature'
  - Data extraction of material useful for practitioner outputs
- **Still to do:**
  - Writing the evidence review
  - Putting together the practitioner outputs

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### Purpose of review

- To provide NHS managers with the knowledge and tools to improve staff engagement (and therefore morale, performance, service quality and the patient experience), via:
  - a systematic evidence review
  - the production of evidence-based materials to help and guide managers

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### Practitioner outputs – this is where we need your help!

- 28 January: briefing **workshop**, aimed at organisations that want to understand the headline findings before the review is published
- February: **webinar** to discuss the review findings
- 25 February: **conference** at Sussex University to disseminate the findings to HR professionals in the NHS
- February: 4 **podcasts**
  - Meaning and importance of employee engagement
  - The NHS context for engagement
  - Drivers of engagement and actions that managers can take
  - Link between engagement and health & well-being
- February: 3 **engagement guides** aimed at
  - Senior managers/executive teams/Boards
  - Clinical/operational/support managers
  - HR

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### The project

- Nine months: June 2013 to February 2014 (challenging!)
- Project lead: Professor Katie Truss
- Participants: Institute for Employment Studies, Tilburg University, Warwick University
- Supported by NHS Employers

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### Thank you

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### Research Questions

- How has employee engagement been defined, modelled and operationalised within the academic literature?
- What evidence is there that engagement is relevant for staff morale and performance?
- What approaches and interventions have the greatest potential to create and embed high levels of engagement within the NHS?
- What tools and resources would be most useful to NHS managers in order to improve engagement?