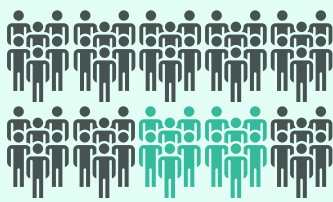


FROM STAFF VOICE TO STRUCTURED INNOVATION

ImproveWell.

The data behind how frontline insight turns into real improvement across NHS Trusts

774,000+ NHS STAFF SHARE THEIR VIEWS EVERY YEAR



Frontline insight is not the problem.

Turning that insight into visible change is where organisations often struggle.

NHS Staff Survey 2024

WHERE THE GAP SITS

NHS Staff Survey & NHS England Long Term Workforce Plan



Only 40% of staff feel their teams work effectively together to improve performance



44% of NHS staff felt unwell due to work-related stress in the last 12 months



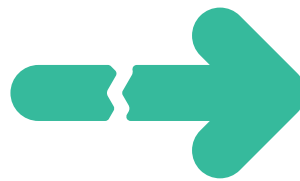
Up to 130,000 staff could leave the NHS without improvements in experience and engagement

The challenge is not a lack of ideas. It is a lack of movement.

INSIGHT EXISTS, BUT IT IS NOT STRUCTURED

Every day, staff identify small changes that could improve flow, reduce pressure or strengthen safety.

But when ideas are shared informally, they are often lost, duplicated or never acted on.



- Insight is not shared
- Learning is not captured
- Effort is duplicated
- Improvement is not evidenced

HOW ORGANISATIONS CLOSE THE GAP



A simple structure that ensures ideas move, not just surface

LISTENING LEADS TO MEASURABLE CHANGE



Staff engagement is directly linked to better care, safety and performance



Listening initiatives have been shown to reduce nurse turnover over time



Stronger engagement leads to more consistent improvement outcomes

WHAT CHANGES WHEN IDEAS MOVE



STAFF

- Staff feel heard and valued
- Greater sense of ownership and control
- Reduced day-to-day frustration and pressure



SERVICES

- Faster, practical improvements
- Less duplication across teams
- Smoother patient flow and operations



ORGANISATION

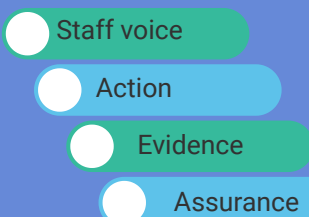
- Better patient outcomes and safety
- Lower mortality rates linked to engagement
- Stronger financial and operational performance

The King's Fund

FROM INSIGHT TO ASSURANCE



Only **68%** of NHS staff feel safe to speak up about concerns



Structured idea management creates a clear, auditable link between what staff say and what organisations do.

It helps close the gap between speaking up and seeing action.

NHS Staff Survey

The most responsive organisations are not those with the most ideas, but those where ideas move.

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