Queen’s University Staff Forum group met at the end of September to discuss the staff pulse survey, which was held at the start of the year. Below are key issues that staff had concerns around and what action was taken to help.

**Staff Pulse Survey - Progress Against Actions​​​​​​​**

* **Provide clarity about return to campus plans**​: Queen's​​​​​​​ Phasing Back to Campus Pathway was released mid-May 2021 outlining planned approach in line with the NI Executive's Pathway.
* **Retain flexible working practices**: ​The Agile Working Toolkit was developed by the Flexible Working Practices Working Group. 15 Schools/Directorates were involved in Beta Trial between August and October and approval has been given to launch it across the University​. The Formal Flexible Working Policy has also been reviewed and updated and now includes the 'Day One Right' to request flexible working for all staff (previously 26 weeks' continuous employment was required prior to an application being made).
* **Continue to develop wellbeing and mental health support for staff**​: A new Wellbeing Manager and Coordinator have been recruited with the view to reviewing the current provision and creating a staff wellbeing strategy.
* **Mitigate against adverse impact of C19 restrictions on academic probation and progression**: Mitigations in place within the current round of academic progression & through the COVID Pandemic Lockdown Fund.
* **Take measures to address ‘Always on’ culture and burnout**: There has been a renewed commitment to the Athena SWAN core meeting hours where possible, for formal meetings and committees.
* **Improve internal communications, particularly timing, method, and tone**: This feedback has been shared with internal comms; there is ongoing work to vary mode of message and to ensure compassionate tone​.
* **Address workload, particularly perceived imbalances in academic workloads**​: Feedback shared with WAM WG and used to inform actions taken. Aligned to People Workstream of Strategy 2030​.
* **Address low staff morale and provide opportunities for social connectivity**​: Cooking with Queen’s series ran August/September 2021. There were over 200 registrations for the sessions and there was great interaction during the session and feedback received afterwards. It was clear to see that staff really did enjoy the series and would be interested in more of these types of initiatives in the future.