

## Staff Survey January 2015

1. To what extent do you agree or disagree with the following statements? 'my training, learning and development has helped me to.....'							
Answer Options	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Rating Average	Response Count
Do my job effectively	0	0	3	19	6	4.11	28
Stay up-to date with professional requirements	0	1	4	16	6	4.00	27
Deliver a better patient / service user experience	0	1	3	15	8	4.11	27
<i>answered question</i>							<b>28</b>
<i>skipped question</i>							<b>1</b>

2. In the last 12 months, have you had an appraisal, annual review, development review or knowledge & skills framework review?		
Answer Options	Response Percent	Response Count
Yes	81.5%	22
No	18.5%	5
Unsure	0.0%	0
<i>answered question</i>		<b>27</b>
<i>skipped question</i>		<b>2</b>

3. If the answer to the previous question is yes please answer the following (if the answer was no go to question 4):				
Answer Options	Yes	No	Rating Average	Response Count
Did it help you to improve how you do your job?	15	6	1.29	21
Did it help you agree clear objectives for your work?	16	5	1.24	21
Did it leave you feeling that your work is valued by your organisation?	17	4	1.19	21
Were any training, learning or development needs identified?	13	9	1.41	22
<i>answered question</i>				<b>23</b>
<i>skipped question</i>				<b>6</b>

4. Do you work in a team?		
Answer Options	Response Percent	Response Count
Yes	80.8%	21
No	19.2%	5
<i>answered question</i>		<b>26</b>
<i>skipped question</i>		<b>3</b>

5. If the answer to the previous question is yes please answer the following (if the answer was no go to question 6):							
Answer Options	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Rating Average	Response Count
Do team members have a set of shared objectives	0	0	4	14	4	4.00	22
Do team members often meet to discuss the team's effectiveness	0	0	3	16	3	4.00	22
Do team members have to communicate closely with each other to achieve the team's objectives	0	0	2	16	4	4.09	22
<i>answered question</i>							<b>22</b>
<i>skipped question</i>							<b>7</b>

6. To what extent do you agree or disagree with the following statements about your job?							
Answer Options	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Rating Average	Response Count
I have clear, planned goals and objectives for my job	0	4	3	15	6	3.82	28
I always know what my work responsibilities are	0	2	1	15	10	4.18	28
I feel I am trusted to do my job	0	0	1	13	14	4.46	28
I am able to do my job to a standard I am personally pleased with	0	1	0	18	9	4.25	28
<i>answered question</i>							<b>28</b>
<i>skipped question</i>							<b>1</b>

7. To what extent do you agree or disagree with the following statements about your work?							
Answer Options	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Rating Average	Response Count
There are frequent opportunities for me to show initiative in my role	0	4	3	14	7	3.86	28
I am able to make suggestions to improve the work of my team	0	0	3	17	8	4.18	28
I am involved in deciding on changes introduced that affect my work area / team	0	4	2	14	8	3.93	28
I am able to make improvements happen in my area of work	0	0	3	18	7	4.14	28
I am unable to meet all the conflicting demands on my time at work	3	4	10	9	2	3.11	28
I have adequate materials, supplies and equipment to do my work	0	2	2	16	8	4.07	28
There are enough staff within my team for me to do my job properly	0	7	4	12	5	3.54	28
<i>answered question</i>							28
<i>skipped question</i>							1

8. How satisfied are you with the each of the following aspects of your job?							
Answer Options	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Rating Average	Response Count
The recognition you get	1	1	5	17	4	3.79	28
The support you get from your immediate manager	0	1	3	12	12	4.25	28
The freedom you have to choose your own method of working	0	0	2	16	10	4.29	28
The support you get from colleagues	0	1	1	20	6	4.11	28
The amount of responsibility you are given	0	0	3	16	8	4.19	27
The opportunities you have to use your skills	0	0	3	17	8	4.18	28
The extent to which the organisation values your work	1	2	6	15	4	3.68	28
Your level of pay	0	4	9	12	3	3.50	28
<i>answered question</i>							28
<i>skipped question</i>							1

9. How long have you worked with the organisation?		
Answer Options	Response Percent	Response Count
Less than 1 year	48.1%	13
1-2 years	18.5%	5
3-5 years	22.2%	6
6+ years	11.1%	3
<i>answered question</i>		<b>27</b>
<i>skipped question</i>		<b>2</b>

10. To what extent do you agree or disagree with the following statements about your immediate manager							
Answer Options	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Rating Average	Response Count
Encouraging you	0	0	3	16	9	4.21	28
Can be counted on to help with a difficult task	0	0	3	16	9	4.21	28
Gives clear feedback on your work	0	0	6	12	10	4.14	28
Asks for your opinion before making decisions that affect your work	0	3	1	16	7	4.00	27
Is supportive in personal situations	0	0	5	9	14	4.32	28
<i>answered question</i>							<b>28</b>
<i>skipped question</i>							<b>1</b>

11. To what extent do you agree or disagree with the following statements							
Answer Options	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Rating Average	Response Count
You know who the senior managers are	0	0	1	16	11	4.36	28
Communication between senior management and staff is effective	1	3	3	15	6	3.79	28
Senior managers act on staff feedback	1	3	7	11	6	3.64	28
Senior managers are committed to patient care	0	0	7	13	8	4.04	28
<i>answered question</i>							<b>28</b>
<i>skipped question</i>							<b>1</b>

12. To what extent do these statements reflect your view of the organisation as a whole?							
Answer Options	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Rating Average	Response Count
Care of patients / service uses is the organisation's top priority	0	0	4	14	10	4.21	28
The organisation acts on concerns raised by patients / service users	0	0	3	16	9	4.21	28
You would recommend the organisation as a place to work	0	1	6	12	8	4.00	27
<i>answered question</i>							<b>28</b>
<i>skipped question</i>							<b>1</b>

13. Does the organisation act fairly with regard to career progression / promotion regardless of ethnic background, gender, religion, sexual orientation, disability or age?		
Answer Options	Response Percent	Response Count
Yes	60.7%	17
No	0.0%	0
Don't know	39.3%	11
<i>answered question</i>		<b>28</b>
<i>skipped question</i>		<b>1</b>

14. In the past 12 months have you personally experience discrimination at work from any of the following, and if so has the organisation dealt with the situation appropriatley?		
Answer Options	Response Percent	Response Count
Yes	3.7%	1
No	96.3%	26
If you feel the situation was not dealt with appropriatley please comment		1
<i>answered question</i>		<b>27</b>
<i>skipped question</i>		<b>2</b>

Number	Response Date	If you feel the situation was not dealt with appropriately please comment	Categories
1		No issues noted (question worded such that I can't say no I've not experienced it!	

15. How likely are you to recommend our service to friends & family if they needed to access the care and treatment that we offer?		
Answer Options	Response Percent	Response Count
Extremely likely	78.6%	22
Likely	17.9%	5
Neither likely nor unlikely	3.6%	1
Unlikely	0.0%	0
Extremely unlikely	0.0%	0
Don't know	0.0%	0
<b><i>answered question</i></b>		<b>28</b>
<b><i>skipped question</i></b>		<b>1</b>