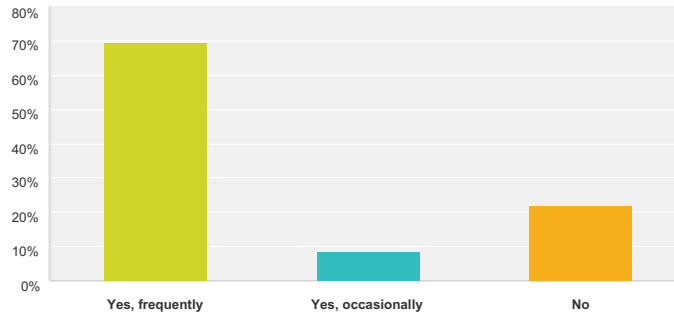


Q1 Do you have face-to-face contact with patients / service users as part of your job?

Answered: 95 Skipped: 1

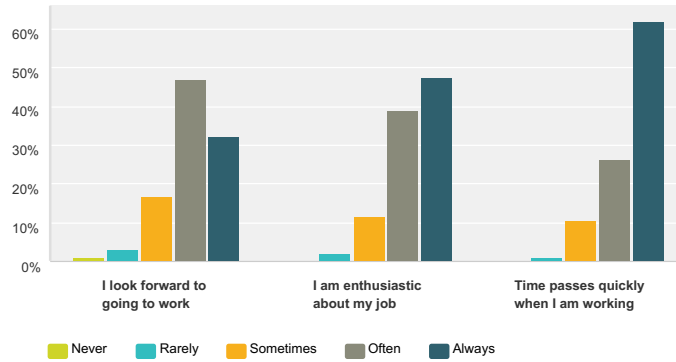


Answer Choices	Responses	
Yes, frequently	69.47%	66
Yes, occasionally	8.42%	8
No	22.11%	21
Total		95

Staff Survey February 2017

Q2 For each of the statements below, how often do you feel this way about your job?

Answered: 96 Skipped: 0

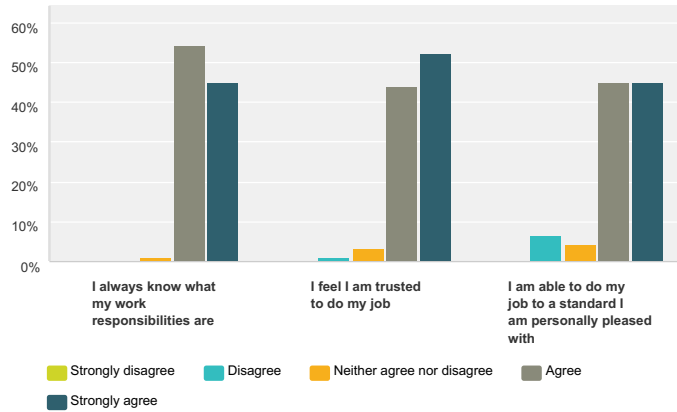


	Never	Rarely	Sometimes	Often	Always	Total
I look forward to going to work	1.04% 1	3.13% 3	16.67% 16	46.88% 45	32.29% 31	96
I am enthusiastic about my job	0.00% 0	2.11% 2	11.58% 11	38.95% 37	47.37% 45	95
Time passes quickly when I am working	0.00% 0	1.05% 1	10.53% 10	26.32% 25	62.11% 59	95

Staff Survey February 2017

Q3 To what extent do you agree or disagree with the following statements about your job?

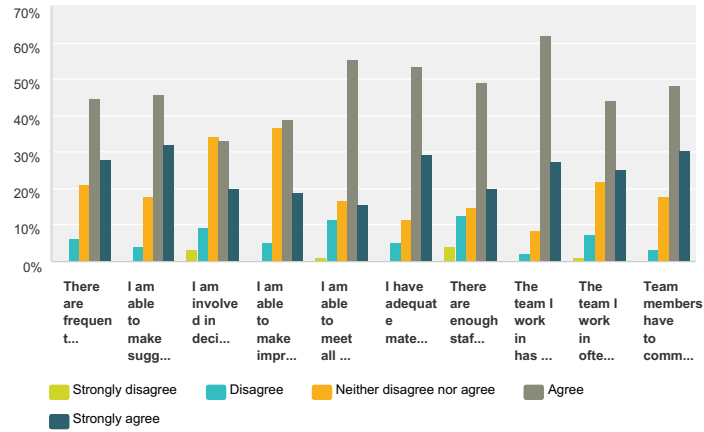
Answered: 96 Skipped: 0



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I always know what my work responsibilities are	0.00% 0	0.00% 0	1.04% 1	54.17% 52	44.79% 43	96
I feel I am trusted to do my job	0.00% 0	1.04% 1	3.13% 3	43.75% 42	52.08% 50	96
I am able to do my job to a standard I am personally pleased with	0.00% 0	6.25% 6	4.17% 4	44.79% 43	44.79% 43	96

Q4 To what extent do you agree or disagree with the following statements about your work?

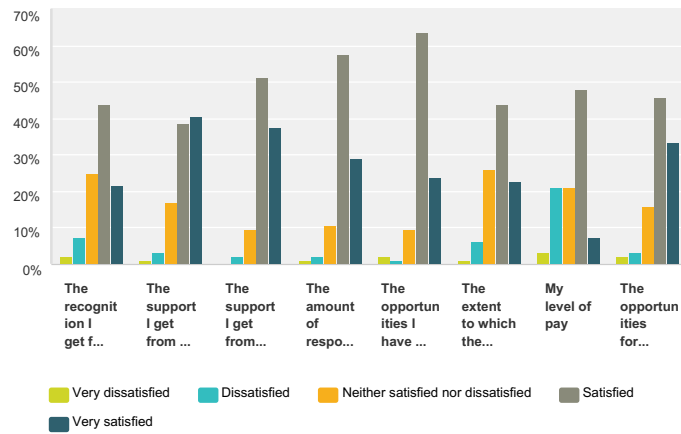
Answered: 96 Skipped: 0



	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Total
There are frequent opportunities for me to show initiative in my role	0.00% 0	6.25% 6	20.83% 20	44.79% 43	28.13% 27	96
I am able to make suggestions to improve the work of my team	0.00% 0	4.17% 4	17.71% 17	45.83% 44	32.29% 31	96
I am involved in deciding on changes introduced that affect my work area / team	3.13% 3	9.38% 9	34.38% 33	33.33% 32	19.79% 19	96
I am able to make improvements happen in my area of work	0.00% 0	5.26% 5	36.84% 35	38.95% 37	18.95% 18	95
I am able to meet all the conflicting demands on my time at work	1.04% 1	11.46% 11	16.67% 16	55.21% 53	15.63% 15	96
I have adequate materials, supplies and equipment to do my work	0.00% 0	5.26% 5	11.58% 11	53.68% 51	29.47% 28	95
There are enough staff within the organisation for me to do my job properly	4.17% 4	12.50% 12	14.58% 14	48.96% 47	19.79% 19	96
The team I work in has a set of shared objectives	0.00% 0	2.11% 2	8.42% 8	62.11% 59	27.37% 26	95
The team I work in often meets to discuss the team's effectiveness	1.05% 1	7.37% 7	22.11% 21	44.21% 42	25.26% 24	95
Team members have to communicate closely with each other to achieve the team's objectives	0.00% 0	3.16% 3	17.89% 17	48.42% 46	30.53% 29	95

Q5 How satisfied are you with the each of the following aspects of your job?

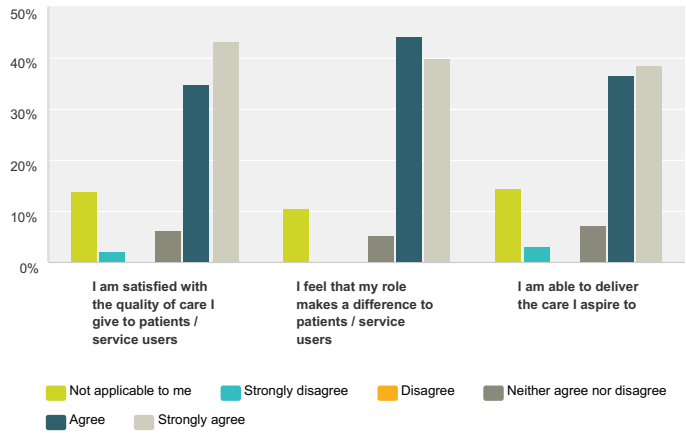
Answered: 96 Skipped: 0



	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Total
The recognition I get for good work	2.08% 2	7.29% 7	25.00% 24	43.75% 42	21.88% 21	96
The support I get from my immediate manager	1.04% 1	3.13% 3	16.67% 16	38.54% 37	40.63% 39	96
The support I get from work colleagues	0.00% 0	2.08% 2	9.38% 9	51.04% 49	37.50% 36	96
The amount of responsibility I am given	1.04% 1	2.08% 2	10.42% 10	57.29% 55	29.17% 28	96
The opportunities I have to use my skills	2.08% 2	1.04% 1	9.38% 9	63.54% 61	23.96% 23	96
The extent to which the organisation values my work	1.04% 1	6.25% 6	26.04% 25	43.75% 42	22.92% 22	96
My level of pay	3.13% 3	20.83% 20	20.83% 20	47.92% 46	7.29% 7	96
The opportunities for flexible working patterns	2.08% 2	3.13% 3	15.63% 15	45.83% 44	33.33% 32	96

Q6 Do the following statements apply to you and your job?

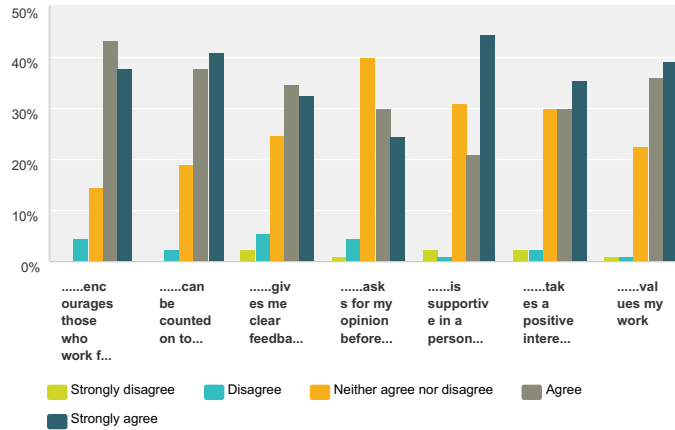
Answered: 96 Skipped: 0



	Not applicable to me	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I am satisfied with the quality of care I give to patients / service users	13.68% 13	2.11% 2	0.00% 0	6.32% 6	34.74% 33	43.16% 41	95
I feel that my role makes a difference to patients / service users	10.53% 10	0.00% 0	0.00% 0	5.26% 5	44.21% 42	40.00% 38	95
I am able to deliver the care I aspire to	14.58% 14	3.13% 3	0.00% 0	7.29% 7	36.46% 35	38.54% 37	96

Q7 To what extent do you agree or disagree with the following statements about your immediate manager: -My immediate manager (who may be referred to as your 'line manager').....

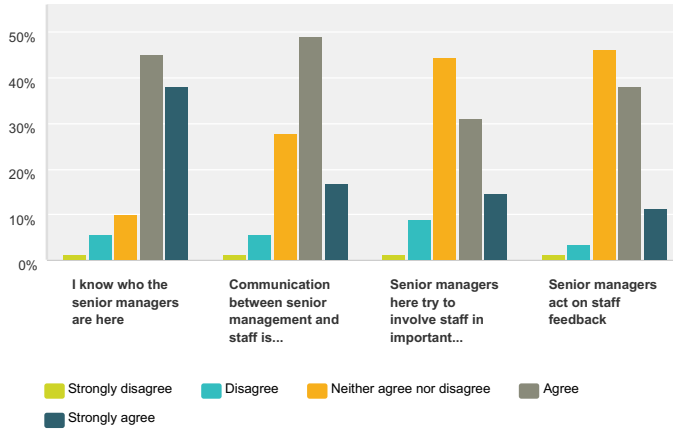
Answered: 90 Skipped: 6



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
.....encourages those who work for her / him to work as a team	0.00% 0	4.44% 4	14.44% 13	43.33% 39	37.78% 34	90
.....can be counted on to help me with a difficult task at work	0.00% 0	2.22% 2	18.89% 17	37.78% 34	41.11% 37	90
.....gives me clear feedback on my work	2.25% 2	5.62% 5	24.72% 22	34.83% 31	32.58% 29	89
.....asks for my opinion before making decisions that affect my work	1.11% 1	4.44% 4	40.00% 36	30.00% 27	24.44% 22	90
.....is supportive in a personal crisis	2.22% 2	1.11% 1	31.11% 28	21.11% 19	44.44% 40	90
.....takes a positive interest in my health and well-being	2.22% 2	2.22% 2	30.00% 27	30.00% 27	35.56% 32	90
.....values my work	1.12% 1	1.12% 1	22.47% 20	35.96% 32	39.33% 35	89

Q8 To what extent do you agree or disagree with the following statements about senior managers where you work?

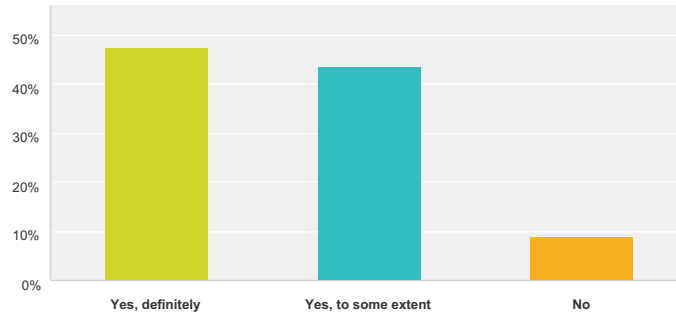
Answered: 90 Skipped: 6



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I know who the senior managers are here	1.12% 1	5.62% 5	10.11% 9	44.94% 40	38.20% 34	89
Communication between senior management and staff is effective	1.11% 1	5.56% 5	27.78% 25	48.89% 44	16.67% 15	90
Senior managers here try to involve staff in important decisions	1.11% 1	8.89% 8	44.44% 40	31.11% 28	14.44% 13	90
Senior managers act on staff feedback	1.12% 1	3.37% 3	46.07% 41	38.20% 34	11.24% 10	89

Q9 Does your organisation take positive action on health and well-being?

Answered: 78 Skipped: 18

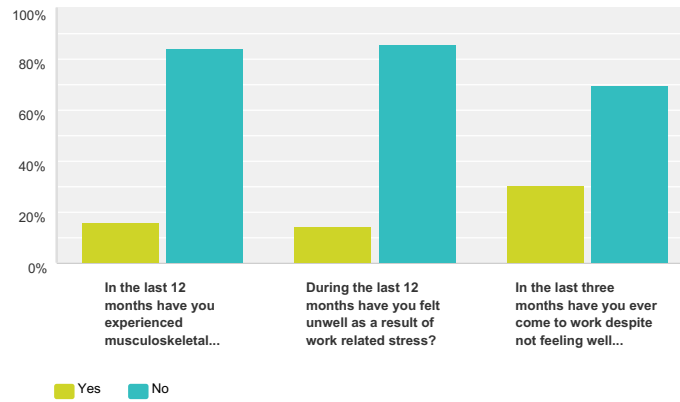


Answer Choices	Responses	
Yes, definitely	47.44%	37
Yes, to some extent	43.59%	34
No	8.97%	7
Total		78

Staff Survey February 2017

Q10 Health & well-being

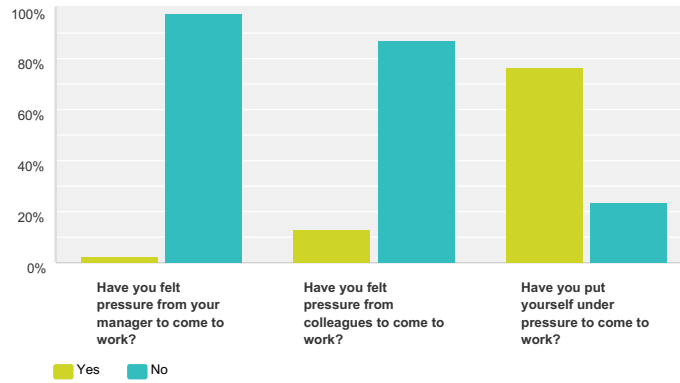
Answered: 82 Skipped: 14



	Yes	No	Total
In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?	16.05% 13	83.95% 68	81
During the last 12 months have you felt unwell as a result of work related stress?	14.63% 12	85.37% 70	82
In the last three months have you ever come to work despite not feeling well enough to perform your duties?	30.49% 25	69.51% 57	82

Q11 If YES to the above questions please answer following question. If NO go to Q12

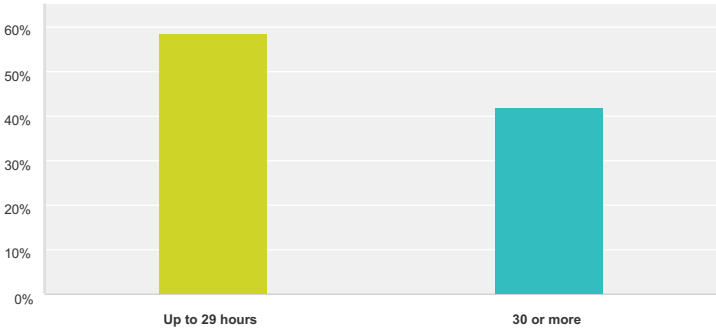
Answered: 39 Skipped: 57



	Yes	No	Total
Have you felt pressure from your manager to come to work?	2.56% 1	97.44% 38	39
Have you felt pressure from colleagues to come to work?	13.16% 5	86.84% 33	38
Have you put yourself under pressure to come to work?	76.32% 29	23.68% 9	38

Q12 How many hours a week are you contracted to work?

Answered: 79 Skipped: 17

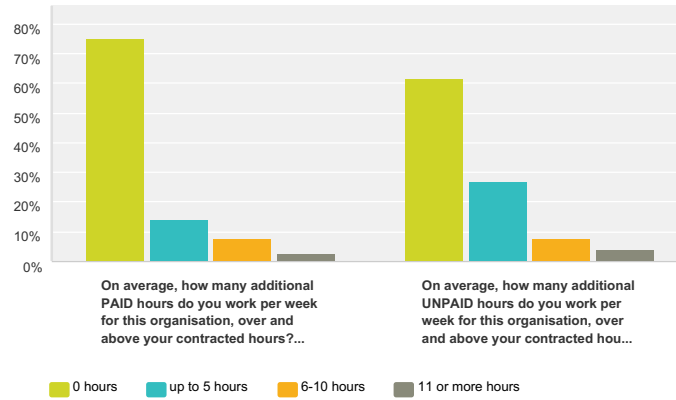


Answer Choices	Responses	
Up to 29 hours	58.23%	46
30 or more	41.77%	33
Total		79

Staff Survey February 2017

Q13 Additional hours

Answered: 79 Skipped: 17

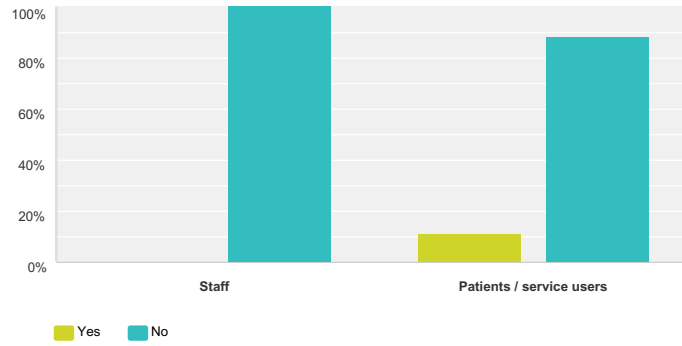


	0 hours	up to 5 hours	6-10 hours	11 or more hours	Total
On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours? (please include paid overtime, bank shifts and additional paid hours on-call)	75.32% 58	14.29% 11	7.79% 6	2.60% 2	77
On average, how many additional UNPAID hours do you work per week for this organisation, over and above your contracted hours? (please include unpaid overtime, bank shifts and additional paid hours on-call)	61.54% 48	26.92% 21	7.69% 6	3.85% 3	78

Staff Survey February 2017

Q14 In the last month have you seen any errors, near misses or incidents that could have hurt.....

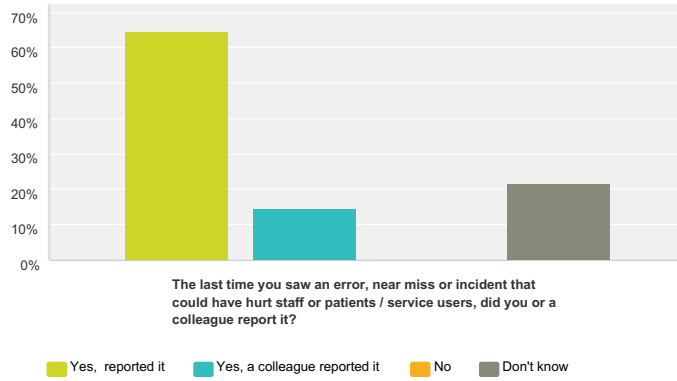
Answered: 82 Skipped: 14



	Yes	No	Total
Staff	0.00% 0	100.00% 81	81
Patients / service users	11.25% 9	88.75% 71	80

Q15 If YES to either of the above question please answer the following. If NO go to Q16

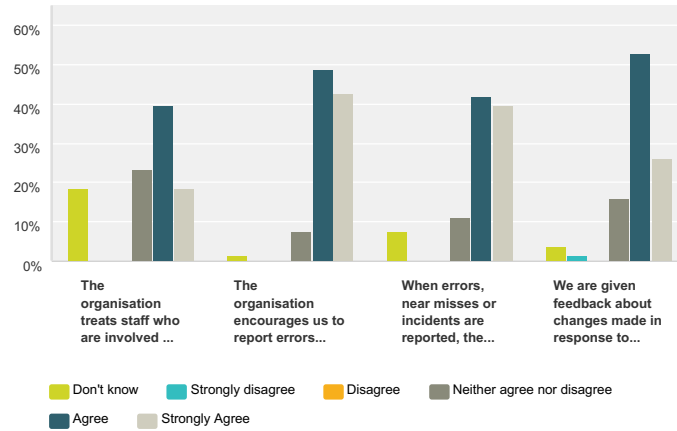
Answered: 14 Skipped: 82



	Yes, reported it	Yes, a colleague reported it	No	Don't know	Total
The last time you saw an error, near miss or incident that could have hurt staff or patients / service users, did you or a colleague report it?	64.29% 9	14.29% 2	0.00% 0	21.43% 3	14

Q16 To what extent do you agree or disagree with the following?

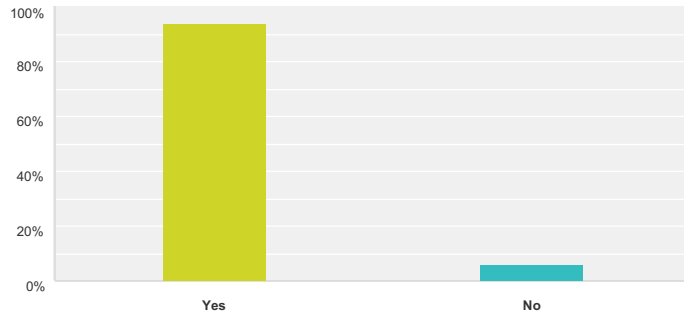
Answered: 81 Skipped: 15



	Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Total
The organisation treats staff who are involved in an error, near miss or incident fairly	18.52% 15	0.00% 0	0.00% 0	23.46% 19	39.51% 32	18.52% 15	81
The organisation encourages us to report errors, near misses or incidents	1.25% 1	0.00% 0	0.00% 0	7.50% 6	48.75% 39	42.50% 34	80
When errors, near misses or incidents are reported, the organisation takes action to ensure that they do not happen again	7.41% 6	0.00% 0	0.00% 0	11.11% 9	41.98% 34	39.51% 32	81
We are given feedback about changes made in response to reported errors, near misses and incidents	3.70% 3	1.23% 1	0.00% 0	16.05% 13	53.09% 43	25.93% 21	81

Q17 If you were concerned about unsafe clinical practice, would you know how to report it?

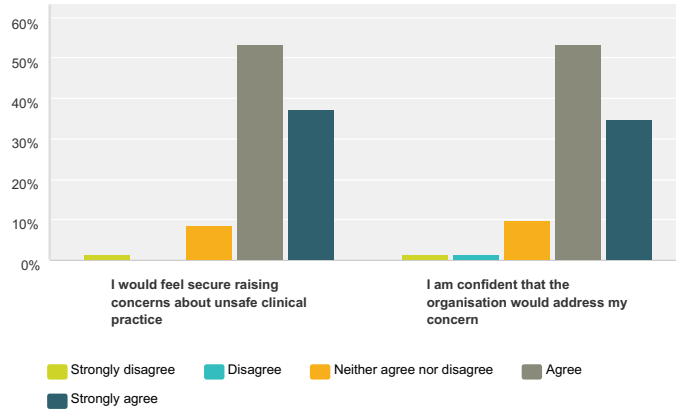
Answered: 82 Skipped: 14



Answer Choices	Responses	
Yes	93.90%	77
No	6.10%	5
Total		82

Q18 To what extent do you agree with the following statements about unsafe clinical practice?

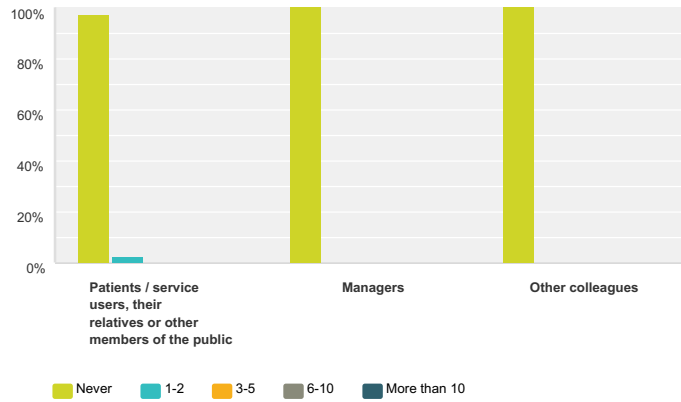
Answered: 81 Skipped: 15



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I would feel secure raising concerns about unsafe clinical practice	1.23% 1	0.00% 0	8.64% 7	53.09% 43	37.04% 30	81
I am confident that the organisation would address my concern	1.23% 1	1.23% 1	9.88% 8	53.09% 43	34.57% 28	81

Q19 In the last 12 months how many times have you personally experienced physical violence at work from.....

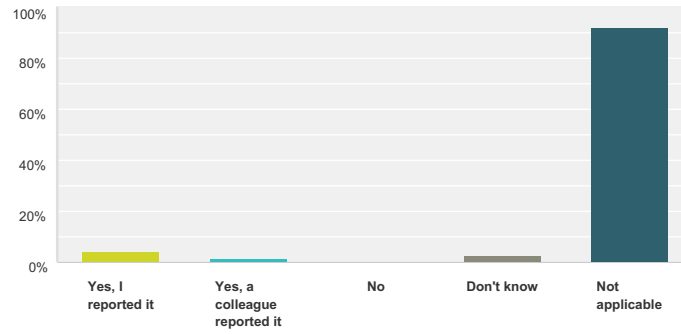
Answered: 81 Skipped: 15



	Never	1-2	3-5	6-10	More than 10	Total
Patients / service users, their relatives or other members of the public	97.53% 79	2.47% 2	0.00% 0	0.00% 0	0.00% 0	81
Managers	100.00% 78	0.00% 0	0.00% 0	0.00% 0	0.00% 0	78
Other colleagues	100.00% 81	0.00% 0	0.00% 0	0.00% 0	0.00% 0	81

Q20 The last time you experienced physical violence at work, did you or a colleague report it?

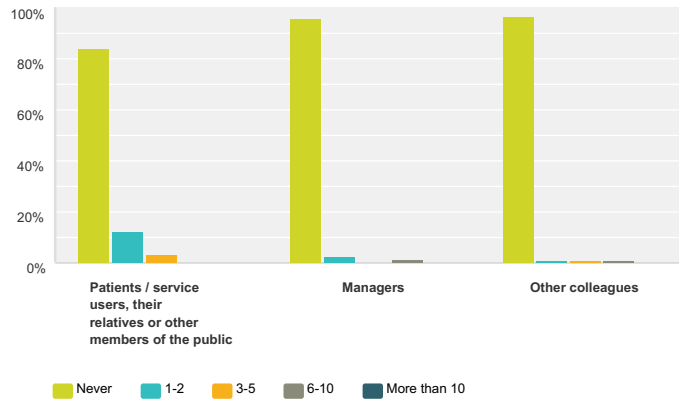
Answered: 77 Skipped: 19



Answer Choices	Responses	
Yes, I reported it	3.90%	3
Yes, a colleague reported it	1.30%	1
No	0.00%	0
Don't know	2.60%	2
Not applicable	92.21%	71
Total		77

Q21 In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from....

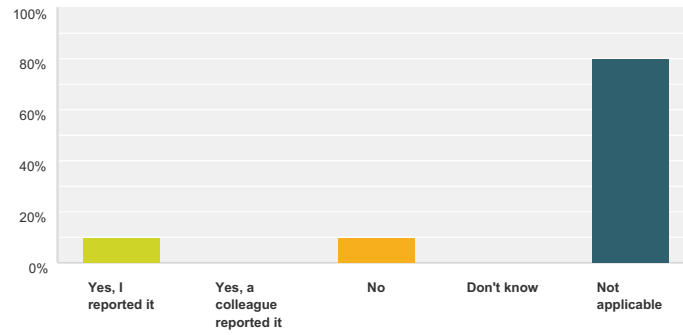
Answered: 81 Skipped: 15



	Never	1-2	3-5	6-10	More than 10	Total
Patients / service users, their relatives or other members of the public	83.95% 68	12.35% 10	3.70% 3	0.00% 0	0.00% 0	81
Managers	96.20% 76	2.53% 2	0.00% 0	1.27% 1	0.00% 0	79
Other colleagues	96.30% 78	1.23% 1	1.23% 1	1.23% 1	0.00% 0	81

Q22 The last time you experienced harassment, bullying or abuse at work did you or a colleague report it?

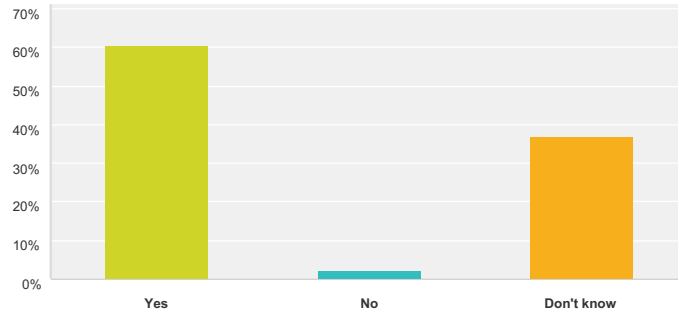
Answered: 80 Skipped: 16



Answer Choices	Responses	
Yes, I reported it	10.00%	8
Yes, a colleague reported it	0.00%	0
No	10.00%	8
Don't know	0.00%	0
Not applicable	80.00%	64
Total		80

Q23 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?

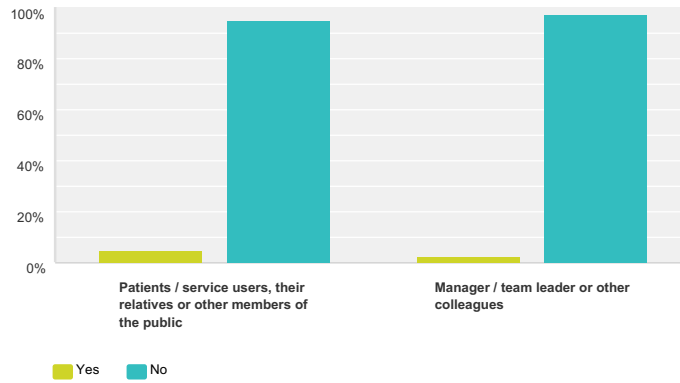
Answered: 81 Skipped: 15



Answer Choices	Responses	
Yes	60.49%	49
No	2.47%	2
Don't know	37.04%	30
Total		81

Q24 In the past 12 months have you personally experienced discrimination at work from any of the following?

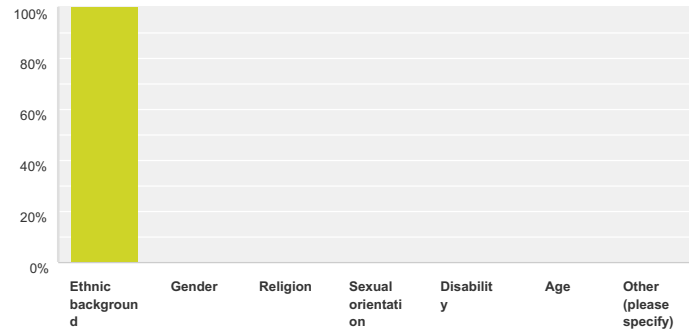
Answered: 82 Skipped: 14



	Yes	No	Total
Patients / service users, their relatives or other members of the public	4.88% 4	95.12% 78	82
Manager / team leader or other colleagues	2.47% 2	97.53% 79	81

Q25 If YES on what grounds have you experienced discrimination? If NO go to Q26

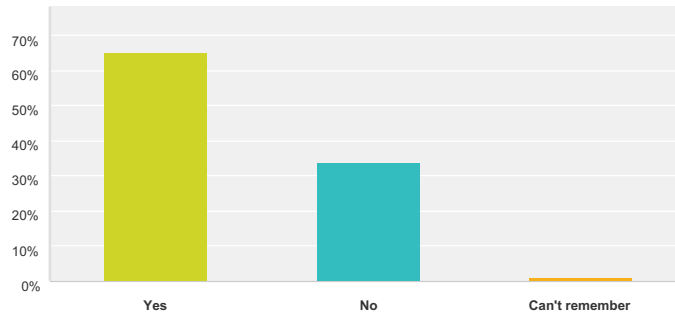
Answered: 3 Skipped: 93



Answer Choices	Responses
Ethnic background	100.00% 3
Gender	0.00% 0
Religion	0.00% 0
Sexual orientation	0.00% 0
Disability	0.00% 0
Age	0.00% 0
Other (please specify)	0.00% 0
Total	3

Q26 Have you had any training, learning or development in the last 12 months? (Please do not include mandatory training)

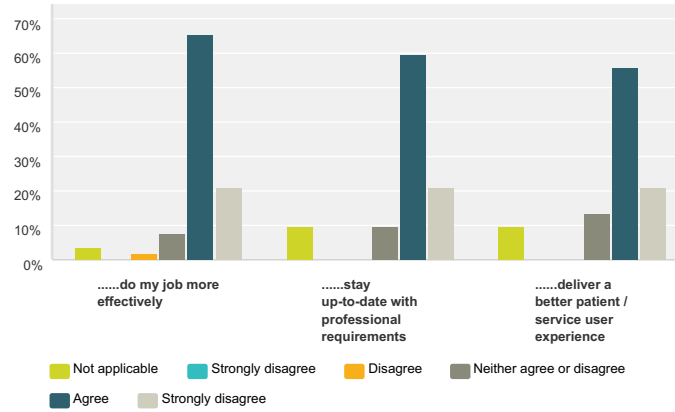
Answered: 80 Skipped: 16



Answer Choices	Responses	
Yes	65.00%	52
No	33.75%	27
Can't remember	1.25%	1
Total		80

Q27 If YES please answer the following. If NO go to Q28 To what extent do you agree or disagree with the following statements? My training, learning or development has helped me to

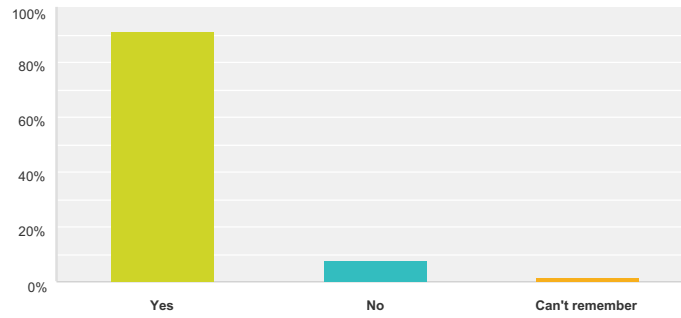
Answered: 52 Skipped: 44



	Not applicable	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly disagree	Total
.....do my job more effectively	3.85% 2	0.00% 0	1.92% 1	7.69% 4	65.38% 34	21.15% 11	52
.....stay up-to-date with professional requirements	9.62% 5	0.00% 0	0.00% 0	9.62% 5	59.62% 31	21.15% 11	52
.....deliver a better patient / service user experience	9.62% 5	0.00% 0	0.00% 0	13.46% 7	55.77% 29	21.15% 11	52

Q28 Have you had any mandatory training in the last 12 months?

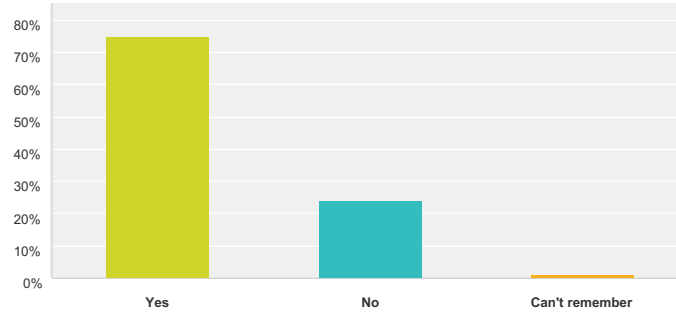
Answered: 78 Skipped: 18



Answer Choices	Responses	
Yes	91.03%	71
No	7.69%	6
Can't remember	1.28%	1
Total		78

Q29 In the last 12 months have you had an appraisal, annual review, development review or Knowledge and Skills Framework (KSF) development review?

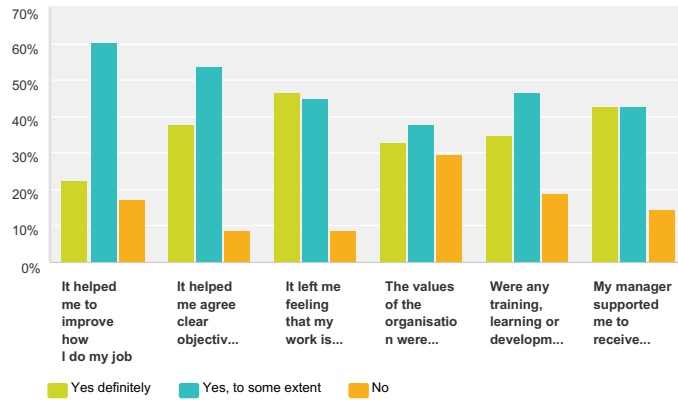
Answered: 79 Skipped: 17



Answer Choices	Responses	
Yes	74.68%	59
No	24.05%	19
Can't remember	1.27%	1
Total		79

**Q30 If YES please answer questions below.
If NO go to Q31**

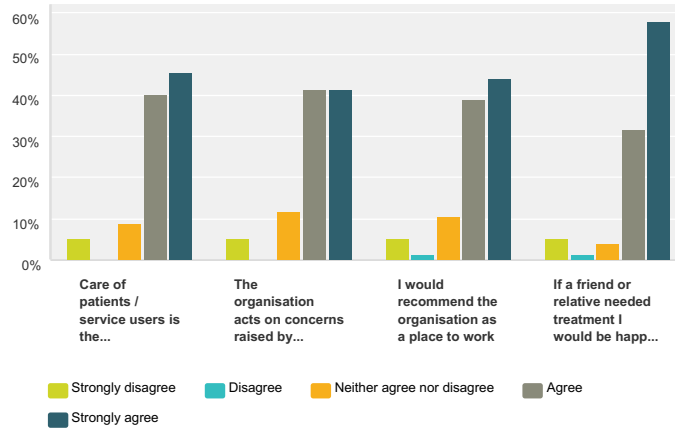
Answered: 58 Skipped: 38



	Yes definitely	Yes, to some extent	No	Total
It helped me to improve how I do my job	22.41% 13	60.34% 35	17.24% 10	58
It helped me agree clear objectives for my work	37.93% 22	53.45% 31	8.62% 5	58
It left me feeling that my work is valued by the organisation	46.55% 27	44.83% 26	8.62% 5	58
The values of the organisation were discussed as part of the appraisal	32.76% 19	37.93% 22	29.31% 17	58
Were any training, learning or development needs identified?	34.48% 20	46.55% 27	18.97% 11	58
My manager supported me to receive this training, learning or development	42.86% 24	42.86% 24	14.29% 8	56

Q31 To what extent do these statements reflect your view of the organisation as a whole?

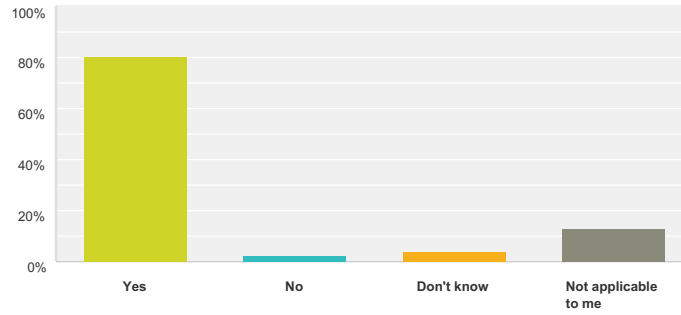
Answered: 77 Skipped: 19



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
Care of patients / service users is the organisation's top priority	5.19% 4	0.00% 0	9.09% 7	40.26% 31	45.45% 35	77
The organisation acts on concerns raised by patients / service users	5.19% 4	0.00% 0	11.69% 9	41.56% 32	41.56% 32	77
I would recommend the organisation as a place to work	5.19% 4	1.30% 1	10.39% 8	38.96% 30	44.16% 34	77
If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation	5.26% 4	1.32% 1	3.95% 3	31.58% 24	57.89% 44	76

Q32 Is patient / user experience feedback collected within your directorate / department? (e.g Friends & Family Test, patient surveys etc.)

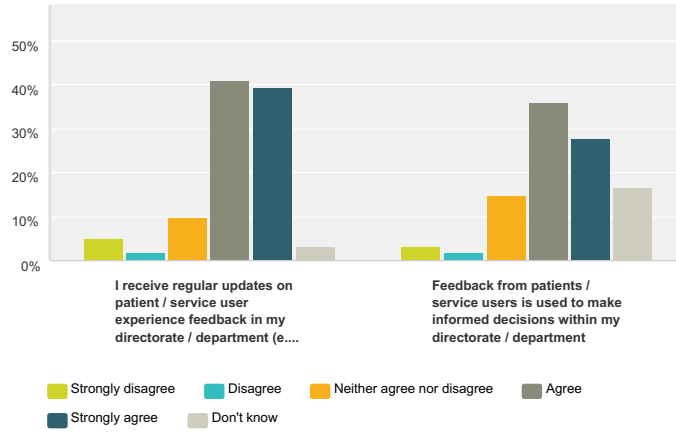
Answered: 76 Skipped: 20



Answer Choices	Responses	
Yes	80.26%	61
No	2.63%	2
Don't know	3.95%	3
Not applicable to me	13.16%	10
Total		76

Q33 If YES please answer the following. If no go to Q34. To what extent do you agree with the following statements about feedback from patients / service users?

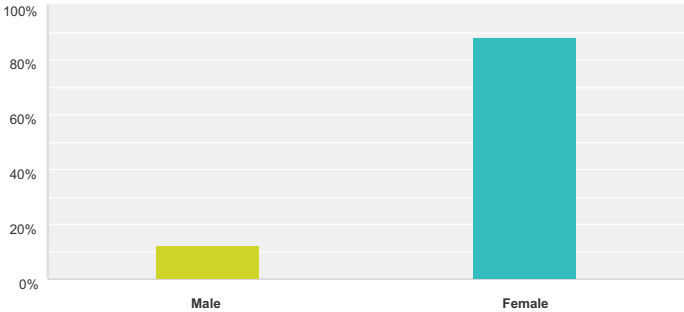
Answered: 62 Skipped: 34



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Total
I receive regular updates on patient / service user experience feedback in my directorate / department (e.g via line managers or communications teams)	4.92% 3	1.64% 1	9.84% 6	40.98% 25	39.34% 24	3.28% 2	61
Feedback from patients / service users is used to make informed decisions within my directorate / department	3.28% 2	1.64% 1	14.75% 9	36.07% 22	27.87% 17	16.39% 10	61

Q34 Gender

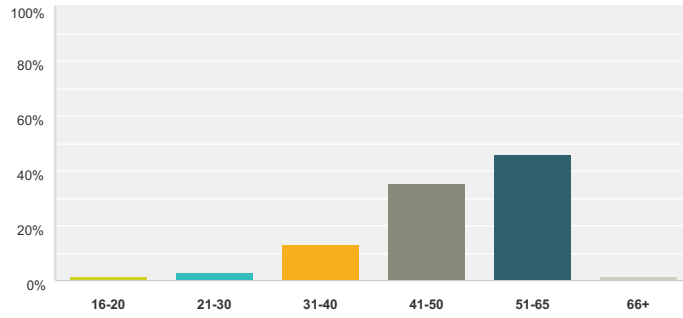
Answered: 75 Skipped: 21



Answer Choices	Responses	
Male	12.00%	9
Female	88.00%	66
Total		75

Q35 Age

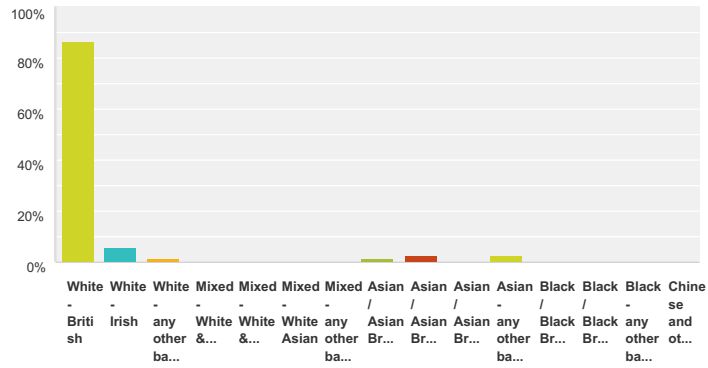
Answered: 76 Skipped: 20



Answer Choices	Responses	
16-20	1.32%	1
21-30	2.63%	2
31-40	13.16%	10
41-50	35.53%	27
51-65	46.05%	35
66+	1.32%	1
Total		76

Q36 What is your ethnic background?

Answered: 73 Skipped: 23



Answer Choices	Responses	
White - British	86.30%	63
White - Irish	5.48%	4
White - any other background	1.37%	1
Mixed - White & Black Caribbean	0.00%	0
Mixed - White & Black African	0.00%	0
Mixed - White Asian	0.00%	0
Mixed - any other background	0.00%	0
Asian / Asian British - Indian	1.37%	1
Asian / Asian British - Pakistani	2.74%	2
Asian / Asian British - Bangladeshi	0.00%	0
Asian - any other background	2.74%	2
Black / Black British - Caribbean	0.00%	0
Black / Black British - African	0.00%	0
Black - any other background	0.00%	0
Chinese and other ethnic background - Chinese	0.00%	0
Total		73

Q37 Which of the following best describes how you think of yourself?

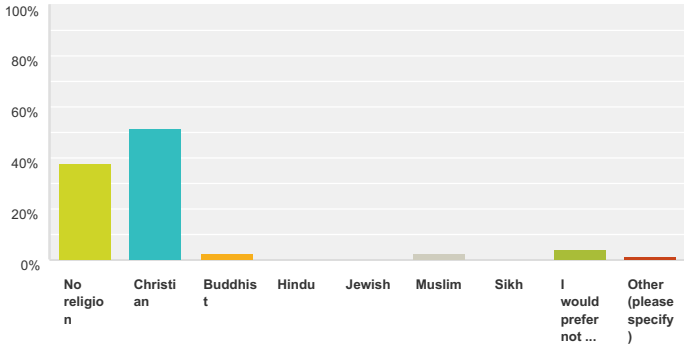
Answered: 74 Skipped: 22



Answer Choices	Responses	
Heterosexual (straight)	94.59%	70
Gay Man	0.00%	0
Gay Woman (lesbian)	0.00%	0
Bisexual	0.00%	0
Other	0.00%	0
I would prefer not to say	5.41%	4
Total		74

Q38 What is your religion?

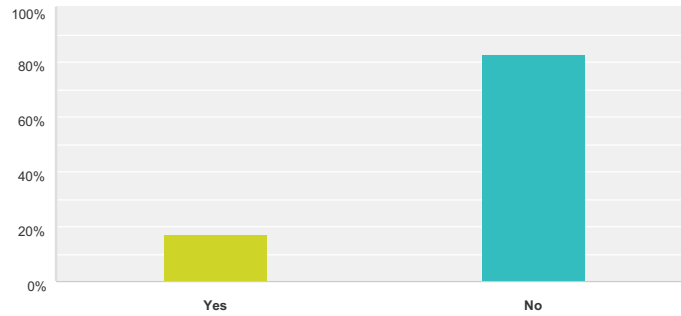
Answered: 74 Skipped: 22



Answer Choices	Responses	
No religion	37.84%	28
Christian	51.35%	38
Buddhist	2.70%	2
Hindu	0.00%	0
Jewish	0.00%	0
Muslim	2.70%	2
Sikh	0.00%	0
I would prefer not to say	4.05%	3
Other (please specify)	1.35%	1
Total		74

Q39 Do you have a long-standing illness, health problem or disability? By long-standing, we mean that it has lasted, or will last, for at least 12 months. If YES, please answer the following question; if NO, go to Question 41

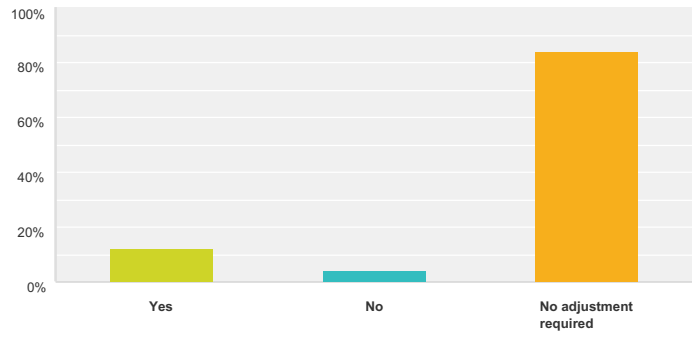
Answered: 75 Skipped: 21



Answer Choices	Responses	
Yes	17.33%	13
No	82.67%	62
Total		75

Q40 Has your employer made adequate adjustment(s) to enable you to carry out your work?

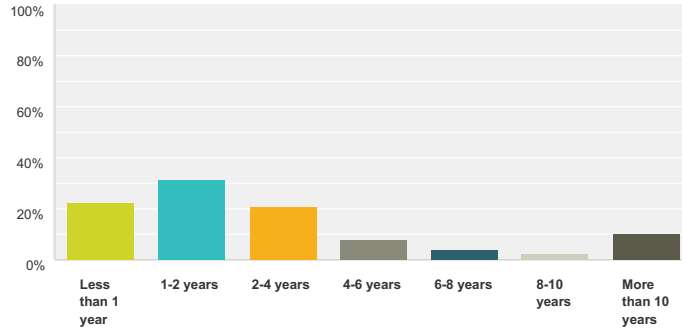
Answered: 50 Skipped: 46



Answer Choices	Responses	
Yes	12.00%	6
No	4.00%	2
No adjustment required	84.00%	42
Total		50

Q41 How long have you worked for the organisation? If your organisation has changed its name, please include in your answer all the time you have worked with this organisation and its predecessors

Answered: 76 Skipped: 20

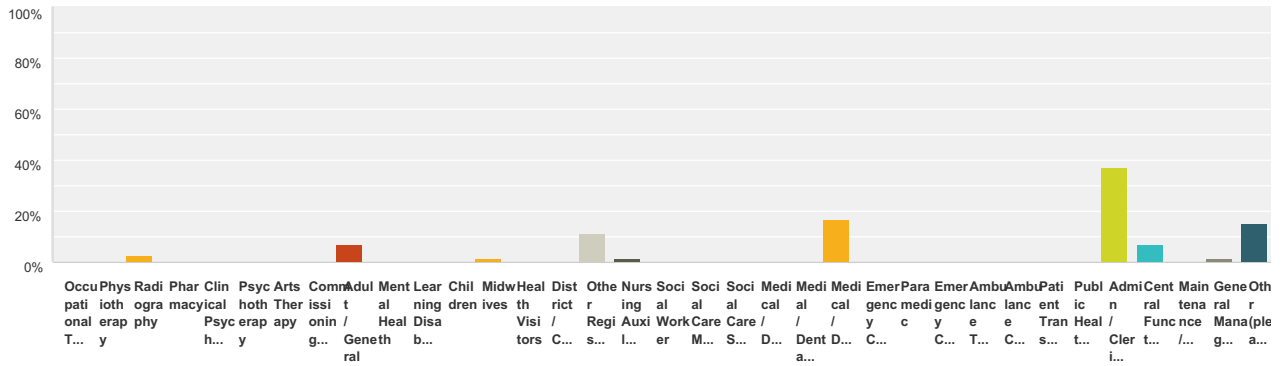


Answer Choices	Responses	
Less than 1 year	22.37%	17
1-2 years	31.58%	24
2-4 years	21.05%	16
4-6 years	7.89%	6
6-8 years	3.95%	3
8-10 years	2.63%	2
More than 10 years	10.53%	8
Total		76

Staff Survey February 2017

Q42 What is your occupational group?

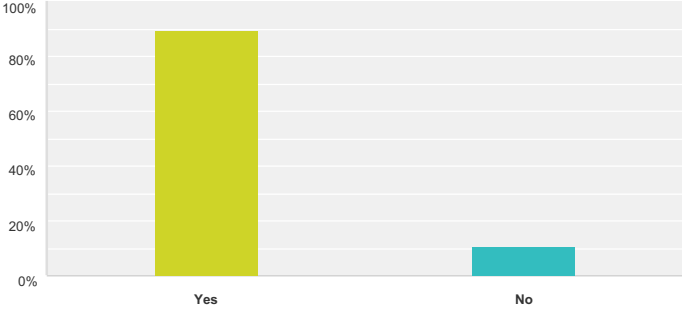
Answered: 73 Skipped: 23



Answer Choices	Responses	
Occupational Therapy	0.00%	0
Physiotherapy	0.00%	0
Radiography	2.74%	2
Pharmacy	0.00%	0
Clinical Psychology	0.00%	0
Psychotherapy	0.00%	0
Arts Therapy	0.00%	0
Commissioning Manager/Support Staff	0.00%	0
Adult / General	6.85%	5
Mental Health	0.00%	0
Learning Disabilities	0.00%	0
Children	0.00%	0
Midwives	1.37%	1
Health Visitors	0.00%	0
District / Community	0.00%	0
Other Registered Nurses	10.96%	8
Nursing Auxiliary / Nursing Assistant/ Healthcare Assistant	1.37%	1
Social Worker	0.00%	0
Social Care Manager	0.00%	0
Social Care Support Staff	0.00%	0
Medical / Dental - Consultant	0.00%	0
Medical / Dental - in training	0.00%	0
Medical / Dental - Other	16.44%	12
Emergency Care Practitioner	0.00%	0
Paramedic	0.00%	0
Emergency Care Assistant	0.00%	0
Ambulance Technician	0.00%	0
Ambulance Control Staff	0.00%	0
Patient Transport Service	0.00%	0
Public Health / Health Improvement	0.00%	0
Admin / Clerical (including Medical Secretary)	36.99%	27
Central Functions (HR, finance, IT)	6.85%	5
Maintenance / Ancillary	0.00%	0
General Management	1.37%	1
Other (please specify)	15.07%	11
Total		73

Q43 Do you work in a team?

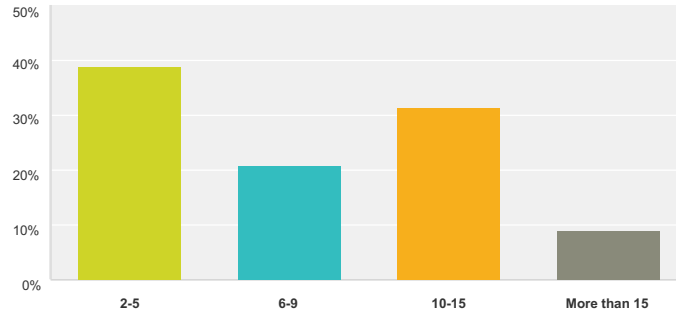
Answered: 76 Skipped: 20



Answer Choices	Responses	
Yes	89.47%	68
No	10.53%	8
Total		76

Q44 If YES how many core members are there in your team?

Answered: 67 Skipped: 29



Answer Choices	Responses	
2-5	38.81%	26
6-9	20.90%	14
10-15	31.34%	21
More than 15	8.96%	6
Total		67