Positive Scores RAG Report

This report shows your positive scores by question for your locality 1-3s, Staff Groups and demographic groups (where applicable) compared with your organisation average. It is a dynamic report you can adjust to get the maximum insight from your data. By default the report is set up to highlight differences of 3 percentage points. A score is shown in red, when that score is more than this value above the organisation average. A bright green cell shows where a positive score is 100%. To highlight differences of another amount, e.g. 5 percentage points, adjust cell E6 to 5; to see all differences of 10 percentage points or more adjust this cell to 10 etc. Where a breakdown or question had less than the

RAG Percentage Difference from Organisation Average

required 11 respondents, the score is shown as "*". The positive score is the percentage of respondents who gave a favourable response to each question, rounded to the nearest whole percentage. The number of respondents is shown for each locality in the column header, e.g. in "Addictions Area" 24 people responded to the questionnaire

Positive score of 100% Score > 3% above benchmark Score < 3% below benchmark

Scores in between

Question topic	Q	Description	Organisation Average n=1625	Addictions A
	2a	Often/always look forward to going to work	53	58
	2b 2c	Often/always enthusiastic about my job Time often/always passes quickly when I am working	67 73	70 65
	3a	Always know what work responsibilities are	85	79
	3b	Feel trusted to do my job	89	87
	3c 4a	Able to do my job to a standard I am pleased with Opportunities to show initiative frequent in my role	77	78 71
	4b	Able to make suggestions to improve the work of my team/dept	74	79
	4c	Involved in deciding changes that affect work	49	58
	4d	Able to make improvements happen in my area of work Able to meet conflicting demands on my time at work	56 43	58 42
	4e 4f	Have adequate materials, supplies and equipment to do my work	60	54
	4g	Enough staff at organisation to do my job properly	30	38
Your job		Team members have a set of shared objectives	64	63
	4i 4j	Team members often meet to discuss the team's effectiveness Team members have to communicate closely with each other to achieve the team's objectives	75	83 79
	5a	Satisfied with recognition for good work	48	43
	5b	Satisfied with support from immediate manager	67	52
	5c 5d	Satisfied with support from colleagues Satisfied with amount of responsibility given	77	74 65
	5e	Satisfied with opportunities to use skills	67	73
	5f	Satisfied with extent organisation values my work	36	30
	5g	Satisfied with level of pay	30	43
	_	Satisfied with opportunities for flexible working patterns Satisfied with quality of care I give to patients/service users	56 79	52 82
		Feel my role makes a difference to patients/service users	87	83
	_	Able to provide the care I aspire to	63	68
	7a 7b	Immediate manager encourages team working Immediate manager can be counted upon to help with difficult tasks	73 70	52 43
	7b 7c	Immediate manager can be counted upon to help with directil tasks Immediate manager gives clear feedback on my work	66	48
	7d	Immediate manager asks for my opinion before making decisions that affect my work	57	48
Vallemanana	-	Immediate manager supportive in personal crisis	75	78
Your managers	-	Immediate manager takes a positive interest in my health & well-being Immediate manager values my work	68 71	61 65
	8a	I know who senior managers are	86	83
	8b	Communication between senior management and staff is effective	36	22
	8c 8d	Senior managers try to involve staff in important decisions Senior managers act on staff feedback	29 27	26 17
	9a	Organisation definitely takes positive action on health and well-being	26	26
	9b	In last 12 months, have not experienced musculoskeletal (MSK) problems as a result of work activities	76	83
	9c	Not felt unwell due to work related stress in last 12 months	55	52
	9d	In last 3 months, have not come to work when not feeling well enough to perform duties	37	39
		Not felt pressure from manager to come to work when not feeling well enough Not felt pressure from colleagues to come to work when not feeling well enough	75 78	71 79
		Not put myself under pressure to come to work when not feeling well enough	8	7
	10b	Don't work any additional paid hours per week for this organisation, over and above contracted hours	70	96
	10c	Don't work any additional unpaid hours per week for this organisation, over and above contracted	40	13
		hours In last month, have not seen errors/near misses/incidents that could hurt staff	76	79
		In last month, have not seen errors/near misses/incidents that could hurt patients	77	89
	_	Last error/near miss/incident seen that could hurt staff and/or patients/service users reported	95	*
		Organisation treats staff involved in errors fairly Organisation encourages reporting of errors	45 86	32 87
ur health, well-being		Organisation takes action to ensure errors are not repeated	62	70
and safety at work	12d+	Staff given feedback about changes made in response to reported errors	57	57
		Know how to report unsafe clinical practice Would feel secure raising concerns about unsafe clinical practice	97	91
		Would feel secure raising concerns about unsafe clinical practice Would feel confident that organisation would address concerns about unsafe clinical practice	65 49	57 43
	1/12	Not experienced physical violence from patients/service users, their relatives or other members of	76	77
		Not experienced physical violence from managers	98	100
		Not experienced physical violence from other colleagues	95	100
		Last experience of physical violence reported Not experienced barassment, bullying or abuse from patients/service users, their relatives or	92	*
	15a	Not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public	63	65
	_	Not experienced harassment, bullying or abuse from managers Not experienced harassment, bullying or abuse from other colleagues	82 76	78 74
	_	Last experience of harassment/bullying/abuse reported	60	54
	16+	Organisation acts fairly: career progression	70	71
	17a	Not experienced discrimination from patients/service users, their relatives or other members of the public	86	91
	17b	Not experienced discrimination from manager/team leader or other colleagues	86	83
	-	Had training, learning or development in the last 12 months Training helped me do my job more effectively	70 80	73 75
	_	Training helped me stay up-to-date with prof. requirements	85	88
	18d+	Training helped me deliver a better patient / service user experience	78	60
	-	Had mandatory training in the last 12 months	97	95
Your personal development	_	Had appraisal/KSF review in last 12 months Appraisal/review definitely helped me improve how I do my job	24	95 10
development	_	Clear work objectives definitely agreed during appraisal	35	30
	-	Appraisal/performance review: definitely left feeling work is valued	26	25
	_	Appraisal/performance review: organisational values definitely discussed	25	5
	20f	Appraisal/performance review: training, learning or development needs identified Supported by manager to receive training, learning or development definitely identified in appraisal	62 55	55 *
	_	Supported by manager to receive training, learning or development definitely identified in appraisal Care of patients/service users is organisation's top priority	68	55
	Lid		00	
	21b	Organisation acts on concerns raised by patients/service users	71	64
	_	Would recommend organisation as place to work	71 51	64 55
Your organisation	21c			
Your organisation	21c 21d 22a+	Would recommend organisation as place to work If friend/relative needed treatment would be happy with standard of care provided by organisation Patient/service user feedback collected within directorate/department	51	55 52 85
our organisation	21c 21d 22a+	Would recommend organisation as place to work If friend/relative needed treatment would be happy with standard of care provided by organisation	51 54	55 52