

Your managers	Q8d	Immediate manager asks for my opinion before making decisions that affect my work	011170	
	Q8e	Immediate manager supportive in personal crisis	76.9%	76.9%
	Q8f	Immediate manager takes a positive interest in my health & well-being	70.9%	61.5%
	<u> </u>	Immediate manager values my work	74.7%	57.7%
	Q8g		87.1%	96.2%
	Q9a	I know who senior managers are	39.2%	19.2%
	Q9b	Communication between senior management and staff is effective	33.6%	19.2%
	Q9c	Senior managers try to involve staff in important decisions		
_	Q9d	Senior managers act on staff feedback	32.1%	11.5%
Your health, well- being and safety at work	Q10b	Don't work any additional paid hours per week for this organisation, over and above contracted hours	70.6%	92.0%
	Q10c	Don't work any additional unpaid hours per week for this organisation, over and above contracted hours	37.5%	29.2%
	Q11a	Organisation definitely takes positive action on health and well-being	25.5%	8.0%
	Q11b	In last 12 months, have not experienced musculoskeletal (MSK) problems as a result of work activities	73.2%	64.0%
	Q11c	Not felt unwell due to work related stress in last 12 months	54.9%	48.0%
	Q11d	In last 3 months, have not come to work when not feeling well enough to perform duties	37.3%	40.0%
		Not felt pressure from manager to come to work when not feeling well enough	77.5%	86.7%
			79.6%	73.3%
		Not felt pressure from colleagues to come to work when not feeling well enough	7.7%	0.0%
	Q11g	Not put myself under pressure to come to work when not feeling well enough Not experienced physical violence from patients/service users, their relatives or other members of the	77.6%	88.5%
	Q12a	public		
	Q12b	Not experienced physical violence from managers	98.8%	100.0%
	Q12c	Not experienced physical violence from other colleagues	96.9%	100.0%
	Q12d	Last experience of physical violence reported	90.8%	*
	Q13a	Not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public	65.4%	50.0%
	Q13b	Not experienced harassment, bullying or abuse from managers	83.9%	72.0%
	Q13c	Not experienced harassment, bullying or abuse from other colleagues	75.1%	70.8%
		Last experience of harassment/bullying/abuse reported	58.4%	53.3%
			72.4%	63.2%
		Organisation acts fairly: career progression Not experienced discrimination from patients/service users, their relatives or other members of the	86.1%	76.9%
	Q15a	public	87.7%	76.9%
	Q15b	Not experienced discrimination from manager/team leader or other colleagues		
	Q16a	In last month, have not seen errors/near misses/incidents that could hurt staff	74.0%	61.5%
	Q16b	In last month, have not seen errors/near misses/incidents that could hurt patients	72.5%	69.2%
	Q16c	Last error/near miss/incident seen that could hurt staff and/or patients/service users reported	95.8%	90.9%
	Q17a	Organisation treats staff involved in errors fairly	48.0%	26.1%
	Q17b	Organisation encourages reporting of errors	87.1%	72.0%
	Q17c	Organisation takes action to ensure errors are not repeated	60.7%	32.0%
	Q17d	Staff given feedback about changes made in response to reported errors	56.6%	50.0%
		Know how to report unsafe clinical practice	95.1%	100.0%
			65.7%	68.0%
	Q18b	Would feel secure raising concerns about unsafe clinical practice	47.9%	32.0%
	Q18c	Would feel confident that organisation would address concerns about unsafe clinical practice	91.7%	88.0%
Your personal development	Q19a	Had appraisal/KSF review in last 12 months		
	Q19b	Appraisal/review definitely helped me improve how I do my job	28.3%	9.1%
	Q19c	Clear work objectives definitely agreed during appraisal	38.4%	13.6%
	Q19d	Appraisal/performance review: definitely left feeling work is valued	31.8%	18.2%
	Q19e	Appraisal/performance review: organisational values definitely discussed	26.4%	13.6%
	Q19f	Appraisal/performance review: training, learning or development needs identified	65.5%	71.4%
		Supported by manager to receive training, learning or development definitely identified in appraisal	62.2%	46.2%
	Q20	Had training, learning or development in the last 12 months	71.2%	58.3%
			71.3%	58.3%
		Care of patients/service users is organisation's top priority	69.8%	58.3%
		Organisation acts on concerns raised by patients/service users	56.1%	37.5%
	Q21c	Would recommend organisation as place to work		
	Q21d	If friend/relative needed treatment would be happy with standard of care provided by organisation	53.2%	41.7%
	Q22a	Patient/service user feedback collected within directorate/department	90.9%	91.7%
	Q22b	Receive regular updates on patient/service user feedback in my directorate/department	60.1%	57.1%
	Q22c	Feedback from patients/service users is used to make informed decisions within directorate/department	56.0%	33.3%
		I don't often think about leaving this organisation	42.1%	25.0%
	Q23a			37.5%
		I am unlikely to look for a job at a new organisation in the next 12 months	48.8%	57.570
	Q23b	I am unlikely to look for a job at a new organisation in the next 12 months I am not planning on leaving this organisation as soon as I find another job.	48.8% 55.4%	45.8%