Birmingham and Solihull Mental Health NHS Foundation Trust Positive Scores RAG Report - Locality 2

This report shows your positive scores by question for all categories compared with your organisation average. It is a dynamic report you can adjust to get the maximum insight from your data. By default the comparison is set at 3 or more percentage points difference between the scores. To highlight all differences of 5 percentage points or more adjust cell E8 to 5, to see all differences of 10 percentage points or more change this to 10 etc. Red differences are where the scores are more than this value below the organisation average, green differences are more than this value above the organisation average.

The positive score is the percentage of respondents who gave a favourable response to each question, rounded to the nearest whole percentage. Only questions that can be positively scored have been included. Where there are less than 11 responses to a question (or overall) the respective scores will be replaced with an asterisk (*)

RAG Percentage Difference from Organisation Average	3

KEY

- Positive score of 100%
- Score > 3 % above benchmark
- Score < 3 % above benchmark
- Scores in between

Question topic	Q	Description	Organisation Overall	436 Addictions Area (n=21)
Your job	Q2a	Often/always look forward to going to work	58%	43%
	Q2b	Often/always enthusiastic about my job	73%	67%
	Q2c	Time often/always passes quickly when I am working	72%	52%
	Q3a	Always know what work responsibilities are	85%	90%
	Q3b	Feel trusted to do my job	91%	76%
	Q3c	Able to do my job to a standard I am pleased with	78%	71%
	Q4a	Opportunities to show initiative frequently in my role	73%	52%
	Q4b	Able to make suggestions to improve the work of my team/dept	75%	76%
	Q4c	Involved in deciding changes that affect work	51%	43%
	Q4d	Able to make improvements happen in my area of work	57%	29%
	Q4e	Able to meet conflicting demands on my time at work	48%	50%
	Q4f	Have adequate materials, supplies and equipment to do my work	59%	20%
	Q4g	Enough staff at organisation to do my job properly	32%	25%
	Q1h	Team members have a set of shared objectives	66%	45%
	Q4i	Team members often meet to discuss the team's effectiveness	61%	45%
	Q5j	I receive the respect I deserve from my colleagues at work	69%	65%
	Q5a	Satisfied with recognition for good work	60%	50%
	Q5b	Satisfied with support from immediate manager	74%	70%
	Q5c	Satisfied with support from colleagues	79%	60%
	Q5d	Satisfied with amount of responsibility given	75%	60%
	Q5e	Satisfied with opportunities to use skills	70%	55%
	Q5f	Satisfied with extent organisation values my work	44%	25%
	Q5g	Satisfied with level of pay	38%	30%
	Q5h	Satisfied with opportunities for flexible working patterns	57%	45%
	Q6a	I have realistic time pressures	26%	40%
	Q6b	I have a choice in deciding how to do my work	59%	50%
	Q6c	Relationships at work are unstrained	48%	45%
	Q7a	Satisfied with quality of care I give to patients/service users	80%	80%
	Q7b	Feel my role makes a difference to patients/service users	86%	93%
	Q7c	Able to provide the care I aspire to	67%	73%
Your managers	Q8a	My immediate manager encourages me at work	76%	55%
	Q8b	Immediate manager can be counted on to help with difficult tasks	74%	45%
	Q8c	Immediate manager gives clear feedback on my work	70%	65%
	Q8d	Immediate manager asks for my opinion before making decisions that affect my work	61%	35%
	Q8e	Immediate manager supportive in personal crisis	79%	75%
	Q8f	Immediate manager takes a positive interest in my health & well-being	73%	60%
	Q8g	Immediate manager values my work	76%	65%
	Q9a	I know who senior managers are	85%	70%
	Q9b	Communication between senior management and staff is effective	40%	25%
	Q9c	Senior managers try to involve staff in important decisions	36%	30%
	Q9d	Senior managers act on staff feedback	33%	20%
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	68%	100%
	Q10c	Don't work any additional unpaid hours per week for this organisation, over and above contracted hours	40%	40%
	Q11a	Organisation definitely takes positive action on health and well-being	24%	10%
	Q11b	In last 12 months, have not experienced musculoskeletal (MSK) problems as a result of work activities	75%	70%
	Q11c	Not felt unwell due to work related stress in last 12 months	57%	45%
	Q11d	In last 3 months, have not come to work when not feeling well enough to perform duties	40%	35%
	Q11e	Not felt pressure from manager to come to work when not feeling well enough	79%	85%
	Q11f	Not felt pressure from colleagues to come to work when not feeling well enough	81%	77%
	Q11g	Not put myself under pressure to come to work when not feeling well enough	9%	0%
	Q12a	Not experienced physical violence from patients/service users, their relatives or other members of the public	75%	85%
	Q12b	Not experienced physical violence from managers	99%	100%
	Q12c	Not experienced physical violence from other colleagues	97%	100%
	Q12d	Last experience of physical violence reported	93%	*
	Q13a	Not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public	61%	60%
	Q13b	Not experienced harassment, bullying or abuse from managers	84%	75%
	Q13c	Not experienced harassment, bullying or abuse from other colleagues	75%	60%
	Q13d	Last experience of harassment/bullying/abuse reported	60%	55%
	Q14	Organisation acts fairly: career progression	75%	73%
	Q15a	Not experienced discrimination from patients/service users, their relatives or other members of the public	83%	90%
	Q15b	Not experienced discrimination from manager/team leader or other colleagues	87%	95%
	Q16a	In last month, have not seen errors/near misses/incidents that could hurt staff	75%	85%
	Q16b	In last month, have not seen errors/near misses/incidents that could hurt patients/service users	73%	85%
	Q16c	Last error/near miss/incident seen that could hurt staff and/or patients/service users reported	95%	*
	Q17a	Organisation treats staff involved in errors/near misses/incidents fairly	48%	38%
	Q17b	Organisation encourages reporting of errors/near misses/incidents	85%	74%
	Q17c	Organisation takes action to ensure errors/near misses/incidents are not repeated	63%	63%
	Q17d	Staff given feedback about changes made in response to reported errors/near misses/incidents	57%	44%
	Q18a	Know how to report unsafe clinical practice	94%	100%
	Q18b	Would feel secure raising concerns about unsafe clinical practice	67%	65%
	Q18c	Would feel confident that organisation would address concerns about unsafe clinical practice	51%	35%
Your personal development	Q19a	Had appraisal/KSF review in last 12 months	90%	90%
	Q19b	Appraisal/review definitely helped me improve how I do my job	27%	11%
	Q19c	Appraisal/performance review: Clear work objectives definitely agreed	39%	33%
	Q19d	Appraisal/performance review: definitely left feeling work is valued	36%	29%
	Q19e	Appraisal/performance review: organisational values definitely discussed	28%	11%
	Q19f	Appraisal/performance review: training, learning or development needs identified	65%	67%
	Q19g	Definitely supported by manager to receive training, learning or development identified in appraisal	60%	75%
	Q20	Had training, learning or development in the last 12 months	69%	70%
Your organisation	Q21a	Care of patients/service users is organisation's top priority	74%	65%
	Q21b	Organisation acts on concerns raised by patients/service users	72%	60%
	Q21c	Would recommend organisation as place to work	60%	30%
	Q21d	If friend/relative needed treatment would be happy with standard of care provided by organisation	57%	35%
	Q22a	Patient/service user feedback collected within directorate/department	95%	94%
	Q22b	Receive regular updates on patient/service user feedback in my directorate/department	60%	60%
	Q22c	Feedback from patients/service users is used to make informed decisions within directorate/department	55%	40%
	Q23a	I don't often think about leaving this organisation	45%	40%
	Q23b	I am unlikely to look for a job at a new organisation in the next 12 months	50%	50%
	Q23c	I am not planning on leaving this organisation	58%	50%
Background information	Q28b	Disability: organisation made adequate adjustment(s) to enable me to carry out work	71%	*