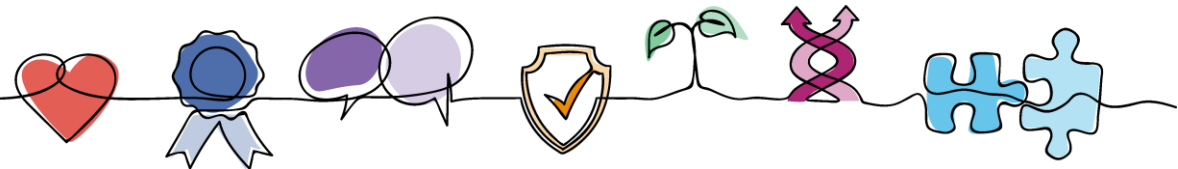


University Hospitals Dorset NHS Trust

NHS Staff Survey Benchmark report 2022



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## Introduction

## About this report

This benchmark report for University Hospitals Dorset NHS Trust contains results for the 2022 NHS Staff Survey, and historical results back to 2018 where possible. These results are presented in the context of best, average and worst results for similar organisations where appropriate\*. Data in this report are weighted\*\* to allow for fair comparisons between organisations.

Please note: Results for Q1, Q10a, Q24d, Q25a-c, Q26a-c, Q27, Q28, Q29, Q30a, Q31a-b, Q32a-b and Q33 are not weighted or benchmarked because these questions ask for demographic or factual information.

Full details of how the data are calculated and weighted are included in the Technical Document, available to download from our results website.

## How results are reported

For the 2021 survey onwards the questions in the NHS Staff Survey are aligned to the People Promise. This sets out, in the words of NHS staff, the things that would most improve their working experience, and is made up of seven elements:



In support of this, the results of the NHS Staff Survey are measured against the seven People Promise elements and against two of the themes reported in previous years (Staff Engagement and Morale). The reporting also includes sub-scores, which feed into the People Promise elements and themes. The next slide shows how the People Promise elements, themes and subscores are related and mapped to individual survey questions.

\*The data included in this report are weighted to the national benchmarking groups. The figures in this report may be different to the figures produced by your contractor.

\*\*Please see Appendix C for a note on the revision to 2019 historical benchmarking for Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts, and Community Trust benchmarking groups.

# People Promise elements, themes and sub-scores

People Promise elements	Sub-scores	Questions
We are compassionate and inclusive	Compassionate culture	Q6a, Q23a, Q23b, Q23c, Q23d
	Compassionate leadership	Q9f, Q9g, Q9h, Q9i
	Diversity and equality	Q15, Q16a, Q16b, Q20
	Inclusion	Q7h, Q7i, Q8b, Q8c
We are recognised and rewarded	No sub-score	Q4a, Q4b, Q4c, Q8d, Q9e
We each have a voice that counts	Autonomy and control	Q3a, Q3b, Q3c, Q3d, Q3e, Q3f, Q5b
	Raising concerns	Q19a, Q19b, Q23e, Q23f
We are safe and healthy	Health and safety climate	Q3g, Q3h, Q3i, Q5a Q11a, Q13d, Q14d
	Burnout	Q12a, Q12b, Q12c, Q12d, Q12e, Q12f, Q12g
	Negative experiences	Q11b, Q11c, Q11d, Q13a, Q13b, Q13c, Q14a, Q14b, Q14c
We are always learning	Development	Q22a, Q22b, Q22c, Q22d, Q22e
	Appraisals	Q21a*, Q21b, Q21c, Q21d *Q21a is a filter question and therefore influences the sub-score without being a directly scored question.
We work flexibly	Support for work-life balance	Q6b, Q6c, Q6d
	Flexible working	Q4d
We are a team	Team working	Q7a, Q7b, Q7c, Q7d, Q7e, Q7f, Q7g, Q8a
	Line management	Q9a, Q9b, Q9c, Q9d
Themes	Sub-scores	Questions
Staff Engagement	Motivation	Q2a, Q2b, Q2c
	Involvement	Q3c, Q3d, Q3f
	Advocacy	Q23a, Q23c, Q23d
Morale	Thinking about leaving	Q24a, Q24b, Q24c
	Work pressure	Q3g, Q3h, Q3i
	Stressors	Q3a, Q3e, Q5a, Q5b, Q5c, Q7c, Q9a

Questions not linked to the People Promise elements or themes

## Introduction

This section provides a brief introduction to the report, including how questions map to the People Promise elements, themes and sub-scores, as well as features of the graphs used throughout.

## Organisation details

This slide contains **key information** about the NHS organisations participating in this survey and details for your own organisation, such as response rate.

## People Promise Elements, Themes and Sub-scores: Overview

This section provides a high-level **overview** of the results for the seven elements of the People Promise and the two themes, followed by the results for each of the **sub-scores** that feed into these measures.

## People Promise Elements, Themes and Sub-scores: Trends

This section provides trend results for the seven elements of the People Promise and the two themes, followed by the trend results for each of the sub-scores that feed into these measures.

**All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.** For example, the Burnout sub-score, a higher score (closer to 10) means a lower proportion of staff are experiencing burnout from their work. These scores are created by scoring questions linked to these areas of experience and grouping these results together. Your organisation results are benchmarked against the benchmarking group average, the best scoring organisation and the worst scoring organisation. These graphs are reported as percentages. The meaning of the value is outlined along the y axis. The questions that feed into each sub-score are detailed on slide 5.

## The Covid-19 pandemic

This section contains results for the People Promise elements and themes split by staff experience related to the Covid-19 pandemic.

## Questions not linked to People Promise

Results for the questions that do not contribute to the result for any People Promise element or theme are included in this section.

## Workforce Equality Standards

This section shows that data required for the indicators used in the **Workforce Race Equality Standard (WRES)** and the **Workforce Disability Equality Standard (WDES)**.

## About your respondents

This section provides details of the staff responding to the survey, including their **demographic and other classification questions**.

## Appendices

Here you will find:

- Response rate.
- Significance testing of the People Promise element and Theme results for 2021 vs 2022.
- Data in the benchmark reports.
- Additional reporting outputs.
- Tips on action planning and interpreting the results.
- Contact information.



Please note, where there are less than 11 responses for a question this data is not shown to protect the confidentiality of staff and reliability of results.

Please note this is example data

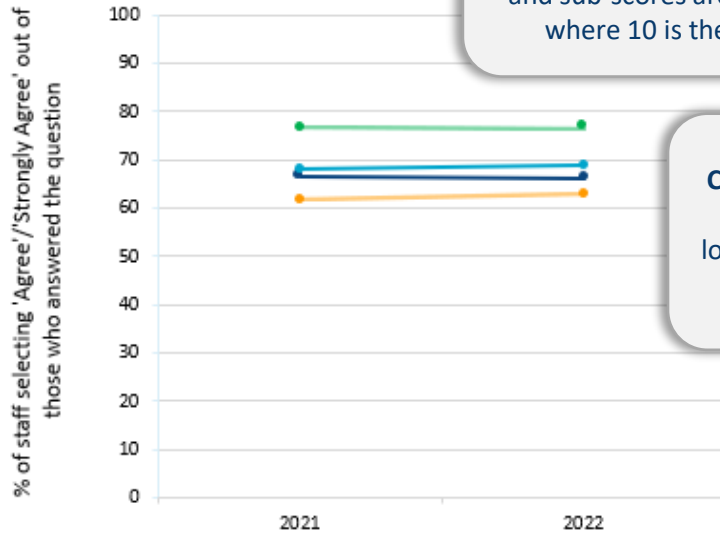
## Key features

Question-level results are always reported as percentages; the **meaning of the value** is outlined along the axis. Summary measures and sub-scores are always on a 0-10pt scale where 10 is the best score attainable.

Question number and text (for summary measure) specified at the top of each slide.

The home icon on each slide is **hyperlinked** and takes you back to the contents page (which is also hyperlinked to each section).

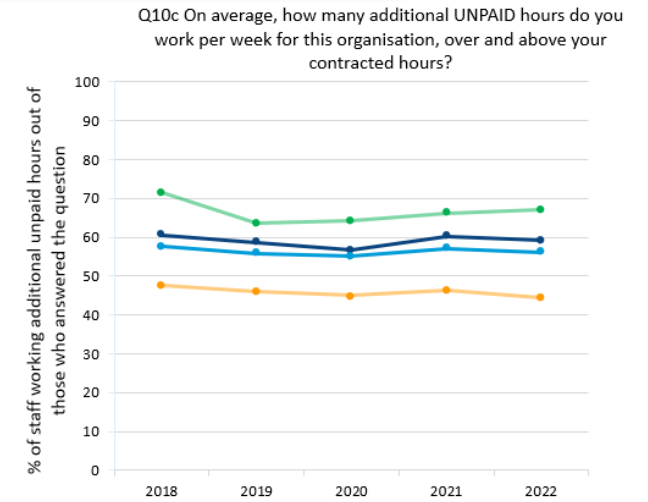
**Colour coding** highlights best / worst results, making it easy to spot questions where a lower percentage is better – in such instances 'Best' is the bottom line in the table.



**Number of responses** for the organisation for the given question.

	2021	2022
Your org	66.5%	66.3%
Best	76.8%	76.8%
Average	68.0%	68.7%
Worst	61.9%	62.8%

Tips on how to read, interpret and use the data are included in the Appendices



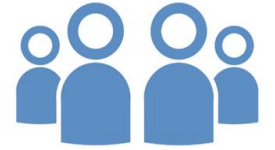
'Best', 'Average', and 'Worst' refer to the **benchmarking group's** best, average and worst results.

## Organisation details



University Hospitals Dorset NHS Trust

## 2022 NHS Staff Survey



### Organisation details

Completed questionnaires **4167**

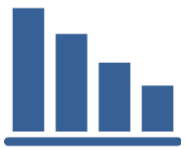
2022 response rate **45%**

### Survey details

Survey mode **Mixed**

This organisation is benchmarked against:

Acute and Acute & Community Trusts



### 2022 benchmarking group details

Organisations in group: 124

Median response rate: 44%

No. of completed questionnaires: 431292



## People Promise Elements, Themes and sub-score results

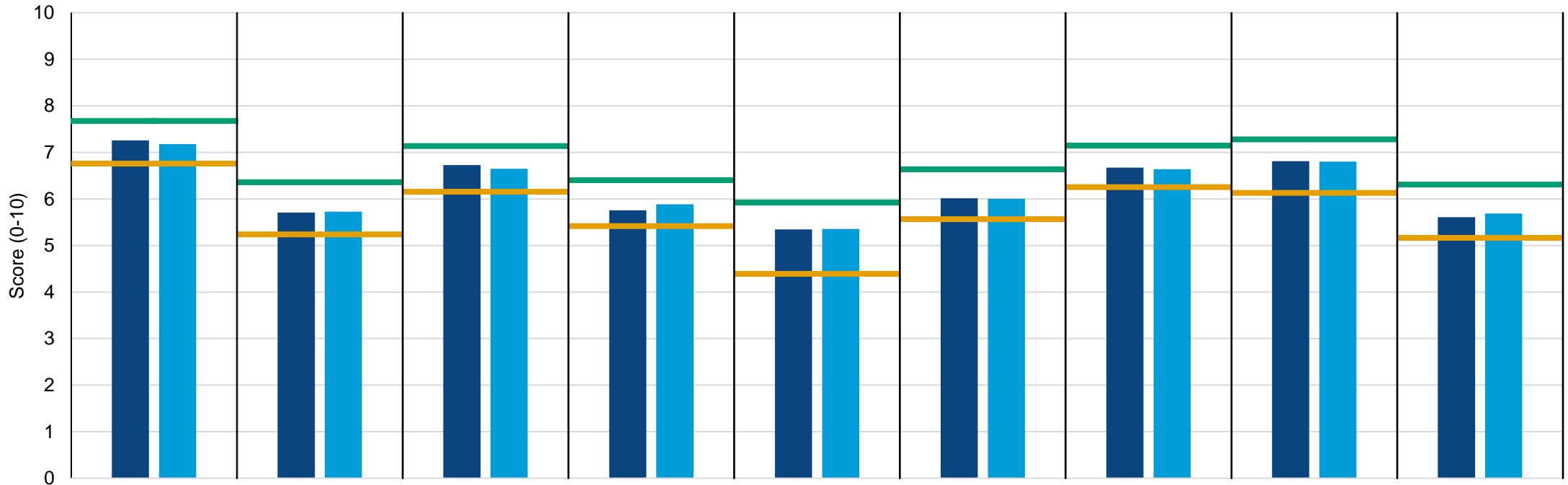
## People Promise Elements, Themes and Sub-scores: Overview

# People Promise Elements and Themes: Overview

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



We are compassionate and inclusive    We are recognised and rewarded    We each have a voice that counts    We are safe and healthy    We are always learning    We work flexibly    We are a team    Staff Engagement    Morale



Your org	7.3	5.7	6.7	5.8	5.3	6.0	6.7	6.8	5.6
Best	7.7	6.4	7.1	6.4	5.9	6.6	7.1	7.3	6.3
Average	7.2	5.7	6.6	5.9	5.4	6.0	6.6	6.8	5.7
Worst	6.8	5.2	6.2	5.4	4.4	5.6	6.3	6.1	5.2
Responses	4143	4140	4071	4111	3978	4119	4132	4149	4150

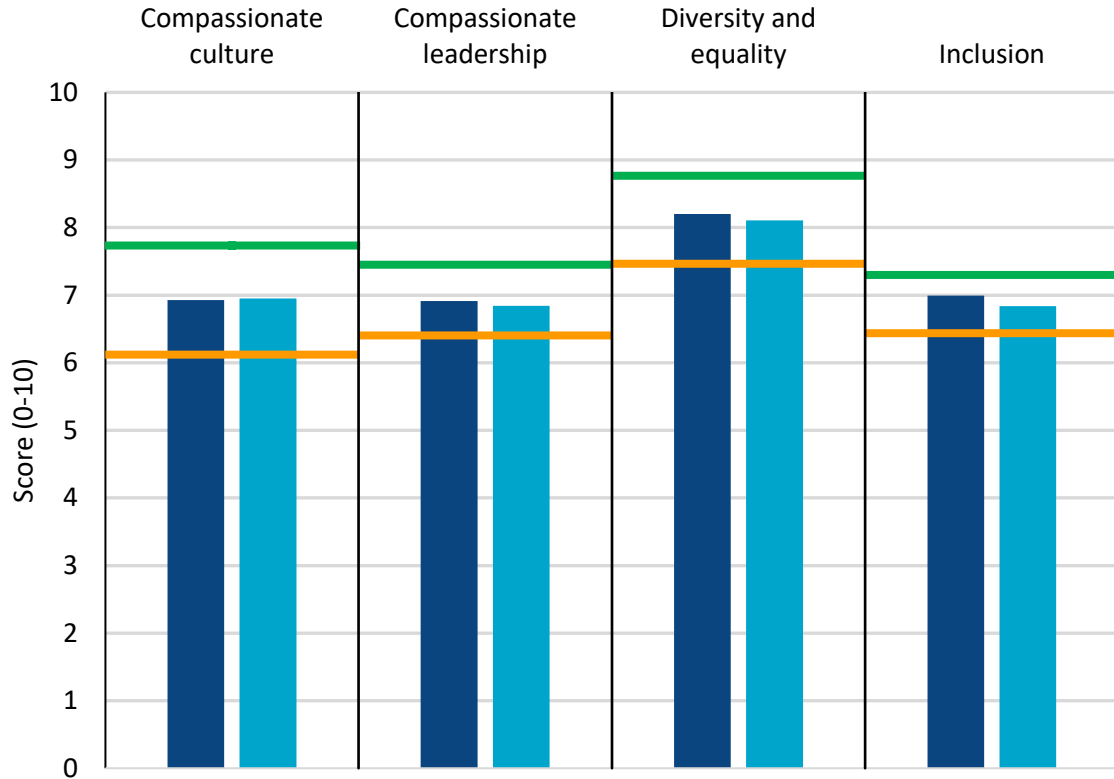


# People Promise Elements, Themes and Sub-scores: Sub-score Overview

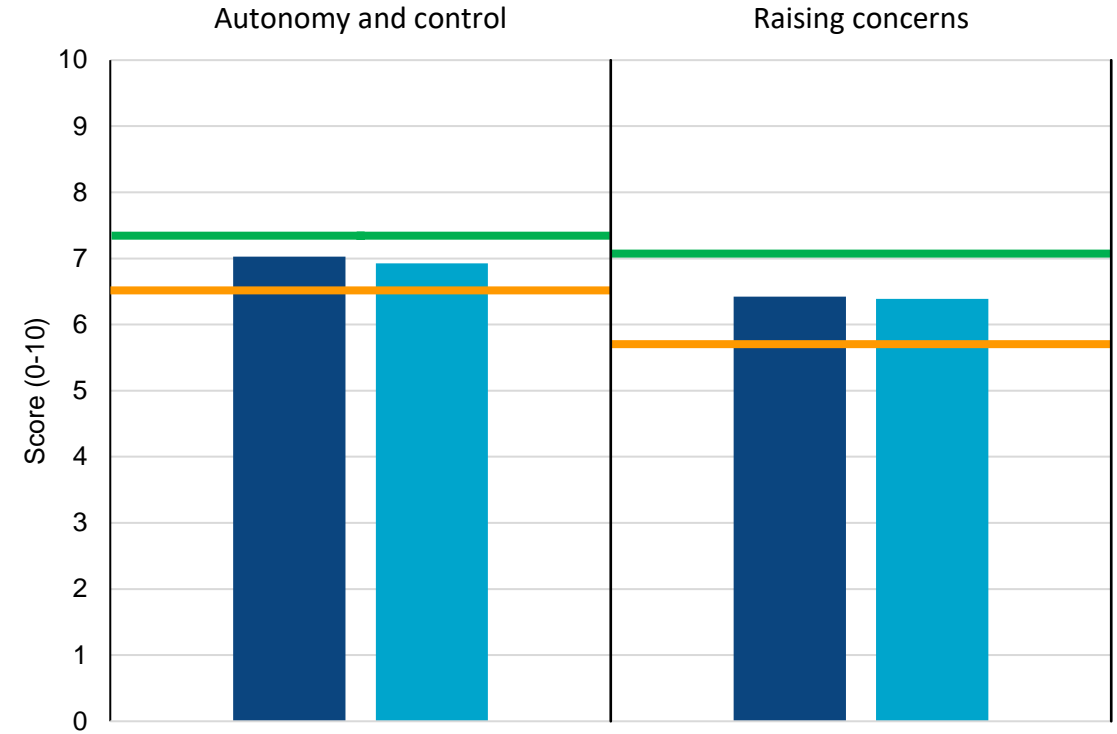
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



## Promise element 1: We are compassionate and inclusive



## Promise element 3: We each have a voice that counts



Your org	6.9	6.9	8.2	7.0
Best	7.7	7.4	8.8	7.3
Average	7.0	6.8	8.1	6.8
Worst	6.1	6.4	7.5	6.4
Responses	4118	4144	4139	4125

Your org	7.0	6.4
Best	7.3	7.1
Average	6.9	6.4
Worst	6.5	5.7
Responses	4144	4085

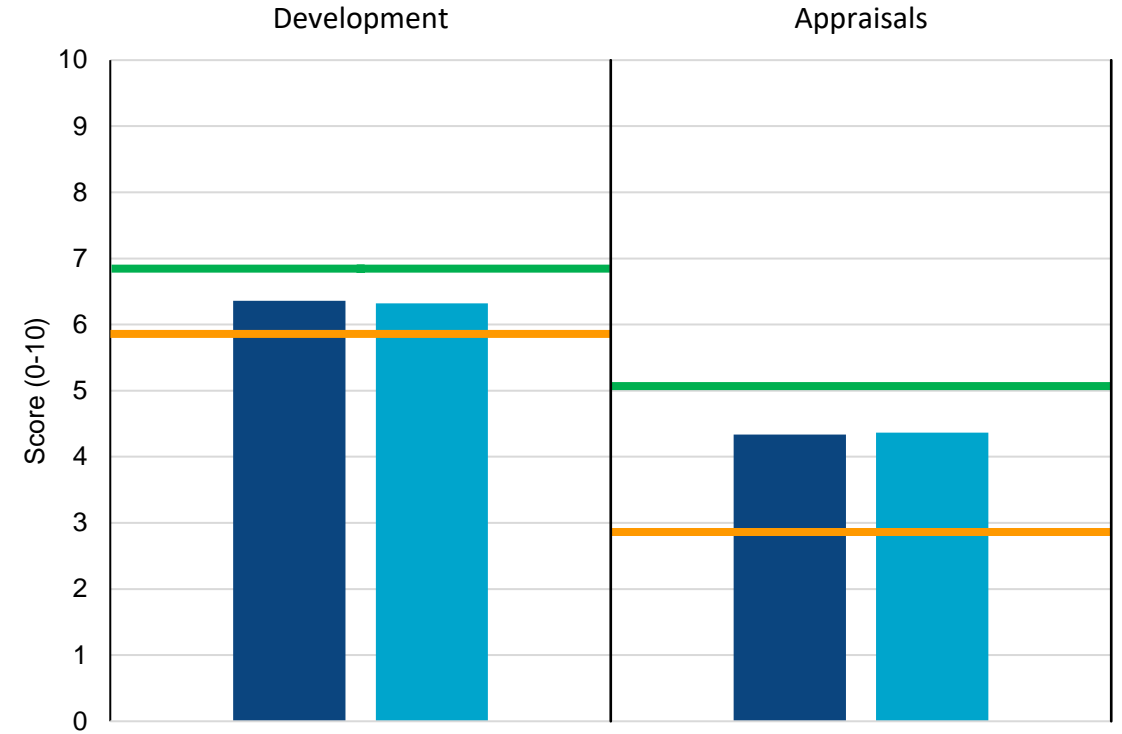
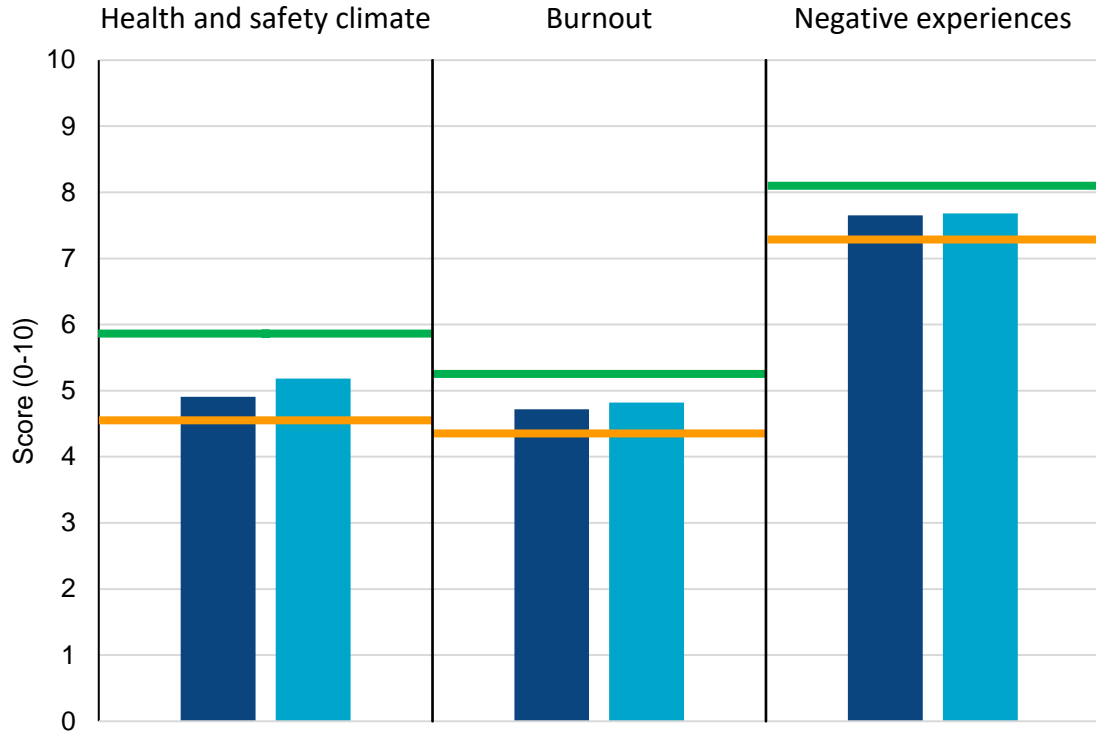
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



## Promise element 4: We are safe and healthy



## Promise element 5: We are always learning



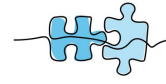
Your org	4.9	4.7	7.7
Best	5.9	5.3	8.1
Average	5.2	4.8	7.7
Worst	4.6	4.4	7.3
Responses	4142	4140	4135

Your org	6.4	4.3
Best	6.8	5.1
Average	6.3	4.4
Worst	5.9	2.9
Responses	4110	4019

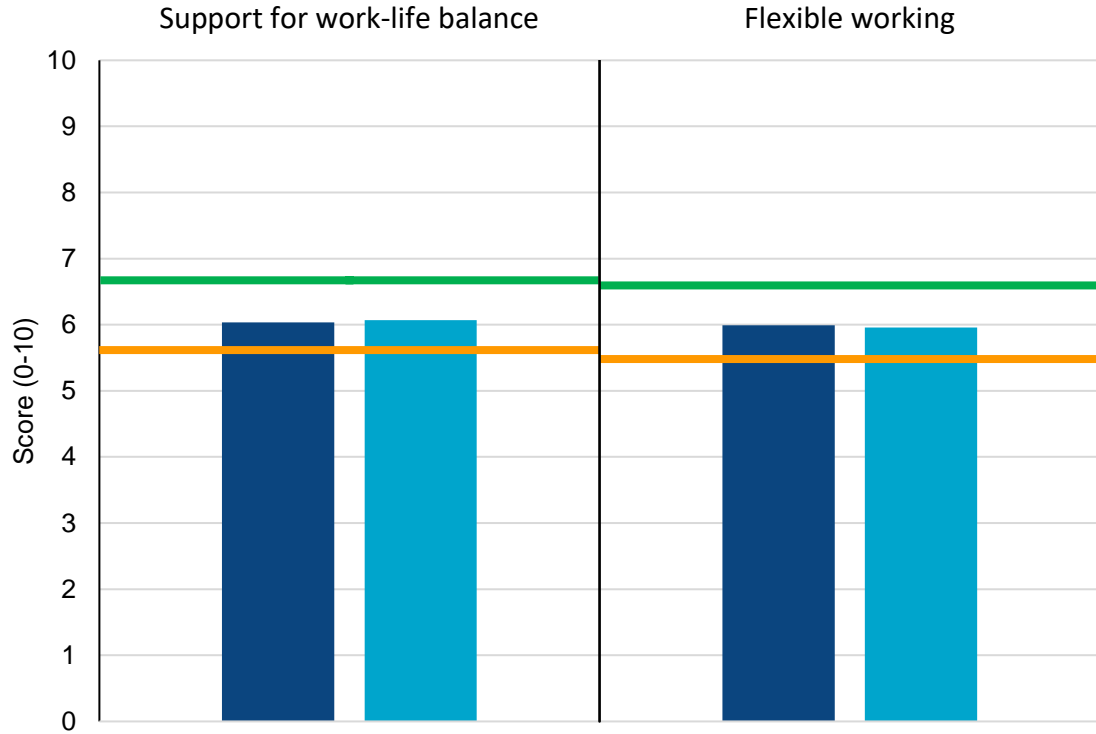
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



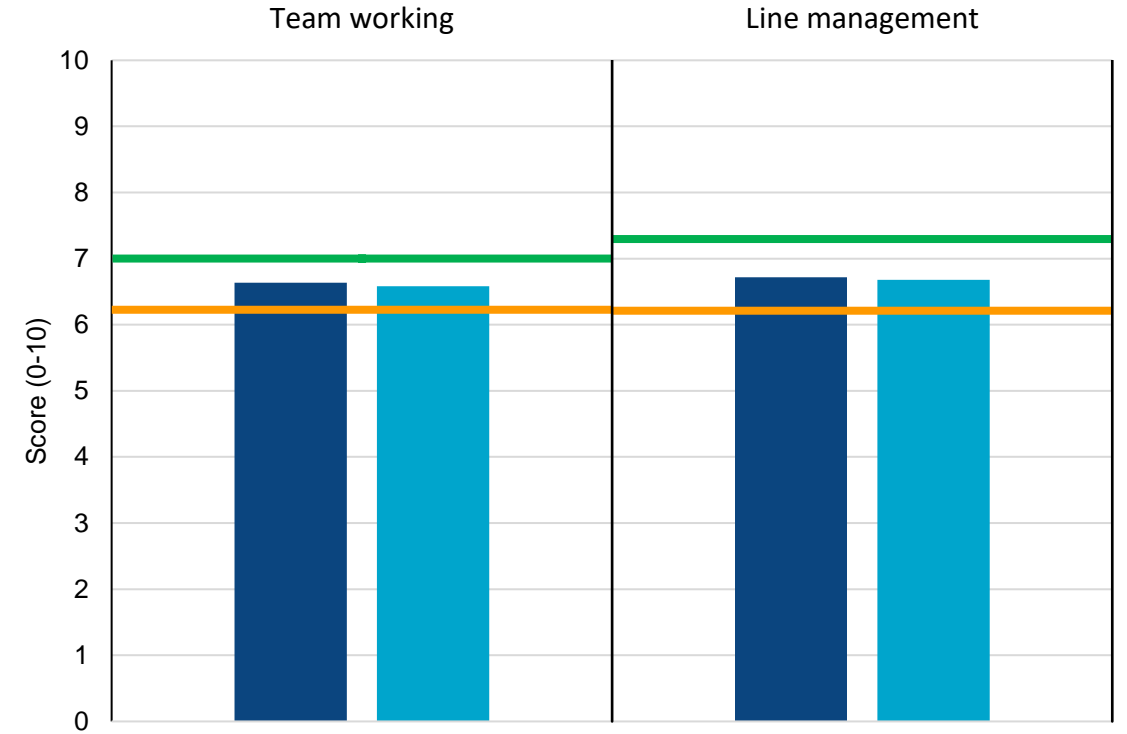
## Promise element 6: We work flexibly



## Promise element 7: We are a team



	Support for work-life balance	Flexible working
Your org	6.0	6.0
Best	6.7	6.6
Average	6.1	6.0
Worst	5.6	5.5
Responses	4140	4131



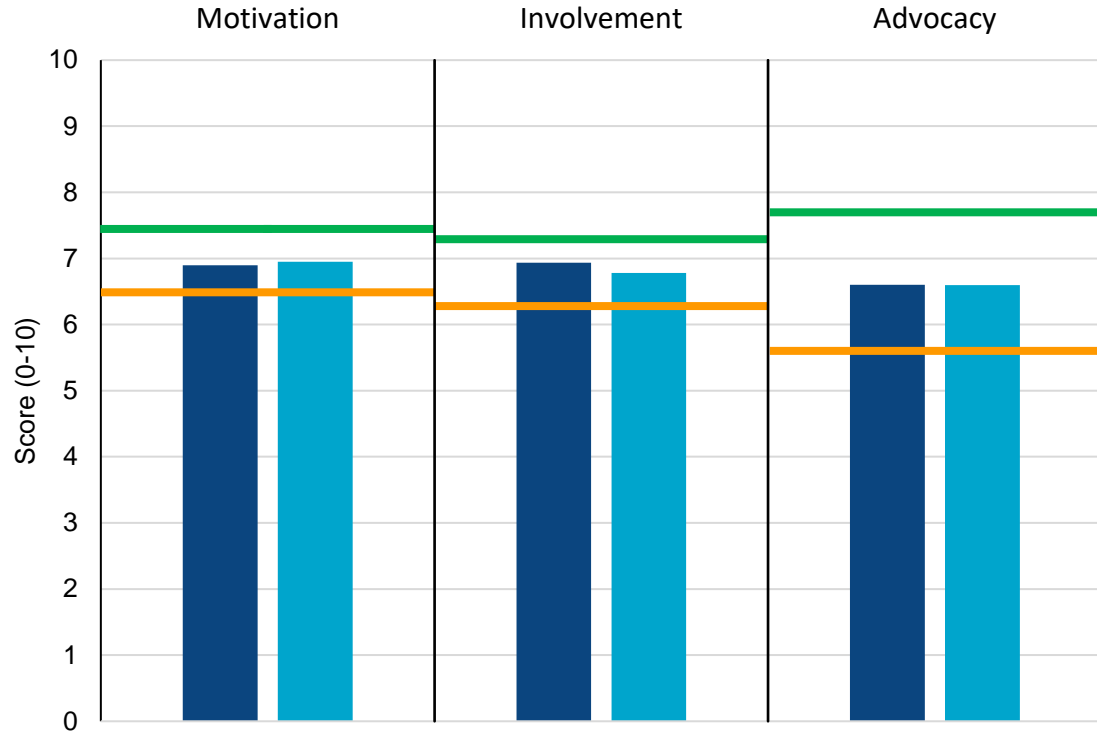
	Team working	Line management
Your org	6.6	6.7
Best	7.0	7.3
Average	6.6	6.7
Worst	6.2	6.2
Responses	4140	4142



# People Promise Elements, Themes and Sub-scores: Sub-score Overview

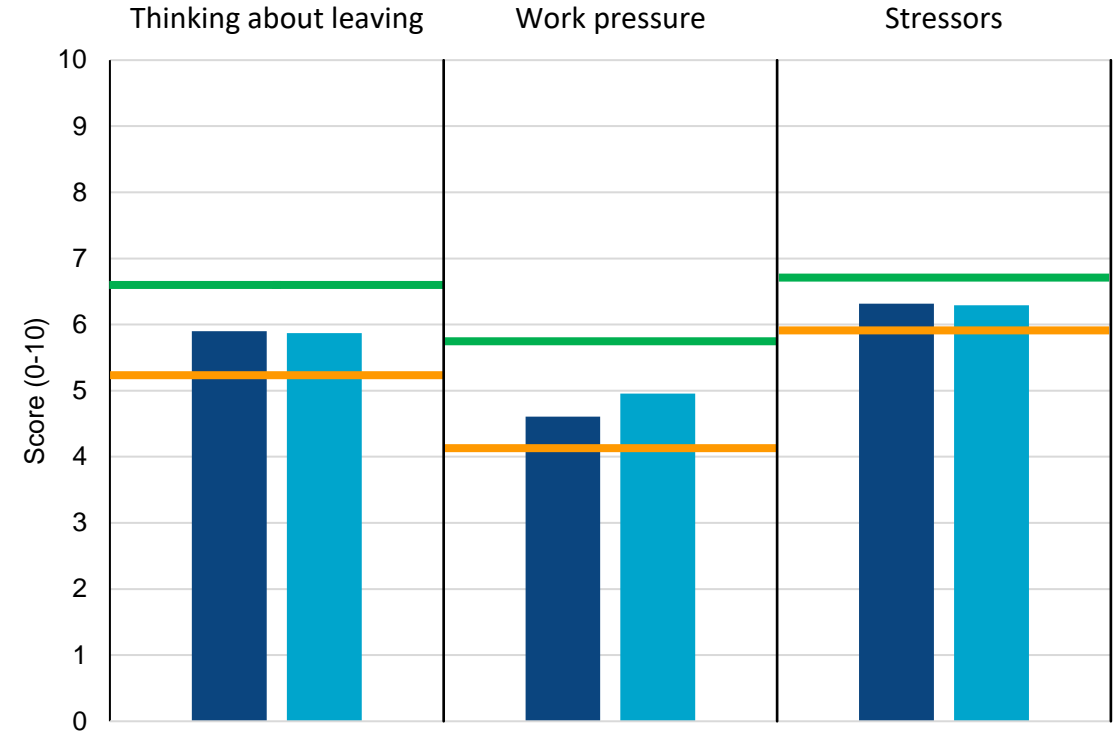
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

## Theme: Staff engagement



	Motivation	Involvement	Advocacy
Your org	6.9	6.9	6.6
Best	7.4	7.3	7.7
Average	7.0	6.8	6.6
Worst	6.5	6.3	5.6
Responses	4091	4144	4120

## Theme: Morale




	Thinking about leaving	Work pressure	Stressors
Your org	5.9	4.6	6.3
Best	6.6	5.7	6.7
Average	5.9	5.0	6.3
Worst	5.2	4.1	5.9
Responses	4117	4140	4135

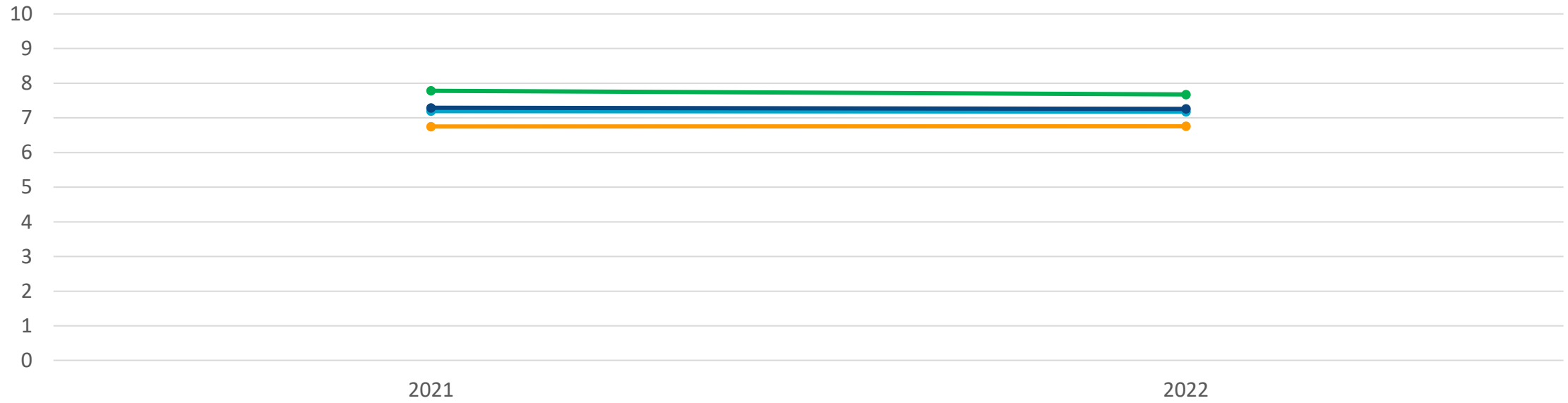


## People Promise Elements, Themes and Sub-scores: Trends

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

 **Promise element 1: We are compassionate and inclusive**

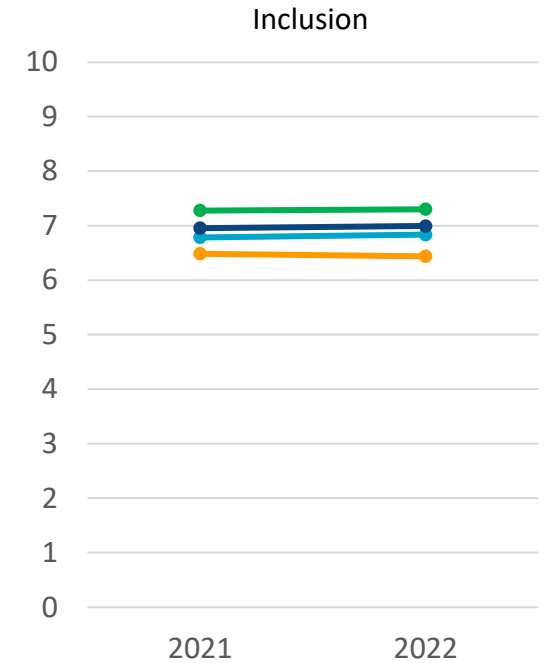
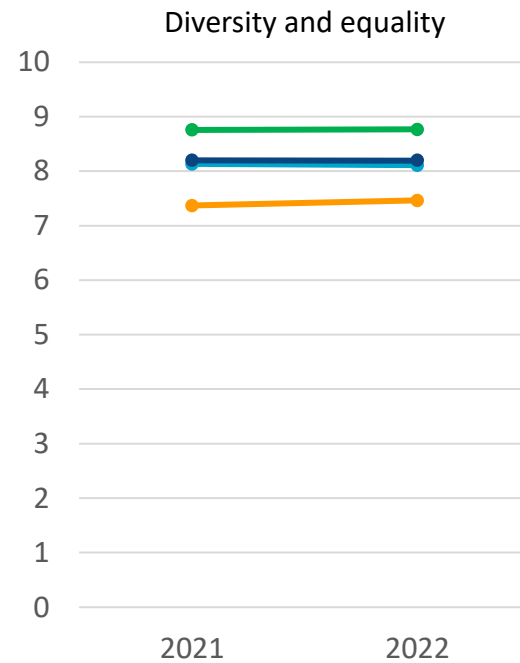
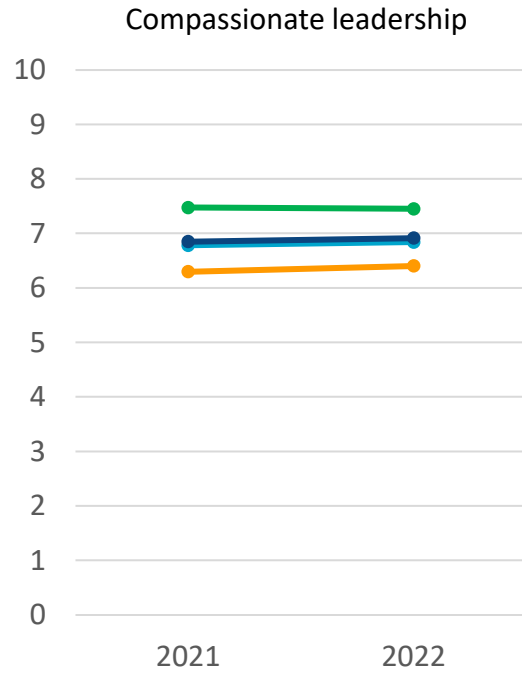
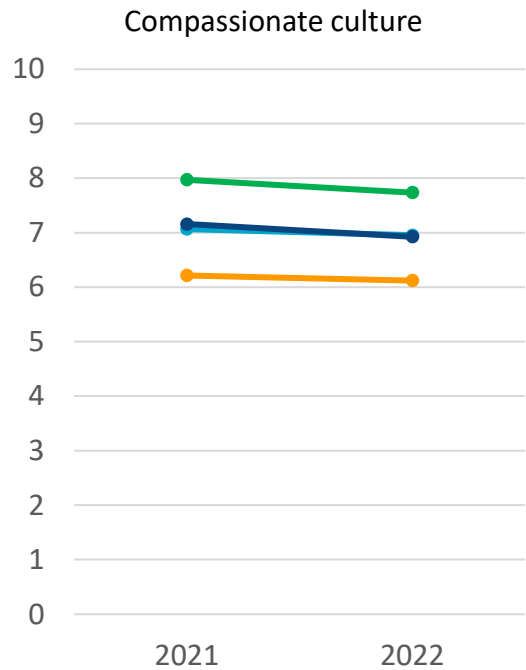
## We are compassionate and inclusive



	2021	2022
Your org	7.3	7.3
Best	7.8	7.7
Average	7.2	7.2
Worst	6.7	6.8
Responses	3375	4143

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

 **Promise element 1: We are compassionate and inclusive**



	2021	2022
Your org	7.2	6.9
Best	8.0	7.7
Average	7.1	7.0
Worst	6.2	6.1
Responses	3359	4118

	2021	2022
Your org	6.8	6.9
Best	7.5	7.4
Average	6.8	6.8
Worst	6.3	6.4
Responses	3376	4144

	2021	2022
Your org	8.2	8.2
Best	8.8	8.8
Average	8.1	8.1
Worst	7.4	7.5
Responses	3366	4139

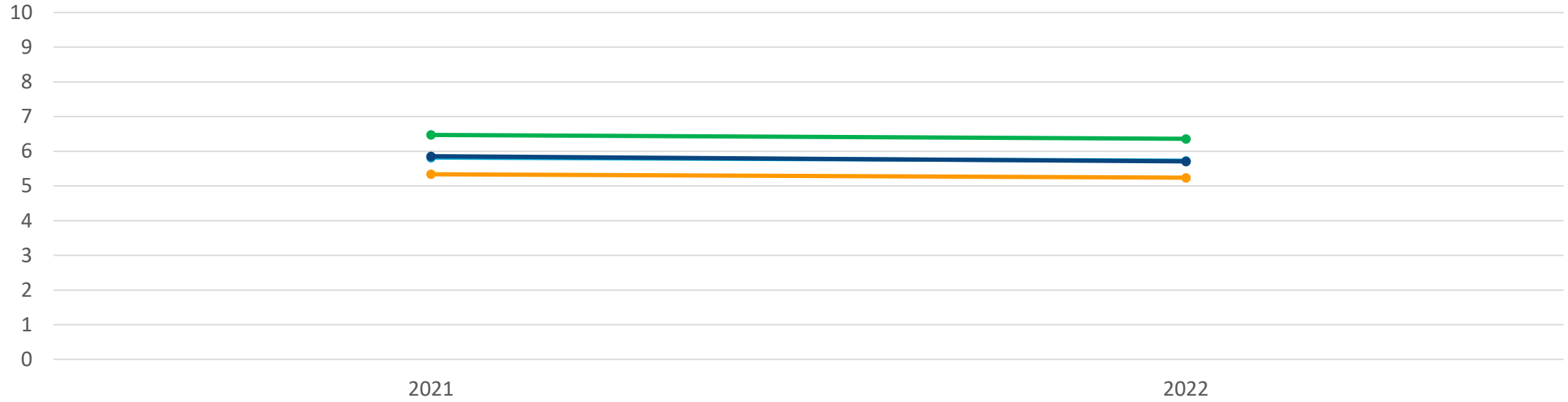
	2021	2022
Your org	7.0	7.0
Best	7.3	7.3
Average	6.8	6.8
Worst	6.5	6.4
Responses	3357	4125

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



## Promise element 2: We are recognised and rewarded

### We are recognised and rewarded



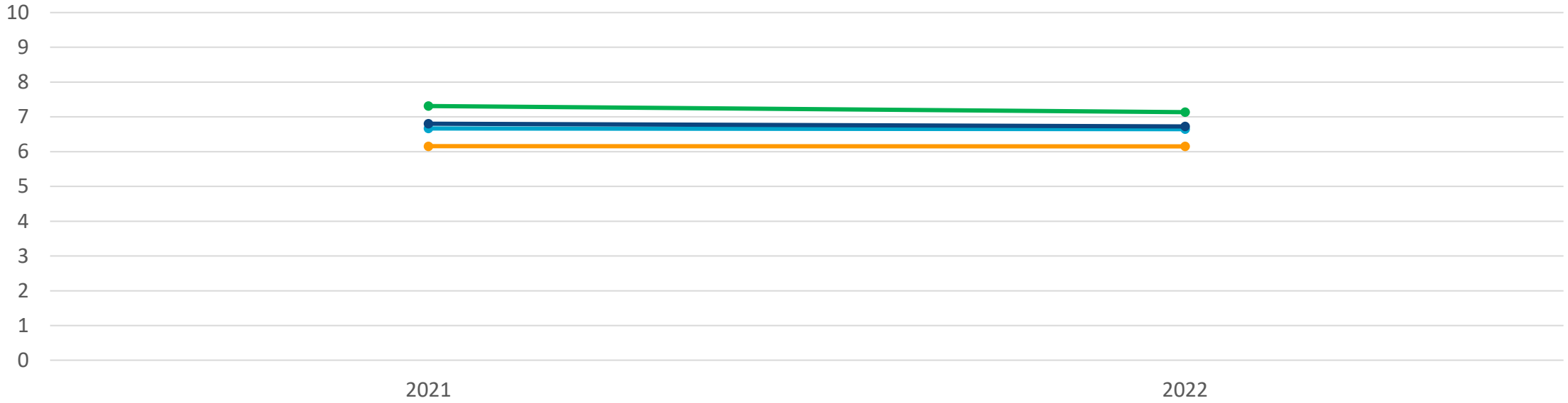
	2021	2022
Your org	5.9	5.7
Best	6.5	6.4
Average	5.8	5.7
Worst	5.3	5.2
Responses	3362	4140

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



## Promise element 3: We each have a voice that counts

We each have a voice that counts



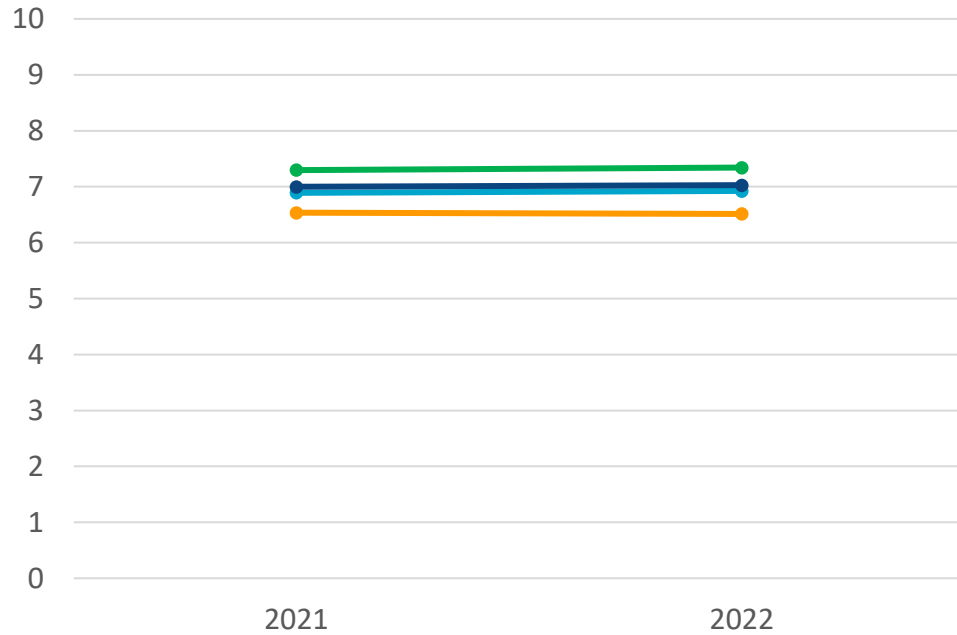
	2021	2022
Your org	6.8	6.7
Best	7.3	7.1
Average	6.7	6.6
Worst	6.2	6.2
Responses	3321	4071

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

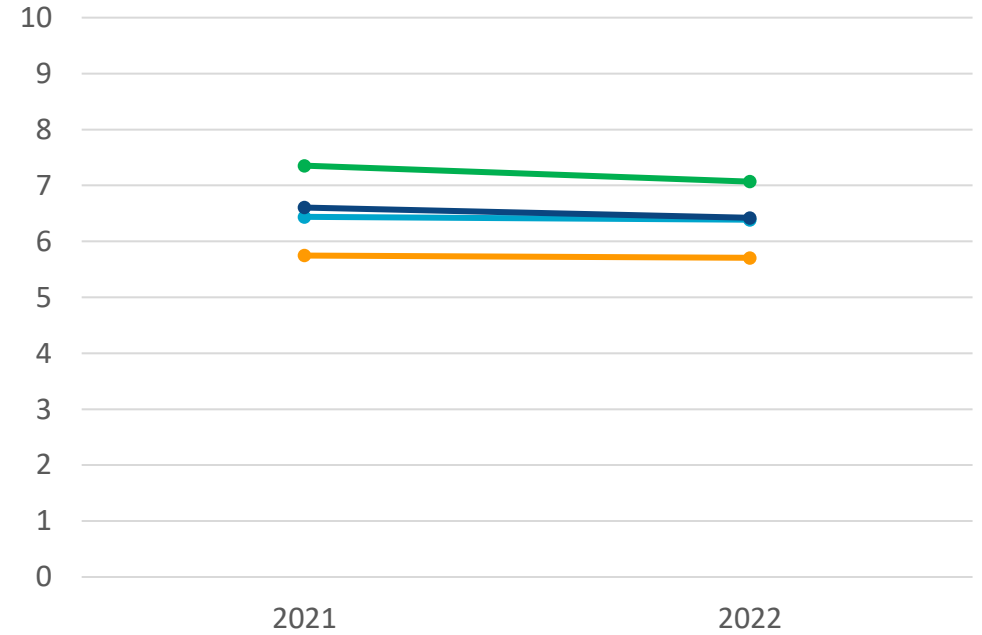


## Promise element 3: We each have a voice that counts

Autonomy and control



Raising concerns



2021 2022

	2021	2022
Your org	7.0	7.0
Best	7.3	7.3
Average	6.9	6.9
Worst	6.5	6.5
Responses	3381	4144

2021 2022

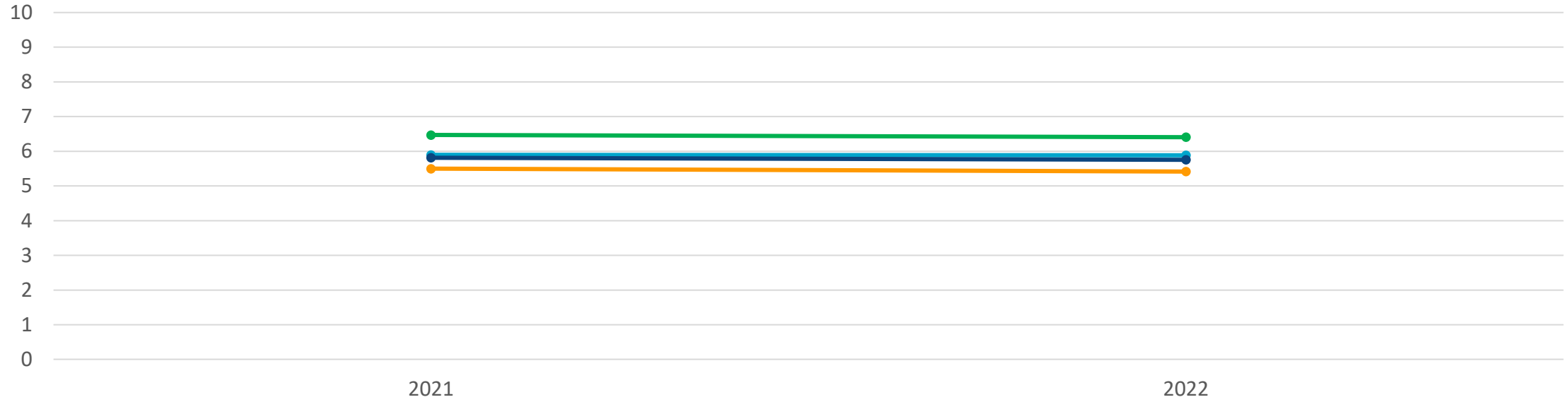
	2021	2022
Your org	6.6	6.4
Best	7.4	7.1
Average	6.4	6.4
Worst	5.7	5.7
Responses	3324	4085

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



## Promise element 4: We are safe and healthy

### We are safe and healthy



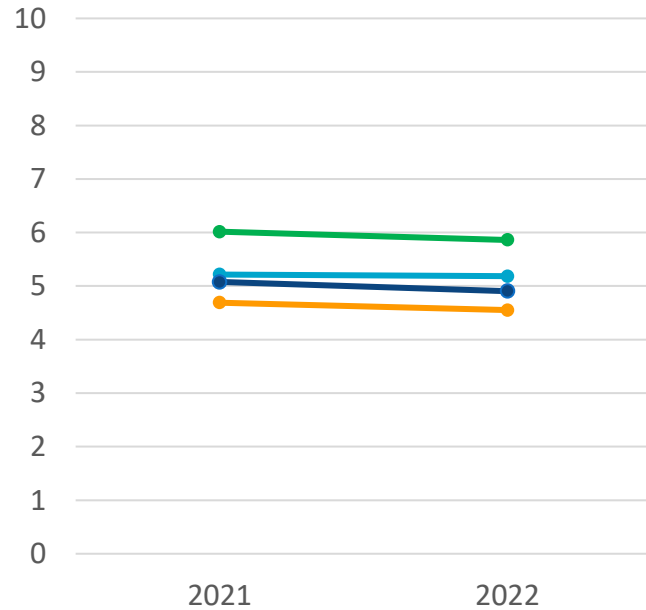
	2021	2022
Your org	5.8	5.8
Best	6.5	6.4
Average	5.9	5.9
Worst	5.5	5.4
Responses	3357	4111

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



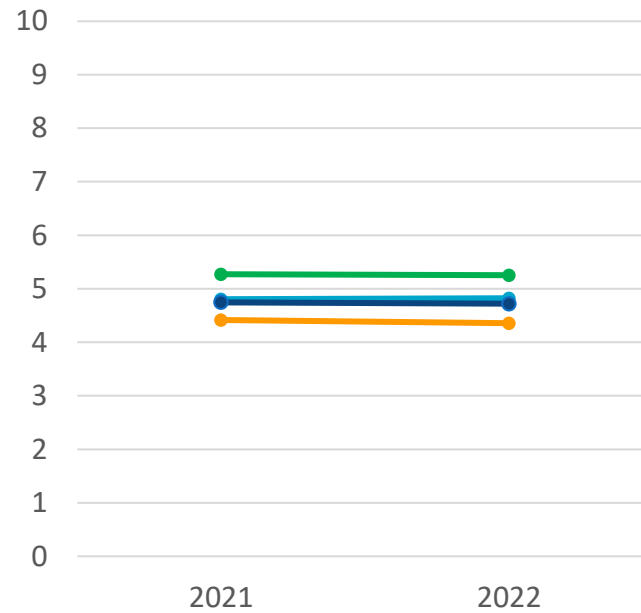
## Promise element 4: We are safe and healthy

Health and safety climate



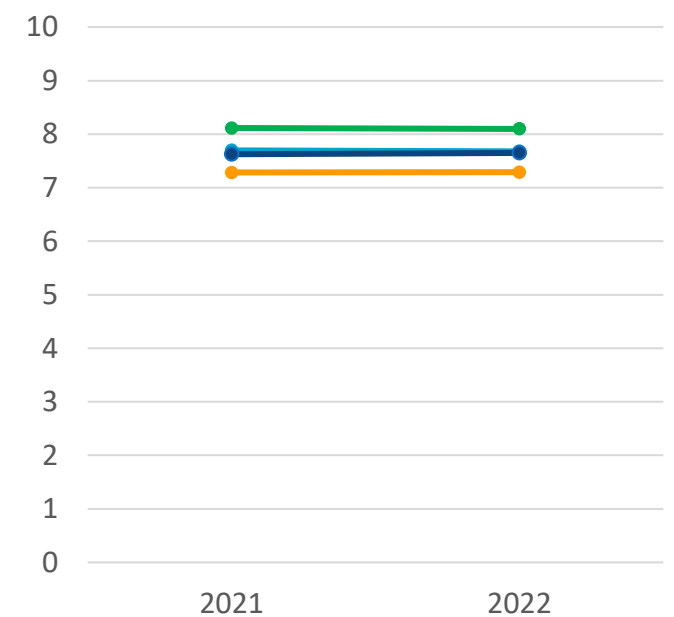
	2021	2022
Your org	5.1	4.9
Best	6.0	5.9
Average	5.2	5.2
Worst	4.7	4.6
Responses	3383	4142

Burnout



	2021	2022
Your org	4.7	4.7
Best	5.3	5.3
Average	4.8	4.8
Worst	4.4	4.4
Responses	3369	4140

Negative experiences



	2021	2022
Your org	7.6	7.7
Best	8.1	8.1
Average	7.7	7.7
Worst	7.3	7.3
Responses	3371	4135



All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



## Promise element 5: We are always learning

### We are always learning



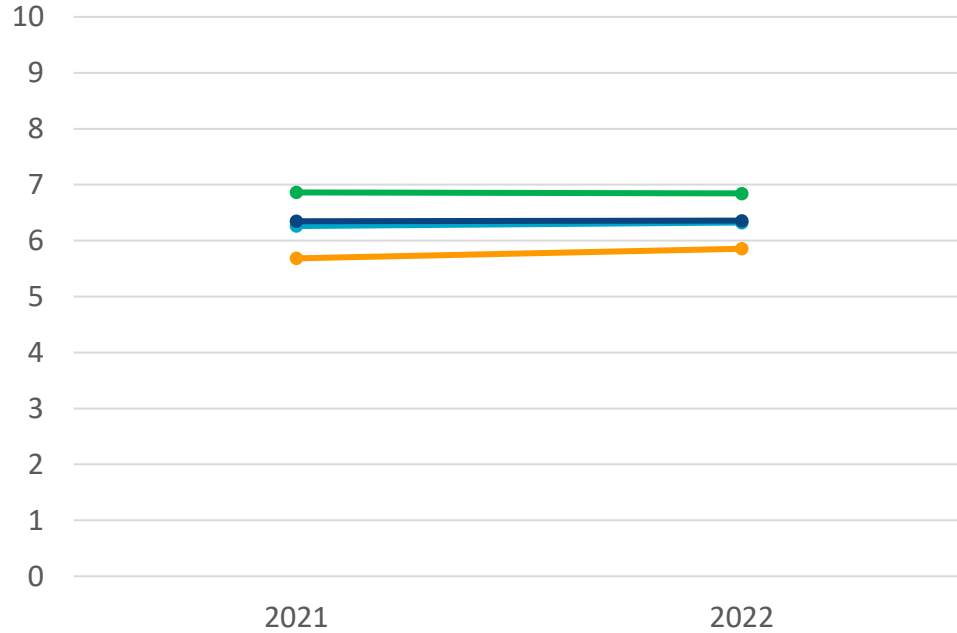
	2021	2022
Your org	5.3	5.3
Best	6.0	5.9
Average	5.2	5.4
Worst	4.3	4.4
Responses	3141	3978

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



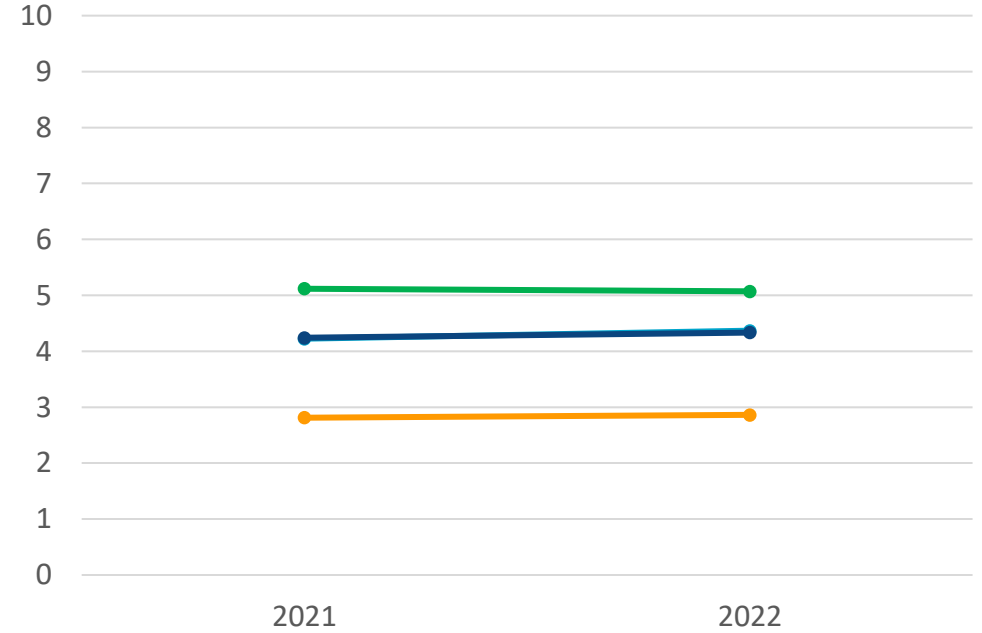
## Promise element 5: We are always learning

Development



	2021	2022
Your org	6.3	6.4
Best	6.9	6.8
Average	6.3	6.3
Worst	5.7	5.9
Responses	3347	4110

Appraisals



	2021	2022
Your org	4.2	4.3
Best	5.1	5.1
Average	4.2	4.4
Worst	2.8	2.9
Responses	3155	4019

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



## Promise element 6: We work flexibly

### We work flexibly



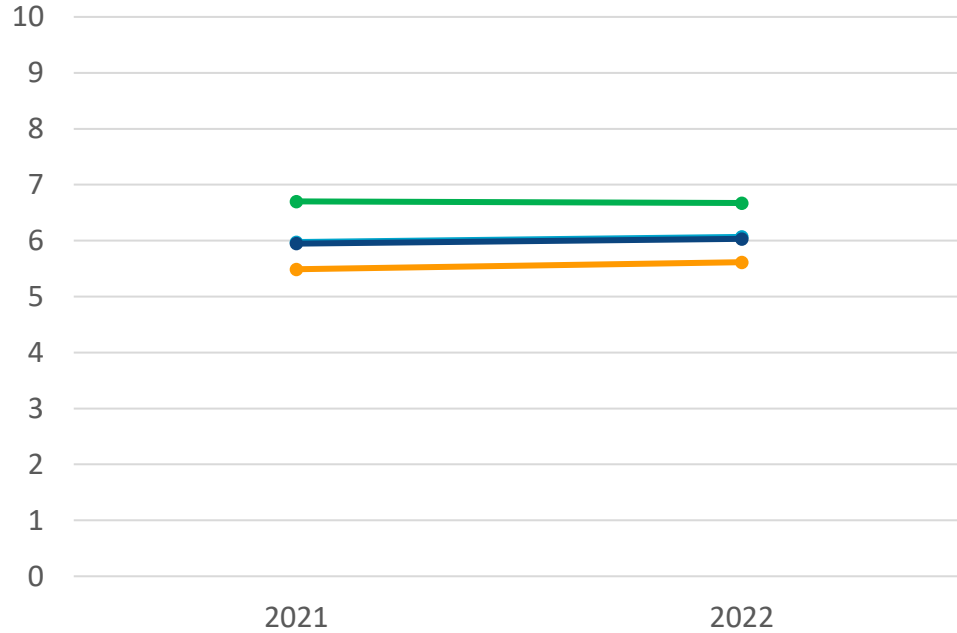
	2021	2022
Your org	5.9	6.0
Best	6.7	6.6
Average	6.0	6.0
Worst	5.4	5.6
Responses	3341	4119

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

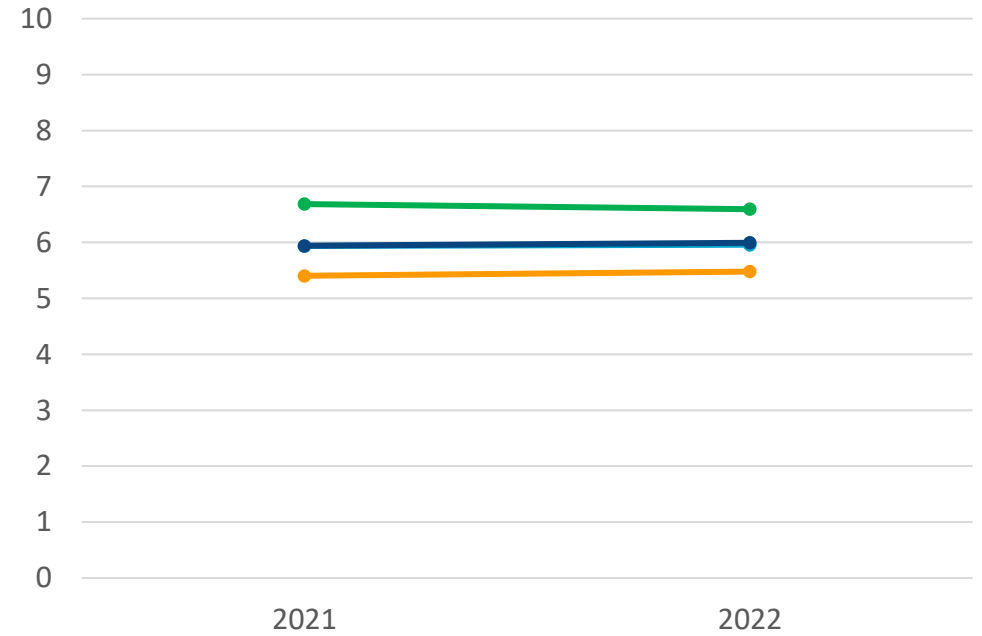


## Promise element 6: We work flexibly

Support for work-life balance



Flexible working



	2021	2022
Your org	5.9	6.0
Best	6.7	6.7
Average	6.0	6.1
Worst	5.5	5.6
Responses	3374	4140

	2021	2022
Your org	5.9	6.0
Best	6.7	6.6
Average	5.9	6.0
Worst	5.4	5.5
Responses	3352	4131

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

 **Promise element 7: We are a team**

## We are a team

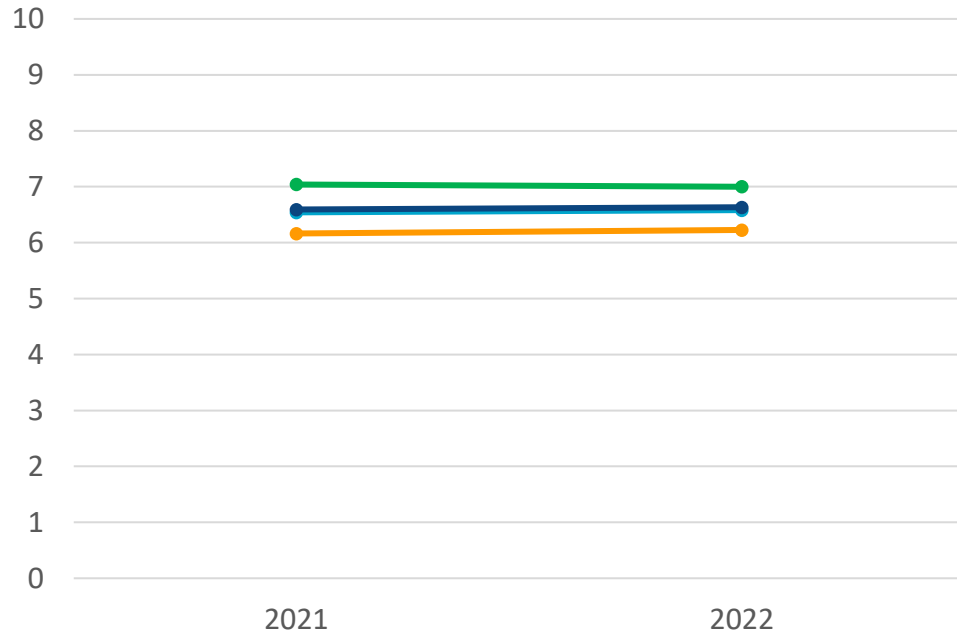


	2021	2022
Your org	6.6	6.7
Best	7.1	7.1
Average	6.6	6.6
Worst	6.2	6.3
Responses	3365	4132

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

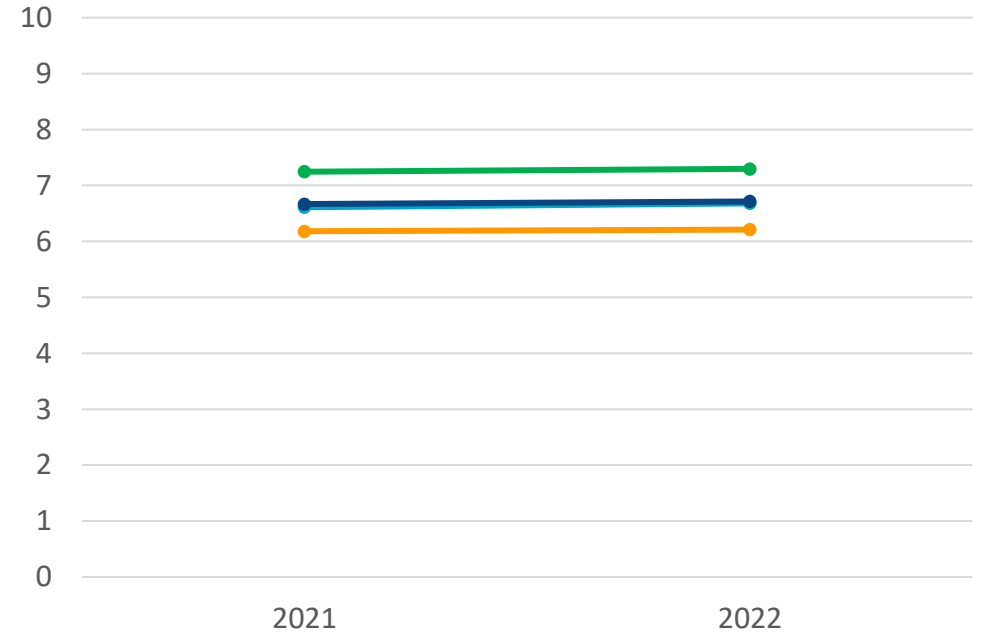
 **Promise element 7: We are a team**

Team working



	2021	2022
Your org	6.6	6.6
Best	7.0	7.0
Average	6.5	6.6
Worst	6.2	6.2
Responses	3369	4140

Line management

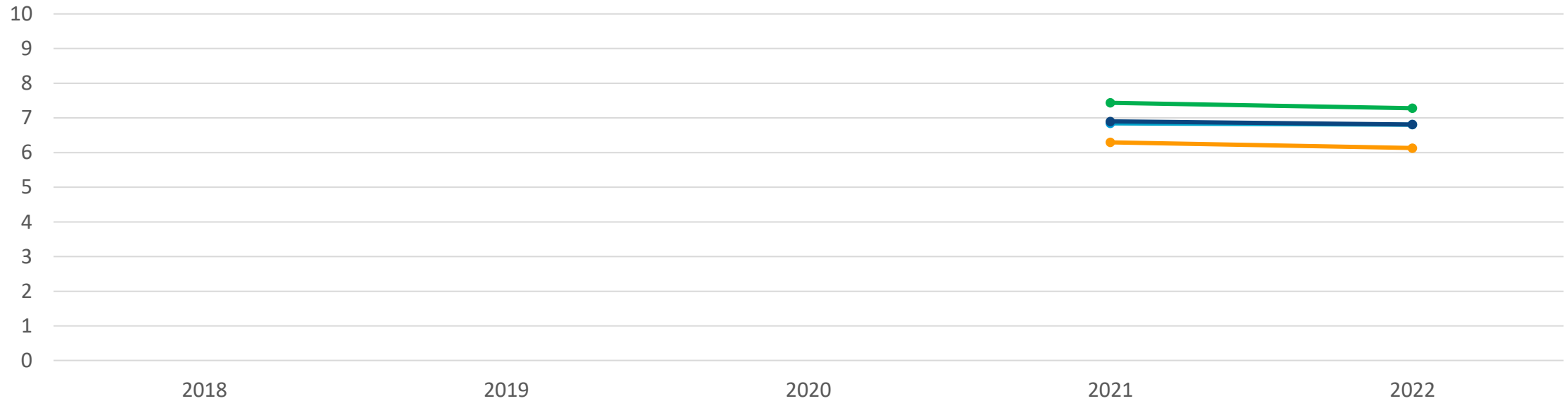


	2021	2022
Your org	6.7	6.7
Best	7.2	7.3
Average	6.6	6.7
Worst	6.2	6.2
Responses	3376	4142

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

## Theme: Staff Engagement

Staff Engagement



	2018	2019	2020	2021	2022
Your org	-	-	-	6.9	6.8
Best	-	-	-	7.4	7.3
Average	-	-	-	6.8	6.8
Worst	-	-	-	6.3	6.1
Responses	-	-	-	3382	4149

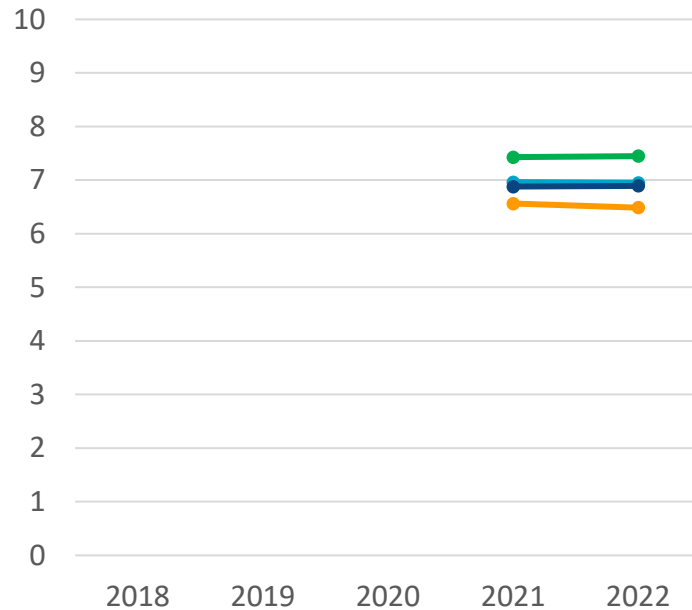


# People Promise Elements, Themes and Sub-scores: Sub-score trends

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

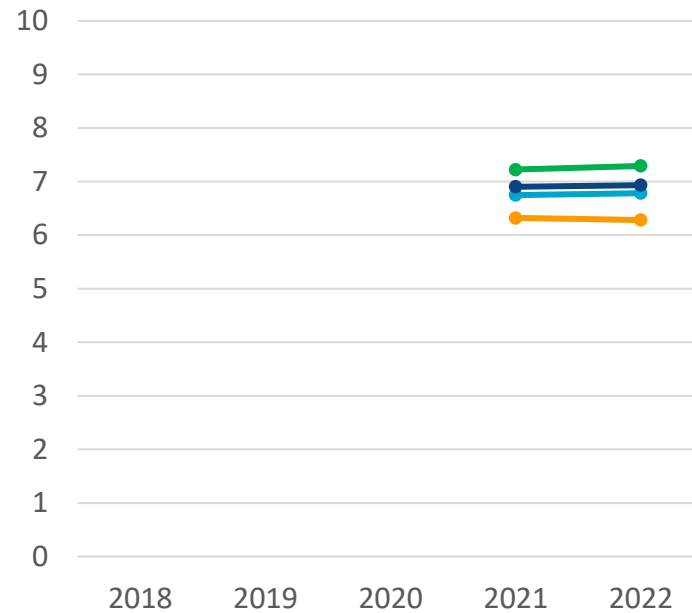
## Theme: Staff Engagement

### Motivation



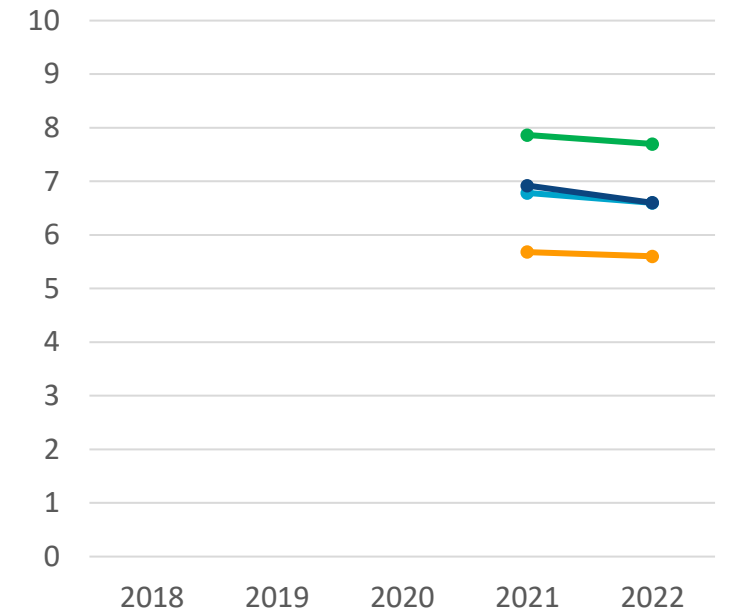
	2018	2019	2020	2021	2022
Your org	-	-	-	6.9	6.9
Best	-	-	-	7.4	7.4
Average	-	-	-	7.0	7.0
Worst	-	-	-	6.6	6.5
Responses	-	-	-	3334	4091

### Involvement



	2018	2019	2020	2021	2022
Your org	-	-	-	6.9	6.9
Best	-	-	-	7.2	7.3
Average	-	-	-	6.7	6.8
Worst	-	-	-	6.3	6.3
Responses	-	-	-	3381	4144

### Advocacy



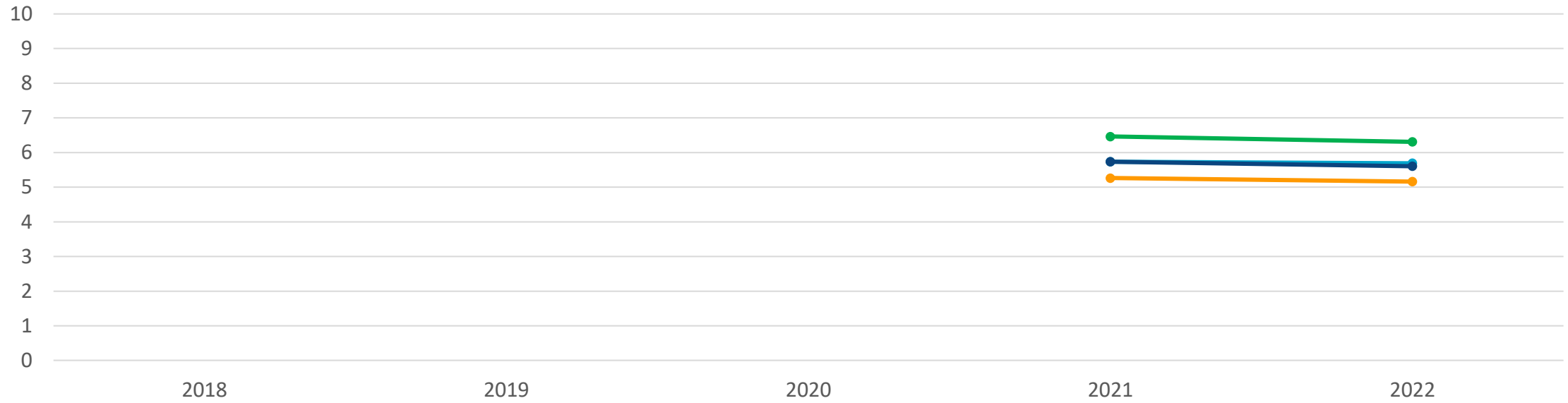
	2018	2019	2020	2021	2022
Your org	-	-	-	6.9	6.6
Best	-	-	-	7.9	7.7
Average	-	-	-	6.8	6.6
Worst	-	-	-	5.7	5.6
Responses	-	-	-	3361	4120



All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

## Theme: Morale

### Morale



	2018	2019	2020	2021	2022
Your org	-	-	-	5.7	5.6
Best	-	-	-	6.5	6.3
Average	-	-	-	5.7	5.7
Worst	-	-	-	5.3	5.2
Responses	-	-	-	3384	4150

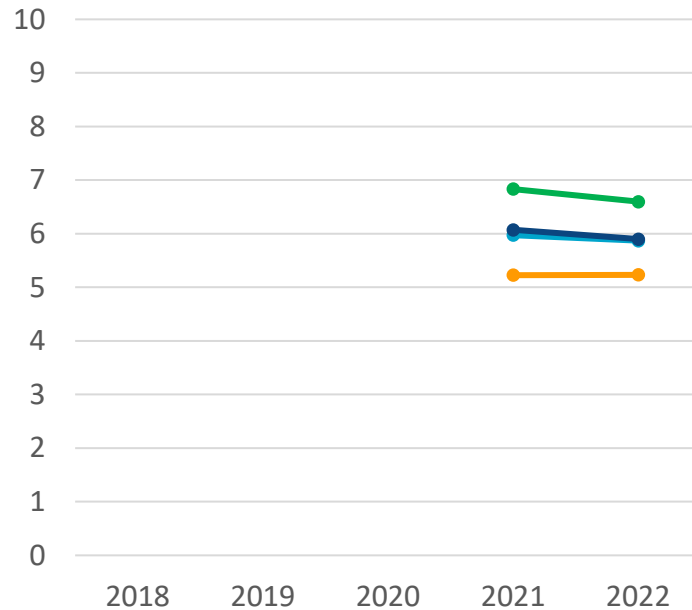


# People Promise Elements, Themes and Sub-scores: Sub-score trends

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

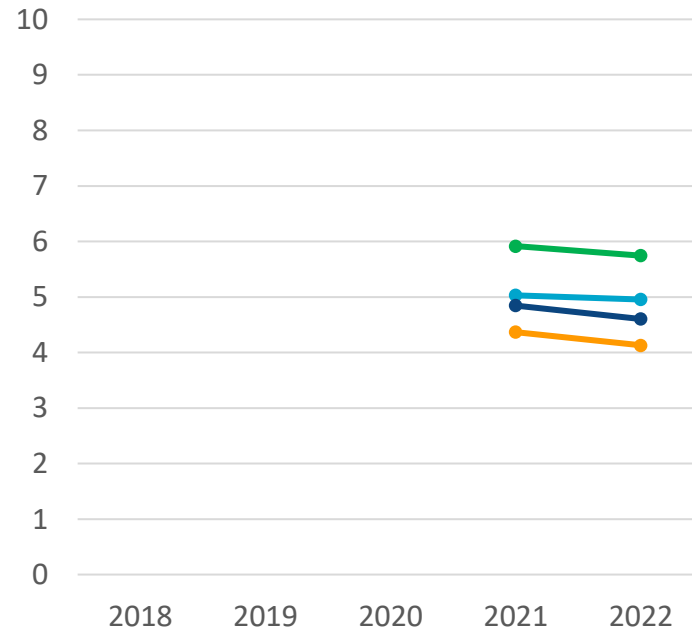
## Theme: Morale

### Thinking about leaving



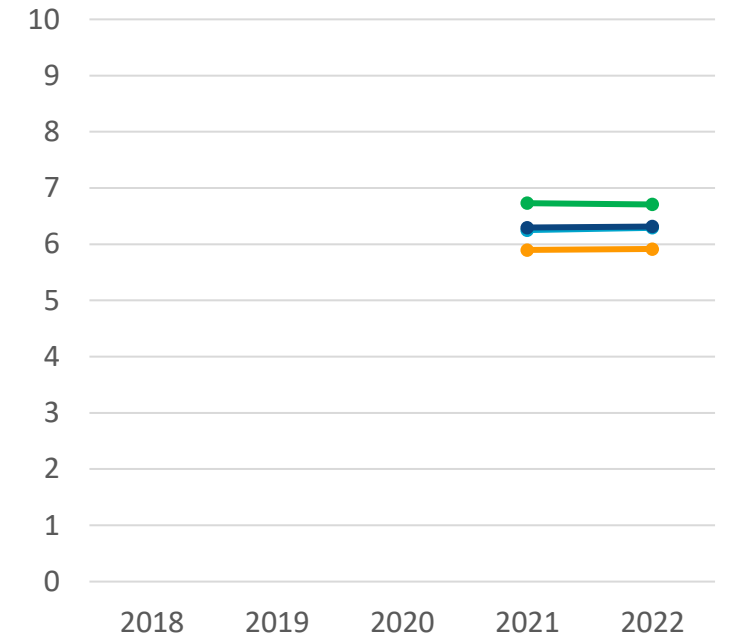
	2018	2019	2020	2021	2022
Your org	-	-	-	6.1	5.9
Best	-	-	-	6.8	6.6
Average	-	-	-	6.0	5.9
Worst	-	-	-	5.2	5.2
Responses	-	-	-	3361	4117

### Work pressure



	2018	2019	2020	2021	2022
Your org	-	-	-	4.8	4.6
Best	-	-	-	5.9	5.7
Average	-	-	-	5.0	5.0
Worst	-	-	-	4.4	4.1
Responses	-	-	-	3379	4140

### Stressors



	2018	2019	2020	2021	2022
Your org	-	-	-	6.3	6.3
Best	-	-	-	6.7	6.7
Average	-	-	-	6.3	6.3
Worst	-	-	-	5.9	5.9
Responses	-	-	-	3371	4135

## Covid-19 Classification breakdowns

## Covid-19 questions

In the 2022 survey, staff were asked three classification questions relating to their experience during the Covid-19 pandemic:

- |                                                                                                           |                          |     |                          |    |
|-----------------------------------------------------------------------------------------------------------|--------------------------|-----|--------------------------|----|
| a. In the past 12 months, have you worked on a Covid-19 specific ward or area at any time?                | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No |
| b. In the past 12 months, have you been redeployed due to the Covid-19 pandemic at any time?              | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No |
| c. In the past 12 months, have you been required to work remotely/from home due to the Covid-19 pandemic? | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No |

The charts on the following pages show the breakdown of People Promise elements scores for staff answering 'yes' to each of these questions, compared with the results for all staff at your organisation. Results are presented in the context of highest, average and lowest scores for similar organisations.

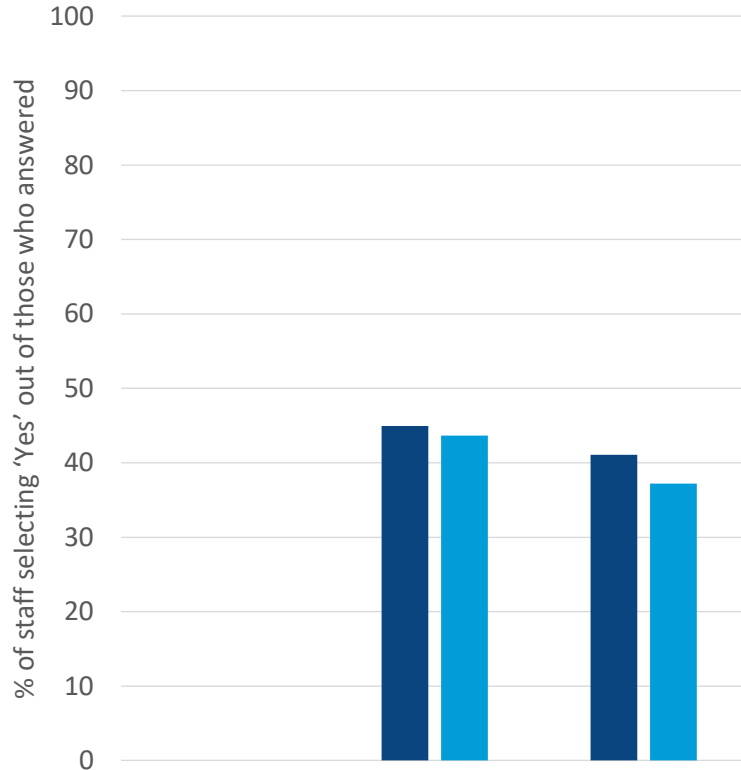
## Comparing your data

To improve overall comparability, the data have been weighted to match the occupation group profile of staff at your organisation to that of the benchmarking group, as in previous charts. However, there may be differences in the occupation group profiles of the individual COVID-19 subgroups. For example, the mix of occupational groups across redeployed staff at your organisation may differ from similar organisations. This difference would not be accounted for by the weighting and therefore may affect the comparability of trend results. As such, a degree of caution is advised when interpreting your results.

## Further information

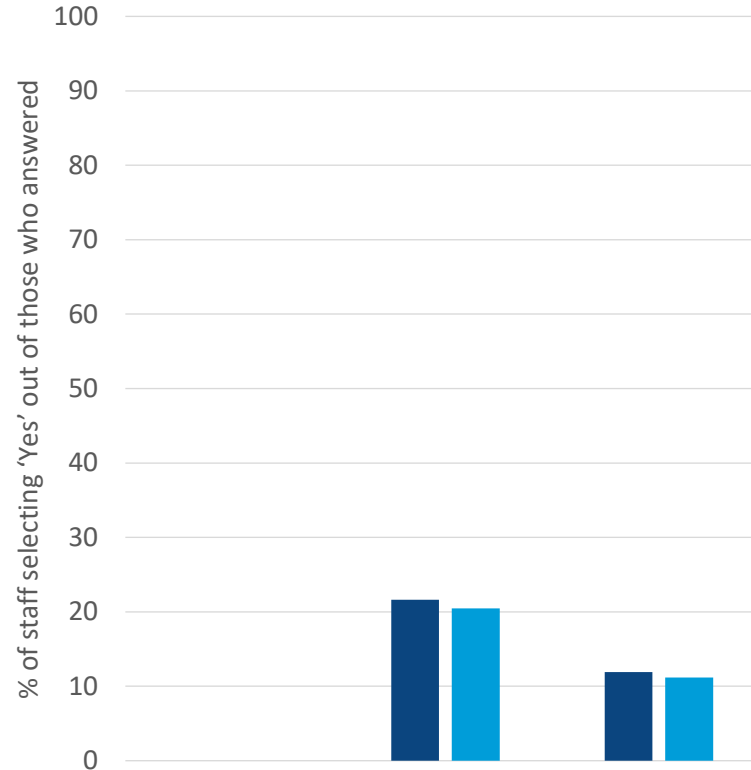
Results for these groups of staff, including data for individual questions, are also available via the online dashboards. Please note that results presented in these dashboards have not been weighted where no benchmarking takes place and so may vary slightly from those shown in this report.

Q25a In the past 12 months, have you worked on a Covid-19 specific ward or area at any time?



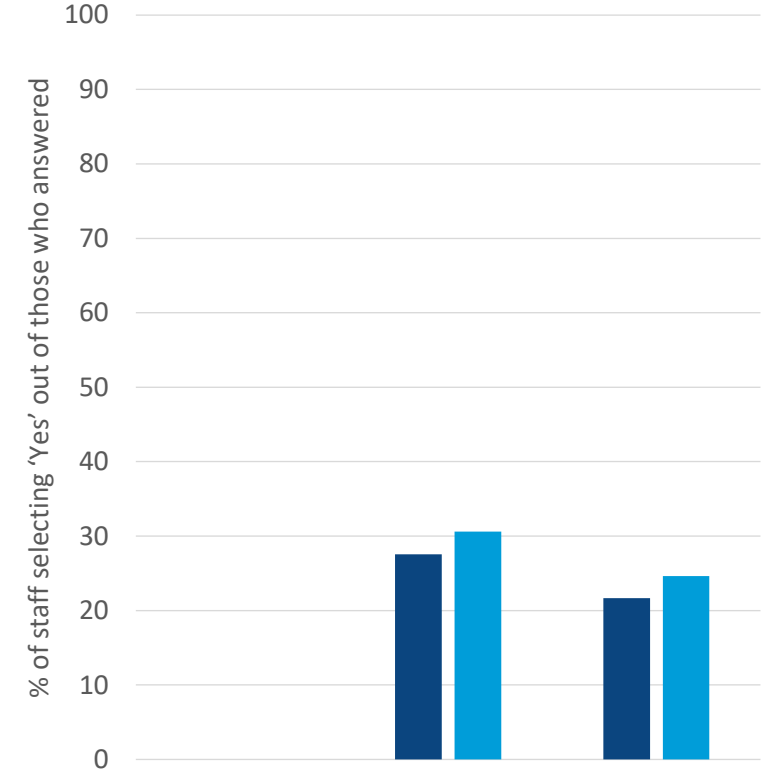
	2020	2021	2022
Your org	-	44.9%	41.1%
Average	-	43.6%	37.2%
Responses	-	3363	4116

Q25b In the past 12 months, have you been redeployed due to the Covid-19 pandemic at any time?



	2020	2021	2022
Your org	-	21.6%	11.9%
Average	-	20.4%	11.2%
Responses	-	3342	4100

Q25c In the past 12 months, have you been required to work remotely/from home due to the Covid-19 pandemic?



	2020	2021	2022
Your org	-	27.5%	21.6%
Average	-	30.6%	24.6%
Responses	-	3347	4097

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



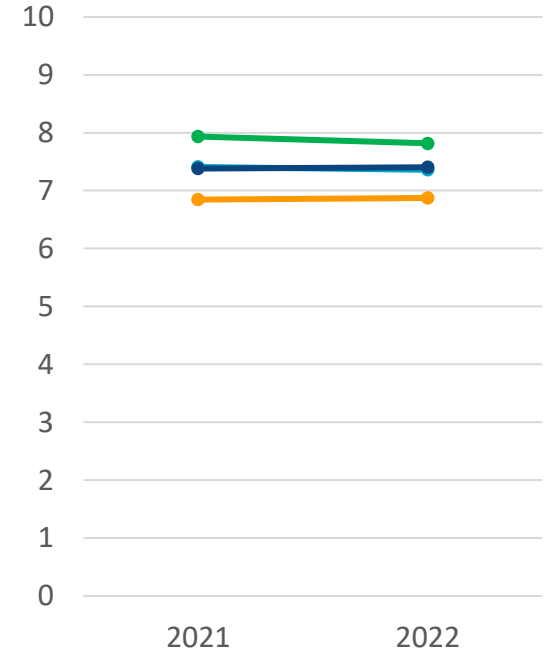
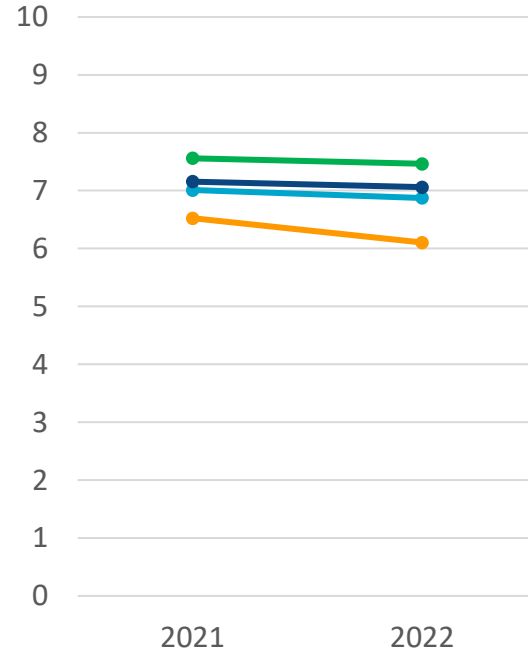
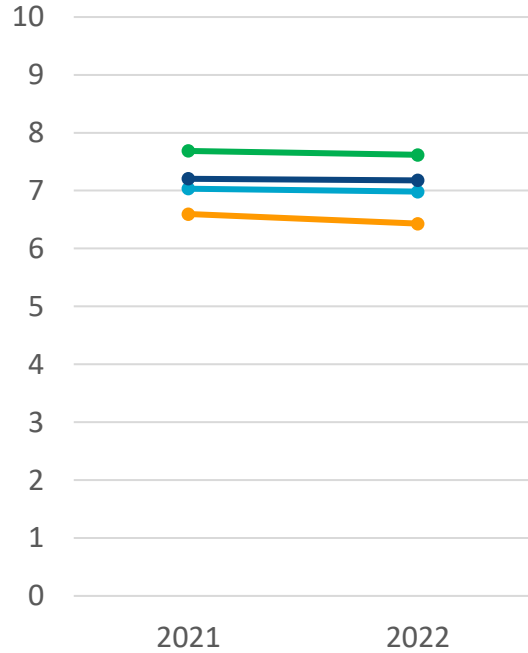
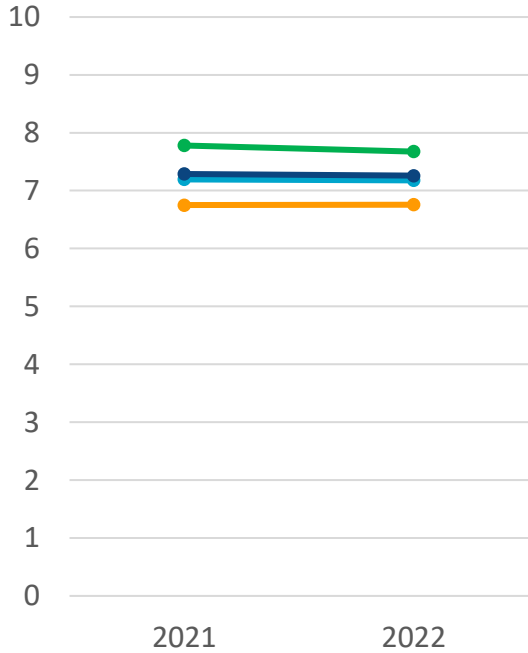
## Promise element 1: We are compassionate and inclusive

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	7.3	7.3
Highest	7.8	7.7
Average	7.2	7.2
Lowest	6.7	6.8
Responses	3375	4143

	2021	2022
Your org	7.2	7.2
Highest	7.7	7.6
Average	7.0	7.0
Lowest	6.6	6.4
Responses	1506	1680

	2021	2022
Your org	7.2	7.1
Highest	7.6	7.5
Average	7.0	6.9
Lowest	6.5	6.1
Responses	719	485

	2021	2022
Your org	7.4	7.4
Highest	7.9	7.8
Average	7.4	7.4
Lowest	6.8	6.9
Responses	921	886

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



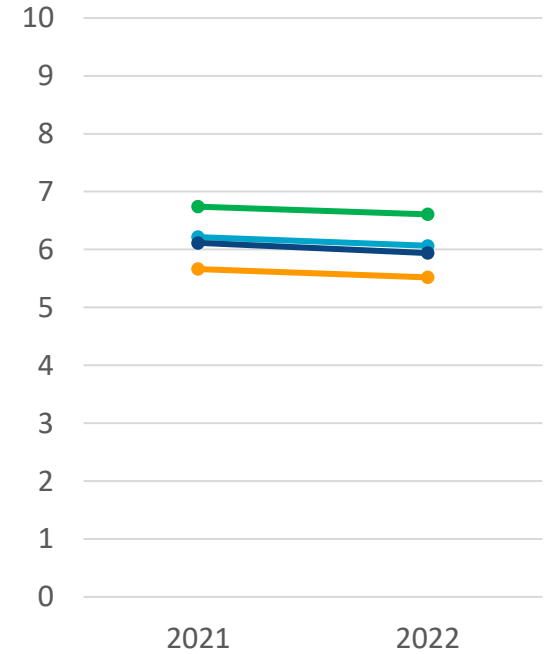
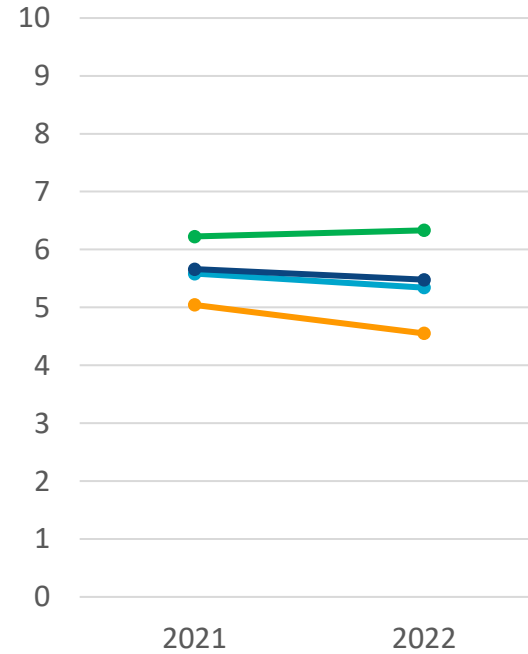
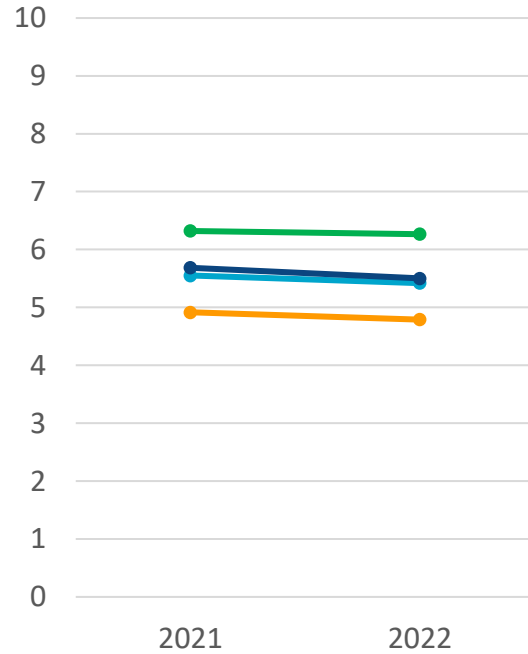
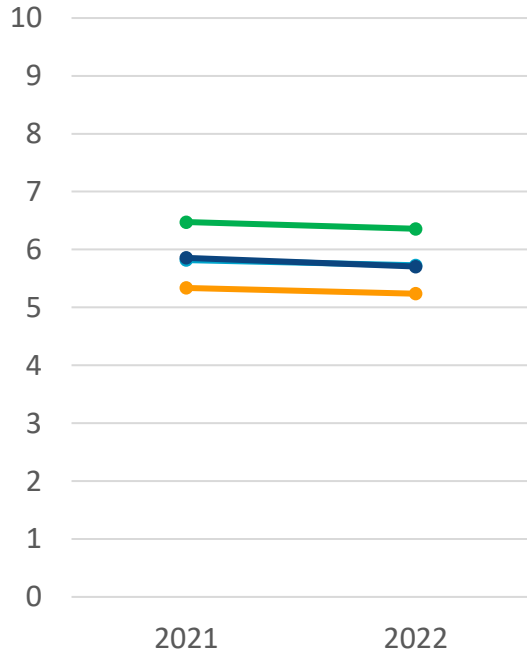
## Promise element 2: We are recognised and rewarded

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	5.9	5.7
Highest	6.5	6.4
Average	5.8	5.7
Lowest	5.3	5.2
Responses	3362	4140

	2021	2022
Your org	5.7	5.5
Highest	6.3	6.3
Average	5.6	5.4
Lowest	4.9	4.8
Responses	1501	1681

	2021	2022
Your org	5.7	5.5
Highest	6.2	6.3
Average	5.6	5.3
Lowest	5.0	4.6
Responses	717	486

	2021	2022
Your org	6.1	5.9
Highest	6.7	6.6
Average	6.2	6.1
Lowest	5.7	5.5
Responses	916	884

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



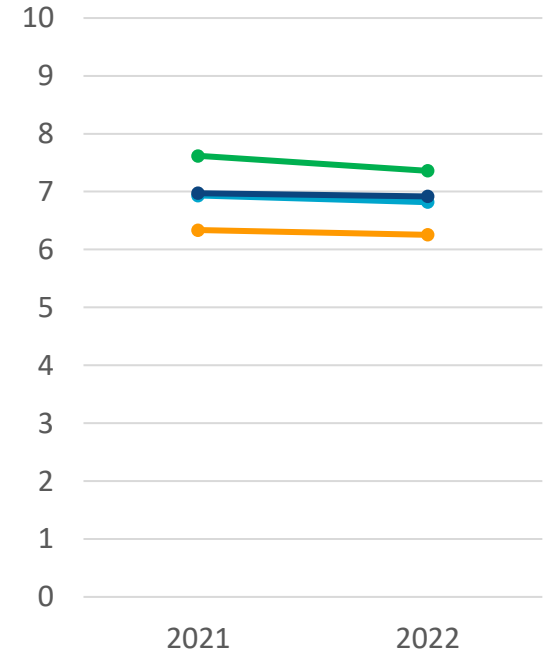
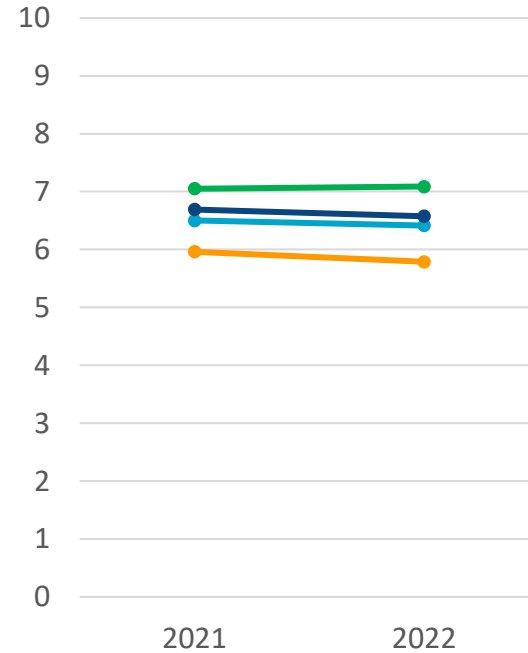
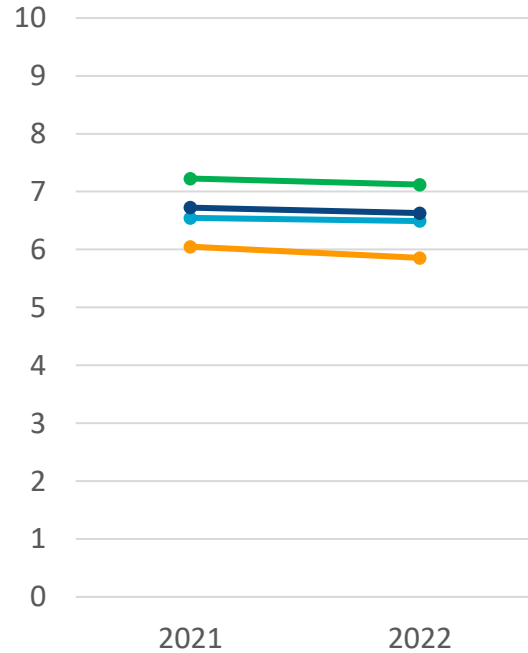
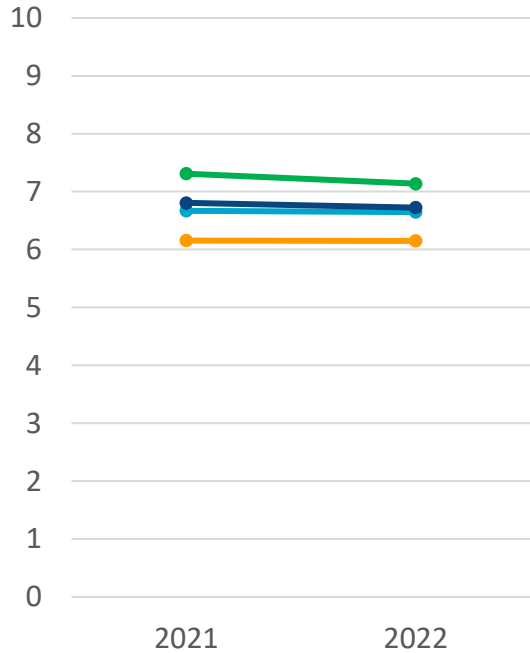
## Promise element 3: We each have a voice that counts

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	6.8	6.7
Highest	7.3	7.1
Average	6.7	6.6
Lowest	6.2	6.2
Responses	3321	4071

	2021	2022
Your org	6.7	6.6
Highest	7.2	7.1
Average	6.5	6.5
Lowest	6.0	5.9
Responses	1484	1662

	2021	2022
Your org	6.7	6.6
Highest	7.1	7.1
Average	6.5	6.4
Lowest	6.0	5.8
Responses	711	482

	2021	2022
Your org	7.0	6.9
Highest	7.6	7.4
Average	6.9	6.8
Lowest	6.3	6.3
Responses	915	877



All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



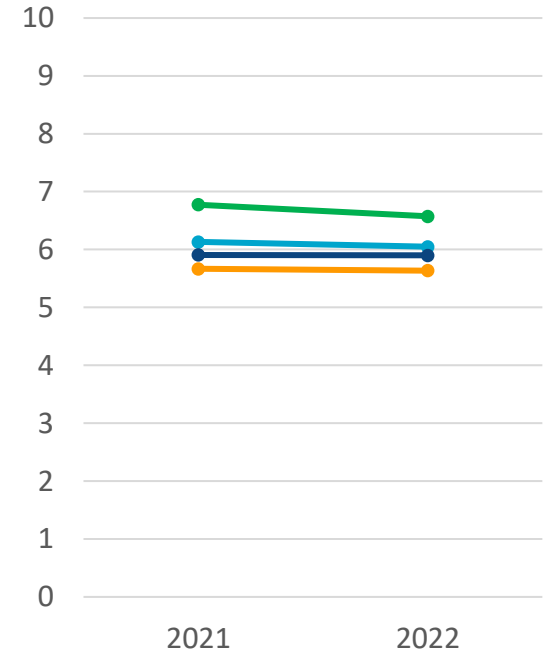
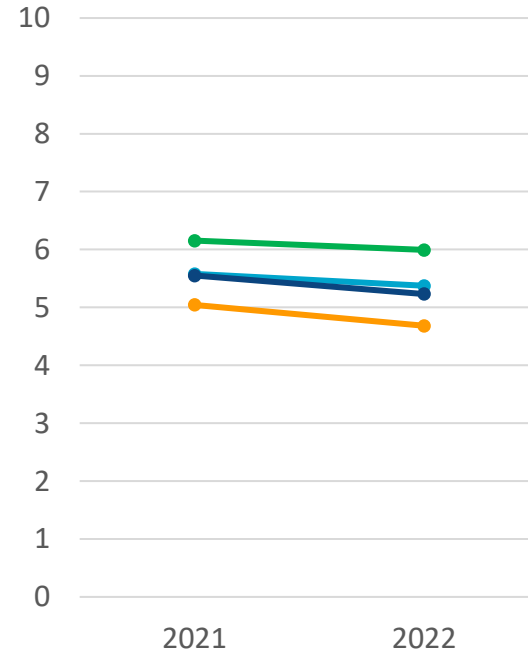
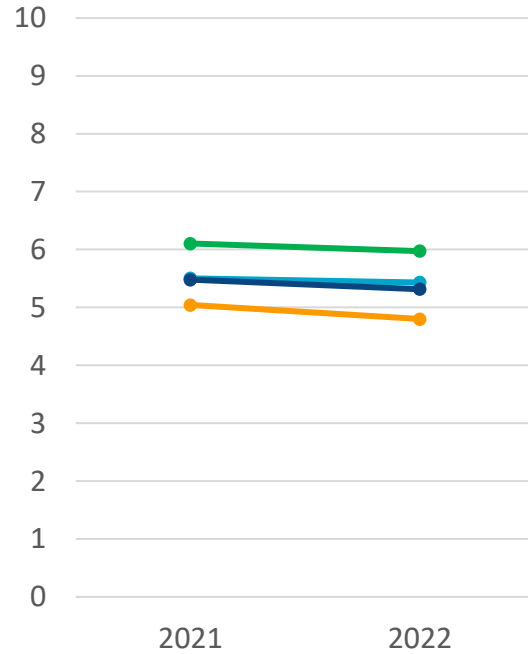
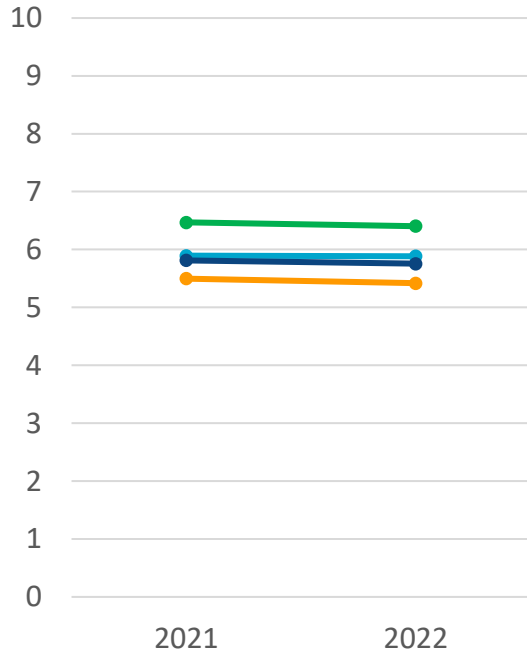
## Promise element 4: We are safe and healthy

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	5.8	5.8
Highest	6.5	6.4
Average	5.9	5.9
Lowest	5.5	5.4
Responses	3357	4111

	2021	2022
Your org	5.5	5.3
Highest	6.1	6.0
Average	5.5	5.4
Lowest	5.0	4.8
Responses	1497	1663

	2021	2022
Your org	5.6	5.2
Highest	6.2	6.0
Average	5.6	5.4
Lowest	5.0	4.7
Responses	718	476

	2021	2022
Your org	5.9	5.9
Highest	6.8	6.6
Average	6.1	6.0
Lowest	5.7	5.6
Responses	920	883

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



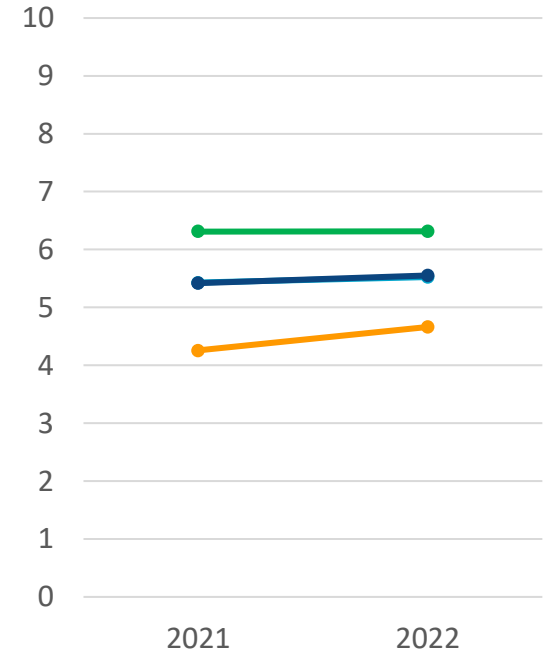
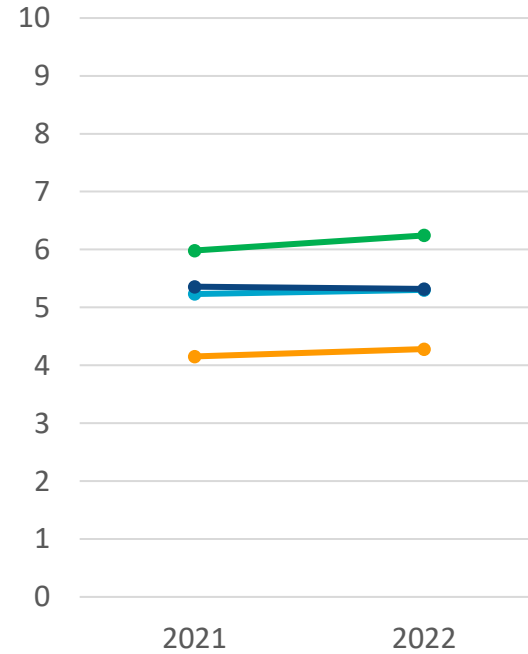
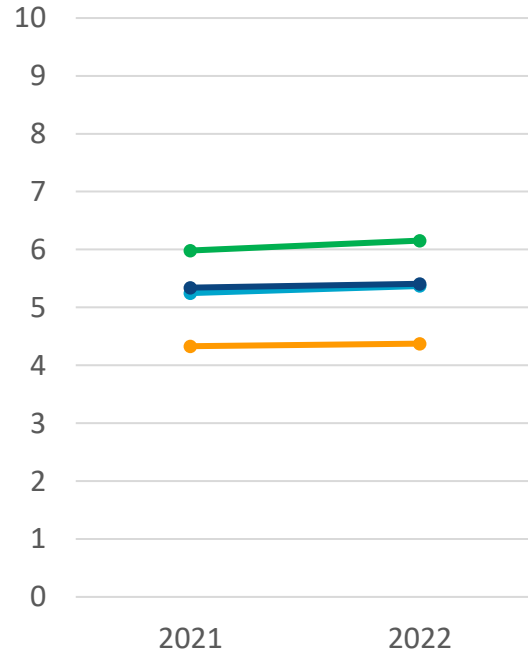
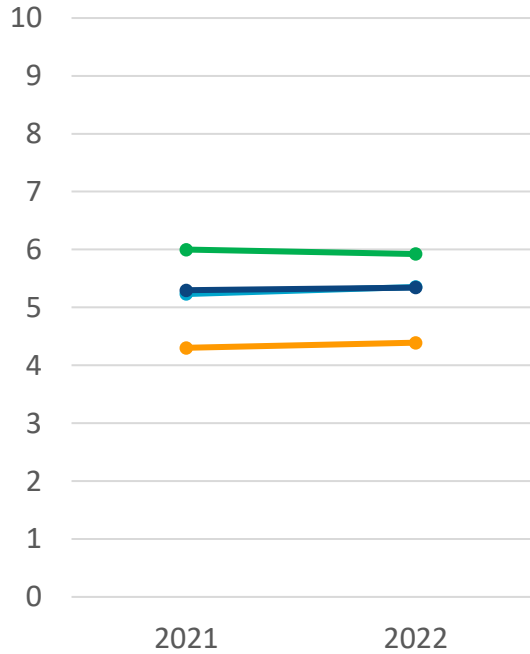
## Promise element 5: We are always learning

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	5.3	5.3
Highest	6.0	5.9
Average	5.2	5.4
Lowest	4.3	4.4
Responses	3141	3978

	2021	2022
Your org	5.3	5.4
Highest	6.0	6.2
Average	5.2	5.4
Lowest	4.3	4.4
Responses	1414	1633

	2021	2022
Your org	5.4	5.3
Highest	6.0	6.2
Average	5.2	5.3
Lowest	4.2	4.3
Responses	670	474

	2021	2022
Your org	5.4	5.6
Highest	6.3	6.3
Average	5.4	5.5
Lowest	4.3	4.7
Responses	883	868

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



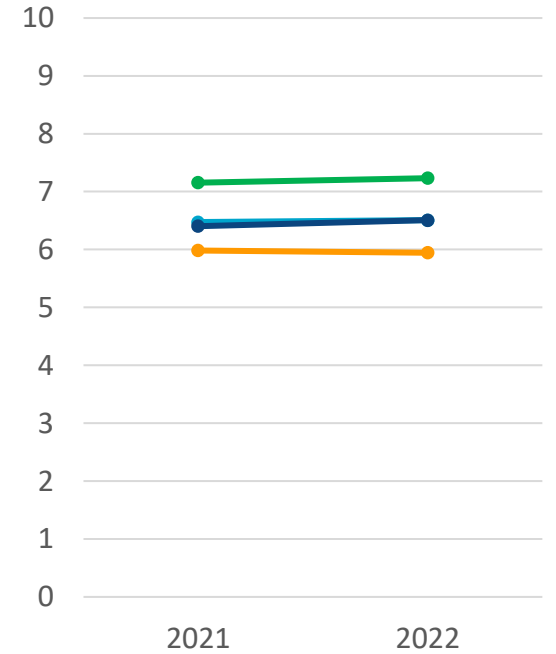
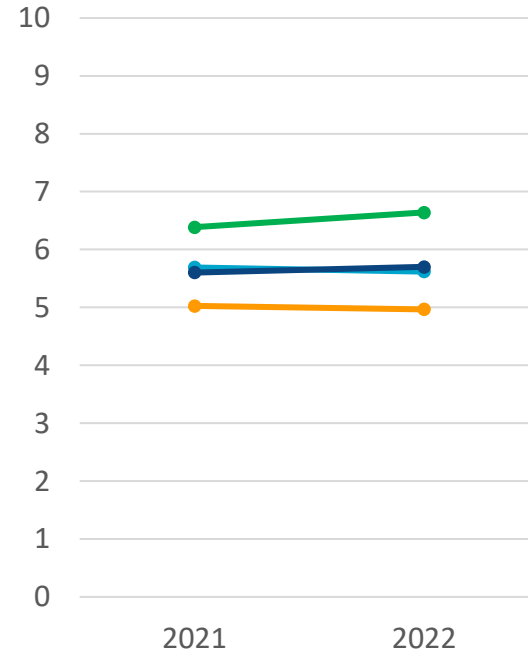
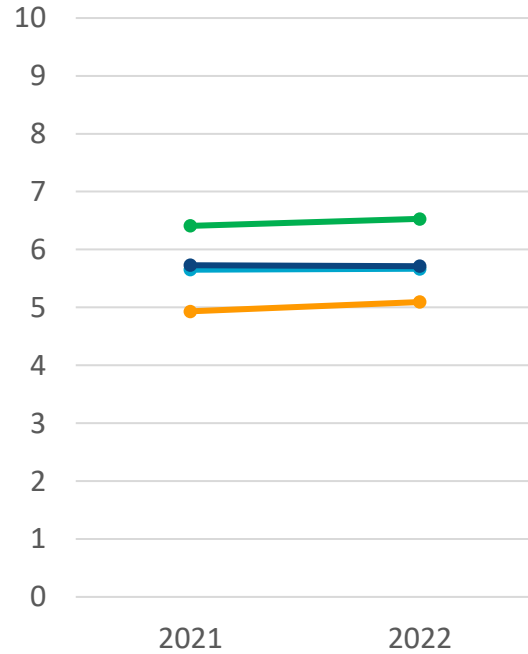
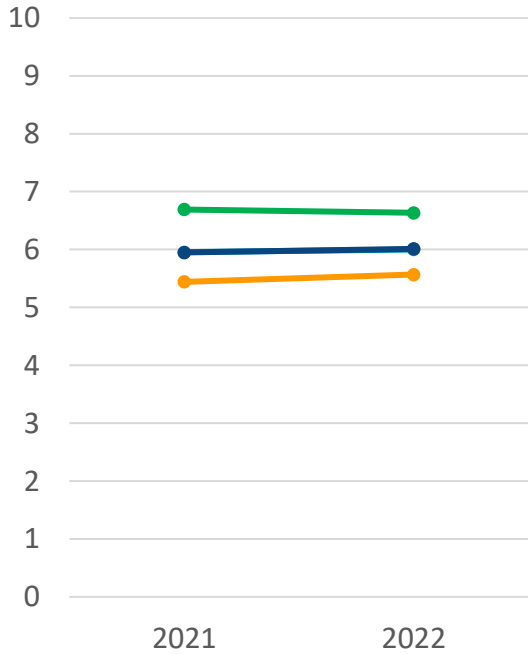
## Promise element 6: We work flexibly

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	5.9	6.0
Highest	6.7	6.6
Average	6.0	6.0
Lowest	5.4	5.6
Responses	3341	4119

	2021	2022
Your org	5.7	5.7
Highest	6.4	6.5
Average	5.7	5.7
Lowest	4.9	5.1
Responses	1489	1672

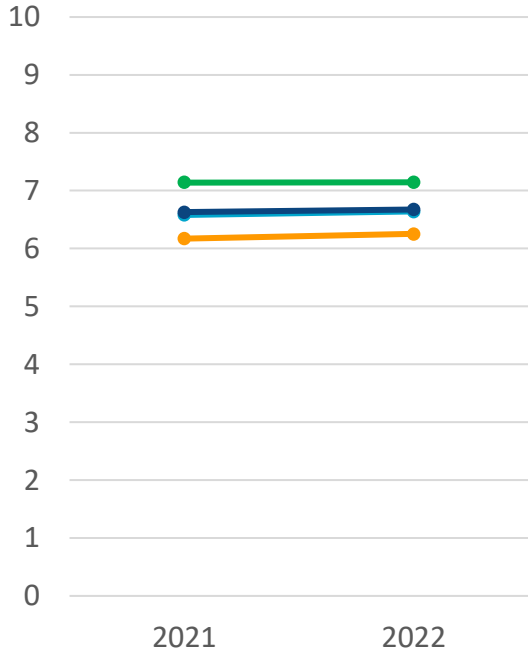
	2021	2022
Your org	5.6	5.7
Highest	6.4	6.6
Average	5.7	5.6
Lowest	5.0	5.0
Responses	715	482

	2021	2022
Your org	6.4	6.5
Highest	7.2	7.2
Average	6.5	6.5
Lowest	6.0	5.9
Responses	913	881

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

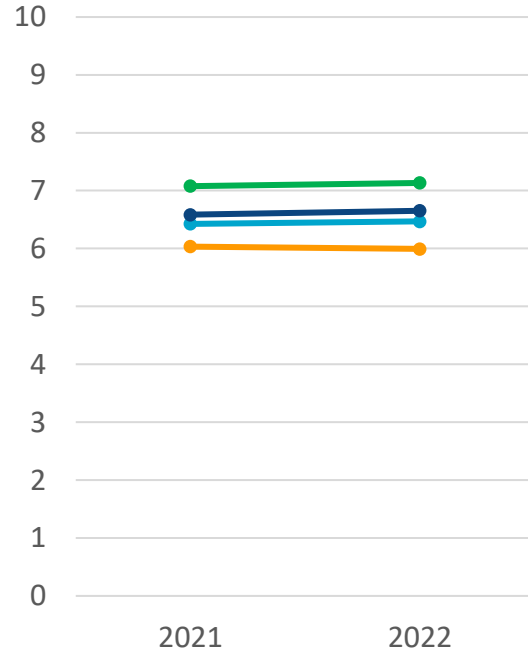
## Promise element 7: We are a team

All staff



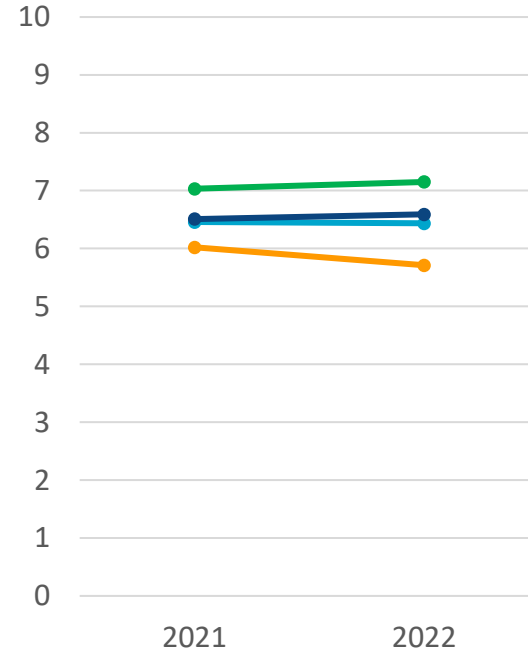
	2021	2022
Your org	6.6	6.7
Highest	7.1	7.1
Average	6.6	6.6
Lowest	6.2	6.3
Responses	3365	4132

Worked on a Covid-19 ward or specific area



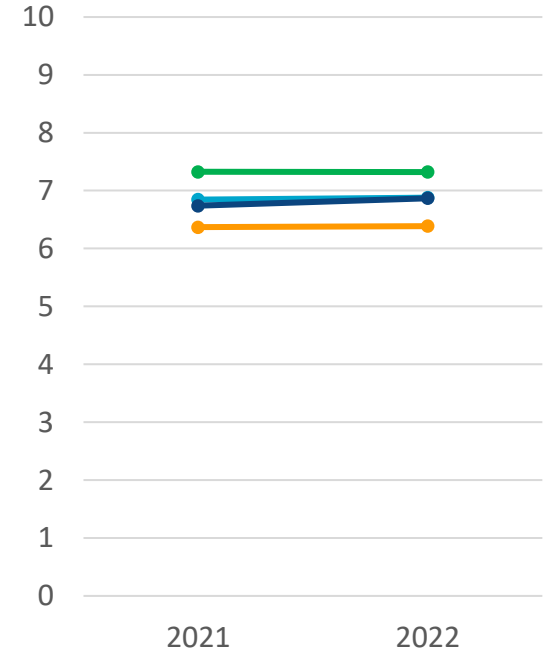
	2021	2022
Your org	6.6	6.7
Highest	7.1	7.1
Average	6.4	6.5
Lowest	6.0	6.0
Responses	1502	1672

Redeployed



	2021	2022
Your org	6.5	6.6
Highest	7.0	7.2
Average	6.5	6.4
Lowest	6.0	5.7
Responses	719	484

Required to work remotely / from home

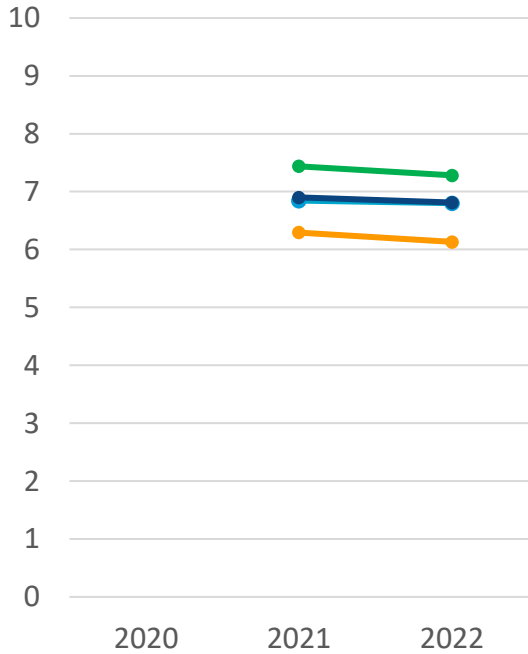


	2021	2022
Your org	6.7	6.9
Highest	7.3	7.3
Average	6.8	6.9
Lowest	6.4	6.4
Responses	918	884

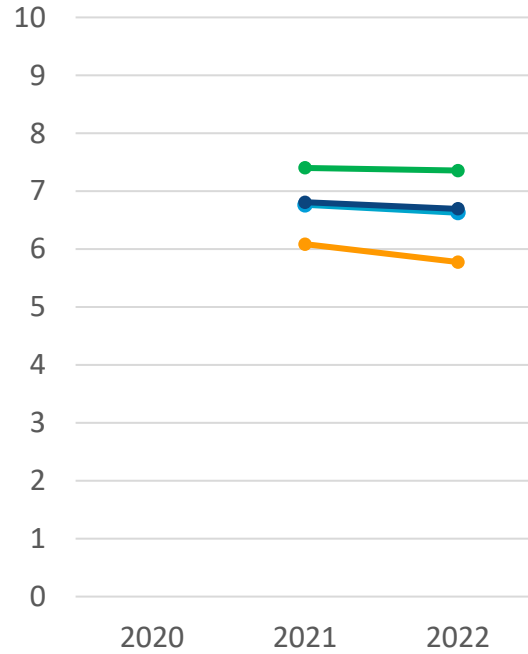
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

## Theme: Staff Engagement

All staff



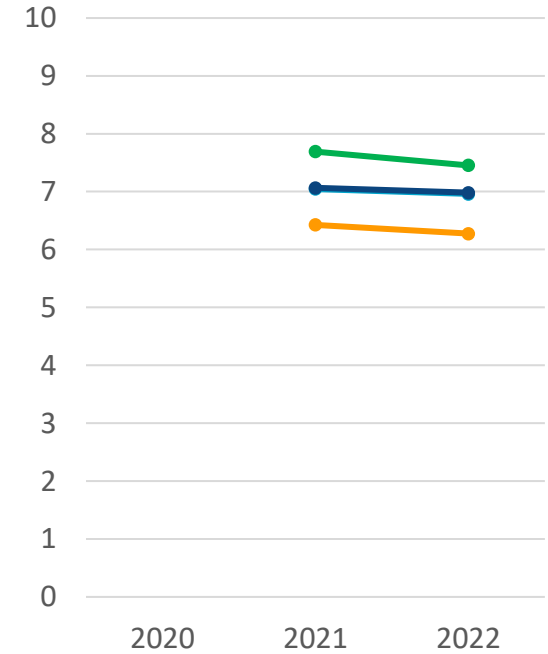
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	-	6.9	6.8
Highest	-	7.4	7.3
Average	-	6.8	6.8
Lowest	-	6.3	6.1
Responses	-	3382	4149

	2020	2021	2022
Your org	-	6.8	6.7
Highest	-	7.4	7.4
Average	-	6.8	6.6
Lowest	-	6.1	5.8
Responses	-	1507	1681

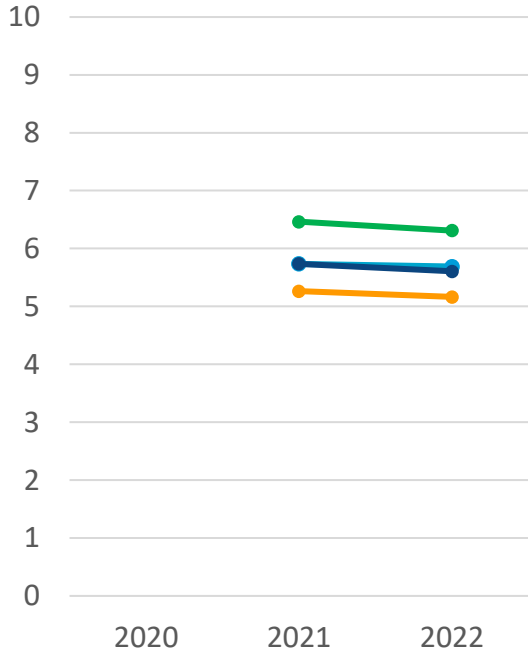
	2020	2021	2022
Your org	-	6.8	6.7
Highest	-	7.3	7.4
Average	-	6.7	6.6
Lowest	-	6.0	5.7
Responses	-	722	485

	2020	2021	2022
Your org	-	7.1	7.0
Highest	-	7.7	7.5
Average	-	7.0	7.0
Lowest	-	6.4	6.3
Responses	-	922	886

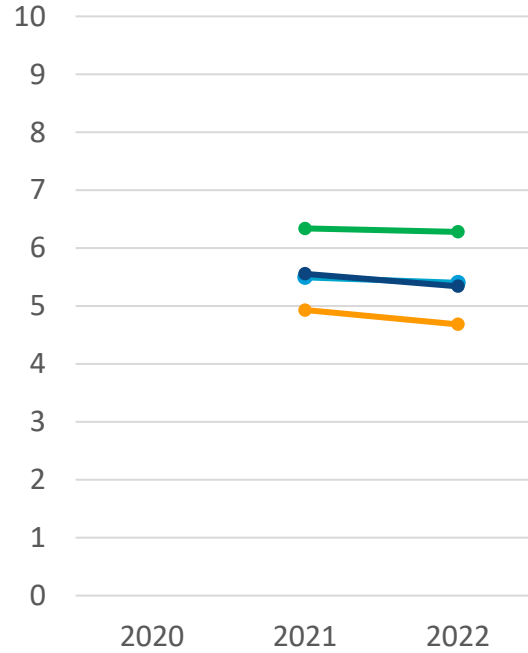
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

## Theme: Morale

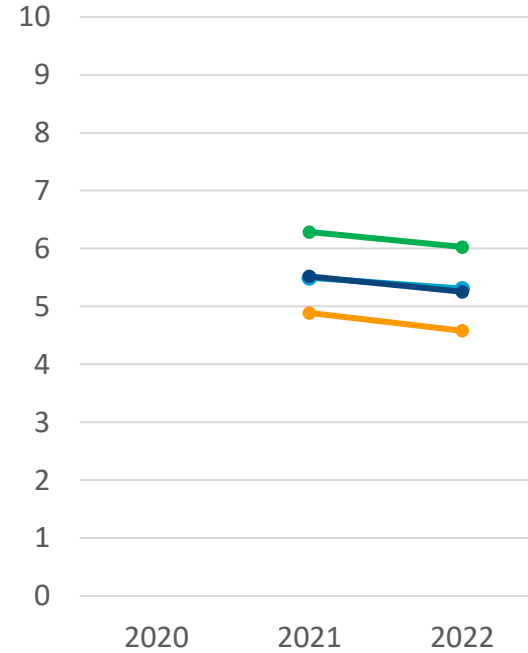
All staff



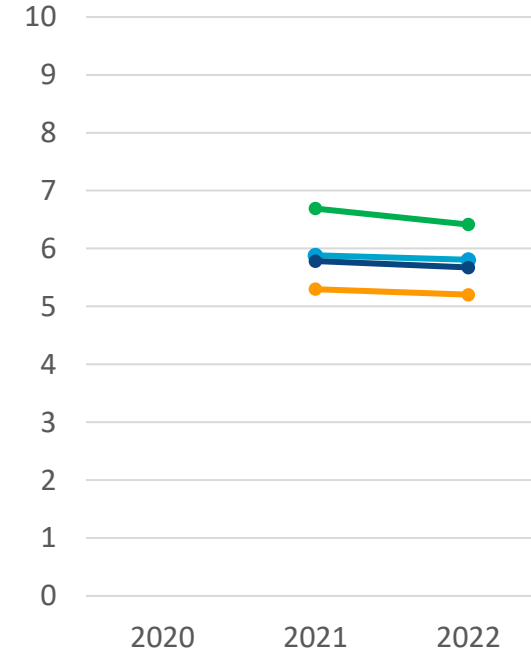
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	-	5.7	5.6
Highest	-	6.5	6.3
Average	-	5.7	5.7
Lowest	-	5.3	5.2
Responses	-	3384	4150

	2020	2021	2022
Your org	-	5.6	5.3
Highest	-	6.3	6.3
Average	-	5.5	5.4
Lowest	-	4.9	4.7
Responses	-	1507	1682

	2020	2021	2022
Your org	-	5.5	5.3
Highest	-	6.3	6.0
Average	-	5.5	5.3
Lowest	-	4.9	4.6
Responses	-	722	486

	2020	2021	2022
Your org	-	5.8	5.7
Highest	-	6.7	6.4
Average	-	5.9	5.8
Lowest	-	5.3	5.2
Responses	-	922	886

## People Promise element – We are compassionate and inclusive



### Questions included:

Compassionate culture – Q6a, Q23a, Q23b, Q23c, Q23d

Compassionate leadership – Q9f, Q9g, Q9h, Q9i

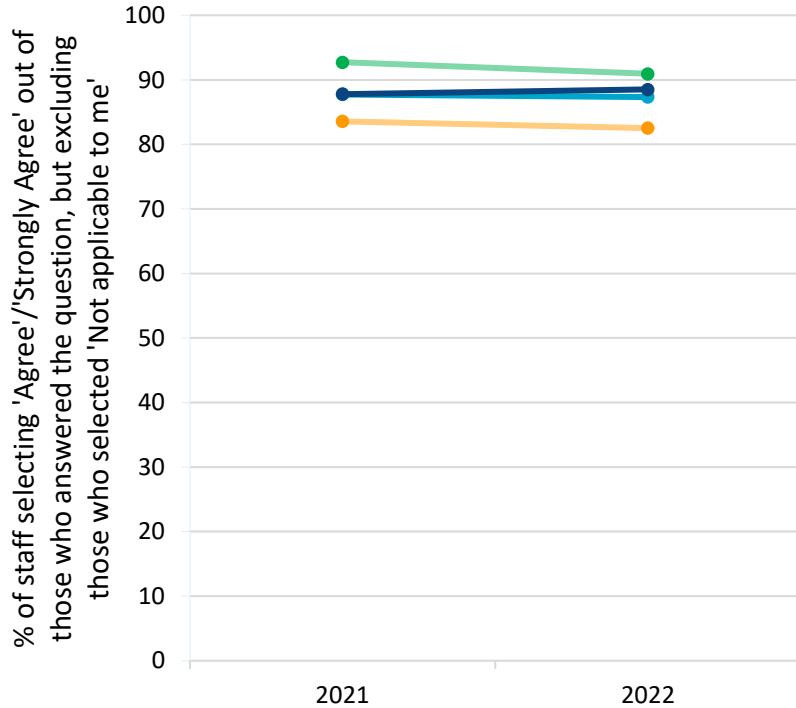
Diversity and equality – Q15, Q16a, Q16b, Q20

Inclusion – Q7h, Q7i, Q8b, Q8c

Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.

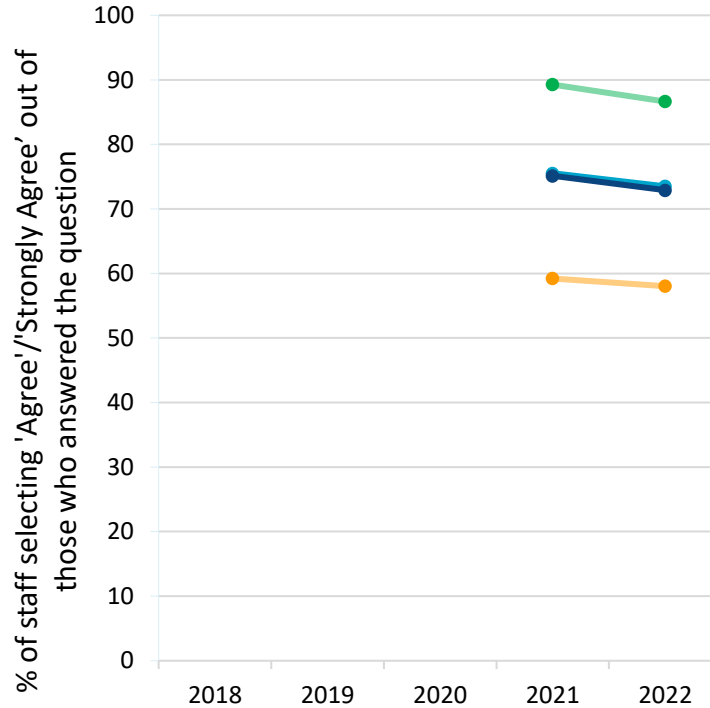


Q6a I feel that my role makes a difference to patients / service users.



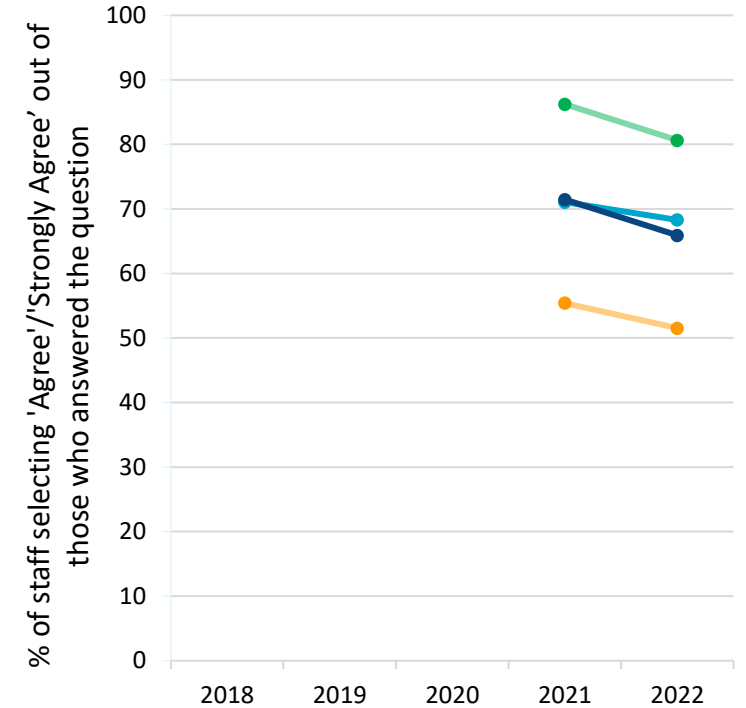
	2021	2022
Your org	87.8%	88.5%
Best	92.7%	90.9%
Average	87.7%	87.3%
Worst	83.6%	82.5%
Responses	3262	4020

Q23a Care of patients / service users is my organisation's top priority.



	2018	2019	2020	2021	2022
Your org	-	-	-	75.1%	72.9%
Best	-	-	-	89.3%	86.6%
Average	-	-	-	75.5%	73.5%
Worst	-	-	-	59.2%	58.0%
Responses	-	-	-	3354	4118

Q23b My organisation acts on concerns raised by patients / service users.



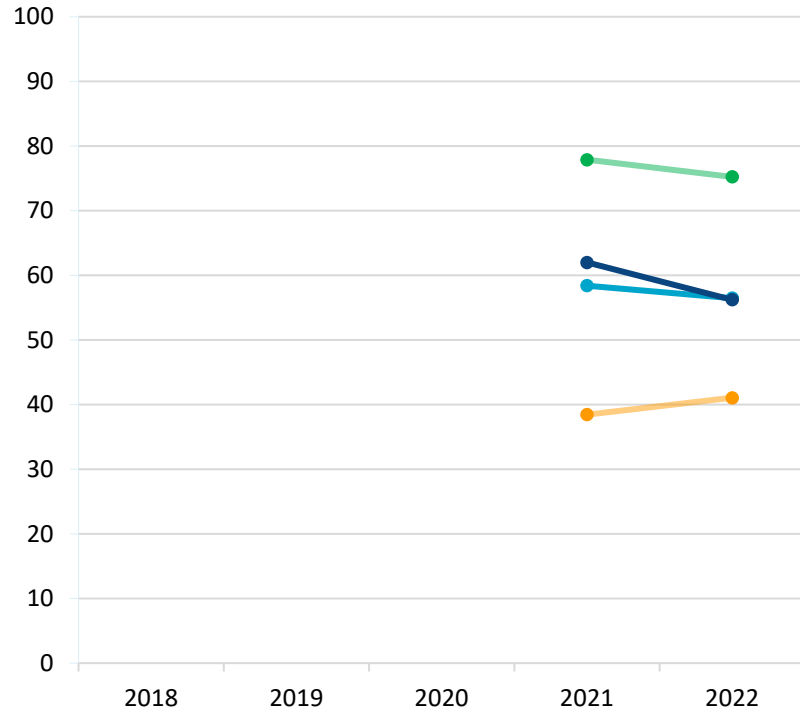
	2018	2019	2020	2021	2022
Your org	-	-	-	71.4%	65.9%
Best	-	-	-	86.2%	80.6%
Average	-	-	-	71.0%	68.3%
Worst	-	-	-	55.4%	51.5%
Responses	-	-	-	3349	4109





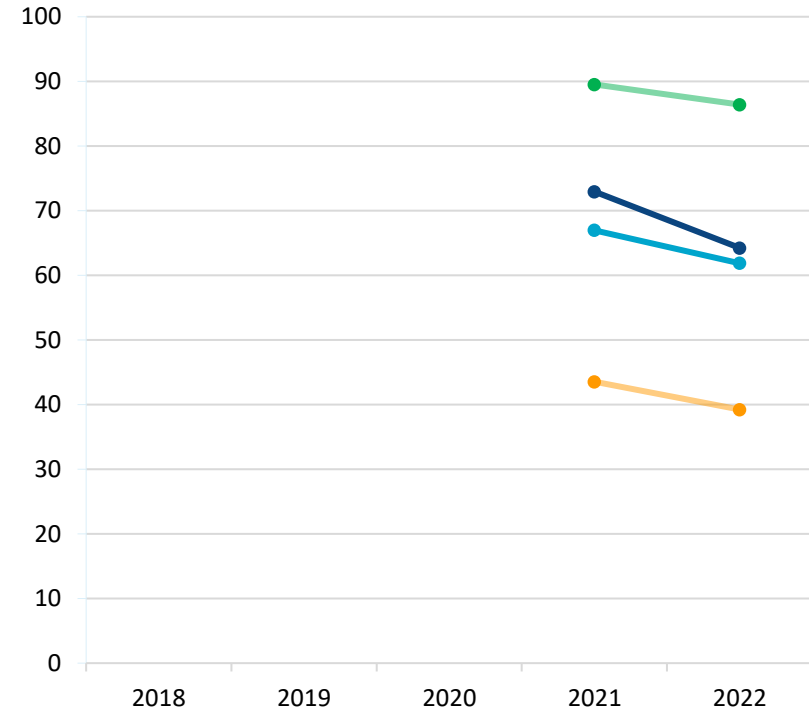
Q23c I would recommend my organisation as a place to work.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



Q23d If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question

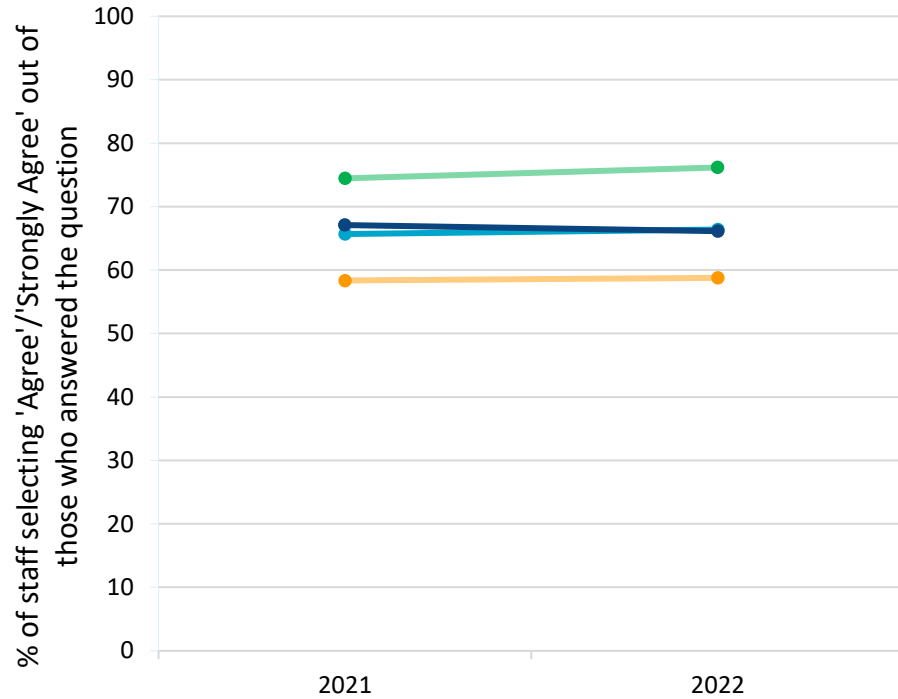


	2018	2019	2020	2021	2022
Your org	-	-	-	62.0%	56.2%
Best	-	-	-	77.9%	75.2%
Average	-	-	-	58.4%	56.5%
Worst	-	-	-	38.5%	41.0%
Responses	-	-	-	3351	4121

	2018	2019	2020	2021	2022
Your org	-	-	-	73.0%	64.2%
Best	-	-	-	89.5%	86.4%
Average	-	-	-	67.0%	61.9%
Worst	-	-	-	43.5%	39.2%
Responses	-	-	-	3350	4111

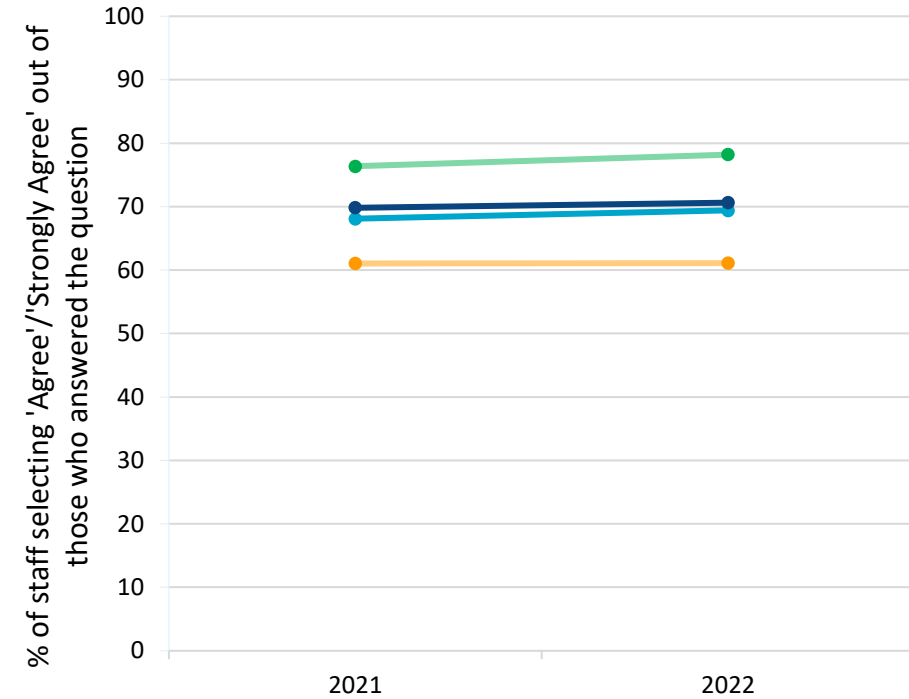


Q9f My immediate manager works together with me to come to an understanding of problems.



	2021	2022
Your org	67.1%	66.1%
Best	74.5%	76.2%
Average	65.7%	66.4%
Worst	58.4%	58.8%
Responses	3373	4140

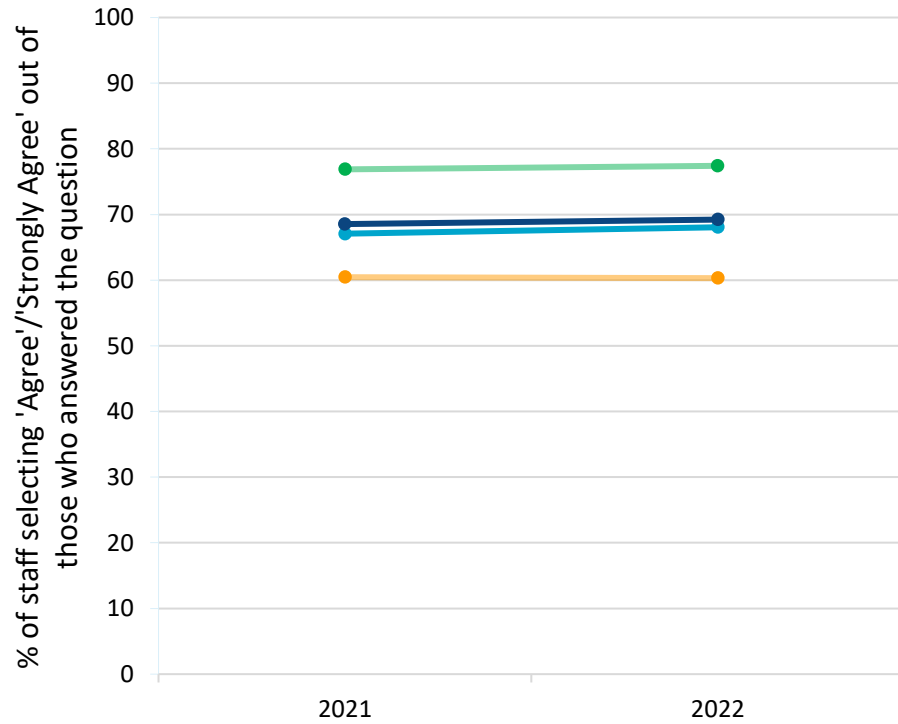
Q9g My immediate manager is interested in listening to me when I describe challenges I face.



	2021	2022
Your org	69.8%	70.6%
Best	76.4%	78.2%
Average	68.1%	69.4%
Worst	61.1%	61.1%
Responses	3373	4145

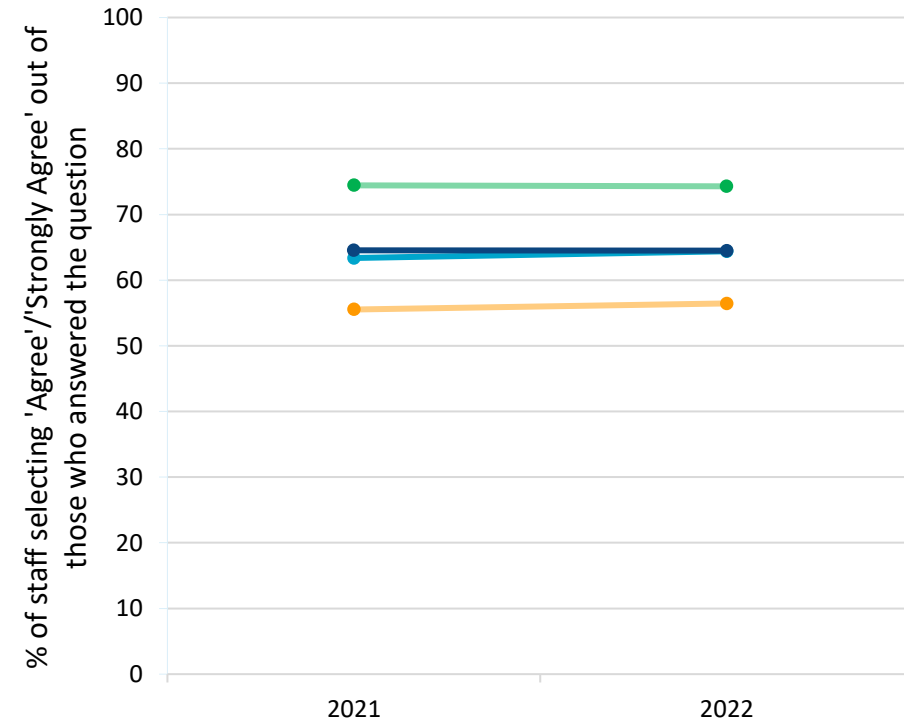


Q9h My immediate manager cares about my concerns.



	2021	2022
Your org	68.5%	69.2%
Best	76.9%	77.4%
Average	67.1%	68.1%
Worst	60.5%	60.3%
Responses	3374	4139

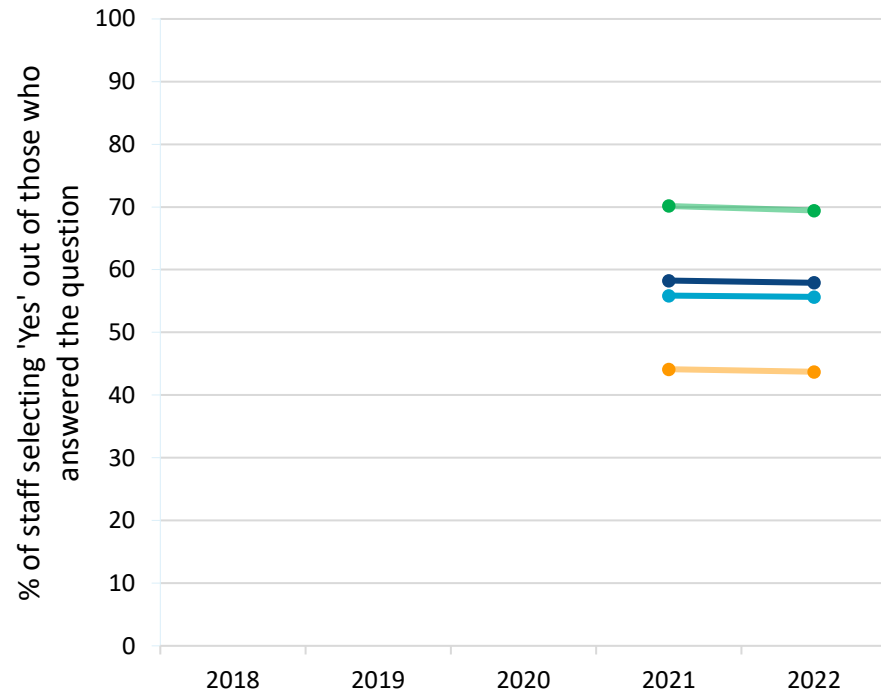
Q9i My immediate manager takes effective action to help me with any problems I face.



	2021	2022
Your org	64.6%	64.5%
Best	74.5%	74.3%
Average	63.4%	64.4%
Worst	55.6%	56.4%
Responses	3370	4142

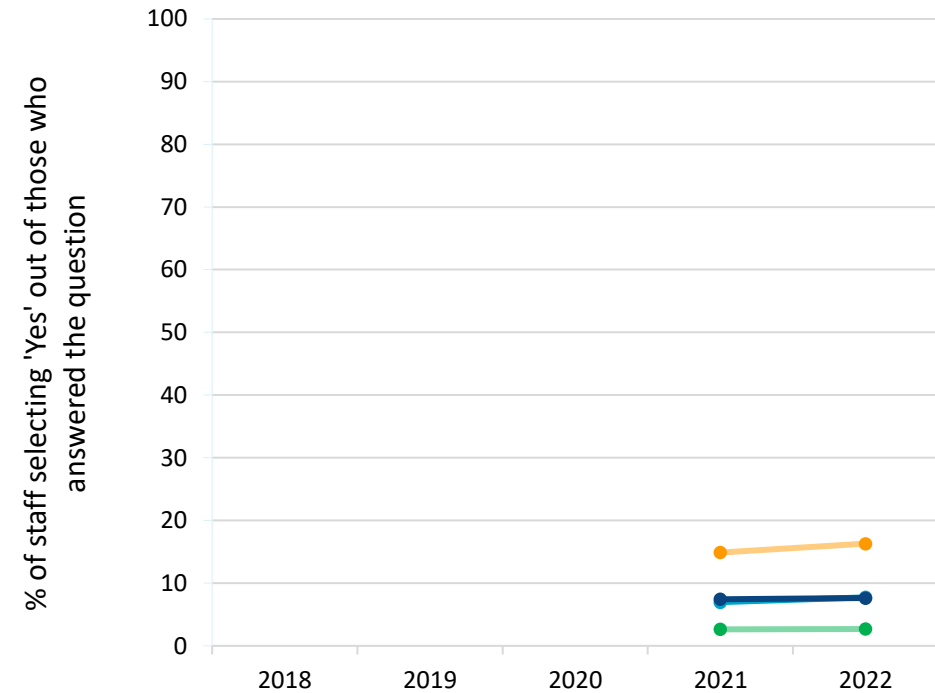


Q15 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



	2018	2019	2020	2021	2022
Your org	-	-	-	58.2%	57.9%
Best	-	-	-	70.2%	69.4%
Average	-	-	-	55.8%	55.6%
Worst	-	-	-	44.1%	43.7%
Responses	-	-	-	3337	4097

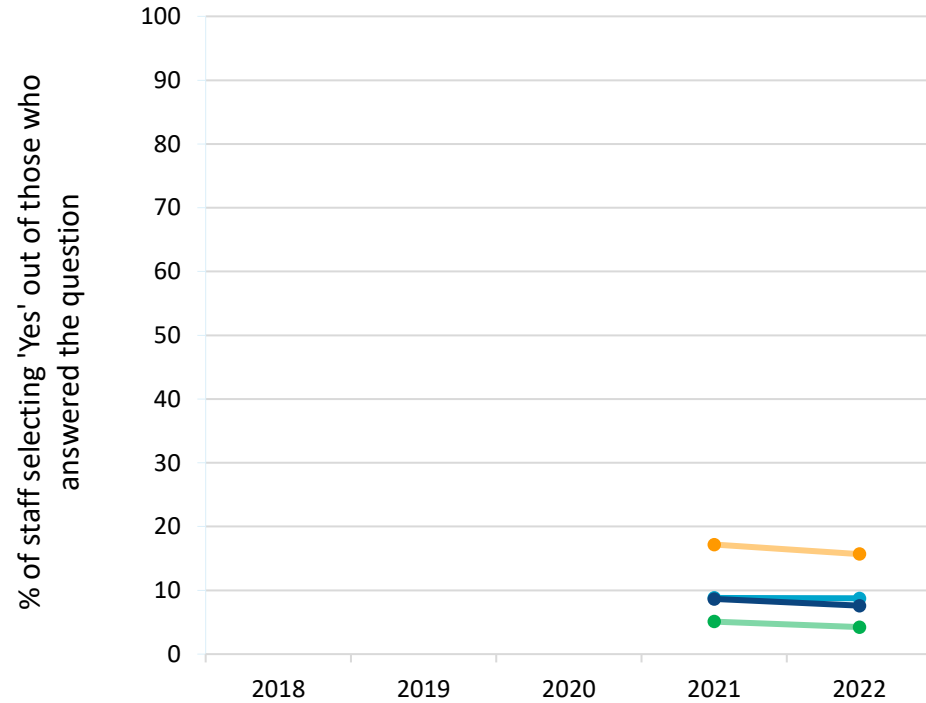
Q16a In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?



	2018	2019	2020	2021	2022
Your org	-	-	-	7.4%	7.6%
Best	-	-	-	2.7%	2.7%
Average	-	-	-	7.0%	7.8%
Worst	-	-	-	14.9%	16.3%
Responses	-	-	-	3359	4126

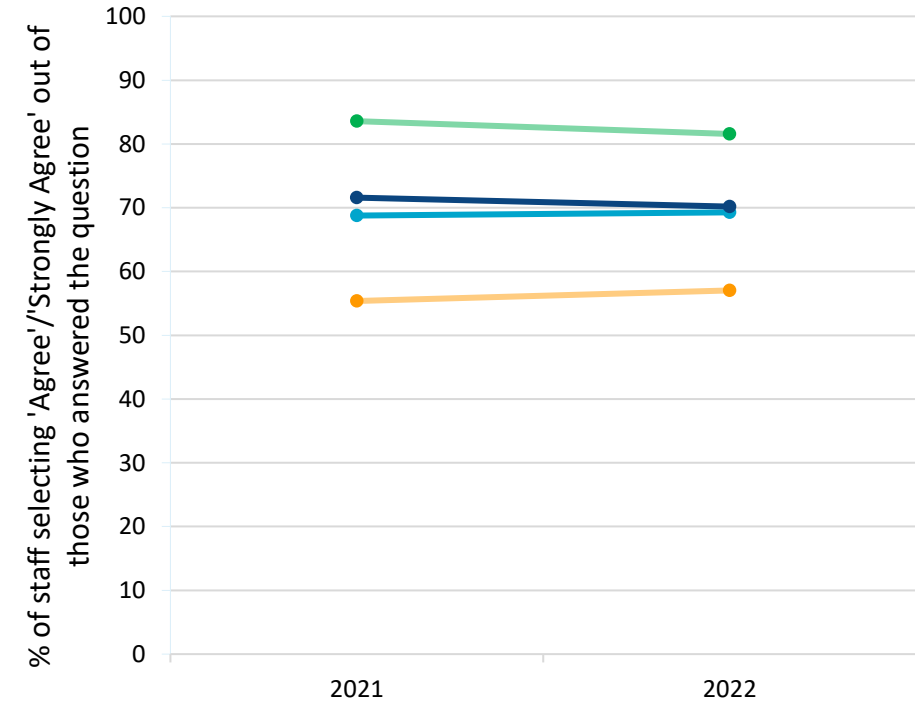


Q16b In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?



	2018	2019	2020	2021	2022
Your org	-	-	-	8.6%	7.6%
Best	-	-	-	5.1%	4.2%
Average	-	-	-	8.8%	8.7%
Worst	-	-	-	17.2%	15.7%
Responses	-	-	-	3344	4109

Q20 I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc).

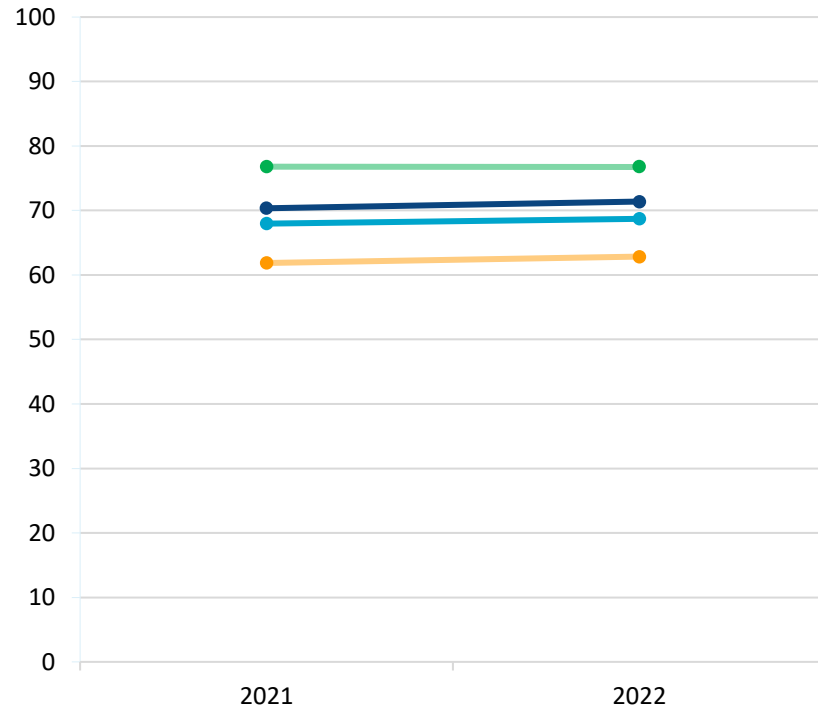


	2021	2022
Your org	71.6%	70.2%
Best	83.6%	81.6%
Average	68.8%	69.3%
Worst	55.4%	57.1%
Responses	3334	4134



Q7h I feel valued by my team.

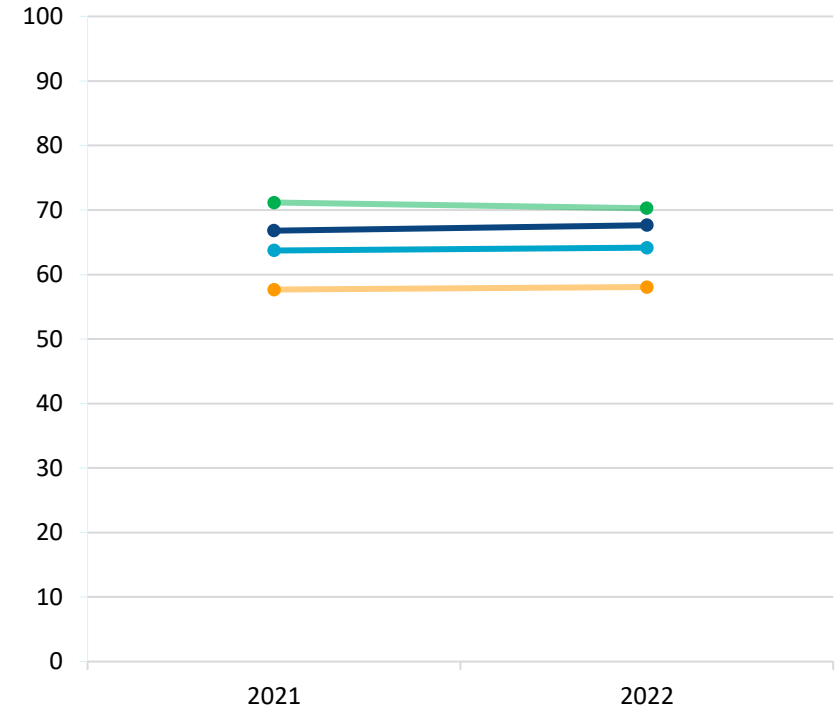
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	70.3%	71.4%
Best	76.8%	76.8%
Average	68.0%	68.7%
Worst	61.9%	62.8%
Responses	3356	4135

Q7i I feel a strong personal attachment to my team.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question

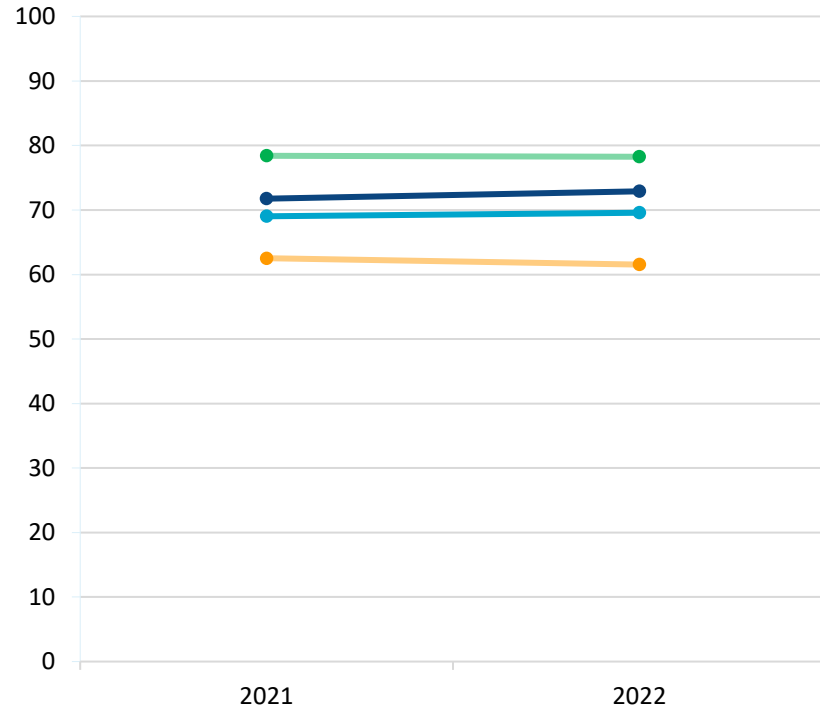


	2021	2022
Your org	66.8%	67.7%
Best	71.2%	70.3%
Average	63.7%	64.2%
Worst	57.7%	58.1%
Responses	3359	4131



Q8b The people I work with are understanding and kind to one another.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	71.8%	72.9%
Best	78.4%	78.3%
Average	69.0%	69.6%
Worst	62.5%	61.6%

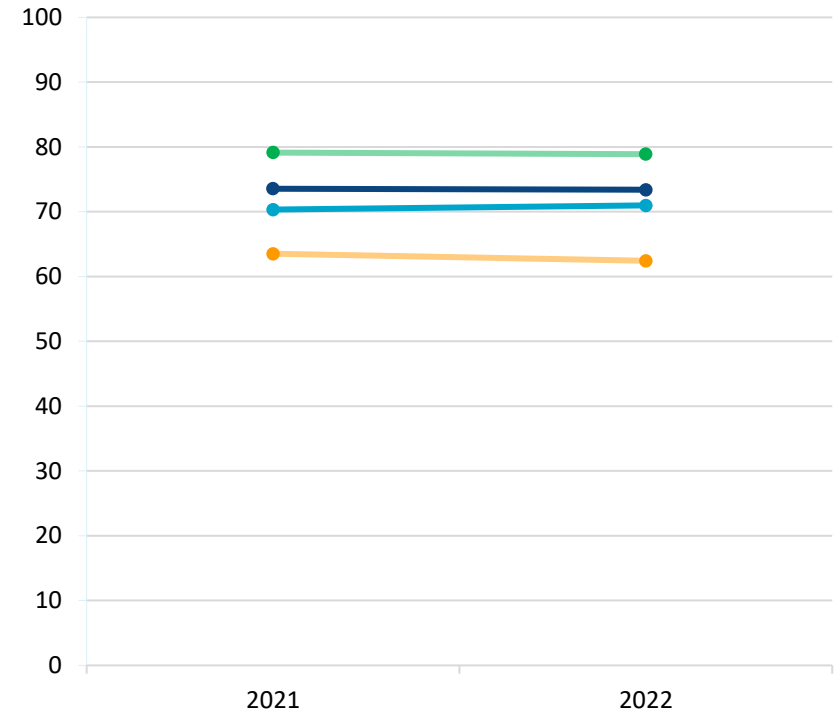
Responses

3361

4129

Q8c The people I work with are polite and treat each other with respect.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



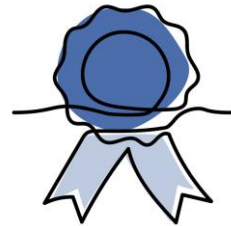
	2021	2022
Your org	73.5%	73.4%
Best	79.1%	78.9%
Average	70.3%	71.0%
Worst	63.5%	62.4%

Responses

3357

4126

## People Promise element – We are recognised and rewarded

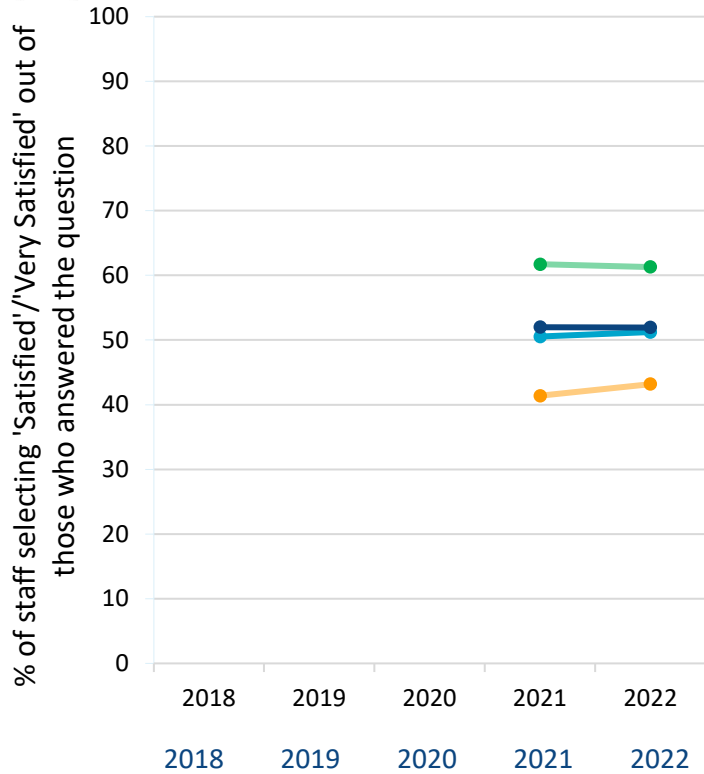


Questions included:  
Q4a, Q4b, Q4c, Q8d, Q9e



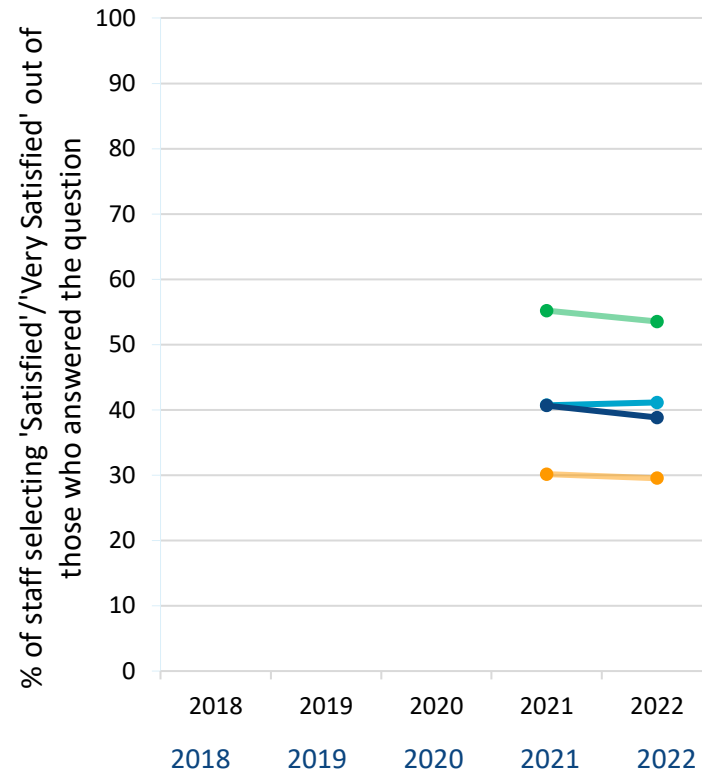


Q4a How satisfied are you with each of the following aspects of your job? The recognition I get for good work.



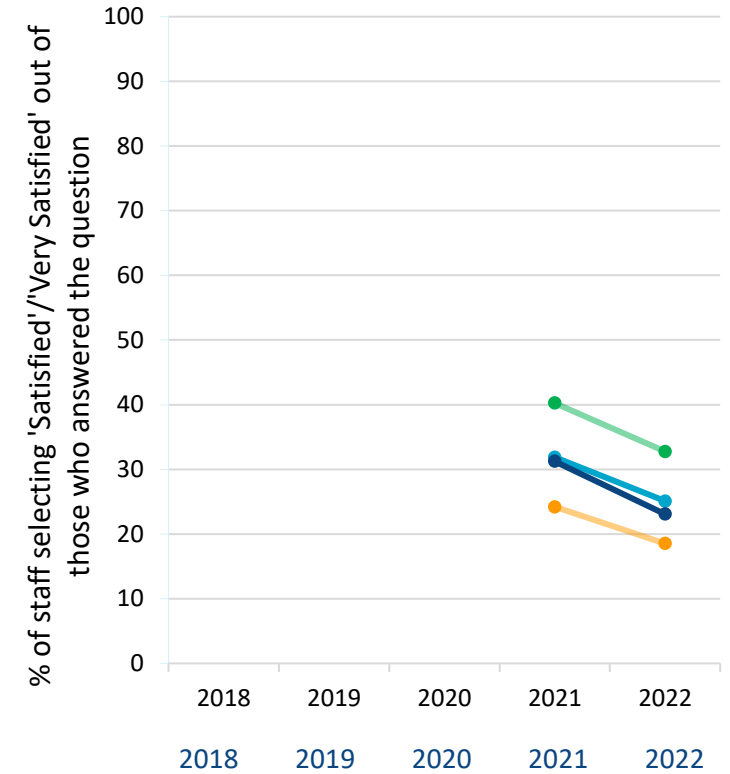
	2018	2019	2020	2021	2022
Your org	-	-	-	52.0%	52.0%
Best	-	-	-	61.7%	61.3%
Average	-	-	-	50.5%	51.2%
Worst	-	-	-	41.4%	43.2%
Responses	-	-	-	3360	4138

Q4b How satisfied are you with each of the following aspects of your job? The extent to which my organisation values my work.



	2018	2019	2020	2021	2022
Your org	-	-	-	40.7%	38.8%
Best	-	-	-	55.2%	53.5%
Average	-	-	-	40.7%	41.1%
Worst	-	-	-	30.1%	29.5%
Responses	-	-	-	3347	4129

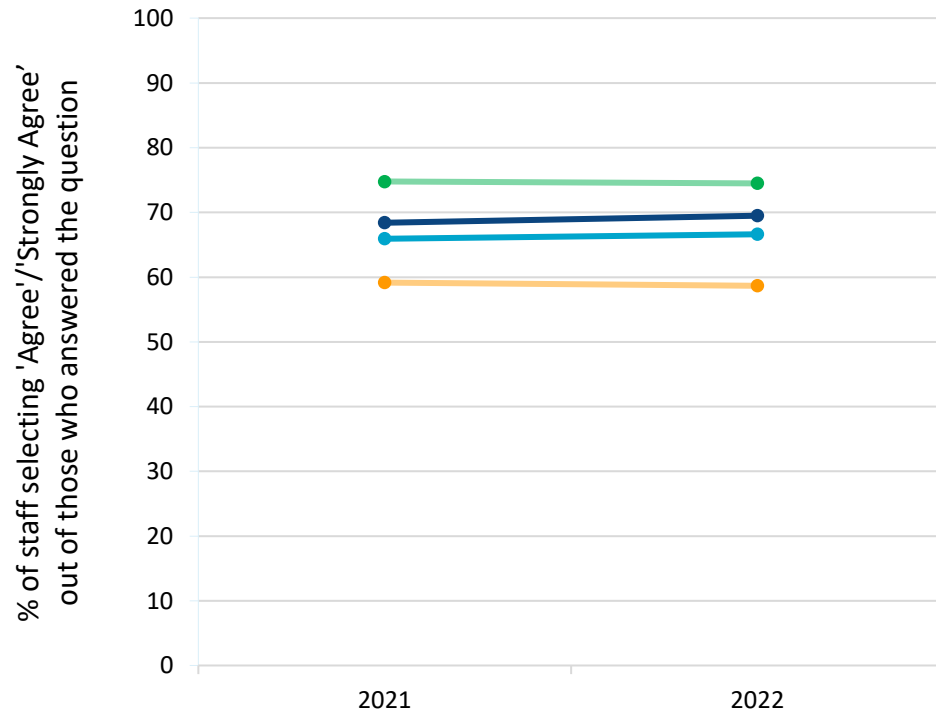
Q4c How satisfied are you with each of the following aspects of your job? My level of pay.



	2018	2019	2020	2021	2022
Your org	-	-	-	31.3%	23.1%
Best	-	-	-	40.3%	32.8%
Average	-	-	-	31.9%	25.1%
Worst	-	-	-	24.2%	18.5%
Responses	-	-	-	3356	4134



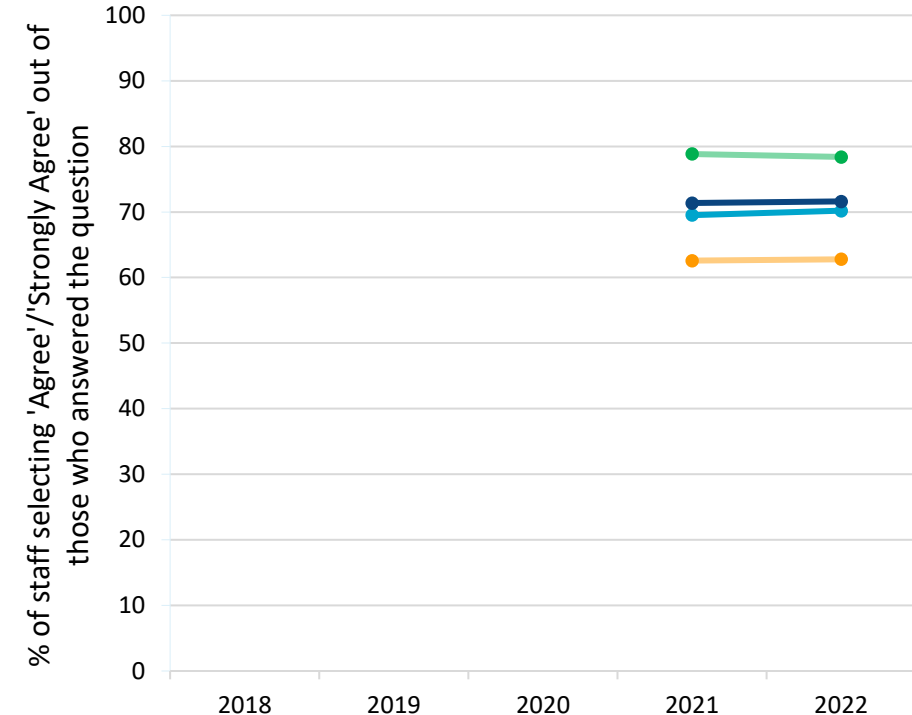
Q8d The people I work with show appreciation to one another.



	2021	2022
Your org	68.4%	69.5%
Best	74.8%	74.5%
Average	66.0%	66.6%
Worst	59.2%	58.7%

Responses 3350 4124

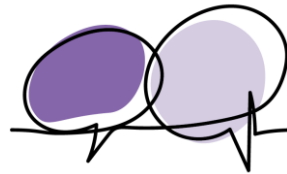
Q9e My immediate manager values my work.



	2018	2019	2020	2021	2022
Your org	-	-	-	71.4%	71.6%
Best	-	-	-	78.8%	78.4%
Average	-	-	-	69.5%	70.2%
Worst	-	-	-	62.6%	62.8%

Responses - - - 3372 4142

## People Promise element – We each have a voice that counts



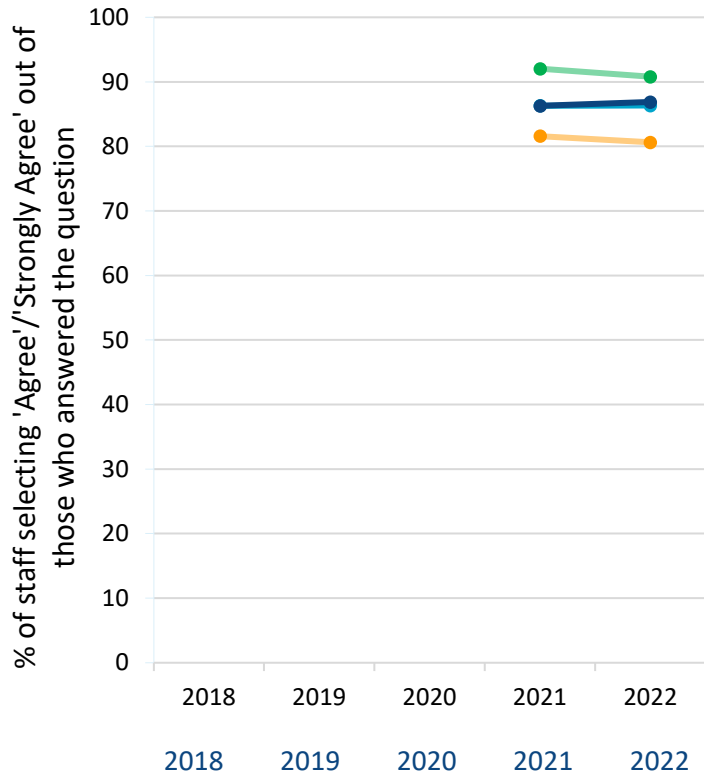
### Questions included:

Autonomy and control – Q3a, Q3b, Q3c, Q3d, Q3e, Q3f, Q5b

Raising concerns – Q19a, Q19b, Q23e, Q23f

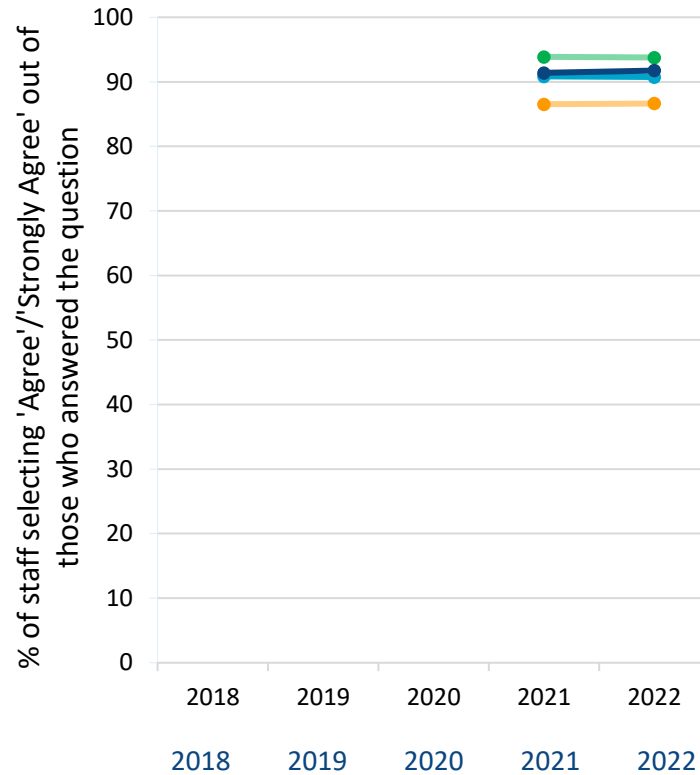


Q3a I always know what my work responsibilities are.



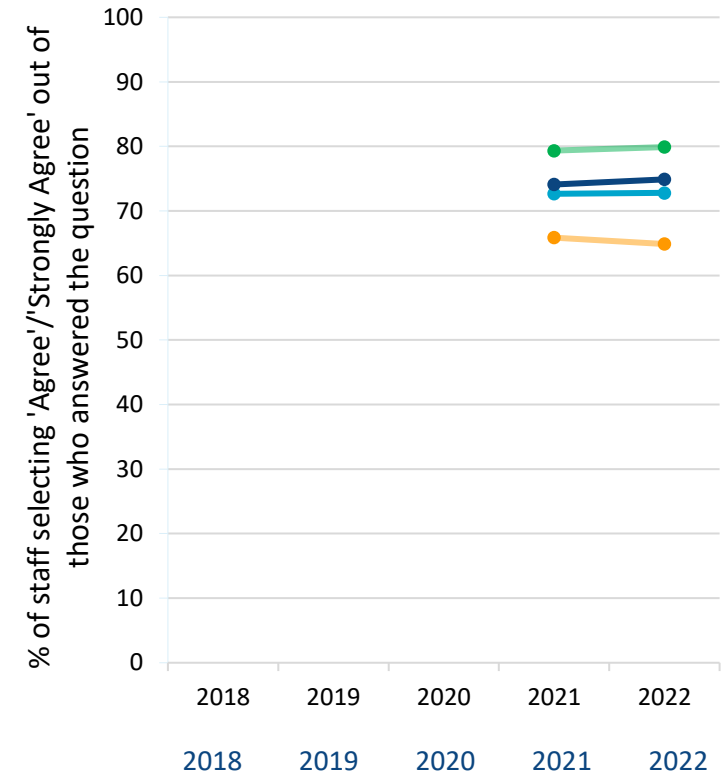
	2018	2019	2020	2021	2022
Your org	-	-	-	86.3%	86.9%
Best	-	-	-	92.0%	90.8%
Average	-	-	-	86.3%	86.3%
Worst	-	-	-	81.6%	80.6%
Responses	-	-	-	3380	4148

Q3b I am trusted to do my job.



	2018	2019	2020	2021	2022
Your org	-	-	-	91.4%	91.8%
Best	-	-	-	93.9%	93.8%
Average	-	-	-	90.8%	90.7%
Worst	-	-	-	86.5%	86.7%
Responses	-	-	-	3370	4148

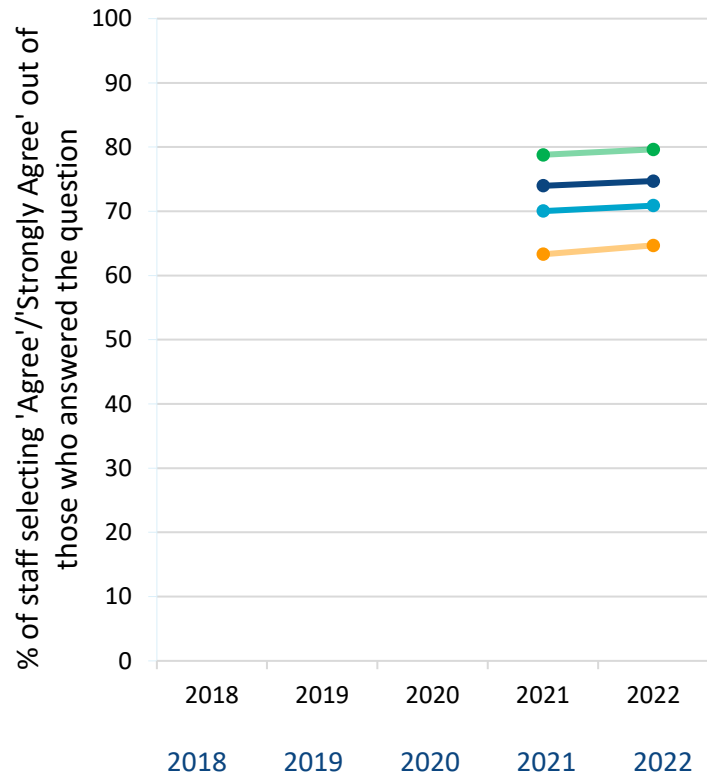
Q3c There are frequent opportunities for me to show initiative in my role.



	2018	2019	2020	2021	2022
Your org	-	-	-	74.1%	74.9%
Best	-	-	-	79.3%	79.9%
Average	-	-	-	72.7%	72.8%
Worst	-	-	-	65.9%	64.9%
Responses	-	-	-	3368	4135

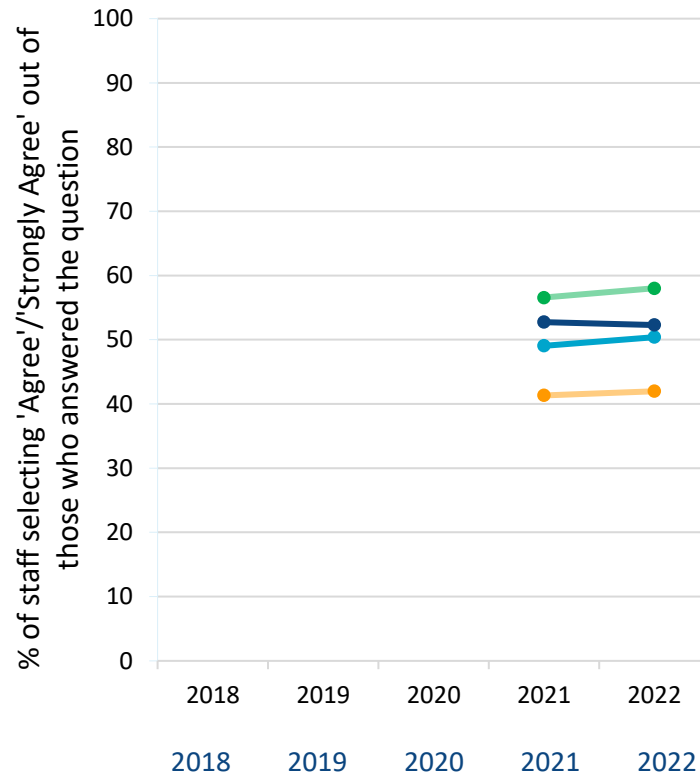


Q3d I am able to make suggestions to improve the work of my team / department.



	2018	2019	2020	2021	2022
Your org	-	-	-	74.0%	74.7%
Best	-	-	-	78.8%	79.6%
Average	-	-	-	70.0%	70.9%
Worst	-	-	-	63.3%	64.7%
Responses	-	-	-	3362	4129

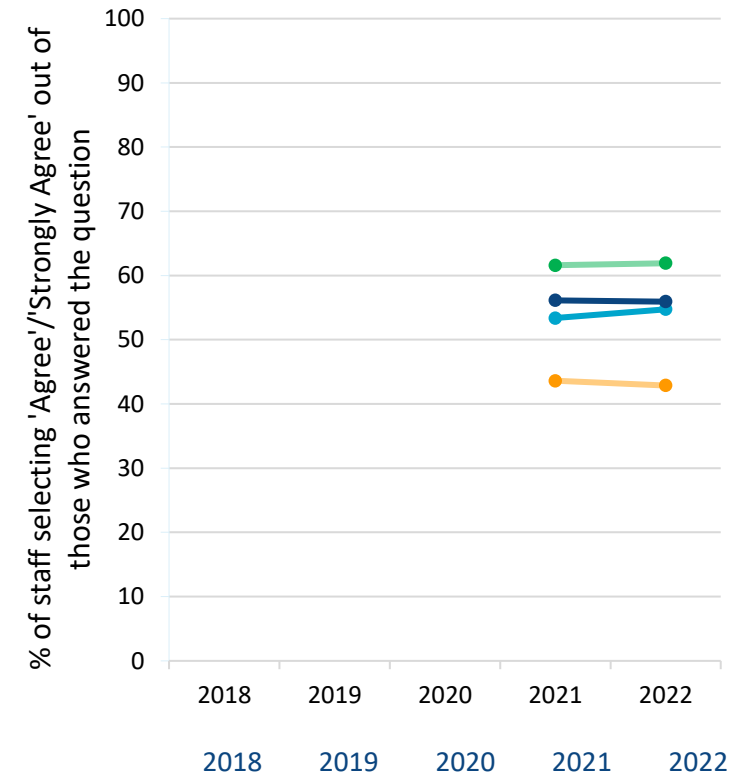
Q3e I am involved in deciding on changes introduced that affect my work area / team / department.



	2018	2019	2020	2021	2022
Your org	-	-	-	52.7%	52.3%
Best	-	-	-	56.5%	58.0%
Average	-	-	-	49.1%	50.4%
Worst	-	-	-	41.3%	42.0%
Responses	-	-	-	3360	4131

University Hospitals Dorset NHS Trust Benchmark report

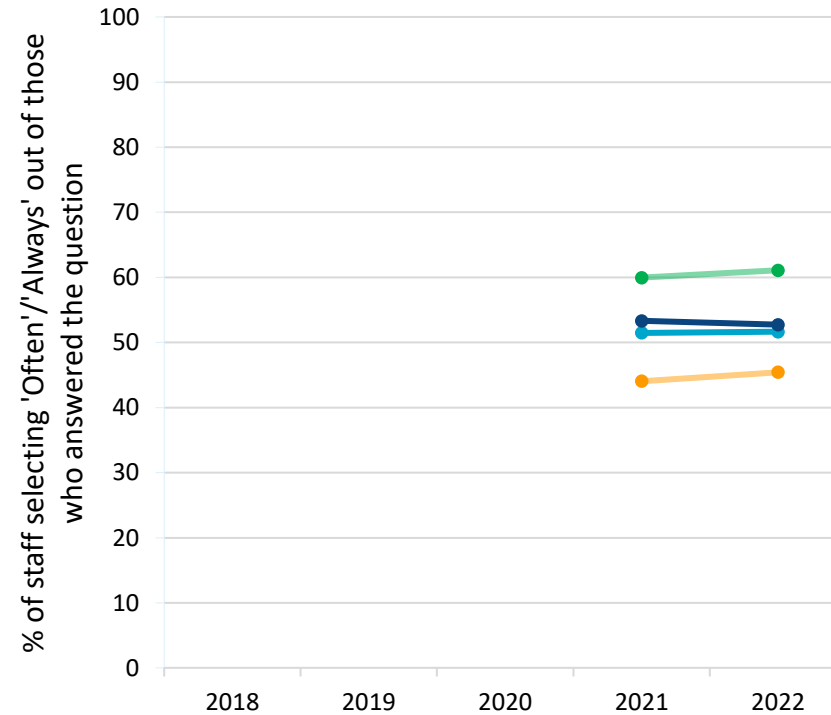
Q3f I am able to make improvements happen in my area of work.



	2018	2019	2020	2021	2022
Your org	-	-	-	56.1%	55.9%
Best	-	-	-	61.6%	61.9%
Average	-	-	-	53.4%	54.7%
Worst	-	-	-	43.6%	42.9%
Responses	-	-	-	3356	4115



Q5b I have a choice in deciding how to do my work.

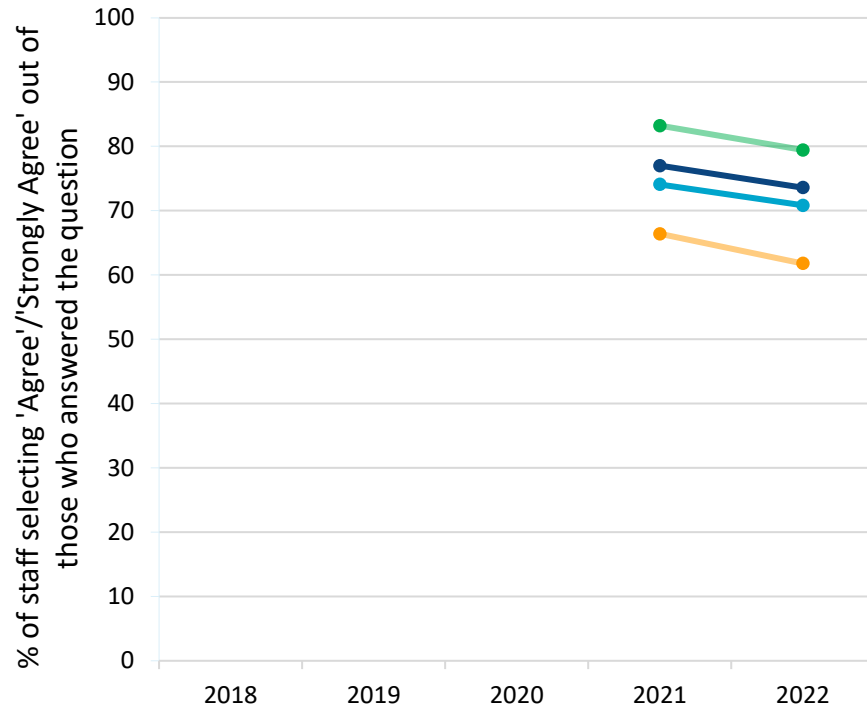


	2018	2019	2020	2021	2022
Your org	-	-	-	53.3%	52.7%
Best	-	-	-	60.0%	61.1%
Average	-	-	-	51.5%	51.7%
Worst	-	-	-	44.1%	45.4%

Responses - - - 3363 4128



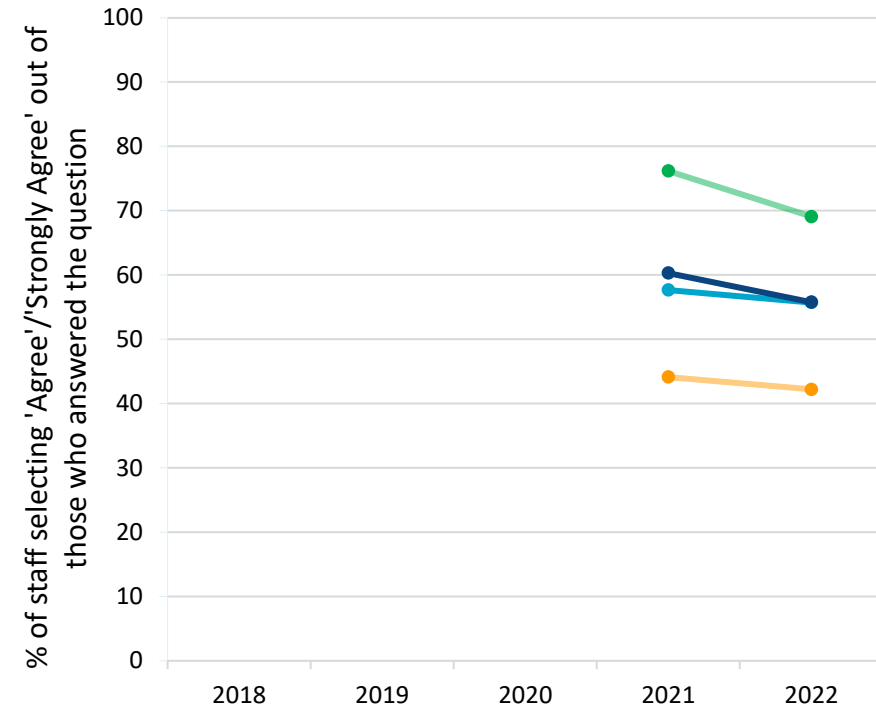
Q19a I would feel secure raising concerns about unsafe clinical practice.



	2018	2019	2020	2021	2022
Your org	-	-	-	77.0%	73.6%
Best	-	-	-	83.2%	79.4%
Average	-	-	-	74.1%	70.8%
Worst	-	-	-	66.4%	61.8%

Responses - - - 3333 4119

Q19b I am confident that my organisation would address my concern.

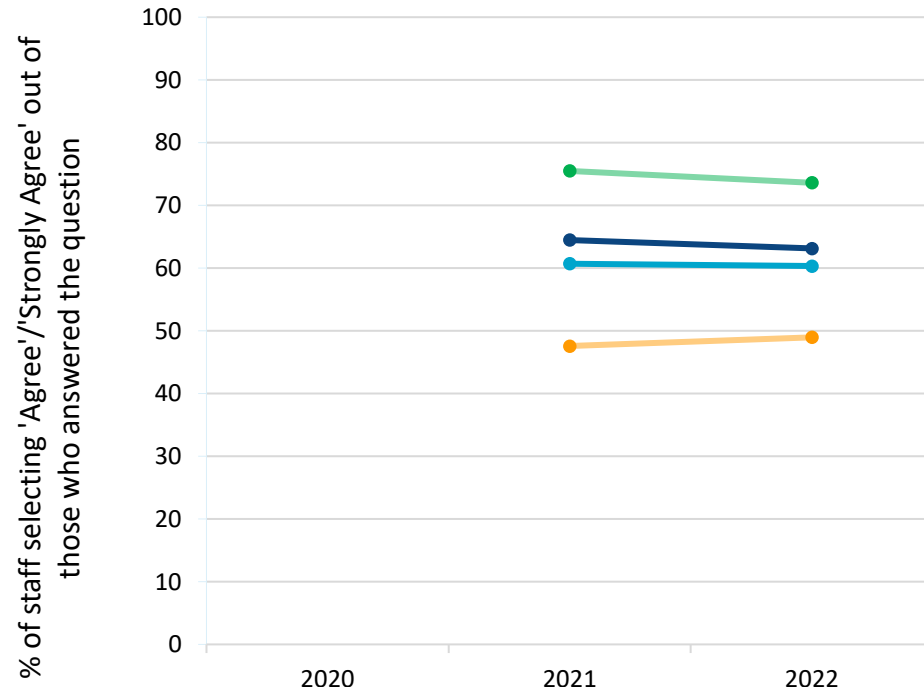


	2018	2019	2020	2021	2022
Your org	-	-	-	60.3%	55.8%
Best	-	-	-	76.2%	69.1%
Average	-	-	-	57.7%	55.7%
Worst	-	-	-	44.1%	42.2%

Responses - - - 3318 4106

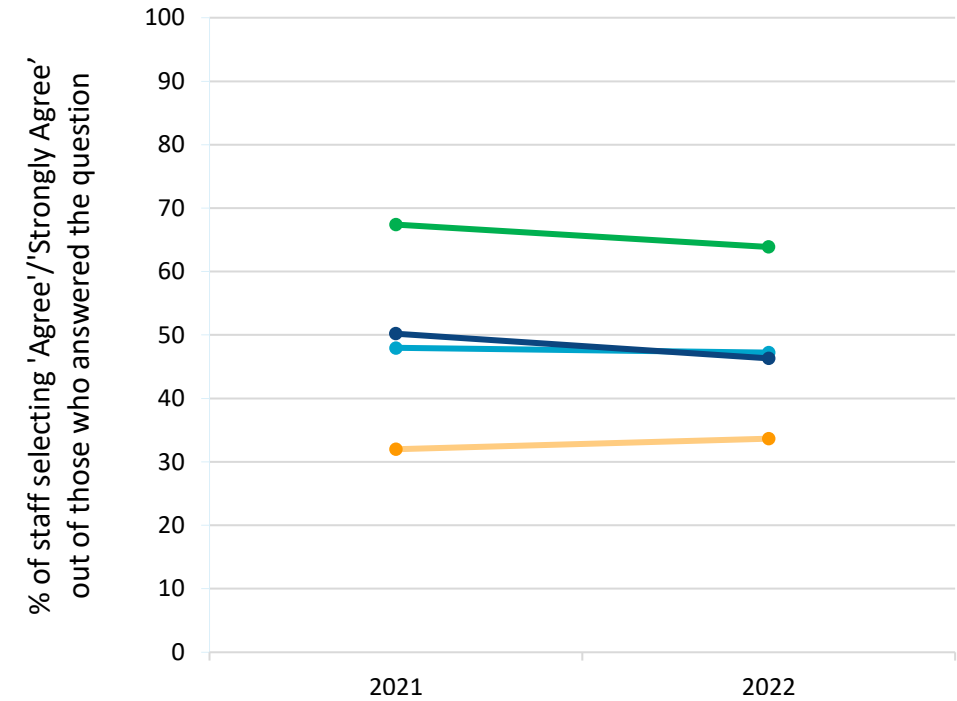


Q23e I feel safe to speak up about anything that concerns me in this organisation.



	2020	2021	2022
Your org	-	64.5%	63.1%
Best	-	75.5%	73.6%
Average	-	60.7%	60.3%
Worst	-	47.6%	49.0%
Responses	-	3352	4116

Q23f If I spoke up about something that concerned me I am confident my organisation would address my concern.



	2021	2022
Your org	50.2%	46.3%
Best	67.4%	63.9%
Average	48.0%	47.2%
Worst	32.0%	33.7%
Responses	3348	4110



## People Promise element – We are safe and healthy



### Questions included:

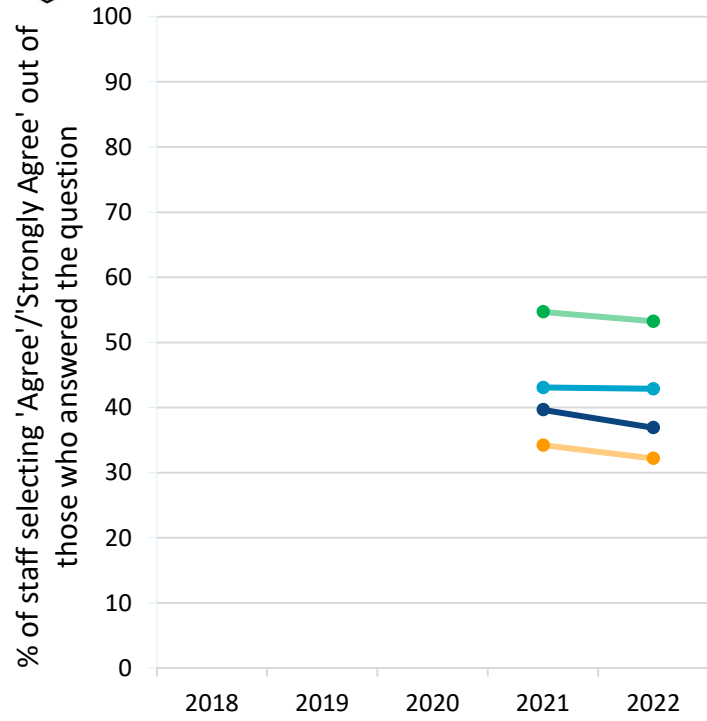
Health and safety climate: Q3g, Q3h, Q3i, Q5a, Q11a, Q13d, Q14d

Burnout: Q12a, Q12b, Q12c, Q12d, Q12e, Q12f, Q12g

Negative experiences: Q11b, Q11c, Q11d, Q13a, Q13b, Q13c, Q14a, Q14b, Q14c

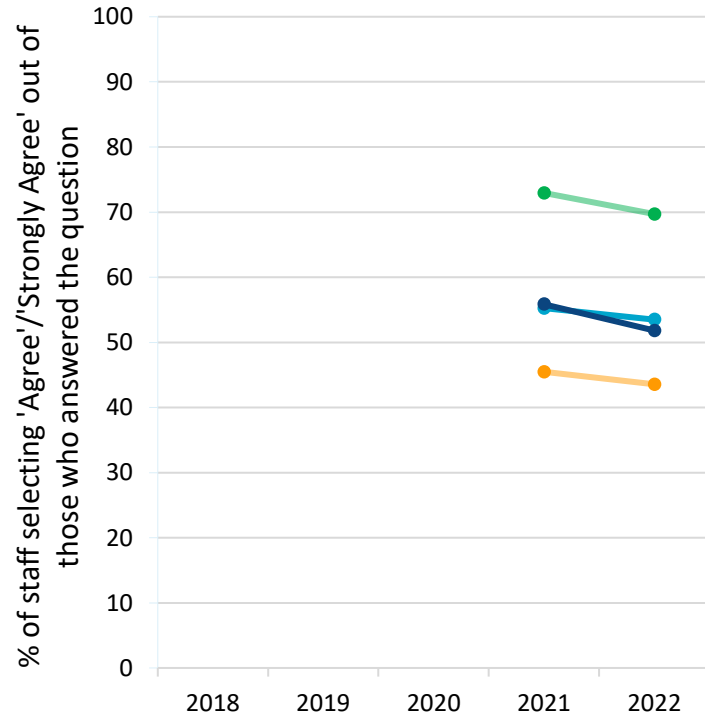


Q3g I am able to meet all the conflicting demands on my time at work.



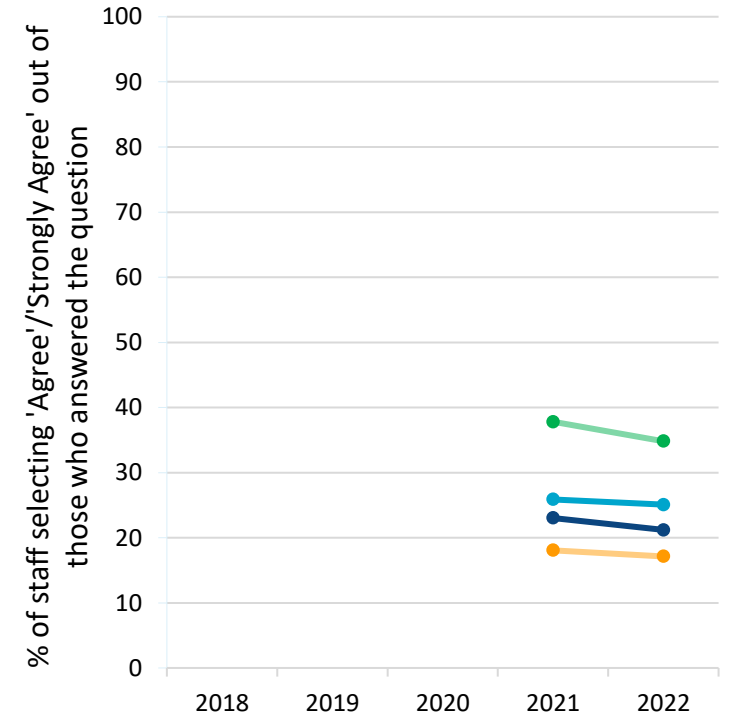
	2018	2019	2020	2021	2022
Your org	-	-	-	39.7%	36.9%
Best	-	-	-	54.7%	53.2%
Average	-	-	-	43.1%	42.9%
Worst	-	-	-	34.2%	32.2%
Responses	-	-	-	3363	4118

Q3h I have adequate materials, supplies and equipment to do my work.



	2018	2019	2020	2021	2022
Your org	-	-	-	55.9%	51.8%
Best	-	-	-	72.9%	69.7%
Average	-	-	-	55.3%	53.5%
Worst	-	-	-	45.5%	43.6%
Responses	-	-	-	3356	4118

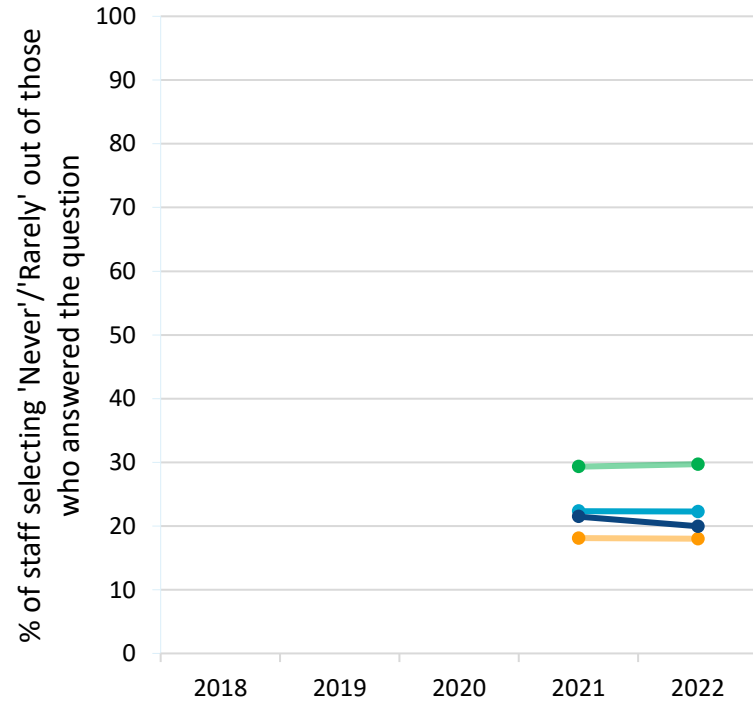
Q3i There are enough staff at this organisation for me to do my job properly.



	2018	2019	2020	2021	2022
Your org	-	-	-	23.0%	21.2%
Best	-	-	-	37.8%	34.8%
Average	-	-	-	25.9%	25.1%
Worst	-	-	-	18.1%	17.2%
Responses	-	-	-	3369	4133

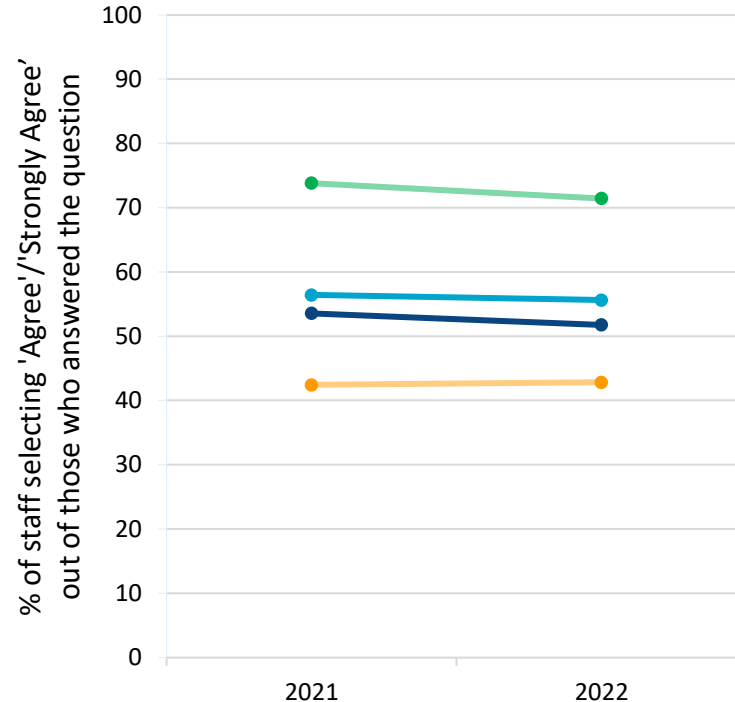


Q5a I have unrealistic time pressures.



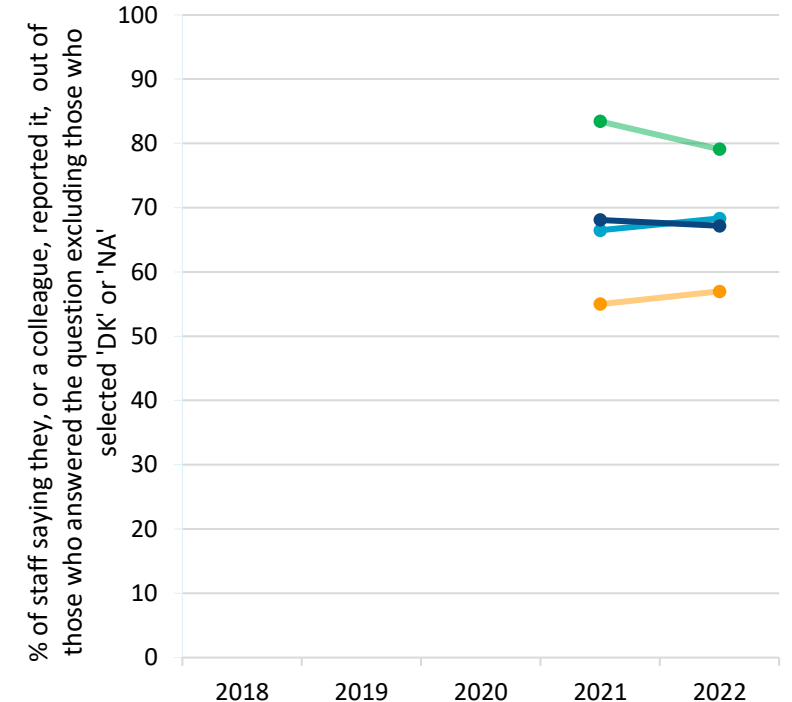
	2018	2019	2020	2021	2022
Your org	-	-	-	21.5%	20.0%
Best	-	-	-	29.3%	29.7%
Average	-	-	-	22.4%	22.3%
Worst	-	-	-	18.1%	18.0%
Responses	-	-	-	3362	4135

Q11a My organisation take positive action on health and well-being.



	2021	2022
Your org	53.5%	51.8%
Best	73.8%	71.4%
Average	56.4%	55.6%
Worst	42.4%	42.8%
Responses	3342	4122

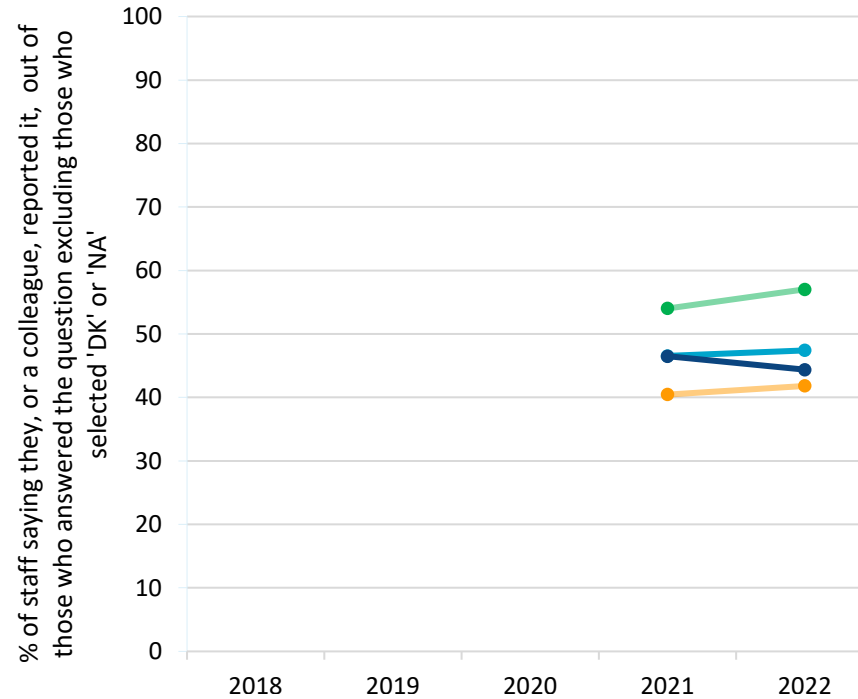
Q13d The last time you experienced physical violence at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	-	-	-	68.1%	67.2%
Best	-	-	-	83.4%	79.1%
Average	-	-	-	66.5%	68.3%
Worst	-	-	-	55.0%	57.0%
Responses	-	-	-	379	547



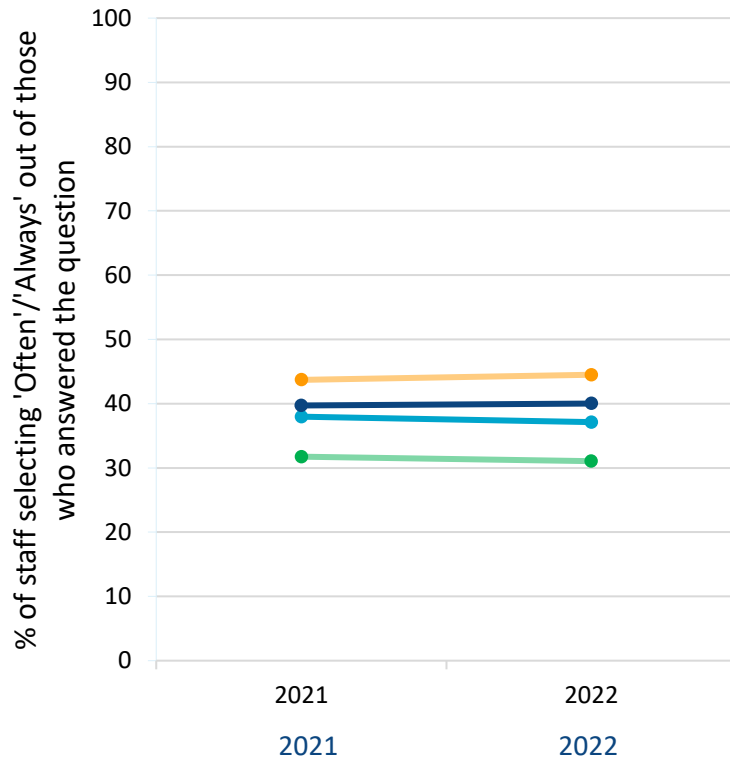
Q14d The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	-	-	-	46.5%	44.4%
Best	-	-	-	54.0%	57.0%
Average	-	-	-	46.5%	47.4%
Worst	-	-	-	40.5%	41.8%
Responses	-	-	-	1185	1471



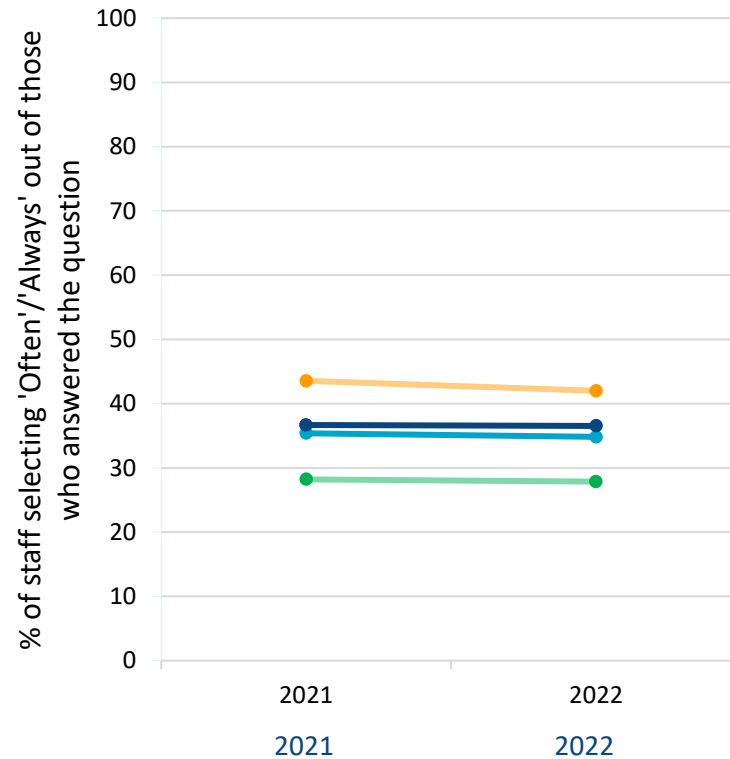
Q12a How often, if at all, do you find your work emotionally exhausting?



Your org	39.7%	40.0%
Best	31.7%	31.0%
Average	38.0%	37.1%
Worst	43.7%	44.5%

Responses 3370 4141

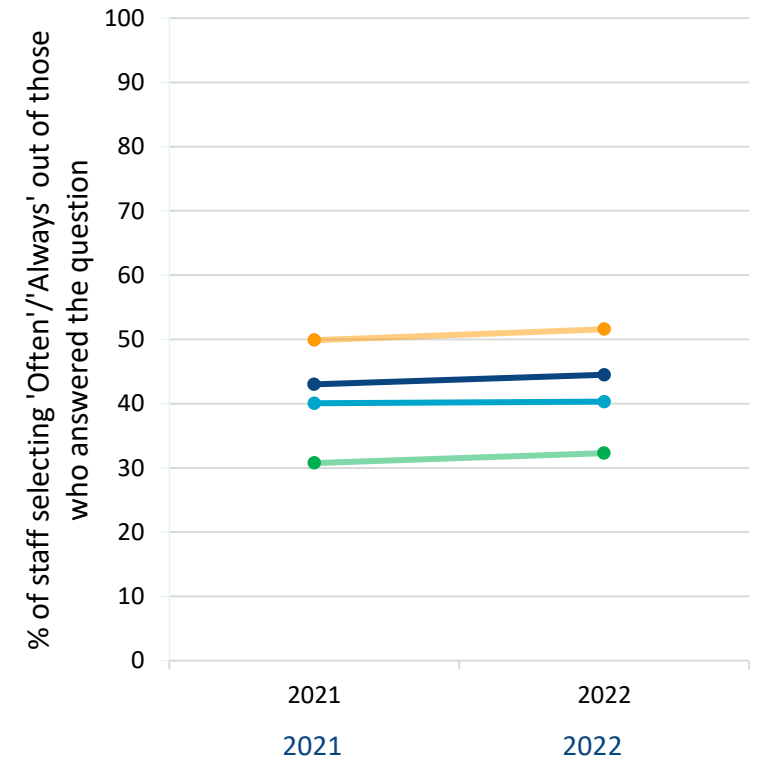
Q12b How often, if at all, do you feel burnt out because of your work?



Your org	36.7%	36.5%
Best	28.2%	27.9%
Average	35.4%	34.8%
Worst	43.5%	42.0%

Responses 3364 4136

Q12c How often, if at all, does your work frustrate you?

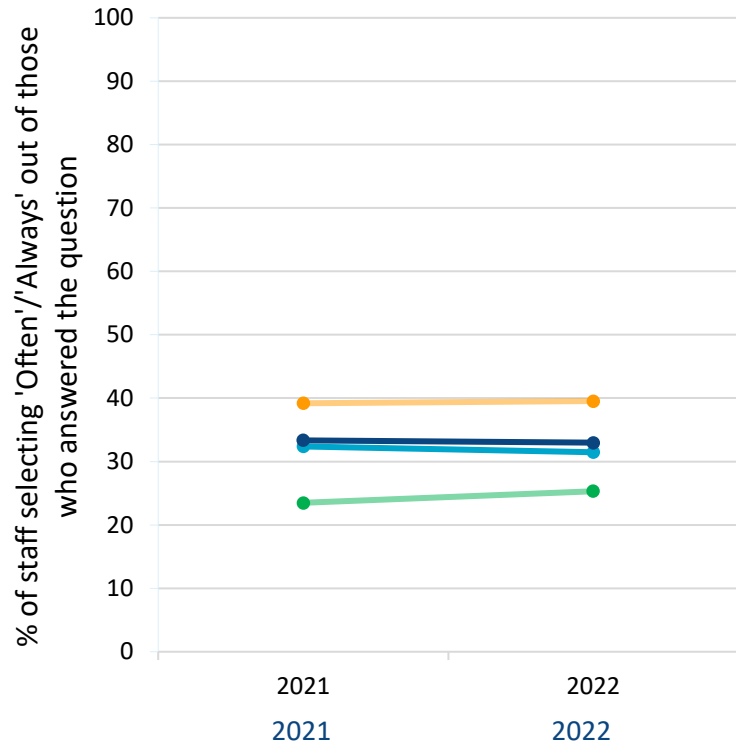


Your org	43.0%	44.5%
Best	30.8%	32.3%
Average	40.1%	40.3%
Worst	49.9%	51.6%

Responses 3362 4130



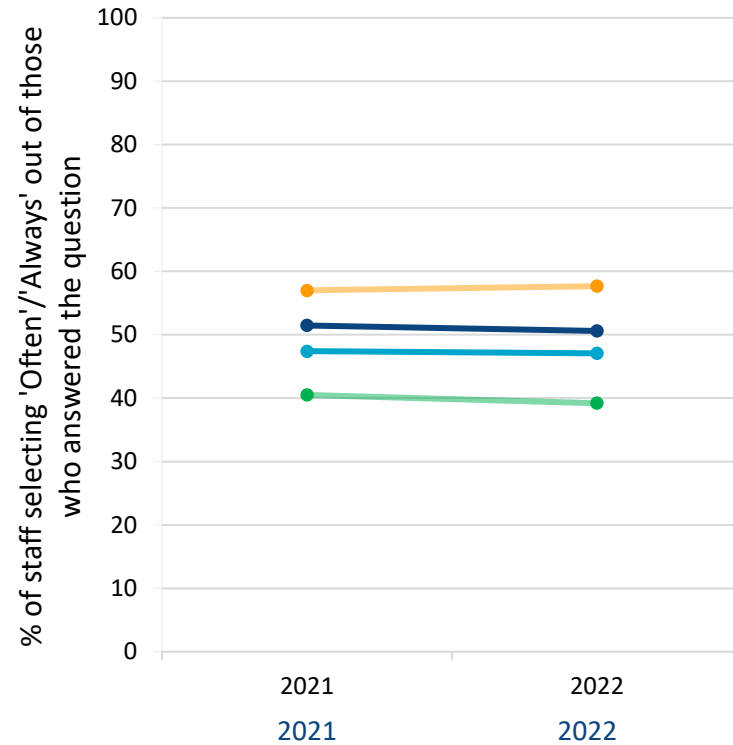
Q12d How often, if at all, are you exhausted at the thought of another day/shift at work?



Your org	33.3%	33.0%
Best	23.5%	25.3%
Average	32.4%	31.5%
Worst	39.2%	39.5%

Responses 3359 4129

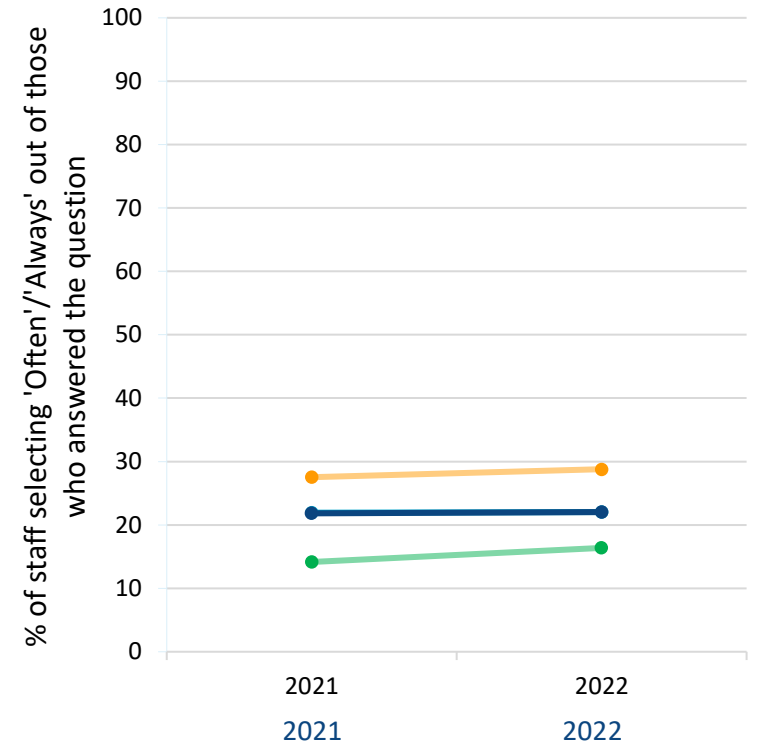
Q12e How often, if at all, do you feel worn out at the end of your working day/shift?



Your org	51.5%	50.6%
Best	40.5%	39.2%
Average	47.4%	47.1%
Worst	57.0%	57.7%

Responses 3358 4129

Q12f How often, if at all, do you feel that every working hour is tiring for you?

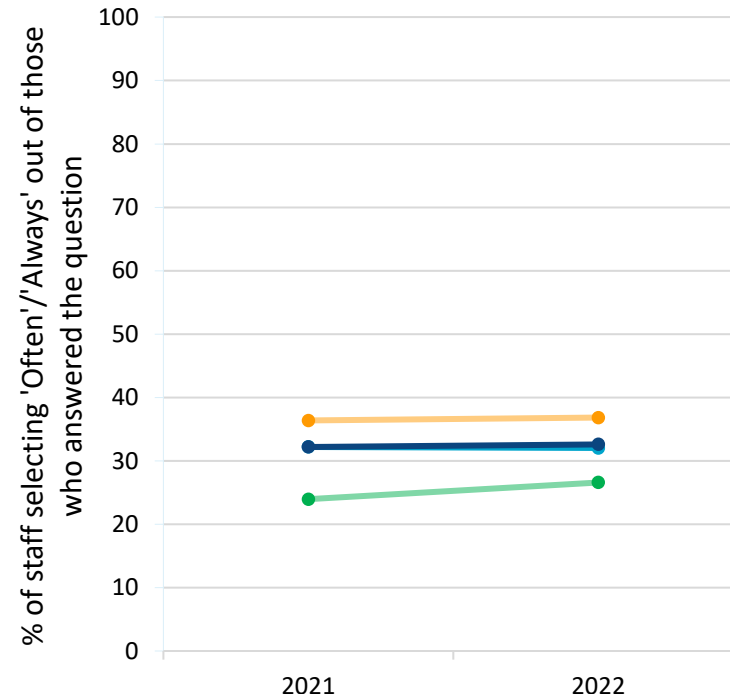


Your org	21.8%	22.0%
Best	14.2%	16.4%
Average	21.9%	22.0%
Worst	27.5%	28.8%

Responses 3351 4128



Q12g How often, if at all, do you not have enough energy for family and friends during leisure time?

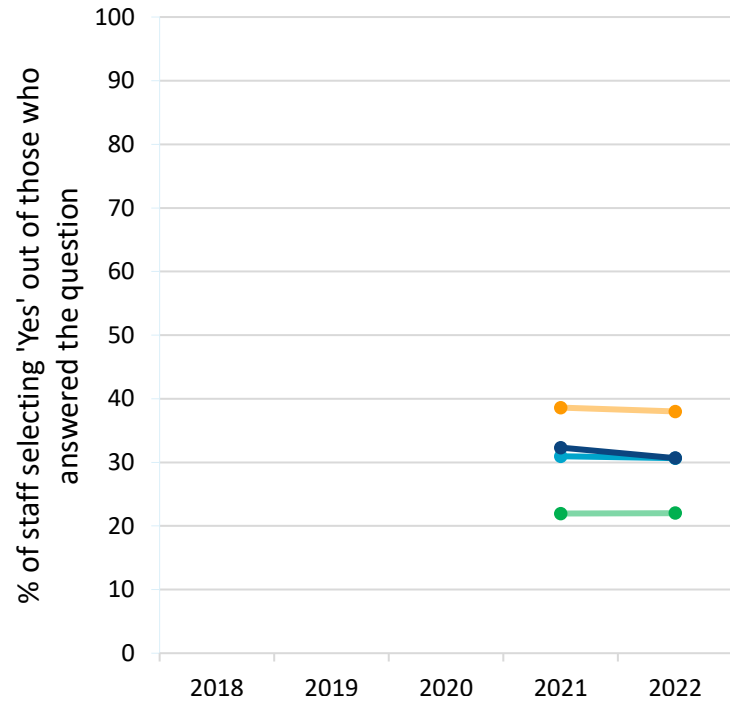


	2021	2022
Your org	32.2%	32.6%
Best	23.9%	26.6%
Average	32.2%	32.0%
Worst	36.4%	36.8%

Responses 3362 4133

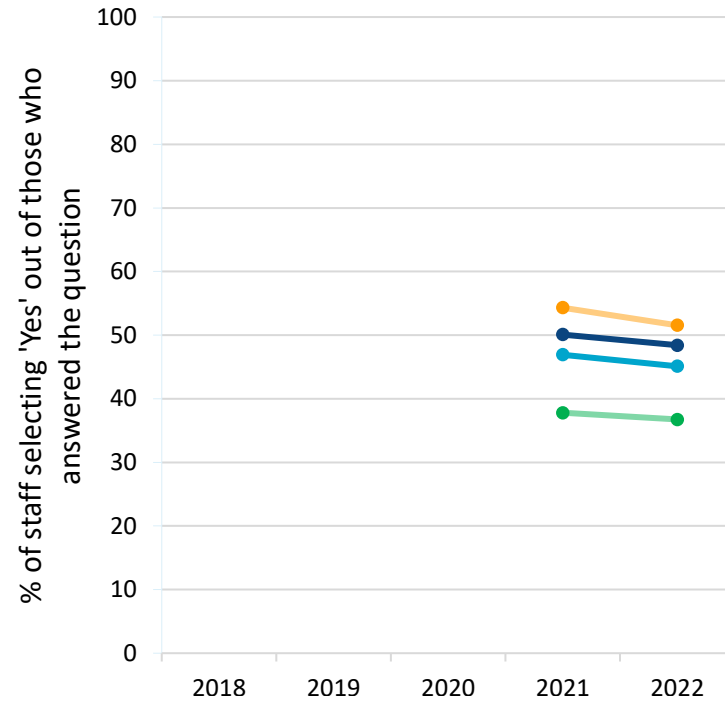


Q11b In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



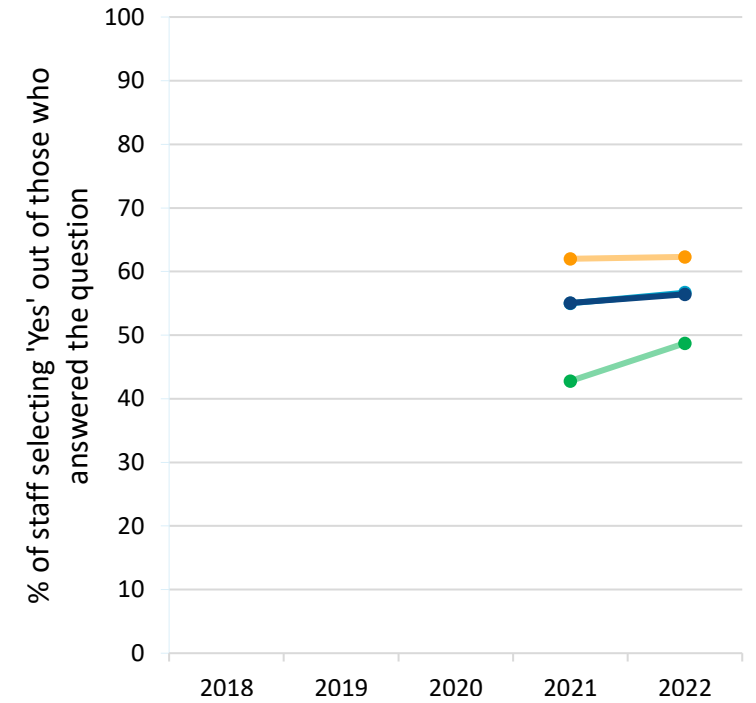
	2018	2019	2020	2021	2022
Your org	-	-	-	32.3%	30.7%
Best	-	-	-	21.9%	22.0%
Average	-	-	-	31.0%	30.6%
Worst	-	-	-	38.6%	38.0%
Responses	-	-	-	3348	4128

Q11c During the last 12 months have you felt unwell as a result of work related stress?



	2018	2019	2020	2021	2022
Your org	-	-	-	50.1%	48.4%
Best	-	-	-	37.8%	36.7%
Average	-	-	-	46.9%	45.1%
Worst	-	-	-	54.3%	51.5%
Responses	-	-	-	3344	4120

Q11d In the last three months have you ever come to work despite not feeling well enough to perform your duties?

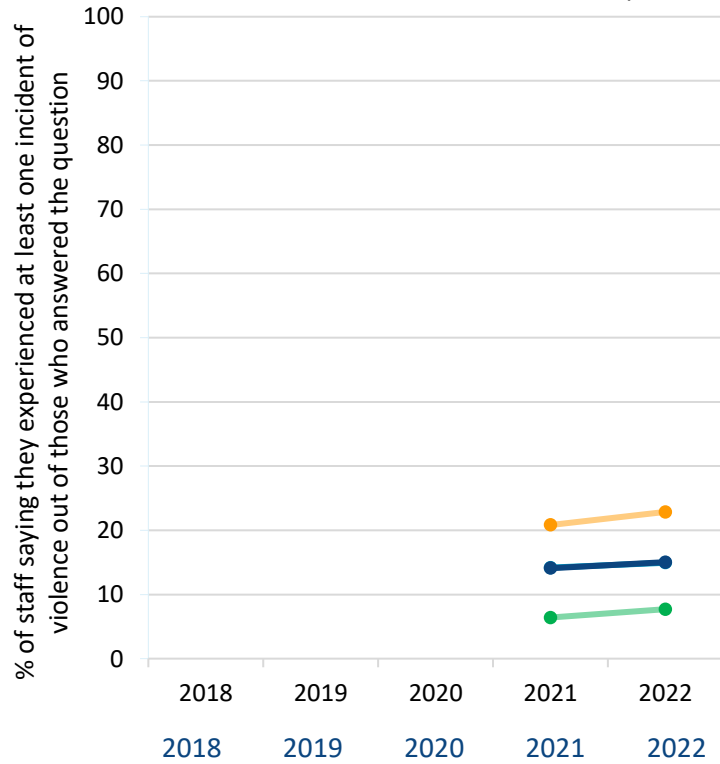


	2018	2019	2020	2021	2022
Your org	-	-	-	55.0%	56.4%
Best	-	-	-	42.8%	48.7%
Average	-	-	-	55.0%	56.7%
Worst	-	-	-	62.0%	62.3%
Responses	-	-	-	3337	4112



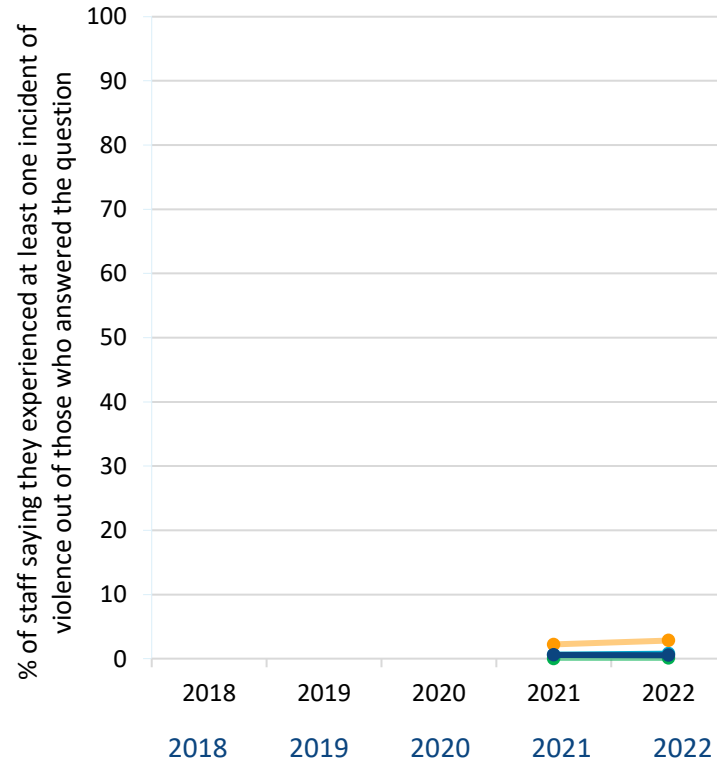


Q13a In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives or other members of the public.



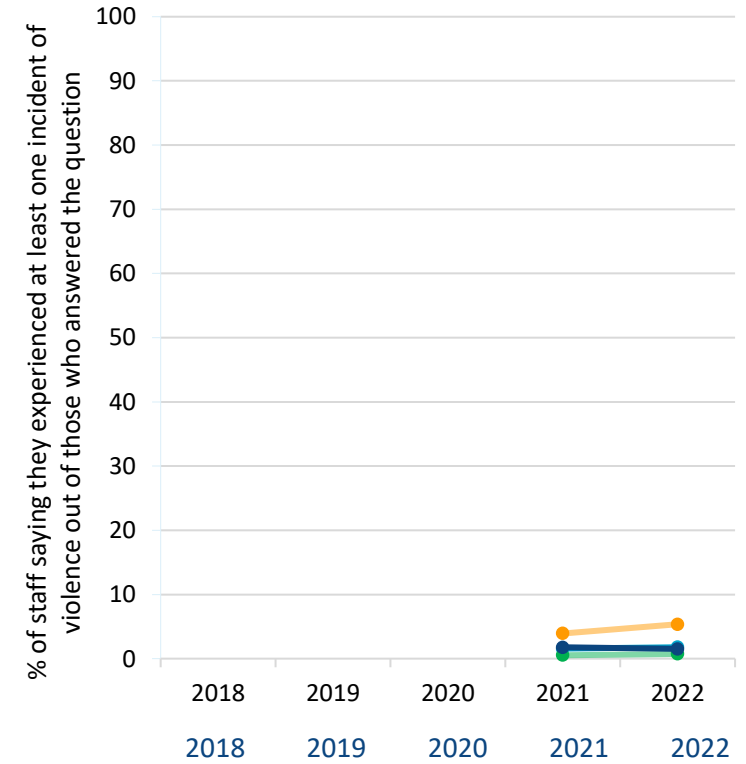
	2018	2019	2020	2021	2022
Your org	-	-	-	14.1%	15.0%
Best	-	-	-	6.4%	7.7%
Average	-	-	-	14.2%	15.0%
Worst	-	-	-	20.8%	22.8%
Responses	-	-	-	3373	4134

Q13b In the last 12 months how many times have you personally experienced physical violence at work from...? Managers.



	2018	2019	2020	2021	2022
Your org	-	-	-	0.6%	0.6%
Best	-	-	-	0.0%	0.1%
Average	-	-	-	0.6%	0.8%
Worst	-	-	-	2.2%	2.9%
Responses	-	-	-	3356	4127

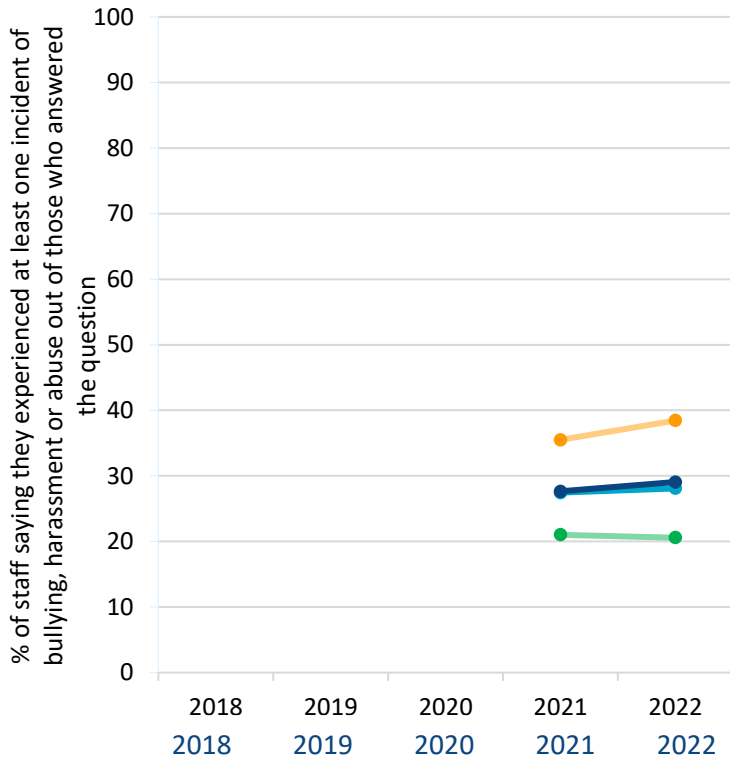
Q13c In the last 12 months how many times have you personally experienced physical violence at work from...? Other colleagues.



	2018	2019	2020	2021	2022
Your org	-	-	-	1.8%	1.5%
Best	-	-	-	0.6%	0.7%
Average	-	-	-	1.6%	1.8%
Worst	-	-	-	4.0%	5.4%
Responses	-	-	-	3330	4103

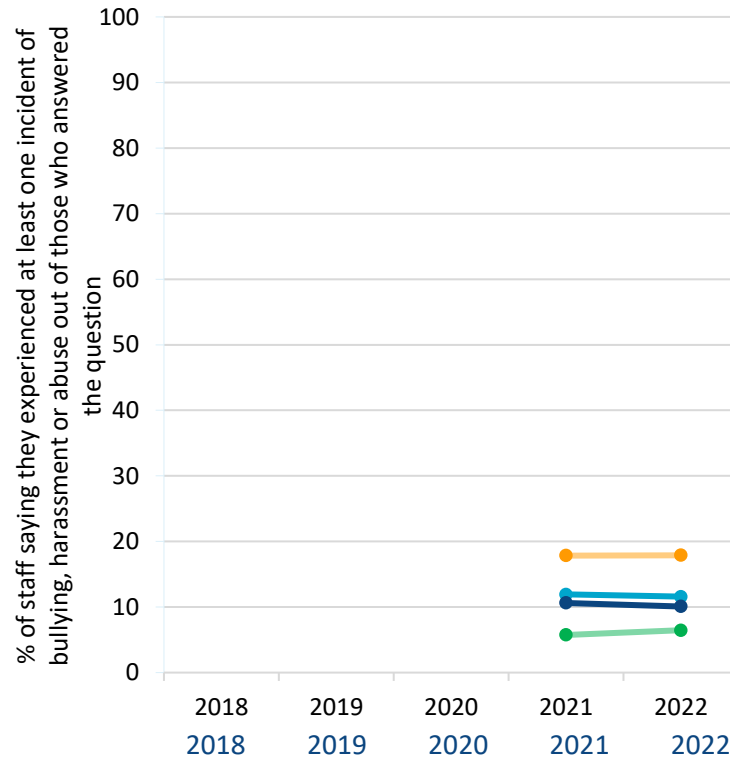


Q14a In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Patients / service users, their relatives or other members of the public.



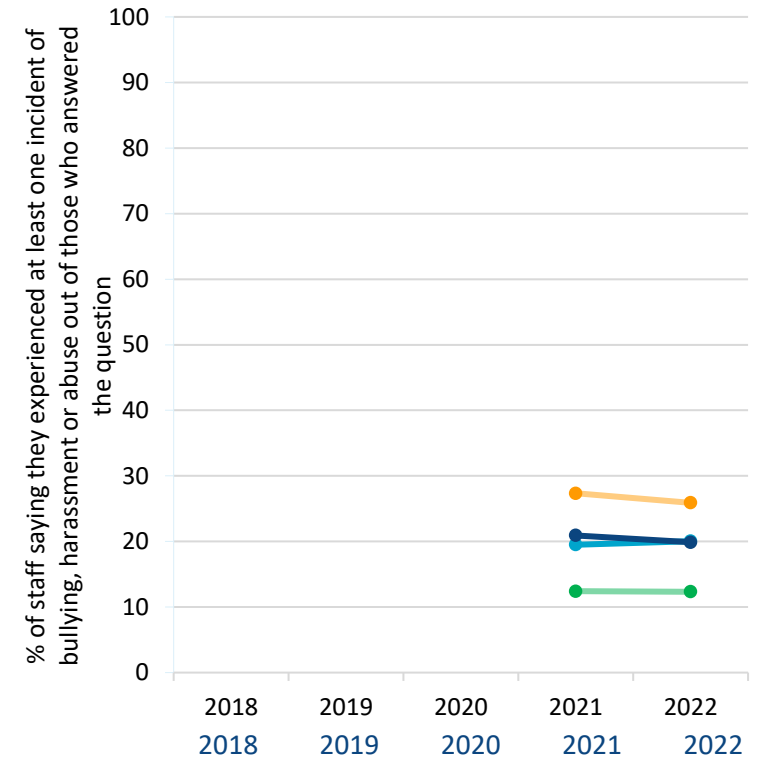
	2018	2019	2020	2021	2022
Your org	-	-	-	27.6%	29.0%
Best	-	-	-	21.0%	20.6%
Average	-	-	-	27.4%	28.1%
Worst	-	-	-	35.5%	38.5%
Responses	-	-	-	3358	4125

Q14b In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Managers.



	2018	2019	2020	2021	2022
Your org	-	-	-	10.6%	10.1%
Best	-	-	-	5.7%	6.4%
Average	-	-	-	11.9%	11.6%
Worst	-	-	-	17.8%	17.9%
Responses	-	-	-	3336	4108

Q14c In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Other colleagues.



	2018	2019	2020	2021	2022
Your org	-	-	-	20.9%	19.9%
Best	-	-	-	12.4%	12.3%
Average	-	-	-	19.5%	20.0%
Worst	-	-	-	27.3%	25.9%
Responses	-	-	-	3319	4096

## People Promise element – We are always learning



### Questions included:

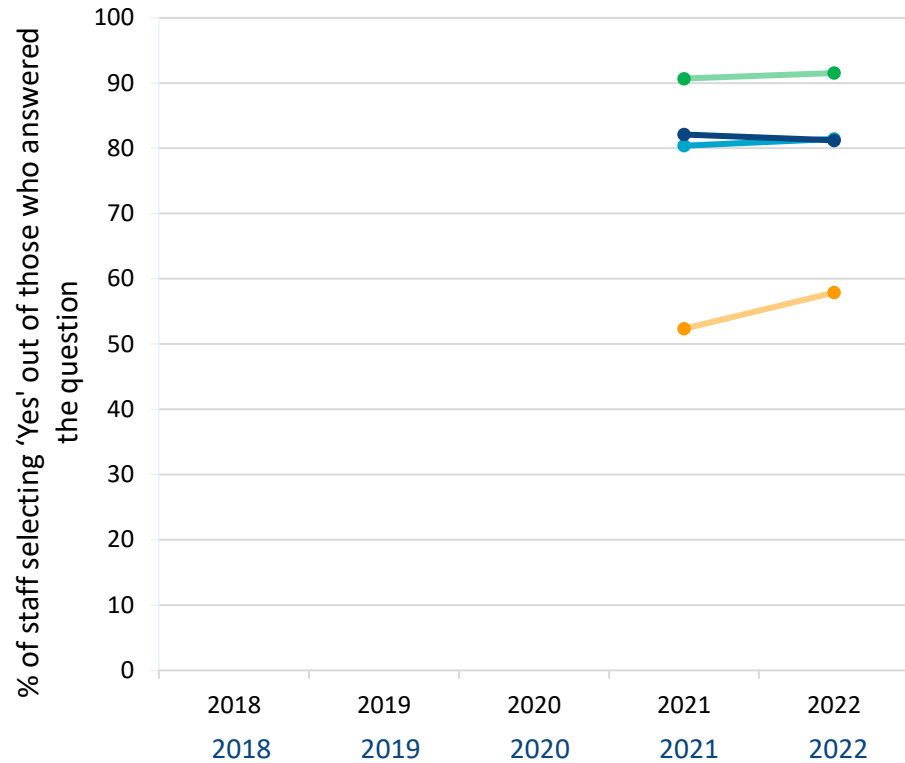
Development – Q22a, Q22b, Q22c, Q22d, Q22e

Appraisals – Q21b, Q21c, Q21d

\*Q21a is a filter question and therefore influences the sub-score without being a directly scored question.

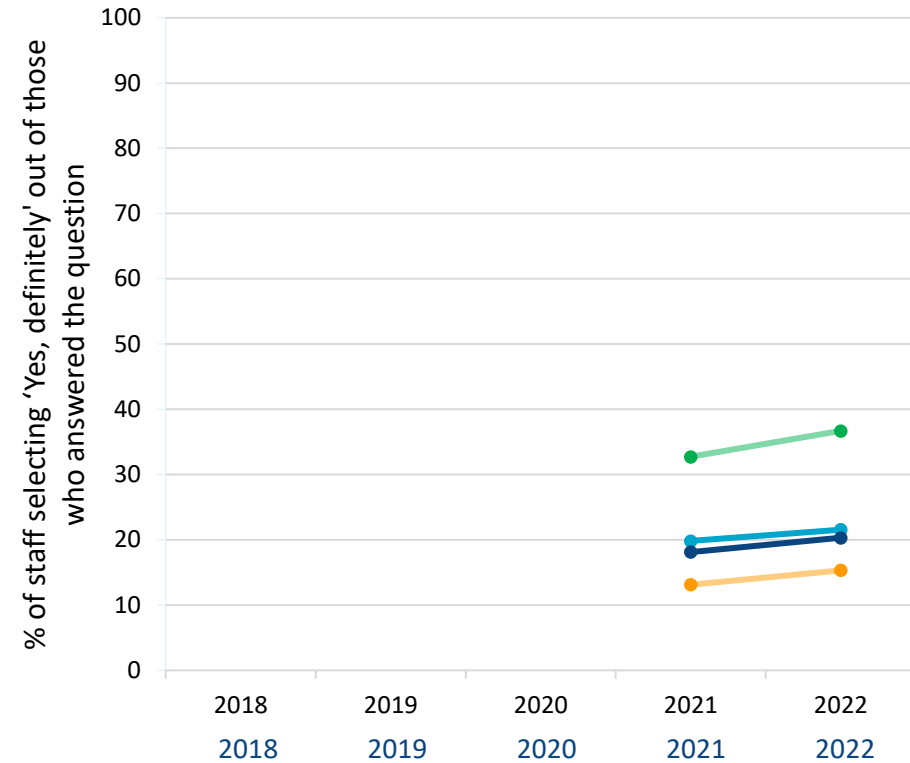


Q21a In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?



	2018	2019	2020	2021	2022
Your org	-	-	-	82.1%	81.2%
Best	-	-	-	90.7%	91.5%
Average	-	-	-	80.4%	81.4%
Worst	-	-	-	52.4%	57.9%
Responses	-	-	-	3294	4107

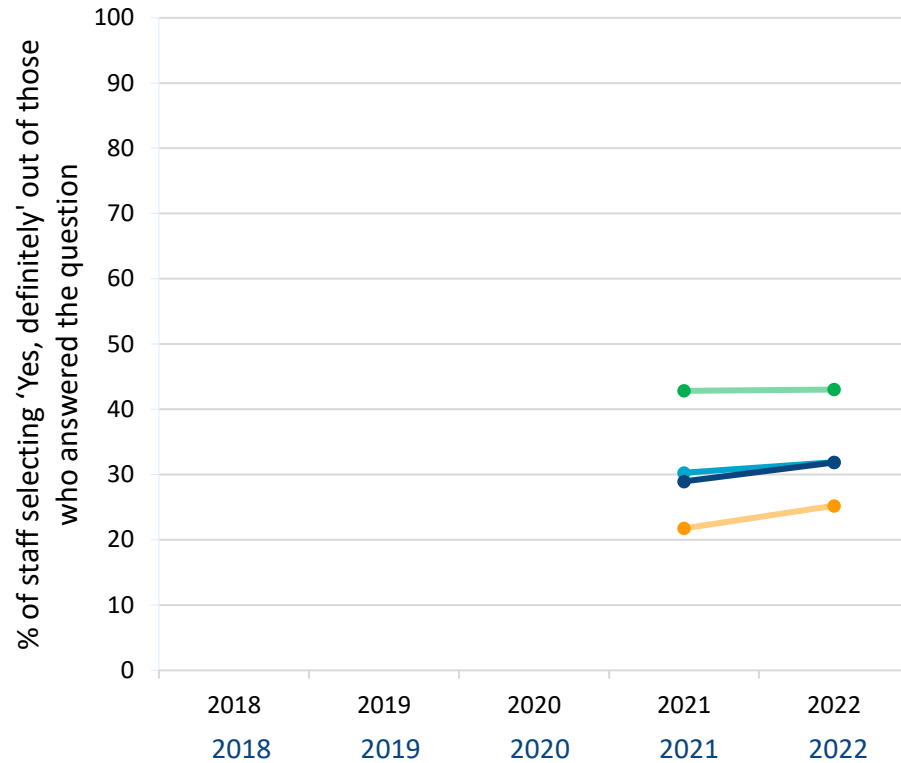
Q21b It helped me to improve how I do my job.



	2018	2019	2020	2021	2022
Your org	-	-	-	18.1%	20.3%
Best	-	-	-	32.7%	36.7%
Average	-	-	-	19.8%	21.5%
Worst	-	-	-	13.1%	15.3%
Responses	-	-	-	2658	3321

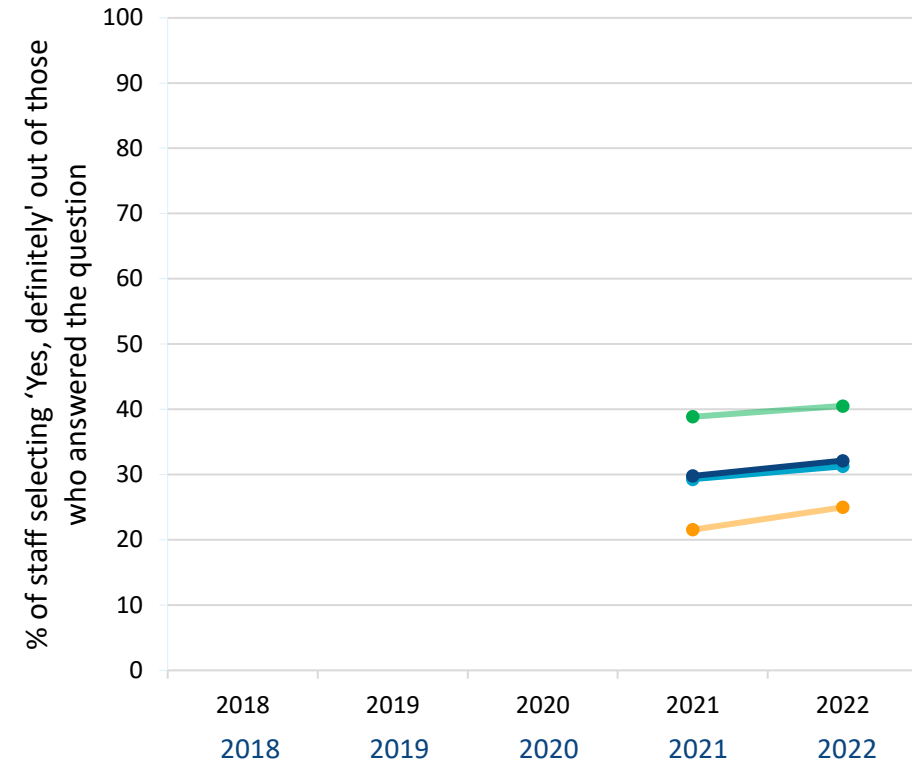


Q21c It helped me agree clear objectives for my work.



Your org	-	-	-	28.9%	31.8%
Best	-	-	-	42.8%	43.0%
Average	-	-	-	30.2%	31.9%
Worst	-	-	-	21.8%	25.2%
Responses	-	-	-	2659	3313

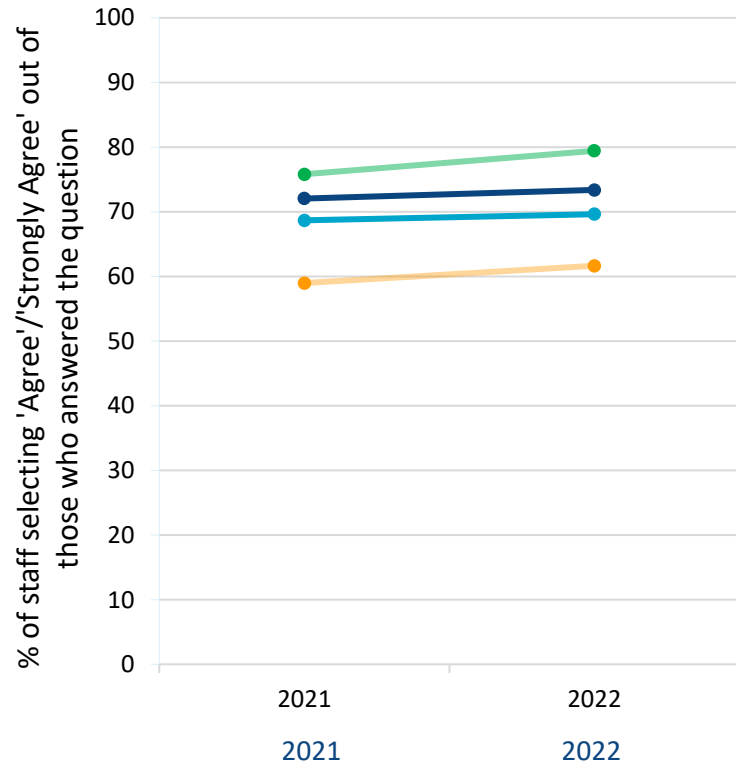
Q21d It left me feeling that my work is valued by my organisation.



Your org	-	-	-	29.8%	32.1%
Best	-	-	-	38.9%	40.5%
Average	-	-	-	29.3%	31.3%
Worst	-	-	-	21.5%	25.0%
Responses	-	-	-	2662	3314

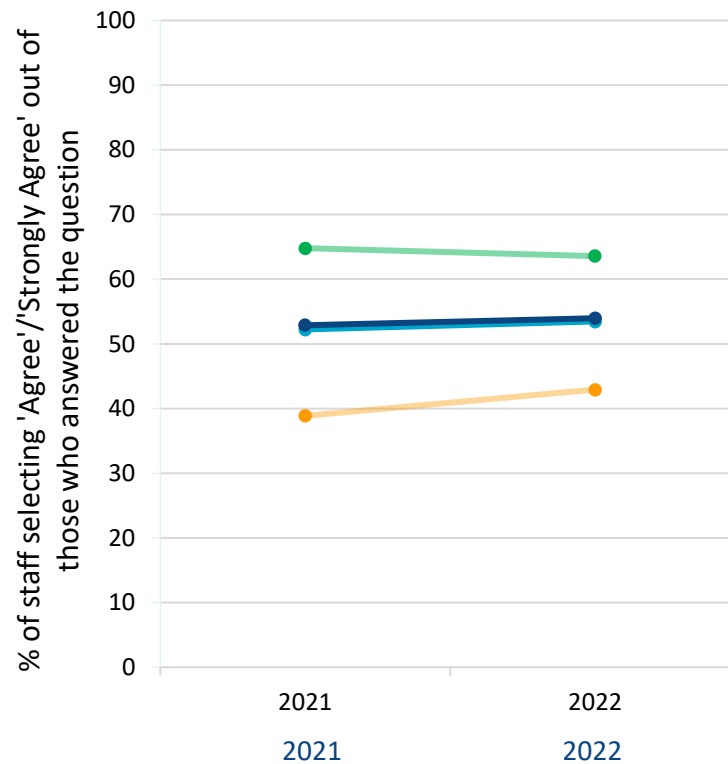


Q22a This organisation offers me challenging work.



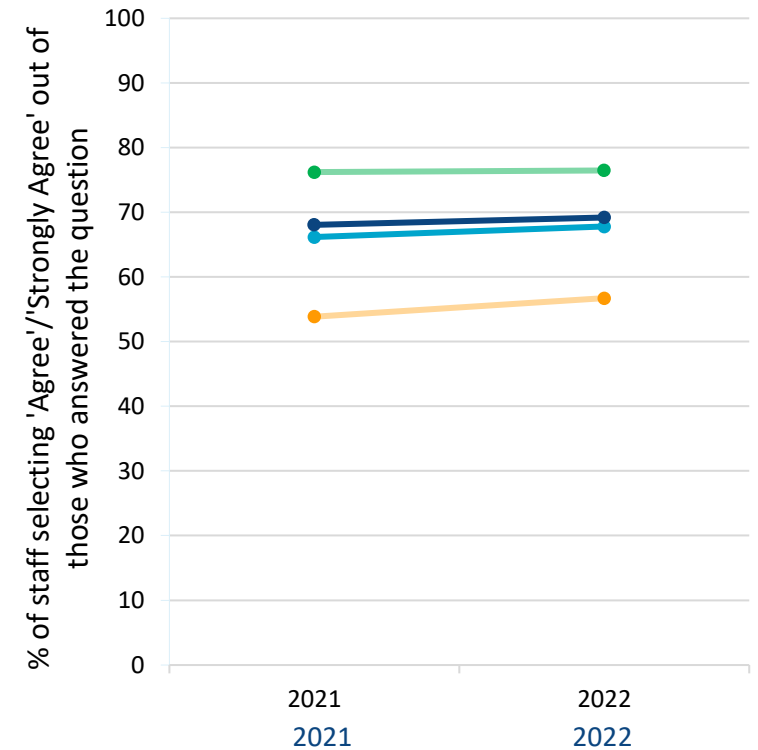
Your org	72.0%	73.4%
Best	75.8%	79.4%
Average	68.7%	69.6%
Worst	59.0%	61.7%
Responses	3332	4104

Q22b There are opportunities for me to develop my career in this organisation.



Your org	52.9%	54.0%
Best	64.8%	63.6%
Average	52.2%	53.4%
Worst	38.9%	42.9%
Responses	3337	4106

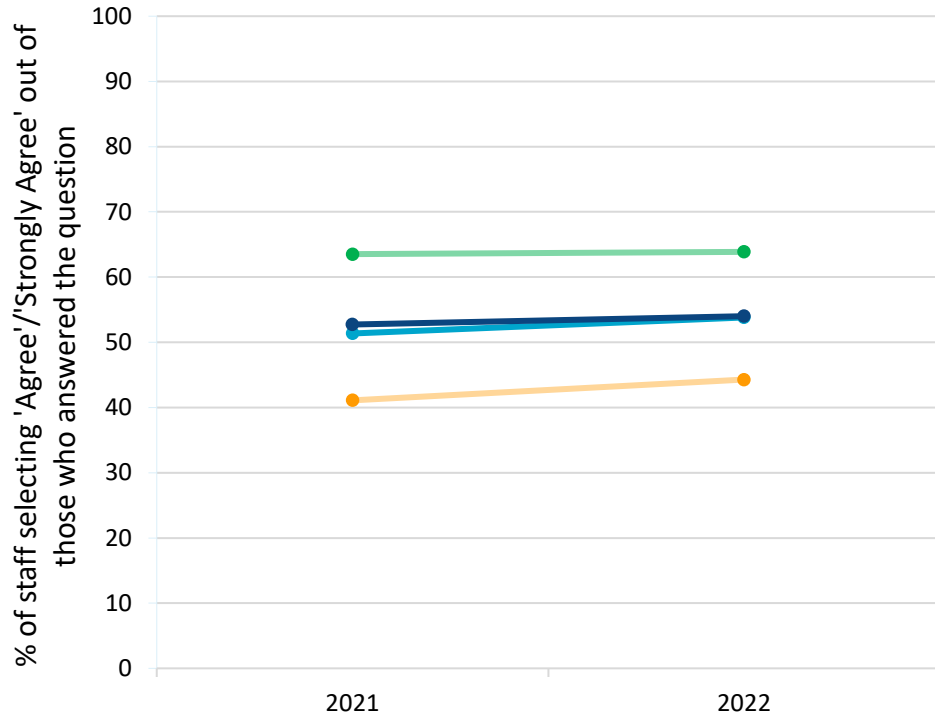
Q22c I have opportunities to improve my knowledge and skills.



Your org	68.0%	69.2%
Best	76.2%	76.5%
Average	66.2%	67.8%
Worst	53.9%	56.7%
Responses	3340	4110



Q22d I feel supported to develop my potential.



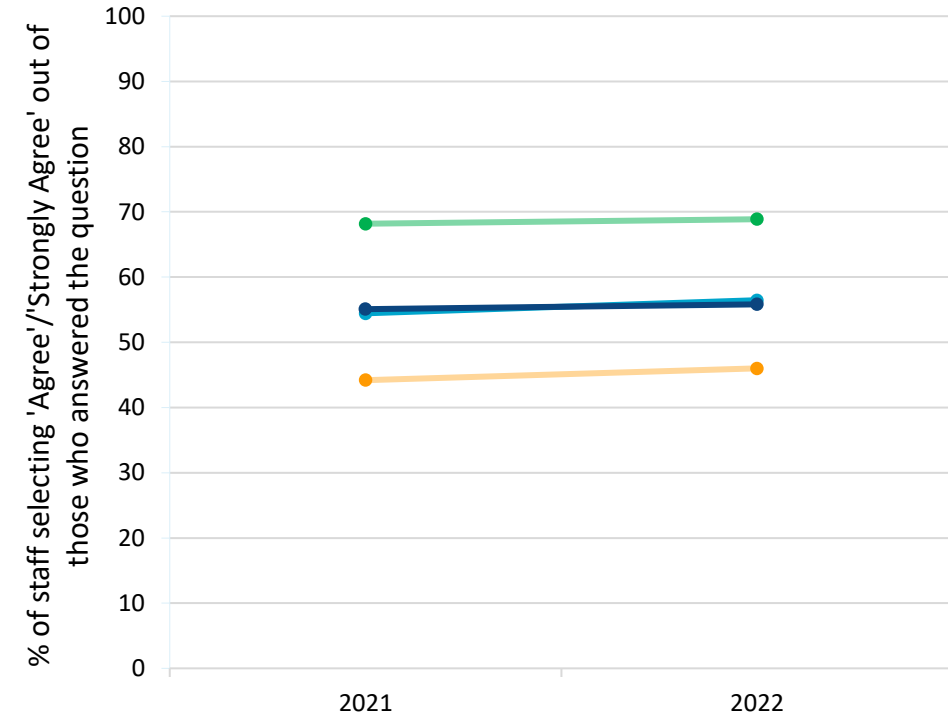
	2021	2022
Your org	52.7%	54.0%
Best	63.5%	63.9%
Average	51.4%	53.8%
Worst	41.1%	44.3%

Responses

3335

4105

Q22e I am able to access the right learning and development opportunities when I need to.



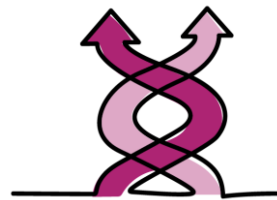
	2021	2022
Your org	55.1%	55.8%
Best	68.2%	68.9%
Average	54.4%	56.4%
Worst	44.2%	46.0%

Responses

3331

4099

## People Promise element – We work flexibly



Questions included:

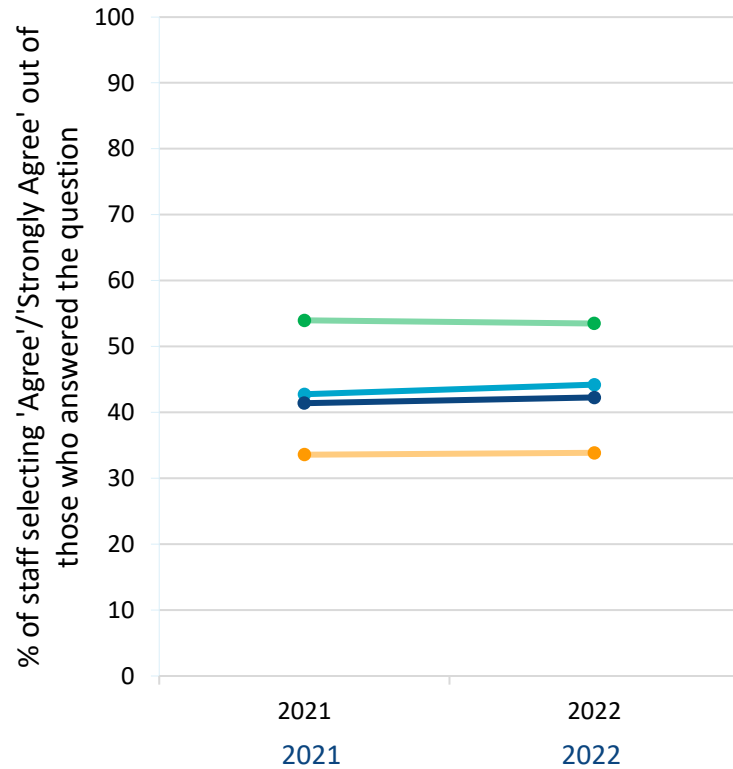
Support for work-life balance – Q6b, Q6c, Q6d

Flexible working – Q4d





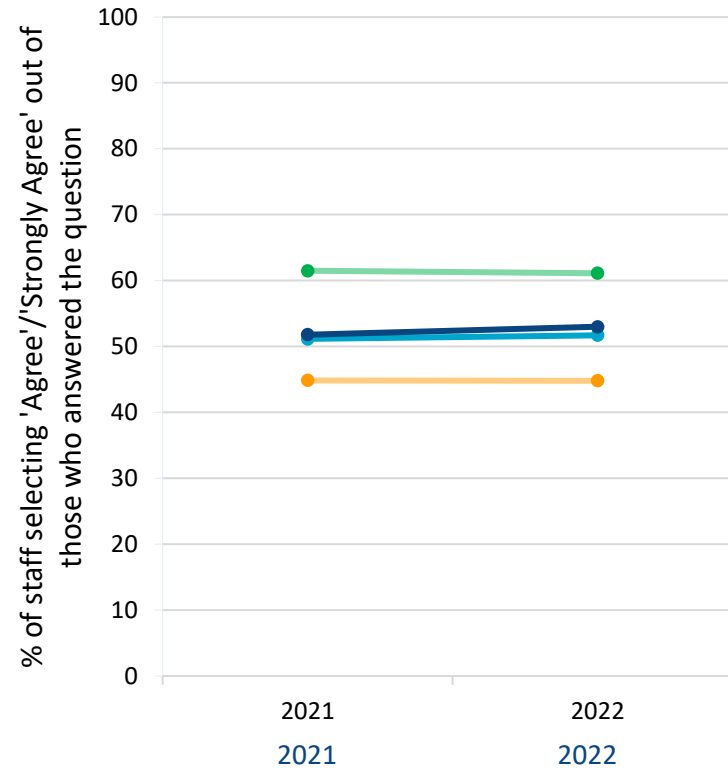
Q6b My organisation is committed to helping me balance my work and home life.



Your org	41.4%	42.3%
Best	54.0%	53.5%
Average	42.7%	44.2%
Worst	33.6%	33.9%

Responses 3368 4138

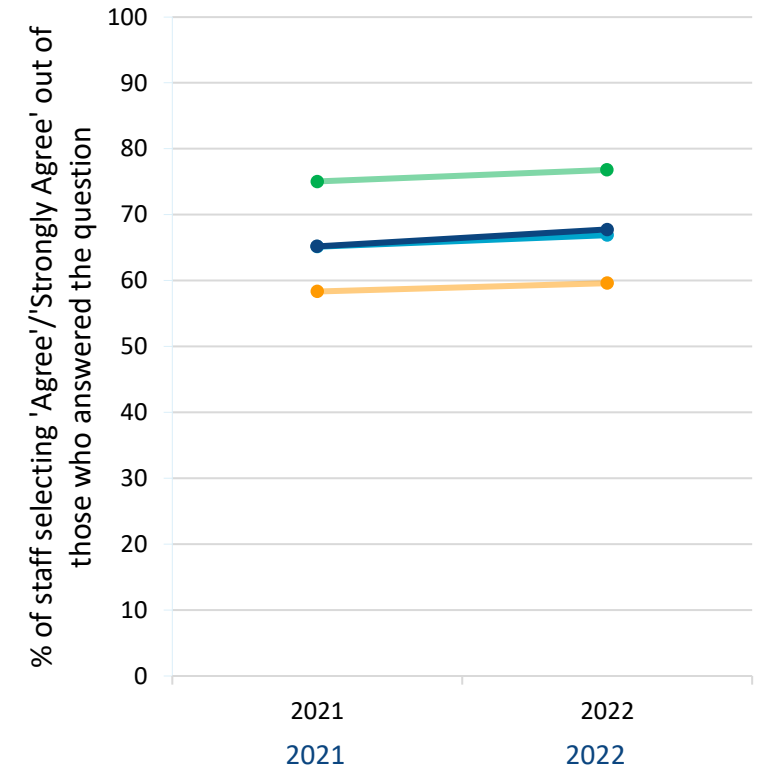
Q6c I achieve a good balance between my work life and my home life.



Your org	51.8%	53.0%
Best	61.5%	61.1%
Average	51.1%	51.7%
Worst	44.9%	44.8%

Responses 3361 4135

Q6d I can approach my immediate manager to talk openly about flexible working.

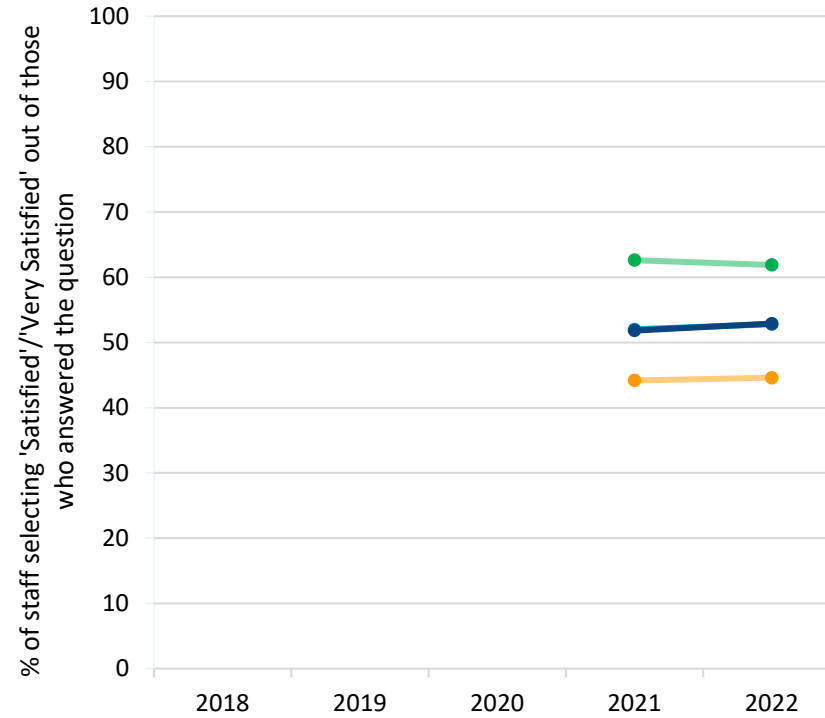


Your org	65.2%	67.7%
Best	75.0%	76.8%
Average	65.2%	66.9%
Worst	58.4%	59.6%

Responses 3363 4133

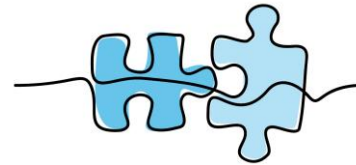


Q4d How satisfied are you with each of the following aspects of your job? The opportunities for flexible working patterns.



	2018	2019	2020	2021	2022
Your org	-	-	-	51.8%	52.9%
Best	-	-	-	62.6%	61.9%
Average	-	-	-	52.0%	52.8%
Worst	-	-	-	44.2%	44.6%
Responses	-	-	-	3352	4131

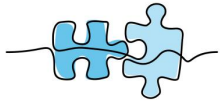
## People Promise element – We are a team



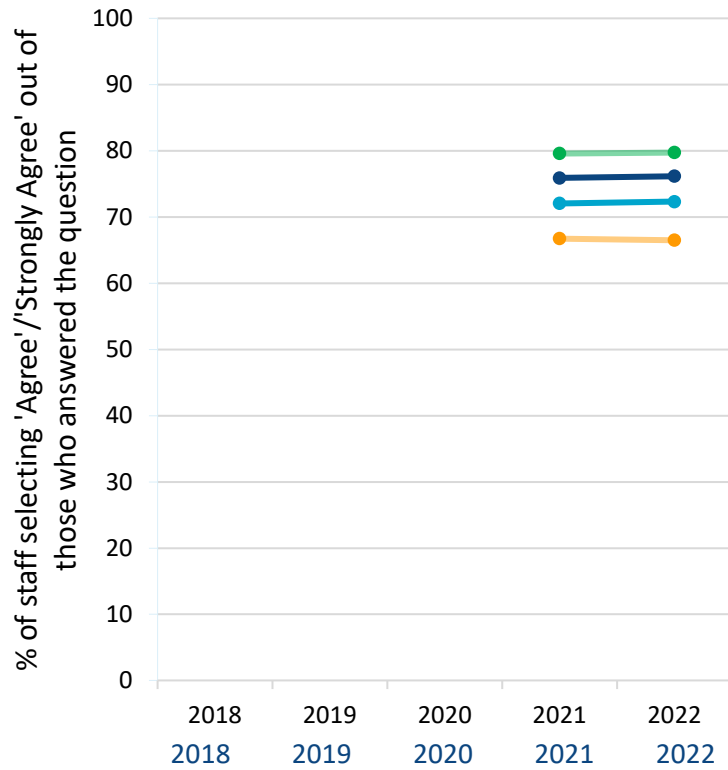
### Questions included:

Teamworking – Q7a, Q7b, Q7c, Q7d, Q7e, Q7f, Q7g, Q8a

Line management – Q9a, Q9b, Q9c, Q9d

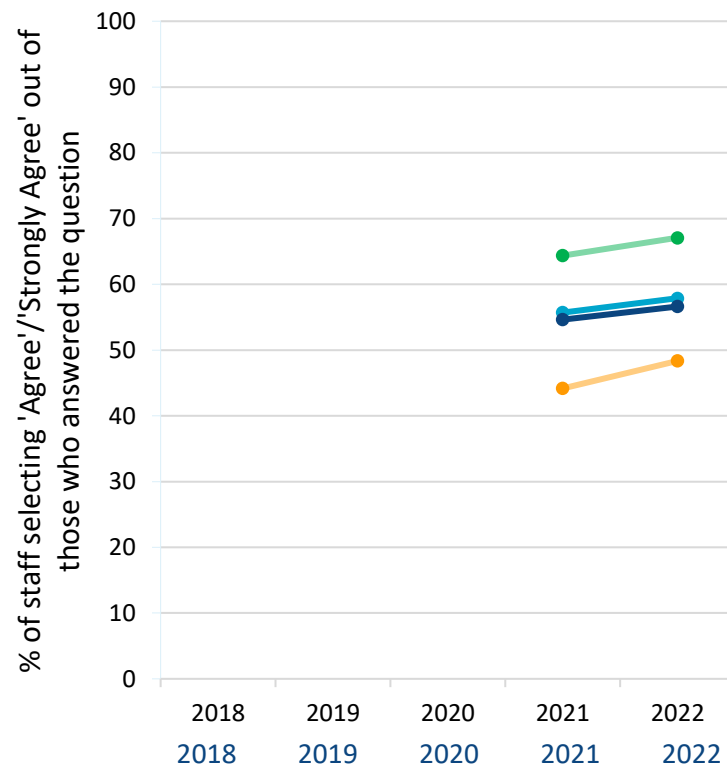


Q7a The team I work in has a set of shared objectives.



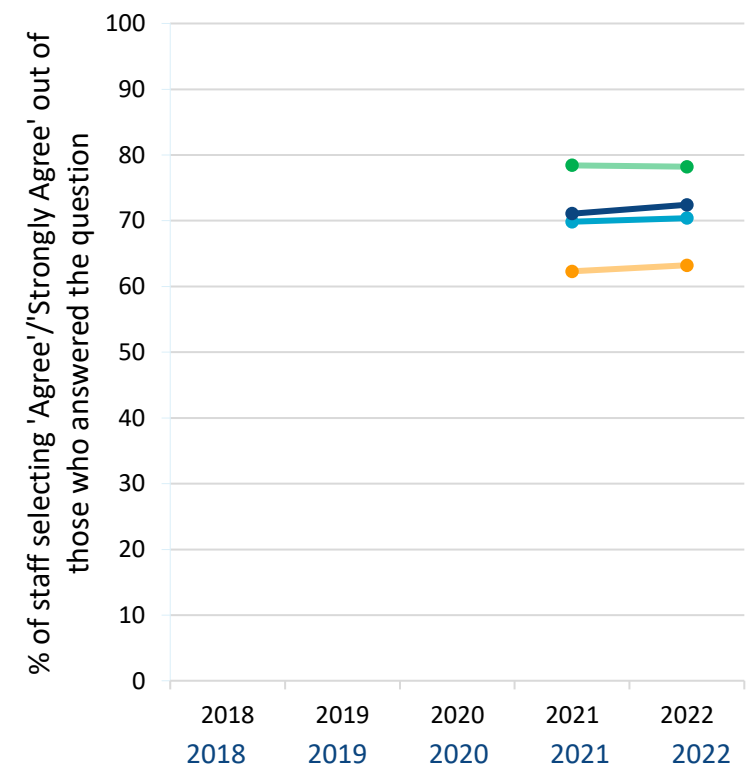
	2018	2019	2020	2021	2022
Your org	-	-	-	75.9%	76.2%
Best	-	-	-	79.6%	79.8%
Average	-	-	-	72.1%	72.3%
Worst	-	-	-	66.8%	66.5%
Responses	-	-	-	3364	4134

Q7b The team I work in often meets to discuss the team's effectiveness.

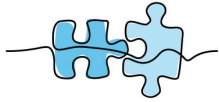


	2018	2019	2020	2021	2022
Your org	-	-	-	54.6%	56.6%
Best	-	-	-	64.4%	67.1%
Average	-	-	-	55.7%	57.9%
Worst	-	-	-	44.2%	48.4%
Responses	-	-	-	3362	4131

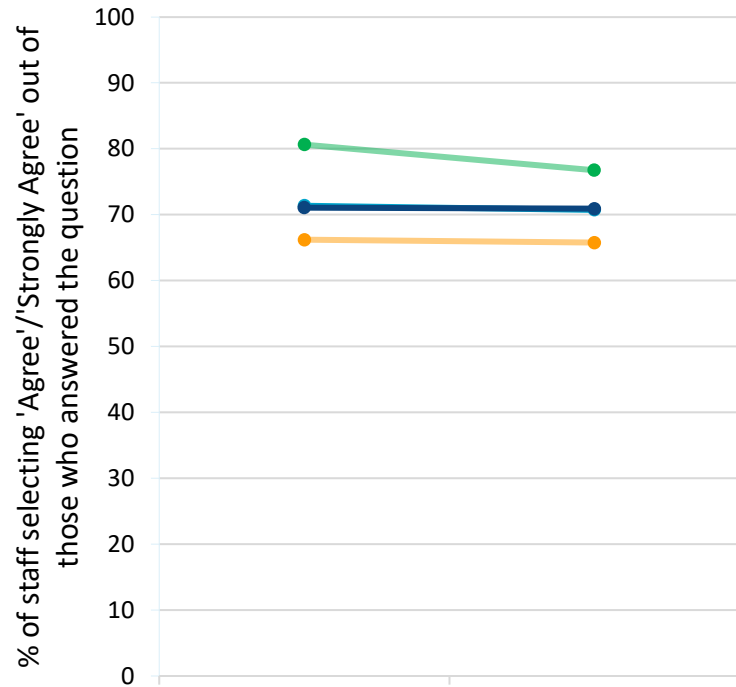
Q7c I receive the respect I deserve from my colleagues at work.



	2018	2019	2020	2021	2022
Your org	-	-	-	71.1%	72.4%
Best	-	-	-	78.4%	78.2%
Average	-	-	-	69.9%	70.4%
Worst	-	-	-	62.3%	63.2%
Responses	-	-	-	3360	4140

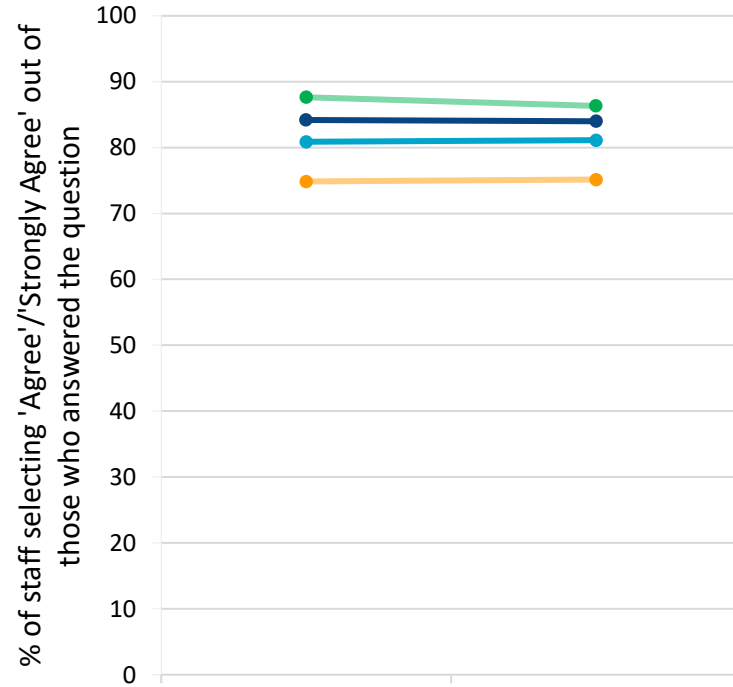


Q7d Team members understand each other's roles.



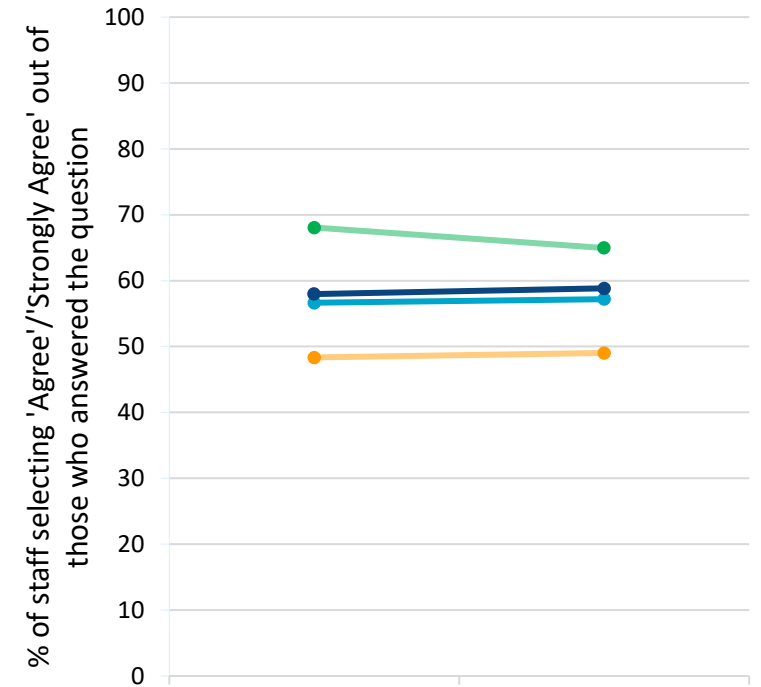
	2021	2022
Your org	71.1%	70.9%
Best	80.6%	76.8%
Average	71.4%	70.7%
Worst	66.2%	65.8%
Responses	3370	4135

Q7e I enjoy working with the colleagues in my team.

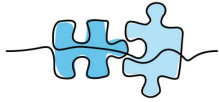


	2021	2022
Your org	84.2%	84.0%
Best	87.6%	86.3%
Average	80.9%	81.1%
Worst	74.8%	75.1%
Responses	3360	4133

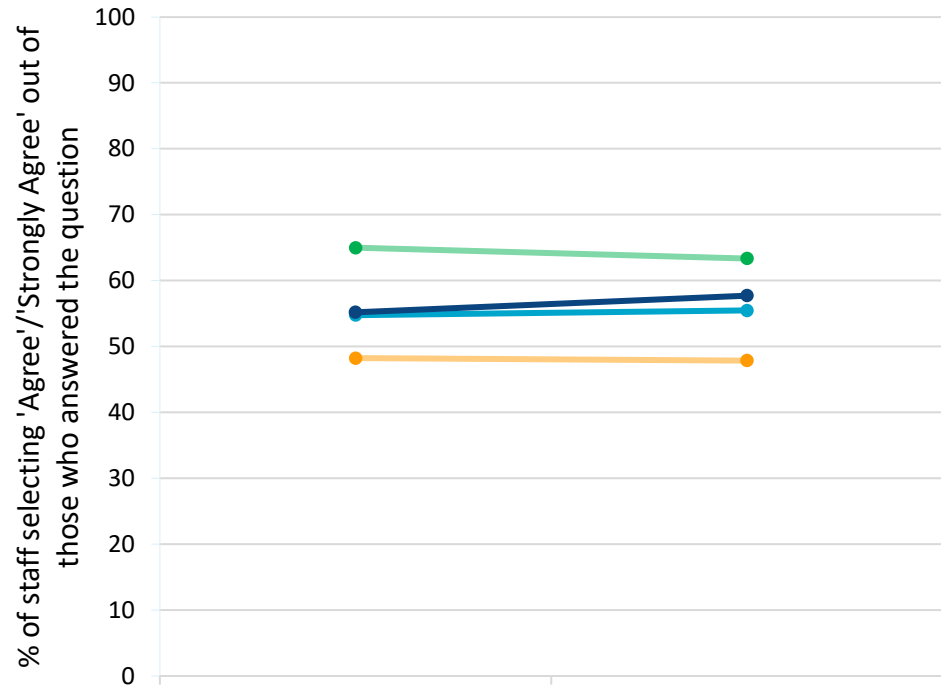
Q7f My team has enough freedom in how to do its work.



	2021	2022
Your org	57.9%	58.8%
Best	68.0%	64.9%
Average	56.6%	57.2%
Worst	48.3%	49.0%
Responses	3353	4129



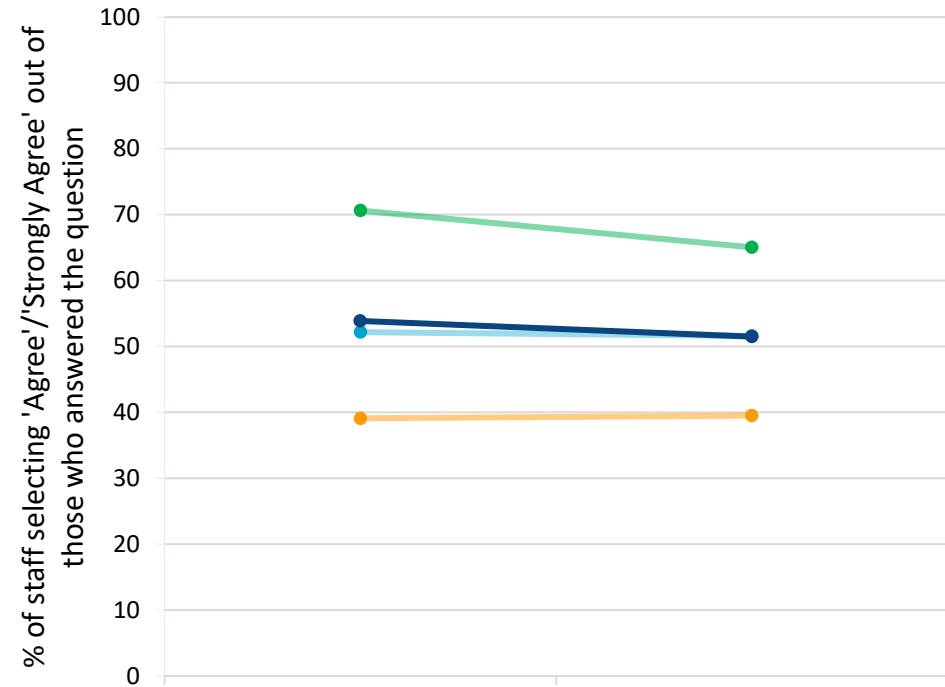
Q7g In my team disagreements are dealt with constructively.



	2021	2022
Your org	55.2%	57.7%
Best	65.0%	63.3%
Average	54.8%	55.5%
Worst	48.2%	47.9%

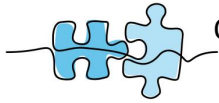
Responses 3353 4124

Q8a Teams within this organisation work well together to achieve their objectives.

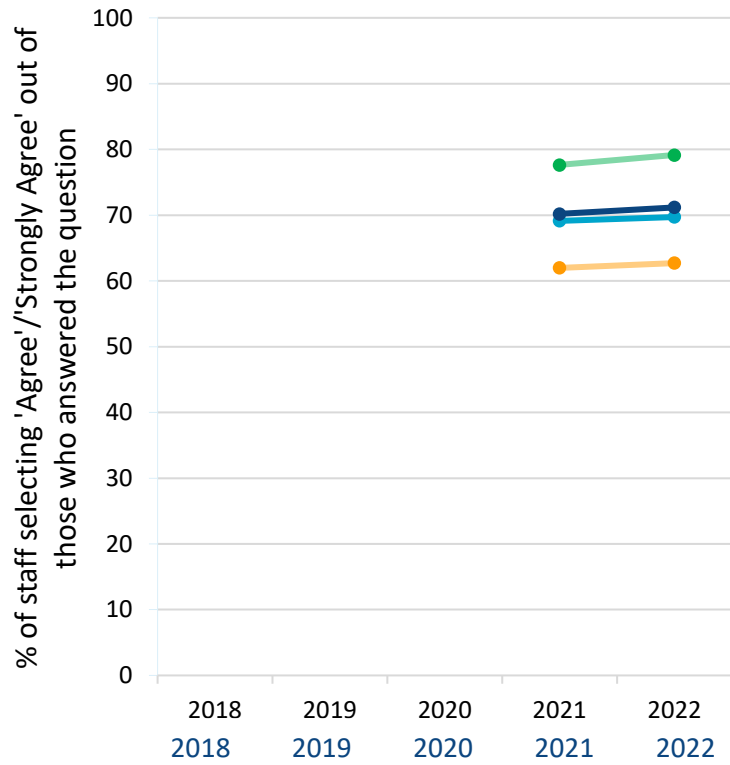


	2021	2022
Your org	53.9%	51.5%
Best	70.6%	65.1%
Average	52.2%	51.6%
Worst	39.1%	39.5%

Responses 3357 4130

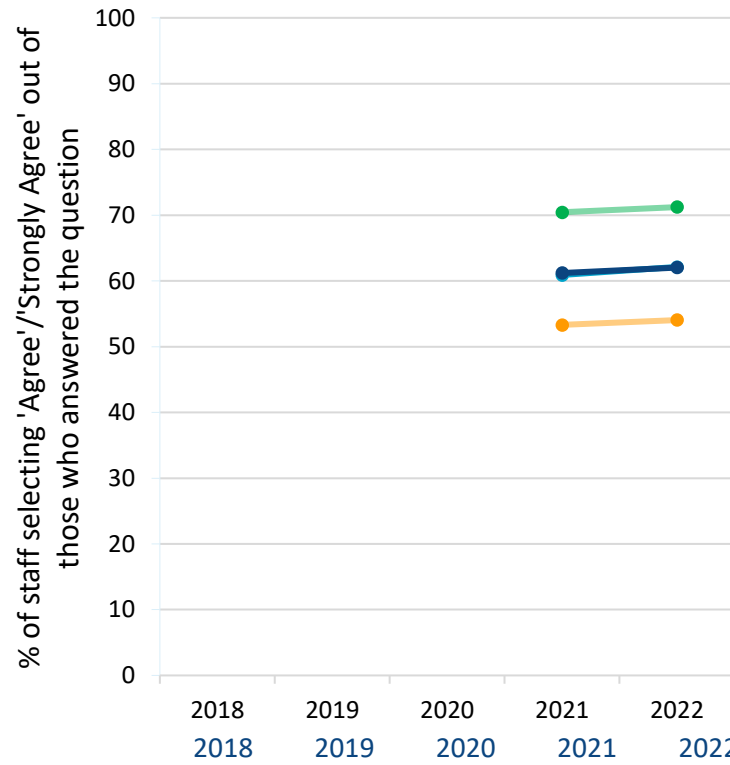


Q9a My immediate manager encourages me at work.



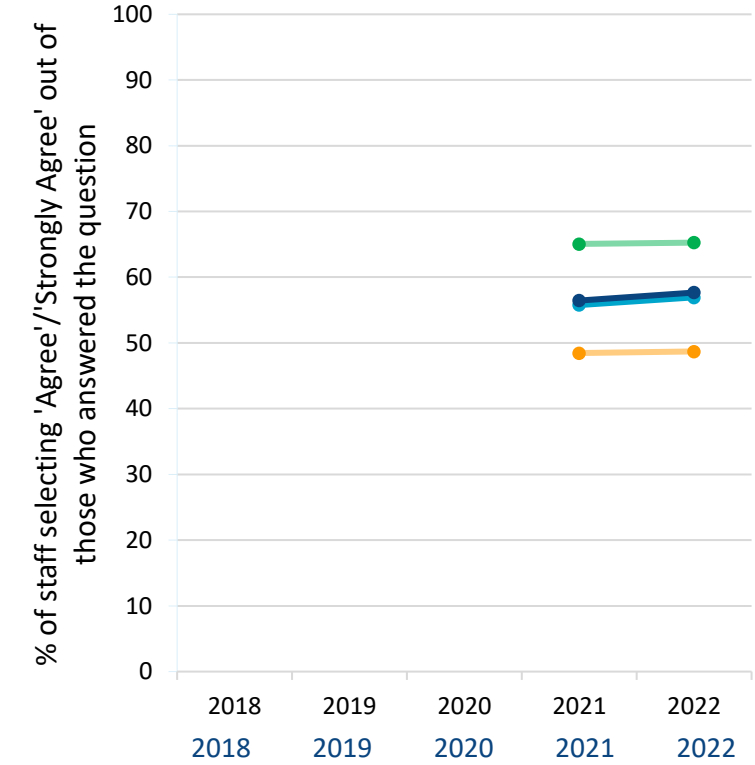
	2018	2019	2020	2021	2022
Your org	-	-	-	70.2%	71.2%
Best	-	-	-	77.6%	79.2%
Average	-	-	-	69.1%	69.7%
Worst	-	-	-	62.0%	62.7%
Responses	-	-	-	3372	4138

Q9b My immediate manager gives me clear feedback on my work.

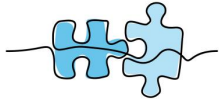


	2018	2019	2020	2021	2022
Your org	-	-	-	61.2%	62.1%
Best	-	-	-	70.4%	71.3%
Average	-	-	-	60.9%	62.1%
Worst	-	-	-	53.3%	54.1%
Responses	-	-	-	3370	4139

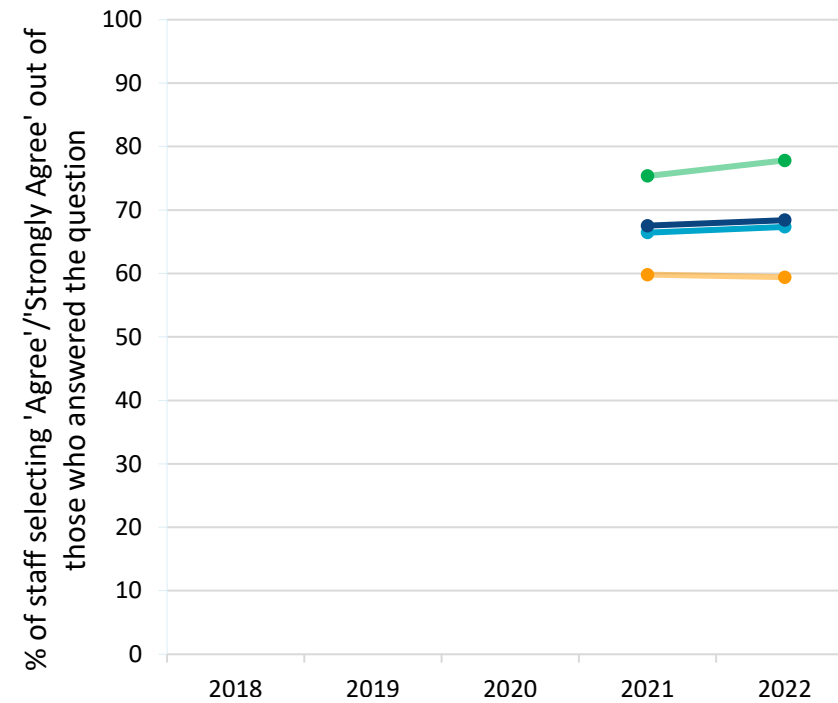
Q9c My immediate manager asks for my opinion before making decisions that affect my work.



	2018	2019	2020	2021	2022
Your org	-	-	-	56.5%	57.7%
Best	-	-	-	65.1%	65.3%
Average	-	-	-	55.8%	56.9%
Worst	-	-	-	48.4%	48.7%
Responses	-	-	-	3367	4138



Q9d My immediate manager takes a positive interest in my health and well-being.



	2018	2019	2020	2021	2022
Your org	-	-	-	67.5%	68.4%
Best	-	-	-	75.4%	77.8%
Average	-	-	-	66.4%	67.4%
Worst	-	-	-	59.8%	59.4%

Responses - - - 3373 4144



## Theme – Staff engagement

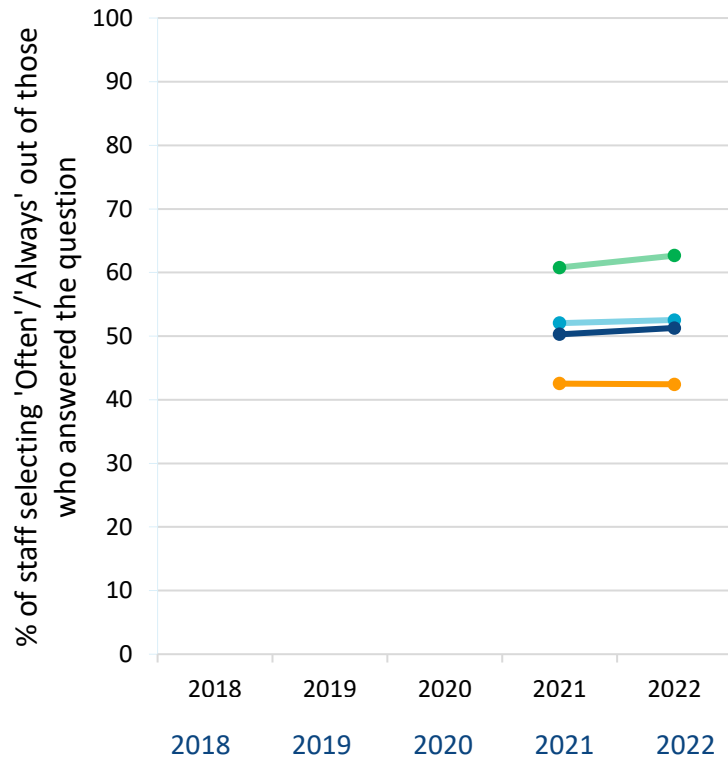
### Questions included:

Motivation – Q2a, Q2b, Q2c

Involvement – Q3c, Q3d, Q3f

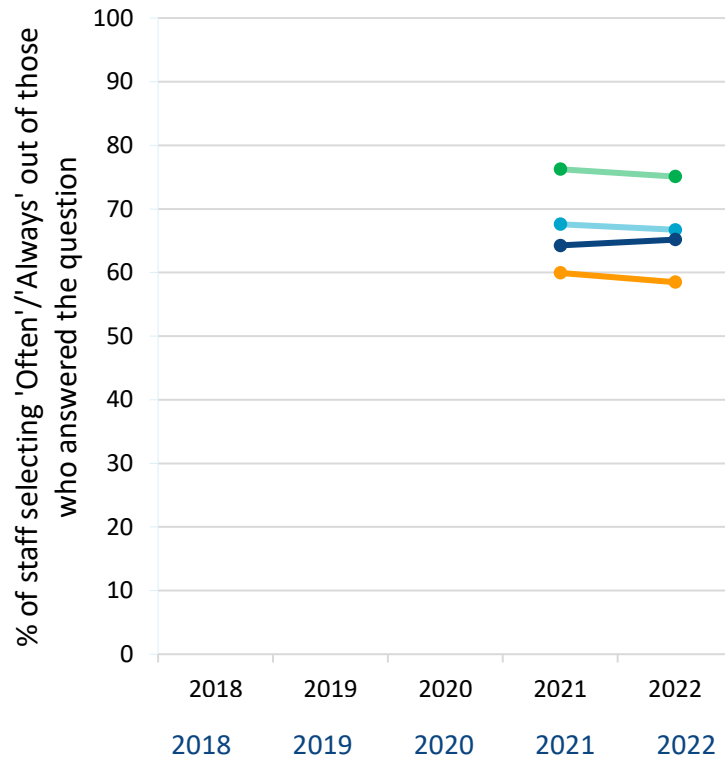
Advocacy – Q23a, Q23c, Q23d

Q2a I look forward to going to work.



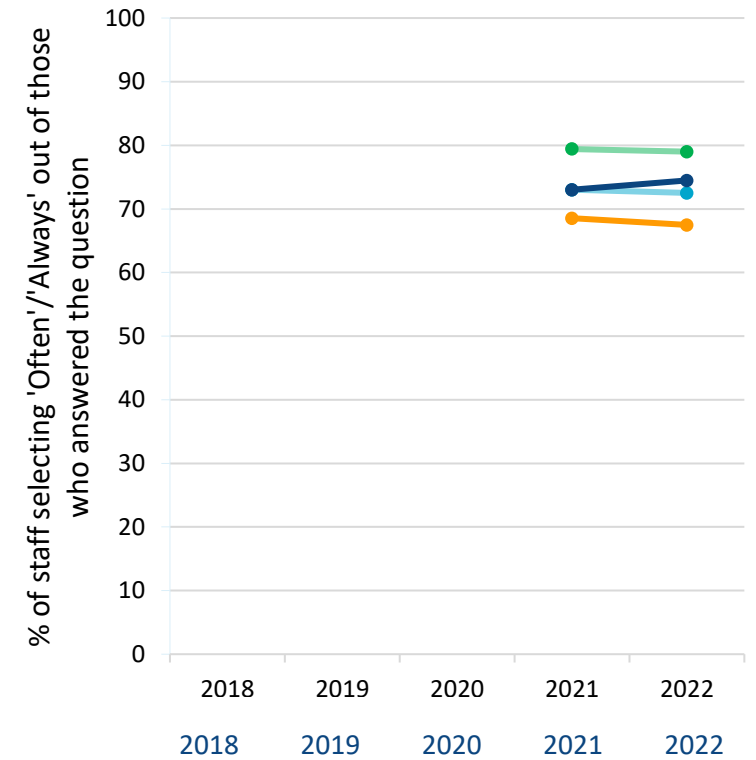
	2018	2019	2020	2021	2022
Your org	-	-	-	50.3%	51.3%
Best	-	-	-	60.8%	62.7%
Average	-	-	-	52.0%	52.5%
Worst	-	-	-	42.5%	42.4%
Responses	-	-	-	3356	4125

Q2b I am enthusiastic about my job.



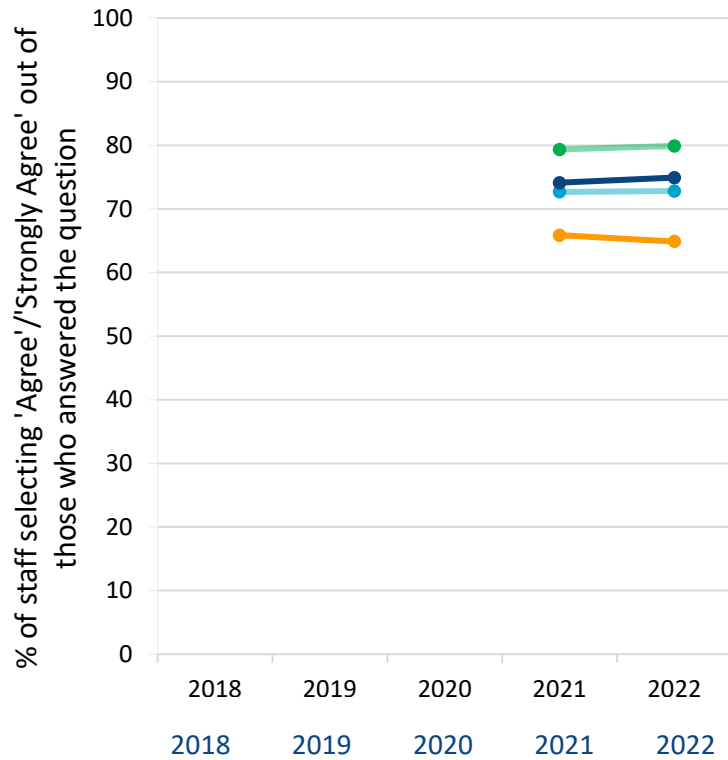
	2018	2019	2020	2021	2022
Your org	-	-	-	64.3%	65.2%
Best	-	-	-	76.2%	75.1%
Average	-	-	-	67.6%	66.7%
Worst	-	-	-	60.0%	58.5%
Responses	-	-	-	3336	4092

Q2c Time passes quickly when I am working.



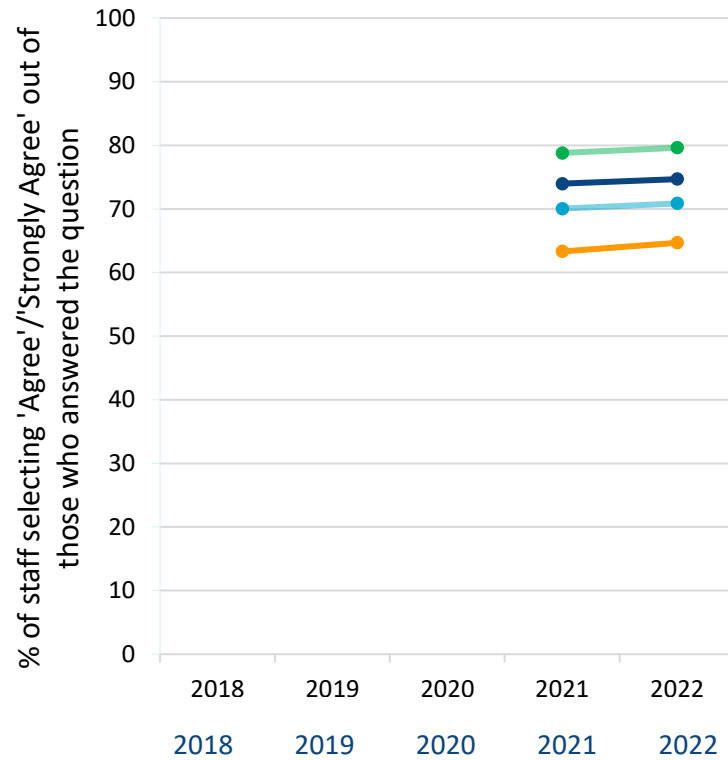
	2018	2019	2020	2021	2022
Your org	-	-	-	73.0%	74.5%
Best	-	-	-	79.4%	79.0%
Average	-	-	-	73.0%	72.5%
Worst	-	-	-	68.5%	67.5%
Responses	-	-	-	3342	4093

Q3c There are frequent opportunities for me to show initiative in my role.



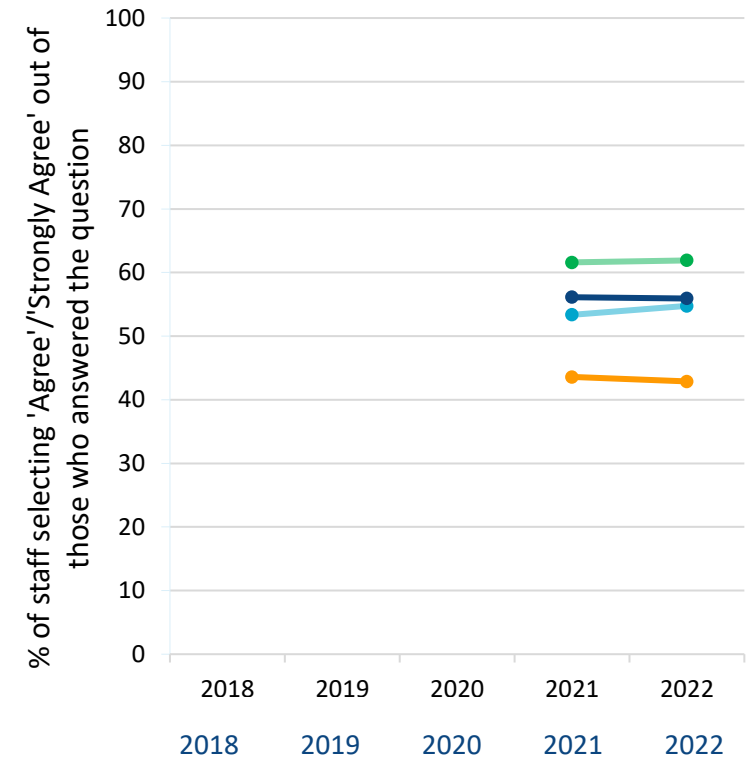
	2018	2019	2020	2021	2022
Your org	-	-	-	74.1%	74.9%
Best	-	-	-	79.3%	79.9%
Average	-	-	-	72.7%	72.8%
Worst	-	-	-	65.9%	64.9%
Responses	-	-	-	3368	4135

Q3d I am able to make suggestions to improve the work of my team / department.



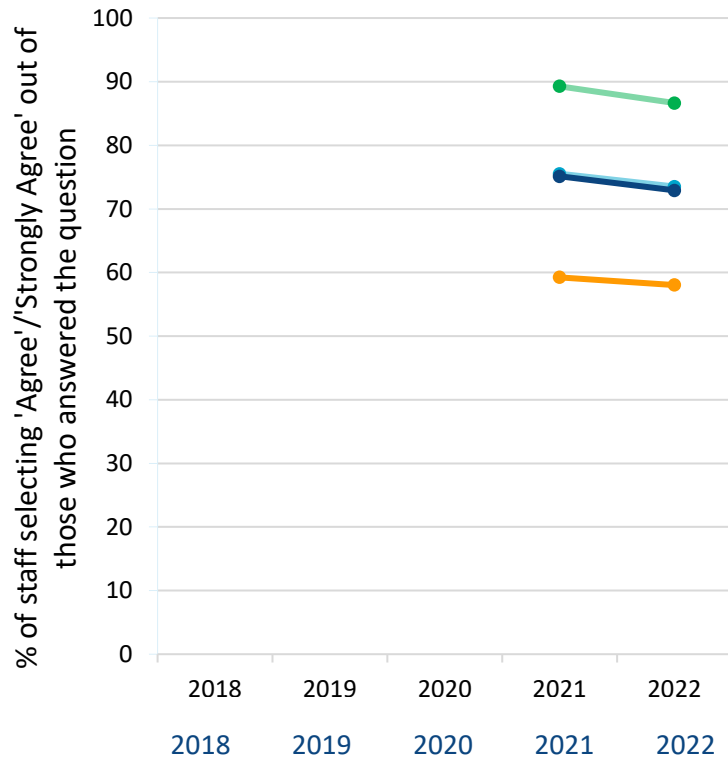
	2018	2019	2020	2021	2022
Your org	-	-	-	74.0%	74.7%
Best	-	-	-	78.8%	79.6%
Average	-	-	-	70.0%	70.9%
Worst	-	-	-	63.3%	64.7%
Responses	-	-	-	3362	4129

Q3f I am able to make improvements happen in my area of work.



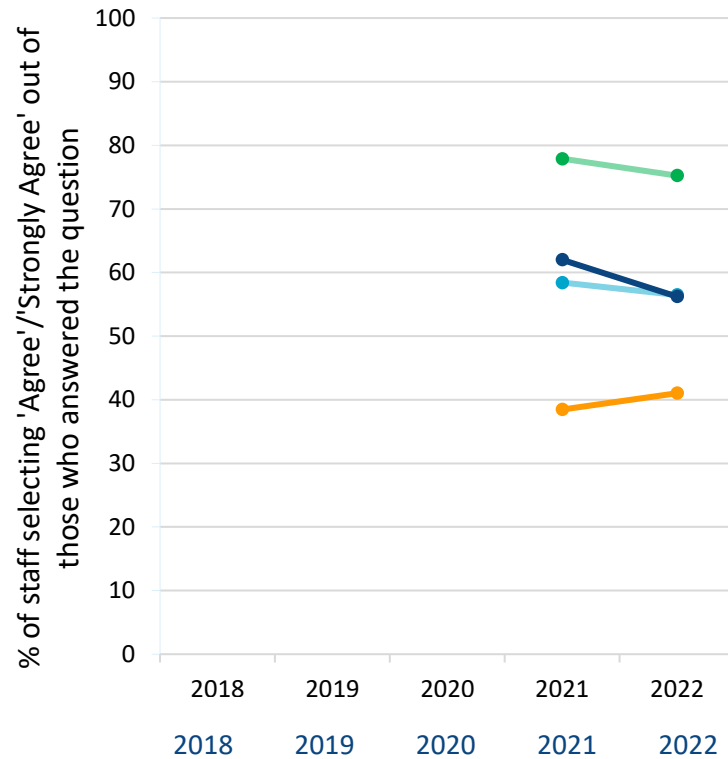
	2018	2019	2020	2021	2022
Your org	-	-	-	56.1%	55.9%
Best	-	-	-	61.6%	61.9%
Average	-	-	-	53.4%	54.7%
Worst	-	-	-	43.6%	42.9%
Responses	-	-	-	3356	4115

Q23a Care of patients / service users is my organisation's top priority.



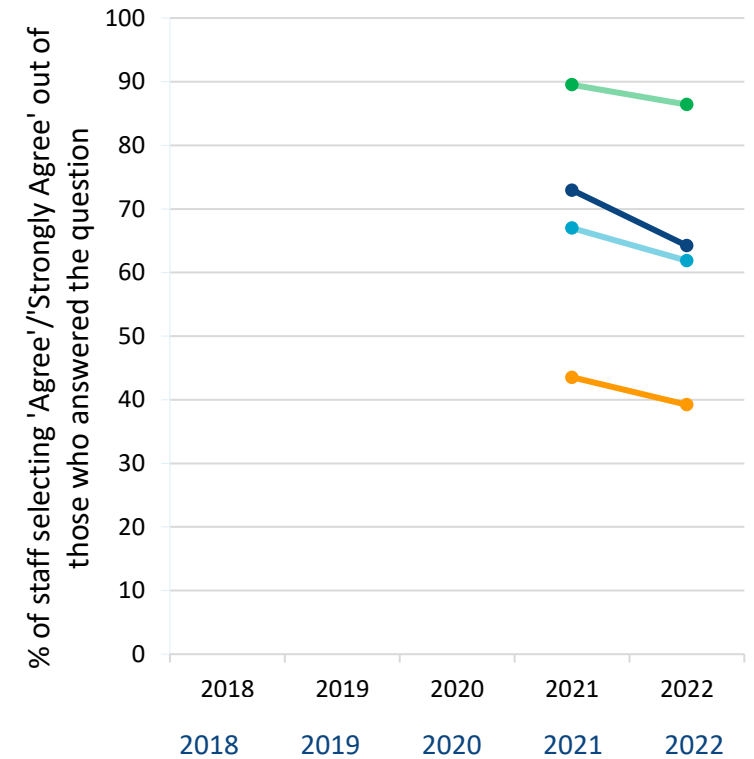
	2018	2019	2020	2021	2022
Your org	-	-	-	75.1%	72.9%
Best	-	-	-	89.3%	86.6%
Average	-	-	-	75.5%	73.5%
Worst	-	-	-	59.2%	58.0%
Responses	-	-	-	3354	4118

Q23c I would recommend my organisation as a place to work.



	2018	2019	2020	2021	2022
Your org	-	-	-	62.0%	56.2%
Best	-	-	-	77.9%	75.2%
Average	-	-	-	58.4%	56.5%
Worst	-	-	-	38.5%	41.0%
Responses	-	-	-	3351	4121

Q23d If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.



	2018	2019	2020	2021	2022
Your org	-	-	-	73.0%	64.2%
Best	-	-	-	89.5%	86.4%
Average	-	-	-	67.0%	61.9%
Worst	-	-	-	43.5%	39.2%
Responses	-	-	-	3350	4111

## Theme - Morale

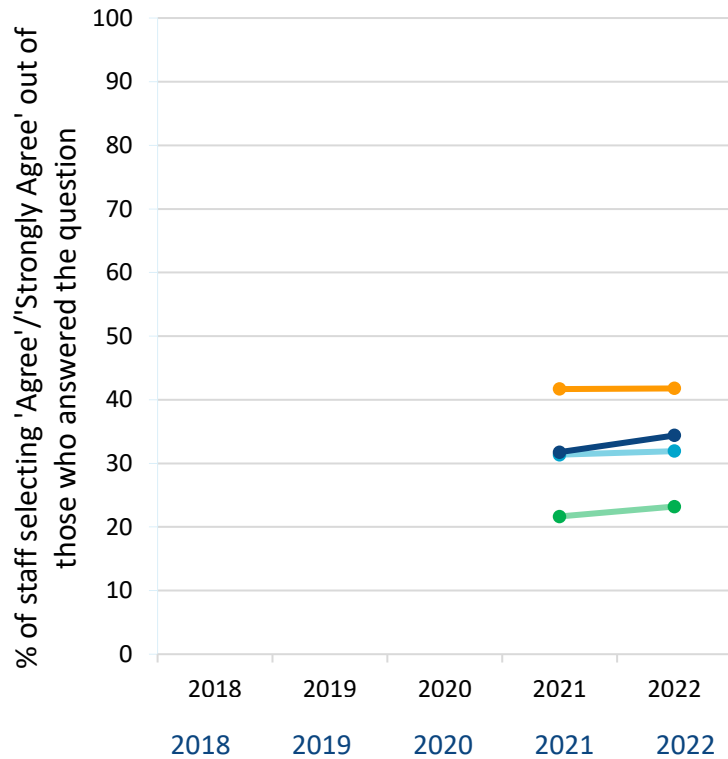
### Questions included:

Thinking about leaving – Q24a, Q24b, Q24c

Work pressure – Q3g, Q3h, Q3i

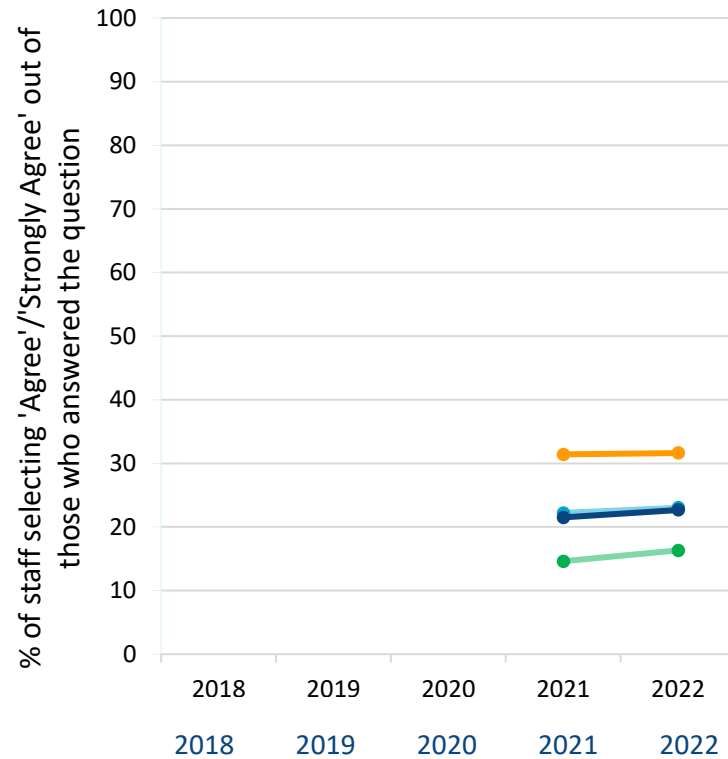
Stressors – Q3a, Q3e, Q5a, Q5b, Q5c, Q7c, Q9a

Q24a I often think about leaving this organisation.



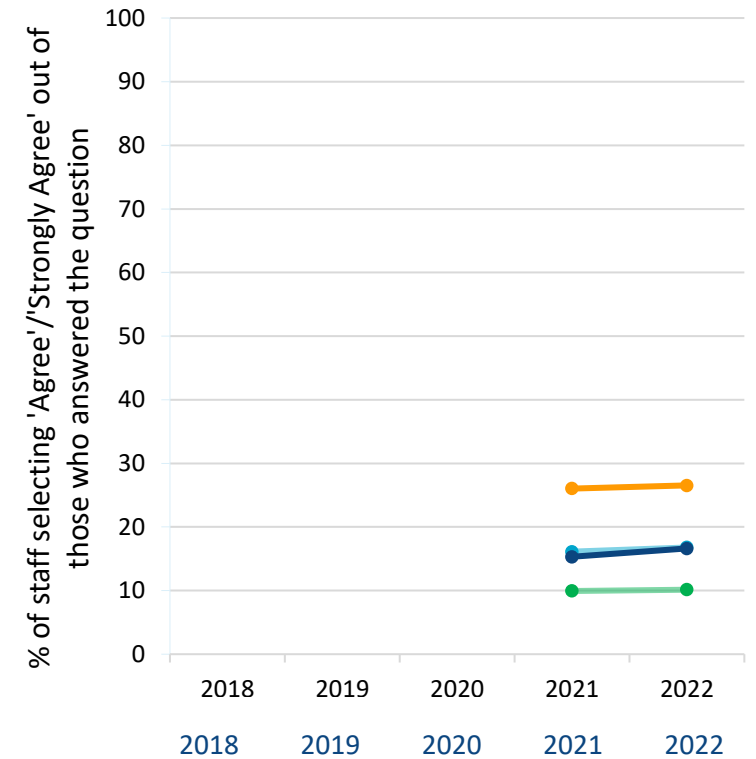
Your org	-	-	-	31.8%	34.4%
Best	-	-	-	21.6%	23.2%
Average	-	-	-	31.3%	31.9%
Worst	-	-	-	41.7%	41.8%
Responses	-	-	-	3362	4122

Q24b I will probably look for a job at a new organisation in the next 12 months.



Your org	-	-	-	21.5%	22.7%
Best	-	-	-	14.6%	16.3%
Average	-	-	-	22.2%	23.0%
Worst	-	-	-	31.4%	31.6%
Responses	-	-	-	3357	4112

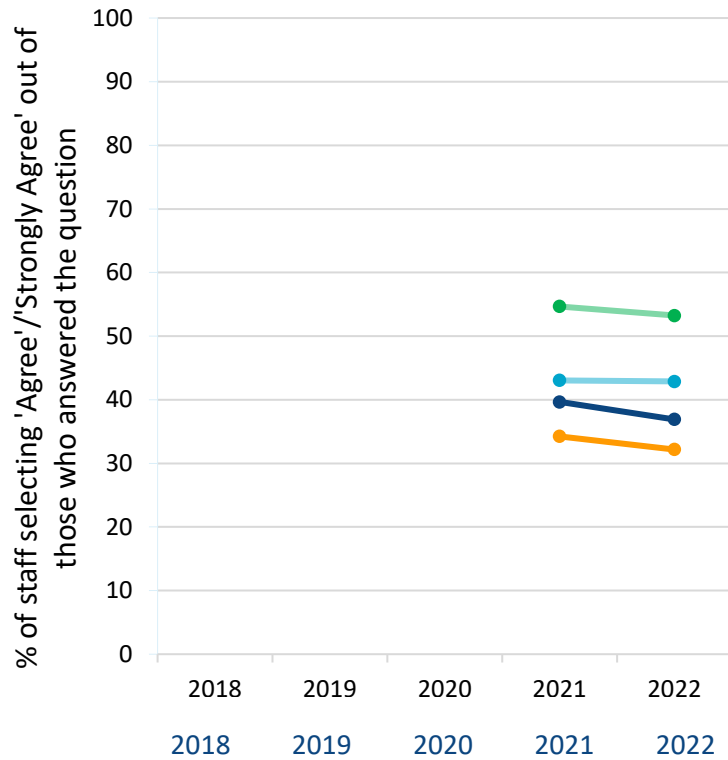
Q24c As soon as I can find another job, I will leave this organisation.



Your org	-	-	-	15.3%	16.6%
Best	-	-	-	9.9%	10.2%
Average	-	-	-	16.1%	16.8%
Worst	-	-	-	26.0%	26.5%
Responses	-	-	-	3334	4098

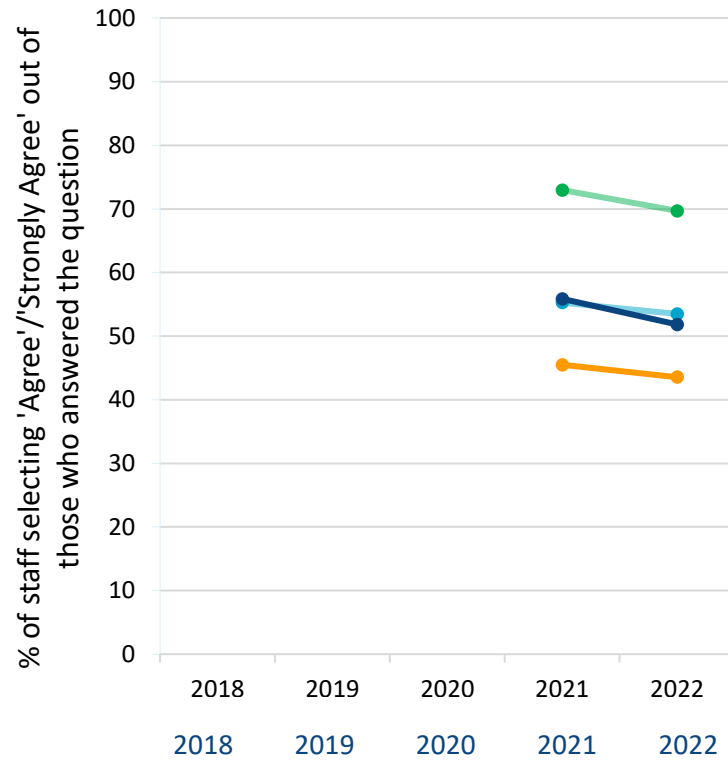


Q3g I am able to meet all the conflicting demands on my time at work.



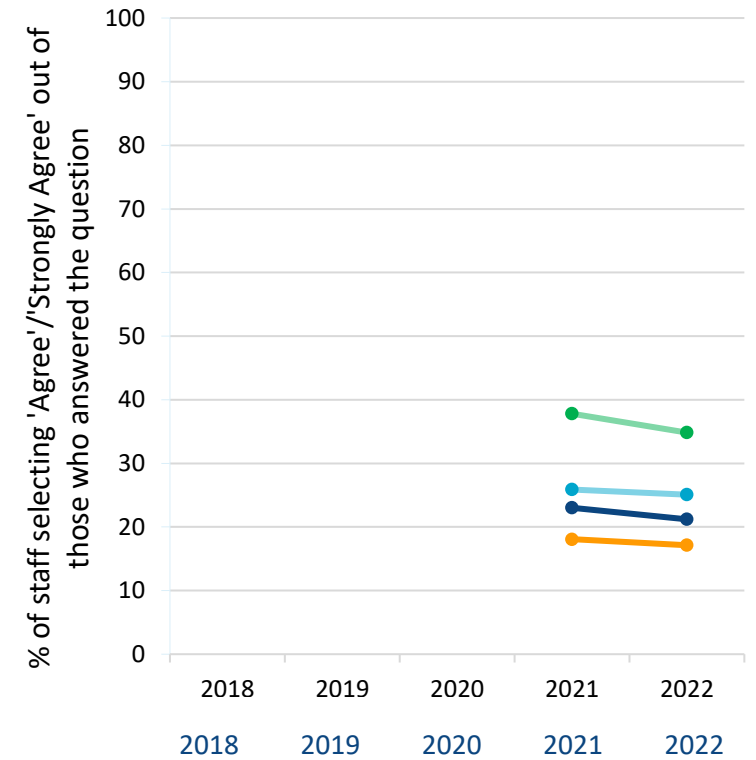
	2018	2019	2020	2021	2022
Your org	-	-	-	39.7%	36.9%
Best	-	-	-	54.7%	53.2%
Average	-	-	-	43.1%	42.9%
Worst	-	-	-	34.2%	32.2%
Responses	-	-	-	3363	4118

Q3h I have adequate materials, supplies and equipment to do my work.



	2018	2019	2020	2021	2022
Your org	-	-	-	55.9%	51.8%
Best	-	-	-	72.9%	69.7%
Average	-	-	-	55.3%	53.5%
Worst	-	-	-	45.5%	43.6%
Responses	-	-	-	3356	4118

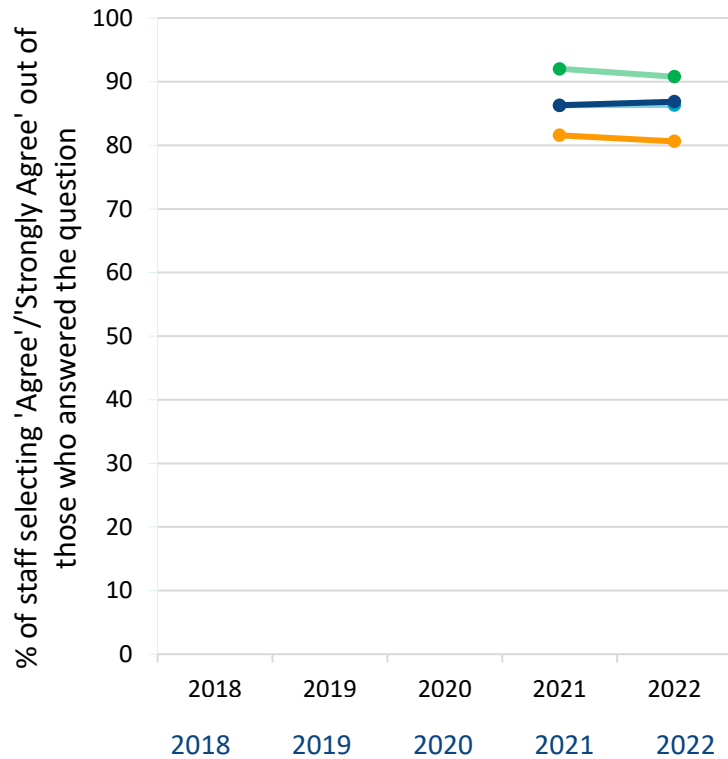
Q3i There are enough staff at this organisation for me to do my job properly.



	2018	2019	2020	2021	2022
Your org	-	-	-	23.0%	21.2%
Best	-	-	-	37.8%	34.8%
Average	-	-	-	25.9%	25.1%
Worst	-	-	-	18.1%	17.2%
Responses	-	-	-	3369	4133

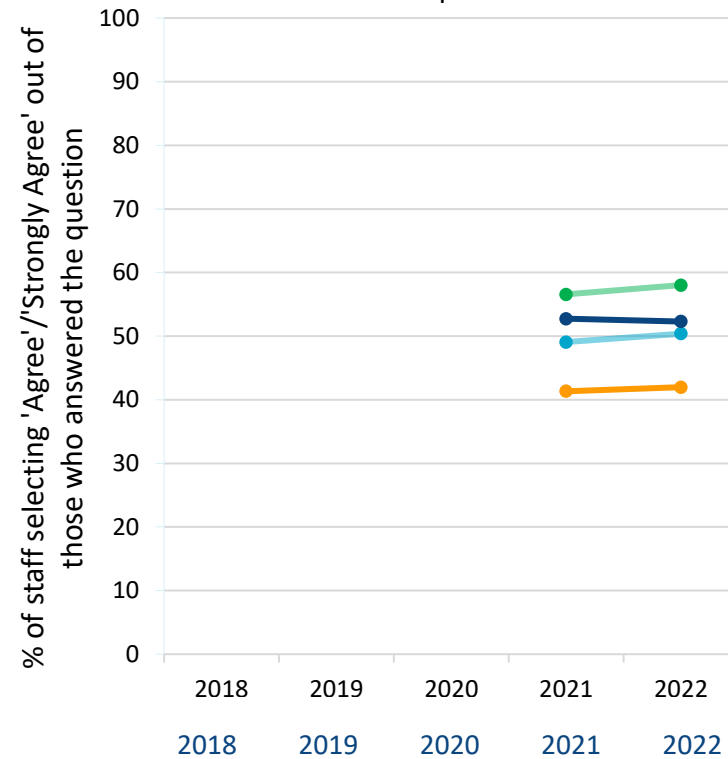


Q3a I always know what my work responsibilities are.



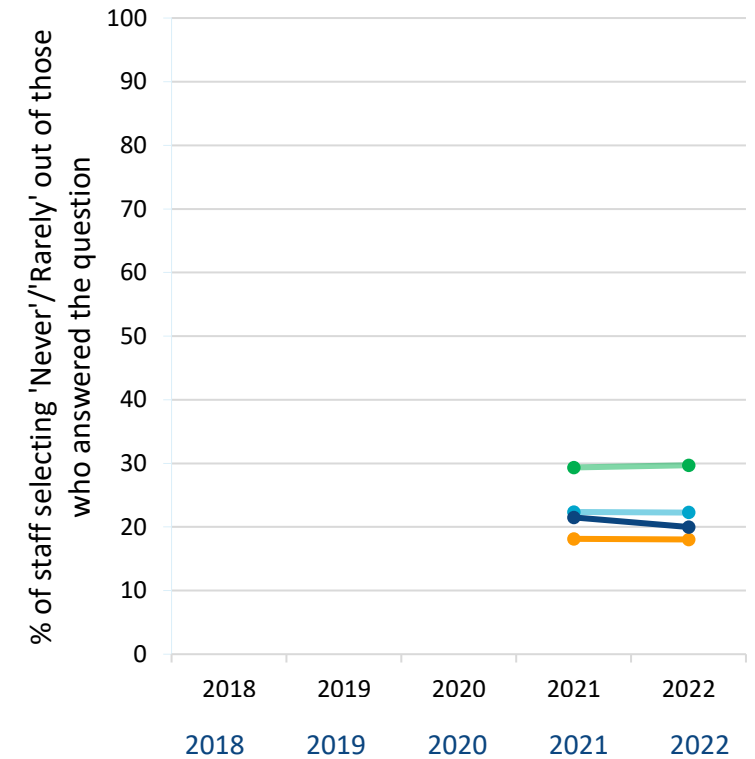
Your org	-	-	-	86.3%	86.9%
Best	-	-	-	92.0%	90.8%
Average	-	-	-	86.3%	86.3%
Worst	-	-	-	81.6%	80.6%
Responses	-	-	-	3380	4148

Q3e I am involved in deciding on changes introduced that affect my work area / team / department.



Your org	-	-	-	52.7%	52.3%
Best	-	-	-	56.5%	58.0%
Average	-	-	-	49.1%	50.4%
Worst	-	-	-	41.3%	42.0%
Responses	-	-	-	3360	4131

Q5a I have unrealistic time pressures.

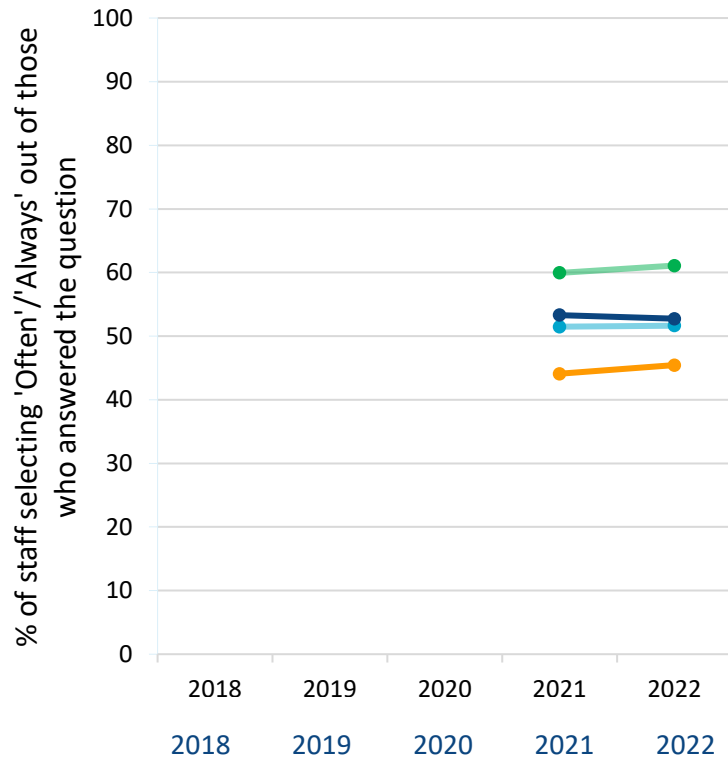


Your org	-	-	-	21.5%	20.0%
Best	-	-	-	29.3%	29.7%
Average	-	-	-	22.4%	22.3%
Worst	-	-	-	18.1%	18.0%
Responses	-	-	-	3362	4135



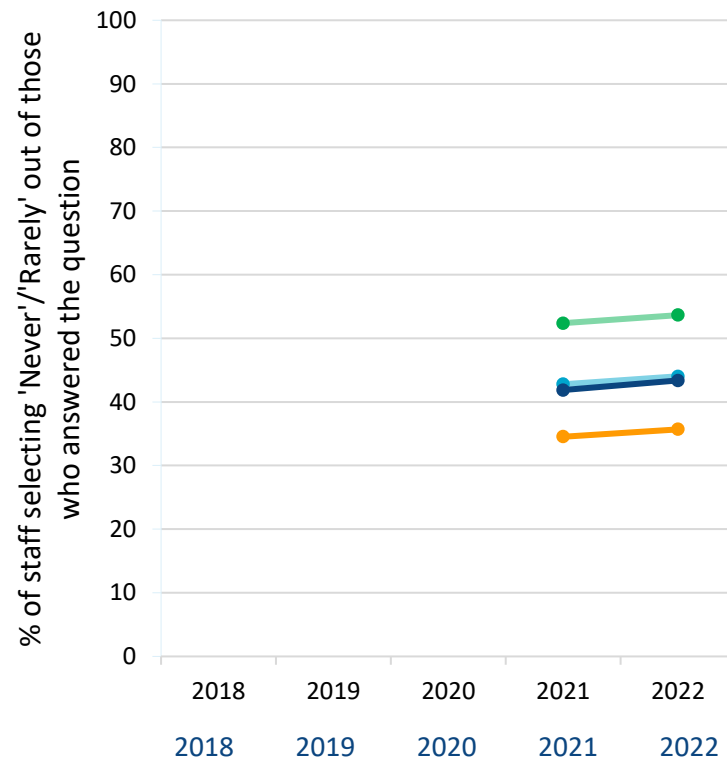


Q5b I have a choice in deciding how to do my work.



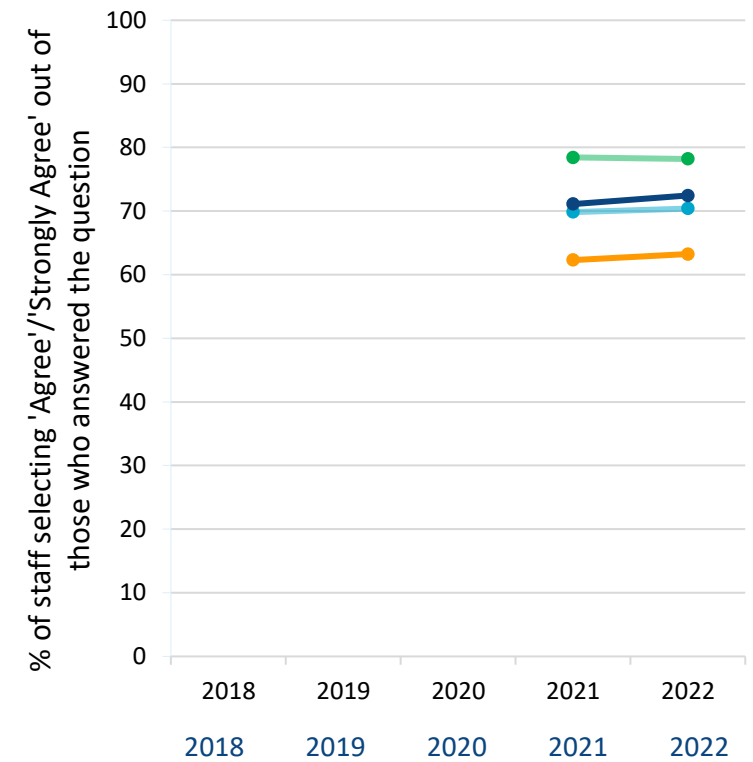
	2018	2019	2020	2021	2022
Your org	-	-	-	53.3%	52.7%
Best	-	-	-	60.0%	61.1%
Average	-	-	-	51.5%	51.7%
Worst	-	-	-	44.1%	45.4%
Responses	-	-	-	3363	4128

Q5c Relationships at work are strained.



	2018	2019	2020	2021	2022
Your org	-	-	-	41.8%	43.4%
Best	-	-	-	52.4%	53.6%
Average	-	-	-	42.8%	44.0%
Worst	-	-	-	34.5%	35.7%
Responses	-	-	-	3353	4126

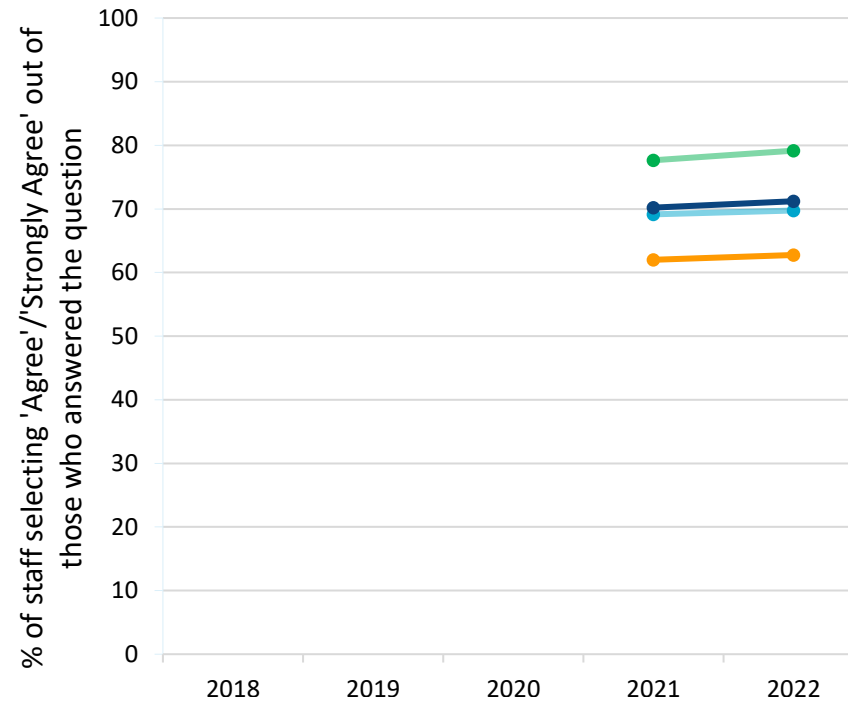
Q7c I receive the respect I deserve from my colleagues at work.



	2018	2019	2020	2021	2022
Your org	-	-	-	71.1%	72.4%
Best	-	-	-	78.4%	78.2%
Average	-	-	-	69.9%	70.4%
Worst	-	-	-	62.3%	63.2%
Responses	-	-	-	3360	4140



Q9a My immediate manager encourages me at work.



	2018	2019	2020	2021	2022
Your org	-	-	-	70.2%	71.2%
Best	-	-	-	77.6%	79.2%
Average	-	-	-	69.1%	69.7%
Worst	-	-	-	62.0%	62.7%
Responses	-	-	-	3372	4138

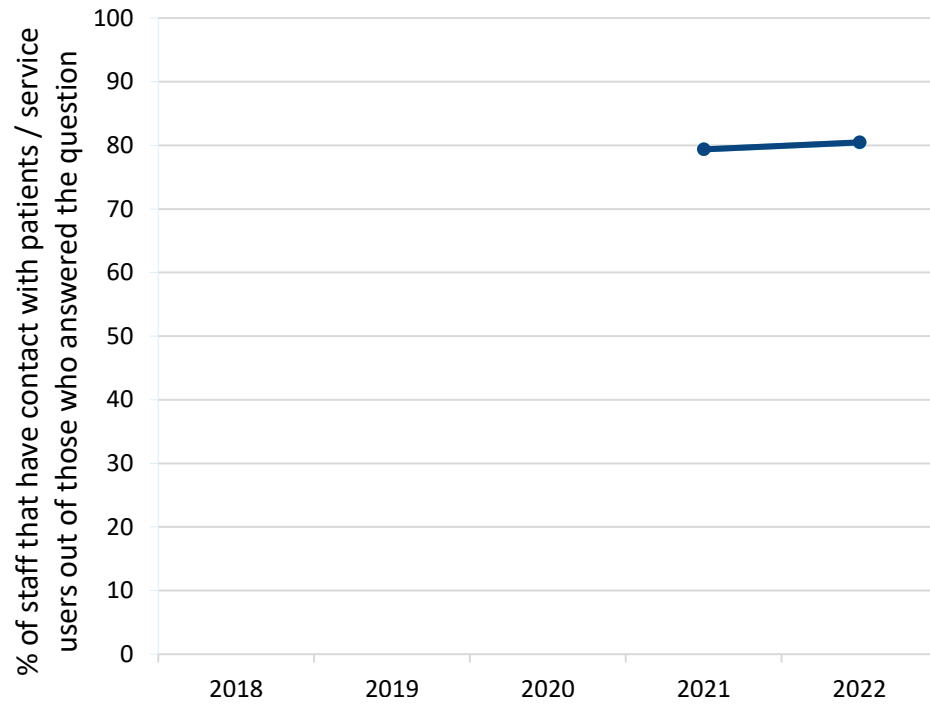
## Question not linked to People Promise elements or themes

Questions included:

Q1, Q10a, Q10b, Q10c, Q11e, Q16c, Q17, Q18a, Q18b, Q18c, Q18d, Q24d, Q30b



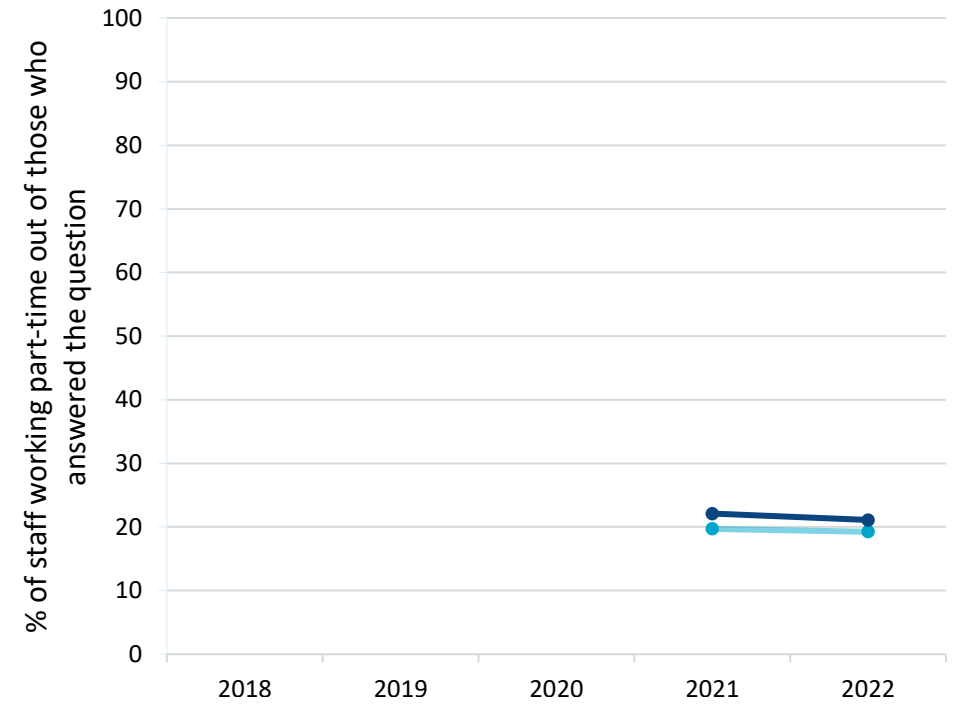
Q1 Do you have face-to-face, video or telephone contact with patients / service users as part of your job?



2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	-	-	-	79.4%	80.5%
Average	-	-	-	79.4%	80.4%
Responses	-	-	-	3373	4121

Q10a How many hours a week are you contracted to work?

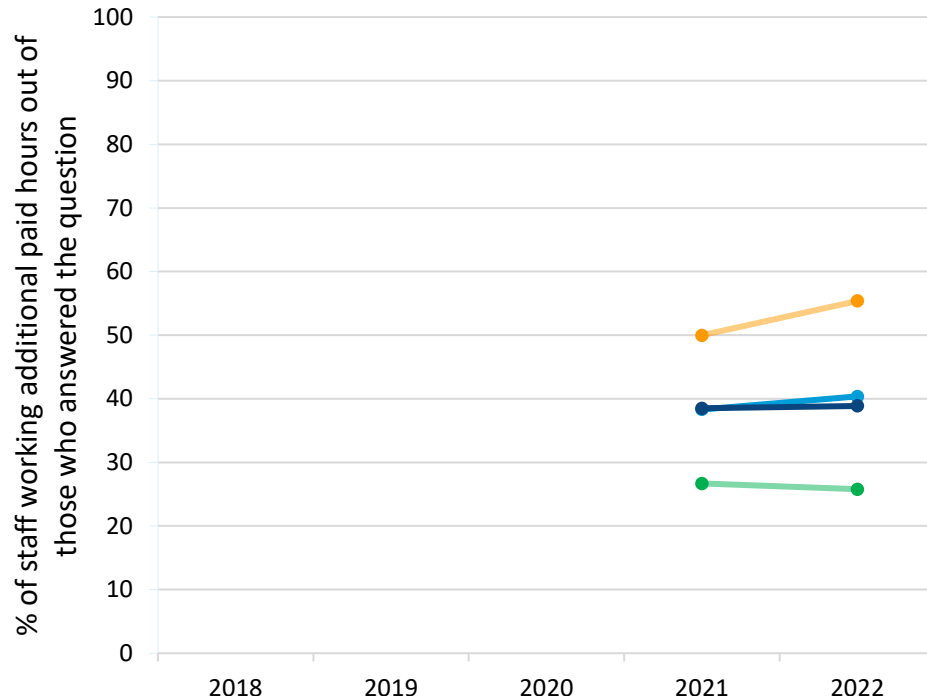


2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	-	-	-	22.1%	21.1%
Average	-	-	-	19.7%	19.2%
Responses	-	-	-	3190	3934

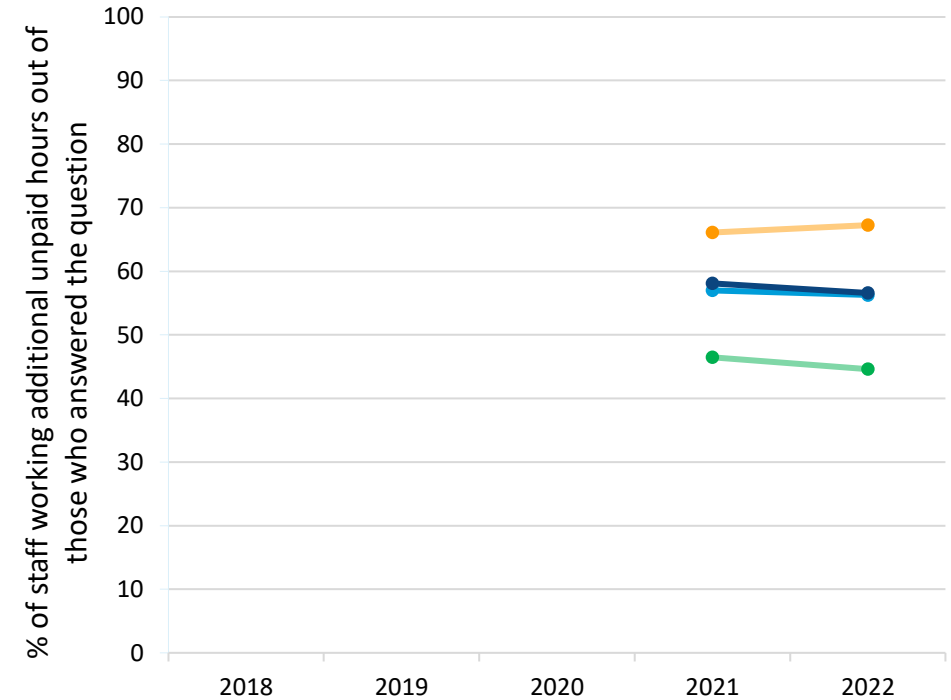


Q10b On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours?



	2018	2019	2020	2021	2022
Your org	-	-	-	38.5%	38.9%
Lowest	-	-	-	26.7%	25.8%
Average	-	-	-	38.3%	40.4%
Highest	-	-	-	50.0%	55.4%
Responses	-	-	-	3203	3961

Q10c On average, how many additional UNPAID hours do you work per week for this organisation, over and above your contracted hours?

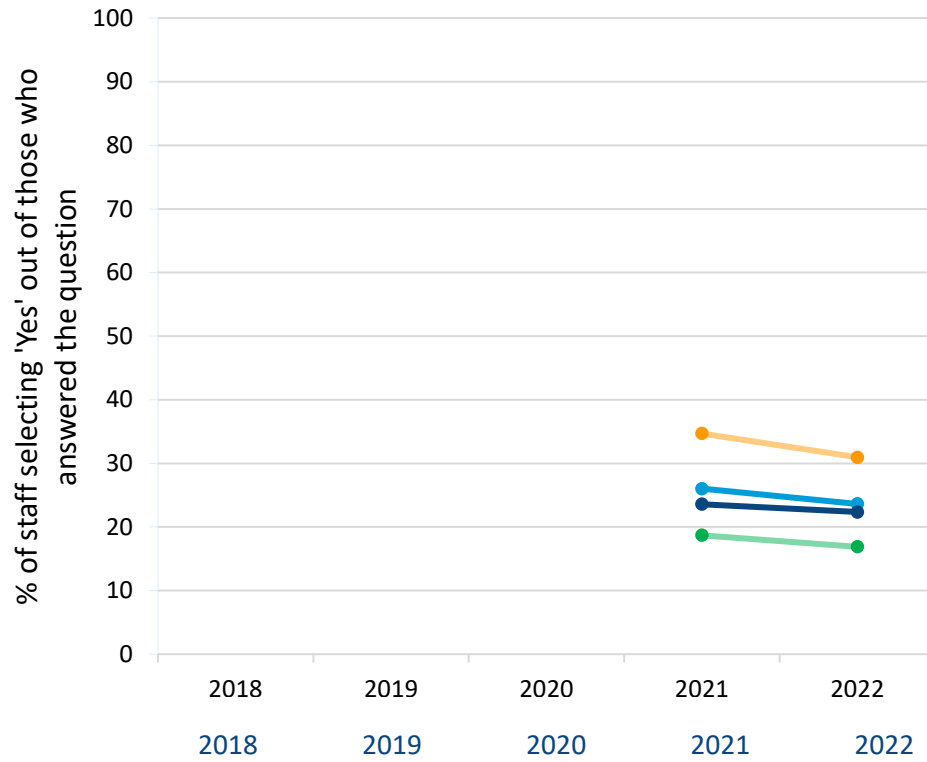


	2018	2019	2020	2021	2022
Your org	-	-	-	58.1%	56.6%
Lowest	-	-	-	46.5%	44.6%
Average	-	-	-	57.0%	56.3%
Highest	-	-	-	66.1%	67.3%
Responses	-	-	-	3243	3964



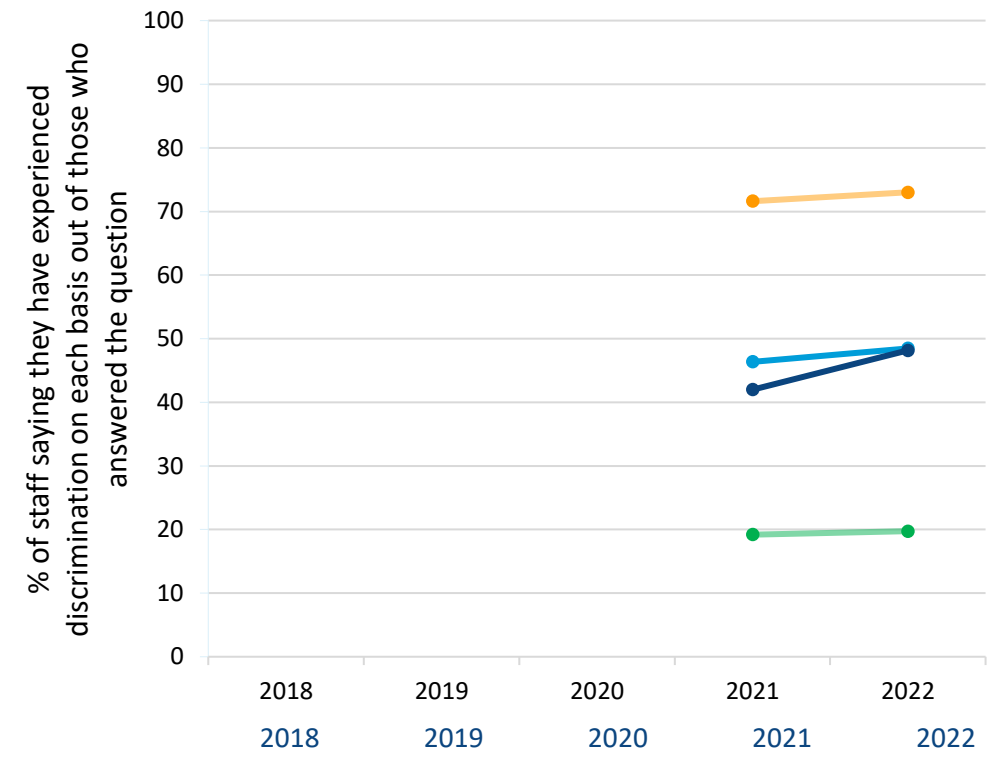
\*Q11e is only answered by staff who responded 'Yes' to Q11d.

Q11e Have you felt pressure from your manager to come to work?



	2018	2019	2020	2021	2022
Your org	-	-	-	23.6%	22.3%
Best	-	-	-	18.7%	16.9%
Average	-	-	-	26.0%	23.6%
Worst	-	-	-	34.7%	30.9%
Responses	-	-	-	1710	2231

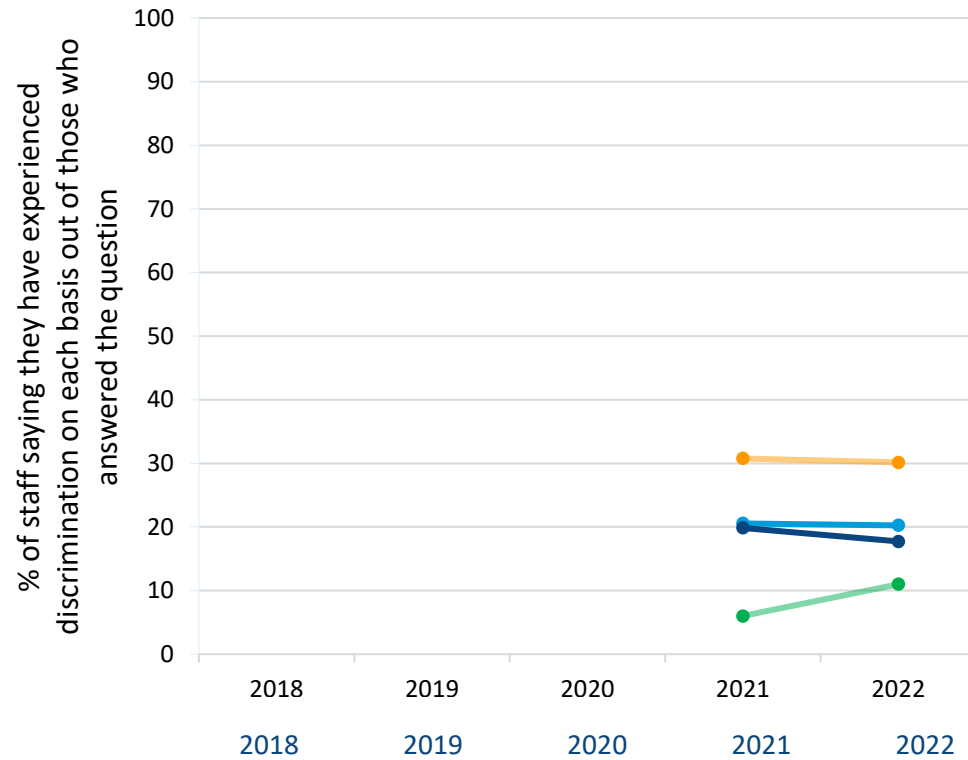
Q16c.1 On what grounds have you experienced discrimination?  
- Ethnic background.



	2018	2019	2020	2021	2022
Your org	-	-	-	42.0%	48.1%
Best	-	-	-	19.2%	19.7%
Average	-	-	-	46.4%	48.5%
Worst	-	-	-	71.6%	73.0%
Responses	-	-	-	440	507

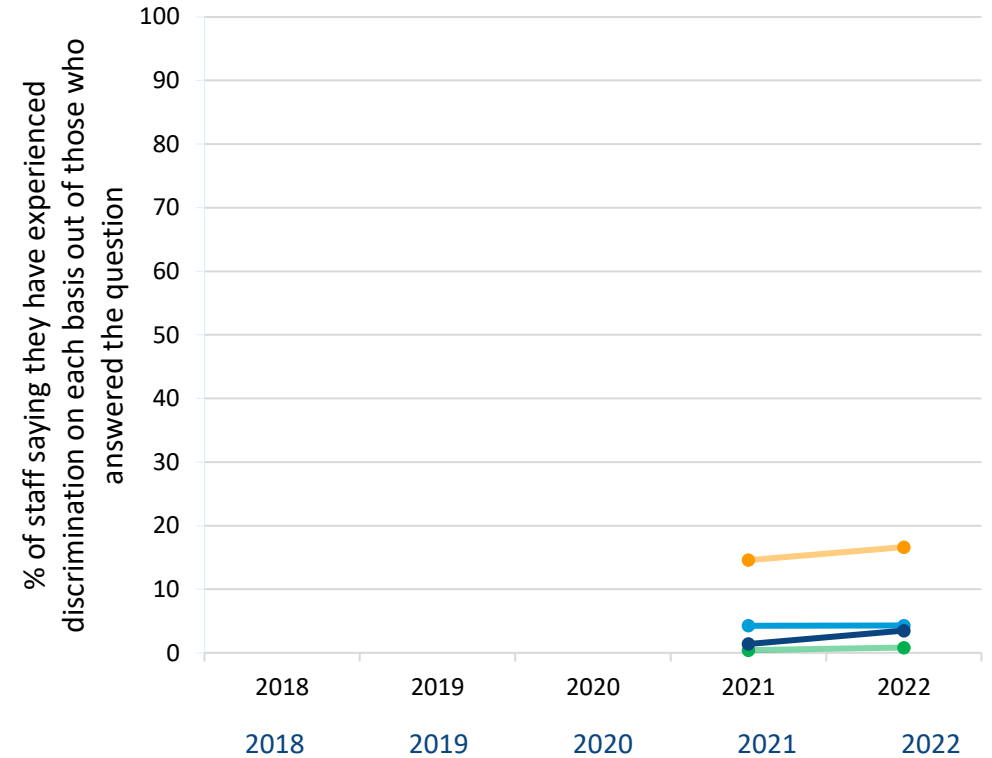


Q16c.2 On what grounds have you experienced discrimination?  
– Gender.



	2018	2019	2020	2021	2022
Your org	-	-	-	19.9%	17.7%
Best	-	-	-	6.0%	11.0%
Average	-	-	-	20.6%	20.3%
Worst	-	-	-	30.8%	30.1%
Responses	-	-	-	440	507

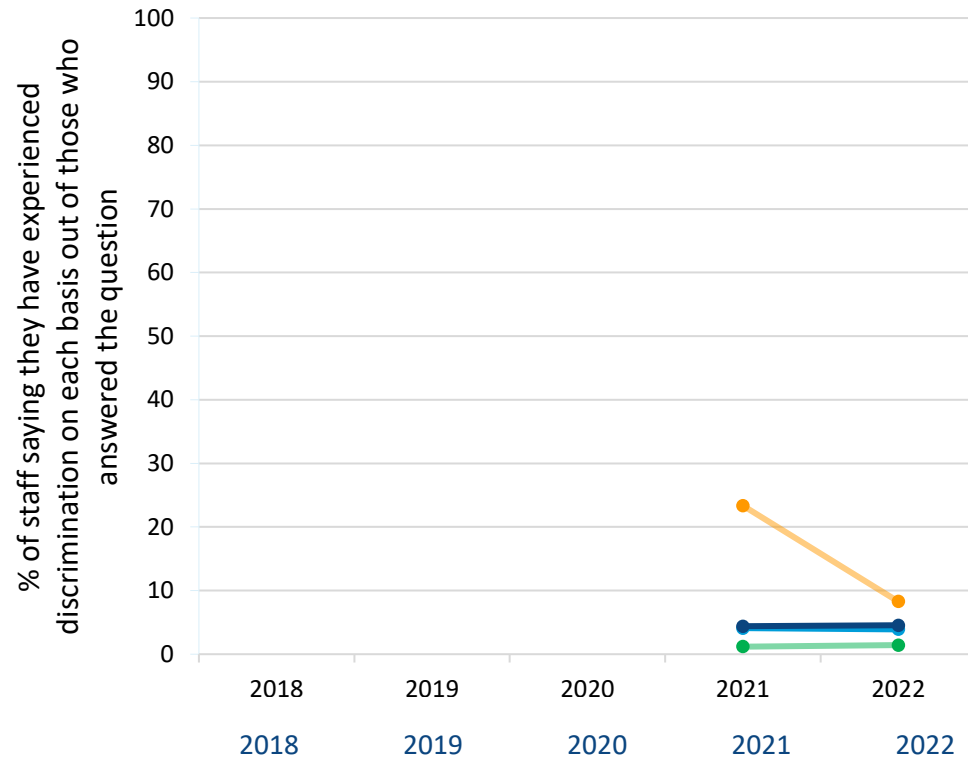
Q16c.3 On what grounds have you experienced discrimination?  
– Religion.



	2018	2019	2020	2021	2022
Your org	-	-	-	1.4%	3.5%
Best	-	-	-	0.4%	0.8%
Average	-	-	-	4.3%	4.3%
Worst	-	-	-	14.6%	16.6%
Responses	-	-	-	440	507

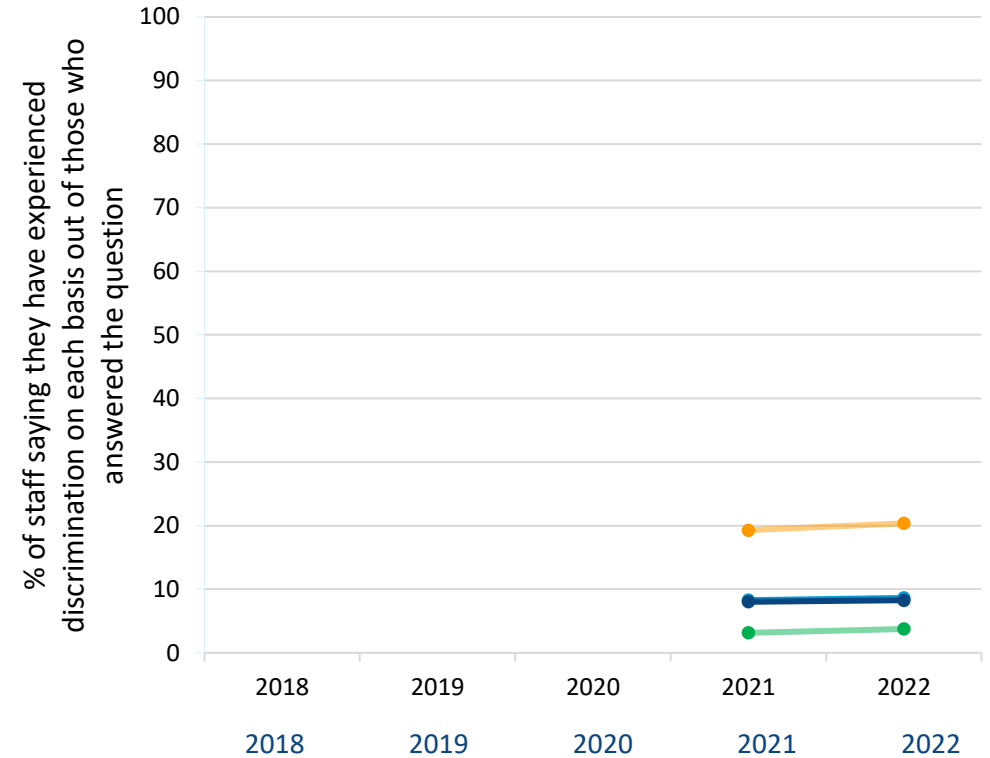


Q16c.4 On what grounds have you experienced discrimination?  
– Sexual orientation.



	2018	2019	2020	2021	2022
Your org	-	-	-	4.4%	4.5%
Best	-	-	-	1.2%	1.4%
Average	-	-	-	4.1%	3.9%
Worst	-	-	-	23.4%	8.3%
Responses	-	-	-	440	507

Q16c.5 On what grounds have you experienced discrimination?  
– Disability.

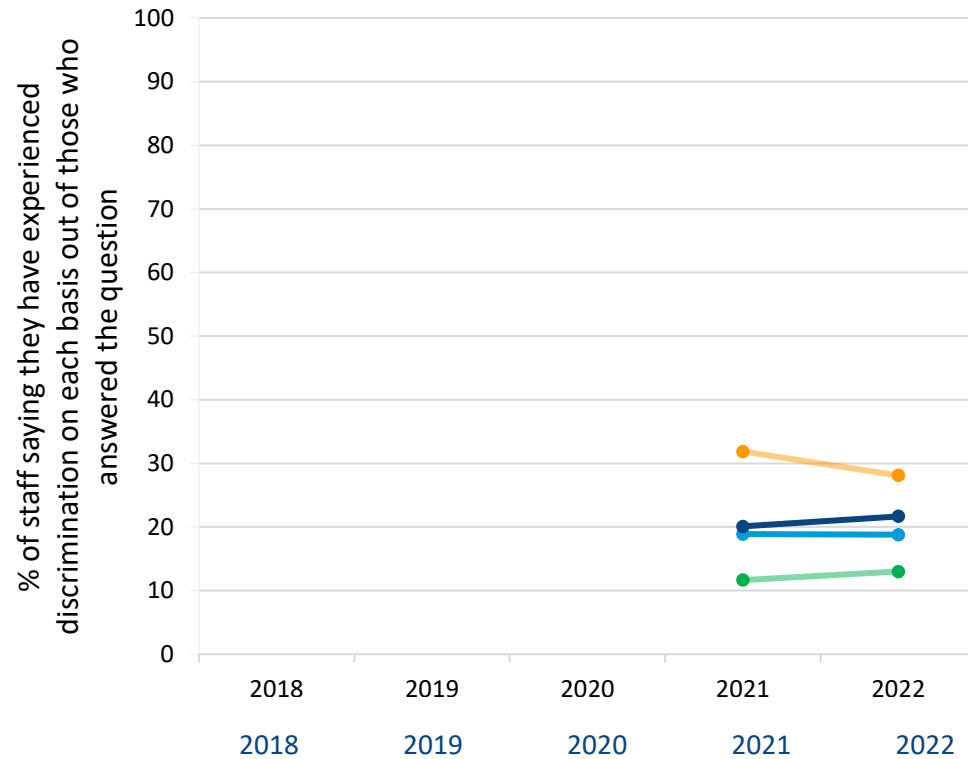


	2018	2019	2020	2021	2022
Your org	-	-	-	8.0%	8.3%
Best	-	-	-	3.2%	3.8%
Average	-	-	-	8.3%	8.7%
Worst	-	-	-	19.3%	20.4%
Responses	-	-	-	440	507



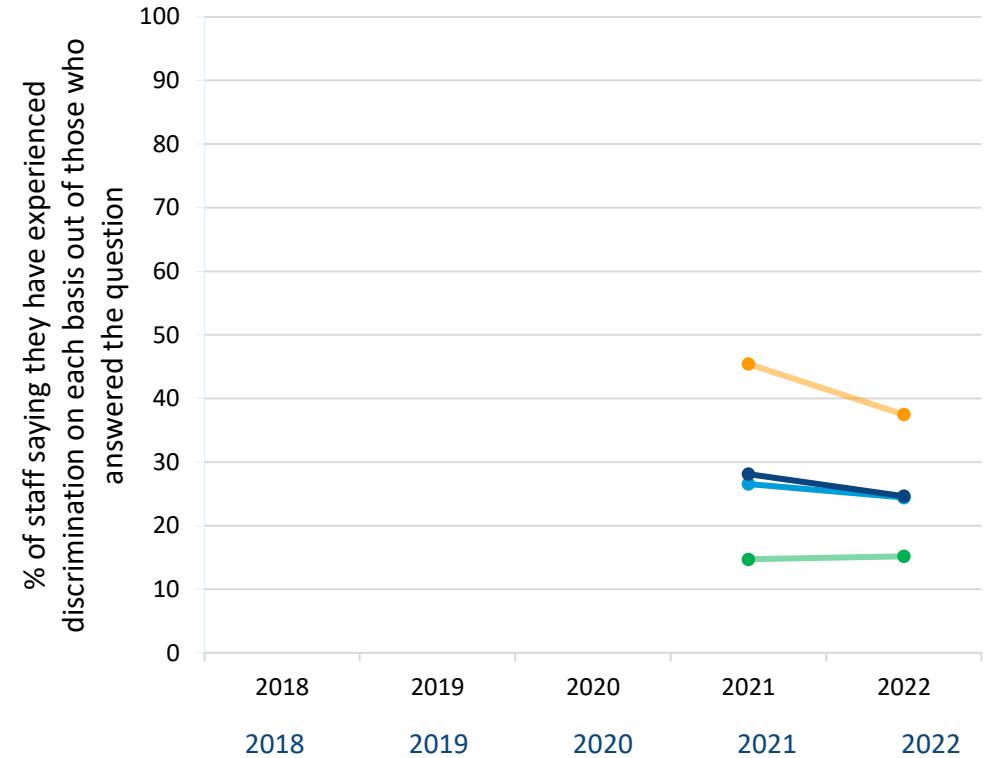


Q16c.6 On what grounds have you experienced discrimination?  
– Age.



	2018	2019	2020	2021	2022
Your org	-	-	-	20.1%	21.7%
Best	-	-	-	11.7%	13.0%
Average	-	-	-	18.9%	18.8%
Worst	-	-	-	31.8%	28.1%
Responses	-	-	-	440	507

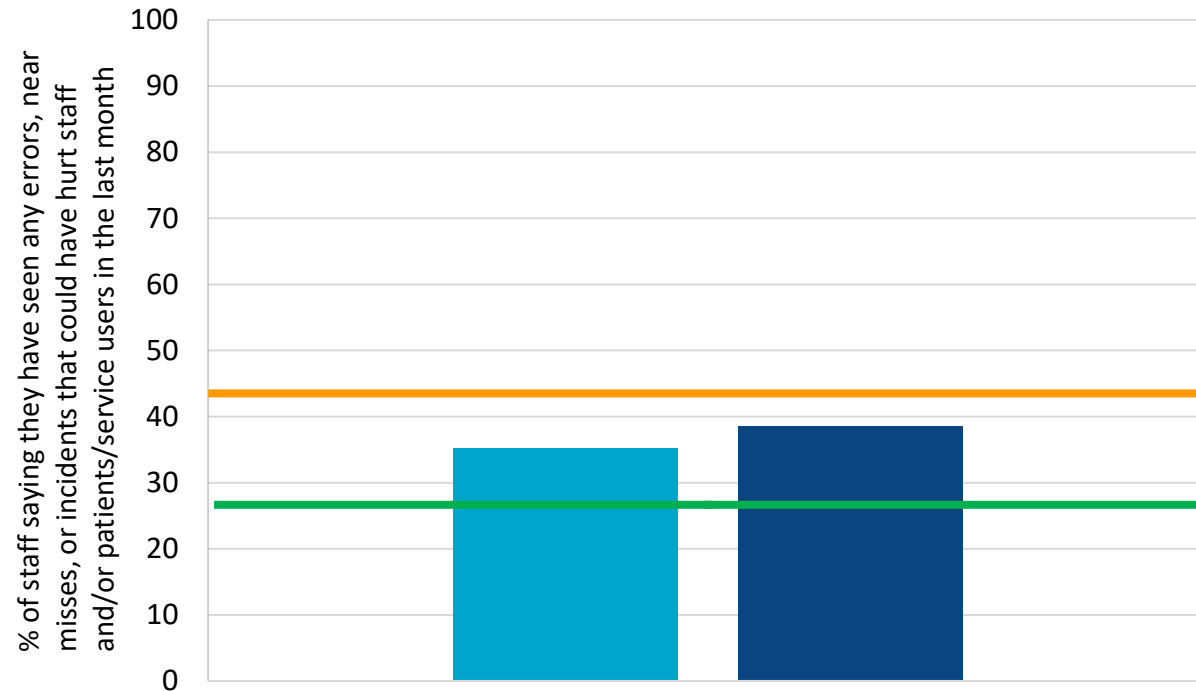
Q16c.7 On what grounds have you experienced discrimination?  
– Other.



	2018	2019	2020	2021	2022
Your org	-	-	-	28.1%	24.7%
Best	-	-	-	14.7%	15.2%
Average	-	-	-	26.6%	24.4%
Worst	-	-	-	45.4%	37.5%
Responses	-	-	-	440	507



Q17 In the last month have you seen any errors, near misses, or incidents that could have hurt staff and/or patients/service users?

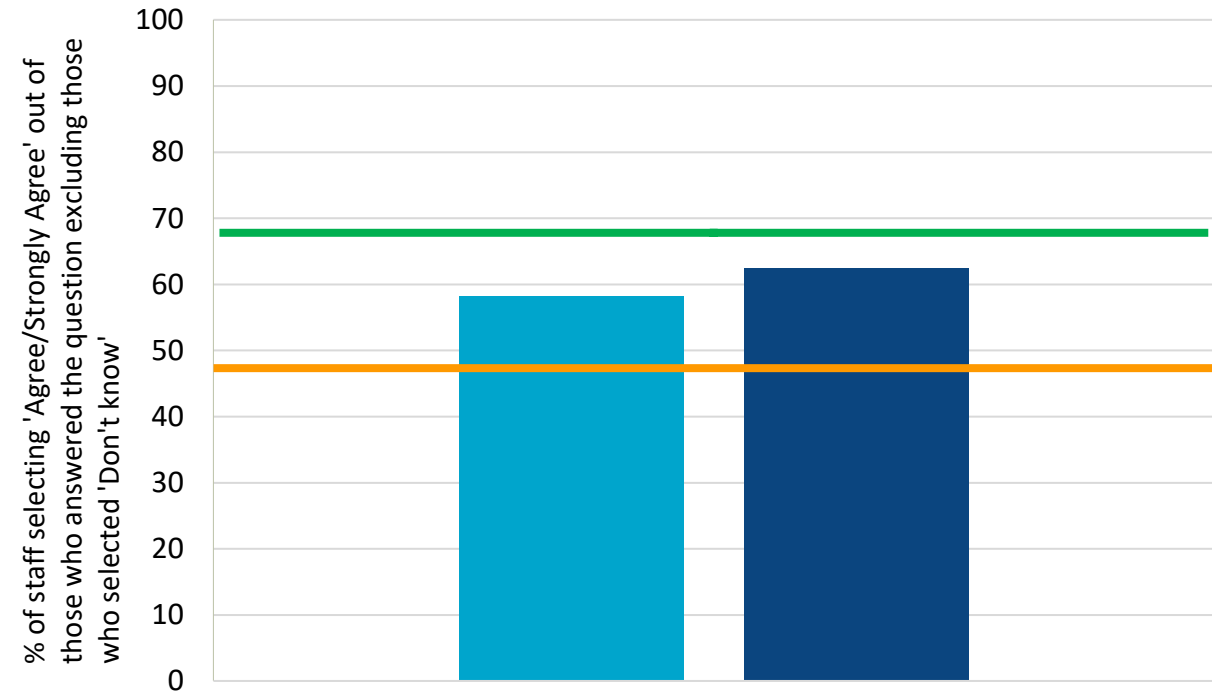


2022

Your org	38.5%
Best	26.7%
Average	35.2%
Worst	43.5%

Responses 4114

Q18a My organisation treats staff who are involved in an error, near miss or incident fairly.



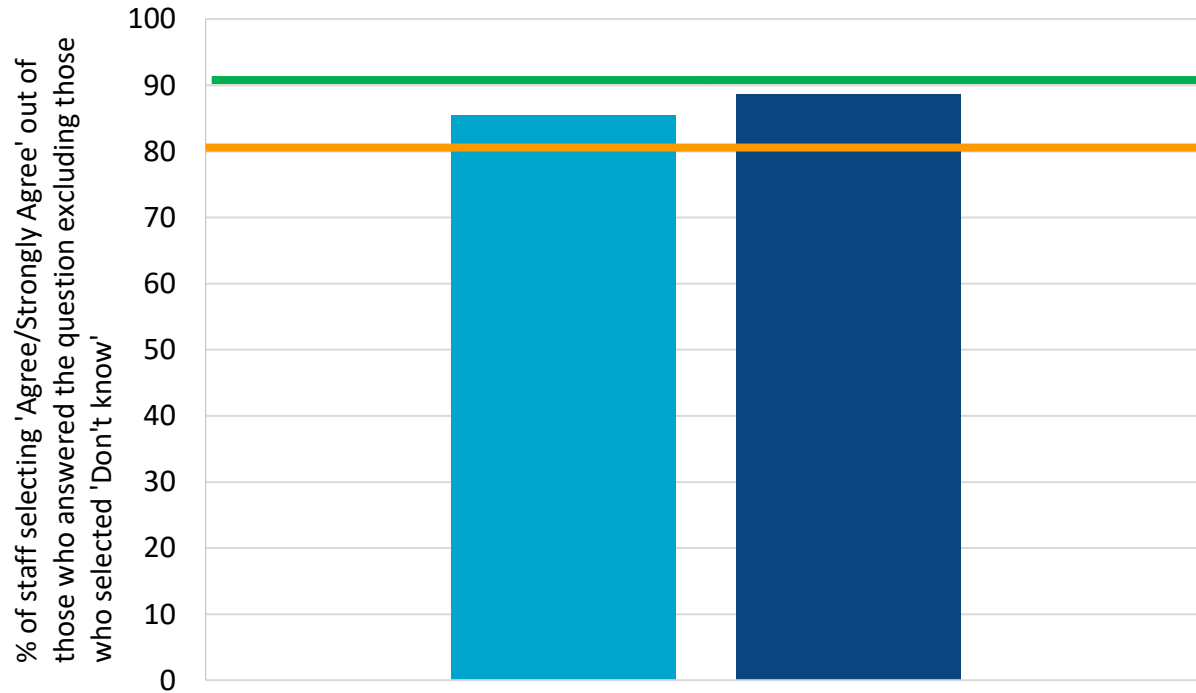
2022

Your org	62.5%
Best	67.8%
Average	58.2%
Worst	47.3%

Responses 3253



Q18b My organisation encourages us to report errors, near misses or incidents.

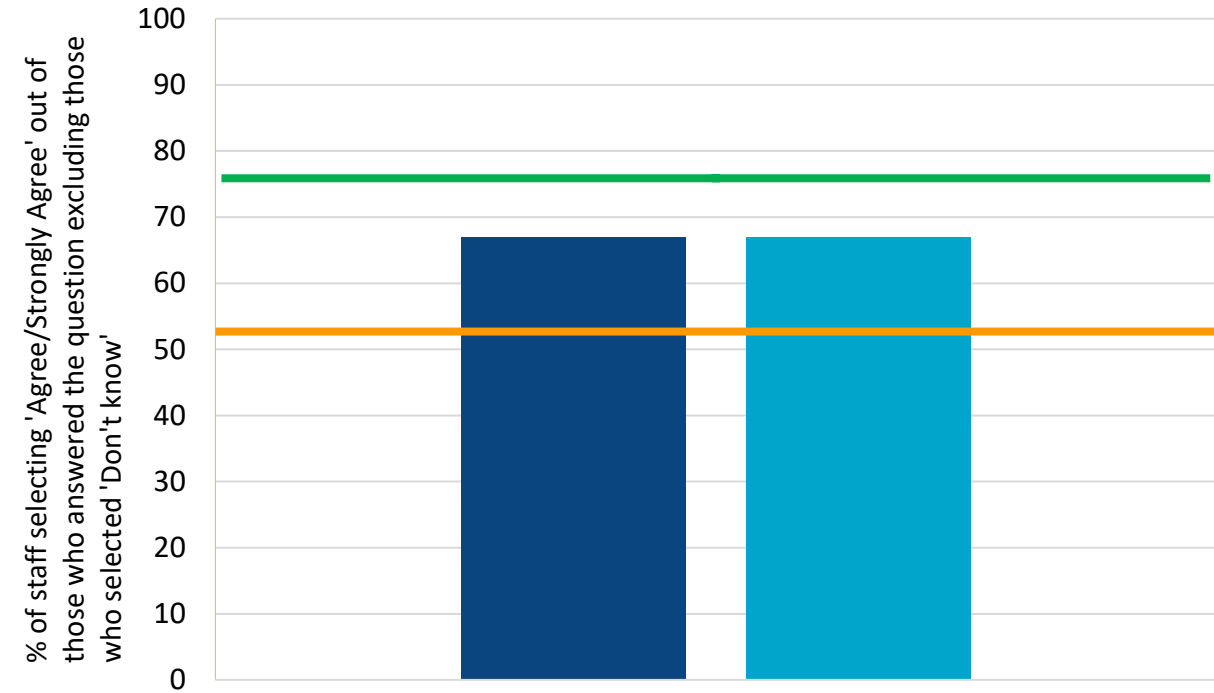


2022

Your org	88.6%
Best	90.8%
Average	85.5%
Worst	80.6%

Responses 4009

Q18c When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again.



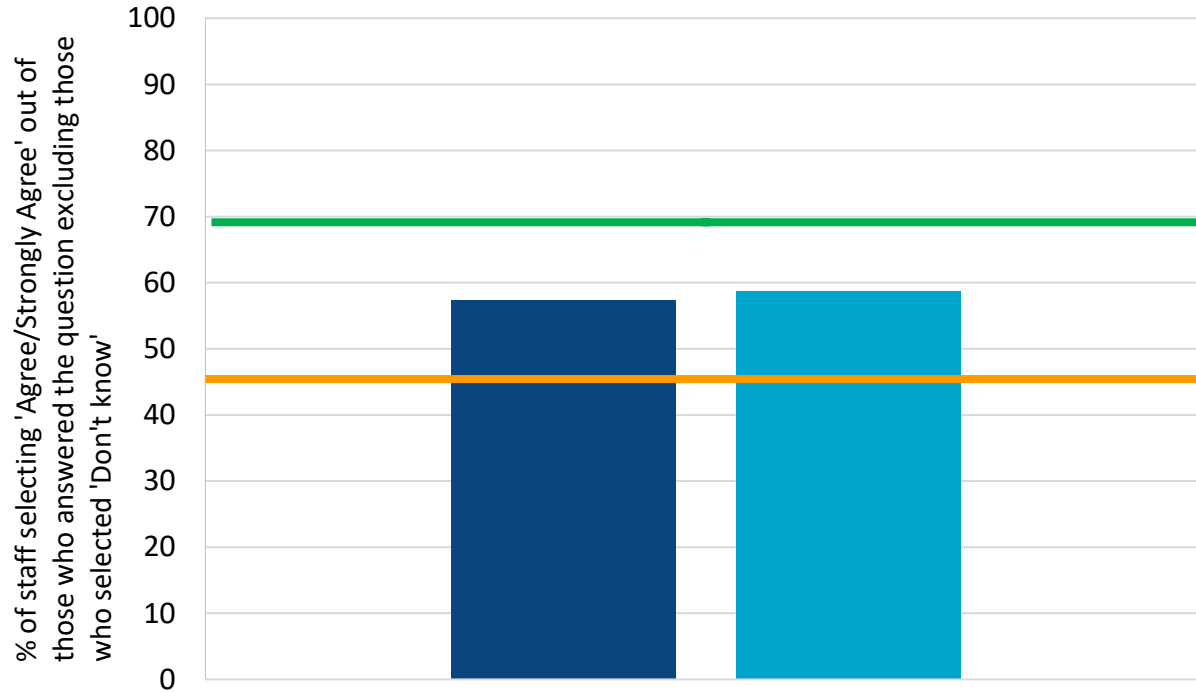
2022

Your org	67.0%
Best	75.9%
Average	67.0%
Worst	52.7%

Responses 3680



Q18d We are given feedback about changes made in response to reported errors, near misses and incidents.

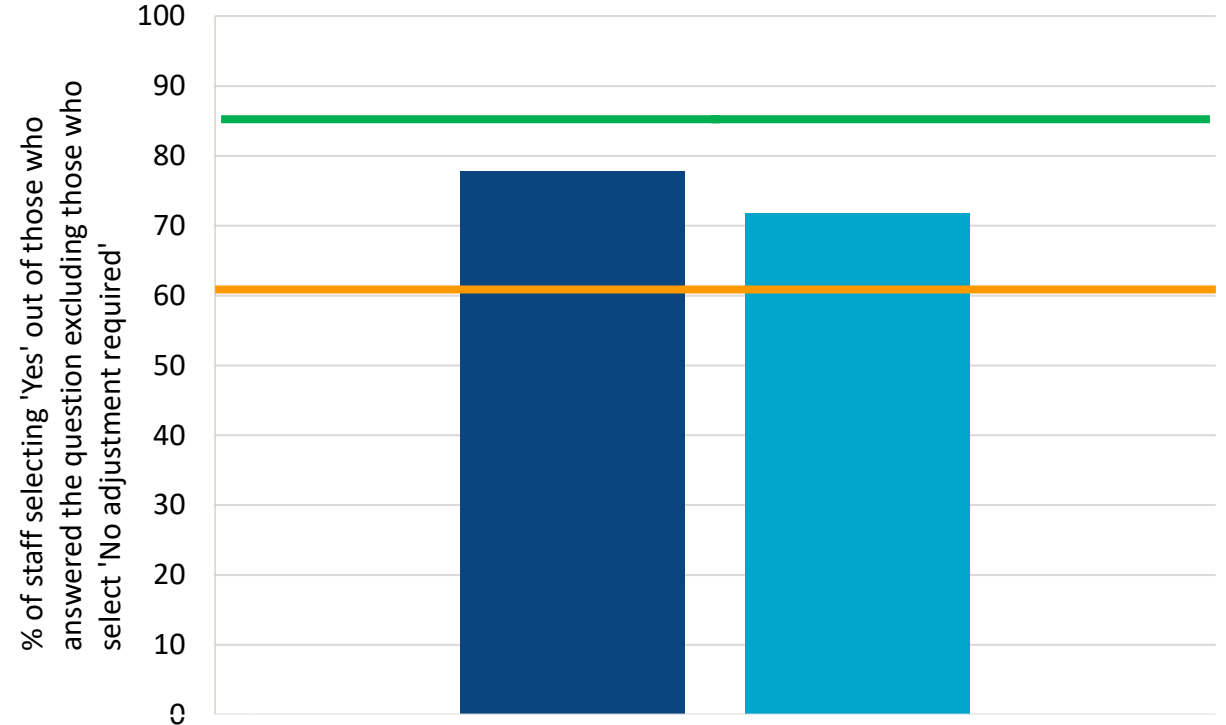


2022

Your org	57.4%
Best	69.1%
Average	58.8%
Worst	45.4%

Responses 3689

Q30b Has your employer made reasonable adjustment(s) to enable you to carry out your work?



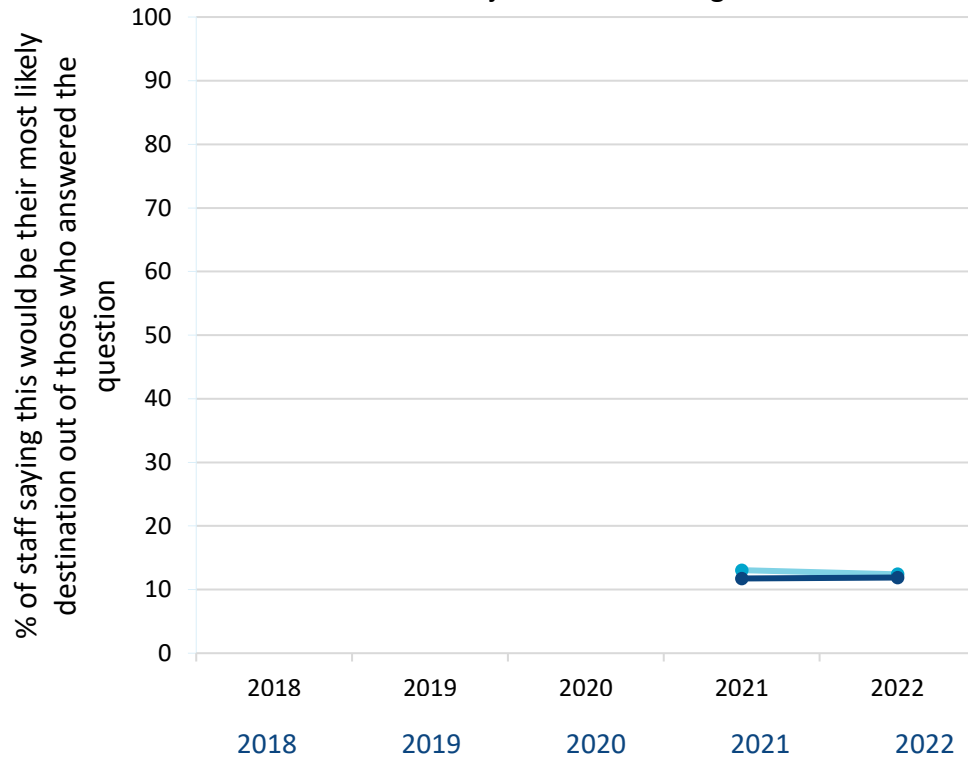
2022

Your org	77.9%
Best	85.3%
Average	71.7%
Worst	60.9%

Responses 481

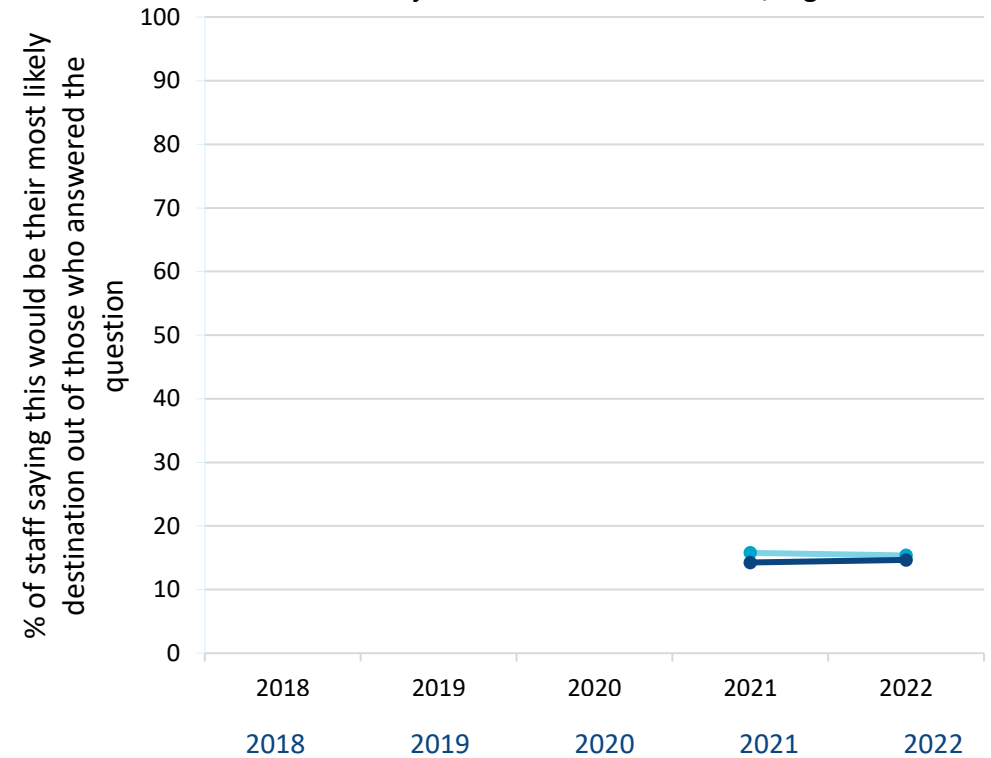


Q24d.1 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job within this organisation.



	2018	2019	2020	2021	2022
Your org	-	-	-	11.7%	11.9%
Average	-	-	-	13.0%	12.4%
Responses	-	-	-	2982	3619

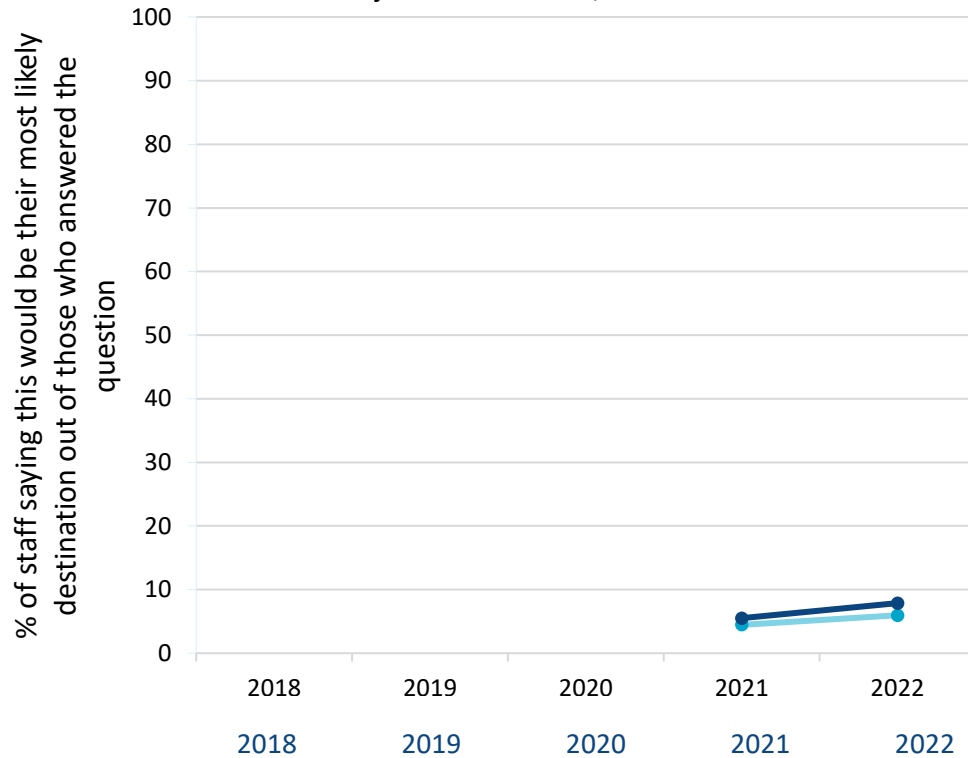
Q24d.2 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job in a different NHS Trust/organisation.



	2018	2019	2020	2021	2022
Your org	-	-	-	14.3%	14.6%
Average	-	-	-	15.8%	15.4%
Responses	-	-	-	2982	3619

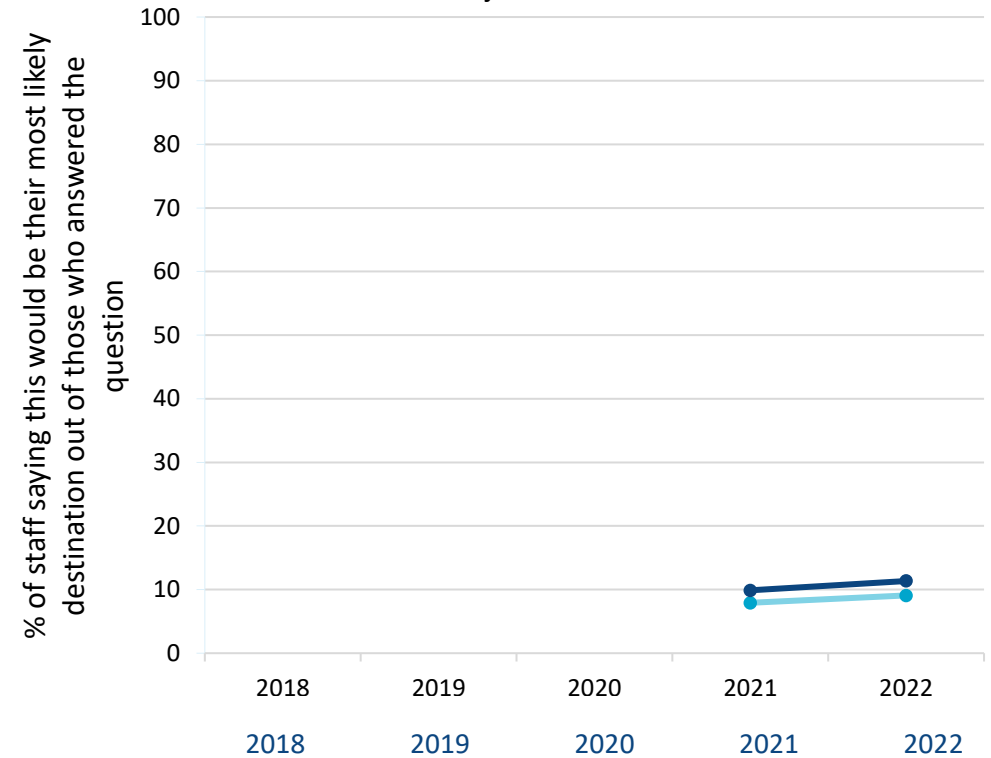


Q24d.3 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job in healthcare, but outside the NHS.



	2018	2019	2020	2021	2022
Your org	-	-	-	5.5%	7.8%
Average	-	-	-	4.5%	6.0%
Responses	-	-	-	2982	3619

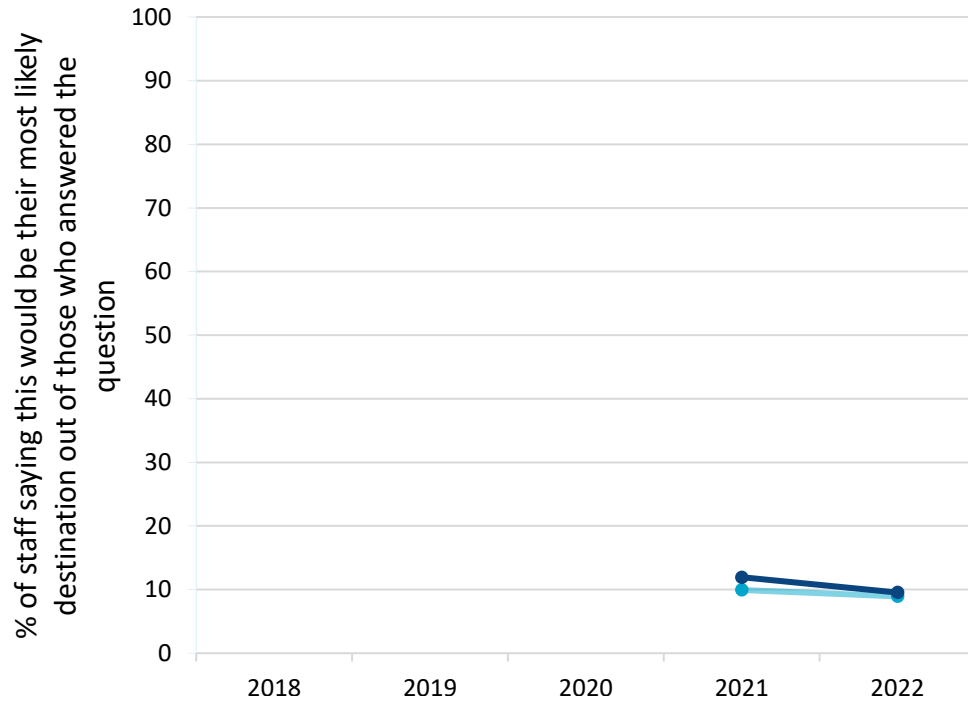
Q24d.4 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job outside healthcare.



	2018	2019	2020	2021	2022
Your org	-	-	-	9.9%	11.4%
Average	-	-	-	7.9%	9.1%
Responses	-	-	-	2982	3619



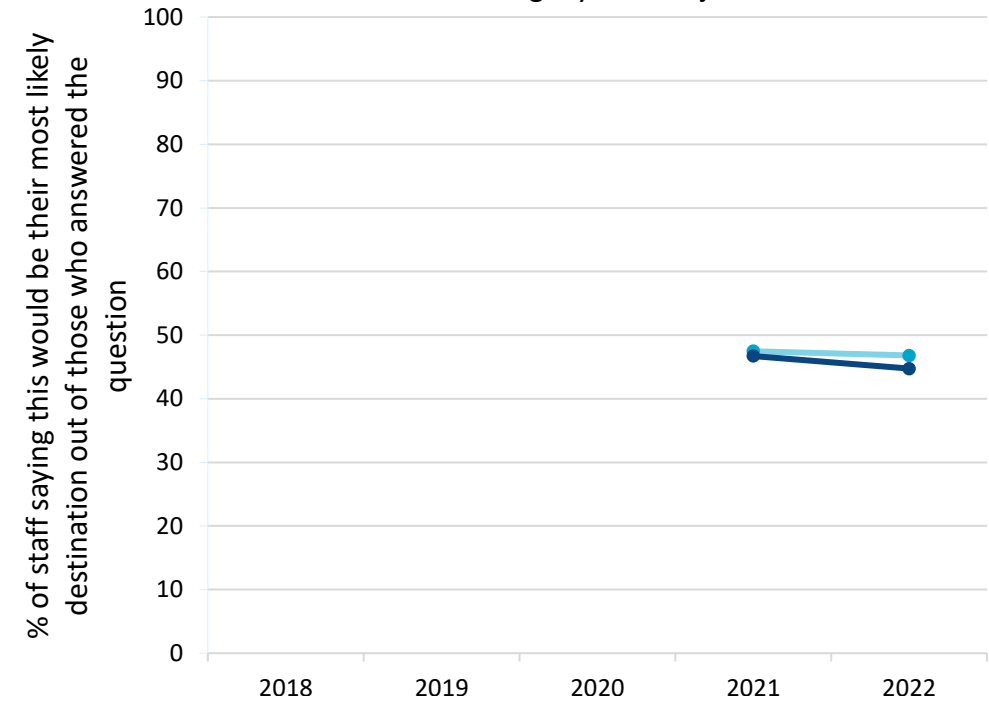
Q24d.5 If you are considering leaving your current job, what would be your most likely destination? - I would retire or take a career break.



2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	-	-	-	11.9%	9.5%
Average	-	-	-	10.0%	8.9%
Responses	-	-	-	2982	3619

Q24d.9 If you are considering leaving your current job, what would be your most likely destination? - I am not considering leaving my current job.



2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	-	-	-	46.7%	44.7%
Average	-	-	-	47.5%	46.8%
Responses	-	-	-	2982	3619

## Workforce Equality Standards

Please note, when there are less than 11 responses for a question, results are suppressed to protect staff confidentiality and reliability of data.



## Workforce Race Equality Standards (WRES)

This section contains data for the organisation required for the NHS Staff Survey indicators used in the Workforce Race Equality Standard (WRES). It includes the 2018-2022 organisation and benchmarking group median results for q13a, q13b&c combined, q15, and q16b split by ethnicity (by white staff / staff from all other ethnic groups combined).

## Workforce Disability Equality Standards (WDES)

This section contains data for the organisation required for the NHS Staff Survey indicators used in the Workforce Disability Equality Standard (WDES). It includes the 2018-2022 organisation and benchmarking group median results for q4b, q11e, q14a-d, and q15 split by staff with a long lasting health condition or illness compared to staff without a long lasting health condition or illness. It also shows results for q30b (for staff with a long lasting health condition or illness only), and the staff engagement score for staff with a long lasting health condition or illness, compared to staff without a long lasting health condition or illness and the overall engagement score for the organisation.

This year, the text for q30b was updated and the word 'adequate' was updated to 'reasonable'.

The WDES breakdowns are based on the responses to q30a Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

This section contains data required for the staff survey indicators used in the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES). Data presented in this section are unweighted.

## Workforce Race Equality Standards (WRES)

Indicator	Qu No	Workforce Race Equality Standard
<b>For each of the following indicators, compare the outcomes of the responses for white staff and staff from all other ethnic groups combined</b>		
5	14a	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6	14b & 14c	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7	15	Percentage believing that their practice provides equal opportunities for career progression or promotion
8	16b	In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues

## Workforce Disability Equality Standards (WDES)

Indicator	Qu No	Workforce Disability Equality Standard
<b>For each of the following indicators, compare the responses for staff with a LTC* or illness vs staff without a LTC or illness</b>		
4ai	14a	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public
4aii	14b	Percentage of staff experiencing harassment, bullying or abuse from managers
4aiii	14c	Percentage of staff experiencing harassment, bullying or abuse from other colleagues
4b	14d	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it
5	15	Percentage believing that their practice provides equal opportunities for career progression or promotion
6	9e	Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties
7	4b	Percentage staff saying that they are satisfied with the extent to which their organisation values their work
8	30b	Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work
9a	theme_engagement	The staff engagement score for staff with LTC or illness vs staff without a LTC or illness

\*Staff with a long term condition

## Workforce Race Equality Standards (WRES)

N.B.

Vertical scales on the following charts vary from slide to slide and this effects how results are displayed.  
Data shown in the WRES charts are unweighted.

Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

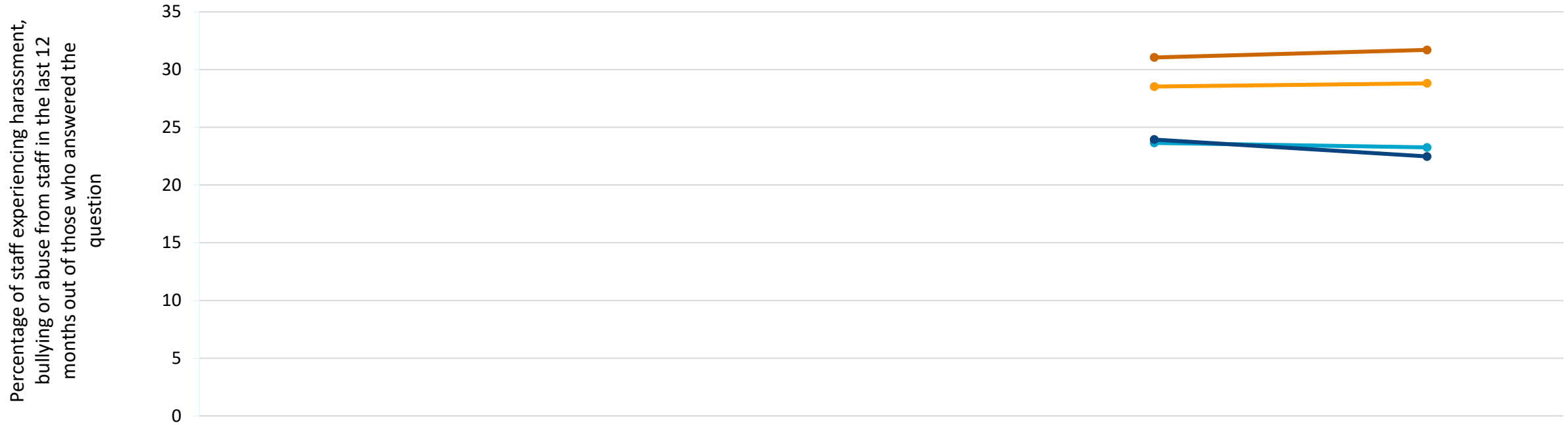


	2018	2019	2020	2021	2022
White staff: Your org	-	-	-	26.3%	27.9%
All other ethnic groups*: Your org	-	-	-	30.0%	34.1%
White staff: Average	-	-	-	26.5%	26.9%
All other ethnic groups*: Average	-	-	-	28.8%	30.8%
White staff: Responses	-	-	-	2888	3463
All other ethnic groups*: Responses	-	-	-	413	593

\*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months

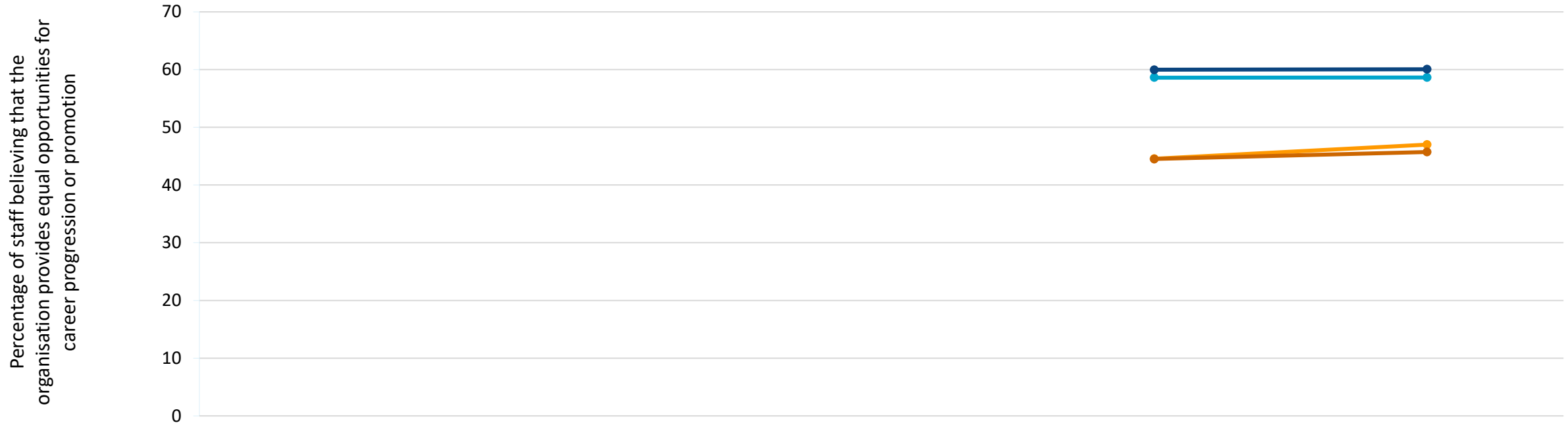


	2018	2019	2020	2021	2022
White staff: Your org	-	-	-	23.9%	22.5%
All other ethnic groups*: Your org	-	-	-	31.1%	31.7%
White staff: Average	-	-	-	23.6%	23.3%
All other ethnic groups*: Average	-	-	-	28.5%	28.8%
White staff: Responses	-	-	-	2895	3462
All other ethnic groups*: Responses	-	-	-	409	593

\*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.

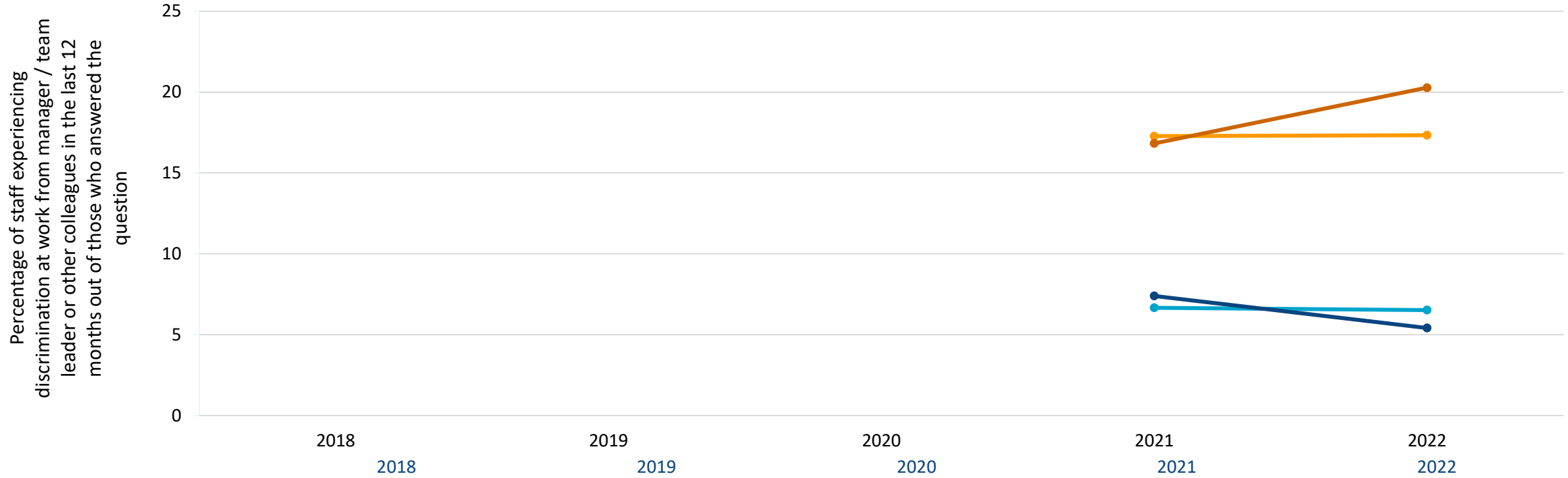


	2018	2019	2020	2021	2022
White staff: Your org	-	-	-	60.0%	60.1%
All other ethnic groups*: Your org	-	-	-	44.5%	45.7%
White staff: Average	-	-	-	58.6%	58.6%
All other ethnic groups*: Average	-	-	-	44.6%	47.0%
White staff: Responses	-	-	-	2873	3441
All other ethnic groups*: Responses	-	-	-	409	586

\*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



	2018	2019	2020	2021	2022
White staff: Your org	-	-	-	7.4%	5.4%
All other ethnic groups*: Your org	-	-	-	16.8%	20.3%
White staff: Average	-	-	-	6.7%	6.5%
All other ethnic groups*: Average	-	-	-	17.3%	17.3%
White staff: Responses	-	-	-	2879	3454
All other ethnic groups*: Responses	-	-	-	410	587

\*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

## Workforce Disability Equality Standards (WDES)

N.B.

Vertical scales on the following charts vary from slide to slide and this effects how results are displayed.

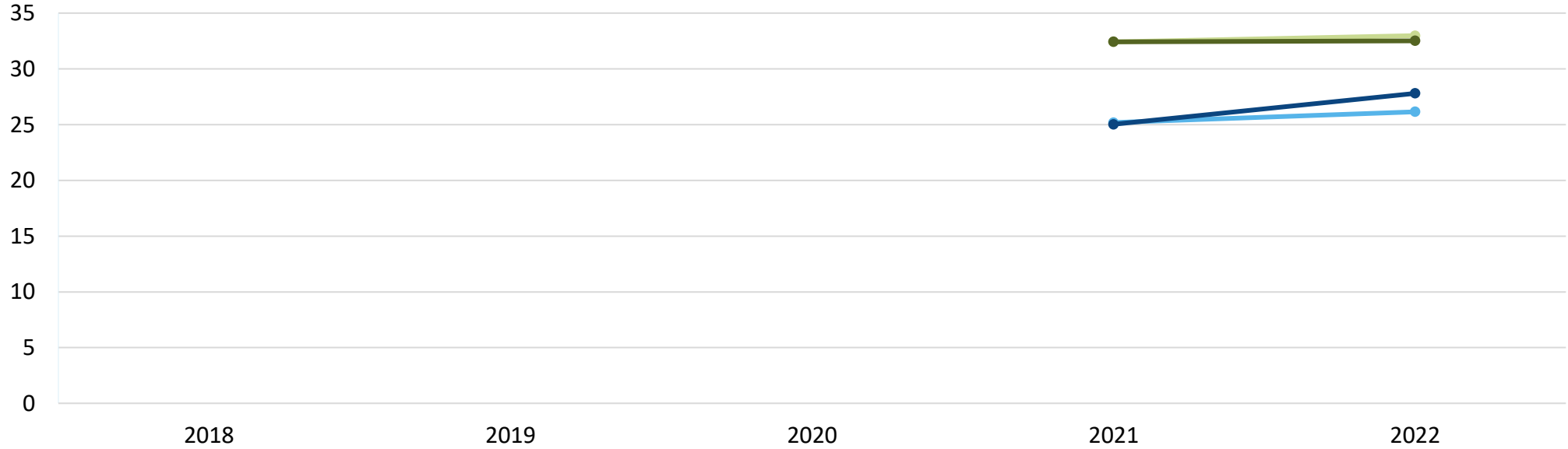
Data shown in the WDES charts are unweighted.

Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

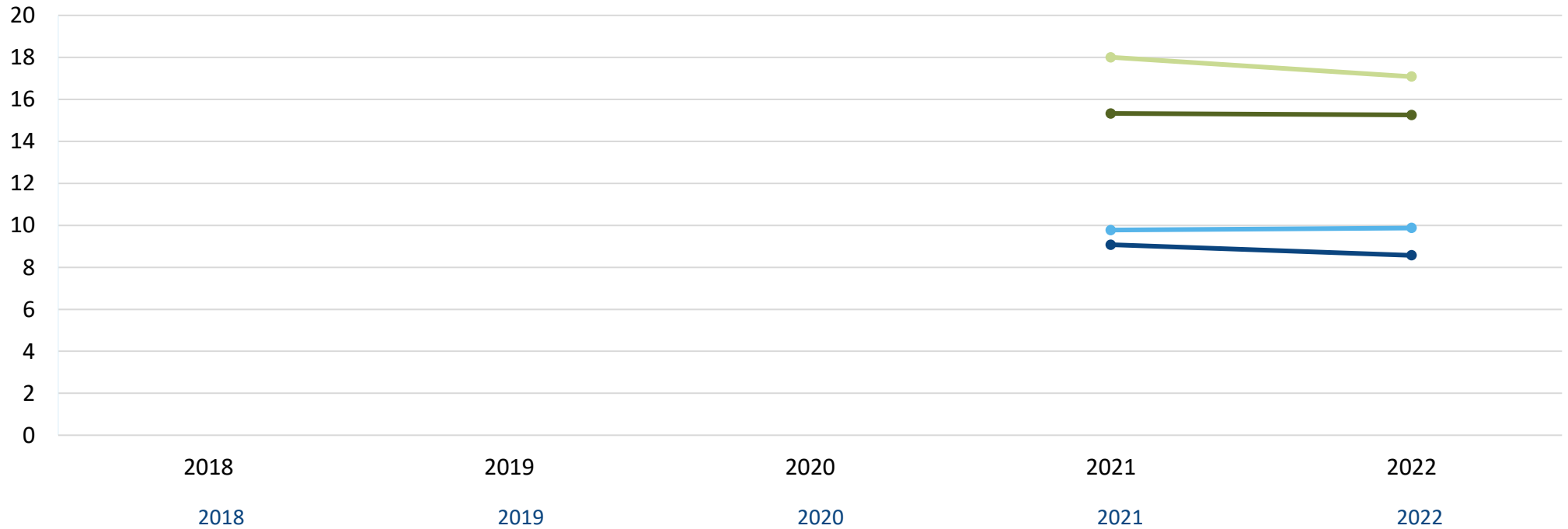
Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	-	32.4%	32.5%
Staff without a LTC or illness: Your org	-	-	-	25.0%	27.8%
Staff with a LTC or illness: Average	-	-	-	32.4%	33.0%
Staff without a LTC or illness: Average	-	-	-	25.2%	26.2%
Staff with a LTC or illness: Responses	-	-	-	703	870
Staff without a LTC or illness: Responses	-	-	-	2605	3197

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question

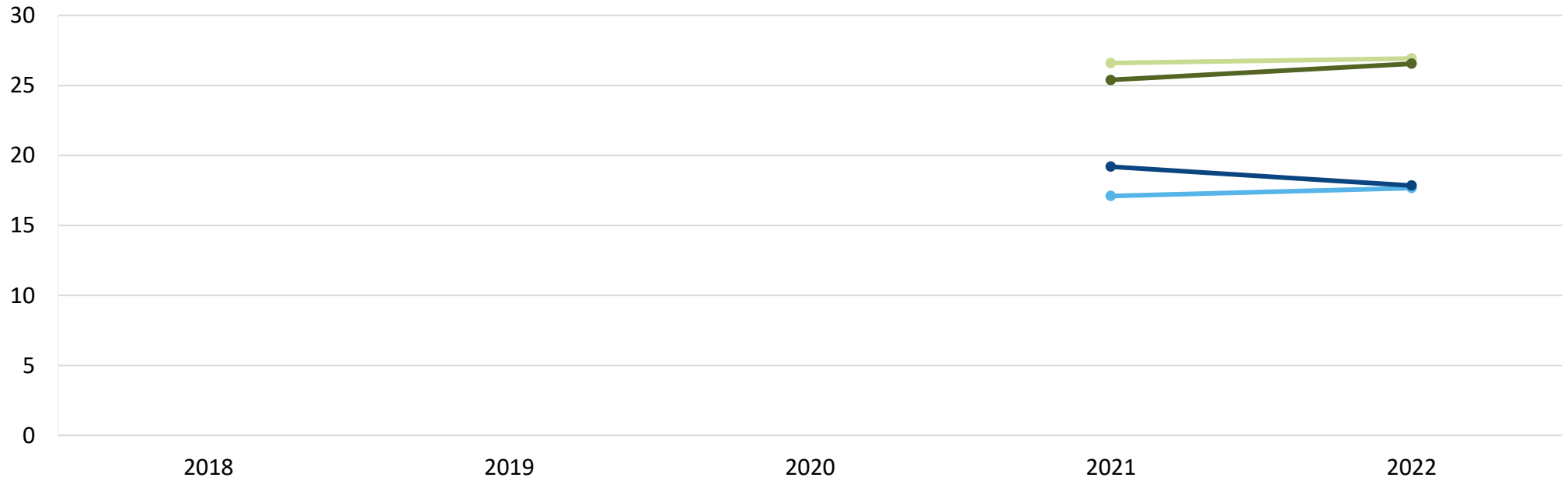
Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	-	15.3%	15.3%
Staff without a LTC or illness: Your org	-	-	-	9.1%	8.6%
Staff with a LTC or illness: Average	-	-	-	18.0%	17.1%
Staff without a LTC or illness: Average	-	-	-	9.8%	9.9%
Staff with a LTC or illness: Responses	-	-	-	698	865
Staff without a LTC or illness: Responses	-	-	-	2589	3184

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question

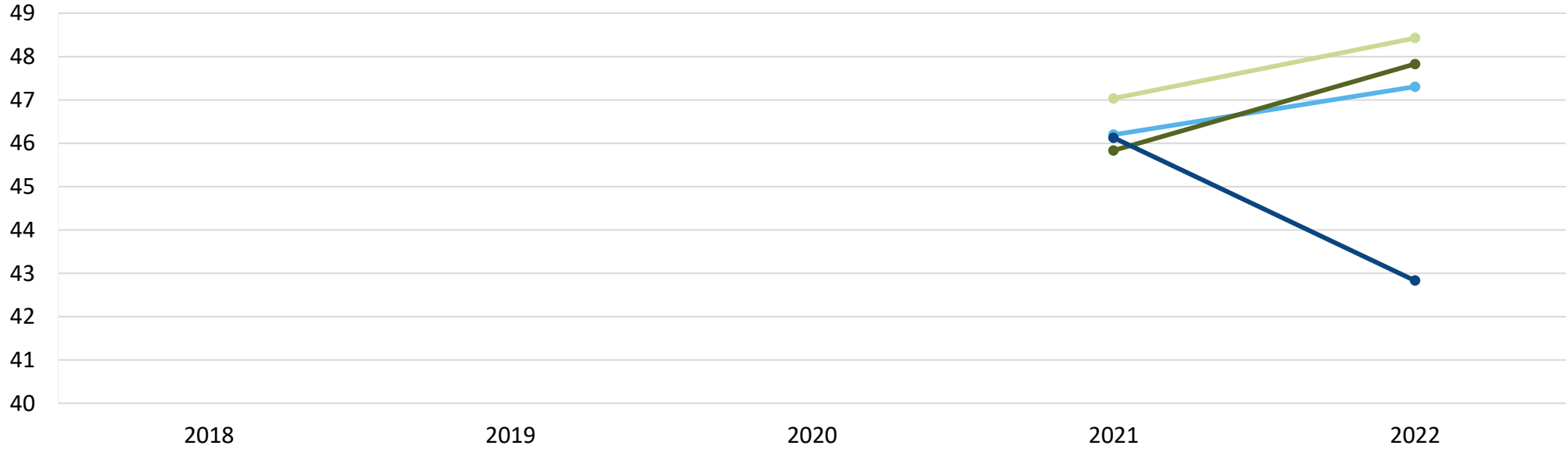
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	-	25.4%	26.6%
Staff without a LTC or illness: Your org	-	-	-	19.2%	17.8%
Staff with a LTC or illness: Average	-	-	-	26.6%	26.9%
Staff without a LTC or illness: Average	-	-	-	17.1%	17.7%
Staff with a LTC or illness: Responses	-	-	-	693	866
Staff without a LTC or illness: Responses	-	-	-	2578	3171

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question

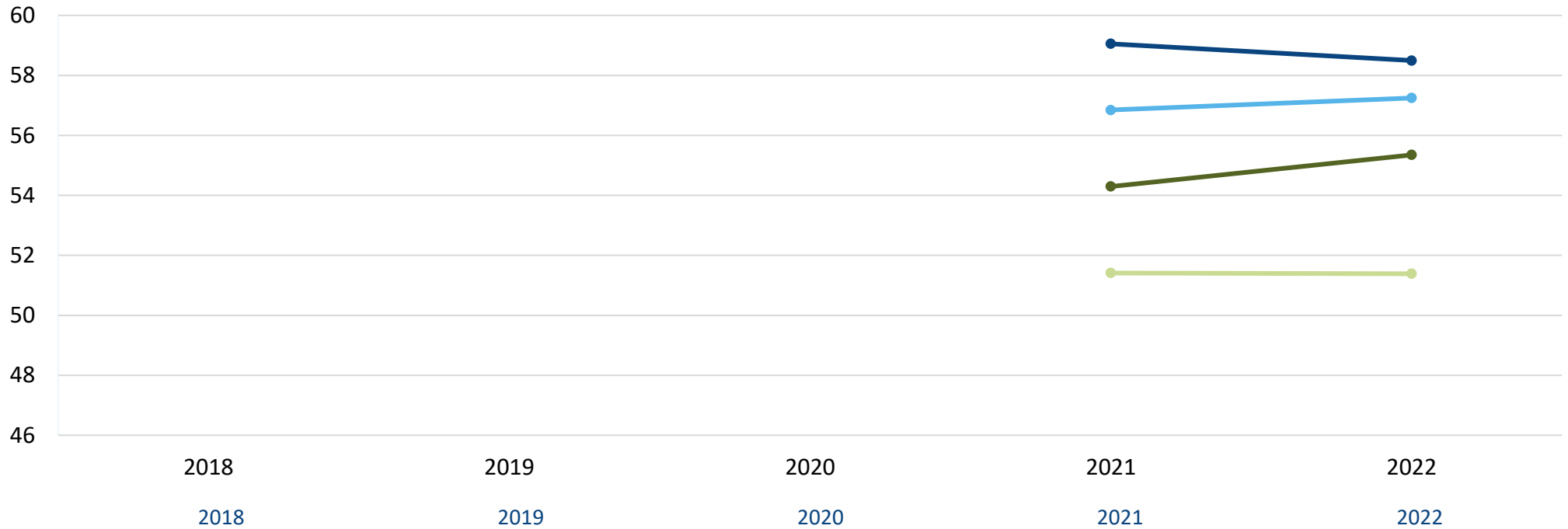
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	-	45.8%	47.8%
Staff without a LTC or illness: Your org	-	-	-	46.1%	42.8%
Staff with a LTC or illness: Average	-	-	-	47.0%	48.4%
Staff without a LTC or illness: Average	-	-	-	46.2%	47.3%
Staff with a LTC or illness: Responses	-	-	-	312	391
Staff without a LTC or illness: Responses	-	-	-	852	1060

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

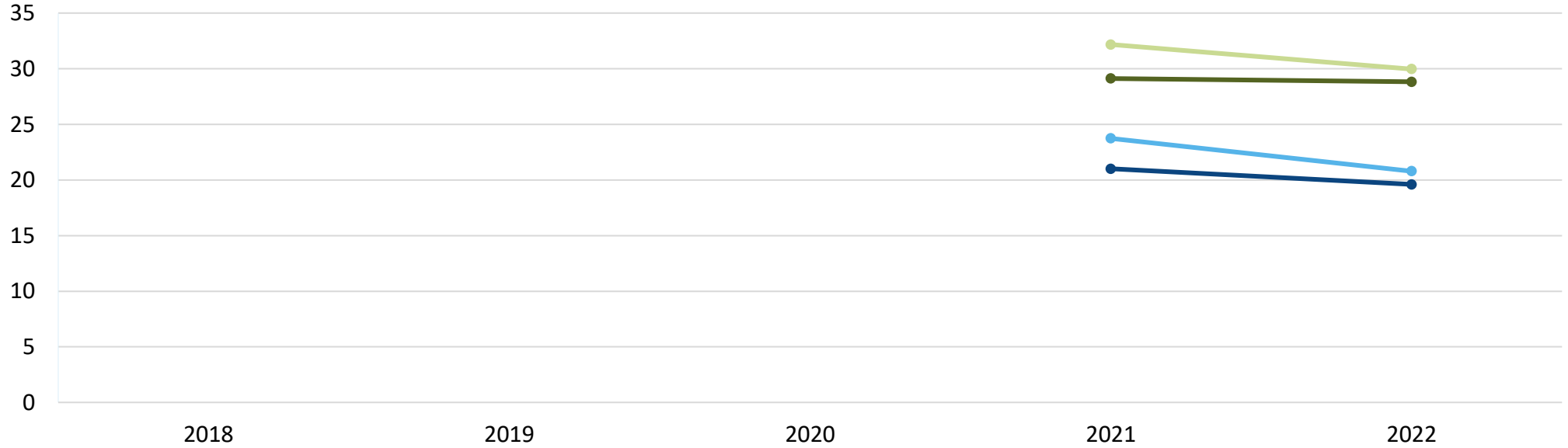
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	-	54.3%	55.3%
Staff without a LTC or illness: Your org	-	-	-	59.1%	58.5%
Staff with a LTC or illness: Average	-	-	-	51.4%	51.4%
Staff without a LTC or illness: Average	-	-	-	56.8%	57.3%
Staff with a LTC or illness: Responses	-	-	-	698	860
Staff without a LTC or illness: Responses	-	-	-	2589	3178

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

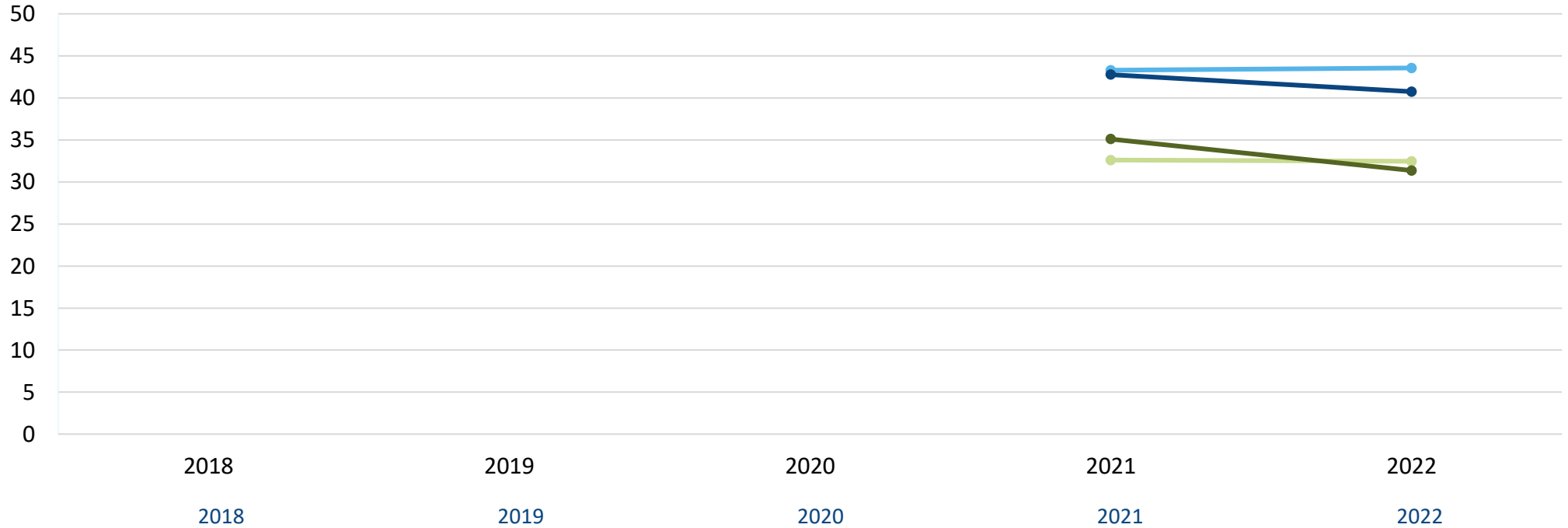
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	-	29.1%	28.8%
Staff without a LTC or illness: Your org	-	-	-	21.0%	19.6%
Staff with a LTC or illness: Average	-	-	-	32.2%	30.0%
Staff without a LTC or illness: Average	-	-	-	23.7%	20.8%
Staff with a LTC or illness: Responses	-	-	-	460	607
Staff without a LTC or illness: Responses	-	-	-	1228	1597

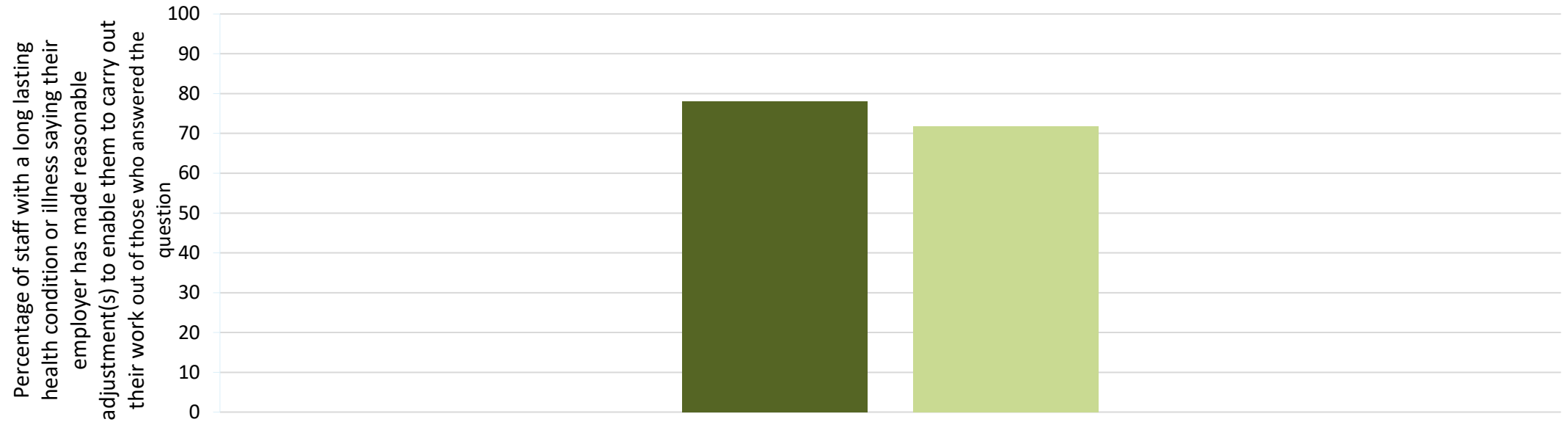
Percentage of staff satisfied with the extent to which their organisation values their work out of those who answered the question

Percentage of staff satisfied with the extent to which their organisation values their work.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	-	35.1%	31.4%
Staff without a LTC or illness: Your org	-	-	-	42.8%	40.8%
Staff with a LTC or illness: Average	-	-	-	32.6%	32.5%
Staff without a LTC or illness: Average	-	-	-	43.3%	43.6%
Staff with a LTC or illness: Responses	-	-	-	695	867
Staff without a LTC or illness: Responses	-	-	-	2595	3197

Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.



Staff with a LTC or illness: Your org	78.0%
Staff with a LTC or illness: Average	71.8%
Staff with a LTC or illness: Responses	481





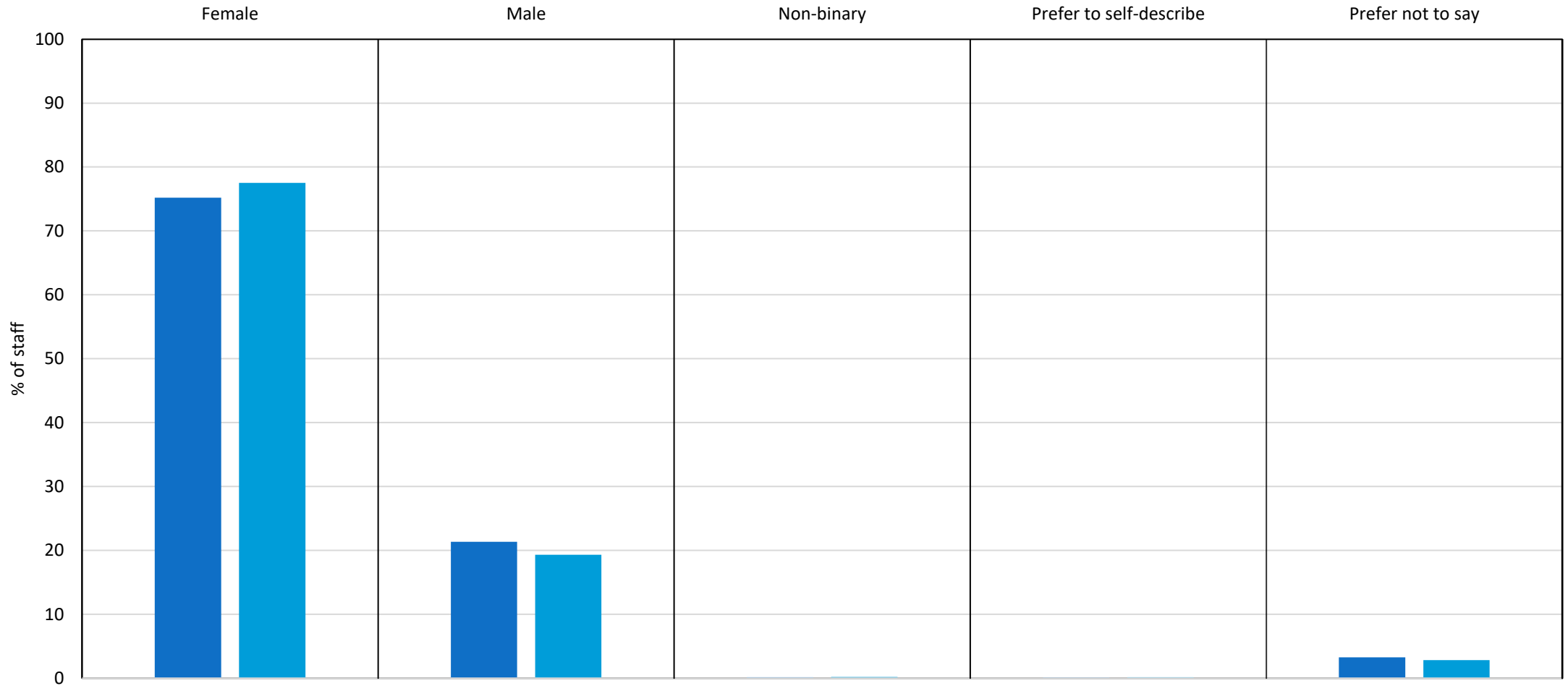
	2018	2019	2020	2021	2022
Organisation average	-	-	-	6.9	6.8
Staff with a LTC or illness: Your org	-	-	-	6.6	6.5
Staff without a LTC or illness: Your org	-	-	-	7.0	6.9
Staff with a LTC or illness: Average	-	-	-	6.4	6.4
Staff without a LTC or illness: Average	-	-	-	7.0	6.9
Staff with a LTC or illness: Responses	-	-	-	708	870
Staff without a LTC or illness: Responses	-	-	-	2620	3216

N.B. Data shown in this chart are unweighted therefore will not match weighted staff engagement scores in other outputs.

## About your respondents

This section will show demographic information for 2022.

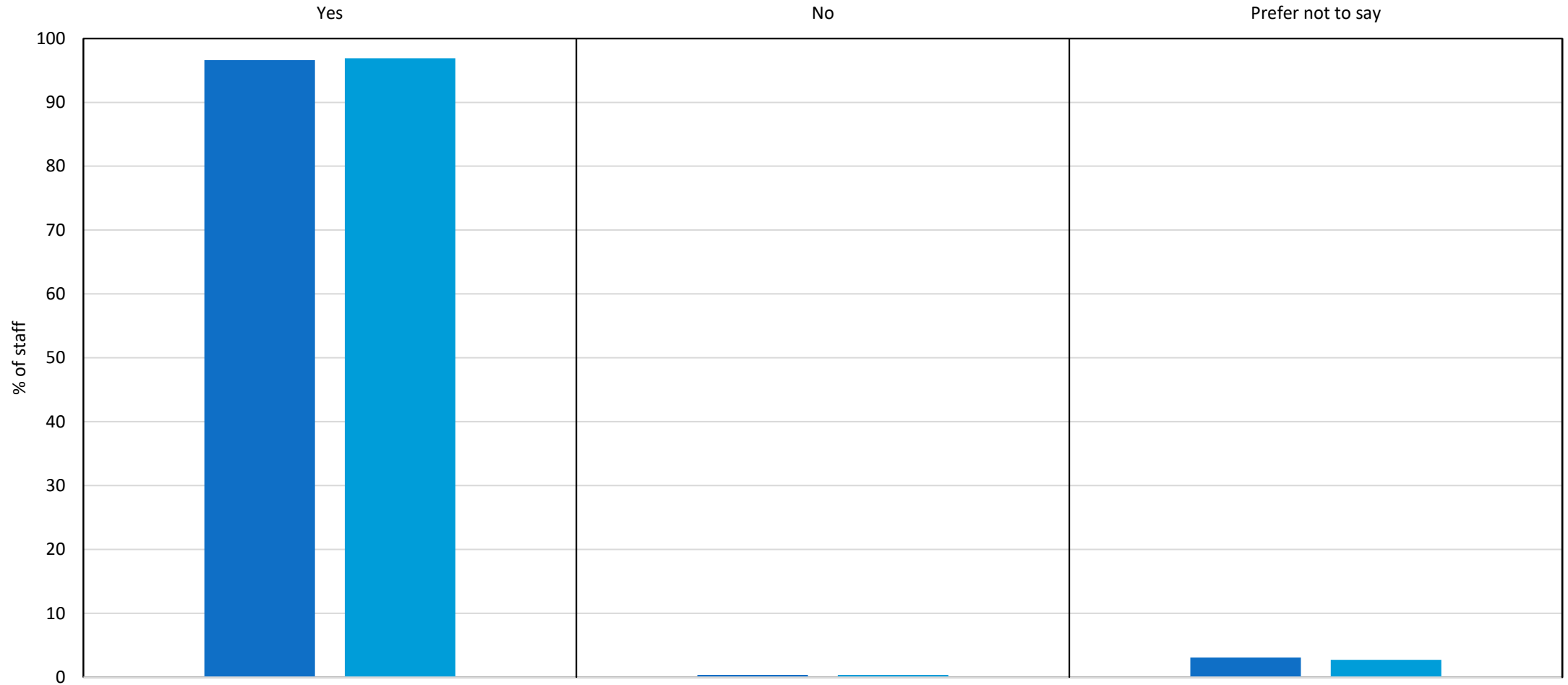
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



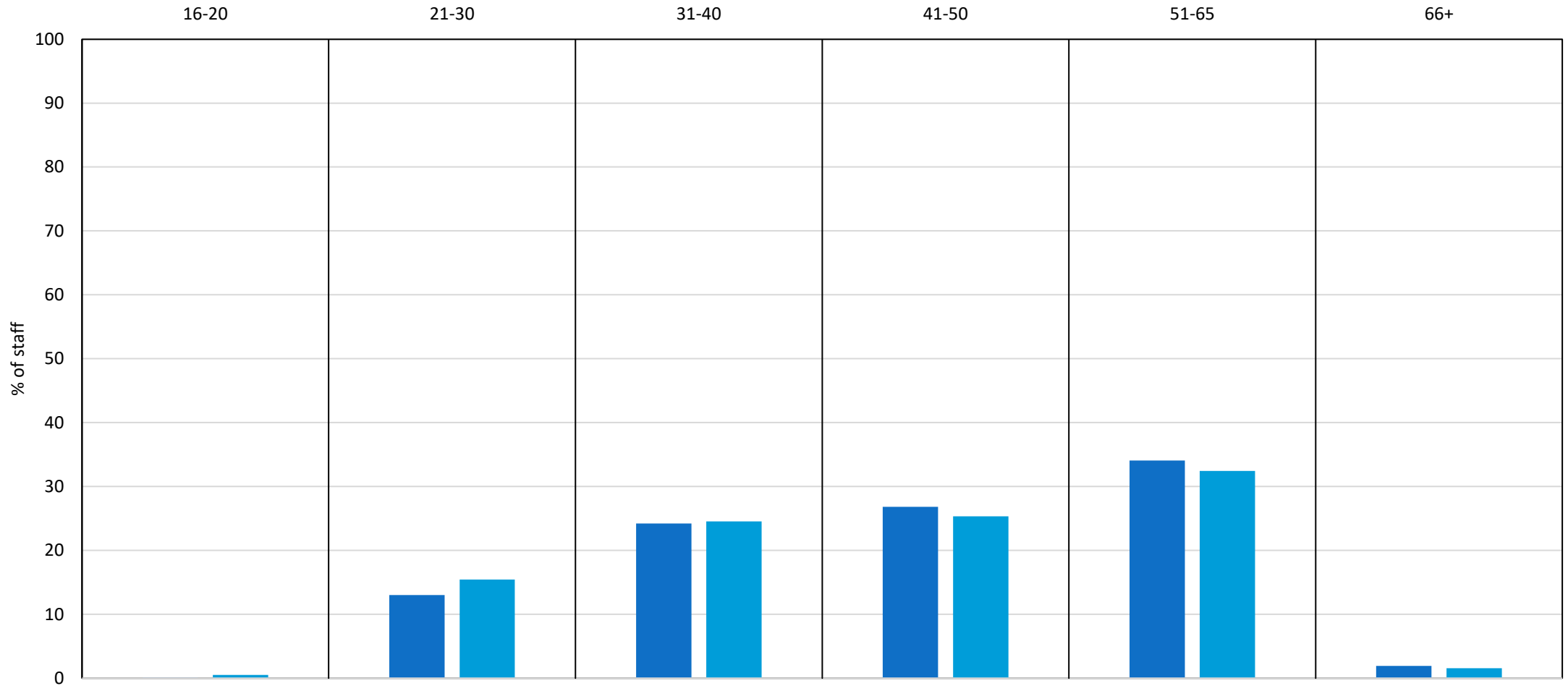
	Female	Male	Non-binary	Prefer to self-describe	Prefer not to say
<b>Your org</b>	75.2%	21.3%	0.1%	0.1%	3.3%
<b>Average</b>	77.5%	19.3%	0.2%	0.1%	2.8%
<b>Responses</b>	4118	4118	4118	4118	4118



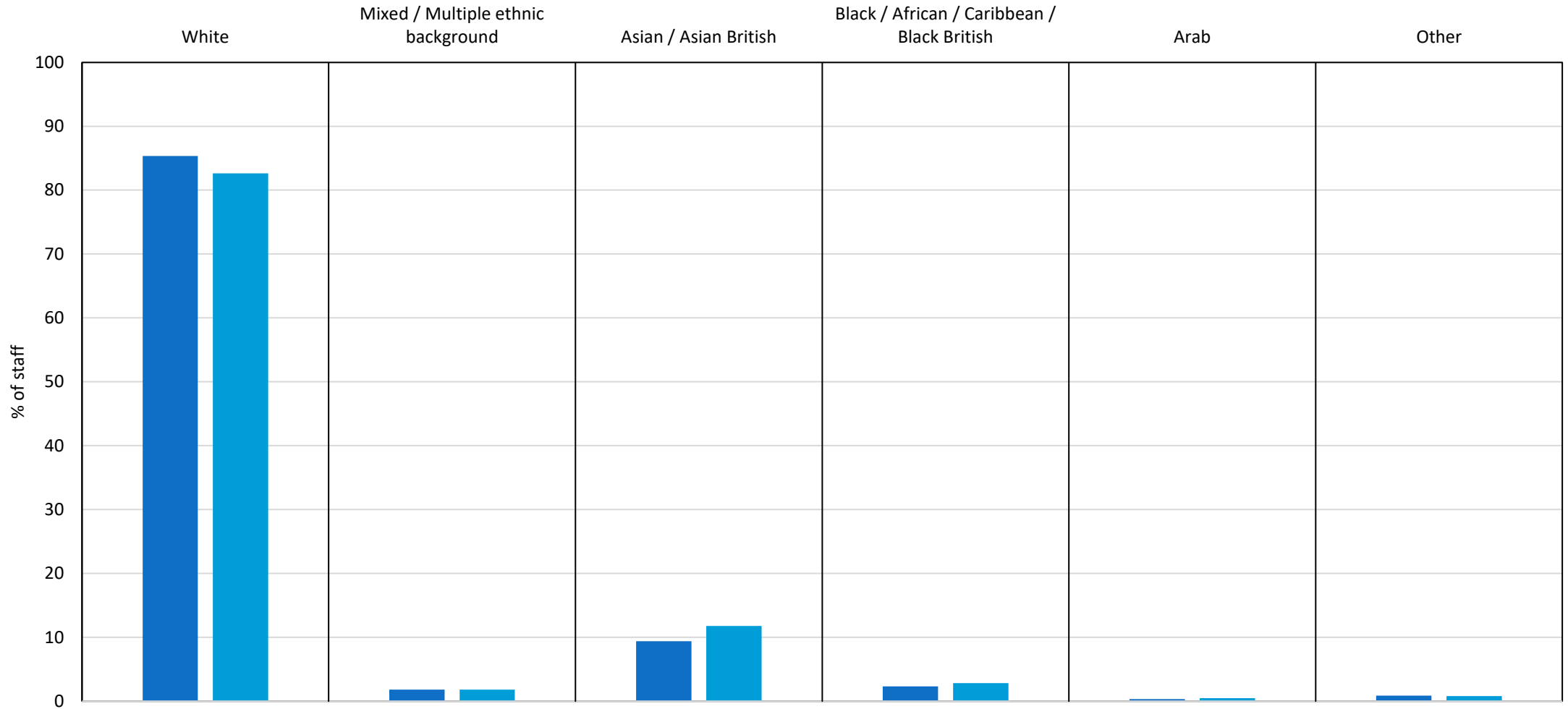
# Background details – Is your gender identity the same as the sex you were assigned at birth?



Category	Yes (%)	No (%)	Prefer not to say (%)
<b>Your org</b>	96.6%	0.3%	3.1%
<b>Average</b>	96.9%	0.4%	2.7%
<b>Responses</b>	3894	3894	3894

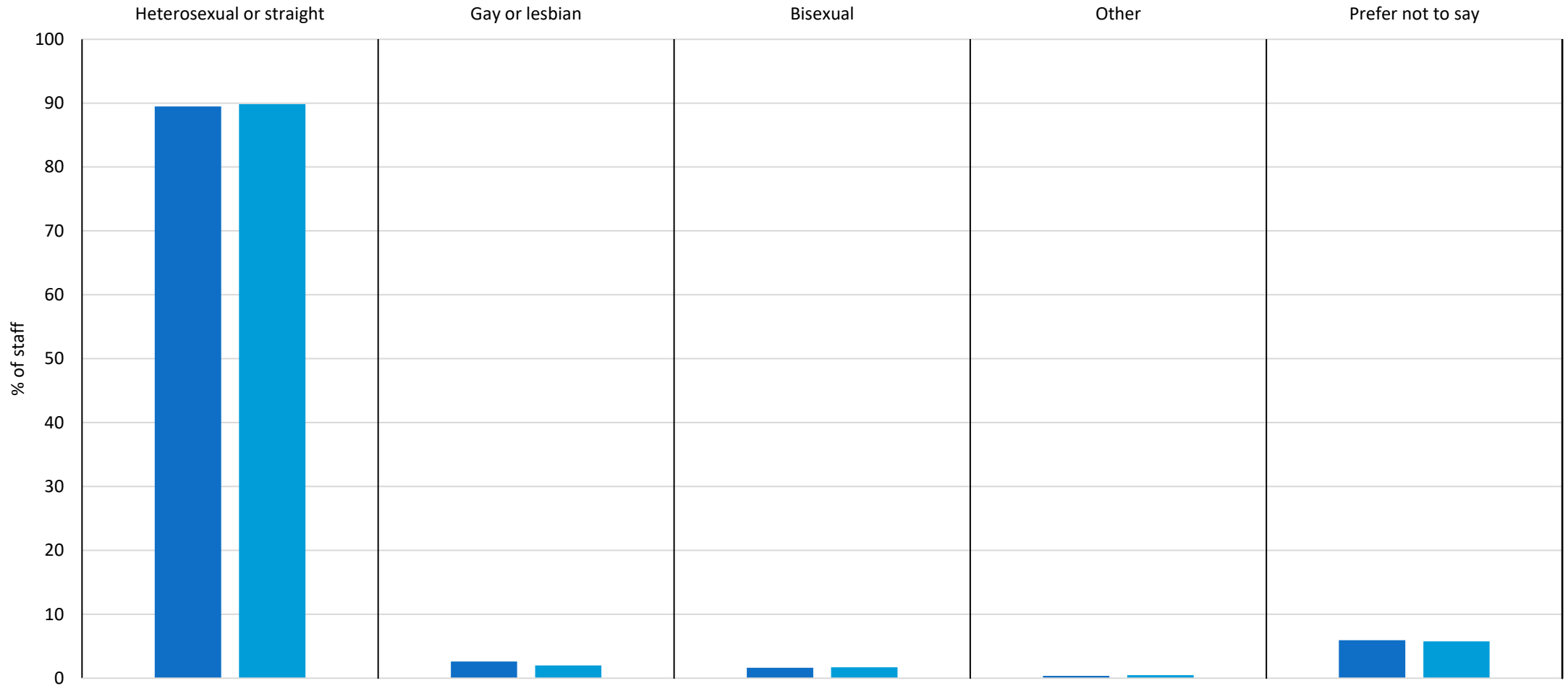


	16-20	21-30	31-40	41-50	51-65	66+
<b>Your org</b>	0.0%	13.0%	24.2%	26.8%	34.1%	1.9%
<b>Average</b>	0.5%	15.4%	24.5%	25.3%	32.4%	1.5%
<b>Responses</b>	4072	4072	4072	4072	4072	4072



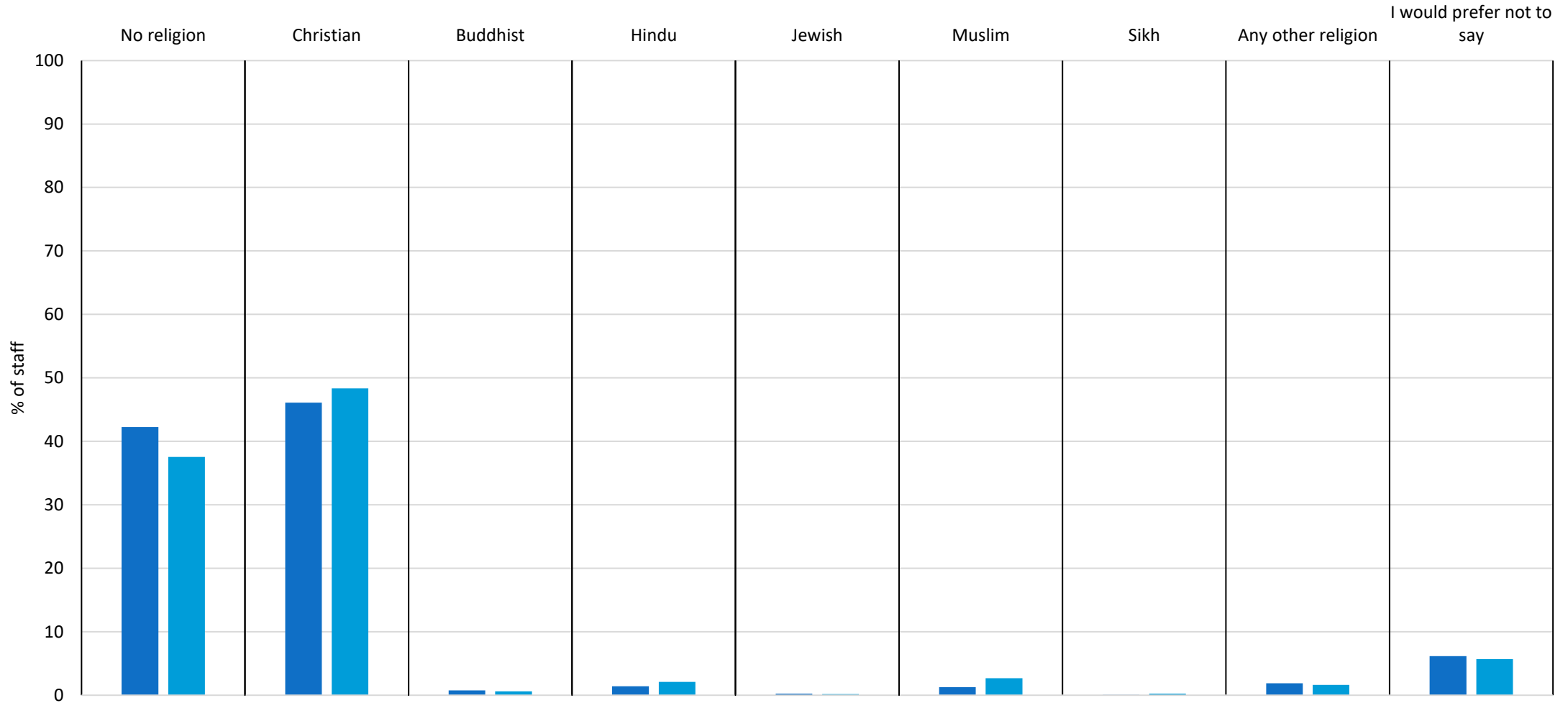
	White	Mixed / Multiple ethnic background	Asian / Asian British	Black / African / Caribbean / Black British	Arab	Other
<b>Your org</b>	85.4%	1.8%	9.4%	2.3%	0.3%	0.9%
<b>Average</b>	82.6%	1.8%	11.8%	2.8%	0.5%	0.8%
<b>Responses</b>	4090	4090	4090	4090	4090	4090

# ➔ Background details – Sexual orientation



	Heterosexual or straight	Gay or lesbian	Bisexual	Other	Prefer not to say
<b>Your org</b>	89.5%	2.6%	1.6%	0.3%	5.9%
<b>Average</b>	89.8%	2.0%	1.7%	0.5%	5.7%
<b>Responses</b>	4108	4108	4108	4108	4108

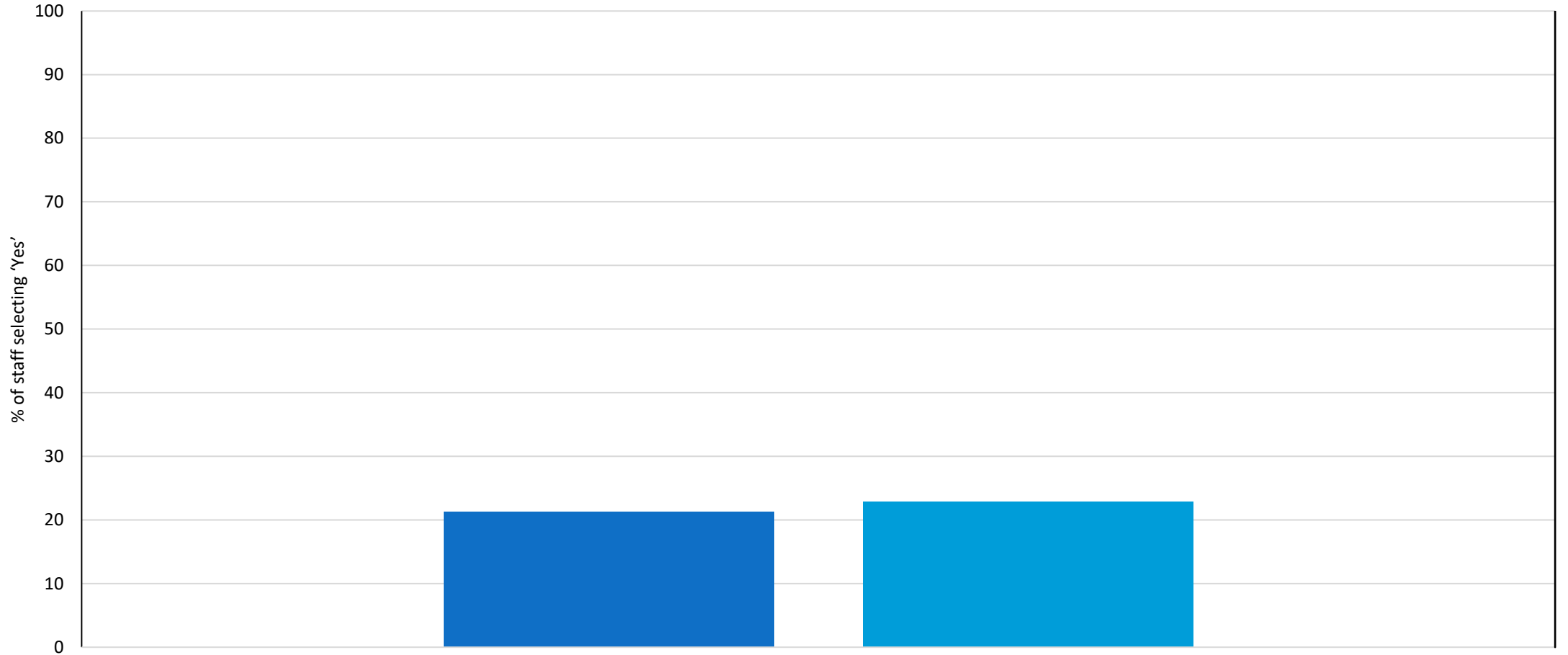
# Background details - Religion



Responses	4107	4107	4107	4107	4107	4107	4107	4107	4107
<b>Your org</b>	42.2%	46.1%	0.7%	1.4%	0.2%	1.2%	0.0%	1.9%	6.2%
<b>Average</b>	37.5%	48.3%	0.6%	2.1%	0.2%	2.7%	0.2%	1.6%	5.7%



Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?



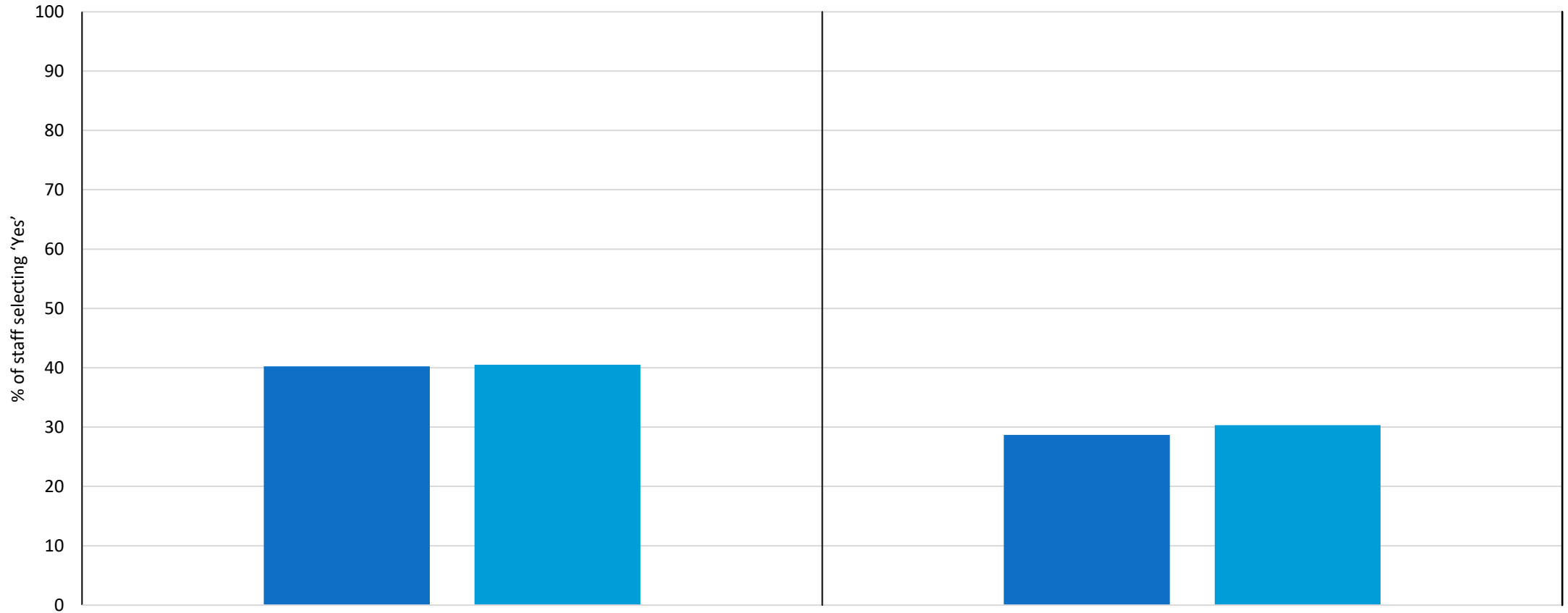
<b>Your org</b>	21.3%
<b>Average</b>	22.9%
<b>Responses</b>	4101



# Background details – Parental / caring responsibilities

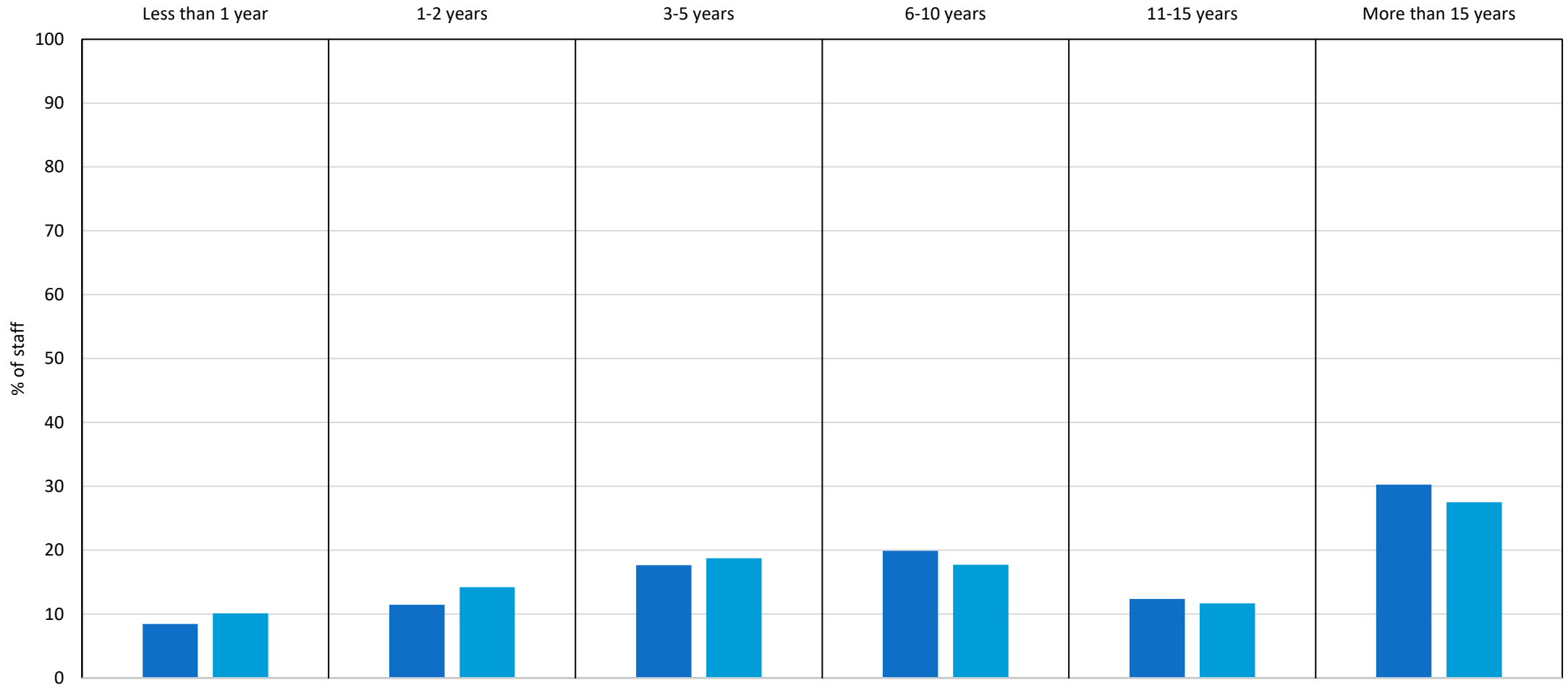
Do you have any children aged from 0 to 17 living at home with you or who you have regular caring responsibility for?

Do you look after or give any help or support to family members, friends, neighbours or others because of either: long term physical or mental ill health / disability, or problems related to old age.



<b>Your org</b>	40.2%	28.7%
<b>Average</b>	40.5%	30.3%
<b>Responses</b>	4085	4067

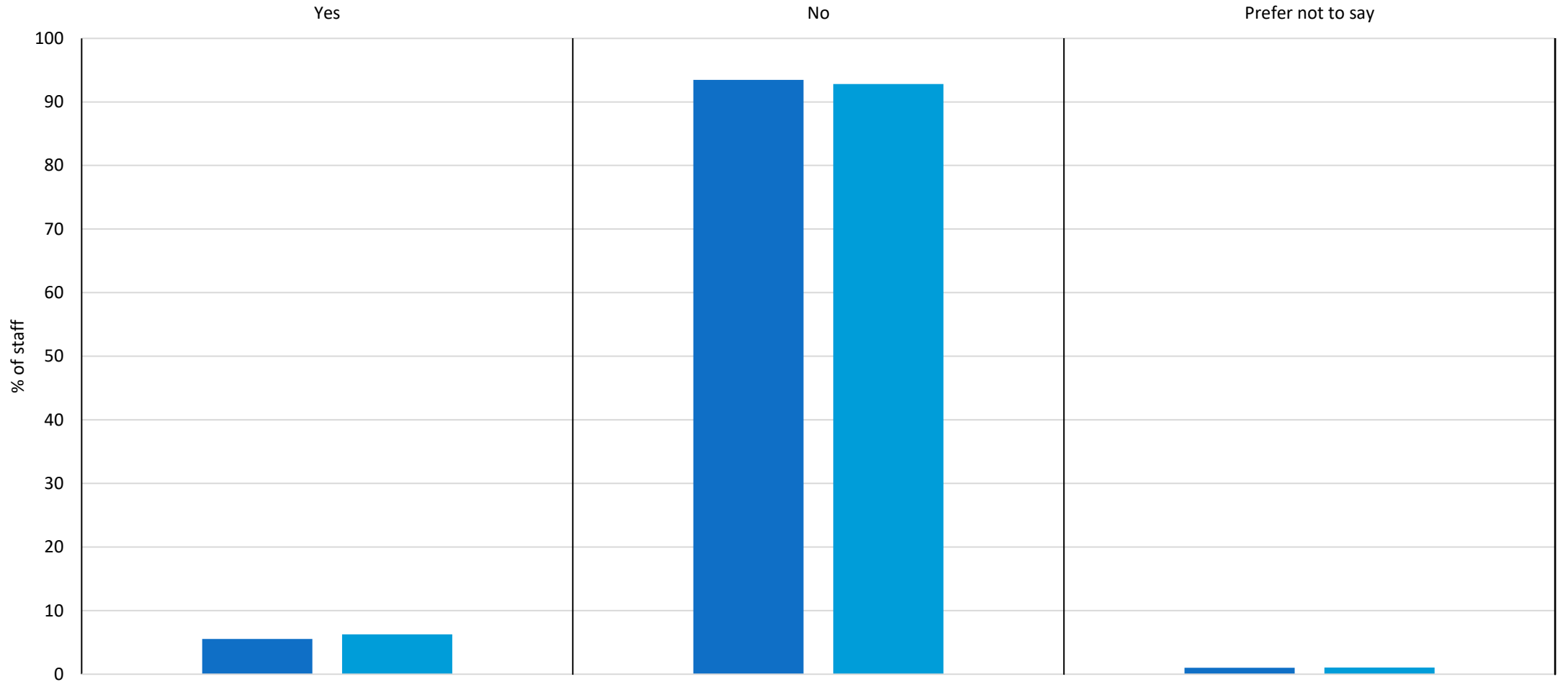
# Background details – Length of service



Length of service	Your org (%)	Average (%)	Responses
Less than 1 year	8.4%	10.1%	4134
1-2 years	11.4%	14.2%	4134
3-5 years	17.6%	18.7%	4134
6-10 years	19.9%	17.7%	4134
11-15 years	12.4%	11.7%	4134
More than 15 years	30.2%	27.5%	4134

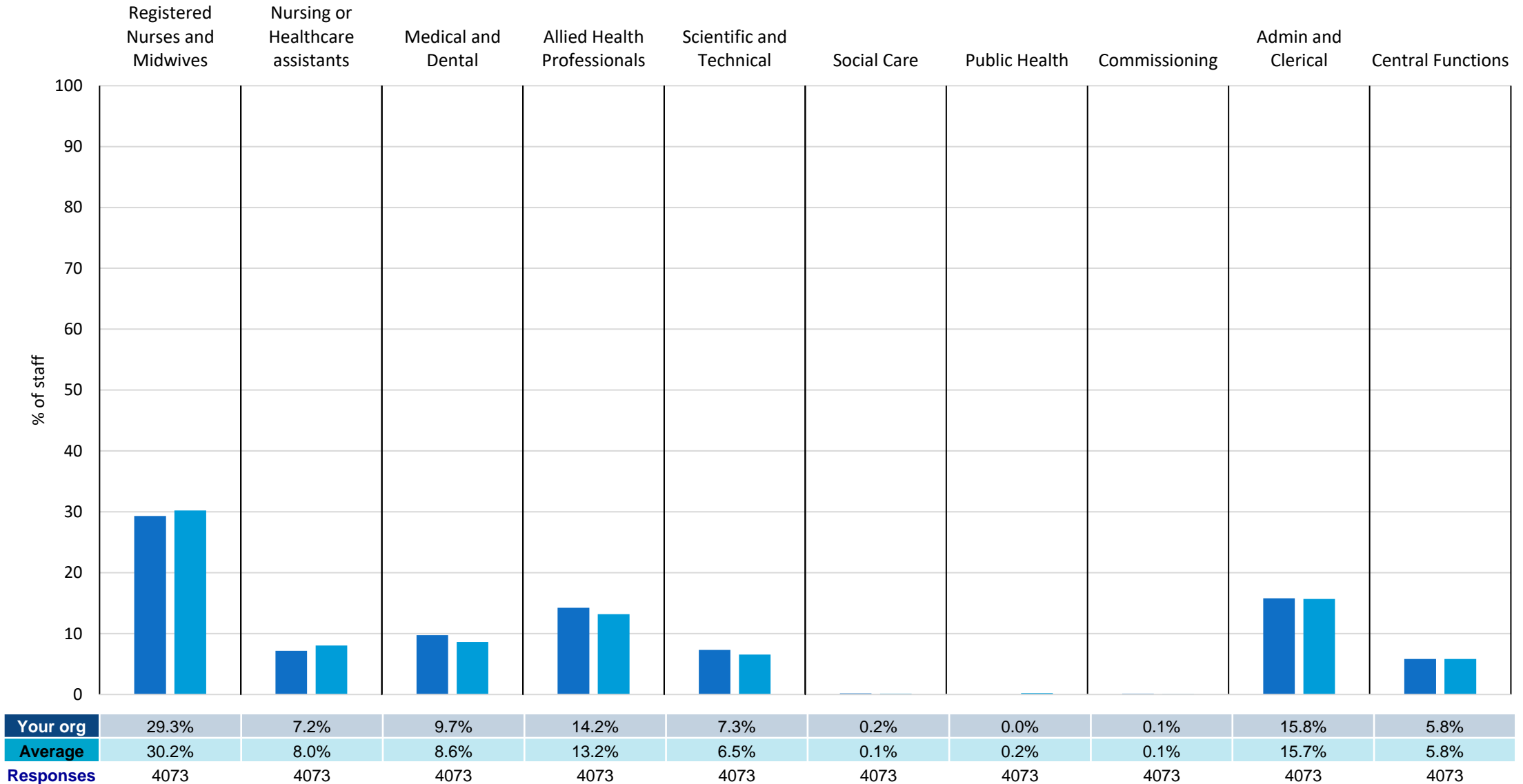


# Background details – When you joined this organisation were you recruited from outside of the UK?

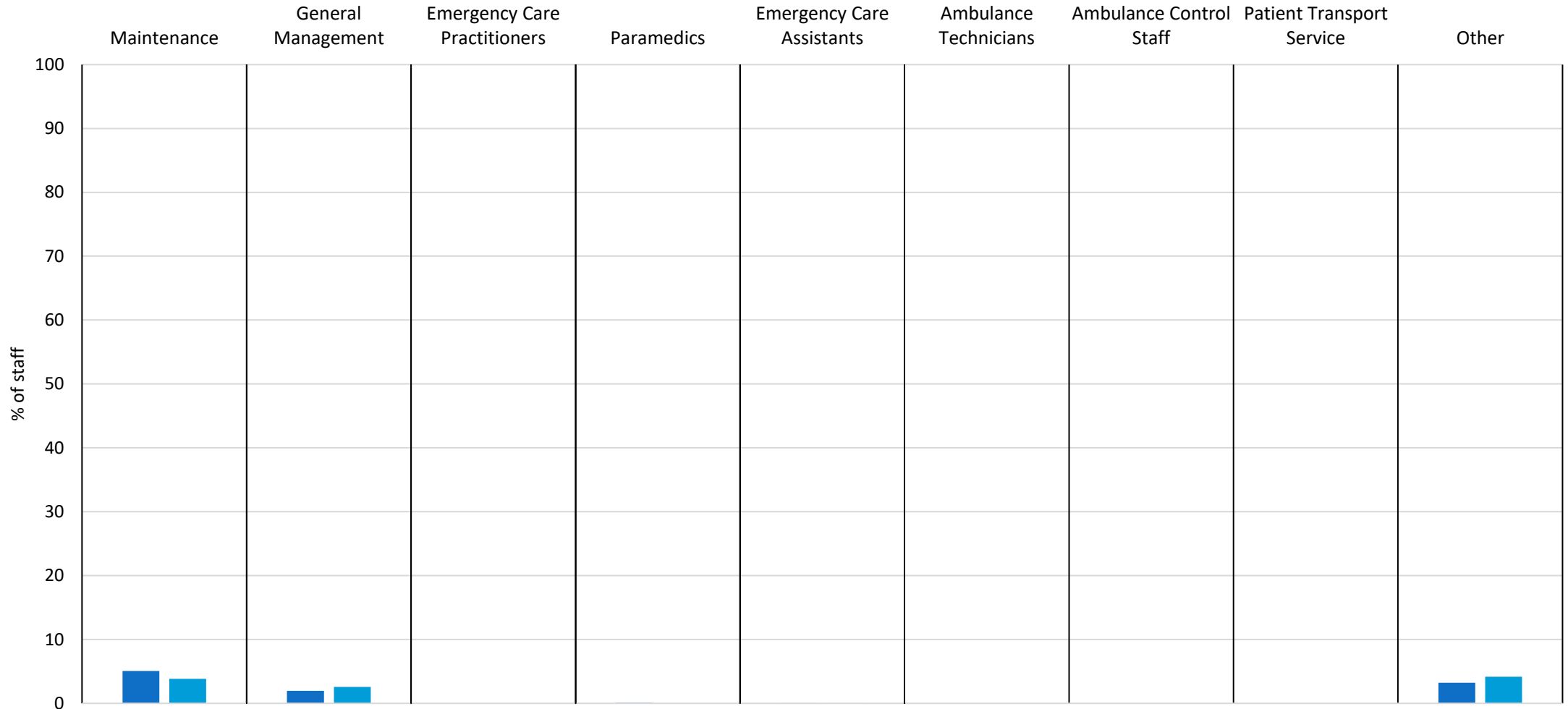


	Yes	No	Prefer not to say
<b>Your org</b>	5.5%	93.5%	1.0%
<b>Average</b>	6.2%	92.8%	1.0%
<b>Responses</b>	3908	3908	3908

# Background details – Occupational group



# Background details – Occupational group



<b>Your org</b>	5.1%	1.9%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	3.2%
<b>Average</b>	3.8%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%
<b>Responses</b>	4073	4073	4073	4073	4073	4073	4073	4073	4073

## Appendices

## Appendix A: Response rate



Response rate



	2018	2019	2020	2021	2022
Your org	-	-	-	37.1%	45.5%
Highest	-	-	-	79.9%	68.7%
Average	-	-	-	46.4%	44.5%
Lowest	-	-	-	29.5%	26.2%
Responses	-	-	-	3393	4167

## Appendix B: Significance testing 2021 vs 2022

## Appendix B: Significance testing – 2021 vs 2022

The table below presents the results of significance testing conducted on the theme scores calculated in both 2021 and 2022\*.

People Promise elements	2021 score	2021 respondents	2022 score	2022 respondents	Statistically significant change?
We are compassionate and inclusive	7.3	3375	7.3	4143	Not significant
We are recognised and rewarded	5.9	3362	5.7	4140	Significantly lower
We each have a voice that counts	6.8	3321	6.7	4071	Significantly lower
We are safe and healthy	5.8	3357	5.8	4111	Not significant
We are always learning	5.3	3141	5.3	3978	Not significant
We work flexibly	5.9	3341	6.0	4119	Not significant
We are a team	6.6	3365	6.7	4132	Not significant
<b>Themes</b>					
Staff Engagement	6.9	3382	6.8	4149	Significantly lower
Morale	5.7	3384	5.6	4150	Significantly lower

\* Statistical significance is tested using a two-tailed t-test with a 95% level of confidence. For more details please see the [technical document](#).

## Appendix C: Tips on using your benchmark report

The following pages include tips on how to read, interpret and use the data in this report. The **suggestions are aimed at users who would like some guidance on how to understand the data** in this report. These suggestions are by no means the only way to analyse or use the data, but have been included to aid users.

### Key points to note



The seven People Promise elements, the two themes and the sub-scores that feed into them cover key areas of staff experience and present results in these areas in a clear and consistent way. All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score. These scores are created by scoring questions linked to these areas of experience and grouping these results together. Details of how the scores are calculated can be found in the technical document available on the [Staff Survey website](#).



A key feature of the reports is that they **provide organisations with up to five years of trend data**. Trend data provides a much more reliable indication of whether the most recent results represent a change from the norm for an organisation than comparing the most recent results only to those from the previous year. Taking a longer term view will help organisations to identify trends over several years that may have been missed when comparisons are drawn solely between the current and previous year.



People Promise elements, themes and sub-scores are benchmarked so that organisations can make comparisons to their peers on specific areas of staff experience. Question results provide organisations with more granular data that will help them to identify particular areas of concern. The trend data are benchmarked so that organisations can identify how results on each question have changed for themselves and their peers over time by looking at a single graph.

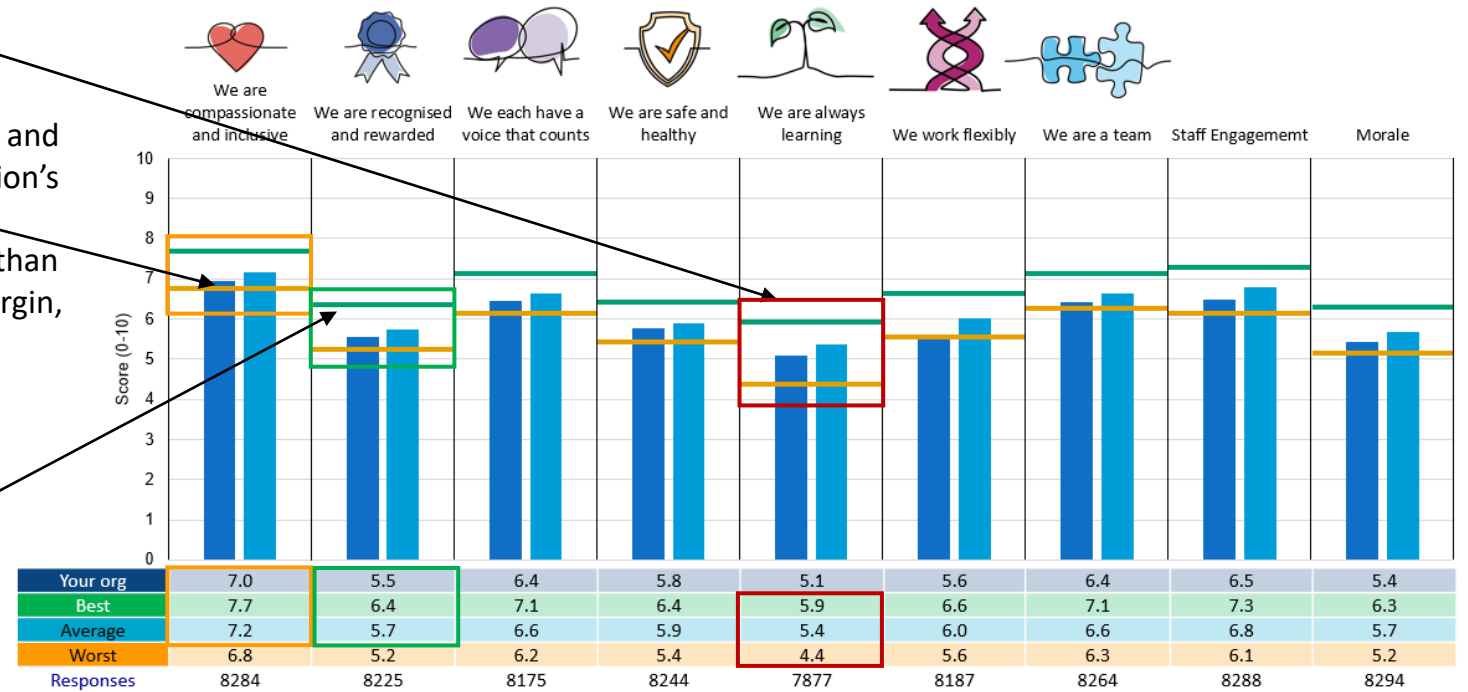
N.B. Historical benchmarking data for 2019 has been revised for the Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts, and Community Trusts benchmarking groups. This is due to a revision in the occupation group weighting to correctly reflect historical benchmarking group changes. Historical data is reweighted each year according to the latest results and so historical figures change with each new year of data; however it is advised to keep the above in mind when viewing historical results released in 2022.

When analysing People Promise element and theme results, it is easiest to start with the **overview** page to quickly identify areas which are doing better or worse in comparison to other organisations in the given benchmarking group.

It is important to **consider each result within the range of its benchmarking group 'Best' and 'Worst' scores**, rather than comparing People Promise element and theme scores to one another. Comparing organisation scores to the benchmarking group average is another important point of reference.

## Areas to improve

- By checking where the 'Your org' column/value is lower than the benchmarking group 'Average' you can quickly identify areas for improvement.
- It is worth looking at the difference between the 'Your org' result and the benchmarking group 'Worst' score. The closer your organisation's result is to the worst score, the more concerning the result.
- Results where your organisation's score is only marginally better than the 'Average', but still lags behind the best result by a notable margin, could also be considered as areas for further improvement.



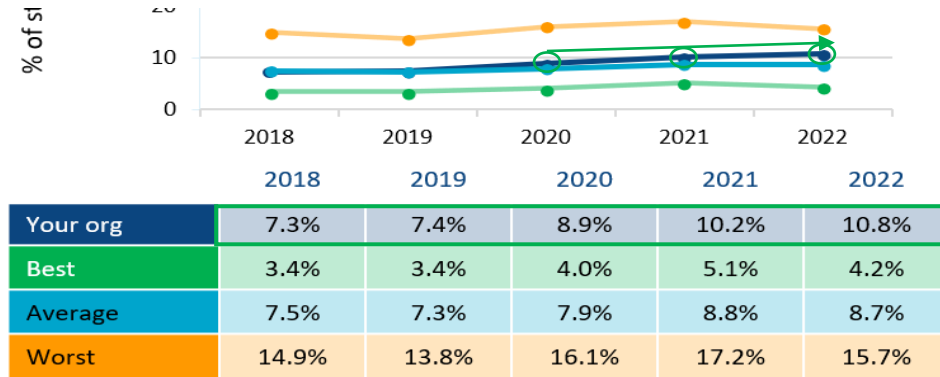
Only one example is highlighted for each point

## Positive outcomes

- Similarly, using the overview page it is easy to identify People Promise elements and themes which show a positive outcome for your organisation, where 'Your org' scores are distinctly higher than the benchmarking group 'Average' score.
- Positive stories to report could be ones where your organisation approaches or matches the benchmarking group's 'Best' score.

## Review trend data

Trend data can be used to identify measures which have been consistently improving for your organisation (i.e. showing an upward trend) over the past years and ones which have been declining over time. These charts can **help establish if there is genuine change in the results** (if the results are consistently improving or declining over time), or whether a change between years is just a minor **year-on-year** fluctuation.

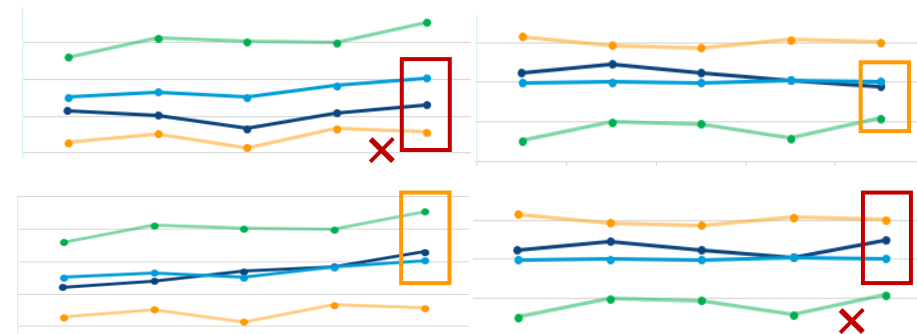


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

## Review the sub-scores and questions feeding into the People Promise elements and themes

In order to understand exactly which factors are driving your organisation’s People Promise element and theme scores, you should review the sub-scores and questions feeding into these scores. The **sub-score results** and the ‘**Question results**’ section contain the sub-scores and questions contributing to each People Promise element and theme, grouped together. By comparing ‘Your org’ scores to the benchmarking group ‘Average’, ‘Best’ and ‘Worst’ scores for each question, the **questions which are driving your organisation’s People Promise element and theme results can be identified**.

For areas of experience where results need improvement, action plans can be formulated to **focus on the questions where the organisation’s results fall between the benchmarking group average and worst results**. Remember to keep an eye out for questions where a lower percentage is a better outcome – such as questions on violence or harassment, bullying and abuse.



**X** = Negative driver, org result falls between average & worst benchmarking group result for question

This benchmark report displays results for all questions in the questionnaire, including benchmarked trend data wherever available. While this a key feature of the report, at first glance the amount of information contained on more than 140 pages might appear daunting. The below suggestions aim to provide some guidance on how to get started with navigating through this set of data.

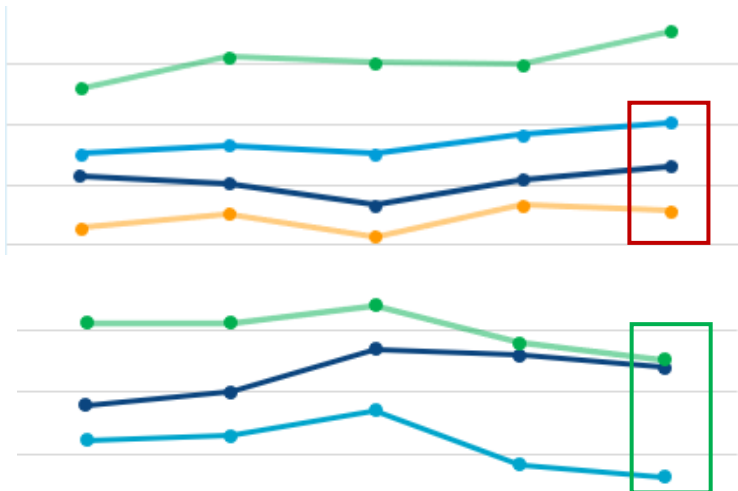
### Identifying questions of interest

#### ➤ Pre-defined questions of interest – key questions for your organisation

Most organisations will have questions which have traditionally been a focus for them - questions which have been targeted with internal policies or programmes, or whose results are of heightened importance due to organisation values or because they are considered a proxy for key issues. Outcomes for these questions can be assessed on the backdrop of benchmark and historical trend data.

#### ➤ Identifying questions of interest based on the results in this report

The methods recommended to review your People Promise and theme results can also be applied to pick out question level results of interest. However, **unlike People Promise elements, themes and sub-scores where a higher score always indicates a better result, it is important to keep an eye out for questions where a lower percentage relates to a better outcome** (see details on the 'Using the report' page in the 'Introduction' section).



- **To identify areas of concern:** look for questions where the organisation value falls between the benchmarking group average and the worst score, particularly questions where your organisation result is very close to the worst score. Review changes in the trend data to establish if there has been a decline or stagnation in results across multiple years, but consider the context of how the trust has performed in comparison to its benchmarking group over this period. A positive trend for a question that is still below the average result can be seen as good progress to build on further in the future.
- **When looking for positive outcomes:** search for results where your organisation is closest to the benchmarking group best result (but remember to consider results for previous years), or ones where there is a clear trend of continued improvement over multiple years.



## Appendix D: Additional reporting outputs

Below are links to other key reporting outputs that complement this report. A full list and more detailed explanation of the reporting outputs is included in the Technical Document.

### Supporting documents



**Basic Guide:** Provides a brief overview of the NHS Staff Survey data and details on what is contained in each of the reporting outputs.



**Technical Document:** Contains technical details about the NHS Staff Survey data, including: data cleaning, weighting, benchmarking, People Promise, historical comparability of organisations and questions in the survey.

### Other local results



**Local Dashboards:** Online dashboards containing results for each participating organisation, similar those provided in this report, with trend data and benchmark results for up to five years where possible. These dashboards additionally show the full breakdown of response options for each question.



**Breakdown reports:** Reports containing People Promise and theme results split by breakdown (locality) for University Hospitals Dorset NHS Trust.

### National results



**National Dashboards:** Online dashboards containing national results for NHS trusts with trend data for up to five years where possible. These dashboards show the results for different trust types and include the full breakdown or response options for each question.



**Regional / System overview and Regional / System breakdown** Dashboards containing results for each region and each ICS.



**Detailed spreadsheets** Contain detailed weighted results for all participating organisations, all trusts nationally, and for each region and ICS.