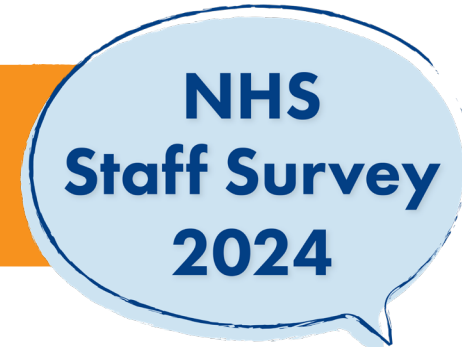


Team UHD: 2024 NHS Staff Survey Results



Engagement score **6.9/10**

#SpeakUpSparkChange

NHS People Promise score

We are compassionate and inclusive **7.37/10**

We are recognised and rewarded **5.99/10**

We each have a voice that counts **6.79/10**

We are safe and healthy **6.15/10**

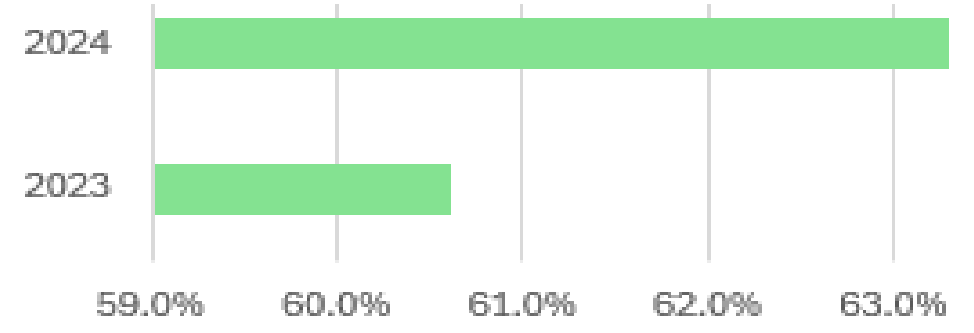
We are always learning **5.72/10**

We work flexibly **6.3/10**

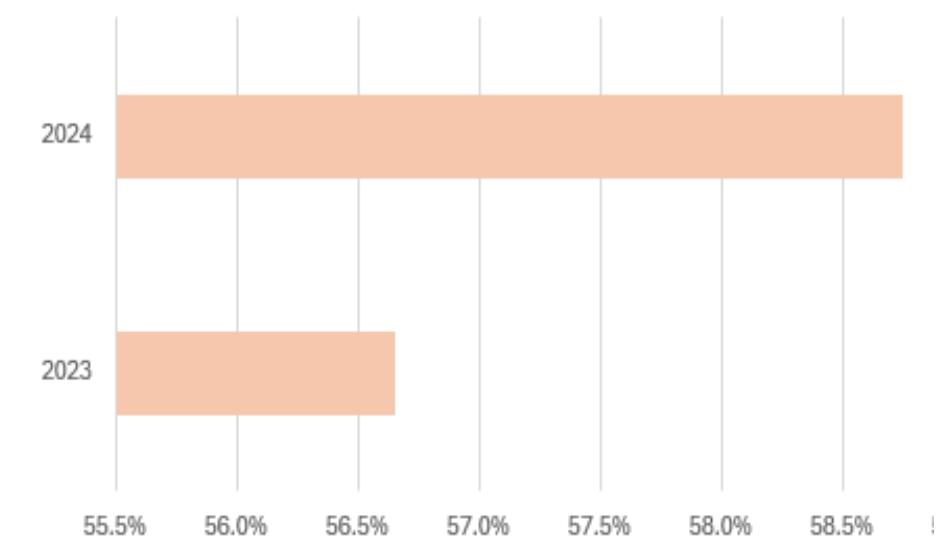
We are a team **6.86/10**

Biggest improvements

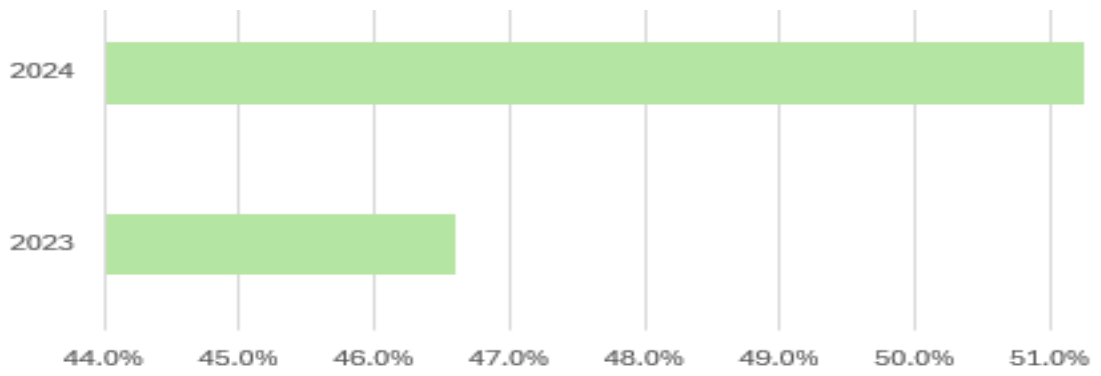
The team I work in often meets to discuss the team's effectiveness (Agree / strongly agree).



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 (Never).



My organisation takes positive action on health and wellbeing (Agree / strongly agree).



Areas to focus on

- **Conflicting demands and burnout.**
- **Career progression.**
- **Incivility and Anti-racism.**
- **Feedback to staff and action taken:**
Following incidents reported both from physical risk and staff related incidents.
- **For Bank Colleagues:**
Communication, team inclusion and development.

Areas to celebrate

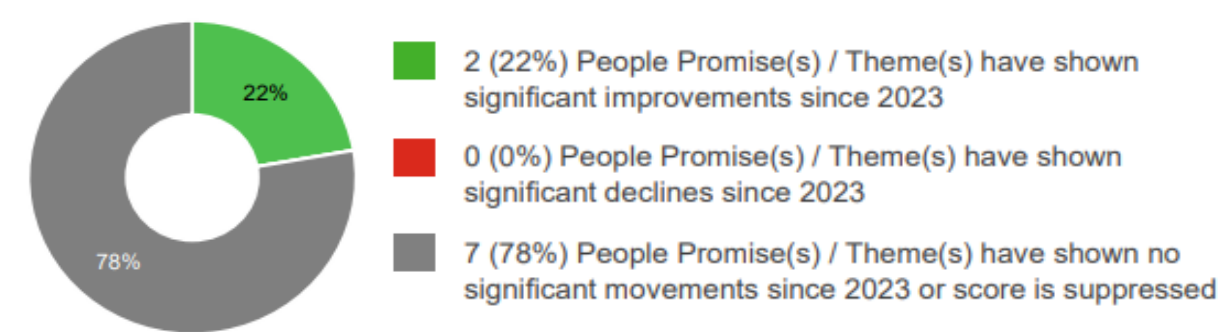
- **Diversity and inclusion**
- **Staff feel safe to report concerns**
- **Sustained improvement for our health and safety climate**

Summary

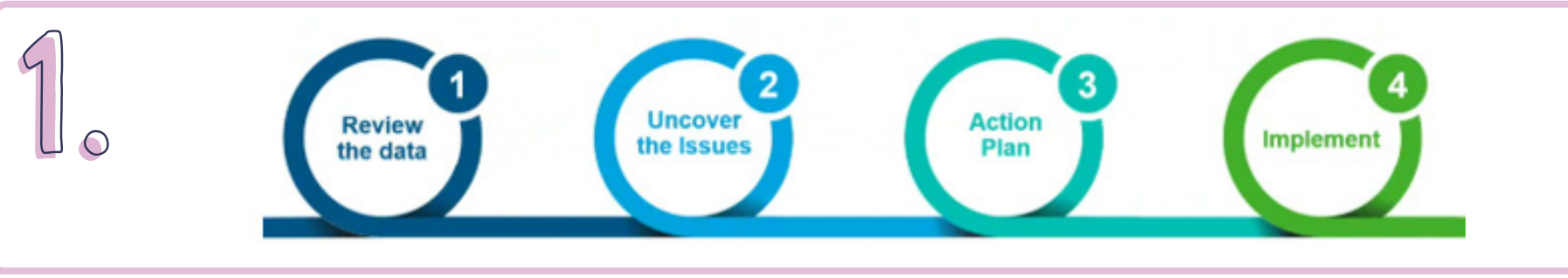
Completed questionnaires **5689** UHD response rate is **10.4% higher** than the national average.
2024 response rate **58%**

Benchmarking: Organisations in group: 122 Median response rate: 49%
No. of completed questionnaires: 532587

This diagram shows where UHD have shown significant improvements or declines since our 2023 survey.



What's next?



2. The development of a Trust wide staff survey action plan, focusing on three to four key areas, with regular updates on progress alongside Care Group and team plans.

3. Share updates on improvements regularly. Are the areas still relevant, do you need to move to the next priorities? Further support and information: [Organisational Development](#), [Patient First](#), [Wellbeing](#), [FTSU](#), [Equality, Diversity and Inclusion](#).

People Promise

