

Solent NHS Trust

NHS Staff Survey Benchmark report 2022



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Introduction

About this report

This benchmark report for Solent 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

Q1, Q10a, Q10b, Q10c, Q11e, Q15, Q16c, Q17, Q18a, Q18b, Q18c, Q18d, Q24d, Q30b



Report structure

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.

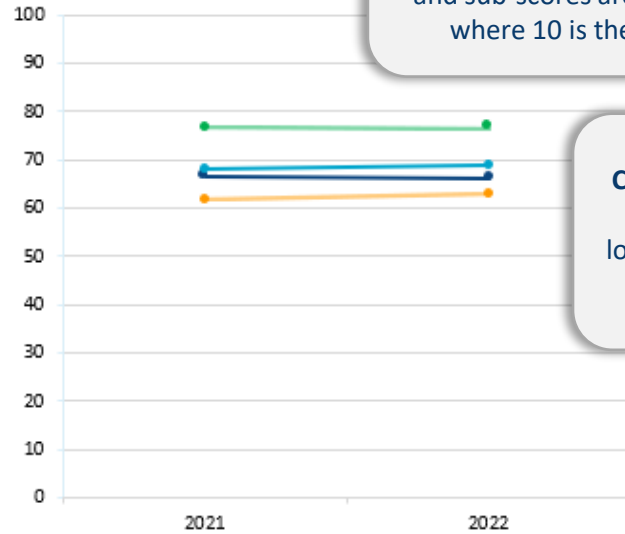
Question number and text (for summary measure) specified at the top of each slide.

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.

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

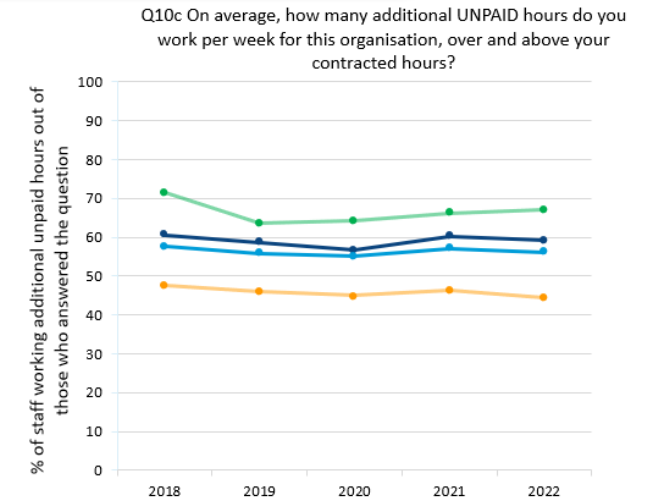


2021 2022

2021 2022

	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



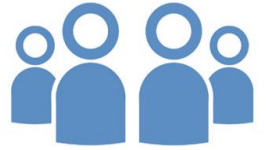
	2018	2019	2020	2021	2022
Your org	60.5%	58.7%	56.8%	60.2%	59.2%
Best	71.4%	63.6%	64.2%	66.1%	67.3%
Average	57.7%	55.9%	55.1%	57.0%	56.3%
Worst	47.7%	46.0%	45.0%	46.5%	44.6%

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

Organisation details

Solent NHS Trust

2022 NHS Staff Survey



Organisation details

Completed questionnaires **2804**

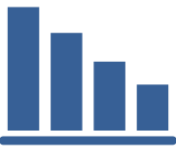
2022 response rate **68%**

Survey details

Survey mode **Mixed**

This organisation is benchmarked against:

Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts



2022 benchmarking group details

Organisations in group: 51

Median response rate: 50%

No. of completed questionnaires: 115361



People Promise Elements, Themes and sub-score results

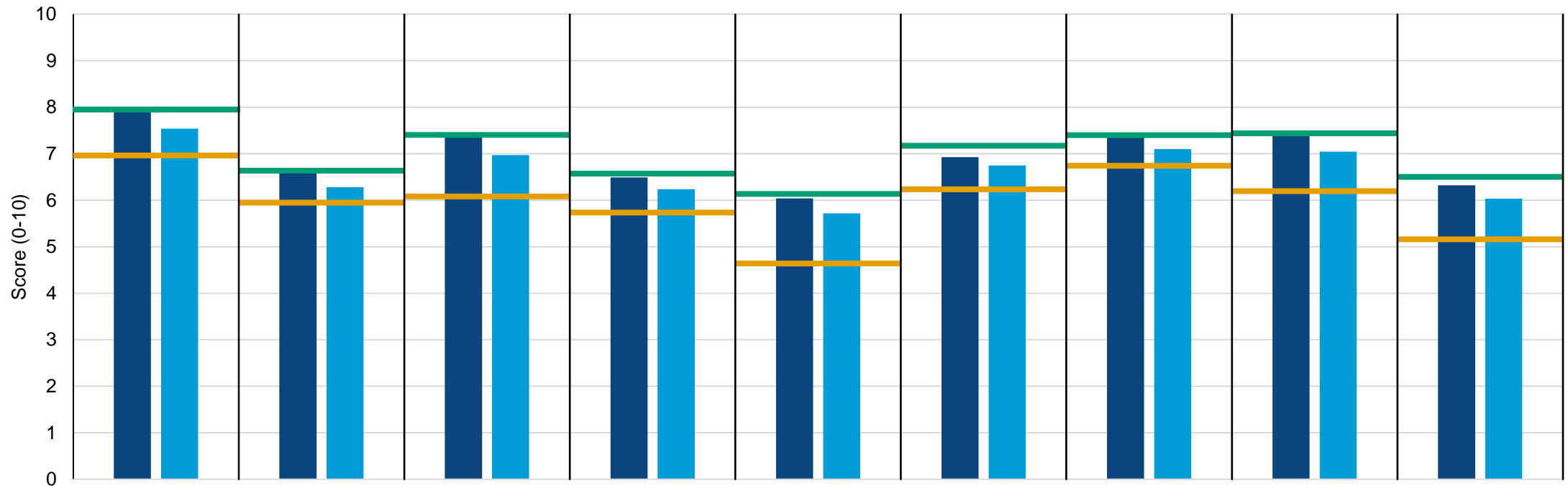
People Promise Elements, Themes and Sub-scores: Overview

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	7.9	6.6	7.4	6.5	6.0	6.9	7.4	7.4	6.3
Best	7.9	6.6	7.4	6.6	6.1	7.2	7.4	7.4	6.5
Average	7.5	6.3	7.0	6.2	5.7	6.7	7.1	7.0	6.0
Worst	7.0	5.9	6.1	5.7	4.6	6.2	6.7	6.2	5.2
Responses	2795	2799	2780	2783	2703	2790	2790	2801	2799

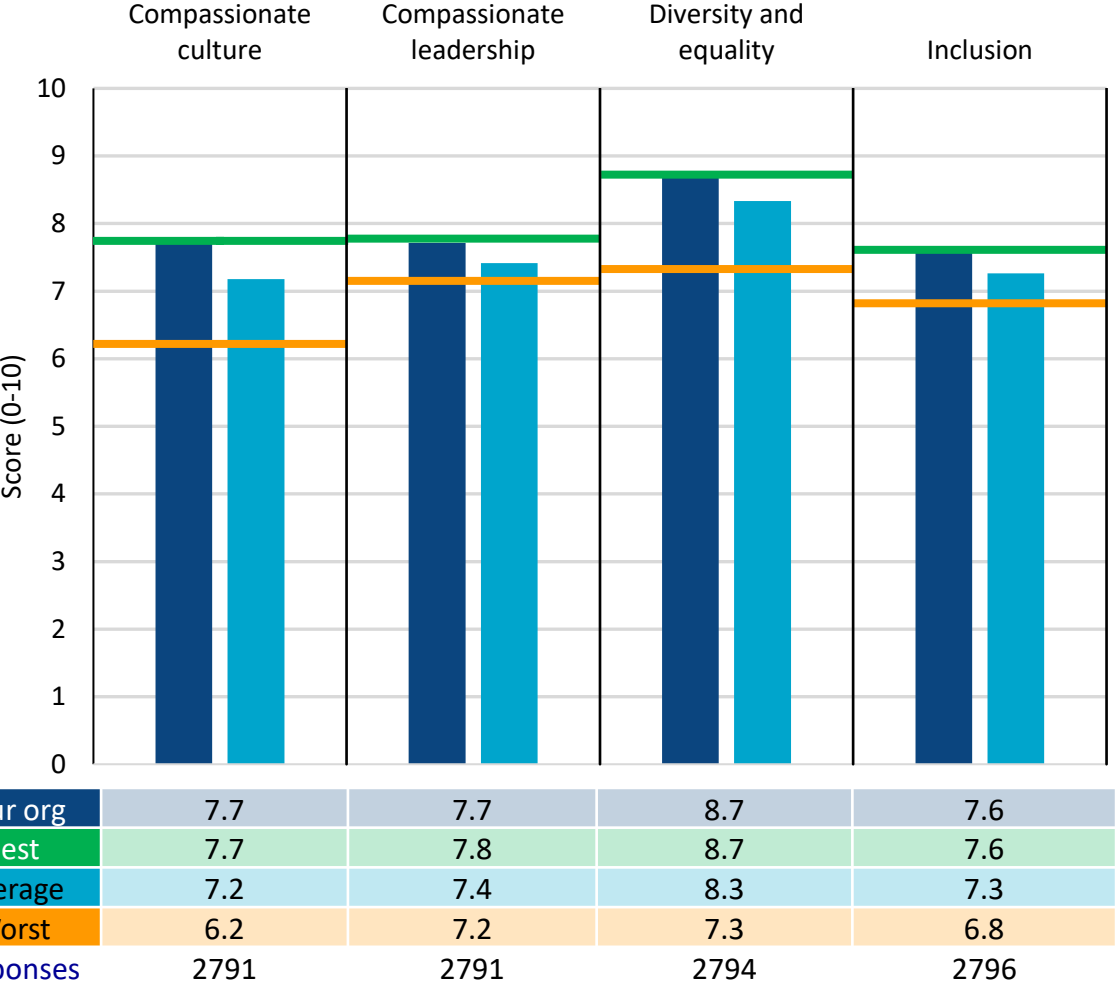


People Promise Elements, Themes and Sub-scores: Sub-score Overview

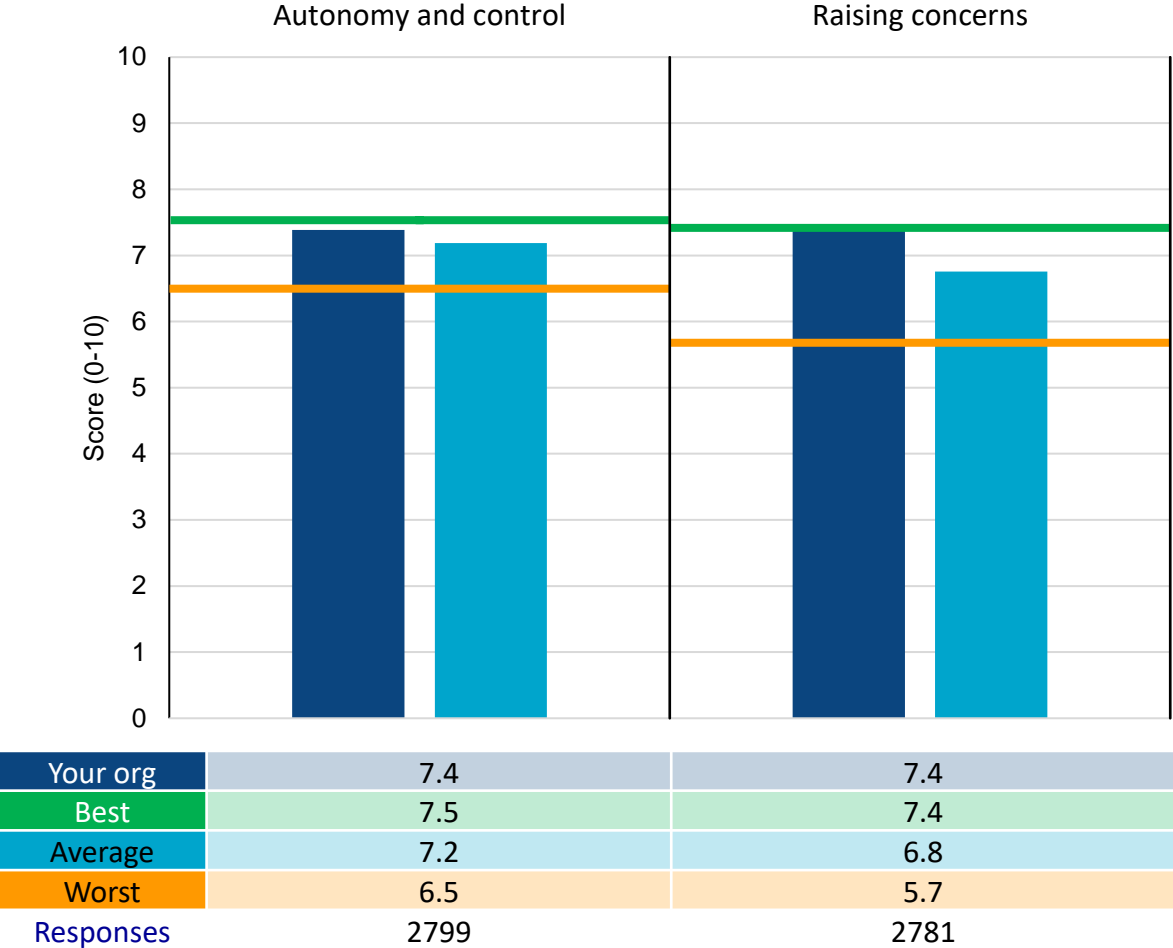
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 1: We are compassionate and inclusive



Promise element 3: We each have a voice that counts



N.B. People Promise Element 2 ‘We are recognised and rewarded’ does not have any sub-scores. Overall trend score data for this element is reported on slide 20.

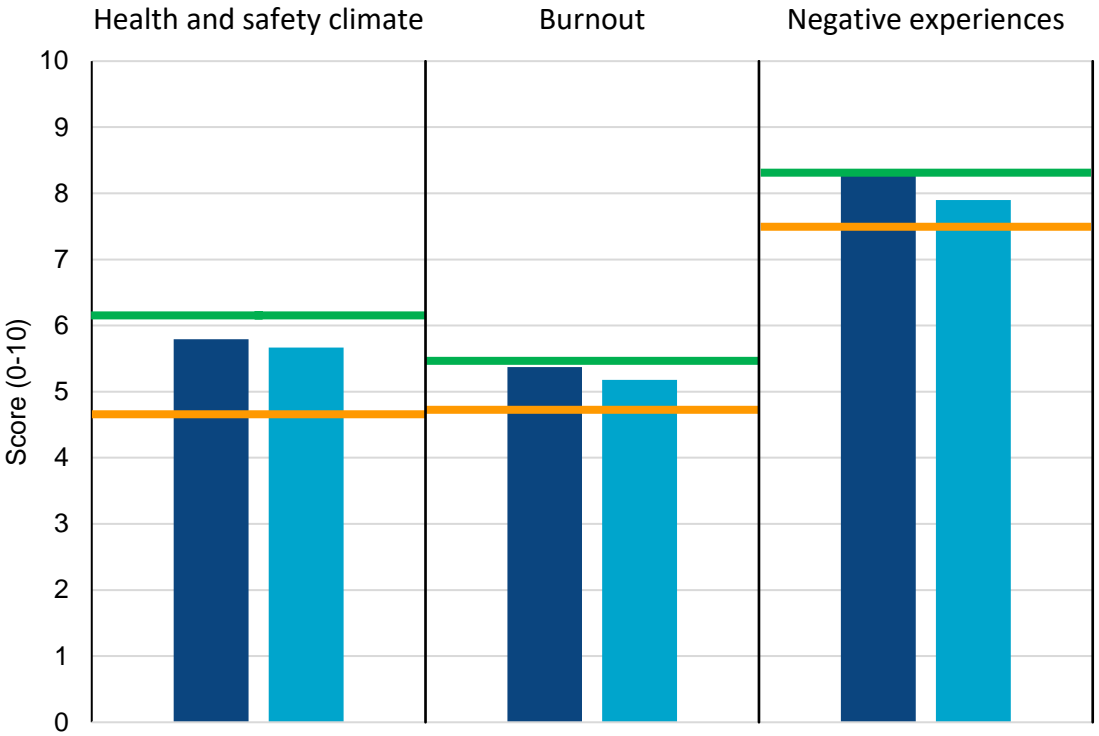


People Promise Elements, Themes and Sub-scores: Sub-score Overview

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.



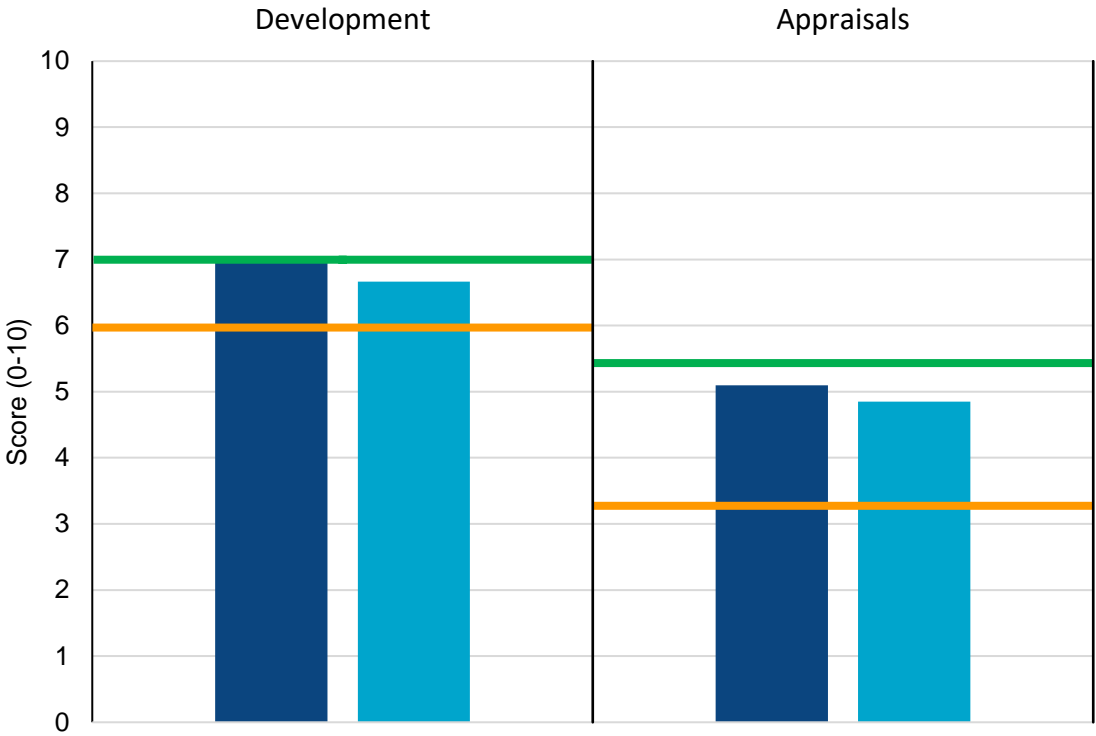
Promise element 4: We are safe and healthy



Your org	5.8	5.4	8.3
Best	6.2	5.5	8.3
Average	5.7	5.2	7.9
Worst	4.7	4.7	7.5
Responses	2800	2792	2787



Promise element 5: We are always learning



Your org	7.0	5.1
Best	7.0	5.4
Average	6.7	4.9
Worst	6.0	3.3
Responses	2788	2712

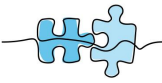


People Promise Elements, Themes and Sub-scores: Sub-score Overview

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.



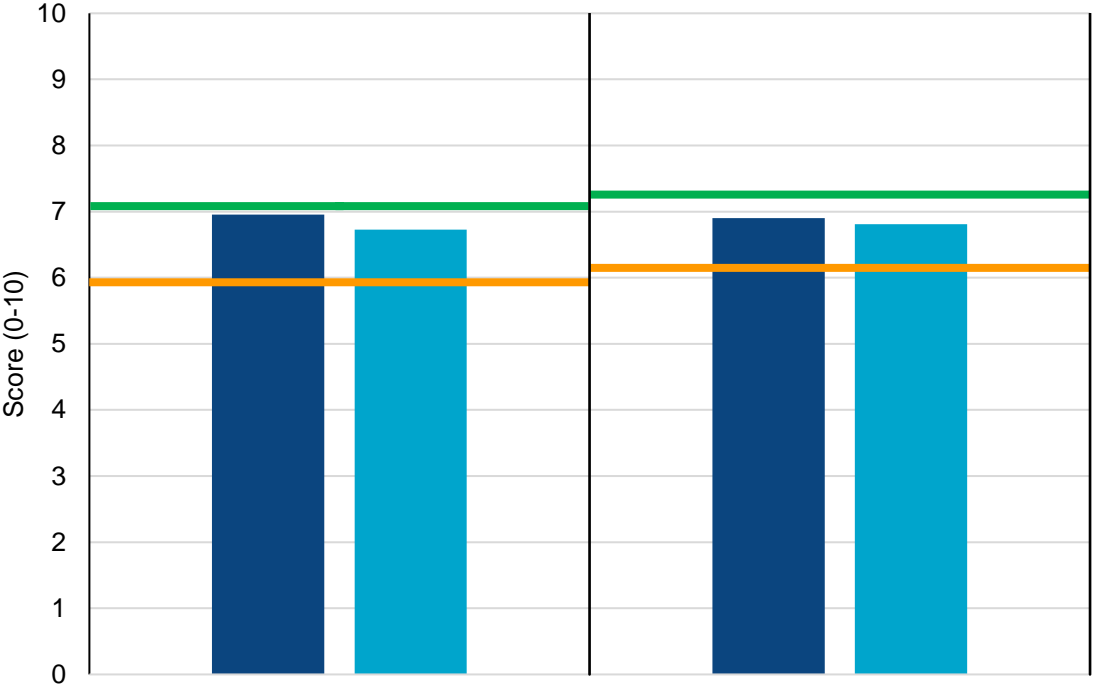
Promise element 6: We work flexibly



Promise element 7: We are a team

Support for work-life balance

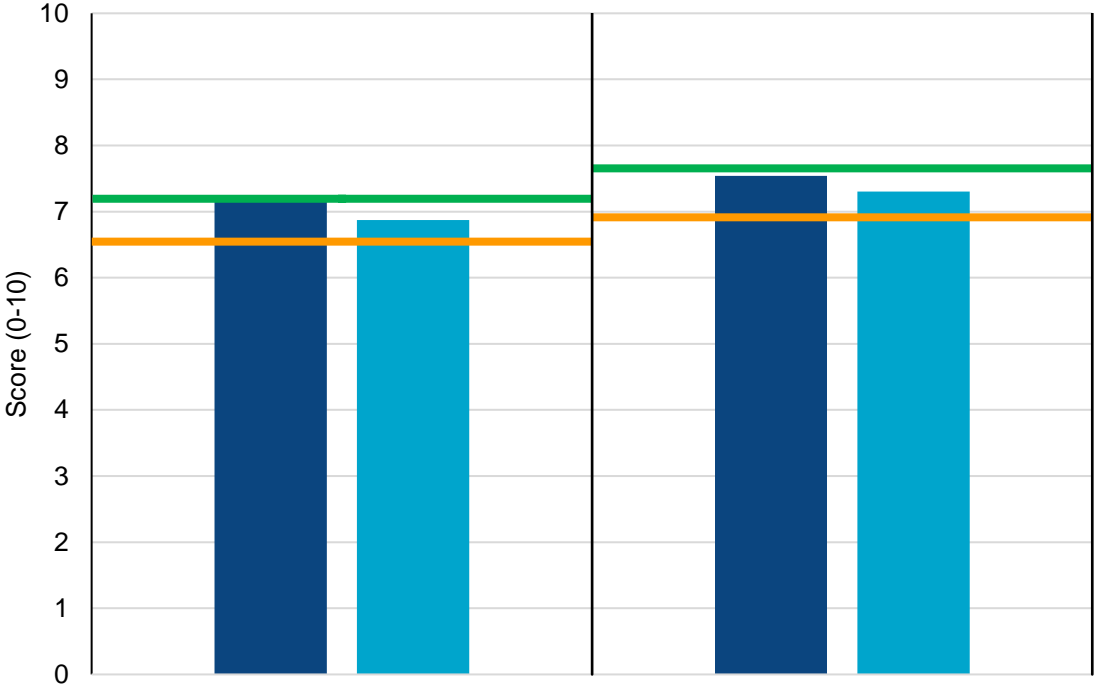
Flexible working



Your org	7.0	6.9
Best	7.1	7.3
Average	6.7	6.8
Worst	5.9	6.1
Responses	2793	2797

Team working

Line management



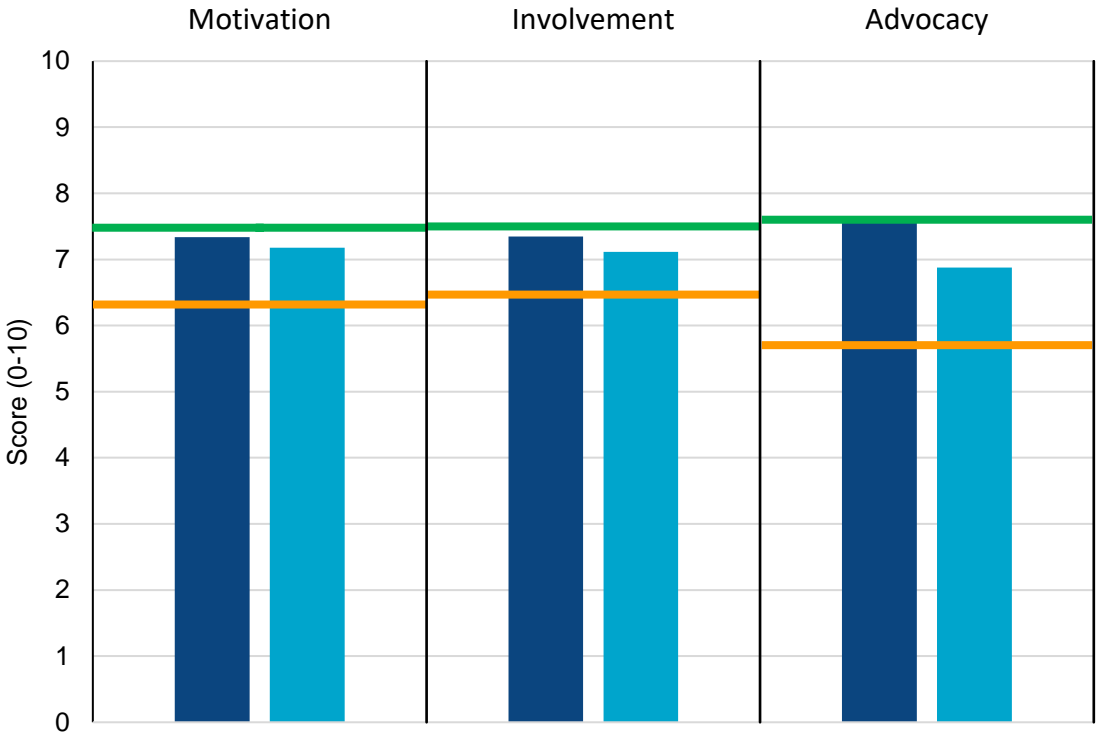
Your org	7.2	7.5
Best	7.2	7.7
Average	6.9	7.3
Worst	6.5	6.9
Responses	2796	2793



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

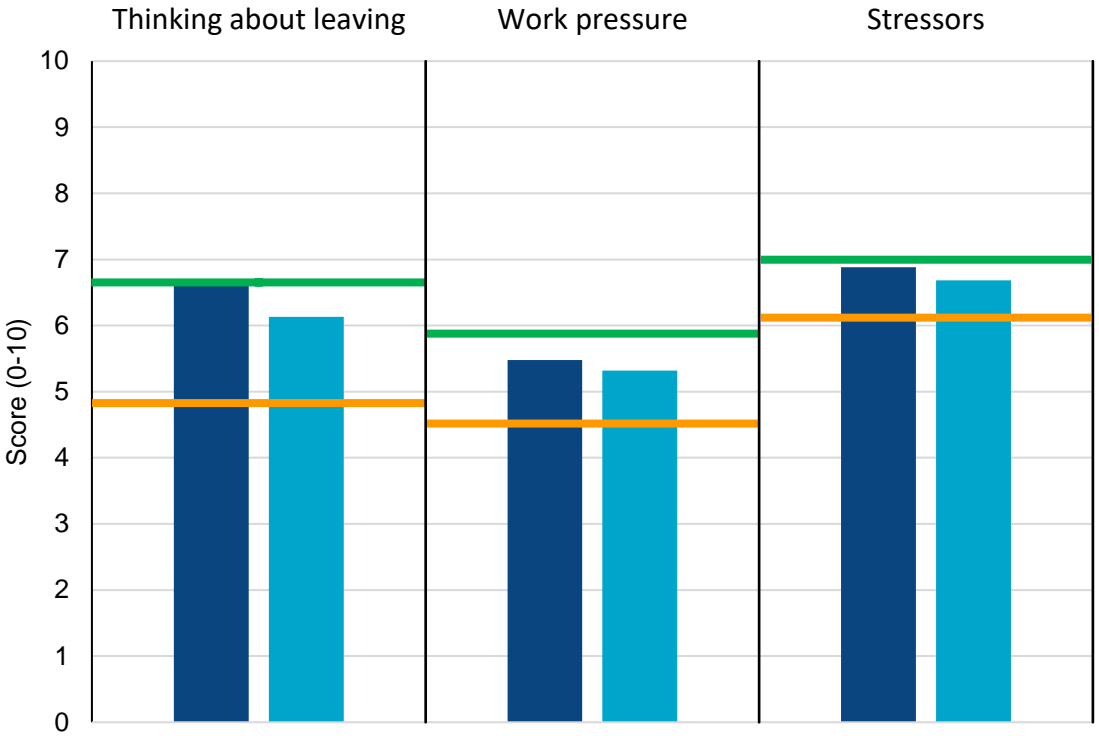
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Staff engagement



Your org	7.3	7.3	7.6
Best	7.5	7.5	7.6
Average	7.2	7.1	6.9
Worst	6.3	6.5	5.7
Responses	2783	2799	2791

Theme: Morale



Your org	6.6	5.5	6.9
Best	6.6	5.9	7.0
Average	6.1	5.3	6.7
Worst	4.8	4.5	6.1
Responses	2785	2801	2792

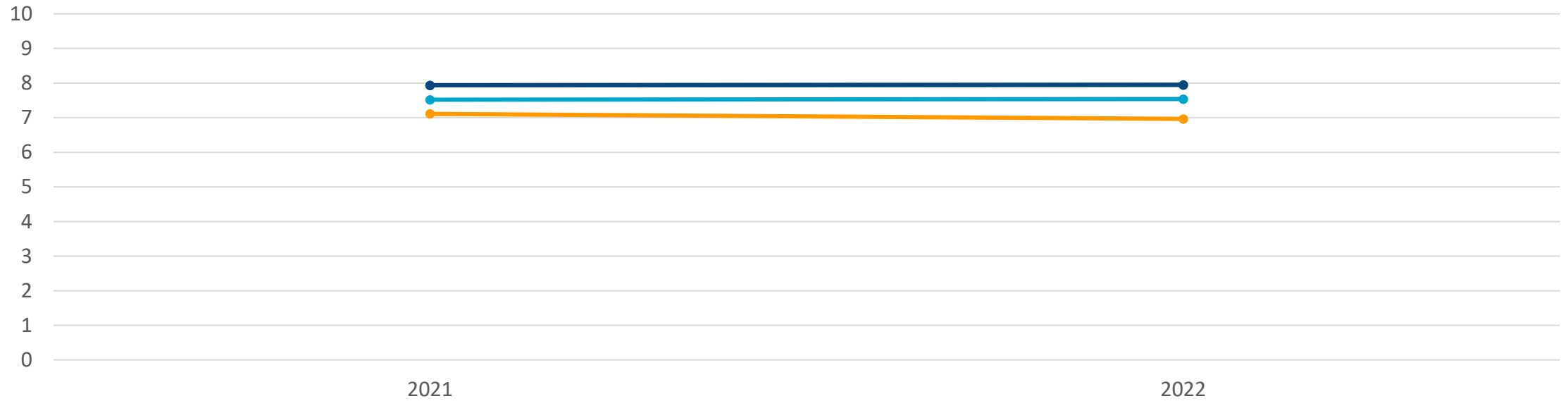
People Promise Elements, Themes and Sub-scores: Trends

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	7.9	7.9
Best	7.9	7.9
Average	7.5	7.5
Worst	7.1	7.0
Responses	2644	2795



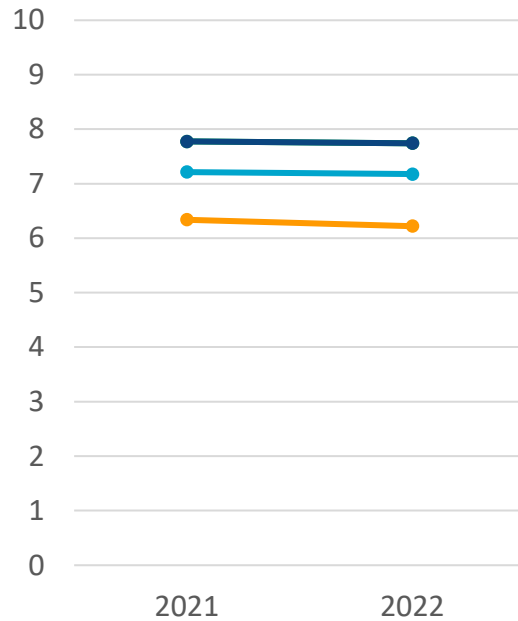
People Promise Elements, Themes and Sub-scores: Sub-score trends

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.

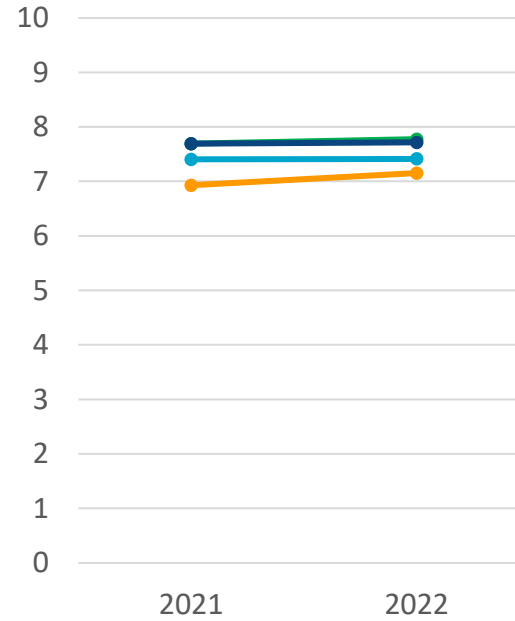


Promise element 1: We are compassionate and inclusive

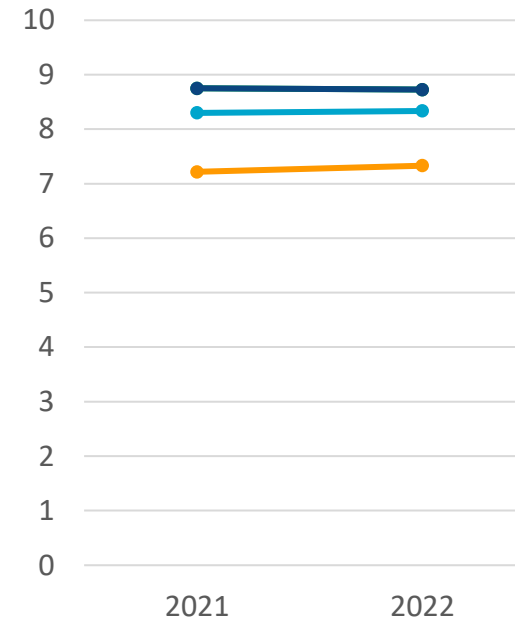
Compassionate culture



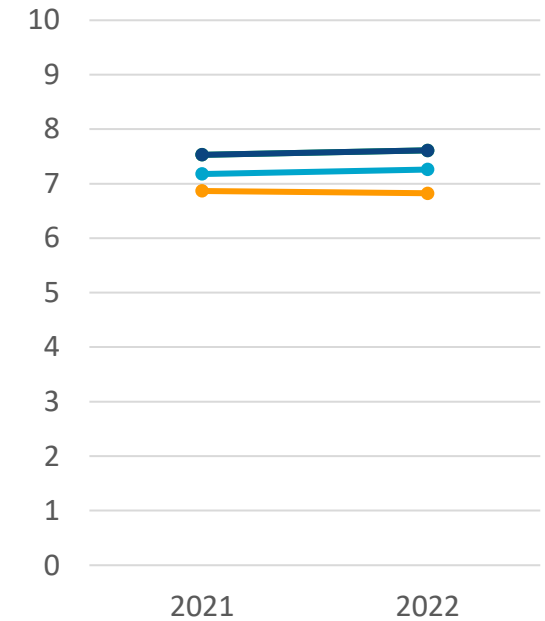
Compassionate leadership



Diversity and equality



Inclusion



	2021	2022
Your org	7.8	7.7
Best	7.8	7.7
Average	7.2	7.2
Worst	6.3	6.2
Responses	2627	2791

	2021	2022
Your org	7.7	7.7
Best	7.7	7.8
Average	7.4	7.4
Worst	6.9	7.2
Responses	2650	2791

	2021	2022
Your org	8.7	8.7
Best	8.7	8.7
Average	8.3	8.3
Worst	7.2	7.3
Responses	2645	2794

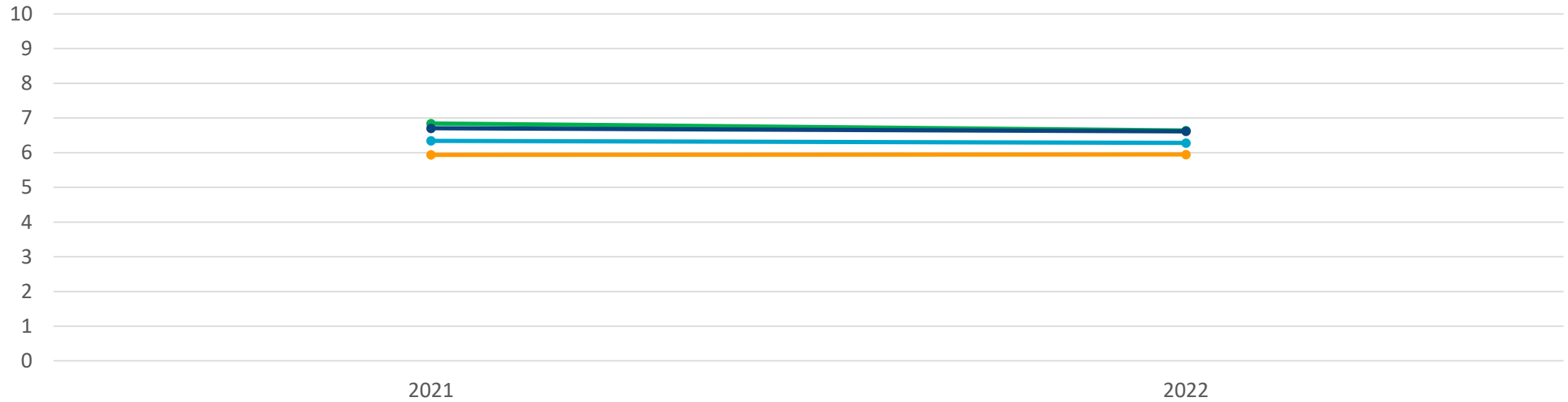
	2021	2022
Your org	7.5	7.6
Best	7.5	7.6
Average	7.2	7.3
Worst	6.9	6.8
Responses	2658	2796

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



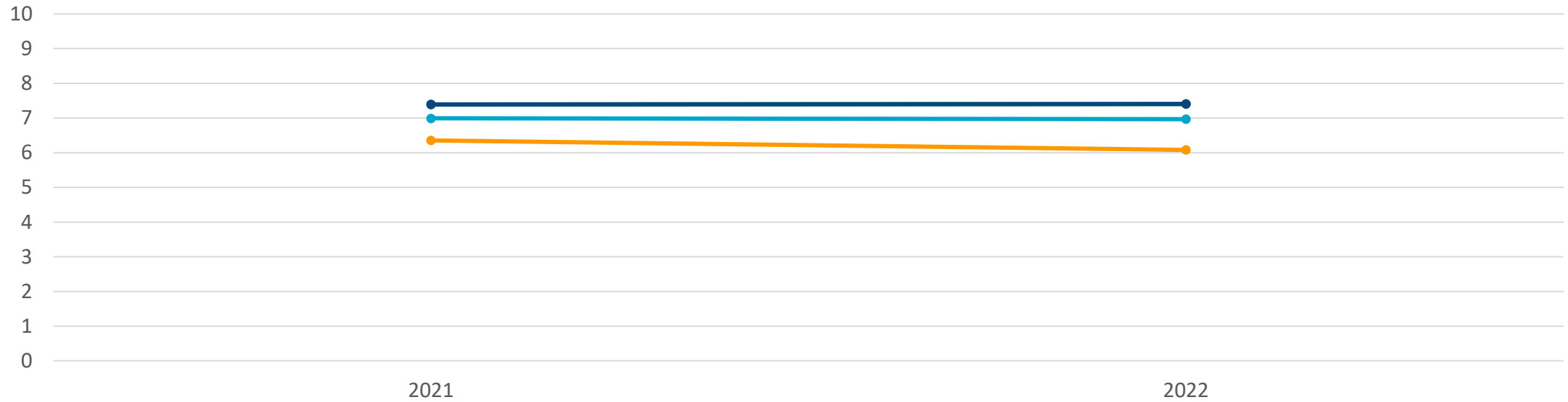
	2021	2022
Your org	6.7	6.6
Best	6.8	6.6
Average	6.3	6.3
Worst	5.9	5.9
Responses	2671	2799

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	7.4	7.4
Best	7.4	7.4
Average	7.0	7.0
Worst	6.4	6.1
Responses	2620	2780

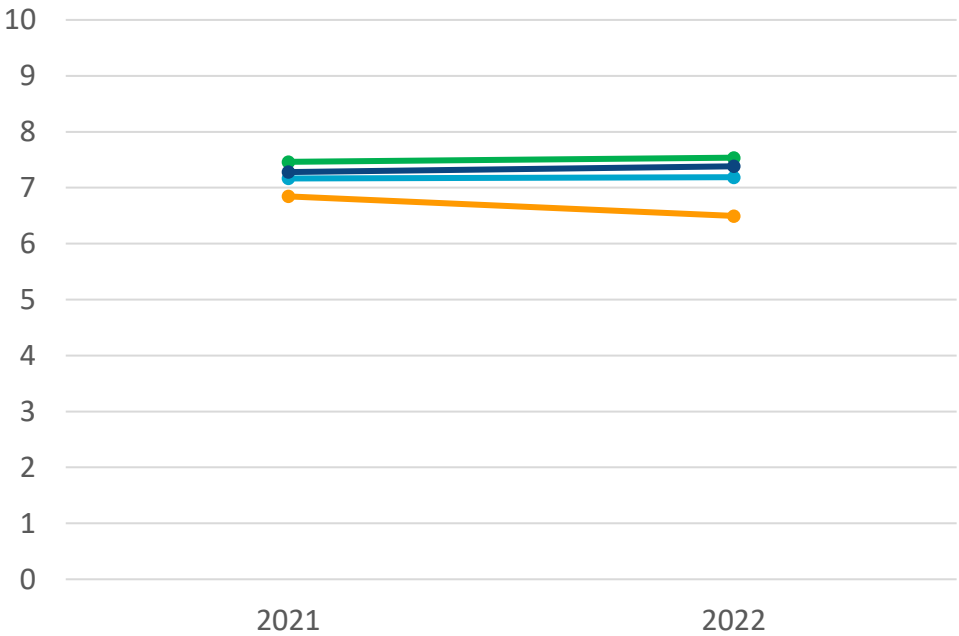


All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

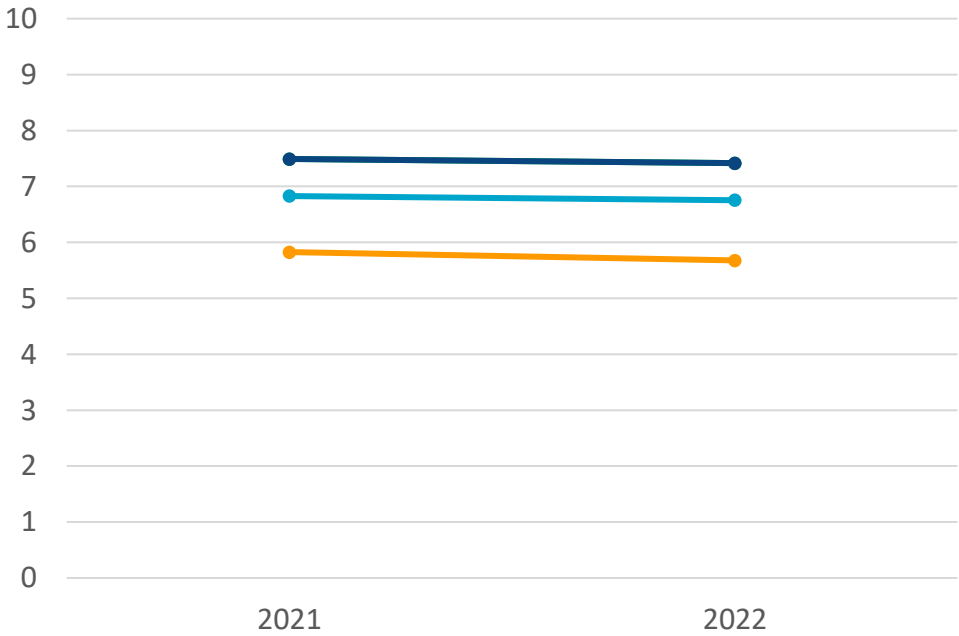


Promise element 3: We each have a voice that counts

Autonomy and control



Raising concerns



	2021	2022
Your org	7.3	7.4
Best	7.5	7.5
Average	7.2	7.2
Worst	6.8	6.5
Responses	2678	2799

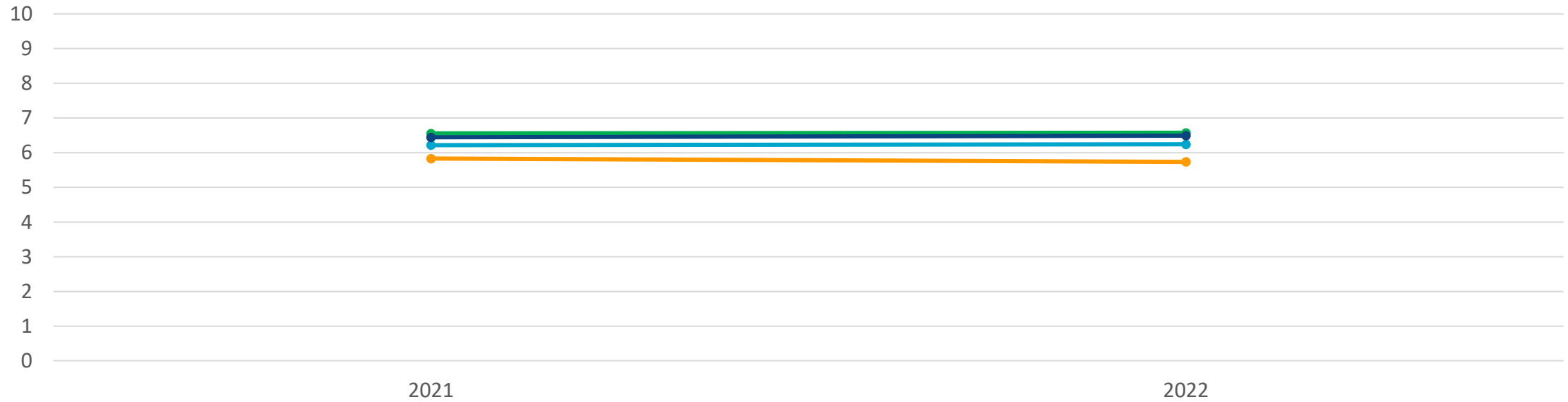
	2021	2022
Your org	7.5	7.4
Best	7.5	7.4
Average	6.8	6.8
Worst	5.8	5.7
Responses	2620	2781

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	6.4	6.5
Best	6.6	6.6
Average	6.2	6.2
Worst	5.8	5.7
Responses	2639	2783



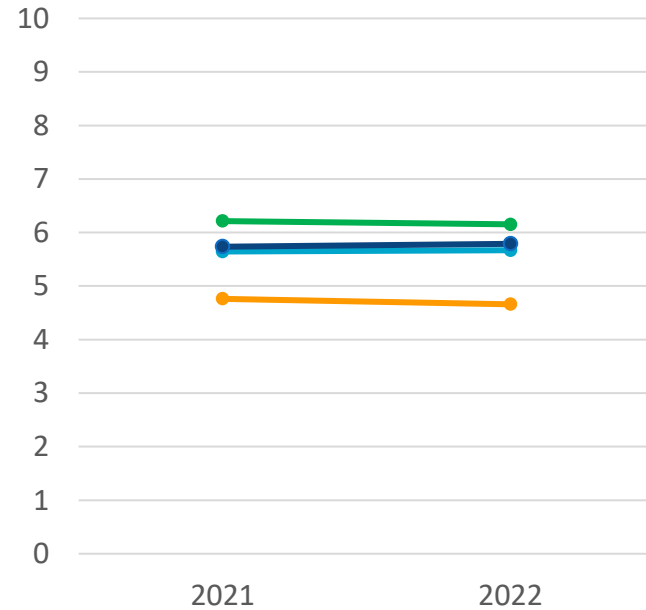
People Promise Elements, Themes and Sub-scores: Sub-score trends

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.



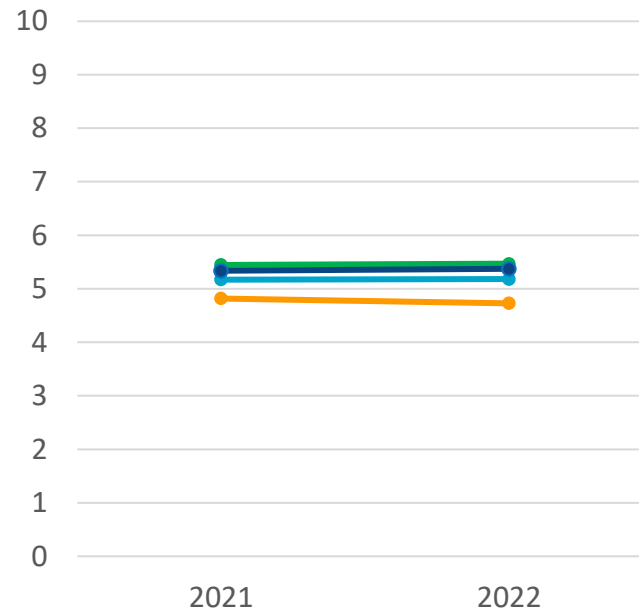
Promise element 4: We are safe and healthy

Health and safety climate



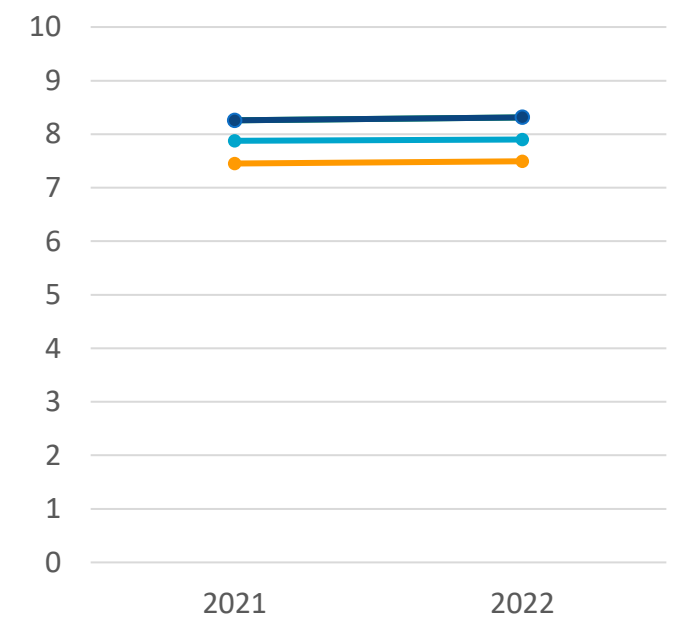
	2021	2022
Your org	5.7	5.8
Best	6.2	6.2
Average	5.6	5.7
Worst	4.8	4.7
Responses	2675	2800

Burnout



	2021	2022
Your org	5.3	5.4
Best	5.4	5.5
Average	5.2	5.2
Worst	4.8	4.7
Responses	2648	2792

Negative experiences



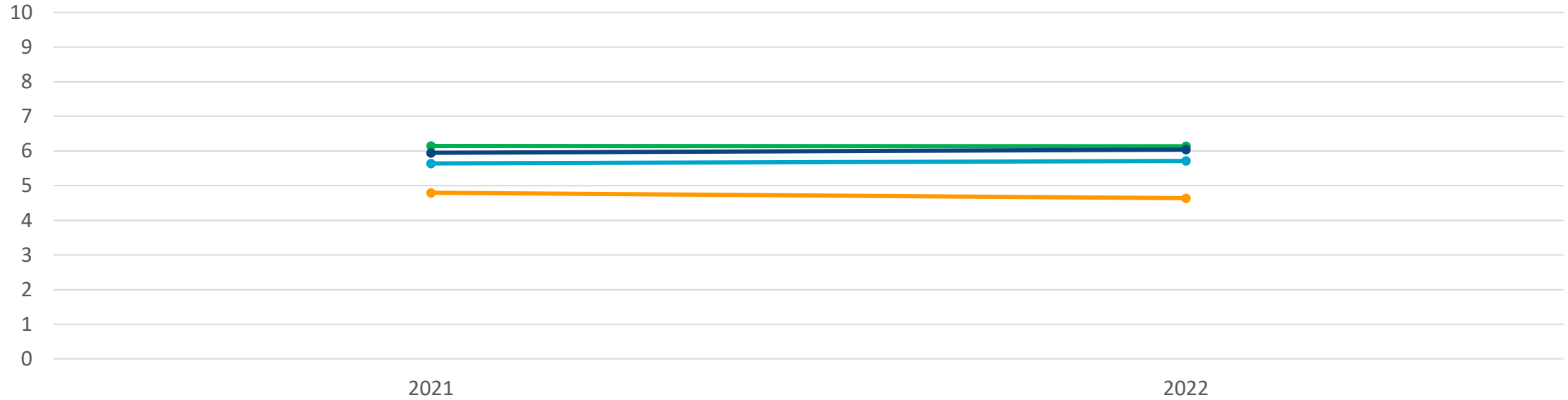
	2021	2022
Your org	8.3	8.3
Best	8.3	8.3
Average	7.9	7.9
Worst	7.4	7.5
Responses	2646	2787

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	5.9	6.0
Best	6.1	6.1
Average	5.6	5.7
Worst	4.8	4.6
Responses	2551	2703

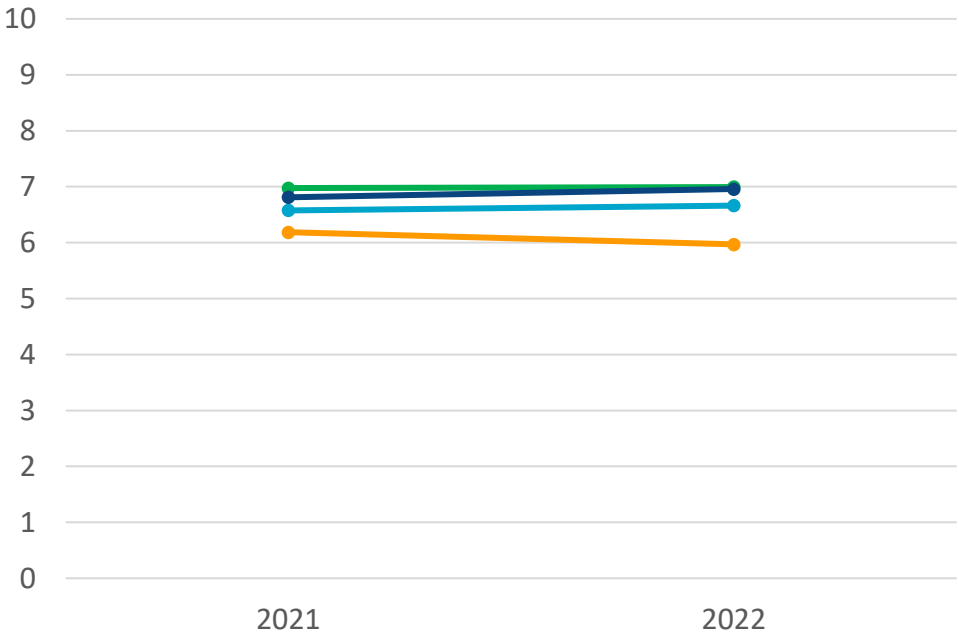


All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



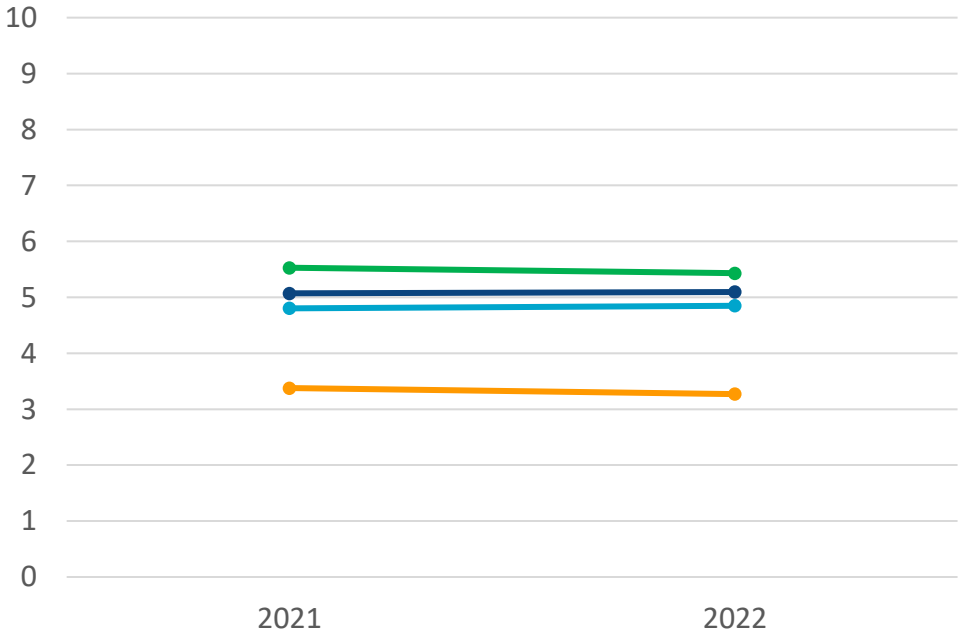
Promise element 5: We are always learning

Development



	2021	2022
Your org	6.8	7.0
Best	7.0	7.0
Average	6.6	6.7
Worst	6.2	6.0
Responses	2639	2788

Appraisals



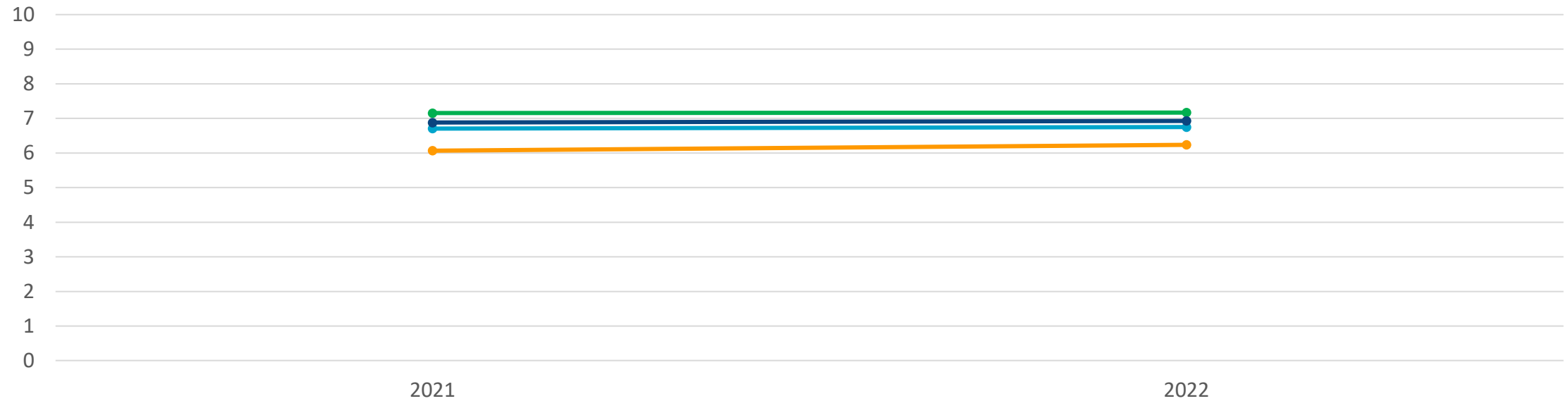
	2021	2022
Your org	5.1	5.1
Best	5.5	5.4
Average	4.8	4.9
Worst	3.4	3.3
Responses	2562	2712

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	6.9	6.9
Best	7.2	7.2
Average	6.7	6.7
Worst	6.1	6.2
Responses	2663	2790

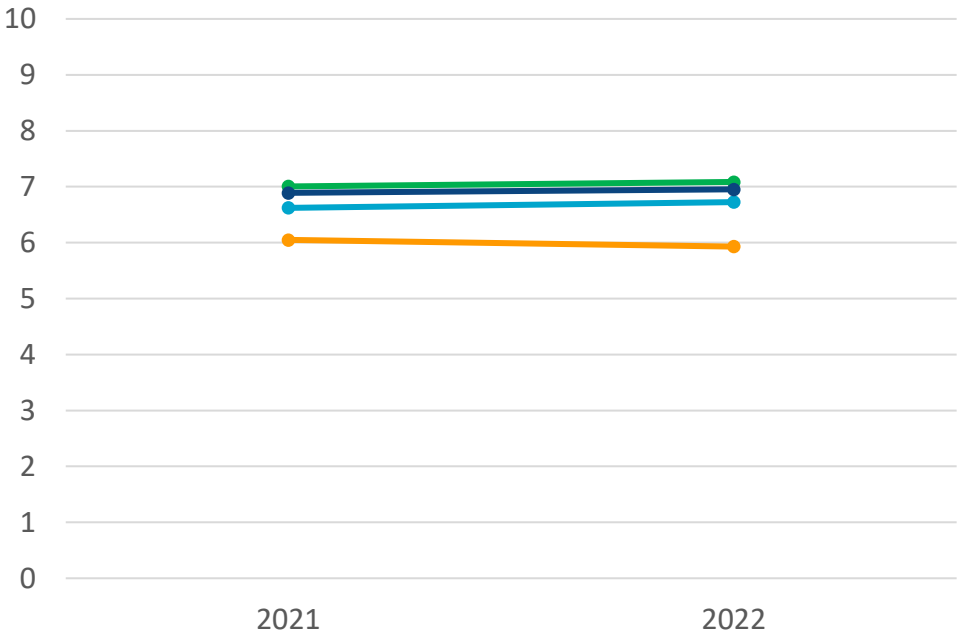


All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



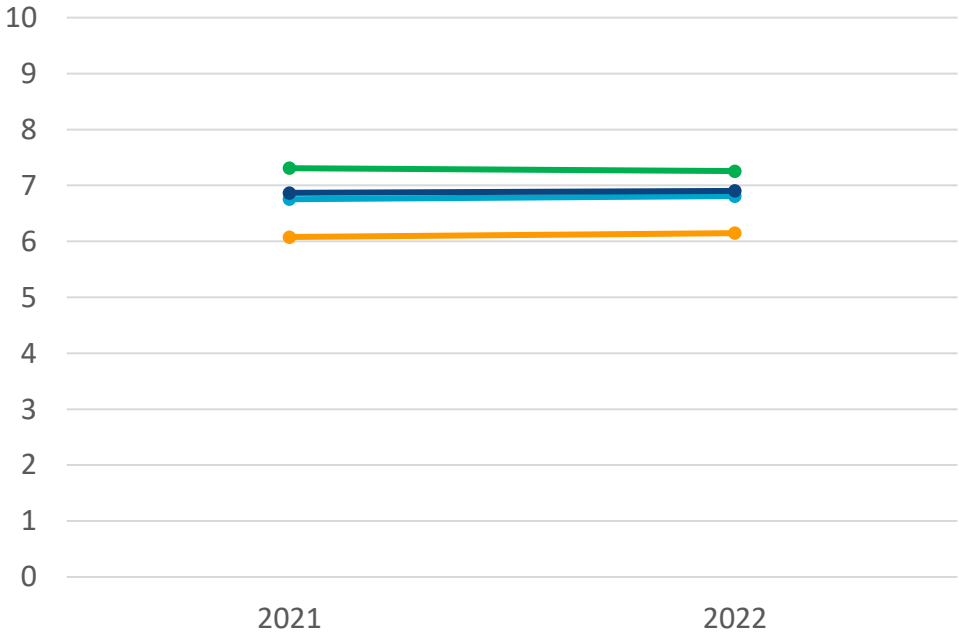
Promise element 6: We work flexibly

Support for work-life balance



	2021	2022
Your org	6.9	7.0
Best	7.0	7.1
Average	6.6	6.7
Worst	6.0	5.9
Responses	2665	2793

Flexible working



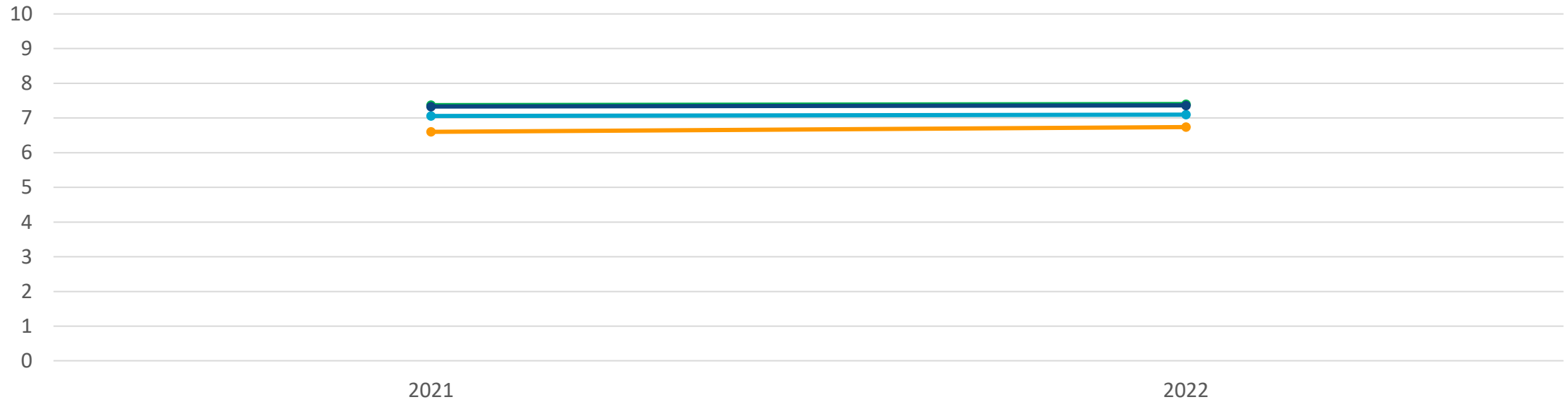
	2021	2022
Your org	6.9	6.9
Best	7.3	7.3
Average	6.8	6.8
Worst	6.1	6.1
Responses	2669	2797

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	7.3	7.4
Best	7.4	7.4
Average	7.1	7.1
Worst	6.6	6.7
Responses	2648	2790

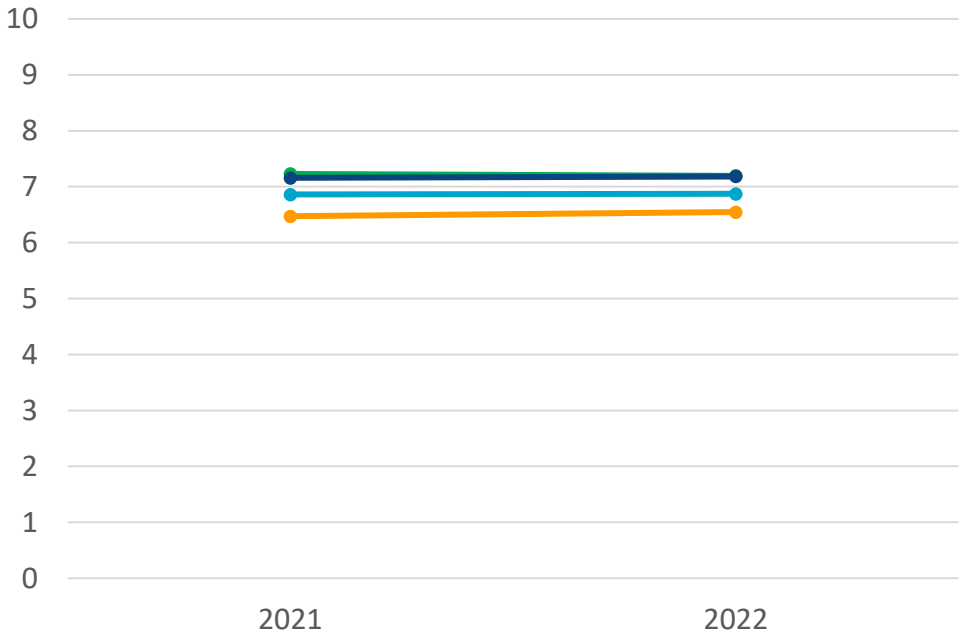


All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 7: We are a team

Team working



2021

2022

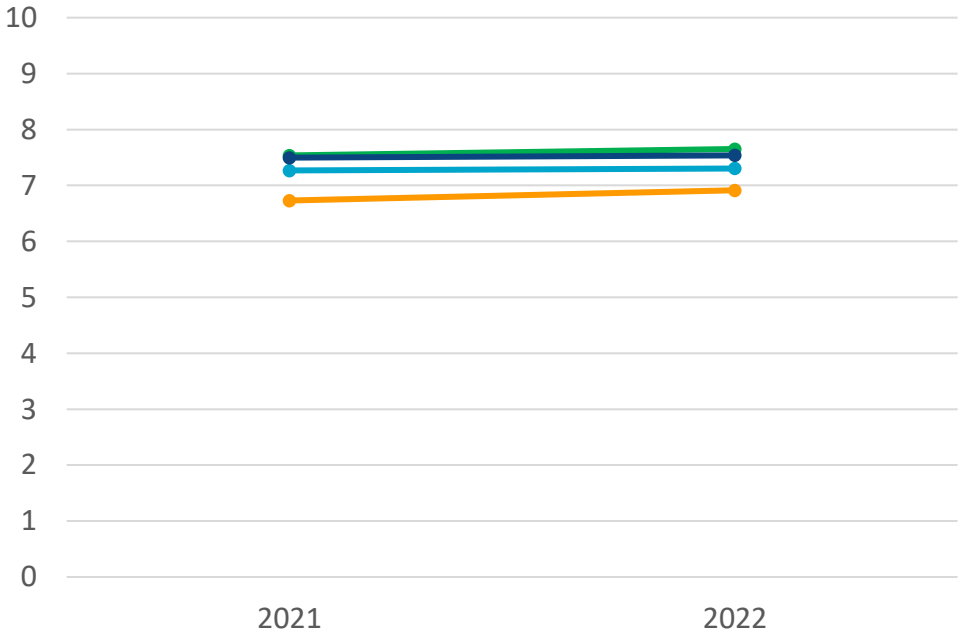
	2021	2022
Your org	7.2	7.2
Best	7.2	7.2
Average	6.9	6.9
Worst	6.5	6.5

Responses

2660

2796

Line management



2021

2022

	2021	2022
Your org	7.5	7.5
Best	7.5	7.7
Average	7.3	7.3
Worst	6.7	6.9

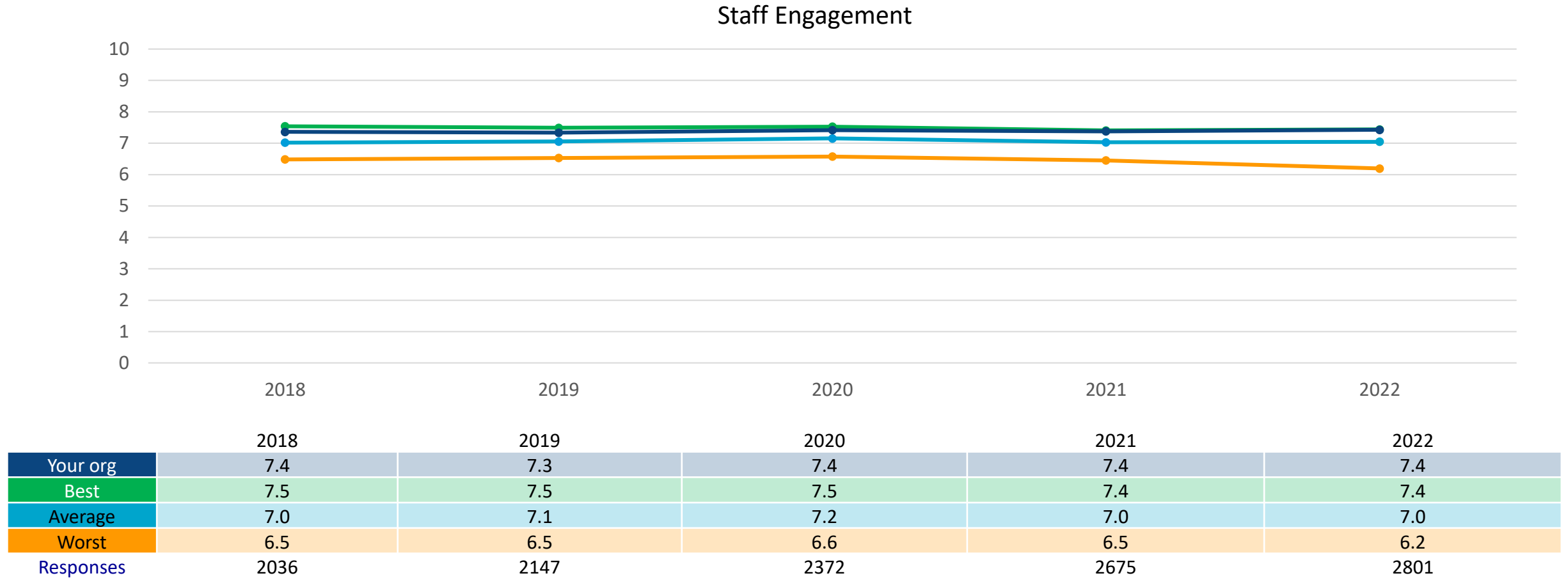
Responses

2653

2793

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



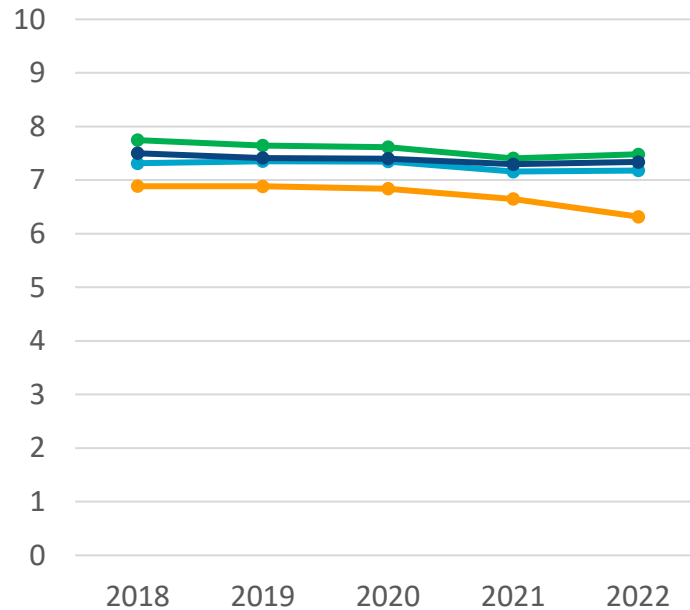


People Promise Elements, Themes and Sub-scores: Sub-score trends

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.

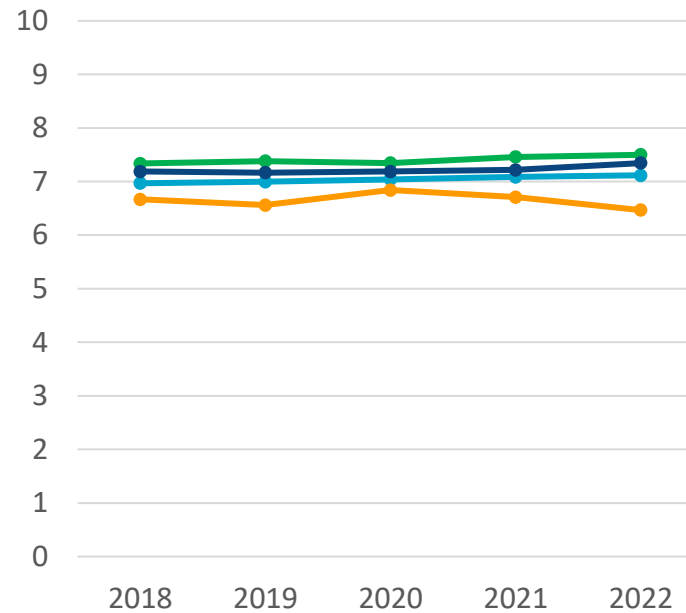
Theme: Staff Engagement

Motivation



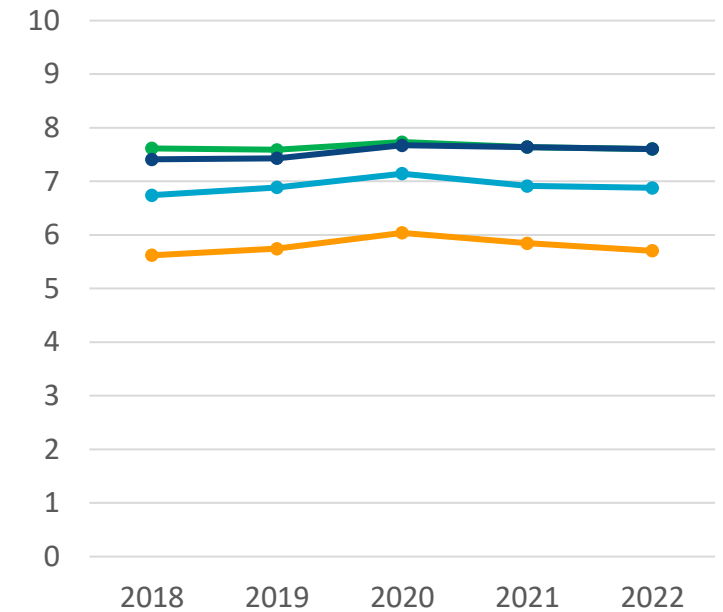
	2018	2019	2020	2021	2022
Your org	7.5	7.4	7.4	7.3	7.3
Best	7.7	7.6	7.6	7.4	7.5
Average	7.3	7.4	7.3	7.2	7.2
Worst	6.9	6.9	6.8	6.6	6.3
Responses	2021	2133	2347	2674	2783

Involvement



	2018	2019	2020	2021	2022
Your org	7.2	7.2	7.2	7.2	7.3
Best	7.3	7.4	7.3	7.5	7.5
Average	7.0	7.0	7.0	7.1	7.1
Worst	6.7	6.6	6.8	6.7	6.5
Responses	2034	2146	2372	2677	2799

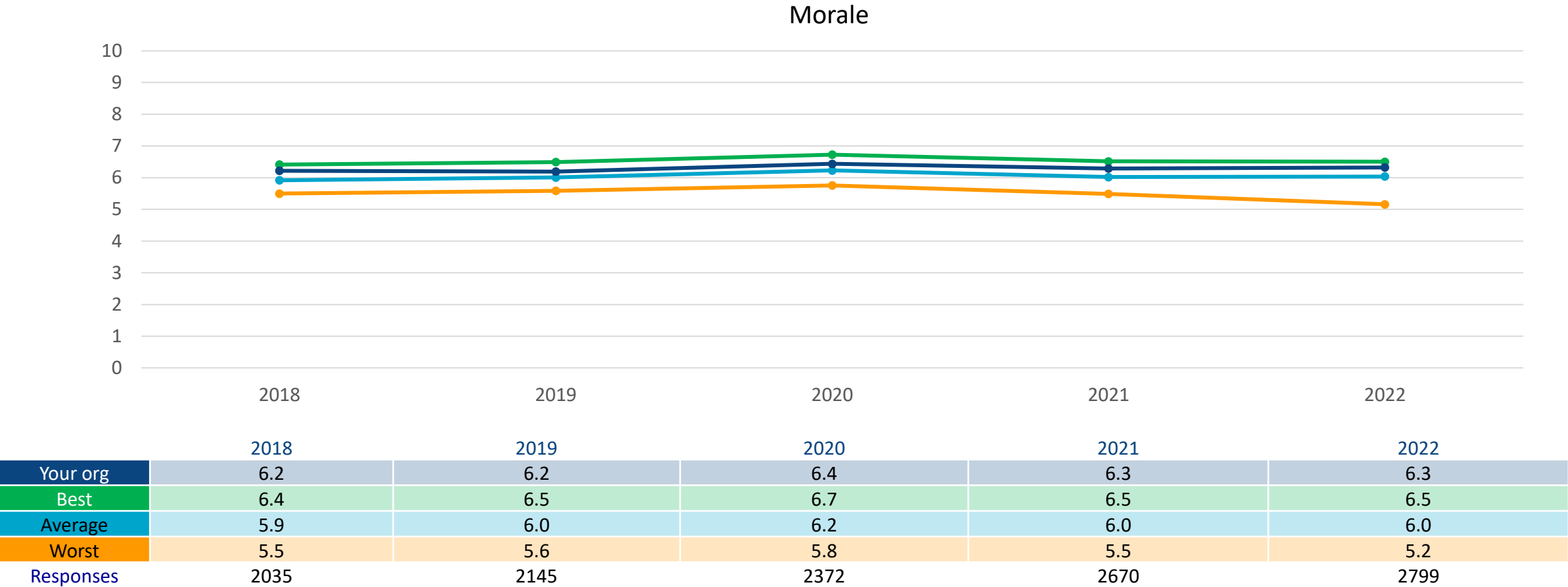
Advocacy



	2018	2019	2020	2021	2022
Your org	7.4	7.4	7.7	7.6	7.6
Best	7.6	7.6	7.7	7.6	7.6
Average	6.7	6.9	7.1	6.9	6.9
Worst	5.6	5.7	6.0	5.8	5.7
Responses	2011	2116	2364	2628	2791

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

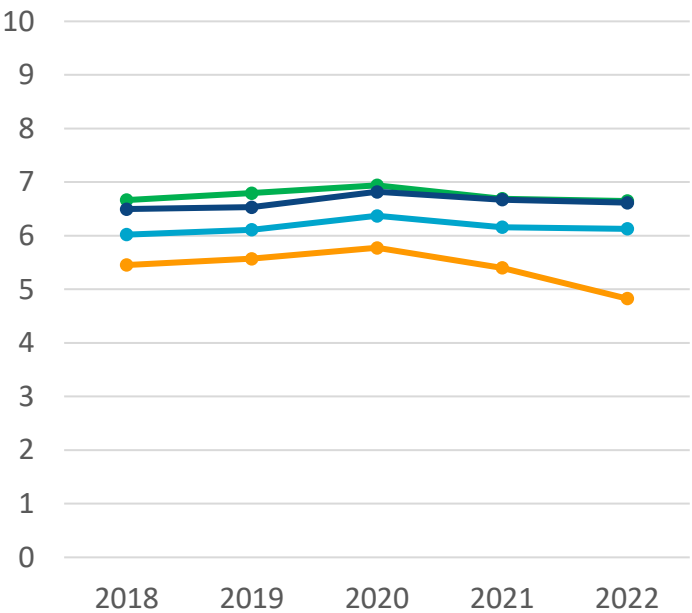




All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

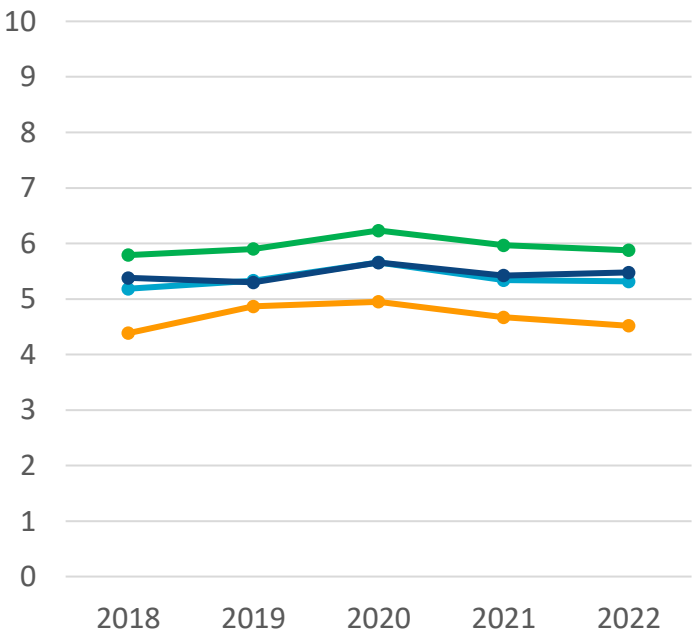
Theme: Morale

Thinking about leaving



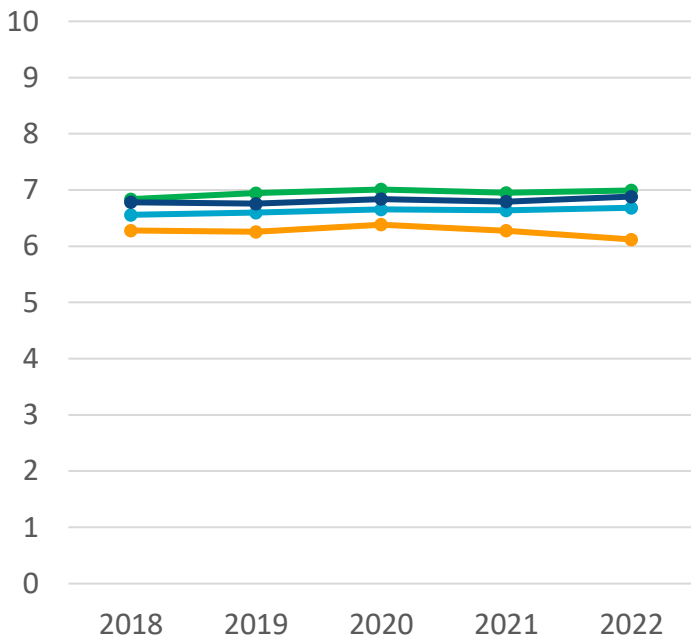
	2018	2019	2020	2021	2022
Your org	6.5	6.5	6.8	6.7	6.6
Best	6.7	6.8	6.9	6.7	6.6
Average	6.0	6.1	6.4	6.2	6.1
Worst	5.5	5.6	5.8	5.4	4.8
Responses	2011	2113	2366	2618	2785

Work pressure



	2018	2019	2020	2021	2022
Your org	5.4	5.3	5.7	5.4	5.5
Best	5.8	5.9	6.2	6.0	5.9
Average	5.2	5.3	5.7	5.3	5.3
Worst	4.4	4.9	5.0	4.7	4.5
Responses	2033	2146	2369	2675	2801

Stressors



	2018	2019	2020	2021	2022
Your org	6.8	6.8	6.8	6.8	6.9
Best	6.8	6.9	7.0	6.9	7.0
Average	6.6	6.6	6.7	6.6	6.7
Worst	6.3	6.3	6.4	6.3	6.1
Responses	2015	2122	2355	2660	2792

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.

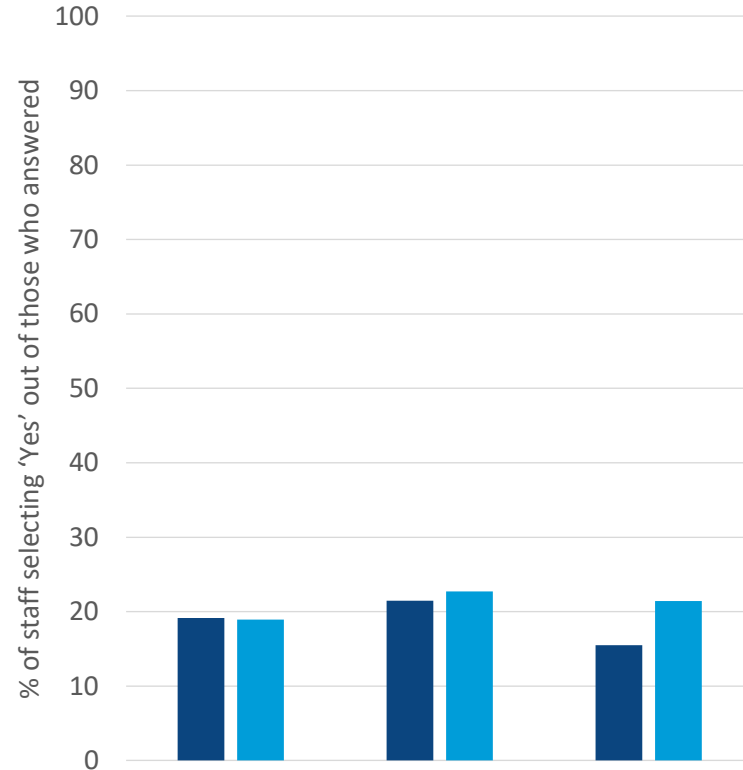
Further information

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.



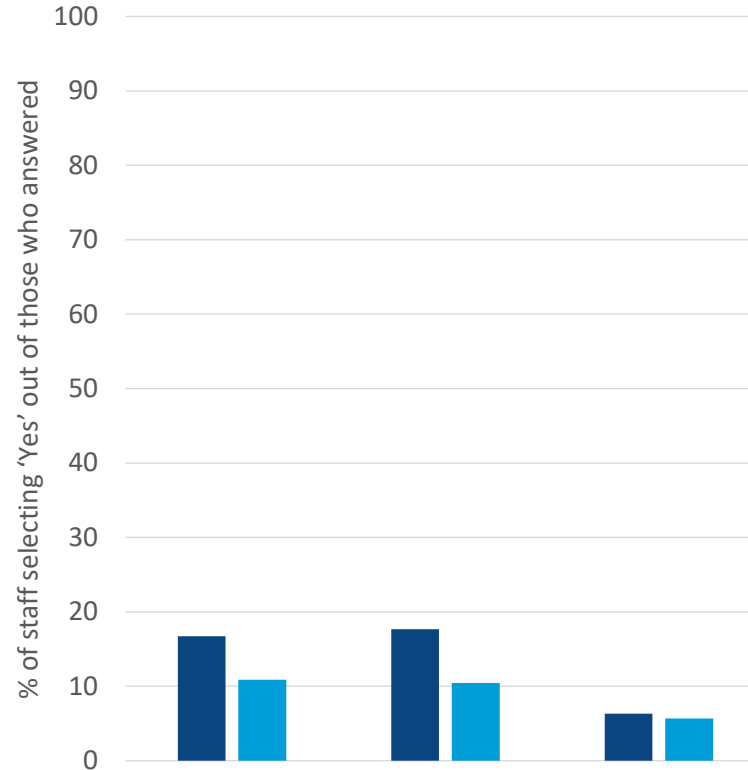
The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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



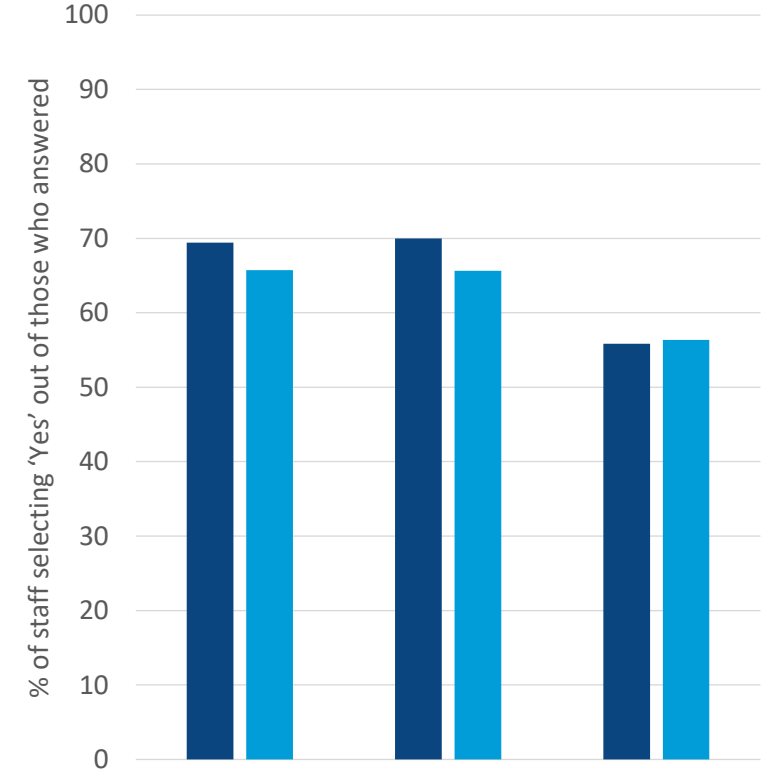
	2020	2021	2022
Your org	19.1%	21.5%	15.5%
Average	18.9%	22.7%	21.4%
Responses	2366	2627	2786

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



	2020	2021	2022
Your org	16.7%	17.7%	6.3%
Average	10.9%	10.4%	5.7%
Responses	2342	2618	2779

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	69.4%	70.0%	55.8%
Average	65.7%	65.6%	56.3%
Responses	2353	2625	2781



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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.



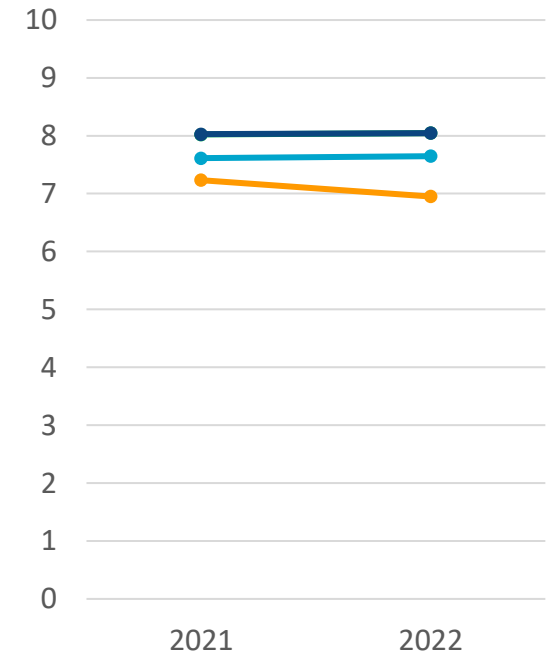
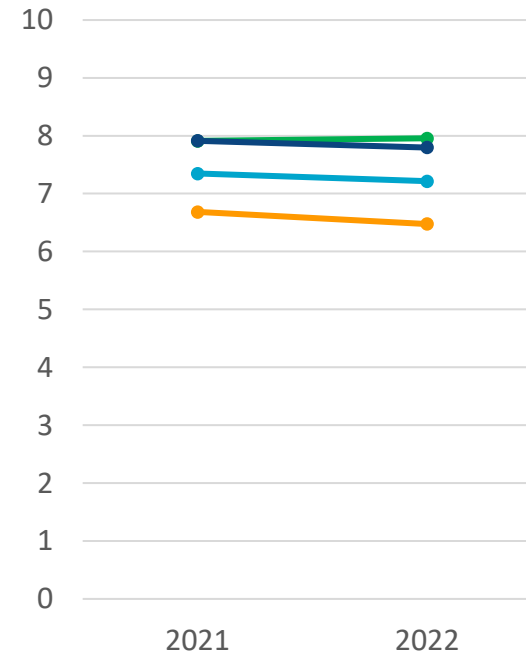
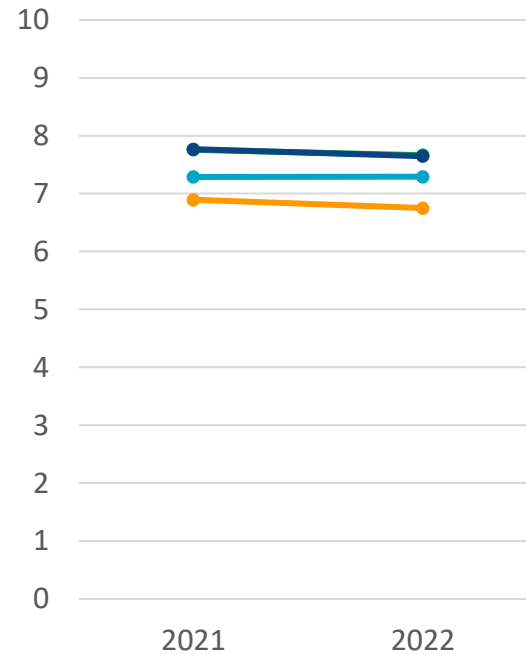
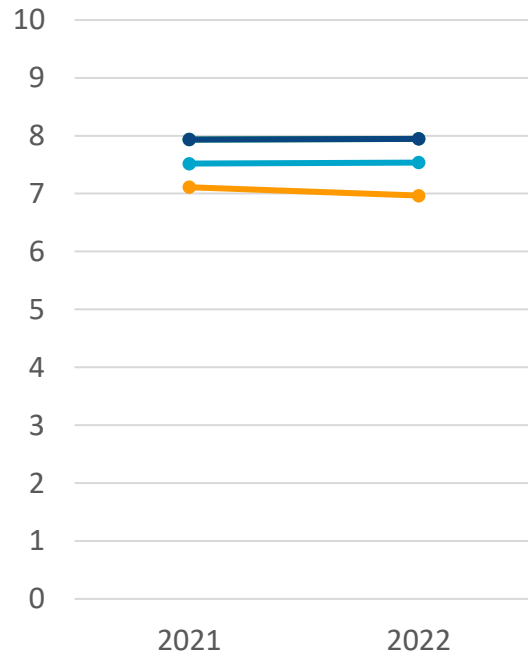
Promise element 1: We are compassionate and inclusive

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	7.9	7.9
Highest	7.9	7.9
Average	7.5	7.5
Lowest	7.1	7.0
Responses	2644	2795

	2021	2022
Your org	7.8	7.6
Highest	7.8	7.7
Average	7.3	7.3
Lowest	6.9	6.7
Responses	559	431

	2021	2022
Your org	7.9	7.8
Highest	7.9	8.0
Average	7.3	7.2
Lowest	6.7	6.5
Responses	462	176

	2021	2022
Your org	8.0	8.0
Highest	8.0	8.0
Average	7.6	7.6
Lowest	7.2	7.0
Responses	1836	1552



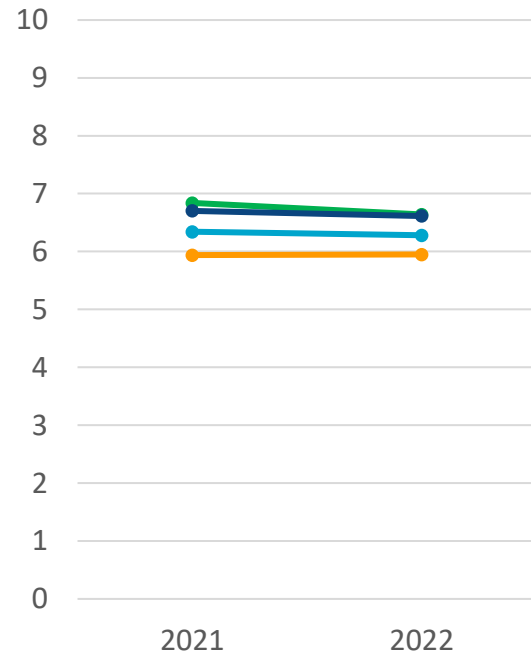
The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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.



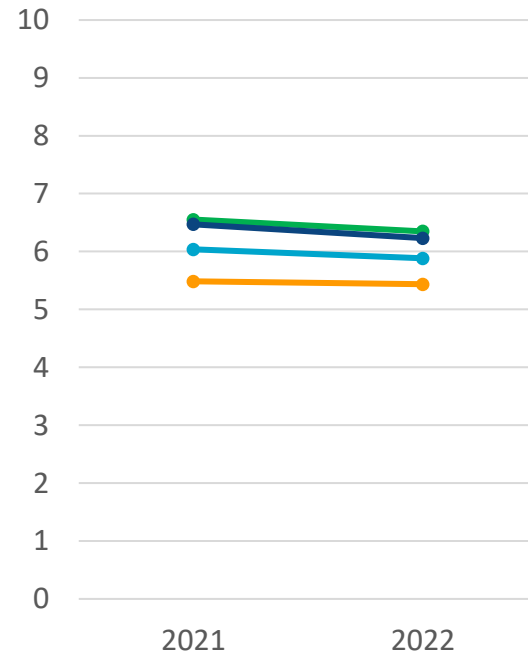
Promise element 2: We are recognised and rewarded

All staff



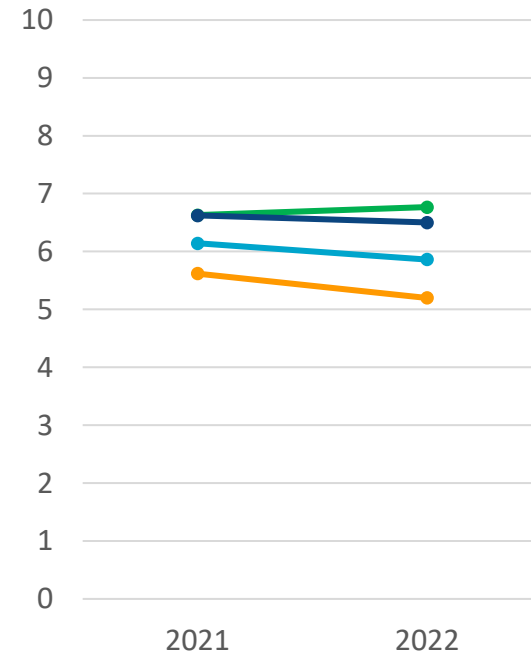
	2021	2022
Your org	6.7	6.6
Highest	6.8	6.6
Average	6.3	6.3
Lowest	5.9	5.9
Responses	2671	2799

Worked on a Covid-19 ward or specific area



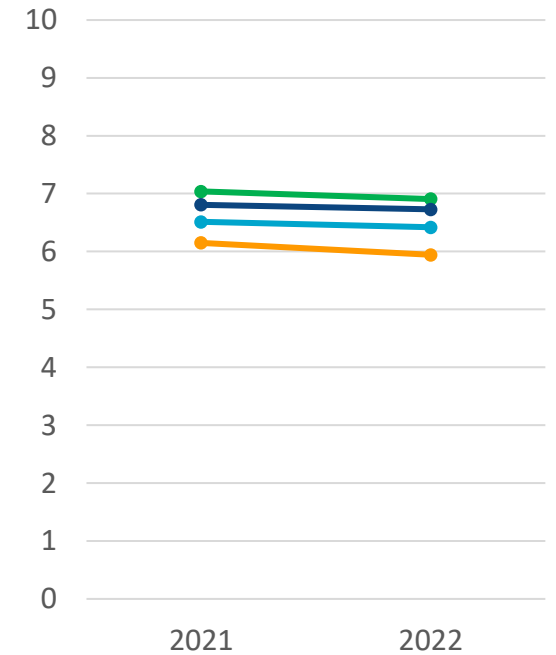
	2021	2022
Your org	6.5	6.2
Highest	6.6	6.3
Average	6.0	5.9
Lowest	5.5	5.4
Responses	564	432

Redeployed



	2021	2022
Your org	6.6	6.5
Highest	6.6	6.8
Average	6.1	5.9
Lowest	5.6	5.2
Responses	463	176

Required to work remotely / from home



	2021	2022
Your org	6.8	6.7
Highest	7.0	6.9
Average	6.5	6.4
Lowest	6.1	5.9
Responses	1836	1553



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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.



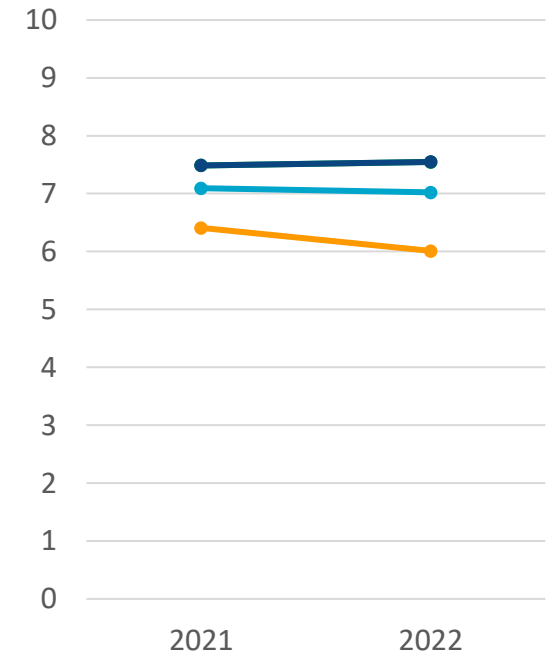
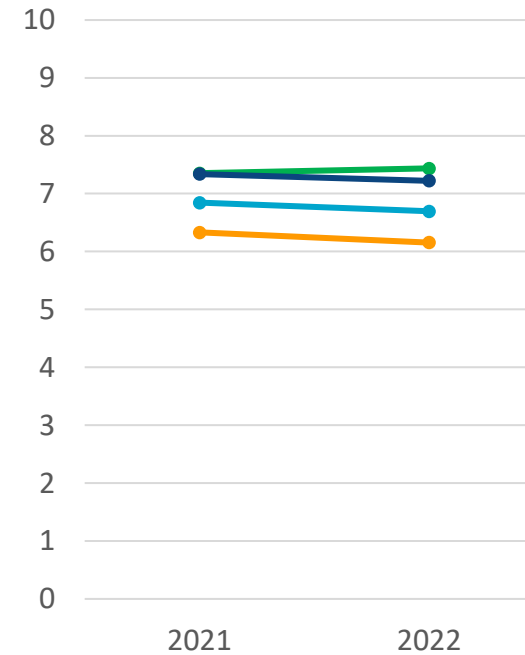
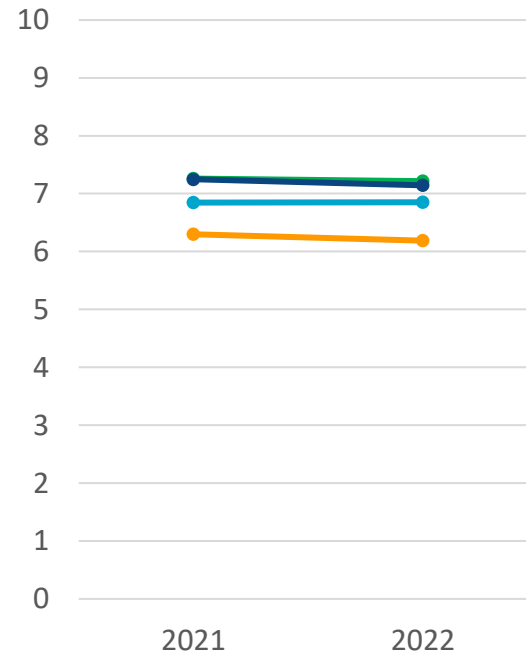
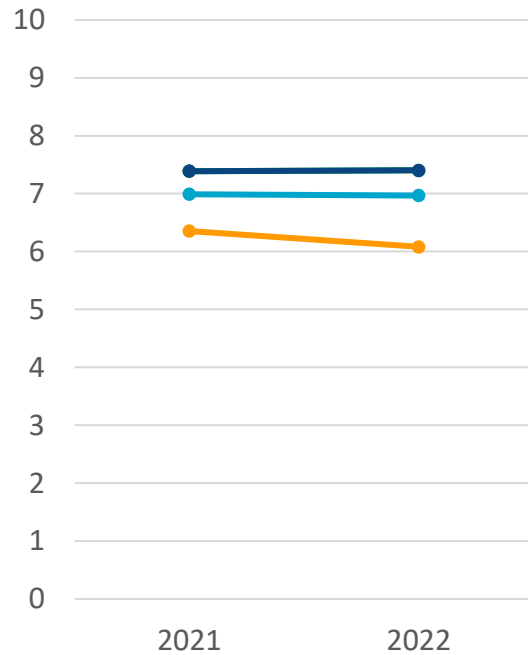
Promise element 3: We each have a voice that counts

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	7.4	7.4
Highest	7.4	7.4
Average	7.0	7.0
Lowest	6.4	6.1
Responses	2620	2780

	2021	2022
Your org	7.2	7.1
Highest	7.3	7.2
Average	6.8	6.9
Lowest	6.3	6.2
Responses	561	429

	2021	2022
Your org	7.3	7.2
Highest	7.4	7.4
Average	6.8	6.7
Lowest	6.3	6.2
Responses	463	176

	2021	2022
Your org	7.5	7.5
Highest	7.5	7.5
Average	7.1	7.0
Lowest	6.4	6.0
Responses	1826	1549



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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.**



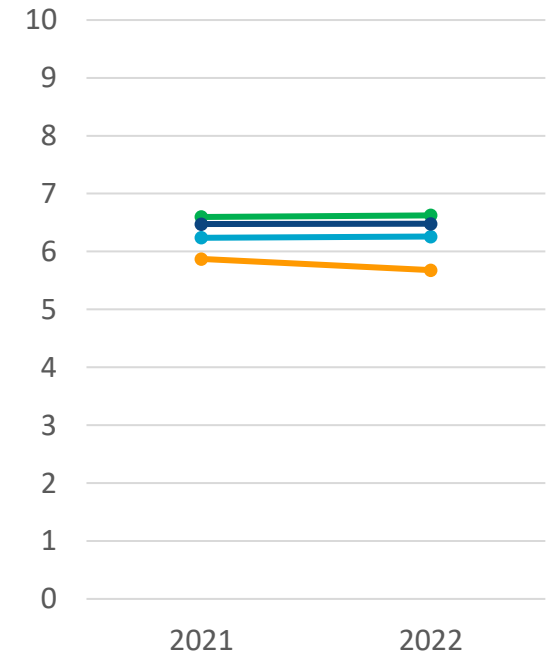
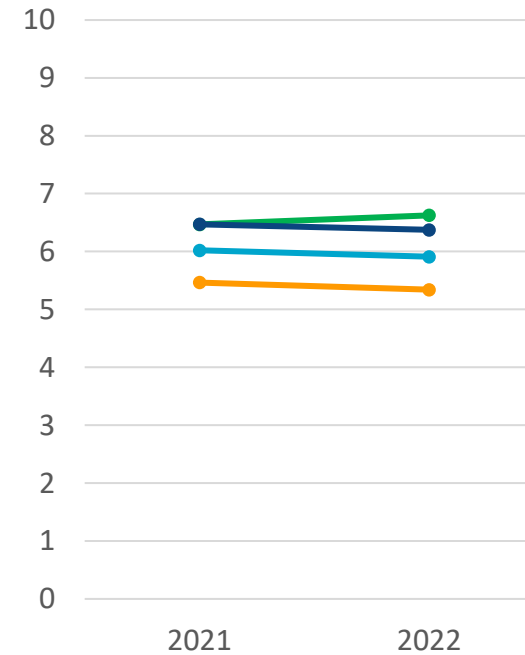
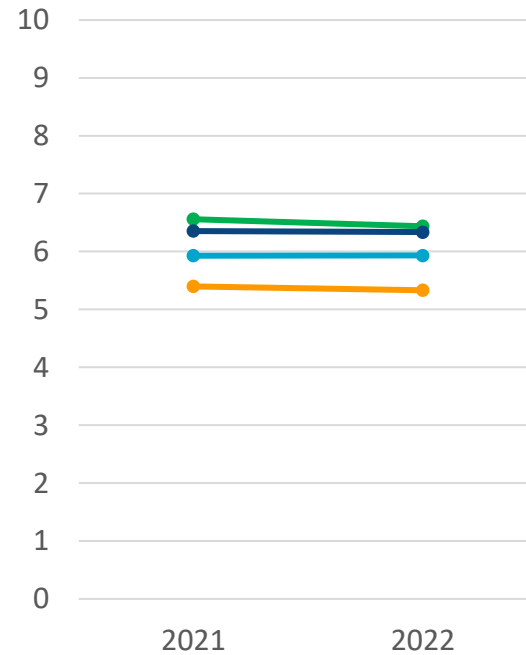
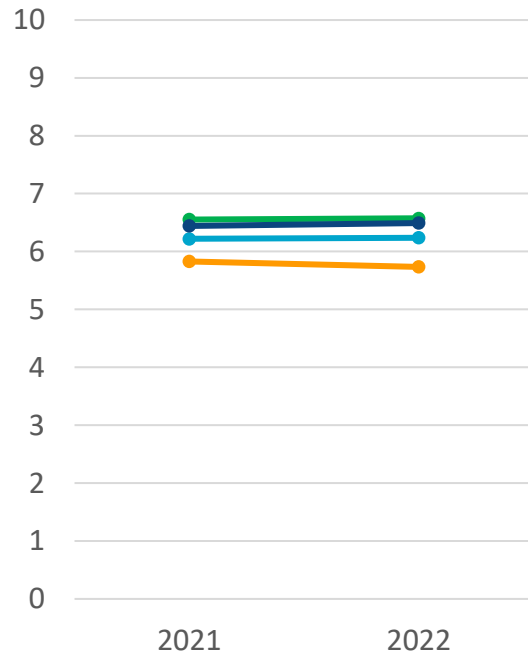
Promise element 4: We are safe and healthy

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	6.4	6.5
Highest	6.6	6.6
Average	6.2	6.2
Lowest	5.8	5.7
Responses	2639	2783

	2021	2022
Your org	6.4	6.3
Highest	6.6	6.4
Average	5.9	5.9
Lowest	5.4	5.3
Responses	556	423

	2021	2022
Your org	6.5	6.4
Highest	6.5	6.6
Average	6.0	5.9
Lowest	5.5	5.3
Responses	462	174

	2021	2022
Your org	6.5	6.5
Highest	6.6	6.6
Average	6.2	6.3
Lowest	5.9	5.7
Responses	1834	1552



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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.



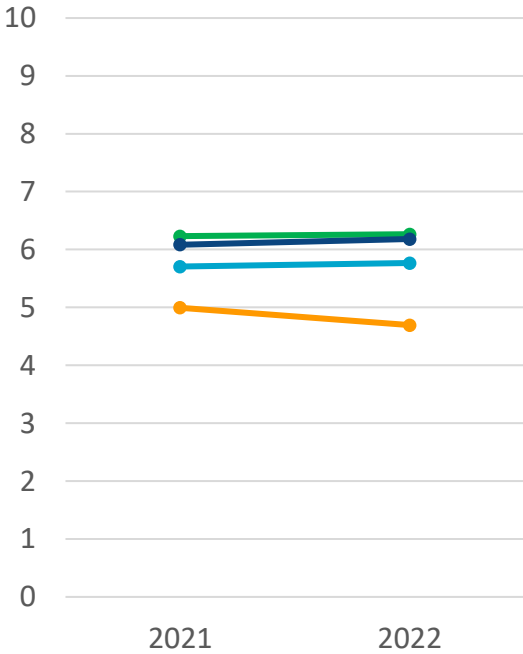
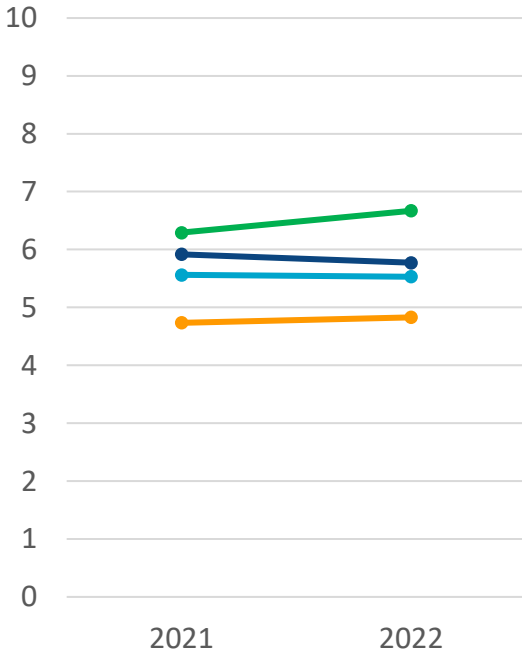
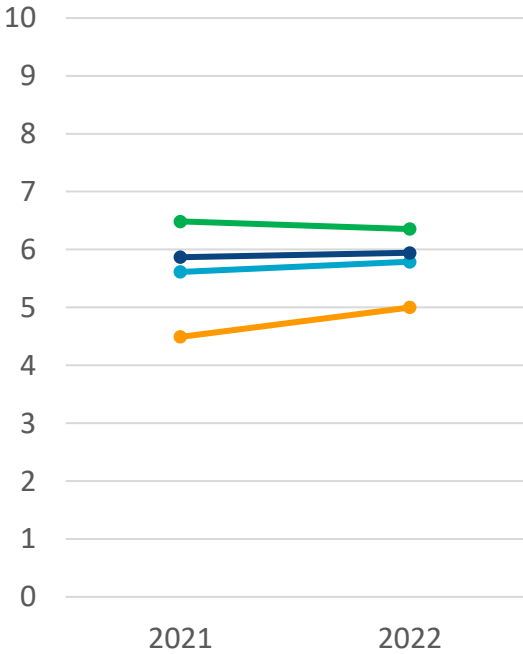
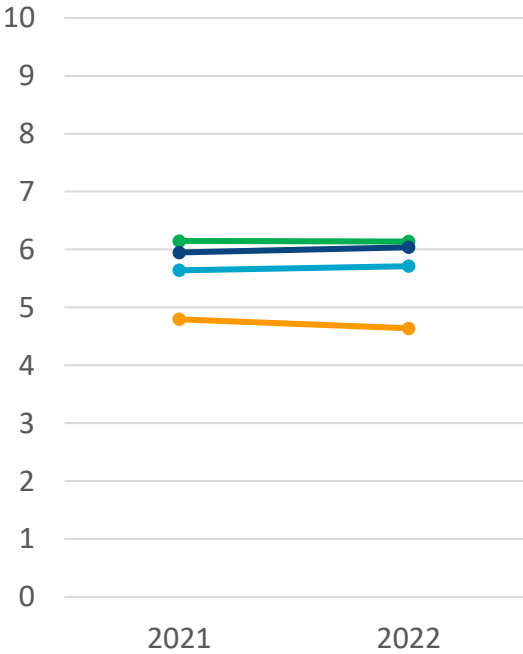
Promise element 5: We are always learning

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	5.9	6.0
Highest	6.1	6.1
Average	5.6	5.7
Lowest	4.8	4.6
Responses	2551	2703

	2021	2022
Your org	5.9	5.9
Highest	6.5	6.4
Average	5.6	5.8
Lowest	4.5	5.0
Responses	530	407

	2021	2022
Your org	5.9	5.8
Highest	6.3	6.7
Average	5.6	5.5
Lowest	4.7	4.8
Responses	444	170

	2021	2022
Your org	6.1	6.2
Highest	6.2	6.3
Average	5.7	5.8
Lowest	5.0	4.7
Responses	1797	1527



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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.



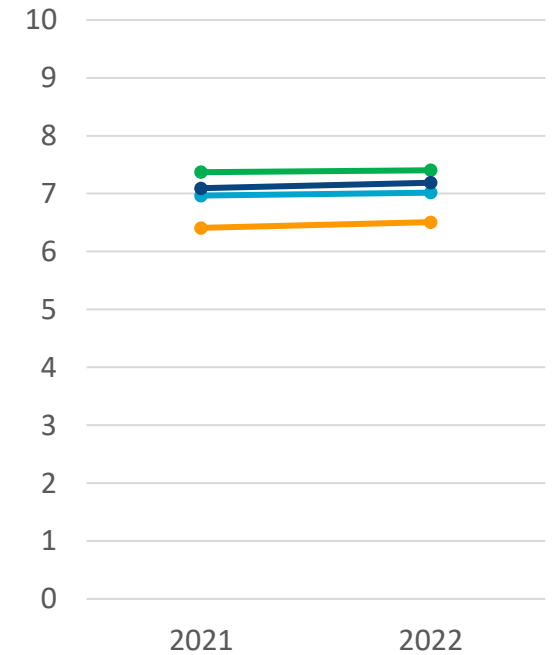
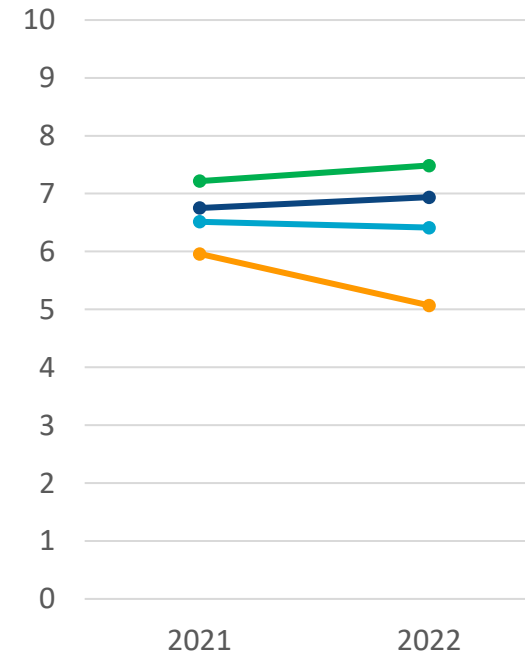
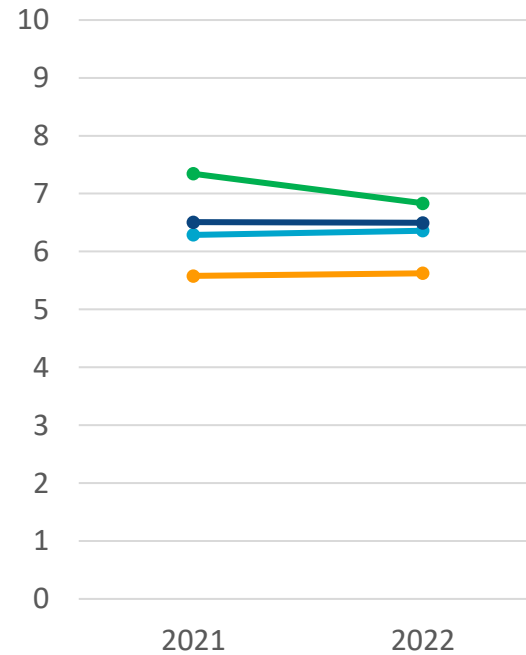
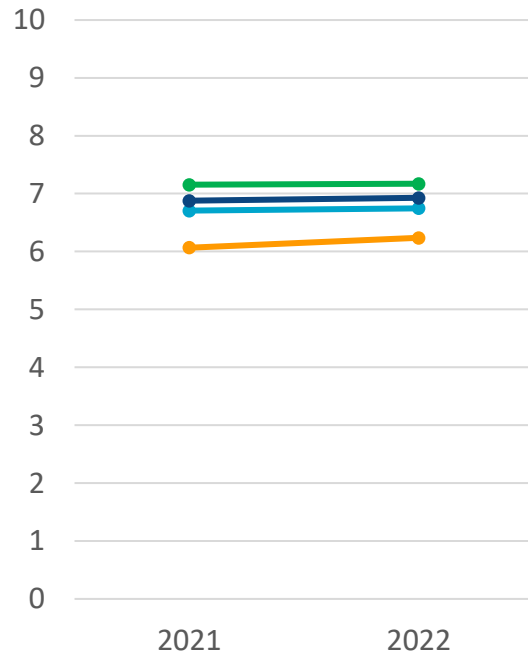
Promise element 6: We work flexibly

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	6.9	6.9
Highest	7.2	7.2
Average	6.7	6.7
Lowest	6.1	6.2
Responses	2663	2790

	2021	2022
Your org	6.5	6.5
Highest	7.3	6.8
Average	6.3	6.4
Lowest	5.6	5.6
Responses	559	431

	2021	2022
Your org	6.8	6.9
Highest	7.2	7.5
Average	6.5	6.4
Lowest	6.0	5.1
Responses	461	176

	2021	2022
Your org	7.1	7.2
Highest	7.4	7.4
Average	7.0	7.0
Lowest	6.4	6.5
Responses	1834	1549

The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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.



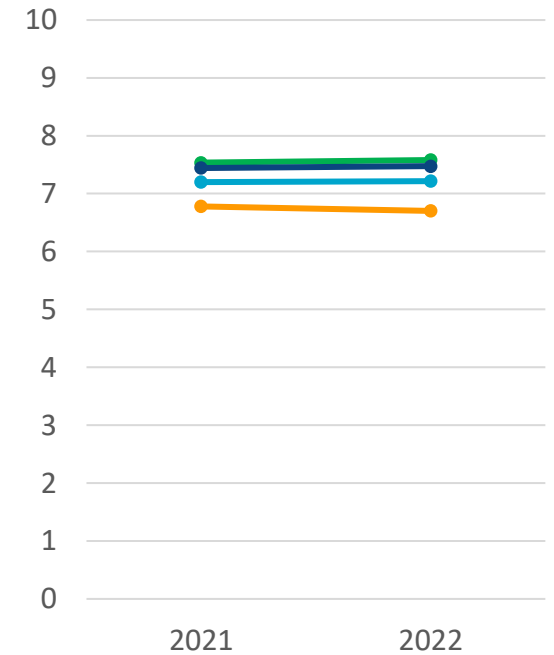
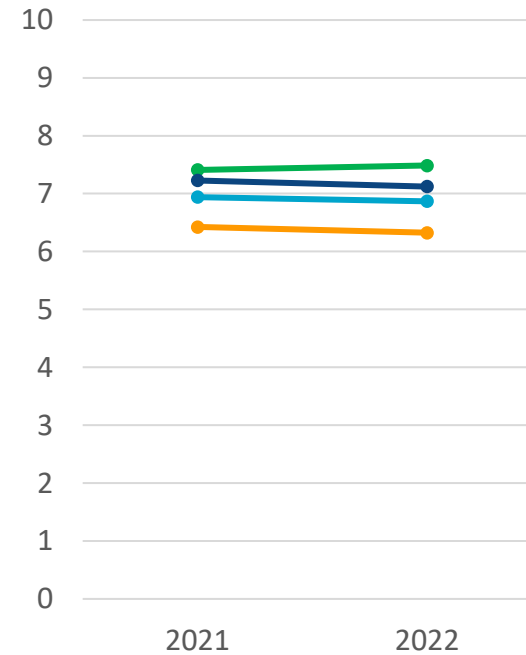
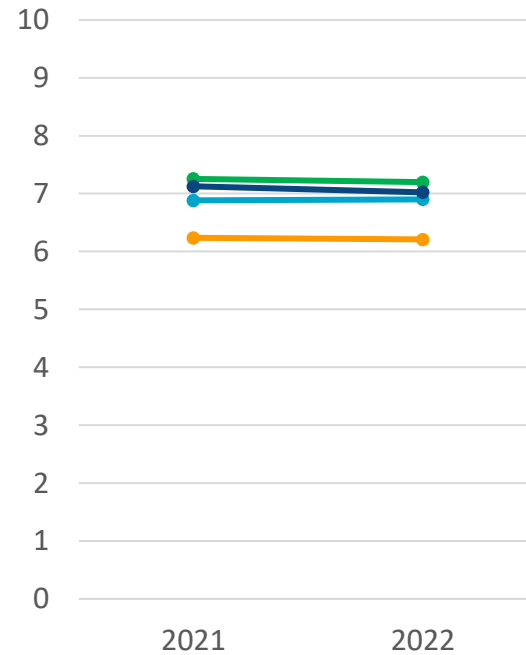
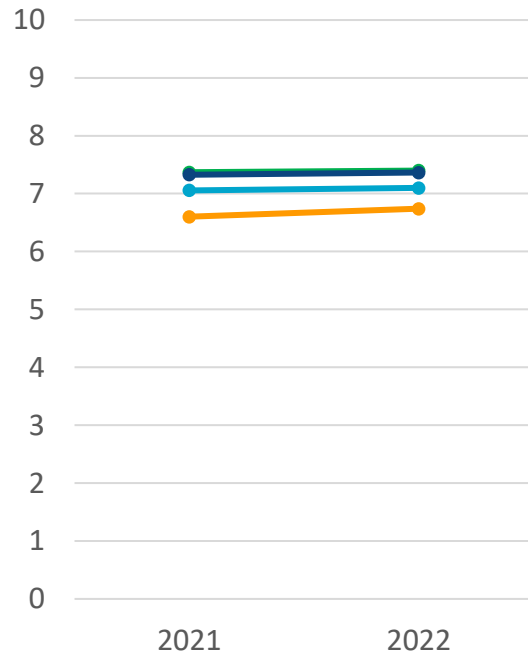
Promise element 7: We are a team

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	7.3	7.4
Highest	7.4	7.4
Average	7.1	7.1
Lowest	6.6	6.7
Responses	2648	2790

	2021	2022
Your org	7.1	7.0
Highest	7.3	7.2
Average	6.9	6.9
Lowest	6.2	6.2
Responses	559	431

	2021	2022
Your org	7.2	7.1
Highest	7.4	7.5
Average	6.9	6.9
Lowest	6.4	6.3
Responses	463	175

	2021	2022
Your org	7.4	7.5
Highest	7.5	7.6
Average	7.2	7.2
Lowest	6.8	6.7
Responses	1835	1550

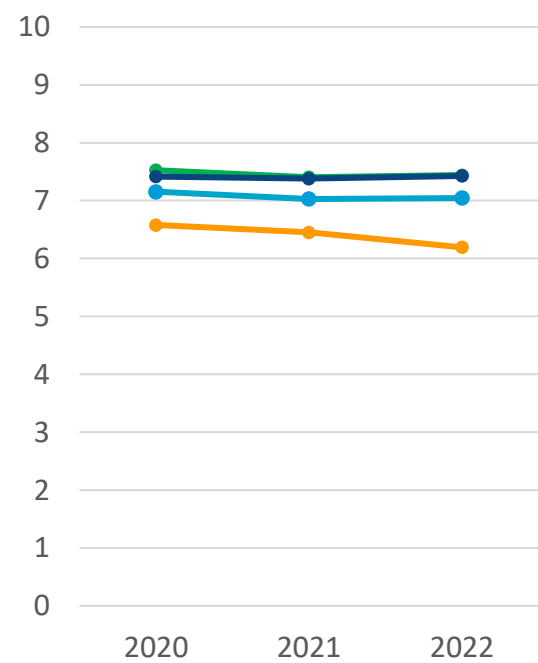


The Covid-19 pandemic – Your experience during the Covid-19 pandemic

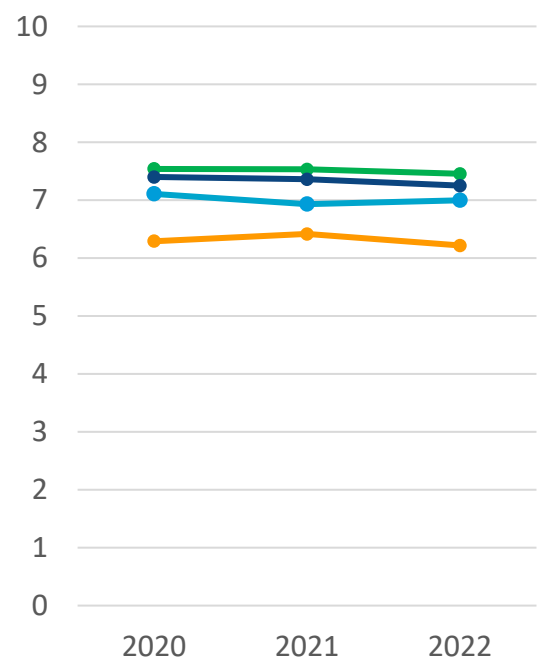
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Staff Engagement

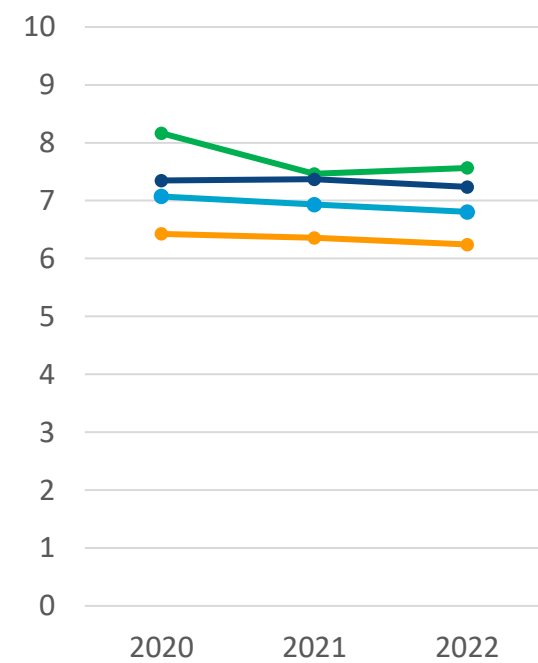
All staff



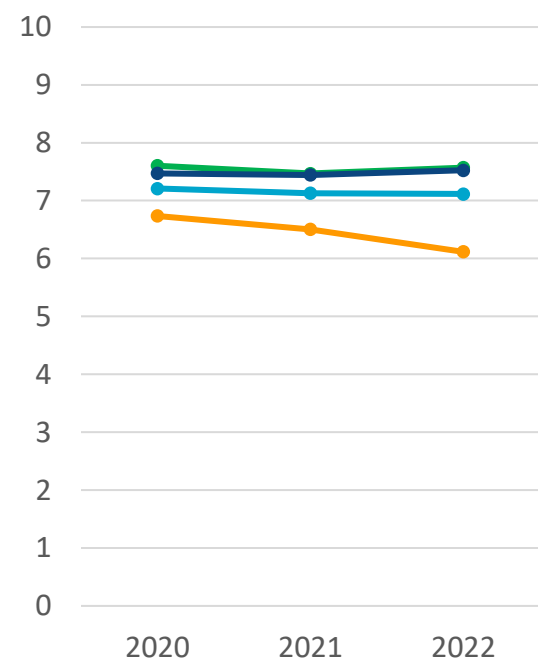
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	7.4	7.4	7.4
Highest	7.5	7.4	7.4
Average	7.2	7.0	7.0
Lowest	6.6	6.5	6.2
Responses	2372	2675	2801

	2020	2021	2022
Your org	7.4	7.4	7.3
Highest	7.5	7.5	7.5
Average	7.1	6.9	7.0
Lowest	6.3	6.4	6.2
Responses	451	564	431

	2020	2021	2022
Your org	7.3	7.4	7.2
Highest	8.2	7.5	7.6
Average	7.1	6.9	6.8
Lowest	6.4	6.4	6.2
Responses	392	463	176

	2020	2021	2022
Your org	7.5	7.4	7.5
Highest	7.6	7.5	7.6
Average	7.2	7.1	7.1
Lowest	6.7	6.5	6.1
Responses	1633	1835	1553

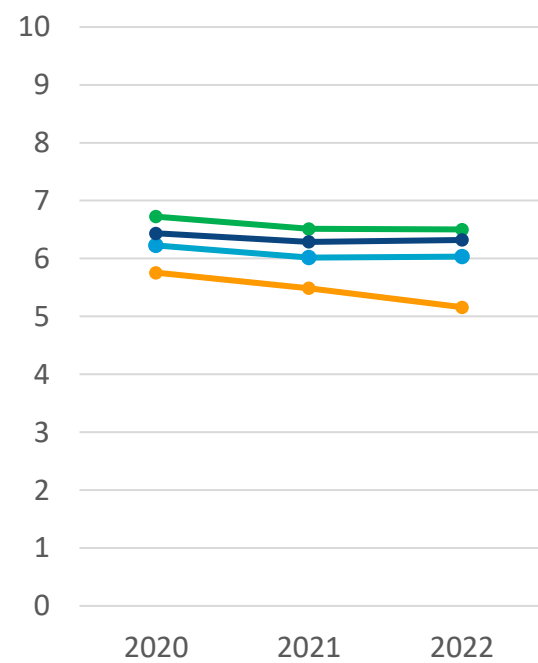


The Covid-19 pandemic – Your experience during the Covid-19 pandemic

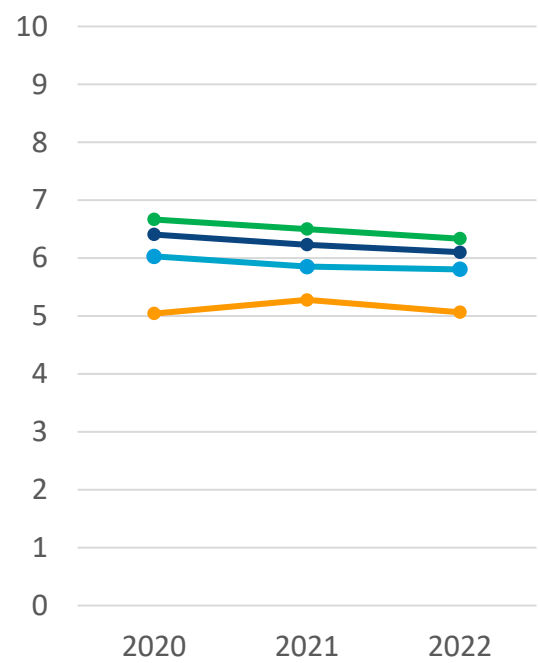
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Morale

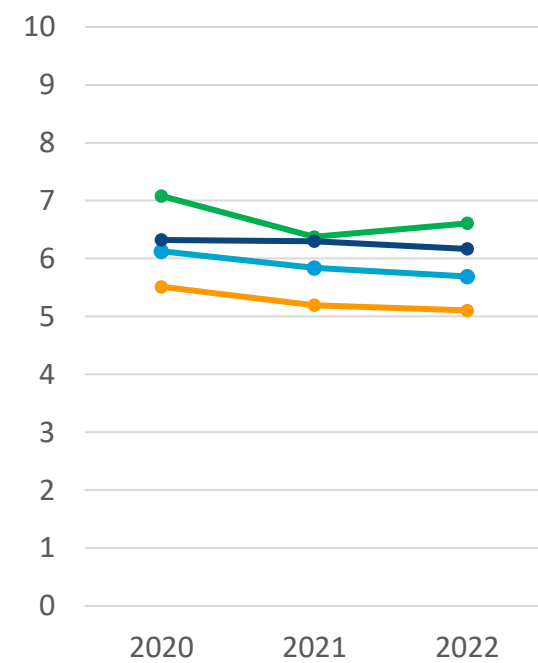
All staff



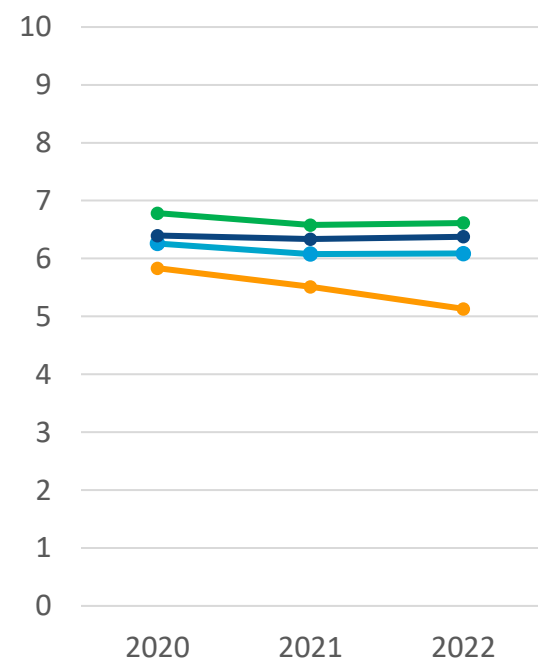
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	6.4	6.3	6.3
Highest	6.7	6.5	6.5
Average	6.2	6.0	6.0
Lowest	5.8	5.5	5.2
Responses	2372	2670	2799

	2020	2021	2022
Your org	6.4	6.2	6.1
Highest	6.7	6.5	6.3
Average	6.0	5.9	5.8
Lowest	5.0	5.3	5.1
Responses	451	563	431

	2020	2021	2022
Your org	6.3	6.3	6.2
Highest	7.1	6.4	6.6
Average	6.1	5.8	5.7
Lowest	5.5	5.2	5.1
Responses	392	463	176

	2020	2021	2022
Your org	6.4	6.3	6.4
Highest	6.8	6.6	6.6
Average	6.3	6.1	6.1
Lowest	5.8	5.5	5.1
Responses	1633	1836	1553

People Promise element – We are compassionate and inclusive



Questions included:

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

Compassionate leadership – Q9f, Q9g, Q9h, Q9i

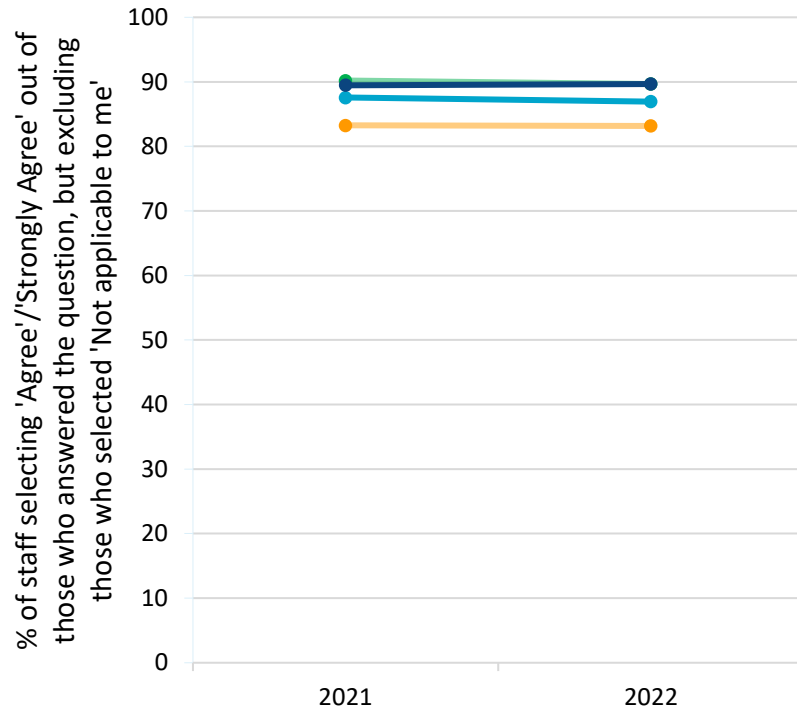
Diversity and equality – Q15, Q16a, Q16b, Q20

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.

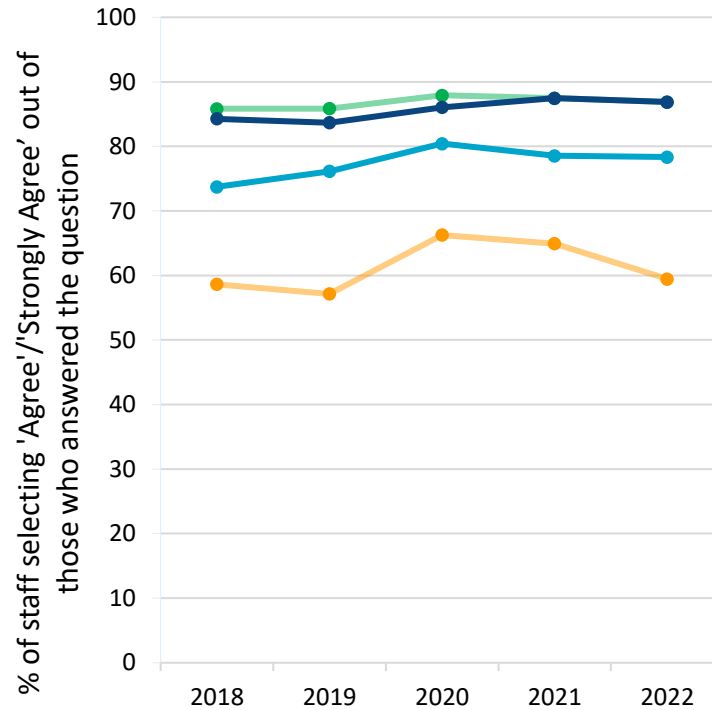


Q6a I feel that my role makes a difference to patients / service users.



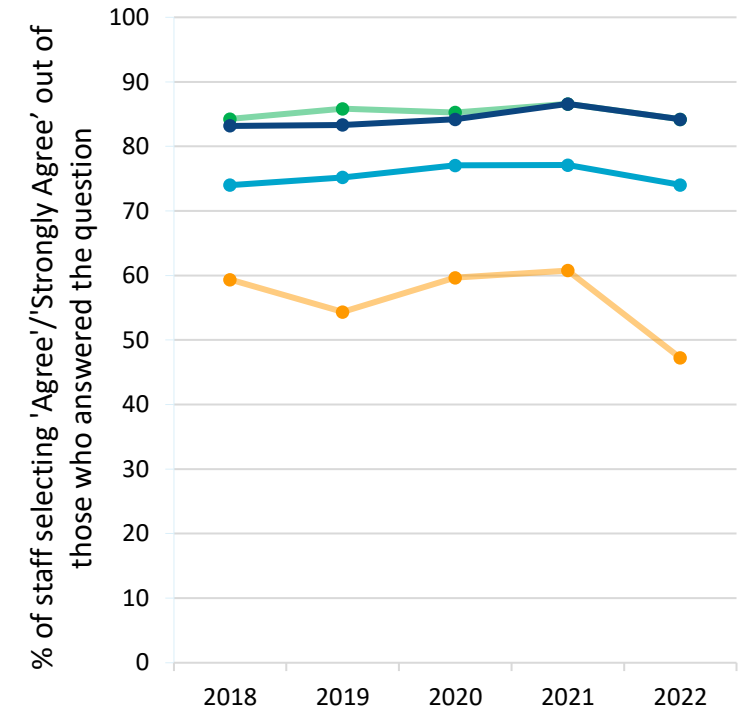
	2021	2022
Your org	89.5%	89.7%
Best	90.2%	89.7%
Average	87.6%	87.0%
Worst	83.2%	83.2%
Responses	2594	2698

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



	2018	2019	2020	2021	2022
Your org	84.3%	83.7%	86.1%	87.5%	86.9%
Best	85.8%	85.9%	87.9%	87.5%	86.9%
Average	73.7%	76.1%	80.4%	78.5%	78.3%
Worst	58.6%	57.2%	66.3%	64.9%	59.5%
Responses	2100	2115	2360	2628	2791

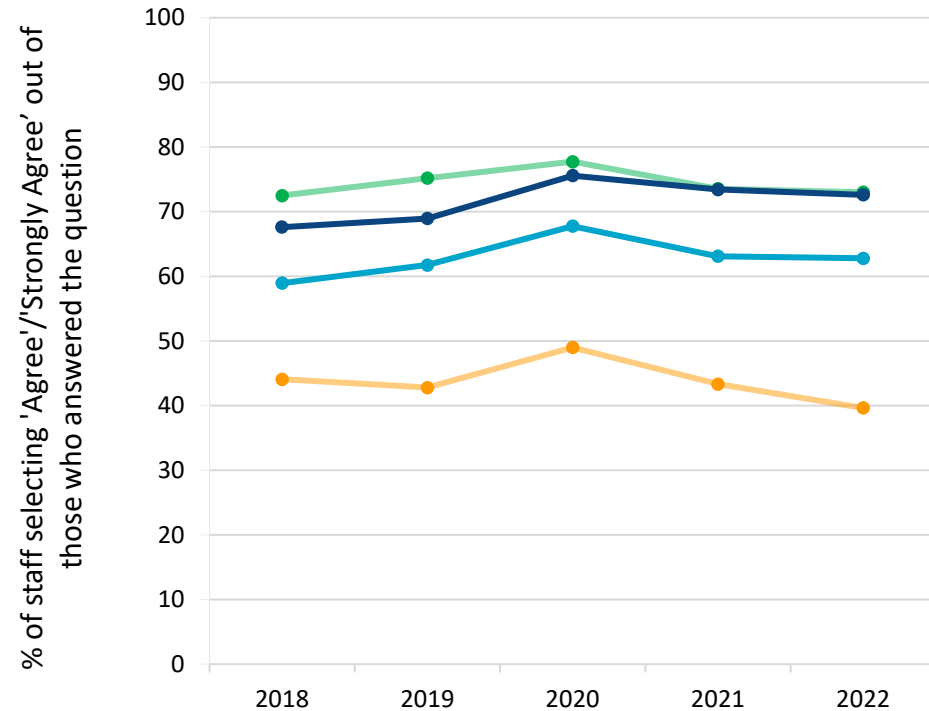
Q23b My organisation acts on concerns raised by patients / service users.



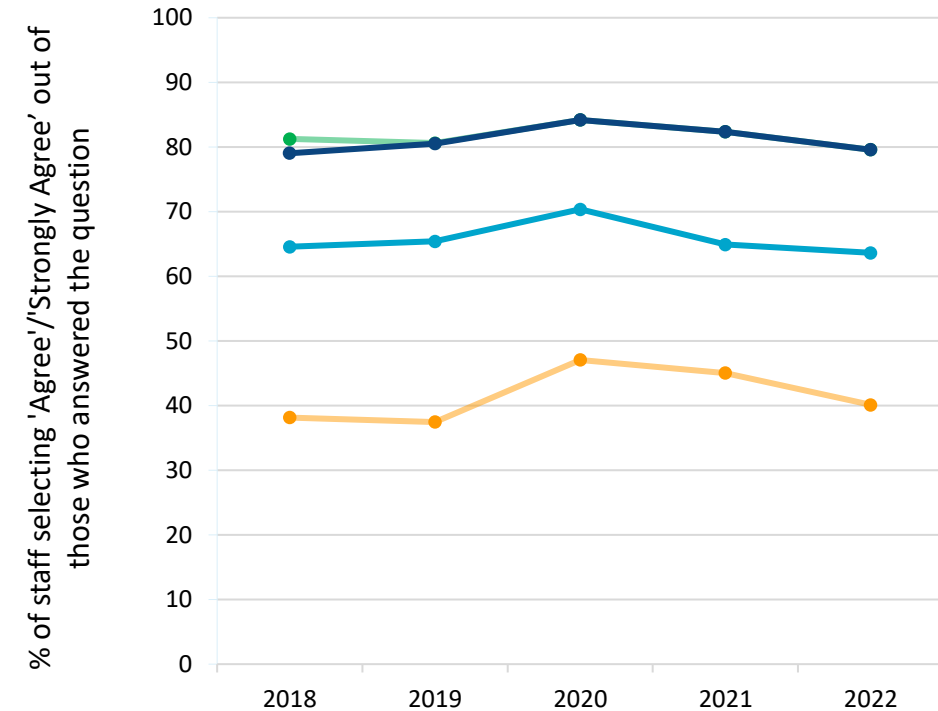
	2018	2019	2020	2021	2022
Your org	83.2%	83.3%	84.2%	86.6%	84.2%
Best	84.2%	85.8%	85.3%	86.6%	84.2%
Average	74.0%	75.2%	77.1%	77.1%	74.0%
Worst	59.3%	54.3%	59.7%	60.8%	47.2%
Responses	2004	2109	2357	2624	2786



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



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

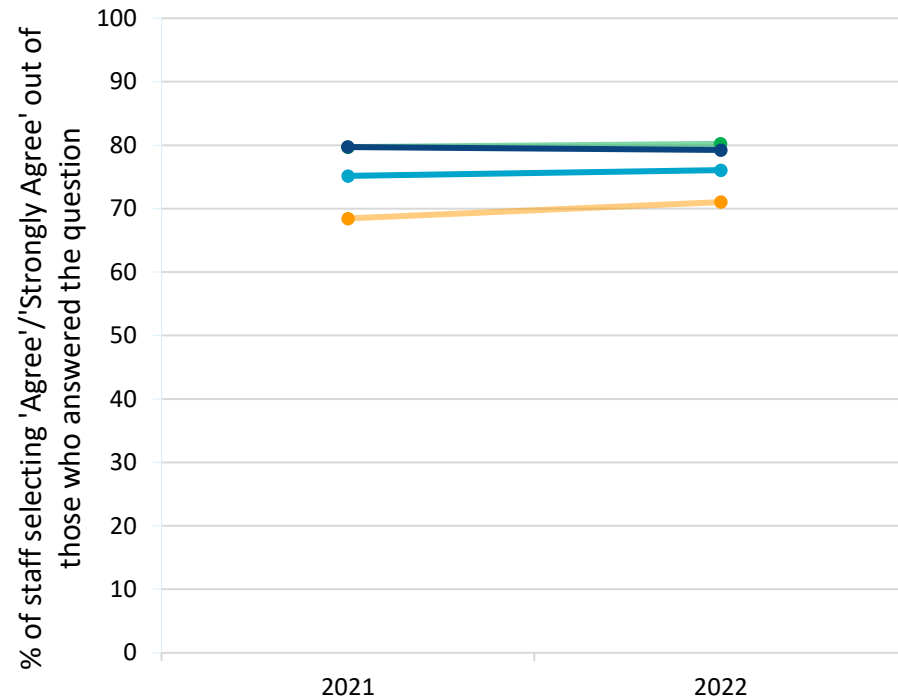


	2018	2019	2020	2021	2022
Your org	67.6%	69.0%	75.6%	73.4%	72.6%
Best	72.5%	75.2%	77.8%	73.6%	73.0%
Average	59.0%	61.8%	67.8%	63.1%	62.8%
Worst	44.1%	42.8%	49.0%	43.3%	39.6%
Responses	2008	2115	2359	2628	2790

	2018	2019	2020	2021	2022
Your org	79.1%	80.5%	84.2%	82.4%	79.6%
Best	81.3%	80.6%	84.2%	82.4%	79.6%
Average	64.6%	65.4%	70.4%	64.9%	63.6%
Worst	38.2%	37.5%	47.1%	45.0%	40.1%
Responses	1999	2101	2362	2625	2790

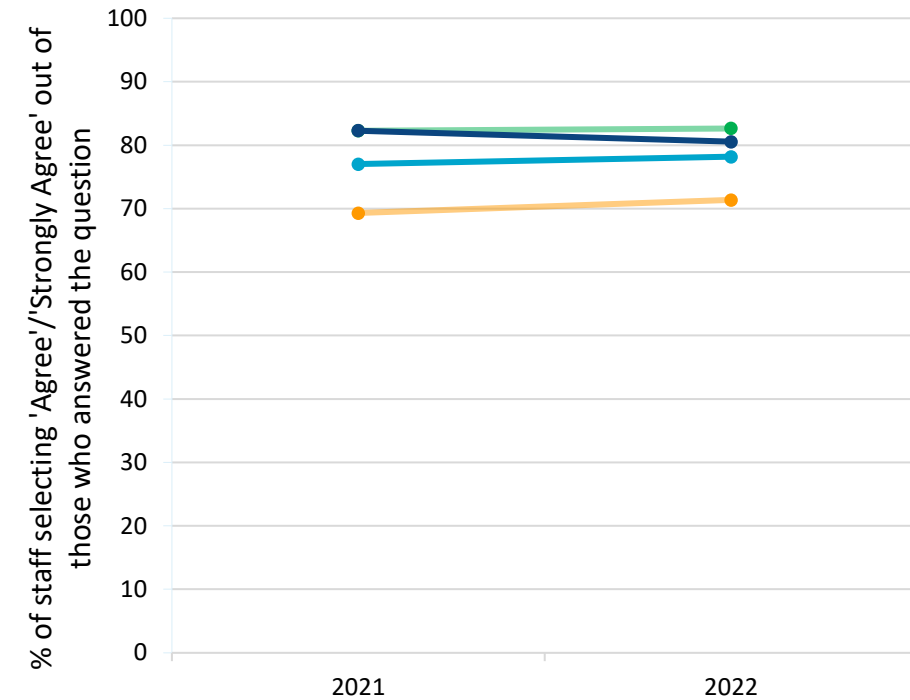


Q9f My immediate manager works together with me to come to an understanding of problems.



	2021	2022
Your org	79.7%	79.2%
Best	79.7%	80.2%
Average	75.2%	76.1%
Worst	68.4%	71.0%
Responses	2648	2790

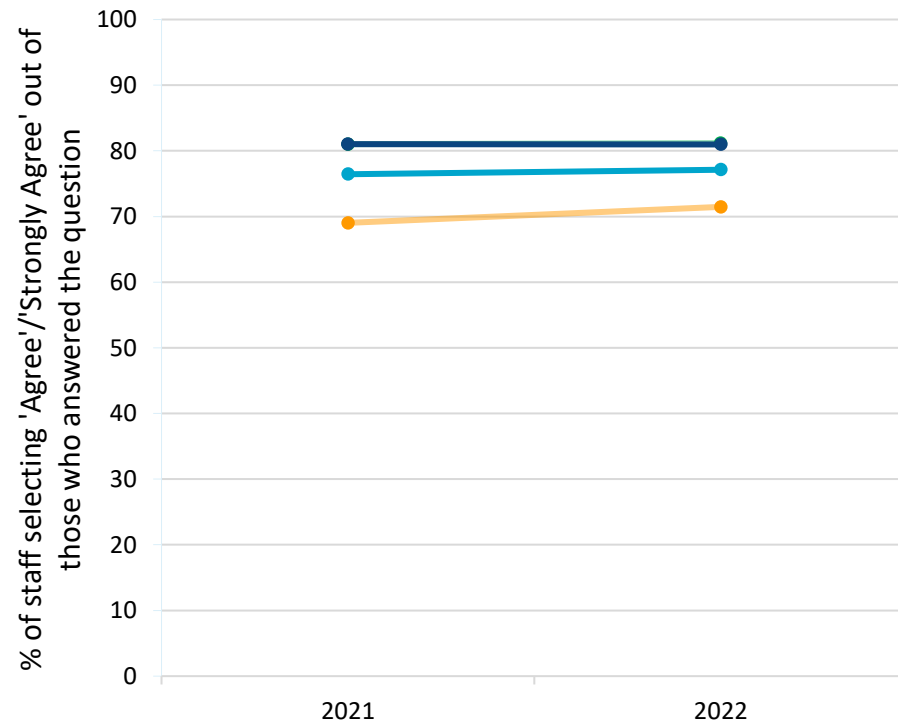
Q9g My immediate manager is interested in listening to me when I describe challenges I face.



	2021	2022
Your org	82.3%	80.6%
Best	82.3%	82.6%
Average	77.0%	78.2%
Worst	69.3%	71.4%
Responses	2645	2788

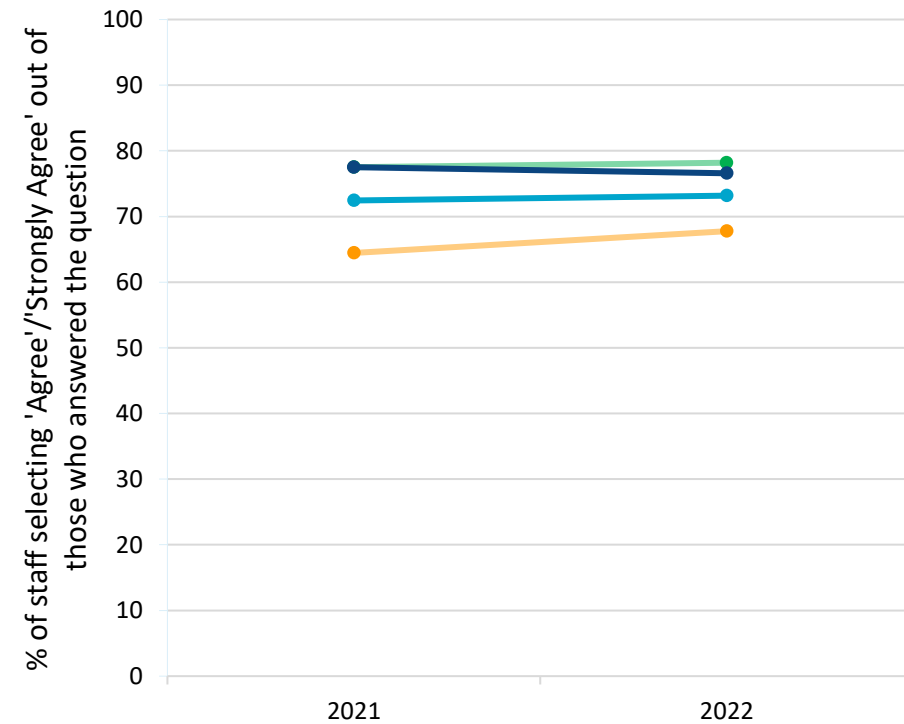


Q9h My immediate manager cares about my concerns.



	2021	2022
Your org	81.0%	81.0%
Best	81.0%	81.2%
Average	76.5%	77.1%
Worst	69.0%	71.4%
Responses	2648	2792

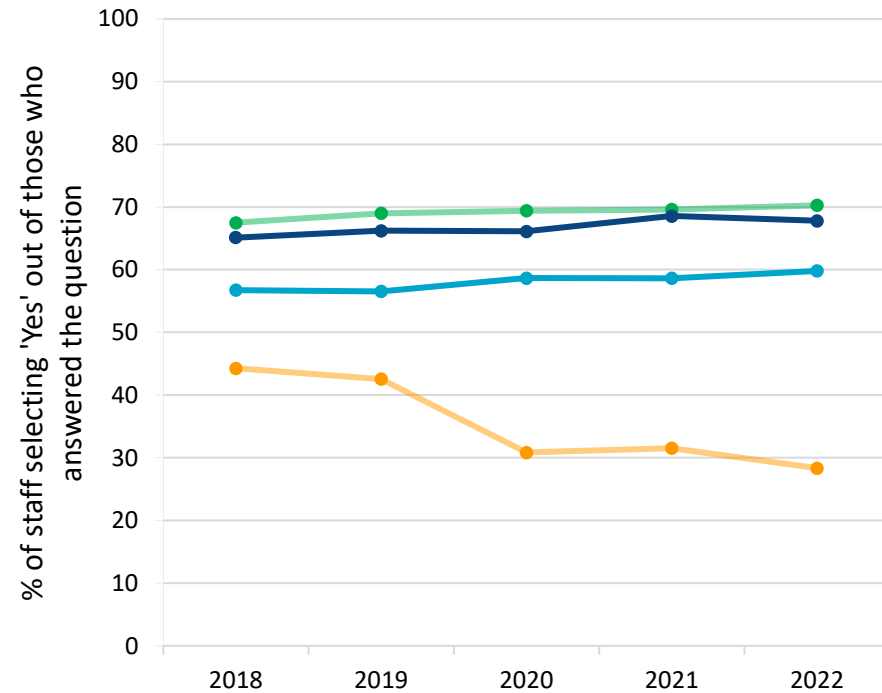
Q9i My immediate manager takes effective action to help me with any problems I face.



	2021	2022
Your org	77.5%	76.6%
Best	77.5%	78.2%
Average	72.4%	73.2%
Worst	64.5%	67.8%
Responses	2649	2788

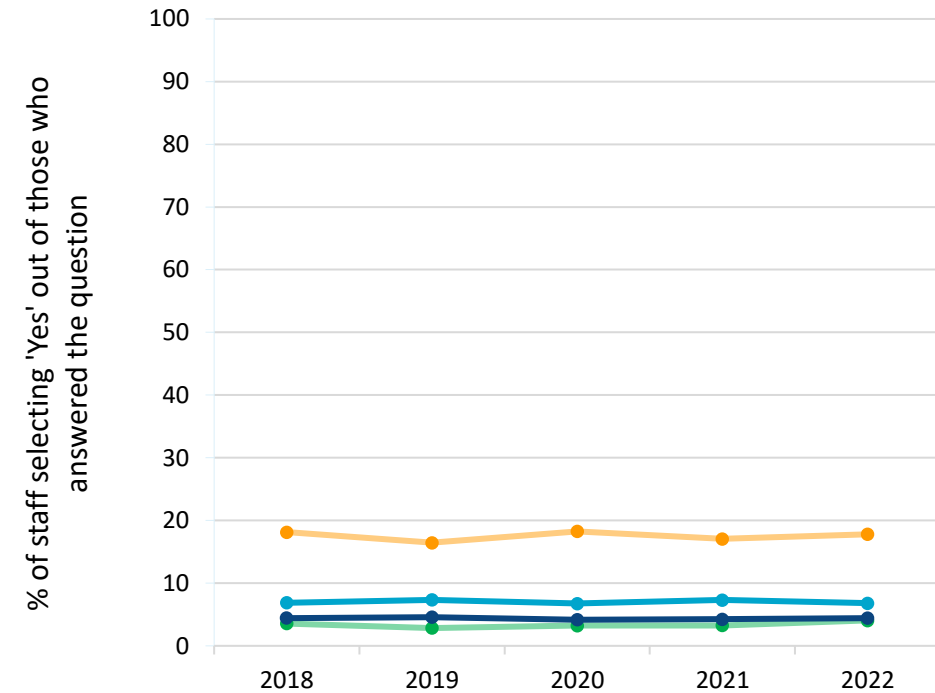


Q15 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



	2018	2019	2020	2021	2022
Your org	65.1%	66.2%	66.1%	68.6%	67.8%
Best	67.5%	69.0%	69.4%	69.6%	70.3%
Average	56.8%	56.6%	58.7%	58.6%	59.8%
Worst	44.3%	42.6%	30.9%	31.5%	28.3%
Responses	2016	2123	2360	2611	2768

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?

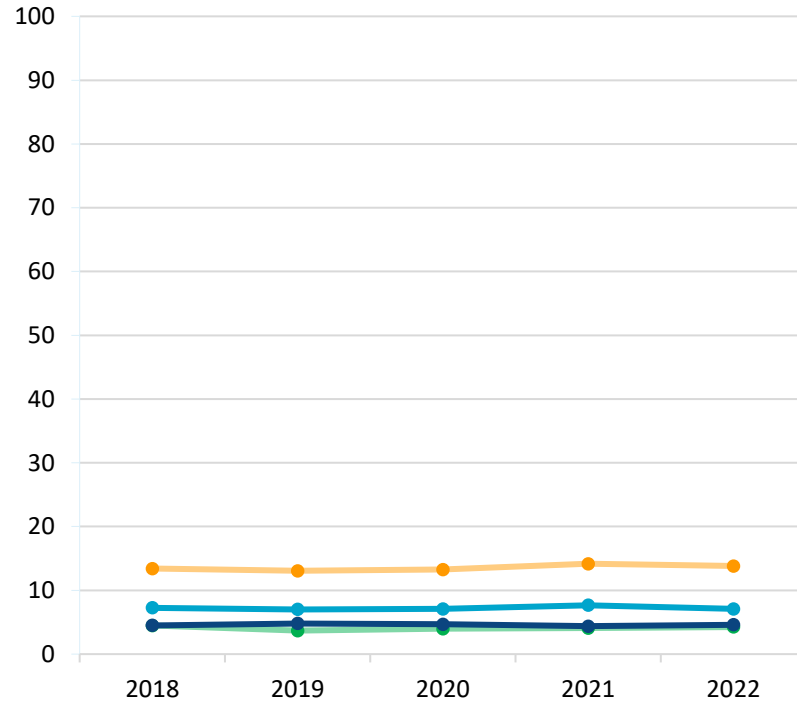


	2018	2019	2020	2021	2022
Your org	4.4%	4.6%	4.2%	4.3%	4.5%
Best	3.6%	2.9%	3.2%	3.3%	4.1%
Average	6.9%	7.3%	6.8%	7.3%	6.8%
Worst	18.2%	16.5%	18.3%	17.1%	17.8%
Responses	2023	2118	2352	2641	2790



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

% of staff selecting 'Yes' out of those who answered the question

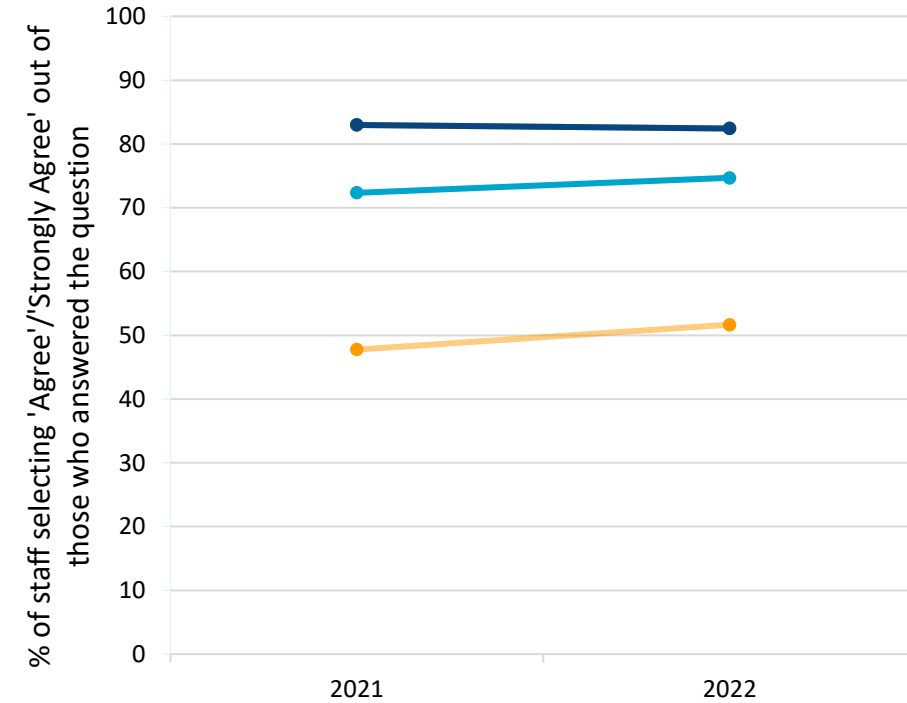


2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	4.5%	4.8%	4.7%	4.4%	4.6%
Best	4.5%	3.7%	4.0%	4.1%	4.3%
Average	7.3%	7.0%	7.1%	7.7%	7.1%
Worst	13.4%	13.1%	13.2%	14.2%	13.8%

Responses 2005 2100 2336 2637 2779

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



2021 2022

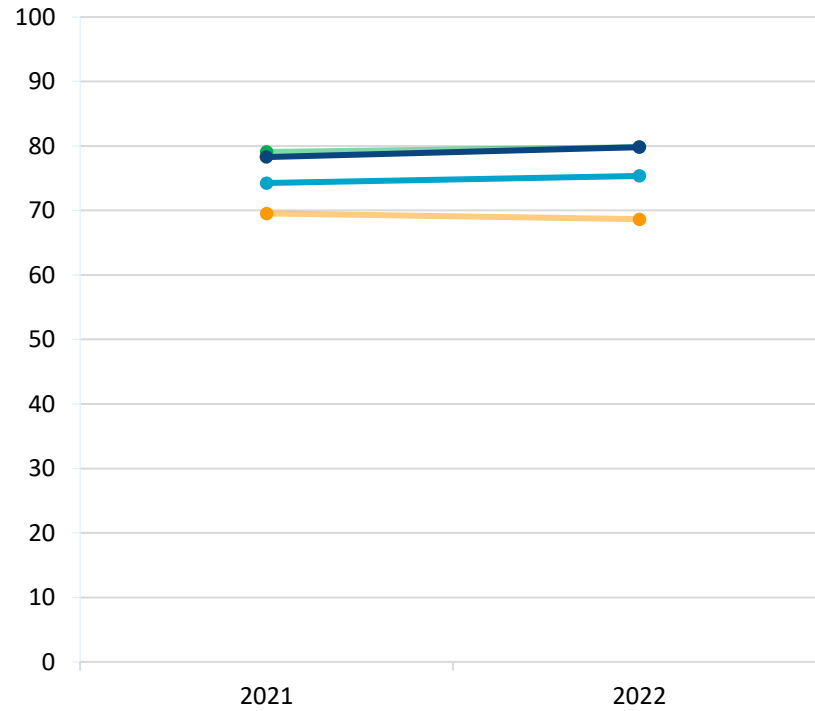
	2021	2022
Your org	83.0%	82.5%
Best	83.0%	82.5%
Average	72.4%	74.7%
Worst	47.8%	51.7%

Responses 2642 2791



Q7h I feel valued by my team.

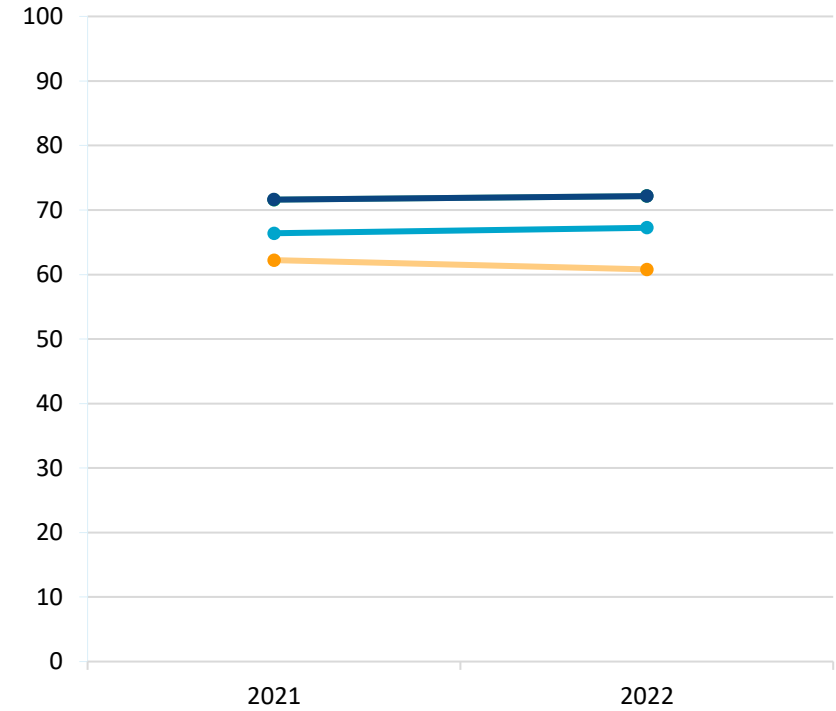
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	78.3%	79.8%
Best	79.1%	79.8%
Average	74.2%	75.4%
Worst	69.5%	68.6%
Responses	2656	2792

Q7i I feel a strong personal attachment to my team.

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

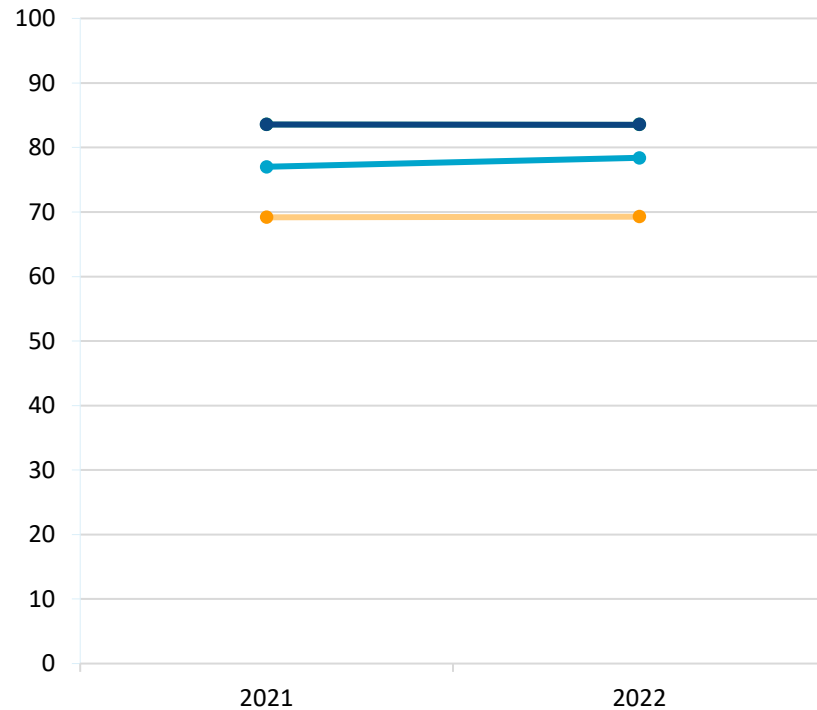


	2021	2022
Your org	71.6%	72.2%
Best	71.6%	72.2%
Average	66.4%	67.3%
Worst	62.2%	60.8%
Responses	2657	2796



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

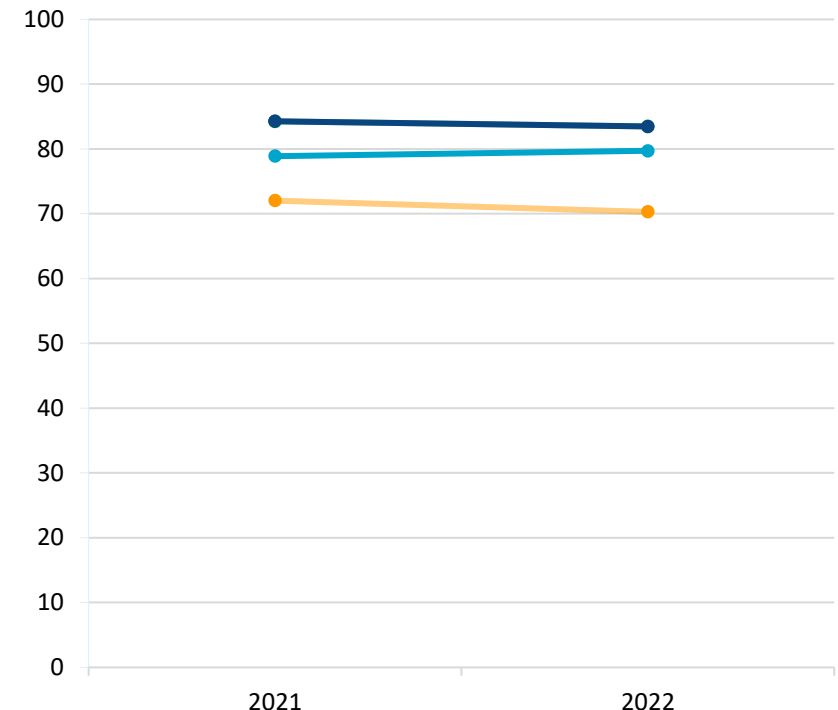
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	83.6%	83.6%
Best	83.6%	83.6%
Average	77.0%	78.4%
Worst	69.2%	69.3%
Responses	2660	2795

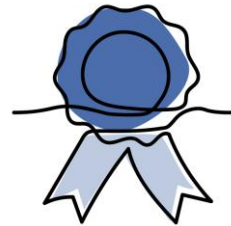
Q8c The people I work with are polite and treat each other with respect.

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



	2021	2022
Your org	84.3%	83.4%
Best	84.3%	83.4%
Average	78.9%	79.7%
Worst	72.0%	70.3%
Responses	2662	2796

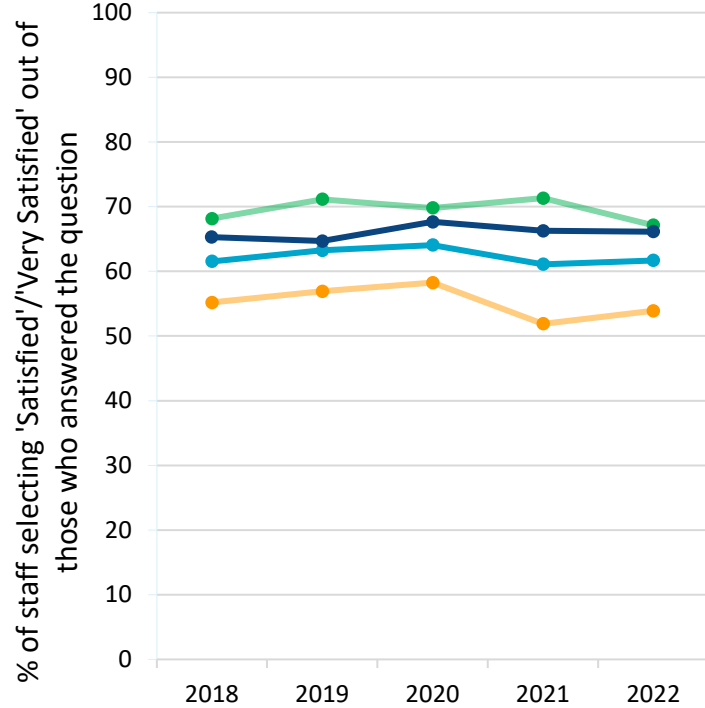
People Promise element – We are recognised and rewarded



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

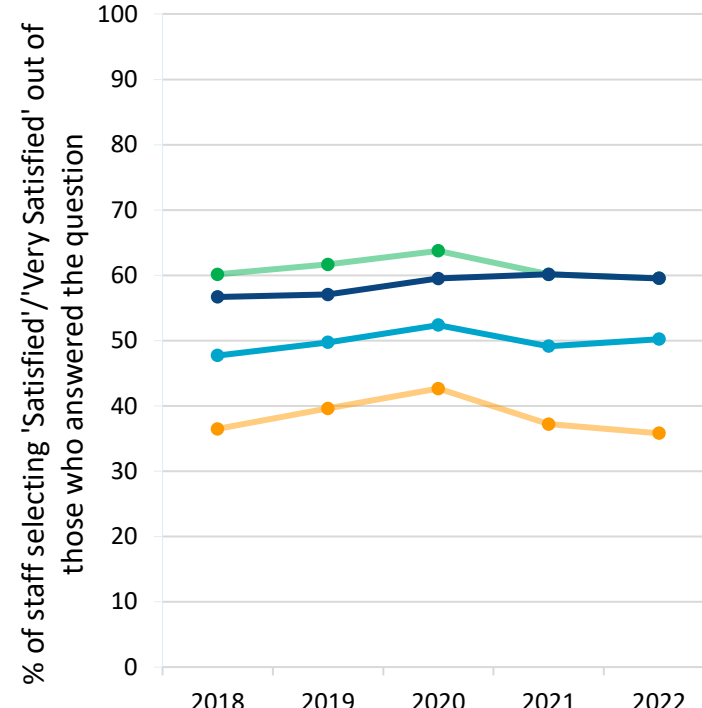


Q4a How satisfied are you with each of the following aspects of your job? The recognition I get for good work.



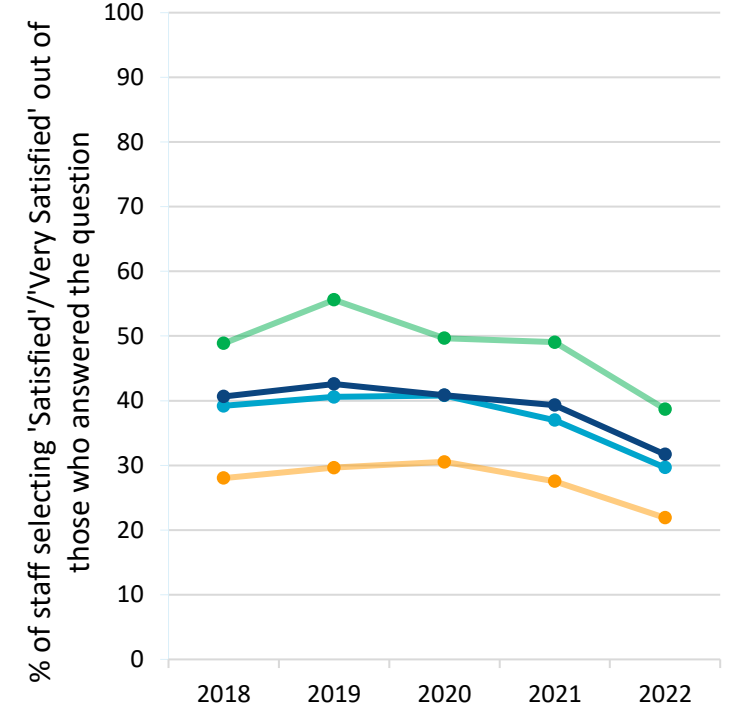
	2018	2019	2020	2021	2022
Your org	65.3%	64.7%	67.6%	66.2%	66.1%
Best	68.1%	71.1%	69.8%	71.3%	67.1%
Average	61.5%	63.2%	64.1%	61.1%	61.7%
Worst	55.2%	56.9%	58.2%	51.9%	53.9%
Responses	2024	2129	2370	2671	2797

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	56.7%	57.0%	59.5%	60.1%	59.5%
Best	60.1%	61.7%	63.7%	60.1%	59.5%
Average	47.7%	49.7%	52.4%	49.1%	50.2%
Worst	36.5%	39.6%	42.6%	37.2%	35.8%
Responses	2022	2124	2359	2665	2797

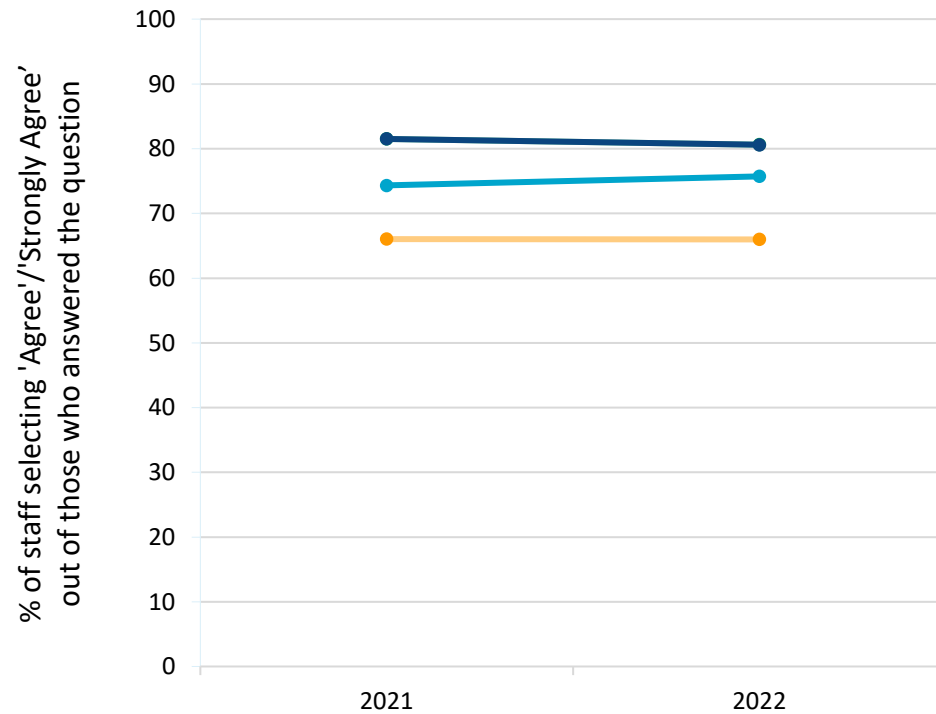
Q4c How satisfied are you with each of the following aspects of your job? My level of pay.



	2018	2019	2020	2021	2022
Your org	40.7%	42.6%	40.8%	39.3%	31.7%
Best	48.9%	55.6%	49.7%	49.0%	38.7%
Average	39.2%	40.6%	40.8%	37.0%	29.7%
Worst	28.1%	29.6%	30.5%	27.5%	21.9%
Responses	2026	2120	2363	2671	2799



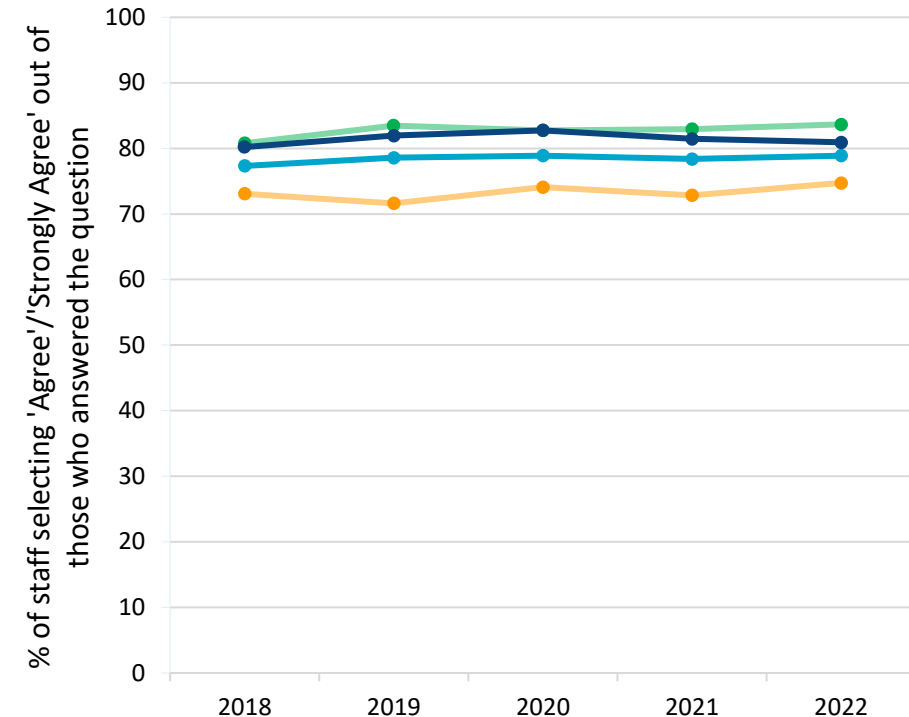
Q8d The people I work with show appreciation to one another.



Your org	2021	2022
Best	81.5%	80.6%
Average	74.3%	75.7%
Worst	66.0%	66.0%

Responses 2661 2797

Q9e My immediate manager values my work.



Your org	2018	2019	2020	2021	2022
Best	80.8%	83.5%	82.7%	82.9%	83.7%
Average	77.3%	78.6%	78.9%	78.4%	78.9%
Worst	73.1%	71.6%	74.1%	72.8%	74.7%

Responses 2021 2130 2346 2649 2787

People Promise element – We each have a voice that counts



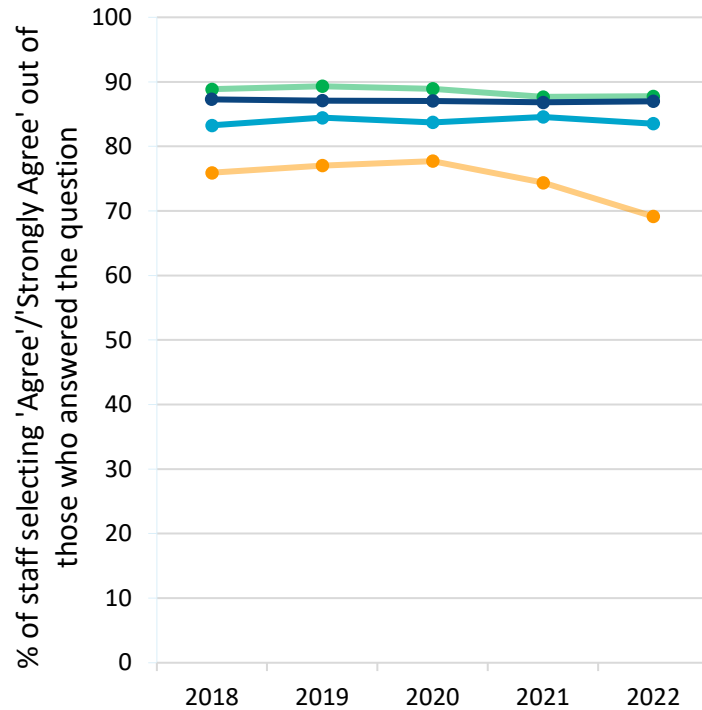
Questions included:

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.

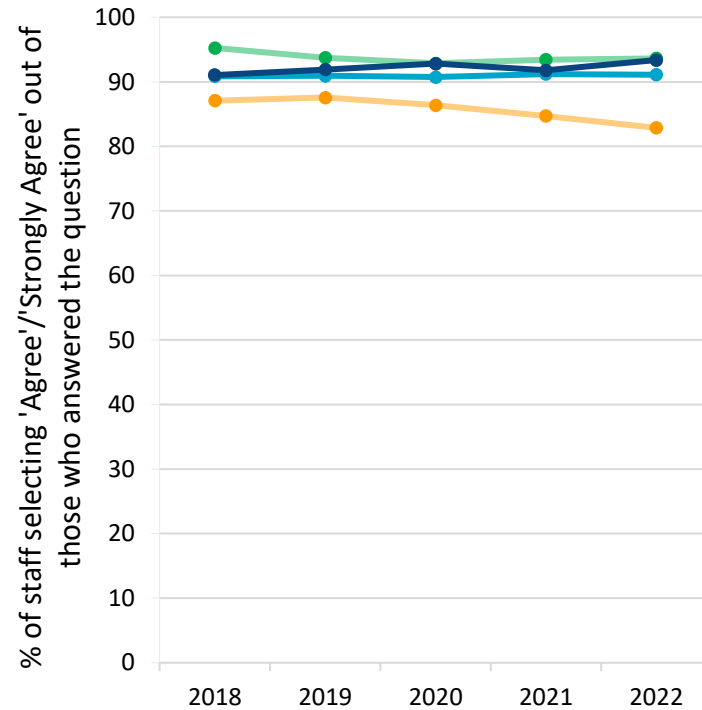


2018 2019 2020 2021 2022

Your org	87.3%	87.1%	87.0%	86.8%	87.0%
Best	88.8%	89.3%	88.9%	87.7%	87.8%
Average	83.3%	84.4%	83.7%	84.6%	83.5%
Worst	75.9%	77.0%	77.7%	74.4%	69.2%

Responses 2015 2123 2352 2678 2799

Q3b I am trusted to do my job.

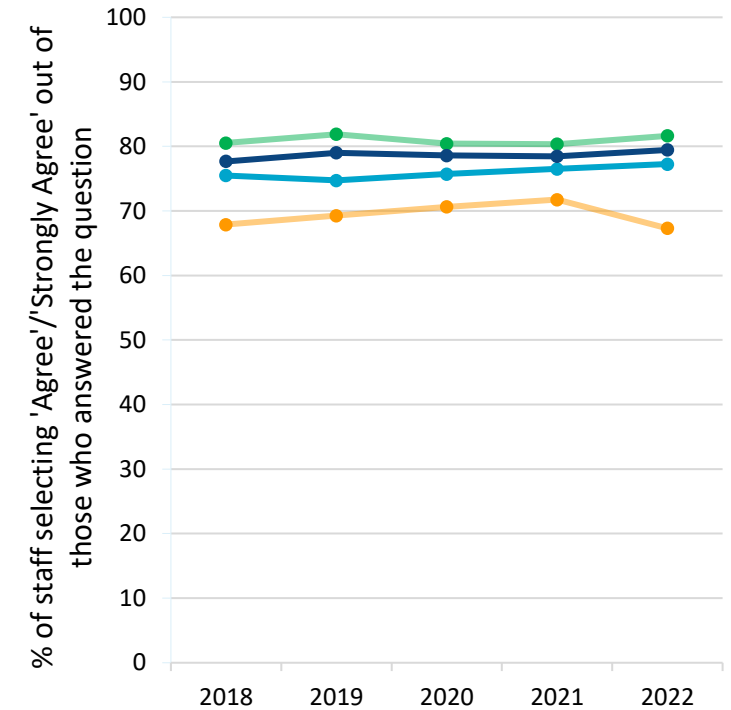


2018 2019 2020 2021 2022

Your org	91.1%	91.9%	92.8%	91.8%	93.4%
Best	95.3%	93.7%	92.9%	93.4%	93.6%
Average	90.9%	90.9%	90.7%	91.2%	91.1%
Worst	87.1%	87.6%	86.4%	84.7%	82.9%

Responses 2011 2120 2341 2673 2800

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



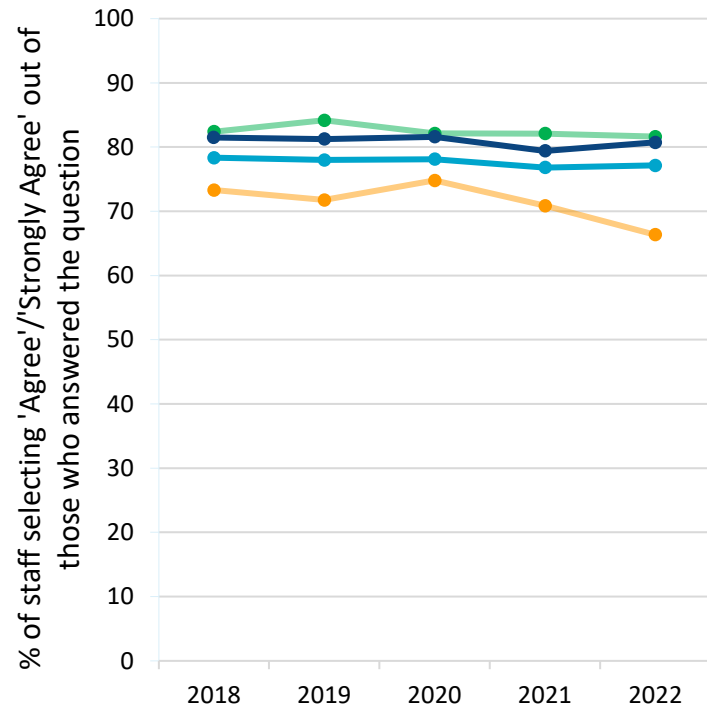
2018 2019 2020 2021 2022

Your org	77.7%	79.0%	78.6%	78.5%	79.5%
Best	80.5%	81.9%	80.4%	80.4%	81.6%
Average	75.5%	74.7%	75.7%	76.5%	77.3%
Worst	67.9%	69.3%	70.6%	71.7%	67.3%

Responses 2032 2144 2369 2673 2797

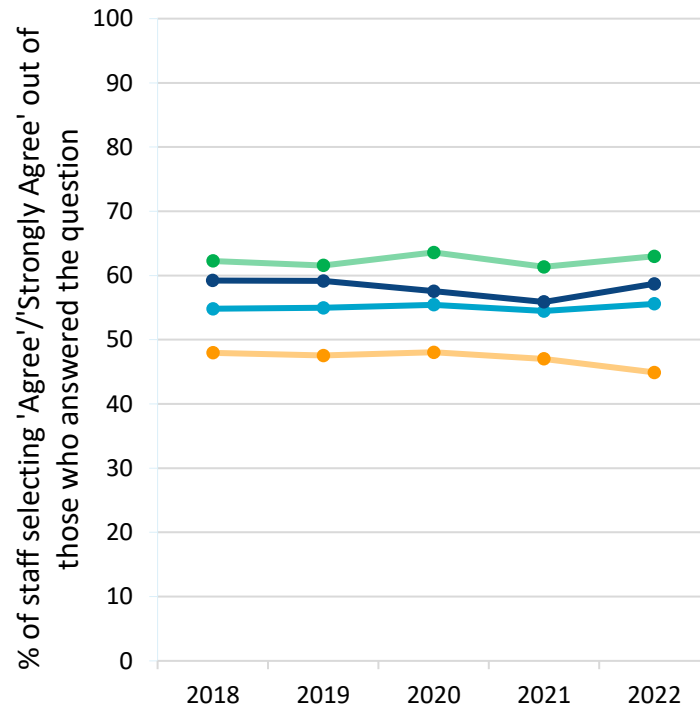


Q3d I am able to make suggestions to improve the work of my team / department.



	2018	2019	2020	2021	2022
Your org	81.5%	81.2%	81.6%	79.4%	80.7%
Best	82.4%	84.2%	82.1%	82.1%	81.6%
Average	78.3%	78.0%	78.1%	76.8%	77.1%
Worst	73.3%	71.7%	74.8%	70.9%	66.3%
Responses	2027	2134	2364	2671	2796

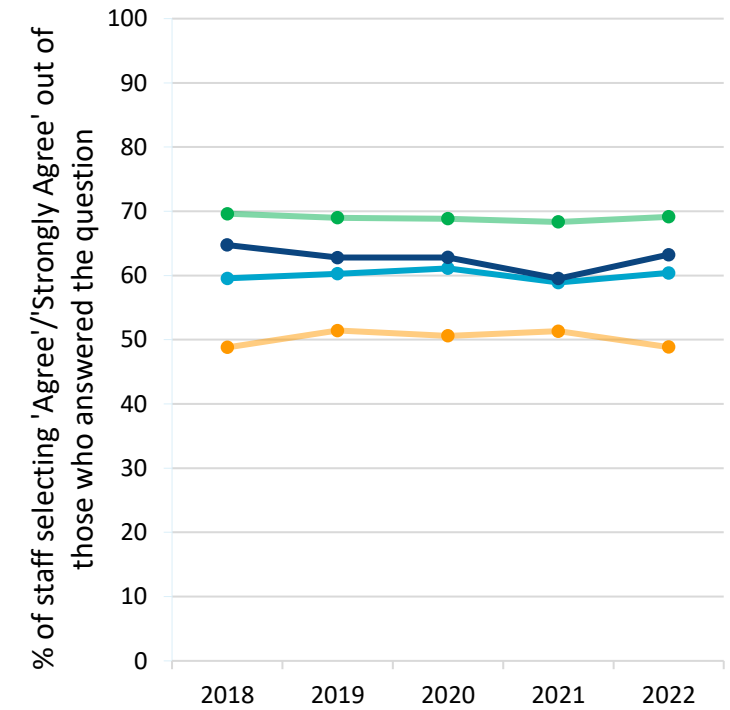
Q3e I am involved in deciding on changes introduced that affect my work area / team / department.



	2018	2019	2020	2021	2022
Your org	59.2%	59.1%	57.5%	55.9%	58.7%
Best	62.3%	61.6%	63.6%	61.3%	63.0%
Average	54.8%	55.0%	55.4%	54.5%	55.6%
Worst	48.0%	47.5%	48.0%	47.0%	44.9%
Responses	2028	2136	2362	2675	2798

Solent NHS Trust Benchmark report

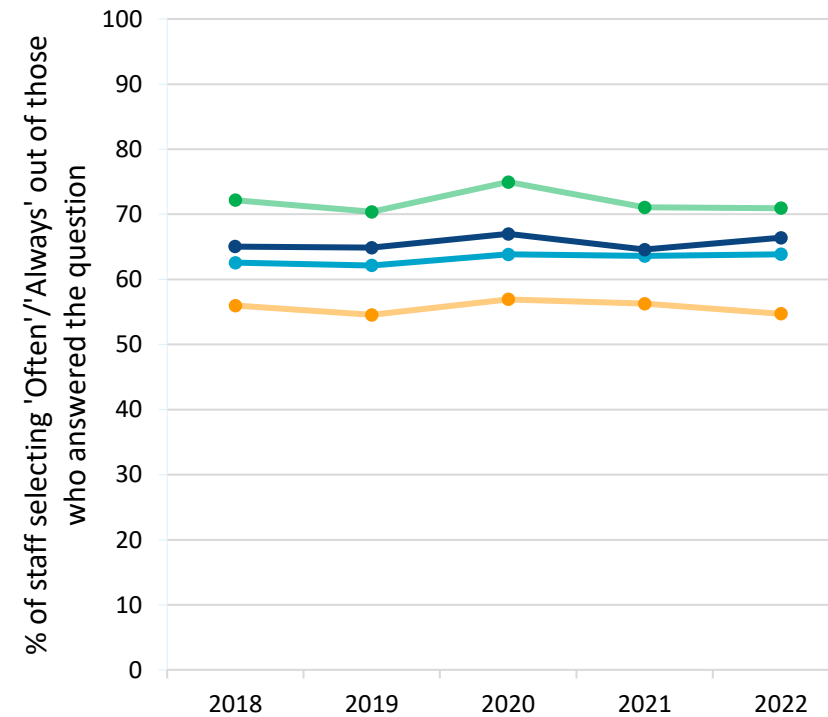
Q3f I am able to make improvements happen in my area of work.



	2018	2019	2020	2021	2022
Your org	64.8%	62.8%	62.8%	59.5%	63.2%
Best	69.6%	69.0%	68.8%	68.4%	69.1%
Average	59.5%	60.3%	61.1%	58.9%	60.4%
Worst	48.8%	51.4%	50.6%	51.3%	48.9%
Responses	2022	2132	2348	2674	2796



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

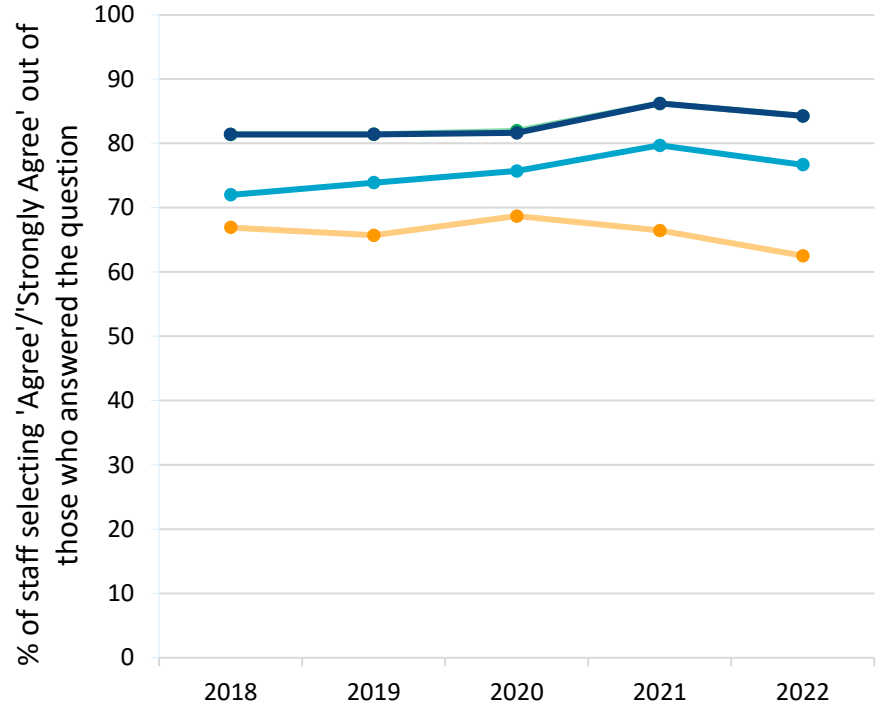


	2018	2019	2020	2021	2022
Your org	65.0%	64.9%	67.0%	64.6%	66.4%
Best	72.2%	70.4%	75.0%	71.1%	70.9%
Average	62.6%	62.1%	63.8%	63.6%	63.9%
Worst	56.0%	54.6%	56.9%	56.3%	54.7%

Responses 2010 2115 2347 2655 2783

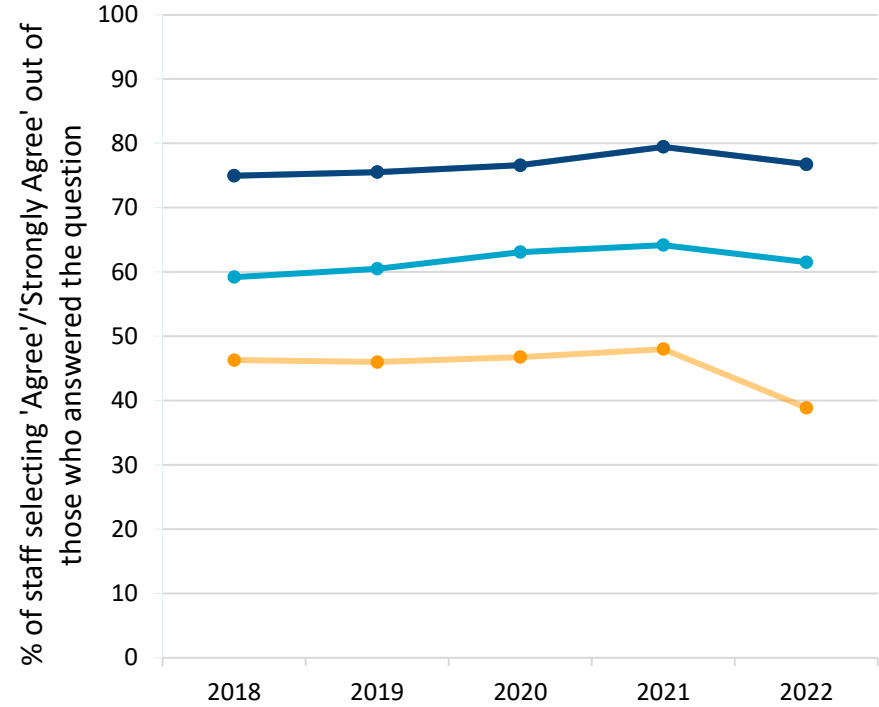


Q19a I would feel secure raising concerns about unsafe clinical practice.



	2018	2019	2020	2021	2022
Your org	81.4%	81.4%	81.6%	86.2%	84.3%
Best	81.4%	81.4%	82.0%	86.2%	84.3%
Average	72.0%	73.9%	75.7%	79.7%	76.7%
Worst	66.9%	65.7%	68.7%	66.4%	62.5%
Responses	2016	2120	2358	2643	2787

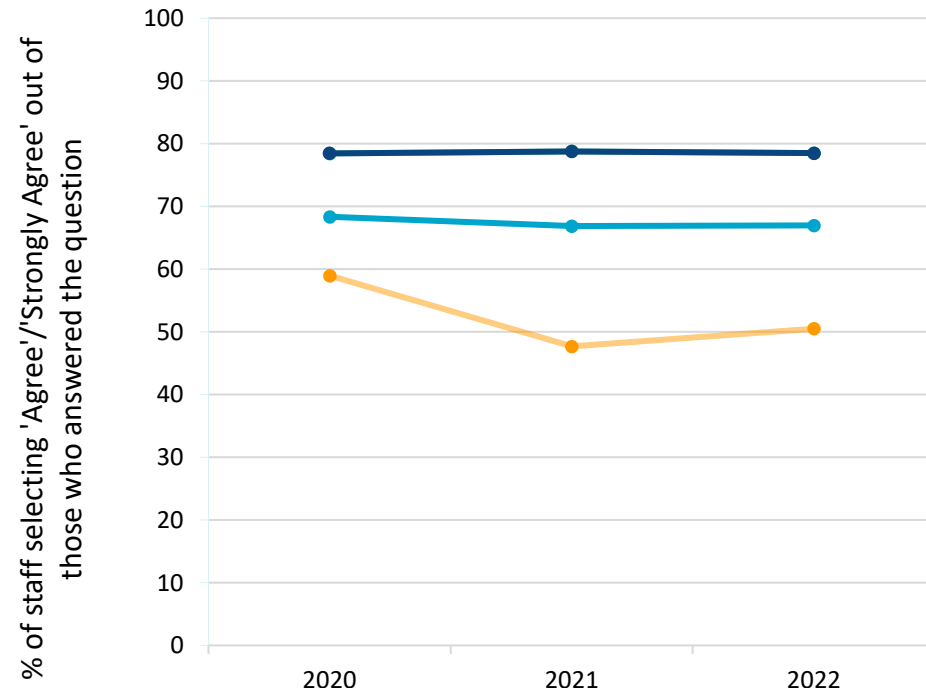
Q19b I am confident that my organisation would address my concern.



	2018	2019	2020	2021	2022
Your org	75.0%	75.5%	76.6%	79.5%	76.7%
Best	75.0%	75.5%	76.6%	79.5%	76.7%
Average	59.2%	60.5%	63.1%	64.2%	61.5%
Worst	46.3%	46.0%	46.8%	48.0%	38.9%
Responses	2014	2119	2353	2642	2788

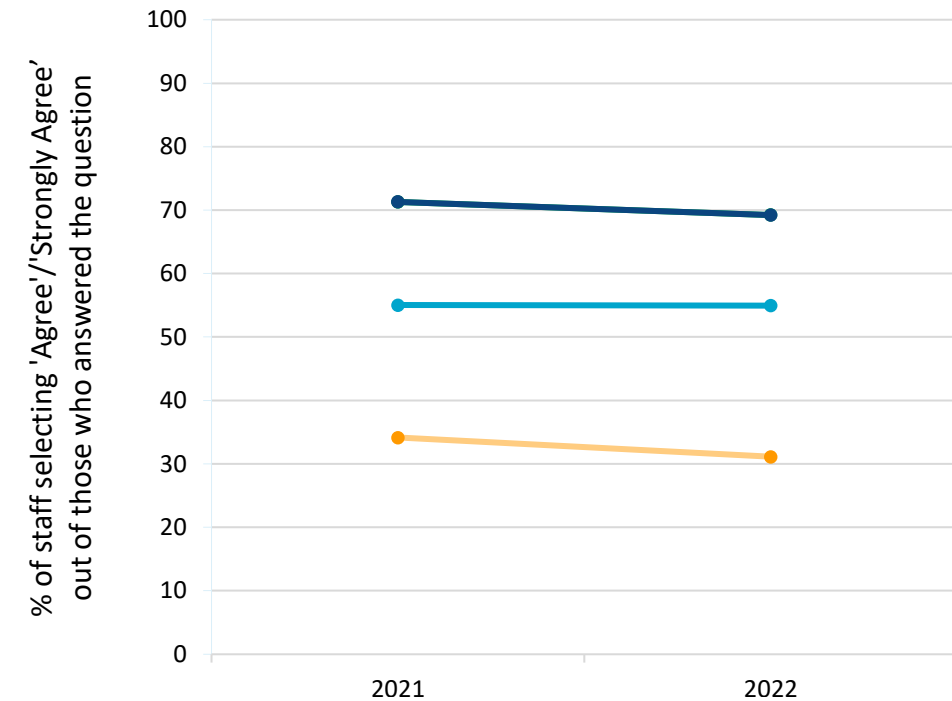


Q23e I feel safe to speak up about anything that concerns me in this organisation.



	2020	2021	2022
Your org	78.5%	78.8%	78.5%
Best	68.3%	66.9%	67.0%
Average	59.0%	47.7%	50.5%
Worst			
Responses	2362	2626	2783

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



	2021	2022
Your org	71.3%	69.2%
Best	55.0%	55.0%
Average	34.2%	31.1%
Worst		
Responses	2627	2788

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

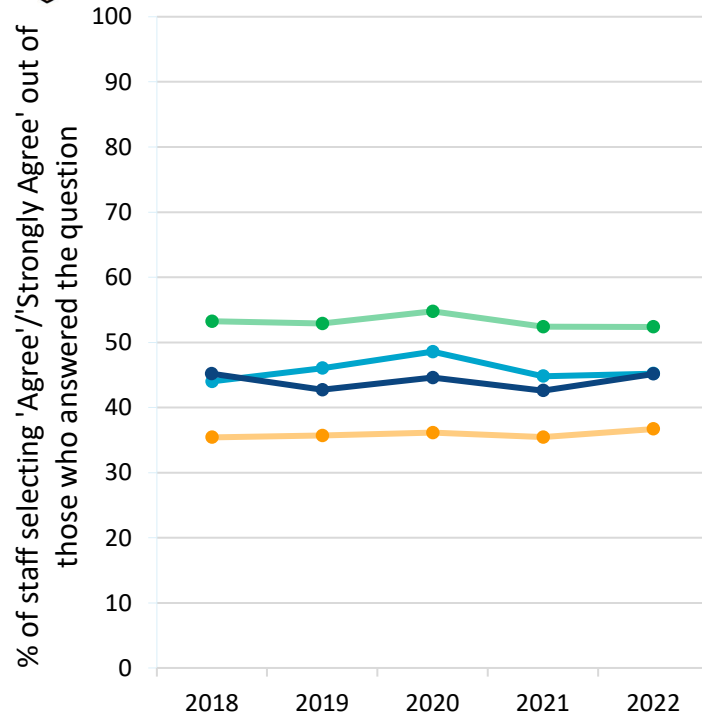
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



People Promise elements and theme results – We are safe and healthy: Health and safety climate

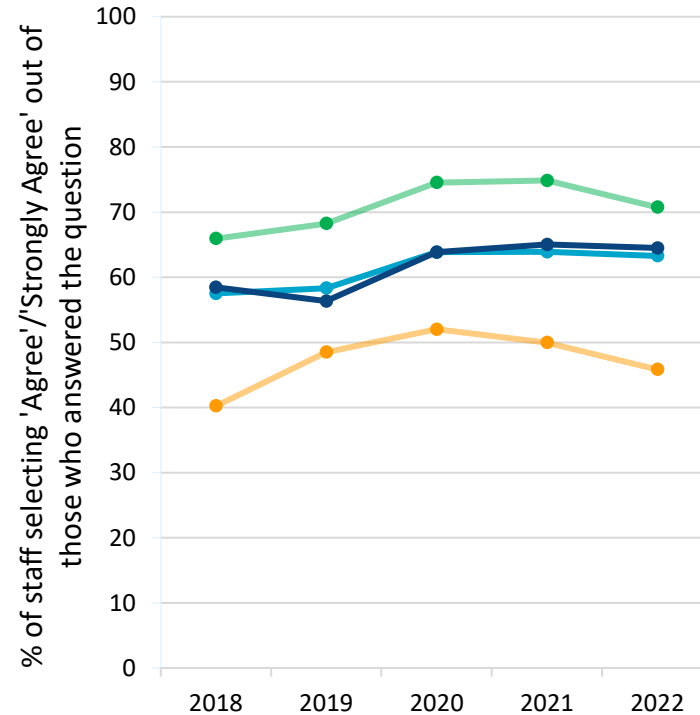


Q3g I am able to meet all the conflicting demands on my time at work.



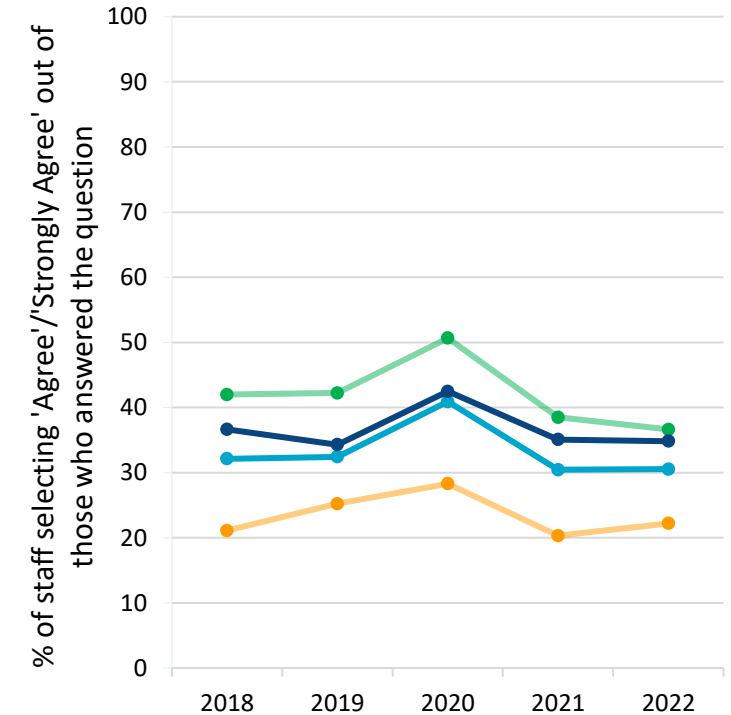
	2018	2019	2020	2021	2022
Your org	45.2%	42.7%	44.6%	42.6%	45.1%
Best	53.2%	52.9%	54.8%	52.4%	52.4%
Average	44.0%	46.0%	48.6%	44.8%	45.2%
Worst	35.4%	35.7%	36.1%	35.4%	36.7%
Responses	2029	2138	2362	2671	2799

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



	2018	2019	2020	2021	2022
Your org	58.5%	56.3%	63.9%	65.0%	64.5%
Best	65.9%	68.3%	74.5%	74.8%	70.8%
Average	57.5%	58.3%	63.8%	63.9%	63.3%
Worst	40.2%	48.5%	52.0%	50.0%	45.8%
Responses	2023	2135	2350	2670	2793

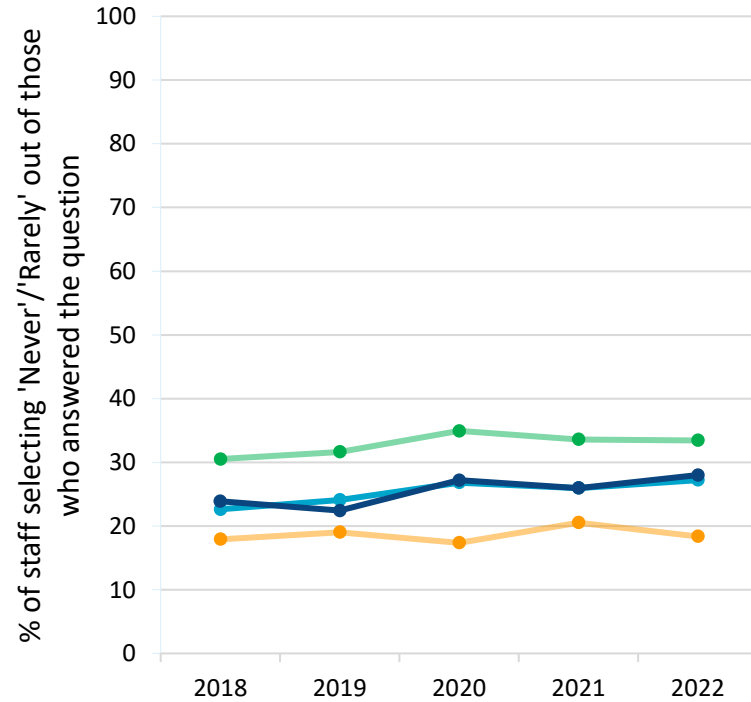
Q3i There are enough staff at this organisation for me to do my job properly.



	2018	2019	2020	2021	2022
Your org	36.7%	34.3%	42.5%	35.1%	34.8%
Best	42.0%	42.2%	50.7%	38.5%	36.6%
Average	32.1%	32.4%	40.9%	30.4%	30.5%
Worst	21.1%	25.2%	28.3%	20.3%	22.2%
Responses	2017	2123	2354	2671	2797

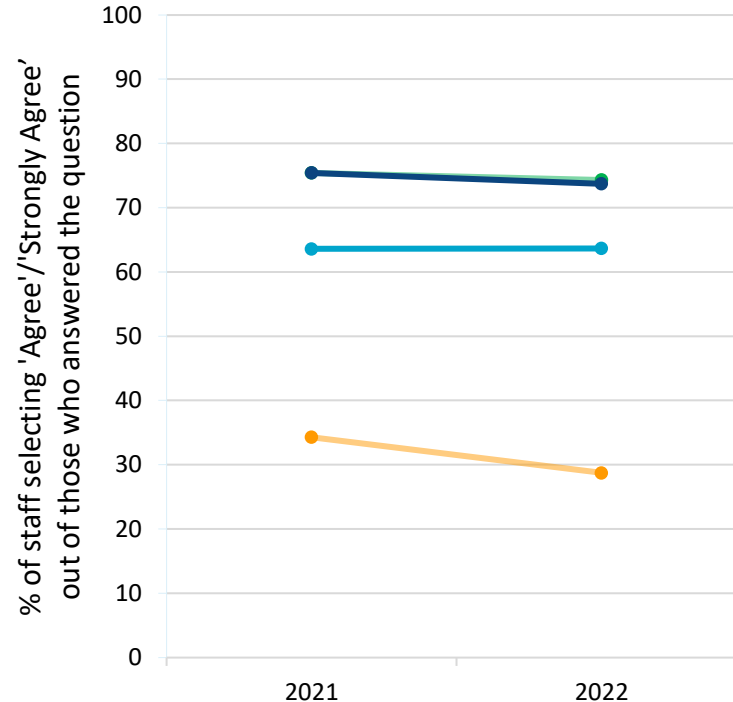


Q5a I have unrealistic time pressures.



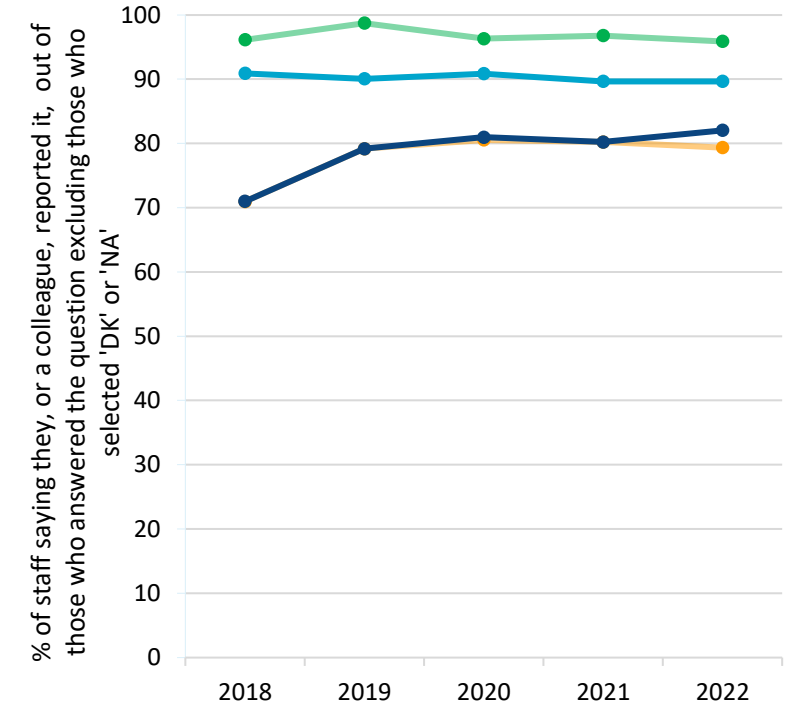
	2018	2019	2020	2021	2022
Your org	23.9%	22.4%	27.2%	26.0%	28.0%
Best	30.5%	31.6%	34.9%	33.6%	33.4%
Average	22.6%	24.1%	26.8%	26.0%	27.2%
Worst	17.9%	19.0%	17.4%	20.6%	18.4%
Responses	2012	2122	2351	2655	2787

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



	2021	2022
Your org	75.4%	73.7%
Best	75.4%	74.3%
Average	63.6%	63.7%
Worst	34.3%	28.7%
Responses	2637	2783

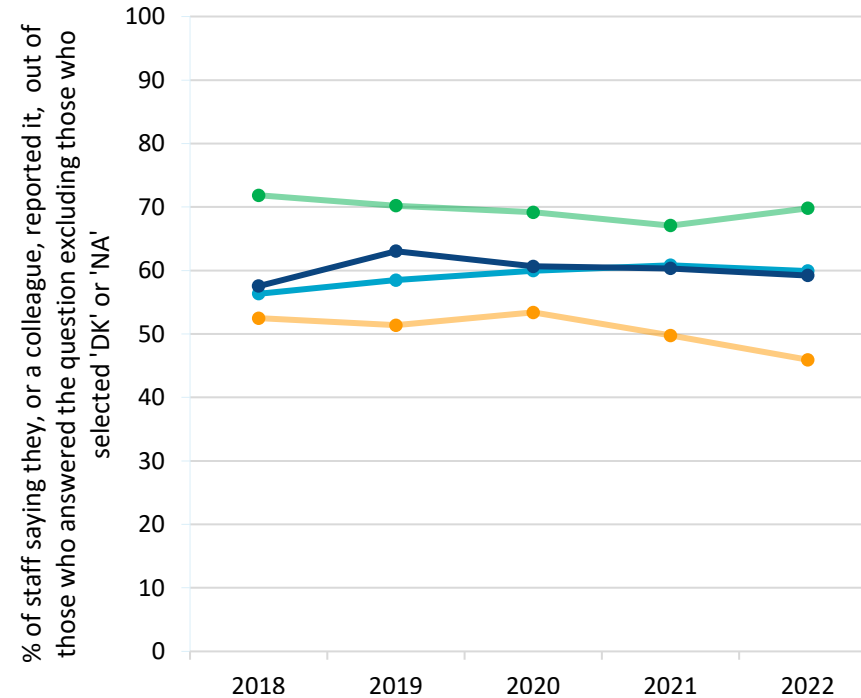
Q13d The last time you experienced physical violence at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	71.0%	79.2%	81.0%	80.2%	82.0%
Best	96.1%	98.7%	96.3%	96.8%	95.9%
Average	90.9%	90.0%	90.9%	89.7%	89.6%
Worst	71.0%	79.2%	80.5%	80.2%	79.4%
Responses	127	144	158	176	176



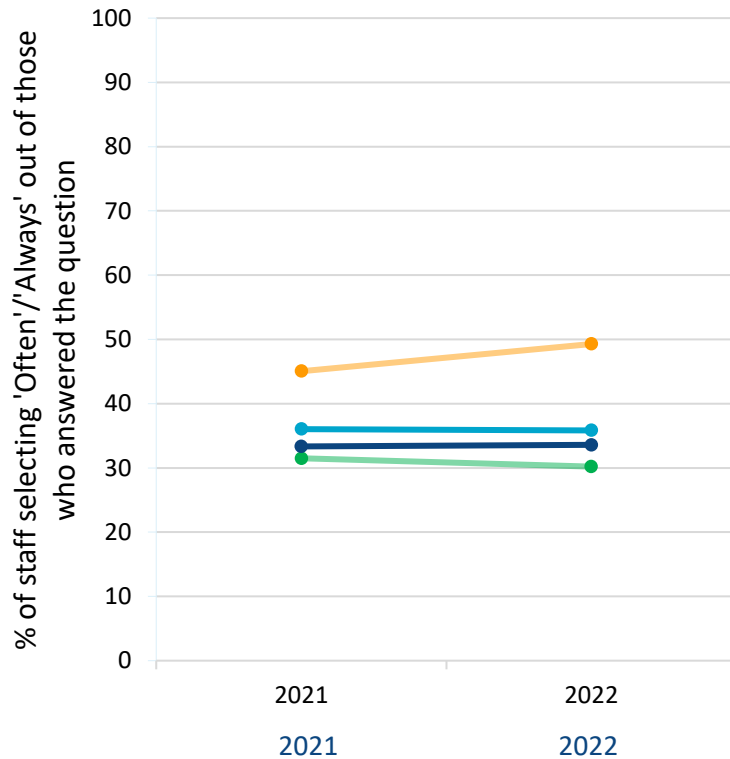
Q14d The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	57.5%	63.0%	60.6%	60.3%	59.2%
Best	71.9%	70.2%	69.2%	67.1%	69.8%
Average	56.3%	58.5%	60.0%	60.8%	59.9%
Worst	52.5%	51.4%	53.4%	49.7%	45.9%
Responses	517	526	596	602	647



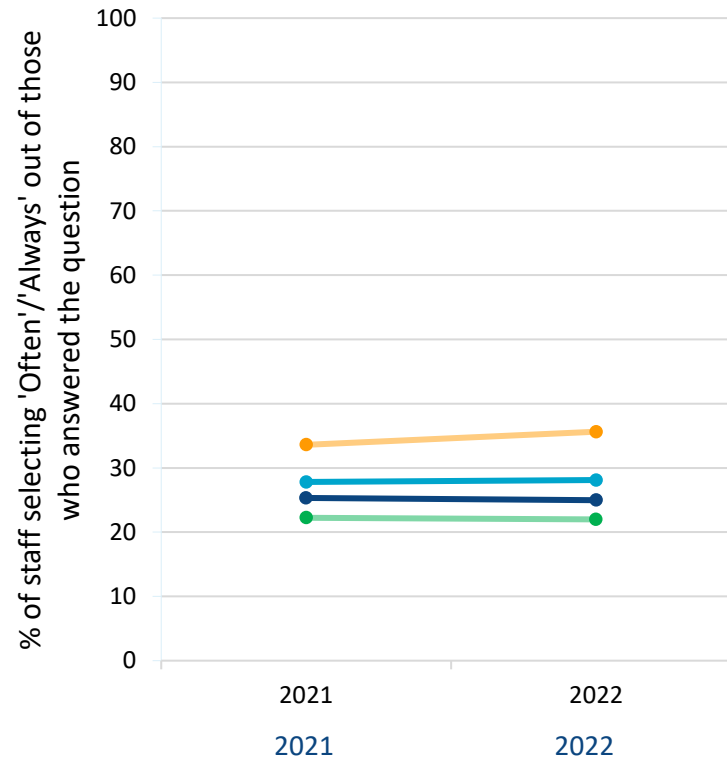
Q12a How often, if at all, do you find your work emotionally exhausting?



Your org	2021	2022
Best	31.5%	30.2%
Average	36.1%	35.8%
Worst	45.1%	49.3%

Responses 2648 2792

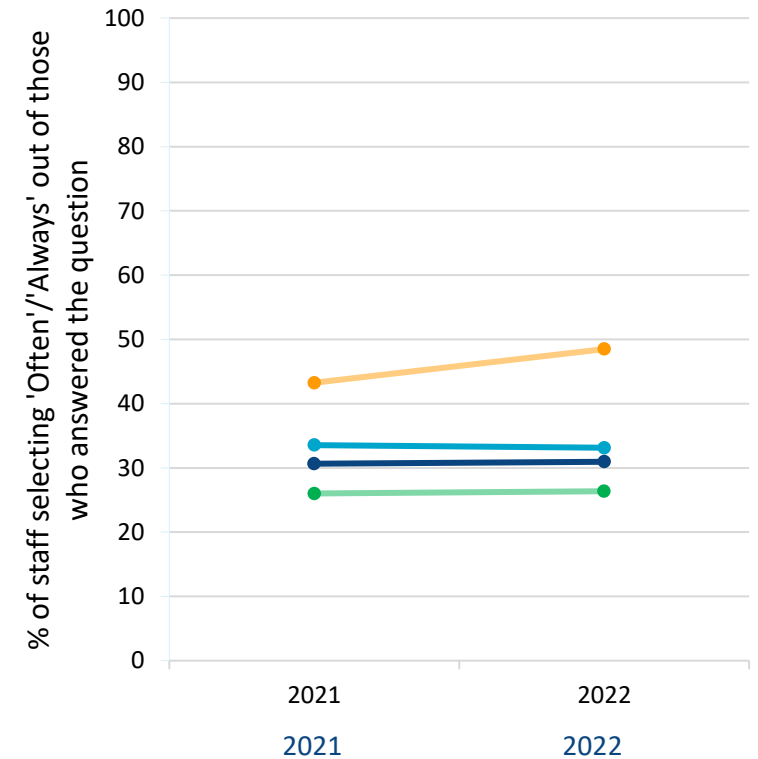
Q12b How often, if at all, do you feel burnt out because of your work?



Your org	2021	2022
Best	22.3%	22.0%
Average	27.8%	28.1%
Worst	33.6%	35.6%

Responses 2646 2789

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

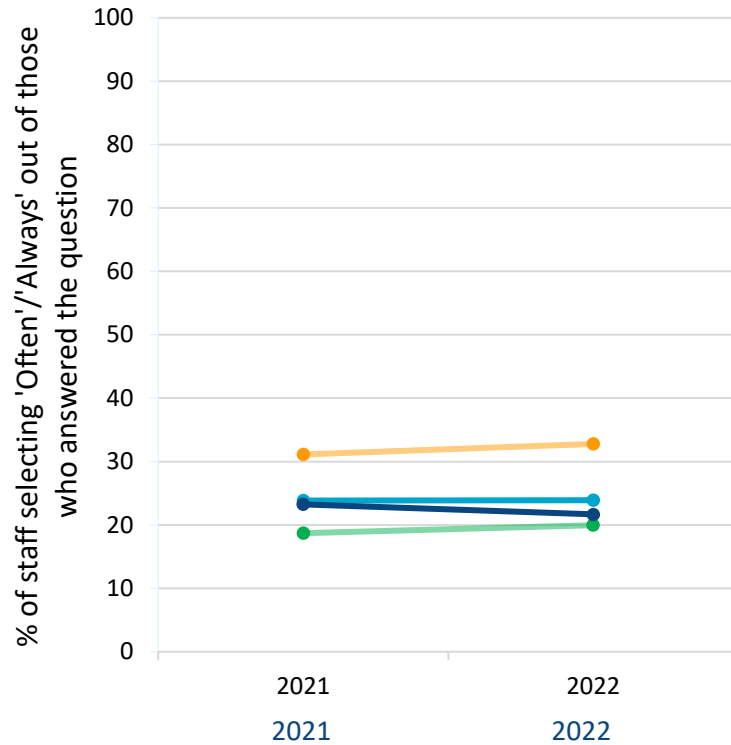


Your org	2021	2022
Best	26.0%	26.4%
Average	33.6%	33.1%
Worst	43.2%	48.5%

Responses 2645 2789



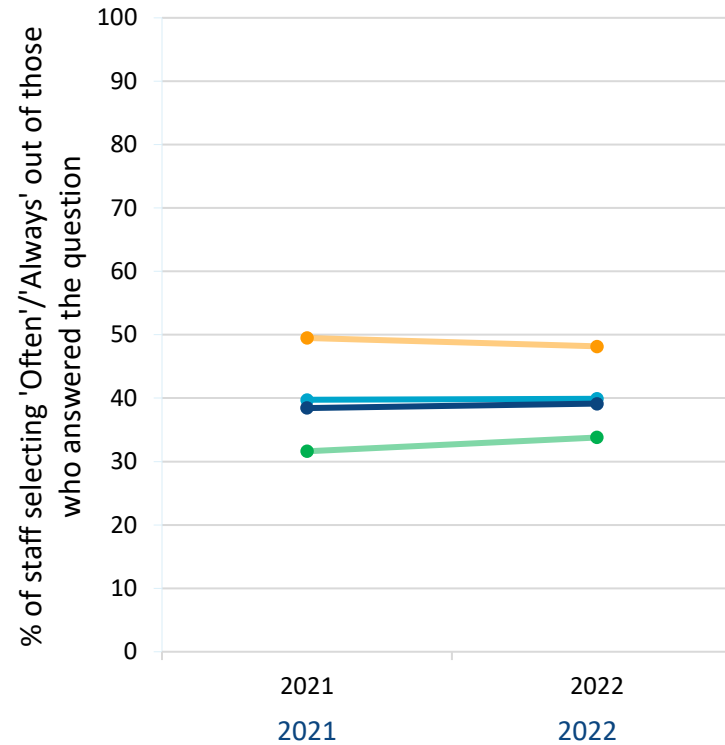
Q12d How often, if at all, are you exhausted at the thought of another day/shift at work?



	2021	2022
Your org	23.2%	21.7%
Best	18.7%	20.0%
Average	23.9%	23.9%
Worst	31.1%	32.8%

Responses 2644 2786

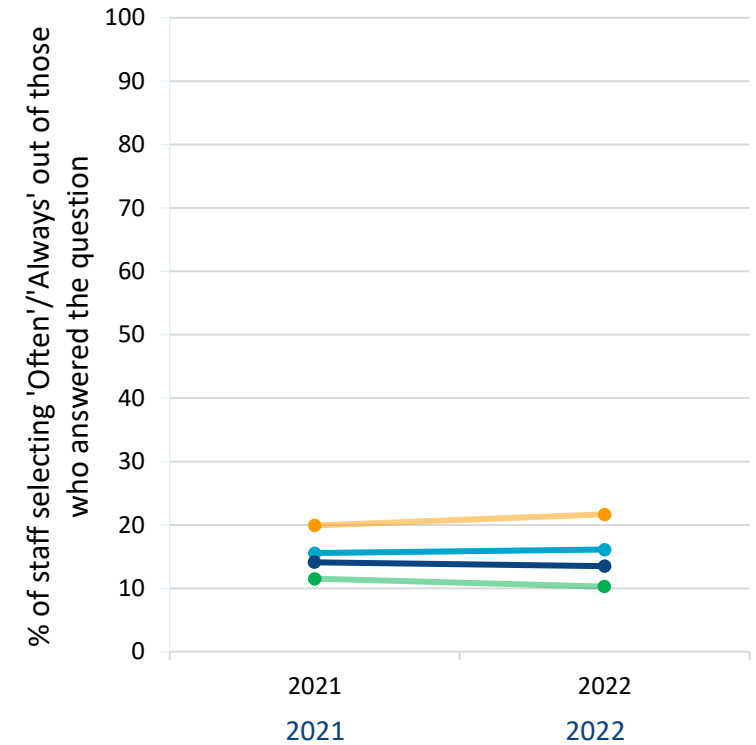
Q12e How often, if at all, do you feel worn out at the end of your working day/shift?



	2021	2022
Your org	38.4%	39.1%
Best	31.6%	33.8%
Average	39.7%	39.9%
Worst	49.5%	48.2%

Responses 2647 2789

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

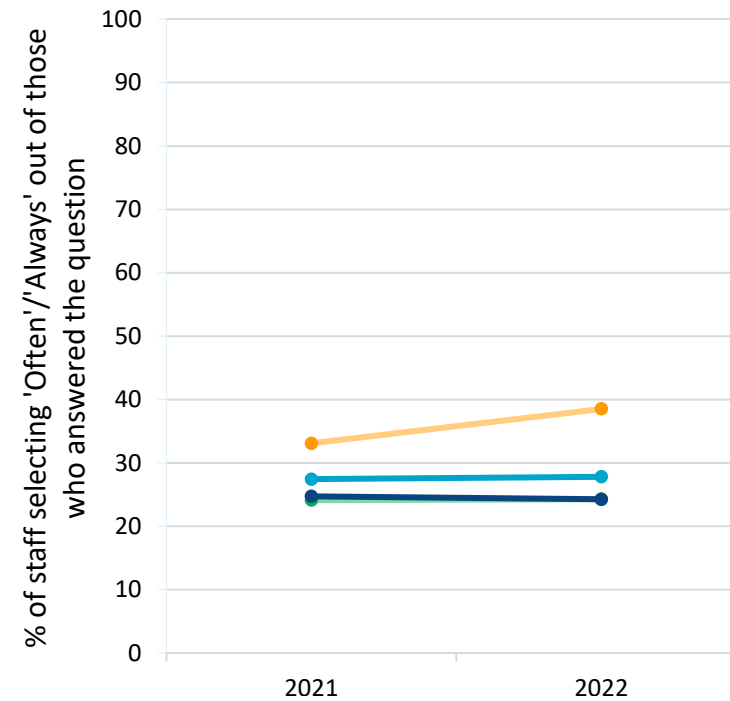


	2021	2022
Your org	14.1%	13.5%
Best	11.5%	10.3%
Average	15.5%	16.1%
Worst	19.9%	21.7%

Responses 2642 2790



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

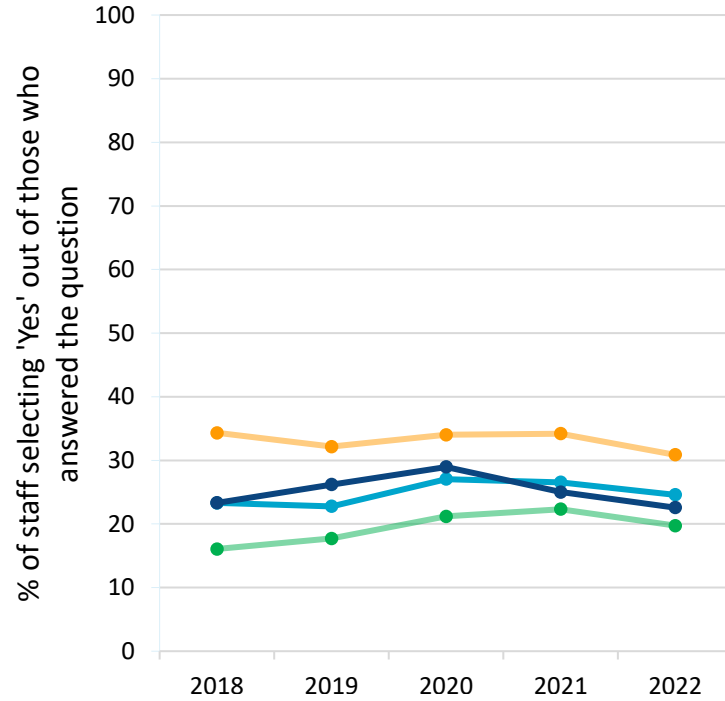


	2021	2022
Your org	24.7%	24.3%
Best	24.1%	24.3%
Average	27.4%	27.8%
Worst	33.1%	38.5%

Responses 2646 2789

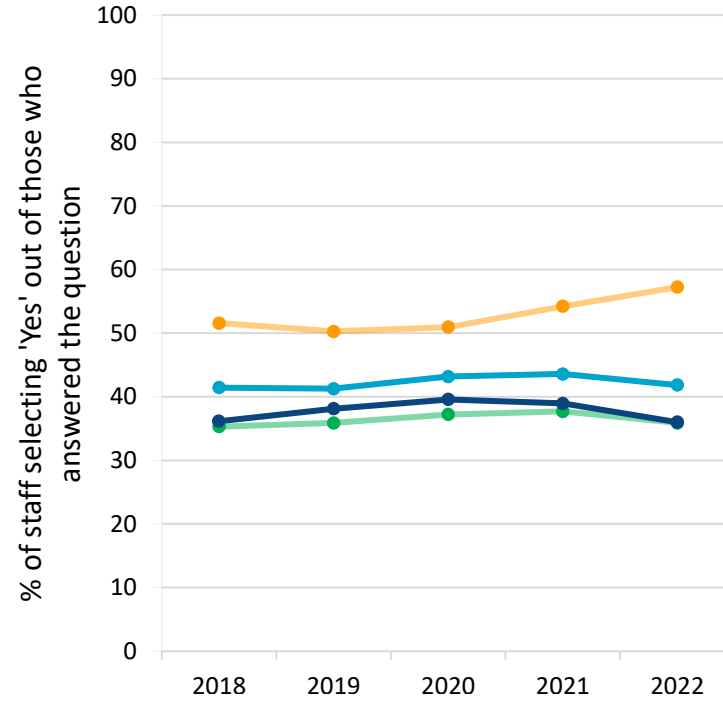


Q11b In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



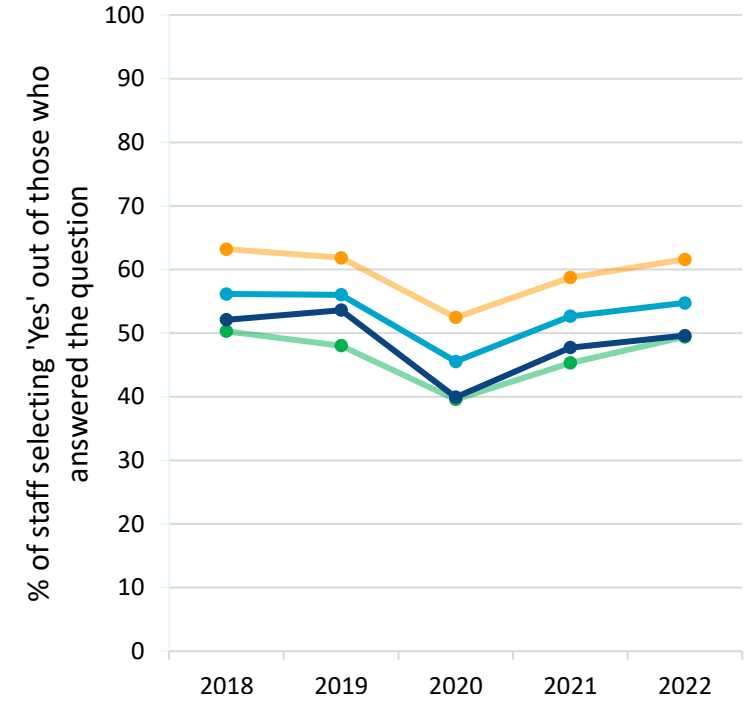
	2018	2019	2020	2021	2022
Your org	23.3%	26.2%	29.0%	25.0%	22.6%
Best	16.0%	17.7%	21.2%	22.3%	19.7%
Average	23.3%	22.8%	27.0%	26.5%	24.6%
Worst	34.3%	32.2%	34.0%	34.2%	30.9%
Responses	2019	2128	2355	2653	2794

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



	2018	2019	2020	2021	2022
Your org	36.2%	38.1%	39.6%	39.0%	36.0%
Best	35.3%	35.9%	37.2%	37.7%	35.9%
Average	41.4%	41.3%	43.2%	43.6%	41.8%
Worst	51.6%	50.3%	50.9%	54.2%	57.2%
Responses	2020	2124	2358	2648	2791

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



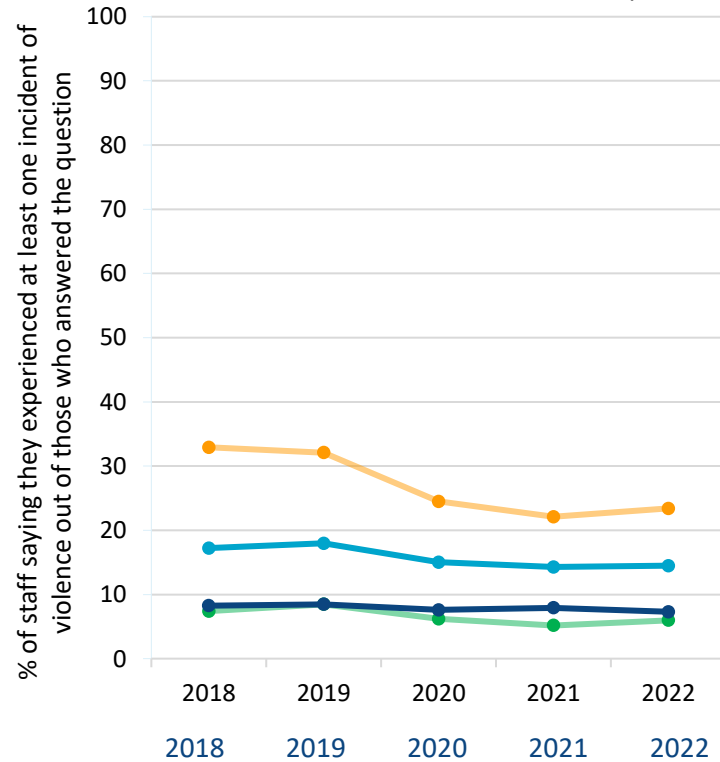
	2018	2019	2020	2021	2022
Your org	52.1%	53.6%	39.9%	47.7%	49.6%
Best	50.3%	48.0%	39.6%	45.3%	49.4%
Average	56.2%	56.0%	45.5%	52.7%	54.7%
Worst	63.2%	61.8%	52.4%	58.7%	61.6%
Responses	2018	2127	2354	2646	2791



People Promise elements and theme results – We are safe and healthy: Negative experiences

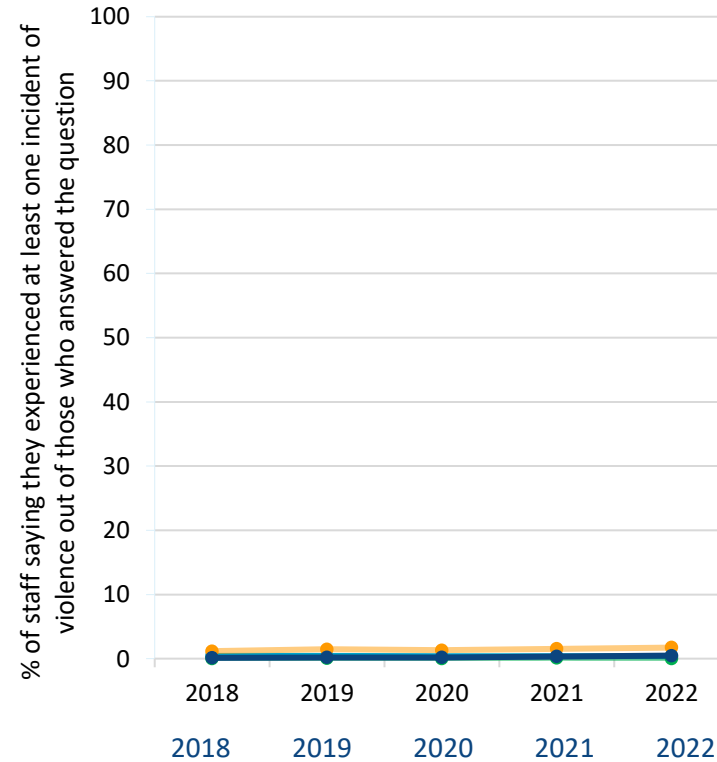


Q13a In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives or other members of the public.



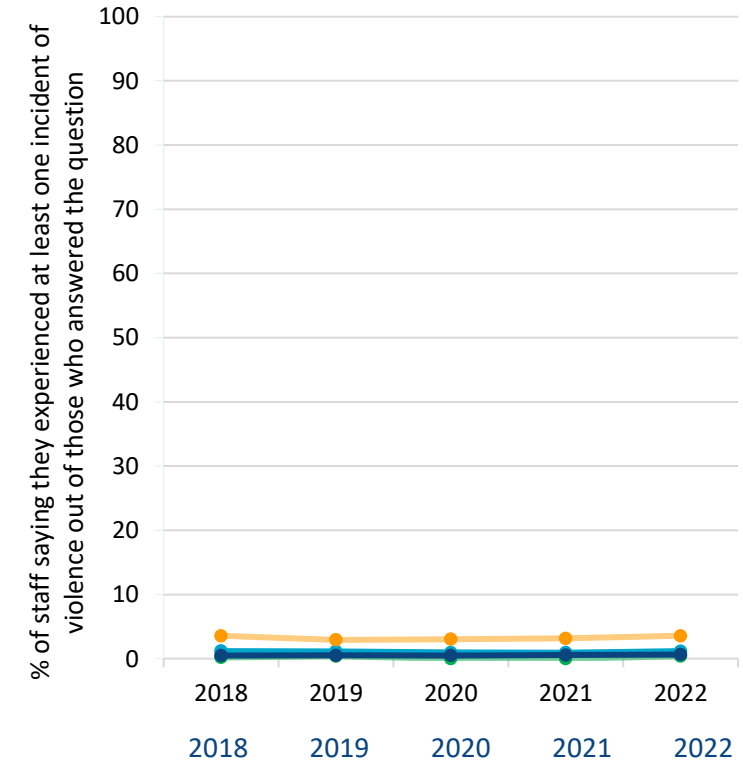
Your org	2018	2019	2020	2021	2022
Best	7.4%	8.5%	6.2%	5.2%	6.0%
Average	17.2%	18.0%	15.0%	14.3%	14.5%
Worst	32.9%	32.1%	24.5%	22.1%	23.4%
Responses	2010	2123	2364	2646	2786

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



Your org	2018	2019	2020	2021	2022
Best	0.0%	0.1%	0.0%	0.1%	0.0%
Average	0.5%	0.4%	0.4%	0.4%	0.4%
Worst	1.2%	1.5%	1.3%	1.6%	1.8%
Responses	2001	2115	2344	2637	2769

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



Your org	2018	2019	2020	2021	2022
Best	0.2%	0.4%	0.0%	0.0%	0.4%
Average	1.2%	1.1%	1.0%	1.0%	1.2%
Worst	3.6%	2.9%	3.0%	3.2%	3.6%
Responses	1991	2093	2337	2629	2757

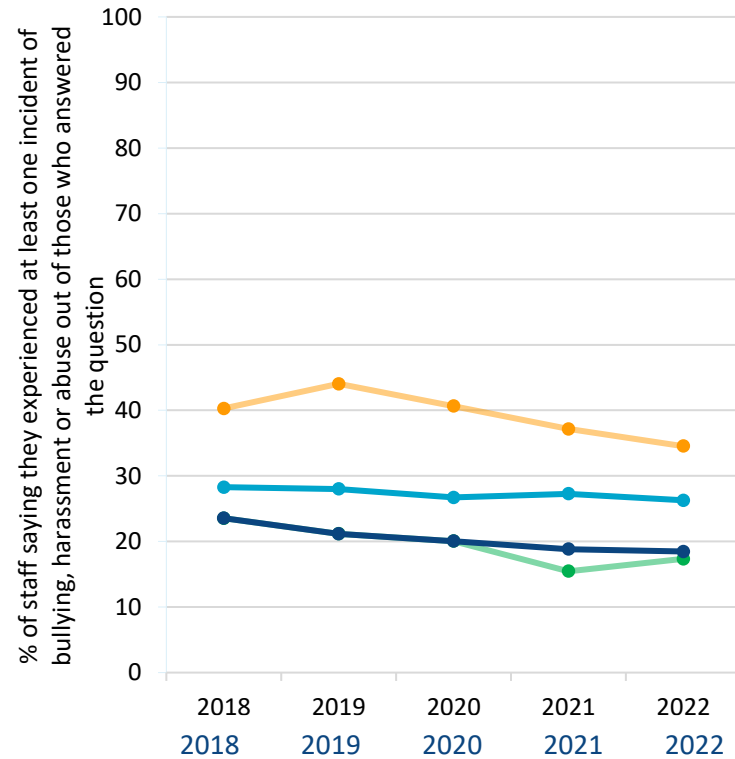


People Promise elements and theme results – We are safe and healthy: Negative experiences

Survey
Coordination
Centre

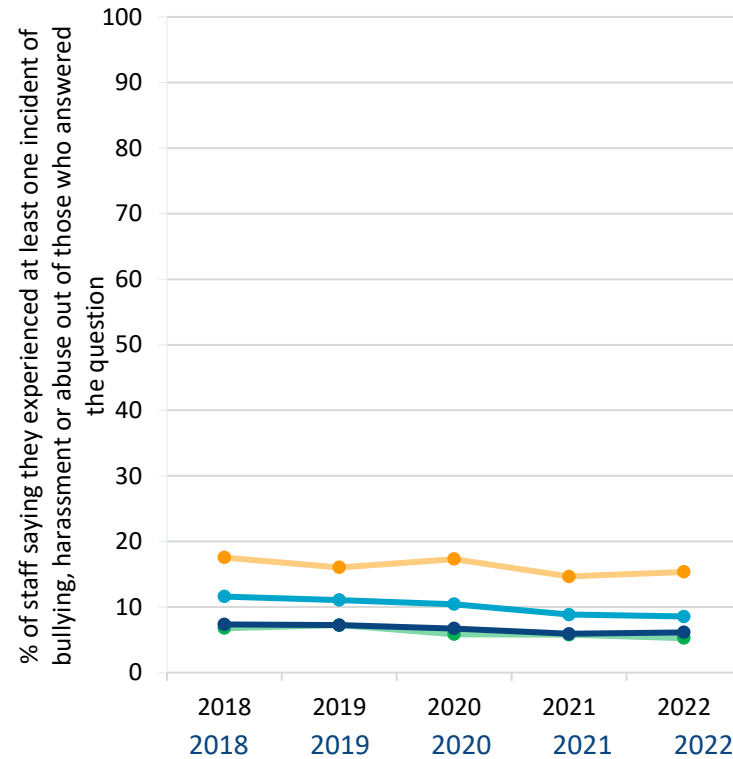


Q14a In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Patients / service users, their relatives or other members of the public.



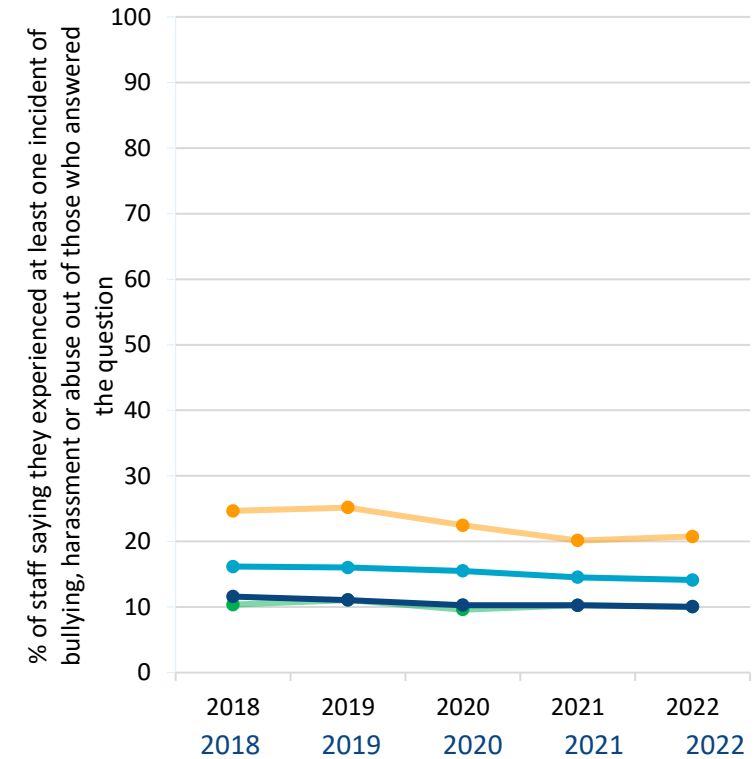
Your org	23.5%	21.2%	20.0%	18.8%	18.4%
Best	23.5%	21.2%	20.0%	15.5%	17.3%
Average	28.3%	28.0%	26.7%	27.3%	26.3%
Worst	40.3%	44.0%	40.6%	37.2%	34.5%
Responses	2018	2121	2344	2549	2779

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



Your org	7.3%	7.2%	6.7%	5.9%	6.1%
Best	6.8%	7.2%	5.8%	5.8%	5.2%
Average	11.6%	11.1%	10.4%	8.8%	8.5%
Worst	17.6%	16.0%	17.3%	14.7%	15.3%
Responses	2004	2108	2332	2538	2768

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



Your org	11.6%	11.1%	10.3%	10.2%	10.0%
Best	10.4%	11.1%	9.6%	10.2%	10.0%
Average	16.2%	16.0%	15.5%	14.5%	14.1%
Worst	24.6%	25.2%	22.5%	20.1%	20.7%
Responses	1997	2087	2314	2535	2757

People Promise element – We are always learning



Questions included:

Development – Q22a, Q22b, Q22c, Q22d, Q22e

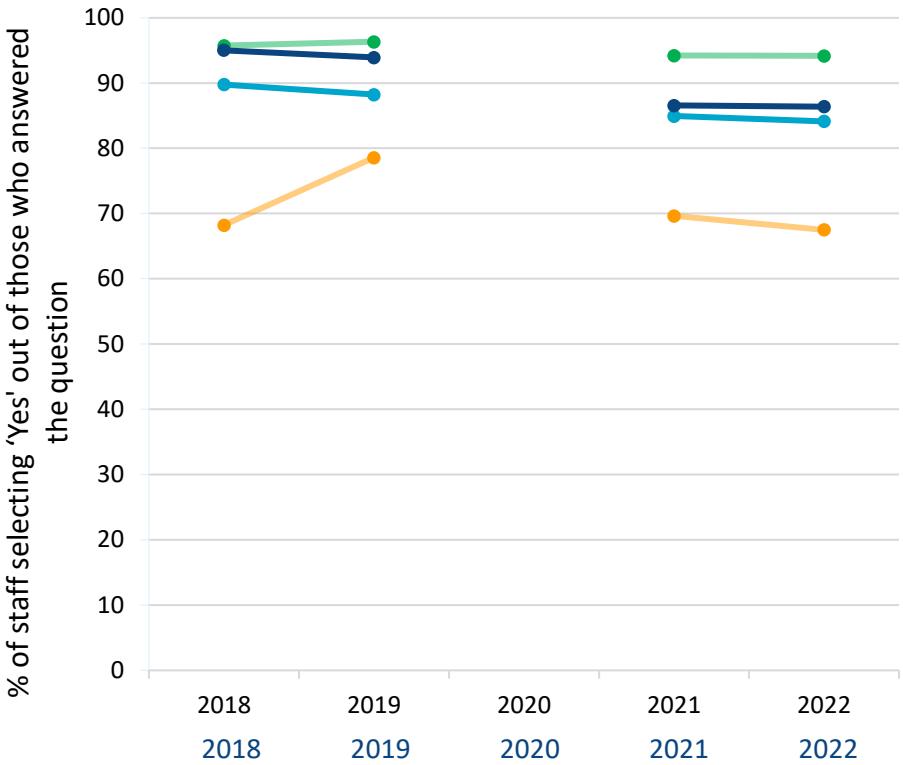
Appraisals – Q21b, Q21c, Q21d



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

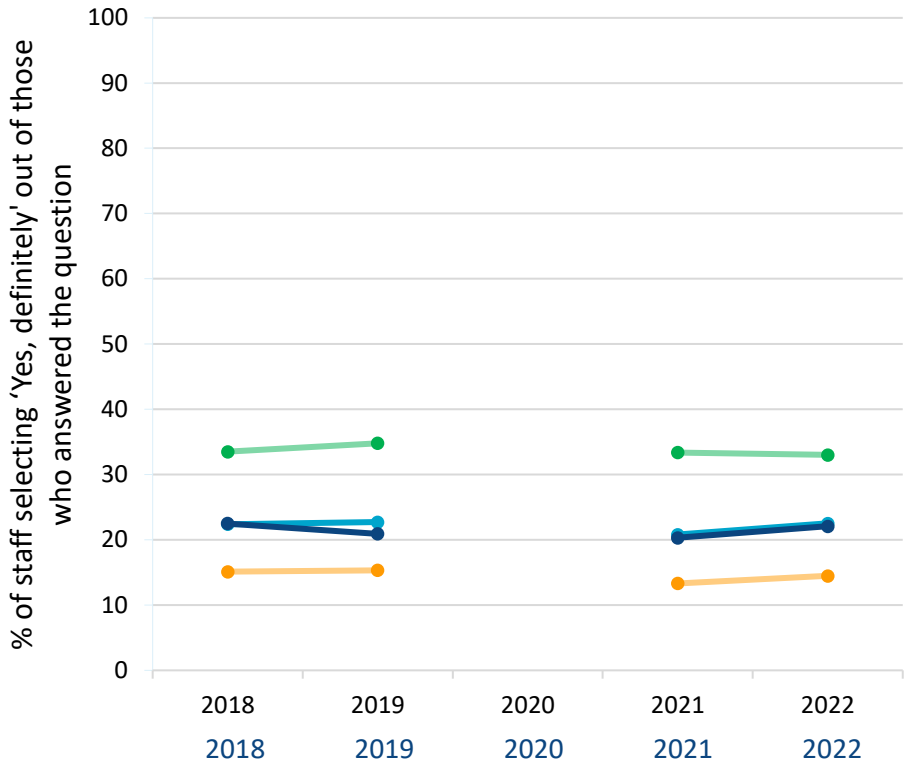


Q21a In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?



Your org	95.0%	93.9%	-	86.6%	86.4%
Best	95.7%	96.3%	-	94.2%	94.2%
Average	89.8%	88.2%	-	84.9%	84.1%
Worst	68.2%	78.6%	-	69.6%	67.5%
Responses	1995	2089	-	2639	2790

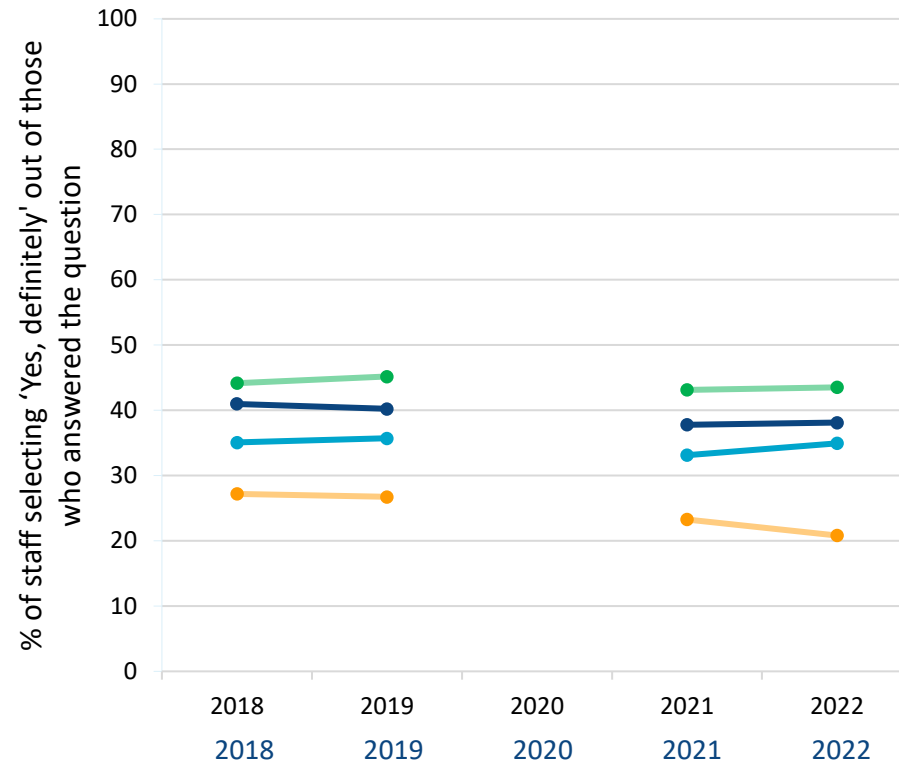
Q21b It helped me to improve how I do my job.



Your org	22.4%	20.9%	-	20.3%	22.1%
Best	33.5%	34.8%	-	33.4%	33.0%
Average	22.4%	22.7%	-	20.8%	22.5%
Worst	15.1%	15.3%	-	13.3%	14.5%
Responses	1878	1948	-	2276	2413

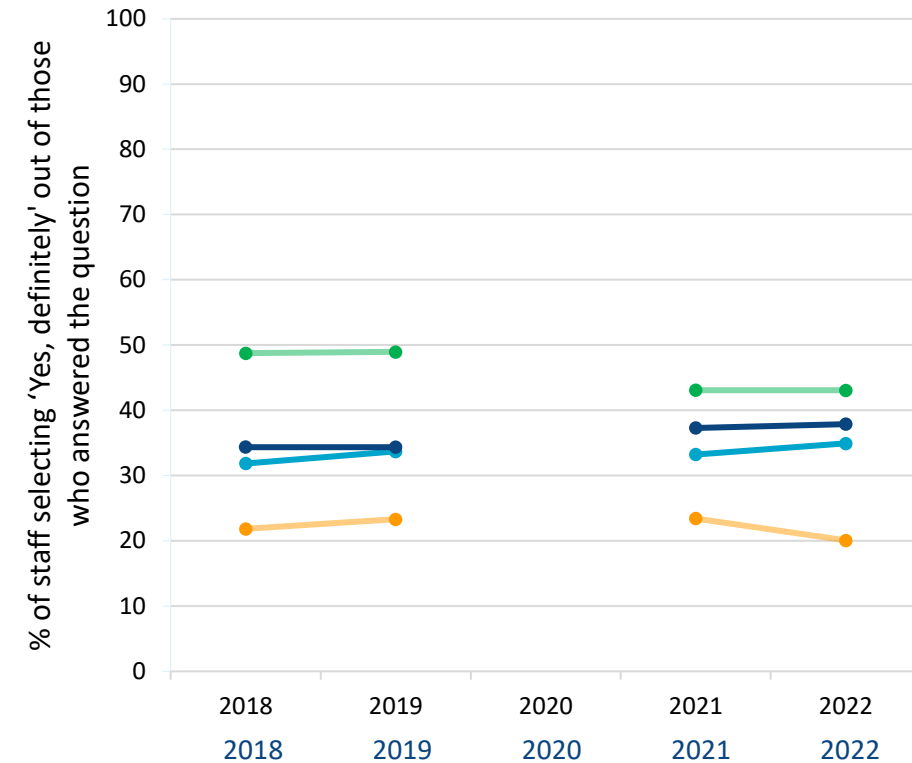


Q21c It helped me agree clear objectives for my work.



Your org	41.0%	40.2%	-	37.8%	38.1%
Best	44.2%	45.2%	-	43.1%	43.5%
Average	35.1%	35.7%	-	33.1%	34.9%
Worst	27.2%	26.7%	-	23.3%	20.8%
Responses	1879	1943	-	2277	2411

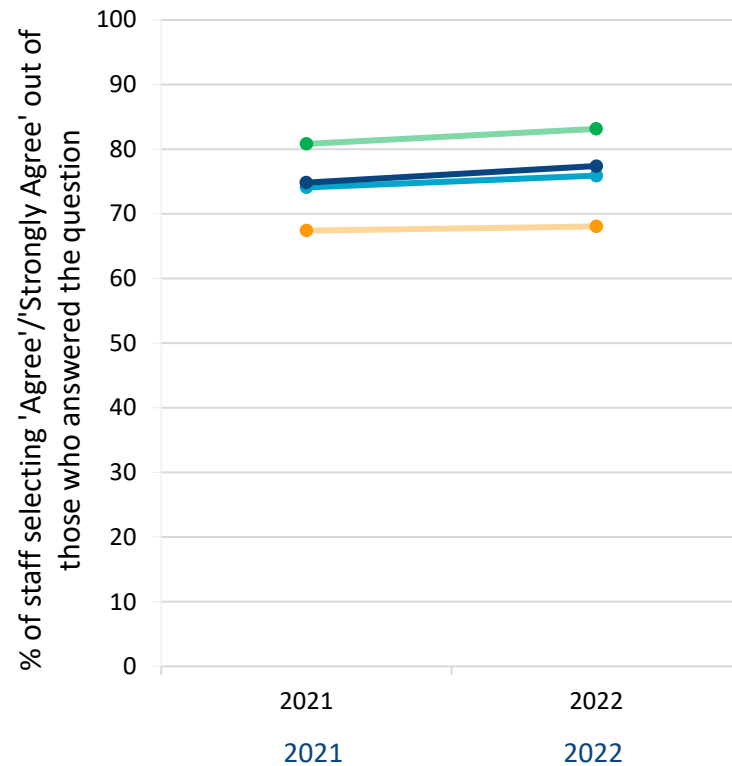
Q21d It left me feeling that my work is valued by my organisation.



Your org	34.3%	34.3%	-	37.3%	37.9%
Best	48.7%	48.9%	-	43.1%	43.1%
Average	31.9%	33.7%	-	33.2%	34.9%
Worst	21.8%	23.3%	-	23.4%	20.1%
Responses	1869	1939	-	2276	2414

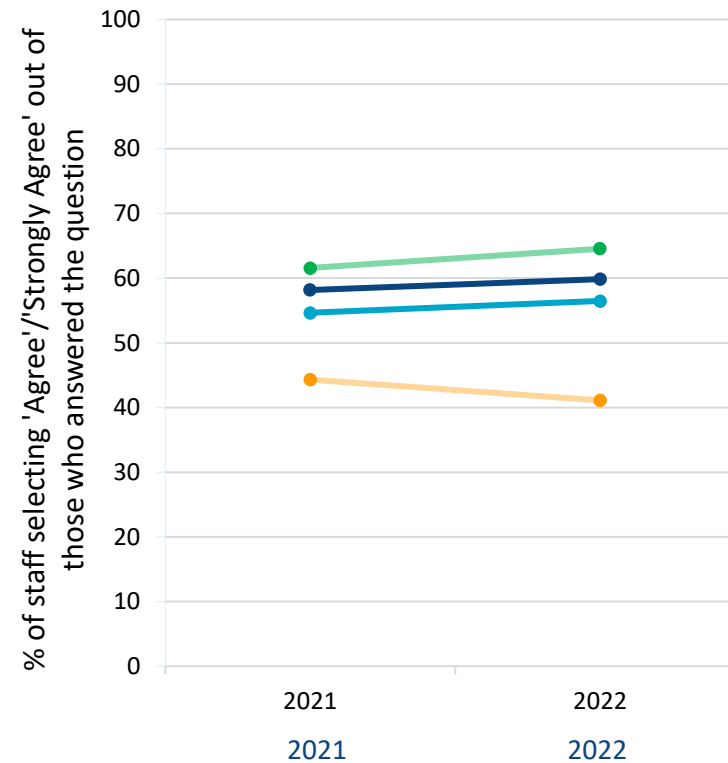


Q22a This organisation offers me challenging work.



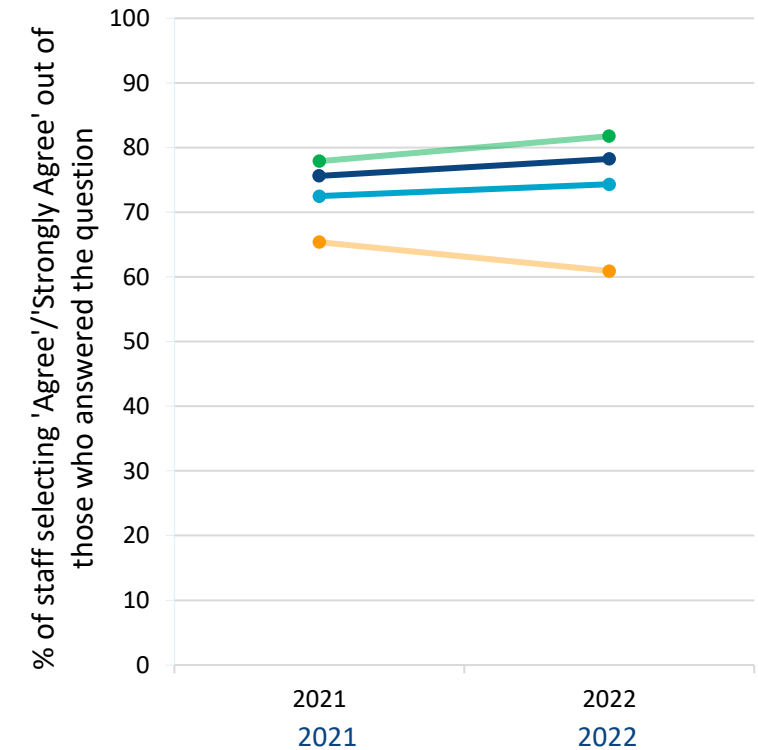
	2021	2022
Your org	74.8%	77.4%
Best	80.8%	83.1%
Average	74.1%	75.9%
Worst	67.4%	68.1%

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



	2021	2022
Your org	58.2%	59.9%
Best	61.6%	64.5%
Average	54.6%	56.5%
Worst	44.3%	41.1%

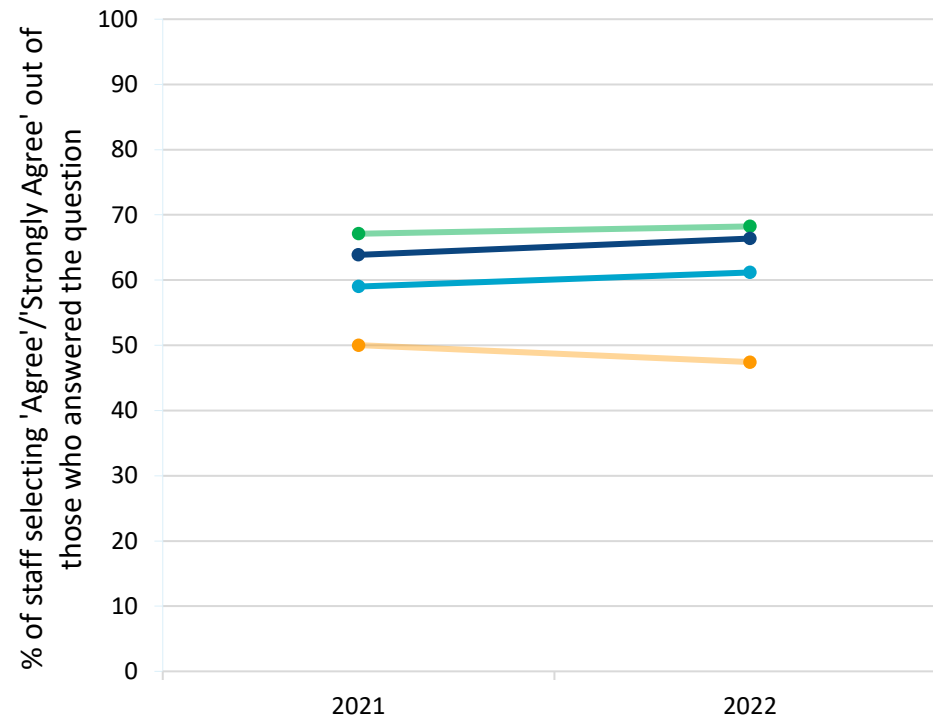
Q22c I have opportunities to improve my knowledge and skills.



	2021	2022
Your org	75.6%	78.3%
Best	77.9%	81.8%
Average	72.5%	74.3%
Worst	65.4%	60.9%



Q22d I feel supported to develop my potential.



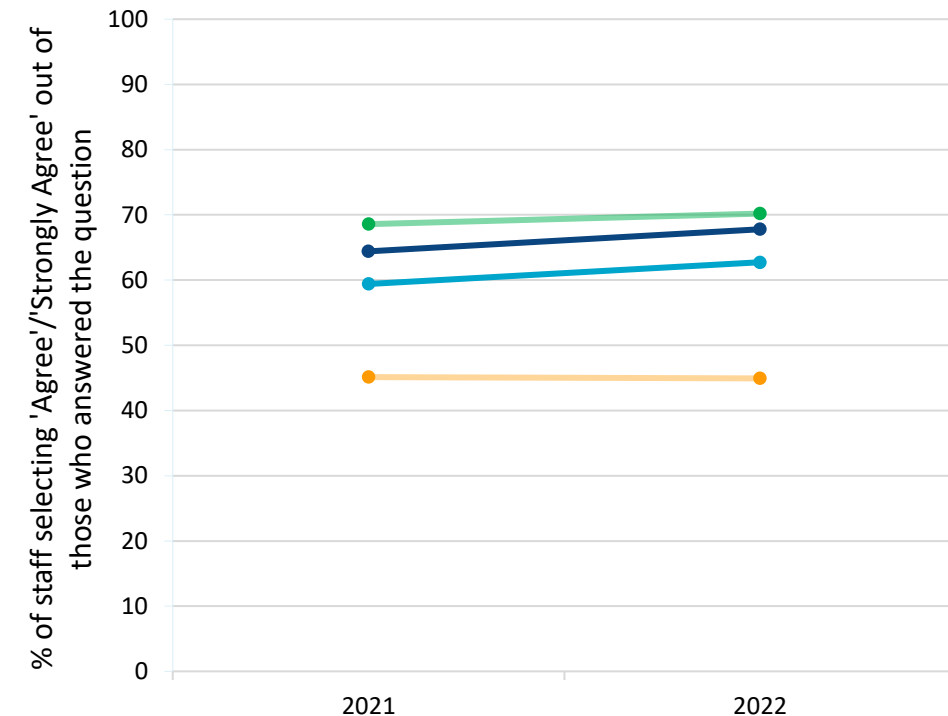
	2021	2022
Your org	63.9%	66.4%
Best	67.1%	68.2%
Average	59.0%	61.2%
Worst	50.0%	47.4%

Responses

2636

2786

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



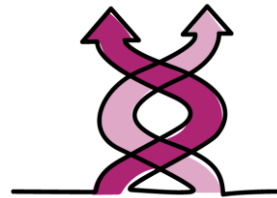
	2021	2022
Your org	64.4%	67.8%
Best	68.6%	70.2%
Average	59.4%	62.7%
Worst	45.1%	44.9%

Responses

2637

2786

People Promise element – We work flexibly



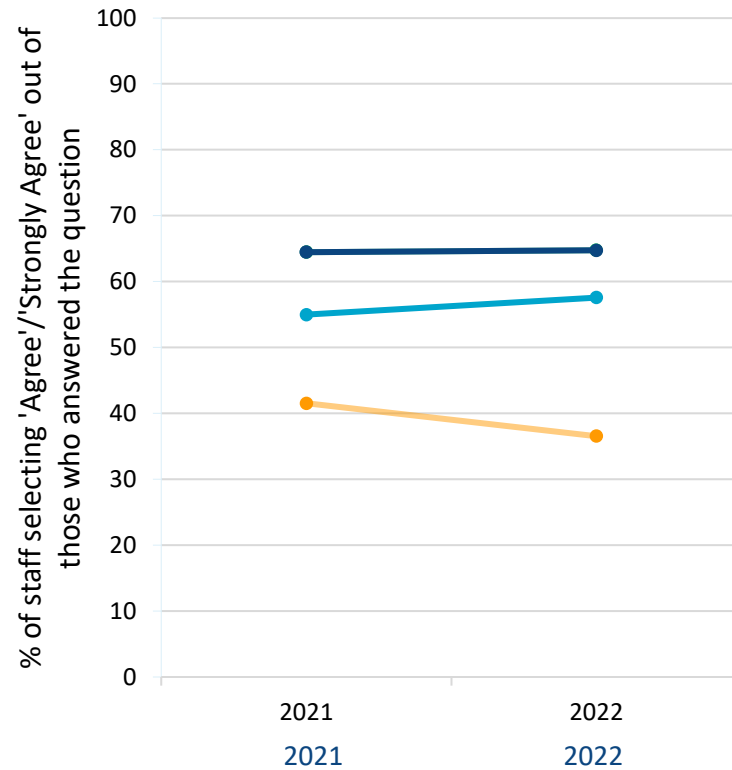
Questions included:

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

Flexible working – Q4d



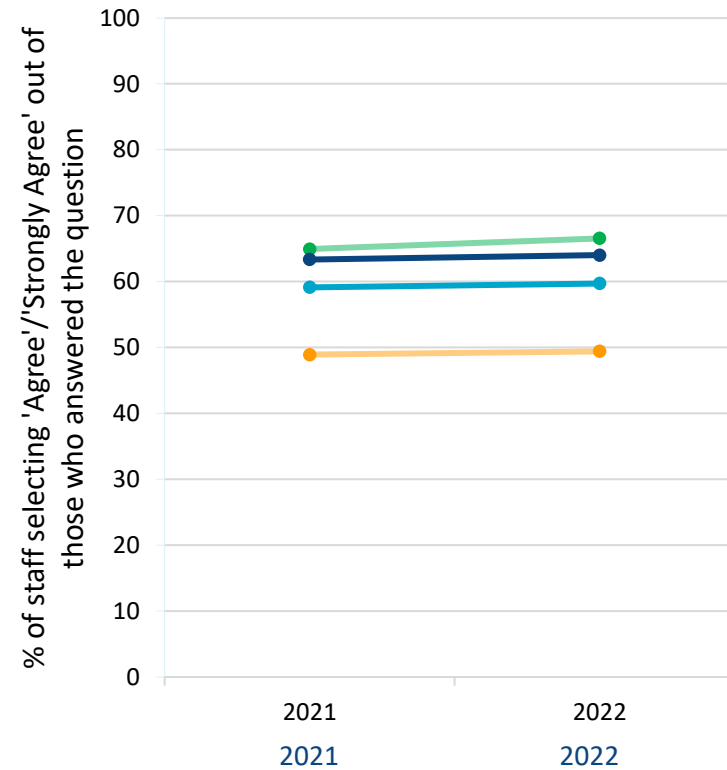
Q6b My organisation is committed to helping me balance my work and home life.



	2021	2022
Your org	64.5%	64.7%
Best	64.5%	64.7%
Average	55.0%	57.6%
Worst	41.5%	36.6%

Responses 2664 2790

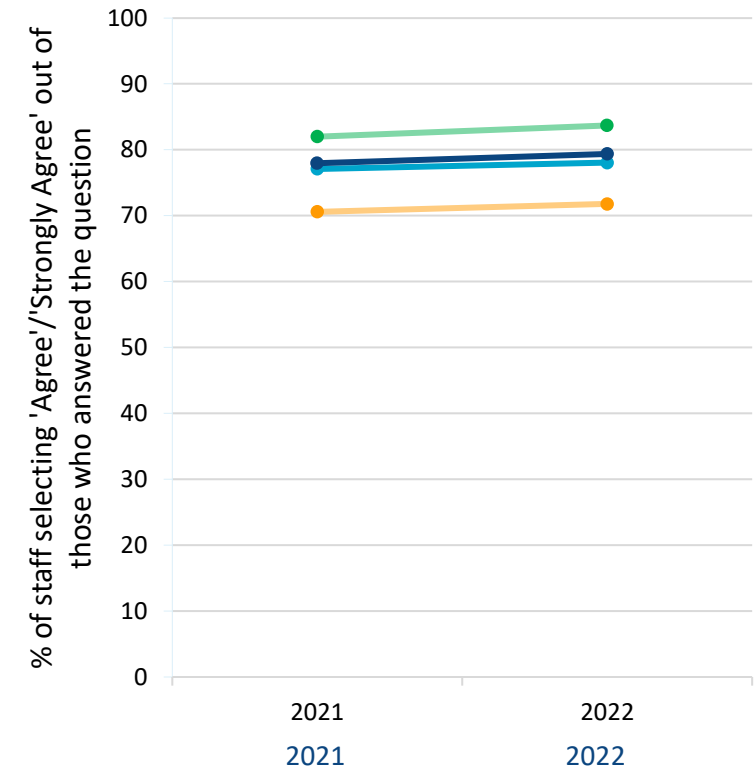
Q6c I achieve a good balance between my work life and my home life.



	2021	2022
Your org	63.3%	64.0%
Best	64.9%	66.5%
Average	59.1%	59.7%
Worst	48.9%	49.4%

Responses 2663 2795
Solent NHS Trust Benchmark report

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

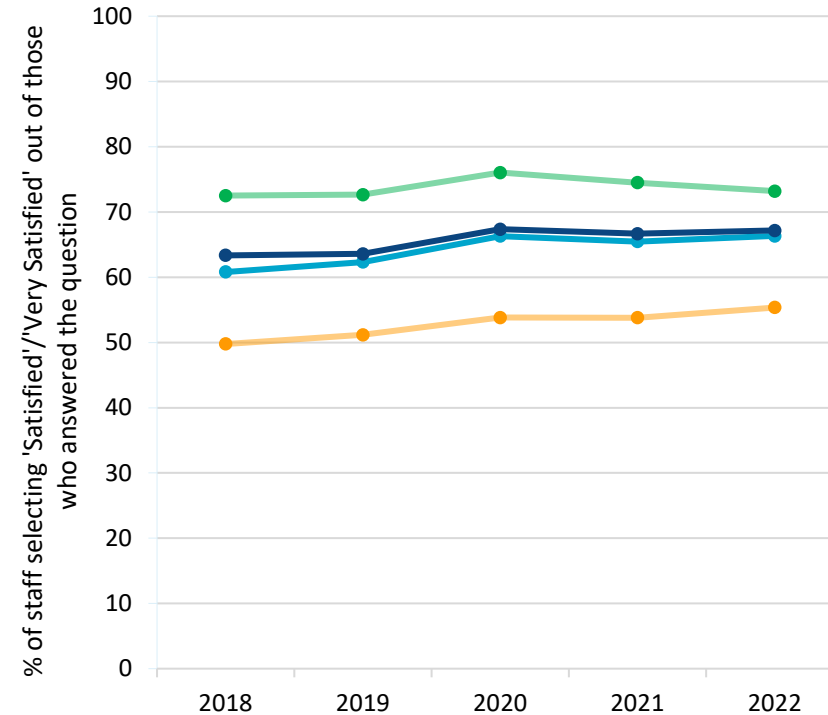


	2021	2022
Your org	78.0%	79.4%
Best	82.0%	83.7%
Average	77.1%	78.0%
Worst	70.6%	71.8%

Responses 2665 2792

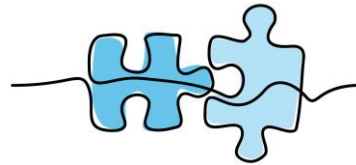


Q4d How satisfied are you with each of the following aspects of your job? The opportunities for flexible working patterns.



	2018	2019	2020	2021	2022
Your org	63.3%	63.6%	67.4%	66.7%	67.2%
Best	72.5%	72.7%	76.1%	74.5%	73.2%
Average	60.8%	62.3%	66.3%	65.5%	66.3%
Worst	49.8%	51.2%	53.8%	53.8%	55.4%
Responses	2018	2122	2353	2669	2797

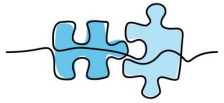
People Promise element – We are a team



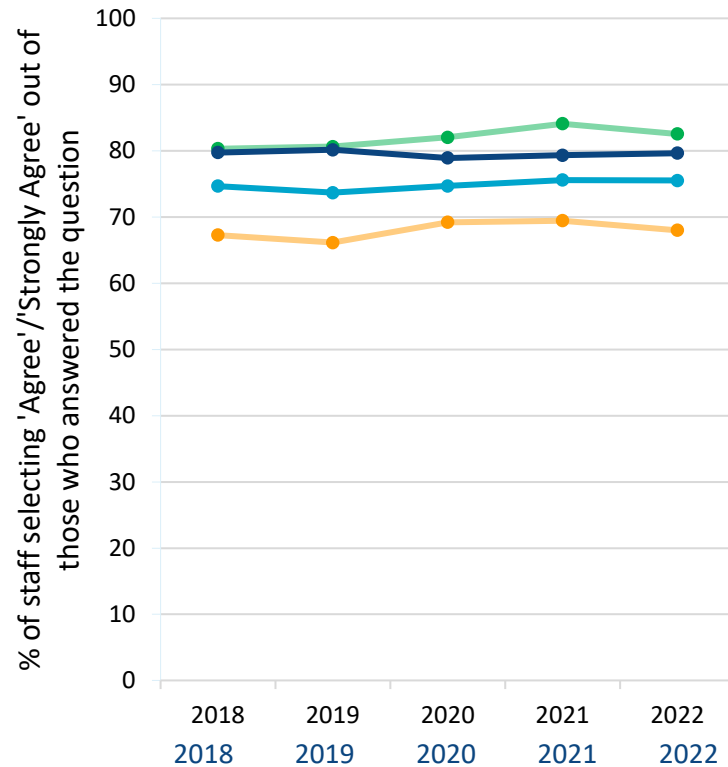
Questions included:

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

Line management – Q9a, Q9b, Q9c, Q9d

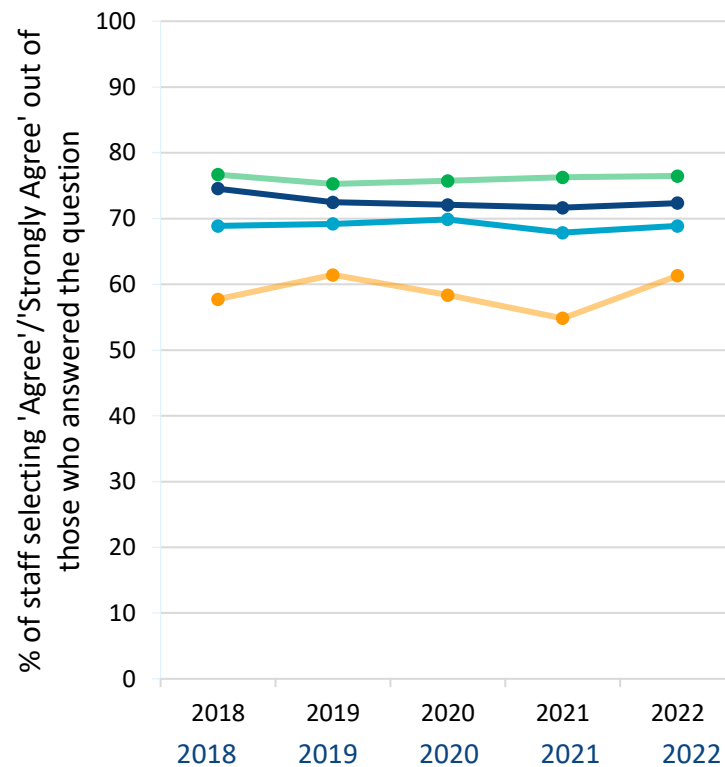


Q7a The team I work in has a set of shared objectives.



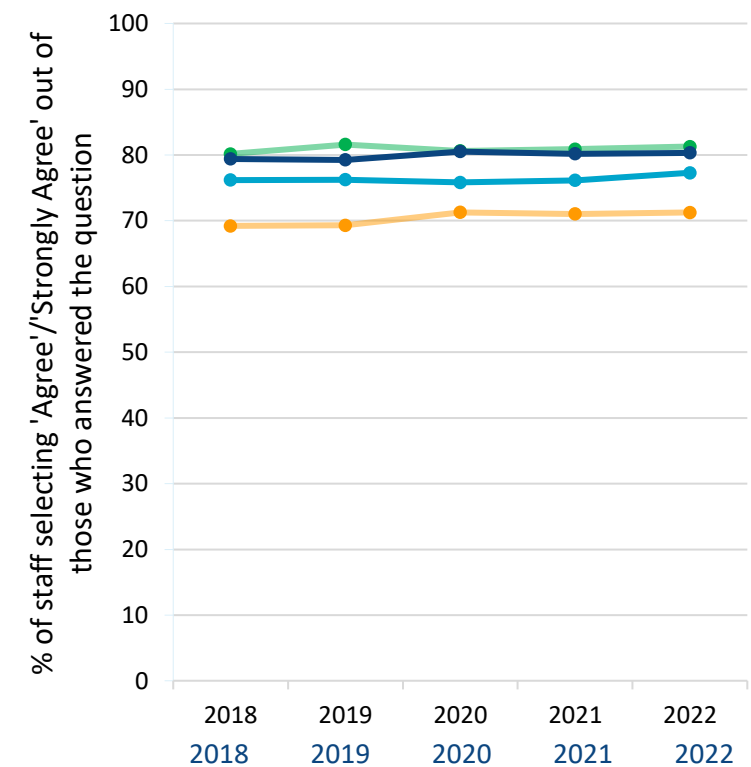
	2018	2019	2020	2021	2022
Your org	79.7%	80.2%	78.9%	79.3%	79.7%
Best	80.3%	80.6%	82.0%	84.1%	82.6%
Average	74.7%	73.7%	74.7%	75.6%	75.5%
Worst	67.3%	66.1%	69.2%	69.4%	68.0%
Responses	2011	2120	2338	2661	2794

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

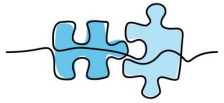


	2018	2019	2020	2021	2022
Your org	74.5%	72.5%	72.1%	71.7%	72.4%
Best	76.7%	75.3%	75.8%	76.3%	76.5%
Average	68.9%	69.2%	69.9%	67.9%	68.9%
Worst	57.7%	61.4%	58.4%	54.9%	61.3%
Responses	2024	2123	2349	2657	2787

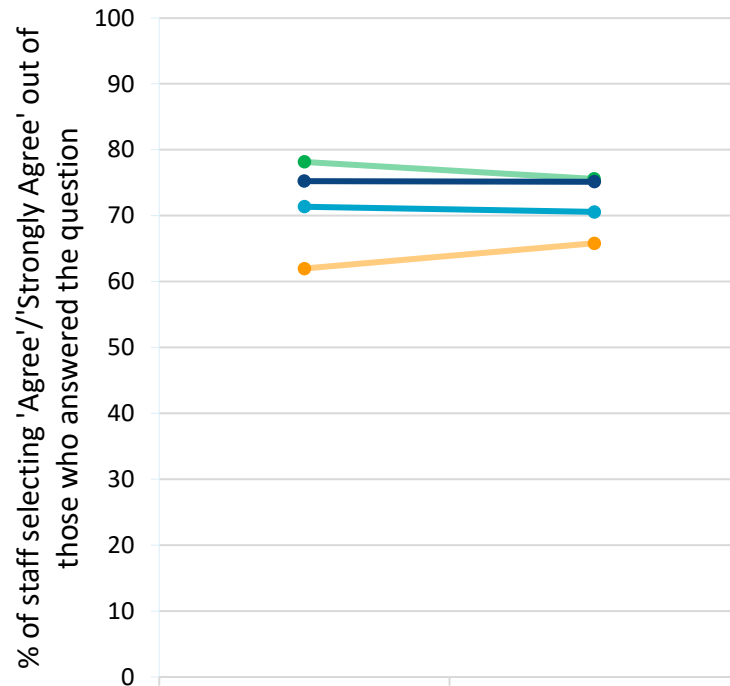
Q7c I receive the respect I deserve from my colleagues at work.



	2018	2019	2020	2021	2022
Your org	79.4%	79.2%	80.5%	80.2%	80.3%
Best	80.2%	81.6%	80.6%	80.9%	81.3%
Average	76.2%	76.2%	75.8%	76.1%	77.3%
Worst	69.2%	69.3%	71.3%	71.0%	71.2%
Responses	2025	2133	2364	2658	2799

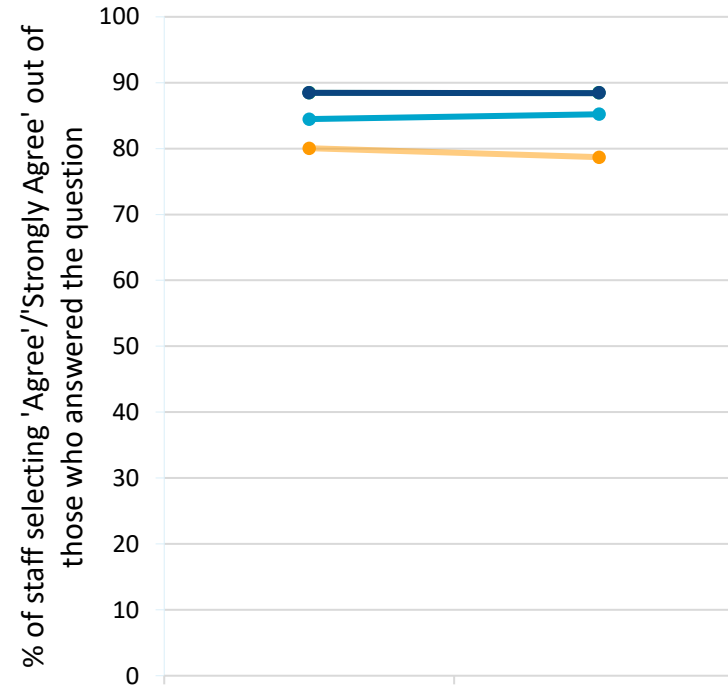


Q7d Team members understand each other's roles.



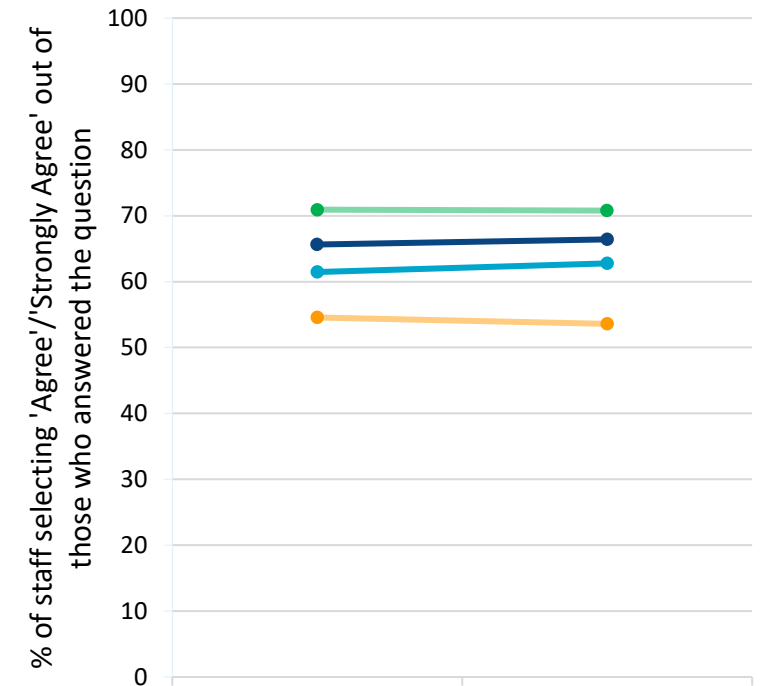
	2021	2022
Your org	75.2%	75.1%
Best	78.2%	75.6%
Average	71.4%	70.6%
Worst	62.0%	65.8%
Responses	2657	2794

Q7e I enjoy working with the colleagues in my team.

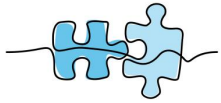


	2021	2022
Your org	88.5%	88.5%
Best	88.5%	88.5%
Average	84.4%	85.2%
Worst	80.0%	78.7%
Responses	2653	2792

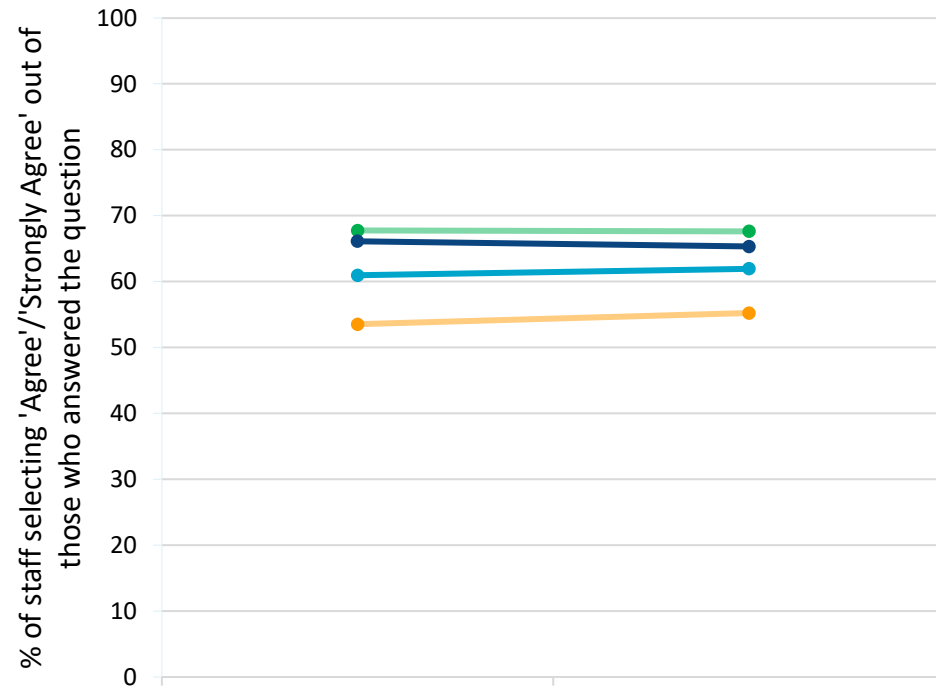
Q7f My team has enough freedom in how to do its work.



	2021	2022
Your org	65.6%	66.4%
Best	70.9%	70.8%
Average	61.5%	62.8%
Worst	54.6%	53.6%
Responses	2652	2788



Q7g In my team disagreements are dealt with constructively.



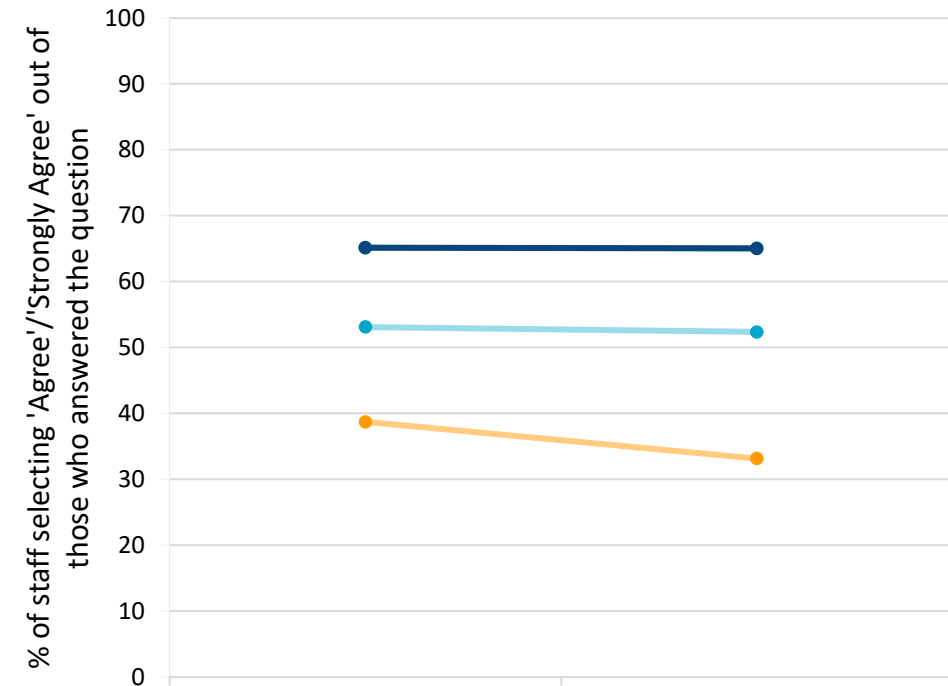
	2021	2022
Your org	66.1%	65.3%
Best	67.8%	67.6%
Average	61.0%	62.0%
Worst	53.5%	55.2%

Responses

2655

2792

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

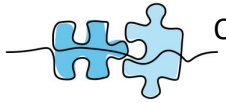


	2021	2022
Your org	65.1%	65.0%
Best	65.1%	65.0%
Average	53.1%	52.4%
Worst	38.7%	33.2%

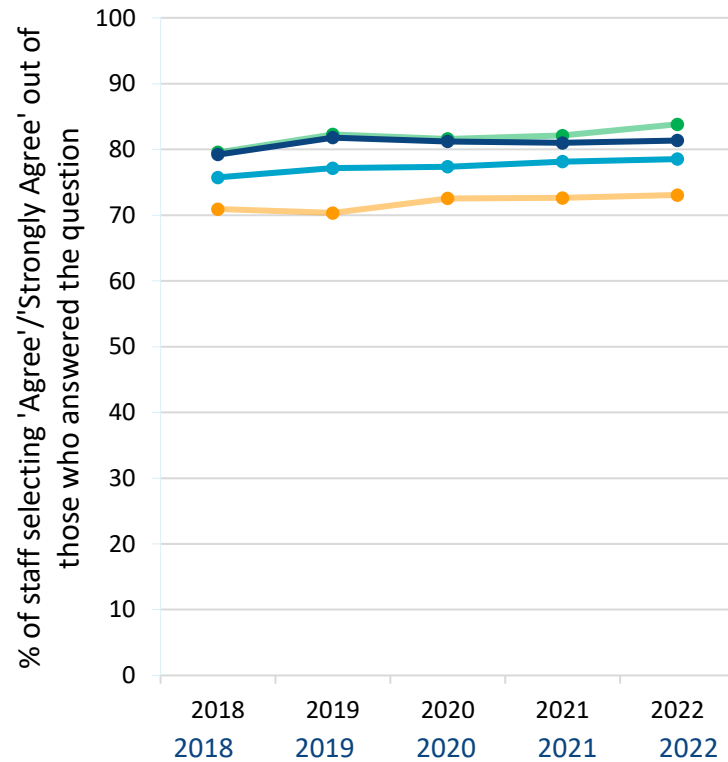
Responses

2658

2795



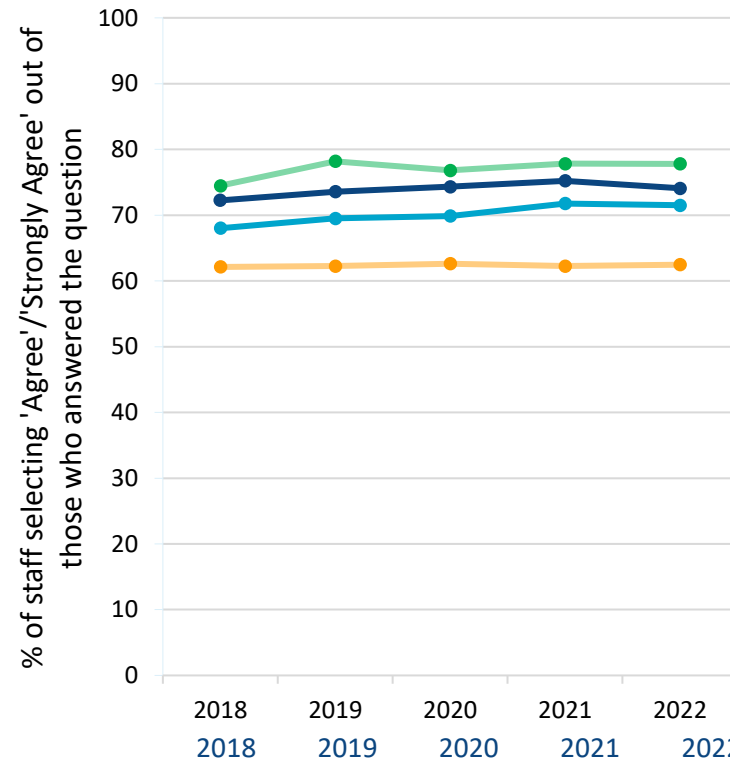
Q9a My immediate manager encourages me at work.



Your org	79.2%	81.8%	81.2%	81.0%	81.4%
Best	79.6%	82.3%	81.6%	82.1%	83.8%
Average	75.7%	77.1%	77.4%	78.1%	78.5%
Worst	70.9%	70.3%	72.5%	72.6%	73.1%

Responses 2022 2134 2357 2655 2790

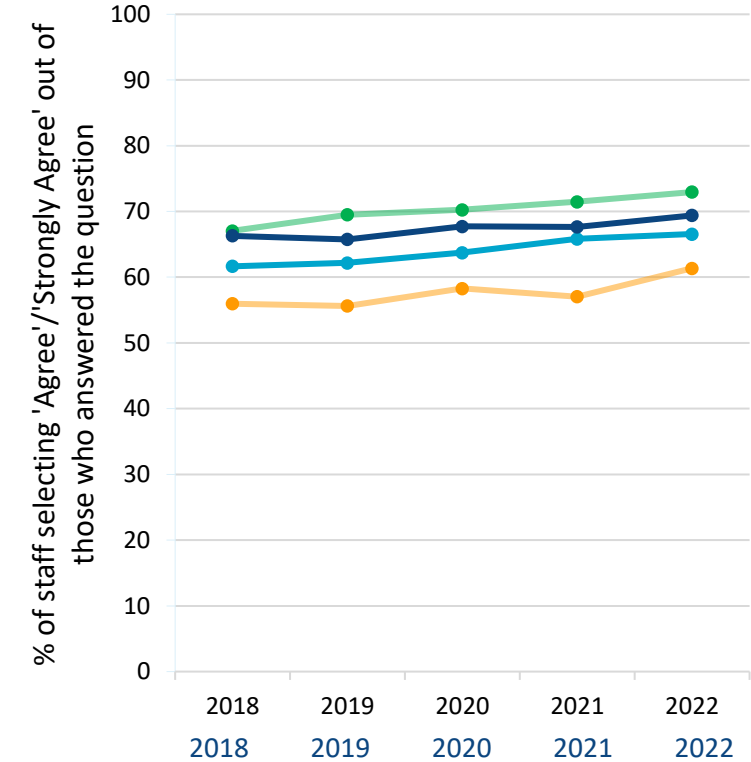
Q9b My immediate manager gives me clear feedback on my work.



Your org	72.2%	73.6%	74.3%	75.2%	74.1%
Best	74.5%	78.2%	76.8%	77.8%	77.8%
Average	68.0%	69.5%	69.9%	71.8%	71.5%
Worst	62.1%	62.3%	62.6%	62.3%	62.5%

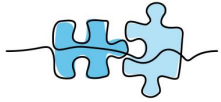
Responses 2020 2131 2356 2650 2790

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

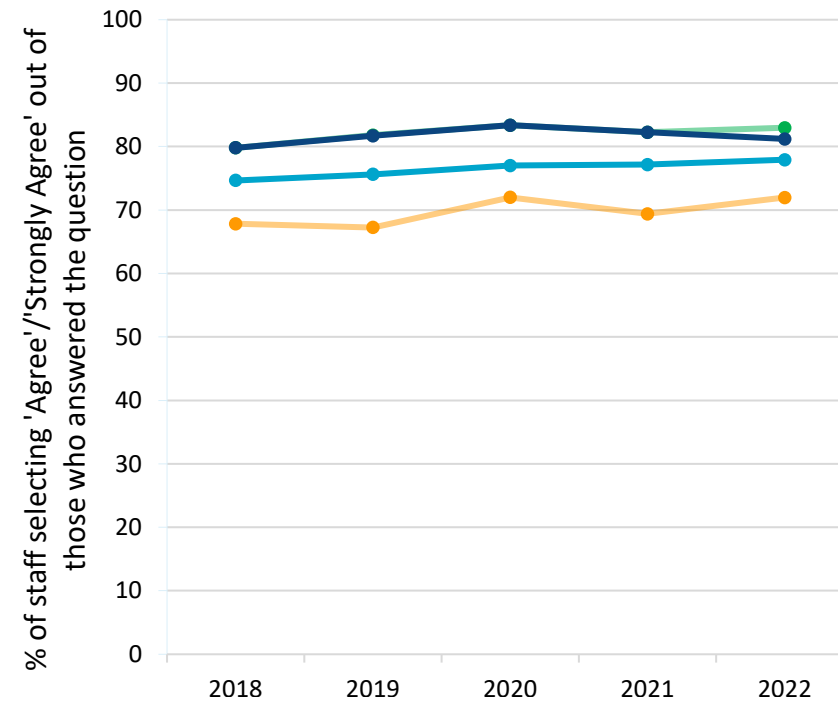


Your org	66.3%	65.7%	67.7%	67.6%	69.4%
Best	67.0%	69.5%	70.3%	71.5%	72.9%
Average	61.7%	62.2%	63.7%	65.8%	66.6%
Worst	56.0%	55.6%	58.3%	57.0%	61.3%

Responses 2017 2131 2355 2652 2791



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



	2018	2019	2020	2021	2022
Your org	79.8%	81.7%	83.4%	82.3%	81.2%
Best	79.8%	81.8%	83.4%	82.3%	83.0%
Average	74.7%	75.6%	77.0%	77.2%	77.9%
Worst	67.8%	67.2%	72.0%	69.4%	72.0%

Responses

2024 2131 2348 2650 2792
Solent NHS Trust Benchmark report

Theme – Staff engagement

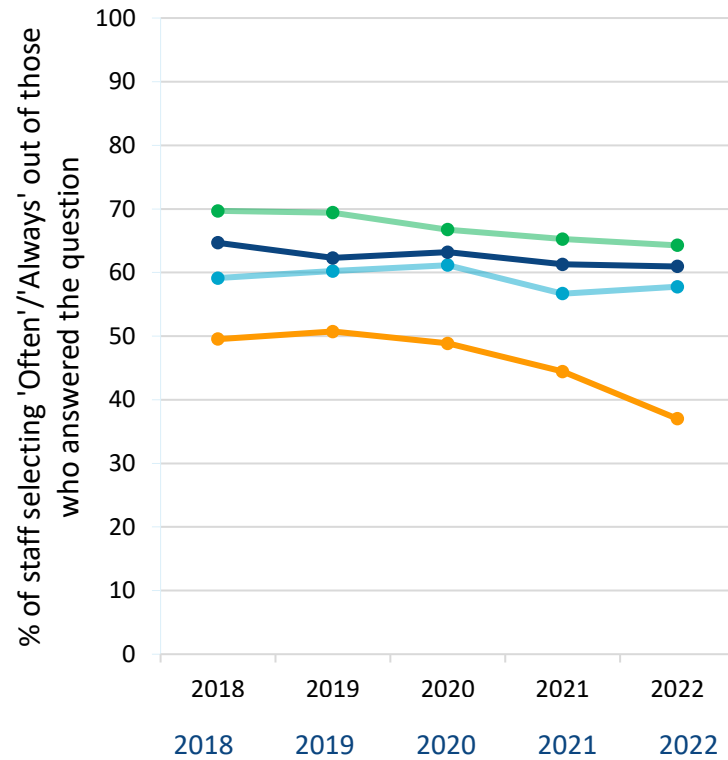
Questions included:

Motivation – Q2a, Q2b, Q2c

Involvement – Q3c, Q3d, Q3f

Advocacy – Q23a, Q23c, Q23d

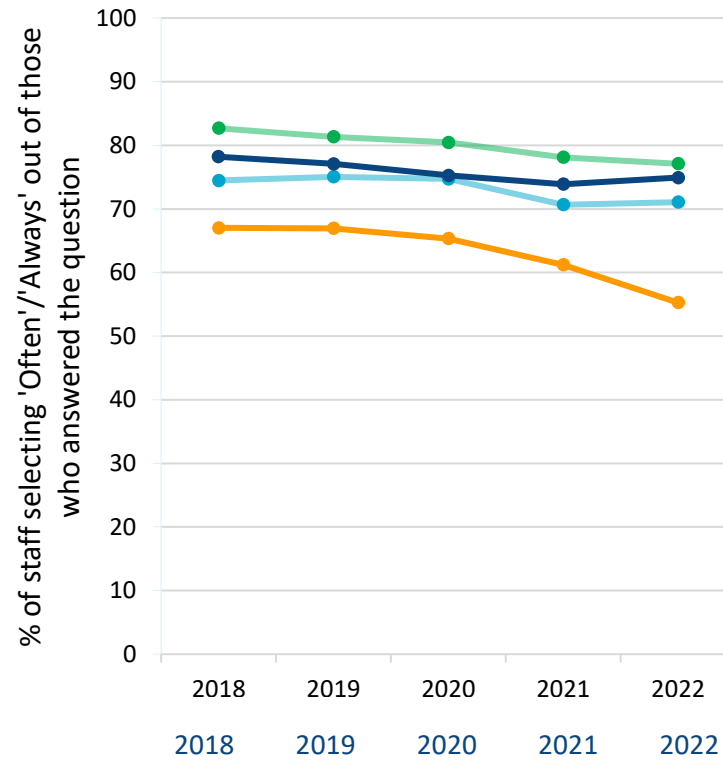
Q2a I look forward to going to work.



Your org	64.7%	62.3%	63.2%	61.3%	60.9%
Best	69.7%	69.4%	66.7%	65.3%	64.3%
Average	59.1%	60.2%	61.1%	56.7%	57.8%
Worst	49.5%	50.7%	48.9%	44.4%	37.0%

Responses 2027 2139 2361 2686 2789

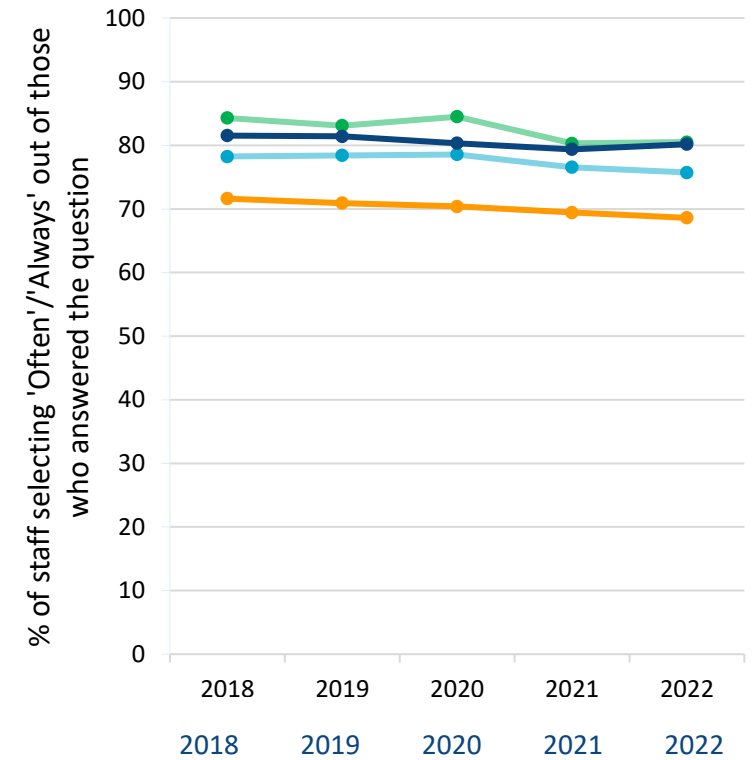
Q2b I am enthusiastic about my job.



Your org	78.2%	77.1%	75.3%	73.9%	74.9%
Best	82.7%	81.3%	80.5%	78.1%	77.1%
Average	74.5%	75.0%	74.7%	70.7%	71.1%
Worst	67.0%	66.9%	65.3%	61.2%	55.3%

Responses 2018 2132 2342 2672 2787

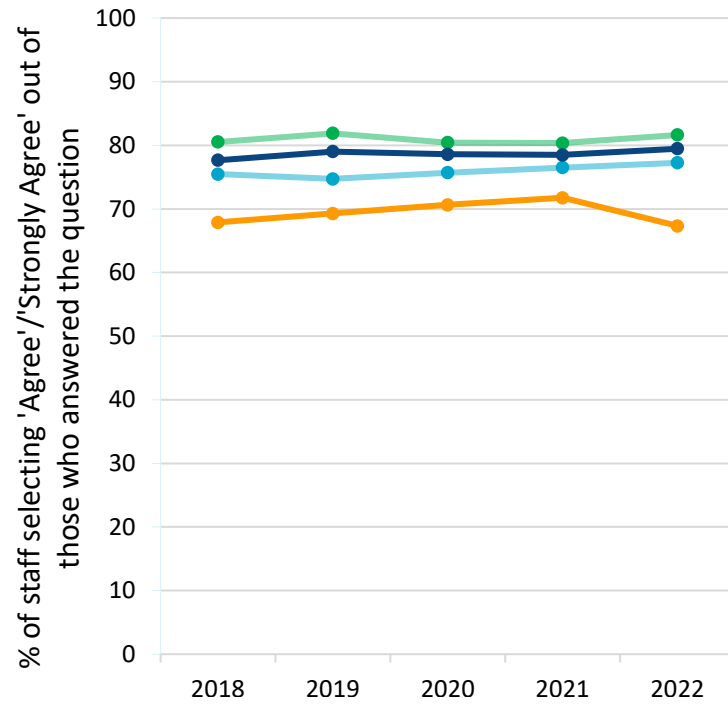
Q2c Time passes quickly when I am working.



Your org	81.5%	81.4%	80.3%	79.4%	80.2%
Best	84.3%	83.1%	84.5%	80.3%	80.5%
Average	78.2%	78.4%	78.6%	76.6%	75.7%
Worst	71.6%	70.9%	70.4%	69.4%	68.6%

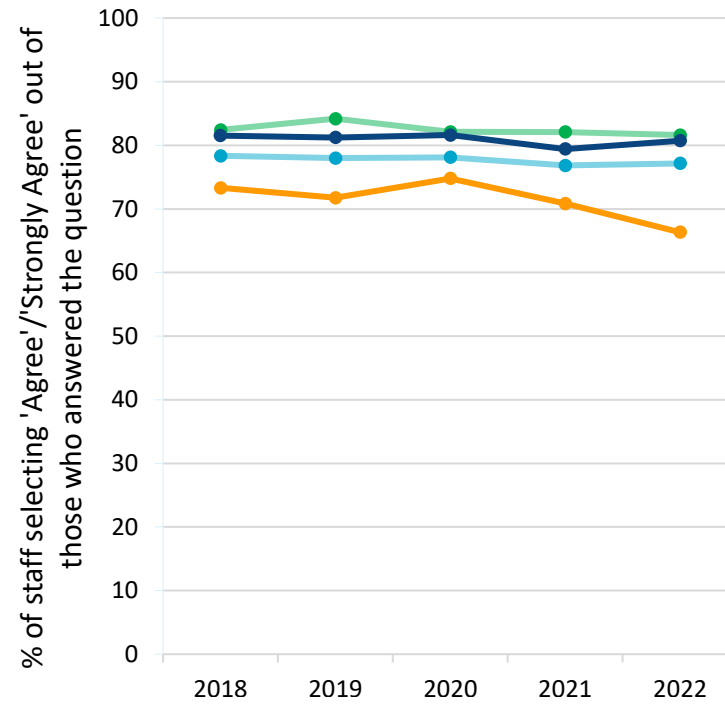
Responses 2023 2126 2338 2678 2790

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



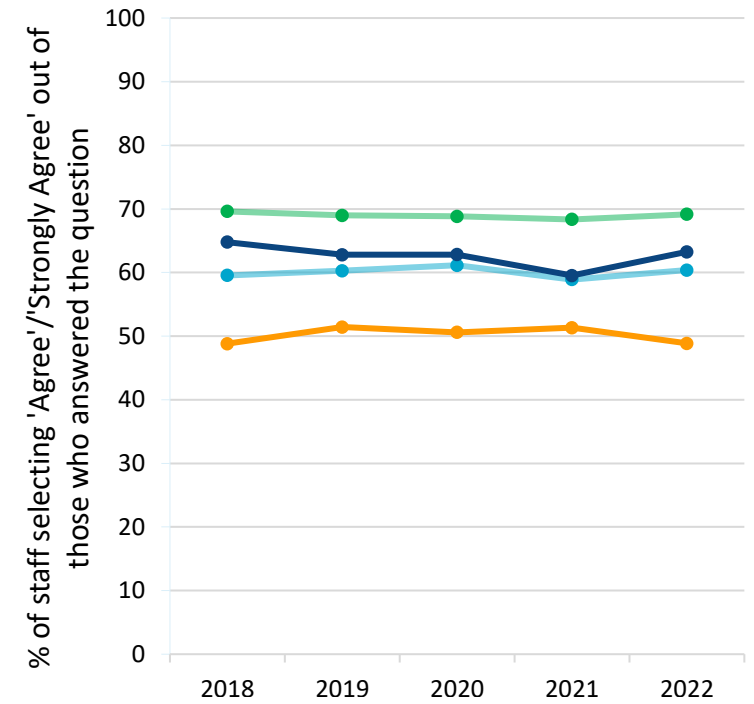
	2018	2019	2020	2021	2022
Your org	77.7%	79.0%	78.6%	78.5%	79.5%
Best	80.5%	81.9%	80.4%	80.4%	81.6%
Average	75.5%	74.7%	75.7%	76.5%	77.3%
Worst	67.9%	69.3%	70.6%	71.7%	67.3%
Responses	2032	2144	2369	2673	2797

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



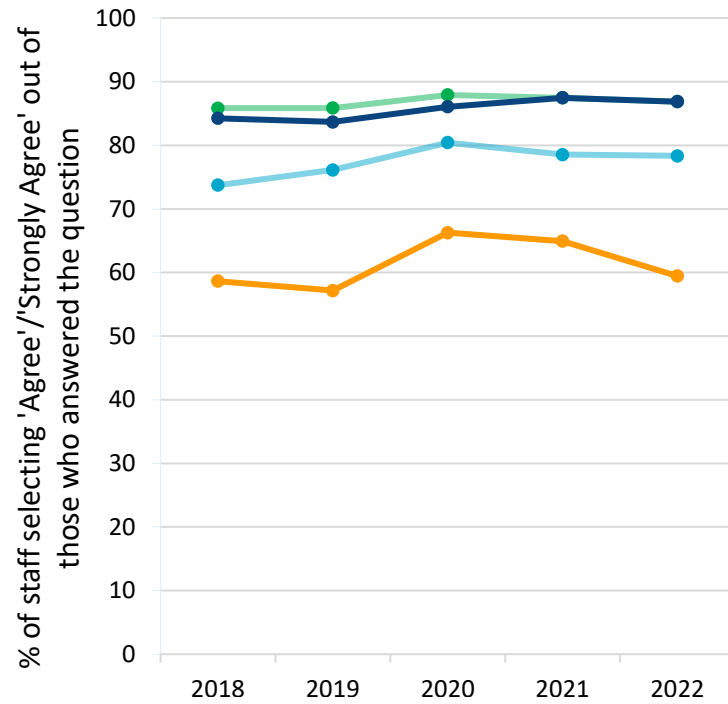
	2018	2019	2020	2021	2022
Your org	81.5%	81.2%	81.6%	79.4%	80.7%
Best	82.4%	84.2%	82.1%	82.1%	81.6%
Average	78.3%	78.0%	78.1%	76.8%	77.1%
Worst	73.3%	71.7%	74.8%	70.9%	66.3%
Responses	2027	2134	2364	2671	2796

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



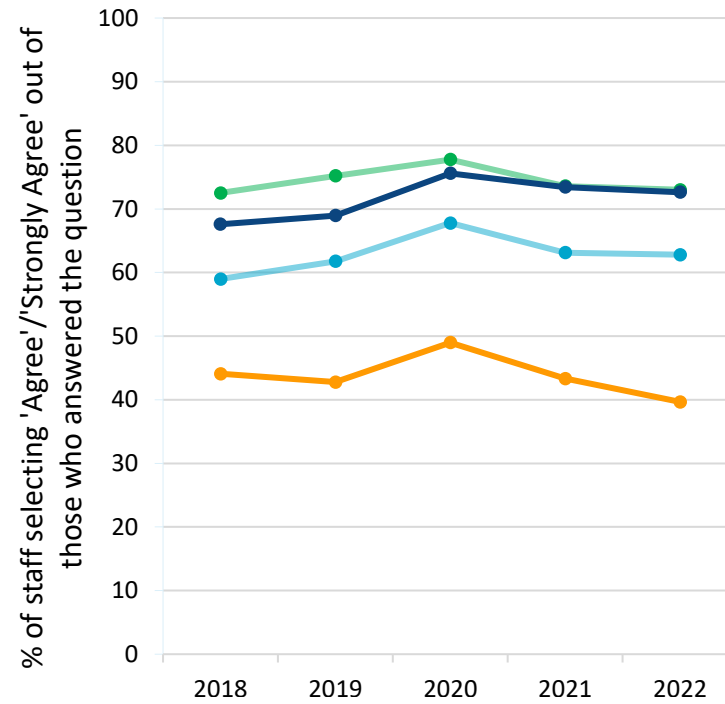
	2018	2019	2020	2021	2022
Your org	64.8%	62.8%	62.8%	59.5%	63.2%
Best	69.6%	69.0%	68.8%	68.4%	69.1%
Average	59.5%	60.3%	61.1%	58.9%	60.4%
Worst	48.8%	51.4%	50.6%	51.3%	48.9%
Responses	2022	2132	2348	2674	2796

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



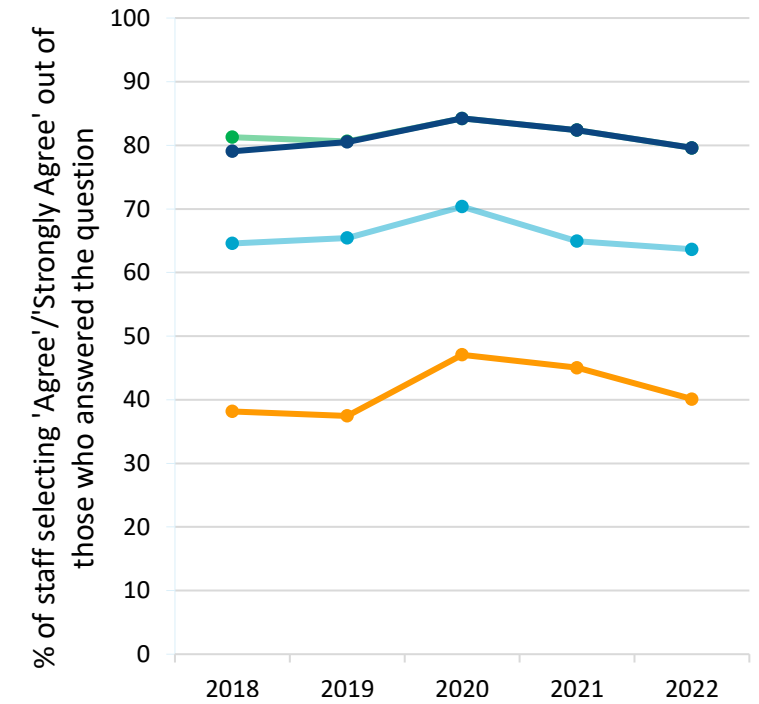
	2018	2019	2020	2021	2022
Your org	84.3%	83.7%	86.1%	87.5%	86.9%
Best	85.8%	85.9%	87.9%	87.5%	86.9%
Average	73.7%	76.1%	80.4%	78.5%	78.3%
Worst	58.6%	57.2%	66.3%	64.9%	59.5%
Responses	2010	2115	2360	2628	2791

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



	2018	2019	2020	2021	2022
Your org	67.6%	69.0%	75.6%	73.4%	72.6%
Best	72.5%	75.2%	77.8%	73.6%	73.0%
Average	59.0%	61.8%	67.8%	63.1%	62.8%
Worst	44.1%	42.8%	49.0%	43.3%	39.6%
Responses	2008	2115	2359	2628	2790

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	79.1%	80.5%	84.2%	82.4%	79.6%
Best	81.3%	80.6%	84.2%	82.4%	79.6%
Average	64.6%	65.4%	70.4%	64.9%	63.6%
Worst	38.2%	37.5%	47.1%	45.0%	40.1%
Responses	1999	2101	2362	2625	2790

Theme - Morale

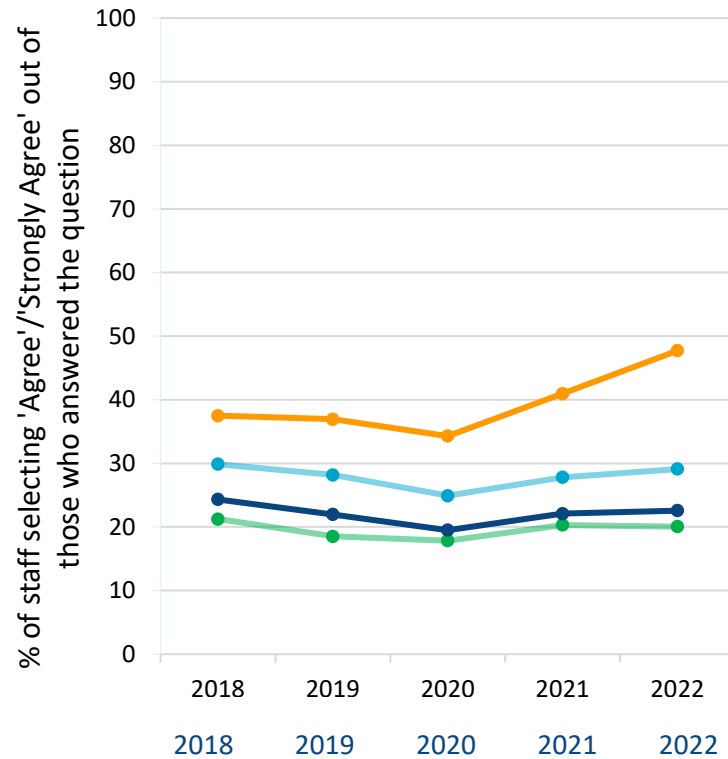
Questions included:

Thinking about leaving – Q24a, Q24b, Q24c

Work pressure – Q3g, Q3h, Q3i

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

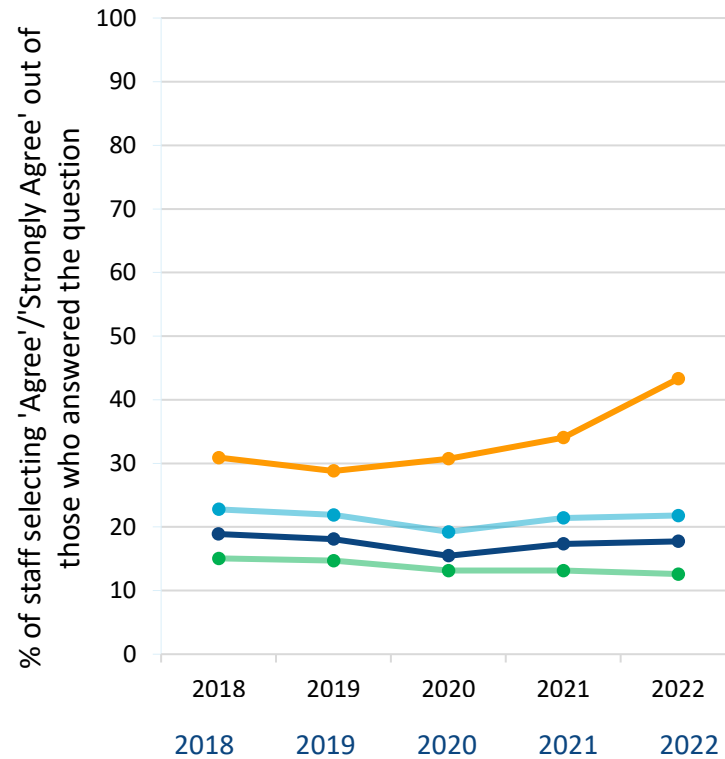
Q24a I often think about leaving this organisation.



Your org	2018	2019	2020	2021	2022
Best	21.2%	18.5%	17.9%	20.3%	20.1%
Average	29.9%	28.2%	24.9%	27.8%	29.1%
Worst	24.3%	22.0%	19.5%	22.1%	22.6%

Responses 2012 2116 2368 2620 2788

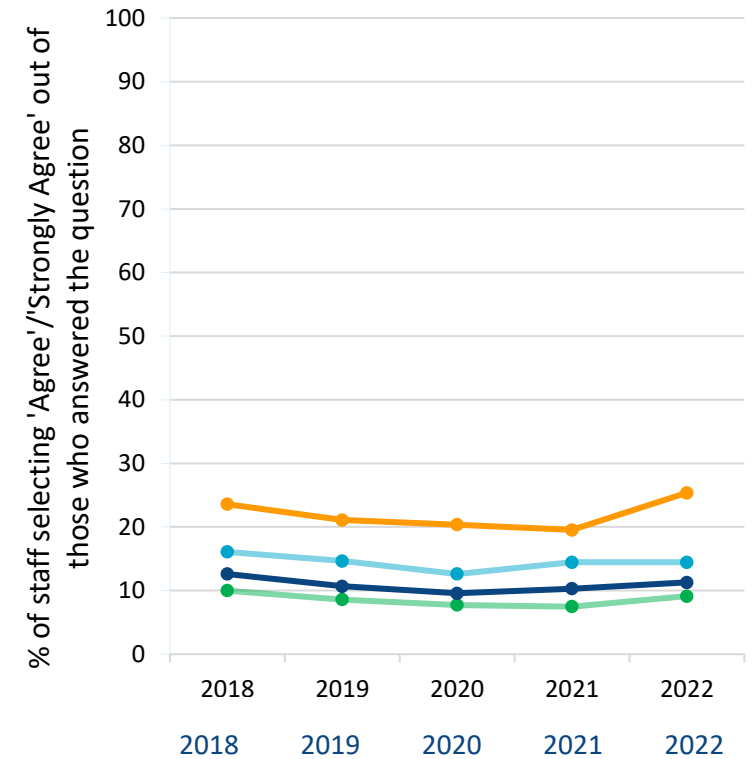
Q24b I will probably look for a job at a new organisation in the next 12 months.



Your org	2018	2019	2020	2021	2022
Best	15.0%	14.7%	13.1%	13.1%	12.6%
Average	22.8%	21.9%	19.2%	21.4%	21.8%
Worst	18.9%	18.1%	15.5%	17.3%	17.7%

Responses 2009 2105 2361 2618 2782

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

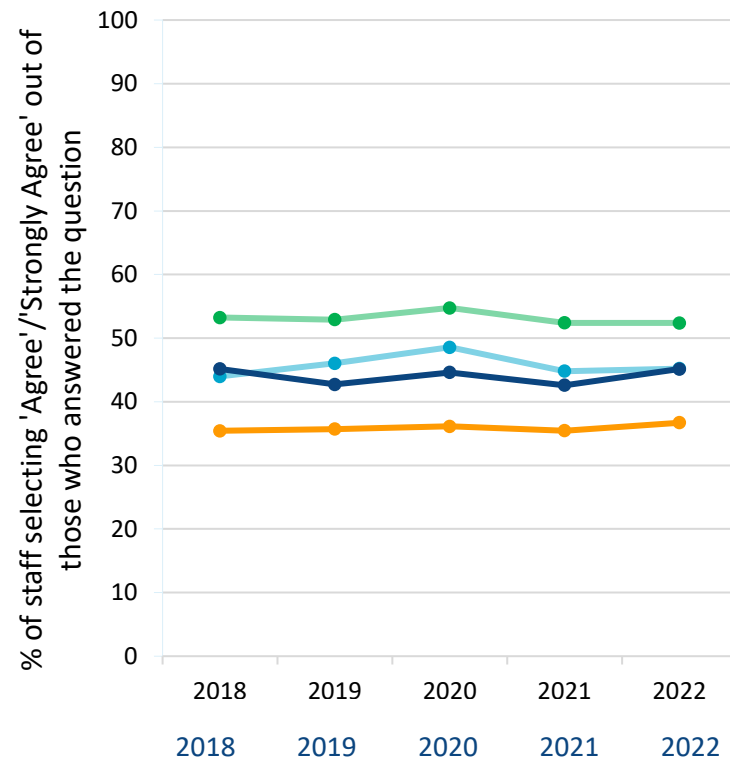


Your org	2018	2019	2020	2021	2022
Best	10.0%	8.6%	7.7%	7.5%	9.1%
Average	16.1%	14.7%	12.6%	14.5%	14.4%
Worst	12.6%	10.7%	9.6%	10.3%	11.3%

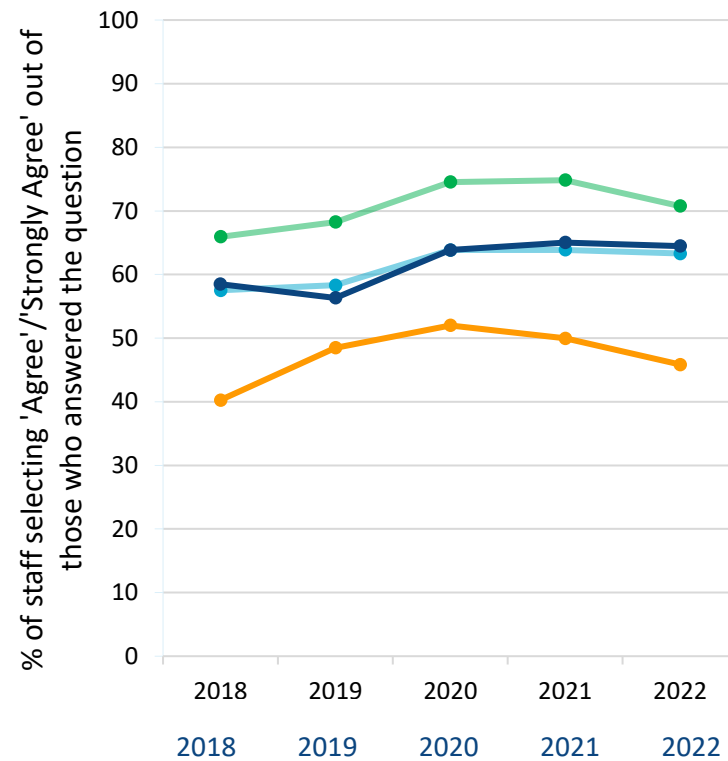
Responses 2003 2095 2351 2614 2782



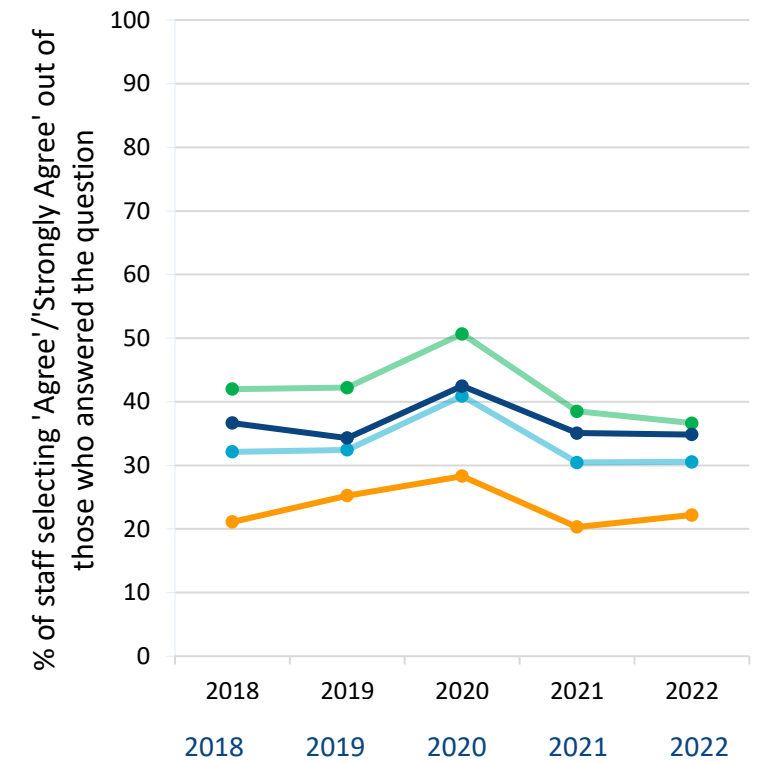
Q3g I am able to meet all the conflicting demands on my time at work.



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

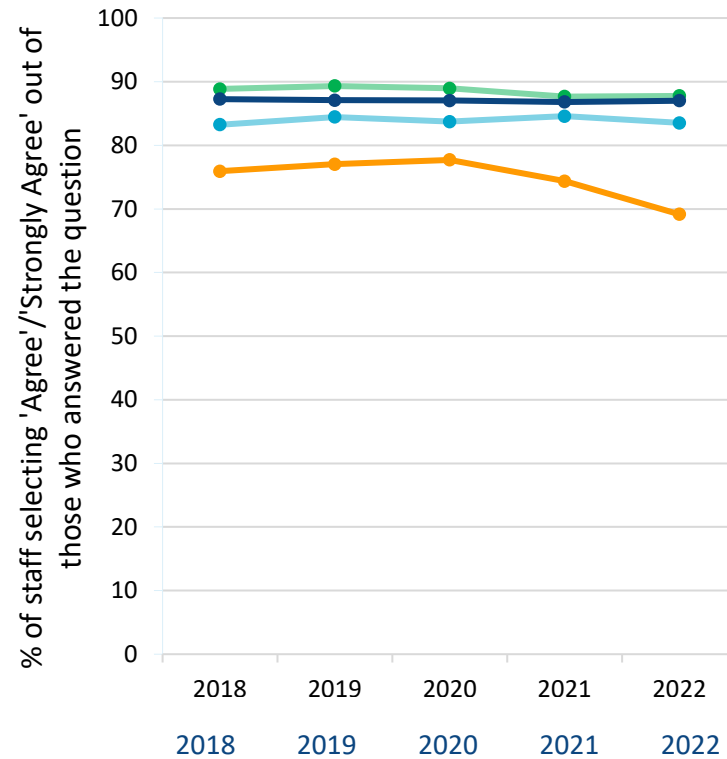


Q3i There are enough staff at this organisation for me to do my job properly.



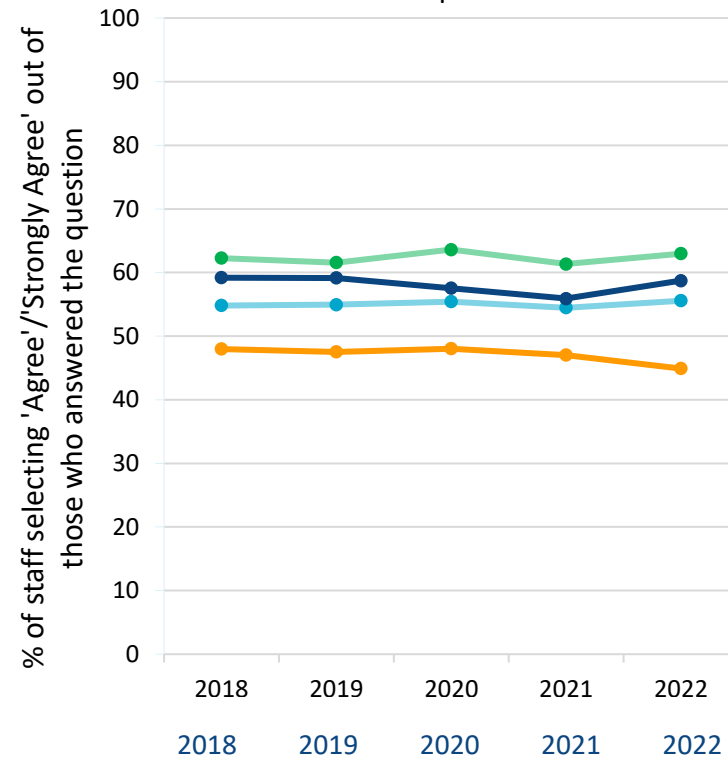


Q3a I always know what my work responsibilities are.



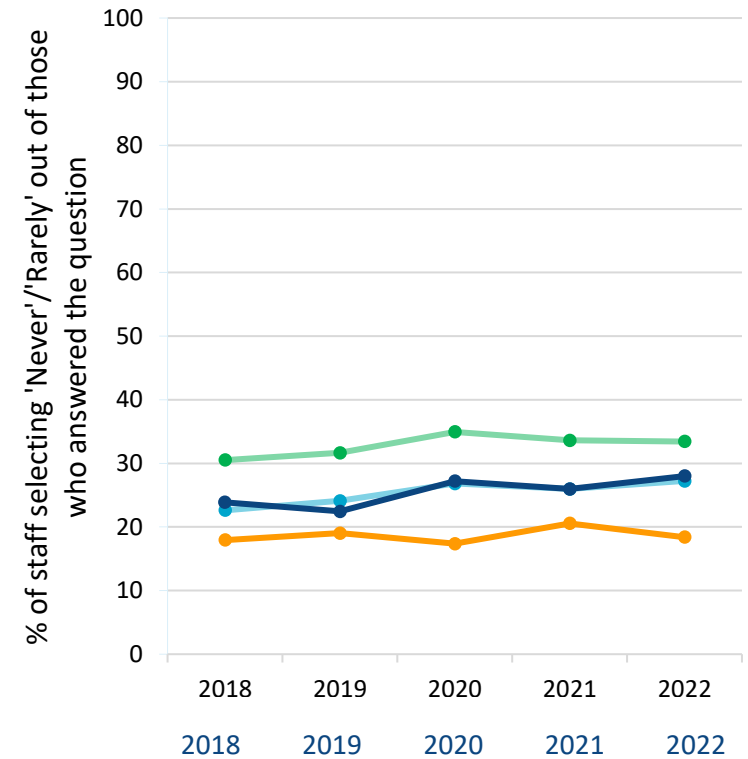
Your org	87.3%	87.1%	87.0%	86.8%	87.0%
Best	88.8%	89.3%	88.9%	87.7%	87.8%
Average	83.3%	84.4%	83.7%	84.6%	83.5%
Worst	75.9%	77.0%	77.7%	74.4%	69.2%
Responses	2015	2123	2352	2678	2799

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



Your org	59.2%	59.1%	57.5%	55.9%	58.7%
Best	62.3%	61.6%	63.6%	61.3%	63.0%
Average	54.8%	55.0%	55.4%	54.5%	55.6%
Worst	48.0%	47.5%	48.0%	47.0%	44.9%
Responses	2028	2136	2362	2675	2798

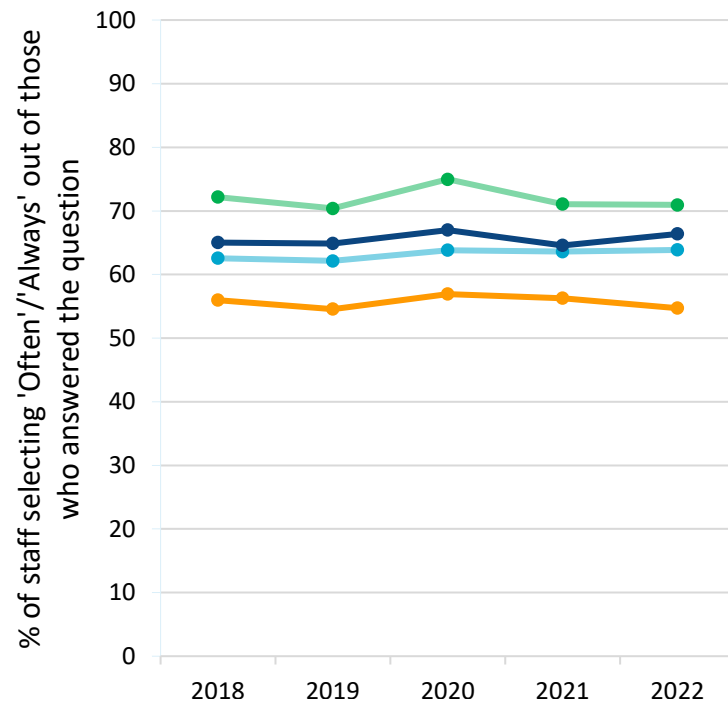
Q5a I have unrealistic time pressures.



Your org	23.9%	22.4%	27.2%	26.0%	28.0%
Best	30.5%	31.6%	34.9%	33.6%	33.4%
Average	22.6%	24.1%	26.8%	26.0%	27.2%
Worst	17.9%	19.0%	17.4%	20.6%	18.4%
Responses	2012	2122	2351	2655	2787



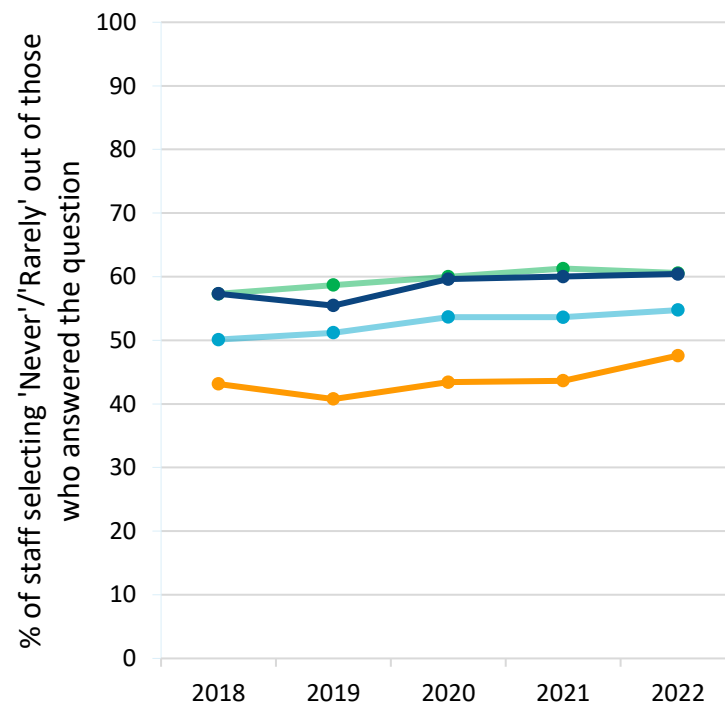
Q5b I have a choice in deciding how to do my work.



Your org	65.0%	64.9%	67.0%	64.6%	66.4%
Best	72.2%	70.4%	75.0%	71.1%	70.9%
Average	62.6%	62.1%	63.8%	63.6%	63.9%
Worst	56.0%	54.6%	56.9%	56.3%	54.7%

Responses 2010 2115 2347 2655 2783

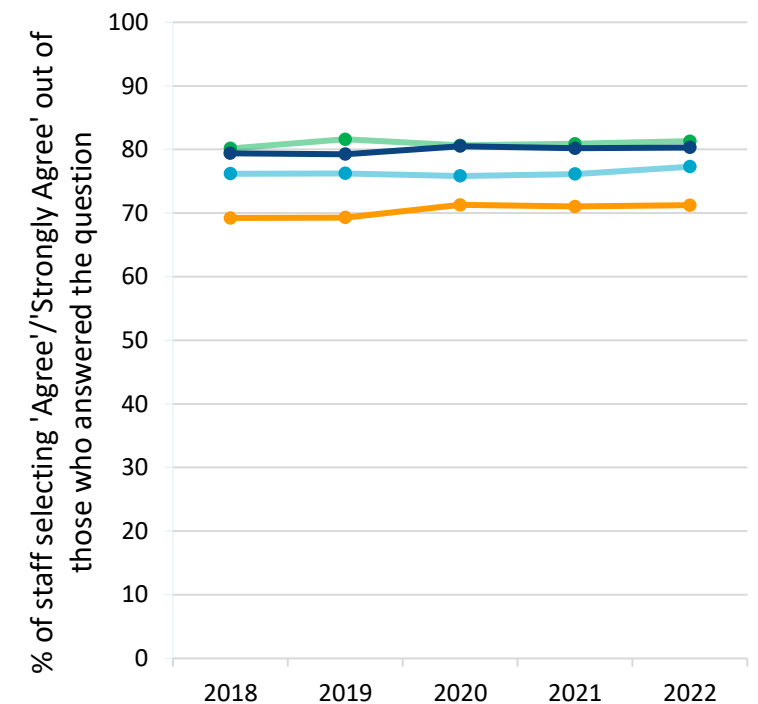
Q5c Relationships at work are strained.



Your org	57.3%	55.5%	59.6%	60.0%	60.4%
Best	57.3%	58.7%	60.0%	61.3%	60.6%
Average	50.1%	51.2%	53.6%	53.6%	54.8%
Worst	43.1%	40.8%	43.4%	43.6%	47.6%

Responses 2005 2116 2350 2658 2789

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

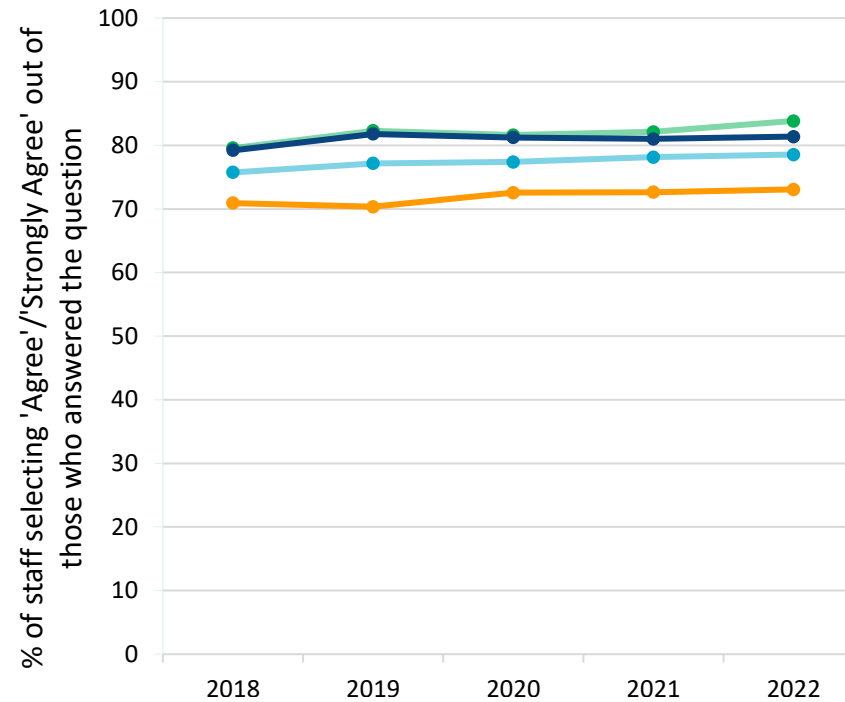


Your org	79.4%	79.2%	80.5%	80.2%	80.3%
Best	80.2%	81.6%	80.6%	80.9%	81.3%
Average	76.2%	76.2%	75.8%	76.1%	77.3%
Worst	69.2%	69.3%	71.3%	71.0%	71.2%

Responses 2025 2133 2364 2658 2799



Q9a My immediate manager encourages me at work.



	2018	2019	2020	2021	2022
Your org	79.2%	81.8%	81.2%	81.0%	81.4%
Best	79.6%	82.3%	81.6%	82.1%	83.8%
Average	75.7%	77.1%	77.4%	78.1%	78.5%
Worst	70.9%	70.3%	72.5%	72.6%	73.1%

Responses	2022	2134	2357	2655	2790
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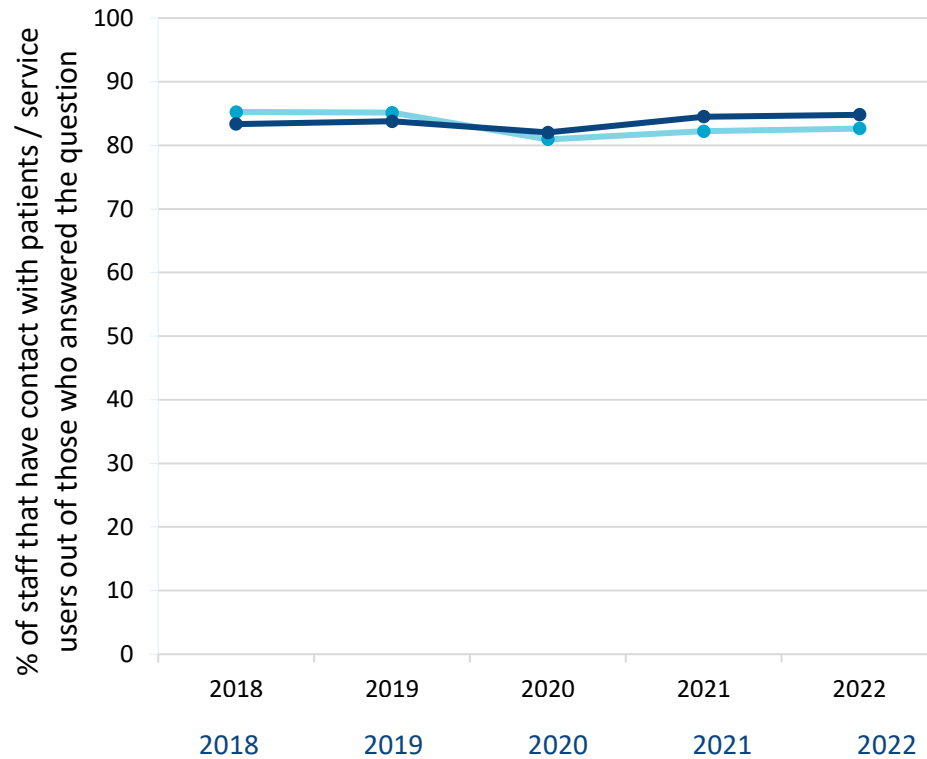
Question not linked to People Promise elements or themes

Questions included:

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

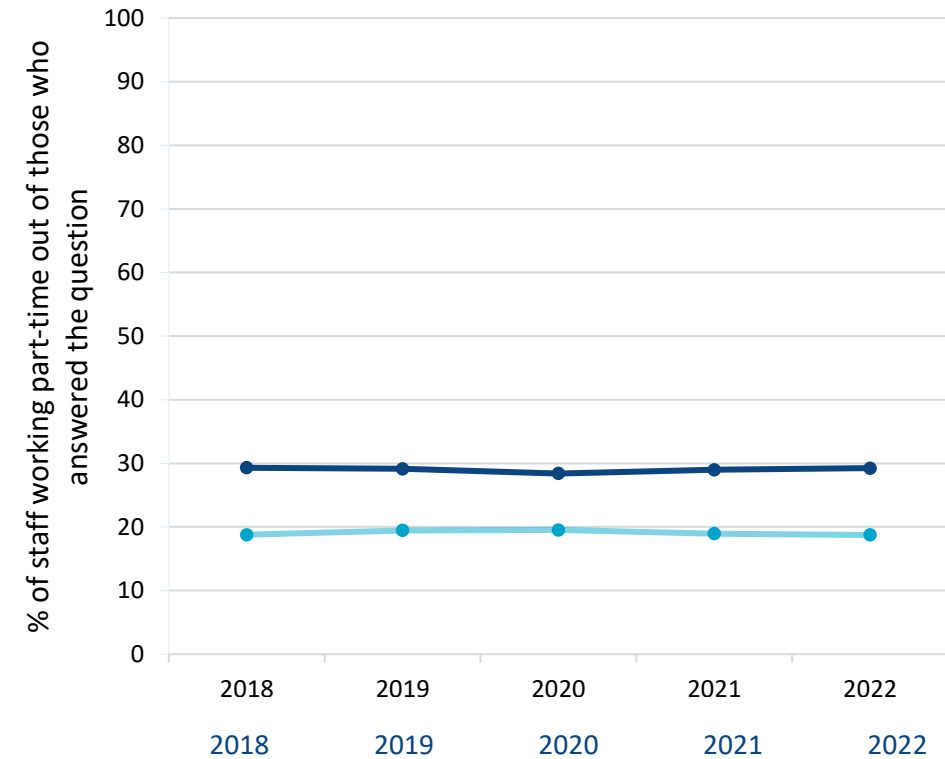


Q1 Do you have face-to-face, video or telephone contact with patients / service users as part of your job?



Your org	83.3%	83.8%	82.0%	84.5%	84.8%
Average	85.2%	85.1%	80.9%	82.2%	82.6%
Responses	2021	2120	2362	2677	2782

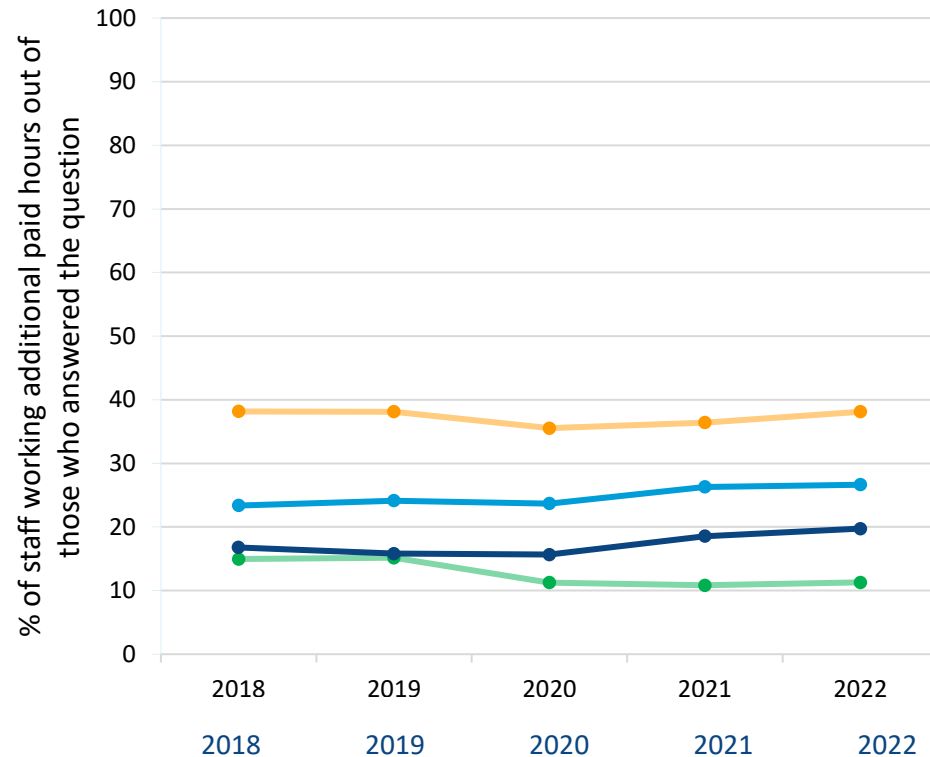
Q10a How many hours a week are you contracted to work?



Your org	29.3%	29.1%	28.4%	29.0%	29.2%
Average	18.8%	19.5%	19.5%	19.0%	18.7%
Responses	1885	1928	2189	2573	2703

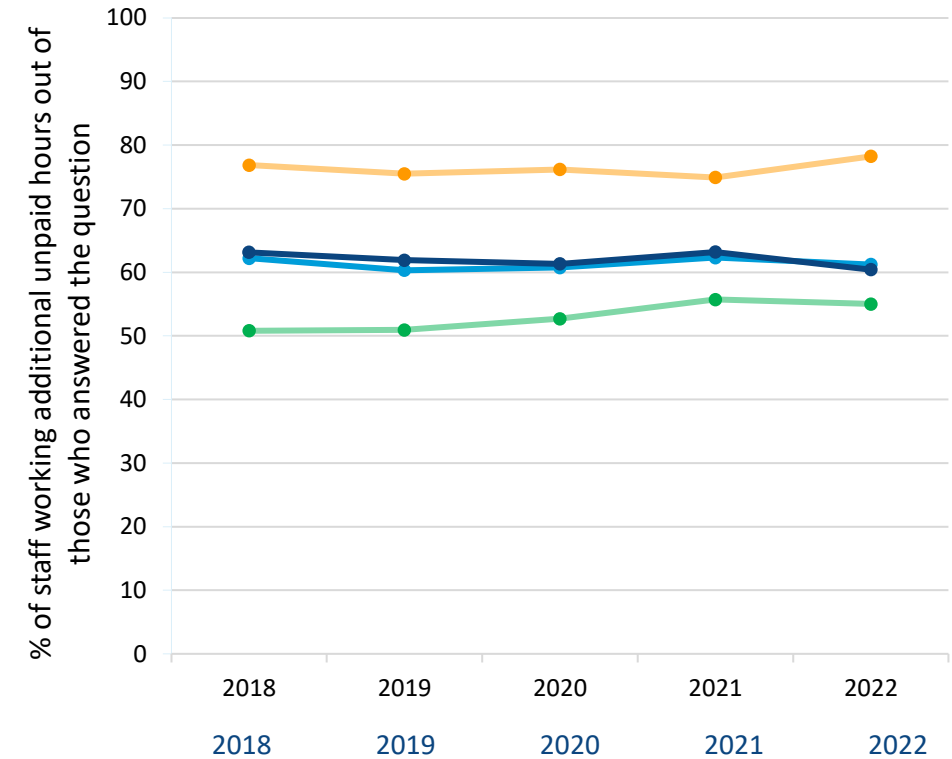


Q10b On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours?



	2018	2019	2020	2021	2022
2018	2018	2019	2020	2021	2022
Your org	16.8%	15.8%	15.7%	18.6%	19.7%
Lowest	15.0%	15.2%	11.2%	10.8%	11.3%
Average	23.4%	24.1%	23.7%	26.3%	26.7%
Highest	38.2%	38.1%	35.5%	36.4%	38.1%
Responses	1932	2038	2275	2624	2754

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

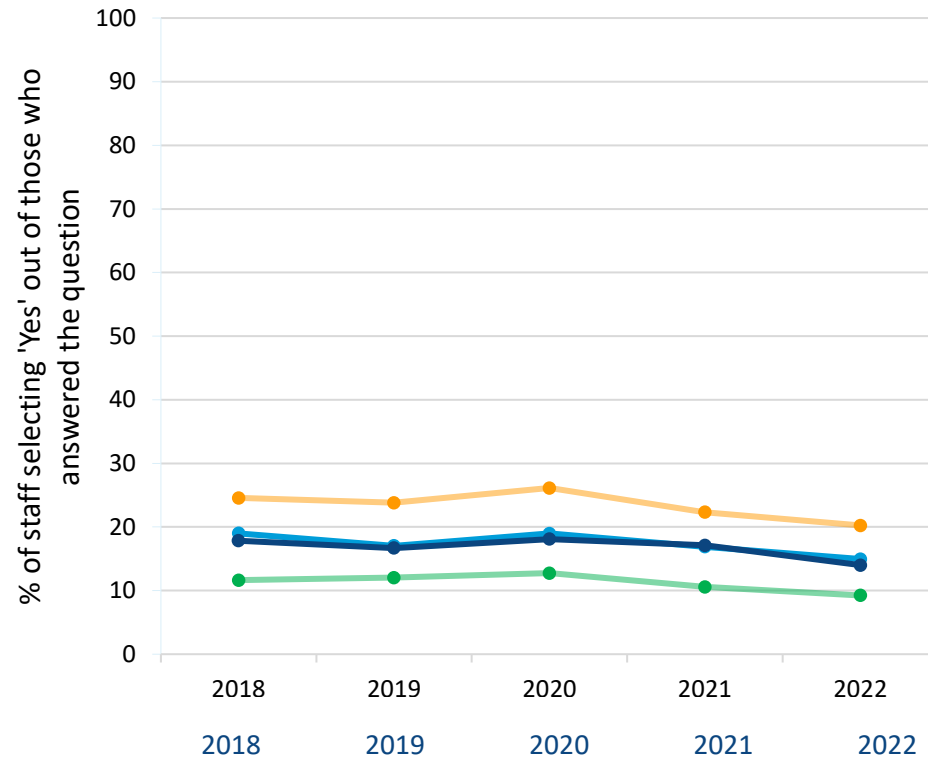


	2018	2019	2020	2021	2022
2018	2018	2019	2020	2021	2022
Your org	63.1%	61.9%	61.3%	63.2%	60.4%
Lowest	50.8%	50.9%	52.7%	55.7%	55.0%
Average	62.2%	60.3%	60.8%	62.3%	61.2%
Highest	76.8%	75.5%	76.2%	74.9%	78.2%
Responses	1957	2061	2314	2621	2771



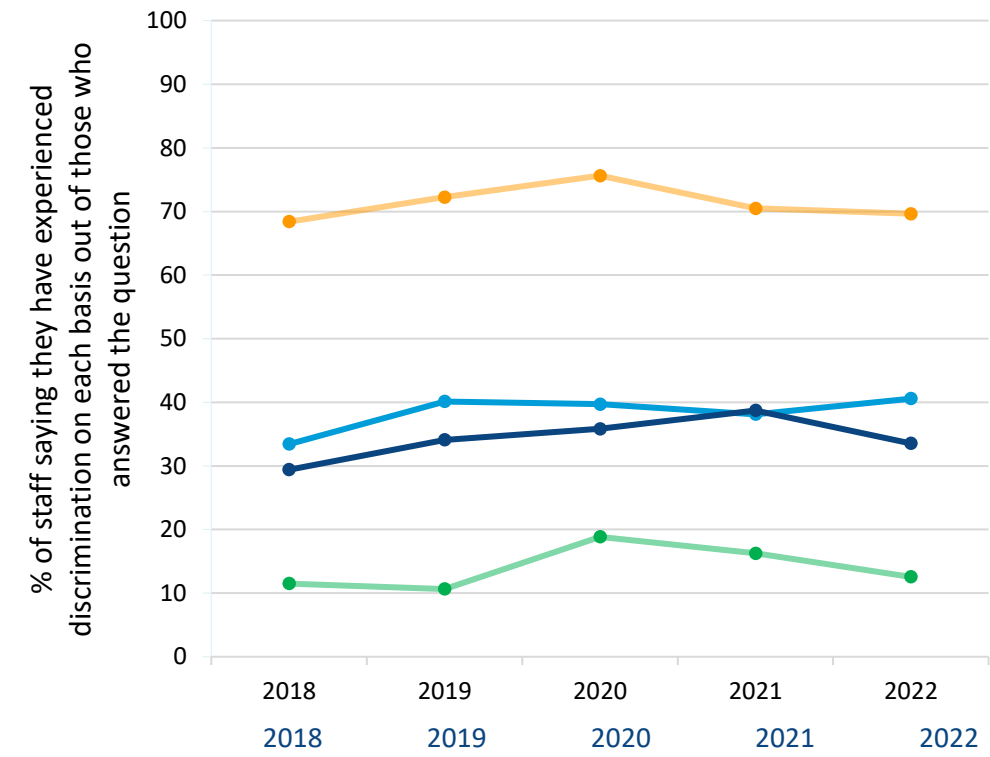
*Q11e is only answered by staff who responded 'Yes' to Q11d.

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



Your org	2018	2019	2020	2021	2022
Best	11.6%	12.0%	12.7%	10.6%	9.2%
Average	19.0%	17.0%	19.0%	16.9%	14.9%
Worst	24.6%	23.8%	26.1%	22.3%	20.2%
Responses	1034	1119	926	1206	1359

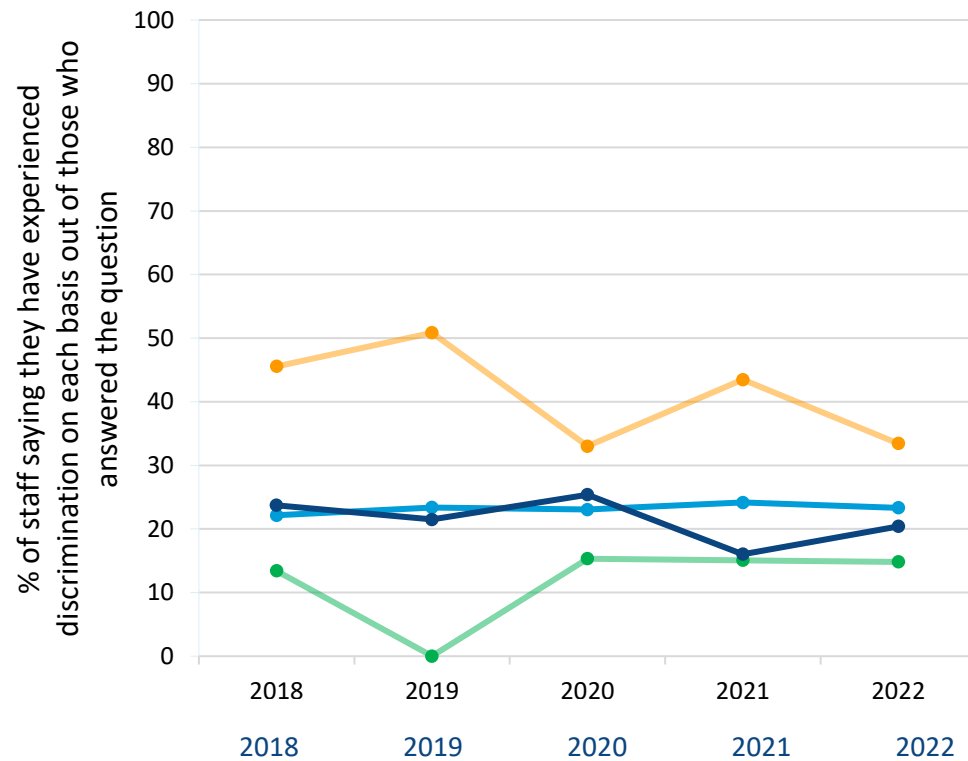
Q16c.1 On what grounds have you experienced discrimination?
- Ethnic background.



Your org	2018	2019	2020	2021	2022
Best	11.5%	10.6%	18.8%	16.3%	12.6%
Average	33.4%	40.1%	39.7%	38.1%	40.6%
Worst	29.4%	34.1%	35.8%	38.7%	33.5%
Responses	146	164	181	197	213



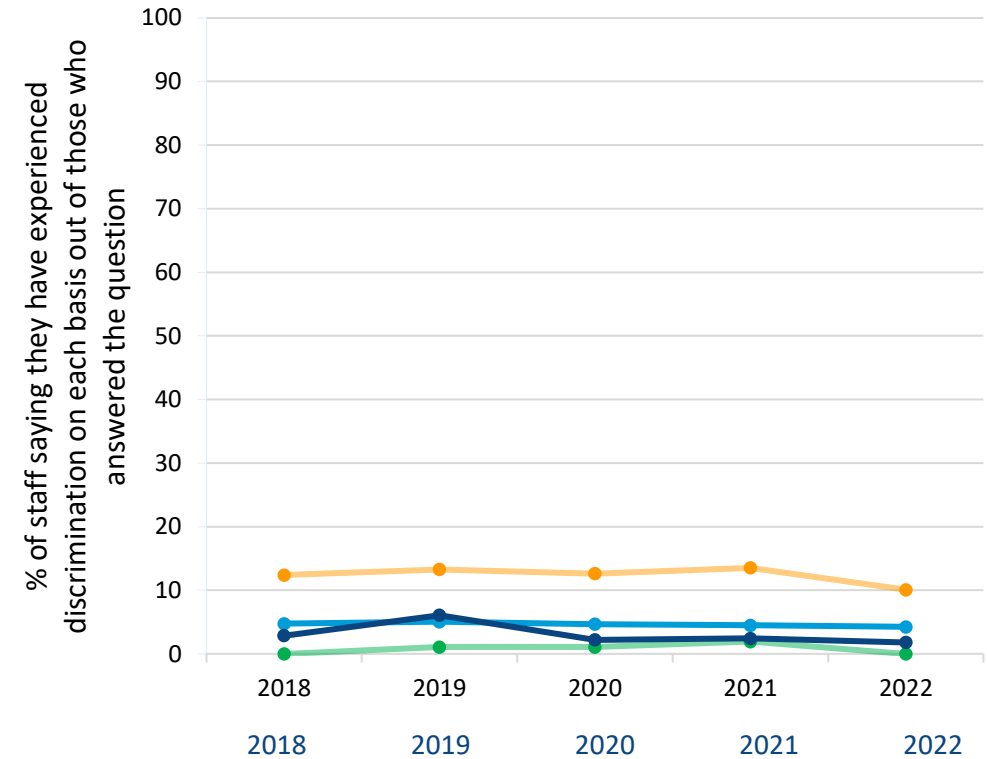
Q16c.2 On what grounds have you experienced discrimination?
– Gender.



Your org	23.7%	21.5%	25.4%	16.0%	20.4%
Best	13.4%	0.0%	15.3%	15.1%	14.8%
Average	22.1%	23.4%	23.1%	24.2%	23.3%
Worst	45.6%	50.8%	33.0%	43.5%	33.4%

Responses 146 164 181 197 213

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

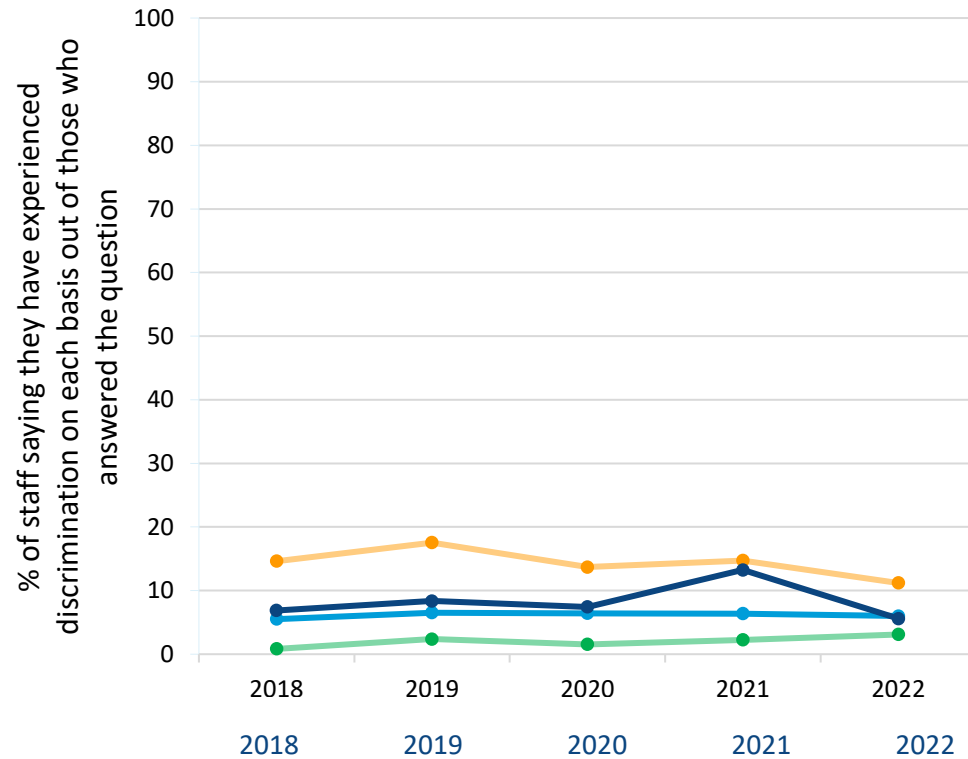


Your org	2.8%	6.1%	2.2%	2.4%	1.8%
Best	0.0%	1.1%	1.1%	1.9%	0.0%
Average	4.7%	5.1%	4.7%	4.5%	4.2%
Worst	12.4%	13.3%	12.6%	13.5%	10.1%

Responses 146 164 181 197 213

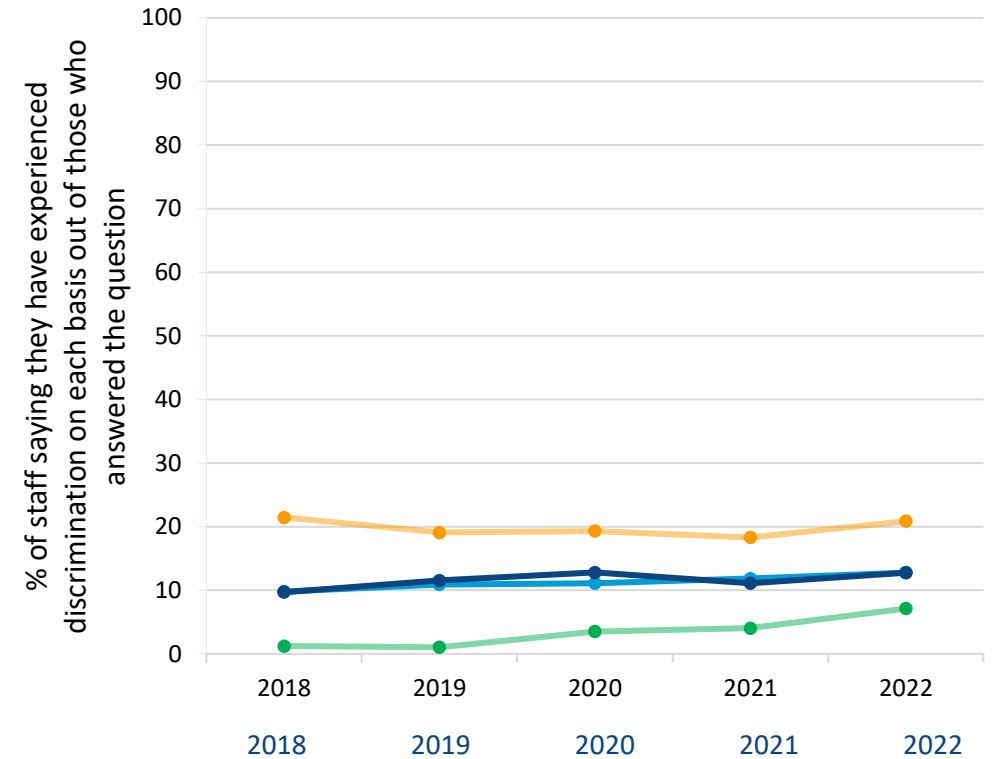


Q16c.4 On what grounds have you experienced discrimination?
– Sexual orientation.



	2018	2019	2020	2021	2022
Your org	6.9%	8.4%	7.4%	13.2%	5.6%
Best	0.8%	2.4%	1.5%	2.2%	3.1%
Average	5.5%	6.5%	6.4%	6.4%	6.0%
Worst	14.6%	17.5%	13.7%	14.7%	11.2%
Responses	146	164	181	197	213

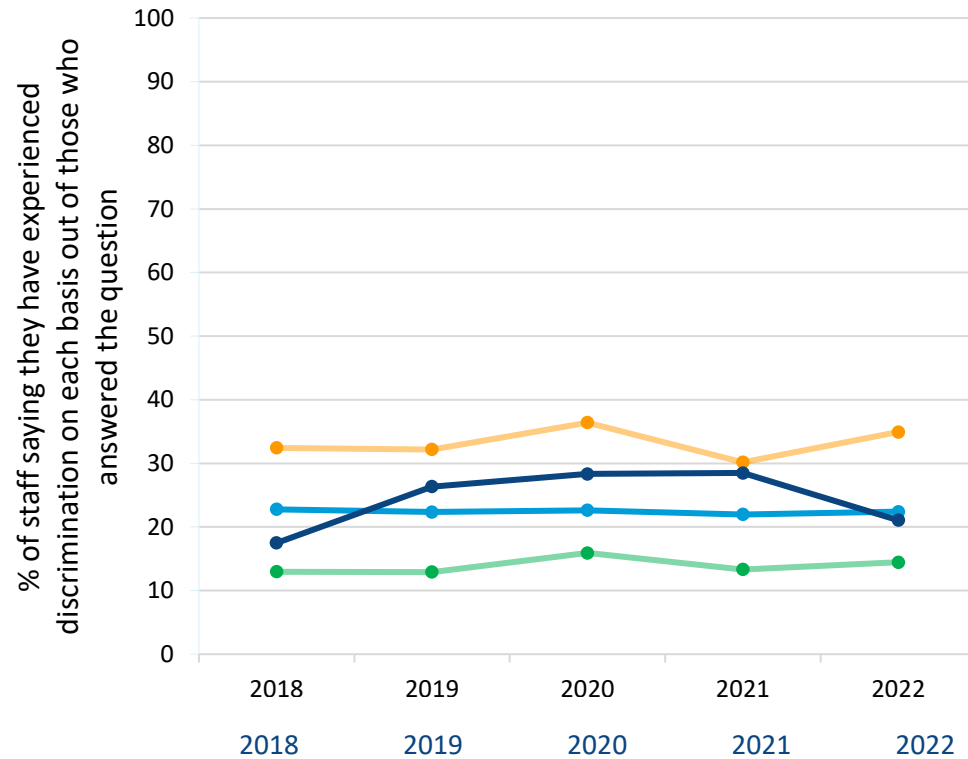
Q16c.5 On what grounds have you experienced discrimination?
– Disability.



	2018	2019	2020	2021	2022
Your org	9.7%	11.5%	12.8%	11.1%	12.8%
Best	1.2%	1.1%	3.5%	4.1%	7.2%
Average	9.8%	10.9%	11.1%	11.8%	12.8%
Worst	21.5%	19.1%	19.3%	18.3%	20.9%
Responses	146	164	181	197	213

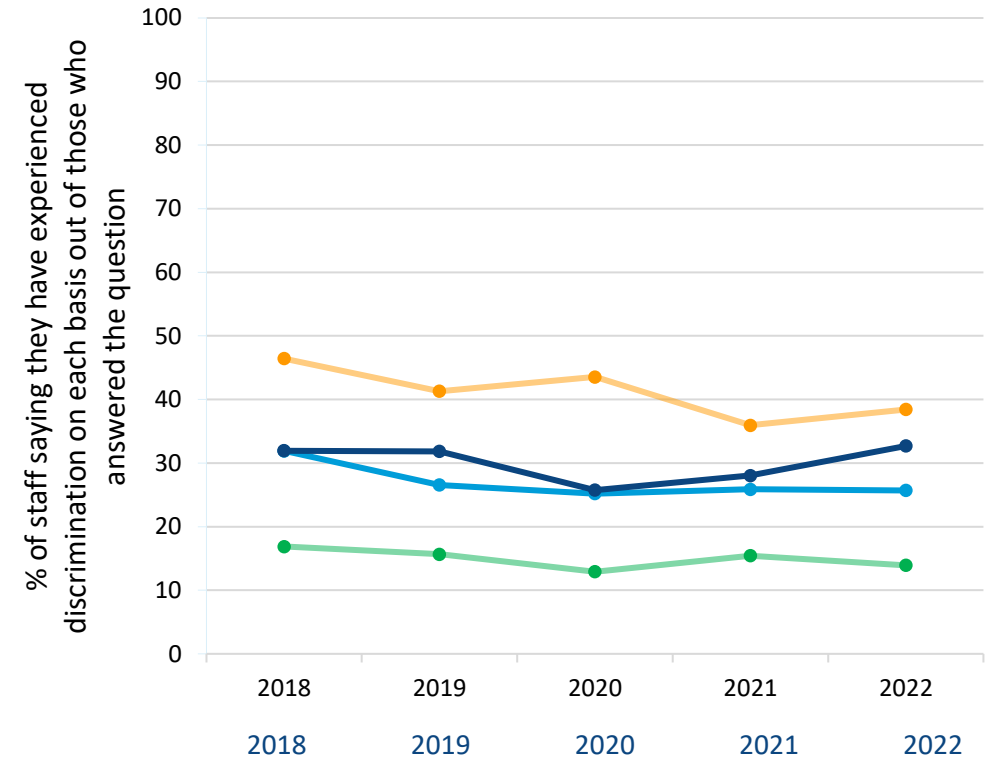


Q16c.6 On what grounds have you experienced discrimination?
– Age.



	2018	2019	2020	2021	2022
Your org	17.5%	26.3%	28.3%	28.5%	21.1%
Best	13.0%	12.9%	15.9%	13.3%	14.4%
Average	22.8%	22.4%	22.6%	22.0%	22.4%
Worst	32.4%	32.2%	36.4%	30.2%	34.9%
Responses	146	164	181	197	213

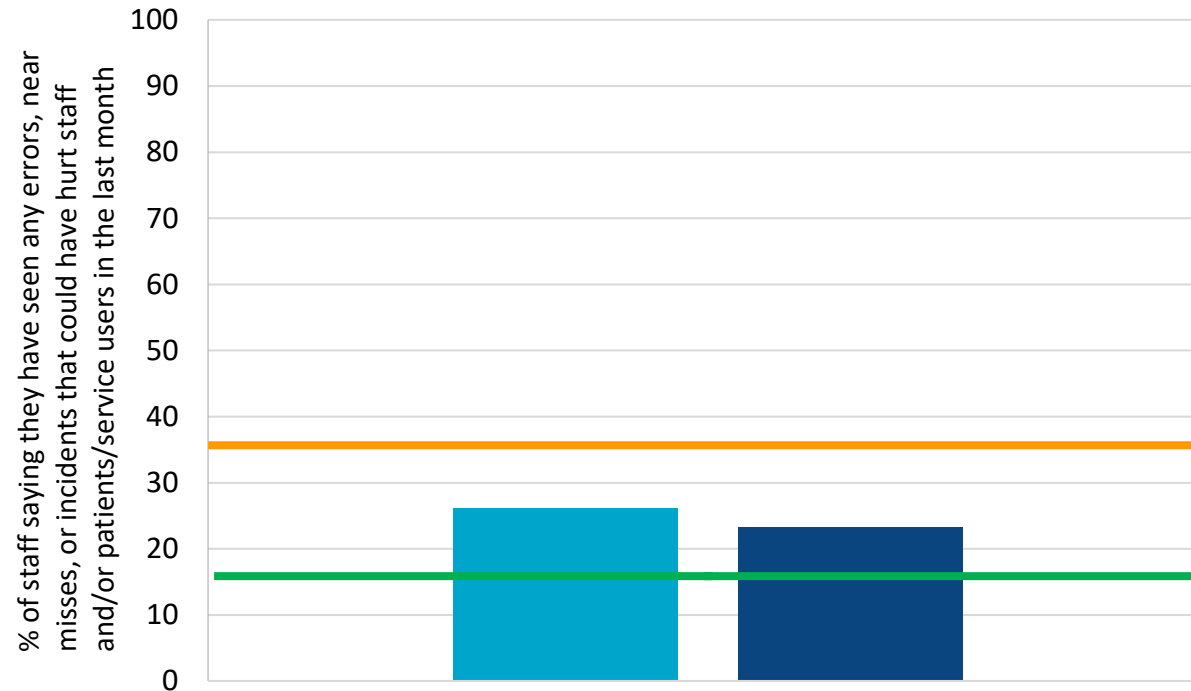
Q16c.7 On what grounds have you experienced discrimination?
– Other.



	2018	2019	2020	2021	2022
Your org	31.9%	31.8%	25.8%	28.0%	32.7%
Best	16.9%	15.7%	12.9%	15.4%	13.9%
Average	31.9%	26.6%	25.2%	25.9%	25.7%
Worst	46.4%	41.3%	43.5%	36.0%	38.4%
Responses	146	164	181	197	213



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

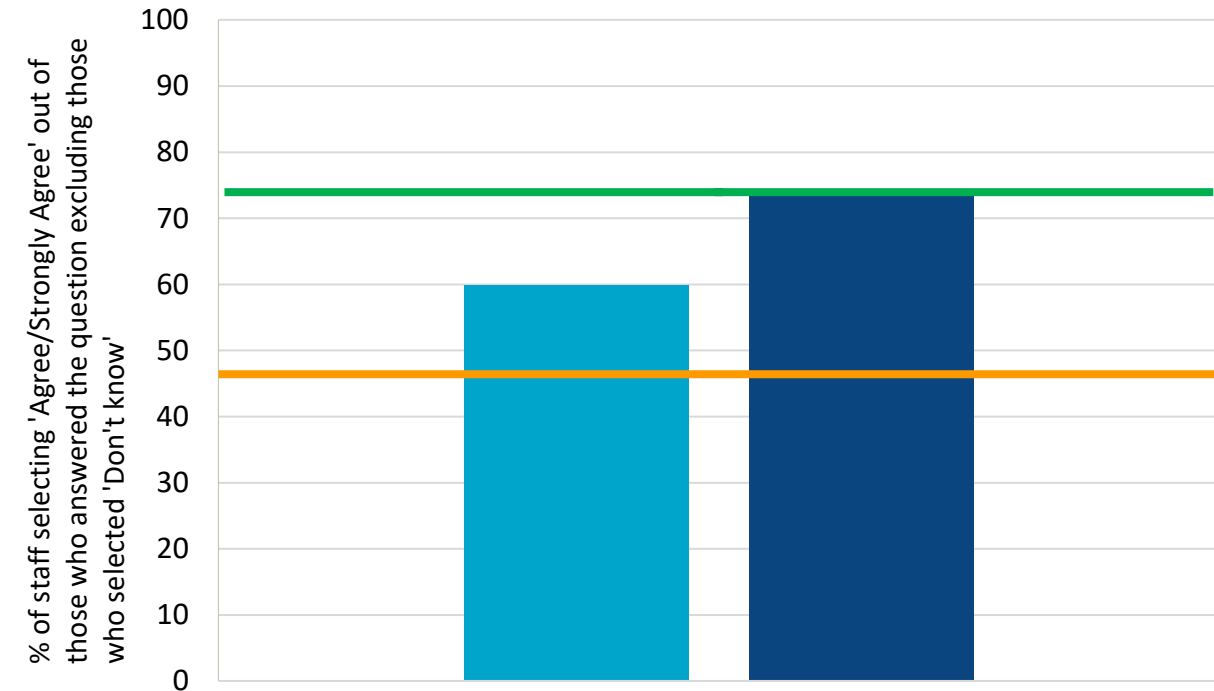


2022

Your org	23.3%
Best	15.9%
Average	26.0%
Worst	35.7%

Responses 2750

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



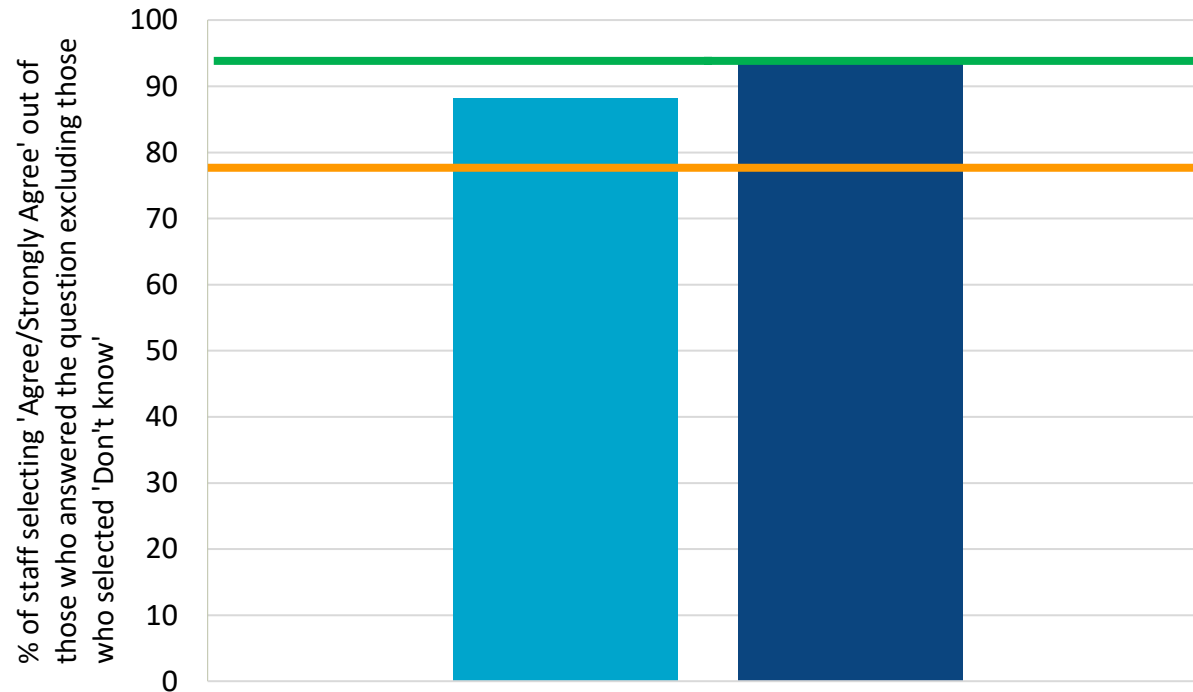
2022

Your org	74.0%
Best	74.0%
Average	59.9%
Worst	46.4%

Responses 2209



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



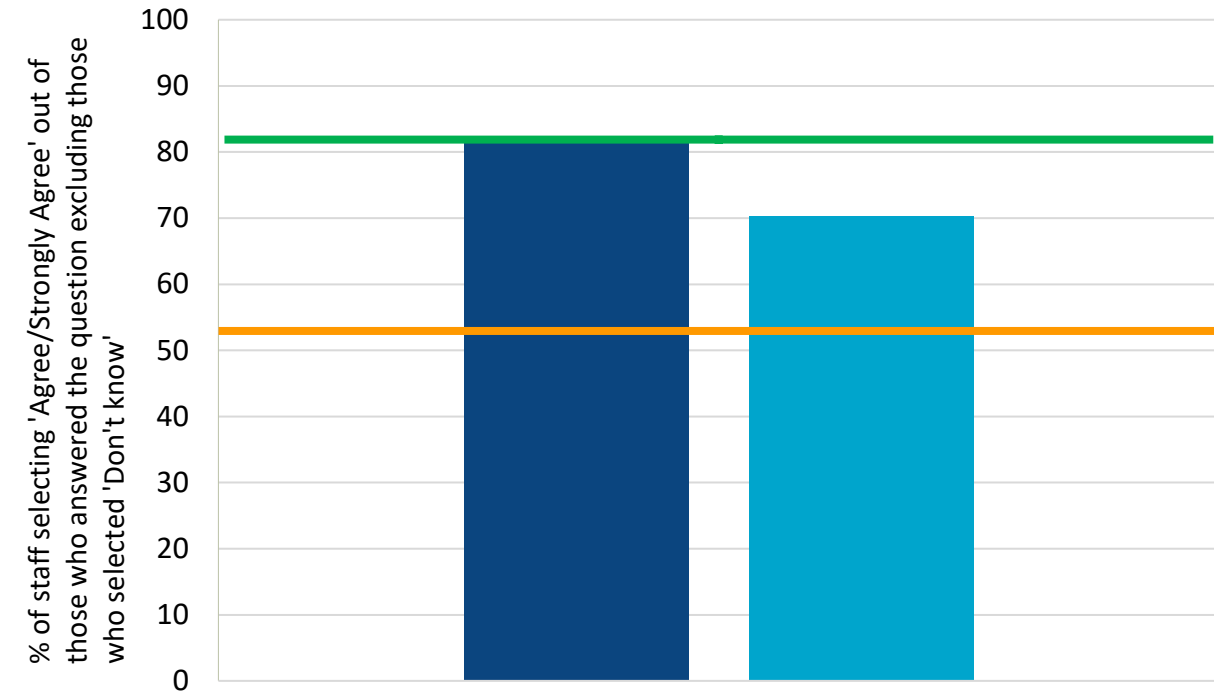
2022

Your org	93.8%
Best	93.8%
Average	88.3%
Worst	77.7%

Responses

2697

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



2022

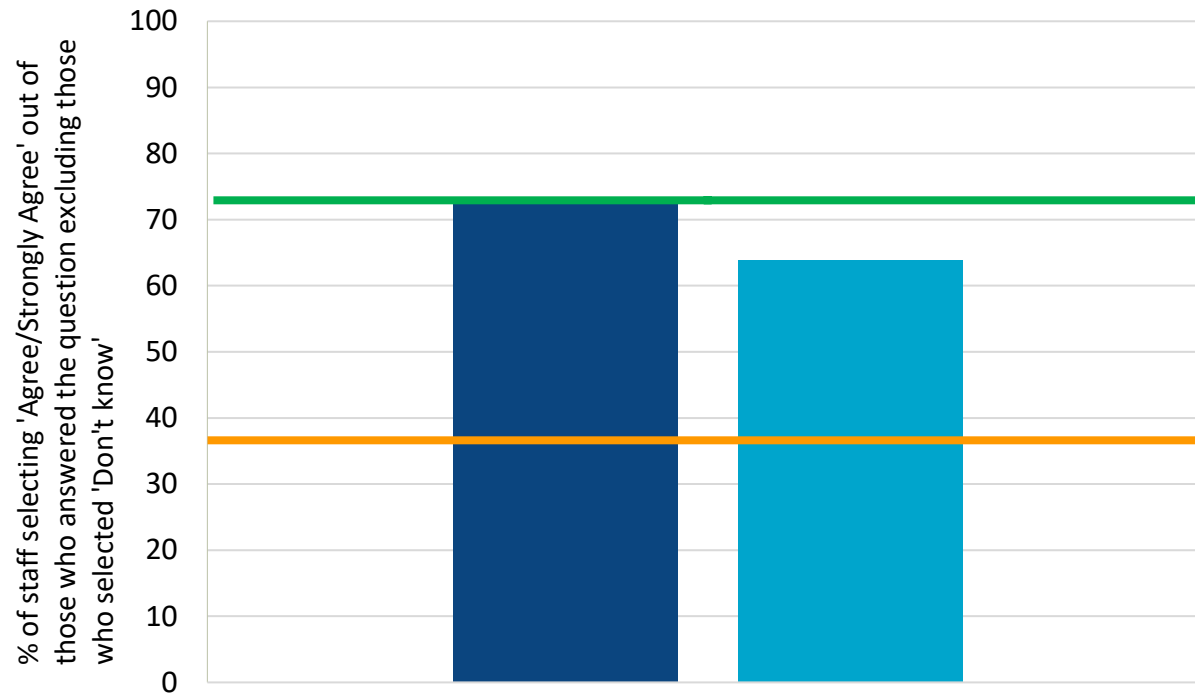
Your org	81.9%
Best	81.9%
Average	70.3%
Worst	52.9%

Responses

2494



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



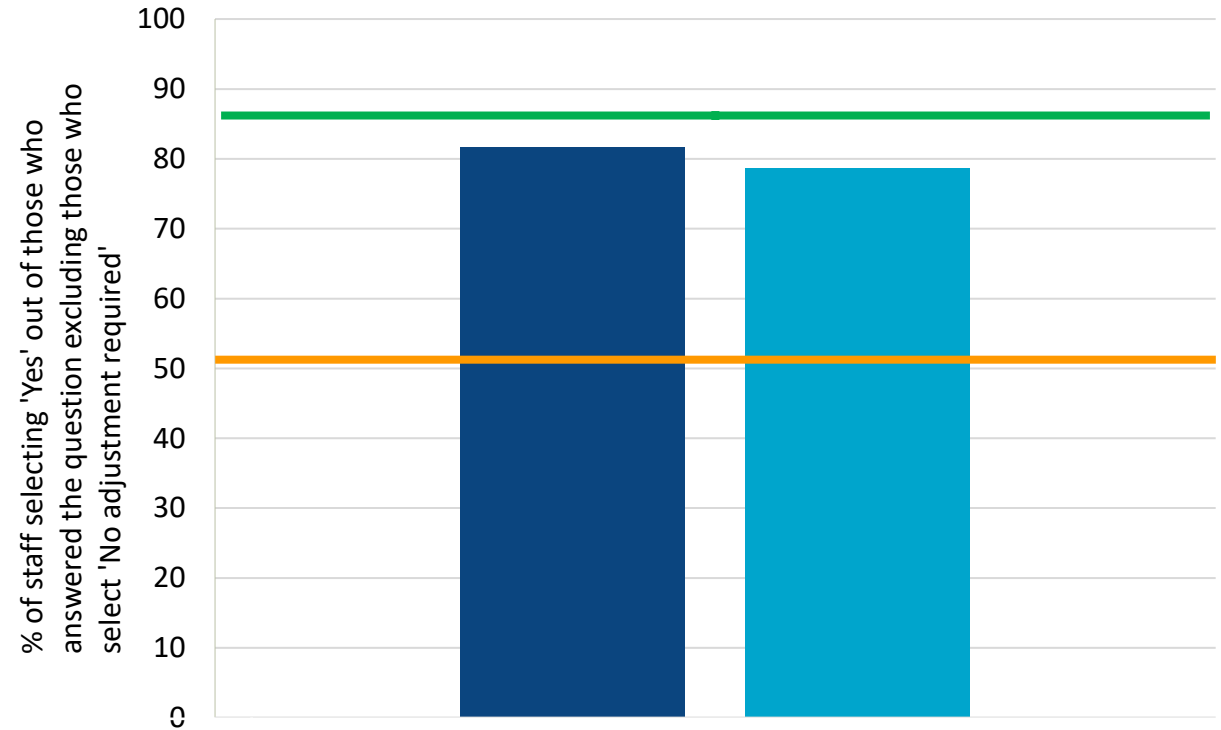
2022

Your org	72.9%
Best	72.9%
Average	63.9%
Worst	36.6%

Responses

2508

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



2022

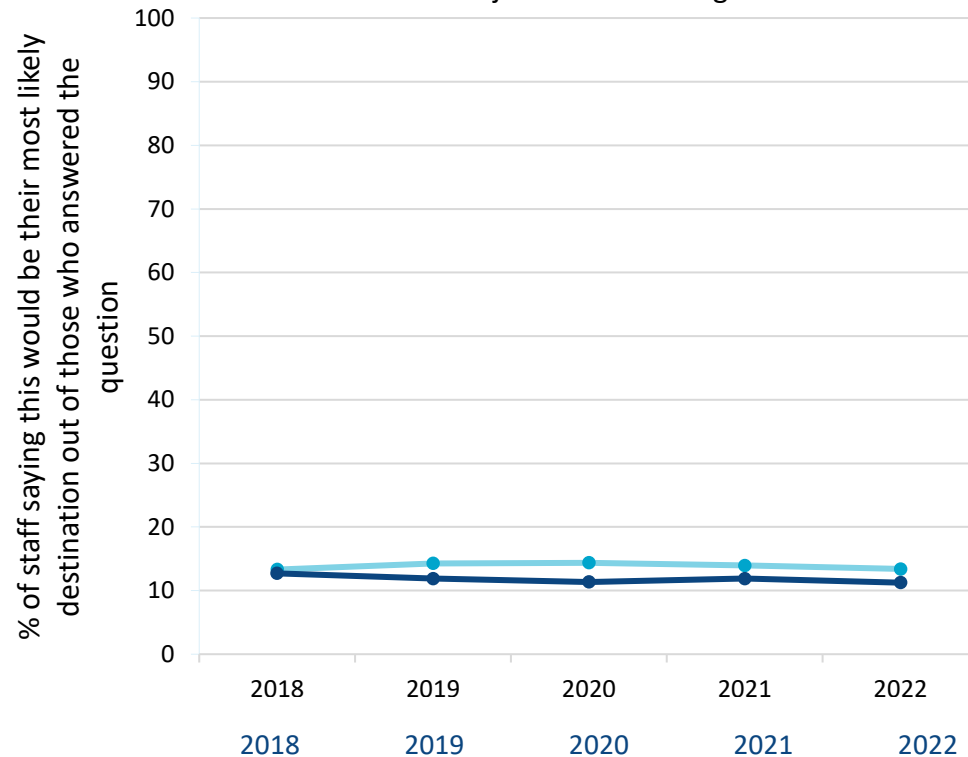
Your org	81.7%
Best	86.2%
Average	78.7%
Worst	51.3%

Responses

345

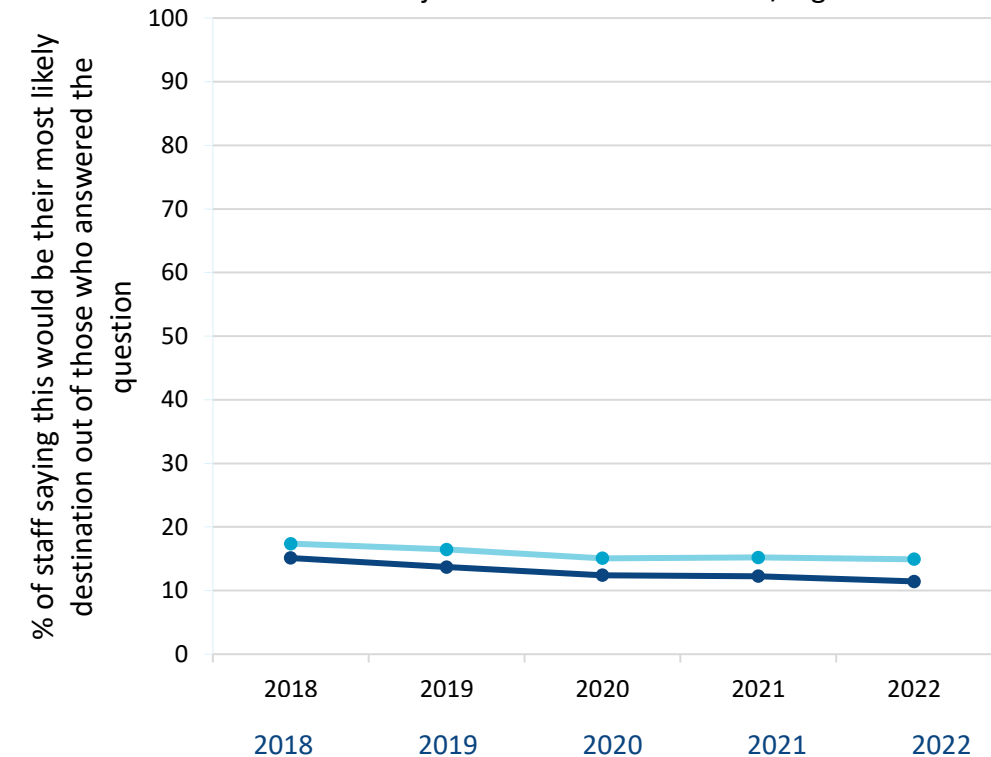


Q24d.1 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job within this organisation.



Your org	12.7%	11.9%	11.4%	11.9%	11.2%
Average	13.3%	14.3%	14.4%	14.0%	13.4%
Responses	1798	1818	2069	2456	2588

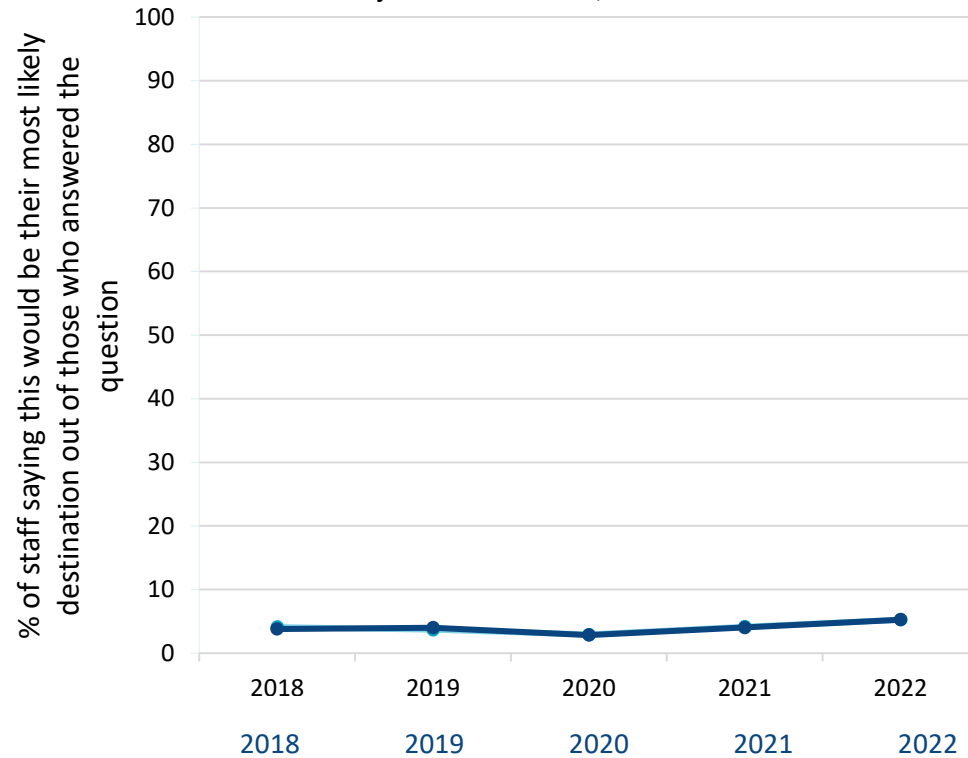
Q24d.2 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job in a different NHS Trust/organisation.



Your org	15.1%	13.7%	12.4%	12.3%	11.4%
Average	17.4%	16.5%	15.1%	15.2%	14.9%
Responses	1798	1818	2069	2456	2588

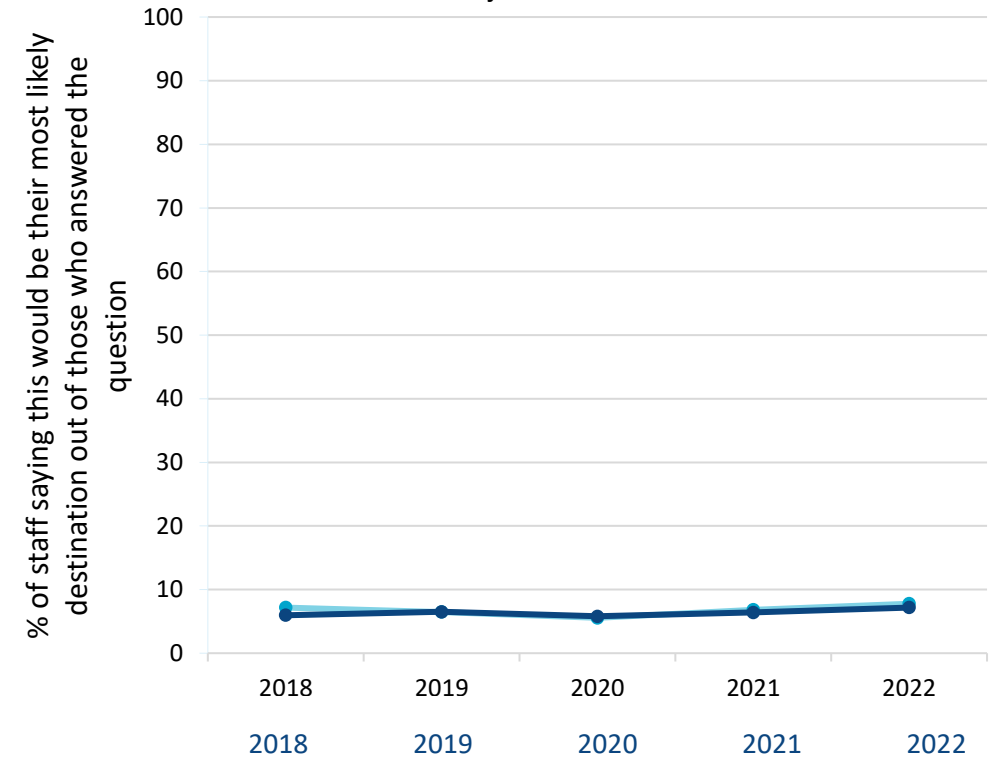


Q24d.3 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job in healthcare, but outside the NHS.



Your org	3.8%	4.0%	2.9%	4.0%	5.3%
Average	4.1%	3.7%	2.9%	4.2%	5.3%
Responses	1798	1818	2069	2456	2588

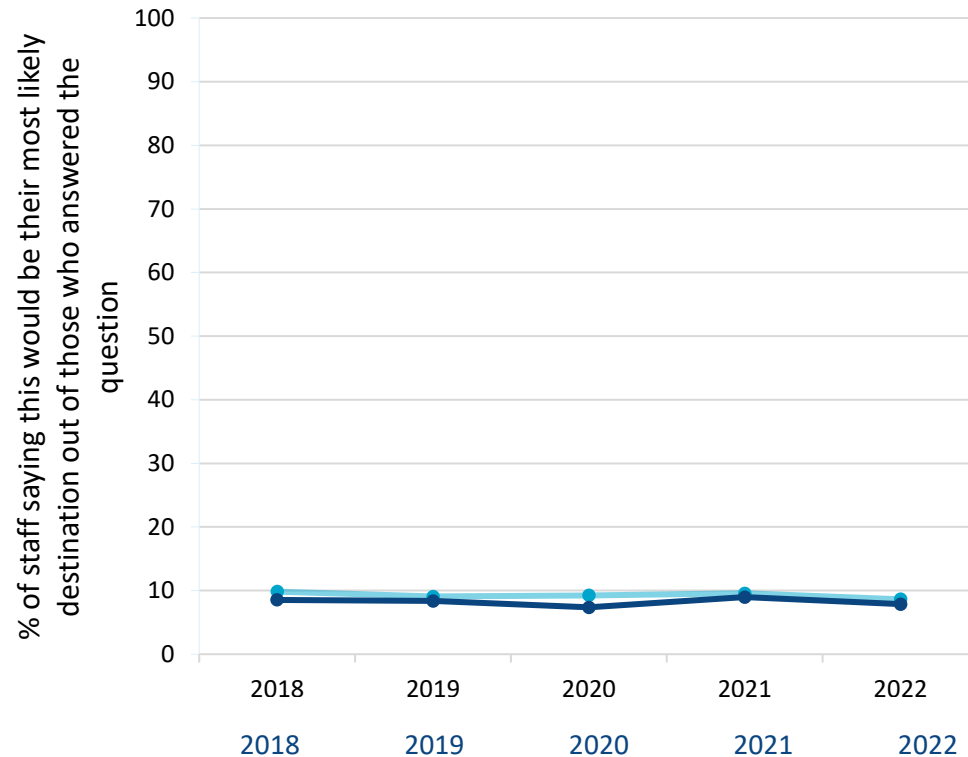
Q24d.4 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job outside healthcare.



Your org	6.0%	6.5%	5.8%	6.4%	7.2%
Average	7.2%	6.5%	5.5%	6.8%	7.8%
Responses	1798	1818	2069	2456	2588



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

8.5%

8.4%

7.3%

9.0%

7.8%

Average

9.8%

9.1%

9.2%

9.6%

8.6%

Responses

1798

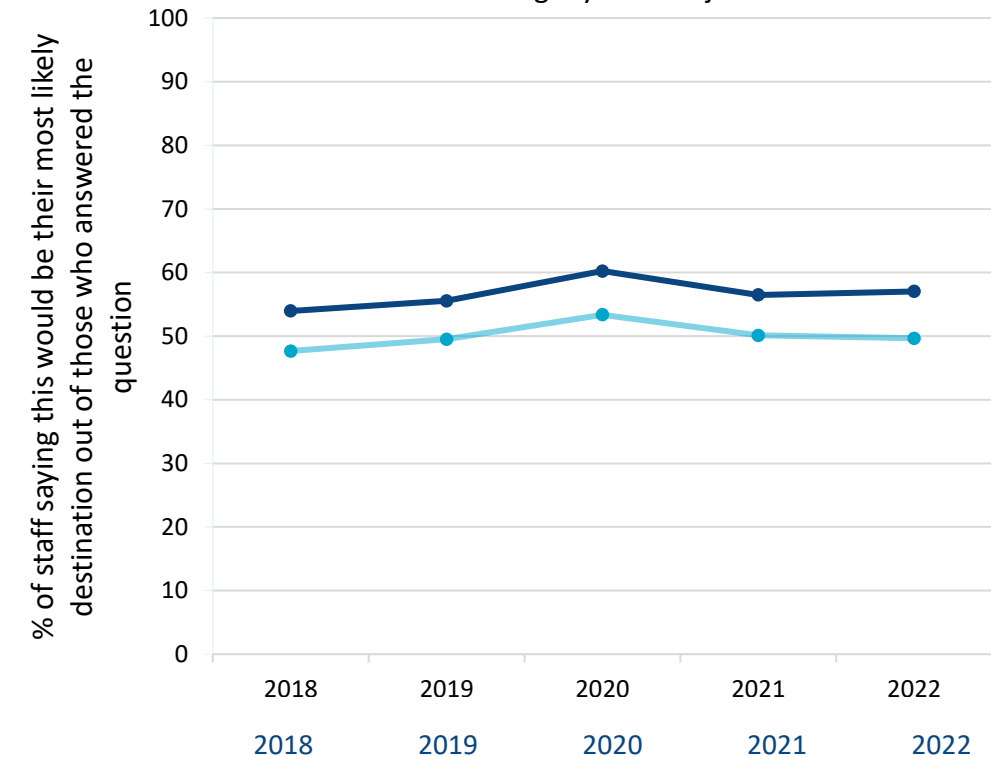
1818

2069

2456

2588

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

53.9%

55.6%

60.2%

56.5%

57.0%

Average

47.7%

49.5%

53.4%

50.1%

49.7%

Responses

1798

1818

2069

2456

2588

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
For each of the following indicators, compare the outcomes of the responses for white staff and staff from all other ethnic groups combined		
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
For each of the following indicators, compare the responses for staff with a LTC* or illness vs staff without a LTC or illness		
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

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.

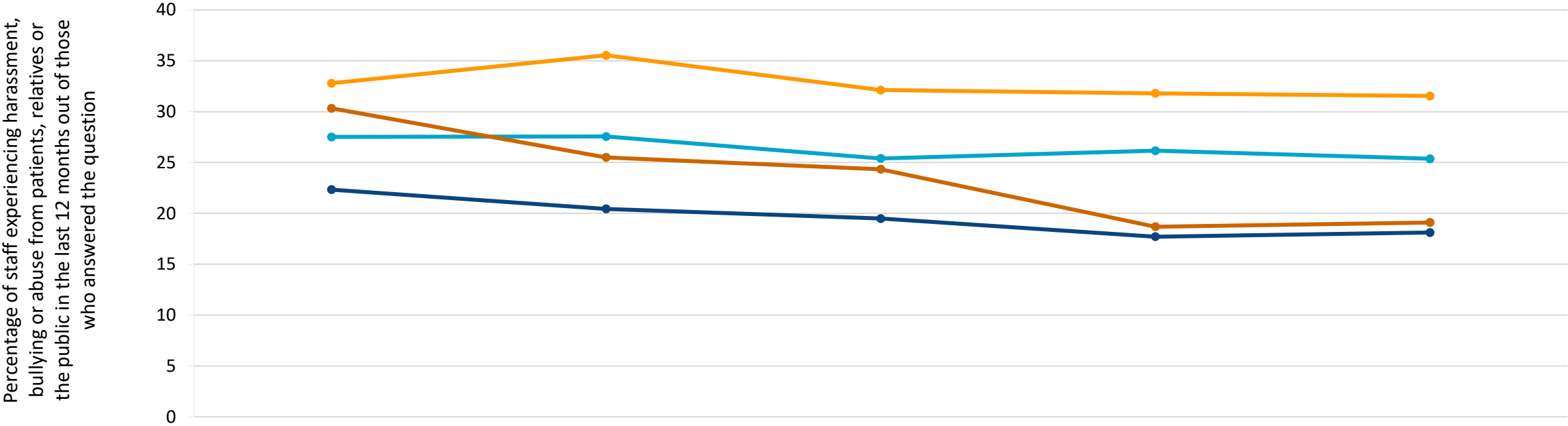
Data shown in the WRES charts are unweighted.

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.



Workforce Race Equality Standard (WRES)

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



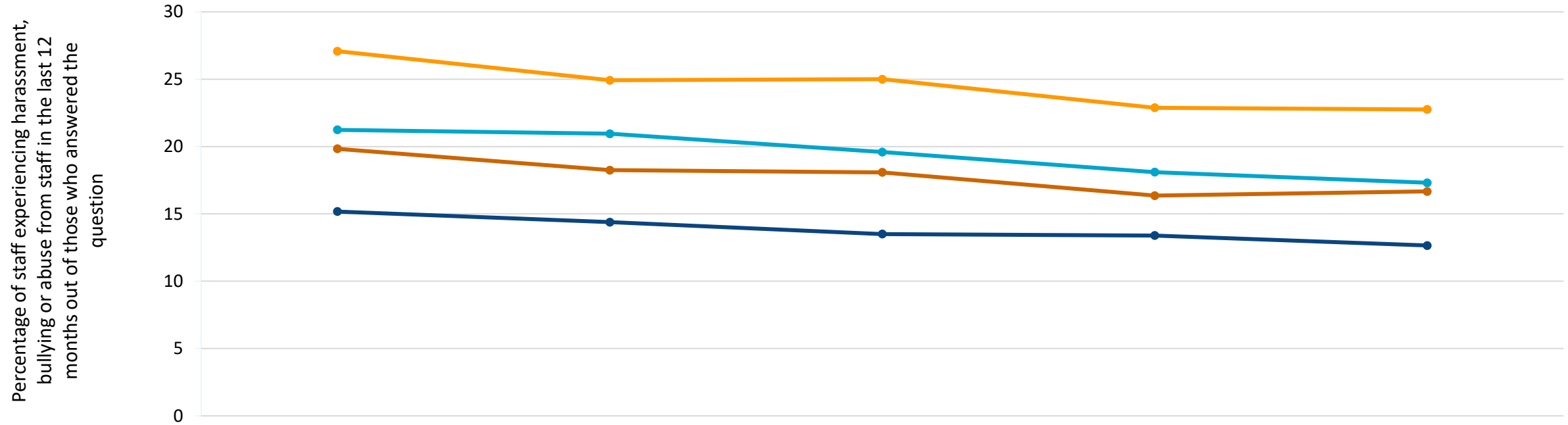
	2018	2019	2020	2021	2022
White staff: Your org	22.3%	20.4%	19.5%	17.7%	18.1%
All other ethnic groups*: Your org	30.3%	25.5%	24.3%	18.7%	19.1%
White staff: Average	27.5%	27.6%	25.4%	26.2%	25.4%
All other ethnic groups*: Average	32.8%	35.5%	32.1%	31.8%	31.5%
White staff: Responses	1853	1932	2119	2275	2484
All other ethnic groups*: Responses	122	149	189	214	246

*Staff from all other ethnic groups combined
Average calculated as the median for the benchmark group



Workforce Race Equality Standard (WRES)

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



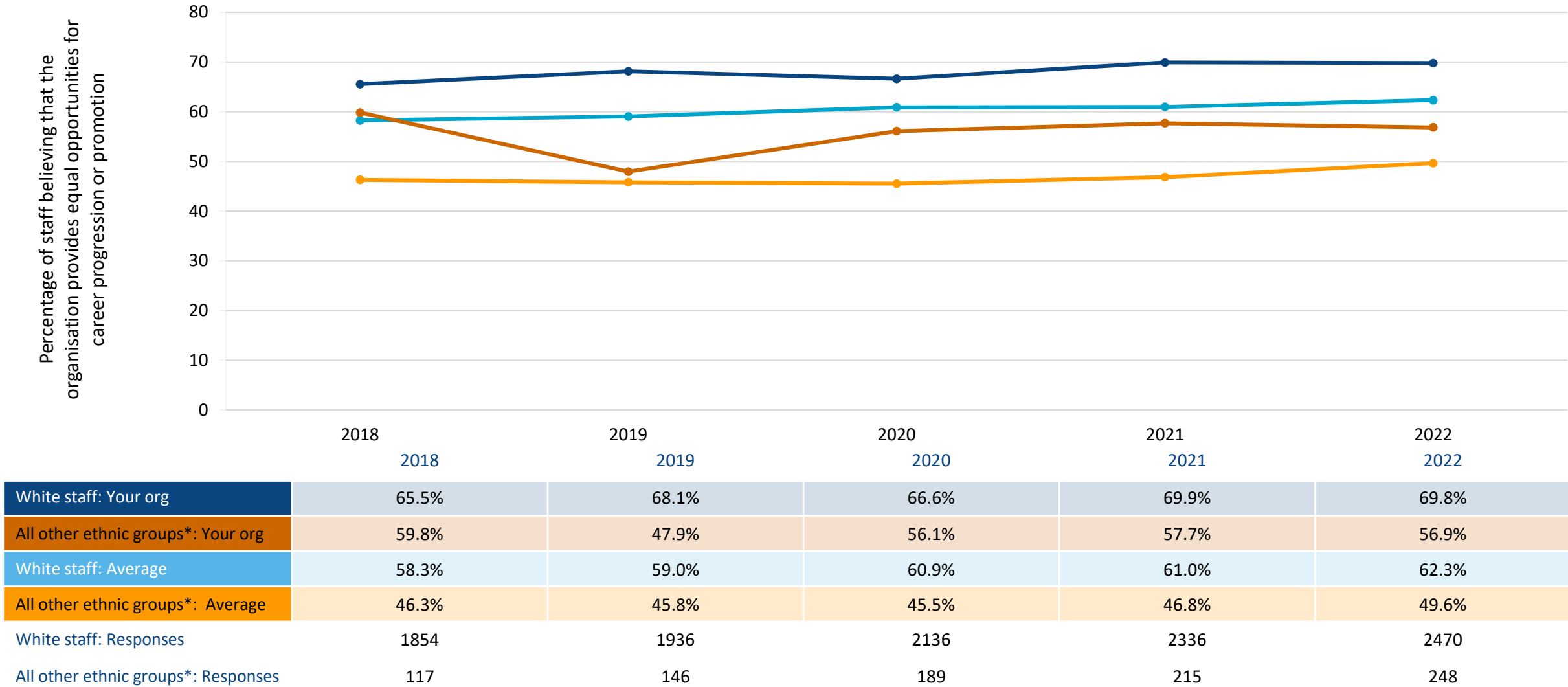
	2018	2019	2020	2021	2022
White staff: Your org	15.2%	14.4%	13.5%	13.4%	12.7%
All other ethnic groups*: Your org	19.8%	18.2%	18.1%	16.4%	16.7%
White staff: Average	21.2%	21.0%	19.6%	18.1%	17.3%
All other ethnic groups*: Average	27.1%	24.9%	25.0%	22.9%	22.8%
White staff: Responses	1852	1933	2118	2277	2482
All other ethnic groups*: Responses	121	148	188	214	246

*Staff from all other ethnic groups combined
Average calculated as the median for the benchmark group



Workforce Race Equality Standard (WRES)

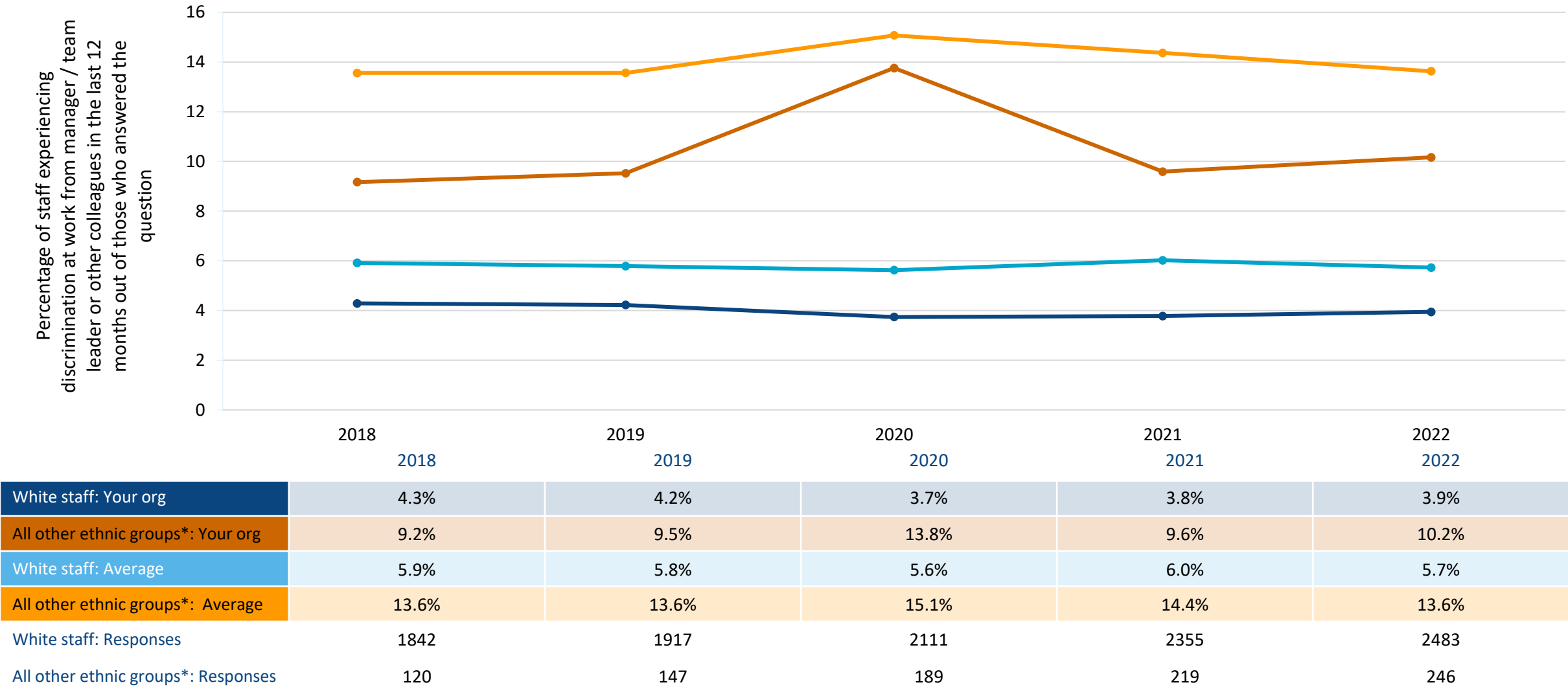
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



*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.



*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.

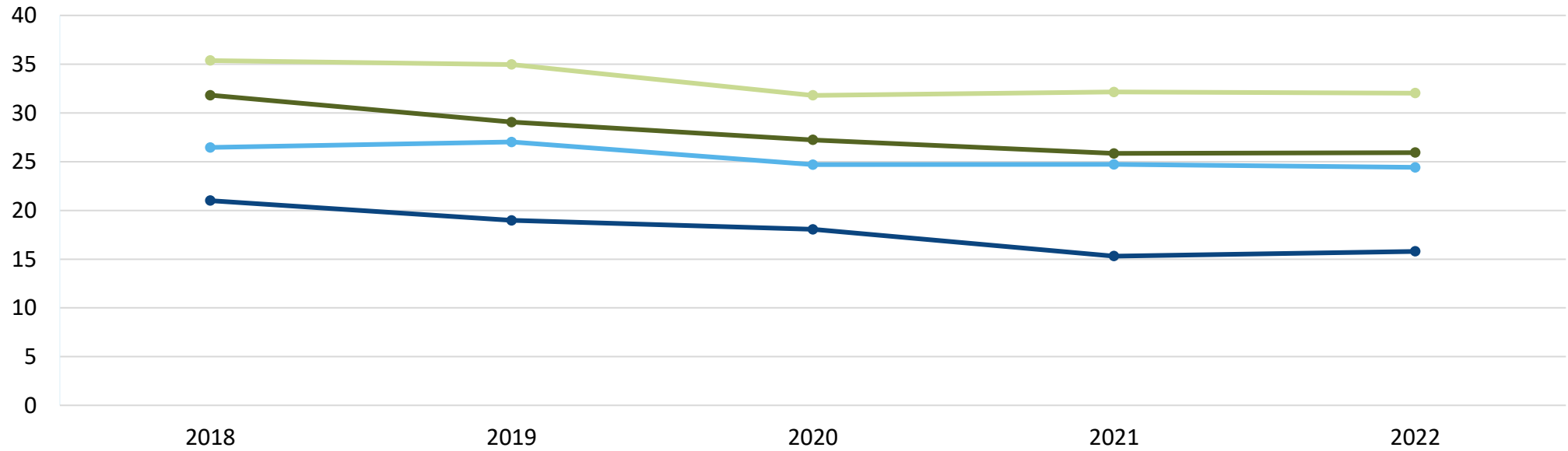
Data shown in the WDES charts are unweighted.

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.

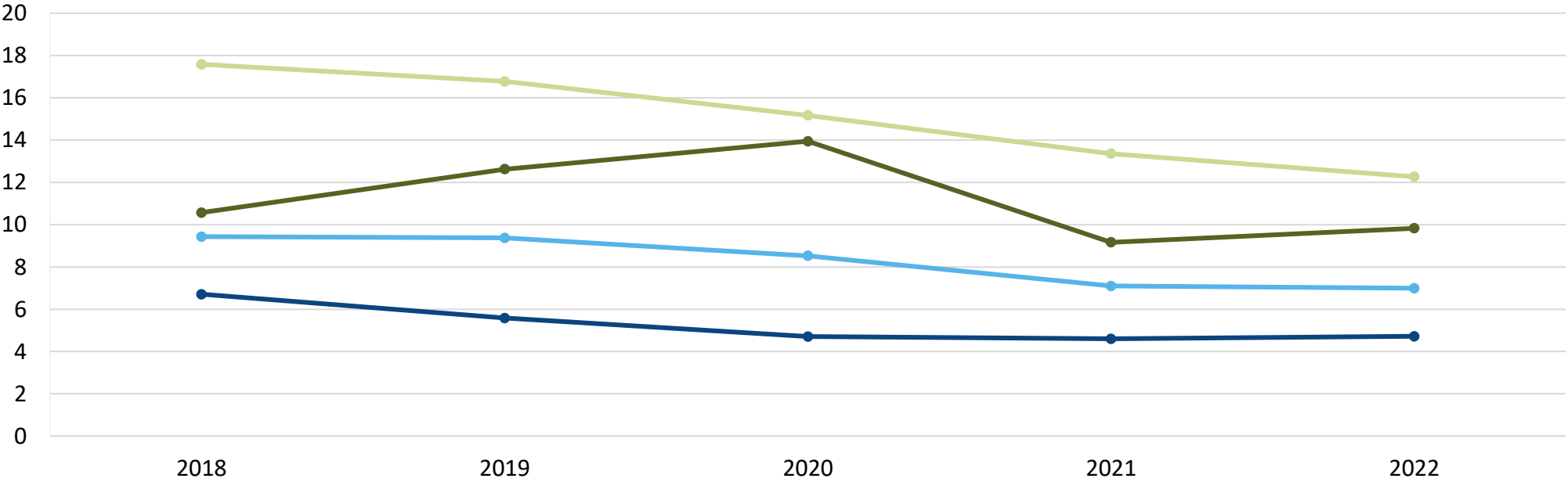


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	31.8%	29.1%	27.2%	25.8%	25.9%
Staff without a LTC or illness: Your org	21.0%	19.0%	18.1%	15.3%	15.8%
Staff with a LTC or illness: Average	35.4%	35.0%	31.8%	32.2%	32.0%
Staff without a LTC or illness: Average	26.5%	27.0%	24.7%	24.7%	24.4%
Staff with a LTC or illness: Responses	352	406	503	592	644
Staff without a LTC or illness: Responses	1637	1675	1816	1920	2107



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.

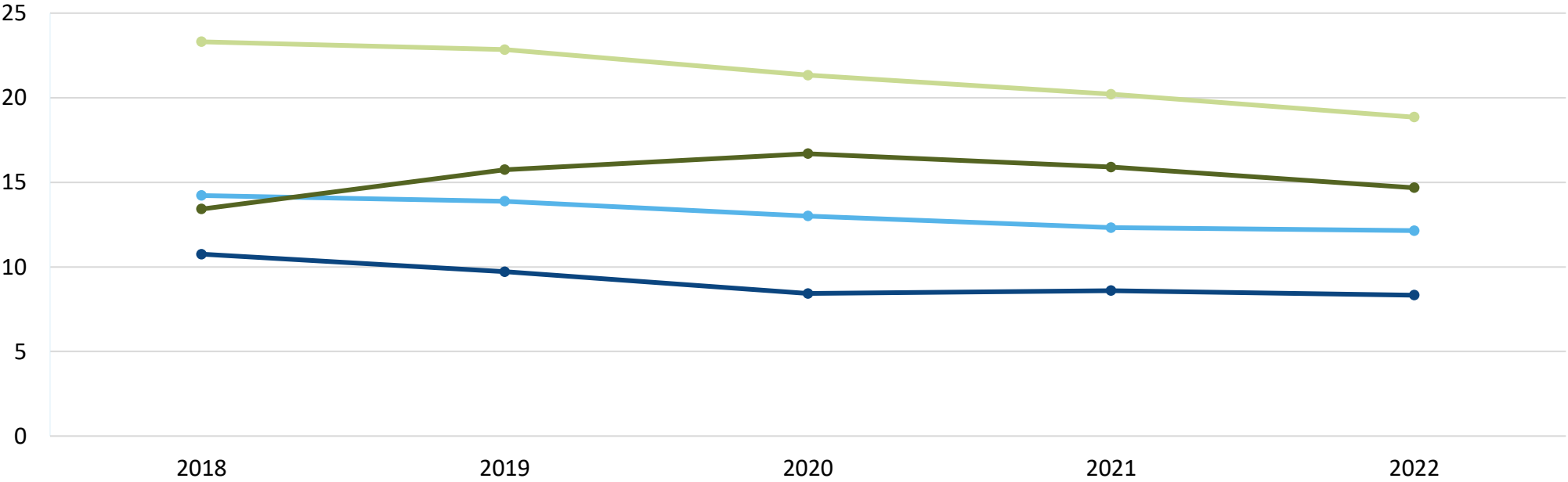


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	10.6%	12.6%	13.9%	9.2%	9.8%
Staff without a LTC or illness: Your org	6.7%	5.6%	4.7%	4.6%	4.7%
Staff with a LTC or illness: Average	17.6%	16.8%	15.2%	13.4%	12.3%
Staff without a LTC or illness: Average	9.4%	9.4%	8.5%	7.1%	7.0%
Staff with a LTC or illness: Responses	350	404	502	589	641
Staff without a LTC or illness: Responses	1625	1665	1805	1913	2097



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.

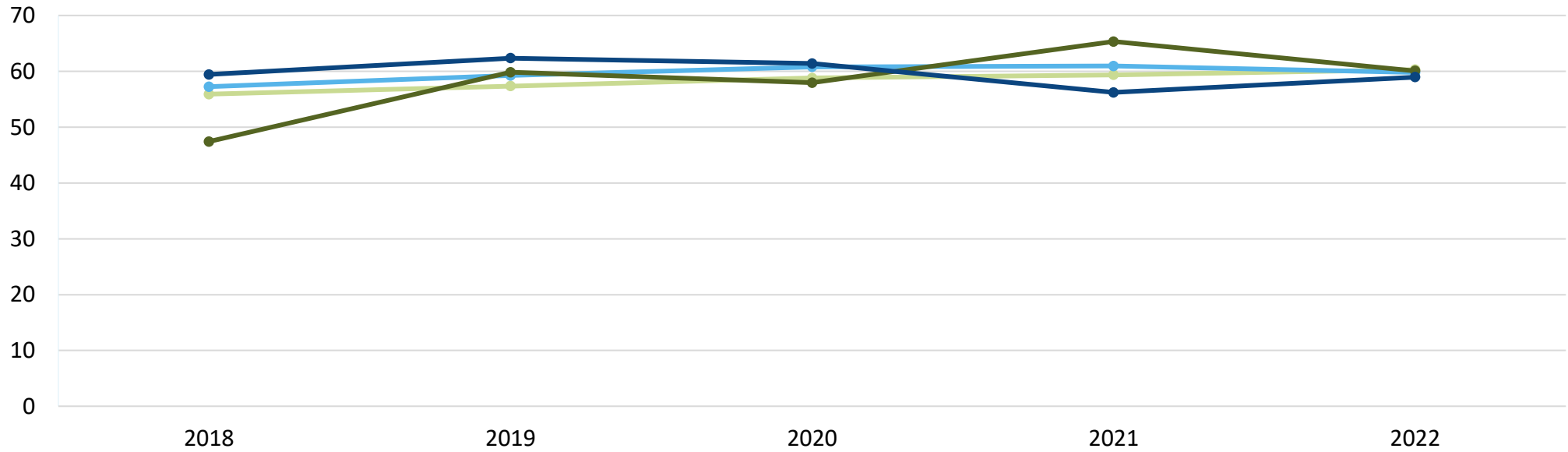


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	13.4%	15.8%	16.7%	15.9%	14.7%
Staff without a LTC or illness: Your org	10.8%	9.7%	8.4%	8.6%	8.3%
Staff with a LTC or illness: Average	23.3%	22.8%	21.3%	20.2%	18.9%
Staff without a LTC or illness: Average	14.2%	13.9%	13.0%	12.3%	12.1%
Staff with a LTC or illness: Responses	350	400	497	591	640
Staff without a LTC or illness: Responses	1618	1647	1792	1907	2088



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.

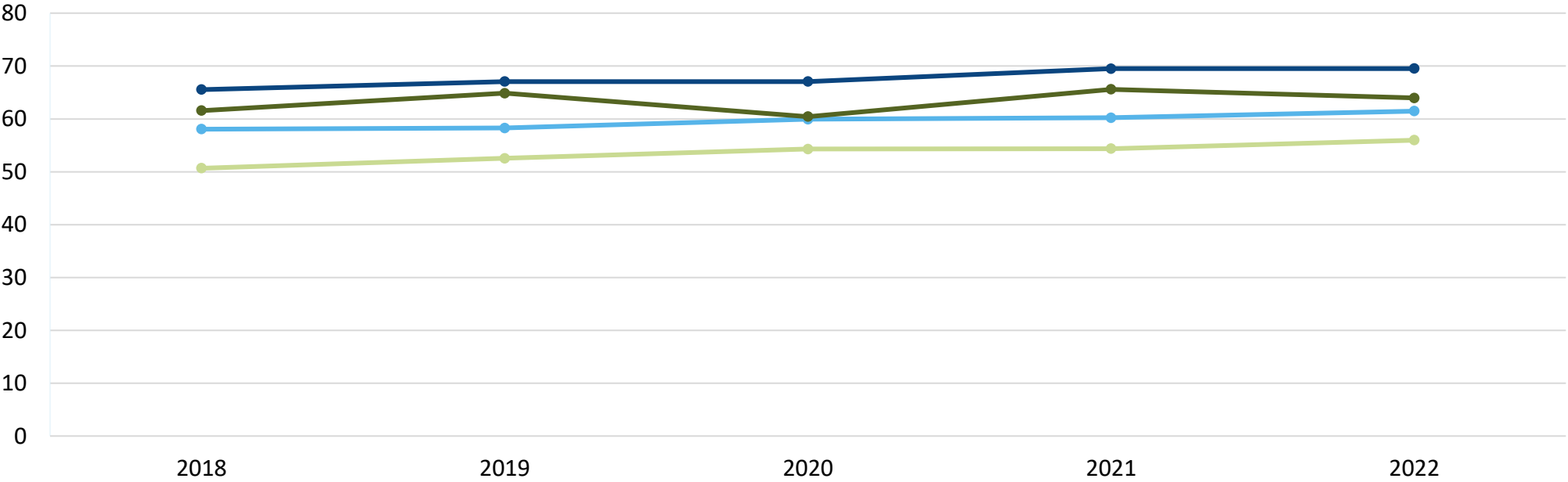


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	47.4%	59.9%	58.0%	65.3%	60.1%
Staff without a LTC or illness: Your org	59.4%	62.4%	61.4%	56.2%	59.0%
Staff with a LTC or illness: Average	55.9%	57.4%	58.8%	59.4%	60.3%
Staff without a LTC or illness: Average	57.3%	59.3%	60.8%	61.0%	59.8%
Staff with a LTC or illness: Responses	116	137	188	202	208
Staff without a LTC or illness: Responses	392	380	399	386	429



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.

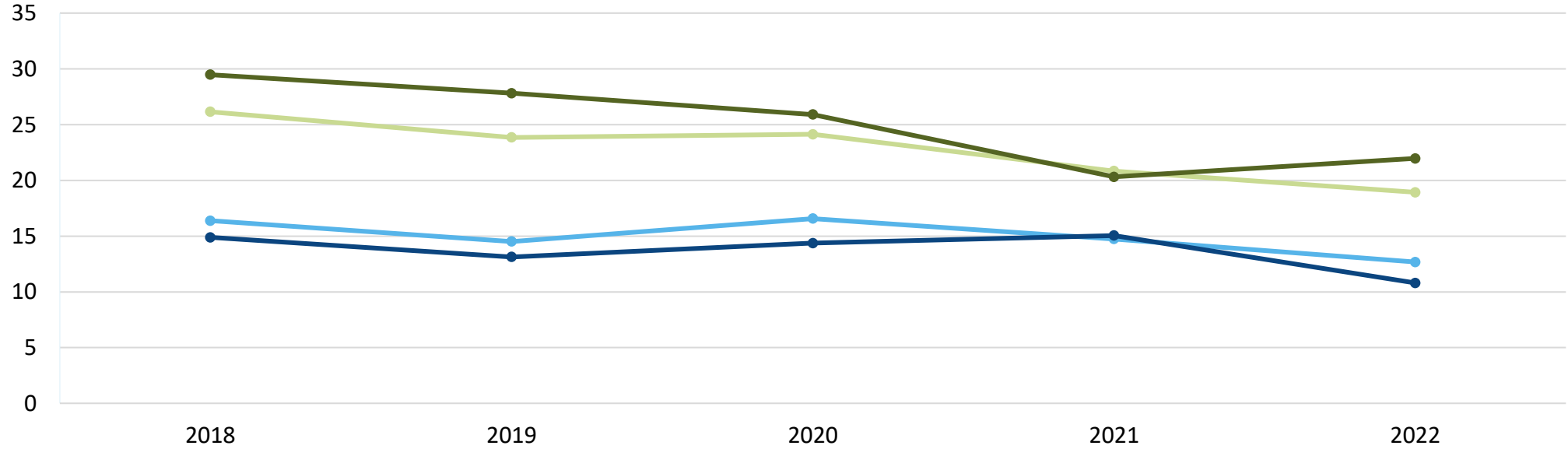


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	61.6%	64.9%	60.4%	65.6%	64.0%
Staff without a LTC or illness: Your org	65.6%	67.1%	67.1%	69.5%	69.5%
Staff with a LTC or illness: Average	50.7%	52.5%	54.3%	54.4%	56.0%
Staff without a LTC or illness: Average	58.1%	58.3%	60.0%	60.2%	61.5%
Staff with a LTC or illness: Responses	354	407	508	602	641
Staff without a LTC or illness: Responses	1632	1677	1828	1974	2097



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.

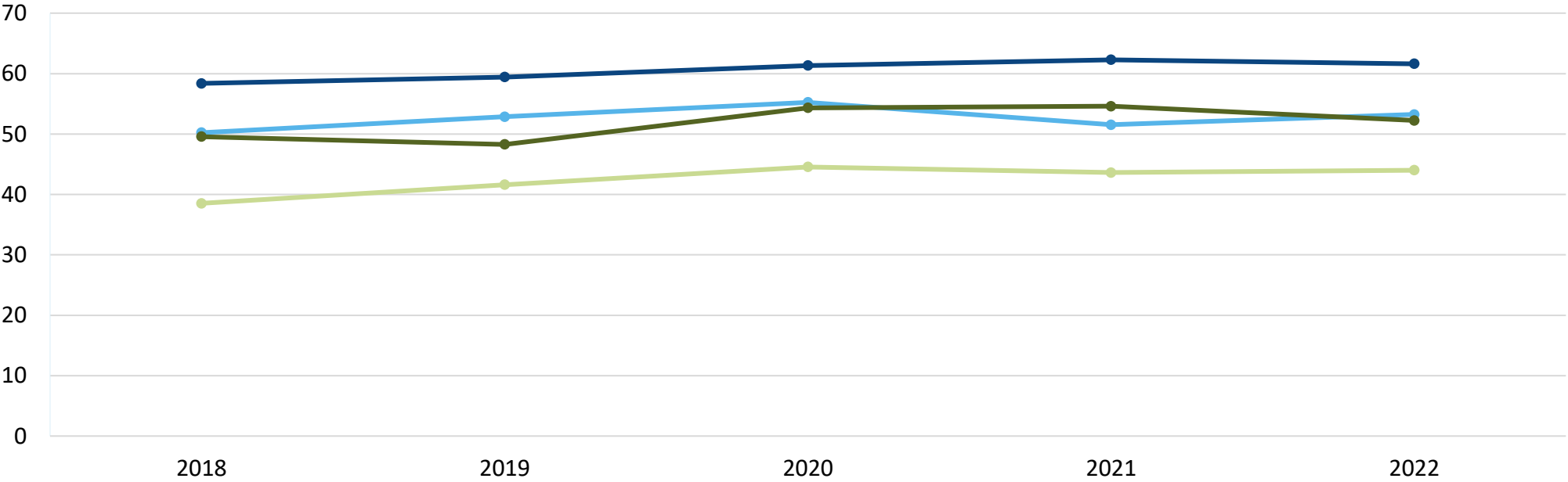


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	29.5%	27.8%	25.9%	20.3%	22.0%
Staff without a LTC or illness: Your org	14.9%	13.1%	14.4%	15.0%	10.8%
Staff with a LTC or illness: Average	26.2%	23.9%	24.1%	20.8%	18.9%
Staff without a LTC or illness: Average	16.4%	14.5%	16.6%	14.7%	12.7%
Staff with a LTC or illness: Responses	234	266	301	379	437
Staff without a LTC or illness: Responses	786	830	612	804	907



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

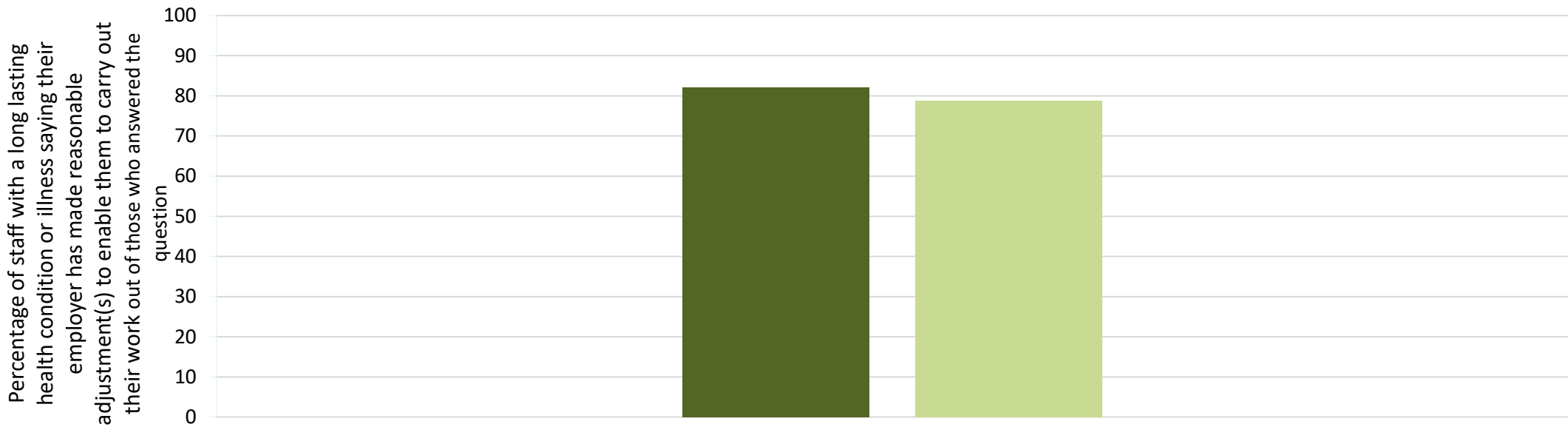
Percentage of staff satisfied with the extent to which their organisation values their work.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	49.6%	48.3%	54.3%	54.6%	52.2%
Staff without a LTC or illness: Your org	58.4%	59.4%	61.3%	62.3%	61.6%
Staff with a LTC or illness: Average	38.5%	41.6%	44.6%	43.6%	44.0%
Staff without a LTC or illness: Average	50.2%	52.9%	55.2%	51.5%	53.2%
Staff with a LTC or illness: Responses	351	406	508	608	647
Staff without a LTC or illness: Responses	1634	1674	1826	1997	2116



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.

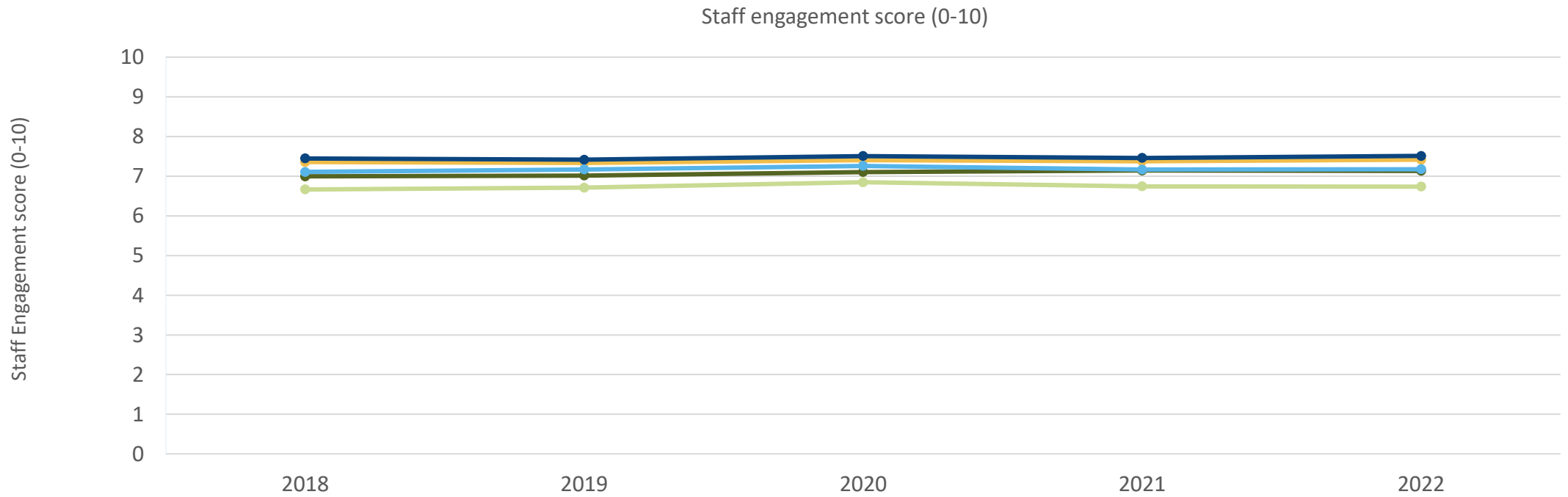


2022

Staff with a LTC or illness: Your org	82.0%
Staff with a LTC or illness: Average	78.8%

Staff with a LTC or illness: Responses

345



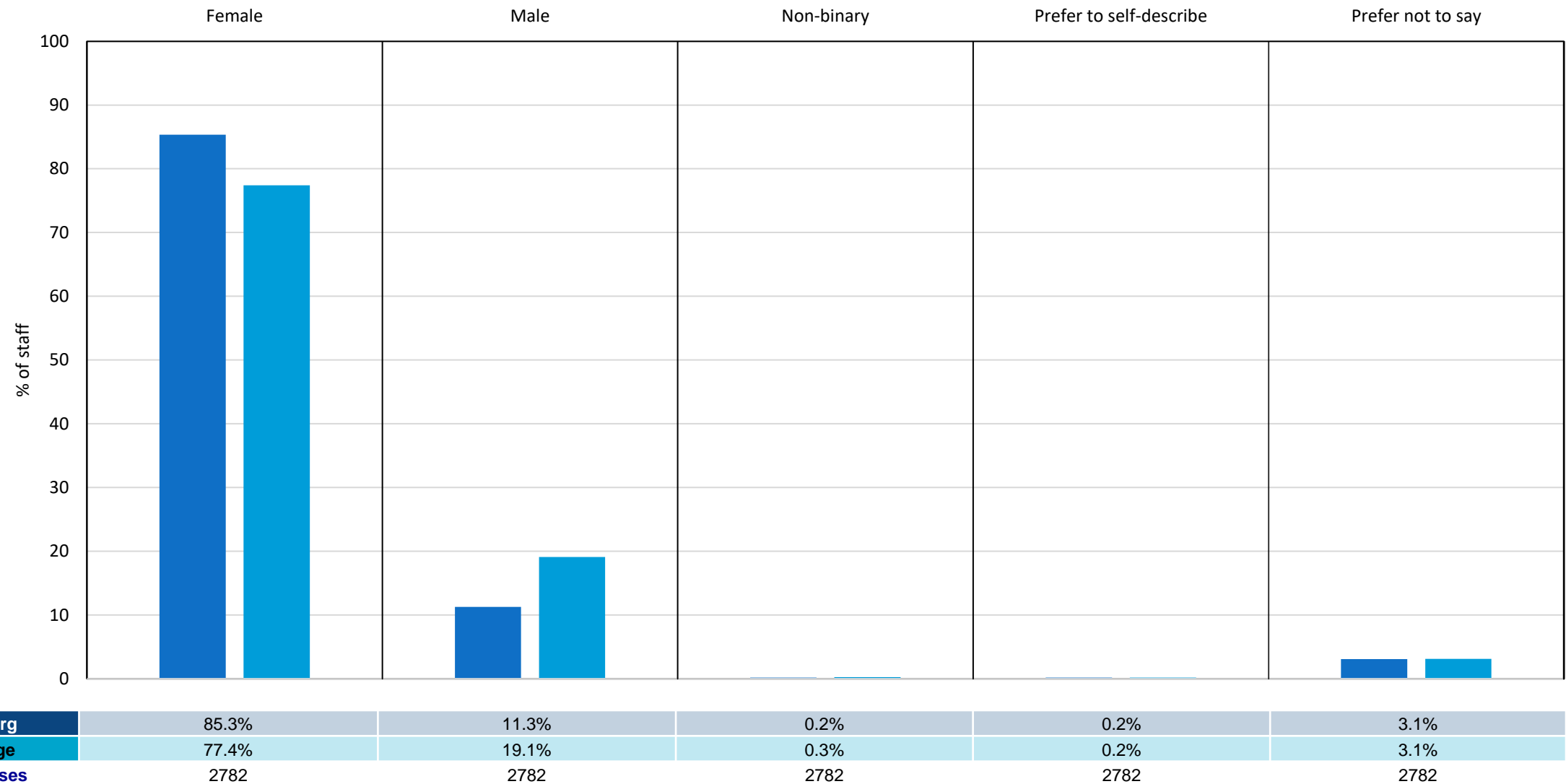
	2018	2019	2020	2021	2022
Organisation average	7.4	7.3	7.4	7.4	7.4
Staff with a LTC or illness: Your org	7.0	7.0	7.1	7.1	7.1
Staff without a LTC or illness: Your org	7.4	7.4	7.5	7.5	7.5
Staff with a LTC or illness: Average	6.7	6.7	6.8	6.7	6.7
Staff without a LTC or illness: Average	7.1	7.2	7.3	7.2	7.2
Staff with a LTC or illness: Responses	355	408	512	611	648
Staff without a LTC or illness: Responses	1644	1692	1834	2002	2119

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

About your respondents

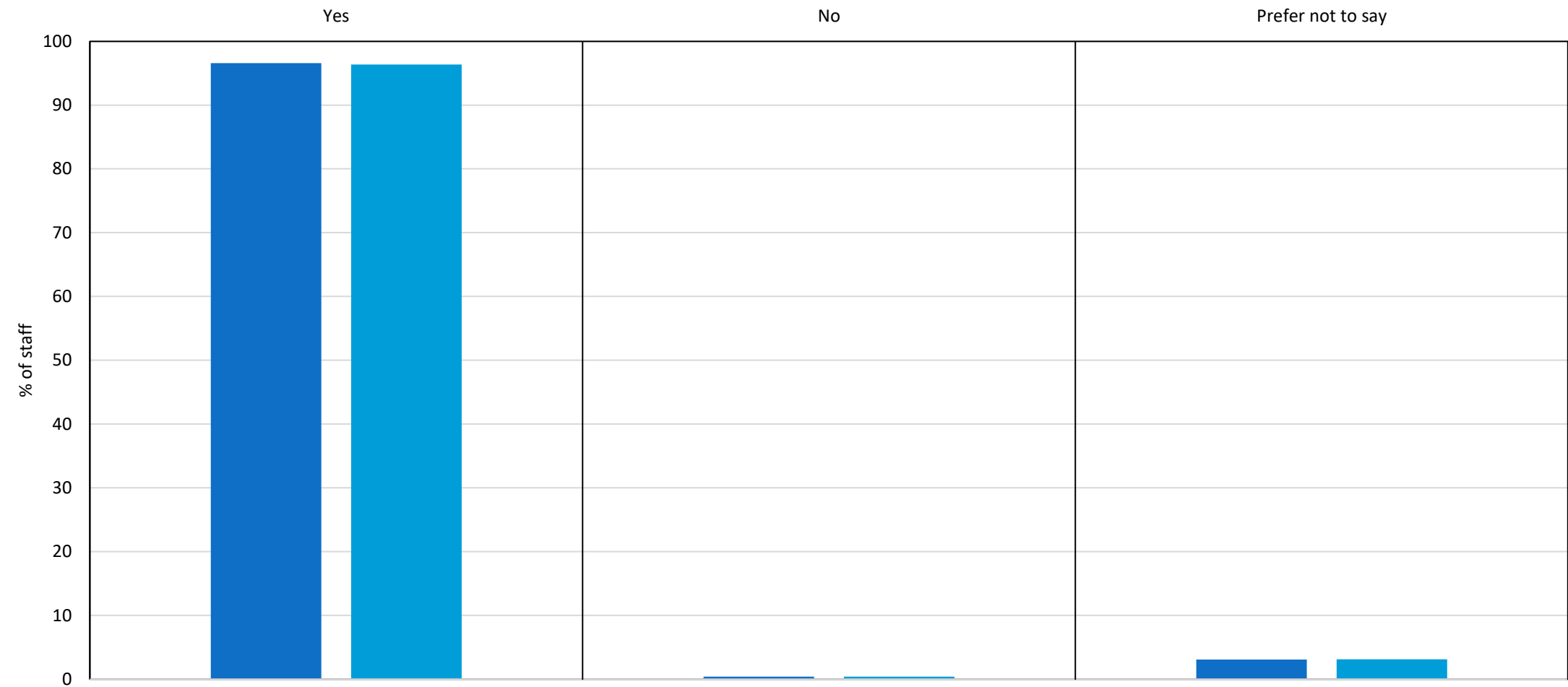
This section will show demographic information for 2022.

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.

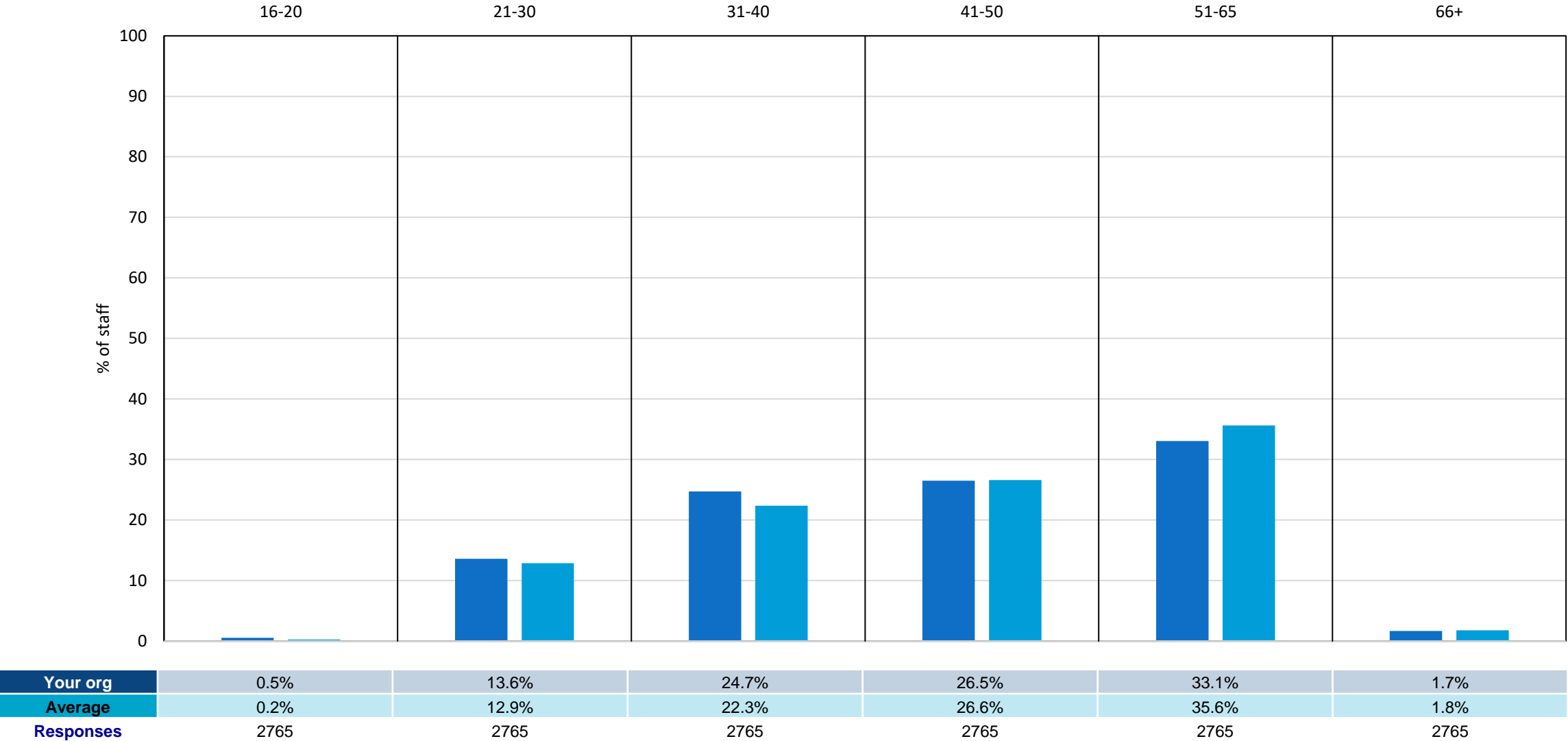




Background details – Is your gender identity the same as the sex you were assigned at birth?

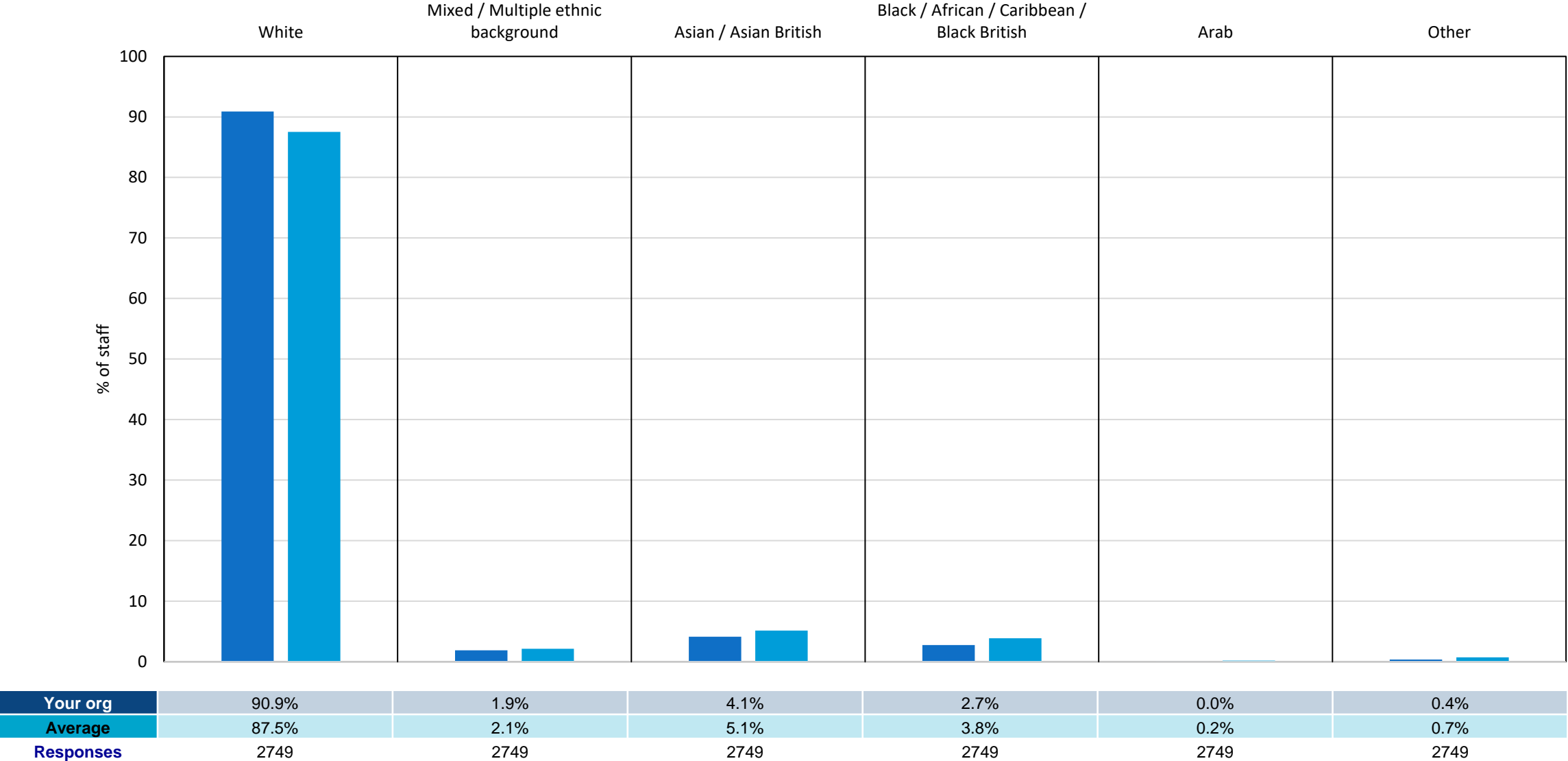


Your org	96.6%	0.4%	3.1%
Average	96.4%	0.4%	3.1%
Responses	2708	2708	2708



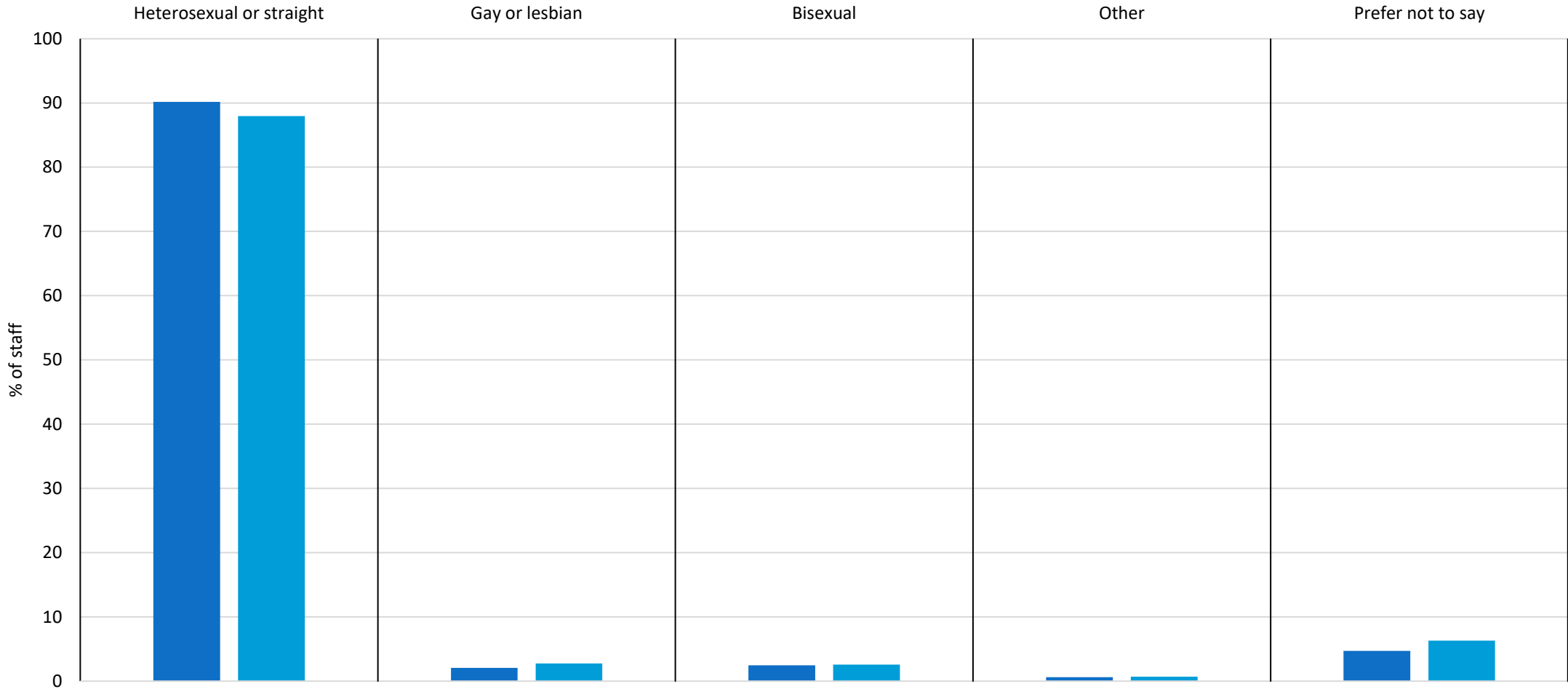


Background details - Ethnicity





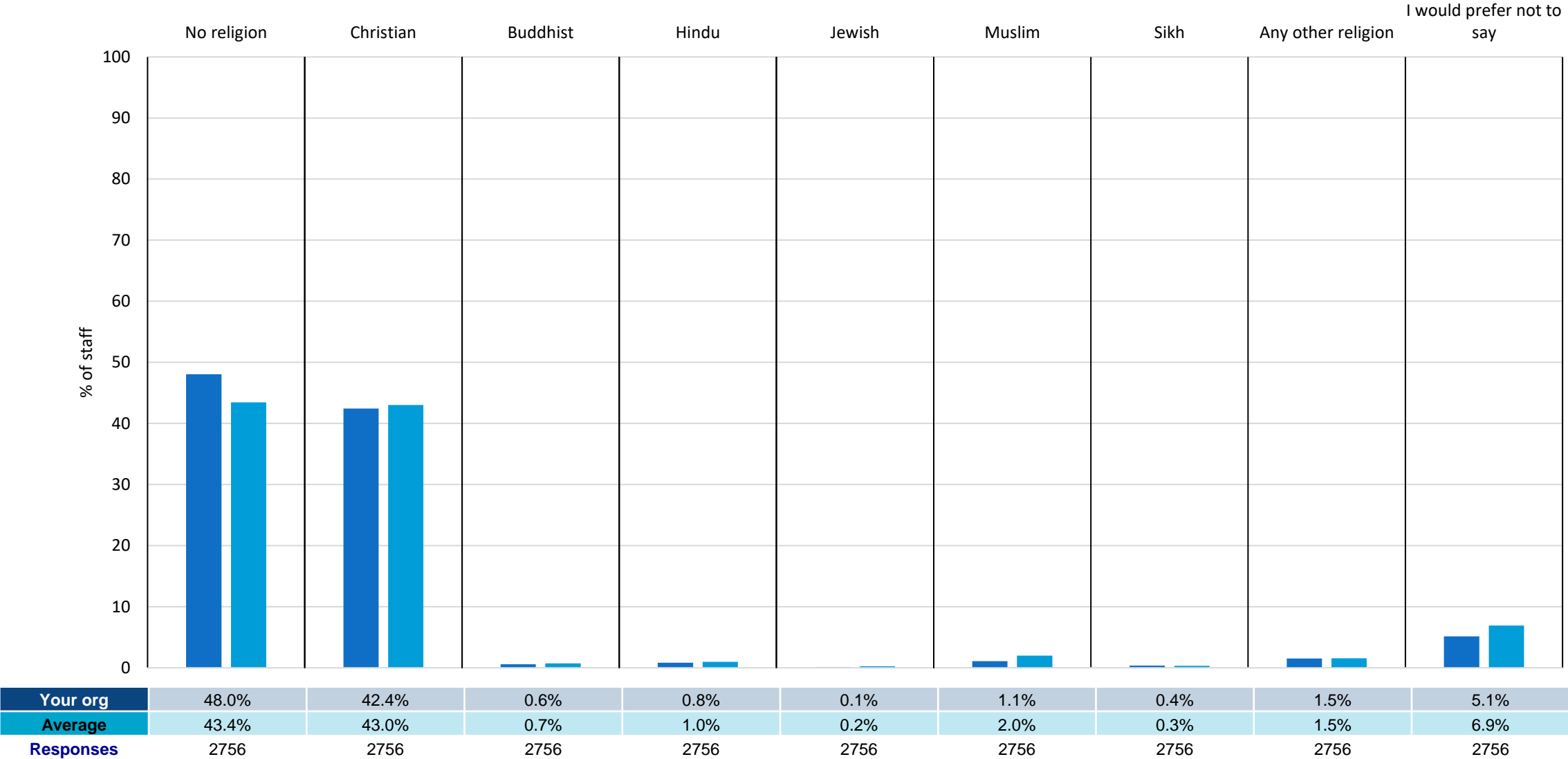
Background details – Sexual orientation



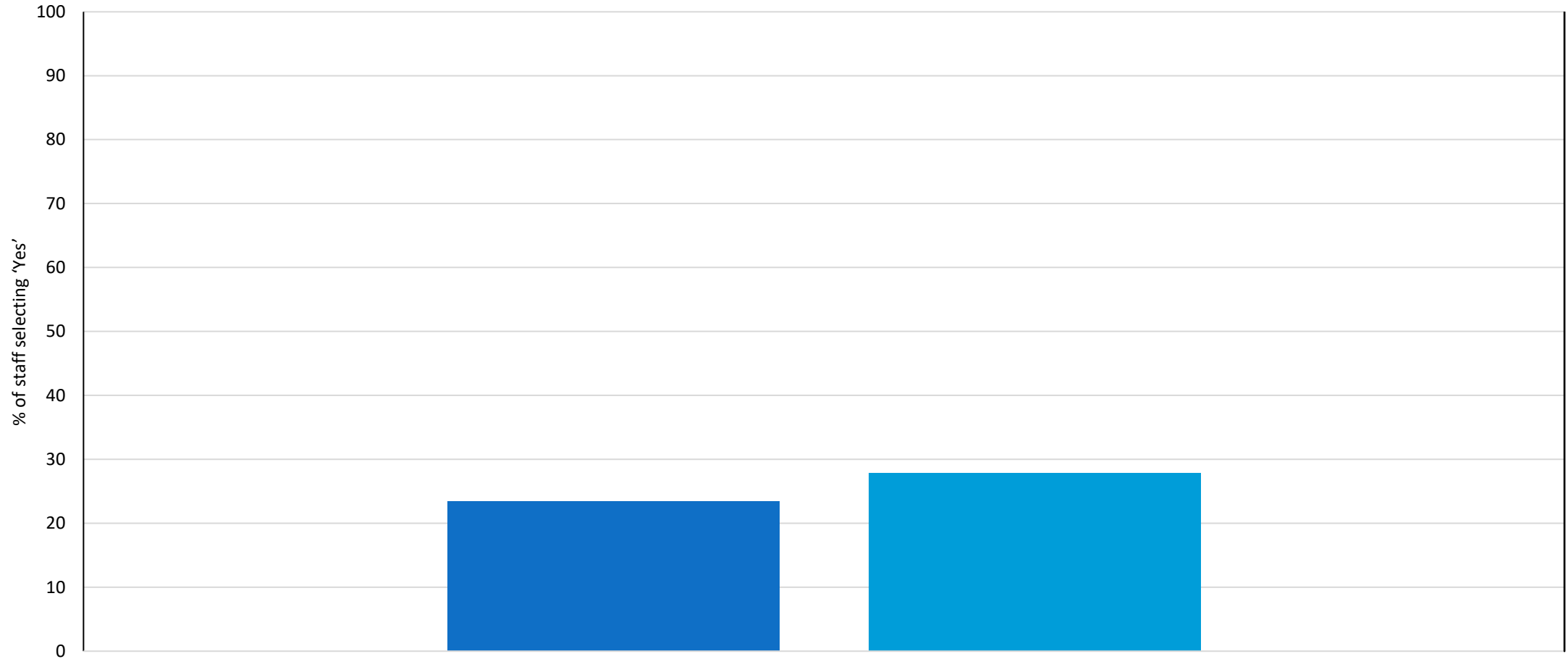
Your org	90.1%	2.1%	2.5%	0.6%	4.7%
Average	87.9%	2.7%	2.5%	0.7%	6.3%
Responses	2761	2761	2761	2761	2761



Background details - Religion



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

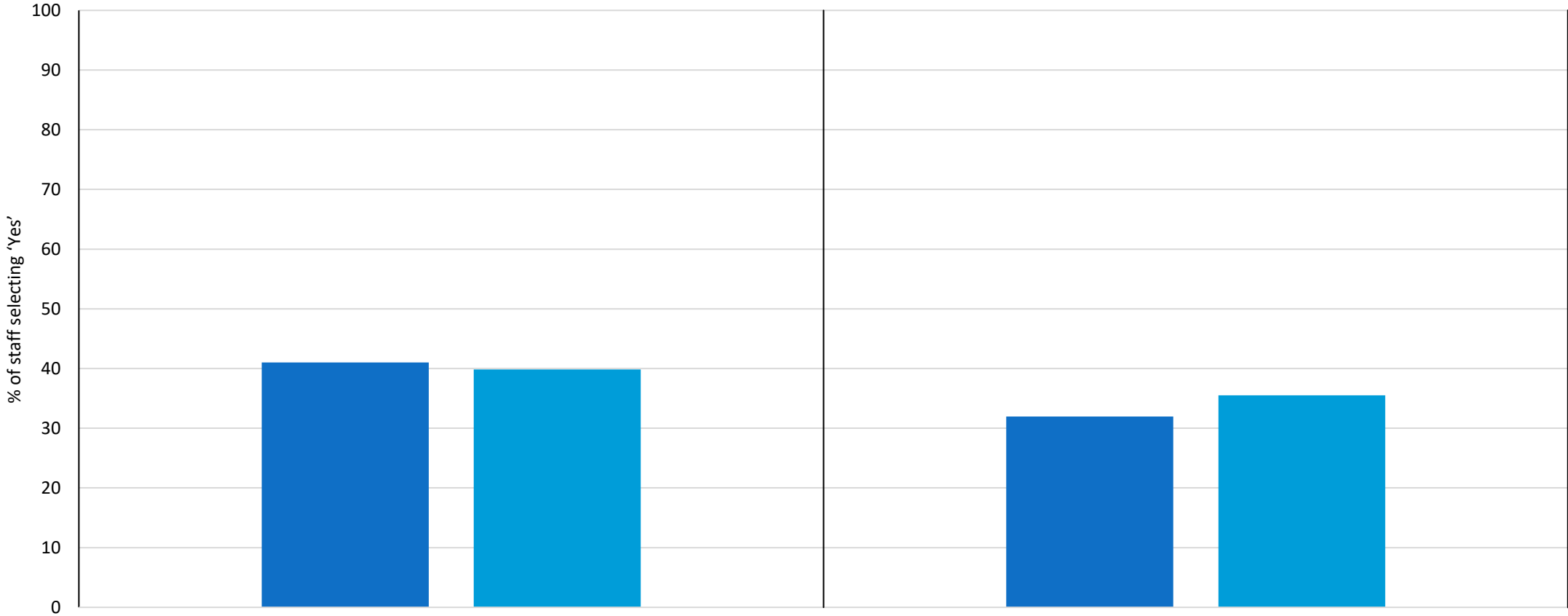


Your org	23.4%
Average	27.9%
Responses	2768



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

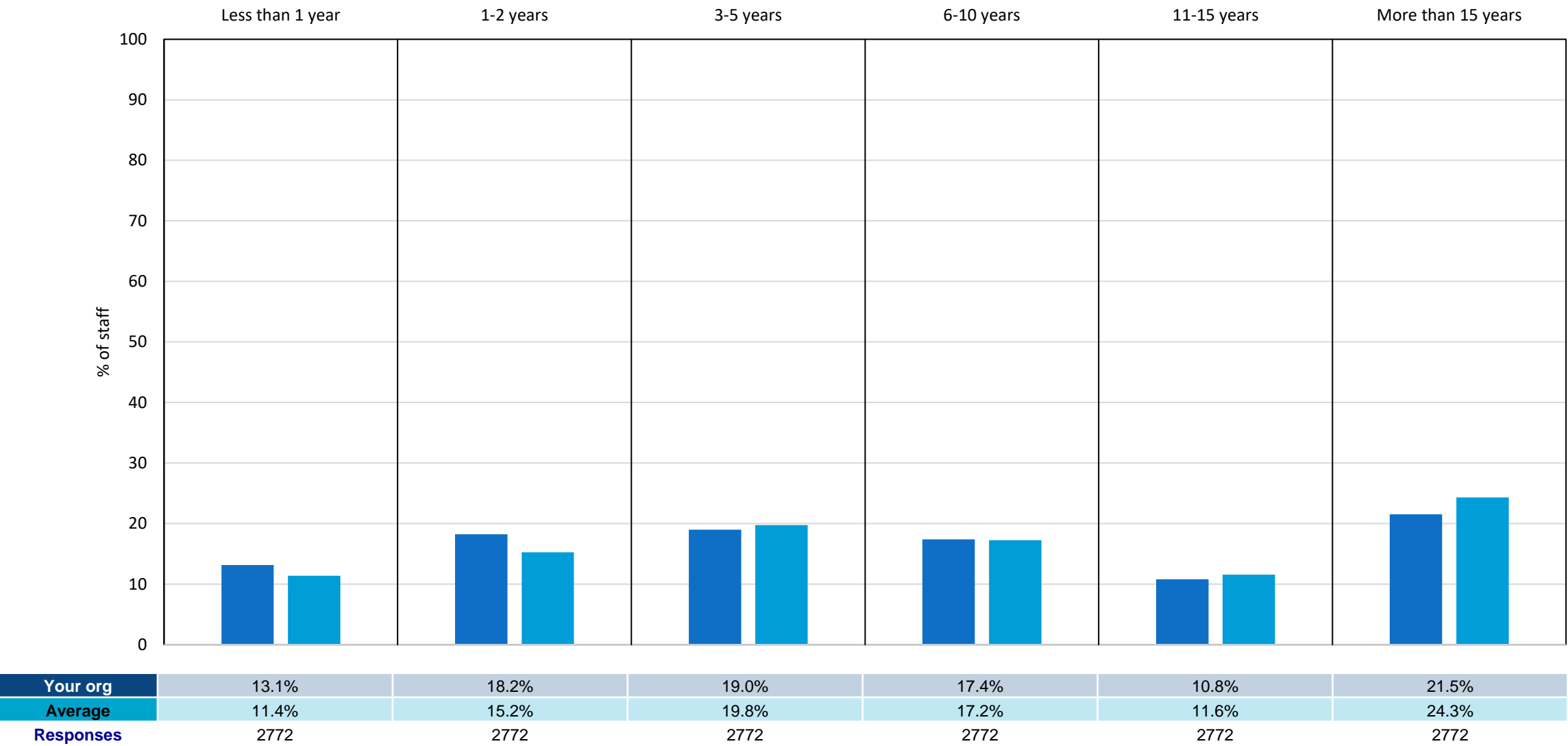
Do you look after or give any help or support to family members, friends, neighbours or others because of either: long term physical or mental ill health / disability, or problems related to old age.



Your org	41.0%	32.0%
Average	39.8%	35.5%
Responses	2766	2763

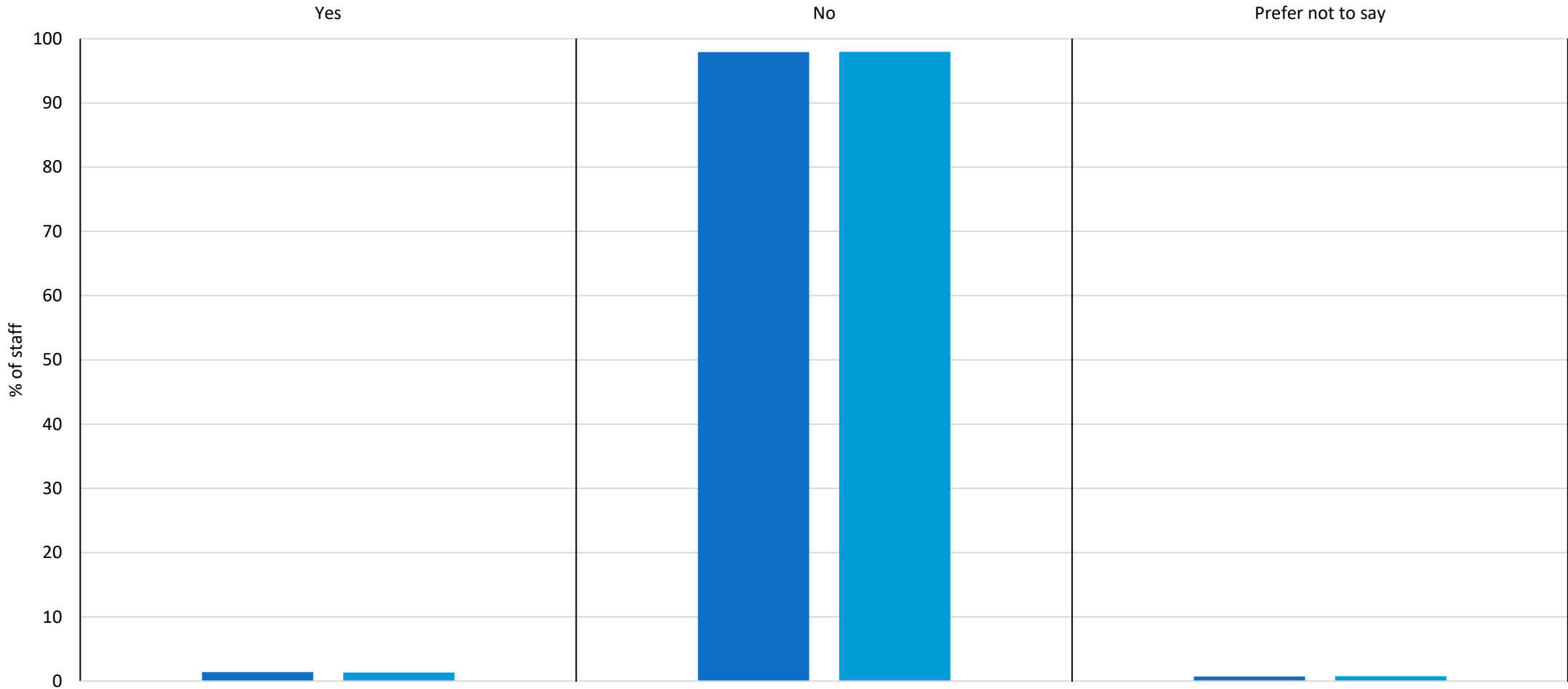


Background details – Length of service





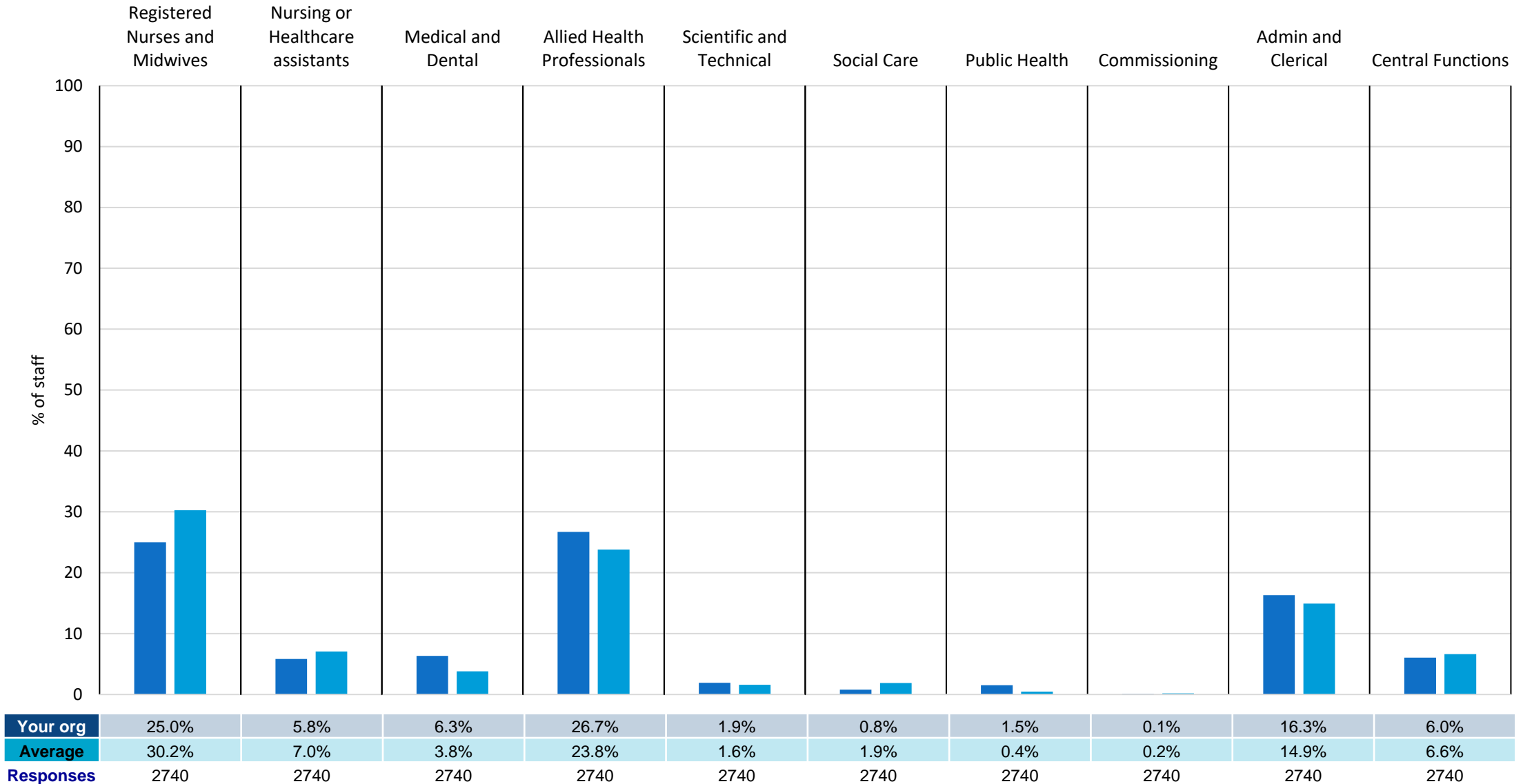
Background details — When you joined this organisation were you recruited from outside of the UK?



Your org	1.4%	97.9%	0.7%
Average	1.3%	98.0%	0.8%
Responses	2735	2735	2735

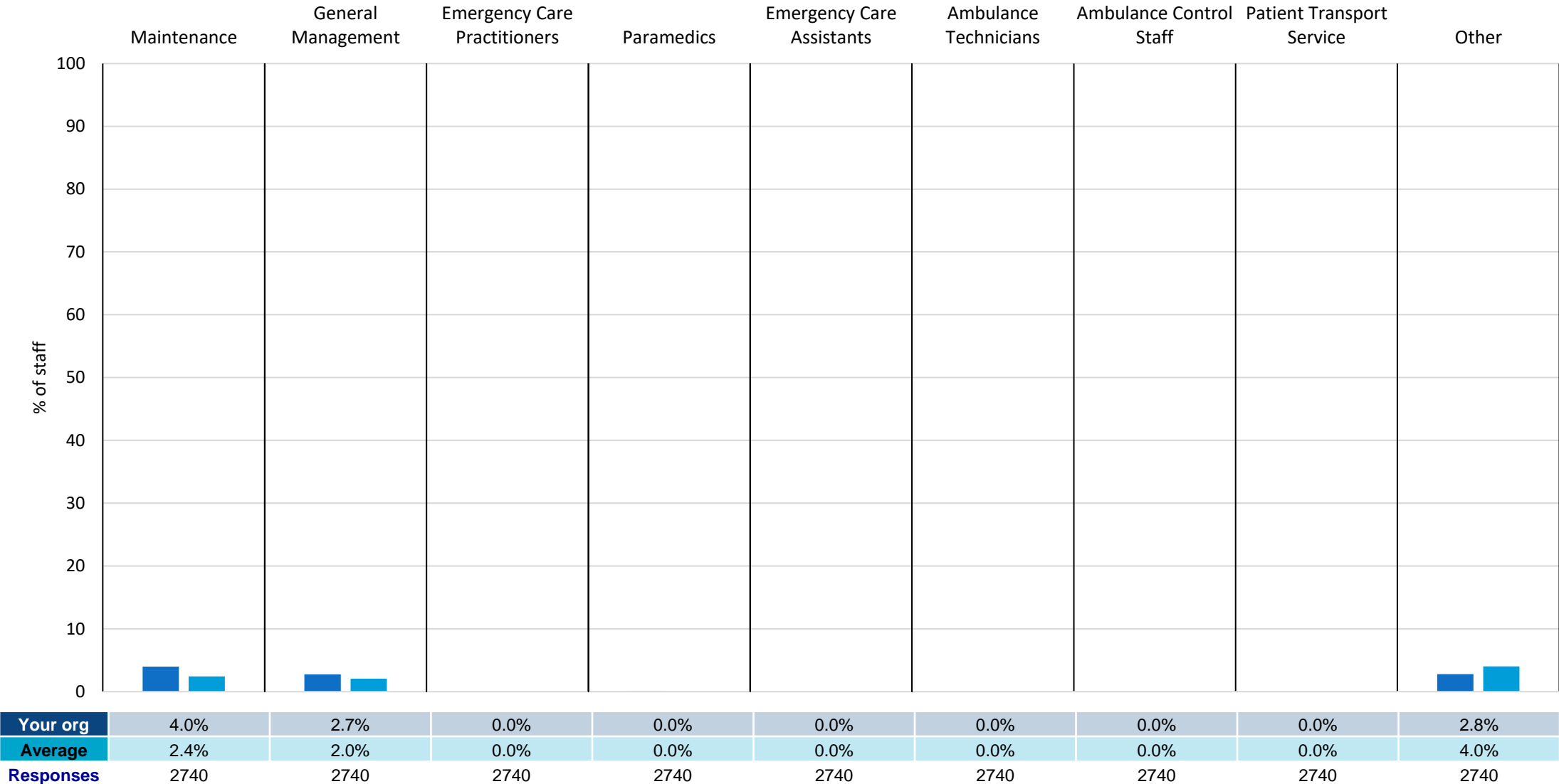


Background details – Occupational group





Background details – Occupational group



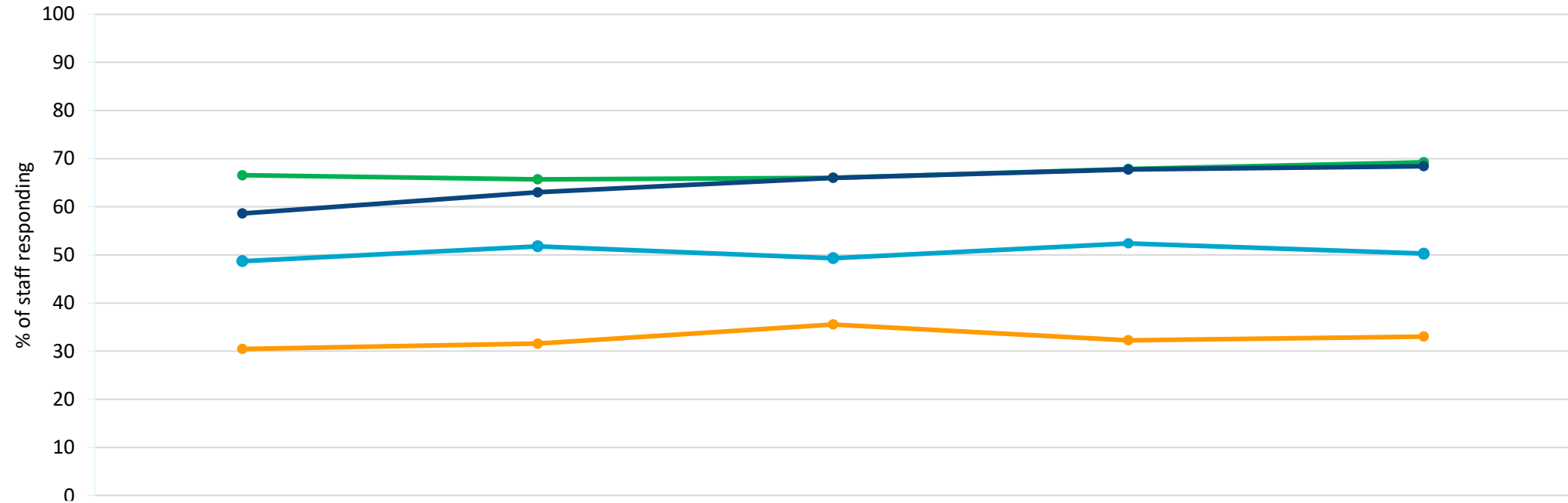
Appendices

Appendix A: Response rate



Appendix A: Response rate

Response rate



	2018	2019	2020	2021	2022
Your org	58.6%	63.0%	66.0%	67.7%	68.4%
Highest	66.5%	65.7%	66.0%	67.9%	69.2%
Average	48.7%	51.8%	49.3%	52.4%	50.3%
Lowest	30.5%	31.6%	35.6%	32.3%	33.0%
Responses	2039	2149	2378	2725	2804

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	7.9	2644	7.9	2795	Not significant
We are recognised and rewarded	6.7	2671	6.6	2799	Not significant
We each have a voice that counts	7.4	2620	7.4	2780	Not significant
We are safe and healthy	6.4	2639	6.5	2783	Not significant
We are always learning	5.9	2551	6.0	2703	Not significant
We work flexibly	6.9	2663	6.9	2790	Not significant
We are a team	7.3	2648	7.4	2790	Not significant
Themes					
Staff Engagement	7.4	2675	7.4	2801	Not significant
Morale	6.3	2670	6.3	2799	Not significant

* 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.

Appendix C: 1. Reviewing People Promise and theme results

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.

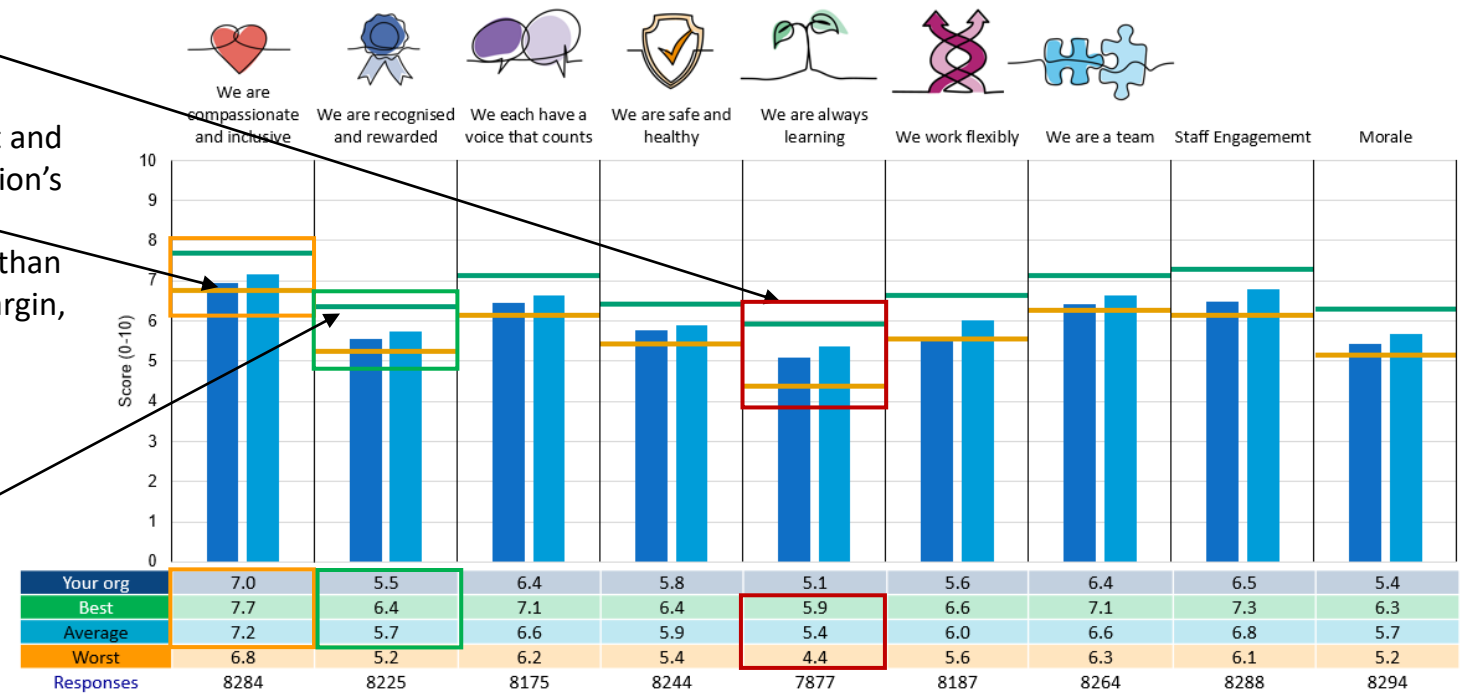
It is important to **consider each result within the range of its benchmarking group 'Best' and 'Worst' scores**, rather than comparing People Promise element and theme scores to one another. Comparing organisation scores to the benchmarking group average is another important point of reference.

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.

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.

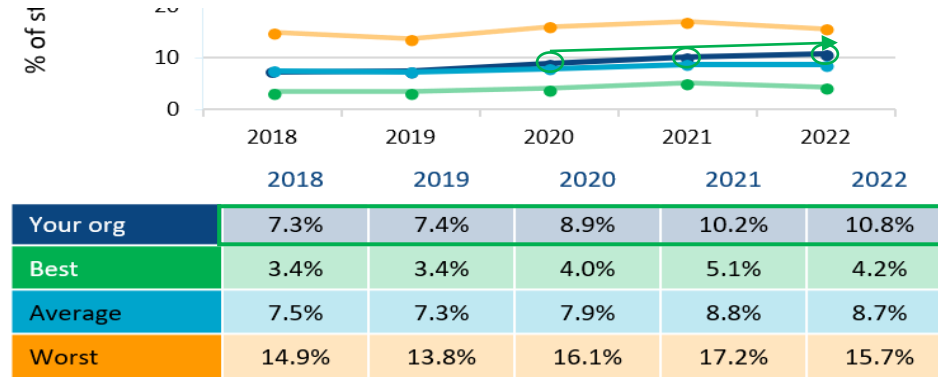


Only one example is highlighted for each point

Appendix C: 2. Reviewing results in more detail

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.

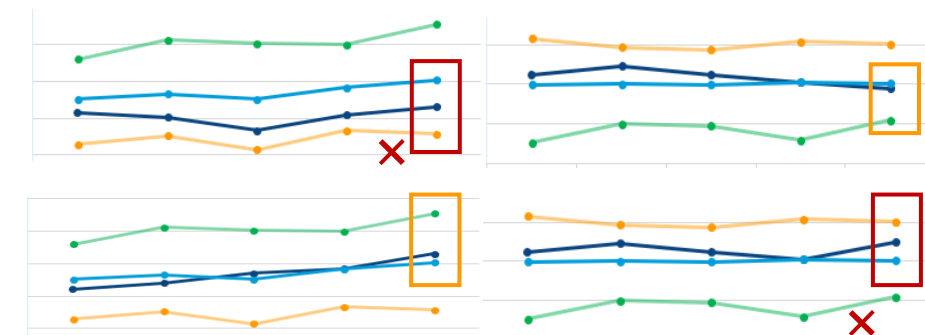


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

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.



✗ = 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.

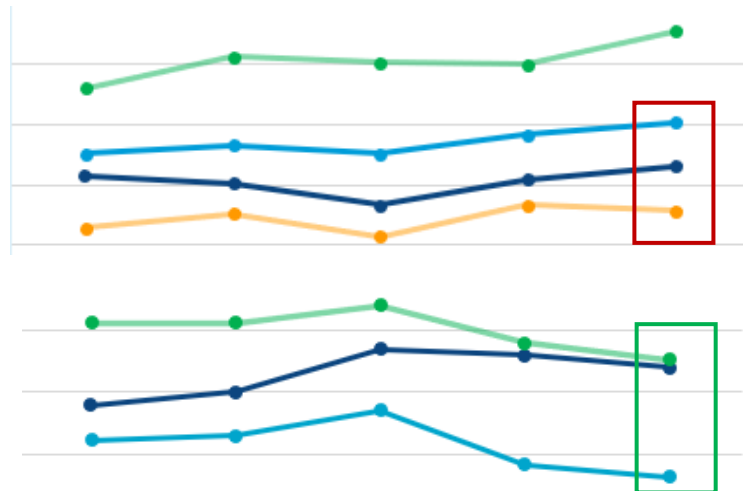
Identifying questions of interest

➤ 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 Solent 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.