Survey Coordination Centre



# The Royal Orthopaedic Hospital NHS Foundation Trust

# NHS Staff Survey Benchmark report 2022







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# Introduction

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.





## About this report

This benchmark report for The Royal Orthopaedic Hospital NHS Foundation 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
	Compassionate culture	Q6a, Q23a, Q23b, Q23c, Q23d
	Compassionate leadership	Q9f, Q9g, Q9h, Q9i
We are compassionate and inclusive	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
	Autonomy and control	Q3a, Q3b, Q3c, Q3d, Q3e, Q3f, Q5b
We each have a voice that counts	Raising concerns	Q19a, Q19b, Q23e, Q23f
	Health and safety climate	Q3g, Q3h, Q3i, Q5a Q11a, Q13d, Q14d
We are safe and healthy	Burnout	Q12a, Q12b, Q12c, Q12d, Q12e, Q12f, Q12g
	Negative experiences	Q11b, Q11c, Q11d, Q13a, Q13b, Q13c, Q14a, Q14b, Q14c
	Development	Q22a, Q22b, Q22c, Q22d, Q22e
We are always learning	Appraisals	Q21a*, Q21b, Q21c, Q21d *Q21a is a filter question and therefore influences the sub-score without being a directly scored quest
	Support for work-life balance	Q6b, Q6c, Q6d
We work flexibly	Flexible working	Q4d
	Team working	Q7a, Q7b, Q7c, Q7d, Q7e, Q7f, Q7g, Q8a
We are a team	Line management	Q9a, Q9b, Q9c, Q9d
Themes	Sub-scores	Questions
	Motivation	Q2a, Q2b, Q2c
Staff Engagement	Involvement	Q3c, Q3d, Q3f
	Advocacy	Q23a, Q23c, Q23d
	Thinking about leaving	Q24a, Q24b, Q24c
Morale	Work pressure	Q3g, Q3h, Q3i
	Stressors	Q3a, Q3e, Q5a, Q5b, Q5c, Q7c, Q9a
Questions not linked to the People Promise elements or themes		





#### Introduction

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

#### **Organisation details**

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

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

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

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

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

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

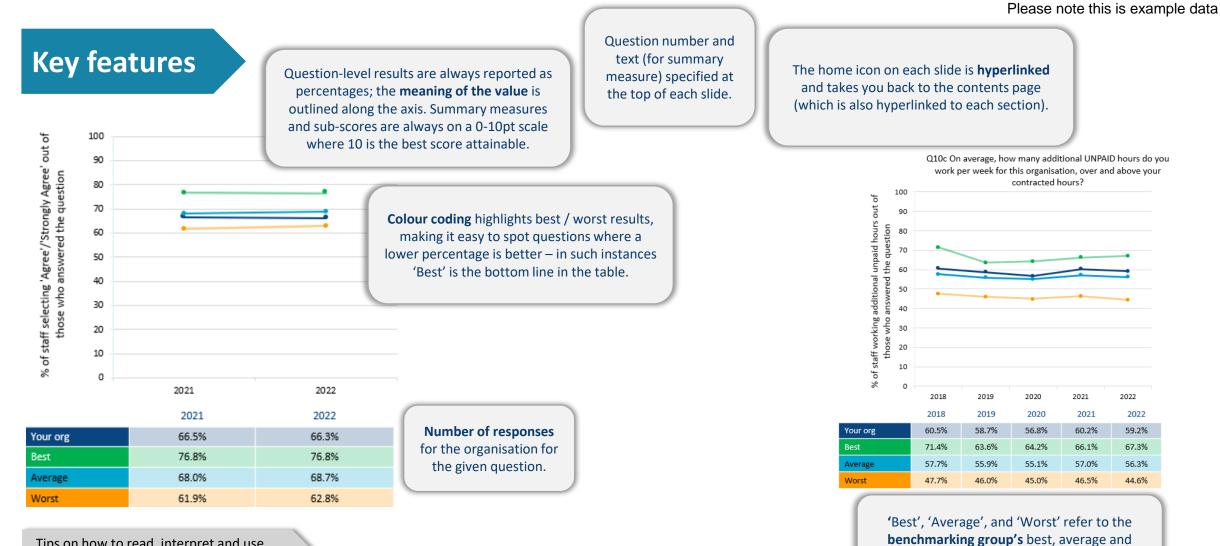


Please note, where there are less than 11 responses for a question this data is not shown to protect the confidentiality of staff and reliability of results.





worst results.



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

Please note: charts will only display data for the years where an organisation has data. For example, an organisation with two years of trend data will see charts such as q10c with data only in the 2021 and 2022 portions of the chart and table.

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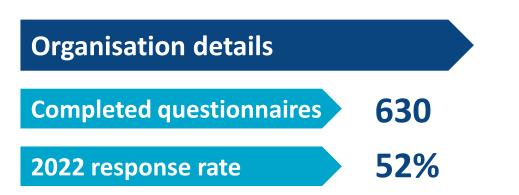
# **Organisation details**

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.





# The Royal Orthopaedic Hospital NHS Foundation Trust







# **Acute Specialist Trusts**



# Survey details

Survey mode Mix

Mixed

# 2022 benchmarking group details

Organisations in group: 13

Median response rate: 52%

No. of completed questionnaires: 15013

For more information on benchmarking group definitions please see the Technical document.



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

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.

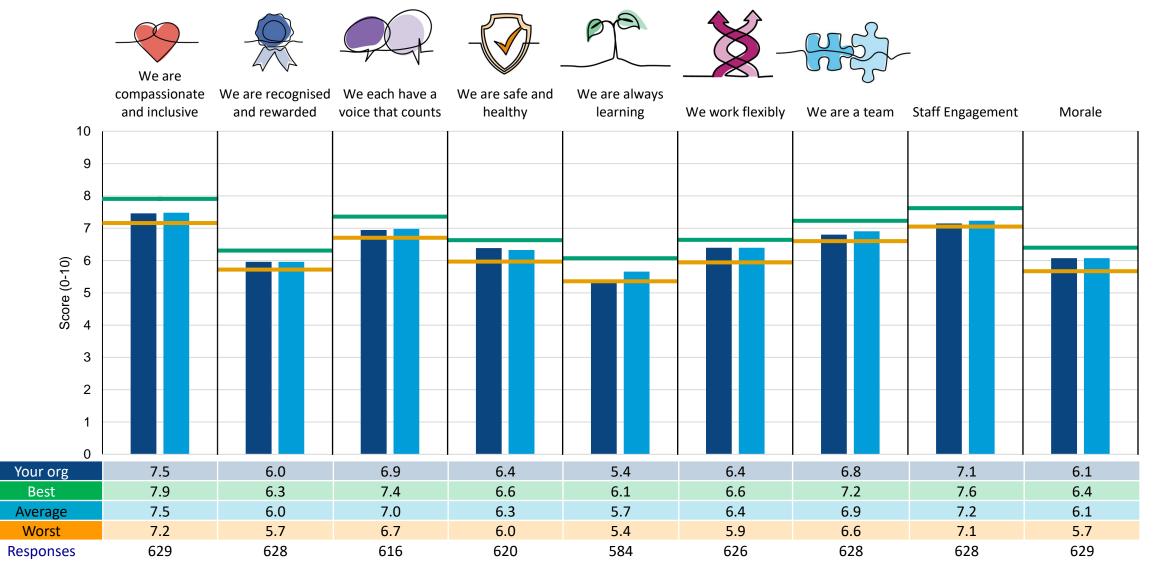


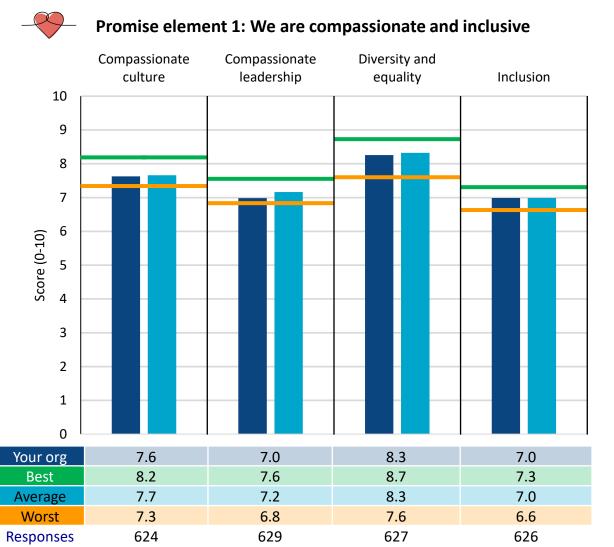


**People Promise Elements, Themes** and Sub-scores: Overview

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.

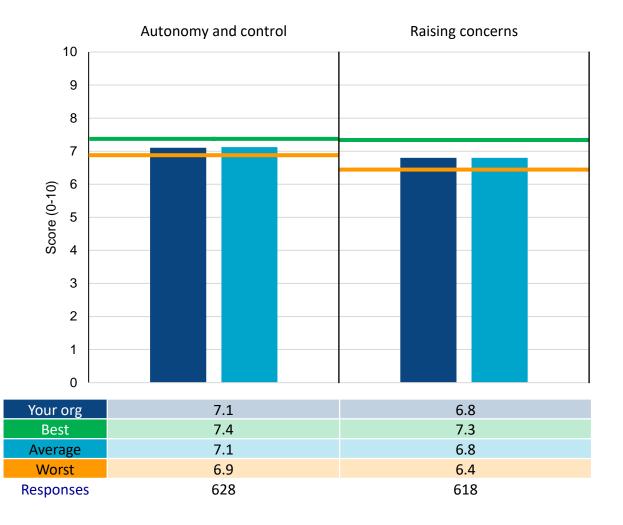






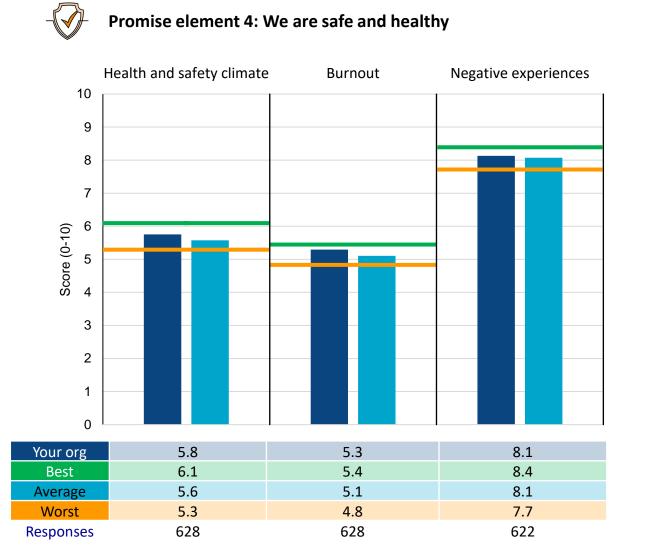


Promise element 3: We each have a voice that counts



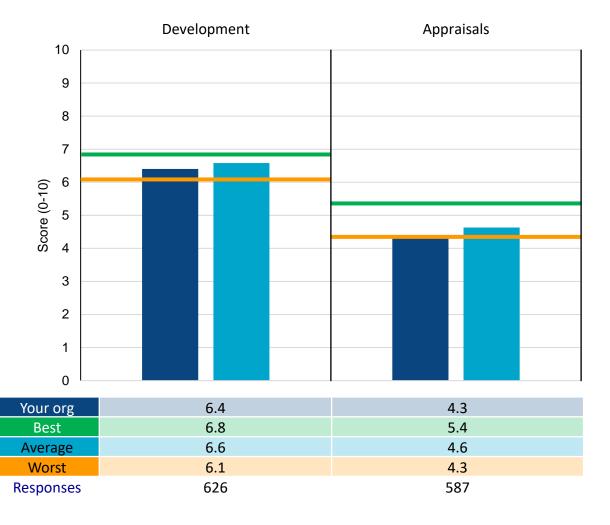
N.B. People Promise Element 2 'We are recognised and rewarded' does not have any sub-scores. Overall trend score data for this element is reported on slide 20.







Promise element 5: We are always learning



# 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.

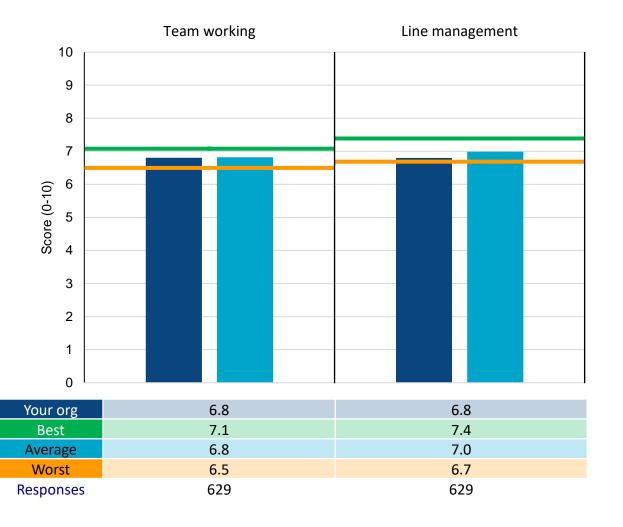


# Promise element 6: We work flexibly





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



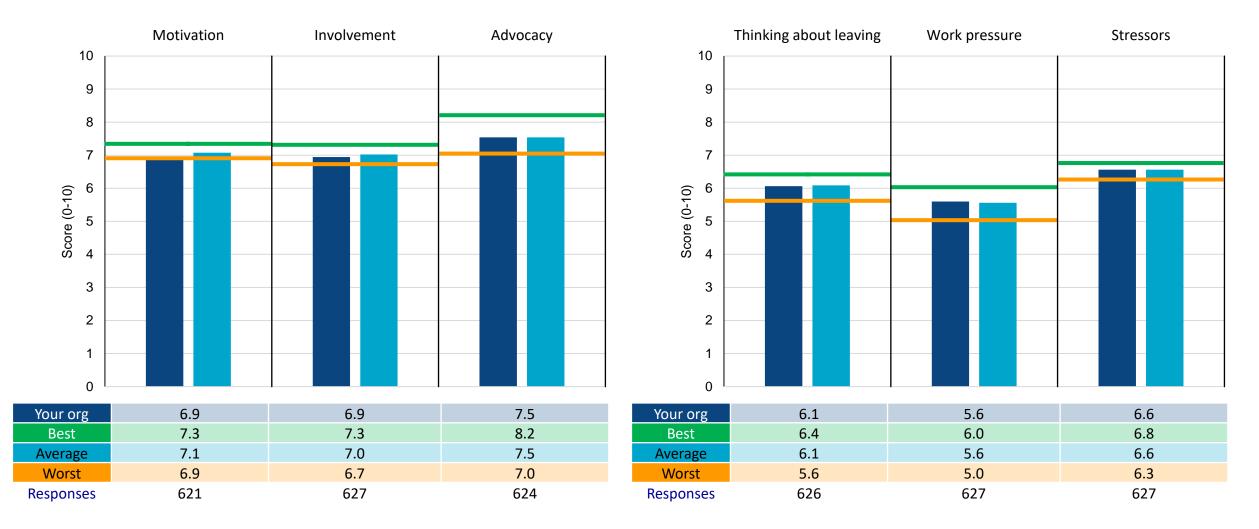
# People Promise Elements, Themes and Sub-scores: Sub-score Overview

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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

#### **Theme: Morale**







People Promise Elements, Themes and Sub-scores: Trends

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.







We are compassionate and inclusive

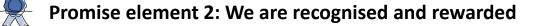
	2021	2022
Your org	7.6	7.5
Best	7.8	7.9
Average	7.5	7.5
Average Worst	7.1	7.2
Responses	681	629

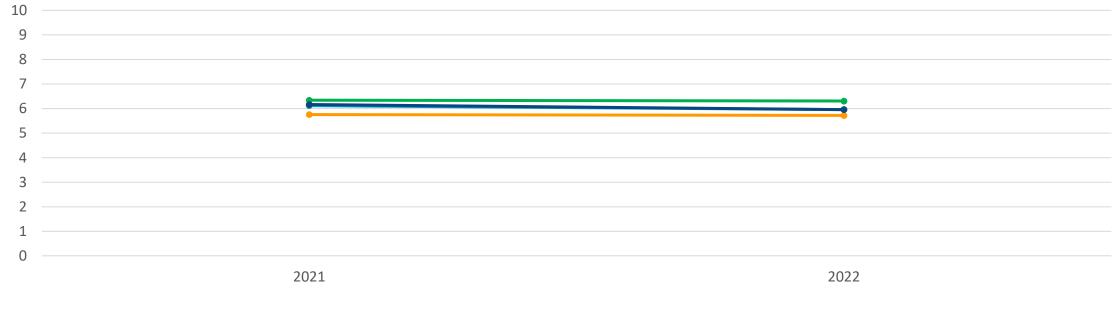


## Promise element 1: We are compassionate and inclusive









We are	recognised	and	rewarded
	1000011000	0110	1 C M GI G C G

	2021	2022
Your org	6.2	6.0
Best	6.3	6.3
Average	6.1	6.0
Worst	5.8	5.7
Responses	675	628





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



	2021	2022
Your org	7.1	6.9
Best	7.3	7.4
Average	7.0	7.0
Worst	6.7	6.7
Responses	665	616





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





# Promise element 4: We are safe and healthy



	2021	2022
Your org	6.4	6.4
Best	6.5	6.6
Average	6.2	6.3
Worst	6.1	6.0
Responses	665	620

We are safe and healthy



Promise element 4: We are safe and healthy





6.1

5.7

5.4

584

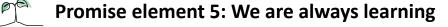
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

5.9

5.6

5.3

604



Best

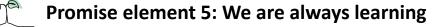
Average Worst

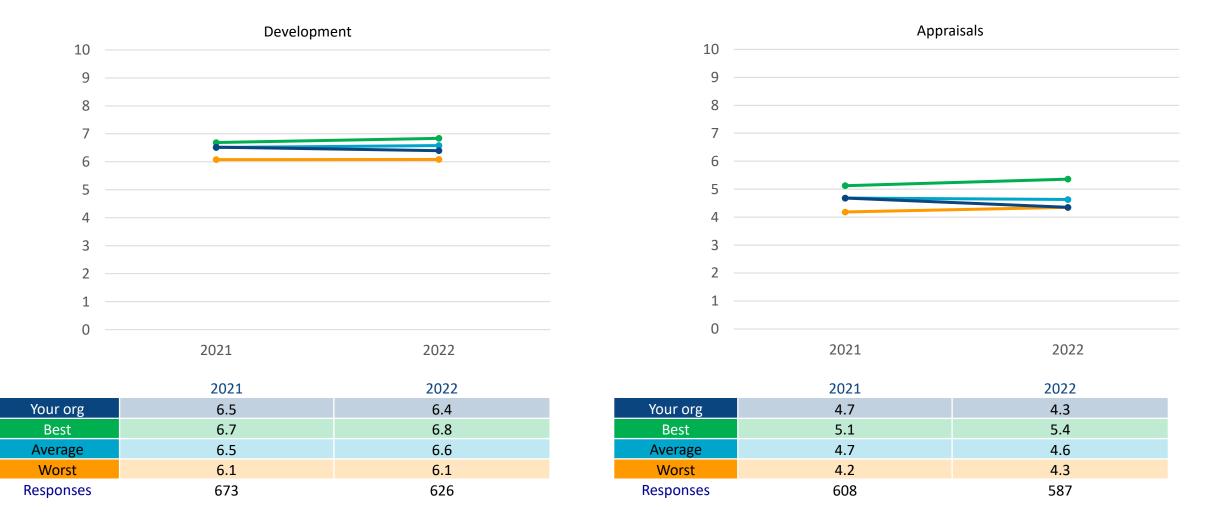
Responses



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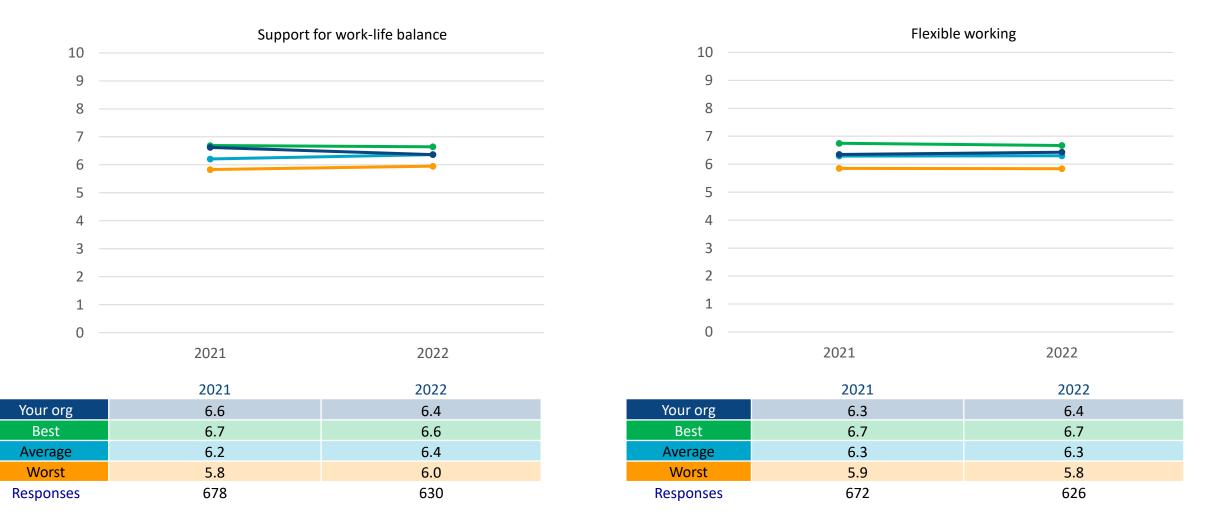


# Promise element 6: We work flexibly



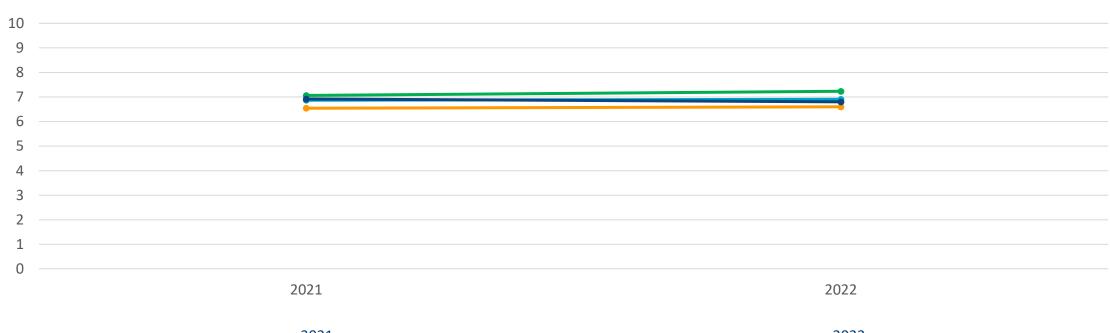








# Promise element 7: We are a team

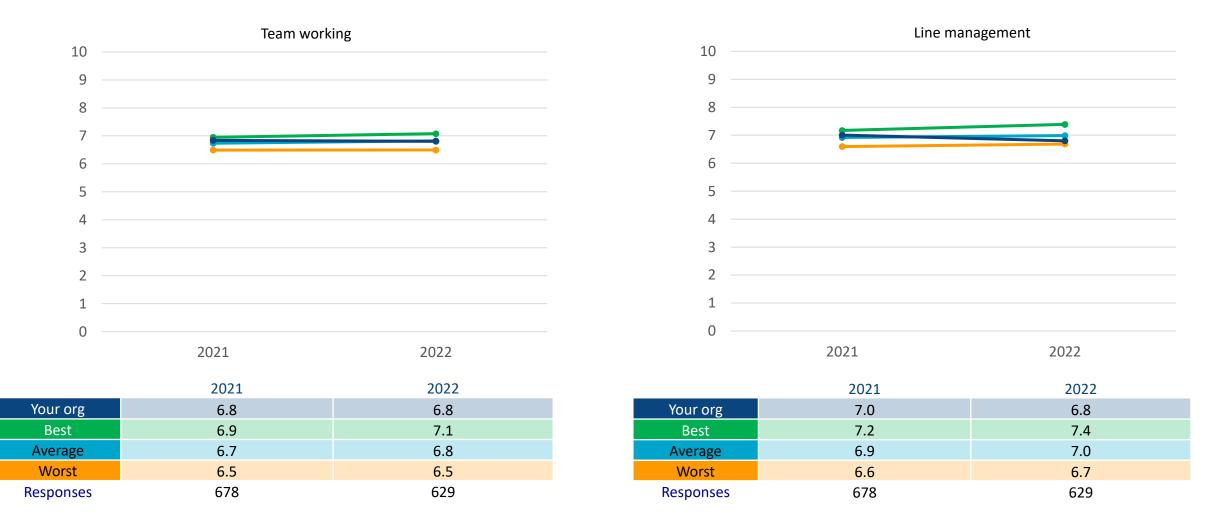


We are a team

	2021	2022
Your org	6.9	6.8
Best	7.1	7.2
Average Worst	6.9	6.9
Worst	6.5	6.6
Responses	674	628

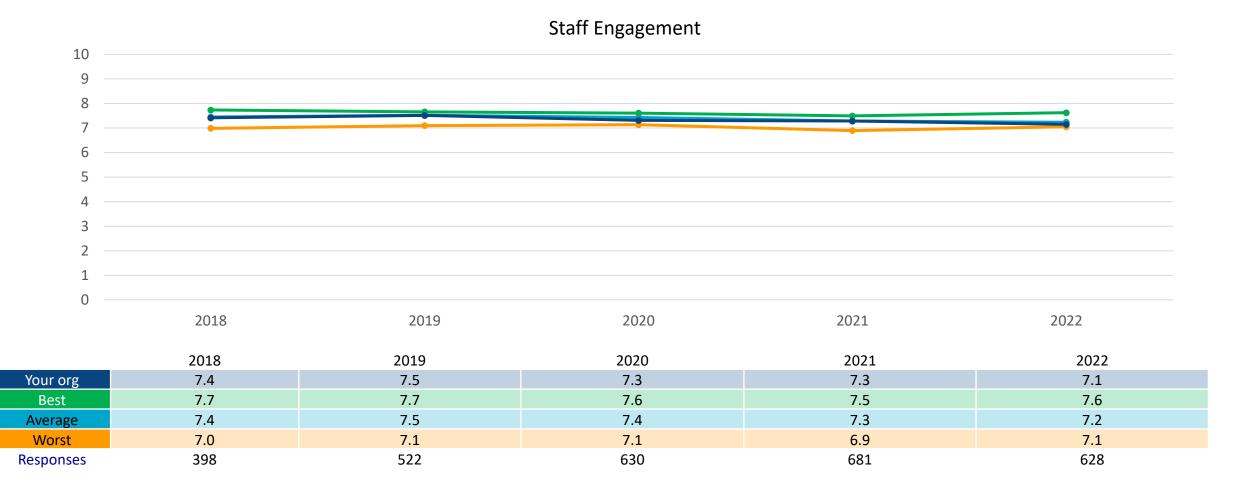








## **Theme: Staff Engagement**

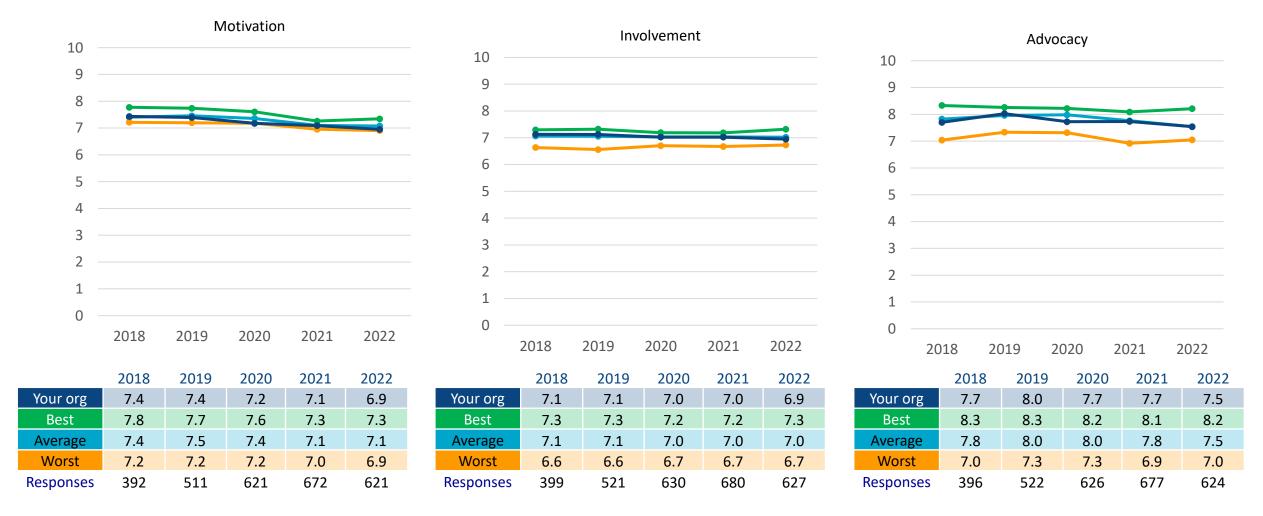


# People Promise Elements, Themes and Sub-scores: Sub-score trends



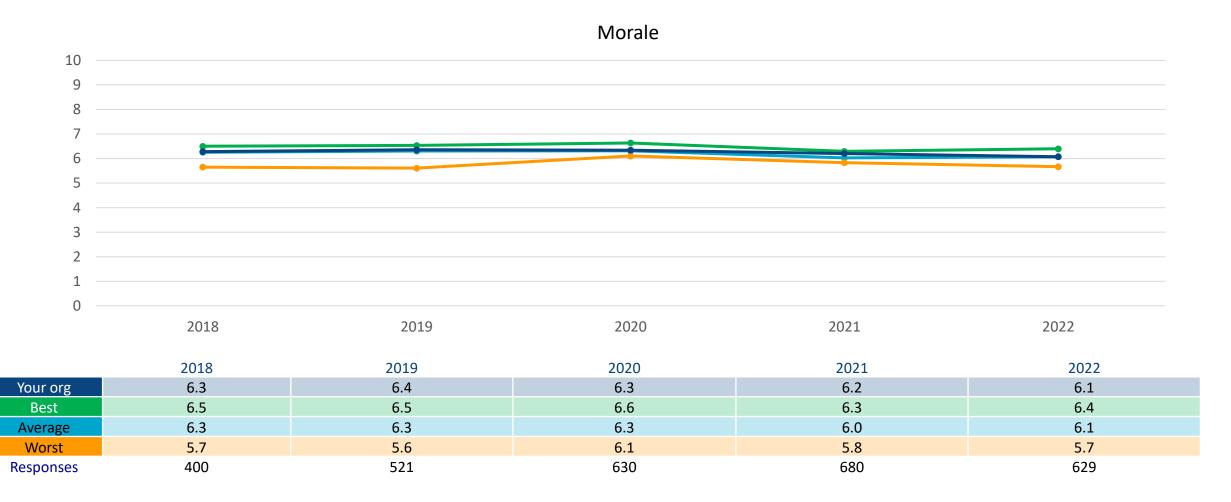
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

## **Theme: Staff Engagement**





## **Theme: Morale**

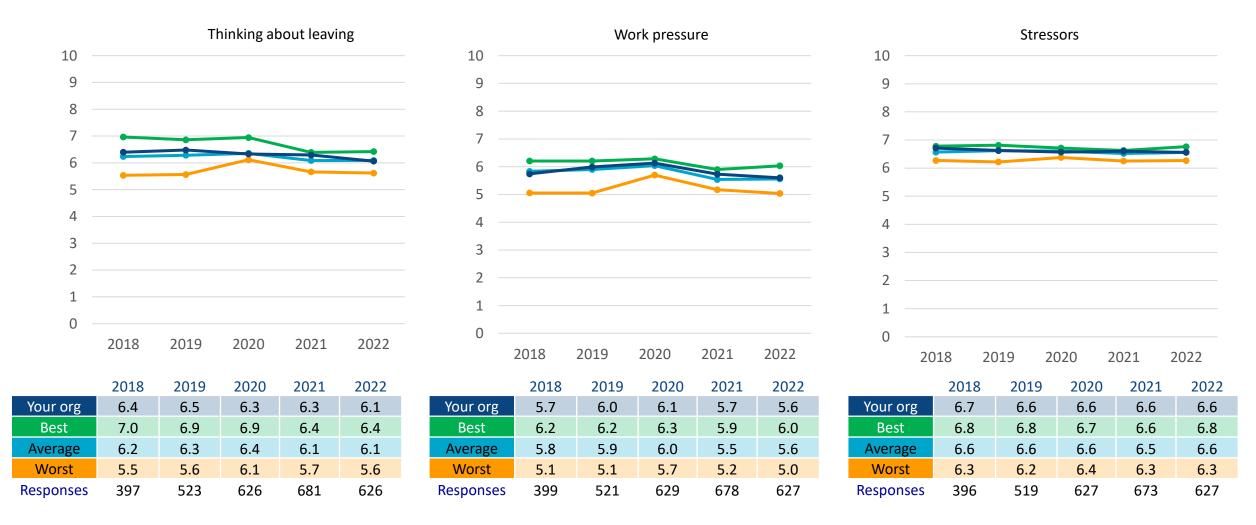


# **People Promise Elements, Themes and Sub-scores: Sub-score trends**



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

#### Theme: Morale







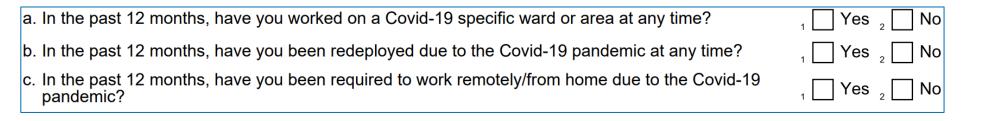
# **Covid-19 Classification breakdowns**

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.



## **Covid-19 questions**

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



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

# Comparing your data

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

# **Further information**

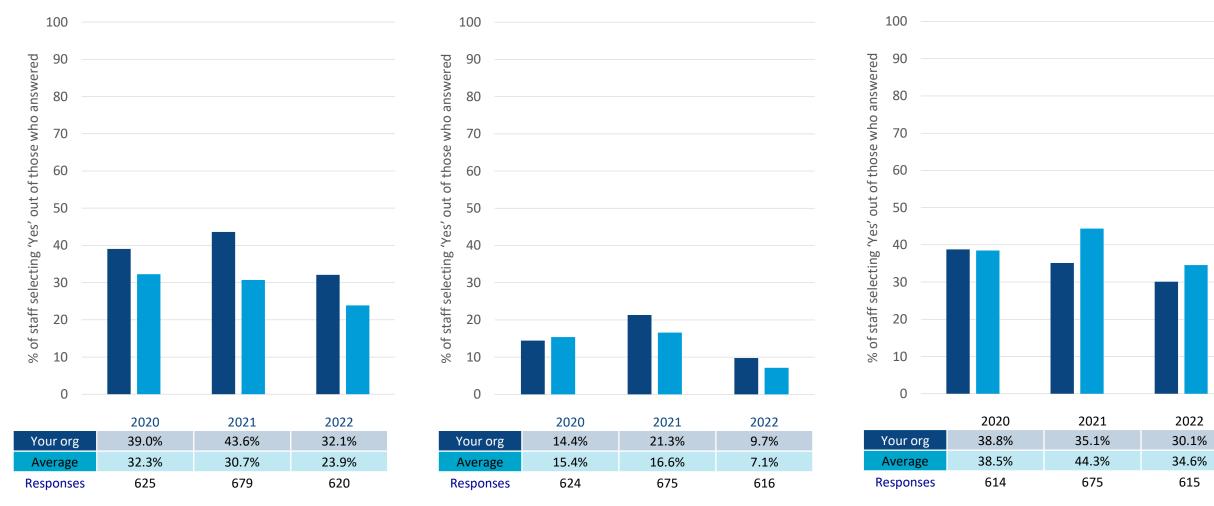
Results for these groups of staff, including data for individual questions, are also available via the online dashboards. Please note that results presented in these dashboards have not been weighted where no benchmarking takes place and so may vary slightly from those shown in this report.



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

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

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



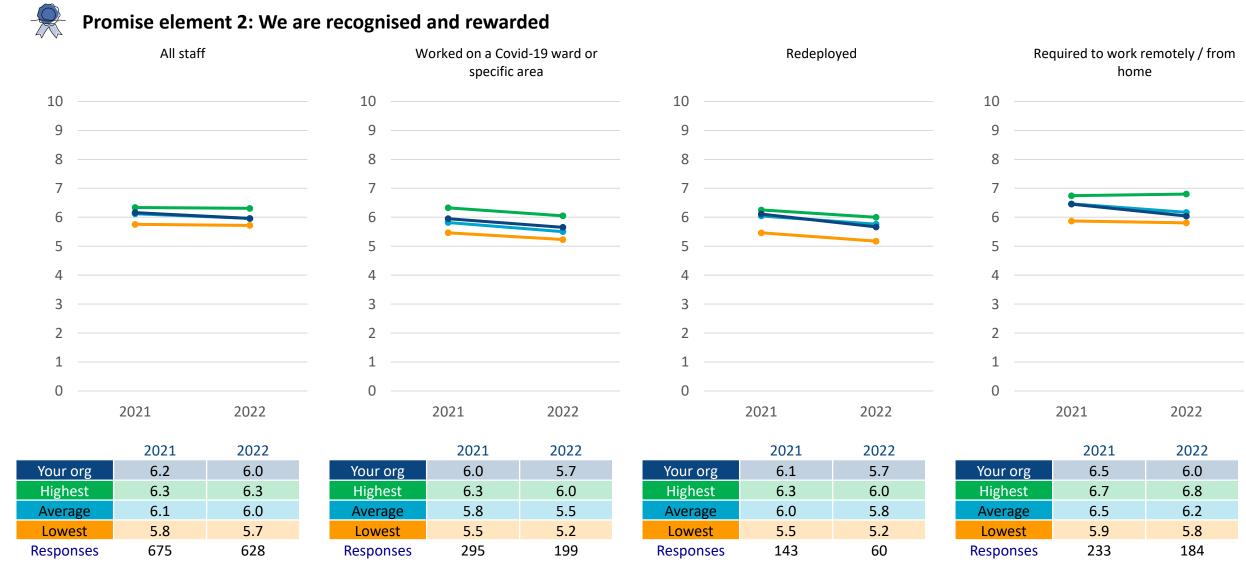






home

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.



The Royal Orthopaedic Hospital NHS Foundation Trust Benchmark report

2022

2022

6.0

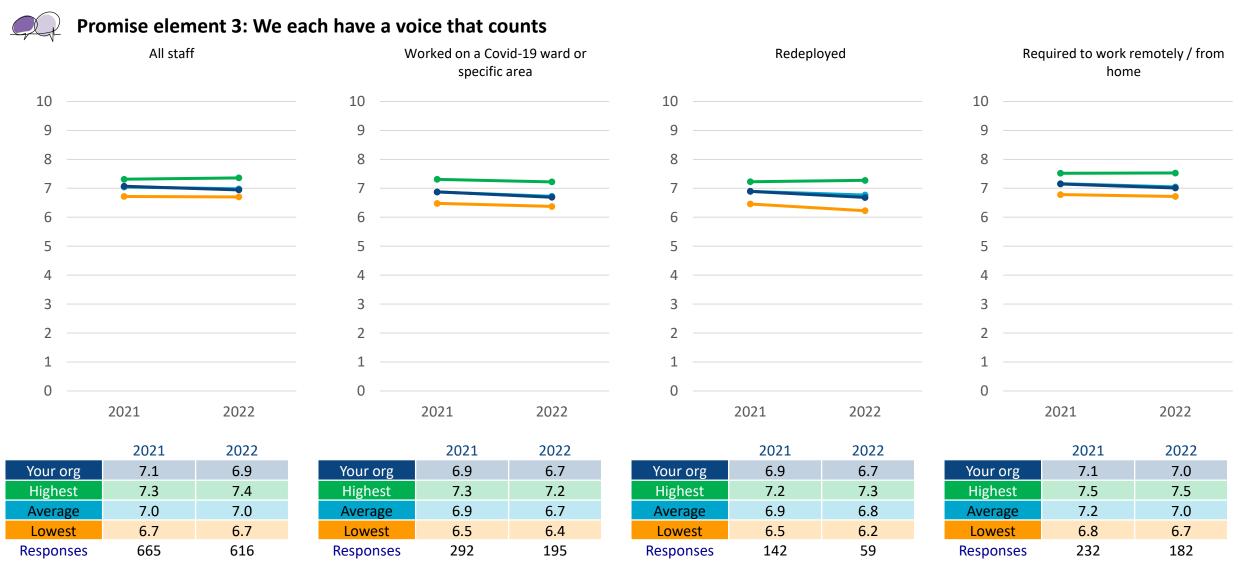
6.8

6.2

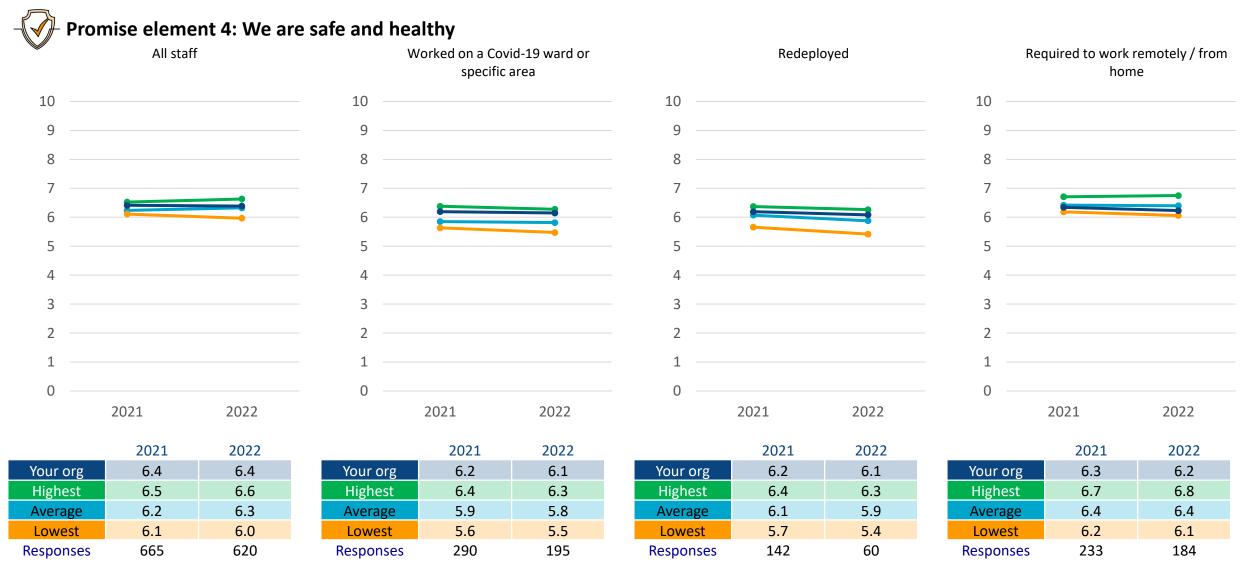
5.8

184

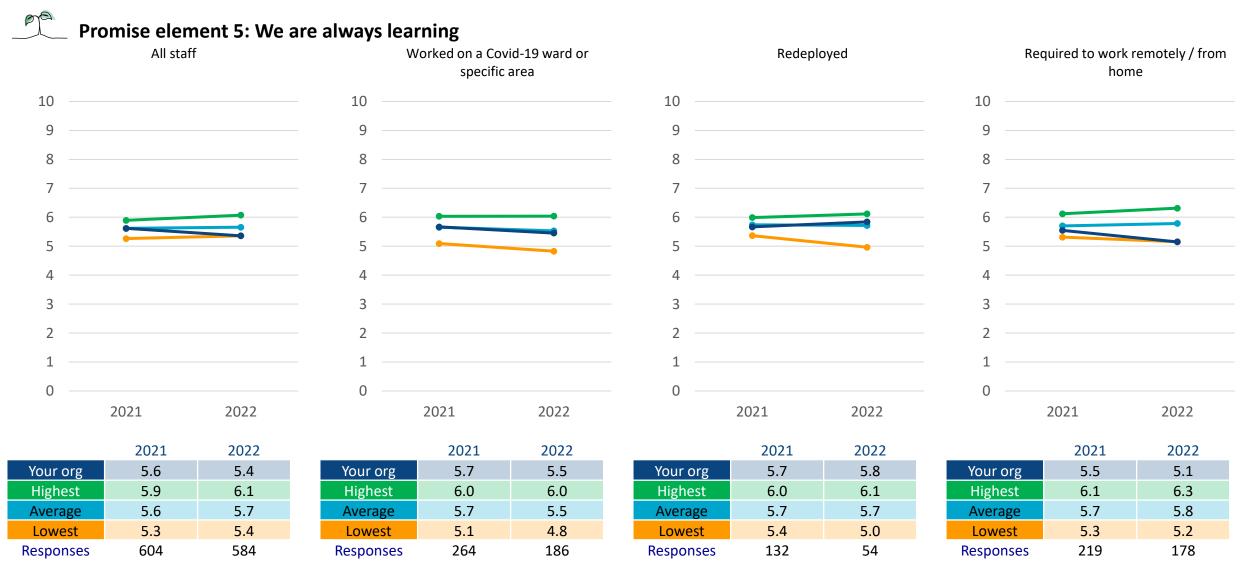












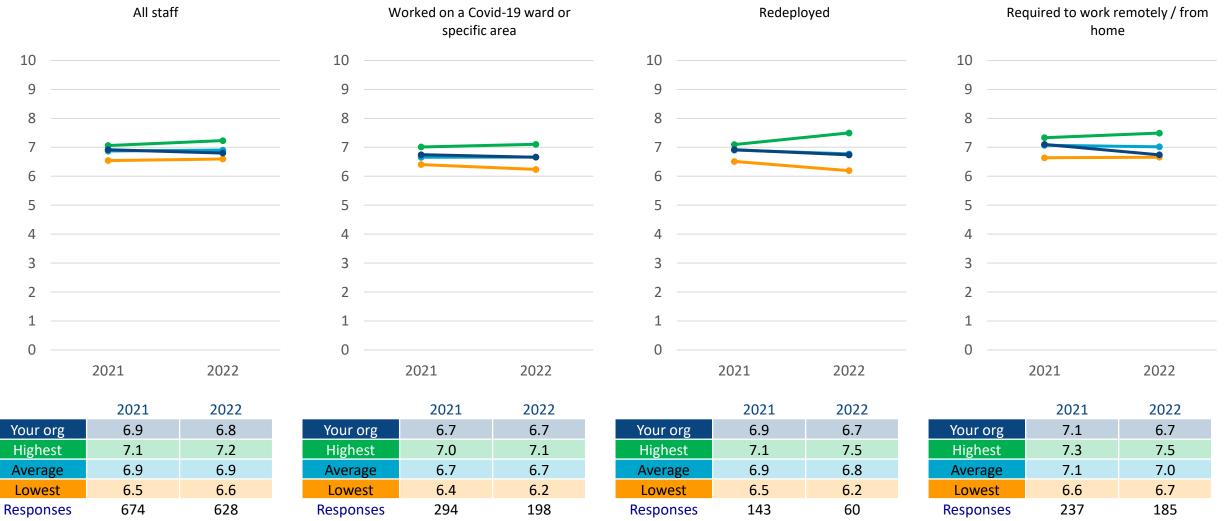








#### Promise element 7: We are a team

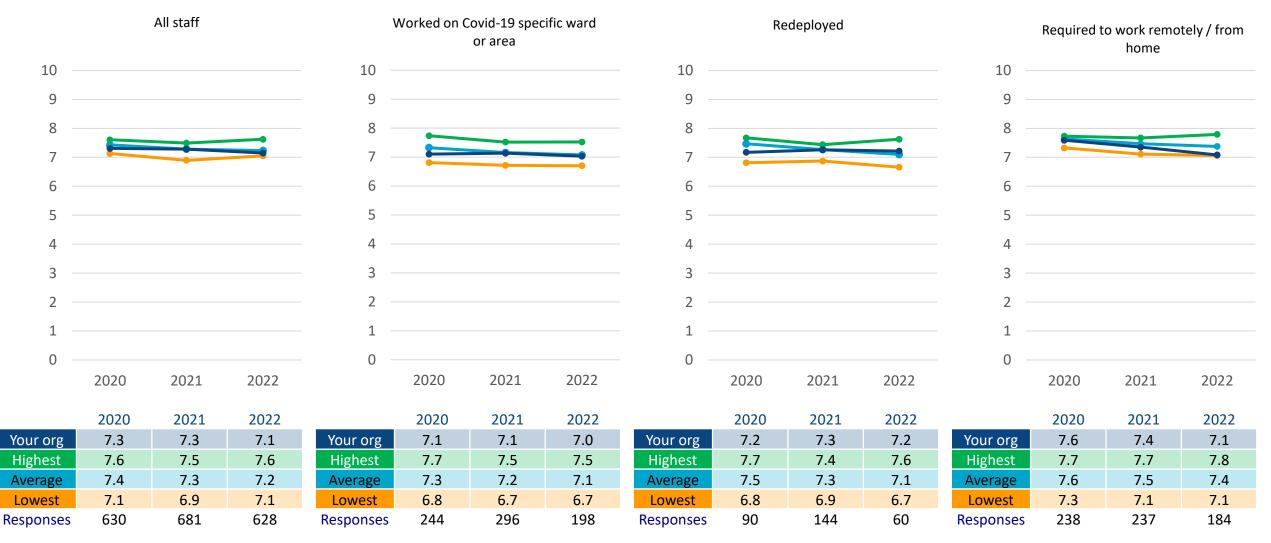


### The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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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**

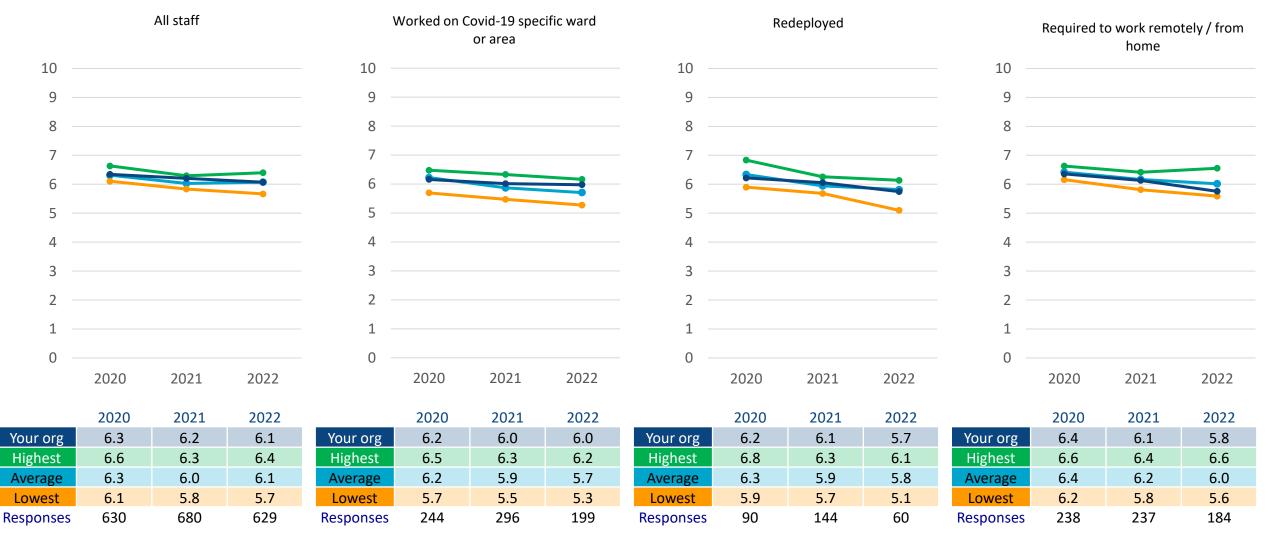


### The Covid-19 pandemic – Your experience during the Covid-19 pandemic



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







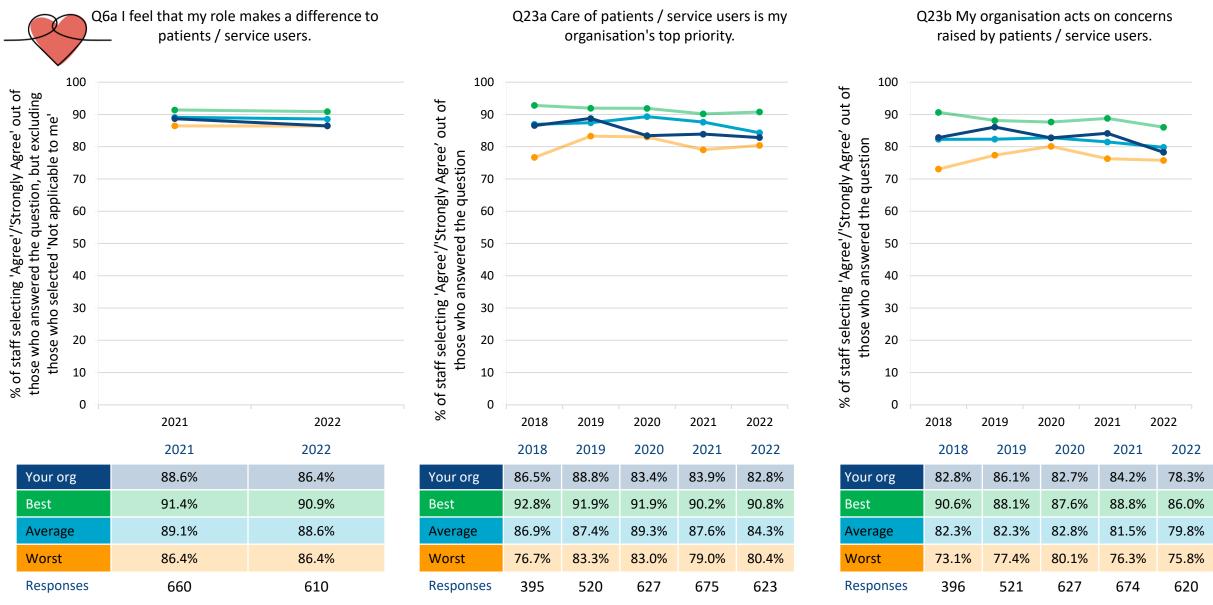
# People Promise element – We are compassionate and inclusive



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.

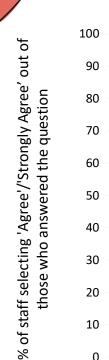
#### **People Promise elements and theme results** – We are compassionate and inclusive: Compassionate culture

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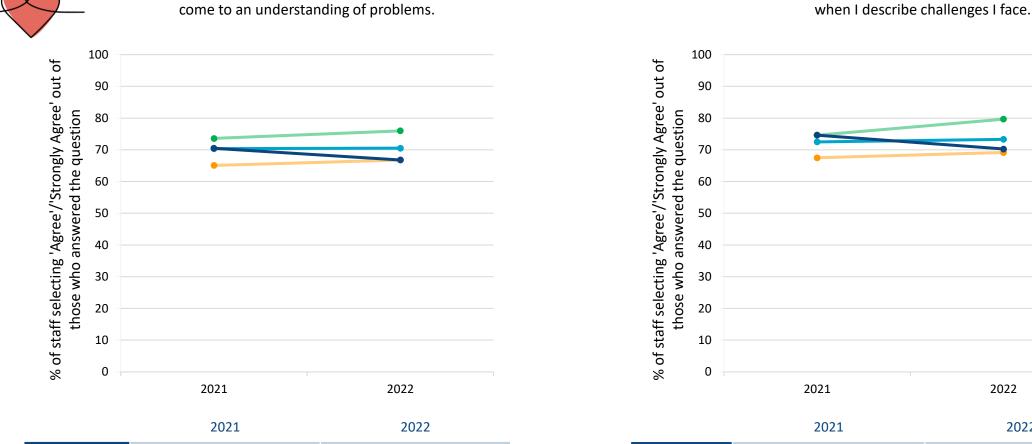


<u> </u>		Q23c I wou	ld recomme	end my orga work.	inisation as	a place to					with the sta	tive needed ndard of car rganisation	e provided	
out of	100							t of	100 90					•
	90						, on							
gree	80	•				•		gree	80	•		-		
gly A ques	70						0 staff selecting 'Agree' out of those who answered the question   0 0							•
Stron d the	60						Stron d the							
% of staff selecting 'Agree'/'Strongly Agree' those who answered the question	50						ee'/'	50						
g 'Agı ansv	40						Agr Agr Agr	40						
ff selecting those who	30				secting who									
f sele hose	20		l selection de la selection de											
staf tl	10							staf tl	10					
of							·	of						
~	0 +	2018	2019	2020	2021	2022	c	~	0 +	2018	2019	2020	2021	2022
		2018	2019	2020	2021	2022				2018	2019	2020	2021	2022
Your org		72.8%	77.2%	73.7%	73.6%	72.3%	Y	Your org		91.0%	92.1%	90.1%	89.8%	84.7%
Best		79.7%	80.9%	79.5%	74.1%	78.1%	В	Best		94.9%	94.9%	95.7%	94.1%	92.5%
Average		72.4%	74.0%	74.7%	70.8%	68.6%	A	Average		90.1%	90.0%	91.8%	89.8%	86.5%
Worst		59.7%	62.8%	66.1%	56.6%	61.6%	V	Worst		77.7%	81.0%	82.1%	69.1%	71.6%
Responses	5	395	520	621	675	624	R	Response	s	394	521	623	673	622



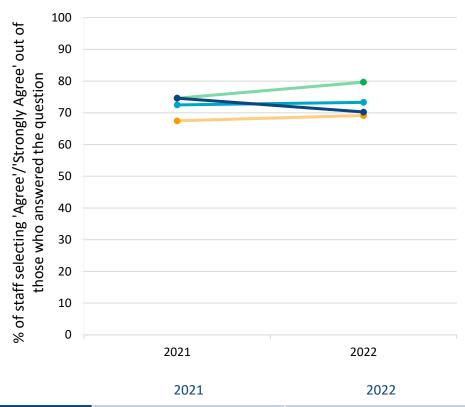






Your org	70.5%	66.8%
Best	73.6%	76.0%
Average	70.3%	70.5%
Worst	65.1%	66.8%
Responses	674	628

Q9f My immediate manager works together with me to

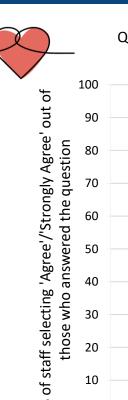


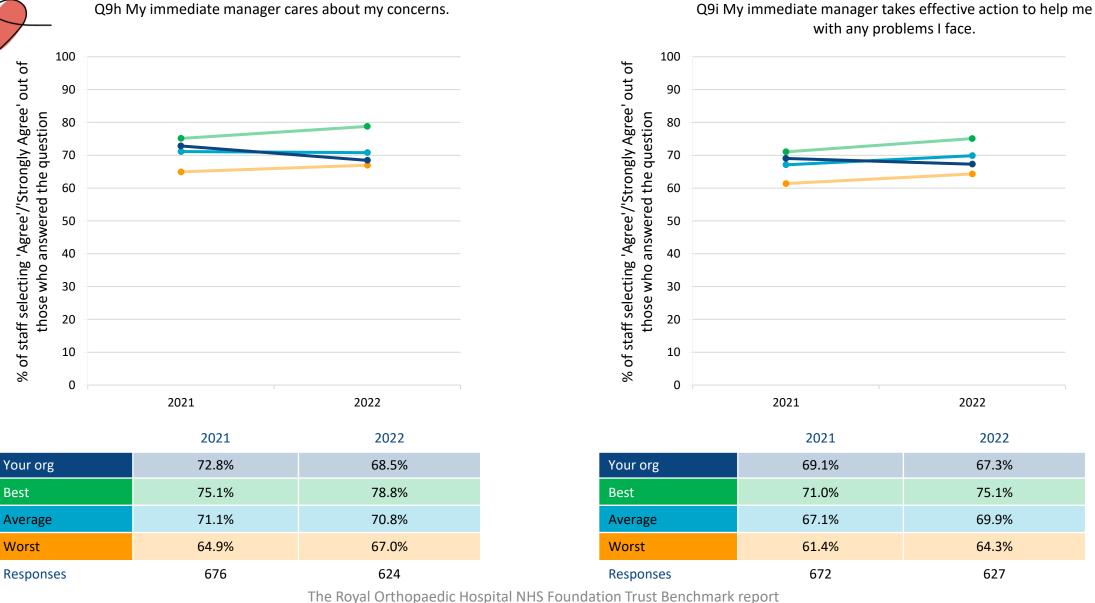
Q9g My immediate manager is interested in listening to me

	-	
Your org	74.6%	70.3%
Best	74.6%	79.7%
Average	72.5%	73.3%
Worst	67.5%	69.1%
Responses	676	629







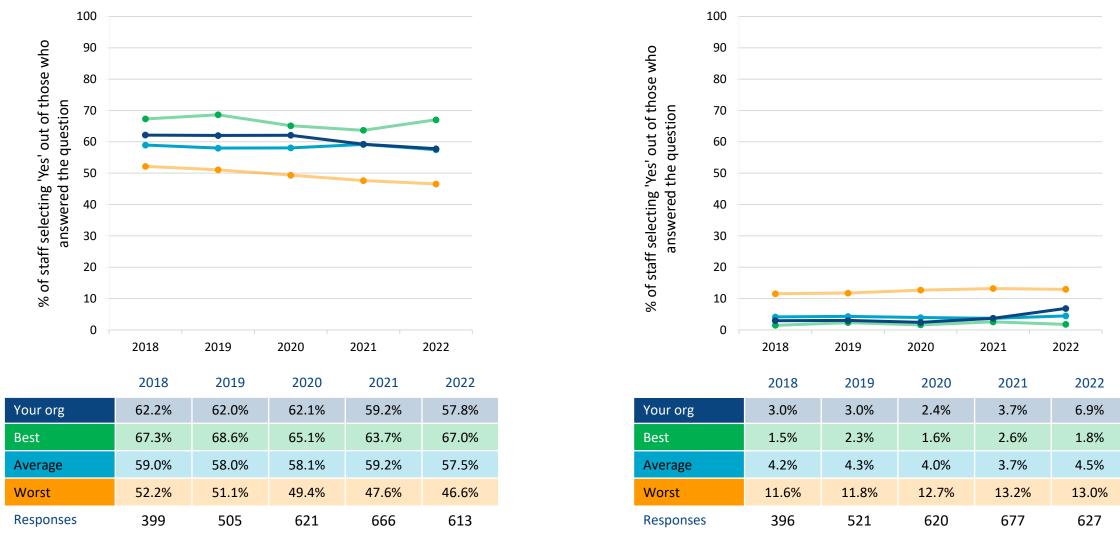






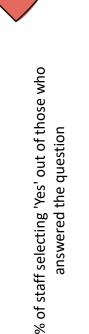
Q15 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?

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?



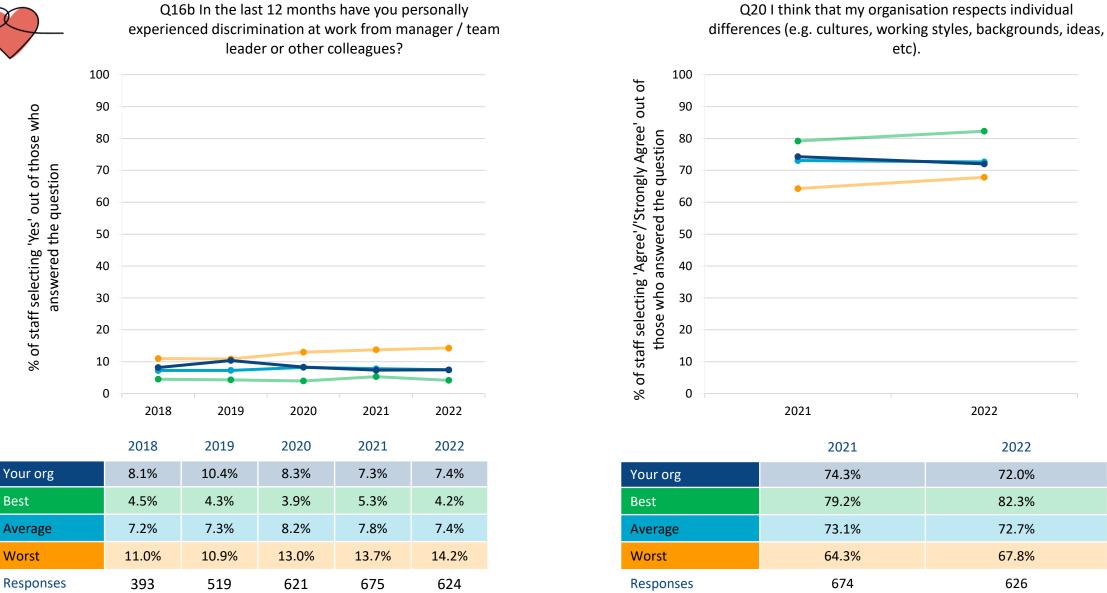






Best

Worst



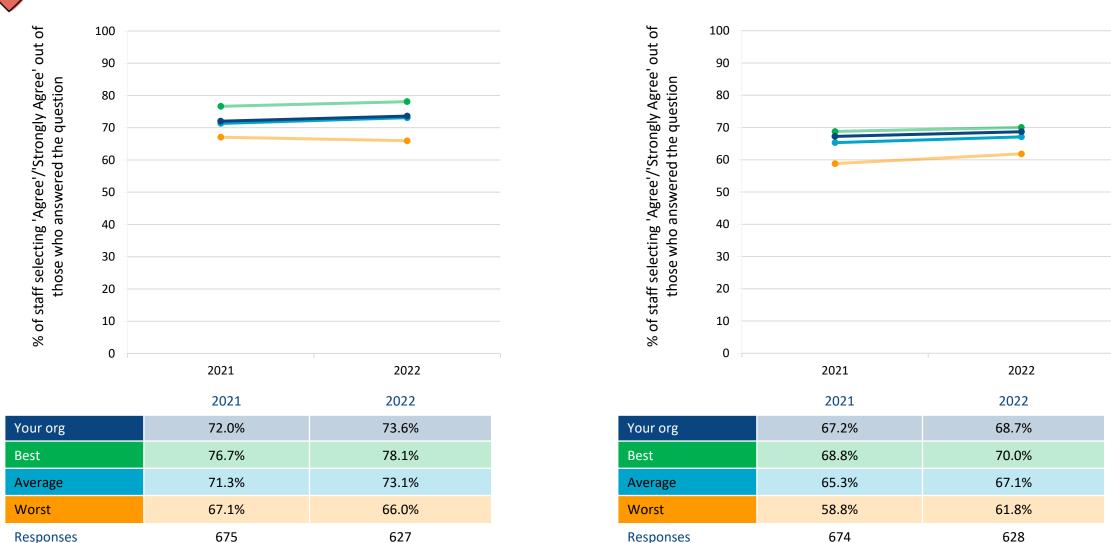


Q7h I feel valued by my team.



Q7i I feel a strong personal attachment to my team.

-







% of staff selecting 'Agree'/'Strongly Agree' out of







# People Promise element – We are recognised and rewarded



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

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 recognised and rewarded

2022

2022

53.6%

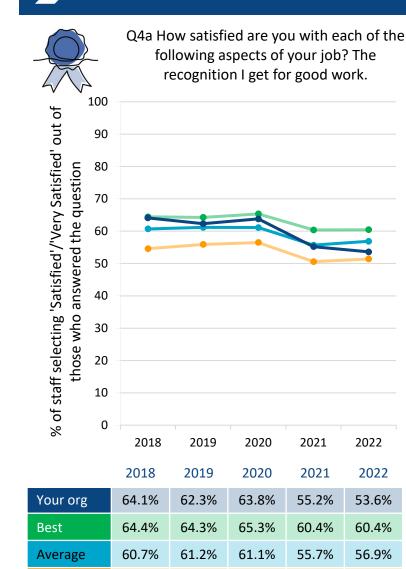
60.4%

56.9%

51.4%

628





54.6%

399

Worst

Responses

55.9%

523

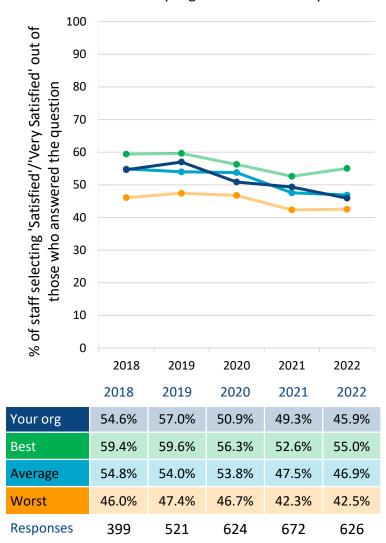
56.5%

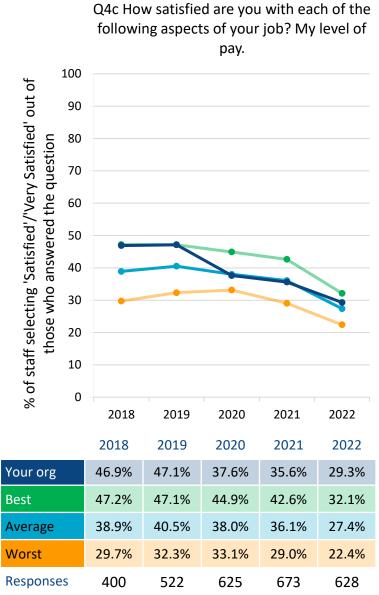
630

50.6%

674

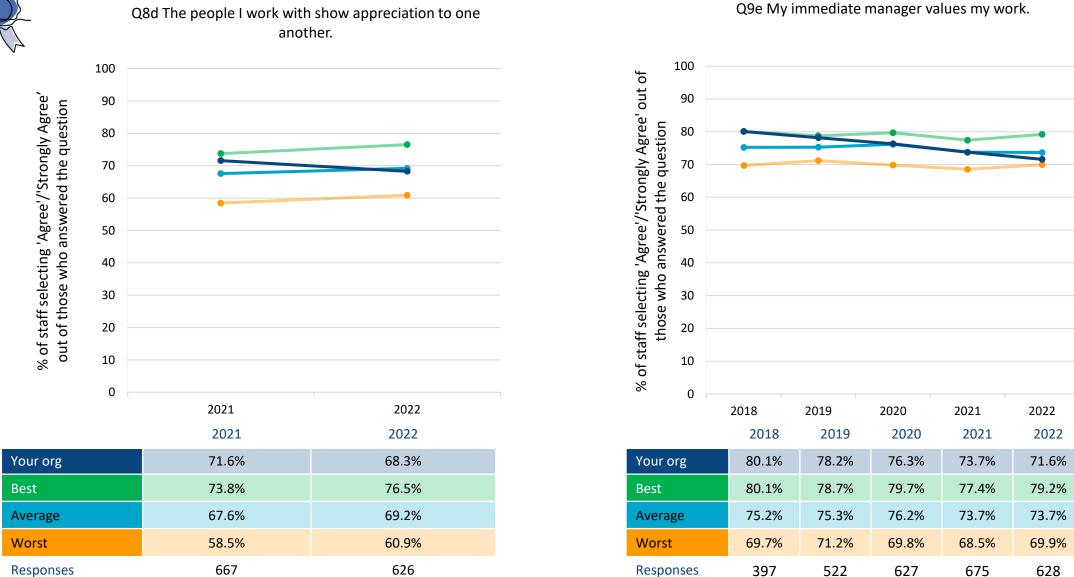
Q4b How satisfied are you with each of the following aspects of your job? The extent to which my organisation values my work.















### 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

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.



Q3b I am trusted to do my job.



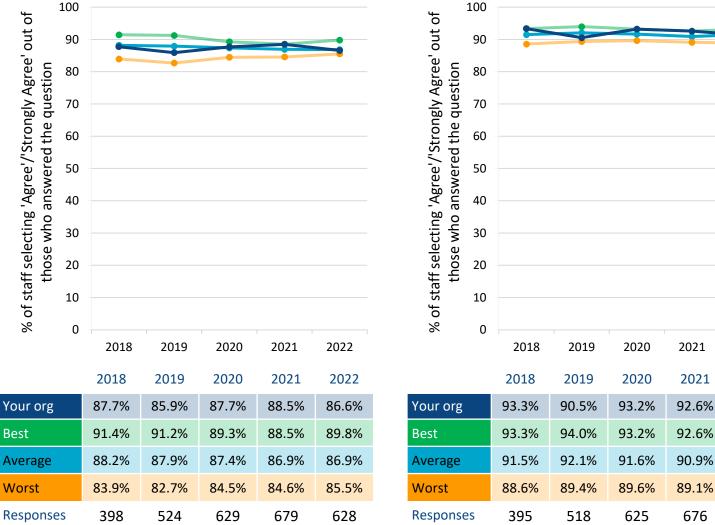
Q3c There are frequent opportunities for me

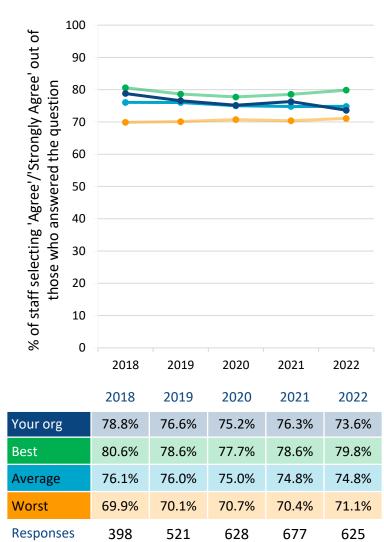
to show initiative in my role.



Best

Q3a I always know what my work responsibilities are.





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2022

2022

91.2%

93.2%

91.5%

88.8%

628



#### **People Promise elements and theme results** – We each have a voice that counts: Autonomy and control



Q3d I am able to make suggestions to Q3f I am able to make improvements Q3e I am involved in deciding on changes improve the work of my team / department. introduced that affect my work area / team / happen in my area of work. department. 100 100 100 out of out of out of 90 90 90 staff selecting 'Agree'/'Strongly Agree' staff selecting 'Agree'/'Strongly Agree' staff selecting 'Agree'/'Strongly Agree' those who answered the question answered the question those who answered the question 80 80 80 70 70 70 60 60 60 50 50 50 40 40 40 those who 30 30 30 20 20 20 10 10 10 of of of % % % 0 0 0 2018 2019 2020 2021 2022 2018 2019 2020 2021 2022 2018 2019 2020 2021 2018 2019 2020 2021 2022 2018 2019 2020 2021 2022 2018 2019 2020 2021 79.2% 78.9% 78.4% 75.2% 72.6% Your org 62.1% 59.4% 52.6% 55.9% 54.8% 64.8% 62.8% 61.1% 58.7% Your org Your org 80.2% 81.2% 79.9% 62.1% 62.6% 58.8% 60.1% 67.4% 67.3% 65.4% 62.0% 76.6% 77.8% Best 58.4% Best Best 55.0% 78.6% 77.7% 76.9% 74.2% 75.0% Average 58.1% 57.7% 54.8% 55.5% Average 62.8% 61.6% 61.1% 58.7% Average 69.9% 68.8% 70.3% 71.1% 67.4% 49.9% 50.3% 49.5% 47.6% 48.9% Worst 52.1% 52.9% 55.3% 53.3% Worst Worst Responses 399 521 630 679 626 Responses 399 520 629 674 625 Responses 396 521 626 675

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2022

2022

56.6%

64.8%

59.3%

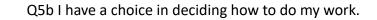
52.7%

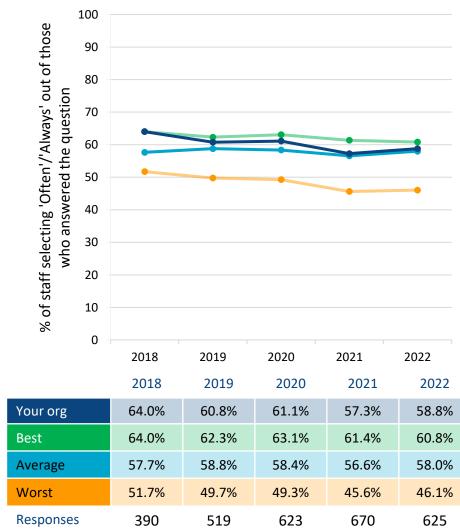
627











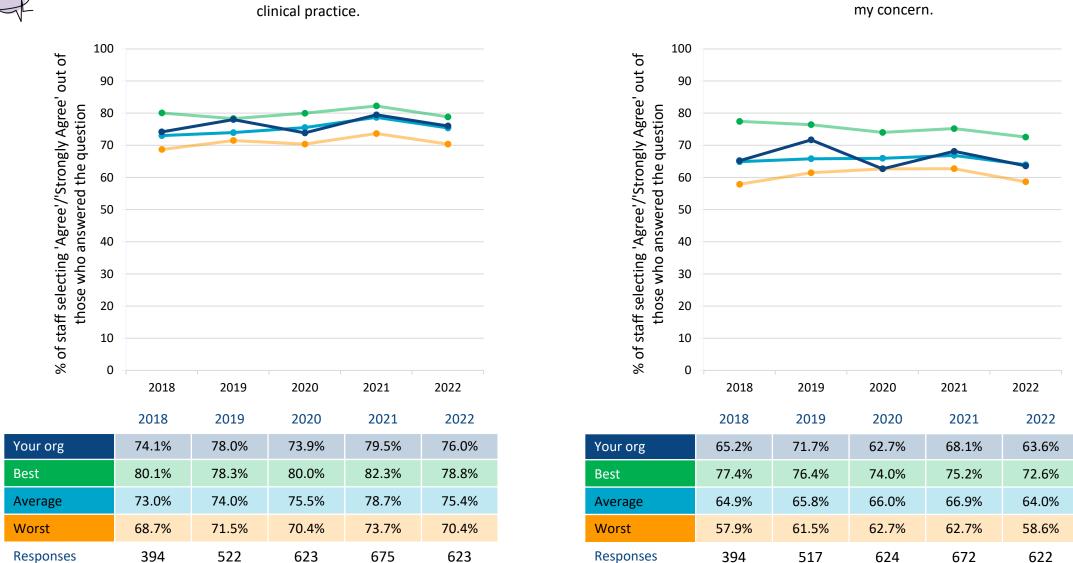


Q19a I would feel secure raising concerns about unsafe



Q19b I am confident that my organisation would address



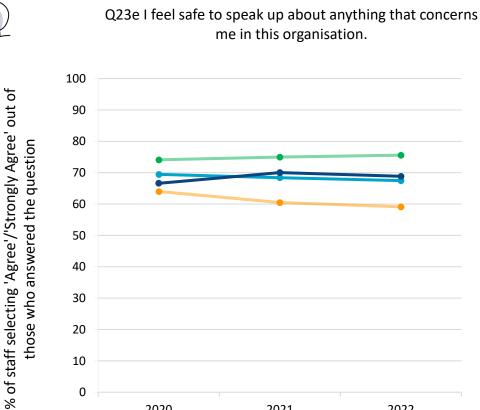




2022







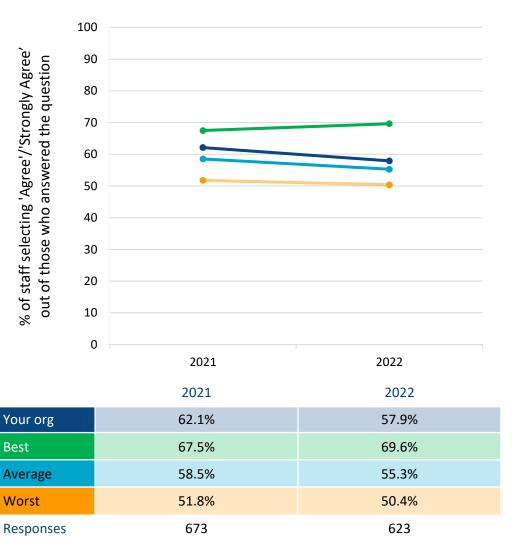
	2020	2021	2022
Your org	66.6%	70.1%	68.9%
Best	74.1%	75.0%	75.6%
Average	69.5%	68.4%	67.5%
Worst	64.0%	60.5%	59.1%
Responses	624	676	619

2021

0

2020

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







# 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

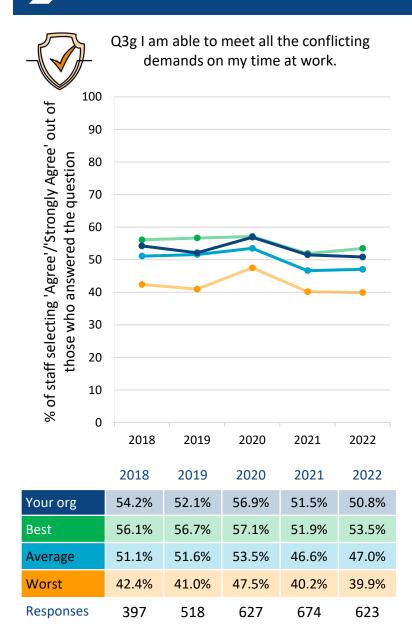
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.

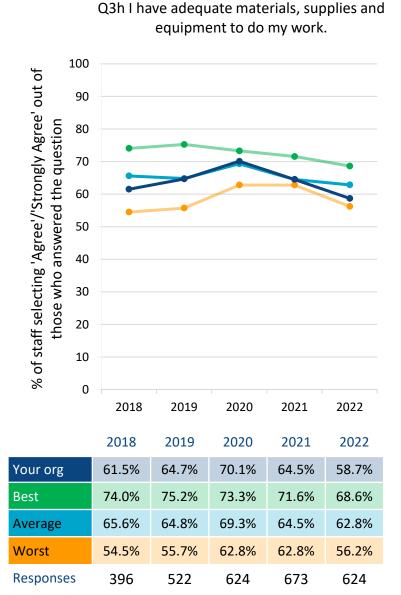
#### People Promise elements and theme results – We are safe and healthy: Health and safety climate



Q3i There are enough staff at this

organisation for me to do my job properly.



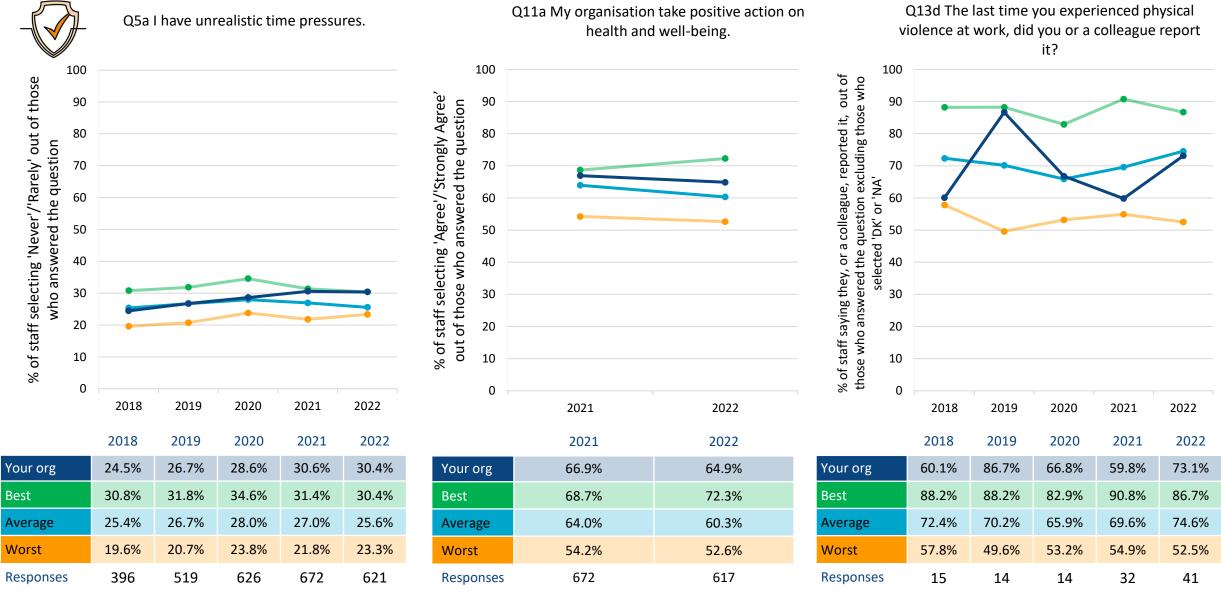






#### People Promise elements and theme results – We are safe and healthy: Health and safety climate

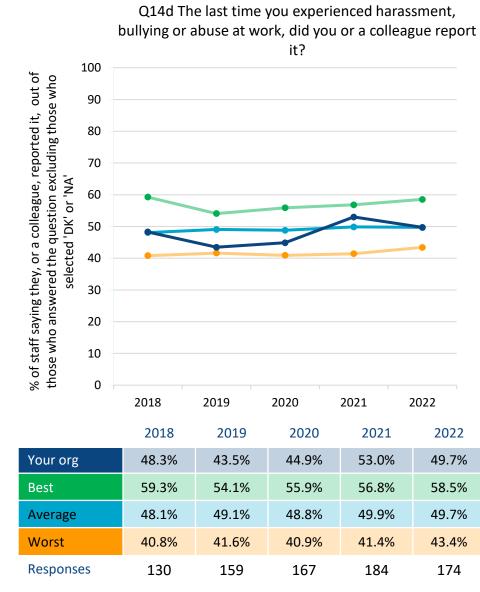






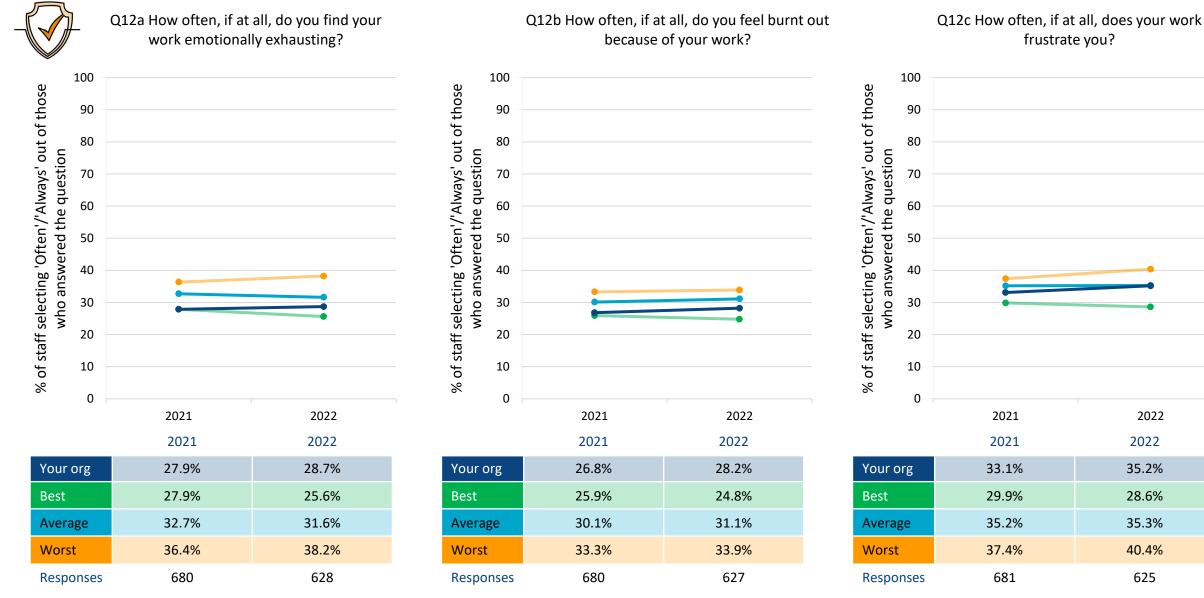








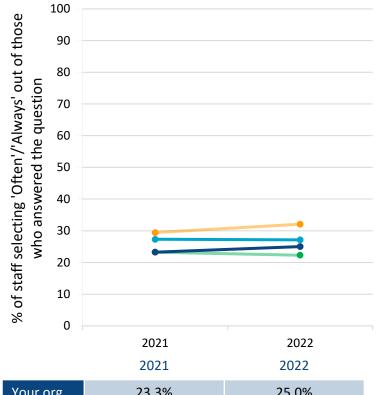




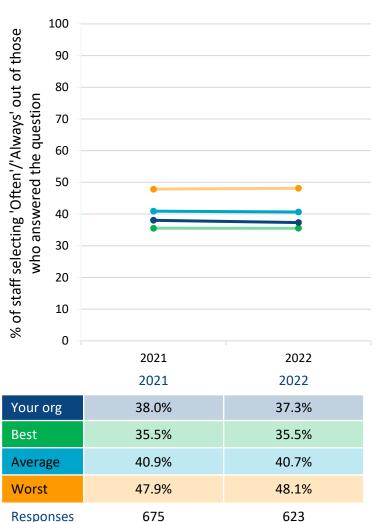




Q12d How often, if at all, are you exhausted at the thought of another day/shift at work?

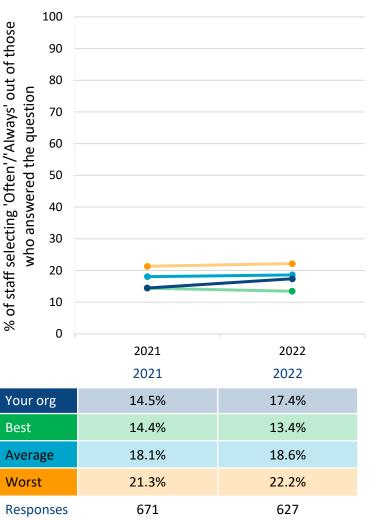


	2021	2022
Your org	23.3%	25.0%
Best	23.3%	22.3%
Average	27.3%	27.1%
Worst	29.4%	32.1%
Responses	677	627



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

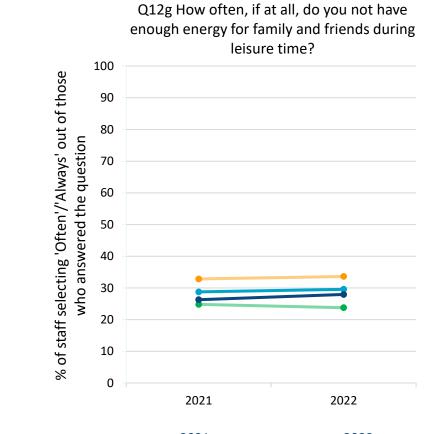
Q12f How often, if at all, do you feel that every working hour is tiring for you?







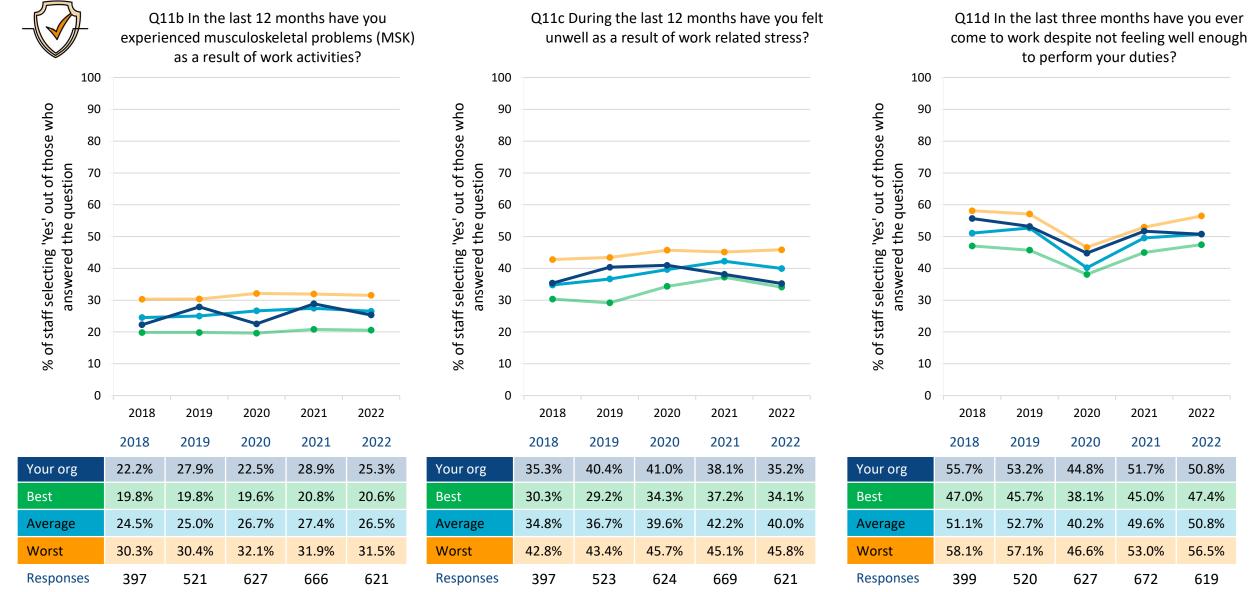
-



	2021	2022
Your org	26.3%	27.9%
Best	24.8%	23.8%
Average	28.7%	29.6%
Worst	32.8%	33.6%
Responses	678	624

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

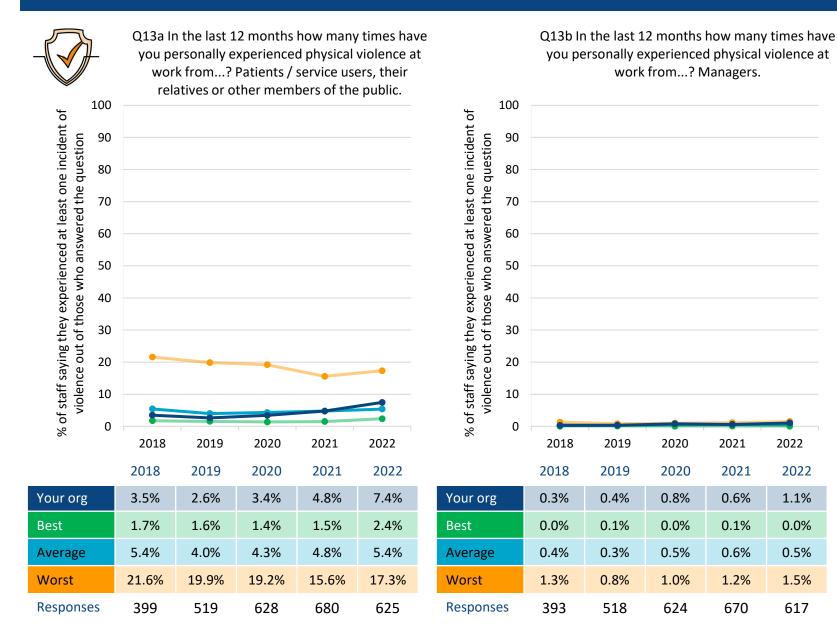


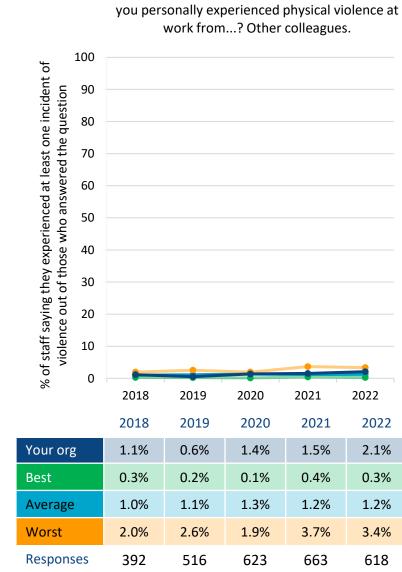


#### **People Promise elements and theme results** – We are safe and healthy: Negative experiences



Q13c In the last 12 months how many times have





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2022

2022

1.1%

0.0%

0.5%

1.5%

617

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





bullying, harassment or abuse out of those who answered

the question

experienced at least one incident of

% of staff saying they

Your org

Average

Responses

Worst

Best

100

90

80

70

30

20

10

0

2018 2018

22.6%

11.5%

20.2%

25.2%

398

2019

2019

20.1%

14.4%

19.1%

26.0%

520

2020

2020

15.0%

10.4%

17.0%

27.7%

631

2021

2021

18.8%

11.9%

18.8%

28.6%

679

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.

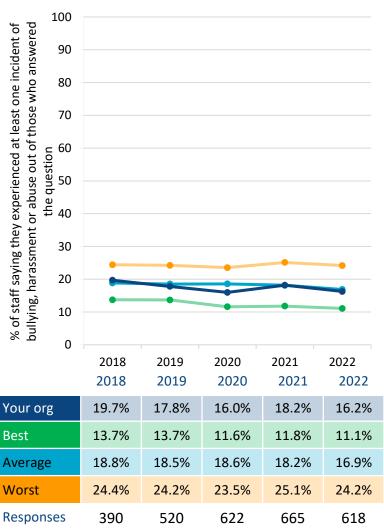
> 100 answered one incident of 90 who 80 those at least o 70 r abuse the question 2000 of experienced abuse out P saying they bullying, harassment 30 20 of staff 10 % 2022 2022 2018 2019 2020 2021 2022 2018 2019 2020 2021 2022 19.5% 15.5% 13.5% 11.5% 11.1% 11.7% Your org 12.8% Best 8.3% 7.2% 7.2% 8.2% 5.7% 19.5% 12.4% 11.7% 11.3% 10.3% Average 10.6% 28.5% 17.3% 16.3% 17.6% 16.6% 14.8% Worst 392 518 627 668 624 Responses 617

Q14b In the last 12 months how many times have

you personally experienced harassment, bullying

or abuse at work from ...? Managers.

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







# People Promise element – We are always learning



Questions included: Development – Q22a, Q22b, Q22c, Q22d, Q22e Appraisals – Q21b, Q21c, Q21d

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.

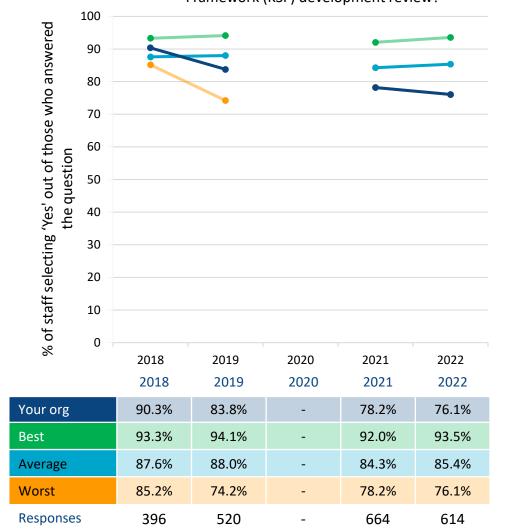


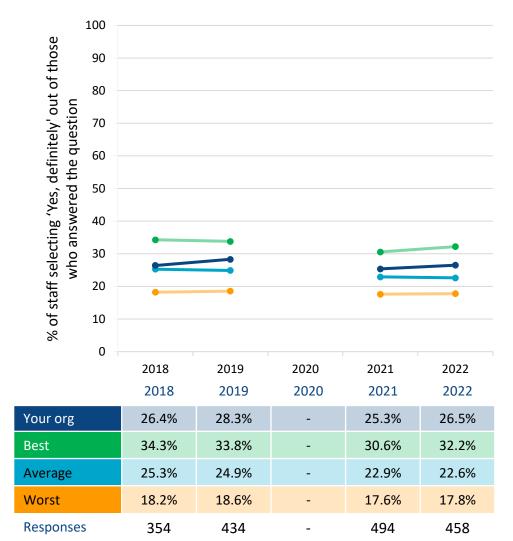


\*Q21a is a filter question and therefore influences the sub-score without being a directly scored question.

pa

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





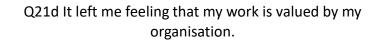
Q21b It helped me to improve how I do my job.

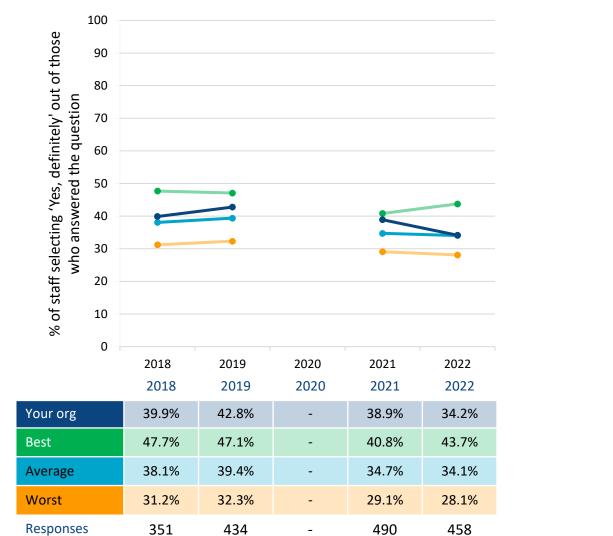


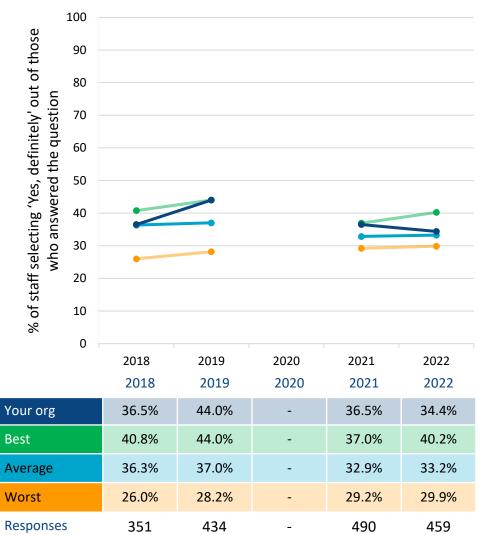




#### Q21c It helped me agree clear objectives for my work.

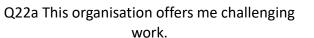


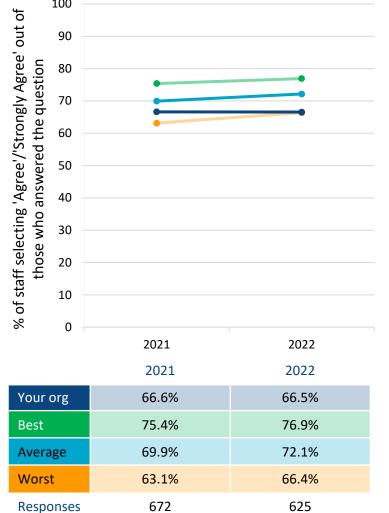


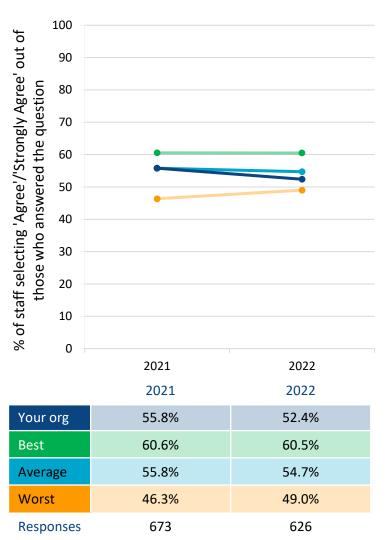








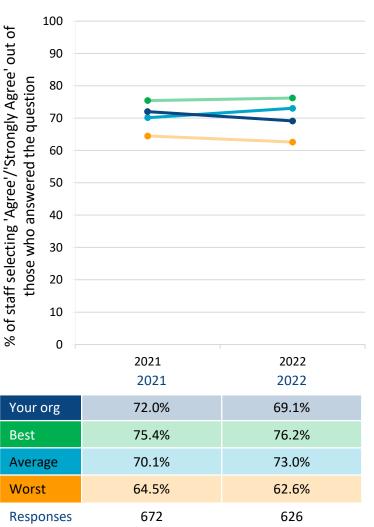




Q22b There are opportunities for me to

develop my career in this organisation.

Q22c I have opportunities to improve my knowledge and skills.



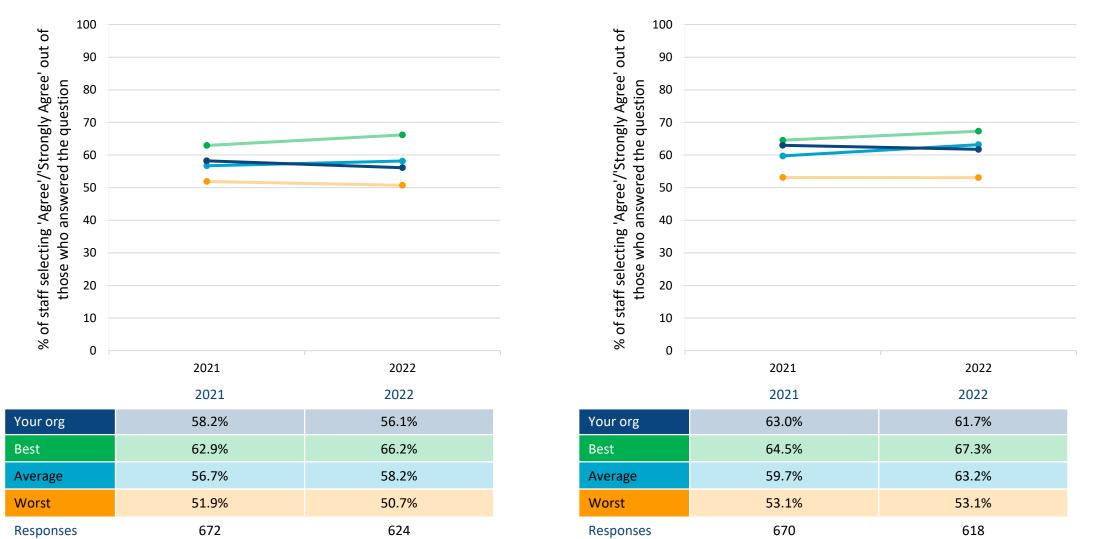






#### Q22d I feel supported to develop my potential.

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







# People Promise element – We work flexibly



Questions included: Support for work-life balance – Q6b, Q6c, Q6d Flexible working – Q4d

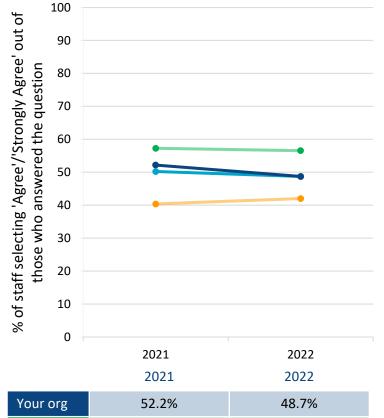
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



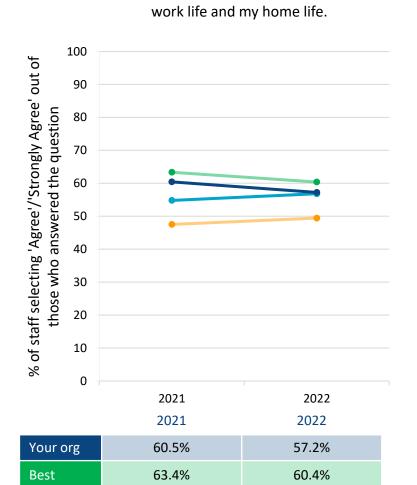




Q6b My organisation is committed to helping me balance my work and home life.

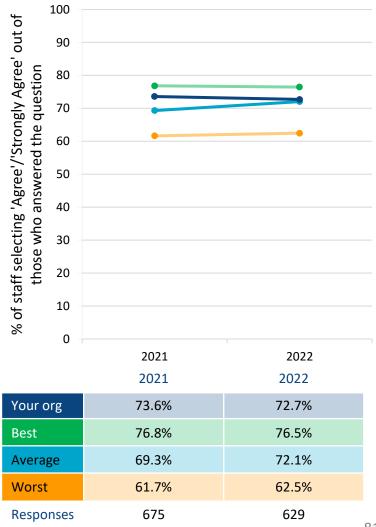


Your org	52.2%	48.7%
Best	57.3%	56.5%
Average	50.2%	48.7%
Worst	40.4%	42.0%
Responses	677	630



Q6c I achieve a good balance between my

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



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54.8%

47.5%

673

Average

Responses

Worst

56.8%

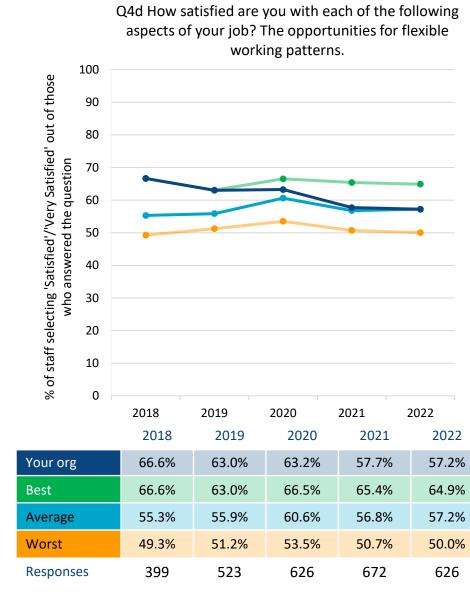
49.4%

626





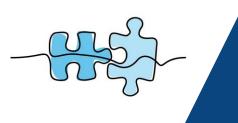








# People Promise element – We are a team

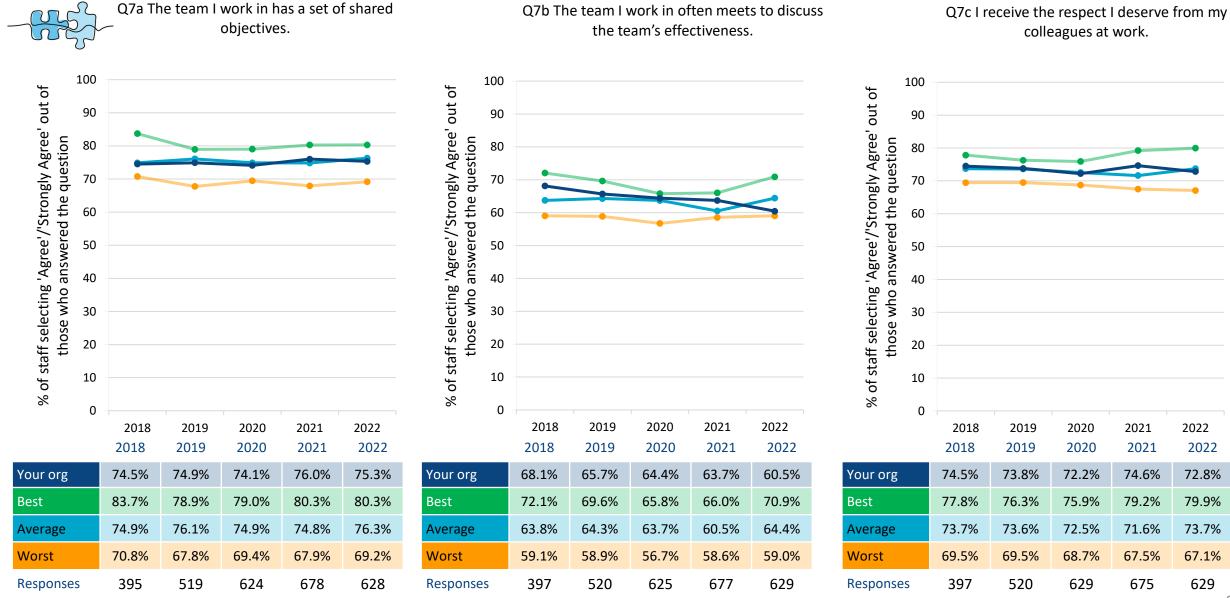


Questions included: Teamworking – Q7a, Q7b, Q7c, Q7d, Q7e, Q7f, Q7g, Q8a Line management – Q9a, Q9b, Q9c, Q9d

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.



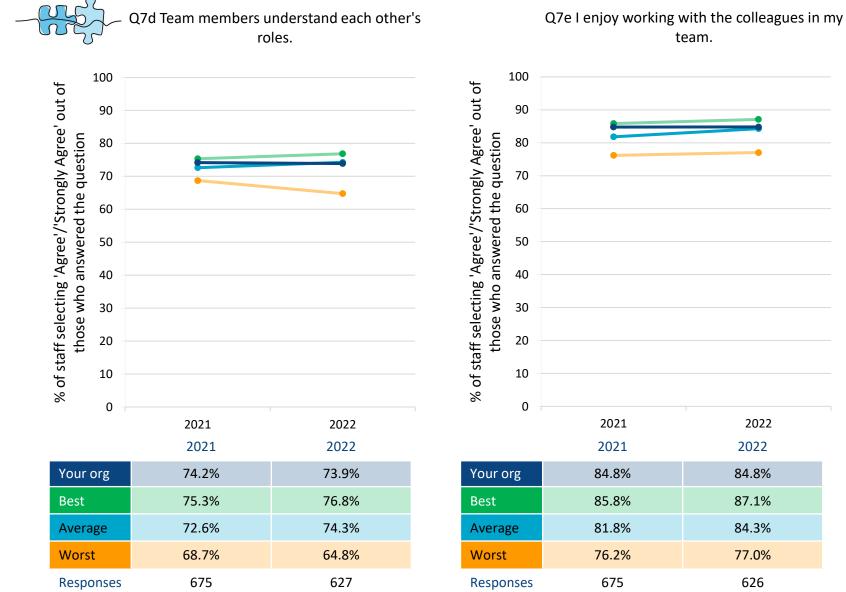


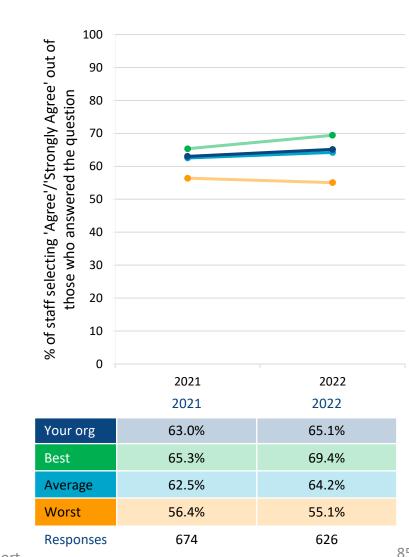


### People Promise elements and theme results – We are a team: Teamworking



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





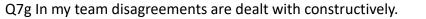
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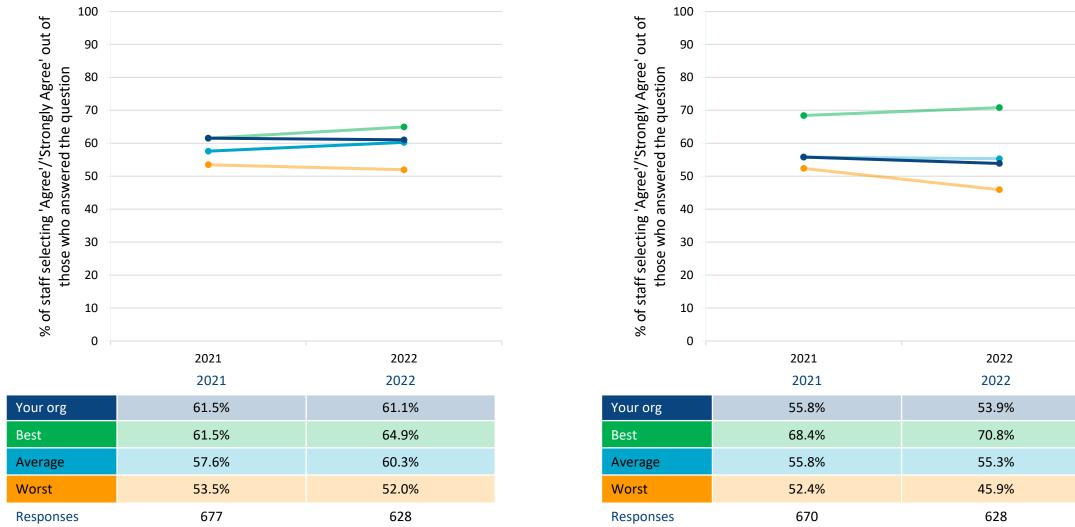


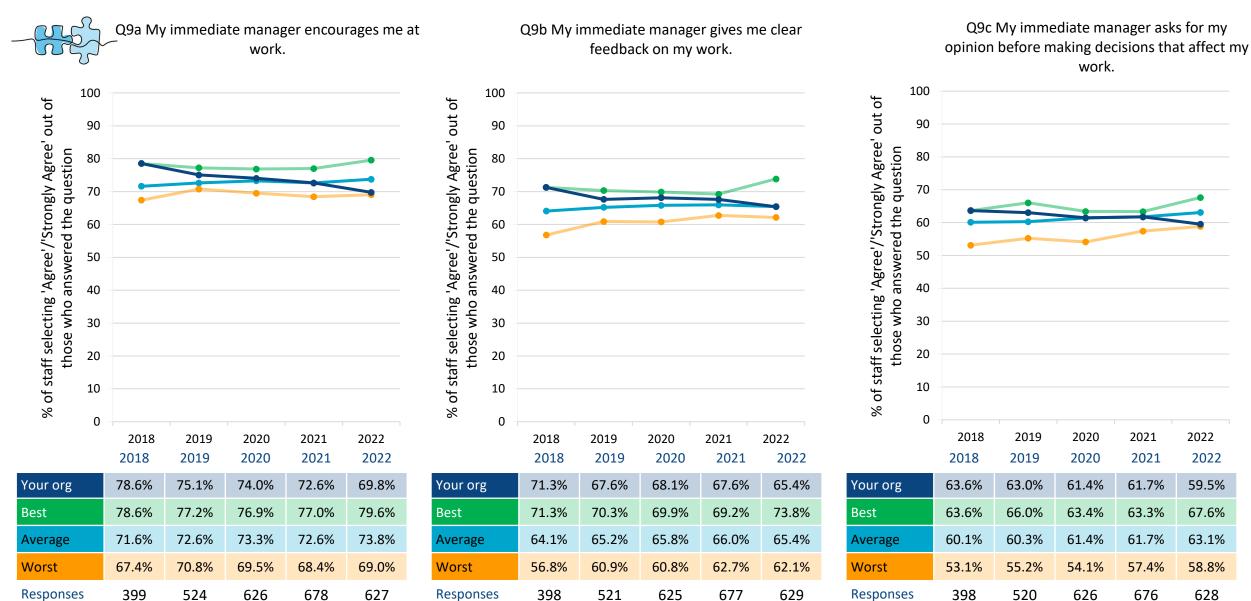






Q8a Teams within this organisation work well together to achieve their objectives.







2022

2022

59.5%

67.6%

63.1%

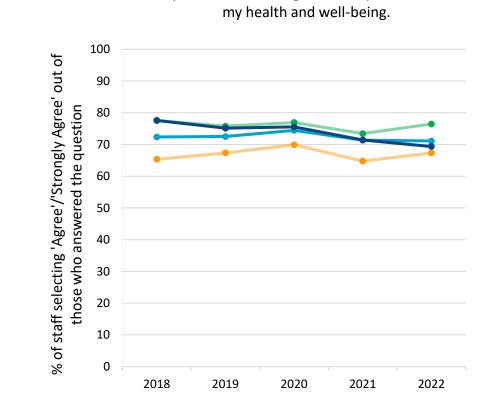
58.8%

628









Q9d My immediate manager takes a positive interest in

	2018	2019	2020	2021	2022
Your org	77.6%	75.1%	75.6%	71.4%	69.4%
Best	77.6%	75.8%	76.9%	73.4%	76.5%
Average	72.4%	72.5%	74.5%	71.4%	71.1%
Worst	65.3%	67.4%	69.9%	64.8%	67.3%
Responses	397	522	625	675	627

Responses397522625675627The Royal Orthopaedic Hospital NHS Foundation Trust Benchmark report



# **Theme – Staff engagement**

Questions included: Motivation – Q2a, Q2b, Q2c Involvement – Q3c, Q3d, Q3f Advocacy – Q23a, Q23c, Q23d

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.

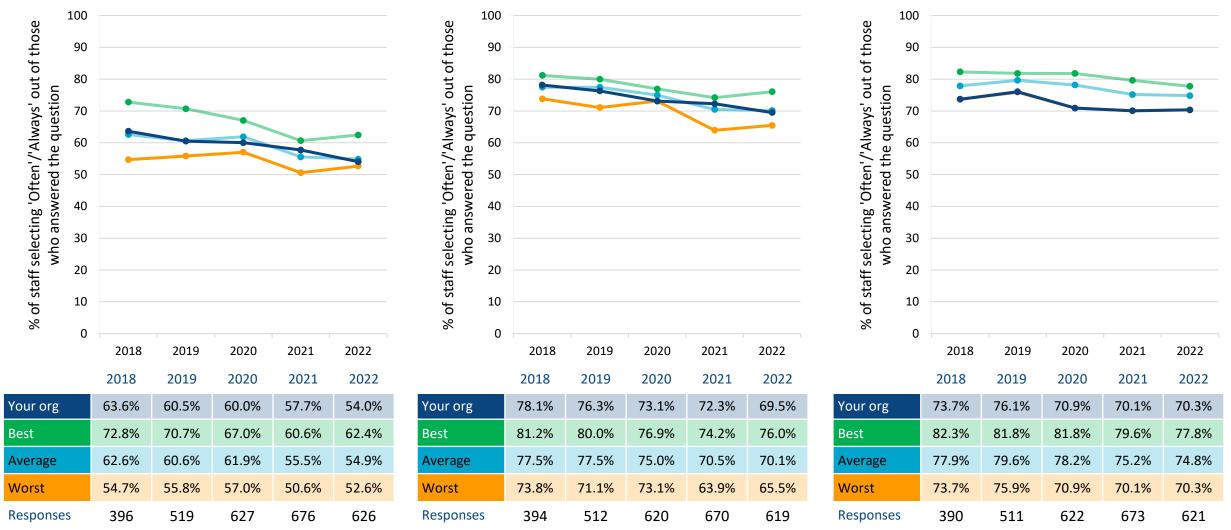
#### **People Promise elements and theme results** – Staff engagement: Motivation



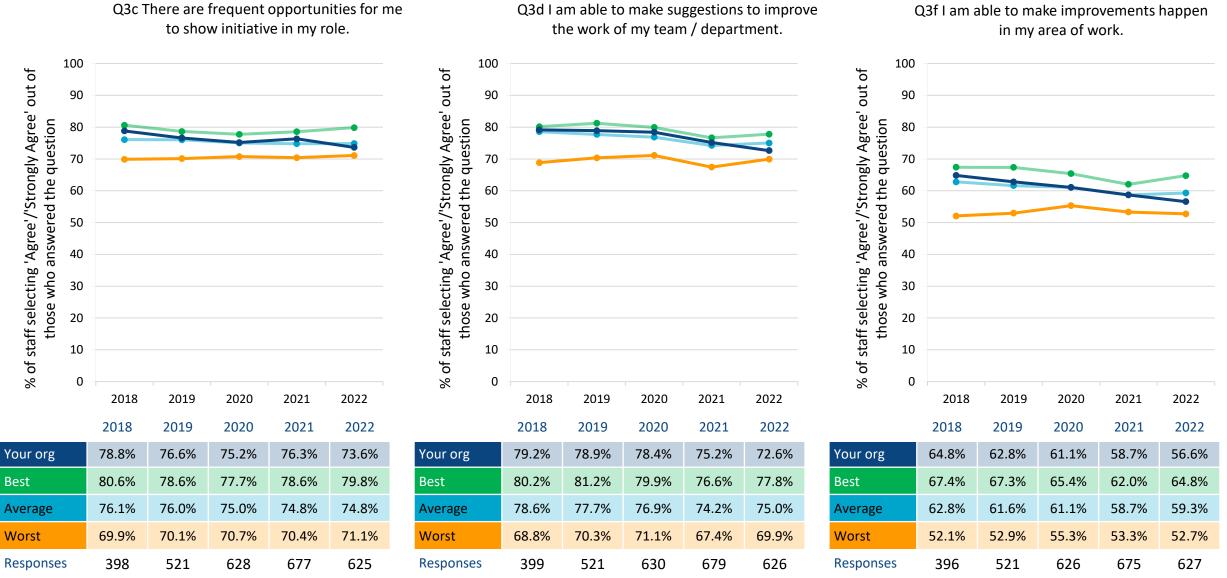
Q2a I look forward to going to work.

Q2b I am enthusiastic about my job.

Q2c Time passes quickly when I am working.

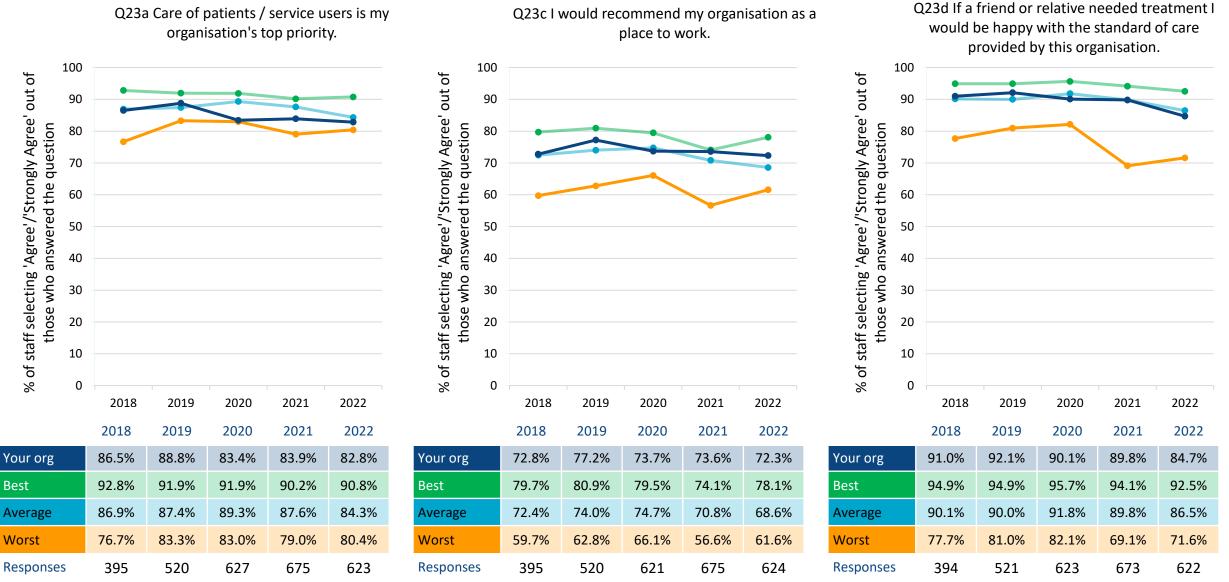






#### **People Promise elements and theme results** – Staff engagement: Advocacy







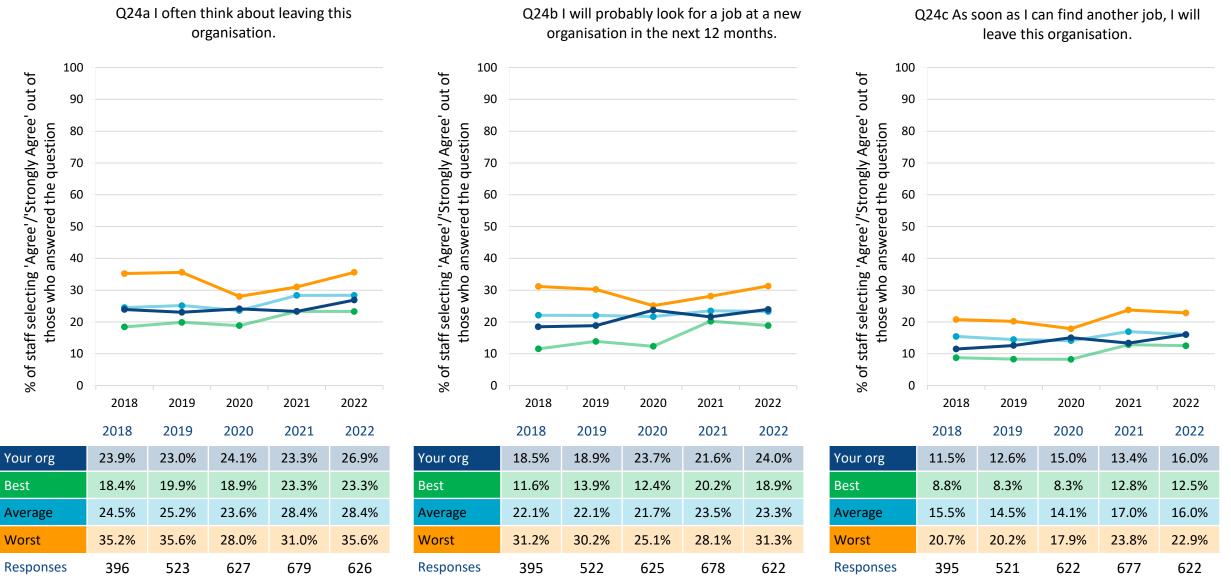


## **Theme - Morale**

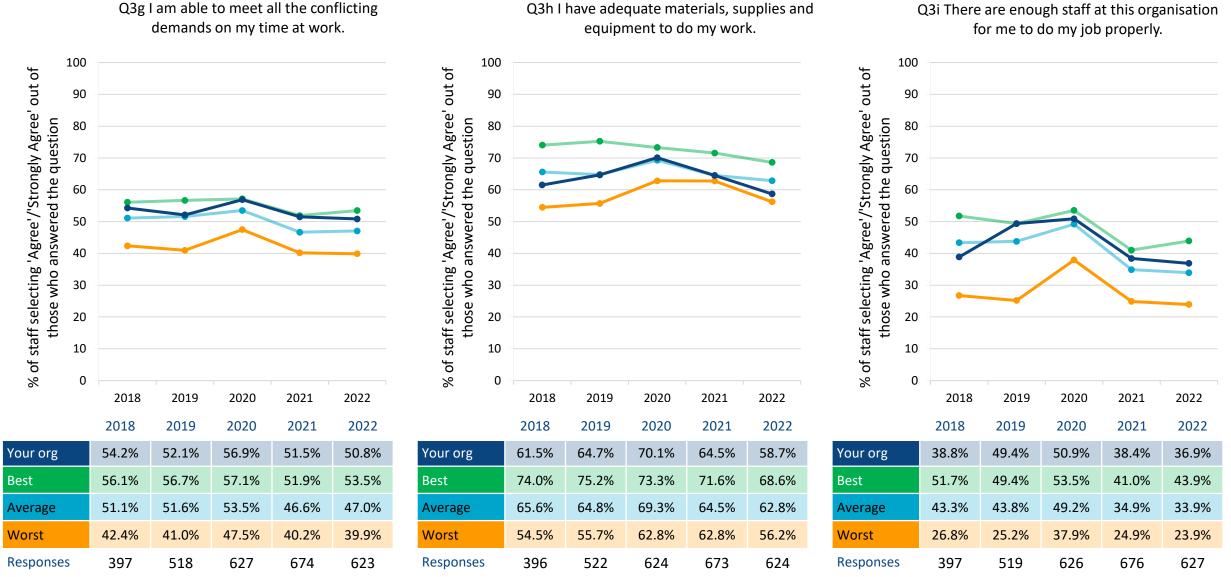
Questions included: Thinking about leaving – Q24a, Q24b, Q24c Work pressure – Q3g, Q3h, Q3i Stressors – Q3a, Q3e, Q5a, Q5b, Q5c, Q7c, Q9a

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.



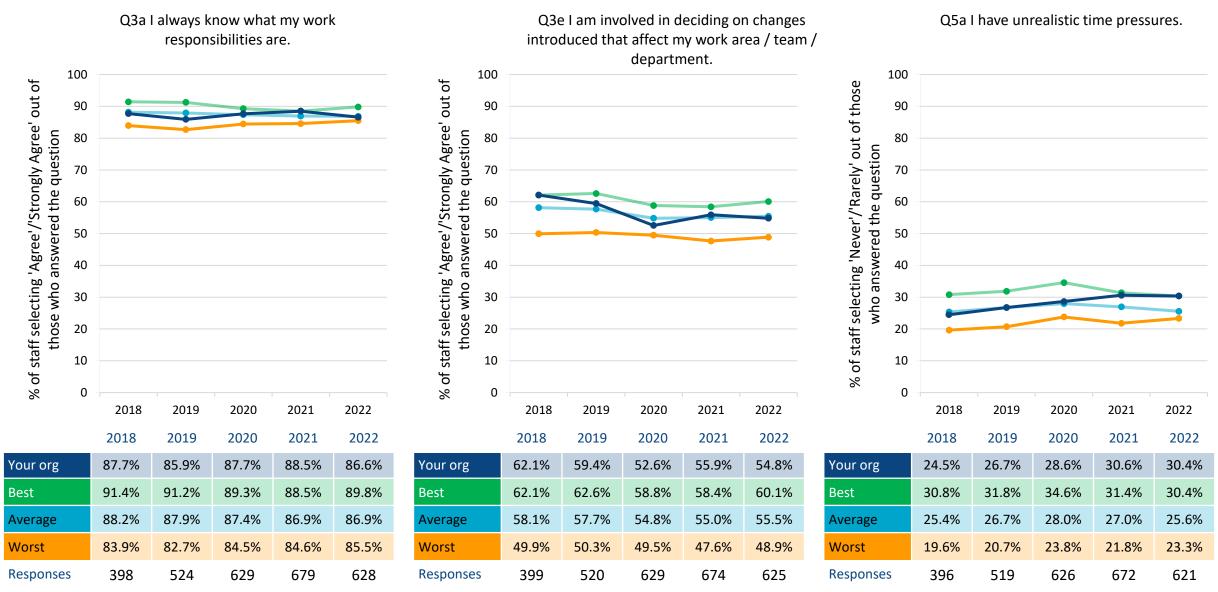






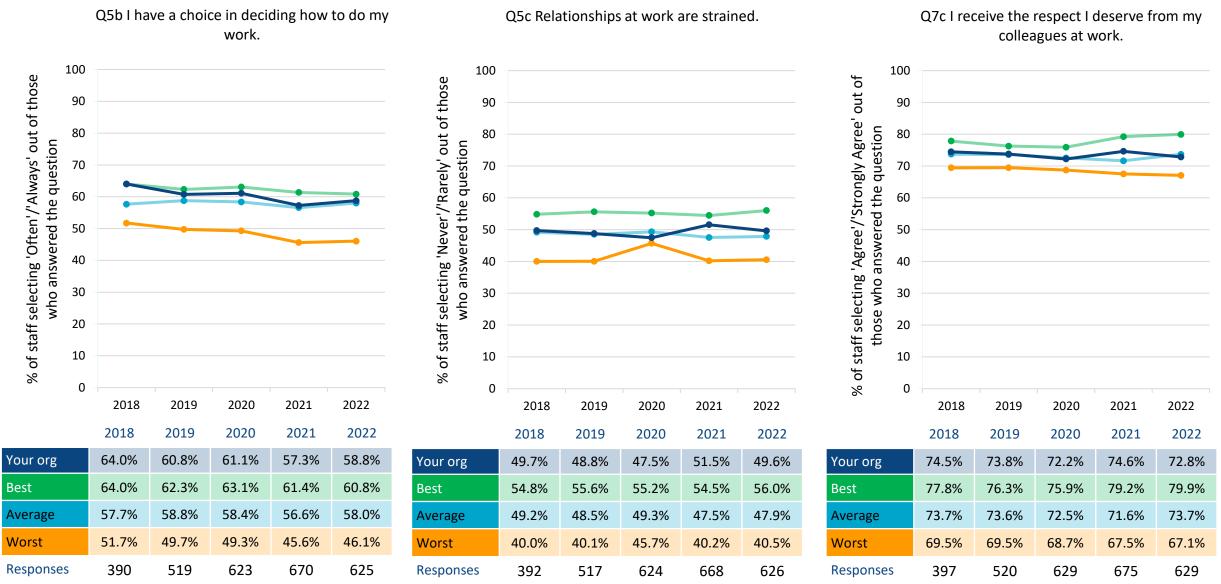
### People Promise elements and theme results – Morale: Stressors





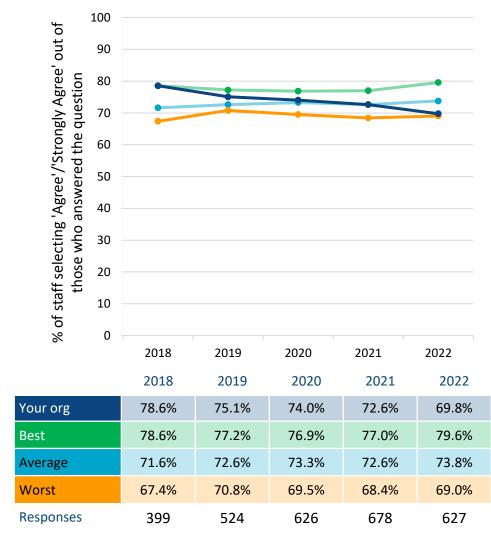








Q9a My immediate manager encourages me at work.





### Question not linked to People Promise elements or themes

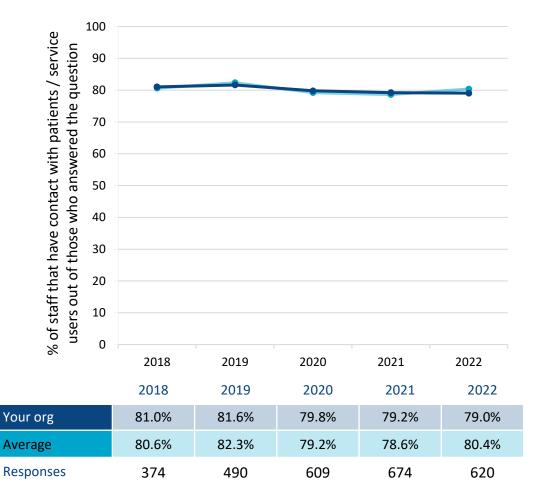
Questions included: Q1, Q10a, Q10b, Q10c, Q11e, Q16c, Q17, Q18a, Q18b, Q18c, Q18d, Q24d, Q30b

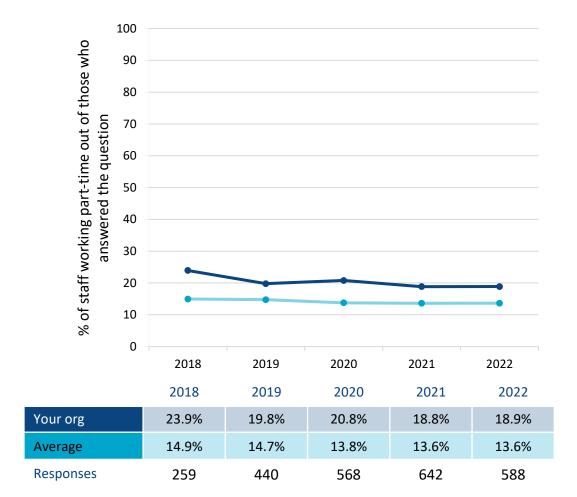
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.





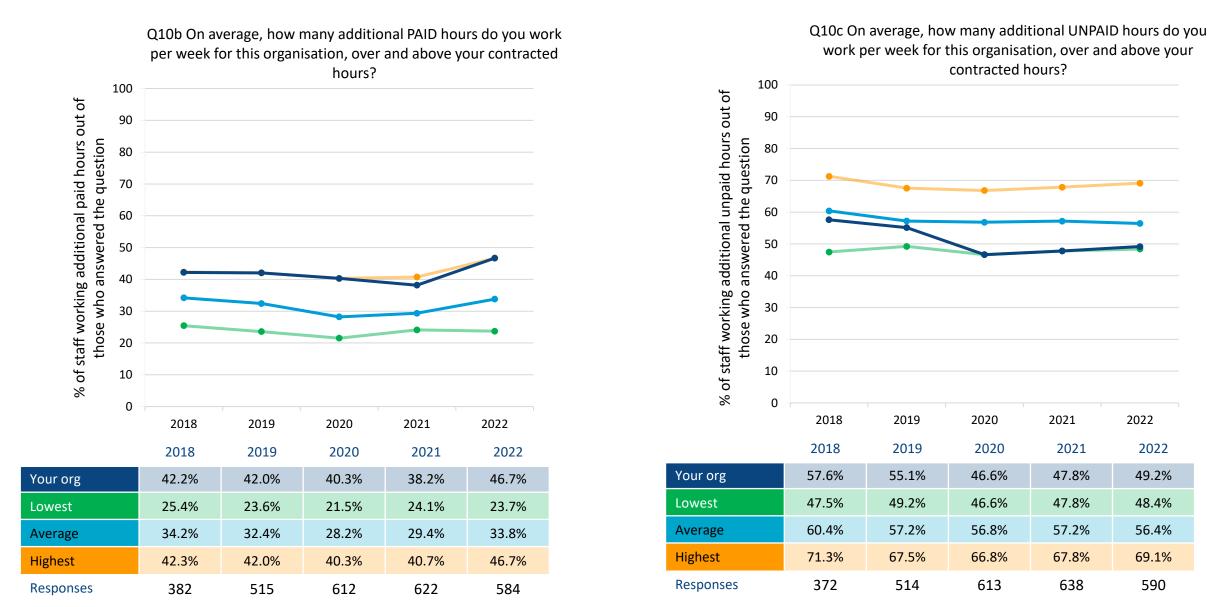
Q1 Do you have face-to-face, video or telephone contact with patients / service users as part of your job?





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





590

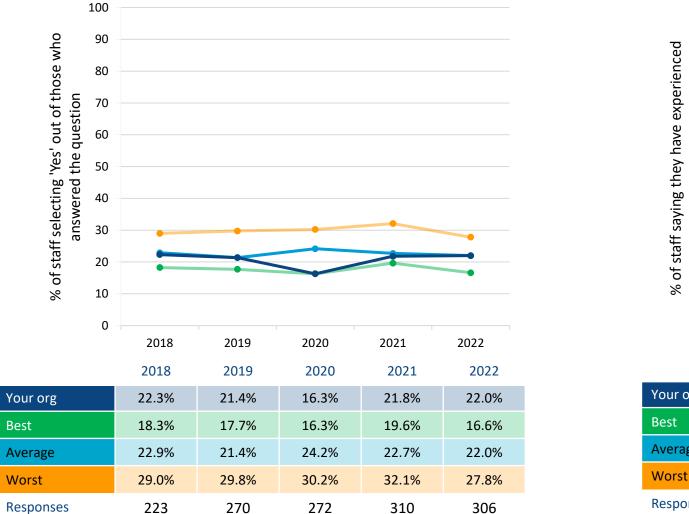


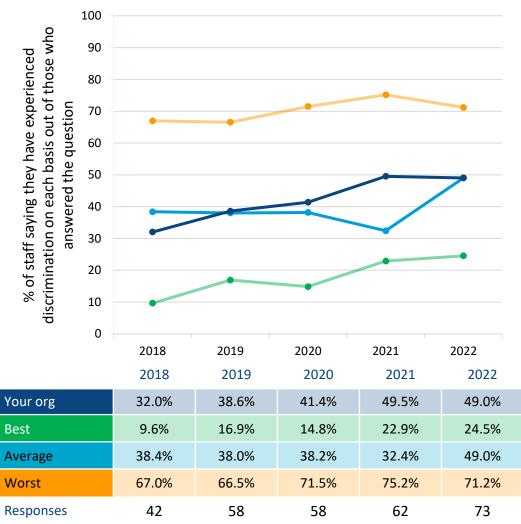


\*Q11e is only answered by staff who responded 'Yes' to Q11d.

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

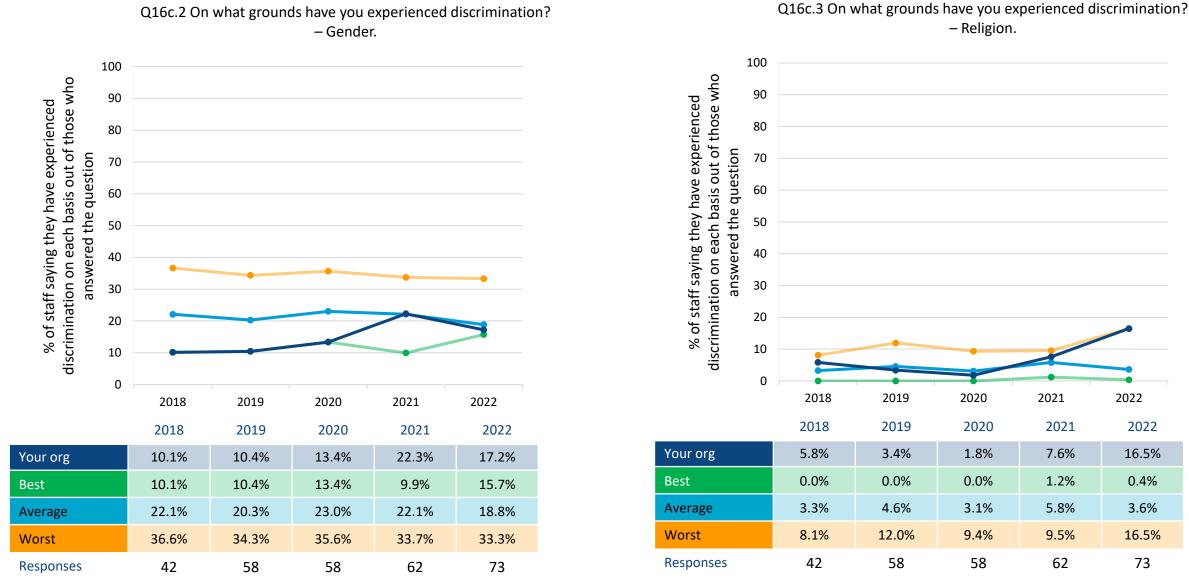
Q16c.1 On what grounds have you experienced discrimination? - Ethnic background.







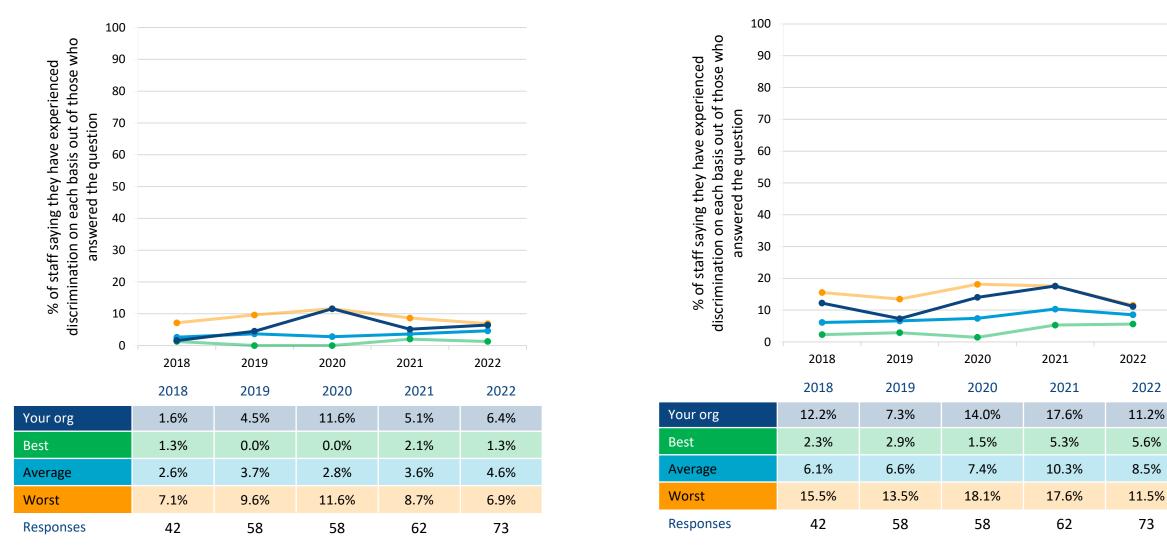






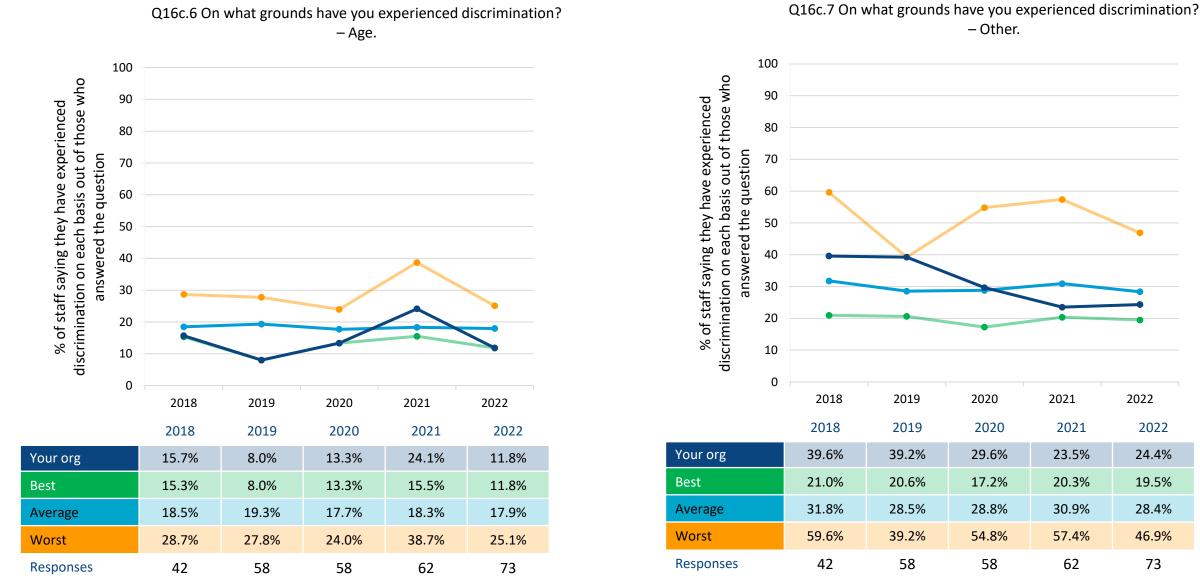
Q16c.4 On what grounds have you experienced discrimination? – Sexual orientation.

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



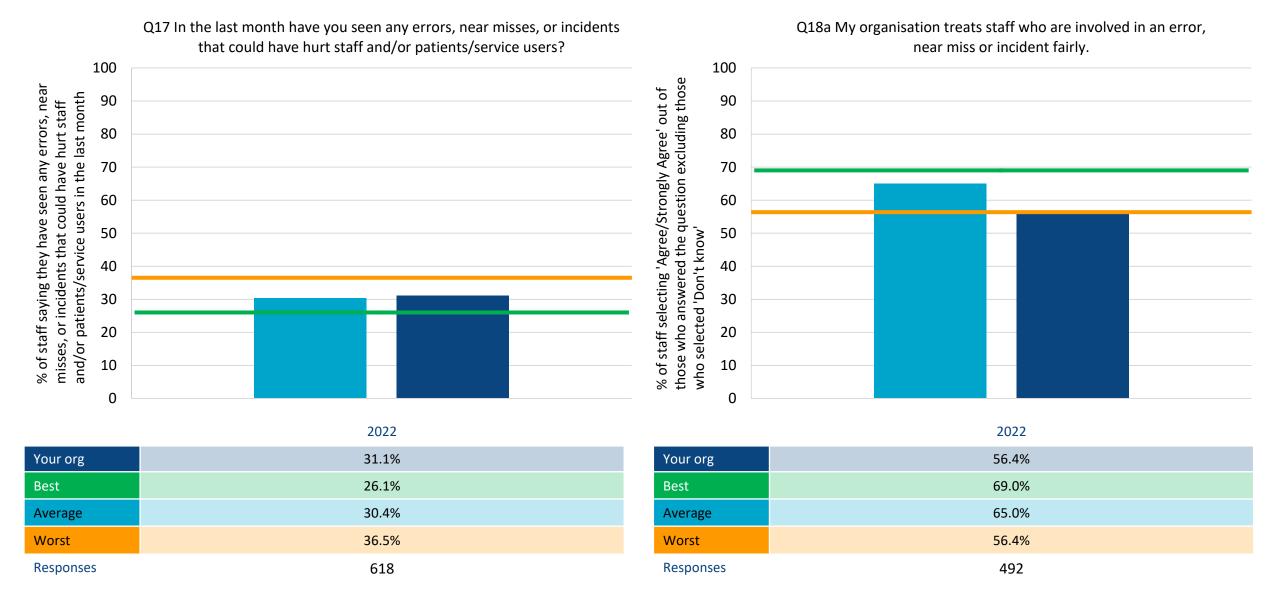
















Q18c When errors, near misses or incidents are reported, my organisation

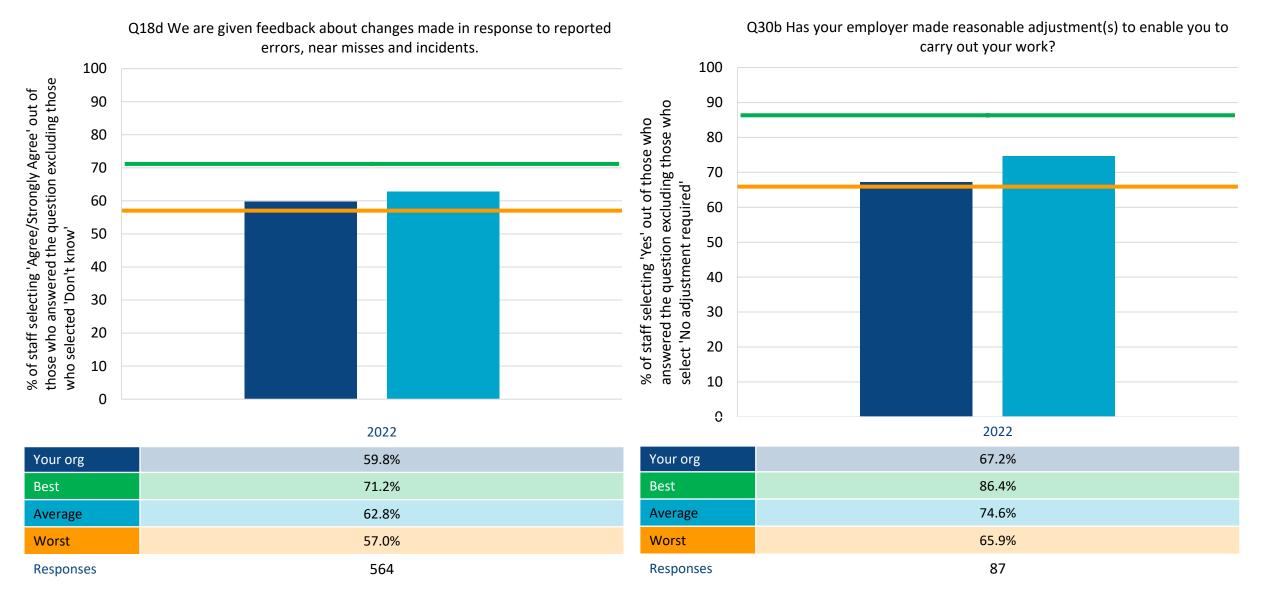
takes action to ensure that they do not happen again. incidents. those who answered the question excluding those those who answered the question excluding those % of staff selecting 'Agree/Strongly Agree' out of % of staff selecting 'Agree/Strongly Agree' out of who selected 'Don't know' who selected 'Don't know 

Your org	85.5%	Your org
Best	92.0%	Best
Average	88.3%	Average
Worst	85.5%	Worst
Responses	603	Responses

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

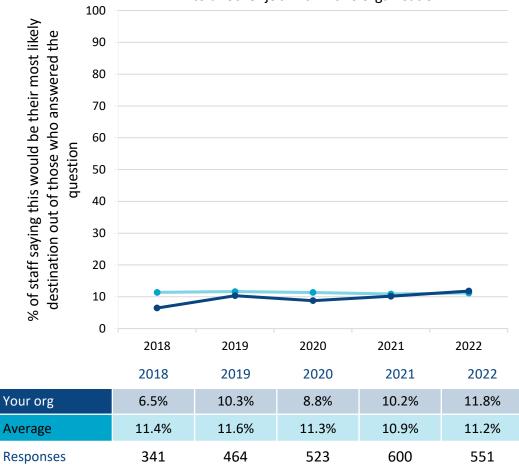
	2022
Your org	70.1%
Best	81.9%
Average	72.1%
Worst	66.8%
Responses	555



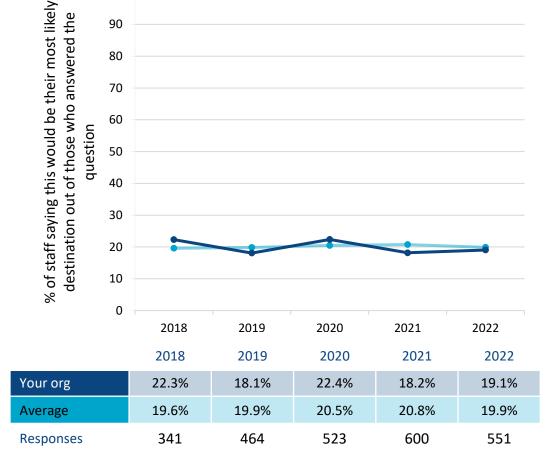




Q24d.1 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job within this organisation.

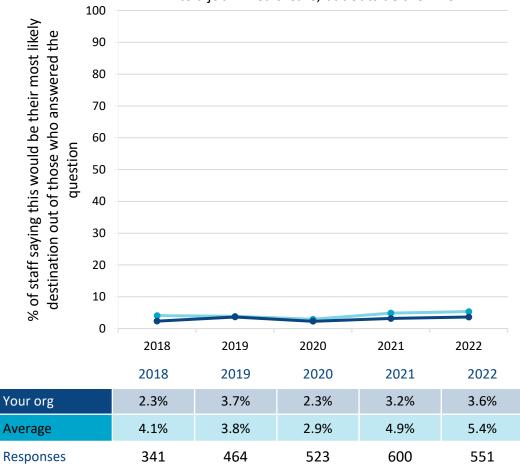


Q24d.2 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job in a different NHS Trust/organisation. 100 90 80 70 60 50 40 30





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.

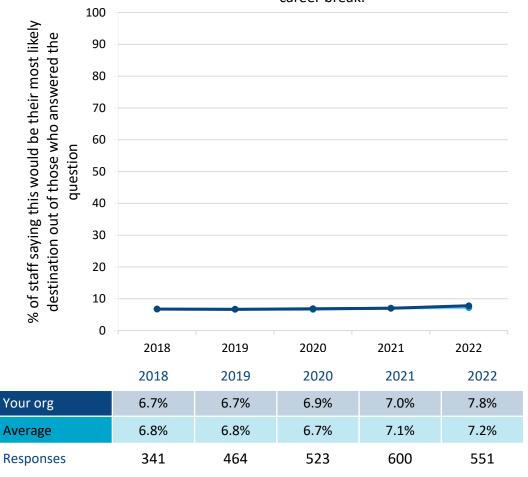


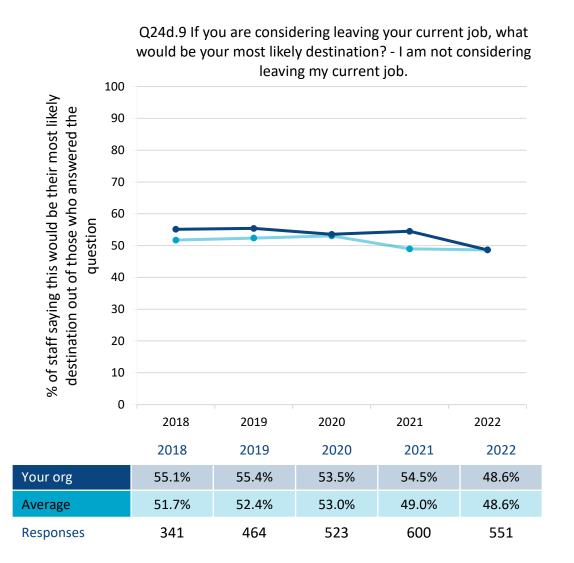
Q24d.4 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job outside healthcare. 100 % of staff saying this would be their most likely destination out of those who answered the 90 80 70 60 question 50 40 30 20 10 0 2018 2019 2020 2021 2022 2018 2019 2020 2021 2022 7.0% 5.8% 6.1% 7.0% 9.1% Your org 6.7% 6.6% 5.9% 9.0% Average 7.7% 523 551 Responses 341 464 600





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.





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# **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, 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 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months 5 14a 14b & 14c Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months 6 15 Percentage believing that their practice provides equal opportunities for career progression or promotion 7 In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues 8 16b

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)

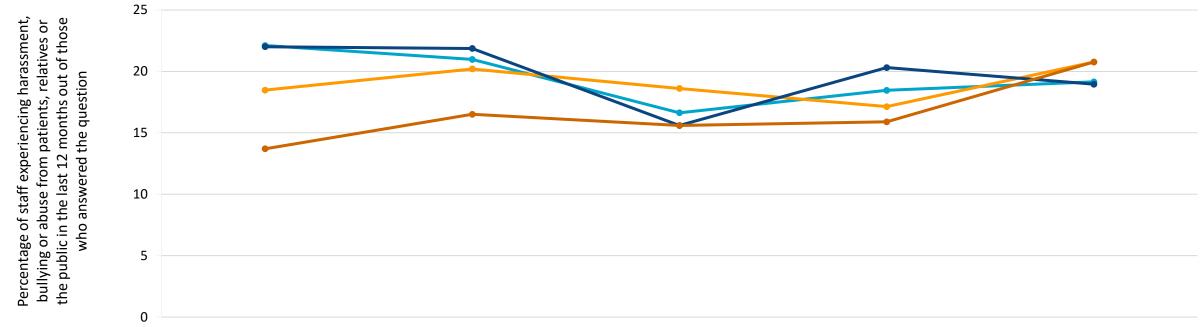
#### N.B.

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.



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

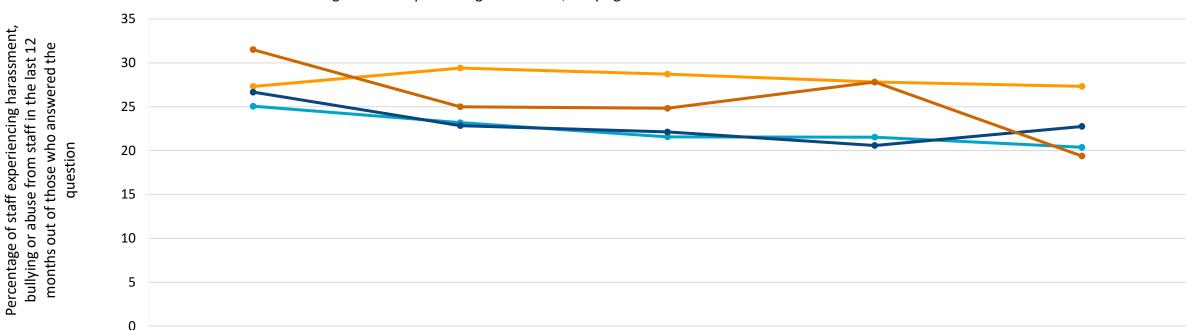


	2018	2019	2020	2021	2022
	2018	2019	2020	2021	2022
White staff: Your org	22.0%	21.9%	15.6%	20.3%	19.0%
All other ethnic groups*: Your org	13.7%	16.5%	15.6%	15.9%	20.8%
White staff: Average	22.1%	21.0%	16.6%	18.5%	19.2%
All other ethnic groups*: Average	18.5%	20.2%	18.6%	17.1%	20.8%
White staff: Responses	318	407	481	517	480
All other ethnic groups*: Responses	73	103	141	151	130

\*Staff from all other ethnic groups combined

## > Workforce Race Equality Standard (WRES)





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

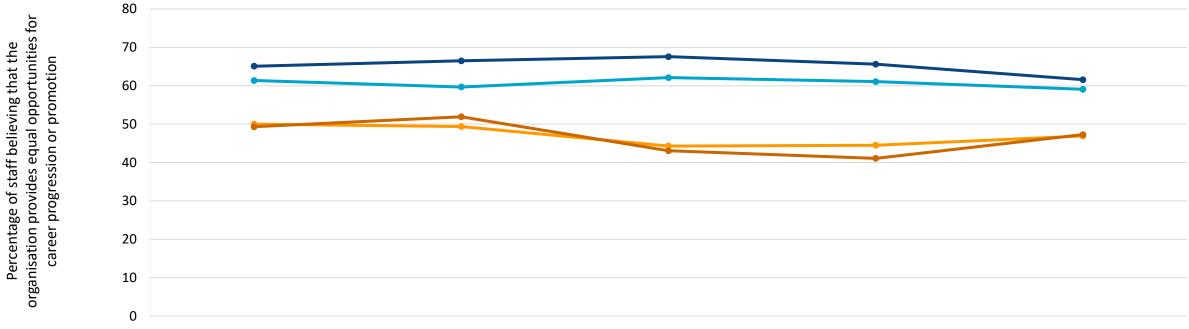
	2018	2019	2020	2021	2022
	2018	2019	2020	2021	2022
White staff: Your org	26.7%	22.9%	22.1%	20.6%	22.8%
All other ethnic groups*: Your org	31.5%	25.0%	24.8%	27.8%	19.4%
White staff: Average	25.1%	23.2%	21.6%	21.5%	20.4%
All other ethnic groups*: Average	27.3%	29.4%	28.7%	27.8%	27.3%
White staff: Responses	315	407	479	510	479
All other ethnic groups*: Responses	73	104	141	151	129

#### \*Staff from all other ethnic groups combined

## > Workforce Race Equality Standard (WRES)



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



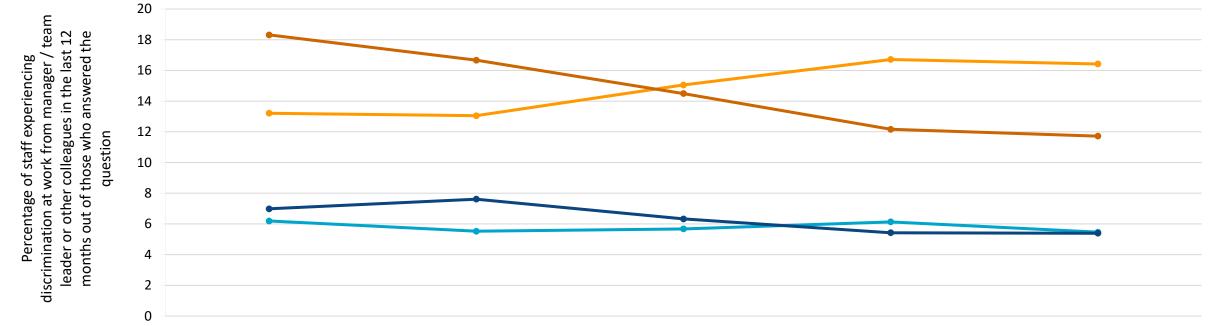
	2018	2019	2020	2021	2022
	2018	2019	2020	2021	2022
White staff: Your org	65.1%	66.5%	67.6%	65.6%	61.6%
All other ethnic groups*: Your org	49.3%	51.9%	43.1%	41.1%	47.3%
White staff: Average	61.4%	59.7%	62.1%	61.1%	59.1%
All other ethnic groups*: Average	50.0%	49.4%	44.3%	44.5%	46.9%
White staff: Responses	318	391	475	509	471
All other ethnic groups*: Responses	73	104	137	146	129

\*Staff from all other ethnic groups combined

## > Workforce Race Equality Standard (WRES)



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



	2018	2019	2020	2021	2022
	2018	2019	2020	2021	2022
White staff: Your org	7.0%	7.6%	6.3%	5.4%	5.4%
All other ethnic groups*: Your org	18.3%	16.7%	14.5%	12.2%	11.7%
White staff: Average	6.2%	5.5%	5.7%	6.1%	5.5%
All other ethnic groups*: Average	13.2%	13.0%	15.0%	16.7%	16.4%
White staff: Responses	315	407	474	516	482
All other ethnic groups*: Responses	71	102	138	148	128

\*Staff from all other ethnic groups combined



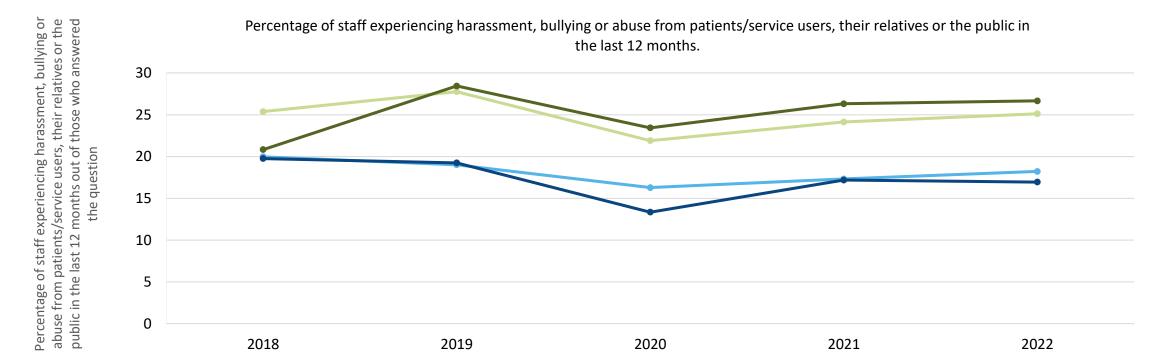


#### N.B.

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.

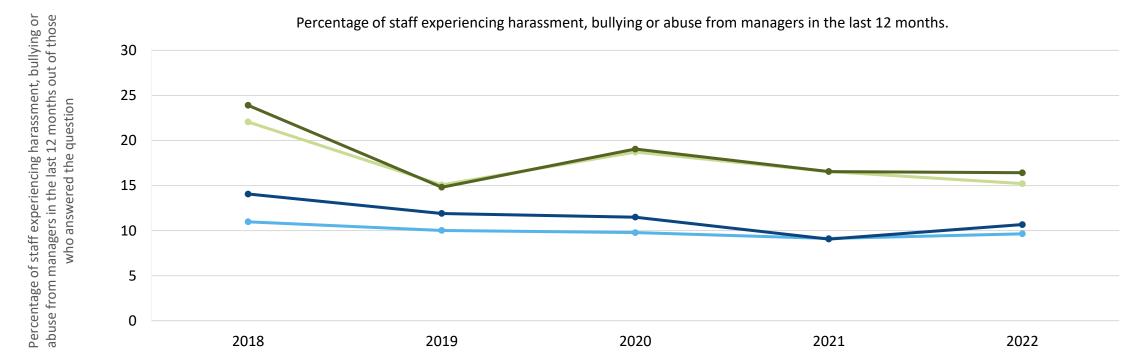
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.





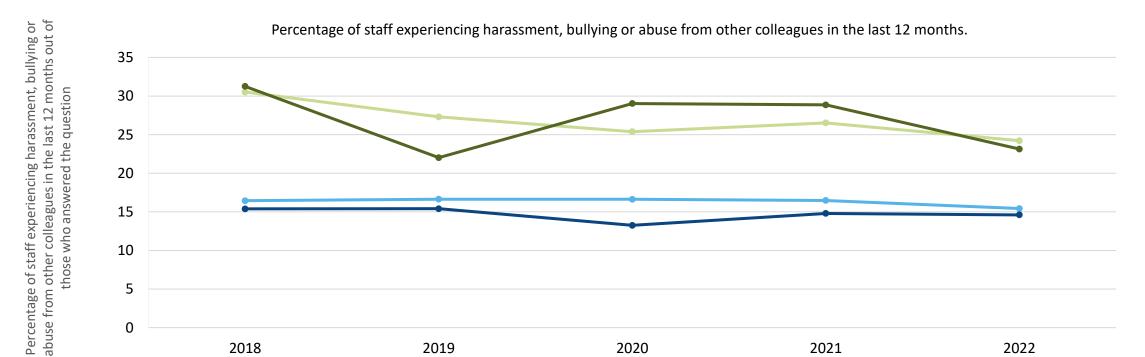
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	20.8%	28.4%	23.4%	26.3%	26.7%
Staff without a LTC or illness: Your org	19.8%	19.2%	13.3%	17.2%	16.9%
Staff with a LTC or illness: Average	25.4%	27.8%	21.9%	24.1%	25.1%
Staff without a LTC or illness: Average	20.0%	19.0%	16.3%	17.3%	18.2%
Staff with a LTC or illness: Responses	48	109	128	152	135
Staff without a LTC or illness: Responses	253	395	472	518	484





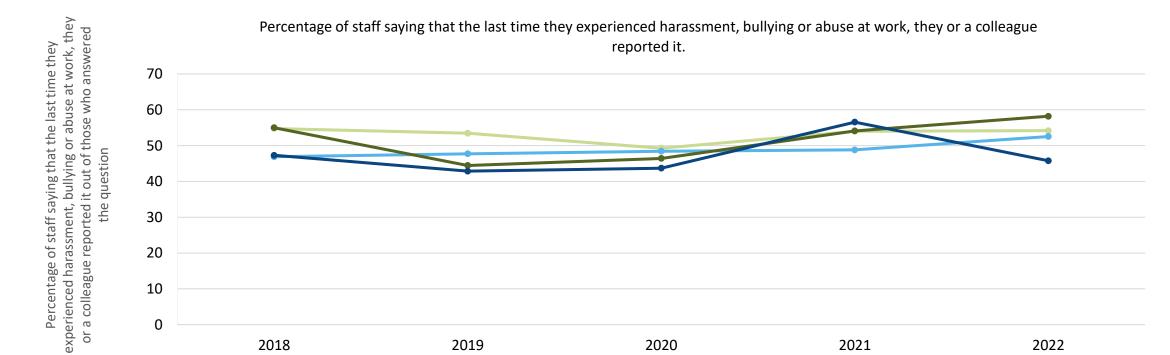
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	23.9%	14.8%	19.0%	16.6%	16.4%
Staff without a LTC or illness: Your org	14.1%	11.9%	11.5%	9.1%	10.7%
Staff with a LTC or illness: Average	22.1%	15.1%	18.7%	16.6%	15.2%
Staff without a LTC or illness: Average	11.0%	10.0%	9.8%	9.1%	9.6%
Staff with a LTC or illness: Responses	46	108	126	151	134
Staff without a LTC or illness: Responses	249	395	470	508	478





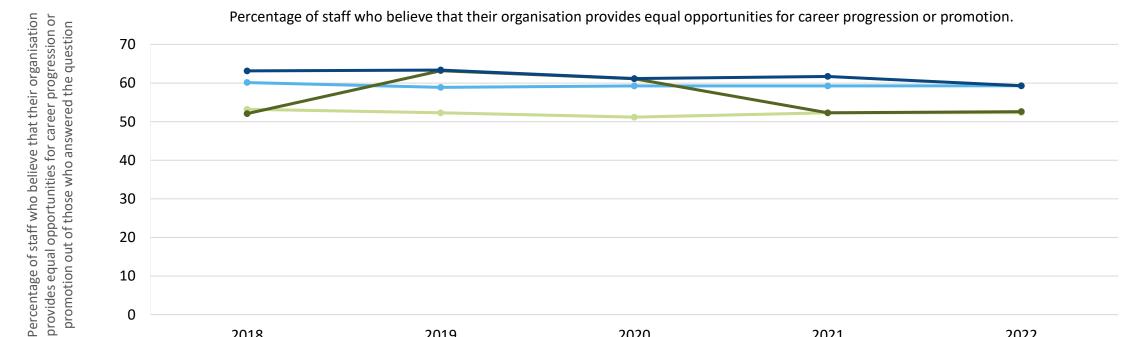
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	31.3%	22.0%	29.0%	28.9%	23.1%
Staff without a LTC or illness: Your org	15.4%	15.4%	13.2%	14.8%	14.6%
Staff with a LTC or illness: Average	30.5%	27.3%	25.4%	26.5%	24.2%
Staff without a LTC or illness: Average	16.4%	16.6%	16.6%	16.5%	15.4%
Staff with a LTC or illness: Responses	48	109	124	149	134
Staff without a LTC or illness: Responses	247	396	468	507	479





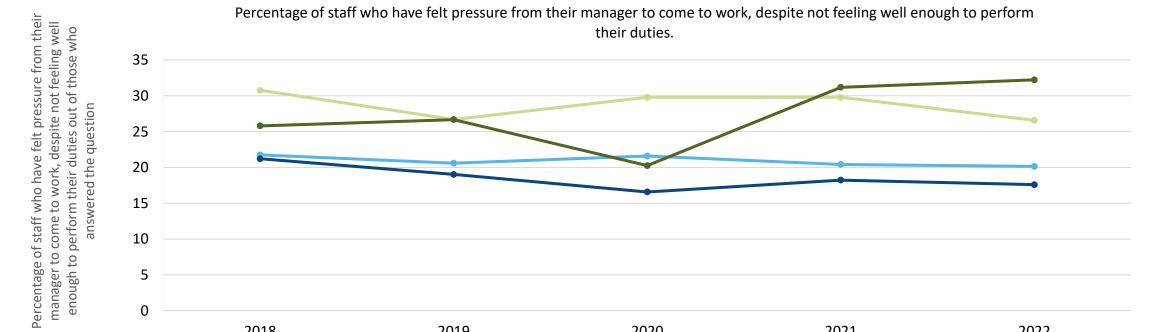
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	55.0%	44.4%	46.4%	54.1%	58.2%
Staff without a LTC or illness: Your org	47.3%	42.9%	43.7%	56.6%	45.8%
Staff with a LTC or illness: Average	54.8%	53.4%	49.3%	54.0%	54.2%
Staff without a LTC or illness: Average	46.9%	47.7%	48.4%	48.8%	52.5%
Staff with a LTC or illness: Responses	20	45	56	61	55
Staff without a LTC or illness: Responses	74	112	103	122	118





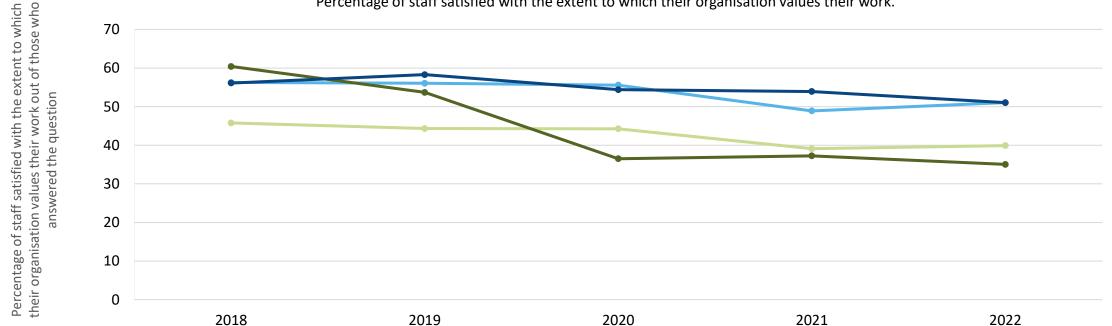
E =	2018	2019	2020	2021	2022
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	52.1%	63.2%	61.1%	52.3%	52.6%
Staff without a LTC or illness: Your org	63.1%	63.4%	61.2%	61.7%	59.3%
Staff with a LTC or illness: Average	53.2%	52.3%	51.2%	52.3%	52.3%
Staff without a LTC or illness: Average	60.1%	58.9%	59.3%	59.3%	59.3%
Staff with a LTC or illness: Responses	48	106	126	153	135
Staff without a LTC or illness: Responses	255	385	466	504	474





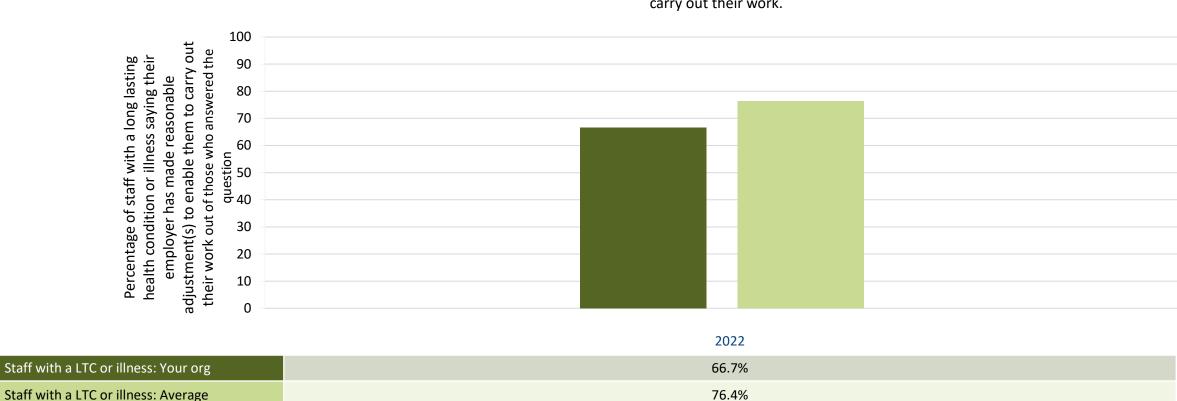
_	2018	2019	2020	2021	2022
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	25.8%	26.7%	20.3%	31.2%	32.2%
Staff without a LTC or illness: Your org	21.2%	19.0%	16.6%	18.2%	17.6%
Staff with a LTC or illness: Average	30.8%	26.7%	29.8%	29.8%	26.6%
Staff without a LTC or illness: Average	21.7%	20.6%	21.6%	20.4%	20.1%
Staff with a LTC or illness: Responses	31	75	79	93	90
Staff without a LTC or illness: Responses	132	184	175	214	216





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	60.4%	53.7%	36.5%	37.3%	35.0%
Staff without a LTC or illness: Your org	56.1%	58.3%	54.4%	53.9%	51.0%
Staff with a LTC or illness: Average	45.8%	44.3%	44.3%	39.1%	39.9%
Staff without a LTC or illness: Average	56.3%	56.1%	55.6%	48.9%	51.0%
Staff with a LTC or illness: Responses	48	108	126	153	137
Staff without a LTC or illness: Responses	253	398	467	510	484



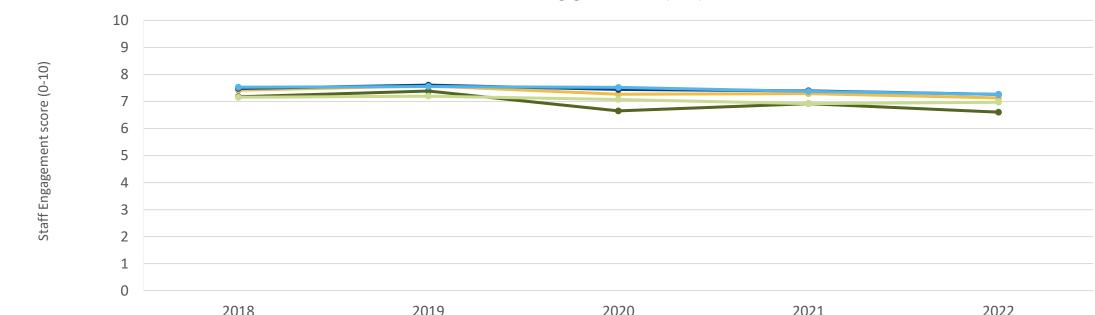
Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.

87

Staff with a LTC or illness: Responses







Staff engagement score (0-10)

	2018	2019	2020	2021	2022
	2018	2019	2020	2021	2022
Organisation average	7.4	7.6	7.3	7.3	7.1
Staff with a LTC or illness: Your org	7.2	7.4	6.7	6.9	6.6
Staff without a LTC or illness: Your org	7.5	7.6	7.4	7.4	7.3
Staff with a LTC or illness: Average	7.2	7.2	7.1	6.9	7.0
Staff without a LTC or illness: Average	7.5	7.6	7.5	7.4	7.3
Staff with a LTC or illness: Responses	48	109	127	154	138
Staff without a LTC or illness: Responses	253	398	472	519	485

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





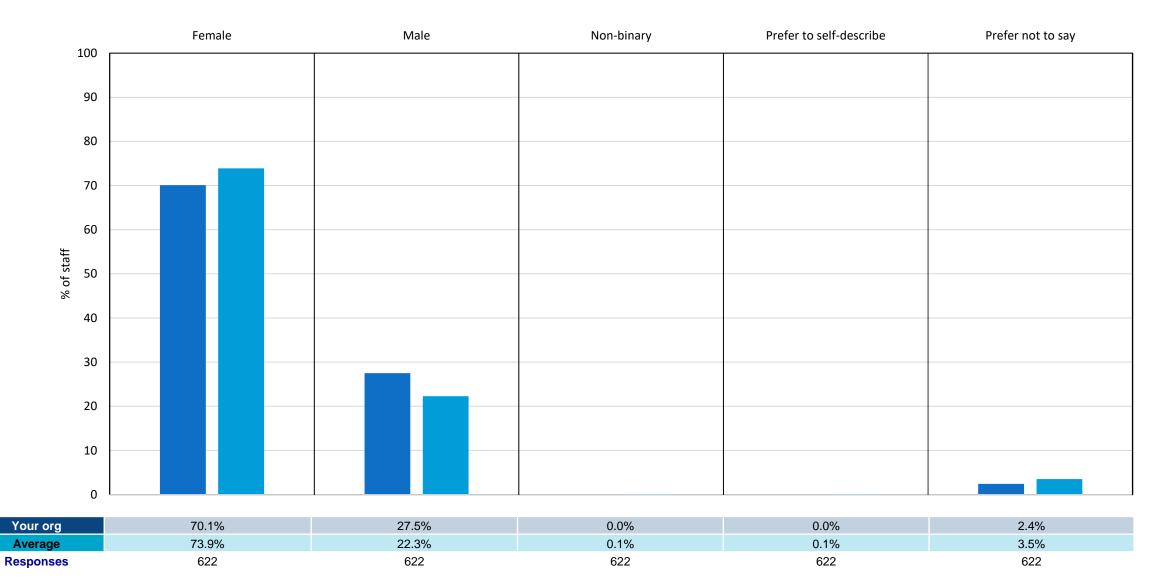
# **About your respondents**

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.

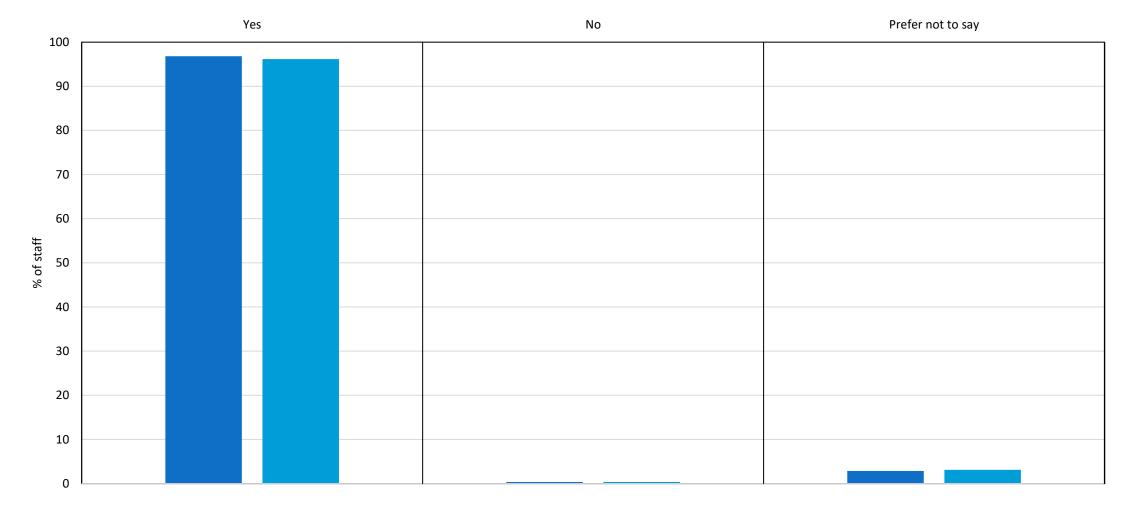
### **Background details - Gender**





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

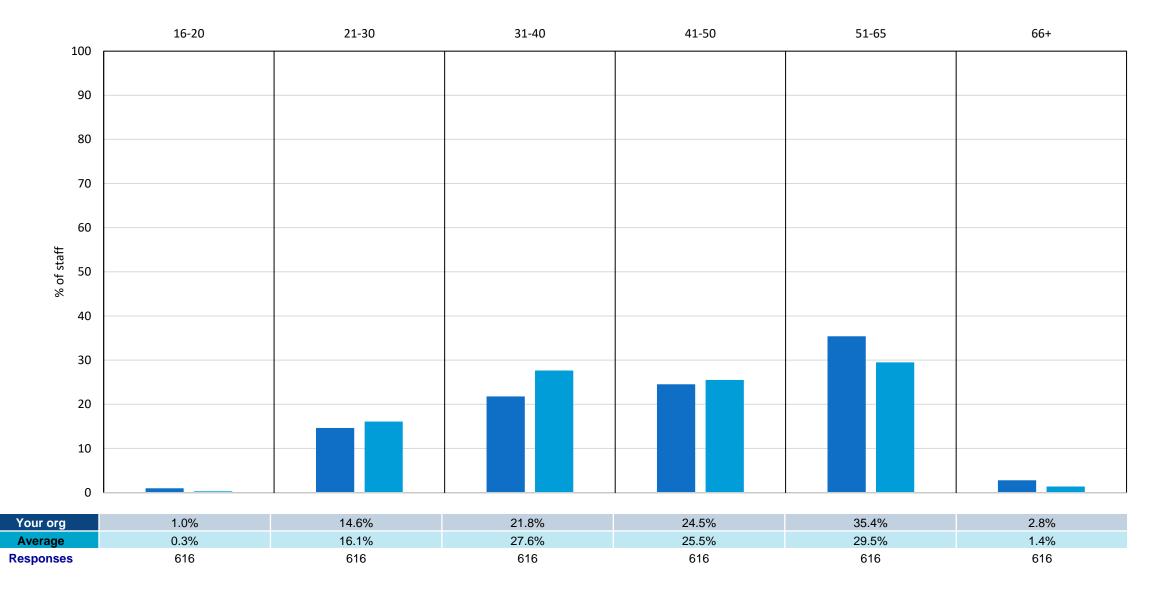




Your org	96.8%	0.4%	2.9%
Average	96.2%	0.3%	3.1%
Responses	561	561	561

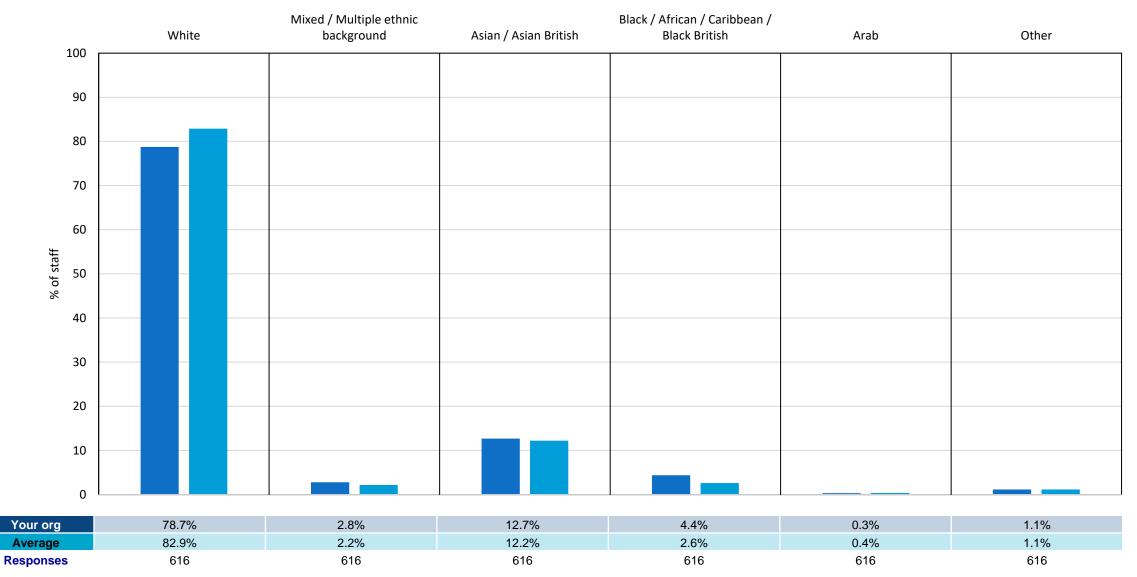
## **Background details - Age**





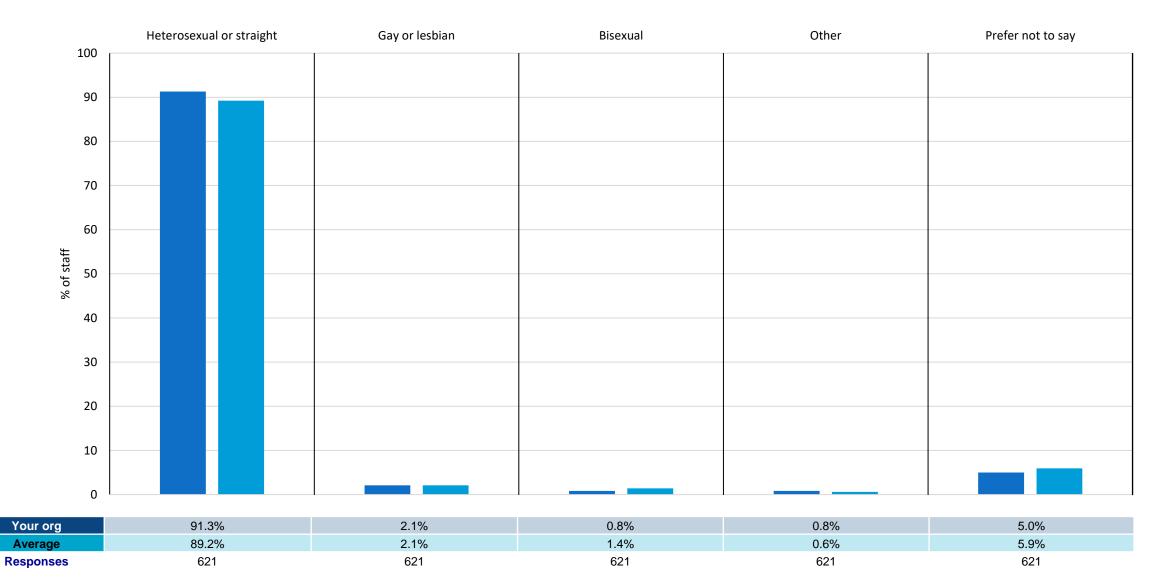
### Background details - Ethnicity





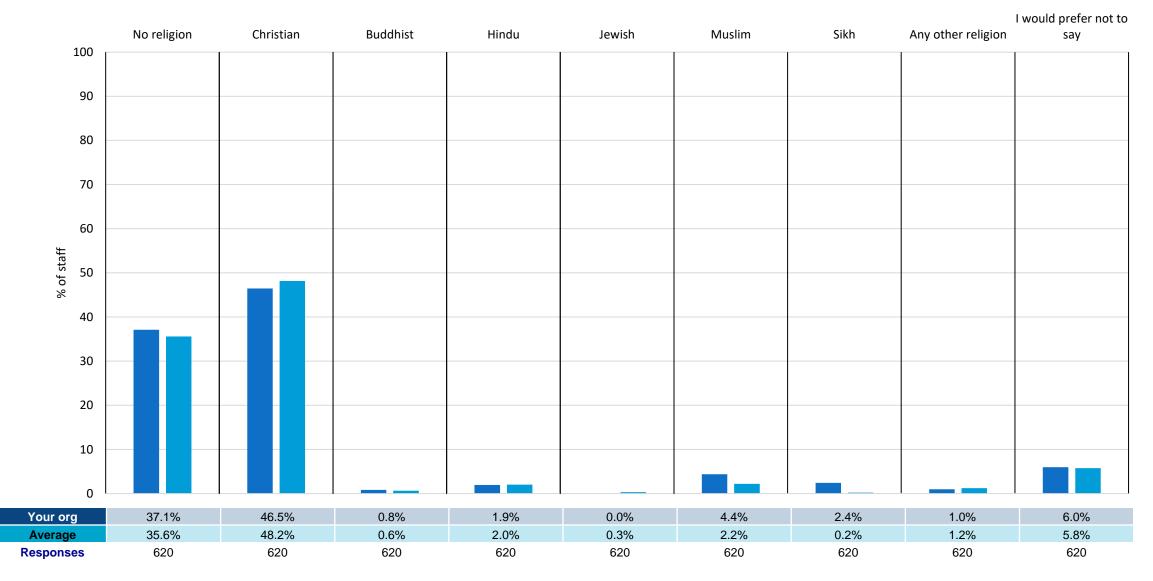
### Background details – Sexual orientation



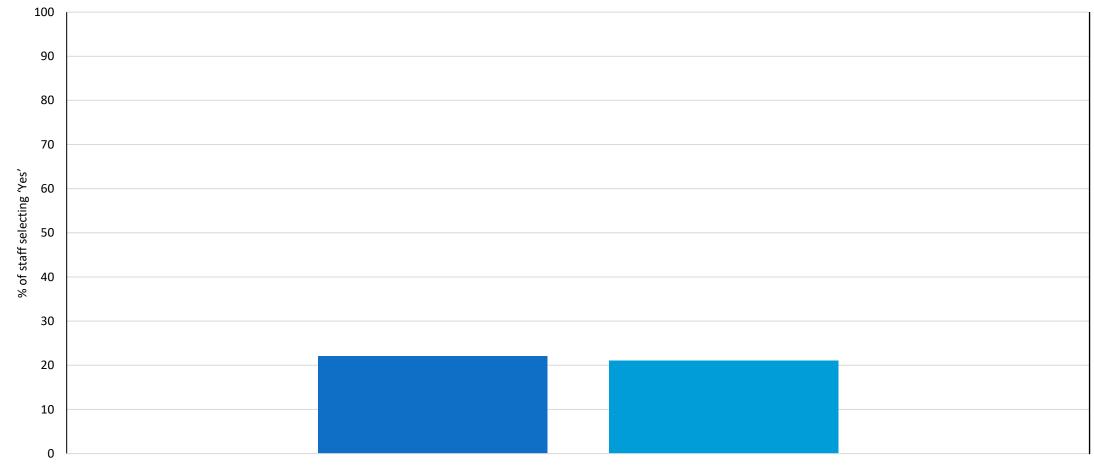


### **Background details - Religion**





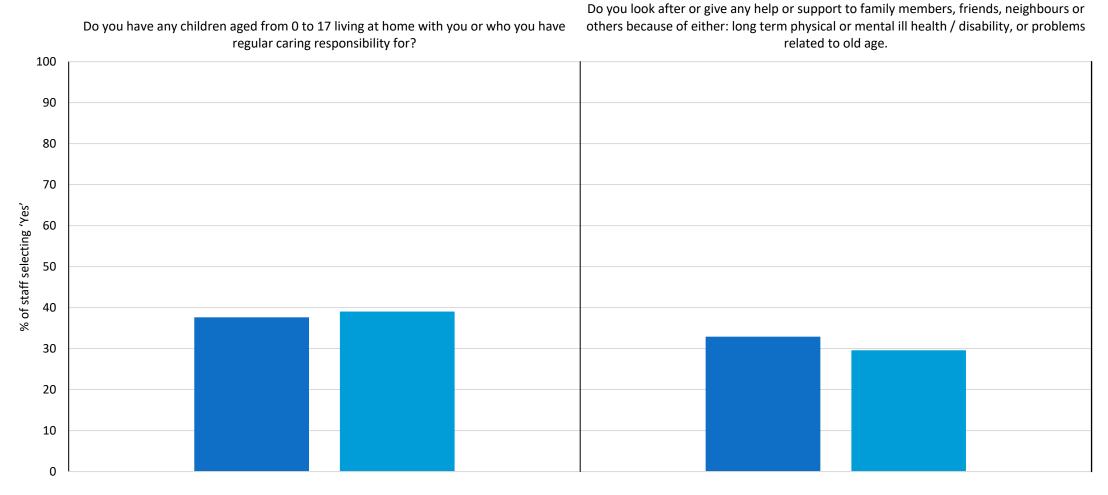




Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

Your org	22.1%
Average	21.0%
Responses	625

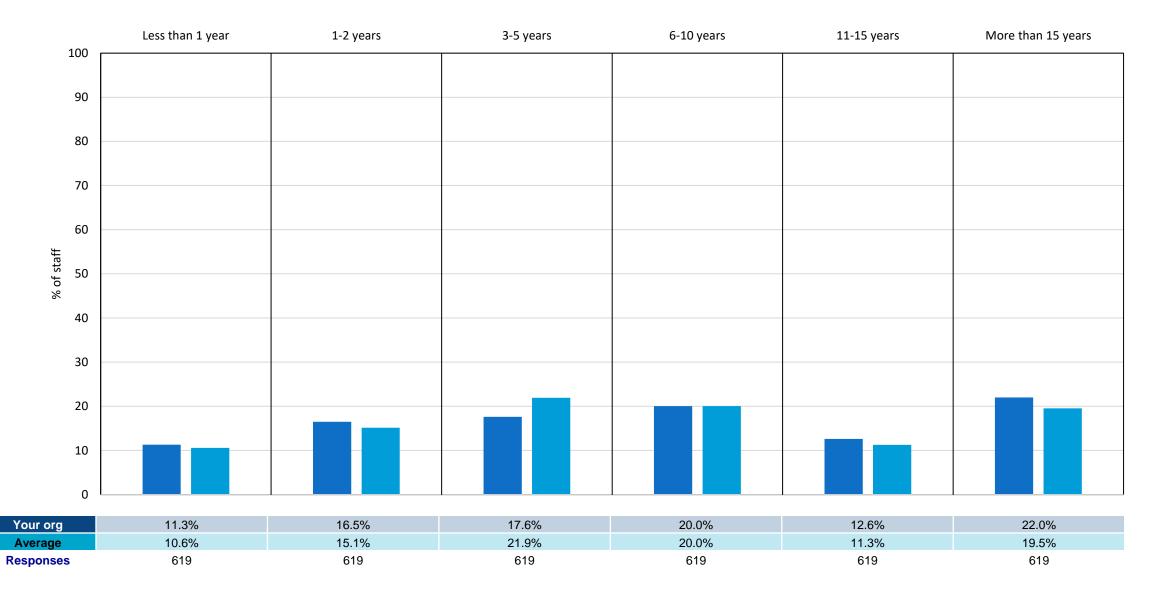




Your org	37.6%	32.9%
Average	39.0%	29.6%
Responses	622	617

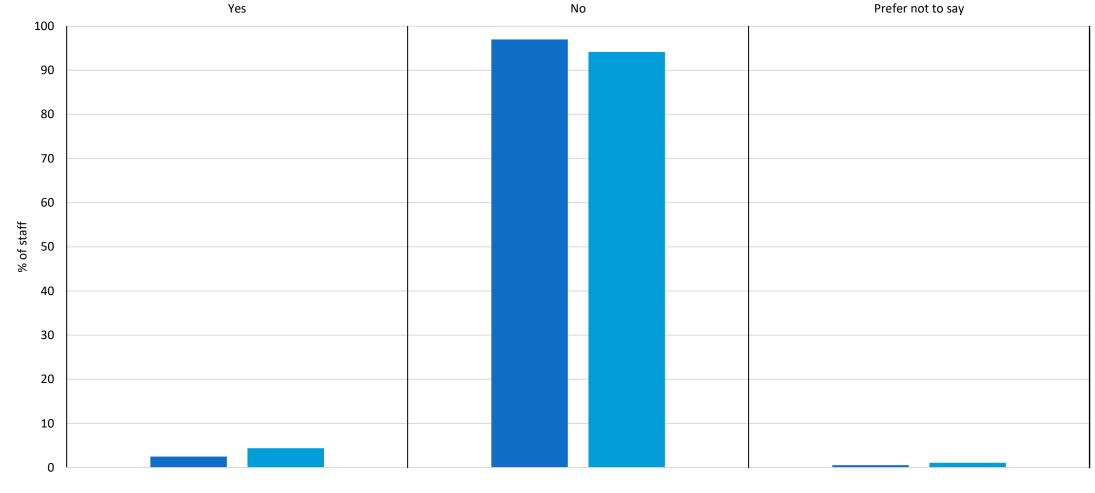
### Background details – Length of service





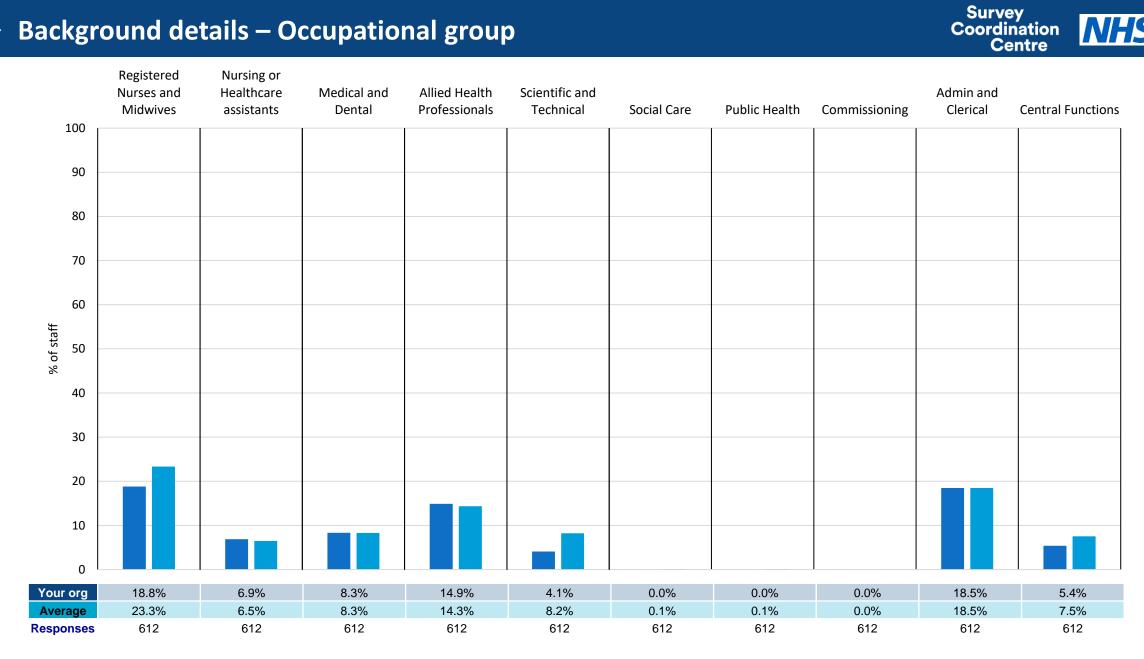
### Background details — When you joined this organisation were you recruited from outside of the UK?





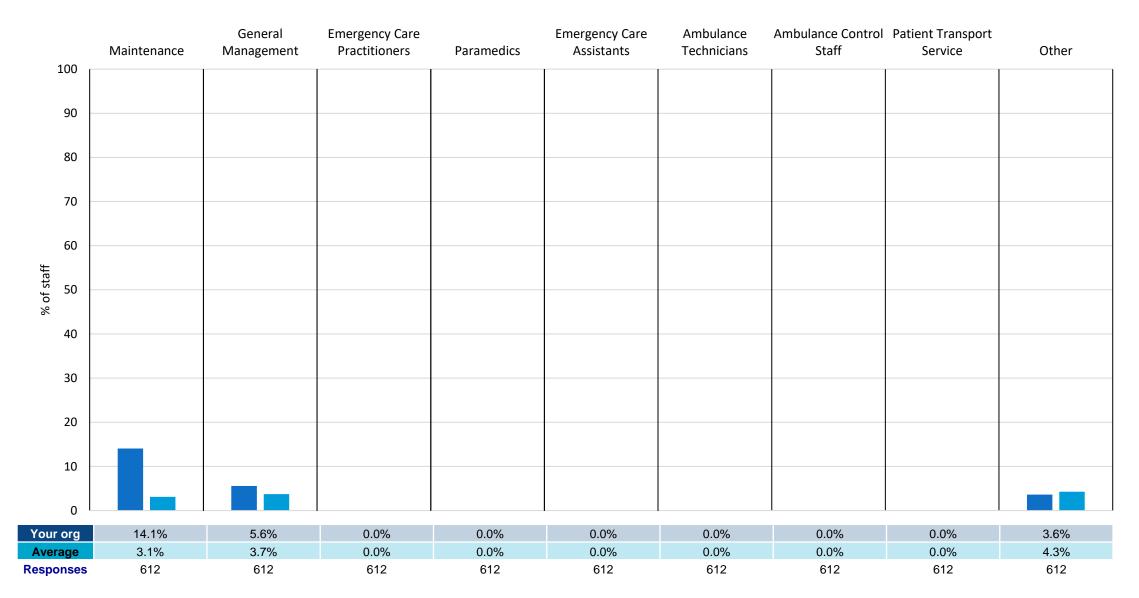
Your org	2.5%	97.0%	0.5%
Average	4.4%	94.2%	1.1%
Responses	563	563	563

### **Background details – Occupational group**



### Background details – Occupational group





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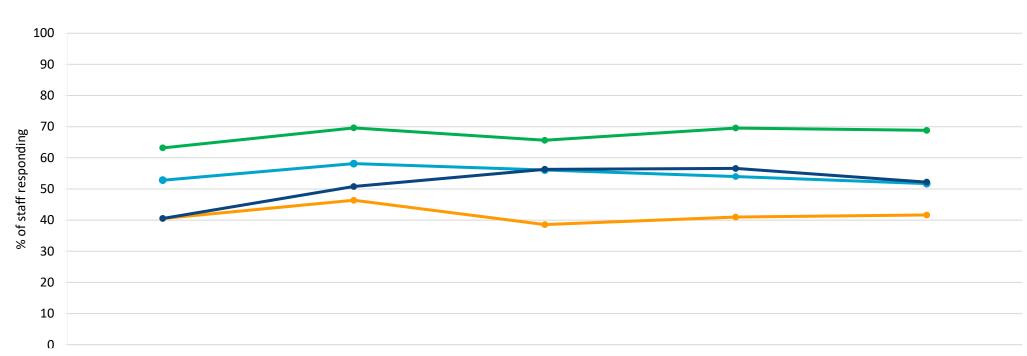


# Appendices





# **Appendix A: Response rate**



Response rate	

U					
	2018	2019	2020	2021	2022
Your org	40.5%	50.8%	56.3%	56.6%	52.2%
Highest	63.2%	69.6%	65.6%	69.6%	68.8%
Average	52.8%	58.1%	56.1%	54.0%	51.7%
Lowest	40.5%	46.3%	38.6%	41.0%	41.6%
Responses	401	524	631	684	630

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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	7.6	681	7.5	629	Not significant
We are recognised and rewarded	6.2	675	6.0	628	Not significant
We each have a voice that counts	7.1	665	6.9	616	Not significant
We are safe and healthy	6.4	665	6.4	620	Not significant
We are always learning	5.6	604	5.4	584	Not significant
We work flexibly	6.5	668	6.4	626	Not significant
We are a team	6.9	674	6.8	628	Not significant
Themes					
Staff Engagement	7.3	681	7.1	628	Not significant
Morale	6.2	680	6.1	629	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.

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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 <u>Staff</u> <u>Survey website</u>.



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.

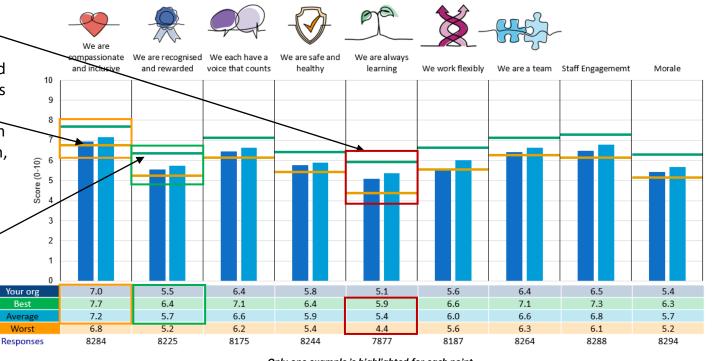
It is important to **consider each result within the range of its benchmarking group 'Best' and 'Worst' scores**, rather than comparing People Promise element and theme scores to one another. Comparing organisation scores to the benchmarking group average is another important point of reference.

#### 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



#### **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.

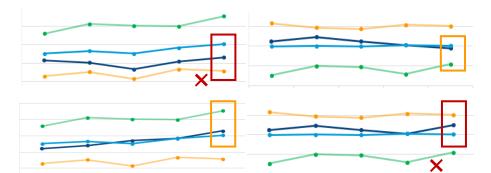


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

#### 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

### Appendix C: 3. Reviewing question results



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.

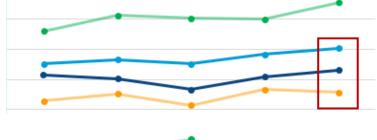
#### Identifying questions of interest

#### > 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.

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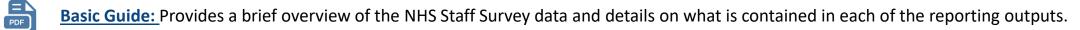
Appendix D: Additional reporting outputs

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.



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





<u>Technical Document</u>: 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 The Royal Orthopaedic Hospital NHS Foundation 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.



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