



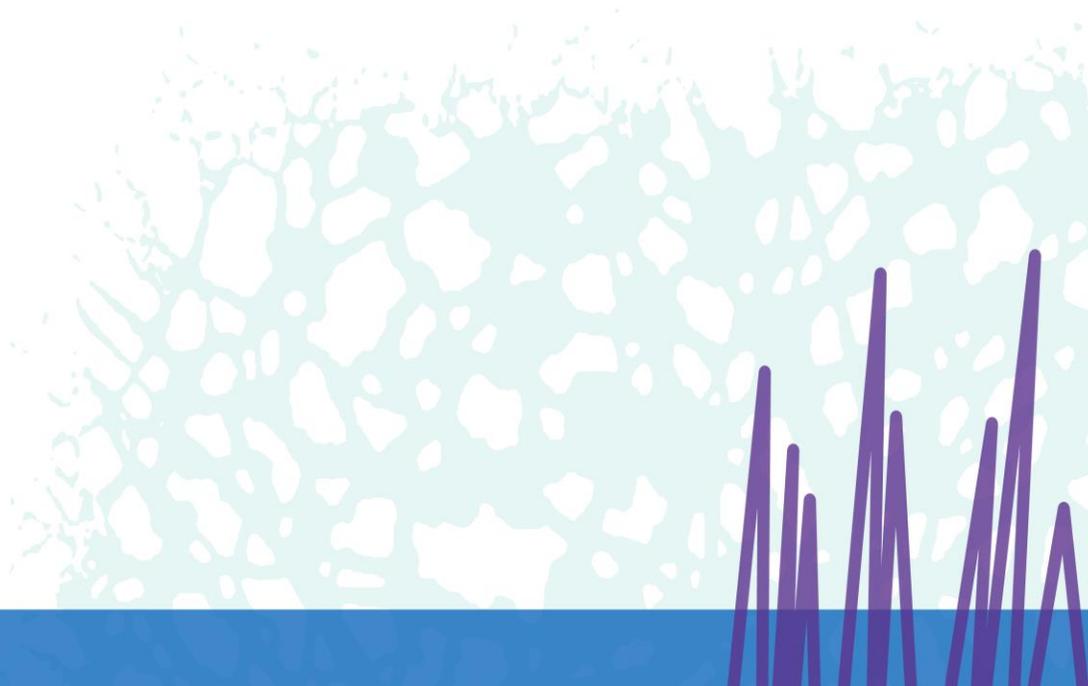
Royal Papworth Hospital  
NHS Foundation Trust

# Q4 Pulse Survey

## Overview of Results

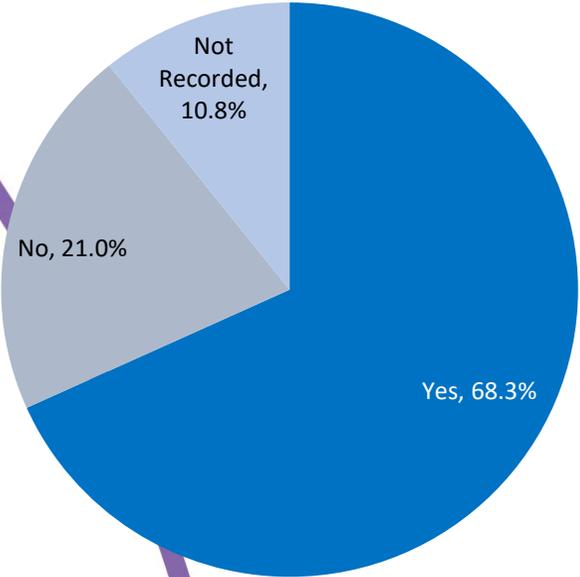
ROYAL PAPWORTH HOSPITAL NHS  
FOUNDATION TRUST

February 2023

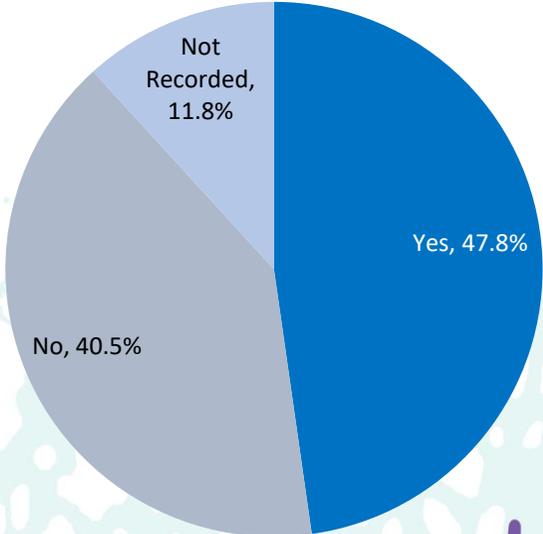


Core Questions	20/21 Q2 (510)	20/21 Q4 (349)	21/22 Q1 (214)	21/22 Q2 (152)	21/22 Q4 (290)	22/23 Q1 (196)	22/23 Q4 (400)
Regular One to One	48.4%	55.9%	70%	61%	66%	75%	63%
Regular Team Meetings	50.8%	55.9%	70%	68%	68%	76%	69%
Staff communication on issues that are important to you	59.6%	62.8%	78%	68%	66%	75%	66%
Sufficient resources to undertake your role	66.9%	69.1%	65%	61%	62%	62%	62%
Planning to stay working with the Trust for the next 12 months	54.9%	54.4%	53.3%	49%	56%	58%	56%
Wellbeing is considered	54.3%	61%	74.5%	72%	64%	65%	56%
Mental Health wellbeing is considered	54.3%	60.7%	63.6%	60%	64%	65%	57%
Recommender as a place to work	70%	70%	66%	67%	74%	70%	59%
Recommender as a place to be treated	92%	96%	90%	89%	90%	86%	85%
Able to raise concerns	67%	71%	77%	76%	75%	78%	70%

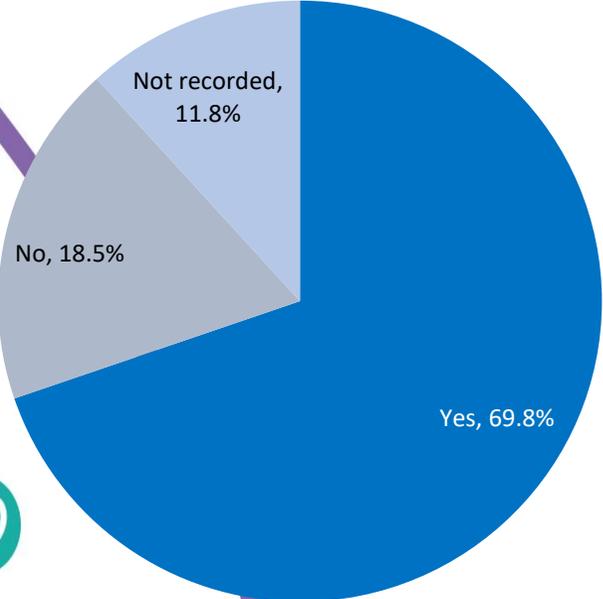
**Do you feel that your opinions are listened to by your line manager? All Staff (400)**



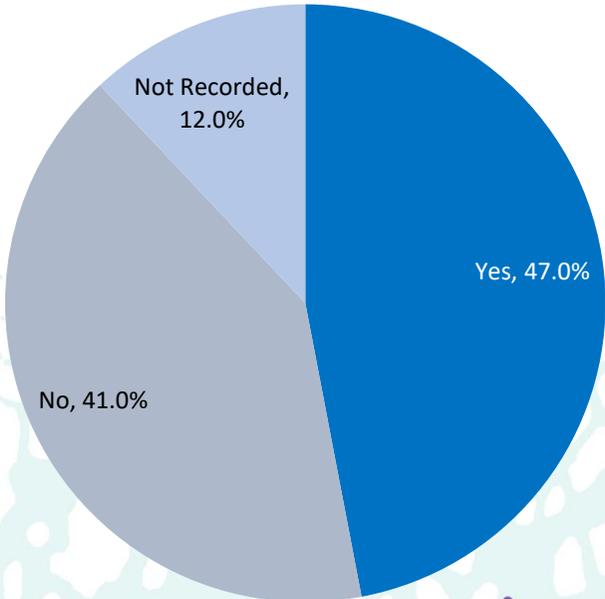
**Do you feel that your opinions are listened to by the senior management and leadership team? All Staff (400)**



### Do you feel able to raise concerns? All Staff (400)



### Do you feel that concerns you raise are acted on? All Staff (400)



## Themes in the feedback:

- Lots of positive comments about culture, standards of care, expertise, team working
- Areas of concern raised particularly from nursing staff were:
  - Staffing levels
  - Over work
  - Not feeling listened to
  - Lack of progression
  - Bullying culture
  - Poor management practices
  - Not able to take breaks



## Feedback on Health and Wellbeing Support:

- The discounted restaurant food is very appreciated and should be continued in 23/24
- Requests for free car parking
- Requests for the Cambridge congestion charge to be resisted by the Trust
- Improved pay
- Requests for improved rest facilities
- Wellbeing support not addressing causes of stress and pressure ie staffing levels and work pressure
- Suggestions for other service eg massage, weight management, health check ups
- Make the hardship fund easier to access
- Greater access to home working

