

## Appendix 2

**Key:**

100.0%
3% > better than 2022
3% > worse than 2022
In between

			2023 Results		2022 Results			
Ethnicity summary (q28)			White	Mixed/ Multiple ethnic groups, Asian/ Asian British, Black/ African/ Caribbean/ Black British, Other ethnic groups	White	Mixed/ Multiple ethnic groups, Asian/ Asian British, Black/ African/ Caribbean/ Black British, Other ethnic groups	2023 Difference in scores between white and ethnic minority staff.	2022 Difference in scores between white and ethnic minority staff.
Section	Q	Description	n = 890	n = 270	n = 945	n = 252		
YOUR JOB	q2a	Often/always look forward to going to work	52.48%	65.41%	50.74%	60.89%	12.94%	10.14%
	q2b	Often/always enthusiastic about my job	65.84%	74.52%	63.87%	70.28%	8.69%	6.41%
	q2c	Time often/always passes quickly when I am working	73.79%	72.08%	72.93%	72.18%	-1.71%	-0.75%
	q3a	Always know what work responsibilities are	85.17%	92.22%	86.53%	90.00%	7.05%	3.47%
	q3b	Feel trusted to do my job	88.16%	92.22%	88.67%	90.87%	4.06%	2.21%
	q3c	Opportunities to show initiative frequently in my role	71.51%	70.63%	71.76%	66.14%	-0.88%	-5.63%
	q3d	Able to make suggestions to improve the work of my team/dept	74.07%	68.28%	72.59%	66.27%	-5.79%	-6.32%
	q3e	Involved in deciding changes that affect work	54.67%	47.76%	48.25%	45.63%	-6.91%	-2.62%
	q3f	Able to make improvements happen in my area of work	55.79%	56.67%	51.80%	51.59%	0.87%	-0.21%
	q3g	Able to meet conflicting demands on my time at work	42.68%	55.76%	38.14%	49.21%	13.08%	11.07%
	q3h	Have adequate materials, supplies and equipment to do my work	59.73%	72.86%	60.63%	67.46%	13.13%	6.83%
	q3i	Enough staff at organisation to do my job properly	28.72%	32.34%	22.25%	25.90%	3.63%	3.65%
	q4a	Satisfied with recognition for good work	54.74%	54.48%	51.28%	48.40%	-0.26%	-2.88%

	q4b	Satisfied with extent organisation values my work	47.46%	50.37%	42.14%	48.21%	2.92%	6.06%
	q4c	Satisfied with level of pay	29.95%	27.88%	24.44%	21.03%	-2.07%	-3.41%
	q4d	Satisfied with opportunities for flexible working patterns	63.63%	62.78%	56.20%	53.78%	-0.84%	-2.42%
	q5a	Have realistic time pressures	25.56%	23.70%	24.76%	22.71%	-1.86%	-2.05%
	q5b	Have a choice in deciding how to do my work	57.82%	42.22%	52.97%	42.63%	-15.60%	-10.34%
	q5c	Relationships at work are unstrained	48.71%	41.48%	42.36%	31.87%	-7.22%	-10.48%
	q6a	Feel my role makes a difference to patients/service users	88.82%	89.55%	87.99%	89.20%	0.73%	1.21%
	q6b	Organisation is committed to helping balance work and home life	51.35%	59.70%	44.23%	53.17%	8.35%	8.94%
	q6c	Achieve a good balance between work and home life	56.64%	58.43%	49.52%	54.76%	1.78%	5.24%
	q6d	Can approach immediate manager to talk openly about flexible working	72.36%	74.16%	67.72%	65.87%	1.80%	-1.85%
YOUR TEAM	q7a	Team members have a set of shared objectives	71.24%	77.04%	70.66%	72.22%	5.80%	1.57%
	q7b	Team members often meet to discuss the team's effectiveness	61.12%	63.20%	59.43%	57.37%	2.07%	-2.06%
	q7c	Receive the respect I deserve from my colleagues at work	67.49%	67.41%	68.68%	60.71%	-0.08%	-7.96%
	q7d	Team members understand each other's roles	66.29%	71.48%	70.05%	63.89%	5.19%	-6.16%
	q7e	Enjoy working with colleagues in team	79.59%	75.19%	81.78%	70.63%	-4.41%	-11.14%
	q7f	Team has enough freedom in how to do its work	57.48%	59.26%	53.39%	55.38%	1.78%	1.99%
	q7g	Team deals with disagreements constructively	52.92%	55.56%	52.17%	48.80%	2.63%	-3.37%
	q7h	Feel valued by my team	67.42%	64.81%	67.72%	58.73%	-2.60%	-8.99%
	q7i	Feel a strong personal attachment to my team	62.47%	55.39%	63.81%	51.19%	-7.08%	-12.62%
PEOPLE IN YOUR	q8a	Teams within the organisation work well together to achieve objectives	51.91%	62.59%	49.15%	58.33%	10.68%	9.18%
	q8b	Colleagues are understanding and kind to one another	67.53%	63.94%	68.25%	59.52%	-3.59%	-8.73%

ORGANISATION	q8c	Colleagues are polite and treat each other with respect	69.67%	65.56%	70.90%	59.52%	-4.12%	-11.38%
	q8d	Colleagues show appreciation to one another	64.71%	60.74%	67.09%	57.54%	-3.97%	-9.55%
YOUR MANAGERS	q9a	Immediate manager encourages me at work	74.27%	75.75%	70.13%	67.46%	1.48%	-2.67%
	q9b	Immediate manager gives clear feedback on my work	65.28%	73.88%	61.48%	65.74%	8.60%	4.26%
	q9c	Immediate manager asks for my opinion before making decisions that affect my work	60.25%	64.79%	58.69%	57.77%	4.55%	-0.92%
	q9d	Immediate manager takes a positive interest in my health & well-being	70.95%	72.39%	68.36%	63.75%	1.44%	-4.61%
	q9e	Immediate manager values my work	71.99%	77.61%	70.48%	66.14%	5.62%	-4.34%
	q9f	Immediate manager works with me to understand problems	69.94%	73.13%	67.27%	63.45%	3.19%	-3.81%
	q9g	Immediate manager listens to challenges I face	70.83%	75.84%	68.99%	68.00%	5.00%	-0.99%
	q9h	Immediate manager cares about my concerns	70.30%	71.05%	69.39%	64.80%	0.75%	-4.59%
	q9i	Immediate manager helps me with problems I face	65.61%	69.17%	64.41%	62.10%	3.56%	-2.31%
	q10b	Don't work any additional paid hours per week for this organisation, over and above contracted hours	67.58%	50.74%	64.72%	45.42%	-16.84%	-19.30%
	q10c	Don't work any additional unpaid hours per week for this organisation, over and above contracted hours	38.91%	62.83%	35.88%	57.77%	23.91%	21.89%
	q11a	Organisation takes positive action on health and well-being	63.82%	70.37%	62.97%	64.20%	6.55%	1.23%
	q11b	In last 12 months, have not experienced musculoskeletal (MSK) problems as a result of work activities	73.90%	57.41%	69.14%	60.32%	-16.50%	-8.82%
	q11c	In last 12 months, have not felt unwell due to work related stress	57.14%	61.85%	52.60%	59.52%	4.71%	6.93%
	q11d	In last 3 months, have not come to work when not feeling well enough to perform duties	44.82%	52.22%	41.90%	47.01%	7.40%	5.11%
	q11e	Not felt pressure from manager to come to work when not feeling well enough	76.88%	71.65%	74.95%	69.17%	-5.22%	-5.78%
	q12a	Never/rarely find work emotionally exhausting	24.63%	24.07%	20.87%	19.92%	-0.56%	-0.95%
	q12b	Never/rarely feel burnt out because of work	32.81%	28.89%	29.24%	26.00%	-3.92%	-3.24%
	q12c	Never/rarely frustrated by work	19.39%	33.46%	16.63%	27.09%	14.07%	10.46%

YOUR HEALTH, WELL-  
BEING AND SAFETY AT  
WORK

q12d	Never/rarely exhausted by the thought of another day/shift at work	36.45%	38.15%	31.39%	29.20%	1.70%	-2.19%
q12e	Never/rarely worn out at the end of work	16.44%	21.85%	15.94%	19.12%	5.41%	3.18%
q12f	Never/rarely feel every working hour is tiring	52.54%	42.01%	48.36%	36.14%	-10.53%	-12.21%
q12g	Never/rarely lack energy for family and friends	36.22%	31.11%	33.26%	30.12%	-5.11%	-3.14%
q13a	Not experienced physical violence from patients/service users, their relatives or other members of the public	94.50%	88.55%	93.11%	86.06%	-5.96%	-7.06%
q13b	Not experienced physical violence from managers	99.88%	98.21%	99.15%	95.97%	-1.67%	-3.18%
q13c	Not experienced physical violence from other colleagues	98.55%	95.50%	98.82%	95.88%	-3.06%	-2.93%
q13d	Last experience of physical violence reported	80.00%	70.83%	60.38%	70.59%	-9.17%	10.21%
q14a	Not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public	80.83%	77.15%	80.32%	71.03%	-3.68%	-9.29%
q14b	Not experienced harassment, bullying or abuse from managers	84.76%	88.59%	85.81%	83.20%	3.83%	-2.61%
q14c	Not experienced harassment, bullying or abuse from other colleagues	78.84%	69.85%	78.24%	66.67%	-8.99%	-11.58%
q14d	Last experience of harassment/bullying/abuse reported	48.48%	63.83%	44.37%	44.00%	15.34%	-0.37%
q15	Organisation acts fairly: career progression	58.91%	46.44%	56.12%	35.60%	-12.47%	-20.52%
q16a	Not experienced discrimination from patients/service users, their relatives or other members of the public	96.62%	83.90%	95.01%	74.10%	-12.73%	-20.90%
q16b	Not experienced discrimination from manager/team leader or other colleagues	90.83%	77.61%	88.84%	73.49%	-13.21%	-15.35%
q17a	Not experienced unwanted behaviour of a sexual nature from patients/service users, their relatives or members of the public	90.19%	94.81%			4.62%	0.00%
q17b	Not experienced unwanted behaviour of a sexual nature from other colleagues	95.26%	95.86%			0.60%	0.00%
q18	Not seen any errors/near misses/incidents that could have hurt staff/patients/service users	65.83%	62.50%	61.24%	63.67%	-3.33%	2.43%
q19a	Staff involved in an error/near miss/incident treated fairly	62.11%	65.00%	61.89%	59.11%	2.89%	-2.77%

	q19b	Encouraged to report errors/near misses/incidents	90.59%	88.89%	90.01%	89.47%	-1.70%	-0.54%
	q19c	Organisation ensure errors/near misses/incidents do not repeat	71.41%	78.80%	70.50%	76.69%	7.39%	6.20%
	q19d	Feedback given on changes made following errors/near misses/incidents	54.68%	68.13%	56.04%	69.43%	13.45%	13.39%
	q20a	Would feel secure raising concerns about unsafe clinical practice	72.29%	73.13%	74.07%	67.73%	0.85%	-6.34%
	q20b	Would feel confident that organisation would address concerns about unsafe clinical practice	60.02%	62.31%	59.19%	59.36%	2.29%	0.17%
	q21	Feel organisation respects individual differences	74.55%	66.54%	73.91%	56.68%	-8.01%	-17.23%
	q22	I can eat nutritious and affordable food at work	71.28%	59.63%			-11.65%	0.00%
YOUR PERSONAL DEVELOPMENT	q23a	Received appraisal in the past 12 months	86.38%	82.28%	82.91%	80.65%	-4.10%	-2.26%
	q23b	Appraisal helped me improve how I do my job	18.17%	49.04%	18.21%	39.00%	30.87%	20.79%
	q23c	Appraisal helped me agree clear objectives for my work	33.02%	48.08%	31.54%	44.00%	15.05%	12.46%
	q23d	Appraisal left me feeling organisation values my work	34.22%	39.90%	31.15%	39.50%	5.69%	8.35%
	q24a	Organisation offers me challenging work	75.60%	63.40%	75.19%	68.15%	-12.20%	-7.04%
	q24b	There are opportunities for me to develop my career in this organisation	50.45%	52.43%	51.80%	48.59%	1.98%	-3.21%
	q24c	Have opportunities to improve my knowledge and skills	69.38%	68.68%	68.01%	65.06%	-0.70%	-2.95%
	q24d	Feel supported to develop my potential	53.66%	55.06%	52.12%	50.00%	1.39%	-2.12%
	q24e	Able to access the right learning and development opportunities when I need to	56.09%	59.77%	52.65%	53.63%	3.68%	0.98%
	q25a	Care of patients/service users is organisation's top priority	86.95%	88.39%	83.86%	85.14%	1.44%	1.28%
	q25b	Organisation acts on concerns raised by patients/service users	78.74%	83.83%	75.88%	85.60%	5.09%	9.72%
	q25c	Would recommend organisation as place to work	68.28%	71.91%	61.57%	60.96%	3.63%	-0.61%

YOUR ORGANISATION	q25d	If friend/relative needed treatment would be happy with standard of care provided by organisation	87.96%	89.14%	85.37%	85.20%	1.17%	-0.17%
	q25e	Feel safe to speak up about anything that concerns me in this organisation	64.57%	61.42%	62.46%	54.58%	-3.14%	-7.88%
	q25f	Feel organisation would address any concerns I raised	54.22%	56.39%	49.95%	49.20%	2.17%	-0.75%
	q26a	I don't often think about leaving this organisation	45.06%	45.72%	38.95%	38.71%	0.67%	-0.24%
	q26b	I am unlikely to look for a job at a new organisation in the next 12 months	52.03%	47.96%	46.59%	41.77%	-4.07%	-4.82%
	q26c	I am not planning on leaving this organisation	60.11%	50.19%	55.45%	46.59%	-9.93%	-8.86%
BACKGROUND INFORMATION	q31b	Disability: organisation made reasonable adjustment(s) to enable me to carry out work	76.76%	80.95%	82.95%	70.83%	4.19%	-12.11%