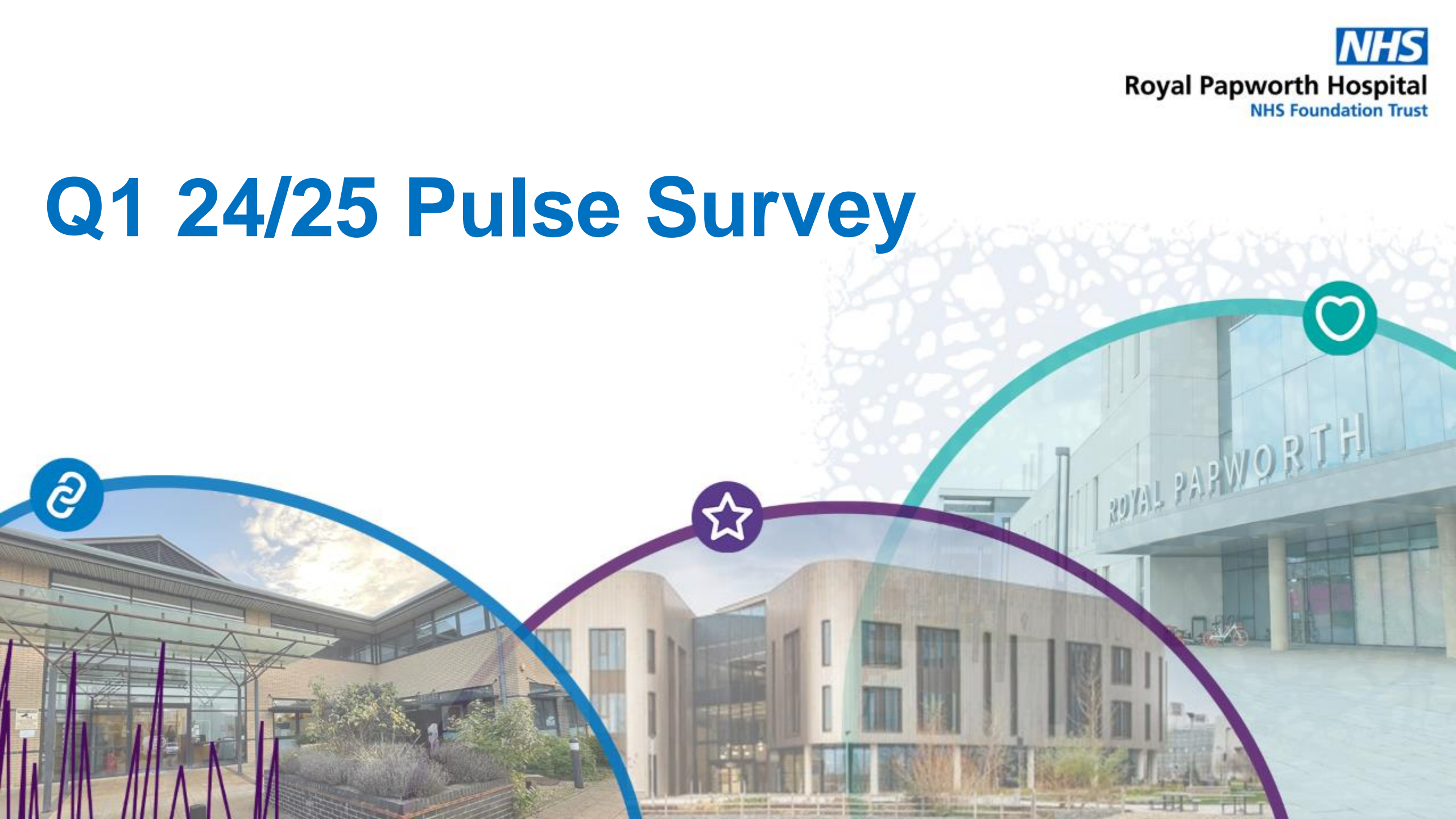


Q1 24/25 Pulse Survey



Pulse survey results 2020 – 2024



	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)	23/24 Q1 (160)	23/24 Q2 (132)	23/24 Q4 (380)	24/25 Q1 (238)
Regular One to One	48.%	56%	70%	61%	66%	75%	63%	66%	56%	69%	72%
Regular Team Meetings	51%	60%	70%	68%	68%	76%	69%	73%	55%	69%	75%
Staff communication on issues that are important to you	60%	63%	78%	68%	66%	75%	66%	60%	60%	70%	66%
Sufficient resources to undertake your role	67%	69%	65%	61%	62%	62%	62%	62%	58%	63%	67%
Planning to stay working with the Trust for the next 12 months	55%	54%	53%	49%	56%	58%	56%	51%	57%	64%	56%
Wellbeing is considered	54%	61%	75%	72%	64%	65%	56%	55%	51%	66%	60%
Mental Health wellbeing is considered	54%	61%	64%	60%	64%	65%	57%	55%	51%	66%	59%
Recommender as a place to work	70%	70%	66%	67%	74%	70%	59%	50%	55%	69%	54%
Recommender as a place to be treated	92%	96%	90%	89%	90%	86%	85%	75%	88%	90%	84%
Able to raise concerns	67%	71%	77%	76%	75%	78%	70%	67%	63%	77%	84%
Concerns acted upon		54%	58%	54%	58%	57%	47%	38%	42%	57%	52%
Opinions listened to by line managers		64%	70%	68%	69%	79%	68%	57%	58%	73%	76%
Opinions listened to by senior leadership		57%	58%	54%	57%	60%	48%	32%	40%	53%	45%

Pulse survey results

Themes in the freetext comments

- Many positive comments regarding team working, exceptional care given to patients, supporting colleagues and manager.
- The themes where people had responded that they would not recommend the Trust as a place to work and be treated and to the questions on wellbeing and management were as follows:
 - Workloads that were too heavy and the impact of this on physical and mental health wellbeing
 - Inadequate staffing levels
 - An uncompassionate culture where staff do not feel supported by their line manager and colleagues with their mental health and concerns are not listened to and acted on
 - Bullying behaviour that is not addressed
 - Career progression – unfair and/or lack of opportunities
 - Pay/Banding being too low for the level of responsibilities
 - Lack of recognition of the contribution of Admin and Clerical Staff
 - Lack of good teamworking