

Agenda

Approx. time	Agenda
9:30 – 9:40	Introductions Andy Coley – NHS CLN
9:40 – 10:25	Wellbeing Survey Results Jack Evans & Shaun Smyth – Robertson Cooper
10:25 – 10:35	Break
10:35 – 11:20	Wellbeing Survey Results Jack Evans & Shaun Smyth – Robertson Cooper
11:20 – 11:30	Next steps Jan Lawry – NHS CLN



NHS Clinical Leaders Network

North West Mental Resilience Programme
Analysis Results Presentation

Jack Evans, Lead Business Psychologist
Shaun Smyth, Health & Wellbeing Analyst

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Purpose of today's session

1

What are the results telling us about wellbeing at NHS CLN now?

- Response rates
- Overall results: trends, insights & results dashboard

2

Into the detail

- A deeper dive into the overall results by looking specifically at the questions

3

What are the differences between the groups?

- Summary of trends across the demographic groups
- Hotspot areas
- Demographic comparisons

4

Additional questions

- Working with Covid-19
- Mental health and wellbeing

5

What next?

- Group reflections and discussions

Who are Robertson Cooper?

At Robertson Cooper, our vision is to create more Good Days At Work. Because we believe that by addressing workplace wellbeing holistically, strategically and with scientific rigour, organisations can unlock the full potential of their workforces.

- Academic roots, practical focus
- The niche consultancy advantage
- Wellbeing is our business
- Working across the wellbeing spectrum
- Combining consulting with powerful tools

Wellbeing
Training

Wellbeing
Measurement

Wellbeing
Strategy



Project summary

- Areas shown opposite measured within the survey
- Available throughout September 2020 – April 2021
- Respondents received a Wellbeing Snapshot report immediately on completion
- Aggregated results to give a view on current wellbeing position, identify hotspot areas and prioritise wellbeing challenges



Section 1

Overview of the results

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Response rates

Which of the following staff groups best describes your role?	Headcount	% of Total
Administrative and clerical staff	96	21%
Allied health professionals	75	16%
Clinical services staff	16	3%
Estates and ancillary staff	8	2%
Medical and dental staff	59	13%
Nursing and midwifery registered staff	166	36%
Professional scientific and technical staff	7	2%
Other (please specify)	32	7%
Total	467	100%

Some key takeaways

- Strong sense of Job Security & Job permanence across respondents
- Results on wellbeing and performance are lower than benchmark throughout
- Poor results on Physical and Psychological health
- Consistently poor results across Positive Emotions – a key part of overall Psychological Wellbeing
- Two thirds of respondents agreed that COVID-19 has made them feel burnt out

Insights

Number of hotspots

60

Values show the difference between the group score out of 100 and the benchmark score.

Minus indicates the group score is lower than the benchmark, positive scores indicate the group score is higher than the benchmark, and a score of 0 indicates that the group score is the same as the benchmark.

Top 5 Groups			Top 5 Items		
1.	Role Type - Clinical, providing telephone / remote services	+1	1.	Job security	+15
2.	Ethnicity - Asian / Asian British – Indian	+1	2.	Job permanence	+9
3.	Role Type - Non-clinical support staff - combination of on site and working remotely	-1	3.	My skills in the future	+8
4.	Tenure - Less than 12 months	-1	4.	Travel time	+7
5.	Ethnicity - White – Irish	-1	5.	Pay & benefits	+7

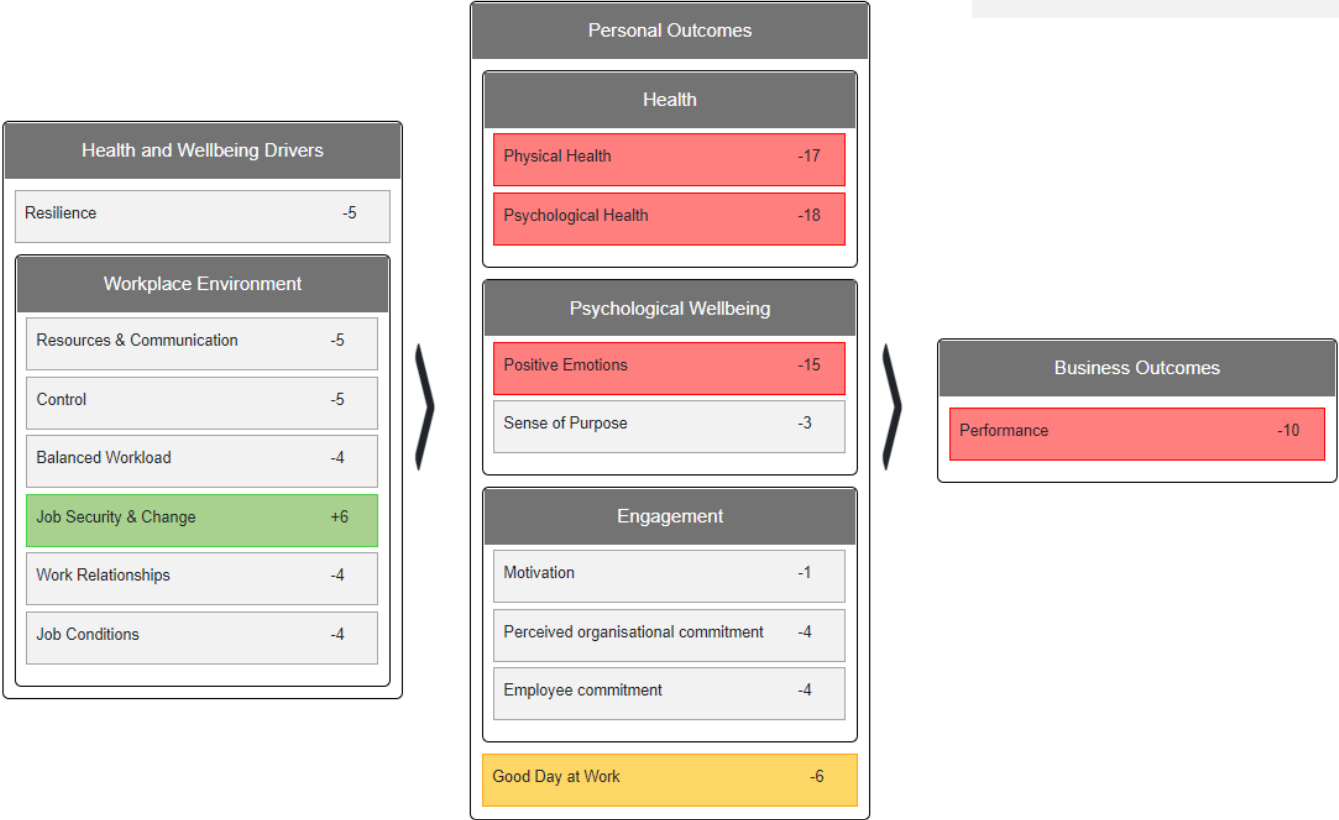
Bottom 5 Groups			Bottom 5 Items		
1.	Staff Group- Estates and ancillary staff	-15	1.	Sleep	-24
2.	Disability – Prefer not to say	-14	2.	Contact with others	-23
3.	Role Type - Non-clinical support staff, working in clinical areas	-11	3.	Coping	-22
4.	Role Type - Other (please specify)	-11	4.	Appetite	-21
5.	Tenure - 25 years or more	-11	5.	Vitality	-21

Results dashboard – NHS CLN overview

467 respondents

Values show the difference between the group score out of 100 and the benchmark score.

Minus indicates the group score is lower than the benchmark, positive scores indicate the group score is higher than the benchmark, and a score of 0 indicates that the group score is the same as the benchmark.



KEY:

- Positive.** 6+ better than the Benchmark
- Typical.** Similar to the benchmark score (-5 to +5)
- Caution.** -6 or -7 compared to the Benchmark
- Risk.** -8 or lower than the benchmark

Section 2

Into the detail...

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In more depth – Resilience

Resilience	Score	vs. B'mark
	71	-5

Item	Score	vs. Benchmark
Confidence with difficulties	72	-8
Support if things go wrong	65	-9
Worth tackling job problems	67	-5
Adapt to challenges	81	-3



KEY:



Positive. 6+ better than the Benchmark



Typical. Similar to the benchmark score (-5 to +5)



Caution. -6 or -7 compared to the Benchmark








Risk. -8 or lower than the benchmark

In more depth – Workplace pressures (1/3)

Resources and Communication	Score	vs. B'mark
	61	-5
Item	Score	vs. Benchmark
Being in the know	58	-4
Feedback	54	-9
Adequate training	70	0
Equipment or resources	63	-5

Control	Score	vs. B'mark
	57	-5
Item	Score	vs. Benchmark
Autonomy	50	-7
Involvement in decisions	51	-7
Suggestions about job	63	-5
Influence on targets	64	-1

 KEY:  Positive. 6+ better than the Benchmark  Typical. Similar to the benchmark score (-5 to +5)  Caution. -6 or -7 compared to the Benchmark  Risk. -8 or lower than the benchmark

In more depth – Workplace pressures (2/3)

Balanced Workload		
	Score	vs. B'mark
	62	-4
Item	Score	vs. Benchmark
Working hours	56	-5
Sociability of hours	70	-4
Travel time	79	+7
Work-life balance	46	-13
Technology	71	-2
Work deadlines	68	+1
Manageable workloads	57	-7
Time to do job well	46	-10


Job Security & Change		
	Score	vs. B'mark
	72	+6
Item	Score	vs. Benchmark
Job security	79	+15
Job permanence	87	+9
Well managed change	58	+1
Future job changes	59	-1
My skills in the future	79	+8

i KEY:
 Positive 6+ better than the Benchmark
 Typical Similar to the benchmark score (-5 to +5)
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In more depth – Workplace pressures (3/3)

Work Relationships	Score	vs. B'mark
	70	-4
Item	Score	vs. Benchmark
My boss' behaviour	84	-4
Support from others	60	-7
Social support	67	-6
Clarity on boss' expectations	70	-2
Fairness of work	51	-7
Boss' evaluation of my work	80	-2
Credit for my achievements	68	-3
Team relationships	78	-3

Job Conditions	Score	vs. B'mark
	66	-4
Item	Score	vs. Benchmark
My job in the future	61	-2
Physical work environment	64	-9
Safety at work	73	-15
Performance management	71	-2
Pay & benefits	62	+7
Interesting work	74	+5
Relationships with customers / clients	61	-10
Job enjoyment	61	-6

 **KEY:**
Positive 6+ better than the Benchmark
 Typical Similar to the benchmark score (-5 to +5)
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 Risk -8 or lower than the benchmark

In more depth – Health symptoms

Physical Health	Score	vs. B'mark
	43	-17
Item	Score	vs. Benchmark
Appetite	39	-21
Digestion	53	-16
Sleep	26	-24
Absence of headaches	39	-17
Lack of aches and pains	31	-19
Lack of nausea	70	-5

Psychological Health	Score	vs. B'mark
	47	-18
Item	Score	vs. Benchmark
Relaxed	59	-18
Calm	43	-19
Decision-making	50	-17
Sense of humour	56	-13
Even-tempered	44	-18
Vitality	22	-21
Coping	47	-22
Contact with others	48	-23
Mood	47	-19
Listening	62	-13
Concentration	42	-14

KEY: Positive. 6+ better than the Benchmark Typical. Similar to the benchmark score (-5 to +5) Caution. -6 or -7 compared to the Benchmark Risk. -8 or lower than the benchmark

In more depth – Psychological wellbeing

Positive Emotions	Score	vs. B'mark
	42	-15
Item	Score	vs. Benchmark
Inspired	35	-13
Alert	54	-11
Excited	28	-18
Enthusiastic	42	-15
Determined	56	-15
Happy	44	-13
Contented	38	-15

Sense of Purpose	Score	vs. B'mark
	67	-3
Item	Score	vs. Benchmark
Specific job goals	60	-5
Clear job goals	61	-6
Commitment to goals	82	-1
Motivated by job challenge	63	-3

KEY: Positive. 6+ better than the Benchmark Typical. Similar to the benchmark score (-5 to +5) Caution. -6 or -7 compared to the Benchmark Risk. -8 or lower than the benchmark

Key Driver Analysis

- Further analysis looks at the impact of the work environment questions on the three health / wellbeing metrics with red / amber results – Psychological Health, Physical Health, Positive Emotions
- This analysis looks at the questions which has the biggest effect on the outcomes, therefore the areas where improvements in these questions are likely to have the strongest effect

Psychological Health

Variance explained = 35%

1. Work-life balance
2. Job enjoyment
3. Fairness of work
4. Social support
5. Relationships with customers / clients

Physical Health

Variance explained = 21%

1. Work-life balance
2. Job enjoyment
3. Fairness of work
4. Performance management
5. Fairness of work

Positive Emotions

Variance explained = 42%

1. Job enjoyment
2. Involvement in decisions
3. Work-life balance
4. Feedback
5. Interesting work

In more depth – Engagement

Motivation	Score	vs. B'mark
	69	-1
Item	Score	vs. Benchmark
Put myself out for organisation	70	+1
Achieving the goals of job	82	-1
Organisation is motivating	56	-3

Employee Commitment	Score	vs. B'mark
	68	-4
Item	Score	vs. Benchmark
Work hard for organisation	66	-1
Committed to organisation	71	-5

Organisation Commitment	Score	vs. B'mark
	58	-4
Item	Score	vs. Benchmark
Organisation values me	54	-5
Happy with organisation	62	-3



KEY:

Positive. 6+ better than the Benchmark	Typical. Similar to the benchmark score (-5 to +5)	Caution. -6 or -7 compared to the Benchmark	Risk. -8 or lower than the benchmark
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In more depth – Good Days at Work & Performance

Good Days at Work	Score	vs. B'mark
	76	-6
Item	Score	vs. Benchmark
Energetic	51	-18
Achievement	75	-1
Sociability	91	-2
Valuable contribution	88	0

Performance	Score	vs. B'mark
	61	-10
Item	Score	vs. Benchmark
Productivity	69	-10
Willing to keep job	56	-7
Would recommend organisation	61	-10



KEY:



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The case for wellbeing in the NHS

We know that positive levels of employee health and wellbeing are linked to better patient and operational outcomes. The data gathered so far supports this.

Respondents in the Top 20% when it comes to wellbeing compared to those in the bottom 20%:

- Report being **35%** more productive
- Are almost **2x** more likely to recommend the organisation as a place to work
- Are **7x** more likely to have taken at least one day off sick during the last three months
- Are almost **3x** more likely to have shown presenteeism during the last three months


Section 3

Demographic comparisons

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Hotspots

Hotspots are demographic groups (8+ respondents) where the overall results across all core questions, on average, are lower than the benchmark score


Number of hotspots 
60

Demographic	Total No. of Groups (>8 respondents)	Groups which are a Hotspot	% of Group which are a Hotspot
Trust	9	9	100%
Staff Group	7	7	100%
Pay Grade	11	11	100%
Disability	3	3	100%
Tenure	8	8	100%
Gender	2	2	100%
Age	9	9	100%
Management/Leadership Responsibilities	2	2	100%
Role Type	6	7	86%
Ethnicity	3	4	75%

Summary of trends across NHS CLN – Work demographics

Demographic	Summary
Consistent Trends	<ul style="list-style-type: none"> • Most staff are experiencing physical and psychological health symptoms, as well as low levels of psychological wellbeing • Most staff feeling secure in their jobs
Trust	<ul style="list-style-type: none"> • Differences in results across the other 'Core' measures per Trust
Role Type	<ul style="list-style-type: none"> • 'Clinical, providing telephone / remote services' experiencing physical and psychological health symptoms significantly less than the other groups • 'Clinical, providing face-to-face inpatient services' & 'Non-clinical, support staff, working in clinical areas' experiencing pressures around their workplace environment more than others (although still Cautionary) • 'Non-clinical, support staff' (x3) who aren't working in clinical areas feel more motivated and feel they have a better psychological contract with their employer
Staff Group	<ul style="list-style-type: none"> • Differences in results across the other 'Core' measures • 'Medical and dental staff' experiencing physical and psychological health symptoms significantly less than the other groups (Although still Cautionary)
Pay Grade	<ul style="list-style-type: none"> • Differences in results across the other 'Core' measures • 'Medical – Consultant' experiencing physical and psychological health symptoms significantly less than the other groups (Typical) • 'Agenda for Change 4' and below don't feel as secure in their jobs than the rest (Green > Typical)
Tenure	<ul style="list-style-type: none"> • The longer serving staff (mainly from 5 years +) displaying poorer results than the newer staff
Management/ Leadership Responsibilities	<ul style="list-style-type: none"> • Non-manager/leaders feeling less resilient, less informed and equipped and lower levels of autonomy • Non-manager/leaders feel they receive less commitment from their organisations • Managers/leaders more pressured around their workloads

Reading the results

 KEY:

Positive. 6+ better than the Benchmark

Typical. Similar to the benchmark score (-5 to +5)

Caution. -6 or -7 compared to the Benchmark

Risk. -8 or lower than the benchmark

The following slides show the results for groups at a glance. There are **two ways** to read the results:

- 1. From **left to right**: see the results for a specific group across all core measures
- 2. From **top to bottom**: see how each core measure differs between the groups

Group	Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Job Conditions	Physical Health	Psychological Health	Positive Psychological Wellbeing	Sense of Purpose	Motivation	Perceived Organisational Commitment	Employee Commitment	Good Day At Work	Performance
Group 1	14	-1	-3	-8	-7	-13	-7	-8	-12	-14	-14	2	8	2	6	5	-10
Group 2	223	1	2	-2	3	-3	0	-5	-9	-9	-7	-2	3	5	3	1	-1
Group 3	75	8	2	0	7	1	-3	2	-1	-2	-4	-1	11	8	8	6	0
Group 4	27	9	2	2	4	10	-1	1	-6	-2	9	3	10	12	7	3	7
Group 5	32	3	3	8	12	4	1	6	-9	-5	-1	-4	10	12	9	0	0
Group 6	23	-1	4	1	2	-4	-4	-1	-11	-10	-6	2	12	9	8	-1	-1
Group 7	548	0	1	-1	0	-9	-3	1	-2	-7	-3	-4	8	7	5	-3	-4

The number of participants for each group is shown here. The **minimum displayed group size is 8** – this ensures anonymity and confidentiality

The scores shown for each of the question groups are the difference between the group score out of 100 and the benchmark score.

- A **minus** score indicates the group score is lower than the benchmark
- A **positive** score indicates the group score is higher than the benchmark
- A score of 0 indicates that the group score is the same as the benchmark

A look across the demographics – by Trust

Which of the following NHS Trusts do you work for?

Group

Group	Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Job Conditions	Physical Health	Psychological Health	Positive Psychological Wellbeing	Sense of Purpose	Motivation	Perceived Organisational Commitment	Employee Commitment	Good Day At Work	Performance
Trust 1	-1	-1	-3	0	7	-3	1	-10	-7	-13	2	4	-2	0	-6	-3	
Trust 2	-9	-7	-6	-4	5	-6	-8	-16	-19	-15	-6	-6	-8	-11	-11	-12	
Trust 3	3	0	3	1	10	1	0	-19	-19	-11	2	4	2	1	-1	-5	
Trust 4	-8	-6	-10	-7	4	-7	-6	-21	-23	-18	-3	-3	-7	-6	-7	-14	
Trust 5	0	-5	-2	-5	7	-4	-5	-17	-14	-3	-2	6	6	5	2	2	
Trust 6	-5	-6	-7	-3	4	-4	-2	-2	-8	-8	-2	-5	-6	-9	-3	-6	
Trust 7	-6	-7	-7	-6	7	-6	-6	-20	-23	-18	-4	-2	-4	-2	-7	-12	
Trust 8	1	2	3	-2	10	-6	0	-8	-13	-14	-6	5	8	6	-10	-2	
Trust 9	-6	-7	-6	-7	8	-3	-4	-16	-15	-14	-7	-2	-12	-6	-3	-14	



KEY:



Positive. 6+ better than the Benchmark



Typical. Similar to the benchmark score (-5 to +5)



Caution. -6 or -7 compared to the Benchmark



Risk. -8 or lower than the benchmark

A look across the demographics – by Role Type

Which of the following best describes your role? ▾

Group		Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Physical Health	Psychological Health	Positive Psychological Wellbeing	Sense of Purpose	Motivation	Perceived Organisational Wellbeing	Employee Commitment	Good Day At Work Performance	
Clinical, providing face-to-face community services	82	-2	-1	0	-2	9	0	-1	-11	-14	-13	-2	-2	-1	-4	-4	-9
Clinical, providing face-to-face inpatient services	238	-7	-9	-10	-8	7	-6	-7	-18	-20	-16	-4	-4	-8	-8	-5	-12
Non-clinical support staff, working in clinical areas	17	-3	-8	-10	4	3	-3	-11	-20	-19	-22	-11	-8	-13	-8	-8	-16
Clinical, providing telephone / remote services	16	6	3	9	5	9	-2	-3	-6	-7	-5	5	4	4	3	-5	-4
Non-clinical support staff, working remotely	25	-6	0	2	-2	4	-7	3	-20	-19	-14	-3	6	6	1	-11	-6
Non-clinical support staff - on site	34	-4	-4	-2	2	0	-6	-3	-22	-22	-18	-4	6	-1	8	-8	-3
Non-clinical support staff - combination of on site and working remotely	42	-2	3	6	0	7	0	4	-17	-17	-10	-1	7	10	5	-9	-5

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Typical, Similar to the benchmark score (-5 to +5)
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A look across the demographics – by Staff Group

Which of the following staff groups best describes your role? ▾

Group		Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Job Conditions	Physical Health	Psychological Health	Positive Psychological Wellbeing	Sense of Purpose	Motivation	Perceived Organisational Wellbeing	Employee Commitment	Good Day At Work	Performance
Clinical services staff	16	-9	0	-4	-10	2	0	-6	-2	-13	-16	2	-3	0	-6	-10	-4	
Administrative and clerical staff	96	-3	0	1	2	4	-3	0	-18	-18	-15	-2	6	4	6	-8	-3	
Allied health professionals	75	-5	-5	-2	-4	10	-4	-3	-16	-21	-15	-2	0	-1	-2	-7	-9	
Estates and ancillary staff	8	-14	-15	-12	-11	-2	-13	-10	-25	-29	-26	-19	-11	-9	-12	-14	-17	
Medical and dental staff	59	-5	-6	-7	-9	11	-3	-5	-7	-8	-7	-3	-5	-3	-9	-3	-10	
Nursing and midwifery registered staff	166	-4	-6	-7	-6	6	-5	-5	-19	-20	-16	-3	-3	-8	-6	-4	-12	
Other (please specify)	32	-11	-11	-13	-5	-1	-11	-11	-24	-21	-15	-10	-4	-11	-6	-7	-16	

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Typical, Similar to the benchmark score (-5 to +5)
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Risk, -8 or lower than the benchmark

Summary of trends across NHS CLN – Personal demographics

Demographic	Summary
Consistent Trends	<ul style="list-style-type: none">• Most staff are experiencing physical and psychological health symptoms, as well as low levels of psychological wellbeing• Most staff feeling secure in their jobs
Gender	<ul style="list-style-type: none">• Consistent results across Gender
Age	<ul style="list-style-type: none">• Differences in results across the other 'Core' measures• Staff aged 60+ experiencing less physical and psychological health-related symptoms• Staff aged between 40 – 54 experiencing more pressure in their workplace environment, and also less motivated and committed
Ethnicity	<ul style="list-style-type: none">• Consistent results across Ethnicity
Disability	<ul style="list-style-type: none">• Staff who have a disability experiencing significantly more pressure in their workplace environment, and also less motivated and committed



KEY:

Positive. 6+ better than the Benchmark

Typical. Similar to the benchmark score (-5 to +5)

Caution. -6 or -7 compared to the Benchmark

Risk. -8 or lower than the benchmark

A look across the demographics – by Gender & Age

Please state your gender: ▼

Group

Male

Female

		Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Job Conditions	Physical Health	Psychological Health	Positive Psychological Wellbeing	Sense of Purpose	Motivation	Perceived Organisational Wellbeing	Employee Commitment	Good Day At Work	Performance
Male	66	-3	-6	-5	-2	6	-4	-5	-6	-10	-12	-8	-2	-4	-6	-4	-10	
Female	395	-5	-5	-5	-4	6	-4	-4	-19	-20	-15	-3	-1	-4	-3	-6	-10	

How old are you? ▼

Group

20 – 24

25 – 29

30 – 34

35 – 39

40 – 44

45 – 49

50 – 54

55 – 59

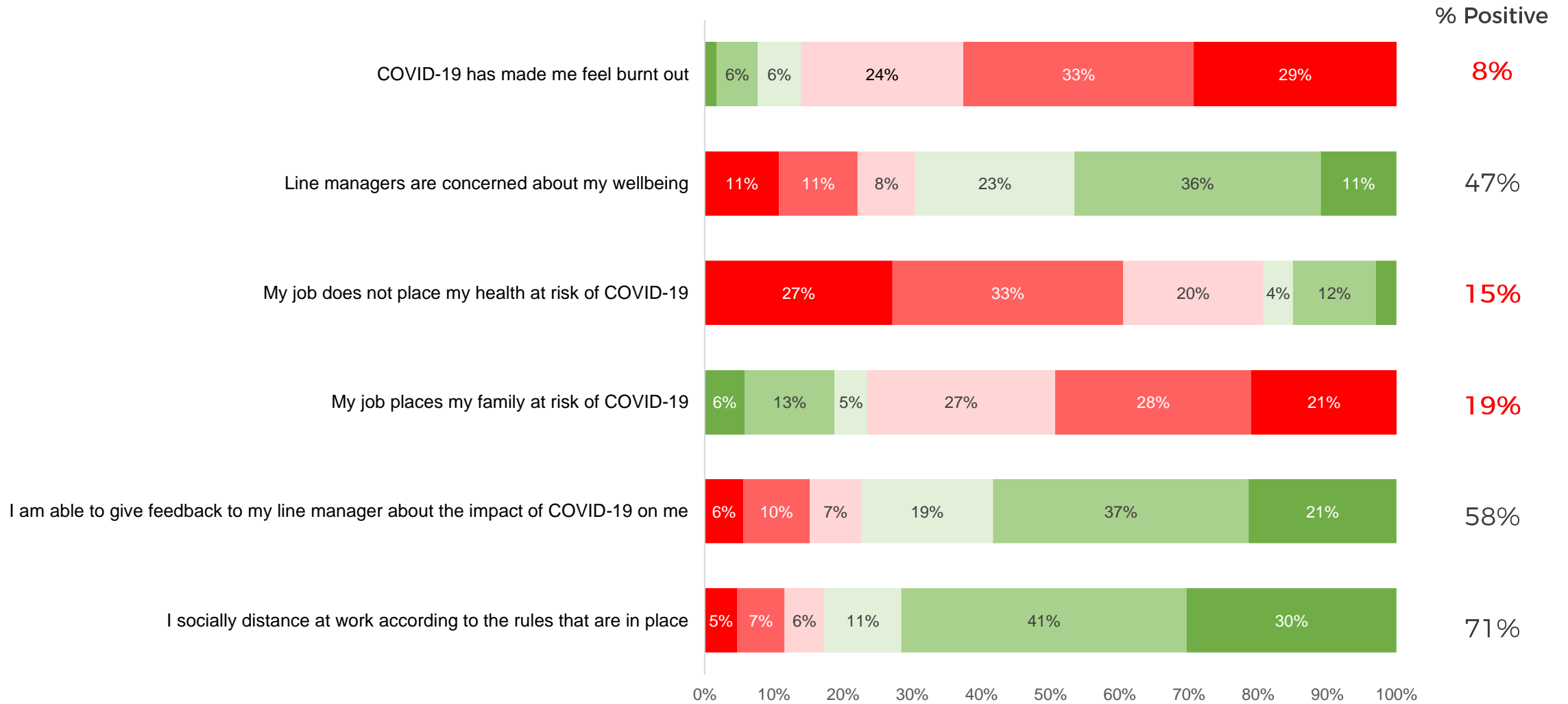
60 – 64

		Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Job Conditions	Physical Health	Psychological Health	Positive Psychological Wellbeing	Sense of Purpose	Motivation	Perceived Organisational Wellbeing	Employee Commitment	Good Day At Work	Performance
20 – 24	15	-6	-9	-1	-9	10	-5	-8	-20	-20	-13	-3	-4	-9	-9	-8	-3	
25 – 29	49	-5	-3	-1	0	10	-2	-2	-16	-18	-10	1	0	0	-3	-3	-6	
30 – 34	48	-2	-3	-3	-1	7	-1	-5	-15	-15	-9	-1	3	-2	4	-3	-5	
35 – 39	46	-3	-4	-4	-4	7	-2	-3	-16	-19	-13	-3	2	0	0	-6	-7	
40 – 44	69	-8	-3	-6	-5	8	-6	-5	-19	-19	-18	-7	-3	-5	-5	-7	-16	
45 – 49	77	-7	-6	-7	-7	5	-8	-6	-18	-22	-16	-5	-3	-6	-6	-6	-12	
50 – 54	71	-6	-10	-7	-7	3	-7	-5	-20	-21	-16	-1	0	-7	-3	-8	-10	
55 – 59	68	-4	-5	-5	-3	4	-4	-2	-15	-15	-17	-9	-3	-6	-7	-7	-11	
60 – 64	22	2	0	-7	0	8	1	0	-6	-5	-14	5	0	-1	-2	-5	-8	

Section 4 Additional Questions

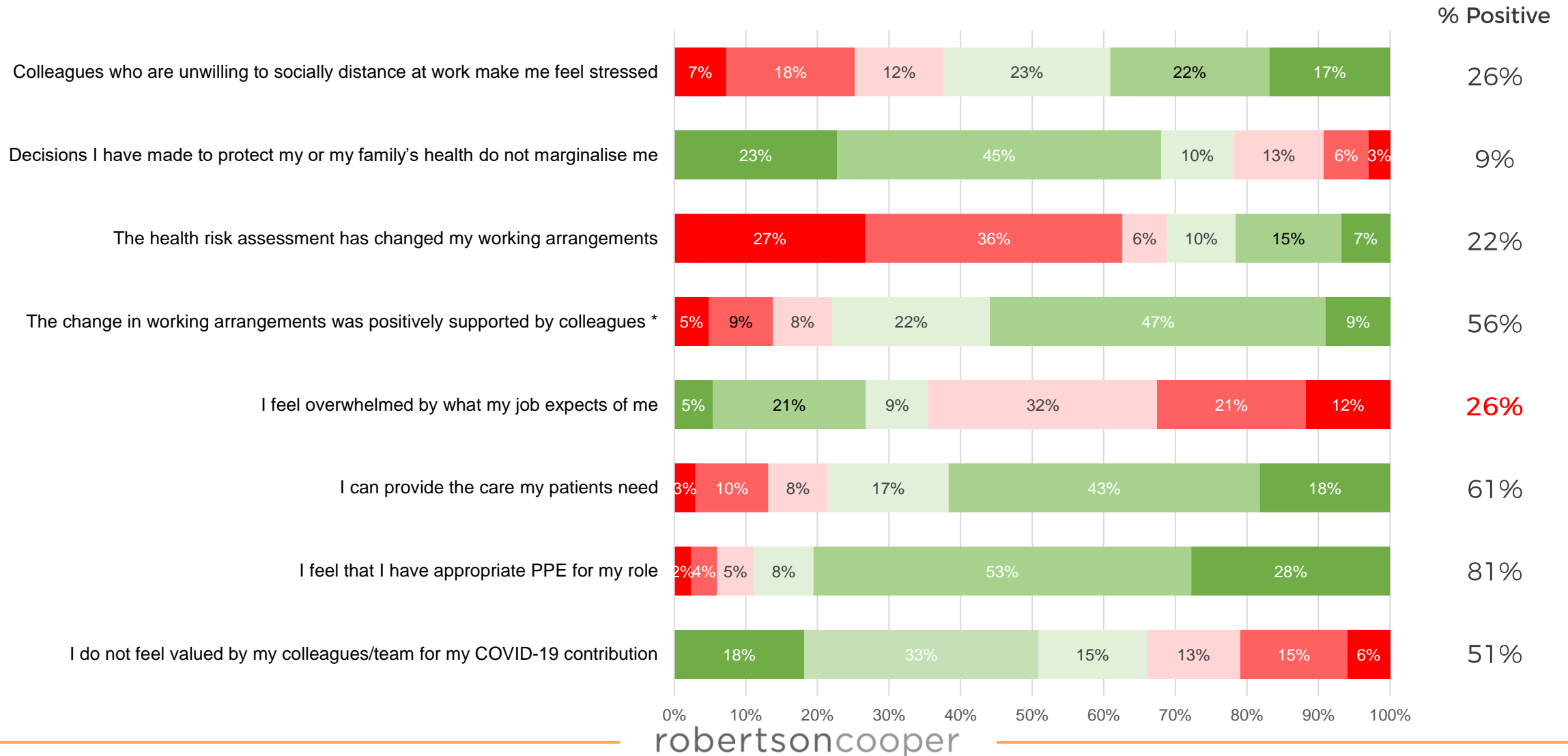
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Additional Questions – Working with Covid-19 (1 of 2)



* This question was a leap only presented to those who 'slightly agreed, agreed or strongly agreed' to the question above

Additional Questions – Working with Covid-19 (2 of 2)



Additional Questions – Working with Covid-19 (1 of 2)

The percentages in the table correspond to the percentage of respondents who responded positively

Question	Administrative and clerical staff	Allied health professionals	Clinical services staff	Estates and ancillary staff	Medical and dental staff	Nursing and midwifery registered staff	Other (please specify)
I socially distance at work according to the rules that are in place	82%	69%	69%	100%	53%	69%	78%
I am able to give feedback to my line manager about the impact of COVID-19 on me	73%	56%	63%	38%	48%	57%	47%
My job places my family at risk of COVID-19	43%	15%	25%	25%	16%	10%	16%
My job does not place my health at risk of COVID-19	36%	9%	25%	0%	12%	8%	13%
Line managers are concerned about my wellbeing	56%	51%	69%	13%	37%	42%	44%
COVID-19 has made me feel burnt out	8%	7%	6%	13%	9%	6%	19%
I do not feel valued by my colleagues/team for my COVID-19 contribution	61%	49%	38%	50%	43%	54%	38%

Additional Questions – Working with Covid-19 (2 of 2)

The percentages in the table correspond to the percentage of respondents who responded positively

* This question was a leap only presented to those who 'slightly agreed, agreed or strongly agreed' to the question above

Question	Administrative and clerical staff	Allied health professionals	Clinical services staff	Estates and ancillary staff	Medical and dental staff	Nursing and midwifery registered staff	Other (please specify)
I feel that I have appropriate PPE for my role	90%	79%	100%	75%	69%	81%	69%
I can provide the care my patients need	75%	56%	67%	100%	20%	54%	64%
I feel overwhelmed by what my job expects of me	35%	29%	31%	25%	22%	22%	28%
The health risk assessment has changed my working arrangements	59%	55%	38%	50%	78%	67%	63%
The change in working arrangements was positively supported by colleagues*	74%	57%	50%	33%	25%	50%	60%
Decisions I have made to protect my or my family's health do not marginalise me	9%	3%	19%	13%	14%	9%	16%
Colleagues who are unwilling to socially distance at work make me feel stressed	26%	15%	31%	25%	34%	26%	22%

Section 5
What next?

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Survey next steps

- Provide access for each of the Trusts to our online reporting software
 - See your individual Trust results
 - Filter data by available demographics
 - Download PDF reports
- Additional data and insights (Jan Lawry)

Section 6 Appendix

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A look across the demographics – by Pay Range

Group		Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Job Conditions	Physical Health	Psychological Health	Positive Psychological Wellbeing	Sense of Purpose	Motivation	Perceived Organisational Wellbeing	Employee Commitment	Good Day At Work	Performance
Agenda for Change 2	33	-10	-6	-8	2	3	-6	-10	-23	-25	-21	-4	-2	-6	-1	-5	-9	
Agenda for Change 3	35	-12	-8	-9	-1	-1	-6	-12	-26	-26	-23	-7	-3	-5	-2	-4	-14	
Agenda for Change 4	27	-7	-3	-1	-2	5	-5	-2	-25	-25	-18	-1	6	1	7	-9	-7	
Agenda for Change 5	70	-6	-4	-5	-1	7	-3	-3	-19	-22	-15	0	0	-4	-3	-5	-9	
Agenda for Change 6	88	-5	-6	-7	-5	7	-5	-5	-17	-20	-17	-6	-4	-9	-7	-8	-11	
Agenda for Change 7	88	-1	-5	-3	-4	7	-4	-3	-15	-14	-15	-3	-1	-6	-5	-5	-11	
Agenda for Change 8a	35	-2	-6	-5	-7	6	-6	0	-19	-16	-13	-6	-1	-3	-4	-10	-15	
Agenda for Change 8b	12	-5	-1	-8	-20	6	-6	-1	-23	-21	-15	-13	2	2	-9	-10	-15	
Medical – Consultant	32	-6	-6	-5	-9	13	-4	-3	-3	-6	-7	-4	-2	2	-5	-5	-9	
Medical - Foundation Training/Equivalent	8	-11	-12	-11	-11	6	-7	-9	-7	-9	-6	-7	-10	-8	-17	1	-7	
Prefer not to say	8	-15	-6	-3	3	9	-9	-7	-19	-25	-24	6	4	-1	-4	-13	-10	



KEY:



Positive, 6+ better than the Benchmark



Typical, Similar to the benchmark score (-5 to +5)



Caution, -6 or -7 compared to the Benchmark



Risk, -8 or lower than the benchmark

A look across the demographics – by Tenure

How long have you worked in your current role? ▾

Group		<div>Number of Participants</div> <div>Resilience</div> <div>Resources & Communication</div> <div>Control</div> <div>Balanced Workload</div> <div>Job Security & Change</div> <div>Work Relationships</div> <div>Job Conditions</div> <div>Physical Health</div> <div>Psychological Health</div> <div>Sense of Purpose</div> <div>Motivation</div> <div>Perceived Organisational Wellbeing</div> <div>Employee Organisational Commitment</div> <div>Good Day At Work</div> <div>Performance</div>															
Less than 12 months	82	-1	-1	3	-1	7	0	-1	-14	-15	-6	-1	4	5	5	-2	-2
1 year – 2y 11m	119	-4	-4	-4	-6	8	-3	-3	-19	-18	-13	-3	-1	-2	-5	-8	-9
3 years – 4y 11m	61	-4	-5	-6	0	6	-5	-3	-19	-17	-16	-2	-2	-5	-5	-3	-12
5 years – 9y 11m	67	-7	-6	-5	-5	5	-7	-6	-15	-19	-15	-7	0	-2	-1	-5	-9
10 years – 14y 11m	66	-8	-6	-10	-8	4	-7	-7	-18	-21	-19	-4	-1	-8	-3	-8	-14
15 years – 19y 11m	32	-9	-3	-10	-5	5	-8	-9	-16	-19	-22	-5	-9	-15	-14	-11	-19
20 years – 24y 11m	19	-8	-6	-7	-1	9	-3	-6	-21	-19	-19	0	0	-4	-4	-8	-9
25 years or more	20	-5	-14	-17	-6	6	-10	-2	-14	-19	-25	-6	-13	-21	-17	-7	-20

i KEY:
 Positive, 6+ better than the Benchmark
Typical, Similar to the benchmark score (-5 to +5)
Caution, -6 or -7 compared to the Benchmark
Risk, -8 or lower than the benchmark

A look across the demographics – Mangers & Leaders

Do you have management/leadership responsibilities?

Group		Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Job Conditions	Physical Health	Psychological Health	Positive Psychological Wellbeing	Sense of Purpose	Motivation	Perceived Organisational Wellbeing	Employee Commitment	Good Day At Work	Performance
Yes	245	-2	-4	-4	-6	8	-4	-2	-14	-15	-14	-3	0	-3	-3	-5	-9	
No	206	-8	-6	-7	-2	4	-5	-7	-20	-23	-17	-3	-3	-7	-5	-7	-11	

i

KEY:

Positive, 6+ better than the Benchmark

Typical. Similar to the benchmark score (-5 to +5)

Caution, -6 or -7 compared to the Benchmark

Risk, -8 or lower than the benchmark

A look across the demographics – by Ethnicity

I would describe my ethnic origin as follows: ▾

Group		Number of Participants	Resilience	Resources & Communication	Control	Balanced Workload	Job Security & Change	Work Relationships	Job Conditions	Physical Health	Psychological Health	Positive Psychological Health	Sense of Purpose	Motivation	Perceived Organisational Wellbeing	Employee Organisational Commitment	Good Day At Work Performance
White – British	406	-5	-5	-5	-4	6	-4	-4	-18	-19	-16	-3	-1	-4	-3	-6	-10
White – Irish	13	0	-3	-2	3	10	-8	3	-3	-8	-9	-1	1	0	-5	-2	-8
White - Any other background	19	1	1	1	-1	5	-4	-5	-13	-8	-4	-2	0	0	-3	-9	-3
Asian / Asian British – Indian	9	0	4	1	-10	10	2	-6	2	1	6	0	-3	5	-2	-2	0

ⓘ KEY:
 Positive, 6+ better than the Benchmark
Typical, Similar to the benchmark score (-5 to +5)
Caution, -6 or -7 compared to the Benchmark
Risk, -8 or lower than the benchmark

A look across the demographics – by Disability

Do you have a disability under the terms of the Equality Act 2010? (a person is disabled

Group		<div> <div>Number of Participants</div> <div>Resilience</div> <div>Resources & Communication</div> <div>Control</div> <div>Balanced Workload</div> <div>Job Security & Change</div> <div>Work Relationships</div> <div>Job Conditions</div> <div>Physical Health</div> <div>Psychological Health</div> <div>Sense of Purpose</div> <div>Motivation</div> <div>Perceived Organisational Wellbeing</div> <div>Employee Organisational Commitment</div> <div>Good Day At Work</div> <div>Performance</div> </div>															
Yes	40	-9	-10	-13	-8	0	-11	-7	-23	-26	-19	-5	-6	-11	-8	-10	-12
No	411	-4	-4	-4	-4	7	-3	-3	-16	-17	-14	-3	0	-3	-3	-5	-9
Prefer not to say	15	-15	-10	-15	-10	-4	-14	-18	-27	-27	-18	-11	-5	-12	-9	-14	-18

KEY:

Positive, 6+ better than the Benchmark

Typical. Similar to the benchmark score (-5 to +5)

Caution, -6 or -7 compared to the Benchmark

Risk, -8 or lower than the benchmark

Additional Questions – Working with Covid-19 (1 of 2)

The percentages in the table correspond to the percentage of respondents who responded positively

Question	Trust 1	Trust 2	Trust 3	Trust 4	Trust 5	Trust 6	Trust 7	Trust 8	Trust 9
I socially distance at work according to the rules that are in place	71%	86%	76%	72%	80%	52%	66%	77%	65%
I am able to give feedback to my line manager about the impact of COVID-19 on me	69%	63%	66%	52%	70%	45%	54%	69%	53%
My job places my family at risk of COVID-19	34%	25%	9%	16%	20%	17%	16%	62%	8%
My job does not place my health at risk of COVID-19	31%	24%	14%	8%	30%	17%	10%	15%	10%
Line managers are concerned about my wellbeing	44%	33%	50%	46%	80%	45%	48%	62%	33%
COVID-19 has made me feel burnt out	17%	8%	12%	6%	10%	10%	2%	8%	8%
I do not feel valued by my colleagues/team for my COVID-19 contribution	51%	49%	59%	46%	50%	45%	47%	54%	60%

Additional Questions – Working with Covid-19 (2 of 2)

The percentages in the table correspond to the percentage of respondents who responded positively

* This question was a leap only presented to those who 'slightly agreed, agreed or strongly agreed' to the question above

Question	Trust 1	Trust 2	Trust 3	Trust 4	Trust 5	Trust 6	Trust 7	Trust 8	Trust 9
I feel that I have appropriate PPE for my role	80%	73%	86%	83%	100%	79%	74%	92%	85%
I can provide the care my patients need	56%	86%	78%	55%	69%	48%	81%	50%	54%
I feel overwhelmed by what my job expects of me	37%	31%	29%	24%	20%	24%	23%	54%	20%
The health risk assessment has changed my working arrangements	46%	49%	69%	54%	60%	69%	68%	85%	73%
The change in working arrangements was positively supported by colleagues *	79%	38%	53%	57%	33%	56%	53%	100%	50%
Decisions I have made to protect my or my family's health do not marginalise me	11%	6%	5%	11%	10%	24%	8%	0%	8%
Colleagues who are unwilling to socially distance at work make me feel stressed	20%	22%	29%	12%	30%	38%	24%	38%	33%