

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I look forward to going to work	2020 - SBUHB	56%	12.6%	43.4%	25.5%	13.4%	5.1%
	2020 - National	57.9%					
	2018 - ABMU	60%					
	2016 - ABMU	57%					
	2013 - ABMU	51%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I'm enthusiastic about my job	2020 - SBUHB	76.4%	30.7%	45.7%	14.1%	7.3%	2.2%
	2020 - National	76.7%					
	2018 - ABMU	74%					
	2016 - ABMU	70%					
	2013 - ABMU	65%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I would recommend my organisation as a place to work	2020 - SBUHB	65.8%	20.8%	44.9%	20.2%	9.7%	4.4%
	2020 - National	63.8%					
	2018 - ABMU	64%					
	2016 - ABMU	63%					
	2013 - ABMU	50%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I am proud to tell people I work for my organisation	2020 - SBUHB	75.6%	32.9%	42.8%	17.3%	5.3%	1.8%
	2020 - National	72.9%					
	2018 - ABMU	71%					
	2016 - ABMU	67%					
	2013 - ABMU	51%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I am happy to go the extra mile at work when required	2020 - SBUHB	90.6%	48.3%	42.3%	6.6%	2%	0.8%
	2020 - National	89.4%					
	2018 - ABMU	94%					
	2016 - ABMU	91%					
	2013 - ABMU	87%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I am able to make improvements in my area of work	2020 - SBUHB	66.3%	21.8%	44.5%	18.1%	10.8%	4.9%

	2020 - National	63%					
	2018 - ABMU	75%					
	2016 - ABMU	61%					
	2013 - ABMU	57%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I am involved in discussions / decisions on change introduced in my work / department / team	2020 - SBUHB	56.9%	20.8%	36.1%	17.1%	16.4%	9.7%
	2020 - National	54.8%					
	2018 - ABMU	54%					
	2016 - ABMU	48%					
	2013 - ABMU	46%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
If a friend or relative needed treatment, I would be happy with the standard of care provided by this organisation	2020 - SBUHB	67.1%	16.7%	50.4%	22.8%	7.8%	2.3%
	2020 - National	67.6%					
	2018 - ABMU	72%					
	2016 - ABMU	70%					
	2013 - ABMU	51%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
My job gives me a feeling of belonging	2020 - SBUHB	67.5%	18.4%	49.1%	19.9%	9.3%	3.4%
	2020 - National	66.3%					
	2018 - ABMU	68%					
	2016 - ABMU						
	2013 - ABMU						

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
Team members take time out to reflect and learn	2020 - SBUHB	54.4%	11.8%	42.5%	25.6%	15.5%	4.5%
	2020 - National	52%					
	2018 - ABMU	61%					
	2016 - ABMU						
	2013 - ABMU						

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
My line manager takes a positive interest in my health and wellbeing	2020 - SBUHB	66.6%	27.8%	38.7%	15.6%	10.7%	7.1%
	2020 - National	65.8%					
	2018 - ABMU	69%					
	2016 - ABMU						
	2013 - ABMU						

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
The people I work with treat me with respect	2020 - SBUHB	80.8%	28.2%	52.6%	12.4%	4.8%	2%
	2020 - National	78.9%					
	2018 - ABMU	80%					
	2016 - ABMU	74%					
	2013 - ABMU	80%					

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I feel comfortable challenging disrespectful behaviour in my team	2020 - SBUHB	60.6%	14.6%	46%	22.4%	13.5%	3.5%
	2020 - National	60.3%					
	2018 - ABMU	63%					
	2016 - ABMU						
	2013 - ABMU						

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
My line manager makes clear what is expected of me	2020 - SBUHB	71%	20.9%	50%	16.7%	8.6%	3.7%
	2020 - National	70.5%					
	2018 - ABMU	77%					
	2016 - ABMU	71%					
	2013 - ABMU	63%					

Question	% Negative responses		Yes	No
In the last 12 months have you experienced bullying, harassment or abuse by your manager?	2020 - SBUHB	9.1%	9.1%	90.9%
	2020 - National	10%		
	2018 - ABMU	20%		
	2016 - ABMU	16%		
	2013 - ABMU	18%		

Comment: Question was combined with the below question in 2018, 2016 & 2013

Question	% Negative responses		Yes	No
In the last 12 months have you experienced bullying, harassment or abuse by another colleague?	2020 - SBUHB	16.2%	16.2%	83.8%
	2020 - National	82.8%		
	2018 - ABMU	20%		
	2016 - ABMU	16%		
	2013 - ABMU	18%		

Comment: Question was combined with the above question in 2018, 2016 & 2013

Question	% Negative responses		Yes	No
In the last 12 months have you experienced bullying, harassment or abuse by a member of the public?	2020 - SBUHB	14.8%	14.8%	85.2%
	2020 - National	84.8%		
	2018 - ABMU	23%		
	2016 - ABMU	20%		
	2013 - ABMU	21%		

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
	My organisation takes effective action if staff are bullied, harassed or abused by other members of staff or a member of the public.	2020 - SBUHB	40.9%	8.8%	32%	38.6%	14%
2020 - National		41.9%					
2018 - ABMU		50 & 45%					
2016 - ABMU							
2013 - ABMU							

Comment: This question was split across two questions in 2018