

Contents of report

This report contains information on the results of the 2024 NHS Wales Staff Survey for Swansea Bay University Health Board, including:

- 1. Survey response rate**
- 2. Staff Engagement Index score**
- 3. Summary of responses by theme and sub-theme**
- 4. Summary of responses by question**
- 5. Equality, diversity and inclusion (EDI) information on respondents**

For information

The 2024 NHS Wales Staff survey was open to all employees in NHS Wales for the 2 month period of between 1st October 2024 and 29th November 2024. The questions in the survey are organised by 10 themes and 20 sub-themes.

Data source

The data presented in this report has been provided by IQVIA Inc., the organisation responsible for delivering the 2024 and 2023 NHS Wales Staff Surveys. The data is stored, and has been collected from, the Health Education and Improvement Wales (HEIW) data warehouse.

Methodology

To ensure the anonymity of survey respondents, the data in section 5 of this report has been suppressed for instances of less than 10 responses. For example, where less than 10 people with a particular characteristic completed a survey, the number and % of people completing a survey with this particular characteristic is not shown. Any blank responses to questions have also been excluded from the analysis.

Positivity scores have been calculated for each theme and sub-theme, and are based on the percentage of people that responded positively to each question included in each theme and sub-theme. To calculate the Staff Engagement Index score, responses to the 7 relevant questions were weighted based on their scale position from 1 to 5 (on a scale of strongly disagree to strongly agree, or Never to Always). The index score was then calculated as the average of: (i) the weighted percentage score for questions 22a, 22b, and 22c, (ii) the weighted percentage score for questions 23a and 23d, and (iii) the weighted percentage score for questions 23b and 23c. The higher the staff engagement index score, the higher the proportion of people that responded positively to the questions.

For the purpose of benchmarking, organisations have been grouped and a separate NHS Wales organisational average has been calculated for 'Health Board' organisations and 'Trust/Authority' organisations. The NHS Wales organisational average reported in this document therefore relates to Health Board organisations. The organisations included in this benchmark group are: Aneurin Bevan UHB, Betsi Cadwaladr UHB, Cardiff and Vale UHB, Cwm Taf Morgannwg UHB, Hywel Dda UHB, Powys Teaching HB, and Swansea Bay UHB.

Contact details: This report has been developed by the Data and Analytics Team at Health Education and Improvement Wales (HEIW). Please contact HEIW.ATeam@wales.nhs.uk with any queries or feedback.

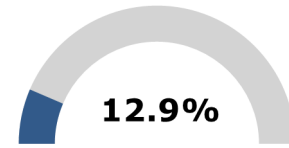


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1. Survey response rate

2008 people employed at Swansea Bay University Health Board completed the survey in 2024. This equates to a response rate of **12.9%**. This is compared with the 21.9% overall NHS Wales response rate for 2024.



2. Staff Engagement Index score

Swansea Bay University Health Board achieved a **Staff Engagement Index score of 71.2%** in 2024. This is compared with the 72% average NHS Wales Staff Engagement Index score.

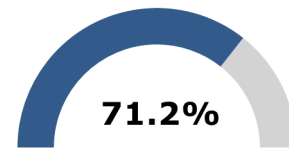


Table 1: Responses to Staff Engagement Index questions in the 2024 survey for Swansea Bay University Health Board, with questions asking "On a scale of 1 to 5 (from strongly disagree to strongly agree), to what extent do you agree with the following statements?"

| Sub-theme and statement | % agreed or strongly agreed | NHS Wales average |
|--|-----------------------------|-------------------|
| Ability to contribute towards improvements at work | | |
| 23a) I am able to make improvements in my area of work. | 60.5% | 60.6% |
| 23d) I am involved in deciding on changes introduced that affect my work/area/team/department. | 48.3% | 47.9% |
| Intrinsic psychological engagement | | |
| 22a) I look forward to going to work. | 50.6% | 51.2% |
| 22b) I am enthusiastic about my job. | 65.1% | 65.7% |
| 22c) I am happy to go the extra mile at work when required. | 78.5% | 78.7% |
| Staff advocacy and recommendation | | |
| 23b) I would recommend my organisation as a place to work. | 56.7% | 56.4% |
| 23c) I am proud to tell people I work for my organisation. | 61.1% | 60.0% |

About the Staff Engagement Index

The Staff Engagement Index score is calculated by weighting the responses to the seven questions based on their position on a 5-point scale (with 1 representing the least positive response, and 5 the most positive response). The Staff Engagement Index score therefore increases as the proportion of people responding positively to these questions increases. More information on how the Staff Engagement Index score is calculated is available on page 1 of this report.

3. Summary of responses by theme and sub-theme

Table 2: Positivity scores by theme in 2024 for Swansea Bay University Health Board (with bars highlighted green and pink to indicate rates higher and lower than the NHS Wales organisational average for Health Board organisations)

| Theme | Positivity score | NHS Wales average |
|--|------------------|-------------------|
| Morale | 54.8% | 54.8% |
| Patient safety | 57.7% | 58.7% |
| Staff engagement | 60.0% | 59.6% |
| We are all able to speak up | 65.1% | 66.3% |
| We are compassionate and inclusive | 68.8% | 70.1% |
| We are continuously learning and improving | 64.7% | 64.5% |
| We are stronger together | 68.1% | 69.4% |
| We champion flexible working | 60.0% | 61.8% |
| We nurture healthy working environments | 57.3% | 58.0% |
| We recognise everyone's contribution | 61.0% | 62.4% |

Table 3: Positivity scores by theme in 2024 and 2023 for Swansea Bay University Health Board (with rates highlighted green and pink to indicate rates higher and lower than the NHS Wales organisational average for Health Board organisations)

| Theme | Year | Positivity score | Annual trend | NHS Wales average | Variance |
|--|------|------------------|--------------|-------------------|----------|
| Morale | 2023 | 54.6% | | 54.0% | 0.7% |
| | 2024 | 54.8% | 0.2% ▲ | 54.8% | 0.0% |
| Patient safety | 2023 | 56.0% | | 53.1% | 2.9% |
| | 2024 | 57.7% | 1.7% ▲ | 58.7% | -1.0% |
| Staff engagement | 2023 | 61.6% | | 60.3% | 1.3% |
| | 2024 | 60.0% | -1.6% ▼ | 59.6% | 0.3% |
| We are all able to speak up | 2023 | 66.1% | | 65.7% | 0.4% |
| | 2024 | 65.1% | -0.9% ▼ | 66.3% | -1.2% |
| We are compassionate and inclusive | 2023 | 69.4% | | 69.7% | -0.2% |
| | 2024 | 68.8% | -0.6% ▼ | 70.1% | -1.3% |
| We are continuously learning and improving | 2023 | 66.5% | | 64.0% | 2.5% |
| | 2024 | 64.7% | -1.8% ▼ | 64.5% | 0.2% |
| We are stronger together | 2023 | 68.2% | | 68.4% | -0.2% |
| | 2024 | 68.1% | -0.1% ▼ | 69.4% | -1.3% |
| We champion flexible working | 2023 | 57.2% | | 57.9% | -0.7% |
| | 2024 | 60.0% | 2.8% ▲ | 61.8% | -1.7% |
| We nurture healthy working environments | 2023 | 55.6% | | 56.3% | -0.8% |
| | 2024 | 57.3% | 1.8% ▲ | 58.0% | -0.6% |
| We recognise everyone's contribution | 2023 | 60.7% | | 61.6% | -0.9% |
| | 2024 | 61.0% | 0.2% ▲ | 62.4% | -1.5% |

Table 4: Positivity scores by theme and sub-theme for Swansea Bay University Health Board (*with rates highlighted green and pink to indicate rates higher and lower than the NHS Wales organisational average for Health Board organisations*)

| Theme | Sub-theme | Year | Positivity score | Annual trend | NHS Wales average | Variance |
|--|---|-------|------------------|--------------|-------------------|----------|
| Morale | Stressors | 2023 | 57.3% | | 57.4% | -0.1% |
| | | 2024 | 57.1% | -0.2% ▼ | 57.8% | -0.7% |
| | Thinking about leaving | 2023 | 56.7% | | 54.3% | 2.4% |
| | | 2024 | 57.4% | 0.7% ▲ | 56.1% | 1.2% |
| | Work pressure | 2023 | 46.7% | | 46.6% | 0.1% |
| | | 2024 | 46.7% | 0.0% ▲ | 47.2% | -0.4% |
| Patient safety | No related sub-theme | 2023 | 56.0% | | 53.1% | 2.9% |
| | | 2024 | 57.7% | 1.7% ▲ | 58.7% | -1.0% |
| Staff engagement | Ability to contribute towards improvement at work (Involvement) | 2023 | 57.3% | | 56.0% | 1.3% |
| | | 2024 | 54.3% | -2.9% ▼ | 53.9% | 0.5% |
| | Intrinsic psychological engagement (Motivation) | 2023 | 65.7% | | 65.6% | 0.0% |
| | | 2024 | 64.7% | -1.0% ▼ | 64.9% | -0.2% |
| | Staff Advocacy and recommendation (Advocacy) | 2023 | 59.7% | | 56.4% | 3.3% |
| | | 2024 | 58.5% | -1.2% ▼ | 57.5% | 1.0% |
| We are all able to speak up | Autonomy and control | 2023 | 72.8% | | 72.3% | 0.4% |
| | | 2024 | 70.9% | -1.9% ▼ | 71.9% | -1.0% |
| | Raising concerns | 2023 | 59.3% | | 59.0% | 0.3% |
| | | 2024 | 59.3% | -0.1% ▼ | 60.7% | -1.4% |
| We are compassionate and inclusive | Compassionate culture | 2023 | 70.1% | | 70.4% | -0.3% |
| | | 2024 | 69.5% | -0.6% ▼ | 70.6% | -1.1% |
| | Compassionate Leadership | 2023 | 66.7% | | 66.5% | 0.2% |
| | | 2024 | 67.4% | 0.7% ▲ | 69.0% | -1.6% |
| | Diversity and Equality | 2023 | 63.9% | | 62.4% | 1.5% |
| | | 2024 | 62.5% | -1.4% ▼ | 64.3% | -1.8% |
| Inclusion | 2023 | 72.0% | | 73.2% | -1.1% | |
| | 2024 | 70.4% | -1.6% ▼ | 71.6% | -1.2% | |
| We are continuously learning and improving | Development | 2023 | 63.3% | | 60.3% | 3.0% |
| | | 2024 | 61.4% | -1.9% ▼ | 60.8% | 0.7% |
| | PDR/Appraisal | 2023 | 73.1% | | 71.8% | 1.3% |
| | | 2024 | 71.1% | -2.0% ▼ | 72.0% | -0.9% |
| We are stronger together | Line management | 2023 | 65.7% | | 65.8% | -0.1% |
| | | 2024 | 66.8% | 1.1% ▲ | 68.4% | -1.6% |
| | Team working | 2023 | 70.2% | | 70.5% | -0.3% |
| | | 2024 | 69.1% | -1.1% ▼ | 70.1% | -1.1% |
| We champion flexible working | Support for work-life balance | 2023 | 57.2% | | 57.9% | -0.7% |
| | | 2024 | 60.0% | 2.8% ▲ | 61.8% | -1.7% |

| Theme | Sub-theme | Year | Positivity score | Annual trend | NHS Wales average | Variance |
|---|---------------------------|------|------------------|--------------|-------------------|----------|
| We nurture healthy working environments | Burnout | 2023 | 25.5% | | 27.0% | -1.4% |
| | | 2024 | 29.6% | 4.1% ▲ | 30.9% | -1.2% |
| | Health and safety climate | 2023 | 43.0% | | 42.5% | 0.5% |
| | | 2024 | 43.5% | 0.5% ▲ | 43.7% | -0.2% |
| | Negative experiences | 2023 | 85.9% | | 86.9% | -1.0% |
| | | 2024 | 86.6% | 0.7% ▲ | 87.1% | -0.5% |
| We recognise everyone's contribution | No related sub-theme | 2023 | 60.7% | | 61.6% | -0.9% |
| | | 2024 | 61.0% | 0.2% ▲ | 62.4% | -1.5% |

4. Summary of responses by question

Table 5: Percentage of people that responded positively and negatively to likert scale questions included in the 2024 survey for Swansea Bay University Health Board, with questions organised by theme

| Question | Year | Positive responses (%) | Positive responses (%) - NHS Wales average | Negative responses (%) |
|--|------|------------------------|--|------------------------|
| Morale | | | | |
| 02a) I have unrealistic time pressures. | 2023 | 26.9% | 27.6% | 31.9% |
| | 2024 | 27.4% | 28.9% | 30.5% |
| 02b) I am able to meet all the conflicting demands on my time at work. | 2023 | 50.9% | 51.2% | 15.3% |
| | 2024 | 49.4% | 51.5% | 15.2% |
| 02c) I have adequate supplies, materials and equipment to do my work. | 2023 | 58.1% | 59.2% | 15.1% |
| | 2024 | 57.6% | 58.1% | 17.5% |
| 02d) There are enough staff at this organisation for me to do my job properly. | 2023 | 33.5% | 31.3% | 34.2% |
| | 2024 | 34.8% | 34.2% | 34.0% |
| 04a) My immediate manager (line manager) encourages me at work. | 2023 | 69.4% | 69.6% | 14.1% |
| | 2024 | 70.0% | 71.7% | 14.2% |
| 14a) I always know what my work responsibilities are. | 2023 | 81.1% | 81.2% | 9.6% |
| | 2024 | 79.9% | 81.6% | 10.2% |
| 14d) I have a choice in deciding how to do my work. | 2023 | 66.5% | 67.2% | 15.3% |
| | 2024 | 70.2% | 71.8% | 13.5% |
| 15f) Relationships at work are strained. | 2023 | 47.0% | 47.3% | 27.3% |
| | 2024 | 48.1% | 47.3% | 27.4% |
| 23d) I am involved in deciding on changes introduced that affect my work/area/team/department. | 2023 | 54.4% | 54.2% | 25.5% |
| | 2024 | 48.3% | 47.9% | 29.0% |
| 24a) I am satisfied in my current role and intend to remain in it for the foreseeable future. | 2023 | 58.4% | 56.5% | 18.0% |
| | 2024 | 57.5% | 57.1% | 21.5% |
| 24b) I often think about leaving this organisation. | 2023 | 50.2% | 47.0% | 27.2% |
| | 2024 | 49.8% | 48.4% | 29.8% |
| 24c) I will probably look for a job at a new organisation in the next 12 months. | 2023 | 54.7% | 53.0% | 20.3% |
| | 2024 | 56.9% | 56.0% | 20.8% |
| 24d) As soon as I can find another job, I will leave this organisation. | 2023 | 64.1% | 61.1% | 14.3% |
| | 2024 | 65.1% | 63.9% | 14.6% |
| Patient safety | | | | |
| 13b) My organisation treats staff who are involved in an error, near miss or incident, fairly. | 2023 | 45.6% | 43.7% | 12.1% |
| | 2024 | 51.1% | 52.2% | 16.1% |
| 13c) My organisation encourages us to report errors, near misses or incidents. | 2023 | 75.6% | 73.9% | 8.2% |
| | 2024 | 75.7% | 76.5% | 11.9% |

| | | | | | | |
|--|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 13d) When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again. | 2023 | 56.6% | <div style="width: 56.6%;"></div> | 53.0% | 12.2% | <div style="width: 12.2%;"></div> |
| | 2024 | 55.9% | <div style="width: 55.9%;"></div> | 57.7% | 16.6% | <div style="width: 16.6%;"></div> |
| 13e) We are given feedback about changes made in response to reported errors, near misses and incidents. | 2023 | 46.9% | <div style="width: 46.9%;"></div> | 42.8% | 19.3% | <div style="width: 19.3%;"></div> |
| | 2024 | 47.8% | <div style="width: 47.8%;"></div> | 48.8% | 24.6% | <div style="width: 24.6%;"></div> |

Staff engagement

| | | | | | | |
|--|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 22a) I look forward to going to work. | 2023 | 50.2% | <div style="width: 50.2%;"></div> | 50.7% | 16.5% | <div style="width: 16.5%;"></div> |
| | 2024 | 50.6% | <div style="width: 50.6%;"></div> | 51.2% | 16.8% | <div style="width: 16.8%;"></div> |
| 22b) I am enthusiastic about my job. | 2023 | 68.0% | <div style="width: 68.0%;"></div> | 66.8% | 8.4% | <div style="width: 8.4%;"></div> |
| | 2024 | 65.1% | <div style="width: 65.1%;"></div> | 65.7% | 10.3% | <div style="width: 10.3%;"></div> |
| 22c) I am happy to go the extra mile at work when required. | 2023 | 79.6% | <div style="width: 79.6%;"></div> | 80.0% | 4.5% | <div style="width: 4.5%;"></div> |
| | 2024 | 78.5% | <div style="width: 78.5%;"></div> | 78.7% | 6.2% | <div style="width: 6.2%;"></div> |
| 23a) I am able to make improvements in my area of work. | 2023 | 60.4% | <div style="width: 60.4%;"></div> | 58.5% | 14.6% | <div style="width: 14.6%;"></div> |
| | 2024 | 60.5% | <div style="width: 60.5%;"></div> | 60.6% | 17.7% | <div style="width: 17.7%;"></div> |
| 23b) I would recommend my organisation as a place to work. | 2023 | 57.7% | <div style="width: 57.7%;"></div> | 55.2% | 16.2% | <div style="width: 16.2%;"></div> |
| | 2024 | 56.7% | <div style="width: 56.7%;"></div> | 56.4% | 18.2% | <div style="width: 18.2%;"></div> |
| 23c) I am proud to tell people I work for my organisation. | 2023 | 62.8% | <div style="width: 62.8%;"></div> | 58.8% | 9.7% | <div style="width: 9.7%;"></div> |
| | 2024 | 61.1% | <div style="width: 61.1%;"></div> | 60.0% | 13.2% | <div style="width: 13.2%;"></div> |
| 23d) I am involved in deciding on changes introduced that affect my work/area/team/department. | 2023 | 54.4% | <div style="width: 54.4%;"></div> | 54.2% | 25.5% | <div style="width: 25.5%;"></div> |
| | 2024 | 48.3% | <div style="width: 48.3%;"></div> | 47.9% | 29.0% | <div style="width: 29.0%;"></div> |

We are all able to speak up

| | | | | | | |
|--|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 14a) I always know what my work responsibilities are. | 2023 | 81.1% | <div style="width: 81.1%;"></div> | 81.2% | 9.6% | <div style="width: 9.6%;"></div> |
| | 2024 | 79.9% | <div style="width: 79.9%;"></div> | 81.6% | 10.2% | <div style="width: 10.2%;"></div> |
| 14b) I am trusted to do my job. | 2023 | 87.5% | <div style="width: 87.5%;"></div> | 87.5% | 5.1% | <div style="width: 5.1%;"></div> |
| | 2024 | 85.0% | <div style="width: 85.0%;"></div> | 86.9% | 7.2% | <div style="width: 7.2%;"></div> |
| 14c) There are frequent opportunities for me to show initiative in my role. | 2023 | 74.3% | <div style="width: 74.3%;"></div> | 72.6% | 11.2% | <div style="width: 11.2%;"></div> |
| | 2024 | 71.4% | <div style="width: 71.4%;"></div> | 72.5% | 14.3% | <div style="width: 14.3%;"></div> |
| 14d) I have a choice in deciding how to do my work. | 2023 | 66.5% | <div style="width: 66.5%;"></div> | 67.2% | 15.3% | <div style="width: 15.3%;"></div> |
| | 2024 | 70.2% | <div style="width: 70.2%;"></div> | 71.8% | 13.5% | <div style="width: 13.5%;"></div> |
| 14i) I would feel secure raising concerns about unsafe clinical practice. | 2023 | 74.5% | <div style="width: 74.5%;"></div> | 73.4% | 9.6% | <div style="width: 9.6%;"></div> |
| | 2024 | 73.4% | <div style="width: 73.4%;"></div> | 74.5% | 11.7% | <div style="width: 11.7%;"></div> |
| 14j) I would feel secure raising concerns about unethical behaviour. | 2023 | 76.7% | <div style="width: 76.7%;"></div> | 76.7% | 10.6% | <div style="width: 10.6%;"></div> |
| | 2024 | 74.2% | <div style="width: 74.2%;"></div> | 75.7% | 13.7% | <div style="width: 13.7%;"></div> |
| 14k) I am confident my organisation would address my concern. | 2023 | 52.0% | <div style="width: 52.0%;"></div> | 51.3% | 18.0% | <div style="width: 18.0%;"></div> |
| | 2024 | 51.1% | <div style="width: 51.1%;"></div> | 53.5% | 22.7% | <div style="width: 22.7%;"></div> |
| 17d) I feel safe to speak up about anything that concerns me in this organisation. | 2023 | 56.3% | <div style="width: 56.3%;"></div> | 55.8% | 19.2% | <div style="width: 19.2%;"></div> |
| | 2024 | 56.5% | <div style="width: 56.5%;"></div> | 58.5% | 20.9% | <div style="width: 20.9%;"></div> |
| 17e) If I spoke up about something that concerned me, I am confident my organisation would address my concern. | 2023 | 39.7% | <div style="width: 39.7%;"></div> | 40.1% | 24.2% | <div style="width: 24.2%;"></div> |
| | 2024 | 42.0% | <div style="width: 42.0%;"></div> | 43.6% | 26.8% | <div style="width: 26.8%;"></div> |
| 23d) I am involved in deciding on changes introduced that affect my work/area/team/department. | 2023 | 54.4% | <div style="width: 54.4%;"></div> | 54.2% | 25.5% | <div style="width: 25.5%;"></div> |
| | 2024 | 48.3% | <div style="width: 48.3%;"></div> | 47.9% | 29.0% | <div style="width: 29.0%;"></div> |

We are compassionate and inclusive

| | | | | | | |
|---|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 01h) I feel valued by my team. | 2023 | 66.5% | <div style="width: 66.5%;"></div> | 67.4% | 17.1% | <div style="width: 17.1%;"></div> |
| | 2024 | 65.2% | <div style="width: 65.2%;"></div> | 67.1% | 20.6% | <div style="width: 20.6%;"></div> |
| 01j) I'd feel able to speak up in my team if I noticed poor or incorrect practice. | 2023 | 74.3% | <div style="width: 74.3%;"></div> | 75.3% | 13.2% | <div style="width: 13.2%;"></div> |
| | 2024 | 71.6% | <div style="width: 71.6%;"></div> | 73.0% | 16.0% | <div style="width: 16.0%;"></div> |
| 04f) My immediate manager (line manager) works together with me to come to an understanding of problems. | 2023 | 66.7% | <div style="width: 66.7%;"></div> | 66.9% | 15.5% | <div style="width: 15.5%;"></div> |
| | 2024 | 67.7% | <div style="width: 67.7%;"></div> | 69.3% | 16.7% | <div style="width: 16.7%;"></div> |
| 04g) My immediate manager (line manager) is interested in listening to me when I describe challenges I face. | 2023 | 70.0% | <div style="width: 70.0%;"></div> | 69.8% | 14.6% | <div style="width: 14.6%;"></div> |
| | 2024 | 69.9% | <div style="width: 69.9%;"></div> | 71.4% | 16.5% | <div style="width: 16.5%;"></div> |
| 04i) My immediate manager (line manager) takes effective action to help me with any problems I face. | 2023 | 65.8% | <div style="width: 65.8%;"></div> | 65.5% | 15.3% | <div style="width: 15.3%;"></div> |
| | 2024 | 65.8% | <div style="width: 65.8%;"></div> | 67.9% | 15.9% | <div style="width: 15.9%;"></div> |
| 14l) I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas) | 2023 | 64.1% | <div style="width: 64.1%;"></div> | 62.9% | 11.1% | <div style="width: 11.1%;"></div> |
| | 2024 | 63.0% | <div style="width: 63.0%;"></div> | 64.8% | 13.6% | <div style="width: 13.6%;"></div> |
| 15c) The people I work with are understanding and kind to one another. | 2023 | 73.9% | <div style="width: 73.9%;"></div> | 75.4% | 9.5% | <div style="width: 9.5%;"></div> |
| | 2024 | 72.4% | <div style="width: 72.4%;"></div> | 73.8% | 12.0% | <div style="width: 12.0%;"></div> |
| 15d) The people I work with are polite and treat each other with respect. | 2023 | 74.3% | <div style="width: 74.3%;"></div> | 76.3% | 8.2% | <div style="width: 8.2%;"></div> |
| | 2024 | 72.9% | <div style="width: 72.9%;"></div> | 73.8% | 10.5% | <div style="width: 10.5%;"></div> |
| 16a) People here are compassionate towards colleagues when they face problems. | 2023 | 75.8% | <div style="width: 75.8%;"></div> | 76.5% | 7.9% | <div style="width: 7.9%;"></div> |
| | 2024 | 74.6% | <div style="width: 74.6%;"></div> | 75.7% | 10.0% | <div style="width: 10.0%;"></div> |
| 16b) People here give good support to colleagues who are distressed. | 2023 | 76.6% | <div style="width: 76.6%;"></div> | 77.5% | 7.4% | <div style="width: 7.4%;"></div> |
| | 2024 | 76.8% | <div style="width: 76.8%;"></div> | 77.5% | 9.4% | <div style="width: 9.4%;"></div> |
| 16c) People here are compassionate in the way they behave towards patients/ service users. | 2023 | 83.5% | <div style="width: 83.5%;"></div> | 83.4% | 3.3% | <div style="width: 3.3%;"></div> |
| | 2024 | 83.9% | <div style="width: 83.9%;"></div> | 83.5% | 4.4% | <div style="width: 4.4%;"></div> |
| 16d) People here take effective action to help patients/service users in distress. | 2023 | 83.7% | <div style="width: 83.7%;"></div> | 82.9% | 2.7% | <div style="width: 2.7%;"></div> |
| | 2024 | 83.9% | <div style="width: 83.9%;"></div> | 83.1% | 3.7% | <div style="width: 3.7%;"></div> |
| 17a) Care of patients / service users is my organisation's top priority. | 2023 | 66.7% | <div style="width: 66.7%;"></div> | 67.2% | 14.2% | <div style="width: 14.2%;"></div> |
| | 2024 | 66.1% | <div style="width: 66.1%;"></div> | 67.3% | 14.3% | <div style="width: 14.3%;"></div> |
| 17b) My organisation acts on concerns raised by patients / service users. | 2023 | 64.5% | <div style="width: 64.5%;"></div> | 63.3% | 9.1% | <div style="width: 9.1%;"></div> |
| | 2024 | 63.2% | <div style="width: 63.2%;"></div> | 64.2% | 10.6% | <div style="width: 10.6%;"></div> |
| 17c) If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation. | 2023 | 53.3% | <div style="width: 53.3%;"></div> | 54.1% | 20.2% | <div style="width: 20.2%;"></div> |
| | 2024 | 51.0% | <div style="width: 51.0%;"></div> | 55.3% | 22.6% | <div style="width: 22.6%;"></div> |
| 17d) I feel safe to speak up about anything that concerns me in this organisation. | 2023 | 56.3% | <div style="width: 56.3%;"></div> | 55.8% | 19.2% | <div style="width: 19.2%;"></div> |
| | 2024 | 56.5% | <div style="width: 56.5%;"></div> | 58.5% | 20.9% | <div style="width: 20.9%;"></div> |

We are continuously learning and improving

| | | | | | | |
|--|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 18a) This organisation offers me challenging work. | 2023 | 72.4% | <div style="width: 72.4%;"></div> | 71.2% | 7.1% | <div style="width: 7.1%;"></div> |
| | 2024 | 73.1% | <div style="width: 73.1%;"></div> | 71.3% | 7.7% | <div style="width: 7.7%;"></div> |
| 18b) There are opportunities for me to develop my career in this organisation. | 2023 | 55.7% | <div style="width: 55.7%;"></div> | 51.6% | 20.6% | <div style="width: 20.6%;"></div> |
| | 2024 | 52.4% | <div style="width: 52.4%;"></div> | 51.7% | 24.4% | <div style="width: 24.4%;"></div> |
| 18c) I have opportunities to improve my knowledge and skills. | 2023 | 70.2% | <div style="width: 70.2%;"></div> | 67.6% | 13.3% | <div style="width: 13.3%;"></div> |
| | 2024 | 68.8% | <div style="width: 68.8%;"></div> | 68.2% | 15.0% | <div style="width: 15.0%;"></div> |

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|---|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 18d) I feel supported to develop my potential. | 2023 | 58.2% | <div style="width: 58.2%;"></div> | 55.3% | 19.5% | <div style="width: 19.5%;"></div> |
| | 2024 | 54.5% | <div style="width: 54.5%;"></div> | 56.0% | 22.0% | <div style="width: 22.0%;"></div> |
| 18e) I am able to access the right learning and development opportunities when I need to. | 2023 | 59.2% | <div style="width: 59.2%;"></div> | 55.7% | 18.1% | <div style="width: 18.1%;"></div> |
| | 2024 | 56.7% | <div style="width: 56.7%;"></div> | 56.2% | 19.8% | <div style="width: 19.8%;"></div> |

We are stronger together

| | | | | | | |
|---|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 01a) The team I work in has a set of shared objectives. | 2023 | 74.3% | <div style="width: 74.3%;"></div> | 75.1% | 11.7% | <div style="width: 11.7%;"></div> |
| | 2024 | 74.5% | <div style="width: 74.5%;"></div> | 75.4% | 13.6% | <div style="width: 13.6%;"></div> |
| 01b) The team I work in often meets to discuss the team's effectiveness. | 2023 | 62.1% | <div style="width: 62.1%;"></div> | 62.7% | 24.0% | <div style="width: 24.0%;"></div> |
| | 2024 | 62.3% | <div style="width: 62.3%;"></div> | 63.6% | 26.1% | <div style="width: 26.1%;"></div> |
| 01c) Team members trust each other. | 2023 | 65.5% | <div style="width: 65.5%;"></div> | 67.1% | 16.3% | <div style="width: 16.3%;"></div> |
| | 2024 | 64.8% | <div style="width: 64.8%;"></div> | 66.3% | 18.8% | <div style="width: 18.8%;"></div> |
| 01d) Team members understand each other's roles. | 2023 | 70.9% | <div style="width: 70.9%;"></div> | 70.8% | 15.7% | <div style="width: 15.7%;"></div> |
| | 2024 | 68.9% | <div style="width: 68.9%;"></div> | 70.4% | 16.2% | <div style="width: 16.2%;"></div> |
| 01e) Team members take time out to reflect and learn. | 2023 | 52.4% | <div style="width: 52.4%;"></div> | 52.2% | 24.7% | <div style="width: 24.7%;"></div> |
| | 2024 | 52.8% | <div style="width: 52.8%;"></div> | 54.2% | 25.6% | <div style="width: 25.6%;"></div> |
| 01f) Team members are able to communicate closely with each other to achieve the team's objectives. | 2023 | 69.8% | <div style="width: 69.8%;"></div> | 69.7% | 14.2% | <div style="width: 14.2%;"></div> |
| | 2024 | 68.2% | <div style="width: 68.2%;"></div> | 69.6% | 16.8% | <div style="width: 16.8%;"></div> |
| 01g) I enjoy working with the colleagues in my team. | 2023 | 80.0% | <div style="width: 80.0%;"></div> | 81.4% | 6.1% | <div style="width: 6.1%;"></div> |
| | 2024 | 78.4% | <div style="width: 78.4%;"></div> | 79.7% | 8.1% | <div style="width: 8.1%;"></div> |
| 01h) I feel valued by my team. | 2023 | 66.5% | <div style="width: 66.5%;"></div> | 67.4% | 17.1% | <div style="width: 17.1%;"></div> |
| | 2024 | 65.2% | <div style="width: 65.2%;"></div> | 67.1% | 20.6% | <div style="width: 20.6%;"></div> |
| 01i) I feel able to ask other members of this team for help when I need it. | 2023 | 83.1% | <div style="width: 83.1%;"></div> | 83.7% | 6.8% | <div style="width: 6.8%;"></div> |
| | 2024 | 80.5% | <div style="width: 80.5%;"></div> | 81.7% | 9.5% | <div style="width: 9.5%;"></div> |
| 01j) I'd feel able to speak up in my team if I noticed poor or incorrect practice. | 2023 | 74.3% | <div style="width: 74.3%;"></div> | 75.3% | 13.2% | <div style="width: 13.2%;"></div> |
| | 2024 | 71.6% | <div style="width: 71.6%;"></div> | 73.0% | 16.0% | <div style="width: 16.0%;"></div> |
| 01k) Team members work well with other teams. | 2023 | 71.6% | <div style="width: 71.6%;"></div> | 70.8% | 10.2% | <div style="width: 10.2%;"></div> |
| | 2024 | 70.3% | <div style="width: 70.3%;"></div> | 71.7% | 12.6% | <div style="width: 12.6%;"></div> |
| 04a) My immediate manager (line manager) encourages me at work. | 2023 | 69.4% | <div style="width: 69.4%;"></div> | 69.6% | 14.1% | <div style="width: 14.1%;"></div> |
| | 2024 | 70.0% | <div style="width: 70.0%;"></div> | 71.7% | 14.2% | <div style="width: 14.2%;"></div> |
| 04b) My immediate manager (line manager) gives me clear feedback on my work. | 2023 | 62.1% | <div style="width: 62.1%;"></div> | 62.7% | 18.1% | <div style="width: 18.1%;"></div> |
| | 2024 | 63.4% | <div style="width: 63.4%;"></div> | 65.2% | 18.0% | <div style="width: 18.0%;"></div> |
| 04c) My immediate manager (line manager) asks for my opinion before making decisions that affect my work. | 2023 | 56.7% | <div style="width: 56.7%;"></div> | 57.0% | 24.8% | <div style="width: 24.8%;"></div> |
| | 2024 | 59.8% | <div style="width: 59.8%;"></div> | 60.2% | 24.5% | <div style="width: 24.5%;"></div> |
| 04d) My immediate manager (line manager) takes a positive interest in my health and well-being. | 2023 | 67.6% | <div style="width: 67.6%;"></div> | 68.3% | 15.8% | <div style="width: 15.8%;"></div> |
| | 2024 | 68.8% | <div style="width: 68.8%;"></div> | 71.2% | 15.7% | <div style="width: 15.7%;"></div> |
| 04e) My immediate manager (line manager) values my work. | 2023 | 70.4% | <div style="width: 70.4%;"></div> | 71.3% | 13.3% | <div style="width: 13.3%;"></div> |
| | 2024 | 70.2% | <div style="width: 70.2%;"></div> | 73.0% | 14.7% | <div style="width: 14.7%;"></div> |
| 04f) My immediate manager (line manager) works together with me to come to an understanding of problems. | 2023 | 66.7% | <div style="width: 66.7%;"></div> | 66.9% | 15.5% | <div style="width: 15.5%;"></div> |
| | 2024 | 67.7% | <div style="width: 67.7%;"></div> | 69.3% | 16.7% | <div style="width: 16.7%;"></div> |

| | | | | | | |
|--|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 04g) My immediate manager (line manager) is interested in listening to me when I describe challenges I face. | 2023 | 70.0% | <div style="width: 70.0%;"></div> | 69.8% | 14.6% | <div style="width: 14.6%;"></div> |
| | 2024 | 69.9% | <div style="width: 69.9%;"></div> | 71.4% | 16.5% | <div style="width: 16.5%;"></div> |
| 04h) My immediate manager (line manager) recognises the importance of staff emotional wellbeing. | 2023 | 69.7% | <div style="width: 69.7%;"></div> | 69.7% | 14.9% | <div style="width: 14.9%;"></div> |
| | 2024 | 70.5% | <div style="width: 70.5%;"></div> | 71.5% | 15.7% | <div style="width: 15.7%;"></div> |
| 04i) My immediate manager (line manager) takes effective action to help me with any problems I face. | 2023 | 65.8% | <div style="width: 65.8%;"></div> | 65.5% | 15.3% | <div style="width: 15.3%;"></div> |
| | 2024 | 65.8% | <div style="width: 65.8%;"></div> | 67.9% | 15.9% | <div style="width: 15.9%;"></div> |

We champion flexible working

| | | | | | | |
|--|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 14e) I am satisfied with the opportunity for flexible working patterns. | 2023 | 57.2% | <div style="width: 57.2%;"></div> | 59.1% | 22.0% | <div style="width: 22.0%;"></div> |
| | 2024 | 61.6% | <div style="width: 61.6%;"></div> | 63.8% | 19.8% | <div style="width: 19.8%;"></div> |
| 14f) My organisation is committed to helping me balance my work and home life. | 2023 | 51.6% | <div style="width: 51.6%;"></div> | 51.5% | 23.4% | <div style="width: 23.4%;"></div> |
| | 2024 | 54.7% | <div style="width: 54.7%;"></div> | 56.0% | 22.8% | <div style="width: 22.8%;"></div> |
| 14g) I achieve a good balance between my work life and my home life. | 2023 | 57.4% | <div style="width: 57.4%;"></div> | 57.3% | 22.6% | <div style="width: 22.6%;"></div> |
| | 2024 | 58.2% | <div style="width: 58.2%;"></div> | 59.7% | 22.4% | <div style="width: 22.4%;"></div> |
| 14h) I can approach my immediate manager (line manager) to talk openly about flexible working. | 2023 | 65.3% | <div style="width: 65.3%;"></div> | 68.1% | 16.1% | <div style="width: 16.1%;"></div> |
| | 2024 | 68.9% | <div style="width: 68.9%;"></div> | 71.0% | 17.0% | <div style="width: 17.0%;"></div> |

We nurture healthy working environments


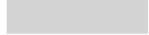




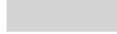























| | | | | | | |
|--|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 02a) I have unrealistic time pressures. | 2023 | 26.9% | <div style="width: 26.9%;"></div> | 27.6% | 31.9% | <div style="width: 31.9%;"></div> |
| | 2024 | 27.4% | <div style="width: 27.4%;"></div> | 28.9% | 30.5% | <div style="width: 30.5%;"></div> |
| 02b) I am able to meet all the conflicting demands on my time at work. | 2023 | 50.9% | <div style="width: 50.9%;"></div> | 51.2% | 15.3% | <div style="width: 15.3%;"></div> |
| | 2024 | 49.4% | <div style="width: 49.4%;"></div> | 51.5% | 15.2% | <div style="width: 15.2%;"></div> |
| 02c) I have adequate supplies, materials and equipment to do my work. | 2023 | 58.1% | <div style="width: 58.1%;"></div> | 59.2% | 15.1% | <div style="width: 15.1%;"></div> |
| | 2024 | 57.6% | <div style="width: 57.6%;"></div> | 58.1% | 17.5% | <div style="width: 17.5%;"></div> |
| 02d) There are enough staff at this organisation for me to do my job properly. | 2023 | 33.5% | <div style="width: 33.5%;"></div> | 31.3% | 34.2% | <div style="width: 34.2%;"></div> |
| | 2024 | 34.8% | <div style="width: 34.8%;"></div> | 34.2% | 34.0% | <div style="width: 34.0%;"></div> |
| 09a) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Patients / service users, their relatives, or other members of the public | 2023 | 70.5% | <div style="width: 70.5%;"></div> | 72.6% | 27.9% | <div style="width: 27.9%;"></div> |
| | 2024 | 73.7% | <div style="width: 73.7%;"></div> | 75.9% | 25.2% | <div style="width: 25.2%;"></div> |
| 09b) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Managers / Team leaders | 2023 | 79.7% | <div style="width: 79.7%;"></div> | 79.4% | 16.6% | <div style="width: 16.6%;"></div> |
| | 2024 | 80.2% | <div style="width: 80.2%;"></div> | 81.7% | 17.3% | <div style="width: 17.3%;"></div> |
| 09c) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Other colleagues | 2023 | 75.8% | <div style="width: 75.8%;"></div> | 76.4% | 20.7% | <div style="width: 20.7%;"></div> |
| | 2024 | 76.5% | <div style="width: 76.5%;"></div> | 78.0% | 21.3% | <div style="width: 21.3%;"></div> |
| 10a) In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault. From patients / service users | 2023 | 88.6% | <div style="width: 88.6%;"></div> | 89.9% | 10.4% | <div style="width: 10.4%;"></div> |
| | 2024 | 91.9% | <div style="width: 91.9%;"></div> | 90.7% | 7.6% | <div style="width: 7.6%;"></div> |
| 10b) In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault. From staff / colleagues | 2023 | 93.7% | <div style="width: 93.7%;"></div> | 94.7% | 5.2% | <div style="width: 5.2%;"></div> |
| | 2024 | 95.9% | <div style="width: 95.9%;"></div> | 95.5% | 3.5% | <div style="width: 3.5%;"></div> |

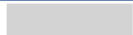
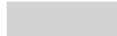



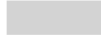
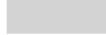



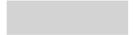
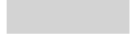



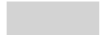
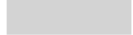



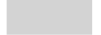
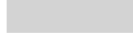





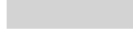





| | | | | | | |
|--|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 11a) In the last 12 months how many times have you personally experienced abuse at work from patients / service users, their relatives, or other members of the public? | 2023 | 80.4% | <div style="width: 80.4%;"></div> | 82.3% | 18.3% | <div style="width: 18.3%;"></div> |
| | 2024 | 71.6% | <div style="width: 71.6%;"></div> | 73.2% | 27.4% | <div style="width: 27.4%;"></div> |
| 12a) In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives, or other members of the public | 2023 | 88.9% | <div style="width: 88.9%;"></div> | 91.2% | 10.3% | <div style="width: 10.3%;"></div> |
| | 2024 | 92.2% | <div style="width: 92.2%;"></div> | 92.4% | 7.7% | <div style="width: 7.7%;"></div> |
| 12b) In the last 12 months how many times have you personally experienced physical violence at work from...? Managers / Team leaders | 2023 | 99.3% | <div style="width: 99.3%;"></div> | 99.3% | 0.2% | <div style="width: 0.2%;"></div> |
| | 2024 | 99.5% | <div style="width: 99.5%;"></div> | 99.2% | 0.4% | <div style="width: 0.4%;"></div> |
| 12c) In the last 12 months how many times have you personally experienced physical violence at work from...? Other colleagues | 2023 | 99.1% | <div style="width: 99.1%;"></div> | 98.8% | 0.4% | <div style="width: 0.4%;"></div> |
| | 2024 | 99.4% | <div style="width: 99.4%;"></div> | 99.0% | 0.5% | <div style="width: 0.5%;"></div> |
| 20a) How often, if at all, do you find your work emotionally exhausting? | 2023 | 17.1% | <div style="width: 17.1%;"></div> | 18.8% | 44.5% | <div style="width: 44.5%;"></div> |
| | 2024 | 19.3% | <div style="width: 19.3%;"></div> | 21.0% | 39.5% | <div style="width: 39.5%;"></div> |
| 20b) How often, if at all, do you feel burnt out because of your work? | 2023 | 24.5% | <div style="width: 24.5%;"></div> | 26.0% | 38.6% | <div style="width: 38.6%;"></div> |
| | 2024 | 28.3% | <div style="width: 28.3%;"></div> | 30.8% | 34.2% | <div style="width: 34.2%;"></div> |
| 20c) How often, if at all, does your work frustrate you? | 2023 | 15.7% | <div style="width: 15.7%;"></div> | 15.5% | 45.1% | <div style="width: 45.1%;"></div> |
| | 2024 | 18.3% | <div style="width: 18.3%;"></div> | 20.3% | 40.4% | <div style="width: 40.4%;"></div> |
| 20d) How often, if at all, are you exhausted at the thought of another day/shift at work? | 2023 | 29.8% | <div style="width: 29.8%;"></div> | 31.9% | 36.1% | <div style="width: 36.1%;"></div> |
| | 2024 | 37.1% | <div style="width: 37.1%;"></div> | 39.6% | 29.9% | <div style="width: 29.9%;"></div> |
| 20e) How often, if at all, do you feel worn out at the end of your working day/shift? | 2023 | 15.8% | <div style="width: 15.8%;"></div> | 17.6% | 48.9% | <div style="width: 48.9%;"></div> |
| | 2024 | 20.7% | <div style="width: 20.7%;"></div> | 21.7% | 41.1% | <div style="width: 41.1%;"></div> |
| 20f) How often, if at all, do you feel that every working hour is tiring for you? | 2023 | 46.6% | <div style="width: 46.6%;"></div> | 48.3% | 22.4% | <div style="width: 22.4%;"></div> |
| | 2024 | 54.0% | <div style="width: 54.0%;"></div> | 54.8% | 19.1% | <div style="width: 19.1%;"></div> |
| 20g) How often, if at all, do you not have enough energy for family and friends during leisure time? | 2023 | 29.9% | <div style="width: 29.9%;"></div> | 32.0% | 33.3% | <div style="width: 33.3%;"></div> |
| | 2024 | 30.5% | <div style="width: 30.5%;"></div> | 30.2% | 34.4% | <div style="width: 34.4%;"></div> |
| 21a) My organisation takes positive action on health and wellbeing. | 2023 | 49.6% | <div style="width: 49.6%;"></div> | 46.6% | 17.0% | <div style="width: 17.0%;"></div> |
| | 2024 | 51.6% | <div style="width: 51.6%;"></div> | 49.4% | 17.9% | <div style="width: 17.9%;"></div> |

We recognise everyone's contribution











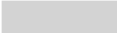




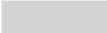




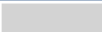




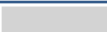





| | | | | | | |
|---|------|-------|-----------------------------------|-------|-------|-----------------------------------|
| 04e) My immediate manager (line manager) values my work. | 2023 | 70.4% | <div style="width: 70.4%;"></div> | 71.3% | 13.3% | <div style="width: 13.3%;"></div> |
| | 2024 | 70.2% | <div style="width: 70.2%;"></div> | 73.0% | 14.7% | <div style="width: 14.7%;"></div> |
| 15a) I get recognition for good work. | 2023 | 55.9% | <div style="width: 55.9%;"></div> | 57.3% | 21.0% | <div style="width: 21.0%;"></div> |
| | 2024 | 56.5% | <div style="width: 56.5%;"></div> | 58.4% | 21.9% | <div style="width: 21.9%;"></div> |
| 15b) The organisation values my work. | 2023 | 48.0% | <div style="width: 48.0%;"></div> | 47.9% | 21.2% | <div style="width: 21.2%;"></div> |
| | 2024 | 50.1% | <div style="width: 50.1%;"></div> | 49.6% | 22.8% | <div style="width: 22.8%;"></div> |
| 15e) The people I work with show appreciation to one another. | 2023 | 69.6% | <div style="width: 69.6%;"></div> | 72.0% | 10.5% | <div style="width: 10.5%;"></div> |
| | 2024 | 68.0% | <div style="width: 68.0%;"></div> | 70.5% | 12.6% | <div style="width: 12.6%;"></div> |






















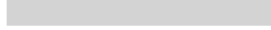






Table 6: Number and percentage of responses to each question for Swansea Bay University Health Board.
%s are rounded so may not add up to 100%.

| Question and response | Total responses | % | |
|--|-----------------|-----|---|
| 01a) The team I work in has a set of shared objectives. | | | |
| Strongly agree | 557 | 28% |  |
| Agree | 932 | 47% |  |
| Neither agree nor disagree | 237 | 12% |  |
| Disagree | 169 | 8% |  |
| Strongly disagree | 103 | 5% |  |
| 01b) The team I work in often meets to discuss the team's effectiveness. | | | |
| Strongly agree | 518 | 26% |  |
| Agree | 726 | 36% |  |
| Neither agree nor disagree | 231 | 12% |  |
| Disagree | 311 | 16% |  |
| Strongly disagree | 210 | 11% |  |
| 01c) Team members trust each other. | | | |
| Strongly agree | 541 | 27% |  |
| Agree | 751 | 38% |  |
| Neither agree nor disagree | 328 | 16% |  |
| Disagree | 221 | 11% |  |
| Strongly disagree | 154 | 8% |  |
| 01d) Team members understand each other's roles. | | | |
| Strongly agree | 507 | 25% |  |
| Agree | 869 | 44% |  |
| Neither agree nor disagree | 297 | 15% |  |
| Disagree | 214 | 11% |  |
| Strongly disagree | 109 | 5% |  |
| 01e) Team members take time out to reflect and learn. | | | |
| Strongly agree | 336 | 17% |  |
| Agree | 718 | 36% |  |
| Neither agree nor disagree | 433 | 22% |  |
| Disagree | 351 | 18% |  |
| Strongly disagree | 160 | 8% |  |
| 01f) Team members are able to communicate closely with each other to achieve the team's objectives. | | | |
| Strongly agree | 502 | 25% |  |
| Agree | 860 | 43% |  |
| Neither agree nor disagree | 299 | 15% |  |
| Disagree | 197 | 10% |  |
| Strongly disagree | 139 | 7% |  |

| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| 01g) I enjoy working with the colleagues in my team. | | | |
| Strongly agree | 832 | 42% |  |
| Agree | 738 | 37% |  |
| Neither agree nor disagree | 270 | 13% |  |
| Disagree | 78 | 4% |  |
| Strongly disagree | 85 | 4% |  |
| 01h) I feel valued by my team. | | | |
| Strongly agree | 313 | 31% |  |
| Agree | 338 | 34% |  |
| Neither agree nor disagree | 142 | 14% |  |
| Disagree | 112 | 11% |  |
| Strongly disagree | 94 | 9% |  |
| 01i) I feel able to ask other members of this team for help when I need it. | | | |
| Strongly agree | 798 | 40% |  |
| Agree | 807 | 40% |  |
| Neither agree nor disagree | 199 | 10% |  |
| Disagree | 88 | 4% |  |
| Strongly disagree | 102 | 5% |  |
| 01j) I'd feel able to speak up in my team if I noticed poor or incorrect practice. | | | |
| Strongly agree | 303 | 30% |  |
| Agree | 410 | 41% |  |
| Neither agree nor disagree | 124 | 12% |  |
| Disagree | 77 | 8% |  |
| Strongly disagree | 83 | 8% |  |
| 01k) Team members work well with other teams. | | | |
| Strongly agree | 561 | 28% |  |
| Agree | 841 | 42% |  |
| Neither agree nor disagree | 340 | 17% |  |
| Disagree | 141 | 7% |  |
| Strongly disagree | 111 | 6% |  |
| 02a) I have unrealistic time pressures. | | | |
| Always | 102 | 10% |  |
| Often | 203 | 20% |  |
| Sometimes | 420 | 42% |  |
| Rarely | 204 | 20% |  |
| Never | 70 | 7% |  |
| 02b) I am able to meet all the conflicting demands on my time at work. | | | |
| Always | 119 | 12% |  |
| Often | 375 | 38% |  |
| Sometimes | 353 | 35% |  |

| Question and response | Total responses | % | |
|--|-----------------|-----|--|
| Rarely | 114 | 11% | |
| Never | 38 | 4% | |
| 02c) I have adequate supplies, materials and equipment to do my work. | | | |
| Always | 241 | 24% | |
| Often | 331 | 33% | |
| Sometimes | 248 | 25% | |
| Rarely | 128 | 13% | |
| Never | 46 | 5% | |
| 02d) There are enough staff at this organisation for me to do my job properly. | | | |
| Always | 112 | 11% | |
| Often | 236 | 24% | |
| Sometimes | 313 | 31% | |
| Rarely | 209 | 21% | |
| Never | 131 | 13% | |
| 03a) How many hours a week are you contracted to work? | | | |
| 30 or more hours | 1693 | 85% | |
| I am a bank worker | 12 | 1% | |
| Up to 29 hours | 286 | 14% | |
| 03b) On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours? Please include paid overtime, bank shifts, and additional paid hours on-call. | | | |
| 0 Hours | 1512 | 76% | |
| 11 or more hours | 107 | 5% | |
| 6-10 hours | 116 | 6% | |
| Up to 5 hours | 249 | 13% | |
| 03c) On average, how many additional UNPAID hours do you work per week for this organisation, over and above your contracted hours? Please include unpaid overtime and additional unpaid hours on-call. | | | |
| 0 Hours | 860 | 43% | |
| 11 or more hours | 62 | 3% | |
| 6-10 hours | 183 | 9% | |
| Up to 5 hours | 891 | 45% | |
| 04a) My immediate manager (line manager) encourages me at work. | | | |
| Strongly agree | 347 | 35% | |
| Agree | 353 | 35% | |
| Neither agree nor disagree | 158 | 16% | |
| Disagree | 73 | 7% | |
| Strongly disagree | 69 | 7% | |

| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| 04b) My immediate manager (line manager) gives me clear feedback on my work. | | | |
| Strongly agree | 591 | 30% |  |
| Agree | 676 | 34% |  |
| Neither agree nor disagree | 373 | 19% |  |
| Disagree | 216 | 11% |  |
| Strongly disagree | 144 | 7% |  |
| 04c) My immediate manager (line manager) asks for my opinion before making decisions that affect my work. | | | |
| Strongly agree | 579 | 29% |  |
| Agree | 617 | 31% |  |
| Neither agree nor disagree | 314 | 16% |  |
| Disagree | 263 | 13% |  |
| Strongly disagree | 227 | 11% |  |
| 04d) My immediate manager (line manager) takes a positive interest in my health and well-being. | | | |
| Strongly agree | 763 | 38% |  |
| Agree | 613 | 31% |  |
| Neither agree nor disagree | 310 | 16% |  |
| Disagree | 137 | 7% |  |
| Strongly disagree | 176 | 9% |  |
| 04e) My immediate manager (line manager) values my work. | | | |
| Strongly agree | 366 | 36% |  |
| Agree | 338 | 34% |  |
| Neither agree nor disagree | 151 | 15% |  |
| Disagree | 68 | 7% |  |
| Strongly disagree | 80 | 8% |  |
| 04f) My immediate manager (line manager) works together with me to come to an understanding of problems. | | | |
| Strongly agree | 342 | 34% |  |
| Agree | 336 | 34% |  |
| Neither agree nor disagree | 157 | 16% |  |
| Disagree | 82 | 8% |  |
| Strongly disagree | 85 | 8% |  |
| 04g) My immediate manager (line manager) is interested in listening to me when I describe challenges I face. | | | |
| Strongly agree | 359 | 36% |  |
| Agree | 341 | 34% |  |
| Neither agree nor disagree | 136 | 14% |  |
| Disagree | 80 | 8% |  |
| Strongly disagree | 86 | 9% |  |
| 04h) My immediate manager (line manager) recognises the importance of staff emotional wellbeing. | | | |
| Strongly agree | 782 | 39% |  |

| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| Agree | 626 | 31% |  |
| Neither agree nor disagree | 277 | 14% |  |
| Disagree | 145 | 7% |  |
| Strongly disagree | 168 | 8% |  |
| 04i) My immediate manager (line manager) takes effective action to help me with any problems I face. | | | |
| Strongly agree | 345 | 35% |  |
| Agree | 313 | 31% |  |
| Neither agree nor disagree | 183 | 18% |  |
| Disagree | 74 | 7% |  |
| Strongly disagree | 85 | 9% |  |
| 05a) Does your organisation act fairly with regard to career progression/promotion, regardless of age, disability, ethnic background, gender, gender identity, religion or sexual orientation? | | | |
| Don't know | 523 | 26% |  |
| No | 302 | 15% |  |
| Prefer not to say | 83 | 4% |  |
| Yes | 1082 | 54% |  |
| 05b) In the last 12 months have you sought a progression opportunity in your workplace? | | | |
| Don't know | 64 | 3% |  |
| No | 1180 | 59% |  |
| Prefer not to say | 63 | 3% |  |
| Yes | 693 | 35% |  |
| 05d) In the coming 12 months would you consider applying for a progression opportunity in your workplace? | | | |
| Don't know | 364 | 18% |  |
| No | 763 | 38% |  |
| Prefer not to say | 48 | 2% |  |
| Yes | 822 | 41% |  |
| 06a) In the last 12 months have you personally experienced discrimination at work from patients/service users, their relatives, or other members of the public? | | | |
| No | 1738 | 87% |  |
| Prefer not to say | 80 | 4% |  |
| Yes | 175 | 9% |  |
| 07a) In the last 12 months have you personally experienced discrimination at work from a manager/ team leader? | | | |
| No | 1652 | 85% |  |
| Prefer not to say | 145 | 7% |  |
| Yes | 157 | 8% |  |
| 08a) In the last 12 months have you personally experienced discrimination at work from other colleagues? | | | |
| No | 1689 | 87% |  |

| Question and response | Total responses | % |
|-----------------------|-----------------|---|
|-----------------------|-----------------|---|

| | | |
|-------------------|-----|----|
| Prefer not to say | 101 | 5% |
| Yes | 158 | 8% |

09a) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Patients / service users, their relatives, or other members of the public

| | | |
|-------------------|------|-----|
| 1-2 | 297 | 15% |
| 3-5 | 116 | 6% |
| 6-10 | 37 | 2% |
| More than 10 | 49 | 2% |
| Prefer not to say | 21 | 1% |
| Never | 1459 | 74% |

09b) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Managers / Team leaders

| | | |
|-------------------|------|-----|
| 1-2 | 179 | 9% |
| 3-5 | 70 | 4% |
| 6-10 | 44 | 2% |
| More than 10 | 49 | 2% |
| Prefer not to say | 49 | 2% |
| Never | 1584 | 80% |

09c) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Other colleagues

| | | |
|-------------------|------|-----|
| 1-2 | 265 | 13% |
| 3-5 | 93 | 5% |
| 6-10 | 30 | 2% |
| More than 10 | 30 | 2% |
| Prefer not to say | 43 | 2% |
| Never | 1503 | 77% |

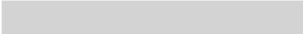



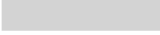
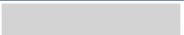



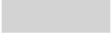













09d) The last time you experienced harassment or bullying at work, did you or a colleague report it?







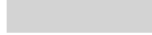



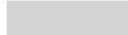
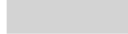














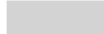





| | | |
|------------------------------|-----|-----|
| Don't know | 35 | 4% |
| No | 521 | 53% |
| Yes, a colleague reported it | 54 | 5% |
| Yes, I reported it | 375 | 38% |

10a) In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault. From patients / service users

































| | | |
|-------------------|----|----|
| 1-2 | 95 | 5% |
| 3-5 | 35 | 2% |
| 6-10 | 13 | 1% |
| More than 10 | 9 | 0% |
| Prefer not to say | 9 | 0% |

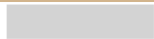









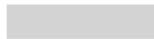




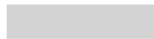















| Question and response | Total responses | % |
|---|-----------------|-----|
| Never | 1836 | 92% |
| 10b) In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault. From staff / colleagues | | |
| 1-2 | 44 | 2% |
| 3-5 | 15 | 1% |
| 6-10 | 3 | 0% |
| More than 10 | 8 | 0% |
| Prefer not to say | 11 | 1% |
| Never | 1917 | 96% |
| 11a) In the last 12 months how many times have you personally experienced abuse at work from patients / service users, their relatives, or other members of the public? | | |
| 1-2 | 306 | 15% |
| 3-5 | 132 | 7% |
| 6-10 | 53 | 3% |
| More than 10 | 58 | 3% |
| Prefer not to say | 19 | 1% |
| Never | 1434 | 72% |
| 11b) The last time you experienced abuse at work (work from patients / service users, their relatives, or other members of the public) did you or a colleague report it? | | |
| Don't know | 17 | 3% |
| No | 277 | 51% |
| Yes, a colleague reported it | 25 | 5% |
| Yes, I reported it | 220 | 41% |
| 12a) In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives, or other members of the public | | |
| 1-2 | 111 | 6% |
| 3-5 | 21 | 1% |
| 6-10 | 12 | 1% |
| More than 10 | 10 | 0% |
| Prefer not to say | 2 | 0% |
| Never | 1846 | 92% |
| 12b) In the last 12 months how many times have you personally experienced physical violence at work from...? Managers / Team leaders | | |
| 1-2 | 5 | 0% |
| 3-5 | 1 | 0% |
| More than 10 | 2 | 0% |
| Prefer not to say | 2 | 0% |
| Never | 1985 | 99% |

| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| 12c) In the last 12 months how many times have you personally experienced physical violence at work from...? Other colleagues | | | |
| 1-2 | 6 | 0% | |
| 3-5 | 1 | 0% | |
| 6-10 | 1 | 0% | |
| More than 10 | 1 | 0% | |
| Prefer not to say | 2 | 0% | |
| Never | 1980 | 99% |  |
| 12d) The last time you experienced physical violence at work, did you or a colleague report it? | | | |
| Don't know | 7 | 4% |  |
| No | 49 | 31% |  |
| Yes, a colleague reported it | 18 | 11% |  |
| Yes, I reported it | 83 | 53% |  |
| 13a) In the last month have you seen any errors, near misses, or incidents that could have hurt staff and/or patients/service users? | | | |
| No | 1086 | 59% |  |
| Prefer not to say | 94 | 5% |  |
| Yes | 665 | 36% |  |
| 13b) My organisation treats staff who are involved in an error, near miss or incident, fairly. | | | |
| Strongly agree | 259 | 15% |  |
| Agree | 606 | 36% |  |
| Neither agree nor disagree | 556 | 33% |  |
| Disagree | 173 | 10% |  |
| Strongly disagree | 99 | 6% |  |
| 13c) My organisation encourages us to report errors, near misses or incidents. | | | |
| Strongly agree | 536 | 30% |  |
| Agree | 810 | 46% |  |
| Neither agree nor disagree | 220 | 12% |  |
| Disagree | 117 | 7% |  |
| Strongly disagree | 95 | 5% |  |
| 13d) When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again. | | | |
| Strongly agree | 332 | 19% |  |
| Agree | 638 | 37% |  |
| Neither agree nor disagree | 477 | 27% |  |
| Disagree | 171 | 10% |  |
| Strongly disagree | 118 | 7% |  |

























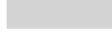





| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| 13e) We are given feedback about changes made in response to reported errors, near misses and incidents. | | | |
| Strongly agree | 267 | 15% |  |
| Agree | 561 | 32% |  |
| Neither agree nor disagree | 479 | 28% |  |
| Disagree | 261 | 15% |  |
| Strongly disagree | 166 | 10% |  |
| 14a) I always know what my work responsibilities are. | | | |
| Strongly agree | 306 | 31% |  |
| Agree | 493 | 49% |  |
| Neither agree nor disagree | 99 | 10% |  |
| Disagree | 75 | 7% |  |
| Strongly disagree | 28 | 3% |  |
| 14b) I am trusted to do my job. | | | |
| Strongly agree | 836 | 42% |  |
| Agree | 864 | 43% |  |
| Neither agree nor disagree | 156 | 8% |  |
| Disagree | 82 | 4% |  |
| Strongly disagree | 63 | 3% |  |
| 14c) There are frequent opportunities for me to show initiative in my role. | | | |
| Strongly agree | 609 | 30% |  |
| Agree | 820 | 41% |  |
| Neither agree nor disagree | 287 | 14% |  |
| Disagree | 194 | 10% |  |
| Strongly disagree | 92 | 5% |  |
| 14d) I have a choice in deciding how to do my work. | | | |
| Strongly agree | 281 | 28% |  |
| Agree | 420 | 42% |  |
| Neither agree nor disagree | 163 | 16% |  |
| Disagree | 85 | 8% |  |
| Strongly disagree | 51 | 5% |  |
| 14e) I am satisfied with the opportunity for flexible working patterns. | | | |
| Strongly agree | 561 | 28% |  |
| Agree | 673 | 34% |  |
| Neither agree nor disagree | 373 | 19% |  |
| Disagree | 210 | 10% |  |
| Strongly disagree | 186 | 9% |  |
| 14f) My organisation is committed to helping me balance my work and home life. | | | |
| Strongly agree | 436 | 22% |  |
| Agree | 656 | 33% |  |




























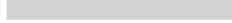


| Question and response | Total responses | % | |
|--|-----------------|-----|--|
| Neither agree nor disagree | 450 | 23% | |
| Disagree | 264 | 13% | |
| Strongly disagree | 191 | 10% | |
| 14g) I achieve a good balance between my work life and my home life. | | | |
| Strongly agree | 431 | 22% | |
| Agree | 735 | 37% | |
| Neither agree nor disagree | 389 | 19% | |
| Disagree | 285 | 14% | |
| Strongly disagree | 163 | 8% | |
| 14h) I can approach my immediate manager (line manager) to talk openly about flexible working. | | | |
| Strongly agree | 648 | 32% | |
| Agree | 729 | 36% | |
| Neither agree nor disagree | 281 | 14% | |
| Disagree | 182 | 9% | |
| Strongly disagree | 158 | 8% | |
| 14i) I would feel secure raising concerns about unsafe clinical practice. | | | |
| Strongly agree | 627 | 31% | |
| Agree | 838 | 42% | |
| Neither agree nor disagree | 297 | 15% | |
| Disagree | 127 | 6% | |
| Strongly disagree | 107 | 5% | |
| 14j) I would feel secure raising concerns about unethical behaviour. | | | |
| Strongly agree | 621 | 31% | |
| Agree | 858 | 43% | |
| Neither agree nor disagree | 241 | 12% | |
| Disagree | 147 | 7% | |
| Strongly disagree | 126 | 6% | |
| 14k) I am confident my organisation would address my concern. | | | |
| Strongly agree | 367 | 18% | |
| Agree | 654 | 33% | |
| Neither agree nor disagree | 524 | 26% | |
| Disagree | 257 | 13% | |
| Strongly disagree | 196 | 10% | |
| 14l) I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas) | | | |
| Strongly agree | 338 | 17% | |
| Agree | 921 | 46% | |
| Neither agree nor disagree | 468 | 23% | |
| Disagree | 176 | 9% | |

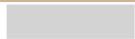
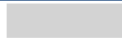

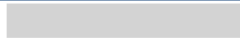







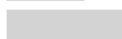




















| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| Strongly disagree | 95 | 5% |  |
| 15a) I get recognition for good work. | | | |
| Strongly agree | 329 | 16% |  |
| Agree | 802 | 40% |  |
| Neither agree nor disagree | 433 | 22% |  |
| Disagree | 261 | 13% |  |
| Strongly disagree | 177 | 9% |  |
| 15b) The organisation values my work. | | | |
| Strongly agree | 261 | 13% |  |
| Agree | 741 | 37% |  |
| Neither agree nor disagree | 543 | 27% |  |
| Disagree | 283 | 14% |  |
| Strongly disagree | 173 | 9% |  |
| 15c) The people I work with are understanding and kind to one another. | | | |
| Strongly agree | 526 | 26% |  |
| Agree | 921 | 46% |  |
| Neither agree nor disagree | 312 | 16% |  |
| Disagree | 159 | 8% |  |
| Strongly disagree | 80 | 4% |  |
| 15d) The people I work with are polite and treat each other with respect. | | | |
| Strongly agree | 529 | 26% |  |
| Agree | 926 | 46% |  |
| Neither agree nor disagree | 332 | 17% |  |
| Disagree | 132 | 7% |  |
| Strongly disagree | 78 | 4% |  |
| 15e) The people I work with show appreciation to one another. | | | |
| Strongly agree | 508 | 26% |  |
| Agree | 837 | 42% |  |
| Neither agree nor disagree | 383 | 19% |  |
| Disagree | 173 | 9% |  |
| Strongly disagree | 77 | 4% |  |
| 15f) Relationships at work are strained. | | | |
| Strongly agree | 171 | 9% |  |
| Agree | 376 | 19% |  |
| Neither agree nor disagree | 491 | 25% |  |
| Disagree | 613 | 31% |  |
| Strongly disagree | 348 | 17% |  |
| 16a) People here are compassionate towards colleagues when they face problems. | | | |
| Strongly agree | 520 | 26% |  |

| Question and response | Total responses | % | |
|--|-----------------|-----|---|
| Agree | 972 | 49% |  |
| Neither agree nor disagree | 308 | 15% |  |
| Disagree | 128 | 6% |  |
| Strongly disagree | 71 | 4% |  |
| 16b) People here give good support to colleagues who are distressed. | | | |
| Unknown | 1 | 0% | |
| Strongly agree | 558 | 28% |  |
| Agree | 975 | 49% |  |
| Neither agree nor disagree | 276 | 14% |  |
| Disagree | 118 | 6% |  |
| Strongly disagree | 69 | 3% |  |
| 16c) People here are compassionate in the way they behave towards patients/ service users. | | | |
| Strongly agree | 644 | 32% |  |
| Agree | 1029 | 52% |  |
| Neither agree nor disagree | 232 | 12% |  |
| Disagree | 45 | 2% |  |
| Strongly disagree | 43 | 2% |  |
| 16d) People here take effective action to help patients/service users in distress. | | | |
| Strongly agree | 670 | 34% |  |
| Agree | 994 | 50% |  |
| Neither agree nor disagree | 246 | 12% |  |
| Disagree | 39 | 2% |  |
| Strongly disagree | 34 | 2% |  |
| 17a) Care of patients / service users is my organisation's top priority. | | | |
| Strongly agree | 464 | 23% |  |
| Agree | 858 | 43% |  |
| Neither agree nor disagree | 391 | 20% |  |
| Disagree | 198 | 10% |  |
| Strongly disagree | 88 | 4% |  |
| 17b) My organisation acts on concerns raised by patients / service users. | | | |
| Strongly agree | 370 | 19% |  |
| Agree | 888 | 45% |  |
| Neither agree nor disagree | 522 | 26% |  |
| Disagree | 147 | 7% |  |
| Strongly disagree | 63 | 3% |  |
| 17c) If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation. | | | |
| Strongly agree | 299 | 15% |  |
| Agree | 720 | 36% |  |

| Question and response | Total responses | % | |
|---|-----------------|-----|--|
| Neither agree nor disagree | 529 | 26% | |
| Disagree | 292 | 15% | |
| Strongly disagree | 159 | 8% | |
| 17d) I feel safe to speak up about anything that concerns me in this organisation. | | | |
| Strongly agree | 155 | 15% | |
| Agree | 409 | 41% | |
| Neither agree nor disagree | 226 | 23% | |
| Disagree | 132 | 13% | |
| Strongly disagree | 77 | 8% | |
| 17e) If I spoke up about something that concerned me, I am confident my organisation would address my concern. | | | |
| Strongly agree | 238 | 12% | |
| Agree | 601 | 30% | |
| Neither agree nor disagree | 622 | 31% | |
| Disagree | 336 | 17% | |
| Strongly disagree | 199 | 10% | |
| 18a) This organisation offers me challenging work. | | | |
| Strongly agree | 466 | 23% | |
| Agree | 987 | 50% | |
| Neither agree nor disagree | 382 | 19% | |
| Disagree | 111 | 6% | |
| Strongly disagree | 43 | 2% | |
| 18b) There are opportunities for me to develop my career in this organisation. | | | |
| Strongly agree | 300 | 15% | |
| Agree | 741 | 37% | |
| Neither agree nor disagree | 459 | 23% | |
| Disagree | 314 | 16% | |
| Strongly disagree | 171 | 9% | |
| 18c) I have opportunities to improve my knowledge and skills. | | | |
| Strongly agree | 403 | 20% | |
| Agree | 961 | 48% | |
| Neither agree nor disagree | 322 | 16% | |
| Disagree | 195 | 10% | |
| Strongly disagree | 102 | 5% | |
| 18d) I feel supported to develop my potential. | | | |
| Strongly agree | 338 | 17% | |
| Agree | 744 | 38% | |
| Neither agree nor disagree | 465 | 23% | |
| Disagree | 270 | 14% | |
| Strongly disagree | 167 | 8% | |

| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| 18e) I am able to access the right learning and development opportunities when I need to. | | | |
| Strongly agree | 315 | 16% |  |
| Agree | 812 | 41% |  |
| Neither agree nor disagree | 465 | 23% |  |
| Disagree | 265 | 13% |  |
| Strongly disagree | 129 | 6% |  |
| 19a) In the last 12 months, have you had an appraisal, PADR, annual review or development review? | | | |
| Can't Remember | 37 | 2% |  |
| No | 275 | 14% |  |
| Yes | 1687 | 84% |  |
| 19b) If yes, to what extent do you agree with the following statements? It helped me to improve how I do my job. | | | |
| No | 592 | 35% |  |
| Yes, definitely | 300 | 18% |  |
| Yes, to some extent | 789 | 47% |  |
| 19c) It helped me agree clear objectives for my work. | | | |
| No | 347 | 21% |  |
| Yes, definitely | 526 | 31% |  |
| Yes, to some extent | 806 | 48% |  |
| 19d) It left me feeling that my work is valued by my organisation. | | | |
| No | 509 | 30% |  |
| Yes, definitely | 504 | 30% |  |
| Yes, to some extent | 665 | 40% |  |
| 20a) How often, if at all, do you find your work emotionally exhausting? | | | |
| Always | 201 | 10% |  |
| Often | 588 | 29% |  |
| Sometimes | 824 | 41% |  |
| Rarely | 265 | 13% |  |
| Never | 120 | 6% |  |
| 20b) How often, if at all, do you feel burnt out because of your work? | | | |
| Always | 207 | 10% |  |
| Often | 476 | 24% |  |
| Sometimes | 751 | 38% |  |
| Rarely | 417 | 21% |  |
| Never | 148 | 7% |  |
| 20c) How often, if at all, does your work frustrate you? | | | |
| Always | 221 | 11% |  |
| Often | 586 | 29% |  |
| Sometimes | 825 | 41% |  |

| Question and response | Total responses | % | |
|--|-----------------|-----|---|
| Rarely | 270 | 14% |  |
| Never | 95 | 5% |  |
| 20d) How often, if at all, are you exhausted at the thought of another day/shift at work? | | | |
| Always | 201 | 10% |  |
| Often | 394 | 20% |  |
| Sometimes | 658 | 33% |  |
| Rarely | 514 | 26% |  |
| Never | 226 | 11% |  |
| 20e) How often, if at all, do you feel worn out at the end of your working day/shift? | | | |
| Always | 280 | 14% |  |
| Often | 540 | 27% |  |
| Sometimes | 761 | 38% |  |
| Rarely | 319 | 16% |  |
| Never | 94 | 5% |  |
| 20f) How often, if at all, do you feel that every working hour is tiring for you? | | | |
| Always | 160 | 8% |  |
| Often | 219 | 11% |  |
| Sometimes | 535 | 27% |  |
| Rarely | 696 | 35% |  |
| Never | 378 | 19% |  |
| 20g) How often, if at all, do you not have enough energy for family and friends during leisure time? | | | |
| Always | 225 | 11% |  |
| Often | 460 | 23% |  |
| Sometimes | 700 | 35% |  |
| Rarely | 435 | 22% |  |
| Never | 174 | 9% |  |
| 21a) My organisation takes positive action on health and wellbeing. | | | |
| Strongly agree | 200 | 10% |  |
| Agree | 825 | 42% |  |
| Neither agree nor disagree | 606 | 30% |  |
| Disagree | 219 | 11% |  |
| Strongly disagree | 137 | 7% |  |
| 21b) In the last 12 months, have you experienced musculoskeletal problems (MSK) as a result of work activities? | | | |
| No | 1480 | 75% |  |
| Yes | 506 | 25% |  |
| 21c) During the last 12 months have you felt unwell as a result of work-related stress? | | | |
| No | 1147 | 58% |  |

| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| Yes | 839 | 42% |  |
| 21d) In the last three months have you ever come to work despite not feeling well enough to perform your duties? | | | |
| No | 776 | 39% |  |
| Yes | 1227 | 61% |  |
| 21e) Have you felt pressure from your manager to come to work? | | | |
| No | 945 | 77% |  |
| Yes | 281 | 23% |  |
| 22a) I look forward to going to work. | | | |
| Always | 236 | 12% |  |
| Often | 777 | 39% |  |
| Sometimes | 654 | 33% |  |
| Rarely | 237 | 12% |  |
| Never | 99 | 5% |  |
| 22b) I am enthusiastic about my job. | | | |
| Always | 511 | 26% |  |
| Often | 787 | 39% |  |
| Sometimes | 492 | 25% |  |
| Rarely | 140 | 7% |  |
| Never | 65 | 3% |  |
| 22c) I am happy to go the extra mile at work when required. | | | |
| Always | 847 | 42% |  |
| Often | 720 | 36% |  |
| Sometimes | 306 | 15% |  |
| Rarely | 79 | 4% |  |
| Never | 44 | 2% |  |
| 23a) I am able to make improvements in my area of work. | | | |
| Strongly agree | 280 | 14% |  |
| Agree | 931 | 46% |  |
| Neither agree nor disagree | 437 | 22% |  |
| Disagree | 231 | 12% |  |
| Strongly disagree | 124 | 6% |  |
| 23b) I would recommend my organisation as a place to work. | | | |
| Strongly agree | 318 | 16% |  |
| Agree | 818 | 41% |  |
| Neither agree nor disagree | 502 | 25% |  |
| Disagree | 206 | 10% |  |
| Strongly disagree | 158 | 8% |  |
| 23c) I am proud to tell people I work for my organisation. | | | |
| Strongly agree | 429 | 21% |  |
| Agree | 792 | 40% |  |















| Question and response | Total responses | % | |
|---|-----------------|-----|--|
| Neither agree nor disagree | 512 | 26% | |
| Disagree | 154 | 8% | |
| Strongly disagree | 110 | 6% | |
| 23d) I am involved in deciding on changes introduced that affect my work/area/team/department. | | | |
| Strongly agree | 105 | 16% | |
| Agree | 217 | 33% | |
| Neither agree nor disagree | 151 | 23% | |
| Disagree | 107 | 16% | |
| Strongly disagree | 86 | 13% | |
| 24a) I am satisfied in my current role and intend to remain in it for the foreseeable future. | | | |
| Strongly agree | 431 | 22% | |
| Agree | 714 | 36% | |
| Neither agree nor disagree | 418 | 21% | |
| Disagree | 262 | 13% | |
| Strongly disagree | 165 | 8% | |
| 24b) I often think about leaving this organisation. | | | |
| Strongly agree | 189 | 9% | |
| Agree | 404 | 20% | |
| Neither agree nor disagree | 407 | 20% | |
| Disagree | 563 | 28% | |
| Strongly disagree | 430 | 22% | |
| 24c) I will probably look for a job at a new organisation in the next 12 months. | | | |
| Strongly agree | 160 | 8% | |
| Agree | 253 | 13% | |
| Neither agree nor disagree | 444 | 22% | |
| Disagree | 571 | 29% | |
| Strongly disagree | 560 | 28% | |
| 24d) As soon as I can find another job, I will leave this organisation. | | | |
| Strongly agree | 145 | 7% | |
| Agree | 145 | 7% | |
| Neither agree nor disagree | 404 | 20% | |
| Disagree | 561 | 28% | |
| Strongly disagree | 732 | 37% | |

5. Equality, diversity and inclusion (EDI) information on respondents

This section of the report provides demographic information on people employed at Swansea Bay University Health Board that completed a survey in 2024. This includes a breakdown of the number and percentage of people who completed a survey in 2024 by the following characteristics:

- Age
- Gender
- Gender reassignment
- Sexual orientation
- Ethnicity
- Religion
- Disability
- Neurodiversity

Table 7: Number and percentage of responses to survey questions related to equality, diversity and inclusion (EDI) characteristics, for people employed at Swansea Bay University Health Board that completed a survey in 2024

| Question and response | Total responses | % | |
|---|-----------------|-----|---|
| 25) What best describes your gender? | 1996 | | |
| Female | 1390 | 70% |  |
| Male | 453 | 23% |  |
| Non-binary | <10 | <10 | |
| Prefer not to say | 138 | 7% |  |
| Prefer to self describe (please specify) | 12 | 1% | |
| 26) Is this the same as the sex you were assigned at birth? | 1981 | | |
| No | <10 | <10 | |
| Prefer not to say | 111 | 6% |  |
| Yes | 1862 | 94% |  |
| 27) Which of the following terms best describes your sexual orientation? | 1985 | | |
| Asexual | 24 | 1% | |
| Bisexual | 58 | 3% |  |
| Gay or lesbian | 50 | 3% |  |
| Heterosexual or Straight | 1659 | 84% |  |
| Prefer not to say | 176 | 9% |  |
| Prefer to self-describe (please specify) | 18 | 1% | |
| 28) Age | 1999 | | |
| 16-20 | <10 | <10 | |
| 21-30 | 235 | 12% |  |
| 31-40 | 428 | 21% |  |
| 41-50 | 503 | 25% |  |
| 51-65 | 663 | 33% |  |
| 66+ | 12 | 1% | |
| Prefer not to say | 155 | 8% |  |
| 29) Which race or ethnicity best describes you? | 1996 | | |
| Another race or ethnicity – please identify | 22 | 1% | |
| Arabic | <10 | <10 | |

| Question and response | Total responses | % |
|---|-----------------|-----|
| Asian / British Asian: Bangladeshi | <10 | <10 |
| Asian / British Asian: Chinese | <10 | <10 |
| Asian / British Asian: Indian | 30 | 2% |
| Asian / British Asian: Other | 14 | 1% |
| Asian / British Asian: Pakistani | <10 | <10 |
| Black / British Black: African | 23 | 1% |
| Black / British Black: Caribbean | <10 | <10 |
| Black / British Black: Other | <10 | <10 |
| Mixed Race: Asian & White | <10 | <10 |
| Mixed Race: Black & White | <10 | <10 |
| Mixed Race: Other | 79 | 4% |
| Prefer not to say | 134 | 7% |
| Traveller: Gypsy or Roma | <10 | <10 |
| White: British (British / Engl | 13 | 1% |
| White: British (British / English / Northern Irish / Scottish / Welsh) | 1554 | 78% |
| White: European | 90 | 5% |
| White: Irish | <10 | <10 |
| 30) What do you consider your religion to be? | 1973 | |
| Buddhist | 17 | 1% |
| Christian | 762 | 39% |
| Hindu | 16 | 1% |
| Jewish | 12 | 1% |
| Muslim | 14 | 1% |
| No religion | 895 | 45% |
| Prefer not to say | 208 | 11% |
| Prefer to self-describe (please specify) | 48 | 2% |
| Sikh | <10 | <10 |
| 31) Do you have an impairment that can affect day-to-day activities, this can be either a physical or hidden disability? | 1998 | |
| No | 1481 | 74% |
| Prefer not to say | 176 | 9% |
| Yes | 341 | 17% |
| 33) Do you consider yourself Neurodiverse or Neurodivergent? (E.g., Autism, ADHD, Dyslexia) | 1976 | |
| No | 1606 | 81% |
| Prefer not to say | 160 | 8% |
| Yes | 210 | 11% |