

STHFT 2013 (unweighted)		Appendix 1				Staff Engagement Score								3.69
To what extent do you agree with the following statements	Strongly agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Sample Size	5	4	3	2	1	TOTAL	SIZE	11.1
7a (I) There are frequent opportunities for me to show initiative in my role	1395	3694	1373	848	216	7526	6975	14776	4119	1696	216	27782	3.69	Involvement 3.56
7b (I) I am able to make suggestions to improve the work of my team/department	1339	3851	1266	817	254	7527	6695	15404	3798	1634	254	27785	3.69	
7d (I) I am able to make improvements in my area of work	886	2777	2025	1341	467	7496	4430	11108	6075	2682	467	24762	3.30	
12a (A) Care of patients/service users is my Trust's top priority	1739	3514	1352	661	176	7442	8695	14056	4056	1322	176	28305	3.803	Advocacy 3.79
12c (A) I would recommend the Trust s a place to work	1360	3433	1792	597	260	7442	6800	13732	5376	1194	260	27362	3.677	
12d (A) If a friend or relative needed treatment, I would be happy with the standard of care provided by this Trust	1632	3923	1400	361	109	7425	8160	15692	4200	722	109	28883	3.89	
Please indicate how frequently you feel this way about your job	Always	Never	Often	Sometimes	Rarely	TOTAL	5	1	4	3	2	TOTAL		
5a (M) I look forward to going to work	968	365	2609	2663	933	7538	4840	365	10436	7989	1866	25496	3.382	Motivation 3.73
5b (M) I am enthusiastic about my job	2065	150	2769	2044	477	7505	10325	150	11076	6132	954	28637	3.816	
5c (M) Time passes quickly when I'm working	2687	153	2650	1683	322	7495	13435	153	10600	5049	644	29881	3.987	

Questions to calculate a staff engagement score
(as used in the CQC NHS staff survey)