

**Executive Summary**  
**Report to the Public Board of Directors**  
**Being Held on 26<sup>th</sup> March 2024**

<b>Subject</b>	Findings of the 2023 Benchmarked NHS Staff Survey
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<b>Status<sup>1</sup></b>	N, D

**PURPOSE OF THE REPORT**

To provide the Board of Directors with the findings of the benchmarked 2023 NHS Staff Survey Results

**KEY POINTS**

The full census NHS staff survey (which is the annual measure of staff experience) was undertaken in the Autumn of 2023. Our response rate was 39% (consistent with the previous year) but below the 45% average for our benchmarking group of Acute and Acute & Community Trusts, **all averages referred to are for our benchmarking group of Acute/ Acute & Community Trusts.**

Our raw data shows an improvement against our 2022 results with 59 of 88 core questions improved on last year including the questions on recommending the Trust as a place to work and to receive treatment.

The NHS Survey is benchmarked to reflect the priorities in the NHS People Promise. There is a theme for each of the 7 elements of the People promise plus Staff Engagement and Morale themes as in 2022. Our scores have improved across all the 9 themes and 7 showed statistically significant improvements from 2022 (Appendix 1). 2023 Scores can be found at Appendix 2, however in summary when viewed against our peer benchmark group we are:

**Average for one theme:**

- We are compassionate and inclusive

**Below average for 7 themes:**

- We are recognised and rewarded
- We each have a voice that counts
- We are always learning
- We work flexibly
- We are a team
- Staff Engagement
- Morale

**(The position for “We are Safe and Healthy” cannot be confirmed until a national problem with data quality has been corrected).**

In summary the next steps in response to the 2023 benchmark results are:

- to develop an enhanced Trust action plan, carrying through the focus on the three areas from the work in 2023 (flexible working, team wellbeing support and enabling breaks).
- Support Directorates with development of their local action plans.
- Continue to drive improvement through the Trusts People Strategy aligned to the People Promise.
- Further work on the new Sexual Safety questions with areas of concern.

Details of the action plans development will be shared through TEG and the People Committee.

**IMPLICATIONS<sup>2</sup>**

<b>Aim of the STHFT Corporate Strategy</b>		<b>✓ Tick as appropriate</b>
1	Deliver the Best Clinical Outcomes	
2	Provide Patient Centred Services	
3	Employ Caring and Cared for Staff	X
4	Spend Public Money Wisely	
5	Create a Sustainable Organisation	
6	Deliver Excellent Research, Education and Innovation	

## RECOMMENDATIONS

To note the benchmarked results and planned next steps.

## APPROVAL PROCESS

Meeting	Date	Approved Y/N

#Status: A = Approval A\* = Approval & Requiring Board Approval D = Debate N = Note  
Against the six aims of the STHFT Corporate Strategy 'Making a Difference – The next Chapter 2022-27'

## 1. INTRODUCTION

The full census NHS staff survey (which is the annual measure of staff experience) was undertaken in the Autumn of 2023. A total of 7,142 staff responded which represents a response rate of 39% (consistent with the previous year despite the introduction of a number of incentive prize draws) but below the 45% average for our benchmarking group of Acute and Acute & Community Trusts. It should be noted that whilst the survey was live STH was experiencing significant operational pressures and industrial action which will have had an adverse effect on responses. **Please note all averages referred to are the Acute/ Acute & Community Trusts average.**

## 2. 2023 STAFF SURVEY RESULTS

The NHS Survey is benchmarked to reflect the priorities in the NHS People Promise. There is a theme for each of the 7 elements of the People promise plus Staff Engagement and Morale themes.

**Please note that the Survey Coordination Centre are unable to report some results for the 2023 survey due to an issue with the quality of the data that was identified – scores for the “We are Safe & Healthy” theme cannot be benchmarked. The questions affected are the ones relating to physical violence (13a,b,c,d) which impacts on both the Negative Experiences and Health and Safety Climate sub-scores.**

Our scores have improved across all of the 9 themes and 7 showed statistically significant improvements from 2022 (Appendix 1) however in comparison to the benchmarking group for 2023 STH scored: (See Appendix 2 for full details)

### Average for one theme:

- We are compassionate and inclusive

### Below average for 7 themes:

- We are recognised and rewarded
- We each have a voice that counts
- We are always learning
- We work flexibly
- We are a team
- Staff Engagement
- Morale

The highest trust theme score for 2023 is ‘we are compassionate and inclusive’ (7.24) and the lowest ‘we are always learning’ (5.58) which was the same in 2022. (Please see Appendix 1).

The percentage of **staff who would recommend the Trust to friends and family** as a place to be treated was above average for our benchmarking group at 70.06% (up from 68.38.3% in 2022). The percentage of **staff recommending the Trust as a place to work** at 60.50% (up from 56.53% in 2022) was average for our benchmarking group.

### Sub theme scores

In the 2023 Staff Survey, with the exception of ‘*We are rewarded and recognised*’ all themes are further broken down into further sub theme scores which are detailed below:

Of the 21 sub themes 19 have improved, 1 remains the same and 1 reduced very slightly compared to 2022.

The benchmarking average is included in Table 1 below, **however as noted the benchmarked average score for We are Healthy is subject to correction due to a national data quality issue.**

Table 1: People Promise Theme Score Overview

People Promise/Theme	2022 STH Theme Score	2023 STH Theme Score		Benchmarking Group Average Theme Score	Sub score	2022 STH Score	2023 STH Score		Benchmarking Group Average Theme Score
We are compassionate and inclusive	7.20	7.24	—	7.24	Compassionate culture	7.07	7.13	▲	7.06
					Compassionate leadership	6.78	6.88	▲	6.96
					Diversity and equality	8.14	8.15	▲	8.12
					Inclusion	6.82	6.82	—	6.86
We are recognised and rewarded	5.68	5.84	▲	5.94	We are recognised and rewarded	N/A	N/A		N/A
We each have a voice that counts	6.62	6.66	—	6.70	Autonomy and control	6.79	6.86	▲	6.99
					Raising concerns	6.46	6.45	▼	6.41
We are safe and healthy	5.87	6.02	▲	6.06	Health and safety climate	5.12	5.36	▲	5.45
					Burnout	4.78	4.89	▲	5.00
					Negative experiences	7.72	7.82	▲	7.75
We are always learning	5.35	5.58	▲	5.61	Development	6.35	6.45	▲	6.44
					Appraisals	4.34	4.69	▲	4.74
We work flexibly	5.80	5.95	▲	6.20	Support for work life balance	5.89	6.04	▲	6.25
					Flexible working	5.73	5.86	▲	6.15
We are a team	6.55	6.63	▲	6.75	Team working	6.50	6.56	▲	6.68
					Line management	6.59	6.70	▲	6.80
Staff engagement	6.70	6.77	▲	6.91	Motivation	6.72	6.78	▲	7.04
					Involvement	6.58	6.66	▲	6.86
					Advocacy	6.79	6.88	▲	6.74
Morale	5.67	5.88	▲	5.91	Thinking about leaving	5.92	6.16	▲	6.06
					Work pressure	4.86	5.16	▲	5.31
					Stressors	6.24	6.34	▲	6.38

Appendix 4 shows how the questions, sub-themes and themes are mapped for the 2023 Staff Survey.

Of the 88 different questions that feed into the themes and sub-themes, 59 scored better than last year. 33 were above average and 4 were average in comparison to the benchmarked group score. There are a further 13 questions in the full benchmarked report which do not feed into any of the themes or sub-themes.

### Care Group scores

The key theme scores for the care groups plus the facilities directorate and the corporate services, have been provided by the NHS survey coordination centre and a summary of these can be seen in the table at appendix 3.

This shows the variance within the Trust with Corporate Services scoring above average in all themes. As in 2022, the best performing care group is Combined Community & Acute Group with 8 themes above average. 7 care groups scored below the benchmarking group average in all themes (IMPEL, Obstetrics, Gynaecology & Neonatology, OSCCA, South Yorkshire Regional Services, Specialised Cancer Services, Specialised Medicine & Rehab and Surgical Services). These scores mask variation between the directorates within the care groups, so IQVIA (Quality Health) were commissioned to develop the theme scores for directorates which have been shared with Directorate Management Teams for review.

### New Questions for 2023

There are 3 new questions this year that do not feed into any of the People Promise Scores, 2 questions on sexual safety and 1 question on food (see table 2 below).

Table 2: New Questions: STH Score compared to benchmarked average.

Question	STH Score 2023	Benchmarking Group Average
Q17a In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? From patients/ service users, their relatives or members of the public (% staff saying they had experienced at least once incidence)	9.72%	7.73%
Q17b In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? From staff/ colleagues public (% staff saying they had experienced at least once incidence)	4.08%	3.82%
Q22 I can eat nutritious and affordable food while I am working (% staff selecting Often/Always)	54.95%	53.77%

### STHFT Specific Questions

The self-selecting themes to our 2 local questions 'one thing that you think is good about working at the Trust' and 'one thing you feel that could be improved at the Trust' and are shown at Appendix 5.

Quality Health have been commissioned to provide comments behind these themes at directorate and sub-directorate level (due April 24).

### Additional local questions:

The following additional local questions were added to our 2023 Survey

CL03a In the last year have you had a conversation about your wellbeing as part of induction / appraisal / a one-to-one? (% Yes)	2022	2023	Change	
<b>STH</b>	70.7%	73.9%	3.2%	
Add Prof Scientific and Technic	77.5%	78.4%	0.9%	▲
Additional Clinical Services	67.7%	71.1%	3.4%	▲
Administrative and Clerical	72.9%	76.4%	3.5%	▲
Allied Health Professionals	74.8%	79.0%	4.2%	▲
Estates and Ancillary	62.6%	63.1%	0.5%	▲
Healthcare Scientists	78.7%	79.0%	0.3%	▲
Medical and Dental	61.2%	64.4%	3.2%	▲
Nursing and Midwifery Registered	72.8%	77.5%	4.7%	▲

Compared with 2022 Improved Declined

CL03c I found the conversation about my wellbeing useful (% Strongly Agree / Agree)	2022	2023	Change	
<b>STH</b>	60.6%	61.0%	0.4%	▼
Add Prof Scientific and Technic	55.6%	56.1%	0.5%	▲
Additional Clinical Services	59.0%	59.3%	0.3%	▲
Administrative and Clerical	64.4%	64.0%	-0.4%	▼
Allied Health Professionals	55.7%	58.3%	2.6%	▲
Estates and Ancillary	62.7%	61.9%	-0.8%	▼
Healthcare Scientists	45.2%	46.2%	1.0%	▲
Medical and Dental	61.2%	58.7%	-2.5%	▼
Nursing and Midwifery Registered	61.6%	63.2%	1.6%	▲

Compared with 2022 Improved Declined

<b>L04 Have you had a conversation about how our PROUD Behaviours Framework will be implemented in your department / team? (% Yes)</b>	
	<b>2023</b>
<b>STH</b>	<b>59.9%</b>
Add Prof Scientific and Technic	<b>67.9%</b>
Additional Clinical Services	<b>64.5%</b>
Administrative and Clerical	<b>61.4%</b>
Allied Health Professionals	<b>62.9%</b>
Estates and Ancillary	<b>67.6%</b>
Healthcare Scientists	<b>66.4%</b>
Medical and Dental	<b>21.6%</b>
Nursing and Midwifery Registered	<b>66.2%</b>

<b>L05 Have you heard of our Patient and Visitors PROUD Behaviours Framework? (% Yes)</b>	
	<b>2023</b>
<b>STH</b>	<b>76.8%</b>
Add Prof Scientific and Technic	<b>74.9%</b>
Additional Clinical Services	<b>77.2%</b>
Administrative and Clerical	<b>83.4%</b>
Allied Health Professionals	<b>72.9%</b>
Estates and Ancillary	<b>69.5%</b>
Healthcare Scientists	<b>76.6%</b>
Medical and Dental	<b>67.2%</b>
Nursing and Midwifery Registered	<b>78.1%</b>

### **Comparisons with Shelford Trusts and the South Yorkshire ICS**

A comparison of the People Promise theme scores and Keogh questions for all Shelford Trusts is shown in Appendix 6 and similarly for all Trusts in the South Yorkshire ICS at Appendix 7.

**PLEASE NOTE: Due to Coordination Centre Data Error only 8 theme scores can be reported on as we are awaiting confirmed scores for the “We are Safe & Healthy Theme”**

### **3. NEXT STEPS**

The next steps in response to the 2023 benchmark results are:

- to develop an enhanced Trust action plan targeted to the areas requiring most improvement and carrying through the focus on the three priority areas from the work undertaken on the 2022 Staff Survey Results (flexible working, team wellbeing support and enabling breaks).
- Further analysis of the results is being undertaken by staff group and cost centre and will be published on the Staff Survey pages of the Staff Engagement SharePoint site to support Directorates with their local action plans.
- Support Directorates with development of their local action plans to improve results at Directorate level.
- Continue to drive improvement through the work underway to implement the People Strategy (A Brilliant Place to Work), which incorporates the People Promise themes and therefore aligns work to the Staff Survey.
- Further analysis of the sexual safety questions has been undertaken by staff group and protected characteristics and these results will be used to inform the work of the Sexual Safety Task Group who are working to implement the 10 principles set out in the Sexual Safety Charter. This will include discussions with Directorates where results identify a cause for concern.

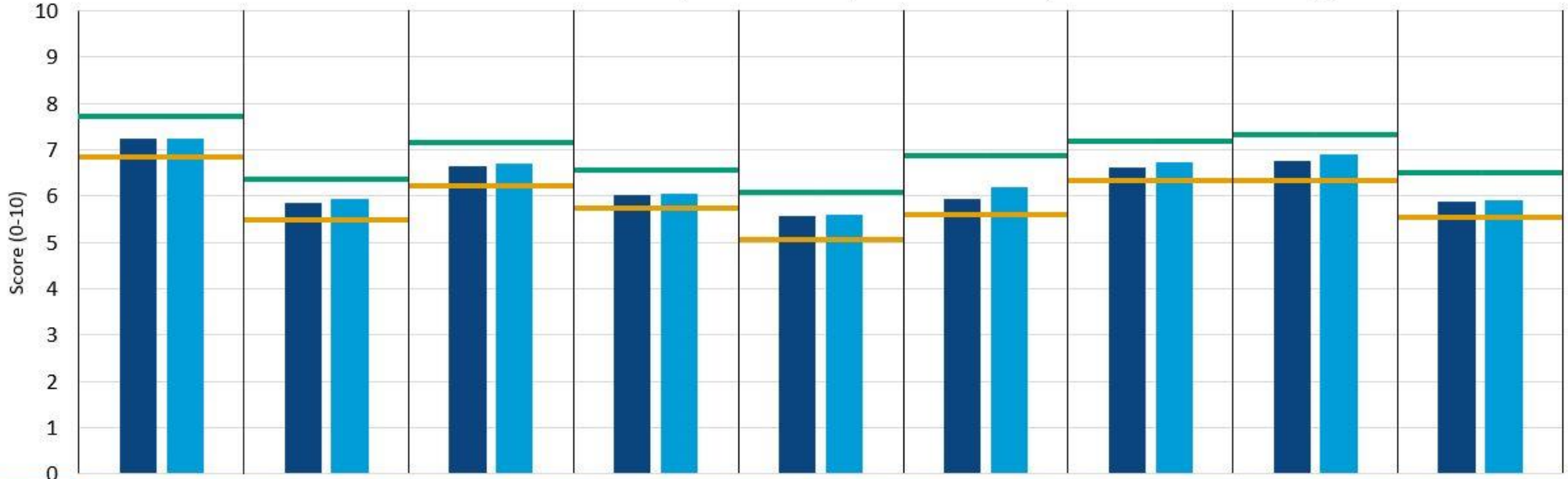
Details of the action plans development will be shared through TEG and the People Committee.

**Significance Testing - 2022 vs 2023**

<b>People Promise Element</b>	<b>2022 Score</b>	<b>2023 Score</b>	<b>Statistically Significant Change?</b>
We are compassionate and inclusive	7.20	7.24	Not significant
We are recognised and rewarded	5.68	5.84	<b>Significantly higher</b>
We each have a voice that counts	6.62	6.66	Not significant
We are safe and healthy	5.87	6.02	<b>Significantly higher</b>
We are always learning	5.35	5.58	<b>Significantly higher</b>
We work flexibly	5.80	5.95	<b>Significantly higher</b>
We are a team	6.55	6.63	<b>Significantly higher</b>
<b>Themes</b>			
Staff Engagement	6.70	6.77	<b>Significantly higher</b>
Morale	5.67	5.88	<b>Significantly higher</b>

**PLEASE NOTE:** Due to Coordination Centre data error “We are Safe & Healthy Theme” score may be subject to change

People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



<b>Your org</b>	7.24	5.84	6.66	6.02	5.58	5.95	6.63	6.77	5.88
<b>Best result</b>	7.71	6.37	7.16	6.55	6.07	6.87	7.19	7.32	6.52
<b>Average result</b>	7.24	5.94	6.70	6.06	5.61	6.20	6.75	6.91	5.91
<b>Worst result</b>	6.85	5.50	6.21	5.75	5.05	5.60	6.35	6.34	5.54
Responses	7104	7107	7025	7022	6739	7054	7071	7112	7106

**PLEASE NOTE:** Due to Coordination Centre data error “We are Safe & Healthy Theme” score may be subject to change as the benchmarking average for this score is not reliable.



**2023 Staff Survey Theme Scores for Care Groups, Facilities & Corporate Services**

**PLEASE NOTE:** Due to Coordination Centre data error “We are Safe & Healthy Theme” score may be subject to change

	We are compassionate & inclusive	We are recognised & rewarded	We each have a voice that counts	We are safe & healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Acute & Emergency Medicine & Pharmacy	7.08	5.60	6.62	5.60	5.73	5.82	6.46	6.57	5.52
Combined Community & Acute Group	7.52	6.18	6.90	6.06	5.90	6.15	6.99	6.99	6.10
Corporate Services	7.50	6.41	6.83	6.53	5.69	6.70	7.02	6.94	6.13
Facilities	7.01	5.80	6.37	6.46	5.21	5.63	6.15	6.53	6.01
GRaDE	7.39	5.88	6.87	6.03	5.86	6.35	6.82	6.96	6.00
Head & Neck Services	7.20	5.70	6.60	6.17	5.40	5.80	6.52	6.74	6.07
IMPEL	7.00	5.64	6.36	6.04	5.14	5.87	6.22	6.45	5.67
Musculoskeletal Services	7.31	5.84	6.68	5.90	5.68	5.57	6.71	6.73	5.78
Obstetrics, Gynaecology & Neonatology	6.82	5.11	6.27	5.22	4.95	4.95	6.02	6.51	5.11
OSCCA	6.99	5.43	6.40	5.90	5.53	5.57	6.38	6.59	5.85
South Yorkshire Regional Services	7.19	5.68	6.68	5.91	5.42	6.00	6.64	6.87	5.89
Specialised Cancer Services	7.07	5.49	6.38	5.56	5.29	5.90	6.37	6.45	5.33
Specialised Medicine & Rehab	7.09	5.63	6.56	5.86	5.48	5.60	6.49	6.73	5.76
Surgical Services	7.12	5.60	6.49	5.54	5.35	5.46	6.50	6.52	5.58
<b>STH Average</b>	7.24	5.84	6.66	6.02	5.58	5.95	6.63	6.77	5.88
<b>NHS Benchmarking Group Average</b>	7.24	5.94	6.70	6.06	5.61	6.20	6.75	6.91	5.91
<b>Best in Benchmarking Group</b>	7.71	6.37	7.16	6.55	6.07	6.87	7.19	7.32	6.52


**Key**


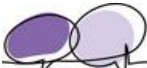
Below Benchmarking group average score


Equal to Benchmarking group average score

Above Benchmarking group average score


**2023 Staff Survey Questions Scores for Sheffield Teaching Hospitals**



<b>Promise / Theme</b>	<b>Sub score</b>	<b>#</b>	<b>Question</b>	<b>2023 STH Score</b>	<b>Benchmarking Group Average Theme Score</b>
We are compassionate and inclusive  	Compassionate culture	6a	I feel that my role makes a difference to patients / service users	87.4%	88.0%
		25a	Care of patients / service users is my organisation's top priority	75.8%	74.8%
		25b	My organisation acts on concerns raised by patients / service users	70.6%	69.8%
		25c	I would recommend my organisation as a place to work	60.5%	60.5%
		25d	If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation	70.1%	63.3%
	Compassionate leadership	9f	My immediate manager works together with me to come to an understanding of problems	66.3%	68.4%
		9g	My immediate manager is interested in listening to me when I describe challenges I face	69.0%	71.0%
		9h	My immediate manager cares about my concerns	67.6%	69.4%
		9i	My immediate manager takes effective action to help me with any problems I face	64.7%	66.5%
	Diversity and equality	15	Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age	56.2%	55.9%
		16a	In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?	7.1%	8.0%
		16b	In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?	8.4%	9.2%
		21	I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc).	68.7%	70.3%

Promise / Theme	Sub score	#	Question	2023 STH Score	Benchmarking Group Average Theme Score
	Inclusion	7h	I feel valued by my team	68.6%	70.1%
		7i	I feel a strong personal attachment to my team	63.3%	64.3%
		8b	The people I work with are understanding and kind to one another	69.7%	69.7%
		8c	The people I work with are polite and treat each other with respect	71.2%	71.0%
We are recognised and rewarded 	We are recognised and rewarded	4a	How satisfied are you with each of the following aspects of your job? The recognition I get for good work	52.3%	53.6%
		4b	How satisfied are you with each of the following aspects of your job? The extent to which my organisation values my work	41.9%	44.3%
		4c	How satisfied are you with each of the following aspects of your job? My level of pay	30.3%	30.6%
		8d	The people I work with show appreciation to one another	65.9%	66.9%
		9e	My immediate manager values my work	70.7%	71.4%
We each have a voice that counts 	Autonomy and control	3a	I always know what my work responsibilities are	86.7%	86.6%
		3b	I am trusted to do my job	90.6%	90.6%
		3c	There are frequent opportunities for me to show initiative in my role	71.6%	73.7%
		3d	I am able to make suggestions to improve the work of my team / department	67.7%	71.4%

Promise / Theme	Sub score	#	Question	2023 STH Score	Benchmarking Group Average Theme Score
		3e	I am involved in deciding on changes introduced that affect my work area / team / department	48.0%	51.6%
		3f	I am able to make improvements happen in my area of work	51.7%	56.4%
		5b	I have a choice in deciding how to do my work	53.6%	52.6%
	Raising concerns	20a	I would feel secure raising concerns about unsafe clinical practice.	70.2%	70.2%
		20b	I am confident that my organisation would address my concern	56.6%	55.9%
		25e	I feel safe to speak up about anything that concerns me in this organisation	62.1%	60.9%
		25f	If I spoke up about something that concerned me I am confident my organisation would address my concern	49.8%	48.7%
We are safe and healthy	Health and safety climate	3g	I am able to meet all the conflicting demands on my time at work	43.4%	46.6%
		3h	I have adequate materials, supplies and equipment to do my work	57.5%	56.9%
		3i	There are enough staff at this organisation for me to do my job properly	30.6%	31.8%
		5a	I have unrealistic time pressures	25.8%	25.1%
		11a	My organisation take positive action on health and well-being	55.2%	57.0%
		13d	The last time you experienced physical violence at work, did you or a colleague report it?	64.7%	69.8%
		14d	The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?	49.9%	50.0%

Promise / Theme	Sub score	#	Question	2023 STH Score	Benchmarking Group Average Theme Score
	Burnout	12a	How often, if at all, do you find your work emotionally exhausting?	35.9%	34.0%
		12b	How often, if at all, do you feel burnt out because of your work?	32.5%	31.1%
		12c	How often, if at all, does your work frustrate you?	41.4%	36.7%
		12d	How often, if at all, are you exhausted at the thought of another day/shift at work?	30.6%	28.2%
		12e	How often, if at all, do you feel worn out at the end of your working day/shift?	45.3%	43.2%
		12f	How often, if at all, do you feel that every working hour is tiring for you?	20.5%	19.6%
		12g	How often, if at all, do you not have enough energy for family and friends during leisure time?	31.3%	30.0%
	Negative experiences	11b	In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?	30.2%	29.4%
		11c	During the last 12 months have you felt unwell as a result of work related stress?	44.8%	41.6%
		11d	In the last three months have you ever come to work despite not feeling well enough to perform your duties?	57.0%	54.9%
		13a	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.	14.2%	13.3%
		13b	In the last 12 months how many times have you personally experienced physical violence at work from...? Managers.	0.3%	0.7%

Promise / Theme	Sub score	#	Question	2023 STH Score	Benchmarking Group Average Theme Score
		13c	In the last 12 months how many times have you personally experienced physical violence at work from...? Other colleagues	1.2%	1.8%
		14a	In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Patients / service users, their relatives or other members of the public	24.2%	25.8%
		14b	In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Managers	7.8%	10.5%
		14c	In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Other colleagues	16.4%	19.3%
We are always learning 	Development	24a	This organisation offers me challenging work.	69.7%	69.1%
		24b	There are opportunities for me to develop my career in this organisation	57.0%	55.1%
		24c	I have opportunities to improve my knowledge and skills	70.1%	69.6%
		24d	I feel supported to develop my potential	55.3%	56.6%
		24e	I am able to access the right learning and development opportunities when I need to	58.0%	59.5%
	Appraisals	23a	In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?	85.6%	83.1%
		23b	It helped me to improve how I do my job	21.9%	25.4%
		23c	It helped me agree clear objectives for my work	32.8%	36.0%
		23d	It left me feeling that my work is valued by my organisation	32.3%	34.0%

Promise / Theme	Sub score	#	Question	2023 STH Score	Benchmarking Group Average Theme Score
We work flexibly 	Support for work life balance	6b	My organisation is committed to helping me balance my work and home life	44.3%	48.4%
		6c	I achieve a good balance between my work life and my home life	54.2%	55.0%
		6d	I can approach my immediate manager to talk openly about flexible working	65.6%	69.2%
	Flexible working	4d	How satisfied are you with each of the following aspects of your job? The opportunities for flexible working patterns	52.3%	55.7%
We are a team 	Team working	7a	The team I work in has a set of shared objectives	73.0%	73.3%
		7b	The team I work in often meets to discuss the team's effectiveness	55.3%	61.4%
		7c	I receive the respect I deserve from my colleagues at work	70.4%	71.0%
		7d	Team members understand each other's roles	70.8%	71.7%
		7e	I enjoy working with the colleagues in my team	80.6%	81.2%
		7f	My team has enough freedom in how to do its work	56.7%	60.1%
		7g	In my team disagreements are dealt with constructively	53.9%	56.7%
		8a	Teams within this organisation work well together to achieve their objectives	53.0%	54.0%

Promise / Theme	Sub score	#	Question	2023 STH Score	Benchmarking Group Average Theme Score
	Line management	9a	My immediate manager encourages me at work	69.4%	71.5%
		9b	My immediate manager gives me clear feedback on my work	62.5%	65.0%
		9c	My immediate manager asks for my opinion before making decisions that affect my work	56.5%	59.0%
		9d	My immediate manager takes a positive interest in my health and well-being	67.9%	69.1%
Staff Engagement	Motivation	2a	I look forward to going to work	48.4%	55.0%
		2b	I am enthusiastic about my job	65.7%	69.4%
		2c	Time passes quickly when I am working	70.6%	72.3%
	Involvement	3c	There are frequent opportunities for me to show initiative in my role	71.6%	73.7%
		3d	I am able to make suggestions to improve the work of my team / department	67.7%	71.4%
		3f	I am able to make improvements happen in my area of work	51.7%	56.4%
	Advocacy	25a	Care of patients / service users is my organisation's top priority	75.8%	74.8%
		25c	I would recommend my organisation as a place to work	60.5%	60.5%
		25d	If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation	70.1%	63.3%



Promise / Theme	Sub score	#	Question	2023 STH Score	Benchmarking Group Average Theme Score
Morale	Thinking about leaving	26a	I often think about leaving this organisation.	31.3%	28.9%
		26b	I will probably look for a job at a new organisation in the next 12 months	19.5%	20.7%
		26c	As soon as I can find another job, I will leave this organisation	14.6%	15.3%
	Work pressure	3g	I am able to meet all the conflicting demands on my time at work	43.4%	46.6%
		3h	I have adequate materials, supplies and equipment to do my work	57.5%	56.9%
		3i	There are enough staff at this organisation for me to do my job properly	30.6%	31.8%
	Stressors	3a	I always know what my work responsibilities are	86.7%	86.6%
		3e	I am involved in deciding on changes introduced that affect my work area / team / department	48.0%	51.6%
		5a	I have unrealistic time pressures	25.8%	25.1%
		5b	I have a choice in deciding how to do my work	53.6%	52.6%
		5c	Relationships at work are strained	45.7%	46.0%
		7c	I receive the respect I deserve from my colleagues at work	70.4%	71.0%
	9a	My immediate manager encourages me at work	69.4%	71.5%	

### Key



= questions used in more than one theme



= scores that may be unreliable due to NHS Coordination Centre Data Error

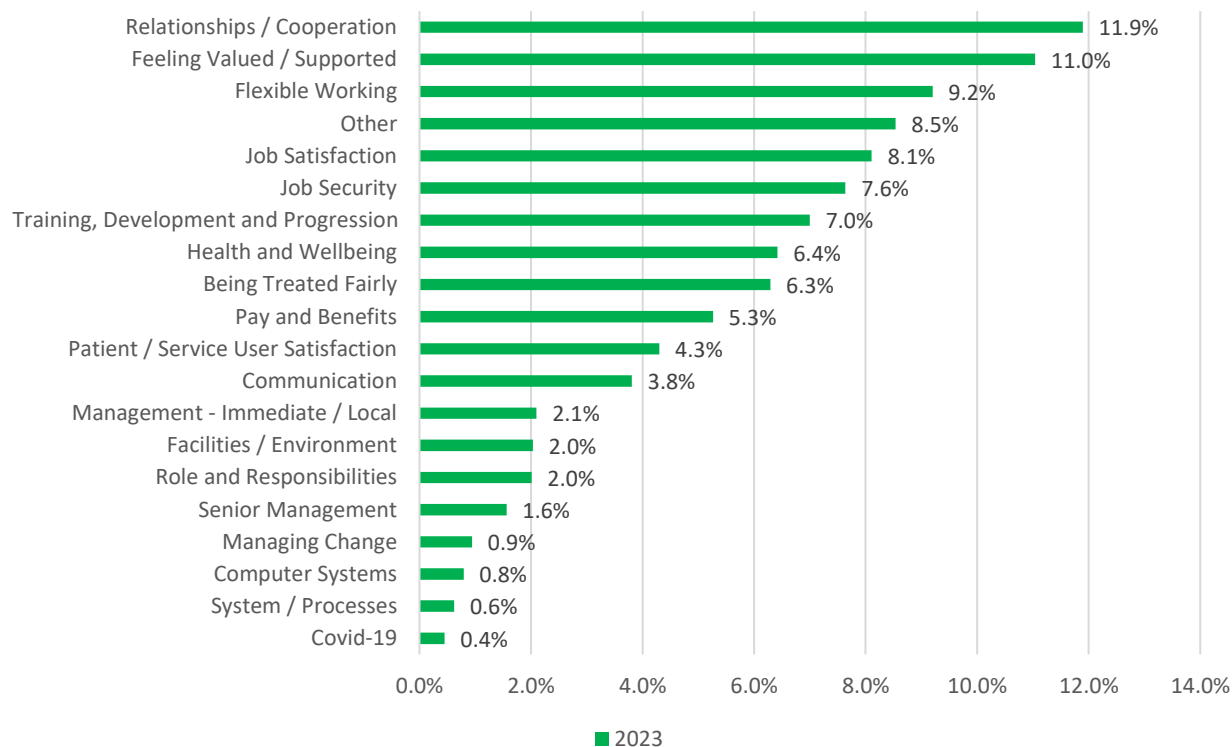
### Key

Below Benchmarking group average score

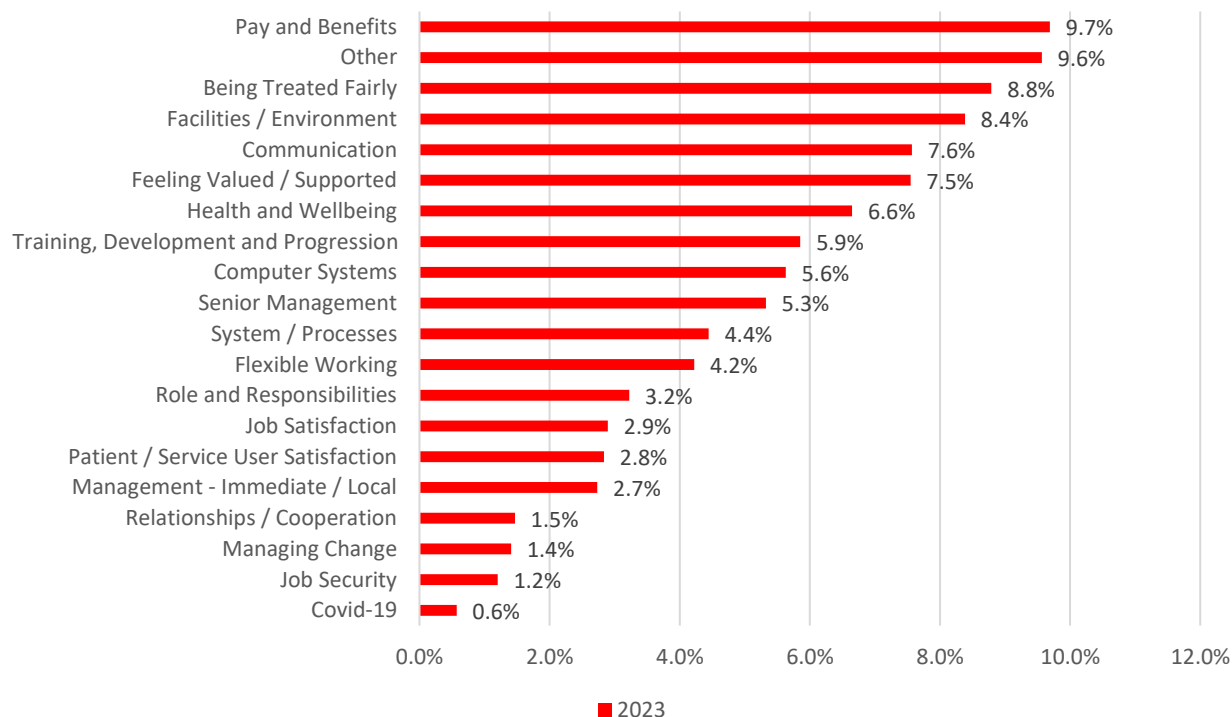
Equal to Benchmarking group average score

Above Benchmarking group average score

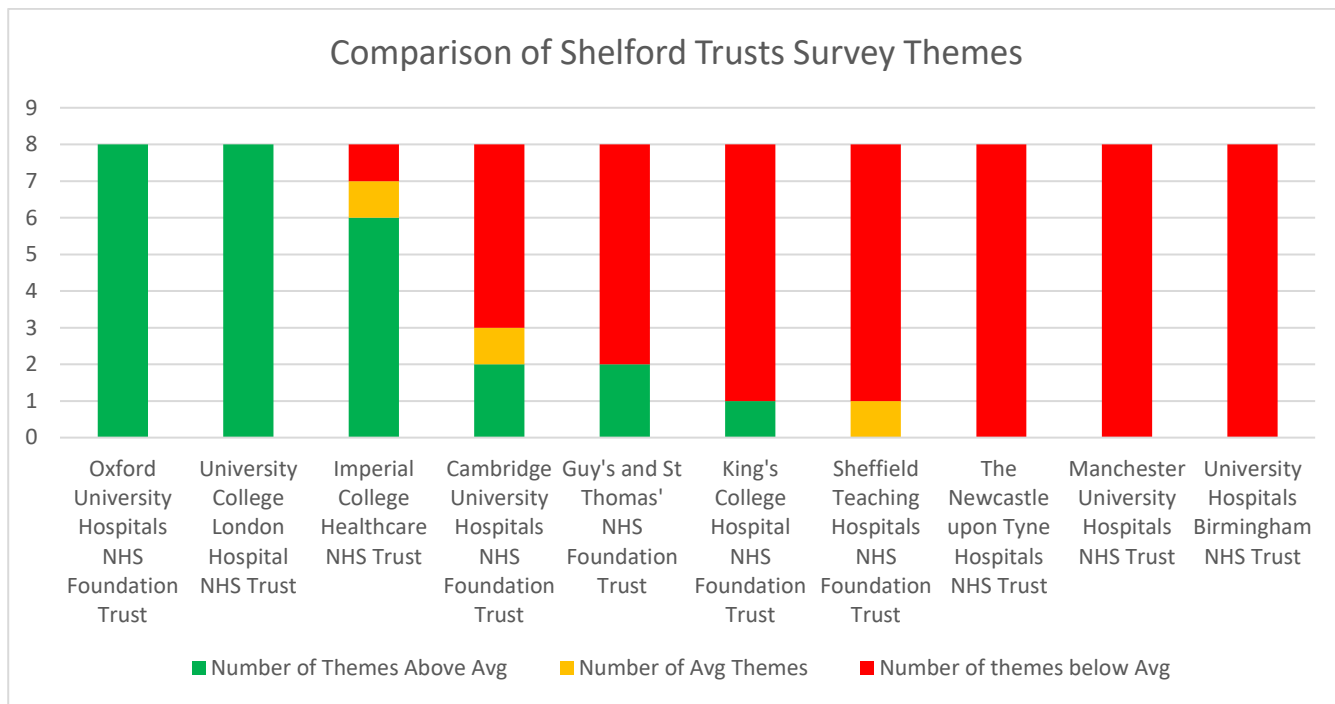
'Please note below one thing that you think is good about working at the Trust.' What theme would you say your comment is related to?



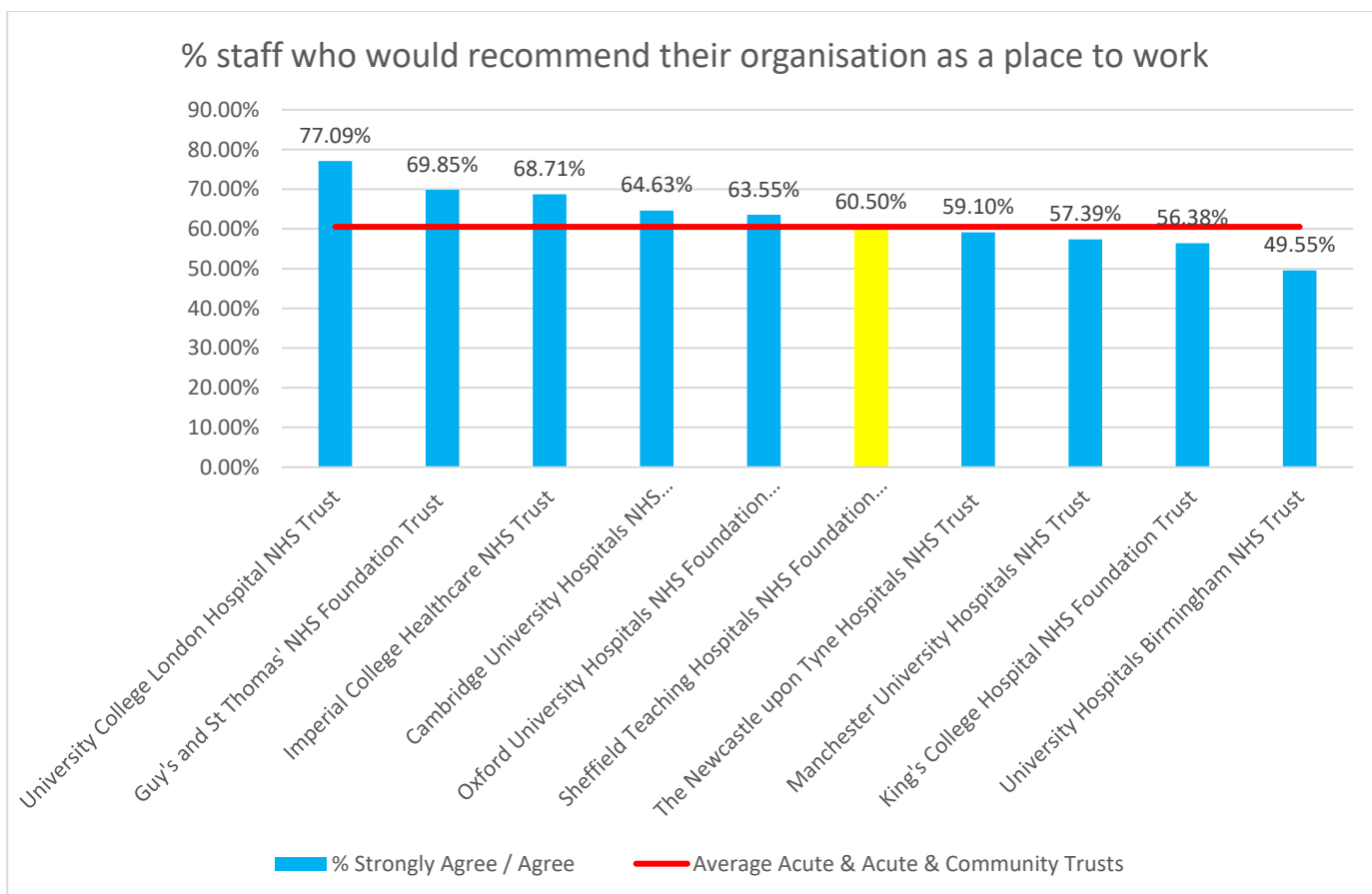
'Please note below one thing you feel that could be improved at the Trust.' What theme would you say your comment is related to?



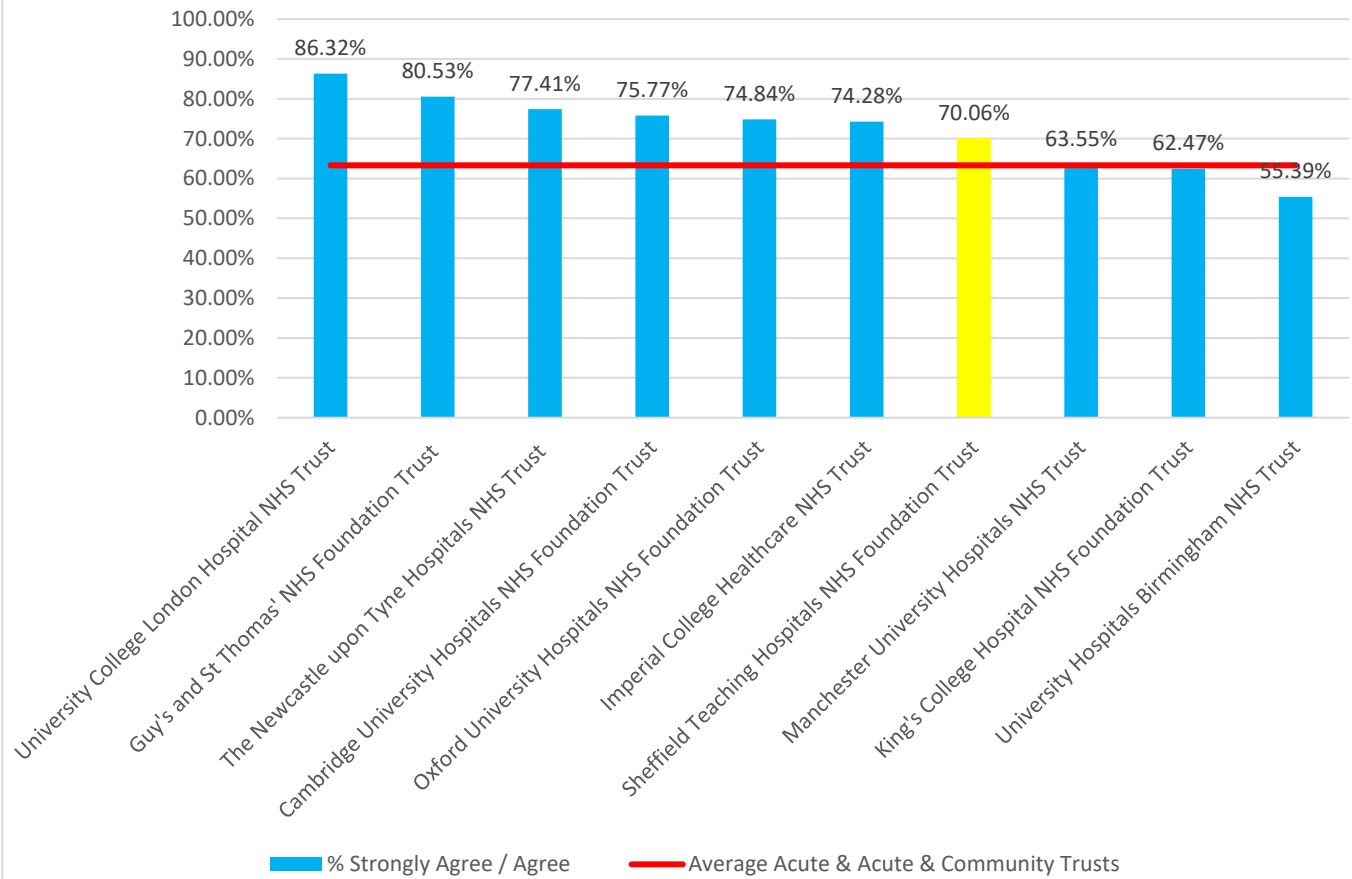
2023 Staff Survey Comparison with Shelford Trusts



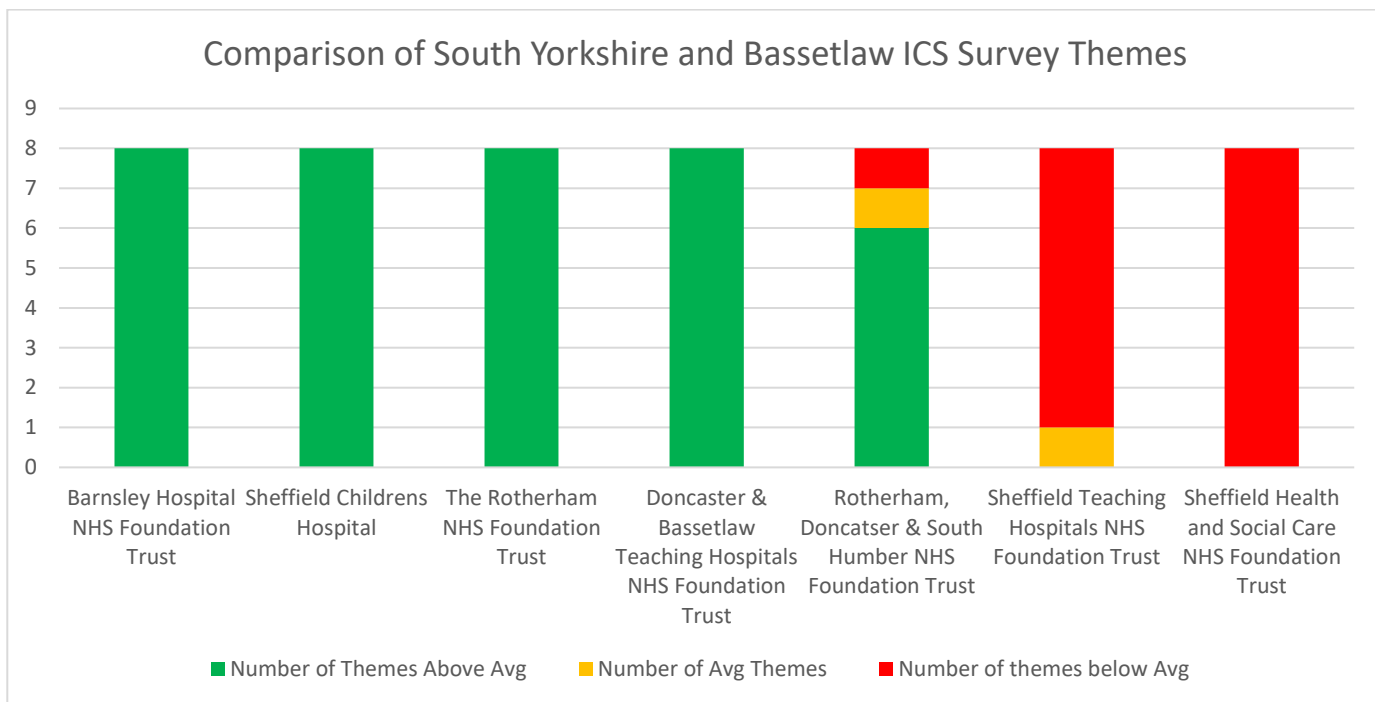
**PLEASE NOTE: Due to Coordination Centre Data Error only 8 theme scores can be reported on as we are awaiting confirmed score for the “We are Safe & Healthy Theme”**



## % staff saying that if a friend or relative needed treatment they would be happy with the standard of care provided by their organisation

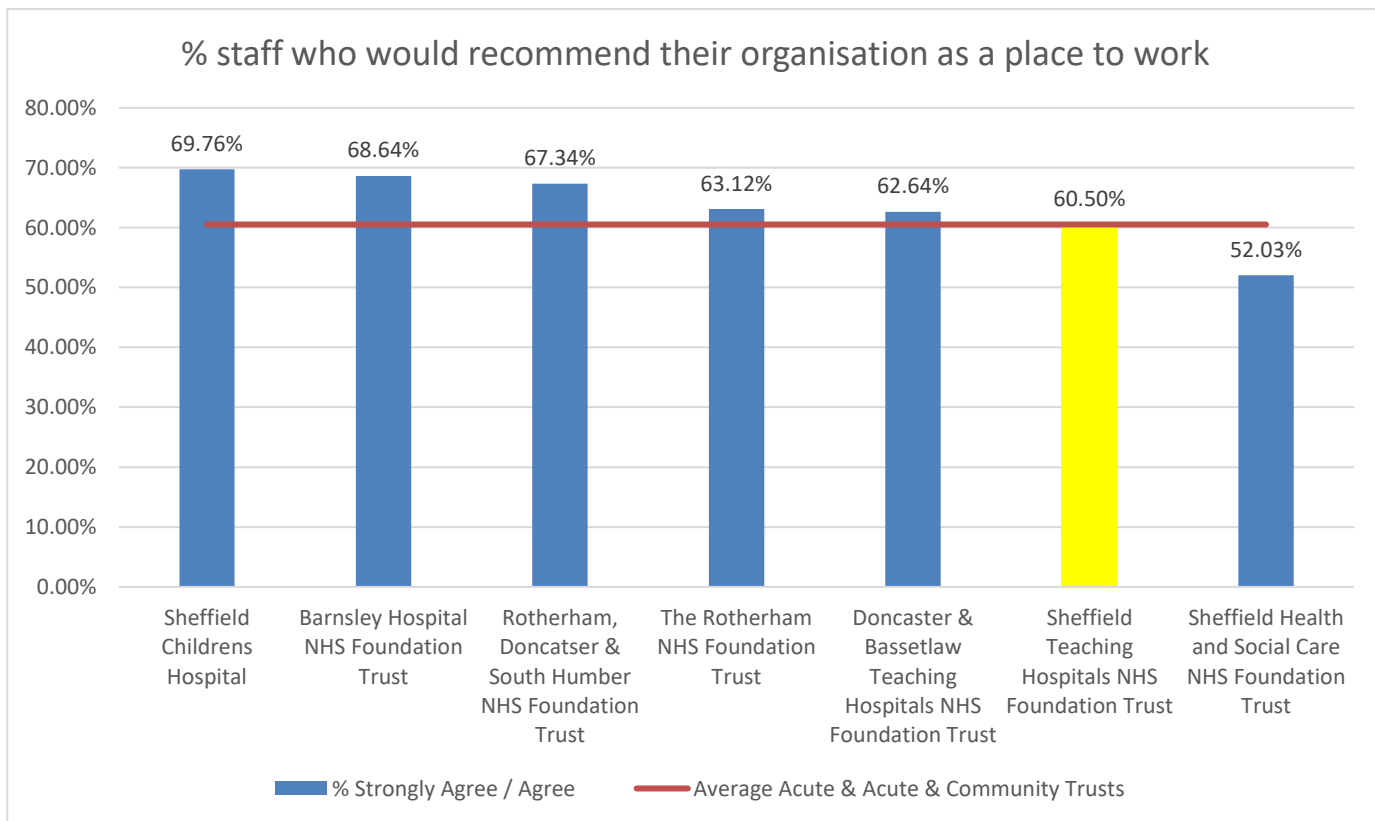


2023 Staff Survey Comparison with South Yorkshire ICS Trusts



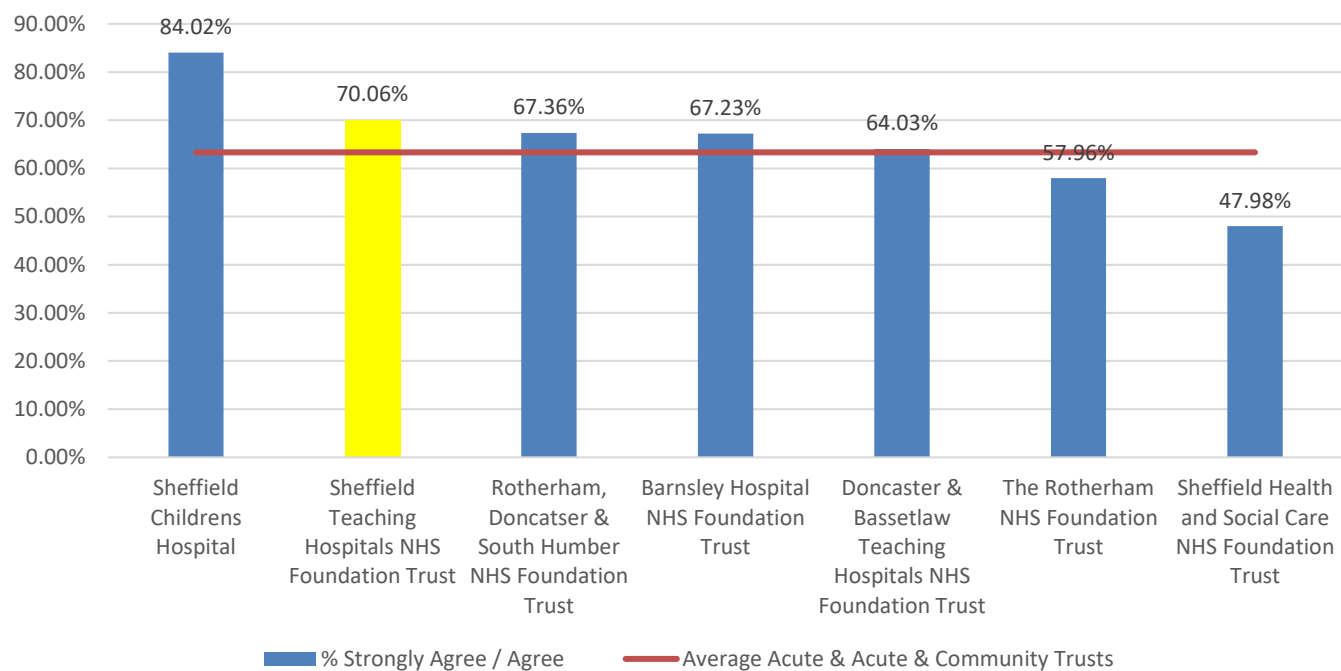
**PLEASE NOTE: Due to Coordination Centre Data Error only 8 theme scores can be reported on as we are awaiting confirmed score for the “We are Safe & Healthy Theme”**

NB. Benchmarked against own group as RDASH and SHSC are benchmarked against other Mental Health & Learning Disability Trusts.



NB. Different average for Mental Health & Learning Disability Trusts (65.14%)

% staff saying that if a friend or relative needed treatment they would be happy with the standard of care provided by their organisation



NB. Different average for Mental Health & Learning Disability Trusts (64.39%)