National NHS Staff Survey 2019

What is this survey and why are we asking you to complete it?
This is an independent survey of your experience of working in your organisation. The overall aim is to gather information that will help to improve the working lives of staff in the NHS and so help to provide better care for patients.

Your organisation will be able to use the results of the survey to improve local working conditions and practices and to increase involvement and engagement with staff. Other organisations, including NHS commissioners, the Care Quality Commission, the Department of Health, and NHS England, will make use of the results.

Please complete the survey for your current job, or the job you do most of the time. If you work across two or more employers in the NHS, please answer in relation to the organisation that pays your salary. Please read each question carefully, but give your immediate response by ticking the box which best matches your personal view.

Who will see my answers?
The survey is being conducted by Contractor Name and the NHS Staff Survey Coordination Centre on behalf of your organisation and NHS England.

Your answers will be treated in confidence. No one in your organisation will be able to identify individual responses. The bar code / number below is only used by Contractor Name to identify which staff should be sent a reminder and will not be available to staff in your organisation.

The survey findings will be analysed by Contractor Name and the NHS Staff Survey Coordination Centre and the results will be presented in a summary report in which no individual, or their responses, can be identified.

Please return this questionnaire, in the envelope provided, to:
Contractor Name
Address 1
Address 2
Address 3
Postcode

If you have any queries about this questionnaire please contact the [Insert] helpline on [Insert] or go to www.nhsstaffsurveys.com
## YOUR JOB

1. Do you have face-to-face contact with patients / service users as part of your job?

<table>
<thead>
<tr>
<th></th>
<th>Yes, frequently</th>
<th>Yes, occasionally</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. For each of the statements below, how often do you feel this way about your job?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I look forward to going to work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. I am enthusiastic about my job.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Time passes quickly when I am working.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. To what extent do you agree or disagree with the following statements about your job?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I always know what my work responsibilities are.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. I am trusted to do my job.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. I am able to do my job to a standard I am personally pleased with.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. To what extent do you agree or disagree with the following statements about your work?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. There are frequent opportunities for me to show initiative in my role.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. I am able to make suggestions to improve the work of my team / department.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. I am involved in deciding on changes introduced that affect my work area / team / department.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. I am able to make improvements happen in my area of work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. I am able to meet all the conflicting demands on my time at work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. I have adequate materials, supplies and equipment to do my work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. There are enough staff at this organisation for me to do my job properly.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. The team I work in has a set of shared objectives.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. The team I work in often meets to discuss the team’s effectiveness.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. I receive the respect I deserve from my colleagues at work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. How satisfied are you with each of the following aspects of your job?

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Very dissatisfied</th>
<th>Dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Satisfied</th>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The recognition I get for good work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. The support I get from my immediate manager.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. The support I get from my work colleagues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. The amount of responsibility I am given.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. The opportunities I have to use my skills.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. The extent to which my organisation values my work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. My level of pay.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. The opportunities for flexible working patterns.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 6. How often do the following statements apply to your job?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I have unrealistic time pressures.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>b. I have a choice in deciding how to do my work.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>c. Relationships at work are strained.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
</tbody>
</table>

### 7. Do the following statements apply to you and your job?

<table>
<thead>
<tr>
<th></th>
<th>Not applicable to me</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I am satisfied with the quality of care I give to patients / service users.</td>
<td>☐ 9</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>b. I feel that my role makes a difference to patients / service users.</td>
<td>☐ 9</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>c. I am able to deliver the care I aspire to.</td>
<td>☐ 9</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
</tbody>
</table>

### YOUR MANAGERS

#### 8. To what extent do you agree or disagree with the following statements about your immediate manager?

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. ...encourages me at work.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>b. ...can be counted on to help me with a difficult task at work.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>c. ...gives me clear feedback on my work.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>d. ...asks for my opinion before making decisions that affect my work.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>e. ...is supportive in a personal crisis.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>f. ...takes a positive interest in my health and well-being.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>g. ...values my work.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
</tbody>
</table>

#### 9. To what extent do you agree or disagree with the following statements about senior managers where you work?

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I know who the senior managers are here.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>b. Communication between senior management and staff is effective.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>c. Senior managers here try to involve staff in important decisions.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
<tr>
<td>d. Senior managers act on staff feedback.</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
<td>☐ 5</td>
</tr>
</tbody>
</table>

### YOUR HEALTH, WELL-BEING AND SAFETY AT WORK

#### 10a. How many hours a week are you contracted to work?

<table>
<thead>
<tr>
<th></th>
<th>1 Up to 29 hours</th>
<th>2 30 or more hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours?</td>
<td>☐ 1</td>
<td>☐ 2</td>
</tr>
<tr>
<td>b. On average, how many additional UNPAID hours do you work per week for this organisation, over and above your contracted hours?</td>
<td>☐ 1</td>
<td>☐ 2</td>
</tr>
</tbody>
</table>

*Please include paid overtime, bank shifts, and additional paid hours on-call.*

<table>
<thead>
<tr>
<th></th>
<th>1 0 hours</th>
<th>2 Up to 5 hours</th>
<th>3 6-10 hours</th>
<th>4 11 or more hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours?</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
</tr>
<tr>
<td>b. On average, how many additional UNPAID hours do you work per week for this organisation, over and above your contracted hours?</td>
<td>☐ 1</td>
<td>☐ 2</td>
<td>☐ 3</td>
<td>☐ 4</td>
</tr>
</tbody>
</table>

*Please include unpaid overtime and additional unpaid hours on-call.*
## 11. Health & well-being

a. Does your organisation take positive action on health and well-being?
   - Yes, definitely
   - Yes, to some extent
   - No

b. In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?

   - Yes
   - No

c. During the last 12 months have you felt unwell as a result of work related stress?

   - Yes
   - No

d. In the last three months have you ever come to work despite not feeling well enough to perform your duties?

   - Yes
   - No

If YES to d, please answer parts e to g below; if NO, go to Question 12

e. Have you felt pressure from your manager to come to work?

   - Yes
   - No

f. Have you felt pressure from colleagues to come to work?

   - Yes
   - No

g. Have you put yourself under pressure to come to work?

   - Yes
   - No

## 12. In the last 12 months how many times have you personally experienced physical violence at work from...?

a. Patients / service users, their relatives or other members of the public
   - Never
   - 1-2
   - 3-5
   - 6-10
   - More than 10

b. Managers
   - Never
   - 1-2
   - 3-5
   - 6-10
   - More than 10

c. Other colleagues
   - Never
   - 1-2
   - 3-5
   - 6-10
   - More than 10

d. The last time you experienced physical violence at work, did you or a colleague report it?

   - Yes, I reported it
   - Yes, a colleague reported it
   - No
   - Don't know
   - Not applicable

## 13. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...?

a. Patients / service users, their relatives or other members of the public
   - Never
   - 1-2
   - 3-5
   - 6-10
   - More than 10

b. Managers
   - Never
   - 1-2
   - 3-5
   - 6-10
   - More than 10

c. Other colleagues
   - Never
   - 1-2
   - 3-5
   - 6-10
   - More than 10

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

   - Yes, I reported it
   - Yes, a colleague reported it
   - No
   - Don't know
   - Not applicable

## 14. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?

   - Yes
   - No
   - Don't know

## 15. In the last 12 months have you personally experienced discrimination at work from any of the following?

a. Patients / service users, their relatives or other members of the public
   - Yes
   - No

b. Manager / team leader or other colleagues
   - Yes
   - No

If YES to either a or b above, please answer part c below; if NO, go to Question 16

c. On what grounds have you experienced discrimination? Please tick all that apply

   - Ethnic background
   - Religion
   - Disability
   - Other (please specify)
   - Gender
   - Sexual orientation
   - Age
16. In the last month have you seen any errors, near misses, or incidents that could have hurt...

a. Staff,  Yes  No
b. Patients / service users,  Yes  No

If YES to either a or b above, please answer part c below; if NO, go to Question 17

C. The last time you saw an error, near miss or incident that could have hurt staff or patients / service users, did you or a colleague report it?

1 Yes, I reported it  2 Yes, a colleague reported it  3 No  4 Don't know

17. To what extent do you agree or disagree with the following?

<table>
<thead>
<tr>
<th>Don't know</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My organisation treats staff who are involved in an error, near miss or incident fairly.</td>
<td>9</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>b. My organisation encourages us to report errors, near misses or incidents.</td>
<td>9</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>c. When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again.</td>
<td>9</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>d. We are given feedback about changes made in response to reported errors, near misses and incidents.</td>
<td>9</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

18. Raising concerns about unsafe clinical practice

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. If you were concerned about unsafe clinical practice, would you know how to report it?</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

To what extent do you agree with the following statements about unsafe clinical practice?

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>b. I would feel secure raising concerns about unsafe clinical practice.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>c. I am confident that my organisation would address my concern.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

YOUR PERSONAL DEVELOPMENT

19a. In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?

1 Yes  2 No  3 Can't remember

If YES, please answer parts b to f below; if NO, go to Question 20

b. It helped me to improve how I do my job.  
<table>
<thead>
<tr>
<th>Yes, definitely</th>
<th>Yes, to some extent</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

c. It helped me agree clear objectives for my work.  
<table>
<thead>
<tr>
<th>Yes, definitely</th>
<th>Yes, to some extent</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>
d. It left me feeling that my work is valued by my organisation.  
<table>
<thead>
<tr>
<th>Yes, definitely</th>
<th>Yes, to some extent</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>
e. The values of my organisation were discussed as part of the appraisal process.  
<table>
<thead>
<tr>
<th>Yes, definitely</th>
<th>Yes, to some extent</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>
f. Were any training, learning or development needs identified?  
<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

If YES, please answer part g below; if NO, go to Question 20

g. My manager supported me to receive this training, learning or development.  
<table>
<thead>
<tr>
<th>Yes, definitely</th>
<th>Yes, to some extent</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>
20. Have you had any training, learning or development in the last 12 months? (Please do not include mandatory training)

1. Yes 2. No 3. Can't remember

<table>
<thead>
<tr>
<th>YOUR ORGANISATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>21. To what extent do these statements reflect your view of your organisation as a whole?</td>
</tr>
<tr>
<td>Strongly disagree</td>
</tr>
<tr>
<td>a. Care of patients / service users is my organisation's top priority.</td>
</tr>
<tr>
<td>b. My organisation acts on concerns raised by patients / service users.</td>
</tr>
<tr>
<td>c. I would recommend my organisation as a place to work.</td>
</tr>
<tr>
<td>d. If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.</td>
</tr>
</tbody>
</table>

22. Patient / service user experience measures

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don't know</th>
<th>Not applicable to me</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Is patient / service user experience feedback collected within your directorate / department? (e.g. Friends and Family Test, patient surveys etc.)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If YES, please answer parts b and c below; if NO, go to Question 23

To what extent do you agree with the following statements about feedback from patients / service users?

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I receive regular updates on patient / service user experience feedback in my directorate / department (e.g. via line managers or communications teams).</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Feedback from patients / service users is used to make informed decisions within my directorate / department.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

23. To what extent do you agree or disagree with these statements?

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I often think about leaving this organisation.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. I will probably look for a job at a new organisation in the next 12 months.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. As soon as I can find another job, I will leave this organisation.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. If you are considering leaving your current job, what would be your most likely destination? Please only select one answer</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

I am not considering leaving my current job. 9
I would want to move to another job within this organisation. 1
I would want to move to a job in a different NHS Trust/organisation. 2
I would want to move to a job in healthcare, but outside the NHS. 3
I would want to move to a job outside healthcare. 4
I would retire or take a career break. 5
**BACKGROUND INFORMATION**

We would like to know a little more about you so that we can compare the experiences of different types of staff.

### 24. About you

**a. Gender:**
- [ ] Male
- [ ] Female
- [ ] Prefer to self-describe:
- [ ] Prefer not to say

**b. Age:**
- [ ] 16-20
- [ ] 21-30
- [ ] 31-40
- [ ] 41-50
- [ ] 51-65
- [ ] 66+

### 25. What is your ethnic background?

**White**
- [ ] British
- [ ] Irish
- [ ] Any other White background

**Asian/Asian British**
- [ ] Indian
- [ ] Pakistani
- [ ] Bangladeshi

**Chinese and other ethnic background**
- [ ] Chinese
- [ ] Any other ethnic background (please specify)

**Mixed**
- [ ] White and Black Caribbean
- [ ] White and Black African
- [ ] White and Asian
- [ ] Any other mixed background

**Black/Black British**
- [ ] Caribbean
- [ ] African
- [ ] Any other Black background

### 26. Which of the following best describes how you think of yourself?

- [ ] Heterosexual (straight)
- [ ] Gay Man
- [ ] Gay Woman (lesbian)
- [ ] Bisexual
- [ ] Other
- [ ] I would prefer not to say

### 27. What is your religion?

- [ ] No religion
- [ ] Christian
- [ ] Buddhist
- [ ] Hindu
- [ ] Jewish
- [ ] Muslim
- [ ] Sikh
- [ ] Any other religion (please specify)
- [ ] I would prefer not to say

### 28a. Do you have any physical or mental health conditions, disabilities or illnesses that have lasted or are expected to last for 12 months or more?

- [ ] Yes
- [ ] No

*If YES, please answer part b below; if NO, go to Question 29*

**b. Has your employer made adequate adjustment(s) to enable you to carry out your work?**

- [ ] Yes
- [ ] No
- [ ] No adjustment required

### 29. How many years have you worked for this organisation?

*If your organisation has merged with another or changed its name, please include in your answer all the time you have worked with this organisation and its predecessors*

- [ ] Less than 1 year
- [ ] 1-2 years
- [ ] 3-5 years
- [ ] 6-10 years
- [ ] 11-15 years
- [ ] More than 15 years
30. What is your occupational group?

Please tick one box only

- Allied Health Professionals / Healthcare Scientists / Scientific and Technical
  - Occupational Therapy
  - Physiotherapy
  - Radiography
  - Pharmacy
  - Clinical Psychology
  - Psychotherapy
  - Arts therapy (e.g. art, music, drama therapy)
  - Other qualified Allied Health Professionals (e.g. dietetics, speech and language therapy, complementary therapy)
  - Support to Allied Health Professionals (e.g. support worker, therapy helper, therapy assistant or student)
  - Other qualified Scientific and Technical or Healthcare Scientists (e.g. haematology, clinical biochemistry, microbiology)
  - Support to healthcare scientists (e.g. technicians, assistants or students)

- Medical and Dental
  - Medical / Dental - Consultant
  - Medical / Dental - In Training (e.g. Foundation Y1 & Y2, STIs incl FTSTAs & LATSs, SHOs, SpRs / SpTs / GPRs)
  - Medical / Dental - Other (e.g. Staff and Associate Specialists / Non-consultant career grade)
  - Salaried Primary Care Dentists

- Ambulance (operational)
  - Emergency Care Practitioner
  - Paramedic
  - Emergency Care Assistant
  - Ambulance Technician
  - Ambulance Control Staff (e.g. call handler, dispatchers, PTS controllers)
  - Patient Transport Service (e.g. ambulance drivers, support staff)

- Public Health
  - Public Health / Health Improvement

- Commissioning
  - Commissioning managers / support staff

- Registered Nurses and Midwives
  - Adult / General
  - Mental health
  - Learning disabilities
  - Children
  - Midwives
  - Health Visitors
  - District / Community
  - Other Registered Nurses

- Nursing or Healthcare Assistants
  - Nursing auxiliary / Nursing assistant / Healthcare assistant (including Health / Clinical / Nursing Support Worker)

- Social Care
  - Approved social workers / Social workers / Residential social workers
  - Social care managers
  - Social care support staff

- Wider Healthcare Team
  - Admin & Clerical (including Medical Secretary)
  - Central Functions / Corporate Services (e.g. HR, Finance, Information Systems, Information Technology)
  - Maintenance / Ancillary (e.g. housekeeping, domestic staff, maintenance, facilities, estates)

- General Management
  - General Management (N.B. If you are a manager and can choose a group from elsewhere in the list, please select that other occupational group)
  - Other occupational group (please specify)

31. Team working

a. Do you work in a team? , Yes , No

If YES, please answer the following question about the main team or group you work in:

b. How many core members are there in your team?
   - 1 2-5
   - 2 6-9
   - 3 10-15
   - 4 More than 15

Any other comments? Please write these on a separate sheet of paper and attach them to this questionnaire. Written comments you provide will be passed to your organisation, so do not include any personal details in your comments if you want to remain anonymous.