

2026 National NHS Staff Survey (NSS)

Please read each question carefully, but give your immediate response by ticking the box which best matches your personal view.

Please note this survey includes questions relating to physical violence, bullying, harassment, or abuse at work, discrimination, and sexual violence. One question asks about childhood circumstances, to see whether NHS staff from different backgrounds have different experiences at work.

No one in your organisation, or the NHS, will be able to identify individual responses. Answers will be treated in the strictest confidence.

The survey is conducted by Contractor Name and the NHS Staff Survey Coordination Centre on behalf of your organisation and NHS England, in partnership with trade unions.

If you have any queries about this questionnaire please contact the [CONTRACTOR] helpline on XXXX XXX XXXX, email [CONTRACTOR EMAIL] or go to www.nhsstaffsurveys.com

YOUR JOB

Q1a Do you have face-to-face, video or telephone contact with patients / service users as part of your job?

- ☐ Yes, frequently
- ☐ Yes, occasionally
- ☐ No

Q1b Do you have line management responsibility?

☐ Yes

☐ No

Q2 For each of the statements below, how often do you feel this way about your job?

	Never	Rarely	Sometimes	Often	Always
I look forward to going to work.	☐	☐	☐	☐	☐
I am enthusiastic about my job.	☐	☐	☐	☐	☐
Time passes quickly when I am working.	☐	☐	☐	☐	☐

Q3 To what extent do you agree or disagree with the following statements about your work?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I always know what my work responsibilities are.	☐	☐	☐	☐	☐
I am trusted to do my job.	☐	☐	☐	☐	☐
There are frequent opportunities for me to show initiative in my role.	☐	☐	☐	☐	☐
I am able to make suggestions to improve the work of my team / department.	☐	☐	☐	☐	☐

I am involved
in deciding on
changes
introduced
that affect my
work area /
team /
department.

☐☐☐☐☐

I am able to
make
improvements
happen in my
area of work.

☐☐☐☐☐

I am able to
meet all the
conflicting
demands on
my time at
work.

☐☐☐☐☐

I have
adequate
materials,
supplies and
equipment to
do my work.

☐☐☐☐☐

There are
enough staff
at this
organisation
for me to do
my job
properly.

☐☐☐☐☐

Q4 How satisfied are you with each of the following aspects of your job?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
The recognition I get for good work.	☐	☐	☐	☐	☐
The extent to which my organisation values my work.	☐	☐	☐	☐	☐
My level of pay.	☐	☐	☐	☐	☐
The opportunities for flexible working patterns.	☐	☐	☐	☐	☐
	☐	☐	☐	☐	☐

Q5 For each of the statements below, how often, if at all, do these statements apply to you?

	Never	Rarely	Sometimes	Often	Always
I have unrealistic time pressures.	☐	☐	☐	☐	☐
I have a choice in deciding how to do my work.	☐	☐	☐	☐	☐
Relationships at work are strained.	☐	☐	☐	☐	☐

Q6 Do the following statements apply to you and your job?

	Not applicable	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I feel that my role makes a difference to patients / service users.	☐	☐	☐	☐	☐	☐
My organisation is committed to helping me balance my work and home life.		☐	☐	☐	☐	☐
I achieve a good balance between my work life and my home life.		☐	☐	☐	☐	☐

I can
approach
my
immediate
manager to
talk openly
about
flexible
working.



YOUR TEAM

Q7 Do the following statements apply to you and your job?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
The team I work in has a set of shared objectives.	☐	☐	☐	☐	☐
The team I work in often meets to discuss the team's effectiveness.	☐	☐	☐	☐	☐
I receive the respect I deserve from my colleagues at work.	☐	☐	☐	☐	☐
Team members understand each other's roles.	☐	☐	☐	☐	☐
I enjoy working with the colleagues in my team.	☐	☐	☐	☐	☐
My team has enough freedom in how to do its work.	☐	☐	☐	☐	☐
In my team disagreements are dealt with constructively.	☐	☐	☐	☐	☐
I feel valued by my team.	☐	☐	☐	☐	☐
I feel a strong personal attachment to my team.	☐	☐	☐	☐	☐

PEOPLE IN YOUR ORGANISATION

Q8 Do the following statements apply to you and your job?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Teams within this organisation work well together to achieve their objectives.	☐	☐	☐	☐	☐
The people I work with are understanding and kind to one another.	☐	☐	☐	☐	☐
The people I work with are polite and treat each other with respect.	☐	☐	☐	☐	☐
The people I work with show appreciation to one another.	☐	☐	☐	☐	☐

YOUR MANAGERS

Q9 To what extent do you agree or disagree with the following statements about your immediate manager?

My immediate manager (who may be referred to as your 'line manager')...

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
...encourages me at work.	☐	☐	☐	☐	☐
...gives me clear feedback on my work.	☐	☐	☐	☐	☐
...asks for my opinion before making decisions that affect my work.	☐	☐	☐	☐	☐
...takes a positive interest in my health and well-being.	☐	☐	☐	☐	☐
...values my work.	☐	☐	☐	☐	☐
...works together with me to come to an understanding of problems.	☐	☐	☐	☐	☐
...is interested in listening to me when I describe challenges I face.	☐	☐	☐	☐	☐

...cares about
my concerns.

☐☐☐☐☐

...takes
effective
action to help
me with any
problems I
face.

☐☐☐☐☐

YOUR HEALTH, WELL-BEING AND SAFETY AT WORK

Q10a **How many hours a week are you contracted to work for this organisation?**

☐ Up to 29 hours

☐ 30 or more hours

Q10b **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

☐ Up to 5 hours

☐ 6-10 hours

☐ 11 or more hours

Q10c 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
- ☐ Up to 5 hours
- ☐ 6-10 hours
- ☐ 11 or more hours

Health & well-being

Q11a

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
My organisation takes positive action on health and well-being	☐	☐	☐	☐	☐

Q11b-d

	Yes	No
In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities? Examples may include back pain, neck or arm strains, and joint pain.	☐	☐
During the last 12 months have you felt unwell as a result of work related stress?	☐	☐
In the last three months have you ever come to work despite not feeling well enough to perform your duties?	☐	☐

If 'Yes' (Q11d = 1) then ask Q11e

Q11e

	Yes	No
Have you felt pressure from your manager to come to work?	☐	☐

Q12

	Never	Rarely	Sometimes	Often	Always
How often, if at all, do you find your work emotionally exhausting?	☐	☐	☐	☐	☐
How often, if at all, do you feel burnt out because of your work?	☐	☐	☐	☐	☐
How often, if at all, does your work frustrate you?	☐	☐	☐	☐	☐
How often, if at all, are you exhausted at the thought of another day/shift at work?	☐	☐	☐	☐	☐
How often, if at all, do you feel worn out at the end of your working day/shift?	☐	☐	☐	☐	☐
How often, if at all, do you feel that every working hour is tiring for you?	☐	☐	☐	☐	☐
How often, if at all, do you not have enough energy for family and friends during leisure time?	☐	☐	☐	☐	☐

Q13 In the last 12 months how many times have you personally experienced physical violence at work from...?

	Never	1-2	3-5	6-10	More than 10
Patients / service users, their relatives or other members of the public	☐	☐	☐	☐	☐
Managers	☐	☐	☐	☐	☐
Other colleagues	☐	☐	☐	☐	☐

If experienced physical violence (any of Q13a, Q13b or Q13c = 2,3,4 or 5) then ask Q13d

Q13d 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

Q14 In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...?

	Never	1-2	3-5	6-10	More than 10
Patients / service users, their relatives or other members of the public	☐	☐	☐	☐	☐
Managers	☐	☐	☐	☐	☐
Other colleagues	☐	☐	☐	☐	☐

If experienced harassment, bullying or abuse (any of Q14a, Q14b or Q14c = 2,3,4 or 5) then ask Q14d

Q14d 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

Q15 Does your organisation act fairly with regard to career progression / promotion, regardless of e.g. age, disability, ethnic background, gender reassignment, religion, sex or sexual orientation?

☐ Yes

☐ No

☐ Don't know

Q16 In the last 12 months have you personally experienced discrimination at work from any of the following?

	Yes	No
Patients / service users, their relatives or other members of the public	☐	☐
Manager / team leader or other colleagues	☐	☐

If experienced discrimination at work (Q16a = 1 OR 16b = 1) then ask Q16c

Q16c On what grounds have you experienced discrimination? Please tick all that apply

- ☐ Age
- ☐ Disability
- ☐ Gender reassignment
- ☐ Marriage and civil partnership
- ☐ Pregnancy and ma
- ☐ Race
- ☐ Religion or belief
- ☐ Sex
- ☐ Sexual orientation
- ☐ Other (please specify) _____

Q17 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.

	Never	1-2	3-5	6-10	More than 10
From patients / service users, their relatives or other members of the public	☐	☐	☐	☐	☐
From staff / colleagues	☐	☐	☐	☐	☐

Q18 In the last month have you seen any errors, near misses, or incidents that could have hurt staff and/or patients/service users?

☐ Yes

☐ No

Q19 To what extent do you agree or disagree with the following?

[illegible]

Q20 Raising concerns about unsafe clinical practice

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

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I would feel secure raising concerns about unsafe clinical practice.	☐	☐	☐	☐	☐
I am confident that my organisation would address my concern.	☐	☐	☐	☐	☐

Q21 To what extent does this statement reflect your view of your organisation as a whole?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc).	☐	☐	☐	☐	☐

Q22 To what extent does the following statement apply to you?

	Never	Rarely	Sometimes	Often	Always
I can eat nutritious and affordable food while I am working. <i>Please note, this could be food you buy or prepare yourself</i>	☐	☐	☐	☐	☐

YOUR PERSONAL DEVELOPMENT

Q23a In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?

- ☐ Yes
- ☐ No
- ☐ Can't remember

If 'Yes' (Q23a = 1) then ask Q23b-d

Q23b-d

	Yes, definitely	Yes, to some extent	No
It helped me to improve how I do my job.	☐	☐	☐
It helped me agree clear objectives for my work.	☐	☐	☐
It left me feeling that my work is valued by my organisation.	☐	☐	☐

Q24 To what extent do these statements reflect your view of your organisation as a whole?

[illegible]

YOUR ORGANISATION

Q25 To what extent do these statements reflect your view of your organisation as a whole?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Care of patients / service users is my organisation's top priority.	☐	☐	☐	☐	☐
My organisation acts on concerns raised by patients / service users.	☐	☐	☐	☐	☐
I would recommend my organisation as a place to work.	☐	☐	☐	☐	☐
If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.	☐	☐	☐	☐	☐
I feel safe to speak up about anything that concerns me in this organisation.	☐	☐	☐	☐	☐

If I spoke up about something that concerned me I am confident my organisation would address my concern.

☐	☐	☐	☐	☐
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Q26 To what extent do you agree or disagree with these statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I often think about leaving this organisation.	☐	☐	☐	☐	☐
I will probably look for a job at a new organisation in the next 12 months.	☐	☐	☐	☐	☐
As soon as I can find another job, I will leave this organisation.	☐	☐	☐	☐	☐

Q26d If you are considering leaving your current job, what would be your most likely destination?

*Please only select **one** answer*

- ☐ I am not considering leaving my current job.
- ☐ I would want to move to another job within this organisation.
- ☐ I would want to move to a job in a different NHS Trust/organisation.
- ☐ I would want to move to a job in healthcare, but outside the NHS.
- ☐ I would want to move to a job outside healthcare.
- ☐ I would retire or take a career break.

BACKGROUND INFORMATION

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

Q27a What was your registered sex at birth?

- ☐ Female
- ☐ Male
- ☐ Prefer not to say

Q27b Are you transgender or non-binary?

Transgender and non-binary people are those whose lived sex or gender identity differs from their sex registered at birth.

- ☐ No
- ☐ Yes, I am transgender
- ☐ Yes, I am non-binary
- ☐ Yes, but I prefer to self-describe
- ☐ Don't know
- ☐ Prefer not to say

Skip To: Q28 If Are you transgender or non-binary? Transgender and non-binary people are those whose lived sex or... = No

Display Q27c:

If Are you transgender or non-binary? Transgender and non-binary people are those whose lived sex or... = Yes, I am transgender or have a trans history

Or Are you transgender or non-binary? Transgender and non-binary people are those whose lived sex or... = Yes, I am non-binary

Or Are you transgender or non-binary? Transgender and non-binary people are those whose lived sex or... = Yes, but I would prefer to self-describe

Or Are you transgender or non-binary? Transgender and non-binary people are those whose lived sex or... = Don't know

Or Are you transgender or non-binary? Transgender and non-binary people are those whose lived sex or... = Prefer not to say

Q27c Do you have the protected characteristic of gender reassignment? *According to the Equality Act 2010, a person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.*

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to say

Q28 How old are you?

- ☐ 16-20
- ☐ 21-30
- ☐ 31-40
- ☐ 41-50
- ☐ 51-65
- ☐ 66+

Q29 What is your ethnic group?

(Choose one option that best describes your ethnic group or background)

White

- ☐ English / Welsh / Scottish / Northern Irish / British
- ☐ Irish
- ☐ Gypsy or Irish Traveller
- ☐ Any other White background

Mixed/Multiple ethnic background

- ☐ White and Black Caribbean
- ☐ White and Black African
- ☐ White and Asian
- ☐ Any other Mixed / Multiple ethnic background

Asian/Asian British

- ☐ Indian

- ☐ Pakistani
- ☐ Bangladeshi
- ☐ Chinese
- ☐ Filipino
- ☐ Any other Asian background

Black/African/Caribbean/Black British

- ☐ African
- ☐ Caribbean
- ☐ Any other Black / African / Caribbean background

Other ethnic group

- ☐ Arab
- ☐ Any other ethnic background (*please specify*) _____

Q30 Which of the following best describes how you think of yourself?

- ☐ Heterosexual or straight
- ☐ Gay or Lesbian
- ☐ Bisexual
- ☐ Other
- ☐ I would prefer not to say

Q31 What is your religion? Are you...

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

Q32a Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

- ☐ Yes
- ☐ No

If 'Yes' (Q32a = 1) then ask Q32b

Q32b Has your employer made reasonable adjustment(s) to enable you to carry out your work?

- ☐ Yes
- ☐ No
- ☐ No adjustment required

Q33 Parental / caring responsibilities

	Yes	No
Do you have any children aged from 0 to 17 living at home with you, or who you have regular caring responsibility for?	☐	☐
Do you look after, or give any help or support to family members, friends, neighbours or others because of either: long term physical or mental ill health / disability, or problems related to old age?	☐	☐

Q34 What was the occupation of your main household earner when you were aged about 14?

- ☐ **Modern professional and traditional professional occupations** *Such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil or mechanical engineer*
- ☐ **Senior, middle or junior managers or administrators** *Such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager*
- ☐ **Clerical and intermediate occupations** *Such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse*
- ☐ **Technical and craft occupations** *Such as: motor mechanic, plumber, printer, electrician, gardener, train driver*
- ☐ **Routine, semi-routine manual or service occupations** *Such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter or waitress, bar staff*
- ☐ **Long-term unemployed** *(claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)*
- ☐ **Small business owners who employed less than 25 people** *Such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner*
- ☐ **Other** *Such as: they were retired, I was in care, this question does not apply to me, I don't know*
- ☐ **I prefer not to say**

Q35 Thinking about your current role, how often, if at all, do you work at/from home?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Always

Q36a 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

Q36b When you joined this organisation, were you recruited from outside of the UK?
(This is often referred to as international recruitment)

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Q37 What is your occupational group?

Please tick one box only.

Allied Health Professionals / Healthcare Scientists / Scientific and Technical / Psychological Professionals

- ☐ Occupational Therapy
- ☐ Physiotherapy
- ☐ Radiography
- ☐ Pharmacy
- ☐ Practitioner Psychologist (*e.g. clinical, counselling, forensic, health*)
- ☐ Psychological Therapist (*e.g. CBT therapist, counsellor, child and adolescent psychotherapist*)
- ☐ Operating Department Practitioner
- ☐ Speech and Language Therapy
- ☐ Other qualified Allied Health Professionals (*e.g. dietetics, podiatry, osteopathy, dental care professional*)
- ☐ Support to Allied Health Professionals (*e.g. support worker, therapy helper, therapy assistant*)
- ☐ Other qualified Scientific and Technical or Healthcare Scientists (*e.g. haematology, clinical biochemistry, microbiology, chaplaincy*)
- ☐ Support to healthcare scientists (*e.g. technicians, assistants or students*)

Medical and Dental

- ☐ Medical / Dental - Consultant
- ☐ Medical / Dental - In Training (*e.g. Foundation Y1, Foundation Y2, Core Trainees, Specialty Trainees (including GPs)*)

☐ Medical / Dental - SAS doctor (*Specialty Doctor, Specialist, Staff Grade or Associate Specialist*)

☐ Medical / Dental - Other (*e.g. Locally Employed Doctor, Trust Grade Doctor, Clinical Fellow, etc*)

☐ 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

- ☐ Social workers
- ☐ Social care (*staff / managers*)

Wider Healthcare Team

- ☐ Admin & Clerical (*including Medical Secretary*)
- ☐ Central Functions / Corporate Services (*e.g. HR, Finance, IT*)
- ☐ Estates and Facilities (*e.g. Cleaning Operatives, Engineers, Maintenance and Porters*)

General Management

- ☐ General Management (*Only select this if no other occupational group applies.*)
 - ☐ Other occupational group (*please specify*)
-

If Q37 = "Medical / Dental - In Training (*e.g. Foundation Y1, Foundation Y2, Core Trainees, Specialty Trainees (including GPs)*)", ask Q38

Q38 You selected that your occupation is 'Medical / Dental - In Training (*e.g. Foundation Y1, Foundation Y2, Core Trainees, Specialty Trainees (including GPs)*)'. Many staff within this occupation group are employed under a 'Lead Employer Model', where the

organisation that holds overall employment responsibility is different to the host organisation where they actually work on a day-to-day basis.

You were invited to complete the NHS Staff Survey (NSS) on behalf of [ORGANISATION NAME]. Is this the organisation where you worked on a day-to-day basis on 1 September 2026?

☐ Yes

☐ No

If Q38 = 'No', ask Q39

Q39 On 1 September 2026, at which organisation did you work on a day-to-day basis?

Please start typing to search for your organisation from the list below, or select one from the list.

[Drop down list]

- ☐ Airedale NHS Foundation Trust
- ☐ Alder Hey Children's NHS Foundation Trust
- ☐ Ashford and St Peter's Hospitals NHS Foundation Trust
- ☐ Avon and Wiltshire Mental Health Partnership NHS Trust
- ☐ Barking, Havering and Redbridge University Hospitals NHS Trust
- ☐ Barnsley Hospital NHS Foundation Trust
- ☐ Barts Health NHS Trust
- ☐ Bedfordshire Hospitals NHS Foundation Trust
- ☐ Berkshire Healthcare NHS Foundation Trust
- ☐ Birmingham and Solihull Mental Health NHS Foundation Trust
- ☐ Birmingham Community Healthcare NHS Foundation Trust
- ☐ Birmingham Women's and Children's NHS Foundation Trust
- ☐ Black Country Healthcare NHS Foundation Trust
- ☐ Blackpool Teaching Hospitals NHS Foundation Trust
- ☐ Bolton NHS Foundation Trust
- ☐ Bradford District Care NHS Foundation Trust
- ☐ Bradford Teaching Hospitals NHS Foundation Trust
- ☐ Bridgewater Community Healthcare NHS Foundation Trust

- ☐ Bromley Healthcare CIC
- ☐ Buckinghamshire Healthcare NHS Trust
- ☐ Calderdale and Huddersfield NHS Foundation Trust
- ☐ Cambridge University Hospitals NHS Foundation Trust
- ☐ Cambridgeshire and Peterborough NHS Foundation Trust
- ☐ Cambridgeshire Community Services NHS Trust
- ☐ Central and North West London NHS Foundation Trust
- ☐ Central London Community Healthcare NHS Trust
- ☐ Chelsea and Westminster Hospital NHS Foundation Trust
- ☐ Cheshire and Wirral Partnership NHS Foundation Trust
- ☐ Chesterfield Royal Hospital NHS Foundation Trust
- ☐ Cornwall Partnership NHS Foundation Trust
- ☐ Countess of Chester Hospital NHS Foundation Trust
- ☐ County Durham and Darlington NHS Foundation Trust
- ☐ Coventry and Warwickshire Partnership NHS Trust
- ☐ Croydon Health Services NHS Trust
- ☐ CSH Surrey
- ☐ Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust
- ☐ Dartford and Gravesham NHS Trust
- ☐ Derbyshire Community Health Services NHS Foundation Trust

- ☐ Derbyshire Healthcare NHS Foundation Trust
- ☐ Devon Partnership NHS Trust
- ☐ Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust
- ☐ Dorset County Hospital NHS Foundation Trust
- ☐ Dorset Healthcare University NHS Foundation Trust
- ☐ East and North Hertfordshire NHS Trust
- ☐ East Cheshire NHS Trust
- ☐ East Coast Community Healthcare
- ☐ East Kent Hospitals University NHS Foundation Trust
- ☐ East Lancashire Hospitals NHS Trust
- ☐ East London NHS Foundation Trust
- ☐ East Midlands Ambulance Service NHS Trust
- ☐ East of England Ambulance Service NHS Trust
- ☐ East Suffolk and North Essex NHS Foundation Trust
- ☐ East Sussex Healthcare NHS Trust
- ☐ Epsom and St Helier University Hospitals NHS Trust
- ☐ Essex Partnership University NHS Foundation Trust
- ☐ First Community Health and Care
- ☐ Frimley Health NHS Foundation Trust
- ☐ Gateshead Health NHS Foundation Trust

- ☐ George Eliot Hospital NHS Trust
- ☐ Gloucestershire Health and Care NHS Foundation Trust
- ☐ Gloucestershire Hospitals NHS Foundation Trust
- ☐ Great Ormond Street Hospital for Children NHS Foundation Trust
- ☐ Great Western Hospitals NHS Foundation Trust
- ☐ Greater Manchester Mental Health NHS Foundation Trust
- ☐ Guy's and St Thomas' NHS Foundation Trust
- ☐ Hampshire and Isle of Wight Healthcare NHS Foundation Trust
- ☐ Hampshire Hospitals NHS Foundation Trust
- ☐ Harrogate and District NHS Foundation Trust
- ☐ Herefordshire and Worcestershire Health and Care NHS Trust
- ☐ Hertfordshire Community NHS Trust
- ☐ Hertfordshire Partnership University NHS Foundation Trust
- ☐ Homerton Healthcare NHS Foundation Trust
- ☐ Hull University Teaching Hospitals NHS Trust
- ☐ Humber Teaching NHS Foundation Trust
- ☐ Imperial College Healthcare NHS Trust
- ☐ Independent Health Group
- ☐ Isle of Wight NHS Trust (acute sector)
- ☐ Isle of Wight NHS Trust (ambulance sector)

- ☐ James Paget University Hospitals NHS Foundation Trust
- ☐ Kent and Medway NHS and Social Care Partnership Trust
- ☐ Kent Community Health NHS Foundation Trust
- ☐ Kettering General Hospital NHS Foundation Trust
- ☐ King's College Hospital NHS Foundation Trust
- ☐ Kingston and Richmond NHS Foundation Trust
- ☐ Lancashire and South Cumbria NHS Foundation Trust
- ☐ Lancashire Teaching Hospitals NHS Foundation Trust
- ☐ Leeds and York Partnership NHS Foundation Trust
- ☐ Leeds Community Healthcare NHS Trust
- ☐ Leeds Teaching Hospitals NHS Trust
- ☐ Leicestershire Partnership NHS Trust
- ☐ Lewisham and Greenwich NHS Trust
- ☐ Lincolnshire Community Health Services NHS Trust
- ☐ Lincolnshire Partnership NHS Foundation Trust
- ☐ Liverpool Heart and Chest Hospital NHS Foundation Trust
- ☐ Liverpool University Hospitals NHS Foundation Trust
- ☐ Liverpool Women's NHS Foundation Trust
- ☐ Livewell Southwest
- ☐ London Ambulance Service NHS Trust

- ☐ London North West University Healthcare NHS Trust
- ☐ Maidstone and Tunbridge Wells NHS Trust
- ☐ Manchester University NHS Foundation Trust
- ☐ Medway NHS Foundation Trust
- ☐ Mersey and West Lancashire Teaching Hospitals NHS Trust
- ☐ Mersey Care NHS Foundation Trust
- ☐ Mid and South Essex NHS Foundation Trust
- ☐ Mid Cheshire Hospitals NHS Foundation Trust
- ☐ Mid Yorkshire Teaching NHS Trust
- ☐ Midlands Partnership University NHS Foundation Trust
- ☐ Milton Keynes University Hospital NHS Foundation Trust
- ☐ Moorfields Eye Hospital NHS Foundation Trust
- ☐ NAVIGO Health and Social Care CIC
- ☐ NHS Arden and Greater East Midlands CSU
- ☐ NHS Bedfordshire, Luton and Milton Keynes ICB
- ☐ NHS Birmingham and Solihull ICB
- ☐ NHS Black Country ICB
- ☐ NHS Bristol, North Somerset and South Gloucestershire ICB
- ☐ NHS Buckinghamshire, Oxfordshire and Berkshire West ICB
- ☐ NHS Cambridgeshire and Peterborough ICB

- ☐ NHS Cheshire and Merseyside ICB
- ☐ NHS Cornwall and the Isles of Scilly ICB
- ☐ NHS Coventry and Warwickshire ICB
- ☐ NHS Derby and Derbyshire ICB
- ☐ NHS Devon ICB
- ☐ NHS Dorset ICB
- ☐ NHS Frimley ICB
- ☐ NHS Gloucestershire ICB
- ☐ NHS Greater Manchester ICB
- ☐ NHS Hampshire and Isle of Wight ICB
- ☐ NHS Herefordshire and Worcestershire ICB
- ☐ NHS Hertfordshire and West Essex ICB
- ☐ NHS Humber and North Yorkshire ICB
- ☐ NHS Kent and Medway ICB
- ☐ NHS Lancashire and South Cumbria ICB
- ☐ NHS Leicester, Leicestershire and Rutland ICB
- ☐ NHS Lincolnshire ICB
- ☐ NHS Mid and South Essex ICB
- ☐ NHS Midlands and Lancashire CSU
- ☐ NHS Norfolk and Waveney ICB

- ☐ NHS North Central London ICB
- ☐ NHS North East and North Cumbria ICB
- ☐ NHS North of England CSU
- ☐ NHS North West London ICB
- ☐ NHS Northamptonshire ICB
- ☐ NHS Nottingham and Nottinghamshire ICB
- ☐ NHS Shropshire, Telford and Wrekin ICB
- ☐ NHS Somerset ICB
- ☐ NHS South East London ICB
- ☐ NHS South West London ICB
- ☐ NHS South Yorkshire ICB
- ☐ NHS South, Central and West CSU
- ☐ NHS Staffordshire and Stoke-on-Trent ICB
- ☐ NHS Suffolk and North East Essex ICB
- ☐ NHS Surrey Heartlands ICB
- ☐ NHS Sussex ICB
- ☐ NHS West Yorkshire ICB
- ☐ Norfolk and Norwich University Hospitals NHS Foundation Trust
- ☐ Norfolk and Suffolk NHS Foundation Trust
- ☐ Norfolk Community Health and Care NHS Trust

- ☐ North Bristol NHS Trust
- ☐ North Cumbria Integrated Care NHS Foundation Trust
- ☐ North East Ambulance Service NHS Foundation Trust
- ☐ North East London NHS Foundation Trust
- ☐ North London NHS Foundation Trust
- ☐ North Staffordshire Combined Healthcare NHS Trust
- ☐ North Tees and Hartlepool NHS Foundation Trust
- ☐ North West Ambulance Service NHS Trust
- ☐ North West Anglia NHS Foundation Trust
- ☐ Northampton General Hospital NHS Trust
- ☐ Northamptonshire Healthcare NHS Foundation Trust
- ☐ Northern Care Alliance NHS Foundation Trust
- ☐ Northern Lincolnshire and Goole NHS Foundation Trust
- ☐ Northumbria Healthcare NHS Foundation Trust
- ☐ Nottingham CityCare Partnership
- ☐ Nottingham University Hospitals NHS Trust
- ☐ Nottinghamshire Healthcare NHS Foundation Trust
- ☐ Oxford Health NHS Foundation Trust
- ☐ Oxford University Hospitals NHS Foundation Trust
- ☐ Oxleas NHS Foundation Trust

- ☐ Pennine Care NHS Foundation Trust
- ☐ Portsmouth Hospitals University National Health Service Trust
- ☐ Queen Victoria Hospital NHS Foundation Trust
- ☐ Rotherham Doncaster and South Humber NHS Foundation Trust
- ☐ Royal Berkshire NHS Foundation Trust
- ☐ Royal Cornwall Hospitals NHS Trust
- ☐ Royal Devon University Healthcare NHS Foundation Trust
- ☐ Royal Free London NHS Foundation Trust
- ☐ Royal National Orthopaedic Hospital NHS Trust
- ☐ Royal Papworth Hospital NHS Foundation Trust
- ☐ Royal Surrey County Hospital NHS Foundation Trust
- ☐ Royal United Hospitals Bath NHS Foundation Trust
- ☐ Salisbury NHS Foundation Trust
- ☐ Sandwell and West Birmingham Hospitals NHS Trust
- ☐ Sheffield Children's NHS Foundation Trust
- ☐ Sheffield Health and Social Care NHS Foundation Trust
- ☐ Sheffield Teaching Hospitals NHS Foundation Trust
- ☐ Sherwood Forest Hospitals NHS Foundation Trust
- ☐ Shropshire Community Health NHS Trust
- ☐ Sirona Care & Health

- ☐ Somerset NHS Foundation Trust
- ☐ South Central Ambulance Service NHS Foundation Trust
- ☐ South East Coast Ambulance Service NHS Foundation Trust
- ☐ South London and Maudsley NHS Foundation Trust
- ☐ South Tees Hospitals NHS Foundation Trust
- ☐ South Tyneside and Sunderland NHS Foundation Trust
- ☐ South Warwickshire University NHS Foundation Trust
- ☐ South West London and St George's Mental Health NHS Trust
- ☐ South West Yorkshire Partnership NHS Foundation Trust
- ☐ South Western Ambulance Service NHS Foundation Trust
- ☐ St George's University Hospitals NHS Foundation Trust
- ☐ Stockport NHS Foundation Trust
- ☐ Surrey and Borders Partnership NHS Foundation Trust
- ☐ Surrey and Sussex Healthcare NHS Trust
- ☐ Sussex Community NHS Foundation Trust
- ☐ Sussex Partnership NHS Foundation Trust
- ☐ Tameside and Glossop Integrated Care NHS Foundation Trust
- ☐ Tavistock and Portman NHS Foundation Trust
- ☐ Tees, Esk and Wear Valleys NHS Foundation Trust
- ☐ The Christie NHS Foundation Trust

- ☐ The Clatterbridge Cancer Centre NHS Foundation Trust
- ☐ The Dudley Group NHS Foundation Trust
- ☐ The Hillingdon Hospitals NHS Foundation Trust
- ☐ The Newcastle upon Tyne Hospitals NHS Foundation Trust
- ☐ The Princess Alexandra Hospital NHS Trust
- ☐ The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust
- ☐ The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust
- ☐ The Rotherham NHS Foundation Trust
- ☐ The Royal Marsden NHS Foundation Trust
- ☐ The Royal Orthopaedic Hospital NHS Foundation Trust
- ☐ The Royal Wolverhampton NHS Trust
- ☐ The Shrewsbury and Telford Hospital NHS Trust
- ☐ The Walton Centre NHS Foundation Trust
- ☐ Torbay and South Devon NHS Foundation Trust
- ☐ United Lincolnshire Hospitals NHS Trust
- ☐ University College London Hospitals NHS Foundation Trust
- ☐ University Hospital Southampton NHS Foundation Trust
- ☐ University Hospitals Birmingham NHS Foundation Trust
- ☐ University Hospitals Bristol and Weston NHS Foundation Trust
- ☐ University Hospitals Coventry and Warwickshire NHS Trust

- ☐ University Hospitals Dorset NHS Trust
- ☐ University Hospitals of Derby and Burton NHS Foundation Trust
- ☐ University Hospitals of Leicester NHS Trust
- ☐ University Hospitals of Morecambe Bay NHS Foundation Trust
- ☐ University Hospitals of North Midlands NHS Trust
- ☐ University Hospitals Plymouth NHS Trust
- ☐ University Hospitals Sussex NHS Foundation Trust
- ☐ Walsall Healthcare NHS Trust
- ☐ Warrington and Halton Teaching Hospitals NHS Foundation Trust
- ☐ West Hertfordshire Teaching Hospitals NHS Trust
- ☐ West London NHS Trust
- ☐ West Midlands Ambulance Service University NHS Foundation Trust
- ☐ West Suffolk NHS Foundation Trust
- ☐ Whittington Health NHS Trust
- ☐ Wirral Community Health and Care NHS Foundation Trust
- ☐ Wirral University Teaching Hospital NHS Foundation Trust
- ☐ Worcestershire Acute Hospitals NHS Trust
- ☐ Wrightington, Wigan and Leigh Teaching Hospitals NHS Foundation Trust
- ☐ Wye Valley NHS Trust
- ☐ York and Scarborough Teaching Hospitals NHS Foundation Trust

☐ Yorkshire Ambulance Service NHS Trust

☐ Other (please specify)

If Q39 = 'Other (please specify)', ask Q40

Q40 You selected 'Other (please specify)'. Please enter the name of the organisation in the space below.

Q41 If you have any additional comments about working in this organisation, please write them below.

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.

PERMISSION TO RECONTACT FOR FUTURE RESEARCH

Q42 The NHS Staff Survey is coordinated on behalf of NHS England by the NHS Staff Survey Coordination Centre, based at Picker, an independent health and social care charity. As part of the ongoing development of the survey, the NHS Staff Survey Coordination Centre may wish to conduct research to test and develop new survey questions.

Would you like to hear about any opportunities to get involved in testing and developing the questions used in the NHS Staff Survey?

If you select yes, you will be asked to provide your name and email address. By providing your name and email address, you agree to these details being shared with the NHS Staff Survey Coordination Centre at Picker only. Your contact details will not be shared with your organisation, NHS England, or any other third party, and will not be linked to any of the responses you have given in this survey. The NHS Staff Survey Coordination Centre will retain your contact details for a maximum of 12 months and will not use them for any purpose other than to let you know about opportunities to help with the development of the survey questions.

☐ Yes

☐ No

If Q42 = "Yes", ask Q43

Q43 Please provide your name and email address below.

☐ Name: _____

☐ Email address: _____