

2026 National NHS Staff Survey (NSS)



Please answer the questions below 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.

Please return this questionnaire, in the envelope provided, to:

Contractor Name
Address 1
Address 2
Address 3
Postcode

YOUR JOB

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

☐ Yes, frequently ☐ Yes, occasionally ☐ No

1b. Do you have line management responsibility?

☐ Yes ☐ No

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

Never Rarely Sometimes Often Always

a. I look forward to going to work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. I am enthusiastic about my job.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. Time passes quickly when I am working.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

3. 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

a. I always know what my work responsibilities are.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. I am trusted to do my job.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. There are frequent opportunities for me to show initiative in my role.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
d. I am able to make suggestions to improve the work of my team / department.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
e. I am involved in deciding on changes introduced that affect my work area / team / department.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
f. I am able to make improvements happen in my area of work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
g. I am able to meet all the conflicting demands on my time at work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
h. I have adequate materials, supplies and equipment to do my work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
i. There are enough staff at this organisation for me to do my job properly.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

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

4. How satisfied are you with each of the following aspects of your job?	Very dissatisfied	Dissatisfied	Neither satis. nor dissatisfied	Satisfied	Very satisfied
a. The recognition I get for good work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. The extent to which my organisation values my work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. My level of pay.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
d. The opportunities for flexible working patterns.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

5. For each of the statements below, how often, if at all, do these statements apply to you?	Never	Rarely	Sometimes	Often	Always
a. I have unrealistic time pressures.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. I have a choice in deciding how to do my work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. Relationships at work are strained.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

6. Do the following statements apply to you and your job?	Not applicable to me	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I feel that my role makes a difference to patients / service users.	☐ 9	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. My organisation is committed to helping me balance my work and home life.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	
c. I achieve a good balance between my work life and my home life.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	
d. I can approach my immediate manager to talk openly about flexible working.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	

YOUR TEAM

7. Do the following statements apply to you and your job?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. The team I work in has a set of shared objectives.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. The team I work in often meets to discuss the team's effectiveness.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. I receive the respect I deserve from my colleagues at work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
d. Team members understand each other's roles.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
e. I enjoy working with the colleagues in my team.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
f. My team has enough freedom in how to do its work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
g. In my team disagreements are dealt with constructively.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
h. I feel valued by my team.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
i. I feel a strong personal attachment to my team.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

PEOPLE IN YOUR ORGANISATION

8. Do the following statements apply to you and your job?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Teams within this organisation work well together to achieve their objectives.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. The people I work with are understanding and kind to one another.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. The people I work with are polite and treat each other with respect.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
d. The people I work with show appreciation to one another.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

YOUR MANAGERS

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

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

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

- a. ... encourages me at work.
- b. ... gives me clear feedback on my work.
- c. ... asks for my opinion before making decisions that affect my work.
- d. ... takes a positive interest in my health and well-being.
- e. ... values my work.
- f. ... works together with me to come to an understanding of problems.
- g. ... is interested in listening to me when I describe challenges I face.
- h. ... cares about my concerns.
- i. ... takes effective action to help me with any problems I face.

☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

YOUR HEALTH, WELL-BEING AND SAFETY AT WORK

10a. How many hours a week are you contracted to work for this organisation?

- 1 ☐ Up to 29 hours
- 2 ☐ 30 or more hours
- b. 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.*
- 1 ☐ 0 hours
- 2 ☐ Up to 5 hours
- 3 ☐ 6-10 hours
- 4 ☐ 11 or more hours
- c. 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.*
- 1 ☐ 0 hours
- 2 ☐ Up to 5 hours
- 3 ☐ 6-10 hours
- 4 ☐ 11 or more hours

11. Health & well-being

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

- a. My organisation takes positive action on health and well-being.
- b. 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.
- c. During the last 12 months have you felt unwell as a result of work related stress?
- d. In the last three months have you ever come to work despite not feeling well enough to perform your duties?
If YES to d, please answer part e below; if NO, go to Question 12
- e. Have you felt pressure from your manager to come to work?

☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
			Yes ☐ 1	No ☐ 2
			☐ 1	☐ 2
			☐ 1	☐ 2
			☐ 1	☐ 2

12. Health & well-being

Never

Rarely

Sometimes

Often

Always

- a. How often, if at all, do you find your work emotionally exhausting?
- b. How often, if at all, do you feel burnt out because of your work?
- c. How often, if at all, does your work frustrate you?
- d. How often, if at all, are you exhausted at the thought of another day/shift at work?
- e. How often, if at all, do you feel worn out at the end of your working day/shift?
- f. How often, if at all, do you feel that every working hour is tiring for you?
- g. How often, if at all, do you not have enough energy for family and friends during leisure time?

☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

13. 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
1 ☐ Never 2 ☐ 1-2 3 ☐ 3-5 4 ☐ 6-10 5 ☐ More than 10
- b. Managers
1 ☐ Never 2 ☐ 1-2 3 ☐ 3-5 4 ☐ 6-10 5 ☐ More than 10
- c. Other colleagues
1 ☐ Never 2 ☐ 1-2 3 ☐ 3-5 4 ☐ 6-10 5 ☐ More than 10
- d. The last time you experienced physical violence at work, did you or a colleague report it?
1 ☐ Yes, I reported it 2 ☐ Yes, a colleague reported it 3 ☐ No 4 ☐ Don't know 9 ☐ Not applicable

14. 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
1 ☐ Never 2 ☐ 1-2 3 ☐ 3-5 4 ☐ 6-10 5 ☐ More than 10
- b. Managers
1 ☐ Never 2 ☐ 1-2 3 ☐ 3-5 4 ☐ 6-10 5 ☐ More than 10
- c. Other colleagues
1 ☐ Never 2 ☐ 1-2 3 ☐ 3-5 4 ☐ 6-10 5 ☐ More than 10
- d. The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?
1 ☐ Yes, I reported it 2 ☐ Yes, a colleague reported it 3 ☐ No 4 ☐ Don't know 9 ☐ Not applicable

15. 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?

- 1 ☐ Yes 2 ☐ No 9 ☐ Don't know

16. 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 1 ☐ Yes 2 ☐ No
- b. Manager / team leader or other colleagues 1 ☐ Yes 2 ☐ No
- If YES to either a or b above, please answer part c below; if NO, go to Question 17*
- c. On what grounds have you experienced discrimination? *Please tick all that apply*
- | | | | |
|--|---|---|--|
| 1 ☐ Age | 4 ☐ Marriage and civil partnership | 7 ☐ Religion or belief | 10 ☐ Other (please specify) |
| 2 ☐ Disability | 5 ☐ Pregnancy and maternity | 8 ☐ Sex | <input type="text"/> |
| 3 ☐ Gender reassignment | 6 ☐ Race | 9 ☐ Sexual orientation | |

17. 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.

- a. From patients / service users, their relatives or other members of the public
1 ☐ Never 2 ☐ 1-2 3 ☐ 3-5 4 ☐ 6-10 5 ☐ More than 10
- b. From staff / colleagues
1 ☐ Never 2 ☐ 1-2 3 ☐ 3-5 4 ☐ 6-10 5 ☐ More than 10

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

- 1 ☐ Yes 2 ☐ No

19. To what extent do you agree or disagree with the following?	Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My organisation treats staff who are involved in an error, near miss or incident fairly.	☐ 9	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. My organisation encourages us to report errors, near misses or incidents.	☐ 9	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again.	☐ 9	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
d. We are given feedback about changes made in response to reported errors, near misses and incidents.	☐ 9	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

20. 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
a. I would feel secure raising concerns about unsafe clinical practice.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. I am confident that my organisation would address my concern.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

21. 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).	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

22. 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>	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

YOUR PERSONAL DEVELOPMENT

23a. 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 d below; if NO, go to Question 24

	Yes, definitely	Yes, to some extent	No
b. It helped me to improve how I do my job.	☐ 1	☐ 2	☐ 3
c. It helped me agree clear objectives for my work.	☐ 1	☐ 2	☐ 3
d. It left me feeling that my work is valued by my organisation.	☐ 1	☐ 2	☐ 3

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

	Not applicable	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. This organisation offers me challenging work.		☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. There are opportunities for me to develop my career in this organisation.		☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. I have opportunities to improve my knowledge and skills.		☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
d. I feel supported to develop my potential.		☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
e. I am able to access the right learning and development opportunities when I need to.		☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
f. I am able to access clinical supervision opportunities when I need to.	☐ 9	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

YOUR ORGANISATION

25. 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
a. Care of patients / service users is my organisation's top priority.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. My organisation acts on concerns raised by patients / service users.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. I would recommend my organisation as a place to work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
d. If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
e. I feel safe to speak up about anything that concerns me in this organisation.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
f. If I spoke up about something that concerned me I am confident my organisation would address my concern.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

26. To what extent do you agree or disagree with these statements?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I often think about leaving this organisation.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
b. I will probably look for a job at a new organisation in the next 12 months.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
c. As soon as I can find another job, I will leave this organisation.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
d. If you are considering leaving your current job, what would be your most likely destination? <i>Please only select one answer</i>					
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 bit more about you so that we can compare the experiences of different types of staff.

27a-c. Sex, gender identity and gender reassignment

a. What was your registered sex at birth?

1 ☐ Female 2 ☐ Male 9 ☐ Prefer not to say

b. 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.

1 ☐ No 2 ☐ Yes, I am transgender 3 ☐ Yes, I am non-binary
 4 ☐ Yes, but I prefer to self-describe 5 ☐ Don't know 9 ☐ Prefer not to say

If NO, go to Question 28

c. 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.*

1 ☐ Yes 2 ☐ No 3 ☐ Don't know 9 ☐ Prefer not to say

28. How old are you?

1 ☐ 16-20 2 ☐ 21-30 3 ☐ 31-40 4 ☐ 41-50
 5 ☐ 51-65 6 ☐ 66+

29. What is your ethnic group? (Choose one option that best describes your ethnic group or background)

White		Asian/Asian British		Black/African/Caribbean/Black British	
01	☐ English / Welsh / Scottish / Northern Irish / British	09	☐ Indian	15	☐ African
02	☐ Irish	10	☐ Pakistani	16	☐ Caribbean
03	☐ Gypsy or Irish Traveller	11	☐ Bangladeshi	17	☐ Any other Black / African / Caribbean background
04	☐ Any other White background	12	☐ Chinese		
	<u>Mixed/Multiple ethnic background</u>	13	☐ Filipino		<u>Other ethnic group</u>
05	☐ White and Black Caribbean	14	☐ Any other Asian background	18	☐ Arab
06	☐ White and Black African			19	☐ Any other ethnic background (<i>please specify</i>)
07	☐ White and Asian				
08	☐ Any other Mixed / Multiple ethnic background				

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

1 ☐ Heterosexual or Straight 2 ☐ Gay or Lesbian 3 ☐ Bisexual
4 ☐ Other 5 ☐ I would prefer not to say

31. What is your religion? Are you...

1 ☐ No religion

2 ☐ Christian

3 ☐ Buddhist

4 ☐ Hindu

5 ☐ Jewish

6 ☐ Muslim

7 ☐ Sikh

8 ☐ Any other religion (*please specify*)

9 ☐ I would prefer not to say

32a. Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

1 ☐ Yes 2 ☐ No

If YES, please answer part b below; if NO, go to Question 33

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

1 ☐ Yes 2 ☐ No 3 ☐ No adjustment required

33. Parental / caring responsibilities

a. Do you have any children aged from 0 to 17 living at home with you, or who you have regular caring responsibility for? 1 ☐ Yes 2 ☐ No

b. 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? 1 ☐ Yes 2 ☐ No

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

- 1 ☐ 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*
- 2 ☐ 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*
- 3 ☐ Clerical and intermediate occupations. *Such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse*
- 4 ☐ Technical and craft occupations. *Such as: motor mechanic, plumber, printer, electrician, gardener, train driver*
- 5 ☐ 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*
- 6 ☐ Long-term unemployed. *(claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)*
- 7 ☐ 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*
- 8 ☐ Other. *Such as: they were retired, I was in care, this question does not apply to me, I don't know*
- 9 ☐ I prefer not to say

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

1 ☐ Never 2 ☐ Rarely 3 ☐ Sometimes 4 ☐ Often 5 ☐ Always

36. 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

- 1 ☐ Less than 1 year 2 ☐ 1-2 years 3 ☐ 3-5 years 4 ☐ 6-10 years
5 ☐ 11-15 years 6 ☐ More than 15 years

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

- 1 ☐ Yes 2 ☐ No 9 ☐ Prefer not to say

37. What is your occupational group?

Please tick one box only

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

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

Medical and Dental

- 13 ☐ Medical / Dental - Consultant
14 ☐ Medical / Dental - In Training (e.g. Foundation Y1, Foundation Y2, Core Trainees, Specialty Trainees (including GPs))
15 ☐ Medical / Dental - SAS doctor (Specialty Doctor, Specialist, Staff Grade or Associate Specialist)
16 ☐ Medical / Dental - Other (e.g. Locally Employed Doctor, Trust Grade Doctor, Clinical Fellow, etc)
17 ☐ Salaried Primary Care Dentists

Ambulance (operational)

- 18 ☐ Emergency Care Practitioner
19 ☐ Paramedic
20 ☐ Emergency Care Assistant
21 ☐ Ambulance Technician
22 ☐ Ambulance Control Staff (e.g. call handler, dispatchers, PTS controllers)
23 ☐ Patient Transport Service (e.g. ambulance drivers, support staff)

Public Health

- 24 ☐ Public Health / Health Improvement

Commissioning

- 25 ☐ Commissioning managers / support staff

Registered Nurses and Midwives

- 26 ☐ Adult / General
27 ☐ Mental health
28 ☐ Learning disabilities
29 ☐ Children
30 ☐ Midwives
31 ☐ Health Visitors
32 ☐ District / Community
33 ☐ Other Registered Nurses

Nursing or Healthcare Assistants

- 34 ☐ Nursing auxiliary / Nursing assistant / Healthcare assistant (including Health / Clinical / Nursing Support Worker)

Social Care

- 35 ☐ Social workers
36 ☐ Social care (staff / managers)

Wider Healthcare Team

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

General Management

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

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.