

Changes to the 2025 NHS Staff Survey questionnaire

This document summarises the changes made to the 2025 NHS Staff Survey questionnaire from the previous year (2024). This is for both the NHS Staff Survey (NSS) and the NHS Staff Survey for bank only workers (NSSB).

NHS Staff Survey (NSS) New questions for 2025:

Section	Question
INTRODUCTION PAGE	
	<p>Updates made to the following sentences on the introduction page:</p> <ul style="list-style-type: none"> The aim is to gather information that will help improve the working lives of NHS staff and so help to provide better care for patients. Your organization will be able to use the anonymised survey results to improve local working conditions and practices. Other organisations may use the results, including NHS commissioners, the Care Quality Commission, the Department of Health and Social Care, and NHS England.
HEALTH & WELL-BEING	
	11b. Updated question wording: 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.
	15. Updated question wording: 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?
	<p>16c. Updated response options:</p> <ol style="list-style-type: none"> Age Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Religion or belief Sex Sexual orientation Other (<i>please specify</i>)
BACKGROUND INFORMATION	
	28. New response option added: Filipino
	33. New question: The following question(s) ask about your household circumstances when you were aged 14. These are a standardised set of questions widely used in survey research. The information you provide will be

	<p>used to understand whether people that grew up in different circumstances have different experiences of working for the NHS.</p> <p>When you were aged about 14, was the main or highest income earner in your household an employee, self-employed, or not working?</p>
	<p>34. New question: When you were aged about 14, how many people worked for the main or highest income earner's employer?</p> <p>This question is asking about the total number of employees who worked at the branch or location where the job was mainly carried out.</p>
	<p>35. New question: When you were aged about 14, how many people did the main or highest income earner employ?</p>
	<p>36. New question: When you were aged about 14, did the main or highest income earner formally supervise any other employees?</p> <p>A supervisor is responsible for overseeing the work of other employees on a regular basis.</p>
	<p>37. New question: When you were aged about 14, what was the occupation of the main or highest income earner?</p>

NHS Staff Survey for bank only workers (NSSB)

New questions for 2025:

Section	Question
INTRODUCTION PAGE	
	<p>Updates made to the following sentences on the introduction page:</p> <ul style="list-style-type: none"> The aim is to gather information that will help improve the working lives of our NHS people and so help to provide better care for patients. Your organization will be able to use the anonymised survey results to improve local working conditions and practices. Other organisations may use the results, including NHS commissioners, the Care Quality Commission, the Department of Health and Social Care, and NHS England.
HEALTH & WELL-BEING	
	<p>16b. Updated question wording: 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.</p>
	<p>20. Updated question wording: Does your organisation act fairly with regard to career progression / development, regardless of e.g. age, disability, ethnic background, gender reassignment, religion, sex, or sexual orientation?</p>

	<p>21c. Updated response options:</p> <ol style="list-style-type: none"> 1. Age 2. Disability 3. Gender reassignment 4. Marriage and civil partnership 5. Pregnancy and maternity 6. Race 7. Religion or belief 8. Sex 9. Sexual orientation 10. Other (<i>please specify</i>)
BACKGROUND INFORMATION	
	37. New response option added: Filipino
	<p>42. New question: The following question(s) ask about your household circumstances when you were aged 14. These are a standardised set of questions widely used in survey research. The information you provide will be used to understand whether people that grew up in different circumstances have different experiences of working for the NHS.</p> <p>When you were aged about 14, was the main or highest income earner in your household an employee, self-employed, or not working?</p>
	<p>43. New question: When you were aged about 14, how many people worked for the main or highest income earner's employer?</p> <p>This question is asking about the total number of employees who worked at the branch or location where the job was mainly carried out.</p>
	<p>44. New question: When you were aged about 14, how many people did the main or highest income earner employ?</p>
	<p>45. New question: When you were aged about 14, did the main or highest income earner formally supervise any other employees?</p> <p><i>A supervisor is responsible for overseeing the work of other employees on a regular basis.</i></p>
	<p>46. New question: When you were aged about 14, what was the occupation of the main or highest income earner?</p>