

2025 National NHS Staff Survey (NSS)

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 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 organisation 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.

Please complete the survey for your current job, or the job you do most of the time. If you work at more than one NHS organisation, please complete the survey for the organisation which sent you the invitation letter/email. 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.

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.

The survey findings will be analysed by [Contractor Name] and the NHS Staff Survey Coordination Centre and the results will be presented in summary reports in which no individual can be identified.

Who will see my answers?

NO ONE IN YOUR ORGANISATION, OR THE NHS, WILL BE ABLE TO IDENTIFY INDIVIDUAL RESPONSES. Your answers will be treated in the strictest confidence. The bar code / number below is only used by [Contractor Name] to identify which staff should be sent a reminder.

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

YOUR JOB

Q1 Do you have face-to-face, video or telephone contact with patients / service users as part of your job?

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

Q2 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am enthusiastic about my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Time passes quickly when I am working.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
a. I always know what my work responsibilities are.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am trusted to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

c. There are frequent opportunities for me to show initiative in my role.

☐☐☐☐☐

d. I am able to make suggestions to improve the work of my team / department.

☐☐☐☐☐

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

☐☐☐☐☐

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

☐☐☐☐☐

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

☐☐☐☐☐

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

☐☐☐☐☐

i. 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
a. The recognition I get for good work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The extent to which my organisation values my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My level of pay.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The opportunities for flexible working patterns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have a choice in deciding how to do my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Relationships at work are strained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

[Note: 'Not applicable to me' option should only be available for Q6a 'I feel that my role makes a difference to patients / service users' in the survey]

	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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My organisation is committed to helping me balance my work and home life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I achieve a good balance between my work life and my home life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I can approach my immediate manager to talk openly about flexible working.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR TEAM

Q7 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The team I work in often meets to discuss the team's effectiveness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I receive the respect I deserve from my colleagues at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Team members understand each other's roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I enjoy working with the colleagues in my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My team has enough freedom in how to do its work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. In my team disagreements are dealt with constructively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

h. I feel valued
by my team.

☐☐☐☐☐

i. 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
a. Teams within this organisation work well together to achieve their objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The people I work with are understanding and kind to one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The people I work with are polite and treat each other with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The people I work with show appreciation to one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
a....encourages me at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b....gives me clear feedback on my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c....asks for my opinion before making decisions that affect my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d....takes a positive interest in my health and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e....values my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f....works together with me to come to an understanding of problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g....is interested in listening to me when I describe challenges I face.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

h....cares
about my
concerns.

☐☐☐☐☐

i....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?

☐

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

Q11

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My organisation takes positive action on health and well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Yes	No
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.	<input type="radio"/>	<input type="radio"/>
c. During the last 12 months have you felt unwell as a result of work related stress?	<input type="radio"/>	<input type="radio"/>
d. In the last three months have you ever come to	<input type="radio"/>	<input type="radio"/>

work despite not feeling well enough to perform your duties?	
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If 'Yes' (Q11d = 1) then ask Q11e

	Yes	No
Have you felt pressure from your manager to come to work?	<input type="radio"/>	<input type="radio"/>

Health & well-being

Q12

	Never	Rarely	Sometimes	Often	Always
a. How often, if at all, do you find your work emotionally exhausting?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. How often, if at all, do you feel burnt out because of your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. How often, if at all, does your work frustrate you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. How often, if at all, are you exhausted at the thought of another day/shift at work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. How often, if at all, do you feel worn out at the end of your working day/shift?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?

☐☐☐☐☐

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
a. Patients / service users, their relatives or other members of the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Other colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
a. Patients / service users, their relatives or other members of the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Other colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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?

- ☐ 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
a. Patients / service users, their relatives or other members of the public	<input type="radio"/>	<input type="radio"/>
b. Manager / team leader or other colleagues	<input type="radio"/>	<input type="radio"/>

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 maternity
- ☐ 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
a. From patients / service users, their relatives or other members of the public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. From staff / colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?

	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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My organisation encourages us to report errors, near misses or incidents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. We are given feedback about changes made in response to reported errors, near misses and incidents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
a. I would feel secure raising concerns about unsafe clinical practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am confident that my organisation would address my concern.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR PERSONAL DEVELOPMENT

Q23

a. 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

	Yes, definitely	Yes, to some extent	No
b. It helped me to improve how I do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. It helped me agree clear objectives for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. It left me feeling that my work is valued by my organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

[Note: 'Not applicable' option should only be available for Q24f 'I am able to access clinical supervision opportunities when I need to' in the survey]

	Not applicable	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a. This organisation offers me challenging work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. There are opportunities for me to develop my career in this organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have opportunities to improve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

my
knowledge
and skills.

d. I feel
supported to
develop my
potential.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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e. I am able
to access
the right
learning and
development
opportunities
when I need
to.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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f. I am able
to access
clinical
supervision
opportunities
when I need
to.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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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
a. Care of patients / service users is my organisation's top priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My organisation acts on concerns raised by patients / service users.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I would recommend my organisation as a place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I feel safe to speak up about anything that concerns me in this organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. If I spoke up about something that concerned me I am confident my organisation would	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

address my
concern.

Q26 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I will probably look for a job at a new organisation in the next 12 months.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. As soon as I can find another job, I will leave this organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.

Q27 Which of the following best describes you?

- ☐ Female
- ☐ Male
- ☐ Non-binary
- ☐ Prefer to self-describe: _____
- ☐ Prefer not to say

Q27b Is your gender identity the same as the sex you were registered at birth?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Q27c Age:

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

Q28 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*) _____

Q29 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

Q30 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

Q31a 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' (Q31a = 1) then ask Q31b

Q31b Has your employer made reasonable adjustment(s) to enable you to carry out your work?

- ☐ Yes
- ☐ No
- ☐ No adjustment required

Q32 Parental / caring responsibilities

	Yes	No
a. Do you have any children aged from 0 to 17 living at home with you, or who you have regular caring responsibility for?	<input type="radio"/>	<input type="radio"/>
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?	<input type="radio"/>	<input type="radio"/>

Q33 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.

When you were aged about 14, was the main or highest income earner in your household an employee, self-employed, or not working?

- ☐ Employee
- ☐ Self-employed with employees
- ☐ Self-employed or freelancer without employees
- ☐ They were not working
- ☐ Prefer not to say

[If Q33=1 then ask Q34]

Q34 When you were aged about 14, how many people worked for the main or highest income earner's employer?

This question is asking about the total number of employees who worked at the branch or location where the job was mainly carried out.

- ☐ 1-24
- ☐ 25 or more
- ☐ I don't know
- ☐ Prefer not to say

[If Q33=2 then ask Q35]

Q35 When you were aged about 14, how many people did the main or highest income earner employ?

- ☐ 1-24
- ☐ 25 or more
- ☐ I don't know
- ☐ Prefer not to say

[If Q33=1 then ask Q36]

Q36 When you were aged about 14, did the main or highest income earner formally supervise any other employees?

A supervisor is responsible for overseeing the work of other employees on a regular basis.

- ☐ Yes
- ☐ No
- ☐ I don't know
- ☐ Prefer not to say

[Skip Q37 if Q33=4 or Q33=5]

Q37 When you were aged about 14, what was the occupation of the main or highest income earner?

- ☐ **Professional occupations** *Such as teacher, nurse, physiotherapist, social worker, welfare officer, artist, musician, software designer, accountant, solicitor, medical practitioner, scientist, or engineering professions*
- ☐ **Managers, including senior, middle, or junior** *Such as finance manager, chief executive, office manager, retail manager, bank manager, restaurant manager, warehouse manager*
- ☐ **Clerical and intermediate occupations** *Such as secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, or nursery nurse*
- ☐ **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/waitress, bar staff*
- ☐ **Technical and craft occupations** *Such as motor mechanic, plumber, printer, electrician, gardener, train driver*
- ☐ **I don't know**
- ☐ **Prefer not to say**

Q38 Thinking about your current role, how often, if at all, do you work at/from home?

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

Q39a 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

Q39b 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

Q40 What is your occupational group?

Allied Health Professionals / Healthcare Scientists / Scientific and Technical

- ☐ Occupational Therapy
- ☐ Physiotherapy
- ☐ Radiography
- ☐ Pharmacy
- ☐ Clinical Psychology
- ☐ Psychotherapy
- ☐ Operating Department Practitioner
- ☐ Speech and Language Therapy
- ☐ Other qualified Allied Health Professionals (*e.g. dietetics, podiatry, osteopathy*)
- ☐ 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*)
- ☐ 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 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*) _____

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

Part A: 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

[Shown if respondents answer Yes for Part A]

Part B Please provide your name and email address below.

☐ Name: _____

☐ Email address: _____