**Changes to the 2023 NHS Staff Survey questionnaire**

This document summarises the changes made to the 2023 NHS Staff Survey questionnaire from the previous year (2022). This is for both the main survey and the survey for bank only workers.

**Main Survey**

**New questions for 2023:**

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| **Section** | **Question** |
| **YOUR HEALTH, WELL-BEING AND SAFETY AT WORK** | |
|  | 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. |
|  | 22. To what extent does the following statement apply to you? I can eat nutritious and affordable food while I am working. Please note, this could be food you buy or prepare yourself. |
| **BACKGROUND INFORMATION** | |
|  | 33. Thinking about your current role, how often, if at all, do you work at/from home? |
|  | 35. Code 8 ‘Speech and Language Therapy’ added as its own code |
|  | 35. Code 9 ‘Other qualified Allied Health Professionals’ - ‘Speech and language therapy’ removed as an example and examples now include ‘e.g. dietetics, podiatry, osteopathy’ |
|  | 35. Code 10 ‘Support to Allied Health Professionals’ - ‘Student’ removed as an example |
|  | Medical & Dental now has 5 categories instead of 4 (codes 13-17).  Code 13. Medical/Dental – Consultant  Code 14. Medical / Dental – In Training ( e.g. Foundation Y1, Foundation Y2, Core trainees, Specialty Trainees (including GPs))  Code 15. Medical/Dental - SAS doctor (Specialty Doctor, Specialist, Staff Grade or Associate Specialist)  Code 16. Medical/Dental - Other (e.g. Locally Employed Doctor, Trust Grade Doctor, Clinical Fellow, etc.)  Code 17. Salaried Primary Care Dentists |

**Questions removed from last year’s survey (2022):**

|  |  |
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| **Section** | **Question** |
| **YOUR EXPERIENCE DURING THE COVID-19 PANDEMIC** | |
|  | 25a. In the past 12 months, have you worked on a Covid-19 specific ward or area at any time? |
|  | 25b. In the past 12 months, have you been redeployed due to the Covid-19 pandemic at any time? |
|  | 25c. In the past 12 months, have you been required to work remotely/from home due to the Covid-19 pandemic? |

**Bank Survey**

**New questions for 2023:**

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| **Section** | **Question** |
| **YOUR JOB** | |
|  | 9. To what extent does the following statement apply to you? I am able to decide the hours/shift pattern I want to work as a bank worker. |
| **YOUR HEALTH, WELL-BEING AND SAFETY AND WORK** | |
|  | 22. 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. |
|  | 27. To what extent does the following statement apply to you? I can eat nutritious and affordable food while I am working. Please note, this could be food you buy or prepare yourself. |
| **YOUR PERSONAL DEVELOPMENT** | |
|  | 29f. I can get the help and support I need if I have questions when I am at work. |
| **BACKGROUND INFORMATION** | |
|  | 42. Thinking about your current role, how often, if at all, do you work at/from home? |
|  | 45. Have you previously worked on a substantive contract for the NHS? By ‘substantive contract’ we mean permanent or fixed term contract |
|  | 46. Code 8 ‘Speech and Language Therapy’ added |
|  | 46. Code 9 ‘Other qualified Allied Health Professionals’ - ‘Speech and language therapy’ removed as an example and examples now include ‘e.g. dietetics, podiatry, osteopathy’ |
|  | 46. Code 10 ‘Support to Allied Health Professionals’ - ‘Student’ removed as an example |
|  | Medical & Dental now has 5 categories instead of 4 (codes 13-17).  Code 13. Medical/Dental – Consultant  Code 14. Medical / Dental – In Training ( e.g. Foundation Y1, Foundation Y2, Core trainees, Specialty Trainees (including GPs))  Code 15. Medical/Dental - SAS doctor (Specialty Doctor, Specialist, Staff Grade or Associate Specialist)  Code 16. Medical/Dental - Other (e.g. Locally Employed Doctor, Trust Grade Doctor, Clinical Fellow, etc.)  Code 17. Salaried Primary Care Dentists |
| **BANK WORK AT THIS ORGANISATION** | |
|  | 32c. I feel supported by the bank team (such as receiving local and trust specific updates, hearing about new opportunities and general wellbeing support, etc.) |
|  | 33. Which of the following best describes why you chose to work as a bank worker for the NHS? Please select all that apply. |
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**Questions removed from last year’s survey (2022):**

|  |  |
| --- | --- |
| **Section** | **Question** |
| **YOUR EXPERIENCE DURING THE COVID-19 PANDEMIC** | |
|  | 30a. In the past 12 months, have you worked on a Covid-19 specific ward or area at any time. |
|  | 30b. In the past 12 months, have you been required to work remotely/from home due to the Covid-19 pandemic? |
| **YOUR HEALTH, WELL-BEING AND SAFETY AND WORK** | |
|  | Follow up questions to 25a.“In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?” |
|  | 25b. Why not? |
|  | 25c. Would an appraisal help you to do your job better? |