

Changes to the 2026 NHS Staff Survey questionnaire

This document summarises the changes made to the 2026 NHS Staff Survey questionnaire from the previous year (2025). 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 and amendments for 2026:

Section	Question
INTRODUCTION PAGE	
	The introductory text has been shortened substantially. This is to accommodate additional questions on the paper version of the questionnaire.
YOUR JOB	
	Question 1 has been renumbered to 1a.
	1b. New question: Do you have line management responsibility?
YOUR HEALTH, WELL-BEING AND SAFETY AT WORK	
	10a. Updated question wording: How many hours a week are you contracted to work for this organisation?
BACKGROUND INFORMATION	
	27a. New question: What was your registered sex at birth?
	27b. New question and explanatory text: Are you transgender or non-binary? <i>Transgender and non-binary people are those whose lived sex or gender identity differs from their sex registered at birth.</i>
	27c. New question and explanatory text: Do you have the protected characteristic of gender reassignment? <i>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.</i>
	28. Updated question number/wording: How old are you?
	34. New question: What was the occupation of your main household earner when you were aged about 14?

	37. Updates to answer options: • 'Chaplaincy' added under 'Other qualified Scientific and Technical or Healthcare Scientists' examples • 'Maintenance / Ancillary (e.g. housekeeping, domestic staff, maintenance, facilities, estates)' updated to 'Estates and Facilities (e.g. Cleaning Operatives, Engineers, Maintenance and Porters)' • 'Clinical Psychology' updated to 'Practitioner Psychologist (e.g. clinical, counselling, forensic, health)' • 'Psychotherapy' updated to 'Psychological Therapist (e.g. CBT therapist, counsellor, child and adolescent psychotherapist)' • 'Psychological Professionals' added to 'Allied Health Professionals / Healthcare Scientists / Scientific and Technical' category • '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)' updated to 'General Management (Only select this if no other occupational group applies.)' • 'Social care managers' removed • 'Social care support staff' updated to 'Social care (staff / managers)' • 'Central Functions / Corporate Services (e.g. HR, Finance, Information Systems, Information Technology)' updated to 'Central Functions / Corporate Services (e.g. HR, Finance, IT)' • 'Dental care professional' added under 'Other qualified Allied Health Professionals' examples
	38. New question (online NSS only): 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?
	39. New question (online NSS only): On 1 September 2026, at which organisation did you work on a day-to-day basis?

Removals for 2026:

Section	Question
BACKGROUND INFORMATION	
	27a. Removed: Which of the following best describes you?
	27b. Removed: Is your gender identity the same as the sex you were registered at birth?
	33. Removed: 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?
	34. Removed: 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.
	35. Removed: When you were aged about 14, how many people did the main or highest income earner employ?
	36. Removed: 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.
	37. Removed: When you were aged about 14, what was the occupation of the main or highest income earner?

NHS Staff Survey for bank only workers (NSSB)

New questions and amendments for 2026:

Section	Question
INTRODUCTION PAGE	
	The introductory text has been shortened substantially. This is to bring alignment with the updated NSS introduction, which has been shortened to accommodate additional questions on the paper version of the questionnaire.
YOUR JOB	
	Question 3 has been renumbered to 3a.
	3b. New question: Do you have line management responsibility?
BACKGROUND INFORMATION	
	34a. New question: What was your registered sex at birth?
	34b. New question and explanatory text: Are you transgender or non-binary? <i>Transgender and non-binary people are those whose lived sex or gender identity differs from their sex registered at birth.</i>

	34c. New question and explanatory text: Do you have the protected characteristic of gender reassignment? <i>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.</i>
	35. Updated question number/wording: How old are you?
	41: New question: What was the occupation of your main household earner when you were aged about 14?
	46: Updates to answer options: • 'Chaplaincy' added under 'Other qualified Scientific and Technical or Healthcare Scientists' examples • 'Maintenance / Ancillary (e.g. housekeeping, domestic staff, maintenance, facilities, estates)' updated to 'Estates and Facilities (e.g. Cleaning Operatives, Engineers, Maintenance and Porters)' • 'Clinical Psychology' updated to 'Practitioner Psychologist (e.g. clinical, counselling, forensic, health)' • 'Psychotherapy' updated to 'Psychological Therapist (e.g. CBT therapist, counsellor, child and adolescent psychotherapist)' • 'Psychological Professionals' added to 'Allied Health Professionals / Healthcare Scientists / Scientific and Technical' category • '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)' updated to 'General Management (Only select this if no other occupational group applies.)' • 'Social care managers' removed • 'Social care support staff' updated to 'Social care (staff / managers)' • 'Central Functions / Corporate Services (e.g. HR, Finance, Information Systems, Information Technology)' updated to 'Central Functions / Corporate Services (e.g. HR, Finance, IT)' • 'Dental care professional' added under 'Other qualified Allied Health Professionals' examples

Removals for 2026:

Section	Question
BACKGROUND INFORMATION	
	34. Removed: Which of the following best describes you?
	35. Removed: Is your gender identity the same as the sex you were registered at birth?
	42. Removed: 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?
	43. Removed: 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.
	44. Removed: When you were aged about 14, how many people did the main or highest income earner employ?
	45. Removed: 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.
	46. Removed: When you were aged about 14, what was the occupation of the main or highest income earner?