

28 September 2026

Belfast Trust Staff Experience Survey - May 2026

1. How many staff were eligible to take part in the survey and how many responded?

All 22,323 Trust employees were eligible to participate in the Staff Experience Survey. A total of 5,310 responses were received.

2. What was the overall staff engagement score for the May 2026 survey?

The overall staff engagement score from the May 2026 survey was calculated to be 3.84 (out of 5).

a. I would also be interested in the engagement scores from previous staff surveys since 2019 for comparison.

The Trust does not hold Staff Experience Survey engagement score data prior to 2021 (Section 1(1)(a), Freedom of Information Act 2000), as the first Belfast Trust Staff Experience Survey was conducted in 2021. The engagement scores held are set out below:

Survey Year	Jun 21	Feb 22	Nov 22	Jun 23	Mar 24	May 25	May 26
Engagement Score	3.64	3.62	3.66	3.75	3.71	3.80	3.84

3. For the following areas, could you give me the May 2026 Trust-wide result.

b. along with the comparable result from the previous survey.

- confidence that concerns raised will lead to action;
- communication;
- health and wellbeing;
- staffing pressures;
- bullying and harassment;
- whether staff would recommend Belfast Trust as a place to work; and
- whether staff would recommend Belfast Trust as a place to receive care.

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Please see table below:

Survey Question	May 2026 *(MRS out of 100)	May 2025 *(MRS out of 100)
I am confident that the organisation acts on the concerns that are raised	58.8	58.2
The BHSCCT communicates in a clear and effective way with employees	64.5	63.2
The Trust supports my health and wellbeing	64.0	62.4
There are enough staff in my work area/ team/ dept for me to do my job properly	53.9	52.1
I have experienced physical violence, harassment, bullying or abuse at work in the last 12 months.	68.7	70.5
I would recommend my organisation as a place to work	67.9	66.8
If a friend or relative needed treatment I would be happy with the standards of care provided by the organisation	68.7	67.7

*Mean Rating Scores (MRS) are calculated from survey responses and scored out of 100. They are not percentages. Higher scores indicate more positive responses. For the question relating to violence, harassment, bullying or abuse, a reverse-scoring method is used, so higher scores also indicate a more favourable outcome.

- 4. I would also like a copy of the Trust-wide report or summary of the May 2026 survey results that was given to senior management or the Trust Board, as well as any Trust-wide action plan produced following the survey.**

A copy of the Trust-wide summary of the May 2026 Staff Experience Survey results, shared with the Executive Team in August 2026, is attached (38020 Belfast Trust Staff Experience Survey BHSCCT Trust-wide).

In accordance with Section 1(1)(a) of the Freedom of Information Act 2000, a Trust-wide action plan arising from the May 2026 Staff Experience Survey is not held.

- 5. If any of this information has already been published, please let me know where I can find it.**

N/A