

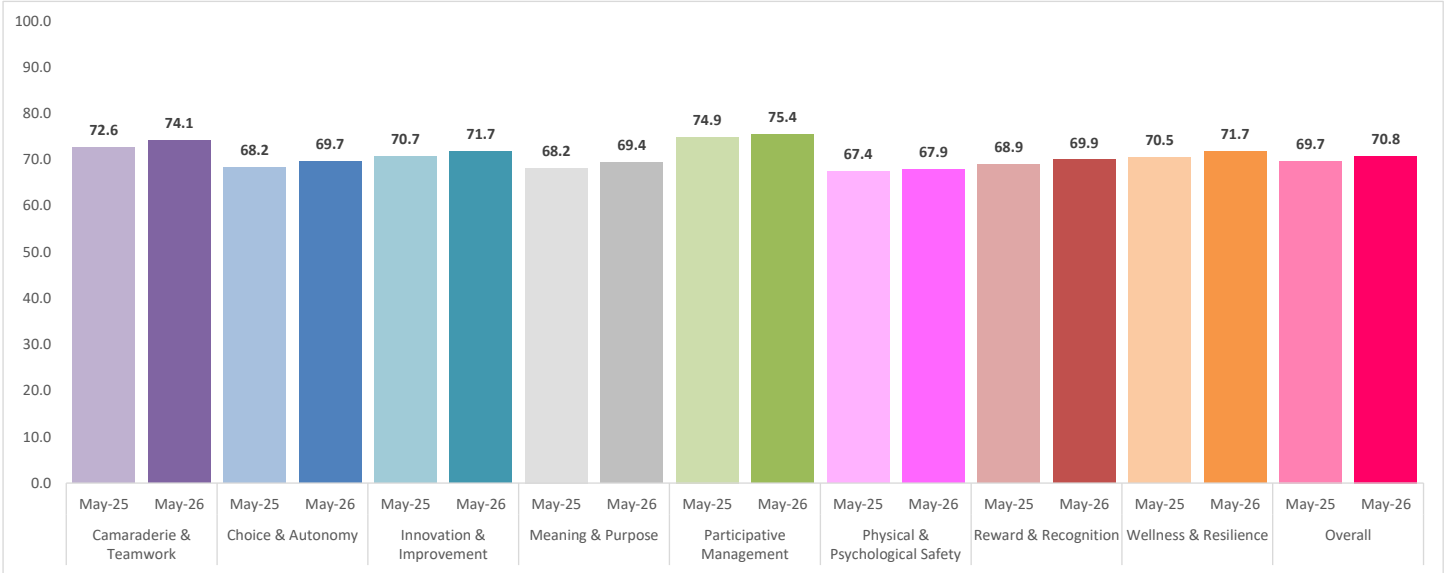
Belfast Staff Experience - May 2026

Trustwide



Based on 5,310 returns

Trustwide comparison to May 2025 (n=4,728)



\*+ score (score is significantly better) OR\*- score (score is significantly worse) - Trustwide vs Directorate

## Belfast Staff Experience - May 2026

### Trustwide



|                                                                                                                    | Trustwide May 2025 (n=4,728) | Trustwide May 2026 n=5,310 | Difference (+/-)  |
|--------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------|-------------------|
| We have a 'we are in it together' attitude                                                                         | 70.2                         | 71.6                       | 1.4               |
| Working in my team gives me a sense of belonging                                                                   | 70.7                         | 72.2                       | 1.5               |
| People I work with treat me with kindness                                                                          | 75.4                         | 77.0                       | 1.6               |
| People I work with treat me with respect                                                                           | 74.1                         | 75.7                       | 1.6               |
| <b>Camaraderie &amp; Teamwork</b>                                                                                  | <b>72.6</b>                  | <b>74.1</b>                | <b>1.5</b>        |
| I am able to take sufficient breaks                                                                                | 67.5                         | 69.4                       | 1.9 <sup>+</sup>  |
| There are frequent opportunities for me to show initiative in my role                                              | 71.2                         | 72.0                       | 0.8               |
| I have choice and flexibility over how to do my work                                                               | 66.0                         | 67.6                       | 1.6               |
| <b>Choice &amp; Autonomy</b>                                                                                       | <b>68.2</b>                  | <b>69.7</b>                | <b>1.5</b>        |
| My team seek opportunities to learn from when mistakes happen                                                      | 75.0                         | 75.8                       | 0.8               |
| My team regularly meets to review team objectives to improve ways of working                                       | 66.8                         | 67.9                       | 1.1               |
| I am able to make suggestions to improve the work of my team/department                                            | 71.3                         | 72.6                       | 1.3               |
| I am able to make improvements happen in my area of work                                                           | 66.9                         | 67.8                       | 0.9               |
| I usually have the opportunity to use my skills within my team                                                     | 73.6                         | 74.9                       | 1.3               |
| My manager listens to the complaints of the team and is willing to do something about it                           | 70.5                         | 71.3                       | 0.8               |
| <b>Innovation &amp; Improvement</b>                                                                                | <b>70.7</b>                  | <b>71.7</b>                | <b>1.0</b>        |
| I have the energy I need to get me through the day at work                                                         | 64.3                         | 66.0                       | 1.7               |
| My work enables me to act in accordance with my values                                                             | 72.3                         | 74.0                       | 1.7 <sup>+</sup>  |
| The Belfast Health and Social Care Trust communicates in a clear and effective way with employees                  | 63.2                         | 64.5                       | 1.3               |
| I have a good understanding of the Trust's vision and strategy                                                     | 67.9                         | 69.0                       | 1.1               |
| I am proud to work for the Belfast Health and Social Care Trust                                                    | 70.6                         | 71.7                       | 1.1               |
| Care of patients/ service users is my organisation's top priority                                                  | 73.1                         | 73.7                       | 0.6               |
| I would recommend my organisation as a place to work                                                               | 66.8                         | 67.9                       | 1.1               |
| If a friend or relative needed treatment, I would be happy with the standard of care provided by this organisation | 67.7                         | 68.7                       | 1.0               |
| <b>Meaning &amp; Purpose</b>                                                                                       | <b>68.2</b>                  | <b>69.4</b>                | <b>1.2</b>        |
| My manager is genuinely warm and empathetic                                                                        | 76.0                         | 76.6                       | 0.6               |
| My manager is aware of the areas we need to improve upon                                                           | 76.6                         | 77.0                       | 0.4               |
| My manager inspires me to do my best                                                                               | 71.9                         | 72.5                       | 0.6               |
| <b>Participative Management</b>                                                                                    | <b>74.9</b>                  | <b>75.4</b>                | <b>0.5</b>        |
| My team shares information well                                                                                    | 71.7                         | 72.6                       | 0.9               |
| There are enough staff in my work area / team / department for me to do my job properly                            | 52.1                         | 53.9                       | 1.8               |
| I know how to challenge and raise concerns about a work issue if I need to                                         | 77.2                         | 78.2                       | 1.0               |
| I am able to raise concerns in this team without fear of negative consequences                                     | 66.2                         | 66.5                       | 0.3               |
| I have the tools and equipment I need to do my job to the best of my ability                                       | 69.0                         | 70.1                       | 1.1               |
| My manager is someone I can trust                                                                                  | 74.2                         | 74.5                       | 0.3               |
| I am confident that the organisation acts on concerns that are raised                                              | 58.2                         | 58.8                       | 0.6               |
| I have experienced physical violence, harassment, bullying or abuse at work in the last 12 months                  | 70.5                         | 68.7                       | -1.8 <sup>-</sup> |
| <b>Physical &amp; Psychological Safety</b>                                                                         | <b>67.4</b>                  | <b>67.9</b>                | <b>0.5</b>        |
| I feel valued and recognised for my contribution in the team                                                       | 64.3                         | 66.2                       | 1.9 <sup>+</sup>  |
| My manager encourages me to develop my talent and skills                                                           | 73.5                         | 73.7                       | 0.2               |
| <b>Reward &amp; Recognition</b>                                                                                    | <b>68.9</b>                  | <b>69.9</b>                | <b>1.0</b>        |
| My team willingly provides support for each other                                                                  | 75.7                         | 76.7                       | 1.0               |
| I am able to handle the challenges of my job effectively                                                           | 74.3                         | 75.8                       | 1.5               |
| I generally feel happy at work                                                                                     | 68.0                         | 69.6                       | 1.6               |
| The Trust supports my health and wellbeing                                                                         | 62.4                         | 64.0                       | 1.6               |
| I look forward to going to work                                                                                    | 64.1                         | 65.1                       | 1.0               |
| I am enthusiastic about my job                                                                                     | 73.0                         | 74.2                       | 1.2               |
| Time passes quickly when I am working                                                                              | 75.9                         | 76.3                       | 0.4               |
| <b>Wellness &amp; Resilience</b>                                                                                   | <b>70.5</b>                  | <b>71.7</b>                | <b>1.2</b>        |

Mean Rating Score out of 100 | Higher Score = Better, <sup>+</sup> score (score is significantly better) OR <sup>-</sup> score (score is significantly worse) - Trustwide vs Previous

The Mean Rating Score (MRS) for question on harassment and bullying is calculated using a reversed scale, where higher scores indicate more favourable responses

## Belfast Staff Experience - May 2026

Trustwide



Trustwide

1-5 Likert scale

|                                                                                                                   | Trustwide May<br>2025 (n=4,728) | Trustwide May<br>2026 (n=5,310) | Difference<br>(+/-) |
|-------------------------------------------------------------------------------------------------------------------|---------------------------------|---------------------------------|---------------------|
| I look forward to going to work                                                                                   | 3.56                            | 3.60                            | 0.04                |
| I am enthusiastic about my job                                                                                    | 3.92                            | 3.97                            | 0.05                |
| Time passes quickly when I am working                                                                             | 4.04                            | 4.05                            | 0.02                |
| There are frequent opportunities for me to show initiative in my role                                             | 3.85                            | 3.88                            | 0.03                |
| I am able to make suggestions to improve the work of my team/department                                           | 3.85                            | 3.90                            | 0.05                |
| I am able to make improvements happen in my area of work                                                          | 3.67                            | 3.71                            | 0.04                |
| Care of patients/service users is my organisation's top priority                                                  | 3.92                            | 3.95                            | 0.02                |
| I would recommend my organisation as a place to work                                                              | 3.67                            | 3.72                            | 0.04                |
| If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation | 3.71                            | 3.75                            | 0.04                |
| Employee Engagement Domain                                                                                        | 3.80                            | 3.84                            | 0.04                |

### Top 5 Questions

|                                                                               | MRS  |
|-------------------------------------------------------------------------------|------|
| 1. I know how to challenge and raise concerns about a work issue if I need to | 78.2 |
| 2. People I work with treat me with kindness                                  | 77.0 |
| 3. My manager is aware of the areas we need to improve upon                   | 77.0 |
| 4. My team willingly provides support for each other                          | 76.7 |
| 5. My manager is genuinely warm and empathetic                                | 76.6 |

### Bottom 5 Questions

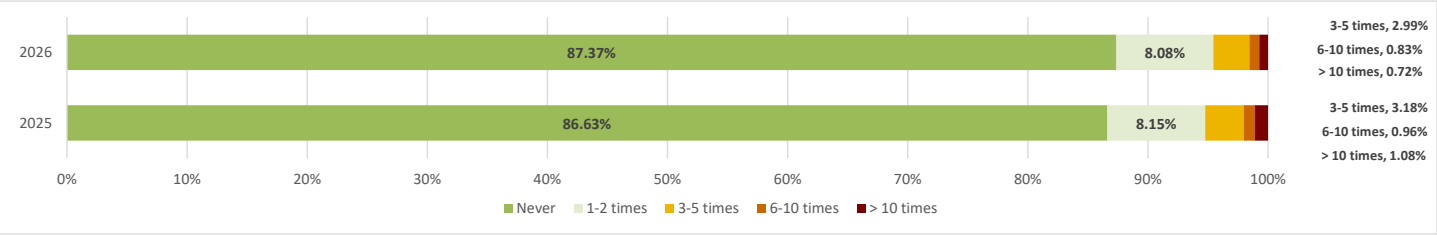
|                                                                                                      | MRS  |
|------------------------------------------------------------------------------------------------------|------|
| 1. There are enough staff in my work area / team / department for me to do my job properly           | 53.9 |
| 2. I am confident that the organisation acts on concerns that are raised                             | 58.8 |
| 3. The Trust supports my health and wellbeing                                                        | 64.0 |
| 4. The Belfast Health and Social Care Trust communicates in a clear and effective way with employees | 64.5 |
| 5. I look forward to going to work                                                                   | 65.1 |



Additional Survey Questions

Based on 5283 responses (27 people chose not to answer this question)

In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace from patients / service users, their relatives or other members of the public? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault.



In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace from staff / colleagues? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault.

