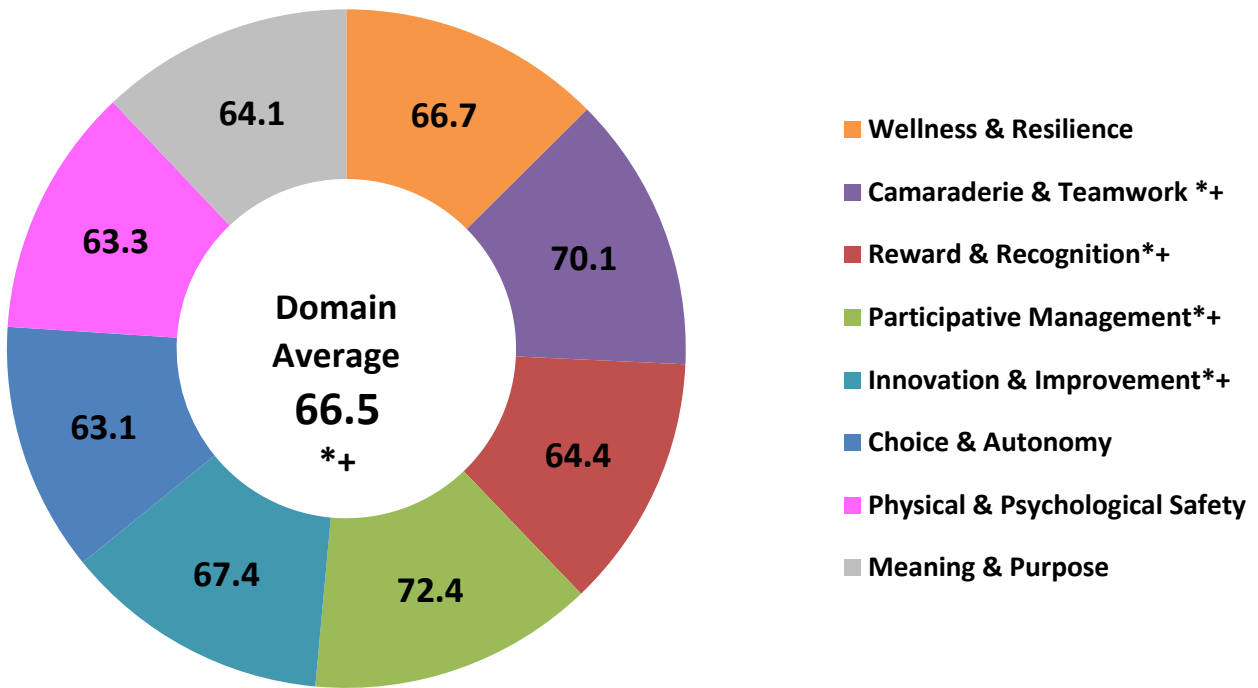


Belfast Staff Experience - November 2022



Trustwide

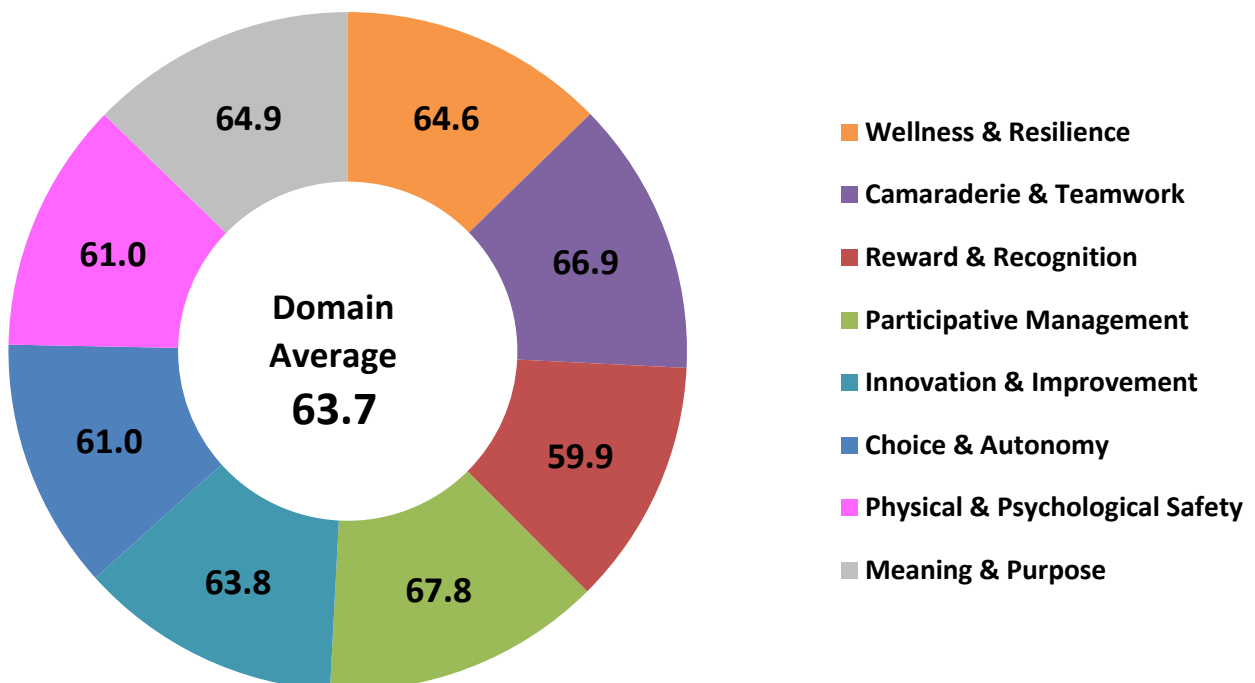
Based on 4612 returns



* + significantly BETTER or * - significantly WORSE than the TRUSTWIDE 21 average

Trustwide Baseline June 2021

Based on 2097 returns



Belfast Staff Experience - November 2022

Trustwide



	Trustwide Jun 2021 (2097)	Trustwide Nov 2022 (4612)	Difference (+/-)	
We have a 'we are in it together' attitude	61.1	64.9	3.8	*+
Working in my team gives me a sense of belonging	62.8	67.0	4.3	*+
People I work with treat me with kindness	72.4	74.9	2.5	*+
People I work with treat me with respect	71.2	73.5	2.3	
Camaraderie & Teamwork AVG	66.9	70.1	3.2	*+
I am able to take sufficient breaks	61.0	61.0	0.1	
There are frequent opportunities for me to show initiative in my role	64.2	67.6	3.3	*+
I have choice and flexibility over how to do my work	57.8	60.8	3.0	*+
Choice & Autonomy AVG	61.0	63.1	2.1	
My team seek opportunities to learn from when mistakes happen	70.8	74.3	3.5	*+
My team regularly meets to review team objectives to improve ways of working	56.4	61.0	4.6	*+
I am able to make suggestions to improve the work of my team/department	66.1	68.7	2.6	*+
I am able to make improvements happen in my area of work	59.5	62.3	2.8	*+
I usually have the opportunity to use my skills within my team	68.3	71.6	3.3	*+
My manager listens to the complaints of the team and is willing to do something about it	61.9	66.7	4.8	*+
Innovation & Improvement AVG	63.8	67.4	3.6	*+
I have the energy I need to get me through the day at work	57.0	58.2	1.1	
My work enables me to act in accordance with my values	66.0	68.0	2.0	
The Belfast Health and Social Care Trust communicates in a clear and effective way with employees	56.3	58.2	1.9	
I have a good understanding of the Trust's vision and strategy	65.2	65.2	0.0	
I am proud to work for the Belfast Health and Social Care Trust	69.5	67.6	-1.9	
Care of patients/ service users is my organisation's top priority	72.5	70.6	-1.9	
I would recommend my organisation as a place to work	62.8	61.4	-1.4	
If a friend or relative needed treatment, I would be happy with the standard of care provided by this	69.8	63.7	-6.1	*-
Meaning & Purpose AVG	64.9	64.1	-0.8	
My manager is genuinely warm and empathetic	68.7	73.7	4.9	*+
My manager is aware of the areas we need to improve upon	71.8	75.9	4.1	*+
My manager inspires me to do my best	63.0	67.5	4.5	*+
Participative Management AVG	67.8	72.4	4.5	*+
My team shares information well	64.1	68.7	4.7	*+
There are enough staff in my work area / team / department for me to do my job properly	43.0	40.0	-3.0	*-
I know how to challenge and raise concerns about a work issue if I need to	76.1	77.0	0.9	
I am able to raise concerns in this team without fear of negative consequences	56.0	61.3	5.4	*+
I have the tools and equipment I need to do my job to the best of my ability	62.8	65.2	2.4	
My manager is someone I can trust	66.7	71.5	4.8	*+
I am confident that the organisation acts on concerns that are raised	52.8	53.8	1.0	
I have experienced physical violence, harassment, bullying or abuse at work in the last 12 months	66.8	69.2	2.4	
Physical & Psychological Safety AVG	61.0	63.3	2.3	
I feel valued and recognised for my contribution in the team	54.3	59.1	4.8	*+
My manager encourages me to develop my talent and skills	65.5	69.7	4.2	*+
Reward & Recognition AVG	59.9	64.4	4.5	*+
My team willingly provides support for each other	70.4	74.2	3.8	*+
I am able to handle the challenges of my job effectively	72.5	71.9	-0.7	
I generally feel happy at work	59.3	62.8	3.4	*+
The Trust supports my health and wellbeing	56.4	57.7	1.3	
I look forward to going to work	55.4	57.7	2.4	
I am enthusiastic about my job	68.3	68.4	0.1	
Time passes quickly when I am working	70.0	74.5	4.5	*+
Wellness & Resilience AVG	64.6	66.7	2.1	

Mean Rating Score out of 100 | Higher Score = Better

Belfast Staff Experience - November 2022

Trustwide



Trustwide Over Time - March 2022 vs November 2022

1-5 Likert scale

	Trustwide Mar 2022 (4131)	Trustwide Nov 2022 (4612)	Diff (+/-)
I look forward to going to work	3.21	3.31	0.09
I am enthusiastic about my job	3.73	3.74	0.00
Time passes quickly when I am working	3.80	3.98	0.18
There are frequent opportunities for me to show initiative in my role	3.64	3.70	0.06
I am able to make suggestions to improve the work of my team/department	3.57	3.75	0.18
I am able to make improvements happen in my area of work	3.38	3.49	0.11
Care of patients/service users is my organisation's top priority	3.90	3.82	-0.08
I would recommend my organisation as a place to work	3.51	3.46	-0.05
If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation	3.79	3.55	-0.24
Employee Engagement Domain Average	3.62	3.64	0.03

Top 5 Questions

	MRS
1. I know how to challenge and raise concerns about a work issue if I need to	77.0
2. My manager is aware of the areas we need to improve upon	75.9
3. People I work with treat me with kindness	74.9
4. Time passes quickly when I am working	74.5
5. My team seek opportunities to learn from when mistakes happen	74.3

Bottom 5 Questions

	MRS
1. There are enough staff in my work area / team / department for me to do my job properly	40.0
2. I am confident that the organisation acts on concerns that are raised	53.8
3. The Trust supports my health and wellbeing	57.7
4. I look forward to going to work	57.7
5. I have the energy I need to get me through the day at work	58.2

Mean Rating Score out of 100 | Higher Score = Better