

Staff Experience Survey - FAQ's

Why should I complete the survey?

We want to hear your views and understand what is good about working for the Trust and what needs improving. The survey allows us to develop this understanding from a Trust level down to individual teams. You will have the opportunity to recognise a colleague for the difference they have made in the form of a recognition certificate.

What will I be asked?

In previous surveys you have highlighted a number of areas you think are important to the staff experience, working in Belfast Trust. These include communication, leadership, psychological safety and health and wellbeing. We now want to hear more about these topics and how we as a Trust can improve in these areas. You will also have the opportunity to recognise a colleague.

How long will the survey take to complete?

The survey should take around 10 minutes to complete.

Why is the survey repeated twice a year?

Your views and ideas matter to us and can change over time. That is why we encourage all staff to complete the survey on every occasion. This allows us to measure any improvements we make using your feedback.

I can't find my Team?

We have tried to identify as many teams as possible in the Trust by using HRPTS and by engaging with leaders in every division, however, if you are unable to find your team, please use the open text box and tell us your team name.

Where will my results be stored?

The data is stored in accordance with the GDPR and the Data Protection Act 2018. Completed surveys are returned directly to Northumbria Healthcare NHS Foundation Trust. The anonymised data from each survey are then entered into an excel spreadsheet and the data files are sent to a small number of staff in the Staff Experience Team within the Belfast Trust where they are collated.

Will my response be kept confidential and where will my results be shared?

We want to assure you that your results will be treated with the strictest of confidence and that no respondents will be identified from their feedback. To help further protect the identity of individuals we will not be reporting data from teams or staffing groups with less than 10 responses. No information relating to an individual will be shared at a corporate or service/team level. Results will only be reported in summary form and in such a way that it will be impossible to identify an individual's response. Your responses to the survey questions.

For information:

- [Trust Baseline Report](#)
- [Trust Baseline Explainer Video](#)