

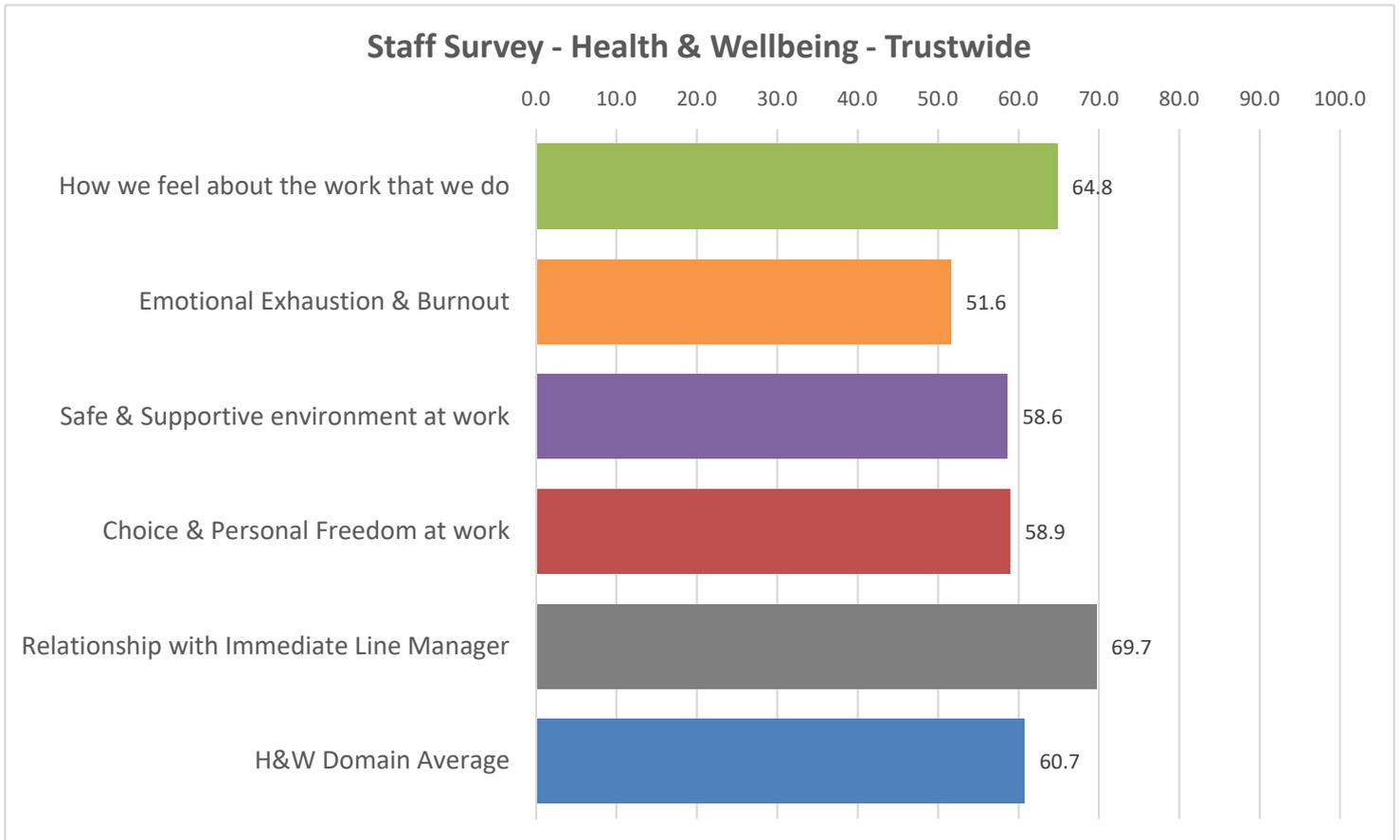
# Health & Wellbeing Staff Experience Survey

Belfast Health and Social Care Trust



## Trustwide Report - March 2022

Based on 4131 returns



### Top 5 Questions

	MRS
1. I feel skilled when doing my job	76.1
2. I keep improving my ability to do my job	73.1
3. Time passes quickly when I am working	72.9
4. Care of patients/service users is my organisation's top priority	71.5
5. My line manager is genuinely warm and empathetic	71.0

### Bottom 5 Questions

	MRS
1. How often, if at all, does your work frustrate you?	39.7
2. I often feel overwhelmed at work	41.0
3. How often, if at all, do you find your work emotionally exhausting?	41.8
4. How often, if at all, do you feel burnt out because of your work?	45.5
5. Work often affects my ability to be my best self at home	45.7

Mean Rating Scores (MRS) | Higher Score = More Desirable

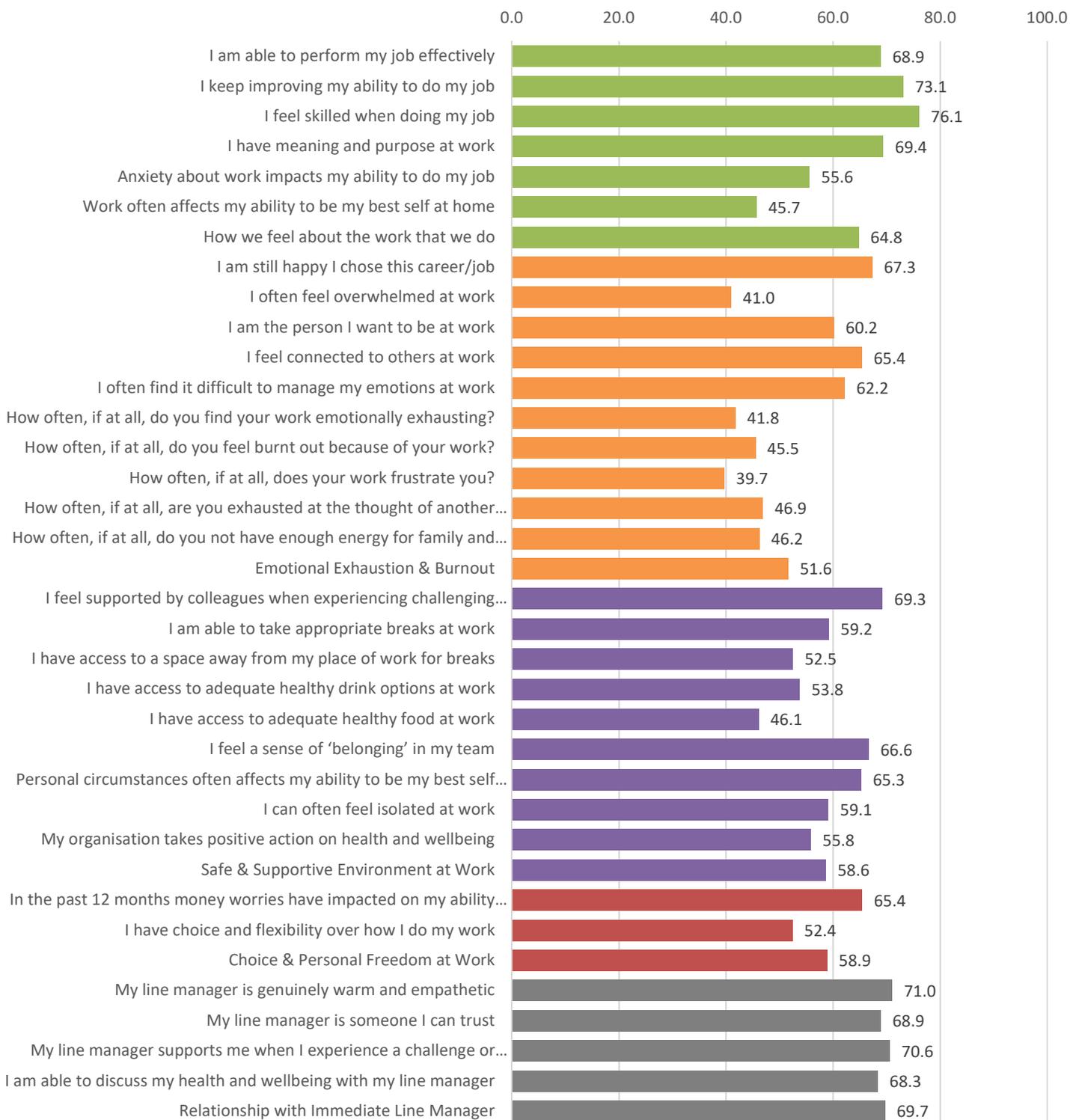
# Health & Wellbeing Staff Experience Survey

Belfast Health and Social Care Trust



## Trustwide Report - March 2022

### Question Scores - Trustwide



Mean Rating Scores (MRS) | Higher Score = More Desirable

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## Trustwide Report - March 2022

### NHS England Questions

Trust Over Time - June 2021 vs January 2022 % Agree/Strongly Agree or % Always/Often	Trustwide Jun 21 (2097)	Trustwide Mar 22 (4131)	Diff (+/-)
Motivation: I look forward to going to work	46.8%	43.3%	-3.5% *-
Motivation: I am enthusiastic about my job	68.4%	59.1%	-9.3% *-
Motivation: Time passes quickly when I am working	68.7%	68.8%	0.1%
Involvement: There are frequent opportunities for me to show initiative in my role	65.8%	65.2%	-0.6%
Involvement: I am able to make suggestions to improve the work of my team/department	61.3%	69.8%	8.5% *+
Involvement: I am able to make improvements happen in my area of work	53.9%	55.5%	1.5%
Advocacy: Care of patients/service users is my organisation's top priority	70.2%	71.8%	1.6%
Advocacy: I would recommend my organisation as a place to work	57.2%	54.3%	-2.9% *-
Advocacy: If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation	67.9%	66.5%	-1.4%
<b>Employee Engagement Domain Average</b>	<b>62.3%</b>	<b>61.6%</b>	<b>-0.7%</b>

Trust Over Time - June 2021 vs January 2022 (1-5 Scale)	Trustwide Jun 21 (2097)	Trustwide Mar 22 (4131)	Diff (+/-)
Motivation: I look forward to going to work	3.21	3.29	0.08
Motivation: I am enthusiastic about my job	3.73	3.66	-0.07
Motivation: Time passes quickly when I am working	3.80	3.92	0.12
Involvement: There are frequent opportunities for me to show initiative in my role	3.64	3.60	-0.04
Involvement: I am able to make suggestions to improve the work of my team/department	3.57	3.68	0.11
Involvement: I am able to make improvements happen in my area of work	3.38	3.42	0.04
Advocacy: Care of patients/service users is my organisation's top priority	3.90	3.86	-0.04
Advocacy: I would recommend my organisation as a place to work	3.51	3.41	-0.10
Advocacy: If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation	3.79	3.73	-0.07
<b>Employee Engagement Domain Average</b>	<b>3.62</b>	<b>3.62</b>	<b>0.00</b>

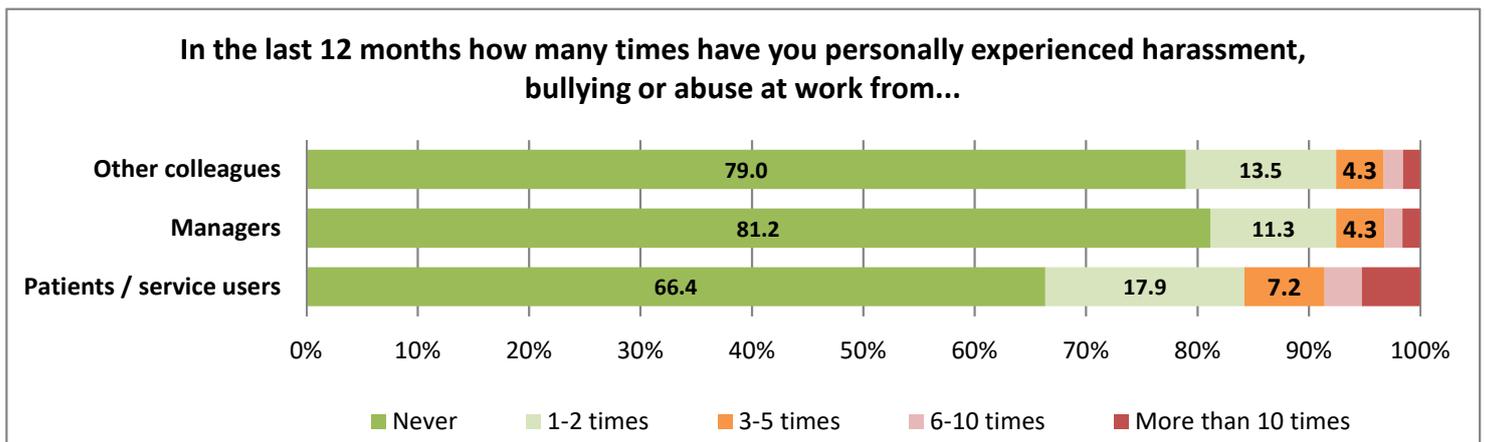
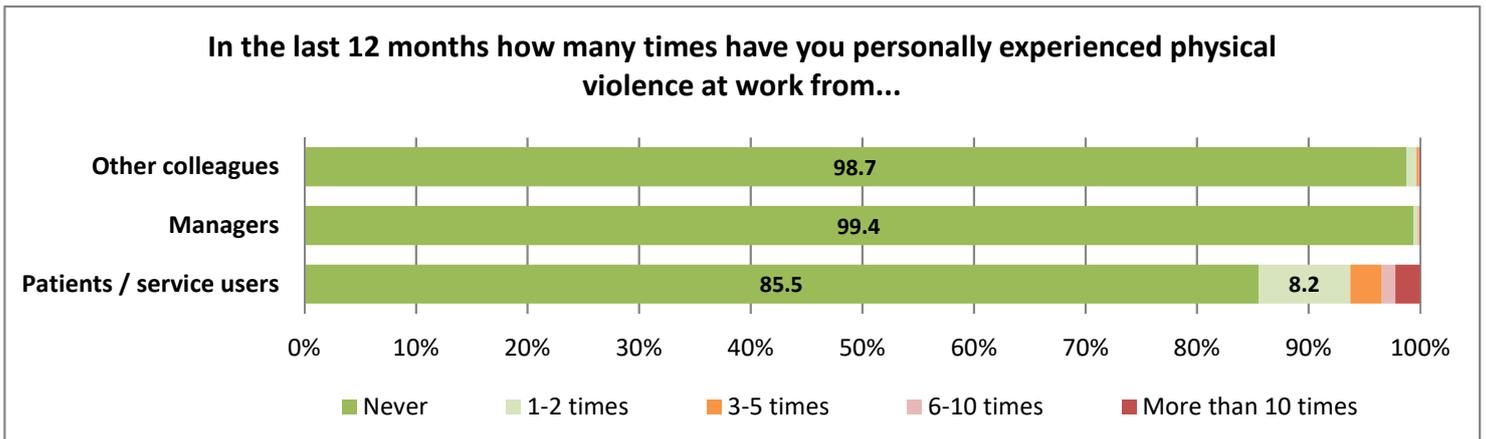
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Trustwide Report - March 2022

## Violence, Harassment & Discrimination



## Additional Survey Questions

