

# 2022 NHS Staff Survey headlines

**68%**  
of people  
took part

This year the survey results are reported against the seven elements of the NHS People Promise and two themes (employee engagement and morale)

These are scored out of ten, the higher the score the better.

We scored amongst  
the best performing  
Trusts of our type:

**5/9**  
themes

We scored above average  
on all themes



## Theme results

Theme  
**1**



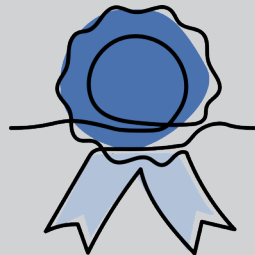
### We are compassionate and inclusive

We do not tolerate any form of discrimination, bullying or violence. We are open and inclusive. We make the NHS a place where we all feel we belong. Together, WE make the NHS the best place to work. We are the NHS.

**7.9** ↔  
No change  
from last year



Theme  
**2**



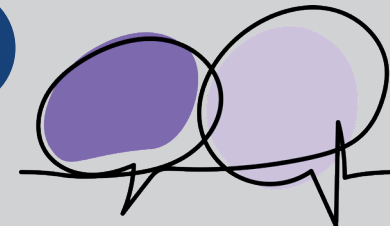
### We are recognised and rewarded

A simple thank you for our day-to-day work, formal recognition for our dedication, and fair salary for our contribution.

**6.6** ↓  
Slight decrease  
from last year



Theme  
**3**



### We each have a voice that counts

We all feel safe and confident to speak up. And, we take the time to really listen to understand the hopes and fears that lie behind the words.

**7.4** ↔  
No change  
from last year



Theme  
4

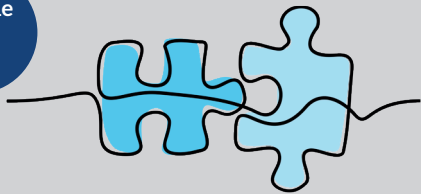


### We are safe and healthy

We look after ourselves and each other. Wellbeing is our business and our priority – and if we are unwell, we are supported to get the help we need. We have what we need to deliver the best possible care – from clean safe spaces to rest in, to the right technology.

6.5 <sup>↑</sup> Slight increase from last year

Theme  
7



### We are a team

First and foremost, we are one huge, diverse and growing team, united by a desire to provide the very best care. We learn from each other, support each other and take time to celebrate successes.

7.4 <sup>↑</sup> Slight increase from last year



Theme  
5

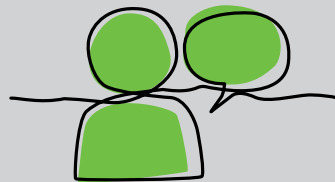


### We are always learning

Opportunities to learn and develop are plentiful, and we are all supported to reach our potential. We have equal access to opportunities. We attract, develop and retain talented people from all backgrounds.

6.0 <sup>↑</sup> Slight increase from last year

Theme  
8



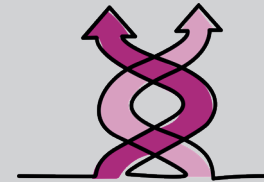
### Staff engagement

This theme reflects how people say they feel whilst at work; engaged staff will recommend the Trust as a place to work and receive treatment.

7.4 <sup>↔</sup> No change from last year



Theme  
6

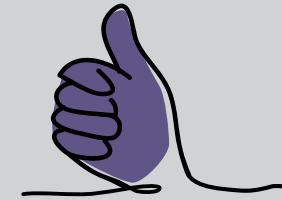


### We work flexibly

We do not have to sacrifice our family, our friends or our interests for work. We have predictable and flexible working patterns – and, if we do need to take time off, we are supported to do so.

6.9 <sup>↔</sup> No change from last year

Theme  
9



### Morale

The questions in this theme focus on how people are involved, respected and encouraged whilst at work.

6.3 <sup>↔</sup> No change from last year

## Next steps

Look out for your team reports. Your manager will talk with you about next steps and action planning.



You can find the full Trust survey report on SolNet within Staff Zone.

