

Key:
 100.0%
 >3 ppt above
 <3 ppt below
 In between

Set RAG % point difference: 3

KENT AND MEDWAY NHS AND SOCIAL CARE PARTNERSHIP TR
NHS Staff Survey 2022 - RAG Table Report
Breakdown: Locality 4
Suppression Threshold: 11

Theme	Section	Q	Description	Locality 4		
				year	All Medway teams	
				Comparator (Organisation Overall)	2022	
				n = 2229	Unweighted average	
We are compassionate and inclusive	PP1_1_Compassionate culture sub-score	q23a	Care of patients/service users is organisation's top priority	73.3%	65.0%	*
		q23b	Organisation acts on concerns raised by patients/service users	72.9%	70.7%	
		q23c	Would recommend organisation as place to work	57.6%	45.0%	*
		q23d	If friend/relative needed treatment would be happy with standard of care provided by organisation	56.8%	51.6%	*
		q6a	Feel my role makes a difference to patients/service users	85.1%	82.6%	
	PP1_2_Compassionate leadership sub-score	q9f	Immediate manager works with me to understand problems	77.9%	72.3%	*
		q9g	Immediate manager listens to challenges I face	80.3%	76.8%	*
		q9h	Immediate manager cares about my concerns	79.4%	78.2%	
		q9i	Immediate manager helps me with problems I face	76.3%	72.3%	*
	PP1_3_Diversity and equality sub-score	q15	Organisation acts fairly: career progression	59.9%	64.2%	*
		q16a	Not experienced discrimination from patients/service users, their relatives or other members of the public	88.3%	82.8%	*
		q16b	Not experienced discrimination from manager/team leader or other colleagues	93.1%	85.6%	*
		q20	Feel organisation respects individual differences	72.1%	71.5%	
	PP1_4_Inclusion sub-score	q7h	Feel valued by my team	74.5%	69.3%	*
		q7i	Feel a strong personal attachment to my team	66.5%	69.7%	*
		q8b	Colleagues are understanding and kind to one another	77.1%	80.9%	*
q8c		Colleagues are polite and treat each other with respect	78.7%	80.5%		
We are recognised and rewarded	PP2_We are recognised and rewarded score	q4a	Satisfied with recognition for good work	61.7%	54.0%	*
		q4b	Satisfied with extent organisation values my work	48.5%	39.0%	*
		q4c	Satisfied with level of pay	26.6%	16.0%	*
		q8d	Colleagues show appreciation to one another	75.0%	80.1%	*
		q9e	Immediate manager values my work	81.3%	78.8%	
We each have a voice that counts	PP3_1_Autonomy and control sub-score	q3a	Always know what work responsibilities are	86.9%	89.3%	
		q3b	Feel trusted to do my job	91.6%	87.2%	*
		q3c	Opportunities to show initiative frequently in my role	78.5%	71.6%	*
		q3d	Able to make suggestions to improve the work of my team/dept	76.7%	68.7%	*
		q3e	Involved in deciding changes that affect work	52.0%	42.0%	*
		q3f	Able to make improvements happen in my area of work	61.4%	54.1%	*
	PP3_2_Raising concerns sub-score	q19a	Would feel secure raising concerns about unsafe clinical practice	75.4%	77.5%	
		q19b	Would feel confident that organisation would address concerns about unsafe clinical practice	59.0%	58.6%	
		q23e	Feel safe to speak up about anything that concerns me in this organisation	63.7%	61.4%	
		q23f	Feel organisation would address any concerns I raised	51.8%	53.1%	
Healthy	PP4_1_Health and safety climate sub-score	q11a	Organisation takes positive action on health and well-being	61.6%	54.5%	*
		q13d	Last experience of physical violence reported	92.3%	N/A	
		q3g	Able to meet conflicting demands on my time at work	48.1%	34.2%	*
		q3h	Have adequate materials, supplies and equipment to do my work	67.4%	61.3%	*
		q3i	Enough staff at organisation to do my job properly	28.2%	20.4%	*
		q5a	Have realistic time pressures	28.4%	20.9%	*
		q12a	Never/rarely find work emotionally exhausting	22.0%	11.4%	*

We are safe and healthy	PP4_2_Burnout sub-score	q12b	Never/rarely feel burnt out because of work	32.8%	24.9%	*	
		q12c	Never/rarely frustrated by work	23.2%	17.1%	*	
		q12d	Never/rarely exhausted by the thought of another day/shift at work	41.6%	36.3%		
		q12e	Never/rarely worn out at the end of work	19.7%	22.3%		
		q12f	Never/rarely feel every working hour is tiring	55.9%	46.1%	*	
		q11b	In last 12 months, have not experienced musculoskeletal (MSK) problems as a result of work activities	78.3%	74.0%		
	PP4_3_Negative experiences sub-score	q11c	In last 12 months, have not felt unwell due to work related stress	58.6%	55.7%		
		q11d	In last 3 months, have not come to work when not feeling well enough to perform duties	47.5%	45.8%		
		q13a	Not experienced physical violence from patients/service users, their relatives or other members of the public	82.1%	77.5%		
		q13b	Not experienced physical violence from managers	99.1%	98.8%		
		q13c	Not experienced physical violence from other colleagues	98.1%	93.8%		
		We are always learning	PP5_1_Development sub-score	q22a	Organisation offers me challenging work	72.8%	65.8%
	q22b			There are opportunities for me to develop my career in this organisation	57.0%	55.3%	
	q22c			Have opportunities to improve my knowledge and skills	74.7%	68.3%	
q22d	Feel supported to develop my potential			63.7%	61.8%		
q22e	Able to access the right learning and development opportunities when I need to			66.7%	62.9%		
PP5_2_Appraisals sub-score	q21b		Appraisal helped me improve how I do my job	25.9%	26.5%		
	q21c		Appraisal helped me agree clear objectives for my work	38.9%	37.7%		
	q21d		Appraisal left me feeling organisation values my work	37.0%	32.6%		
	PP6_1_Support for work-life balance sub-score		q6b	Organisation is committed to helping balance work and home life	54.6%	47.3%	
q6c		Achieve a good balance between work and home life	59.0%	51.6%			
q6d		Can approach immediate manager to talk openly about flexible working	80.1%	81.4%			
We work flexibly	PP6_2_Flexible working sub-score	q4d	Satisfied with opportunities for flexible working patterns	65.2%	58.9%		
	PP7_1_Team working sub-score	q7a	Team members have a set of shared objectives	77.3%	79.2%		
q7b		Team members often meet to discuss the team's effectiveness	71.0%	65.1%			
q7c		Receive the respect I deserve from my colleagues at work	76.4%	76.2%			
q7d		Team members understand each other's roles	71.9%	65.1%			
q7e		Enjoy working with colleagues in team	85.3%	91.9%	*		
q7f		Team has enough freedom in how to do its work	59.8%	43.6%	*		
PP7_2_Line management sub-score		q9a	Immediate manager encourages me at work	81.7%	80.9%		
	q9b	Immediate manager gives clear feedback on my work	77.7%	76.2%			
	q9c	Immediate manager asks for my opinion before making decisions that affect my work	69.2%	59.0%			
	q9d	Immediate manager takes a positive interest in my health & well-being	80.5%	74.2%			
Other		q10b	Don't work any additional paid hours per week for this organisation, over and above contracted hours	70.5%	59.3%	*	
		q10c	Don't work any additional unpaid hours per week for this organisation, over and above contracted hours	39.2%	43.2%	*	
		q11e	Not felt pressure from manager to come to work when not feeling well enough	84.1%	57.1%	*	
		q12g	Never/rarely lack energy for family and friends	37.5%	34.8%		
		q14a	Not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public	70.5%	62.4%		
		q14b	Not experienced harassment, bullying or abuse from managers	92.4%	91.3%		
		q14c	Not experienced harassment, bullying or abuse from other colleagues	86.7%	86.9%		
		q14d	Last experience of harassment/bullying/abuse reported	67.0%	N/A		
		q17	Not seen any errors/near misses/incidents that could have hurt staff/patients/service users	70.2%	67.0%		
		q18a	Staff involved in an error/near miss/incident treated fairly	54.8%	53.1%		
		q18b	Encouraged to report errors/near misses/incidents	88.1%	84.8%		
		q18c	Organisation ensure errors/near misses/incidents do not repeat	70.4%	71.9%		
		q18d	Feedback given on changes made following errors/near misses/incidents	67.4%	72.4%		

q21a	Received appraisal in the past 12 months	91.4%	95.1%	
q24a	I don't often think about leaving this organisation	41.0%	32.8%	*
q24b	I am unlikely to look for a job at a new organisation in the next 12 months	48.0%	44.0%	
q24c	I am not planning on leaving this organisation	55.9%	48.8%	
q2a	Often/always look forward to going to work	55.3%	54.5%	
q2b	Often/always enthusiastic about my job	68.5%	67.3%	
q2c	Time often/always passes quickly when I am working	72.1%	63.8%	
q30b	Disability: organisation made reasonable adjustment(s) to enable me to carry out work	77.9%	N/A	
q5b	Have a choice in deciding how to do my work	60.5%	44.1%	*
q5c	Relationships at work are unstrained	53.6%	39.6%	*
q7g	Team deals with disagreements constructively	61.8%	54.6%	
q8a	Teams within the organisation work well together to achieve objectives	50.9%	52.8%	