



Being part of TRICS – What did the 2023 Staff Survey tell us ?



**8% more of you
shared your
experience in
2023**

**We heard
from 64%
of you**

**6 out of 9 of our
People Promises
scores were
higher than the
organisation**

Thank you!



We Said

We Did

To ensure staff are given the opportunity to work flexibly where it meets the needs of the service

All - Staff listening events in each professional group

PT – Exit interviews

OT – preceptorship

PT – Department EDI Strategy

SLT – Flexible Working discussed in supervision and appraisals

PT – Appraisal training

OT – International Recruitment.

Occupational Therapy teams with less vacancy and turnover

SLT – Specific Competency programmes eg FEEs

The ability for staff to openly address job pressures

OT - Use of CPD Funds to buy in training to optimize use of CPD funds

SLT – Job planning to ensure SPA time facilitated

D – lunch breaks scheduled into working day

Team members appreciate and value the appraisal process.

PT – Band 5 rotations. Feedback, continuity of development across rotations, improved appraisals

OT - QI Training (yellow belt) for all band 8, 7 and 6 as part of stepping into leadership.

D – Feedback on Adverse Incidents within team meetings to aid understanding

Questions we scored high in

**I enjoy
working with
the colleagues
in my team**

**My immediate
manager
values my work**

**I feel my role
makes a
difference to
patients**

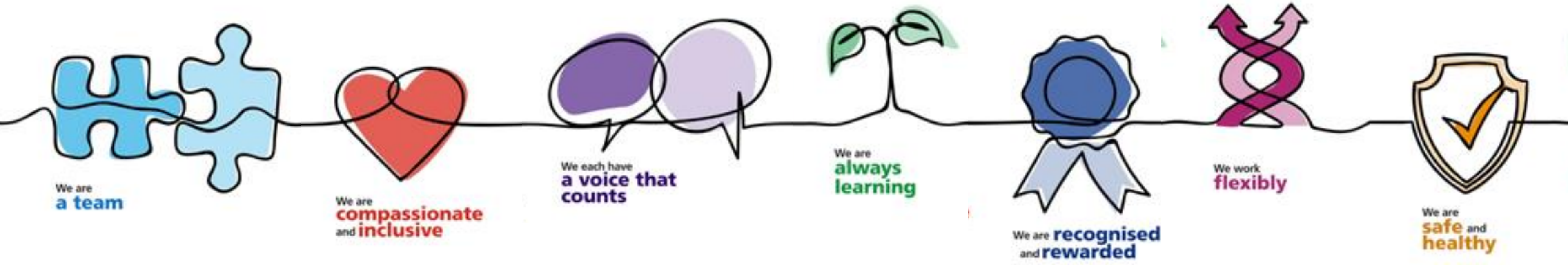
**My immediate
manager cares
about my
concerns**

**I feel
valued by
my team**

**I feel secure to
raise concerns
about clinical
practice**



People Promise



7.9% higher than the Trust

5.8% higher than the Trust

4.5% higher than the Trust

2.9 % higher than the Trust

2.4 % higher than the Trust

2.5 % lower than the Trust

3.1 % lower than the Trust

As a Care Group we are going to be focusing on 'we are safe and healthy' People Promise

We are Safe and Healthy – Climate and burnout

We are safe and healthy	Health and safety climate	Q3g	I am able to meet all the conflicting demands on my time at work (Agree/Strongly agree).	25.8%	36.4%	28.3%	23.5%	10.0%	28.3%	24.2%	30.2%	29.2%	27.3%	69.2%
We are safe and healthy	Health and safety climate	Q3h	I have adequate materials, supplies and equipment to do my work (Agree/Strongly agree).	35.5%	45.5%	37.7%	44.1%	20.0%	34.6%	15.2%	28.6%	37.5%	27.3%	71.4%
We are safe and healthy	Health and safety climate	Q3i	There are enough staff at this organisation for me to do my job properly (Agree/Strongly agree).	12.9%	27.3%	18.9%	17.6%	0.0%	13.2%	12.1%	11.6%	37.5%	18.2%	7.1%
We are safe and healthy	Health and safety climate	Q5a	I have unrealistic time pressures (Never/Rarely).	19.4%	18.2%	9.4%	15.2%	20.0%	13.5%	12.1%	18.6%	25.0%	9.1%	28.6%
We are safe and healthy	Health and safety climate	Q11a	My organisation takes positive action on health and well-being (Agree/Strongly agree).	41.9%	54.5%	46.2%	38.2%	*	35.3%	42.4%	20.9%	41.7%	36.4%	64.3%
We are safe and healthy	Health and safety climate	Q13d	The last time you experienced physical violence at work, did you or a colleague report it (Yes).	*	*	83.3%	*	*	62.5%	*	*	*	*	*
We are safe and healthy	Health and safety climate	Q14d	The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it (Yes).	*	*	66.7%	50.0%	*	61.5%	26.7%	66.7%	*	*	*
We are safe and healthy	Burnout	Q12a	How often, if at all, do you find your work emotionally exhausting (Never/Rarely).	6.5%	27.3%	7.5%	11.8%	0.0%	5.7%	9.1%	11.6%	4.2%	0.0%	35.7%
We are safe and healthy	Burnout	Q12b	How often, if at all, do you feel burnt out because of your work (Never/Rarely).	19.4%	18.2%	7.5%	20.6%	10.0%	13.2%	21.2%	14.0%	25.0%	9.1%	21.4%
We are safe and healthy	Burnout	Q12c	How often, if at all, does your work frustrate you (Never/Rarely).	9.7%	0.0%	11.3%	20.6%	20.0%	9.4%	6.1%	9.3%	13.0%	9.1%	21.4%
We are safe and healthy	Burnout	Q12d	How often, if at all, are you exhausted at the thought of another day/shift at work (Never/Rarely).	25.8%	45.5%	13.2%	23.5%	40.0%	17.0%	24.2%	23.3%	16.7%	18.2%	42.9%
We are safe and healthy	Burnout	Q12e	How often, if at all, do you feel worn out at the end of your working day/shift (Never/Rarely).	10.0%	27.3%	3.8%	17.6%	10.0%	3.8%	9.1%	9.5%	21.7%	9.1%	15.4%
We are safe and healthy	Burnout	Q12f	How often, if at all, do you feel that every working hour is tiring for you (Never/Rarely).	45.2%	72.7%	30.2%	47.1%	70.0%	46.2%	51.5%	32.6%	70.8%	45.5%	50.0%
We are safe and healthy	Burnout	Q12g	How often, if at all, do you not have enough energy for family and friends during leisure time (Never/Rarely).	35.5%	27.3%	22.6%	32.4%	30.0%	30.2%	18.2%	23.3%	37.5%	45.5%	21.4%

I am able to meet all of the conflicting demands of my time at work

I often find my work emotionally exhausting

Questions you said where things could be better

I have adequate materials, supplies and equipment to do my work

I am often exhausted at the thought of another day at work

There are enough staff at this organisation for me to do my job properly



I often feel worn out at the end of a day at work

Climate

Burnout