NHS Staff Survey
2018 results

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NHS Staff Survey 2018

Overview

• Results reflect the pressure on the service.

• Health and wellbeing measures worsened.

• Improvements in quality of appraisal

• Staff engagement held up
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Themes

• Ten themes ranging from equality and diversity to staff engagement.
• The survey offers a broader view of organisational progress than key findings
• Need also to look at question data
• Data by Trust and benchmark group
• NHS Employers area analysis key topics
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Trends

• Five themes remained the same (equality and diversity, line managers, bullying and harassment, violence and staff engagement).
• Two worsened (health and wellbeing, and quality of care).
• Two improved (quality of appraisal and safety culture).
• The morale theme is based on questions that were only introduced in 2018 and therefore trend data is not available.
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Health and wellbeing/Staff Engagement

• Fall in score (6 to 5.9). Measures staff perception of organisational action on issue fell most.
• Increase in stress and MSK injury. Little shift in violence and bullying/harassment
• Staff Engagement stable at 7
• Improvement in willingness to recommend NHS as place to work and in enthusiasm for work.
Looking for learning-range of graphics and an online tool

Chart Title

Category 1 | Category 2 | Category 3 | Category 4
---|---|---|---
Series 1 | Series 2 | Series 3
From data analysis to action