2. To what extent do you agree or disagree with the following?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a I cannot meet all the conflicting demands on my time at work.	1	□ 2	□ 3	4	□ 5
b I am asked to do work without adequate resources to complete it, I am required to do unimportant tasks which prevent me completing	□ 1	□ 2	□ 3	□ 4	□ 5
more important ones.	□1	□2	□3	□4	□5
d Relationships at work are strained.	1	□2	□3	□4	□ 5
			Neither		
3. To what extent do you agree with the following statements about your immediate manager?	Strongly disagree	Disagree	agree nor disagree	Agree	Strongly agree
My immediate manager aencourages those who work for her/him to work as a team. bcan be counted on to help me with a difficult task at work. cgives me clear feedback on my work. dasks for my opinion before making decisions that affect my work. eis supportive in a personal crisis.	01 01 01 01 01	□2 □2 □2 □2 □2	□3 □3 □3 □3 □3	□4 □4 □4 □4	□5 □5 □5 □5
The following questions are about team working and relate to the Do you have to work closely with other team members to achieve the Does the team meet regularly to discuss its effectiveness and how it	team's obj	ectives?		vith mos 1 Yes 1 Yes	t closely. 2 No 2 No
b boes the team meet regularly to discuss its electiveness and now it	could be iii	ipioveu:		1 163	U 2 NO
TRAINING, LEARNING AND DE		NT			
5. In the past 12 months, have you taken part in any of the following of training, learning or development, paid for or provided by your True		Ye	s		No
Please tick Yes or No for each type of training a Taught courses (internal or external) b Any supervised on-the-job training c Having a mentor d Shadowing someone e E-learning/Online training f Keeping up to date with developments in your type of work (e.g. by re books or journals, or by attending seminars or workshops) g Other methods of training, learning or development (please specify)	eading	o: o: o:	1 1 1		□2 □2 □2 □2 □2 □2

□2 30 or more hours a week

1. Working hours

□1 Up to 29 hours

a. How many hours a week are you contracted to work?

	YOUR ORGANISATION							
6.	To what extent do you agree or disagree with the following?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
а	Managers here try to involve staff in important decisions	□1	□2	□ 3	□4	□ 5		
b	Communication between management and staff is effective.	□1	□2	□3	□4	□ 5		
С	Managers encourage staff to suggest new ideas for improving services.	□1	2	□3	4	□5		
d	On the whole, the different parts of the Trust communicate effectively with each other.	□1	2	□3	□4	□ 5		
е	Care of patients / service users is my Trust's top priority.	□1	□2	□ 3	4	□ 5		
f	If I were a patient of this Trust, I would be happy with the standard of care provided.	□1	□2	□3	4	□ 5		

7. \	Whistle-blowing	Yes	No	Don't know					
а	If you were concerned about negligence or wrongdoing by staknow how to report your concerns?	aff in this	Trust, w	ould you	□1	□2			
b	Is there a system to report such concerns confidentially?				□1	□2	□ 9		
	ERRORS, NEAR MISS	ES AND I	NCIDE	NTS					
8. I	Please tick yes or no for the following statement			****	,	Yes	No		
	I know how to report errors, near misses or incidents					□1	□2		
	Γο what extent do you agree or disagree with following statements?		ngly	Disagree	Neither agree nor disagree	Agree	Strongly agree		
а	My Trust treats fairly staff who are involved in an error, near miss or incident.		11	□2	□3	□4	□5		
b	My Trust encourages us to report errors, near misses or incidents.		1	□2	□3	□4	□5		
С	My Trust treats reports of errors, near misses or incidents confidentially.		11	□2	□3	□4	□5		
d	My Trust blames or punishes people who make errors, near misses or incidents.		11	□2	□3	□4	□5		
е	When errors, near misses or incidents are reported, my Trust takes action to ensure that they do not happen again.	_	1	□2	□3	□4	□5		
f	We are informed about errors, near misses and incidents tha happen in the Trust.	t 🗆	1	□2	□3	□4	□5		
g	We are given feedback about changes made in response to reported errors, near misses and incidents.		11	□2	□3	□4	□ 5		
	TEAMWORK AND SAFETY CLIMATE IN YOUR TEAM								
10.	Teamwork climate	Disagree Strongly	Disagr Slight	ee Neutra	Agree Slightly	Agree Strongly	Not Applicable		
а	Nurse input is well received in this clinical area								
b	In this clinical area, it is difficult to speak up if I perceive a problem with patient care								
С	The doctors and nurses here work together as a coordinated team								
d	Disagreements in this clinical area are resolved appropriately (i.e., not who is right, but what is best for the patient)						٥		
е	It is easy for staff here to ask questions when there is something they don't understand								
f	I have the support I need from other staff to care for patients								
		Disagree	Dieser	.	, Agree	Agree	Not		
11.	Safety climate	Strongly	_	Neutra			Applicable		
a.	I would feel safe being treated here as a patient								
b.	I am encouraged by my colleagues to report any patient safety concerns I may have								
C.	The culture in this clinical area make it easy to learn from the errors of others								
d.	I receive appropriate feedback about my performance								
e.	Medical errors are handled appropriately here								
f.	I know the proper channels to direct questions regarding patient safety in this clinical area								

g. In this clinical area, it is difficult to discuss errors

BACKGROUND DETAILS

We would like to know some of your background details. Answers will be treated in confidence and no one outside the research team will be able to identify individual responses.

12	12. About you								
а	Gender: □1 Male	1 2	Female						
b	Age:								
	□ 1 16-20	□2	21-30	□3	31-40	□4	41-50	□ 5 51-65	□ 6 66+
13.	What is your	ethn	ic group?						
Prefer not to say □17 White □01 British □02 Irish □03 Other White background			0	Asian/Asian British □08 Indian □09 Pakistani □10 Bangladeshi □11 Other Asian background			Chinese and other ethnic group □15 Chinese □16 Any other ethnic group (please state)		
Mixed □04 White and Black Caribbean □05 White and Black African □06 White and Asian □07 Any other mixed background			Black/Black British □12 Caribbean □13 African □14 Any other Black background						

14. Do you manag	ge others within th	ne Trust?		
□1 Yes	□2 No			

15. How many years have you worked for this Trust?					
If your Trust has merged with with this Trust and its predec	• • • • • • • • • • • • • • • • • • • •	lease include in your answer all the time you have worked			
□1 Less than 1 year	□3 3-5 years	□5 11-15 years			
☐2 1-2 years	□4 6-10 years	□6 More than 15 years			

16. What is your occupational group?

Please tick one box only

Admin & Clerical

□01 Admin & Clerical

Allied Health Professionals

□07 (e.g. physiotherapy, occupational therapy, radiography, podiatry, clinical psychology, etc.)

□08 Scientific and Technical or Healthcare Scientists or support staff (e.g. haematology, clinical biochemistry, microbiology)

□09 Support to Allied Health Professionals

(e.g. support worker, therapy helper, therapy assistant or student)

Medical and Dental

□11 Medical - Consultant

□12 Medical - In Training (e.g. Foundation Y1, SHO / Foundation Y2, SpRs)

□13 Medical – Other (e.g. Staff and Associate Specialists / Non-consultant career grade)

NHS Infrastructure

□15 Maintenance / Ancillary (e.g. housekeeping, domestic staff, maintenance, facilities, estates)

Registered Nurses and Midwives

□16 Adult / General nurse

□17 Children's nurse

□18 Midwife

Nursing or Healthcare Assistants

□19 Nursing auxiliary / Nursing assistant / Healthcare assistant / Midwifery assistant

Social Care

□20 Social workers (qualified or unqualified)

General Management

□23 General Management

(N.B. If you are a manager and can choose a group from elsewhere in the list, please select that other occupational group)

Other

□24 Other occupational group (please specify)

17. If you have any additional comments about working in this organisation, please write them below and/or use a separate page

Thank you for completing the survey. Your time and participation are greatly appreciated. Please return to Stephen Abbott, City University, 20 Bartholomew Close, London EC1A 7QN