

YOUR JOB

1. Working hours

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

1 Up to 29 hours

2 30 or more hours a week

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.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b I am asked to do work without adequate resources to complete it,	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c I am required to do unimportant tasks which prevent me completing more important ones.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d Relationships at work are strained.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

3. To what extent do you agree with the following statements about your immediate manager?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
My immediate manager...					
a ...encourages those who work for her/him to work as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b ...can be counted on to help me with a difficult task at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c ...gives me clear feedback on my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d ...asks for my opinion before making decisions that affect my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e ...is supportive in a personal crisis.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

4. The following questions are about team working and relate to the group of people that you work with most closely.

a Do you have to work closely with other team members to achieve the team's objectives?	<input type="checkbox"/> 1 Yes	<input type="checkbox"/> 2 No
b Does the team meet regularly to discuss its effectiveness and how it could be improved?	<input type="checkbox"/> 1 Yes	<input type="checkbox"/> 2 No

TRAINING, LEARNING AND DEVELOPMENT

5. In the past 12 months, have you taken part in any of the following types of training, learning or development, paid for or provided by your Trust?

	Yes	No
<i>Please tick Yes or No for each type of training</i>		
a Taught courses (internal or external)	<input type="checkbox"/> 1	<input type="checkbox"/> 2
b Any supervised on-the-job training	<input type="checkbox"/> 1	<input type="checkbox"/> 2
c Having a mentor	<input type="checkbox"/> 1	<input type="checkbox"/> 2
d Shadowing someone	<input type="checkbox"/> 1	<input type="checkbox"/> 2
e E-learning/Online training	<input type="checkbox"/> 1	<input type="checkbox"/> 2
f Keeping up to date with developments in your type of work (e.g. by reading books or journals, or by attending seminars or workshops)	<input type="checkbox"/> 1	<input type="checkbox"/> 2
g Other methods of training, learning or development (please specify)		

YOUR ORGANISATION

6. To what extent do you agree or disagree with the following?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a Managers here try to involve staff in important decisions	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b Communication between management and staff is effective.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c Managers encourage staff to suggest new ideas for improving services.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d On the whole, the different parts of the Trust communicate effectively with each other.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e Care of patients / service users is my Trust's top priority.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f If I were a patient of this Trust, I would be happy with the standard of care provided.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

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. About you

a Gender:

- 1 Male 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 ethnic group?

Prefer not to say 17

White

- 01 British
02 Irish
03 Other White background

Mixed

- 04 White and Black Caribbean
05 White and Black African
06 White and Asian
07 Any other mixed background

Asian/Asian British

- 08 Indian
09 Pakistani
10 Bangladeshi
11 Other Asian background

Black/Black British

- 12 Caribbean
13 African
14 Any other Black background

Chinese and other ethnic group

- 15 Chinese
16 Any other ethnic group
(please state)
-

14. Do you manage others within the Trust?

- 1 Yes 2 No

15. How many years have you worked for this Trust?

If your Trust has merged with another or changed its name, please include in your answer all the time you have worked with this Trust and its predecessors

- 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