

Appendix H - VOTE

Views On Therapeutic Environments

Staff Perceptions Questionnaire

Developed through the PERCEIVE programme (NIHR)

www.perceive.iop.kcl.ac.uk

CONFIDENTIAL

We understand that the client mix and staff mix changes frequently.

Think about each question over a 4 week period of time on your ward. When you weigh up all the different factors you will be able to arrive at an average answer that can be described using the scale.

Some of these questions will relate to your own practice and some questions will relate to the team generally. If the question relates to the team, try to come up with an average answer.

Please use the comments boxes to 'qualify' your answers. Please circle

one answer per question.



It is easy to balance documentation/paperwork and spending time with the patients on my ward.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

Patients can feel that there is a sense of 'them and us' on my ward.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

Patients are provided with enough information about their medication on my ward.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

I feel pressured to complete tasks in my job.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

If I have concerns about patient care I am happy to address it with colleagues.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

Comments:

ACTIVITIES

When I ask patients' to join in with activities, they say they are not interested in those on offer.

(See definition 1)

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

TRAINING

Other than mandatory training, staff development opportunities are limited.

(Examples: CBT training, degrees, masters, RMN training for support workers).

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

I benefit from regular supervision.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

Comments:

MANAGEMENT

I benefit from strong leadership on my ward.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

I think that the senior managers (above ward managers) understand the current realities of working on acute wards.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

Finding enough staff to cover shifts is easy on my ward.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

On my ward there is immense pressure to create bed space.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

When it comes to bed management the clinical perspective of my team is always considered.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

SAFETY

There are enough staff to maintain safety on my ward.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

I worry about violence and aggression when at work.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

Comments:

TEAM WORKING

When it comes to patient care there are staff in my team who have a 'can't do, won't do' attitude.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

I find that communication between the different Multi Disciplinary Team (MDT) professionals is consistently good.
(MDT includes Community Mental Health Team, nursing team and other professionals).

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

Decisions that are made on one shift are changed on the next which makes consistency difficult in my team.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

I'd rather not address relationship issues between teammates because it will create a bad atmosphere.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

There is a strong emphasis on promoting a sense of team spirit on my ward.

1	2	3	4	5	6
Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree

Any Further Comments?

Thank you very much for completing this questionnaire. We would appreciate any other comments you would like to add.

20 item VOTE scoring card

Total Scores

Total scores are calculated by summing all items with no missing data.

Pro rated Total Scores

Pro rated (mean) total scores are calculated on VOTE questionnaires which were 90% completed or above (i.e. had only one or two missing data). Pro rated scores were calculated as described below:

Pro-rated score = total score/number not missed x total number of items = average of items reported x total number of items.

Reverse Scoring

Negatively phrased items are reverse scored so that higher scores indicated a more negative perception of the ward.

VOTE items	Reverse Scored
1. It is easy to balance documentation/paperwork and spending time with the patients on my ward.	
2. Patients can feel that there is a sense of 'them and us' on my ward.	Yes
3. Patients are provided with enough information about their medication on my ward.	
4. I feel pressured to complete tasks in my job.	Yes
5. If I have concerns about patient care I am happy to address it with colleagues.	
6. When I ask patients' to join in with activities, they say they are not interested in those on offer.	Yes
7. Other than mandatory training, staff development opportunities are limited.	Yes
8. I benefit from regular supervision.	
9. I benefit from strong leadership on my ward.	

10. I think that the senior managers (above ward managers) understand the current realities of working on acute wards.	
11. Finding enough staff to cover shifts is easy on my ward.	
12. On my ward there is immense pressure to create bed space.	Yes
13. When it comes to bed management the clinical perspective of my team is always considered.	
14. There are enough staff to maintain safety on my ward.	
15. I worry about violence and aggression when at work.	Yes
16. When it comes to patient care there are staff in my team who have 'can't do, won't do' attitude.	Yes
17. I find that communication between the different Multi Disciplinary Team professionals is consistently good.	
18. Decisions that are made on one shift are changed on the next which makes consistency difficult in my team.	Yes
19. I'd rather not address relationship issues between teammates because it will create a bad atmosphere.	Yes
20. There is a strong emphasis on promoting a sense of team spirit on my ward.	