

## Contents of report

This report contains information on the results of the 2024 NHS Wales Staff Survey for all Wales, including:

1. Survey response rate
2. Staff Engagement Index score
3. Summary of responses by theme and sub-theme
4. Summary of responses by question
5. Equality, diversity and inclusion (EDI) information on respondents

## For information

The 2024 NHS Wales Staff survey was open to all employees in NHS Wales for the 2 month period of between 1st October 2024 and 29th November 2024. The questions in the survey are organised by 10 themes and 20 sub-themes.

### Data source

The data presented in this report has been provided by IQVIA Inc., the organisation responsible for delivering the 2024 and 2023 NHS Wales Staff Surveys. The data is stored, and has been collected from, the Health Education and Improvement Wales (HEIW) data warehouse.

### Methodology

To ensure the anonymity of survey respondents, the data in section 5 of this report has been suppressed for instances of less than 10 responses. For example, where less than 10 people with a particular characteristic completed a survey, the number and % of people completing a survey with this particular characteristic is not shown. Any blank responses to questions have also been excluded from the analysis.

Positivity scores have been calculated for each theme and sub-theme, and are based on the percentage of people that responded positively to each question included in each theme and sub-theme. To calculate the Staff Engagement Index score, responses to the 7 relevant questions were weighted based on their scale position from 1 to 5 (on a scale of strongly disagree to strongly agree, or Never to Always). The index score was then calculated as the average of: (i) the weighted percentage score for questions 22a, 22b, and 22c, (ii) the weighted percentage score for questions 23a and 23d, and (iii) the weighted percentage score for questions 23b and 23c. The higher the staff engagement index score, the higher the proportion of people that responded positively to the questions.

The organisations included in this report are listed below.

Health Boards: Aneurin Bevan UHB, Betsi Cadwaladr UHB, Cardiff and Vale UHB, Cwm Taf Morgannwg UHB, Hywel Dda UHB, Powys Teaching HB, and Swansea Bay UHB. Trusts/Authorities: Digital Health and Care Wales, Health Education and Improvement Wales, NHS Executive, NHS Wales Shared Services Partnership, Public Health Wales, Velindre University NHS Trust, and Welsh Ambulance Services University NHS Trust.

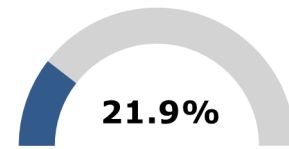
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Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

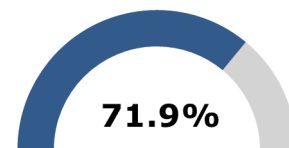
## 1. Survey response rate

**24,833 people** employed across all of NHS Wales completed the survey in 2024. This equates to a response rate of **21.9%**. This is compared with the 20.7% overall NHS Wales response rate for 2023.



## 2. Staff Engagement Index score

The average **Staff Engagement Index score achieved by organisations in NHS Wales in 2024 was 71.9%**. This is compared with the 73.0% average Staff Engagement Index score achieved by organisations in 2023.



**Table 1:** Responses to Staff Engagement Index questions in the 2024 survey for all NHS Wales, with questions asking "On a scale of 1 to 5 (from strongly disagree to strongly agree), to what extent do you agree with the following statements?"

Sub-theme and statement	% agreed or strongly agreed
<b>Ability to contribute towards improvement at work (Involvement)</b>	
23a) I am able to make improvements in my area of work.	60.9%
23d) I am involved in deciding on changes introduced that affect my work/area/team/department.	48.0%
<b>Intrinsic psychological engagement (Motivation)</b>	
22a) I look forward to going to work.	50.4%
22b) I am enthusiastic about my job.	64.7%
22c) I am happy to go the extra mile at work when required.	78.4%
<b>Staff Advocacy and recommendation (Advocacy)</b>	
23b) I would recommend my organisation as a place to work.	57.7%
23c) I am proud to tell people I work for my organisation.	62.4%

### About the Staff Engagement Index

The Staff Engagement Index score is calculated by weighting the responses to the seven questions based on their position on a 5-point scale (with 1 representing the least positive response, and 5 the most positive response). The Staff Engagement Index score therefore increases as the proportion of people responding positively to these questions increases. More information on how the Staff Engagement Index score is calculated is available on page 1 of this report.

### 3. Summary of responses by theme and sub-theme

**Table 2:** Positivity scores by theme in 2024 for all NHS Wales

Theme	Positivity score
Morale	55.3%
Patient safety	59.1%
Staff engagement	60.0%
We are all able to speak up	66.2%
We are compassionate and inclusive	70.3%
We are continuously learning and improving	64.8%
We are stronger together	69.7%
We champion flexible working	62.8%
We nurture healthy working environments	58.9%
We recognise everyone's contribution	62.8%

**Table 3:** Positivity scores by theme in 2024 and 2023 for all NHS Wales

Theme	Year	Positivity score	Annual trend
Morale	2023	55.0%	
	2024	55.3%	0.4% ▲
Patient safety	2023	54.0%	
	2024	59.1%	5.1% ▲
Staff engagement	2023	61.0%	
	2024	60.0%	-1.0% ▼
We are all able to speak up	2023	66.0%	
	2024	66.2%	0.2% ▲
We are compassionate and inclusive	2023	69.8%	
	2024	70.3%	0.4% ▲
We are continuously learning and improving	2023	65.1%	
	2024	64.8%	-0.3% ▼
We are stronger together	2023	69.2%	
	2024	69.7%	0.6% ▲
We champion flexible working	2023	59.7%	
	2024	62.8%	3.1% ▲
We nurture healthy working environments	2023	57.3%	
	2024	58.9%	1.6% ▲
We recognise everyone's contribution	2023	62.5%	
	2024	62.8%	0.3% ▲

**Table 4:** Positivity scores by theme and sub-theme for all NHS Wales

Theme	Sub-theme	Year	Positivity score	Annual trend
Morale	Stressors	2023	58.0%	
		2024	58.0%	0.0% ▼
	Thinking about leaving	2023	55.4%	
		2024	56.3%	0.9% ▲
	Work pressure	2023	48.2%	
		2024	48.6%	0.4% ▲
Patient safety	No related sub-theme	2023	54.0%	
		2024	59.1%	5.1% ▲
Staff engagement	Ability to contribute towards improvement at work (Involvement)	2023	56.5%	
		2024	54.1%	-2.4% ▼
	Intrinsic psychological engagement (Motivation)	2023	65.5%	
		2024	64.3%	-1.1% ▼
	Staff Advocacy and recommendation (Advocacy)	2023	58.7%	
		2024	59.4%	0.8% ▲
We are all able to speak up	Autonomy and control	2023	72.6%	
		2024	71.5%	-1.0% ▼
	Raising concerns	2023	59.5%	
		2024	60.9%	1.4% ▲
We are compassionate and inclusive	Compassionate culture	2023	69.9%	
		2024	70.5%	0.6% ▲
	Compassionate Leadership	2023	67.7%	
		2024	69.6%	1.9% ▲
	Diversity and Equality	2023	64.2%	
		2024	65.3%	1.1% ▲
	Inclusion	2023	73.6%	
		2024	71.9%	-1.7% ▼
We are continuously learning and improving	Development	2023	61.6%	
		2024	61.3%	-0.4% ▼
	PDR/Appraisal	2023	72.4%	
		2024	71.9%	-0.5% ▼
We are stronger together	Line management	2023	66.9%	
		2024	69.0%	2.2% ▲
	Team working	2023	71.0%	
		2024	70.3%	-0.8% ▼

Theme	Sub-theme	Year	Positivity score	Annual trend
We champion flexible working	Support for work-life balance	2023	59.7%	
		2024	62.8%	3.1% ▲
We nurture healthy working environments	Burnout	2023	28.0%	
		2024	31.8%	3.8% ▲
	Health and safety climate	2023	44.1%	
		2024	45.0%	0.9% ▲
	Negative experiences	2023	87.4%	
		2024	87.7%	0.3% ▲
We recognise everyone's contribution	No related sub-theme	2023	62.5%	
		2024	62.8%	0.3% ▲

#### 4. Summary of responses by question

**Table 5:** Percentage of people that responded positively and negatively to each question included in the 2024 survey for all NHS Wales, with questions organised by theme

Question	Year	Positive responses (%)	Negative responses (%)
<b>Morale</b>			
02a) I have unrealistic time pressures.	2023	28.8%	31.8%
	2024	30.0%	29.5%
02b) I am able to meet all the conflicting demands on my time at work.	2023	52.3%	15.1%
	2024	52.7%	14.8%
02c) I have adequate supplies, materials and equipment to do my work.	2023	60.9%	13.8%
	2024	59.7%	15.6%
02d) There are enough staff at this organisation for me to do my job properly.	2023	33.7%	34.4%
	2024	35.8%	32.5%
04a) My immediate manager (line manager) encourages me at work.	2023	70.6%	12.8%
	2024	72.3%	12.4%
14a) I always know what my work responsibilities are.	2023	81.6%	9.2%
	2024	81.2%	9.5%
14d) I have a choice in deciding how to do my work.	2023	67.4%	14.4%
	2024	70.7%	13.6%
15f) Relationships at work are strained.	2023	48.1%	26.1%
	2024	47.9%	27.1%
23d) I am involved in deciding on changes introduced that affect my work/area/team/department.	2023	54.5%	24.7%
	2024	48.0%	28.2%
24a) I am satisfied in my current role and intend to remain in it for the foreseeable future.	2023	57.2%	18.9%
	2024	56.6%	20.1%
24b) I often think about leaving this organisation.	2023	48.2%	28.5%
	2024	48.8%	28.2%
24c) I will probably look for a job at a new organisation in the next 12 months.	2023	54.2%	20.6%
	2024	55.8%	20.4%
24d) As soon as I can find another job, I will leave this organisation.	2023	62.1%	14.4%
	2024	64.2%	14.4%
<b>Patient safety</b>			
13b) My organisation treats staff who are involved in an error, near miss or incident, fairly.	2023	44.9%	10.8%
	2024	53.0%	13.8%
13c) My organisation encourages us to report errors, near misses or incidents.	2023	74.1%	7.3%
	2024	76.3%	9.3%
13d) When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again.	2023	53.8%	11.3%
	2024	58.2%	14.4%

13e) We are given feedback about changes made in response to reported errors, near misses and incidents.	2023	44.1%	<div style="width: 44.1%;"></div>	18.9%	<div style="width: 18.9%;"></div>
	2024	49.2%	<div style="width: 49.2%;"></div>	22.6%	<div style="width: 22.6%;"></div>

**Staff engagement**

22a) I look forward to going to work.	2023	50.4%	<div style="width: 50.4%;"></div>	15.0%	<div style="width: 15.0%;"></div>
	2024	50.4%	<div style="width: 50.4%;"></div>	15.8%	<div style="width: 15.8%;"></div>

22b) I am enthusiastic about my job.	2023	66.7%	<div style="width: 66.7%;"></div>	8.6%	<div style="width: 8.6%;"></div>
	2024	64.7%	<div style="width: 64.7%;"></div>	9.7%	<div style="width: 9.7%;"></div>

22c) I am happy to go the extra mile at work when required.	2023	80.1%	<div style="width: 80.1%;"></div>	4.5%	<div style="width: 4.5%;"></div>
	2024	78.4%	<div style="width: 78.4%;"></div>	5.1%	<div style="width: 5.1%;"></div>

23a) I am able to make improvements in my area of work.	2023	59.5%	<div style="width: 59.5%;"></div>	15.0%	<div style="width: 15.0%;"></div>
	2024	60.9%	<div style="width: 60.9%;"></div>	16.2%	<div style="width: 16.2%;"></div>

23b) I would recommend my organisation as a place to work.	2023	57.3%	<div style="width: 57.3%;"></div>	16.8%	<div style="width: 16.8%;"></div>
	2024	57.7%	<div style="width: 57.7%;"></div>	17.2%	<div style="width: 17.2%;"></div>

23c) I am proud to tell people I work for my organisation.	2023	61.3%	<div style="width: 61.3%;"></div>	12.1%	<div style="width: 12.1%;"></div>
	2024	62.4%	<div style="width: 62.4%;"></div>	12.7%	<div style="width: 12.7%;"></div>

23d) I am involved in deciding on changes introduced that affect my work/area/team/department.	2023	54.5%	<div style="width: 54.5%;"></div>	24.7%	<div style="width: 24.7%;"></div>
	2024	48.0%	<div style="width: 48.0%;"></div>	28.2%	<div style="width: 28.2%;"></div>

**We are all able to speak up**

14a) I always know what my work responsibilities are.	2023	81.6%	<div style="width: 81.6%;"></div>	9.2%	<div style="width: 9.2%;"></div>
	2024	81.2%	<div style="width: 81.2%;"></div>	9.5%	<div style="width: 9.5%;"></div>

14b) I am trusted to do my job.	2023	87.4%	<div style="width: 87.4%;"></div>	5.3%	<div style="width: 5.3%;"></div>
	2024	86.6%	<div style="width: 86.6%;"></div>	6.1%	<div style="width: 6.1%;"></div>

14c) There are frequent opportunities for me to show initiative in my role.	2023	72.8%	<div style="width: 72.8%;"></div>	11.4%	<div style="width: 11.4%;"></div>
	2024	71.6%	<div style="width: 71.6%;"></div>	12.8%	<div style="width: 12.8%;"></div>

14d) I have a choice in deciding how to do my work.	2023	67.4%	<div style="width: 67.4%;"></div>	14.4%	<div style="width: 14.4%;"></div>
	2024	70.7%	<div style="width: 70.7%;"></div>	13.6%	<div style="width: 13.6%;"></div>

14i) I would feel secure raising concerns about unsafe clinical practice.	2023	72.5%	<div style="width: 72.5%;"></div>	8.8%	<div style="width: 8.8%;"></div>
	2024	73.8%	<div style="width: 73.8%;"></div>	9.9%	<div style="width: 9.9%;"></div>

14j) I would feel secure raising concerns about unethical behaviour.	2023	76.8%	<div style="width: 76.8%;"></div>	10.2%	<div style="width: 10.2%;"></div>
	2024	75.2%	<div style="width: 75.2%;"></div>	12.0%	<div style="width: 12.0%;"></div>

14k) I am confident my organisation would address my concern.	2023	52.6%	<div style="width: 52.6%;"></div>	18.3%	<div style="width: 18.3%;"></div>
	2024	53.7%	<div style="width: 53.7%;"></div>	20.5%	<div style="width: 20.5%;"></div>

17d) I feel safe to speak up about anything that concerns me in this organisation.	2023	56.6%	<div style="width: 56.6%;"></div>	18.9%	<div style="width: 18.9%;"></div>
	2024	58.8%	<div style="width: 58.8%;"></div>	19.0%	<div style="width: 19.0%;"></div>

17e) If I spoke up about something that concerned me, I am confident my organisation would address my concern.	2023	41.6%	<div style="width: 41.6%;"></div>	23.6%	<div style="width: 23.6%;"></div>
	2024	44.6%	<div style="width: 44.6%;"></div>	24.6%	<div style="width: 24.6%;"></div>

23d) I am involved in deciding on changes introduced that affect my work/area/team/department.	2023	54.5%	<div style="width: 54.5%;"></div>	24.7%	<div style="width: 24.7%;"></div>
	2024	48.0%	<div style="width: 48.0%;"></div>	28.2%	<div style="width: 28.2%;"></div>

**We are compassionate and inclusive**

01h) I feel valued by my team.	2023	67.9%	<div style="width: 67.9%;"></div>	15.7%	<div style="width: 15.7%;"></div>
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01h) I feel valued by my team.	2024	67.0%	<div style="width: 67%;"></div>	17.5%	<div style="width: 17.5%;"></div>
01j) I'd feel able to speak up in my team if I noticed poor or incorrect practice.	2023	74.7%	<div style="width: 74.7%;"></div>	12.5%	<div style="width: 12.5%;"></div>
	2024	72.6%	<div style="width: 72.6%;"></div>	15.1%	<div style="width: 15.1%;"></div>
04f) My immediate manager (line manager) works together with me to come to an understanding of problems.	2023	68.2%	<div style="width: 68.2%;"></div>	14.1%	<div style="width: 14.1%;"></div>
	2024	69.8%	<div style="width: 69.8%;"></div>	14.1%	<div style="width: 14.1%;"></div>
04g) My immediate manager (line manager) is interested in listening to me when I describe challenges I face.	2023	70.8%	<div style="width: 70.8%;"></div>	13.4%	<div style="width: 13.4%;"></div>
	2024	72.1%	<div style="width: 72.1%;"></div>	13.9%	<div style="width: 13.9%;"></div>
04i) My immediate manager (line manager) takes effective action to help me with any problems I face.	2023	66.9%	<div style="width: 66.9%;"></div>	13.8%	<div style="width: 13.8%;"></div>
	2024	68.7%	<div style="width: 68.7%;"></div>	14.3%	<div style="width: 14.3%;"></div>
14l) I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	2023	64.7%	<div style="width: 64.7%;"></div>	10.6%	<div style="width: 10.6%;"></div>
	2024	65.8%	<div style="width: 65.8%;"></div>	11.3%	<div style="width: 11.3%;"></div>
15c) The people I work with are understanding and kind to one another.	2023	76.0%	<div style="width: 76%;"></div>	8.8%	<div style="width: 8.8%;"></div>
	2024	74.3%	<div style="width: 74.3%;"></div>	9.8%	<div style="width: 9.8%;"></div>
15d) The people I work with are polite and treat each other with respect.	2023	76.7%	<div style="width: 76.7%;"></div>	8.1%	<div style="width: 8.1%;"></div>
	2024	74.3%	<div style="width: 74.3%;"></div>	9.5%	<div style="width: 9.5%;"></div>
16a) People here are compassionate towards colleagues when they face problems.	2023	76.8%	<div style="width: 76.8%;"></div>	7.4%	<div style="width: 7.4%;"></div>
	2024	76.2%	<div style="width: 76.2%;"></div>	8.3%	<div style="width: 8.3%;"></div>
16b) People here give good support to colleagues who are distressed.	2023	77.8%	<div style="width: 77.8%;"></div>	7.3%	<div style="width: 7.3%;"></div>
	2024	77.6%	<div style="width: 77.6%;"></div>	8.2%	<div style="width: 8.2%;"></div>
16c) People here are compassionate in the way they behave towards patients/ service users.	2023	81.5%	<div style="width: 81.5%;"></div>	2.7%	<div style="width: 2.7%;"></div>
	2024	81.8%	<div style="width: 81.8%;"></div>	3.8%	<div style="width: 3.8%;"></div>
16d) People here take effective action to help patients/service users in distress.	2023	80.7%	<div style="width: 80.7%;"></div>	2.4%	<div style="width: 2.4%;"></div>
	2024	81.3%	<div style="width: 81.3%;"></div>	3.3%	<div style="width: 3.3%;"></div>
17a) Care of patients / service users is my organisation's top priority.	2023	67.1%	<div style="width: 67.1%;"></div>	12.1%	<div style="width: 12.1%;"></div>
	2024	68.0%	<div style="width: 68%;"></div>	12.0%	<div style="width: 12%;"></div>
17b) My organisation acts on concerns raised by patients / service users.	2023	63.3%	<div style="width: 63.3%;"></div>	7.9%	<div style="width: 7.9%;"></div>
	2024	64.6%	<div style="width: 64.6%;"></div>	8.8%	<div style="width: 8.8%;"></div>
17c) If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.	2023	53.8%	<div style="width: 53.8%;"></div>	17.8%	<div style="width: 17.8%;"></div>
	2024	55.6%	<div style="width: 55.6%;"></div>	17.4%	<div style="width: 17.4%;"></div>
17d) I feel safe to speak up about anything that concerns me in this organisation.	2023	56.6%	<div style="width: 56.6%;"></div>	18.9%	<div style="width: 18.9%;"></div>
	2024	58.8%	<div style="width: 58.8%;"></div>	19.0%	<div style="width: 19%;"></div>
<b>We are continuously learning and improving</b>					
18a) This organisation offers me challenging work.	2023	72.8%	<div style="width: 72.8%;"></div>	7.3%	<div style="width: 7.3%;"></div>
	2024	71.6%	<div style="width: 71.6%;"></div>	8.3%	<div style="width: 8.3%;"></div>
18b) There are opportunities for me to develop my career in this organisation.	2023	53.5%	<div style="width: 53.5%;"></div>	22.4%	<div style="width: 22.4%;"></div>
	2024	52.6%	<div style="width: 52.6%;"></div>	23.7%	<div style="width: 23.7%;"></div>
18c) I have opportunities to improve my knowledge and skills.	2023	68.7%	<div style="width: 68.7%;"></div>	13.9%	<div style="width: 13.9%;"></div>
	2024	68.7%	<div style="width: 68.7%;"></div>	14.7%	<div style="width: 14.7%;"></div>
18d) I feel supported to develop my potential.	2023	56.5%	<div style="width: 56.5%;"></div>	19.8%	<div style="width: 19.8%;"></div>
	2024	56.4%	<div style="width: 56.4%;"></div>	21.1%	<div style="width: 21.1%;"></div>

18e) I am able to access the right learning and development opportunities when I need to.	2023	56.2%	<div style="width: 56.2%;"></div>	18.8%	<div style="width: 18.8%;"></div>
	2024	56.3%	<div style="width: 56.3%;"></div>	19.5%	<div style="width: 19.5%;"></div>
19b) If yes, to what extent do you agree with the following statements? It helped me to improve how I do my job.	2023	65.4%	<div style="width: 65.4%;"></div>	34.6%	<div style="width: 34.6%;"></div>
	2024	64.8%	<div style="width: 64.8%;"></div>	35.2%	<div style="width: 35.2%;"></div>
19c) It helped me agree clear objectives for my work.	2023	79.7%	<div style="width: 79.7%;"></div>	20.3%	<div style="width: 20.3%;"></div>
	2024	78.7%	<div style="width: 78.7%;"></div>	21.3%	<div style="width: 21.3%;"></div>
19d) It left me feeling that my work is valued by my organisation.	2023	73.3%	<div style="width: 73.3%;"></div>	26.7%	<div style="width: 26.7%;"></div>
	2024	72.8%	<div style="width: 72.8%;"></div>	27.2%	<div style="width: 27.2%;"></div>

**We are stronger together**

01a) The team I work in has a set of shared objectives.	2023	76.0%	<div style="width: 76.0%;"></div>	10.5%	<div style="width: 10.5%;"></div>
	2024	76.0%	<div style="width: 76.0%;"></div>	11.6%	<div style="width: 11.6%;"></div>
01b) The team I work in often meets to discuss the team's effectiveness.	2023	63.1%	<div style="width: 63.1%;"></div>	23.3%	<div style="width: 23.3%;"></div>
	2024	63.1%	<div style="width: 63.1%;"></div>	23.8%	<div style="width: 23.8%;"></div>
01c) Team members trust each other.	2023	67.8%	<div style="width: 67.8%;"></div>	15.3%	<div style="width: 15.3%;"></div>
	2024	66.8%	<div style="width: 66.8%;"></div>	16.8%	<div style="width: 16.8%;"></div>
01d) Team members understand each other's roles.	2023	71.4%	<div style="width: 71.4%;"></div>	15.1%	<div style="width: 15.1%;"></div>
	2024	70.5%	<div style="width: 70.5%;"></div>	16.0%	<div style="width: 16.0%;"></div>
01e) Team members take time out to reflect and learn.	2023	52.7%	<div style="width: 52.7%;"></div>	23.6%	<div style="width: 23.6%;"></div>
	2024	53.9%	<div style="width: 53.9%;"></div>	23.4%	<div style="width: 23.4%;"></div>
01f) Team members are able to communicate closely with each other to achieve the team's objectives.	2023	70.6%	<div style="width: 70.6%;"></div>	13.6%	<div style="width: 13.6%;"></div>
	2024	69.8%	<div style="width: 69.8%;"></div>	15.2%	<div style="width: 15.2%;"></div>
01g) I enjoy working with the colleagues in my team.	2023	81.8%	<div style="width: 81.8%;"></div>	5.5%	<div style="width: 5.5%;"></div>
	2024	80.0%	<div style="width: 80.0%;"></div>	7.9%	<div style="width: 7.9%;"></div>
01h) I feel valued by my team.	2023	67.9%	<div style="width: 67.9%;"></div>	15.7%	<div style="width: 15.7%;"></div>
	2024	67.0%	<div style="width: 67.0%;"></div>	17.5%	<div style="width: 17.5%;"></div>
01i) I feel able to ask other members of this team for help when I need it.	2023	84.5%	<div style="width: 84.5%;"></div>	6.4%	<div style="width: 6.4%;"></div>
	2024	82.1%	<div style="width: 82.1%;"></div>	8.6%	<div style="width: 8.6%;"></div>
01j) I'd feel able to speak up in my team if I noticed poor or incorrect practice.	2023	74.7%	<div style="width: 74.7%;"></div>	12.5%	<div style="width: 12.5%;"></div>
	2024	72.6%	<div style="width: 72.6%;"></div>	15.1%	<div style="width: 15.1%;"></div>
01k) Team members work well with other teams.	2023	71.5%	<div style="width: 71.5%;"></div>	10.2%	<div style="width: 10.2%;"></div>
	2024	71.4%	<div style="width: 71.4%;"></div>	11.2%	<div style="width: 11.2%;"></div>
04a) My immediate manager (line manager) encourages me at work.	2023	70.6%	<div style="width: 70.6%;"></div>	12.8%	<div style="width: 12.8%;"></div>
	2024	72.3%	<div style="width: 72.3%;"></div>	12.4%	<div style="width: 12.4%;"></div>
04b) My immediate manager (line manager) gives me clear feedback on my work.	2023	63.7%	<div style="width: 63.7%;"></div>	17.1%	<div style="width: 17.1%;"></div>
	2024	65.8%	<div style="width: 65.8%;"></div>	16.6%	<div style="width: 16.6%;"></div>
04c) My immediate manager (line manager) asks for my opinion before making decisions that affect my work.	2023	58.1%	<div style="width: 58.1%;"></div>	23.0%	<div style="width: 23.0%;"></div>
	2024	60.4%	<div style="width: 60.4%;"></div>	22.0%	<div style="width: 22.0%;"></div>
04d) My immediate manager (line manager) takes a positive interest in my health and well-being.	2023	69.5%	<div style="width: 69.5%;"></div>	14.6%	<div style="width: 14.6%;"></div>
	2024	72.0%	<div style="width: 72.0%;"></div>	13.8%	<div style="width: 13.8%;"></div>





















































04e) My immediate manager (line manager) values my work.	2023	72.1%	<div style="width: 72.1%;"></div>	11.5%	<div style="width: 11.5%;"></div>
	2024	73.4%	<div style="width: 73.4%;"></div>	11.9%	<div style="width: 11.9%;"></div>
04f) My immediate manager (line manager) works together with me to come to an understanding of problems.	2023	68.2%	<div style="width: 68.2%;"></div>	14.1%	<div style="width: 14.1%;"></div>
	2024	69.8%	<div style="width: 69.8%;"></div>	14.1%	<div style="width: 14.1%;"></div>
04g) My immediate manager (line manager) is interested in listening to me when I describe challenges I face.	2023	70.8%	<div style="width: 70.8%;"></div>	13.4%	<div style="width: 13.4%;"></div>
	2024	72.1%	<div style="width: 72.1%;"></div>	13.9%	<div style="width: 13.9%;"></div>
04h) My immediate manager (line manager) recognises the importance of staff emotional wellbeing.	2023	71.0%	<div style="width: 71.0%;"></div>	13.4%	<div style="width: 13.4%;"></div>
	2024	72.3%	<div style="width: 72.3%;"></div>	13.7%	<div style="width: 13.7%;"></div>
04i) My immediate manager (line manager) takes effective action to help me with any problems I face.	2023	66.9%	<div style="width: 66.9%;"></div>	13.8%	<div style="width: 13.8%;"></div>
	2024	68.7%	<div style="width: 68.7%;"></div>	14.3%	<div style="width: 14.3%;"></div>

**We champion flexible working**

















14e) I am satisfied with the opportunity for flexible working patterns.	2023	61.3%	<div style="width: 61.3%;"></div>	19.8%	<div style="width: 19.8%;"></div>
	2024	64.9%	<div style="width: 64.9%;"></div>	18.1%	<div style="width: 18.1%;"></div>
14f) My organisation is committed to helping me balance my work and home life.	2023	53.9%	<div style="width: 53.9%;"></div>	21.8%	<div style="width: 21.8%;"></div>
	2024	57.0%	<div style="width: 57.0%;"></div>	20.2%	<div style="width: 20.2%;"></div>
14g) I achieve a good balance between my work life and my home life.	2023	58.8%	<div style="width: 58.8%;"></div>	21.9%	<div style="width: 21.9%;"></div>
	2024	60.4%	<div style="width: 60.4%;"></div>	20.7%	<div style="width: 20.7%;"></div>
14h) I can approach my immediate manager (line manager) to talk openly about flexible working.	2023	69.5%	<div style="width: 69.5%;"></div>	13.5%	<div style="width: 13.5%;"></div>
	2024	72.0%	<div style="width: 72.0%;"></div>	13.1%	<div style="width: 13.1%;"></div>

**We nurture healthy working environments**


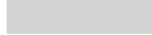




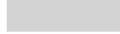























02a) I have unrealistic time pressures.	2023	28.8%	<div style="width: 28.8%;"></div>	31.8%	<div style="width: 31.8%;"></div>
	2024	30.0%	<div style="width: 30.0%;"></div>	29.5%	<div style="width: 29.5%;"></div>
02b) I am able to meet all the conflicting demands on my time at work.	2023	52.3%	<div style="width: 52.3%;"></div>	15.1%	<div style="width: 15.1%;"></div>
	2024	52.7%	<div style="width: 52.7%;"></div>	14.8%	<div style="width: 14.8%;"></div>
02c) I have adequate supplies, materials and equipment to do my work.	2023	60.9%	<div style="width: 60.9%;"></div>	13.8%	<div style="width: 13.8%;"></div>
	2024	59.7%	<div style="width: 59.7%;"></div>	15.6%	<div style="width: 15.6%;"></div>
02d) There are enough staff at this organisation for me to do my job properly.	2023	33.7%	<div style="width: 33.7%;"></div>	34.4%	<div style="width: 34.4%;"></div>
	2024	35.8%	<div style="width: 35.8%;"></div>	32.5%	<div style="width: 32.5%;"></div>
09a) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Patients / service users, their relatives, or other members of the public	2023	74.6%	<div style="width: 74.6%;"></div>	23.7%	<div style="width: 23.7%;"></div>
	2024	77.6%	<div style="width: 77.6%;"></div>	21.2%	<div style="width: 21.2%;"></div>
09b) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Managers / Team leaders	2023	80.1%	<div style="width: 80.1%;"></div>	16.2%	<div style="width: 16.2%;"></div>
	2024	82.2%	<div style="width: 82.2%;"></div>	15.0%	<div style="width: 15.0%;"></div>
09c) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Other colleagues	2023	77.3%	<div style="width: 77.3%;"></div>	19.4%	<div style="width: 19.4%;"></div>
	2024	78.8%	<div style="width: 78.8%;"></div>	18.5%	<div style="width: 18.5%;"></div>
10a) In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault. From patients / service users	2023	90.6%	<div style="width: 90.6%;"></div>	8.6%	<div style="width: 8.6%;"></div>
	2024	91.1%	<div style="width: 91.1%;"></div>	8.4%	<div style="width: 8.4%;"></div>

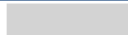
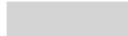



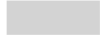
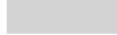



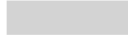
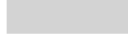



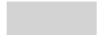
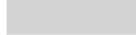



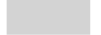
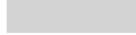





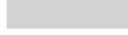





10b) In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault. From staff / colleagues	2023	94.3%		4.7%	
	2024	95.2%		4.1%	
11a) In the last 12 months how many times have you personally experienced abuse at work from patients / service users, their relatives, or other members of the public?	2023	83.6%		15.3%	
	2024	74.8%		24.1%	
12a) In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives, or other members of the public	2023	91.8%		7.6%	
	2024	93.1%		6.5%	
12b) In the last 12 months how many times have you personally experienced physical violence at work from...? Managers / Team leaders	2023	99.2%		0.3%	
	2024	99.3%		0.4%	
12c) In the last 12 months how many times have you personally experienced physical violence at work from...? Other colleagues	2023	98.8%		0.7%	
	2024	99.0%		0.6%	
20a) How often, if at all, do you find your work emotionally exhausting?	2023	21.1%		40.4%	
	2024	23.3%		34.5%	
20b) How often, if at all, do you feel burnt out because of your work?	2023	27.2%		36.2%	
	2024	31.3%		30.6%	
20c) How often, if at all, does your work frustrate you?	2023	16.2%		44.4%	
	2024	20.9%		37.0%	
20d) How often, if at all, are you exhausted at the thought of another day/shift at work?	2023	33.0%		33.1%	
	2024	40.1%		26.3%	
20e) How often, if at all, do you feel worn out at the end of your working day/shift?	2023	18.7%		44.5%	
	2024	22.7%		37.2%	
20f) How often, if at all, do you feel that every working hour is tiring for you?	2023	49.2%		20.8%	
	2024	55.1%		17.5%	
20g) How often, if at all, do you not have enough energy for family and friends during leisure time?	2023	32.6%		30.9%	
	2024	30.7%		34.1%	
21a) My organisation takes positive action on health and wellbeing.	2023	49.1%		17.5%	
	2024	50.8%		18.0%	

**We recognise everyone's contribution**






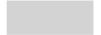




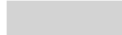




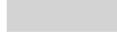




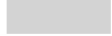




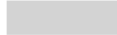
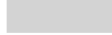




04e) My immediate manager (line manager) values my work.	2023	72.1%		11.5%	
	2024	73.4%		11.9%	
15a) I get recognition for good work.	2023	58.3%		19.5%	
	2024	58.5%		19.9%	
15b) The organisation values my work.	2023	49.5%		20.6%	
	2024	50.1%		20.8%	
15e) The people I work with show appreciation to one another.	2023	72.4%		9.3%	
	2024	70.8%		10.6%	





























**Table 6:** Number and percentage of responses to each question for all NHS Wales (Note all blank responses to questions have been excluded from the totals reported)























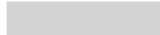




Question and response	Total responses	%	
<b>01a) The team I work in has a set of shared objectives.</b>			
Strongly agree	6759	27%	
Agree	12045	49%	
Neither agree nor disagree	3055	12%	
Disagree	1776	7%	
Strongly disagree	1105	4%	
<b>01b) The team I work in often meets to discuss the team's effectiveness.</b>			
Strongly agree	6042	24%	
Agree	9562	39%	
Neither agree nor disagree	3234	13%	
Disagree	3588	15%	
Strongly disagree	2302	9%	
<b>01c) Team members trust each other.</b>			
Strongly agree	6611	27%	
Agree	9922	40%	
Neither agree nor disagree	4050	16%	
Disagree	2648	11%	
Strongly disagree	1505	6%	
<b>01d) Team members understand each other's roles.</b>			
Strongly agree	6172	25%	
Agree	11255	46%	
Neither agree nor disagree	3331	13%	
Disagree	2697	11%	
Strongly disagree	1253	5%	
<b>01e) Team members take time out to reflect and learn.</b>			
Strongly agree	4144	17%	
Agree	9177	37%	
Neither agree nor disagree	5619	23%	
Disagree	3925	16%	
Strongly disagree	1855	8%	
<b>01f) Team members are able to communicate closely with each other to achieve the team's objectives.</b>			
Strongly agree	6255	25%	
Agree	10989	44%	
Neither agree nor disagree	3693	15%	
Disagree	2380	10%	
Strongly disagree	1383	6%	

Question and response	Total responses	%	
<b>01g) I enjoy working with the colleagues in my team.</b>			
Strongly agree	9910	40%	
Agree	9912	40%	
Neither agree nor disagree	2998	12%	
Disagree	974	4%	
Strongly disagree	970	4%	
<b>01h) I feel valued by my team.</b>			
Strongly agree	7585	31%	
Agree	8996	36%	
Neither agree nor disagree	3826	15%	
Disagree	2366	10%	
Strongly disagree	1957	8%	
<b>01i) I feel able to ask other members of this team for help when I need it.</b>			
Strongly agree	10006	41%	
Agree	10262	42%	
Neither agree nor disagree	2307	9%	
Disagree	1121	5%	
Strongly disagree	1005	4%	
<b>01j) I'd feel able to speak up in my team if I noticed poor or incorrect practice.</b>			
Strongly agree	7321	30%	
Agree	10600	43%	
Neither agree nor disagree	3044	12%	
Disagree	2057	8%	
Strongly disagree	1660	7%	
<b>01k) Team members work well with other teams.</b>			
Strongly agree	6815	28%	
Agree	10857	44%	
Neither agree nor disagree	4297	17%	
Disagree	1629	7%	
Strongly disagree	1144	5%	
<b>02a) I have unrealistic time pressures.</b>			
Always	2266	9%	
Often	5030	20%	
Sometimes	10019	41%	
Rarely	5620	23%	
Never	1785	7%	
<b>02b) I am able to meet all the conflicting demands on my time at work.</b>			
Always	2922	12%	
Often	10094	41%	
Sometimes	8035	33%	

Question and response	Total responses	%	
Rarely	2829	11%	
Never	817	3%	
<b>02c) I have adequate supplies, materials and equipment to do my work.</b>			
Always	6133	25%	
Often	8586	35%	
Sometimes	6071	25%	
Rarely	2853	12%	
Never	999	4%	
<b>02d) There are enough staff at this organisation for me to do my job properly.</b>			
Always	2689	11%	
Often	6160	25%	
Sometimes	7848	32%	
Rarely	4992	20%	
Never	3032	12%	
<b>03a) How many hours a week are you contracted to work?</b>			
30 or more hours	20715	84%	
I am a bank worker	254	1%	
Unknown	1	0%	
Up to 29 hours	3648	15%	
<b>03b) On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours? Please include paid overtime, bank shifts, and additional paid hours on-call.</b>			
0 Hours	18429	75%	
11 or more hours	1348	5%	
6-10 hours	1480	6%	
Up to 5 hours	3310	13%	
<b>03c) On average, how many additional UNPAID hours do you work per week for this organisation, over and above your contracted hours? Please include unpaid overtime and additional unpaid hours on-call.</b>			
0 Hours	11986	49%	
11 or more hours	896	4%	
5	1	0%	
6-10 hours	2133	9%	
Up to 5 hours	9657	39%	
<b>04a) My immediate manager (line manager) encourages me at work.</b>			
Strongly agree	8778	35%	
Agree	9134	37%	
Neither agree nor disagree	3790	15%	
Disagree	1734	7%	
Strongly disagree	1332	5%	

Question and response	Total responses	%	
<b>04b) My immediate manager (line manager) gives me clear feedback on my work.</b>			
Strongly agree	7495	30%	
Agree	8772	35%	
Neither agree nor disagree	4346	18%	
Disagree	2573	10%	
Strongly disagree	1539	6%	
<b>04c) My immediate manager (line manager) asks for my opinion before making decisions that affect my work.</b>			
Strongly agree	7116	29%	
Agree	7852	32%	
Neither agree nor disagree	4355	18%	
Disagree	3178	13%	
Strongly disagree	2260	9%	
<b>04d) My immediate manager (line manager) takes a positive interest in my health and well-being.</b>			
Strongly agree	9561	39%	
Agree	8285	33%	
Neither agree nor disagree	3505	14%	
Disagree	1795	7%	
Strongly disagree	1629	7%	
<b>04e) My immediate manager (line manager) values my work.</b>			
Strongly agree	9157	37%	
Agree	9011	36%	
Neither agree nor disagree	3638	15%	
Disagree	1535	6%	
Strongly disagree	1418	6%	
<b>04f) My immediate manager (line manager) works together with me to come to an understanding of problems.</b>			
Strongly agree	8477	34%	
Agree	8811	36%	
Neither agree nor disagree	3987	16%	
Disagree	1919	8%	
Strongly disagree	1559	6%	
<b>04g) My immediate manager (line manager) is interested in listening to me when I describe challenges I face.</b>			
Strongly agree	9019	36%	
Agree	8810	36%	
Neither agree nor disagree	3457	14%	
Disagree	1820	7%	
Strongly disagree	1626	7%	
<b>04h) My immediate manager (line manager) recognises the importance of staff emotional wellbeing.</b>			
Strongly agree	9585	39%	

Question and response	Total responses	%	
Agree	8287	34%	
Neither agree nor disagree	3464	14%	
Disagree	1721	7%	
Strongly disagree	1677	7%	
<b>04i) My immediate manager (line manager) takes effective action to help me with any problems I face.</b>			
Strongly agree	8675	35%	
Agree	8330	34%	
Neither agree nor disagree	4196	17%	
Disagree	1896	8%	
Strongly disagree	1645	7%	
<b>05a) Does your organisation act fairly with regard to career progression/promotion, regardless of age, disability, ethnic background, gender, gender identity, religion or sexual orientation?</b>			
Don't know	6298	26%	
No	3476	14%	
Prefer not to say	1095	4%	
Yes	13816	56%	
<b>05b) In the last 12 months have you sought a progression opportunity in your workplace?</b>			
Don't know	809	3%	
No	14628	59%	
Prefer not to say	993	4%	
Yes	8299	34%	
<b>05d) In the coming 12 months would you consider applying for a progression opportunity in your workplace?</b>			
Don't know	4772	19%	
No	8662	35%	
Prefer not to say	801	3%	
Yes	10513	42%	
<b>06a) In the last 12 months have you personally experienced discrimination at work from patients/service users, their relatives, or other members of the public?</b>			
No	21805	88%	
Prefer not to say	1043	4%	
Yes	1852	7%	
<b>07a) In the last 12 months have you personally experienced discrimination at work from a manager/ team leader?</b>			
4	1	0%	
No	20666	86%	
Prefer not to say	1659	7%	
Yes	1622	7%	

Question and response	Total responses	%	
<b>08a) In the last 12 months have you personally experienced discrimination at work from other colleagues?</b>			
No	20986	87%	
Prefer not to say	1467	6%	
Yes	1646	7%	
<b>09a) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Patients / service users, their relatives, or other members of the public</b>			
1-2	2970	12%	
3-5	1222	5%	
6-10	447	2%	
More than 10	551	2%	
Prefer not to say	295	1%	
Never	19016	78%	
<b>09b) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Managers / Team leaders</b>			
1-2	2073	8%	
3-5	829	3%	
6-10	377	2%	
More than 10	382	2%	
Prefer not to say	689	3%	
Never	20133	82%	
<b>09c) In the last 12 months how many times have you personally experienced harassment or bullying at work from...? Other colleagues</b>			
1-2	2801	12%	
3-5	977	4%	
6-10	332	1%	
More than 10	393	2%	
Prefer not to say	660	3%	
Never	19176	79%	
<b>09d) The last time you experienced harassment or bullying at work, did you or a colleague report it?</b>			
Don't know	565	5%	
No	5808	51%	
Yes, a colleague reported it	671	6%	
Yes, I reported it	4342	38%	
<b>10a) In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault. From patients / service users</b>			
1-2	1412	6%	
3-5	448	2%	

Question and response	Total responses	%
6-10	116	0%
More than 10	102	0%
Prefer not to say	128	1%
Never	22496	91%

**10b) In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault. From staff / colleagues**

1-2	693	3%
3-5	189	1%
6-10	65	0%
More than 10	77	0%
Prefer not to say	170	1%
Never	23485	95%

**11a) In the last 12 months how many times have you personally experienced abuse at work from patients / service users, their relatives, or other members of the public?**

1-2	3348	14%
3-5	1364	6%
6-10	480	2%
More than 10	768	3%
Prefer not to say	257	1%
Never	18464	75%

**11b) The last time you experienced abuse at work (work from patients / service users, their relatives, or other members of the public) did you or a colleague report it?**

Don't know	246	4%
No	2938	50%
Yes, a colleague reported it	354	6%
Yes, I reported it	2372	40%

**12a) In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives, or other members of the public**

1-2	1041	4%
3-5	303	1%
6-10	138	1%
More than 10	131	1%
Prefer not to say	89	0%
Never	23056	93%

**12b) In the last 12 months how many times have you personally experienced physical violence at work from...? Managers / Team leaders**

1-2	53	0%
3-5	23	0%

Question and response	Total responses	%
6-10	14	0%
More than 10	11	0%
Prefer not to say	77	0%
Never	24494	99%

**12c) In the last 12 months how many times have you personally experienced physical violence at work from...?**

**Other colleagues**

1-2	100	0%
3-5	31	0%
6-10	13	0%
More than 10	11	0%
Prefer not to say	86	0%
Never	24391	99%

**12d) The last time you experienced physical violence at work, did you or a colleague report it?**

Don't know	76	5%
No	507	30%
Yes, a colleague reported it	188	11%
Yes, I reported it	911	54%

**13a) In the last month have you seen any errors, near misses, or incidents that could have hurt staff and/or patients/service users?**

No	13909	63%
Prefer not to say	1068	5%
Unknown	2	0%
Yes	7196	32%

**13b) My organisation treats staff who are involved in an error, near miss or incident, fairly.**

Strongly agree	3224	16%
Agree	7416	37%
Neither agree nor disagree	6673	33%
Disagree	1800	9%
Strongly disagree	961	5%











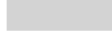




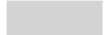
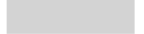



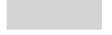





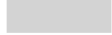



**13c) My organisation encourages us to report errors, near misses or incidents.**







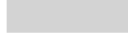




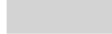









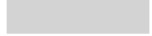










Strongly agree	6298	29%
Agree	10000	47%
Neither agree nor disagree	3068	14%
Disagree	1178	6%
Strongly disagree	806	4%

**13d) When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again.**

Strongly agree	4059	20%
Agree	8029	39%

Question and response	Total responses	%	
Neither agree nor disagree	5699	27%	
Disagree	1907	9%	
Strongly disagree	1075	5%	
<b>13e) We are given feedback about changes made in response to reported errors, near misses and incidents.</b>			
Strongly agree	3307	16%	
Agree	6853	33%	
Neither agree nor disagree	5830	28%	
Disagree	3044	15%	
Strongly disagree	1637	8%	
<b>14a) I always know what my work responsibilities are.</b>			
Unknown	1	0%	
Strongly agree	7501	30%	
Agree	12625	51%	
Neither agree nor disagree	2288	9%	
Disagree	1714	7%	
Strongly disagree	642	3%	
<b>14b) I am trusted to do my job.</b>			
Strongly agree	10231	41%	
Agree	11204	45%	
Neither agree nor disagree	1814	7%	
Disagree	905	4%	
Strongly disagree	597	2%	
<b>14c) There are frequent opportunities for me to show initiative in my role.</b>			
Strongly agree	7471	30%	
Agree	10250	41%	
Neither agree nor disagree	3838	16%	
Disagree	2117	9%	
Strongly disagree	1059	4%	
<b>14d) I have a choice in deciding how to do my work.</b>			
Strongly agree	6866	28%	
Agree	10623	43%	
Neither agree nor disagree	3870	16%	
Disagree	2216	9%	
Strongly disagree	1160	5%	
<b>14e) I am satisfied with the opportunity for flexible working patterns.</b>			
Strongly agree	7495	30%	
Agree	8570	35%	
Neither agree nor disagree	4216	17%	
Disagree	2460	10%	
Strongly disagree	2018	8%	

Question and response	Total responses	%	
<b>14f) My organisation is committed to helping me balance my work and home life.</b>			
Strongly agree	5815	24%	
Agree	8291	34%	
Neither agree nor disagree	5641	23%	
Disagree	2894	12%	
Strongly disagree	2094	8%	
<b>14g) I achieve a good balance between my work life and my home life.</b>			
Strongly agree	5493	22%	
Agree	9455	38%	
Neither agree nor disagree	4679	19%	
Disagree	3238	13%	
Strongly disagree	1882	8%	
<b>14h) I can approach my immediate manager (line manager) to talk openly about flexible working.</b>			
Strongly agree	8609	35%	
Agree	9193	37%	
Neither agree nor disagree	3687	15%	
Disagree	1724	7%	
Strongly disagree	1517	6%	
<b>14i) I would feel secure raising concerns about unsafe clinical practice.</b>			
Strongly agree	7784	32%	
Agree	10425	42%	
Neither agree nor disagree	4037	16%	
Disagree	1382	6%	
Strongly disagree	1057	4%	
<b>14j) I would feel secure raising concerns about unethical behaviour.</b>			
Strongly agree	7759	31%	
Agree	10796	44%	
Neither agree nor disagree	3145	13%	
Disagree	1729	7%	
Strongly disagree	1235	5%	
<b>14k) I am confident my organisation would address my concern.</b>			
Strongly agree	4731	19%	
Agree	8522	35%	
Neither agree nor disagree	6354	26%	
Disagree	3003	12%	
Strongly disagree	2068	8%	

Question and response	Total responses	%	
<b>14I) I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)</b>			
Strongly agree	4540	18%	
Agree	11745	47%	
Neither agree nor disagree	5667	23%	
Disagree	1831	7%	
Strongly disagree	969	4%	
<b>15a) I get recognition for good work.</b>			
Strongly agree	4320	17%	
Agree	10161	41%	
Neither agree nor disagree	5357	22%	
Disagree	3282	13%	
Strongly disagree	1637	7%	
<b>15b) The organisation values my work.</b>			
Strongly agree	3367	14%	
Agree	9033	37%	
Neither agree nor disagree	7191	29%	
Disagree	3459	14%	
Strongly disagree	1676	7%	
<b>15c) The people I work with are understanding and kind to one another.</b>			
Strongly agree	6649	27%	
Agree	11709	47%	
Neither agree nor disagree	3929	16%	
Disagree	1658	7%	
Strongly disagree	777	3%	
<b>15d) The people I work with are polite and treat each other with respect.</b>			
Strongly agree	6717	27%	
Agree	11651	47%	
Neither agree nor disagree	3997	16%	
Disagree	1602	6%	
Strongly disagree	742	3%	
<b>15e) The people I work with show appreciation to one another.</b>			
Strongly agree	6281	26%	
Agree	11089	45%	
Neither agree nor disagree	4566	19%	
Disagree	1844	8%	
Strongly disagree	759	3%	
<b>15f) Relationships at work are strained.</b>			
Strongly agree	1974	8%	
Agree	4729	19%	

Question and response	Total responses	%	
Neither agree nor disagree	6184	25%	
Disagree	7735	31%	
Strongly disagree	4102	17%	
<b>16a) People here are compassionate towards colleagues when they face problems.</b>			
Strongly agree	6164	25%	
Agree	12671	51%	
Neither agree nor disagree	3824	15%	
Disagree	1417	6%	
Strongly disagree	644	3%	
<b>16b) People here give good support to colleagues who are distressed.</b>			
Unknown	1	0%	
Strongly agree	6699	27%	
Agree	12440	50%	
Neither agree nor disagree	3514	14%	
Disagree	1373	6%	
Strongly disagree	650	3%	
<b>16c) People here are compassionate in the way they behave towards patients/ service users.</b>			
Strongly agree	7471	30%	
Agree	12637	51%	
Neither agree nor disagree	3528	14%	
Disagree	574	2%	
Strongly disagree	365	1%	
<b>16d) People here take effective action to help patients/service users in distress.</b>			
Strongly agree	7627	31%	
Agree	12258	50%	
Neither agree nor disagree	3771	15%	
Disagree	493	2%	
Strongly disagree	324	1%	
<b>17a) Care of patients / service users is my organisation's top priority.</b>			
Strongly agree	6061	25%	
Agree	10734	43%	
Neither agree nor disagree	4926	20%	
Disagree	2162	9%	
Strongly disagree	811	3%	
<b>17b) My organisation acts on concerns raised by patients / service users.</b>			
Strongly agree	4810	20%	
Agree	11099	45%	
Neither agree nor disagree	6557	27%	

Question and response	Total responses	%
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Disagree	1563	6%
Strongly disagree	597	2%

**17c) If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.**

Strongly agree	3920	16%
Agree	9776	40%
Neither agree nor disagree	6672	27%
Disagree	2933	12%
Strongly disagree	1350	5%

**17d) I feel safe to speak up about anything that concerns me in this organisation.**

Strongly agree	4242	17%
Agree	10261	42%
Neither agree nor disagree	5472	22%
Disagree	3103	13%
Strongly disagree	1584	6%

**17e) If I spoke up about something that concerned me, I am confident my organisation would address my concern.**

Strongly agree	3145	13%
Agree	7859	32%
Neither agree nor disagree	7624	31%
Disagree	3911	16%
Strongly disagree	2161	9%

**18a) This organisation offers me challenging work.**


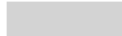




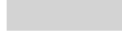





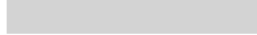
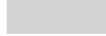




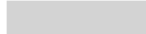


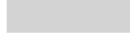








Strongly agree	5332	22%
Agree	12312	50%
Neither agree nor disagree	4963	20%
Disagree	1511	6%
Strongly disagree	525	2%





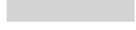




























**18b) There are opportunities for me to develop my career in this organisation.**



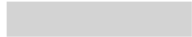

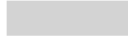









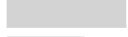















Strongly agree	3519	14%
Agree	9455	38%
Neither agree nor disagree	5837	24%
Disagree	3809	15%
Strongly disagree	2028	8%















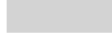


















**18c) I have opportunities to improve my knowledge and skills.**

Strongly agree	4837	20%
Agree	12057	49%
Neither agree nor disagree	4085	17%
Disagree	2426	10%
Strongly disagree	1200	5%

Question and response	Total responses	%	
<b>18d) I feel supported to develop my potential.</b>			
Strongly agree	4249	17%	
Agree	9636	39%	
Neither agree nor disagree	5540	23%	
Disagree	3289	13%	
Strongly disagree	1900	8%	
<b>18e) I am able to access the right learning and development opportunities when I need to.</b>			
Strongly agree	3853	16%	
Agree	10022	41%	
Neither agree nor disagree	5973	24%	
Disagree	3214	13%	
Strongly disagree	1582	6%	
<b>19a) In the last 12 months, have you had an appraisal, PADR, annual review or development review?</b>			
Can't Remember	605	2%	
No	3564	14%	
Yes	20568	83%	
<b>19b) If yes, to what extent do you agree with the following statements? It helped me to improve how I do my job.</b>			
No	7221	35%	
Yes, definitely	3713	18%	
Yes, to some extent	9592	47%	
<b>19c) It helped me agree clear objectives for my work.</b>			
No	4357	21%	
Yes, definitely	6301	31%	
Yes, to some extent	9844	48%	
<b>19d) It left me feeling that my work is valued by my organisation.</b>			
No	5577	27%	
Yes, definitely	6224	30%	
Yes, to some extent	8697	42%	
<b>20a) How often, if at all, do you find your work emotionally exhausting?</b>			
Always	2008	8%	
Often	6504	26%	
Sometimes	10436	42%	
Rarely	4113	17%	
Never	1642	7%	
<b>20b) How often, if at all, do you feel burnt out because of your work?</b>			
Always	2038	8%	
Often	5518	22%	
Sometimes	9412	38%	

Question and response	Total responses	%	
Rarely	5486	22%	
Never	2235	9%	
<b>20c) How often, if at all, does your work frustrate you?</b>			
Always	2240	9%	
Often	6881	28%	
Sometimes	10389	42%	
Rarely	3728	15%	
Never	1422	6%	
<b>20d) How often, if at all, are you exhausted at the thought of another day/shift at work?</b>			
Always	2059	8%	
Often	4437	18%	
Sometimes	8285	34%	
Rarely	6598	27%	
Never	3277	13%	
<b>20e) How often, if at all, do you feel worn out at the end of your working day/shift?</b>			
Always	2881	12%	
Often	6279	25%	
Sometimes	9879	40%	
Rarely	4113	17%	
Never	1482	6%	
<b>20f) How often, if at all, do you feel that every working hour is tiring for you?</b>			
Unknown	1	0%	
Always	1492	6%	
Often	2806	11%	
Sometimes	6739	27%	
Rarely	8655	35%	
Never	4887	20%	
<b>20g) How often, if at all, do you not have enough energy for family and friends during leisure time?</b>			
Always	2460	10%	
Often	5947	24%	
Sometimes	8670	35%	
Rarely	5106	21%	
Never	2475	10%	
<b>21a) My organisation takes positive action on health and wellbeing.</b>			
Strongly agree	2597	11%	
Agree	9886	40%	
Neither agree nor disagree	7683	31%	
Disagree	3018	12%	
Strongly disagree	1398	6%	

Question and response	Total responses	%	
<b>21b) In the last 12 months, have you experienced musculoskeletal problems (MSK) as a result of work activities?</b>			
No	18544	75%	
Yes	6049	25%	
<b>21c) During the last 12 months have you felt unwell as a result of work-related stress?</b>			
No	15022	61%	
Yes	9595	39%	
<b>21d) In the last three months have you ever come to work despite not feeling well enough to perform your duties?</b>			
No	9945	40%	
Yes	14804	60%	
<b>21e) Have you felt pressure from your manager to come to work?</b>			
No	11662	79%	
Yes	3122	21%	
<b>22a) I look forward to going to work.</b>			
Always	3127	13%	
Often	9329	38%	
Sometimes	8368	34%	
Rarely	2819	11%	
Never	1089	4%	
<b>22b) I am enthusiastic about my job.</b>			
Always	6227	25%	
Often	9741	39%	
Sometimes	6332	26%	
Rarely	1761	7%	
Never	623	3%	
<b>22c) I am happy to go the extra mile at work when required.</b>			
Always	10239	42%	
Often	9062	37%	
Sometimes	4058	16%	
Rarely	806	3%	
Never	448	2%	
<b>23a) I am able to make improvements in my area of work.</b>			
Strongly agree	3598	15%	
Agree	11454	46%	
Neither agree nor disagree	5671	23%	
Disagree	2768	11%	
Strongly disagree	1241	5%	
<b>23b) I would recommend my organisation as a place to work.</b>			
Strongly agree	4054	16%	
Agree	10216	41%	




















Question and response	Total responses	%	
Neither agree nor disagree	6201	25%	
Disagree	2612	11%	
Strongly disagree	1642	7%	
<b>23c) I am proud to tell people I work for my organisation.</b>			
Strongly agree	5302	22%	
Agree	10071	41%	
Neither agree nor disagree	6126	25%	
Disagree	1953	8%	
Strongly disagree	1179	5%	
<b>23d) I am involved in deciding on changes introduced that affect my work/area/team/department.</b>			
Strongly agree	3527	14%	
Agree	8325	34%	
Neither agree nor disagree	5888	24%	
Disagree	4115	17%	
Strongly disagree	2848	12%	
<b>24a) I am satisfied in my current role and intend to remain in it for the foreseeable future.</b>			
Strongly agree	4884	20%	
Agree	9061	37%	
Neither agree nor disagree	5726	23%	
Disagree	3019	12%	
Strongly disagree	1935	8%	
<b>24b) I often think about leaving this organisation.</b>			
Strongly agree	2152	9%	
Agree	4781	19%	
Neither agree nor disagree	5646	23%	
Disagree	7017	29%	
Strongly disagree	4980	20%	
<b>24c) I will probably look for a job at a new organisation in the next 12 months.</b>			
Strongly agree	1831	7%	
Agree	3180	13%	
Neither agree nor disagree	5847	24%	
Disagree	7204	29%	
Strongly disagree	6483	26%	
<b>24d) As soon as I can find another job, I will leave this organisation.</b>			
Strongly agree	1571	6%	
Agree	1948	8%	
Neither agree nor disagree	5244	21%	
Disagree	7083	29%	
Strongly disagree	8661	35%	

## 5. Equality, diversity and inclusion (EDI) information on respondents

This section of the report provides demographic information on people employed in NHS Wales that completed a survey in 2024. This includes a breakdown of the number and percentage of people who completed a survey in 2024 by the following characteristics:

- Age
- Gender
- Gender reassignment
- Sexual orientation
- Ethnicity
- Religion
- Disability
- Neurodiversity

**Table 7:** Number and percentage of responses to survey questions related to equality, diversity and inclusion (EDI) characteristics, for people employed in NHS Wales that completed a survey in 2024 (Note all blank responses to questions have been excluded from the totals reported)

Question and response	Total responses	%	
<b>25) What best describes your gender?</b>	<b>24633</b>		
Female	17251	70%	
Male	5445	22%	
Non-binary	50	0%	
Prefer not to say	1727	7%	
Prefer to self describe (please specify)	160	1%	
<b>26) Is this the same as the sex you were assigned at birth?</b>	<b>24531</b>		
No	122	0%	
Prefer not to say	1379	6%	
Yes	23030	94%	
<b>27) Which of the following terms best describes your sexual orientation?</b>	<b>24559</b>		
Asexual	290	1%	
Bisexual	719	3%	
Gay or lesbian	658	3%	
Heterosexual or Straight	20280	83%	
Prefer not to say	2344	10%	
Prefer to self-describe (please specify)	268	1%	
<b>28) Age</b>	<b>24720</b>		
16-20	110	0%	
21-30	3253	13%	
31-40	5291	21%	
41-50	6127	25%	
51-65	7642	31%	
66+	266	1%	
Prefer not to say	2031	8%	
<b>29) Which race or ethnicity best describes you?</b>	<b>24666</b>		
Another race or ethnicity – please identify	166	1%	
Arabic	45	0%	

Question and response	Total responses	%
Asian / British Asian: Banglad	<10	<10
Asian / British Asian: Bangladeshi	56	0%
Asian / British Asian: Chinese	70	0%
Asian / British Asian: Indian	438	2%
Asian / British Asian: Other	181	1%
Asian / British Asian: Pakistani	65	0%
Black / British Black: African	190	1%
Black / British Black: Caribbean	44	0%
Black / British Black: Other	16	0%
Mixed Race: Asian & White	76	0%
Mixed Race: Black & Asian	<10	<10
Mixed Race: Black & White	68	0%
Mixed Race: Other	845	3%
Prefer not to say	1946	8%
Traveller: Gypsy or Roma	12	0%
Traveller: Irish	14	0%
White: British (British / Engl	82	0%
White: British (British / English / Northern Irish / Scottish / Welsh)	18895	77%
White: European	1280	5%
White: Irish	170	1%
<b>30) What do you consider your religion to be?</b>	<b>24459</b>	
Buddhist	109	0%
Christian	9491	39%
Hindu	195	1%
Jewish	90	0%
Muslim	209	1%
No religion	10913	45%
Prefer not to say	2912	12%
Prefer to self-describe (please specify)	515	2%
Sikh	25	0%
<b>31) Do you have an impairment that can affect day-to-day activities, this can be either a physical or hidden disability?</b>	<b>24667</b>	
No	18488	75%
Prefer not to say	2300	9%
Yes	3879	16%
<b>33) Do you consider yourself Neurodiverse or Neurodivergent? (E.g., Autism, ADHD, Dyslexia)</b>	<b>24380</b>	
No	19489	80%
Prefer not to say	2112	9%
Yes	2779	11%