

Sample of anonymised comments from the 'Thinking of Leaving?' survey

*I do not feel that I have had compassion and understanding from the Trust since my husband died of covid in February at *** (the hospital where I work). I came back to work after 2 months and do not know how I manage to come in day after day. The department in which I work is chronically understaffed due to posts not filled and long term sickness.*

Hywel DDA appears to be mostly hostile to nursing staff, especially from senior management. Bullying and harassment is rife, there is a strong 'blame culture' and a great deal of staff leave their shifts in tears and broken. Not so much from the excessive workload and poor staffing, but also from poor treatment from senior nursing management. There is also very little diversity in senior management, very poor representation of minority groups and/or gender.

it appears that seniors have no idea of how hard it has been to accomplish small things with poor staffing levels and the type of patients they we're having. A much older, more poorly, more muddled group of people. There has rarely been positive feedback despite many staff doing extra shifts and staying late to finish or help.

*I feel we are treated with no respect on an institutional level.
I feel like a number or a body. I don't feel valued by the organisation or my managers.*

Far too much micromanagement within service. Too many changes in service delivery, leading to confusion and an unwieldy system within which to delivery timely care. Level of documentation. Managers with no clinical experience who fail to see the realities or engage with what patients actually want and require from the health service.

Hywel Dda employ management who are incompetent and who thrive on the bullying of staff to achieve their own agendas. When staff raise their concerns regarding the above they are bullied into submission.