

## Job Planning, PADR & Staff Engagement



GIG  
CYMRU  
NHS  
WALES  
Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board

### Staff Engagement Score Year on Year

| Year of Survey              | Sent to | Number Completed | Response Rate | Engagement Score |
|-----------------------------|---------|------------------|---------------|------------------|
| 2016 NHS Wales Staff Survey | 4,535   | 1,550            | 34%           | 74%              |
| 2018 NHS Wales Staff Survey | 9,484   | 2,401            | 25%           | 77%              |
| 2020 NHS Wales Staff Survey | 10,533  | 1,759            | 17%           | 76%              |
| 2021 Sample in December     | 1,173   | 266              | 23%           | 76%              |

Strongly Agree or Agree that thier PADR helps improve how they do their job

66.17%

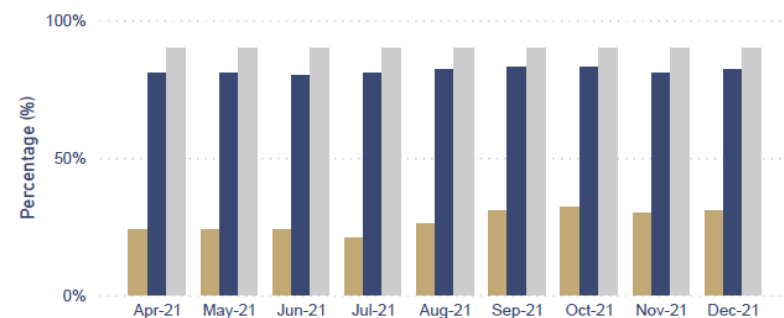
Percentage of staff from December survey of 266 returned

### December 2021 - Engagement by Staff Group

| Role                                   | Engagement Score by Staff Group |
|----------------------------------------|---------------------------------|
| Administrative and Clerical            | 80%                             |
| Allied Health Professionals            | 80%                             |
| Estates, Facilities & Support Services | 72%                             |
| Healthcare Scientists                  | 78%                             |
| Medical and Dental                     | 74%                             |
| None of these                          | 80%                             |
| Nursing and Midwifery                  | 70%                             |
| Other Clinical Services                | 74%                             |
| Other Scientific and Technical         | 82%                             |

### Consultants/SAS doctors with a Job Plan (Current is within 12 Months)

● Current Job Plan ● Job Plan ● Target



### PADR Compliance to NHS Wales Performance and Target of 85%

● PADR Compliance — NHS Wales — Target 85%

