

Respondent



200

Anonymous



02:27

Time to complete



Welcome

Monthly Staff Voice survey

The Health Board has put staff at the heart of its purpose and strategy. We know that by making Hywel Dda a great place to work and develop both personally and professionally, we can provide the very best care and support for the population we serve. We therefore need to find as many opportunities as possible to hear the voice of our staff so that we can gain a greater understanding of your experiences of working here and how our organisational culture is developing.

We are looking at many new methods to capture your views in easy and accessible ways and one of these will be an ongoing measure of staff experience through a monthly temperature check survey. The questionnaire will be sent to a random collection of staff every month and I would urge you to take part should you receive one. It is not mandatory and is strictly confidential. To ensure we reach every part of the organisation we will not ask the same individual to complete a questionnaire more than once in a 12 month period so don't miss your chance!

Your responses are extremely important and will really help us understand how you are feeling at a point in time. The temperature check survey only has 18 questions, some of these allow us to gain the staff engagement score. This score can be benchmarked against previous National survey scores and will be continually analysed and reviewed as part of ongoing Board, committee, and divisional meetings.

I cannot stress how very grateful we all are for your commitment and dedication every single day. Our workforce continues to inspire and fill us with great pride. This opportunity of listening to you all will be one that we will build on, so we listen and take actions as we continue this cultural progression.

Steve Moore
Chief Executive

Privacy Statement

This survey is completely confidential and your answers are protected. All answers will go directly to the Culture and Workforce Experience Team who are committed to keeping your individual voice anonymous but your collective voice heard.

Indeed, nobody will know if you take the survey unless you make it known yourself. Results will only be presented as a summary analysis for large enough groups of people that make it impossible to identify individuals.

Engagement

1. Please find the options that best describe you as you answer these questions: *

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I look forward to going to work	☐	☒	☐	☐	☐
I am enthusiastic about my job	☐	☒	☐	☐	☐
I am involved in deciding on the changes that affect my work/team/area/department	☒	☐	☐	☐	☐
I am able to make improvements in my area at work	☒	☐	☐	☐	☐
I am happy to go the extra mile at work when required	☒	☐	☐	☐	☐
I am proud to tell people I work for Hywel Dda	☒	☐	☐	☐	☐
I would recommend Hywel Dda as a place to work	☒	☐	☐	☐	☐

Immediate Experience of Work

2. Please find the options that best describe you as you answer these questions: *

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am able to make a difference to patient's experience	☐	☒	☐	☐	☐
I feel genuinely listened to	☐	☒	☐	☐	☐
I feel valued and appreciated at work	☐	☒	☐	☐	☐
I am safe to be me	☐	☒	☐	☐	☐
I have the right information and knowledge to do my job effectively	☒	☐	☐	☐	☐
I have had a PADR in the last 12 months that has supported my development and provided me with clear objectives aligned to team and organisation goals	☒	☐	☐	☐	☐
Team members trust each other's contribution	☐	☐	☒	☐	☐
I behave responsibly with regard to environmental issues	☐	☐	☒	☐	☐
I am able to reflect and offer suggestions	☒	☐	☐	☐	☐
We are empowered and supported to enact change and continuously learn and improve	☒	☐	☐	☐	☐

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I use the resources available to me in the best possible way	☐	☐	☒	☐	☐

About you

In order to help make sure we all can be our best in work, it is important we all know if different types of people have different experiences. All answers remain entirely confidential. Please find the options that best describe you as you answer these questions.

3. Which service best describes your work? *

- ☐ Carmarthenshire County
- ☐ Ceredigion County
- ☐ Chief Execs Office
- ☐ Facilities
- ☐ Finance
- ☐ Medical
- ☐ Medicines Management
- ☐ Mental Health & Learning Disabilities
- ☐ Nursing, Quality & Patient Experience
- ☐ Oncology & Cancer Services
- ☐ Operations Dir Management
- ☐ Pathology
- ☐ Pembrokeshire County
- ☐ Planned Care

- ☒ Planning, Performance & Informatics
- ☐ Primary Care & Primary Care Management
- ☐ Public Health
- ☐ Radiology
- ☐ Therapies
- ☐ Unscheduled Care
- ☐ Women & Children
- ☐ Workforce & Organisational Development

4. Which best describes your role? *

- ☒ Administrative and Clerical
- ☐ Allied Health Professionals
- ☐ Bank/Agency
- ☐ Estates, Facilities & Support Services
- ☐ Healthcare Scientists
- ☐ Medical and Dental
- ☐ Nursing and Midwifery
- ☐ Other Scientific and Technical
- ☐ Other Clinical Services
- ☐ Students
- ☐ Volunteer
- ☐ None of these

5. Which best describes your role? *

- ☐ Administrative and Clerical
- ☐ Allied Health Professionals
- ☐ Bank/Agency
- ☐ Estates, Facilities & Support Services
- ☐ Healthcare Scientists
- ☐ Medical and Dental
- ☐ Nursing and Midwifery
- ☐ Other Scientific and Technical
- ☐ Other Clinical Services
- ☐ Students
- ☐ Volunteer
- ☐ None of these

This question is required.

6. Your main place of work *

- ☐ Bronglais General Hospital
- ☐ Carmarthenshire Locality
- ☐ Ceredigion Locality
- ☒ Glangwili General Hospital
- ☐ St Davids Park/Parc Dewi Sant
- ☐ Pembrokeshire Locality
- ☐ Prince Philip Hospital
- ☐ Withybush General Hospital
- ☐ Other Hospital - Carmarthenshire
- ☐ Other Hospital - Ceredigion

☐ Other Hospital - Pembrokeshire

7. Gender: Which of the following best describes your gender?

*

- ☒ Male
- ☐ Female
- ☐ Other
- ☐ Prefer not to say

8. Trans status: Do you identify as trans? *

- ☐ Yes
- ☒ No
- ☐ Prefer not to say

9. Sexual orientation: Which of the following best describes your sexual orientation? *

- ☐ Bi
- ☐ Gay or lesbian
- ☒ Heterosexual/straight
- ☐ Other
- ☐ Prefer not to say

10. Disability: Do you consider yourself to have a disability? *

- ☐ Yes
- ☒ No

☐ Prefer not to say

11. Do you speak Welsh? *

- ☐ Yes
- ☒ No
- ☐ No, but I am learning Welsh
- ☐ Prefer not to say

12. Age *

- ☐ 16 - 24
- ☐ 25 - 34
- ☐ 35 - 44
- ☒ 45 - 54
- ☐ 55 - 64
- ☐ 65 +
- ☐ Prefer not to say

13. Ethnicity *

- ☐ Arab
- ☐ Asian or Asian British
- ☐ Black or Black British
- ☐ Mixed/ Multiple Ethnic Groups
- ☒ White or White British
- ☐ Prefer not to say

14. White or White British

White or White British - Welsh/ English/ Scottis... ▼

15. Religion and belief *

- ☐ Buddhist
- ☒ Christian
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ Non-religious (Atheist, Humanist etc.)
- ☐ Sikh
- ☐ Other
- ☐ Prefer not to say

Thank you so much for taking the time to complete this survey

By doing this, you are contributing to our purpose – that *together we are building kind and healthy places to live and work in West Wales*. This starts with our own organisation and, as such, the overall results will help to develop new ideas to support and improve your day-to-day experience of working in Hywel Dda. For this, I am very grateful – thank you!

Steve Moore
Chief Executive

