**Sandwell and West Birmingham Hospitals NHS Trust: STAFF SURVEY COMPARISON 2007 – 2011**

**These results show key questions relating to Staff Engagement pre and post adoption of Listening into Action (LiA)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Question | 2007 | 2011 | Change 2007 - 2011 | National Average 20081 | National Average 20111 | Comparison to Nat Avg  2007/8 | Comparison to Nat Avg 2011 |
|  | % | % | % pt | % | % | % pt | % pt |
| Satisfied with support from immediate manager | 53 | 62 | +9 | 56 | 59 | -3 | +3 |
| Satisfied with work being valued | 28 | 38 | +10 | 31 | 31 | -3 | +7 |
| Consulted about changes in work area | 47 | 50 | +3 | 50 | 49 | -3 | +1 |
| Senior managers involve staff in important decisions | 21 | 36 | +15 | 27 | 25 | -6 | +11 |
| Effective communication between senior management and staff | 21 | 38 | +17 | 26 | 24 | -5 | +14 |
| Senior managers encourage staff to suggest improvement ideas | 25 | 51 | +26 | 35 | 39 | -10 | +12 |
| Care of patients Trust’s top priority | 45 | 68 | +23 | 67 | 58 | -22 | +10 |
| Recommend Trust as a place to work | 522 | 60 | +8 | 54 | 51 | -2 | +9 |

1. National Average is from Quality Health database. 2. 2008 answer – question not asked in 2007.

Source: Quality Health reports