



What is it like to work here?

What is this survey and why are we asking you to complete it?

This is an independent survey about your role as a registered nurse or healthcare assistant. It concerns your opinions of the job that you do and is an opportunity to express your views in **confidence**. Your opinions are very important. The **anonymous** results will inform research about nursing teams that will be made available to your trust management and national policy makers.

Who is carrying out the survey?

The survey is being carried out by researchers at the Universities of Oxford and York, as part of a research project funded by the NHS National Institute for Health Research. Further information about the research is available on the project website:

<http://www.sbs.ox.ac.uk/research/supportworkers/>

How to complete this survey?

The questionnaire will take no more than 15 minutes to complete. Please answer the questions as fully as you are able by placing a tick in a box, circling a number, or writing in the spaces provided. This is not a test. There are no right or wrong answers. Please answer all questions as openly and honestly as possible. Respond according to your first reaction, trying not to spend too long on any one question.

Who will see my answers?

Your answers will be treated in complete confidence. The survey findings will be presented in a summary report in which no individual, or their responses, can be identified. Only members of the university research team will see your completed questionnaire and no one at your Trust will have access to it.

Questions or help?

If you have any queries about the questionnaire or need any help to complete it, please contact the researcher who gave you the survey (Karen Spilsbury – 01904 321331) or call Paul Heron on FREEPHONE 0800 9150509. The line is open between 10am and 4pm Monday to Thursday.

Returning your questionnaire

Please return your completed questionnaire using the stamped addressed envelope provided to:

Karen Spilsbury
Department of Health Sciences, Area 4 Seebohm Rowntree Building
University of York
York, YO10 5DD

WORKING AT YOUR TRUST

Please remember that this information is confidential and no one in your organisation will see your individual results.

1. To what extent do you **agree** or **disagree** with the following statements?

Please circle one number 1 – 5 for each statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	2	3	4	5

I am able to do my job to a standard I am personally pleased with.....	1	2	3	4	5
I am satisfied with the quality of care I give to patients/service users.....	1	2	3	4	5
I am able to deliver the patient care I aspire to.....	1	2	3	4	5
I cannot meet all the conflicting demands on my time at work.....	1	2	3	4	5
I have adequate materials, supplies and equipment to do my work.....	1	2	3	4	5
I have some say over the way I work.....	1	2	3	4	5
There are enough staff at this Trust for me to do my job properly	1	2	3	4	5
I do not have time to carry out all my work.....	1	2	3	4	5
Relationships at work are strained.....	1	2	3	4	5
I get help and support I need from team members.....	1	2	3	4	5
My team members are willing to listen to work-related problems.....	1	2	3	4	5
My line manager encourages me at work.....	1	2	3	4	5
I look forward to going to work.....	1	2	3	4	5
I am enthusiastic about my job.....	1	2	3	4	5
Time passes quickly when I am working	1	2	3	4	5

2. How often do the following statements apply?

Please circle one number 1 – 5 for each statement

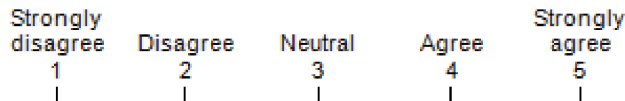
Never	Seldom	Sometimes	Often	Always
1	2	3	4	5



I am clear what is expected of me at work.....	1	2	3	4	5
I have a choice in deciding how I do my work	1	2	3	4	5
I can rely on my line manager to help me out with a work problem.....	1	2	3	4	5
There is friction or anger between team members.....	1	2	3	4	5
I am clear what my duties and responsibilities are.....	1	2	3	4	5

3. To what extent do you **agree or disagree** with the following statements?

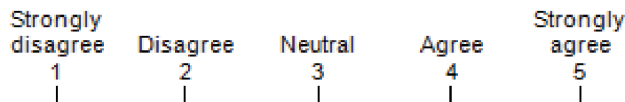
Please circle one number 1 – 5 for each statement



Staff are always consulted about change at work	1	2	3	4	5
I have sufficient opportunities to question managers about change at work	1	2	3	4	5
When changes are made at work, I am clear how they will work out in practice	1	2	3	4	5
Considering all aspects of my job, I would say that I am very satisfied with my job	1	2	3	4	5
I often think about leaving this Trust	1	2	3	4	5
I will probably look for a job at a new organisation in the next 12 months	1	2	3	4	5
As soon as I can find another job, I will leave this Trust	1	2	3	4	5

4. To what extent do you **agree or disagree** with the following statements about the role of healthcare assistants (HCAs)?

Please circle one number 1 – 5 for each statement



In general, most HCAs that I work with are keen to extend their role	1	2	3	4	5
Most HCAs that I work with have the ability to carry out more complex tasks than they are doing	1	2	3	4	5
I am concerned about HCAs taking on tasks previously performed by registered nurses	1	2	3	4	5
I feel there is still considerable scope to extend the HCA role	1	2	3	4	5
I am confident that HCAs will know what they're doing when taking on new tasks	1	2	3	4	5



BACKGROUND DETAILS

Please remember that this information is confidential and no one in your organisation will see your individual results.

5. Gender:

- 1 Male 2 Female

6. Age:

- 1 16-20 2 21-30 3 31-40 4 41-50 5 51-65 6 66+

7. Pay band:

- 1 Band 2 2 Band 3 3 Band 4
4 Band 5 5 Band 6 6 Band 7
7 Other: please specify

8. How many years have you worked for this Trust?

- 1 Less than 1 year 2 1-2 years 3 3-5 years
4 6-10 years 5 11-15 years 6 More than 15 years

9. How many years have you worked at this Trust in your current role?

- 1 Less than 1 year 2 1-2 years 3 3-5 years
4 6-10 years 5 11-15 years 6 More than 15 years

10. How many hours a week are you contracted to work?

- 1 Up to 29 hours 2 30 or more hours a week

11. Where is your place of work? Please specify your ward/unit:

THANK YOU FOR TAKING THE TIME TO COMPLETE THIS QUESTIONNAIRE

If you have any additional comments that you would like to make about your work or role then please use the space below. You can continue on a separate sheet of paper if necessary.