



NHS Working Longer Review

September 2013

Evidence Submitted by the

NHS Joint Staff Side Organisations

NHS Staff Side Working Longer Review Survey Results

August 2013

The staff side of the NHS Working Longer Review conducted a survey of trade union members in the UK to investigate their views on the impact of working longer on both staff and the service and measures that employers could put in place to facilitate working longer.

The survey ran from Thursday 18th July to Monday 12th August and had 12,695 respondents. The survey was distributed to trade union members via each union's communication methods. Trade Union members could only respond electronically via survey monkey.

At the beginning of this paper there is an **Executive Summary** of all the key findings.

The results are broken down by four sections:

- **Section One – Working Policies and Practices**
- **Section Two – Anxieties and Worries**
- **Section Three – Employment Practices**
- **Section Four – Valuing Older Workers**

Within each section each question has a summary of the key findings for that question and the results broken down by:

- **All respondents**
- **Occupation**
(To ensure this data is robust the results are only broken down by those occupations that had over 100 respondents. This paper only includes the totals for the categories 'Nurse' and 'Doctor', it does not break them down to their specialities)
- **Length of Service**
- **Shift Working**
- **Length of Shift**
- **Full Time/Part Time**
- **Disability/Long Term Health Condition**
- **Age**

To view the demographic breakdown of respondents see **Appendix A: Survey Results - Demographic Information**

Executive Summary

Key findings – Working Policies and Practices

Respondents were asked various questions about their current working conditions and work flexibilities; including if they feel confident about understanding their pension; if they have

had an appraisal in the last 12 months; if they discussed future career plans; if their employer has a flexible working policy and a health and wellbeing policy and if the policies are implemented fairly and frequently; and if they have sufficient breaks at work.

- Overall, 19.8% of respondents answered that they did not feel confident at all that they had a good understanding of their pension arrangements to make an informed decision about their later career and retirement. A further 41.0% answered that they were not very confident.
- Overall, 70.0% of respondents answered that they were aware their employer has a flexible working policy, however only 33.7% of respondents felt the policy was implemented fairly and frequently.
- Only 48.9% of respondents answered that they were aware their employer has a health and wellbeing policy and only 21.5% of respondents felt the policy was implemented fairly and frequently.
- Overall, 79.9% of respondents said that they had an appraisal in the last 12 months; however, only 55.9% of those respondents discussed future career plans.
- Overall, 24.8% of respondents said they hardly ever or never had a sufficient break at work.

Key findings: Anxieties and Worries

Respondents were asked if they agreed or disagreed with a series of statements describing anxieties or worries about the impact of working longer. The statements either started that they feel worried or they are confident. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

The five most common anxieties and worries were:

- **I am worried that working longer will have a detrimental impact on my physical health**
82.3% answered 4 or 5 (5 being strongly agree)
- **I am worried that working longer will have a detrimental impact on my emotional health**
77.5% answered 4 or 5 (5 being strongly agree)
- **I am worried that I will not be able to keep up the pace I need to**
77.5% answered 4 or 5 (5 being strongly agree)
- **I am worried that my performance will deteriorate as I age**
75.7% answered 4 or 5 (5 being strongly agree)
- **I am worried that working longer will have a detrimental impact on my mental health**
69.3% answered 4 or 5 (5 being strongly agree)

Key findings: Employment Practices

Respondents were asked if how useful they would find a series of statements describing an employment practice to facilitate them working longer. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Overall, the top five most useful employment practices were:

- **I would find it useful to have access to face to face pension and financial advice**
87.5% answered 4 or 5 (5 being very useful)
- **I would find it useful to have rapid access to health services e.g. physiotherapy**
79.9% answered 4 or 5 (5 being very useful)
- **I would find it useful to work part time (37.5 hours a week)**
69.9% answered 4 or 5 (5 being very useful)
- **I would find it useful to have a fixed pattern of working (e.g. all days or all nights)**
63.3% answered 4 or 5 (5 being very useful)
- **I would find it useful to be able to refer myself to occupational health**
59.5% answered 4 or 5 (5 being very useful)

Key findings: Valuing Older Workers

Respondents were asked if they think that: their employer/organisation values older workers; their individual line manager values older workers; and their colleagues value older workers.

- Overall, 41.9% of respondents answered that they think their employer/organisation values older workers; however this proportion significantly improves for line manager (63.1%) and colleagues (67.0%).

Trends: Shift Workers

- There was a trend amongst staff who worked shifts in comparison to staff who do not work shifts. Staff who worked shifts were less confident about their pension arrangements; they were least likely to be aware if their employer has a flexible working policy or a health and wellbeing policy and are also least likely to believe that the policies are implemented frequently and fairly; they were less likely to have had an appraisal; and they were more likely to report hardly ever or never having a sufficient break.
- When analysing the results of the anxieties and worries questions by shift working and length of shift, those respondents who work shifts were always more likely to answer they are most worried and least confident than those who do not work shifts.
- Those who work shifts were least likely to say older workers are valued by their organisation, their line manager and their colleagues.

Trends: Staff with a disability/long term health condition

- There was a trend amongst staff who have a disability or long term health condition in comparison to staff that do not have a disability or long term health condition. Staff who have a disability or long term health condition were less confident about their pension arrangements; they were more likely to be aware if their employer has a flexible working policy or a health and wellbeing policy but were least likely to believe that the policies are implemented frequently and fairly; they were less likely to have had an appraisal and less likely to discuss future career plans; and they were more likely to report hardly ever or never having a sufficient break.
- When analysing the results of the anxieties and worries questions by disability, the respondents who have a disability or long term health condition were always more likely to answer they are most worried and least confident than those who do not have a disability or long term health condition.
- When analysing the results of the employment practices questions by disability, the respondents who have a disability or long term health condition were always more likely to answer they would find practices very useful than those who do not have a disability or long term health condition.
- Workers who have a disability or long term health condition were also least likely to say older workers are valued by their organisation, their line manager and their colleagues.

Section One - Working Policies and Practices

Respondents were asked various questions about their current working conditions and work flexibilities; including if they feel confident about understanding their pension; if they have had an appraisal in the last 12 months; if they discussed future career plans; if their employer has a flexible working policy and a health and wellbeing policy and if the policies are implemented fairly and frequently; and if they have sufficient breaks at work.

Key findings:

- Overall, 19.8% of respondents answered that they did not feel confident at all that they had a good understanding of their pension arrangements to make an informed decision about their later career and retirement. A further 41.0% answered that they were not very confident.
- Overall, 70.0% of respondents answered that they were aware their employer has a flexible working policy, however only 33.7% of respondents felt the policy was implemented fairly and frequently.
- Only 48.9% of respondents answered that they were aware their employer has a health and wellbeing policy and only 21.5% of respondents felt the policy was implemented fairly and frequently.
- Overall, 79.9% of respondents said that they had an appraisal in the last 12 months; however, only 55.9% of those respondents discussed future career plans.
- Overall, 24.8% of respondents said they hardly ever or never had a sufficient break at work.
- There was a trend amongst staff who worked shifts in comparison to staff who do not work shifts. Staff who worked shifts were less confident about their pension arrangements; they were least likely to be aware if their employer has a flexible working policy or a health and wellbeing policy and are also least likely to believe that the policies are implemented frequently and fairly; they were less likely to have had an appraisal; and they were more likely to report hardly ever or never having a sufficient break.
- There was a trend amongst staff who have a disability or long term health condition in comparison to staff that do not have a disability or long term health condition. Staff who have a disability or long term health condition were less confident about their pension arrangements; they were more likely to be aware if their employer has a flexible working policy or a health and wellbeing policy but were least likely to believe that the policies are implemented frequently and fairly; they were less likely to have had an appraisal and less likely to discuss future career plans; and they were more likely to report hardly ever or never having a sufficient break.

How confident do you currently feel that you have a good understanding of your pension arrangements to make informed decisions about your later career and retirement?

Key Results:

- Overall, 19.8% of respondents answered that they did not feel confident at all that they had a good understanding of their pension arrangements to make an informed decision about their later career and retirement. A further 41.0% answered that they were not very confident.
- The occupations that were most likely to answer that they are very confident were Doctor; Senior Manager; and Health Scientist. The occupations that were most likely to answer that they were not confident at all were Clinical Support Worker; Paramedic; and Ancillary and Maintenance Staff.
- Generally, respondents who have worked for the NHS for a longer period of time were more likely to answer that they felt very confident compared to those who had worked for the NHS for a shorter period of time.
- Those who work part time were more likely to answer that they felt confident compared to those who work full time.
- Those who work shifts were more likely to answer that they are not confident at all as are those who work longer shifts.
- Respondents who have a disability or long term health condition were more likely to answer that they were very confident and also more likely to answer they were not confident at all.
- The likelihood that a respondent would answer that they are very confident increases with age.

	Very confident	Somewhat confident	Not very confident	Not confident at all	Don't know	Response Count
All Respondents	7.1% (866)	31.4% (3,802)	41.0% (4,968)	19.8% (2,394)	0.7% (86)	12,116

Respondents by Occupation	Very confident	Somewhat confident	Not very confident	Not confident at all	Don't know	Response Count
Administrative and Clerical	6.5% (64)	32.1% (314)	40.0% (391)	20.1% (197)	1.2% (12)	978
AHP– Occupational Therapist	3.6% (15)	27.5% (113)	47.0% (193)	21.4% (88)	0.5% (2)	411
AHP - Physiotherapist	5.8% (210)	31.8% (1,159)	43.8% (1,597)	18.4% (670)	0.4% (13)	3,649
Ambulance – Emergency Medical Technician	3.1% (4)	23.4% (30)	50.0% (64)	21.9% (28)	1.6% (2)	128
Ambulance – Paramedic and	3.7% (17)	25.5% (118)	44.1% (204)	26.1% (121)	0.6% (3)	463

Senior Paramedic						
Ancillary and Maintenance Staff	7.8% (15)	28.0% (54)	38.9% (75)	24.9% (48)	0.5% (1)	193
Clinical Support Worker	5.2% (19)	24.3% (89)	42.1% (154)	26.5% (97)	1.9% (7)	366
Doctor	16.2% (156)	37.9% (365)	30.1% (290)	15.4% (148)	0.3% (3)	962
Health Scientist	8.5% (26)	36.4% (111)	34.8% (106)	20.3% (62)	0.0% (0)	305
Midwife	7.4% (93)	30.6% (385)	41.5% (523)	20.3% (256)	0.2% (3)	1,260
Nurse	7.3% (127)	32.5% (564)	40.1% (696)	19.1% (332)	1.0% (17)	1,736
Pharmacist	7.5% (8)	29.9% (32)	41.1% (44)	21.5% (23)	0.0% (0)	107
Psychologist	6.1% (9)	33.3% (49)	44.2% (65)	16.3% (24)	0.0% (0)	147
Senior Manager	12.5% (28)	44.6% (100)	33.9% (76)	8.5% (19)	0.4% (1)	224

Respondents by Length of Service	Very confident	Somewhat confident	Not very confident	Not confident at all	Don't know	Response Count
Less than 1 year	3.0% (3)	17.0% (17)	47.0% (47)	29.0% (29)	4.0% (4)	100
Between 1 and 5 years	2.7% (24)	19.4% (172)	45.2% (401)	30.9% (274)	1.8% (16)	887
Between 5 and 10 years	2.8% (50)	25.8% (459)	45.8% (815)	24.9% (443)	0.8% (14)	1,781
Between 10 and 20 years	4.8% (160)	27.5% (918)	46.1% (1,537)	21.2% (708)	0.4% (13)	3,336
Over 20 years	11.1% (543)	39.2% (1,915)	34.6% (1,692)	14.6% (712)	0.5% (25)	4,887

Respondents by Shift Working	Very confident	Somewhat confident	Not very confident	Not confident at all	Don't know	Response Count
Works shifts	6.3% (244)	28.3% (1,104)	41.2% (1,609)	23.1% (903)	1.1% (1)	3,901
Does not work shifts	7.6% (615)	32.9% (2,671)	40.9% (3,319)	18.1% (1,470)	0.6% (45)	8,120

Respondents by	Very	Somewhat	Not very	Not	Don't	Response
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Length of Shift	confident	confident	confident	confident at all	know	Count
Less than 8 hours	6.0% (46)	31.5% (241)	39.8% (304)	21.1% (161)	1.6% (12)	764
Between 8 hours and 11 hours 59 mins	7.6% (104)	31.2% (429)	40.5% (557)	19.8% (272)	0.9% (12)	1,374
12 hours	5.0% (44)	25.1% (219)	44.5% (388)	24.1% (210)	1.3% (11)	872
Over 12 hours	5.7% (36)	24.2% (152)	40.8% (256)	28.9% (181)	0.3% (2)	627

Respondents by Full Time/Part Time	Very confident	Somewhat confident	Not very confident	Not confident at all	Don't know	Response Count
Full Time	6.7% (507)	31.7% (2,388)	40.9% (3,074)	20.0% (1,505)	0.7% (51)	7,525
Part Time	7.8% (271)	31.4% (1,091)	41.3% (1,432)	18.9% (657)	0.6% (20)	3,471

Respondents by Disability/Long Term Health Condition	Very confident	Somewhat confident	Not very confident	Not confident at all	Don't know	Response Count
No disability or long term health condition	6.8% (591)	31.6% (2,734)	41.9% (3,630)	19.1% (1,653)	0.6% (51)	8,659
Has a disability or long term health condition	8.2% (182)	31.5% (695)	37.5% (828)	22.0% (485)	0.9% (19)	2,209

Respondents by Age	Very confident	Somewhat confident	Not very confident	Not confident at all	Don't know	Response Count
16-24	0.0% (0)	16.6% (25)	47.0% (71)	35.1% (53)	1.3% (2)	151
25-34	2.5% (45)	24.2% (436)	47.8% (862)	24.9% (449)	0.6% (10)	1,802
35-44	3.2% (78)	26.3% (635)	47.1% (1,139)	22.7% (548)	0.7% (17)	2,417
45-54	6.4% (269)	33.3% (1,409)	40.6% (1,719)	19.2% (814)	0.6% (25)	4,236
55-64	15.3%	41.0%	30.4%	12.7%	0.6%	2,231

	(341)	(915)	(678)	(284)	(13)	
65+	43.0% (40)	36.6% (34)	14.0% (13)	3.2% (3)	3.2% (3)	93

Flexible Working and Health and Wellbeing Policies

Respondents were asked if they knew if their employer has a flexible working policy and a health and wellbeing policy and if they thought the policies were implemented frequently and fairly.

Key Results:

- Overall, 70.0% of respondents answered that they were aware their employer has a flexible working policy, however only 33.7% of respondents felt the policy was implemented fairly and frequently. Only 48.9% of respondents answered that they were aware their employer has a health and wellbeing policy and only 21.5% of respondents felt the policy was implemented fairly and frequently.
- The occupations that were least likely to be aware that their employer has a flexible working policy were Doctor; Ancillary and Maintenance Staff; and Midwives. The occupations that were least likely to be aware that their employer has a health and wellbeing policy were Doctor; Midwife; and Psychologist. The occupations that were least likely to believe the flexible working policy is implemented frequently and fairly were Emergency Medical Technician; Paramedic and Doctor. The same occupations were also least likely to believe that the health and wellbeing policy were implemented frequently and fairly.
- Staff who have worked for less than 1 year were least likely to be aware that their employer has a flexible working policy and a health and wellbeing policy. Staff who have worked for the NHS between 1 and 5 years were least likely to believe that the flexible working policy and the health and wellbeing policy are implemented frequently and fairly.
- Staff who work shifts were least likely to be aware if their employer has a flexible working policy and a health and wellbeing policy. Those who work longer shifts are least likely to be aware if their employer has a flexible working policy and a health and wellbeing policy. Staff who work shifts are also least likely to believe that the policies are implemented frequently and fairly. Those that work longer shifts are least likely to believe that policies are implemented frequently and fairly.
- Those that work part time are least likely to be aware that their employer has a flexible working policy and a health and wellbeing policy. However, part time workers are more likely to believe that the flexible working policy is implemented frequently and fairly, although full time workers are more likely to believe the health and wellbeing policy is implemented fairly.
- Staff who do not have a disability or long term health condition are least likely to be aware that their employer has a flexible working policy and a health and wellbeing policy, however, staff with a disability or long term health condition are less likely to

believe both the flexible working policies and the health and wellbeing policies are implemented frequently and fairly.

- Staff aged 16-24 were least likely to be aware that their employer has a flexible working policy and a health and wellbeing policy and staff aged 16-24 were least likely to believe that the flexible working policy is implemented frequently and fairly and those aged 16-24 and 35-44 were least likely to believe the health and wellbeing policy is implemented frequently and fairly.

All respondents	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Does your employer have the following policies?	70.5% (8,485)	6.9% (829)	22.6% (2,719)	48.9% (5,859)	5.0% (599)	46.0% (5,512)	12,192
In your experience does your employer implement the policies frequently and fairly?	33.7% (4,045)	26.2% (3,150)	40.1% (4,812)	21.5% (2,527)	17.1% (2,015)	61.4% (7,235)	12,144

Does your employer have the following policies?							
Respondents by Occupation	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Administrative and Clerical	77.8% (760)	6.4% (63)	15.8% (154)	60.3% (575)	2.8% (27)	36.9% (352)	983
AHP: Occupational Therapist	80.2% (329)	2.9% (12)	16.8% (69)	54.5% (222)	2.2% (9)	43.2% (176)	407
AHP: Physiotherapist	73.6% (2,677)	5.3% (191)	21.1% (768)	47.1% (1,706)	3.6% (129)	49.3% (1,785)	3,660
Ambulance: Emergency Medical Technician	65.6% (84)	10.2% (13)	24.2% (31)	52.0% (66)	4.7% (6)	43.3% (55)	130
Ambulance: Paramedic and Senior Paramedic	67.3% (307)	10.7% (49)	21.9% (100)	49.1% (226)	7.4% (34)	43.5% (200)	467
Ancillary and Maintenance Staff	60.5% (118)	9.7% (19)	29.7% (58)	51.0% (99)	8.8% (17)	40.2% (78)	198
Clinical Support Worker	68.5% (244)	5.6% (20)	25.8% (92)	52.1% (244)	2.2% (8)	45.7% (163)	367

Doctor	45.9% (438)	12.7 % (121)	41.5% (396)	28.3% (269)	11.7% (111)	60.0% (570)	962
Health Scientist	78.9% (240)	6.6% (20)	14.5% (44)	57.4% (175)	3.9% (12)	38.7% (118)	307
Midwife	62.4% (782)	9.7% (121)	27.9% (350)	39.8% (495)	5.6% (70)	54.6% (680)	1,274
Nurse	74.1% (1,276)	6.5% (112)	19.4% (334)	54.7% (937)	6.2% (107)	39.1% (670)	1,760
Pharmacist	82.2% (49)	2.8% (3)	14.0% (15)	55.1% (59)	3.7% (4)	41.1% (44)	107
Psychologist	84.9% (124)	1.4% (2)	13.7% (20)	46.5% (67)	2.1% (3)	51.4% (74)	147
Senior Manager	93.6% (205)	1.8% (4)	4.6% (10)	74.2% (167)	7.6% (17)	18.2% (41)	227
In your experience does your employer implement the policies frequently and fairly?							
Respondents by Occupation	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Administrative and Clerical	39.3% (389)	25.3% (246)	34.8% (339)	29.3% (275)	16.2% (152)	54.6% (513)	980
AHP: Occupational Therapist	38.5% (157)	25.7% (105)	35.8% (146)	23.8% (95)	15.3% (61)	60.9% (243)	399
AHP: Physiotherapist	39.9% (1,449)	19.7% (715)	40.4% (1,466)	22.2% (794)	9.7% (345)	68.1% (2,435)	3,652
Ambulance: Emergency Medical Technician	10.9% (14)	52.3% (67)	36.7% (47)	7.2% (9)	43.2% (54)	49.6% (62)	129
Ambulance: Paramedic and Senior Paramedic	16.2% (74)	44.5% (204)	39.3% (180)	9.3% (43)	37.0% (171)	53.7% (248)	462
Ancillary and Maintenance Staff	21.6% (42)	36.1% (70)	42.3% (82)	19.5% (36)	26.5% (49)	54.1% (100)	185
Clinical Support Worker	28.3% (101)	28.6% (102)	43.1% (154)	21.4% (75)	19.9% (70)	58.7% (206)	368
Doctor	21.4% (201)	17.6% (165)	61.1% (574)	11.3% (105)	15.8% (147)	73.0% (680)	948
Health Scientist	35.1% (106)	29.5% (89)	35.4% (107)	25.1% (75)	19.4% (58)	55.5% (166)	304
Midwife	25.8% (323)	33.1% (414)	41.1% (515)	16.8% (206)	20.7% (254)	62.5% (767)	1,227
Nurse	29.9% (514)	34.8% (567)	35.3% (606)	22.1% (373)	24.4% (411)	53.5% (901)	1,755

Pharmacist	45.8% (49)	22.4% (24)	31.8% (34)	19.0% (20)	13.3% (14)	67.6% (71)	107
Psychologist	46.9% (69)	15.0% (22)	38.1% (56)	15.4% (22)	8.4% (12)	76.2% (109)	147
Senior Manager	67.1% (149)	11.7% (26)	21.2% (47)	53.0% (115)	11.1% (24)	35.9% (78)	227

Does your employer have the following policies?							
Respondents by Length of Service	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Less than 1 year	56.0% (56)	3.0% (3)	41.0% (41)	38.1% (37)	2.1% (2)	59.7% (58)	100
Between 1 and 5 years	62.1% (548)	8.0% (71)	29.8% (263)	46.0% (404)	3.3% (29)	50.7% (446)	890
Between 5 and 10 years	71.3% (1,265)	7.0% (124)	21.7% (386)	48.5% (860)	4.3% (76)	47.2% (838)	1,791
Between 10 and 20 years	72.8% (2,409)	6.1% (202)	21.1% (698)	48.4% (1,594)	4.6% (150)	47.1% (1,550)	3,348
Between 20 years	71.9% (3,495)	6.8% (333)	21.3% (1,035)	49.8% (2,411)	6.0% (292)	44.1% (2,134)	4,935
In your experience does your employer implement the policies frequently and fairly?							
Respondents by Length of Service	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Less than 1 year	33.7% (34)	9.9% (10)	56.4% (57)	23.7% (23)	8.2% (8)	68.0% (66)	101
Between 1 and 5 years	28.2% (250)	23.8% (211)	47.9% (424)	18.1% (157)	14.7% (128)	67.2% (584)	891
Between 5 and 10 years	32.2% (572)	29.1% (516)	38.7% (688)	20.9% (366)	17.2% (302)	61.9% (1,087)	1,755
Between 10 and 20 years	33.6% (1,110)	29.1% (959)	37.3% (1,231)	19.5% (633)	18.9% (613)	61.6% (1,995)	3,334
Over 20 years	35.1% (1,699)	24.6% (1,193)	40.3% (1,955)	22.7% (1,078)	16.9% (801)	60.4% (2,868)	4,914

Does your employer have the following policies?			
Respondents by Shift Working	Flexible Working Policy	Health and Wellbeing Policy	Response Count

	Yes	No	Don't Know	Yes	No	Don't Know	
Works shifts	64.4% (2,493)	9.4% (362)	26.2% (1,014)	46.2% (1,781)	5.9% (226)	48.0% (1,850)	3,938
Does not work shifts	73.5% (5,936)	5.7% (458)	20.8% (1,682)	50.3% (4,037)	4.6% (367)	45.1% (3,622)	8,165
In your experience does your employer implement the policies frequently and fairly?							
Respondents by Shift Working	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Works shifts	24.0% (931)	36.1% (1,398)	39.9% (1,543)	16.9% (645)	24.8% (947)	58.3% (2,222)	3,932
Does not work shifts	38.4% (3,093)	21.5% (1,733)	40.1% (3,232)	23.7% (1,866)	13.4% (1,056)	63.0% (4,967)	8,095

Does your employer have the following policies?							
Respondents by Length of Shift	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Less than 8 hours	69.1% (524)	7.9% (60)	23.0% (174)	49.9% (378)	5.4% (41)	44.7% (339)	773
Between 8 hours and 11 hours 59 mins	67.3% (919)	8.8% (120)	23.9% (327)	49.1% (669)	6.0% (82)	44.9% (611)	1,391
12 hours	65.1% (565)	8.9% (77)	26.0% (226)	44.5% (384)	5.0% (43)	50.5% (435)	879
Over 12 hours	58.2% (363)	11.7% (73)	30.1% (188)	39.4% (246)	7.4% (46)	53.2% (332)	624
In your experience does your employer implement the policies frequently and fairly?							
Respondents by Length of Shift	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Less than 8 hours	31.3% (237)	29.8% (225)	38.9% (294)	23.7% (176)	17.8% (132)	58.5% (434)	773
Between 8 hours and 11 hours 59 mins	26.3% (359)	34.3% (468)	39.5% (539)	18.5% (248)	23.1% (311)	58.4% (785)	1,385
12 hours	20.2%	39.4%	40.4%	12.5%	28.7%	58.9%	879

	(175)	(342)	(350)	(107)	(246)	(505)	
Over 12 hours	17.4% (108)	44.7% (278)	37.9% (236)	11.5% (71)	32.5% (201)	56.0% (346)	630

Does your employer have the following policies?							
Respondents by Full Time/Part Time	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Full Time	71.6% (5,356)	6.9% (517)	21.4% (1,603)	51.1% (3,812)	5.4% (399)	43.5% (3,244)	7,567
Part Time	70.0% (2,423)	6.2% (216)	23.7% (821)	43.7% (1,500)	4.3% (148)	52.0% (1,783)	3,502
In your experience does your employer implement the policies frequently and fairly?							
Respondents by Full Time/Part Time	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
Full Time	31.5% (2,352)	28.6% (2,135)	39.9% (2,974)	21.6% (1,584)	19.2% (1,408)	59.2% (4,349)	7,543
Part Time	38.2% (1,320)	21.9% (756)	39.9% (1,379)	19.9% (673)	13.2% (445)	66.9% (2,258)	3,490

Does your employer have the following policies?							
Respondents by Disability/Long Term Health Condition	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
No disability or long term health condition	71.0% (6,114)	6.5% (561)	22.5% (1,940)	48.2% (4,128)	4.8% (411)	47.0% (4,024)	8,705
Has a disability or long term health condition	71.7% (1,573)	7.5% (164)	20.8% (456)	51.0% (1,120)	5.9% (130)	43.1% (948)	2,236
In your experience does your employer implement the policies frequently and fairly?							
Respondents by Disability/ Long Term Health Condition	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
No disability or long	34.8%	24.6%	40.6%	21.4%	15.4%	63.2%	8,680

term health condition	(2,991)	(2,111)	(3,490)	(1,807)	(1,299)	(5,329)	
Has a disability or long term health condition	29.2% (642)	33.7% (740)	37.1% (815)	19.8% (428)	24.7% (532)	55.5% (1,197)	2,226

Does your employer have the following policies?							
Respondents by Age	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
16-24	48.7% (74)	8.6% (13)	42.8% (65)	38.2% (58)	2.6% (4)	59.2% (90)	152
25-34	70.9% (1,273)	6.6% (119)	22.5% (403)	47.3% (848)	4.0% (72)	48.7% (873)	1,806
35-44	74.7% (1,798)	5.1% (122)	20.2% (486)	46.7% (1,124)	4.6% (110)	48.8% (1,174)	2,423
45-54	71.6% (3,009)	6.3% (266)	22.1% (928)	49.5% (2,072)	5.1% (214)	45.4% (1,899)	4,264
55-64	68.1% (1,510)	9.2% (205)	22.7% (503)	51.4% (1,127)	6.3% (139)	42.3% (927)	2,262
65+	65.3% (62)	10.5% (10)	24.2% (23)	52.7% (48)	8.8% (8)	38.5% (35)	95
In your experience does your employer implement the policies frequently and fairly?							
Respondents by Age	Flexible Working Policy			Health and Wellbeing Policy			Response Count
	Yes	No	Don't Know	Yes	No	Don't Know	
16-24	25.2% (38)	16.6% (25)	58.3% (88)	18.4% (28)	8.6% (13)	73.0% (111)	152
25-34	34.1% (613)	26.8% (482)	39.0% (701)	21.4% (382)	13.2% (235)	65.4% (1,165)	1,803
35-44	35.5% (851)	28.8% (690)	35.7% (855)	18.4% (438)	18.5% (440)	63.1% (1,499)	2,414
45-54	33.1% (1,390)	26.1% (1,099)	40.8% (1,715)	21.4% (878)	18.1% (746)	60.5% (2,488)	4,254
55-64	32.5% (718)	24.8% (548)	42.6% (941)	23.3% (498)	18.0% (385)	58.7% (1,257)	2,249
65+	38.9% (37)	30.5% (29)	30.5% (29)	28.9% (26)	23.3% (21)	47.8% (43)	95

Appraisals

Respondents were asked if they had an appraisal in the last 12 months; if they answered yes they were asked if they had discussed future career plans.

Key Results:

- Overall, 79.9% of respondents said that they had an appraisal in the last 12 months. Only 55.9% of those respondents discussed future career plans.
- The occupations that were least likely to have had an appraisal in the last 12 months were Emergency Medical Technician; Paramedic; and Ancillary and Maintenance Staff. The occupations that were least likely to discuss future career plans were Pharmacist; Ancillary and Maintenance Staff and Health Scientist.
- Those who had worked for the NHS for less than 12 months were least likely to have had an appraisal in the last 12 months. Staff who had worked for the NHS for over 20 years were least likely to say that they had discussed future career plans.
- Those who work shifts, and those who work longer shifts were less likely to have had an appraisal in the last 12 months but were more likely to discuss future career plans. Full time staff are less likely to have had an appraisal in the last 12 months but were more likely to discuss future career plans.
- Staff who have a disability were less likely to have had an appraisal and less likely to have discussed future career plans.
- Staff aged over 65 were least likely to have an appraisal and staff aged 45-54 were least likely to discuss future career plans.

All Respondents	Yes	No	Response Count
Have you had an appraisal in the last 12 months?	79.9% (9,630)	20.1% (2,422)	12,052
Did you discuss future career plans?	55.9% (5,448)	44.1% (4,292)	9,740

	Have you had an appraisal in the last 12 months?		Did you discuss future career plans?		
Respondents by Occupation	Yes	No	Yes	No	Response Count
Administrative and Clerical	74.6% (725)	25.4% (247)	52.9% (389)	47.1% (347)	972
AHP: Occupational Therapist	85.7% (348)	14.3% (58)	54.5% (193)	45.5% (161)	406
AHP: Physiotherapist	89.4% (3,242)	10.6% (386)	56.3% (1,837)	43.7% (1,423)	3,628
Ambulance: Emergency Medical	36.7% (47)	63.3% (81)	68.8% (33)	31.3% (15)	128

Technician					
Ambulance: Paramedic and Senior Paramedic	52.8% (245)	47.2% (219)	52.4% (130)	47.6% (118)	464
Ancillary and Maintenance Staff	56.2% (109)	43.8% (85)	43.9% (50)	56.1% (64)	194
Clinical Support Worker	79.4% (281)	20.6% (73)	54.2% (160)	45.8% (135)	354
Doctor	91.9% (883)	8.1% (78)	50.9% (447)	49.1% (432)	961
Health Scientist	73.4% (224)	26.6% (81)	47.1% (106)	52.9% (119)	305
Midwife	79.5% (996)	20.5% (257)	63.0% (635)	37.0% (373)	1,253
Nurse	73.2% (1,270)	26.8% (465)	59.4% (767)	40.6% (524)	1,735
Pharmacist	73.6% (78)	26.4% (28)	39.2% (31)	60.8% (48)	106
Psychologist	78.2% (115)	21.8% (32)	60.9% (70)	39.1% (45)	147
Senior Manager	80.1% (181)	19.9% (45)	66.3% (120)	33.7% (61)	226

	Have you had an appraisal in the last 12 months?		Did you discuss future career plans?		
Respondents by Length of Service	Yes	No	Yes	No	Response Count
Less than 1 year	59.0% (59)	41.0% (41)	68.3% (41)	31.7% (19)	100
Between 1 and 5 years	81.5% (723)	18.2% (161)	62.7% (457)	37.3% (272)	884
Between 5 and 10 years	80.2% (1,426)	19.8% (351)	62.7% (900)	37.3% (536)	1,777
Between 10 and 20 years	80.4% (2,658)	19.6% (647)	53.9% (1,458)	46.1% (1,246)	3,305
Over 20 years	80.5% (3,933)	19.5% (951)	53.4% (2,129)	46.6% (1,855)	4,884

	Have you had an appraisal in the last 12 months?		Did you discuss future career plans?		
Respondents by Shift Working	Yes	No	Yes	No	Response Count
Works shifts	72.4%	27.6%	58.8%	41.2%	3,883

	(2,810)	(1,073)	(1,684)	(1,182)	
Does not work shifts	83.6% (6,764)	16.4% (1,331)	54.7% (3,742)	45.3% (3,095)	8,095

	Have you had an appraisal in the last 12 months?		Did you discuss future career plans?	
Respondents by Length of Shift	Yes	No	Yes	No
Less than 8 hours	81.0% (618)	19.0% (145)	58.3% (367)	41.7% (262)
Between 8 hours and 11 hours 59 mins	75.8% (1,038)	24.2% (331)	59.4% (628)	40.6% (429)
12 hours	60.3% (526)	39.7% (347)	59.2% (315)	40.8% (217)
Over 12 hours	72.6% (448)	27.4% (169)	57.8% (266)	42.2% (194)

	Have you had an appraisal in the last 12 months?		Did you discuss future career plans?	
Respondents by Full Time/Part Time	Yes	No	Yes	No
Full Time	79.6% (5,962)	20.4% (1,525)	56.6% (3,421)	43.4% (2,624)
Part Time	82.1% (2,845)	17.9% (622)	54.8% (1,575)	45.2% (1,299)

	Have you had an appraisal in the last 12 months?		Did you discuss future career plans?	
Respondents by Disability/Long Term Health Condition	Yes	No	Yes	No
No disability or long term health condition	81.6% (7,031)	18.4% (1,583)	57.0% (4,056)	43.0% (3,061)
Has a disability or long term health condition	75.4% (1,667)	24.6% (543)	51.4% (871)	48.6% (823)

	Have you had an appraisal in the last 12 months?		Did you discuss future career plans?	
Respondents by Age	Yes	No	Yes	No
16-24	72.8% (110)	27.2% (41)	64.0% (71)	36.0% (40)

25-34	84.9% (91,521)	15.1% (271)	64.2% (982)	35.8% (548)
35-44	79.0% (1,902)	21.0% (506)	55.6% (1,065)	44.4% (851)
45-54	80.6% (3,390)	19.4% (817)	51.0% (1,757)	49.0% (1,691)
55-64	78.7% (1,757)	21.3% (476)	57.5% (1,028)	42.5% (760)
65+	68.1% (64)	31.9% (30)	72.3% (47)	27.7% (18)

Breaks

Respondents were asked how often they felt they were given a sufficient break at work.

Key Results:

- Overall, 24.8% of respondents said they hardly ever or never had a sufficient break at work.
- The occupations that were most likely to report hardly ever or never having a sufficient break were Doctor (41.3%); Emergency Medical Technician (38.2%); and Midwife (36.8%).
- Generally, those who have worked longer in the NHS were more likely to report hardly ever or never having a sufficient break.
- Those who work shifts were more likely to report hardly ever or never having a sufficient break. Staff who worked longer shifts were more likely to report hardly ever or never having a sufficient break.
- Staff who work part time were more likely to report hardly ever or never having a sufficient break.
- Staff with a disability were more likely to report hardly ever or never having a sufficient break.
- Staff aged 45-54 were more likely to report hardly ever or never having a sufficient break

All respondents	Yes, always	Yes, most of the time	Sometimes	No, hardly ever	No, never	Response Count
Do you feel that you are given sufficient breaks during work?	11.7% (1,301)	36.0% (3,999)	27.4% (3,045)	18.8% (2,091)	6.0% (688)	11,104

Respondents by Occupation	Yes, always	Yes, most of the time	Sometimes	No, hardly ever	No, never	Response Count
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Administrative and Clerical	26.6% (187)	34.3% (241)	18.8% (132)	15.1% (106)	5.1% (36)	702
AHP: Occupational Therapist	12.2% (47)	48.2% (185)	24.0% (92)	13.8% (53)	1.8% (7)	384
AHP: Physiotherapist	13.2% (457)	42.2% (1,457)	25.1% (865)	15.2% (525)	4.3% (147)	3,451
Ambulance: Emergency Medical Technician	0.0% (0)	17.4% (20)	44.3% (51)	19.1% (22)	19.1% (22)	115
Ambulance: Paramedic and Senior Paramedic	2.8% (12)	29.4% (128)	32.8% (143)	23.4% (102)	11.7% (51)	436
Ancillary and Maintenance Staff	22.4% (39)	47.1% (82)	18.4% (32)	8.0% (14)	4.0% (7)	174
Clinical Support Worker	14.9% (50)	34.8% (117)	28.0% (94)	15.2% (51)	7.1% (24)	336
Doctor	5.1% (46)	24.2% (218)	29.4% (265)	27.9% (251)	13.4% (121)	901
Health Scientist	19.4% (56)	49.0% (141)	21.2% (61)	8.0% (23)	2.4% (7)	288
Midwife	2.0% (24)	22.1% (261)	39.1% (461)	30.6% (361)	6.2% (73)	1,180
Nurse	8.4% (139)	35.8% (592)	28.8% (477)	20.7% (342)	6.3% (102)	1,654
Pharmacist	21.8% (22)	50.5% (51)	15.8% (16)	9.9% (10)	2.0% (2)	101
Psychologist	12.3% (17)	35.5% (49)	30.4% (42)	18.1% (25)	3.6% (5)	138
Senior Manager	17.6% (34)	32.1% (62)	19.7% (38)	23.8% (46)	6.7% (13)	193

Respondents by Length of Service	Yes, always	Yes, most of the time	Sometimes	No, hardly ever	No, never	Response Count
Less than 1 year	14.9% (15)	37.6% (38)	30.7% (31)	12.9% (13)	4.0% (4)	101
Between 1 and 5 years	18.2% (161)	35.9% (318)	23.8% (211)	16.9% (150)	5.3% (47)	887
Between 5 and 10 years	14.9% (267)	39.5% (706)	25.2% (451)	15.1% (270)	5.3% (94)	1,788
Between 10 and 20 years	12.2% (410)	1,141 (34.0%)	27.8% (930)	19.7% (659)	6.3% (211)	3,351
Over 20 years	8.9% (439)	36.1% (1,783)	28.6% (1,413)	20.1% (990)	6.2% (308)	4,933

Respondents by Shift Working	Yes, always	Yes, most of the time	Sometimes	No, hardly ever	No, never	Response Count
Works shifts	6.1% (221)	30.7% (1,116)	33.8% (1,227)	22.3% (808)	7.1% (259)	3,631
Does not work shifts	14.5% (1,075)	38.6% (2,864)	24.4% (1,810)	17.1% (1,269)	5.5% (407)	7,425

Respondents by Length of Shift	Yes, always	Yes, most of the time	Sometimes	No, hardly ever	No, never	Response Count
Less than 8 hours	13.0% (101)	38.6% (299)	29.2% (226)	15.2% (118)	4.0% (31)	775
Between 8 hours and 11 hours 59 mins	4.7% (65)	32.7% (455)	33.5% (465)	23.0% (320)	6.1% (85)	1,390
12 hours	3.9% (34)	27.8% (244)	35.8% (314)	23.7% (208)	8.9% (78)	878
Over 12 hours	4.0% (25)	21.7% (137)	36.0% (227)	27.6% (174)	10.6% (67)	630

Respondents by Full Time/Part Time	Yes, always	Yes, most of the time	Sometimes	No, hardly ever	No, never	Response Count
Full Time	12.3% (931)	36.5% (2,763)	27.5% (2,082)	17.9% (1,357)	5.8% (437)	7,570
Part Time	10.5% (366)	34.9% (1,220)	27.3% (955)	20.8% (727)	6.5% (228)	3,496

Respondents by Disability/Long Term Health Condition	Yes, always	Yes, most of the time	Sometimes	No, hardly ever	No, never	Response Count
No disability or long term health condition	12.2% (1,061)	36.9% (3,208)	27.1% (2,353)	18.1% (1,570)	5.8% (504)	8,696
Has a disability or long term health condition	9.5% (213)	33.0% (739)	28.7% (642)	21.9% (491)	6.8% (152)	2,237

Respondents by Age	Yes, always	Yes, most of the time	Sometimes	No, hardly ever	No, never	Response Count
16-24	20.4% (31)	40.1% (61)	25.7% (39)	9.2% (14)	4.6% (7)	152
25-34	15.6% (281)	42.4% (764)	23.5% (423)	14.4% (259)	4.2% (76)	1,803
35-44	10.5% (255)	34.4% (834)	29.2% (708)	19.5% (471)	6.3% (153)	2,421
45-54	9.4% (399)	33.9% (1,445)	29.1% (1,238)	21.2% (904)	6.5% (275)	4,261
55-64	12.8% (290)	36.6% (828)	25.8% (584)	18.4% (417)	6.3% (143)	2,262
65+	23.2% (22)	37.9% (36)	21.1% (20)	10.5% (10)	7.4% (7)	95

Summary – Anxieties and Worries

Respondents were asked if they agreed or disagreed with a series of statements describing anxieties or worries about the impact of working longer. The statements either started that they feel worried or they are confident. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Overall, the top five statements anxieties or worries were:

- **I am worried that working longer will have a detrimental impact on my physical health**
82.3% answered 4 or 5 (5 being strongly agree)
- **I am worried that working longer will have a detrimental impact on my emotional health**
77.5% answered 4 or 5 (5 being strongly agree)
- **I am worried that I will not be able to keep up the pace I need to**
77.5% answered 4 or 5 (5 being strongly agree)
- **I am worried that my performance will deteriorate as I age**
75.7% answered 4 or 5 (5 being strongly agree)
- **I am worried that working longer will have a detrimental impact on my mental health**
69.3% answered 4 or 5 (5 being strongly agree)

This chapter details the results for each of the nineteen statements showing the results for:

- **All respondents;**
- **Respondents by occupation** (only showing the occupations that had 100 or more respondents);
- **Length of Service;**
- **Shift Working;**
- **Length of Shift;**

- **Full Time/Part Time status;**
- **Age; and**
- **Disability**

The analysis showed trends in the results for occupation; shift working; length of shift; and disability.

Key results by Occupation:

When analysing the results by occupation the three occupations with the highest proportion of respondents who either strongly agreed (with the statements that started 'I am worried...') or strongly disagreed (with the statements that started 'I am confident...') are highlighted. This then indicates that those occupations were the most likely to feel most worried or least confident.

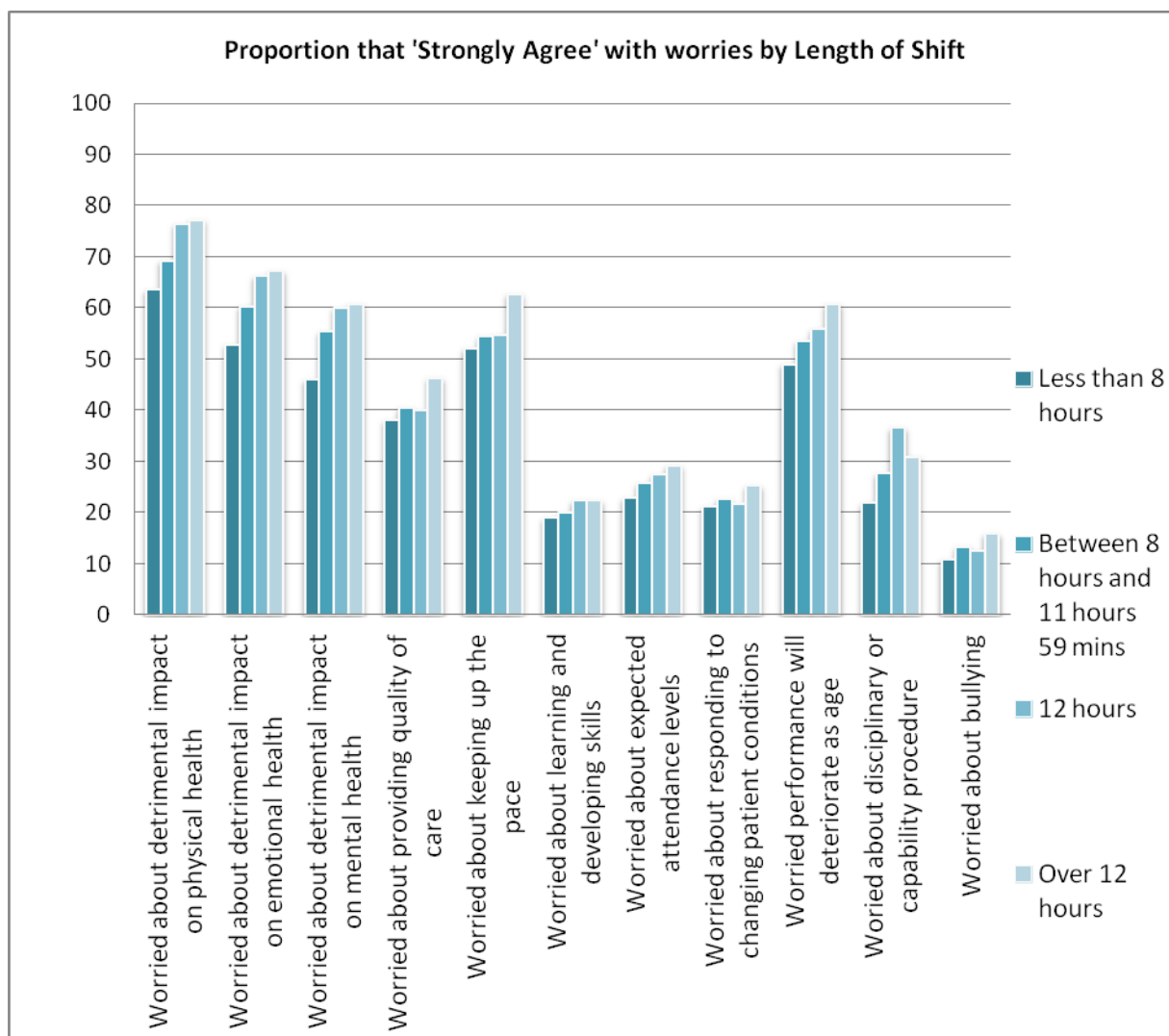
There were some occupations that repeatedly were highlighted as one of the three occupations that feels either most worried or least confident. Those occupations are:

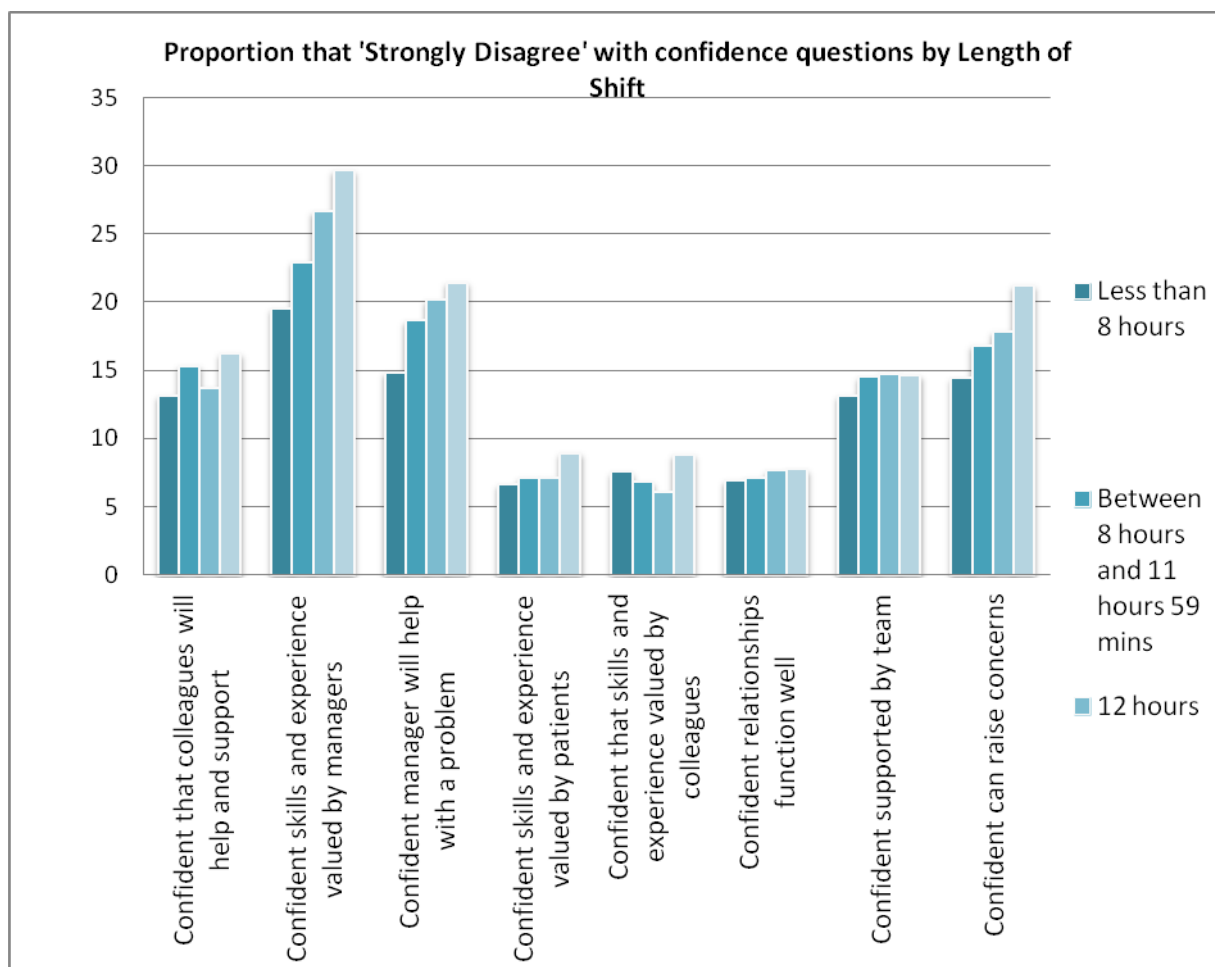
- Emergency Medical Technician – 14 times in the top three (out of 19 questions)
- Paramedic – 10 times in the top three (out of 19 questions)
- Ancillary and Maintenance Staff – 10 times in the top three (out of 19 questions)
- Doctor – 8 times in the top three (out of 19 questions)
- Clinical Support Worker – 6 times in the top three (out of 19 questions)
- Midwife – 4 times in the top three (out of 19 questions)
- Administrative and Clerical – 2 times in the top three (out of 19 questions)
- Health Scientist – 2 times in the top three (out of 19 questions)
- Physiotherapist – 1 time in the top three (out of 19 questions)

Key Results by Shift Working and Length of Shift:

When analysing the results by shift working and length of shift, those respondents who work shifts were always more likely to answer they are most worried and least confident than those who do not work shifts.

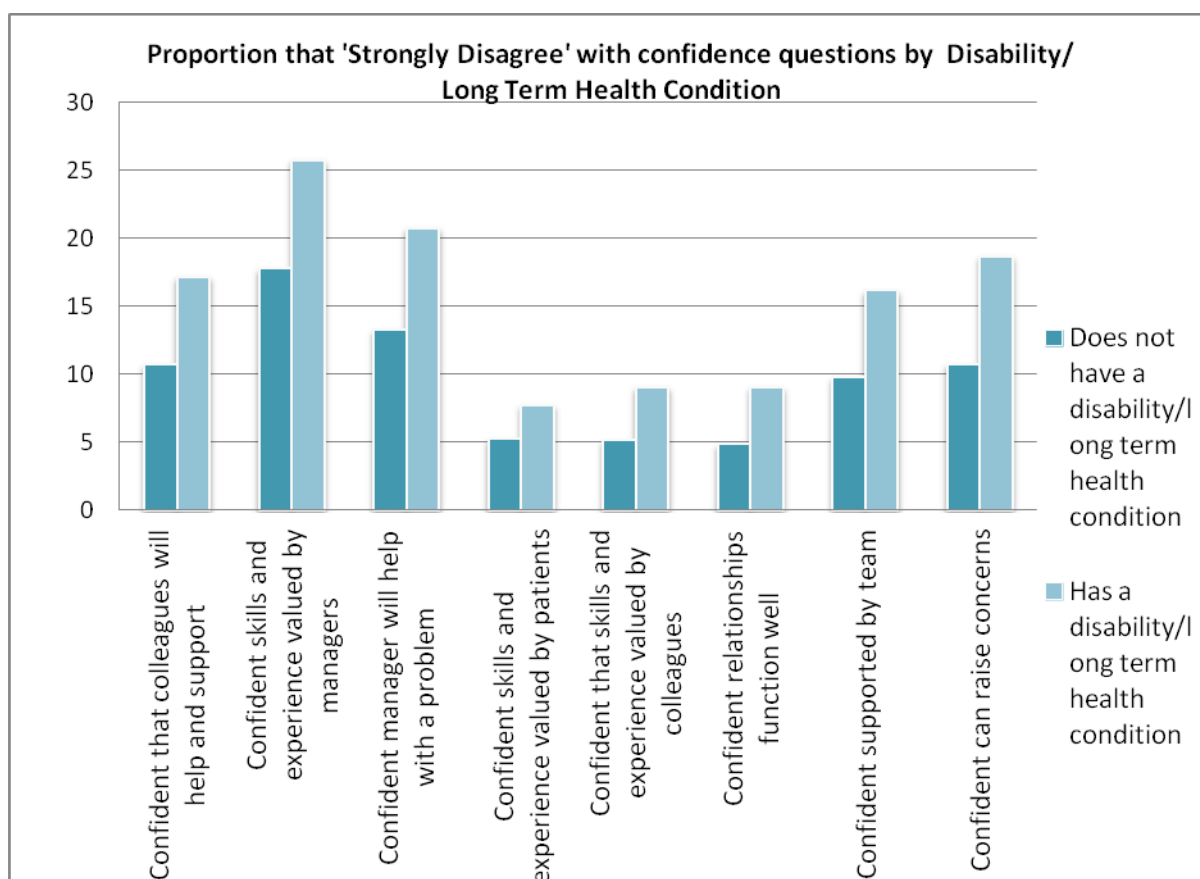
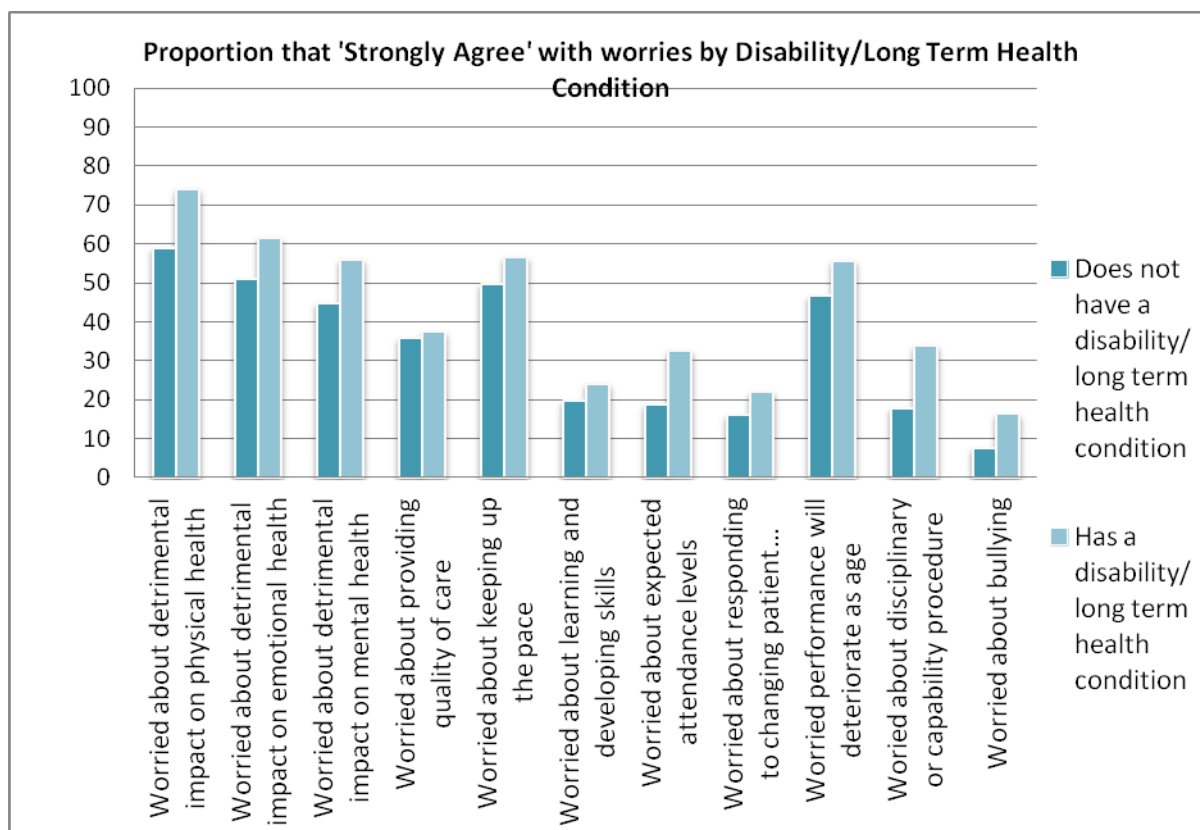
Moreover, generally the likelihood that a shift worker will strongly agree they are worried or strongly disagree that they feel confident will increase with the length of shift worked.





Key Results by Disability and Long Term Health Condition:

When analysing the results by disability, the respondents who have a disability or long term health condition were always more likely to answer they are most worried and least confident than those who do not have a disability or long term health condition.



Anxieties and Worries - “I am worried that working longer will have a detrimental impact on my physical health”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that working longer will have a detrimental impact on my physical health’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 61.8% of respondents answered that they strongly agreed that they are worried working longer will have a detrimental impact on their physical health a further 20.5% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Emergency Medical Technician; Paramedic and Midwife.
- Generally, respondents who have worked for the NHS for a longer period of time were more likely to strongly agree that that they are worried working longer will have a detrimental impact on their physical health.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried working longer will have a detrimental impact on their physical health.
- The likelihood that a respondent would strongly agree would increase with age up to 35-44 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that working longer will have a detrimental impact on my physical health	3.7% (412)	4.2% (462)	9.8% (1,091)	20.5% (2,271)	61.8% (6,854)	11,090

Results by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	6.4% (44)	6.8% (47)	17.5% (121)	22.4% (155)	47.0% (325)	692
AHP: Occupational Therapist	3.4% (13)	3.7% (14)	13.1% (50)	24.5% (94)	55.4% (212)	383
AHP: Physiotherapist	2.7% (93)	4.1% (141)	8.7% (300)	25.1% (866)	59.4% (2,051)	3,451
Ambulance: Emergency Medical	2.6% (3)	0.9% (1)	0.0% (0)	6.1% (7)	90.4% (104)	115

Technician						
Ambulance: Paramedic and Senior Paramedic	3.2% (14)	0.7% (3)	0.9% (4)	7.3% (32)	87.8% (383)	436
Ancillary or Maintenance Staff	4.6% (8)	4.0% (7)	17.8% (31)	13.2% (23)	60.3% (105)	174
Clinical Support Worker	3.3% (11)	3.6% (12)	9.3% (31)	17.0% (57)	66.9% (224)	335
Doctor	4.1% (37)	4.2% (38)	7.2% (65)	19.3% (174)	65.1% (587)	901
Health Scientist	4.5% (13)	5.9% (17)	9.8% (28)	20.2% (58)	59.6% (171)	287
Midwife	3.0% (35)	3.7% (44)	6.3% (74)	15.9% (188)	71.1% (840)	1,181
Nurse	3.9% (64)	3.2% (53)	10.3% (171)	16.8% (279)	65.8% (1,089)	1,656
Pharmacist	4.0% (4)	11.9% (12)	14.9% (15)	25.7% (26)	43.6% (44)	101
Psychologist	5.8% (8)	11.6% (16)	21.7% (30)	23.9% (33)	37.0% (51)	138
Senior Manager	6.3% (12)	7.3% (14)	18.2% (35)	26.0% (50)	42.2% (81)	192

Results by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	5.0% (5)	7.0% (7)	12.0% (12)	32.0% (32)	44.0% (44)	100
Between 1 and 5 years	4.4% (39)	5.3% (47)	10.5% (94)	24.4% (218)	55.4% (494)	892
Between 5 and 10 years	3.1% (55)	4.8% (85)	11.1% (198)	22.6% (405)	58.5% (1,406)	1,789
Between 10 and 20 years	3.9% (130)	3.5% (118)	9.7% (324)	19.1% (638)	63.8% (2,135)	3,345
Over 20 years	3.7% (181)	4.1% (203)	9.3% (459)	19.8% (976)	63.1% (3,109)	4,928

Results by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works shifts	3.7% (134)	2.8% (100)	6.7% (245)	15.6% (565)	71.3% (2,588)	3,632
Does not work shifts	3.7% (276)	4.9% (361)	11.4% (841)	22.9% (1,693)	57.2% (4,238)	7,409

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	4.6% (36)	2.8% (22)	9.9% (77)	19.1% (148)	63.5% (492)	775
Between 8 hours and 11 hours 59 mins	3.6% (50)	2.6% (36)	7.5% (104)	17.1% (237)	69.2% (961)	1,388
12 hours	3.8% (33)	2.7% (24)	4.3% (38)	12.8% (113)	76.4% (672)	880
Over 12 hours	2.7% (17)	2.8% (18)	4.7% (30)	12.5% (79)	77.2% (488)	632

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	3.8% (291)	4.0% (305)	9.5% (718)	20.3% (1,531)	62.4% (4,715)	7,560
Part Time	3.5% (121)	4.4% (153)	10.6% (370)	20.9% (729)	60.6% (2,115)	3,488

Respondents by Disability/ Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	3.8% (331)	4.6% (398)	10.8% (935)	22.1% (1,921)	58.8% (5,107)	8,692
Has a disability or long term health condition	3.3% (73)	2.5% (55)	6.3% (142)	13.9% (311)	74.0% (1,656)	2,237

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	2.6% (4)	5.9% (9)	12.5% (19)	27.0% (41)	52.0% (79)	152
25-34	2.7% (48)	4.0% (73)	8.8% (159)	25.3% (456)	59.2% (1,069)	1,805
35-44	3.3% (80)	3.4% (83)	8.8% (213)	19.0% (460)	65.5% (1,588)	2,424
45-54	3.0% (128)	3.7% (159)	9.2% (394)	20.1% (855)	63.9% (2,724)	4,260
55-64	5.2% (128)	5.1% (128)	12.4% (300)	18.5% (456)	58.8% (1,456)	2,254

	(117)	(116)	(279)	(417)	(1,325)	
65+	32.6% (31)	17.9% (17)	18.9% (18)	17.9% (17)	12.6% (12)	95

Anxieties and Worries - “I am worried that working longer will have a detrimental impact on my emotional health”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that working longer will have a detrimental impact on my emotional health’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 52.9% of respondents answered that they strongly agreed that they are worried working longer will have a detrimental impact on their emotional health a further 24.6% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Emergency Medical Technician; Paramedic and Doctor.
- Generally, respondents who have worked for the NHS for a longer period of time were more likely to strongly agree that that they are worried working longer will have a detrimental impact on their emotional health.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried working longer will have a detrimental impact on their emotional health.
- The likelihood that a respondent would strongly agree would increase with age up to 45-54 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that working longer will have a detrimental impact on my emotional health	4.1% (458)	5.3% (585)	13.1% (1,455)	24.6% (2,725)	52.9% (5,863)	11,086

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	7.4% (51)	6.8% (47)	16.3% (113)	23.7% (164)	45.8% (317)	692
AHP: Occupational Therapist	3.7% (14)	5.5% (21)	16.2% (62)	27.2% (104)	47.4% (181)	382

AHP: Physiotherapist	3.7% (129)	6.6% (226)	16.7% (577)	29.7% (1,024)	43.3% (1,492)	3,448
Ambulance: Emergency Medical Technician	4.4% (5)	0.0% (0)	6.1% (7)	9.6% (11)	79.8% (91)	114
Ambulance: Paramedic and Senior Paramedic	3.2% (14)	1.8% (8)	6.0% (26)	15.8% (69)	73.2% (319)	436
Ancillary and Maintenance Staff	5.2% (9)	5.2% (9)	23.6% (41)	20.1% (35)	46.0% (80)	174
Clinical Support Worker	3.3% (11)	4.2% (14)	14.1% (47)	25.4% (85)	53.0% (177)	334
Doctor	4.2% (38)	3.0% (27)	7.6% (69)	20.0% (180)	65.2% (588)	902
Health Scientist	4.5% (13)	4.9% (14)	13.6% (39)	24.0% (69)	53.0% (152)	287
Midwife	2.9% (34)	4.7% (56)	9.7% (115)	19.1% (225)	63.6% (751)	1,181
Nurse	3.8% (63)	4.0% (67)	9.8% (163)	21.9% (363)	60.4% (1,001)	1,657
Pharmacist	4.0% (4)	9.9% (10)	14.9% (15)	27.7% (28)	43.6% (44)	101
Psychologist	5.1% (7)	6.5% (9)	6.5% (9)	31.9% (44)	50.0% (69)	138
Senior Manager	5.7% (11)	7.3% (14)	11.5% (22)	35.4% (68)	40.1% (77)	192

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	7.0% (7)	9.0% (9)	17.0% (17)	36.0% (36)	31.0% (31)	100
Between 1 and 5 years	5.2% (46)	7.3% (65)	13.9% (124)	29.3% (261)	44.3% (394)	890
Between 5 and 10 years	3.3% (59)	6.2% (111)	14.5% (259)	25.3% (453)	50.7% (906)	1,788
Between 10 and 20 years	4.4% (148)	4.7% (158)	13.7% (457)	24.3% (814)	52.8% (1,767)	3,344
Over 20 years	4.0% (196)	4.9% (240)	12.0% (593)	23.5% (1,157)	55.6% (2,742)	4,928

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
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Works Shifts	3.7% (133)	4.1% (148)	10.5% (382)	20.3% (736)	61.5% (2,231)	3,630
Does not work shifts	4.4% (323)	5.9% (435)	14.4% (1,065)	26.7% (1,975)	48.7% (3,609)	7,407

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	4.9% (38)	2.7% (21)	15.7% (122)	23.9% (185)	52.8% (409)	775
Between 8 hours and 11 hours 59 mins	3.1% (43)	4.4% (61)	10.5% (146)	21.7% (301)	60.3% (837)	1,388
12 hours	4.2% (37)	3.8% (33)	8.2% (72)	17.6% (155)	66.2% (582)	879
Over 12 hours	2.7% (17)	5.4% (34)	7.8% (49)	17.0% (107)	67.2% (424)	631

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	4.2% (317)	4.9% (370)	12.4% (938)	24.6% (1,857)	53.9% (4,071)	7,553
Part Time	4.0% (139)	6.1% (212)	14.7% (512)	24.5% (857)	50.7% (1,771)	3,491

Respondents by Disability/ Long Term Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	4.3% (372)	5.6% (486)	13.7% (1,194)	25.6% (2,225)	50.8% (4,414)	8,691
Has a disability or long term health condition	3.5% (78)	3.9% (87)	10.4% (233)	20.7% (463)	61.5% (1,374)	2,235

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	5.9% (9)	7.2% (11)	17.8% (27)	28.9% (44)	40.1% (61)	152
25-34	2.7% (48)	5.2% (93)	14.8% (266)	30.1% (543)	47.3% (851)	1,801
35-44	3.5% (78)	5.3% (93)	11.3% (206)	25.0% (455)	54.8% (1,002)	2,424

	(86)	(128)	(274)	(607)	(1,329)	
45-54	3.4% (145)	4.6% (195)	11.9% (509)	23.5% (1,000)	56.6% (2,412)	
55-64	6.0% (135)	5.9% (133)	15.3% (345)	22.0% (495)	50.9% (1,147)	2,255
65+	33.0% (31)	19.1% (18)	17.0% (16)	14.9% (14)	16.0% (15)	94

Anxieties and Worries - “I am worried that working longer will have a detrimental impact on my mental health”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that working longer will have a detrimental impact on my mental health’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 47.0% of respondents answered that they strongly agreed that they are worried working longer will have a detrimental impact on their mental health a further 22.3% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Emergency Medical Technician; Paramedic and Doctor.
- Generally, respondents who have worked for the NHS for a longer period of time were more likely to strongly agree that that they are worried working longer will have a detrimental impact on their mental health.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried working longer will have a detrimental impact on their emotional health.
- The likelihood that a respondent would strongly agree would increase with age up to 45-54 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that working longer will have a detrimental impact on my mental health	5.4% (598)	8.2% (906)	17.1% (1,889)	22.3% (2,458)	47.0% (5,188)	11,039

Respondents by	1	2	3	4	5	Response
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Occupation	(Strongly Disagree)				(Strongly Agree)	Count
Administrative and Clerical	8.3% (57)	9.9% (68)	18.3% (126)	21.8% (150)	41.8% (288)	689
AHP: Occupational Therapist	5.0% (19)	9.0% (34)	19.3% (73)	24.0% (91)	42.7% (162)	379
AHP: Physiotherapist	5.8% (199)	11.2% (385)	21.3% (734)	25.5% (876)	36.2% (1,244)	3,438
Ambulance: Emergency Medical Technician	3.5% (4)	2.6% (3)	7.0% (8)	11.4% (13)	75.4% (86)	114
Ambulance: Paramedic and Senior Paramedic	3.9% (17)	3.5% (15)	10.8% (47)	15.4% (67)	66.4% (288)	434
Ancillary and Maintenance Staff	8.1% (14)	6.4% (11)	25.6% (44)	20.9% (36)	39.0% (67)	172
Clinical Support Worker	6.0% (20)	7.2% (24)	16.4% (55)	20.0% (67)	50.4% (169)	335
Doctor	4.2% (38)	5.7% (51)	11.0% (99)	20.9% (187)	58.1% (521)	896
Health Scientist	4.9% (14)	6.0% (17)	18.0% (51)	22.9% (65)	48.2% (137)	284
Midwife	4.0% (47)	6.4% (75)	14.4% (169)	19.1% (225)	56.1% (659)	1,175
Nurse	4.5% (74)	5.5% (90)	14.0% (231)	19.9% (328)	56.2% (926)	1,649
Pharmacist	5.0% (5)	12.0% (12)	21.0% (21)	20.0% (20)	42.0% (42)	100
Psychologist	8.0% (11)	10.2% (14)	14.6% (20)	27.7% (38)	39.4% (54)	137
Senior Manager	7.9% (15)	9.4% (18)	15.7% (30)	29.8% (57)	37.2% (71)	191

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	10.1% (10)	15.2% (15)	20.2% (20)	26.3% (26)	28.3% (28)	99
Between 1 and 5 years	6.9% (61)	10.7% (95)	19.7% (175)	24.7% (220)	38.0% (338)	889
Between 5 and 10 years	4.8% (86)	9.6% (171)	18.6% (331)	23.7% (423)	43.3% (773)	1,784
Between 10 and 20 years	5.1% (171)	8.0% (266)	17.1% (569)	22.4% (746)	47.5% (1,585)	3,337

Over 20 years	5.5% (267)	7.3% (356)	16.1% (790)	21.2% (1,038)	49.9% (2,445)	4,896
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Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	4.7% (171)	6.2% (225)	14.1% (510)	19.4% (700)	55.5% (2,005)	3,611
Does not work shifts	5.7% (424)	9.2% (677)	18.6% (1,372)	23.7% (1,746)	42.8% (3,160)	7,379

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	5.3% (41)	7.3% (56)	19.2% (148)	22.3% (172)	45.9% (354)	771
Between 8 hours and 11 hours 59 mins	4.7% (65)	5.9% (81)	13.3% (184)	20.7% (285)	55.4% (764)	1,379
12 hours	4.7% (41)	4.9% (43)	13.3% (116)	17.1% (153)	60.0% (525)	875
Over 12 hours	4.3% (27)	7.6% (48)	10.8% (68)	16.5% (104)	60.7% (382)	629

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	5.4% (406)	7.8% (585)	16.3% (1,228)	22.5% (1,691)	48.1% (3,617)	7,527
Part Time	5.4% (189)	9.2% (319)	18.8% (654)	21.8% (758)	44.7% (1,550)	3,470

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	5.6% (483)	8.7% (757)	17.9% (1,552)	22.9% (1,986)	44.8% (3,879)	8,679
Has a disability or long term health condition	4.8% (106)	5.9% (132)	13.5% (300)	20.0% (447)	55.8% (1,245)	2,230

Respondents by Age	1	2	3	4	5	Response
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	(Strongly Disagree)				(Strongly Agree)	Count
16-24	7.9% (12)	13.2% (20)	23.2% (35)	19.9% (30)	35.8% (54)	151
25-34	4.4% (80)	9.0% (162)	19.6% (352)	26.9% (485)	40.1% (721)	1,800
35-44	4.3% (103)	8.4% (203)	15.4% (372)	23.6% (571)	48.5% (1,174)	2,423
45-54	4.6% (193)	6.8% (287)	16.3% (690)	21.1% (896)	51.3% (2,172)	4,238
55-64	7.6% (170)	9.3% (209)	17.9% (401)	19.9% (447)	45.3% (1,015)	2,242
65+	38.7% (36)	17.2% (16)	15.1% (14)	14.0% (13)	15.1% (14)	93

Anxieties and Worries - “I am confident that my colleagues will give me the help and support I need”

Respondents were asked if they agreed or disagreed with the statement, ‘I am confident that my colleagues will give me the help and support I need’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 12.0% of respondents answered that they strongly disagreed that they are confident that their colleagues will give them the help and support they need; with a further 23.4% ranked the issue with a ‘2’.
- The occupations that were most likely to strongly disagree with the statement are Ancillary and Maintenance Staff; Doctor and Paramedic.
- Generally, respondents who have worked for the NHS for a longer period of time were more likely to strongly disagree that that they are confident that their colleagues will give them the help and support they need.
- Those who work full time are more likely to strongly disagree; as are those who work shifts are more likely to strongly disagree and those who work longer shifts were more likely to strongly disagree.
- Respondents who have a disability or long term health condition were more likely to strongly disagree that they are confident that their colleagues will give them the help and support they need.
- The likelihood that a respondent would strongly disagree would increase with age up to 55-64 then decrease with age.

All Respondents	1 (Strongly	2	3	4	5 (Strongl	Response Count
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	Disagree)				y Agree)	
I am confident that my colleagues will give me the help and support I need	12.1% (1,331)	23.4% (2,749)	38.7% (4,275)	19.2% (2,126)	6.6% (732)	11,045

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	11.8% (81)	22.4% (154)	35.7% (246)	18.4% (127)	11.8% (81)	689
AHP: Occupational Therapist	7.4% (28)	22.9% (87)	41.1% (156)	21.3% (81)	7.4% (28)	380
AHP: Physiotherapist	8.3% (284)	22.7% (782)	40.9% (1,407)	22.5% (772)	5.6% (193)	3,438
Ambulance: Emergency Medical Technician	13.2% (15)	16.7% (19)	43.0% (49)	18.4% (21)	8.8% (10)	114
Ambulance: Paramedic and Senior Paramedic	16.1% (70)	24.1% (105)	38.3% (167)	16.7% (73)	4.8% (21)	436
Ancillary and Maintenance Staff	19.3% (33)	24.0% (41)	37.4% (64)	14.6% (25)	4.7% (8)	171
Clinical Support Worker	15.6% (52)	18.6% (62)	36.9% (123)	17.7% (59)	11.1% (37)	333
Doctor	18.1% (163)	31.9% (287)	31.9% (287)	15.1% (136)	2.9% (26)	899
Health Scientist	14.8% (42)	21.5% (61)	41.2% (117)	17.3% (49)	5.3% (15)	284
Midwife	13.1% (154)	24.2% (284)	37.7% (443)	18.7% (220)	6.3% (74)	1,175
Nurse	14.7% (243)	23.2% (383)	38.0% (627)	16.5% (273)	7.6% (126)	1,652
Pharmacist	15.8% (16)	25.7% (26)	40.6% (41)	16.8% (17)	1.0% (1)	101
Psychologist	7.3% (10)	23.4% (32)	38.0% (52)	24.1% (33)	7.3% (10)	137
Senior Manager	8.9% (17)	24.1% (46)	42.9% (82)	15.7% (30)	8.4% (16)	191

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	6.0%	16.0%	35.0%	28.0%	15.0%	100

	(6)	(16)	(35)	(28)	(15)	
Between 1 and 5 years	8.6% (76)	20.3% (180)	39.6% (352)	23.8% (211)	7.8% (69)	888
Between 5 and 10 years	9.7% (173)	23.3% (415)	38.3% (682)	21.9% (389)	6.7% (120)	1,779
Between 10 and 20 years	12.3% (409)	23.8% (795)	39.2% (1,308)	18.3% (611)	6.4% (214)	3,337
Over 20 years	13.5% (660)	23.9% (1,1790)	38.3% (1,881)	18.0% (884)	6.3% (310)	4,905

Results by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	14.7% (532)	24.0% (867)	37.2% (1,344)	17.2% (622)	6.9% (250)	3,615
Does not work shifts	10.8% (794)	23.1% (1,702)	39.5% (2,913)	20.2% (1,494)	6.5% (478)	7,381

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	13.1% (101)	22.8% (176)	39.2% (302)	17.0% (131)	7.9% (61)	771
Between 8 hours and 11 hours 59 mins	15.3% (212)	25.5% (353)	35.5% (490)	17.7% (244)	6.0% (83)	1,382
12 hours	13.7% (120)	22.3% (195)	39.4% (345)	17.5% (153)	7.2% (63)	876
Over 12 hours	16.2% (102)	24.5% (154)	35.6% (224)	16.4% (103)	7.3% (46)	629

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	12.1% (914)	23.5% (1,771)	38.4% (2,886)	19.1% (1,439)	6.8% (513)	7,523
Part Time	11.8% (411)	23.1% (803)	39.5% (1,374)	19.5% (677)	6.2% (215)	3,480

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long	10.7%	23.2%	39.4%	20.2%	6.5%	8,659

term health condition	(928)	(2,007)	(3,415)	(1,702)	(562)	
Has a disability or long term health condition	17.1% (381)	24.3% (542)	35.7% (797)	16.0% (356)	6.9% (154)	2,230

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	3.9% (6)	19.1% (29)	35.5% (54)	31.6% (48)	9.9% (15)	152
25-34	7.0% (125)	22.5% (405)	39.7% (713)	24.4% (438)	6.5% (117)	1,798
35-44	12.1% (293)	24.5% (592)	39.0% (941)	19.2% (462)	5.1% (124)	2,412
45-54	13.4% (568)	24.0% (1,019)	39.9% (1,693)	16.8% (715)	5.9% (251)	4,246
55-64	14.0% (314)	22.2% (498)	35.9% (806)	19.2% (432)	8.8% (182)	2,242
65+	8.4% (8)	23.2% (22)	28.4% (27)	21.1% (20)	18.9% (18)	95

Anxieties and Worries - “I am confident that my skills and experience will be valued by managers”

Respondents were asked if they agreed or disagreed with the statement, ‘I am confident that my skills and experience will be valued by managers’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 19.3% of respondents answered that they strongly disagreed that they are confident that their skills and experience will be valued by managers; with a further 24.9% ranked the issue with a ‘2’.
- The occupations that were most likely to strongly disagree with the statement are Emergency Medical Technician; Ancillary and Maintenance Staff and Doctor.
- Generally, respondents who have worked for the NHS for a longer period of time were more likely to strongly disagree that that they are confident that their skills and experience will be valued by managers.
- Those who work full time are more likely to strongly disagree; as are those who work shifts are more likely to strongly disagree and those who work longer shifts were more likely to strongly disagree.
- Respondents who have a disability or long term health condition were more likely to strongly disagree that their skills and experience will be valued by managers.
- The likelihood that a respondent would strongly disagree would increase with age up to 55-64 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am confident that my skills and experience will be valued by managers	19.3% (2,132)	24.9% (2,749)	31.3% (3,448)	18.7% (2,061)	5.8% (641)	11,031

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	20.4% (140)	23.9% (164)	30.4% (209)	18.2% (125)	7.1% (49)	687
AHP: Occupational Therapist	11.0% (42)	25.2% (96)	29.1% (111)	27.8% (106)	6.8% (26)	381
AHP: Physiotherapist	12.2% (418)	25.5% (876)	34.3% (1,180)	23.3% (803)	4.7% (162)	3,439
Ambulance: Emergency Medical Technician	45.1% (51)	17.7% (20)	22.1% (25)	10.6% (12)	4.4% (5)	113
Ambulance: Paramedic and Senior Paramedic	31.8% (138)	30.6% (133)	26.7% (116)	6.2% (27)	4.6% (20)	434
Ancillary and Maintenance Staff	36.4% (63)	22.5% (39)	22.0% (38)	10.4% (18)	8.7% (15)	173
Clinical Support Worker	24.4% (81)	17.5% (58)	34.0% (113)	13.3% (44)	10.8% (36)	332
Doctor	35.5% (319)	28.5% (256)	22.3% (200)	10.4% (93)	3.3% (30)	898
Health Scientist	21.4% (61)	27.4% (78)	26.3% (75)	18.6% (53)	6.3% (18)	285
Midwife	17.6% (206)	24.9% (291)	33.8% (396)	18.1% (212)	5.6% (65)	1,170
Nurse	20.9% (344)	24.3% (401)	32.6% (537)	15.4% (253)	6.9% (113)	1,648
Pharmacist	20.8% (21)	17.8% (18)	33.7% (34)	25.7% (26)	2.0% (2)	101
Psychologist	17.4% (24)	26.8% (37)	27.5% (38)	22.5% (31)	5.8% (8)	138
Senior Manager	10.6% (20)	22.8% (43)	32.8% (62)	26.5% (50)	7.4% (14)	189

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	7.0% (7)	17.0% (17)	34.0% (34)	37.0% (37)	5.0% (5)	100
Between 1 and 5 years	16.0% (141)	23.3% (206)	32.7% (289)	22.4% (198)	5.5% (49)	883
Between 5 and 10 years	18.7% (332)	24.2% (430)	32.4% (576)	20.6% (367)	4.2% (74)	1,779
Between 10 and 20 years	19.5% (650)	26.0% (866)	30.4% (1,013)	18.1% (604)	5.9% (196)	3,329
Over 20 years	20.2% (993)	24.9% (1,220)	31.2% (1,528)	17.4% (851)	6.4% (312)	4,904

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	24.3% (876)	25.1% (905)	29.6% (1,067)	14.7% (529)	6.4% (231)	3,608
Does not work shifts	16.9% (1,247)	24.9% (1,835)	32.0% (2,362)	20.7% (1,523)	5.5% (408)	7,375

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	19.5% (151)	23.3% (180)	31.6% (244)	18.0% (139)	7.6% (59)	773
Between 8 hours and 11 hours 59 mins	22.9% (316)	25.4% (350)	29.0% (400)	16.9% (233)	5.8% (80)	1,379
12 hours	26.6% (232)	25.8% (225)	30.6% (267)	11.5% (100)	5.6% (49)	873
Over 12 hours	29.6% (185)	25.2% (158)	27.6% (173)	10.5% (66)	7.0% (44)	626

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	20.2% (1,521)	25.1% (1,890)	30.3% (2,274)	18.5% (1,392)	5.9% (440)	7,517
Part Time	17.4% (603)	24.5% (850)	33.4% (1,161)	19.1% (662)	5.6% (196)	3,472

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	17.7% (1,528)	25.1% (2,174)	31.8% (2,754)	19.7% (1,702)	5.7% (493)	8,651
Has a disability or long term health condition	25.7% (572)	24.4% (544)	28.7% (639)	15.1% (336)	6.1% (135)	2,226

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	8.6% (13)	22.4% (34)	31.6% (48)	29.6% (45)	7.9% (12)	152
25-34	14.3% (257)	25.3% (454)	31.6% (567)	25.2% (453)	3.7% (66)	1,797
35-44	20.4% (491)	25.8% (622)	32.4% (782)	16.7% (402)	4.7% (114)	2,411
45-54	20.6% (872)	25.7% (1,089)	31.8% (1,348)	16.3% (693)	5.6% (239)	4,241
55-64	20.7% (465)	22.8% (511)	29.2% (655)	19.1% (429)	8.1% (182)	2,242
65+	14.7% (14)	23.2% (22)	17.9% (17)	25.3% (24)	18.9% (18)	95

Anxieties and Worries - “I am worried that I will not be able to provide the quality of care that patients need”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that I will not be able to provide the quality of care that patients need’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 36.0% of respondents answered that they strongly agreed that they are worried that they may not be able to provide the quality of care that patients need, a further 28.5% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Midwife; Paramedic and Physiotherapist.
- Respondents who have worked for the NHS for between 5 and 10 years were more likely to strongly agree that they are worried that they may not be able to provide the quality of care that patients need.
- Those who work part time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.

- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried they may not be able to provide the quality of care that patients need.
- The likelihood that a respondent would strongly agree would increase with age up to 25-34 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that I will not be able to provide the quality of care that patients need	6.4% (700)	9.3% (1,021)	19.7% (2,153)	28.5% (3,119)	36.0% (3,934)	10,927

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	17.0% (107)	15.4% (97)	37.3% (235)	14.6% (92)	15.7% (99)	630
AHP: Occupational Therapist	5.3% (20)	10.0% (38)	14.5% (55)	33.9% (129)	36.3% (138)	380
AHP: Physiotherapist	4.0% (138)	8.6% (294)	15.8% (542)	31.5% (1,084)	40.1% (1,379)	3,437
Ambulance: Emergency Medical Technician	2.6% (3)	3.5% (4)	21.9% (25)	35.1% (40)	36.8% (42)	114
Ambulance: Paramedic and Senior Paramedic	3.9% (17)	7.6% (33)	17.7% (77)	29.2% (127)	41.6% (181)	435
Ancillary and Maintenance Staff	13.1% (21)	11.3% (18)	35.6% (57)	16.3% (26)	12.8% (38)	160
Clinical Support Worker	9.6% (32)	6.9% (23)	21.3% (71)	23.7% (79)	38.4% (128)	333
Doctor	5.0% (45)	8.8% (79)	15.8% (142)	32.0% (288)	38.4% (345)	899
Health Scientist	7.8% (22)	12.1% (60)	30.1% (85)	28.4% (80)	21.6% (61)	282
Midwife	5.1% (60)	7.1% (83)	15.4% (181)	27.5% (323)	44.9% (528)	1,175
Nurse	6.1% (100)	8.4% (139)	19.0% (313)	29.2% (481)	37.2% (613)	1,646
Pharmacist	6.0%	15.0%	26.0%	31.0%	22.0%	100

	(6)	(15)	(26)	(31)	(22)	
Psychologist	9.4% (13)	19.6% (27)	27.5% (38)	23.2% (32)	20.3% (28)	138
Senior Manager	16.4% (28)	17.0% (29)	32.2% (55)	21.6% (37)	12.9% (22)	171

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	15.2% (15)	11.1% (11)	25.3% (25)	24.2% (24)	24.2% (24)	99
Between 1 and 5 years	6.8% (60)	9.1% (80)	18.9% (166)	28.5% (250)	36.7% (322)	878
Between 5 and 10 years	5.9% (103)	8.4% (148)	17.0% (299)	28.2% (495)	40.6% (713)	1,758
Between 10 and 20 years	6.5% (215)	9.3% (305)	18.3% (604)	28.3% (931)	37.6% (1,239)	3,294
Over 20 years	6.3% (304)	9.8% (475)	21.6% (616)	29.1% (1,415)	33.3% (1,620)	4,864

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	5.6% (200)	7.6% (275)	17.4% (626)	28.4% (1,024)	41.0% (1,478)	3,603
Does not work shifts	6.8% (498)	10.2% (743)	20.8% (1,513)	28.6% (2,089)	33.6% (3,598)	7,367

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	5.5% (42)	8.5% (65)	18.3% (140)	29.7% (227)	38.0% (291)	765
Between 8 hours and 11 hours 59 mins	6.7% (92)	7.6% (105)	17.9% (246)	27.5% (378)	40.5% (556)	1,377
12 hours	4.3% (38)	7.8% (68)	17.0% (149)	30.9% (271)	40.0% (350)	876
Over 12 hours	4.8% (30)	6.4% (40)	16.5% (103)	26.0% (163)	46.3% (290)	626

Respondents by Full Time/Part Time	1 (Strongly	2	3	4	5 (Strongly	Response Count
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	Disagree)				Agree)	
Full Time	6.8% (502)	9.3% (692)	19.8% (1,470)	28.3% (2,102)	35.9% (2,669)	7,435
Part Time	5.7% (196)	9.5% (327)	19.5% (674)	29.3% (1,010)	36.1% (1,245)	3,452

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	6.3% (539)	9.5% (816)	19.3% (1,659)	29.2% (2,511)	35.7% (3,065)	8,590
Has a disability or long term health condition	6.9% (152)	8.6% (188)	21.1% (464)	26.0% (571)	37.3% (819)	2,194

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	6.0% (9)	6.6% (10)	16.6% (25)	27.8% (42)	43.0% (65)	151
25-34	4.4% (79)	7.5% (134)	13.1% (236)	31.2% (561)	43.8% (786)	1,796
35-44	5.3% (126)	8.3% (198)	17.0% (407)	29.3% (702)	40.2% (963)	2,396
45-54	5.9% (247)	9.6% (404)	21.1% (887)	29.1% (1,225)	34.3% (1,442)	4,205
55-64	9.1% (201)	11.4% (250)	25.0% (549)	25.3% (556)	29.2% (642)	2,198
65+	33.0% (31)	16.0% (15)	24.5% (23)	13.8% (13)	12.8% (12)	94

Anxieties and Worries - “I am worried that I will not be able to keep up the pace I need to”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that I will not be able to keep up the pace I need to’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 51.0% of respondents answered that they strongly agreed that they are worried that they may not be able to keep up the pace they need to, a further 26.5% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Midwife; Doctor; and Emergency Medical Technician.

- Respondents who have worked for the NHS for between 10 and 20 years were more likely to strongly agree that they are worried that they may not be able to keep up the pace they need to.
- Those who work part time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried they may not be able to keep up the pace they need to.
- The likelihood that a respondent would strongly agree would increase with age up to 25-34 then decrease with age.

All respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that I will not be able to keep up the pace I need to	4.5% (498)	6.0% (666)	11.9% (1,311)	26.5% (2,927)	51.0% (5,626)	11,028

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	6.9% (47)	10.7% (73)	21.8% (149)	27.2% (186)	33.4% (228)	683
AHP: Occupational Therapist	3.4% (13)	7.1% (27)	9.7% (37)	26.5% (101)	53.3% (203)	381
AHP: Physiotherapist	3.3% (112)	5.2% (180)	9.1% (313)	28.6% (981)	53.8% (1,848)	3,434
Ambulance: Emergency Medical Technician	4.4% (5)	4.4% (5)	9.6% (11)	27.2% (31)	54.4% (62)	114
Ambulance: Paramedic and Senior Paramedic	3.7% (16)	4.6% (20)	10.2% (44)	29.8% (129)	51.7% (224)	433
Ancillary and Maintenance Staff	7.6% (13)	4.7% (8)	21.6% (37)	24.0% (41)	42.1% (72)	171
Clinical Support Worker	5.4% (18)	6.6% (22)	16.2% (54)	18.9% (63)	52.9% (176)	333
Doctor	4.6% (41)	5.0% (45)	6.7% (60)	26.5% (238)	57.2% (513)	897
Health Scientist	4.9% (14)	7.7% (22)	16.8% (48)	29.1% (83)	41.4% (118)	285

Midwife	4.6% (54)	5.0% (59)	9.6% (113)	19.2% (225)	61.6% (722)	1,173
Nurse	4.7% (7)	6.2% (103)	13.3% (220)	24.3% (402)	51.4% (849)	1,651
Pharmacist	5.0% (5)	10.9% (11)	13.9% (14)	33.7% (34)	36.6% (37)	101
Psychologist	9.4% (13)	19.6% (27)	27.5% (38)	23.2% (32)	20.3% (28)	138
Senior Manager	7.9% (15)	5.8% (11)	13.8% (26)	39.7% (75)	32.8% (62)	189

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	7.0% (7)	6.0% (6)	15.0% (15)	38.0% (38)	34.0% (34)	100
Between 1 and 5 years	5.1% (45)	7.0% (62)	13.0% (115)	28.6% (253)	46.3% (410)	885
Between 5 and 10 years	4.1% (73)	5.3% (95)	12.2% (217)	26.1% (464)	52.2% (929)	1,778
Between 10 and 20 years	4.9% (163)	5.4% (180)	10.3% (342)	26.6% (883)	52.8% (1,755)	3,323
Over 20 years	4.2% (207)	6.5% (320)	12.6% (616)	26.2% (1,284)	50.5% (2,479)	4,906

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	5.0% (182)	5.7% (205)	10.9% (395)	22.8% (825)	55.5% (2,006)	3,613
Does not work shifts	4.3% (314)	6.2% (457)	12.3% (909)	28.4% (2,089)	48.8% (3,598)	7,367

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	5.3% (41)	7.4% (57)	10.9% (84)	24.3% (188)	52.1% (403)	773
Between 8 hours and 11 hours 59 mins	5.6% (78)	5.8% (80)	11.7% (162)	22.4% (310)	54.4% (752)	1,382
12 hours	4.1% (36)	5.2% (45)	10.2% (89)	25.8% (225)	54.8% (478)	873
Over 12 hours	4.6% (36)	4.3% (33)	10.4% (80)	18.0% (137)	62.7% (486)	627

	(29)	(27)	(65)	(113)	(393)	
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Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	4.8% (362)	6.0% (450)	12.1% (913)	26.6% (1,998)	50.5% (3,794)	7,517
Part Time	3.9% (136)	6.2% (215)	11.1% (386)	26.5% (921)	52.2% (1,811)	3,469

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	4.5% (392)	6.1% (531)	12.1% (1,050)	27.5% (2,383)	49.7% (4,301)	8,657
Has a disability or long term health condition	4.5% (100)	5.6% (124)	10.7% (238)	22.8% (507)	56.4% (1,254)	2,223

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	1.3% (2)	8.6% (13)	14.5% (22)	27.0% (41)	48.7% (74)	152
25-34	3.8% (69)	4.4% (79)	9.1% (163)	28.1% (506)	54.6% (981)	1,798
35-44	4.0% (96)	4.9% (119)	9.8% (236)	27.4% (662)	53.9% (1,300)	2,413
45-54	4.1% (172)	5.6% (236)	12.2% (518)	25.9% (1,100)	52.2% (2,213)	4,239
55-64	5.9% (133)	8.6% (193)	15.1% (339)	25.6% (574)	44.8% (1,004)	2,243
65+	23.4% (22)	20.2% (19)	19.1% (18)	22.3% (21)	14.9% (14)	94

Anxieties and Worries - “I am confident that my line manager will give me help with a work problem”

Respondents were asked if they agreed or disagreed with the statement, ‘I am confident that my line manager will give me help with a work problem’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 14.8% of respondents answered that they strongly disagreed that they are confident that their line manager will help them with a work problem; with a further 21.4% ranked the issue with a '2'.
- The occupations that were most likely to strongly disagree with the statement are Emergency Medical Technician; Ancillary and Maintenance Staff and Doctor.
- Respondents who have worked for the NHS for a longer period of time were more likely to strongly disagree that they are confident their line manager will help them with a work problem.
- Those who work full time are more likely to strongly disagree; as are those who work shifts are more likely to strongly disagree and those who work longer shifts were more likely to strongly disagree.
- Respondents who have a disability or long term health condition were more likely to strongly disagree that their manager would give them help with a work problem.
- The likelihood that a respondent would strongly disagree would increase with age up to 55-64 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am confident that my line manager will give me help with a work problem	14.8% (1,629)	21.4% (2,357)	33.9% (3,732)	21.7% (2,387)	8.3% (910)	11,015

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	14.9% (102)	17.8% (122)	29.6% (203)	24.2% (166)	13.4% (92)	685
AHP: Occupational Therapist	7.7% (29)	22.3% (84)	35.3% (134)	26.0% (98)	8.5% (32)	377
AHP: Physiotherapist	7.9% (271)	19.3% (663)	37.0% (1,272)	27.9% (958)	8.0% (275)	3,439
Ambulance: Emergency Medical Technician	27.2% (31)	24.6% (28)	30.7% (35)	12.3% (14)	5.3% (6)	114
Ambulance: Paramedic and Senior Paramedic	20.9% (91)	28.0% (122)	31.5% (137)	13.6% (59)	6.0% (26)	435
Ancillary and Maintenance Staff	27.5% (47)	17.5% (30)	29.8% (51)	17.0% (29)	8.2% (14)	171
Clinical Support Worker	19.7% (65)	16.1% (53)	33.6% (111)	16.7% (55)	13.9% (46)	330

Doctor	29.5% (263)	27.5% (246)	28.4% (254)	12.1% (108)	2.5% (22)	893
Health Scientist	18.2% (52)	21.1% (60)	30.5% (87)	22.8% (65)	7.4% (21)	285
Midwife	15.5% (182)	24.8% (290)	35.6% (417)	17.2% (201)	6.9% (81)	1,171
Nurse	17.8% (294)	23.4% (386)	31.9% (525)	18.5% (305)	8.4% (138)	1,648
Pharmacist	14.9% (15)	18.8% (19)	36.6% (37)	25.7% (26)	4.0% (4)	101
Psychologist	8.8% (12)	20.4% (28)	36.5% (50)	26.3% (50)	8.0% (11)	137
Senior Manager	8.6% (16)	16.0% (30)	31.0% (58)	31.0% (58)	13.4% (25)	187

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	6.1% (6)	12.2% (12)	32.7% (32)	37.8% (37)	11.2% (11)	98
Between 1 and 5 years	11.1% (98)	20.7% (183)	32.8% (290)	25.9% (229)	9.5% (84)	884
Between 5 and 10 years	12.5% (221)	21.9% (388)	34.1% (605)	23.4% (416)	8.2% (145)	1,775
Between 10 and 20 years	13.9% (462)	21.0% (698)	35.0% (1,164)	22.0% (731)	8.2% (272)	3,327
Over 20 years	17.1% (835)	21.8% (1,067)	33.3% (1,632)	19.8% (968)	8.0% (394)	4,896

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	18.7% (674)	24.0% (867)	32.8% (1,183)	16.6% (598)	7.9% (284)	3,606
Does not work shifts	12.9% (950)	20.1% (1,477)	34.4% (2,535)	25.7% (1,887)	20.3% (1,491)	7,335

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	14.8% (114)	21.2% (164)	31.7% (245)	22.8% (176)	9.5% (73)	772
Between 8 hours and	18.6% (950)	24.6% (1,477)	33.2% (2,535)	16.3% (1,887)	7.3% (1,491)	1,378

11 hours 59 mins	(256)	(339)	(458)	(224)	(101)	
12 hours	20.1% (175)	23.1% (201)	35.6% (310)	13.6% (119)	7.7% (67)	872
Over 12 hours	21.4% (134)	27.5% (172)	29.3% (183)	14.1% (88)	7.7% (48)	625

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	15.3% (1,148)	21.9% (1,644)	33.4% (2,510)	21.3% (1,596)	8.1% (610)	7,508
Part Time	13.7% (473)	20.3% (703)	34.9% (1,211)	22.7% (785)	8.5% (293)	3,465

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	13.2% (1,140)	21.4% (1,850)	34.3% (2,967)	23.0% (1,988)	8.1% (700)	8,645
Has a disability or long term health condition	20.7% (461)	21.7% (482)	32.0% (712)	16.7% (371)	8.8% (196)	2,222

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	4.6% (7)	18.5% (28)	28.5% (43)	39.1% (59)	9.3% (14)	151
25-34	8.9% (160)	19.7% (354)	35.9% (646)	27.3% (491)	8.2% (148)	1,799
35-44	13.8% (332)	22.8% (551)	36.4% (878)	20.4% (493)	6.6% (160)	2,414
45-54	16.5% (696)	22.0% (930)	32.9% (1,391)	20.2% (852)	8.5% (359)	4,228
55-64	18.3% (410)	20.2% (452)	32.2% (722)	20.0% (448)	9.3% (209)	2,241
65+	11.6% (11)	28.4% (27)	22.1% (21)	24.2% (23)	13.7% (13)	95

Anxieties and Worries - “I am worried that there will be fewer opportunities for me to learn and develop my skills”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that there will be fewer opportunities for me to learn and develop my skills’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 20.5% of respondents answered that they strongly agreed that they are worried that there will be fewer opportunities to learn and develop their skills, a further 24.7% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Emergency Medical Technician; Clinical Support Worker and Health Scientist.
- Respondents who have worked for the NHS for between 1 and 5 years were more likely to strongly agree that they are worried that there will be fewer opportunities to learn and develop skills.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree.
- The likelihood that a respondent would strongly agree would increase with age up to 25-34 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that there will be less opportunities for me to learn and develop my skills	6.5% (710)	15.5% (1,706)	32.8% (3,604)	24.7% (2,712)	20.5% (2,245)	10,977

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	8.1% (55)	13.0% (88)	32.7% (221)	21.6% (146)	24.6% (166)	676
AHP: Occupational Therapist	4.3% (16)	15.7% (59)	31.9% (120)	28.2% (106)	19.9% (75)	376
AHP: Physiotherapist	5.6% (192)	15.9% (546)	30.6% (1,048)	28.8% (985)	19.1% (654)	3,425
Ambulance: Emergency Medical	8.8% (10)	10.5% (12)	28.1% (32)	20.2% (23)	32.5% (37)	114

Technician						
Ambulance: Paramedic and Senior Paramedic	4.8% (21)	15.2% (66)	33.1% (144)	23.4% (102)	23.4% (102)	435
Ancillary and Maintenance Staff	10.7% (18)	10.1% (17)	36.1% (61)	16.0% (27)	27.2% (46)	169
Clinical Support Worker	9.6% (32)	9.6% (32)	28.2% (94)	21.9% (73)	30.6% (102)	333
Doctor	5.8% (52)	18.3% (163)	34.9% (311)	24.2% (216)	16.8% (150)	892
Health Scientist	7.1% (20)	13.5% (38)	29.1% (82)	22.3% (63)	28.0% (79)	282
Midwife	6.4% (75)	19.9% (232)	40.5% (473)	19.9% (233)	13.3% (155)	1,168
Nurse	6.3% (104)	14.4% (237)	34.4% (565)	23.5% (386)	21.4% (352)	1,644
Pharmacist	4.0% (4)	22.8% (23)	28.7% (29)	26.7% (27)	17.8% (18)	101
Psychologist	6.0% (8)	15.7% (21)	23.9% (32)	35.8% (48)	18.7% (25)	134
Senior Manager	10.5% (20)	18.9% (36)	30.0% (57)	29.5% (56)	11.1% (21)	190

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	11.0% (11)	15.0% (15)	26.0% (26)	31.0% (31)	17.0% (17)	100
Between 1 and 5 years	7.0% (62)	15.2% (134)	25.2% (222)	27.6% (243)	25.1% (221)	882
Between 5 and 10 years	5.0% (89)	14.0% (249)	29.5% (523)	27.4% (486)	24.0% (426)	1,773
Between 10 and 20 years	6.6% (220)	14.3% (472)	33.1% (1,094)	25.0% (829)	21.0% (695)	3,310
Over 20 years	6.7% (326)	17.1% (832)	35.5% (1,730)	22.8% (1,111)	18.0% (877)	4,876

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	6.5% (235)	15.7% (563)	34.4% (1,238)	22.7% (815)	20.7% (743)	3,594
Does not work shifts	6.4% (473)	15.5% (1,138)	32.0% (2,346)	25.7% (1,887)	20.3% (1,491)	7,335

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	7.0% (54)	15.0% (116)	34.6% (267)	24.4% (188)	18.9% (146)	771
Between 8 hours and 11 hours 59 mins	5.9% (81)	15.6% (214)	35.7% (489)	22.8% (312)	19.9% (273)	1,369
12 hours	5.9% (52)	16.2% (142)	34.1% (298)	21.4% (187)	22.3% (195)	874
Over 12 hours	8.0% (50)	15.3% (95)	32.3% (201)	22.0% (137)	22.3% (139)	622

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	6.6% (493)	15.5% (1,158)	31.6% (2,363)	24.6% (1,840)	21.8% (1,630)	7,484
Part Time	6.2% (214)	15.8% (544)	35.6% (1,227)	24.9% (861)	17.5% (605)	3,451

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	6.0% (520)	16.0% (1,376)	33.4% (2,881)	25.0% (2,157)	19.6% (1,688)	8,622
Has a disability or long term health condition	7.8% (173)	14.0% (309)	30.8% (681)	23.4% (517)	24.0% (530)	2,210

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	7.3% (11)	19.9% (30)	21.2% (32)	29.1% (44)	22.5% (34)	151
25-34	5.6% (100)	14.0% (251)	27.5% (493)	30.3% (542)	22.6% (405)	1,791
35-44	5.3% (128)	14.9% (359)	33.0% (793)	25.3% (608)	21.5% (518)	2,406
45-54	5.6% (237)	15.4% (651)	34.3% (1,450)	24.7% (1,042)	20.0% (845)	4,225
55-64	8.9% (11)	16.7% (30)	35.7% (32)	20.1% (44)	18.7% (34)	2,224

	(197)	(372)	(794)	(446)	(415)	
65+	29.8% (28)	27.7% (26)	16.0% (15)	13.8% (13)	12.8% (12)	94

Anxieties and Worries - “I am confident that my skills and experience will be valued by patients and service users”

Respondents were asked if they agreed or disagreed with the statement, ‘I am confident that my skills and experience will be valued by patients and service users’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 5.8% of respondents answered that they strongly disagreed that they are confident that their skills and experience will be valued by patients and service users; with a further 12.4% ranked the issue with a ‘2’.
- The occupations that were most likely to strongly disagree with the statement are Ancillary and Maintenance Staff; Administrative and Clerical and Health Scientist.
- Respondents who have worked for the NHS for between 10 and 20 years were more likely to strongly disagree that they are confident their skills and experience will be valued by patients and service users.
- Those who work full time are more likely to strongly disagree; as are those who work shifts are more likely to strongly disagree and those who work longer shifts were more likely to strongly disagree.
- Respondents who have a disability or long term health condition were more likely to strongly disagree.
- Generally, the likelihood that a respondent would strongly disagree would increase with age with those aged 65 or over the most likely to strongly disagree.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am confident that my skills and experience will be valued by patients and service users	5.8% (632)	12.4% (1,360)	32.7% (3,594)	34.8% (3,824)	14.3% (1,565)	10,975

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	10.0% (67)	16.3% (109)	40.7% (272)	21.7% (145)	11.4% (76)	669
AHP: Occupational	2.4%	13.0%	27.8%	41.0%	15.9%	378

Therapist	(9)	(49)	(105)	(155)	(60)	
AHP: Physiotherapist	3.0% (102)	10.4% (358)	30.5% (1,047)	42.8% (1,470)	13.3% (457)	3,434
Ambulance: Emergency Medical Technician	6.1% (7)	15.8% (18)	38.6% (44)	25.4% (29)	14.0% (16)	114
Ambulance: Paramedic and Senior Paramedic	7.8% (34)	12.2% (53)	31.7% (138)	33.6% (146)	14.7% (64)	435
Ancillary and Maintenance Staff	11.2% (19)	19.5% (33)	32.5% (55)	21.9% (37)	14.8% (25)	169
Clinical Support Worker	7.6% (25)	10.0% (33)	33.3% (110)	28.2% (93)	20.9% (69)	330
Doctor	8.3% (74)	16.9% (151)	30.7% (274)	32.7% (292)	11.4% (102)	893
Health Scientist	9.4% (27)	16.8% (48)	39.9% (114)	24.5% (70)	9.4% (27)	286
Midwife	6.4% (75)	13.9% (163)	34.6% (405)	31.4% (368)	13.7% (160)	1,171
Nurse	6.7% (110)	12.3% (201)	31.9% (523)	32.7% (537)	16.4% (269)	1,640
Pharmacist	7.0% (7)	9.0% (9)	43.0% (43)	34.0% (34)	7.0% (7)	100
Psychologist	2.9% (4)	5.8% (8)	26.8% (37)	44.9% (62)	19.6% (27)	138
Senior Manager	3.8% (7)	15.2% (28)	41.3% (76)	29.3% (54)	10.3% (19)	184

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	2.0% (2)	9.0% (9)	30.0% (30)	42.0% (42)	17.0% (17)	100
Between 1 and 5 years	4.5% (40)	12.9% (114)	33.4% (296)	36.0% (319)	13.2% (117)	886
Between 5 and 10 years	4.9% (86)	13.3% (236)	36.0% (637)	34.6% (613)	11.2% (198)	1,770
Between 10 and 20 years	6.3% (210)	13.3% (440)	32.7% (1,084)	34.6% (1,146)	13.0% (430)	3,310
Over 20 years	5.9% (289)	11.4% (556)	31.5% (1,537)	34.9% (1,699)	16.3% (793)	4,874

Respondents by Shift Working	1 (Strongly	2	3	4	5 (Strongly	Response Count
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	Disagree)				Agree)	
Works Shifts	7.3% (263)	13.7% (493)	33.7% (1,214)	30.9% (1,112)	14.5% (521)	3,603
Does not work shifts	5.0% (366)	11.7% (858)	32.3% (2,364)	36.9% (2,700)	14.1% (1,036)	7,324

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	6.6% (51)	11.2% (86)	32.6% (251)	34.7% (267)	14.8% (114)	769
Between 8 hours and 11 hours 59 mins	7.1% (97)	14.0% (192)	33.2% (456)	31.2% (428)	14.5% (199)	1,372
12 hours	7.1% (62)	14.7% (129)	35.8% (314)	29.9% (262)	12.4% (109)	876
Over 12 hours	8.9% (56)	15.1% (95)	32.8% (206)	26.3% (165)	16.9% (106)	628

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	6.0% (449)	13.1% (980)	32.7% (2,450)	33.8% (2,531)	14.3% (1,073)	7,483
Part Time	5.2% (181)	10.9% (375)	32.8% (1,130)	37.2% (1,282)	14.0% (482)	3,450

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	5.2% (452)	12.4% (1,073)	32.7% (2,819)	36.1% (3,113)	13.5% (1,168)	8,625
Has a disability or long term health condition	7.7% (169)	12.5% (276)	32.4% (714)	30.6% (676)	16.9% (372)	2,207

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	5.3% (8)	10.5% (16)	33.6% (51)	38.8% (59)	11.8% (18)	152
25-34	3.9% (70)	13.0% (233)	34.3% (617)	39.0% (701)	9.9% (178)	1,799

35-44	5.6% (135)	13.7% (329)	34.7% (834)	34.7% (835)	11.3% (271)	2,404
45-54	6.0% (255)	12.6% (532)	32.8% (1,383)	34.0% (1,437)	14.6% (615)	4,222
55-64	6.5% (145)	10.6% (235)	29.9% (664)	33.4% (741)	19.6% (436)	2,221
65+	13.8% (13)	8.5% (8)	14.9% (14)	30.9% (29)	31.9% (30)	94

Anxieties and Worries - “I am worried that I will not be able to meet the expected attendance levels”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that I will not be able to meet the expected attendance levels’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 21.4% of respondents answered that they strongly agreed that they are worried that they may not be able to meet the expected attendance levels, a further 26.0% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree Emergency Medical Technician; Paramedic and Clinical Support Worker.
- Respondents who have worked for the NHS for between 10 and 20 years were more likely to strongly agree that they are worried that they may not be able to meet the expected attendance levels.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried they may not be able to meet the expected attendance levels.
- The likelihood that a respondent would strongly agree would increase with age up to 35-44 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that I will not be able to meet the expected attendance levels	9.6% (1,056)	15.3% (1,680)	27.6% (3,029)	26.0% (2,844)	21.4% (2,349)	10,958

Respondents by	1	2	3	4	5	Response
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Occupation	(Strongly Disagree)				(Strongly Agree)	Count
Administrative and Clerical	15.0% (102)	13.5% (92)	28.0% (190)	22.8% (155)	20.6% (140)	679
AHP: Occupational Therapist	6.3% (24)	14.7% (56)	23.2% (88)	34.5% (131)	21.3% (81)	380
AHP: Physiotherapist	9.7% (333)	18.3% (626)	30.0% (1,028)	25.2% (861)	16.8% (574)	3,422
Ambulance: Emergency Medical Technician	8.0% (9)	8.9% (10)	20.5% (23)	29.5% (33)	33.0% (37)	112
Ambulance: Paramedic and Senior Paramedic	5.5% (24)	11.1% (48)	23.0% (100)	28.3% (123)	32.0% (139)	434
Ancillary and Maintenance Staff	9.5% (16)	14.3% (24)	33.3% (56)	18.5% (31)	24.4% (41)	168
Clinical Support Worker	12.1% (40)	8.5% (28)	28.1% (93)	20.5% (68)	30.8% (102)	331
Doctor	7.5% (67)	15.6% (139)	27.8% (248)	27.1% (242)	22.0% (196)	892
Health Scientist	12.8% (36)	17.4% (49)	24.8% (70)	27.0% (76)	18.1% (51)	282
Midwife	8.3% (96)	14.5% (169)	24.8% (288)	29.1% (338)	23.4% (272)	1,163
Nurse	8.7% (143)	12.9% (212)	26.7% (438)	25.1% (412)	26.5% (434)	1,639
Pharmacist	9.0% (9)	23.0% (23)	33.0% (33)	19.0% (19)	16.0% (16)	100
Psychologist	13.2% (18)	19.1% (26)	27.2% (37)	29.4% (40)	11.0% (15)	136
Senior Manager	15.8% (30)	21.1% (40)	23.2% (44)	26.8% (51)	13.2% (25)	190

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	14.3% (14)	21.4% (21)	23.5% (23)	31.6% (31)	9.2% (9)	98
Between 1 and 5 years	12.0% (105)	17.0% (149)	27.1% (238)	26.4% (232)	17.5% (154)	878
Between 5 and 10 years	7.3% (129)	16.4% (290)	27.7% (492)	27.8% (493)	20.8% (369)	1,773
Between 10 and 20 years	9.1% (301)	13.5% (445)	27.5% (909)	26.5% (875)	23.5% (776)	3,306

Over 20 years	10.3% (502)	15.9% (773)	27.9% (1,358)	24.7% (1,205)	21.2% (1,031)	4,869
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Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	8.9% (318)	12.7% (456)	25.5% (915)	26.7% (958)	26.2% (940)	3,587
Does not work shifts	10.1% (737)	16.6% (1,218)	28.6% (2,095)	25.6% (1,873)	19.1% (1,401)	7,324

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	9.6% (74)	13.8% (106)	26.4% (203)	27.3% (210)	22.8% (175)	768
Between 8 hours and 11 hours 59 mins	8.9% (122)	12.0% (164)	26.8% (456)	26.7% (366)	25.7% (352)	1,371
12 hours	7.9% (69)	12.7% (110)	25.2% (219)	26.8% (233)	27.4% (238)	869
Over 12 hours	8.7% (54)	12.9% (80)	23.1% (143)	26.1% (162)	29.2% (181)	620

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	9.9% (742)	15.3% (1,147)	26.4% (1,975)	26.2% (1,957)	22.1% (1,655)	7,476
Part Time	9.1% (312)	15.2% (523)	30.2% (1,039)	25.7% (883)	19.9% (684)	3,441

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	10.0% (861)	16.9% (1,451)	29.1% (2,500)	25.5% (2,194)	18.6% (1,596)	8,602
Has a disability or long term health condition	8.3% (182)	9.7% (214)	21.8% (483)	27.7% (612)	32.5% (720)	2,213

Respondents by Age	1	2	3	4	5	Response
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	(Strongly Disagree)				(Strongly Agree)	Count
16-24	12.6% (19)	22.5% (34)	19.9% (30)	25.8% (39)	19.2% (29)	151
25-34	8.3% (149)	17.1% (307)	27.1% (486)	29.5% (529)	18.1% (324)	1,795
35-44	7.1% (169)	14.1% (338)	27.1% (650)	27.6% (662)	24.1% (577)	2,396
45-54	8.4% (352)	14.9% (627)	28.2% (1,290)	25.8% (1,089)	22.7% (956)	4,214
55-64	14.4% (321)	15.8% (351)	28.2% (627)	21.9% (487)	19.8% (441)	2,227
65+	41.9% (39)	12.9% (12)	19.4% (18)	15.1% (14)	10.8% (10)	93

Anxieties and Worries - “I am worried that I will not be able to respond to changing patient conditions in the time necessary”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that I will not be able to respond to changing patient conditions in the time necessary’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 17.2% of respondents answered that they strongly agreed that they are worried that they may not be able to respond to changing patient conditions in the time necessary, a further 25.4% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Clinical Support Worker; Midwife and Paramedic.
- Respondents who have worked for the NHS for between 10 and 20 years were more likely to strongly agree that they are worried that they may not be able to respond to changing patient conditions in the time necessary.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried they may not be able to respond to changing patient conditions in the time necessary.
- The likelihood that a respondent would strongly agree would increase with age up to 35-44 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that I will not be able to respond to changing patient conditions in the time necessary	7.9% (859)	16.1% (1,753)	33.4% (3,634)	25.4% (2,762)	17.2% (1,874)	10,882

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	15.4% (102)	14.6% (93)	40.9% (260)	15.6% (99)	13.4% (85)	635
AHP: Occupational Therapist	7.1% (27)	15.1% (57)	30.7% (116)	28.8% (109)	18.3% (69)	378
AHP: Physiotherapist	7.1% (243)	20.0% (687)	33.3% (1,140)	26.7% (916)	12.9% (441)	3,427
Ambulance: Emergency Medical Technician	5.3% (6)	11.4% (13)	42.1% (48)	18.4% (21)	22.8% (26)	114
Ambulance: Paramedic and Senior Paramedic	5.3% (23)	17.0% (74)	26.9% (117)	27.8% (121)	23.0% (100)	435
Ancillary and Maintenance Staff	14.5% (23)	12.6% (20)	40.3% (64)	18.2% (29)	14.5% (23)	159
Clinical Support Worker	7.0% (23)	8.5% (28)	38.1% (125)	20.7% (68)	25.6% (84)	328
Doctor	5.5% (49)	13.8% (122)	28.6% (253)	30.2% (268)	21.9% (194)	886
Health Scientist	7.8% (22)	16.4% (46)	43.8% (123)	17.1% (48)	14.9% (42)	281
Midwife	6.4% (75)	13.6% (159)	28.7% (335)	27.1% (317)	24.2% (283)	1,169
Nurse	7.4% (121)	14.5% (238)	31.5% (518)	25.9% (426)	20.7% (340)	1,643
Pharmacist	9.1% (9)	22.2% (22)	31.3% (31)	28.3% (28)	9.1% (9)	99
Psychologist	12.5% (17)	24.3% (33)	33.1% (45)	22.8% (31)	7.4% (10)	136
Senior Manager	15.0% (26)	19.1% (33)	36.4% (63)	20.8% (36)	8.7% (15)	173

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	8.0% (8)	22.0% (22)	42.0% (42)	20.0% (20)	8.0% (8)	100
Between 1 and 5 years	9.2% (81)	20.7% (182)	32.2% (283)	23.9% (210)	14.1% (124)	880
Less than 5 and 10 years	6.3% (111)	16.3% (288)	34.3% (605)	25.9% (457)	17.1% (301)	1,762
Between 10 and 20 years	7.9% (259)	15.2% (500)	33.2% (1,088)	25.9% (848)	17.8% (584)	3,279
Over 20 years	8.2% (396)	15.7% (758)	33.3% (1,609)	25.2% (1,218)	17.6% (848)	4,829

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	6.8% (245)	13.9% (498)	31.3% (1,124)	25.4% (912)	22.6% (811)	3,590
Does not work shifts	8.4% (610)	17.3% (1,251)	34.4% (2,490)	25.4% (1,838)	14.6% (1,057)	7,246

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	7.8% (59)	13.8% (105)	32.1% (244)	25.2% (191)	21.1% (160)	759
Between 8 hours and 11 hours 59 mins	7.3% (100)	13.2% (182)	31.3% (430)	25.6% (352)	22.6% (310)	1,374
12 hours	6.1% (53)	15.8% (138)	32.0% (279)	24.5% (214)	21.6% (189)	873
Over 12 hours	5.9% (37)	12.2% (76)	30.3% (189)	26.4% (165)	25.2% (157)	624

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	8.3% (614)	16.4% (1,214)	32.8% (2,430)	25.3% (2,584)	17.3% (1,280)	7,410
Part Time	7.1% (243)	15.6% (534)	34.6% (1,186)	25.7% (8800)	17.1% (587)	3,430

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	7.8% (665)	17.0% (1,456)	33.7% (2,880)	25.5% (2,184)	16.0% (1,364)	8,549
Has a disability or long term health condition	8.3% (182)	12.9% (282)	32.1% (705)	24.7% (541)	22.0% (483)	2,193

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	7.3% (11)	21.2% (32)	38.4% (58)	23.8% (36)	9.3% (14)	151
25-34	6.4% (115)	19.2% (344)	30.1% (541)	29.3% (526)	15.0% (269)	1,795
35-44	6.0% (144)	16.9% (404)	32.2% (770)	25.2% (602)	19.6% (469)	2,389
45-54	7.0% (291)	14.5% (608)	34.9% (1,459)	25.8% (1,077)	17.8% (745)	4,180
55-64	11.9% (262)	15.3% (336)	34.0% (746)	22.5% (494)	16.2% (356)	2,194
65+	30.4% (28)	20.7% (19)	29.3% (27)	10.9% (10)	8.7% (8)	92

Anxieties and Worries - “I am confident that my skills and experience will be valued by my colleagues”

Respondents were asked if they agreed or disagreed with the statement, ‘I am confident that my skills and experience will be valued by my colleagues’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 5.9% of respondents answered that they strongly disagreed that they are confident that their skills and experience will be valued by their colleagues; with a further 12.9% ranked the issue with a ‘2’.
- The occupations that were most likely to strongly disagree with the statement are Ancillary and Maintenance Staff; Clinical Support Worker and Administrative and Clerical Staff.
- Respondents who have worked for the NHS for a longer period of time were more likely to strongly disagree that they are confident their skills and experience will be valued by colleagues.

- Those who work full time are more likely to strongly disagree; as are those who work shifts are more likely to strongly disagree and those who work longer shifts were more likely to strongly disagree.
- Respondents who have a disability or long term health condition were more likely to strongly disagree that their skills and experience will be valued by their colleagues.
- The likelihood that a respondent would strongly disagree would increase with age up to 55-64 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am confident that my skills and experience will be valued by my colleagues	5.9% (651)	12.9% (1,414)	35.6% (3,904)	34.4% (3,776)	11.2% (1,234)	10,979

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	10.7% (72)	15.2% (103)	36.5% (247)	26.0% (176)	11.5% (78)	676
AHP: Occupational Therapist	3.4% (13)	13.2% (50)	32.2% (122)	39.8% (151)	11.3% (43)	379
AHP: Physiotherapist	3.3% (112)	11.0% (379)	33.9% (1,163)	40.9% (1,404)	10.8% (372)	3,430
Ambulance: Emergency Medical Technician	3.6% (4)	19.6% (22)	42.0% (47)	22.3% (25)	12.5% (14)	112
Ambulance: Paramedic and Senior Paramedic	5.8% (25)	14.6% (63)	39.4% (170)	28.2% (122)	12.0% (52)	432
Ancillary and Maintenance Staff	11.8% (20)	17.2% (29)	31.4% (53)	23.1% (39)	16.6% (28)	169
Clinical Support Worker	11.3% (37)	14.0% (46)	35.4% (116)	23.8% (78)	15.5% (51)	328
Doctor	8.1% (72)	15.2% (136)	33.5% (299)	36.2% (323)	7.0% (62)	892
Health Scientist	7.4% (21)	15.1% (43)	33.5% (95)	33.1% (94)	10.9% (31)	284
Midwife	5.1% (60)	13.1% (153)	38.3% (449)	31.7% (371)	11.9% (139)	1,172
Nurse	7.4% (1,642)	13.4% (1,642)	37.8% (1,642)	30.3% (1,642)	11.1% (1,642)	1,642

	(121)	(220)	(620)	(498)	(183)	
Pharmacist	9.9% (10)	11.9% (12)	42.6% (43)	30.7% (31)	5.0% (5)	101
Psychologist	2.2% (3)	8.7% (12)	31.9% (44)	44.9% (62)	12.3% (17)	138
Senior Manager	4.3% (8)	12.8% (24)	34.8% (65)	20.8% (36)	8.7% (15)	173

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	1.0% (1)	10.0% (10)	32.0% (32)	41.0% (41)	16.0% (16)	100
Between 1 and 5 years	4.3% (38)	11.0% (97)	35.8% (316)	37.1% (327)	11.8% (104)	882
Between 5 and 10 years	5.9% (104)	13.6% (241)	33.6% (596)	36.9% (655)	10.1% (180)	1,776
Between 10 and 20 years	6.1% (202)	13.5% (445)	35.7% (1,182)	34.3% (1,134)	10.4% (345)	3,308
Over 20 years	6.2% (302)	12.6% (616)	36.2% (1,768)	33.0% (1,611)	11.9% (582)	4,879

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	7.1% (254)	14.0% (504)	36.4% (1,308)	30.5% (1,095)	11.9% (429)	3,590
Does not work shifts	5.4% (394)	12.3% (903)	35.1% (2,578)	36.3% (2,666)	10.9% (800)	7,341

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	7.5% (57)	13.9% (106)	34.5% (263)	32.0% (244)	12.2% (93)	763
Between 8 hours and 11 hours 59 mins	6.8% (93)	14.0% (192)	35.9% (492)	31.5% (432)	11.9% (163)	1,372
12 hours	6.0% (52)	14.9% (130)	38.7% (337)	28.7% (250)	11.6% (101)	870
Over 12 hours	8.8% (55)	13.1% (82)	36.7% (230)	29.3% (184)	12.1% (76)	627

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	6.2% (466)	12.8% (955)	35.3% (2,884)	34.5% (2,584)	11.2% (837)	7,481
Part Time	5.3% (182)	13.1% (454)	36.2% (1,250)	34.1% (1,178)	11.3% (392)	3,456

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	5.1% (439)	12.5% (1,076)	35.5% (3,064)	35.9% (3,091)	11.0% (952)	8,622
Has a disability or long term health condition	9.0% (200)	14.6% (324)	35.3% (781)	29.1% (645)	11.9% (263)	2,213

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	2.0% (3)	11.2% (17)	30.3% (46)	41.4% (63)	15.1% (23)	152
25-34	3.6% (64)	10.8% (194)	33.2% (596)	43.1% (774)	9.3% (167)	1,795
35-44	5.2% (124)	14.5% (348)	37.5% (901)	34.3% (824)	8.6% (207)	2,404
45-54	6.5% (276)	13.4% (564)	37.0% (1,564)	32.3% (1,362)	10.8% (457)	4,223
55-64	7.6% (169)	12.3% (274)	33.0% (736)	31.7% (705)	15.4% (343)	2,227
65+	7.4% (7)	7.4% (7)	26.6% (25)	30.9% (29)	27.7% (26)	94

Anxieties and Worries - “I am confident that relationships in my work team will function well”

Respondents were asked if they agreed or disagreed with the statement, ‘I am confident that relationships in my work team will function well’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 5.7% of respondents answered that they strongly disagreed that they are confident that relationships in their work team will function well; with a further 13.0% ranked the issue with a '2'.
- The occupations that were most likely to strongly disagree with the statement are Ancillary and Maintenance Staff; Emergency Medical Technician and Clinical Support Worker.
- Respondents who have worked for the NHS for a between 10 and 20 years were more likely to strongly disagree that they are confident that relationships in their work team will function well.
- Those who work full time are more likely to strongly disagree; as are those who work shifts are more likely to strongly disagree and those who work longer shifts were more likely to strongly disagree.
- Respondents who have a disability or long term health condition were more likely to strongly disagree that relationships in their work team will function well.
- The likelihood that a respondent would strongly disagree would increase with age up to 55-64 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am confident that relationships in my work team will function well	5.7% (625)	13.0% (1,431)	38.9% (4,268)	32.6% (3,585)	9.8% (1,072)	10,981

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	9.0% (61)	13.2% (89)	38.2% (258)	26.4% (178)	13.2% (89)	675
AHP: Occupational Therapist	3.2% (12)	13.3% (50)	38.9% (146)	34.4% (129)	10.1% (38)	375
AHP: Physiotherapist	3.2% (110)	11.3% (388)	38.3% (1,311)	38.4% (1,314)	8.8% (302)	3,425
Ambulance: Emergency Medical Technician	9.9% (11)	12.6% (14)	38.7% (43)	29.7% (33)	9.0% (10)	111
Ambulance: Paramedic and Senior Paramedic	7.7% (33)	13.5% (58)	40.2% (173)	29.5% (127)	9.1% (39)	430
Ancillary and Maintenance Staff	12.4% (21)	17.2% (29)	36.7% (62)	23.7% (40)	10.1% (17)	169
Clinical Support Worker	9.4% (31)	12.1% (40)	43.5% (144)	20.5% (68)	14.5% (48)	331
Doctor	5.6%	17.7%	34.9%	33.2%	8.6%	897

	(50)	(159)	(313)	(298)	(77)	
Health Scientist	7.8% (22)	18.7% (53)	36.4% (103)	30.0% (85)	7.1% (20)	283
Midwife	4.5% (53)	11.9% (139)	41.9% (490)	32.1% (376)	9.6% (112)	1,170
Nurse	7.1% (117)	14.6% (240)	40.3% (663)	28.1% (462)	9.9% (163)	1,645
Pharmacist	6.0% (6)	17.0% (17)	43.0% (43)	28.0% (28)	6.0% (6)	100
Psychologist	3.6% (5)	8.7% (12)	44.2% (61)	35.5% (49)	8.0% (11)	138
Senior Manager	4.2% (8)	8.5% (16)	35.4% (67)	40.2% (76)	11.6% (22)	189

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	1.0% (1)	11.0% (11)	31.0% (31)	47.0% (47)	10.0% (10)	100
Between 1 and 5 years	4.2% (37)	10.0% (88)	35.9% (317)	38.8% (343)	11.2% (99)	884
Between 5 and 10 years	5.9% (105)	14.5% (257)	39.7% (704)	31.9% (566)	7.9% (140)	1,772
Between 10 and 20 years	5.9% (197)	13.5% (446)	40.1% (1,328)	31.5% (1,045)	9.0% (297)	3,313
Over 20 years	5.8% (281)	12.8% (624)	38.5% (1,878)	32.2% (1,572)	10.7% (521)	4,879

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	7.3% (262)	13.8% (495)	39.1% (1,404)	29.6% (1,061)	10.3% (368)	3,590
Does not work shifts	4.9% (361)	12.7% (930)	38.8% (2,847)	34.1% (2,503)	9.6% (702)	7,343

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	6.9% (53)	14.1% (108)	37.9% (291)	30.9% (237)	10.3% (79)	768
Between 8 hours and 11 hours 59 mins	7.1% (97)	14.1% (194)	39.4% (541)	29.2% (401)	10.3% (141)	1,374

12 hours	7.6% (66)	13.2% (115)	41.4% (359)	27.9% (242)	9.9% (86)	868
Over 12 hours	7.7% (48)	13.3% (83)	36.3% (226)	32.5% (202)	10.1% (63)	622

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	6.0% (447)	13.2% (988)	38.5% (2,884)	32.6% (2,438)	9.8% (730)	7,487
Part Time	5.0% (174)	12.7% (439)	39.6% (1,368)	32.9% (1,134)	9.8% (337)	3,452

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	4.8% (417)	12.6% (1,090)	38.7% (3,333)	34.2% (2,950)	9.6% (831)	8,621
Has a disability or long term health condition	9.0% (199)	14.5% (322)	39.7% (880)	26.7% (592)	10.1% (225)	2,218

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	2.0% (3)	9.9% (15)	29.8% (45)	45.7% (69)	12.6% (19)	151
25-34	3.5% (62)	11.9% (213)	37.8% (678)	39.4% (707)	7.5% (134)	1,794
35-44	5.3% (127)	13.6% (329)	41.6% (1,004)	32.1% (774)	7.5% (180)	2,414
45-54	6.2% (263)	13.4% (567)	40.3% (1,699)	30.3% (1,278)	9.8% (412)	4,219
55-64	7.1% (158)	13.0% (290)	35.0% (780)	31.8% (708)	13.0% (290)	2,226
65+	6.4% (6)	6.4% (6)	35.1% (33)	25.5% (24)	26.6% (25)	94

Anxieties and Worries - “I am worried that my performance will deteriorate as I age”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that my performance will deteriorate as I age’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 48.3% of respondents answered that they strongly agreed that they are worried that my performance will deteriorate as I age, a further 27.4% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Emergency Medical Technician; Paramedic and Doctor.
- Respondents who have worked for the NHS for between 10 and 20 years were more likely to strongly agree that they are worried that their performance will deteriorate as they age.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried that their performance will deteriorate as they age.
- The likelihood that a respondent would strongly agree would increase with age up to 35-44 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that my performance will deteriorate as I age	4.6% (502)	6.3% (691)	13.4% (1,472)	27.4% (3,012)	48.3% (5,310)	10,987

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	8.7% (59)	8.5% (58)	19.5% (133)	25.4% (173)	38.0% (259)	682
AHP: Occupational Therapist	5.8% (22)	7.1% (27)	13.2% (50)	25.9% (98)	48.0% (182)	379
AHP: Physiotherapist	3.4% (117)	5.8% (199)	12.9% (441)	31.1% (1,064)	46.8% (1,605)	3,426
Ambulance: Emergency Medical Technician	0.9% (1)	5.4% (6)	7.1% (8)	25.9% (29)	60.7% (68)	112
Ambulance:	3.9%	3.7%	8.3%	24.8%	59.4%	436

Paramedic and Senior Paramedic	(17)	(16)	(36)	(108)	(259)	
Ancillary and Maintenance Staff	8.3% (14)	6.5% (11)	16.0% (27)	19.5% (33)	49.7% (84)	169
Clinical Support Worker	5.5% (18)	4.2% (14)	15.5% (51)	22.4% (74)	52.4% (173)	330
Doctor	3.5% (31)	4.8% (43)	9.9% (89)	23.7% (212)	58.1% (521)	896
Health Scientist	2.8% (8)	7.1% (20)	13.8% (39)	27.9% (79)	48.4% (137)	283
Midwife	4.0% (47)	5.6% (65)	10.1% (118)	23.7% (276)	56.6% (660)	1,166
Nurse	4.9% (81)	6.0% (99)	14.5% (238)	26.6% (437)	47.9% (785)	1,640
Pharmacist	5.0% (5)	8.9% (9)	15.8% (16)	36.6% (937)	33.7% (34)	101
Psychologist	5.1% (7)	16.7% (23)	22.5% (31)	34.1% (47)	21.7% (30)	138
Senior Manager	9.7% (18)	7.5% (14)	15.6% (29)	34.4% (64)	32.8% (61)	186

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	6.0% (6)	16.0% (16)	16.0% (16)	24.0% (24)	38.0% (38)	100
Between 1 and 5 years	5.4% (48)	7.3% (65)	16.7% (148)	27.2% (241)	43.3% (383)	885
Between 5 and 10 years	3.8% (67)	5.3% (95)	13.4% (239)	27.9% (496)	49.6% (883)	1,780
Between 10 and 20 years	4.8% (157)	5.8% (193)	13.0% (430)	25.4% (839)	51.0% (1,683)	3,302
Over 20 years	4.5% (220)	6.6% (321)	13.0% (633)	12.8% (1,406)	47.2% (2,304)	4,884

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	5.0% (180)	5.7% (204)	11.2% (401)	23.8% (854)	54.4% (1,954)	3,593
Does not work shifts	4.4% (321)	6.6% (485)	14.5% (1,064)	29.2% (2,142)	45.4% (3,333)	7,345

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	5.6% (43)	6.4% (49)	12.7% (98)	26.3% (202)	49.0% (377)	769
Between 8 hours and 11 hours 59 mins	5.2% (71)	5.3% (73)	11.7% (161)	24.3% (333)	53.5% (734)	1,372
12 hours	4.5% (39)	6.3% (55)	10.2% (89)	23.3% (203)	55.8% (487)	873
Over 12 hours	4.5% (28)	4.5% (28)	9.6% (60)	20.7% (129)	60.7% (378)	623

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	4.7% (350)	6.4% (477)	13.0% (975)	27.1% (2,032)	48.8% (3,660)	7,494
Part Time	4.3% (149)	6.2% (213)	14.2% (489)	28.1% (970)	47.2% (1,631)	3,452

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	4.5% (384)	6.7% (576)	13.9% (1,198)	28.4% (2,449)	46.5% (4,004)	8,611
Has a disability or long term health condition	5.0% (111)	4.7% (105)	11.3% (252)	23.4% (523)	55.6% (1,240)	2,231

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	6.6% (10)	9.9% (15)	14.5% (22)	24.3% (37)	44.7% (68)	152
25-34	3.3% (60)	5.5% (99)	12.4% (223)	28.7% (516)	50.0% (897)	1,795
35-44	3.9% (95)	6.0% (145)	12.5% (300)	27.4% (659)	50.2% (1,208)	2,407
45-54	4.0% (167)	5.9% (249)	13.3% (561)	28.1% (1,189)	48.7% (2,059)	4,225
55-64	6.5% (145)	7.1% (159)	14.8% (330)	25.9% (578)	45.7% (1,019)	2,231
65+	22.6%	19.4%	23.7%	15.1%	19.4%	93

	(21)	(18)	(22)	(14)	(18)	
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Anxieties and Worries - “I am confident that I will be supported by the whole team through emotionally demanding work”

Respondents were asked if they agreed or disagreed with the statement, ‘I am confident that I will be supported by the whole team through emotionally demanding work’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 11.1% of respondents answered that they strongly disagreed that they are confident that they will be supported by the whole team through emotionally demanding work; with a further 22.6% ranked the issue with a ‘2’.
- The occupations that were most likely to strongly disagree with the statement are Ancillary and Maintenance Staff; Emergency Medical Technician and Doctor.
- Respondents who have worked for the NHS for a longer period of time were more likely to strongly disagree that they are confident they will be supported by the whole team through emotionally demanding work.
- Those who work full time are more likely to strongly disagree; as are those who work shifts are more likely to strongly disagree and those who work for 12 hours or more were more likely to strongly disagree.
- Respondents who have a disability or long term health condition were more likely to strongly disagree that they are confident they will be supported by the whole team through emotionally demanding work.
- The likelihood that a respondent would strongly disagree would increase with age up to 55-64 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am confident that I will be supported by the whole team through emotionally demanding work	11.1% (1,212)	22.6% (2,473)	39.9% (4,375)	20.5% (2,247)	6.0% (659)	10,966

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	13.4% (91)	22.2% (151)	37.9% (258)	17.6% (120)	8.8% (60)	680
AHP: Occupational Therapist	4.7% (18)	20.0% (76)	44.2% (168)	24.2% (92)	6.8% (26)	380
AHP: Physiotherapist	6.1% (18)	20.0% (76)	42.7% (168)	26.1% (92)	5.2% (20)	3,419

	(208)	(683)	(1,459)	(891)	(178)	
Ambulance: Emergency Medical Technician	17.7% (20)	21.2% (24)	35.4% (40)	16.8% (19)	8.8% (10)	113
Ambulance: Paramedic and Senior Paramedic	17.3% (75)	23.1% (100)	34.4% (149)	18.2% (79)	6.9% (30)	433
Ancillary and Maintenance Staff	20.0% (34)	20.6% (35)	37.6% (64)	12.9% (22)	8.8% (15)	170
Clinical Support Worker	16.7% (55)	17.3% (57)	36.8% (121)	16.1% (53)	13.1% (43)	329
Doctor	17.6% (157)	30.8 (274)	33.7% (300)	15.6% (139)	2.4% (21)	891
Health Scientist	12.7% (36)	28.2% (80)	36.3% (103)	18.7% (53)	4.2% (12)	284
Midwife	10.9% (128)	26.3% (307)	39.9% (466)	17.0% (199)	5.9% (69)	1,169
Nurse	13.5% (220)	22.4% (367)	41.0% (671)	17.4% (285)	5.6% (92)	1,635
Pharmacist	12.9% (13)	33.7% (34)	36.6% (37)	13.9% (14)	3.0% (3)	101
Psychologist	7.2% (10)	25.4% (35)	41.3% (57)	22.5% (31)	3.6% (5)	138
Senior Manager	11.2% (21)	18.7% (35)	42.2% (79)	21.4% (40)	6.4% (12)	187

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	4.0% (4)	13.1% (13)	32.3% (32)	40.4% (40)	10.1% (10)	99
Between 1 and 5 years	7.8% (69)	21.2% (187)	36.8% (325)	25.3% (223)	8.9% (79)	883
Between 5 and 10 years	10.2% (180)	21.5% (382)	41.6% (738)	21.3% (377)	5.4% (96)	1,773
Between 10 and 20 years	11.2% (371)	22.4% (740)	40.6% (1,340)	19.9% (656)	5.9% (194)	3,301
Over 20 years	12.0% (583)	23.4% (1,141)	39.6% (1,931)	19.3% (943)	5.7% (277)	4,875

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	14.3%	22.9%	38.1%	18.1%	6.6%	3,586

	(512)	(822)	1,366)	(648)	(238)	
Does not work shifts	9.5% (695)	22.3% (1,638)	40.8% (2,995)	21.7% (1,588)	5.7% (418)	7,332

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	13.1% (100)	21.1% (162)	38.4% (294)	21.4% (164)	6.0% (46)	766
Between 8 hours and 11 hours 59 mins	14.5% (198)	24.3% (332)	38.3% (524)	17.0% (232)	5.9% (81)	1,367
12 hours	14.7% (128)	21.0% (183)	37.9% (330)	18.3% (159)	8.0% (70)	870
Over 12 hours	14.6% (91)	25.1% (157)	36.8% (230)	16.6% (104)	6.9% (43)	625

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	11.4% (855)	22.5% (1,684)	39.6% (2,960)	20.3% (1,515)	6.1% (458)	7,472
Part Time	10.1% (349)	22.7% (783)	40.7% (1,404)	20.9% (720)	5.7% (196)	3,452

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	9.7% (839)	22.4% (1,930)	40.5% (3,486)	21.6% (1,859)	5.8% (502)	8,616
Has a disability or long term health condition	16.1% (354)	23.5% (518)	37.9% (835)	15.9% (351)	6.7% (147)	2,205

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	2.6% (4)	23.0% (35)	29.6% (45)	34.2% (52)	10.5% (16)	152
25-34	6.0% (108)	20.9% (375)	41.5% (745)	25.9% (465)	5.7% (102)	1,795
35-44	10.8% (259)	23.8% (571)	41.6% (1,000)	19.7% (473)	4.2% (100)	2,403

45-54	12.6% (532)	23.2% (976)	40.2% (1,694)	18.0% (756)	6.0% (252)	4,210
55-64	12.9% (287)	21.7% (484)	37.3% (831)	20.6% (460)	7.5% (167)	2,229
65+	10.8% (10)	22.6% (21)	23.7% (22)	26.9% (25)	16.1% (15)	93

Anxieties and Worries - “I am worried that my employer will seek to manage me through either a disciplinary or capability procedure”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that my employer will seek to manage me through either a disciplinary or capability procedure’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 21.0% of respondents answered that they strongly agreed that they are worried that their employer will seek to manage them through either a disciplinary or capability procedure, a further 19.1% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Paramedic; Emergency Medical Technician; and Ancillary and Maintenance Staff.
- Respondents who have worked for the NHS for between 10 and 20 years were more likely to strongly agree that they are worried that their employer will seek to manage them through either a disciplinary or capability procedure.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work 12 hours or more were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried that their employer will seek to manage them through either a disciplinary or capability procedure.
- The likelihood that a respondent would strongly agree would increase with age up to 45-54 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am worried that my employer will seek to manage me through either a disciplinary or capability procedure	12.3% (1,354)	17.6% (1,932)	30.0% (3,298)	19.1% (2,096)	21.0% (2,309)	10,989

Respondents by	1	2	3	4	5	Response
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Occupation	(Strongly Disagree)				(Strongly Agree)	Count
Administrative and Clerical	15.8% (108)	15.5% (106)	29.2% (199)	16.0% (109)	23.5% (160)	682
AHP: Occupational Therapist	10.6% (40)	19.6% (74)	34.7% (131)	18.5% (70)	16.7% (63)	378
AHP: Physiotherapist	15.4% (529)	22.8% (782)	33.4% (1,147)	16.7% (547)	11.7% (400)	3,432
Ambulance: Emergency Medical Technician	10.5% (12)	3.5% (4)	19.3% (22)	18.4% (21)	48.2% (55)	114
Ambulance: Paramedic and Senior Paramedic	5.3% (23)	7.6% (33)	13.8% (60)	22.1% (96)	51.2% (222)	434
Ancillary and Maintenance Staff	9.9% (17)	10.5% (18)	26.3% (45)	16.4% (28)	36.8% (63)	171
Clinical Support Worker	9.6% (32)	11.4% (38)	30.0% (100)	15.0% (50)	33.9% (113)	333
Doctor	10.0% (89)	17.4% (155)	32.1% (285)	21.4% (190)	19.1% (170)	889
Health Scientist	14.5% (41)	15.2% (43)	26.9% (76)	19.1% (54)	24.4% (69)	283
Midwife	8.9% (104)	15.3% (179)	31.9% (373)	21.7% (254)	22.3% (261)	1,171
Nurse	10.8% (177)	14.7% (241)	28.2% (462)	20.3% (333)	25.9% (424)	1,637
Pharmacist	10.1% (10)	22.2% (22)	29.3% (29)	19.2% (19)	19.2% (19)	99
Psychologist	14.5% (20)	22.5% (31)	30.4% (42)	21.0% (29)	11.6% (16)	138
Senior Manager	15.3% (29)	25.8% (49)	24.2% (46)	21.6% (41)	13.2% (25)	190

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	12.1% (12)	18.2% (18)	34.4% (34)	19.2% (19)	16.2% (16)	99
Between 1 and 5 years	14.4% (128)	18.5% (164)	32.9% (292)	17.4% (154)	16.8% (149)	887
Between 5 and 10 years	13.2% (234)	18.9% (336)	31.1% (553)	18.2% (324)	18.6% (330)	1,777
Between 10 and 20 years	11.5% (381)	17.2% (571)	28.7% (950)	20.3% (674)	22.3% (739)	3,315

Over 20 years	12.2% (594)	17.2% (837)	29.9% (1,459)	18.9% (921)	21.8% (1,065)	4,876
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Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	10.3% (372)	13.3% (479)	26.8% (968)	20.3% (732)	29.3% (1,056)	3,607
Does not work shifts	13.3% (976)	19.7% (1,444)	31.6% (2,318)	18.4% (1,353)	17.0% (1,245)	7,336

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	12.1% (93)	15.6% (120)	28.3% (218)	22.2% (171)	21.8% (168)	770
Between 8 hours and 11 hours 59 mins	10.8% (149)	13.8% (190)	27.3% (376)	20.5% (282)	27.6% (380)	1,377
12 hours	8.6% (75)	11.1% (97)	23.9% (209)	19.8% (173)	36.5% (319)	873
Over 12 hours	9.7% (61)	12.9% (81)	27.6% (173)	18.8% (118)	30.9% (194)	627

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	12.1% (906)	16.9% (1,270)	28.7% (2,151)	19.6% (1,470)	22.7% (1,698)	7,495
Part Time	12.8% (442)	19.0% (655)	32.9% (1,138)	18.0% (621)	17.3% (598)	3,454

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	12.8% (1,101)	19.1% (1,649)	31.6% (2,724)	18.8% (1,617)	17.7% (1,529)	8,620
Has a disability or long term health condition	10.3% (229)	11.6% (259)	24.1% (536)	20.2% (450)	33.8% (751)	2,225

Respondents by Age	1	2	3	4	5	Response
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	(Strongly Disagree)				(Strongly Agree)	Count
16-24	17.8% (27)	17.8% (27)	36.2% (5)	19.1% (29)	9.2% (14)	152
25-34	14.6% (263)	22.2% (399)	31.5% (567)	18.6% (335)	13.0% (234)	1,798
35-44	10.7% (257)	18.2% (439)	30.2% (728)	19.8% (478)	21.1% (509)	2,411
45-54	11.0% (463)	45.5% (653)	30.1% (1,270)	19.3% (813)	24.1% (1,014)	4,213
55-64	13.8% (309)	17.2% (385)	27.8% (621)	18.3% (410)	22.8% (510)	2,235
65+	22.1% (21)	13.7% (13)	31.6% (30)	14.7% (14)	17.9% (17)	95

Anxieties and Worries - “I am confident that I can raise concerns at work”

Respondents were asked if they agreed or disagreed with the statement, ‘I am confident that I can raise concerns at work’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 11.4% of respondents answered that they strongly disagreed that they are confident that they can raise concerns at work; with a further 27.1% ranked the issue with a ‘2’.
- The occupations that were most likely to strongly disagree with the statement are Emergency Medical Technician; Ancillary and Maintenance Staff and Paramedic.
- Respondents who have worked for the NHS for a longer period of time were more likely to strongly disagree that they are confident that they can raise concerns at work.
- Those who work full time are more likely to strongly disagree; as are those who work shifts are more likely to strongly disagree and those who work longer shifts were more likely to strongly disagree.
- Respondents who have a disability or long term health condition were more likely to strongly disagree that they are confident that they can raise concerns at work.
- The likelihood that a respondent would strongly disagree would increase with age up to 55-64 then decrease with age.

All Respondents	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
I am confident that I can	12.4%	17.9%	31.2%	27.1%	11.4%	11,011

raise concerns at work	(1,363)	(1,968)	(3,433)	(2,987)	(1,260)	
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Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	15.3% (105)	16.1% (110)	30.5% (209)	24.1% (165)	14.0% (96)	685
AHP: Occupational Therapist	8.5% (32)	16.9% (64)	31.7% (120)	33.6% (127)	9.3% (35)	378
AHP: Physiotherapist	5.5% (190)	15.5% (534)	33.6% (1,153)	34.8% (1,197)	10.5% (362)	3,436
Ambulance: Emergency Medical Technician	27.2% (31)	22.8% (26)	31.6% (36)	11.4% (13)	7.0% (8)	114
Ambulance: Paramedic and Senior Paramedic	20.5% (89)	27.8% (121)	27.1% (118)	16.1% (70)	8.5% (37)	435
Ancillary and Maintenance Staff	26.2% (45)	18.0% (31)	28.5% (49)	14.0% (24)	13.4% (23)	172
Clinical Support Worker	15.7% (52)	14.5% (48)	31.3% (104)	17.2% (57)	21.4% (71)	332
Doctor	16.0% (144)	23.3% (209)	30.4% (273)	22.7% (204)	7.6% (68)	898
Health Scientist	18.0% (51)	17.3% (49)	26.4% (75)	27.5% (78)	10.9% (31)	284
Midwife	12.5% (146)	18.4% (215)	32.5% (380)	25.2% (295)	11.4% (133)	1,169
Nurse	17.1% (281)	18.7% (307)	29.5% (485)	22.2% (364)	12.5% (205)	1,642
Pharmacist	15.8% (16)	17.8% (18)	31.7% (32)	27.7% (28)	6.9% (7)	101
Psychologist	10.2% (14)	21.2% (29)	31.4% (43)	29.9% (41)	7.3% (10)	137
Senior Manager	7.9% (15)	15.3% (29)	25.8% (49)	34.2% (65)	16.8% (32)	190

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 1 year	5.0% (5)	15.0% (15)	25.0% (25)	41.0% (41)	14.0% (14)	100
Between 1 and 5 years	10.6% (94)	15.9% (141)	32.2% (285)	30.4% (269)	10.8% (96)	885

Between 5 and 10 years	12.2% (217)	17.3% (307)	32.1% (570)	28.8% (512)	9.7% (172)	1,778
Between 10 and 20 years	12.3% (408)	18.0% (597)	31.1% (1,032)	26.9% (893)	11.8% (392)	3,322
Over 20 years	13.0% (634)	18.4% (899)	30.9% (1,511)	25.8% (1,264)	11.9% (583)	4,891

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works shifts	17.4% (625)	19.6% (707)	29.3% (1,055)	22.0% (791)	11.8% (424)	3,602
Does not work shifts	10.0% (733)	17.0% (1,255)	32.1% (2,360)	29.7% (2,184)	11.3% (830)	7,362

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	14.4% (111)	17.3% (133)	29.1% (224)	26.8% (206)	12.4% (95)	769
Between 8 hours and 11 hours 59 mins	16.8% (230)	19.9% (273)	29.9% (410)	21.6% (297)	11.9% (163)	1,373
12 hours	17.8% (156)	22.0% (192)	30.0% (262)	18.9% (165)	11.3% (99)	874
Over 12 hours	21.2% (133)	18.0% (113)	28.2% (177)	21.2% (133)	11.3% (71)	627

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full time	13.0% (973)	18.2% (1,364)	31.0% (2,324)	26.2% (1,966)	11.7% (879)	7,506
Part time	11.1% (383)	17.2% (596)	31.7% (1,098)	29.2% (1,011)	10.8% (375)	3,463

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
No disability or long term health condition	10.7% (927)	17.1% (1,481)	31.4% (2,719)	29.3% (2,530)	11.5% (991)	8,648
Has a disability or long term health	18.6% (413)	21.0% (465)	30.1% (667)	19.1% (424)	11.3% (250)	2,219

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Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	5.3% (8)	16.4% (25)	30.3% (46)	34.9% (53)	13.2% (20)	152
25-34	7.9% (143)	15.0% (269)	32.7% (589)	34.9% (627)	9.5% (171)	1,799
35-44	11.7% (283)	19.6% (473)	32.1% (774)	27.3% (658)	9.3% (224)	2,412
45-54	13.7% (581)	18.7% (793)	31.3% (1,326)	25.0% (1,057)	11.3% (477)	4,234
55-64	14.6% (327)	17.0% (381)	29.2% (654)	24.6% (551)	14.5% (325)	2,238
65+	12.9% (12)	16.1% (15)	21.5% (20)	18.3% (17)	31.2% (29)	93

Anxieties and Worries - “I am worried that I will be subject to bullying at work”

Respondents were asked if they agreed or disagreed with the statement, ‘I am worried that I will be subject to bullying at work’. They were asked to rank the statement from 1-5 with 1 being strongly disagree and 5 being strongly agree.

Key Results:

- Overall, 9.3% of respondents answered that they strongly agreed that they are worried that they will be subject to bullying at work, a further 11.2% ranked the issue with a ‘4’.
- The occupations that were most likely to strongly agree with the statement are Emergency Medical Technician; Ancillary and Maintenance Staff; and Clinical Support Worker.
- Respondents who have worked for the NHS for longer were more likely to strongly agree that they are worried that they may not be able to keep up the pace they need to.
- Those who work full time are more likely to strongly agree; as are those who work shifts are more likely to strongly agree and those who work longer shifts were more likely to strongly agree.
- Respondents who have a disability or long term health condition were more likely to strongly agree that they are worried they will be subject to bullying at work.
- The likelihood that a respondent would strongly agree would increase with age with over 65 the most likely to strongly agree that they are worried they will be subject to bullying at work.

All Respondents	1	2	3	4	5	Respons
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	(Strongly Disagree)				(Strongly Agree)	Response Count
I am worried that I will be subject to bullying at work	27.1% (2,985)	26.1% (2,875)	26.3% (2,894)	11.2% (1,228)	9.3% (1,020)	11,002

Respondents by Occupation	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Administrative and Clerical	28.4% (194)	20.6% (141)	26.3% (180)	12.3% (84)	12.4% (85)	684
AHP: Occupational Therapist	28.9% (110)	29.2% (111)	26.1% (99)	8.9% (34)	6.8% (26)	380
AHP: Physiotherapist	33.4% (1,145)	31.0% (1,065)	24.1% (828)	7.6% (261)	3.9% (133)	3,432
Ambulance: Emergency Medical Technician	14.0% (16)	16.7% (19)	35.1% (40)	13.2% (15)	21.1% (24)	114
Ambulance: Paramedic and Senior Paramedic	19.2% (83)	22.6% (98)	30.3% (131)	15.0% (65)	12.9% (56)	433
Ancillary and Maintenance Staff	26.2% (45)	18.0% (31)	27.9% (48)	8.7% (15)	19.2% (33)	172
Clinical Support Worker	26.3% (86)	18.0% (59)	25.7% (84)	14.1% (46)	15.9% (52)	327
Doctor	24.0% (215)	24.4% (219)	26.8% (240)	14.5% (130)	10.4% (93)	897
Health Scientist	23.9% (68)	23.2% (66)	27.8% (79)	13.4% (38)	11.6% (33)	284
Midwife	20.2% (236)	28.6% (335)	28.5% (333)	13.6% (159)	9.1% (107)	1,170
Nurse	23.0% (378)	22.5% (370)	28.8% (474)	12.8% (210)	12.9% (213)	1,645
Pharmacist	21.0% (21)	26.0% (26)	29.0% (29)	12.0% (12)	12.0% (12)	100
Psychologist	31.6% (43)	25.7% (35)	24.3% (33)	11.8% (16)	6.6% (9)	136
Senior Manager	28.0% (53)	36.0% (68)	15.9% (30)	14.3% (27)	5.8% (11)	189

Respondents by Length of Service	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
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Less than 1 year	46.9% (46)	17.3% (17)	19.4% (19)	10.2% (10)	6.1% (6)	98
Between 1 and 5 years	31.0% (275)	29.6% (261)	22.6% (200)	9.6% (85)	7.3% (65)	886
Between 5 and 10 years	28.5% (506)	27.5% (488)	25.3% (449)	10.1% (179)	8.7% (155)	1,777
Between 10 and 20 years	26.5% (875)	25.1% (831)	27.3% (902)	11.5% (381)	9.6% (318)	3,307
Over 20 years	26.0% (1,272)	26.0% (1,272)	26.8% (1,315)	11.6% (567)	9.6% (472)	4,898

Respondents by Shift Working	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Works Shifts	22.1% (797)	23.8% (857)	27.8% (1,001)	13.1% (472)	13.2% (474)	3,601
Does not work shifts	29.6% (2,174)	27.3% (2,005)	25.5% (1,877)	10.2% (753)	7.4% (543)	7,352

Respondents by Length of Shift	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Less than 8 hours	26.0% (200)	24.4% (188)	26.9% (207)	11.8% (91)	10.8% (83)	769
Between 8 hours and 11 hours 59 mins	22.0% (302)	23.1% (317)	28.9% (397)	12.8% (176)	13.3% (183)	1,375
12 hours	20.6% (180)	24.3% (212)	29.0% (253)	13.4% (117)	12.6% (110)	872
Over 12 hours	20.2% (127)	24.2% (152)	25.5% (160)	14.3% (90)	15.8% (99)	628

Respondents by Full Time/Part Time	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
Full Time	26.6% (1,993)	25.3% (1,901)	26.2% (1,969)	12.0% (899)	9.9% (744)	7,506
Part Time	28.4% (980)	28.0% (966)	26.5% (915)	9.4% (326)	7.8% (268)	3,455

Respondents by Disability/Long Term Health Condition	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
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No disability or long term health condition	28.6% (2,466)	27.4% (2,363)	26.2% (2,259)	10.4% (901)	7.5% (647)	8,636
Has a disability or long term health condition	21.6% (480)	21.6% (480)	26.5% (589)	14.1% (313)	16.2% (360)	2,222

Respondents by Age	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)	Response Count
16-24	41.7% (63)	34.4% (52)	13.2% (20)	6.6% (10)	4.0% (6)	151
25-34	32.7% (588)	30.6% (550)	23.9% (430)	7.8% (140)	5.1% (91)	1,799
35-44	24.1% (579)	27.5% (660)	27.2% (655)	12.2% (293)	9.0% (217)	2,404
45-54	24.4% (1,032)	24.9% (1,054)	28.5% (1,209)	11.9% (503)	10.3% (437)	4,235
55-64	29.3% (654)	23.4% (522)	24.4% (546)	11.9% (266)	11.1% (247)	2,235
65+	43.2% (41)	15.8% (15)	13.7% (13)	11.6% (11)	15.8% (15)	95

Summary – Employment Practices

Respondents were asked if how useful they would find a series of statements describing an employment practice to facilitate them working longer. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Overall, the top five most useful employment practices were:

- **I would find it useful to have access to face to face pension and financial advice**
87.5% answered 4 or 5 (5 being very useful)
- **I would find it useful to have rapid access to health services e.g. physiotherapy**
79.9% answered 4 or 5 (5 being very useful)
- **I would find it useful to work part time (37.5 hours a week)**
69.9% answered 4 or 5 (5 being very useful)
- **I would find it useful to have a fixed pattern of working (e.g. all days or all nights)**
63.3% answered 4 or 5 (5 being very useful)
- **I would find it useful to be able to refer myself to occupational health**
59.5% answered 4 or 5 (5 being very useful)

This chapter details the results for each of the nineteen statements showing the results for:

- **All respondents;**
- **Respondents by occupation** (only showing the occupations that had 100 or more respondents);

- **Length of Service;**
- **Shift Working;**
- **Length of Shift;**
- **Full Time/Part Time status;**
- **Age; and**
- **Disability**

The analysis did not show as many clear trends as the anxieties questions. However there were trends in the results for occupation and disability.

Key results by Occupation:

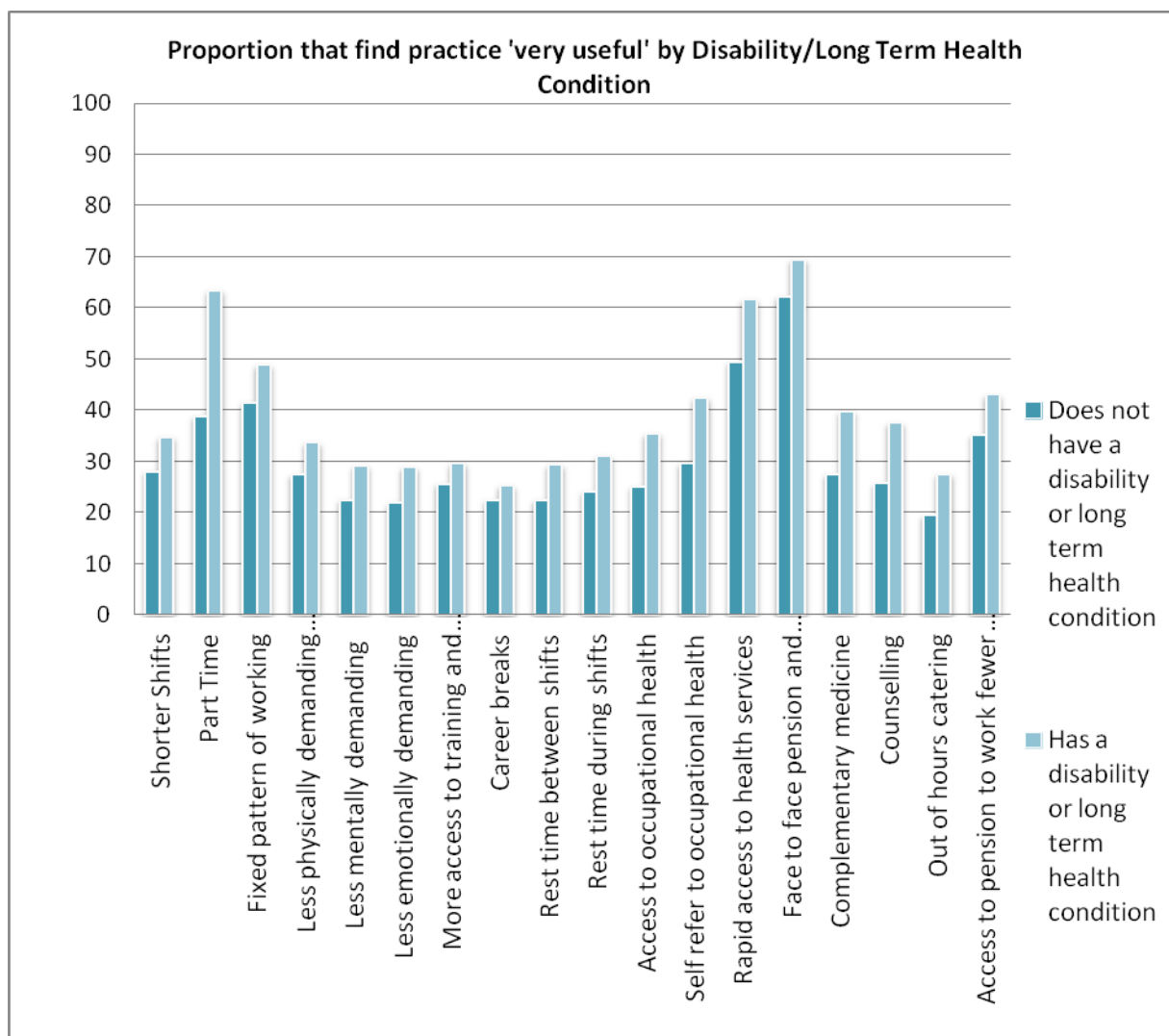
When analysing the results by occupation the three occupations with the highest proportion of respondents who said they would find a practice very useful are highlighted.

There were some occupations that repeatedly were highlighted:

- Emergency Medical Technician – 13 times in the top three (out of 18 questions)
- Midwife – 9 times in the top three (out of 18 questions)
- Clinical Support Worker – 8 times in the top three (out of 18 questions)
- Paramedic – 7 times in the top three (out of 18 questions)
- Ancillary and Maintenance Staff – 6 times in the top three (out of 18 questions)
- Nurse – 6 times in the top three (out of 18 questions)
- Psychologist – 2 times in the top three (out of 18 questions)
- Physiotherapist – 1 time in the top three (out of 18 questions)
- Occupational Therapist - 1 time in the top three (out of 18 questions)
- Doctor – 1 times in the top three (out of 18 questions)

Key Results by Disability and Long Term Health Condition:

When analysing the results by disability, the respondents who have a disability or long term health condition were always more likely to answer they would find practices very useful than those who do not have a disability or long term health condition.



Employment Practices – “I would find it useful to work shorter shifts”

Respondents were asked how useful they would find it to work shorter shifts. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 29.3% of respondents answered that they would find it very useful to work shorter shifts, a further 23.5% ranked the issue with a ‘4’.
- The occupations that were most likely to find it very useful were Nurse; Midwife; and Clinical Support Worker.
- Respondents who have worked for the NHS for longer were more likely to say they would find working shorter shifts very useful.
- Those who work part time were more likely to find shorter shifts useful; as were those who work shifts. Interestingly, those who work between 8 hours and 11 hours 59 minutes were most likely to say working shorter shifts would be very useful.
- Respondents who have a disability or long term health condition were more likely to find working shorter shifts very useful.
- Respondents aged between 55 and 64 were most likely to say that working shorter shifts would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to work shorter shifts	14.2% (1,545)	9.2% (998)	23.7% (2,578)	23.5% (2,557)	29.3% (3,186)	10,864

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	14.6% (95)	8.8% (57)	25.5% (166)	21.2% (138)	30.0% (195)	651
AHP: Occupational Therapist	13.3% (50)	9.6% (36)	25.1% (94)	25.6% (96)	26.4% (99)	375
AHP: Physiotherapist	12.4% (421)	9.4% (320)	23.0% (784)	27.2% (927)	27.9% (951)	3,403
Ambulance: Emergency Medical Technician	19.5% (22)	16.8% (19)	28.3% (32)	14.2% (16)	21.2% (24)	113
Ambulance: Paramedic and Senior Paramedic	25.5% (110)	13.9% (60)	21.8% (94)	18.3% (79)	20.6% (89)	432
Ancillary and	18.3%	9.5%	32.5%	14.2%	25.4%	169

Maintenance Staff	(31)	(16)	(55)	(24)	(43)	
Clinical Support Worker	16.9% (55)	7.4% (24)	28.6% (93)	13.8% (45)	33.2% (108)	325
Doctor	12.8% (111)	7.0% (61)	22.3% (194)	28.5% (248)	29.4% (256)	870
Health Scientist	12.5% (35)	10.3% (29)	22.8% (64)	25.6% (72)	28.8% (81)	281
Midwife	13.9% (163)	8.9% (104)	22.3% (262)	21.6% (254)	33.3% (391)	1,174
Nurse	13.0% (213)	9.1% (149)	23.0% (377)	21.2% (347)	33.6% (550)	1,636
Pharmacist	9.3% (9)	12.4% (12)	26.8% (26)	25.8% (25)	25.8% (25)	97
Psychologist	12.3% (16)	9.2% (12)	27.7% (36)	30.8% (40)	20.0% (26)	130
Senior Manager	20.2% (37)	9.8% (18)	20.8% (38)	26.2% (48)	23.0% (42)	183

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	15.8% (16)	10.9% (11)	28.7% (29)	24.8% (25)	19.8% (20)	101
Between 1 and 5 years	17.1% (149)	10.9% (95)	23.1% (202)	23.9% (209)	25.0% (218)	873
Between 5 and 10 years	15.4% (273)	10.7% (189)	22.2% (392)	24.8% (438)	26.9% (475)	1,767
Between 10 and 20 years	14.0% (457)	9.6% (315)	23.8% (778)	24.2% (792)	28.5% (933)	3,275
Over 20 years	13.4% (647)	8.1% (388)	24.2% (1,166)	22.5% (1,085)	31.8% (1,529)	4,815

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	16.8% (604)	9.5% (343)	22.9% (823)	20.6% (739)	30.2% (1,087)	3,596
Does not work shifts	13.0% (936)	9.0% (651)	24.1% (1,740)	25.0% (1,806)	28.9% (2,088)	7,221

Respondents by	1	2	3	4	5	Response
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Length of Shift	(Not very useful)				(Very useful)	Count
Less than 8 hours	12.7% (97)	8.4% (64)	23.3% (178)	24.8% (190)	30.8% (236)	765
Between 8 hours and 11 hours 59 mins	13.8% (190)	9.4% (129)	22.6% (311)	21.1% (290)	33.1% (456)	1,376
12 hours	22.1% (192)	9.9% (86)	23.7% (206)	17.7% (154)	26.5% (230)	868
Over 12 hours	20.4% (128)	10.8% (68)	22.8% (143)	18.3% (115)	27.6% (173)	627

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	15.3% (1,133)	9.6% (710)	24.7% (1,831)	23.6% (1,747)	26.9% (1,990)	7,411
Part Time	11.9% (405)	8.3% (283)	21.7% (739)	23.5% (802)	34.7% (1,182)	3,411

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	14.6% (1,244)	9.5% (808)	23.8% (2,029)	24.3% (2,074)	28.0% (2,388)	8,543
Has a disability or long term health condition	12.8% (281)	8.1% (177)	23.7% (518)	20.7% (453)	34.7% (761)	2,190

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	19.1% (29)	13.2% (20)	24.3% (37)	19.7% (30)	23.7% (36)	152
25-34	13.5% (242)	11.7% (209)	22.4% (402)	28.8% (517)	23.6% (423)	1,793
35-44	14.8% (352)	10.4% (248)	22.0% (525)	24.4% (581)	28.5% (680)	2,386
45-54	14.0% (586)	7.6% (319)	25.1% (1,049)	23.1% (965)	30.2% (1,263)	4,182
55-64	13.8% (128)	8.6% (68)	23.9% (143)	19.6% (115)	34.0% (173)	2,186

	(302)	(189)	(523)	(429)	(743)	
65+	25.8% (24)	7.5% (7)	26.9% (25)	18.3% (17)	21.5% (20)	93

Employment Practice - I would find it useful to work part time (less than 37.5 hours a week)

Respondents were asked how useful they would find it to work part time. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 46.4% of respondents answered that they would find it very useful to work part time, a further 23.5% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Psychologist; Midwife; and Physiotherapist.
- Respondents who have worked for the NHS for longer were more likely to say they would find working part time very useful.
- Unsurprisingly, those who work part time were more likely to find part time working very useful.
- Staff who did not work shifts were more likely to find working part time very useful. Of the respondents who do work shifts the likelihood of part time working being found useful decreased with the length of shift.
- Respondents who have a disability or long term health condition were more likely to find working part time very useful.
- Respondents aged between 55 and 64 were most likely to say that working part time would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to work part time (less than 37.5 hours a week)	10.7% (1,162)	5.8% (638)	13.5% (1,477)	23.5% (2,567)	46.4% (5,063)	10,907

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	13.5% (89)	6.5% (43)	16.5% (109)	21.1% (139)	42.4% (280)	660
AHP: Occupational Therapist	8.5% (32)	5.6% (21)	12.4% (47)	24.6% (93)	48.9% (185)	378
AHP: Physiotherapist	7.7% (262)	4.7% (161)	11.6% (396)	26.7% (911)	49.3% (1,681)	3,411

Ambulance: Emergency Medical Technician	25.9% (29)	8.9% (10)	14.3% (16)	25.0% (28)	25.9% (29)	112
Ambulance: Paramedic and Senior Paramedic	21.9% (95)	9.2% (40)	21.5% (93)	18.5% (80)	28.9% (125)	433
Ancillary and Maintenance Staff	20.8% (35)	10.1% (17)	21.4% (36)	13.1% (22)	34.5% (58)	168
Clinical Support Worker	18.8% (61)	5.8% (19)	19.4% (63)	13.8% (45)	42.2% (137)	325
Doctor	7.0% (62)	6.1% (54)	9.2% (81)	28.6% (253)	49.2% (435)	885
Health Scientist	16.9% (48)	7.7% (22)	13.0% (37)	23.6% (67)	38.7% (110)	284
Midwife	8.8% (102)	5.4% (63)	12.4% (144)	20.2% (235)	53.3% (621)	1,165
Nurse	9.6% (157)	6.0% (98)	14.8% (242)	22.1% (361)	47.6% (779)	1,637
Pharmacist	8.0% (8)	4.0% (4)	13.0% (13)	29.0% (29)	46.0% (46)	100
Psychologist	5.2% (7)	3.7% (5)	8.1% (11)	25.2% (34)	57.8% (78)	135
Senior Manager	16.8% (32)	5.2% (10)	15.7% (30)	28.8% (55)	33.5% (64)	191

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	14.9% (15)	4.0% (4)	20.8% (21)	29.7% (30)	30.7% (31)	101
Between 1 and 5 years	14.3% (125)	8.6% (75)	14.2% (124)	24.0% (210)	39.0% (346)	876
Between 5 and 10 years	12.0% (212)	6.5% (114)	13.4% (237)	25.7% (454)	42.4% (748)	1,765
Between 10 and 20 years	11.2% (368)	5.0% (166)	13.3% (437)	23.5% (775)	46.9% (1,545)	3,291
Over 20 years	9.0% (437)	5.7% (278)	13.5% (654)	22.5% (1,089)	49.2% (2,830)	4,838

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count

Works Shifts	14.5% (517)	7.3% (261)	16.2% (577)	19.9% (711)	42.1% (1,501)	3,567
Does not work shifts	8.8% (645)	5.1% (372)	12.2% (889)	25.3% (1,845)	48.6% (3,541)	7,292

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	10.0% (76)	7.1% (54)	13.0% (99)	22.4% (170)	47.4% (360)	759
Between 8 hours and 11 hours 59 mins	12.9% (177)	7.3% (100)	15.7% (215)	19.3% (264)	44.8% (613)	1,369
12 hours	17.5% (151)	7.3% (63)	18.7% (161)	18.9% (163)	37.5% (323)	861
Over 12 hours	17.9% (111)	7.9% (49)	18.2% (113)	19.8% (123)	36.1% (224)	620

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	13.0% (972)	7.4% (551)	51.1% (1,132)	25.7% (1,923)	38.8% (2,898)	7,476
Part Time	5.4% (184)	2.5% (84)	10.0% (338)	18.7% (635)	63.4% (2,147)	3,388

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	10.8% (923)	5.8% (501)	13.3% (1,137)	24.5% (2,102)	45.6% (3,915)	8,578
Has a disability or long term health condition	10.1% (222)	5.8% (127)	14.6% (322)	19.9% (438)	49.6% (1,091)	2,200

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	15.3% (23)	10.0% (15)	16.0% (24)	27.3% (41)	31.3% (47)	150

25-34	10.1% (181)	6.3% (113)	12.7% (227)	28.1% (504)	42.8% (768)	1,793
35-44	11.6% (277)	5.9% (141)	12.9% (309)	25.3% (606)	44.3% (1,062)	2,395
45-54	10.3% (434)	5.4% (225)	14.1% (593)	22.7% (955)	47.5% (1,996)	4,203
55-64	10.3% (227)	5.8% (128)	13.8% (303)	19.4% (428)	50.7% (1,117)	2,203
65+	8.7% (8)	12.0% (11)	13.0% (12)	21.7% (20)	44.6% (41)	92

Employment Practice - I would find it useful to have a fixed pattern of working (e.g. all days or all nights)

Respondents were asked how useful they would find it to have a fixed pattern of working (e.g. all days or all nights). They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 43.0% of respondents answered that they would find it very useful to work a fixed pattern, a further 20.3% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Nurse; Clinical Support Worker; and Midwife. Nurses were significantly more likely than any other occupation to find it very useful.
- Respondents who have worked for the NHS for longer were more likely to say they would find working a fixed shift pattern very useful.
- Those who work part time were more likely to find a fixed shift pattern very useful; as were those who work shifts. Those who work between 8 hours and 11 hours 59 minutes were most likely to say a fixed shift pattern would be very useful.
- Respondents who have a disability or long term health condition were more likely to find working a fixed shift pattern very useful.
- Respondents aged between 55 and 64 were most likely to say that working a fixed shift pattern very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have a fixed pattern of working (e.g. all days or all nights)	10.8% (1,166)	6.1% (652)	19.8% (2,128)	20.3% (2,184)	43.0% (4,633)	10,763

Respondents by Occupation	1 (Not	2	3	4	5 (Very	Response Count
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	very useful)				useful)	
Administrative and Clerical	17.3% (111)	6.7% (43)	22.9% (147)	15.6% (100)	37.6% (242)	643
AHP: Occupational Therapist	8.6% (32)	5.9% (22)	22.2% (82)	20.0% (74)	43.2% (160)	370
AHP: Physiotherapist	9.3% (313)	5.2% (176)	20.6% (692)	23.0% (771)	41.9% (1,407)	3,359
Ambulance: Emergency Medical Technician	9.7% (11)	6.2% (7)	23.0% (26)	15.0% (17)	46.0% (52)	113
Ambulance: Paramedic and Senior Paramedic	13.2% (57)	9.0% (39)	23.0% (99)	22.3% (99)	32.5% (140)	431
Ancillary and Maintenance Staff	13.7% (23)	6.5% (11)	17.3% (29)	14.3% (24)	48.2% (81)	168
Clinical Support Worker	11.4% (37)	4.6% (15)	18.5% (60)	12.0% (39)	53.5% (174)	325
Doctor	13.8% (121)	10.1% (89)	22.2% (195)	24.5% (215)	29.4% (258)	878
Health Scientist	11.6% (32)	7.6% (21)	22.5% (62)	21.0% (58)	37.3% (103)	276
Midwife	8.5% (100)	6.2% (72)	15.6% (182)	19.7% (231)	50.0% (585)	1,170
Nurse	10.0% (162)	4.4% (71)	16.6% (270)	18.2% (296)	80.8% (826)	1,625
Pharmacist	11.3% (11)	10.3% (10)	19.6% (19)	19.6% (19)	39.2% (38)	97
Psychologist	8.5% (11)	2.3% (3)	22.5% (29)	20.9% (27)	45.7% (59)	129
Senior Manager	17.1% (31)	6.6% (12)	26.5% (48)	21.5% (39)	28.2% (51)	181

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	11.9% (12)	7.9% (8)	15.8% (16)	30.7% (31)	33.7% (34)	101
Between 1 and 5 years	9.9% (86)	7.1% (62)	17.3% (151)	26.1% (228)	39.6% (346)	873
Between 5 and 10 years	10.2% (179)	6.6% (116)	19.5% (342)	22.1% (389)	41.6% (731)	1,757
Between 10 and 20	10.9%	5.9%	20.1%	19.8%	43.4%	3,231

years	(351)	(192)	(648)	(639)	(1,401)	
Over 20 years	11.2% (533)	5.7% (273)	20.1% (959)	18.8% (894)	44.2% (2,109)	4,768

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	11.0% (394)	7.0% (252)	18.4% (658)	19.2% (686)	44.4% (1,591)	3,581
Does not work shifts	10.7% (765)	5.6% (399)	20.4% (1,459)	20.9% (1,488)	42.4% (3,024)	7,135

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	10.1% (77)	5.4% (41)	18.1% (138)	21.7% (165)	44.7% (340)	761
Between 8 hours and 11 hours 59 mins	10.1% (138)	6.7% (92)	18.0% (247)	19.6% (269)	45.6% (626)	1,372
12 hours	12.8% (111)	8.2% (71)	19.4% (168)	17.7% (153)	41.8% (362)	865
Over 12 hours	11.9% (74)	7.7% (48)	18.3% (114)	17.2% (107)	44.9% (280)	623

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	11.2% (827)	6.7% (496)	20.9% (1,537)	21.5% (1,582)	39.6% (2,914)	7,356
Part Time	9.7% (326)	4.6% (154)	17.4% (585)	17.7% (594)	50.7% (1,705)	3,364

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	10.7% (910)	6.4% (546)	20.3% (1,723)	20.9% (1,772)	41.5% (3,519)	8,470
Has a disability or long	11.2%	4.7%	17.3%	18.0%	48.8%	2,164

term health condition	(242)	(101)	(375)	(389)	(1,057)	
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Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	9.9% (15)	7.9% (12)	18.5% (28)	28.5% (43)	35.1% (53)	151
25-34	8.6% (153)	6.6% (118)	19.2% (342)	26.2% (468)	39.4% (704)	1,785
35-44	10.4% (247)	6.0% (143)	18.9% (448)	22.3% (528)	42.4% (1,004)	2,370
45-54	11.0% (456)	6.1% (254)	20.0% (827)	18.9% (780)	44.0% (1,818)	4,135
55-64	12.6% (273)	5.3% (115)	20.6% (446)	15.8% (342)	45.6% (985)	2,161
65+	15.6% (14)	6.7% (6)	24.4% (22)	13.3% (12)	40.0% (36)	90

Employment Practice - I would find it useful to be redeployed to a less physically demanding environment

Respondents were asked how useful they would find it to be redeployed to a less physically demanding environment. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 28.7% of respondents answered that they would find it very useful to work in a less physically demanding environment, a further 22.3% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Midwife; Paramedic and Nurse.
- Respondents who have worked for the NHS for between 10 and 20 years were more likely to say they would find working in a less physically demanding environment very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work 12 hour shifts were most likely to say they would find working in a less physically demanding environment very useful.
- Respondents who have a disability or long term health condition were more likely to find working in a less physically demanding environment very useful.
- Respondents aged between 35 and 44 were most likely to say that working in a less physically demanding environment would be very useful.

	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to be redeployed to a less physically demanding environment	13.4% (1,458)	10.9% (1,189)	24.7% (2,691)	22.3% (2,434)	28.7% (3,128)	10,900

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	27.9% (182)	13.2% (86)	31.1% (203)	12.1% (79)	15.8% (103)	653
AHP: Occupational Therapist	10.8% (41)	10.1% (38)	26.2% (99)	24.1% (91)	28.8% (109)	378
AHP: Physiotherapist	8.7% (297)	9.2% (314)	22.0% (751)	28.9% (987)	31.2% (1,064)	3,413
Ambulance: Emergency Medical Technician	11.8% (13)	3.6% (4)	27.3% (30)	25.5% (28)	31.8% (35)	110
Ambulance: Paramedic and Senior Paramedic	9.9% (43)	9.2% (40)	19.2% (83)	25.4% (110)	36.3% (157)	433
Ancillary and Maintenance Staff	15.9% (27)	9.4% (16)	25.9% (44)	20.0% (34)	28.8% (49)	170
Clinical Support Worker	16.9% (56)	7.6% (25)	27.2% (90)	16.3% (54)	32.0% (106)	331
Doctor	13.6% (120)	14.6% (129)	27.7% (244)	19.0% (168)	25.1% (221)	882
Health Scientist	19.5% (55)	14.5% (41)	30.9% (87)	17.7% (50)	17.4% (49)	282
Midwife	10.5% (123)	9.5% (112)	20.6% (242)	22.0% (258)	37.4% (439)	1,174
Nurse	13.7% (225)	10.8% (178)	23.6% (388)	19.5% (321)	32.3% (530)	1,642
Pharmacist	17.2% (17)	19.2% (19)	32.3% (32)	16.2% (16)	15.2% (15)	99
Psychologist	23.1% (30)	20.8% (27)	36.9% (48)	10.8% (14)	8.5% (11)	130
Senior Manager	27.6% (51)	15.1% (28)	29.2% (54)	20.5% (38)	7.6% (14)	185

Respondents by	1	2	3	4	5	Response
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Length of Service	(Not very useful)				(Very useful)	Count
Less than 1 year	17.8% (18)	13.9% (14)	27.7% (28)	23.8% (24)	16.8% (17)	101
Between 1 and 5 years	14.9% (130)	11.8% (103)	22.0% (191)	25.2% (219)	26.1% (227)	870
Between 5 and 10 years	13.2% (234)	11.7% (206)	23.4% (413)	24.6% (435)	27.1% (480)	1,768
Between 10 and 20 years	13.2% (432)	10.4% (341)	24.2% (795)	21.6% (707)	30.6% (1,004)	3,279
Over 20 years	13.2% (642)	10.8% (522)	25.8% (1,253)	21.6% (1,045)	28.6% (1,386)	4,848

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	12.5% (448)	10.3% (370)	23.3% (836)	21.0% (754)	33.0% (1,186)	3,594
Does not work shifts	13.8% (1,005)	11.2% (814)	25.4% (1,841)	23.0% (1,669)	26.6% (1,929)	7,258

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	11.6% (88)	10.4% (79)	22.9% (174)	24.6% (187)	30.6% (233)	761
Between 8 hours and 11 hours 59 mins	12.0% (165)	9.7% (133)	25.0% (343)	19.6% (269)	33.7% (462)	1,372
12 hours	12.4% (108)	10.0% (87)	21.2% (185)	22.3% (195)	34.1% (298)	873
Over 12 hours	14.3% (90)	12.1% (76)	23.1% (145)	17.8% (112)	32.8% (180)	626

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	14.6% (1,085)	11.4% (849)	25.5% (1,899)	21.9% (1,628)	26.6% (1,979)	7,440
Part Time	10.6%	9.8%	22.9%	23.3%	33.3%	3,418

	(364)	(336)	(783)	(798)	(1,137)	
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Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	13.4% (1,150)	11.3% (965)	25.1% (2,147)	22.8% (1,956)	27.4% (2,351)	8,569
Has a disability or long term health condition	13.1% (288)	9.6% (212)	23.4% (517)	20.3% (448)	33.6% (740)	2,205

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	12.0% (18)	14.0% (21)	21.3% (32)	32.0% (48)	20.7% (31)	150
25-34	11.6% (207)	11.2% (201)	20.4% (364)	27.9% (499)	28.9% (517)	1,788
35-44	12.4% (298)	10.4% (250)	23.1% (553)	23.1% (554)	30.9% (739)	2,394
45-54	12.7% (535)	11.1% (467)	26.2% (1,099)	20.8% (872)	29.2% (1,225)	4,198
55-64	16.5% (365)	10.9% (241)	27.1% (599)	19.3% (426)	26.1% (576)	2,207
65+	25.5% (24)	7.4% (7)	29.8% (28)	17.0% (16)	20.2% (19)	94

Employment Practice - I would find it useful to be redeployed to a less mentally demanding environment

Respondents were asked how useful they would find it to be redeployed to a less mentally demanding environment. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 23.9% of respondents answered that they would find it very useful to work in a less mentally demanding environment, a further 21.2% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Midwife; and Nurse.
- Respondents who have worked for the NHS for longer were more likely to say they would find working in a less mentally demanding environment very useful.

- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work shifts between 8 hours and 11 hours 59 minutes were most likely to say they would find working in a less mentally demanding environment very useful.
- Respondents who have a disability or long term health condition were more likely to find working in a less mentally demanding environment very useful.
- Respondents aged between 45 and 54 were most likely to say that working in a less physically demanding environment would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to be redeployed to a less mentally demanding environment	13.5% (1,478)	14.5% (1,586)	26.9% (2938)	21.2% (2,310)	23.9% (2,605)	10,917

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	21.6% (142)	13.8% (91)	30.1% (198)	16.4% (108)	18.1% (119)	658
AHP: Occupational Therapist	12.6% (48)	14.7% (56)	25.5% (97)	24.2% (92)	22.9% (87)	380
AHP: Physiotherapist	12.3% (420)	17.4% (594)	28.0% (955)	23.0% (785)	19.2% (653)	3,407
Ambulance: Emergency Medical Technician	13.3% (15)	10.6% (12)	27.4% (31)	15.9% (18)	32.7% (27)	113
Ambulance: Paramedic and Senior Paramedic	12.2% (53)	12.5% (54)	23.6% (102)	21.7% (94)	30.0% (130)	433
Ancillary and Maintenance Staff	18.2% (31)	8.2% (14)	31.8% (54)	19.4% (33)	22.4% (38)	170
Clinical Support Worker	17.7% (58)	9.8% (32)	29.0% (95)	14.6% (48)	29.0% (95)	328
Doctor	12.6% (111)	14.4% (127)	21.1% (186)	22.7% (200)	29.3% (259)	883
Health Scientist	15.2% (43)	16.7% (47)	32.3% (91)	17.0% (48)	18.8% (53)	282
Midwife	10.4% (122)	11.8% (139)	24.4% (286)	22.1% (259)	31.3% (367)	1,173

Nurse	12.2% (200)	12.1% (198)	24.5% (403)	20.5% (337)	30.7% (504)	1,642
Pharmacist	8.2% (8)	21.4% (21)	33.7% (33)	23.5% (23)	13.3% (13)	98
Psychologist	17.8% (24)	17.0% (23)	29.6% (40)	23.7% (32)	11.9% (16)	135
Senior Manager	15.9% (30)	15.3% (29)	30.2% (57)	24.9% (47)	13.8% (26)	189

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	20.8% (21)	22.8% (23)	30.7% (31)	11.9% (12)	13.9% (14)	101
Between 1 and 5 years	17.0% (148)	17.6% (153)	25.1% (218)	21.3% (185)	19.1% (166)	870
Between 5 and 10 years	14.6% (257)	15.9% (281)	27.6% (487)	21.6% (381)	20.3% (359)	1,765
Between 10 and 20 years	13.4% (441)	14.2% (467)	26.8% (881)	20.4% (670)	25.2% (830)	3,289
Over 20 years	12.5% (607)	13.6% (659)	27.0% (1,310)	21.8% (1,057)	25.2% (1,225)	4,858

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	13.1% (471)	12.4% (447)	25.6% (921)	19.9% (715)	28.9% (1,039)	3,593
Does not work shifts	13.8% (1,002)	15.5% (1,130)	27.6% (2,005)	21.8% (1,584)	21.4% (1,556)	7,277

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	13.7% (105)	13.1% (100)	27.6% (211)	21.1% (161)	24.5% (187)	764
Between 8 hours and 11 hours 59 mins	11.7% (161)	11.9% (163)	25.9% (355)	19.8% (271)	30.7% (421)	1,371
12 hours	12.7% (111)	13.4% (117)	24.2% (211)	19.7% (172)	29.9% (261)	872

Over 12 hours	15.5% (97)	12.0% (75)	24.3% (152)	19.5% (122)	28.8% (180)	626
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Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	14.3% (1,064)	14.8% (1,101)	27.2% (2,031)	20.9% (1,559)	22.8% (1,700)	7,455
Part Time	11.8% (405)	14.1% (482)	26.0% (890)	21.8% (746)	26.2% (897)	3,420

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	13.6% (1,170)	15.4% (1,319)	27.0% (2,314)	21.5% (1,848)	22.5% (1,935)	8,586
Has a disability or long term health condition	12.8% (283)	11.6% (256)	26.6% (587)	19.9% (439)	29.1% (641)	2,206

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	16.0% (24)	20.7% (31)	25.3% (38)	24.0% (36)	14.0% (21)	150
25-34	14.0% (251)	17.5% (313)	26.3% (471)	22.6% (404)	19.6% (350)	1,789
35-44	12.3% (294)	14.1% (339)	26.6% (637)	22.7% (544)	24.4% (585)	2,399
45-54	12.1% (508)	13.5% (570)	27.1% (1,141)	20.4% (861)	26.9% (1,132)	4,213
55-64	16.4% (362)	14.2% (313)	27.4% (604)	19.8% (437)	22.2% (491)	2,207
65+	29.3% (27)	18.5% (17)	29.3% (27)	12.0% (11)	10.9% (10)	92

Employment Practice - I would find it useful to be redeployed to a less emotionally demanding environment

Respondents were asked how useful they would find it to be redeployed to a less emotionally demanding environment. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 23.3% of respondents answered that they would find it very useful to work in a less emotionally demanding environment, a further 20.8% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Nurse and Midwife.
- Respondents who have worked for the NHS for between 10 and 20 years were more likely to say they would find working in a less emotionally demanding environment very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work shifts between 8 hours and 11 hours 59 minutes were most likely to say they would find working in a less emotionally demanding environment very useful.
- Respondents who have a disability or long term health condition were more likely to find working in a less emotionally demanding environment very useful.
- Respondents aged between 45 and 54 were most likely to say that working in a less emotionally demanding environment would be very useful.

	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to be redeployed to a less emotionally demanding environment	13.3% (1,452)	14.8% (1,614)	27.8% (3,036)	20.8% (2,266)	23.3% (2,539)	10,907

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	21.5% (141)	13.7% (90)	33.3% (218)	15.4% (101)	16.0% (105)	655
AHP: Occupational Therapist	11.1% (42)	15.3% (58)	27.2% (103)	23.2% (88)	23.2% (88)	379
AHP: Physiotherapist	12.1% (413)	17.7% (603)	29.0% (990)	22.5% (768)	18.7% (640)	3,414
Ambulance:	12.5%	10.7%	28.6%	16.1%	32.1%	112

Emergency Medical Technician	(14)	(12)	(32)	(18)	(36)	
Ambulance: Paramedic and Senior Paramedic	12.3% (53)	14.8% (64)	22.3% (96)	21.3% (92)	29.2% (126)	431
Ancillary and Maintenance Staff	18.8% (32)	10.0% (17)	34.7% (59)	16.5% (28)	20.0% (34)	170
Clinical Support Worker	17.5% (58)	10.3% (34)	29.6% (98)	15.7% (52)	26.9% (89)	331
Doctor	12.7% (112)	12.8% (113)	22.1% (195)	24.6% (217)	27.7% (244)	881
Health Scientist	14.8% (42)	18.0% (51)	35.3% (100)	15.2% (43)	16.6% (47)	283
Midwife	11.1% (130)	13.4% (157)	24.3% (285)	22.1% (248)	30.1% (353)	1,173
Nurse	12.0% (196)	11.8% (193)	25.1% (411)	20.0% (328)	31.1% (510)	1,638
Pharmacist	7.1% (7)	23.2% (23)	39.4% (39)	19.2% (19)	11.1% (11)	99
Psychologist	15.4% (21)	18.4% (25)	23.5% (32)	29.4% (40)	13.2% (18)	136
Senior Manager	16.6% (31)	16.0% (30)	29.9% (56)	20.3% (38)	17.1% (32)	187

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	19.0% (19)	21.0% (21)	35.0% (35)	13.0% (13)	12.0% (12)	100
Between 1 and 5 years	17.4% (151)	16.6% (144)	26.1% (227)	20.7% (180)	19.3% (168)	870
Between 5 and 10 years	14.0% (248)	17.0% (300)	28.1% (497)	20.8% (368)	20.0% (353)	1,766
Between 10 and 20 years	13.0% (427)	14.6% (480)	28.0% (919)	19.8% (650)	24.7% (811)	3,287
Over 20 years	12.4% (602)	13.8% (667)	27.8% (1,348)	21.6% (1,049)	24.4% (1,184)	4,850

Results by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	13.1%	12.9%	26.7%	19.6%	27.8%	3,586

	(468)	(463)	(956)	(703)	(996)	
Does not work shifts	13.4% (977)	15.7% (1,144)	28.4% (2,064)	21.4% (1,554)	21.1% (1,533)	7,272

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	13.6% (104)	13.4% (102)	30.0% (229)	19.8% (151)	23.3% (178)	764
Between 8 hours and 11 hours 59 mins	12.2% (167)	11.7% (161)	27.7% (380)	19.3% (265)	29.1% (400)	1,373
12 hours	13.0% (113)	14.2% (123)	24.9% (216)	19.0% (165)	29.0% (252)	869
Over 12 hours	14.5% (90)	13.5% (84)	23.2% (144)	20.6% (128)	28.3% (176)	622

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	14.2% (1,056)	15.1% (1,126)	28.1% (2,088)	20.3% (1,511)	22.3% (1,662)	7,443
Part Time	11.4% (389)	14.2% (482)	27.2% (931)	21.9% (748)	25.3% (867)	3,422

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	13.4% (1,153)	15.6% (1,339)	27.8% (2,388)	21.3% (1,823)	21.8% (1,874)	8,577
Has a disability or long term health condition	12.5% (276)	11.8% (260)	27.7% (612)	19.1% (422)	28.8% (636)	2,206

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	14.7% (22)	22.7% (34)	26.0% (39)	22.7% (34)	14.0% (21)	150
25-34	13.7%	18.1%	28.2%	21.5%	18.4%	1,791

	(246)	(325)	(505)	(385)	(330)	
35-44	12.2% (292)	14.3% (342)	27.4% (656)	21.6% (519)	24.6% (589)	2,398
45-54	12.1% (508)	13.6% (570)	27.4% (1,149)	20.8% (872)	26.2% (1,102)	4,201
55-64	15.6% (344)	14.6% (322)	29.0% (641)	19.3% (426)	21.5% (475)	2,208
65+	31.5% (29)	16.3% (15)	28.3% (26)	16.3% (15)	7.6% (7)	92

Employment Practice - I would find it useful to have more access to training and development opportunities

Respondents were asked how useful they would find it to have more access to training and development opportunities. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 26.5% of respondents answered that they would find it very useful to have more access to training and development opportunities, a further 26.6% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Paramedic and Clinical Support Worker.
- Respondents who have worked for the NHS for less than one year were more likely to say they would find it very useful to have more access to training and development opportunities.
- Those who work full time were more likely to find it very useful; as were those who work shifts. Those who work 12 hour shifts were most likely to say they would find more access to training and development opportunities very useful.
- Respondents who have a disability or long term health condition were more likely to find more access to training and development opportunities very useful.
- Respondents aged between 16 and 24 were most likely to say that access to training and development opportunities would be very useful.

	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have more access to training and development opportunities	6.9% (756)	10.0% (1,089)	30.1% (3,278)	26.6% (2,898)	26.5% (2,886)	10,907

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	13.9% (92)	7.7% (51)	29.1% (192)	24.7% (163)	24.5% (162)	660
AHP: Occupational Therapist	5.3% (20)	6.9% (26)	31.7% (120)	30.9% (117)	25.3% (96)	379
AHP: Physiotherapist	4.7% (160)	11.2% (383)	29.7% (1,013)	29.5% (1,005)	24.9% (850)	3,411
Ambulance: Emergency Medical Technician	0.0% (10)	6.2% (7)	16.8% (19)	28.3% (32)	48.7% (55)	113
Ambulance: Paramedic and Senior Paramedic	3.9% (17)	3.9% (17)	19.1% (83)	28.1% (122)	44.9% (195)	434
Ancillary and Maintenance Staff	13.5% (23)	8.2% (14)	27.1% (46)	18.2% (31)	32.9% (56)	170
Clinical Support Worker	10.2% (34)	9.3% (31)	23.8% (79)	19.6% (65)	37.0% (123)	332
Doctor	7.1% (63)	12.3% (109)	32.0% (283)	26.8% (237)	21.6% (191)	883
Health Scientist	7.5% (21)	9.3% (26)	30.5% (85)	25.1% (70)	27.6% (77)	279
Midwife	8.0% (93)	12.1% (141)	34.6% (404)	23.8% (278)	21.6% (253)	1,169
Nurse	7.7% (125)	9.4% (154)	32.6% (532)	24.2% (395)	26.0% (424)	1,630
Pharmacist	4.0% (4)	9.0% (9)	37.0% (37)	32.0% (32)	18.0% (18)	100
Psychologist	1.5% (2)	9.7% (13)	21.6% (29)	35.1% (47)	32.1% (43)	134
Senior Manager	10.8% (20)	11.3% (21)	35.5% (66)	24.7% (46)	17.7% (33)	186

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	5.0% (5)	7.9% (8)	18.8% (19)	29.7% (30)	38.6% (39)	101
Between 1 and 5 years	4.1% (36)	7.3% (64)	21.2% (185)	29.6% (258)	37.8% (330)	873
Between 5 and 10	5.6%	6.5%	26.0%	30.2%	31.7%	1,767

years	(99)	(114)	(460)	(533)	(561)	
Between 10 and 20 years	6.6% (216)	9.5% (312)	29.5% (968)	26.8% (882)	27.6% (907)	3,285
Over 20 years	8.2% (396)	12.2% (591)	33.7% (1,633)	24.5% (1,188)	21.4% (1,039)	4,847

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	6.7% (239)	9.4% (336)	28.8% (1,033)	24.5% (880)	30.6% (1,097)	3,585
Does not work shifts	7.0% (510)	10.3% (747)	30.6% (2,229)	27.6% (2,011)	24.4% (1,777)	7,274

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	6.0% (46)	9.9% (75)	32.5% (247)	22.7% (173)	28.9% (220)	761
Between 8 hours and 11 hours 59 mins	6.8% (93)	9.9% (136)	28.6% (393)	25.5% (350)	29.2% (400)	1,372
12 hours	6.7% (58)	7.5% (65)	24.5% (213)	26.2% (227)	35.1% (305)	868
Over 12 hours	7.7% (48)	10.6% (66)	30.7% (192)	21.8% (136)	29.3% (183)	625

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	7.2% (538)	10.2% (755)	29.1% (2,166)	26.7% (1,988)	26.8% (1,991)	7,438
Part Time	6.2% (213)	9.7% (332)	32.1% (1,100)	26.3% (903)	25.6% (879)	3,427

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long	6.5%	10.2%	30.6%	27.1%	25.6%	8,576

term health condition	(556)	(877)	(2,627)	(2,320)	(2,196)	
Has a disability or long term health condition	8.4% (186)	9.1% (200)	28.1% (620)	24.8% (548)	29.6% (652)	2,206

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	1.3% (2)	9.9% (15)	20.5% (31)	36.4% (55)	31.8% (48)	151
25-34	3.8% (68)	7.4% (132)	23.9% (427)	33.8% (603)	31.1% (555)	1,785
35-44	5.3% (127)	8.3% (200)	30.0% (723)	27.6% (663)	28.8% (693)	2,406
45-54	7.4% (310)	10.4% (436)	31.8% (1,331)	25.1% (1,051)	25.3% (1,060)	4,188
55-64	10.4% (230)	13.2% (292)	32.0% (709)	22.4% (496)	22.1% (490)	2,217
65+	10.8% (10)	7.5% (7)	39.8% (37)	18.3% (17)	23.7% (22)	93

Employment Practice - I would find it useful to go on a career break or several career breaks

Respondents were asked how useful they would find it to go on a career break or several career breaks. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 24.5% of respondents answered that they would find it very useful to go on a career break or several career breaks, a further 21.4% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Doctor; Psychologist and Occupational Therapist.
- Respondents who have worked for the NHS for between 1 and 5 years were more likely to say they would find going on a career break or several career breaks very useful.
- There was no difference between those who work full and part time. Those who work do not work shifts were more likely to find career breaks useful. Out of those who work shifts those who work over 12 hour shifts were most likely to say they would find career breaks or several career breaks useful.
- Respondents who have a disability or long term health condition were more likely to find going on career breaks or several career breaks very useful.
- Respondents aged between 16 and 24 were most likely to say that going on career breaks would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to go on a career break or several career breaks	16.3% (1,782)	13.4% (1,464)	24.4% (2,658)	21.4% (2,333)	24.5% (2,669)	10,906

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	26.0% (171)	9.6% (63)	28.6% (188)	16.6% (109)	19.2% (126)	657
AHP: Occupational Therapist	14.0% (53)	15.6% (59)	21.9% (83)	21.9% (83)	26.6% (101)	379
AHP: Physiotherapist	11.9% (406)	13.3% (454)	23.2% (790)	26.0% (885)	25.6% (874)	3,409
Ambulance: Emergency Medical Technician	13.4% (15)	15.2% (17)	24.1% (27)	21.4% (24)	25.9% (29)	112
Ambulance: Paramedic and Senior Paramedic	15.5% (67)	12.7% (55)	28.5% (123)	18.8% (81)	24.5% (106)	432
Ancillary and Maintenance Staff	24.4% (41)	14.3% (24)	28.6% (48)	12.5% (21)	20.2% (34)	168
Clinical Support Worker	27.9% (91)	12.0% (39)	28.5% (93)	12.0% (39)	19.6% (64)	326
Doctor	8.8% (78)	10.4% (92)	14.4% (127)	28.8% (255)	37.6% (333)	885
Health Scientist	16.0% (45)	10.7% (30)	33.5% (94)	20.6% (58)	19.2% (54)	281
Midwife	17.9% (209)	16.7% (195)	27.2% (318)	16.3% (191)	21.9% (256)	1,169
Nurse	19.7% (324)	14.5% (238)	25.0% (410)	17.7% (291)	23.0% (378)	1,641
Pharmacist	11.9% (12)	13.9% (14)	23.8% (24)	32.7% (33)	17.8% (18)	101
Psychologist	8.8% (12)	7.3% (10)	14.6% (20)	35.8% (49)	33.6% (46)	137
Senior Manager	19.3% (36)	15.5% (29)	23.5% (44)	24.1% (45)	17.6% (33)	187

Respondents by Length of Service	1 (Not	2	3	4	5 (Very	Response Count
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	very useful)				useful)	
Less than 1 year	13.9% (14)	11.9% (12)	21.8% (22)	25.7% (26)	26.7% (27)	101
Between 1 and 5 years	10.5% (91)	10.3% (90)	21.1% (184)	25.1% (218)	33.0% (287)	870
Between 5 and 10 years	13.5% (239)	11.5% (203)	25.1% (443)	24.6% (434)	25.3% (446)	1,765
Between 10 and 20 years	15.0% (494)	12.8% (421)	25.5% (839)	21.5% (706)	25.2% (827)	3,287
Over 20 years	19.3% (934)	15.2% (736)	24.0% (1,162)	19.5% (944)	22.1% (1,073)	4,849

Respondents by shift working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	18.1% (649)	13.9% (498)	26.0% (933)	18.2% (652)	23.8% (852)	3,584
Does not work shifts	15.4% (1,122)	13.2% (958)	23.6% (1,717)	23.0% (1,672)	24.8% (1,805)	7,274

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	15.6% (119)	13.6% (104)	26.8% (204)	19.9% (152)	24.0% (183)	762
Between 8 hours and 11 hours 59 mins	19.7% (270)	14.6% (200)	24.9% (342)	17.1% (235)	23.7% (325)	1,372
12 hours	18.9% (164)	14.0% (122)	26.4% (229)	17.6% (153)	23.1% (201)	869
Over 12 hours	16.9% (105)	12.7% (79)	26.5% (165)	19.3% (120)	24.7% (154)	623

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	16.5% (1,231)	13.3% (993)	24.0% (1,786)	21.7% (1,612)	24.5% (1,821)	7,443)
Part Time	15.8% (541)	13.6% (465)	25.1% (859)	21.0% (719)	24.5% (837)	3,421

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	15.8% (1,353)	13.6% (1,166)	24.0% (2,061)	21.8% (1,847)	22.4% (2,080)	8,588
Has a disability or long term health condition	18.4% (404)	13.0% (285)	26.0% (571)	17.4% (382)	25.2% (552)	2,194

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	9.4% (14)	10.1% (15)	14.1% (21)	34.9% (52)	31.5% (47)	149
25-34	8.4% (151)	11.1% (198)	22.0% (394)	28.9% (517)	29.6% (530)	1,790
35-44	12.1% (291)	11.7% (281)	26.5% (637)	23.4% (562)	26.3% (633)	2,404
45-54	17.2% (723)	14.5% (608)	24.9% (1,047)	19.9% (836)	23.4% (984)	4,198
55-64	25.4% (561)	15.6% (344)	23.8% (524)	15.4% (339)	19.9% (438)	2,206
65+	27.5% (25)	12.1% (11)	31.0% (27)	14.9% (13)	13.8% (12)	87

Employment Practice - I would find it useful to have more rest time between shifts

Respondents were asked how useful they would find it to have more rest time between shifts. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 23.8% of respondents answered that they would find it very useful to have more rest time between shifts, a further 21.6% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Midwife; and Paramedic.
- Respondents who have worked for the NHS for less than 1 year were more likely to say they would find more rest time between shifts very useful.
- Those who work full time were more likely to find it very useful; as were those who work shifts. Those who work over 12 hour shifts were most likely to say they would find more rest time between shifts very useful.

- Respondents who have a disability or long term health condition were more likely to find more rest time between shifts very useful.
- Respondents aged between 16 and 24 were most likely to say that more rest time between shifts would be very useful.

All respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have more rest time between shifts	12.9% (1,383)	11.6% (1,247)	30.1% (3,237)	21.6% (2,317)	23.8% (2,553)	10,737

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	24.2% (149)	11.4% (70)	36.2% (223)	12.2% (75)	16.1% (99)	616
AHP: Occupational Therapist	14.7% (54)	14.4% (53)	31.3% (115)	21.3% (78)	18.3% (67)	367
AHP: Physiotherapist	14.1% (476)	15.0% (505)	33.7% (1,136)	22.1% (744)	15.2% (513)	3,374
Ambulance: Emergency Medical Technician	1.8% (2)	4.5% (5)	17.0% (19)	22.3% (25)	54.5% (61)	112
Ambulance: Paramedic and Senior Paramedic	5.8% (25)	7.6% (33)	23.0% (100)	25.1% (109)	38.5% (167)	434
Ancillary and Maintenance Staff	15.6% (26)	8.4% (14)	30.5% (51)	14.4% (24)	31.1% (52)	167
Clinical Support Worker	15.0% (49)	11.3% (37)	26.6% (87)	17.4% (57)	29.7% (97)	327
Doctor	11.2% (97)	11.3% (98)	26.4% (229)	24.8% (215)	26.2% (227)	866
Health Scientist	7.6% (21)	14.8% (41)	31.0% (86)	22.7% (63)	23.8% (66)	277
Midwife	4.9% (57)	5.9% (69)	22.0% (257)	28.3% (331)	38.9% (454)	1,168
Nurse	12.2% (199)	9.8% (159)	27.2% (444)	21.0% (342)	29.8% (486)	1,630
Pharmacist	12.4% (12)	16.5% (16)	43.3% (42)	13.4% (13)	14.4% (14)	97
Psychologist	14.8%	17.2%	44.5%	18.8%	4.7%	128

	(19)	(22)	(57)	(24)	(6)	
Senior Manager	23.6% (41)	12.6% (22)	33.9% (59)	20.1% (35)	9.8% (17)	174

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	10.9% (11)	9.9% (10)	26.7% (27)	21.8% (22)	30.7% (31)	101
Between 1 and 5 years	10.4% (90)	11.7% (101)	26.8% (232)	23.7% (205)	27.4% (237)	865
Between 5 and 10 years	11.0% (193)	11.1% (195)	30.3% (531)	25.1% (439)	22.5% (394)	1,752
Between 10 and 20 years	12.7% (410)	11.4% (367)	31.4% (1,012)	20.3% (654)	24.2% (781)	3,224
Over 20 years	14.2% (675)	12.0% (573)	29.9% (1,422)	20.8% (992)	23.1% (1,101)	4,763

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	7.1% (256)	7.3% (263)	23.2% (832)	25.5% (914)	36.7% (1,316)	3,581
Does not work shifts	15.8% (1,122)	13.7% (976)	33.7% (2,203)	19.6% (1,392)	17.3% (1,227)	7,110

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	9.7% (74)	10.8% (82)	26.3% (200)	24.4% (186)	28.8% (219)	761
Between 8 hours and 11 hours 59 mins	7.3% (100)	7.1% (97)	23.2% (318)	26.8% (367)	35.6% (487)	1,369
12 hours	6.2% (54)	6.3% (55)	22.8% (198)	23.6% (205)	40.9% (355)	867
Over 12 hours	5.3% (33)	5.9% (37)	20.5% (128)	26.2% (163)	42.1% (262)	623

Respondents by Full	1	2	3	4	5	Response
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Time/Part Time	(Not very useful)				(Very useful)	Count
Full Time	13.0% (954)	11.3% (832)	29.3% (2,154)	22.0% (1,617)	24.3% (1,788)	7,345
Part Time	12.6% (422)	12.3% (412)	31.9% (1,069)	20.7% (695)	22.5% (753)	3,351

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	13.0% (1,098)	12.0% (1,014)	30.8% (2,607)	21.8% (1,847)	22.4% (1,896)	8,462
Has a disability or long term health condition	12.3% (264)	10.1% (218)	27.6% (594)	20.7% (445)	29.3% (631)	2,152

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	11.3% (17)	8.6% (13)	28.5% (43)	20.5% (31)	31.1% (47)	151
25-34	9.4% (167)	12.5% (223)	28.3% (503)	27.7% (492)	22.1% (392)	1,777
35-44	10.3% (244)	10.8% (255)	30.6% (725)	23.8% (563)	24.5% (581)	2,368
45-54	12.9% (534)	11.6% (478)	30.8% (1,272)	20.0% (824)	24.7% (1,019)	4,127
55-64	17.6% (381)	12.1% (262)	30.1% (651)	17.5% (378)	22.6% (488)	2,160
65+	28.7% (25)	11.5% (10)	31.0% (27)	14.9% (13)	13.8% (12)	87

Employment Practice - I would find it useful to have more rest time during shifts

Respondents were asked how useful they would find it useful to have more rest time during shifts. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 25.4% of respondents answered that they would find it very useful to have more rest time during shifts, a further 24.3% ranked the issue with a '4'.

- The occupations that were most likely to find it very useful were Emergency Medical Technician, Paramedic and Midwife.
- Respondents who have worked for the NHS for between 1 and 5 years were more likely to say they would find more rest time during shifts very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work over 12 hour shifts were most likely to say they would find more rest time during shifts very useful.
- Respondents who have a disability or long term health condition were more likely to find more rest time during shifts very useful.
- Respondents aged between 16 and 24 were most likely to say that more rest time during shifts would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have more rest time during shifts	10.9% (1,164)	11.5% (1,233)	27.9% (2,992)	24.3% (2,610)	25.4% (2,726)	10,725

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	21.7% (136)	11.6% (73)	33.7% (211)	16.1% (101)	16.9% (106)	627
AHP: Occupational Therapist	13.4% (50)	15.3% (57)	29.6% (110)	23.1% (86)	18.5% (69)	372
AHP: Physiotherapist	10.6% (357)	14.1% (475)	29.5% (995)	27.8% (936)	18.0% (608)	3,371
Ambulance: Emergency Medical Technician	2.7% (3)	1.8% (2)	18.0% (20)	20.7% (23)	56.8% (63)	111
Ambulance: Paramedic and Senior Paramedic	4.9% (21)	7.2% (31)	18.4% (79)	24.9% (107)	44.5% (191)	429
Ancillary and Maintenance Staff	13.3% (22)	9.6% (16)	35.5% (59)	17.5% (29)	24.1% (40)	166
Clinical Support Worker	14.9% (48)	10.9% (35)	28.3% (91)	16.8% (54)	29.2% (94)	322
Doctor	8.8% (78)	11.4% (98)	26.4% (228)	26.2% (226)	27.2% (235)	863
Health Scientist	9.8% (27)	14.2% (39)	31.3% (86)	22.2% (61)	22.5% (62)	275

Midwife	4.5% (53)	7.0% (82)	18.8% (219)	26.5% (309)	43.1% (502)	1,165
Nurse	10.2% (166)	10.6% (173)	27.0% (438)	22.8% (371)	29.4% (477)	1,625
Pharmacist	9.2% (9)	13.3% (13)	46.9% (46)	18.4% (18)	12.2% (12)	98
Psychologist	14.7% (19)	10.9% (14)	38.8% (50)	29.5% (38)	6.2% (8)	129
Senior Manager	22.1% (38)	10.5% (18)	31.4% (54)	25.0% (43)	11.0% (19)	172

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	11.0% (11)	10.0% (10)	27.0% (27)	28.0% (28)	24.0% (24)	100
Between 1 and 5 years	8.7% (75)	11.1% (96)	24.8% (214)	26.0% (224)	29.4% (253)	862
Between 5 and 10 years	8.9% (156)	11.4% (200)	26.6% (465)	28.1% (492)	25.0% (438)	1,751
Between 10 and 20 years	10.7% (345)	11.2% (362)	28.2% (908)	23.7% (765)	26.1% (842)	3,222
Over 20 years	12.0% (572)	11.8% (563)	28.8% (1,372)	23.0% (1,093)	24.3% (1,157)	4,757

Respondents by shift working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	6.9% (247)	7.9% (281)	21.8% (778)	25.6% (913)	37.8% (1,349)	3,568
Does not work shifts	12.8% (913)	13.2% (942)	31.0% (2,203)	23.8% (1,689)	19.2% (1,363)	7,110

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	8.3% (63)	12.0% (91)	27.1% (206)	24.0% (183)	28.6% (218)	761
Between 8 hours and 11 hours 59 mins	7.6% (104)	7.3% (99)	22.6% (308)	27.5% (376)	35.0% (478)	1,365

12 hours	6.2% (54)	6.6% (57)	18.4% (159)	24.4% (211)	44.5% (385)	866
Over 12 hours	4.9% (30)	7.0% (43)	18.7% (115)	24.2% (149)	45.3% (279)	616

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	11.2% (819)	11.6% (847)	27.8% (2,040)	24.3% (1,781)	25.1% (1,842)	7,329
Part Time	10.1% (339)	11.4% (384)	28.0% (940)	24.5% (823)	25.9% (870)	3,356

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	11.0% (929)	12.1% (1,025)	28.5% (2,408)	24.3% (2,052)	24.1% (2,034)	8,448
Has a disability or long term health condition	10.2% (219)	9.0% (195)	25.2% (544)	24.6% (530)	31.0% (667)	2,155

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	6.6% (10)	9.3% (14)	25.8% (39)	27.8% (42)	30.5% (46)	151
25-34	8.1% (144)	12.7% (227)	24.9% (444)	30.2% (538)	24.0% (428)	1,781
35-44	8.4% (198)	10.1% (238)	27.6% (652)	25.9% (616)	28.0% (662)	2,362
45-54	10.7% (442)	10.9% (449)	28.9% (1,191)	23.6% (972)	26.0% (1,071)	4,125
55-64	15.3% (329)	13.3% (287)	28.8% (620)	19.6% (422)	22.9% (492)	2,150
65+	31.1% (28)	13.3% (12)	32.2% (29)	7.8% (7)	15.6% (14)	90

Employment Practice - I would find it useful to have access to occupational health

Respondents were asked how useful they would find it to have access to occupational health. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 27.3% of respondents answered that they would find it very useful to have access to occupational health, a further 24.2% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Ancillary and Maintenance Staff and Clinical Support Worker.
- Respondents who have worked for the NHS for less than 1 year were more likely to say they would find access to occupational health very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work 12 hour shifts were most likely to say they would find access to occupational health very useful.
- Respondents who have a disability or long term health condition were more likely to find access to occupational health very useful.
- Respondents aged between 35 and 44 were most likely to say that access to occupational health would be very useful.

All respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have access to occupational health	9.1% (986)	9.6% (1,041)	29.8% (3,239)	24.2% (2,623)	27.3% (2,965)	10,854

Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	14.1% (93)	7.6% (50)	32.4% (213)	20.1% (132)	25.8% (170)	658
AHP: Occupational Therapist	8.3% (31)	10.4% (39)	31.5% (118)	22.9% (86)	26.9% (101)	375
AHP: Physiotherapist	7.7% (263)	10.0% (341)	27.9% (947)	28.1% (955)	26.3% (894)	3,400
Ambulance: Emergency Medical Technician	7.2% (8)	3.6% (4)	22.5% (25)	28.8% (32)	37.8% (42)	111
Ambulance:	5.3%	10.0%	33.0%	18.6%	33.0%	430

Paramedic and Senior Paramedic	(23)	(43)	(142)	(80)	(142)	
Ancillary and Maintenance Staff	8.3% (14)	7.1% (12)	32.0% (54)	16.0% (27)	36.7% (62)	169
Clinical Support Worker	10.3% (34)	6.4% (21)	30.3% (100)	18.5% (61)	34.5% (114)	330
Doctor	11.9% (104)	14.2% (124)	31.5% (275)	21.4% (187)	21.1% (184)	874
Health Scientist	10.0% (28)	8.5% (24)	29.5% (83)	25.3% (71)	26.7% (75)	281
Midwife	7.7% (90)	10.7% (125)	31.7% (370)	21.6% (252)	28.3% (331)	1,168
Nurse	9.2% (150)	8.6% (141)	30.1% (491)	22.8% (372)	29.2% (477)	1,631
Pharmacist	11.2% (11)	9.2% (9)	34.7% (34)	30.6% (30)	14.3% (14)	98
Psychologist	14.2% (19)	10.4% (14)	30.6% (41)	28.4% (38)	16.4% (22)	134
Senior Manager	14.7% (27)	9.2% (17)	28.8% (53)	27.2% (50)	20.1% (37)	184

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	6.9% (7)	10.9% (11)	26.7% (27)	20.8% (21)	34.7% (35)	101
Between 1 and 5 years	6.3% (55)	9.2% (80)	27.4% (213)	30.5% (265)	33.0% (287)	870
Between 5 and 10 years	7.1% (125)	7.8% (138)	29.8% (526)	27.4% (484)	27.9% (492)	1,765
Between 10 and 20 years	8.7% (285)	9.5% (311)	29.2% (953)	24.5% (801)	28.1% (918)	3,268
Over 20 years	10.6% (509)	10.3% (496)	30.8% (1,484)	22.3% (1,074)	26.0% (1,254)	4,817

Respondents by shift working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	7.8% (280)	9.1% (325)	31.3% (1,118)	21.8% (780)	30.0% (1,072)	3,575
Does not work shifts	9.7% (700)	9.9% (713)	29.0% (2,101)	25.4% (1,835)	26.0% (1,884)	7,233

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	7.3% (56)	10.0% (76)	31.4% (239)	22.8% (174)	28.5% (217)	762
Between 8 hours and 11 hours 59 mins	8.3% (113)	8.7% (119)	30.8% (421)	22.4% (307)	29.8% (408)	1,368
12 hours	8.0% (69)	8.6% (74)	28.8% (249)	22.0% (190)	32.7% (283)	865
Over 12 hours	7.4% (46)	9.5% (59)	36.5% (226)	18.6% (115)	27.9% (173)	619

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	9.9% (733)	9.8% (724)	29.8% (2,209)	23.9% (1,770)	26.7% (1,980)	7,416
Part Time	7.3% (247)	9.2% (312)	30.0% (1,020)	24.9% (847)	28.6% (971)	3,397

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	9.0% (767)	10.4% (886)	30.6% (2,615)	24.9% (2,122)	25.1% (2,146)	8,536
Has a disability or long term health condition	9.3% (205)	6.7% (148)	26.9% (591)	21.6% (474)	35.4% (776)	2,194

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	8.6% (13)	12.6% (19)	25.8% (39)	29.1% (44)	23.8% (36)	151
25-34	6.0% (107)	8.6% (154)	27.8% (497)	30.7% (550)	26.9% (482)	1,790
35-44	7.3% (174)	9.3% (222)	29.5% (702)	25.9% (616)	27.9% (663)	2,377

45-54	9.5% (398)	10.0% (416)	30.7% (1,282)	22.2% (929)	27.6% (1,154)	4,179
55-64	12.2% (267)	9.5% (209)	30.9% (678)	20.7% (455)	26.7% (587)	2,196
65+	18.1% (17)	17.0% (16)	25.5% (24)	14.9% (14)	24.5% (23)	94

Employment Practice - I would find it useful to be able to refer myself to occupational health

Respondents were asked how useful they would find it to be able to refer themselves to occupational health. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 32.3% of respondents answered that they would find it very useful to be able to refer themselves to occupational health, a further 27.2% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Clinical Support Worker; and Ancillary and Maintenance Staff.
- Respondents who have worked for the NHS for between 5 and 10 years were more likely to say they would find being able to refer themselves to occupational health very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work 12 hour shifts were most likely to say they would find being able to refer themselves to occupational health very useful.
- Respondents who have a disability or long term health condition were more likely to find being able to refer themselves to occupational health very useful.
- Respondents aged between 55 and 64 were most likely to say that being able to refer themselves to occupational health would be very useful.

All respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to be able to refer myself to occupational health	8.0% (868)	7.8% (851)	24.6% (2,673)	27.2% (2,956)	32.3% (3,510)	10,858

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	11.5% (76)	6.8% (45)	26.4% (175)	22.4% (148)	32.9% (218)	662

AHP: Occupational Therapist	7.7% (29)	9.6% (36)	24.5% (92)	26.6% (100)	31.6% (119)	376
AHP: Physiotherapist	6.8% (231)	7.5% (255)	23.1% (784)	31.3% (1,062)	31.3% (1,061)	3,393
Ambulance: Emergency Medical Technician	6.3% (7)	4.5% (5)	14.4% (16)	28.8% (32)	45.9% (51)	111
Ambulance: Paramedic and Senior Paramedic	4.2% (18)	6.5% (28)	25.8% (111)	24.2% (104)	39.3% (169)	430
Ancillary and Maintenance Staff	6.0% (10)	7.8% (13)	25.3% (42)	21.1% (35)	39.8% (66)	166
Clinical Support Worker	9.5% (31)	4.6% (15)	23.5% (77)	22.0% (72)	40.5% (133)	328
Doctor	11.3% (99)	12.9% (113)	28.4% (249)	24.3% (213)	23.1% (202)	876
Health Scientist	8.9% (25)	5.7% (16)	24.6% (69)	31.4% (88)	29.3% (82)	280
Midwife	7.3% (85)	8.7% (102)	24.1% (282)	25.5% (298)	34.3% (401)	1,168
Nurse	8.4% (137)	7.5% (123)	24.2% (395)	24.5% (400)	35.4% (577)	1,632
Pharmacist	8.1% (8)	9.1% (9)	31.3% (31)	35.4% (35)	16.2% (16)	99
Psychologist	11.3% (15)	7.5% (10)	29.3% (39)	34.6% (46)	17.3% (23)	133
Senior Manager	12.0% (22)	9.2% (17)	23.9% (44)	33.2% (61)	21.7% (40)	184

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	5.9% (6)	10.9% (11)	20.8% (21)	29.7% (30)	32.7% (33)	101
Between 1 and 5 years	5.3% (46)	6.8% (59)	24.5% (213)	30.5% (265)	33.0% (287)	870
Between 5 and 10 years	5.9% (104)	6.9% (122)	23.7% (419)	30.4% (537)	33.1% (585)	1,767
Between 10 and 20 years	7.9% (258)	7.8% (253)	23.8% (776)	27.7% (904)	32.8% (1,071)	3,262
Over 20 years	9.4% (451)	8.4% (403)	25.6% (1,234)	25.2% (1,213)	31.6% (1,522)	4,823

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	7.2% (259)	7.6% (271)	25.1% (899)	25.1% (898)	35.0% (1,253)	3,580
Does not work shifts	8.4% (604)	8.0% (575)	24.3% (1,756)	28.4% (2,053)	31.0% (2,243)	7,231

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	7.7% (59)	8.8% (67)	24.3% (185)	26.6% (203)	32.5% (248)	762
Between 8 hours and 11 hours 59 mins	7.6% (104)	7.4% (101)	25.1% (345)	25.4% (349)	34.5% (473)	1,372
12 hours	6.6% (57)	7.3% (63)	22.9% (199)	24.4% (212)	38.8% (337)	868
Over 12 hours	7.1% (44)	7.1% (44)	29.6% (183)	22.5% (139)	33.7% (208)	618

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	8.6% (635)	8.1% (605)	24.7% (1,837)	27.1% (2,011)	31.5% (2,336)	7,424
Part Time	6.7% (229)	7.2% (243)	24.3% (823)	76.6% (938)	34.2% (1,160)	3,393

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	8.0% (680)	8.4% (714)	25.7% (2,192)	28.4% (2,423)	29.6% (2,527)	8,536
Has a disability or long term health condition	8.0% (175)	5.9% (130)	20.9% (458)	22.9% (502)	42.4% (931)	2,196

Respondents by Age	1 (Not	2	3	4	5 (Very	Response Count
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	very useful)				useful)	
16-24	6.6% (10)	8.6% (13)	25.8% (39)	29.1% (44)	29.8% (45)	151
25-34	5.0% (89)	7.0% (125)	23.2% (415)	34.2% (612)	30.7% (549)	1,790
35-44	6.7% (159)	7.9% (189)	23.8% (566)	28.8% (685)	32.8% (781)	2,380
45-54	8.4% (353)	8.0% (333)	25.6% (1,069)	26.1% (1,093)	31.9% (1,332)	4,180
55-64	10.7% (236)	8.1% (179)	24.7% (544)	22.2% (488)	34.2% (751)	2,198
65+	14.3% (13)	8.8% (8)	31.9% (29)	16.5% (15)	28.6% (26)	91

Employment Practice - I would find it useful to have rapid access to health services e.g. physiotherapy

Respondents were asked how useful they would find it to have rapid access to health services. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 51.9% of respondents answered that they would find it very useful to have rapid access to health services, a further 28.0% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Paramedic and Ancillary and Maintenance Staff.
- Respondents who have worked for the NHS for less than 1 year were more likely to say they would find rapid access to health services very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work 12 hour shifts were most likely to say they would find rapid access to health services very useful.
- Respondents who have a disability or long term health condition were more likely to find rapid access to health services very useful.
- Respondents aged between 55 and 64 were most likely to say that rapid access to health services would be very useful.

All respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have rapid access to health services e.g.	4.1% (451)	3.2% (344)	12.7% (1,390)	28.0% (3,060)	51.9% (5,667)	10,912

physiotherapy						
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Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	6.5% (43)	4.1% (27)	14.2% (94)	27.2% (180)	48.0% (318)	662
AHP: Occupational Therapist	4.2% (16)	2.4% (9)	12.3% (47)	27.3% (104)	53.8% (205)	381
AHP: Physiotherapist	3.6% (121)	2.8% (94)	12.8% (437)	30.3% (1,032)	50.5% (1,721)	3,405
Ambulance: Emergency Medical Technician	2.7% (3)	3.5% (4)	5.3% (6)	16.8% (19)	71.7% (81)	113
Ambulance: Paramedic and Senior Paramedic	2.5% (11)	2.1% (9)	7.6% (33)	23.1% (100)	64.7% (280)	433
Ancillary and Maintenance Staff	4.1% (7)	3.5% (6)	11.8% (20)	20.0% (34)	60.6% (103)	170
Clinical Support Worker	4.6% (15)	1.8% (6)	14.3% (47)	19.5% (64)	59.9% (197)	329
Doctor	6.0% (53)	6.5% (57)	18.9% (166)	32.0% (282)	36.6% (322)	880
Health Scientist	4.6% (13)	1.4% (4)	13.1% (37)	29.8% (84)	51.1% (144)	282
Midwife	2.7% (32)	3.5% (41)	10.9% (128)	26.6% (312)	56.3% (661)	1,174
Nurse	4.9% (80)	2.8% (46)	12.3% (202)	25.9% (425)	54.1% (888)	1,641
Pharmacist	3.0% (3)	3.0% (3)	14.0% (14)	39.0% (39)	41.0% (41)	100
Psychologist	4.5% (6)	3.7% (5)	10.4% (14)	39.6% (53)	41.8% (56)	134
Senior Manager	4.9% (9)	2.2% (4)	14.6% (27)	34.6% (64)	43.8% (81)	185

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	5.0%	2.0%	12.9%	24.8%	55.4%	101

	(5)	(2)	(13)	(25)	(56)	
Between 1 and 5 years	3.3% (29)	3.7% (32)	11.8% (103)	30.1% (263)	51.1% (446)	873
Between 5 and 10 years	3.5% (61)	3.0% (53)	12.6% (222)	30.1% (531)	50.9% (900)	1,767
Between 10 and 20 years	4.7% (156)	3.2% (105)	11.8% (387)	27.6% (908)	52.6% (1,730)	3,286
Over 20 years	4.1% (199)	3.1% (151)	13.6% (658)	27.4% (1,327)	51.6% (2,515)	4,850

Respondents by shift working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	3.8% (136)	3.3% (120)	12.3% (442)	25.6% (921)	55.0% (1,980)	3,599
Does not work shifts	4.3% (314)	3.1% (222)	12.9% (938)	29.3% (2,126)	50.5% (3,666)	7,266

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	3.5% (27)	3.3% (67)	12.9% (99)	26.8% (205)	53.5% (410)	766
Between 8 hours and 11 hours 59 mins	4.3% (59)	3.2% (44)	12.9% (177)	25.8% (355)	53.8% (740)	1,375
12 hours	3.0% (26)	3.8% (33)	9.3% (81)	23.3% (204)	60.6% (530)	874
Over 12 hours	3.8% (24)	3.2% (20)	14.7% (92)	26.9% (168)	51.3% (320)	624

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	4.4% (331)	3.4% (251)	13.1% (974)	28.5% (2,120)	50.6% (3,771)	7,447
Part Time	3.4% (118)	2.7% (92)	12.0% (411)	27.3% (935)	54.6% (1,868)	3,424

Respondents by	1	2	3	4	5	Response
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Disability/Long Term Health Condition	(Not very useful)				(Very useful)	Count
No disability or long term health condition	4.2% (362)	3.3% (284)	13.4% (1,146)	29.8% (2,554)	49.4% (4,236)	8,582
Has a disability or long term health condition	3.9% (86)	2.5% (55)	10.5% (232)	21.5% (475)	61.6% (1,359)	2,207

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	4.0% (6)	1.3% (2)	14.6% (22)	30.5% (46)	49.7% (75)	151
25-34	3.3% (59)	3.1% (56)	11.8% (211)	33.9% (608)	47.9% (858)	1,792
35-44	3.6% (87)	3.2% (77)	12.6% (301)	28.2% (675)	52.4% (1,257)	2,397
45-54	4.2% (177)	3.1% (131)	12.4% (521)	27.3% (1,147)	52.9% (2,223)	4,199
55-64	5.0% (111)	3.1% (68)	14.0% (311)	24.6% (544)	53.3% (1,180)	2,214
65+	9.8% (9)	6.5% (6)	19.6% (18)	21.7% (20)	42.4% (39)	92

Employment Practice - I would find it useful to have face to face pension and financial advice

Respondents were asked how useful they would find it to have face to face pension and financial advice. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 63.7% of respondents answered that they would find it very useful to have face to face pension and financial advice, a further 23.8% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Ancillary and Maintenance Staff and Clinical Support Worker.
- Respondents who have worked for the NHS for over 20 years were more likely to say they would find face to face pension and financial advice very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work shifts that are between 8 hours and 11 hour 59 minutes were most likely to say they would find face to face pension and financial advice very useful.

- Respondents who have a disability or long term health condition were more likely to find face to face pension and financial advice very useful.
- Respondents aged between 55 and 64 were most likely to say that face to face pension and financial advice would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have face to face pension and financial advice	3.0% (334)	2.1% (225)	7.4% (816)	23.8% (2,605)	63.7% (6,987)	10,967

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	4.0% (27)	1.8% (12)	10.4% (70)	23.0% (154)	60.8% (408)	671
AHP: Occupational Therapist	2.9% (11)	2.4% (9)	5.0% (19)	25.5% (97)	64.3% (245)	381
AHP: Physiotherapist	2.0% (69)	1.8% (61)	7.0% (238)	26.4% (905)	62.8% (2,150)	3,423
Ambulance: Emergency Medical Technician	2.7% (3)	0.0% (0)	4.5% (5)	18.8% (21)	74.1% (83)	112
Ambulance: Paramedic and Senior Paramedic	4.8% (21)	2.1% (9)	5.5% (24)	19.8% (86)	67.7% (294)	433
Ancillary and Maintenance Staff	2.9% (5)	0.6% (1)	8.8% (15)	18.1% (31)	69.6% (119)	171
Clinical Support Worker	3.6% (12)	1.5% (5)	6.6% (22)	16.6% (55)	71.6% (237)	331
Doctor	4.2% (37)	4.0% (35)	12.7% (112)	27.6% (244)	51.6% (457)	885
Health Scientist	2.1% (6)	1.4% (4)	5.7% (16)	27.2% (77)	63.6% (180)	283
Midwife	3.1% (37)	2.2% (26)	6.8% (80)	20.5% (241)	67.4% (794)	1,178
Nurse	3.8% (63)	2.2% (36)	7.2% (118)	19.6% (323)	67.2% (1,104)	1,644
Pharmacist	5.0% (5)	2.0% (2)	7.0% (7)	30.0% (30)	56.0% (56)	100
Psychologist	0.7% (0)	0.0% (0)	3.7% (3)	33.6% (33)	61.9% (61)	134

	(1)	(0)	(5)	(45)	(83)	
Senior Manager	2.6% (5)	2.1% (4)	3.7% (7)	27.5% (52)	64.0% (121)	189

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	3.0% (3)	3.0% (3)	8.9% (9)	29.7% (30)	55.4% (56)	101
Between 1 and 5 years	1.7% (15)	1.3% (11)	10.1% (89)	31.4% (276)	55.5% (487)	878
Between 5 and 10 years	2.5% (44)	1.9% (34)	7.9% (140)	27.9% (494)	59.8% (1,059)	1,771
Between 10 and 20 years	3.2% (107)	2.3% (77)	7.1% (235)	24.6% (811)	62.7% (2,067)	3,297
Over 20 years	3.3% (163)	2.0% (99)	6.9% (339)	20.2% (998)	67.5% (3,296)	4,885

Respondents by shift working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	3.7% (132)	2.0% (73)	8.1% (293)	21.5% (772)	64.7% (2,239)	3,599
Does not work shifts	2.7% (200)	2.0% (150)	7.1% (520)	24.9% (1,822)	63.2% (4,627)	7,319

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	3.6% (28)	2.7% (21)	8.9% (68)	20.4% (157)	64.3% (494)	768
Between 8 hours and 11 hours 59 mins	3.4% (47)	1.8% (25)	7.7% (106)	21.4% (294)	65.7% (904)	1,376
12 hours	4.0% (35)	2.1% (18)	8.3% (72)	21.2% (185)	64.4% (561)	871
Over 12 hours	3.7% (23)	1.8% (11)	7.8% (49)	23.2% (145)	63.6% (398)	626

Respondents by Full	1	2	3	4	5	Response
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Time/Part Time	(Not very useful)				(Very useful)	Count
Full Time	3.0% (227)	2.0% (151)	7.5% (558)	24.6% (1,842)	62.9% (4,705)	7,483
Part Time	3.0% (105)	2.1% (74)	7.4% (255)	22.0% (756)	65.4% (2,253)	3,443

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	3.0% (262)	2.0% (1,056)	7.5% (648)	25.2% (2,172)	62.2% (5,363)	8,621
Has a disability or long term health condition	3.2% (70)	2.1% (47)	7.2% (159)	18.1% (403)	69.4% (1,542)	2,221

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	1.3% (2)	2.0% (3)	10.6% (16)	30.5% (46)	55.6% (84)	151
25-34	2.0% (35)	2.0% (36)	8.1% (146)	31.9% (571)	56.0% (1,004)	1,792
35-44	2.7% (65)	2.1% (51)	6.9% (166)	25.6% (616)	62.6% (1,505)	2,403
45-54	3.2% (134)	1.9% (81)	6.7% (284)	21.7% (916)	66.5% (2,806)	4,221
55-64	3.8% (86)	2.1% (47)	8.5% (190)	18.9% (423)	66.7% (1,493)	2,239
65+	11.7% (11)	5.3% (5)	11.7% (11)	19.1% (18)	52.1% (49)	94

Employment Practice - I would find it useful to have access to complementary medicine

Respondents were asked how useful they would find it to have access to complementary medicine. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 30.0% of respondents answered that they would find it very useful to have access to complementary medicine, a further 18.7% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Clinical Support Worker and Midwife.
- Respondents who have worked for the NHS for less than 1 year were more likely to say they would find access to complementary medicine very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work 12 hour shifts were most likely to say they would find access to complementary medicine very useful.
- Respondents who have a disability or long term health condition were more likely to find access to complementary medicine very useful.
- Respondents aged between 55 and 64 were most likely to say that access to complementary medicine would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have access to complementary medicine	16.7% (1,827)	11.6% (1,262)	23.0% (2,514)	18.7% (2,038)	30.0% (3,275)	10,916

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	12.2% (81)	7.4% (49)	22.4% (148)	20.8% (138)	37.2% (246)	662
AHP: Occupational Therapist	9.2% (35)	11.8% (45)	20.4% (78)	21.5% (82)	37.2% (142)	382
AHP: Physiotherapist	16.4% (558)	14.0% (477)	26.9% (915)	20.5% (696)	22.2% (756)	3,402
Ambulance: Emergency Medical Technician	3.5% (4)	4.4% (5)	15.0% (17)	19.5% (22)	57.5% (65)	113
Ambulance: Paramedic and Senior Paramedic	14.6% (63)	7.2% (31)	19.5% (84)	18.6% (86)	40.1% (173)	431
Ancillary and Maintenance Staff	11.2% (19)	4.7% (8)	26.6% (45)	20.1% (34)	37.3% (63)	169
Clinical Support Worker	10.1% (33)	9.1% (30)	22.0% (72)	17.7% (58)	42.5% (135)	328

Doctor	51.5% (454)	19.0% (167)	15.0% (132)	6.0% (53)	8.5% (75)	881
Health Scientist	22.2% (62)	10.8% (30)	28.0% (78)	14.0% (39)	25.1% (70)	279
Midwife	7.4% (87)	7.3% (86)	21.9% (257)	21.2% (249)	42.1% (494)	1,173
Nurse	13.6% (224)	9.7% (160)	21.1% (347)	19.4% (320)	36.1% (595)	1,646
Pharmacist	41.4% (41)	13.1% (13)	18.2% (18)	14.1% (14)	13.1% (13)	99
Psychologist	17.0% (23)	12.6% (17)	22.2% (30)	21.5% (29)	26.7% (36)	135
Senior Manager	17.2% (32)	13.4% (25)	24.2% (45)	20.4% (38)	24.7% (46)	186

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	9.9% (10)	12.9% (13)	19.8% (20)	24.8% (25)	32.7% (33)	101
Between 1 and 5 years	12.3% (107)	10.5% (91)	24.5% (213)	21.3% (185)	31.5% (274)	870
Between 5 and 10 years	12.6% (223)	11.7% (206)	24.2% (427)	21.4% (379)	30.1% (533)	1,768
Between 10 and 20 years	16.0% (527)	11.2% (370)	22.7% (749)	19.4% (638)	30.7% (1,010)	3,294
Over 20 years	19.7% (955)	11.9% (579)	22.6% (1,098)	16.6% (805)	29.1% (1,412)	4,849

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	13.2% (475)	9.8% (351)	22.8% (800)	19.0% (684)	35.7% (1,282)	3,592
Does not work shifts	18.5% (1,346)	12.4% (901)	23.4% (1,703)	18.6% (1,350)	27.1% (1,975)	7,275

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
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Less than 8 hours	11.9% (91)	10.4% (80)	25.3% (194)	20.7% (159)	31.7% (243)	767
Between 8 hours and 11 hours 59 mins	13.5% (186)	10.8% (149)	21.9% (302)	18.2% (250)	35.5% (489)	1,376
12 hours	13.0% (113)	8.3% (72)	20.9% (182)	18.9% (164)	38.9% (338)	869
Over 12 hours	14.5% (90)	9.6% (60)	20.7% (129)	18.5% (115)	36.7% (228)	622

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	17.9% (1,337)	11.9% (886)	22.7% (1,693)	18.2% (1,355)	29.3% (2,182)	7,453
Part Time	14.1% (484)	10.8% (371)	24.0% (820)	19.7% (673)	31.7% (1,074)	3,422

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	17.1% (1,468)	12.3% (1,056)	23.9% (2,051)	19.2% (1,650)	27.5% (2,202)	8,582
Has a disability or long term health condition	15.4% (340)	8.8% (195)	19.3% (427)	16.7% (370)	39.8% (879)	2,211

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	10.7% (16)	11.3% (17)	23.3% (35)	22.0% (33)	32.7% (49)	150
25-34	12.9% (231)	12.7% (227)	24.1% (432)	24.7% (442)	25.6% (459)	1,791
35-44	15.5% (371)	11.8% (282)	23.4% (560)	19.0% (455)	30.3% (725)	2,393
45-54	17.7% (745)	11.1% (467)	22.9% (966)	17.7% (745)	30.6% (1,290)	4,213
55-64	19.3% (426)	11.0% (244)	22.1% (488)	15.4% (341)	32.2% (711)	2,210
65+	26.6% (25)	17.0% (16)	20.2% (19)	11.7% (11)	24.5% (23)	94

Employment Practice - I would find it useful to have access to counselling

Respondents were asked how useful they would find it to have access to counselling. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 28.1% of respondents answered that they would find it very useful to have access to counselling, a further 22.9% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Clinical Support Worker; and Paramedic.
- Respondents who have worked for the NHS for less than 1 year were more likely to say they would find access to counselling very useful.
- Those who work part time were more likely to find it very useful; as were those who work shifts. Those who work 12 hour shifts were most likely to say they would find access to counselling very useful.
- Respondents who have a disability or long term health condition were more likely to find access to counselling very useful.
- Respondents aged between 35 and 44 were most likely to say that access to counselling would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have access to counselling	9.8% (1,063)	10.6% (1,159)	28.6% (3,112)	22.9% (2,491)	28.1% (3,062)	10,887

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	11.1% (73)	7.9% (52)	28.0% (184)	20.9% (137)	32.1% (211)	657
AHP: Occupational Therapist	6.8% (26)	10.8% (41)	26.8% (102)	22.6% (86)	32.9% (125)	380
AHP: Physiotherapist	8.9% (302)	12.1% (413)	30.7% (1,044)	25.4% (864)	22.9% (778)	3,401
Ambulance: Emergency Medical Technician	3.6% (4)	6.3% (7)	17.9% (20)	17.9% (20)	54.5% (61)	112
Ambulance:	5.3%	6.2%	24.7%	26.3%	37.6%	434

Paramedic and Senior Paramedic	(23)	(27)	(107)	(114)	(163)	
Ancillary and Maintenance Staff	13.3% (22)	7.2% (12)	32.5% (54)	16.3% (27)	30.7% (51)	166
Clinical Support Worker	11.0% (36)	6.1% (20)	28.4% (93)	16.5% (54)	38.1% (125)	328
Doctor	21.0% (184)	19.2% (168)	27.3% (239)	19.0% (167)	13.6% (119)	877
Health Scientist	11.7% (33)	9.9% (28)	32.3% (91)	21.6% (61)	24.5% (69)	282
Midwife	7.2% (84)	8.7% (102)	27.6% (324)	24.1% (282)	32.4% (380)	1,172
Nurse	9.7% (159)	8.9% (145)	27.6% (451)	20.4% (334)	33.4% (546)	1,635
Pharmacist	7.0% (7)	14.0% (14)	37.0% (37)	26.0% (26)	16.0% (16)	100
Psychologist	11.9% (16)	4.4% (6)	25.9% (35)	31.9% (43)	25.9% (35)	135
Senior Manager	11.8% (22)	9.1% (17)	22.5% (42)	33.2% (62)	23.5% (44)	187

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	5.9% (6)	9.9% (10)	23.8% (24)	27.7% (28)	32.7% (33)	101
Between 1 and 5 years	5.7% (50)	9.8% (85)	29.4% (256)	25.9% (225)	29.2% (254)	870
Between 5 and 10 years	5.9% (105)	10.2% (181)	29.2% (515)	25.5% (450)	29.2% (515)	1,766
Between 10 and 20 years	9.5% (313)	10.0% (327)	27.4% (901)	24.0% (790)	29.0% (954)	3,285
Over 20 years	12.2% (586)	11.4% (551)	29.2% (1,409)	20.5% (992)	26.7% (1,292)	4,830

Respondents by Shift Working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	8.5% (306)	9.7% (348)	26.8% (963)	21.9% (785)	33.0% (1,185)	3,587
Does not work shifts	10.3% (750)	11.1% (806)	29.4% (2,130)	23.5% (1,703)	25.7% (1,863)	7,252

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	7.5% (57)	11.2% (85)	29.3% (223)	21.7% (165)	30.4% (231)	761
Between 8 hours and 11 hours 59 mins	9.0% (123)	9.6% (131)	27.4% (376)	21.7% (297)	32.4% (444)	1,371
12 hours	8.6% (75)	7.8% (68)	25.6% (223)	20.9% (182)	37.1% (323)	871
Over 12 hours	9.1% (57)	11.0% (69)	25.1% (157)	22.7% (142)	32.0% (200)	625

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	10.2% (758)	10.9% (814)	28.7% (2,137)	22.4% (1,667)	27.7% (2,064)	7,440
Part Time	8.8% (299)	10.0% (342)	28.4% (968)	23.9% (815)	28.9% (983)	3,407

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	9.7% (831)	11.4% (976)	29.4% (2,517)	23.8% (2,035)	25.7% (2,202)	8,561
Has a disability or long term health condition	9.9% (218)	8.0% (177)	25.1% (552)	19.5% (429)	37.5% (824)	2,200

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	8.6% (13)	11.3% (17)	27.8% (42)	25.2% (38)	27.2% (41)	151
25-34	5.8% (104)	10.4% (187)	30.0% (538)	28.7% (514)	25.1% (450)	1,793
35-44	7.9% (188)	10.0% (239)	27.1% (643)	24.7% (588)	30.3% (723)	2,385

45-54	10.0% (419)	11.0% (463)	28.8% (1,208)	21.9% (921)	28.2% (1,185)	4,196
55-64	14.1% (311)	10.3% (228)	29.1% (642)	18.1% (399)	28.3% (624)	2,204
65+	20.9% (19)	22.0% (20)	16.5% (15)	17.6% (16)	23.1% (21)	91

Employment Practice - I would find it useful to have out of hours catering services

Respondents were asked how useful they would find it to have out of hours catering services. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 21.4% of respondents answered that they would find it very useful to have out of hours catering services, a further 12.7% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Paramedic and Ancillary and Maintenance Staff.
- Respondents who have worked for the NHS for between 1 and 5 years were more likely to say they would find have out of hours catering services very useful.
- Those who work full time were more likely to find it very useful; as were those who work shifts. Those who work over 12 hour shifts were most likely to say they would find have out of hours catering services very useful.
- Respondents who have a disability or long term health condition were more likely to find have out of hours catering services very useful.
- Respondents aged between 35 and 44 were most likely to say that have out of hours catering services would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have out of hours catering services	24.9% (2,679)	14.3% (1,540)	26.6% (2,865)	12.7% (1,370)	21.4% (2,304)	10,758

Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	29.8% (189)	10.7% (68)	30.0% (190)	11.2% (71)	18.3% (116)	634
AHP: Occupational Therapist	27.8% (103)	15.4% (57)	31.9% (118)	10.8% (40)	14.1% (52)	370

AHP: Physiotherapist	29.8% (1,003)	19.2% (648)	29.4% (992)	10.5% (355)	11.0% (372)	3,370
Ambulance: Emergency Medical Technician	6.2% (7)	9.7% (11)	19.5% (22)	15.9% (18)	48.7% (55)	113
Ambulance: Paramedic and Senior Paramedic	11.8% (51)	12.1% (52)	21.1% (91)	19.0% (82)	36.0% (155)	431
Ancillary and Maintenance Staff	21.2% (35)	13.9% (23)	26.1% (43)	4.2% (7)	34.5% (57)	165
Clinical Support Worker	23.9% (78)	9.2% (30)	24.8% (81)	10.1% (33)	31.9% (104)	326
Doctor	26.5% (232)	11.4% (100)	21.6% (189)	16.7% (146)	23.8% (208)	875
Health Scientist	19.8% (55)	10.4% (29)	24.8% (69)	15.5% (43)	29.5% (82)	278
Midwife	15.3% (178)	11.0% (128)	23.3% (271)	17.2% (200)	33.1% (385)	1,162
Nurse	22.2% (360)	12.3% (200)	24.8% (402)	13.0% (210)	27.7% (448)	1,620
Pharmacist	22.4% (22)	16.3% (16)	29.6% (29)	16.3% (16)	15.3% (15)	98
Psychologist	40.0% (52)	10.8% (14)	36.2% (47)	7.7% (10)	5.4% (7)	130
Senior Manager	33.9% (60)	15.8% (28)	24.9% (44)	10.7% (19)	14.7% (26)	177

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	11.9% (12)	15.8% (16)	28.7% (29)	22.8% (23)	20.8% (21)	101
Between 1 and 5 years	16.9% (146)	14.4% (125)	26.9% (233)	17.7% (153)	24.1% (209)	866
Between 5 and 10 years	21.1% (372)	14.7% (259)	29.3% (517)	13.2% (232)	21.7% (382)	1,762
Between 10 and 20 years	24.2% (784)	14.4% (465)	26.4% (855)	13.0% (422)	22.0% (713)	3,239
Over 20 years	28.6% (1,362)	14.1% (672)	25.6% (1,218)	11.3% (536)	20.4% (969)	4,757

Respondents by Shift Working	1 (Not	2	3	4	5 (Very	Response Count
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	very useful)				useful)	
Works Shifts	14.8% (530)	11.3% (406)	21.3% (762)	17.0% (609)	35.5% (1,271)	3,578
Does not work shifts	30.0% (2,140)	15.8% (1,126)	29.3% (2,091)	10.6% (759)	14.3% (1,020)	7,136

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	18.6% (142)	15.2% (116)	24.1% (184)	15.5% (118)	26.5% (202)	762
Between 8 hours and 11 hours 59 mins	15.4% (210)	11.5% (157)	22.1% (301)	15.7% (214)	35.3% (481)	1,363
12 hours	11.7% (102)	10.6% (92)	20.9% (182)	19.2% (167)	37.5% (326)	869
Over 12 hours	13.7% (85)	7.7% (48)	17.0% (106)	17.7% (110)	43.9% (273)	622

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	23.9% (1,758)	14.1% (1,038)	25.9% (1,909)	13.3% (977)	22.9% (1,683)	7,365
Part Time	27.2% (911)	14.9% (499)	28.3% (949)	11.5% (386)	18.2% (609)	3,354

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
No disability or long term health condition	25.2% (2,136)	14.8% (1,257)	26.7% (2,263)	13.4% (1,131)	19.8% (1,680)	8,467
Has a disability or long term health condition	23.6% (512)	12.5% (271)	26.0% (564)	10.4% (226)	27.5% (597)	2,170

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
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16-24	14.7% (22)	14.0% (21)	29.3% (44)	20.7% (31)	21.3% (32)	150
25-34	17.9% (320)	15.8% (282)	28.6% (510)	16.8% (299)	20.9% (373)	1,784
35-44	22.2% (525)	13.5% (321)	27.1% (643)	14.4% (342)	22.7% (539)	2,370
45-54	27.0% (1,116)	14.3% (590)	26.0% (1,076)	11.3% (467)	21.4% (887)	4,136
55-64	30.1% (650)	14.0% (302)	25.7% (555)	9.8% (211)	20.5% (442)	2,160
65+	27.5% (25)	15.4% (14)	26.4% (24)	11.0% (10)	19.8% (18)	91

Employment Practice - I would find it useful to have access to part of my pension so I could work fewer hours

Respondents were asked how useful they would find it to have access to part of their pension so they can work fewer hours. They were asked to rank the statement from 1-5 with 1 being not very useful and 5 being very useful.

Key Results:

- Overall, 36.8% of respondents answered that they would find it very useful to have access to part of their pension so they can work fewer hours, a further 22.2% ranked the issue with a '4'.
- The occupations that were most likely to find it very useful were Emergency Medical Technician; Nurse and Ancillary and Maintenance Staff.
- Respondents who have worked for the NHS for over 20 years were more likely to say they would find access to part of their pension so they can work fewer hours very useful.
- Those who work full time were more likely to find it very useful; as were those who work shifts. Those who work shifts between 8 hours and 11 hours 59 minutes were most likely to say they would find access to part of their pension so they can work fewer hours very useful.
- Respondents who have a disability or long term health condition were more likely to find access to part of their pension so they can work fewer hours very useful.
- Respondents aged between 55 and 64 were most likely to say that access to part of their pension so they can work fewer hours would be very useful.

All Respondents	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
I would find it useful to have access to part of my pension so I could work	10.0% (1,096)	7.8% (852)	23.1% (2,526)	22.2% (2,419)	36.8% (4,019)	10,912

fewer hours						
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Respondents by Occupation	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Administrative and Clerical	12.8% (85)	5.9% (39)	24.2% (161)	17.6% (117)	39.5% (262)	664
AHP: Occupational Therapist	9.5% (36)	10.0% (38)	26.4% (100)	23.0% (87)	31.1% (118)	379
AHP: Physiotherapist	8.2% (277)	8.5% (290)	25.4% (862)	26.2% (889)	31.8% (1,080)	3,398
Ambulance: Emergency Medical Technician	10.7% (12)	5.4% (6)	25.9% (29)	9.8% (11)	48.2% (54)	112
Ambulance: Paramedic and Senior Paramedic	9.2% (40)	9.4% (41)	23.3% (101)	19.4% (84)	38.7% (168)	434
Ancillary and Maintenance Staff	11.9% (20)	5.4% (9)	20.2% (34)	19.0% (32)	43.5% (73)	168
Clinical Support Worker	14.0% (46)	5.8% (19)	22.8% (75)	14.9% (49)	42.6% (140)	329
Doctor	9.6% (85)	7.0% (62)	18.7% (165)	25.2% (223)	39.5% (349)	884
Health Scientist	15.5% (44)	8.8% (25)	25.8% (73)	20.1% (57)	29.7% (84)	283
Midwife	8.8% (103)	7.7% (90)	21.7% (253)	20.3% (236)	41.5% (483)	1,165
Nurse	10.6% (175)	7.0% (115)	21.3% (351)	17.1% (282)	43.9% (722)	1,645
Pharmacist	7.0% (7)	11.0% (11)	25.0% (25)	24.0% (24)	33.0% (33)	100
Psychologist	10.3% (14)	8.8% (12)	20.6% (28)	33.8% (46)	26.5% (36)	136
Senior Manager	13.4% (25)	6.5% (12)	13.4% (25)	30.6% (57)	36.0% (67)	186

Respondents by Length of Service	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 1 year	9.0% (9)	11.0% (11)	32.0% (32)	20.0% (20)	28.0% (28)	100
Between 1 and 5 years	9.4%	10.4%	27.3%	23.5%	29.4%	872

	(82)	(91)	(238)	(205)	(256)	
Between 5 and 10 years	8.7% (153)	8.0% (142)	24.6% (434)	24.6% (438)	34.0% (600)	1,767
Between 10 and 20 years	9.1% (299)	7.2% (238)	23.8% (783)	23.6% (778)	36.3% (1,193)	3,291
Over 20 years	11.3% (547)	7.6% (389)	21.3% (1,033)	20.1% (972)	39.7% (1,926)	4,847

Respondents by shift working	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Works Shifts	10.2% (365)	8.3% (297)	22.8% (818)	19.8% (710)	39.0% (1,400)	3,590
Does not work shifts	10.0% (727)	7.6% (554)	23.4% (1,699)	23.3% (1,695)	35.7% (2,599)	7,274

Respondents by Length of Shift	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Less than 8 hours	9.7% (74)	8.1% (62)	24.8% (189)	20.4% (156)	37.0% (282)	763
Between 8 hours and 11 hours 59 mins	9.1% (125)	8.5% (116)	22.4% (307)	19.3% (265)	40.7% (559)	1,372
12 hours	10.0% (87)	8.5% (74)	22.7% (198)	19.7% (172)	39.1% (341)	872
Over 12 hours	13.0% (81)	7.2% (45)	21.3% (133)	20.5% (128)	38.0% (237)	624

Respondents by Full Time/Part Time	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
Full Time	10.0% (744)	7.7% (573)	22.9% (1,708)	22.4% (1,670)	37.0% (2,760)	7,455
Part Time	10.2% (347)	8.1% (276)	23.8% (812)	21.8% (744)	36.2% (1,238)	3,417

Respondents by Disability/Long Term Health Condition	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
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	useful)					
No disability or long term health condition	9.9% (852)	8.0% (690)	23.6% (2,028)	23.2% (1,988)	35.2% (3,019)	8,577
Has a disability or long term health condition	10.4% (230)	6.9% (153)	21.5% (475)	18.2% (401)	43.0% (949)	2,208

Respondents by Age	1 (Not very useful)	2	3	4	5 (Very useful)	Response Count
16-24	11.4% (17)	9.4% (14)	30.2% (45)	20.8% (31)	28.2% (42)	149
25-34	7.2% (129)	8.5% (152)	25.8% (461)	28.1% (503)	30.4% (543)	1,788
35-44	8.0% (193)	7.7% (184)	23.8% (570)	24.6% (591)	35.9% (862)	2,400
45-54	9.7% (407)	7.6% (321)	21.8% (918)	21.5% (905)	39.3% (1,651)	4,202
55-64	14.6% (322)	7.7% (170)	22.6% (501)	15.9% (352)	39.2% (868)	2,213
65+	23.1% (21)	8.8% (8)	20.9% (19)	16.5% (15)	30.8% (28)	91

Valuing Older Workers

Respondents were asked if they think that: their employer/organisation values older workers; their individual line manager values older workers; and their colleagues value older workers.

Key Results:

- Overall, 41.9% of respondents answered that they think their employer/organisation values older workers; however this proportion significantly improves for line manager (63.1%) and colleagues (67.0%).
- The occupations that were least likely to think older workers were valued by their organisation were: Emergency Medical Technician (13.5%); Paramedic (17.6%) and Ancillary and Maintenance Staff. The occupations that were least likely to say older workers are valued by their line manager were Emergency Medical Technician (31.9%); Ancillary and Maintenance Staff (43.6%) and Paramedic (45.0%). The occupations that were least likely to say older workers are valued by their colleagues were Paramedic (53.2%); Ancillary and Maintenance Staff (58.2%) and Emergency Medical Technician (61.1%).
- As length of service increases the likelihood that respondents felt older workers were not valued by their organisation, their line manager and their colleagues also increased.

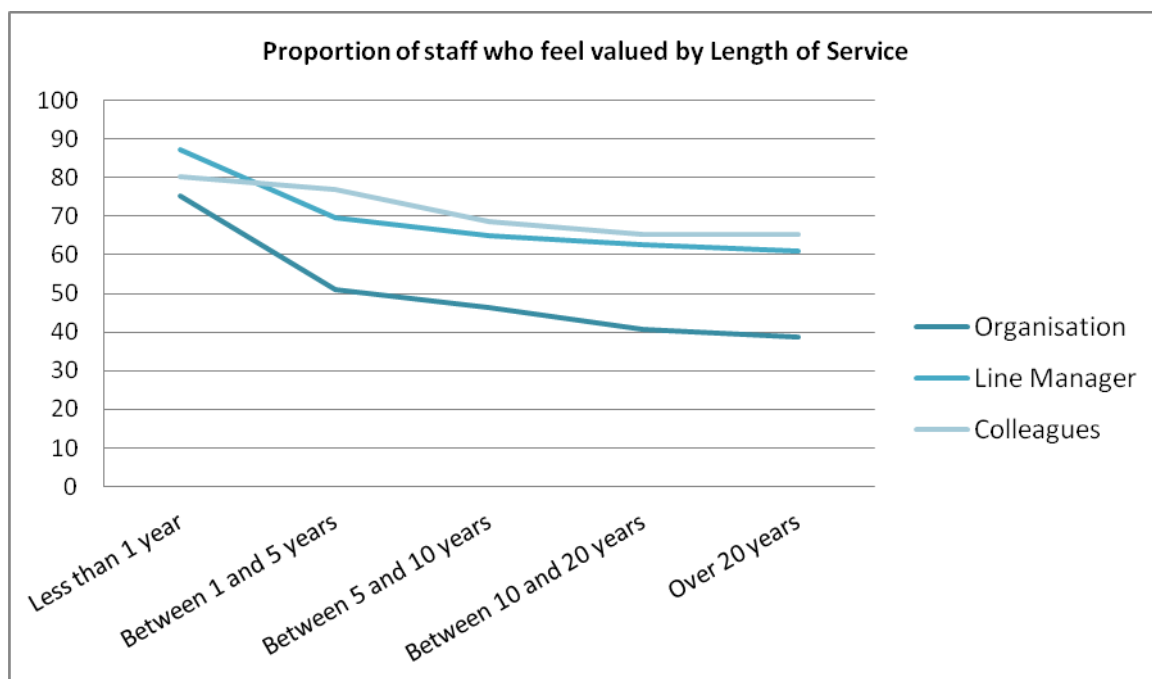
- Those who work shifts were least likely to say older workers are valued by their organisation, their line manager and their colleagues; and generally those who worked longer shifts were least likely to say older workers are valued by their organisation, their line manager and their colleagues. Workers who work full time were also least likely to say that older workers are valued by their organisation, their line manager and their colleagues.
- Workers who have a disability or long term health condition were also least likely to say older workers are valued by their organisation, their line manager and their colleagues.
- As age of respondents increased from 16-54 as did the likelihood that respondents felt older workers were not valued by their organisation, their line manager and their colleagues. However, those aged over 65 were more likely to take a more favourable position, however it should be noted that there were less than 100 respondents who were over 65.
- Generally, there was a trend that respondents were most likely to think that older workers are valued by their colleagues and least likely to think that older workers are valued by their organisation.

	Do you think your employer/ organisation values older workers?		Do you think your individual line manager values older workers?		Do you think your colleagues value older workers?	
	Yes	No	Yes	No	Yes	No
All Respondents	41.9% (4,549)	58.1% (6,314)	63.1% (6,860)	36.9% (4,007)	67.0% (7,279)	33.0% (3,589)

Respondents by Occupation	Do you think your employer/ organisation values older workers?		Do you think your individual line manager values older workers?		Do you think your colleagues value older workers?	
	Yes	No	Yes	No	Yes	No
Administrative and Clerical	45.3% (307)	54.7% (370)	63.6% (432)	36.4% (247)	66.4% (450)	33.6% (228)
AHP: Occupational Therapist	48.4% (183)	51.6% (195)	73.7% (278)	26.3% (99)	73.3% (277)	26.7% (101)
AHP: Physiotherapist	48.9% (1,651)	51.1% (1,725)	73.0% (2,470)	27.0% (915)	72.4% (2,444)	27.6% (932)
Ambulance: Emergency Medical Technician	13.5% (15)	86.5% (96)	31.9% (36)	68.1% (77)	61.1% (69)	38.9% (44)
Ambulance: Paramedic	17.6%	82.4%	45.0%	55.0%	53.2%	46.8%

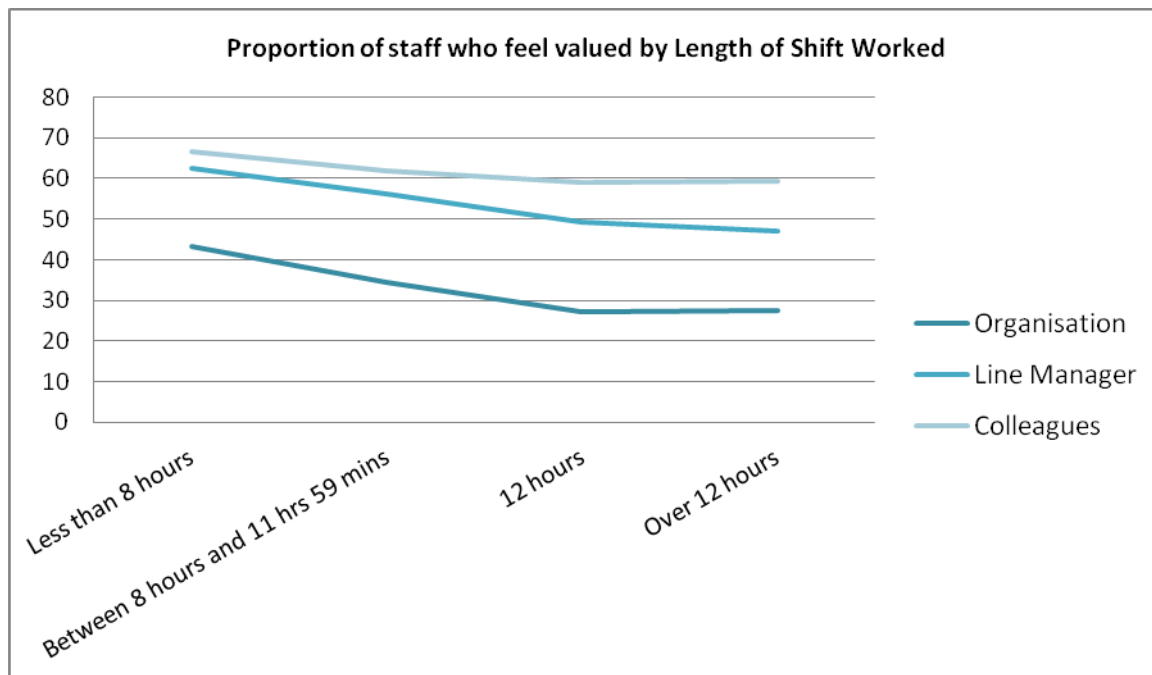
and Senior Paramedic	(76)	(357)	(194)	(237)	(232)	(204)
Ancillary and Maintenance Staff	32.9% (56)	67.1% (114)	43.6% (75)	56.4% (97)	58.2% (99)	41.8% (71)
Clinical Support Worker	35.9% (116)	64.1% (207)	62.8% (116)	37.2% (121)	63.7% (207)	36.3% (118)
Doctor	35.4% (311)	64.6% (568)	45.0% (391)	55.0% (477)	62.6% (552)	37.4% (330)
Health Scientist	41.3% (116)	58.7% (165)	59.4% (168)	40.6% (115)	61.8% (175)	38.2% (108)
Midwife	35.7% (415)	64.3% (746)	58.0% (673)	42.0% (488)	64.0% (743)	36.0% (418)
Nurse	38.0% (619)	62.0% (1,008)	59.5% (967)	40.5% (659)	63.6% (1,031)	36.4% (589)
Pharmacist	56.6% (56)	43.4% (43)	60.0% (60)	40.0% (40)	61.6% (61)	38.4% (38)
Psychologist	50.0% (67)	50.0% (67)	76.7% (102)	23.3% (31)	78.2% (104)	21.8% (29)
Senior Manager	61.7% (116)	38.3% (72)	76.7% (145)	23.3% (44)	71.1% (133)	28.9% (54)

	Do you think your employer/organisation values older workers?		Do you think your individual line manager values older workers?		Do you think your colleagues value older workers?	
	Yes	No	Yes	No	Yes	No
Respondents by Length of Service						
Less than 1 year	75.2% (76)	24.8% (25)	87.1% (88)	12.9% (13)	80.2% (81)	19.8% (20)
Between 1 and 5 years	51.0% (446)	49.0% (428)	69.7% (611)	30.3% (266)	76.9% (676)	23.1% (203)
Between 5 and 10 years	46.3% (815)	53.7% (947)	64.9% (1,142)	35.1% (618)	68.7% (1,214)	31.3% (552)
Between 10 and 20 years	40.8% (1,333)	59.2% (1,936)	62.8% (2,045)	37.2% (1,210)	65.3% (2,132)	34.7% (1,135)
Over 20 years	38.6% (1,861)	61.4% (2,957)	61.0% (2,950)	39.0% (1,887)	65.4% (3,152)	34.6% (1,666)



	Do you think your employer/organisation values older workers?		Do you think your individual line manager values older workers?		Do you think your colleagues value older workers?	
	Yes	No	Yes	No	Yes	No
Respondents by Shift Working						
Works shifts	33.1% (1,183)	66.9% (2,391)	54.3% (1,938)	45.7% (1,634)	61.7% (2,208)	38.3% (1,373)
Does not work shifts	46.1% (3,340)	53.9% (3,900)	67.5% (4,893)	32.5% (2,353)	69.6% (5,040)	30.4% (2,204)

	Do you think your employer/organisation values older workers?		Do you think your individual line manager values older workers?		Do you think your colleagues value older workers?	
	Yes	No	Yes	No	Yes	No
Respondents by Shift Length						
Less than 8 hours	43.2% (328)	56.8% (760)	62.6% (476)	37.4% (284)	66.7% (506)	33.3% (253)
Between 8 hours and 11 hours 59 mins	34.5% (471)	65.5% (894)	56.2% (771)	43.8% (600)	61.9% (847)	38.1% (522)
12 hours	27.3% (237)	72.7% (631)	49.3% (426)	50.7% (438)	59.2% (513)	40.8% (354)
Over 12 hours	27.5% (171)	72.5% (451)	47.2% (292)	52.8% (327)	59.5% (370)	40.5% (252)



	Do you think your employer/organisation values older workers?		Do you think your individual line manager values older workers?		Do you think your colleagues value older workers?	
Respondents by Full Time/Part Time	Yes	No	Yes	No	Yes	No
Full Time	41.4% (3,070)	58.6% (4,352)	61.9% (4,596)	38.1% (2,829)	66.6% (4,938)	33.4% (2,481)
Part Time	42.9% (1,460)	57.1% (1,943)	65.9% (2,241)	34.1% (1,161)	67.8% (2,312)	32.2% (1,098)

	Do you think your employer/organisation values older workers?		Do you think your individual line manager values older workers?		Do you think your colleagues value older workers?	
Respondents by Age	Yes	No	Yes	No	Yes	No
16-24	68.0% (102)	32.0% (48)	80.1% (121)	19.9% (30)	82.1% (124)	17.9% (27)
25-34	51.0% (911)	49.0% (875)	72.2% (1,291)	27.8% (496)	74.5% (1,334)	25.5% (457)
35-44	41.0% (973)	59.0% (1,402)	62.7% (1,480)	37.3% (880)	65.9% (1,564)	34.1% (809)
45-54	38.7%	61.3%	60.5%	39.5%	63.8%	36.2%

	(1,618)	(2,560)	(2,531)	(1,650)	(2,658)	(1,509)
55-64	39.2% (867)	60.8% (1,343)	59.7% (1,326)	40.3% (895)	66.5% (1,478)	33.5% (743)
65+	55.4% (51)	44.6% (41)	67.0% (63)	33.0% (31)	77.7% (73)	22.3% (21)

	Do you think your employer/organisation values older workers?		Do you think your individual line manager values older workers?		Do you think your colleagues value older workers?	
Respondents by Disability/ Long Term Health Condition	Yes	No	Yes	No	Yes	No
No disability or long term health condition	43.8% (3,742)	56.2% (4,798)	65.0% (5,555)	35.0% (2,992)	68.6% (5,864)	31.4% (2,683)
Has a disability or long term health condition	34.6% (759)	65.4% (1,437)	55.9% (1,226)	44.1% (966)	60.7% (1,332)	39.3% (862)

Appendix A: Survey Results – Demographic Information

Occupation

What is your occupation?	
Administrative or Clerical	1,051
Allied Health Professional	4,568
Ambulance Staff	765
Ancillary or Maintenance Staff	207
Assistant Practitioner	93
Clinical Support Worker	388
Dental Staff – Dentist	7
Dental Staff – Other role	18
Doctor	1,011
Health Scientists	317
Maternity Support Worker	47
Midwife	1,321
Nurse	1,833
Personal Social Services (day, home/residential care, social work)	28
Pharmacist	113
Psychologist	148
Senior Manager	236
Other Staff	532
Total Answered Question	12,683
Skipped Question	12

Further Information – Nursing	
Staff Nurse	582
Sister/Charge Nurse/Ward Manager	237
Clinical Nurse Specialist	172
Senior Nurse/Matron/Nurse Manager	93
Community Nurse	154
Nurse Practitioner	76
Practice Nurse	20
Manager/Director	12
Researcher/Lecturer/Tutor	9
District Nurse	37
Community Psychiatric Nurse	192
Occupational Health Nurse	3
School Nurse	20
Health Visitor/SCPHN	115
Educator	37
Quality Assurance/Risk	8
Consultant Nurse	4

Assistant Practitioner	13
Commissioning	3
Public Health Practitioner	8
Total Answered Question	1,795
Skipped Question	38

Further Information – Doctor Grade	
Junior Doctor in Training	56
Staff Grade/Speciality Doctor	31
Associate Specialist	59
Consultant	533
Medical Academic	19
Public Health Doctor	6
GP contractor/principal	214
GP locum (freelance)	18
GP salaried	28
Other	35
Total Answered Question	999
Skipped Question	12

Further Information – Doctor Speciality	
Anaesthetics	134
Emergency Medicine (A&E)	36
Geriatrics	19
Surgery	79
General Medicine and Medical Oncology	64
General Practice	259
Obstetrics and Gynaecology	24
Ophthalmology	21
Paediatrics	50
Pathology	40
Psychiatry	79
Public Health Medicine	21
Radiology and Clinical Oncology	49
Research	2
Other	104
Total Answered Question	981
Skipped Question	30

Further Information – Ambulance Service	
Emergency Medical Technician	134

Emergency Care Assistant	61
Paramedic/Senior Paramedic	481
Emergency Call Handlers	34
Patient Transport Service Drivers	43
Total Answered Question	753
Skipped Question	12

Further Information – Allied Health Professional	
Arts Therapist	11
Chiropodist/Podiatrist	23
Dietician	10
Occupational Therapist	417
Operating Department Practitioner	18
Orthopist	11
Physiotherapist	3,734
Prosthetist/Orthotist	1
Radiographer	22
Speech and Language Therapist	92
Other Allied Health Professional	216
Total Answered Question	4,555
Skipped Question	13

Equality and Diversity Information

Age		
	16-24	152
	25-34	1,806
	35-44	2,424
	45-54	4,272
	55-64	2,267
	65+	95
	Total Answered Question	11,016
	Skipped Question	1,679

Gender		
	Male	2,591
	Female	8,369
	Total Answered Question	10,960
	Skipped Question	1,735

Ethnicity		
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Asian/Asian British	189
Black/Black British	138
Chinese	30
Mixed	114
White	9,948
Other	125
Prefer not to say	439
Total Answered Question	10,983
Skipped Question	1,712

Disability/Long Term Health Condition	
Yes	2,241
No	8,714
Total Answered Question	10,955
Skipped Question	1,740

Religion/Belief	
No religion	3,960
Bahai	0
Buddhist	84
Christian	6,105
Jain	9
Jewish	42
Hindu	88
Muslim	56
Sikh	16
Other	468
Total Answered Question	10,828
Skipped Question	1,867

Sexual Orientation	
Bisexual	109
Gay Man	128
Gay Woman/Lesbian	154
Heterosexual	9,818
Other	279
Total Answered Question	10,488
Skipped Question	2,207

Gender Identity Same as Birth	
Yes	10,587

No	50
Total Answered Question	10,637
Skipped Question	2,058

Organisation/Country

Organisation	
Acute	4,131
Ambulance	744
Commissioning Body	113
Community	2,311
GP Practice	265
Mental Health	1,240
Scottish Health Board	693
Welsh Health Board	215
Welsh NHS Trust	204
Other	1,078
Total Answered Question	10,994
Skipped Question	1,701

Country	
England	8,430
Northern Ireland	418
Scotland	1,506
Wales	639
Total Answered Question	10,993
Skipped Question	1,702

Nature of Work

	Yes	No	Response Count
Do you regularly work shifts?	32.5% (3,947)	67.5% (8,180)	12,127

	Less than 8 hours	Between 8 hours and up to 11 hours 59 mins	12 hours	More than 12 hours	Response Count
How long is a normal shift?	21.1% (776)	37.8% (1,392)	23.9% (880)	17.2% (632)	3,680

	Full Time	Part Time	Response Count
Are you currently contracted to work?	68.4% (7,578)	31.6% (3,509)	11,087

	Less than 1 year	Between 1 and 5 years	Between 5 and 10 years	Between 10 and 20 years	Over 20 years	Response Count
How long have you worked for the NHS?	0.9% (101)	8.0% (892)	16.2% (1,791)	30.3% (3,355)	44.6% (4,943)	11,082