



EMPLOYEE SURVEY: TOP LINE RESULTS 2016



Summary

The results are in!

81% of you (727 people) completed NHS Improvement's first all staff engagement and wellbeing survey – thank you.

This summary gives you an overview of the results for the entire organisation.

Thank you for completing the survey!

Engagement Scores

UNITED KINGDOM

51%



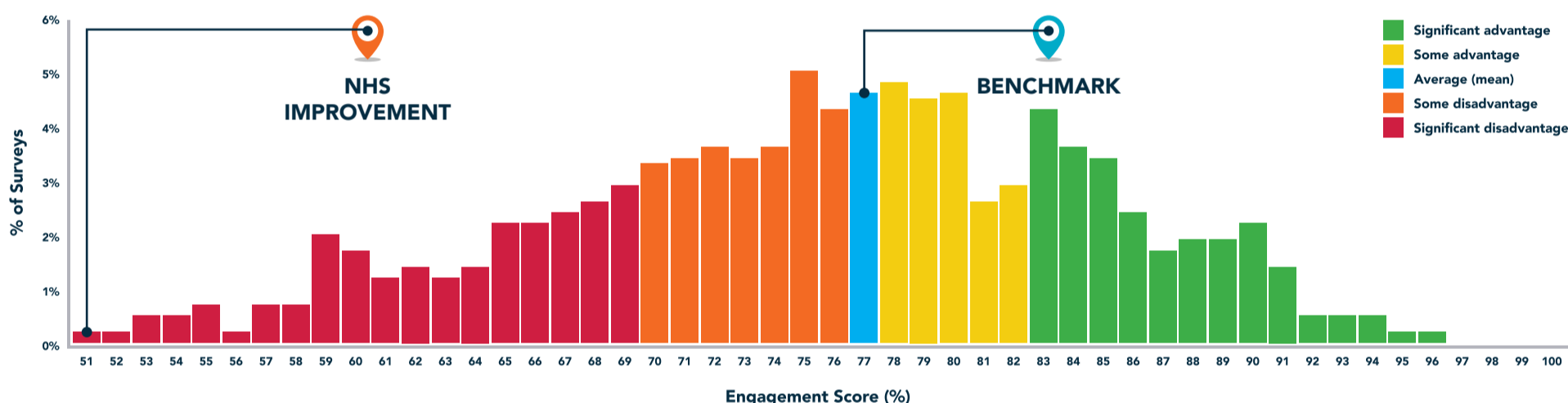
vs. **77%** External benchmark

RESPONSE RATE

81%



You are here compared to other organisations surveyed...



KEY THEMES



Top 5 / Bottom 5 Questions

TOP 5

Question	AGREE
In general, I would say my health is good	85%
My line manager treats me fairly and with respect	82%
My appetite has been normal recently	81%
I care about the future of NHS Improvement	78%
I find it easy to concentrate or focus on specific tasks	72%

BOTTOM 5

Question	DISAGREE
Communications are good between different teams	61%
My rewards are linked to my performance and contribution	60%
I know how well NHS Improvement is doing against its aims	56%
Senior leaders provide a clear vision of the overall direction of NHS Improvement	46%
People communicate openly here regardless of position or level	46%

Best things working here vs. One thing to change

Best things working here (G)	One thing to change (R)
Purpose – making a difference	Collaboration / unity
Teamwork / the people	Vision / top level communication
Working with providers	Involvement and transparency
Autonomy and flexible working	Resource allocation and equipment (e.g. IT)
Supportive line managers	Recognition and respect



NEXT STEPS



We have a lot of data to get through but we wanted to give you high level results as soon as possible. In the coming days you will also be signposted to a report that shows how each question was answered across the organisation. Early in 2017 we will share results by directorate and work together to create action plans for driving improvement across the organisation.