

# NHS Leeds CCG

2020 NHS Staff Survey

**Summary Benchmark Report**

NHS Leeds CCG

2020 NHS Staff Survey



## Organisation details

Completed questionnaires **282**

2020 response rate **75%**

➤ [See response rate trend for the last 5 years](#)

## Survey details

Survey mode **Online**

Sample type **Census**

This organisation is benchmarked against:

CCGs



### 2020 benchmarking group details

Organisations in group: **51**

Median response rate: **80%**

No. of completed questionnaires:  
**9,808**

## Key features

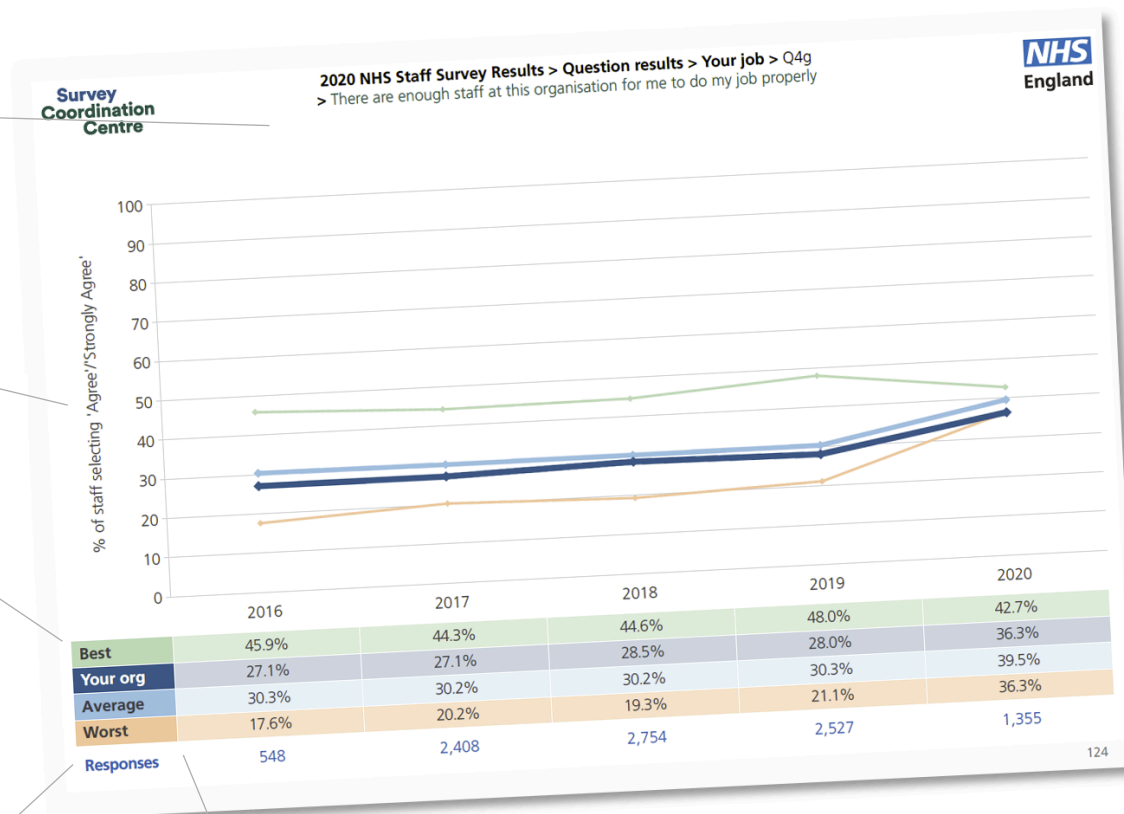
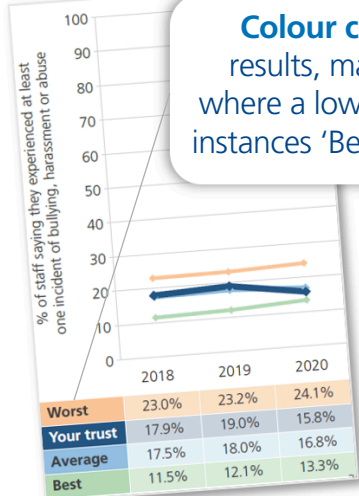
Question number and text  
(or the theme) specified  
at the top of each slide

Question-level results are always  
reported as percentages; the **meaning  
of the value** is outlined along the axis.  
Themes are always on a 0-10pt scale  
where 10 is the best score attainable

**Colour coding** highlights best / worst  
results, making it easy to spot questions  
where a lower percentage is better – in such  
instances 'Best' is the bottom line in the table

 **Keep an eye out!**

**Number of responses**  
for the organisation  
for the given question



'Best', 'Average', and 'Worst' refer to the  
**benchmarking group's** best, average and worst **results**



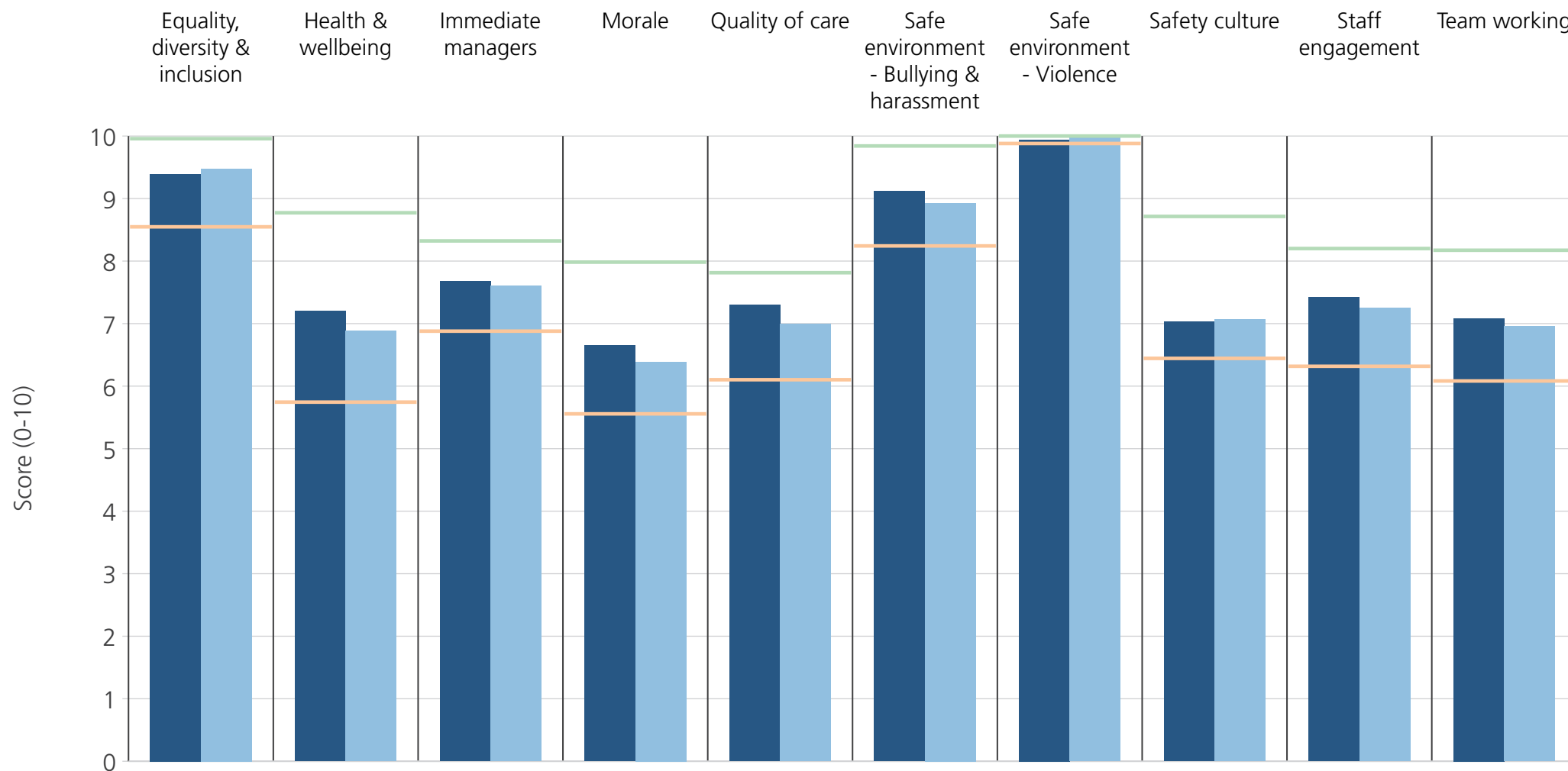
Full details on how the scores are calculated are provided in the **Technical Document**, under the Supporting Documents section of our [results page](#)

# Theme results

The calculation for the immediate managers theme has changed this year due to the omission of one of the questions which previously contributed to the theme. This change has been applied retrospectively so data for 2016-2020 shown in the charts are comparable for this theme, however these figures are not directly comparable to the results reported in previous years. For more details please see the [technical document](#).

NHS Leeds CCG

2020 NHS Staff Survey Results

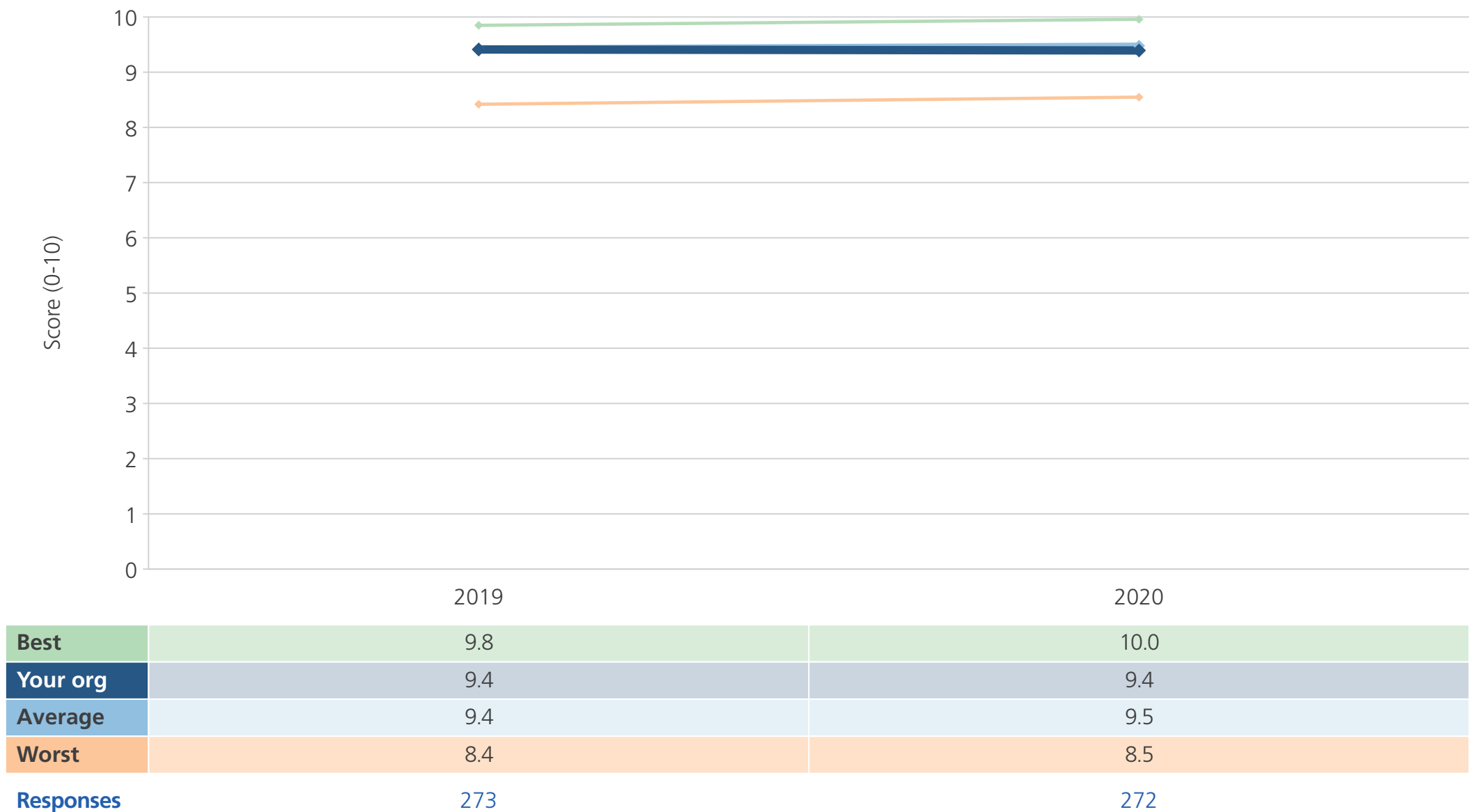


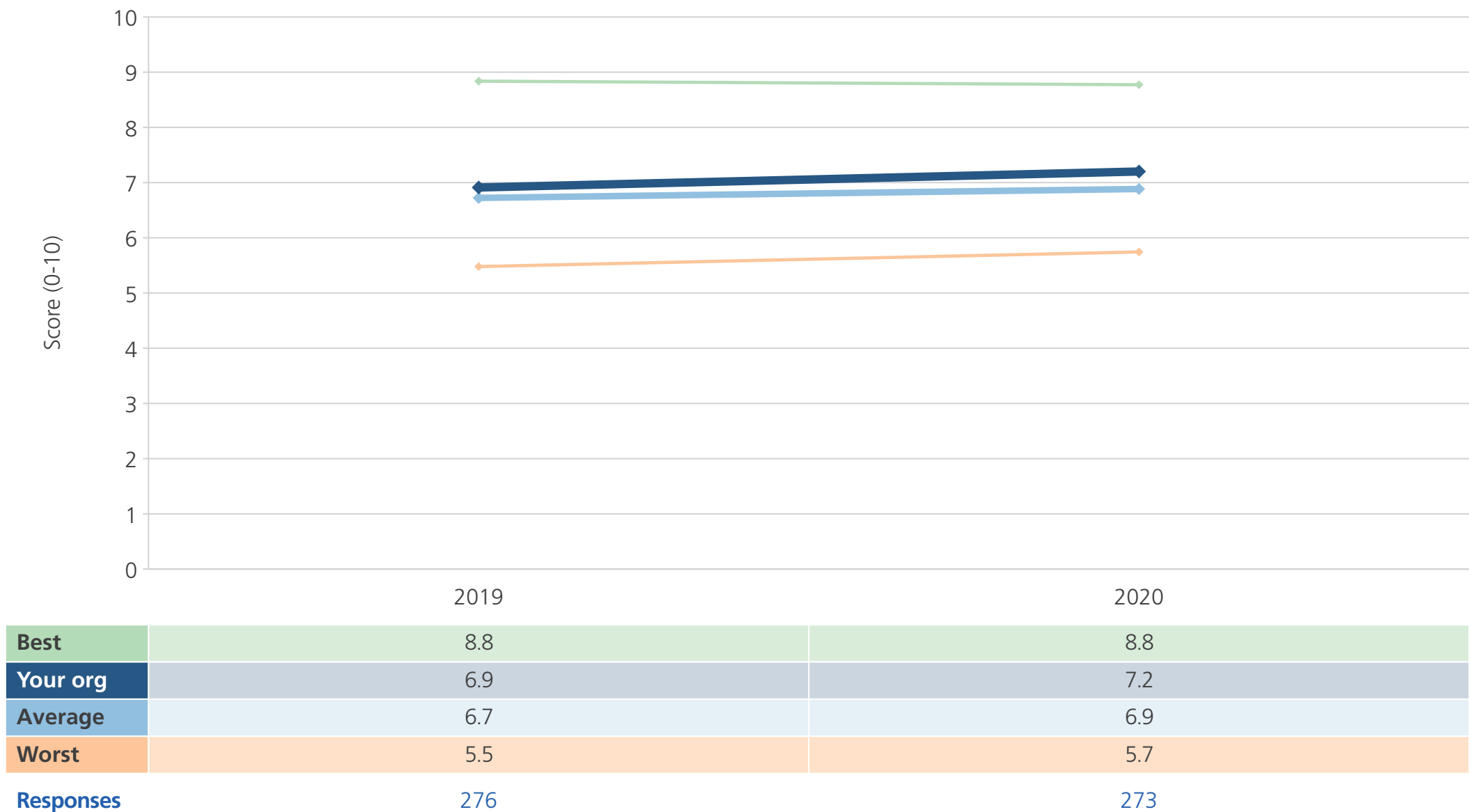
Best	10.0	8.8	8.3	8.0	7.8	9.8	10.0	8.7	8.2	8.2
Your org	9.4	7.2	7.7	6.6	7.3	9.1	9.9	7.0	7.4	7.1
Average	9.5	6.9	7.6	6.4	7.0	8.9	10.0	7.1	7.2	7.0
Worst	8.5	5.7	6.9	5.6	6.1	8.2	9.9	6.4	6.3	6.1
Responses	272	273	273	270	147	265	273	270	277	273

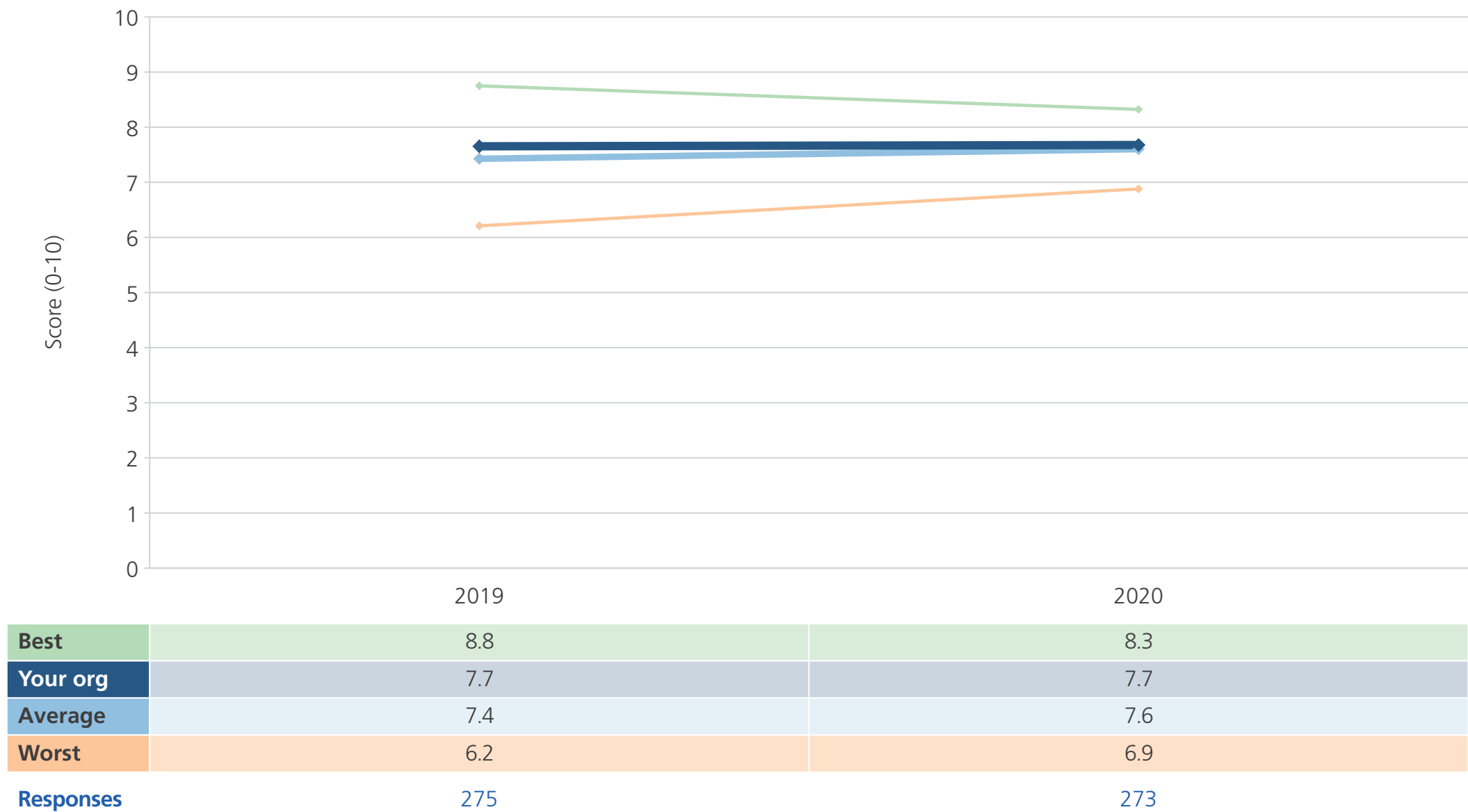
# Theme results – Trends

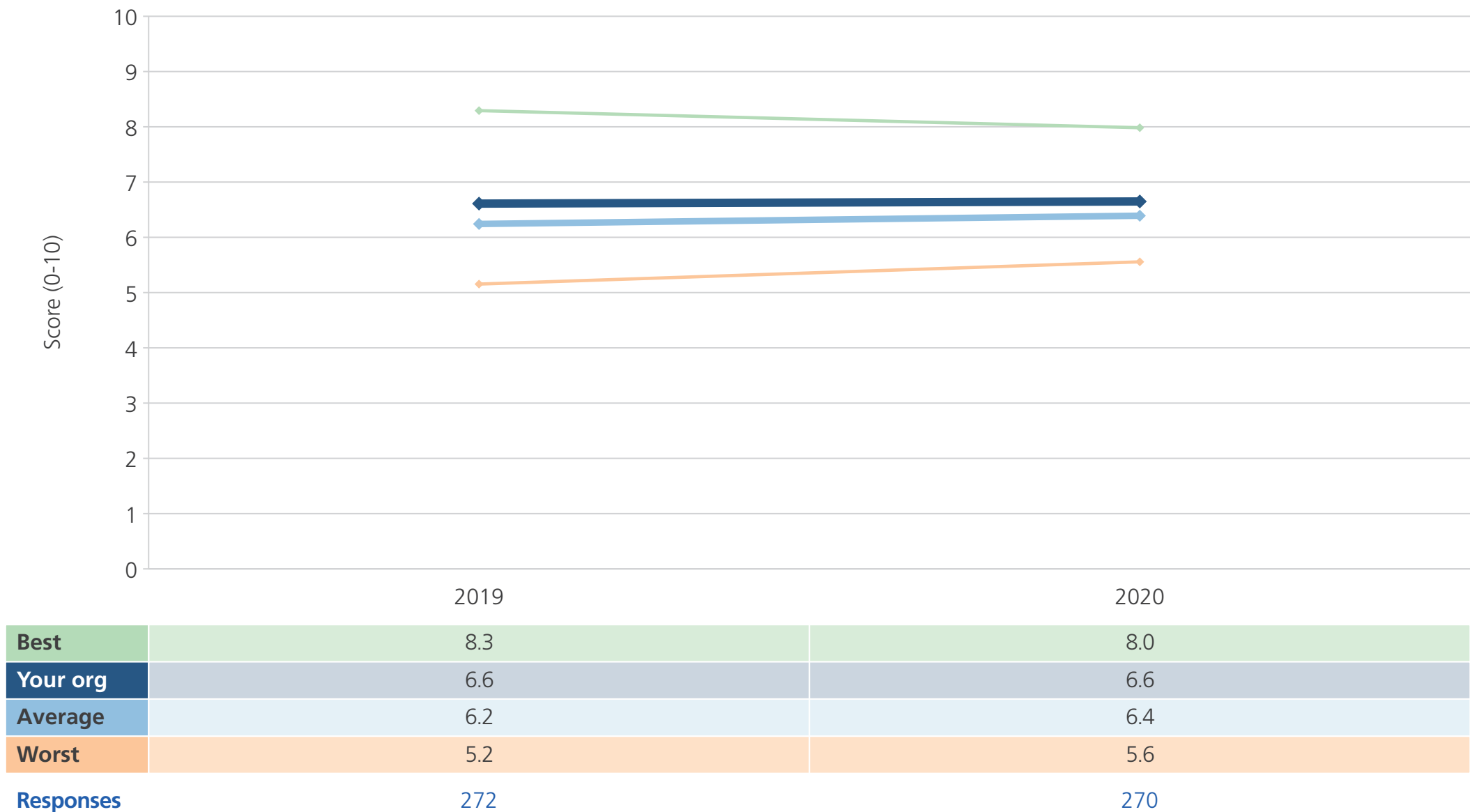
NHS Leeds CCG

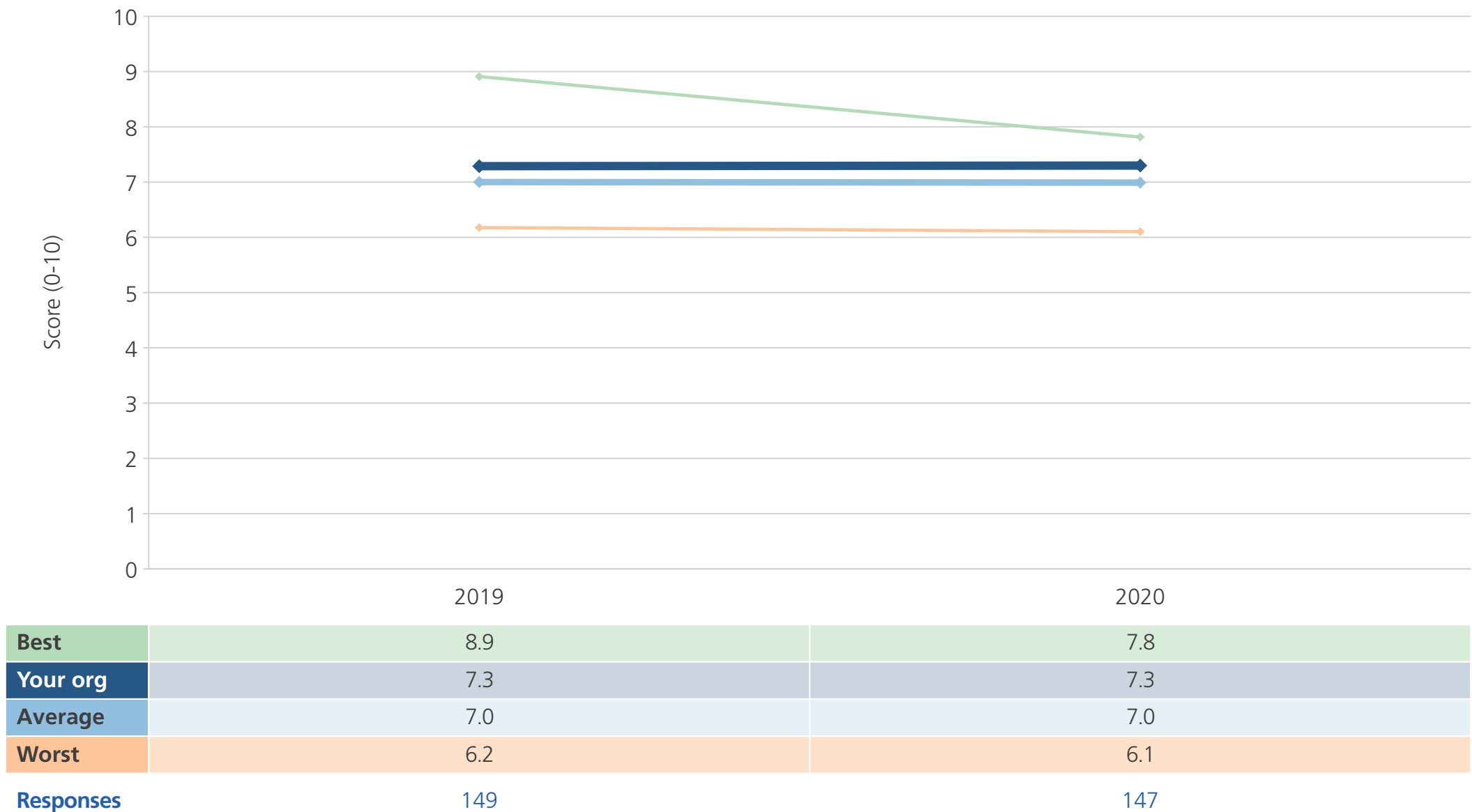
2020 NHS Staff Survey Results

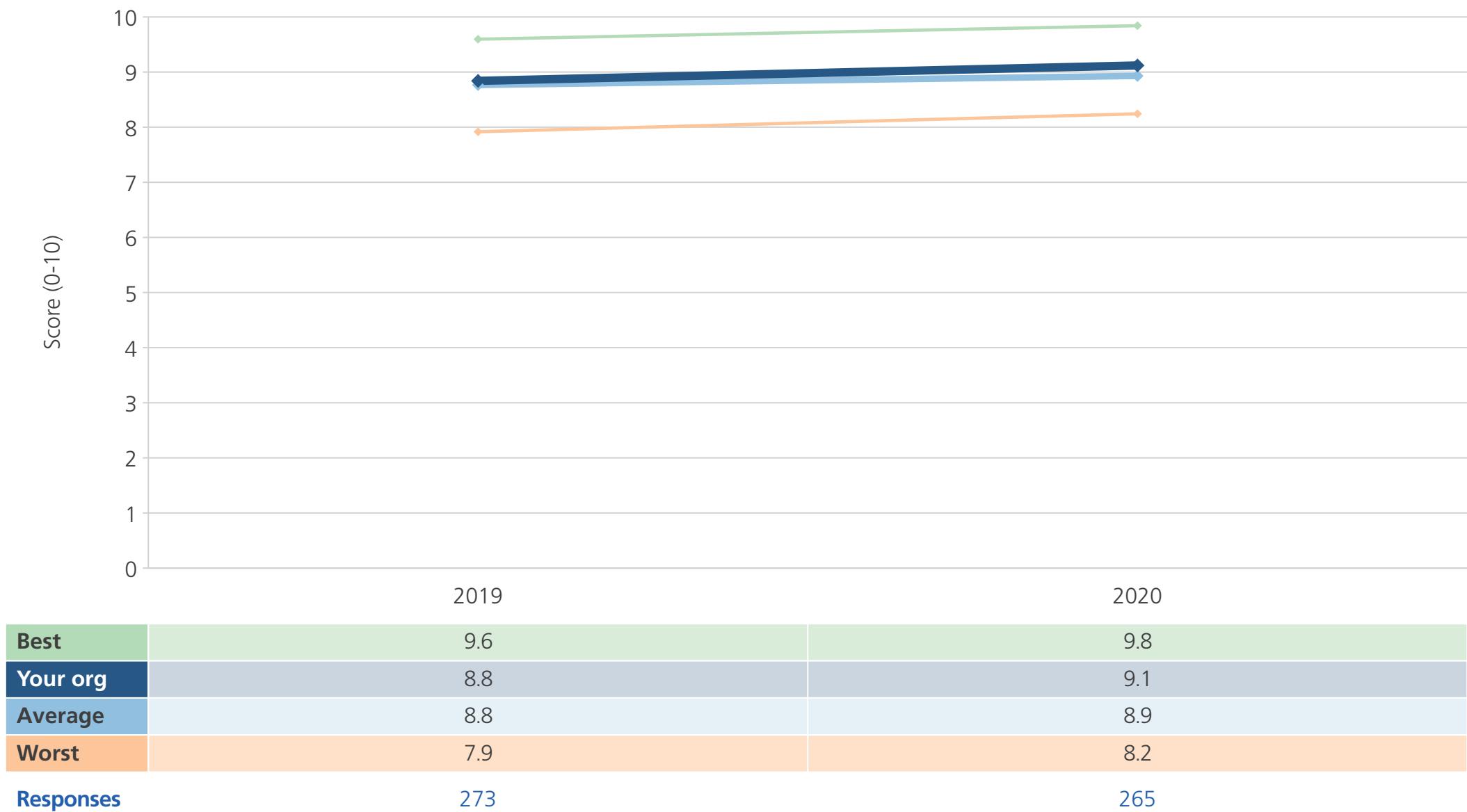


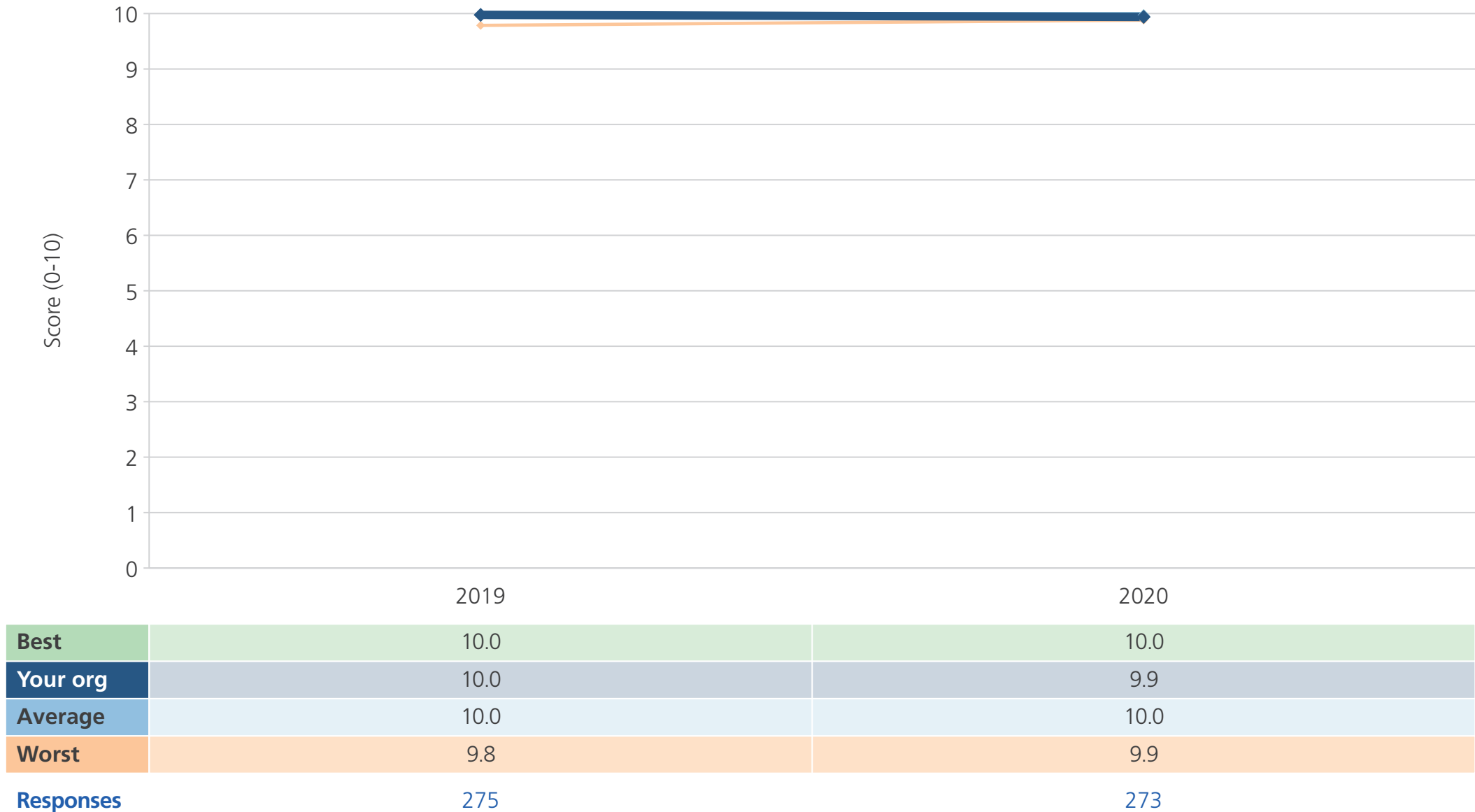


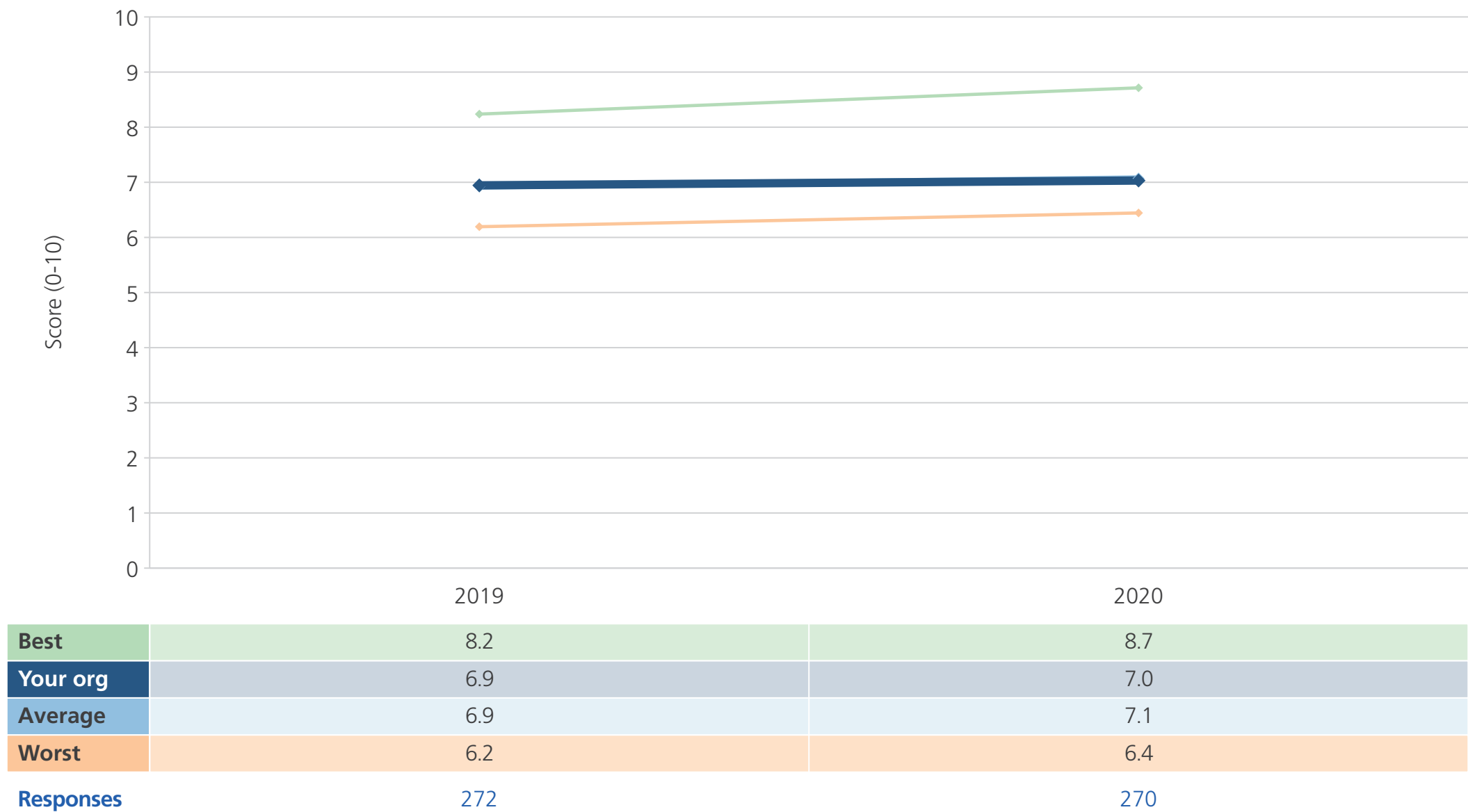


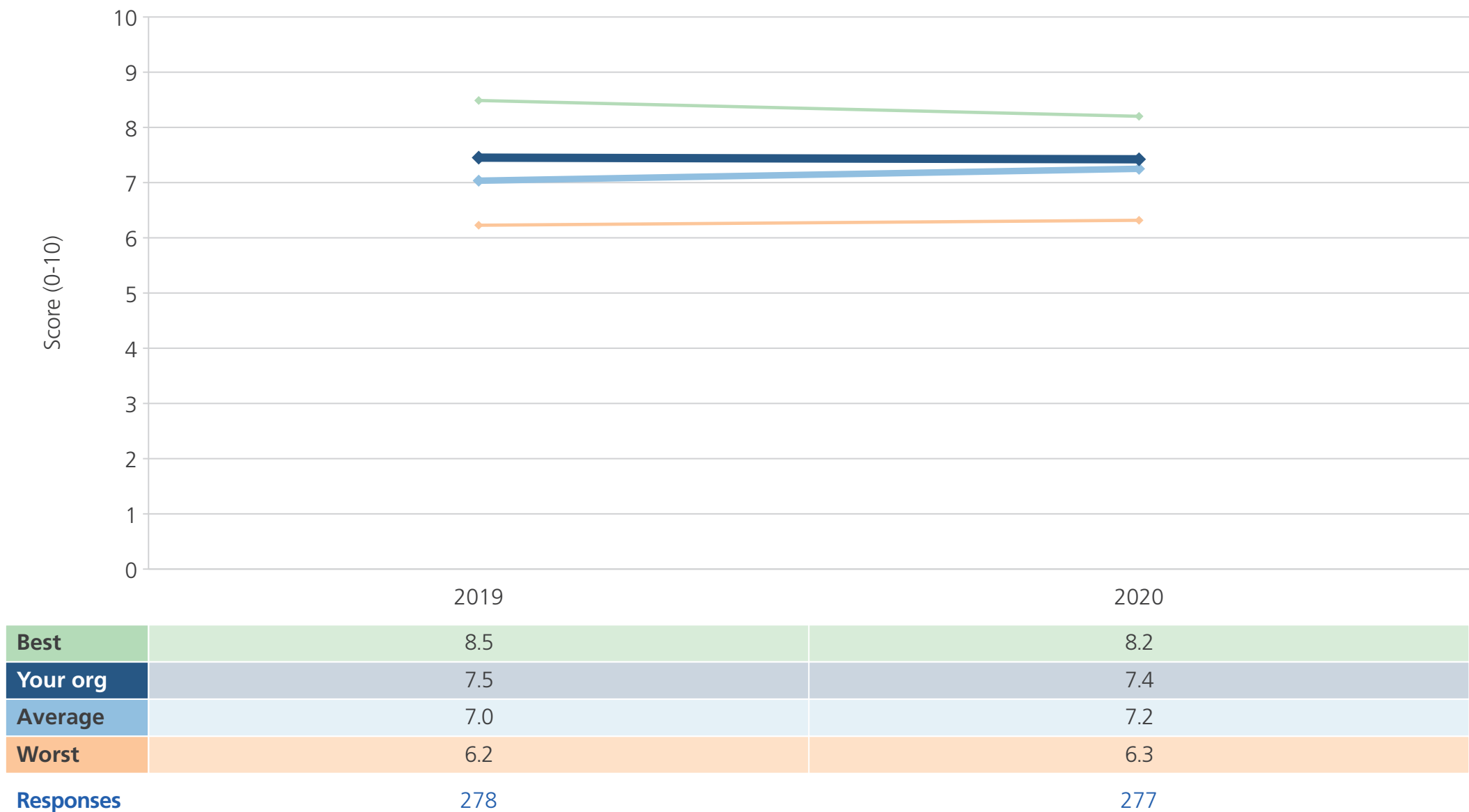


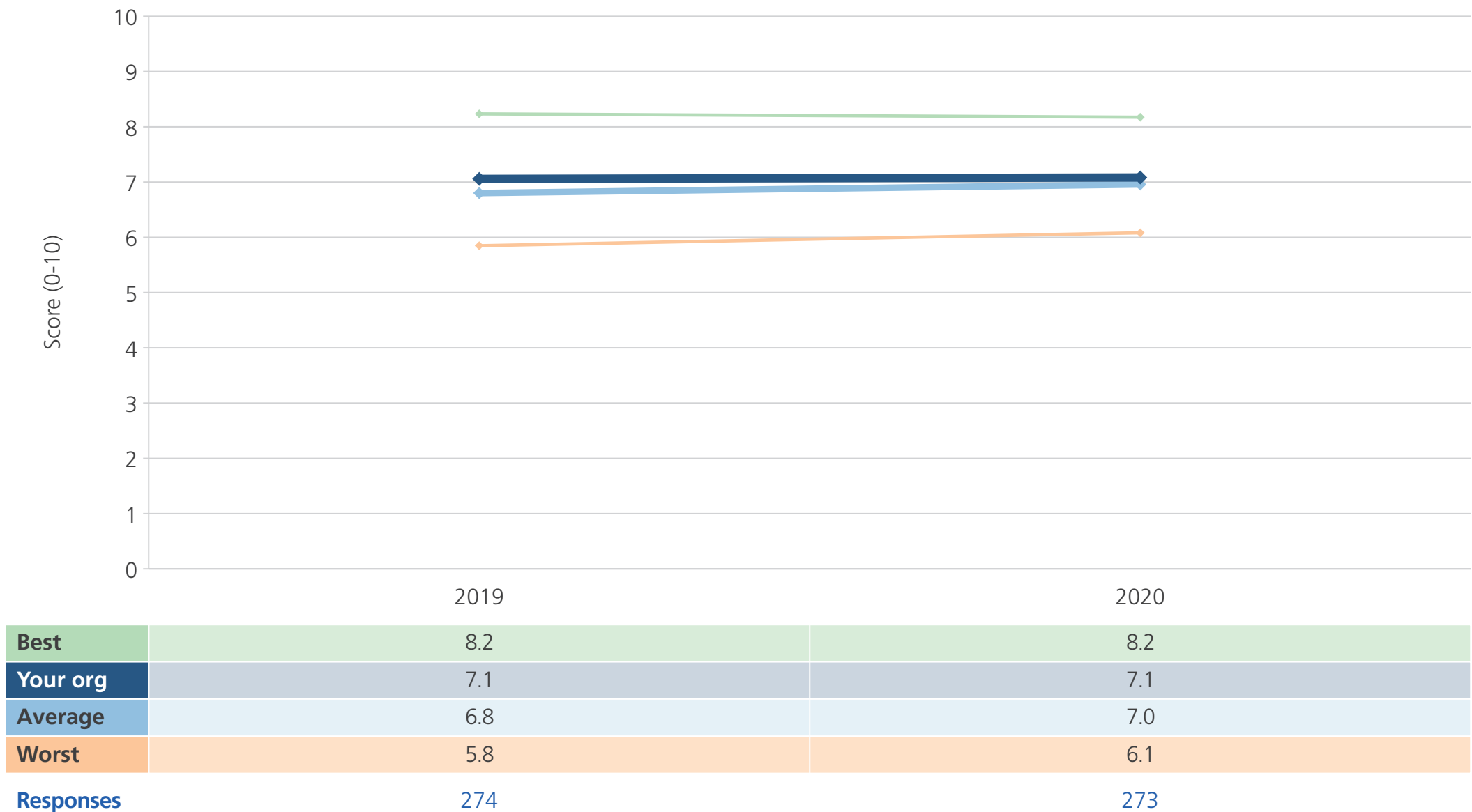












# Theme results – Covid-19 classification breakdowns

NHS Leeds CCG

2020 NHS Staff Survey Results

## Covid-19 questions

Staff were asked four classification questions relating to their experience during the Covid-19 pandemic:

- |  |  |  |
|--|--|--|
| a. Have you worked on a Covid-19 specific ward or area at any time?                | <input type="checkbox"/> Yes             | <input type="checkbox"/> No                                |
| b. Have you been redeployed due to the Covid-19 pandemic at any time?              | <input type="checkbox"/> Yes             | <input type="checkbox"/> No                                |
| c. Have you been required to work remotely/from home due to the Covid-19 pandemic? | <input type="checkbox"/> Yes             | <input type="checkbox"/> No                                |
| d. Have you been shielding?  | <input type="checkbox"/> Yes, for myself | <input type="checkbox"/> Yes, for a member of my household |
|  |  | <input type="checkbox"/> No                                |

The charts on the following pages show the breakdown of theme scores for staff answering 'yes' to each of these questions, compared with the results for all staff at your organisation. Results are presented in the context of the highest, average and lowest scores for similar organisations.

## Comparing your data

To improve overall comparability, the data have been weighted to match the occupation group profile of staff at your organisation to that of the benchmarking group, as in previous charts. However, there may be differences in the occupation group profiles of the individual COVID-19 subgroups. For example, the mix of occupational groups across redeployed staff at your organisation may differ from similar organisations. This difference would not be accounted for by the weighting and therefore may affect the comparability of results. As such, a degree of caution is advised when interpreting your results.

## Further information

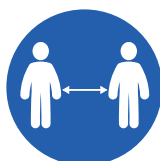
Results for these groups of staff, including data for individual questions, are also available via the [online dashboards](#). Please note that results presented in these dashboards have not been weighted where no benchmarking takes place and so may vary slightly from those shown in this report.



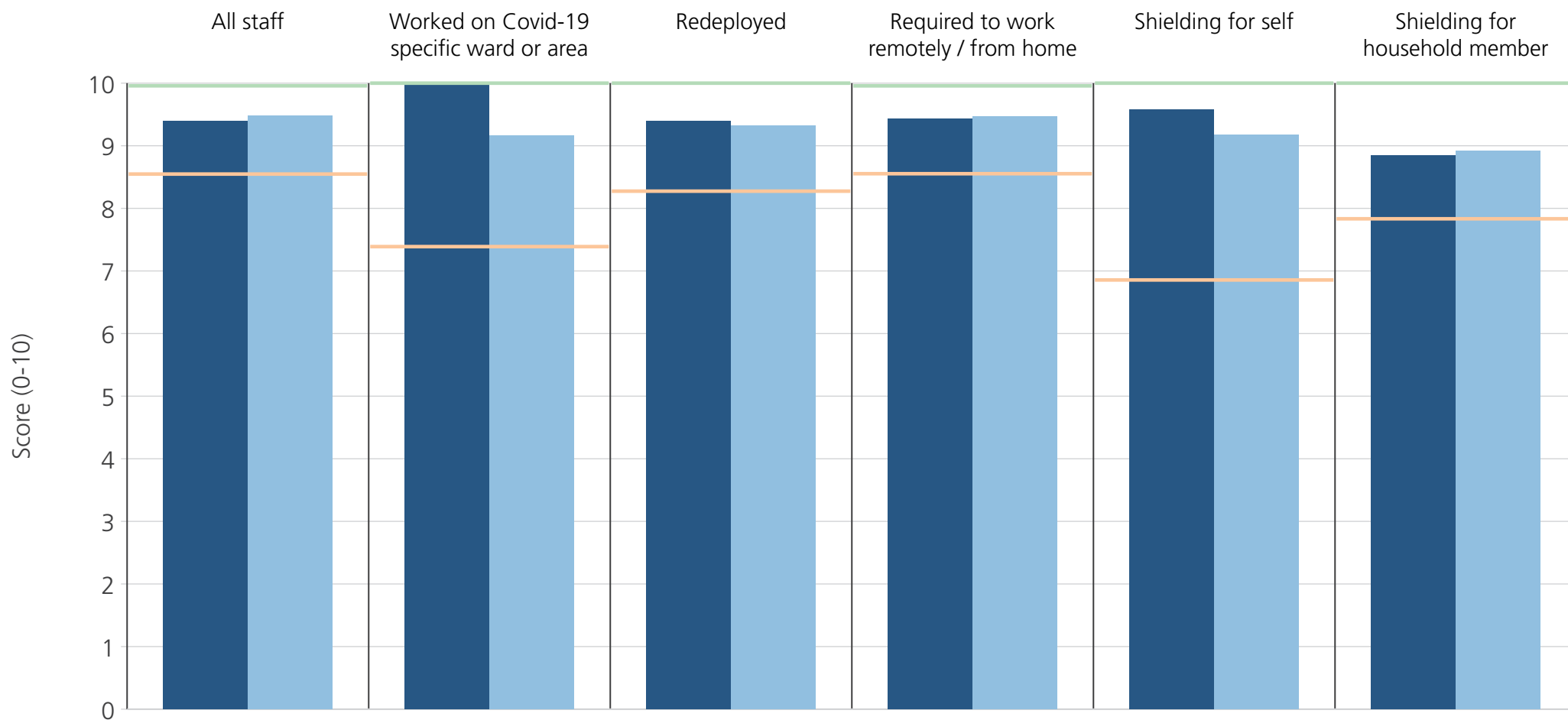
HANDS



FACE



SPACE



Highest	10.0	10.0	10.0	10.0	10.0	10.0
Your org	9.4	10.0	9.4	9.4	9.6	8.8
Average	9.5	9.2	9.3	9.5	9.2	8.9
Lowest	8.5	7.4	8.3	8.6	6.9	7.8

Responses

272

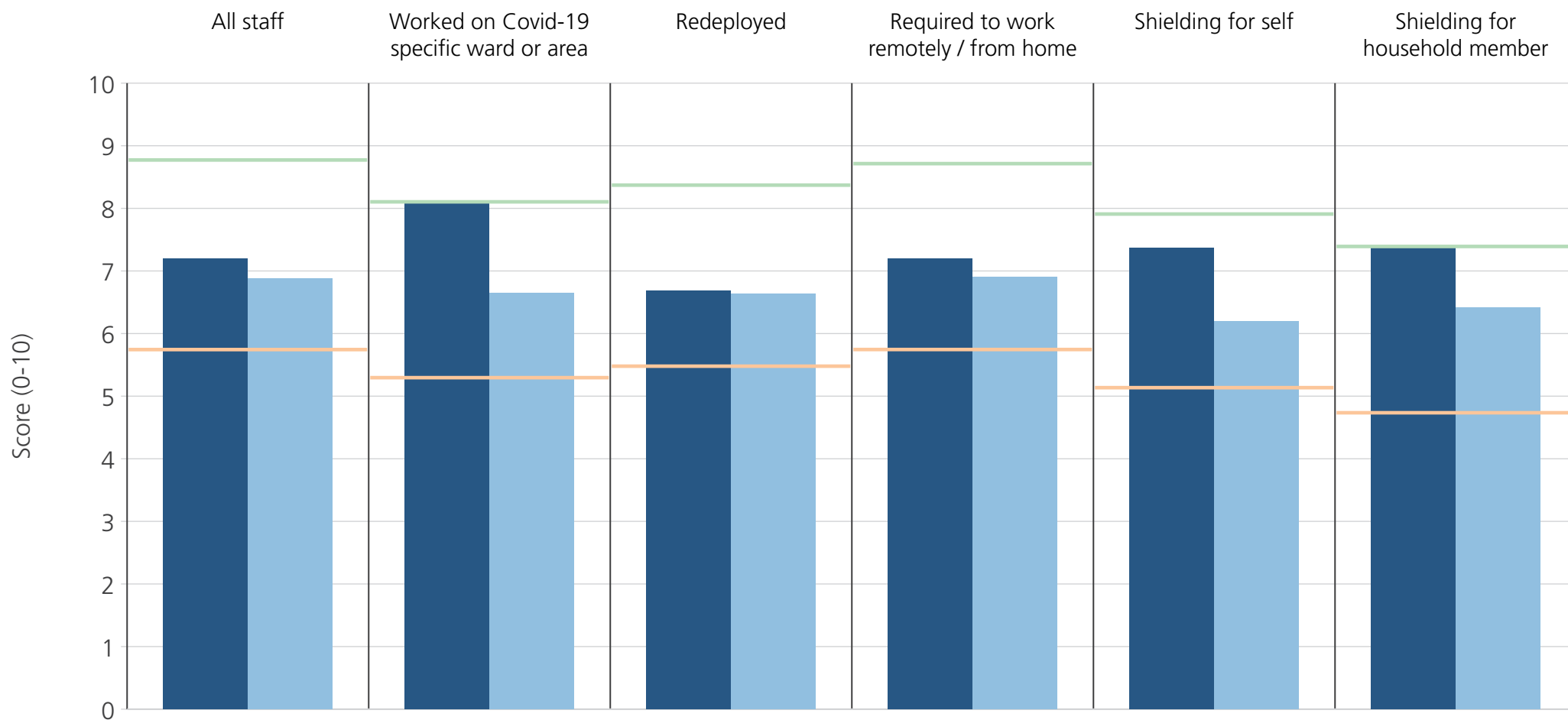
12

43

261

22

23



Highest	8.8	8.1	8.4	8.7	7.9	7.4
Your org	7.2	8.1	6.7	7.2	7.4	7.4
Average	6.9	6.6	6.6	6.9	6.2	6.4
Lowest	5.7	5.3	5.5	5.7	5.1	4.7

Responses

273

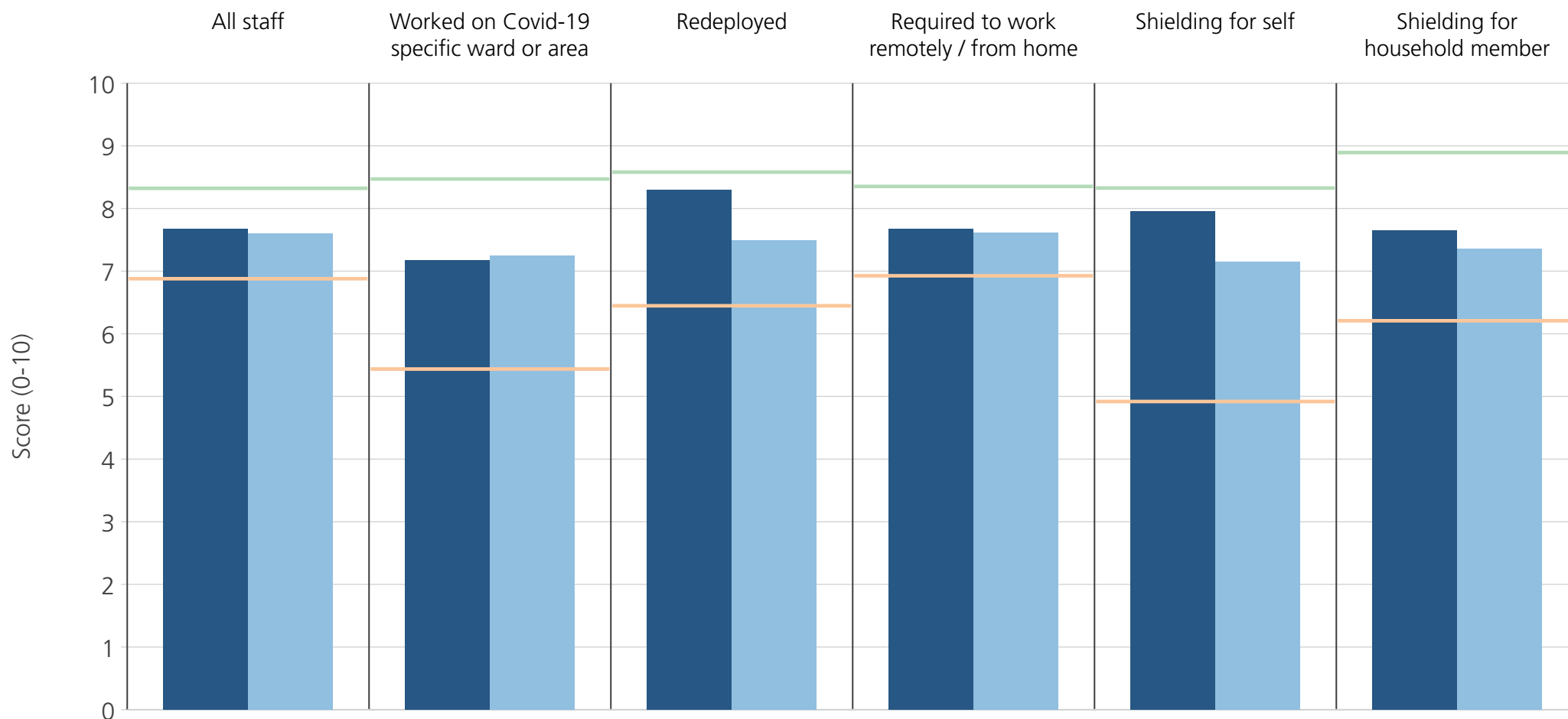
12

43

262

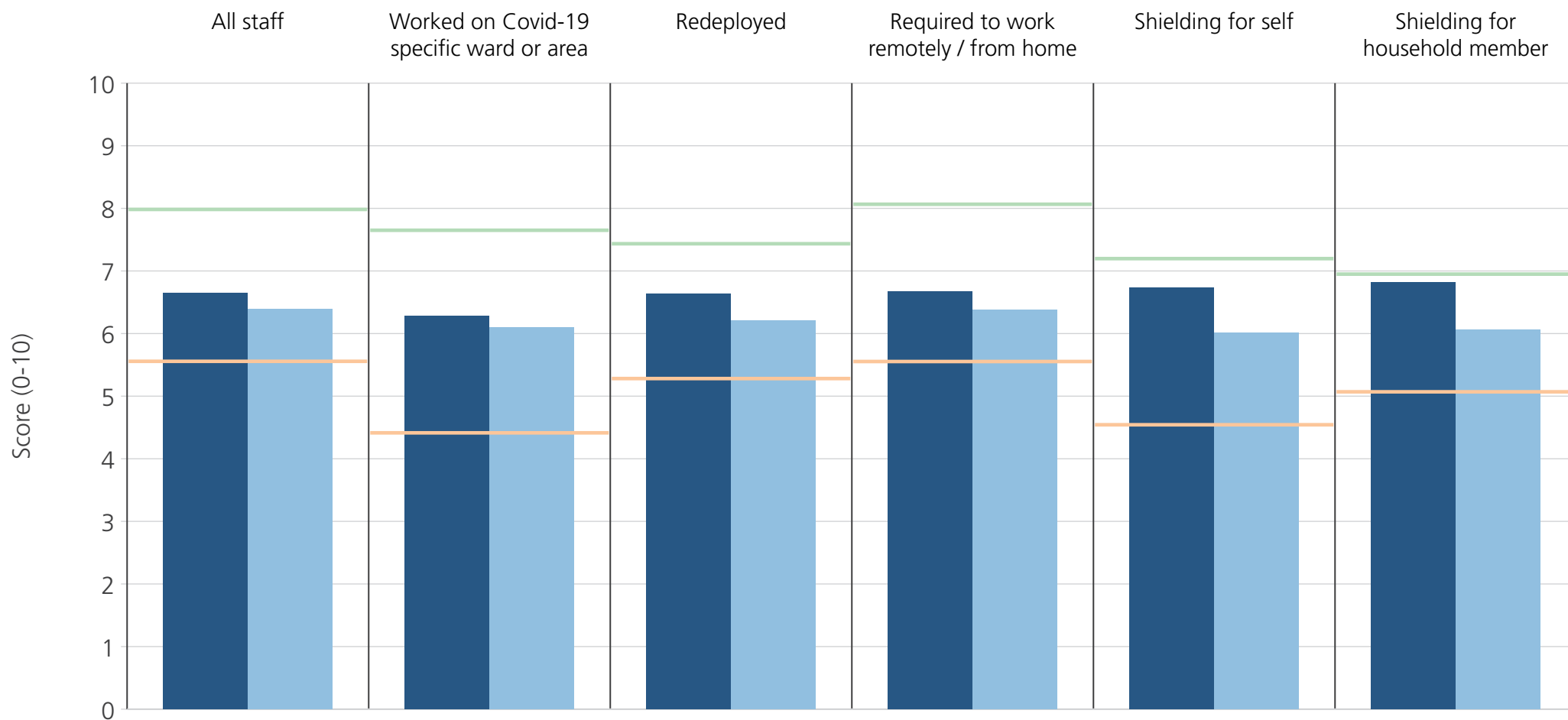
23

23



Highest	8.3	8.5	8.6	8.4	8.3	8.9
Your org	7.7	7.2	8.3	7.7	8.0	7.7
Average	7.6	7.2	7.5	7.6	7.2	7.4
Lowest	6.9	5.4	6.4	6.9	4.9	6.2

Responses	273	12	43	261	23	23
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Highest	8.0	7.7	7.4	8.1	7.2	6.9
Your org	6.6	6.3	6.6	6.7	6.7	6.8
Average	6.4	6.1	6.2	6.4	6.0	6.1
Lowest	5.6	4.4	5.3	5.6	4.5	5.1

Responses

270

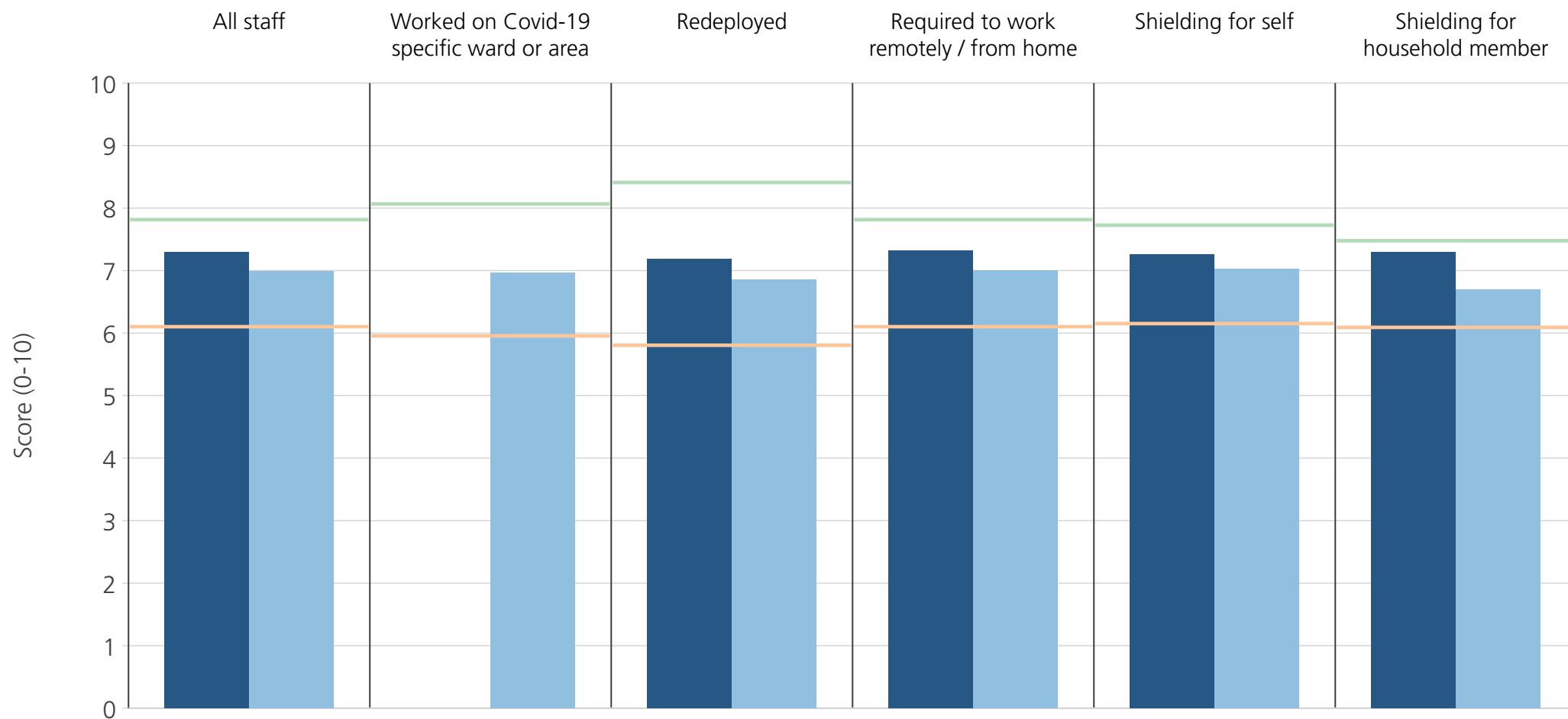
12

43

262

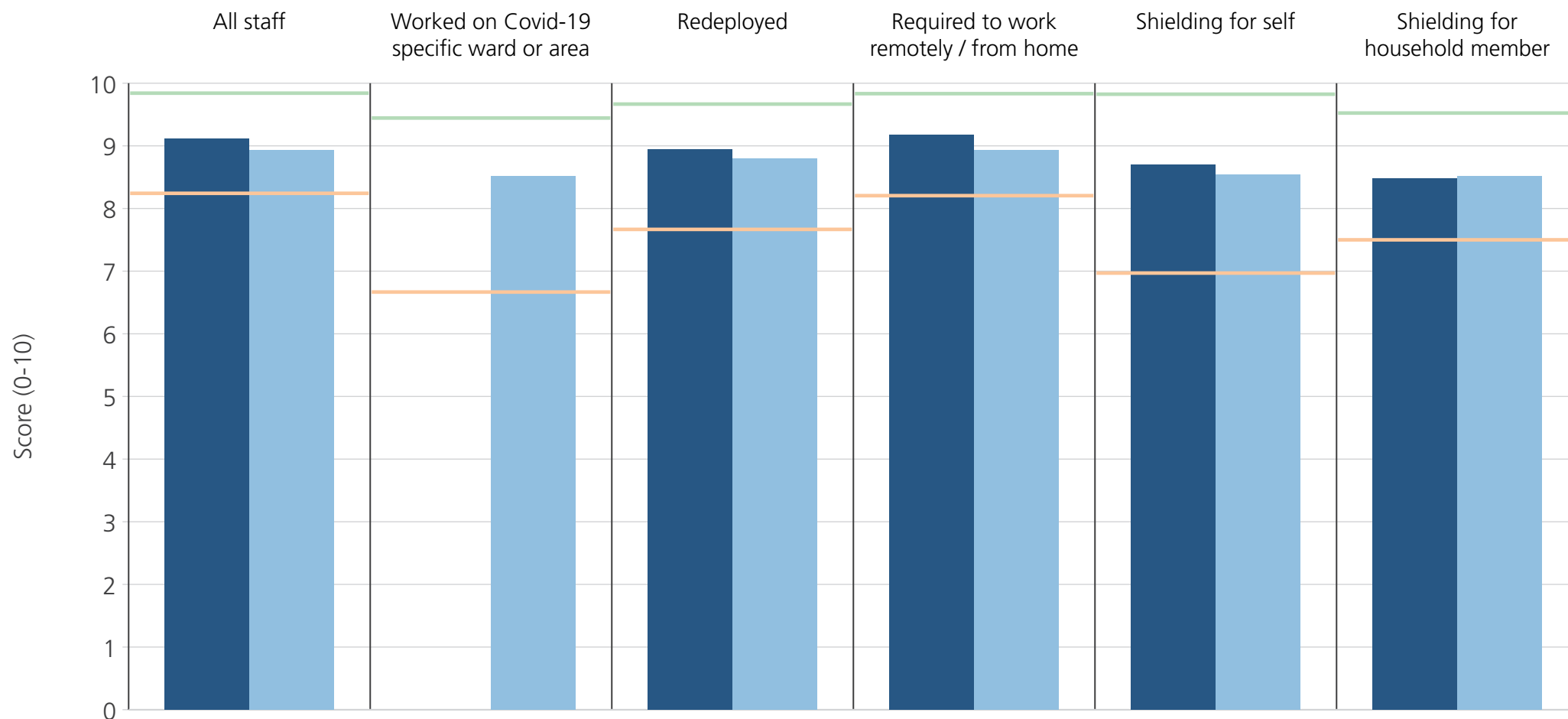
23

23



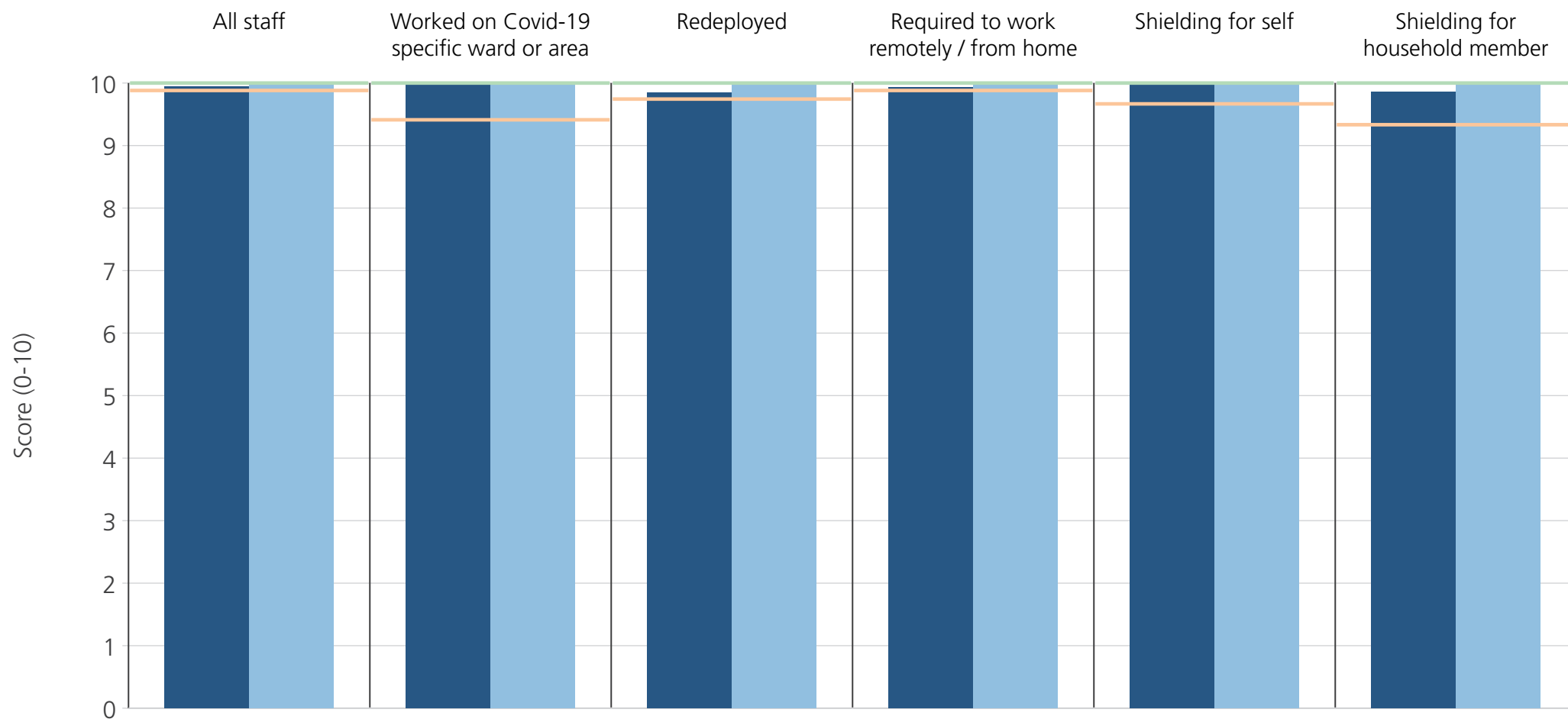
Highest	7.8	8.1	8.4	7.8	7.7	7.5
Your org	7.3		7.2	7.3	7.3	7.3
Average	7.0	7.0	6.9	7.0	7.0	6.7
Lowest	6.1	6.0	5.8	6.1	6.2	6.1

Responses	147	9	30	136	14	14
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Highest	9.8	9.4	9.7	9.8	9.8	9.5
Your org	9.1		8.9	9.2	8.7	8.5
Average	8.9	8.5	8.8	8.9	8.5	8.5
Lowest	8.2	6.7	7.7	8.2	7.0	7.5

Responses	265	9	41	255	23	22
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Highest	10.0	10.0	10.0	10.0	10.0	10.0
Your org	9.9	10.0	9.8	9.9	10.0	9.9
Average	10.0	10.0	10.0	10.0	10.0	10.0
Lowest	9.9	9.4	9.7	9.9	9.7	9.3

Responses

273

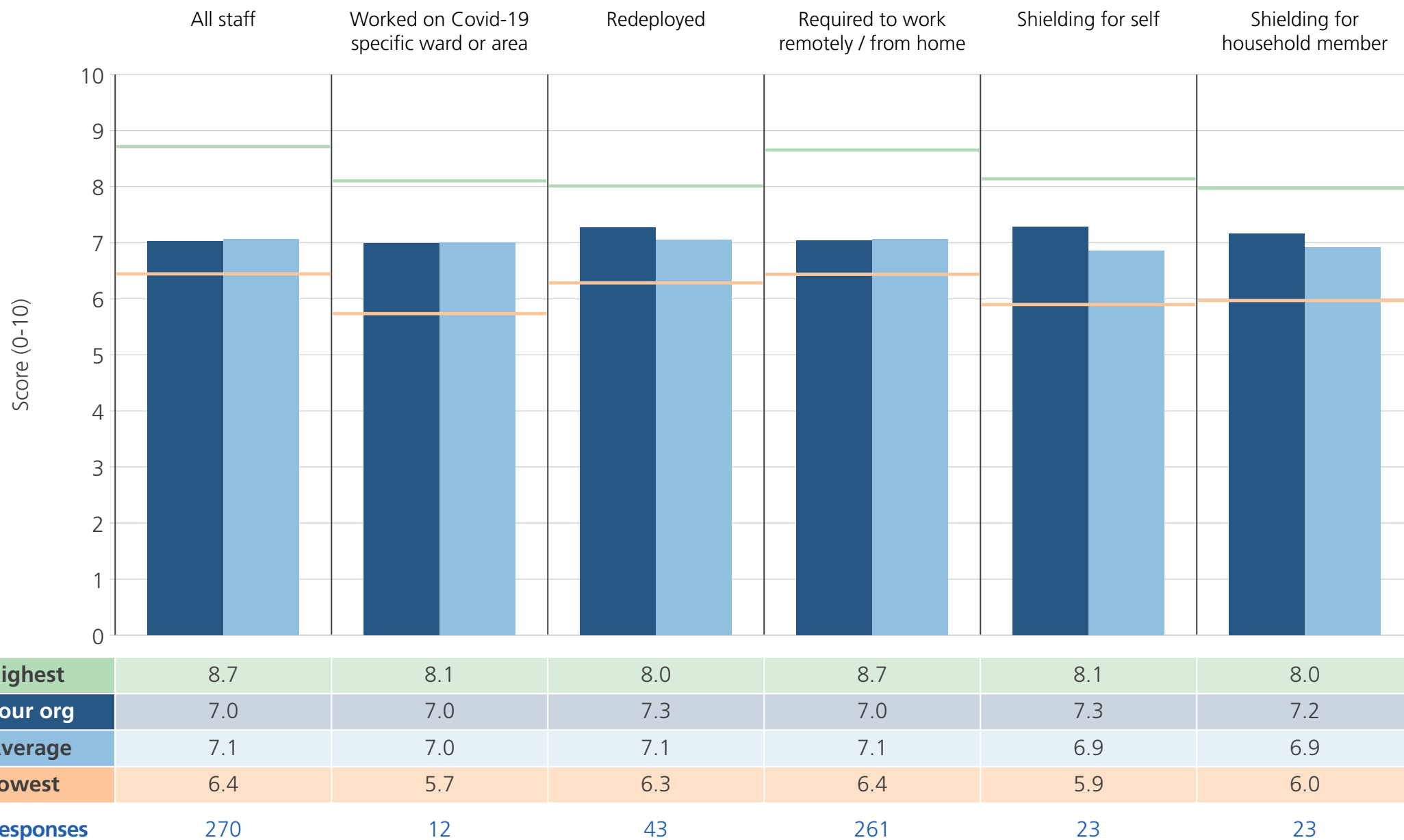
12

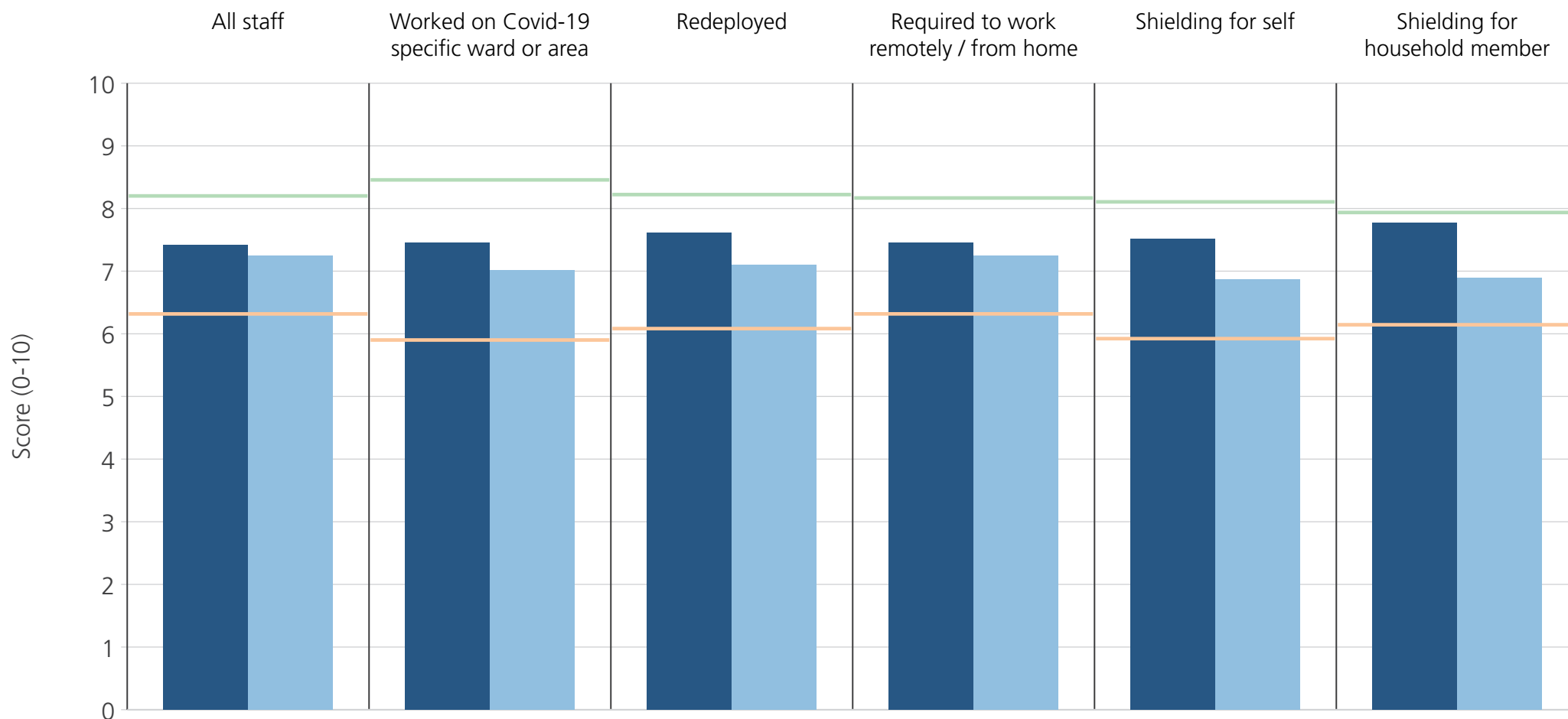
43

262

23

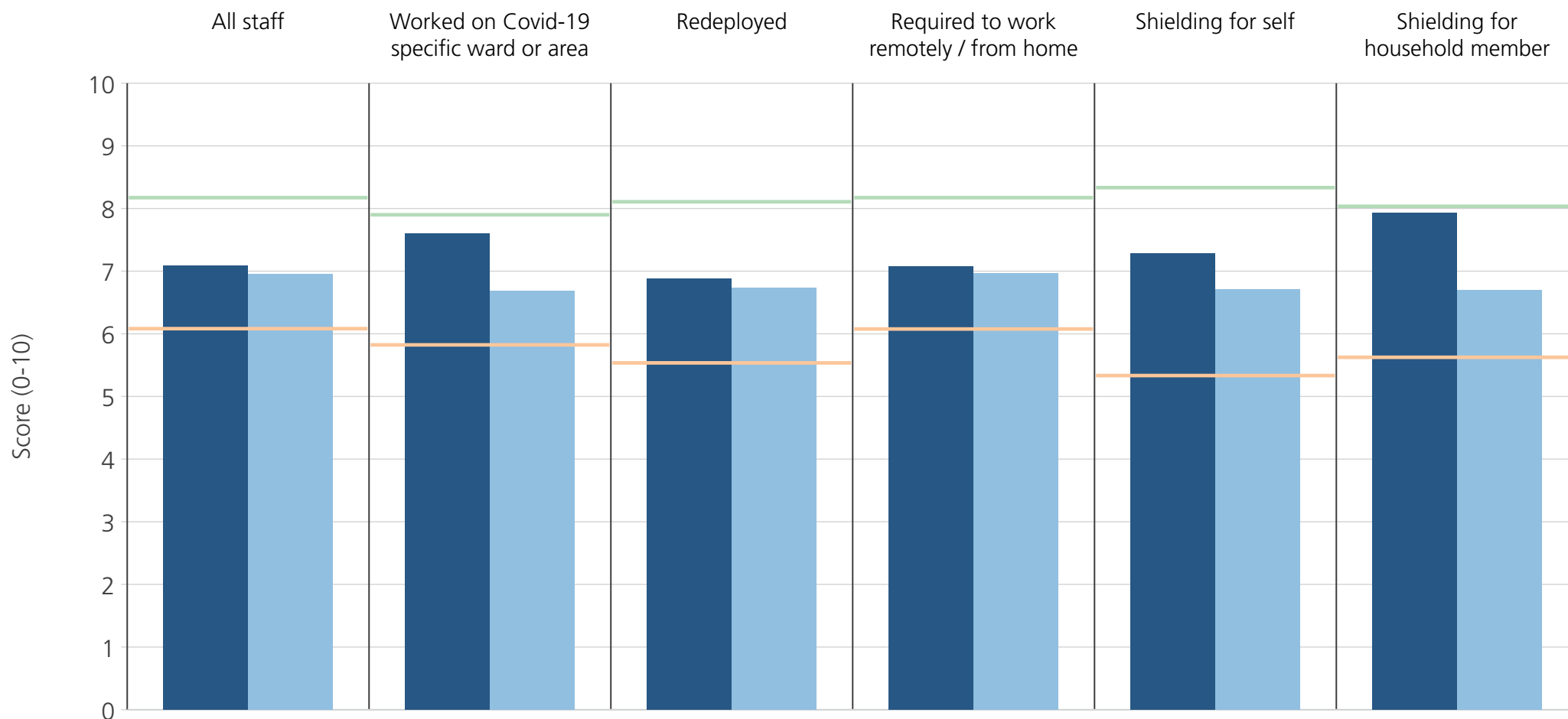
23





Highest	8.2	8.5	8.2	8.2	8.1	7.9
Your org	7.4	7.5	7.6	7.5	7.5	7.8
Average	7.2	7.0	7.1	7.2	6.9	6.9
Lowest	6.3	5.9	6.1	6.3	5.9	6.1

Responses	277	12	43	262	23	23
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Highest	8.2	7.9	8.1	8.2	8.3	8.0
Your org	7.1	7.6	6.9	7.1	7.3	7.9
Average	7.0	6.7	6.7	7.0	6.7	6.7
Lowest	6.1	5.8	5.5	6.1	5.3	5.6

Responses	273	12	42	259	23	23
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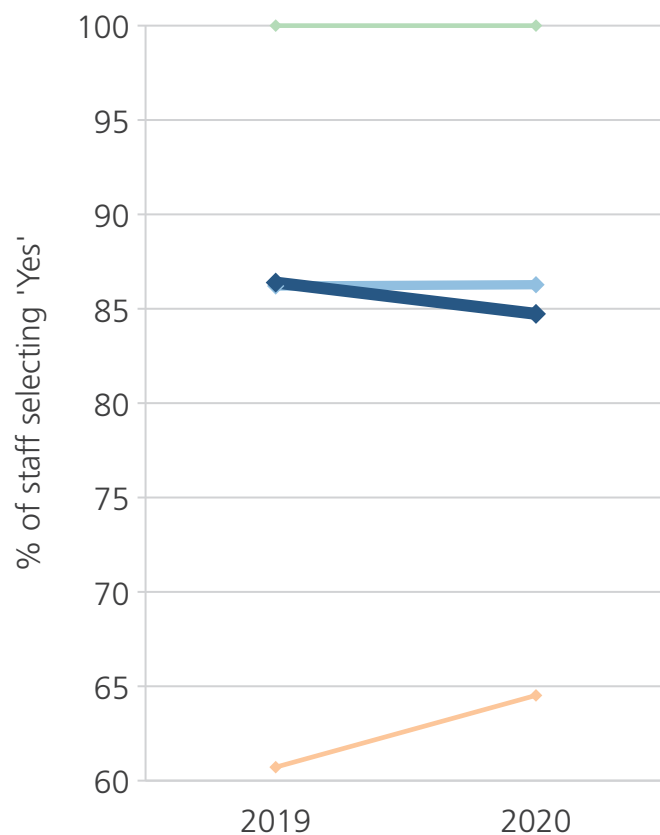
# Theme results – Detailed information

NHS Leeds CCG

2020 NHS Staff Survey Results

### Q14

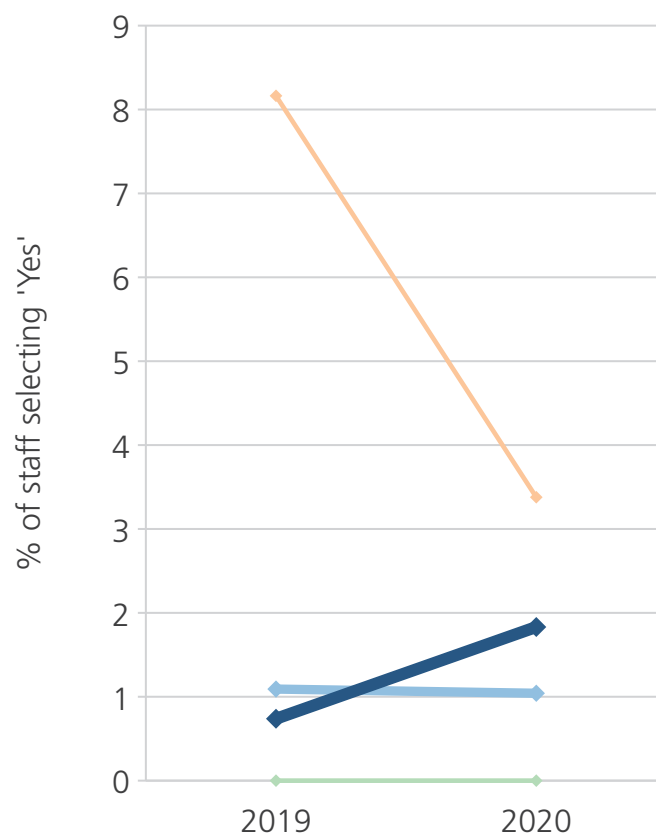
Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



Best	100.0%	100.0%
Your org	86.4%	84.7%
Average	86.2%	86.3%
Worst	60.7%	64.5%

### Q15a

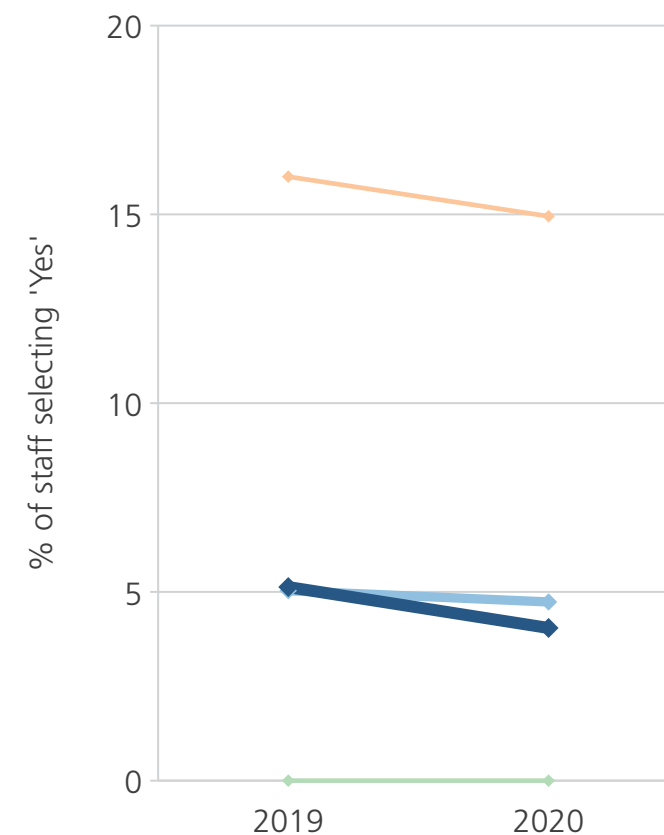
In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?



Worst	8.2%	3.4%
Your org	0.7%	1.8%
Average	1.1%	1.0%
Best	0.0%	0.0%

### Q15b

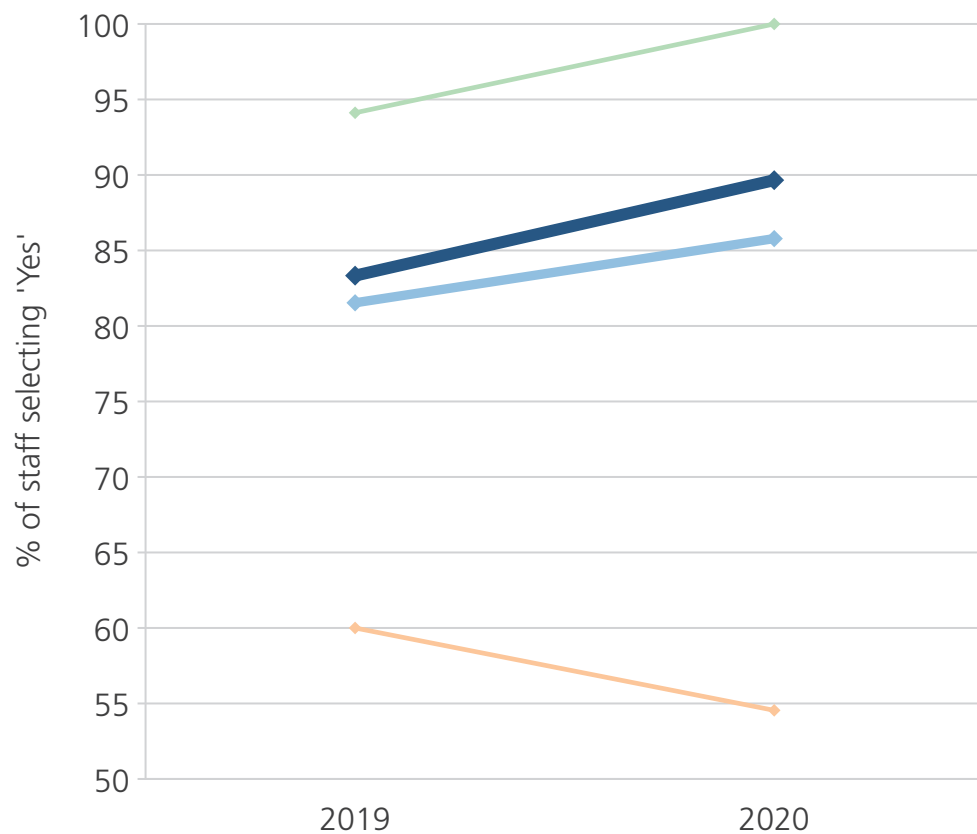
In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?



Worst	16.0%	15.0%
Your org	5.1%	4.0%
Average	5.0%	4.7%
Best	0.0%	0.0%

**Q26b**

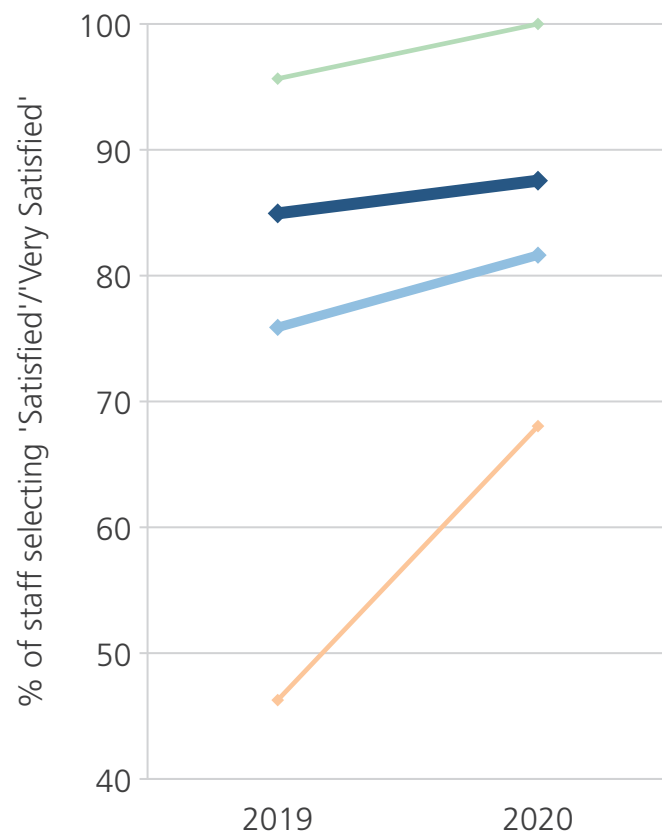
Has your employer made adequate adjustment(s)  
to enable you to carry out your work?



Best	94.1%	100.0%
Your org	83.3%	89.7%
Average	81.5%	85.8%
Worst	60.0%	54.5%

### Q5h

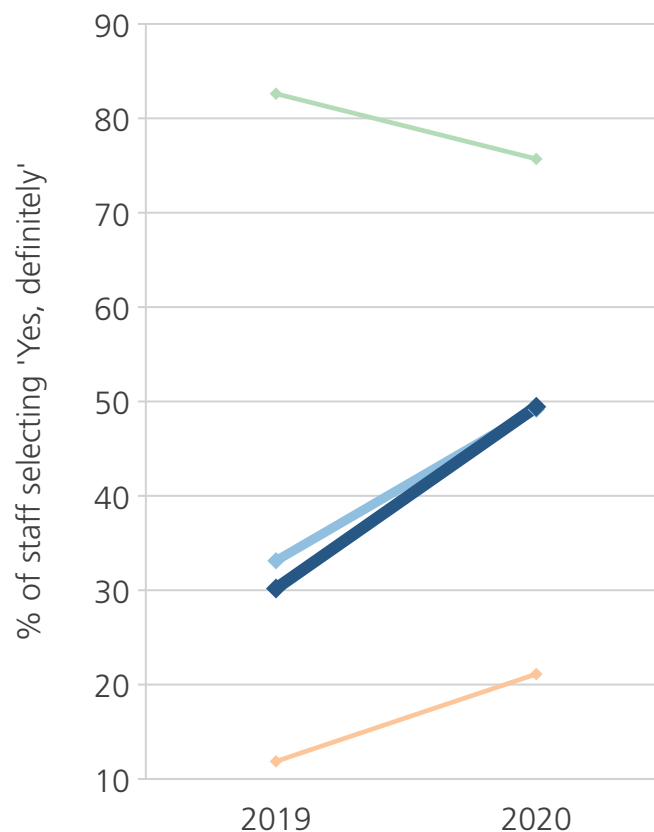
The opportunities for flexible working patterns



Best	95.7%	100.0%
Your org	84.9%	87.5%
Average	75.9%	81.6%
Worst	46.3%	68.0%

### Q11a

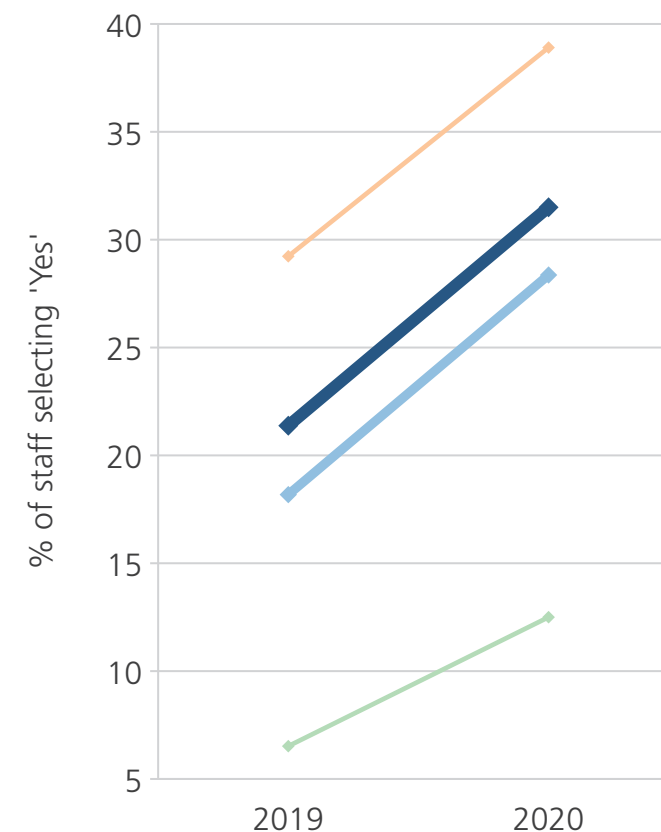
Does your organisation take positive action on health and well-being?



Best	82.6%	75.7%
Your org	30.2%	49.4%
Average	33.1%	49.2%
Worst	11.9%	21.1%

### Q11b

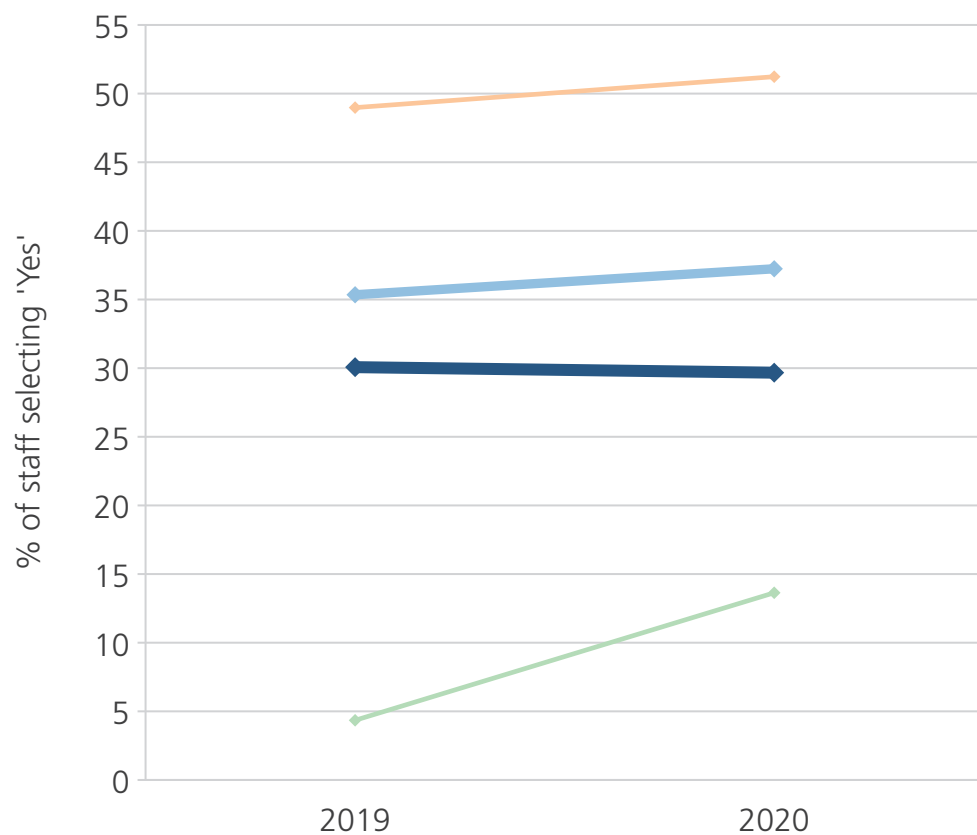
In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



Worst	29.2%	38.9%
Your org	21.4%	31.5%
Average	18.2%	28.4%
Best	6.5%	12.5%

### Q11c

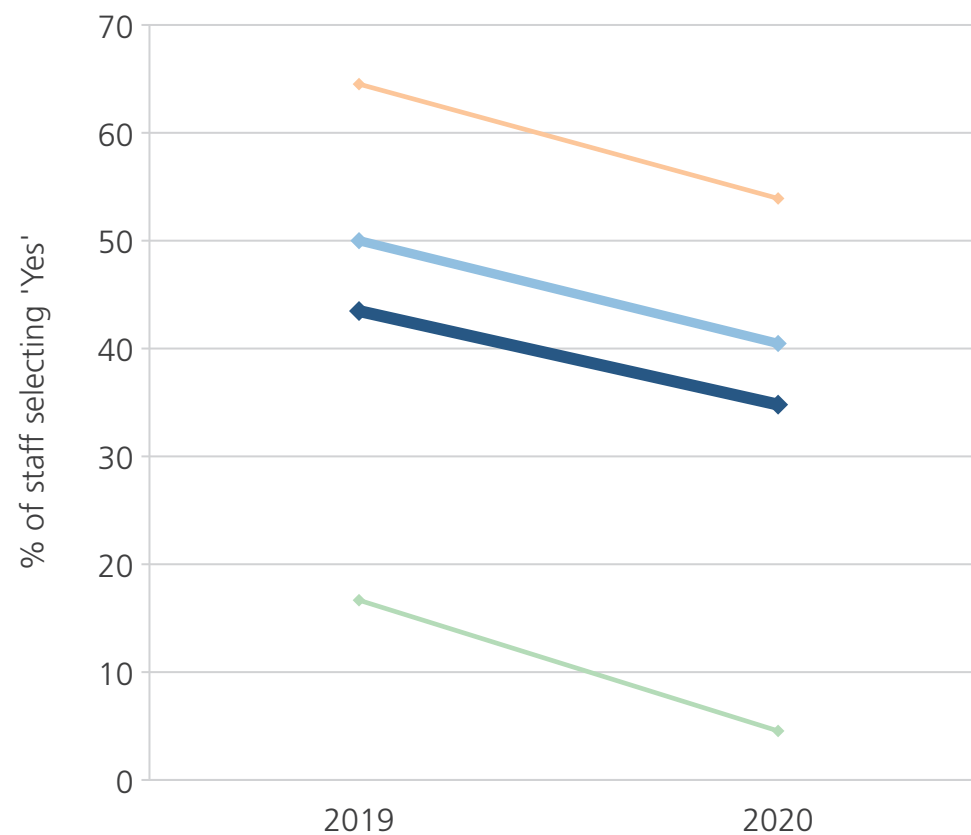
During the last 12 months have you felt unwell as a result of work related stress?



<b>Worst</b>	49.0%	51.2%
<b>Your org</b>	30.1%	29.7%
<b>Average</b>	35.3%	37.2%
<b>Best</b>	4.3%	13.6%

### Q11d

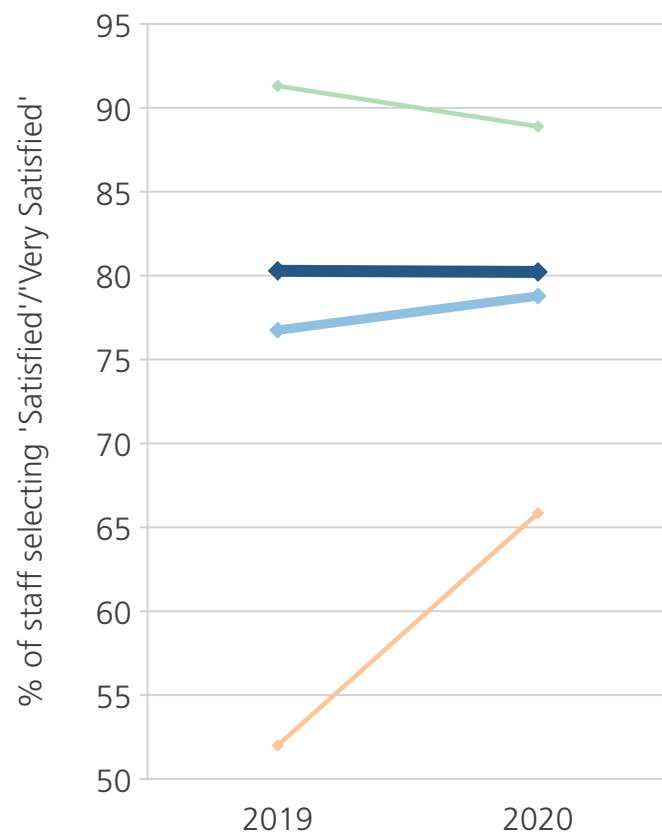
In the last three months have you ever come to work despite not feeling well enough to perform your duties?



<b>Worst</b>	64.5%	53.9%
<b>Your org</b>	43.5%	34.8%
<b>Average</b>	50.0%	40.5%
<b>Best</b>	16.7%	4.5%

### Q5b

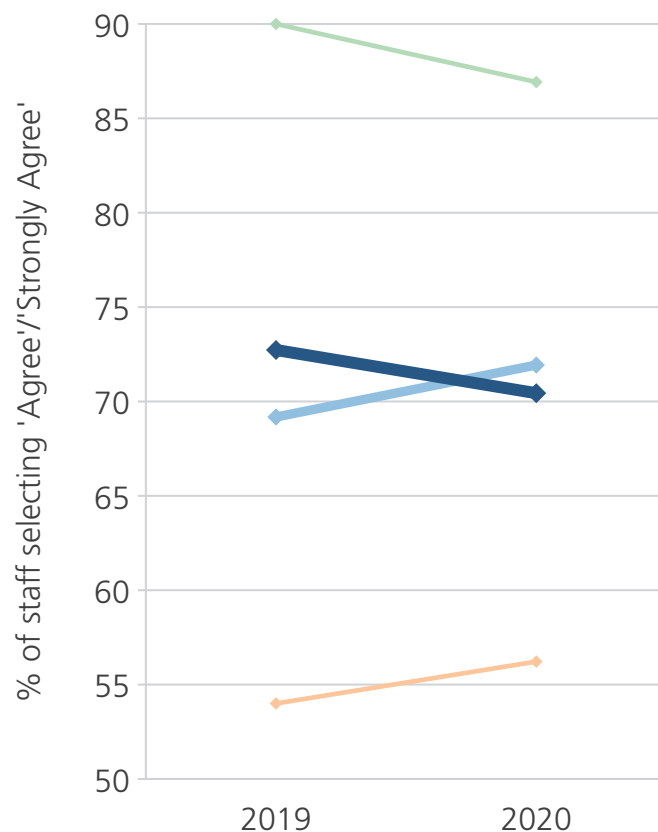
The support I get from my immediate manager



Best	91.3%	88.9%
Your org	80.3%	80.2%
Average	76.7%	78.8%
Worst	52.0%	65.8%

### Q8c

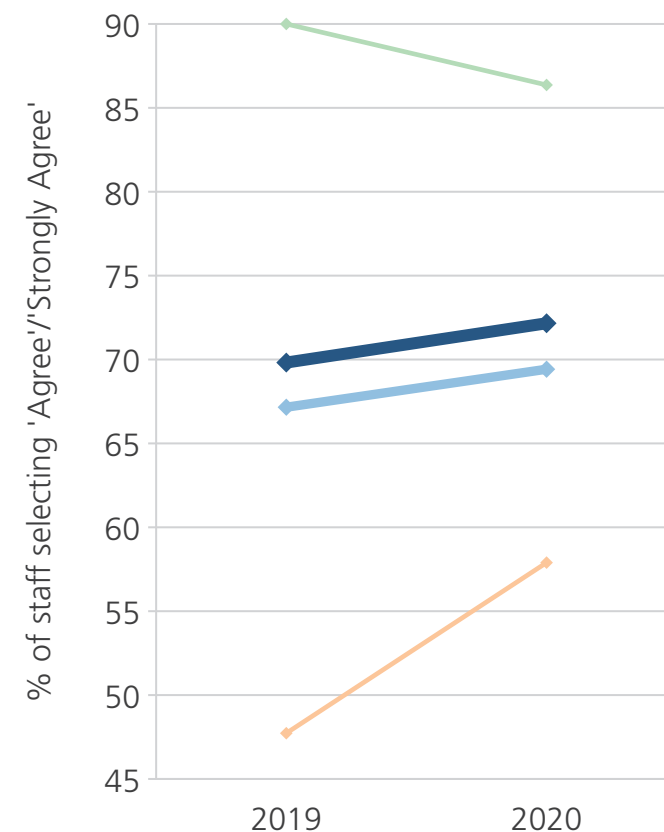
My immediate manager gives me clear feedback on my work



Best	90.0%	86.9%
Your org	72.7%	70.4%
Average	69.2%	71.9%
Worst	54.0%	56.2%

### Q8d

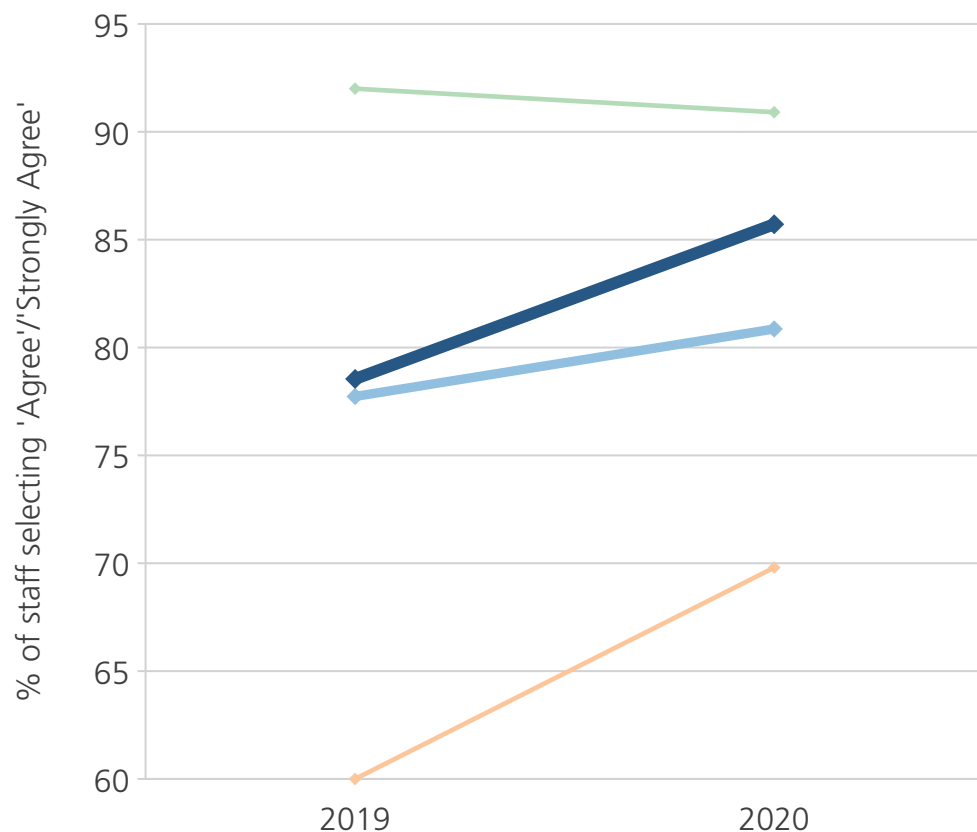
My immediate manager asks for my opinion before making decisions that affect my work



Best	90.0%	86.4%
Your org	69.8%	72.2%
Average	67.2%	69.4%
Worst	47.7%	57.9%

**Q8f**

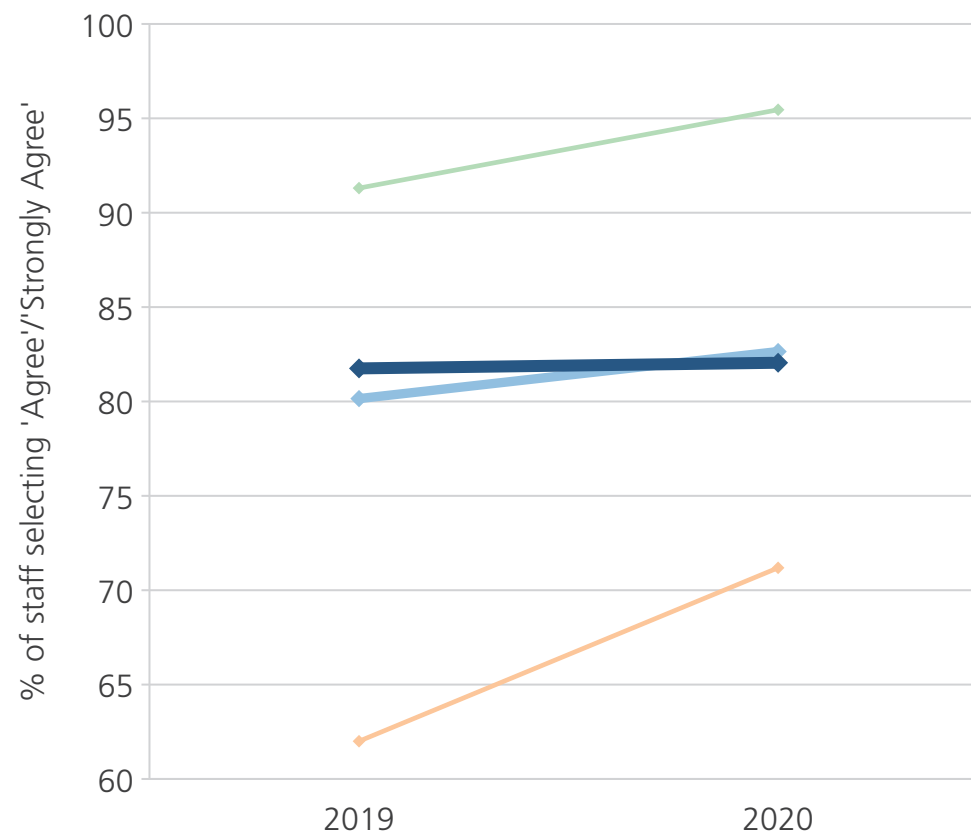
My immediate manager takes a positive interest in my health and well-being



Best	92.0%	90.9%
Your org	78.5%	85.7%
Average	77.7%	80.9%
Worst	60.0%	69.8%

**Q8g**

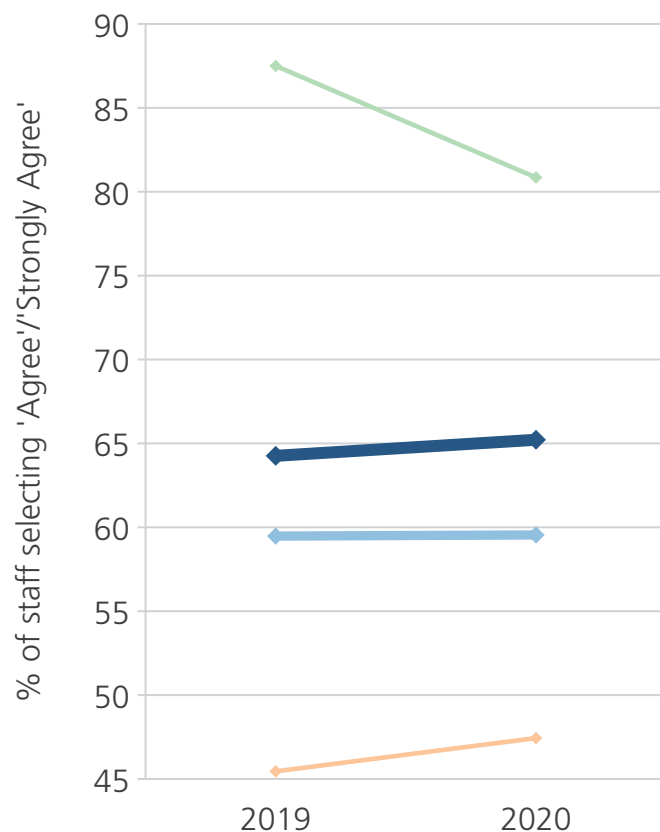
My immediate manager values my work



Best	91.3%	95.5%
Your org	81.8%	82.1%
Average	80.2%	82.6%
Worst	62.0%	71.2%

**Q4c**

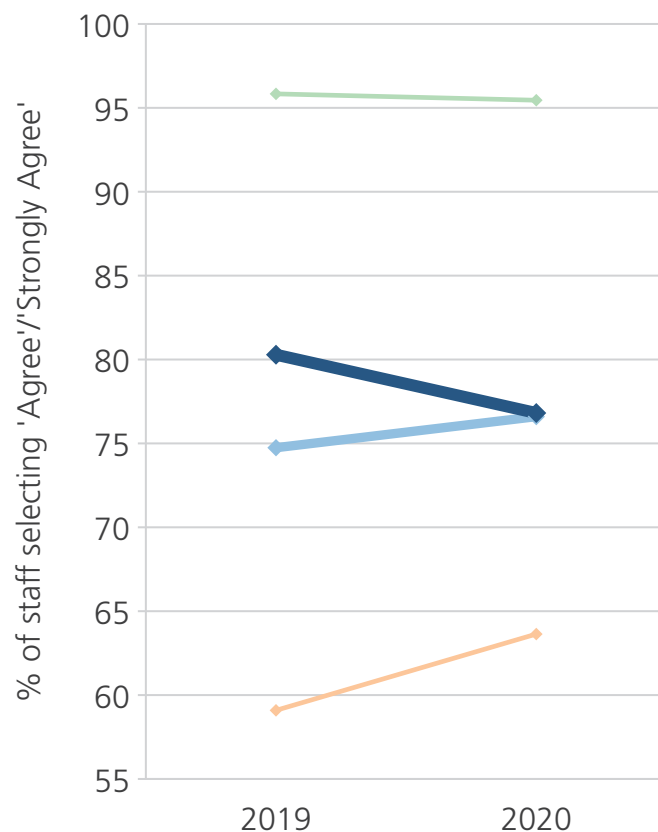
I am involved in deciding on changes introduced that affect my work area / team / department



Best	87.5%	80.9%
Your org	64.3%	65.2%
Average	59.5%	59.5%
Worst	45.5%	47.4%

**Q4j**

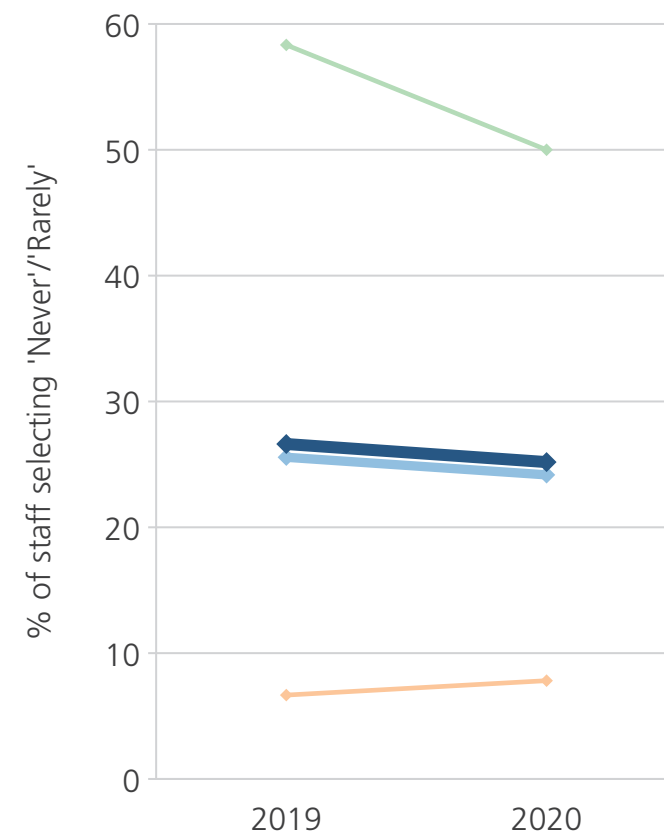
I receive the respect I deserve from my colleagues at work



Best	95.8%	95.5%
Your org	80.3%	76.8%
Average	74.7%	76.6%
Worst	59.1%	63.6%

**Q6a**

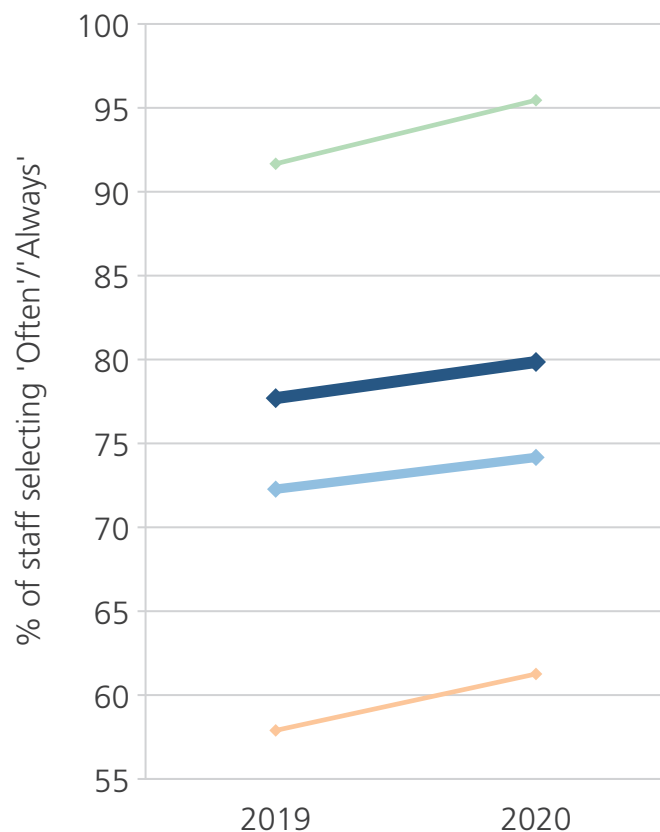
I have unrealistic time pressures



Best	58.3%	50.0%
Your org	26.6%	25.2%
Average	25.6%	24.2%
Worst	6.7%	7.8%

**Q6b**

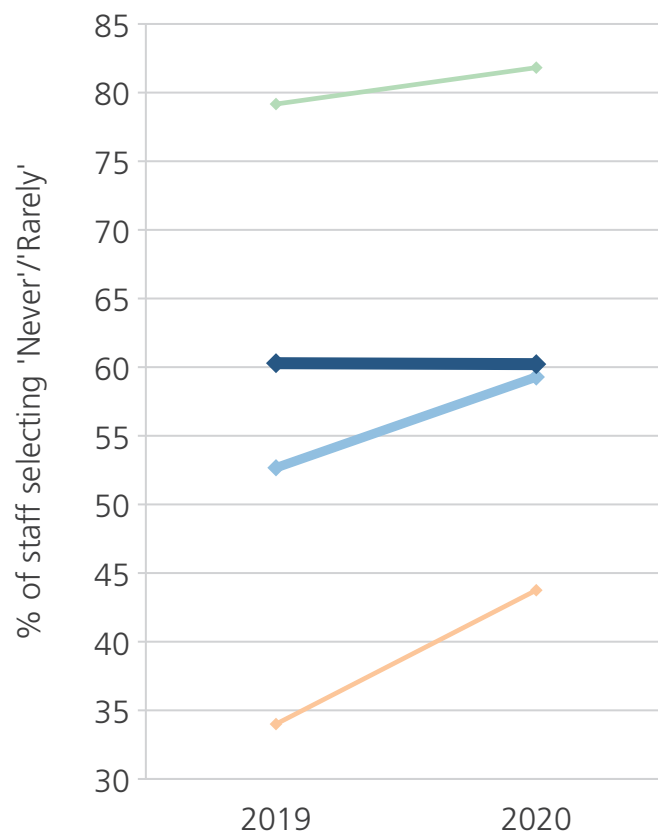
I have a choice in deciding  
how to do my work



Best	91.7%	95.5%
Your org	77.7%	79.9%
Average	72.3%	74.2%
Worst	57.9%	61.3%

**Q6c**

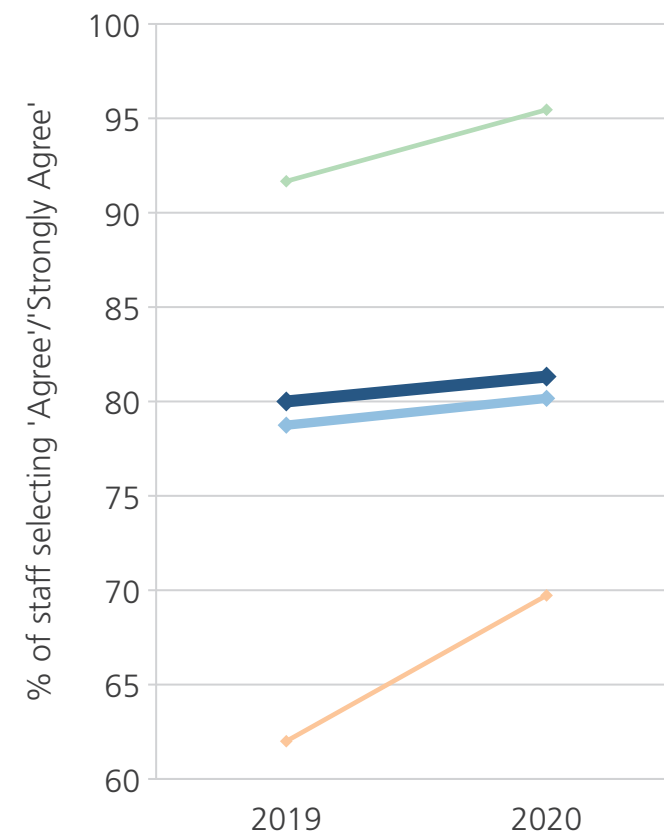
Relationships at work are strained



Best	79.2%	81.8%
Your org	60.3%	60.2%
Average	52.7%	59.3%
Worst	34.0%	43.8%

**Q8a**

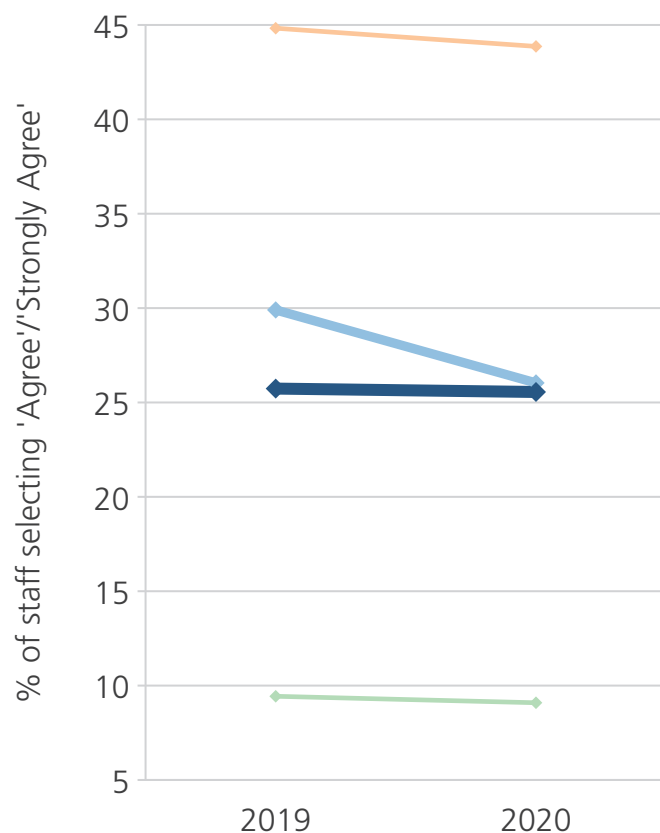
My immediate manager  
encourages me at work



Best	91.7%	95.5%
Your org	80.0%	81.3%
Average	78.7%	80.2%
Worst	62.0%	69.7%

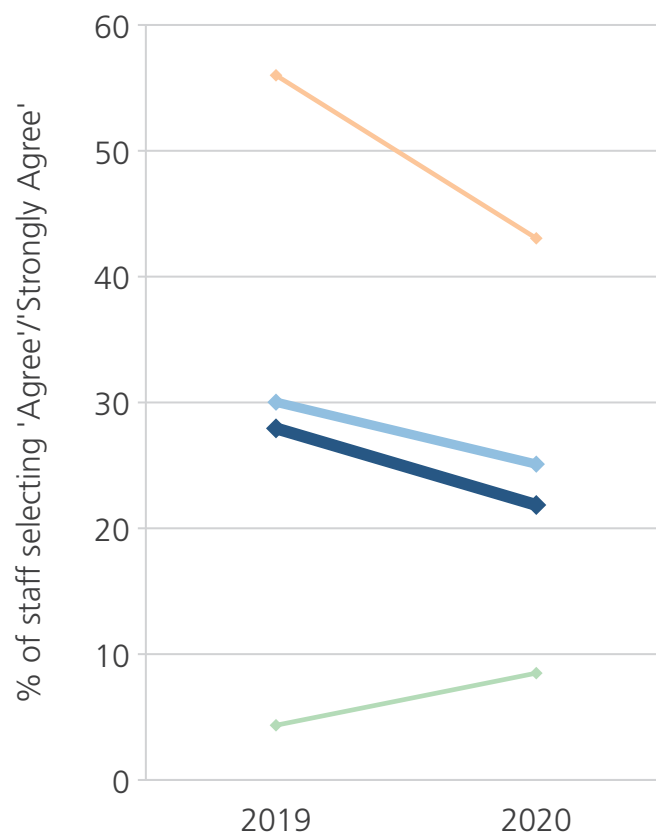
**Q19a**

I often think about leaving this organisation



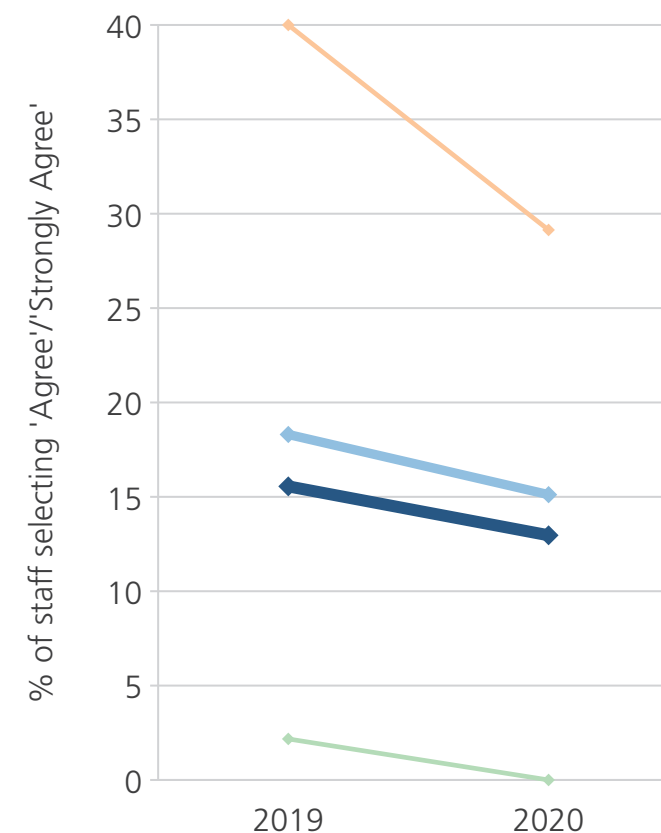
**Q19b**

I will probably look for a job at a new organisation in the next 12 months



**Q19c**

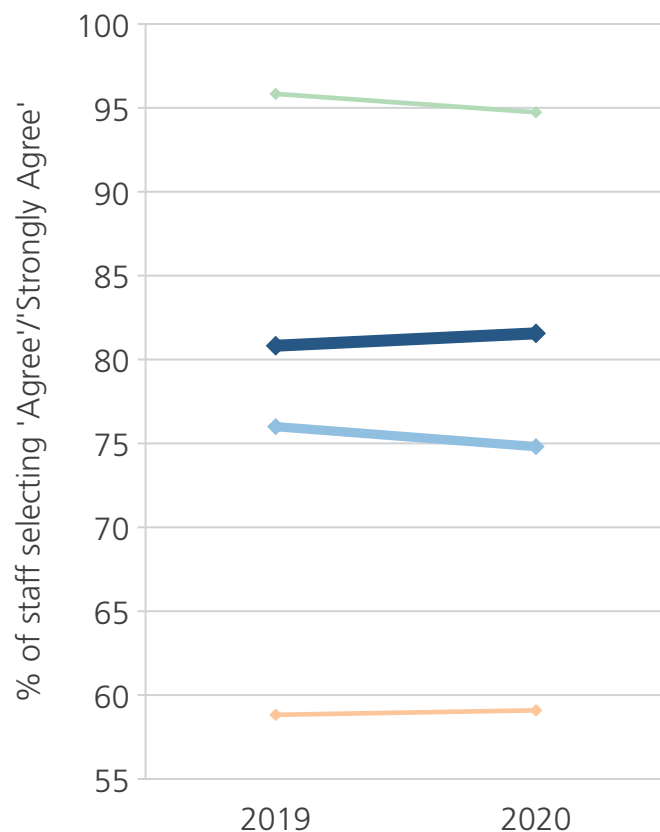
As soon as I can find another job, I will leave this organisation



<b>Worst</b>	44.8%	43.9%	<b>Worst</b>	56.0%	43.0%	<b>Worst</b>	40.0%	29.1%
<b>Your org</b>	25.7%	25.6%	<b>Your org</b>	27.9%	21.9%	<b>Your org</b>	15.6%	13.0%
<b>Average</b>	29.9%	26.0%	<b>Average</b>	30.0%	25.1%	<b>Average</b>	18.3%	15.1%
<b>Best</b>	9.4%	9.1%	<b>Best</b>	4.3%	8.5%	<b>Best</b>	2.2%	0.0%

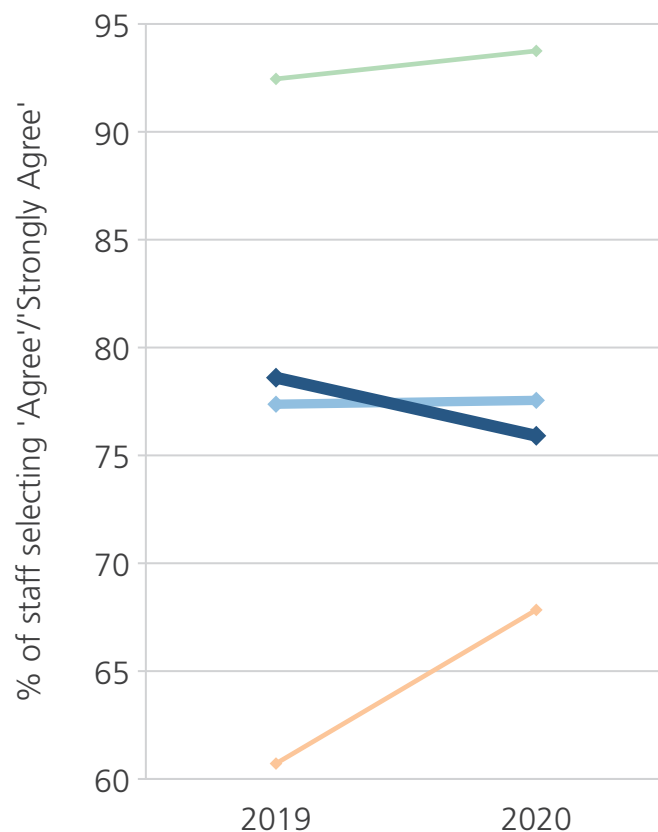
**Q7a**

I am satisfied with the quality of care I give to patients / service users



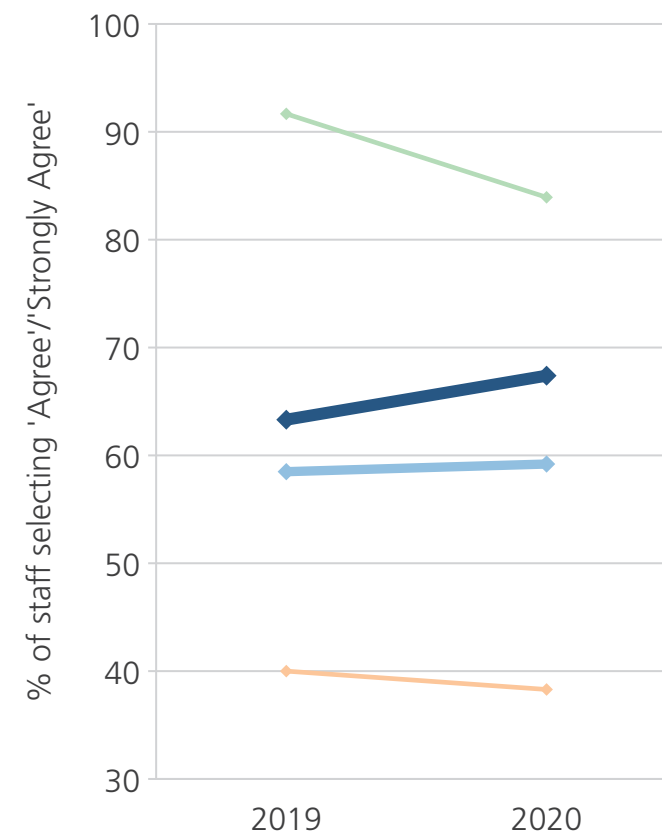
**Q7b**

I feel that my role makes a difference to patients / service users



**Q7c**

I am able to deliver the care I aspire to



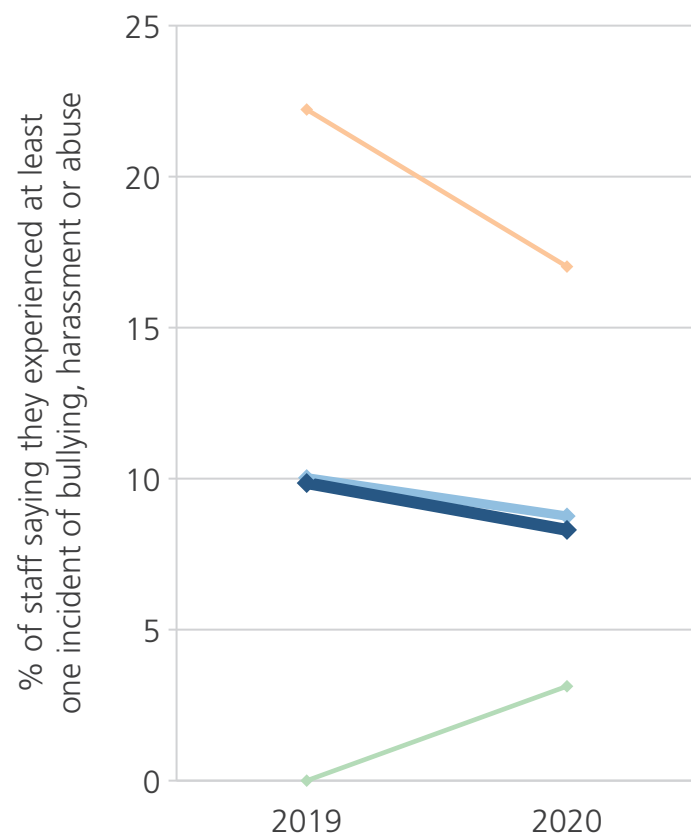
Best	95.8%	94.7%
Your org	80.8%	81.6%
Average	76.0%	74.8%
Worst	58.8%	59.1%

Best	92.5%	93.8%
Your org	78.6%	75.9%
Average	77.4%	77.6%
Worst	60.7%	67.8%

Best	91.7%	83.9%
Your org	63.3%	67.4%
Average	58.5%	59.2%
Worst	40.0%	38.3%

### Q13a

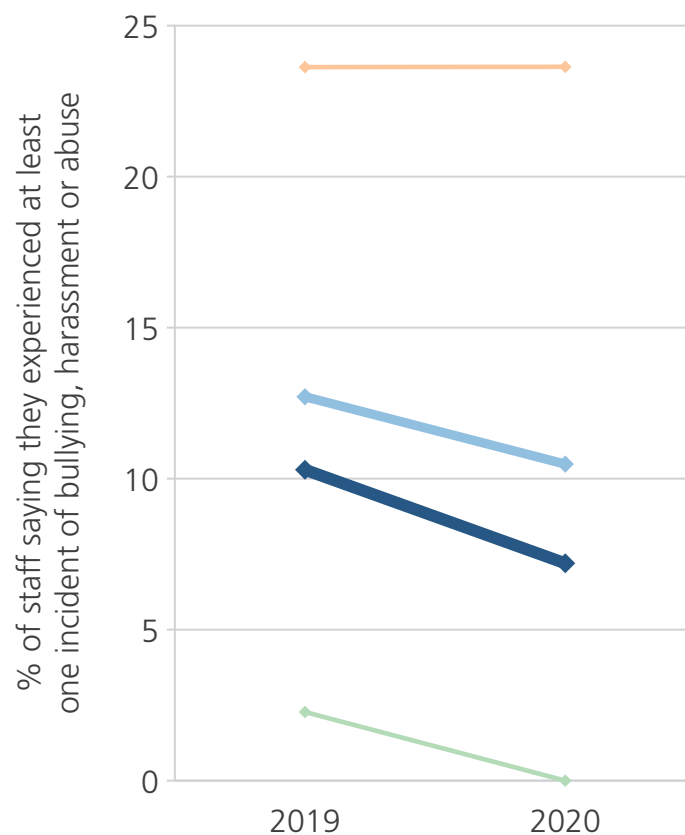
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?



<b>Worst</b>	22.2%	17.0%
<b>Your org</b>	9.9%	8.3%
<b>Average</b>	10.0%	8.8%
<b>Best</b>	0.0%	3.1%

### Q13b

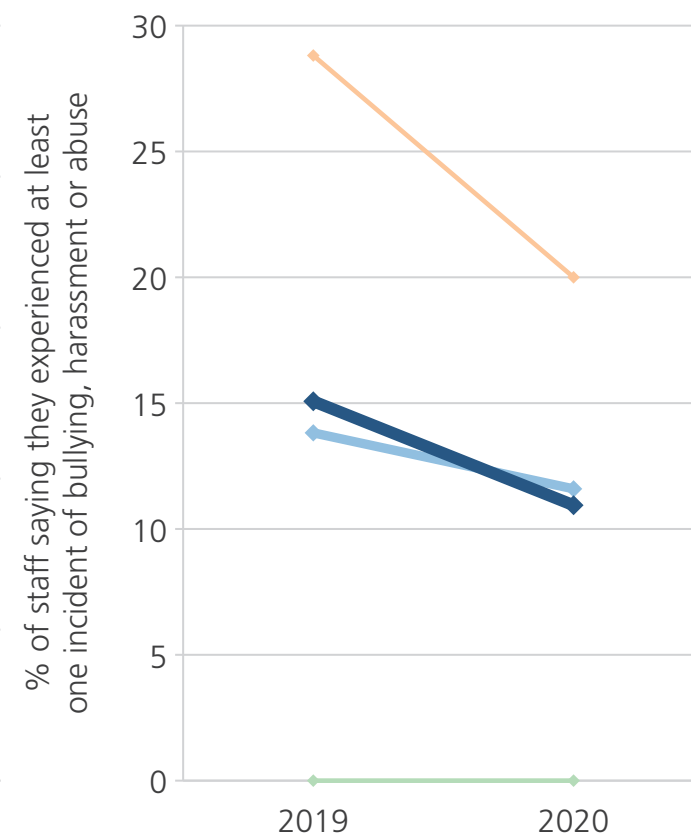
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?



<b>Worst</b>	23.6%	23.6%
<b>Your org</b>	10.3%	7.2%
<b>Average</b>	12.7%	10.5%
<b>Best</b>	2.3%	0.0%

### Q13c

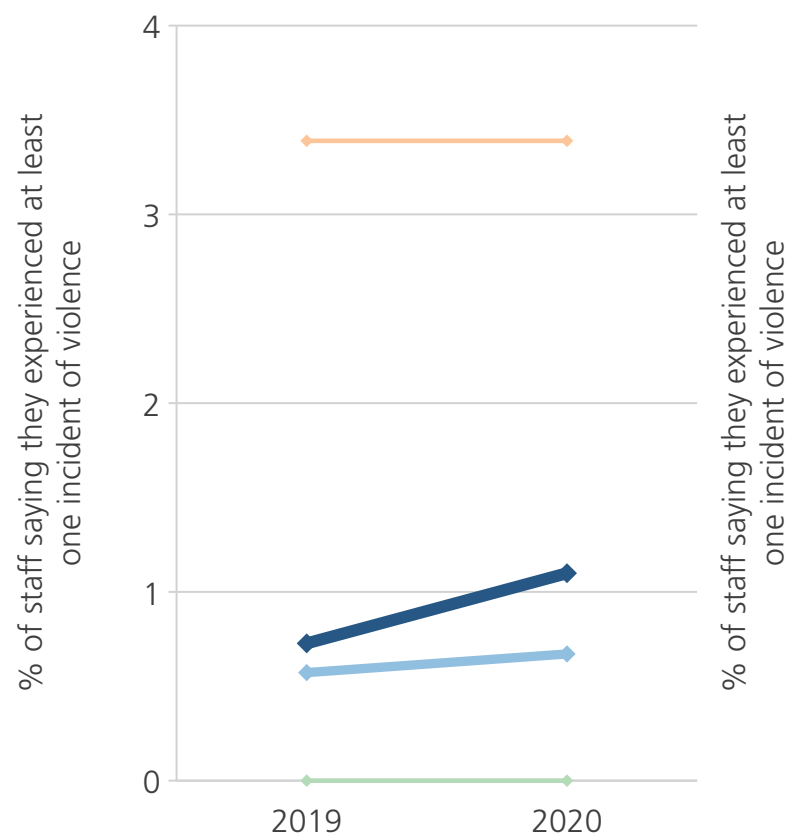
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?



<b>Worst</b>	28.8%	20.0%
<b>Your org</b>	15.1%	10.9%
<b>Average</b>	13.8%	11.6%
<b>Best</b>	0.0%	0.0%

### Q12a

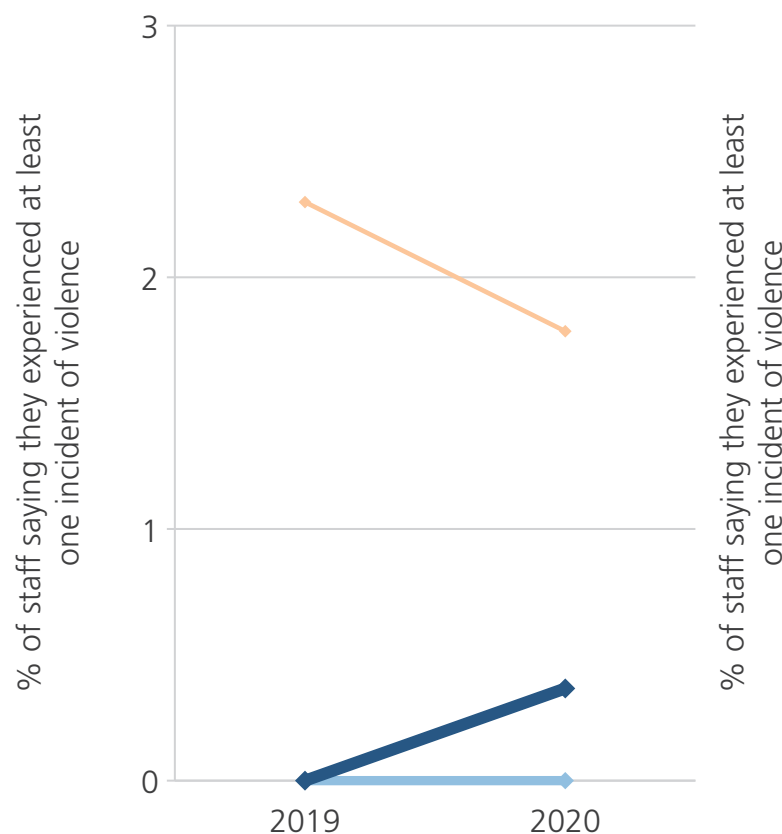
In the last 12 months how many times have you personally experienced physical violence at work from patients / service users, their relatives or other members of the public?



Worst	3.4%	3.4%
Your org	0.7%	1.1%
Average	0.6%	0.7%
Best	0.0%	0.0%

### Q12b

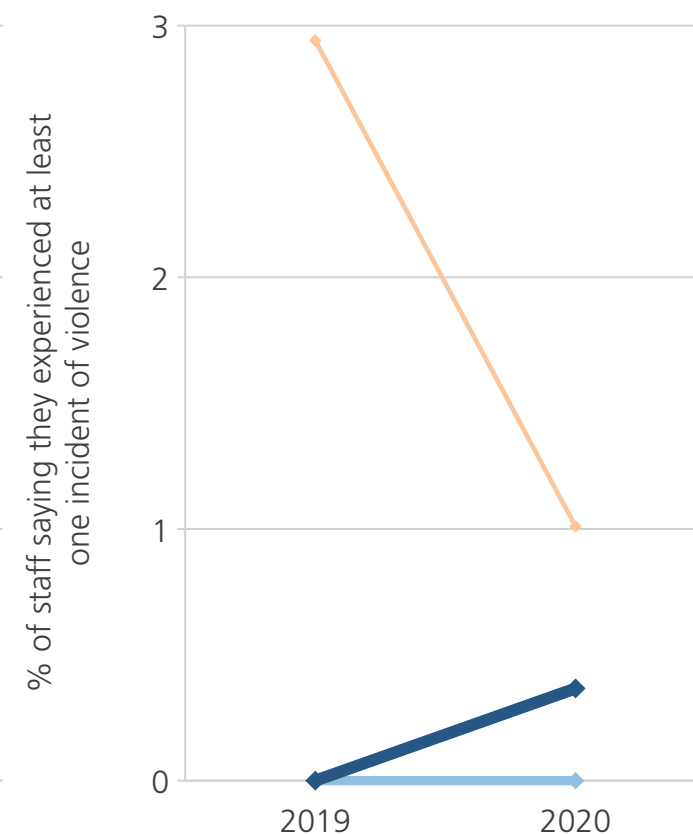
In the last 12 months how many times have you personally experienced physical violence at work from managers?



Worst	2.3%	1.8%
Your org	0.0%	0.4%
Average	0.0%	0.0%
Best	0.0%	0.0%

### Q12c

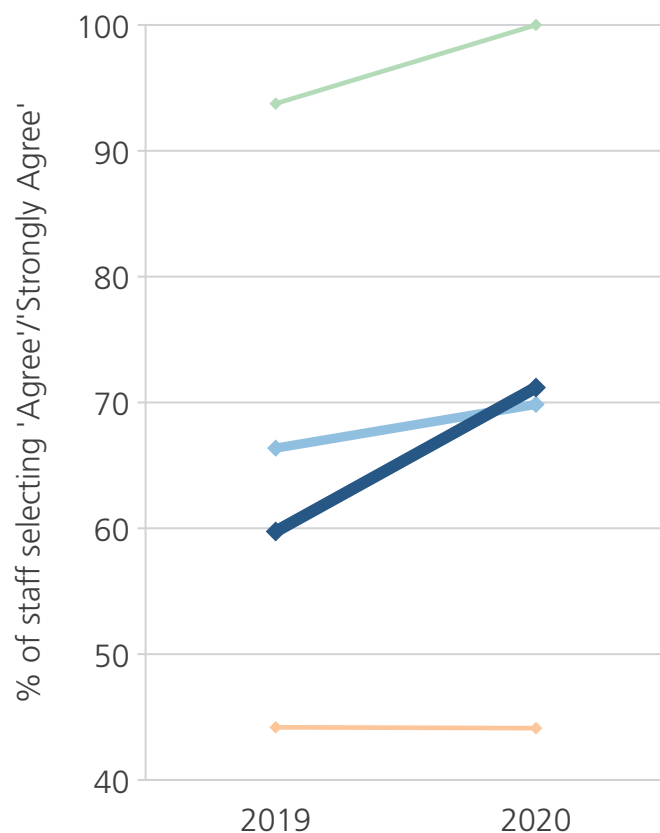
In the last 12 months how many times have you personally experienced physical violence at work from other colleagues?



Worst	2.9%	1.0%
Your org	0.0%	0.4%
Average	0.0%	0.0%
Best	0.0%	0.0%

### Q16a

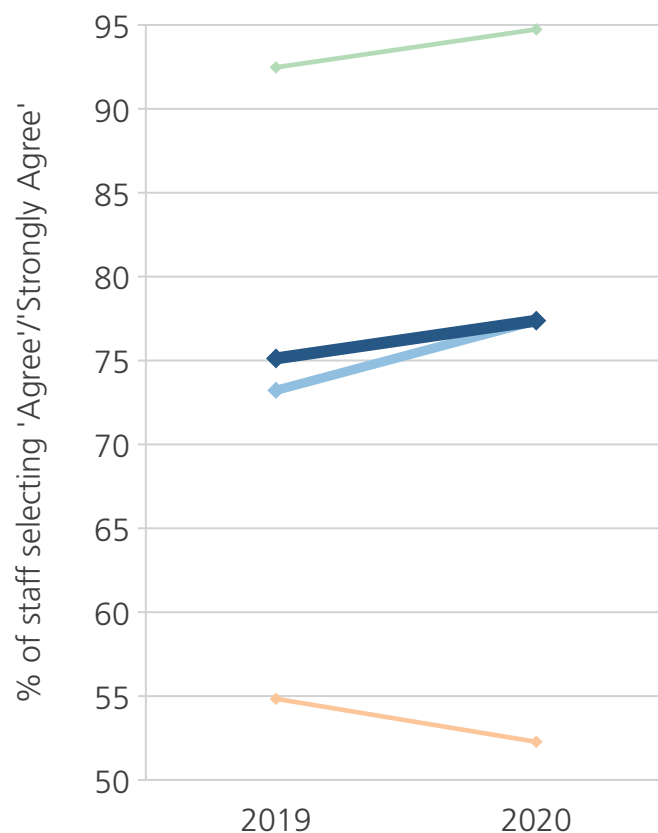
My organisation treats staff who are involved in an error, near miss or incident fairly



Best	93.8%	100.0%
Your org	59.7%	71.2%
Average	66.4%	69.8%
Worst	44.2%	44.1%

### Q16c

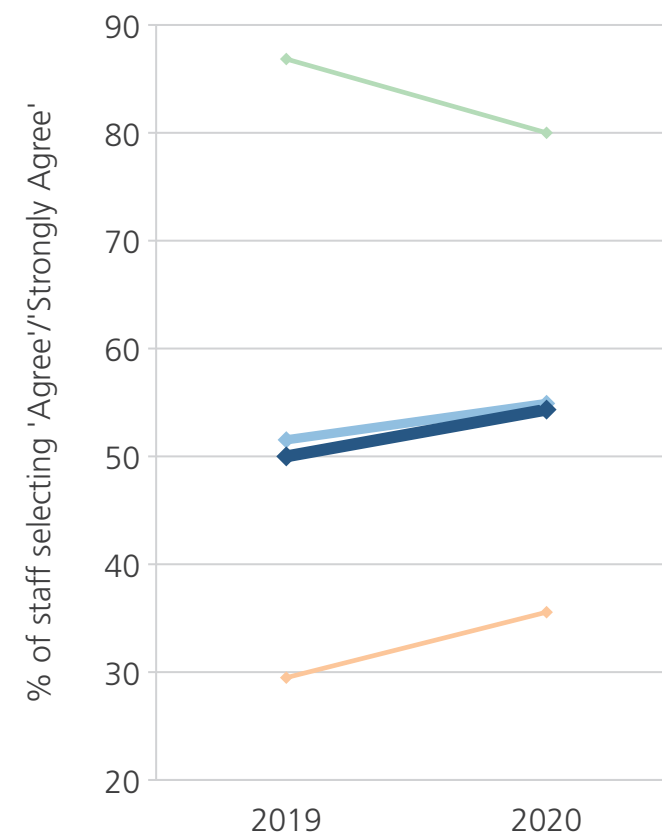
When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again



Best	92.5%	94.7%
Your org	75.1%	77.4%
Average	73.2%	77.4%
Worst	54.8%	52.3%

### Q16d

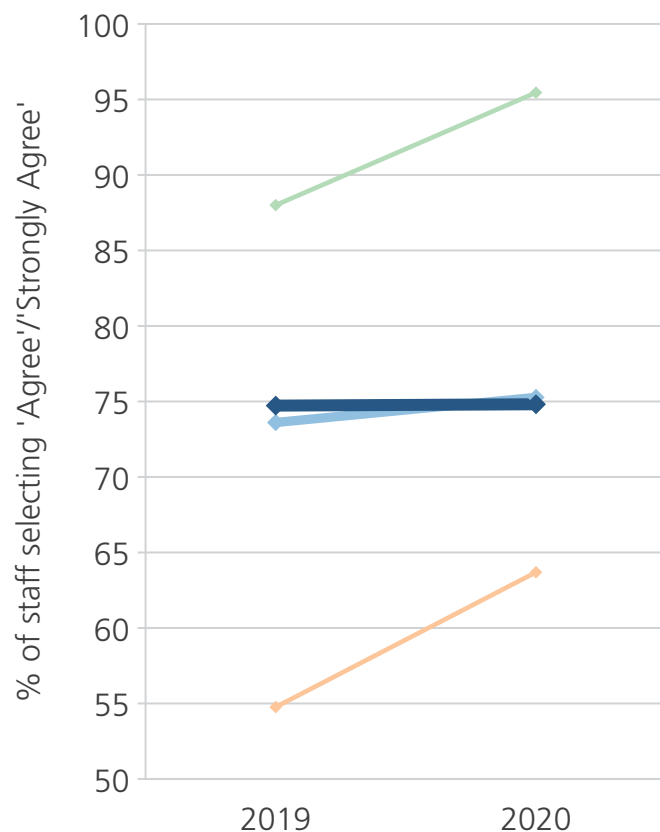
We are given feedback about changes made in response to reported errors, near misses and incidents



Best	86.8%	80.0%
Your org	50.0%	54.3%
Average	51.5%	54.9%
Worst	29.5%	35.6%

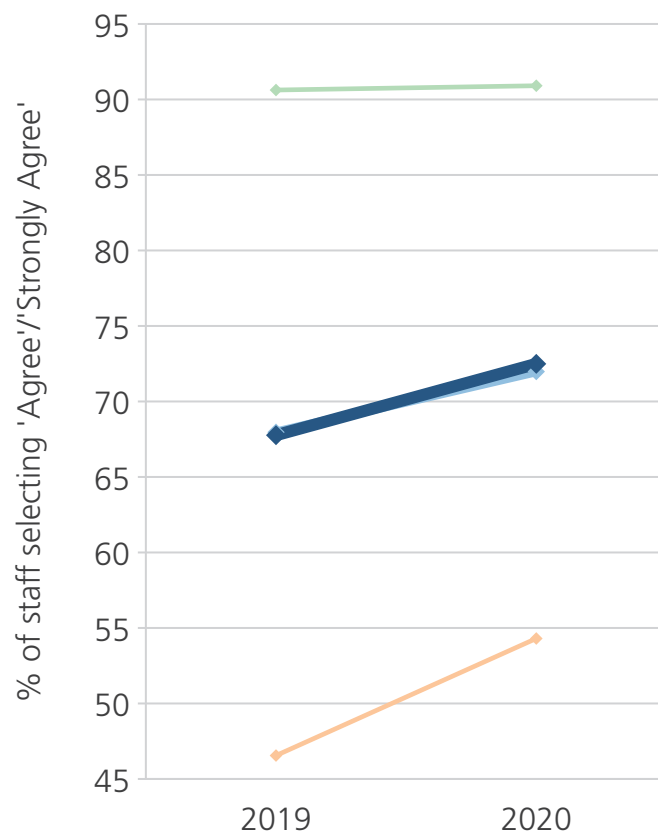
**Q17b**

I would feel secure raising concerns about unsafe clinical practice



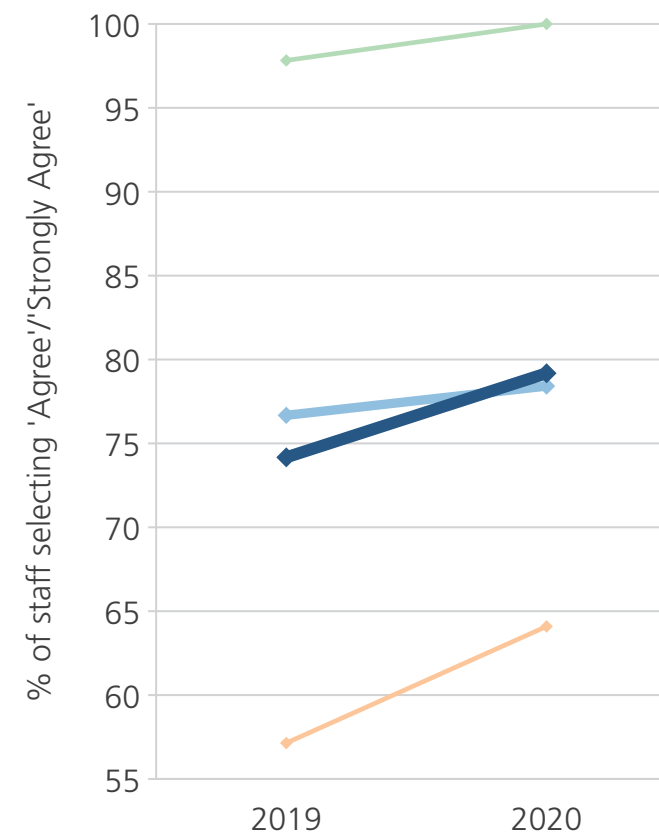
**Q17c**

I am confident that my organisation would address my concern



**Q18b**

My organisation acts on concerns raised by patients / service users



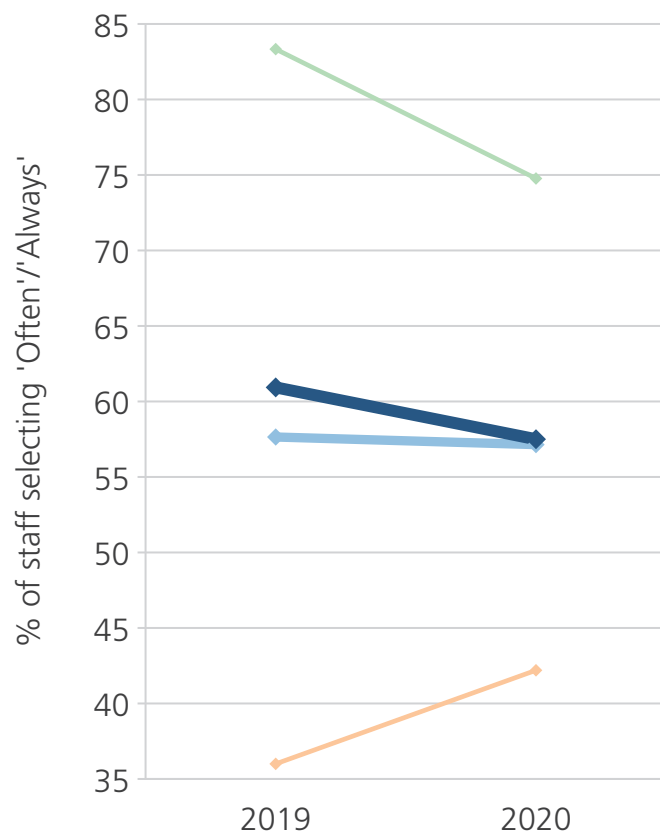
Best	88.0%	95.5%
Your org	74.7%	74.8%
Average	73.6%	75.3%
Worst	54.8%	63.7%

Best	90.6%	90.9%
Your org	67.8%	72.5%
Average	68.0%	72.0%
Worst	46.6%	54.3%

Best	97.8%	100.0%
Your org	74.2%	79.2%
Average	76.7%	78.4%
Worst	57.1%	64.1%

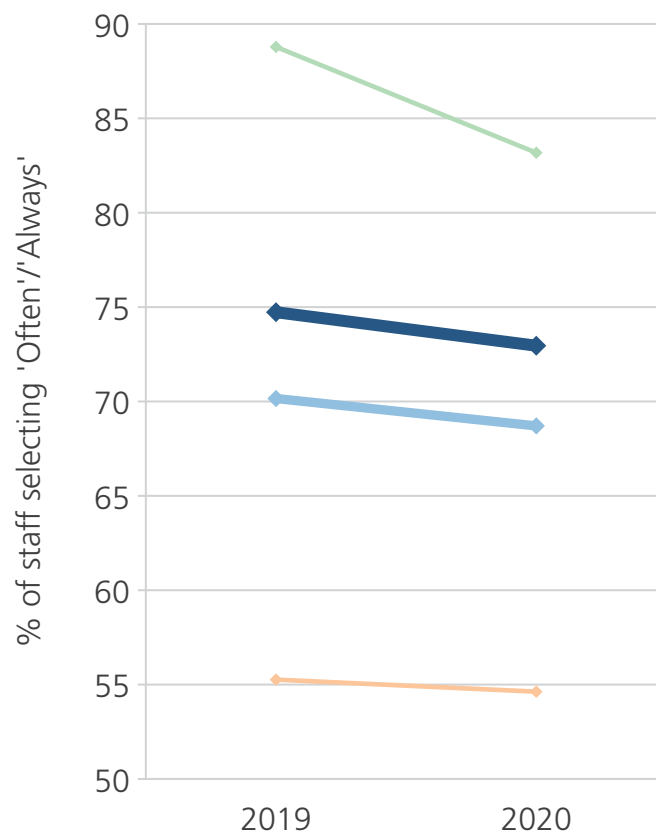
**Q2a**

I look forward to going to work



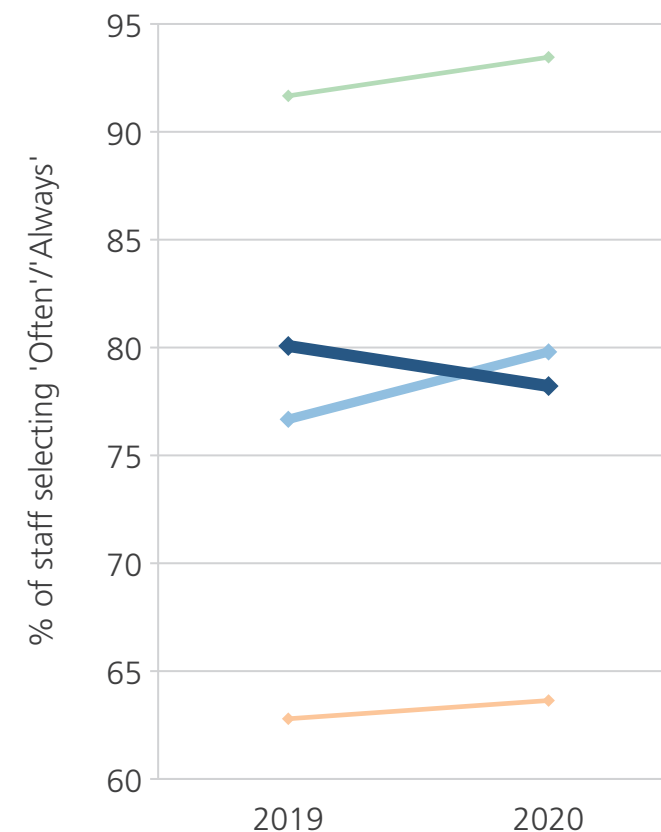
**Q2b**

I am enthusiastic about my job



**Q2c**

Time passes quickly when I am working



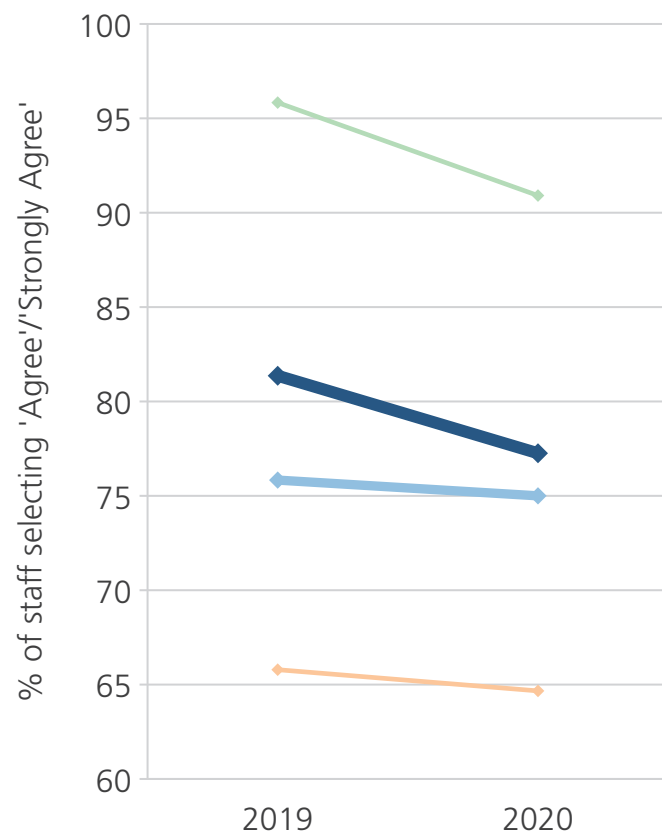
Best	83.3%	74.8%
Your org	60.9%	57.5%
Average	57.6%	57.1%
Worst	36.0%	42.2%

Best	88.8%	83.2%
Your org	74.7%	73.0%
Average	70.2%	68.7%
Worst	55.3%	54.6%

Best	91.7%	93.5%
Your org	80.1%	78.2%
Average	76.7%	79.8%
Worst	62.8%	63.6%

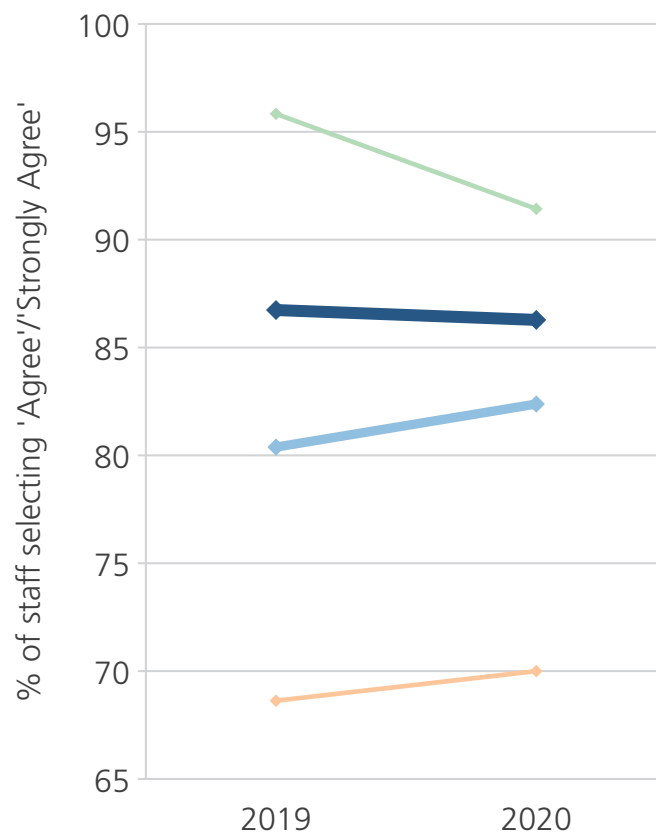
#### Q4a

There are frequent opportunities  
for me to show initiative in my role



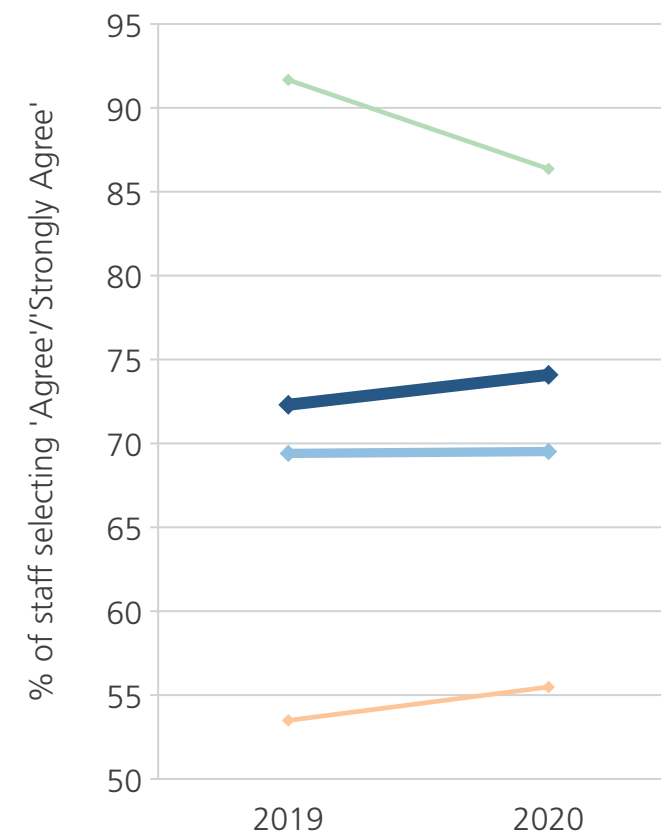
#### Q4b

I am able to make suggestions  
to improve the work of  
my team / department



#### Q4d

I am able to make improvements  
happen in my area of work



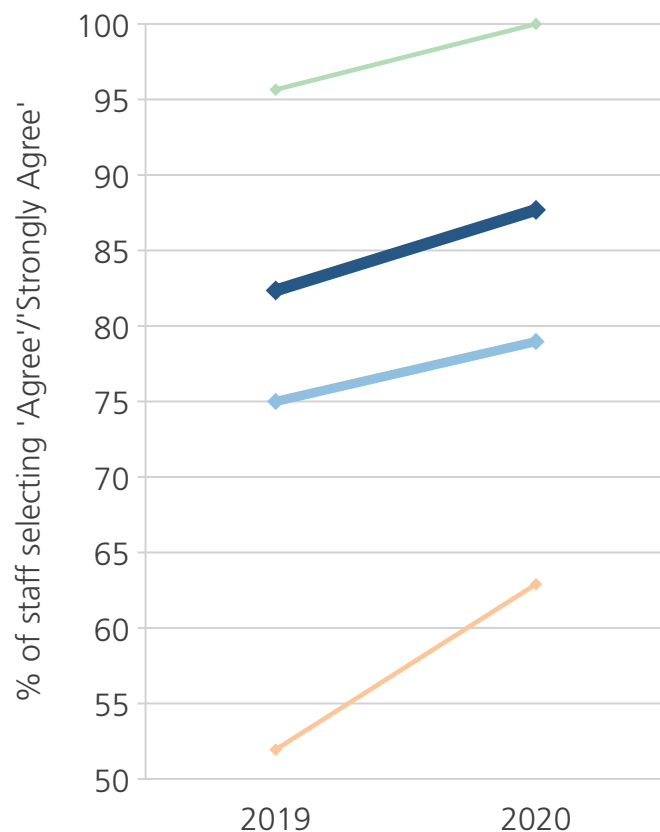
Best	95.8%	90.9%
Your org	81.4%	77.3%
Average	75.8%	75.0%
Worst	65.8%	64.7%

Best	95.8%	91.4%
Your org	86.7%	86.3%
Average	80.4%	82.4%
Worst	68.6%	70.0%

Best	91.7%	86.4%
Your org	72.3%	74.1%
Average	69.4%	69.5%
Worst	53.5%	55.5%

**Q18a**

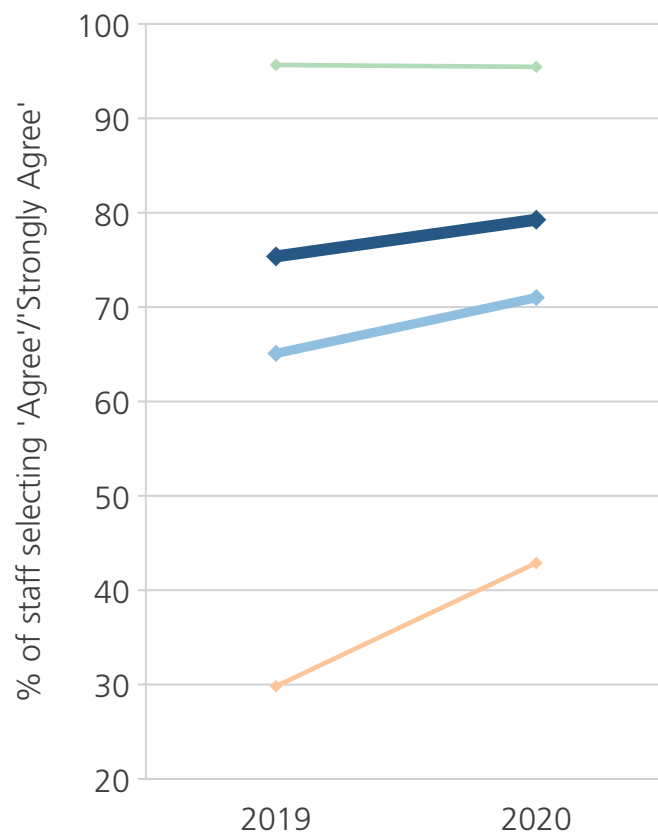
Care of patients / service users  
is my organisation's top priority



Best	95.7%	100.0%
Your org	82.4%	87.7%
Average	75.0%	79.0%
Worst	51.9%	62.9%

**Q18c**

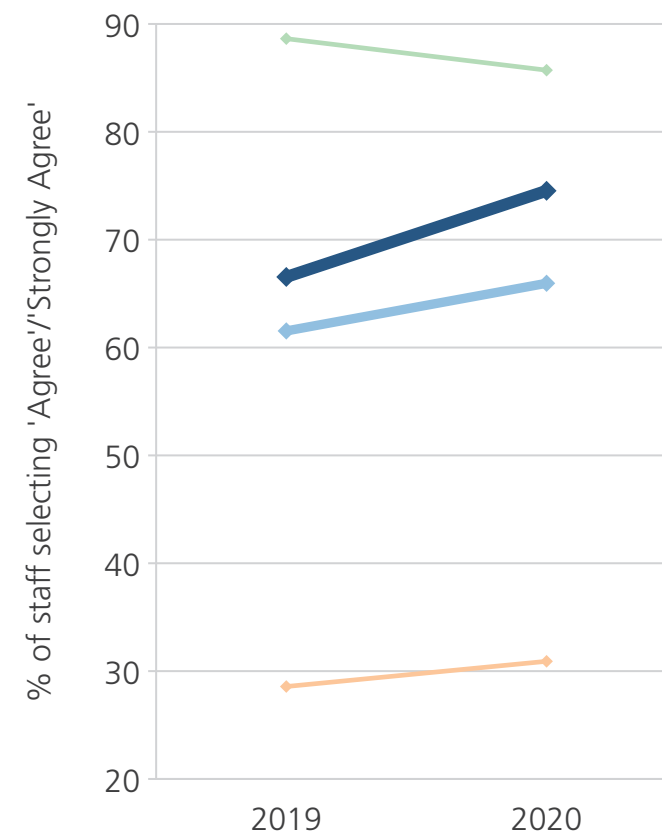
I would recommend my  
organisation as a place to work



Best	95.7%	95.5%
Your org	75.4%	79.3%
Average	65.1%	71.0%
Worst	29.8%	42.9%

**Q18d**

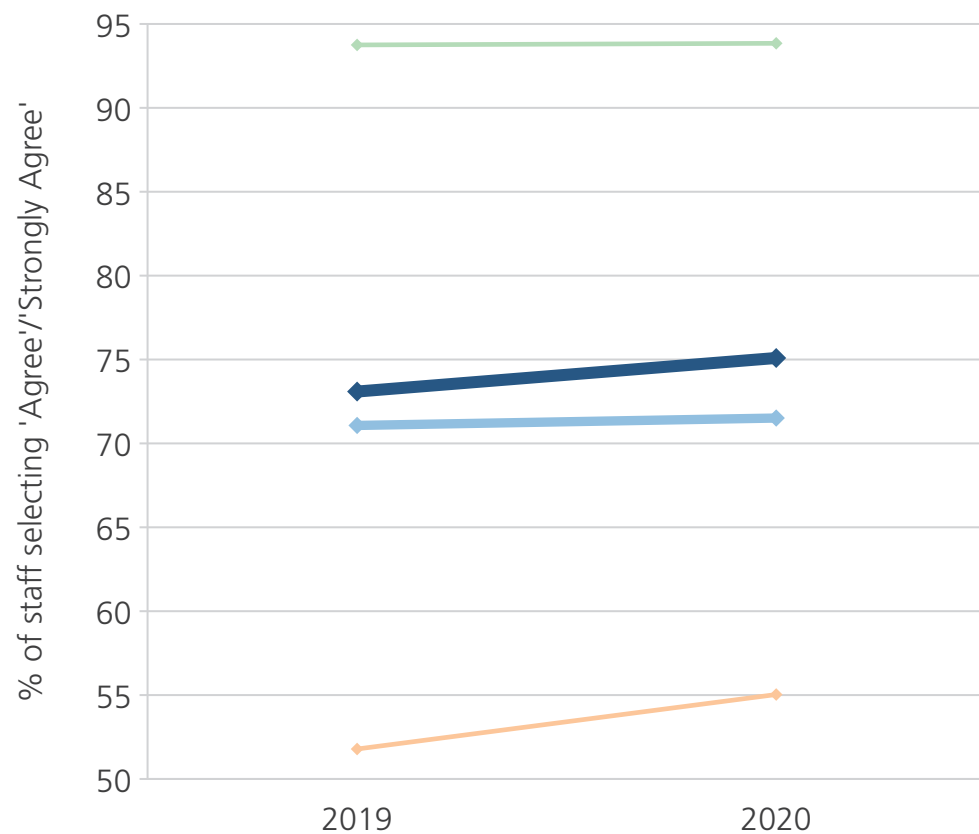
If a friend or relative needed treatment  
I would be happy with the standard  
of care provided by this organisation



Best	88.6%	85.7%
Your org	66.5%	74.5%
Average	61.5%	66.0%
Worst	28.6%	30.9%

#### Q4h

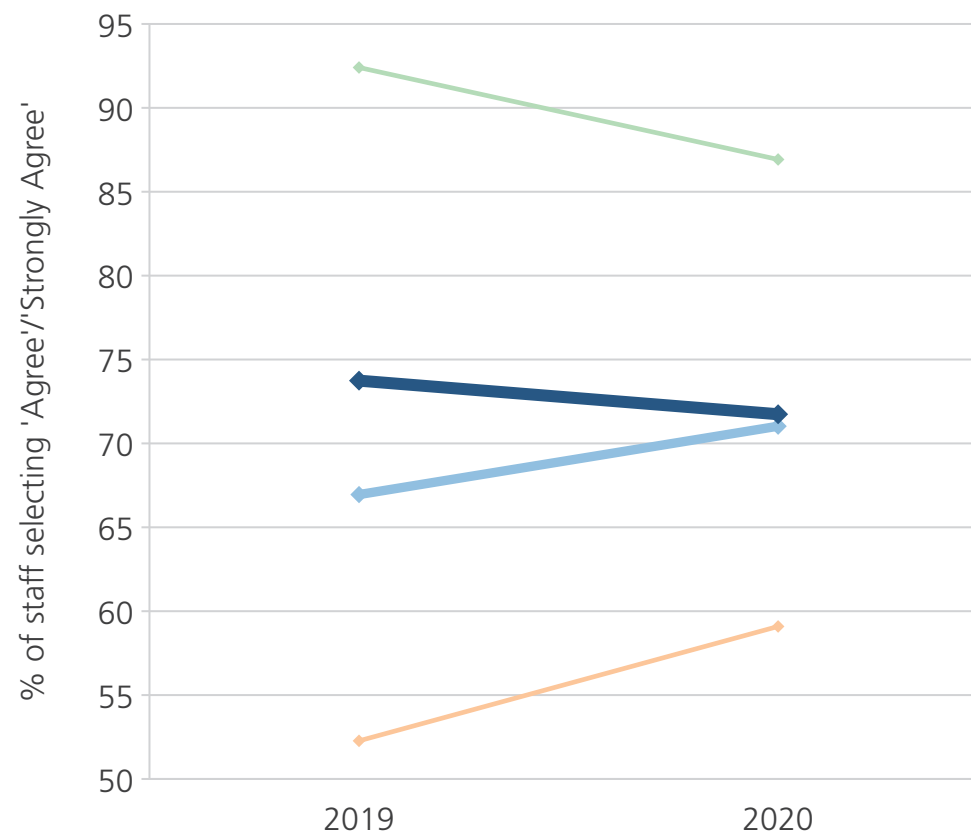
The team I work in has a set of shared objectives



Best	93.8%	93.8%
Your org	73.1%	75.1%
Average	71.1%	71.5%
Worst	51.8%	55.0%

#### Q4i

The team I work in often meets to discuss the team's effectiveness



Best	92.4%	86.9%
Your org	73.7%	71.7%
Average	67.0%	71.0%
Worst	52.3%	59.1%

# Workforce Equality Standards

NHS Leeds CCG

2020 NHS Staff Survey Results

This section contains data required for the NHS Staff Survey indicators used in the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES). Data presented in this section are unweighted.

Full details of how the data are calculated are included in the Technical Document, available to download from our [results website](#).

## Workforce Race Equality Standard (WRES)

- This contains data for each organisation required for the NHS Staff Survey indicators used in the Workforce Race Equality Standard (WRES). It includes the 2017, 2018 and 2019 trust/CCG and benchmarking group median results for q13a, q13b&c combined, q14, and q15b split by ethnicity (by white / BME staff).

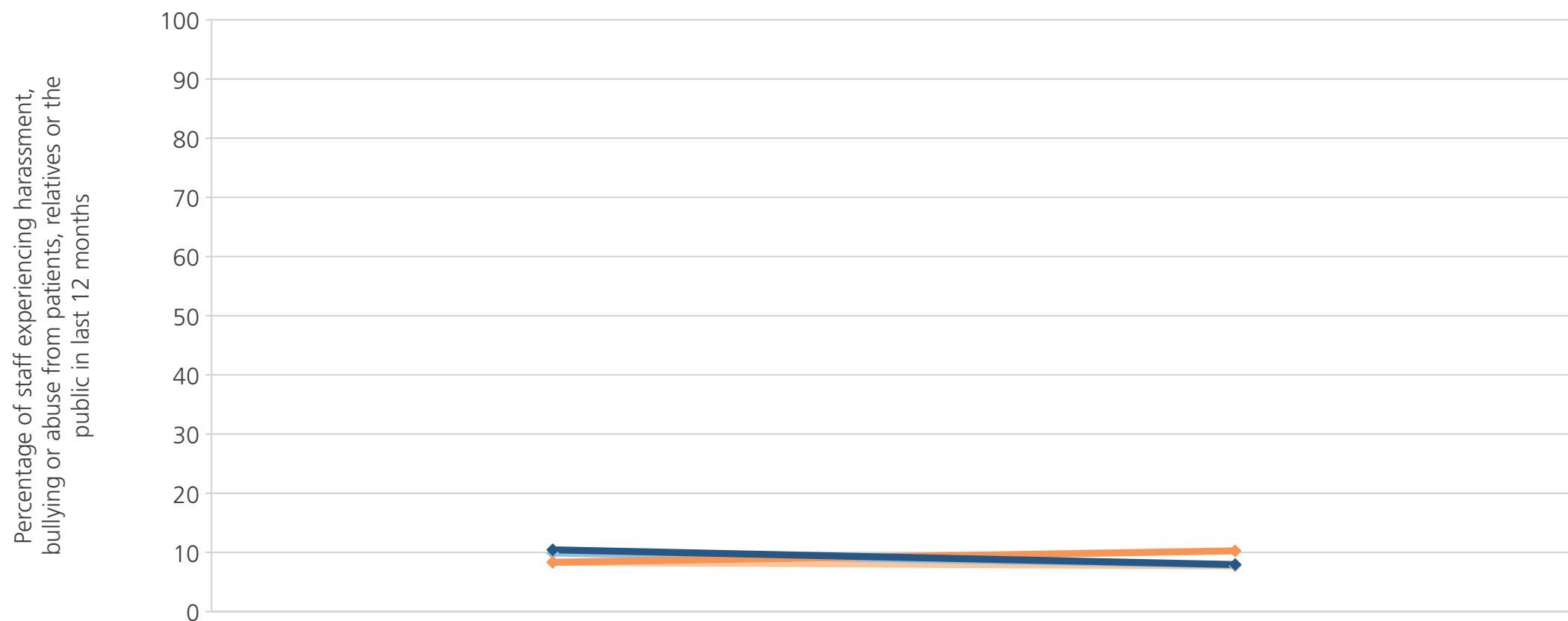
## Workforce Disability Equality Standard (WDES)

- This contains data for each organisation required for the NHS Staff Survey indicators used in the Workforce Disability Equality Standard (WDES). It includes the 2018 and 2019 trust/CCG and benchmarking group median results for q5f, q11e, q13a-d, and q14 split by staff with a long lasting health condition or illness compared to staff without a long lasting health condition or illness. It also shows results for q26b (for staff with a long lasting health condition or illness only), and the staff engagement score for staff with a long lasting health condition or illness, compared to staff without a long lasting health condition or illness and the overall engagement score for the organisation.
- The WDES breakdowns are based on the responses to q26a ***Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?*** In 2020, the question text was shortened and the word 'disabilities' was removed but the question and WDES results still remain historically comparable.

# Workforce Race Equality Standard (WRES)

NHS Leeds CCG

2020 NHS Staff Survey Results



	2019	2020
<b>White: Your org</b>	10.4%	7.9%
<b>BME: Your org</b>	8.3%	10.3%
<b>White: Average</b>	9.9%	7.9%
<b>BME: Average</b>	8.3%	7.7%

**White: Responses**

230

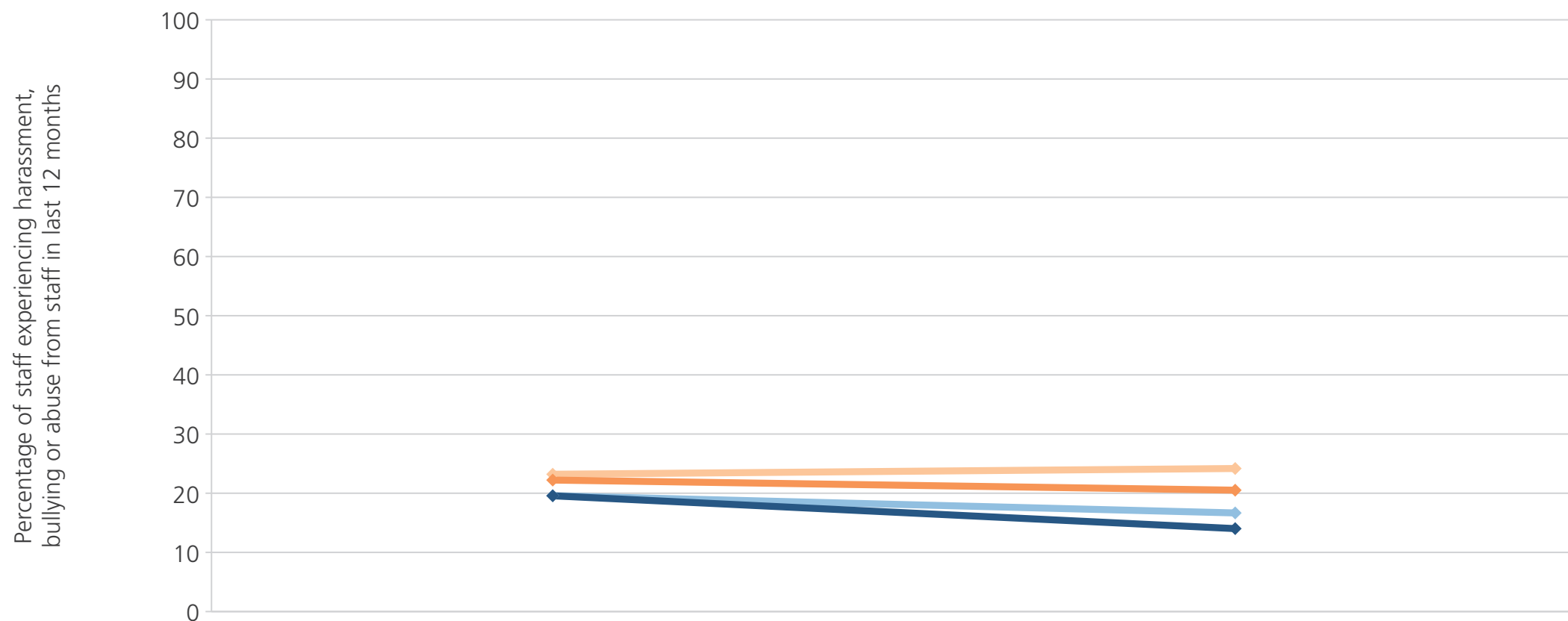
214

**BME: Responses**

36

39

Average calculated as the median for the benchmark group



	2019	2020
<b>White: Your org</b>	19.6%	14.0%
<b>BME: Your org</b>	22.2%	20.5%
<b>White: Average</b>	19.6%	16.7%
<b>BME: Average</b>	23.2%	24.2%

**White: Responses**

**230**

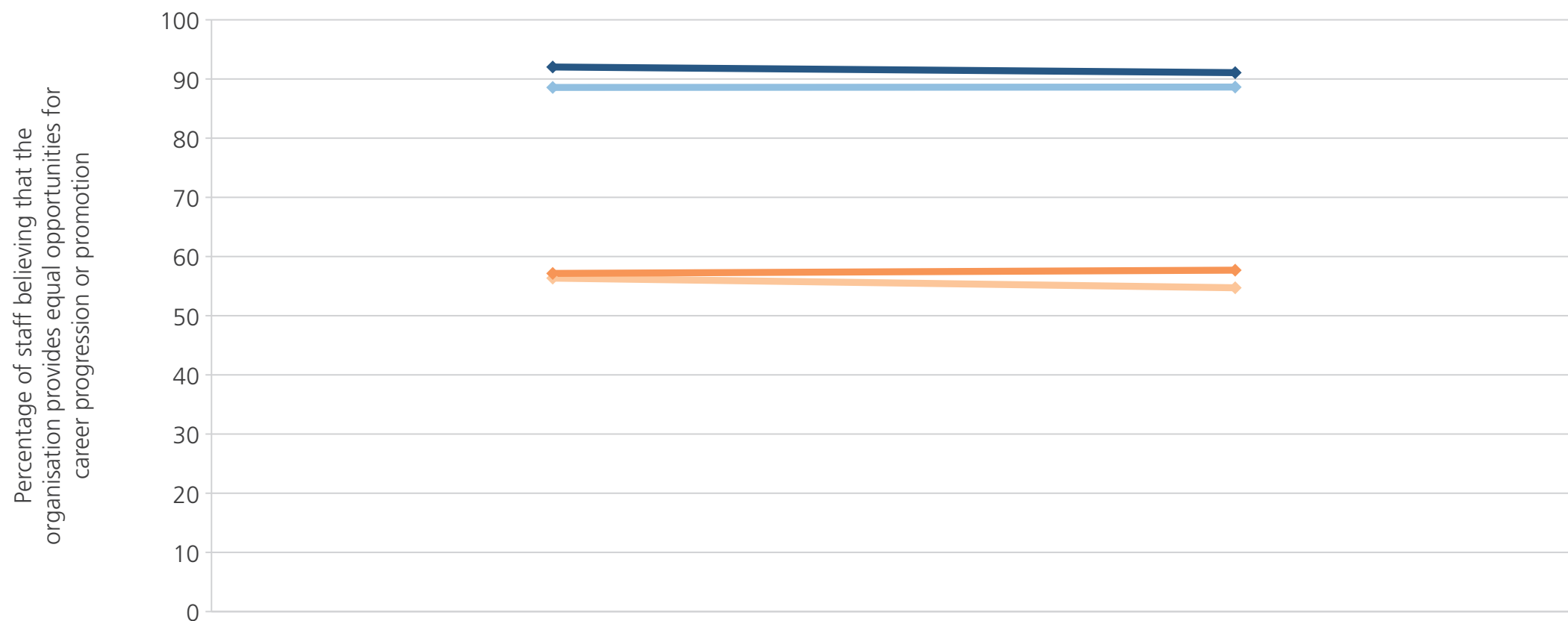
**214**

**BME: Responses**

**36**

**39**

Average calculated as the median for the benchmark group



	2019	2020
White: Your org	92.0%	91.1%
BME: Your org	57.1%	57.7%
White: Average	88.6%	88.6%
BME: Average	56.3%	54.7%

White: Responses

163

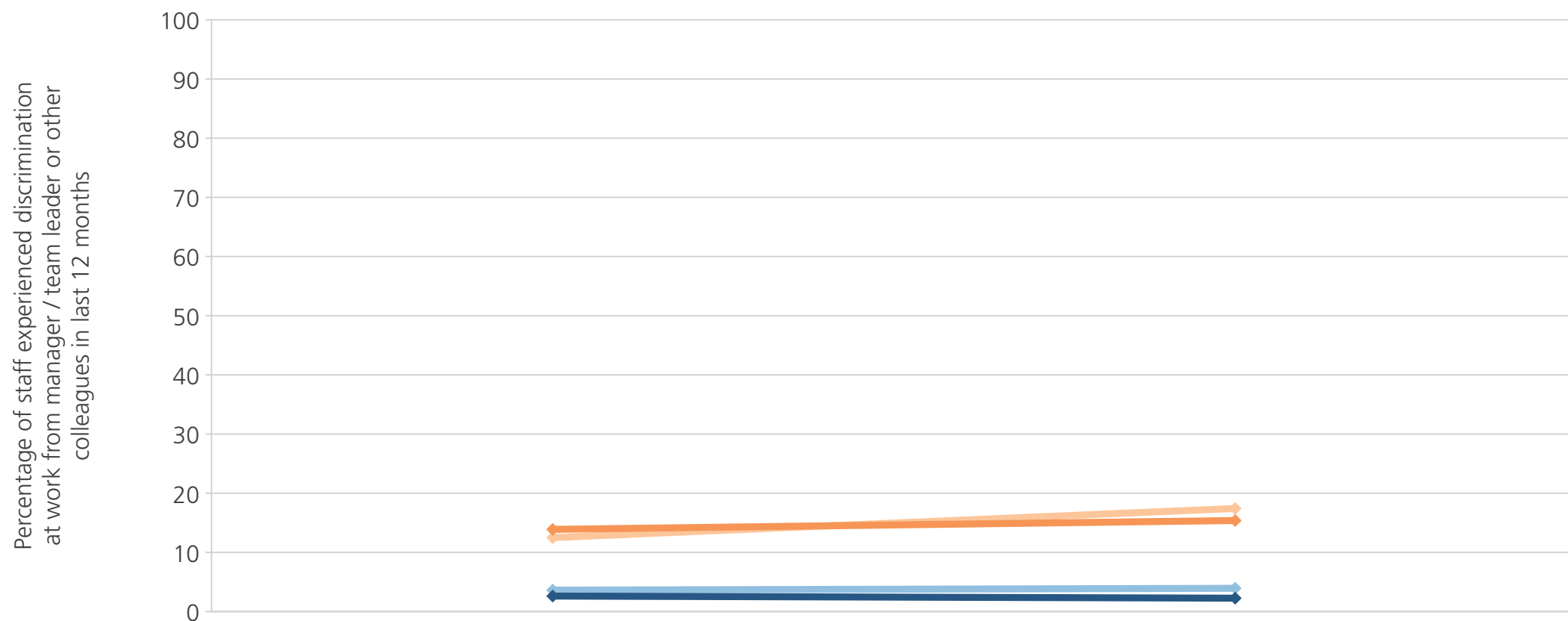
168

BME: Responses

21

26

Average calculated as the median for the benchmark group



	2019	2020
<b>White: Your org</b>	2.6%	2.3%
<b>BME: Your org</b>	13.9%	15.4%
<b>White: Average</b>	3.6%	3.9%
<b>BME: Average</b>	12.5%	17.4%

**White: Responses**

229

221

**BME: Responses**

36

39

Average calculated as the median for the benchmark group

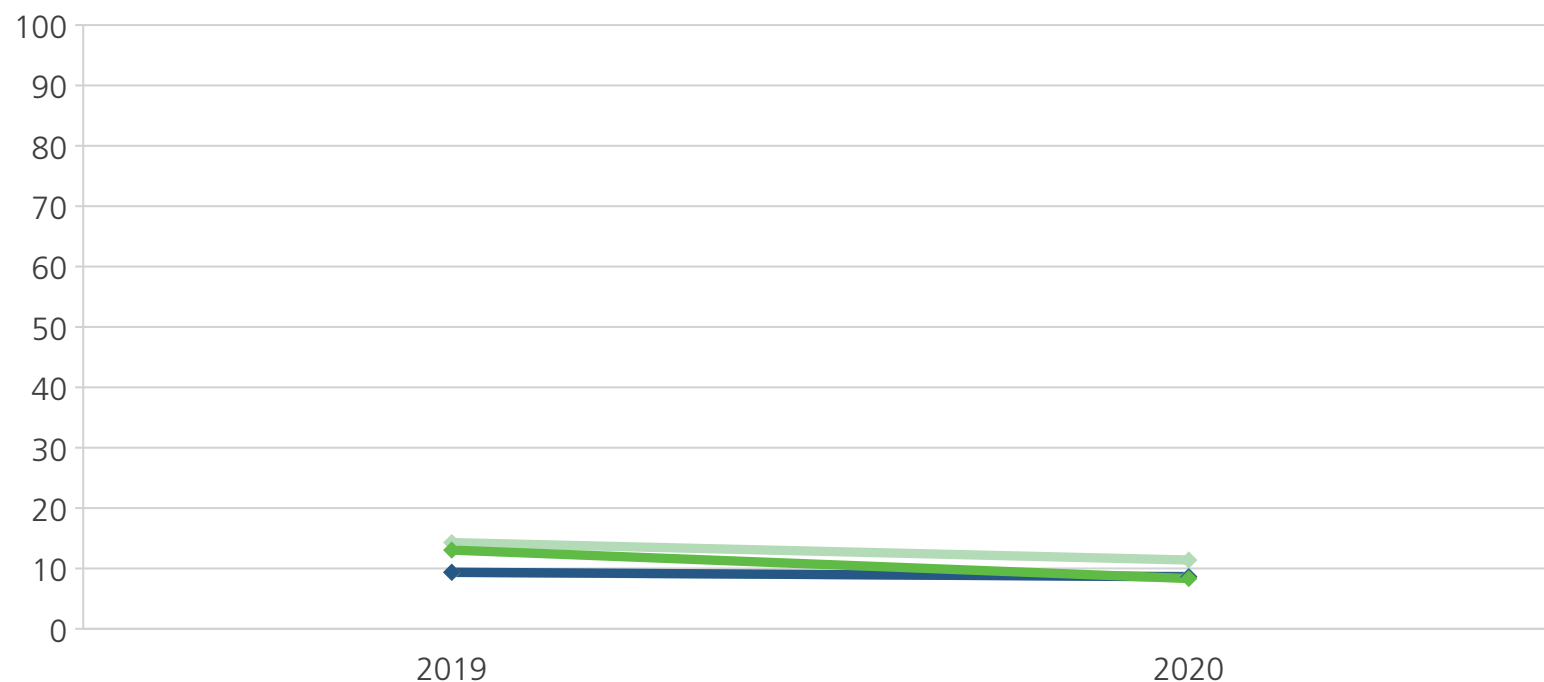
# Workforce Disability Equality Standard (WDES)

The approach to calculating the benchmark median scores and the way in which the data for Q13d are reported has changed this year. These changes have been applied retrospectively so historical data shown in the average calculations and all figures for Q13d are comparable. However, these figures are not directly comparable to the results reported in previous years. For more details please see the [technical document](#).

NHS Leeds CCG

2020 NHS Staff Survey Results

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



Staff with a LTC or illness: Your org	13.0%	8.3%
Staff without a LTC or illness: Your org	9.4%	8.6%
Staff with a LTC or illness: Average	14.3%	11.4%
Staff without a LTC or illness: Average	9.3%	8.7%

Staff with a LTC or illness: Responses

46

48

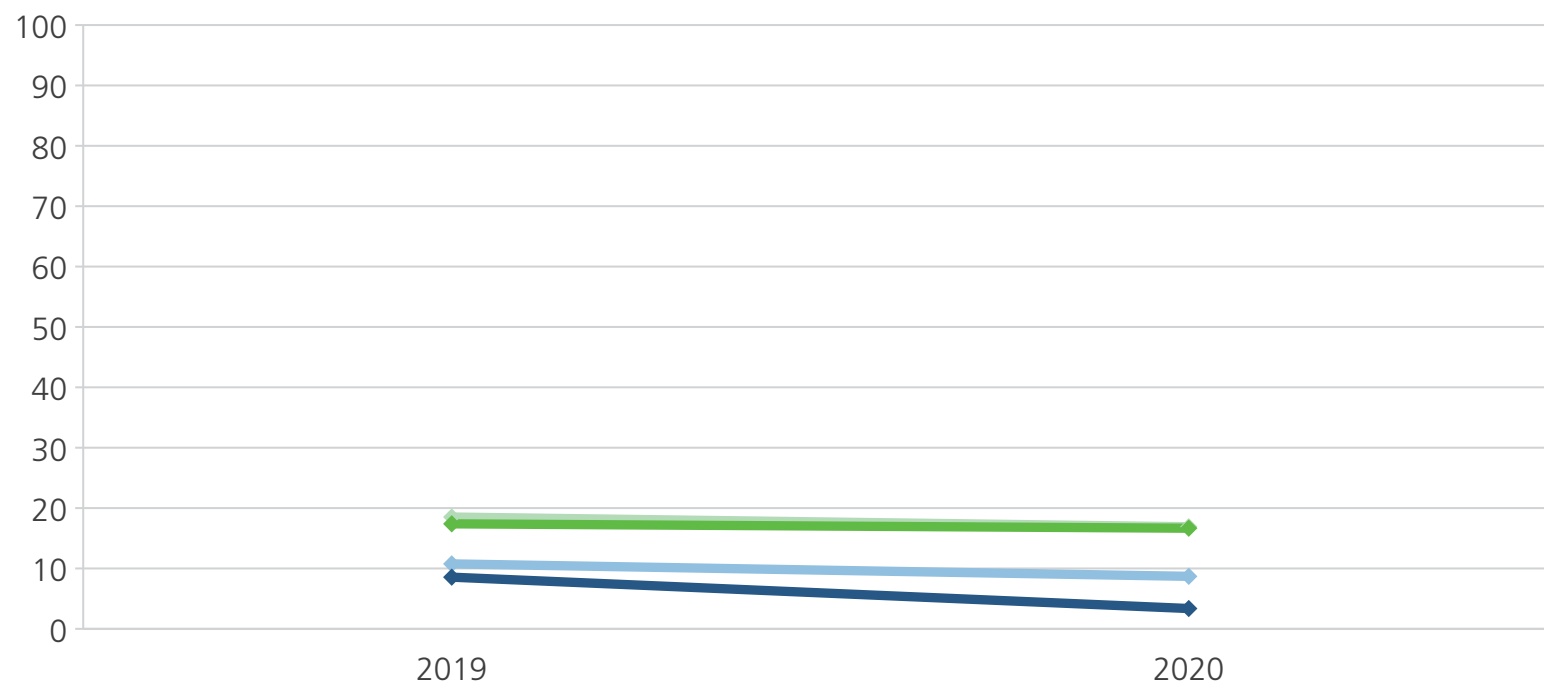
Staff without a LTC or illness: Responses

224

209

Average calculated as the median for the benchmark group

Percentage of staff experiencing  
harassment, bullying or abuse  
from manager in last 12 months



Staff with a LTC or illness: Your org	17.4%	16.7%
Staff without a LTC or illness: Your org	8.6%	3.4%
Staff with a LTC or illness: Average	18.5%	16.9%
Staff without a LTC or illness: Average	10.8%	8.7%

**Staff with a LTC or illness: Responses**

46

48

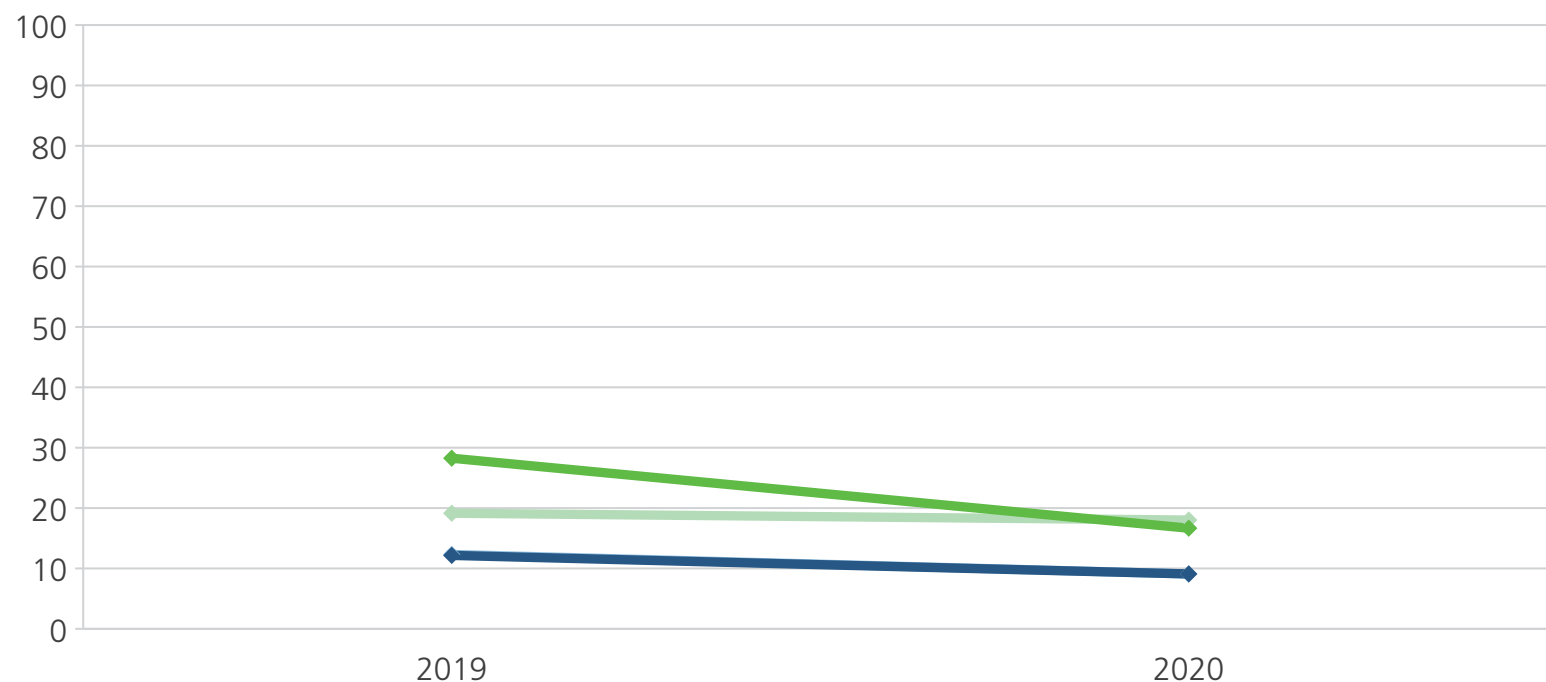
**Staff without a LTC or illness: Responses**

222

208

Average calculated as the median for the benchmark group

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months



Staff with a LTC or illness: Your org	28.3%	16.7%
Staff without a LTC or illness: Your org	12.2%	9.1%
Staff with a LTC or illness: Average	19.1%	18.0%
Staff without a LTC or illness: Average	12.3%	9.1%

Staff with a LTC or illness: Responses

46

48

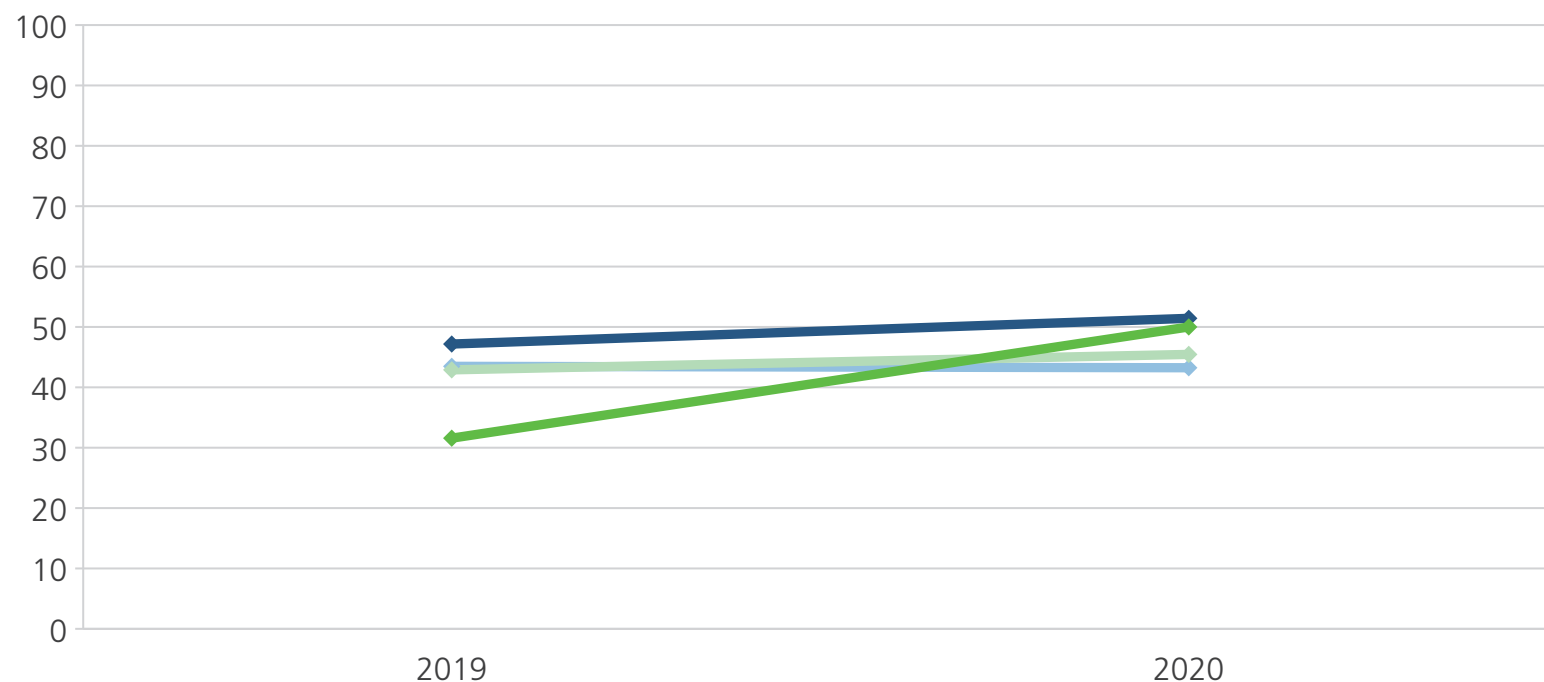
Staff without a LTC or illness: Responses

222

209

Average calculated as the median for the benchmark group

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it



Staff with a LTC or illness: Your org	31.6%	50.0%
Staff without a LTC or illness: Your org	47.2%	51.4%
Staff with a LTC or illness: Average	42.9%	45.5%
Staff without a LTC or illness: Average	43.5%	43.2%

Staff with a LTC or illness: Responses

19

14

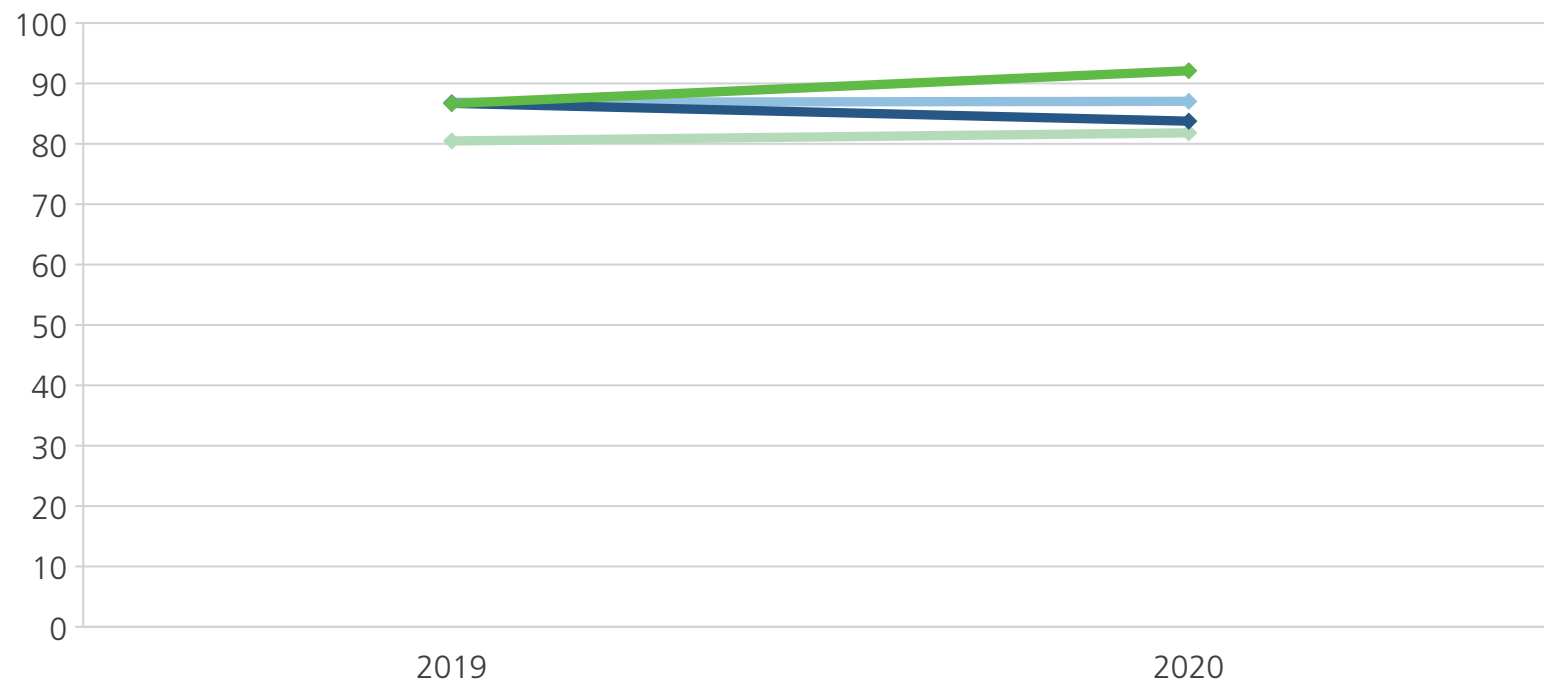
Staff without a LTC or illness: Responses

53

35

Average calculated as the median for the benchmark group

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion



Staff with a LTC or illness: Your org	86.7%	92.1%
Staff without a LTC or illness: Your org	86.7%	83.8%
Staff with a LTC or illness: Average	80.5%	81.8%
Staff without a LTC or illness: Average	86.9%	87.0%

**Staff with a LTC or illness: Responses**

30

38

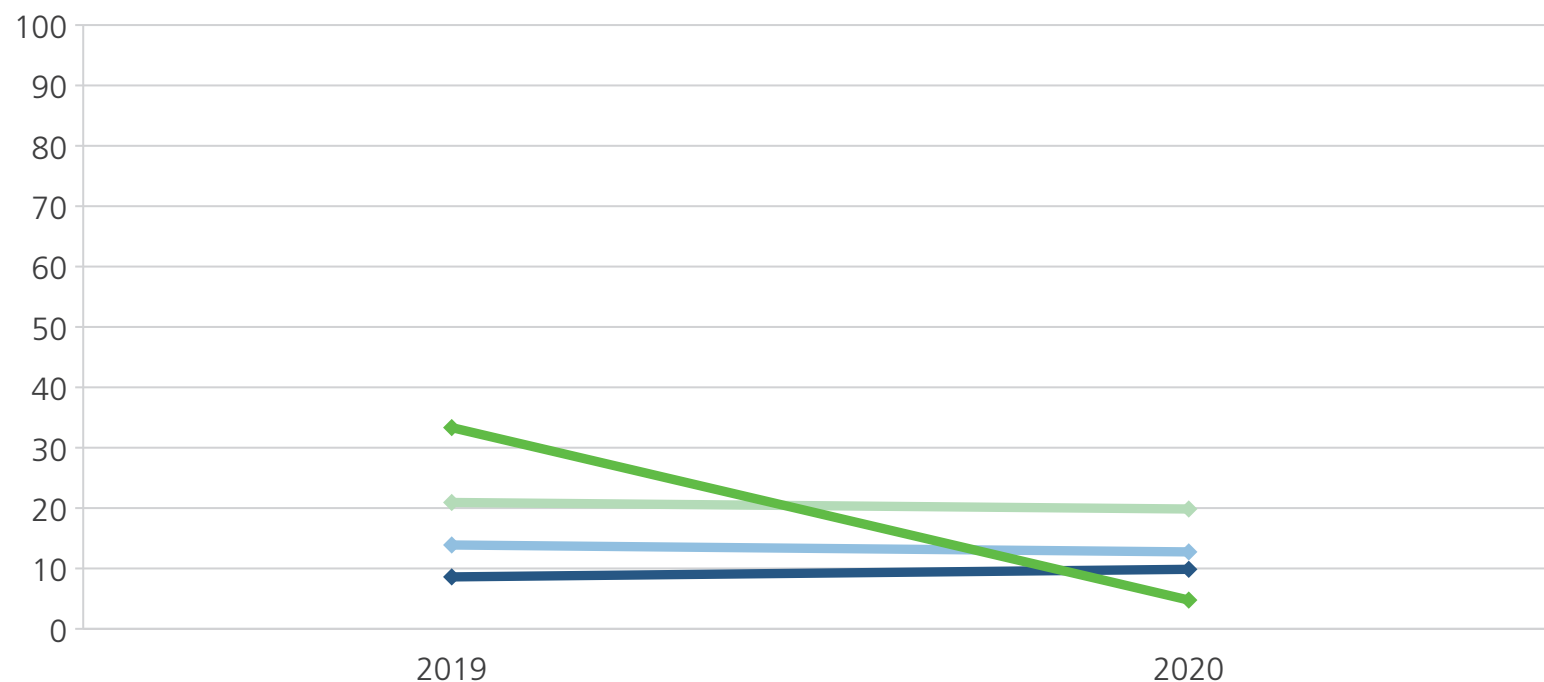
**Staff without a LTC or illness: Responses**

158

160

Average calculated as the median for the benchmark group

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties



<b>Staff with a LTC or illness: Your org</b>	33.3%	4.8%
<b>Staff without a LTC or illness: Your org</b>	8.6%	9.9%
<b>Staff with a LTC or illness: Average</b>	20.9%	19.8%
<b>Staff without a LTC or illness: Average</b>	13.9%	12.7%

**Staff with a LTC or illness: Responses**

24

21

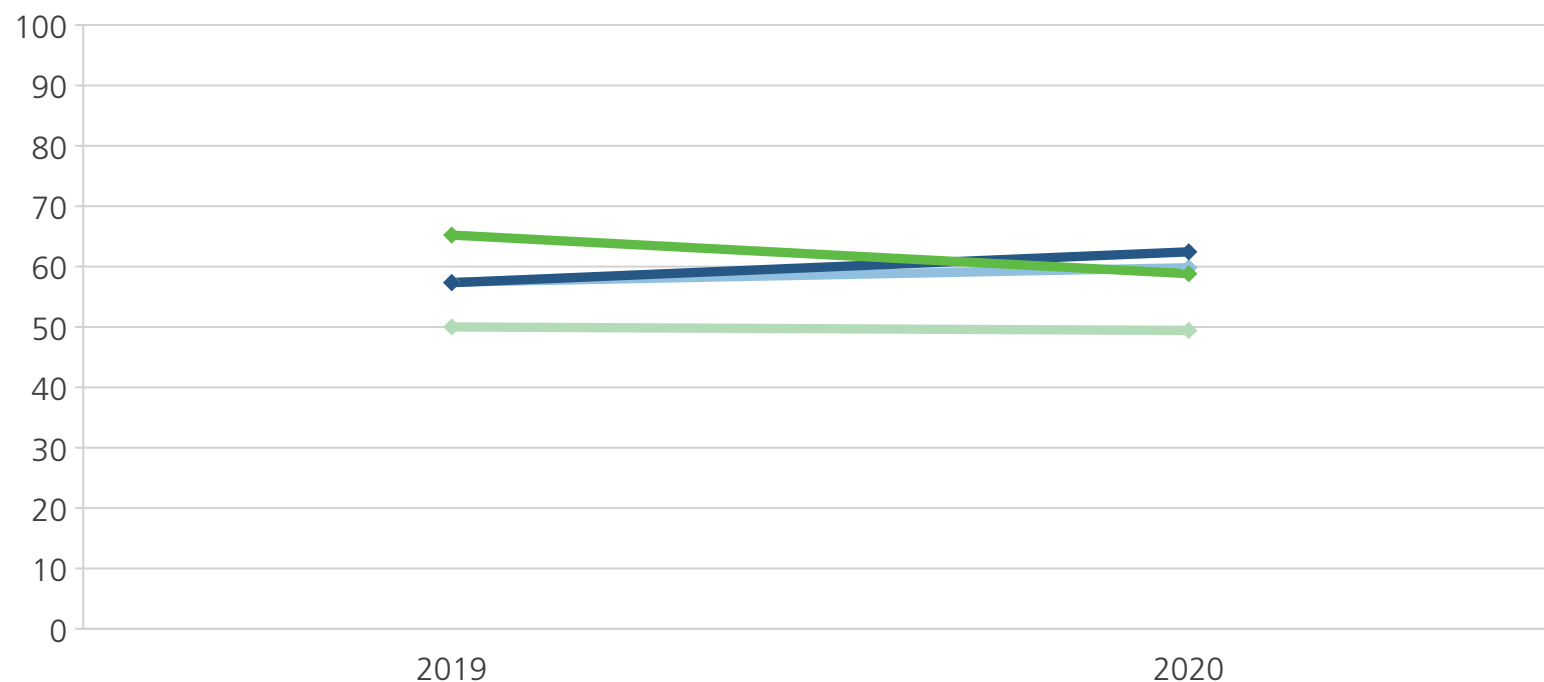
**Staff without a LTC or illness: Responses**

93

71

Average calculated as the median for the benchmark group

Percentage of staff satisfied with  
the extent to which their  
organisation values their work



Staff with a LTC or illness: Your org	65.2%	58.8%
Staff without a LTC or illness: Your org	57.3%	62.4%
Staff with a LTC or illness: Average	50.0%	49.4%
Staff without a LTC or illness: Average	57.4%	59.8%

Staff with a LTC or illness: Responses

46

51

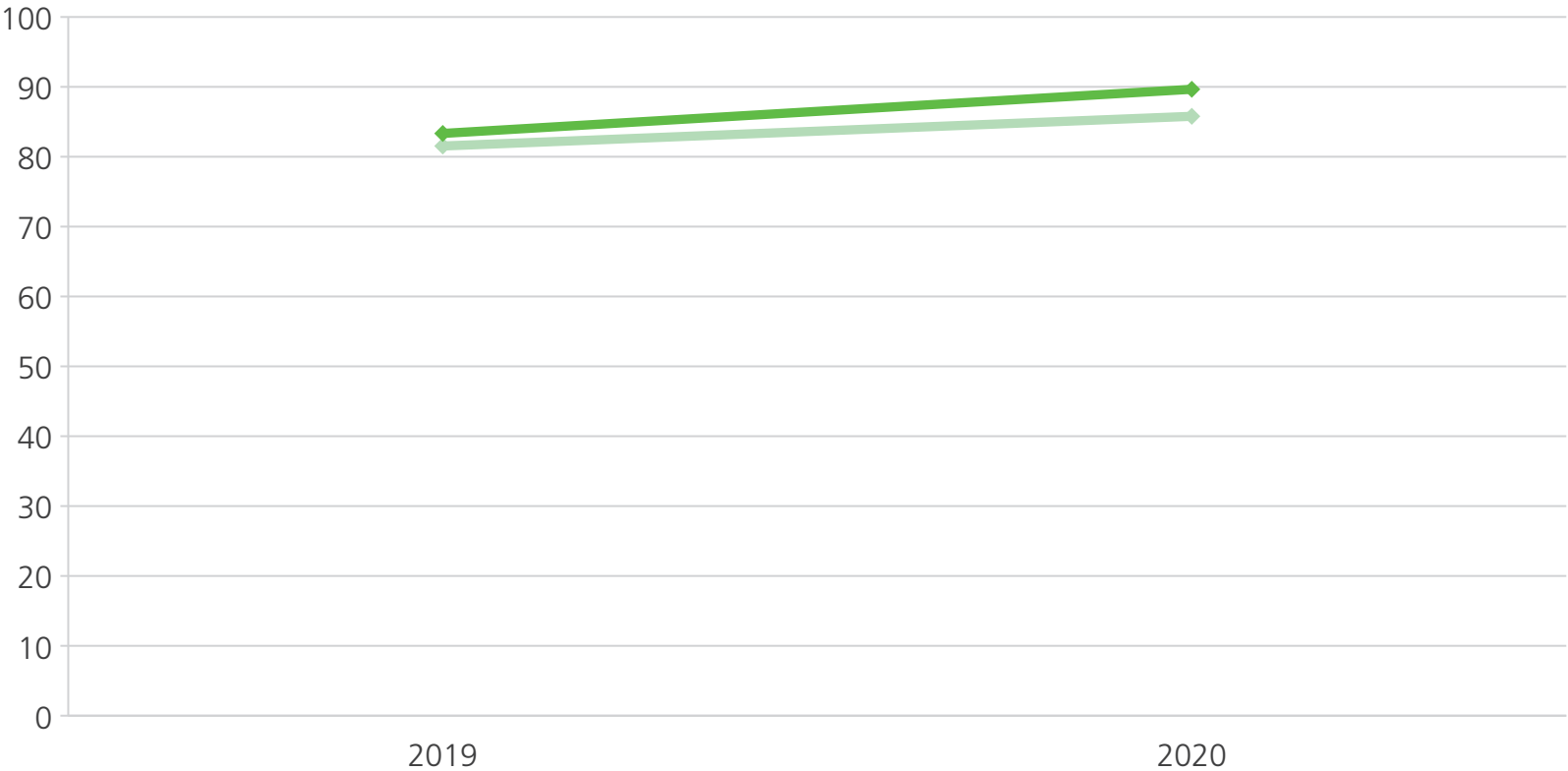
Staff without a LTC or illness: Responses

225

213

Average calculated as the median for the benchmark group

Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work



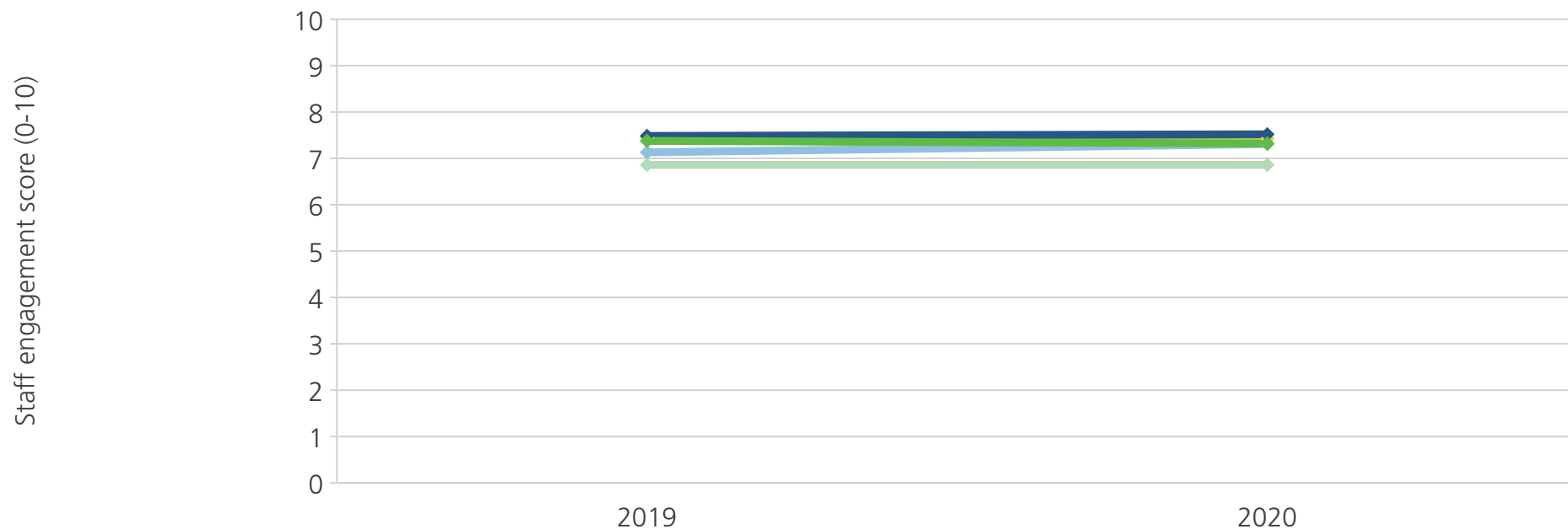
Staff with a LTC or illness: Your org	83.3%	89.7%
Staff with a LTC or illness: Average	81.5%	85.8%

Staff with a LTC or illness: Responses

30

29

Average calculated as the median for the benchmark group

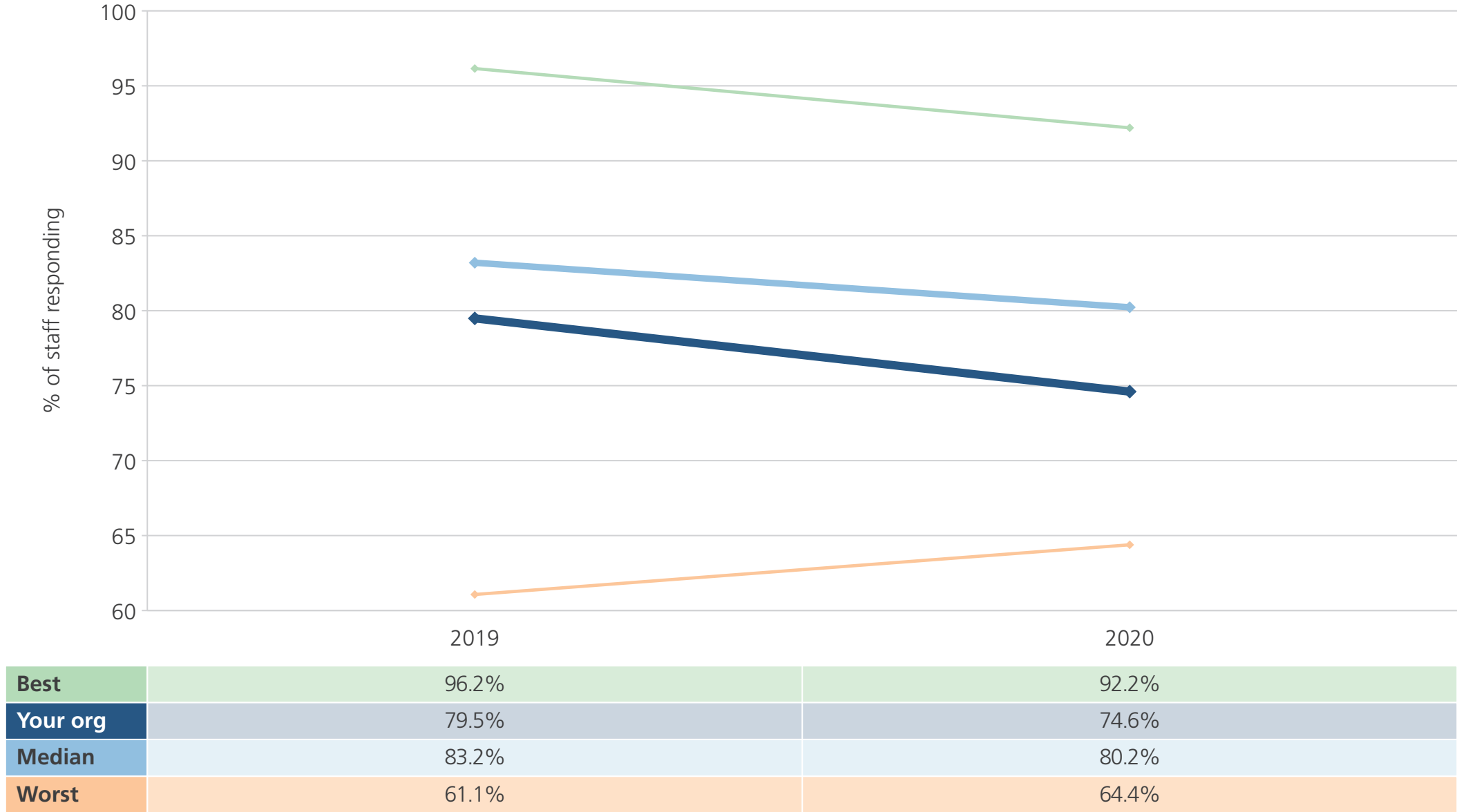


Organisation average	2019	2020
Staff with a LTC or illness: Your org	7.4	7.3
Staff without a LTC or illness: Your org	7.5	7.5
Staff with a LTC or illness: Average	6.9	6.9
Staff without a LTC or illness: Average	7.1	7.3
Organisation Responses	278	277
Staff with a LTC or illness: Responses	46	52
Staff without a LTC or illness: Responses	225	213

Average calculated as the median for the benchmark group

# Appendices

# Appendix A: Response rate



# Appendix B: Significance testing - 2019 v 2020 theme results

NHS Leeds CCG

2020 NHS Staff Survey Results

The table below presents the results of significance testing conducted on this year's theme scores and those from last year\*. It details the organisation's theme scores for both years and the number of responses each of these are based on.

The final column contains the outcome of the significance testing: ↑ indicates that the 2020 score is significantly higher than last year's, whereas ↓ indicates that the 2020 score is significantly lower. If there is no statistically significant difference, you will see 'Not significant'. When there is no comparable data from the past survey year, you will see 'N/A'.

Theme	2019 score	2019 respondents	2020 score	2020 respondents	Statistically significant change?
Equality, diversity & inclusion	<b>9.4</b>	273	<b>9.4</b>	272	Not significant
Health & wellbeing	<b>6.9</b>	276	<b>7.2</b>	273	Not significant
Immediate managers †	<b>7.7</b>	275	<b>7.7</b>	273	Not significant
Morale	<b>6.6</b>	272	<b>6.6</b>	270	Not significant
Quality of care	<b>7.3</b>	149	<b>7.3</b>	147	Not significant
Safe environment - Bullying & harassment	<b>8.8</b>	273	<b>9.1</b>	265	Not significant
Safe environment - Violence	<b>10.0</b>	275	<b>9.9</b>	273	Not significant
Safety culture	<b>6.9</b>	272	<b>7.0</b>	270	Not significant
Staff engagement	<b>7.5</b>	278	<b>7.4</b>	277	Not significant
Team working	<b>7.1</b>	274	<b>7.1</b>	273	Not significant

\* Statistical significance is tested using a two-tailed t-test with a 95% level of confidence.

† The calculation for the immediate managers theme has changed this year due to the omission of one of the questions which previously contributed to the theme. This change has been applied retrospectively so data for 2016-2020 shown in this table are comparable. However, these figures are not directly comparable to the results reported in previous years. For more details please see the [technical document](#).