Staff Health and Wellbeing Survey



## Introduction

As part of our drive to be a Better Workplace we firmly believe that the health and wellbeing of our workforce is key. We know the last few years has been particularly challenging for everyone and we introduced a range of initiatives and support mechanisms to support you.

The Staff Health Strategy was updated to reflect these actions however it is key that we hear from you to help us continually improve our approach to staff health and wellbeing. We are keen to know about your awareness of the Strategy, the impact it has and any suggestions you want to make to improve our approach for the future. As part of our strategy we have worked with stakeholders to develop this questionnaire to enable us to gain as much information as we can to help us develop the next action plan. We ask that you complete this questionnaire and help us shape the future.

All responses to the questionnaire are confidential and anonymised.

## The closing date for this survey is Friday October 28th

Filling out this questionnaire, including the equality monitoring questions, helps us to show that we are involving staff in a way that is fair for all. We only use the information you give us to look at the types of people that we have included and we don’t need to know your name or details

We aim to share findings of this survey with you in the **Core Brief** and we will publish the final report on our **Staff Health Strategy, Staff Support and Wellbeing web page**.

If you would like to find out more information about Staff Support and Wellbeing please [**click here**](https://www.nhsggc.scot/staff-recruitment/staff-support-and-wellbeing/)



A prize of a year’s free membership to the Glasgow Club has generously been supplied by Staff Benefits and Glasgow Life and is available to all individuals completing the staff health survey. You can also check out discounted membership for the club by using this link: [**Click here**](https://www.nhsstaffbenefits.co.uk/deal/glasgow-club-nhs-discount)

We also have the opportunity to win one of two £50 Love to Shop voucher cards.

The opportunity to enter the prize draw will come at the end of the questionnaire and will be separate to your responses.

## Your Role in NHSGGC

1. **Where do you work?**

 Glasgow City HSCP

 Glasgow City HSCP - North East Locality  Glasgow City HSCP - North West Locality  Glasgow City HSCP - South Locality

 Inverclyde HSCP  Renfrewshire HSCP

 East Dunbartonshire HSCP

 East Renfrewshire HSCP  West Dunbartonshire HSCP

 Queen Elizabeth University Hospital  Royal Hospital for Children

 New Victoria Hospital  Leverndale Hospital

 Gartnavel General Hospital  Gartnavel Royal Hospital

 West Glasgow Ambulatory Care Hospital  Glasgow Royal Infirmary

 Lightburn Hospital  New Stobhill Hospital

 Royal Alexandra Hospital  Vale of Leven Hospital

Inverclyde Royal Hospital

 Beatson West of Scotland Cancer Centre

Corporate (Public Health, Human Resources, Finance, e-Health, Board HQ, Estates and Facilities)

Other (please specify)

# What is your banding?

 AFC 2

 AFC 3

 AFC 4

 AFC 5

 AFC 6

 AFC 7

 AFC 8 & above

 Senior manager/Executive  Medical/Dental

 Other (please specify)

# What best describes the hours you work?

 Full time  Part time  Flexible

# Do you work from home at any point of your working week?

 Yes  No


# What best describes your contract of employment?

 PermanentTemporary Fixed Term

Bank

**Staff Health Strategy**

1. **Are you aware of NHS Greater Glasgow & Clyde’s Staff Health Strategy?**

 Yes  No

Further information on the Staff Health Strategy can be found by using this link: [**Click here**](https://www.nhsggc.org.uk/media/270012/nhsggc_staff_health_strategy_2021-2023.pdf)

**General Health and Wellbeing**

1. **On a scale of 1 - 5 how important do you think your health and wellbeing is to NHSGG&C as your employer?**

**[Click on bar to score]**

Not at all

0

important 0 5

3

Very important  I don’t know

# Do you know where to find information on NHSGG&C polices and activities that can support your health and wellbeing?

 Yes  No

## Further information can be found by using the links below:

HR Policies: [**Click here**](https://www.nhsggc.scot/staff-recruitment/hrconnect/policies-and-staff-governance/)

Staff Health Strategy activities : [**Click here**](https://www.nhsggc.scot/staff-recruitment/staff-support-and-wellbeing/)

# Have you accessed/taken part in any of the following:

Yes No Don't know

Active staff online classes

Active staff walking challenge

Active Staff guided walks

General mental or emotional wellbeing support

Stop smoking support for staff

Mindfulness

Discounted local gym membership

Mental Health support (through Occupational Health Service)

Visited the Support and Information Services

Spiritual Care service

Listening Service Peer Support

National Wellbeing Hub

## Further information on the above can be found by clicking on the links below:

[Active Staff - NHSGGC: **Click here**](https://www.nhsggc.scot/staff-recruitment/staff-resources/active-staff/)

[Stop Smoking Support - Quit your way - NHSGGC: **Click here**](https://www.nhsggc.scot/your-health/quit-your-way/)[Mental Health and Wellbeing - NHSGGC: **Click here**](https://www.nhsggc.scot/staff-recruitment/hrconnect/occupational-health/mental-health-and-wellbeing/)[Mindfulness - NHSGGC: **Click here**](https://www.nhsggc.scot/staff-recruitment/staff-support-and-wellbeing/mindfulness/)

[Support and Information Services - NHSGGC: **Click here**](https://www.nhsggc.scot/hospitals-services/services-a-to-z/support-and-information-services/)

[Spiritual Care and Chaplaincy: **Click here**](http://www.staffnet.ggc.scot.nhs.uk/Acute/Rehab%20Assessment/Chaplaincy/Pages/home.aspx)

National Wellbeing Hub: [**Click here**](https://wellbeinghub.scot/)

Peer Support: [**Click here**](https://www.nhsggc.scot/staff-recruitment/hrconnect/occupational-health/peer-support-network/)

# Have you been supported by your line manager to attend any of the activities or supports we have provided for health and wellbeing?

Yes

 No

Don't know

# Have you suffered from stress in the past 12 months?

 Yes  No


# Did this affect your work?

 Yes; please expand  No

# Did you seek help?

 Yes  No

# Do you know what resources are available to support you?

 Yes  No

Please use this link to access resources and support available to you [**Click here**](https://www.nhsggc.scot/staff-recruitment/staff-support-and-wellbeing/)

# If you choose to eat healthier options, is there a good choice of healthy options in the hospital/workplace cafés or canteens?

 Yes  No

 Don't know  Not applicable

# If you choose to eat healthier options, is there a good choice of healthy options in the hospital/workplace vending machines?

 Yes  No

 Don't know

 Not applicable

Further information on how to manage your weight can be found using this link: [**Click here**](https://www.nhsggc.scot/your-health/manage-your-weight/)

## Carers

A carer is a person who provides or intends to provide unpaid, practical, physical and emotional support to relatives, friends or neighbours due to physical or mental illness, addiction, frailty or disability. This includes young people and parents. They do not need to live with the person to be their carer

[Further information can be found using this link: **Click here**](https://www.nhsggc.scot/your-health/carers/information-for-staff/)

# Given the above definition of a Carer, do you identify yourself as someone who has a caring role outside of work?

 Yes  No

 Don't know

# If you answered yes to the previous question;

**Are you supported with your caring responsibilities by your line manager?**

 Yes  No

Don't know

## Menopause

NHSGGC have recently developed a policy on Menopause at Work. It's important now more than ever to be able to speak openly about menopause at work.

To access the NHSGGC Menopause Policy click here: [**Click here**](https://www.nhsggc.org.uk/media/264720/menopause-policy-version-2.pdf)

[For further information about the symptoms of menopause: **Click here**](https://www.nhsinform.scot/healthy-living/womens-health/later-years-around-50-years-and-over/menopause-and-post-menopause-health/signs-and-symptoms/)

# Have you experienced menopause symptoms, now or in the past?

 Yes  No

 Not applicable

# To what extent have your menopause symptoms impacted on your working life?

 Not at all  A little

 Somewhat

 A lot

 Severely

 Not applicable

# Have you been able to talk about menopause issues at work?

 Yes  No

 Don't know Haven't tried

Not applicable

# Have you ever had to take time off because of menopause symptoms?

 Yes  No

 Don't know

 Not applicable

# Have you consulted a health professional about your menopausal symptoms?

 Yes  No

 Not applicable

For further information, advice and support on menopause visit NHS Inform: [**Click here**](https://www.nhsinform.scot/healthy-living/womens-health/later-years-around-50-years-and-over/menopause-and-post-menopause-health/menopause/)

## Money Worries

1. **Over the last three months, how often have you felt worried about money?**

 Not at all

 Once or twice  Every month  Weekly

 Daily

 Prefer not to say

# Has worry about money affected your work? For example, having trouble travelling to work, or concentrating whilst in work?

 Yes  No

 Don't know

 Prefer not to say

How my work has been affected [optional]

# Have you accessed any sources of information or support regarding money worries in the past three months?

 Yes  No

 Don't know

 Prefer not to say

# Have you accessed a food bank in the last three months?

 Yes  No

People who are working may be able to access the Adult Disability Payment.

To get Adult Disability Payment, you must have a long-term physical or mental health condition, disability or be terminally ill.

In most cases, you must also: be between 16 years old and State Pension age, and live in Scotland. To find out more information and to see if you are eligible click on the link below:

Adult Disability Payment - mygov.scot : [**Click here**](https://www.mygov.scot/adult-disability-payment)

Further information on support available please visit our "All About Money" webpage by using this link**:** [**Click here**](https://www.nhsggc.scot/staff-recruitment/staff-resources/all-about-money/)

## Occupational Health and Safety

1. **Do you regard staff in your work area at risk of violence and aggression from patients or visitors?**

Yes

 No

Don't know

# Have you undertaken any training in relation to violence and aggression excluding the statutory/mandatory module on violence?

 Yes  No

 Not applicable

## Experience at Work

NHSGGC is an organisation which supports staff who have a disability. The Equality Act 2010 defines this as "if you have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities. Long Term means your health condition has lasted or is expected to last more than 12 months.

# Do you consider yourself to have a disability?

 Yes  No

 Prefer not to answer

Further information can be found by using this link: [**Click here**](https://www.nhsggc.scot/staff-recruitment/hrconnect/growing-our-great-community-through-equality-diversity-and-inclusion/)

# Does your condition or illness reduce your ability to carry out day-to-day activities?

 No, not at all  Yes, a little  Yes, a lot

 Prefer not to answer Not applicable

# Reasonable adjustments are changes to the work environment that allow people with disability to work safely and productively. (e.g. screen equipment, chair or adjustment to working hours).

**Have you used the Workplace Adjustment Passport**

 Yes  No

 Don't know  Not applicable

Further information can be found by using this link: [**Click here**](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.nhsggc.org.uk%2Fmedia%2F272042%2Fworkplace-adjustment-passport-with-guidance-notes-final-may-2022.doc&wdOrigin=BROWSELINK)

# Have you used Access to Work?

 Yes  No

 Don't know

 Prefer not to answer  Not applicable

Further information can be found by using this link: [**Click here**](https://www.gov.uk/access-to-work)

# Do you know about the NHSGGC Staff Disability Forum?

 Yes  No

 Don't know

Further information can be found by using this link: [**Click here**](https://www.nhsggc.scot/staff-recruitment/hrconnect/growing-our-great-community-through-equality-diversity-and-inclusion/staff-disability-forum/)

# Have you been discriminated against in the last year at work?

 No

 Yes, occasionally

 Yes, on several occasions  Prefer not to answer

# Why do you think you were discriminated against? (Tick all that apply)

Ethnic background

Gender

Sexual orientation

Age

Disability

Religion / faith / belief

Accent

Don’t know

Prefer not to answer

Not applicable

Other (please specify):

Further information can be found using this link: [**Click here**](https://www.nhsggc.scot/staff-recruitment/hrconnect/growing-our-great-community-through-equality-diversity-and-inclusion/)

## About You

1. **What is your sex?**

 Male  Female  Other

 Prefer not to answer

# Do you consider yourself to be trans or have a trans history?

 Yes  No

 Prefer not to answer

# Please select your age group:

 16-24 years

 25-34 years

 35-44 years

 45-54 years

 55-64 years

 65-74 years

 75+ years

 Prefer not to answer

# What religion, religious denomination or belief do you identify yourself as?

 None  Jewish Atheist

Muslim

 Buddhist

 Roman Catholic

 Church of Scotland

 Other Christian

 Hindu Sikh

 Prefer not to answer

Another religion or belief, please state:

# What is your ethnic group

 White/Gypsy Traveller  White Irish

 White Scottish

 White other British

 Other white ethnic group (please state)

 Bangladeshi, Bangladeshi Scottish or Bangladeshi British  Chinese, Chinese Scottish or Chinese British

 Indian, Indian Scottish or Indian British

 Pakistani, Pakistani Scottish or Pakistani British  Other Asian ethnic group (please state)

 African, African Scottish or African British

 Caribbean, Caribbean Scottish or Caribbean British  Black, Black Scottish or Black British

 Arab, Arab Scottish or Arab British

 Any other ethnic group  Prefer not to say

# Which of the following options best describes how you think of yourself?

 Bisexual (attracted to same and opposite sex)

 Heterosexual / Straight (attracted to opposite sex only)  Gay or Lesbian (Attracted to same sex only)

 Prefer not to answer

Other (please specify):

# How would you describe your feelings of:

Very Good Good Fair Bad Very Bad Don't know

General health Overall quality of life

General physical well being

General mental or emotional well being

## Prize Draw

1. **To enter the prize draw to win a 12 months membership to the Glasgow Club or one of two £50 Love to Shop gift cards please enter your details below**

Name

Email Address