

School of Clinical Medicine Staff Survey Results

Introduction

The School of Clinical Medicine conducted a staff survey for all employees from 19th March to the 6th April this year. The response rate across the school was **73%**, which was very encouraging and significantly greater than that of other higher education institutions. **We would like to thank all staff who took the time to complete the survey and make it such a useful and successful project.**

The information that you have given us will play a key role in helping us understand employee views and opinions, identify areas for improvement, monitor diversity and wellbeing practices, and prioritise work plans and strategy.

The survey asked staff to answer a range of questions by selecting one of five responses

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

This paper provides a brief summary of the 5 questions in the survey that drew the most positive responses, the five with fewest positives, and the 5 questions that reported the highest proportion of negative responses. In addition the paper highlights the areas where we need to focus our attention. These focus areas will also form part of the Athena SWAN planning process and results will be shared with staff over the coming months.

Results (given as percentages of those who answered that question)

The questions that produced the most positive responses ('strongly agree' and 'agree') were as follows:

1. I believe that the work the University does is world class (93%)
2. I am proud to work for the University (91%)
3. I understand how my work contributes to the objectives of the department (87%)
4. I am clear what I am expected to achieve in my job (85%)
5. I believe the work my department does is world class (84%)

The questions that received the fewest 'strongly agree' and 'agree' responses were:

1. I am happy with the redeployment support I received (24%)
2. I am happy with the University/Addenbrooke's site childcare provision (27%)
- 2= In my experience, there is good communication between different parts of the University (27%)
4. In my experience, there is good communication between different parts of the Clinical School (29%)
5. The career development/promotion processes at the University are fair (36%)
- 5= I believe that change is well-managed in the clinical school (36%)

The questions that received the most negative responses ('disagree and strongly disagree') were as follows:

1. I know where to find out about benefits and the additional advantages of working here (33%)
2. I think there are sufficient opportunities for career progression at the University (32%)
3. In my experience, there is good communication between different parts of the University (30%)
4. I feel informed about what is happening at the Clinical School (29%)
5. I receive regular and constructive feedback on my performance (28%)

Overall, the Survey showed that we have much to be proud of, but it also has highlighted several areas where we need to focus our attention, and these are summarised under the themes set out below:

- Communications between the Clinical School and departments
- Inductions and probation process
- Recruitment processes
- Appraisals & discussing development needs
- Benefits, including childcare provision

Meetings have already taken place with each Head of Institution and institutional Administrator to discuss the survey results for their particular area. As a result of these meetings, Heads of Institutions will identify areas that they wish to prioritise within their individual institutions. This will be in addition to the work that will be undertaken at School level.

Staff will be given an opportunity to help shape the resulting action plan through participation in focus groups, which will be announced over the summer. The focus groups will explore in more detail some of the areas that have been highlighted as concerns.

Our aim is that the information provided here is circulated as widely as possible so that we can engage everyone in acting on the results.

Thanks again to all for participating.

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