

Number of staff: 17,690

The NHS Staff Survey and Speaking Up - More Big Gains to be Made

Discrimination

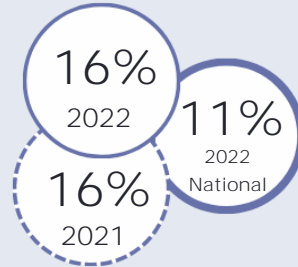


Have personally experienced discrimination at work from managers or colleagues in the last year



Number of staff who have experienced discrimination at work from managers or colleagues in the last year

Bullying & Harassment



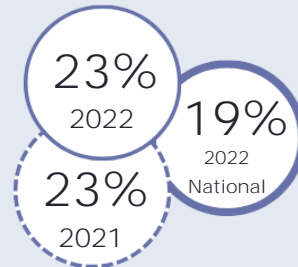
Staff who experienced bullying from a manager in the last year



Number of staff who experienced bullying or harassment from a manager in the last year



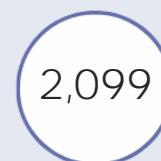
Number of staff who experienced bullying or harassment from a manager in the last year and it was NOT raised



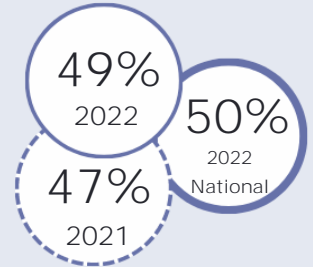
Staff who experienced bullying from a colleague in the last year



Number of staff who experienced bullying or harassment from a colleague in the last year

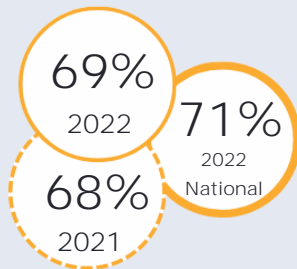


Number of staff who experienced bullying or harassment from a colleague in the last year and it was NOT raised



Bullied and harassed staff and they or a colleague raised it

Suggestions for Improvements



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

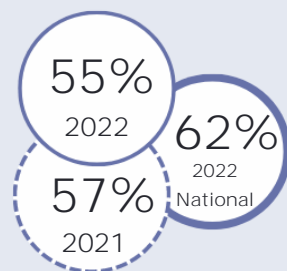


Number of staff who feel able to make suggestions for improvements

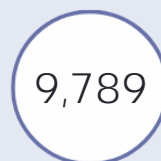


Number of staff who DO NOT feel able to make suggestions for improvements

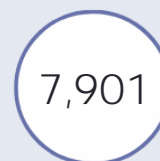
Do People Feel Safe to Speak Up?



I feel safe to speak up about anything that concerns me in this organisation



Number of staff who feel safe speaking up about anything that concerns them



Number of staff who DO NOT feel safe speaking up about anything that concerns them

Note: The above extrapolates figures from the survey across the whole workforce

When People Cannot Speak Up the Cost is Enormous

Possible cost of bullying in your Trust [1]	£28,817,010
Annual staff churn [2]	2,123
Possible cost of annual staff churn [3]	£25,473,600
Possible cost of one unfair dismissal claim [4]	£700,000
Possible cost to your Trust of fraud [5]	£16,292,490

[1] <https://www.bmj.com/content/363/bmj.k4463>

[2] NHS figure for nurses churn 12% per annum

[3] NHS figure for cost of replacing a nurse £12,000

[4] <https://www.hsj.co.uk/lewisham-and-greenwich-nhs-trust/revealed-junior-doctor-whistleblowing-case-cost-nhs-700k/7023821.article>

[5] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/859362/nhsca-annual-report-and-accounts-2018-2019.pdf

Note: The above extrapolates calculations across the whole workforce

A Joined Up Speaking Up Approach

WorkInConfidence is working across the NHS to help enhance Speaking Up. We provide comprehensive help including:

Anonymous Speak Up: Making Speaking Up Safe

An easy to use, highly trusted, Anonymous Communications Platform so your people feel at ease raising concerns or ideas with the Guardian or appropriate manager. Two-way so the Guardian / manager can continue the conversation. *Remove the fear*

Case Management: Making Speaking Up Effective

Track all speaking up matters, whether raised through WorkInConfidence or openly. Have a secure, easy overview of all cases. *Remove the futility*

Surveys: Making Staff Understood

To help you understand your people and whether they feel respected, we can also include pulse, mini or long surveys. *Enhance your understanding*

We are secure, proven, easy to use, trusted and effective

For further information visit our website: <https://workinconfidence.com>

Email us: info@workinconfidence.com

Call us: +44(0) 845 383 1013