














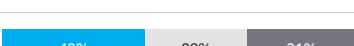

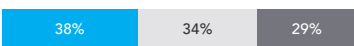

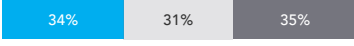




Scorecard report

Key
■ strongly agree and agree (combined)
■ neither agree nor disagree
■ Disagree and strongly disagree (combined)

Impact	Question	Theme	Response favourability	↓	Comparison	Action
	I care about the future of HSIB	Overall Experience	98%	2%		+
🎯	I find my work interesting and challenging	Reward	94%	5% 1%		+
🎯	My immediate team work well together	Enablement	94%	4% 2%		+
🎯	The purpose of HSIB makes me feel good about my work	Purpose	93%	6% 2%		+
🎯	I know how the work I do helps HSIB to achieve its strategic objectives	Purpose	93%	4% 4%		+
🎯	I understand the strategic objectives of HSIB	Purpose	92%	3% 5%		+
🎯	My line manager treats me fairly and with respect	My Line Manager	92%	3% 5%		+
	Working here makes me want to do the best work I can	Overall Experience	92%	7% 2%		+
🎯	HSIB is committed to doing high quality work	Purpose	88%	6% 6%		+
	I am proud to say I work for HSIB	Overall Experience	88%	10% 2%		+
🎯	People help and support each other here	Enablement	86%	10% 4%		+
🎯	I have a good understanding of the HSIB values	Purpose	85%	8% 7%		+
🎯	I am satisfied with my physical work environment	Enablement	85%	7% 8%		+
🎯	I have the freedom I need to get on with my job	Autonomy	84%	9% 7%		+
🎯	I have the equipment and resources I need to do my work properly	Enablement	83%	9% 8%		+
🎯	I have trust and confidence in my line manager	My Line Manager	82%	8% 10%		+
	I would still like to be working at HSIB in two years' time	Overall Experience	80%	15% 5%		+
🎯	At HSIB, we share good news and celebrate success	Purpose	77%	15% 8%		+
🎯	My line manager clearly communicates what is expected of me	My Line Manager	77%	11% 12%		+
🎯	I can get the training and development I need to do my job	Enablement	76%	14% 10%		+

	The all staff briefings are effective in keeping me up to date	Senior Leadership	76%	19%	5%	+
	I feel I can be myself at work	Purpose	75%	15%	11%	+
	I feel valued and recognised for the work that I do	Reward	74%	17%	8%	+
	My line manager gives me regular feedback on how I am doing	My Line Manager	74%	14%	12%	+
	If asked, I would recommend to friends and family that HSIB is a good place to work	Overall Experience	73%	17%	10%	+
	Senior leaders provide a clear vision of the overall direction of HSIB	Senior Leadership	71%	16%	13%	+
	I have the right opportunities to learn and grow at work	Reward	70%	20%	10%	+
	I am comfortable to speak up and express views	Autonomy	68%	19%	13%	+
	My job makes the best use of the skills and abilities that I have	Autonomy	68%	15%	17%	+
	My line manager takes time to coach me and develop my skills	My Line Manager	68%	18%	14%	+
	I believe action will be taken as a result of this survey	Senior Leadership	67%	22%	11%	+
	If I had a concern about an error (including actions/behaviours of others), I feel comfortable to escalate it	Enablement	67%	16%	16%	+
	I am able to strike the right balance between my work and home life	Autonomy	67%	13%	20%	+
	I work in a safe environment to make mistakes and learn from them	Enablement	65%	20%	16%	+
	HSIB supports my health and wellbeing at work	Autonomy	63%	25%	11%	+
	My opinion is sought on decisions that affect my work	Autonomy	62%	15%	22%	+
	I know how well HSIB is doing against its strategic objectives	Purpose	62%	19%	19%	+
	Senior leaders make the effort to be inclusive and listen to staff	Senior Leadership	60%	26%	14%	+
	Mistakes are not criticised - we learn from them	Autonomy	58%	25%	17%	+
	People at HSIB take ownership of actions	Enablement	56%	26%	17%	+

	Bullying, harassment and discrimination are not tolerated here	Autonomy		+
	My career development aspirations at HSIB are being met	Reward		+
	Senior maternity leaders make the effort to be inclusive and listen to staff	Senior Maternity Leadership		+
	HSIB ensures that all staff are treated fairly and equally	Purpose		+
	People communicate openly here regardless of position or level	Enablement		+
	Recognition of contribution and input happens from one team to another	Reward		+
	Decision making by senior maternity leaders is open and transparent	Senior Maternity Leadership		+
	Reasons for change are explained	Senior Leadership		+
	I rarely feel stressed because of work	Autonomy		+
	Different parts of the organisation work well together	Enablement		+
	Decision making by senior leaders is open and transparent	Senior Leadership		+

Appendix

Dashboard:	HSIB Your Voice 2019
Dashboard hierarchy type:	none
Response count:	189
Panel count:	207
Participation:	91%
Comparison:	Survey Overall
Report produced:	11 September 2019