

# Workforce Resources



## Taking the Pulse

How well are you supported?



GIG  
CYMRU  
NHS  
WALES

Partneriaeth  
Cydwasaethau  
Gwasanaethau Gweithlu, Addysg a Datblygu  
Shared Services  
Partnership  
Workforce, Education and Development Services

# Individual Support

Organisation	
Directorate	
Team	

Your thoughts and feelings count – Please use this as a chance to be honest with your team, your manager and yourself.

	Yes	No
Do you have clear, planned goals and objectives you agreed to and regularly refer to?		
Do you have time to carry out all your work?		
In the past 12 months, have you been moved from your own clinical area to another, where you have not felt competent to work?		
Are you encouraged to develop your own expertise?		
Are you supported to do training in your area of work?		
Do you get clear feedback about how well you are doing in your job?		
In the last 12 months have you had a personal development appraisal or KSF review?		
If you had review, did it help you to improve how you do your job?		
Does your employer act fairly regardless of, for example, race or ethnic background, gender, religion and belief, sexual orientation, pregnancy, disability, marriage or civil partnership, age or caring responsibilities?		

Once completed, you should hand this form back to the person who is collating them for your team

# Quality of Care

Organisation	
Directorate	
Team	

Your thoughts and feelings count – Please use this as a chance to be honest with your team, your manager and yourself.

	Yes	No
Would you be happy with the standards provided here for a relative or friend?		
Do you feel your role makes a difference to patients?		
Are you able to provide the standard of service you want?		
Are you satisfied with the quality of care you give?		
Do you think care of patients/service users is my organisation's top priority?		
Are you encouraged to report errors, near misses and incidents?		
When errors, near misses or incidents are reported, is action taken to make sure they do not happen again?		
Do you get feedback about changes made in response to reported errors, near misses and incidents?		

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# Health and Wellbeing

Organisation	
Directorate	
Team	

Your thoughts and feelings count – Please use this as a chance to be honest with your team, your manager and yourself.

	Yes	No
During the last 12 months, have you been injured, or felt unwell as a result of work related stress?		
In the last 3 months, have you ever come to work despite not feeling well enough to perform your duties?		
Do you have time to carry out all your work?		
Are there enough staff for you to do your job properly?		
Do you get enough support from your line manager?		
Does your line manager treat you with respect?		
In the past 12 months, have you personally experienced: <ul style="list-style-type: none"> <li>• Harassment, bullying or abuse at work from patients/service users, their relatives or other members of the public?</li> <li>• Harassment, bullying or abuse at work from manager/ team leader or other colleagues?</li> <li>• Physical violence at work from any one of the following: Patients/service users or other members of the public?</li> <li>• Physical violence at work from any one of the following: Manager/team leader or other colleagues?</li> </ul>		

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# Team Working

# Trust, Decisions & Ownership

# What is work like for you?

Updated February 2014

Electronic copies of this document are available from:

<http://www.sharedservicespartnership.wales.nhs.uk/what-is-working-differently-working-together>

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