

14<sup>th</sup> February 2023

## **Re: Workforce Survey – Sessional GPs**

Hello All,

We would like to thank you for taking time to respond to the 2022 Workforce Survey, your input is very much appreciated as the work you do is an integral and valued part of NEMS. The opportunity for us to have some direct feedback around the experience of working with NEMs as a Sessional GP is invaluable and will help us as we strive to deliver excellence not only in patient care but also the working experience. Overall, much of the feedback was excellent and shows that our people care about this organisation and are passionate about its services and success. However, we recognise that we have some areas to work on to take us forward.

### **Some key successes identified by Sessional GPs:**

Quality of Care Provided  
Enthusiasm at work  
Health and Wellbeing  
Flexible Working Opportunities

Our workforce survey has enabled us to have an open and transparent picture of how you feel about working at NEMS. The workforce survey results have provided us with detailed information regarding your opinions about our performance, culture, relationships and how we go about our work. Your feedback comes at a time when we continue to experience a challenging work environment together with a global recession and presents concrete views from you about how we can work together to realise our vision for the future.

The summary report attached highlights the main results of the workforce survey and those key areas to focus on. It is important to recognise that this is a journey – not a “quick fix” – and together we can all influence the changes that need to take place.

### **Key areas to work on identified by sessional GPs:**

Fairness in dealing with incidents, errors, or near misses\*  
Moral Injury\*  
Feeling appreciated in their work\*  
Meeting to discuss the effectiveness of the team\*

## **Who Needs to Work on These Areas?**

We are interested in the input of everyone at NEMS towards exploring solutions to the above challenges we have.

## **How?**

**Workforce Forum** – We would welcome a nominated representative from the Sessional GP cohort to participate in the workforce forum. The plan is that the forum will meet on alternate months for 1.5 hours. Some of the key areas identified by the survey will feed into the Workforce Forum (denoted with an \*see above) with follow up ‘focus’ discussions led by the representatives within the different business areas of NEMS to then feed back into the Workforce Forum at the next meeting.

**Action Plan** – We will be working towards developing an ‘Action plan’ addressing the issues affecting Sessional GPs, responding to individual feedback and the feedback from the workforce survey.

**Moving Forward** - We have a commitment to maintain momentum to working with the feedback we have from the current survey in our effort to make positive changes. Please remember that we operate an ‘open door’ approach to feedback and suggestions and if anyone has any further comments or feedback, they can approach any member of the management team at NEMS either in person or via e – mail at any time.

You can find a summary of the survey results below:

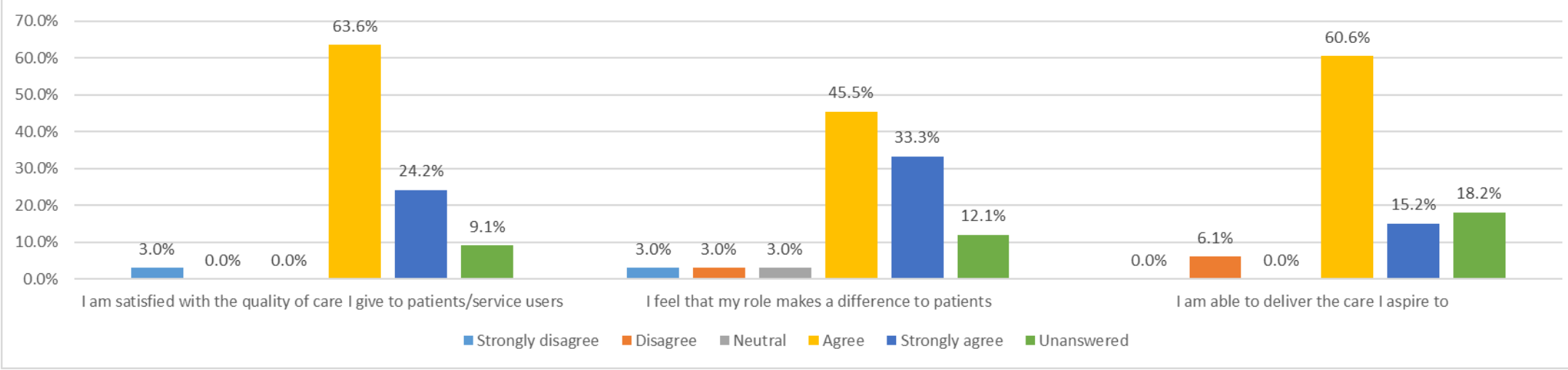
Many thanks,  
Your People Team



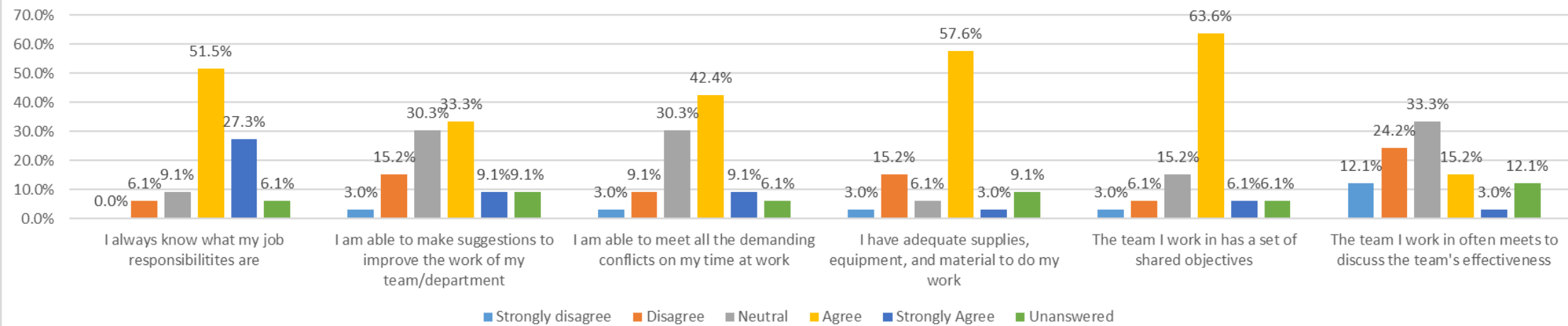
Forward House  
 Station Street  
 Nottingham  
 NG2 3AJ

Tel: 0115 916 6060  
 Website: [www.nems.net](http://www.nems.net)

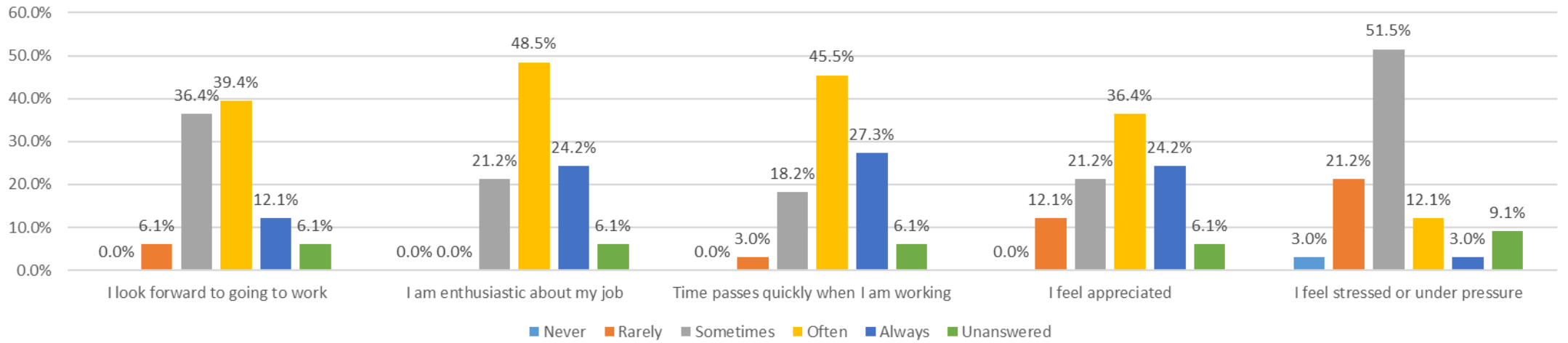
### Do the Following Statements Apply to You and Your Work?



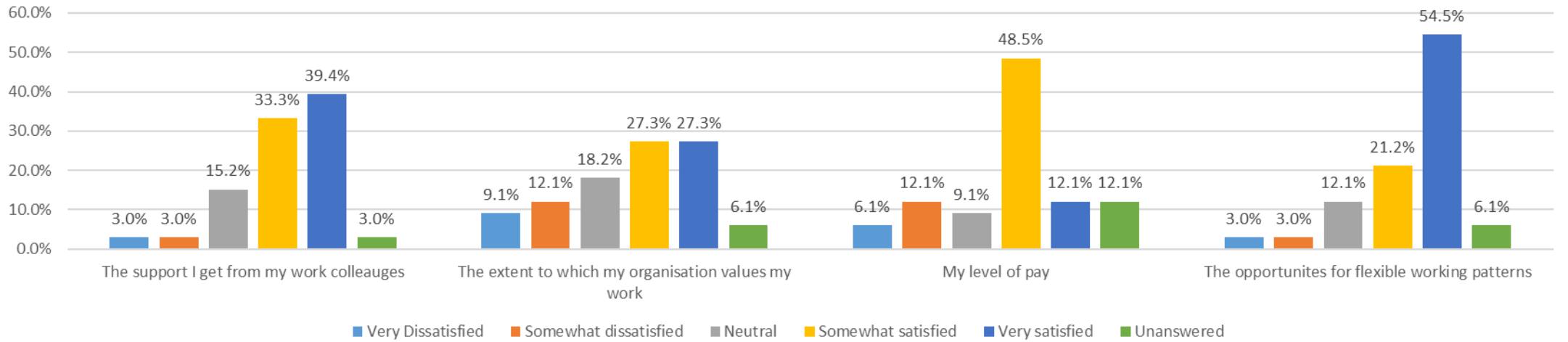
### To What Extent Do You Agree or Disagree with the Following Statements About Your Work?



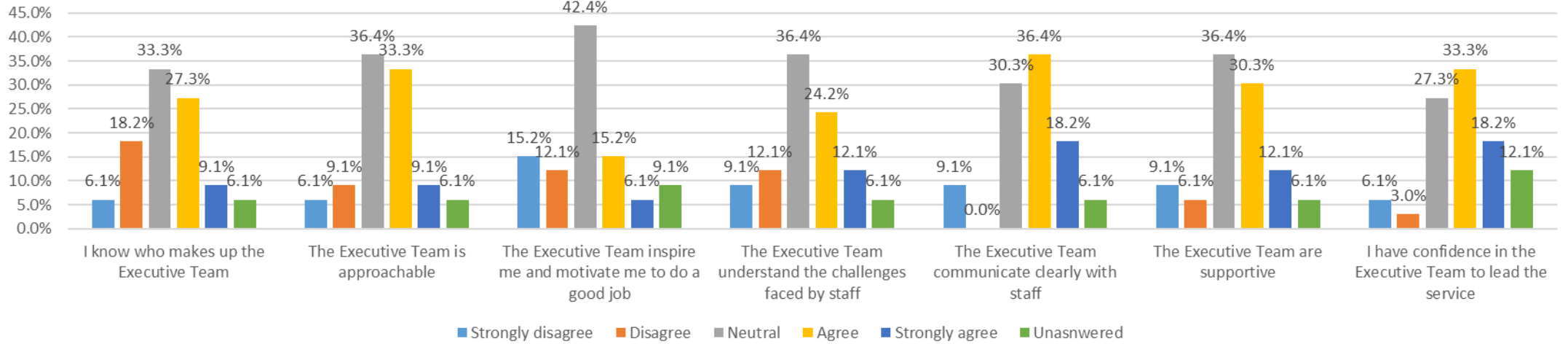
### How Often Do You Feel This Way About Your Work?



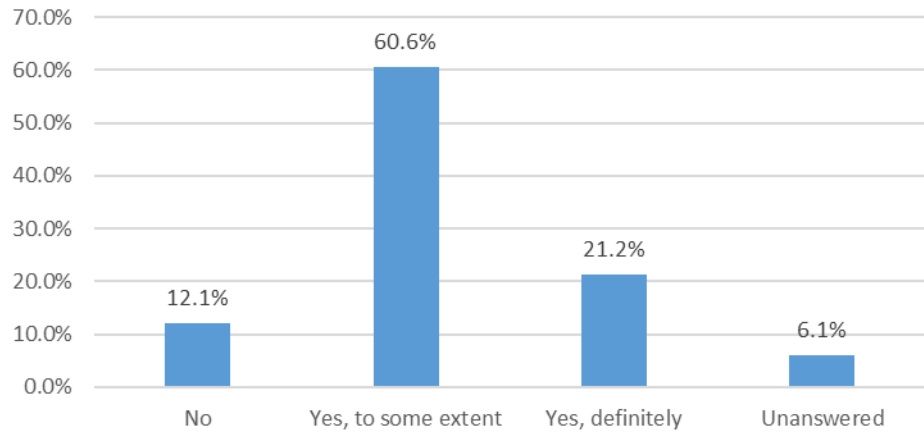
## How Satisfied Are You with Each of the Following Aspects of Your Work?



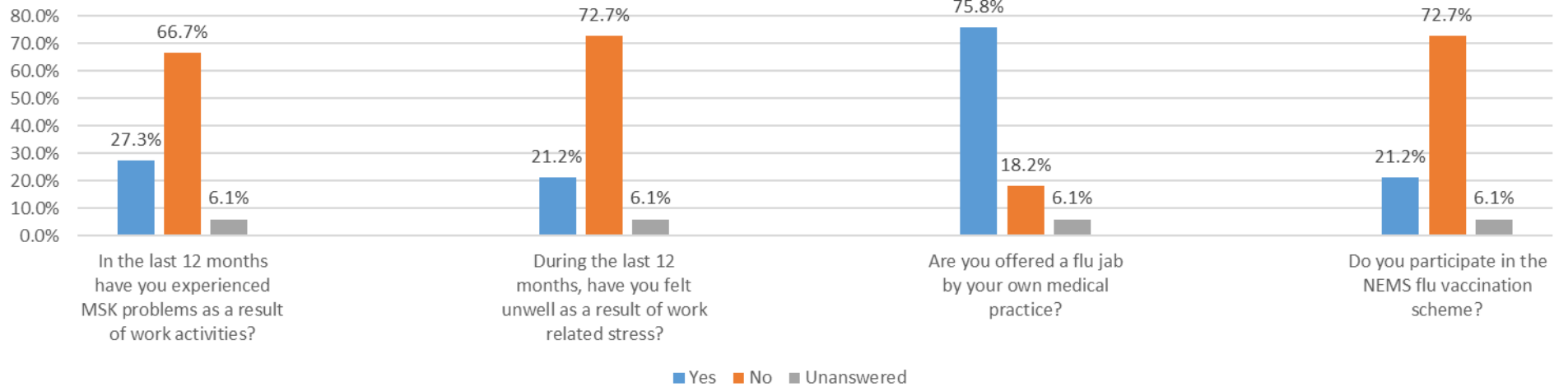
## To What Extent Do You Agree or Disagree with the Following Statements About the Executive Team?



### Does your organisation take positive action on health and wellbeing?

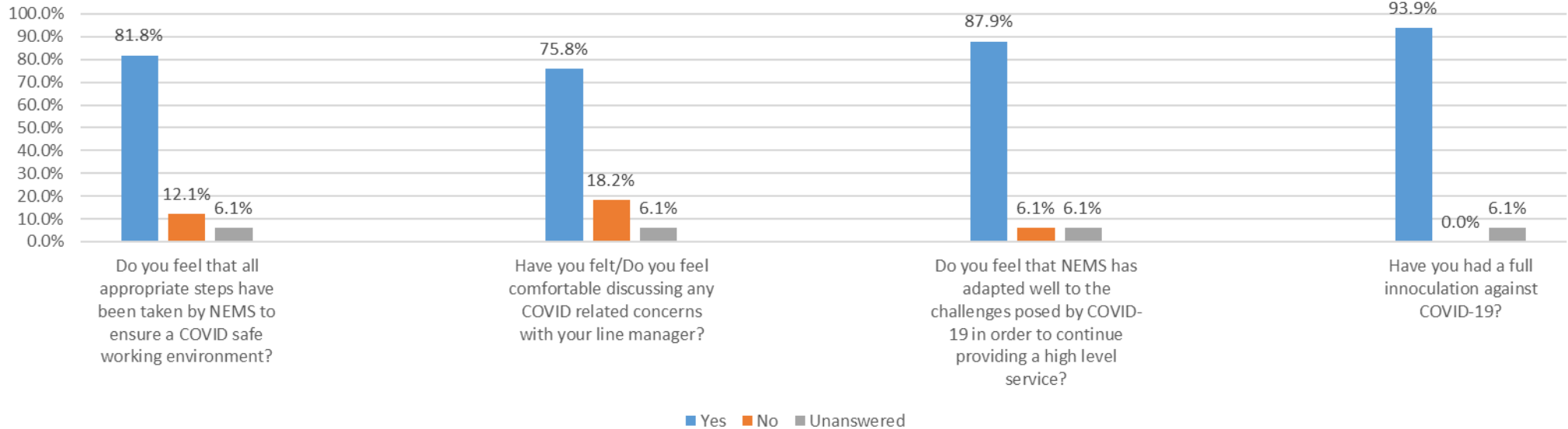


### Health and Wellbeing

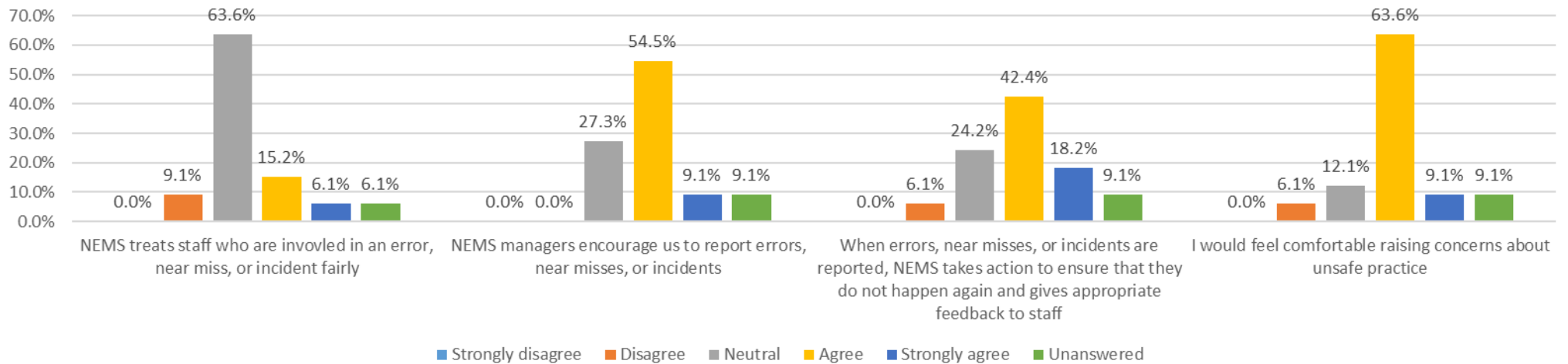




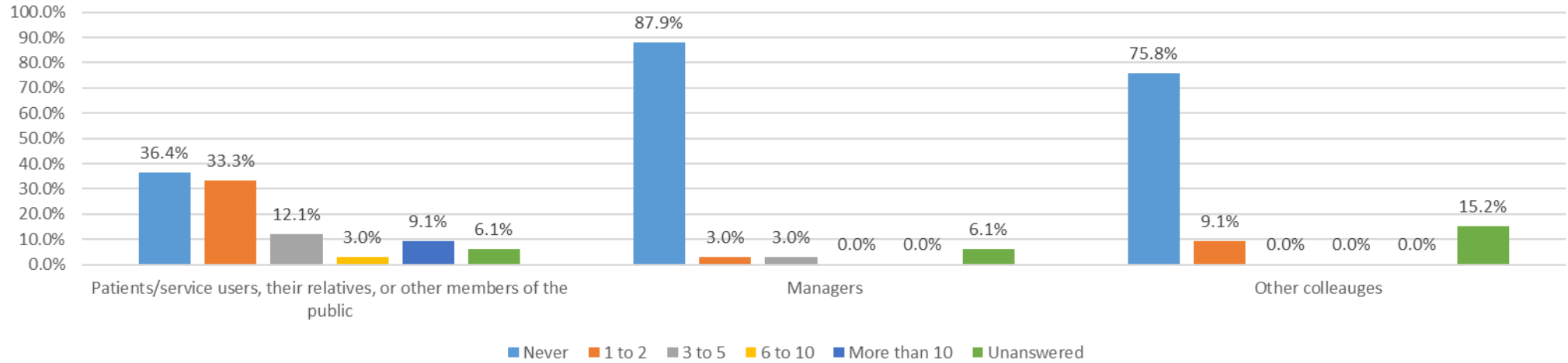
## COVID-19



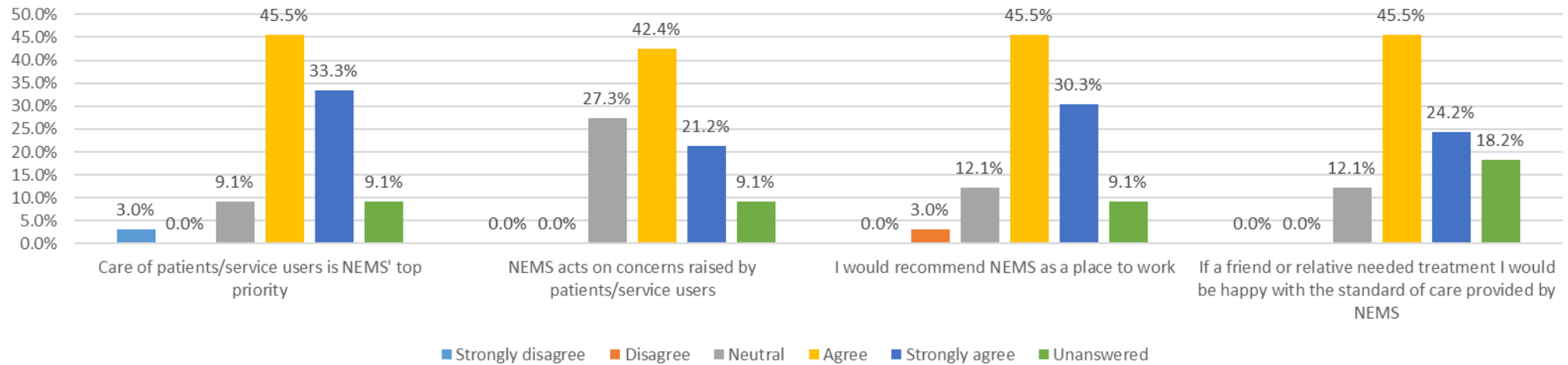
## To What Extent Do You Agree or Disagree with the Following Statements?



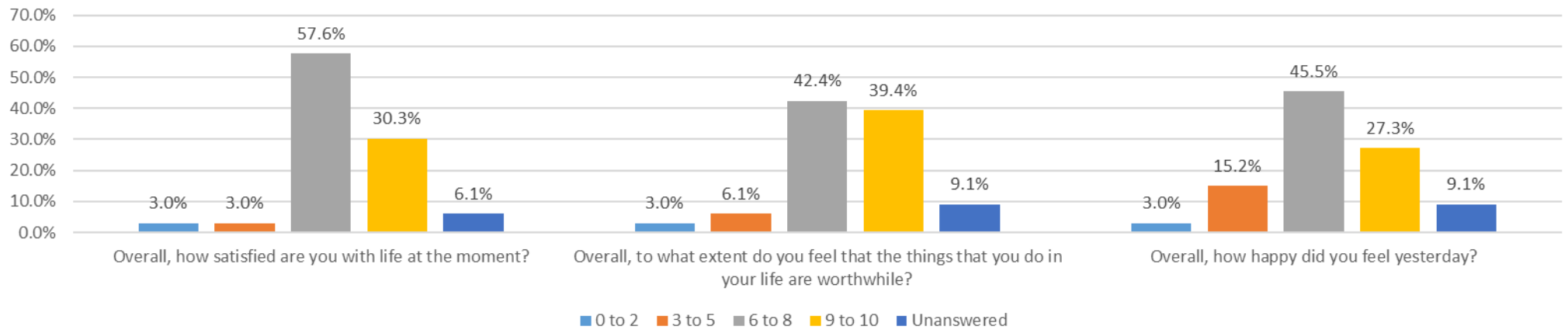
### In the last 12 months, how many times have you experienced abuse, harassment, or bullying from...?



### To What Extent Do These Statements Reflect Your View of NEMS as a Whole?



On a scale of 0 to 10, which of the following applies to how you feel at present? (0 = very poor & 10 = excellent)



On a scale where 0 is “not at all anxious” and 10 is “completely anxious”, overall, how anxious did you feel yesterday?

