



9 May 2019

School of Clinical Medicine 2019 Staff Survey Results

Introduction

The University conducted a staff survey of all employees from the 4th to 25th March 2019. While the University's overall response rate was 70%, **88% of all Clinical School staff** contributed - 10% higher than in our 2015 survey. The range among Clinical School departments was 76-100%.

We thank all of you who took the time to complete the survey and make it such a useful and successful project, with such an excellent School response rate.

The information that you have given us will play a key role in helping us understand your views and opinions, identify areas for improvement and prioritise work plans for our *"doing great work in a great place to work"* strategy.

The survey asked you to answer a range of questions, mostly by selecting one of five responses:

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

A few questions were in 'yes/no' format

This paper provides a brief summary of the five questions in the survey that drew the most positive responses, and the five with the fewest positives. We also highlight areas where we need to focus our attention, some via the wider University and some that we can focus on at School-level, which will also feed into our continuing work on our Athena SWAN action plan.

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

Highest number of 'strongly agree' and 'agree' responses:

1. I am proud to work for the University of Cambridge (90%)
2. I believe the work that the University does is world class (89%)
3. I understand how my work contributes to the success of my area of the University (88%)
4. I am clear about what I am expected to achieve in my job (88%)
5. (I have made a formal request to work flexibly) I am satisfied with the outcome (87%)

Other high percentage positive responses centred on the ownership of roles; that roles make good use of individual skills and abilities, as well as providing choice around how to do your work; training and development opportunities; and inclusion and fair treatment, 86% said you are treated with fairness and respect.

Overall, the survey showed that we have much to be proud of, but there are of course areas that we need to focus/continue focusing our attention on to improve your experiences at work.

The questions that yielded the most disagreement responses were:

1. I think there are sufficient opportunities for career progression at the University (34% disagreed)
2. I am happy with the availability of the University's childcare provision (30% disagreed)
3. The career development/promotion processes at the University are fair (22% disagreed)
4. In my experience people work together effectively in different parts of the University (22% disagreed)
5. I am happy with the overall reward package that I receive (21% disagreed)

We also recognise that a lot of you did say that you were frustrated with the burden of administrative processes and we would like to reassure you that we are working hard to address these issues in line with 'Our Cambridge'.

2. Post 2015 survey focus group work - effects

From the focus areas that we targeted following the 2015 survey, relevant responses in 2019 were:

Wellbeing & Work Life Balance:

- 'I am aware of the Clinical School's Wellbeing Programme and support available' (a new question in this year's survey) - 70% said yes.
- 'I am satisfied with the support and flexibility offered to help me balance my work and home life' significantly increased from 47% to 72%.

Career Development:

- 'I have the opportunity to discuss my development needs regularly' rose from 50% in the 2012 staff survey, to 64% in 2015 to 72% this year.
- 70% said that you found the training sessions you have attended on the Biomedical Campus useful, almost half as many again as the 49% positive in 2015.

Communication and Change:

- 'I feel informed about what is happening in the Clinical School' jumped from 39% positive in the 2012 Survey to 67% in 2015 and further to 77% this year.
- 63% said that you find the Clinical School Newsletter informative, broadly similar to 2015.

Childcare:

Childcare issues have been taken forward by the University and continue to be developed. **Planning permission has recently been granted for a new University nursery within one mile of the**

Cambridge Biomedical Campus, and in October 2018 a new University nursery opened on the Eddington Site (North West Cambridge).

3. Going forward

The 2019 survey has highlighted several areas where we will usefully continue to focus attention, summarised under the following themes:


- (1) Recognition and Individual Career Development
- (2) Communication and Change
- (3) Wellbeing and cultivating respect in the workplace

By participating in focus groups on these themes, which will be announced shortly, you can help shape and re-focus our action plan. These sessions will explore in more detail some of the areas that have been highlighted as concerns.

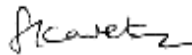
In addition, meetings are currently taking place with each Head of Department/Institute/Unit and Business & Operations Manager to discuss the survey results for their particular area. These meetings will identify areas that they wish to prioritise locally, to capitalise on some inter-departmental variability in responses. This will be in addition to work undertaken at School level.

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.

Many thanks again to all for participating.



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