Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I look forward to going to work	2020 - SBUHB	56%	12.6%	43.4%	25.5%	13.4%	5.1%
	2020 - National	57.9%					
	2018 - ABMU	60%					
	2016 - ABMU	57%					
	2013 - ABMU	51%					
Question	% Positive resp	Strongly	Agree	Neither agree	Disagree	Strongly	
		_	Agree		nor disagree		Disagree
I'm enthusiastic about my job	2020 - SBUHB	76.4%	30.7%	45.7%	14.1%	7.3%	2.2%
	2020 - National	76.7%					
	2018 - ABMU	74%					
	2016 - ABMU	70%					
	2013 - ABMU	65%					
Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I would recommend my organisation as a place to work	2020 - SBUHB	65.8%	20.8%	44.9%	20.2%	9.7%	4.4%
would recommend my organisation as a place to work	2020 - SBOTTB	63.8%	20.870	44.370	20.270	3.770	4.470
	2018 - ABMU	64%					
	2016 - ABMU	63%	-				
	2013 - ABMU	50%					
Question	% Positive resp	oonses	Strongly	Agree	Neither agree	Disagree	Strongly
	133312 (356)		Agree		nor disagree		Disagree
I am proud to tell people I work for my organisation	2020 - SBUHB	75.6%	32.9%	42.8%	17.3%	5.3%	1.8%
	2020 - National	72.9%					
	2018 - ABMU	71%					
	2016 - ABMU	67%					
	2013 - ABMU	51%					
Question	% Positive resp	Strongly	Agree	Neither agree	Disagree	Strongly	
		-	Agree		nor disagree		Disagree
I am hapy to go the extra mile at work when required	2020 - SBUHB	90.6%	48.3%	42.3%	6.6%	2%	0.8%
	2020 - National	89.4%					
	2018 - ABMU	94%					
	2016 - ABMU	91%					
	2013 - ABMU	87%					
Question	% Positive resp	Strongly	Agree	Neither agree	Disagree	Strongly	
			Agree		nor disagree		Disagree
I am able to make improvements in my area of work	2020 - SBUHB	66.3%	21.8%	44.5%	18.1%	10.8%	4.9%

	2020 - National	63%					
	2018 - ABMU	75%					
	2016 - ABMU	61%					
	2013 - ABMU	57%					
Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
am involved in discussions / decisions on change introduced in my	2020 - SBUHB	56.9%	20.8%	36.1%	17.1%	16.4%	9.7%
work / department / team	2020 - National	54.8%				=4:1,1	
	2018 - ABMU	54%					
	2016 - ABMU	48%					
	2013 - ABMU	46%					
luestion	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
a friend or relative needed treatment, I would be happy with the	2020 - SBUHB	67.1%	16.7%	50.4%	22.8%	7.8%	2.3%
tandard of care provided by this organisation	2020 - National	67.6%	13.770	30.170	22.370	7.570	2.570
Standard of care provided by this organisation	2018 - ABMU	72%					
	2016 - ABMU	70%					
	2013 - ABMU	51%					
luestion	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
Ny job gives me a feeling of belonging	2020 - SBUHB	67.5%	18.4%	49.1%	19.9%	9.3%	3.4%
	2020 - National	66.3%					
	2018 - ABMU	68%					
	2016 - ABMU						
	2013 - ABMU						
	T				I	_	
luestion	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
eam members take time out to reflect and learn	2020 - SBUHB	54.4%	11.8%	42.5%	25.6%	15.5%	4.5%
	2020 - National	52%					
	2018 - ABMU	61%					
	2016 - ABMU						
	2013 - ABMU						
	0/ 5			_	la	<u>.</u>	· .
uestion	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
	2020 - SBUHB	66.6%	27.8%	38.7%	15.6%	10.7%	7.1%
ly line manager takes a positive interest in my health and		CE 00/					
	2020 - National	65.8%					
	2020 - National 2018 - ABMU	65.8%					
ly line manager takes a positive interest in my health and rellbeing							

Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	
The people I work with treat me with respect	2020 - SBUHB	80.8%	28.2%	52.6%	12.4%	4.8%	2%	
	2020 - National	78.9%						
	2018 - ABMU	80%						
	2016 - ABMU	74%						
	2013 - ABMU	80%						
Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	
I feel comfortable challenging disrespectful behaviour in my team	2020 - SBUHB	60.6%	14.6%	46%	22.4%	13.5%	3.5%	
Treet comortable chanenging disrespectful behaviour in my team	2020 - National	60.3%						
	2018 - ABMU	63%						
	2016 - ABMU							
	2013 - ABMU							
Question	% Positive responses		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	
My line manager makes clear what is expected of me	2020 - SBUHB	71%	20.9%	50%	16.7%	8.6%	3.7%	
my mile manager makes stear triacis expected of me	2020 - National	70.5%	20.570	3070	2017,0	3.070	5.775	
	2018 - ABMU	77%						
	2016 - ABMU	71%						
	2013 - ABMU	63%						
					•			
Question	% Negative res	ponses	Yes	No	Comment: Que	estion was cor	nbined with th	e below question in 2018, 2016
	% Negative res 2020 - SBUHB	ponses 9.1%	<b>Yes</b> 9.1%	<b>No</b> 90.9%	Comment: Que	estion was cor	nbined with th	e below question in 2018, 2016
In the last 12 months have you experienced bullying, harassment or					Comment: Que	estion was cor	nbined with th	e below question in 2018, 2016
In the last 12 months have you experienced bullying, harassment or	2020 - SBUHB	9.1%			Comment: Que	estion was cor	nbined with th	e below question in 2018, 2016
Question In the last 12 months have you experienced bullying, harassment or abuse by your manager?	2020 - SBUHB 2020 - National	9.1% 10%			Comment: Que	estion was cor	nbined with th	e below question in 2018, 2016
In the last 12 months have you experienced bullying, harassment or	2020 - SBUHB 2020 - National 2018 - ABMU	9.1% 10% 20%			Comment: Que	estion was cor	nbined with th	e below question in 2018, 2016
In the last 12 months have you experienced bullying, harassment or abuse by your manager?	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU	9.1% 10% 20% 16% 18%	9.1%	90.9%				
in the last 12 months have you experienced bullying, harassment or abuse by your manager?  Question	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU % Negative res	9.1% 10% 20% 16% 18%	9.1%	90.9% No				e below question in 2018, 2016 e above question in 2018, 2016
in the last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU % Negative res 2020 - SBUHB	9.1% 10% 20% 16% 18%  ponses 16.2%	9.1%	90.9%				
in the last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU % Negative res 2020 - SBUHB 2020 - National	9.1% 10% 20% 16% 18%  ponses 16.2% 82.8%	9.1%	90.9% No				
In the last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU % Negative res 2020 - SBUHB 2020 - National 2018 - ABMU	9.1% 10% 20% 16% 18%  ponses 16.2% 82.8% 20%	9.1%	90.9% No				
In the last 12 months have you experienced bullying, harassment or	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU % Negative res 2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU	9.1% 10% 20% 16% 18%  ponses 16.2% 82.8% 20% 16%	9.1%	90.9% No				
In the last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU % Negative res 2020 - SBUHB 2020 - National 2018 - ABMU	9.1% 10% 20% 16% 18%  ponses 16.2% 82.8% 20%	9.1%	90.9% No				
In the last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or abuse by another colleague?	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU  % Negative res 2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU	9.1% 10% 20% 16% 18%  ponses 16.2% 82.8% 20% 16% 18%	9.1%  Yes  16.2%	90.9% No 83.8%				
The last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or abuse by another colleague?  Question	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU  **Negative res 2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU **Negative res	9.1% 10% 20% 16% 18%  ponses 16.2% 82.8% 20% 16% 18%	9.1%  Yes  16.2%	90.9% No 83.8%				
The last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or abuse by another colleague?  Question In the last 12 months have you experienced bullying, harassment or abuse by another colleague?	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU  **Negative res 2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU **Negative res 2020 - SBUHB	9.1% 10% 20% 16% 18%  18%  ponses 16.2% 82.8% 20% 16% 18%  ponses 14.8%	9.1%  Yes  16.2%	90.9% No 83.8%				
In the last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or abuse by another colleague?  Question In the last 12 months have you experienced bullying, harassment or abuse by another colleague?	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU  **Negative res 2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU **Negative res 2020 - SBUHB 2020 - National	9.1% 10% 20% 16% 18%  18%  ponses 16.2% 82.8% 20% 16% 18%  ponses 14.8% 84.8%	9.1%  Yes  16.2%	90.9% No 83.8%				
In the last 12 months have you experienced bullying, harassment or abuse by your manager?  Question In the last 12 months have you experienced bullying, harassment or	2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU  **Negative res 2020 - SBUHB 2020 - National 2018 - ABMU 2016 - ABMU 2013 - ABMU **Negative res 2020 - SBUHB	9.1% 10% 20% 16% 18%  18%  ponses 16.2% 82.8% 20% 16% 18%  ponses 14.8%	9.1%  Yes  16.2%	90.9% No 83.8%				

Question	% Positive responses			Strongly	Agree	Neither agree	Disagree	Strongly	C
				Agree		nor disagree		Disagree	1
My organisation takes effective action if staff are bullied, harassed	2020 - SBUHB	40.9%		8.8%	32%	38.6%	14%	6.4%	)
or abused by other members of staff or a member of the public.	2020 - National	41.9%							
	2018 - ABMU	50 & 45%							
	2016 - ABMU								Ī
	2013 - ABMU								

Comment: This question was split across two questions in 2018