

Free text comments

Negative



Themes

Positive



- ✗ Better access to quality food and drink
- ✗ More training needed for leaders
- ✗ Lack of progression for lower bands
- ✗ No consistency in following policies
- ✗ Slow process when raising concerns
- ✗ Having to take annual leave for dentist and doctors appointments
- ✗ Family friendly hours not considered in nursing
- ✗ Disconnect between management and the frontline
- ✗ Difficult to access opportunities for training
- ✗ Breaks can't always be taken due to staffing
- ✗ Community is often forgotten
- ✗ Fire fighting' all the time
- ✗ Concerns not taken seriously
- ✗ Flexible working not the same across the organisation
- ✗ Staff shortages
- ✗ HR seem slow to make decisions
- ✗ Lack of appreciation
- ✗ Recruitment is not transparent
- ✗ No outcomes from completing the survey
- ✗ Time not afforded to take training
- ✗ Recruitment takes too long
- ✗ Morale is low across the organisation
- ✗ Demand on services doesn't let up
- ✗ Unrealistic expectations
- ✗ Safety concerns due to staffing levels
- ✗ Computers are slow in clinical areas
- ✗ Staff health and wellbeing is not a priority
- ✗ Workload is constantly increasing

- ✓ Good work life balance
- ✓ Great organisation
- ✓ Friendly organisation
- ✓ Enjoyment of role
- ✓ Amazing teamwork
- ✓ Flexible working much more available since Covid
- ✓ Manager creates a good working environment
- ✓ Feel valued
- ✓ Immediate line management support is excellent
- ✓ Lots of staff return to SWB
- ✓ Proud to work for SWB
- ✓ Caring organisation