

Summary Report for Clinical School



Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Therefore in some instances, results may not total 100%.

RESULTS

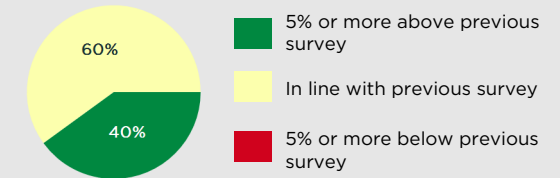
78%

(Based on 1849 responses)

RESPONSE RATE

79%

ENGAGEMENT INDEX



VARIANCE FROM PREVIOUS SURVEY

HIGHLIGHTS

The three highest scoring questions

Question	% Positive
7. I believe that the work the University does is world class	93
75. I am proud to work for the University of Cambridge	91
38. My immediate line manager treats me with respect	90

LOWLIGHTS

The three lowest scoring questions

Question	% Positive
69. In my experience, there is good communication between the different parts of the University	27
68. In my experience, there is good communication between the different parts of the Clinical School	33
27. The career development / promotion processes at the University are fair	35

HIGHLIGHTS vs previous survey

The top 3 questions compared to your previous survey

Question	% Positive	Variance from previous
66. I feel informed about what is happening in the Clinical School	67	+28
58. I know where to find out about benefits and the additional advantages of working here (e.g. Cambens Discounts and Cambens Cars, etc)	70	+24
16. I receive regular and/or constructive feedback on my performance	60	+15

LOWLIGHTS vs previous survey

The bottom 3 questions compared to your previous survey

Question	% Positive	Variance from previous
55. Considering my duties and responsibilities, I feel my pay is fair	50	-4
34. In my experience there is effective co-operation between the different parts of the Clinical School	39	-2
27. The career development / promotion processes at the University are fair	35	-1

Results for All Questions

key

^ Indicates text change since previous survey

At least 5% points greater than comparator

At least 5% points less than comparator

% positive variance compared to:

Engagement Index

	% Positive	% Neutral	% Negative	% Positive	Previous Survey
	79	16	5	79	+5
75. I am proud to work for the University of Cambridge ^	91	7		91	0
76. I would recommend the Clinical School as a great place to work	70	24	6	70	+7
77. I see my future as including working at the University of Cambridge ^	73	19	8	73	+7
78. Working here makes me want to do the best work I can	84	13		84	+3

Results for All Questions

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% positive variance compared to:

% Positive % Neutral % Negative % Positive Previous Survey

Your Job

Question	% Positive	% Neutral	% Negative	% Positive	Previous Survey
1. I am clear about what I am expected to achieve in my job	90	6	4	90	+5
2. My job makes good use of my skills and abilities	83	9	7	83	+3
3. I am satisfied with my working environment	70	17	14	70	0
4. I understand how my work contributes to the objectives of my Department / Institute / Unit ^	86	9	4	86	0
5. I understand how my work contributes to the success of the University	85	11	4	85	+3
6. I believe that the work my Department / Institute / Unit does is world class ^	86	10		86	+2
7. I believe that the work the University does is world class	93	6		93	0
8. I am satisfied with the recognition I receive	55	28	17	55	+2
9. I feel equipped to deal with the demands of my job	80	13	6	80	+4
10. I am able to take ownership and responsibility across the duties of my role	87	9	4	87	+4
11. I have a choice in deciding how I do my work	85	10	5	85	+3

Results for All Questions

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% positive variance compared to:

% Positive	% Neutral	% Negative	% Positive	Previous Survey
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Your Development

12.	My central University induction gave me useful information about how the University operates	40	43	17	40	0
13.	My local induction gave me the information and knowledge I need to do my job effectively	62	28	11	62	+6
14.	My probation was well managed	57	34	9	57	+10
15.	I was clear when my probation came to an end	62	27	11	62	+10
16.	I receive regular and/or constructive feedback on my performance ^	60	24	17	60	+15
17.	I have the opportunity to discuss my development needs regularly	64	22	15	64	+14
19.	I found my last SRD meeting (Clinical School appraisal) useful ^	65	25	11	65	+2

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% Positive	% Neutral	% Negative	% Positive	Previous Survey
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Your Development

20.	I know where to find information about training and development opportunities	87	9	4	87	+8
22.	I am satisfied with the training and development opportunities I receive for my present job	68	24	9	68	+6
23.	I have attended training/development session(s) provided on the Biomedical Campus and found them useful	49	39	11	49	-
26.	I think there are sufficient opportunities for career progression at the University	41	29	31	41	0
27.	The career development / promotion processes at the University are fair	35	47	18	35	-1
29.	I consider the Senior Academic Promotions process to be fair ^	33	49	18	33	-13
30.	I am happy with the redeployment support I received i.e. CV support/mock interviews ^	27	60	13	27	+3

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Working Together

31.	I have access to sufficient support from within my Department / Institute to carry out my role	77	15	8	77	+4
32.	I have access to sufficient support from Clinical School central functions (e.g. Finance, HR) if I need it ^	62	29	9	62	+6
33.	There is effective co-operation between people within my immediate work area	81	12	8	81	+2
34.	In my experience there is effective co-operation between the different parts of the Clinical School	39	44	17	39	-2

Leadership and Line Management

35.	Overall, I have confidence in the senior leadership of the Clinical School	57	37	6	57	+2
36.	I believe that change is well managed in the Clinical School	40	52	9	40	+4
37.	I believe senior leaders in my Department / Institute / Unit manage their area well ^	67	23	9	67	+3
38.	My immediate line manager treats me with respect	90	7		90	+8
39.	My immediate line manager supports me in becoming more effective in my job	81	13	5	81	+9
40.	My immediate line manager is open to my ideas and suggestions	85	11	4	85	+8

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Work Life Balance

41.	I am comfortable with the amount of work I am expected to do	75	14	10	75	+2
42.	I feel able to strike the right balance between my work and home life ^	67	16	17	67	+1
43.	I am satisfied with the support the University offers to help me balance my work and home life	47	37	16	47	+4
44.	I can manage any stress experienced in my role, so as not to impact on my work or my wellbeing	68	20	12	68	+4
45.	I am aware of what support services are available within and outside the University to support my mental health and overall wellbeing	71	19	11	71	-
47.	I was satisfied with the process and the outcome ^	84	9	7	84	+4
50.	I have children and I'm happy with the availability of University / Addenbrooke's site childcare provision ^	22	48	30	22	-5
54.	I feel able to balance my clinical and academic commitments successfully ^	55	21	25	55	+3

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Pay and Benefits

55.	Considering my duties and responsibilities, I feel my pay is fair	50	22	28	50	-4
56.	I understand how my pay is determined ^	57	23	20	57	+2
57.	I am satisfied with my total benefits package (e.g. pension, holiday entitlement, child care vouchers, etc)	64	24	12	64	0
58.	I know where to find out about benefits and the additional advantages of working here (e.g. Cambens Discounts and Cambens Cars, etc) ^	70	17	13	70	+24

Inclusion and Fair Treatment

59.	I believe that the Clinical School values individual differences (e.g. culture and background)	71	26	4	71	+12
60.	I am treated with fairness and respect in the Clinical School	78	19		78	+8
61.	I feel that the Clinical School values me	46	42	12	46	+5
64.	I would feel able to report bullying or harassment without worrying that it would have a negative impact on me	57	24	19	57	+7

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Communication

65.	I feel informed about what is happening in the University	59	27	14	59	+5
66.	I feel informed about what is happening in the Clinical School	67	22	11	67	+28
67.	I feel informed about what is happening within my immediate work area	80	11	8	80	+4
68.	In my experience, there is good communication between the different parts of the Clinical School	33	50	17	33	+4
69.	In my experience, there is good communication between the different parts of the University	27	52	21	27	0
70.	I receive the Clinical School Newsletter and find it informative	64	24	12	64	-
71.	I find the Clinical School web pages clear and easy to navigate	50	42	8	50	-
72.	I am aware of the School's Athena SWAN work	75	15	10	75	-
73.	I am consulted and can contribute my views before changes are made that affect my job	51	35	14	51	+4
74.	I feel able to speak up and give my views on the way things are done	65	24	11	65	+8

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Perceptions of the Clinical School / University

75.	I am proud to work for the University of Cambridge ^	91	7	91	0	
76.	I would recommend the Clinical School as a great place to work	70	24	6	70	+7
77.	I see my future as including working at the University of Cambridge ^	73	19	8	73	+7
78.	Working here makes me want to do the best work I can	84	13	84	+3	
79.	I completed the 2012 survey and believe positive changes have been made as a result of this	19	68	13	19	-
80.	I believe action will be taken on the results of this survey	50	39	11	50	+4