



**Bournemouth
University**

Staff Survey 2013 results

Thank you for taking the time to give us your feedback in the staff survey, undertaken towards the end of last year.

A full report of the results is available [here](#), but we wanted to share with you the key results. This short report highlights three areas: the results we can be proud of and continue to build on; those which we need to explore in more detail; and those areas which we need to improve upon over the months ahead.

The 2013 survey results continue to show encouraging progress across a wide range of key areas. A year-on-year comparison of the questions revealed: 3 questions areas showed statistically significant improvement; 2 performed less well; and the remainder of question areas remaining broadly similar.

We recognise that there is more to be done in some areas and are committed to continuing to work with all staff to do this.

The following is a summary of the key results:

What staff are proud of...

- Job satisfaction
- Staff feeling valued
- Collaborative working
- Staff involvement
- Understanding BU's Vision & Values
- The quality of service we provide
- Facilities and the working environment
- The availability of resources
- Staff working patterns

89% of staff feel proud to work for BU

90% feel that BU is a good place to work

79% said that their line manager provides feedback about performance

The overall staff satisfaction rate is 85.2%, up from 84% in 2012 and 79.4% in 2010.

86% feel valued by students and service users

91% of staff enjoy work

What we need to explore further...

- How can we continue to improve the Wellbeing of staff at BU?
- How do we ensure that staff are aware that BU is interested in their Wellbeing?
- How do we ensure that staff achieve an appropriate work life balance?
- How do we encourage more staff to take part in SportBU run events and courses?
- How can we ensure BU is retaining the right people for its future?
- How do we continue to see a year on year reduction in workplace stress?
- How do we ensure that staff are more confident in being supported if they do report feeling stressed?

69% of staff felt that BU is interested in their Wellbeing

70% of staff felt they have a good work life balance

29% of staff felt unduly stressed at work, down from 35% in 2010

53% of staff said they have not reported feeling stressed at work, with 57% of those saying that was because they felt nothing would happen

What we need to improve upon...

- How can we improve internal communication?
- How can we reduce bureaucracy at BU?
- How do we continue to ensure that workloads are appropriate?
- How can we continue to improve the way we support staff through change?

54% felt that recent changes had been communicated effectively

30% felt that different parts of BU communicate well with each other

47% felt that communication between senior management and staff is effective

53% felt that communication at BU is effective

1,067 surveys were completed resulting in a response rate of 56%. This level of response means we can be confident the results present a thorough representation of the views of staff.

What happens next?

A series of staff focus groups will be held soon to discuss and review the survey results. This feedback will then inform what actions need to be taken. This feedback will be discussed with each School and Professional Service, the ICE Forum and with Trade Unions so that specific action can be incorporated into the delivery planning process. Progress will then be owned by a specific School or Professional Service who will communicate progress through periodical service updates or newsletters.

Schools and Professional Services will review their specific results to discuss and agree an action plan to address any areas for improvement and development. We hope you take the opportunity to attend a focus group to help us explore the results in more depth.

Details of how to get involved in the staff focus groups will be communicated soon.

To read the survey results in full, please [click here](#).