



Have your say!

Pulse Survey 2023 results

Thank you for completing the survey!

People Insight were commissioned to undertake the survey to measure employees' attitudes and beliefs concerning employee engagement issues including the merger. The survey was completed on 13 December 2023 and achieved a **60%** response rate, up **11%** from 2022.

65%

St George's Engagement score

64%

Average London HEI Engagement score

Key performance indicators

The 5 most positive responses

% indicates where staff have strongly agreed or agreed

I believe that St George's approach to flexible working works well for me personally	80%
I feel that St George's is committed to supporting diversity and inclusion	79%
People of all backgrounds are respected and valued at St George's	75%
I believe that St George's approach to flexible working works well for our organisation	71%
I am proud to work for St George's	70%

The 5 most negative responses

% indicates where staff have strongly agreed or agreed

I feel a strong sense of belonging to St George's	58%
I receive regular and constructive feedback on my work /how I am doing	58%
Senior leaders provide a clear vision of the overall direction of St George's	56%
My Personal Development Review (PDR) is a forum to recognise my potential and contribution	52%
I am optimistic about my future at St George's as a merged institution	33%

3 areas most impacting Engagement at St George's

Diversity and Inclusion

People of all backgrounds are respected and valued at St George's

Wellbeing

St George's does enough to support my health and wellbeing in the flexible working environment

Leadership

Senior leaders provide a clear vision of the overall direction of St George's

Next steps

Now we have the Pulse Survey 2023 results:

- Departments and institutes will be considering their own results and creating local action plans
- The results and feedback from our Pulse Survey will inform our actions and activities to support our People strategy. We will consider developmental capability and best practices in our approach
- St George's values the input of our staff as we continue to plan for the merger. We want to ensure employees feel listened to and supported, and that we will carefully consider concerns or suggestions raised by staff.