

Modernising our Hospitals and Health Services

Initial survey report:

**Engaging with public and staff to discover their
priorities for improvement when it comes to the
modernisation of our hospitals and health services**

Introduction and background

Hampshire Hospitals NHS Foundation Trust is one of the trusts chosen to receive capital funding as part of the Department of Health and Social Care's Health Infrastructure Plan (HIP), which is designed to support 40 hospital building projects across the country between 2025 and 2030.

To support this, the trust, along with its partners the Hampshire and Isle of Wight Partnership of Clinical Commissioning Groups and West Hampshire Clinical Commissioning Group, has established the Hampshire Together: Modernising our Hospitals and Health Services (MOHHS) programme.

The programme includes the modernisation and continued integration of health services across the system, a potential proposal to build a new major hospital, reconfiguration of existing infrastructure and the evaluation of the options and economic benefits for co-location of any new build with other health related organisations (health campus).

This report details the methodology, delivery and results of an initial public and staff survey, which engaged with staff of Hampshire Hospitals NHS Foundation Trust and the general population of the area served by the trust to find out what their priorities are when it comes to the modernisation of hospitals and health services.

Objectives

The objectives of the survey were to:

- Begin the process of engaging both staff and the public in the MOHHS programme, while also finding out what works well and what could be improved for future activity
- Broadly establish the themes and issues that are most important to both staff and the public
- Discover the baseline demographics of responders to an online survey, both in terms of staff groups and more general characteristics, to establish under-represented groups who may require different forms of engagement going forward

Format and questions

The survey was hosted online, using the Survey Monkey platform. Responders were invited to visit a hyperlink, which took them directly to the survey, which was live for a period of five weeks, between Wednesday 12 February 2020 and Wednesday 18 March 2020.

Before they answered any questions, respondents landed on an introductory page explaining both the programme and the purpose of the survey.

The introductions and all of the questions asked can be found at appendix one (public) and two (staff). Both surveys posed the same central question: What are your top five priorities for improvement when it comes to the modernisation of our hospitals?

A list of 18 priorities were drawn up by the trust, with input from the communications team, programme team and members of the board. These appeared in a different random order each time, with respondents asked to rank their top five priorities. Respondents were then given the opportunity to put forward additional priorities that are important to them.

Both staff and the public were asked to provide the first part of their postcode and also general demographic information on their gender, age, ethnic group and religion to help inform the work being carried out to analyse equality and health impact.

In addition, members of staff were also asked to provide information on the division they are part of, their role, the site that they work at and whether they are full time, part time or bank workers.

Publicity

Staff – The survey was launched within Hampshire Hospitals using a blog written by the chief executive (see appendix three), explaining why it was being carried out, inviting staff to take part and providing the appropriate hyperlink. This was sent directly to all staff with @hhft.nhs.uk email addresses on the morning of Wednesday 12 February 2020, posted under the Alex's Blog section on the Trustnet (trust intranet) homepage and reproduced on the HHFT Staff closed Facebook group, which contained just over 3,000 members at the time.

A link to the staff survey was provided from the banner at the top of the Trustnet homepage for the duration of the survey and it was also included in the weekly Midweek Message bulletin, sent to all staff via email. A follow-up post on the HHFT Staff Facebook group, providing the link to the survey, was posted on Tuesday 18 February.

Public – The survey was launched externally via social media, the HHFT website and a press release at 0900 on Wednesday 12 February 2020.

The press release (see appendix four) was issued to all HHFT media contacts across the patch and uploaded to the HHFT website, where it appeared under latest news for the next few days. It was also added to the photo carousel at the top of the homepage, providing a link to the page containing more information about the survey, remaining there for the entire time the survey was open.

A shortened version of the press release, providing links both to the survey and the webpage containing more information about it, was posted through the Hampshire Hospitals Facebook and Twitter accounts. Direct messages were sent via Twitter, encouraging our partners and community

groups to retweet and share our posts.

A slightly amended version of the press release was also sent out by email to all Foundation Trust members that we hold email addresses for (around 4,500).

Media coverage and social media reach

Print media – Information from the press release, including the survey address, was printed in all three of the area's leading newspapers, the Basingstoke Gazette (13 February), Hampshire Chronicle (20 February) and Andover Advertiser (21 February).

It was also featured in the Basingstoke Observer and Basingstoke and Deane Borough Council included it in their March edition of Basingstoke and Deane Today, which was delivered to 73,000 households across the borough in early March.

Online media – The survey website address was repeated on a number of occasions in the online editions of the Basingstoke Gazette, which has an online reach of 115,000 and the Hampshire Chronicle, which has an online reach of 47,600. It was also the topic of articles on the websites of the Romsey Advertiser and Digital Health Tech News, while information about the survey was also included on the Basingstoke Observer's website.

Broadcast media – An interview with chief executive Alex Whitfield about the survey was featured on the ITV Meridian evening news at 6pm on 12 March, reaching an audience of 740,000. That's Hampshire TV also carried an interview with the chief executive on the same day.

Social media reach – The Facebook post issued on the Hampshire Hospitals page on 12 February reached 8,199 people, with 127 people clicking on the links either to the survey or the webpage with additional information. It was shared to a number of community groups and by a number of partners.

The Tweet issued from Hampshire Hospitals on 12 February was seen by 11,218 Twitter users, with 104 people clicking on the links either to the survey or the webpage with additional information. It was retweeted by a number of partners.

Response

Public survey – A total of 937 people took part in the public survey.

910 respondents provided the first part of their postcode, with both RG and SO postcodes prevalent, indicating a good spread of responses from across the patch.

61% of respondents were female and 37% male. While the 2011 census shows that there are more women than men living in the West Hampshire and North Hampshire CCG areas, the split is actually 51-49.

In terms of age, people aged 56-75 made up 43% of respondents. They only make up 22% of the population, but will be more reliant on the services provided by the trust. People aged 0-25 were under-represented in the survey, but the rest of the age brackets were represented fairly accurately.

89% of respondents described their ethnic group or background as white British, which is in line with the 2011 census results for the area, with almost 92% of people describing themselves as white British. The vast majority of respondents who chose to specify their religion were Christians.

Staff survey – A total of 693 members of staff took part in the staff survey.

There was a fairly even split between the divisions, with Family and Clinical Support Services providing the highest number of respondents (214) and Surgical Services the lowest (143). However, the response was fairly proportionate, with the main outlier being corporate services, which was under-represented by 6%.

Nurses, midwives and healthcare support workers supplied 34% of responses, but they account for almost half of the workforce. Secretaries and administrators also responded in large numbers (35% of all responses). Estates and facilities support staff were the lowest responders.

Half of responses came from staff working at Basingstoke and North Hampshire Hospital, which is roughly proportionate. Staff based at Royal Hampshire County Hospital provided 28% of responses, which is low, while staff at Andover War Memorial Hospital made up 2% of respondents, which is roughly proportionate. HHFT does not register workers as cross-site, which will have had an impact.

68% of responders were full time members of staff. Bank staff were under-represented.

RG and SO postcodes made up the majority of responses, with RG more prevalent, though there were more out of area postcodes than in the public survey, as might be expected.

78% of respondents were female and 20% male, which is almost exactly proportionate, with a good spread between the age brackets from 25-65. However, staff aged 16-35 were under-represented.

80% of respondents described their ethnic group or background as white British, with the majority of respondents who chose to specify their religion being Christians.

Frequent themes

Public – The full results of the public survey can be found at Appendix Five, but from looking at which priorities were chosen most, several themes came through as important to respondents.

Capacity to care for more patients was seen as a priority for more than half of respondents and is clearly something that the public would like this programme to address.

Access to services was another key theme. The public clearly indicated that they want access to tests and scans, as well as the latest equipment. However, what also came across was a desire to see improved access to non-acute services, such as mental health provision, social care, community services and GPs.

Transport is another area that is clearly a priority for public respondents, with parking and transport links both featuring fairly prominently. This was also borne out when respondents were asked for additional priorities, with the location of any new site coming up on a regular basis. It seems to be accepted that any new site should be situated close to population centres, but there are clearly concerns about patients and visitors having to travel further.

The public response to the idea of centralising specialist services was interesting. It featured fairly high up, indicating that the public are aware of the benefit to centralising services.

When asked for additional priorities, as well as location, an increase in staffing levels was a popular choice.

Staff – The full results of the staff survey can be found at Appendix Six, but the following themes came through as important to them.

Adequate Parking came through very strongly, which should not be a surprise given that the survey was carried out at the same time as engagement about beginning to charge staff to park on site.

Other than parking, the main concerns for staff are acute-focused clinical priorities. The capacity to care for more patients is important, as is access to the latest equipment, with the latest technology integrated into the design. They also appreciate the need for centralised specialist services.

More patient-focused measures such as easy access to tests and scans and mental health provision, do also rank fairly highly, but they are less concerned about access to non-acute services such as primary and social care.

When asked about additional priorities, there are no underlying themes, with lots of individual and local issues raised.

Conclusions

Conclusions have been framed using the stated objectives of the survey:

1 - Begin the process of engaging both staff and the public in the MOHHI programme, while also finding out what works well and what could be improved for future activity

- Pleasing number of responses, both from staff and the public
- Studying the groups this was shared to on Facebook can provide us with some interesting groups to target, representing people with specific needs or areas of the patch. For example, the Alton News group has more than 6,000 members, while linking in with the Parability Basingstoke group allows us to reach almost 800 people who have an interest in disability issues.
Discovering more of these groups and organisations who are active on Facebook will allow us to reach some really important audiences.
- Survey design: Rather than allowing people to skip questions, include a prefer not to say option; Asking for postcodes is unwieldy and time-consuming to analyse – may be preferable to offer a group of postcodes as multiple choice or ask respondents which hospital they consider to be their local hospital; ensure that question parameters reflect those available in census and workforce data
- Publicity: High response rates in the first few days the survey was open, but responses then dropped off and we failed to re-energise the campaign, due in part to the onset of the COVID-19 outbreak. We would expect to achieve increased engagement in future surveys with additional social media posts and media coverage in the later stages of the campaign. Would be a good idea to add a question asking people how they became aware of the survey in future to allow us to understand how each method of publicity performed and the demographics reached.

2 – Broadly establish the themes and issues that are most important to both staff and the public

- Results suggest that ensuring the trust has the capacity to care for more patients is the top priority for the public
- Access to services (both acute and otherwise) and transport are the other key themes to emerge from the public survey
- Adequate parking is the top priority for staff
- Staff rate a range of acute-focused clinical priorities highly, but also appreciate the need to provide improved access to a wide range of services
- Environmental impact and design are not seen as high priorities by either group

3 – Discover the baseline demographics of responders to an online survey, both in terms of staff groups and more general characteristics, to establish under-represented groups who may require different forms of engagement going forward

- Publicly, we need to engage with more men and a younger audience that is more representative of our public, rather than our patients.
- Corporate, nursing and bank staff were significantly under-represented in the staff survey, giving us areas to focus on for future engagement work. This is likely down to the electronic nature of the survey and is an issue that needs to be addressed moving forward.

Appendix One – Public survey questions

Introduction – Hampshire Hospitals NHS Foundation Trust has been selected as one of the trusts that will receive central funding as part of phase two of the Department of Health and Social Care's Health Infrastructure Plan.

We are in the early stages of thinking about how we might use this funding to provide a more modern environment and deliver an improved healthcare infrastructure, designed for the needs of our patients and staff both today and in the future.

There will be an extensive and on-going process of engagement with staff and the public throughout the planning and delivery of this programme. There are a number of possibilities under consideration and at this stage nothing has been ruled in or out.

At this point, we would welcome your initial thoughts on what you think our priorities should be and how you would like to see us achieve them.

The survey will close at 9.00am on Wednesday 18 March.

Question One – What is the first part of your postcode?

Question Two – What are your top five priorities for improvement when it comes to the modernisation of our hospitals?

Options:

- Recreational facilities for staff
- Transport links
- Dedicated office space
- Latest technology integrated into design
- Expanded research and development
- Training/educational facilities
- Adequate parking
- Centralised specialist services
- Capacity to care for more patients
- Access to the latest equipment
- Modern design features (use of light/art/green spaces etc)
- Access to community services/social care
- Mental health provision
- Having a range of health services, including GPs, located on the same site
- Easy access to tests and scans
- Design that ensures clinical areas can be used flexibly and are not restricted to a single purpose
- Environmentally friendly buildings
- A calm and uplifting environment for cancer treatment and complementary therapies

Question Three - Are there any priorities, not on the list, which are important to you?

Question Four – What gender do you identify as?

Options:

- Male
- Female
- Prefer not to say
- Other

Question Five – What is your age?

Options:

- Under 16
- 16-25
- 26-35
- 36-45
- 46-55
- 56-65
- 66-75
- 76+
- Prefer not to say

Question Six – Please choose the option that best describes your ethnic group or background

Options:

- White – English/Welsh/Scottish/Northern Irish/British
- White – Irish
- White – Gypsy or Irish Traveller
- White – Other
- Mixed/Multiple ethnic groups – White and Black Caribbean
- Mixed/Multiple ethnic groups – White and Black African
- Mixed/Multiple ethnic groups – White and Asian
- Mixed/Multiple ethnic groups – Other
- Asian/Asian British – Indian
- Asian/Asian British – Pakistani
- Asian/Asian British – Bangladeshi
- Asian/Asian British – Chinese
- Asian/Asian British – Other
- Black/African/Caribbean/Black British – African
- Black/African/Caribbean/Black British – Caribbean
- Black/African/Caribbean/Black British – Other
- Arab
- Prefer not to say
- Other (please describe)

Question Seven – If applicable, please specify your religion

Appendix Two – Staff survey questions

Introduction - Our Trust has been selected as one of the trusts that will receive central funding as part of phase two of the Department of Health and Social Care's Health Infrastructure Plan.

We are in the early stages of thinking about how we might use this funding to provide a more modern environment and deliver an improved healthcare infrastructure, designed for the needs of our patients and staff both today and in the future.

There will be an extensive and on-going process of engagement with staff and the public throughout the planning and delivery of this programme. There are a number of possibilities under consideration and at this stage nothing has been ruled in or out.

At this point, we would welcome your initial thoughts on what you think our priorities should be and how you would like to see us achieve them.

The survey will close at 9.00am on Wednesday 18 March.

Question One – What division do you work in?

Options:

- Corporate Services
- Family and Clinical Support Services
- Medical Services
- Surgical Services

Question Two – Which of these best describes your role?

Options:

- Doctor/surgeon
- Nurse/Midwife/Healthcare Support Worker
- Secretary/administrator
- Allied Health Professional/Pharmacist/Scientist
- Estates and Facilities Support Staff
- Director/Manager

Question Three – Which site do you work at?

Options:

- Basingstoke and North Hampshire Hospital
- Royal Hampshire County Hospital (Winchester)
- Andover War Memorial Hospital
- Cross-site

Question Four – Are you?

Options:

- Full time
- Part time
- Bank

Question Five – What is the first part of your postcode?

Question Six – What are your top five priorities for improvement when it comes to the modernisation of our hospitals?

Options:

- Recreational facilities for staff
- Transport links
- Dedicated office space
- Latest technology integrated into design
- Expanded research and development
- Training/educational facilities
- Adequate parking
- Centralised specialist services
- Capacity to care for more patients
- Access to the latest equipment
- Modern design features (use of light/art/green spaces etc)
- Access to community services/social care
- Mental health provision
- Having a range of health services, including GPs, located on the same site
- Easy access to tests and scans
- Design that ensures clinical areas can be used flexibly and are not restricted to a single purpose
- Environmentally friendly buildings
- A calm and uplifting environment for cancer treatment and complementary therapies

Question Seven - Are there any priorities, not on the list, which are important to you?

Question Eight – What gender do you identify as?

Options:

- Male
- Female
- Prefer not to say
- Other

Question Nine – What is your age?

Options:

- Under 16
- 16-25
- 26-35
- 36-45
- 46-55
- 56-65
- 66-75
- 76+
- Prefer not to say

Question 10 – Please choose the option that best describes your ethnic group or background

Options:

- White – English/Welsh/Scottish/Northern Irish/British
- White – Irish
- White – Gypsy or Irish Traveller
- White – Other
- Mixed/Multiple ethnic groups – White and Black Caribbean
- Mixed/Multiple ethnic groups – White and Black African
- Mixed/Multiple ethnic groups – White and Asian
- Mixed/Multiple ethnic groups – Other
- Asian/Asian British – Indian
- Asian/Asian British – Pakistani
- Asian/Asian British – Bangladeshi
- Asian/Asian British – Chinese
- Asian/Asian British – Other
- Black/African/Caribbean/Black British – African
- Black/African/Caribbean/Black British – Caribbean
- Black/African/Caribbean/Black British – Other
- Arab
- Prefer not to say
- Other (please describe)

Question 11 – If applicable, please specify your religion

Appendix Three – Text of blog from chief executive to all HHFT staff – 12 February 2020

Dear colleagues,

While our Modernising our Hospitals and Health Infrastructure programme is still in its early stages, things are moving at pace already - and we need your views!

As you are probably aware, our trust has been selected as one of those that will receive central funding as part of phase two of the Department of Health and Social Care's Health Infrastructure Plan, which is designed to support 40 hospital building projects across the country between 2025 and 2030.

We are in the early stages of thinking about how we might use this funding to provide a more modern environment and deliver an improved healthcare infrastructure, designed for the needs of our patients and staff both today and in the future.

There will be an extensive and on-going process of engagement with staff and the public throughout the planning and delivery of this programme. There are a number of possibilities under consideration and at this stage nothing has been ruled in or out.

At this point, we would welcome your initial thoughts on what you think we be focusing on when it comes to improving the infrastructure. Please select your top five criteria through an online survey. It will only take a couple of minutes.

[Click here to take the survey](#)

The survey will be open until 9am on Wednesday 18 March - and thank you in advance for your views, which matter a great deal to us. We need as many people as possible to tell us what they think is most important as we set off on our journey.

Best wishes,

Alex

Appendix Four – Press release issued 0900, 12 February 2020



12 February 2020

Ref: 08/20

Press Release

Public asked for their views as project to upgrade health services moves forward

What are your priorities for healthcare services in Hampshire? That's the question being asked by local NHS organisations as they embark on a project to upgrade hospital and health services across the county.

Hampshire Hospitals NHS Foundation Trust is one of the trusts chosen to receive funding as part of the Department of Health and Social Care's Health Infrastructure Plan (HIP), which is designed to support 40 hospital building projects across the country between 2025 and 2030.

Alex Whitfield, chief executive of Hampshire Hospitals, which runs Andover War Memorial Hospital, Basingstoke and North Hampshire Hospital and Royal Hampshire County Hospital, in Winchester, said: "We are looking forward to working with our staff, patients and the public to ensure that we create a healthcare infrastructure that is fit for the future.

"By working alongside our partner organisations in health and social care, our aim is to develop services that deliver the right care, in the right place, at the right time for communities across Hampshire

"As a first step, we have created an online survey, giving people the opportunity to express their priorities for healthcare services. There are a number of possibilities under consideration and at this stage nothing has been ruled in or out, so we need as many people as possible to tell us what they think is most important as we set off on our journey."

Since the announcement in September, the trust has been carrying out preliminary work with the government and partner organisations to work out the best way to take the project forward. Confirmation of guidelines and initial funding to produce a business case has now been received and a team is being brought together to begin the work.

"Our hospitals are much-loved and have done great service, but they were built many years ago and are now showing their age," Alex added. "We are delighted that central government has recognised this by awarding us Health Infrastructure funding – and look forward to a time when we can provide

a more modern environment, designed for the needs of our patients and staff both today and in the future.”

Visit www.surveymonkey.co.uk/r/ModernisingOurHospitals to take part in the survey, which will close at 9.00am on Wednesday 18 March.

ENDS

Note to Editors

1. Hampshire Hospitals NHS Foundation Trust provides hospital services to a population of approximately 570,000 people in Hampshire and parts of West Berkshire.
2. HHFT has around 6,000 staff and a turnover of more than £400million a year.
3. HHFT delivers one hospital service across multiple locations including its own hospitals, Andover War Memorial Hospital, Basingstoke and North Hampshire Hospital and Royal Hampshire County Hospital in Winchester. It also provides outpatient and assessment services from Alton Community Hospital.
4. As a Foundation Trust, HHFT is accountable to the local community through a system of local ownership with members and elected governors. HHFT has around 15,000 staff and public members. Foundation Trusts are free from central government control and can reinvest any surplus to develop clinical services. They are authorised and regulated by NHS Improvement, an independent regulator.
5. Hampshire Hospitals Charity (Registered Charity 1060133) is managed by the Foundation Trust itself and is split into ward and department funds. The funds are used to provide items that will benefit both patients and staff as well as to brighten up patient treatment areas and staff facilities. Most wards and departments have their own funds and the decisions as to how the funds are to be used are made at ward and departmental level, subject to guidelines issued by the Charity Commission.

Media contact

- Hampshire Hospitals NHS Foundation Trust
01256 313062, communications@hhft.nhs.uk

Appendix Five – Public survey results

What are your top five priorities for improvement when it comes to the modernisation of our hospitals?

Response	Top priority	Second	Third	Fourth	Fifth
Recreational facilities for staff	7	7	9	13	23
Transport links	46	40	61	58	53
Dedicated office space	4	7	4	3	5
Latest technology integrated into design	48	34	53	43	50
Expanded research and development	9	19	25	28	36
Training/educational facilities	6	13	17	22	18
Adequate parking	72	64	70	92	137
Centralised specialist services	56	61	69	81	55
Capacity to care for more patients	220	114	88	79	63
Access to the latest equipment	81	115	96	79	63
Modern design features (use of light/art/green spaces etc)	11	10	11	17	19
Access to community services/social care	42	57	51	59	72
Mental health provision	87	77	75	72	66
Having a range of health services, including GPs, located on the same site	72	70	55	50	68
Easy access to tests and scans	86	139	117	94	70
Design that ensures clinical areas can be used flexibly and are not restricted to a single purpose	39	46	56	65	57
Environmentally friendly buildings	13	12	27	24	30

A calm and uplifting environment for cancer treatment and complementary therapies	24	34	35	34	36
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What gender do you identify as?

Male – 344 (37%)

Female – 563 (61%)

Prefer not to say – 19 (2%)

Other – 3 (0.3%)

2011 census – West Hampshire and North Hampshire CCG areas

Male – 368,000 (48.9%)

Female – 385,200 (51.1%)

What is your age?

Under 16 – 1 (0.1%)

16-25 – 37 (4%)

26-35 – 100 (11%)

36-45 – 141 (15%)

46-55 – 151 (16%)

56-65 – 182 (20%)

66-75 – 213 (23%)

76+ - 88 (9%)

Prefer not to say – 17 (2%)

2011 census – West Hampshire and North Hampshire CCG areas

Under 16 – 139,752 (18.49%)

16-25 – 84,062 (11.12%)

26-35 – 82,512 (10.92%)

36-45 – 107,732 (14.26%)

46-55 – 110,361 (14.60%)

56-65 – 97,545 (12.91%)

66-75 – 71,343 (9.44%)

76+ – 62,422 (8.26%)

Please choose the option that best describes your ethnic group or background

White – English/Welsh/Scottish/Northern Irish/British – 822 (89%)

White – Irish – 8 (1%)

White – Gypsy or Irish Traveller – 0

White – Other – 26 (3%)

White – Other – 34 (4%)

Mixed/Multiple ethnic groups – White and Black Caribbean – 1 (0.1%)

Mixed/Multiple ethnic groups – White and Black Africa – 1 (0.1%)

Mixed/Multiple ethnic groups – White and Asian – 2 (0.2%)

Mixed/Multiple ethnic groups – Other – 2 (0.2%)

Mixed – 6 (0.6%)

Asian/Asian British – Indian – 10 (1%)

Asian/Asian British – Pakistani – 1 (0.1%)

Asian/Asian British – Bangladeshi – 1 (0.1%)

Asian/Asian British – Chinese – 3 (0.3%)

Asian/Asian British – Other – 4 (0.4%)

Asian – 19 (2%)

Black/African/Caribbean/Black British – African – 3 (0.3%)

Black/African/Caribbean/Black British – Caribbean 0

Black/African/Caribbean/Black British – Other – 2 (0.2%)

Black – 5 (0.5%)

Arab – 2 (0.2%)

Prefer not to say – 36 – 4%

Other (please describe) – 3 (0.3%) – responses Turkish and White European

2011 census – West Hampshire and North Hampshire CCG areas

White British – 692,169 (91.9%)

White Other – 26,600 (3.5%)

Asian – 18,000 (2.4%)

Mixed – 9,900 (1.3%)

Black – 4,300 (0.6%)

Arab – 700 (0.1%)

Other – 1,600 (0.2%)

Appendix Six – Staff Survey Results

What division do you work in?

Corporate Services – 150 (22%)

Family and Clinical Support Services – 214 (31%)

Medical Services – 185 (27%)

Surgical Services – 143 (21%)

HHFT Workforce Data

Corporate Services – 2,360 (28.58)

Family and Clinical Support Services – 2,103 (25.47%)

Medical Services – 2,045 (24.77%)

Surgical Services – 1,749 (21.18)

Which of these best describes your role?

Doctor/surgeon – 77 (11%)

Nurse/Midwife/Healthcare Support Worker – 234 (34%)

Secretary/administrator – 172 (25%)

Allied Health Professional/Pharmacist/Scientist – 101 (14.70%)

Estates and Facilities Support Staff – 49 (7%)

Director/Manager – 54 (7.86%)

HHFT Workforce Data

Doctor/surgeon – 1,164 (13.79%)

Nurse/Midwife/Healthcare Support Worker – 4,100 (48.57%)

Secretary/administrator – 1,575 (18.66%)

Allied Health Professional/Pharmacist/Scientist – 818 (9.69%)

Estates and Facilities Support Staff – 784 (9.29%)

Director/Manager – N/A

Which site do you work at?

Basingstoke and North Hampshire Hospital – 348 (50%)

Royal Hampshire County Hospital (Winchester) – 195 (28%)

Andover War Memorial Hospital – 16 (2%)

Cross-site – 132 (19%)

HHFT Workforce Data

Basingstoke and North Hampshire Hospital – 4,834 (57.27%)

Royal Hampshire County Hospital (Winchester) – 3,318 (39.31%)

Andover War Memorial Hospital – 235 (2.78%)

Cross-site – N/A

Other – 54 (0.64%)

Are you?

Full time – 472 (68%)

Part time – 199 (29%)

Bank – 20 (3%)

HHFT Workforce Data

Full time – 4,213 (49.91%)

Part time – 2,572 (30.47%)

Bank – 1,656 (19.62%)

What are your top five priorities for improvement when it comes to the modernisation of our hospitals?

Response	Top priority	Second	Third	Fourth	Fifth
Recreational facilities for staff	14	15	13	18	38
Transport links	28	28	38	33	32
Dedicated office space	16	20	30	32	33
Latest technology integrated into design	44	43	40	51	41
Expanded research and development	12	12	23	16	20
Training/educational facilities	12	26	41	47	37
Adequate parking	112	90	58	75	81
Centralised specialist services	49	31	34	22	28
Capacity to care for more patients	130	64	54	38	40
Access to the latest equipment	56	68	51	55	43
Modern design features (use of light/art/green spaces etc)	10	17	26	27	41
Access to community services/social care	17	28	32	25	24
Mental health provision	33	48	45	48	30
Having a range of health services, including GPs, located on the same site	36	30	36	41	37
Easy access to tests and scans	27	50	56	46	35
Design that ensures clinical areas can be used flexibly and are not restricted to a single purpose	35	33	39	46	34
Environmentally friendly buildings	29	36	31	34	41
A calm and uplifting environment for cancer treatment and complementary therapies	12	33	23	18	27

What gender do you identify as?

Male – 137 (20%)

Female – 535 (78%)

Prefer not to say – 11 (2%)

Other – 2 (0.3%)

HHFT Workforce Data

Male – 1,843 (21.83%)

Female – 6,598 (78.17%)

Other – N/A

What is your age?

Under 16 – 0

16-25 – 39 (6%)

26-35 – 127 (18%)

36-45 – 169 (24%)

46-55 – 188 (27%)

56-65 – 146 (21%)

66-75 – 8 (1%)

76+ - 0

Prefer not to say – 13 (2%)

HHFT Workforce Data

Under 16 – 0

16-25 – 857 (10.15%)

26-35 – 2251 (26.67%)

36-45 – 1965 (23.28%)

46-55 – 1916 (22.70%)

56-65 – 1273 (15.08%)

66-75 – 165 (1.95%)

76+ - 14 (0.17%)

Please choose the option that best describes your ethnic group or background

White – English/Welsh/Scottish/Northern Irish/British – 545 (80%)

White – Irish – 6 (1%)

White – Gypsy or Irish Traveller – 1 (0.2%)

White – Other – 43 (6%)

Mixed/Multiple ethnic groups – White and Black Caribbean – 2 (0.3%)

Mixed/Multiple ethnic groups – White and Black Africa – 2 (0.3%)

Mixed/Multiple ethnic groups – White and Asian – 3 (0.4%)

Mixed/Multiple ethnic groups – Other – 1 (0.2%)

Asian/Asian British – Indian – 20 (3%)

Asian/Asian British – Pakistani – 3 (0.4%)

Asian/Asian British – Bangladeshi – 0

Asian/Asian British – Chinese – 1 (0.2%)

Asian/Asian British – Other – 17 (2.5%)

Black/African/Caribbean/Black British – African – 7 (1%)

Black/African/Caribbean/Black British – Caribbean 0

Black/African/Caribbean/Black British – Other – 1 (0.2%)

Arab – 0

Prefer not to say – 21 – 3%

Other (please describe) – 6 (0.9%) – two Filipino

HHFT workforce data

White – English/Welsh/Scottish/Northern Irish/British – 4,765 (56.45%)

White – Irish – 70 (0.83%)

White – Gypsy or Irish Traveller – N/A

White – Other – 484 (5.73%)

Mixed/Multiple ethnic groups – White and Black Caribbean – 14 (0.17%)

Mixed/Multiple ethnic groups – White and Black African - 5 (0.06%)

Mixed/Multiple ethnic groups – White and Asian – 26 (0.31%)

Mixed/Multiple ethnic groups – Other – 58 (0.69%)

Asian/Asian British – Indian – 307 (3.64%)

Asian/Asian British – Pakistani – 32 (0.38%)

Asian/Asian British – Bangladeshi – 10 (0.12%)

Asian/Asian British – Chinese – 38 (0.45%)

Asian/Asian British – Other – 534 (6.33%)

Black/African/Caribbean/Black British – African – 220 (2.61%)

Black/African/Caribbean/Black British – Caribbean – 28 (0.33%)

Black/African/Caribbean/Black British – Other – 27 (0.32%)

Arab – N/A

Prefer not to say – 949 (11.24%)

Other (please describe) – 820 (9.71%)