

Unison – NHS Staff Survey – 4th November 2019

Methodology: ComRes interviewed 2,030 British adults from the 1st–3rd November 2019. Data were weighted to be demographically representative of all GB adults. ComRes is a member of the British Polling Council and abides by its rules. Full tables at www.comresglobal.com.

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NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 1
Q.1 Please think about the role of different types of staff in the NHS. There are non-medical staff such as porters, cleaners and catering staff, and medical staff such as doctors, nurses and midwives.

To what extent do you believe that non-medical staff are more or less important as medical staff to the NHS?

Base: All respondents

	Gender			Age									Social Grade				Employment Sector	
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Private (q)
Unweighted base	2030	994	1036	214	327	339	386	310	454	541	725	764	593	601	324	512	342	806
Weighted base	2030	991	1039	225	351	325	359	300	469	577	684	769	554	570	412	493	360	812
More important	111 5%	66 7%B	45 4%	18 8%H	29 8%gH	23 7%H	19 5%H	13 4%h	9 2%	47 8%K	43 6%K	22 3%	24 4%	24 4%	35 9%LM	29 6%	33 9%	52 6%
Equally important	1576 78%	732 74%	845 81%A	151 67%	249 71%	252 78%Cd	285 79%CD	249 83%CD	390 83%CD _e	400 69%	537 78%l	640 83%lJ	419 76%	463 81%LN	309 75%	386 78%	268 75%	613 75%
Less important	258 13%	153 15%B	105 10%	36 16%e	53 15%	33 10%	41 11%	32 11%	63 13%	89 15%J	74 11%	95 12%	96 17%MnO	57 10%	50 12%	54 11%	40 11%	107 13%
Don't know	85 4%	40 4%	45 4%	21 9%eFGH	20 6%GH	16 5%gH	14 4%H	6 2%	7 2%	41 7%jK	30 4%K	13 2%	14 3%	27 5%l	19 4%	25 5%l	18 5%	40 5%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 2
Q.1 Please think about the role of different types of staff in the NHS. There are non-medical staff such as porters, cleaners and catering staff, and medical staff such as doctors, nurses and midwives.

To what extent do you believe that non-medical staff are more or less important as medical staff to the NHS?

Base: All respondents

	Region												
	Total	Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2030	183	114	1733	87	214	178	173	136	203	239	300	203
Weighted base	2030	177	102*	1752	85*	233	171	181	148	195	274	284	181
More important	111 5%	8 4%	2 2%	101 6%	8 9%blm	14 6%	11 6%	15 8%blm	9 6%	9 5%	18 7%	11 4%	6 3%
Equally important	1576 78%	142 81%k	81 80%	1353 77%	62 73%	176 76%	135 79%	135 75%	117 79%	159 82%K	196 72%	226 80%k	145 80%k
Less important	258 13%	21 12%	12 12%	225 13%	13 15%g	37 16%G	12 7%	25 14%g	18 12%	22 11%	39 14%G	35 12%	23 13%
Don't know	85 4%	5 3%	6 6%	73 4%	3 3%	6 2%	12 7%FhJ	5 3%	4 3%	4 2%	21 8%aFhJ	11 4%	6 4%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 3

Q.2 Some NHS staff (including cleaners, porters and catering workers) are outsourced to private companies, which means they are not directly employed by the NHS. To what extent is this acceptable or unacceptable to you?

Base: All respondents

	Total	Gender		Age									Social Grade				Employment Sector	
		Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Pri- vate (q)
Unweighted base	2030	994	1036	214	327	339	386	310	454	541	725	764	593	601	324	512	342	806
Weighted base	2030	991	1039	225	351	325	359	300	469	577	684	769	554	570	412	493	360	812
NET: Acceptable	689 34%	372 38%B	317 30%	106 47% EFGH	151 43% EFGH	111 34% gH	129 36% GH	80 27%	111 24%	257 45% JK	240 35% K	191 25%	200 36%	198 35%	136 33%	154 31%	131 37%	309 38%
Very acceptable	(4) 139 7%	86 9%B	53 5%	27 12% eFGH	44 13% EFGH	22 7% GH	23 6% Gh	8 3%	15 3%	71 12% JK	45 7% K	23 3%	46 8% o	42 7%	25 6%	26 5%	32 9%	67 8%
Somewhat acceptable	(3) 549 27%	286 29%	264 25%	79 35% eGH	107 31% H	89 27% H	106 29% H	73 24%	96 20%	186 32% K	195 28% K	168 22%	154 28%	157 27%	110 27%	128 26%	99 28%	243 30%
Somewhat unaccept- able	(2) 642 32%	304 31%	338 33%	47 21%	99 28% c	109 34% C	115 32% C	100 33% C	173 37% CD	146 25%	224 33% l	273 35% l	174 31%	177 31%	138 34%	153 31%	101 28%	265 33%
Very unacceptable	(1) 451 22%	223 23%	228 22%	18 8%	48 14% c	57 17% C	72 20% CD	90 30% CDEF	165 35% CDEF	66 11%	129 19% l	256 33% lJ	131 24%	126 22%	78 19%	116 24%	70 19%	132 16%
NET: Unacceptable	1093 54%	527 53%	566 54%	65 29%	147 42% C	166 51% CD	187 52% CD	190 63% CDEF	338 72% CDEFG	212 37%	353 52% l	529 69% lJ	304 55%	303 53%	216 52%	270 55%	171 48%	398 49%
Don't know	248 12%	92 9%	156 15%A	54 24% DEFGH	53 15% gH	48 15% gH	44 12% H	30 10% H	20 4%	107 19% JK	91 13% K	49 6%	50 9%	69 12%	60 15% L	69 14% L	57 16%	105 13%
Mean	2.21	2.26 B	2.16	2.67 dEFGH	2.50 EFGH	2.28 GH	2.25 GH	1.99	1.91	2.56 JK	2.26 K	1.94	2.23	2.23	2.24	2.15	2.31	2.34
Standard deviation	0.91	0.94	0.88	0.87	0.93	0.88	0.89	0.85	0.84	0.91	0.88	0.85	0.94	0.92	0.88	0.90	0.94	0.89
Standard error	0.02	0.03	0.03	0.07	0.06	0.05	0.05	0.05	0.04	0.04	0.04	0.03	0.04	0.04	0.05	0.04	0.05	0.03

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 4

Q.2 Some NHS staff (including cleaners, porters and catering workers) are outsourced to private companies, which means they are not directly employed by the NHS. To what extent is this acceptable or unacceptable to you?

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2030	183	114	1733	87	214	178	173	136	203	239	300	203
Weighted base	2030	177	102*	1752	85*	233	171	181	148	195	274	284	181
NET: Acceptable	689 34%	46 26%	25 25%	618 35%AB	31 36%	77 33%	58 34%	66 36%ab	70 47%ABFGHJKM	65 33%	85 31%	107 38%AB	59 33%
Very acceptable	(4) 139 7%	6 3%	4 4%	129 7%a	5 6%	13 6%	13 8%	15 8%a	16 11%Abf	15 8%	19 7%	19 7%	14 8%a
Somewhat acceptable	(3) 549 27%	40 23%	21 21%	488 28%	25 30%	64 27%	45 27%	51 28%	53 36%ABjkm	50 26%	66 24%	88 31%ab	45 25%
Somewhat unacceptable	(2) 642 32%	59 33%i	41 40%dgll	543 31%	27 32%	72 31%	49 29%	56 31%	35 24%	71 37%ll	89 32%	81 29%	60 33%i
Very unacceptable	(1) 451 22%	47 27%bl	17 17%	386 22%	19 23%	59 25%	36 21%	38 21%	29 20%	41 21%	63 23%	55 19%	45 25%
NET: Unacceptable	1093 54%	106 60%dgL	57 57%i	929 53%	47 55%	132 56%ll	86 50%	94 52%	65 44%	112 57%ll	152 55%l	136 48%	105 58%lL
Don't know	248 12%	24 14%	19 19%defiJM	205 12%	8 9%	25 11%	26 15%jm	21 11%	14 9%	18 9%	37 13%	41 14%	16 9%
Mean	2.21	2.03	2.15	2.23A	2.21	2.15	2.24a	2.27A	2.42AbFKM	2.22a	2.17	2.29A	2.17
Standard deviation	0.91	0.85	0.81	0.92	0.90	0.91	0.93	0.93	0.96	0.90	0.92	0.91	0.93
Standard error	0.02	0.07	0.08	0.02	0.10	0.07	0.08	0.07	0.09	0.07	0.06	0.06	0.07

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

NHS Staff Survey
ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 5

Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS. To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Summary
Base: All respondents

		Summary				
		Efficiency	Safety	Employment satisfaction	Cleanliness	Food quality
Unweighted base		2030	2030	2030	2030	2030
Weighted base		2030	2030	2030	2030	2030
NET: Positive		433 21%	320 16%	325 16%	367 18%	350 17%
Very positive effect	(+2)	86 4%	94 5%	83 4%	96 5%	96 5%
Somewhat positive effect	(+1)	346 17%	226 11%	242 12%	271 13%	254 12%
No effect	(0)	329 16%	422 21%	338 17%	428 21%	450 22%
Somewhat negative effect	(-1)	689 34%	707 35%	669 33%	665 33%	621 31%
Very negative effect	(-2)	320 16%	321 16%	383 19%	309 15%	304 15%
NET: Negative		1009 50%	1028 51%	1051 52%	974 48%	924 46%
Don't know		259 13%	260 13%	315 16%	262 13%	306 15%
Mean		-0.46	-0.53	-0.60	-0.46	-0.45
Standard deviation		1.14	1.09	1.12	1.11	1.11
Standard error		0.03	0.03	0.03	0.03	0.03

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 6

**Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS.
To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Efficiency**

Base: All respondents

	Total	Gender		Age									Social Grade				Employment Sector	
		Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Private (q)
Unweighted base	2030	994	1036	214	327	339	386	310	454	541	725	764	593	601	324	512	342	806
Weighted base	2030	991	1039	225	351	325	359	300	469	577	684	769	554	570	412	493	360	812
NET: Positive	433 21%	260 26%B	172 17%	81 36%DEFGH	92 26%fGH	69 21%H	72 20%H	54 18%	65 14%	173 30%JK	141 21%K	119 15%	114 21%	124 22%	98 24%	97 20%	89 25%	200 25%
Very positive effect	(+2) 86 4%	51 5%b	35 3%	17 7%FGH	22 6%fGH	18 6%gH	11 3%	8 3%	11 2%	39 7%jK	29 4%k	18 2%	21 4%	23 4%	24 6%	19 4%	19 5%	44 5%
Somewhat positive effect	(+1) 346 17%	209 21%B	137 13%	64 28%DEFGH	70 20%H	51 16%	60 17%H	46 15%	54 12%	134 23%JK	112 16%	101 13%	93 17%	101 18%	74 18%	78 16%	70 19%	157 19%
No effect	(0) 329 16%	167 17%	162 16%	44 20%h	59 17%	51 16%	60 17%	49 16%	65 14%	104 18%	112 16%	114 15%	86 15%	82 14%	68 16%	94 19%am	55 15%	133 16%
Somewhat negative effect	(-1) 689 34%	301 30%	388 37%A	49 22%	100 28%	108 33%C	124 35%C	105 35%C	204 43%CDEFG	149 26%	232 34%I	308 40%J	201 36%	203 36%	131 32%	155 31%	103 29%	272 34%
Very negative effect	(-2) 320 16%	150 15%	171 16%	8 4%	41 12%C	47 15%C	55 15%C	64 21%CDEf	104 22%CDEF	50 9%	102 15%I	169 22%J	95 17%	86 15%	60 15%	78 16%	56 16%	97 12%
NET: Negative	1009 50%	451 46%	558 54%A	57 25%	141 40%C	155 48%Cd	179 50%CD	169 56%CDe	308 66%CDEFG	198 34%	334 49%I	477 62%J	296 54%no	289 51%	191 46%	233 47%	160 44%	370 46%
Don't know	259 13%	113 11%	146 14%	44 19%fGH	58 17%GH	49 15%GH	48 13%H	28 9%	31 7%	102 18%K	98 14%K	59 8%	58 10%	76 13%	56 14%	69 14%I	57 16%	109 13%
Mean	-0.46	-0.33B	-0.58	0.18DEFGH	-0.23eFGH	-0.42GH	-0.48H	-0.63	-0.77	-0.08JK	-0.45K	-0.72	-0.52	-0.46	-0.36	-0.46	-0.36	-0.32
Standard deviation	1.14	1.18	1.08	1.07	1.18	1.16	1.10	1.10	1.02	1.16	1.13	1.06	1.13	1.13	1.18	1.12	1.20	1.15
Standard error	0.03	0.04	0.04	0.08	0.07	0.07	0.06	0.07	0.05	0.06	0.05	0.04	0.05	0.05	0.07	0.05	0.07	0.04

**Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.**

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 7

**Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS.
To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Efficiency**

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2030	183	114	1733	87	214	178	173	136	203	239	300	203
Weighted base	2030	177	102*	1752	85*	233	171	181	148	195	274	284	181
NET: Positive	433 21%	31 17%	17 17%	385 22%	15 18%	55 24%M	37 21%	44 24%M	40 27%abjM	35 18%	66 24%M	67 23%M	26 14%
Very positive effect	(+2) 86 4%	6 3%	3 3%	78 4%	2 2%	8 3%	7 4%	11 6%j	14 9%AbEFgJkm	3 2%	11 4%	15 5%j	7 4%
Somewhat positive effect	(+1) 346 17%	25 14%	14 13%	307 18%	14 16%	47 20%M	30 18% <i>m</i>	33 18% <i>m</i>	27 18% <i>m</i>	32 16%	54 20%M	51 18%M	19 11%
No effect	(0) 329 16%	31 18%	17 17%	281 16%	14 17%	43 19%	26 15%	31 17%	17 12%	32 17%	39 14%	43 15%	34 19%
Somewhat negative effect	(-1) 689 34%	51 29%	33 33%	605 35%	31 37%	83 35%	56 33%	57 32%	44 29%	78 40% <i>Ai</i>	89 32%	96 34%	72 40% <i>ai</i>
Very negative effect	(-2) 320 16%	33 19%	20 19%	267 15%	17 20%	32 14%	27 16%	30 16%	21 14%	28 14%	34 12%	49 17%	29 16%
NET: Negative	1009 50%	84 48%	53 52%	872 50%	48 57% <i>ik</i>	115 49%	83 49%	87 48%	65 44%	106 54% <i>ik</i>	123 45%	144 51%	101 56% <i>lK</i>
Don't know	259 13%	30 17% <i>deFhl</i>	15 14%	214 12%	7 8%	20 9%	25 14%	18 10%	26 17% <i>eFhl</i>	22 11%	47 17% <i>eFhl</i>	30 11%	20 11%
Mean	-0.46	-0.56	-0.60	-0.44	-0.63	-0.40 <i>m</i>	-0.45	-0.38	-0.26 <i>abejM</i>	-0.55	-0.35 <i>em</i>	-0.44	-0.60
Standard deviation	1.14	1.13	1.12	1.14	1.08	1.10	1.14	1.19	1.29	1.03	1.14	1.18	1.05
Standard error	0.03	0.09	0.11	0.03	0.12	0.08	0.09	0.10	0.12	0.08	0.08	0.07	0.08

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 8

**Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS.
To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Safety**

Base: All respondents

	Total	Gender		Age									Social Grade				Employment Sector	
		Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Pri- vate (q)
Unweighted base	2030	994	1036	214	327	339	386	310	454	541	725	764	593	601	324	512	342	806
Weighted base	2030	991	1039	225	351	325	359	300	469	577	684	769	554	570	412	493	360	812
NET: Positive	320 16%	186 19%B	134 13%	61 27% <i>EFGH</i>	90 26% <i>EFGH</i>	58 18% <i>GH</i>	49 14% <i>GH</i>	22 7%	40 9%	151 26% <i>JK</i>	107 16% <i>K</i>	62 8%	68 12%	84 15%	88 21% <i>LMO</i>	79 16%	77 22%	154 19%
Very positive effect	(+2) 94 5%	55 6% <i>b</i>	38 4%	13 6% <i>GH</i>	30 9% <i>FGH</i>	23 7% <i>fGH</i>	13 4% <i>g</i>	4 1%	10 2%	44 8% <i>K</i>	36 5% <i>K</i>	14 2%	21 4%	23 4%	33 8% <i>LMO</i>	16 3%	24 7%	50 6%
Somewhat positive effect	(+1) 226 11%	131 13%B	96 9%	48 21% <i>EFGH</i>	59 17% <i>EFGH</i>	35 11% <i>GH</i>	36 10% <i>gh</i>	18 6%	31 7%	107 19% <i>JK</i>	71 10% <i>K</i>	48 6%	47 9%	61 11%	55 13% <i>L</i>	63 13% <i>L</i>	54 15%	104 13%
No effect	(0) 422 21%	211 21%	211 20%	62 27% <i>dEFH</i>	68 19%	57 18%	71 20%	72 24% <i>e</i>	92 20%	130 23%	128 19%	164 21%	114 21%	123 22%	81 20%	104 21%	57 16%	180 22% <i>P</i>
Somewhat negative effect	(-1) 707 35%	319 32%	388 37% <i>A</i>	49 22%	102 29% <i>c</i>	121 37% <i>CD</i>	134 37% <i>CD</i>	108 36% <i>C</i>	193 41% <i>CD</i>	152 26%	255 37% <i>l</i>	301 39% <i>l</i>	208 37% <i>n</i>	205 36%	127 31%	168 34%	114 32%	275 34%
Very negative effect	(-2) 321 16%	161 16%	159 15%	13 6%	35 10%	41 13% <i>C</i>	55 15% <i>Cd</i>	70 23% <i>CDEF</i>	106 23% <i>CDEF</i>	48 8%	96 14% <i>l</i>	176 23% <i>lJ</i>	99 18%	82 14%	66 16%	74 15%	56 16%	98 12%
NET: Negative	1028 51%	480 48%	548 53% <i>a</i>	63 28%	137 39% <i>C</i>	162 50% <i>CD</i>	189 53% <i>CD</i>	178 59% <i>CDE</i>	299 64% <i>CDEF</i>	200 35%	351 51% <i>l</i>	477 62% <i>lJ</i>	307 55% <i>No</i>	286 50%	193 47%	242 49%	170 47%	372 46%
Don't know	260 13%	114 11%	147 14%	40 18% <i>GH</i>	56 16% <i>GH</i>	47 15% <i>gH</i>	50 14% <i>H</i>	29 10%	38 8%	96 17% <i>K</i>	98 14% <i>K</i>	66 9%	65 12%	77 13%	50 12%	68 14%	56 16%	105 13%
Mean	-0.53	-0.46 <i>B</i>	-0.60	-0.01 <i>EFGH</i>	-0.18 <i>EFGH</i>	-0.44 <i>GH</i>	-0.59 <i>GH</i>	-0.82	-0.82	-0.11 <i>JK</i>	-0.52 <i>K</i>	-0.82	-0.65	-0.53 <i>l</i>	-0.38 <i>L</i>	-0.52 <i>l</i>	-0.41	-0.38
Standard deviation	1.09	1.14	1.03	1.05	1.19	1.14	1.04	0.94	0.96	1.14	1.09	0.95	1.04	1.05	1.21	1.06	1.20	1.11
Standard error	0.03	0.04	0.03	0.08	0.07	0.07	0.06	0.06	0.05	0.05	0.04	0.04	0.05	0.05	0.07	0.05	0.07	0.04

**Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.**

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 9

Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS. To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Safety

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2030	183	114	1733	87	214	178	173	136	203	239	300	203
Weighted base	2030	177	102*	1752	85*	233	171	181	148	195	274	284	181
NET: Positive	320 16%	20 11%	9 9%	291 17%b	15 18%	34 15%	31 18%b	31 17%b	32 22%ABJM	26 14%	53 19%aBM	48 17%b	21 11%
Very positive effect (+2)	94 5%	5 3%	5 5%	84 5%	5 6%	9 4%	7 4%	11 6%	10 7%	7 4%	15 6%	11 4%	8 4%
Somewhat positive effect (+1)	226 11%	15 8%	4 4%	207 12%B	9 11%	26 11%b	24 14%BM	20 11%b	22 15%BM	19 10%	37 14%BM	36 13%Bm	13 7%
No effect (0)	422 21%	36 20%	18 18%	368 21%	15 18%	58 25%	36 21%	38 21%	27 18%	51 26%k	50 18%	55 19%	37 21%
Somewhat negative effect (-1)	707 35%	58 33%	39 39%	610 35%	31 36%	76 32%	56 33%	59 33%	52 35%	65 33%	92 33%	108 38%	71 39%
Very negative effect (-2)	321 16%	33 18%i	18 18%	270 15%	14 17%	40 17%	21 12%	28 15%	16 11%	30 15%	43 16%	45 16%	34 19%i
NET: Negative	1028 51%	91 51%	58 57%g	880 50%	45 53%	116 50%	77 45%	87 48%	68 46%	95 49%	135 49%	153 54%g	105 58%Ghijk
Don't know	260 13%	30 17%Lm	16 16%	214 12%	10 12%	26 11%	27 16%l	24 13%	22 15%	23 12%	37 14%	28 10%	18 10%
Mean	-0.53	-0.67	-0.73	-0.50b	-0.52	-0.54	-0.42aBM	-0.46	-0.32ABM	-0.53	-0.46bm	-0.55	-0.68
Standard deviation	1.09	1.04	1.04	1.09	1.16	1.06	1.07	1.14	1.15	1.03	1.15	1.07	1.04
Standard error	0.03	0.08	0.11	0.03	0.13	0.08	0.09	0.09	0.11	0.08	0.08	0.07	0.08

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 10

Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS. To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Employment satisfaction

Base: All respondents

	Total	Gender		Age									Social Grade				Employment Sector	
		Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Private (q)
Unweighted base	2030	994	1036	214	327	339	386	310	454	541	725	764	593	601	324	512	342	806
Weighted base	2030	991	1039	225	351	325	359	300	469	577	684	769	554	570	412	493	360	812
NET: Positive	325 16%	177 18%B	148 14%	64 28% ^{EFGH}	95 27% ^{EFGH}	52 16% ^{GH}	48 13% ^G	21 7%	47 10%	159 28% ^{JK}	99 14% ^K	67 9%	73 13%	88 16%	80 19% ^L	83 17%	73 20%	146 18%
Very positive effect	(+2) 83 4%	46 5%	37 4%	13 6% ^{GH}	30 8% ^{eFGH}	15 5% ^{GH}	15 4% ^{GH}	2 1%	7 1%	43 7% ^{JK}	31 5% ^K	9 1%	18 3%	19 3%	25 6% ^{lm}	20 4%	28 8% ^q	40 5%
Somewhat positive effect	(+1) 242 12%	131 13%	111 11%	50 22% ^{EFGH}	65 19% ^{EFGH}	36 11% ^G	32 9%	18 6%	40 9%	116 20% ^{JK}	68 10%	58 8%	55 10%	69 12%	54 13%	63 13%	45 13%	106 13%
No effect	(0) 338 17%	166 17%	173 17%	45 20%	55 16%	50 16%	61 17%	54 18%	72 15%	101 17%	112 16%	126 16%	96 17%	83 15%	66 16%	93 19% ^m	46 13%	150 18% ^P
Somewhat negative effect	(-1) 669 33%	299 30%	369 36%A	58 26%	98 28%	104 32%	118 33%	116 39% ^{CD}	174 37% ^{CD}	156 27%	222 32% ⁱ	290 38% ^{lj}	194 35% ^O	206 36% ^O	128 31%	141 29%	108 30%	274 34%
Very negative effect	(-2) 383 19%	203 21% ^b	179 17%	10 5%	43 12% ^C	57 17% ^{Cd}	73 20% ^{CD}	73 24% ^{CDe}	127 27% ^{CDEF}	53 9%	130 19% ^l	200 26% ^{lJ}	125 22% ^{Mo}	96 17%	74 18%	88 18%	69 19% ^q	117 14%
NET: Negative	1051 52%	503 51%	549 53%	69 30%	141 40% ^C	160 49% ^{CD}	192 53% ^{CD}	189 63% ^{CDEF}	301 64% ^{CDEF}	209 36%	352 51% ^l	490 64% ^{lJ}	319 58% ^{NO}	302 53% ^o	202 49%	229 46%	177 49%	391 48%
Don't know	315 16%	145 15%	170 16%	48 21% ^{GH}	60 17% ^H	63 19% ^{GH}	59 16% ^H	37 12%	50 11%	108 19% ^K	121 18% ^K	86 11%	66 12%	97 17% ^L	65 16%	87 18% ^L	64 18%	126 15%
Mean	-0.60	-0.57	-0.62	-0.01 ^{EFGH}	-0.20 ^{EFGH}	-0.57 ^{GH}	-0.67 ^{GH}	-0.91	-0.89	-0.13 ^{JK}	-0.63 ^K	-0.90	-0.72	-0.61	-0.49 ^L	-0.53 ^L	-0.49	-0.47
Standard deviation	1.12	1.17	1.08	1.07	1.23	1.15	1.11	0.91	0.99	1.18	1.13	0.96	1.08	1.09	1.20	1.14	1.26	1.12
Standard error	0.03	0.04	0.04	0.08	0.07	0.07	0.06	0.06	0.05	0.06	0.05	0.04	0.05	0.05	0.07	0.06	0.08	0.04

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 11

Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS. To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Employment satisfaction

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humber (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2030	183	114	1733	87	214	178	173	136	203	239	300	203
Weighted base	2030	177	102*	1752	85*	233	171	181	148	195	274	284	181
NET: Positive	325 16%	20 12%	10 10%	295 17%b	15 17%	39 17%	27 16%	35 20%abm	32 22%ABM	28 14%	45 16%	52 18%ab	22 12%
Very positive effect (+2)	83 4%	1 *	6 5%A	77 4%A	3 3%a	11 5%A	7 4%A	13 7%Aj	11 7%Aj	5 3%	10 4%a	11 4%A	6 3%a
Somewhat positive effect (+1)	242 12%	20 11%b	4 4%	218 12%B	12 14%B	28 12%B	19 11%b	23 13%B	22 15%B	22 11%b	35 13%B	40 14%B	17 9%
No effect (0)	338 17%	24 14%	17 17%	297 17%	16 19%	44 19%	34 20%	26 14%	32 22%km	35 18%	39 14%	47 17%	25 14%
Somewhat negative effect (-1)	669 33%	55 31%	35 35%	578 33%	33 38%gi	80 34%	45 27%	66 37%gi	39 27%	66 34%	83 30%	99 35%g	68 38%Gi
Very negative effect (-2)	383 19%	42 24%dhi	26 26%dhi	314 18%	14 16%	44 19%	31 18%	28 16%	22 15%	35 18%	53 19%	50 18%	37 20%
NET: Negative	1051 52%	97 55%gl	62 61%dGik	893 51%	47 55%i	124 53%i	76 44%	94 52%i	61 41%	101 52%i	136 50%	149 52%i	105 58%GI
Don't know	315 16%	35 20%efl	13 13%	268 15%	8 9%	27 12%	34 20%EFi	25 14%	22 15%	31 16%	55 20%EFL	36 13%	29 16%
Mean	-0.60	-0.84	-0.82	-0.56Ab	-0.56a	-0.57a	-0.53Ab	-0.48ABm	-0.32ABiJkM	-0.63	-0.61a	-0.55Ab	-0.75
Standard deviation	1.12	1.03	1.11	1.13	1.07	1.12	1.15	1.18	1.20	1.07	1.15	1.12	1.06
Standard error	0.03	0.09	0.11	0.03	0.12	0.08	0.10	0.10	0.11	0.08	0.08	0.07	0.08

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 12

**Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS.
To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Cleanliness**

Base: All respondents

	Total	Gender		Age							Social Grade					Employment Sector		
		Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Private (q)
Unweighted base	2030	994	1036	214	327	339	386	310	454	541	725	764	593	601	324	512	342	806
Weighted base	2030	991	1039	225	351	325	359	300	469	577	684	769	554	570	412	493	360	812
NET: Positive	367 18%	210 21%B	157 15%	74 33% EFGH	90 26% FGH	64 20% GH	57 16% H	36 12%	46 10%	164 28% JK	121 18% K	82 11%	86 16%	105 18%	88 21% l	88 18%	76 21%	174 21%
Very positive effect	(+2) 96 5%	54 5%	42 4%	17 8% FGH	36 10% eFGH	18 6% gH	10 3%	7 2%	8 2%	53 9% JK	28 4% K	14 2%	21 4%	24 4%	32 8% LMO	19 4%	23 6%	49 6%
Somewhat positive effect	(+1) 271 13%	157 16%B	114 11%	56 25% DEFGH	54 15% gH	46 14% H	47 13% H	30 10%	38 8%	111 19% JK	93 14% K	68 9%	65 12%	81 14%	55 13%	69 14%	53 15%	125 15%
No effect	(0) 428 21%	199 20%	229 22%	61 27% egH	88 25% H	64 20%	73 20%	58 19%	84 18%	149 26% JK	137 20%	142 18%	121 22%	118 21%	80 19%	109 22%	71 20%	179 22%
Somewhat negative effect	(-1) 665 33%	307 31%	358 34%	39 17%	84 24%	112 35% CD	130 36% CD	111 37% CD	189 40% CD	123 21%	242 35% l	300 39% l	192 35%	194 34%	125 30%	154 31%	99 28%	260 32%
Very negative effect	(-2) 309 15%	156 16%	153 15%	5 2%	30 9% C	40 12% C	50 14% Cd	62 21% CDEF	121 26% CDEF	36 6%	90 13% l	183 24% lJ	90 16%	81 14%	64 16%	74 15%	52 14% q	84 10%
NET: Negative	974 48%	463 47%	511 49%	44 20%	114 33% C	153 47% CD	179 50% CD	173 58% CDEf	310 66% CDEFG	159 28%	332 49% l	483 63% lJ	282 51%	275 48%	189 46%	228 46%	151 42%	344 42%
Don't know	262 13%	118 12%	143 14%	47 21% efGH	59 17% gH	44 13% H	50 14% H	33 11% H	30 6%	106 18% JK	94 14% K	63 8%	65 12%	73 13%	55 13%	69 14%	61 17%	115 14%
Mean	-0.46	-0.41 b	-0.52	0.23 DEFGH	-0.07 EFGH	-0.39 GH	-0.52 GH	-0.72 h	-0.86	0.05 JK	-0.46 K	-0.81	-0.54	-0.46	-0.37 l	-0.46	-0.35	-0.29
Standard deviation	1.11	1.15	1.06	1.00	1.17	1.12	1.04	1.02	0.98	1.12	1.08	1.00	1.07	1.09	1.20	1.09	1.18	1.11
Standard error	0.03	0.04	0.04	0.08	0.07	0.07	0.06	0.06	0.05	0.05	0.04	0.04	0.05	0.05	0.07	0.05	0.07	0.04

**Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.**

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 13

Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS.

To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Cleanliness

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2030	183	114	1733	87	214	178	173	136	203	239	300	203
Weighted base	2030	177	102*	1752	85*	233	171	181	148	195	274	284	181
NET: Positive	367 18%	22 12%	13 12%	333 19%A	16 19%	46 20%a	31 18%	38 21%a	39 27%ABLM	36 18%	56 20%a	45 16%	26 15%
Very positive effect	(+2) 96 5%	2 1%	5 5%a	89 5%A	4 5%a	10 4%a	7 4%	13 7%A	14 9%Ajkl	8 4%	12 4%a	13 4%a	8 4%a
Somewhat positive effect	(+1) 271 13%	20 11%	8 8%	243 14%	12 14%	36 15%b	24 14%	25 14%	26 17%bm	28 14%	44 16%b	32 11%	18 10%
No effect	(0) 428 21%	31 18%	23 22%	374 21%	18 21%	64 27%AK	40 23%	36 20%	29 19%	41 21%	49 18%	61 21%	36 20%
Somewhat negative effect	(-1) 665 33%	56 32%	35 35%	574 33%	30 35%	69 30%	46 27%	61 33%	40 27%	70 36%g	88 32%	108 38%fGI	62 34%
Very negative effect	(-2) 309 15%	41 23%DfGHIJKL	17 16%	252 14%	13 16%	34 15%	23 14%	25 14%	18 12%	24 12%	37 13%	39 14%	38 21%ghiJKl
NET: Negative	974 48%	97 55%dfGI	52 51%i	825 47%	43 51%	103 44%	69 40%	85 47%	58 39%	94 48%	125 46%	147 52%GI	100 55%FGIk
Don't know	262 13%	27 15%f	15 14%	220 13%	8 9%	21 9%	31 18%eFIM	22 12%	22 15%	24 12%	44 16%Fm	31 11%	18 10%
Mean	-0.46	-0.76	-0.59	-0.43A	-0.47a	-0.39AM	-0.39Am	-0.37Am	-0.18ABjLM	-0.43A	-0.41Am	-0.51A	-0.64
Standard deviation	1.11	1.04	1.07	1.11	1.12	1.09	1.11	1.16	1.23	1.06	1.12	1.06	1.11
Standard error	0.03	0.08	0.11	0.03	0.13	0.08	0.09	0.09	0.12	0.08	0.08	0.07	0.08

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 14

**Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS.
To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Food quality**

Base: All respondents

	Total	Gender		Age									Social Grade				Employment Sector	
		Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Private (q)
Unweighted base	2030	994	1036	214	327	339	386	310	454	541	725	764	593	601	324	512	342	806
Weighted base	2030	991	1039	225	351	325	359	300	469	577	684	769	554	570	412	493	360	812
NET: Positive	350 17%	194 20%B	156 15%	65 29% ^{EF} GH	85 24% ^{Ef} GH	53 16% ^g H	63 18% ^G H	32 11%	51 11%	150 26% ^{JK}	117 17% ^K	84 11%	90 16%	94 16%	84 20%	83 17%	76 21%	159 20%
Very positive effect	(+2) 96 5%	60 6%B	37 4%	11 5% ^h	34 10% ^c FGH	20 6% ^H	14 4%	9 3%	9 2%	45 8% ^{jk}	33 5% ^K	19 2%	22 4%	20 3%	30 7% ^{LM}	24 5%	24 7%	51 6%
Somewhat positive effect	(+1) 254 12%	135 14%	119 11%	54 24% ^{DE} FGH	52 15% ^G H	34 10%	50 14% ^G H	23 8%	42 9%	105 18% ^{JK}	83 12% ^K	65 8%	68 12%	74 13%	54 13%	58 12%	52 15%	107 13%
No effect	(0) 450 22%	227 23%	223 21%	63 28% ^{FH}	89 25% ^f H	72 22%	68 19%	73 24% ^h	85 18%	152 26% ^{JK}	140 20%	158 21%	129 23%	117 21%	83 20%	119 24%	72 20%	197 24%
Somewhat negative effect	(-1) 621 31%	281 28%	340 33% ^a	42 19%	85 24%	97 30% ^C	116 32% ^{CD}	103 34% ^{CD}	177 38% ^{CDE}	127 22%	214 31% ^l	280 36% ^{lj}	162 29%	196 34% ^{lo}	118 29%	144 29%	98 27%	240 30%
Very negative effect	(-2) 304 15%	140 14%	163 16%	7 3%	30 9% ^C	46 14% ^{CD}	50 14% ^{CD}	55 18% ^{CD}	115 25% ^{CDE} Fg	38 7%	96 14% ^l	170 22% ^{lJ}	95 17% ^m	73 13%	63 15%	72 15%	47 13%	91 11%
NET: Negative	924 46%	421 43%	503 48% ^A	50 22%	115 33% ^C	143 44% ^{CD}	167 46% ^{CD}	159 53% ^{CDE}	292 62% ^{CDEFG}	165 29%	310 45% ^l	450 59% ^{lJ}	257 46%	270 47%	181 44%	216 44%	145 40%	330 41%
Don't know	306 15%	148 15%	158 15%	48 21% ^{GH}	62 18% ^g H	57 18% ^g H	61 17% ^H	37 12%	41 9%	110 19% ^K	118 17% ^K	78 10%	78 14%	90 16%	63 15%	75 15%	67 19%	126 16%
Mean	-0.45	-0.37 ^B	-0.54	0.11 ^{EF} GH	-0.09 ^{EF} GH	-0.43 ^G H	-0.47 ^g H	-0.65 ^h	-0.81	-0.02 ^{JK}	-0.45 ^K	-0.75	-0.50	-0.48	-0.37	-0.43	-0.32	-0.31
Standard deviation	1.11	1.15	1.07	0.98	1.16	1.13	1.09	1.02	1.01	1.10	1.11	1.02	1.10	1.05	1.20	1.11	1.18	1.11
Standard error	0.03	0.04	0.04	0.08	0.07	0.07	0.06	0.06	0.05	0.05	0.05	0.04	0.05	0.05	0.07	0.05	0.07	0.04

**Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.**

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 15

Q.3 Staff whose jobs are outsourced to private companies may have separate managers and different ways of working to those directly employed by the NHS. To what extent do you believe this could have a positive or negative effect on the following parts of the NHS? - Food quality

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2030	183	114	1733	87	214	178	173	136	203	239	300	203
Weighted base	2030	177	102*	1752	85*	233	171	181	148	195	274	284	181
NET: Positive	350 17%	25 14%	11 11%	314 18%	17 20%	42 18%	36 21% ^{bm}	36 20% ^{bm}	35 24% ^{ABkM}	32 16%	44 16%	49 17%	23 13%
Very positive effect	(+2) 96 5%	5 3%	6 5%	86 5%	7 8% ^{aj}	9 4%	11 6%	8 5%	16 11% ^{AFhJKLM}	5 3%	11 4%	13 5%	6 4%
Somewhat positive effect	(+1) 254 12%	20 11%	6 6%	228 13% ^B	11 12%	33 14% ^B	25 15% ^B	28 15% ^B	19 13% ^b	27 14% ^b	34 12%	36 13% ^b	16 9%
No effect	(0) 450 22%	37 21%	28 28%	385 22%	22 26%	58 25%	37 22%	34 19%	33 22%	38 19%	60 22%	56 20%	47 26%
Somewhat negative effect	(-1) 621 31%	49 28%	33 32%	539 31%	29 34% ⁱ	77 33% ⁱ	51 30%	58 32%	33 23%	68 35% ^{lk}	71 26%	103 36% ^{aIkM}	50 28%
Very negative effect	(-2) 304 15%	38 22% ^{DbFGHll}	13 13%	253 14%	11 13%	31 13%	19 11%	18 10%	17 11%	31 16%	47 17% ^h	41 14%	38 21% ^{bFGHll}
NET: Negative	924 46%	87 49% ^l	46 45%	792 45%	40 47% ⁱ	108 46% ^l	69 41%	75 42%	50 34%	99 51% ^{gl}	118 43%	144 51% ^{ghl}	88 49% ^l
Don't know	306 15%	28 16% ^{ee}	17 16% ^{ee}	261 15%	6 7%	25 11%	28 17% ^e	35 20% ^{EFIm}	29 20% ^{EFIm}	26 13%	52 19% ^{EFIm}	36 13%	22 12%
Mean	-0.45	-0.65	-0.49	-0.43 ^A	-0.34 ^{am}	-0.42 ^a	-0.30 ^{AjM}	-0.34 ^{AM}	-0.13 ^{AbfJKLM}	-0.56	-0.49	-0.49	-0.61
Standard deviation	1.11	1.10	1.05	1.11	1.13	1.06	1.13	1.09	1.24	1.06	1.13	1.09	1.09
Standard error	0.03	0.09	0.11	0.03	0.13	0.08	0.09	0.09	0.12	0.08	0.08	0.07	0.08

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 16

Q.4 When jobs are outsourced to private companies, staff initially keep their NHS pay and conditions, but over time these can change. To what extent do you think that this is fair or unfair?

Base: All respondents

	Total	Gender		Age									Social Grade				Employment Sector	
		Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	18-34 (i)	35-54 (j)	55+ (k)	AB (l)	C1 (m)	C2 (n)	DE (o)	Public (p)	Private (q)
Unweighted base	2030	994	1036	214	327	339	386	310	454	541	725	764	593	601	324	512	342	806
Weighted base	2030	991	1039	225	351	325	359	300	469	577	684	769	554	570	412	493	360	812
NET: Fair	426 21%	254 26%B	171 16%	64 28%FGH	88 25%FgH	75 23%H	64 18%	56 19%	78 17%	152 26%JK	140 20%	134 17%	125 22%	113 20%	95 23%	93 19%	78 22%	193 24%
Very fair	(4) 89 4%	52 5%	38 4%	13 6%eh	29 8%EGH	7 2%	17 5%	10 3%	13 3%	42 7%JK	25 4%	23 3%	26 5%	22 4%	19 5%	23 5%	19 5%	40 5%
Somewhat fair	(3) 336 17%	202 20%B	134 13%	51 23%FgH	60 17%	68 21%FH	47 13%	46 15%	64 14%	111 19%K	115 17%	111 14%	98 18%	91 16%	76 18%	70 14%	59 16%	153 19%
Somewhat unfair	(2) 659 32%	301 30%	357 34%a	84 37%G	112 32%	107 33%g	113 31%	77 26%	165 35%G	197 34%	219 32%	242 31%	181 33%	190 33%	125 30%	162 33%	119 33%	260 32%
Very unfair	(1) 625 31%	312 32%	313 30%	36 16%	84 24%C	84 26%C	122 34%CDE	125 42%CDEf	174 37%CDE	120 21%	206 30%I	299 39%IJ	184 33%	179 31%	116 28%	147 30%	113 31%	215 27%
NET: Unfair	1284 63%	613 62%	670 64%	120 53%	197 56%	190 59%	235 65%CD	202 67%CDE	339 72%CDEF	317 55%	425 62%I	541 70%IJ	365 66%N	369 65%n	241 58%	309 63%	232 65%q	475 59%
Don't know	321 16%	123 12%	198 19%A	41 18%H	66 19%H	59 18%H	60 17%H	42 14%	52 11%	107 19%K	119 17%K	94 12%	64 12%	89 16%I	76 19%L	91 18%L	50 14%	143 18%
Mean	1.94	1.99B	1.88	2.23EFGH	2.11FGH	2.00fGH	1.86	1.77	1.80	2.16JK	1.93K	1.79	1.93	1.91	1.99	1.92	1.95	2.03
Standard deviation	0.88	0.91	0.83	0.84	0.95	0.83	0.88	0.87	0.81	0.91	0.86	0.84	0.89	0.86	0.89	0.87	0.89	0.89
Standard error	0.02	0.03	0.03	0.06	0.06	0.05	0.05	0.05	0.04	0.04	0.04	0.03	0.04	0.04	0.06	0.04	0.05	0.03

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k - l/m/n/o - p/q
Overlap formulae used.

NHS Staff Survey

ONLINE Fieldwork: 1st to 3rd November 2019

Absolutes/col percents

Table 17

Q.4 When jobs are outsourced to private companies, staff initially keep their NHS pay and conditions, but over time these can change. To what extent do you think that this is fair or unfair?

Base: All respondents

	Total	Region											
		Scotland (a)	Wales (b)	NET: England (d)	North East (e)	North West (f)	Yorkshire & Humberside (g)	West Midlands (h)	East Midlands (i)	Eastern (j)	London (k)	South East (l)	South West (m)
Unweighted base	2030	183	114	1733	87	214	178	173	136	203	239	300	203
Weighted base	2030	177	102*	1752	85*	233	171	181	148	195	274	284	181
NET: Fair	426 21%	30 17%	14 14%	381 22%b	16 19%	44 19%	29 17%	44 24%b	41 28%ABfGjl	37 19%	72 26%aBfGl	55 19%	44 24%b
Very fair	(4) 89 4%	8 5%F	4 4%f	77 4%	3 3%	2 1%	6 4%f	8 5%F	10 7%FI	11 5%F	19 7%FI	8 3%	10 6%F
Somewhat fair	(3) 336 17%	22 13%	10 10%	304 17%b	13 16%	42 18%b	22 13%	35 19%b	31 21%aBg	27 14%	53 19%B	47 17%	34 19%b
Somewhat unfair	(2) 659 32%	47 27%	38 38%aiK	573 33%	36 42%AiKM	86 37%aiKm	62 36%aiK	63 35%iK	38 25%	73 37%AiKl	69 25%	96 34%K	50 28%
Very unfair	(1) 625 31%	70 40%DeHjL	34 34%	521 30%	23 27%	76 33%h	55 32%	43 24%	41 28%	57 29%	85 31%	83 29%	56 31%
NET: Unfair	1284 63%	117 66%lk	73 71%dhIKM	1094 62%	59 69%lk	162 69%hIKM	117 69%hIKM	107 59%	79 53%	130 67%lK	155 56%	180 63%i	106 59%
Don't know	321 16%	29 16%	15 15%	277 16%	10 12%	28 12%	25 15%	30 17%	28 19%	28 14%	48 17%	49 17%	31 17%
Mean	1.94	1.79	1.81	1.96A	1.95	1.85	1.86	2.06AbFg	2.09AbFg	1.95	2.02Af	1.91	1.99a
Standard deviation	0.88	0.90	0.82	0.88	0.80	0.77	0.83	0.87	0.97	0.87	0.97	0.83	0.93
Standard error	0.02	0.07	0.08	0.02	0.09	0.06	0.07	0.07	0.09	0.07	0.07	0.05	0.07

Proportions/Means: Columns Tested (5%, 10% risk level) - a/d - b/d - c/d - a/b/c/e/f/g/h/i/j/k/l/m
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing