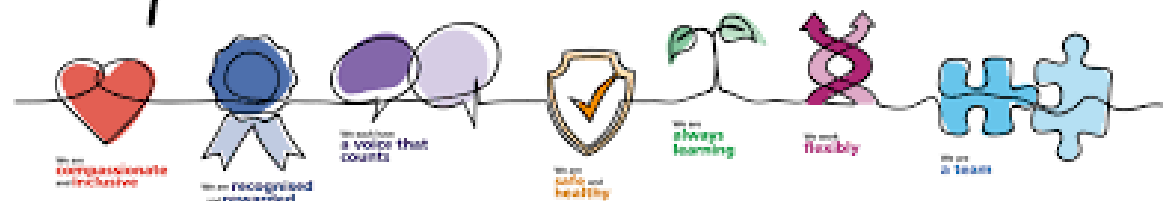




# PMG Staff Survey 2025 Results

People Promise





## Survey Overview

- 46 responses
- 24% response rate
- 7 questions
- Areas covered EDI, Working Environment and Wellbeing
- **Plus, lots and lots of great feedback !!!**



## What do you enjoy most about working at PMG?

- Hours/Flexible working
- Variation in work
- Friendly Working Environment
- Supportive Partners
- Helping Patients

**Most popular answer was.....**

**“Their Team/Colleagues”**



## What does PMG do well to support staff?

- Flexible working
- Social Events
- Staff Awards
- Open Door Policy
- Workload Management

**Most popular answer was.....**

**“ Team/Line Manager Meetings”**



## What would help you do your job better each day?

- Less staff sickness
- Regular breaks
- Better funding/pay
- Further training/autonomy
- Better communication/less emails
- More support with difficult patients

**Most popular answer was.....**

**“More time and less workload”**



**What are the most important things you would like to see the organisation address for you in the next 12 months?**

- Help with managing patient behaviour
- Reducing staff sickness
- Improving patient access
- Improving appointment system
- Staff workload and work-life balance

**Most popular answer was.....**

**“ Improving staff pay and conditions”**



## What could the staff engagement group focus on over the next 12 months?

- Improving staff communal areas
- Staff morale and wellbeing
- Civility at work
- Identifying its own objectives
- Improving inter-team relationships and communication

**Most popular answer was.....**

**“ Staff Social Events ”**



## What would improve your working environment?

- Better chairs
- Air conditioning/Heating
- Water cooler
- Better lighting/curtains and blinds
- Less clutter and more storage
- Quieter spaces – office and for breaks
- Better staff areas and toilets

**Most popular answer was.....**

**“ Improving surgery decor ”**





**How could PMG improve further as an employer in terms of Equality, Diversity and Inclusion?**

- Hiring more international staff
- Themed events
- Using pronouns correctly
- Actively seeking employees from diverse groups
- Better gender balance
- Raising awareness

**Most popular answer was.....**

**“establishing staff network groups”**

