

Evaluation of the level of staff engagement of Allied health care professionals (AHPs) in the National Health Service trust England- A secondary survey 2018 staff survey results

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Aim: To analyse the level of Staff engagement (SE) of Allied Health Professionals

(AHPs) in the National Health Service (NHS)

Design: A secondary survey

Background: Staff engagement (SE) is an important topic of discussion as it is

directly related to any business productivity. Similarly, it is important to consider staff

engagement in health care sectors especially in the National Health Service (NHS)

as it is directly linked to the quality of care delivered and the patient satisfaction.

Thus, this study evaluates the levels of staff engagement of Allied health

professionals in the National Health Service (NHS).

Methods: This study involves analysis of the NHS staff survey data available on the

website for open scrutiny from the year 2014 to 2018. In this study, analysis of the

'National trend' results will be carried out. The main emphasis of this study is to

evaluate the trend of staff engagement (SE) of Allied Health professionals such as

Physiotherapists, Occupational therapists and Support to Allied health professionals

and comparing their levels of engagement with other health care professionals

(HCPs) such as Registered nurses and midwives: Midwives and Medical/ Dental

consultants in the seven different trusts of the National Health Service (NHS)

organisation. In this study, consideration of the three key themes:

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'Involvement', 'Motivation' and 'Advocacy' with the 'nine' associated questions will be performed in the occupational summary and occupational detailed groups in the seven different trusts of the National Health Service (NHS). In this study, the maximum number of participants agreeing to one response as measured on Likert scale (0 to 5) will be considered as their response rate for that question and accordingly their levels of engagement were measured. Moreover, the analysis performed in this study helps to know the trends of similarities and differences in the level of staff engagement of Allied health professionals within and with other occupational groups.

Results: The results obtained showed that in the 'Community trust', most staff agreed that they are unable to make improvement happen in their area. On further analysis in the same trust, physiotherapists when compared within Allied health professionals shows higher levels of engagement. However, their levels of engagement are lower as compared to Registered nurses and midwives: Midwives.

Consequently, for 'Motivation' theme, the 'Mental Health/Learning disability' showed that their majority of staff agreed that their time is not flying quickly when they are working. However, in the same trust, 89% of physiotherapist agreed that their time passes quickly at work which was higher than the other groups. Furthermore, for 'Advocacy' theme, again the 'Mental health/Learning disability' trust have lower engagement levels. In addition, Allied health professionals especially physiotherapists showed higher advocacy level as compared to other groups.

Conclusion: Staff engagement (SE) is very important for any organisations to consider as they are directly related to the trust productivity. However, in the National Health Service (NHS), there is a limited research done on the individual occupational groups especially the Allied health professionals to understand their level of engagement. Thus, the results obtained from our research study will provide future insight to National Health Service to understand their level of engagement.