

WIPH Staff Survey 2022

You Said

Not feeling that the right people are rewarded and recognised

Not feeling that the physical workspace was enjoyable to work in

We Did

Introduced Annual Staff Awards. Inaugural prizes awarded at 2023 Showcase.

Have included a slot on the Showcase programme to highlight role of Professional Services staff.

Newsletter includes a wider range of updates on achievements.

Have developed new processes to take a more proactive approach to the annual performance review schemes (Staff Bonus Scheme, Academic Promotion, Professorial Review).

Implementing New Ways of Working and desk booking system to enable more effective hybrid working.

Starting to order new furniture for communal spaces along with coffee machines.

Reception staff are leading on maintaining kitchen facilities.

Monthly coffee mornings have been introduced.

Wolfson building due to have cosmetic upgrade in September. New window washing regime.

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We Did

Not feeling that there are good career opportunities for me at Queen Mary

Working group has convened to undertake a portfolio review of all roles with aim of introducing non-academic staff career framework.

First Leadership programme has been launched (for senior academic staff). Next cohort (mid-career academics and senior PS staff) is being identified.

Exploring ideas for ring-fencing learning and development time and promoting opportunities.

Developing a skills gap assessment toolkit.

Not feeling that there is open and honest two-way communication

New Staff Zone intranet site to be launched in early September.

Produced a signposting brochure with advice and guidance on bullying and harassment.

Created and posted notices to clearly signpost the names of Mental Health First Aiders within the Institute.

Established a Social Committee to help develop and organise social events and activities. Please feel free to volunteer to join the Committee.