

FOI REF: 26/504

26th August 2026

Eastbourne District General Hospital

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Further to your recent request for information made under the Freedom of Information Act (FOIA) 2000, I now set out our answers to your specific questions, and any clarifications sought and provided, as follows:

Please provide the following information relating to Dietetics and Nutrition Services within the Trust.

For the two most recent staff pulse surveys:

1) The survey questions presented to staff.

Please see the attached document 'People_Pulse_Questions_July2026' which lists the questions asked in the last staff survey (July-August 2026) made available for all East Sussex Healthcare NHS Trust (ESHT) staff to complete.

2) The aggregated responses for staff employed within Dietetics and Nutrition Services, where disclosure would not identify individual employees.

From the last staff survey, Dietetics colleagues report:

- 56% would recommend the Trust as a place to work.
- 53% would recommend the Trust as a place to receive treatment.
- 34% agreed that there are enough staff within the organisation to enable them to do their job properly.
- 64% disagreed that there are enough staff within the organisation to enable them to do their job properly.
- 72% were satisfied with their level of pay.
- 66% reported having a good work-life balance.

3) Response rates for Dietetics and Nutrition Services.

74% response rate for Dietetics service.

- 4) Any summary reports, analyses, dashboards, presentations, action plans, or other documents produced that discuss feedback, engagement, satisfaction, concerns, or recommendations arising from responses from Dietetics and Nutrition Services.

Please see our response to Question 2 which summarises staff survey response information that is held in relation to Dietetics staff. We do not hold any other information.

For the last five complete financial years, please provide workforce data for Dietetics and Nutrition Services, including:

- 5) The number of staff employed at the start and end of each year.

Period	Start	End
Apr-21 to Mar-22	34.0	36.5
Apr-22 to Mar-23	36.5	35.5
Apr-23 to Mar-24	35.5	41.5
Apr-24 to Mar-25	41.5	36.5
Apr-25 to Mar-26	36.5	39.6

- 6) The number of voluntary leavers during each year.

Period	Leavers WTE
Apr-21 to Mar-22	7.1
Apr-22 to Mar-23	6.5
Apr-23 to Mar-24	2.0
Apr-24 to Mar-25	6.4
Apr-25 to Mar-26	4.6

- 7) The number of involuntary leavers during each year.

Period	Leavers WTE
Apr-21 to Mar-22	1.0
Apr-22 to Mar-23	0.0
Apr-23 to Mar-24	0.4
Apr-24 to Mar-25	1.0
Apr-25 to Mar-26	0.0

- 8) The annual staff turnover rate, if calculated by the Trust.

Period	Turnover %
Apr-21 to Mar-22	23.0%
Apr-22 to Mar-23	18.1%
Apr-23 to Mar-24	6.2%
Apr-24 to Mar-25	19.0%
Apr-25 to Mar-26	12.1%

9) The number of vacant posts and vacancy rate, if recorded.

Period	Vacancy Rate	Vacancy WTE
Apr-21 to Mar-22	7.9%	3.2
Apr-22 to Mar-23	11.4%	4.8
Apr-23 to Mar-24	6.0%	2.7
Apr-24 to Mar-25	20.6%	9.3
Apr-25 to Mar-26	9.6%	4.0

10) The average time taken to fill vacant dietitian posts, if recorded.

From advert to start date (including notice period) - 60.7 days.

From conditional offer to checks complete - 20.3 days.

11) Any reports or analyses produced regarding recruitment, retention, turnover, workforce shortages, or staff satisfaction within Dietetics and Nutrition Services.

Please see our response to Question 2 which summarises staff survey response information that is held in relation to Dietetics staff. We do not hold any other information.

I trust this information is helpful in its detail or explanation however, if you are dissatisfied with the response, then you have the right to request an internal review. If you wish to seek an internal review, please write to the Freedom of Information Team at esh-tr.foi@nhs.net quoting the above FOI reference number, within 40 working days. Please note the Trust is not obliged to accept a request for an internal review after this time period.

Yours faithfully

Freedom of Information (FOI) Team
East Sussex Healthcare NHS Trust
0300 131 4716
Core Hours of Business: Monday to Friday 9.00am to 4.00pm

NHS People Pulse Survey Questions - July 2026

Extracted survey questions from the People Pulse report for ESHT.

1. In my team we support each other
2. My organisation is proactively supporting my health and wellbeing
3. I feel well informed about important changes taking place in my organisation
4. Which one word best describes how you are feeling today?
5. What one piece of feedback at this time would you like to share with your senior local or national leadership team?
6. Time passes quickly when I am working
7. I am enthusiastic about my job
8. I look forward to going to work
9. I am able to make suggestions to improve the work of my team/department
10. There are frequent opportunities for me to show initiative in my role
11. I am able to make improvements happen in my area of work
12. Care of patients/service users is my organisation's top priority
13. If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation
14. I would recommend my organisation as a place to work
15. I have had a conversation about my health and wellbeing within the last 3 months
16. Who was the health and wellbeing conversation with?
17. What is your main mode of transport when you travel to or from work on a typical day?
18. On average, how long does it take you to travel to or from work on a typical work day?
19. What would most support you to walk or cycle to work?
20. What would most support you to take public transport to work?

21. What one thing could your organisation/immediate work area do to make you feel more involved in how decisions are reached and improvements made?
22. Has anything happened in your organisation that you wanted to speak up about in the last 12 months?
23. Have you spoken up about your concerns in the last 12 months?
24. What did you speak up about on the last occasion?
25. Who did you speak up to?
26. Why did you not speak up?
27. Was there any negative impact as a result of speaking up?
28. If there was a negative impact, what was it?
29. If you did have something to speak up about, would you?
30. Would you know how to speak up outside of your organisation?
31. What factors might prevent you from speaking up?
32. How much do you know about the Martha's Rule initiative?
33. How did you hear about this initiative?
34. How aware are you that you can share your ideas and feedback through change.nhs.uk?
35. At this time, what support would make the biggest difference to feeling that you're part of a supportive team?
36. Which flexible working resources are you aware of?
37. Which flexible working resources have you used in practice?
38. I am aware of the changes to the NHS Pension Scheme
39. Could you please explain why not?
40. Which of the following would help you feel better informed of the NHS Pension Scheme changes?
41. How did you find out about the NHS Pension Scheme changes?
42. Please select the barriers to you having opportunities to learn and develop in your role
43. Thinking about the impact AI may have on your workplace experience, which of the following best reflects your current mood?

44. I believe AI will have a positive impact on me in my role