## Appendix C – 2019 results: equalities and job factors questions

Equalities	Q20	Bullying and harassment	O 11.996	5				
	Q21	Any Discrimination		O 26.9%				
Job Factors	Q22 a	Job satisfaction				O 81.2	296	
	Q22 b	Pay and benefits				0 60.1%		
	Q22 c	Career development			O 43.4%			
	Q22 d	Work life balance				O 78.7%	O 78.7%	
			0.0%	25.0%	50.0%	75.0%	100.0%	

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