George Eliot Hospital NHS Trust

2021 NHS Staff Survey

Directorate Report
## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>3</td>
</tr>
<tr>
<td>People Promise element and theme results – Directorates 1</td>
<td>4</td>
</tr>
<tr>
<td>Add Prof Scientific and Technic</td>
<td>5</td>
</tr>
<tr>
<td>Additional Clinical Services</td>
<td>6</td>
</tr>
<tr>
<td>Administrative and Clerical</td>
<td>7</td>
</tr>
<tr>
<td>Allied Health Professionals</td>
<td>8</td>
</tr>
<tr>
<td>Estates and Ancillary</td>
<td>9</td>
</tr>
<tr>
<td>Healthcare Scientists</td>
<td>10</td>
</tr>
<tr>
<td>Medical and Dental</td>
<td>11</td>
</tr>
<tr>
<td>Nursing and Midwifery Registered</td>
<td>12</td>
</tr>
<tr>
<td>People Promise element and theme results – Directorates 2</td>
<td>13</td>
</tr>
<tr>
<td>01 Older Adults and Medicine</td>
<td>14</td>
</tr>
<tr>
<td>02 Urgent and Emergency Care</td>
<td>15</td>
</tr>
<tr>
<td>03 Women &amp; Children</td>
<td>16</td>
</tr>
<tr>
<td>04 Surgery</td>
<td>17</td>
</tr>
<tr>
<td>05 Clinical Support Services</td>
<td>18</td>
</tr>
<tr>
<td>06 Technical Services</td>
<td>19</td>
</tr>
<tr>
<td>07 Corporate Services</td>
<td>20</td>
</tr>
</tbody>
</table>
Introduction

This directorate report for George Eliot Hospital NHS Trust contains results by directorate for People Promise element and theme results from the 2021 NHS Staff Survey. These results are compared to the unweighted average for your organisation.

Please note: It is possible that there are differences between the ‘Your org’ scores reported in this directorate report and those in the benchmark report. This is because the results in the benchmark report are weighted to allow for fair comparisons between organisations of a similar type. However, in this report comparisons are made within your organisation so the unweighted organisation result is a more appropriate point of comparison.

The directorate breakdowns used in this report were provided and defined by George Eliot Hospital NHS Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

Key features

Breakdown type and directorate name are specified in the header. Black text in the header is hyperlinked: clicking on ‘2021 NHS Staff Survey Results’ navigates back to the contents page.

Directorate results are presented in the context of the (unweighted) organisation average (‘Your org’), so it is easy to tell if a directorate is performing better or worse than the organisation average. For all People Promise element and theme results, a higher score is a better result than a lower score.

The number of responses feeding into each measures and sub-scores for the given directorate is specified below the table containing the directorate and trust scores.

! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality
Directorates 1

George Eliot Hospital NHS Trust
2021 NHS Staff Survey Results
2021 NHS Staff Survey Results > Directorates 1 > Add Prof Scientific and Technic

We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team
Staff Engagement
Morale

Score (0-10)

<table>
<thead>
<tr>
<th>Directorate</th>
<th>6.7</th>
<th>5.6</th>
<th>6.0</th>
<th>5.8</th>
<th>4.8</th>
<th>5.0</th>
<th>5.7</th>
<th>6.5</th>
<th>5.4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your org</td>
<td>7.1</td>
<td>5.8</td>
<td>6.6</td>
<td>5.9</td>
<td>5.3</td>
<td>6.0</td>
<td>6.5</td>
<td>6.9</td>
<td>5.8</td>
</tr>
<tr>
<td>Responses</td>
<td>33</td>
<td>33</td>
<td>33</td>
<td>33</td>
<td>31</td>
<td>33</td>
<td>33</td>
<td>33</td>
<td>33</td>
</tr>
</tbody>
</table>
### 2021 NHS Staff Survey Results > Directorates 1 > Additional Clinical Services

We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team
Staff Engagement
Morale

<table>
<thead>
<tr>
<th>Score (0-10)</th>
<th>Directorate</th>
<th>Your org</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are compassionate and inclusive</td>
<td>7.1</td>
<td>7.1</td>
<td>96</td>
</tr>
<tr>
<td>We are recognised and rewarded</td>
<td>5.5</td>
<td>5.8</td>
<td>96</td>
</tr>
<tr>
<td>We each have a voice that counts</td>
<td>6.3</td>
<td>6.6</td>
<td>94</td>
</tr>
<tr>
<td>We are safe and healthy</td>
<td>5.9</td>
<td>5.9</td>
<td>96</td>
</tr>
<tr>
<td>We are always learning</td>
<td>5.3</td>
<td>5.3</td>
<td>96</td>
</tr>
<tr>
<td>We work flexibly</td>
<td>5.7</td>
<td>6.0</td>
<td>91</td>
</tr>
<tr>
<td>We are a team</td>
<td>6.4</td>
<td>6.5</td>
<td>96</td>
</tr>
<tr>
<td>Staff Engagement</td>
<td>6.7</td>
<td>6.9</td>
<td>95</td>
</tr>
<tr>
<td>Morale</td>
<td>5.8</td>
<td>5.8</td>
<td>96</td>
</tr>
<tr>
<td>We are compassionate and inclusive</td>
<td>We are recognised and rewarded</td>
<td>We each have a voice that counts</td>
<td>We are safe and healthy</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>--------------------------------</td>
<td>---------------------------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Directorate</td>
<td>7.2</td>
<td>6.0</td>
<td>6.8</td>
</tr>
<tr>
<td>Your org</td>
<td>7.1</td>
<td>5.8</td>
<td>6.6</td>
</tr>
<tr>
<td>Responses</td>
<td>291</td>
<td>285</td>
<td>289</td>
</tr>
</tbody>
</table>
# 2021 NHS Staff Survey Results

## Directorates 1

### Allied Health Professionals

- **We are compassionate and inclusive**: 7.3
- **We are recognised and rewarded**: 6.2
- **We each have a voice that counts**: 6.8
- **We are safe and healthy**: 5.7
- **We are always learning**: 5.8
- **We work flexibly**: 5.7
- **We are a team**: 6.7
- **Staff Engagement**: 6.9
- **Morale**: 5.7

## Responses

<table>
<thead>
<tr>
<th>Directorate</th>
<th>7.3</th>
<th>6.2</th>
<th>6.8</th>
<th>5.7</th>
<th>5.8</th>
<th>5.7</th>
<th>6.7</th>
<th>6.9</th>
<th>5.7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your org</td>
<td>7.1</td>
<td>5.8</td>
<td>6.6</td>
<td>5.9</td>
<td>5.3</td>
<td>6.0</td>
<td>6.5</td>
<td>6.9</td>
<td>5.8</td>
</tr>
</tbody>
</table>

## Score (0-10)

<table>
<thead>
<tr>
<th>Score (0-10)</th>
<th>10</th>
<th>9</th>
<th>8</th>
<th>7</th>
<th>6</th>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your org</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Responses</td>
<td>59</td>
<td>59</td>
<td>59</td>
<td>59</td>
<td>57</td>
<td>59</td>
<td>58</td>
<td>59</td>
<td>59</td>
<td>8</td>
</tr>
</tbody>
</table>
We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team

Staff Engagement
Morale

Score (0-10)

<table>
<thead>
<tr>
<th></th>
<th>Directorate</th>
<th>Your org</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are compassionate</td>
<td>6.3</td>
<td>7.1</td>
<td>18</td>
</tr>
<tr>
<td>and inclusive</td>
<td>4.2</td>
<td>5.8</td>
<td>19</td>
</tr>
<tr>
<td>We are recognised</td>
<td>5.7</td>
<td>6.6</td>
<td>18</td>
</tr>
<tr>
<td>and rewarded</td>
<td>5.2</td>
<td>5.9</td>
<td>19</td>
</tr>
<tr>
<td>We each have a voice</td>
<td>3.0</td>
<td>5.3</td>
<td>16</td>
</tr>
<tr>
<td>that counts</td>
<td>4.3</td>
<td>6.0</td>
<td>18</td>
</tr>
<tr>
<td>We are safe and</td>
<td>4.9</td>
<td>6.5</td>
<td>18</td>
</tr>
<tr>
<td>healthy</td>
<td>6.0</td>
<td>6.9</td>
<td>19</td>
</tr>
<tr>
<td>We are always</td>
<td>4.7</td>
<td>5.8</td>
<td>19</td>
</tr>
<tr>
<td>learning</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team
Staff Engagement
Morale

<table>
<thead>
<tr>
<th>Score (0-10)</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Directive</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your org</td>
<td>7.1</td>
<td>5.8</td>
<td>6.6</td>
<td>5.9</td>
<td>5.3</td>
<td>6.0</td>
<td>6.5</td>
<td>6.9</td>
<td>6.9</td>
<td>5.8</td>
<td></td>
</tr>
<tr>
<td>Responses</td>
<td>9</td>
<td>9</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>9</td>
<td>9</td>
<td>9</td>
<td>9</td>
<td>9</td>
<td></td>
</tr>
</tbody>
</table>
2021 NHS Staff Survey Results > Directorates 1 > Medical and Dental

- We are compassionate and inclusive
- We are recognised and rewarded
- We each have a voice that counts
- We are safe and healthy
- We are always learning
- We work flexibly
- We are a team

Staff Engagement and Morale Scores (0-10):

<table>
<thead>
<tr>
<th>Directorate</th>
<th>6.8</th>
<th>5.8</th>
<th>6.3</th>
<th>5.9</th>
<th>5.9</th>
<th>5.3</th>
<th>6.3</th>
<th>6.6</th>
<th>5.7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your org</td>
<td>7.1</td>
<td>5.8</td>
<td>6.6</td>
<td>5.9</td>
<td>5.3</td>
<td>6.0</td>
<td>6.5</td>
<td>6.9</td>
<td>5.8</td>
</tr>
<tr>
<td>Responses</td>
<td>69</td>
<td>69</td>
<td>69</td>
<td>69</td>
<td>68</td>
<td>69</td>
<td>69</td>
<td>69</td>
<td>69</td>
</tr>
</tbody>
</table>
### 2021 NHS Staff Survey Results > Directorates 1 > Nursing and Midwifery Registered

<table>
<thead>
<tr>
<th></th>
<th>Score (0-10)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Directorate</strong></td>
<td></td>
</tr>
<tr>
<td>We are compassionate and inclusive</td>
<td>7.1</td>
</tr>
<tr>
<td>We are recognised and rewarded</td>
<td>5.7</td>
</tr>
<tr>
<td>We each have a voice that counts</td>
<td>6.8</td>
</tr>
<tr>
<td>We are safe and healthy</td>
<td>5.4</td>
</tr>
<tr>
<td>We are always learning</td>
<td>5.5</td>
</tr>
<tr>
<td>We work flexibly</td>
<td>5.9</td>
</tr>
<tr>
<td>We are a team</td>
<td>6.6</td>
</tr>
<tr>
<td>Staff Engagement</td>
<td>6.9</td>
</tr>
<tr>
<td>Morale</td>
<td>5.6</td>
</tr>
<tr>
<td><strong>Your org</strong></td>
<td></td>
</tr>
<tr>
<td>We are compassionate and inclusive</td>
<td>7.1</td>
</tr>
<tr>
<td>We are recognised and rewarded</td>
<td>5.8</td>
</tr>
<tr>
<td>We each have a voice that counts</td>
<td>6.6</td>
</tr>
<tr>
<td>We are safe and healthy</td>
<td>5.9</td>
</tr>
<tr>
<td>We are always learning</td>
<td>5.3</td>
</tr>
<tr>
<td>We work flexibly</td>
<td>6.0</td>
</tr>
<tr>
<td>We are a team</td>
<td>6.5</td>
</tr>
<tr>
<td>Staff Engagement</td>
<td>6.9</td>
</tr>
<tr>
<td>Morale</td>
<td>5.8</td>
</tr>
<tr>
<td><strong>Responses</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>228</td>
</tr>
<tr>
<td></td>
<td>227</td>
</tr>
<tr>
<td></td>
<td>227</td>
</tr>
<tr>
<td></td>
<td>227</td>
</tr>
<tr>
<td></td>
<td>223</td>
</tr>
<tr>
<td></td>
<td>225</td>
</tr>
<tr>
<td></td>
<td>226</td>
</tr>
<tr>
<td></td>
<td>228</td>
</tr>
<tr>
<td></td>
<td>228</td>
</tr>
</tbody>
</table>

We are compassionate and inclusive.

We are recognised and rewarded.

We each have a voice that counts.

We are safe and healthy.

We are always learning.

We work flexibly.

We are a team.

Staff Engagement.

Morale.
### 2021 NHS Staff Survey Results > Directorates 2 > 01 Older Adults and Medicine

<table>
<thead>
<tr>
<th>Staff Engagement</th>
<th>Morale</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>We are compassionate and inclusive</th>
<th>We are recognised and rewarded</th>
<th>We each have a voice that counts</th>
<th>We are safe and healthy</th>
<th>We are always learning</th>
<th>We work flexibly</th>
<th>We are a team</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.4</td>
<td>6.1</td>
<td>7.0</td>
<td>5.8</td>
<td>5.7</td>
<td>6.5</td>
<td>6.8</td>
</tr>
<tr>
<td>Your org</td>
<td>7.1</td>
<td>5.8</td>
<td>6.6</td>
<td>5.9</td>
<td>5.3</td>
<td>6.0</td>
</tr>
<tr>
<td>Responses</td>
<td>159</td>
<td>158</td>
<td>156</td>
<td>157</td>
<td>154</td>
<td>156</td>
</tr>
</tbody>
</table>

Responses: 159, 158, 156, 157, 154, 156, 158, 159, 159
We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team
Staff Engagement
Morale

<table>
<thead>
<tr>
<th>Directorate</th>
<th>Score (0-10)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6.6</td>
</tr>
<tr>
<td>Your org</td>
<td>7.1</td>
</tr>
<tr>
<td>Responses</td>
<td>76</td>
</tr>
</tbody>
</table>
2021 NHS Staff Survey Results > Directorates 2 > 03 Women & Children

We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team
Staff Engagement
Morale

Score (0-10)

<table>
<thead>
<tr>
<th>Directorate</th>
<th>Score</th>
<th>Score</th>
<th>Score</th>
<th>Score</th>
<th>Score</th>
<th>Score</th>
<th>Score</th>
<th>Score</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6.8</td>
<td>5.2</td>
<td>6.1</td>
<td>5.3</td>
<td>4.6</td>
<td>4.5</td>
<td>6.1</td>
<td>6.2</td>
<td>5.0</td>
</tr>
<tr>
<td>Your org</td>
<td>7.1</td>
<td>5.8</td>
<td>6.6</td>
<td>5.9</td>
<td>5.3</td>
<td>6.0</td>
<td>6.5</td>
<td>6.9</td>
<td>5.8</td>
</tr>
<tr>
<td>Responses</td>
<td>82</td>
<td>81</td>
<td>82</td>
<td>82</td>
<td>79</td>
<td>81</td>
<td>82</td>
<td>82</td>
<td>82</td>
</tr>
</tbody>
</table>
We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team
Staff Engagement
Morale

<table>
<thead>
<tr>
<th>Directorate</th>
<th>Score (0-10)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6.7 5.5 6.4 5.6 5.2 5.9 6.2 6.6 5.6</td>
</tr>
<tr>
<td>Your org</td>
<td>7.1 5.8 6.6 5.9 5.3 6.0 6.5 6.9 5.8</td>
</tr>
<tr>
<td>Responses</td>
<td>96 95 96 96 96 91 94 95 96</td>
</tr>
</tbody>
</table>
### 2021 NHS Staff Survey Results > Directorates 2 > 05 Clinical Support Services

<table>
<thead>
<tr>
<th>We are compassionate and inclusive</th>
<th>We are recognised and rewarded</th>
<th>We each have a voice that counts</th>
<th>We are safe and healthy</th>
<th>We are always learning</th>
<th>We work flexibly</th>
<th>We are a team</th>
<th>Staff Engagement</th>
<th>Morale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score (0-10)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Directorate**
- 7.2
- 5.6
- 6.5
- 5.8
- 5.3
- 5.4
- 6.4
- 6.8
- 5.7

**Your org**
- 7.1
- 5.8
- 6.6
- 5.9
- 5.3
- 6.0
- 6.5
- 6.9
- 5.8

**Responses**
- 146
- 146
- 144
- 146
- 140
- 146
- 143
- 146
- 146
### 2021 NHS Staff Survey Results > Directorates 2 > 06 Technical Services

We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team
Staff Engagement
Morale

<table>
<thead>
<tr>
<th>Score (0-10)</th>
<th>Directorate</th>
<th>Your org</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.0</td>
<td>7.1</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>5.3</td>
<td>5.8</td>
<td>58</td>
<td></td>
</tr>
<tr>
<td>6.6</td>
<td>6.6</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>6.1</td>
<td>5.9</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>4.4</td>
<td>5.3</td>
<td>57</td>
<td></td>
</tr>
<tr>
<td>6.2</td>
<td>6.0</td>
<td>57</td>
<td></td>
</tr>
<tr>
<td>6.3</td>
<td>6.5</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>6.6</td>
<td>6.9</td>
<td>61</td>
<td></td>
</tr>
<tr>
<td>5.6</td>
<td>5.8</td>
<td>61</td>
<td></td>
</tr>
</tbody>
</table>
We are compassionate and inclusive
We are recognised and rewarded
We each have a voice that counts
We are safe and healthy
We are always learning
We work flexibly
We are a team
Staff Engagement
Morale

<table>
<thead>
<tr>
<th>Directorate</th>
<th>Score (0-10)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7.4</td>
</tr>
<tr>
<td>Your org</td>
<td>7.1</td>
</tr>
<tr>
<td>Responses</td>
<td>184</td>
</tr>
</tbody>
</table>

2021 NHS Staff Survey Results > Directorates 2 > 07 Corporate Services