

North Cumbria Integrated Care NHS Foundation Trust

2021 NHS Staff Survey

Directorate Report

Contents	
Introduction	3
People Promise element and theme results – Directorates 1	4
Community & ICC Care Group	5
Emergency Care & Medicine Care Group	6
Support Services	7
Surgery, Critical Care & Clinical Support Care Group	8
Womens & Children Care Group	9
People Promise element and theme results – Directorates 2	10
Chief Exec & Dir of Comms	11
Community Hospitals (L4)	12
community services & ICC Mgt	13
Dir of Nursing	14
Direct of Finance & Trust Wide	15
Director of Operations	16
Director of Service Improvement	17
Director of Workforce & OD	18
ICC	19
IT (L4)	20
Management EC&M	21
Management S,CC&CS	22
Medical Director	23
Patient Flow- CIC & WCH	24
Service Manager 1 - EC&M	25
Service Manager 1 - W&CS	26
Service Manager 1 S,CC&CS	27
Service Manager 2 - EC&M	28
Service Manager 2 - S,CC&CS	29
Service Manager 3 - EC&M	30
Service Manager 3 - S,CC&CS	31
Service Manager 4 - EC&M	32
Service Manager 4 S,CC&CS	33
Service Manager 5 - EC&M	34

This directorate report for North Cumbria Integrated Care NHS Foundation 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.

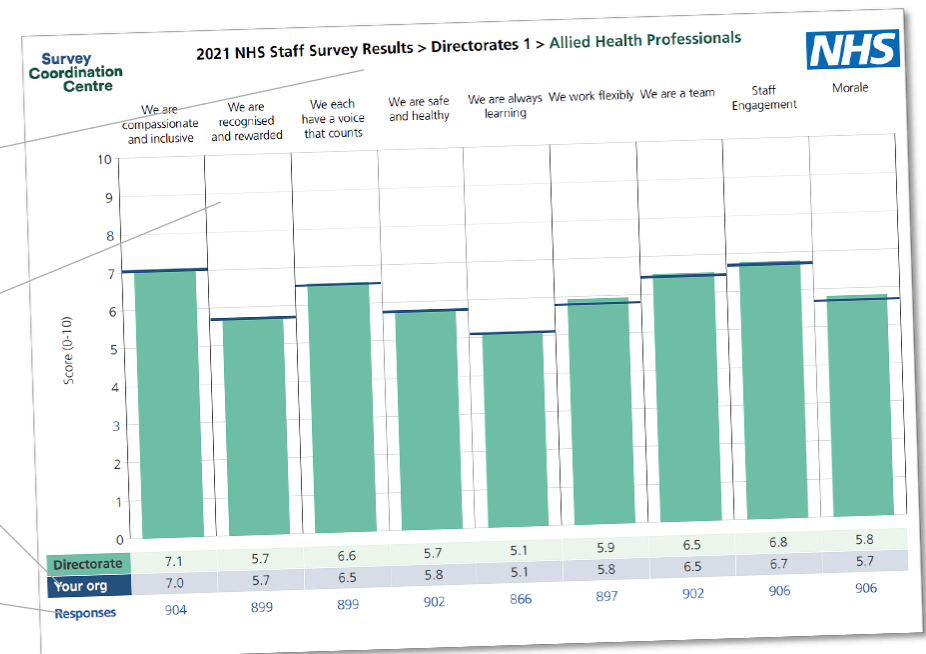
The directorate breakdowns used in this report were provided and defined by North Cumbria Integrated Care NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our [results website](#).

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.

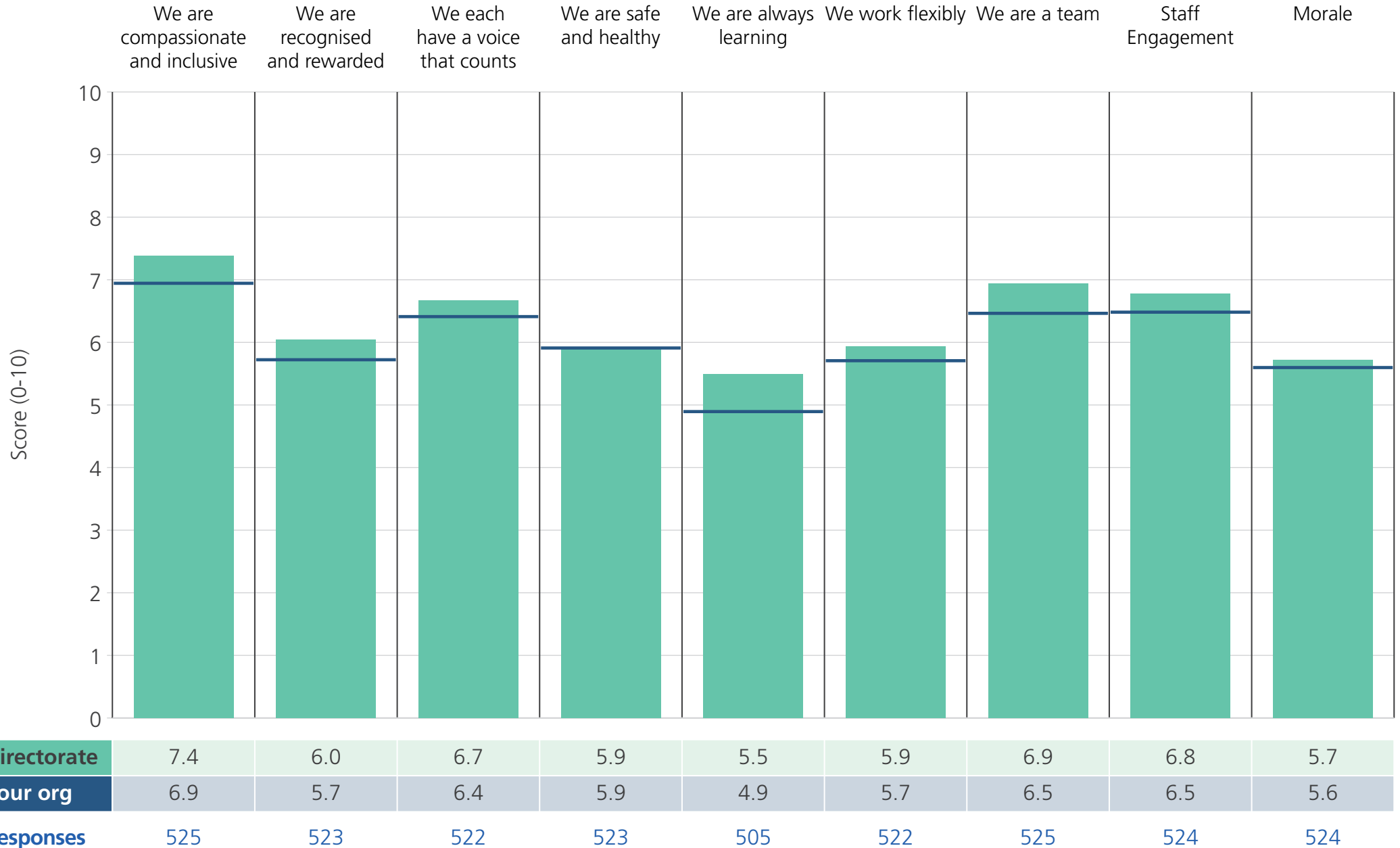
The **number of responses** feeding into each measures and sub-scores **for the given directorate** is specified below the table containing the directorate and trust scores.

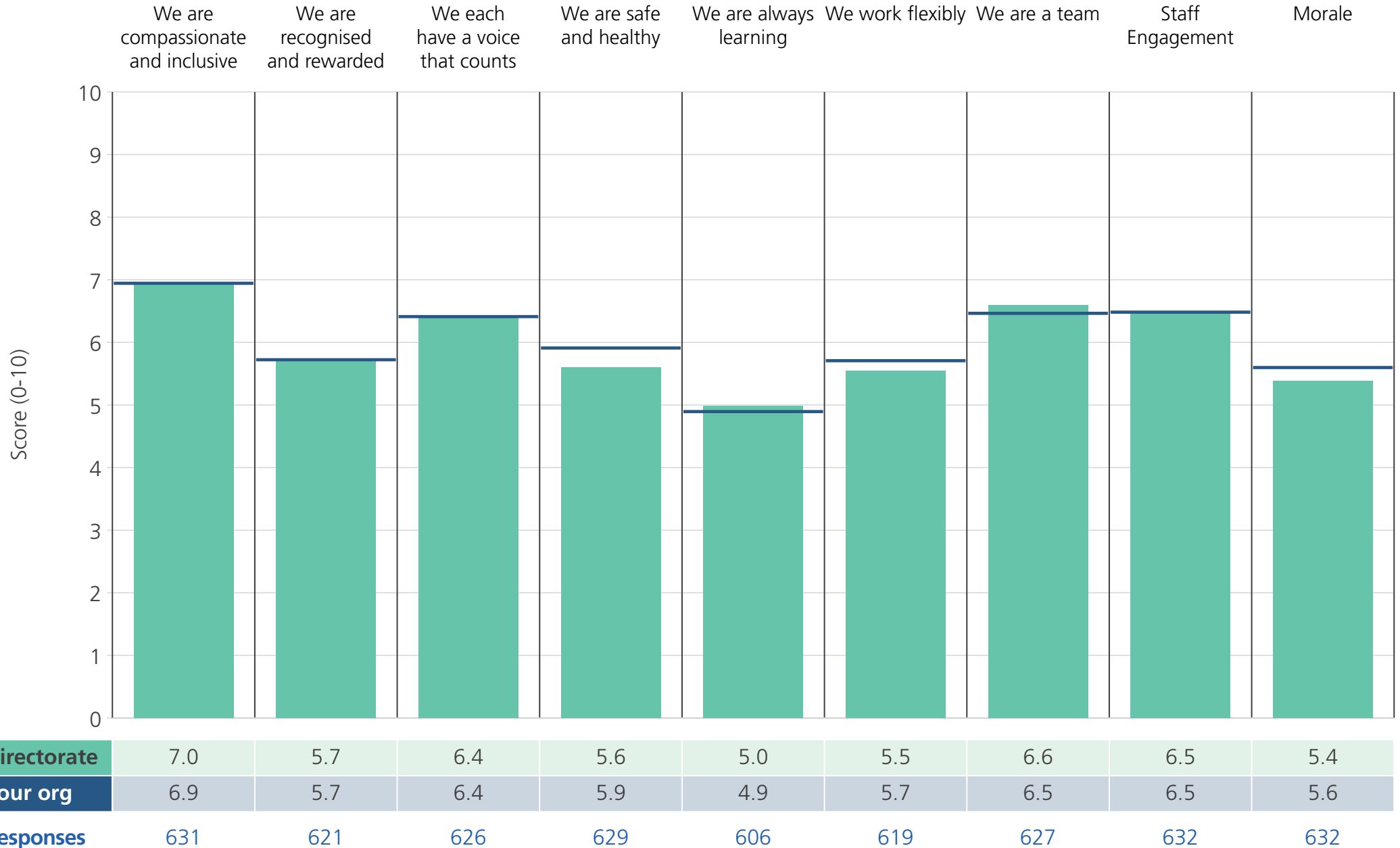


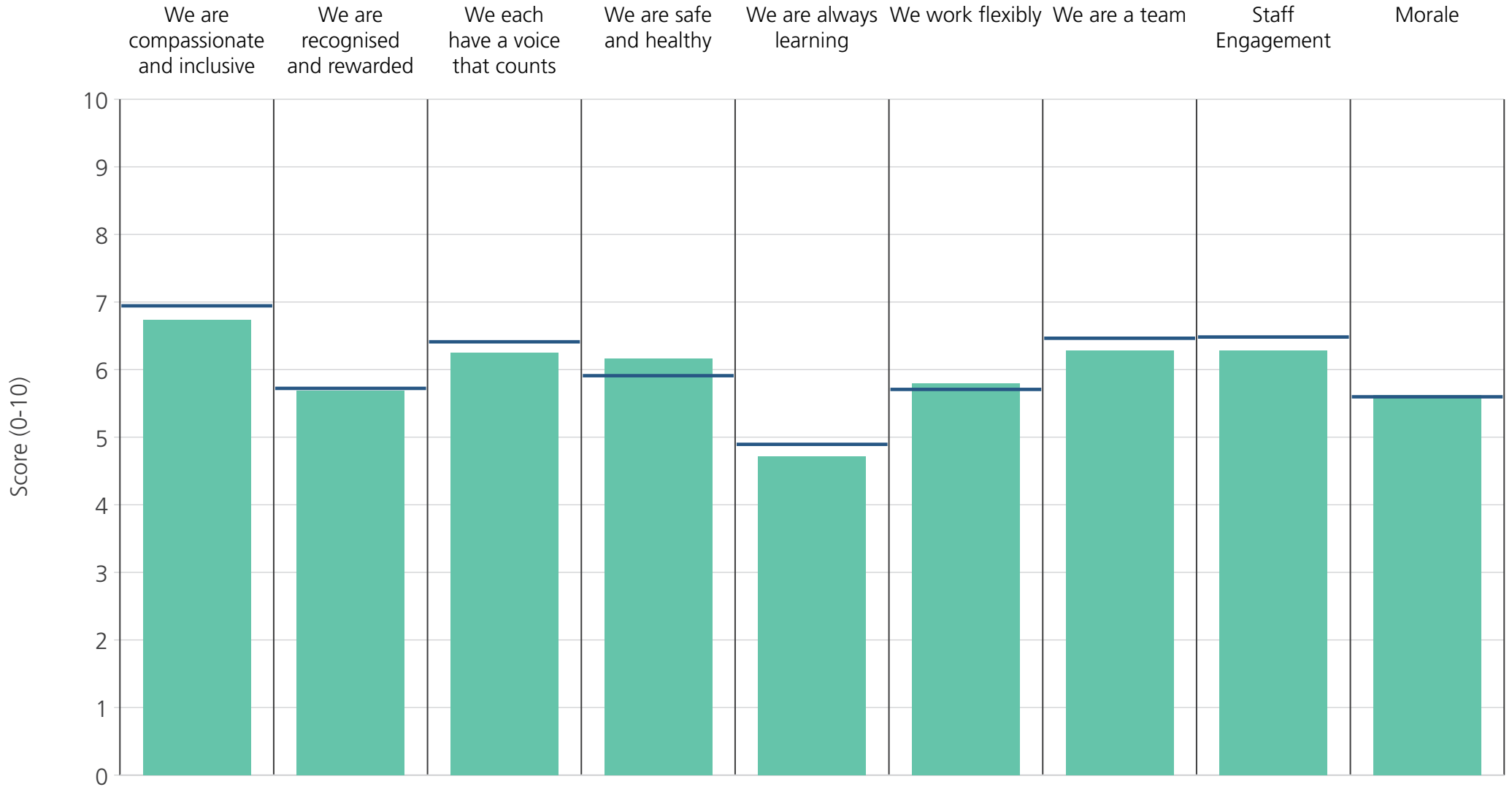
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

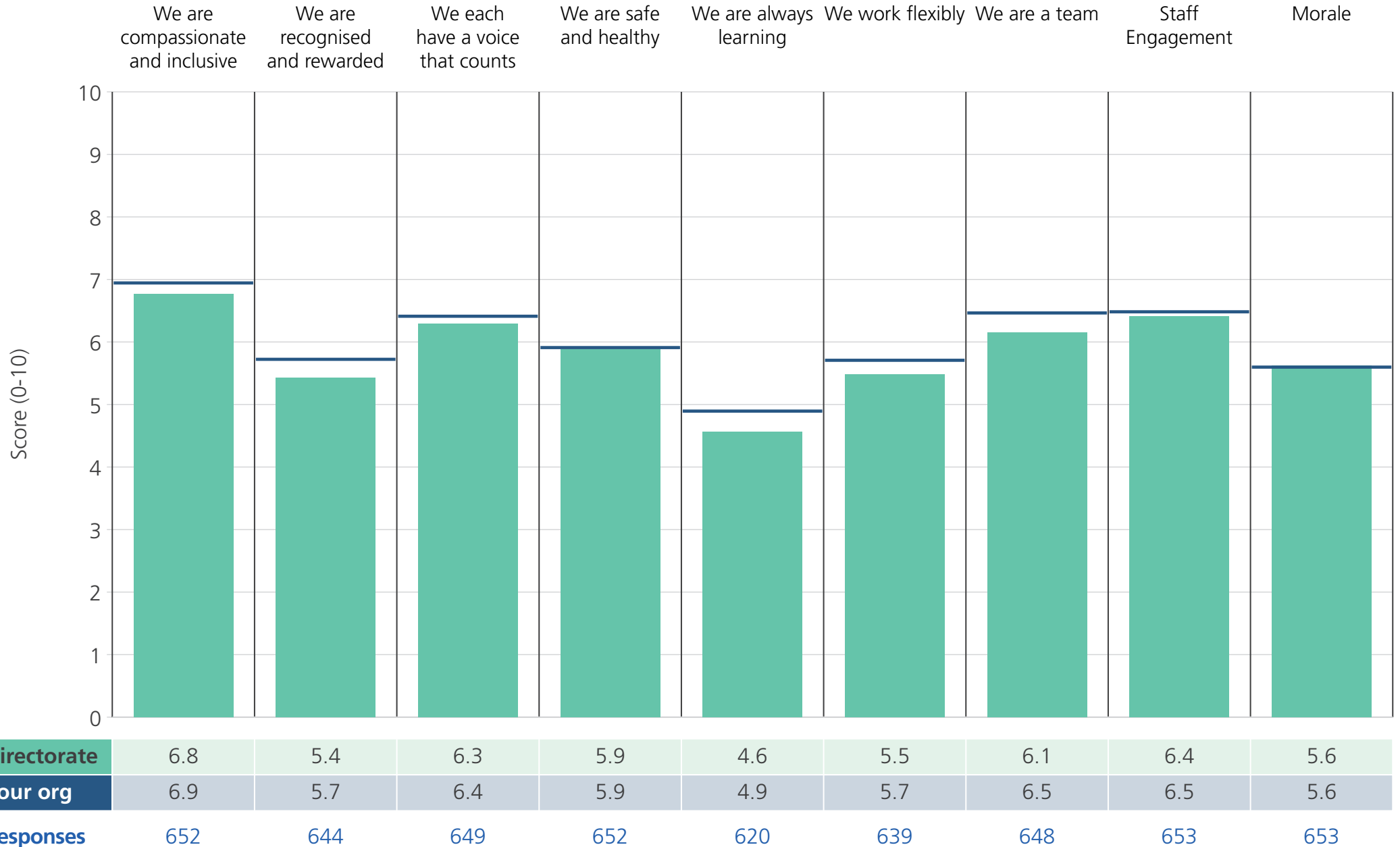
North Cumbria Integrated Care NHS Foundation Trust
2021 NHS Staff Survey Results

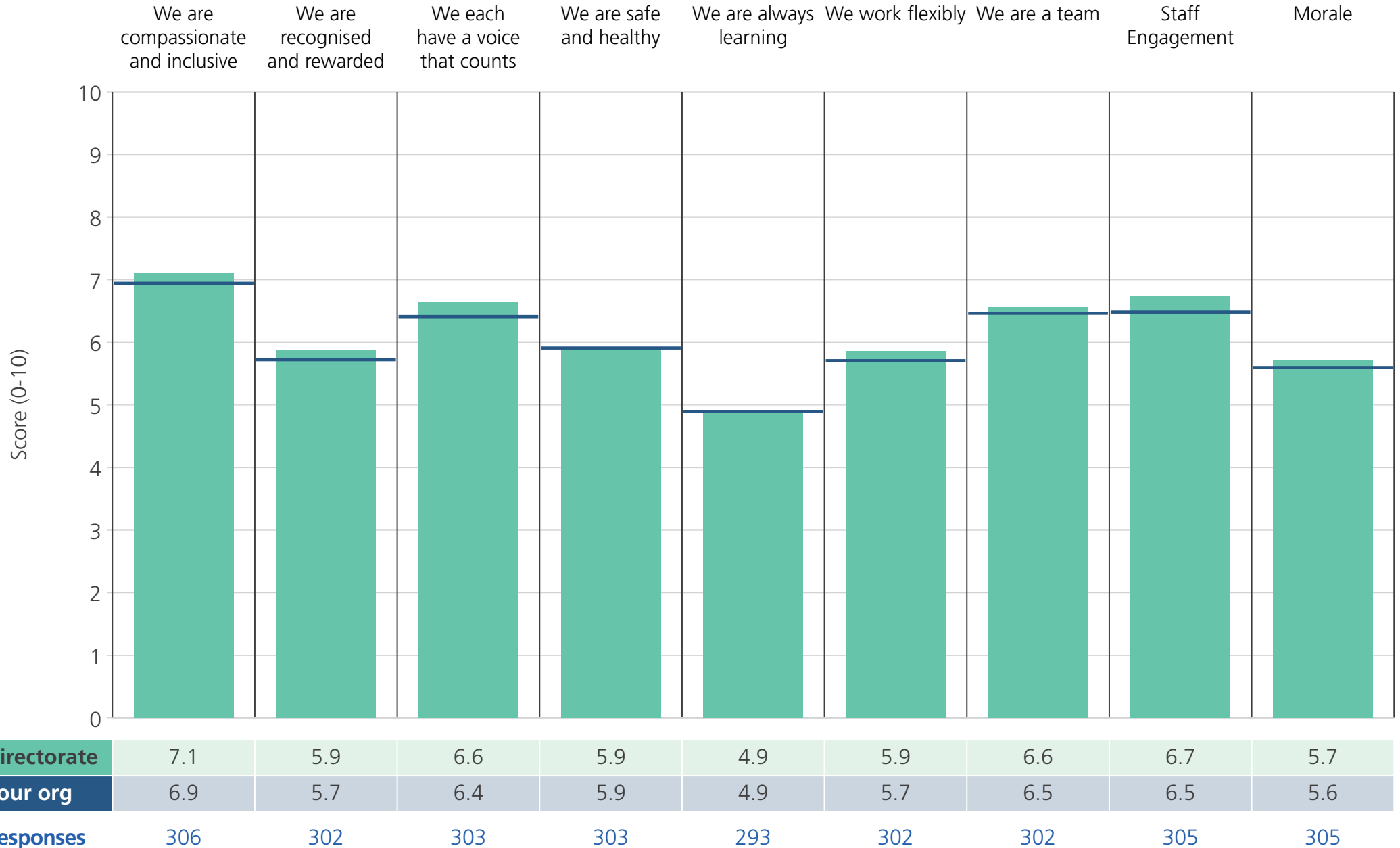






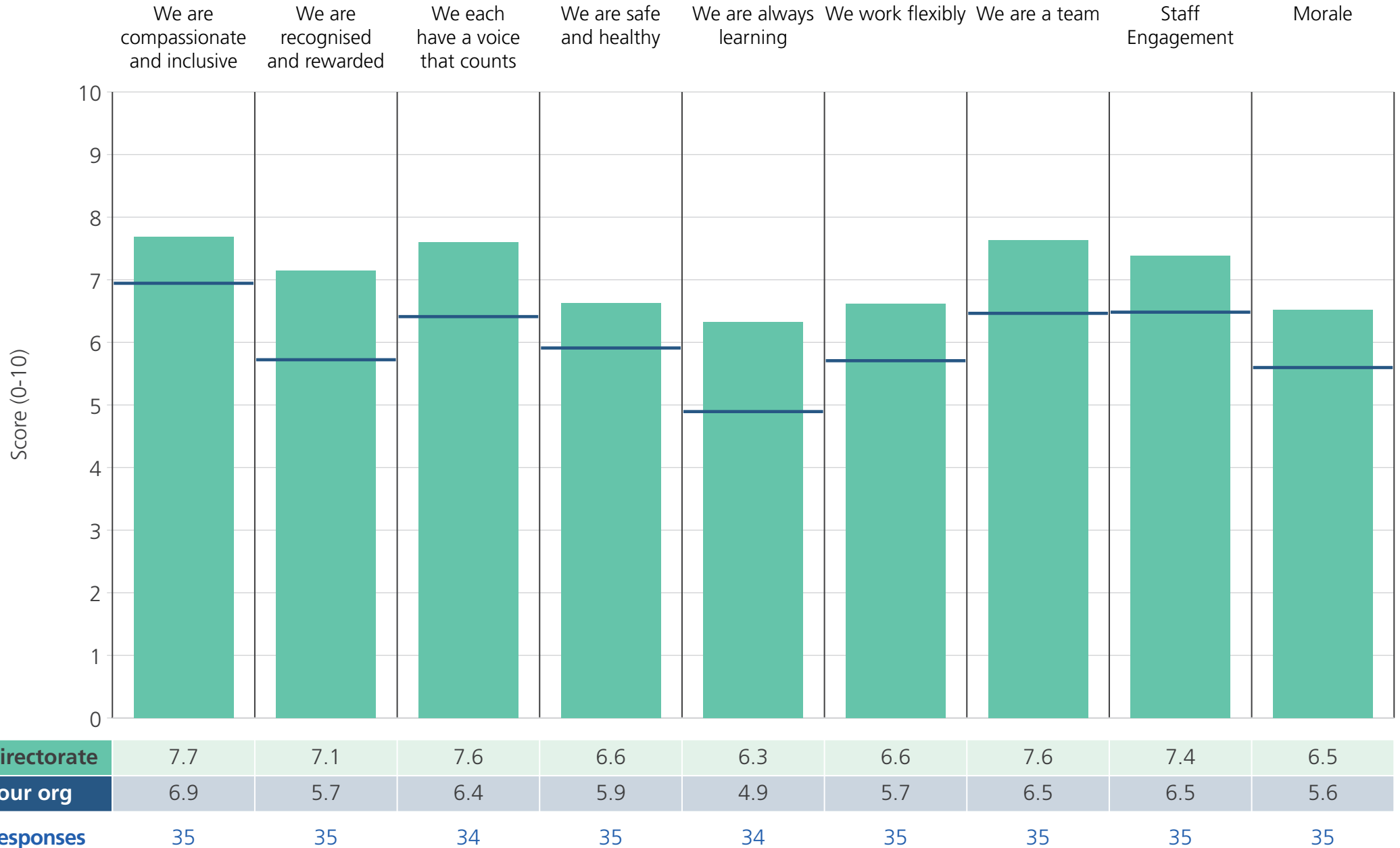
Directorate	6.7	5.7	6.2	6.2	4.7	5.8	6.3	6.3	5.6
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	856	851	849	845	812	841	853	858	857

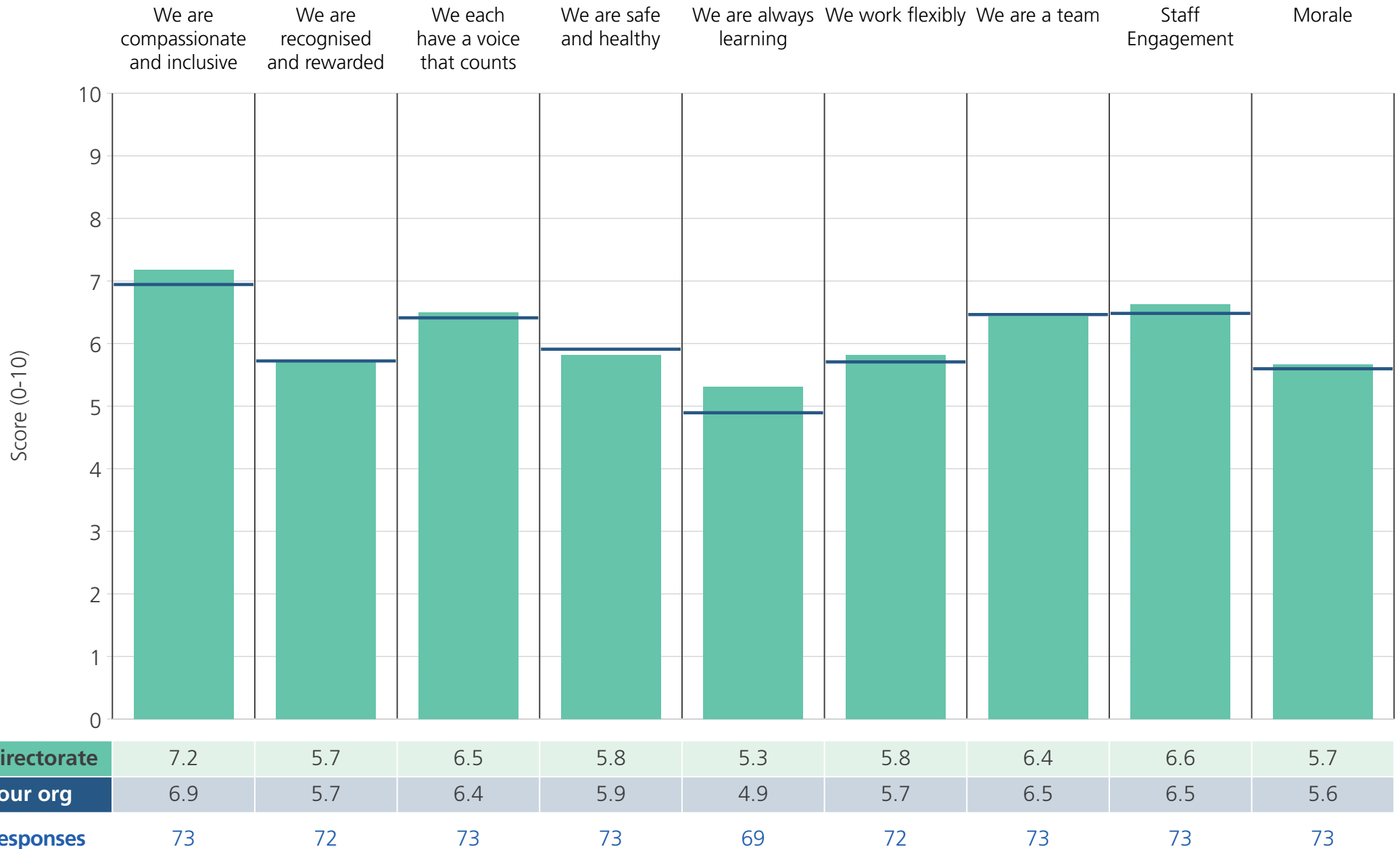


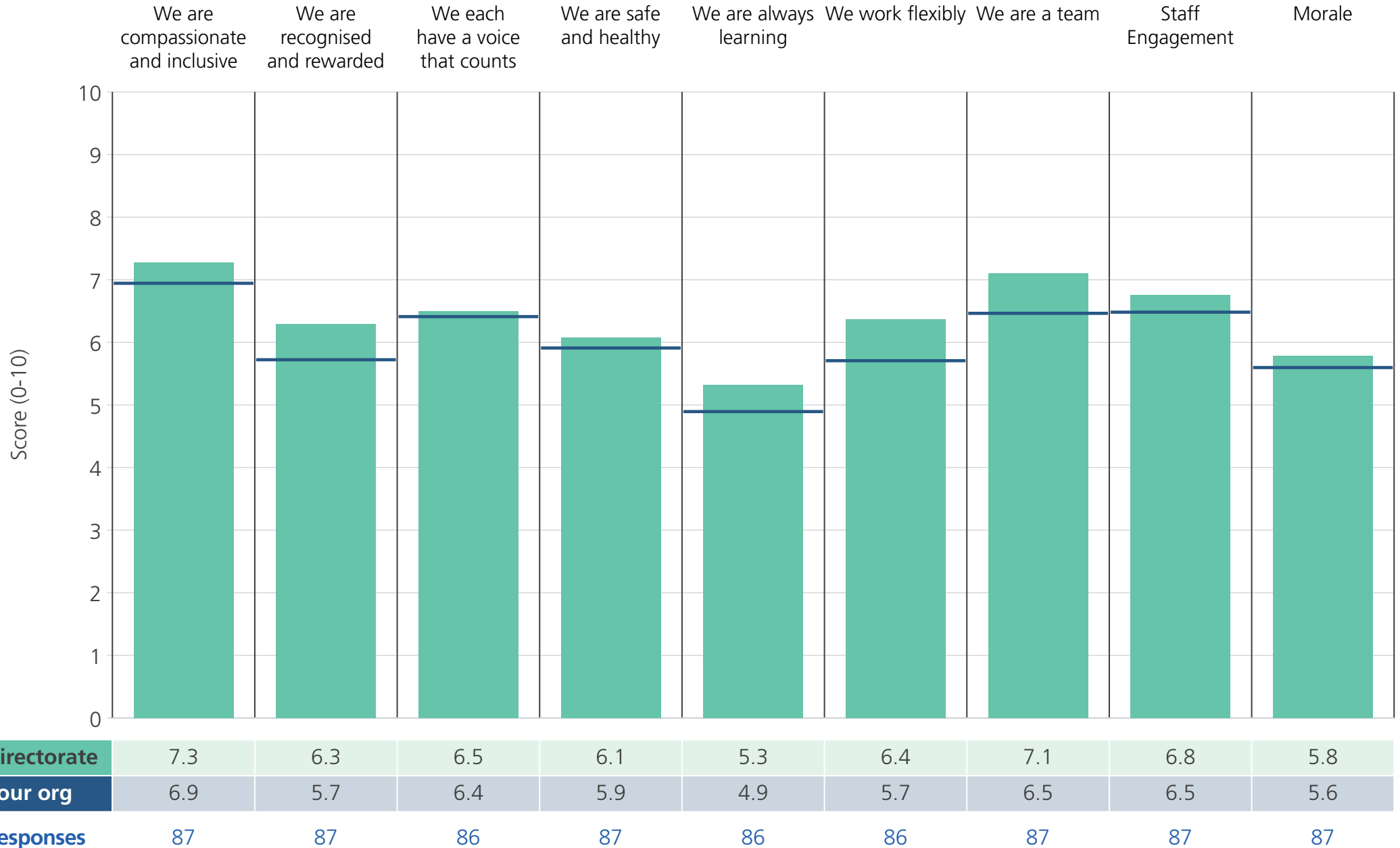


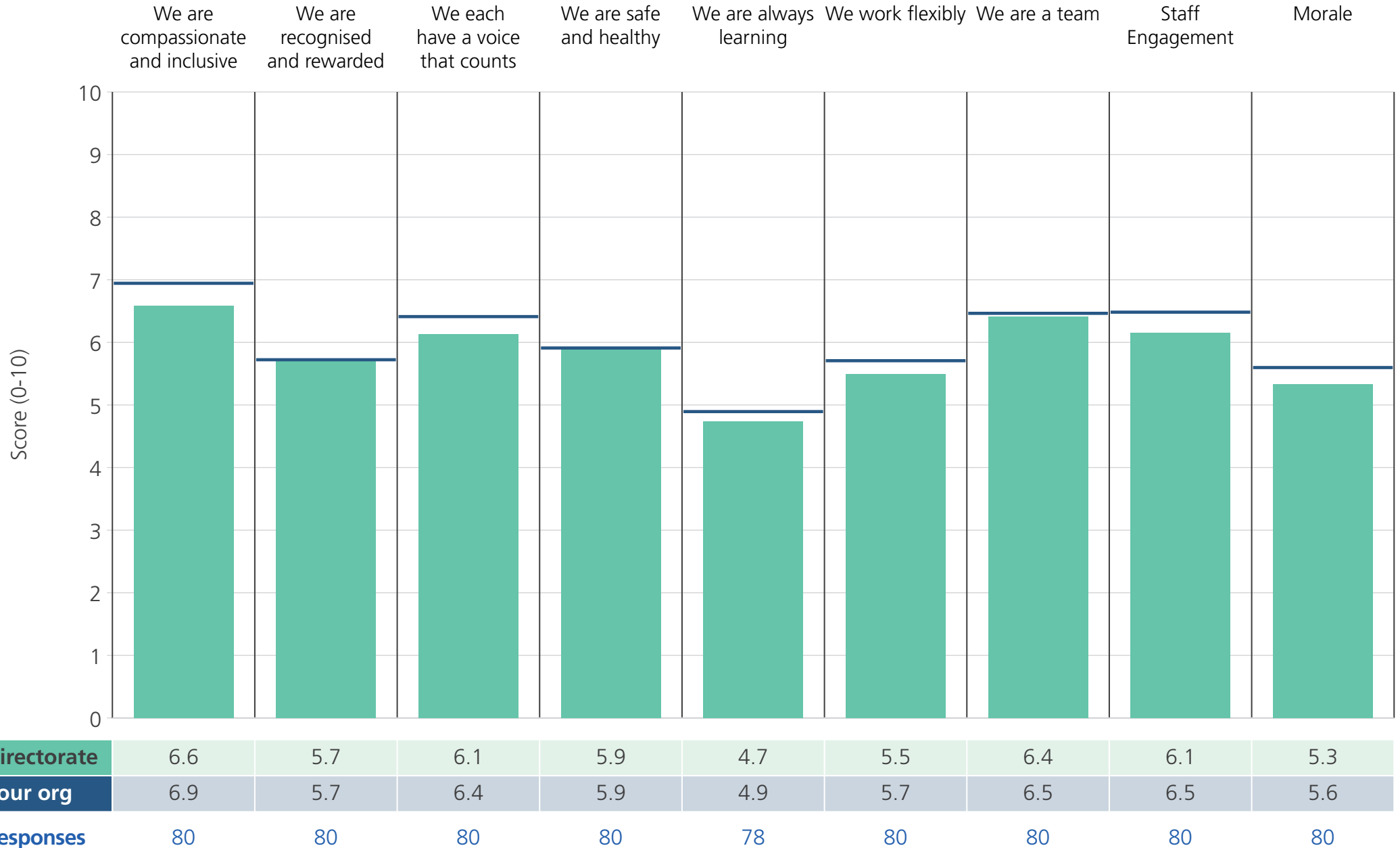
Directorates 2

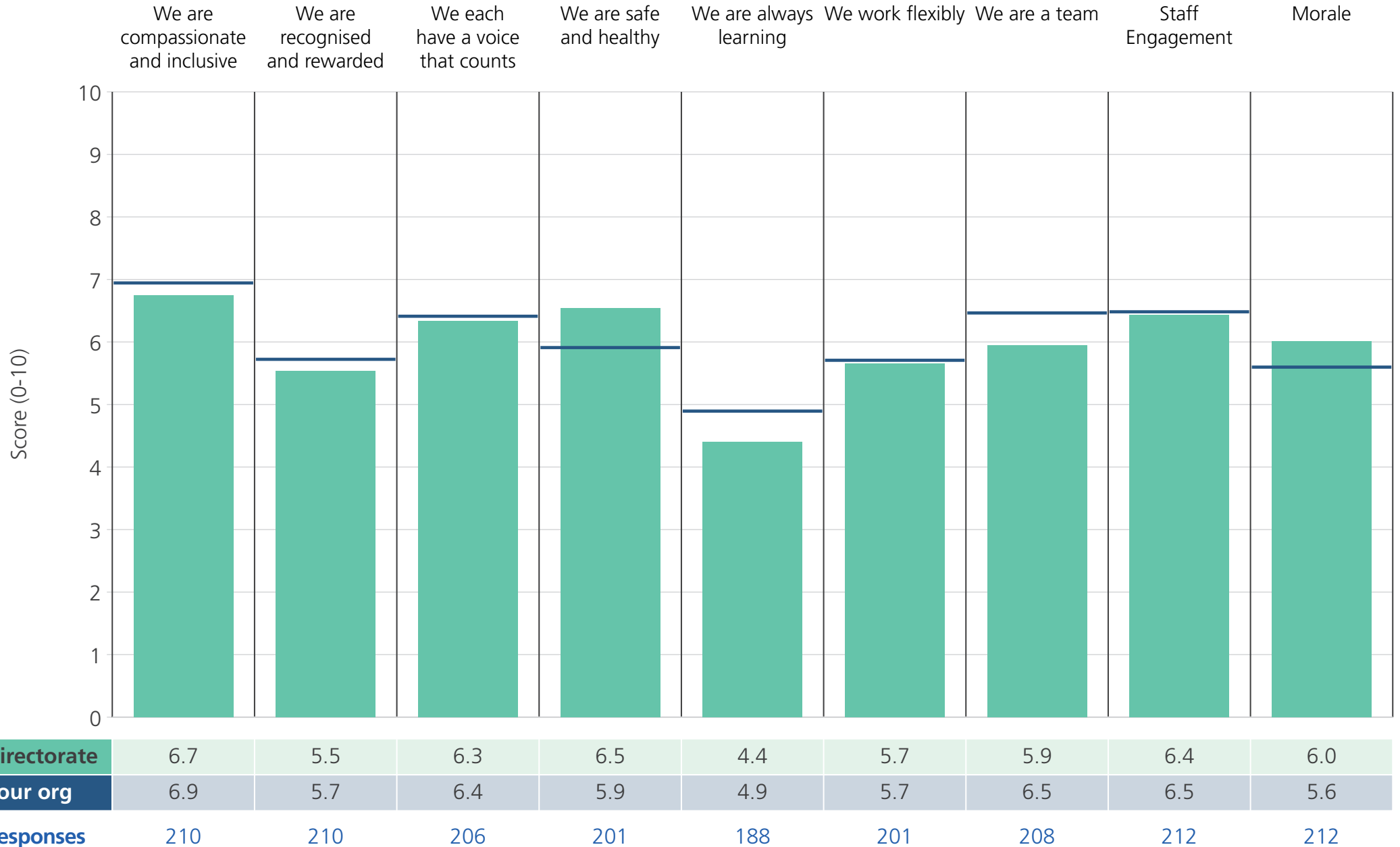
North Cumbria Integrated Care NHS Foundation Trust
2021 NHS Staff Survey Results

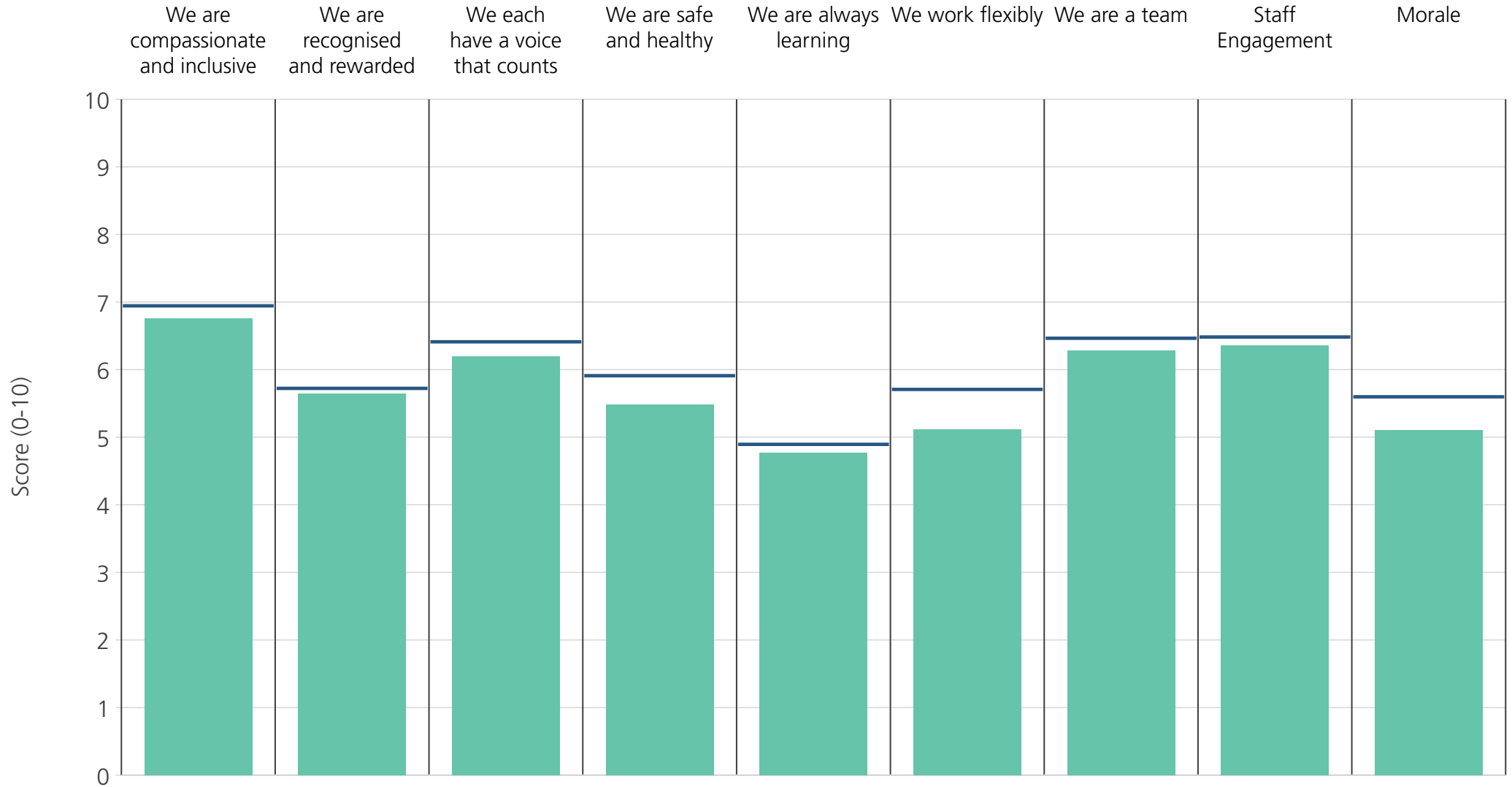




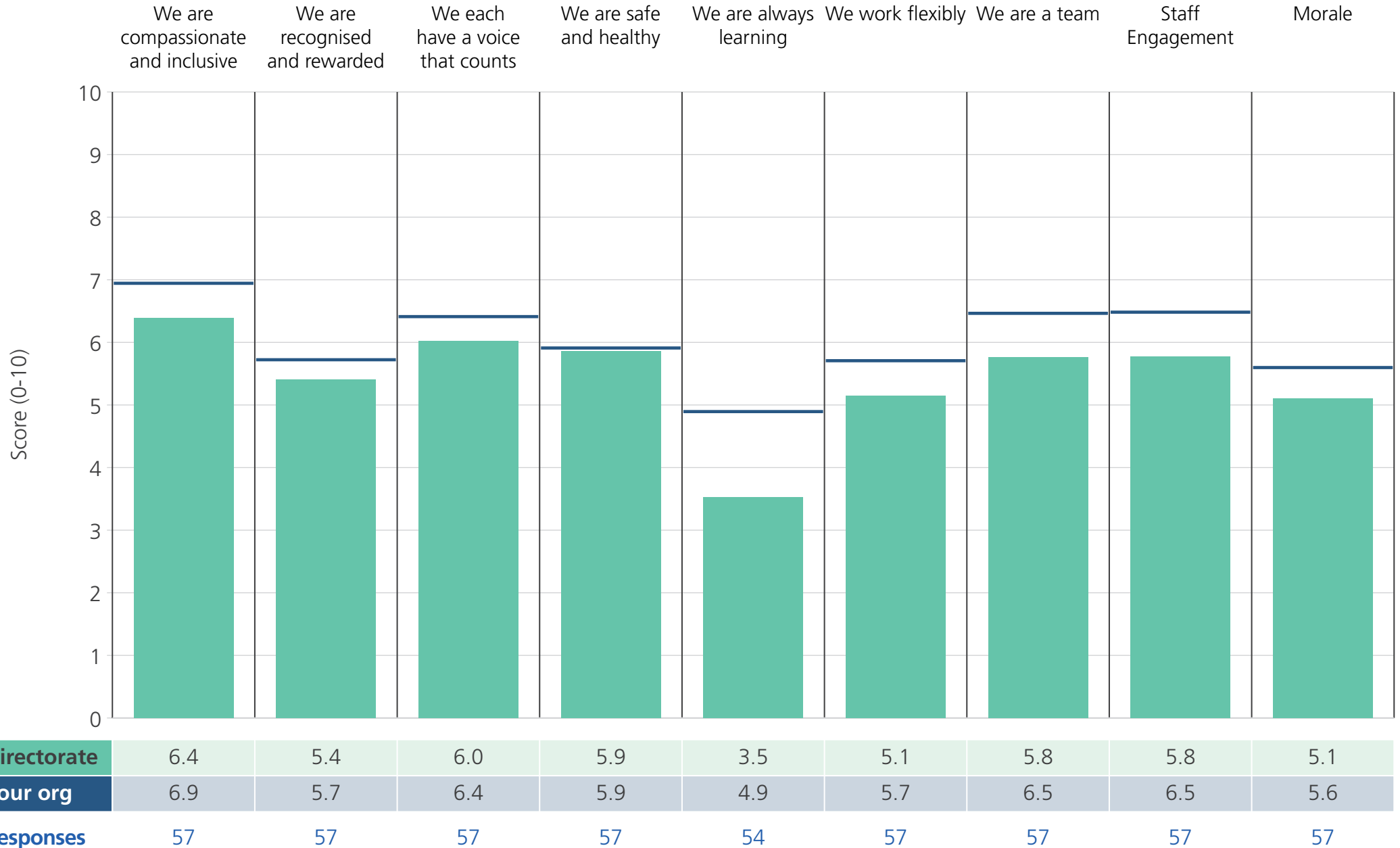


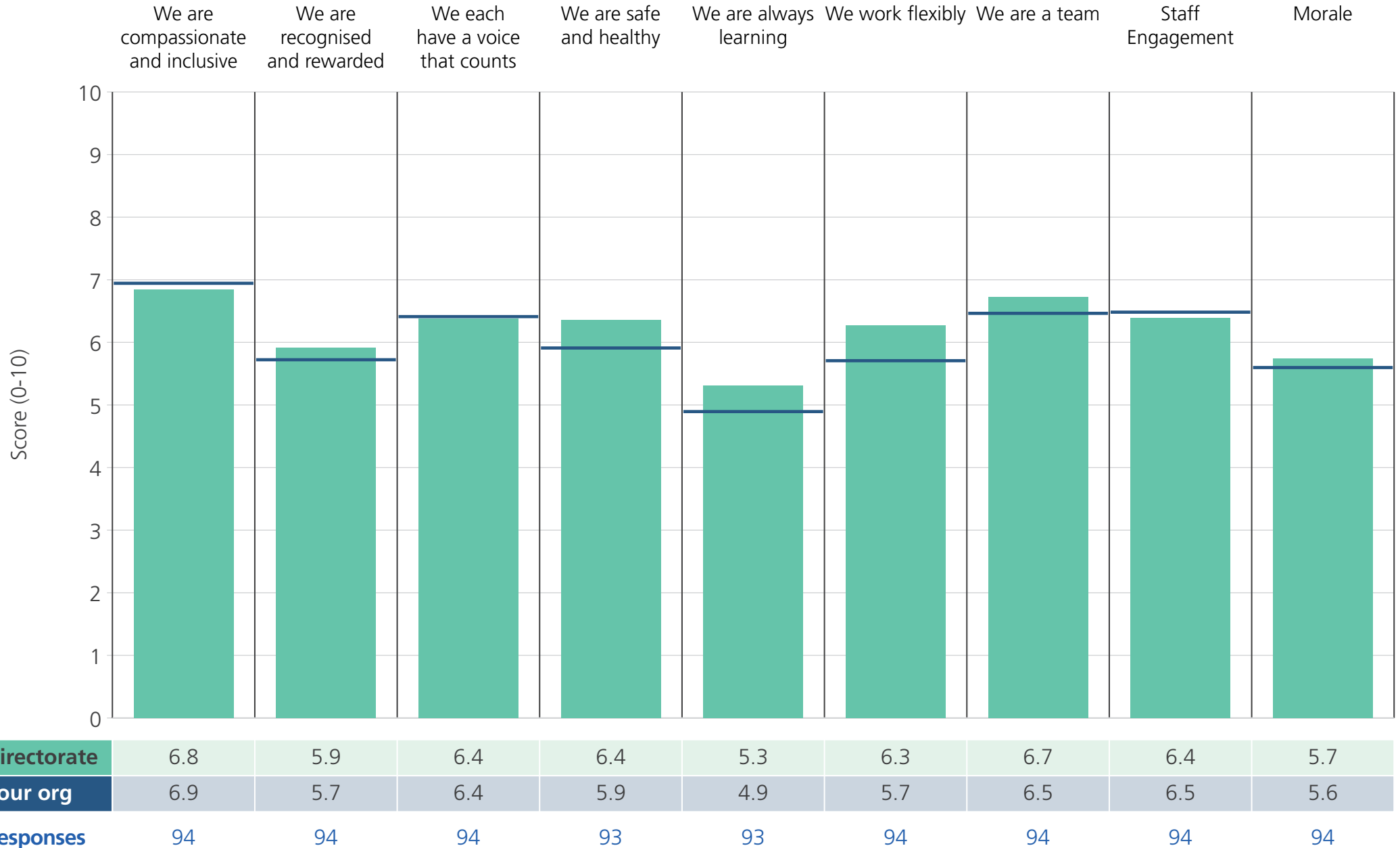


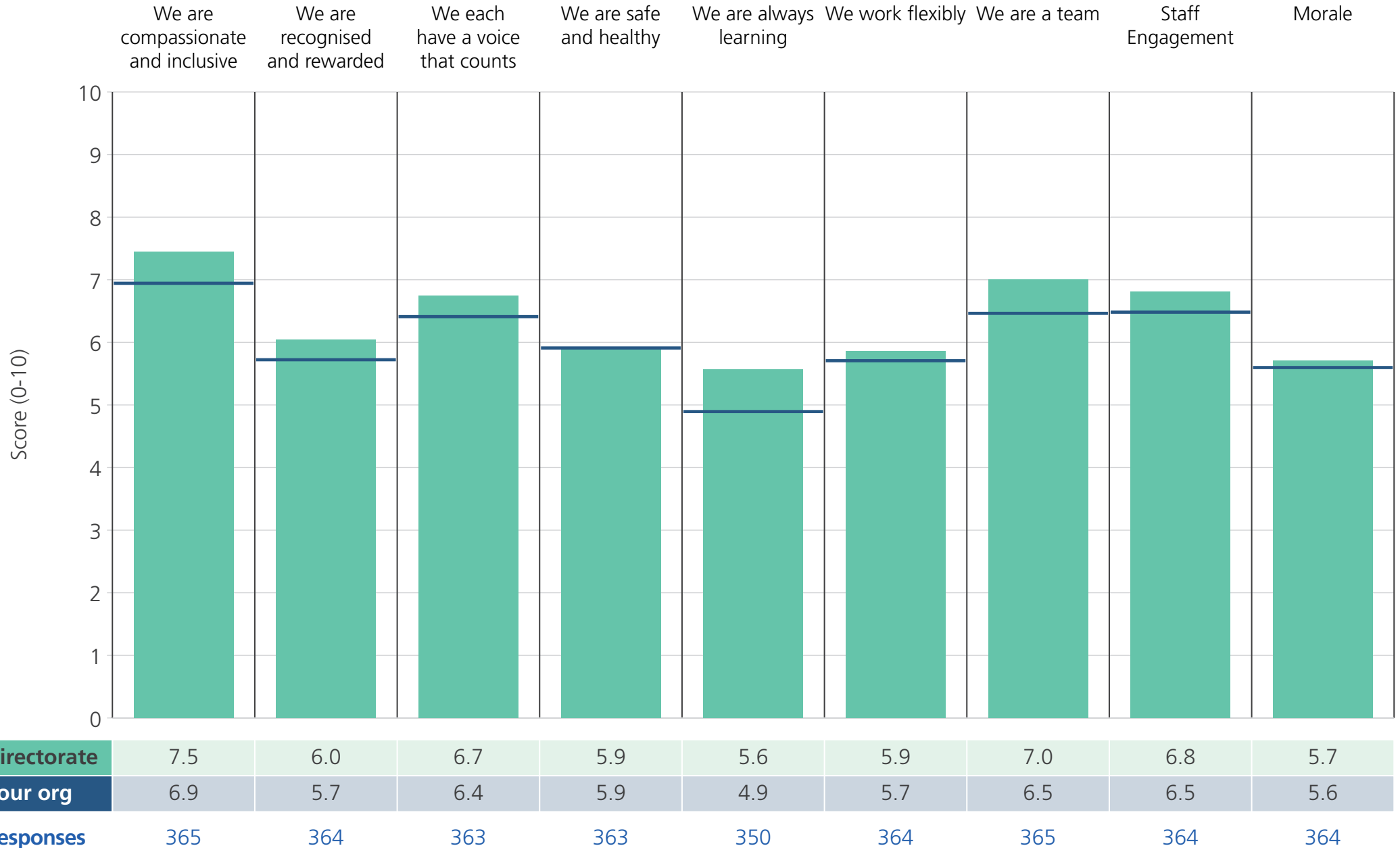


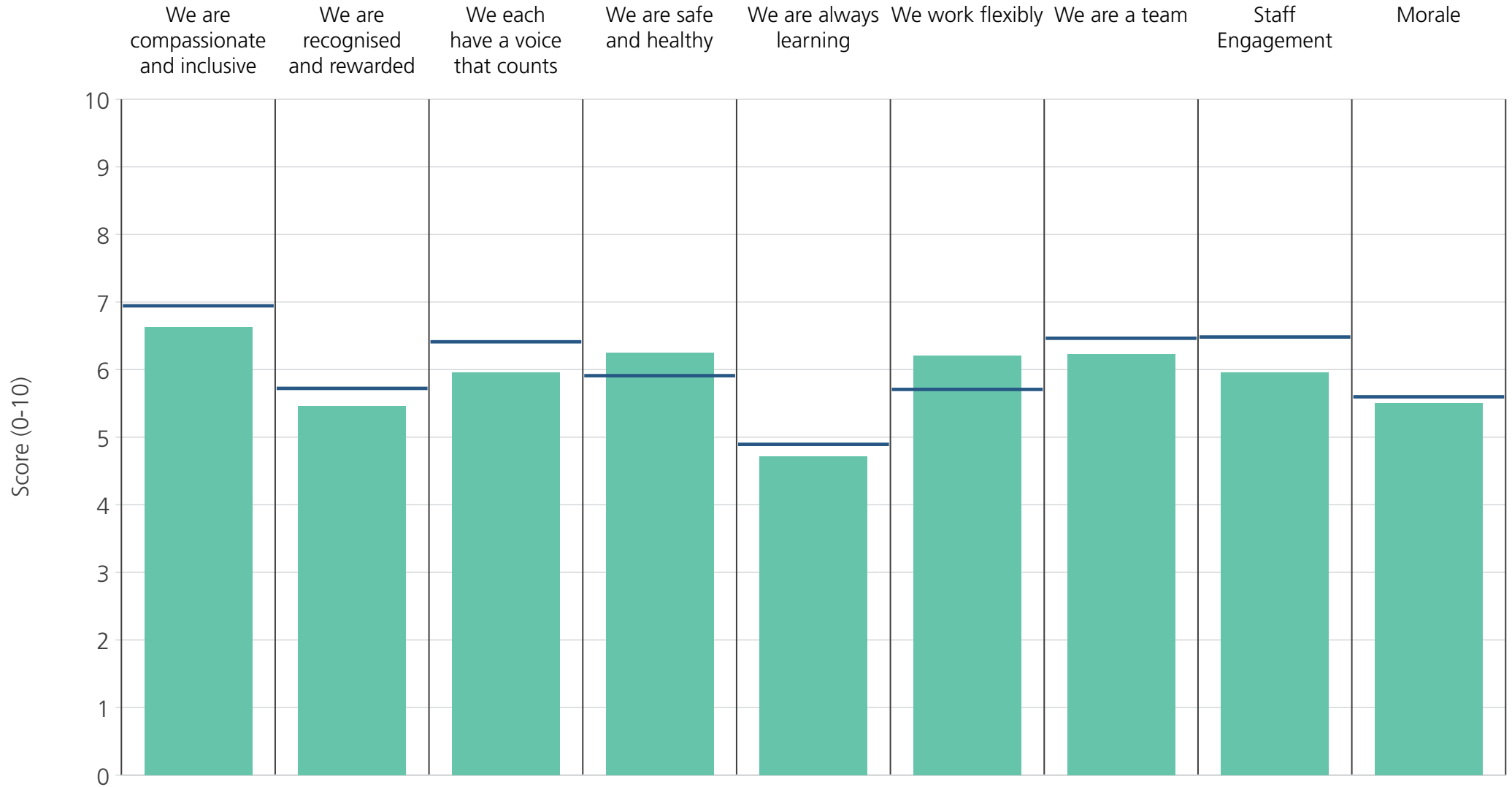


Directorate	6.8	5.6	6.2	5.5	4.8	5.1	6.3	6.4	5.1
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	149	148	148	149	145	148	149	149	149

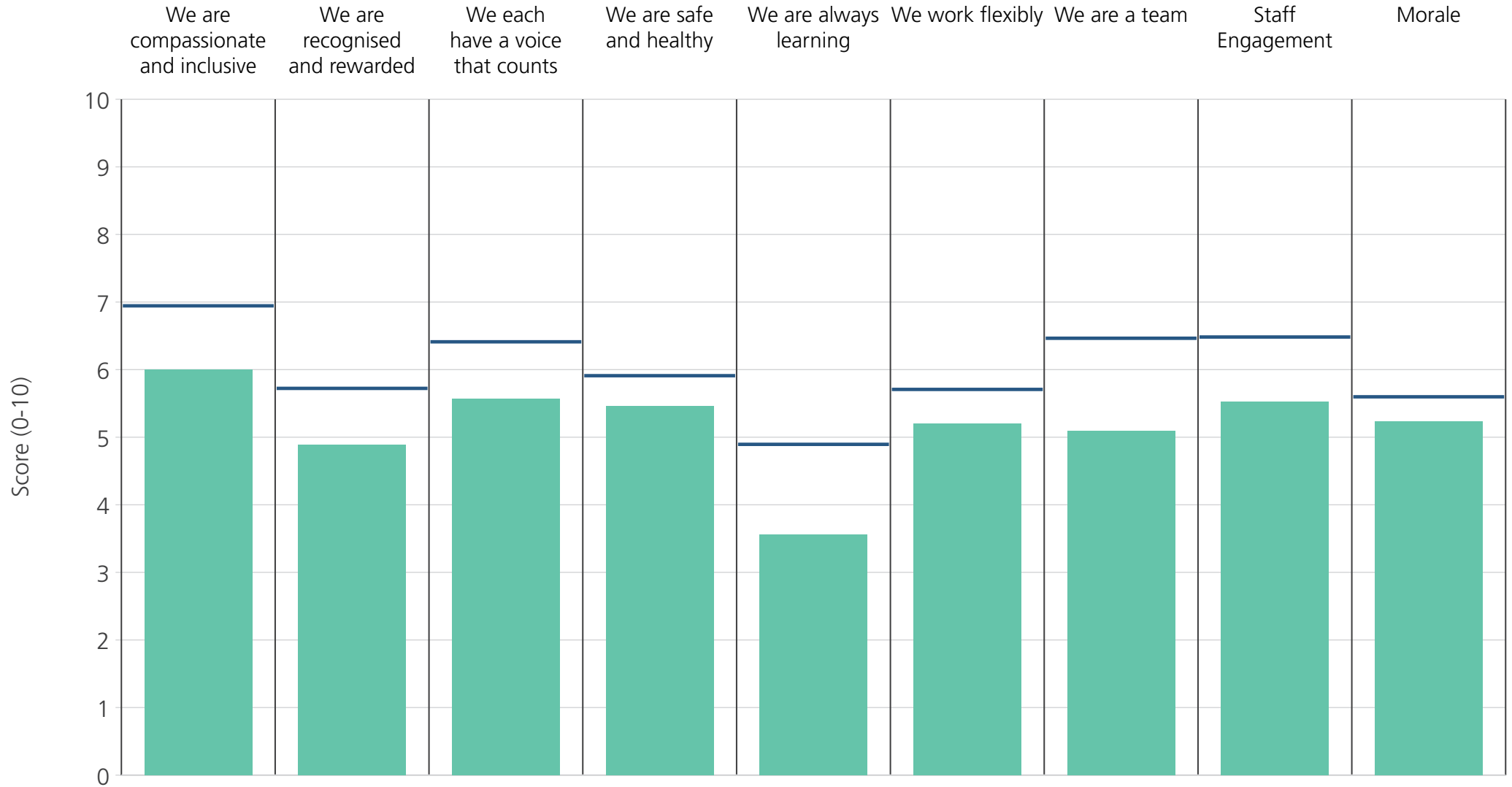




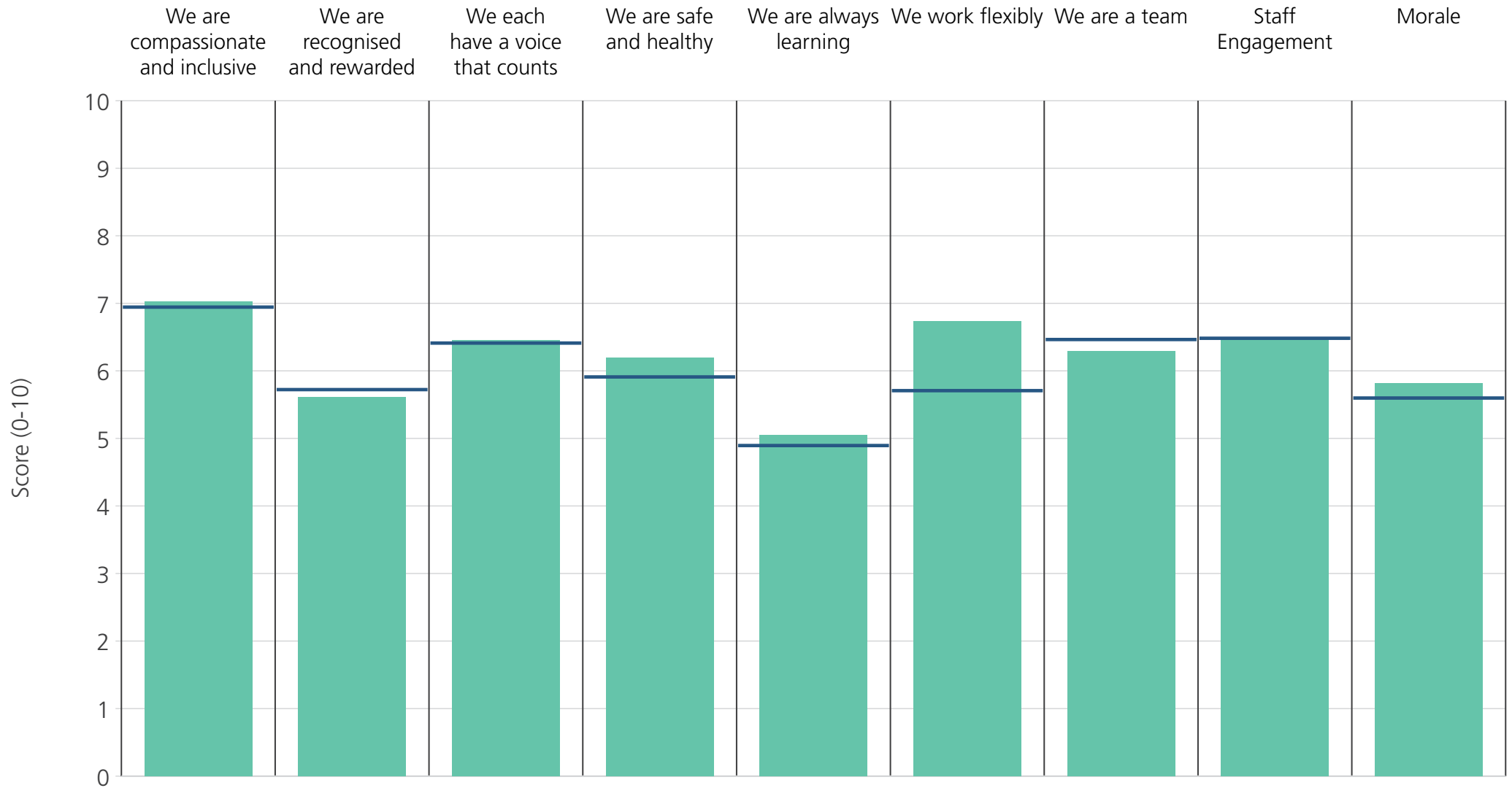




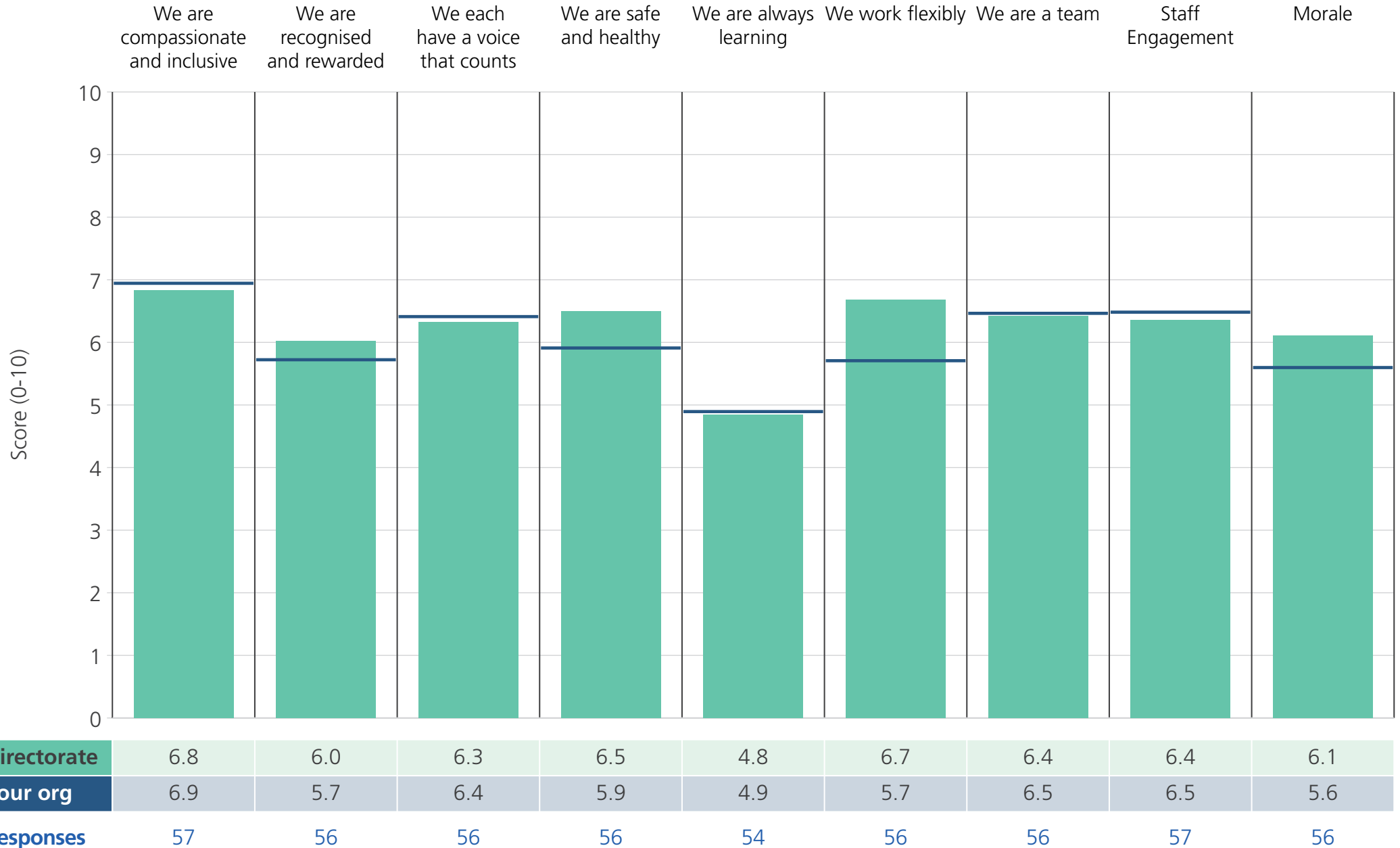
Directorate	6.6	5.5	6.0	6.2	4.7	6.2	6.2	6.0	5.5
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	174	171	174	174	166	170	174	174	174

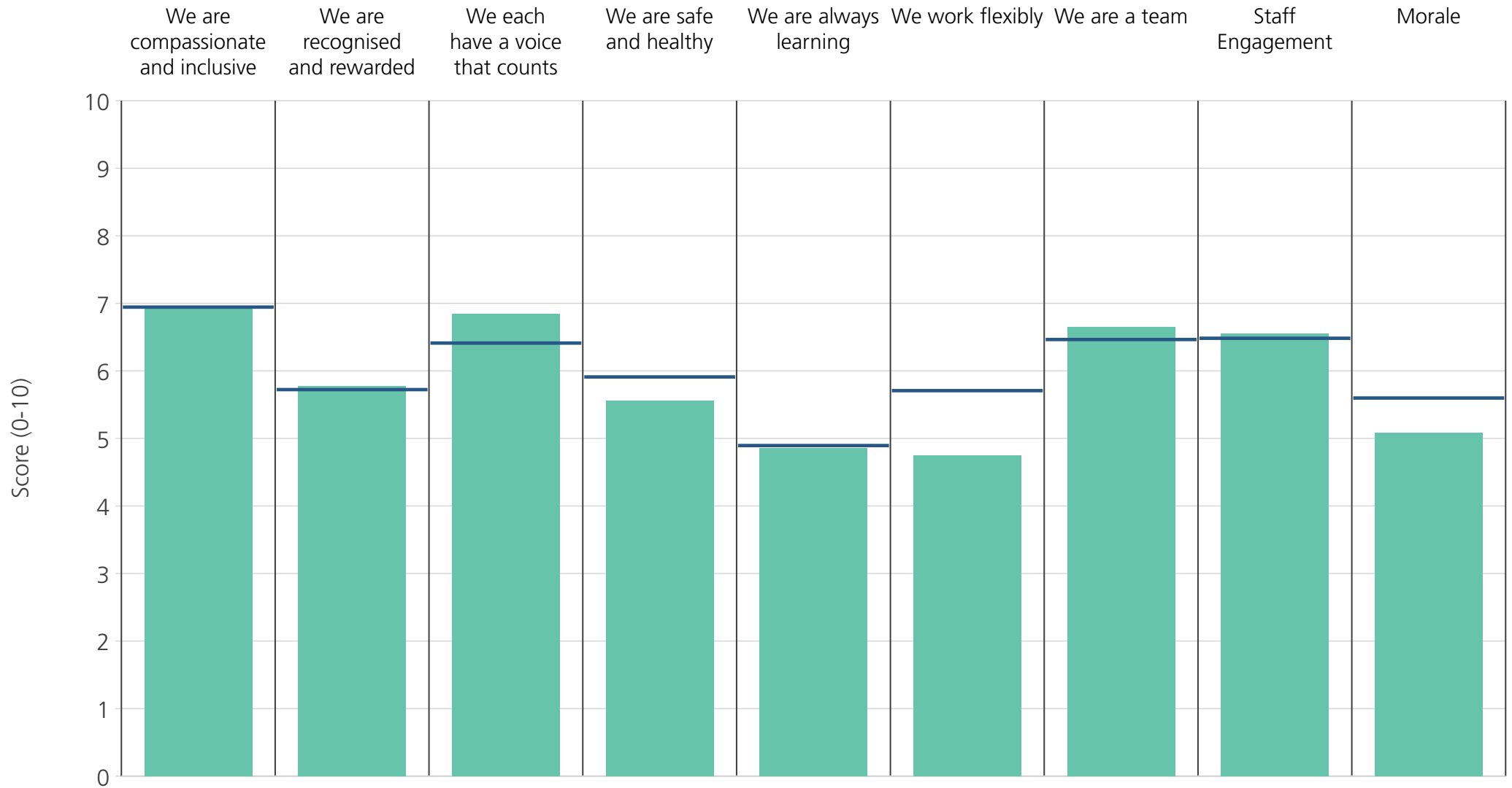


Directorate	6.0	4.9	5.6	5.5	3.6	5.2	5.1	5.5	5.2
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	47	44	46	47	45	44	47	47	47

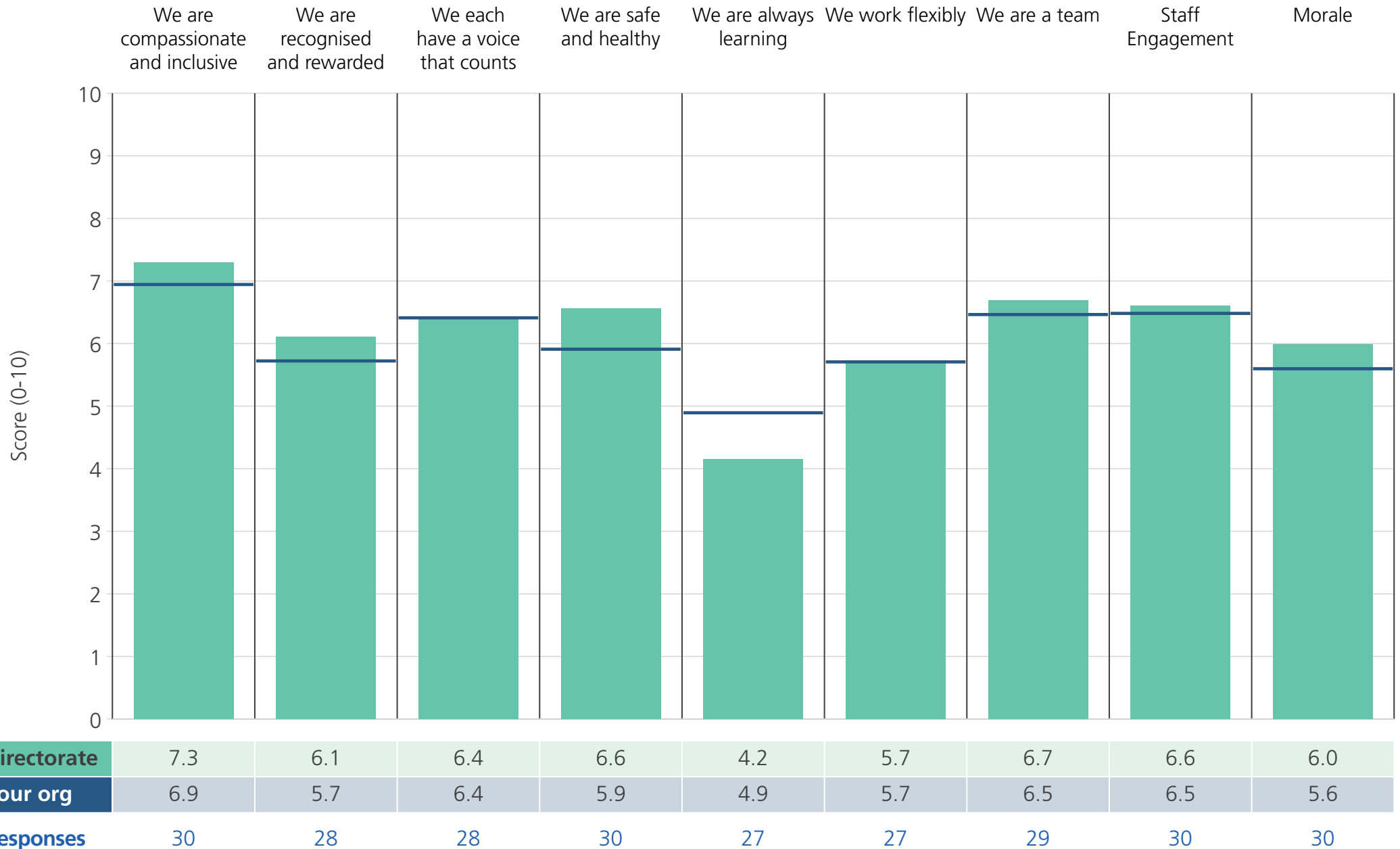


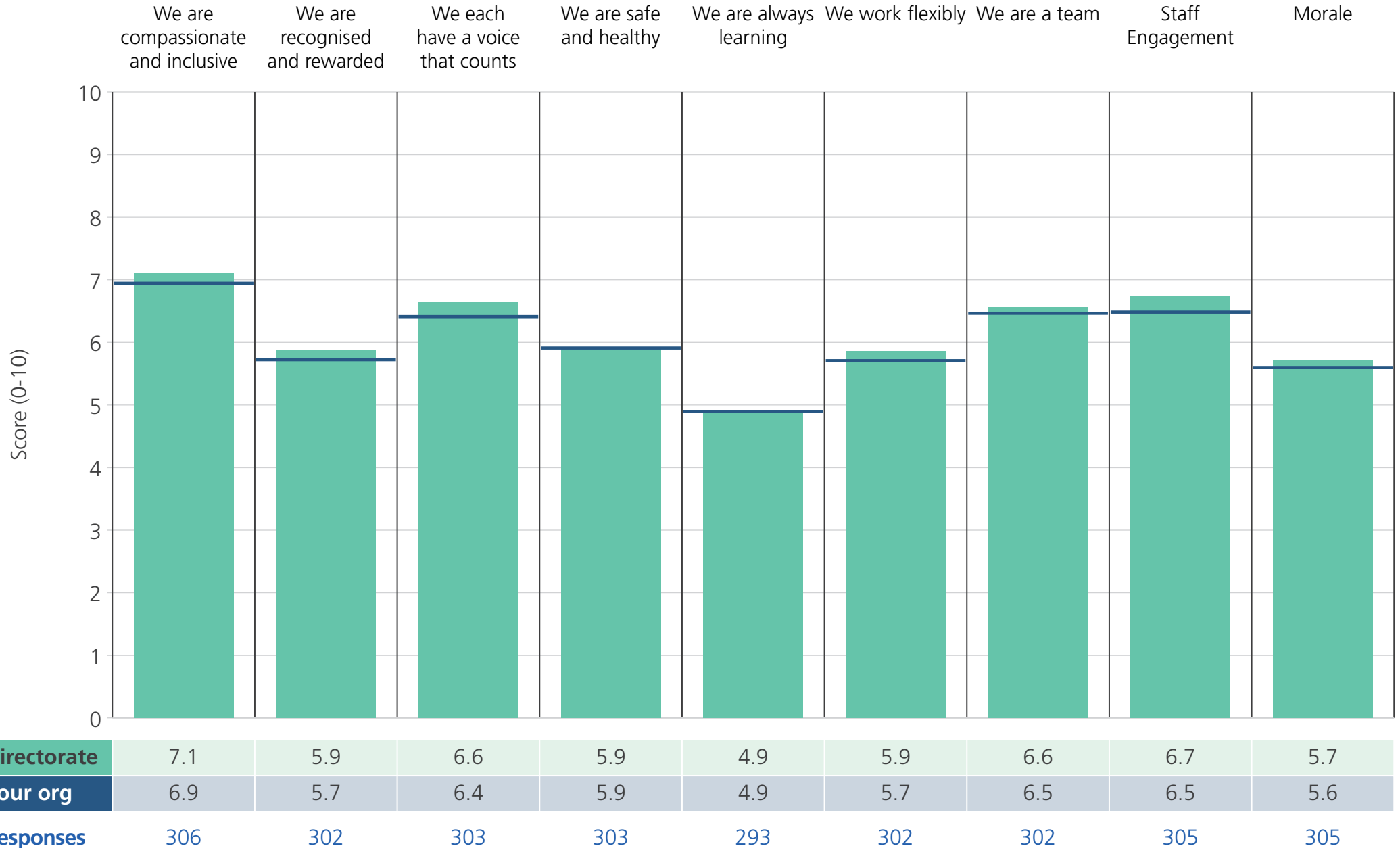
Directorate	7.0	5.6	6.5	6.2	5.0	6.7	6.3	6.5	5.8
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	43	44	43	44	39	44	43	44	44

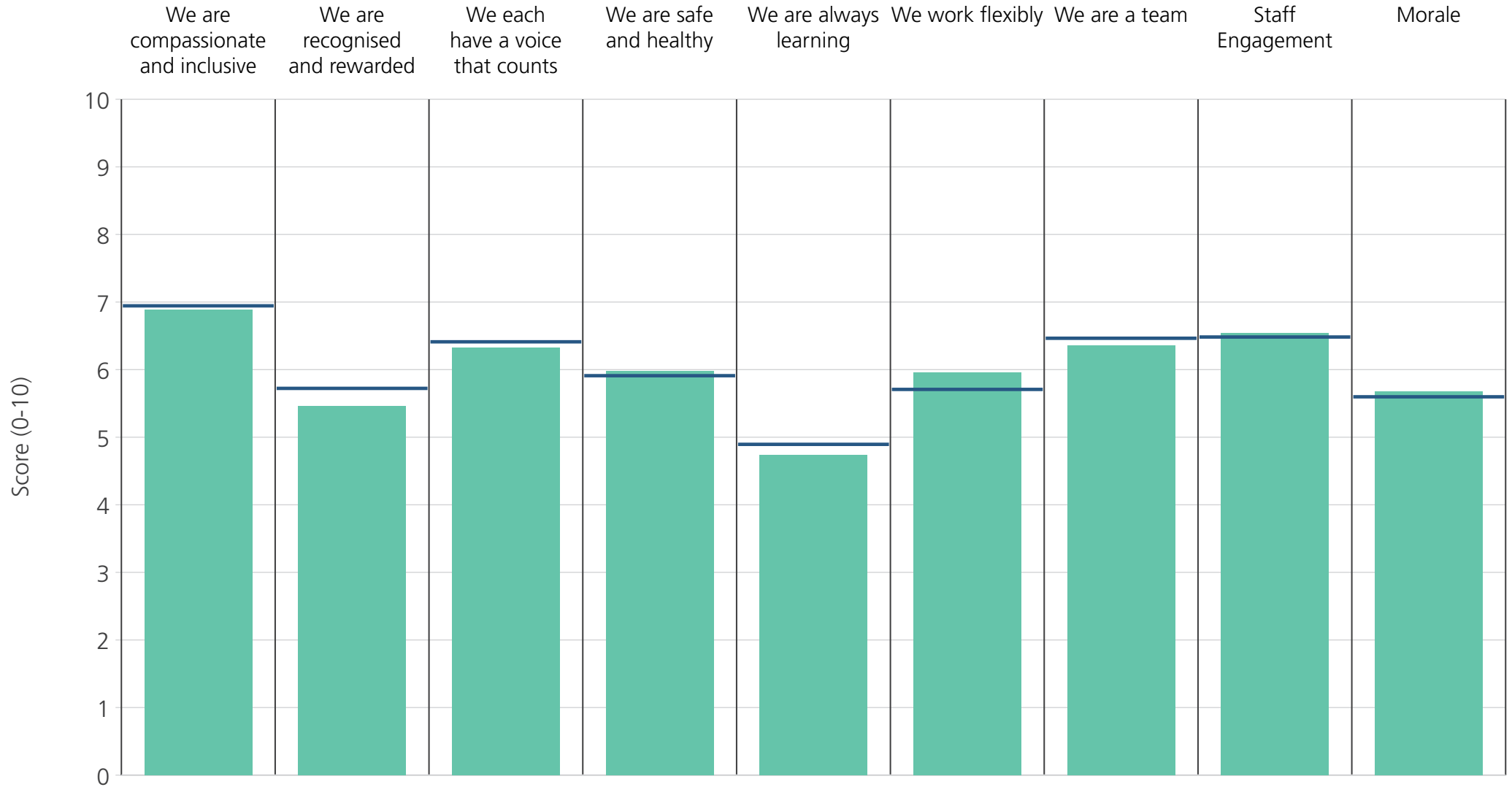




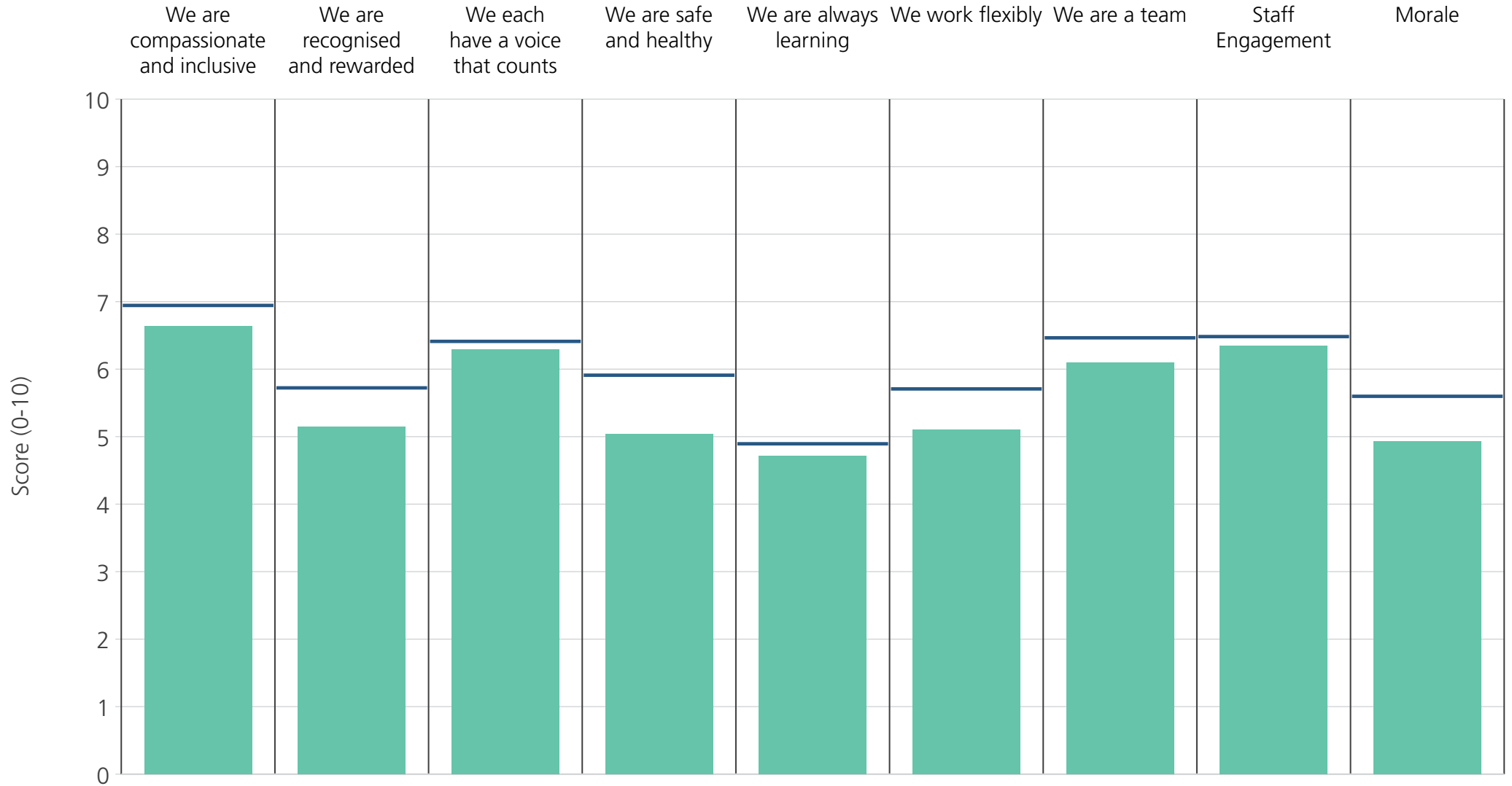
Directorate	6.9	5.8	6.8	5.6	4.9	4.8	6.6	6.6	5.1
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	20	20	20	20	19	20	20	20	20



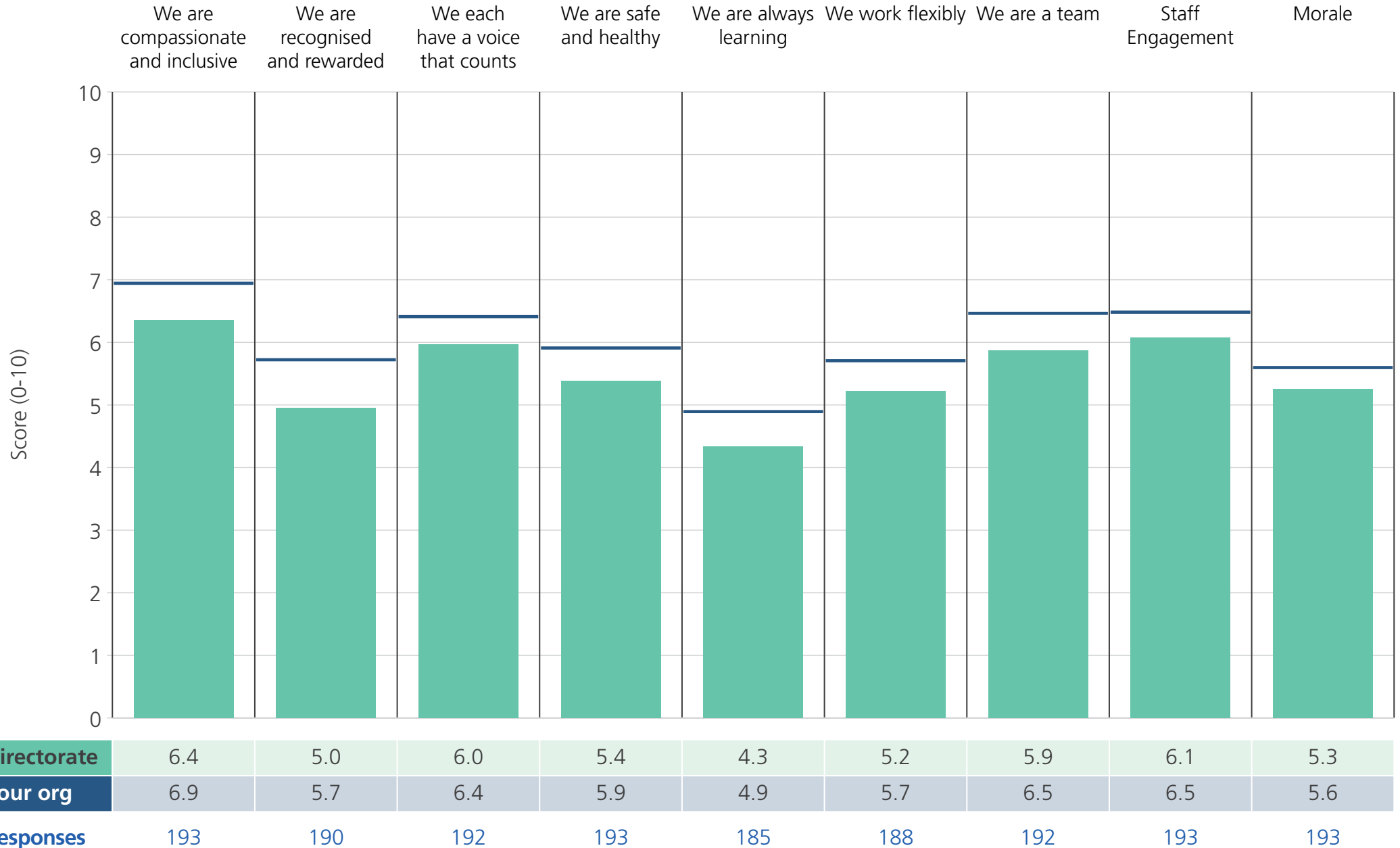


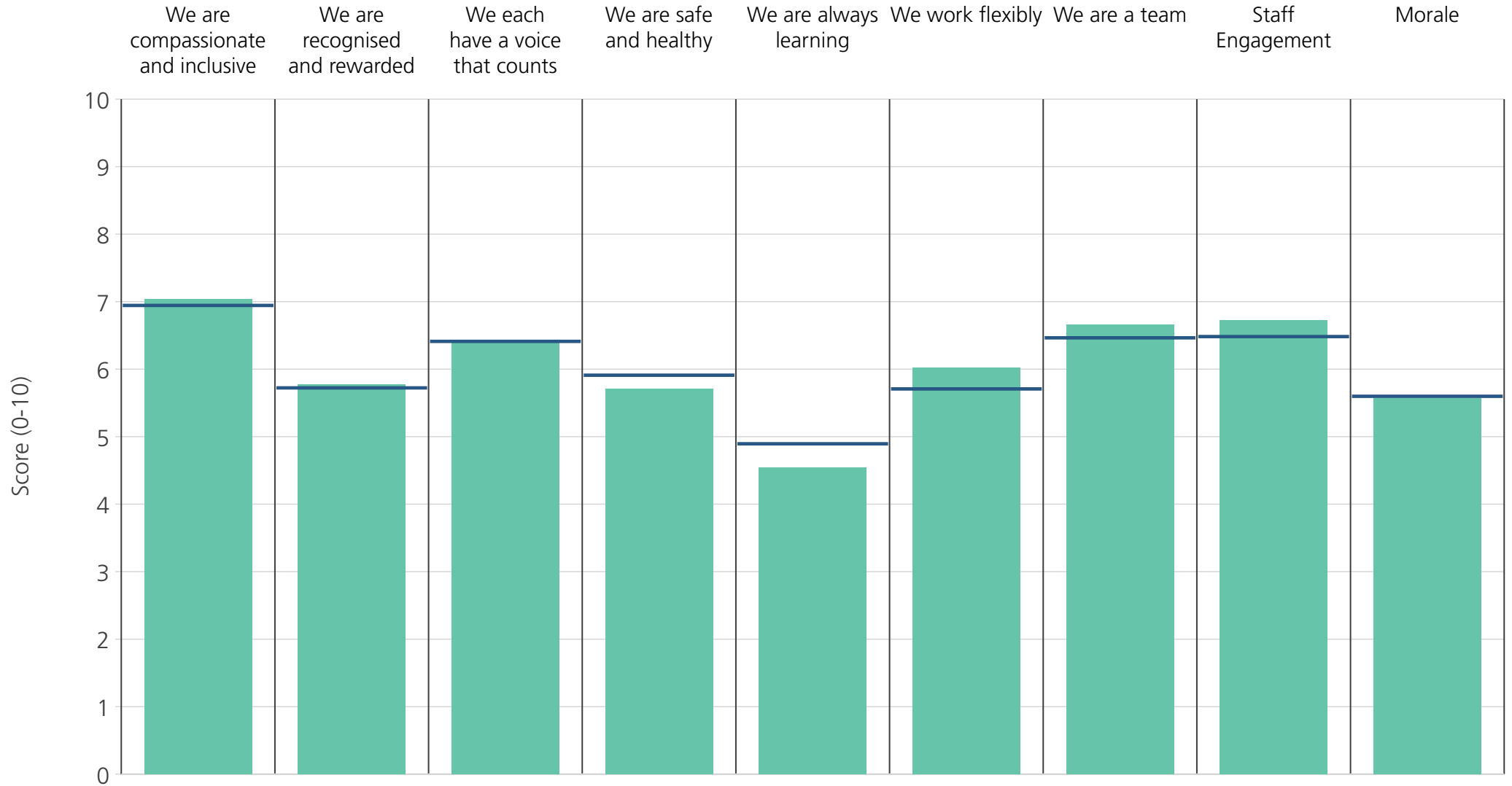


Directorate	6.9	5.5	6.3	6.0	4.7	6.0	6.4	6.5	5.7
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	83	80	83	82	80	79	83	83	83



Directorate	6.6	5.1	6.3	5.0	4.7	5.1	6.1	6.3	4.9
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	142	139	141	141	135	139	142	142	142





Directorate	7.0	5.8	6.4	5.7	4.5	6.0	6.7	6.7	5.6
Your org	6.9	5.7	6.4	5.9	4.9	5.7	6.5	6.5	5.6
Responses	99	99	99	99	92	99	98	99	99

