



# NHS Hertfordshire and West Essex ICB

2022 NHS Staff Survey

Breakdown report

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<u>468 NHS East and North Hertfordshire CCG</u>	<u>6</u>
<u>651 NHS West Essex CCG</u>	<u>7</u>
<u>939 NHS Herts Valleys CCG</u>	<u>8</u>

<u>468 East and North Herts CCG</u>	<u>10</u>
<u>Chief of Staff</u>	<u>11</u>
<u>Finance</u>	<u>12</u>
<u>HBLICT</u>	<u>13</u>
<u>ICB Executive</u>	<u>14</u>
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This directorate report for NHS Hertfordshire and West Essex ICB contains results by breakdown for People Promise element and theme results from the 2022 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 breakdowns used in this report were provided and defined by NHS Hertfordshire and West Essex ICB. 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 **breakdown name** are specified in the header.

Breakdown 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 breakdown** is specified below the table containing the directorate and trust scores.

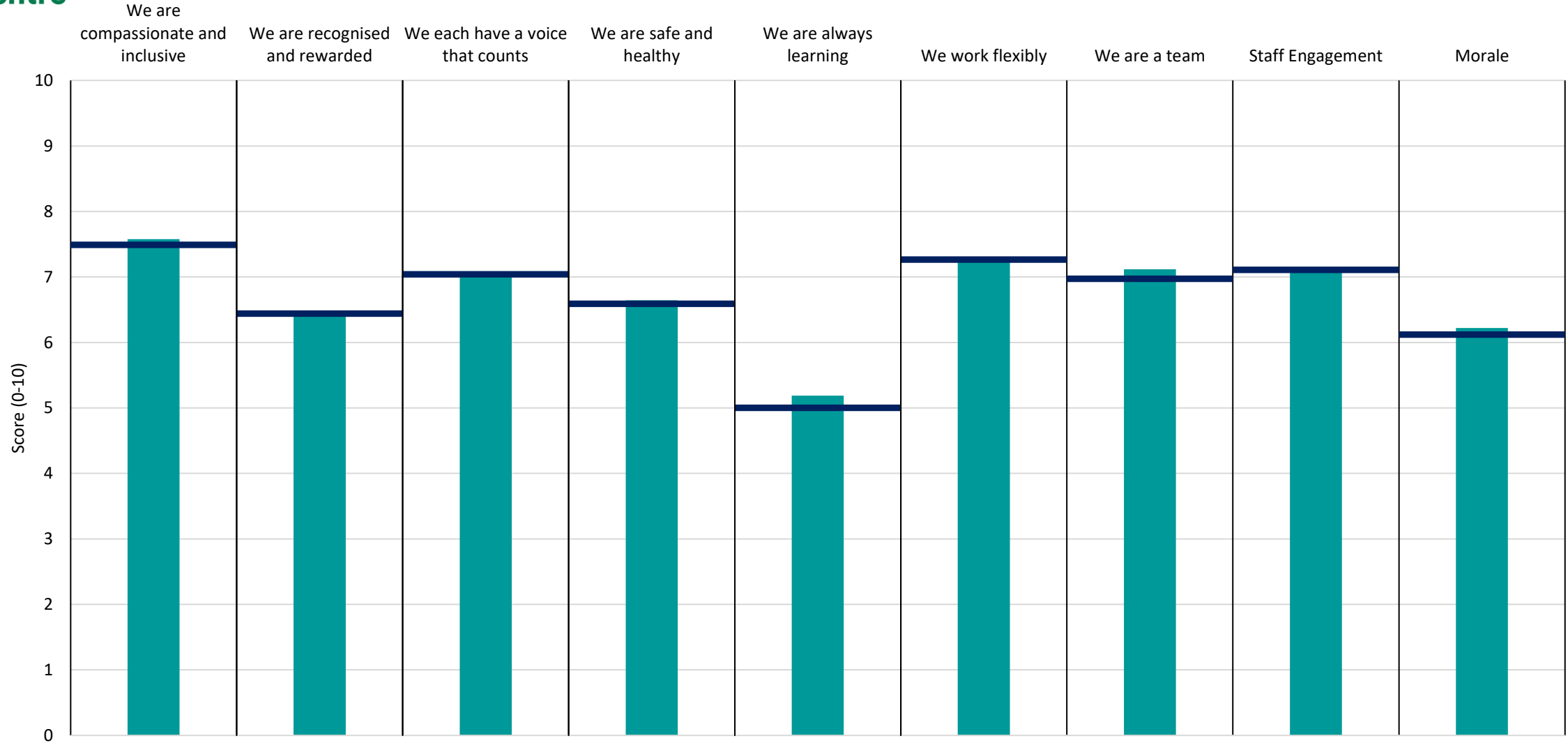


**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality, for some organisations this could mean that all breakdown results are suppressed.

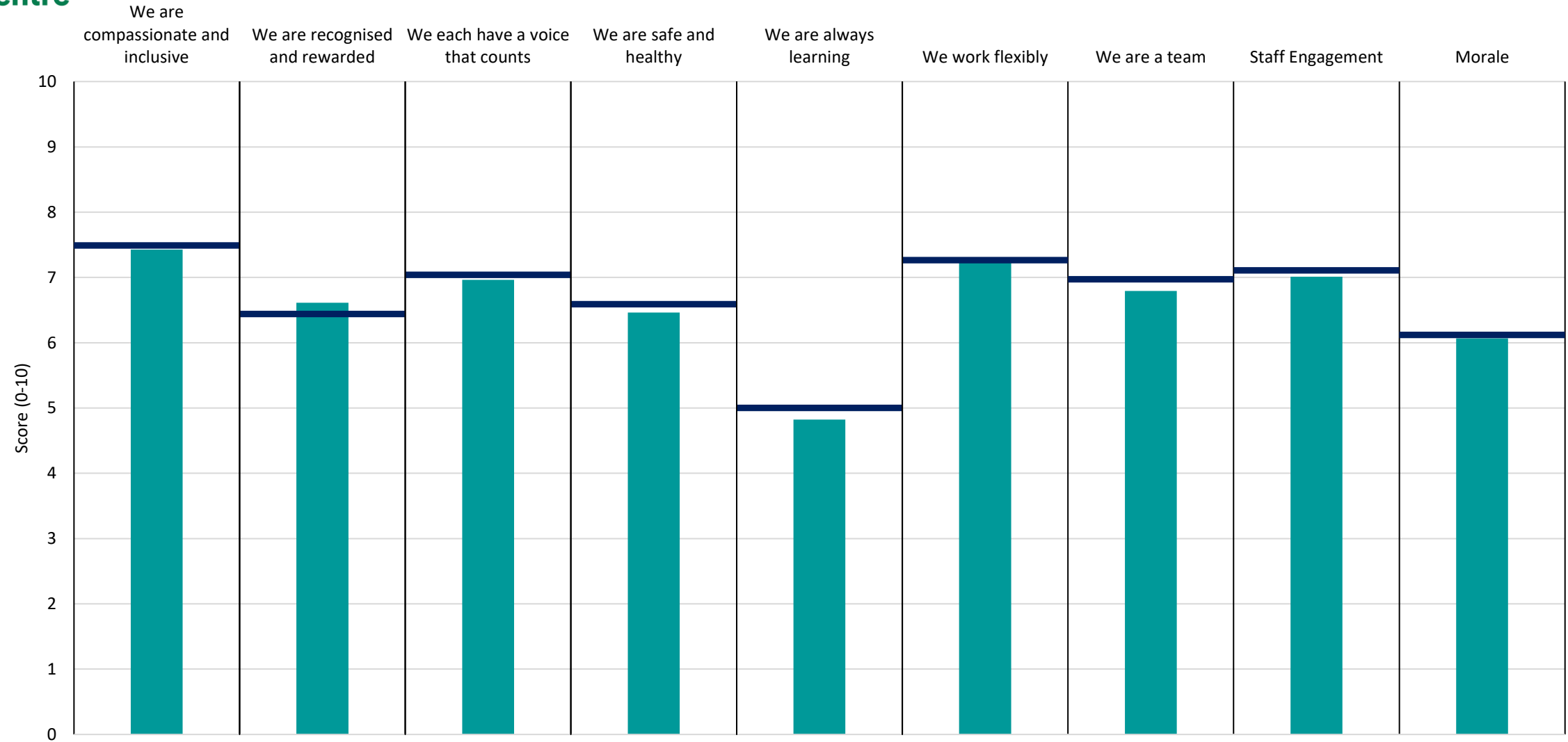
# Breakdowns 1

NHS Hertfordshire and West Essex ICB

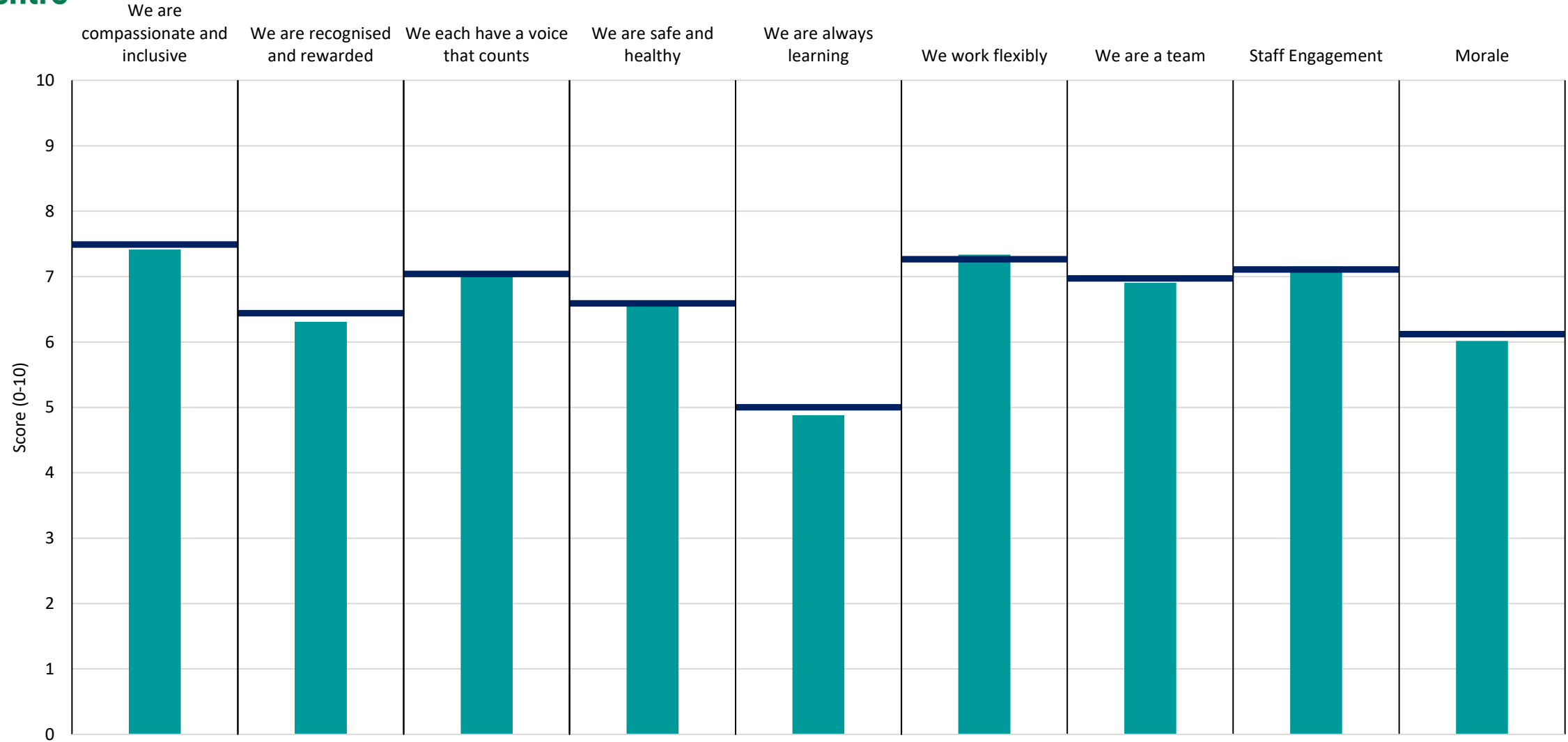
2022 NHS Staff Survey



Breakdown	7.6	6.4	7.1	6.6	5.2	7.2	7.1	7.1	6.2
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	243	243	243	243	229	243	243	243	243



Breakdown	7.4	6.6	7.0	6.5	4.8	7.2	6.8	7.0	6.1
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	134	134	134	133	130	134	134	134	134



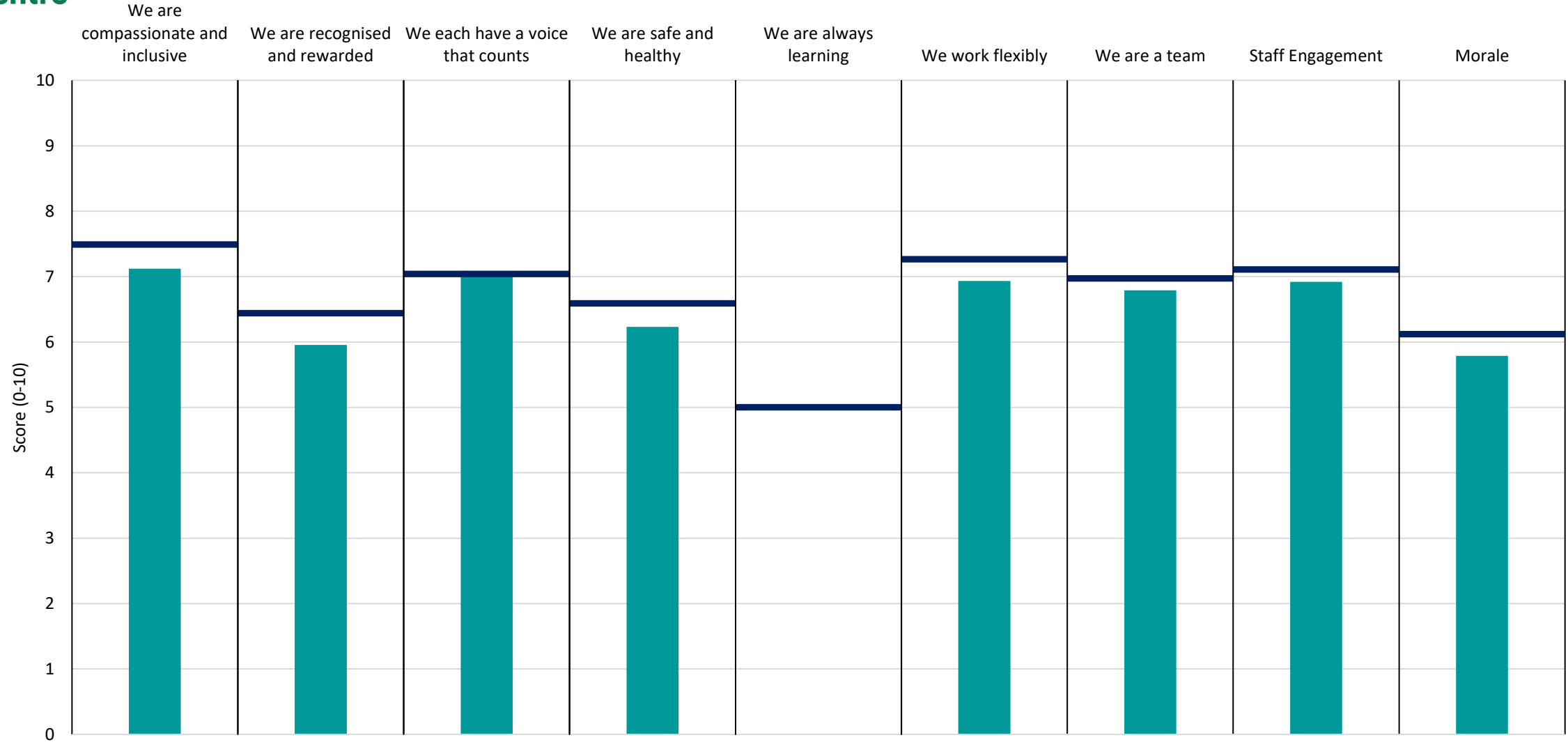
Breakdown	7.4	6.3	7.0	6.6	4.9	7.3	6.9	7.2	6.0
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	170	169	168	169	156	168	170	169	169



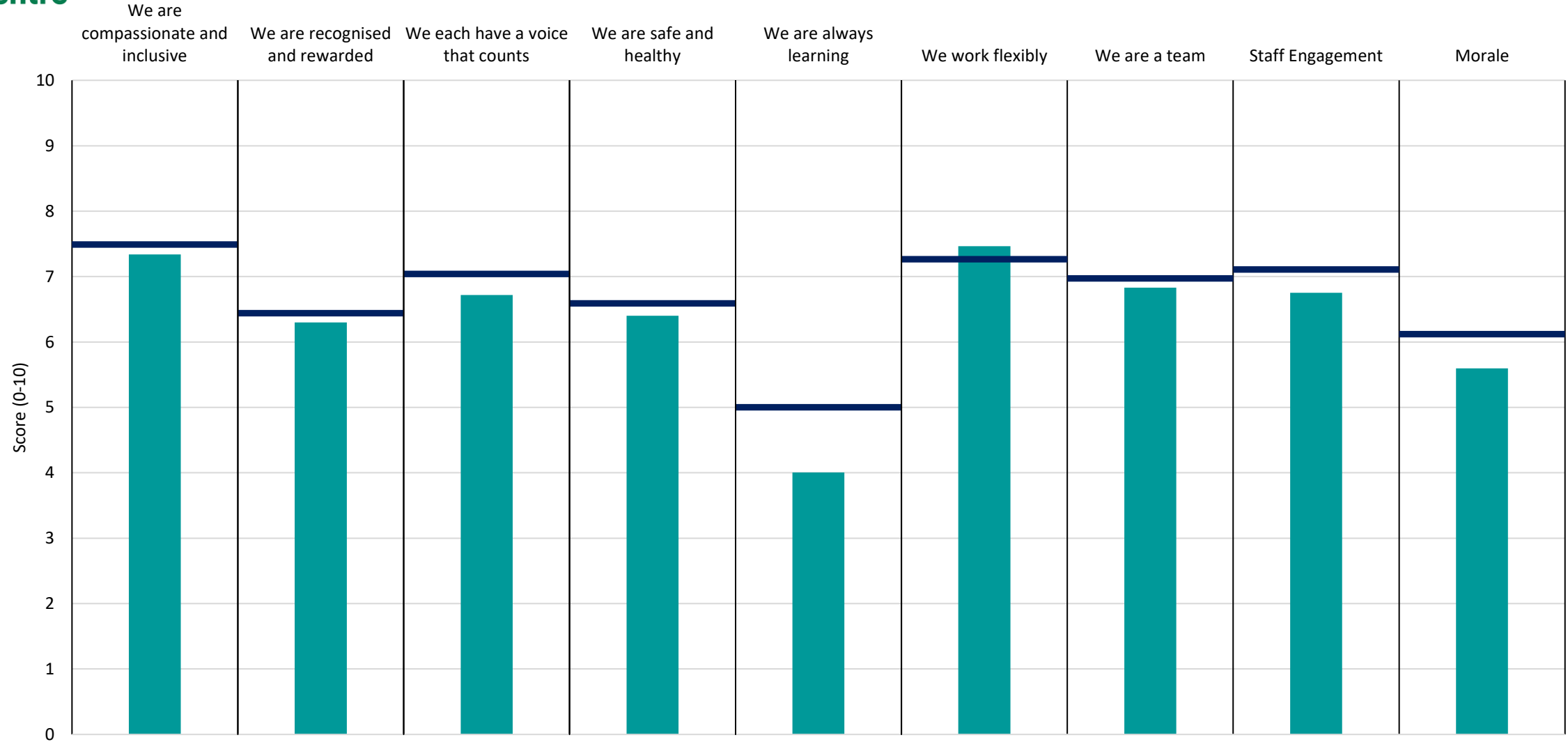
# Breakdowns 2

NHS Hertfordshire and West Essex ICB

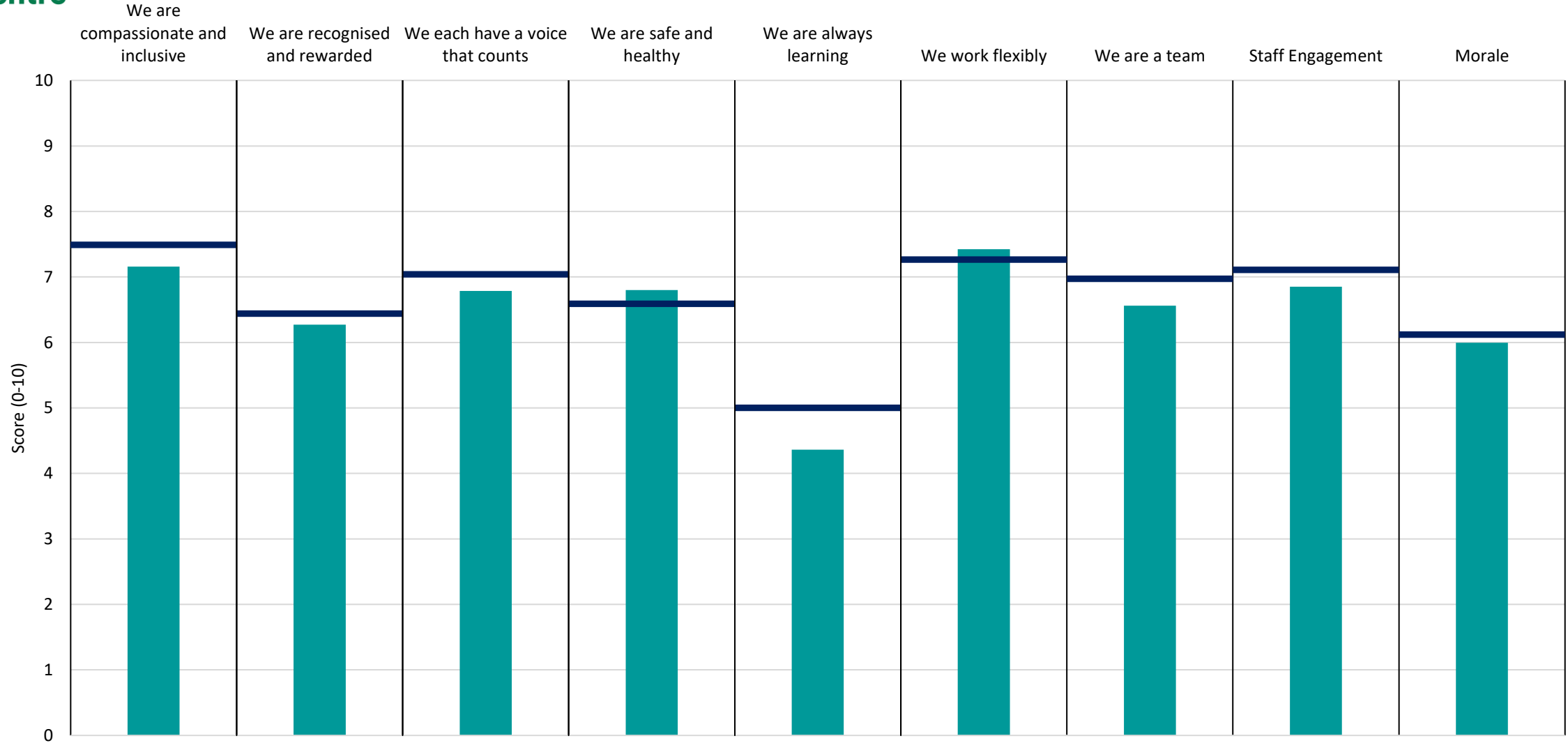
2022 NHS Staff Survey



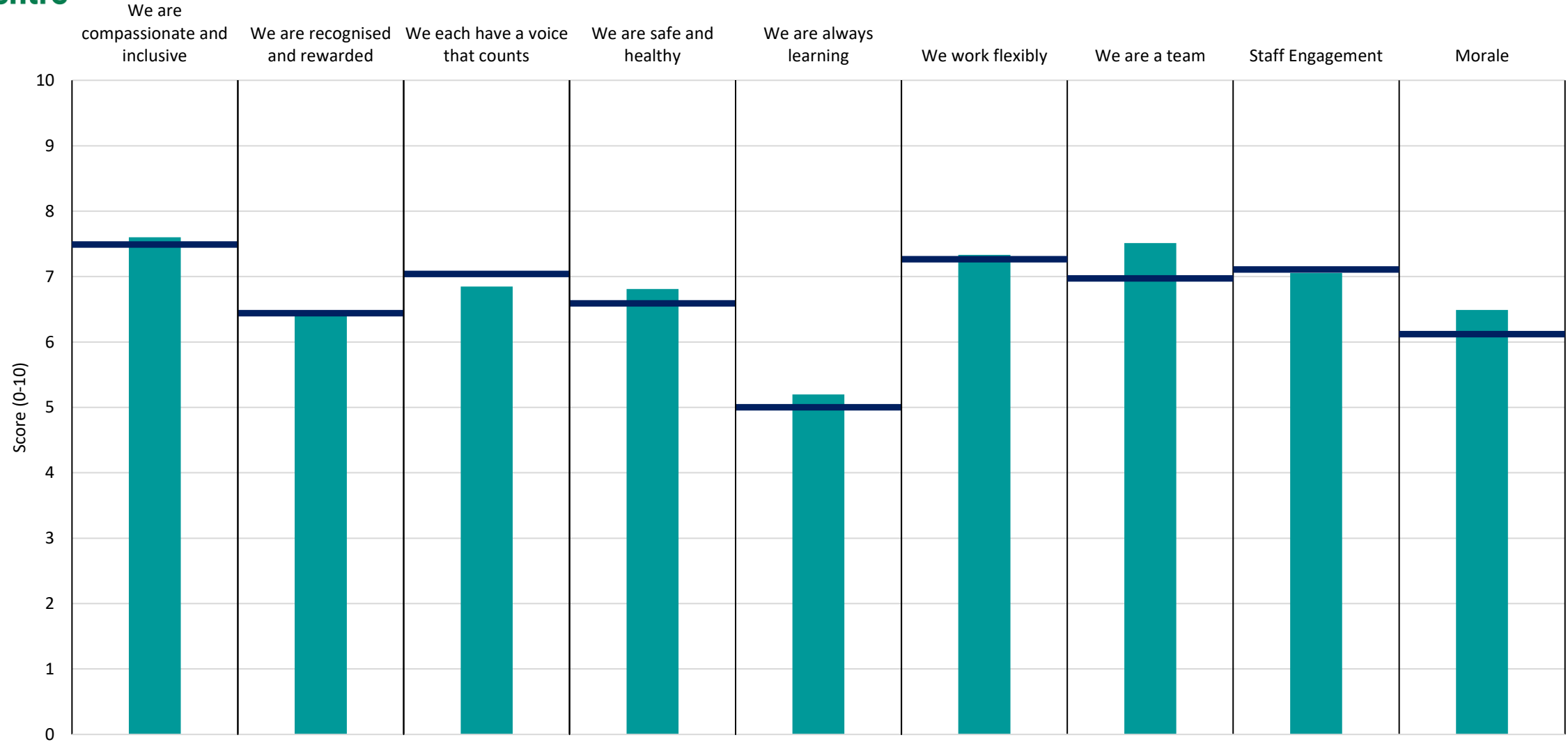
Breakdown	7.1	6.0	7.1	6.2	-	6.9	6.8	6.9	5.8
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	11	11	11	11	-	11	11	11	11



Breakdown	7.3	6.3	6.7	6.4	4.0	7.5	6.8	6.8	5.6
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	35	35	35	35	34	35	35	35	35

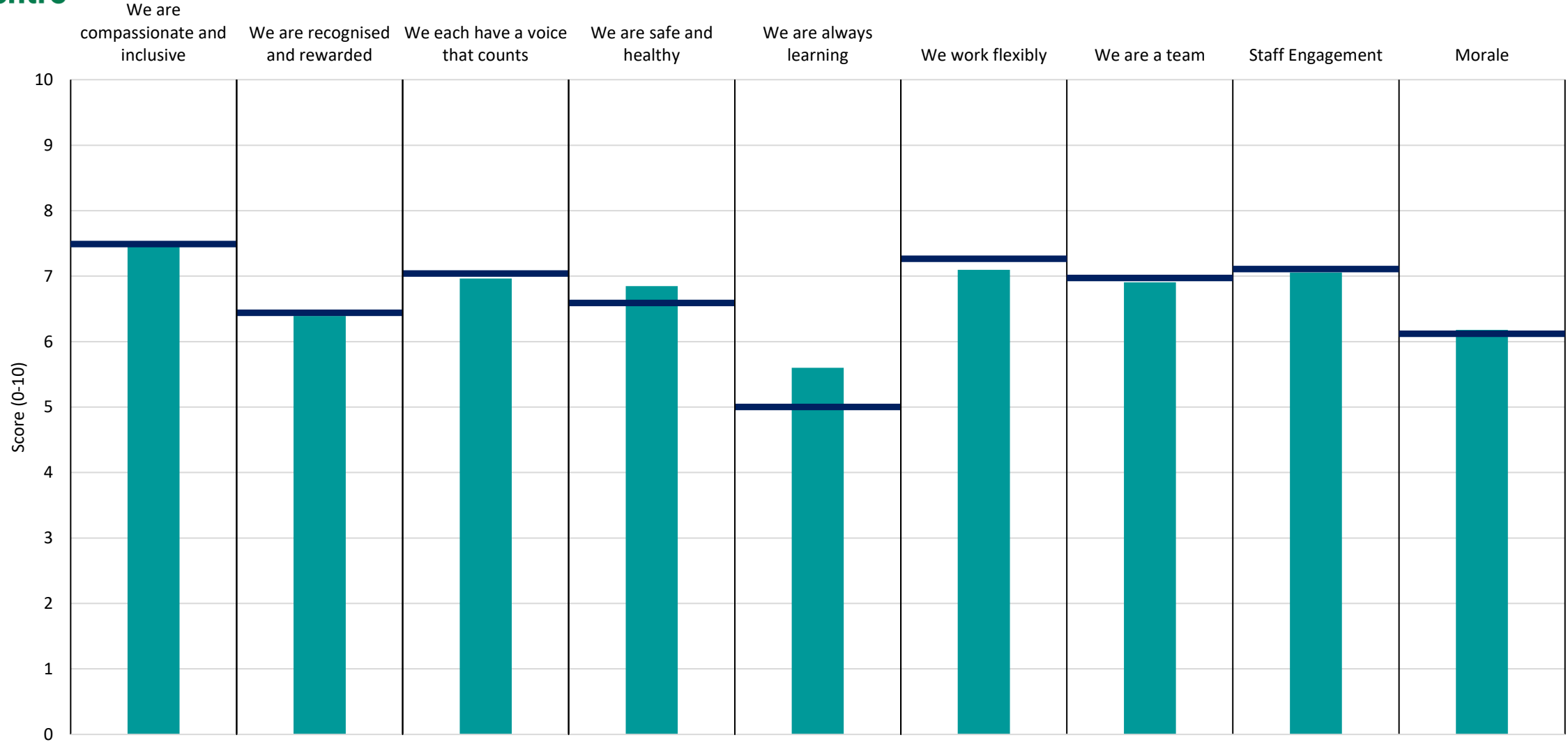


Breakdown	7.2	6.3	6.8	6.8	4.4	7.4	6.6	6.9	6.0
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	50	50	50	50	44	50	50	50	50

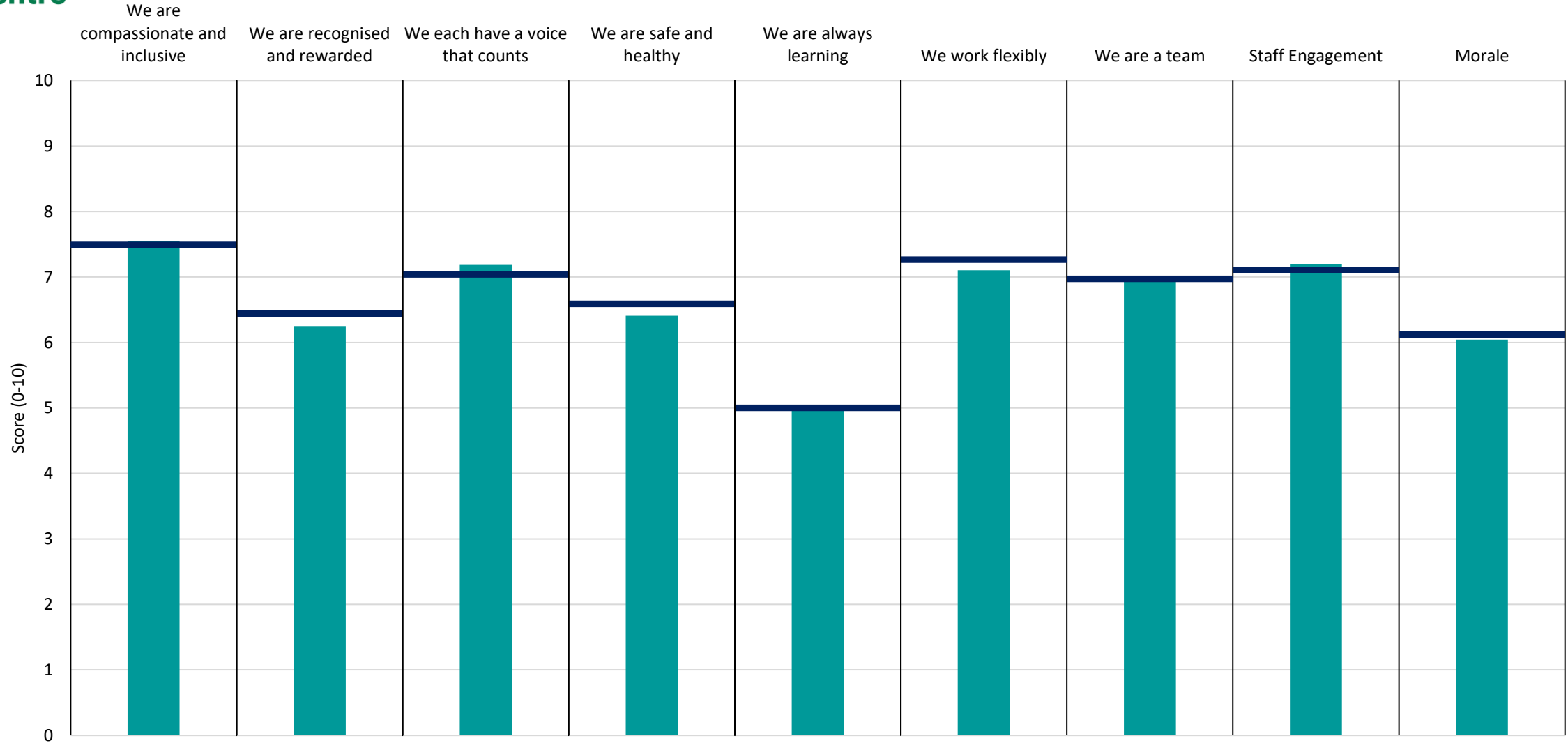


Breakdown	7.6	6.5	6.8	6.8	5.2	7.3	7.5	7.1	6.5
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	79	79	79	79	74	79	79	79	79



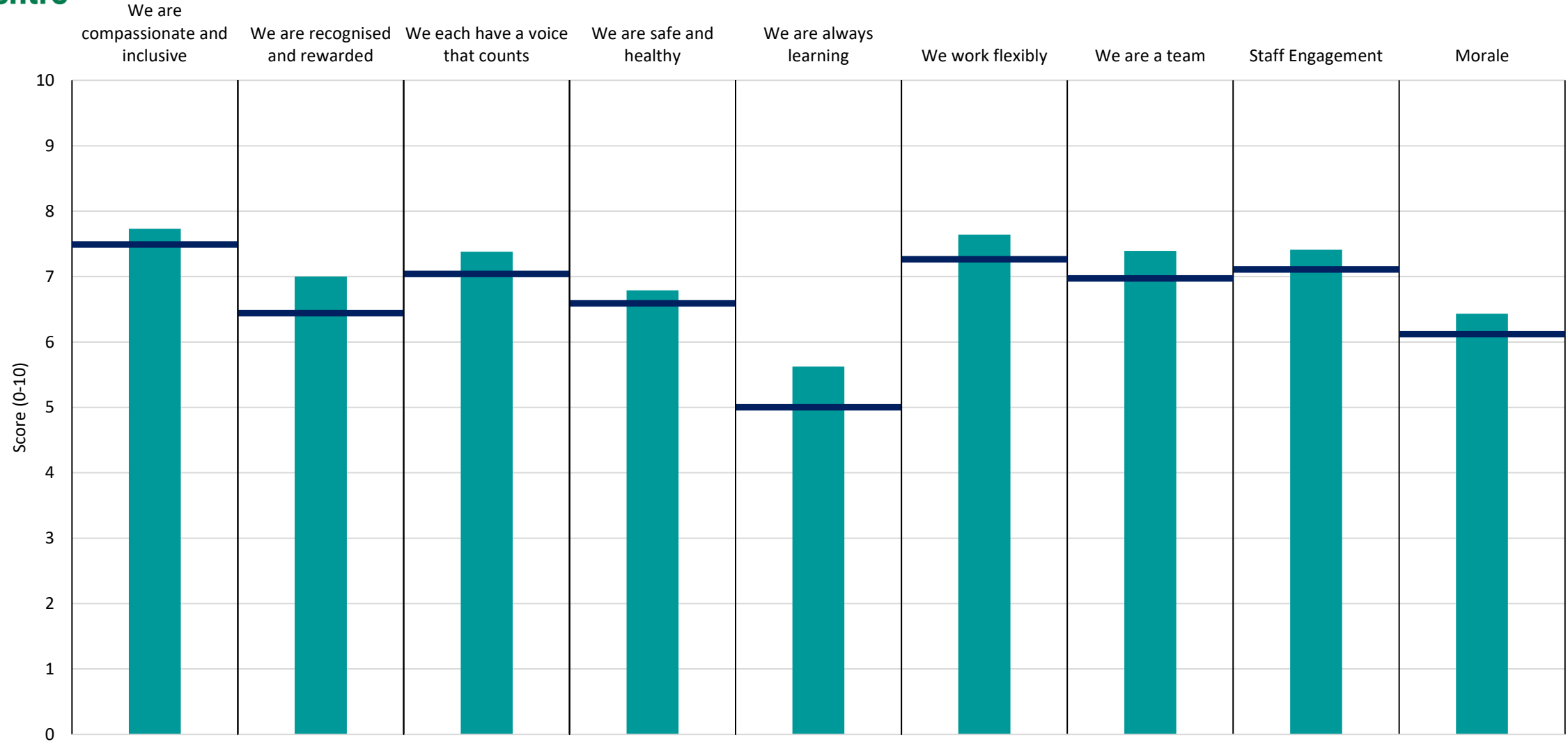


Breakdown	7.5	6.4	7.0	6.8	5.6	7.1	6.9	7.1	6.2
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	64	64	64	64	61	64	64	64	64



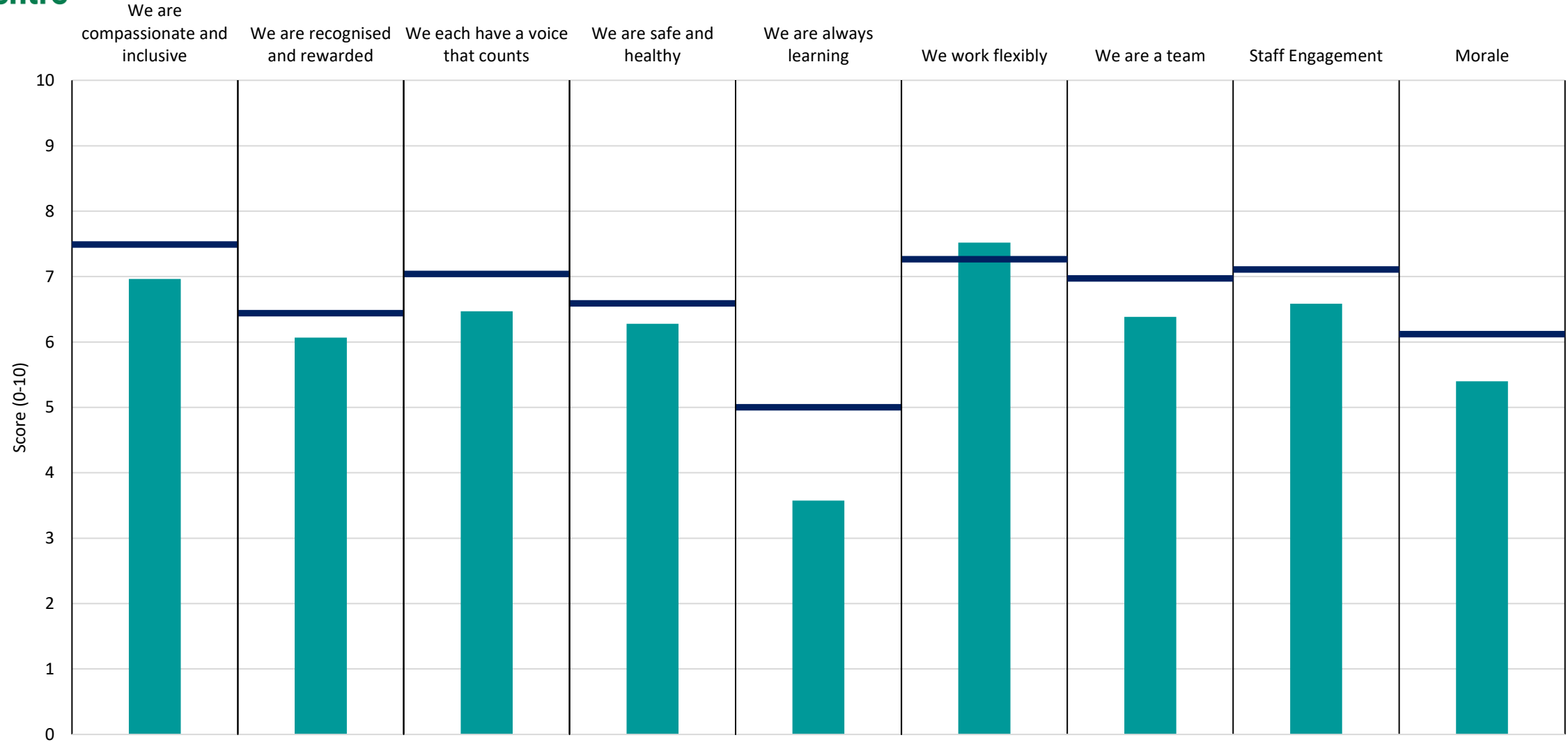
Breakdown	7.6	6.3	7.2	6.4	5.0	7.1	6.9	7.2	6.0
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	130	129	128	129	126	128	130	129	129



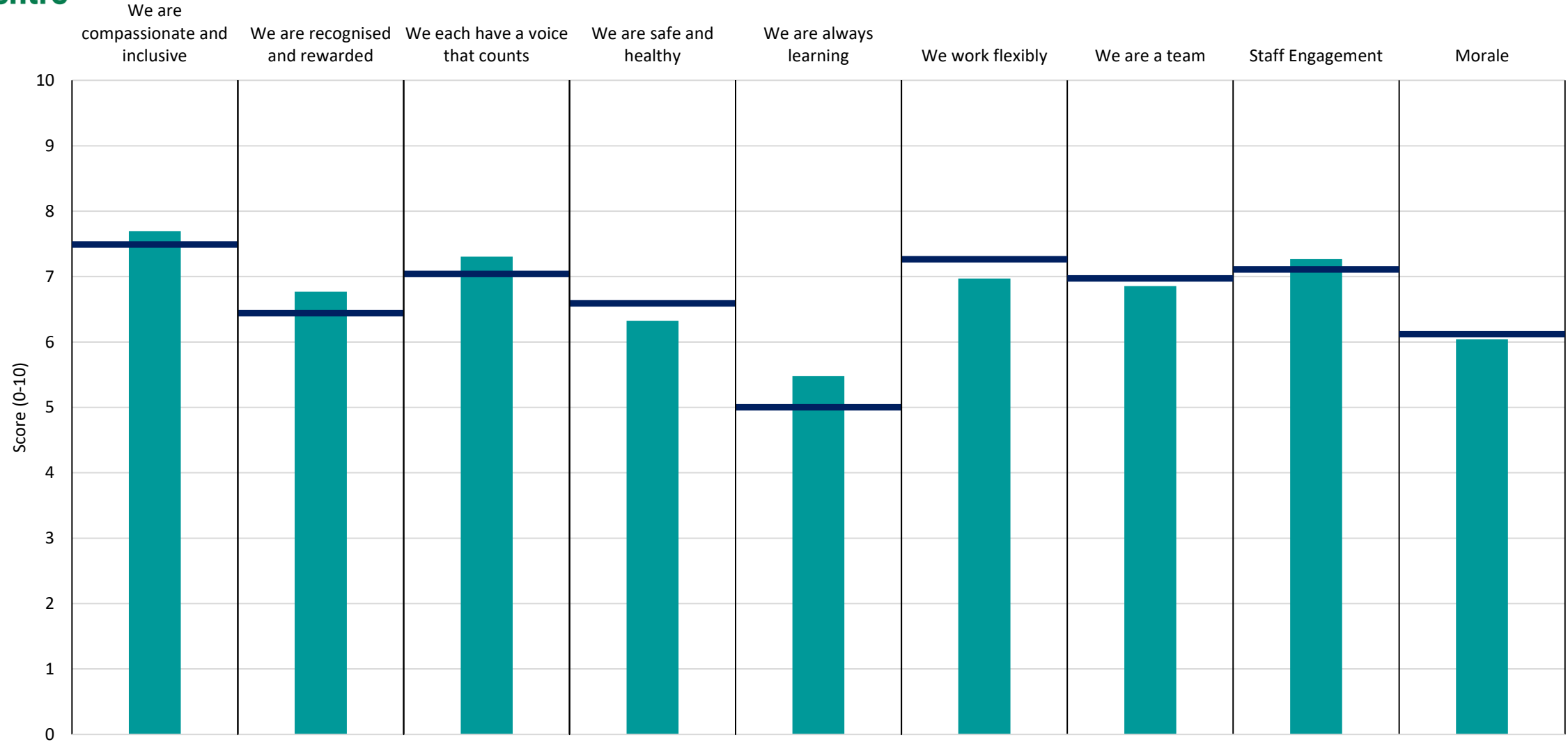


Breakdown	7.7	7.0	7.4	6.8	5.6	7.6	7.4	7.4	6.4
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	62	62	62	62	56	62	62	62	62

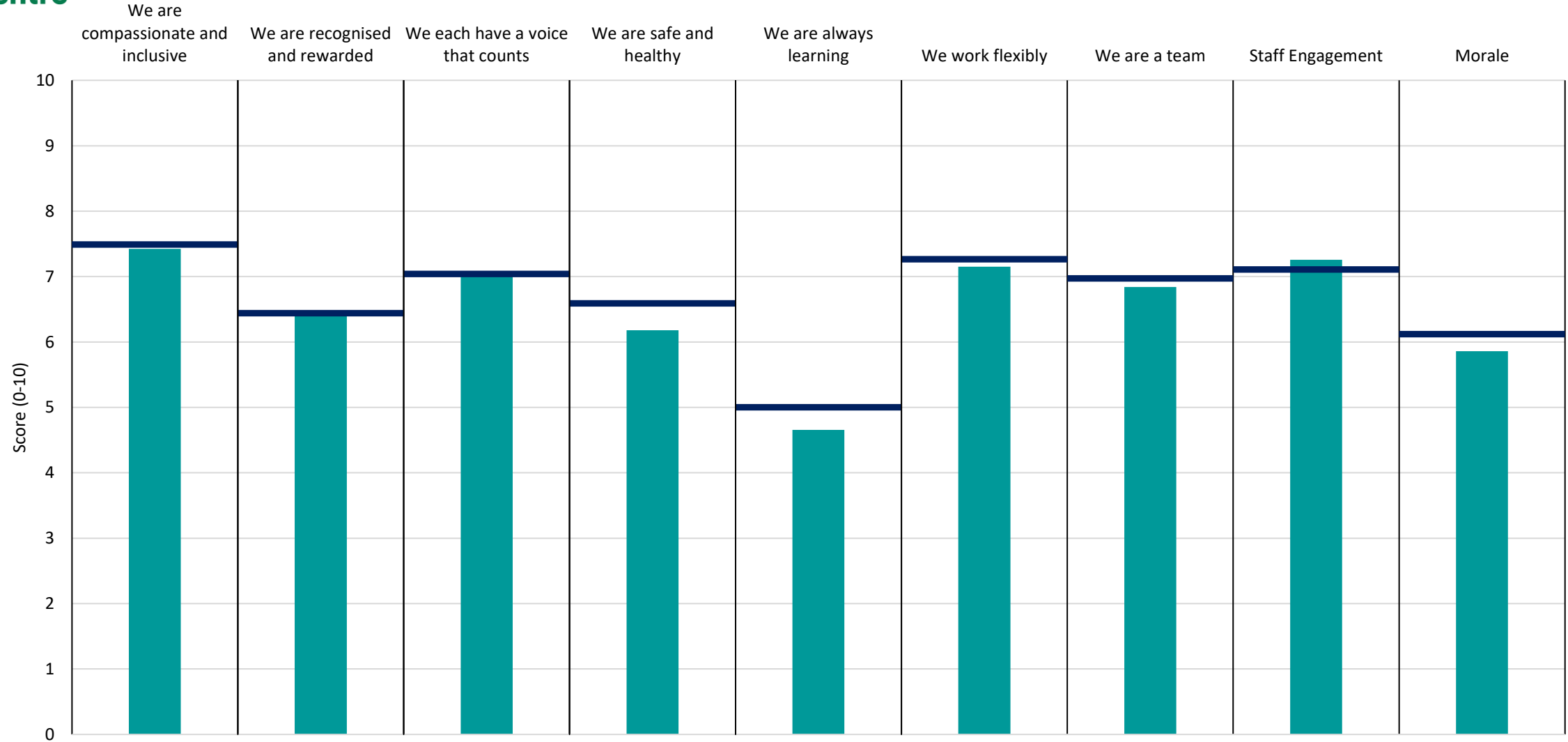




Breakdown	7.0	6.1	6.5	6.3	3.6	7.5	6.4	6.6	5.4
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	22	22	22	22	18	22	22	22	22



Breakdown	7.7	6.8	7.3	6.3	5.5	7.0	6.9	7.3	6.0
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	37	37	37	36	37	37	37	37	37



Breakdown	7.4	6.5	7.0	6.2	4.7	7.2	6.8	7.3	5.9
Your org	7.5	6.4	7.0	6.6	5.0	7.3	7.0	7.1	6.1
Responses	24	24	24	24	22	24	24	24	24