NHS North of England CSU

2023 NHS Staff Survey

Breakdown report

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This breakdown report for NHS North of England CSU contains results by breakdown area for People Promise element and theme results from the 2023 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 breakdown 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 North of England CSU. 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 breakdown area 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 breakdown and trust scores.

Survey Coordination Centre

Breakdown

	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 Engagememt	Morale
Breakdown	7.7	7.0	7.4	6.7	6.1	7.1	7.5	7.4	6.6
Your org	7.6	6.7	7.0	6.9	5.8	6.4	7.3	6.9	6.4
Responses	75	75	70	75	75	75	75	75	75

! Note: when there are less than 10 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 North of England CSU

2023 NHS Staff Survey

Business Information Services
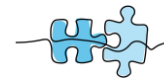
	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.54	6.68	6.88	-	5.81	6.60	7.19	6.79	6.46
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	489	490	483	-	476	486	489	490	490

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Commissioning Support Operations

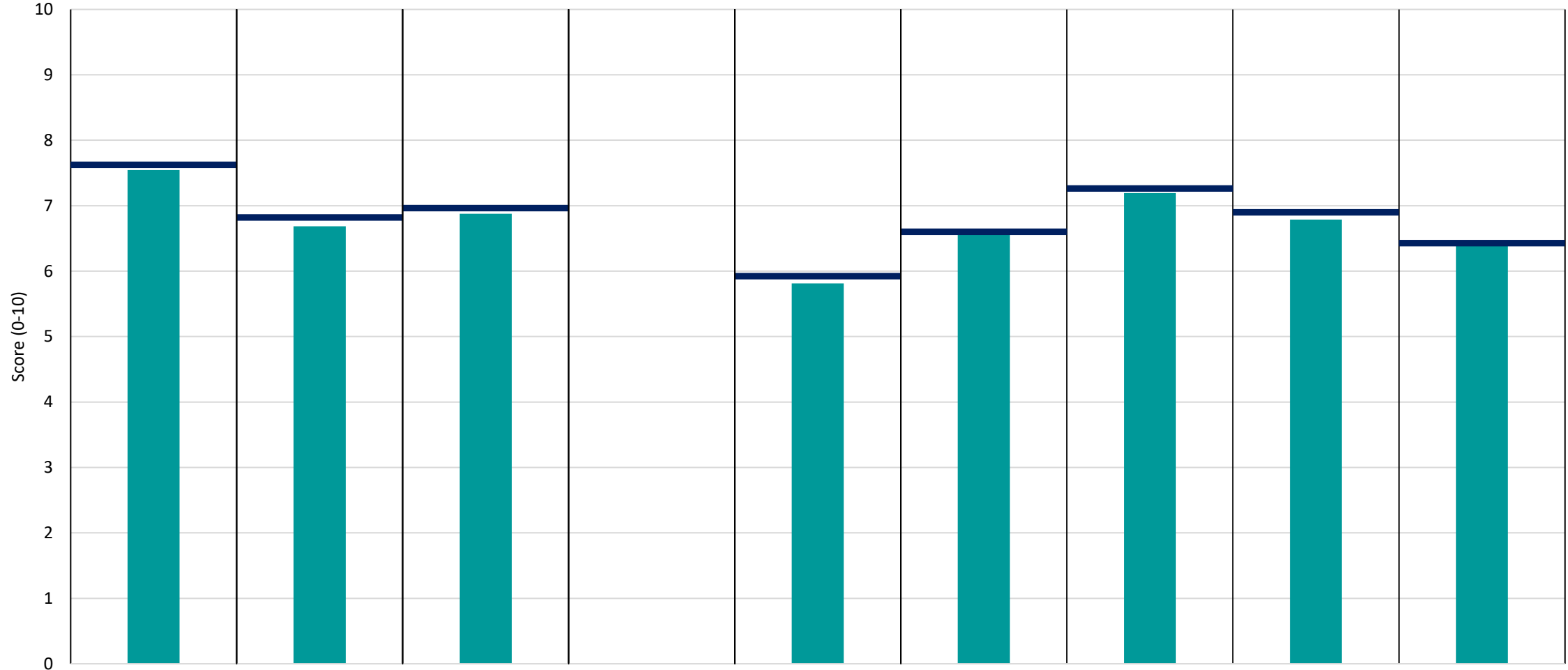|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.70	6.69	6.94	-	5.98	6.34	7.28	6.87	6.20
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	335	335	330	-	322	333	335	335	335

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Finance Directorate

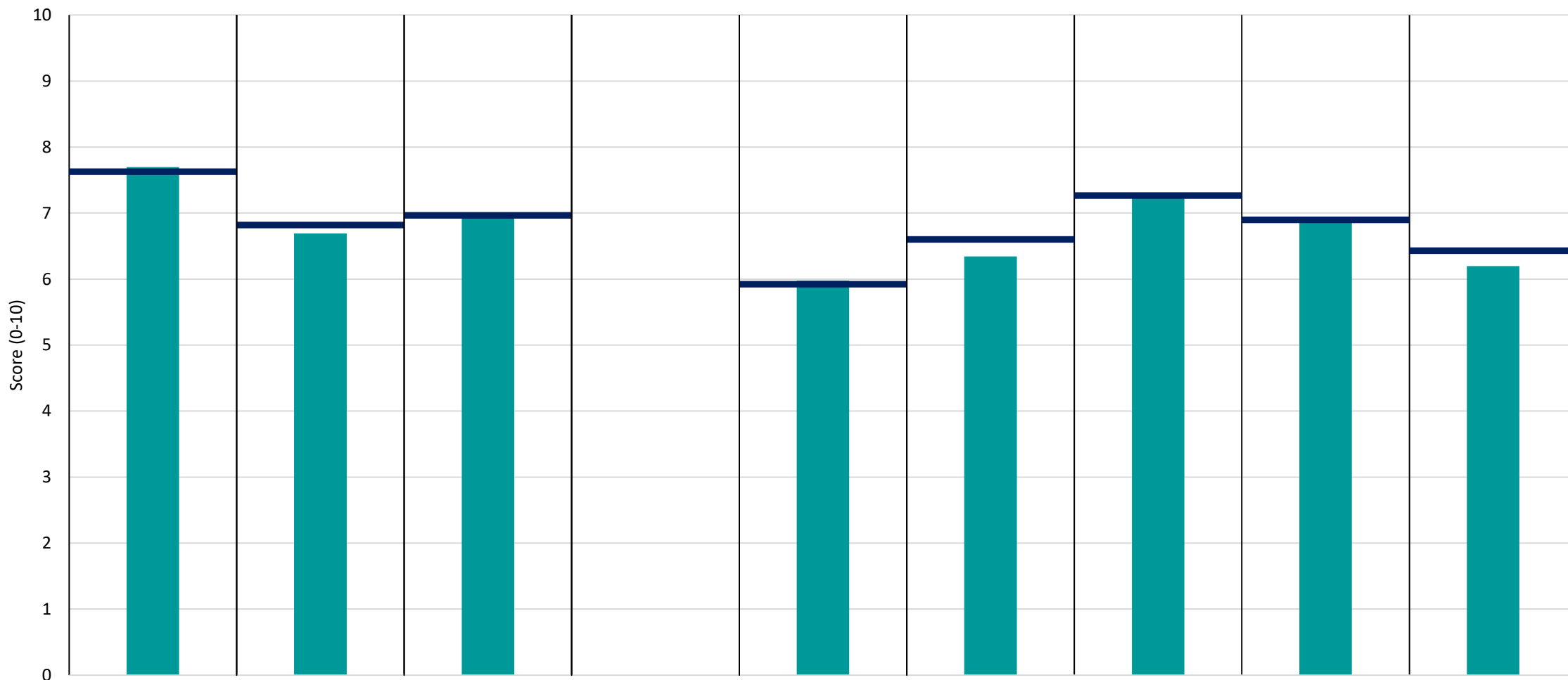|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.64	6.84	7.06	-	6.08	6.96	7.20	6.97	6.58
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	131	131	126	-	123	130	131	131	131

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

London South East

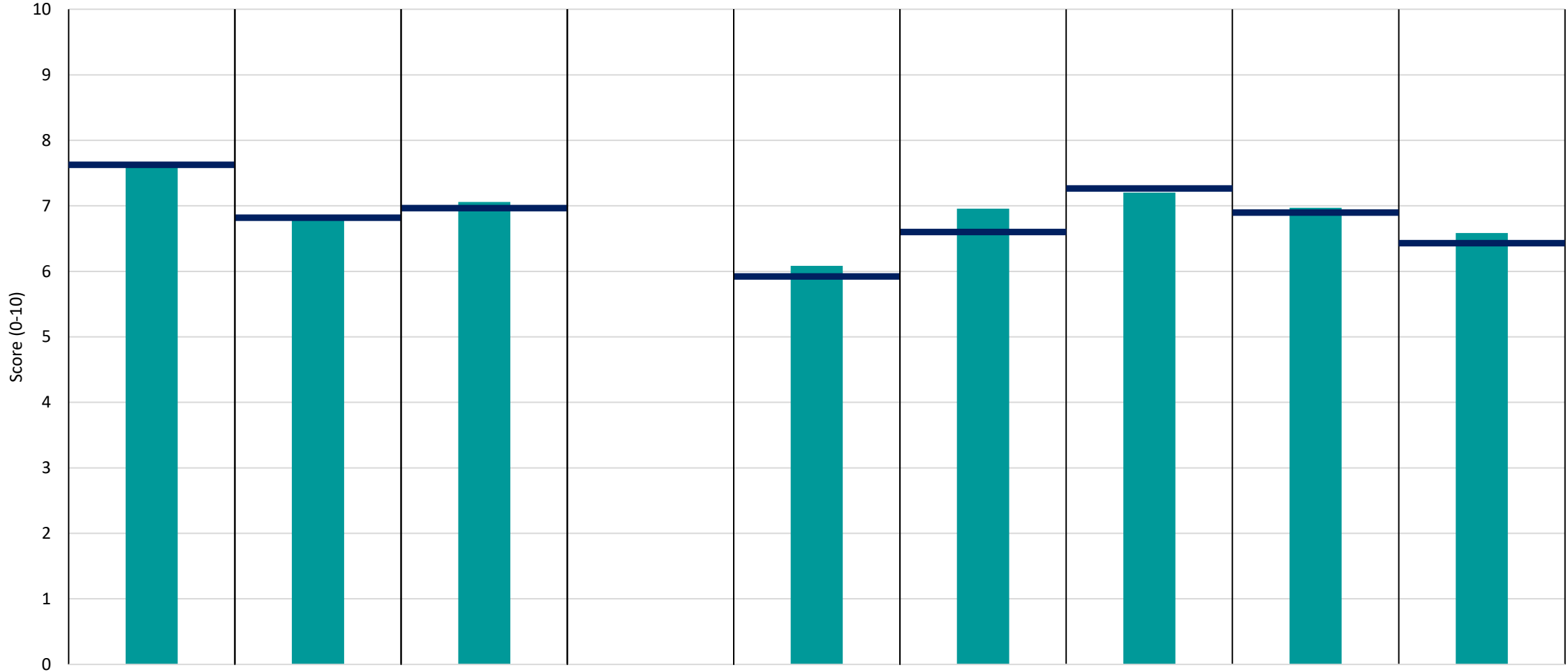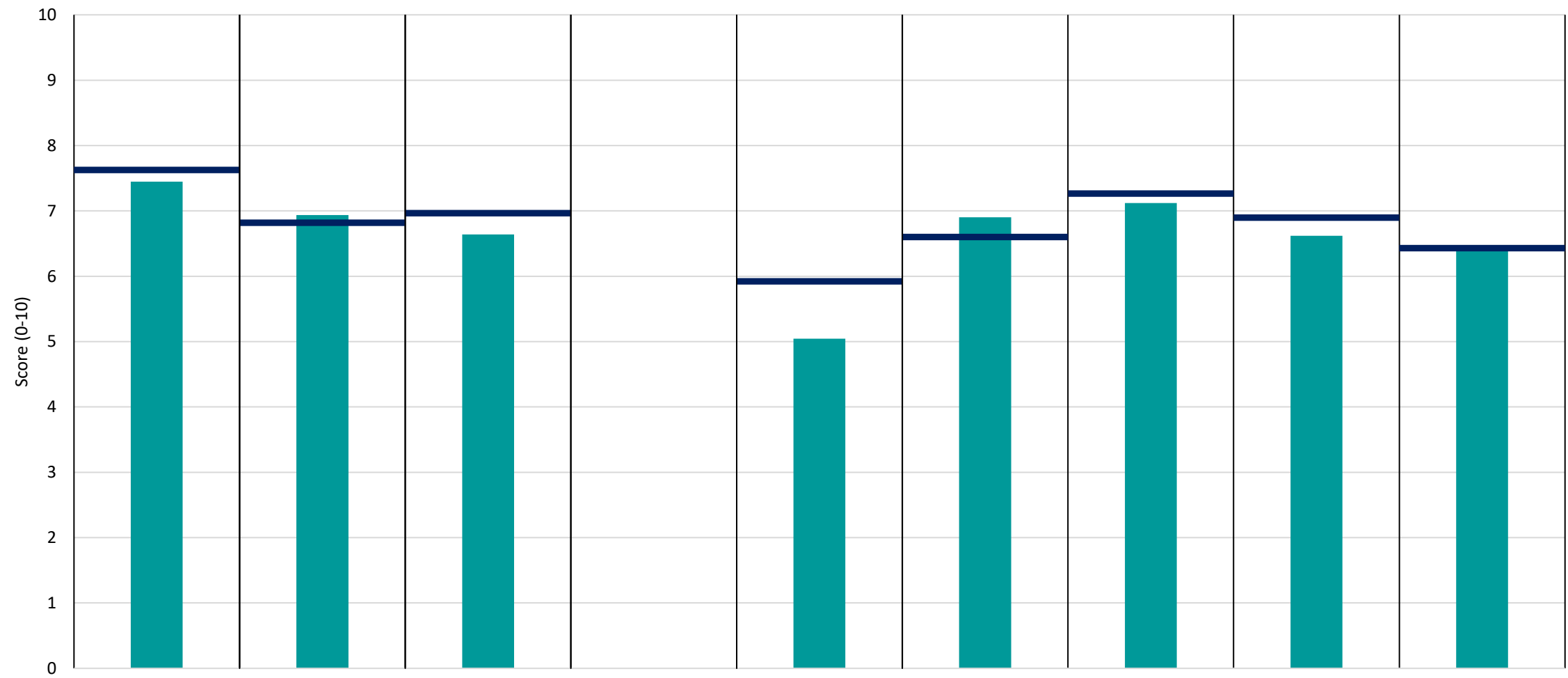|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.45	6.93	6.64	-	5.05	6.90	7.12	6.62	6.40
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	23	23	22	-	22	23	23	23	23

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Managing Director

	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
Breakdown	8.20	7.82	7.71	-	6.72	7.62	7.99	7.79	6.99
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	37	36	36	-	33	36	37	37	37

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

OD & Corporate Services

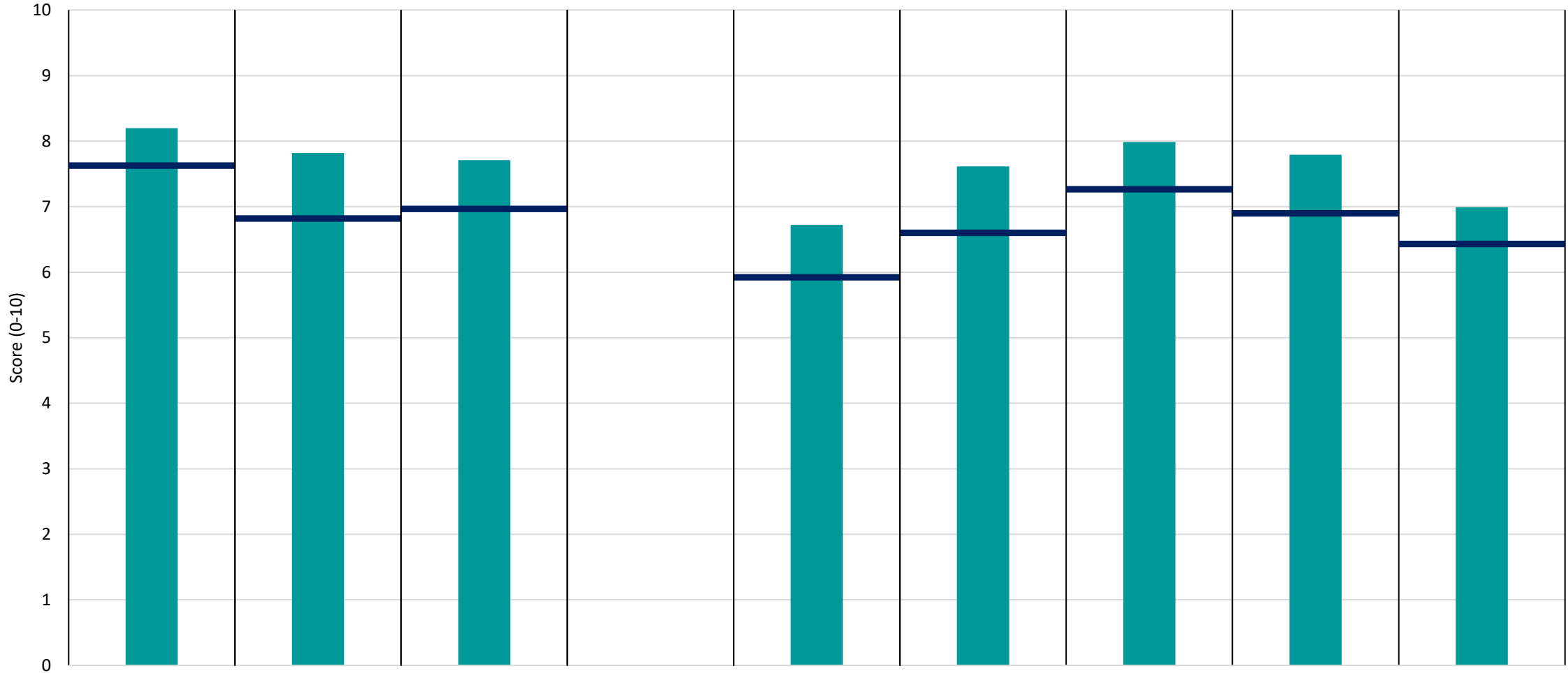|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.54	6.76	6.86	-	6.05	6.09	7.34	6.75	6.54
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	136	135	134	-	128	134	136	136	136

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Transformation & PHM Directorate

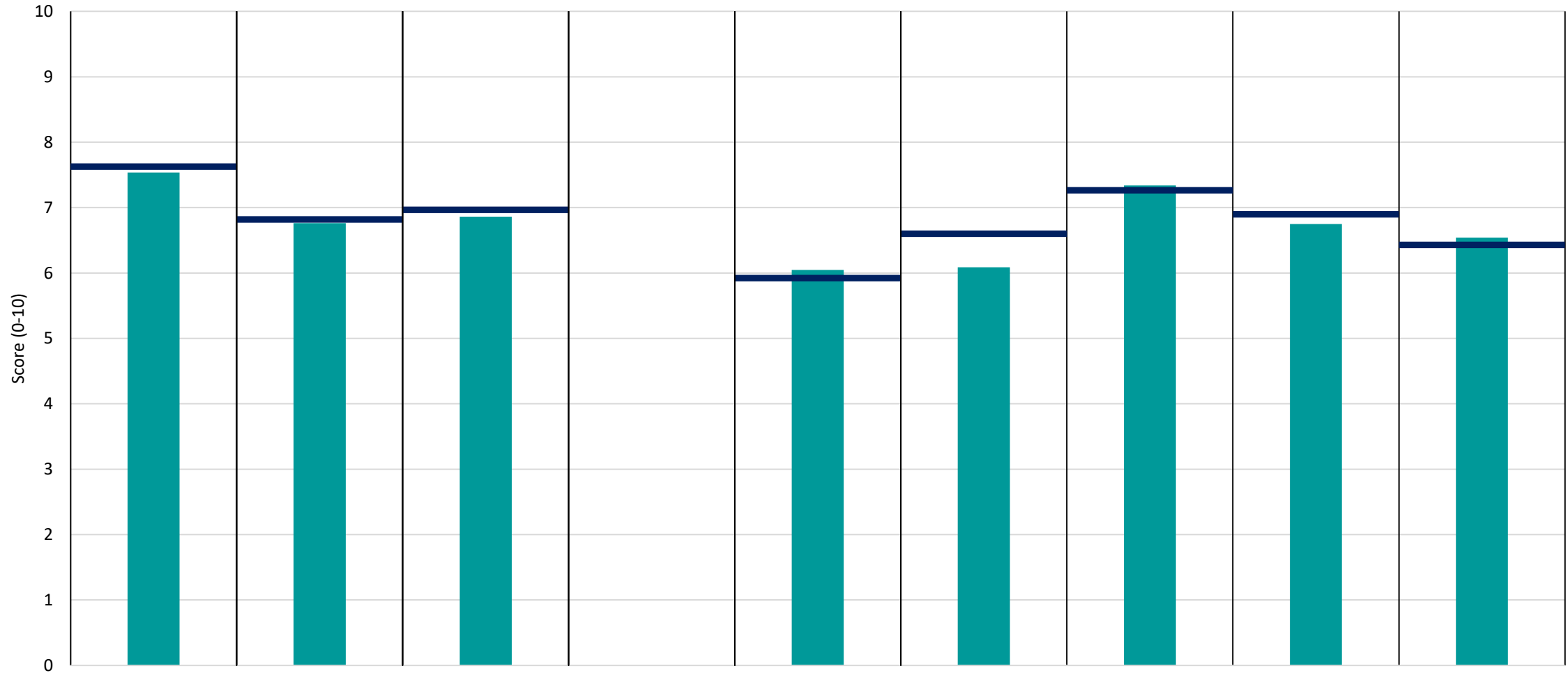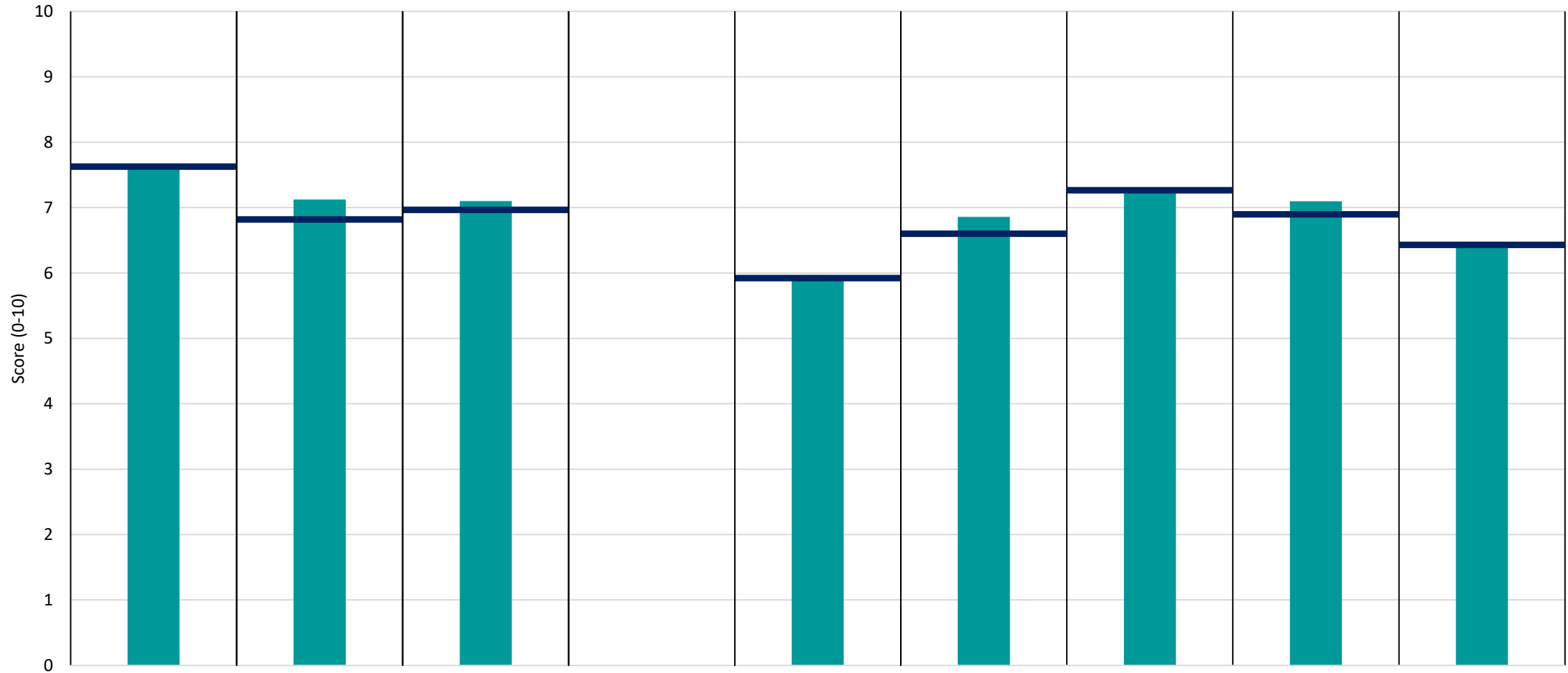|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.66	7.12	7.10	-	5.88	6.86	7.28	7.10	6.45
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	247	246	242	-	243	245	247	247	246

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Breakdowns 2

NHS North of England CSU

2023 NHS Staff Survey

BI Direct Commissioning
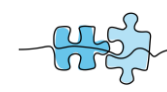
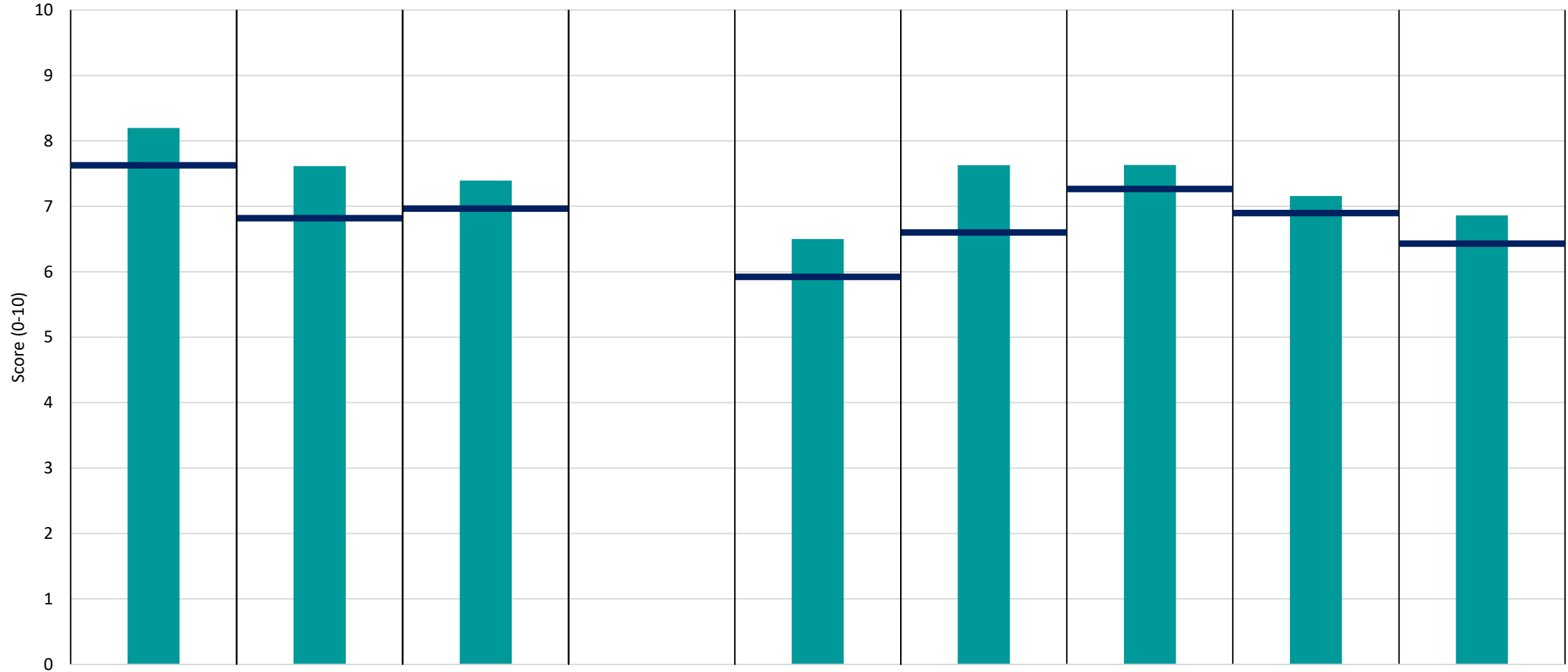|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.20	7.62	7.39	-	6.50	7.63	7.63	7.16	6.86
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	13	13	13	-	13	13	13	13	13

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Business Information Services/Tools

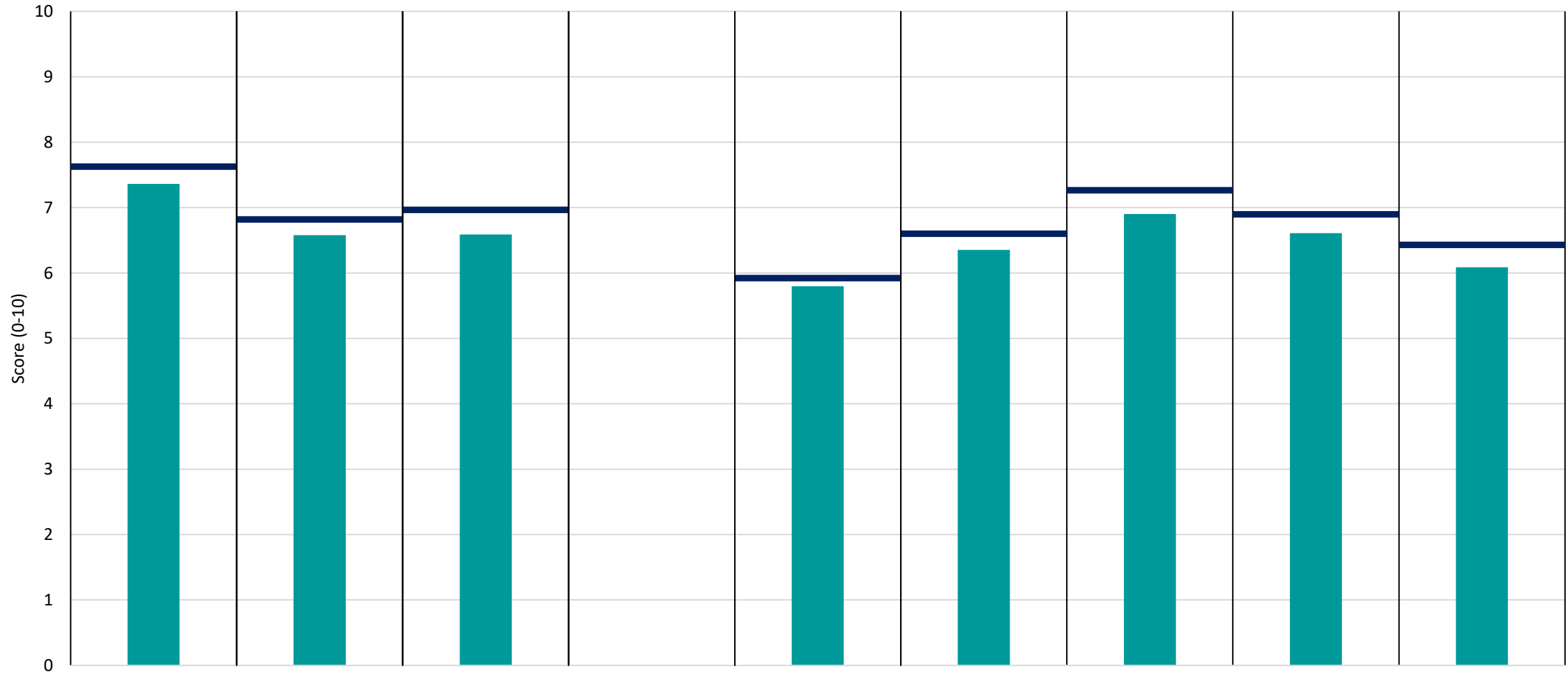|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.36	6.58	6.59	-	5.80	6.35	6.90	6.61	6.09
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	87	88	85	-	84	88	87	88	88

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

CHC
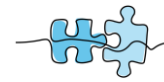
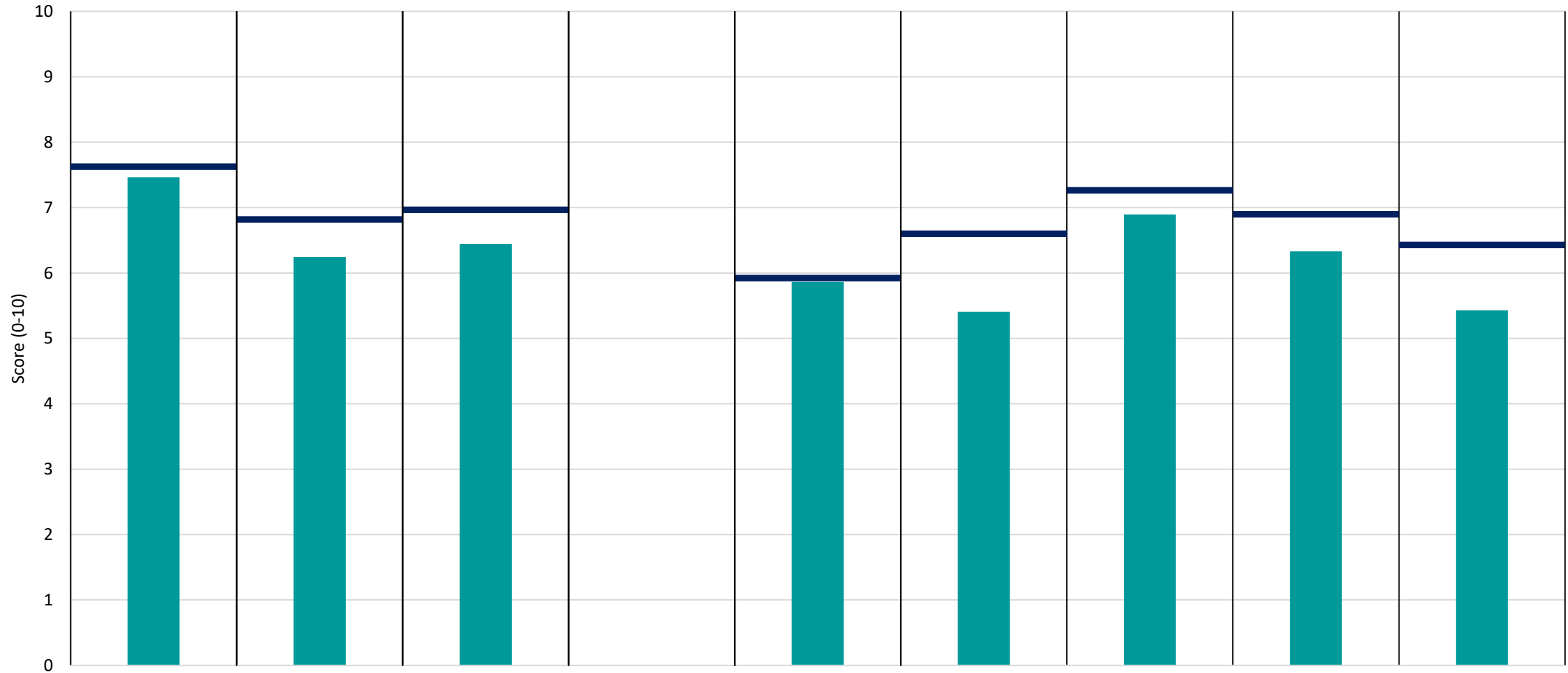|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.47	6.24	6.45	-	5.86	5.41	6.90	6.33	5.43
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	90	90	90	-	87	90	90	90	90

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

CI & External Programmes

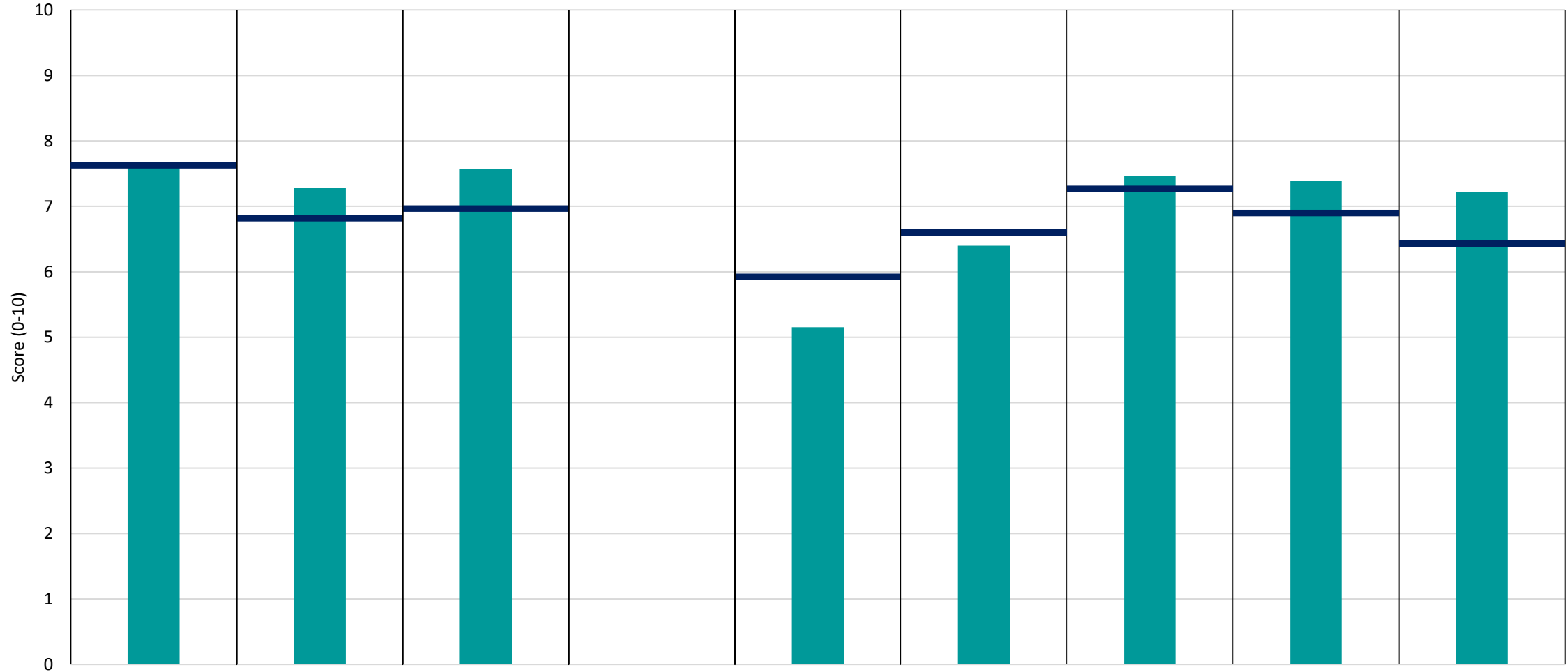|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.65	7.29	7.57	-	5.15	6.40	7.47	7.39	7.22
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	14	14	14	-	13	14	14	14	14

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Cervical Screening

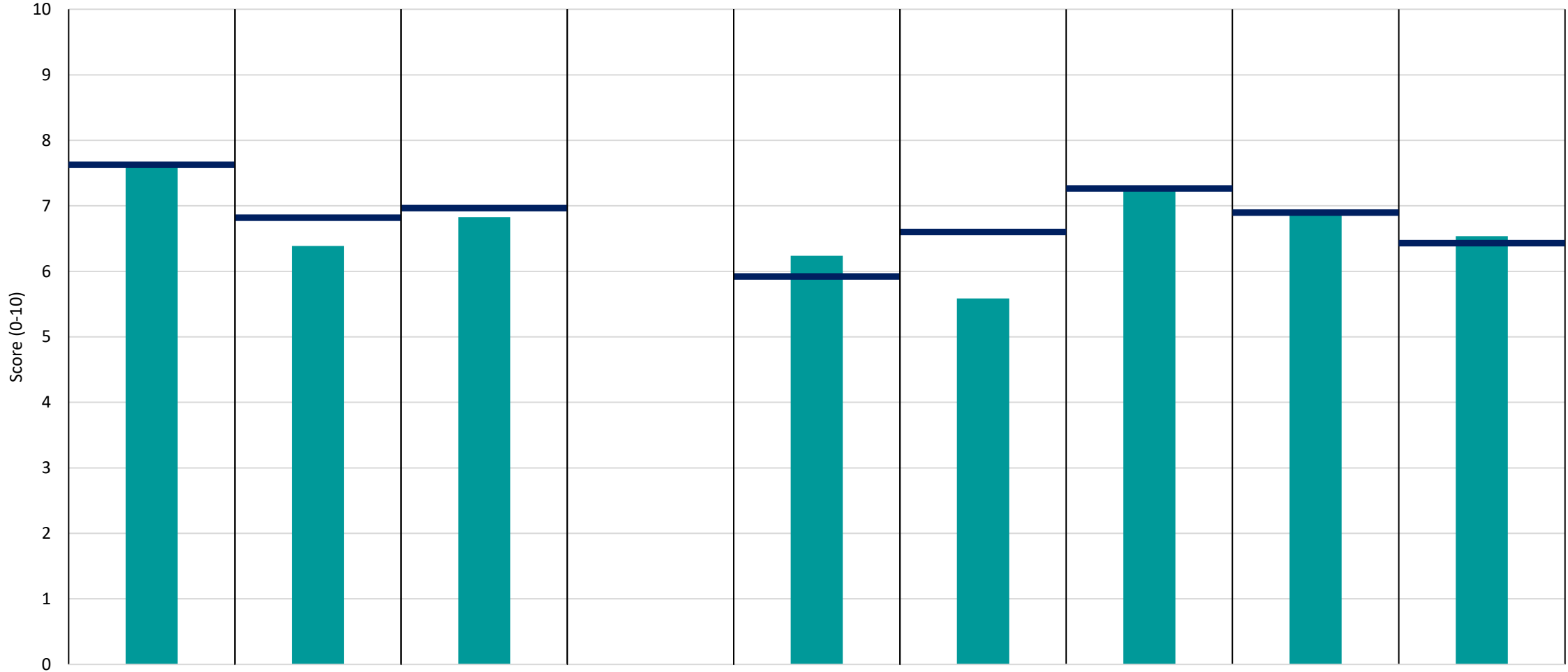|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.62	6.39	6.83	-	6.24	5.59	7.28	6.94	6.54
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	80	80	77	-	77	79	80	80	80

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Clinical Quality

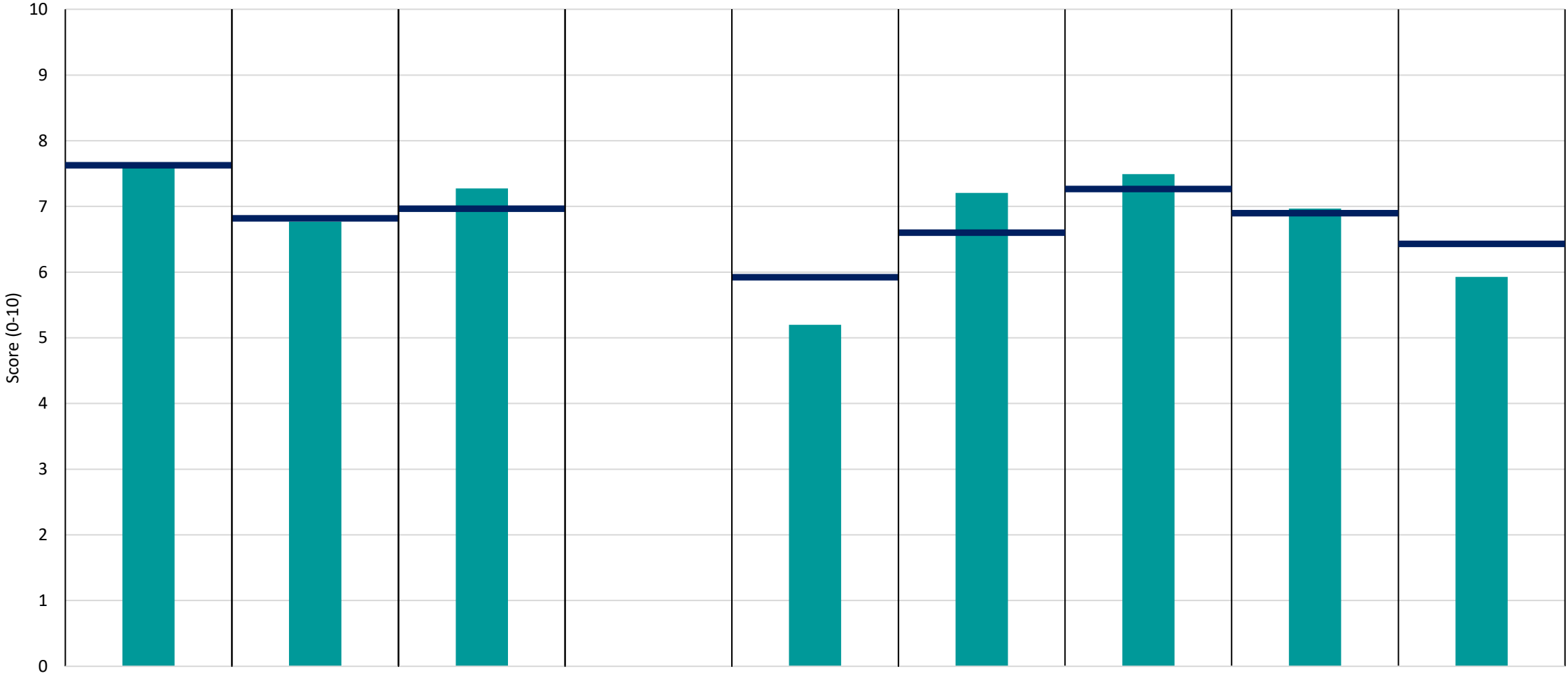|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.62	6.77	7.27	-	5.20	7.20	7.49	6.97	5.93
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	24	24	24	-	24	24	24	24	24

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Commissioning Delivery 874971

Score (0-10)

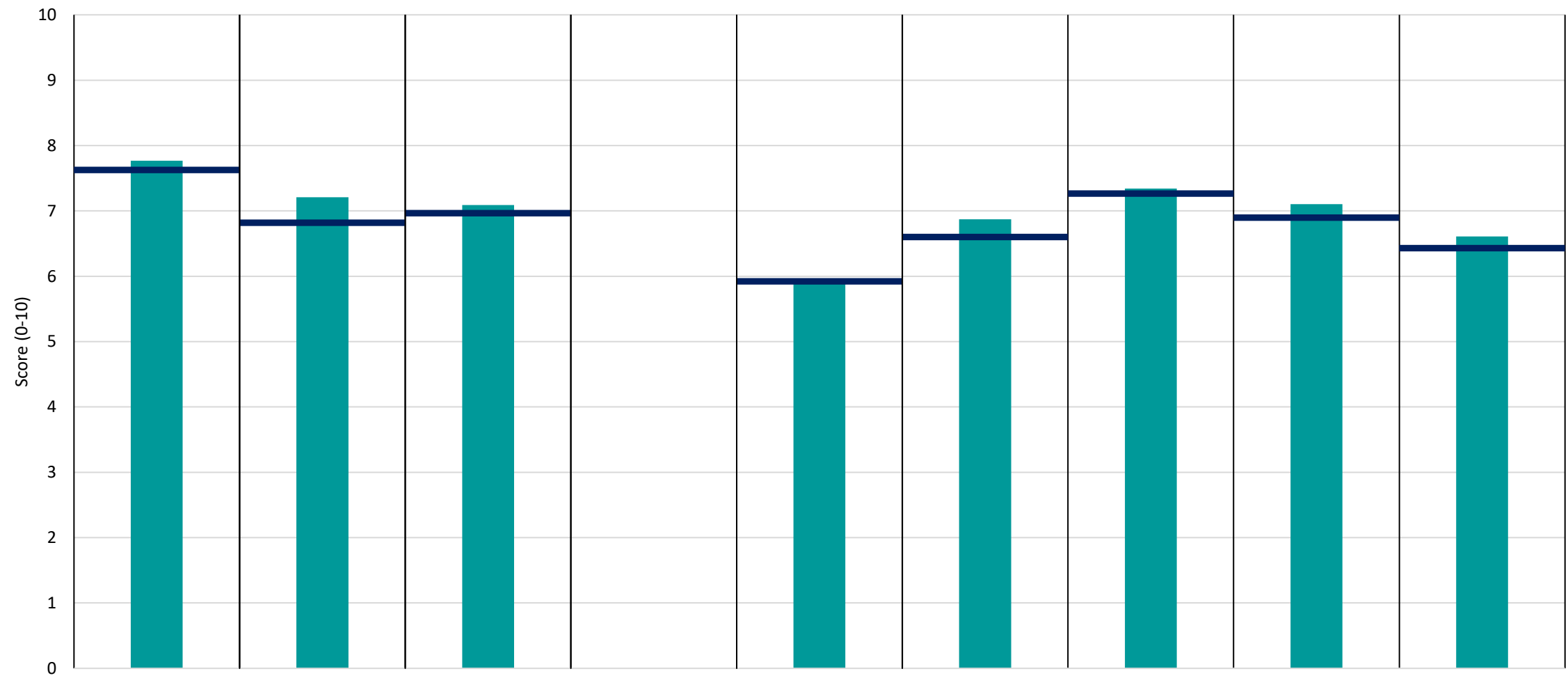|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.77	7.21	7.09	-	5.94	6.87	7.34	7.10	6.61
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	149	148	145	-	146	147	149	149	148

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Comms and Engagement

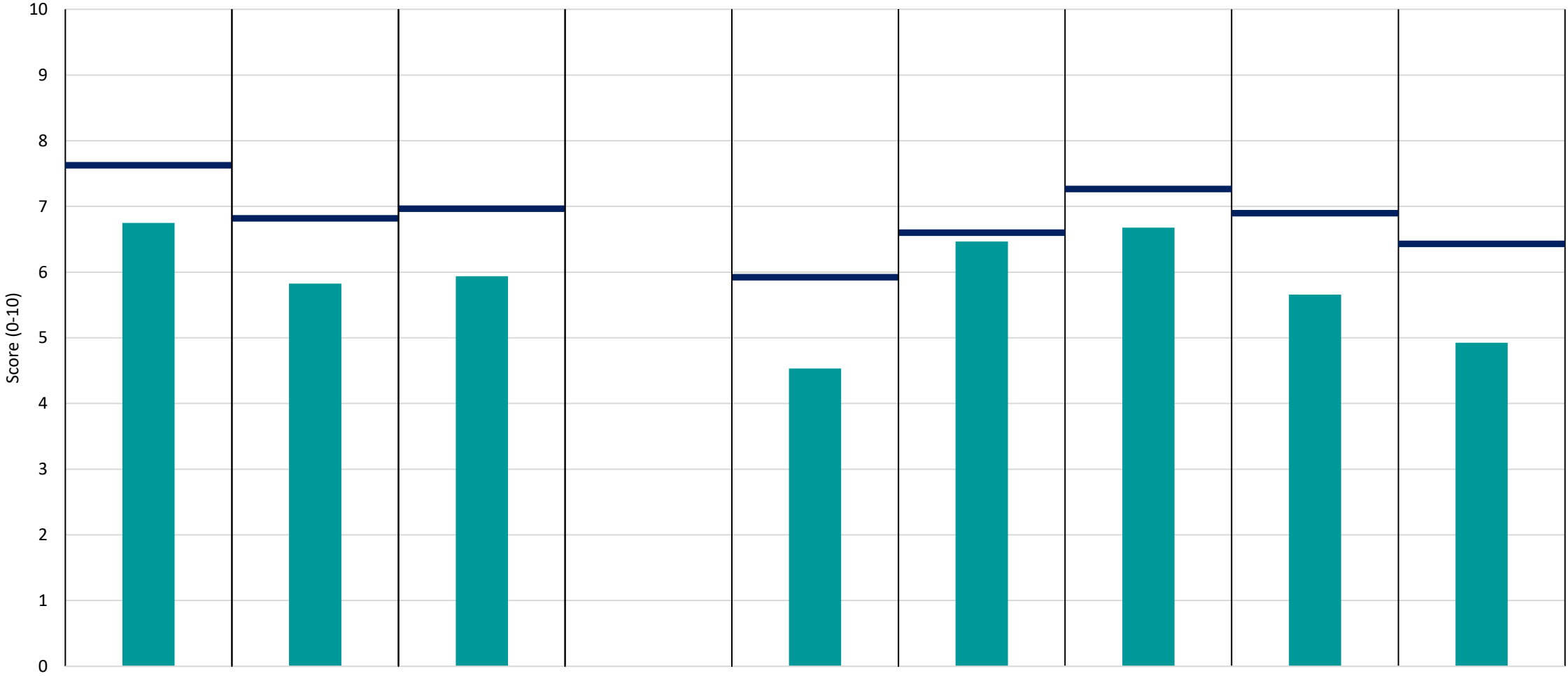|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.75	5.83	5.94	-	4.53	6.47	6.68	5.66	4.93
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	23	23	23	-	20	23	23	23	23

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Consultancy: Planning and Insight

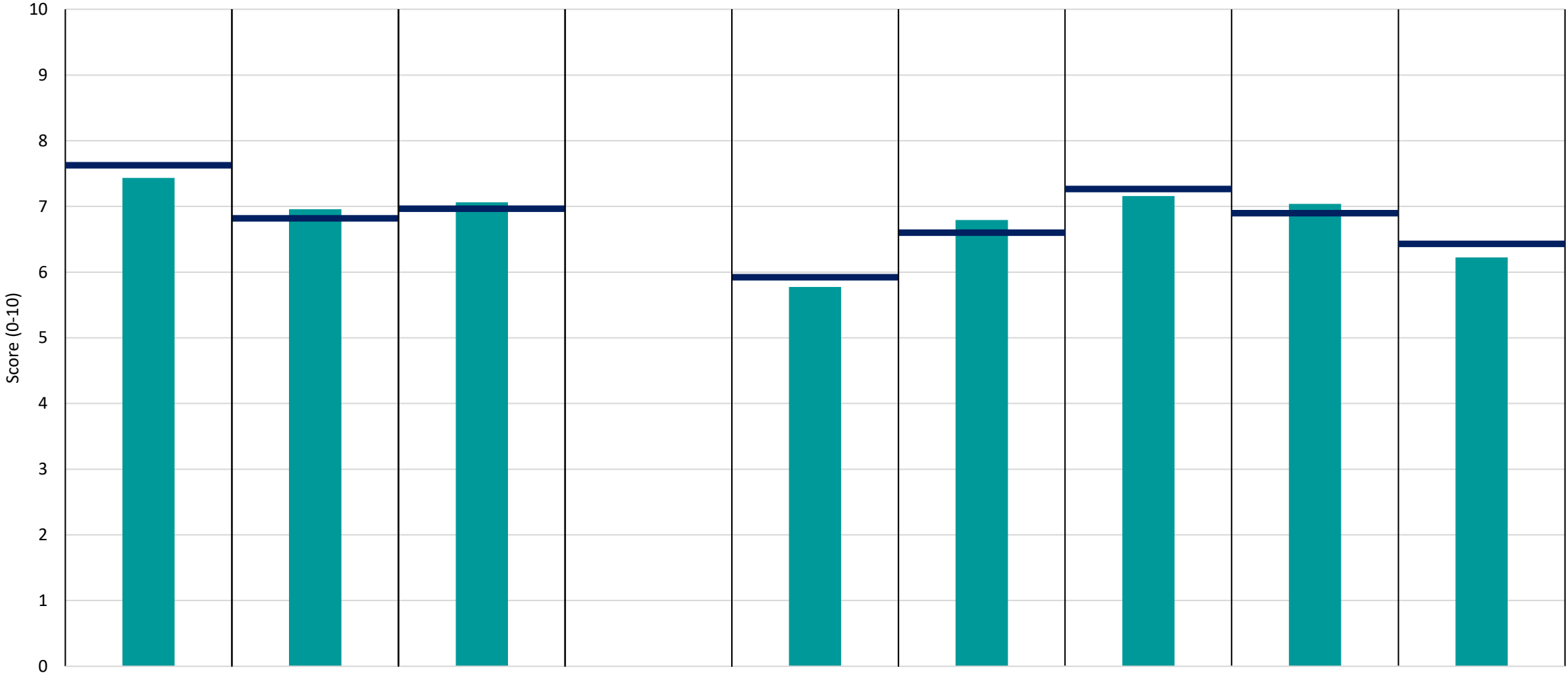|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.43	6.96	7.06	-	5.77	6.79	7.16	7.04	6.23
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	90	90	89	-	89	90	90	90	90

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Customer Finance

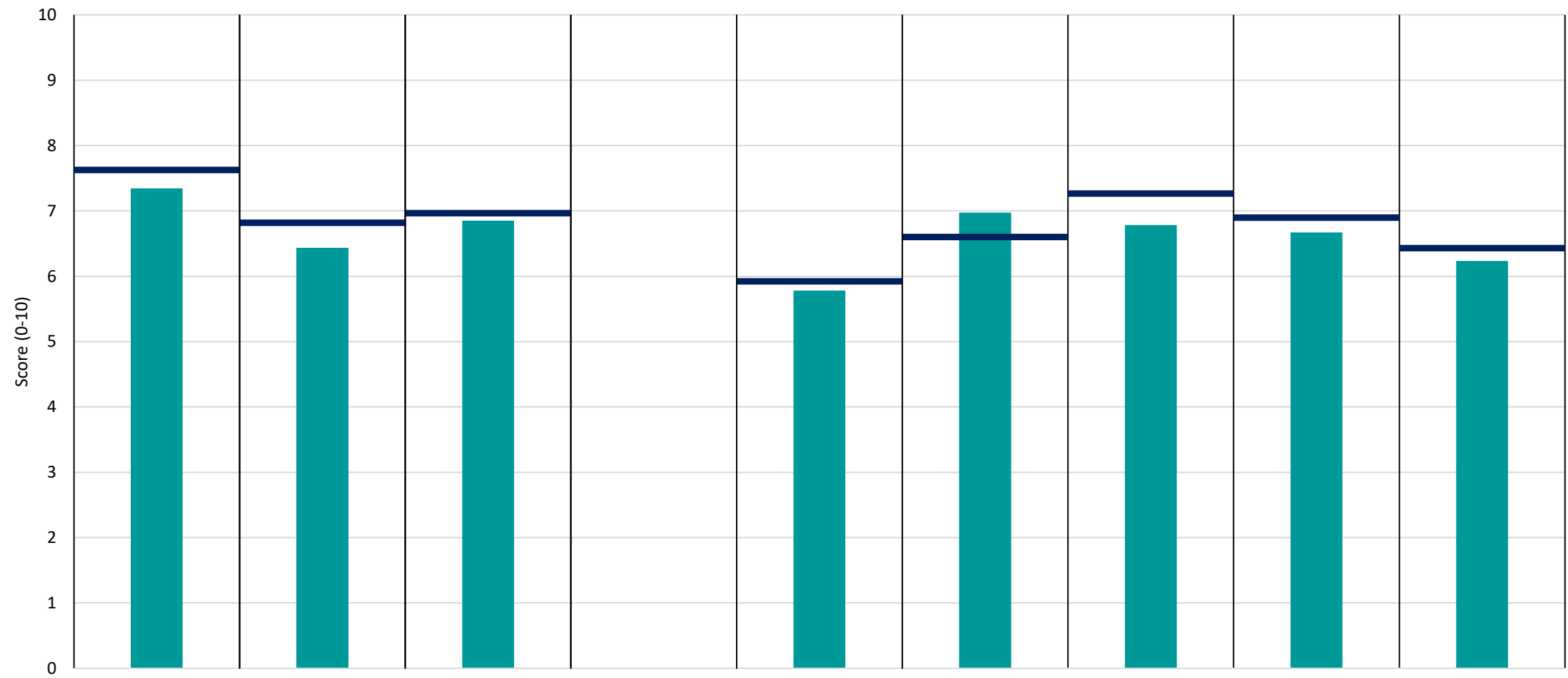|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.35	6.44	6.85	-	5.78	6.97	6.78	6.67	6.23
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	62	62	62	-	58	61	62	62	62

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Data Management/Digital Development
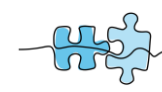
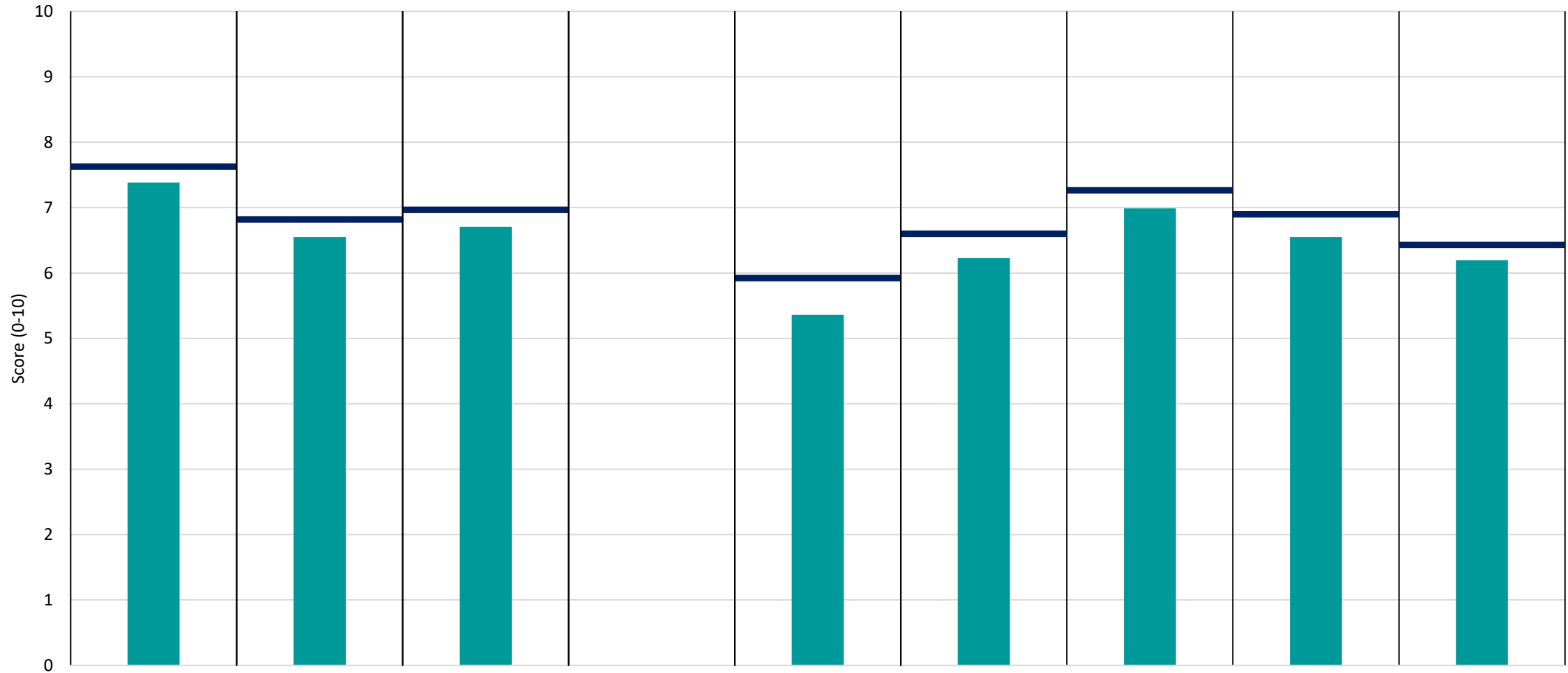|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.38	6.55	6.70	-	5.36	6.23	6.99	6.55	6.20
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	103	103	102	-	97	102	103	104	103

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Digital Applications and Solutions

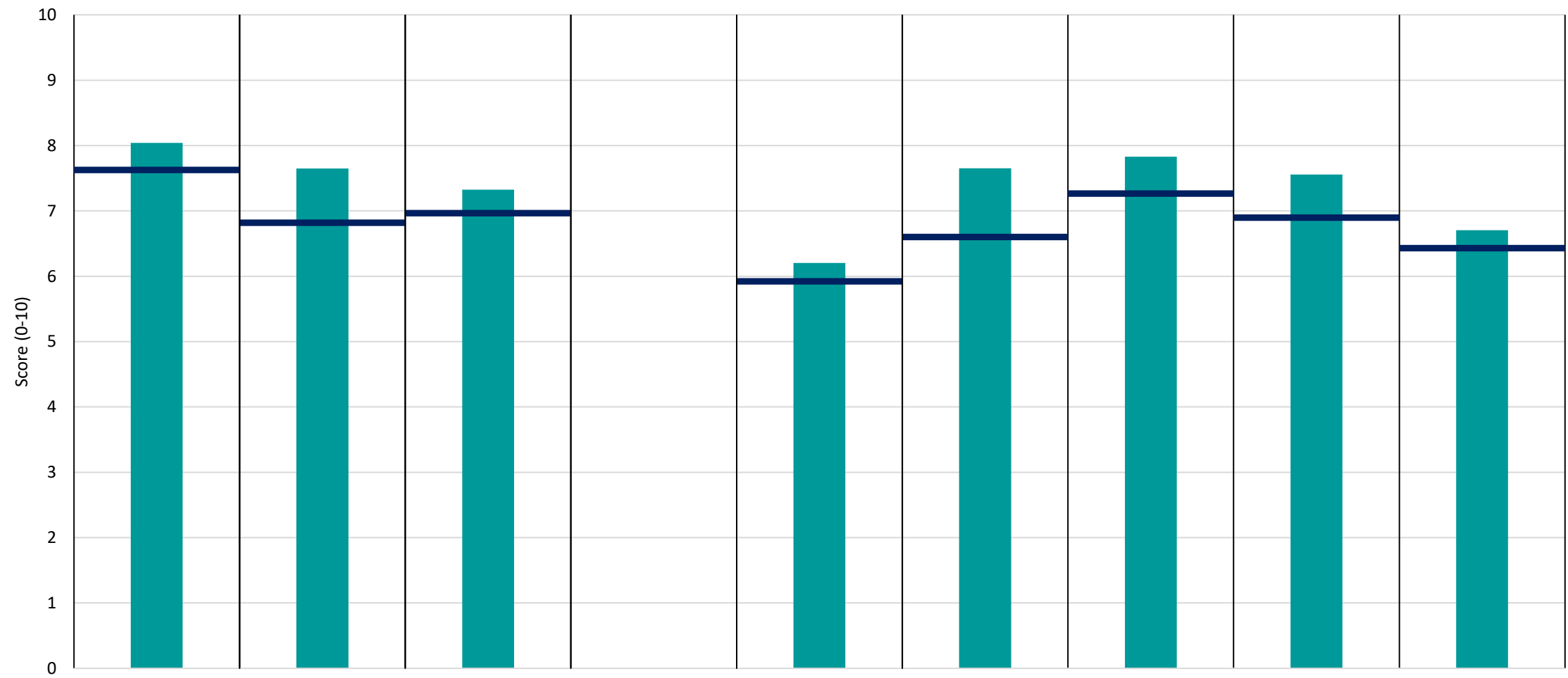|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.04	7.65	7.32	-	6.21	7.65	7.83	7.56	6.71
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	30	30	29	-	26	30	30	30	30

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Digital Transformation/Optimisation

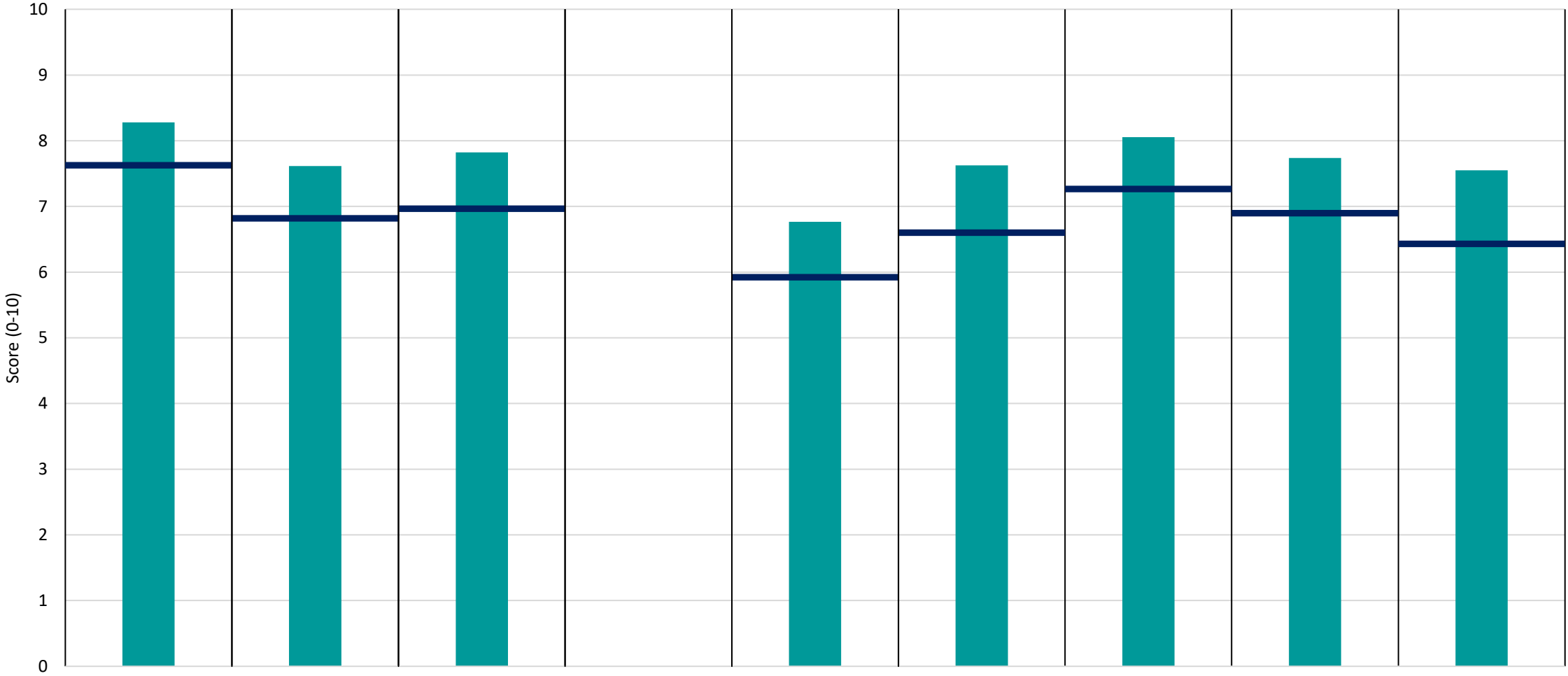|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.28	7.61	7.82	-	6.77	7.63	8.06	7.74	7.55
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	106	106	105	-	105	106	106	105	106

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

FPA Team

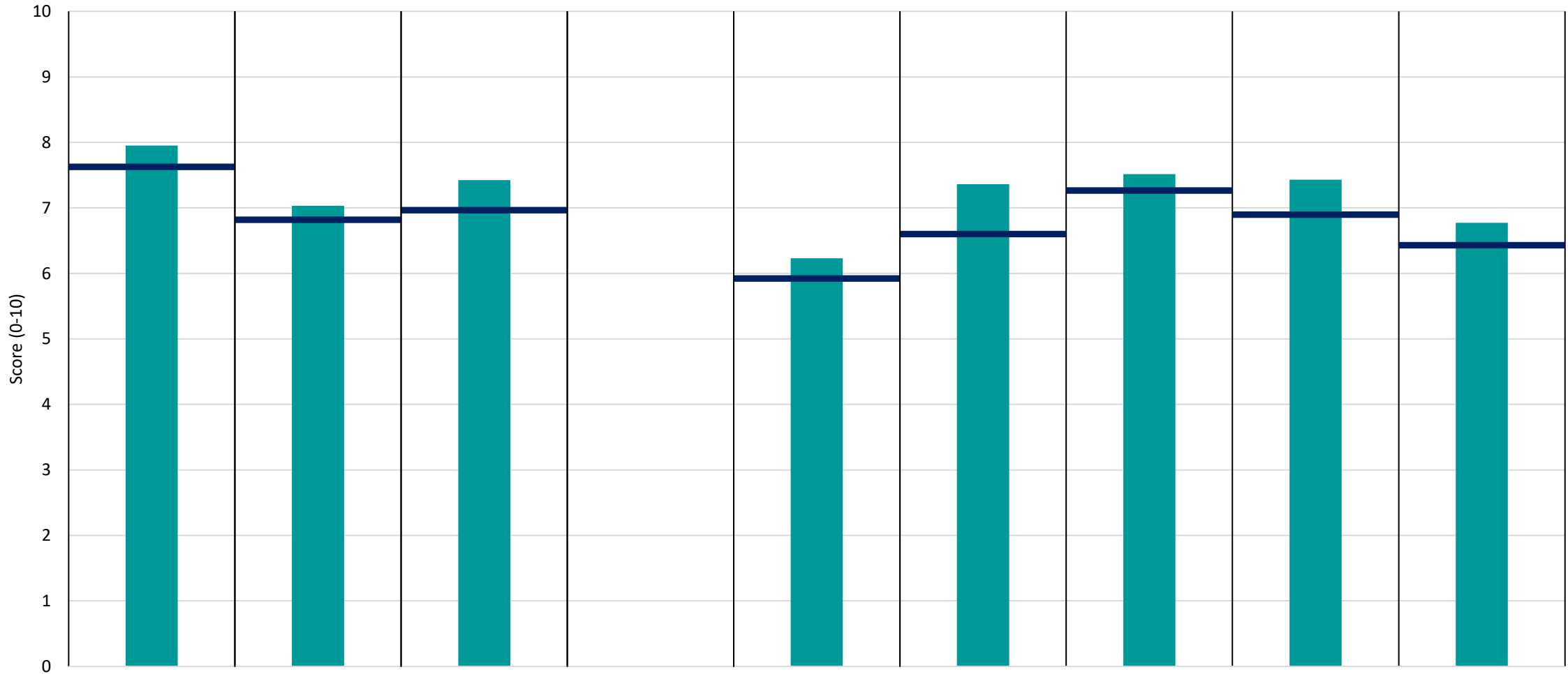|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.95	7.03	7.42	-	6.23	7.36	7.52	7.43	6.77
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	30	30	27	-	28	30	30	30	30

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Governance

Score (0-10)

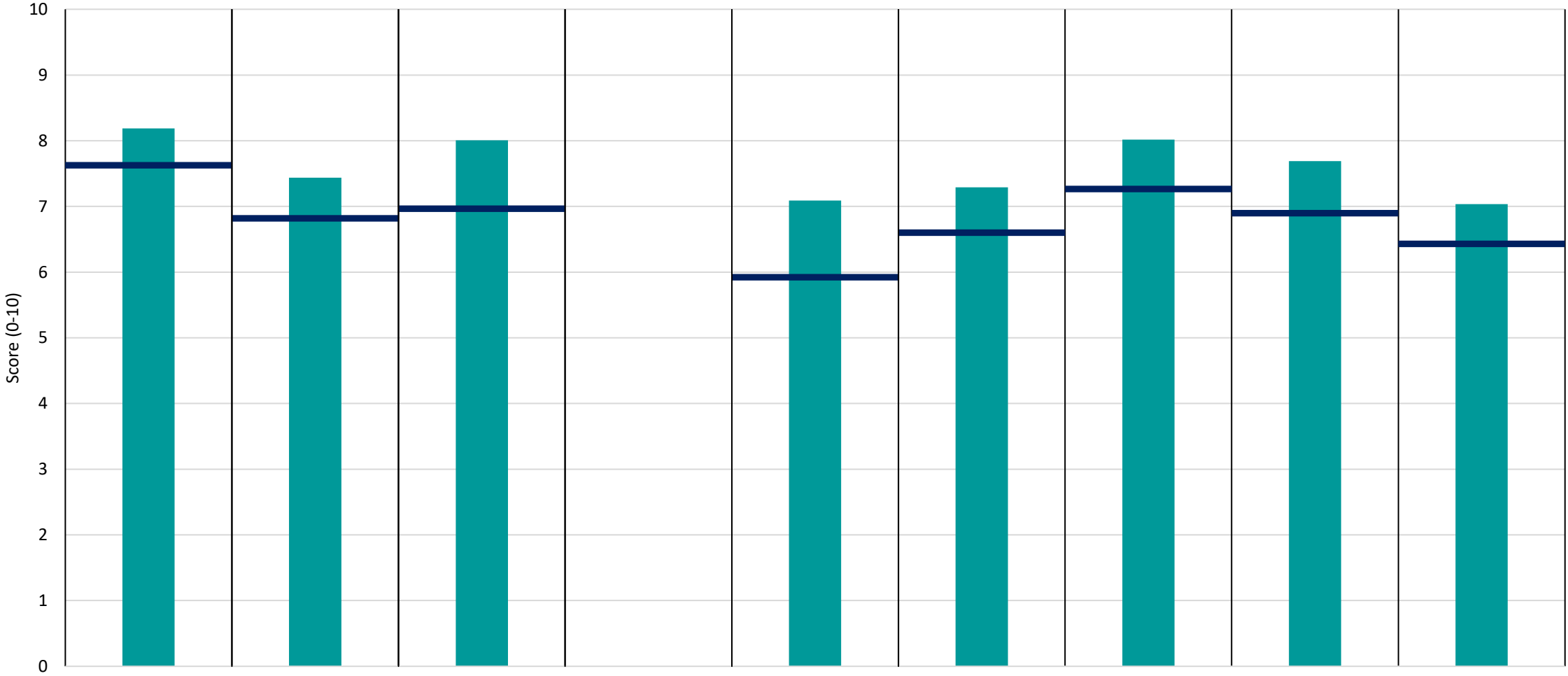|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.19	7.44	8.01	-	7.09	7.29	8.02	7.69	7.04
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	16	16	16	-	15	16	16	16	16

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Health and Justice

Score (0-10)

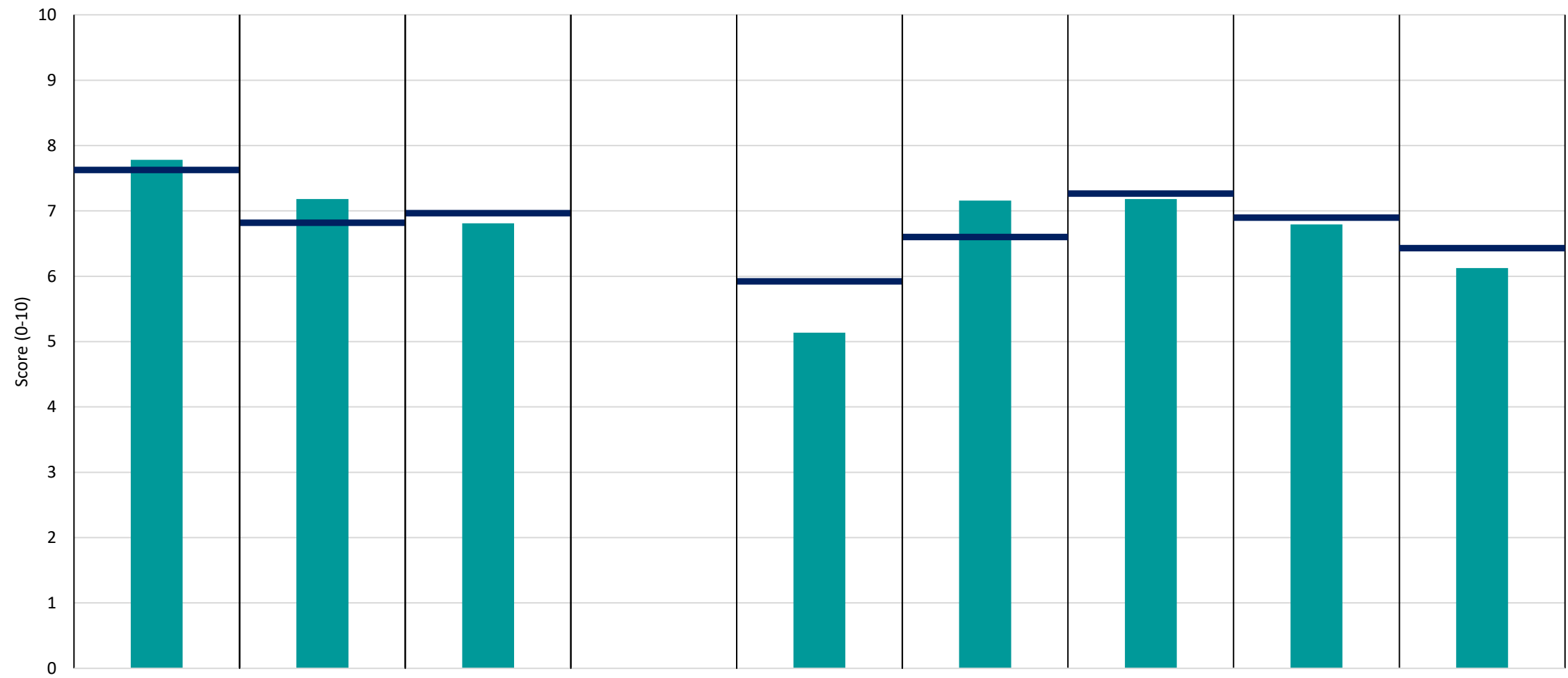|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.78	7.18	6.81	-	5.14	7.16	7.18	6.79	6.13
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	11	11	11	-	11	11	11	11	11

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

ICT - Services

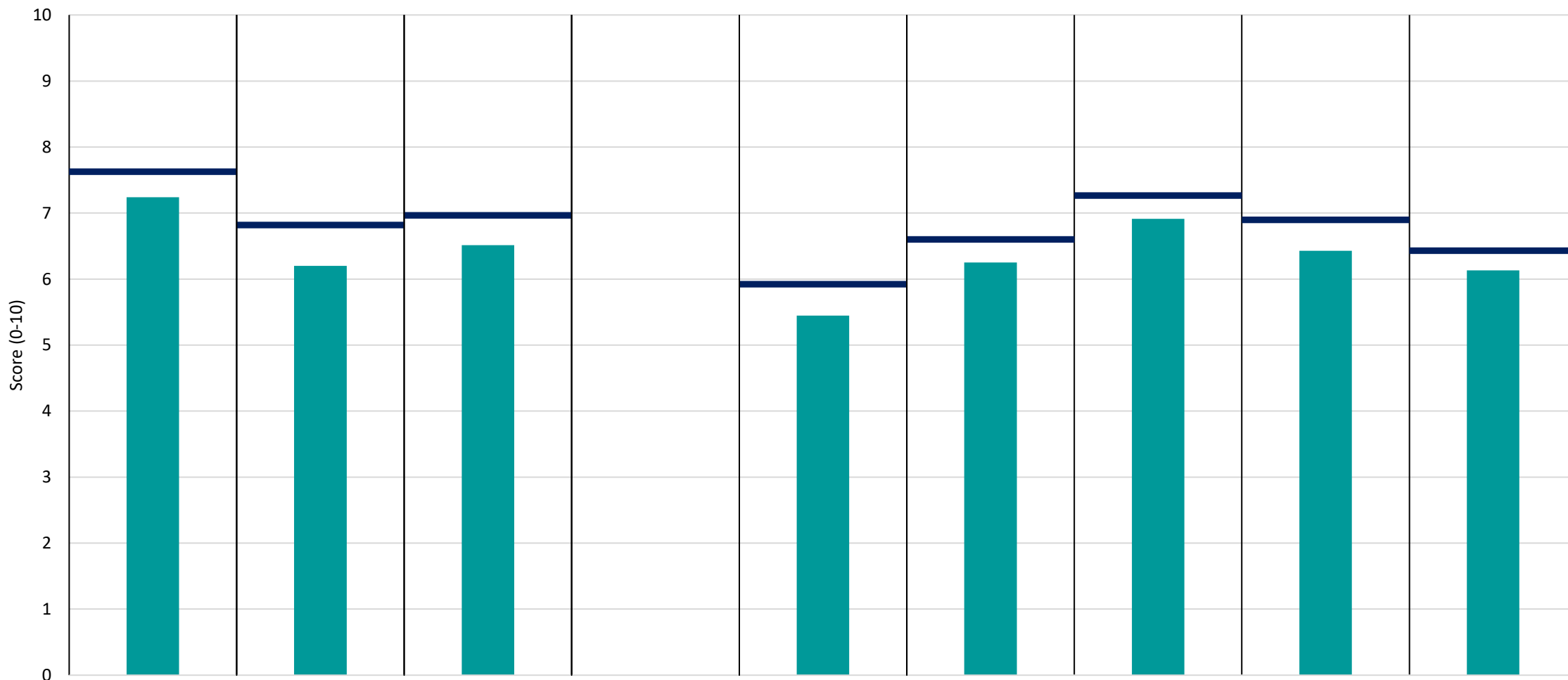|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.24	6.20	6.51	-	5.45	6.25	6.91	6.43	6.13
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	180	180	178	-	177	177	180	180	180

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

LSE WISP

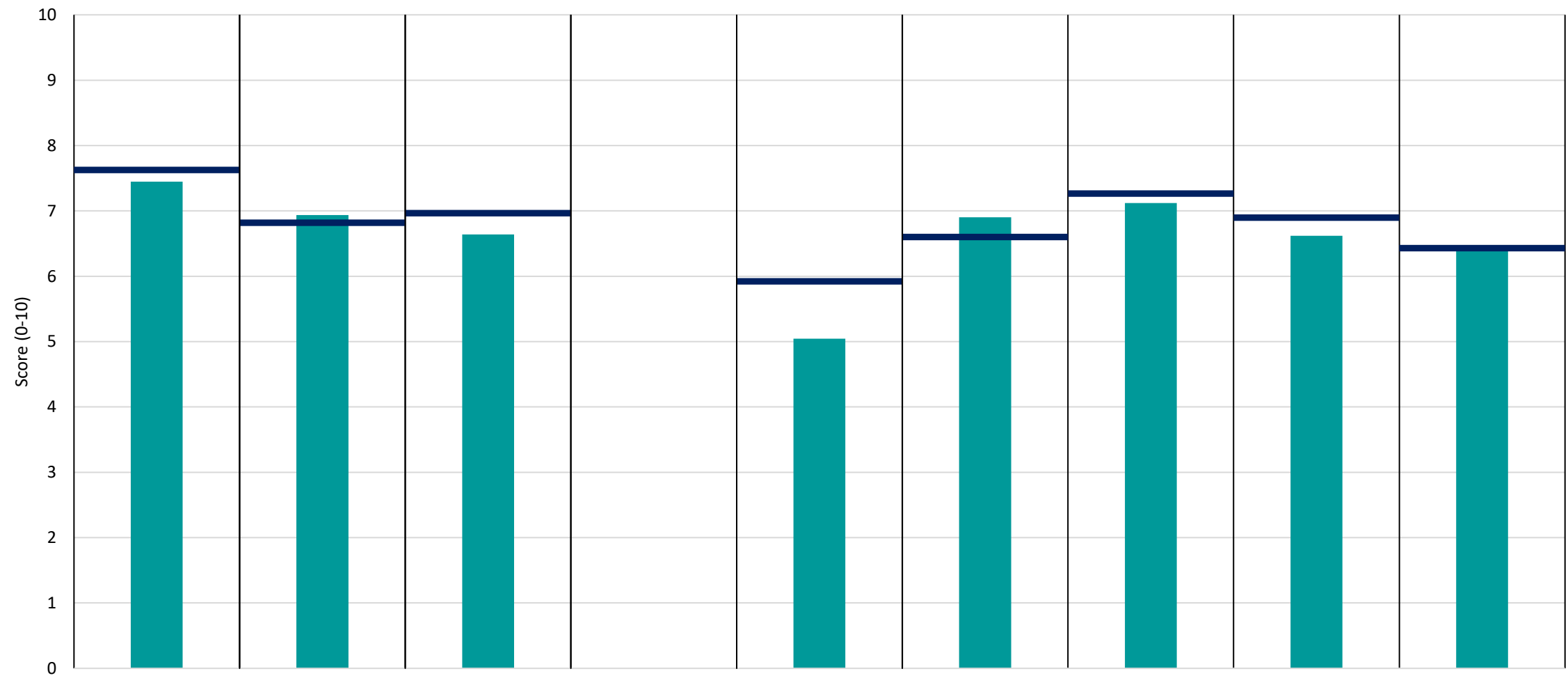|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.45	6.93	6.64	-	5.05	6.90	7.12	6.62	6.40
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	23	23	22	-	22	23	23	23	23

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Meds Optimisation

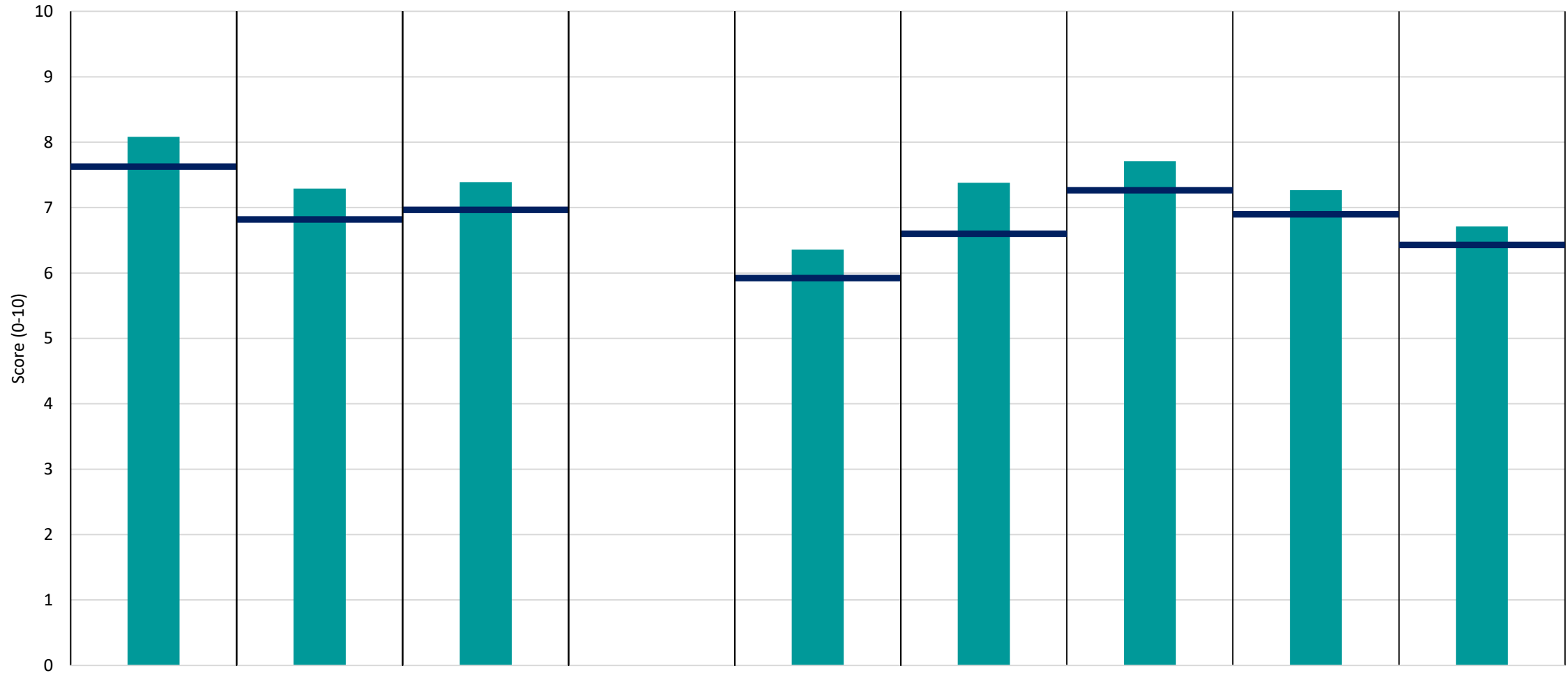|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.08	7.29	7.39	-	6.36	7.38	7.71	7.27	6.71
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	101	101	100	-	96	101	101	101	101

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Other

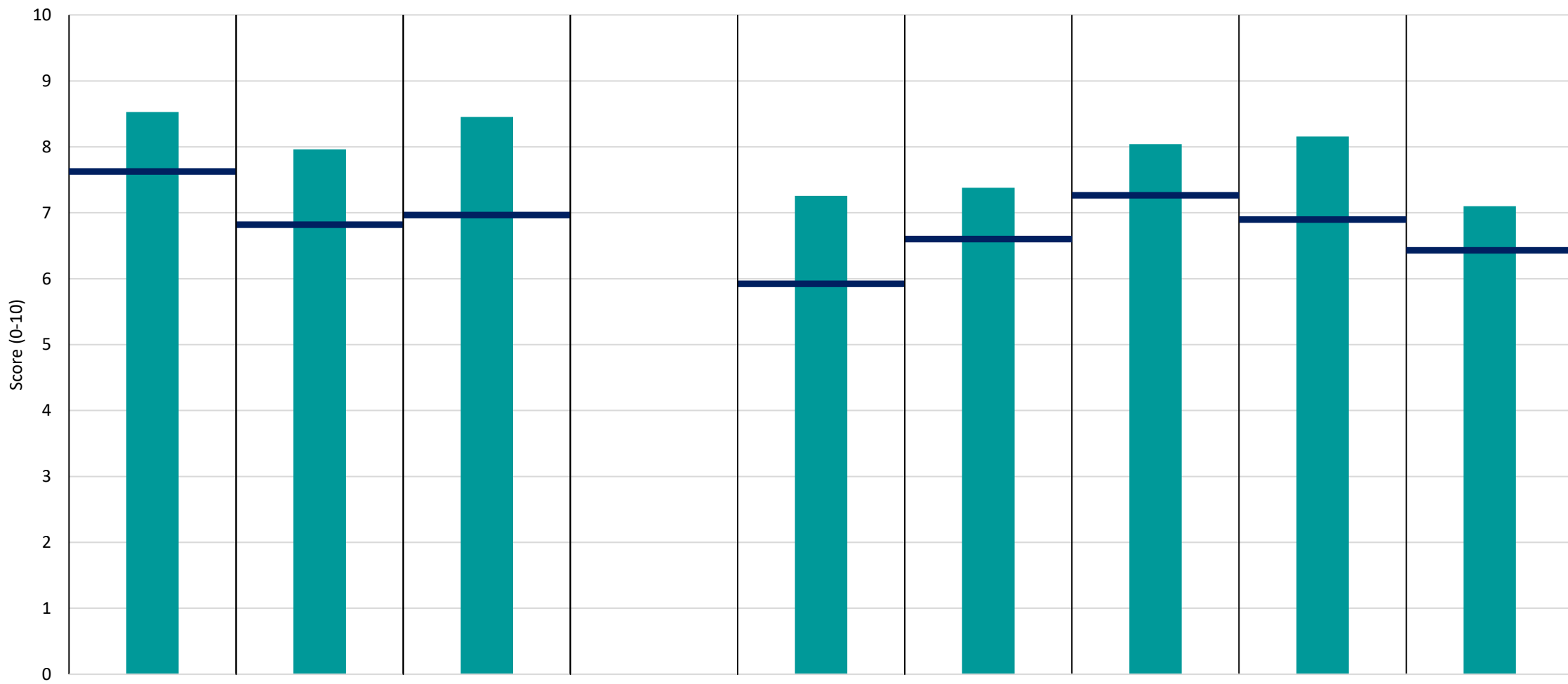|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.53	7.96	8.45	-	7.26	7.38	8.04	8.16	7.10
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	15	14	15	-	15	14	15	15	15

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

People and OD

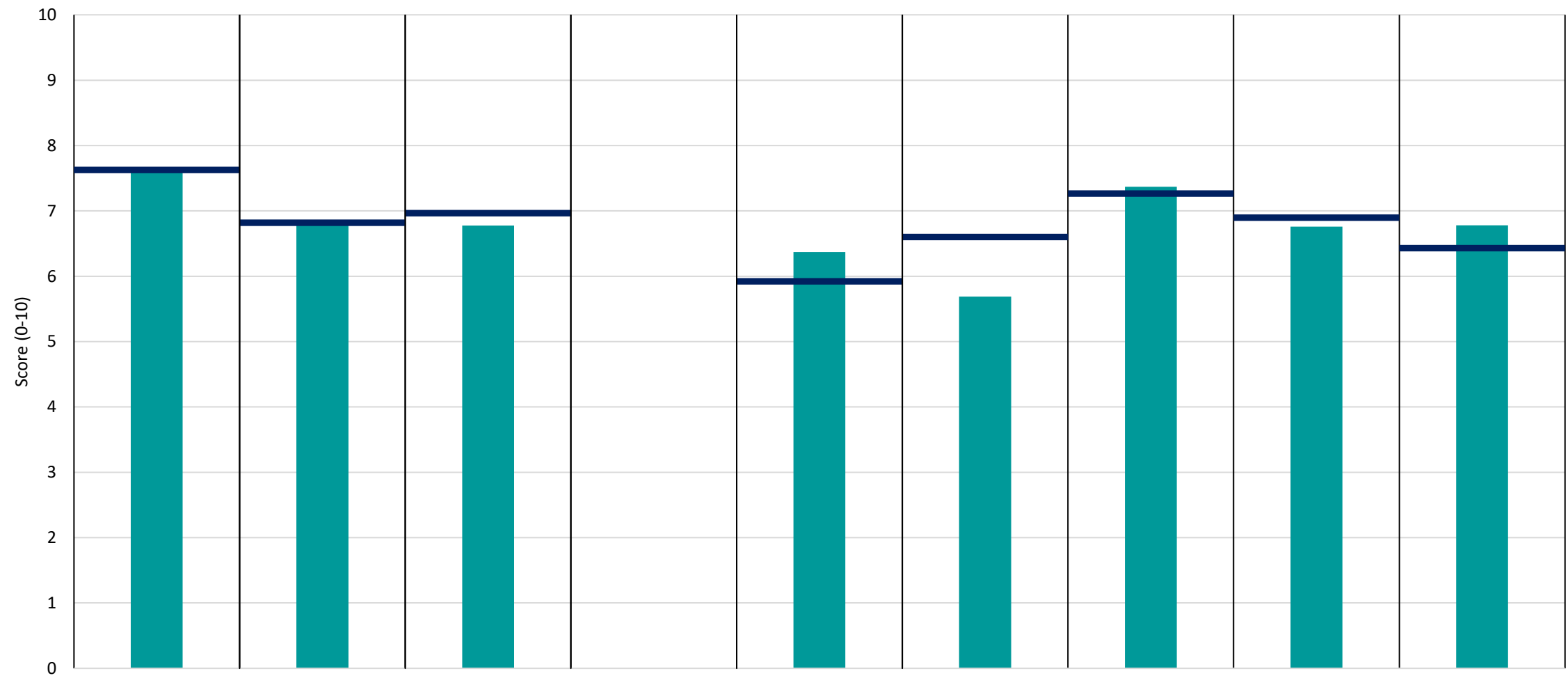|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.61	6.80	6.77	-	6.37	5.69	7.37	6.76	6.78
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	83	82	81	-	80	81	83	83	83

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Procurement

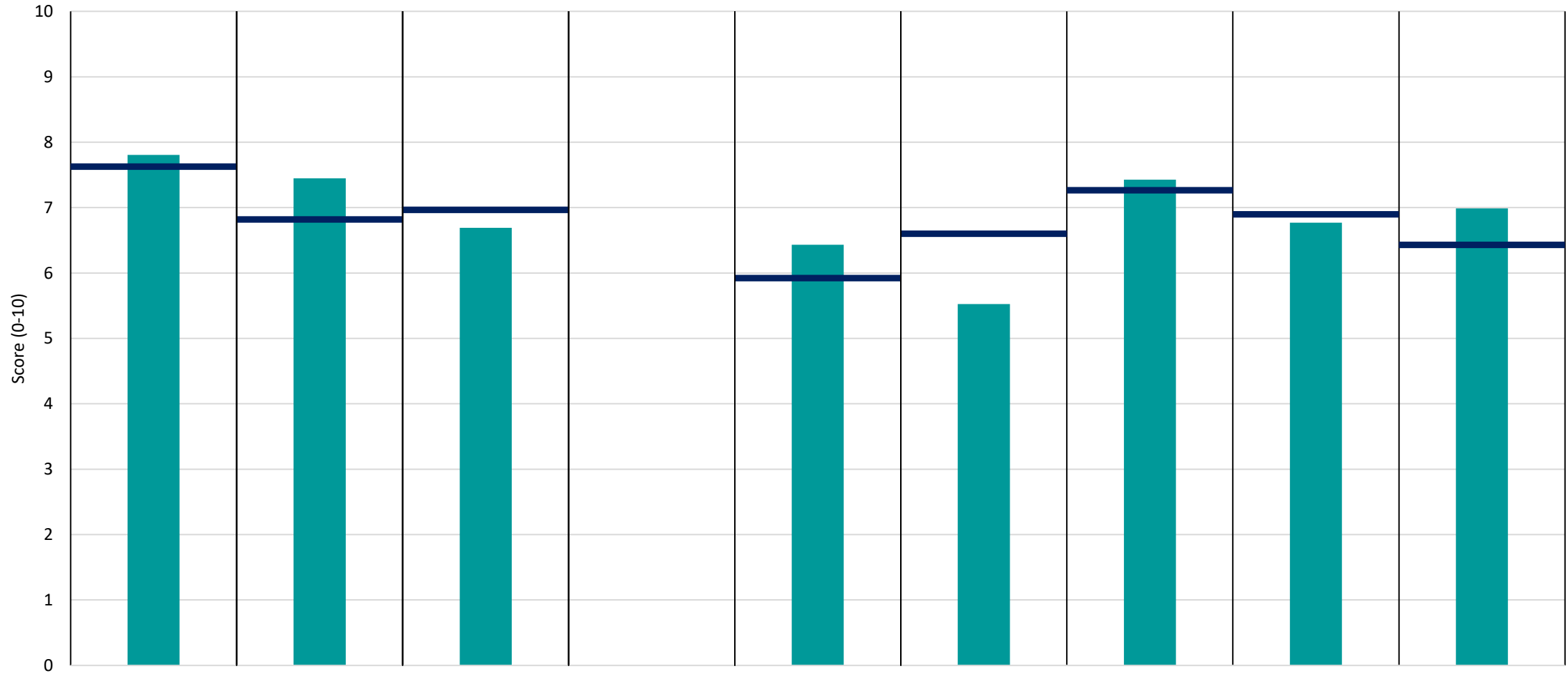|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.81	7.45	6.69	-	6.43	5.53	7.43	6.77	6.99
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	19	19	18	-	17	19	19	19	19

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

Provider Management

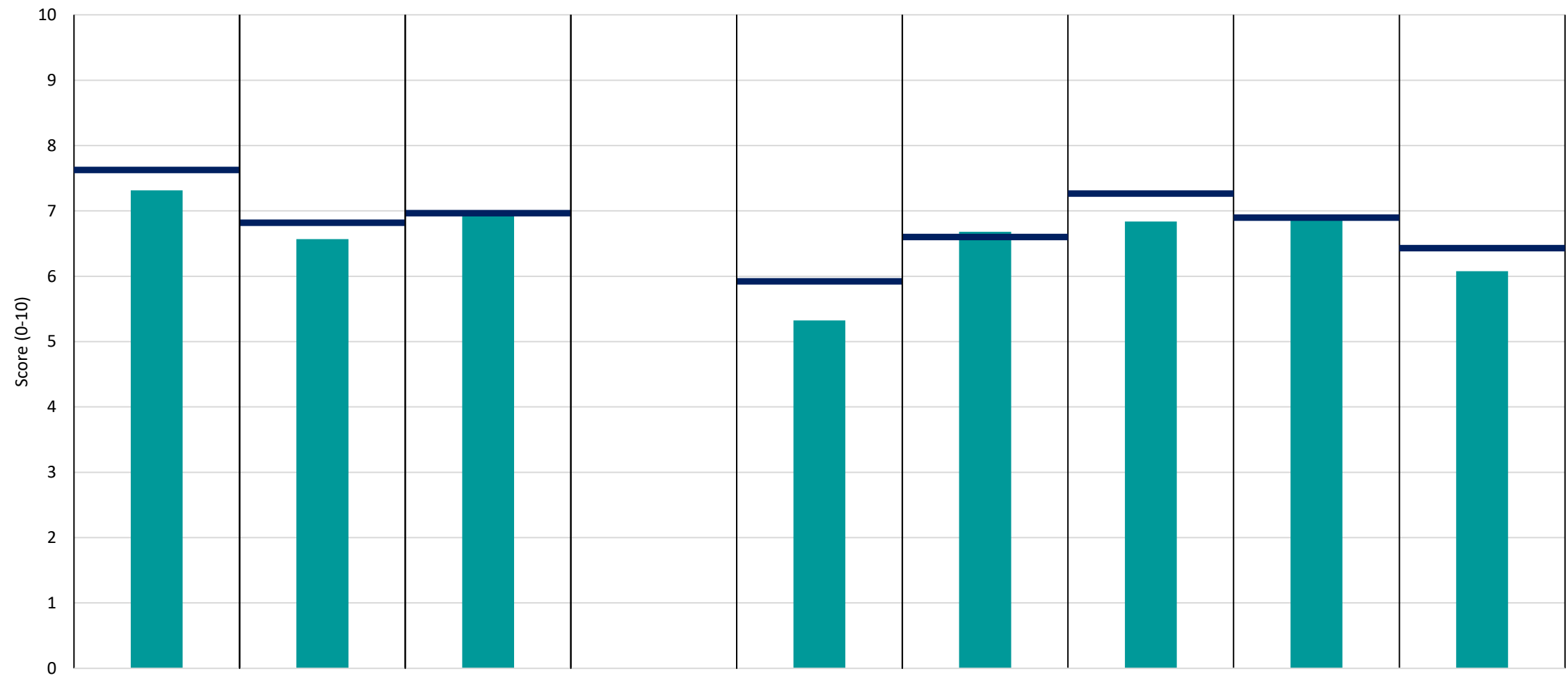|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.32	6.57	6.99	-	5.32	6.68	6.84	6.90	6.08
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	29	29	28	-	27	28	29	29	29

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.

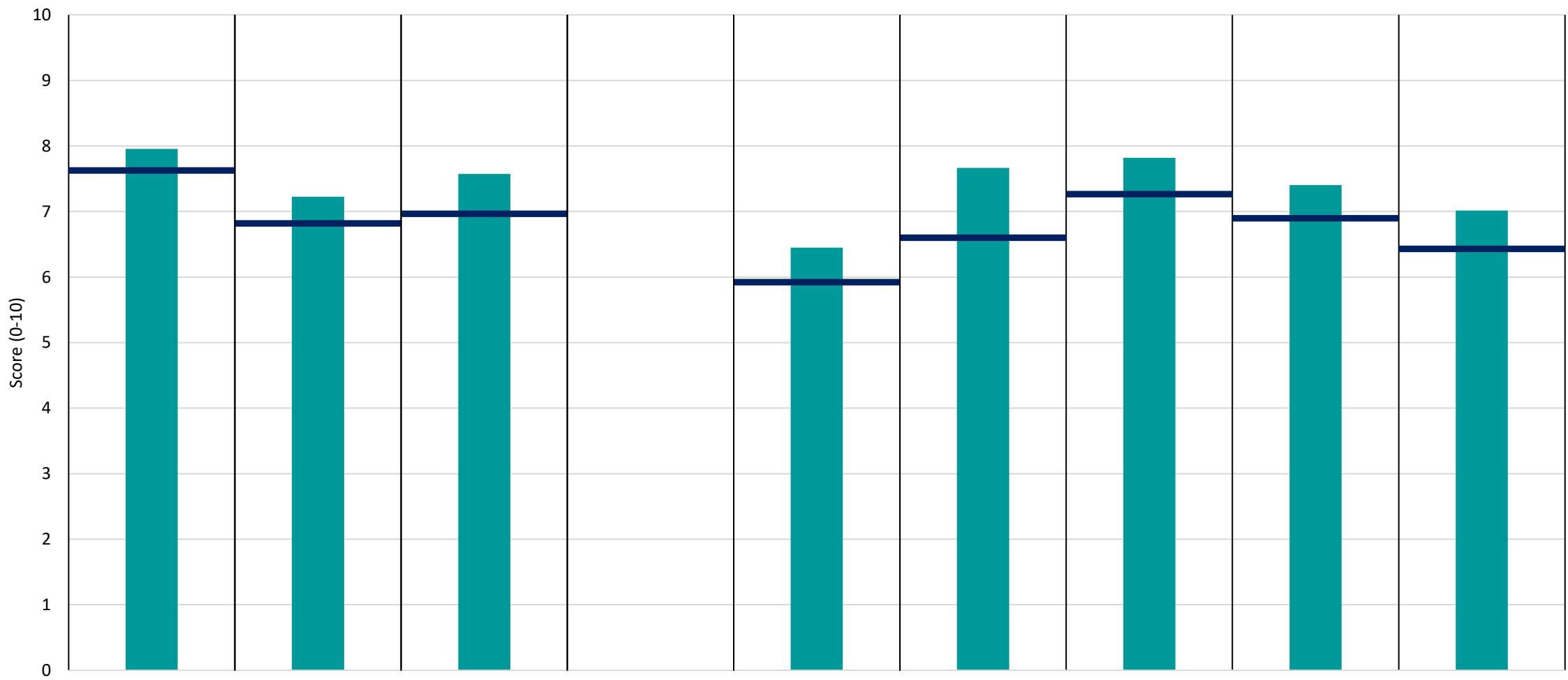|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.96	7.23	7.58	-	6.45	7.67	7.82	7.40	7.01
Your org	7.63	6.82	6.96	-	5.92	6.60	7.26	6.90	6.43
Responses	20	20	19	-	20	20	20	20	20

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see https://www.nhsstaffsurveys.com/survey-documents/ for more details.