



NHS Midlands and Lancashire CSU

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Delivery Midlands & Commercial</u>	<u>6</u>
<u>Delivery North-West</u>	<u>7</u>
<u>Finance & Governance Directorate</u>	<u>8</u>
<u>Informatics Directorate</u>	<u>9</u>
<u>Leadership Directorate</u>	<u>10</u>
<u>Nursing & Urgent Care Directorate</u>	<u>11</u>
<u>People Directorate</u>	<u>12</u>
<u>Personalised Health Commissioning</u>	<u>13</u>
<u>Pharmacy Services Directorate</u>	<u>14</u>
<u>SU / HEU</u>	<u>15</u>
<u>Strategy and TU Directorate</u>	<u>16</u>
<u>Transformation and IU Directorate</u>	<u>17</u>

<u>Business Intelligence</u>	19
<u>Delivery & Commercial</u>	20
<u>Digital Transformation</u>	21
<u>Finance</u>	22
<u>Governance / Procurement / Property / Resilience</u>	23
<u>Health Economics Unit</u>	24
<u>Horizons</u>	25
<u>IFR & Home Oxygen</u>	26
<u>IG</u>	27
<u>IT Services</u>	28
<u>Improvement Unit</u>	29
<u>Leadership</u>	30
<u>Medicines Management</u>	31
<u>PHC At-scale / Appeals & RRV / Complaints</u>	32
<u>PHC Cheshire & Mersey</u>	33
<u>PHC Derbyshire inc Admin & TCP Shropshire</u>	34
<u>PHC Leicestershire inc Admin</u>	35
<u>PHC Staffs inc Admin</u>	36
<u>People Services</u>	37
<u>RCMT / Urgent Care</u>	38
<u>Strategy Unit</u>	39
<u>Talent One - Central Bank Workers</u>	40
<u>Transformation Unit</u>	41

This breakdown report for NHS Midlands and Lancashire 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 Midlands and Lancashire 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.



! 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 Midlands and Lancashire CSU
2023 NHS Staff Survey



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



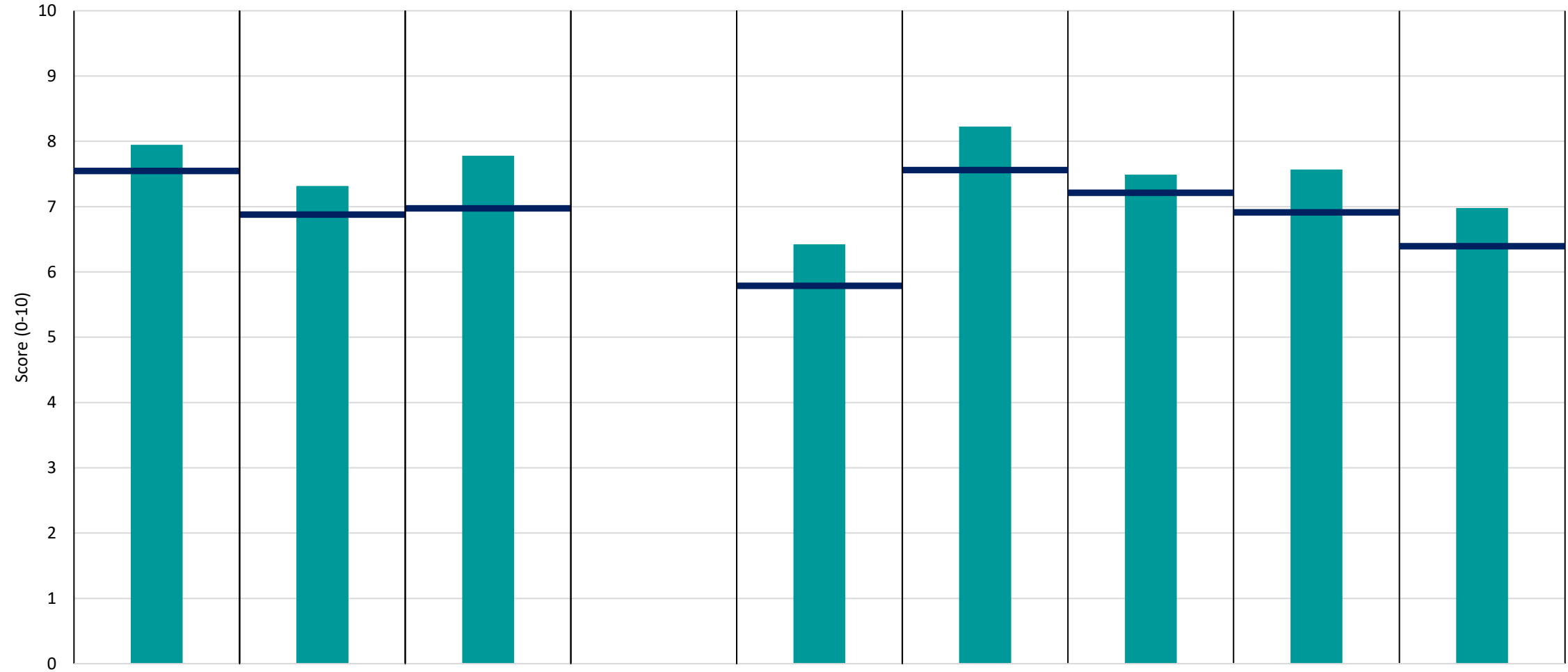
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.95	7.31	7.78	-	6.42	8.23	7.49	7.57	6.98
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	27	27	27	-	27	27	27	27	27

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



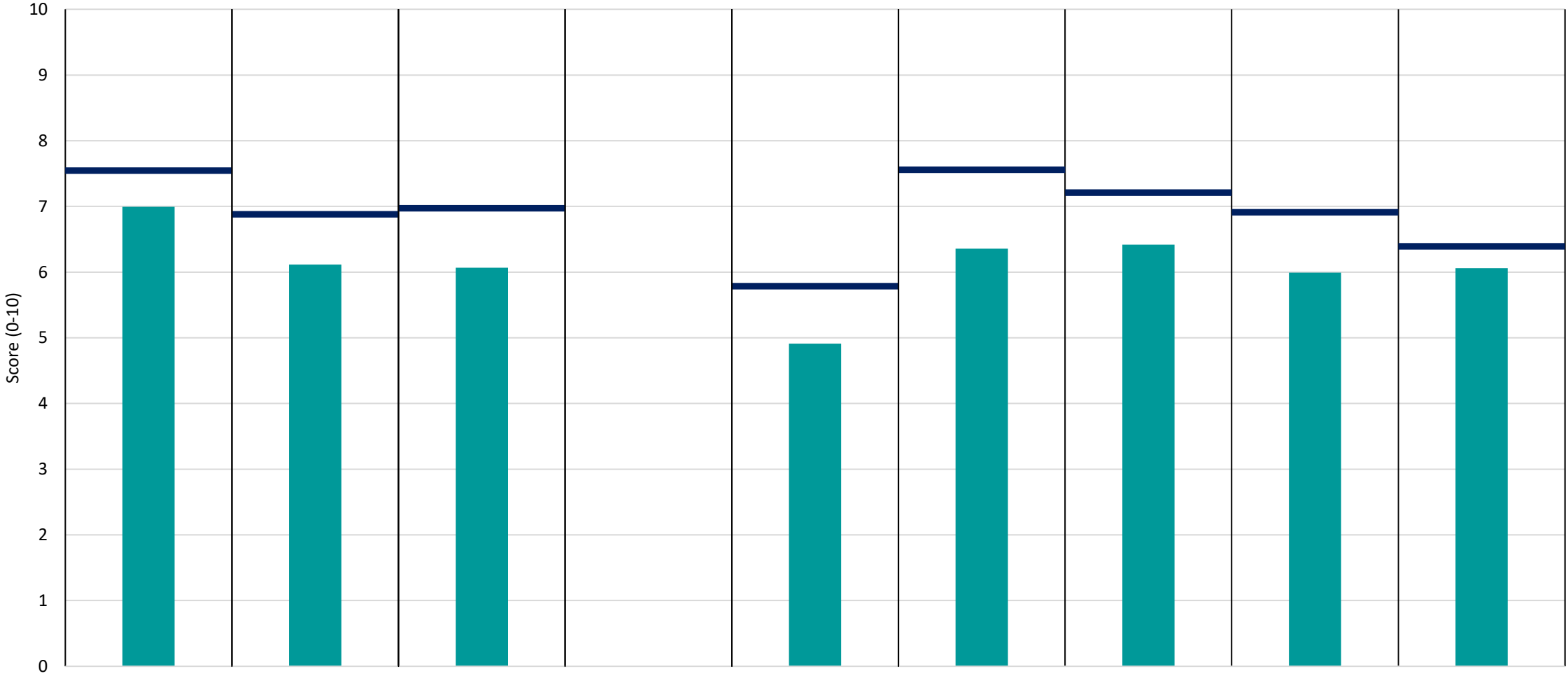
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.99	6.12	6.07	-	4.91	6.36	6.42	5.99	6.06
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 78 78 74 - 74 78 78 78 78 78 7

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



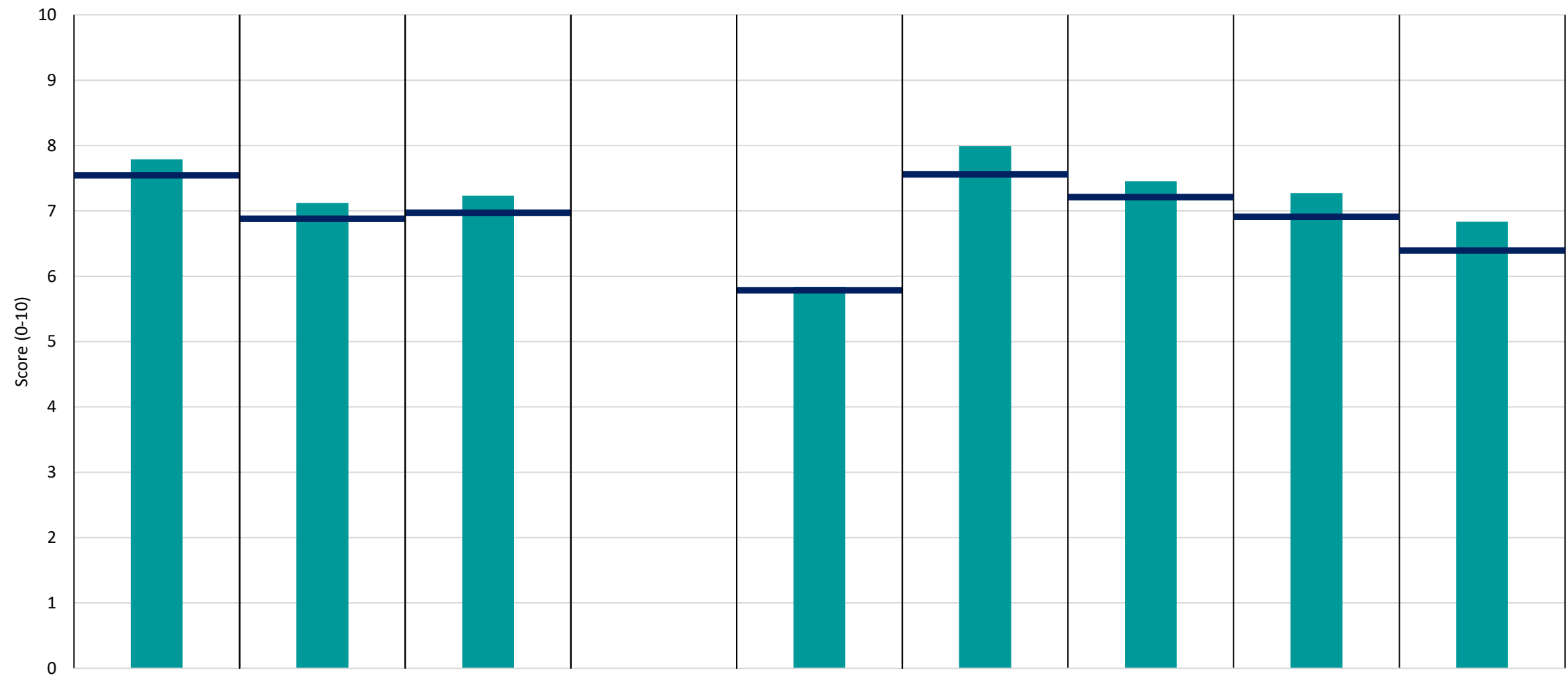
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.79	7.12	7.23	-	5.84	7.99	7.46	7.27	6.83
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	109	109	105	-	109	108	108	109	109

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



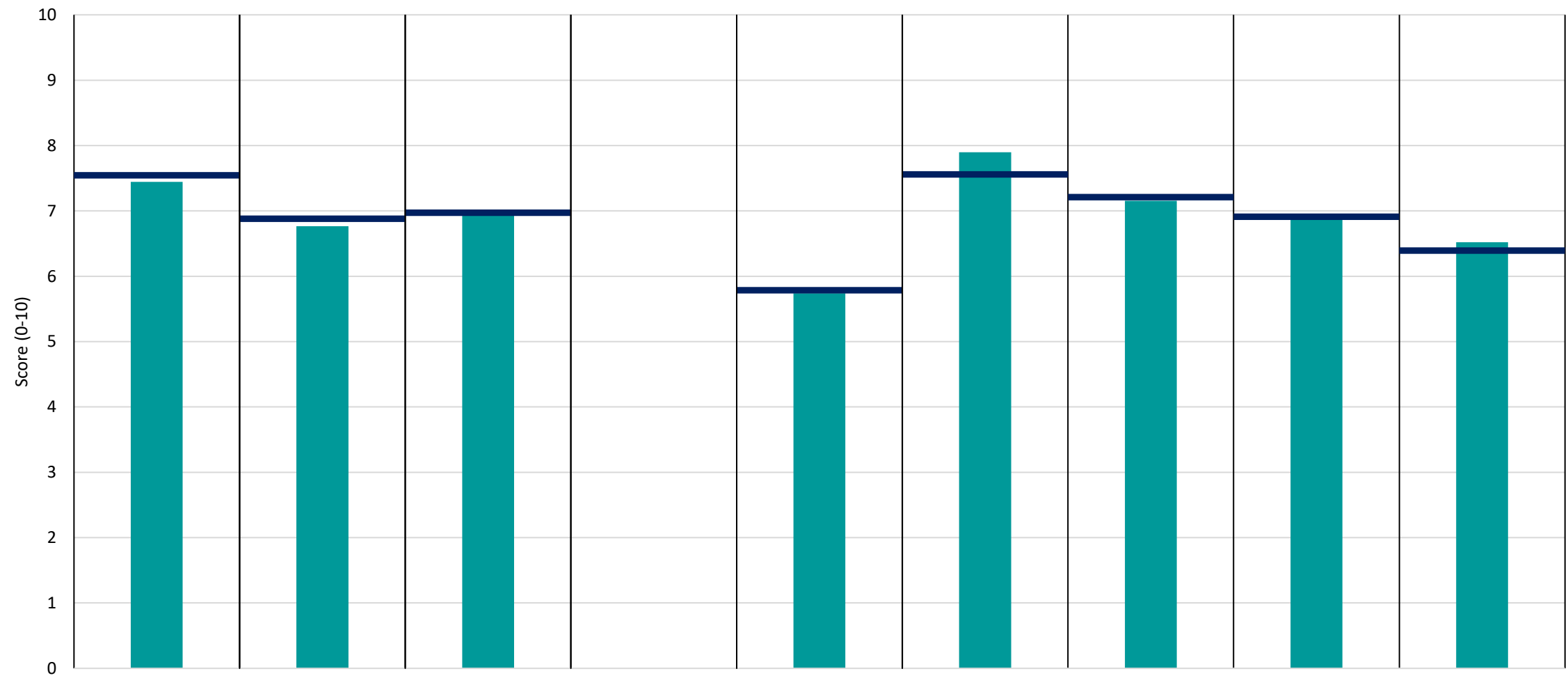
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.44	6.77	6.97	-	5.74	7.90	7.16	6.92	6.52
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	297	297	289	-	290	297	296	297	297

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



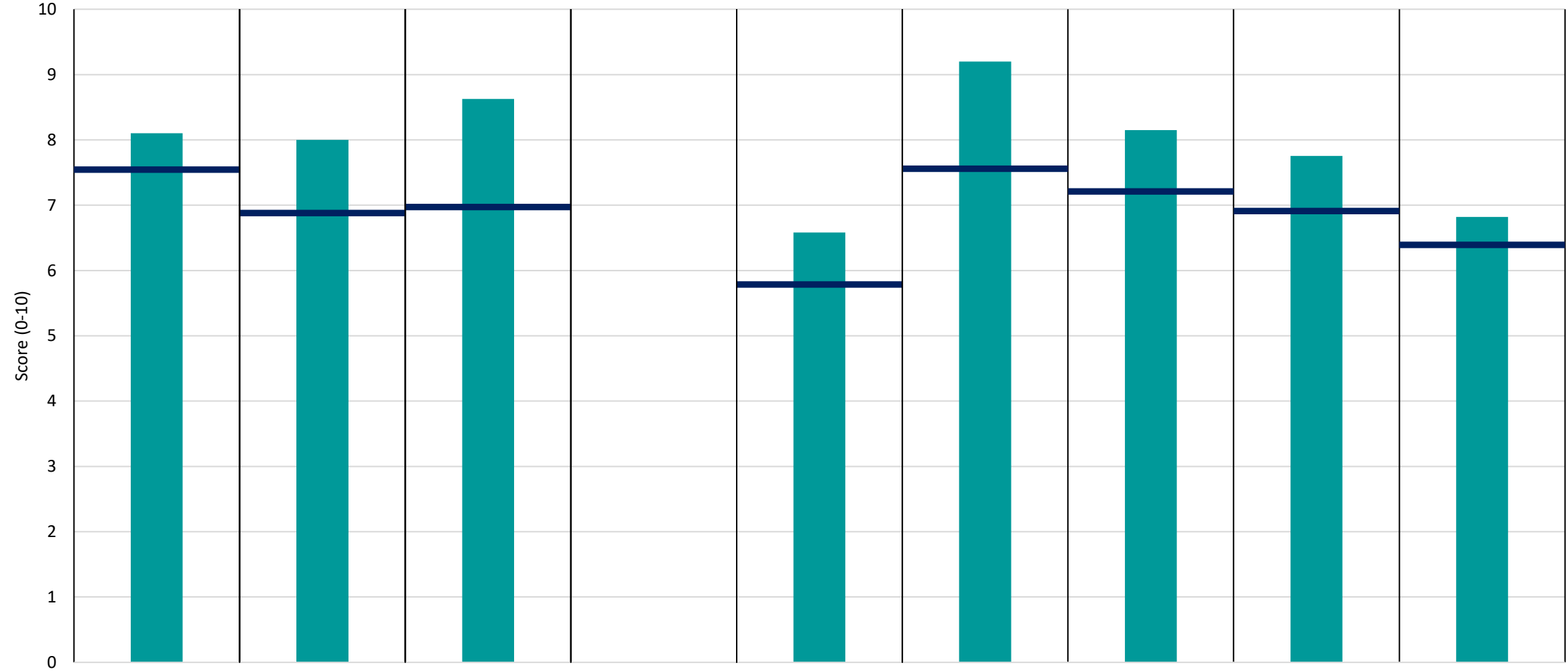
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.10	8.00	8.63	-	6.58	9.20	8.15	7.75	6.82
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	12	12	12	-	12	12	12	12	12

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



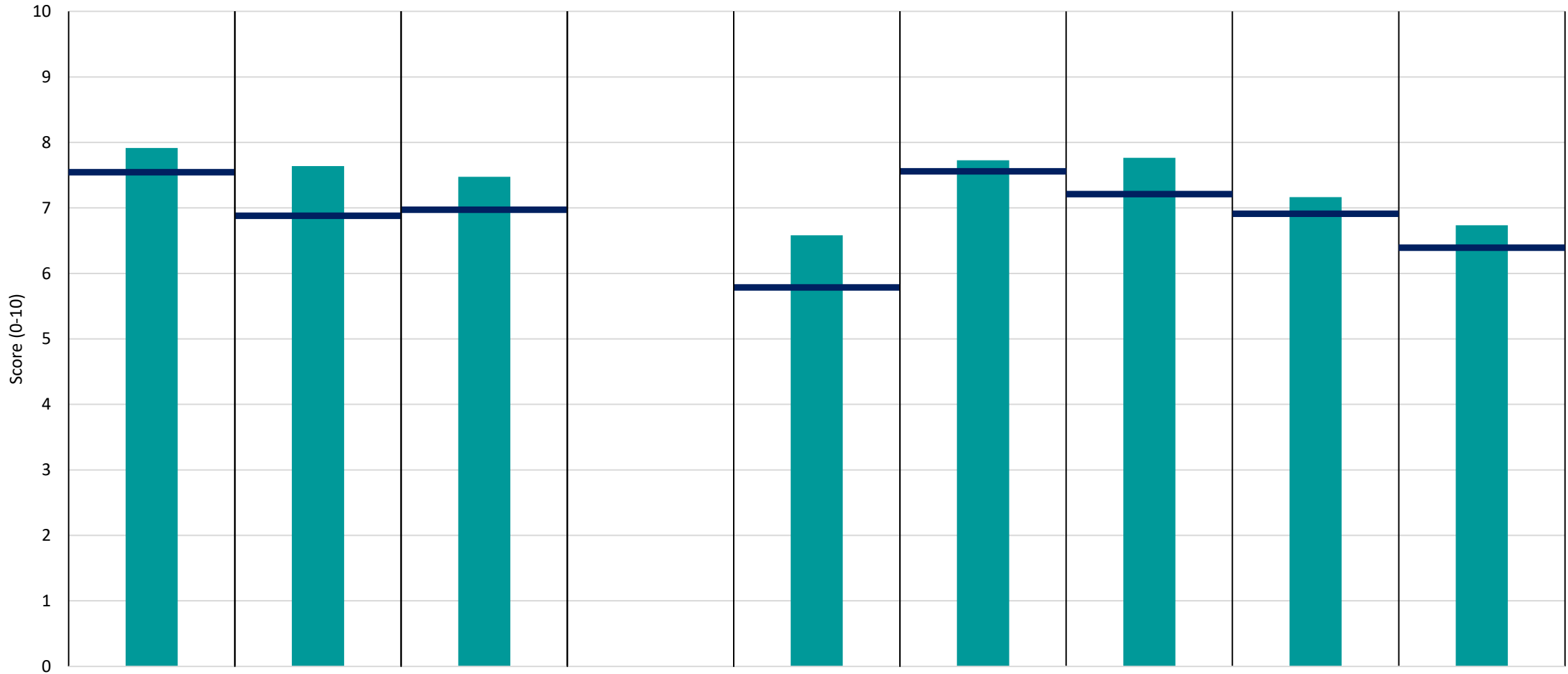
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.91	7.64	7.47	-	6.58	7.73	7.76	7.16	6.73
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 23 24 23 - 22 23 23 24 24 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.



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



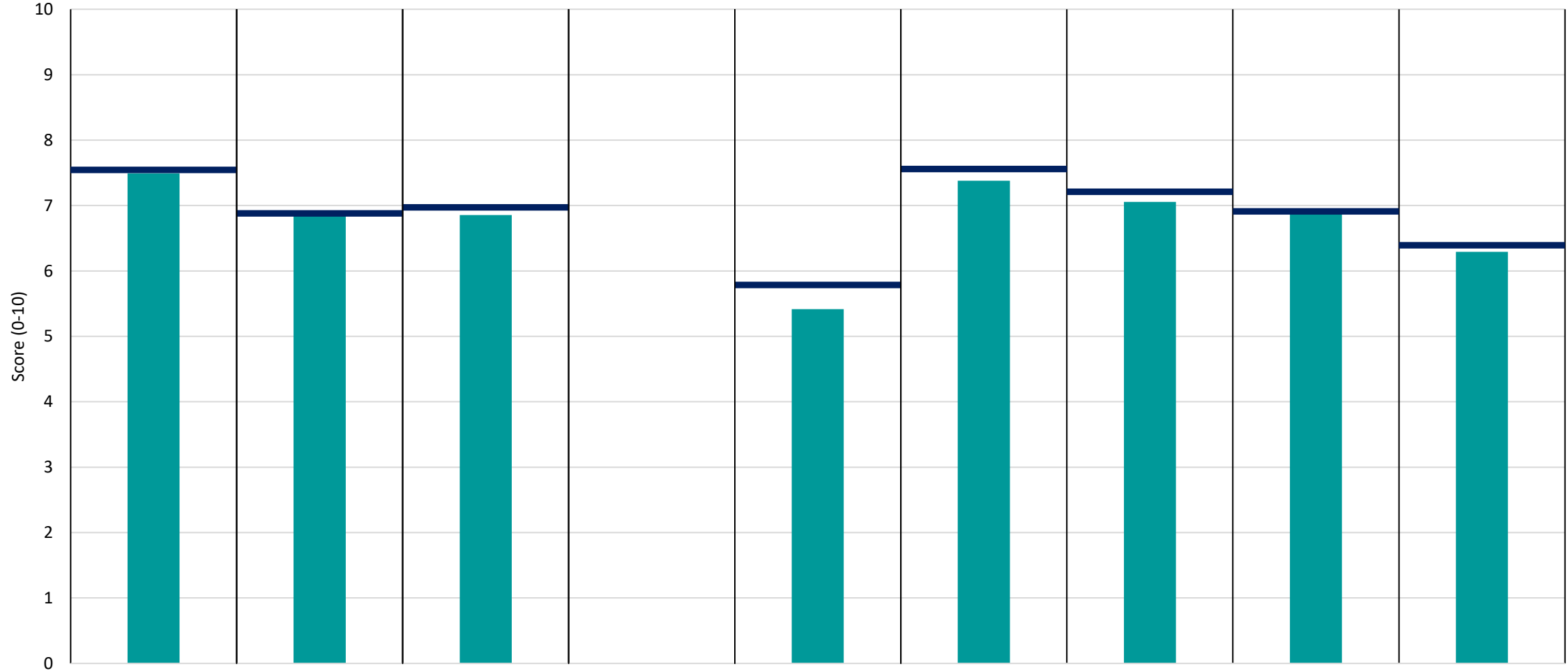
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.49	6.89	6.86	-	5.42	7.38	7.06	6.86	6.29
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 93 93 91 - 92 93 93 93 93 12

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



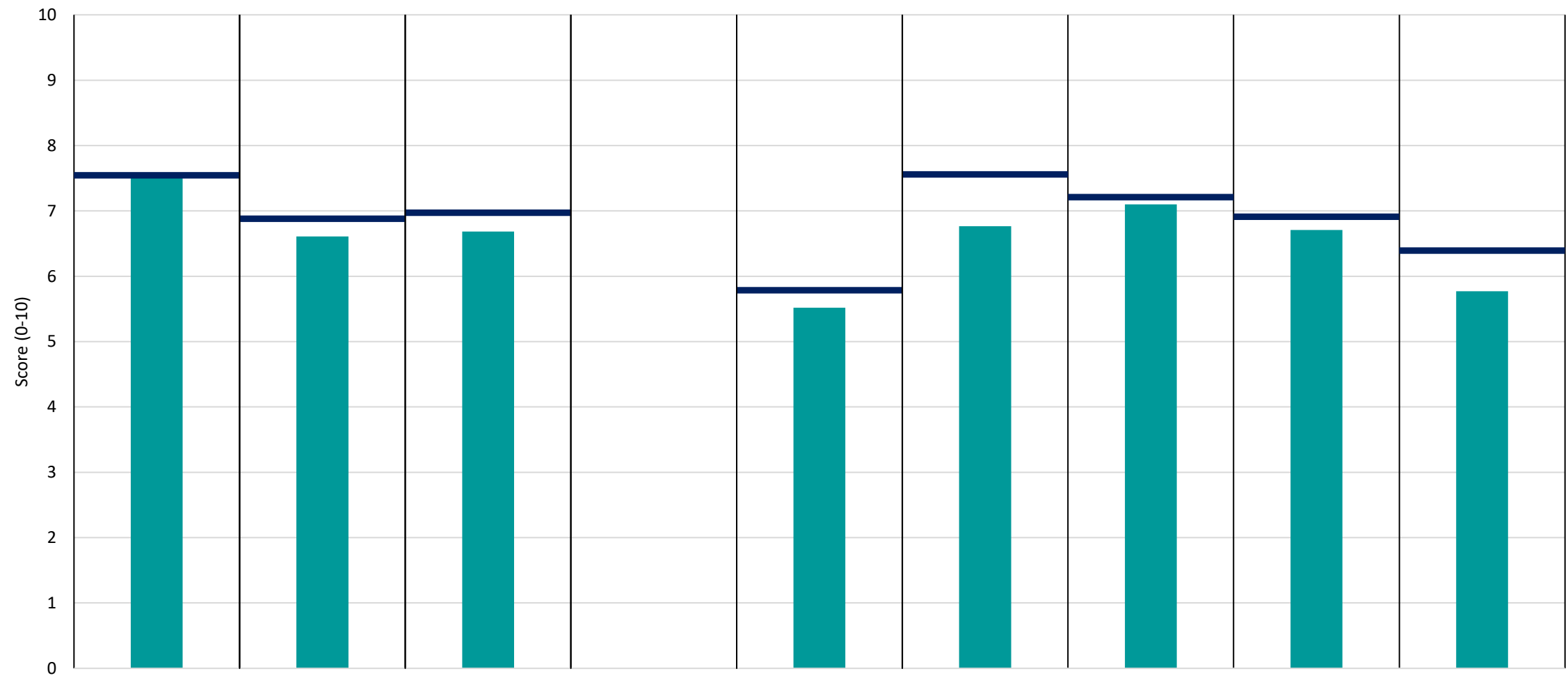
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.54	6.61	6.69	-	5.52	6.77	7.10	6.71	5.77
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	234	234	233	-	228	231	233	235	235

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



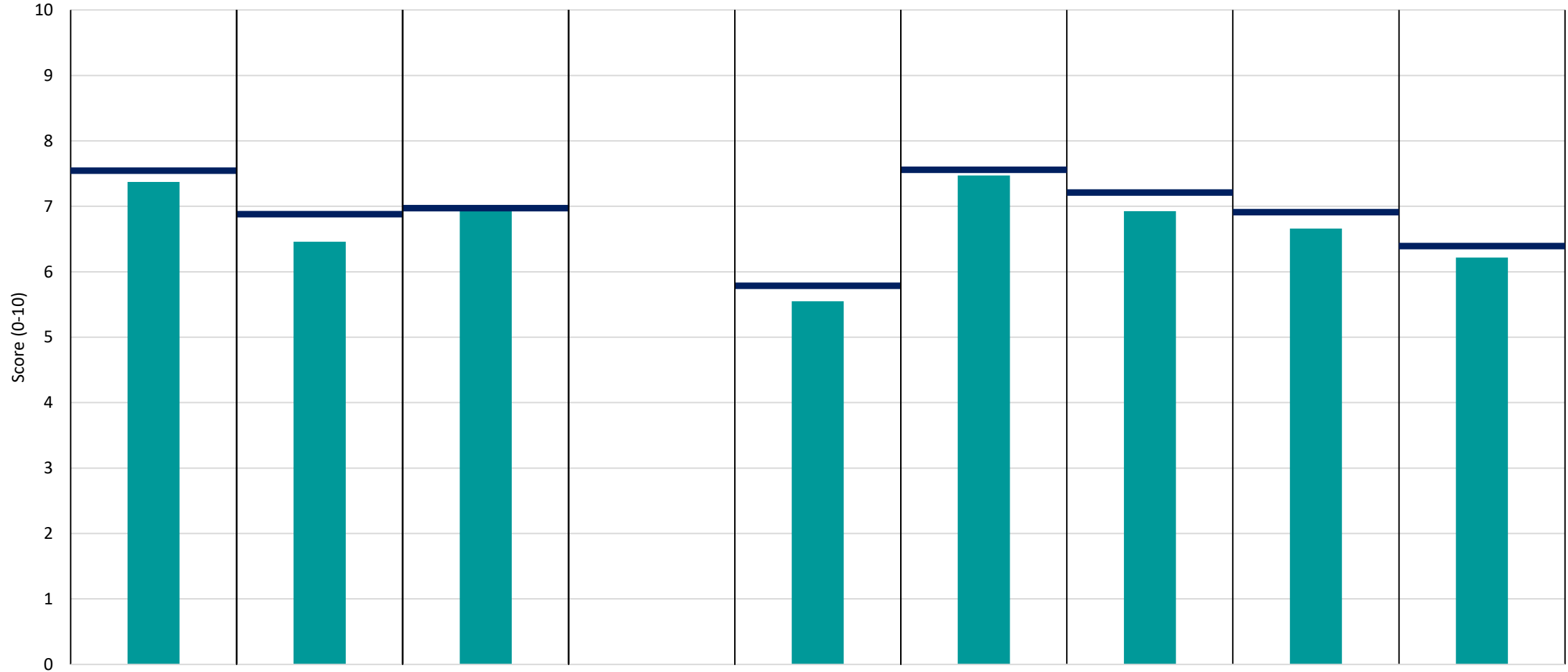
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.37	6.46	6.95	-	5.55	7.47	6.92	6.66	6.22
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	76	76	75	-	75	76	76	76	76



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



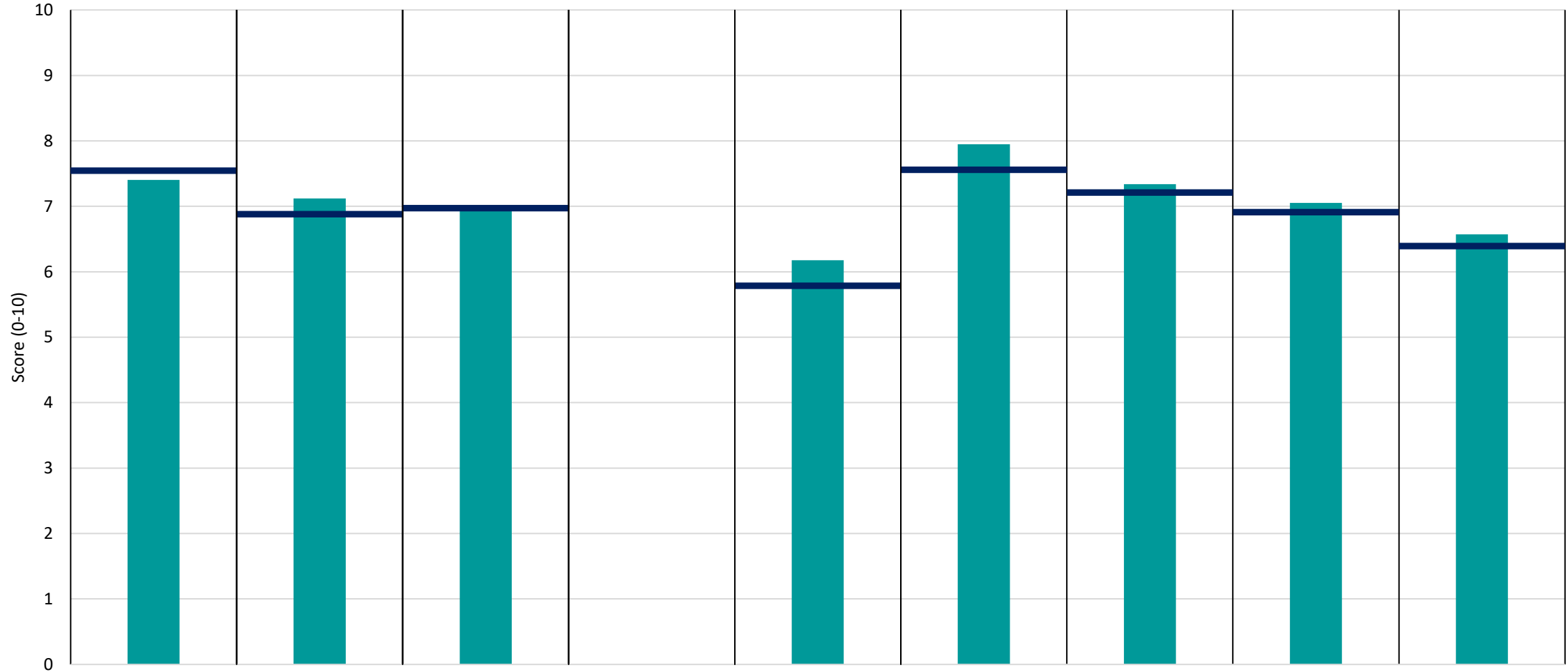
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.40	7.12	7.00	-	6.18	7.95	7.34	7.05	6.57
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 63 63 58 - 63 62 63 63 63 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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



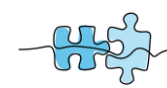
We are safe and
healthy



We are always
learning



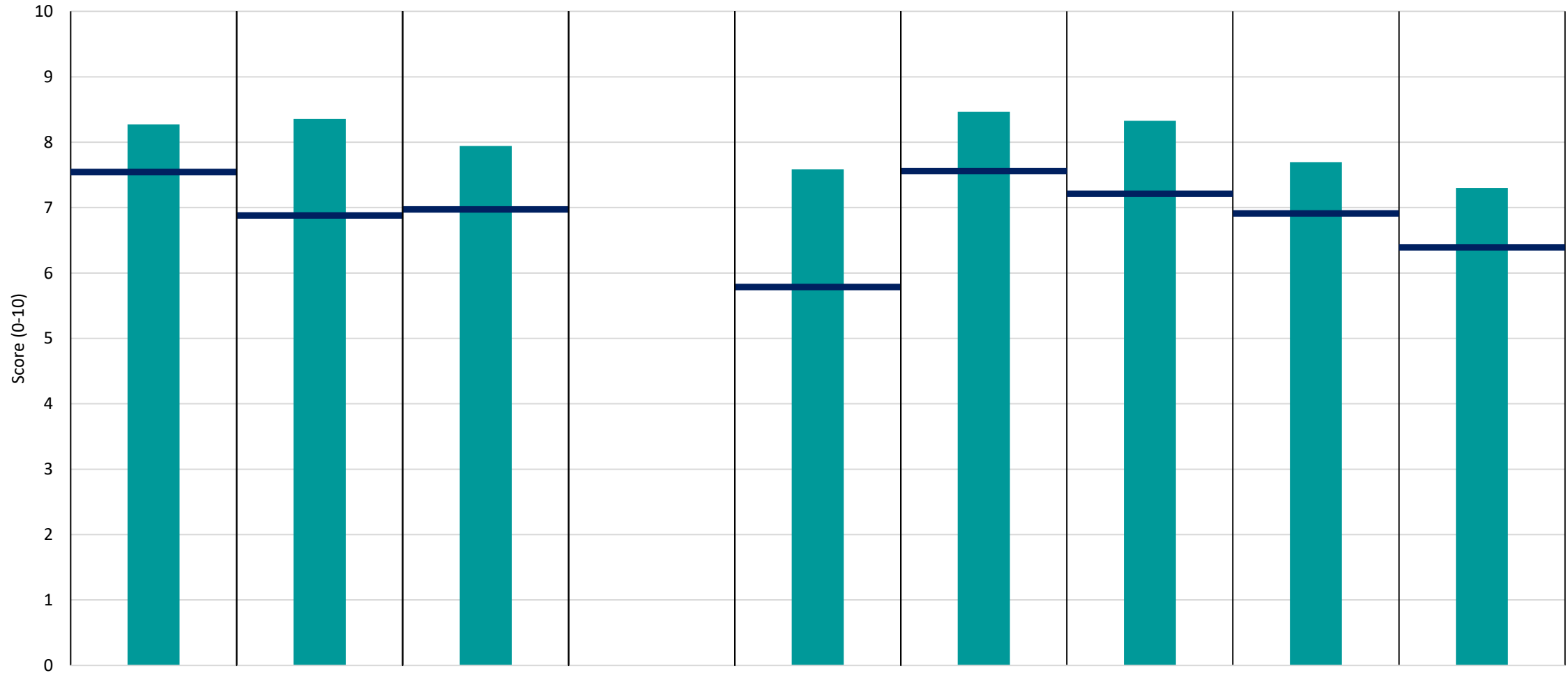
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.27	8.36	7.94	-	7.58	8.46	8.33	7.69	7.30
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 51 51 50 - 51 51 51 50 51 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.



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



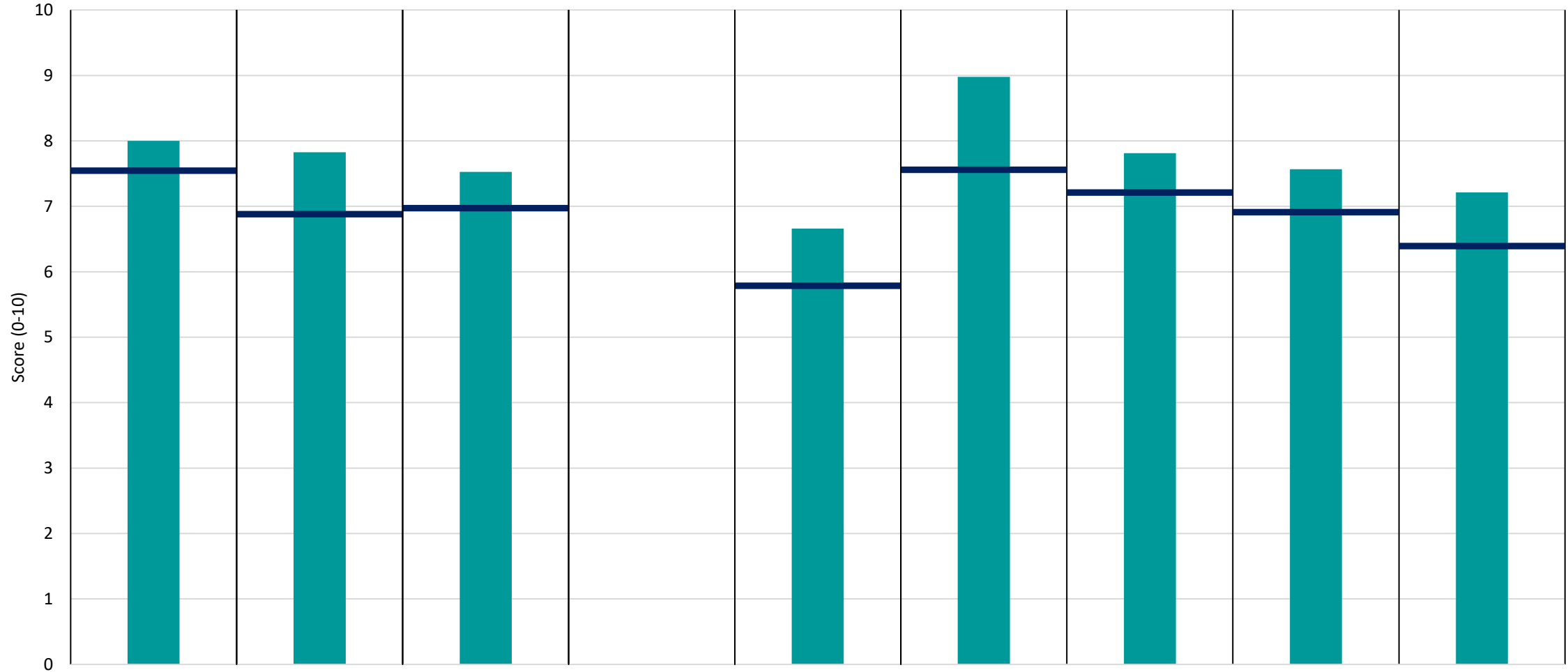
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.00	7.83	7.53	-	6.66	8.98	7.81	7.57	7.21
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 29 29 29 - 29 29 29 29 29 29 17

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 Midlands and Lancashire CSU
2023 NHS Staff Survey



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



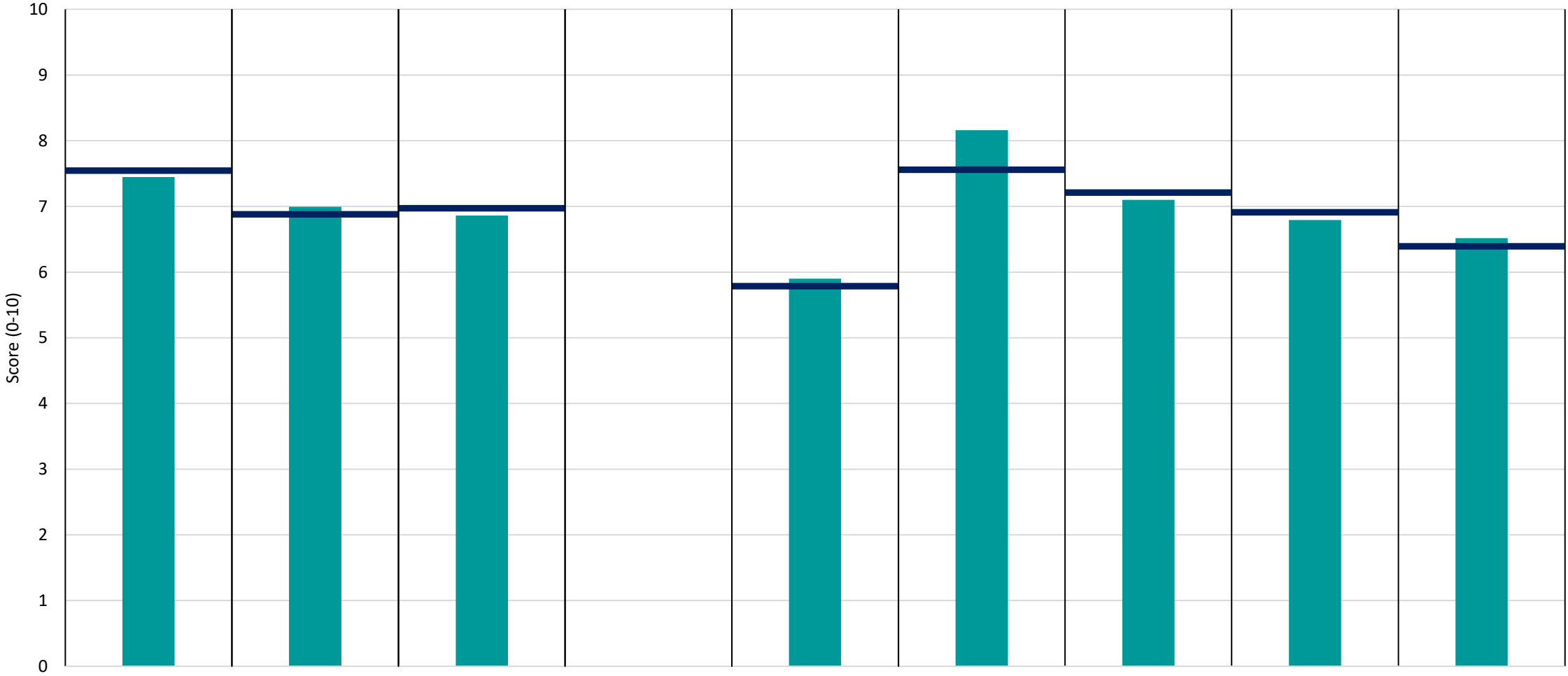
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.45	6.99	6.86	-	5.90	8.16	7.10	6.79	6.52
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 91 91 86 - 91 91 90 91 91 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.



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



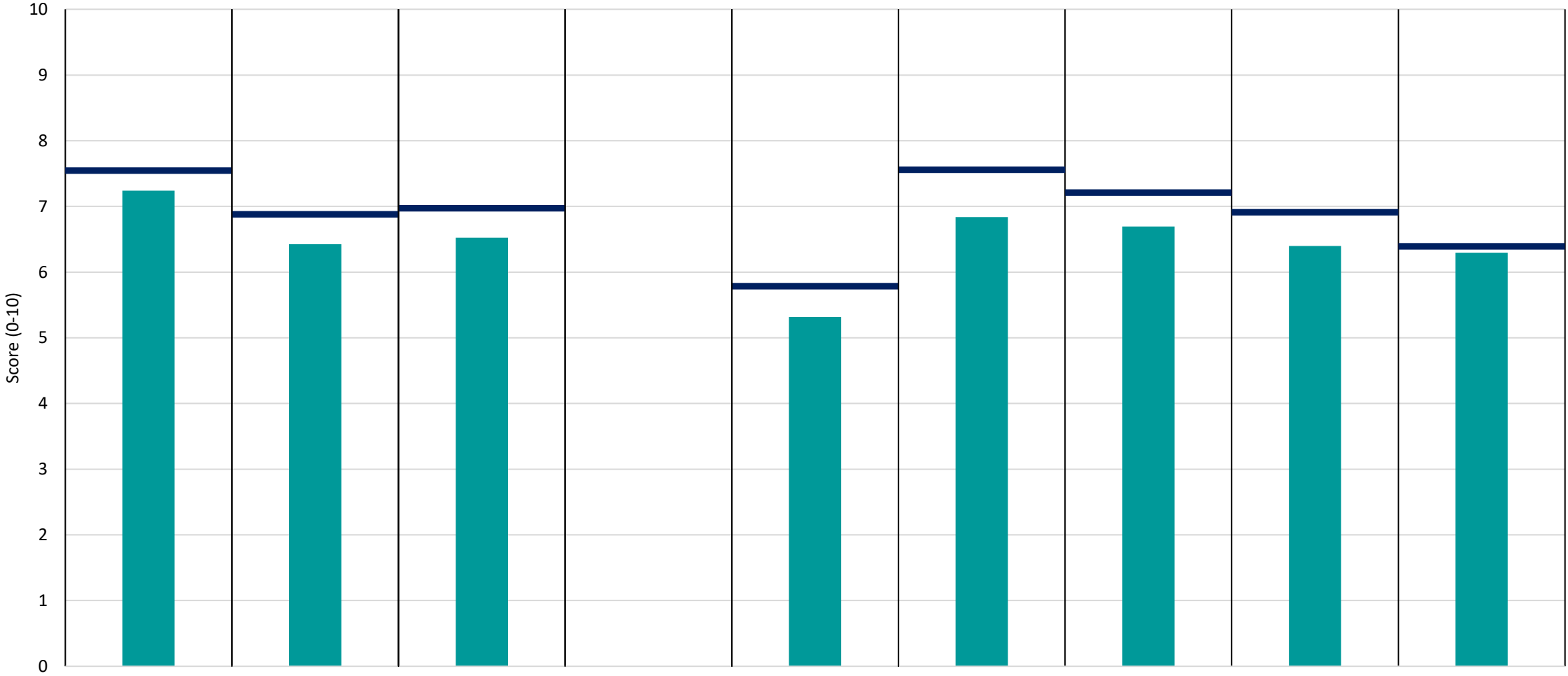
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.24	6.42	6.53	-	5.32	6.84	6.69	6.40	6.30
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	105	105	101	-	101	105	105	105	105

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



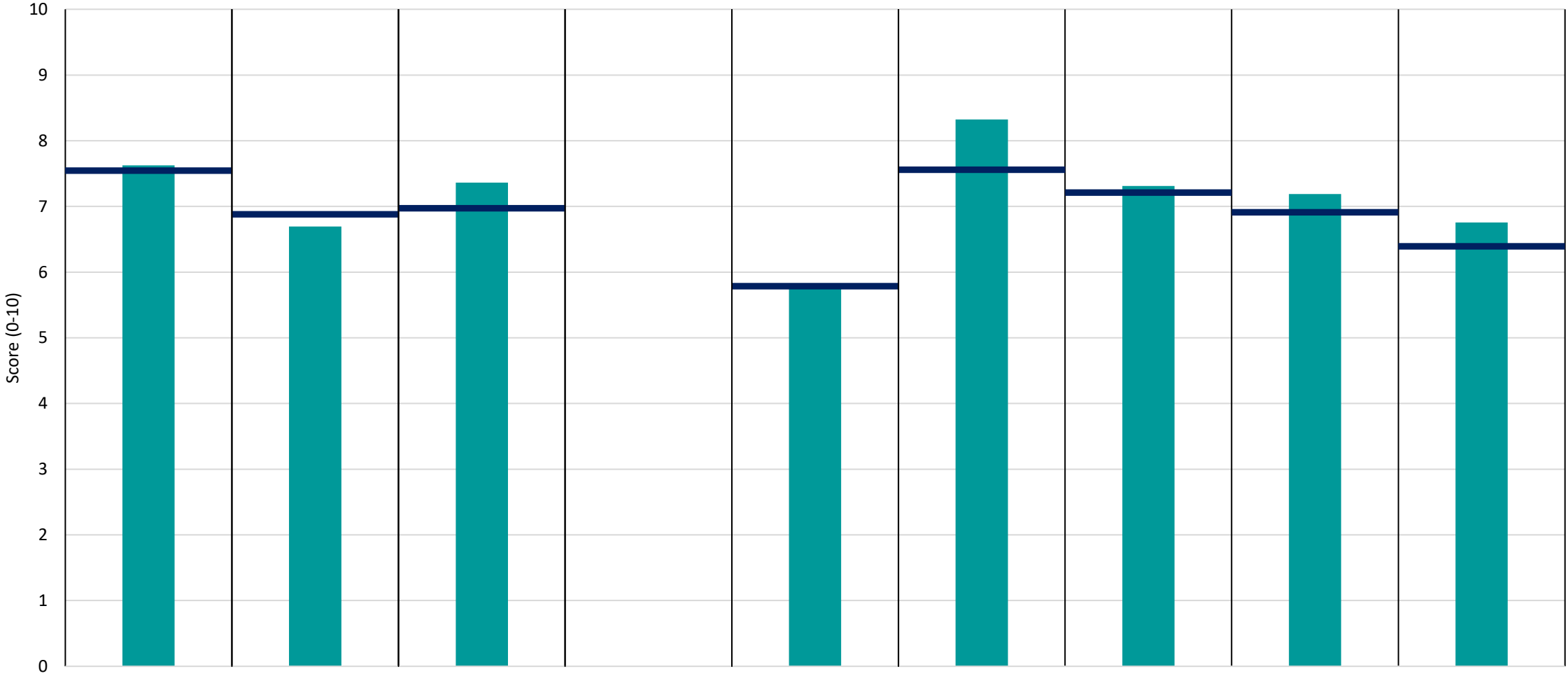
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.63	6.69	7.36	-	5.83	8.33	7.31	7.19	6.76
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 54 54 52 - 51 54 54 54 54 21

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



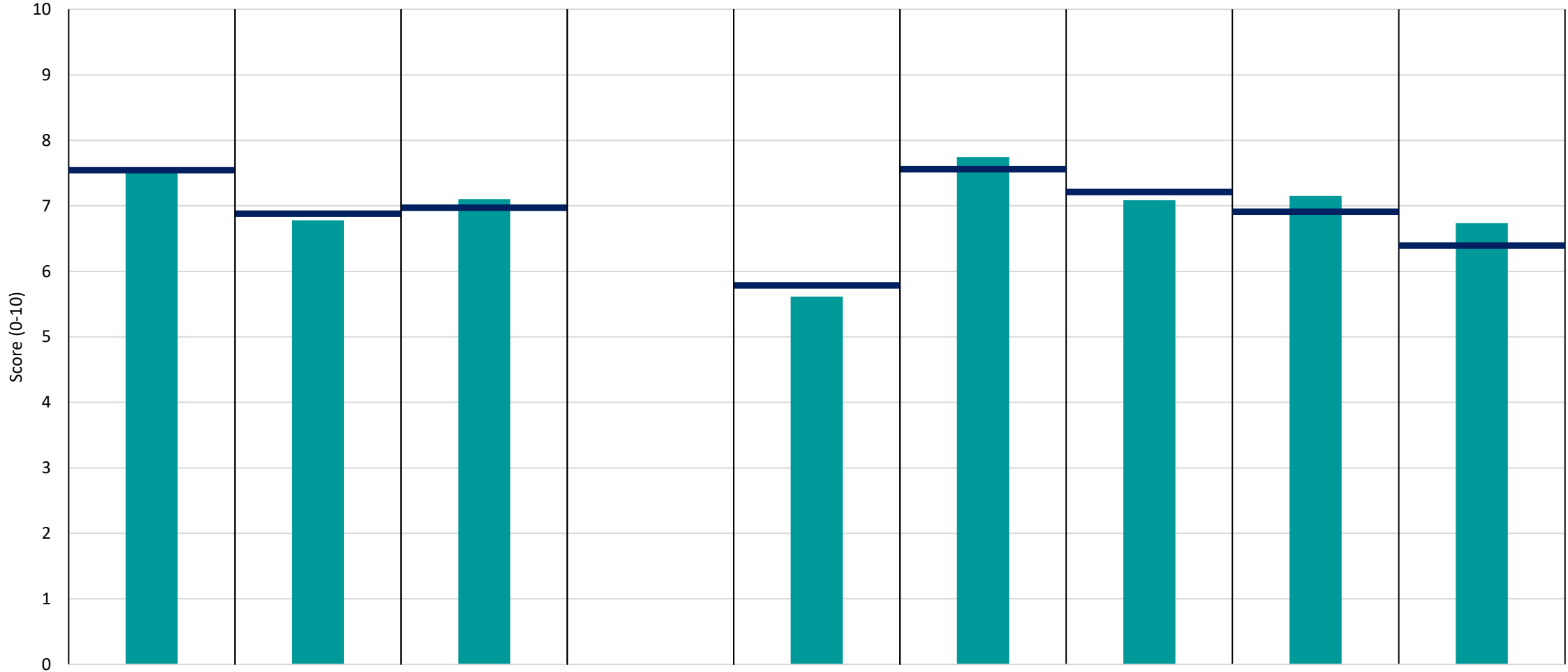
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.55	6.78	7.10	-	5.61	7.75	7.09	7.15	6.74
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 52 52 50 - 52 51 52 52 52 22

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



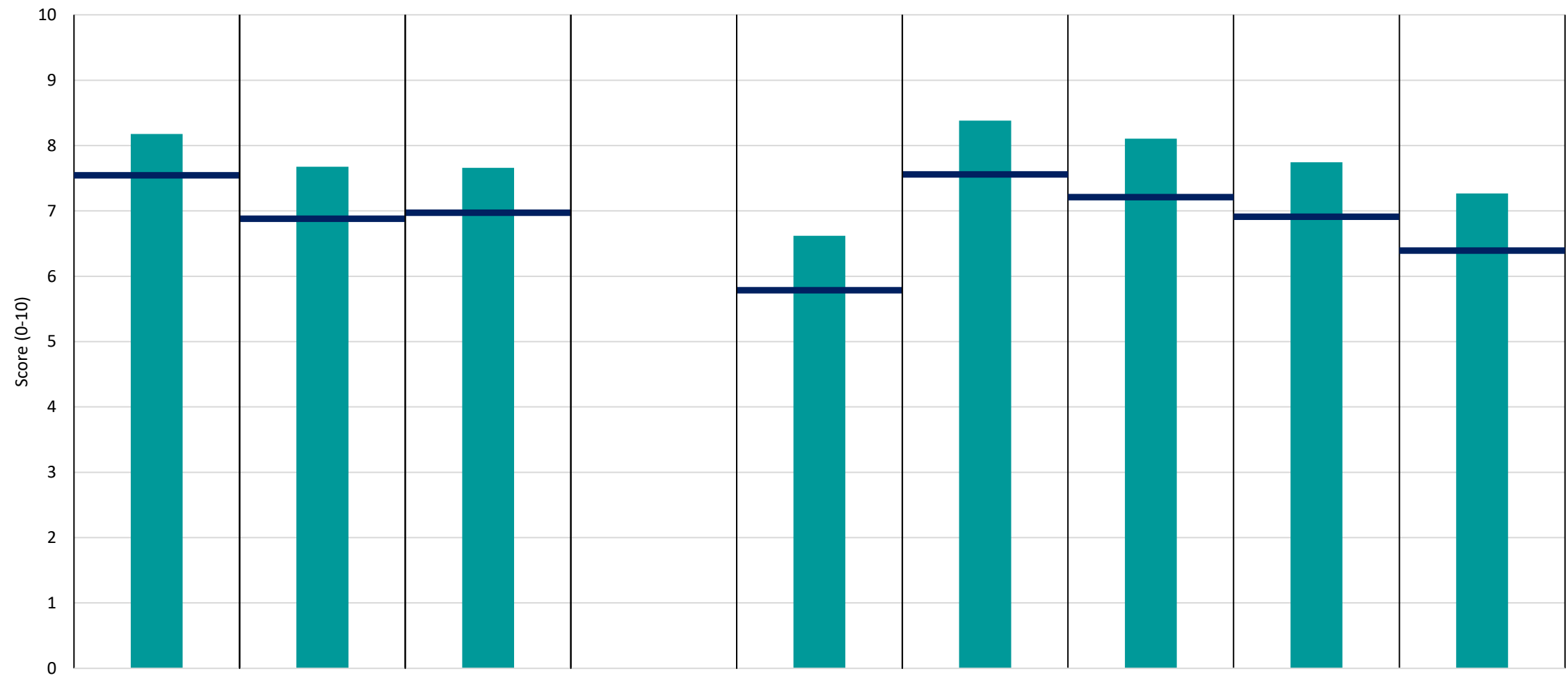
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.18	7.68	7.66	-	6.62	8.38	8.11	7.75	7.27
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	34	34	34	-	34	34	34	34	34

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



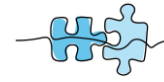
We are safe and
healthy



We are always
learning



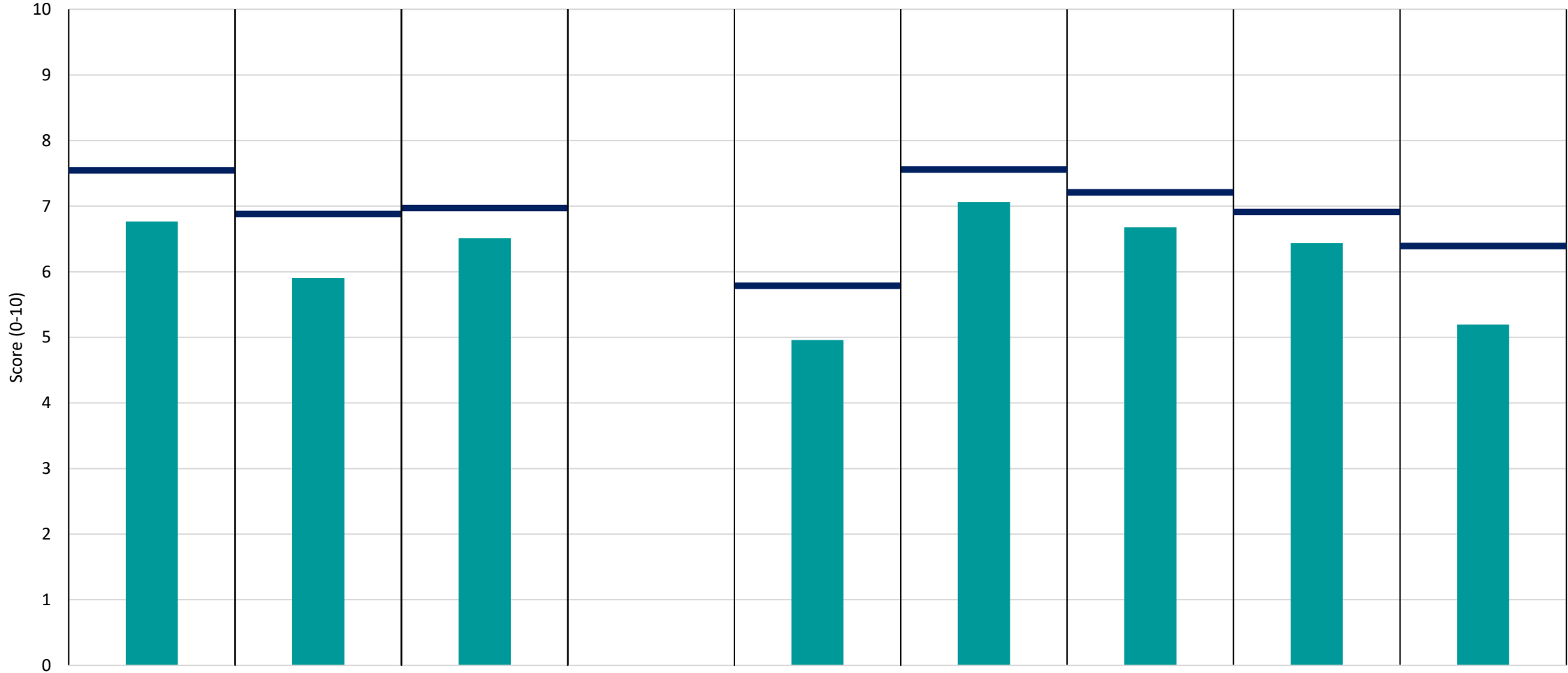
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.77	5.90	6.51	-	4.96	7.06	6.68	6.44	5.19
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 21 21 20 - 21 21 21 21 21 21 21 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.



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



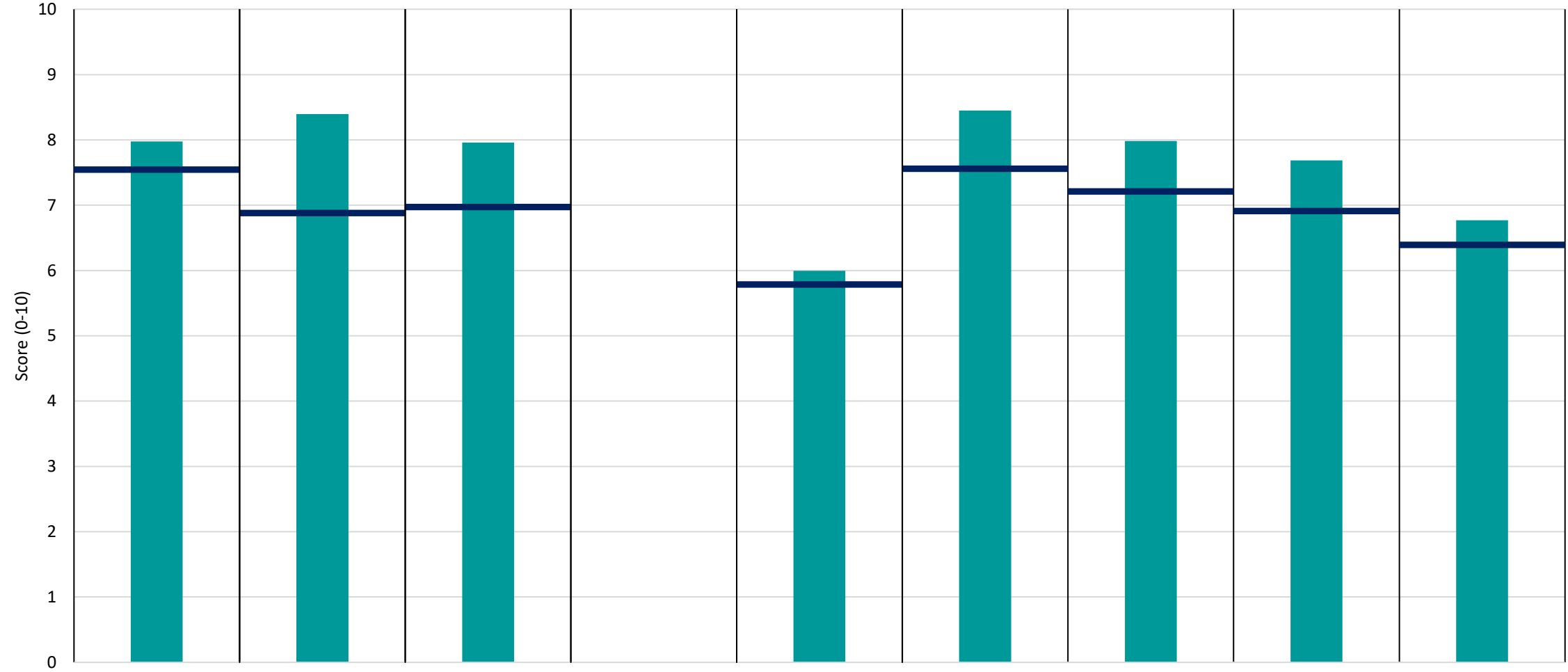
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.98	8.40	7.96	-	6.00	8.45	7.98	7.69	6.77
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	18	18	18	-	18	18	18	18	18

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



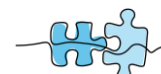
We are safe and
healthy



We are always
learning



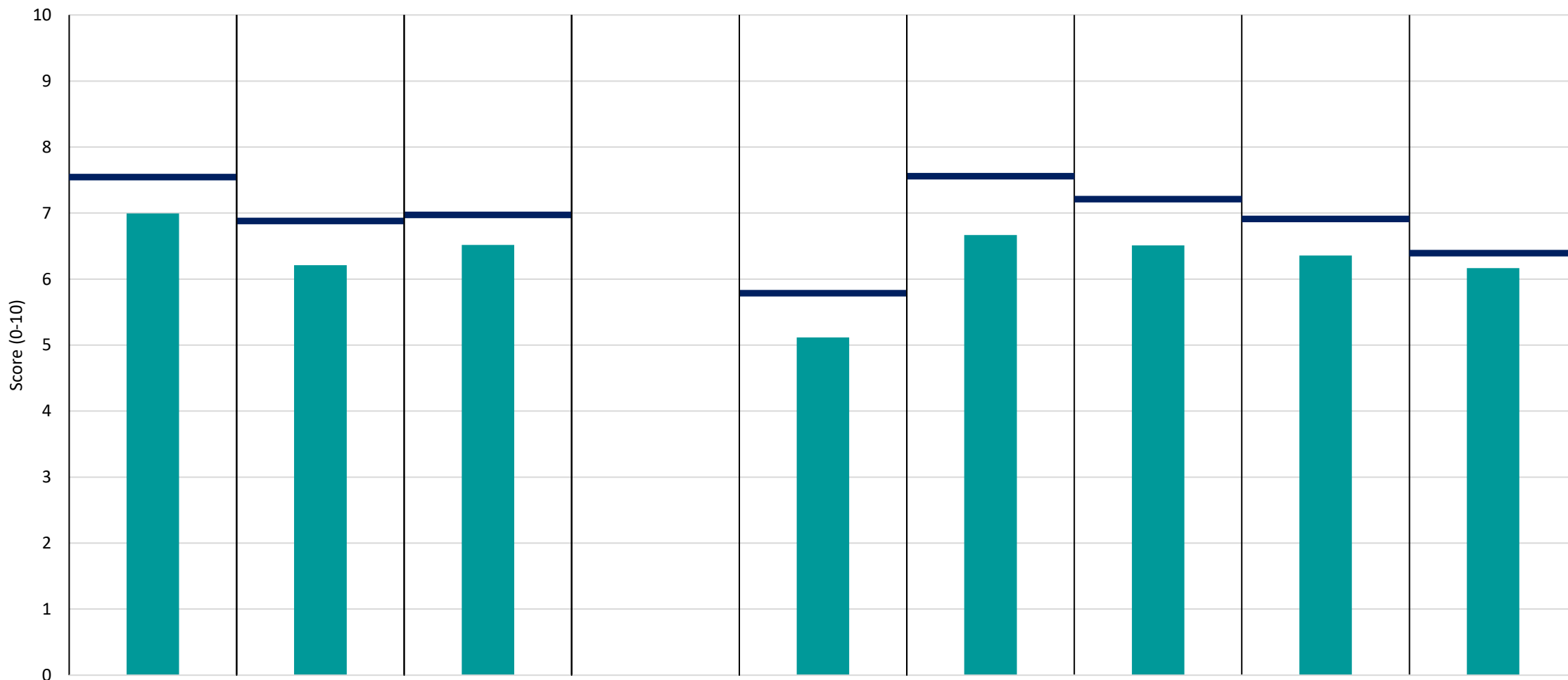
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.99	6.21	6.52	-	5.12	6.67	6.51	6.36	6.17
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 26 26 25 - 25 26 26 26 26 26 26

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



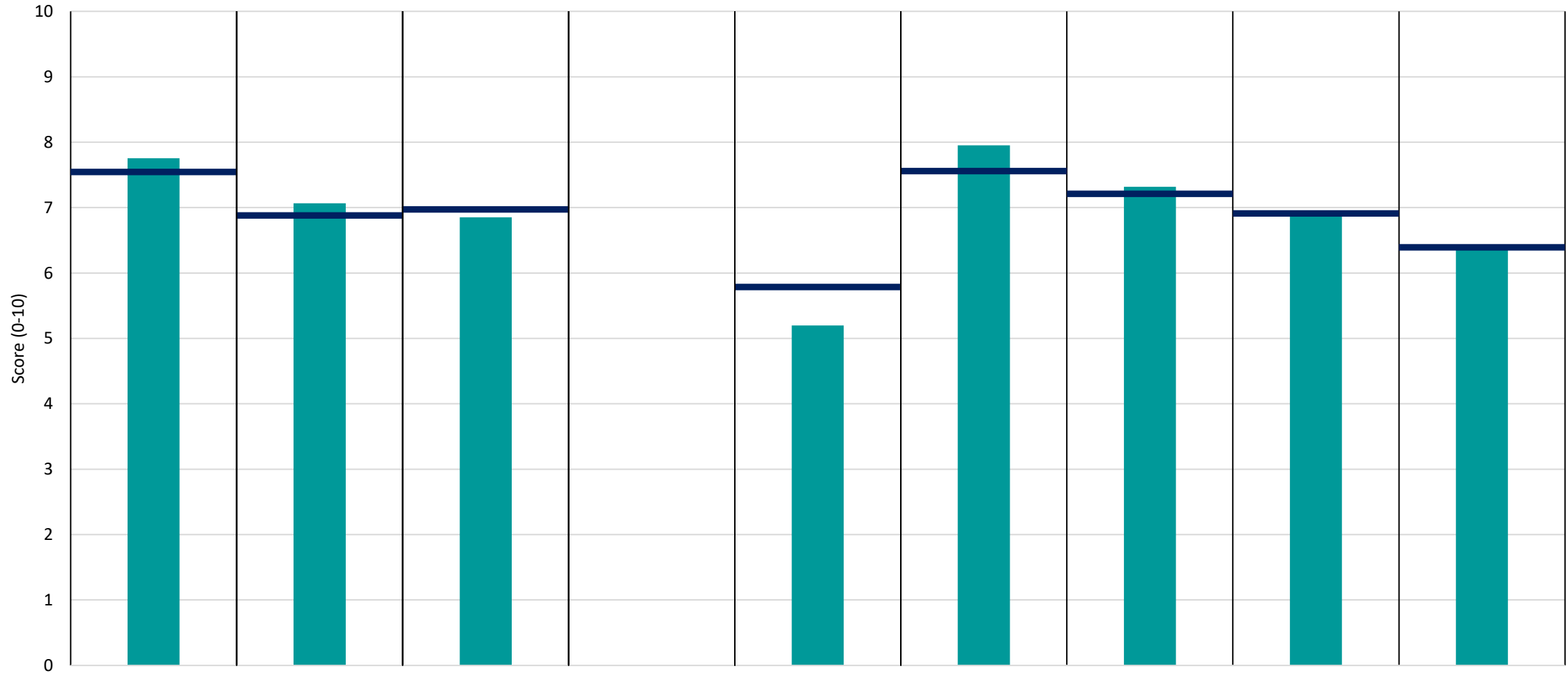
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.75	7.07	6.85	-	5.20	7.95	7.32	6.86	6.41
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 23 23 21 - 23 23 22 23 23 27

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



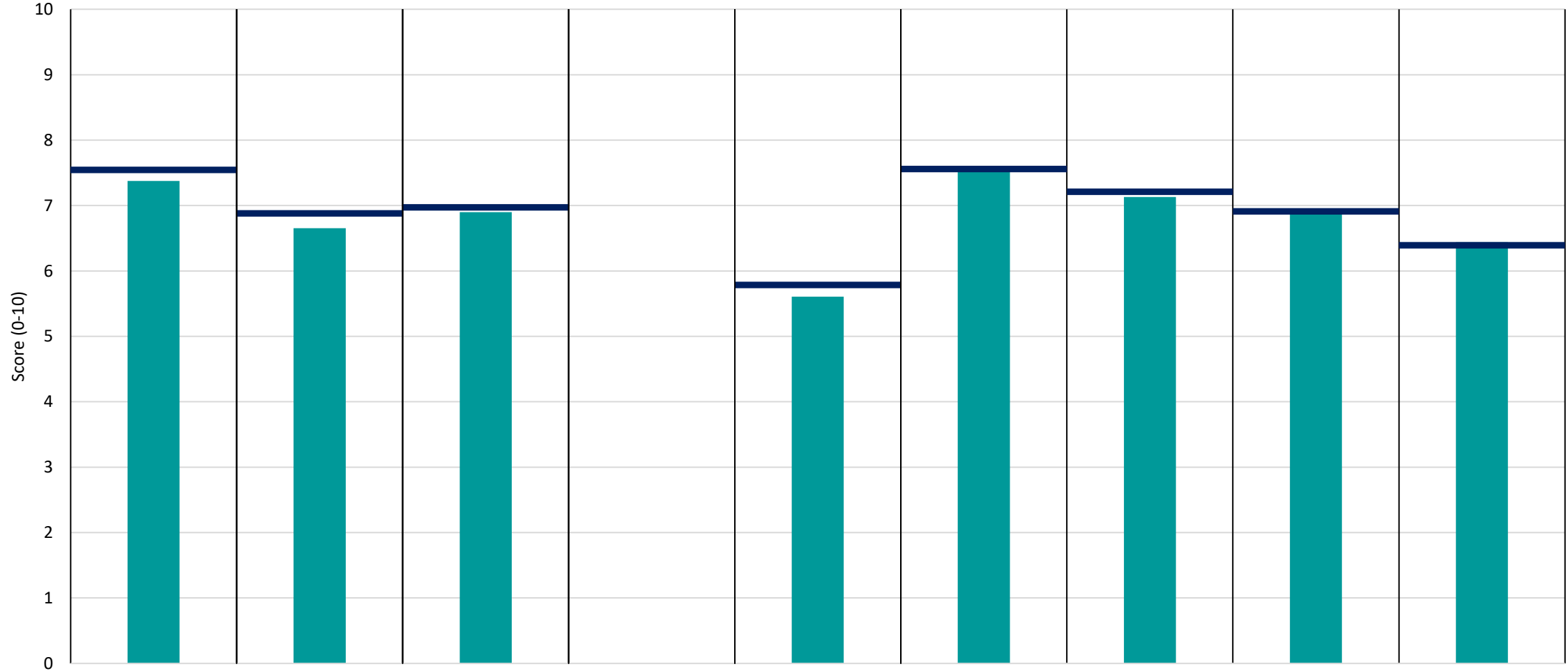
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.38	6.65	6.90	-	5.61	7.59	7.13	6.89	6.44
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	152	152	151	-	148	152	152	152	152

Improvement Unit



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



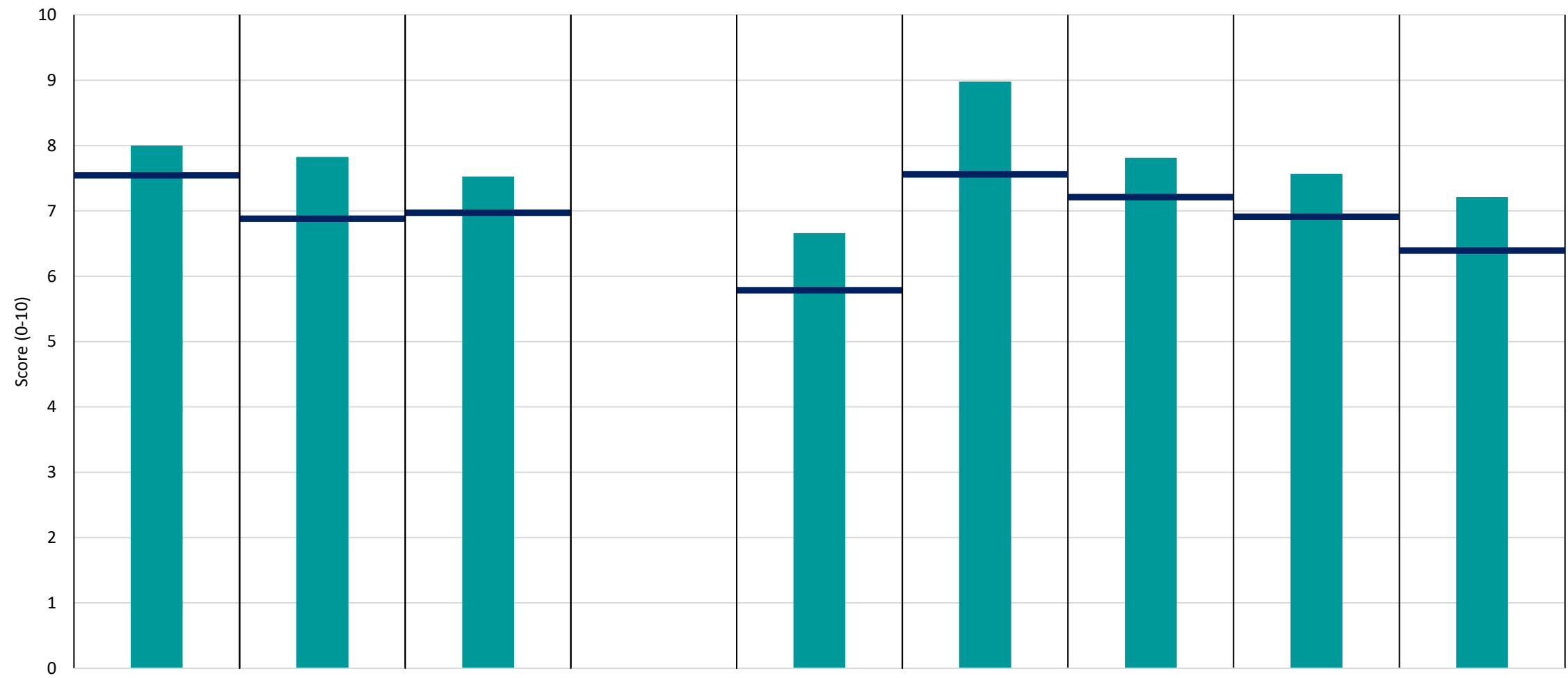
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.00	7.83	7.53	-	6.66	8.98	7.81	7.57	7.21
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	29	29	29	-	29	29	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



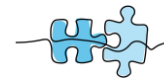
We are safe and
healthy



We are always
learning



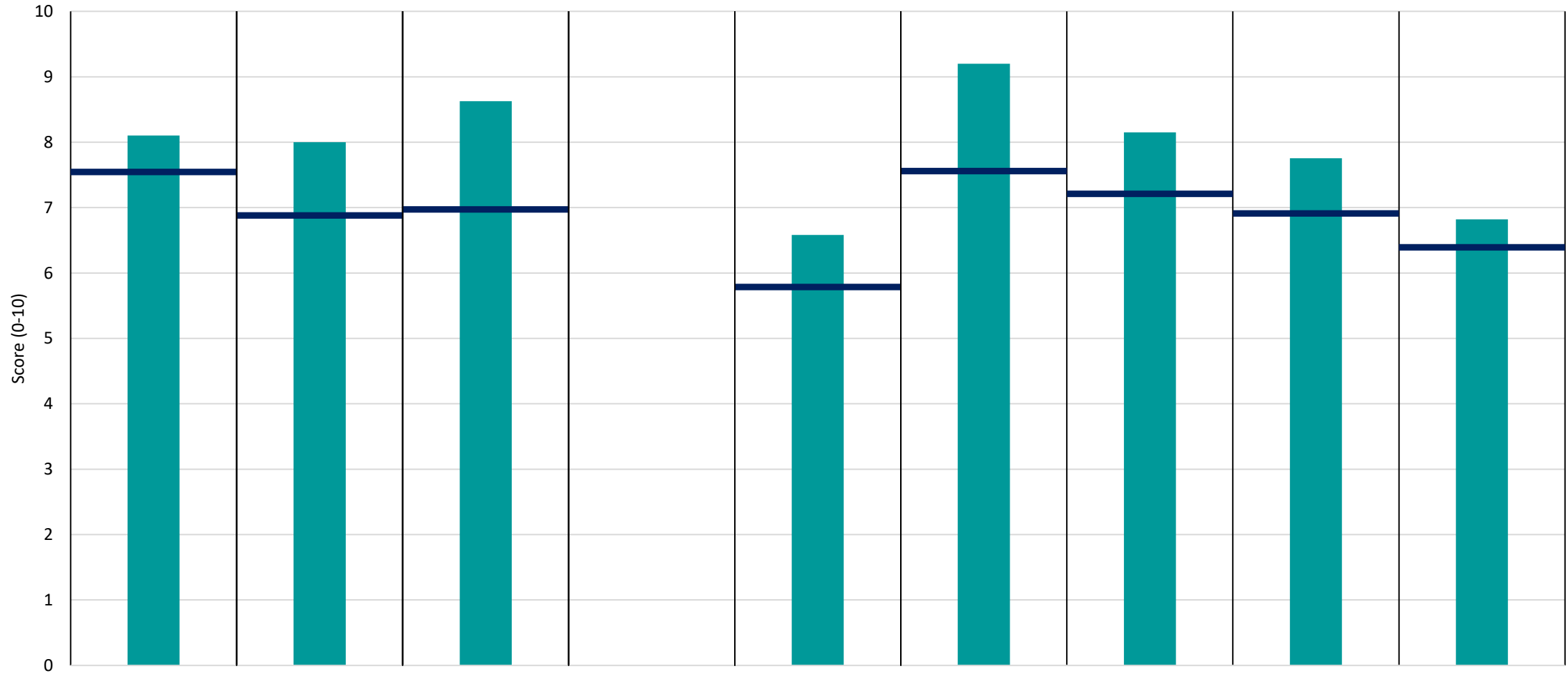
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.10	8.00	8.63	-	6.58	9.20	8.15	7.75	6.82
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 12 12 12 - 12 12 12 12 12 12 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.



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



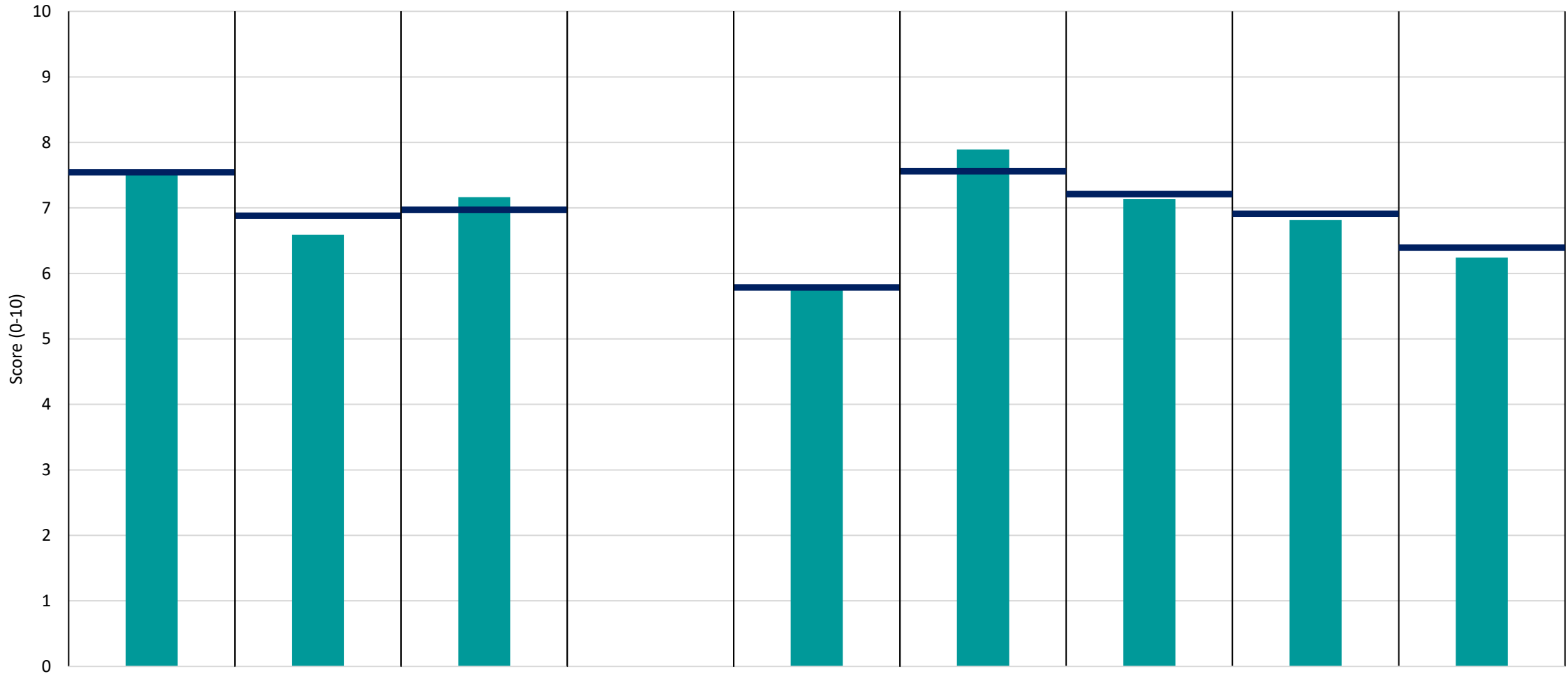
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.57	6.59	7.16	-	5.76	7.89	7.14	6.82	6.24
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 50 50 50 - 50 50 50 50 50 50 31

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



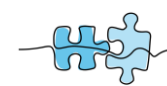
We are safe and
healthy



We are always
learning



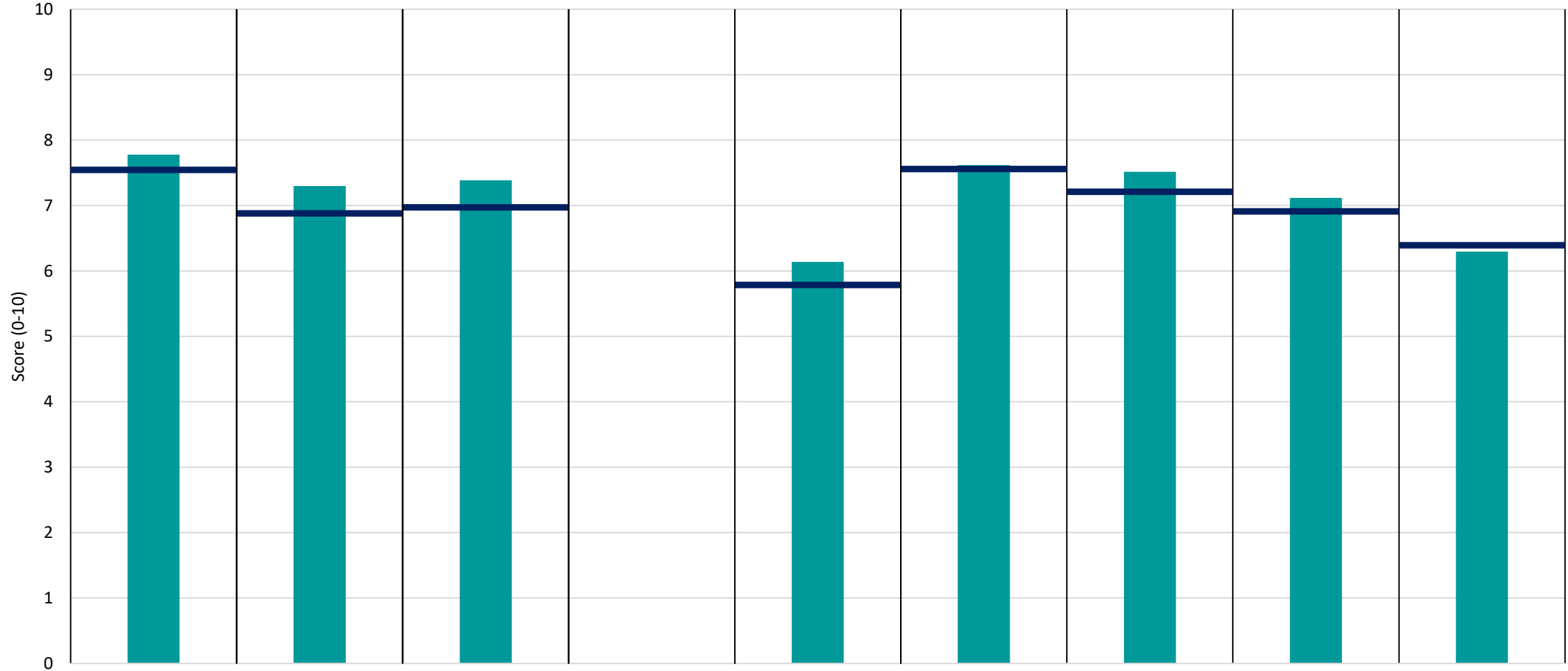
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.78	7.30	7.39	-	6.14	7.62	7.52	7.12	6.29
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 42 42 41 - 40 42 42 43 43 32

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



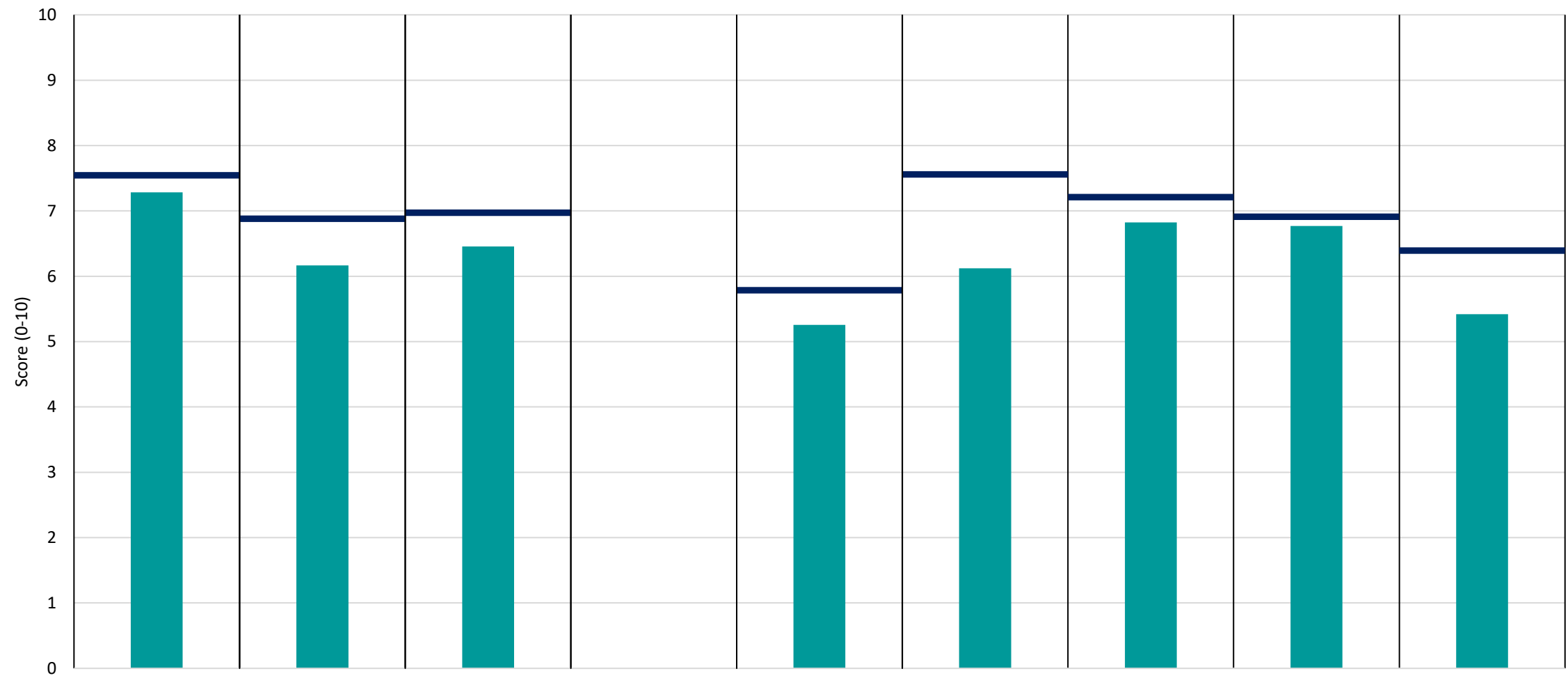
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.28	6.17	6.46	-	5.26	6.12	6.82	6.77	5.42
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	24	24	24	-	24	23	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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



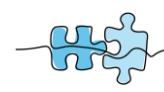
We are safe and
healthy



We are always
learning



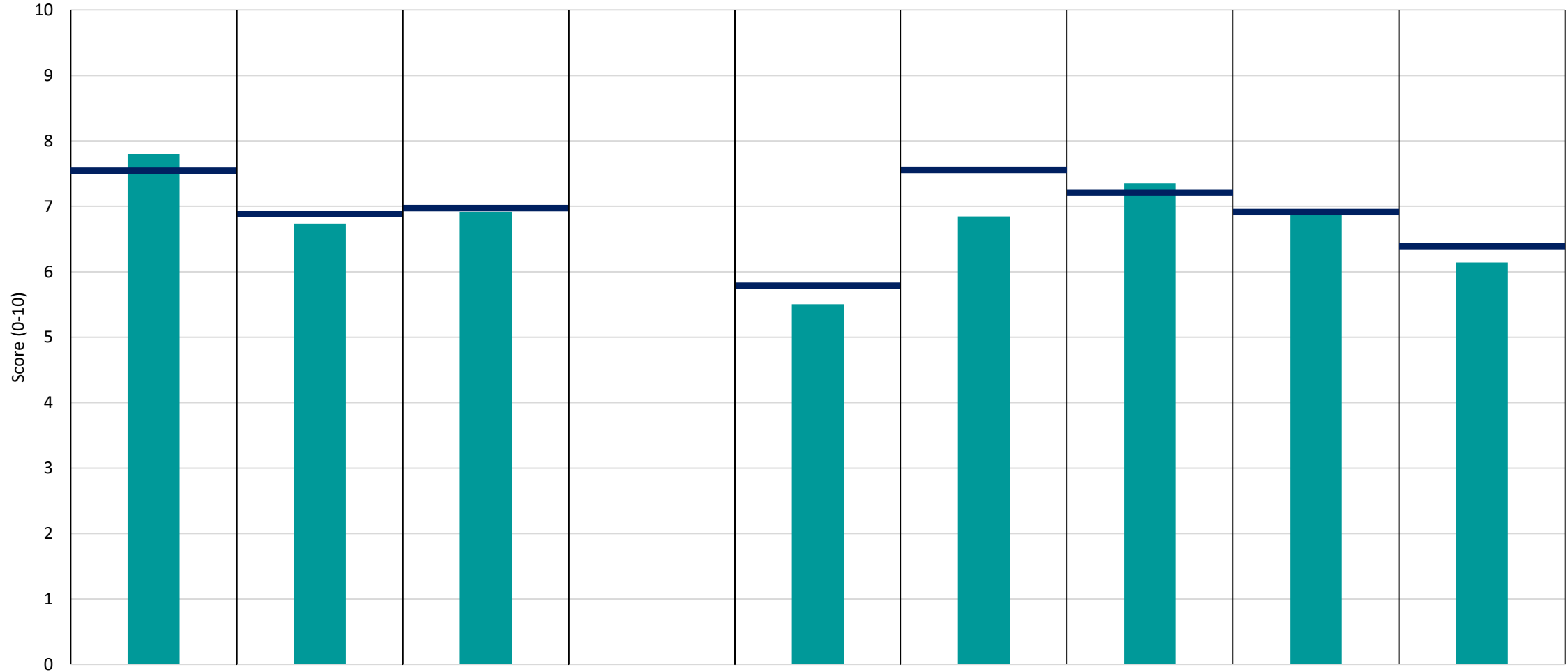
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.80	6.73	6.91	-	5.51	6.85	7.35	6.92	6.14
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	64	64	64	-	61	63	64	64	64



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



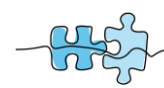
We are safe and
healthy



We are always
learning



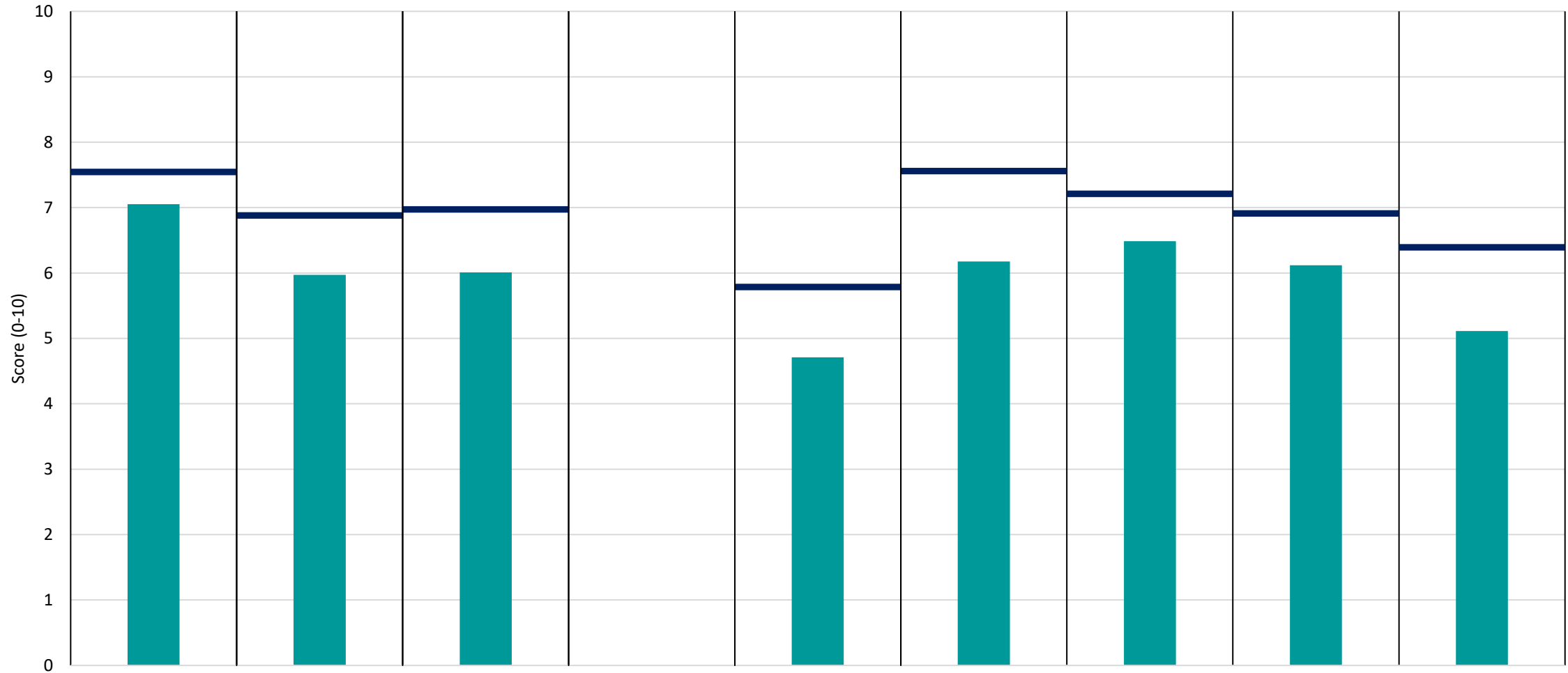
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.05	5.97	6.01	-	4.71	6.18	6.49	6.12	5.11
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 35 35 35 - 35 34 35 35 35 35 35

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



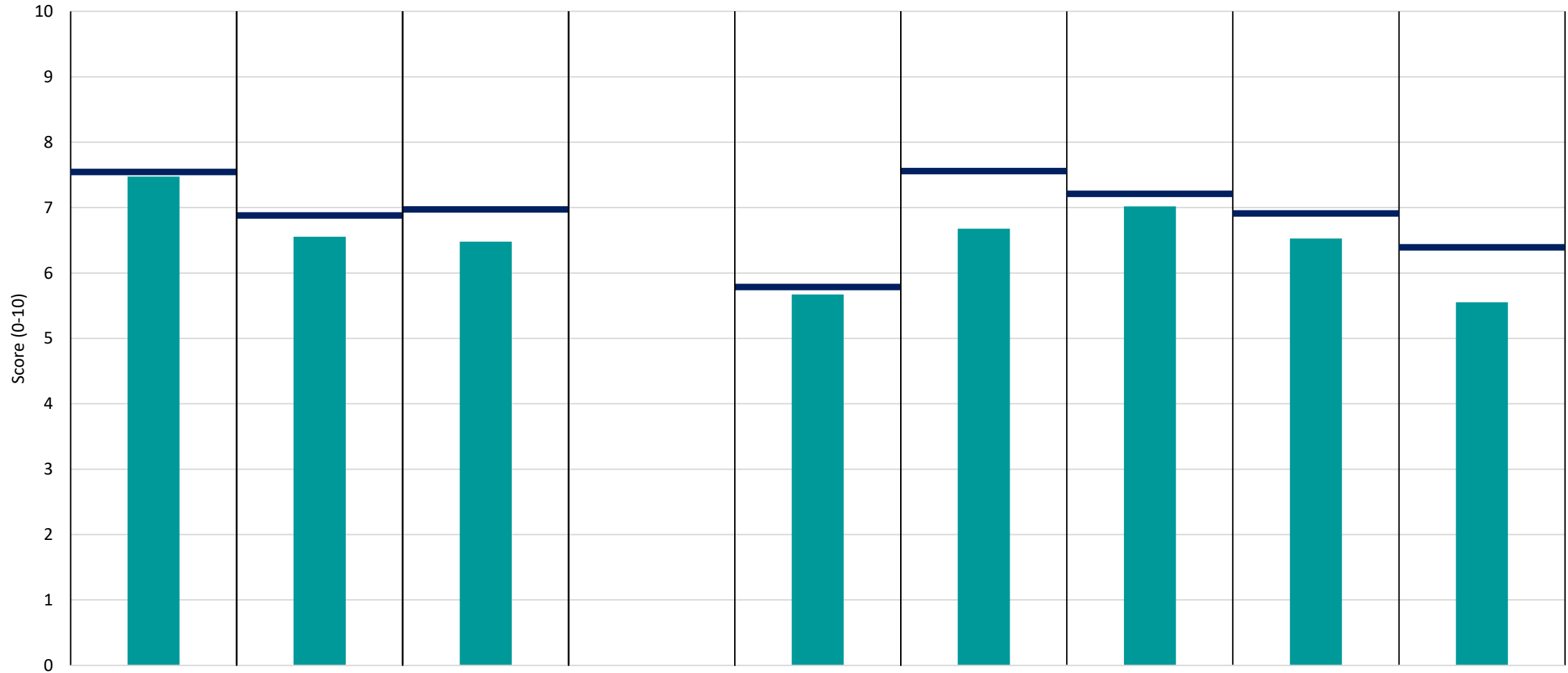
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.48	6.55	6.48	-	5.67	6.68	7.02	6.53	5.55
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 69 69 69 - 68 69 68 69 69 36

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



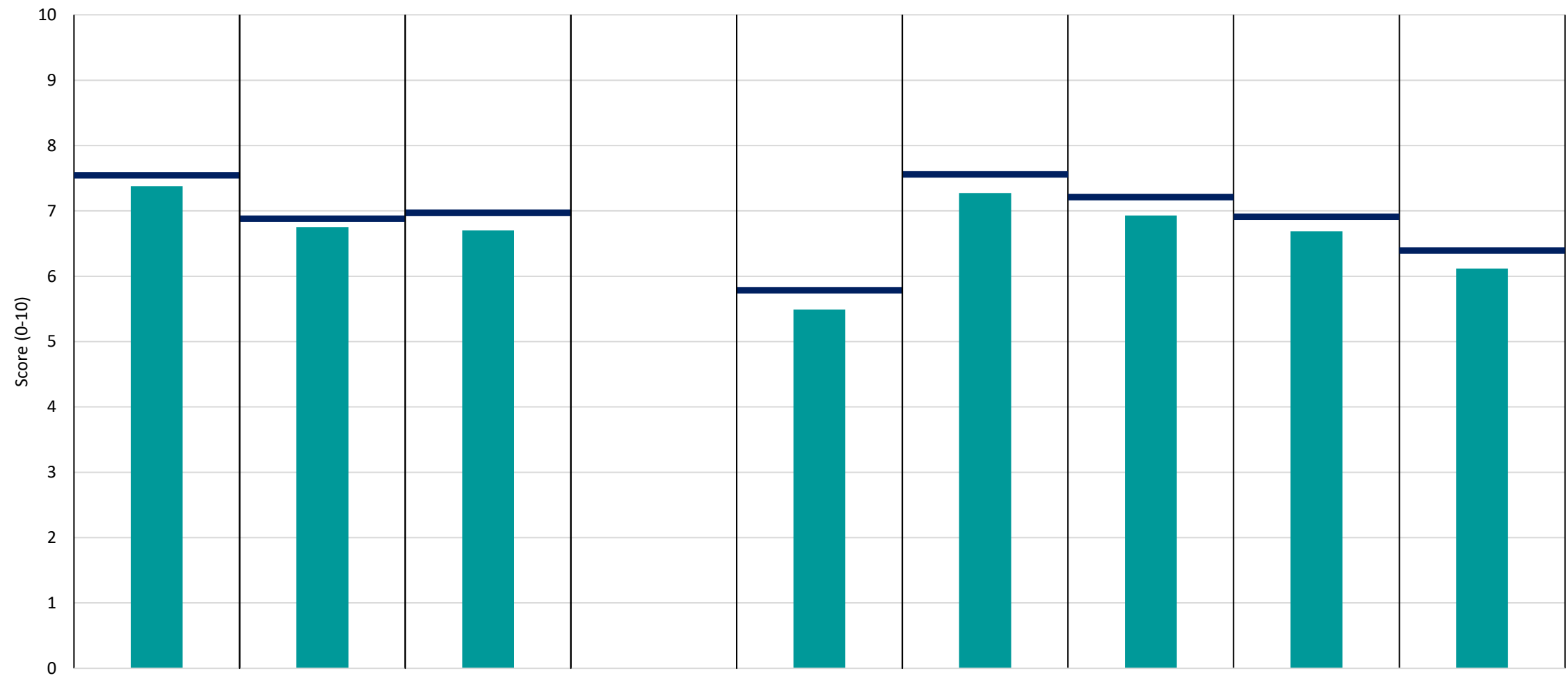
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.38	6.75	6.70	-	5.49	7.27	6.93	6.69	6.12
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	79	79	77	-	78	79	79	79	79

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



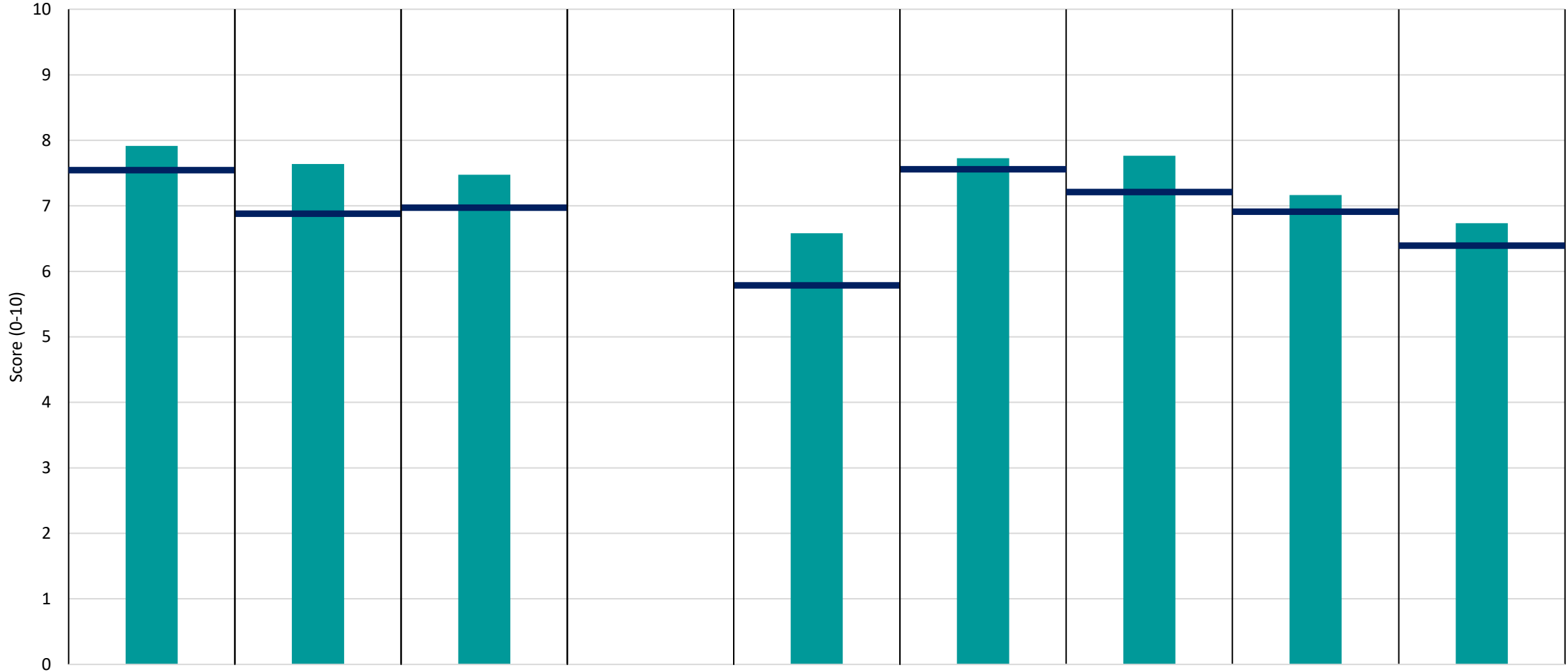
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.91	7.64	7.47	-	6.58	7.73	7.76	7.16	6.73
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 23 24 23 - 22 23 23 24 24 38

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



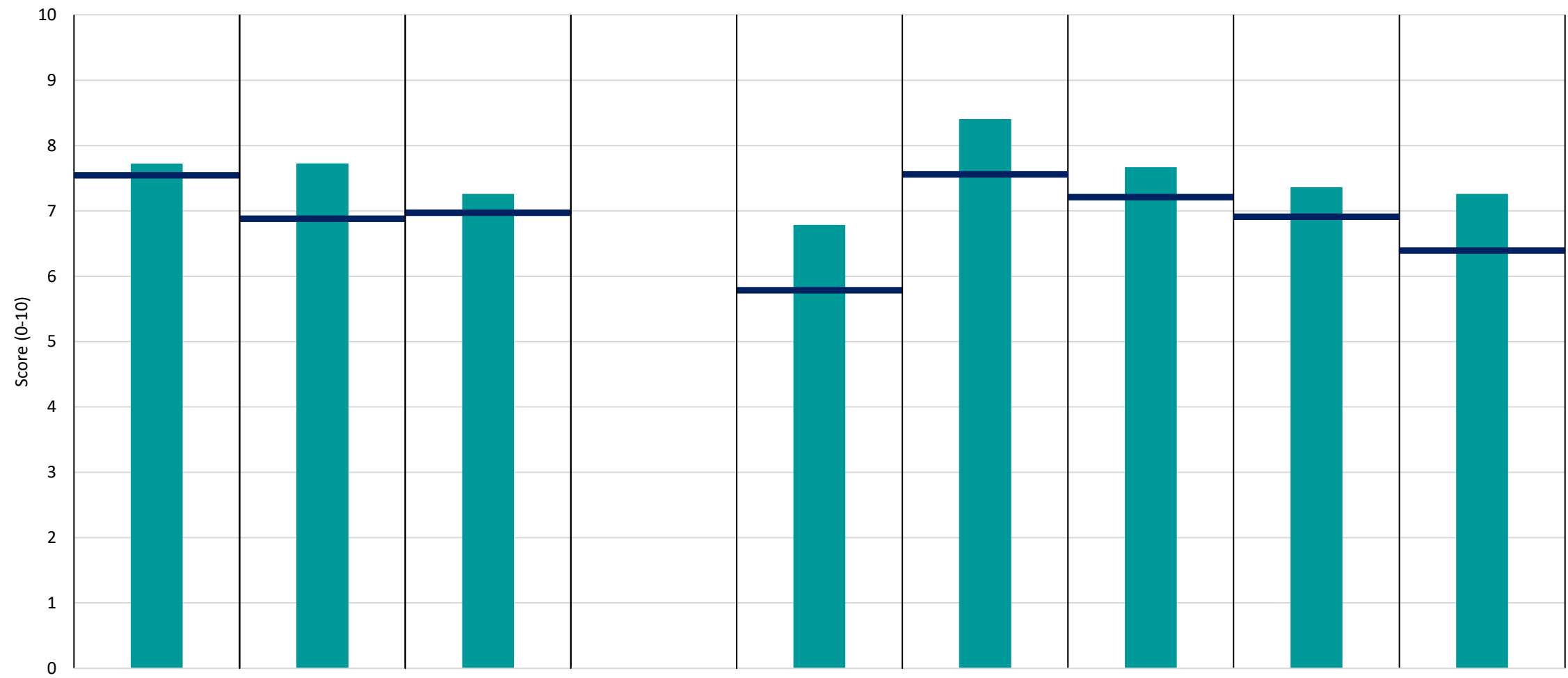
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.72	7.73	7.26	-	6.79	8.40	7.67	7.36	7.26
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39
Responses	42	42	38	-	42	41	42	42	42

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



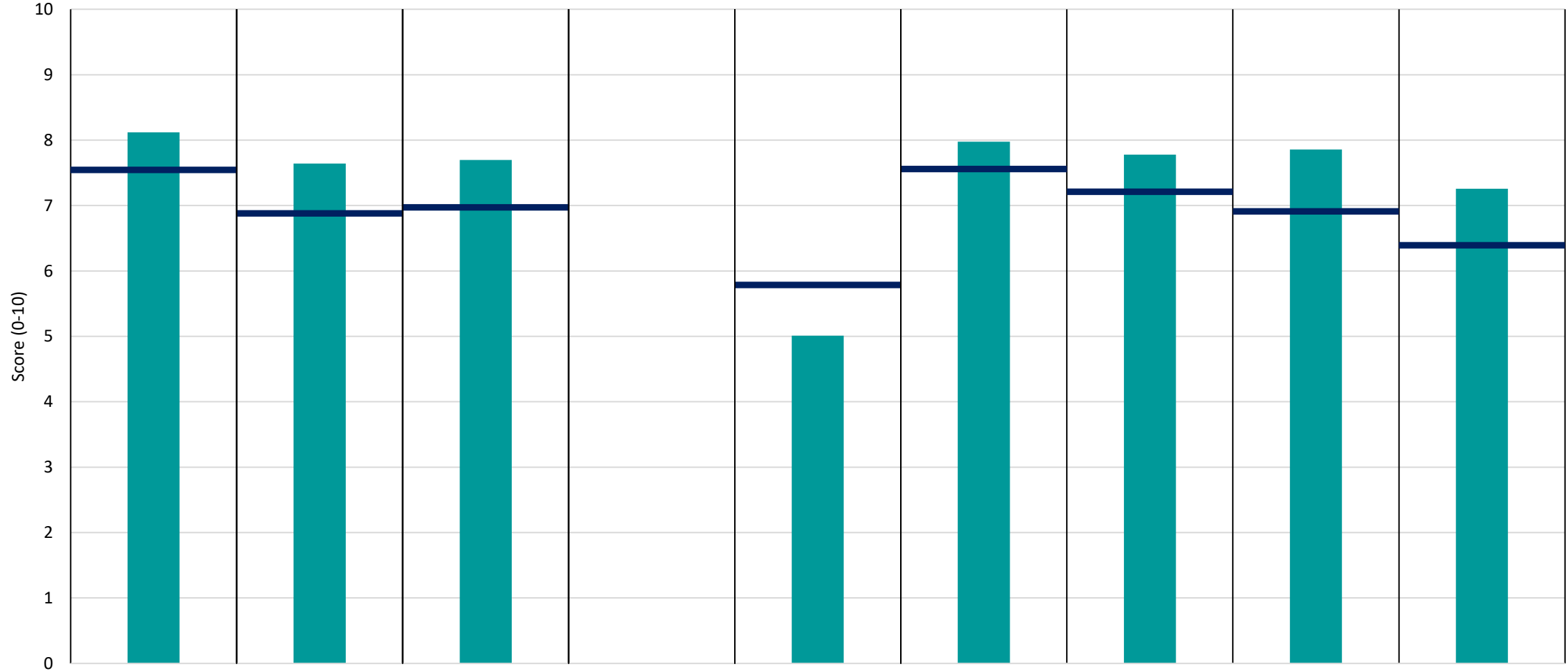
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.12	7.64	7.70	-	5.01	7.98	7.78	7.86	7.26
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 14 14 14 - 14 14 14 14 14 14 40

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



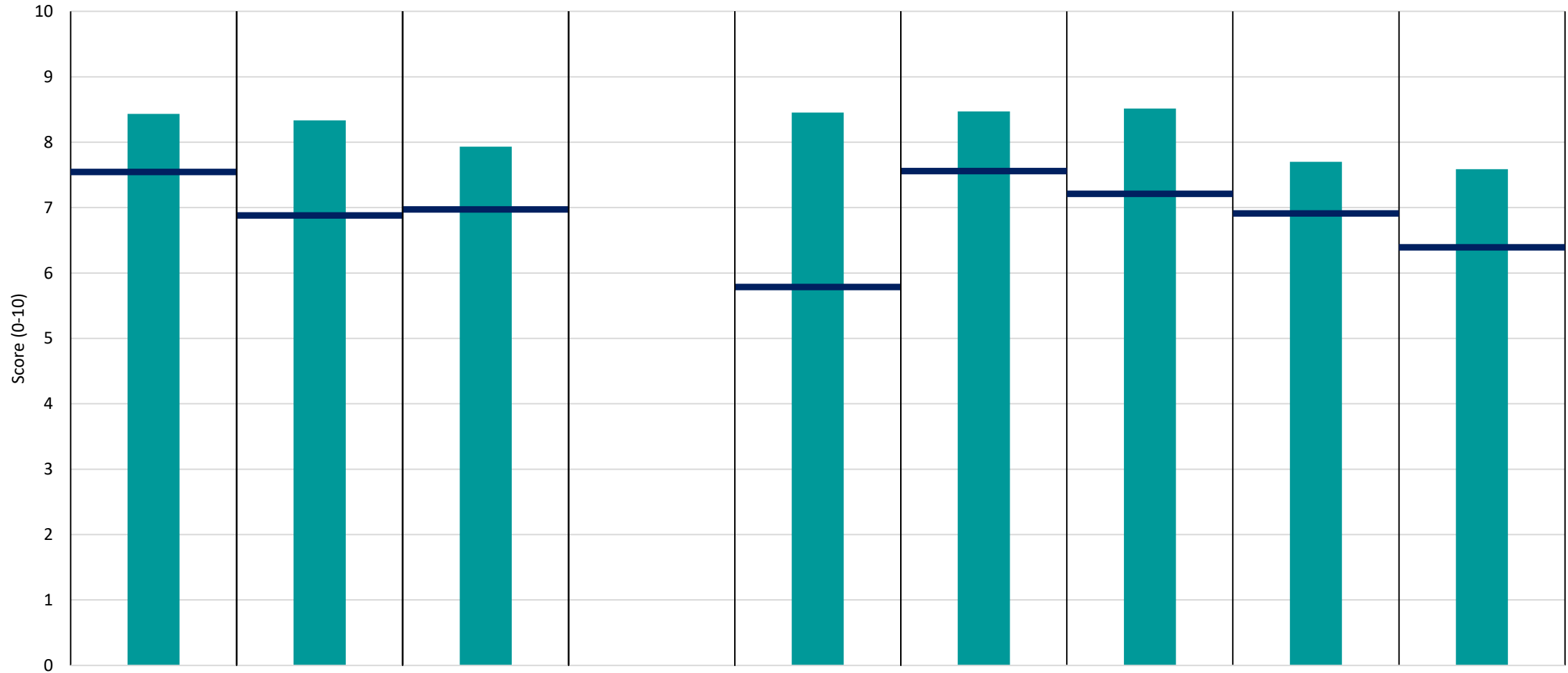
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.43	8.33	7.93	-	8.45	8.47	8.51	7.70	7.59
Your org	7.55	6.88	6.97	-	5.79	7.56	7.21	6.91	6.39

Responses 33 33 32 - 33 33 33 32 33 41

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.