



NHS Lancashire and South Cumbria ICB

2023 NHS Staff Survey

Breakdown report

Introduction	4
--------------	---

People Promise element and Theme results – Breakdowns 1	5
---	---

<u>CEO</u>	<u>6</u>
<u>Chief Nurse</u>	<u>7</u>
<u>Digital</u>	<u>8</u>
<u>Finance</u>	<u>9</u>
<u>H&CI</u>	<u>10</u>
<u>Medical</u>	<u>11</u>
<u>People</u>	<u>12</u>

<u>AHP, Maternity & CYP</u>	14
<u>Adult Health & Care</u>	15
<u>CEO</u>	16
<u>Cancer</u>	17
<u>Clinical Leads</u>	18
<u>Comms and Engagement</u>	19
<u>Corporate Governance</u>	20
<u>Digital</u>	21
<u>Estates, Place & Strategic</u>	22
<u>Health and Care Integration</u>	23
<u>LSC Place</u>	24
<u>Meds Management</u>	25
<u>Mental Health</u>	26
<u>Oper Fin, Proc + Contracting</u>	27
<u>People</u>	28
<u>Population Health</u>	29
<u>Primary Care</u>	30
<u>Quality</u>	31
<u>Safeguarding</u>	32
<u>UEC and Planned Care</u>	33

This breakdown report for NHS Lancashire and South Cumbria ICB 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 Lancashire and South Cumbria 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 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 Lancashire and South Cumbria ICB
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



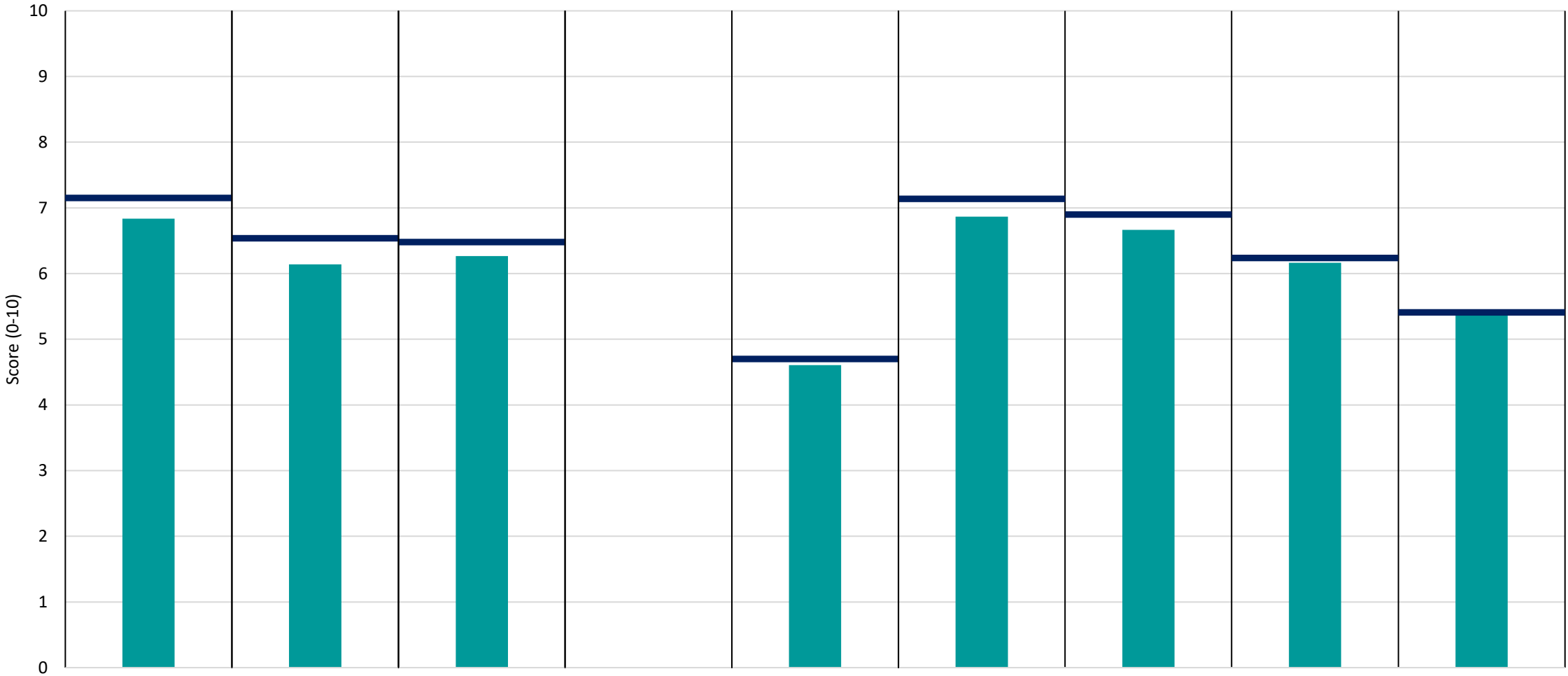
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.84	6.14	6.27	-	4.60	6.87	6.66	6.16	5.44
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 54 54 52 - 52 54 54 54 54 6

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



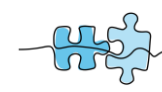
We are safe and
healthy



We are always
learning



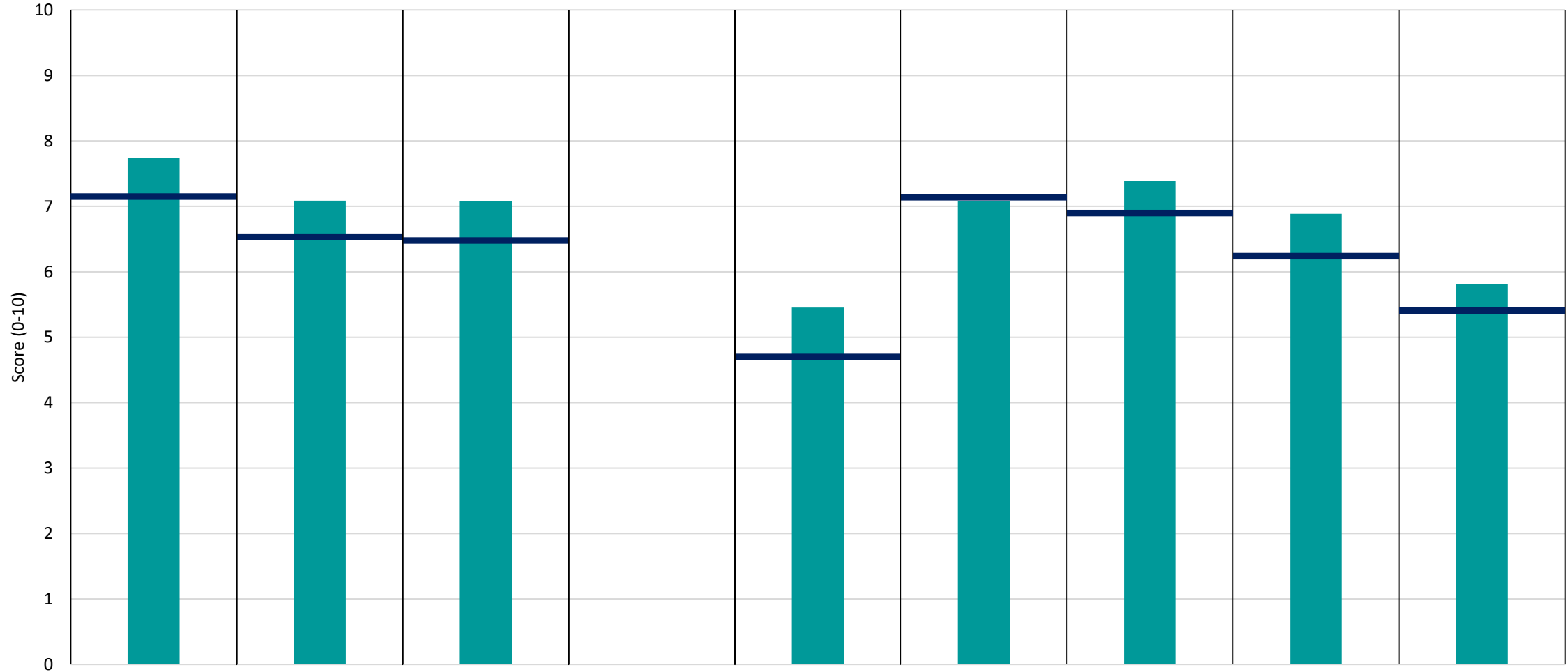
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.74	7.09	7.08	-	5.46	7.08	7.39	6.88	5.81
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	119	119	119	-	117	119	119	119	119

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



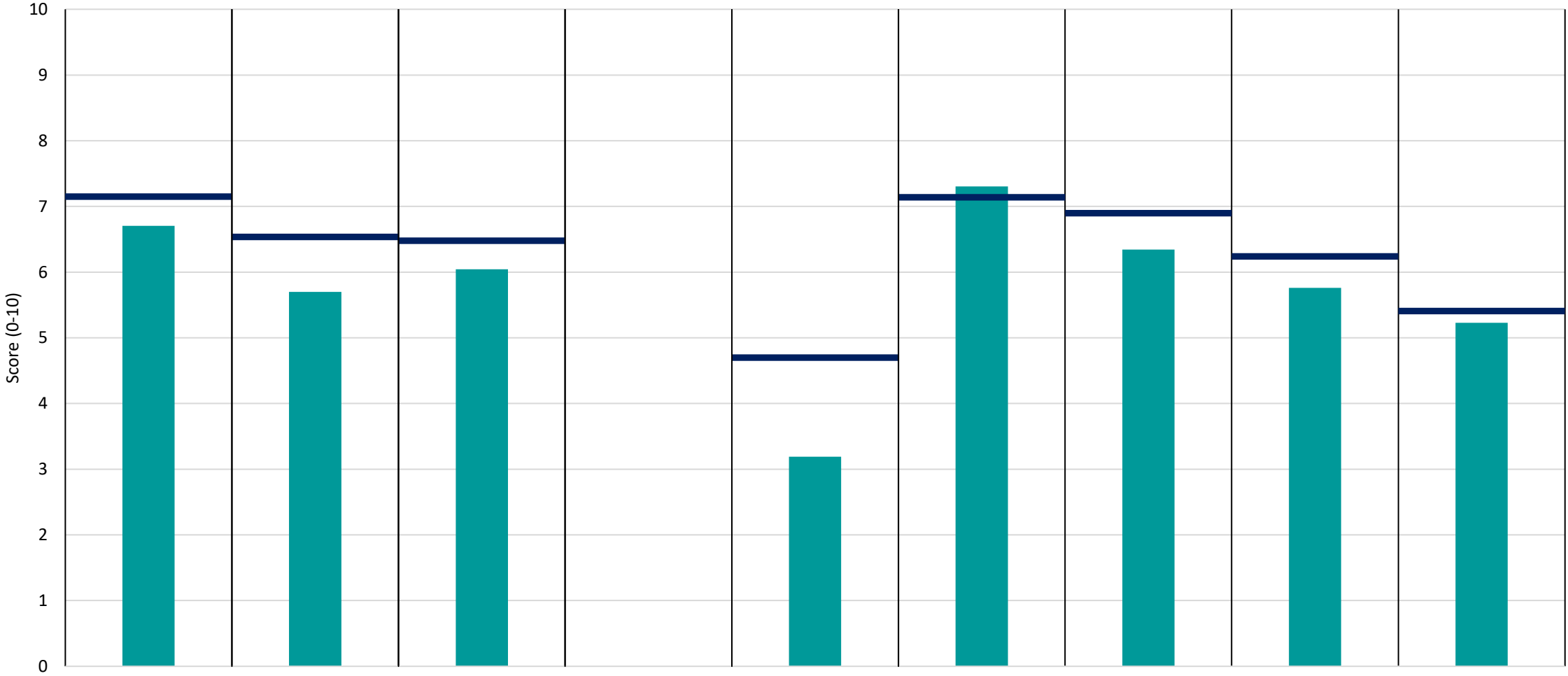
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.70	5.70	6.04	-	3.19	7.31	6.34	5.76	5.23
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 15 15 15 - 14 15 15 15 15 8

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



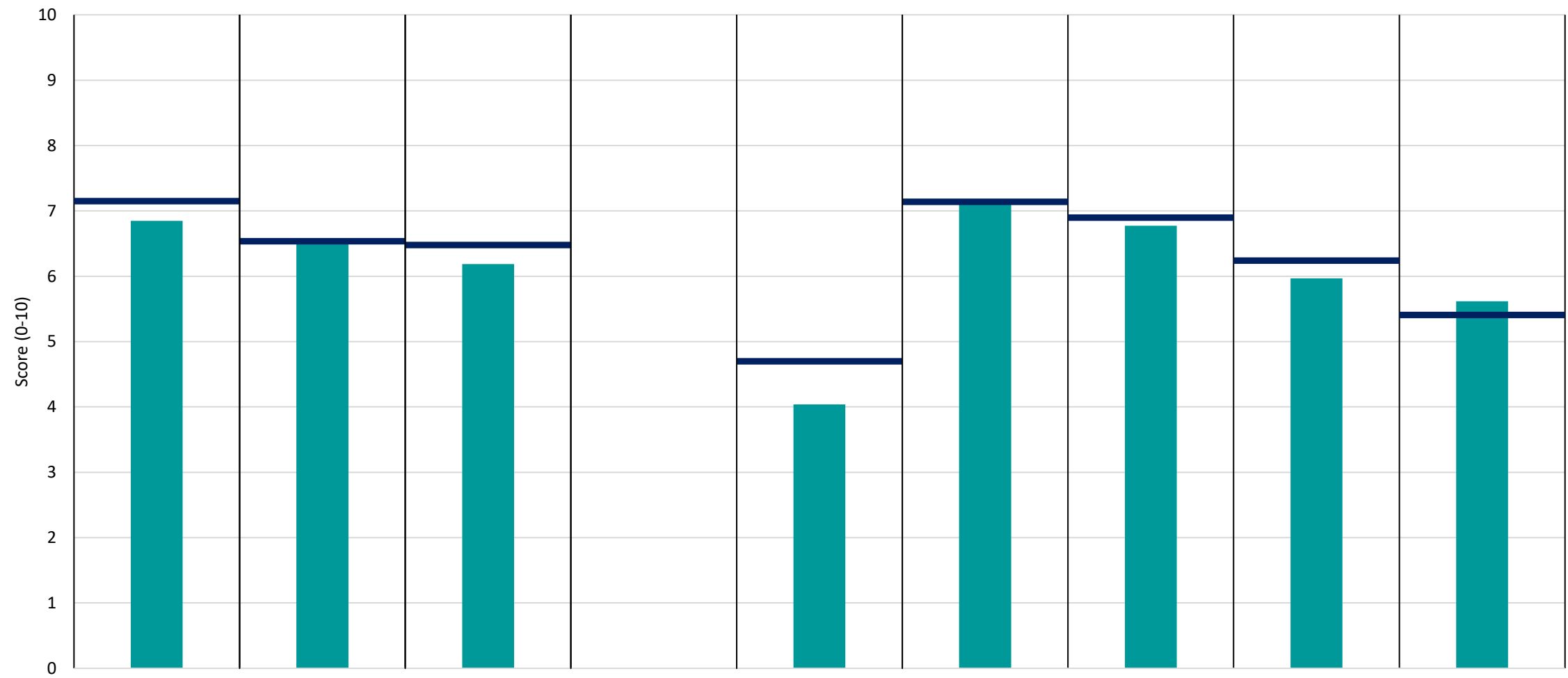
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.85	6.52	6.19	-	4.04	7.14	6.77	5.97	5.62
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	62	62	62	-	59	62	61	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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



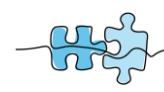
We are safe and
healthy



We are always
learning



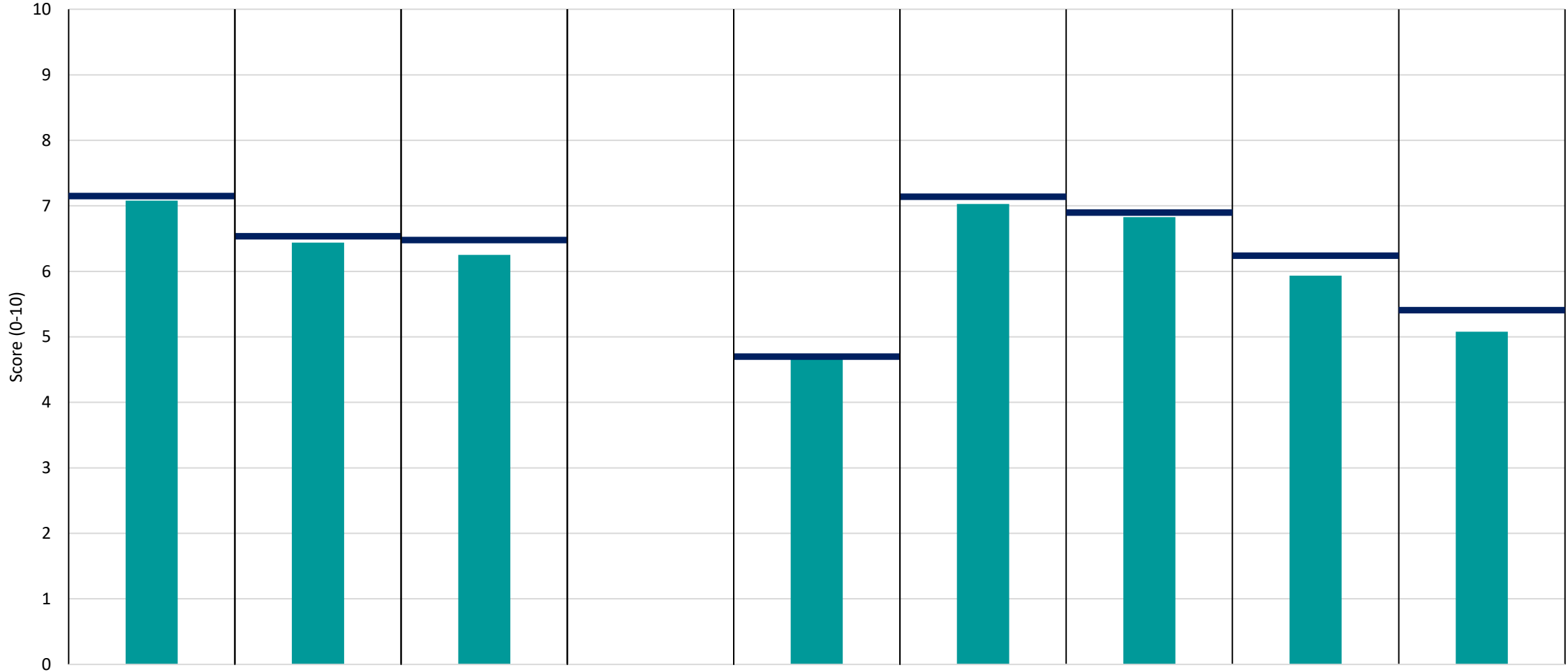
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.08	6.44	6.25	-	4.69	7.03	6.83	5.93	5.08
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 96 96 96 - 95 96 96 96 96 96 10

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



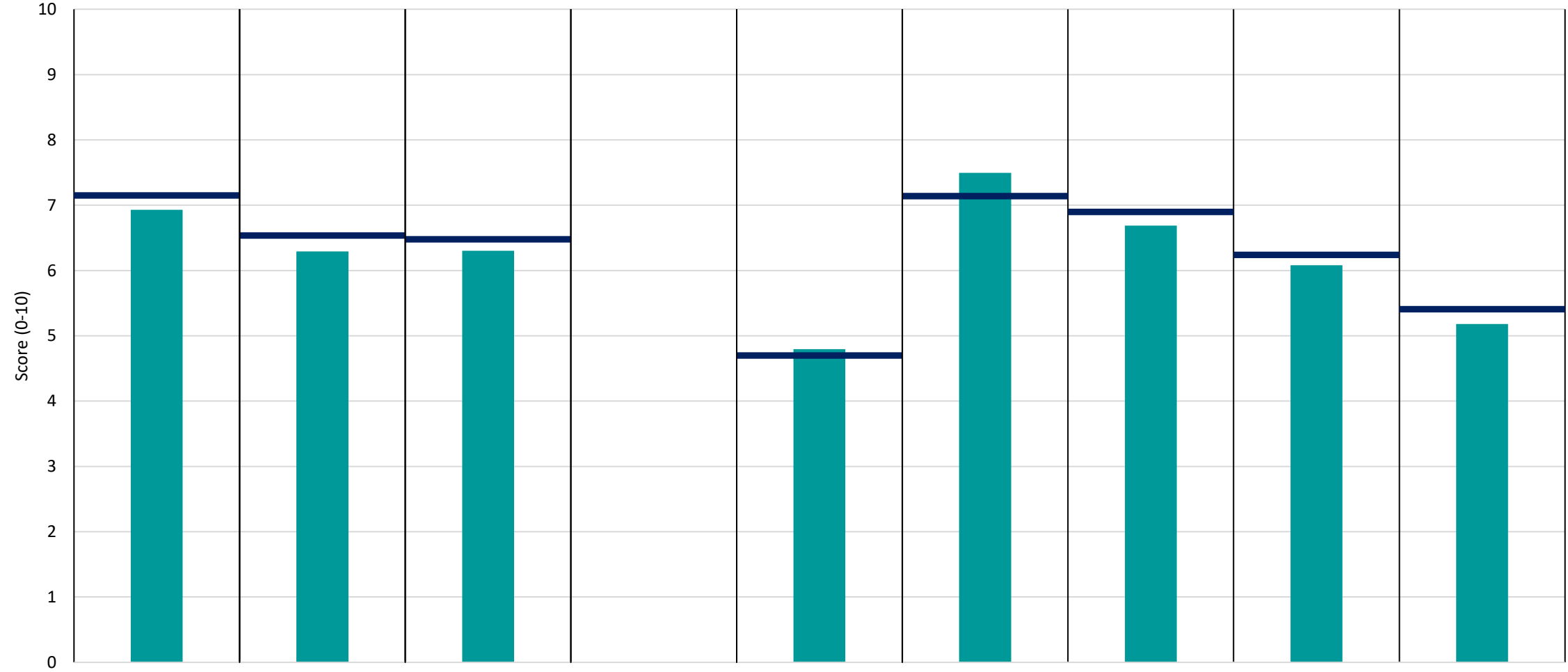
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.93	6.29	6.30	-	4.80	7.49	6.69	6.08	5.18
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 70 70 70 - 65 70 70 70 70 70 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



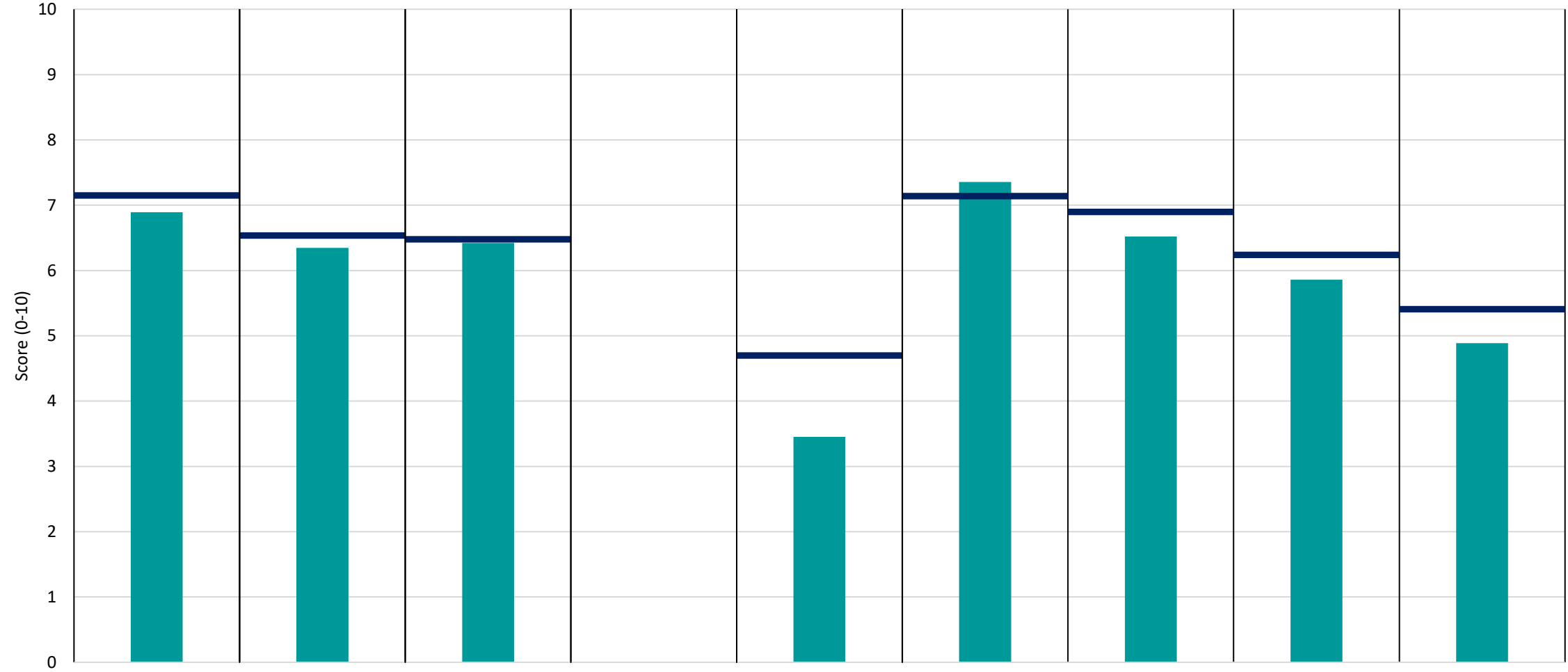
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.89	6.35	6.42	-	3.45	7.36	6.52	5.86	4.89
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	23	23	23	-	23	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.

Breakdowns 2

NHS Lancashire and South Cumbria ICB
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



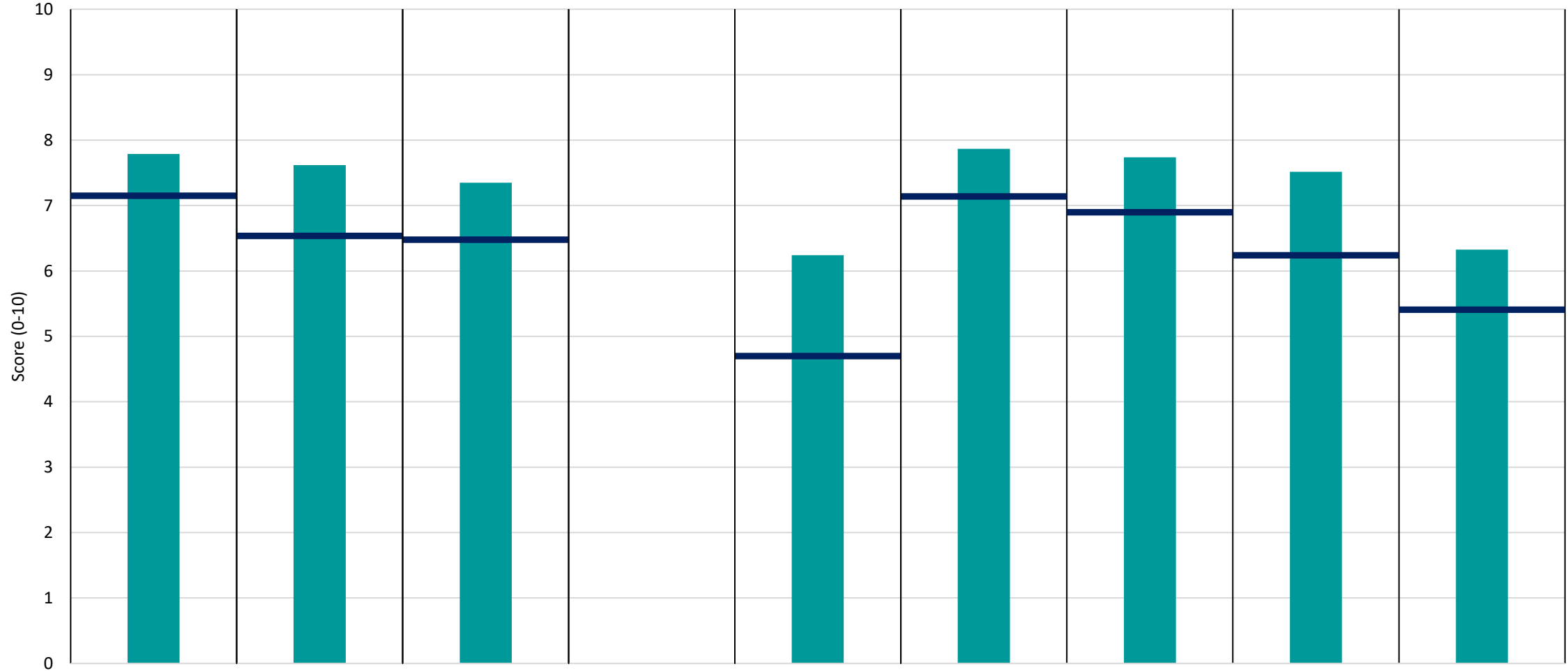
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.79	7.62	7.35	-	6.24	7.87	7.74	7.52	6.33
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	17	17	17	-	16	17	17	17	17



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



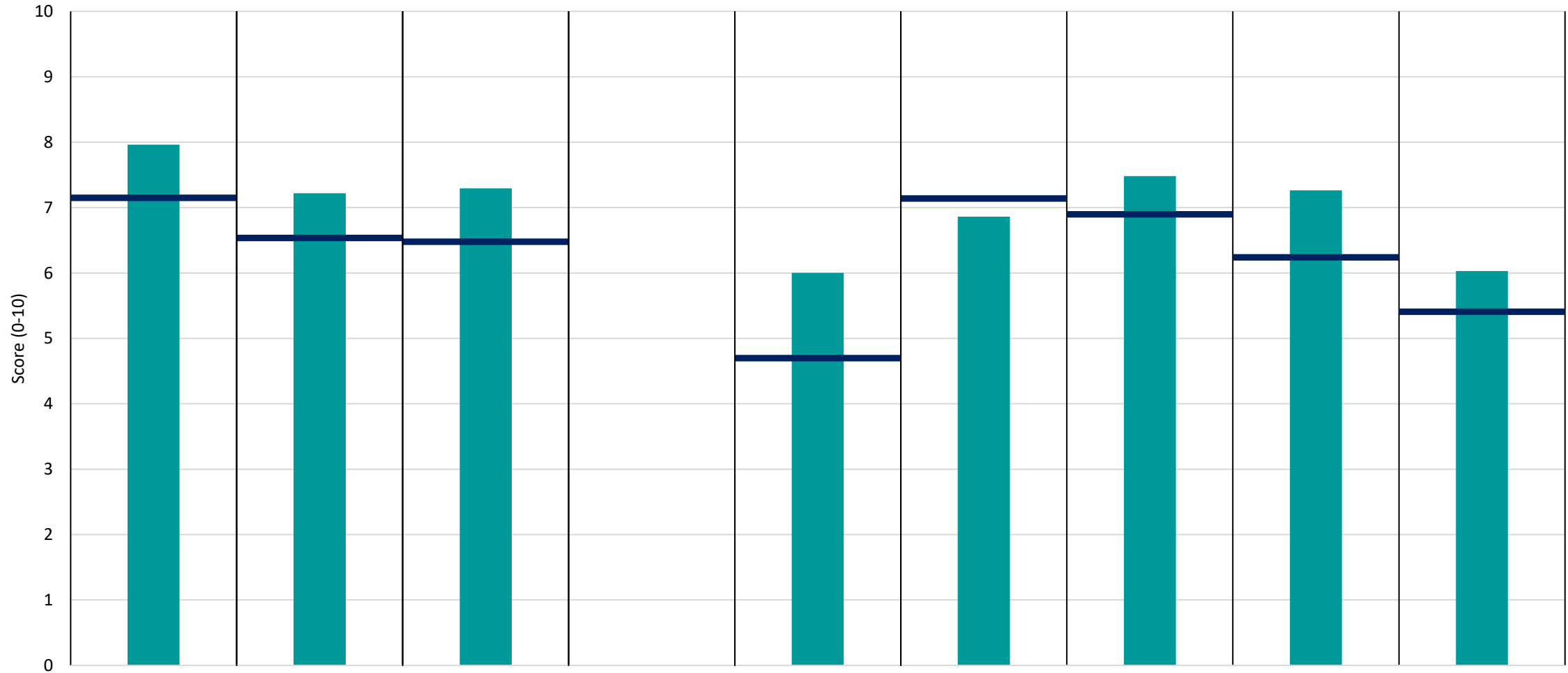
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.96	7.22	7.29	-	6.00	6.86	7.48	7.26	6.03
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 47 47 47 - 47 47 47 47 47 47 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



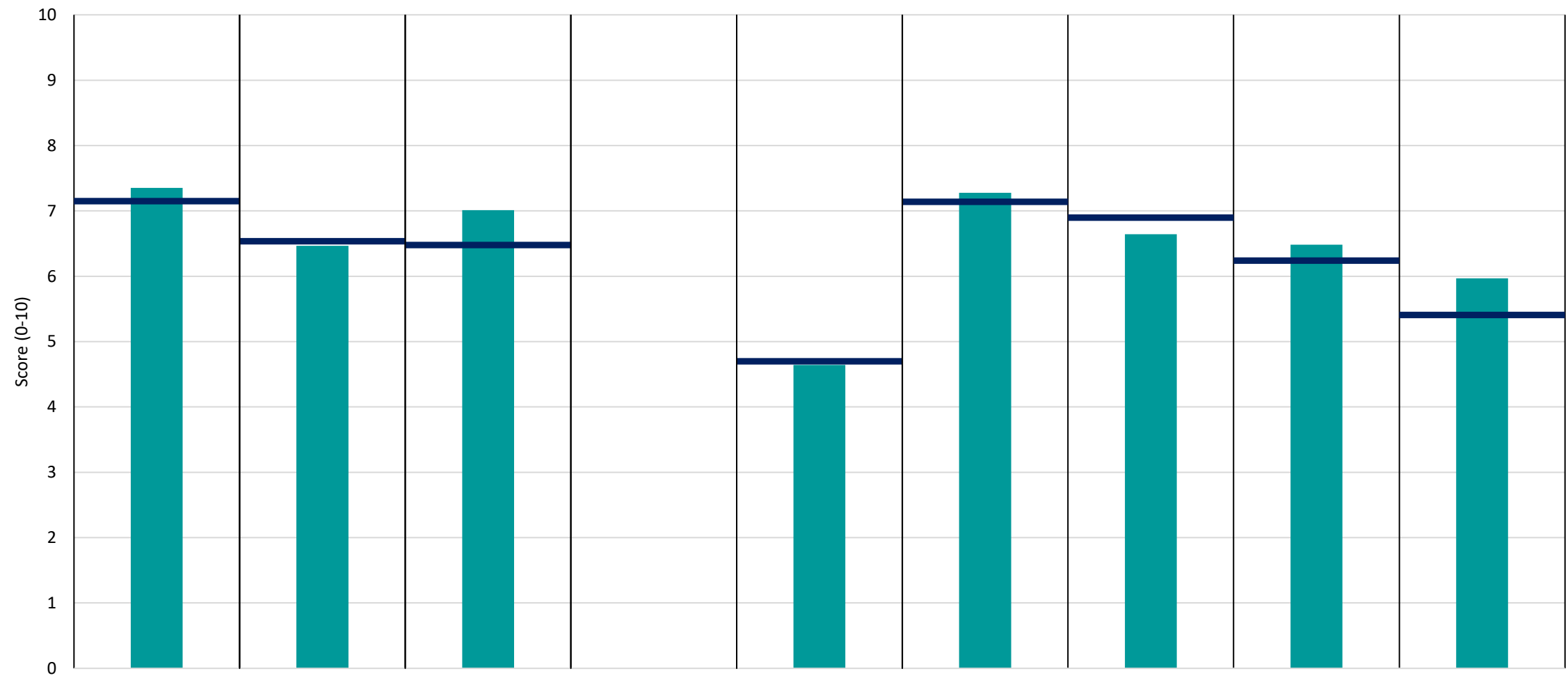
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.35	6.47	7.01	-	4.64	7.28	6.64	6.48	5.97
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	15	15	15	-	14	15	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.



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



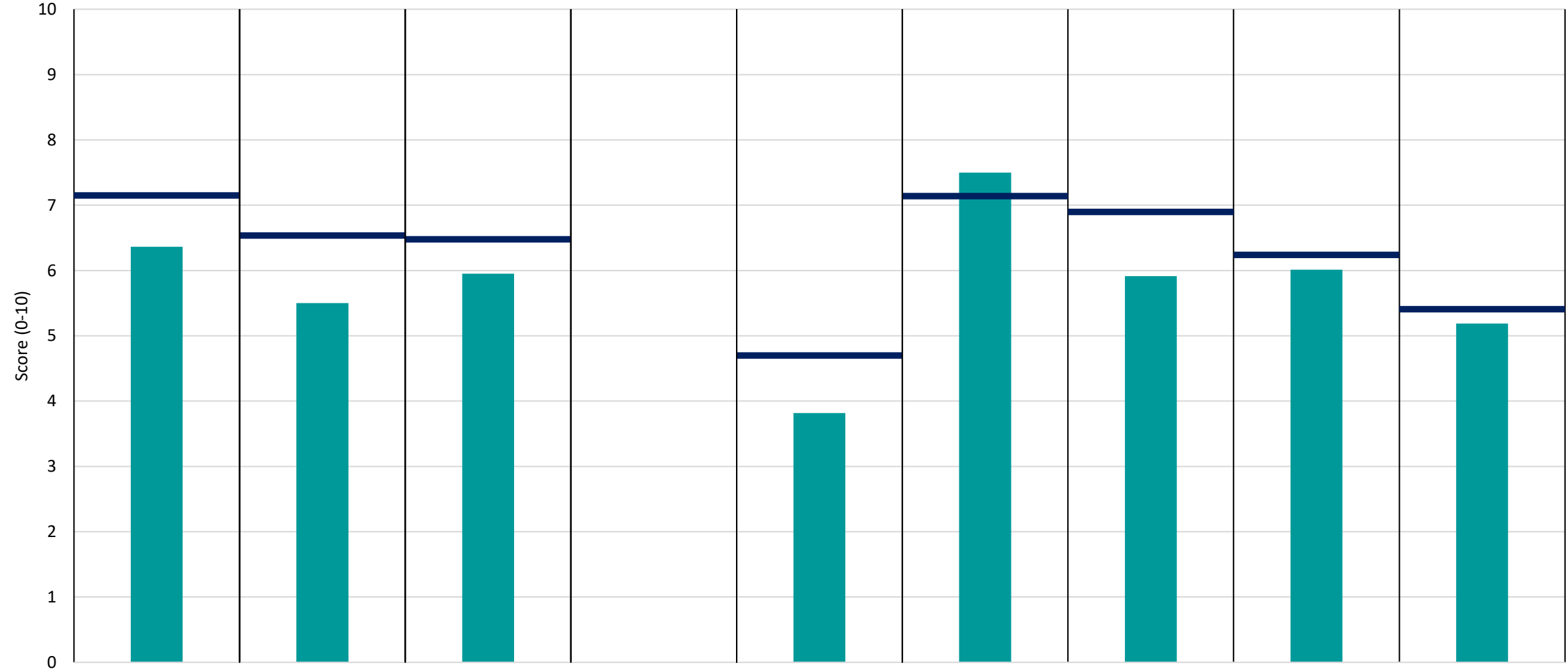
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.36	5.50	5.95	-	3.82	7.50	5.92	6.01	5.19
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	14	14	14	-	14	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.



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



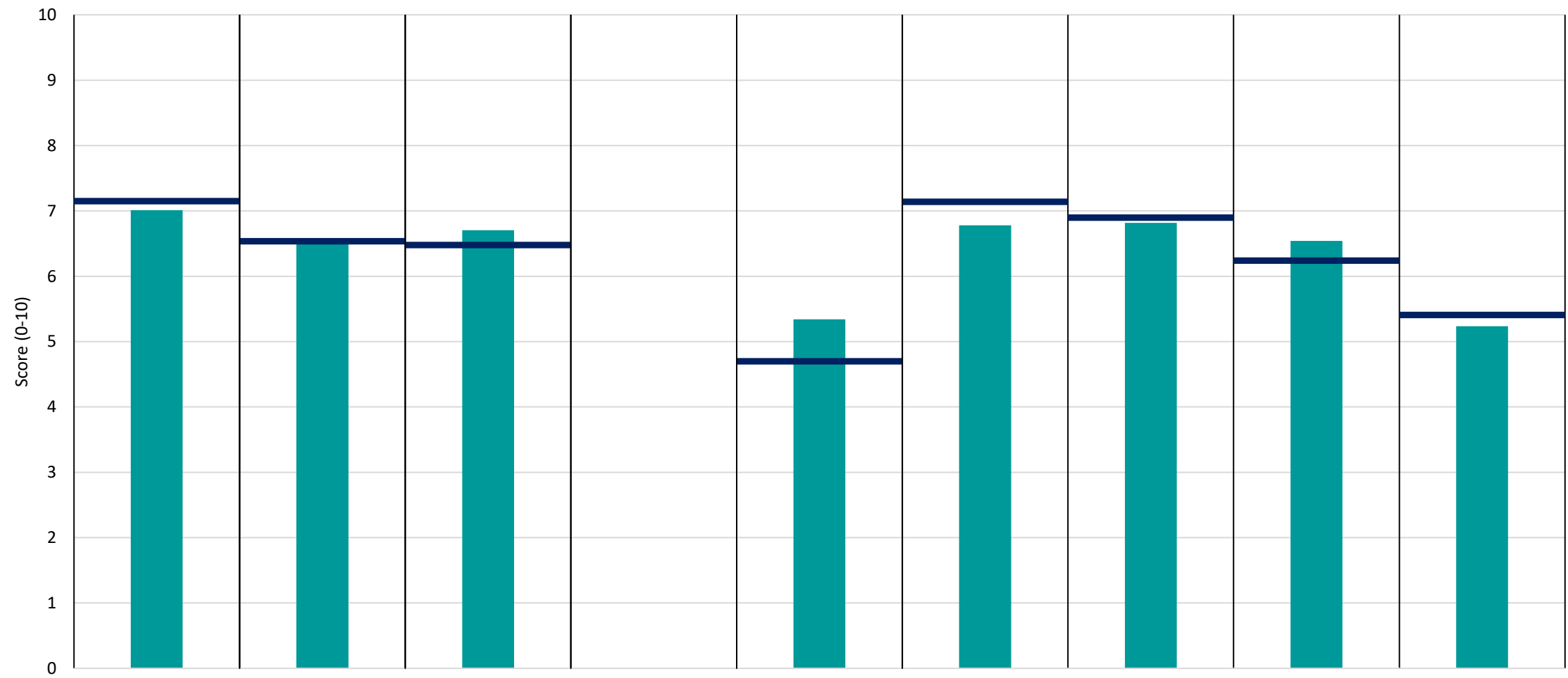
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.01	6.55	6.70	-	5.34	6.78	6.82	6.54	5.23
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



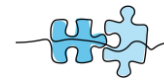
We are safe and
healthy



We are always
learning



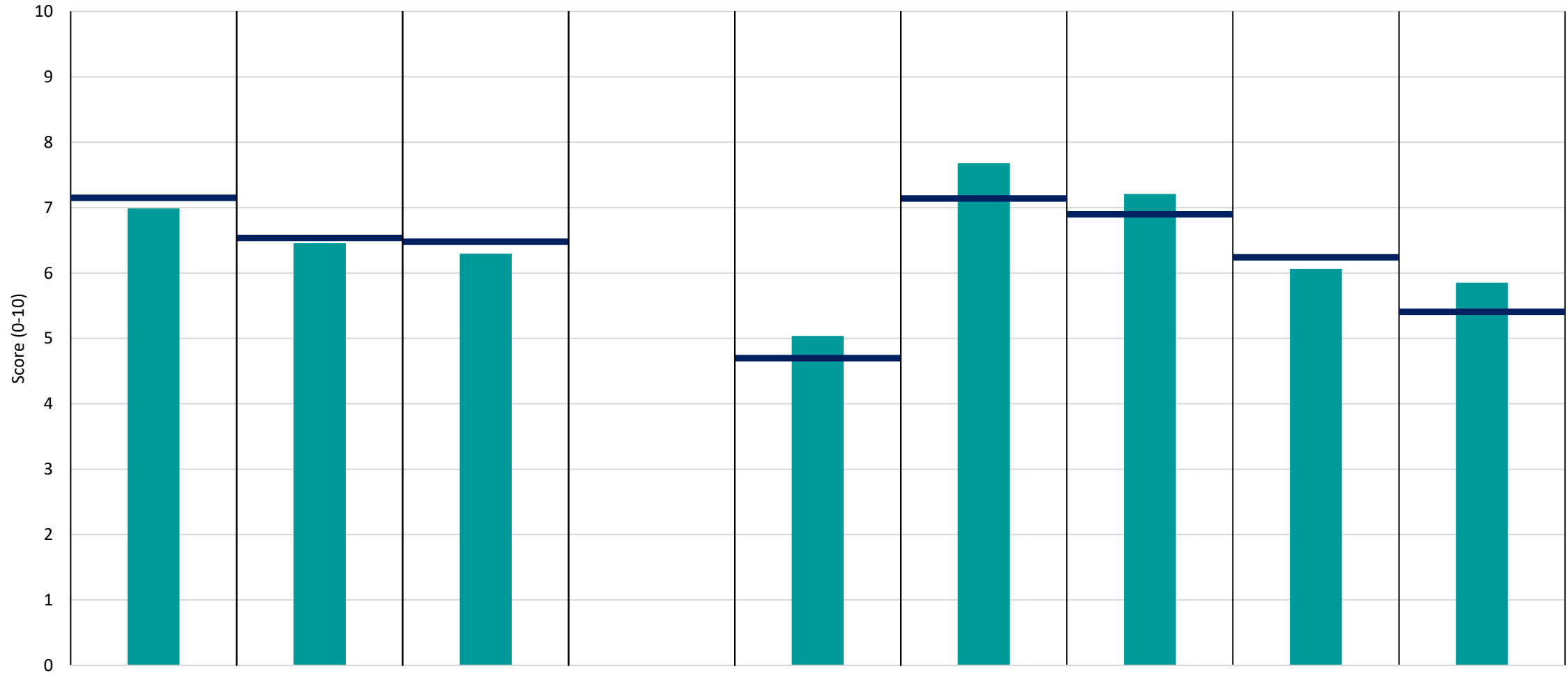
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.99	6.46	6.30	-	5.04	7.68	7.21	6.06	5.85
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 23 23 23 - 23 23 23 23 23 23 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



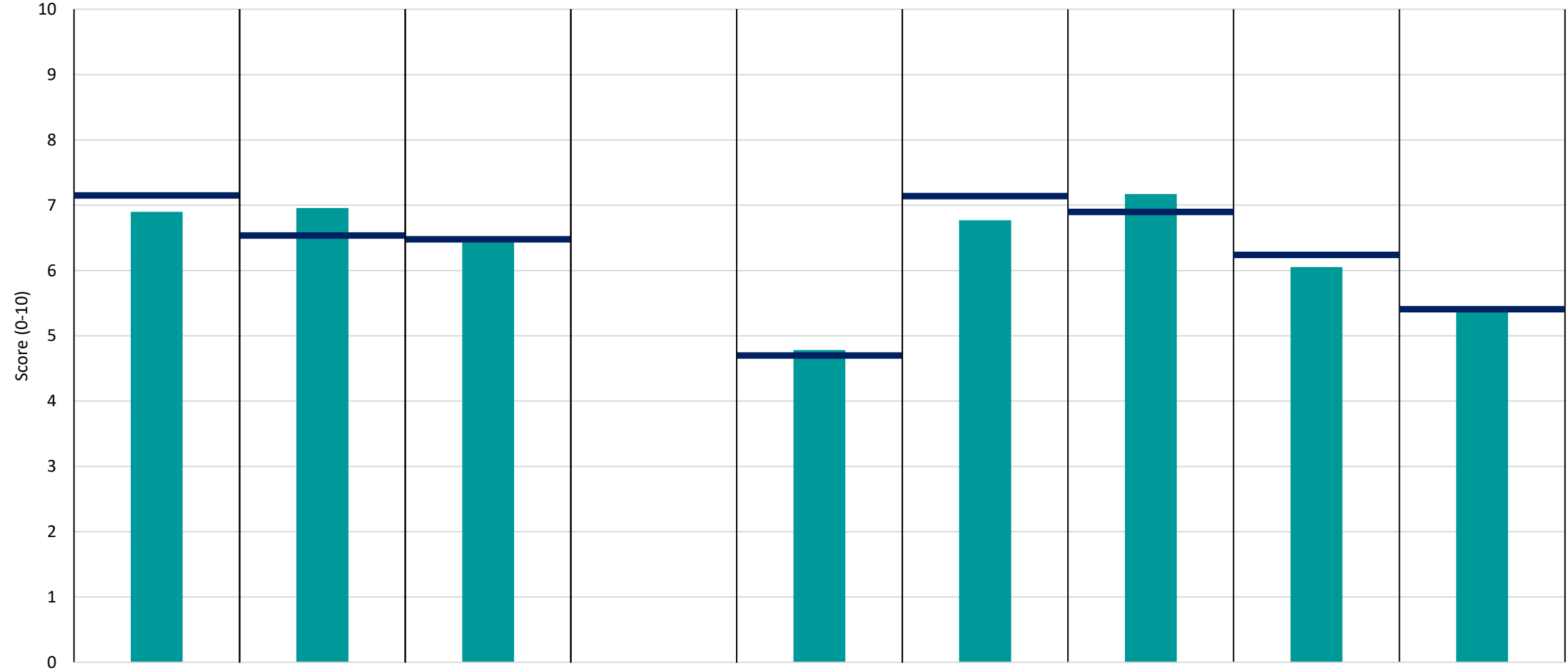
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.90	6.96	6.51	-	4.78	6.77	7.17	6.05	5.41
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
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



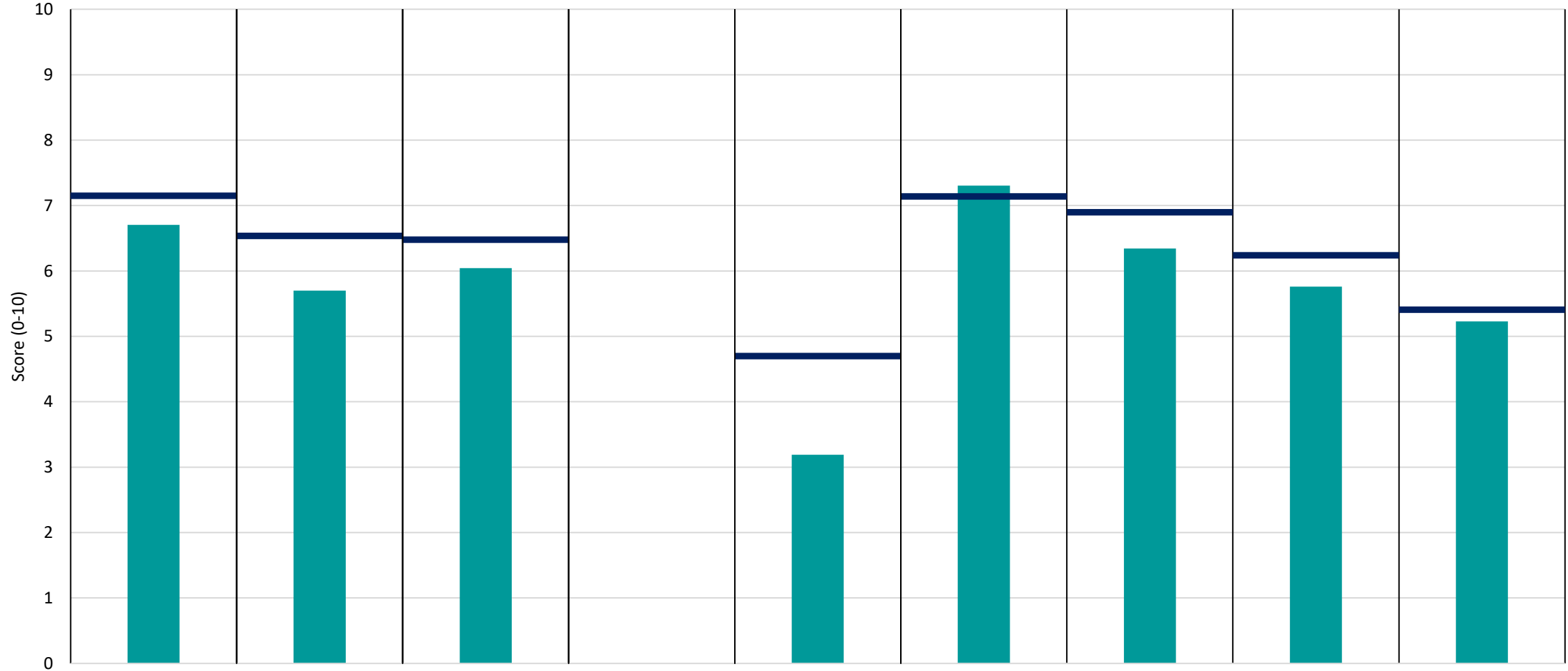
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.70	5.70	6.04	-	3.19	7.31	6.34	5.76	5.23
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 15 15 15 - 14 15 15 15 15 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



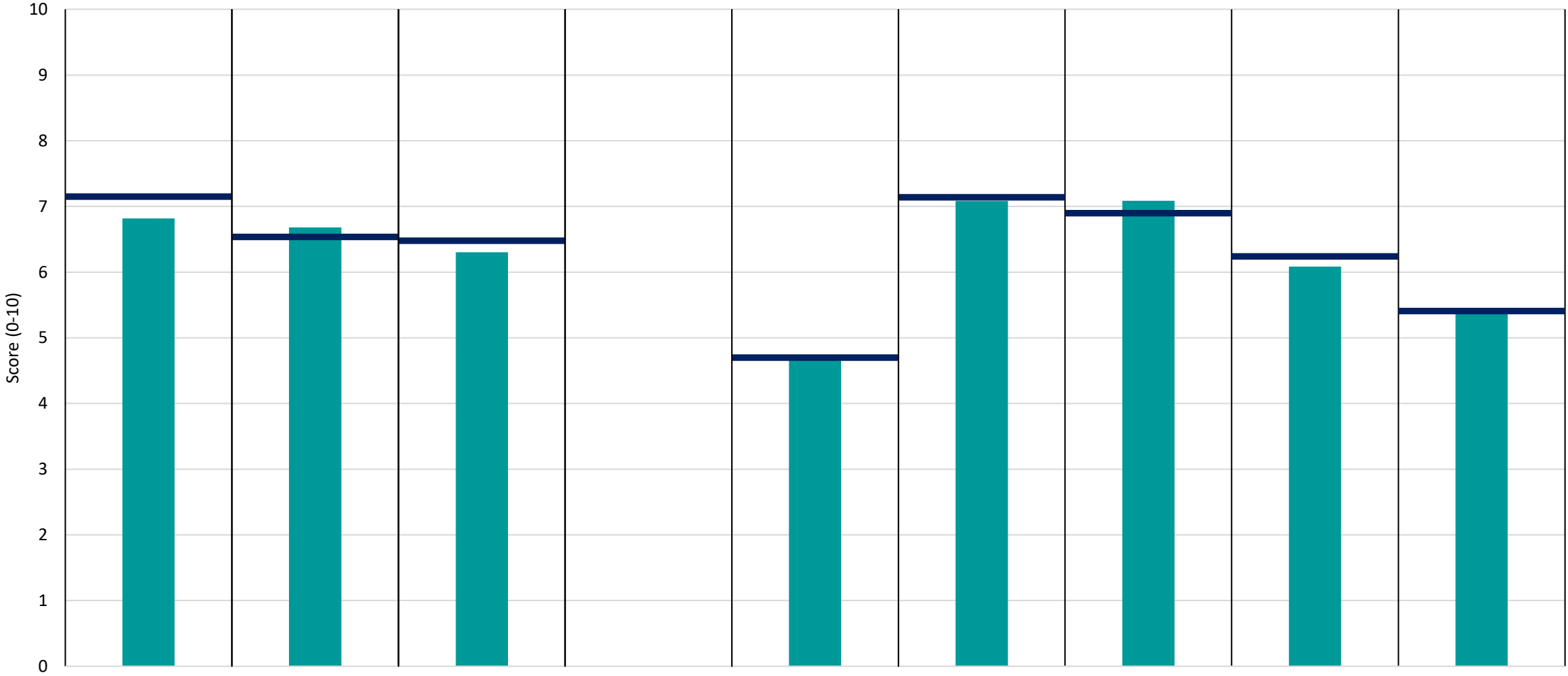
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.82	6.68	6.30	-	4.67	7.08	7.09	6.09	5.43
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
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.



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



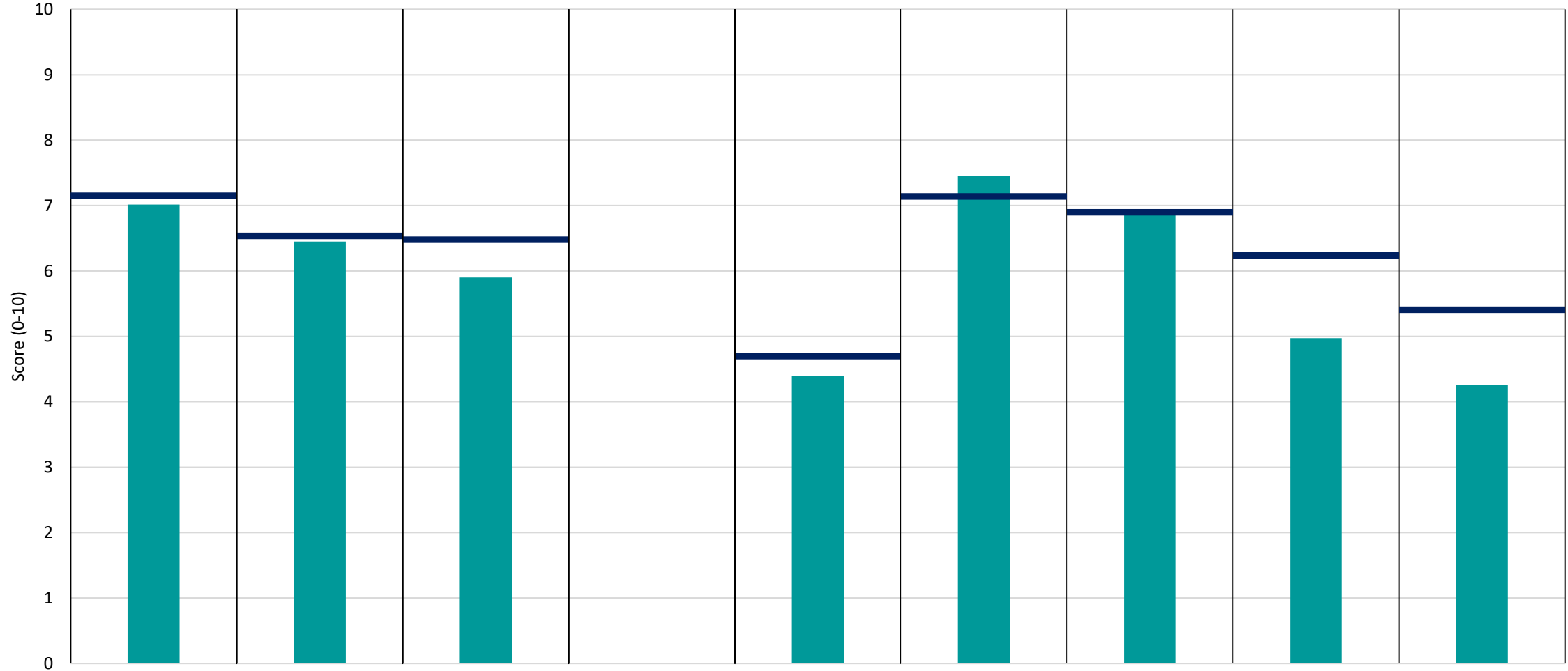
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.02	6.45	5.90	-	4.40	7.46	6.94	4.97	4.25
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	10	10	10	-	10	10	10	10	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



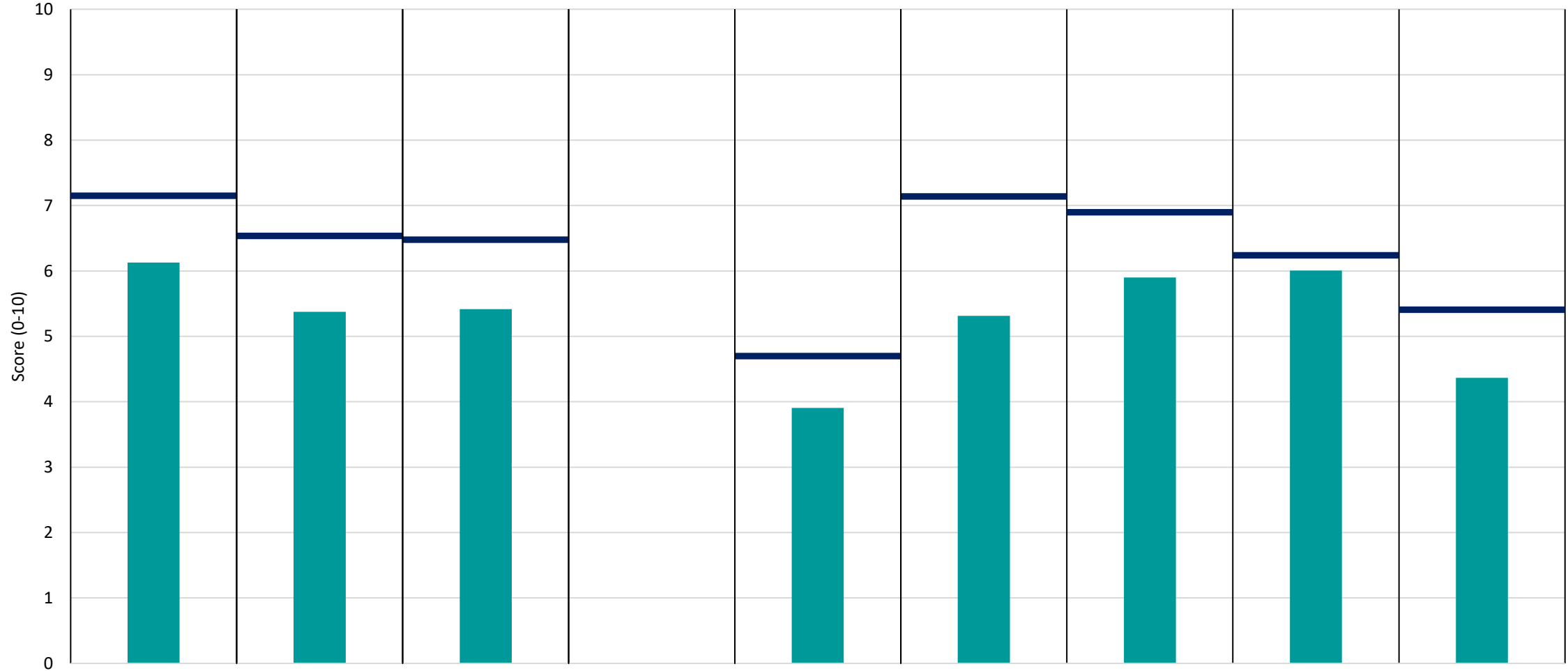
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.13	5.38	5.41	-	3.91	5.31	5.90	6.01	4.37
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 16 16 14 - 15 16 16 16 16 16 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



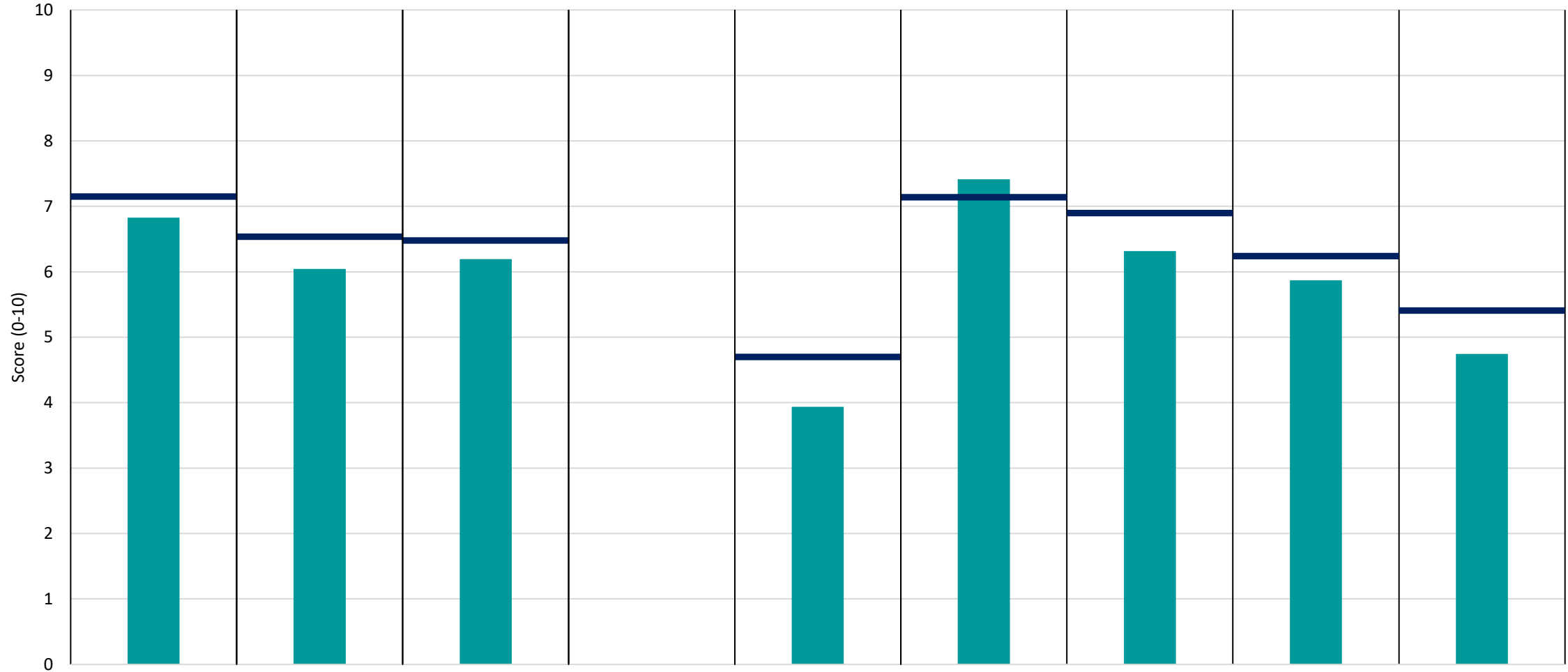
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.83	6.04	6.19	-	3.94	7.41	6.32	5.87	4.74
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	24	24	24	-	20	24	24	24	24



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



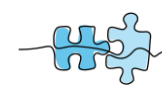
We are safe and
healthy



We are always
learning



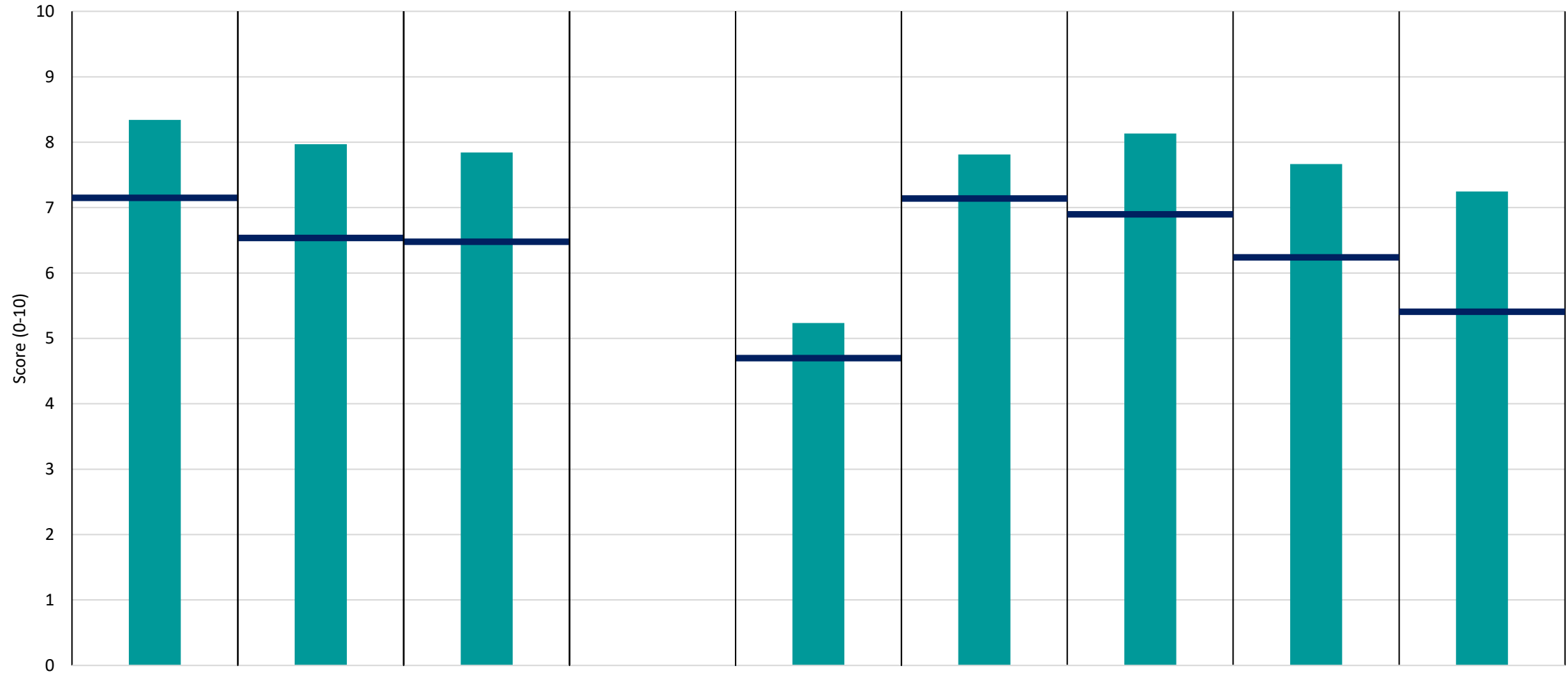
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.34	7.97	7.84	-	5.23	7.81	8.13	7.66	7.25
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 16 16 16 - 16 16 16 16 16 16 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



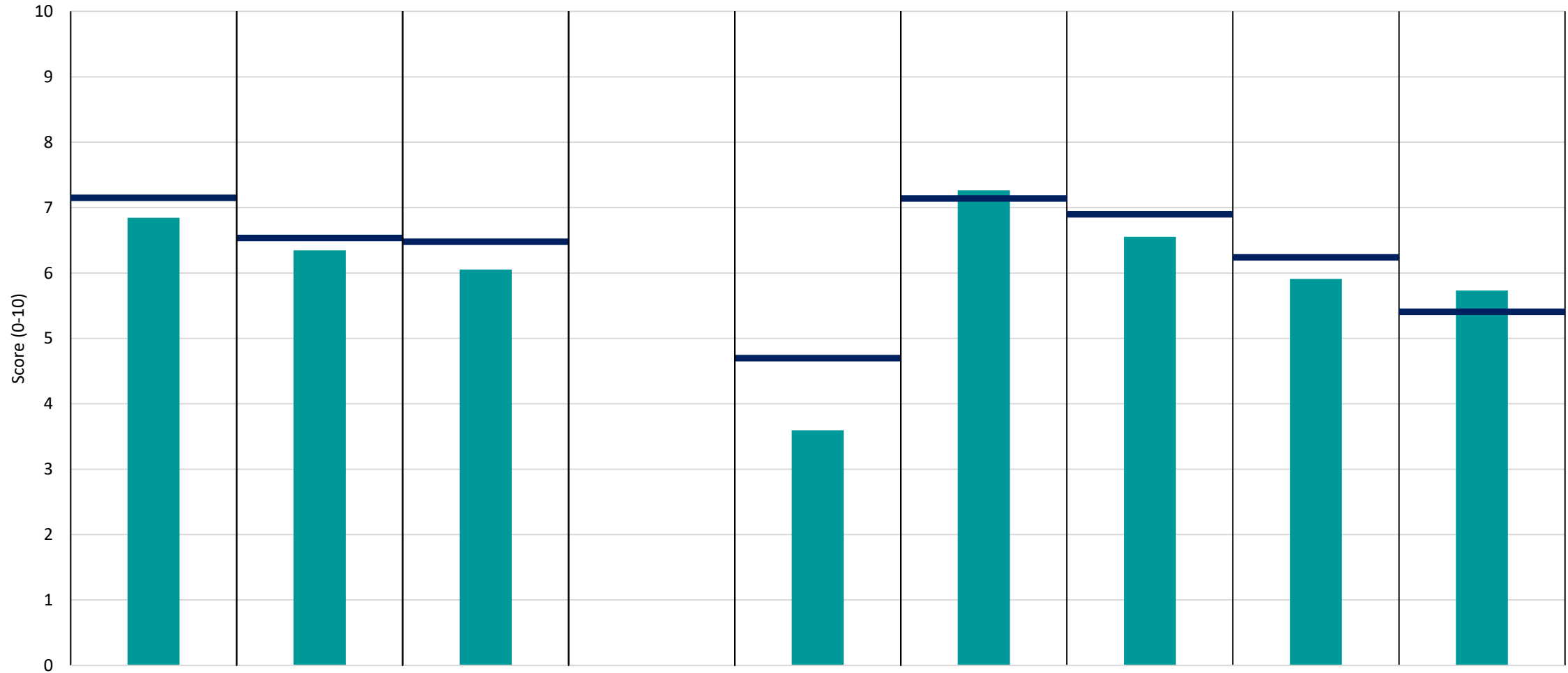
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.84	6.35	6.05	-	3.59	7.26	6.55	5.91	5.73
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 39 39 39 - 36 39 38 39 39 39 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



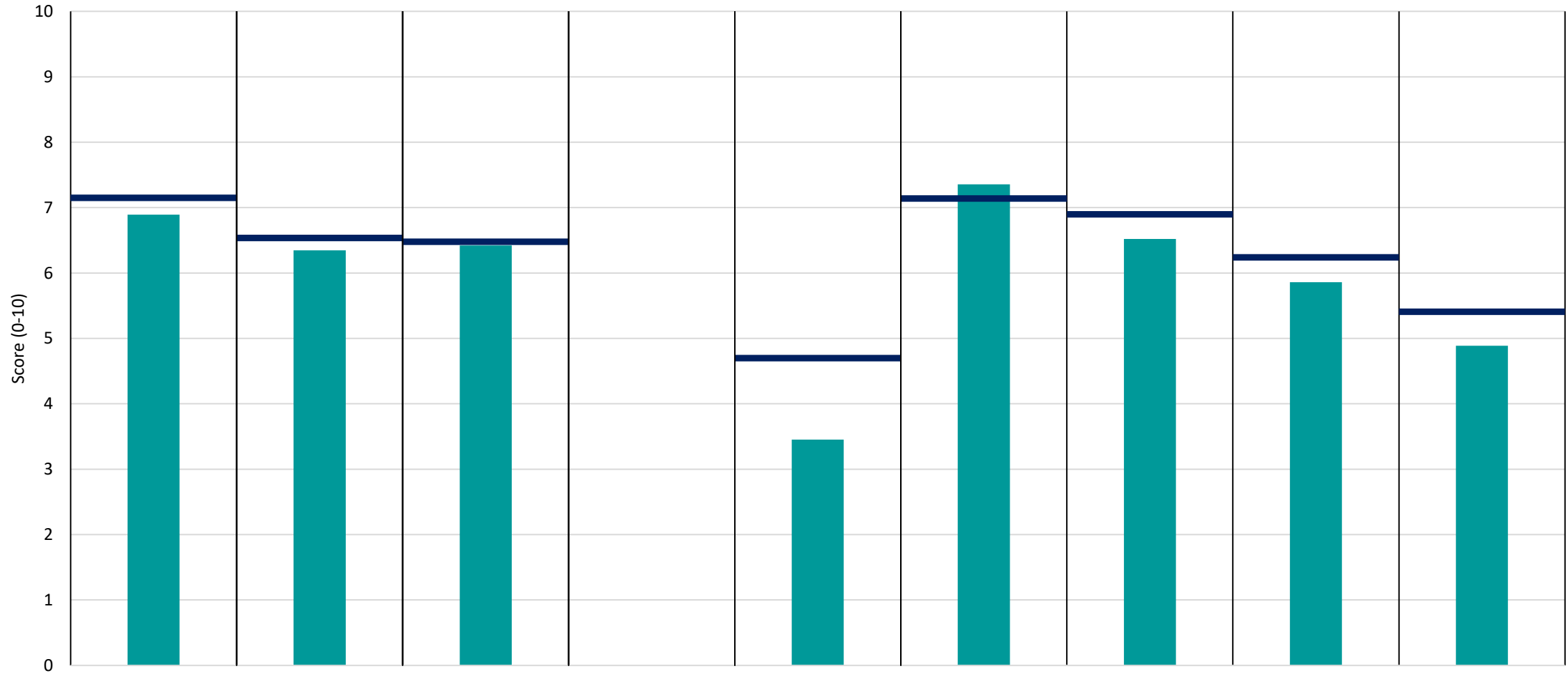
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.89	6.35	6.42	-	3.45	7.36	6.52	5.86	4.89
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 23 23 23 - 23 23 23 23 23 23 28

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



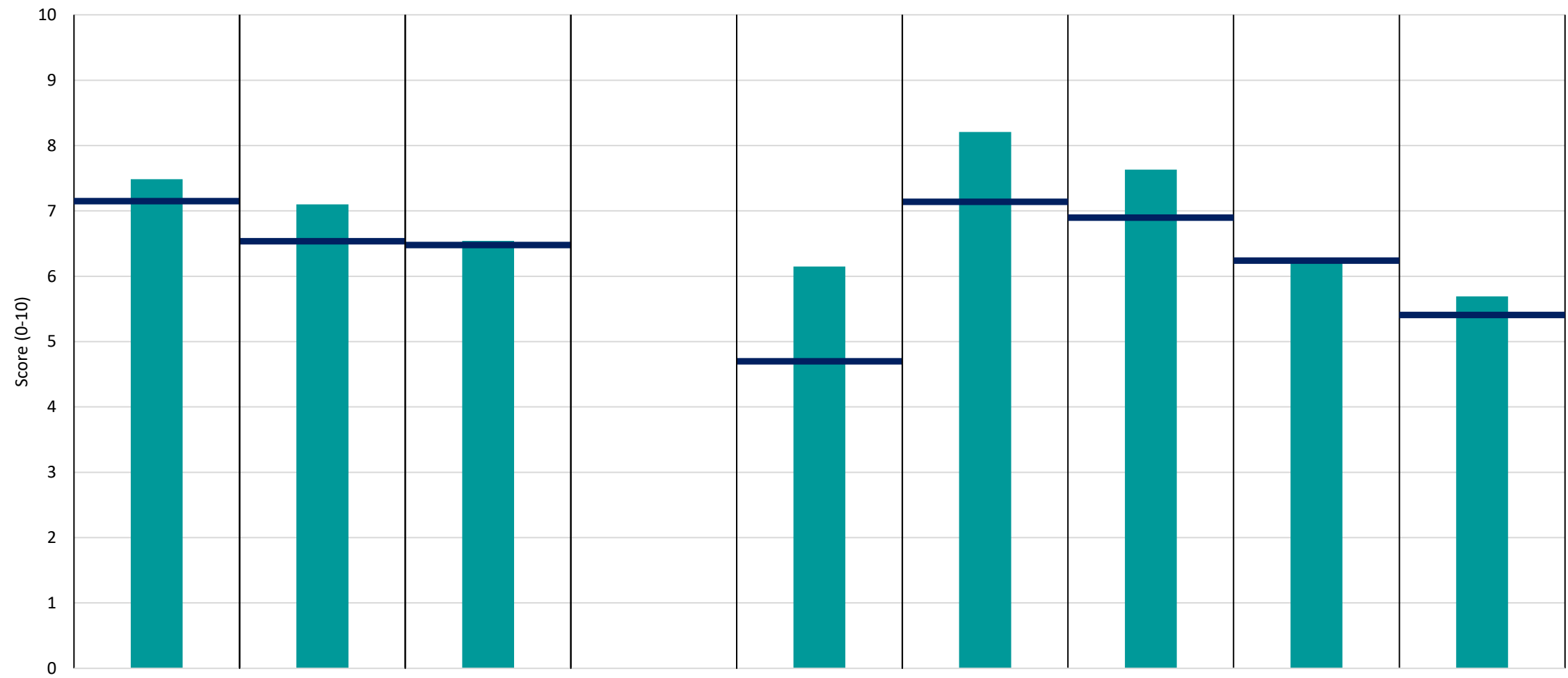
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.49	7.10	6.54	-	6.15	8.21	7.63	6.28	5.69
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	20	20	20	-	19	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.



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



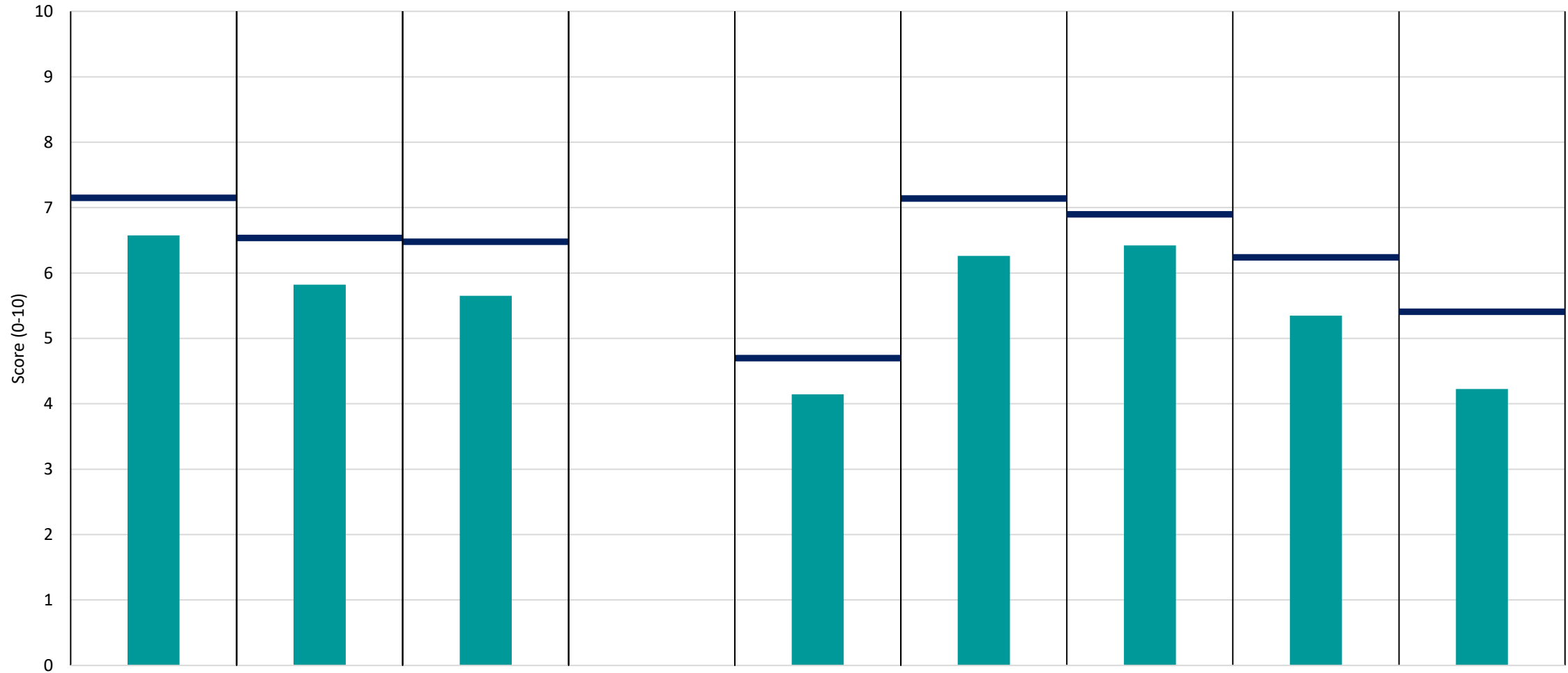
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.58	5.82	5.65	-	4.14	6.26	6.42	5.35	4.23
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	42	42	42	-	42	42	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.

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



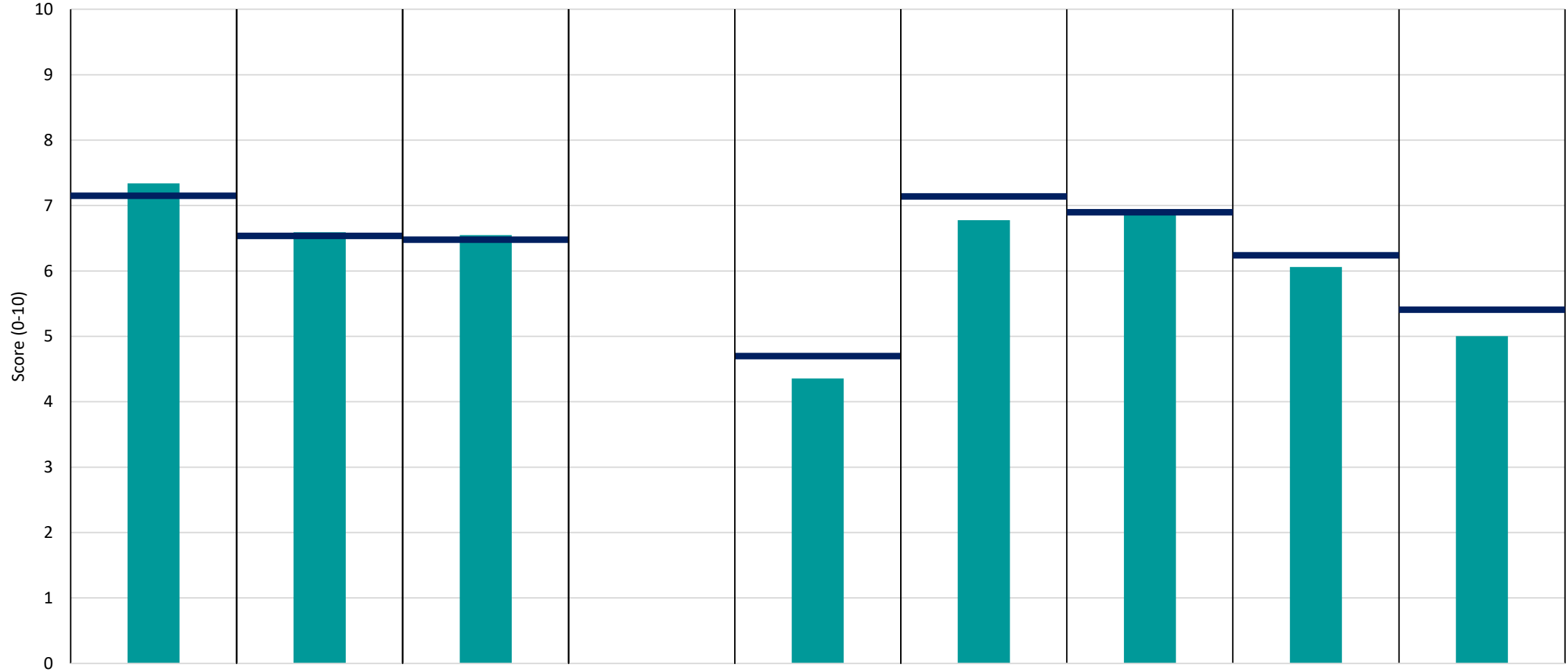
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.34	6.59	6.55	-	4.35	6.77	6.91	6.06	5.00
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
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



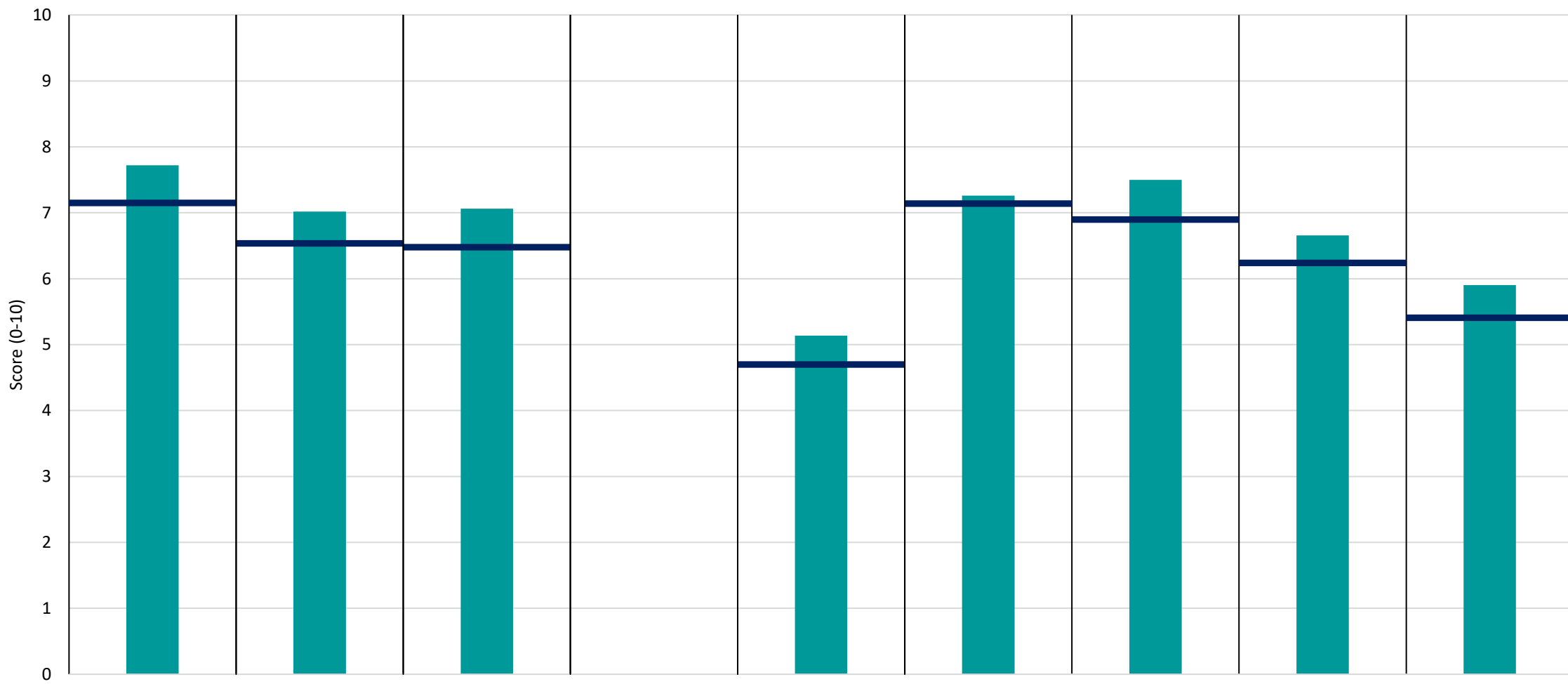
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.72	7.02	7.06	-	5.14	7.26	7.50	6.66	5.90
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41
Responses	28	28	28	-	27	28	28	28	28

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



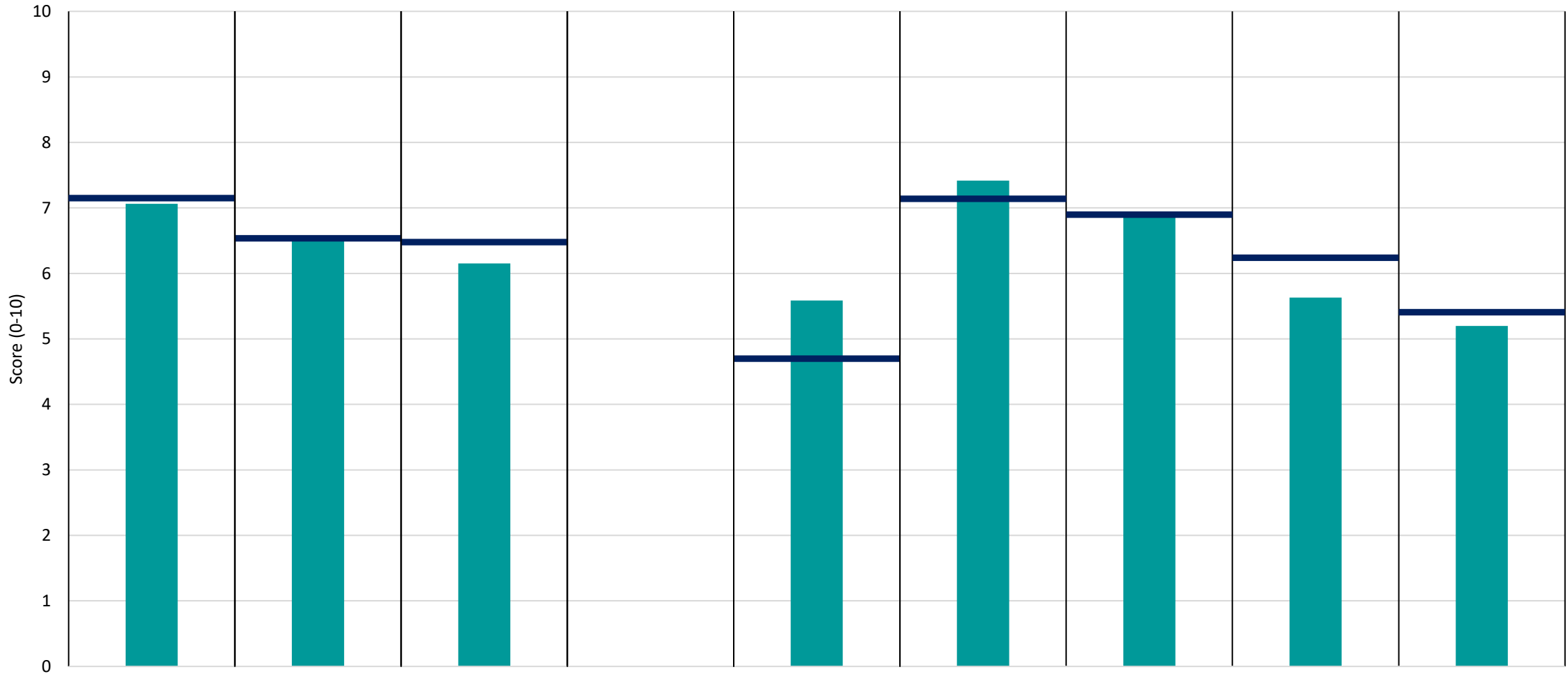
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.06	6.50	6.15	-	5.59	7.42	6.92	5.63	5.20
Your org	7.15	6.54	6.48	-	4.70	7.14	6.90	6.24	5.41

Responses 20 20 20 - 19 20 20 20 20 20 33

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.