



NHS Herefordshire and Worcestershire ICB

2023 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Herefordshire and Worcestershire 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 Herefordshire and Worcestershire 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

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2023 NHS Staff Survey



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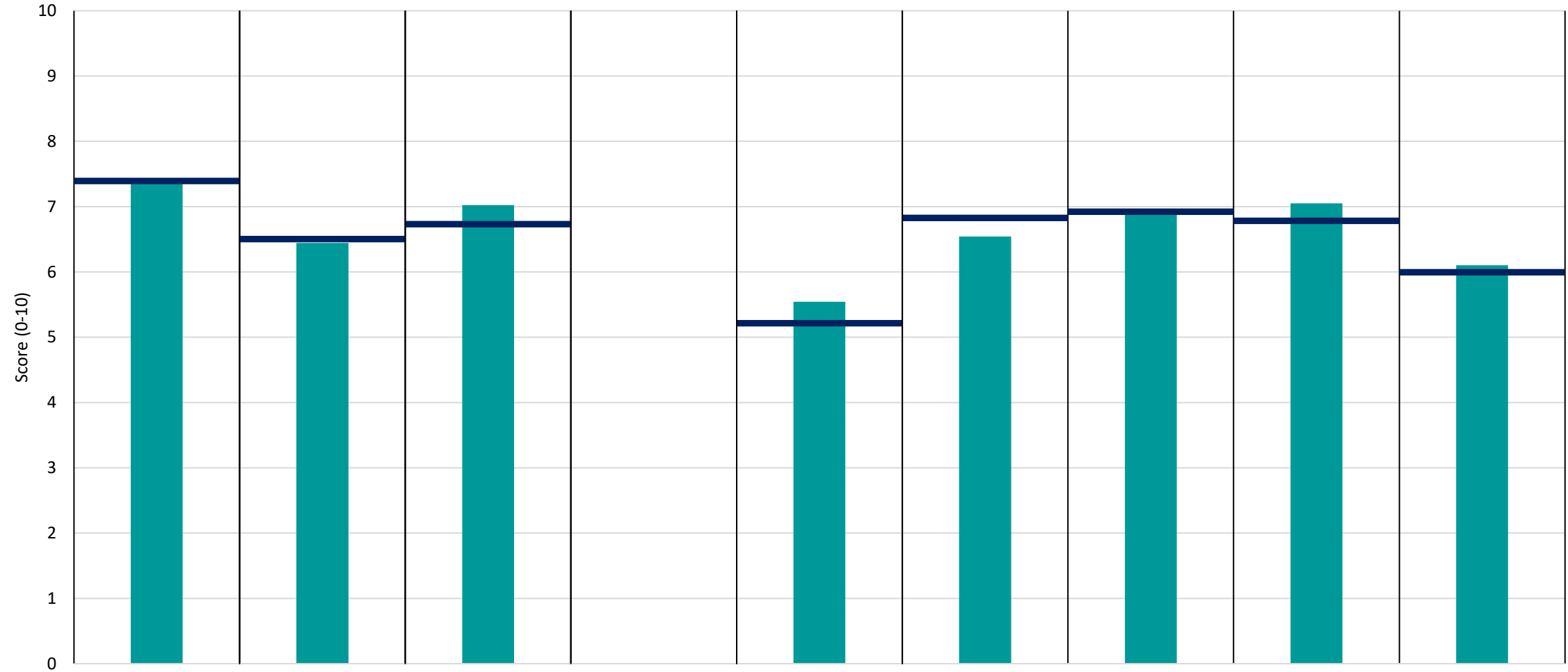
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Staff Engagement

Morale



Breakdown	7.35	6.44	7.02	-	5.54	6.54	6.95	7.05	6.10
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 39 40 39 - 38 40 40 40 40 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.



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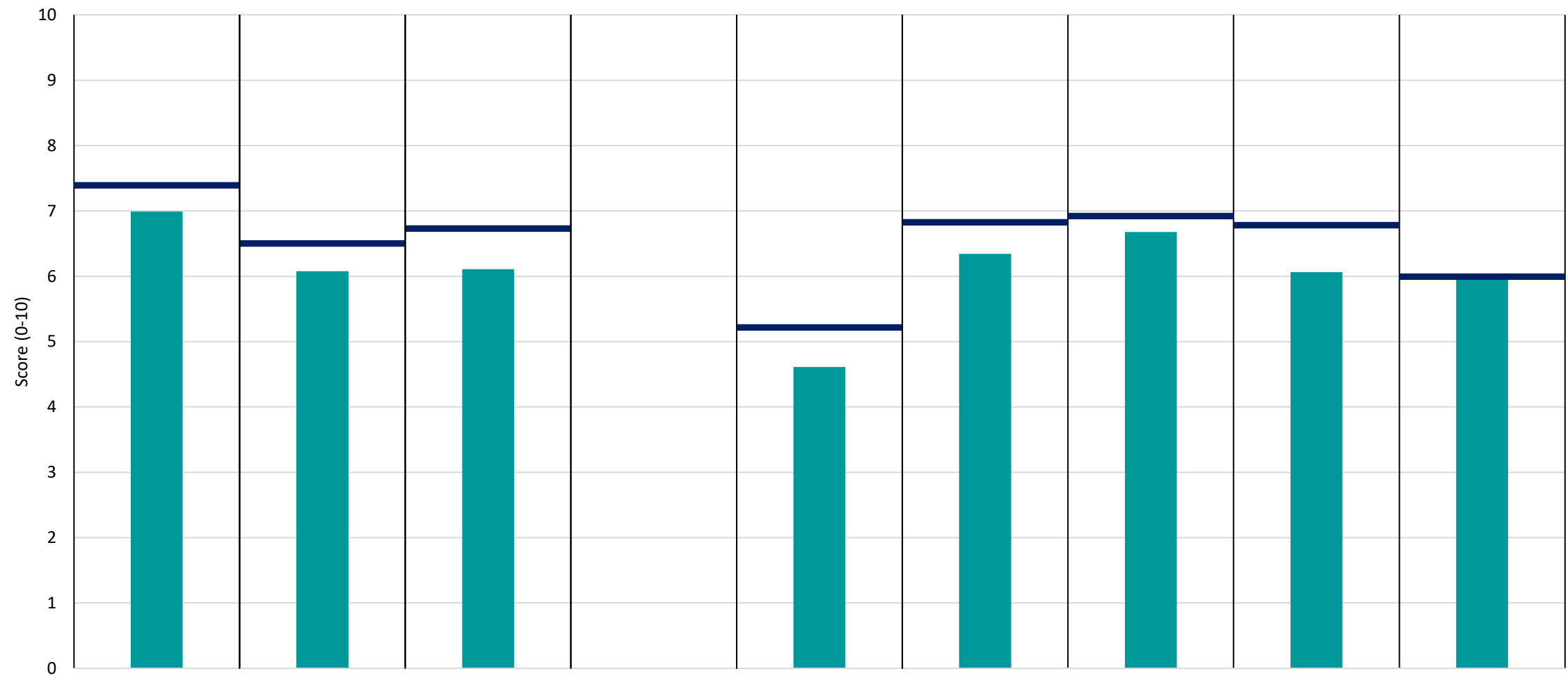
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Staff Engagement

Morale



Breakdown	6.99	6.08	6.11	-	4.61	6.34	6.68	6.06	6.00
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00
Responses	59	59	59	-	59	59	59	59	59

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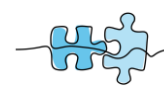
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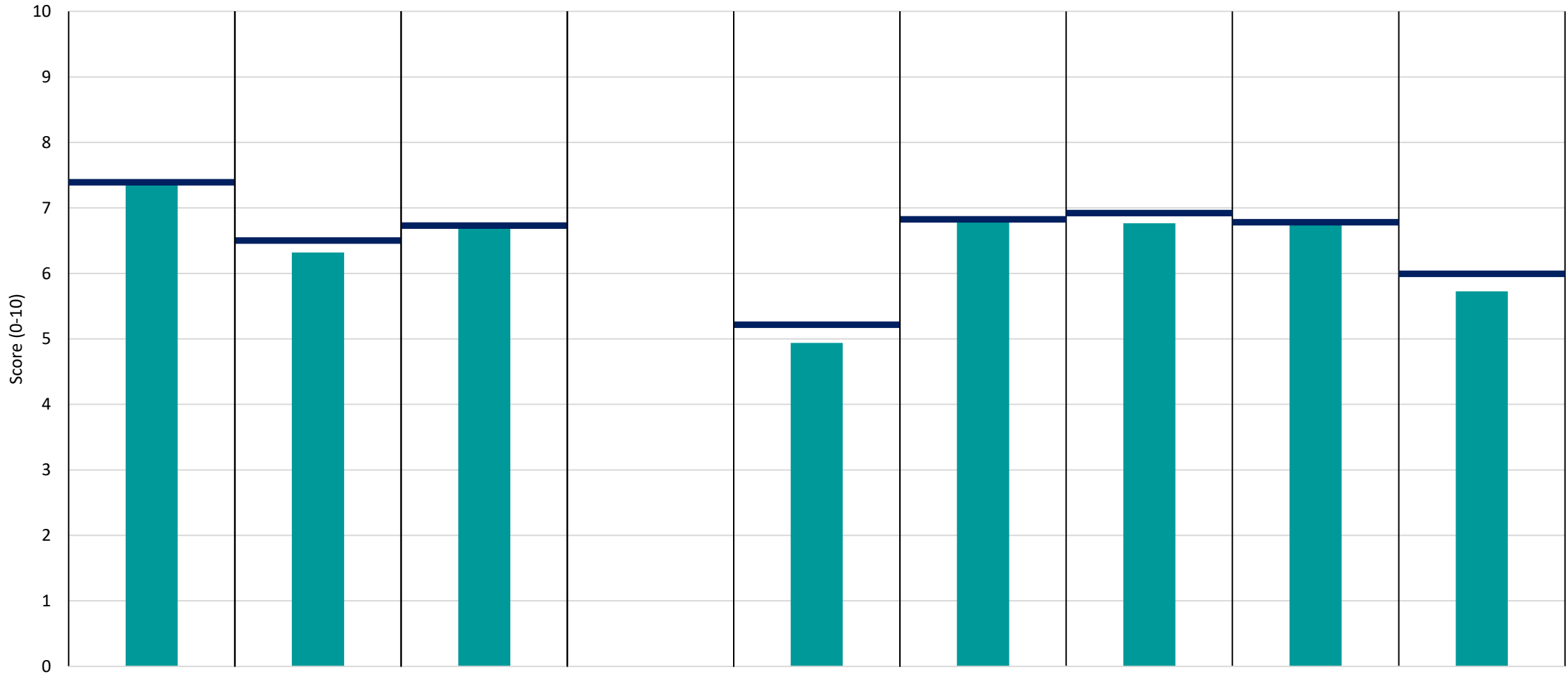
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Staff Engagement

Morale



Breakdown	7.40	6.32	6.74	-	4.94	6.80	6.77	6.77	5.73
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00
Responses	107	107	106	-	103	107	107	107	107

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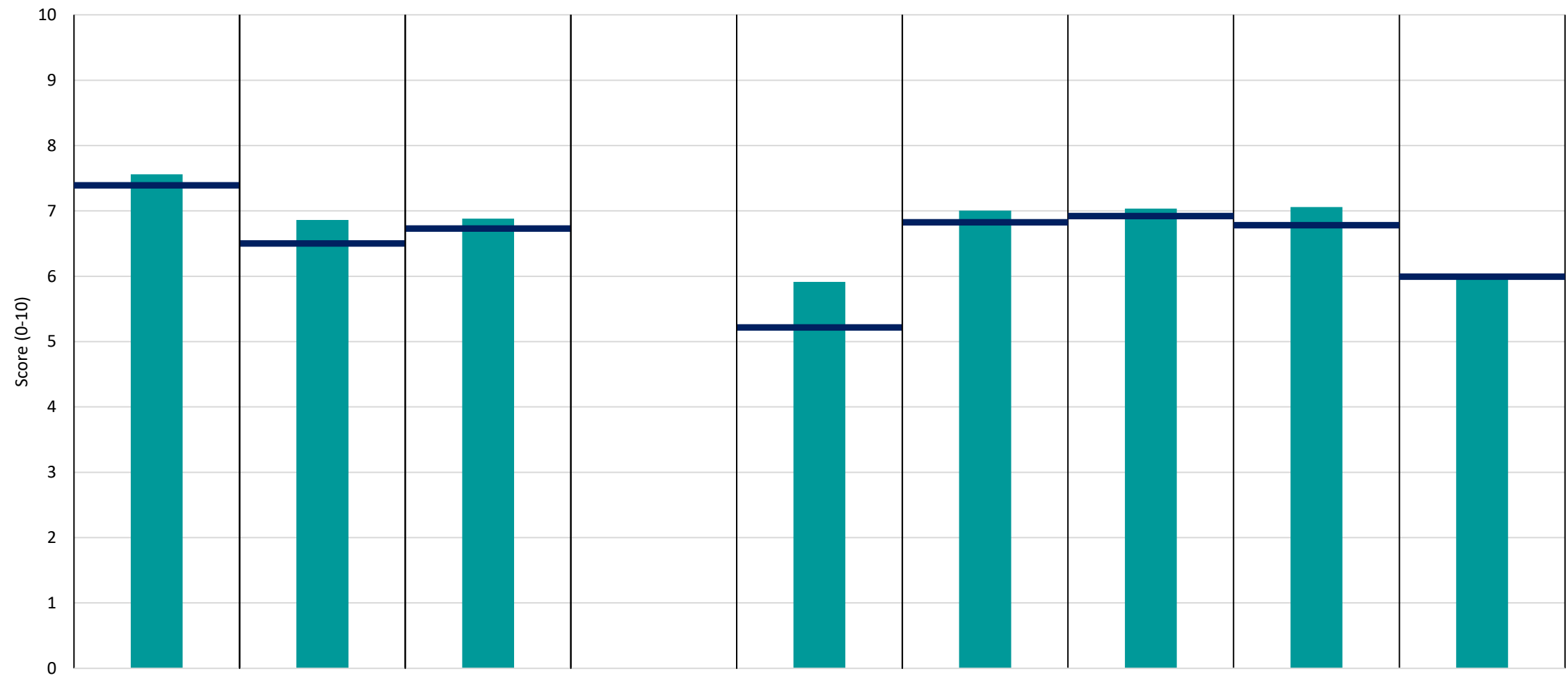
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Staff Engagement

Morale



Breakdown	7.56	6.86	6.88	-	5.91	7.00	7.03	7.06	6.02
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00
Responses	58	58	58	-	55	58	58	58	58

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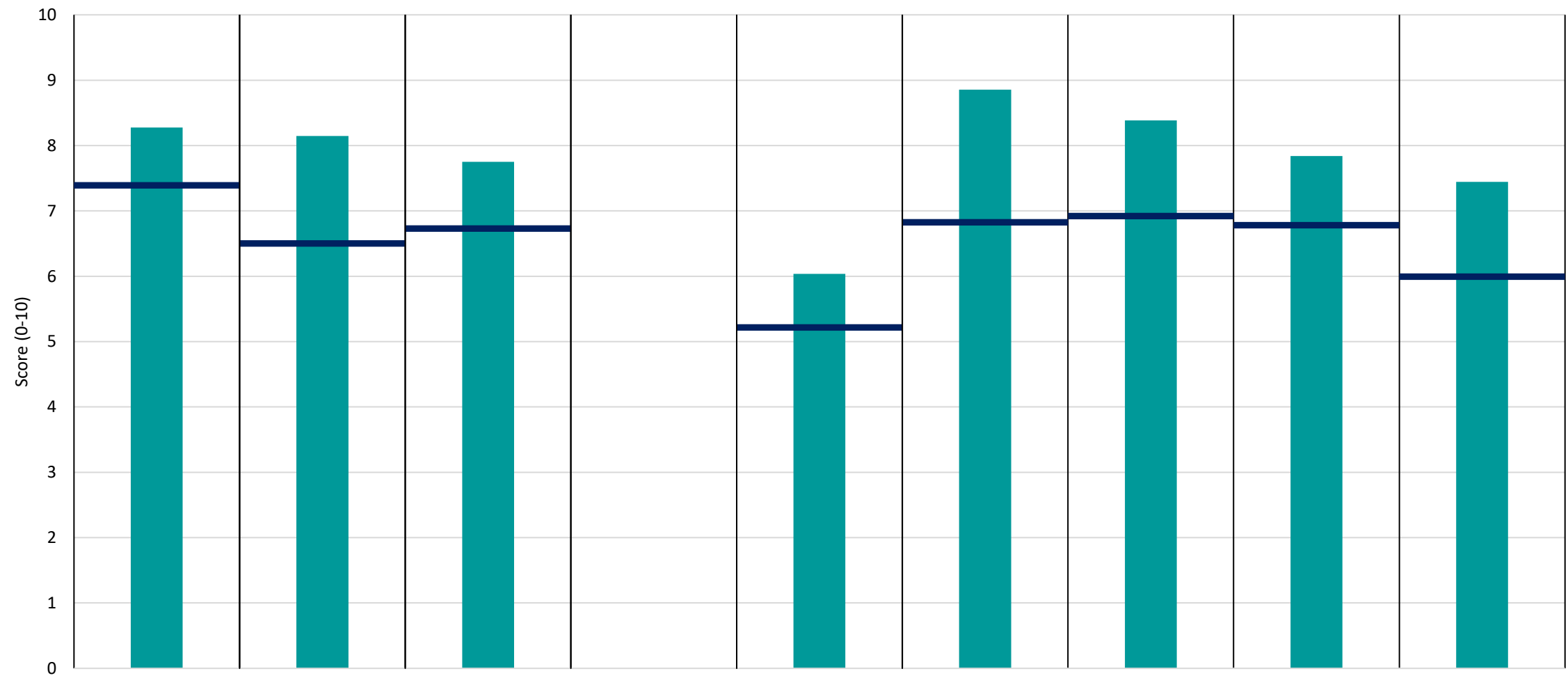
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Staff Engagement

Morale



Breakdown	8.28	8.15	7.75	-	6.04	8.85	8.38	7.84	7.45
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00
Responses	16	16	15	-	16	16	16	16	16

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Breakdowns 2

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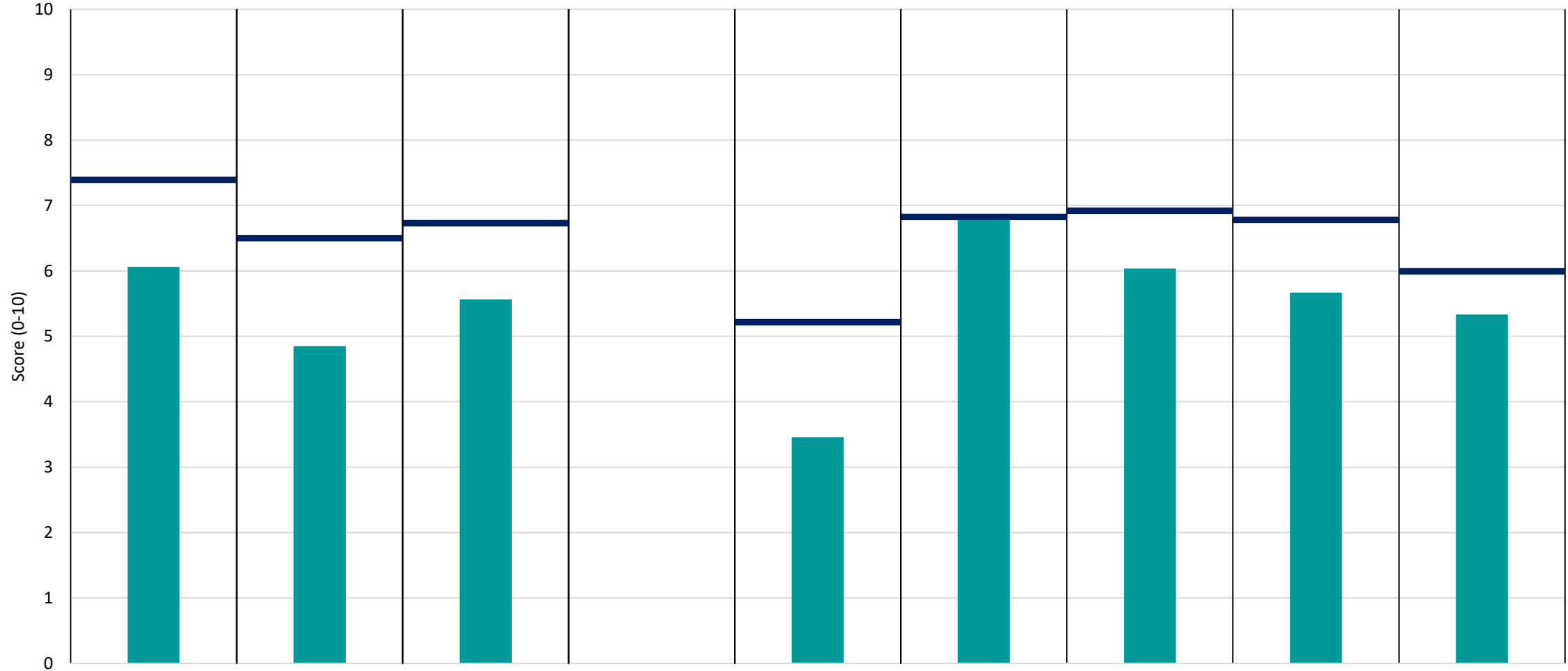
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Staff Engagement

Morale



Breakdown	6.06	4.85	5.57	-	3.46	6.79	6.04	5.67	5.34
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 10 10 10 - 10 10 10 10 10 10 12

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Continuing Healthcare



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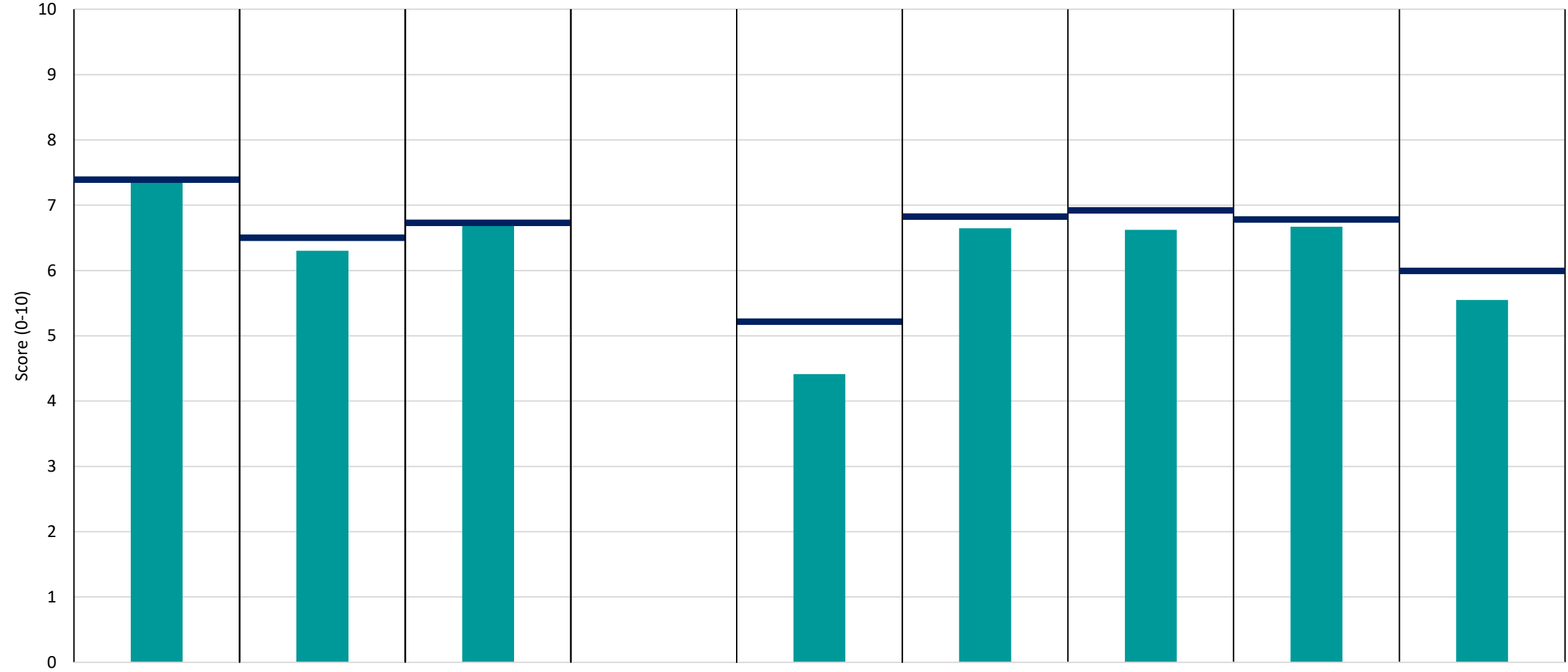
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Staff Engagement

Morale



Breakdown	7.40	6.30	6.68	-	4.42	6.65	6.62	6.67	5.55
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00
Responses	63	63	63	-	59	63	63	63	63

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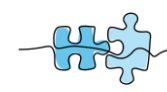
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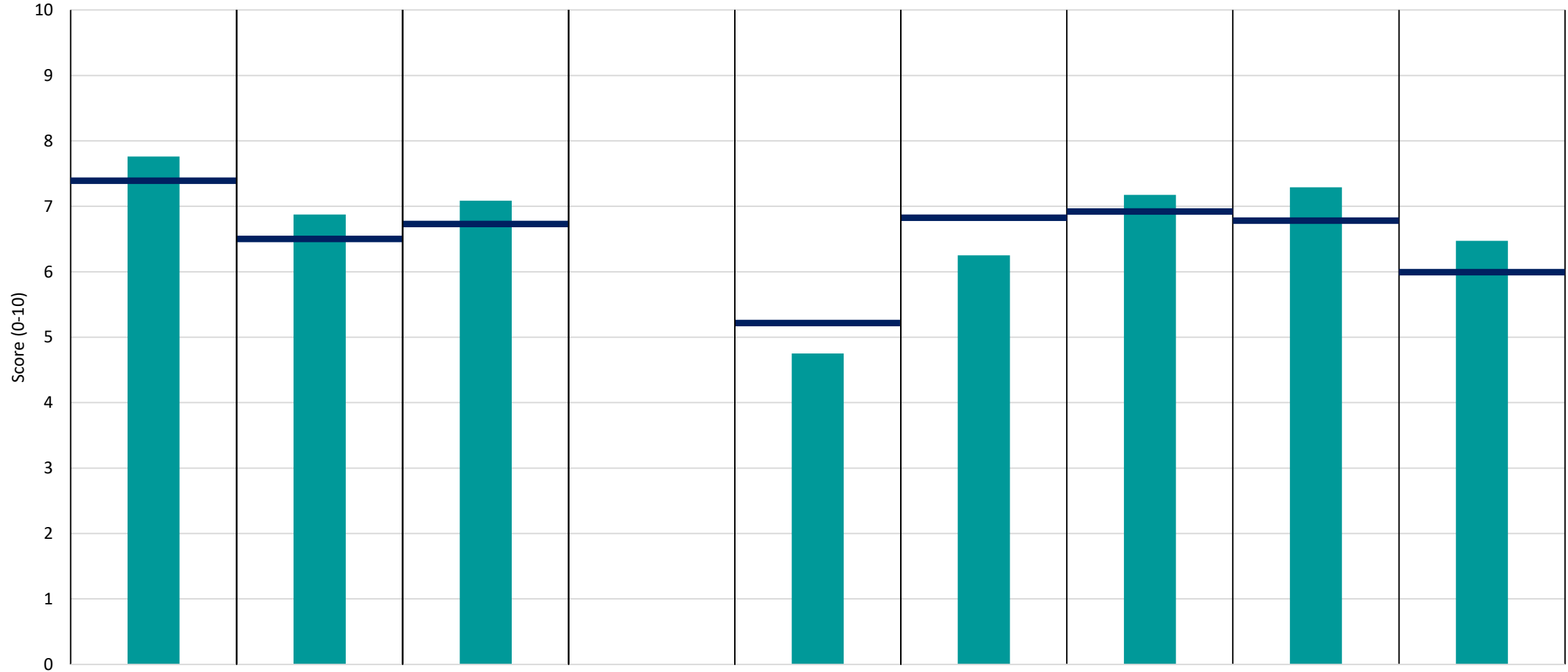
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Staff Engagement

Morale



Breakdown	7.76	6.88	7.09	-	4.75	6.25	7.17	7.29	6.47
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 12 12 12 - 12 12 12 12 12 12 14

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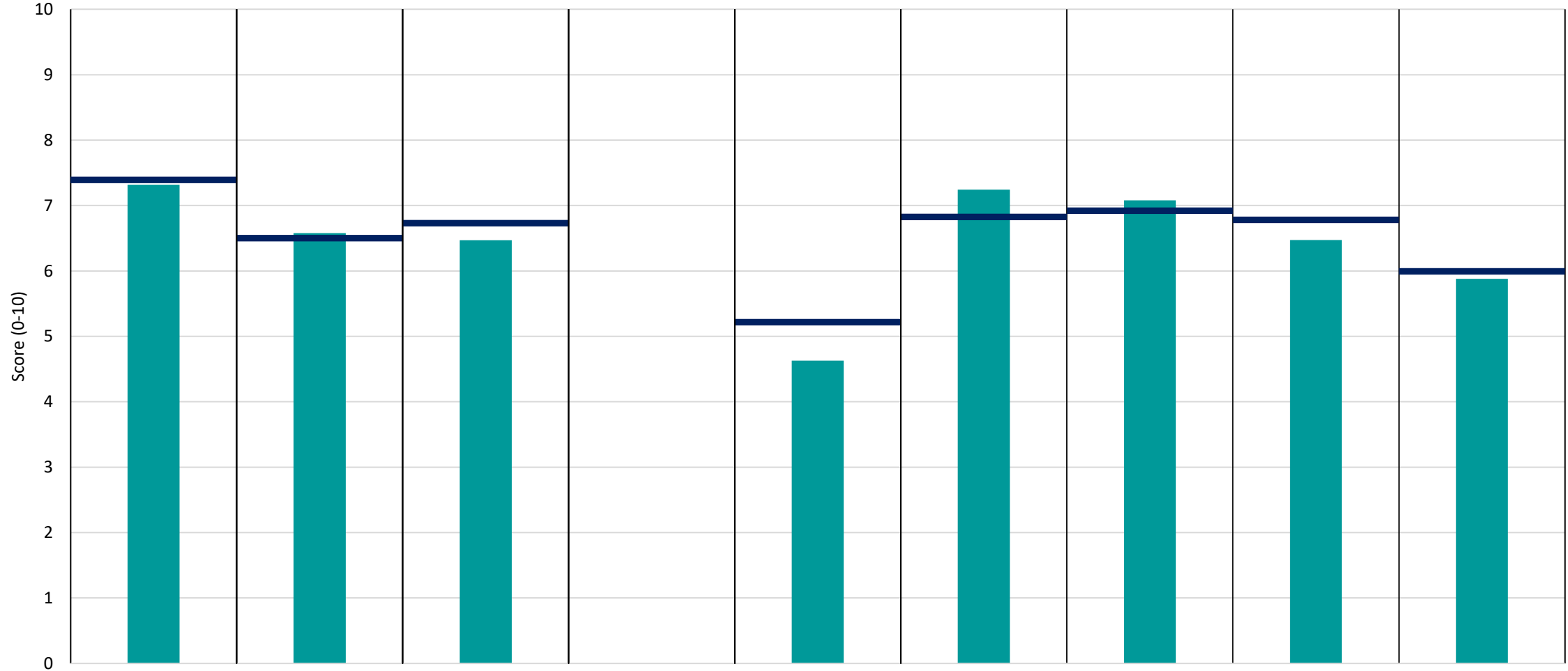
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Staff Engagement

Morale



Breakdown	7.32	6.58	6.47	-	4.63	7.24	7.08	6.47	5.88
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 13 13 13 - 13 13 13 13 13 13 15

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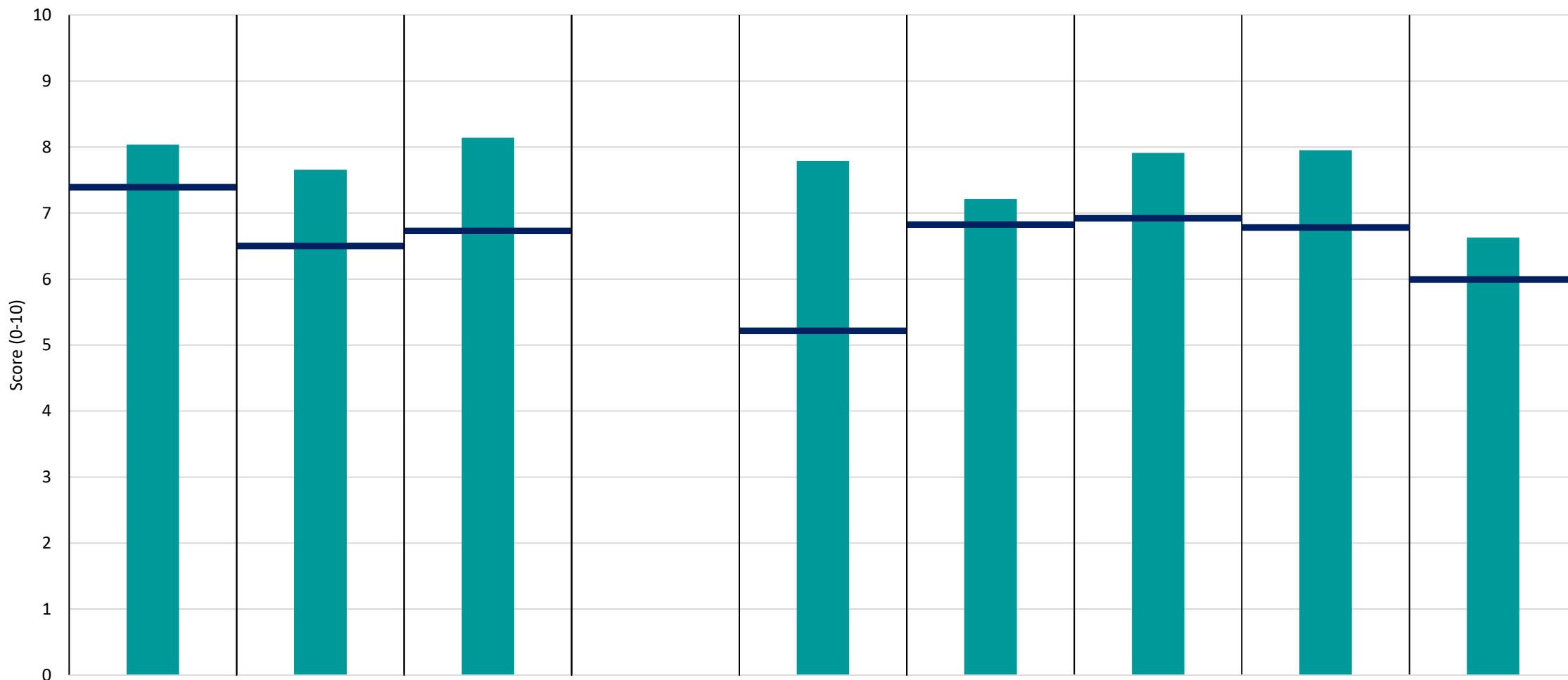
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Staff Engagement

Morale



Breakdown	8.04	7.66	8.14	-	7.79	7.21	7.91	7.95	6.63
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 16 16 16 - 15 16 16 16 16 16 16

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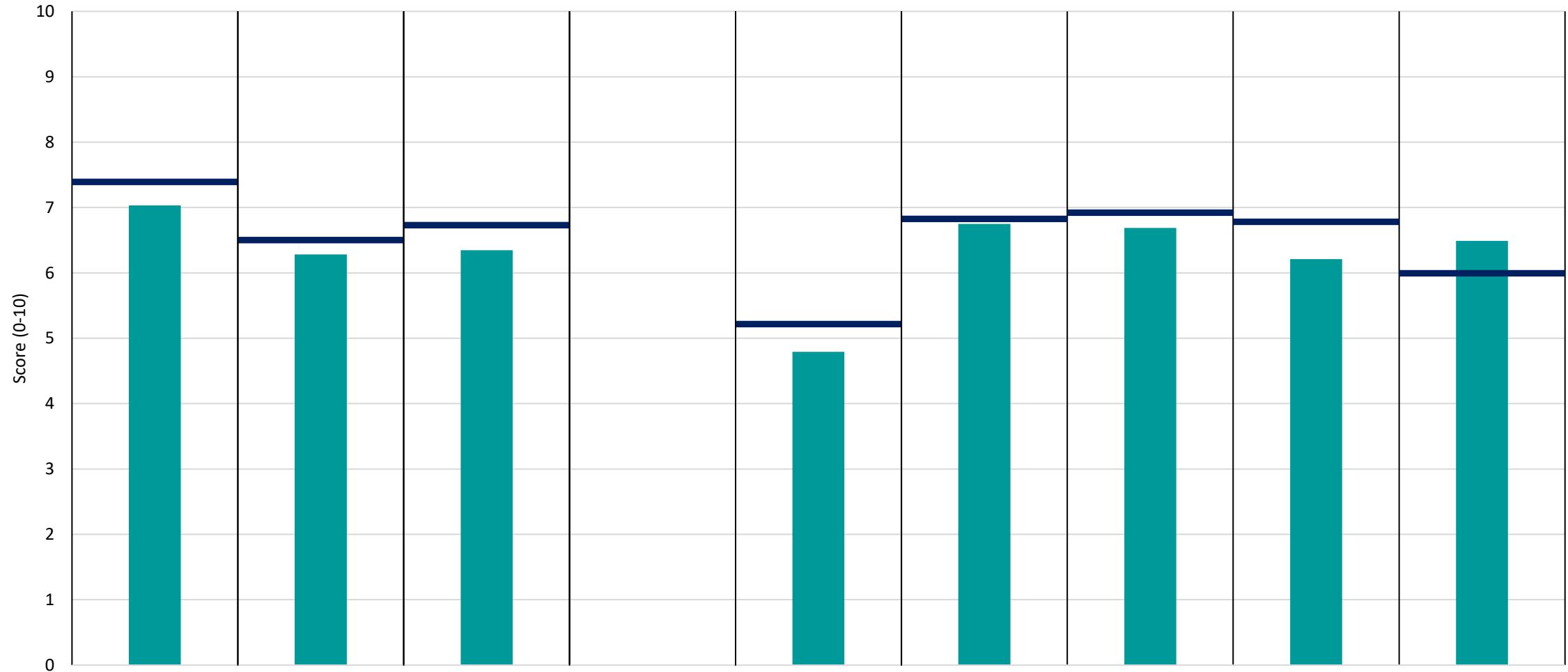
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Staff Engagement

Morale



Breakdown	7.03	6.28	6.35	-	4.79	6.75	6.69	6.21	6.49
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 30 31 30 - 30 31 31 31 31 31 17

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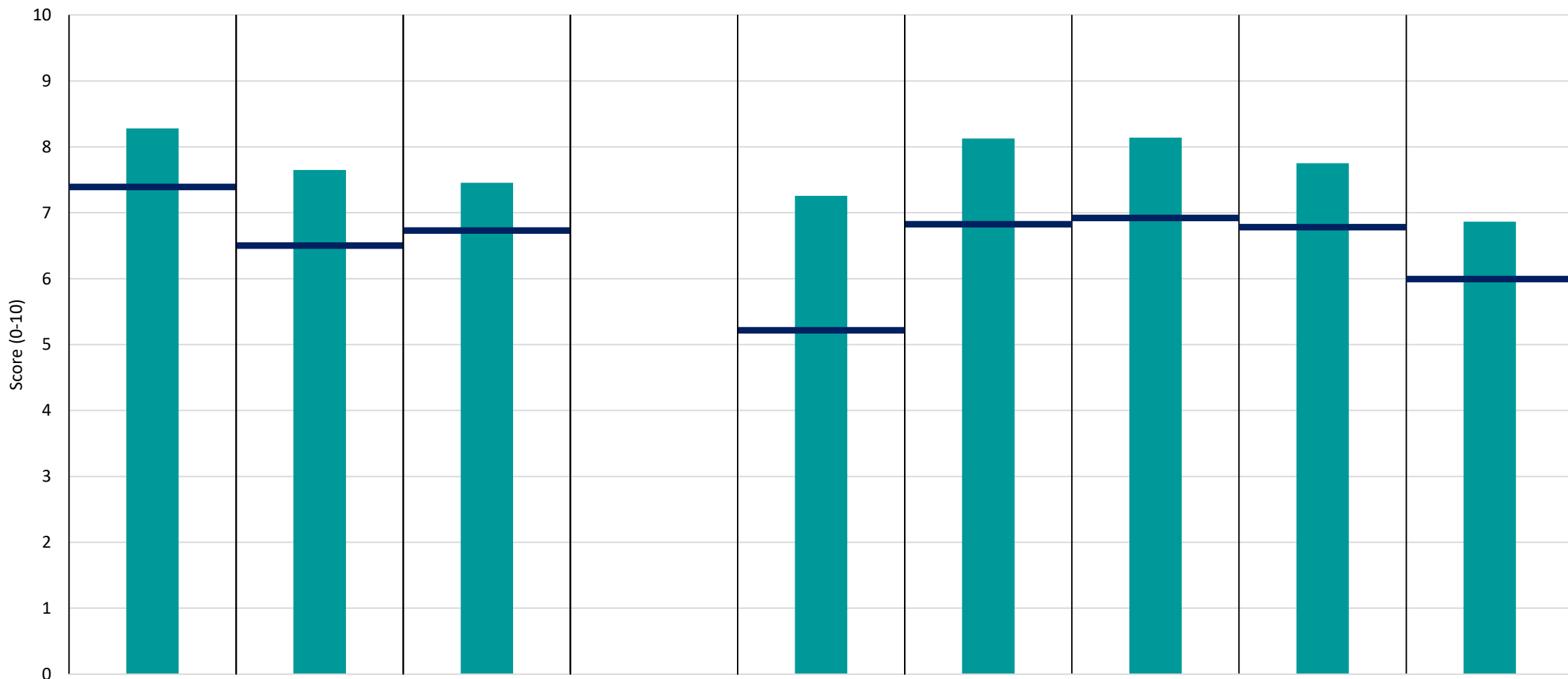
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Staff Engagement

Morale



Breakdown	8.28	7.65	7.46	-	7.26	8.13	8.14	7.75	6.87
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 10 10 10 - 10 10 10 10 10 10 18

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Other



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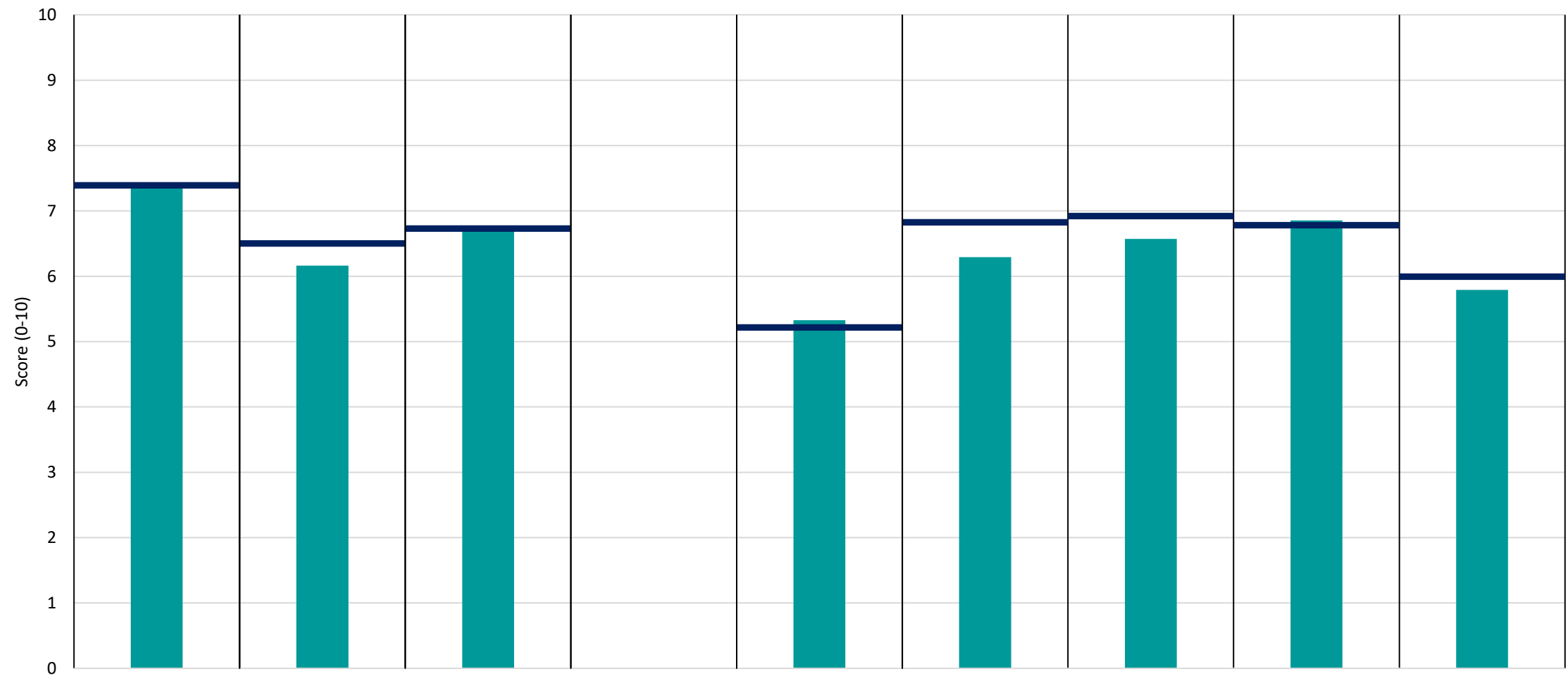
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Staff Engagement

Morale



Breakdown	7.36	6.16	6.74	-	5.33	6.29	6.57	6.85	5.79
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00
Responses	40	40	40	-	39	40	40	40	40

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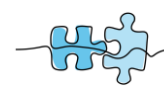
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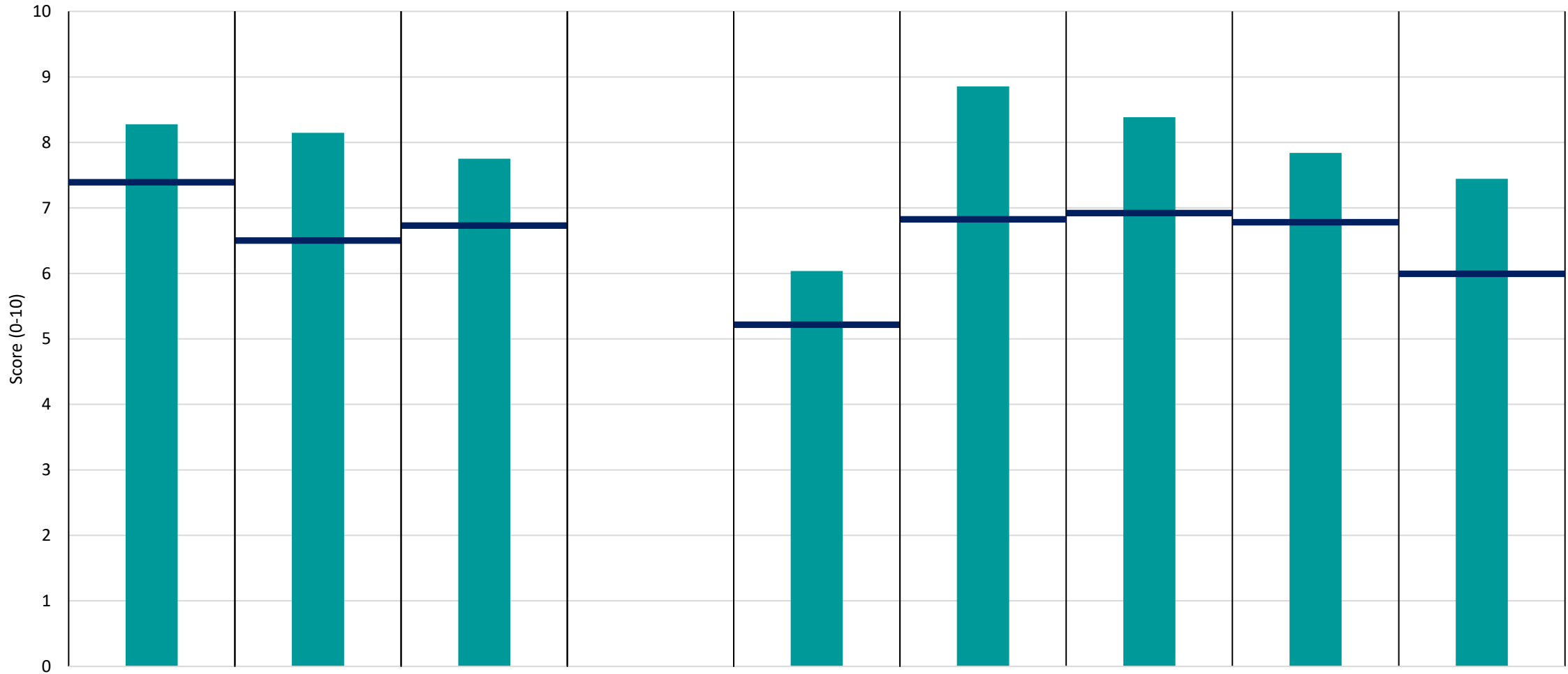
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Staff Engagement

Morale



Breakdown	8.28	8.15	7.75	-	6.04	8.85	8.38	7.84	7.45
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 16 16 15 - 16 16 16 16 16 16 20

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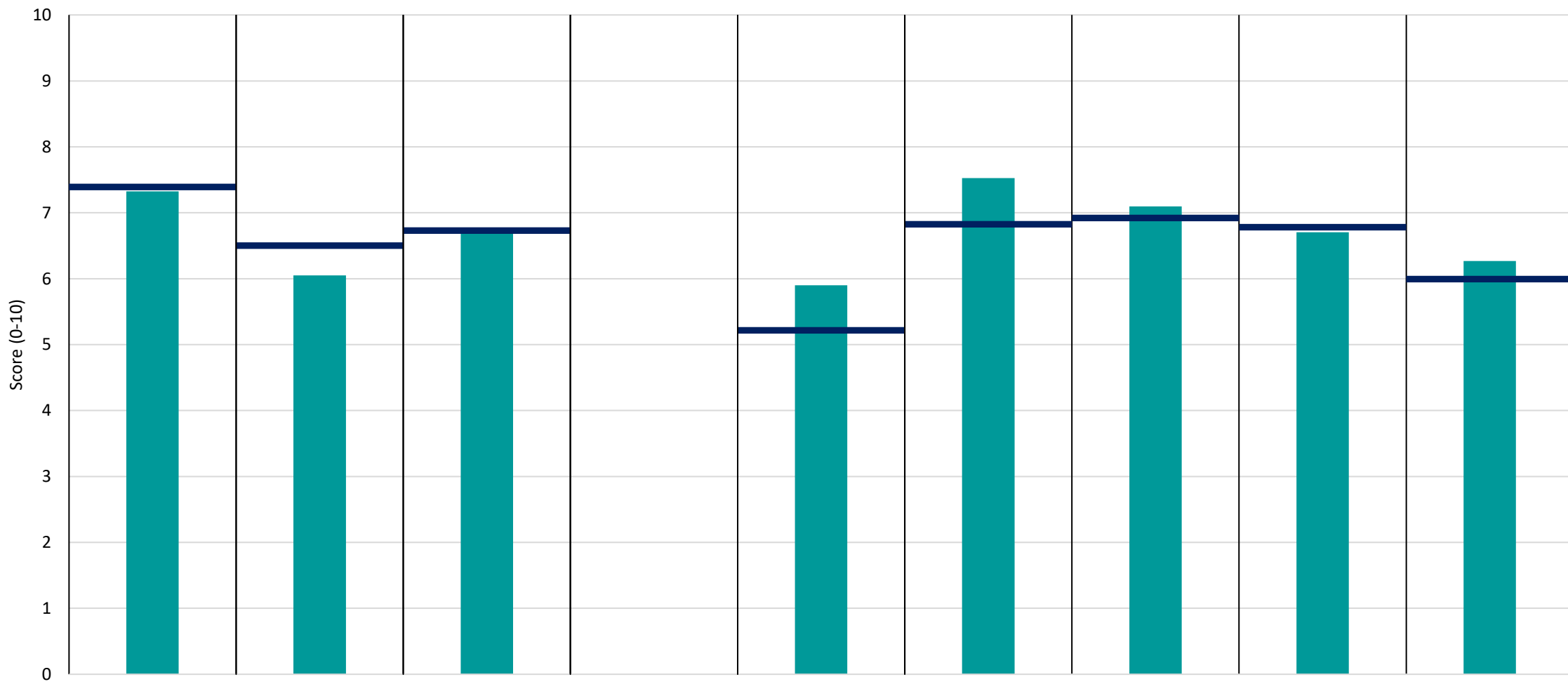
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Staff Engagement

Morale



Breakdown	7.33	6.05	6.71	-	5.90	7.53	7.10	6.70	6.27
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 15 15 15 - 15 15 15 15 15 15 21

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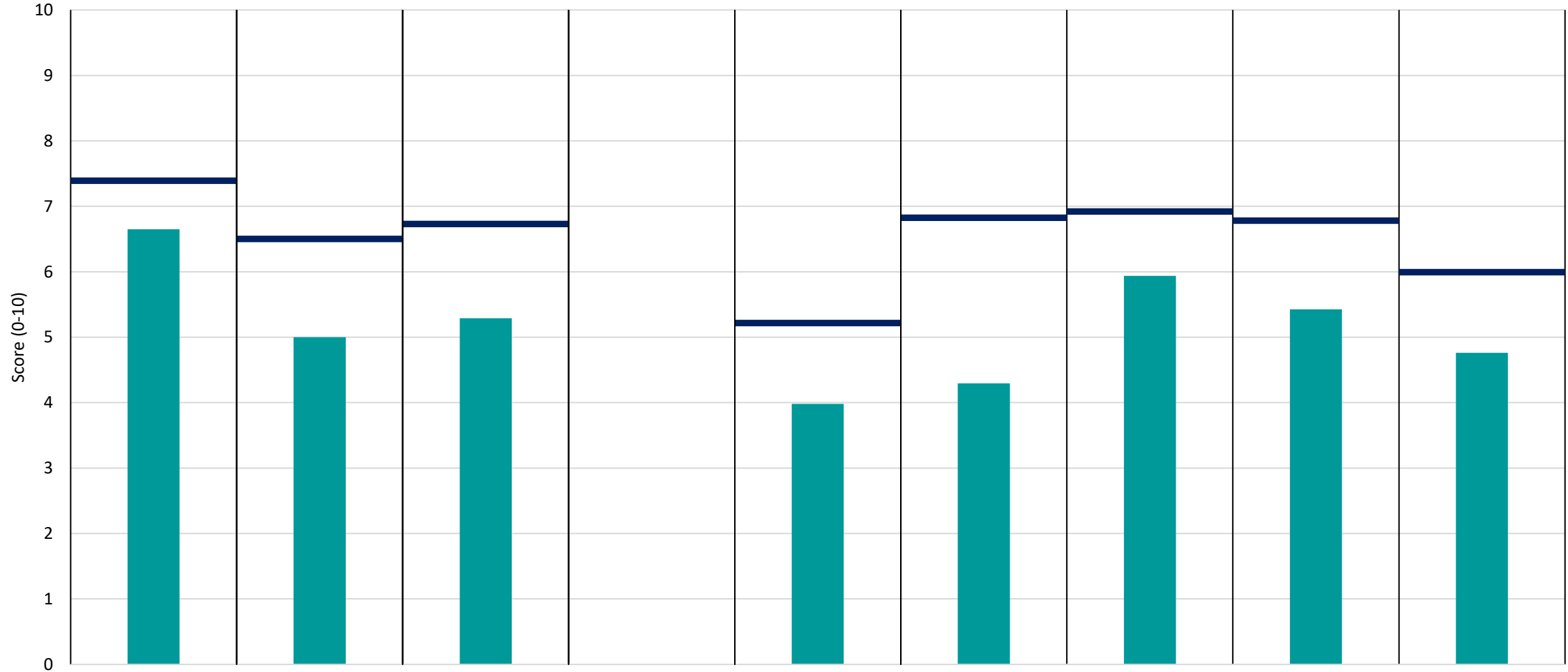
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Staff Engagement

Morale



Breakdown	6.65	5.00	5.29	-	3.98	4.29	5.94	5.43	4.76
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00

Responses 13 13 13 - 13 13 13 13 13 13 22

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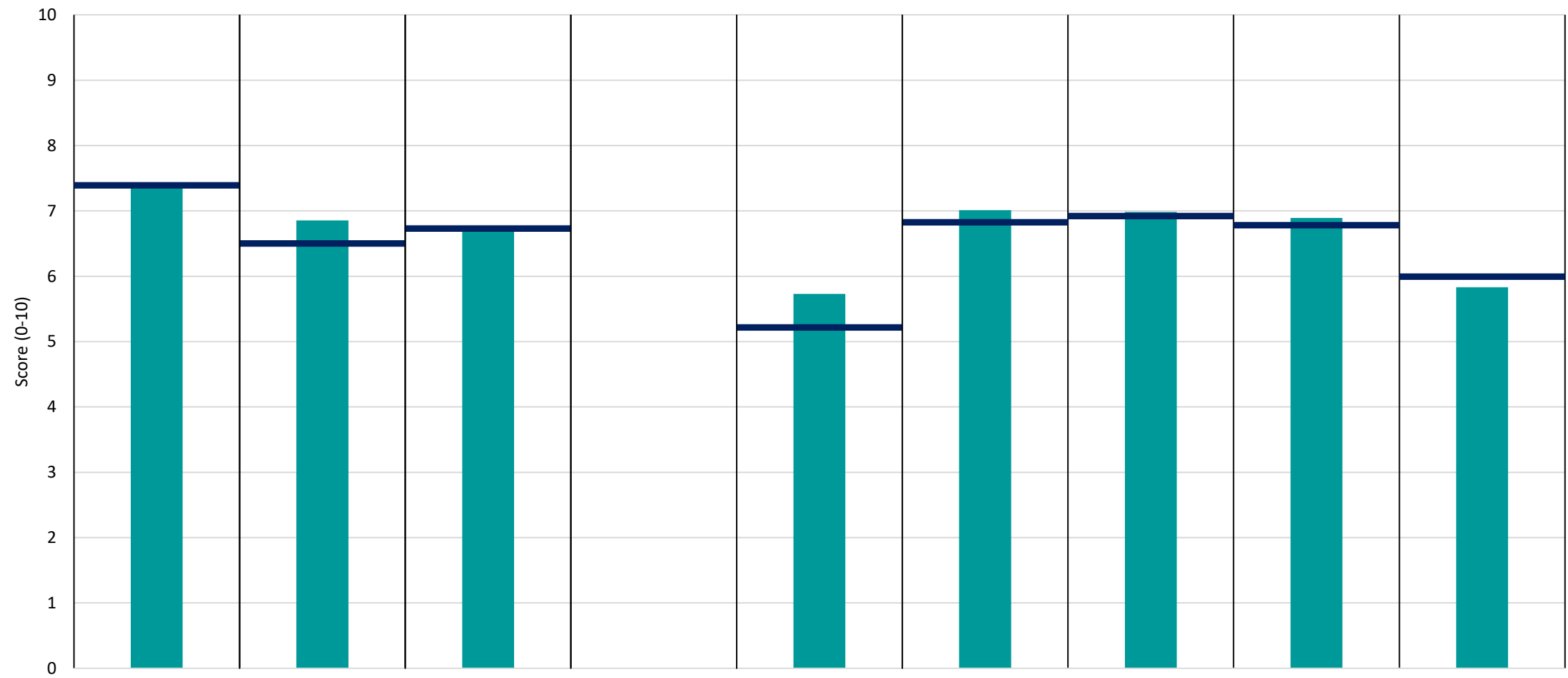
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Staff Engagement

Morale



Breakdown	7.35	6.85	6.71	-	5.73	7.01	6.99	6.89	5.83
Your org	7.39	6.50	6.73	-	5.22	6.83	6.92	6.78	6.00
Responses	41	41	40	-	39	41	41	41	41

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