



NHS Mid and South Essex ICB

2023 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Mid and South Essex 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 Mid and South 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 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 Mid and South Essex ICB
2023 NHS Staff Survey



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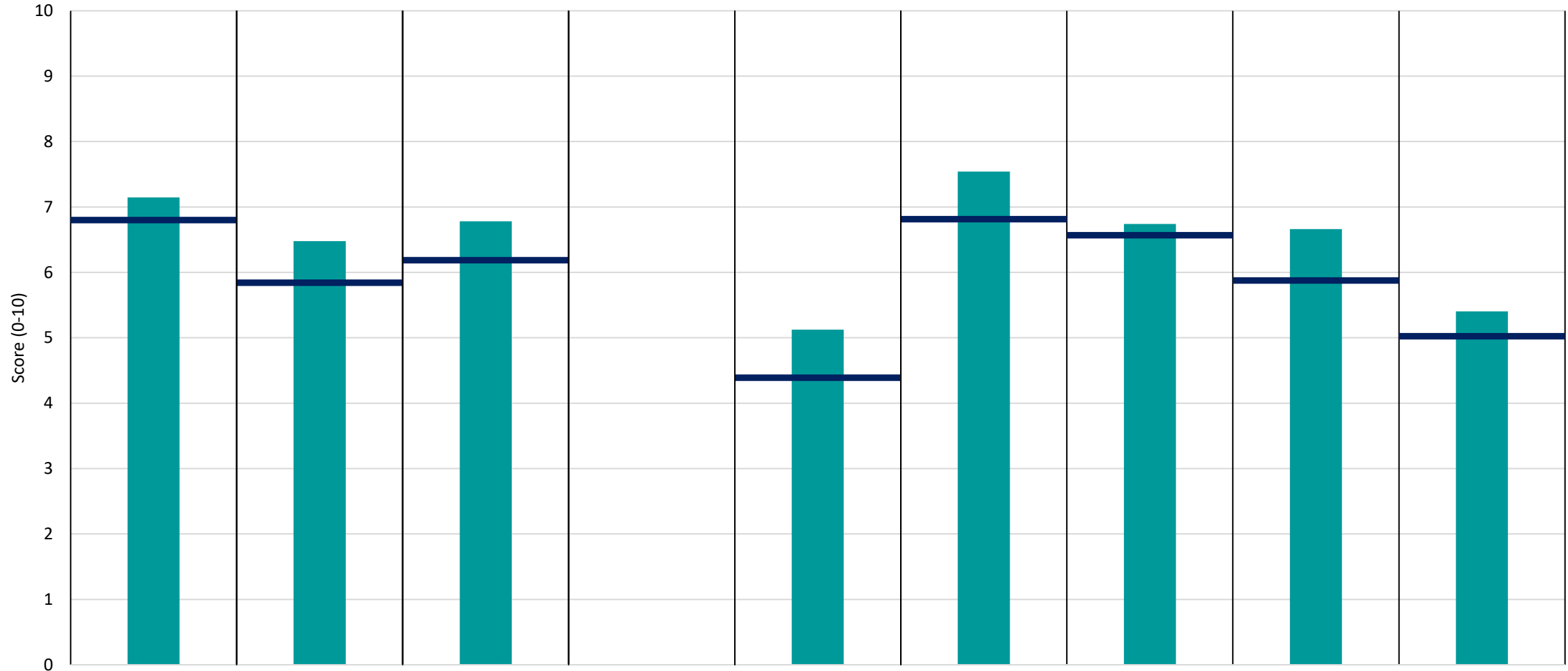
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Staff Engagement

Morale



Breakdown	7.15	6.48	6.78	-	5.13	7.54	6.74	6.66	5.40
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	21	21	20	-	20	21	21	21	21



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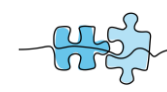
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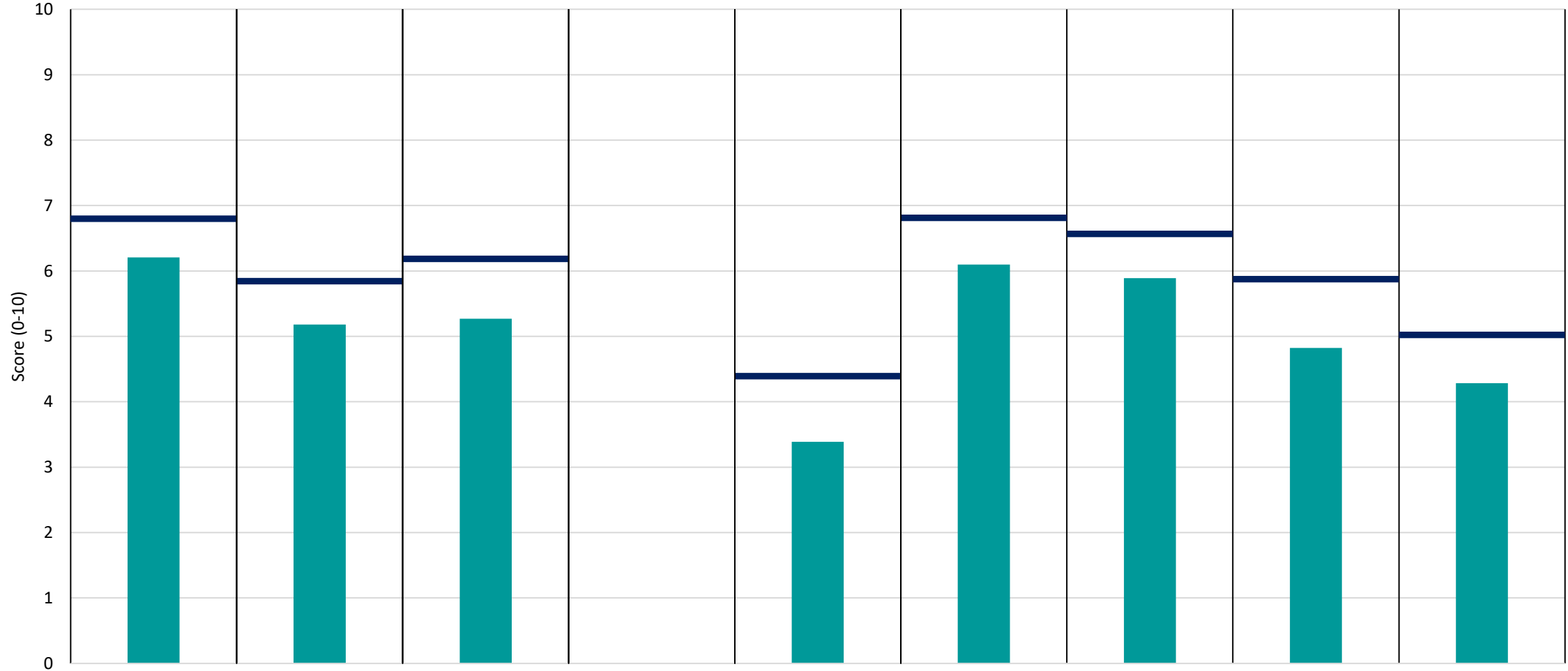
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Staff Engagement

Morale



Breakdown	6.21	5.18	5.27	-	3.39	6.10	5.89	4.82	4.29
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 33 33 33 - 31 33 33 33 33 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.



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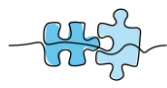
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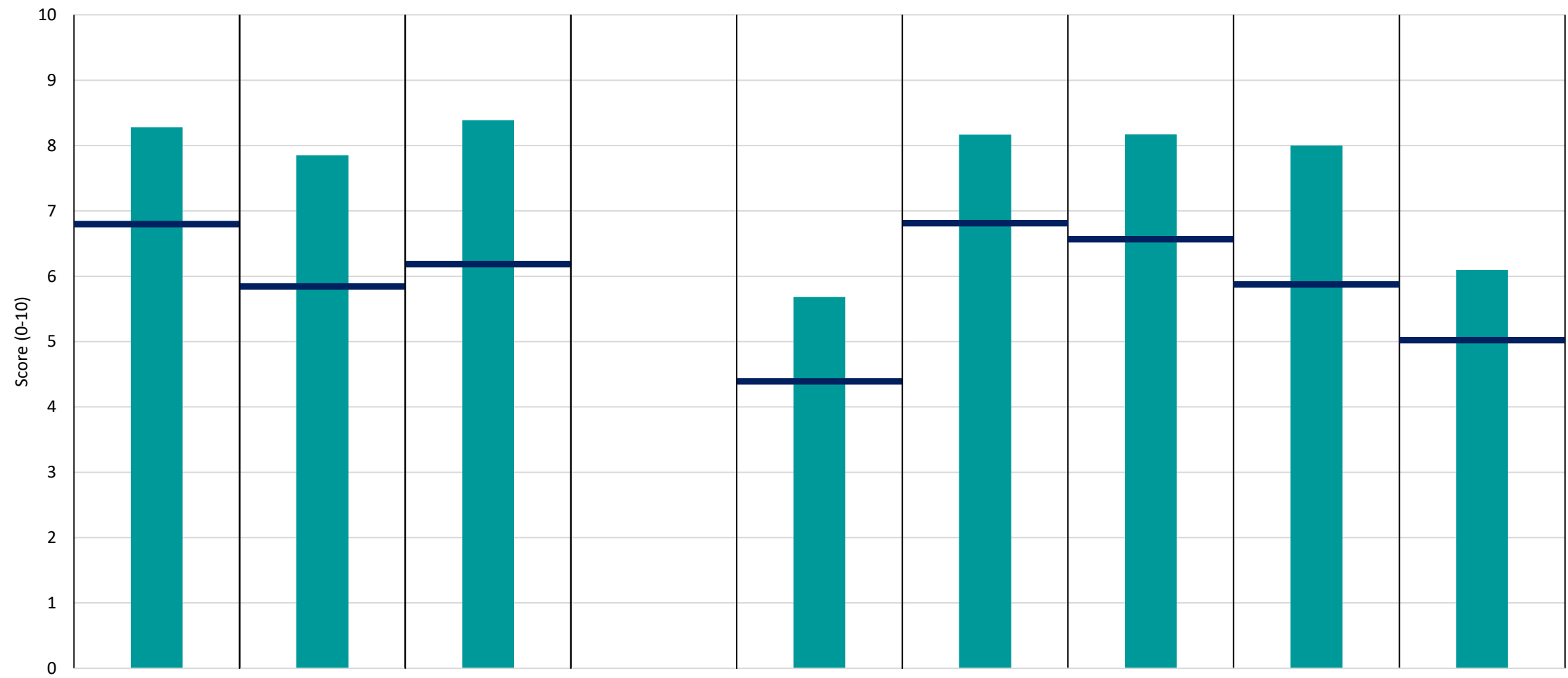
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Staff Engagement

Morale



Breakdown	8.28	7.85	8.39	-	5.68	8.17	8.17	8.00	6.10
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	10	10	10	-	10	10	10	10	10

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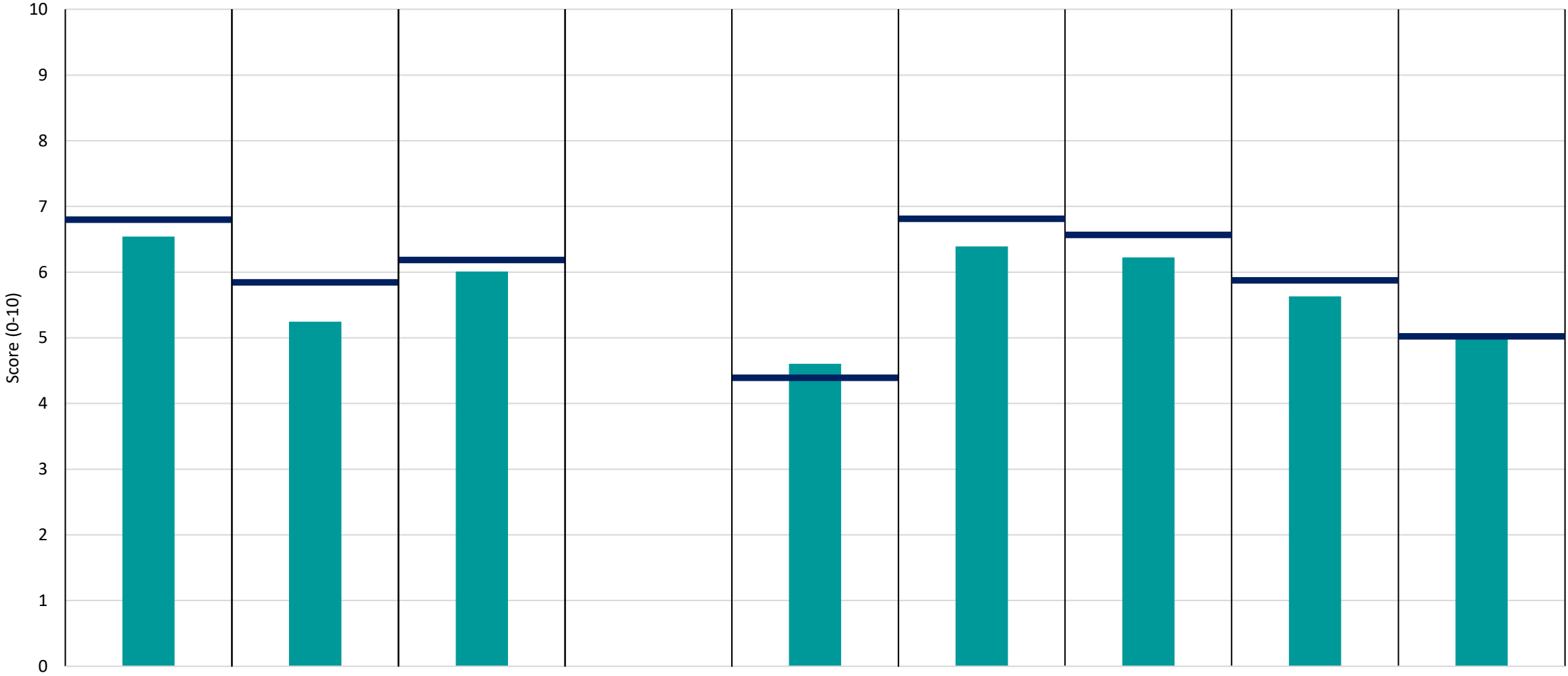
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Staff Engagement

Morale



Breakdown	6.54	5.25	6.01	-	4.60	6.39	6.23	5.63	4.99
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 89 89 89 - 87 89 89 89 89 9

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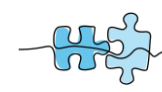
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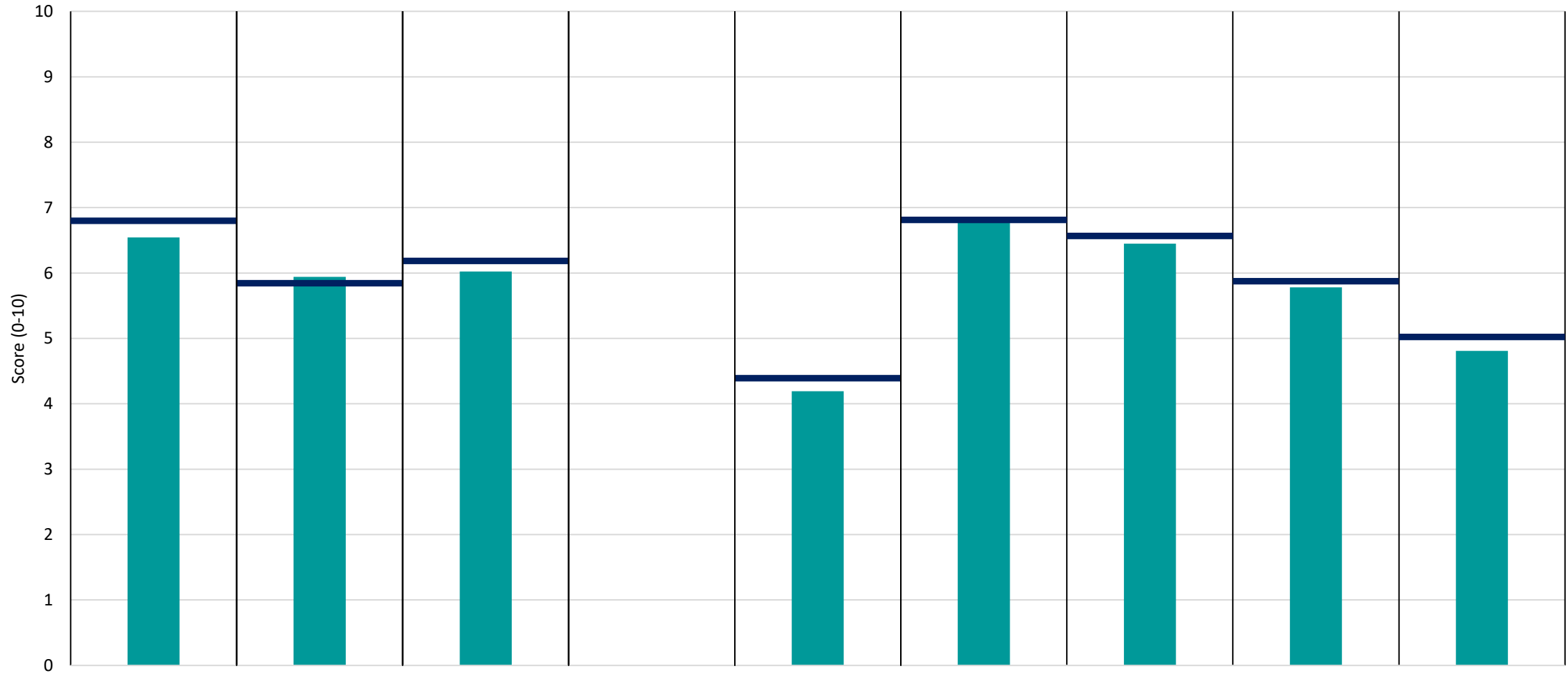
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Staff Engagement

Morale



Breakdown	6.54	5.94	6.02	-	4.19	6.83	6.45	5.78	4.81
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 26 26 26 - 25 26 26 26 26 26 10

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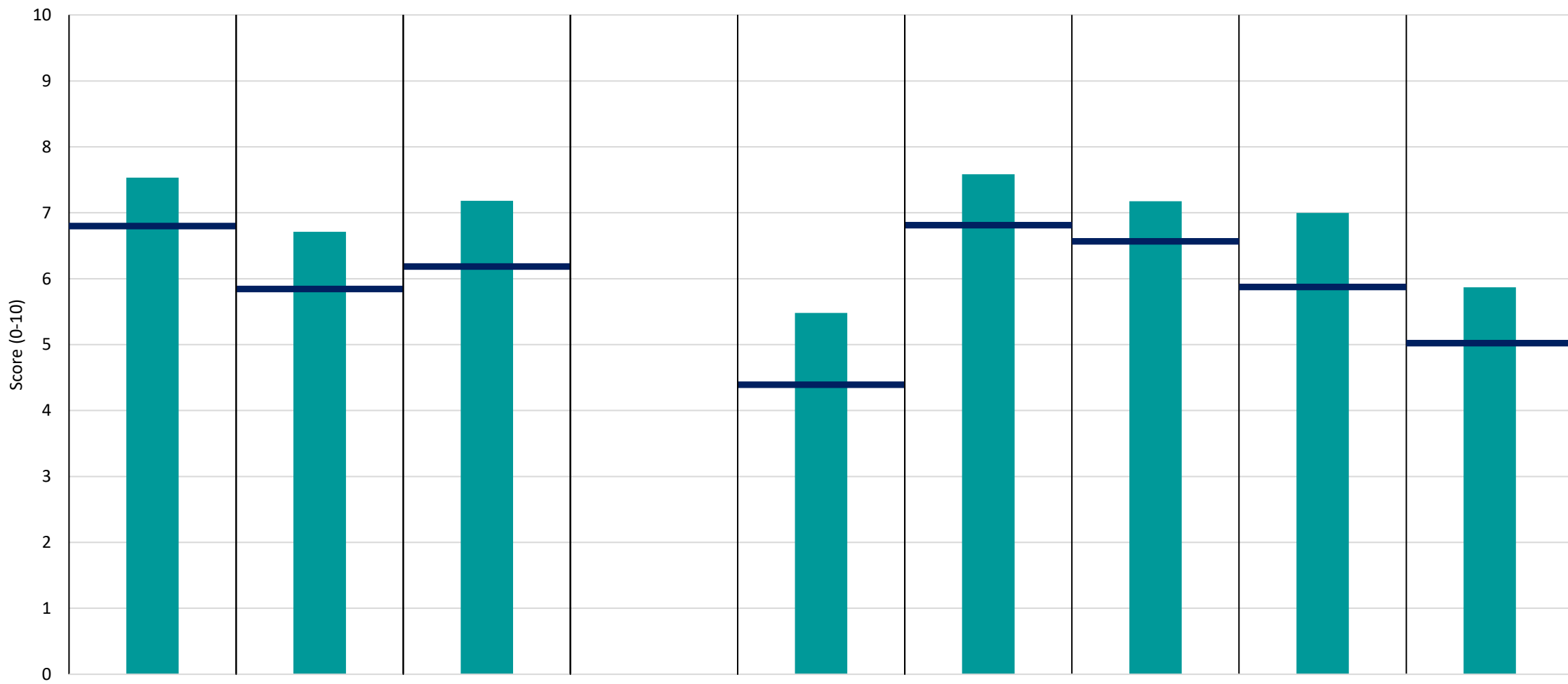
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Staff Engagement

Morale



Breakdown	7.53	6.71	7.18	-	5.48	7.58	7.18	7.00	5.87
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	26	26	26	-	23	25	26	26	26

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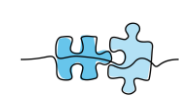
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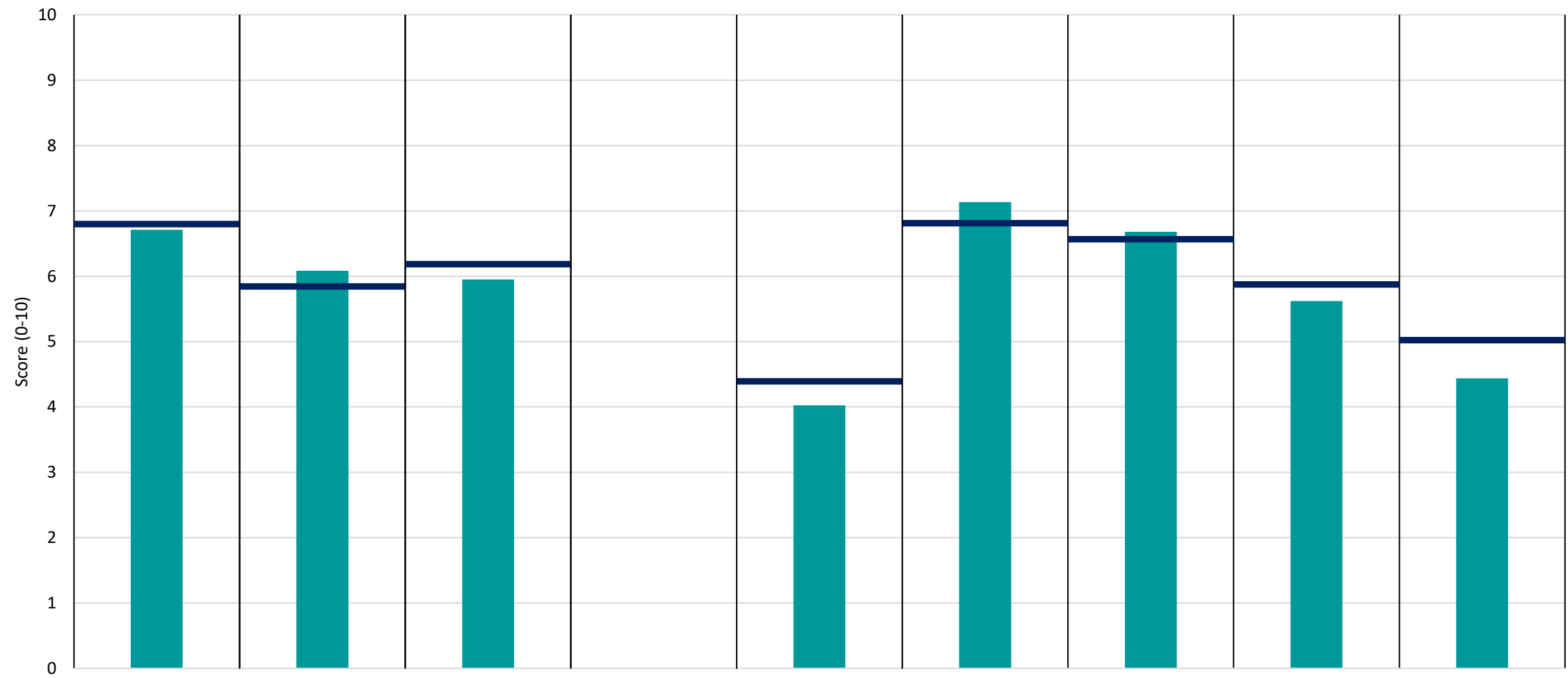
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Staff Engagement

Morale



Breakdown	6.71	6.08	5.95	-	4.02	7.14	6.68	5.62	4.44
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	24	24	23	-	24	24	24	24	24

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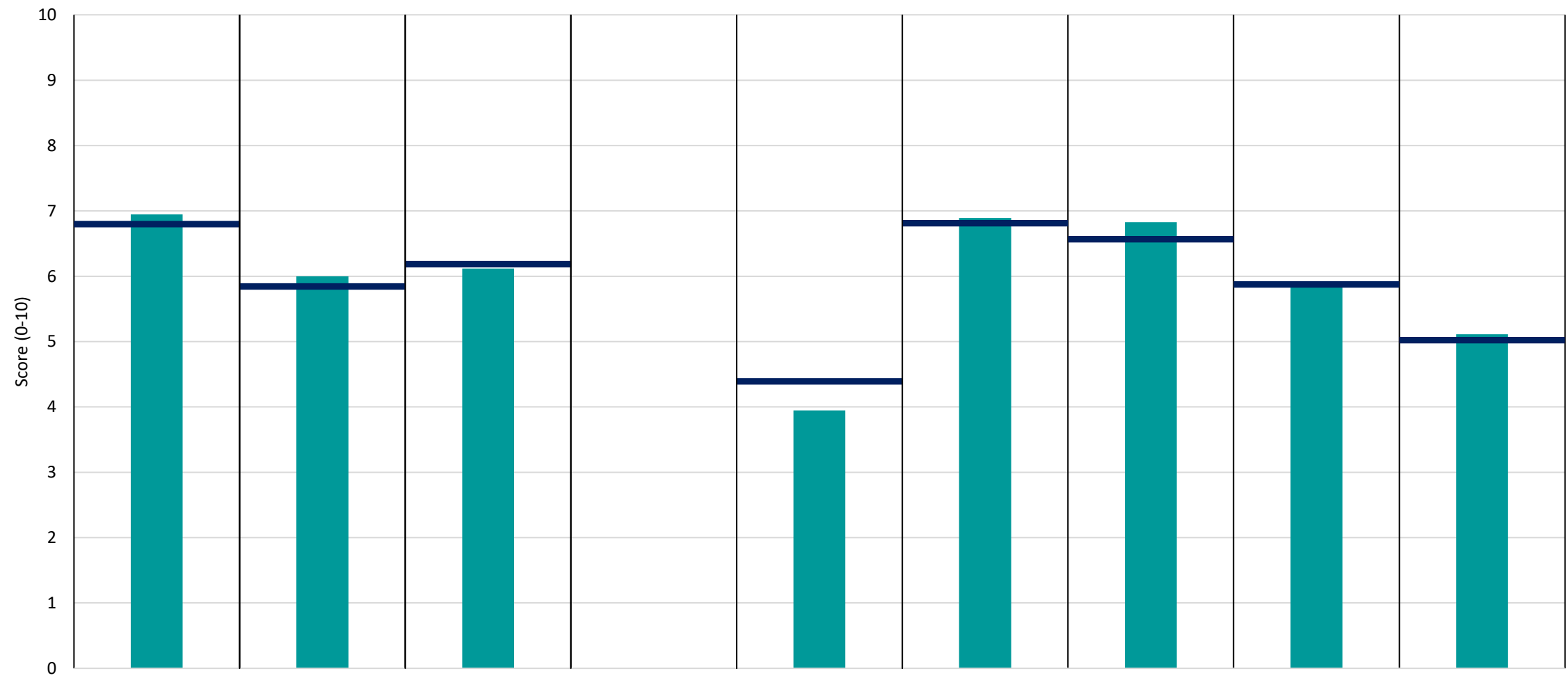
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Staff Engagement

Morale



Breakdown	6.95	6.00	6.12	-	3.95	6.89	6.83	5.84	5.11
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	67	67	67	-	60	67	67	67	67

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Breakdowns 2

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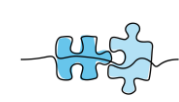
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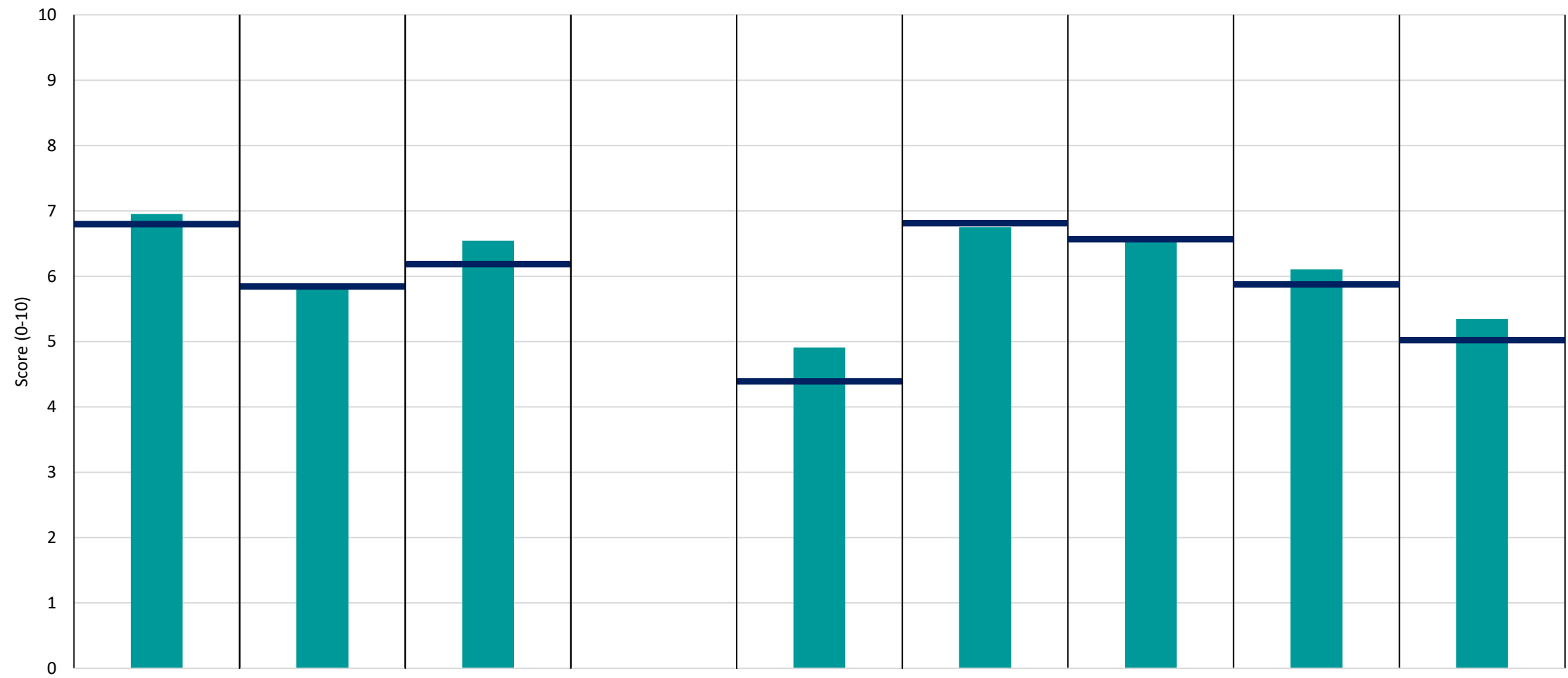
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Staff Engagement

Morale



Breakdown	6.95	5.83	6.54	-	4.91	6.75	6.53	6.11	5.35
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	48	48	48	-	47	48	48	48	48

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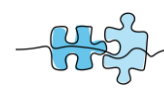
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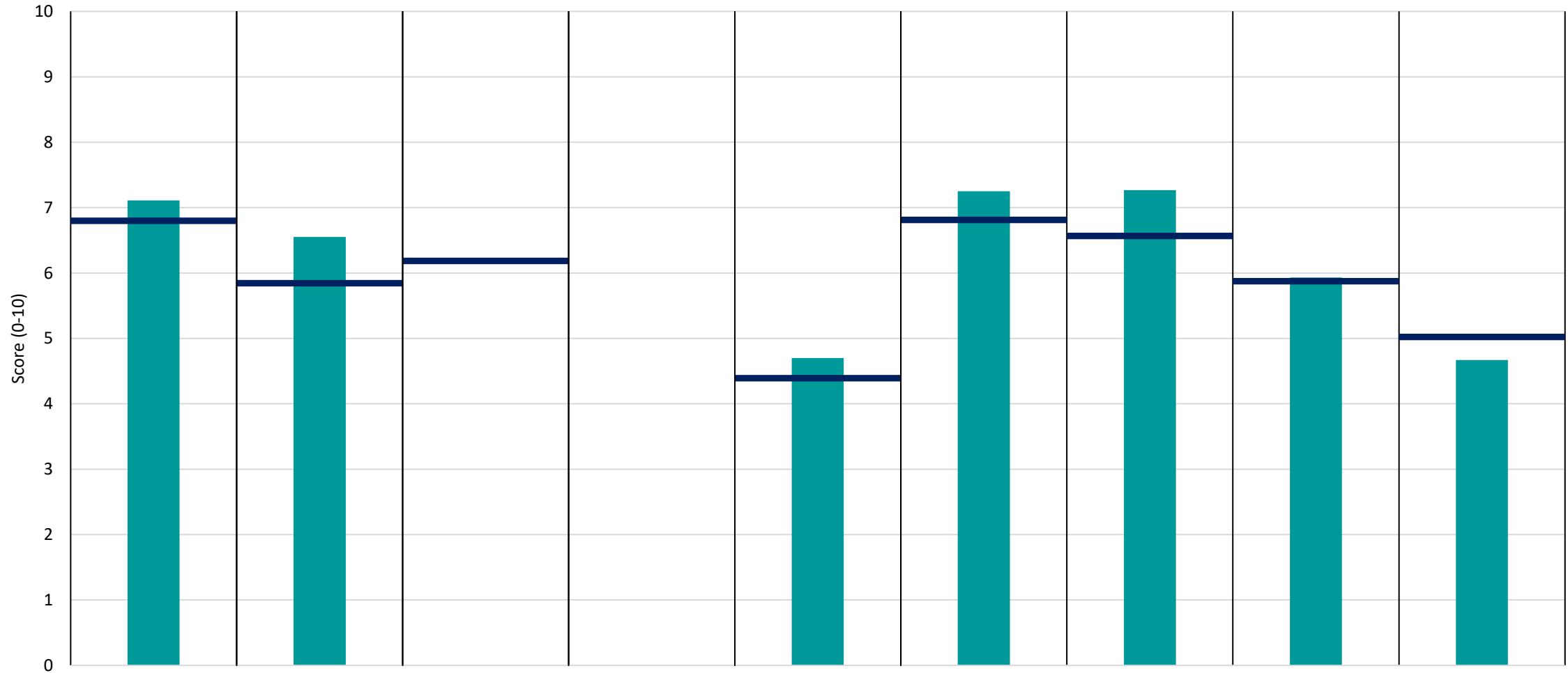
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Staff Engagement

Morale



Breakdown	7.11	6.55	-	-	4.70	7.25	7.27	5.93	4.67
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 10 10 - - 10 10 10 10 10 16

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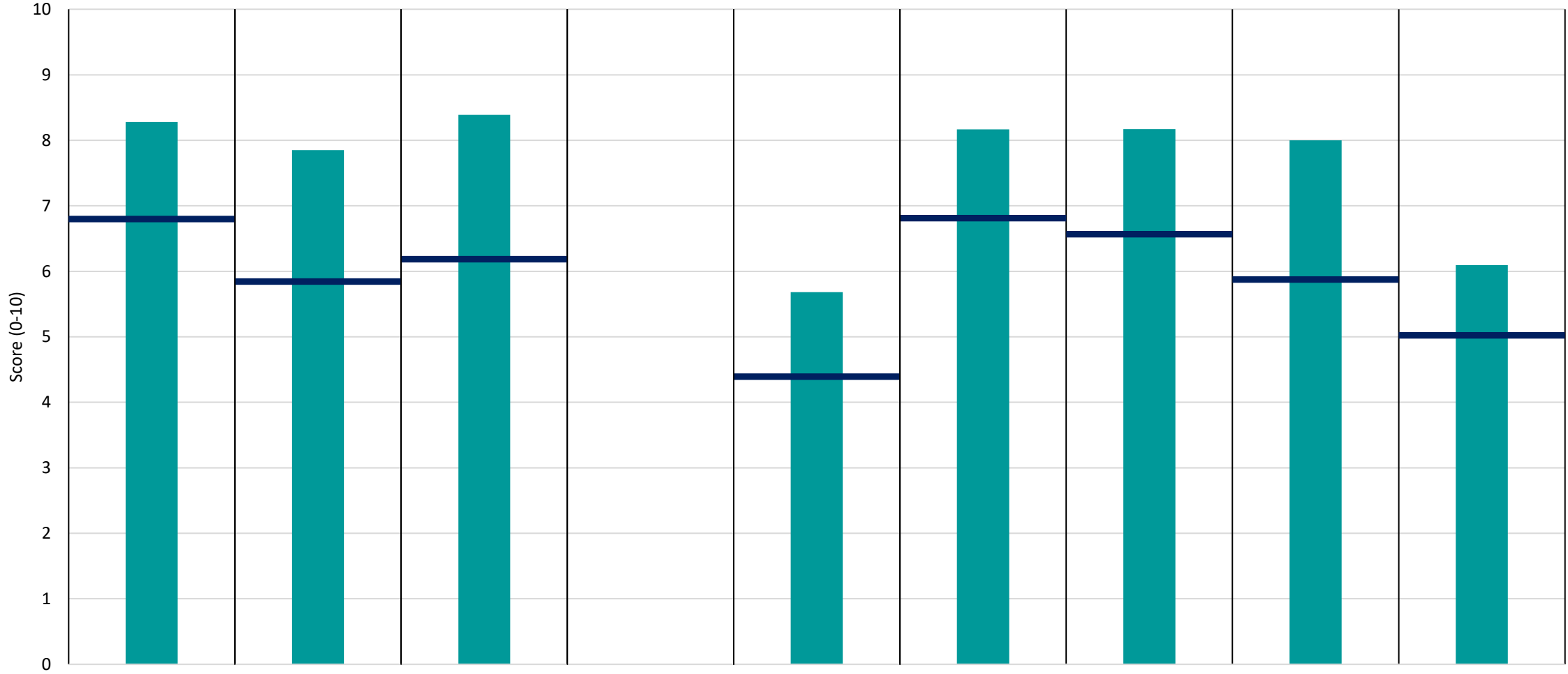
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Staff Engagement

Morale



Breakdown	8.28	7.85	8.39	-	5.68	8.17	8.17	8.00	6.10
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 10 10 10 - 10 10 10 10 10 10 17

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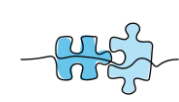
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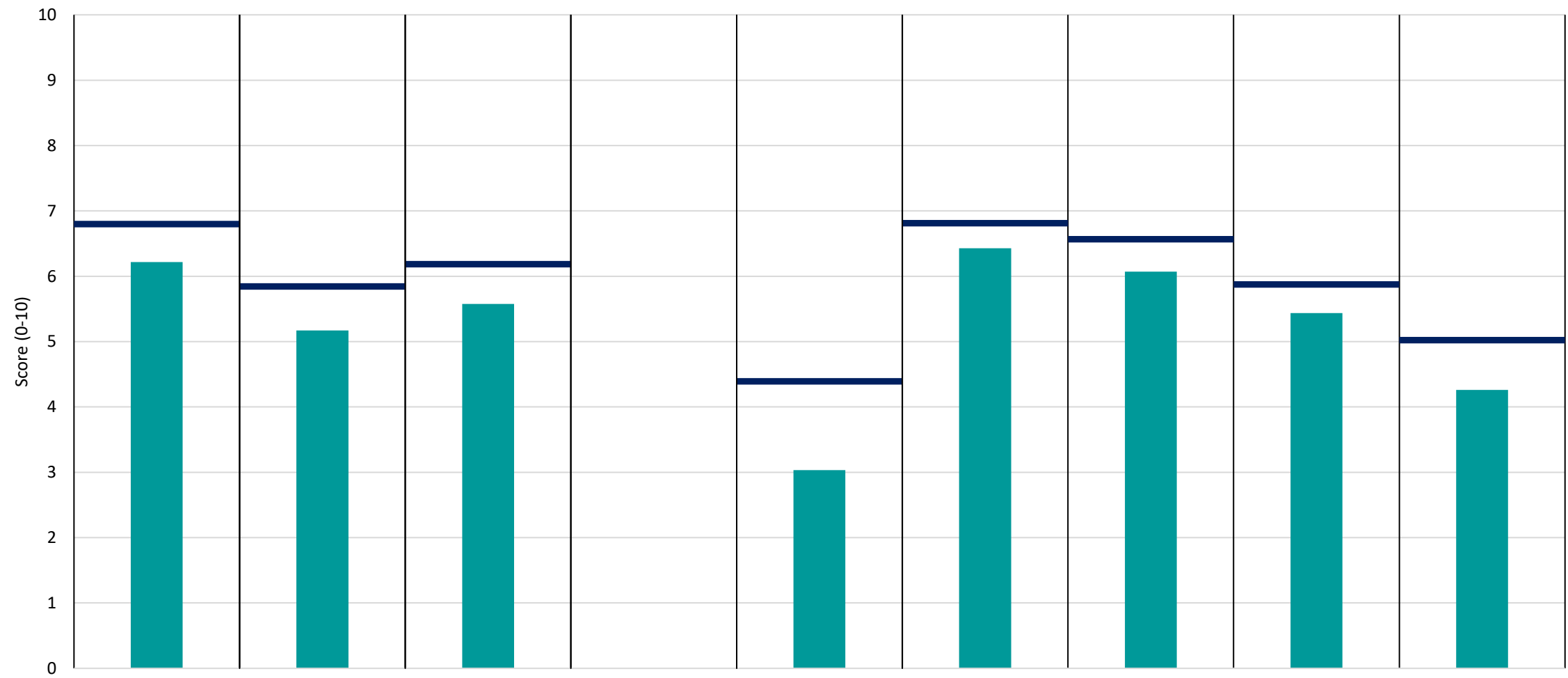
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Staff Engagement

Morale



Breakdown	6.22	5.17	5.58	-	3.03	6.43	6.07	5.44	4.26
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	14	14	14	-	13	14	14	14	14

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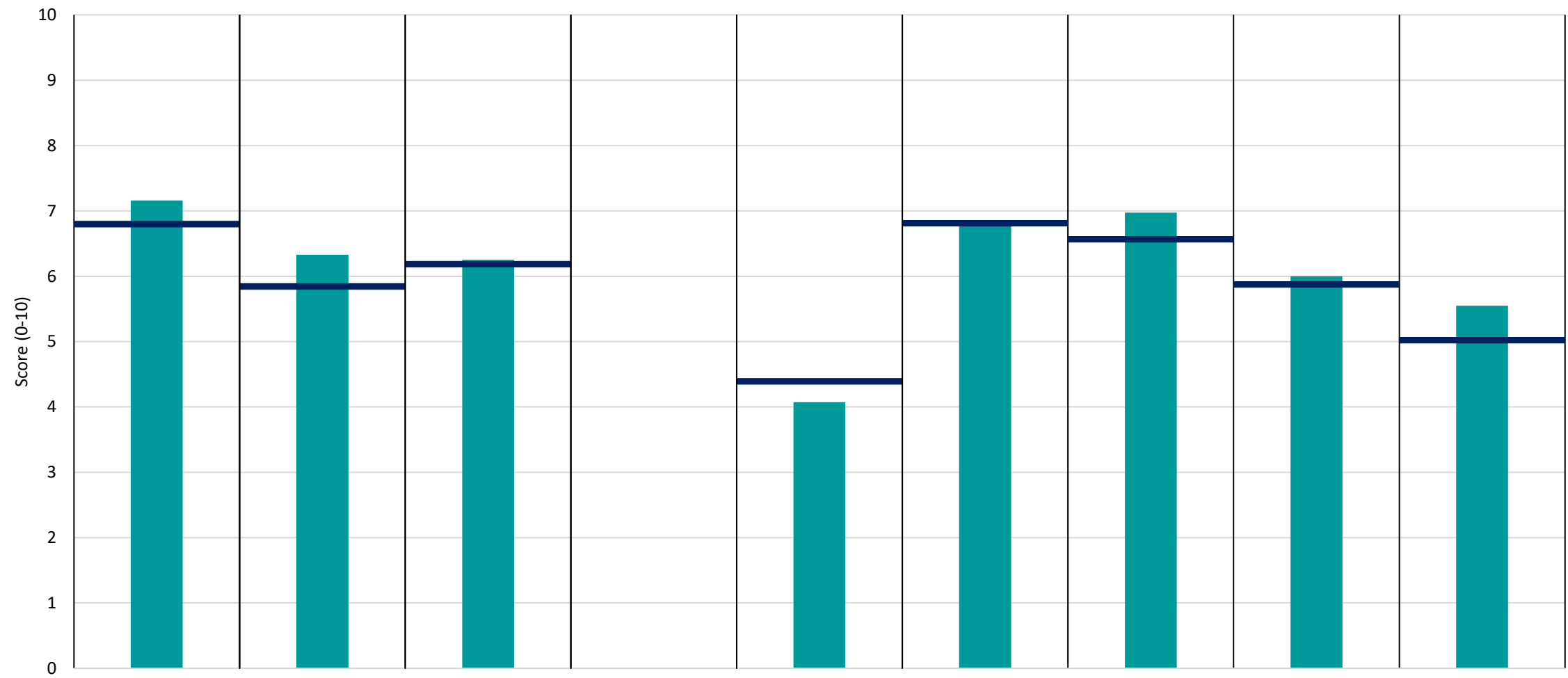
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Staff Engagement

Morale



Breakdown	7.16	6.33	6.25	-	4.07	6.78	6.97	6.00	5.55
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	32	32	32	-	28	32	32	32	32

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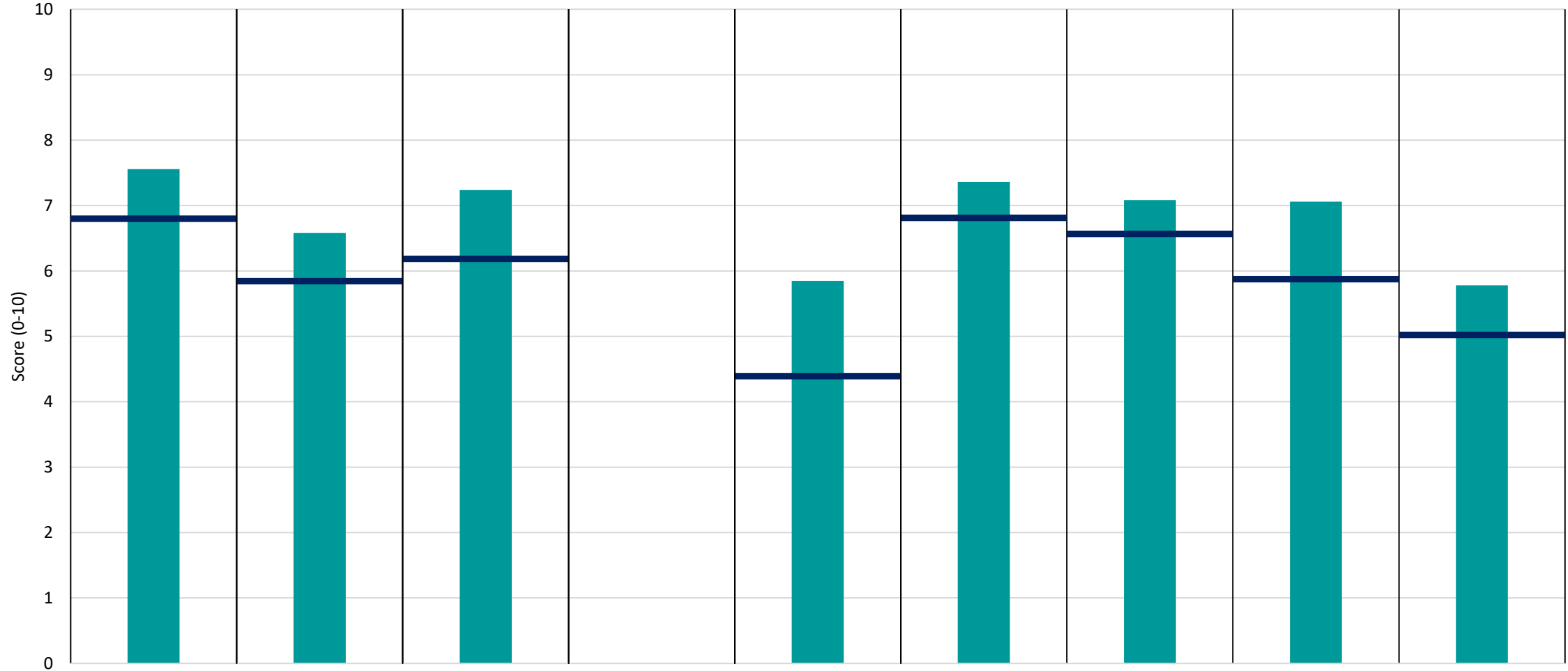
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Staff Engagement

Morale



Breakdown	7.56	6.58	7.24	-	5.85	7.36	7.08	7.06	5.78
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 12 12 12 - 10 12 12 12 12 12 20

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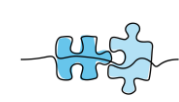
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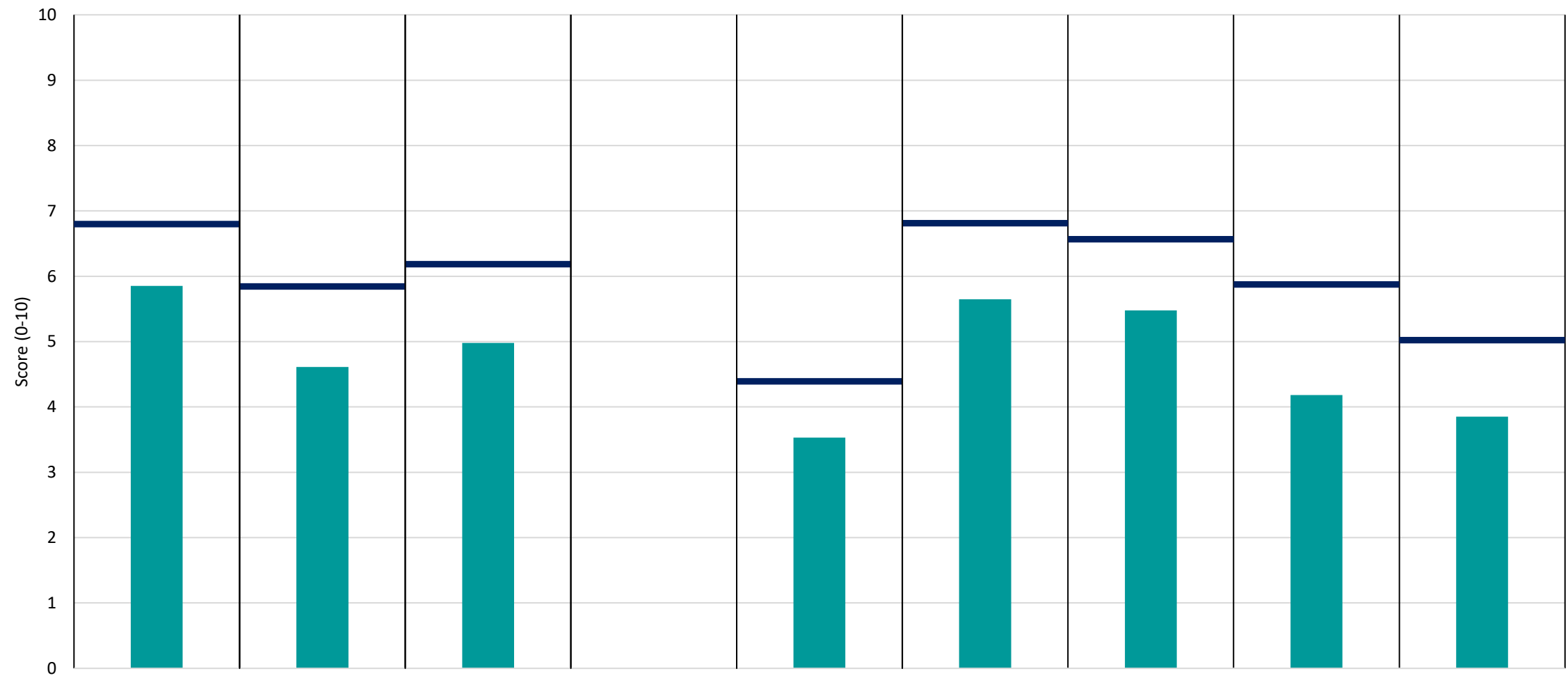
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Staff Engagement

Morale



Breakdown	5.85	4.61	4.98	-	3.53	5.65	5.48	4.18	3.85
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 18 18 18 - 18 18 18 18 18 18 21

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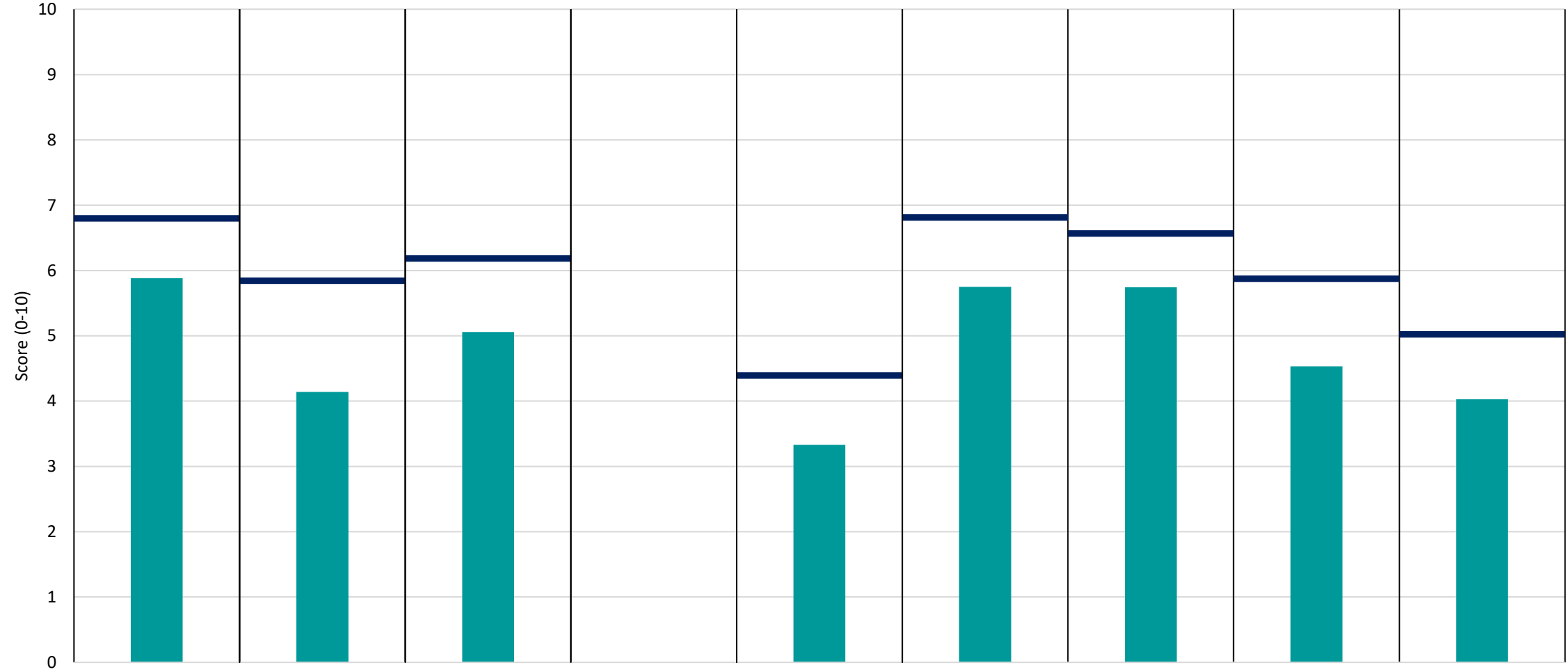
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Staff Engagement

Morale



Breakdown	5.88	4.14	5.06	-	3.33	5.75	5.74	4.53	4.03
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	25	25	25	-	24	25	25	25	25

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Other



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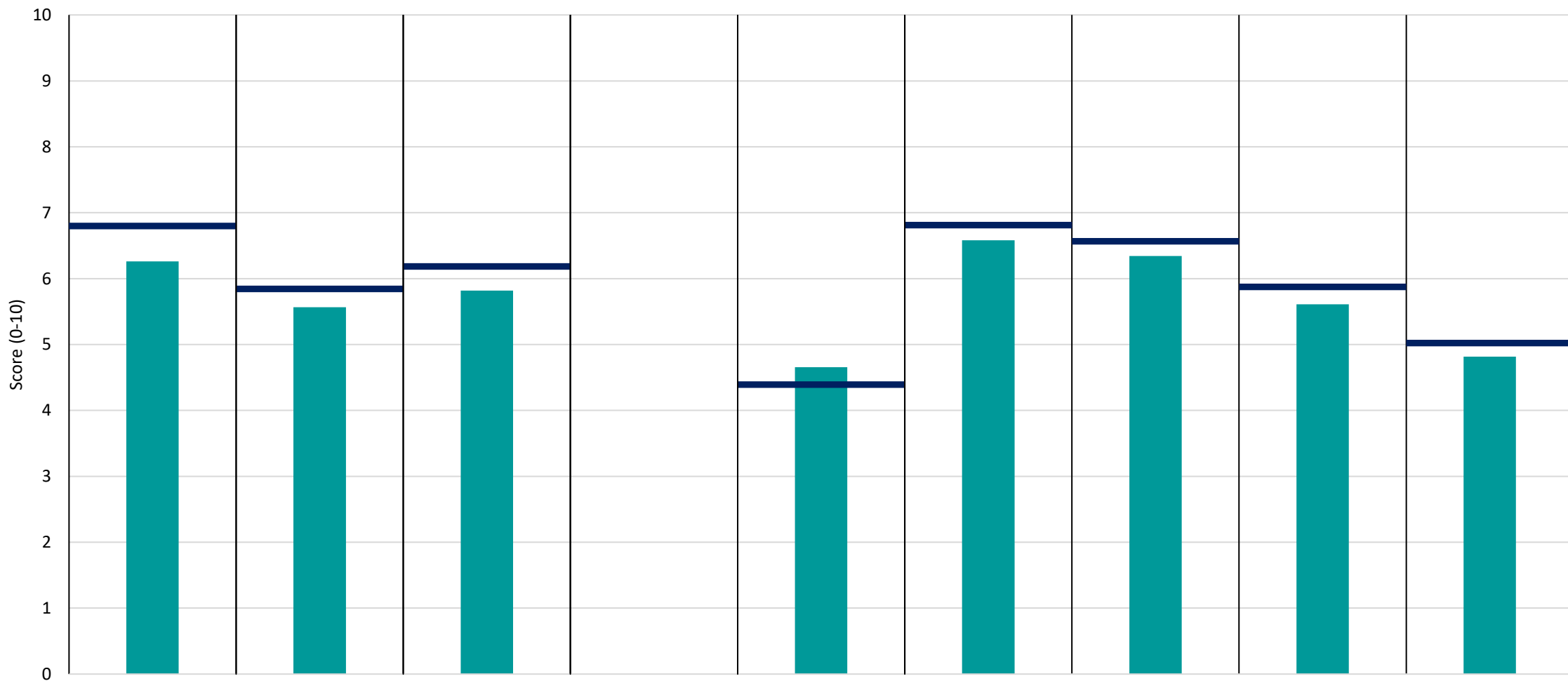
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Staff Engagement

Morale



Breakdown	6.26	5.57	5.82	-	4.65	6.58	6.34	5.61	4.81
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 15 15 15 - 14 15 15 15 15 15 23

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Pathway Development (SPR)



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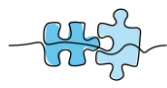
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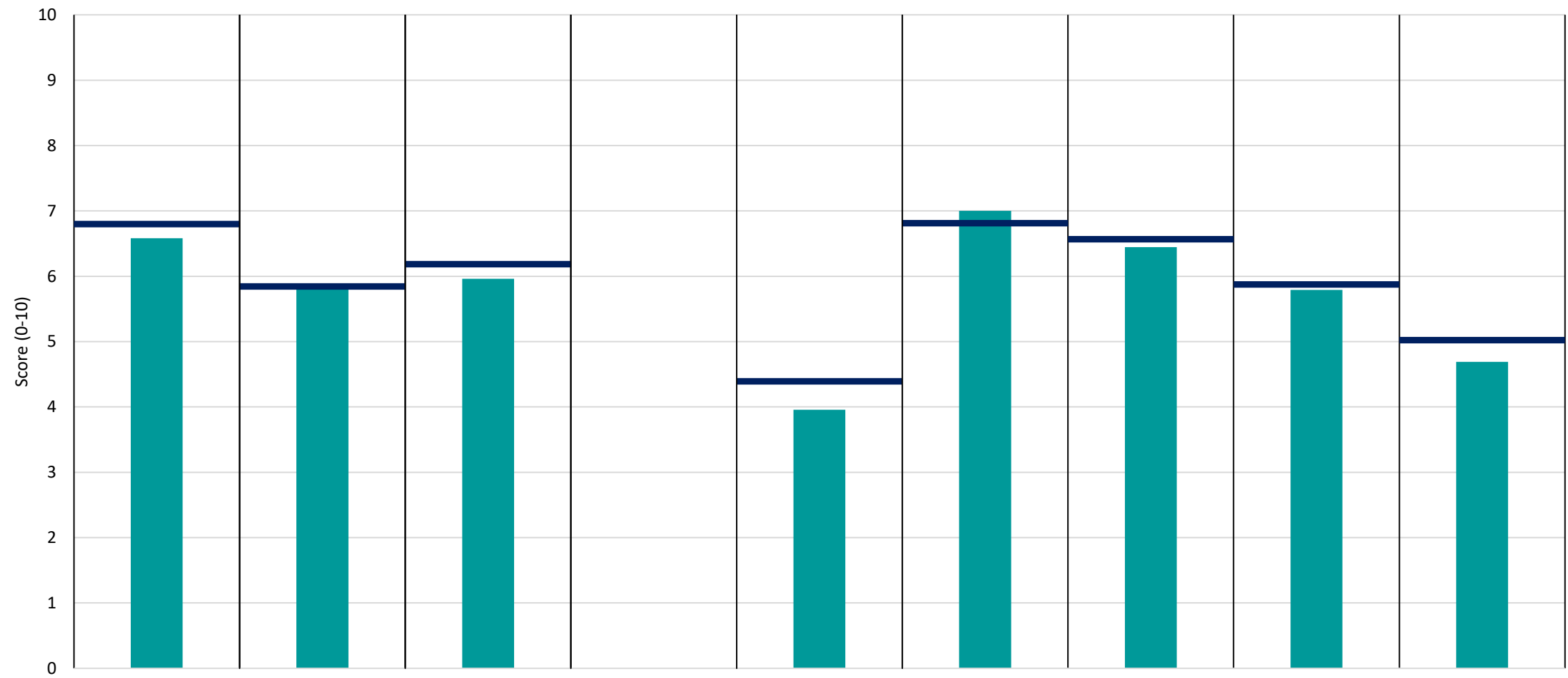
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Staff Engagement

Morale



Breakdown	6.58	5.85	5.96	-	3.96	7.00	6.45	5.79	4.69
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	20	20	20	-	20	20	20	20	20

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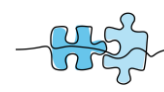
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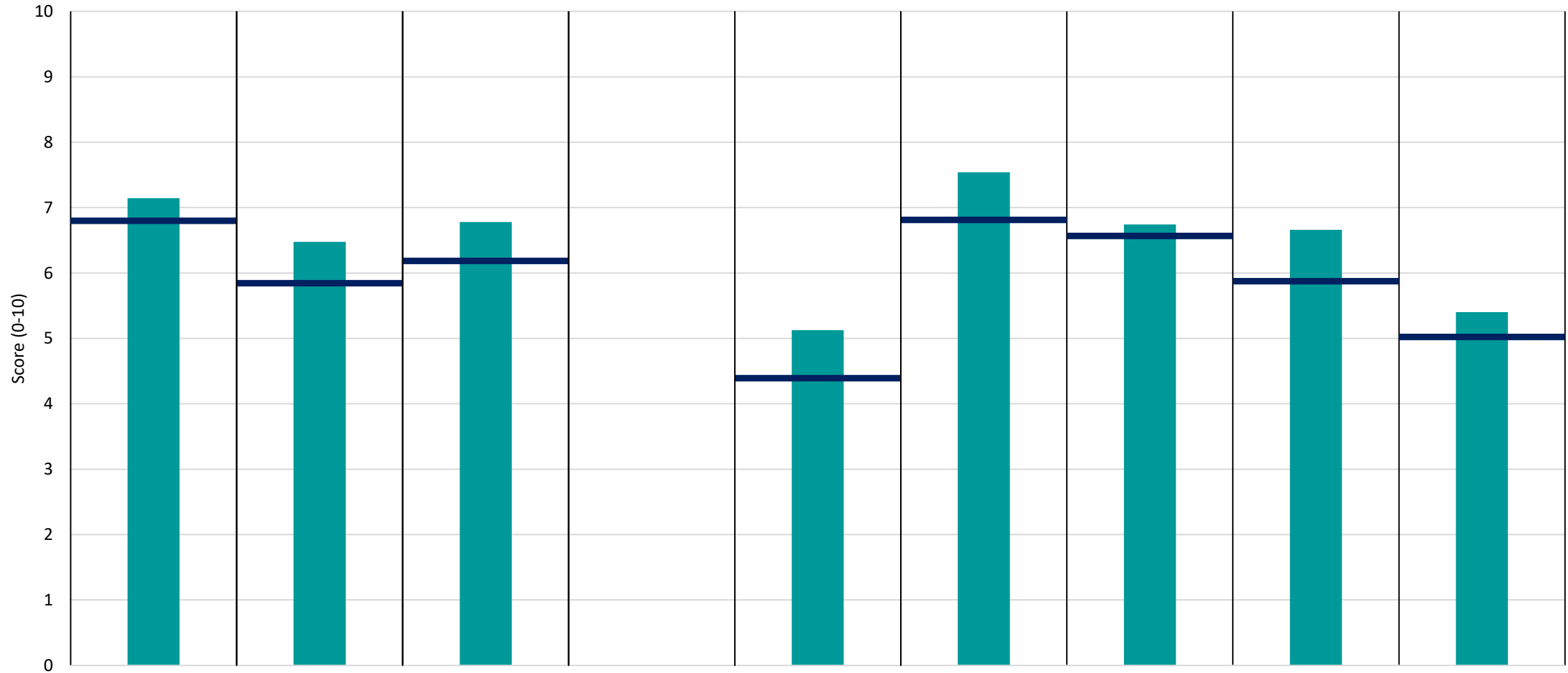
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Staff Engagement

Morale



Breakdown	7.15	6.48	6.78	-	5.13	7.54	6.74	6.66	5.40
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 21 21 20 - 20 21 21 21 21 21 25

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Purchase of Healthcare



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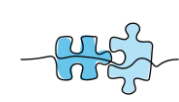
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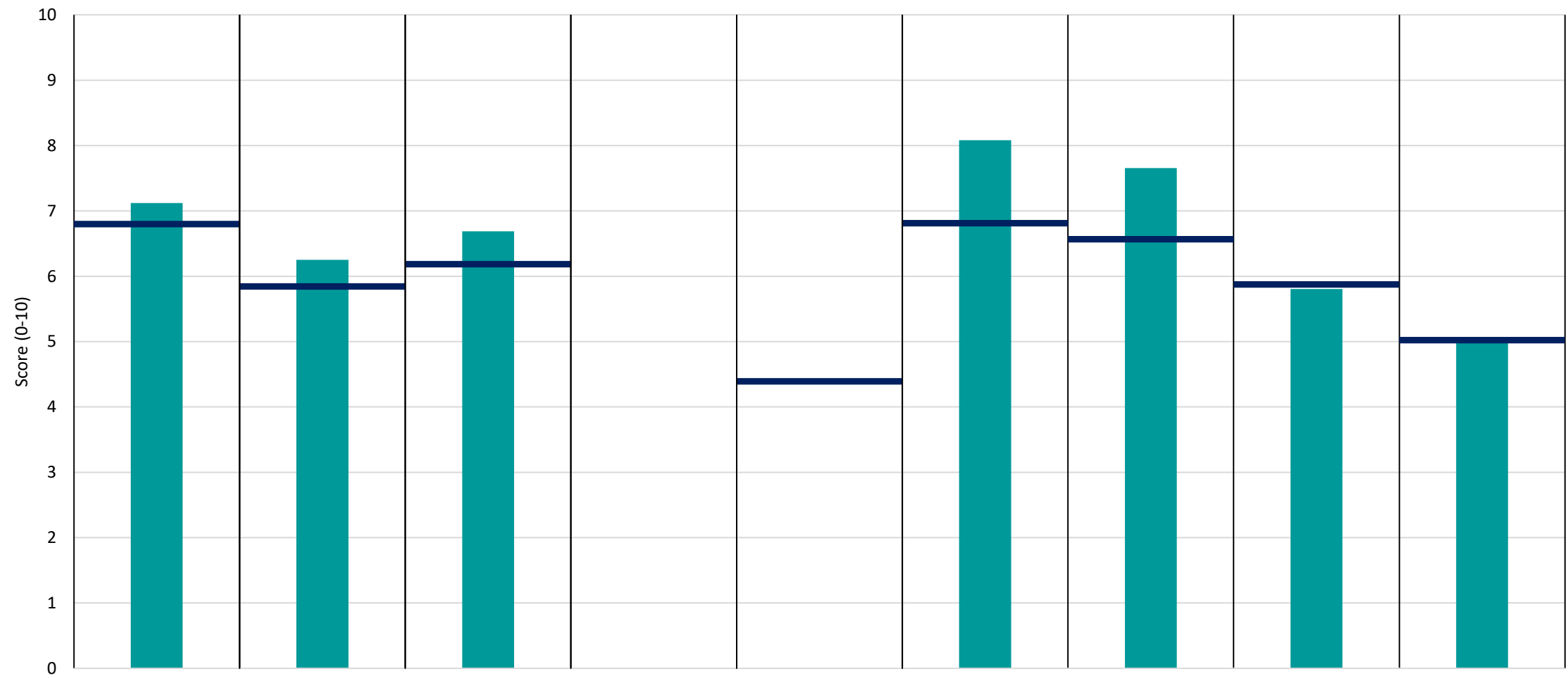
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Staff Engagement

Morale



Breakdown	7.12	6.25	6.69	-	-	8.08	7.66	5.81	5.01
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02
Responses	10	10	10	-	-	10	10	10	10

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Safeguarding



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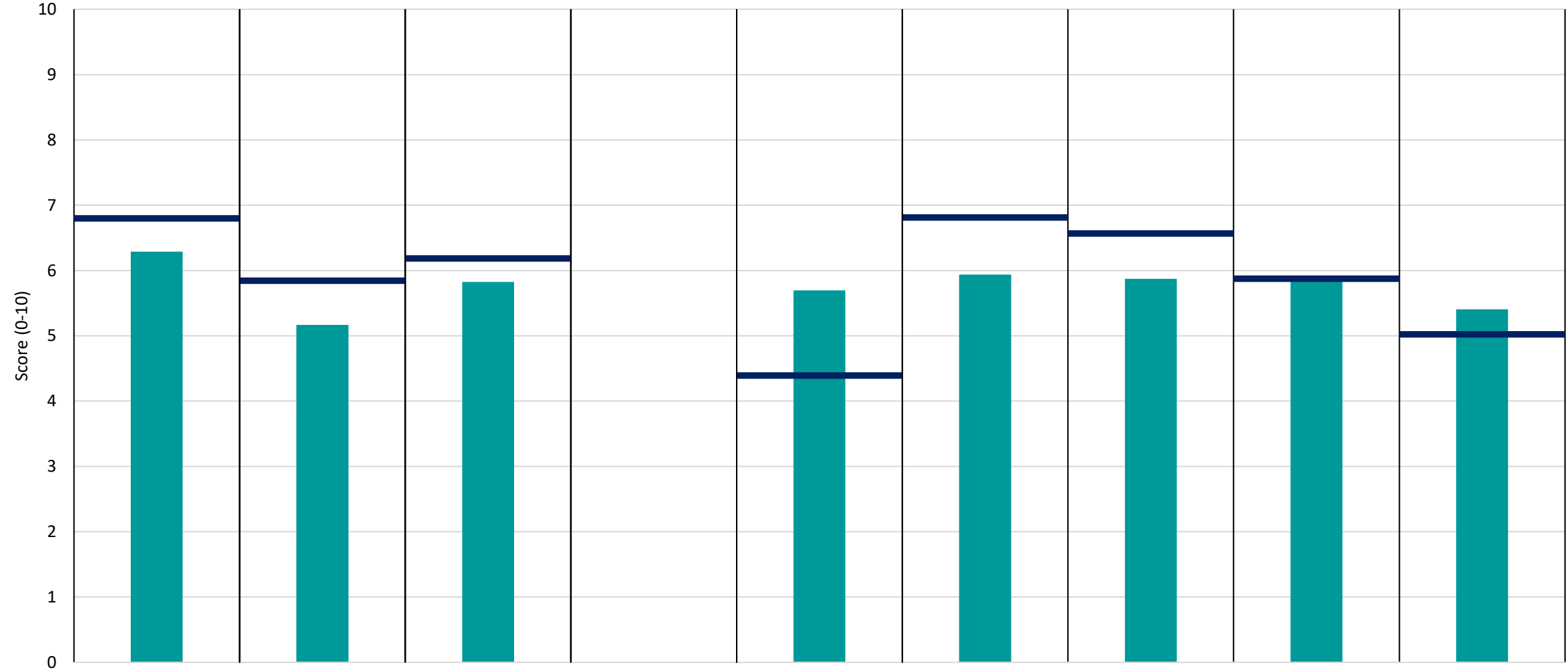
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Staff Engagement

Morale



Breakdown	6.29	5.17	5.83	-	5.69	5.94	5.87	5.88	5.41
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 12 12 12 - 12 12 12 12 12 12 27

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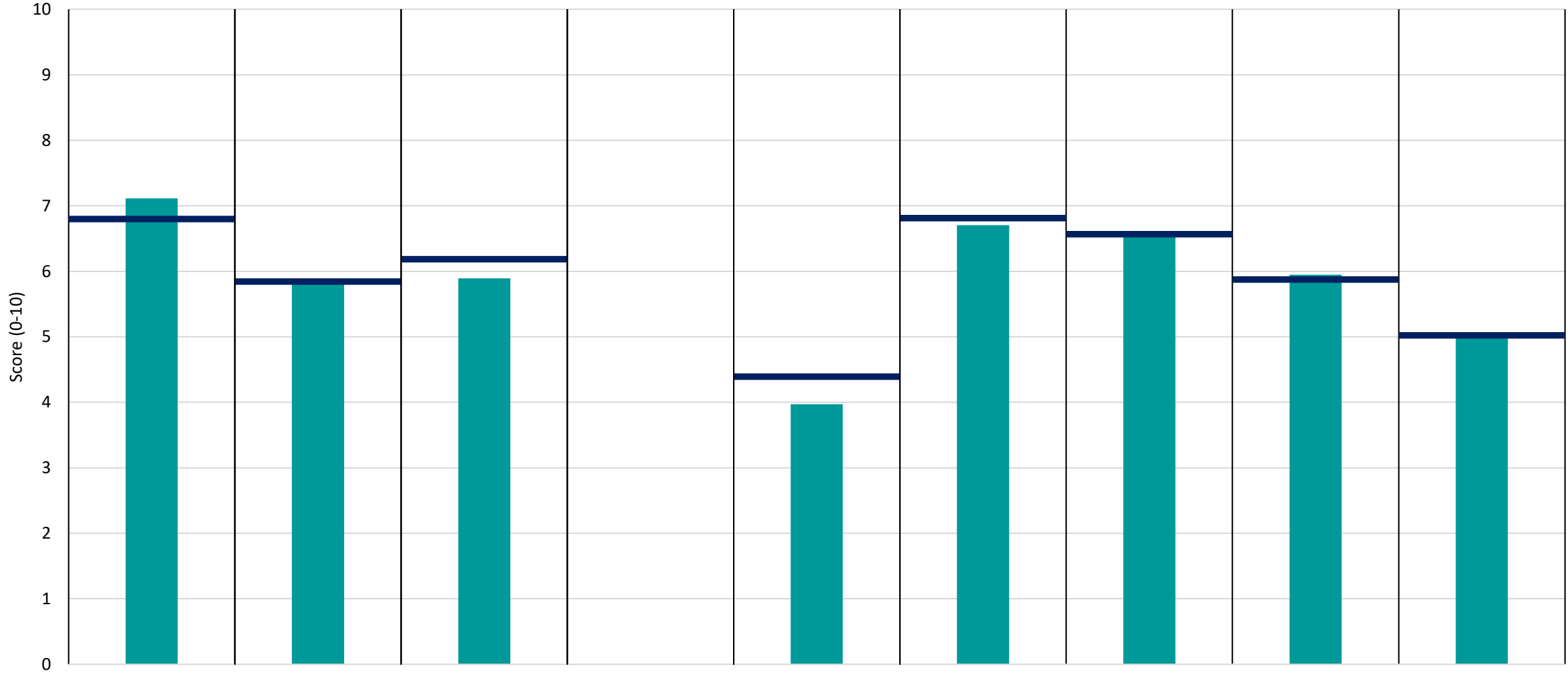
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Staff Engagement

Morale



Breakdown	7.11	5.86	5.89	-	3.97	6.70	6.61	5.95	5.02
Your org	6.80	5.84	6.18	-	4.39	6.81	6.57	5.87	5.02

Responses 11 11 11 - 11 11 11 11 11 11 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.