



# NHS Suffolk and North East Essex ICB

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
Chief Executive and Medical	6
Corporate & Workforce	7
Finance	8
IES Alliance	9
IT	10
NEE Alliance	11
Nursing	12
Performance Improvement	13
Strategy & Transformation	14
WS Alliance	15

<u>BI, EPR and Health Inequalities</u>	17
<u>CHC</u>	18
<u>Corporate -Other</u>	19
<u>East COO</u>	20
<u>Finance</u>	21
<u>IT</u>	22
<u>Meds Mgmt - WS</u>	23
<u>NEE COO</u>	24
<u>Nursing &amp; Quality</u>	25
<u>Nursing Other</u>	26
<u>Other</u>	27
<u>Performance Improvement</u>	28
<u>Safeguarding</u>	29
<u>Transformation</u>	30
<u>WS COO</u>	31
<u>Workforce</u>	32

This breakdown report for NHS Suffolk and North East 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 Suffolk and North East 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 Suffolk and North East Essex 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



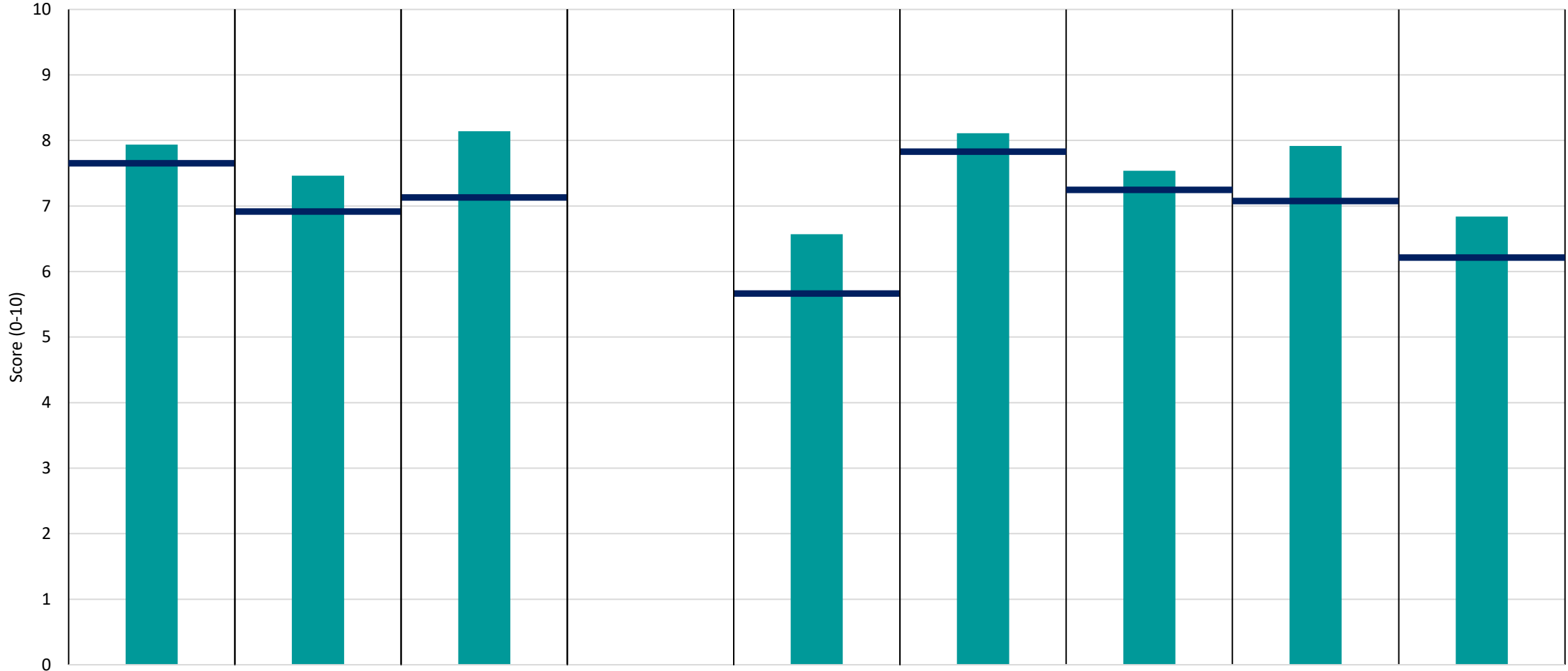
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.94	7.46	8.14	-	6.57	8.11	7.54	7.92	6.84
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 13 13 13 - 12 13 13 13 13 13 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



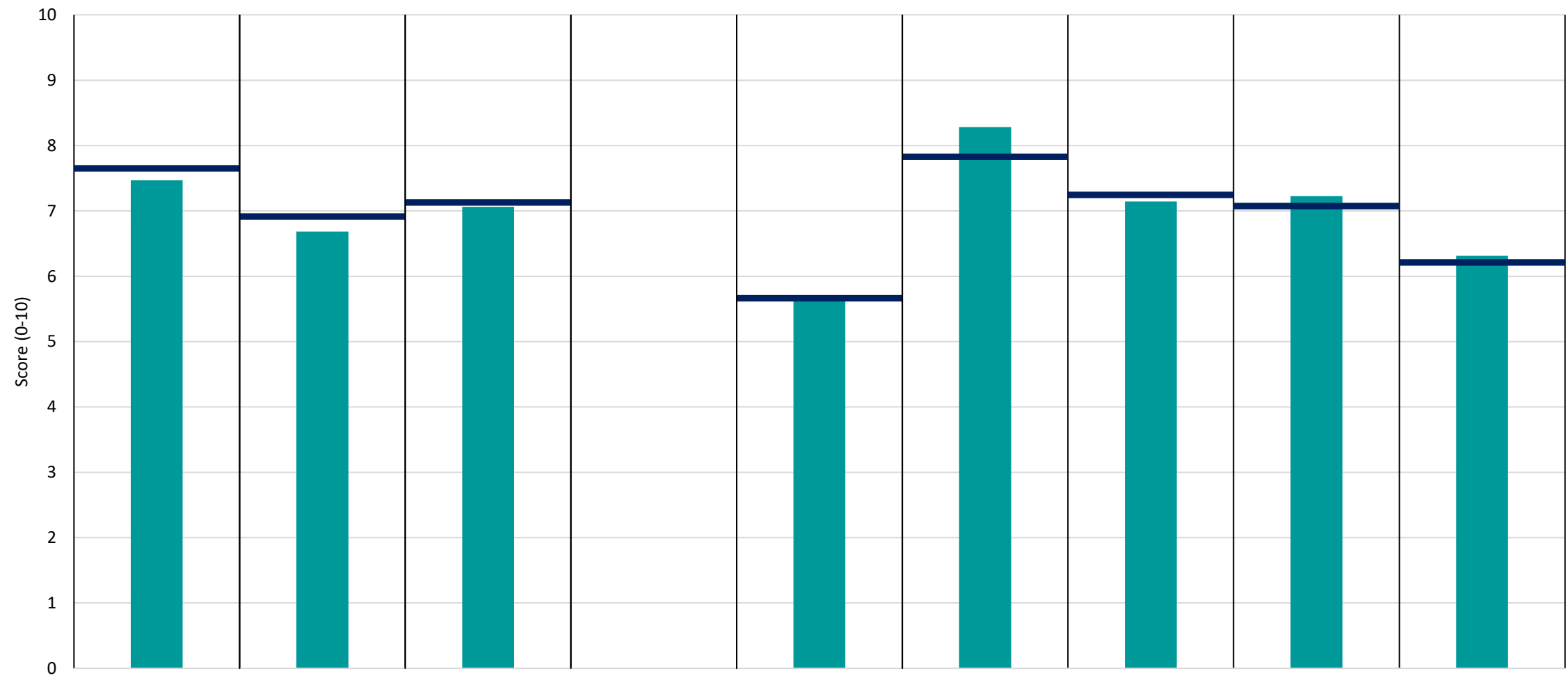
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.47	6.68	7.06	-	5.69	8.28	7.15	7.23	6.31
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	49	49	48	-	45	49	49	49	49

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



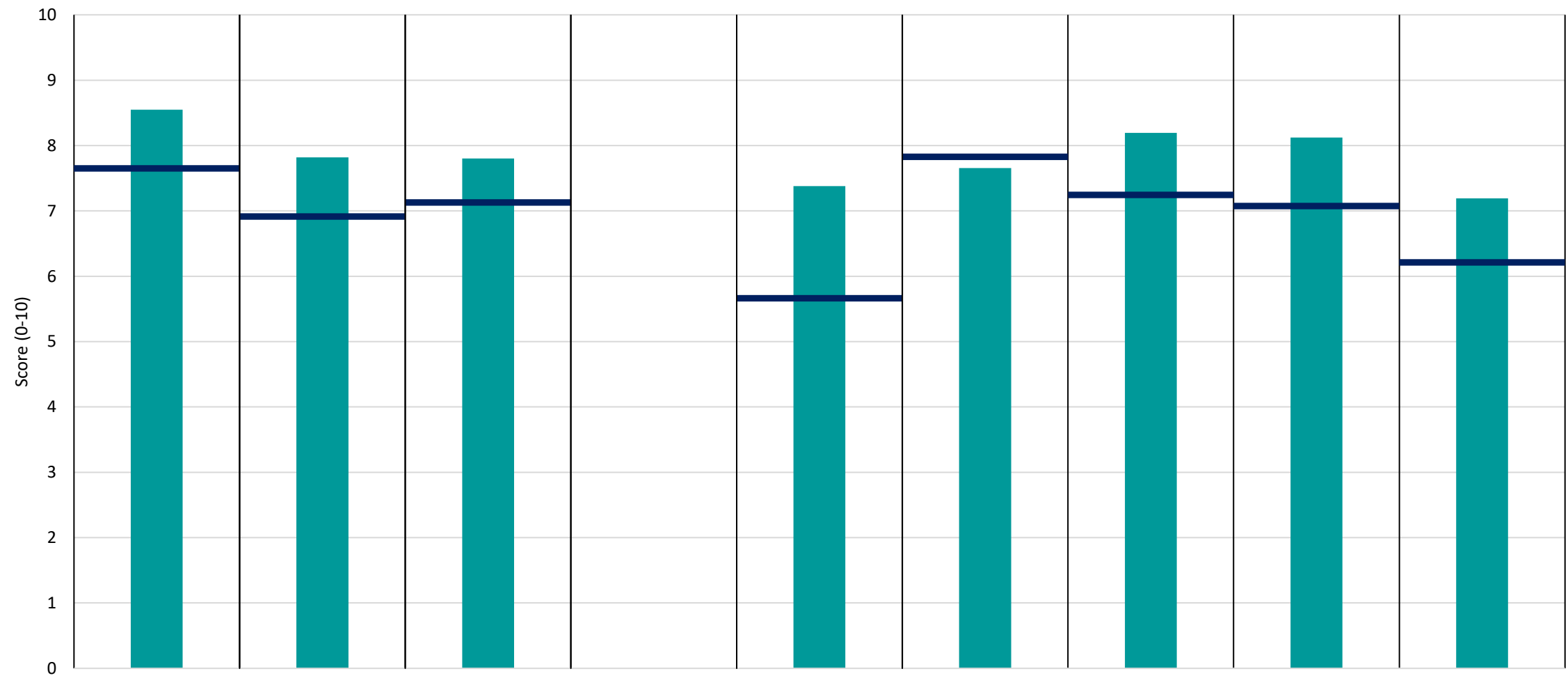
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.55	7.82	7.80	-	7.38	7.66	8.19	8.12	7.19
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	25	25	25	-	24	24	25	25	25

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



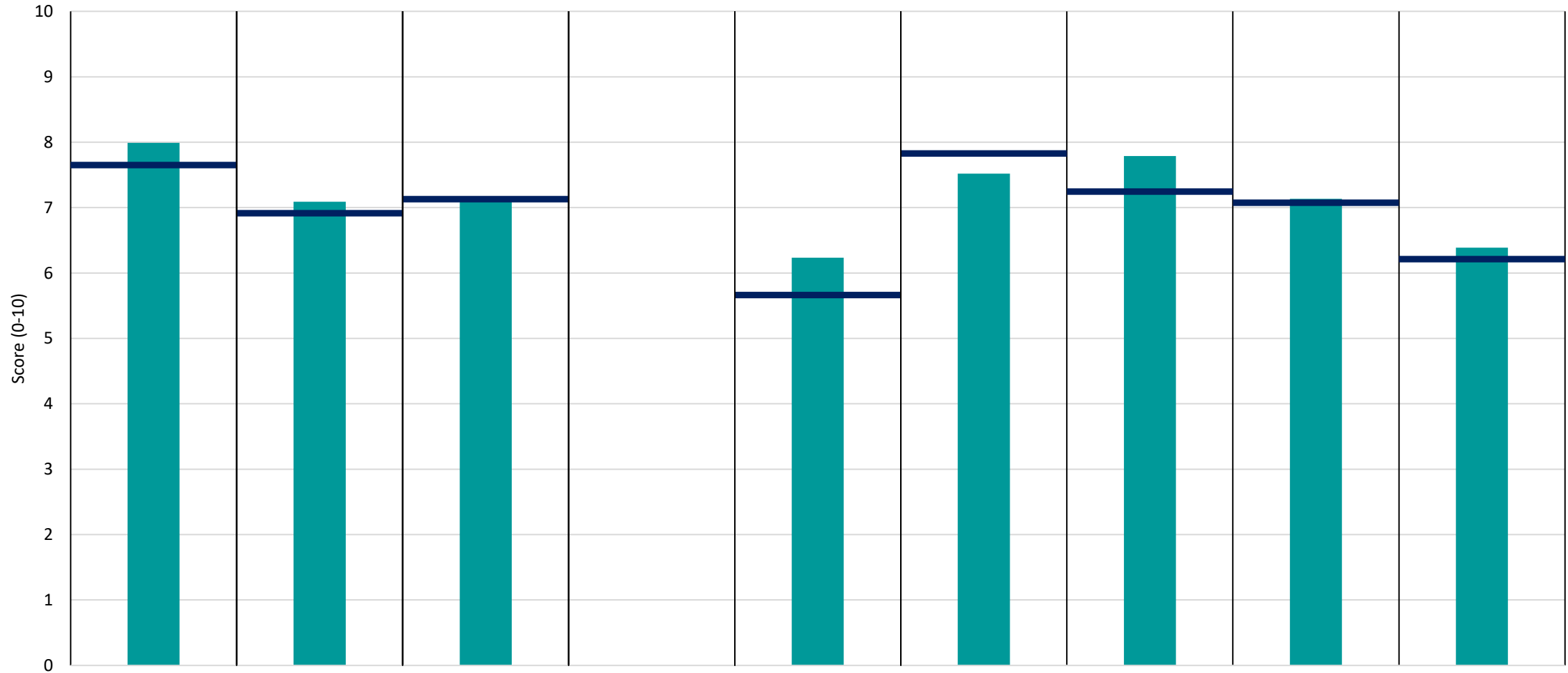
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.99	7.09	7.13	-	6.23	7.52	7.79	7.13	6.39
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 22 22 21 - 22 22 22 22 22 9

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



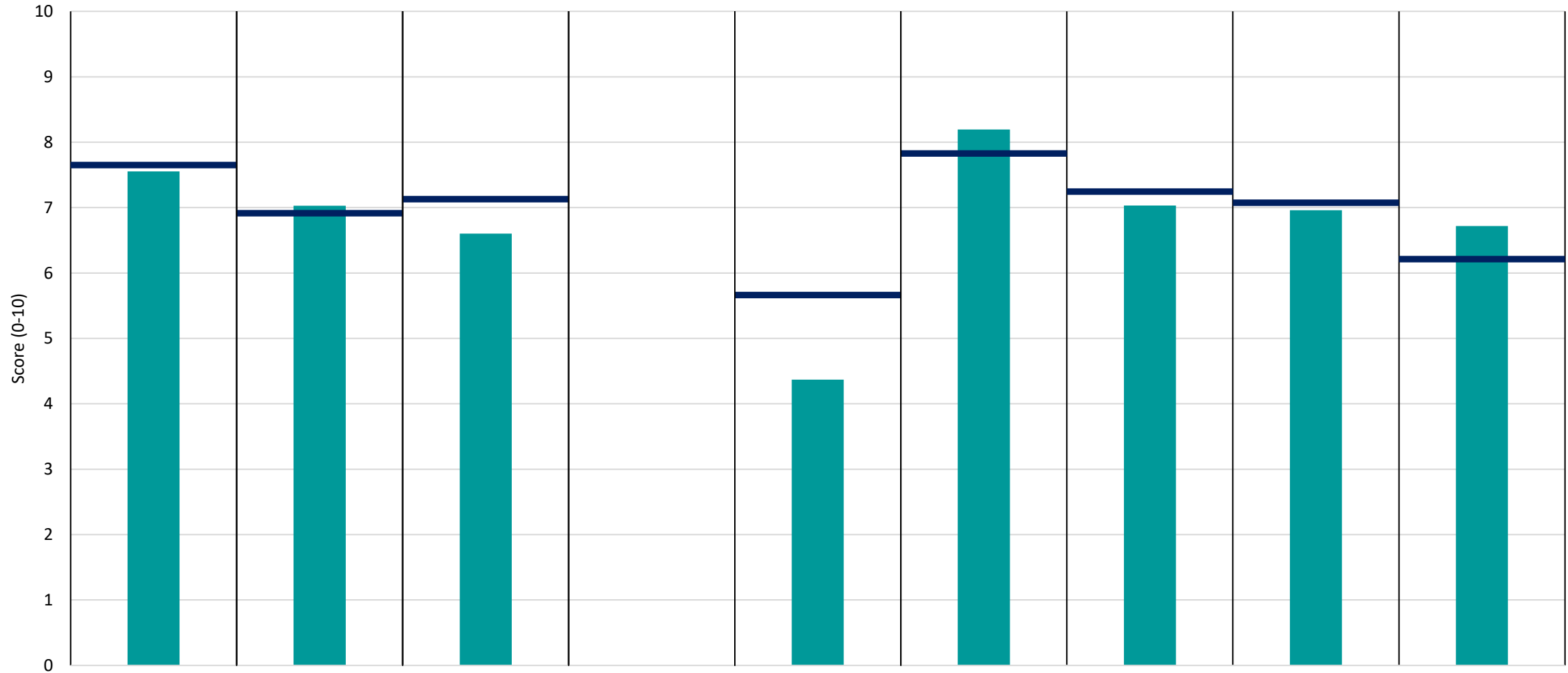
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.55	7.03	6.60	-	4.37	8.19	7.03	6.96	6.72
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 18 18 17 - 16 18 18 18 18 18 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



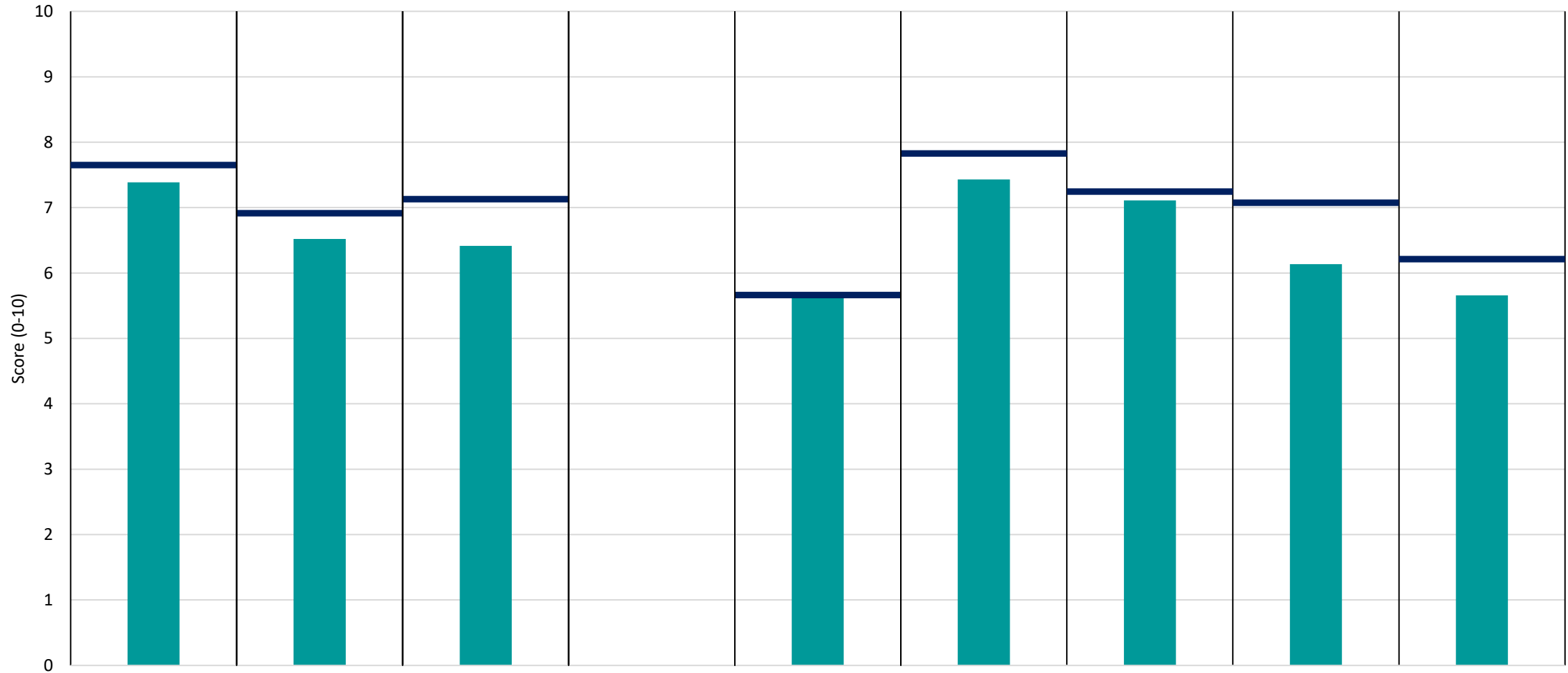
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.39	6.52	6.41	-	5.69	7.43	7.11	6.13	5.66
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 24 24 24 - 23 24 24 24 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



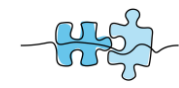
We are safe and  
healthy



We are always  
learning



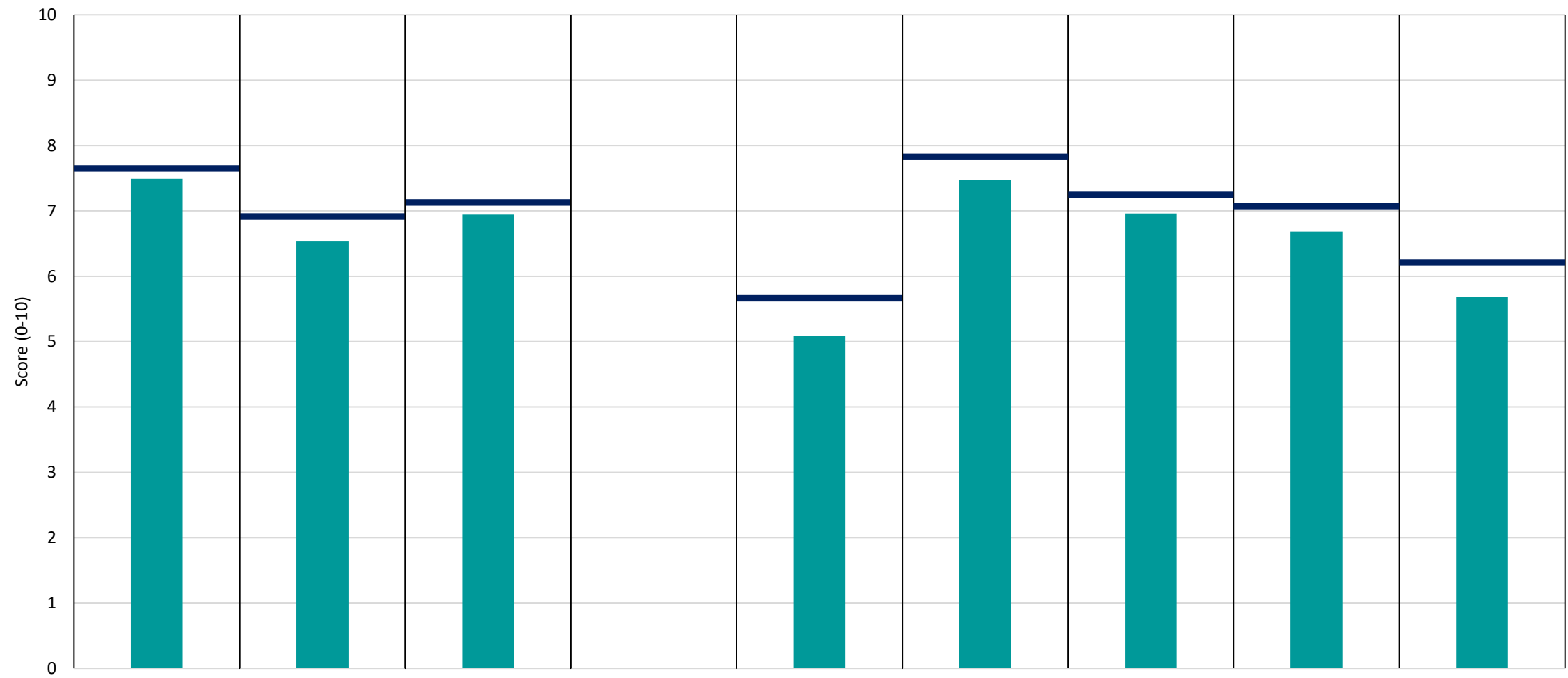
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.49	6.54	6.94	-	5.09	7.48	6.96	6.68	5.68
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	98	98	98	-	94	98	98	98	98

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.

# Performance Improvement



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



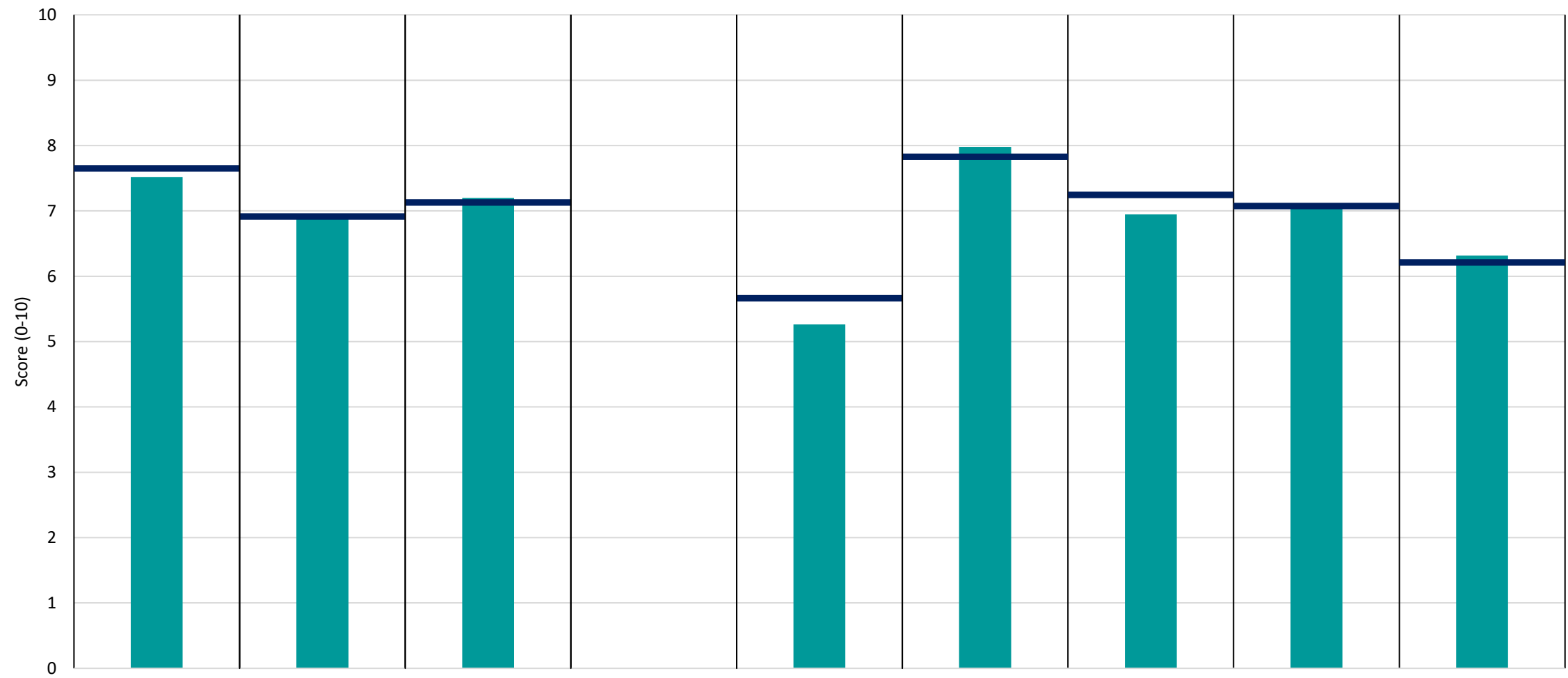
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.52	6.92	7.20	-	5.26	7.98	6.95	7.12	6.32
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	39	39	39	-	37	39	38	39	39

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



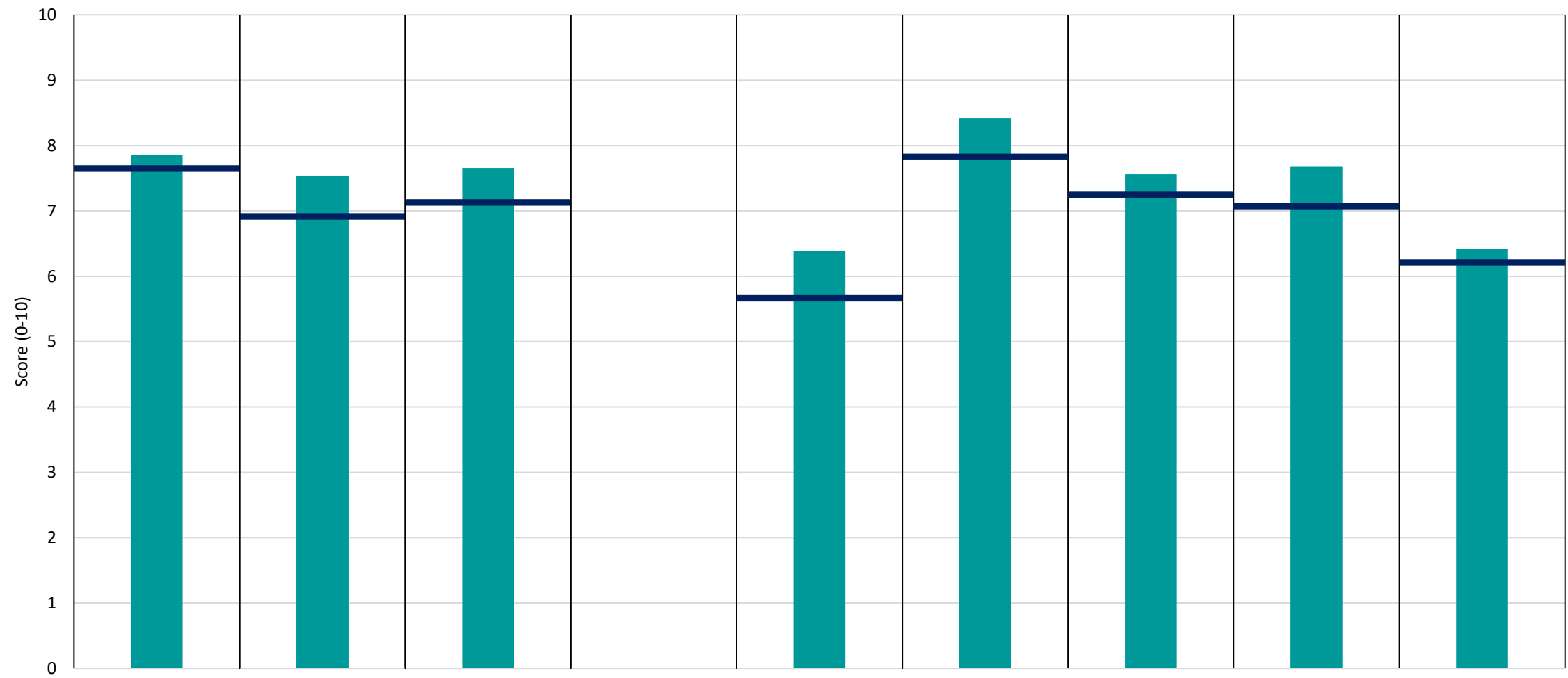
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.86	7.53	7.65	-	6.38	8.42	7.56	7.68	6.42
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	15	15	15	-	15	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



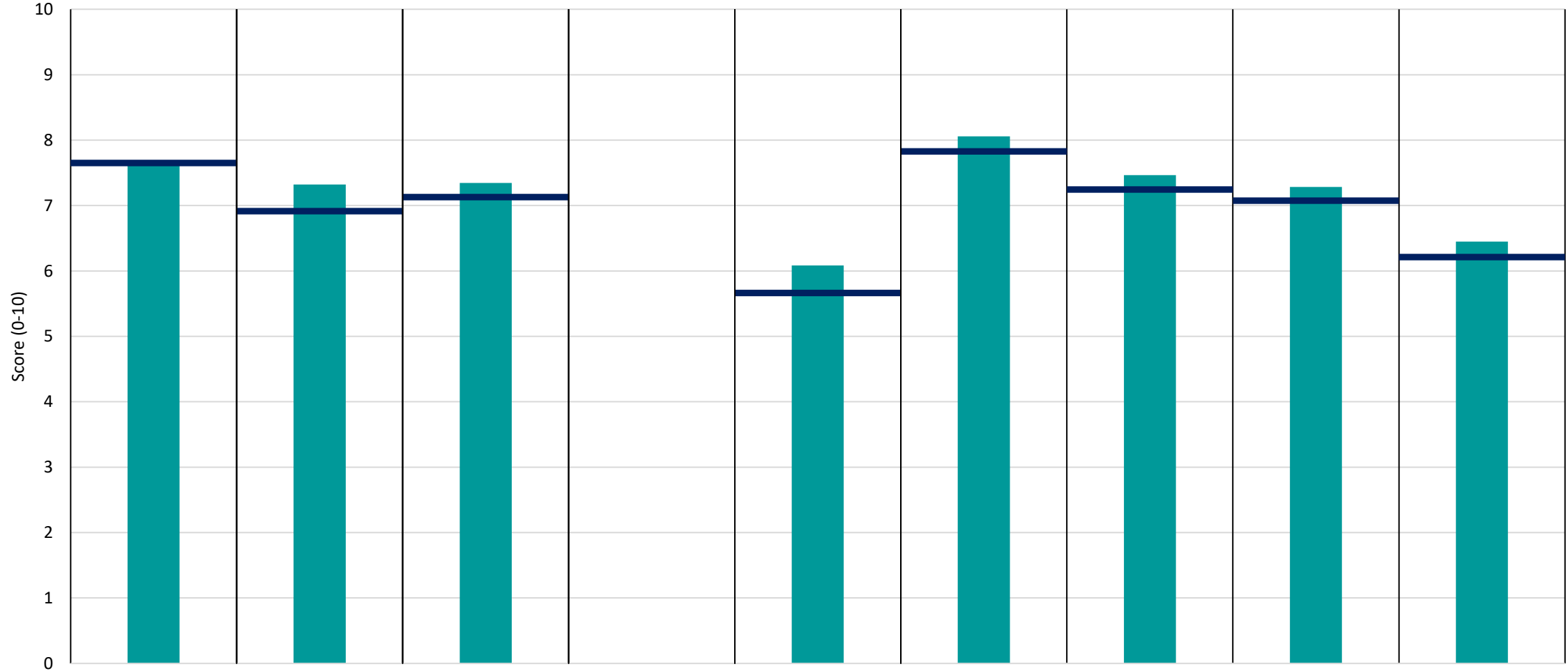
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.67	7.32	7.35	-	6.08	8.06	7.46	7.28	6.45
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 31 31 31 - 29 31 31 31 31 31 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.

# Breakdowns 2

NHS Suffolk and North East Essex 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



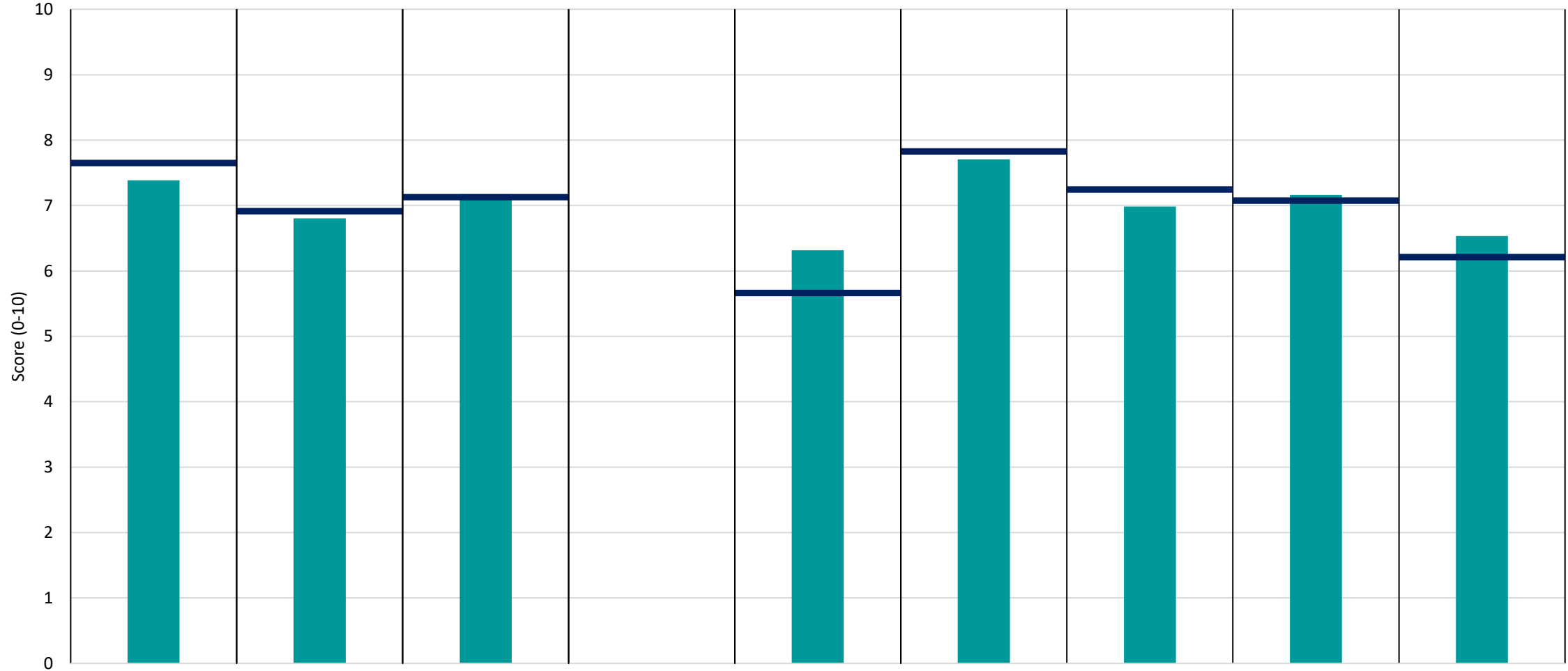
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.39	6.80	7.17	-	6.32	7.71	6.98	7.16	6.53
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 14 14 14 - 14 14 13 14 14 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.



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



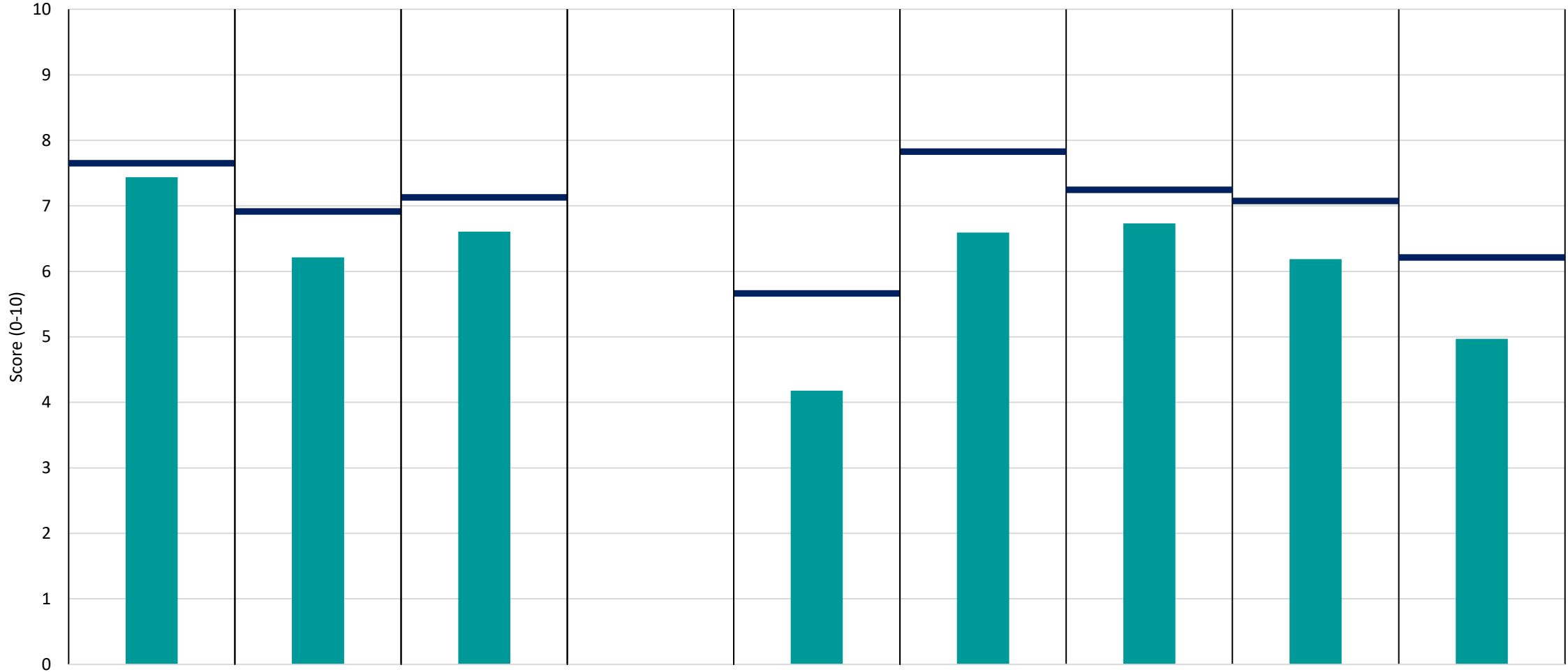
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.44	6.21	6.61	-	4.18	6.59	6.73	6.19	4.97
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 33 33 33 - 32 33 33 33 33 33 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



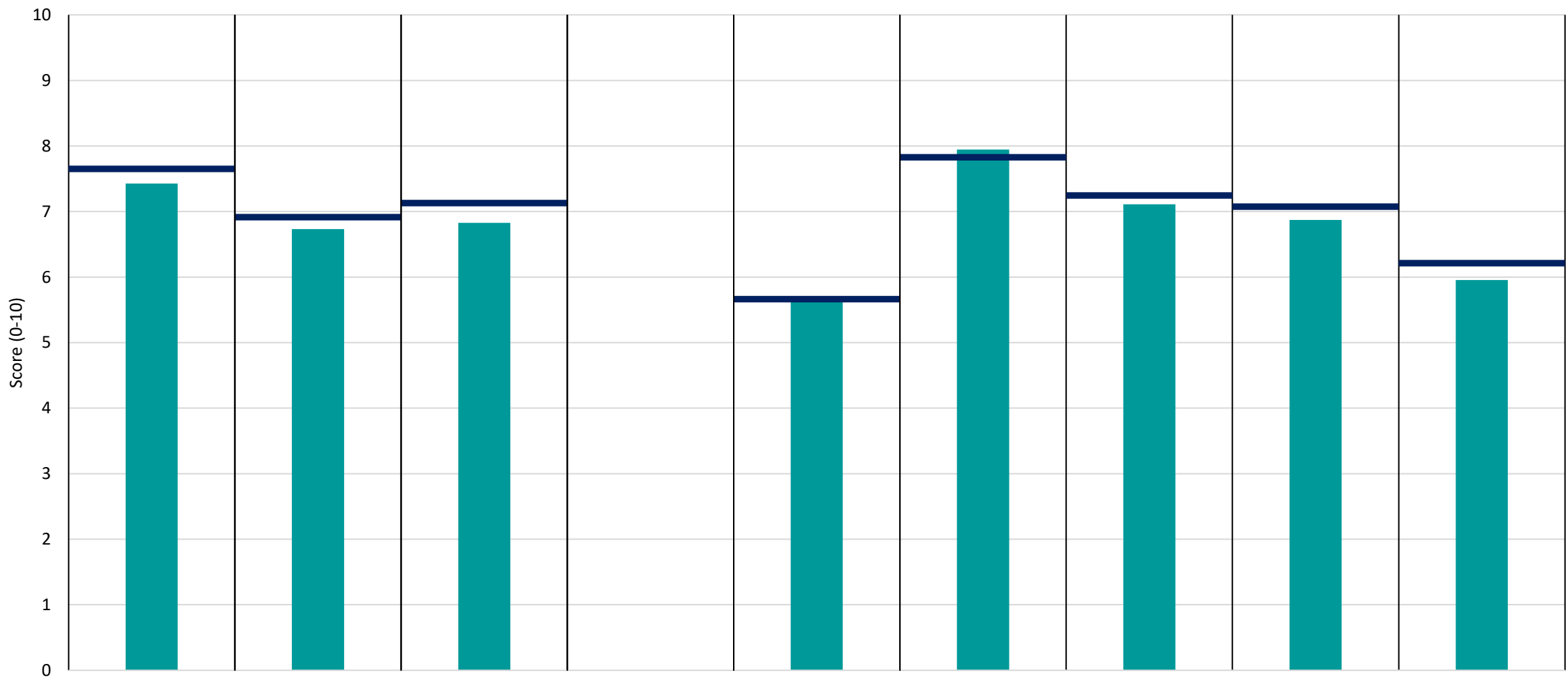
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.43	6.73	6.83	-	5.65	7.95	7.11	6.87	5.96
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	28	28	28	-	26	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



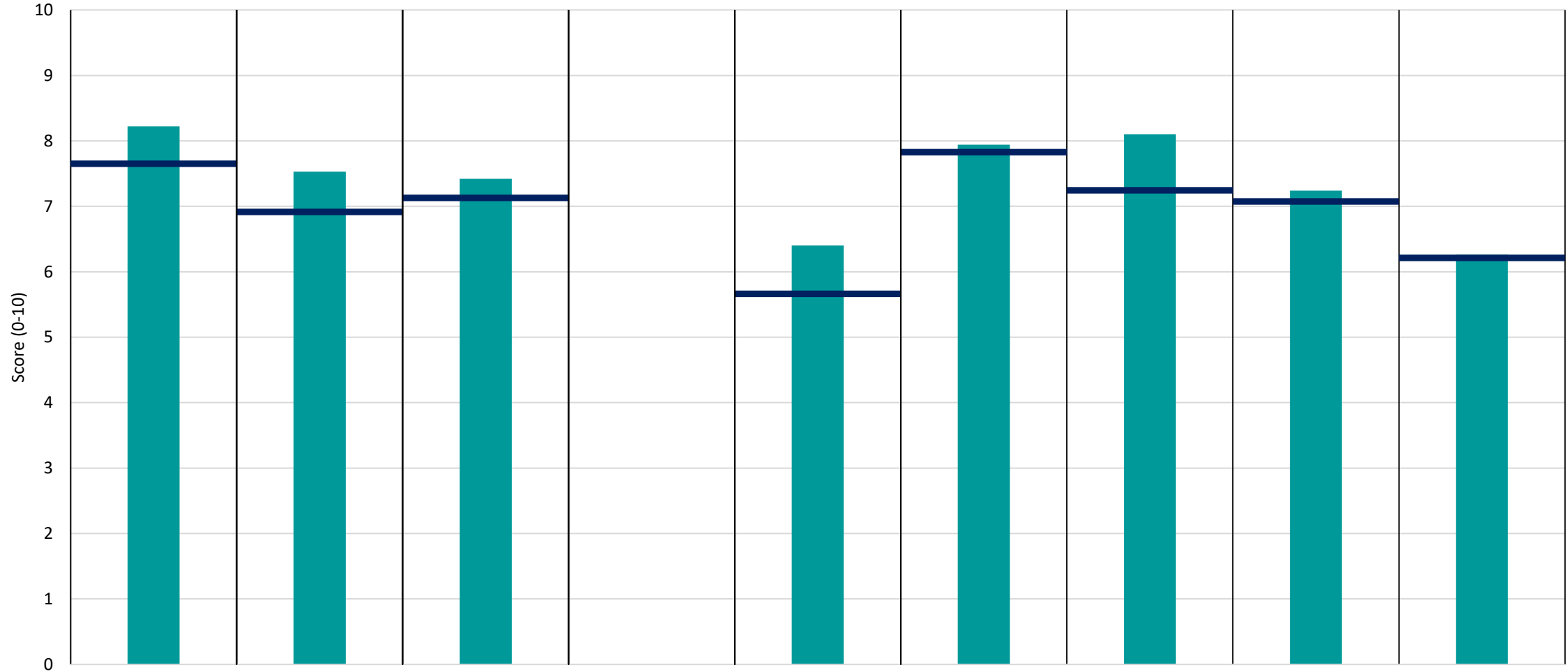
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.22	7.53	7.42	-	6.40	7.94	8.10	7.24	6.26
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 16 16 15 - 16 16 16 16 16 16 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



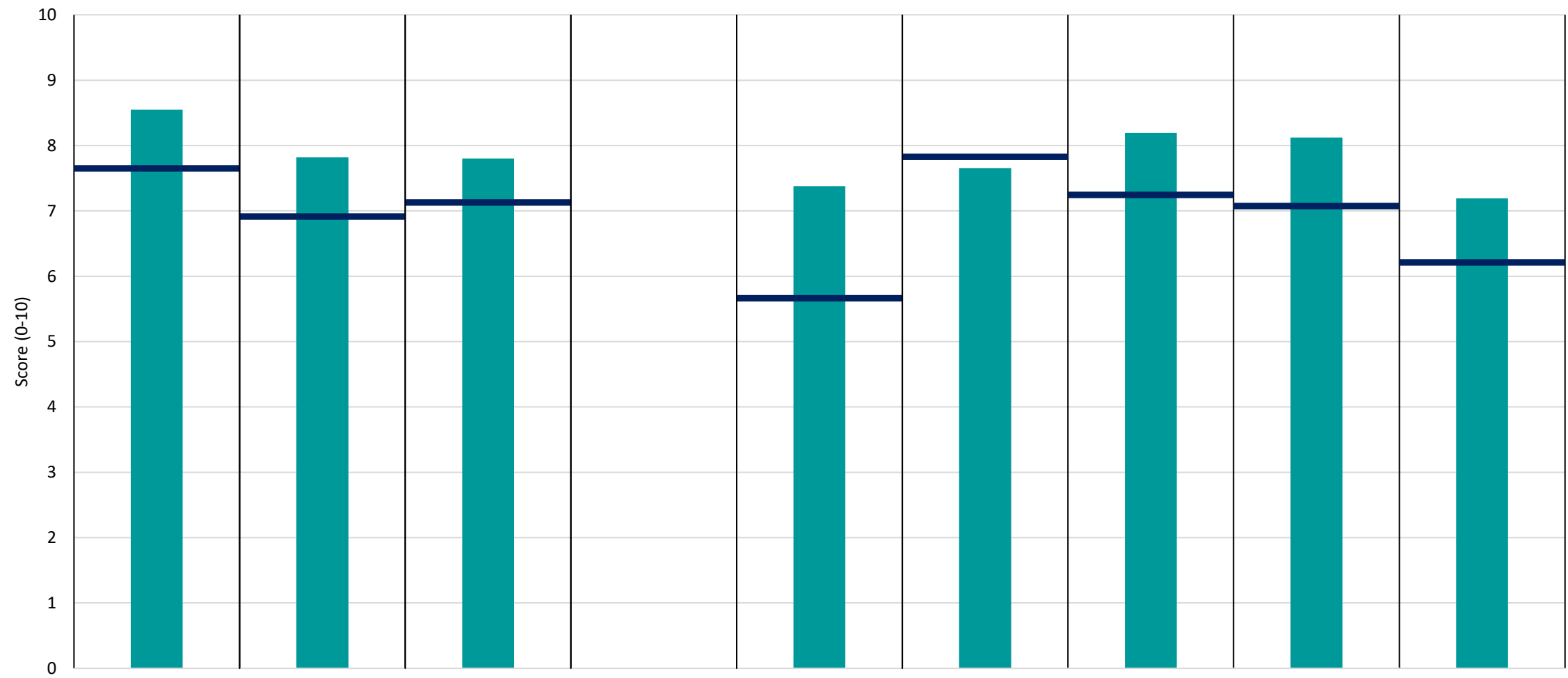
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.55	7.82	7.80	-	7.38	7.66	8.19	8.12	7.19
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	25	25	25	-	24	24	25	25	25

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



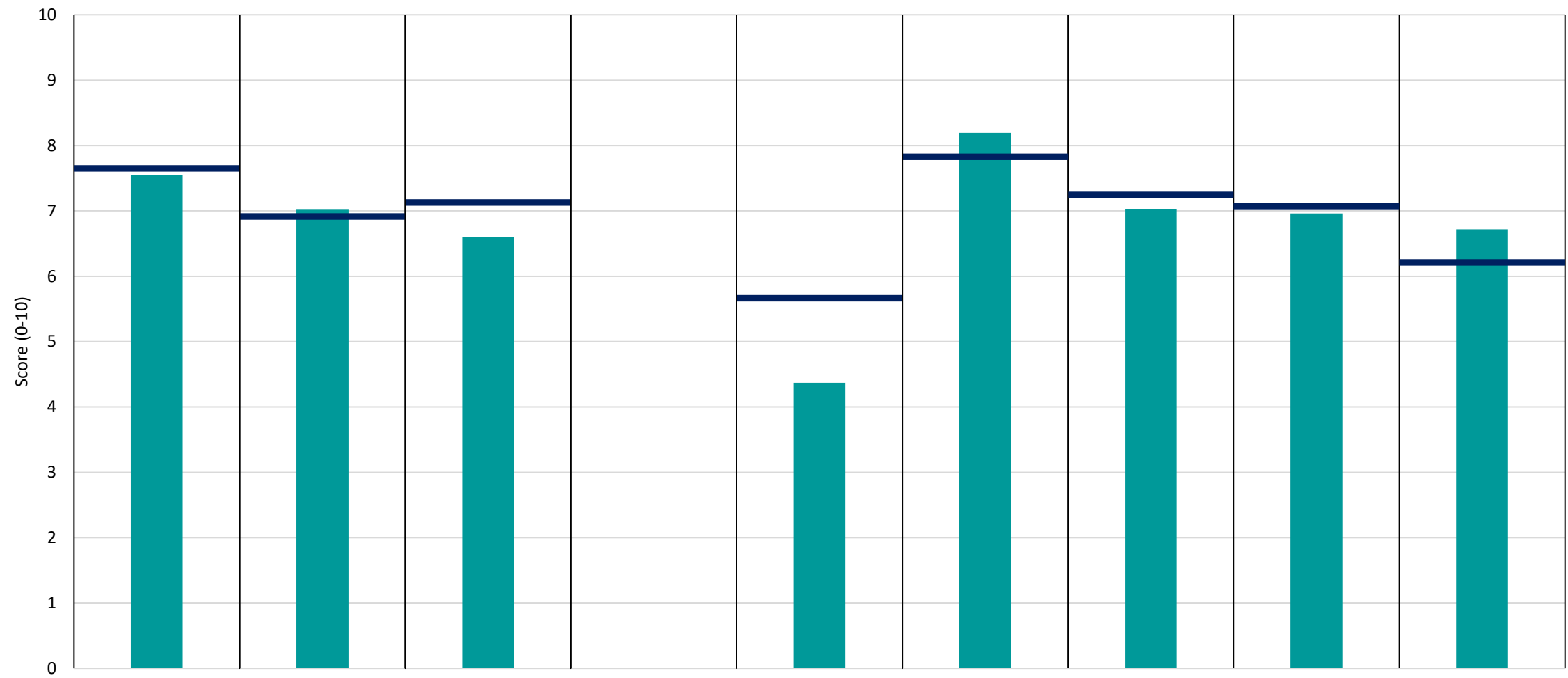
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.55	7.03	6.60	-	4.37	8.19	7.03	6.96	6.72
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	18	18	17	-	16	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



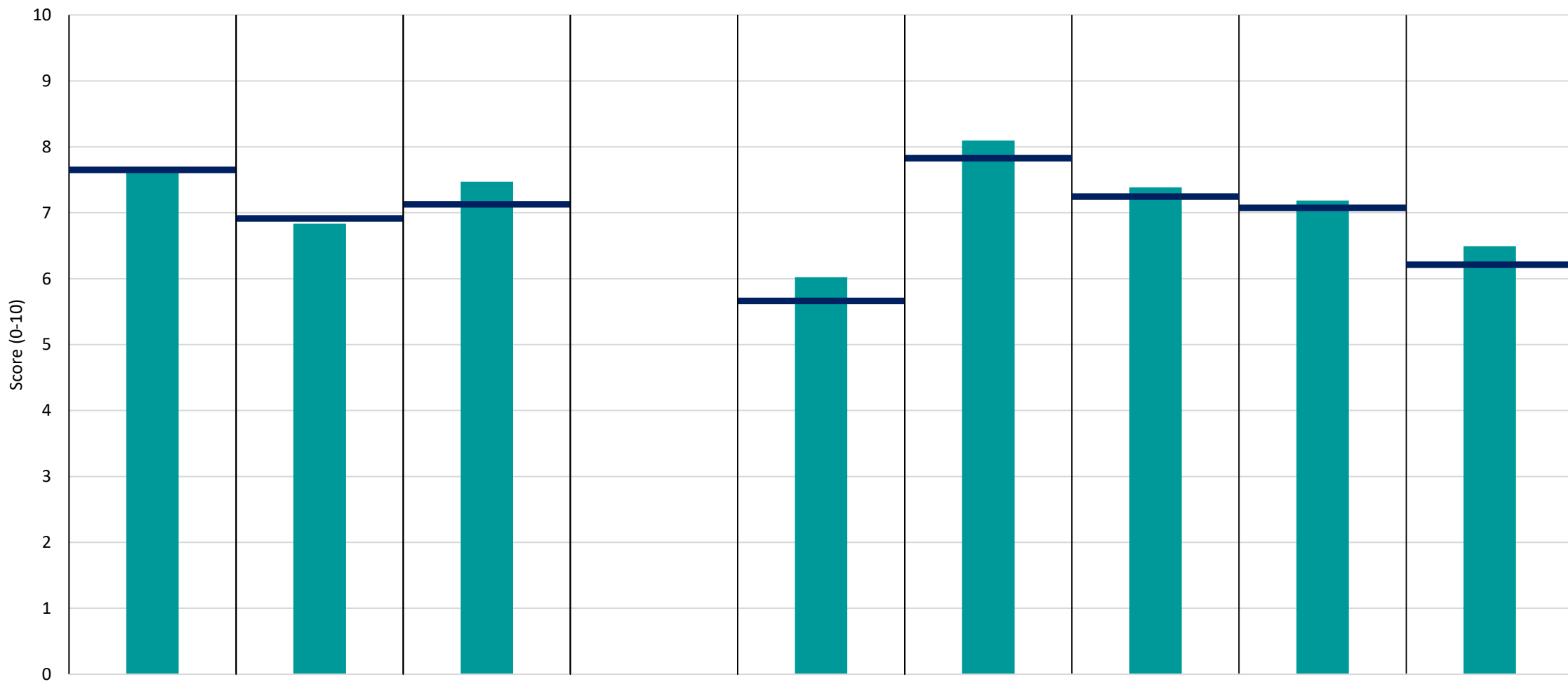
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.66	6.83	7.47	-	6.02	8.10	7.39	7.19	6.49
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	15	15	15	-	15	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



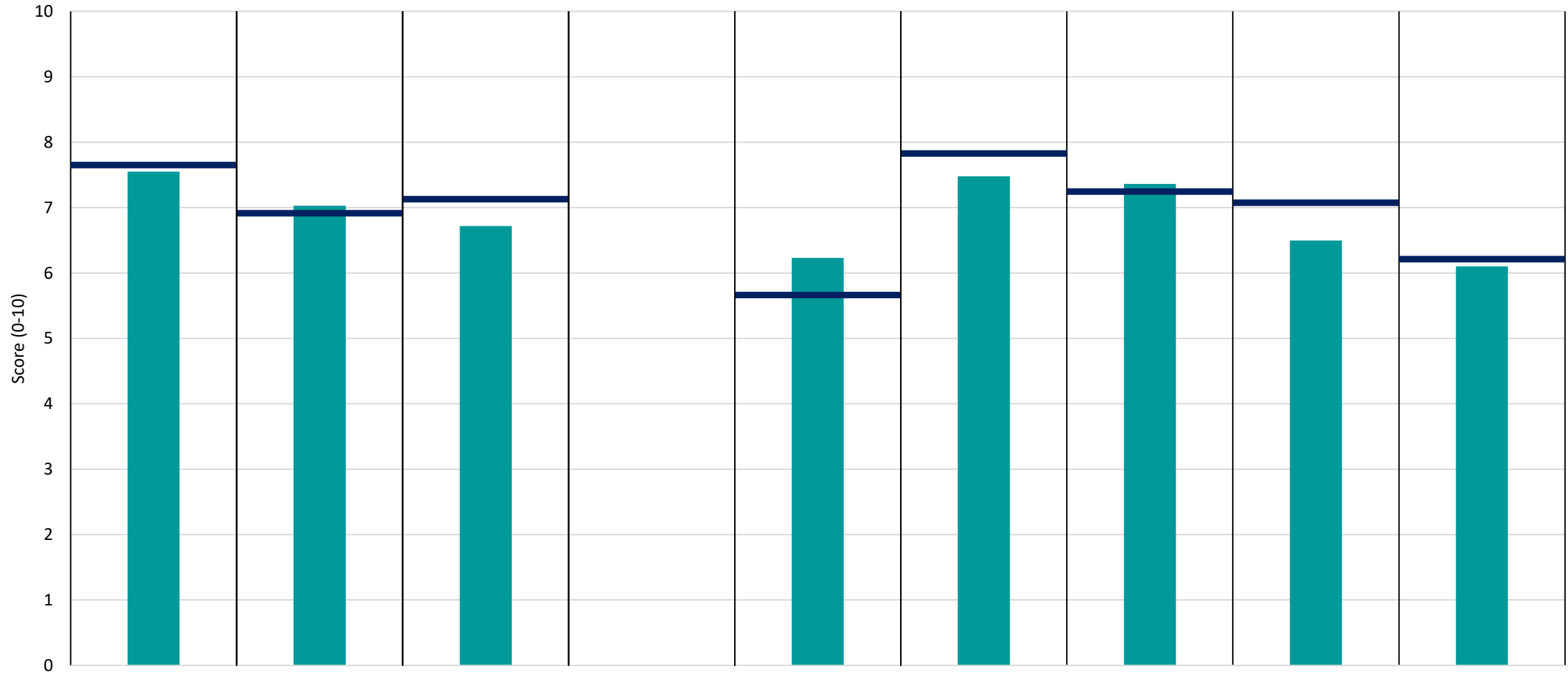
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.55	7.03	6.72	-	6.23	7.48	7.36	6.50	6.10
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 18 18 18 - 18 18 18 18 18 18 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



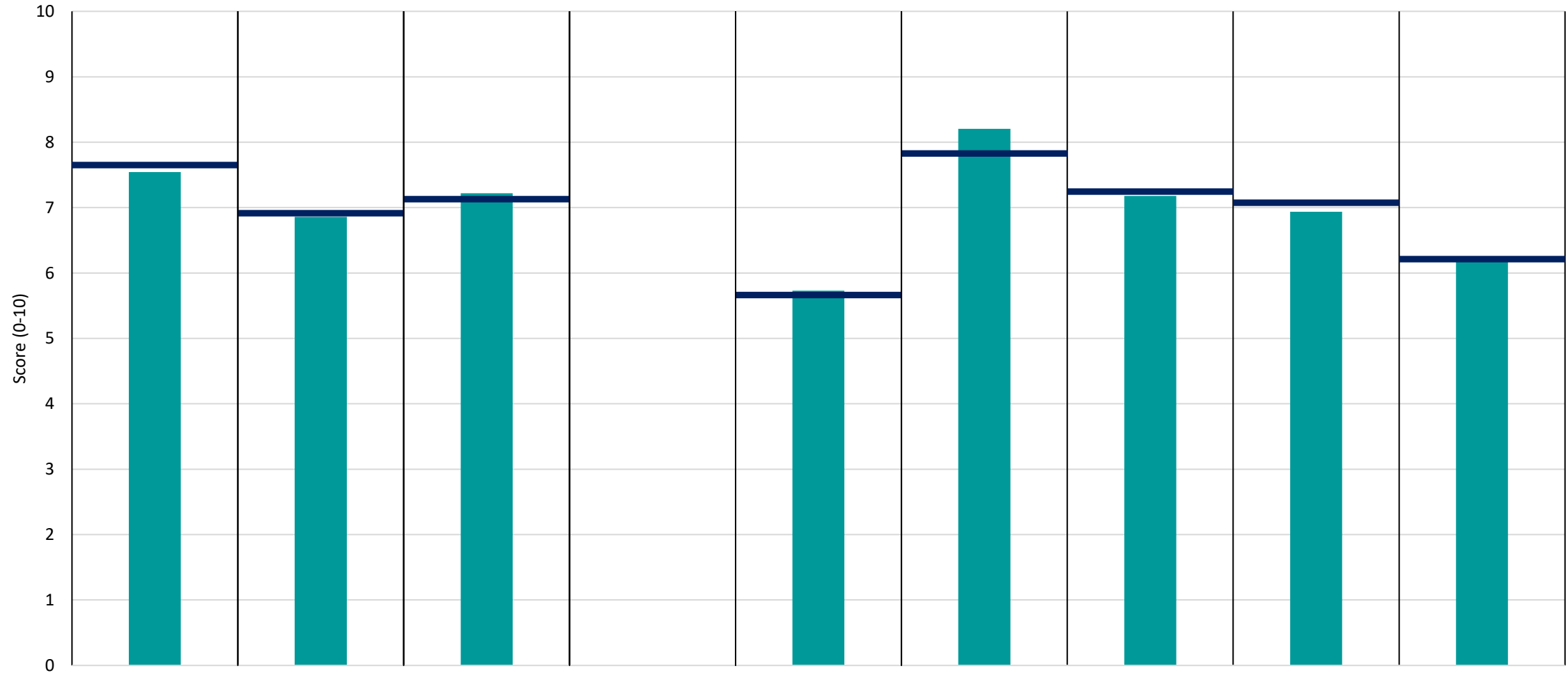
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.54	6.86	7.22	-	5.73	8.20	7.18	6.94	6.19
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 32 32 32 - 31 32 32 32 32 32 25

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



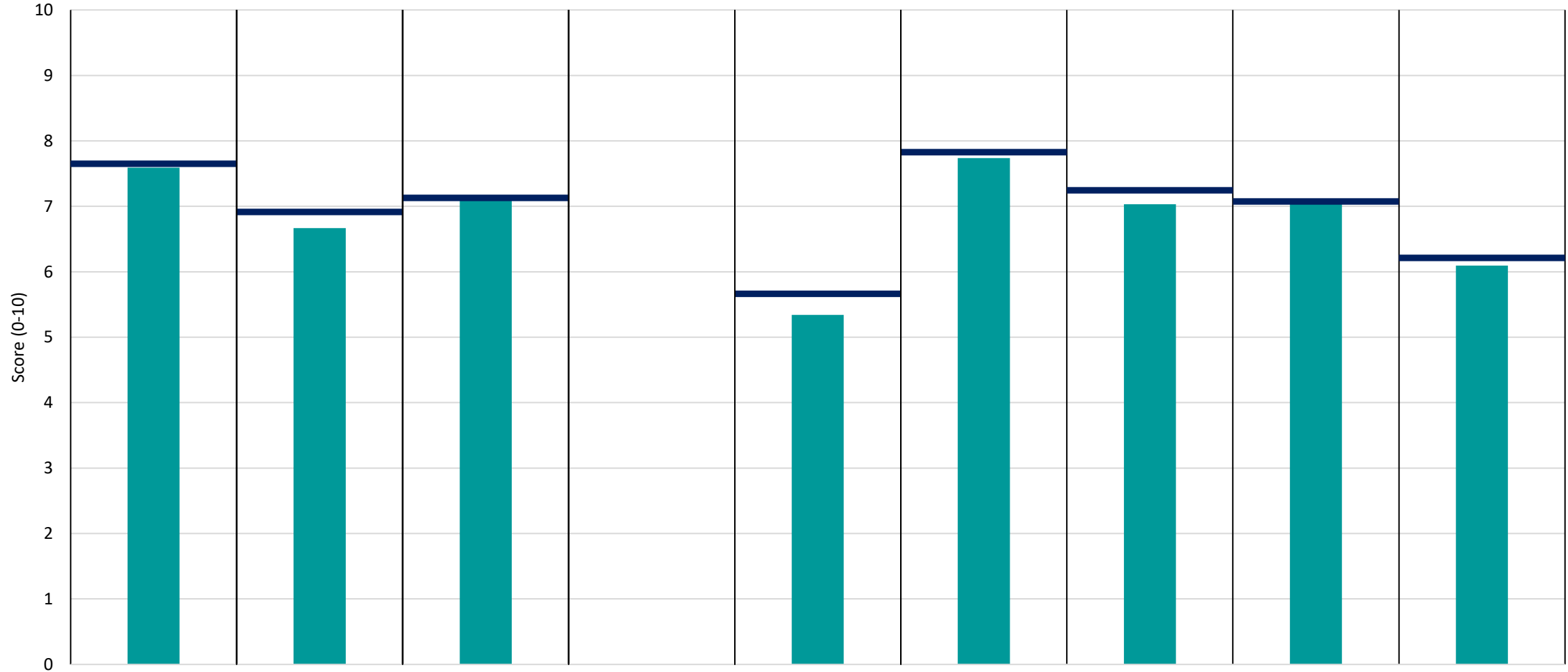
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.59	6.67	7.11	-	5.34	7.74	7.03	7.05	6.09
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

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

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



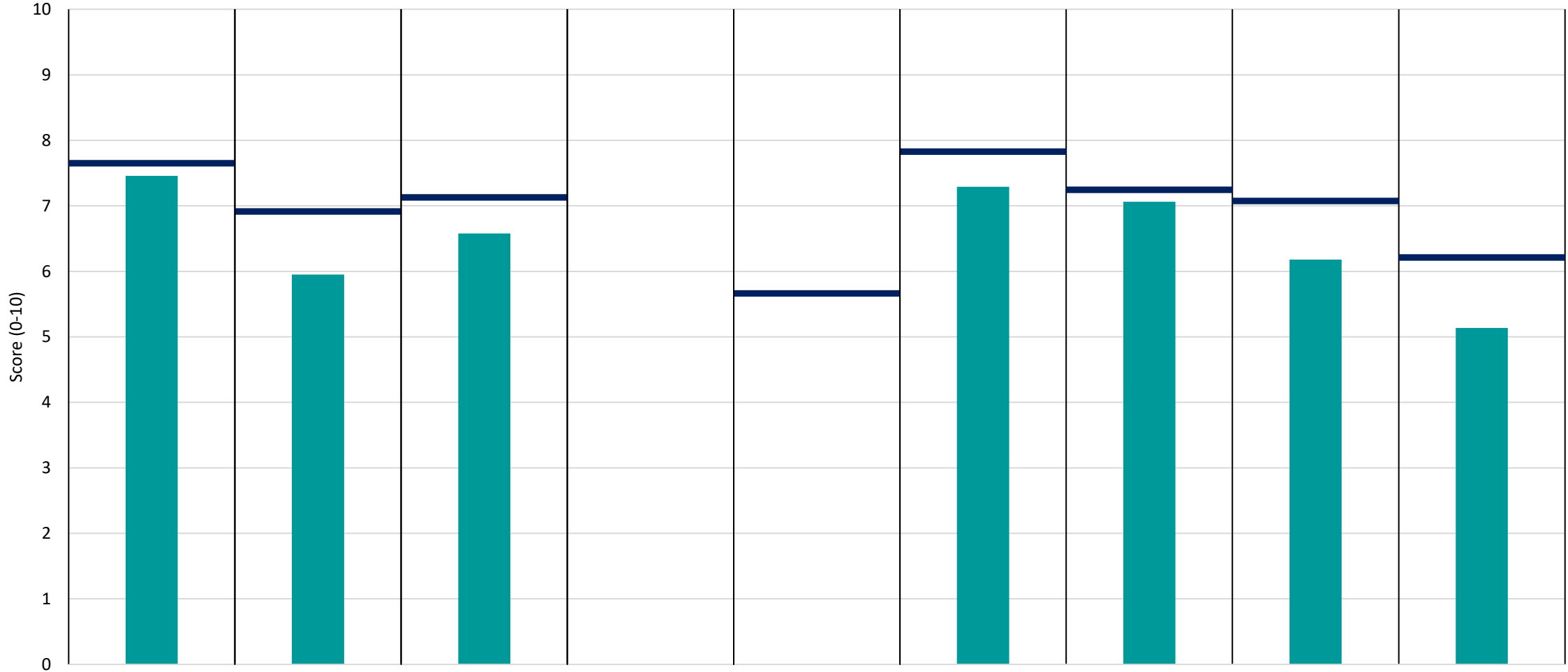
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.46	5.95	6.58	-	-	7.29	7.06	6.18	5.13
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 10 10 10 - - 10 10 10 10 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.

# Performance Improvement



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



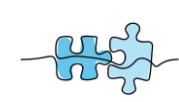
We are safe and  
healthy



We are always  
learning



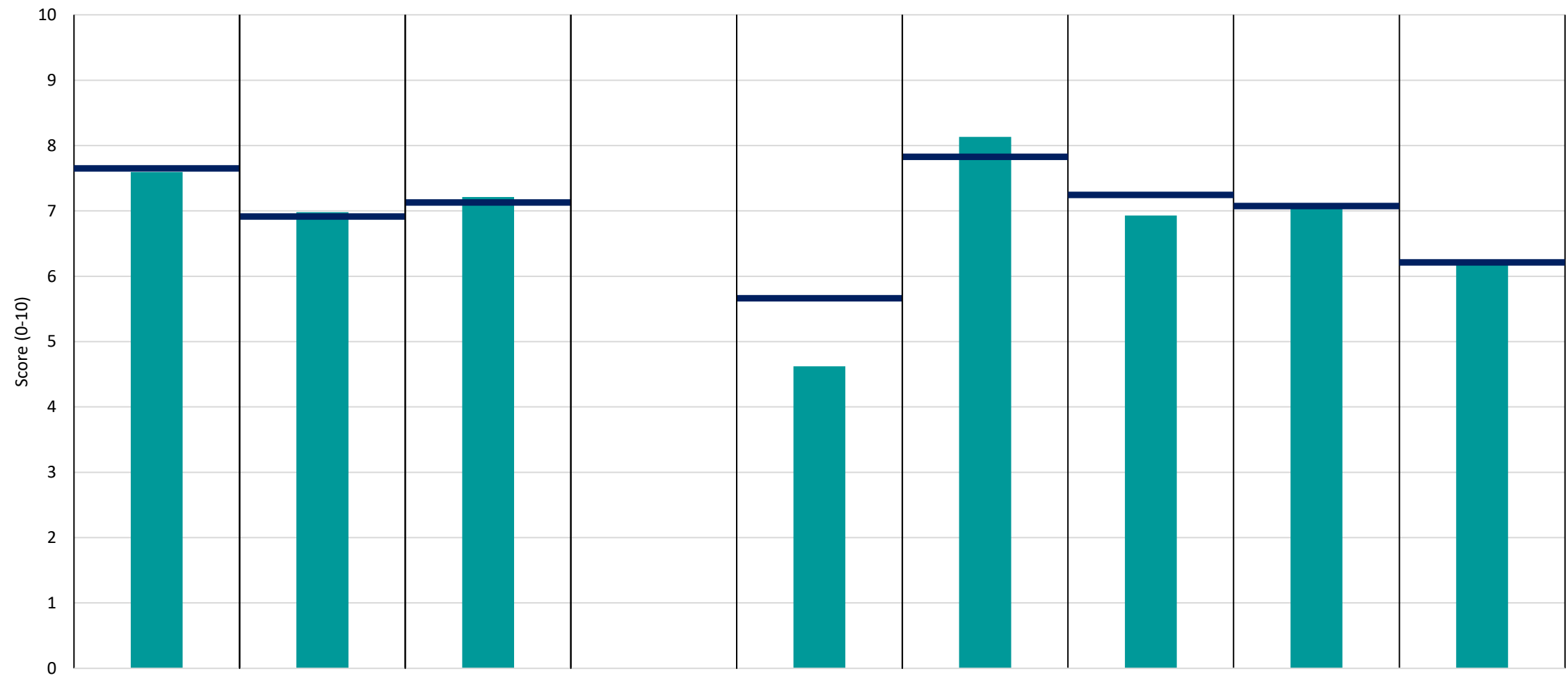
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.60	6.98	7.21	-	4.62	8.13	6.93	7.09	6.20
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	25	25	25	-	23	25	25	25	25

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



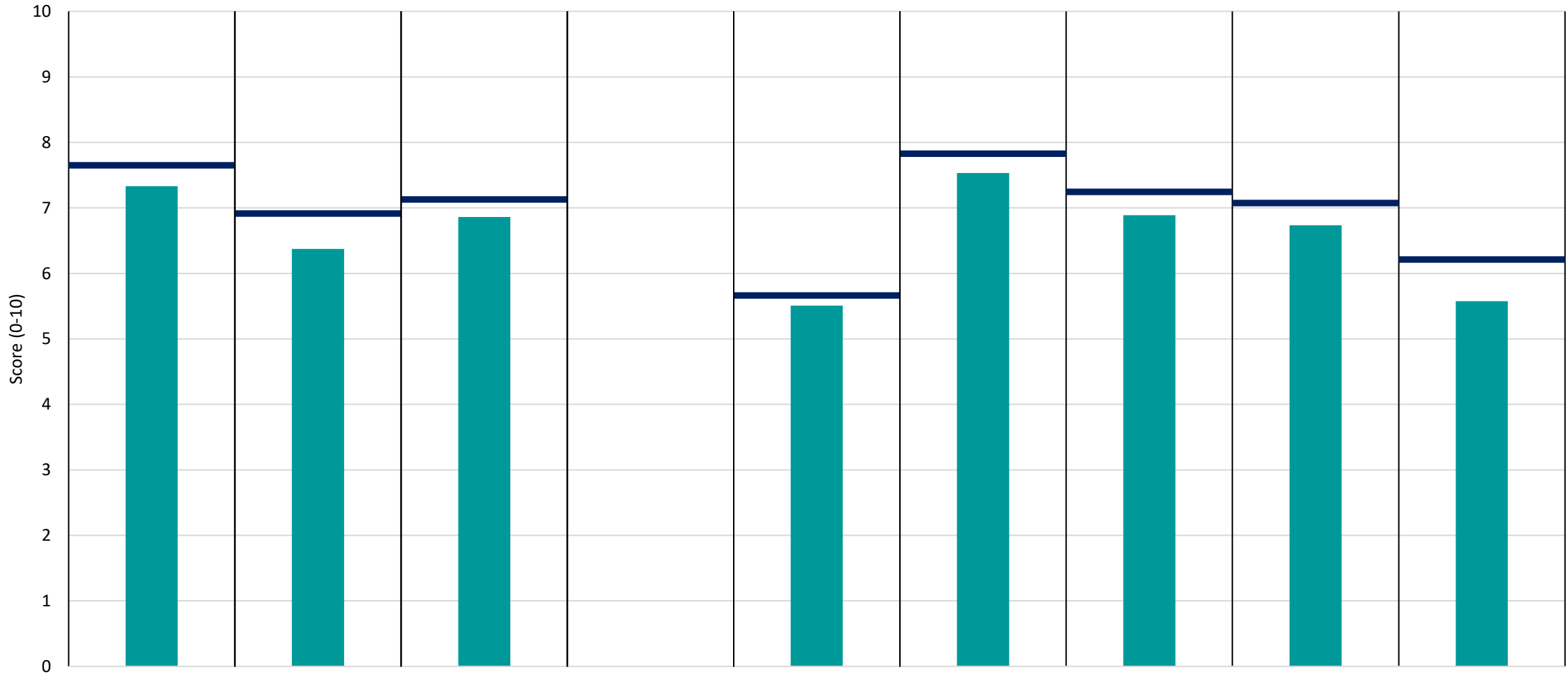
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.33	6.38	6.86	-	5.51	7.53	6.89	6.74	5.58
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 12 12 12 - 11 12 12 12 12 12 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



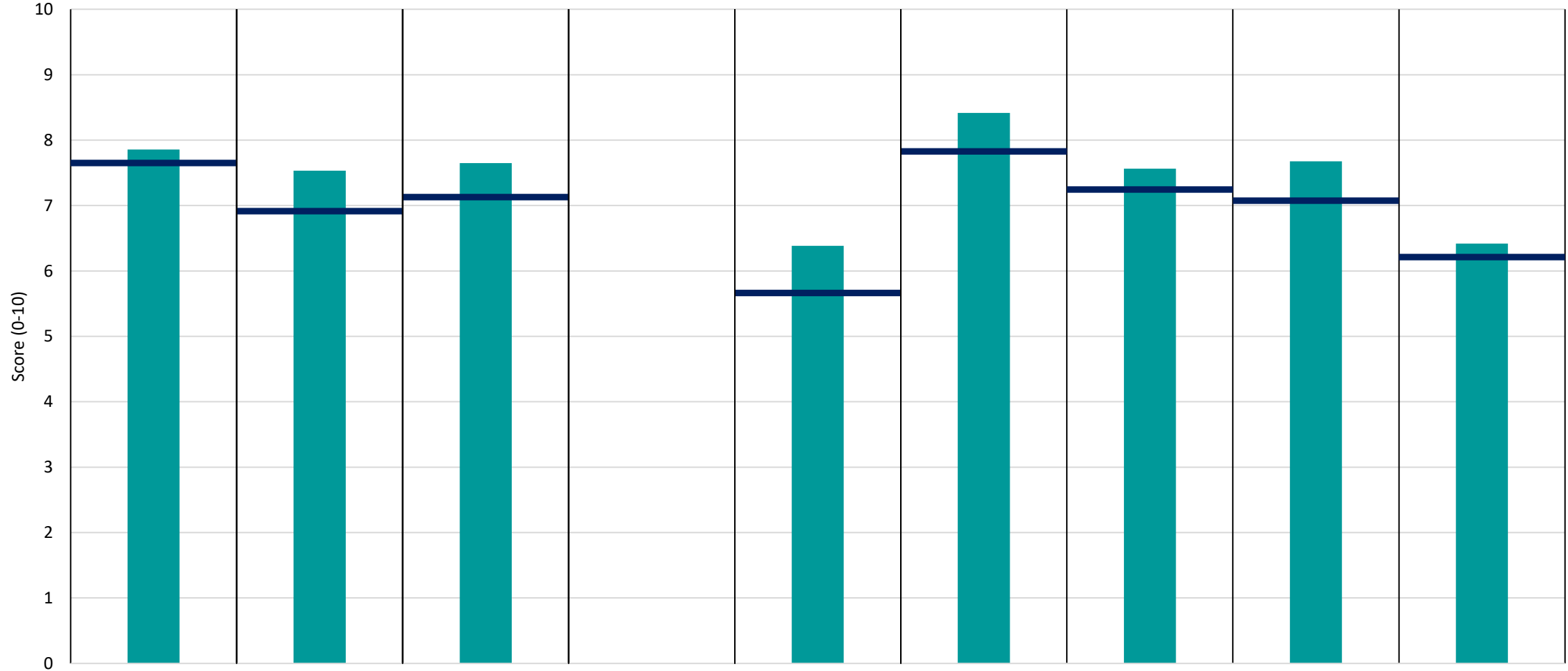
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.86	7.53	7.65	-	6.38	8.42	7.56	7.68	6.42
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 15 15 15 - 15 15 15 15 15 15 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



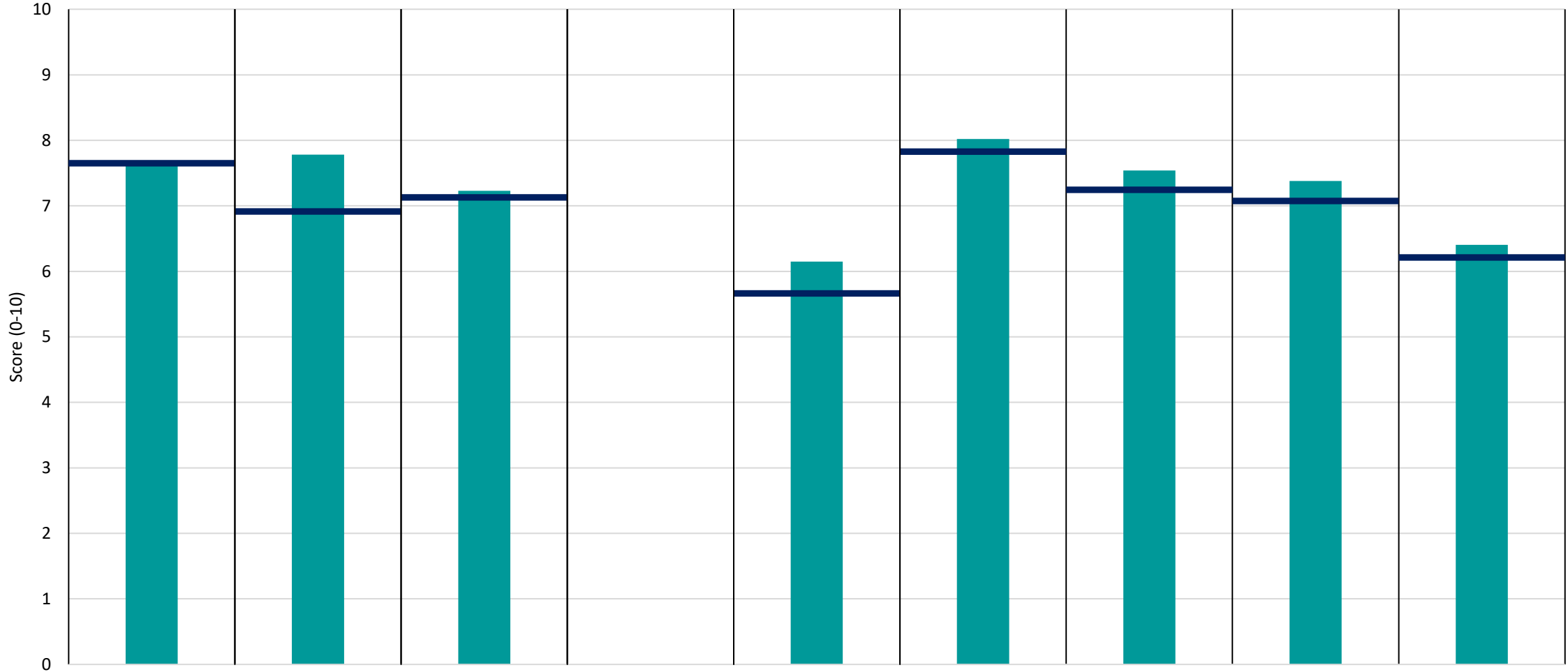
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.68	7.78	7.23	-	6.15	8.02	7.54	7.38	6.40
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21

Responses 16 16 16 - 14 16 16 16 16 16 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



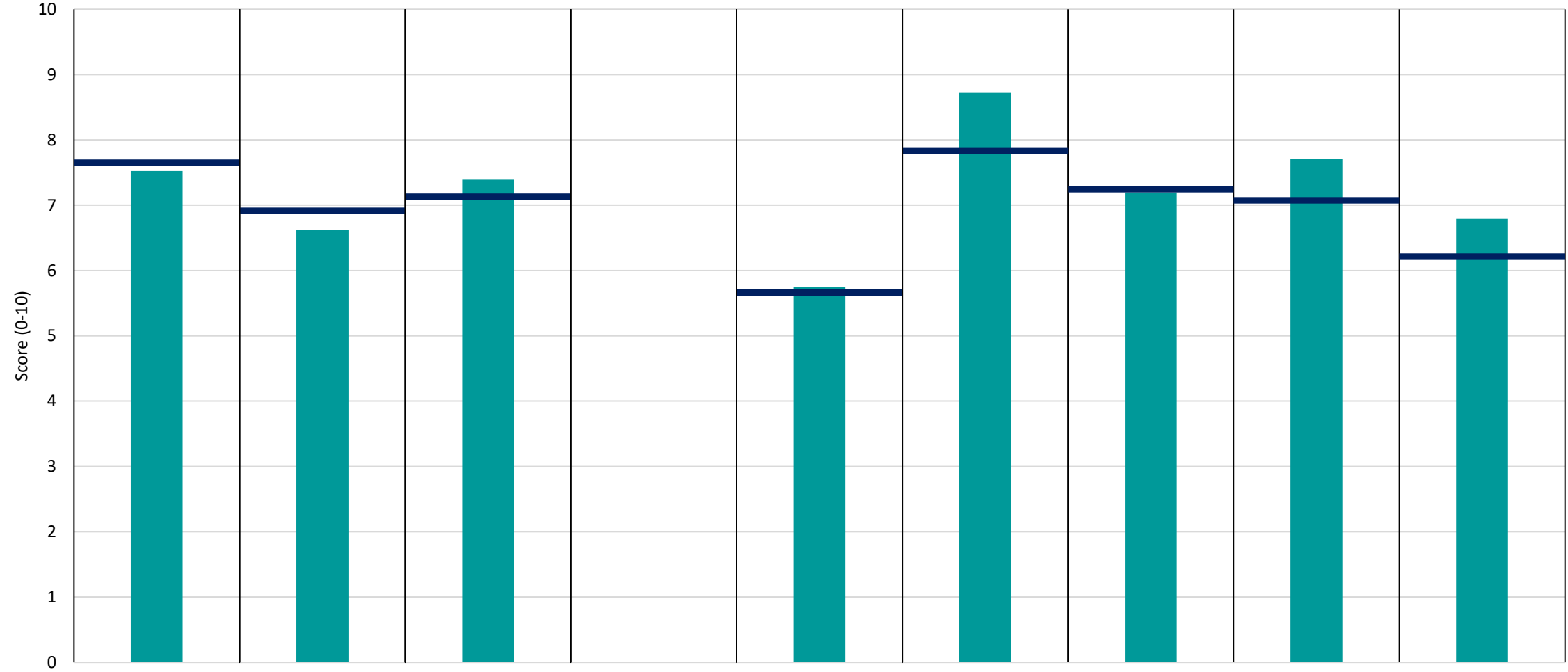
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.52	6.62	7.39	-	5.75	8.73	7.19	7.71	6.79
Your org	7.65	6.92	7.13	-	5.66	7.83	7.24	7.08	6.21
Responses	21	21	20	-	19	21	21	21	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.