



# NHS Devon ICB

2023 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Devon 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 Devon 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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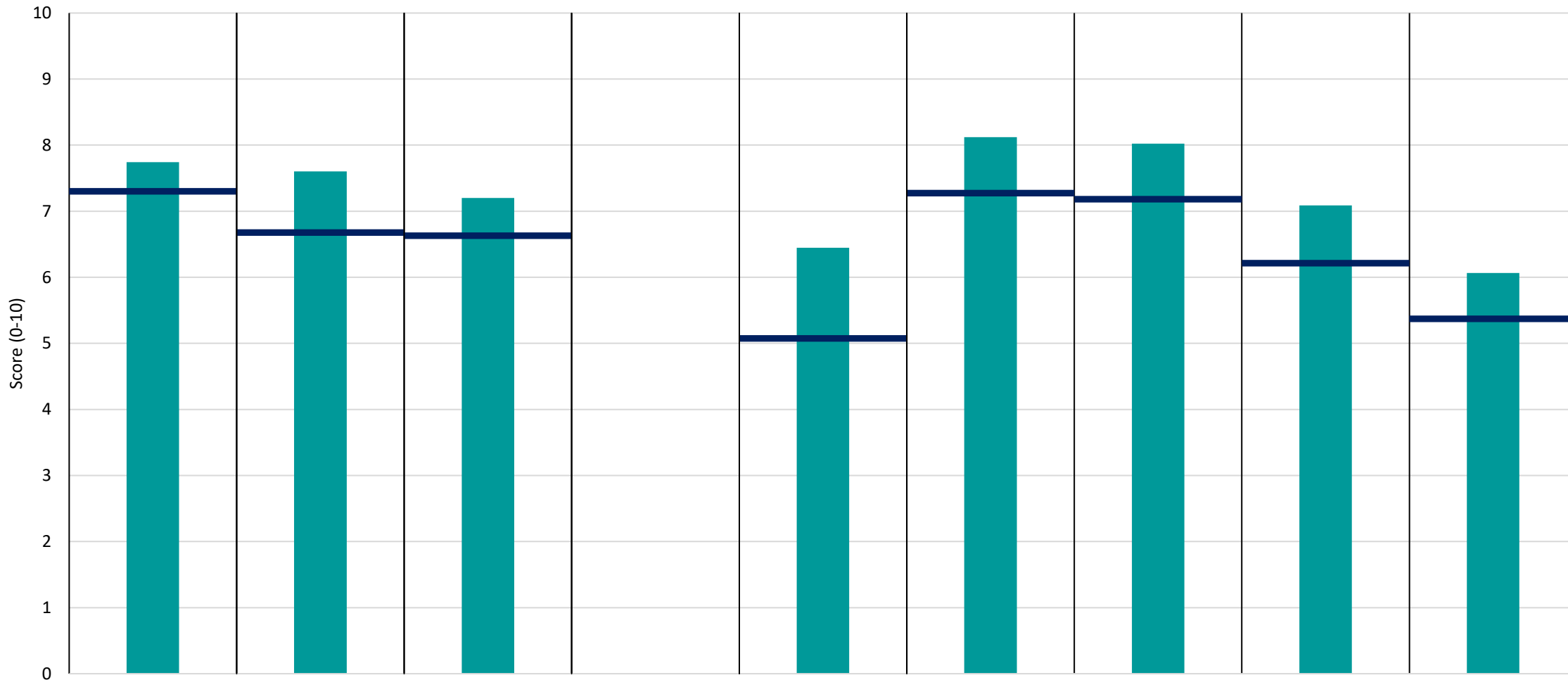
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Staff Engagement

Morale



Breakdown	7.74	7.60	7.20	-	6.45	8.12	8.02	7.09	6.06
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 33 33 32 - 32 33 33 33 33 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.



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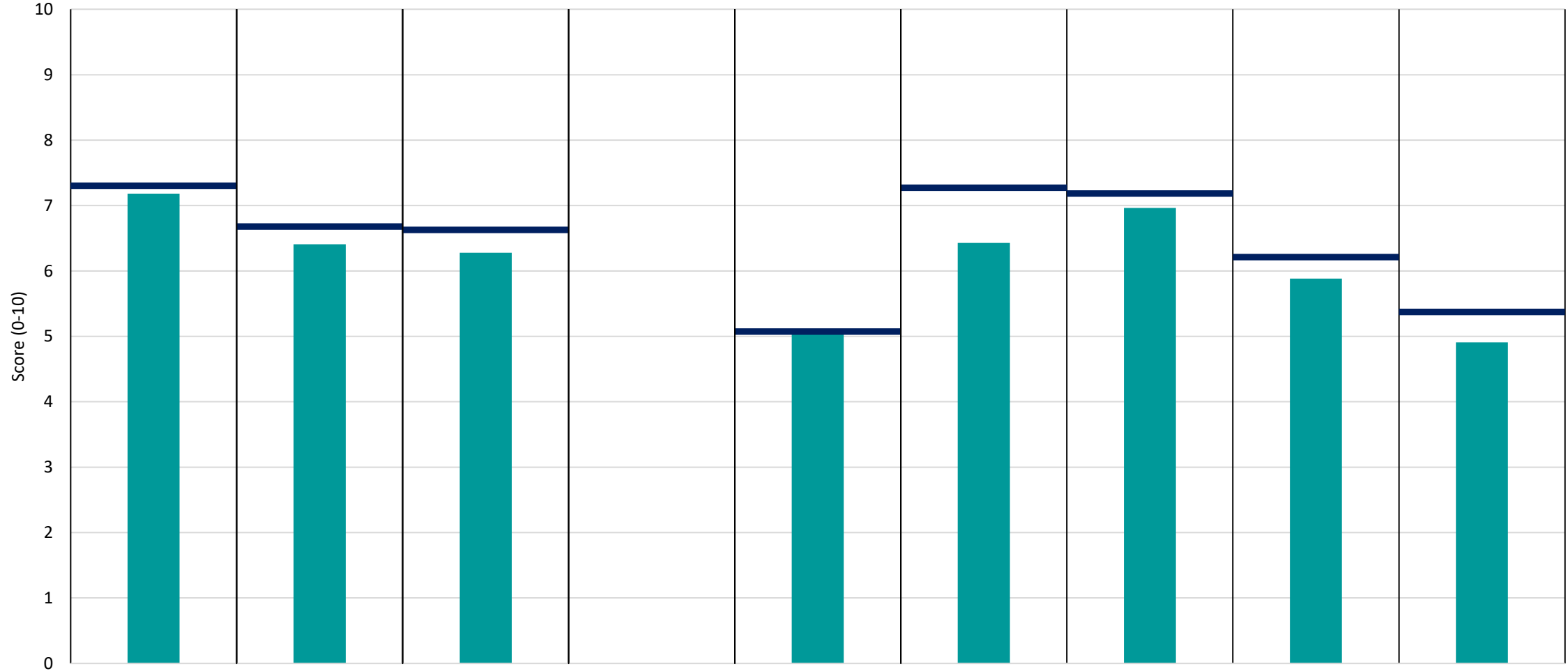
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Staff Engagement

Morale



Breakdown	7.18	6.41	6.28	-	5.03	6.43	6.96	5.88	4.91
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	115	115	113	-	108	115	115	115	115

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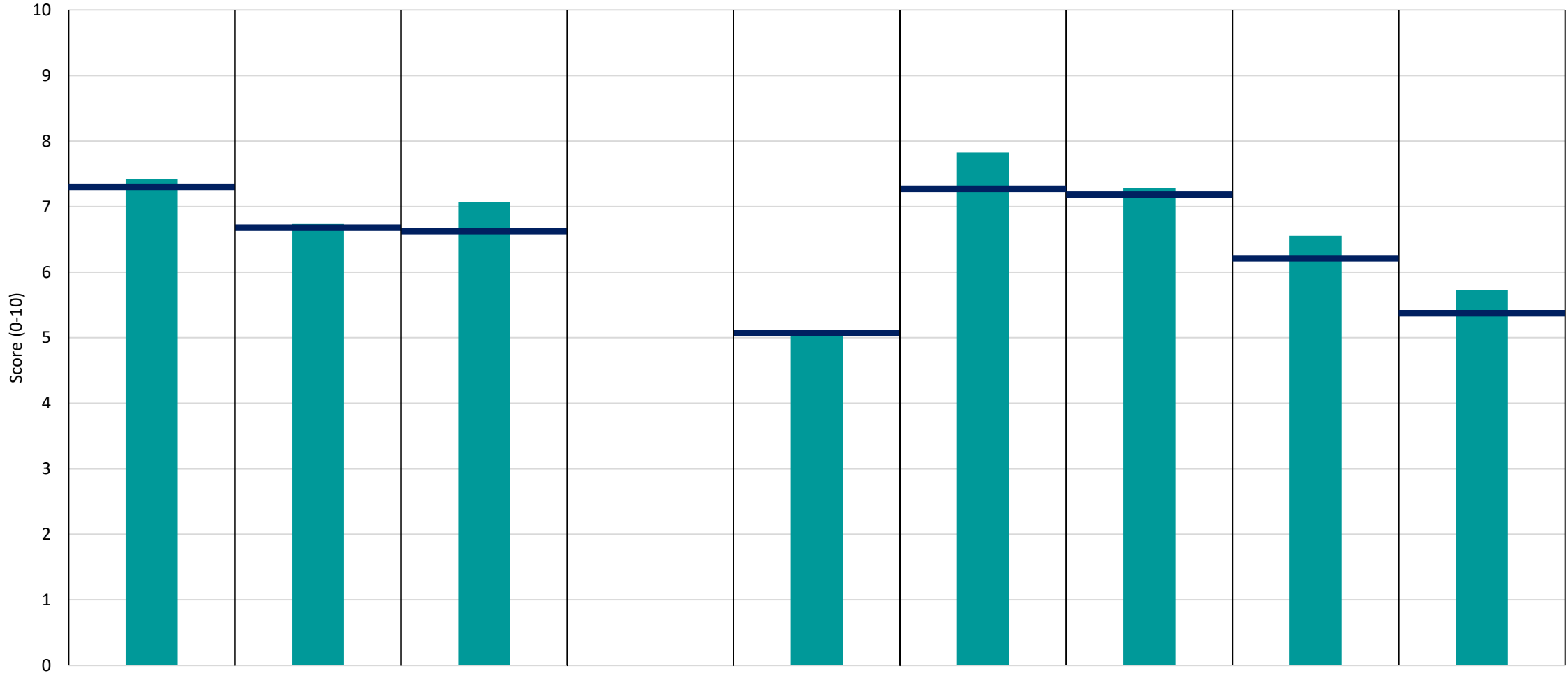
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Staff Engagement

Morale



Breakdown	7.42	6.73	7.06	-	5.07	7.83	7.29	6.56	5.72
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 64 64 64 - 62 64 64 64 64 64 8

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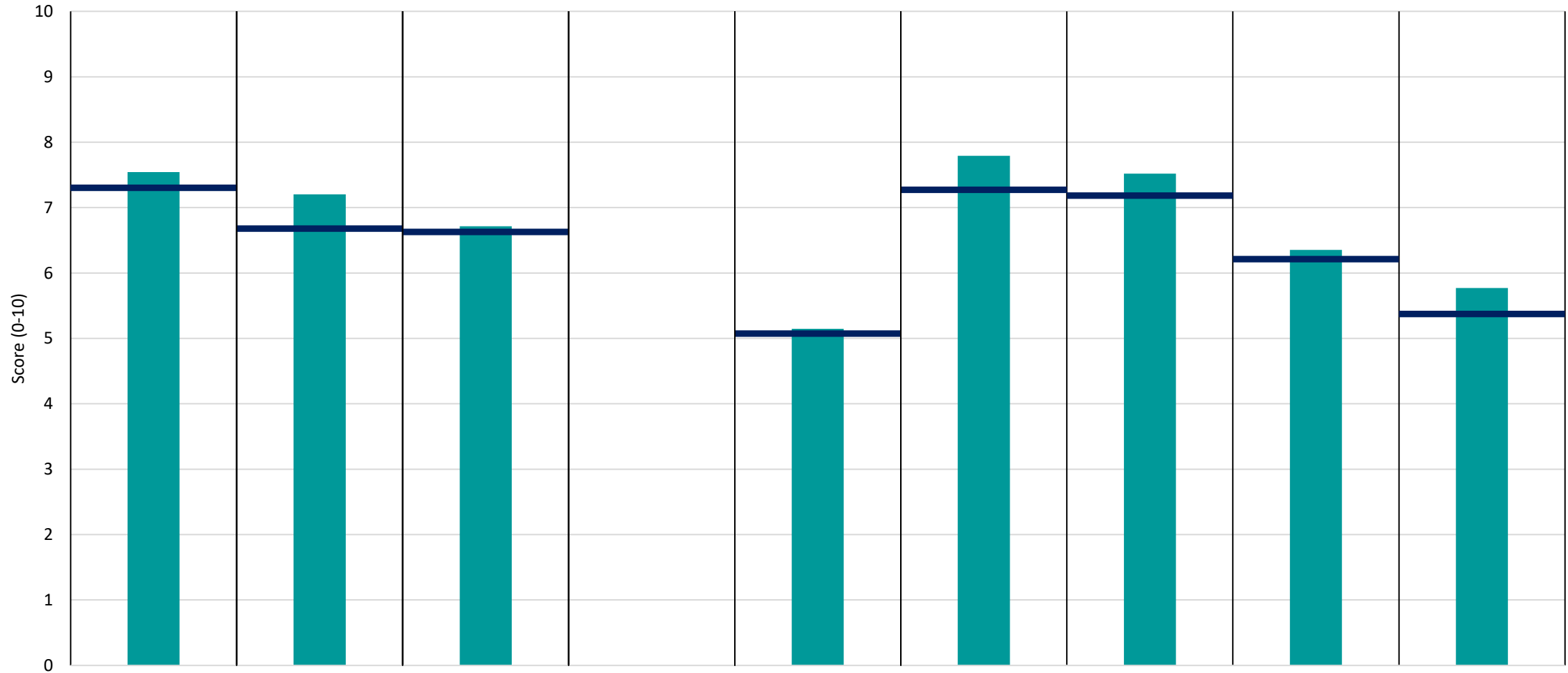
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Staff Engagement

Morale



Breakdown	7.54	7.20	6.71	-	5.15	7.79	7.52	6.36	5.77
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	107	107	105	-	105	106	107	107	107

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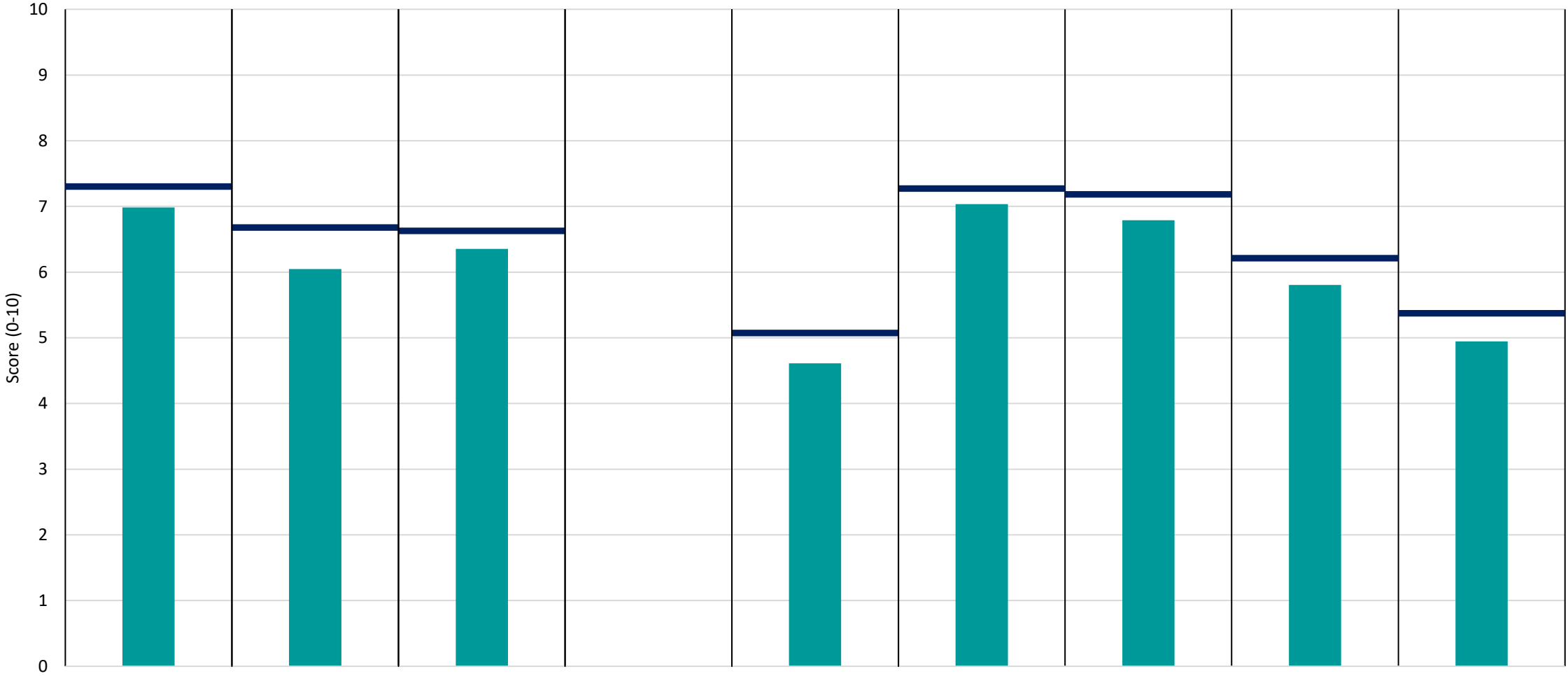
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Staff Engagement

Morale



Breakdown	6.99	6.05	6.35	-	4.61	7.03	6.79	5.81	4.95
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 85 85 85 - 85 85 85 85 85 85 10

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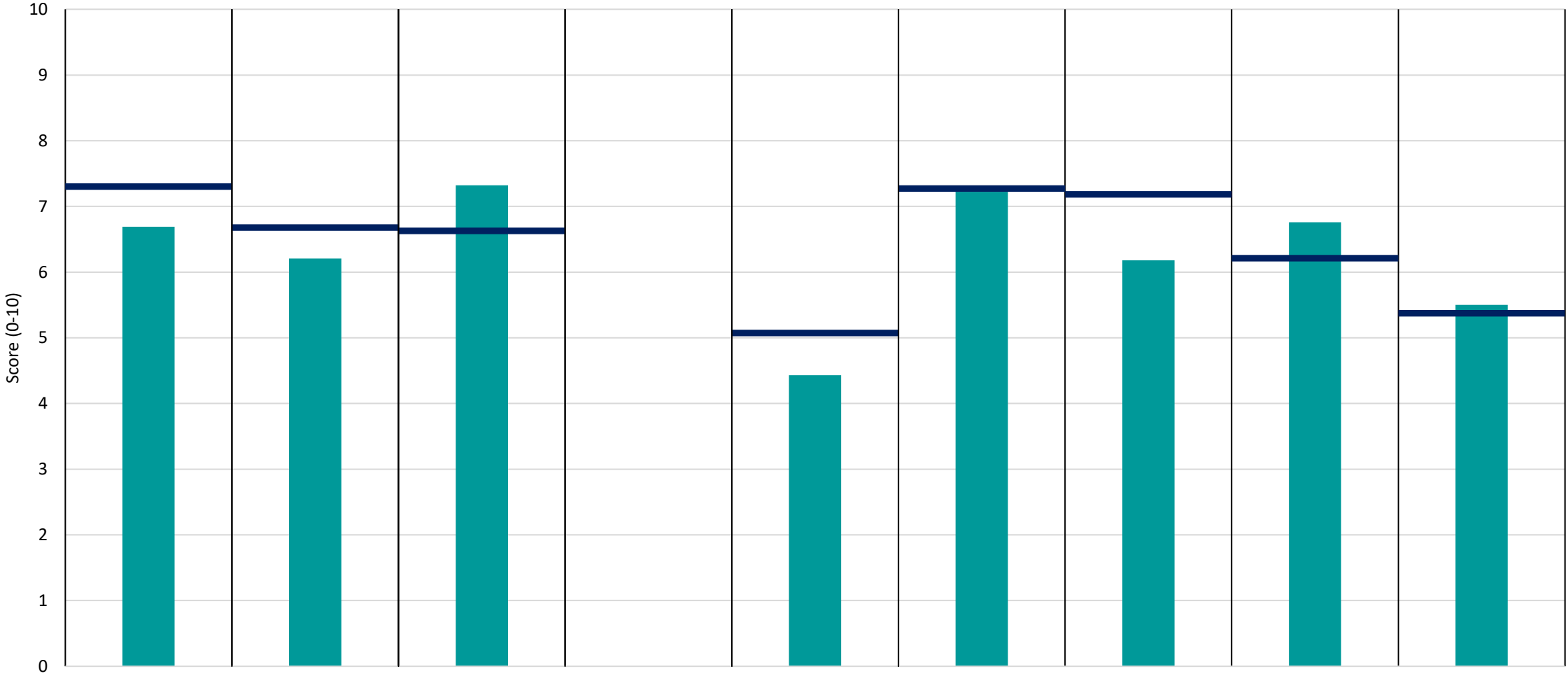
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Staff Engagement

Morale



Breakdown	6.69	6.21	7.32	-	4.43	7.22	6.18	6.76	5.50
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 12 12 12 - 12 12 12 12 12 12 11

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# Breakdowns 2

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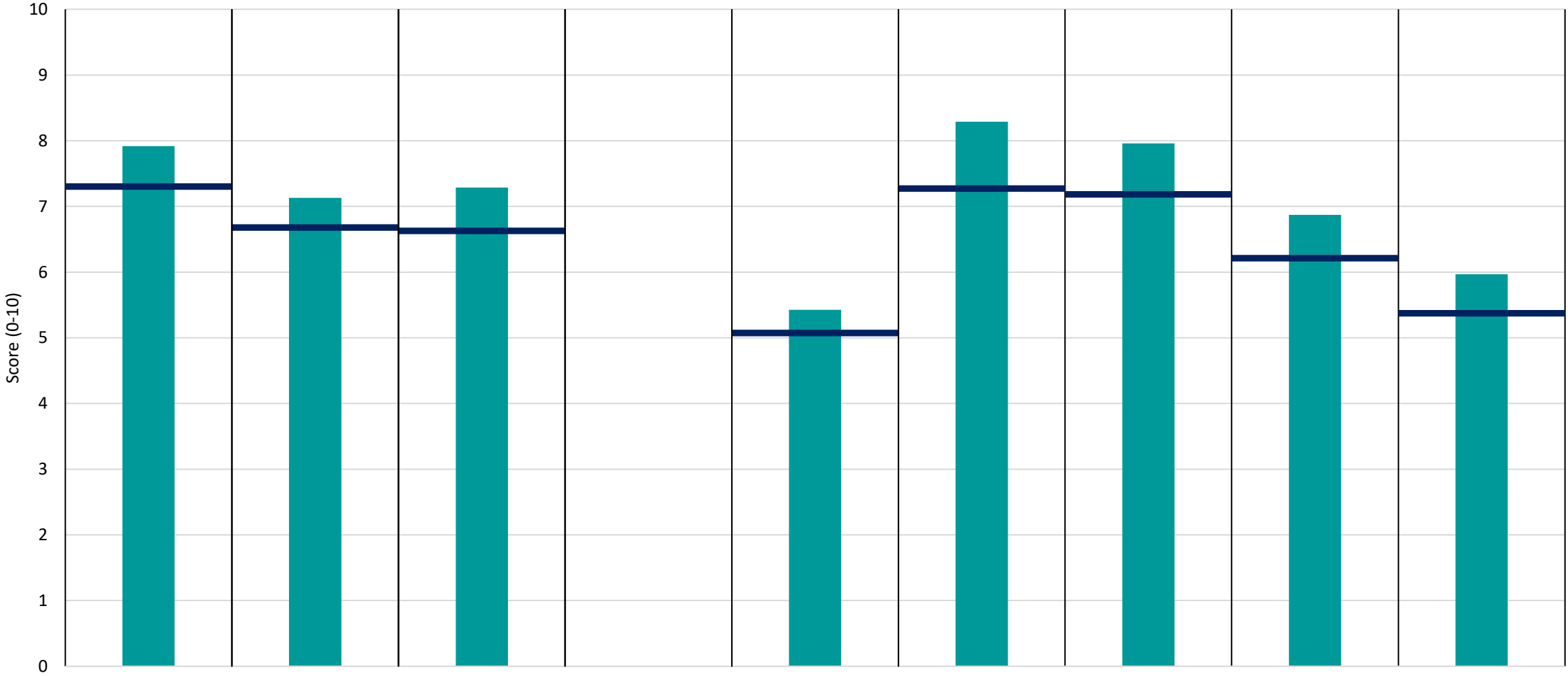
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Staff Engagement

Morale



Breakdown	7.92	7.13	7.29	-	5.43	8.29	7.96	6.87	5.97
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 19 19 19 - 19 19 19 19 19 19 13

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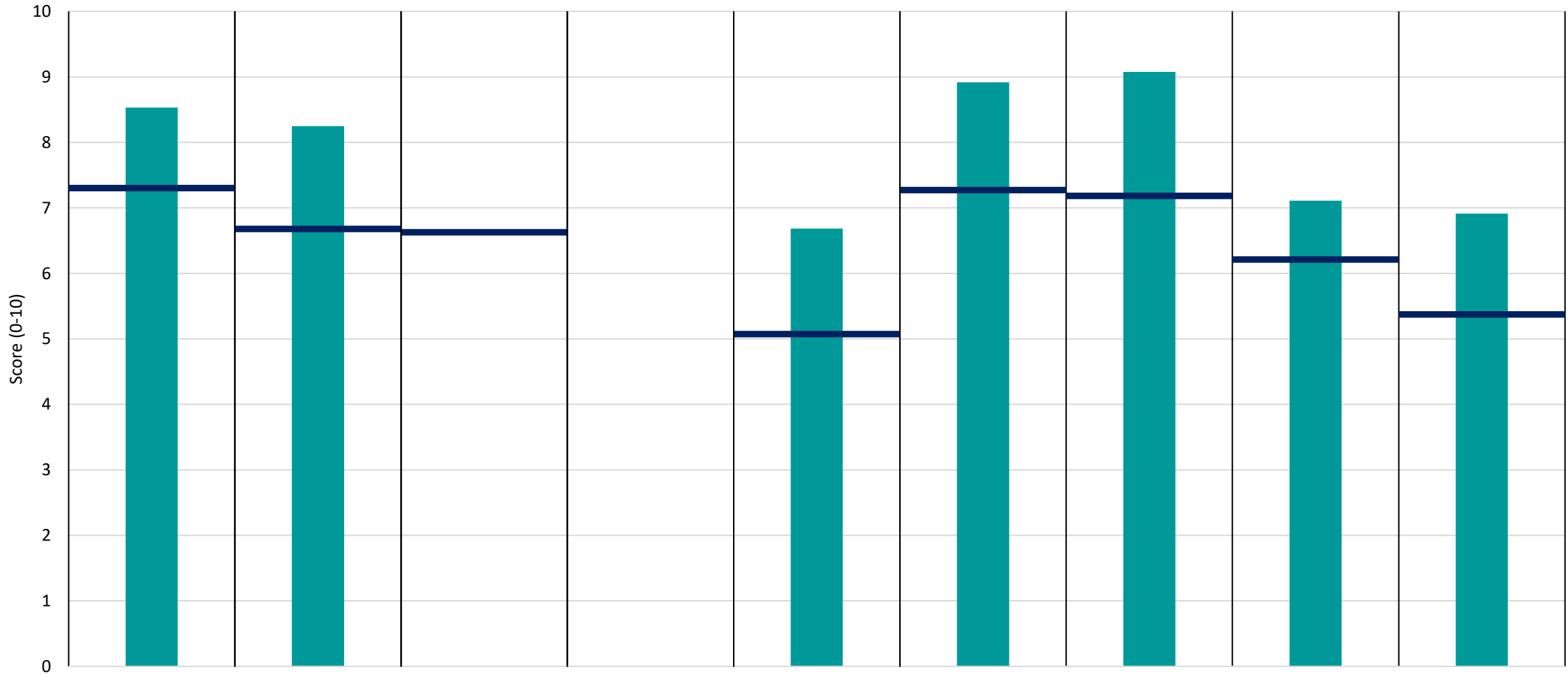
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Staff Engagement

Morale



Breakdown	8.53	8.25	-	-	6.68	8.92	9.08	7.11	6.91
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 10 10 - - 10 10 10 10 10 14

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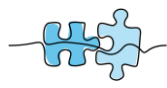
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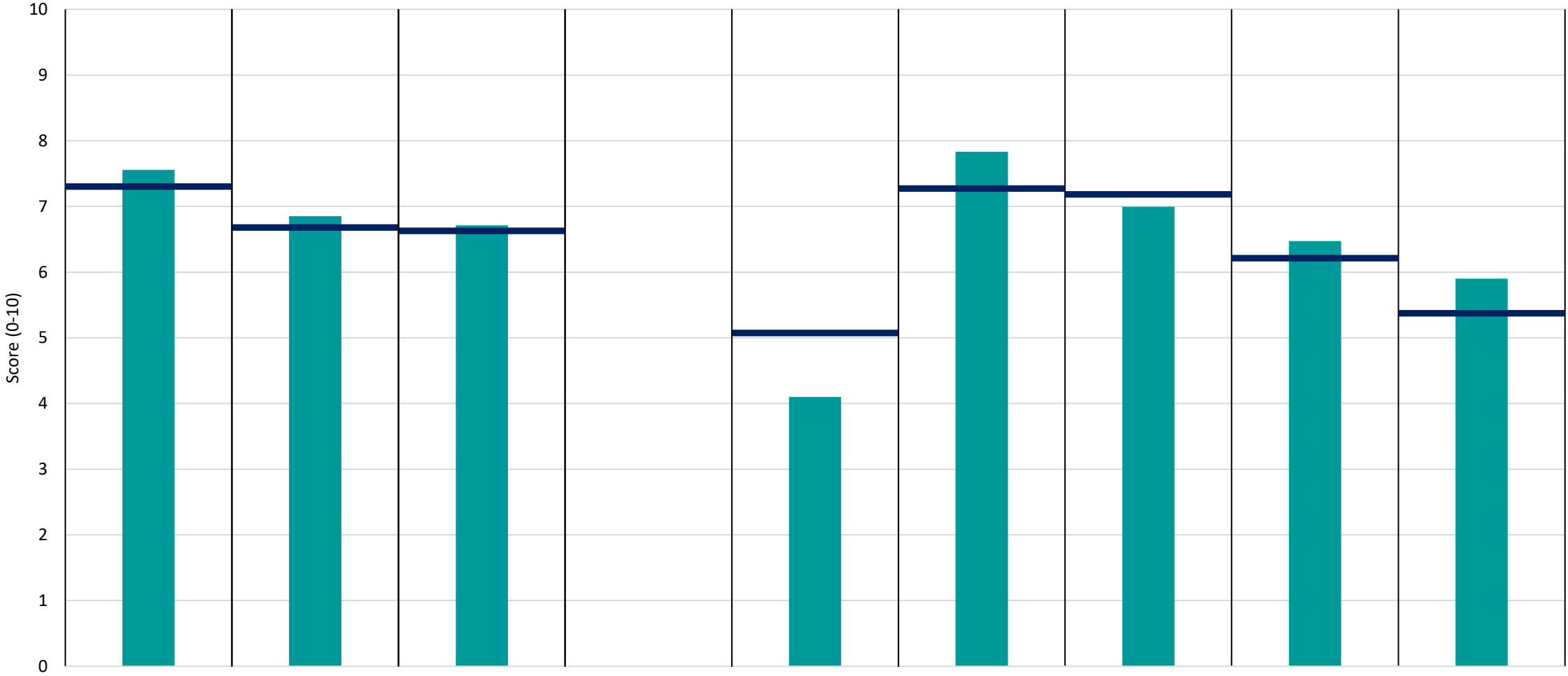
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Staff Engagement

Morale



Breakdown	7.56	6.85	6.71	-	4.10	7.83	7.00	6.47	5.90
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 10 10 10 - 10 10 10 10 10 10 15

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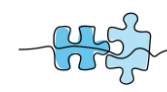
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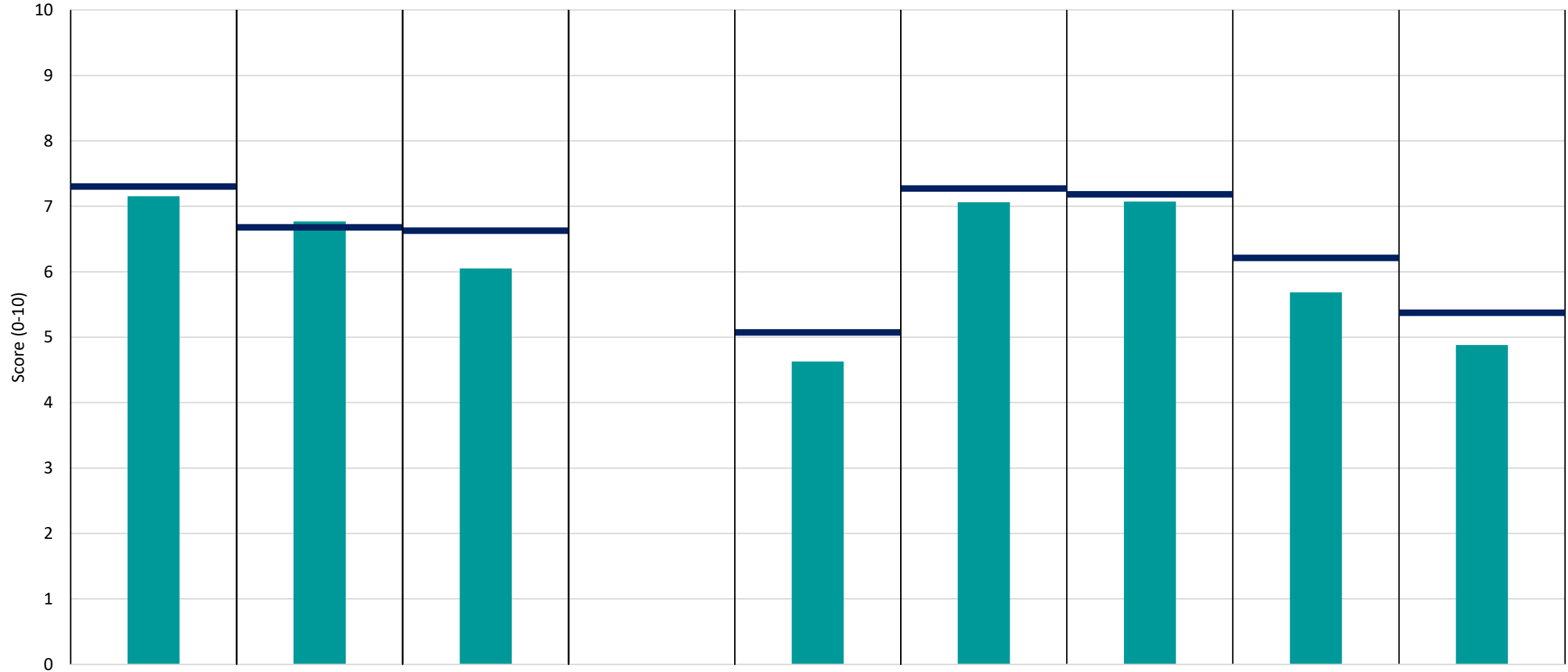
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Staff Engagement

Morale



Breakdown	7.16	6.77	6.05	-	4.63	7.06	7.07	5.68	4.88
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 41 41 41 - 40 41 41 41 41 41 16

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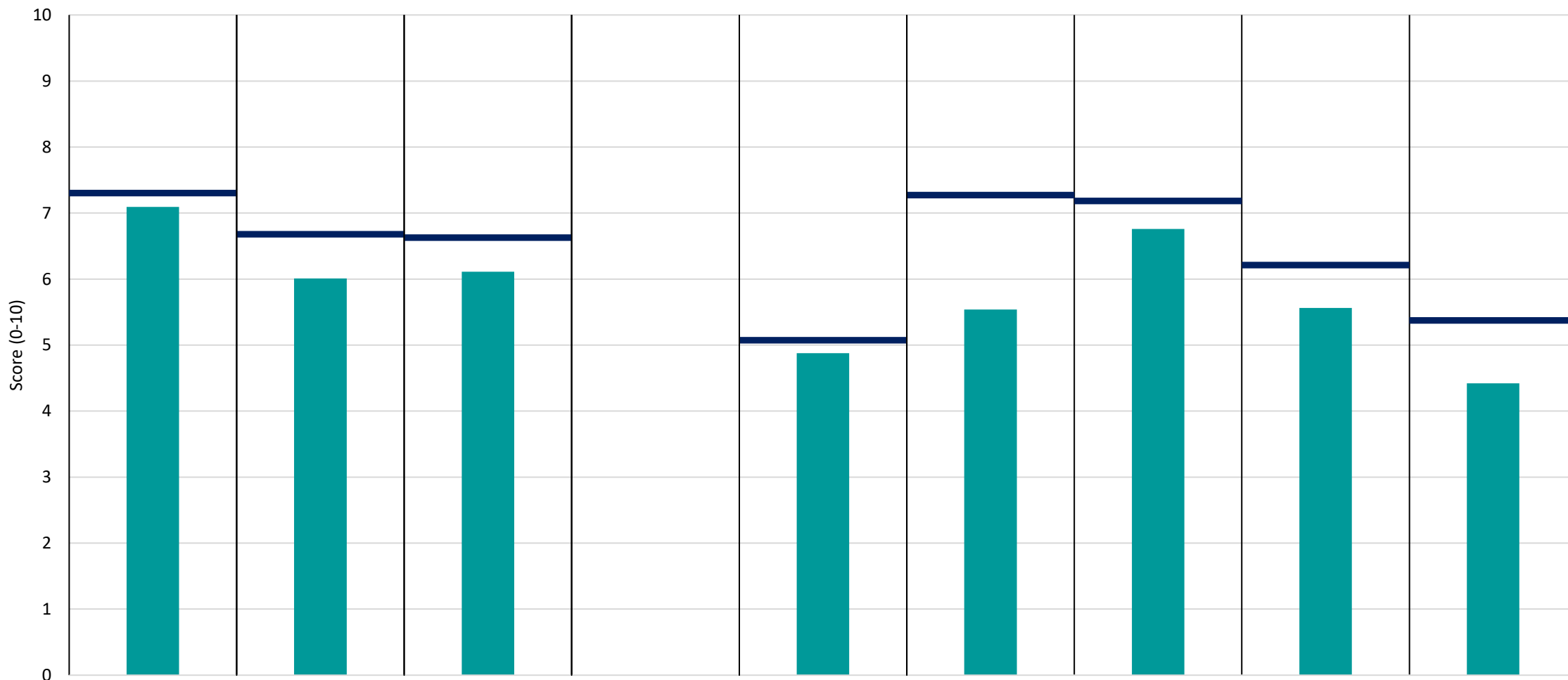
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Staff Engagement

Morale



Breakdown	7.09	6.01	6.11	-	4.88	5.54	6.76	5.56	4.42
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 65 65 64 - 60 65 65 65 65 17

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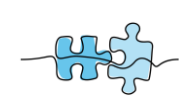
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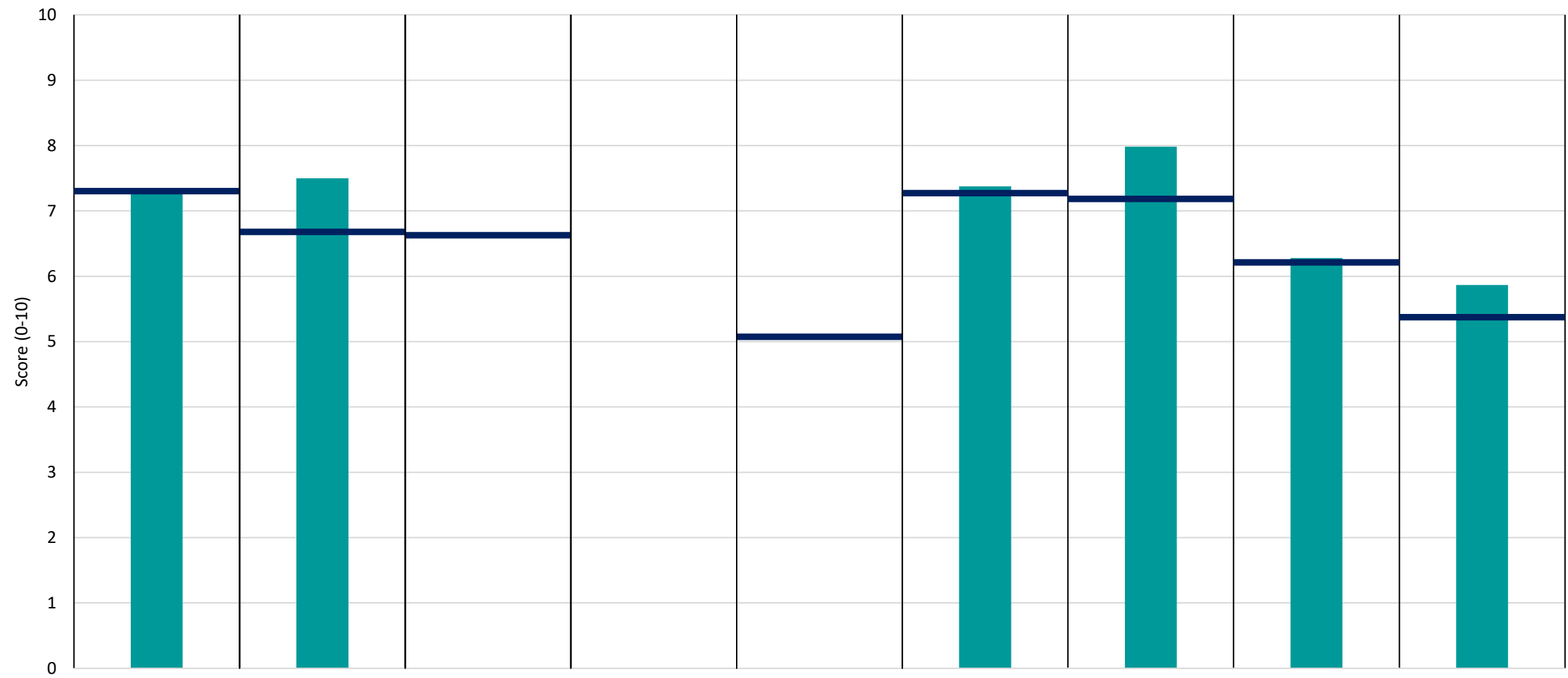
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Staff Engagement

Morale



Breakdown	7.26	7.50	-	-	-	7.38	7.98	6.28	5.87
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	10	10	-	-	-	10	10	10	10

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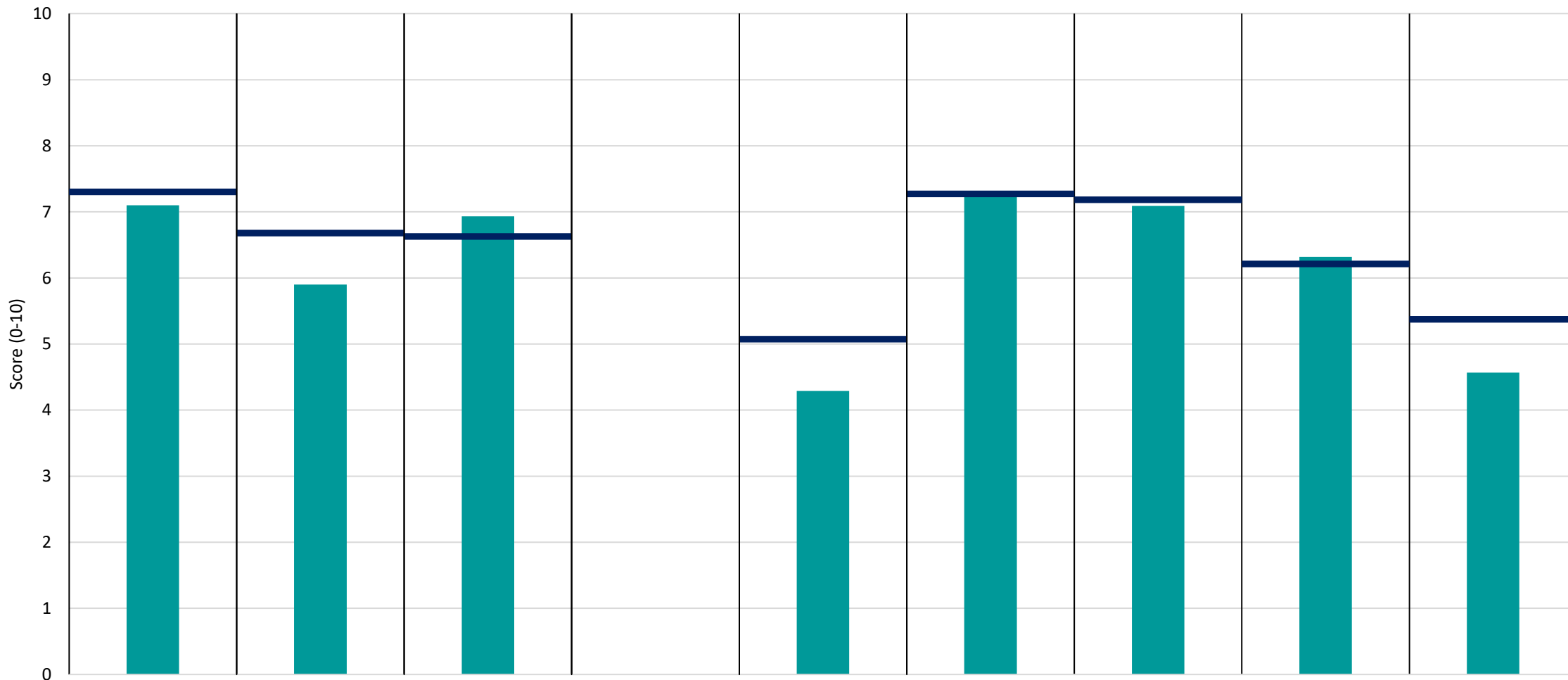
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Staff Engagement

Morale



Breakdown	7.10	5.90	6.93	-	4.29	7.25	7.09	6.32	4.57
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 10 10 10 - 10 10 10 10 10 10 19

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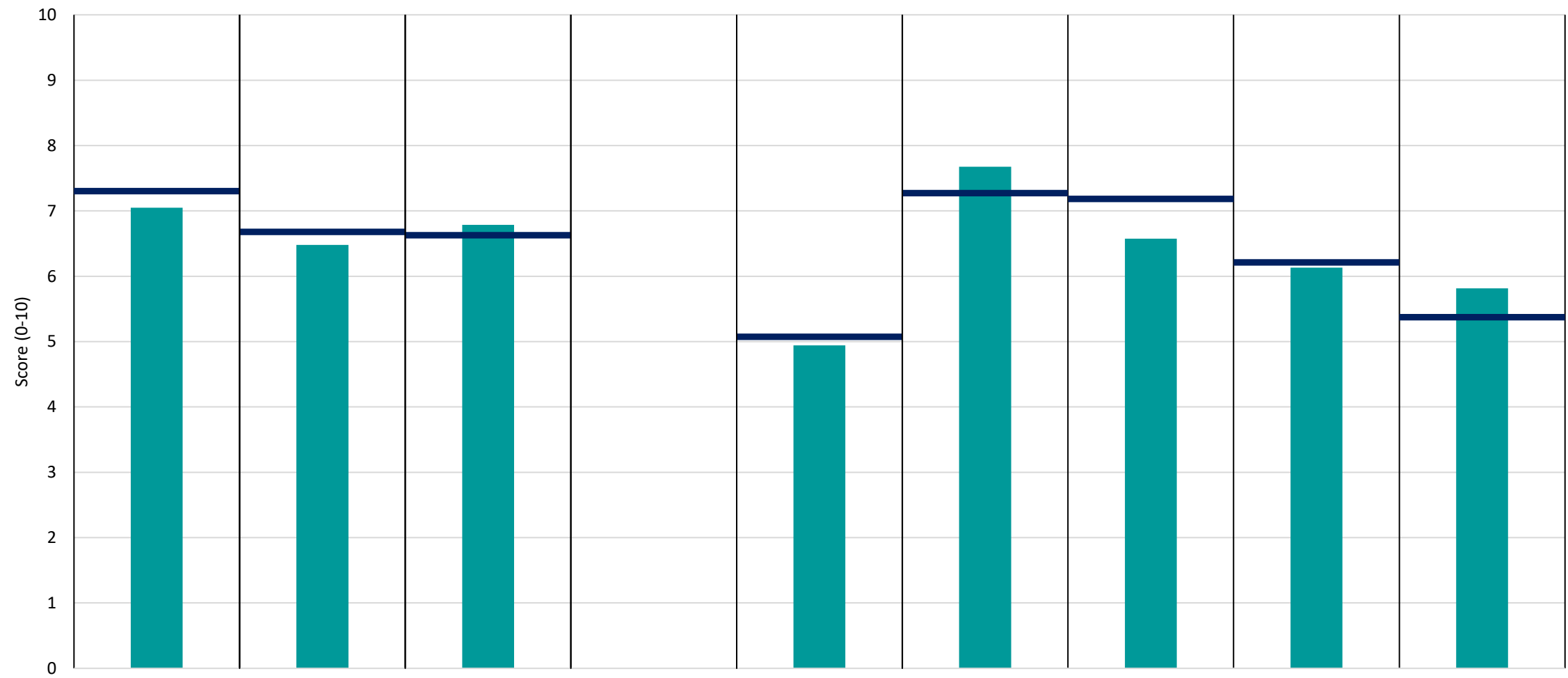
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Staff Engagement

Morale



Breakdown	7.05	6.48	6.79	-	4.94	7.68	6.57	6.13	5.82
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	26	26	26	-	26	26	26	26	26

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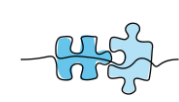
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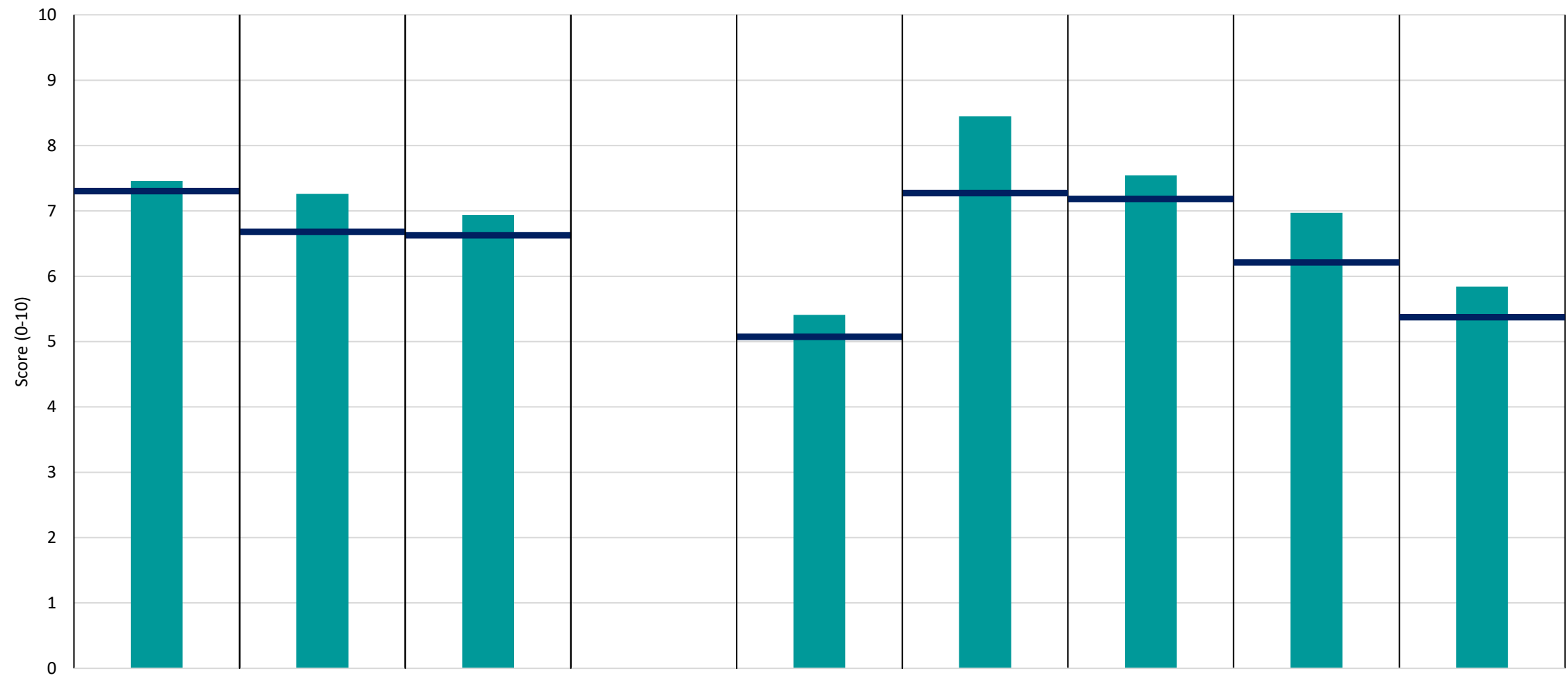
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Staff Engagement

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Breakdown	7.46	7.26	6.94	-	5.41	8.45	7.54	6.97	5.84
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	11	11	11	-	11	11	11	11	11

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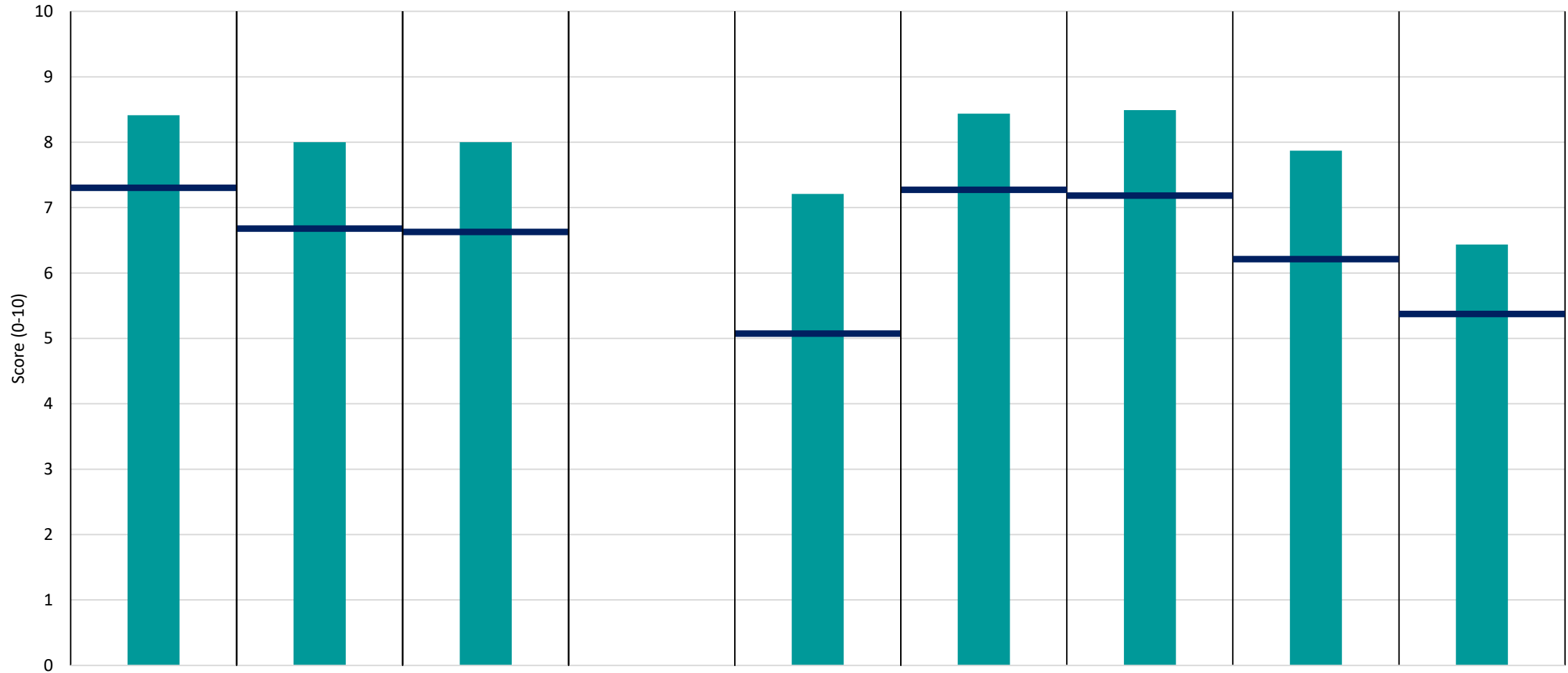
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Staff Engagement

Morale



Breakdown	8.41	8.00	8.00	-	7.21	8.44	8.49	7.87	6.44
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	12	12	12	-	12	12	12	12	12



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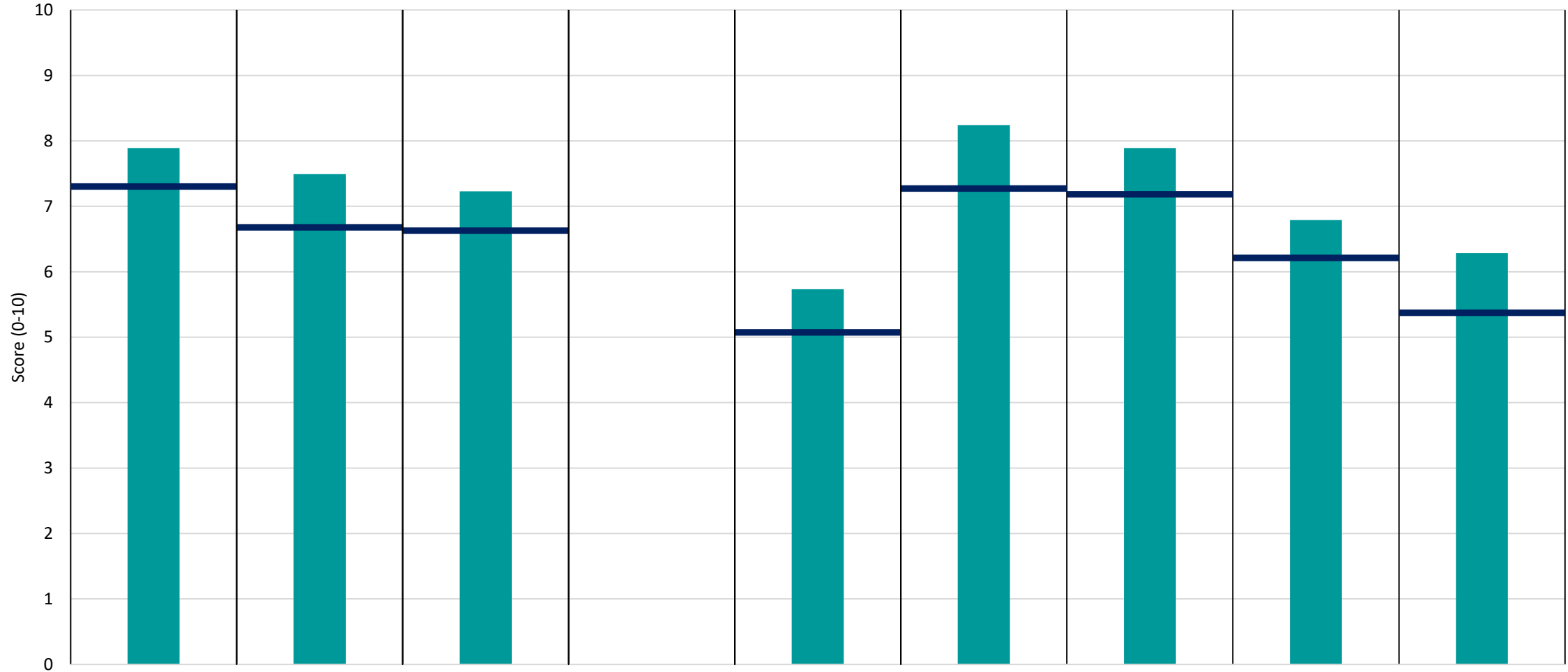
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Staff Engagement

Morale



Breakdown	7.89	7.49	7.23	-	5.73	8.24	7.89	6.79	6.29
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 27 27 27 - 27 27 27 27 27 27 23

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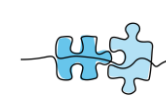
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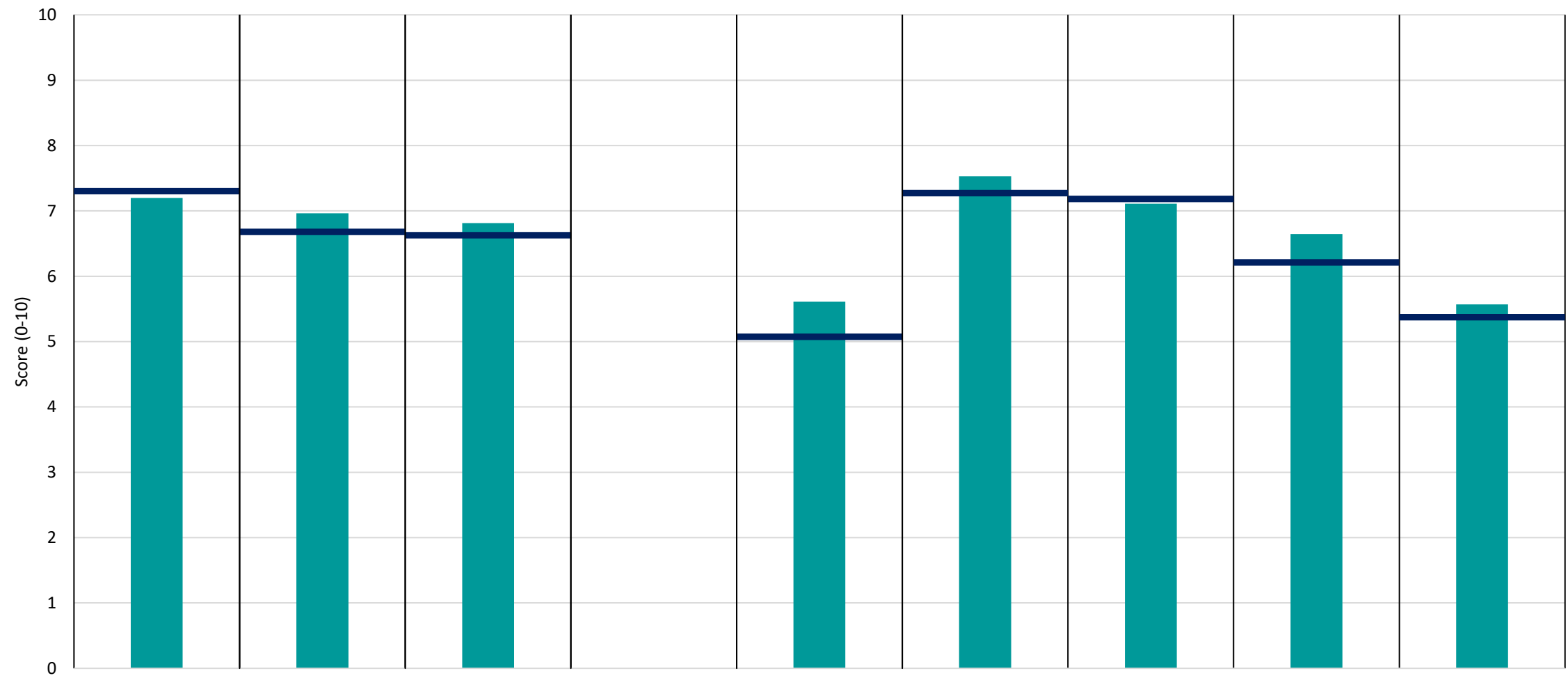
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Staff Engagement

Morale



Breakdown	7.20	6.96	6.81	-	5.61	7.53	7.11	6.65	5.57
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	14	14	14	-	13	14	14	14	14

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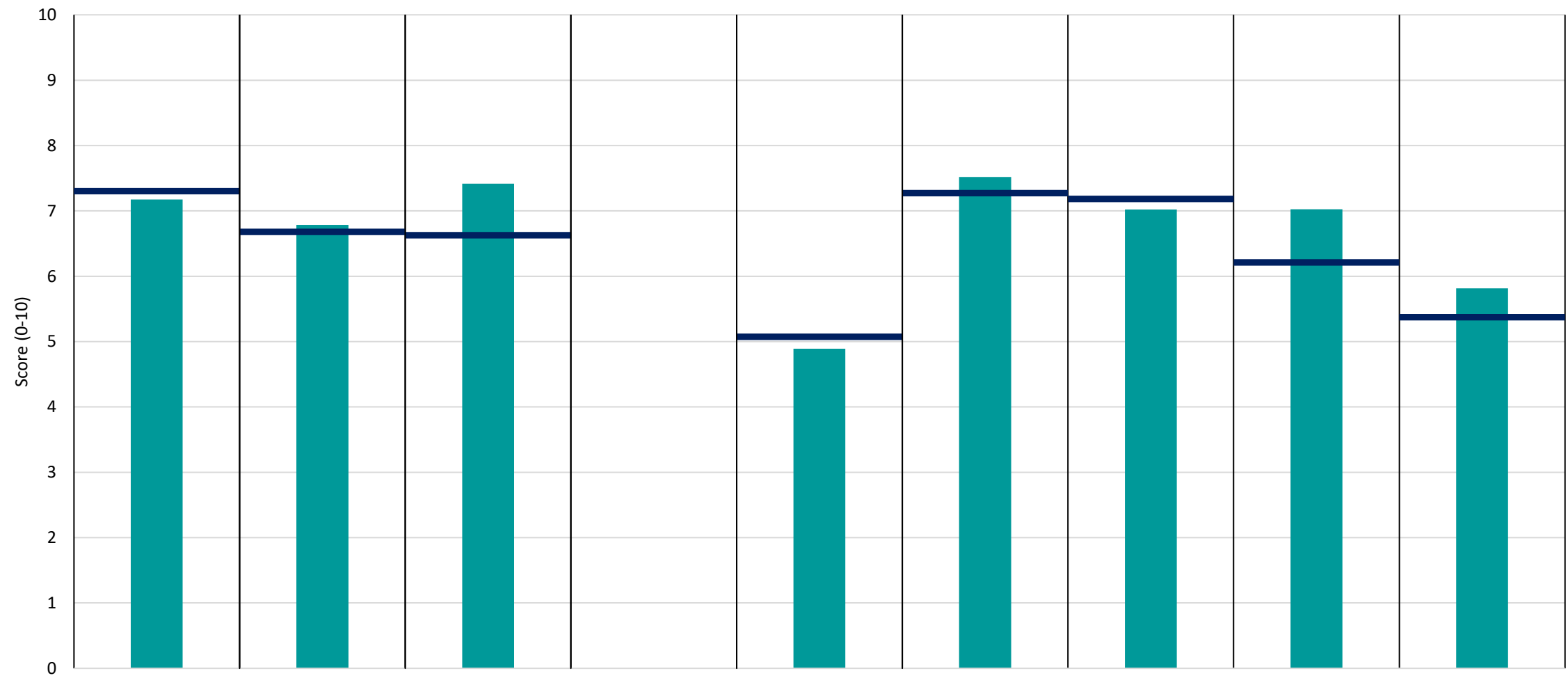
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Staff Engagement

Morale



Breakdown	7.18	6.79	7.42	-	4.89	7.52	7.02	7.02	5.81
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	21	21	21	-	19	21	21	21	21 25

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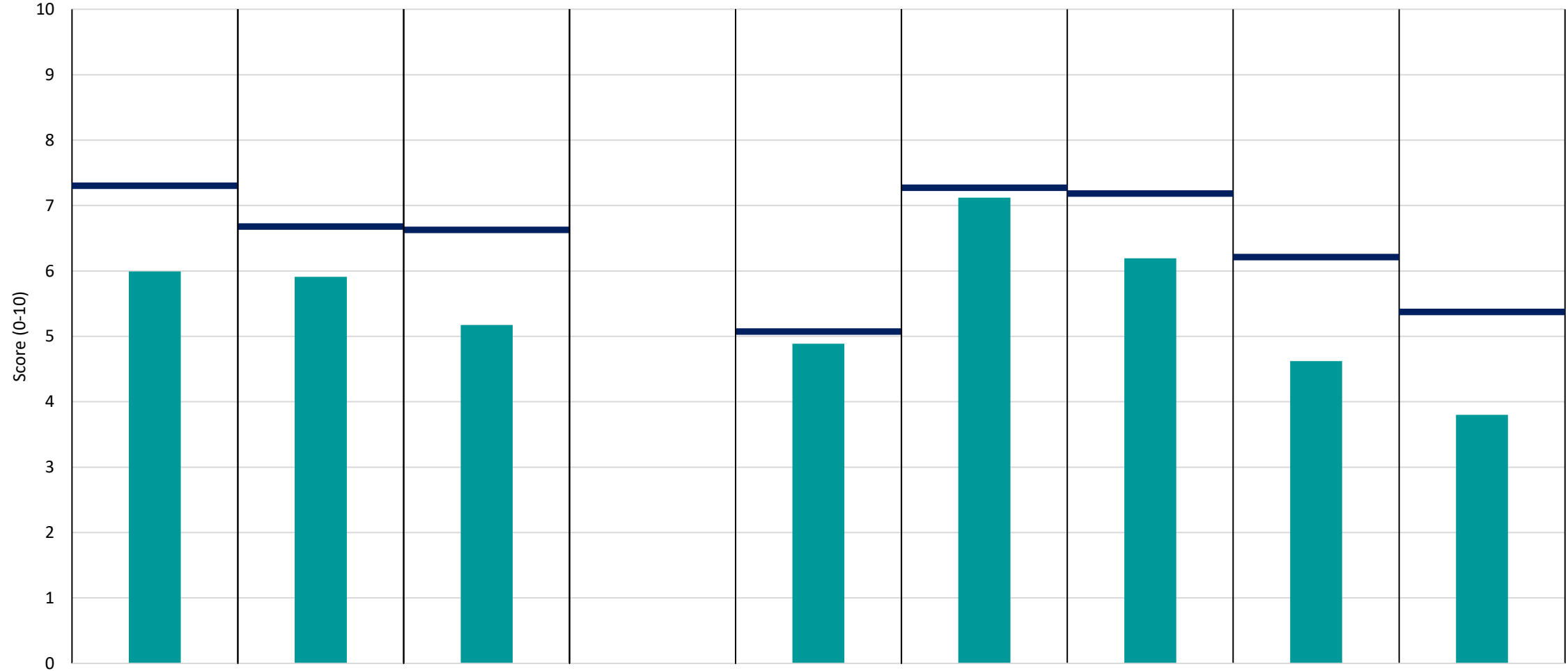
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Staff Engagement

Morale



Breakdown	5.99	5.91	5.17	-	4.89	7.12	6.19	4.62	3.80
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 11 11 11 - 11 11 11 11 11 11 26

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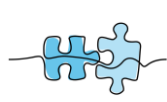
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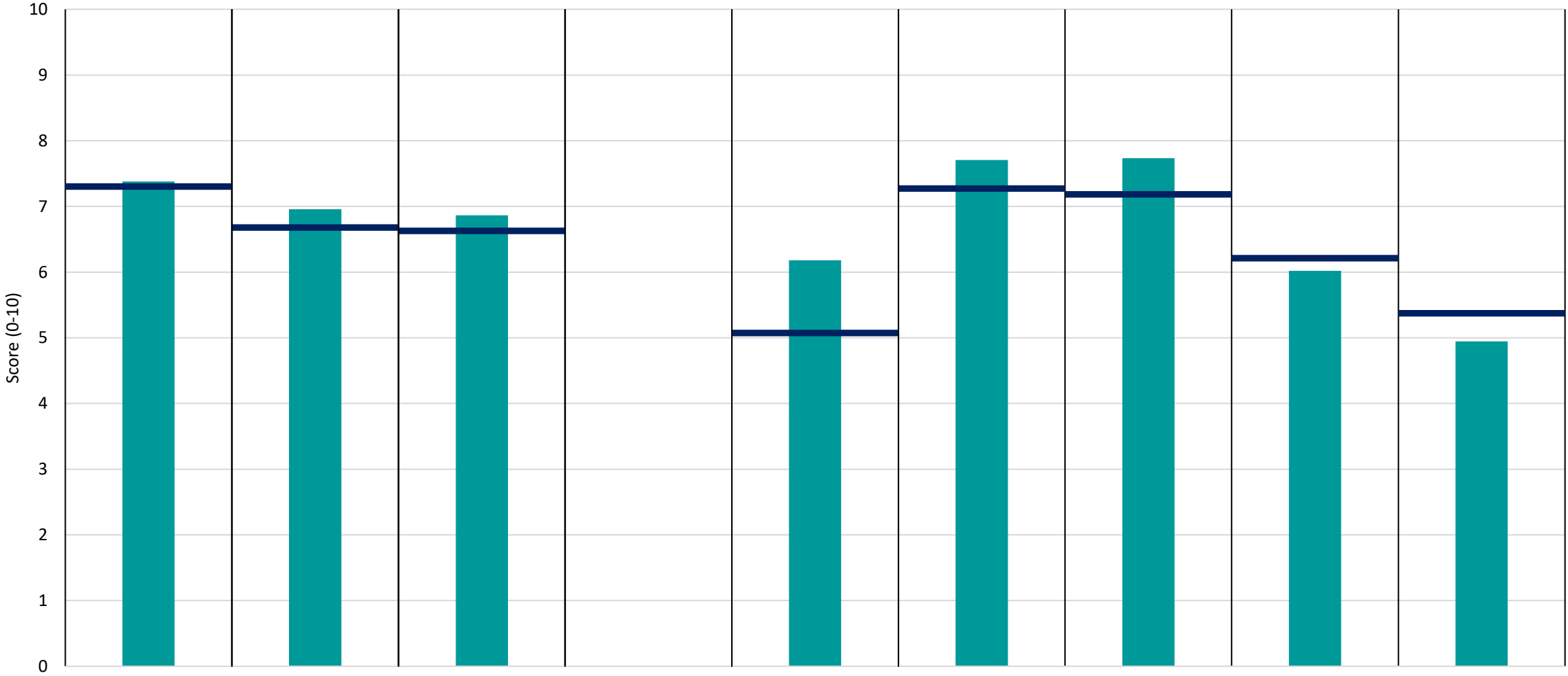
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Staff Engagement

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Breakdown	7.38	6.96	6.86	-	6.18	7.71	7.73	6.02	4.95
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

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

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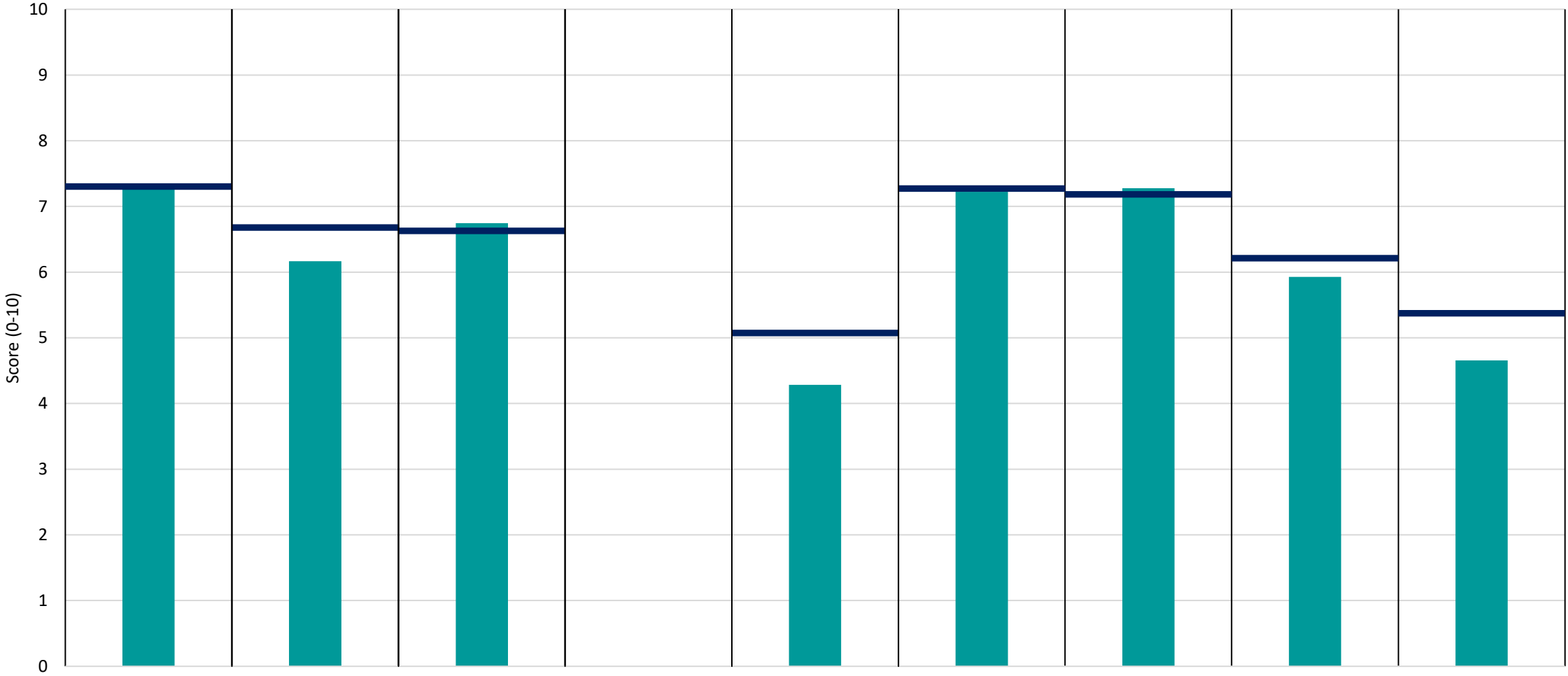
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Breakdown	7.29	6.17	6.74	-	4.28	7.22	7.28	5.93	4.66
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 12 12 12 - 12 12 12 12 12 12 28

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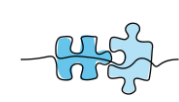
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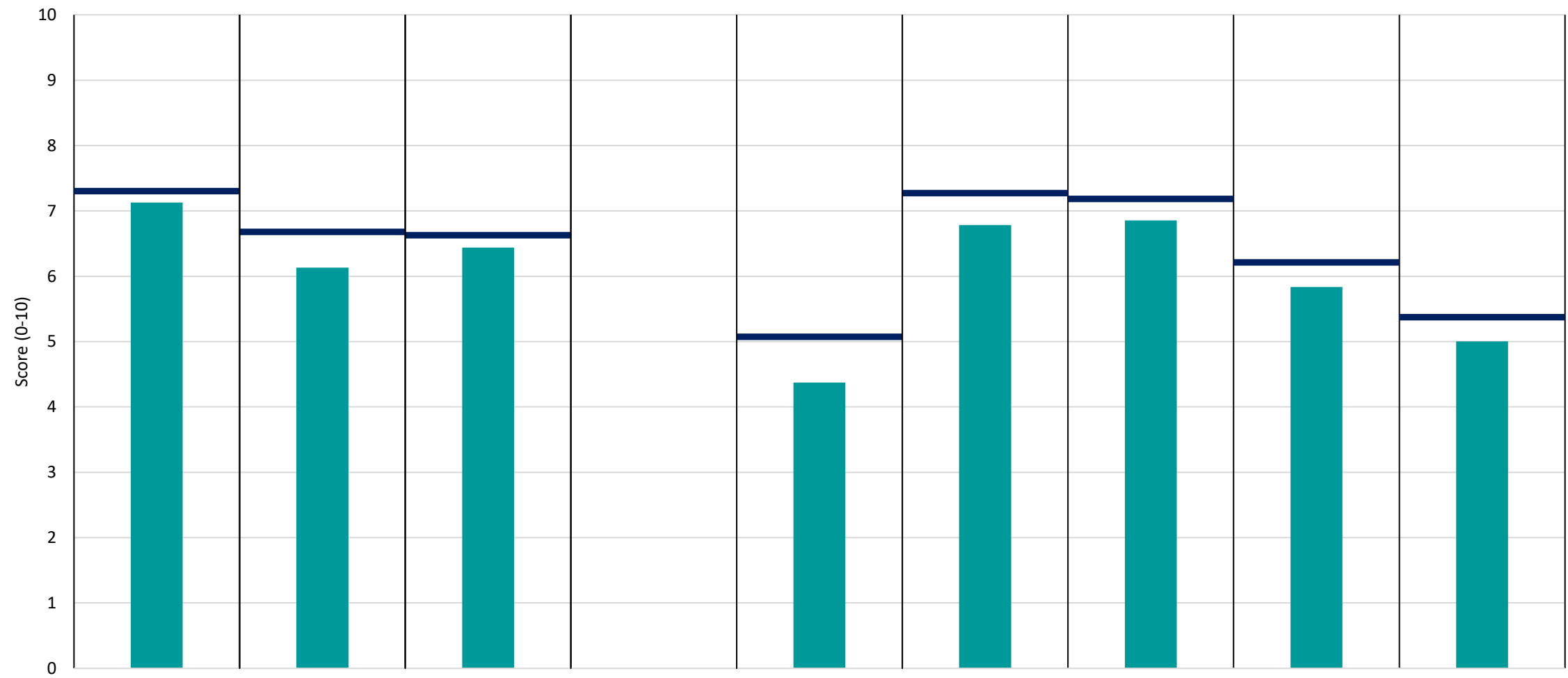
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.13	6.13	6.44	-	4.37	6.78	6.86	5.84	5.00
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	46	46	46	-	46	46	46	46	46

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



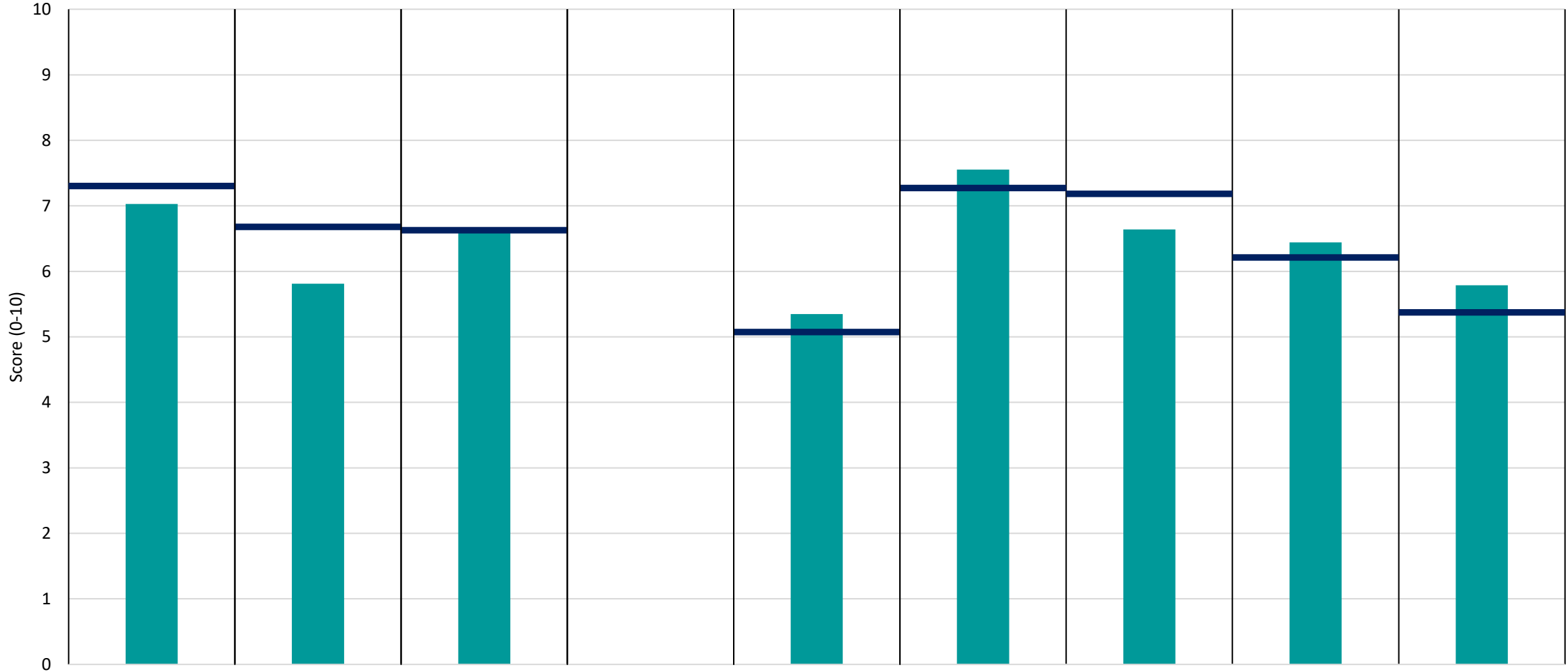
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.03	5.81	6.62	-	5.35	7.55	6.64	6.44	5.79
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37

Responses 16 16 16 - 16 16 16 16 16 16 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.



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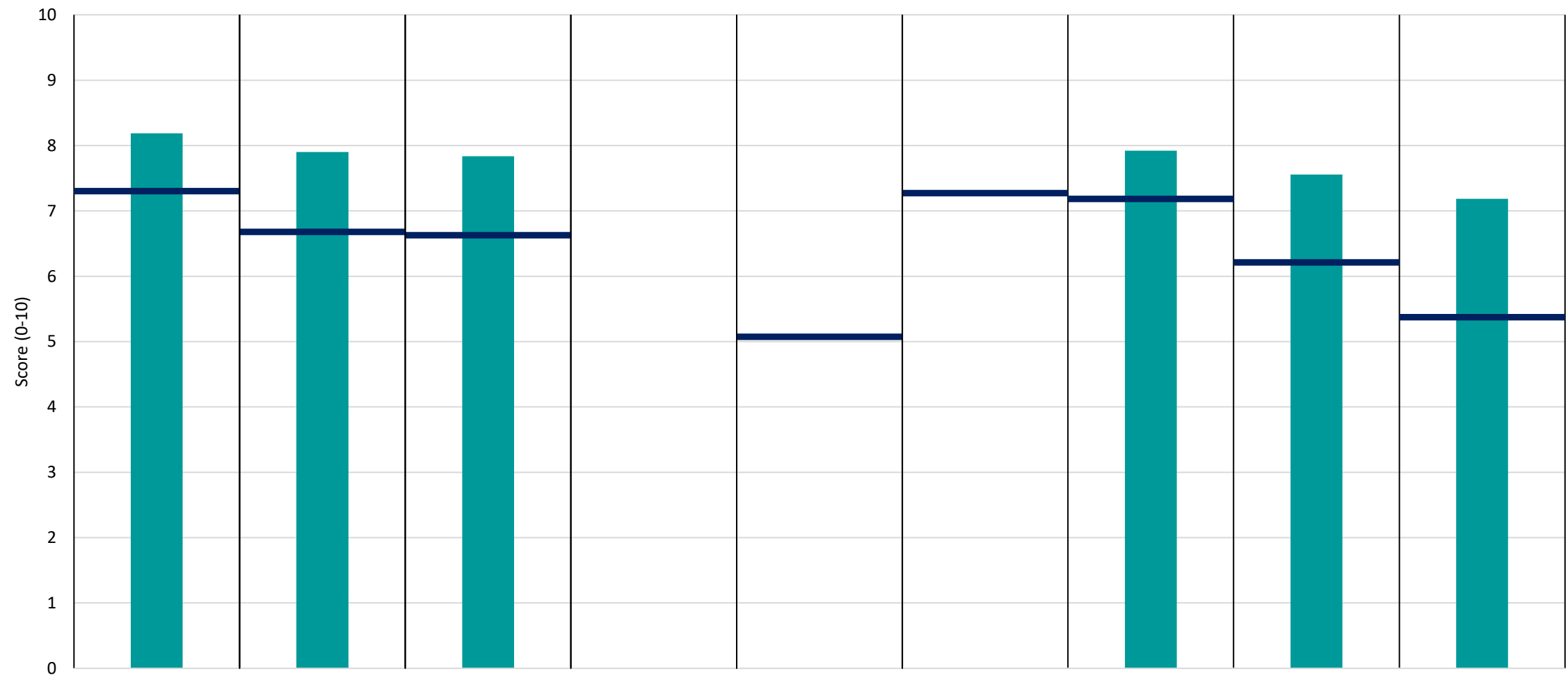
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.19	7.90	7.83	-	-	-	7.92	7.56	7.19
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	10	10	10	-	-	-	10	10	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.



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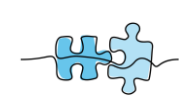
We are safe and  
healthy



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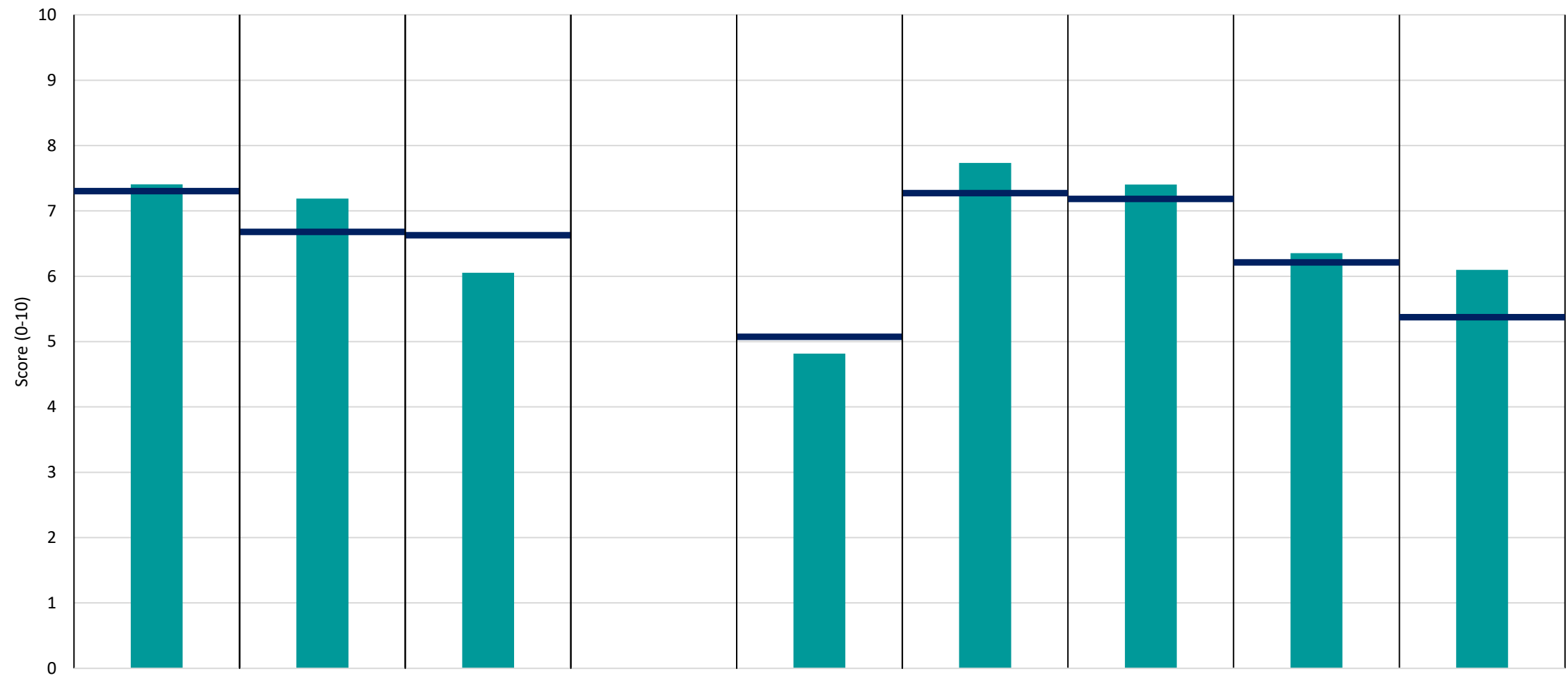
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We are a team

Staff Engagement

Morale



Breakdown	7.41	7.19	6.05	-	4.82	7.73	7.40	6.35	6.10
Your org	7.30	6.68	6.63	-	5.07	7.27	7.18	6.21	5.37
Responses	16	16	16	-	15	16	16	16	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.