



NHS Kent and Medway ICB

2023 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Kent and Medway 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 Kent and Medway 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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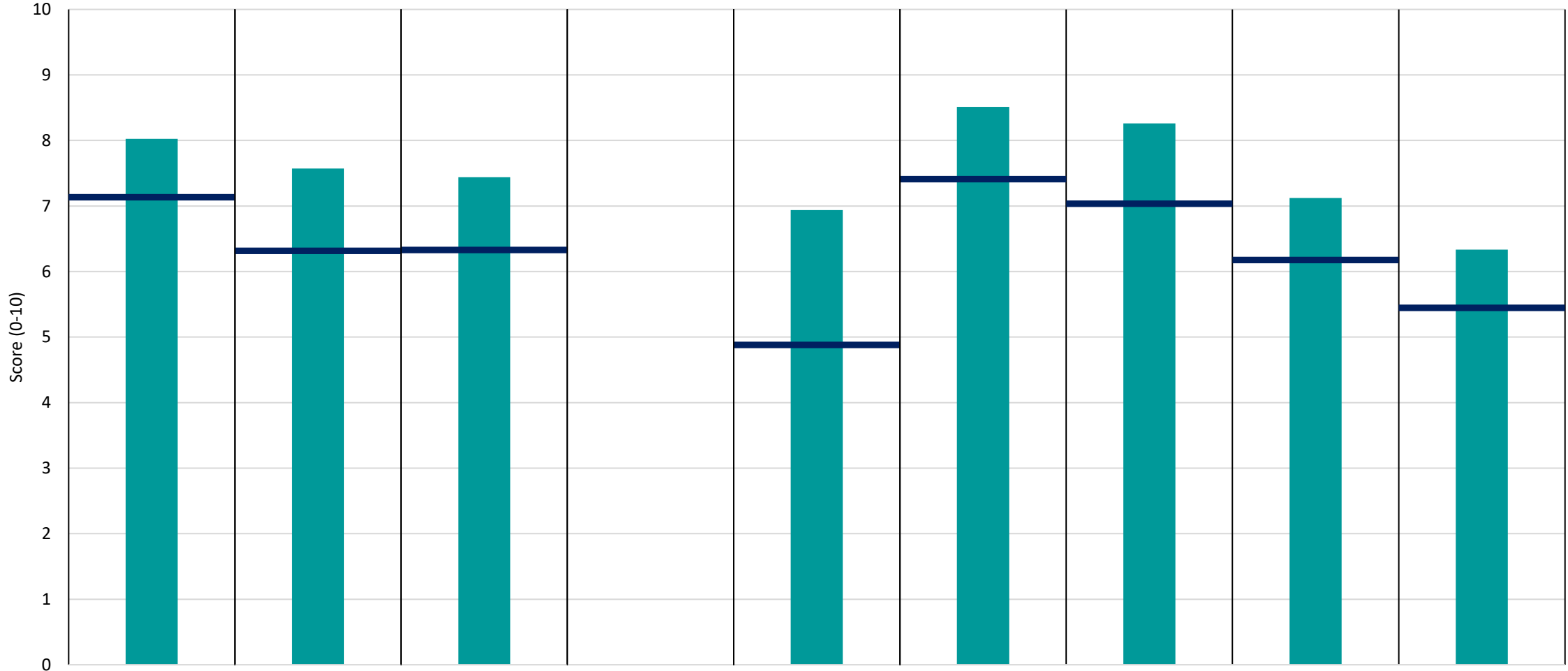
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Staff Engagement

Morale



Breakdown	8.02	7.57	7.44	-	6.94	8.51	8.26	7.12	6.34
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses

14

14

14

-

14

14

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14



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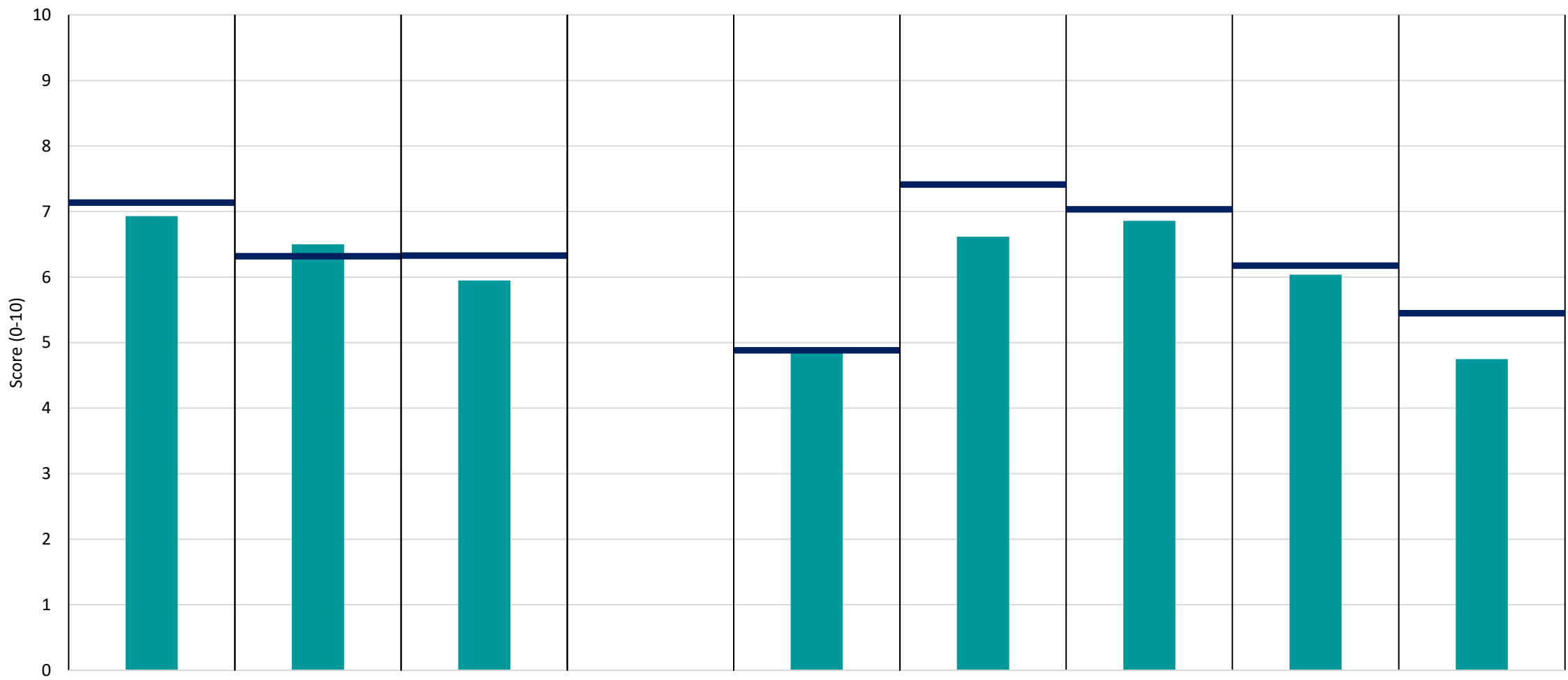
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Staff Engagement

Morale



Breakdown	6.93	6.50	5.95	-	4.91	6.62	6.86	6.04	4.75
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	17	17	17	-	17	17	17	17	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.



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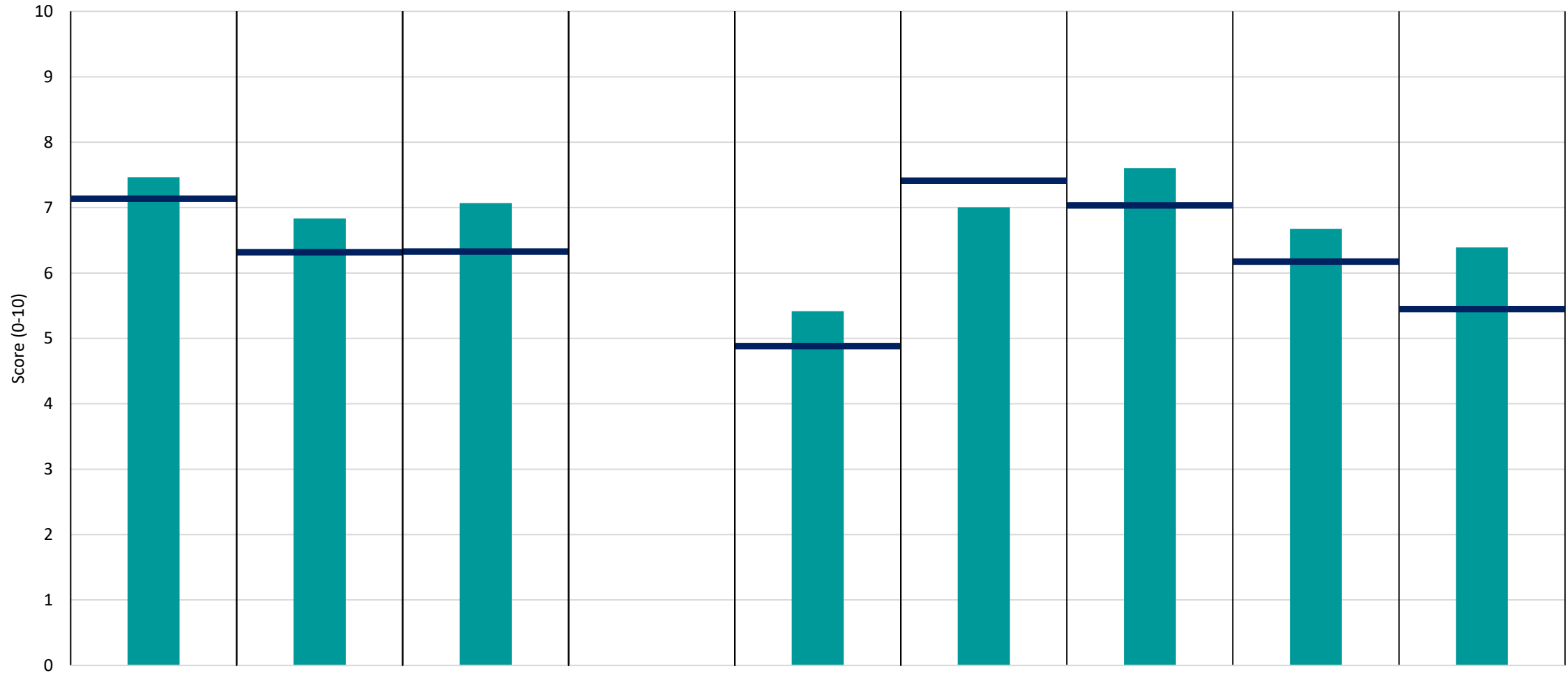
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Staff Engagement

Morale



Breakdown	7.46	6.83	7.07	-	5.42	7.00	7.60	6.67	6.39
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 21 21 21 - 21 21 21 21 21 21 8

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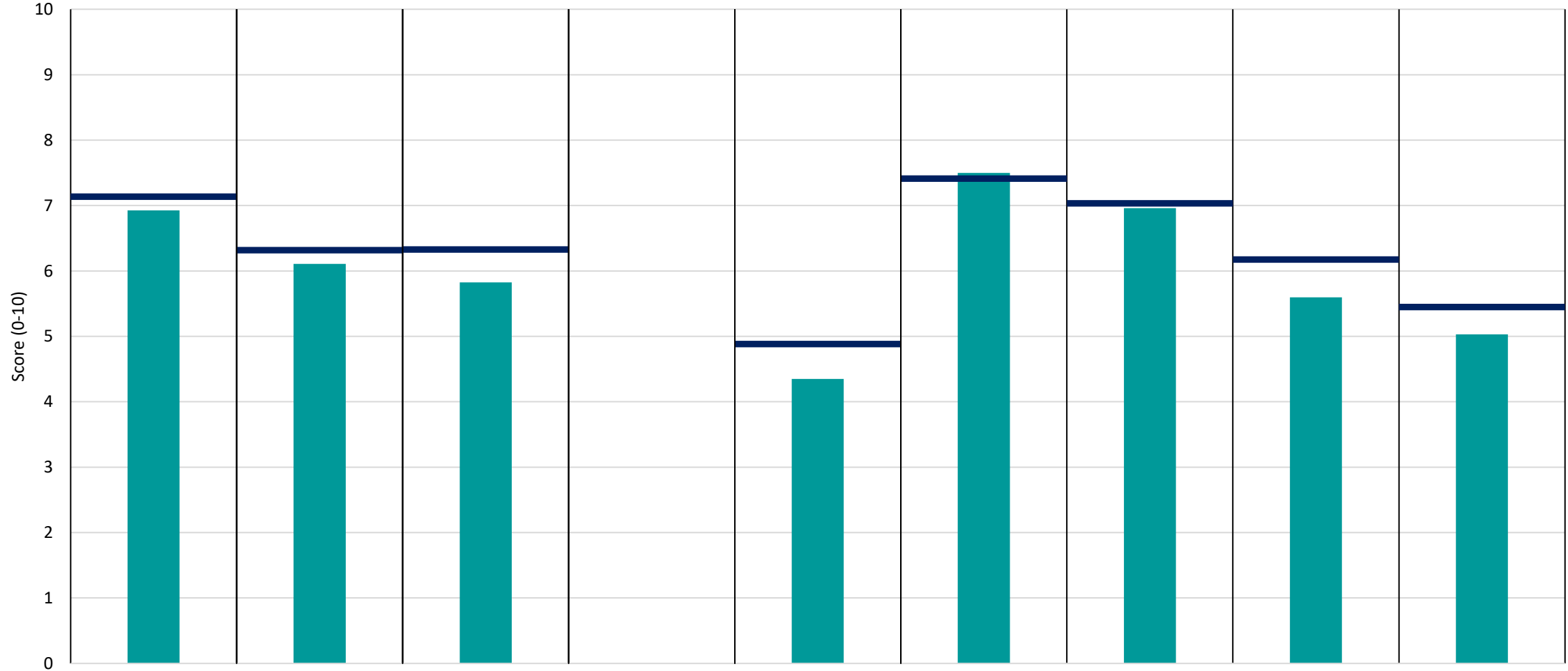
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Staff Engagement

Morale



Breakdown	6.92	6.11	5.83	-	4.35	7.50	6.96	5.60	5.03
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	138	138	136	-	135	137	137	138	138

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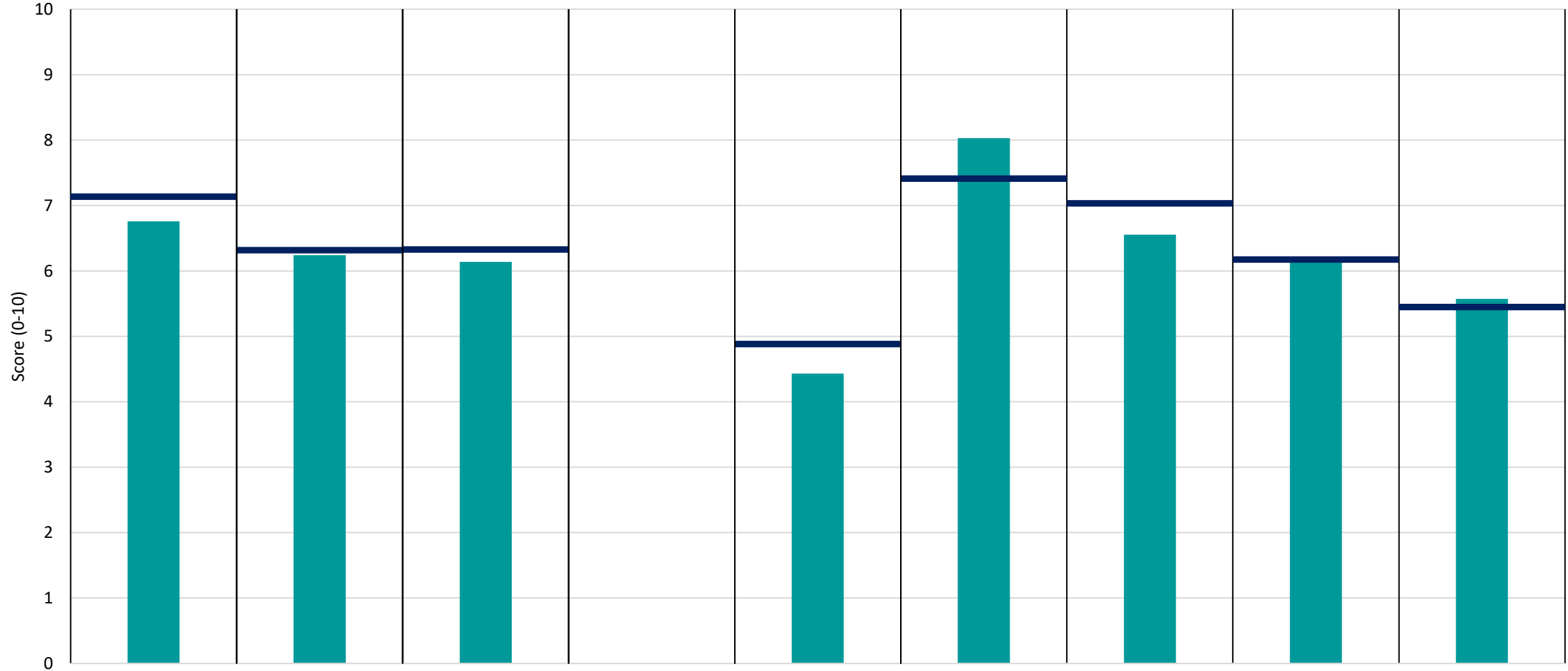
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Staff Engagement

Morale



Breakdown	6.76	6.24	6.14	-	4.43	8.03	6.55	6.18	5.57
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 38 37 37 - 37 37 38 38 38 10

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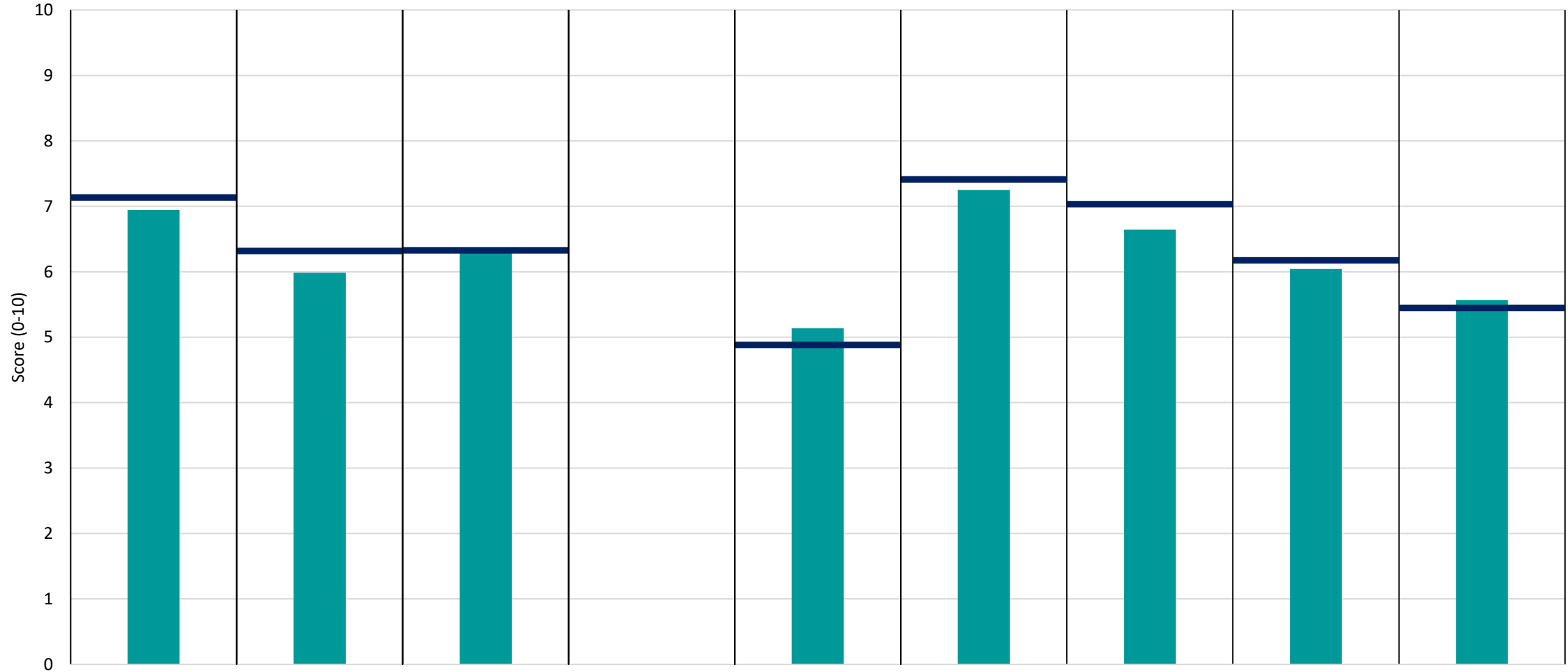
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Staff Engagement

Morale



Breakdown	6.95	5.98	6.31	-	5.14	7.25	6.64	6.04	5.57
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 63 63 62 - 63 63 63 63 63 63 11

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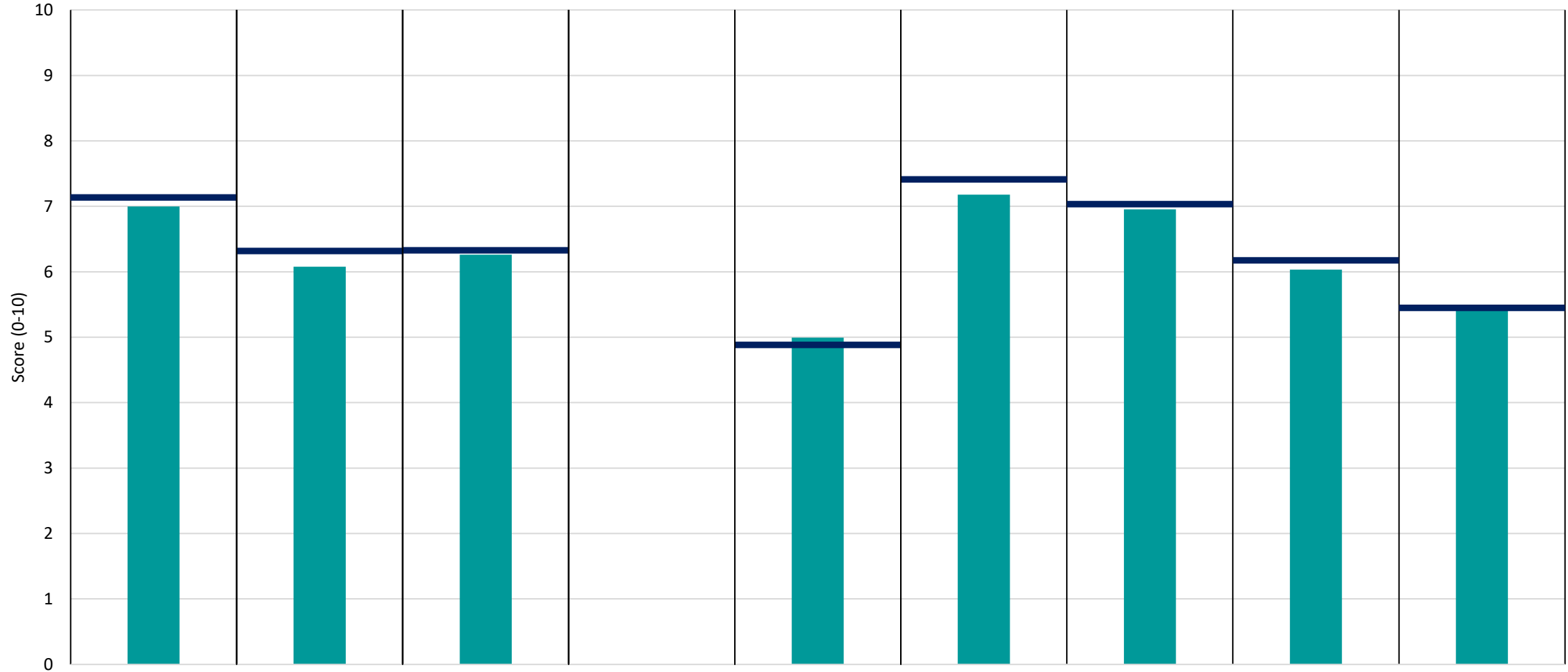
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Staff Engagement

Morale



Breakdown	7.00	6.08	6.26	-	4.99	7.18	6.95	6.03	5.50
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 70 70 70 - 68 70 70 70 70 70 12

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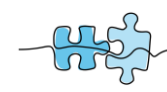
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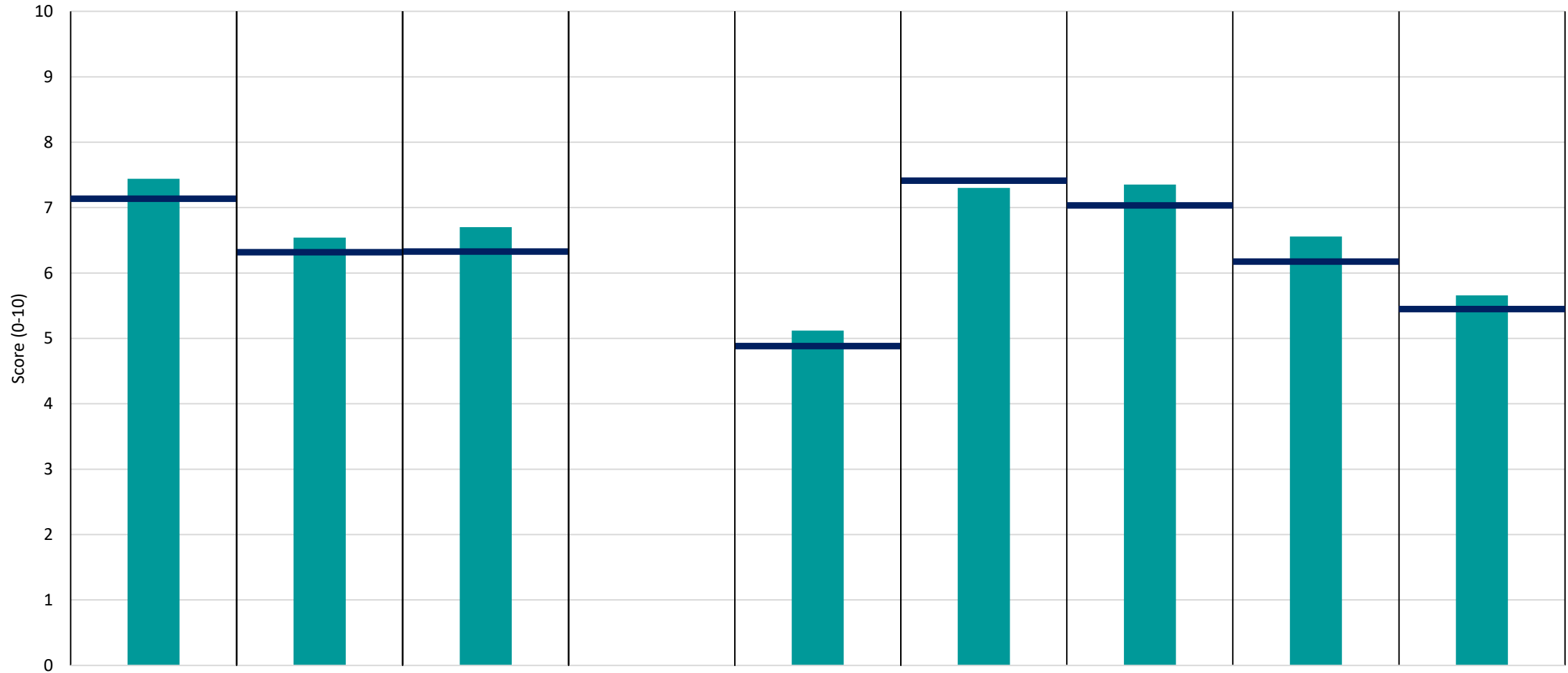
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Staff Engagement

Morale



Breakdown	7.44	6.54	6.70	-	5.12	7.30	7.35	6.56	5.66
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	124	124	123	-	122	124	124	125	124



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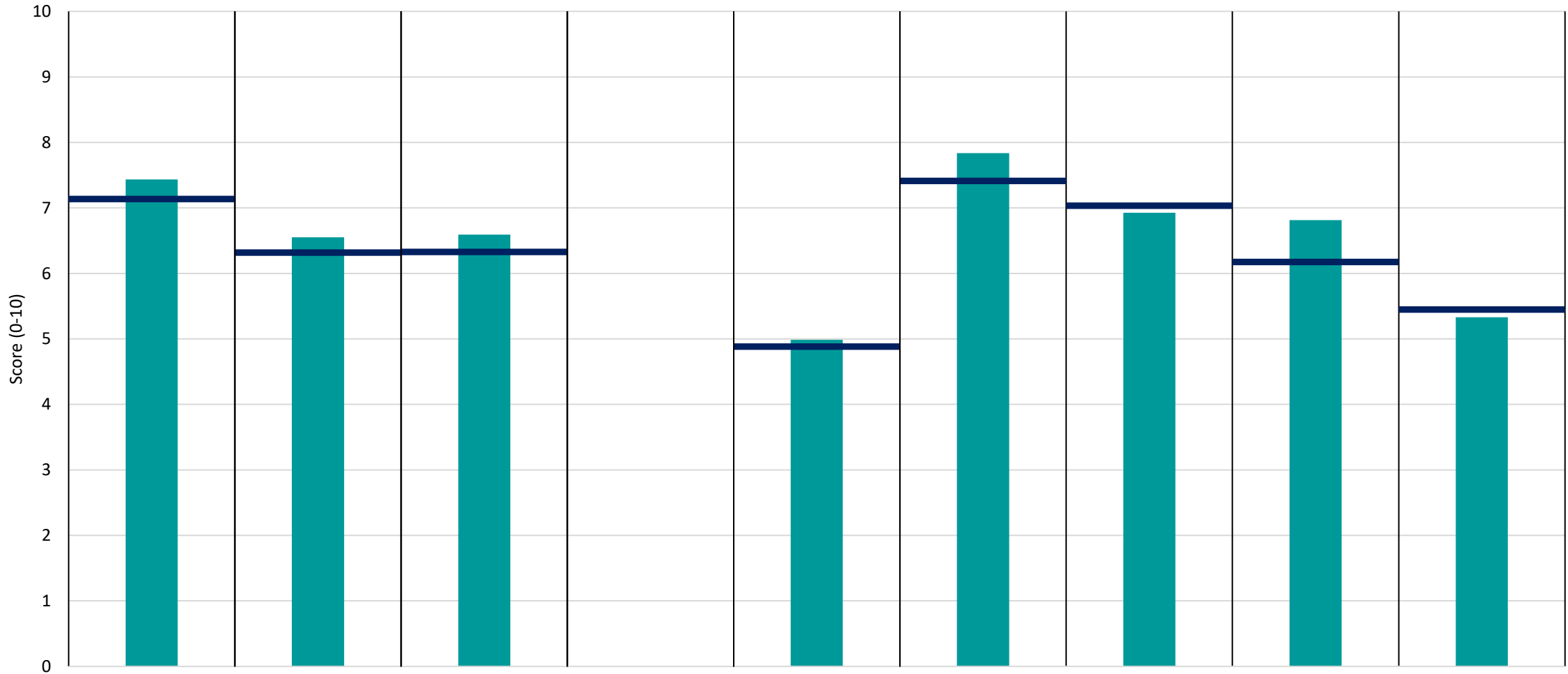
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Staff Engagement

Morale



Breakdown	7.43	6.55	6.59	-	4.99	7.84	6.93	6.81	5.33
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 48 48 48 - 48 47 48 48 48 48 14

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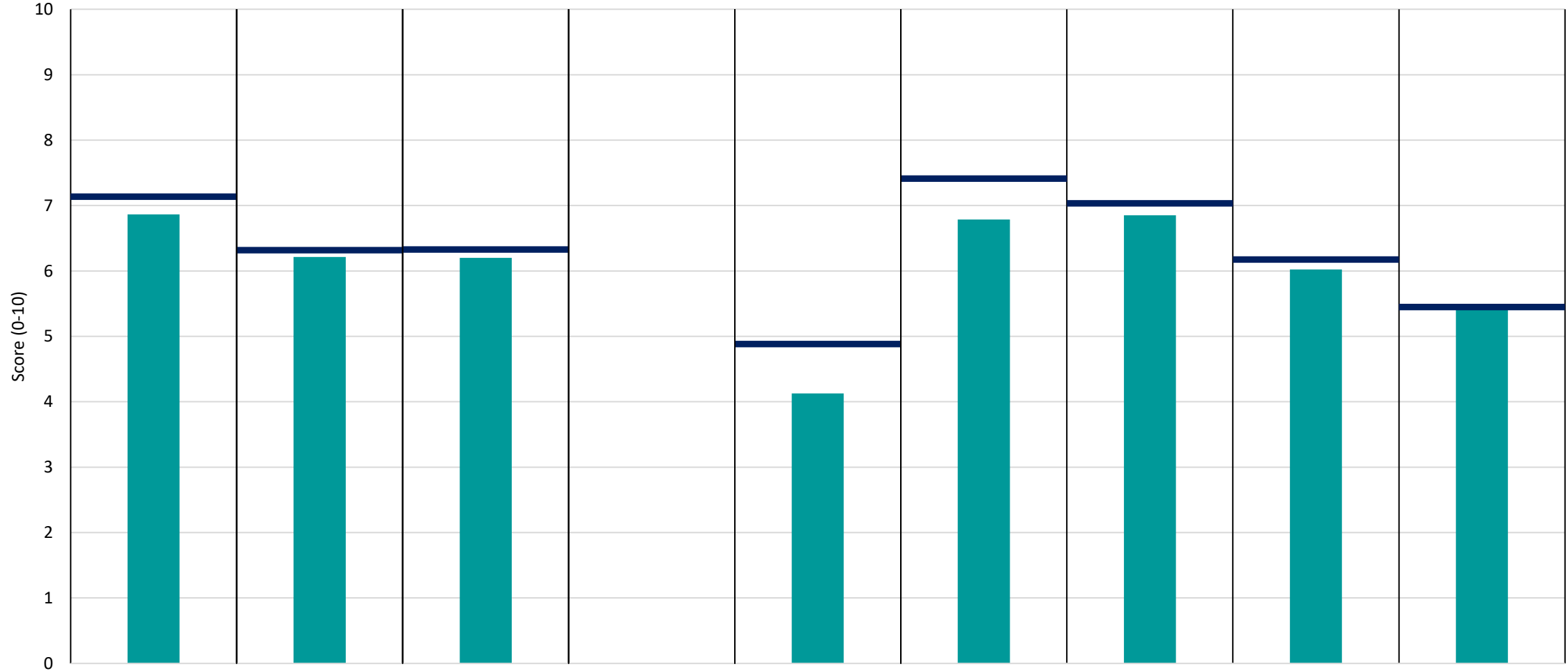
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Staff Engagement

Morale



Breakdown	6.86	6.21	6.20	-	4.13	6.79	6.85	6.02	5.49
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 14 14 14 - 13 14 14 14 14 14 15

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Breakdowns 2

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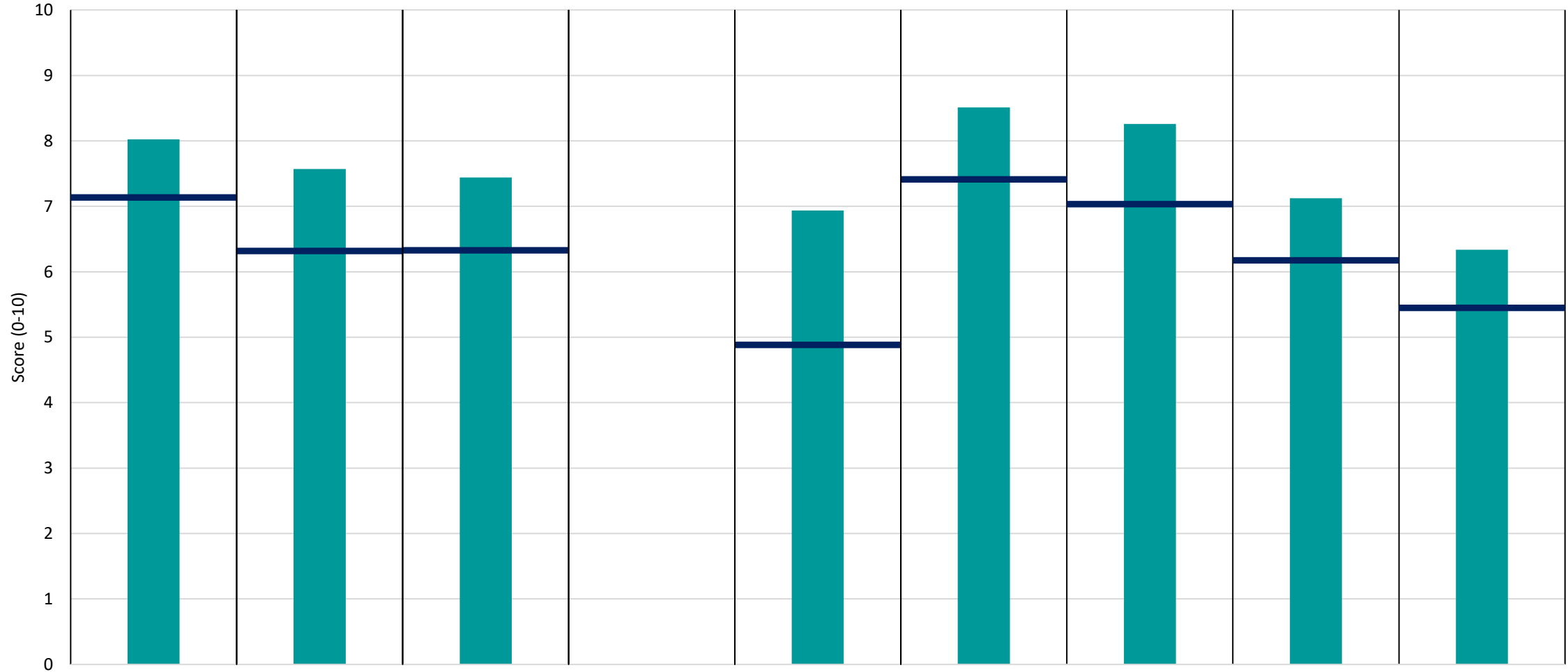
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Staff Engagement

Morale



Breakdown	8.02	7.57	7.44	-	6.94	8.51	8.26	7.12	6.34
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 14 14 14 - 14 14 14 14 14 14 17

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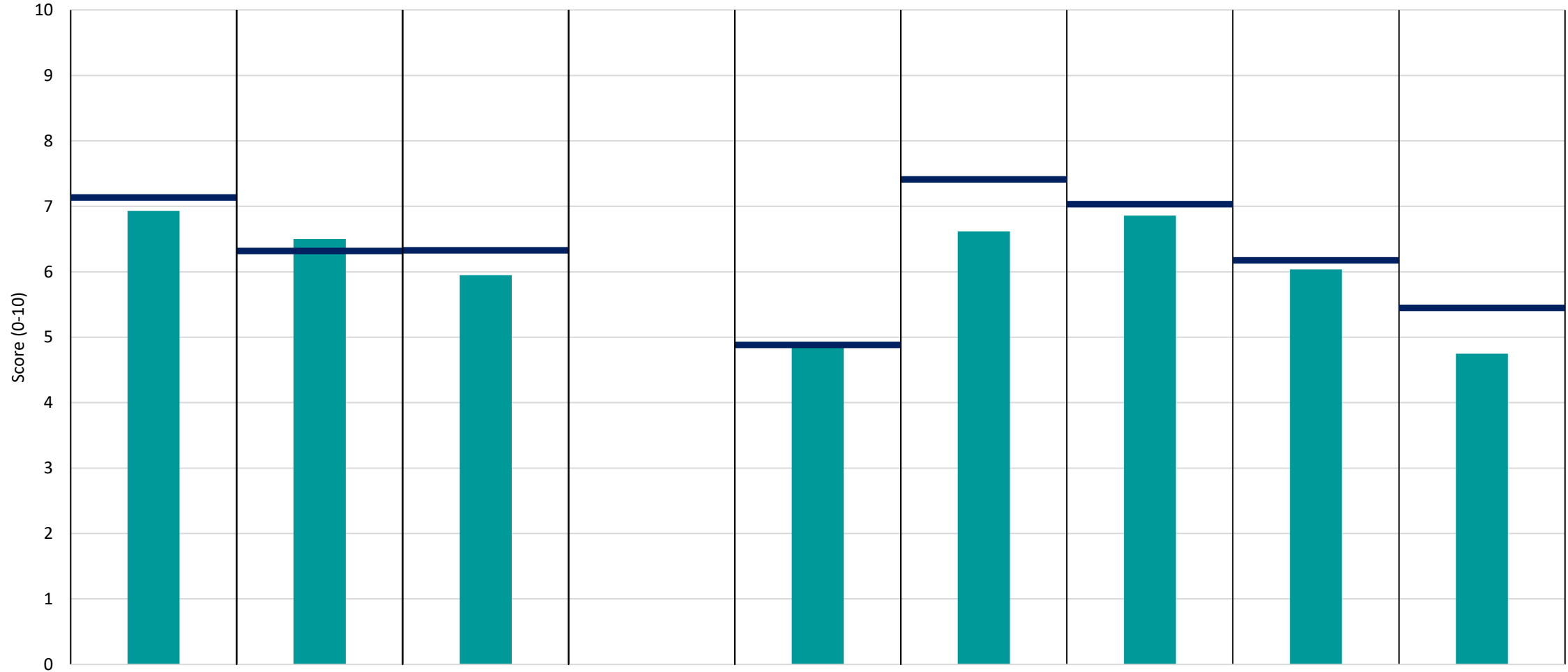
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Staff Engagement

Morale



Breakdown	6.93	6.50	5.95	-	4.91	6.62	6.86	6.04	4.75
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	17	17	17	-	17	17	17	17	17



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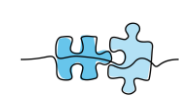
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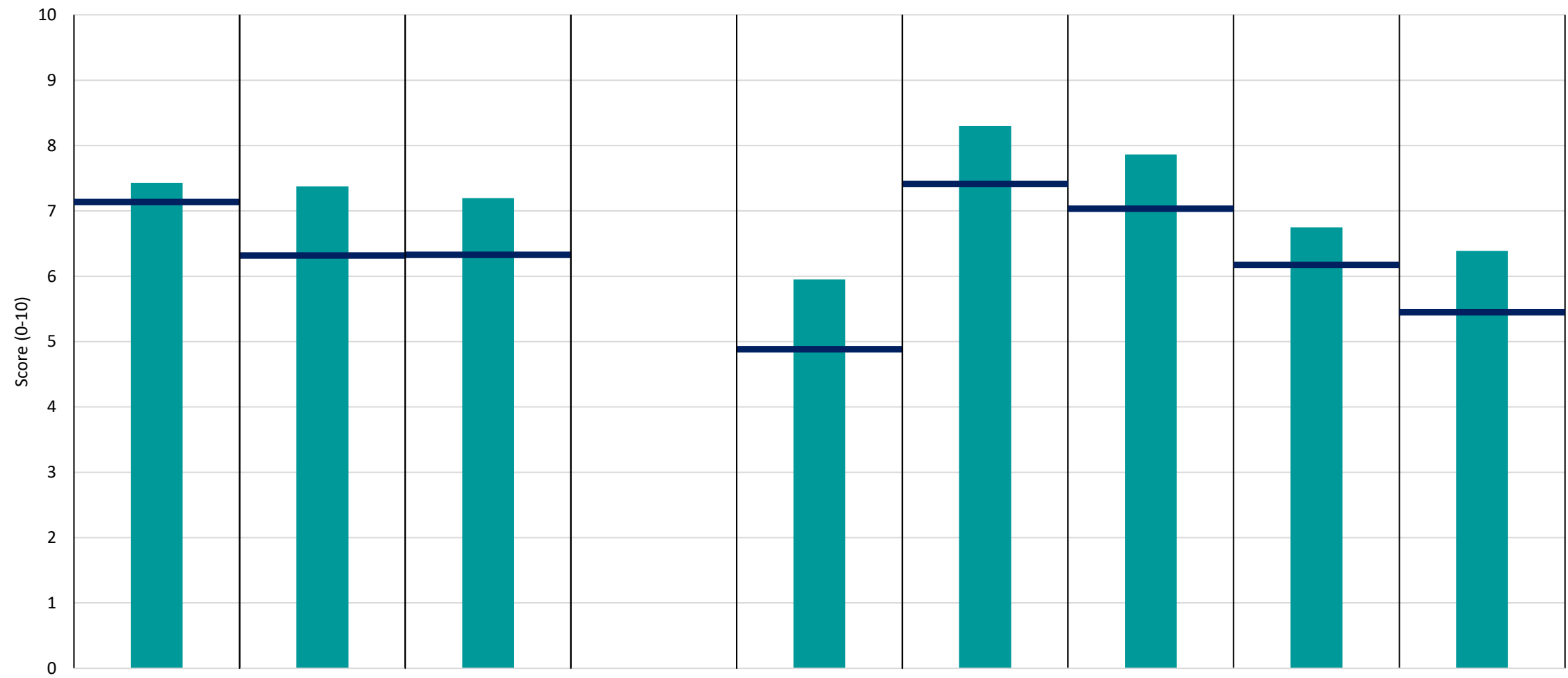
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Staff Engagement

Morale



Breakdown	7.43	7.38	7.20	-	5.95	8.30	7.86	6.75	6.39
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	12	12	12	-	12	12	12	12	12

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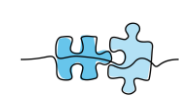
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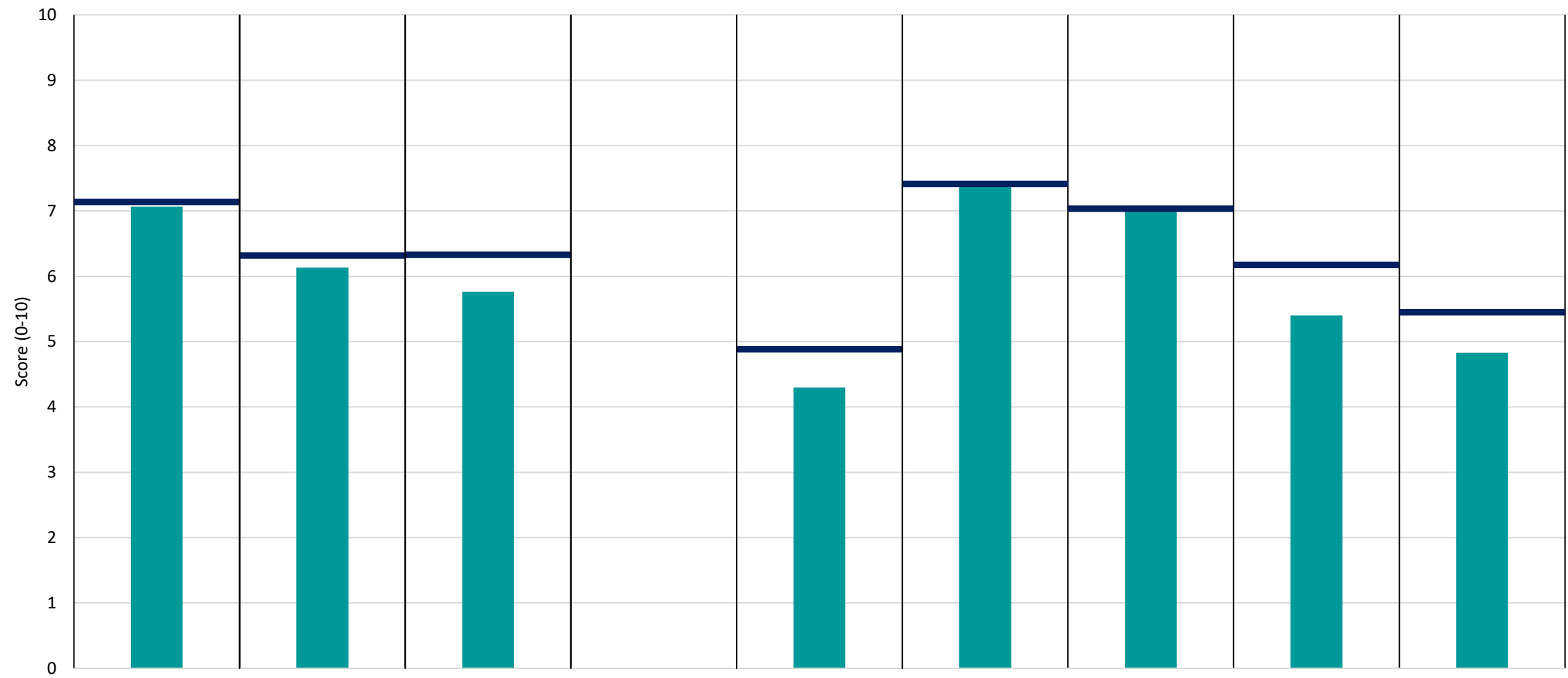
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Staff Engagement

Morale



Breakdown	7.07	6.13	5.76	-	4.30	7.41	7.08	5.40	4.83
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	49	49	47	-	48	49	49	49	49

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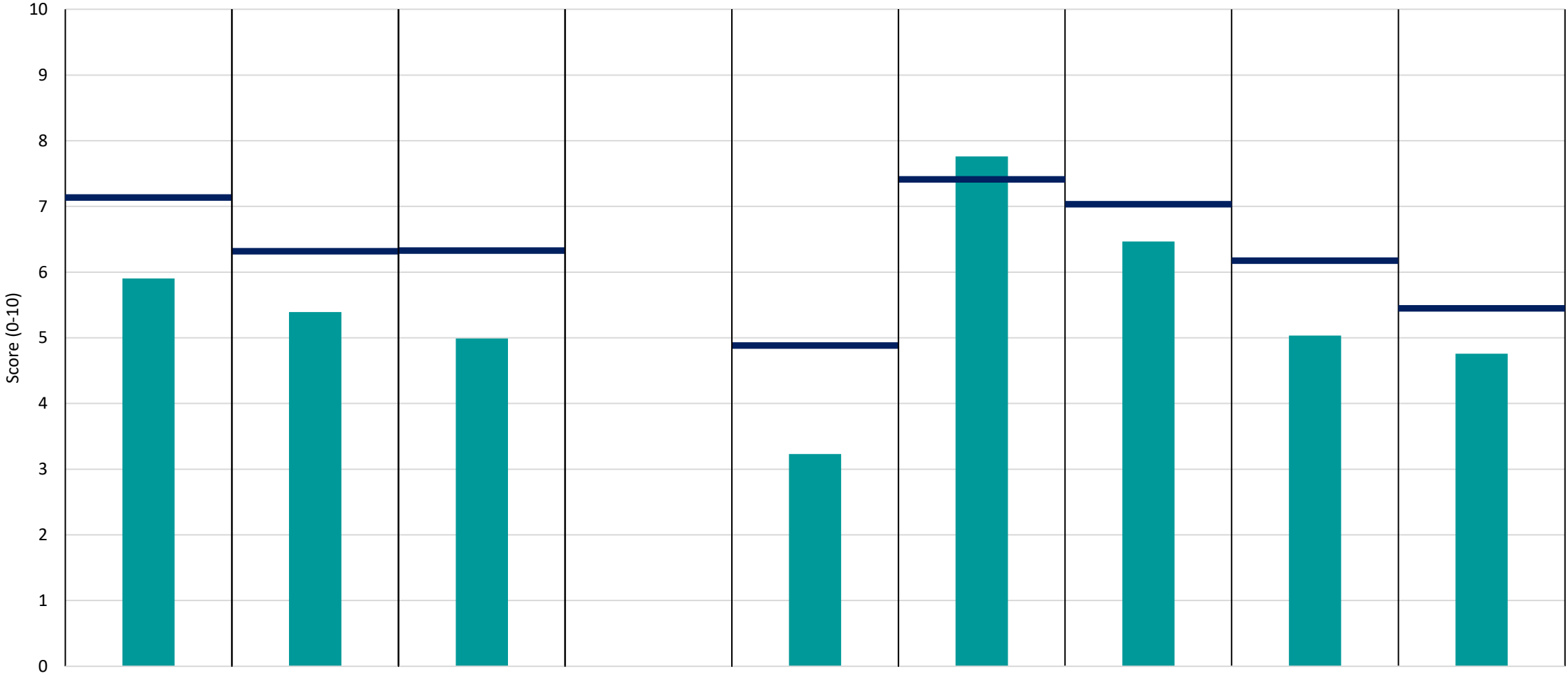
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Staff Engagement

Morale



Breakdown	5.90	5.39	4.99	-	3.23	7.76	6.46	5.03	4.76
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	16	16	16	-	16	16	16	16	16

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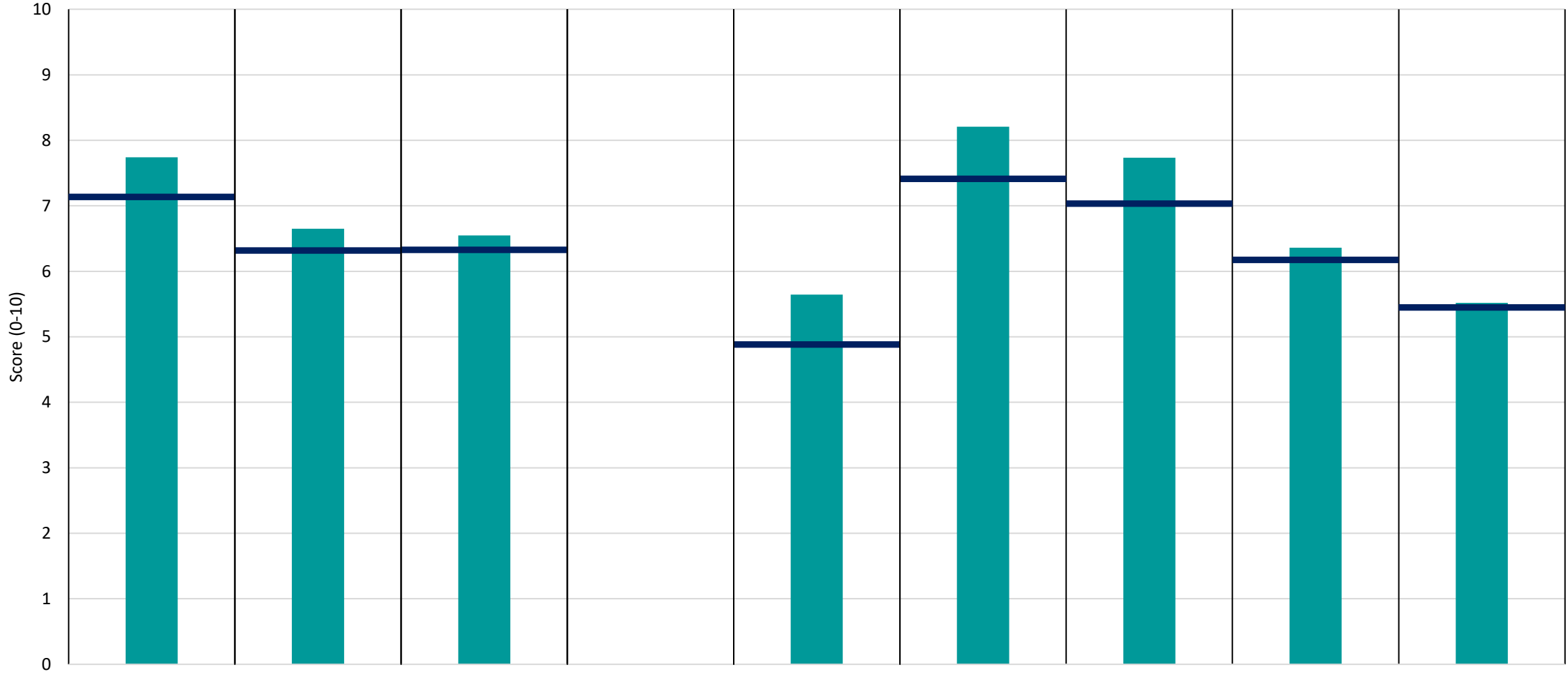
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Staff Engagement

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Breakdown	7.74	6.65	6.55	-	5.64	8.21	7.73	6.36	5.52
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses	20	20	20	-	19	20	20	20	20
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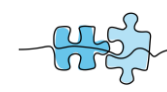
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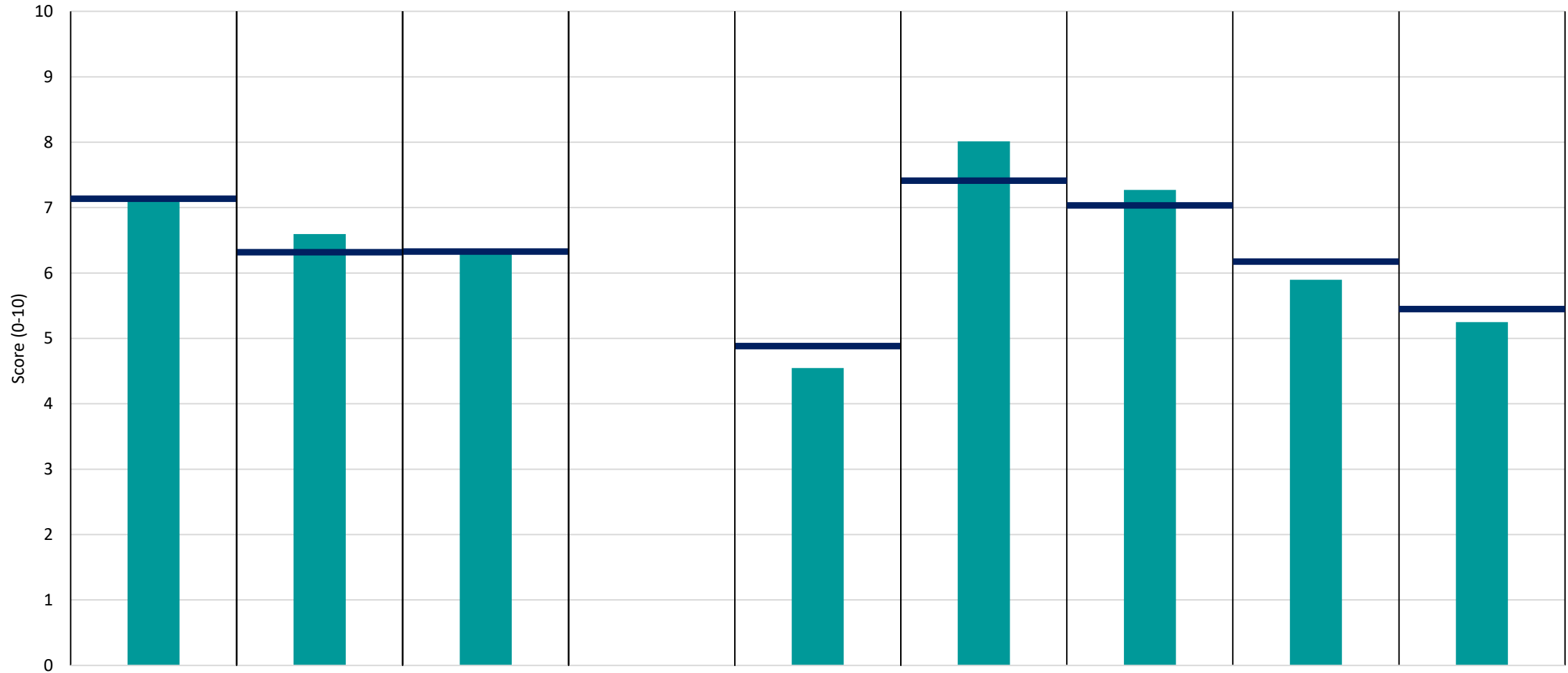
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Staff Engagement

Morale



Breakdown	7.16	6.60	6.30	-	4.55	8.01	7.27	5.90	5.25
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 26 26 26 - 26 26 26 26 26 26 23

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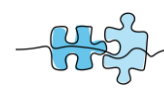
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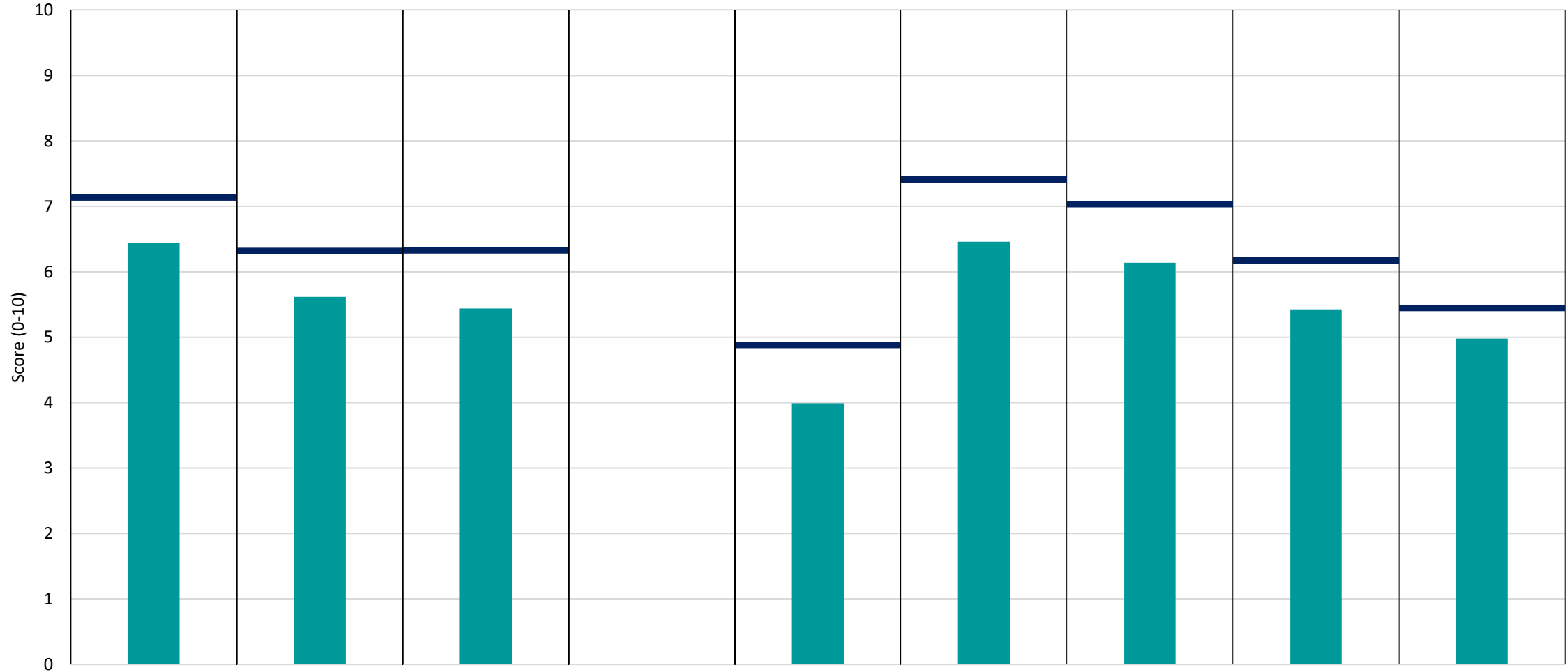
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Staff Engagement

Morale



Breakdown	6.44	5.62	5.44	-	3.99	6.46	6.14	5.43	4.98
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 27 27 27 - 26 26 26 27 27 24

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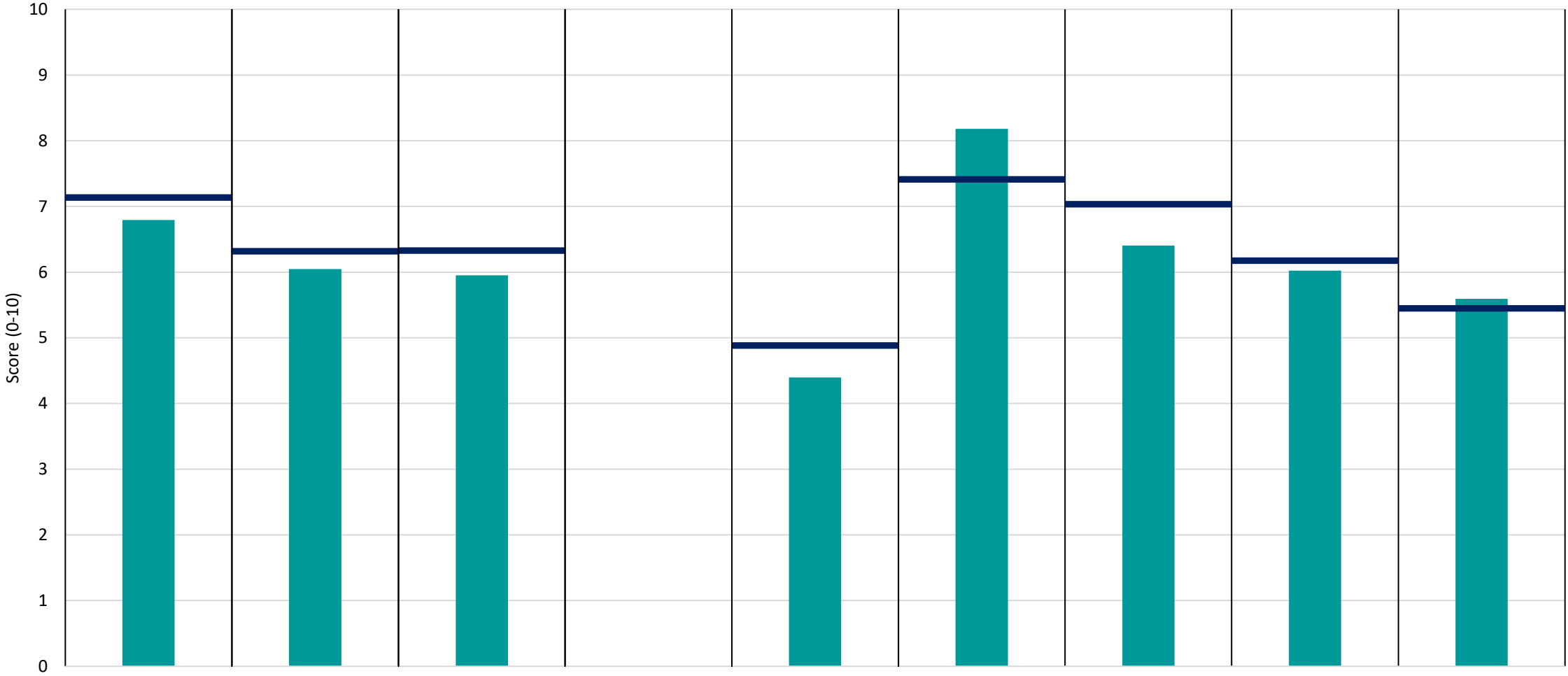
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Staff Engagement

Morale



Breakdown	6.79	6.05	5.95	-	4.40	8.18	6.41	6.02	5.59
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	19	19	19	-	18	19	19	19	19

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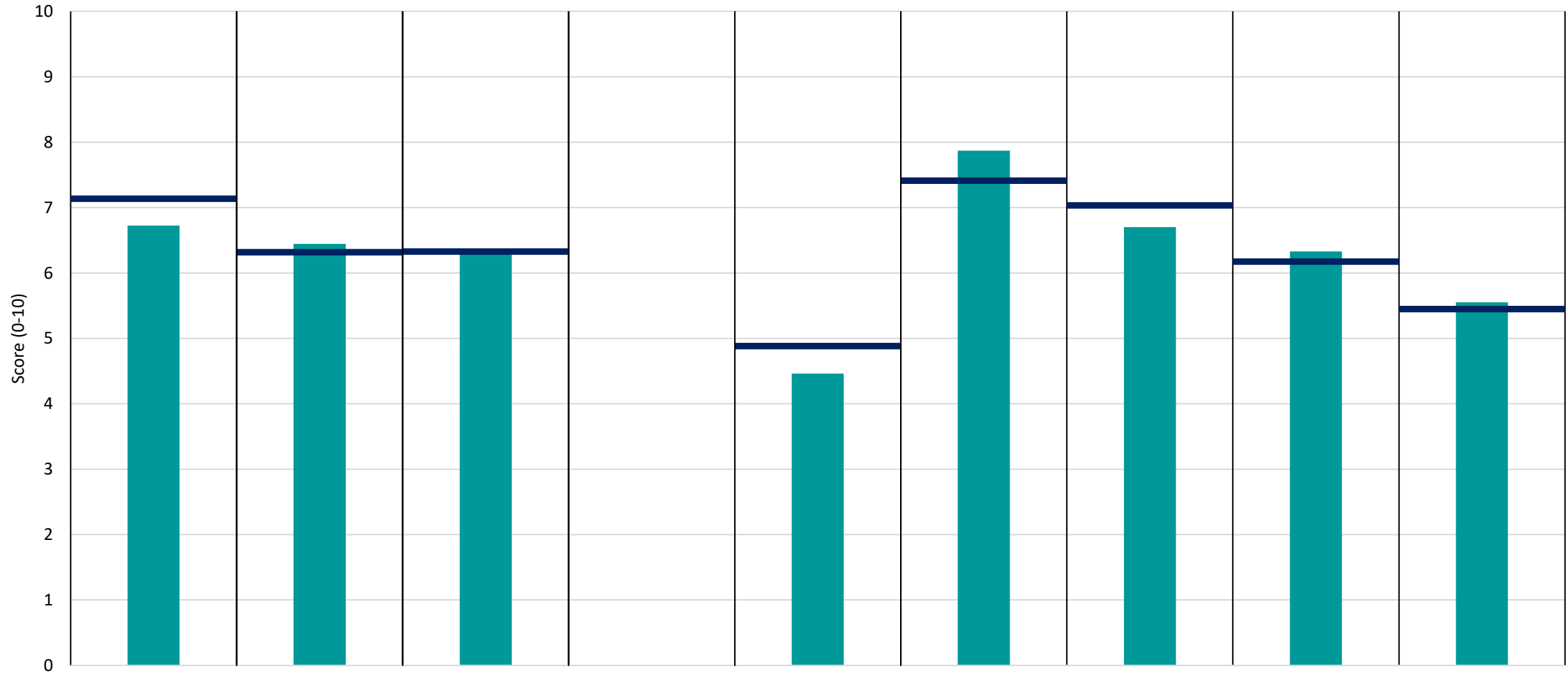
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Staff Engagement

Morale



Breakdown	6.72	6.44	6.34	-	4.46	7.87	6.70	6.33	5.55
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	19	18	18	-	19	18	19	19	19



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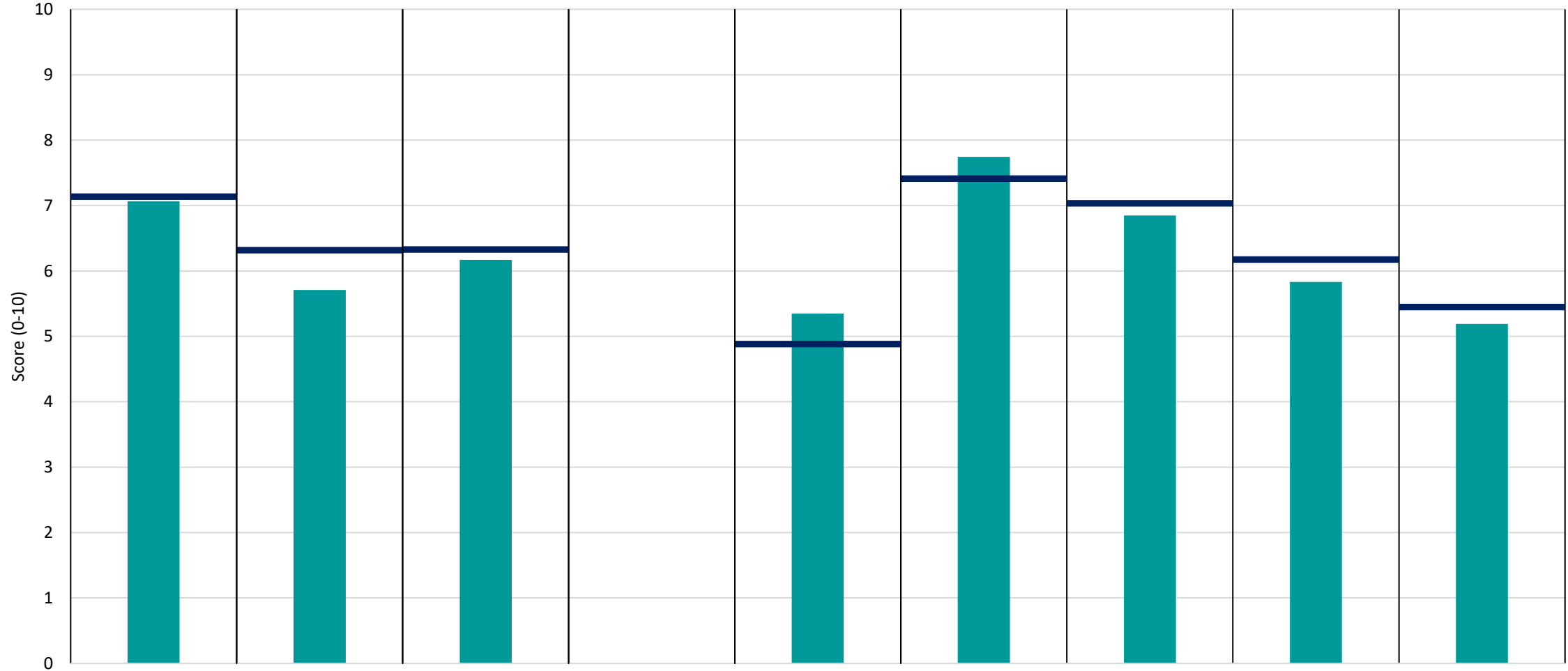
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Staff Engagement

Morale



Breakdown	7.07	5.71	6.17	-	5.35	7.74	6.85	5.83	5.19
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	12	12	12	-	12	12	12	12	12



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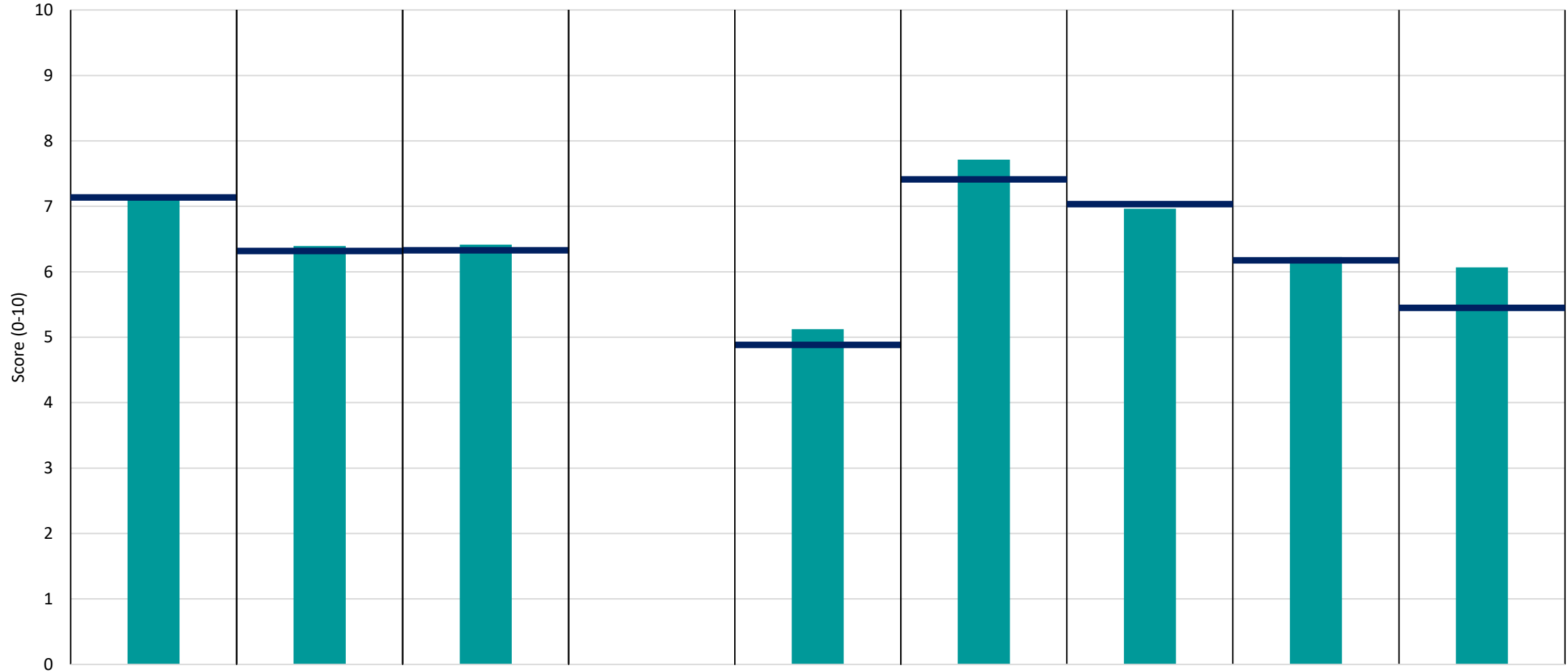
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Staff Engagement

Morale



Breakdown	7.17	6.39	6.42	-	5.12	7.71	6.96	6.22	6.07
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 33 33 33 - 33 33 33 33 33 33 28

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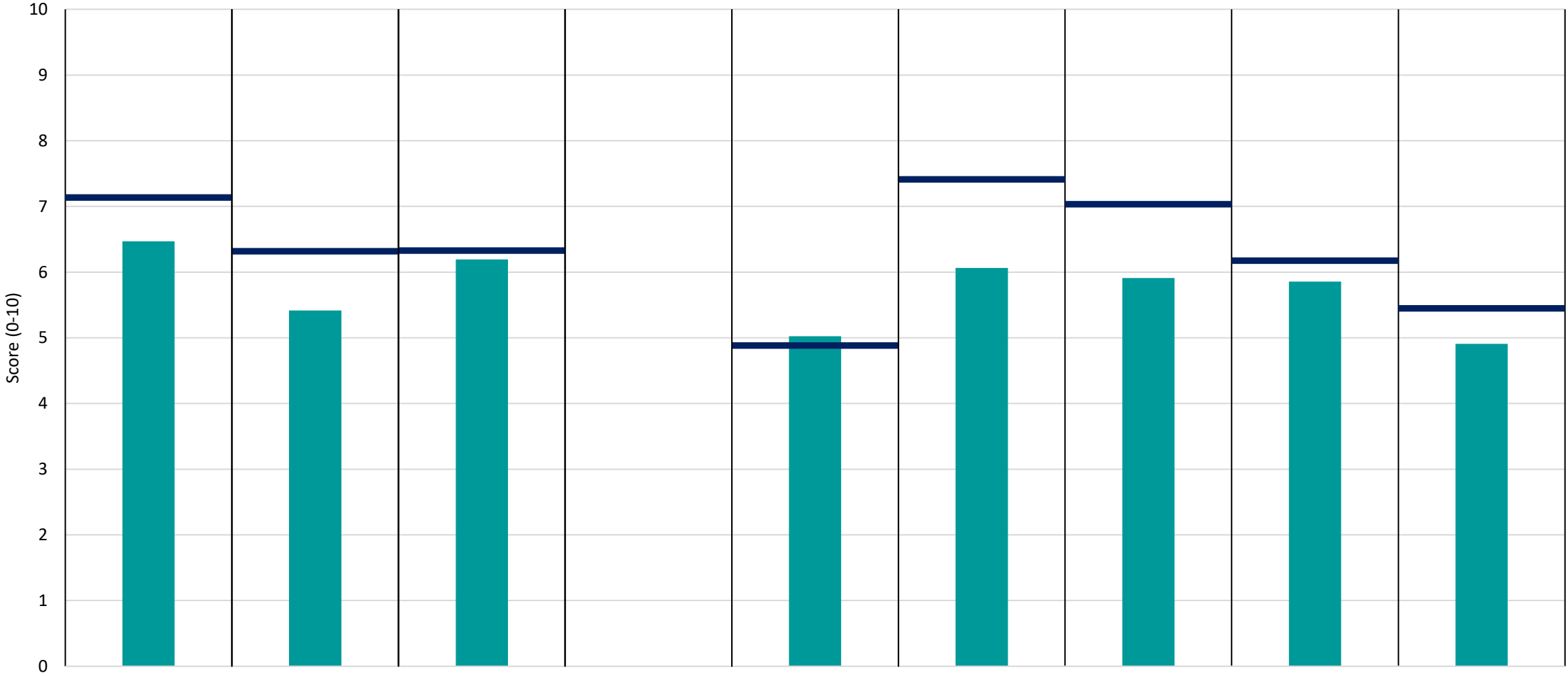
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Staff Engagement

Morale



Breakdown	6.47	5.42	6.19	-	5.02	6.06	5.91	5.86	4.91
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 18 18 17 - 18 18 18 18 18 18 29

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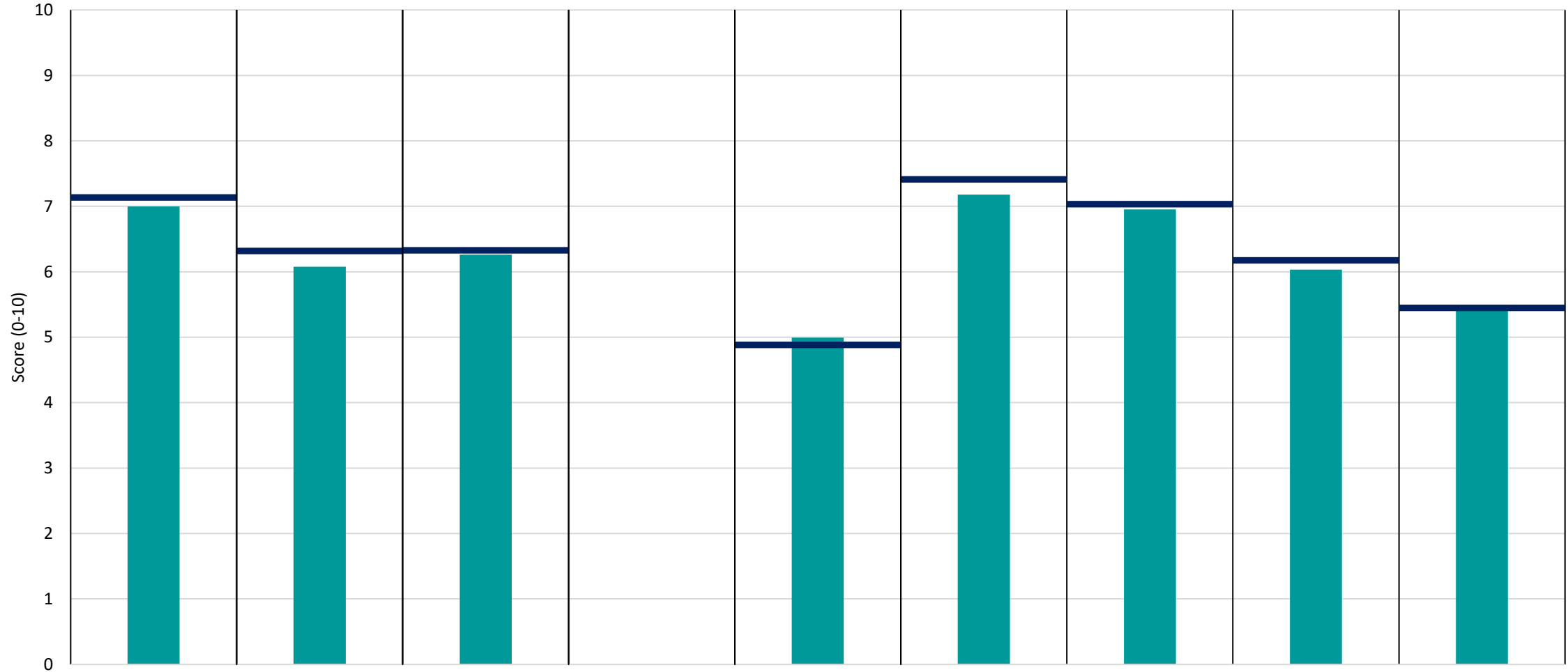
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.00	6.08	6.26	-	4.99	7.18	6.95	6.03	5.50
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 70 70 70 - 68 70 70 70 70 70 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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and rewarded



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that counts



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healthy



We are always
learning



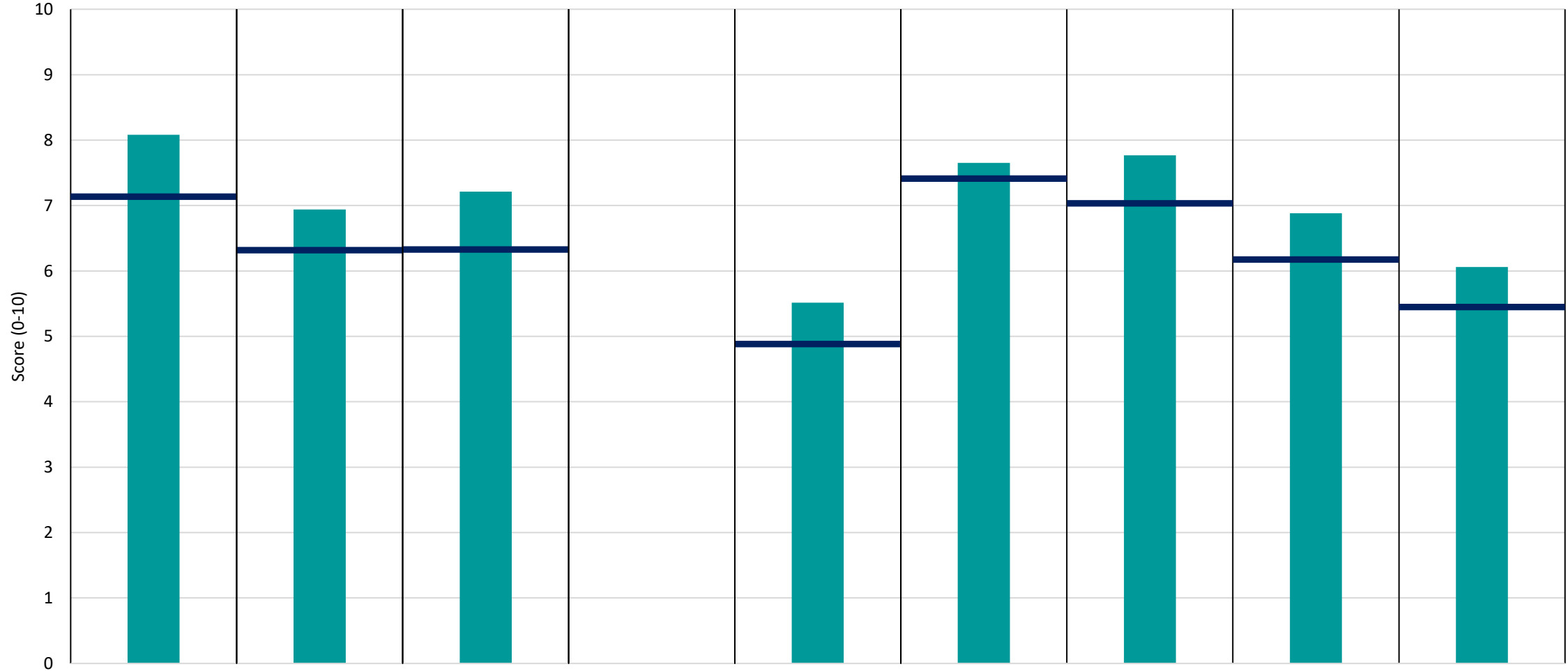
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Staff Engagement

Morale



Breakdown	8.08	6.94	7.21	-	5.51	7.65	7.77	6.88	6.06
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 41 41 40 - 40 41 41 41 41 31

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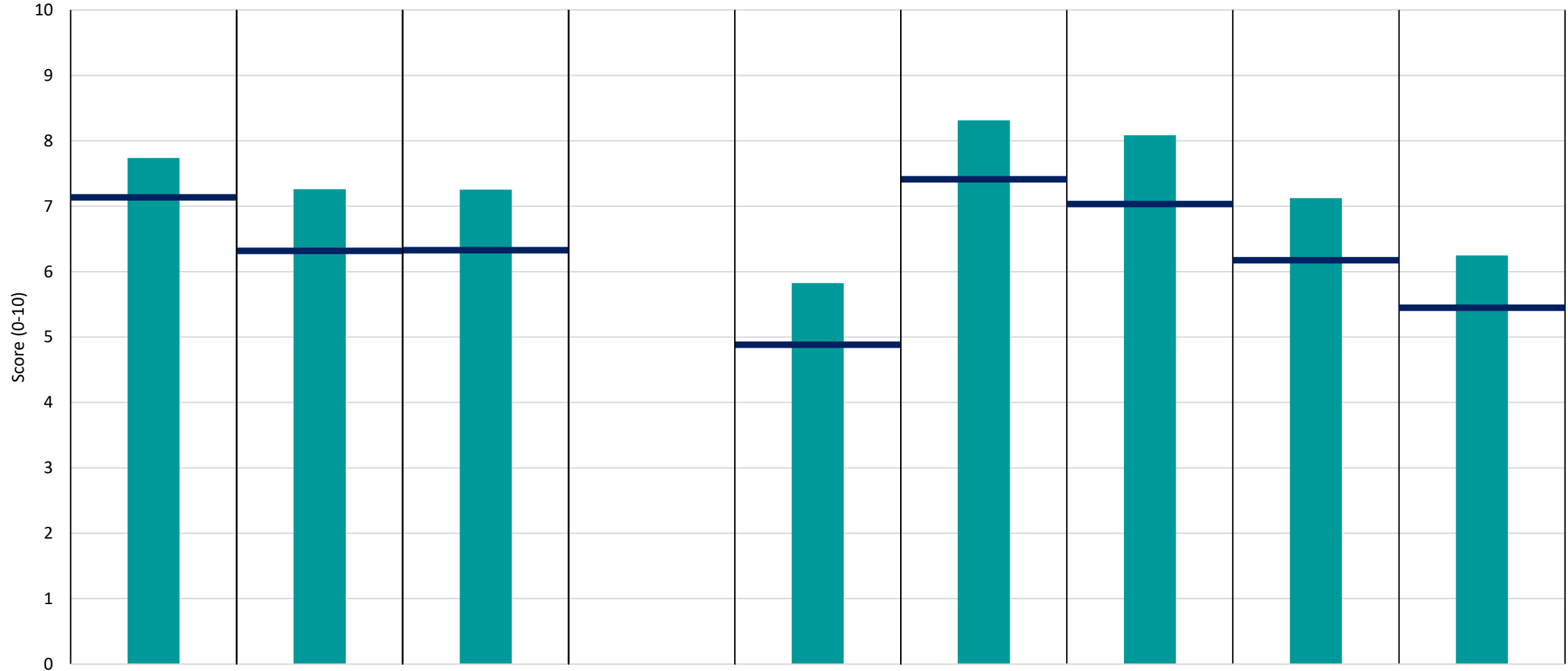
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Staff Engagement

Morale



Breakdown	7.74	7.26	7.25	-	5.83	8.32	8.09	7.13	6.25
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 23 23 23 - 23 23 23 23 23 23 32

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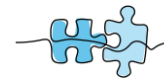
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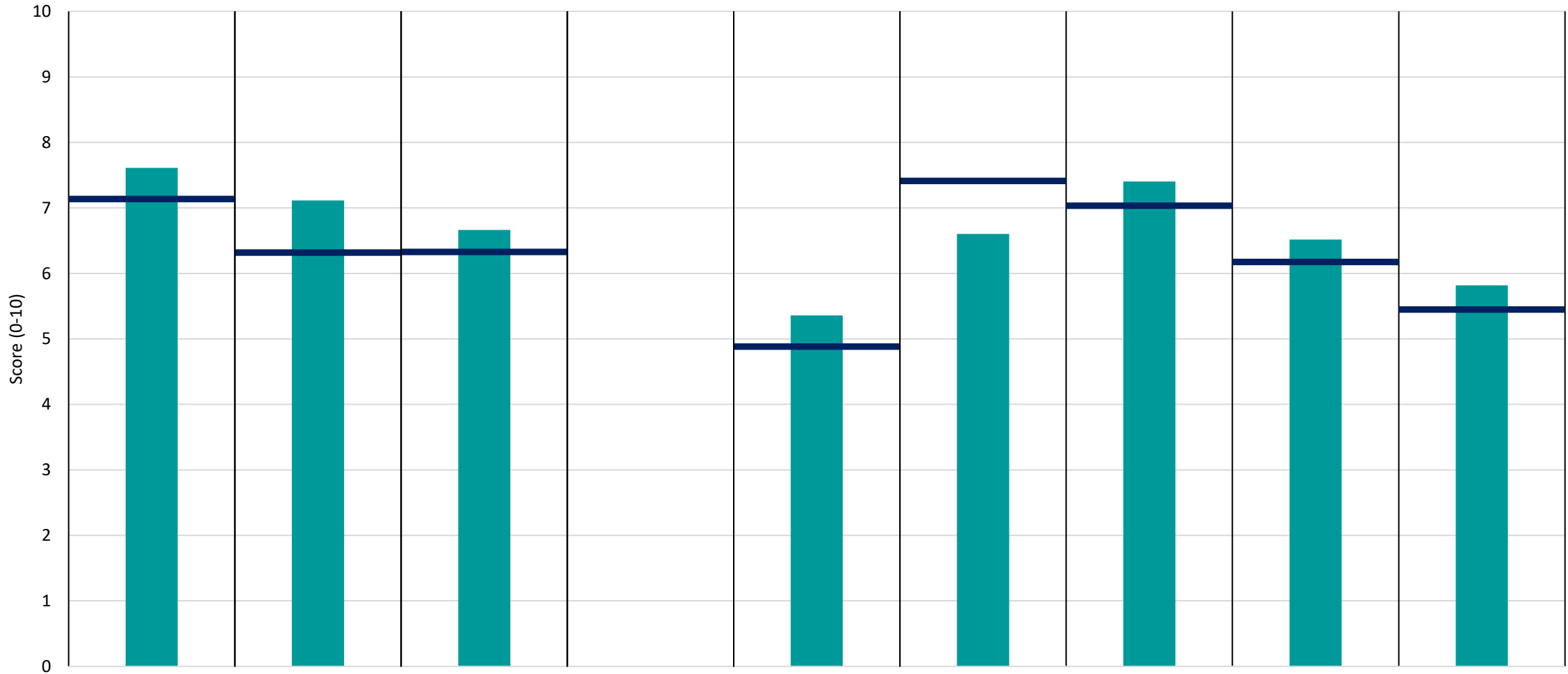
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Staff Engagement

Morale



Breakdown	7.61	7.12	6.66	-	5.36	6.60	7.40	6.52	5.82
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 13 13 13 - 13 13 13 13 13 13 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.



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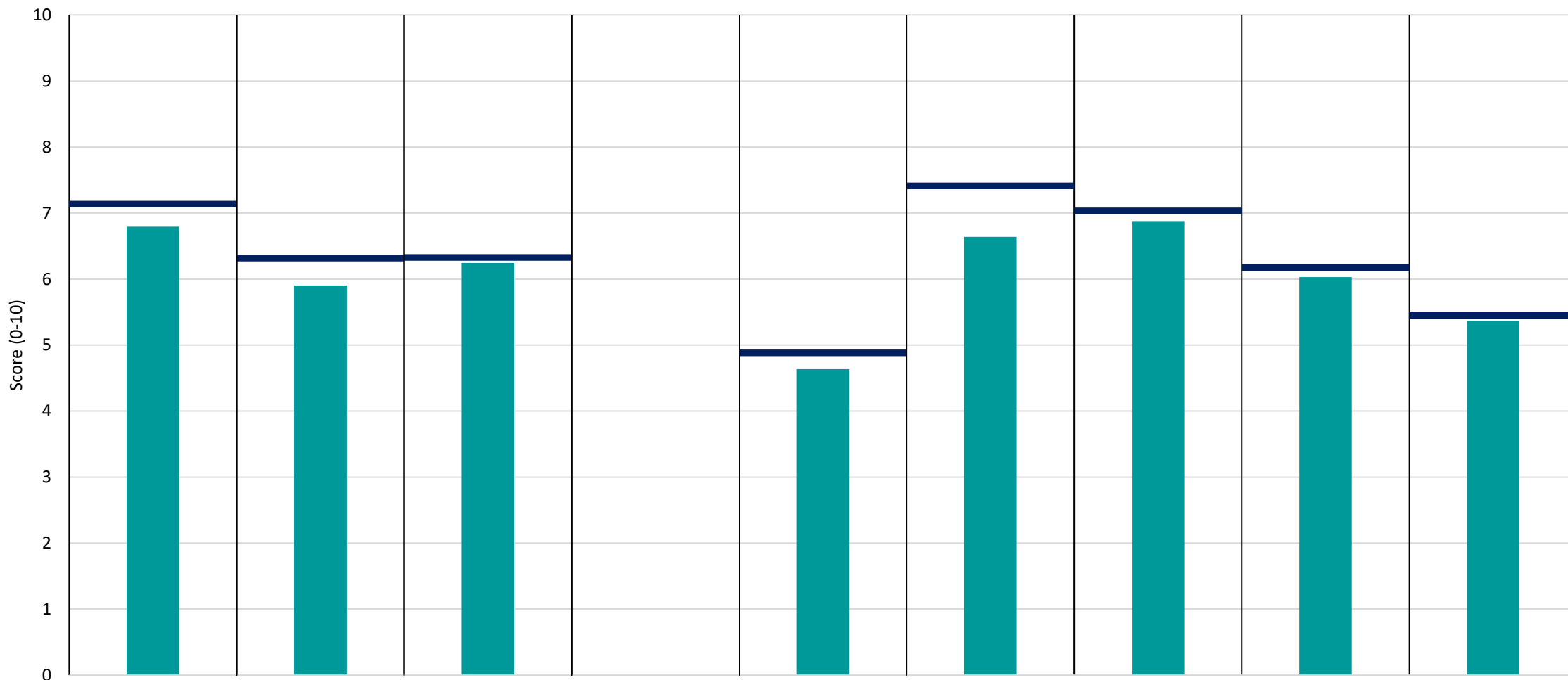
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Staff Engagement

Morale



Breakdown	6.79	5.90	6.25	-	4.64	6.64	6.88	6.03	5.37
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 31 31 31 - 30 31 31 31 31 31 34

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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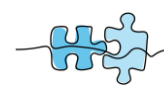
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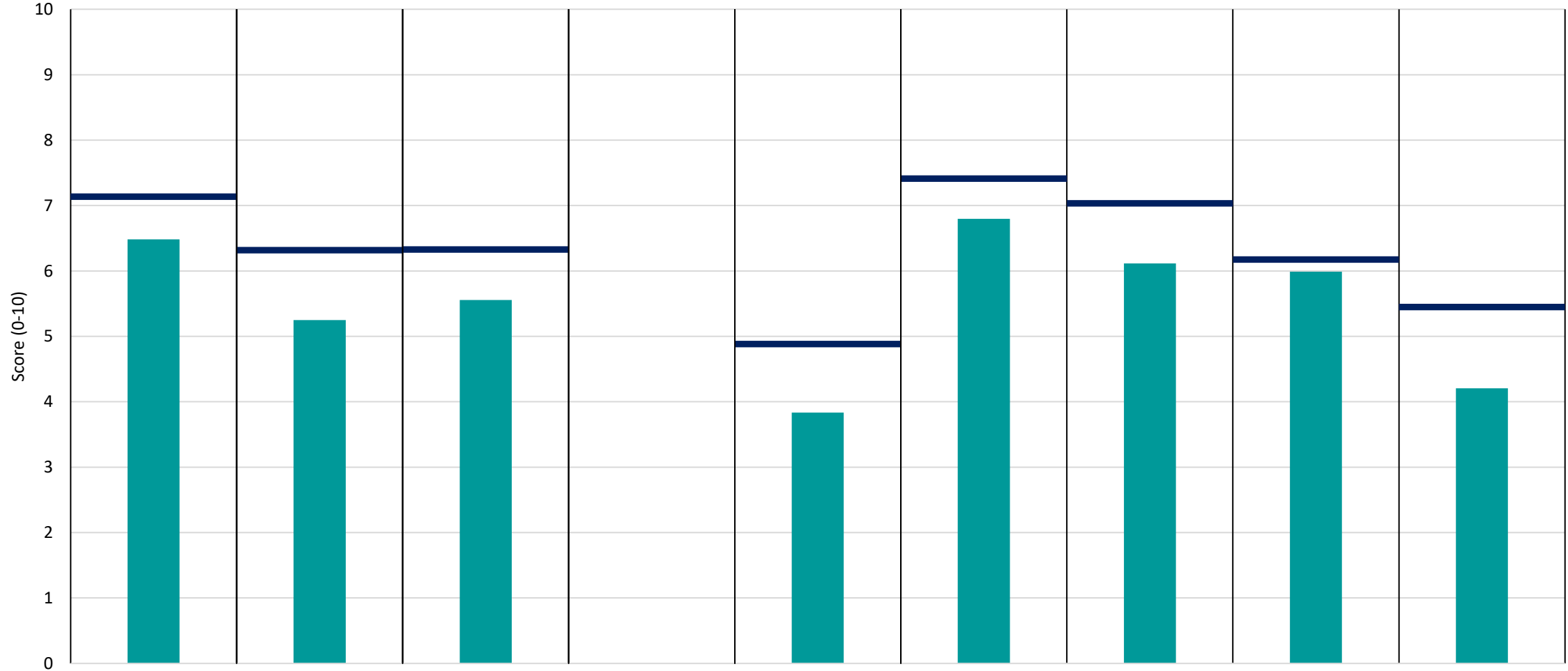
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Staff Engagement

Morale



Breakdown	6.48	5.25	5.55	-	3.83	6.80	6.11	5.99	4.21
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	16	16	16	-	16	16	16	17	16

People - Primary Care Training Hubs



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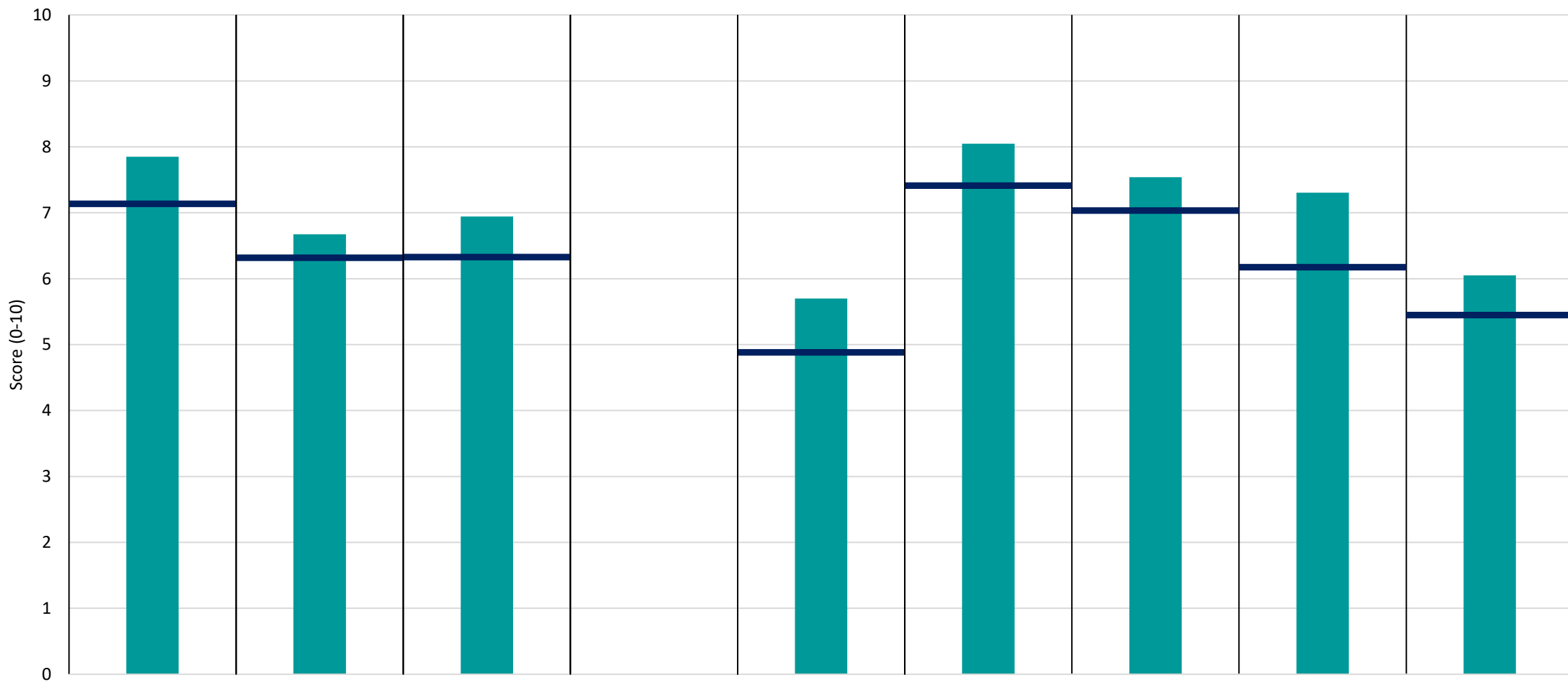
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Staff Engagement

Morale



Breakdown	7.85	6.68	6.94	-	5.70	8.05	7.54	7.31	6.05
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	20	20	20	-	20	19	20	20	20

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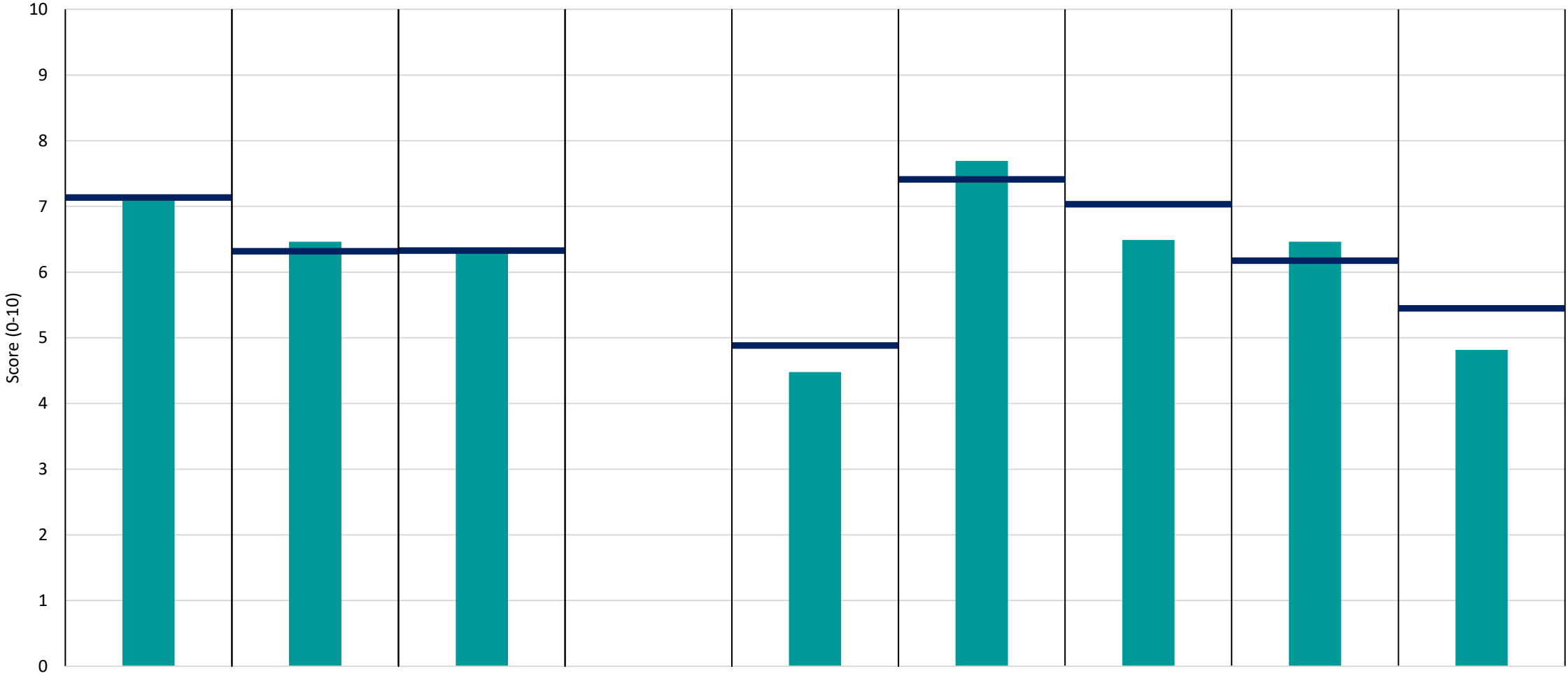
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Staff Engagement

Morale



Breakdown	7.14	6.46	6.34	-	4.48	7.69	6.49	6.46	4.82
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45
Responses	28	28	28	-	28	28	28	28	28

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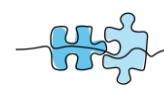
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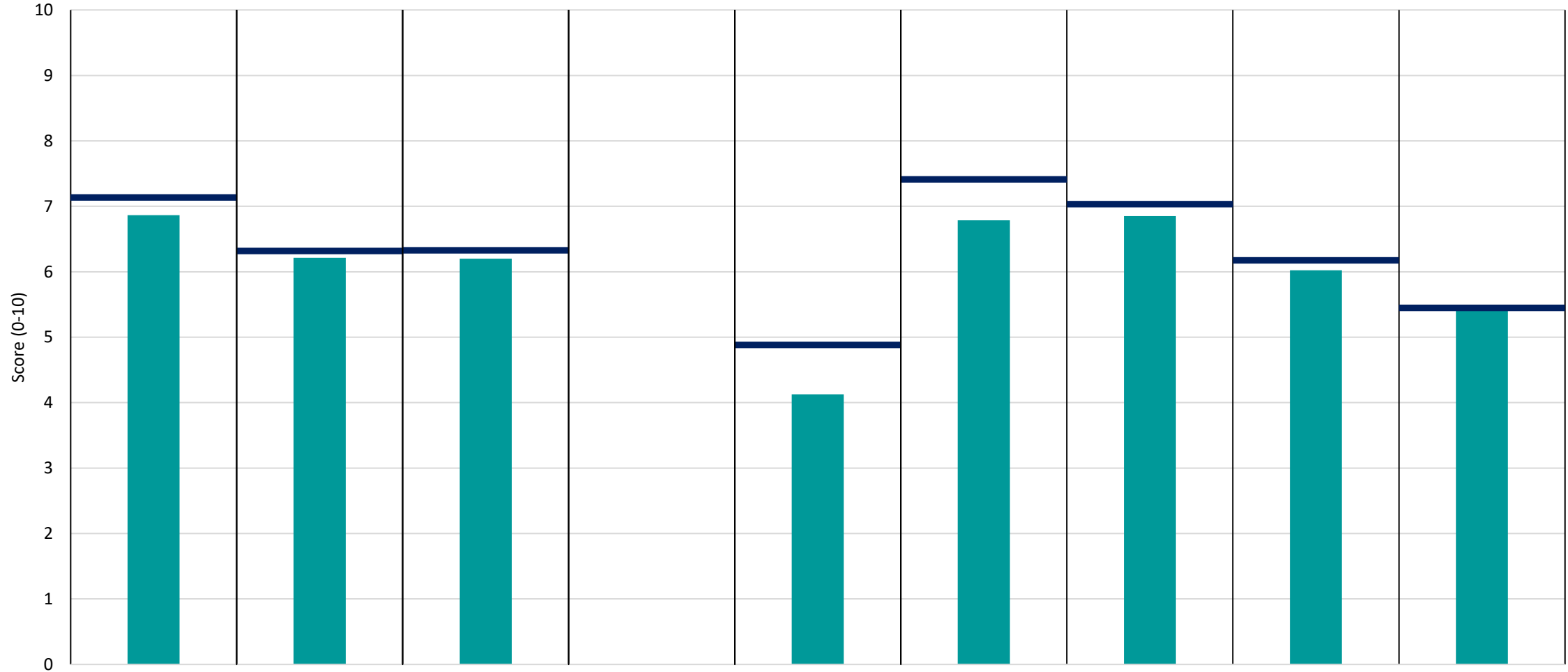
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Staff Engagement

Morale



Breakdown	6.86	6.21	6.20	-	4.13	6.79	6.85	6.02	5.49
Your org	7.13	6.32	6.33	-	4.88	7.41	7.03	6.17	5.45

Responses 14 14 14 - 13 14 14 14 14 14 38

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.