NHS North Central London ICB

2023 NHS Staff Survey

Breakdown report

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This breakdown report for NHS North Central London 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 North Central London 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.

Survey Coordination Centre

Breakdown

NHS

	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 Engagememt	Morale
Breakdown	7.7	7.0	7.4	6.7	6.1	7.1	7.5	7.4	6.6
Your org	7.6	6.7	7.0	6.9	5.8	6.4	7.3	6.9	6.4
Responses	75	75	70	75	75	75	75	75	75

! 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 North Central London ICB

2023 NHS Staff Survey

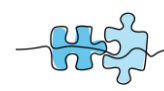|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.34	6.66	6.71	-	5.26	7.21	7.49	6.56	5.66
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	71	71	71	-	69	71	71	71	71

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.

Corporate Affairs

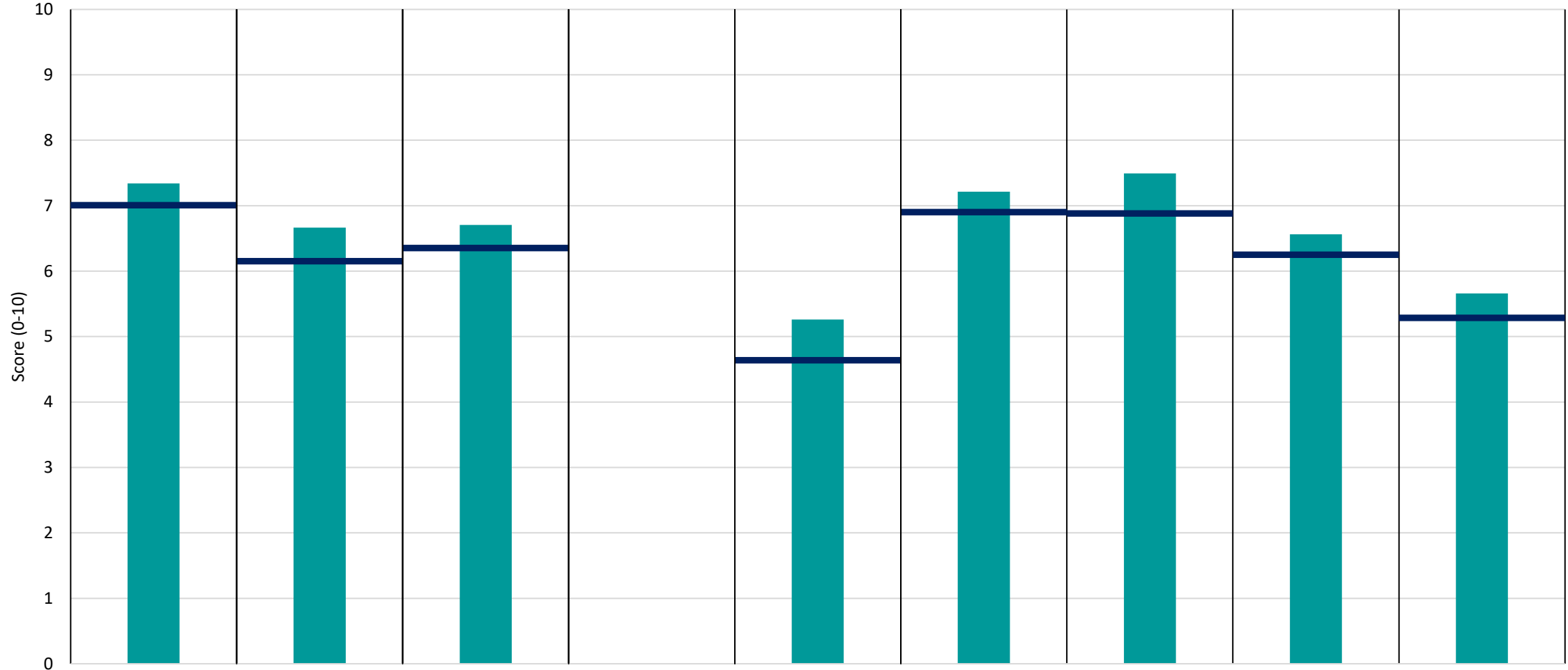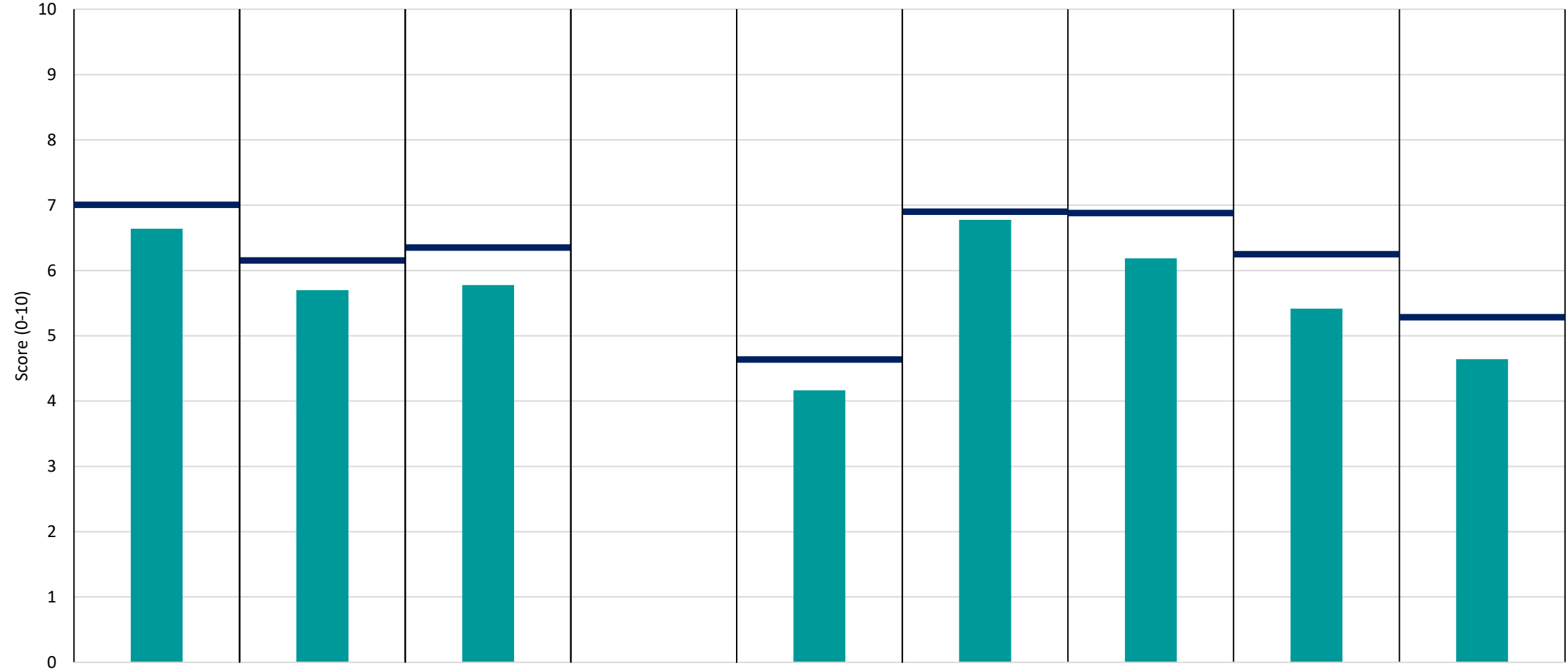|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.64	5.70	5.78	-	4.16	6.78	6.19	5.42	4.64
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	38	38	38	-	37	38	38	38	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.

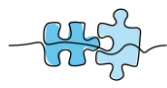|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.85	5.85	6.17	-	4.44	6.91	6.73	6.19	5.30
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	77	77	77	-	73	77	77	77	77

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.

Development and Population Health

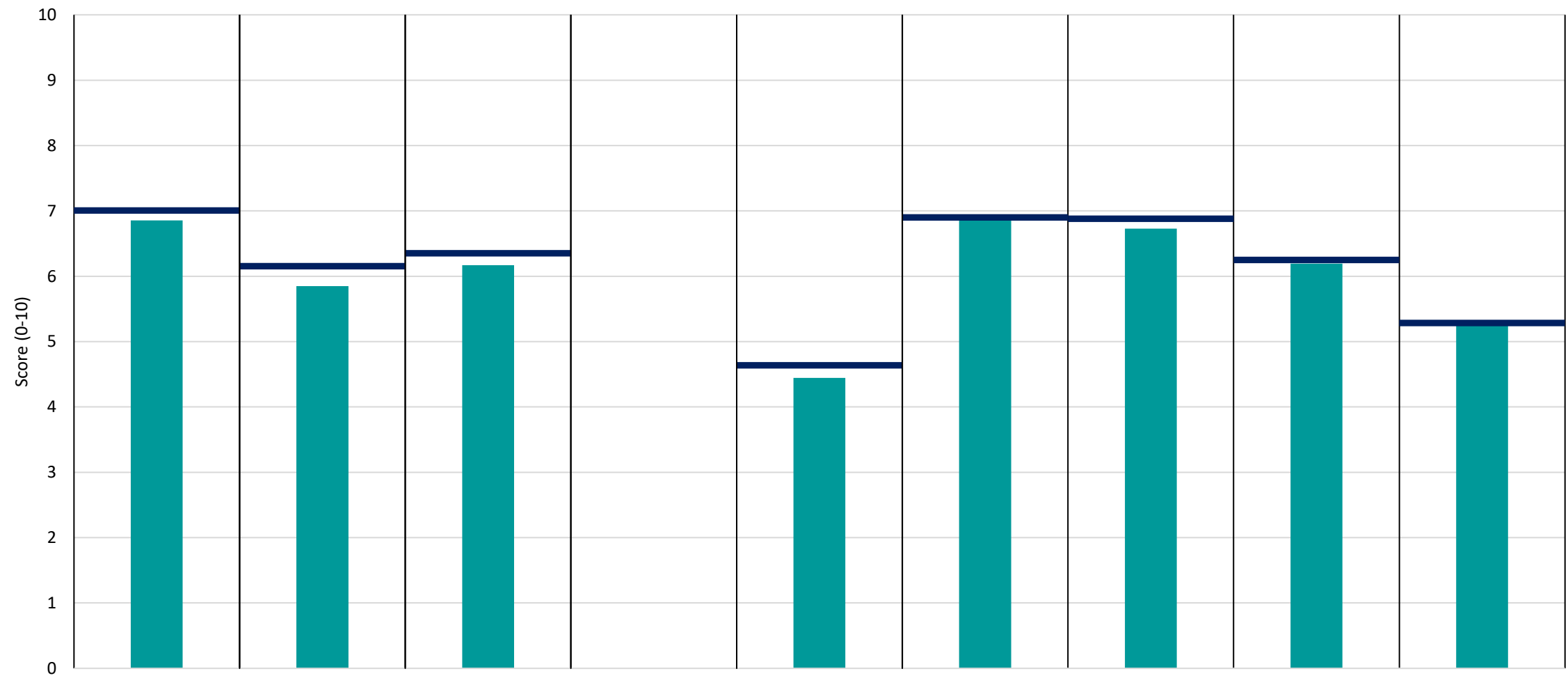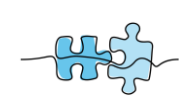|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.56	5.62	5.61	-	3.85	6.33	6.35	5.71	4.44
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	50	50	50	-	46	50	50	50	50

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.

EMT & People and Culture Teams

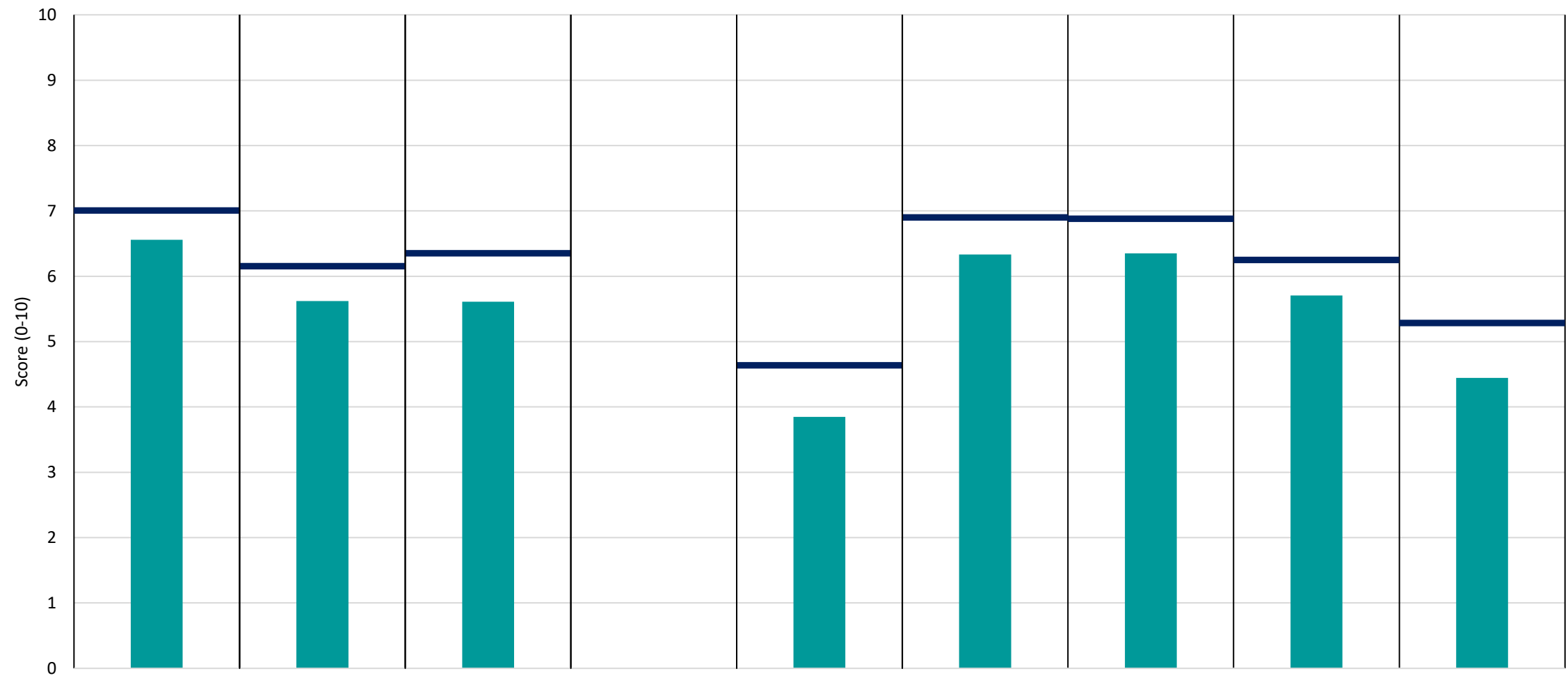|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.59	8.41	8.84	-	7.98	8.33	8.38	8.76	7.45
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	11	11	11	-	11	11	11	11	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.

Finance

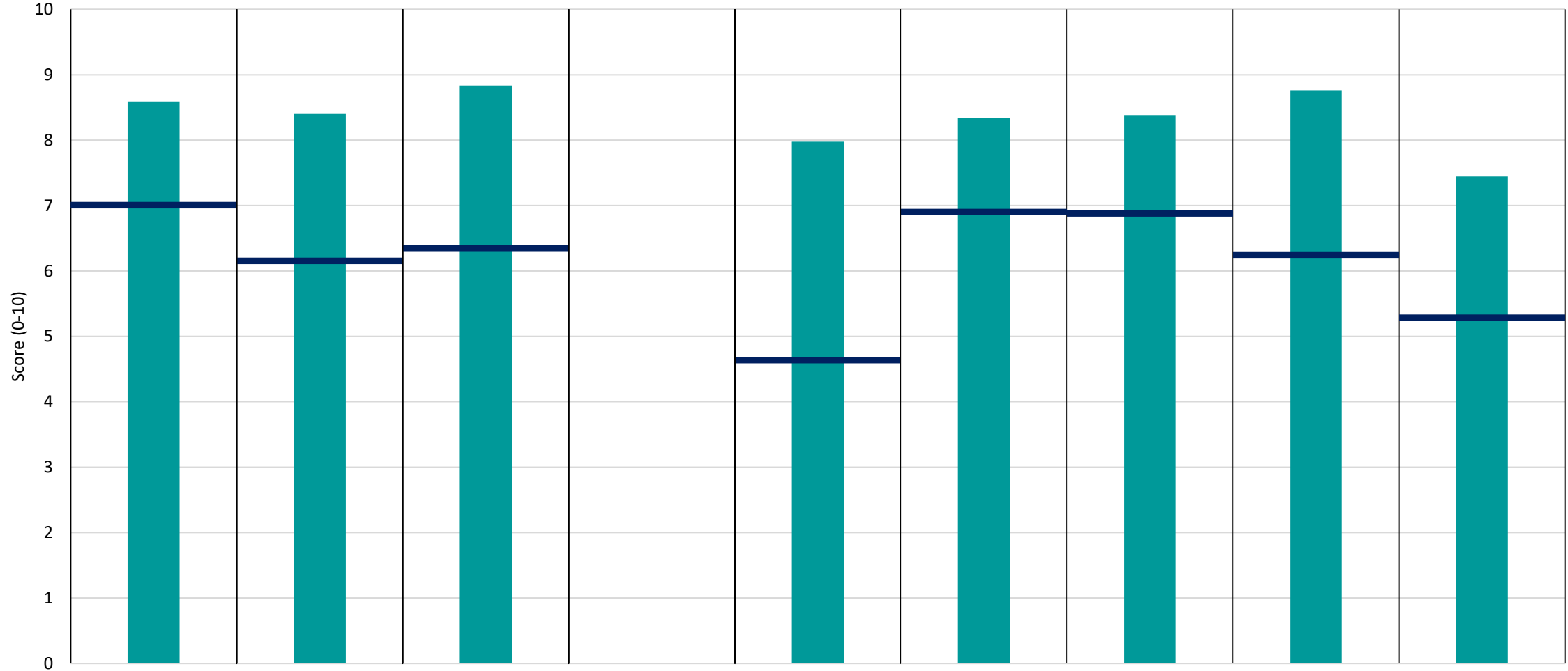|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.92	6.18	6.37	-	5.12	7.26	6.73	6.55	5.46
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	32	33	31	-	29	33	32	33	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.

Performance and Transformation

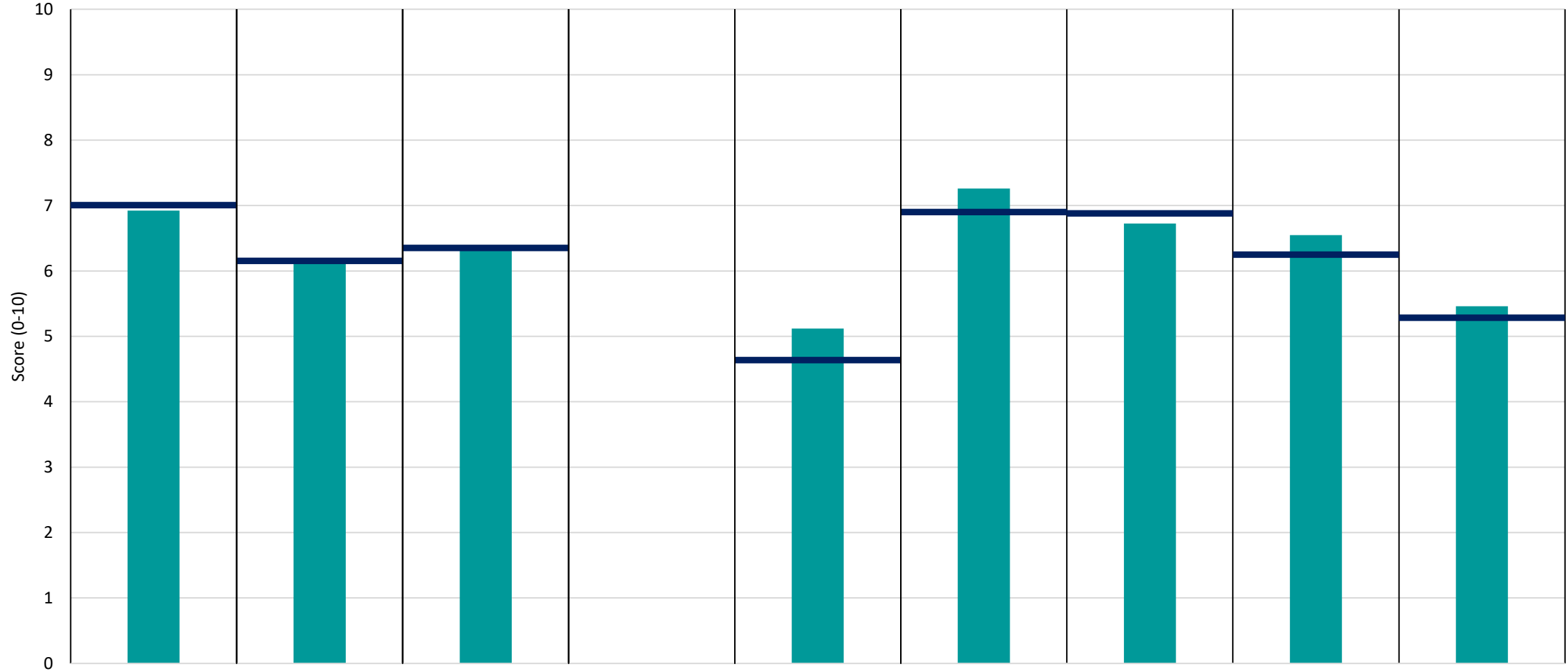|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.03	6.17	6.45	-	4.31	6.76	6.96	6.20	5.34
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	103	103	101	-	94	103	103	103	103

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 North Central London ICB

2023 NHS Staff Survey

Aligned Commissioning Team

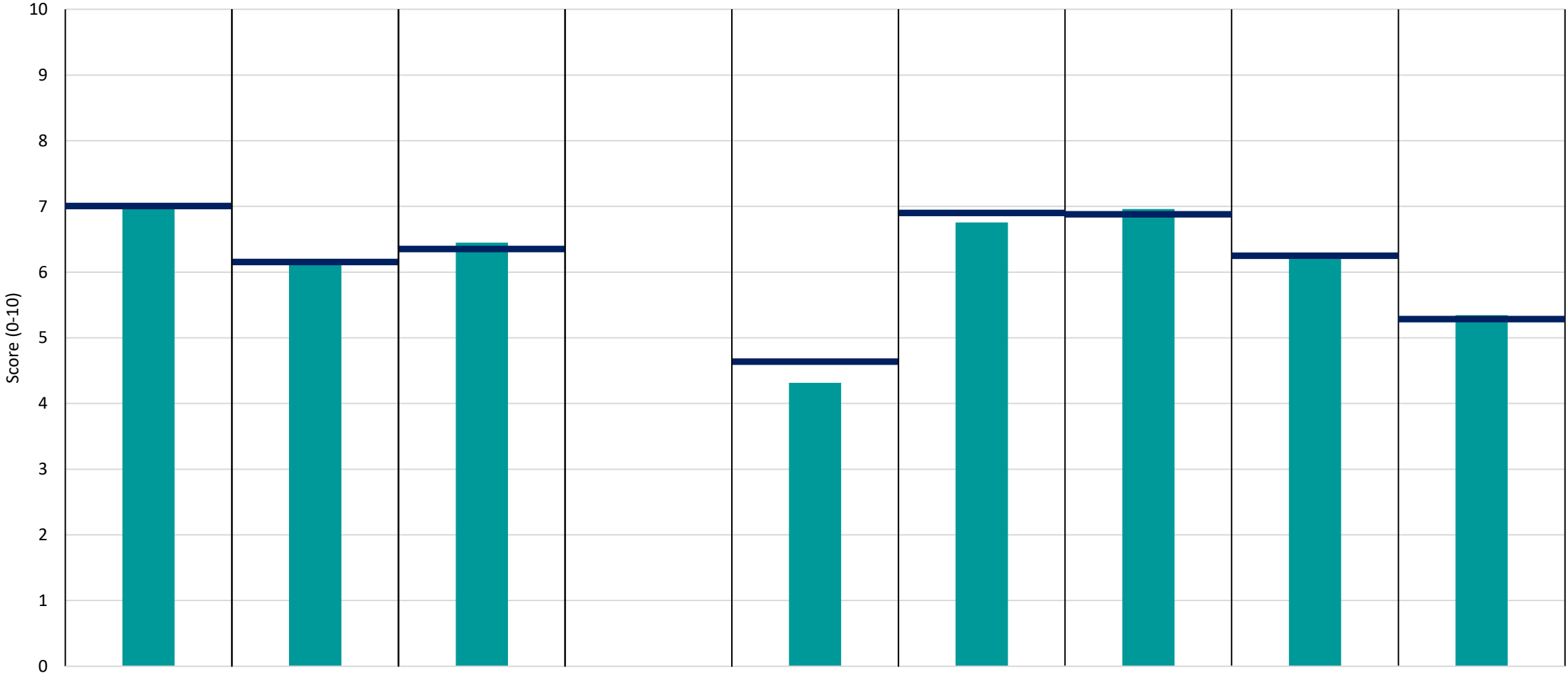|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.08	5.35	5.87	-	-	6.54	6.63	5.44	3.75
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	10	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.

Business Services, Governance & Risk

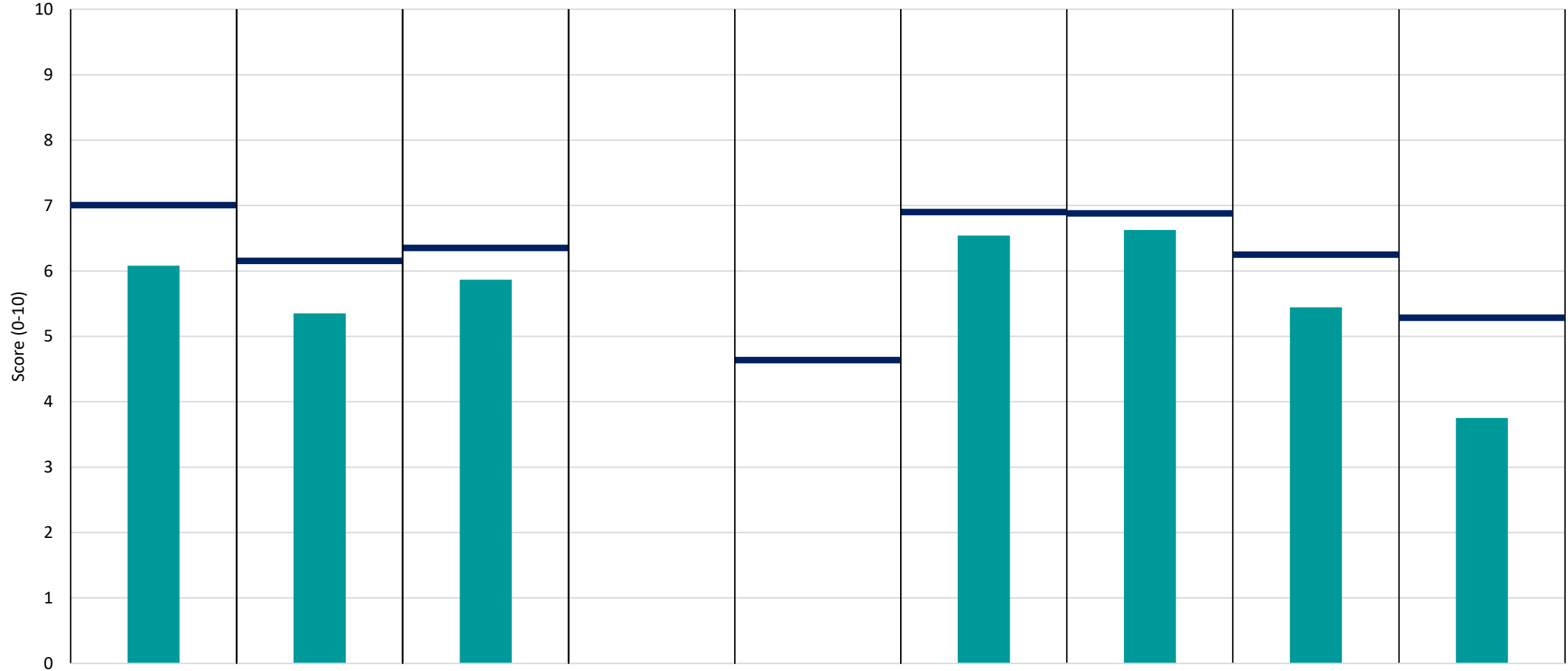|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.13	5.98	6.24	-	4.66	7.16	6.96	6.15	5.31
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	23	23	23	-	22	23	23	23	23

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.

Business Support&PlaceSMT inclPlace

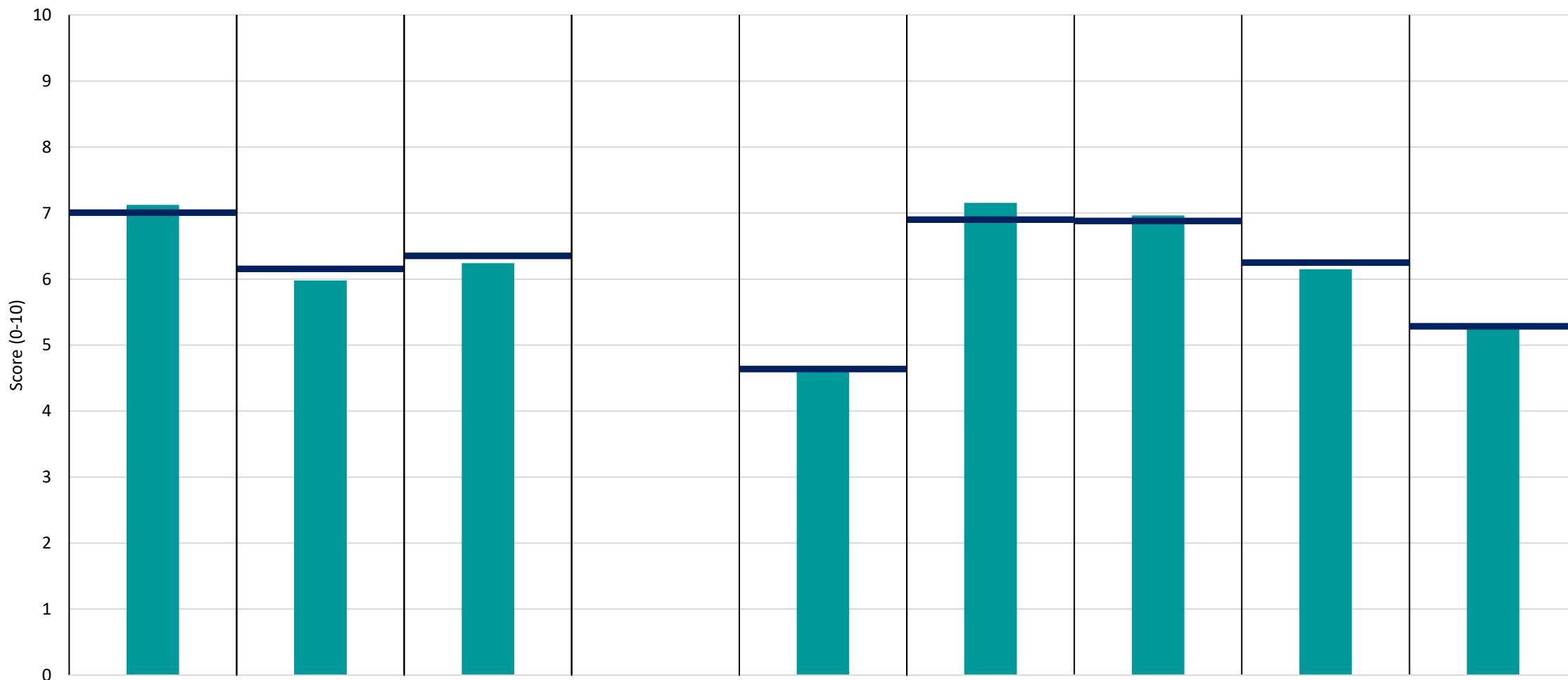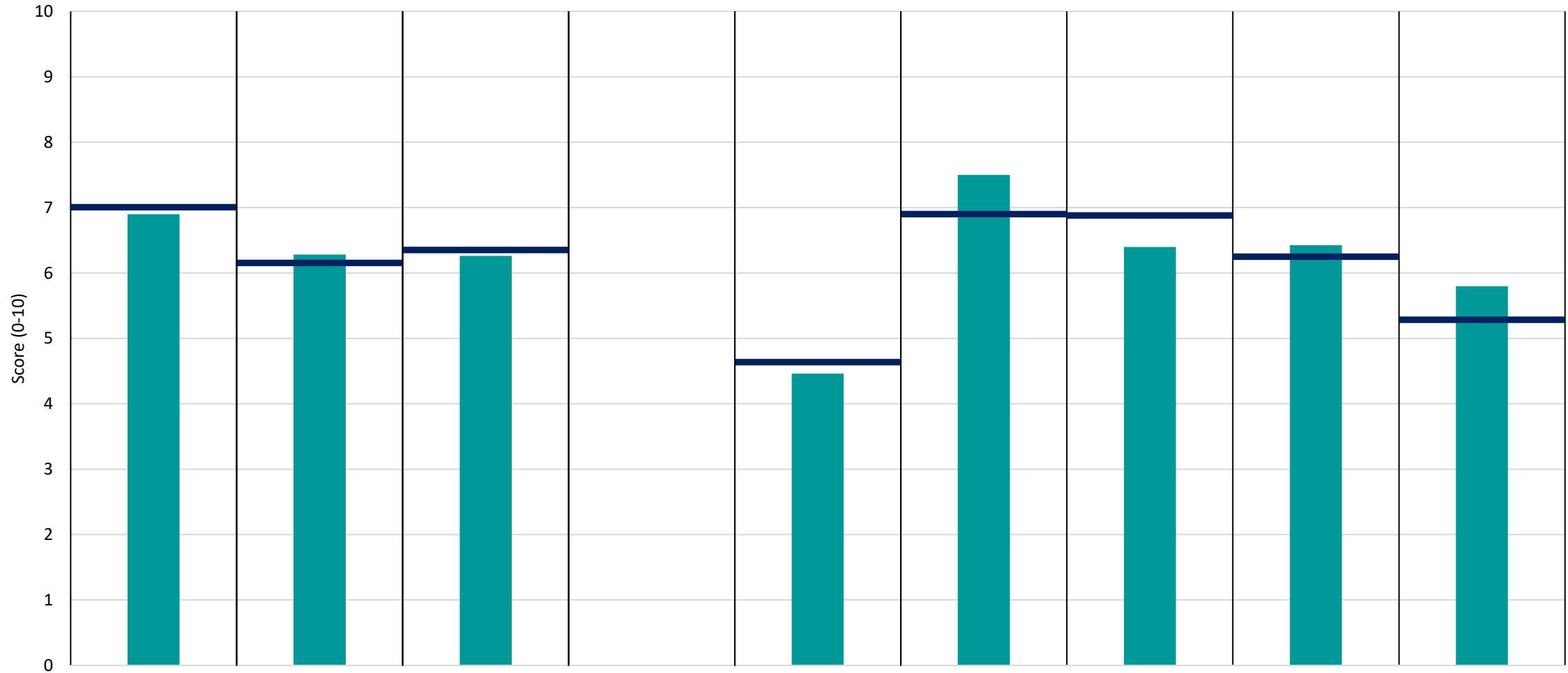|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.90	6.28	6.26	-	4.46	7.50	6.40	6.42	5.80
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
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.

Communications and Engagement

	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	5.90	5.27	5.07	-	3.44	6.19	5.00	4.30	3.62
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
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.

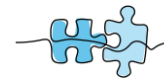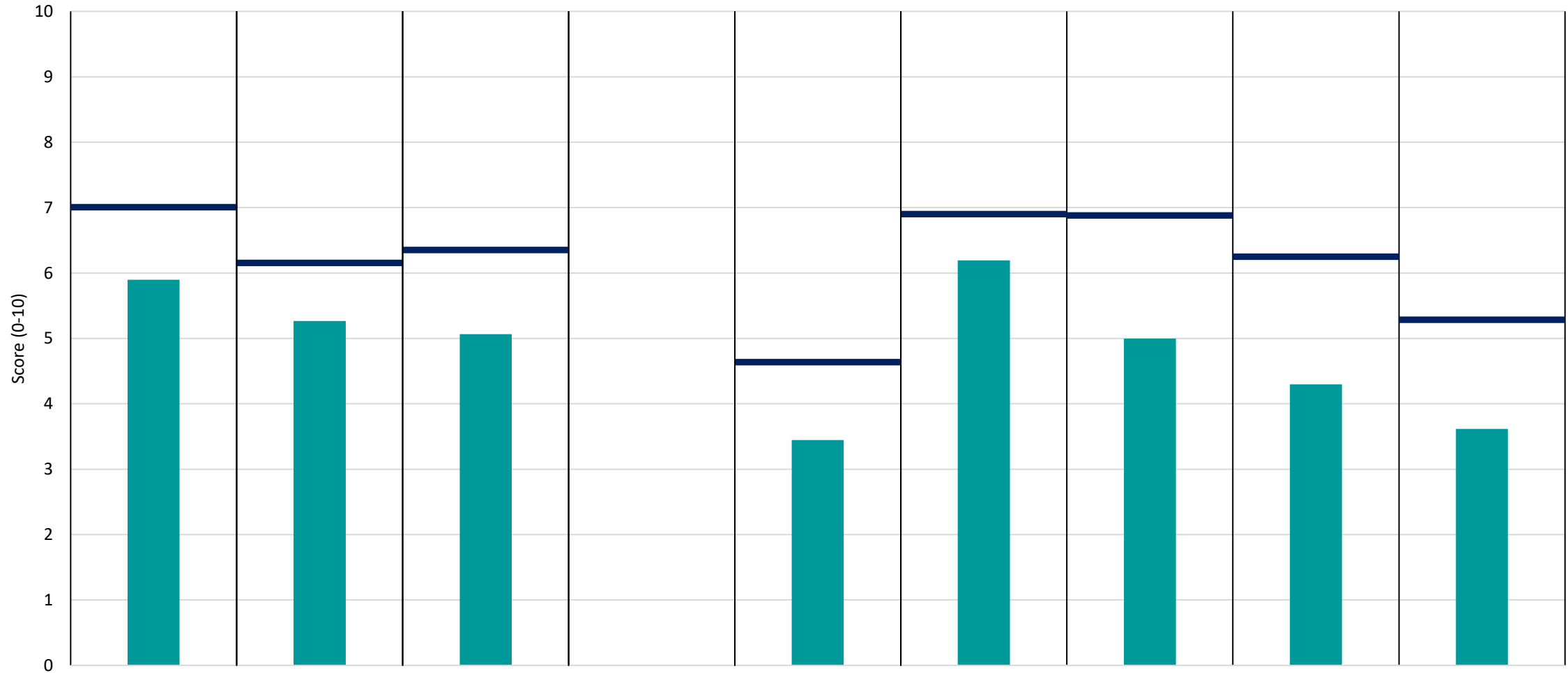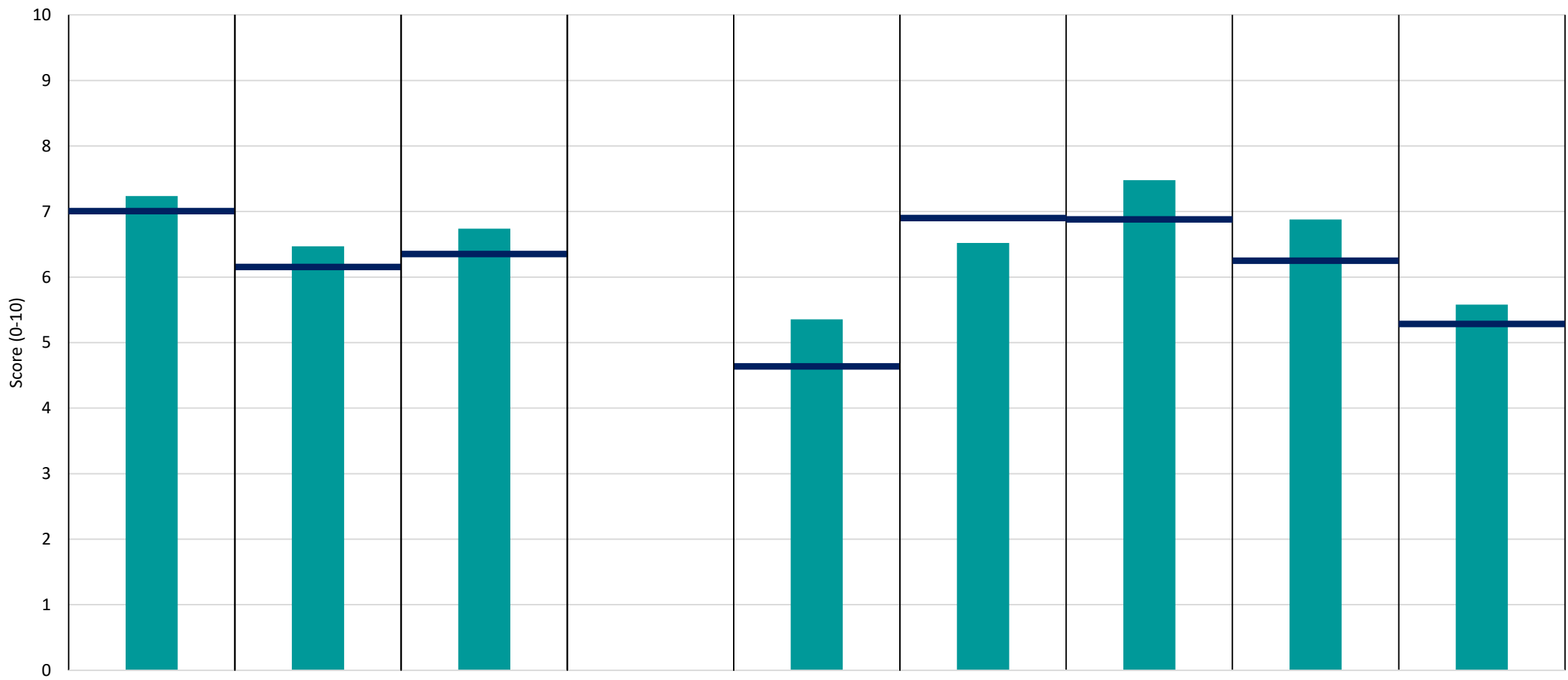|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.24	6.47	6.74	-	5.35	6.52	7.48	6.88	5.58
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	34	34	34	-	34	34	34	34	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.

Contracts,Assurance&Systems Resil

	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	6.19	5.28	4.92	-	3.18	6.04	5.89	5.31	4.07
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	20	20	20	-	19	20	20	20	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.

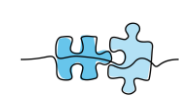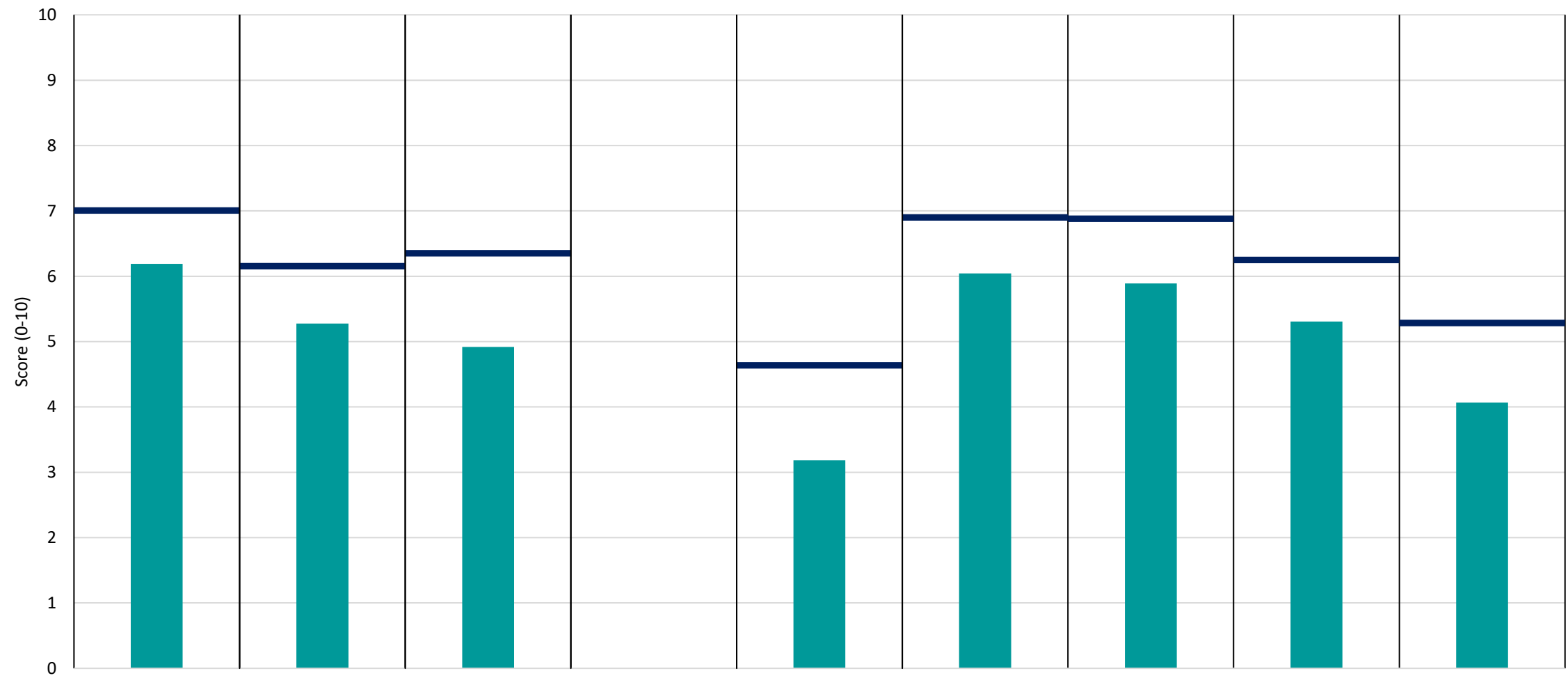|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.59	8.41	8.84	-	7.98	8.33	8.38	8.76	7.45
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	11	11	11	-	11	11	11	11	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.

Estates, Major Reconfig & Diagnostics

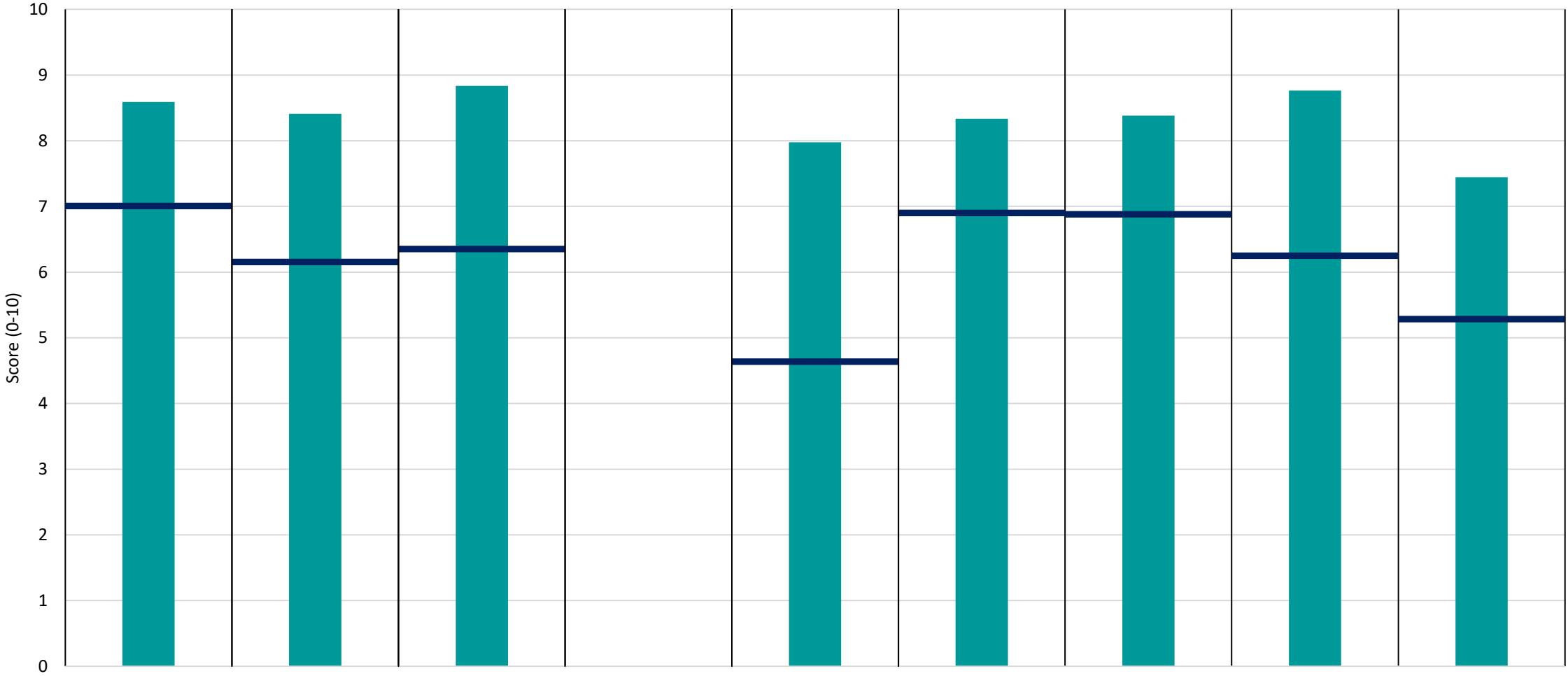|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.80	6.27	6.44	-	4.01	5.19	6.58	6.39	5.85
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	15	15	15	-	14	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.

Finance

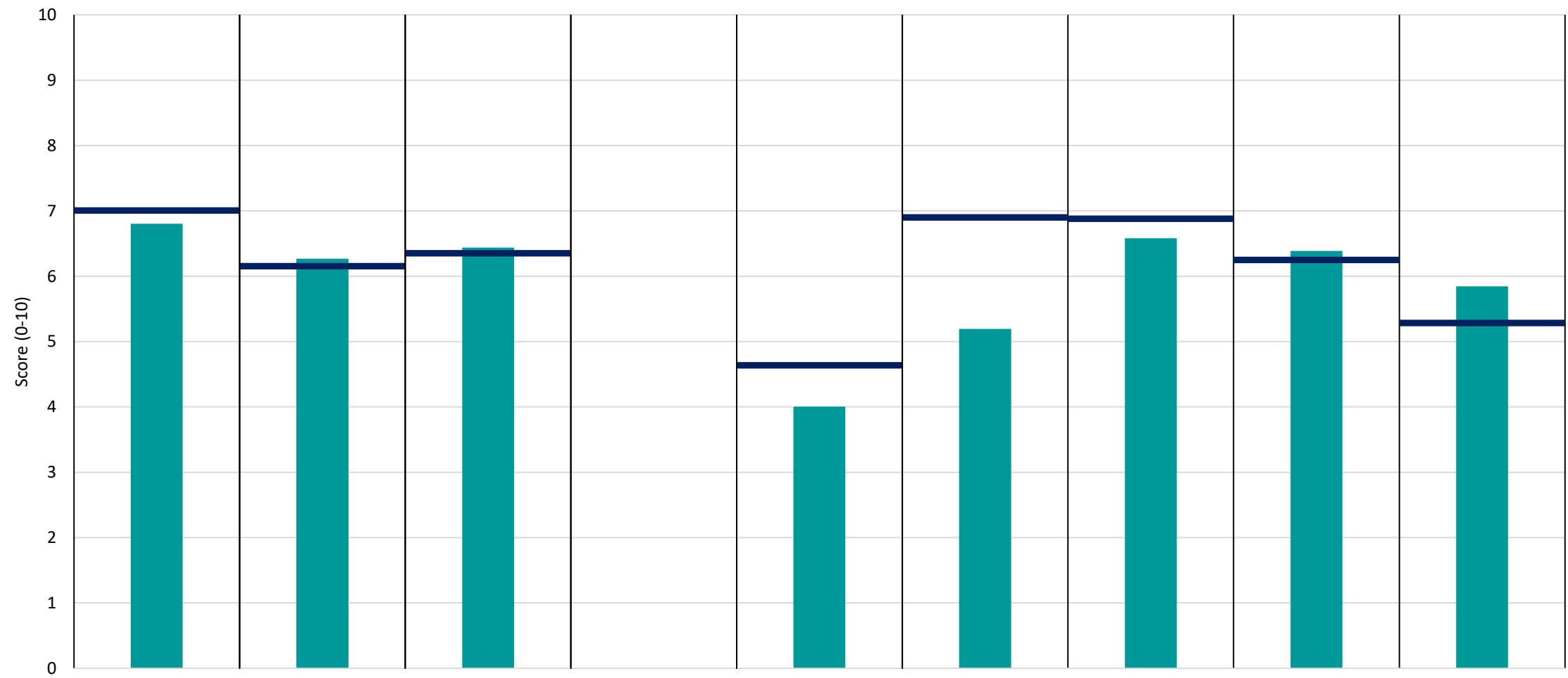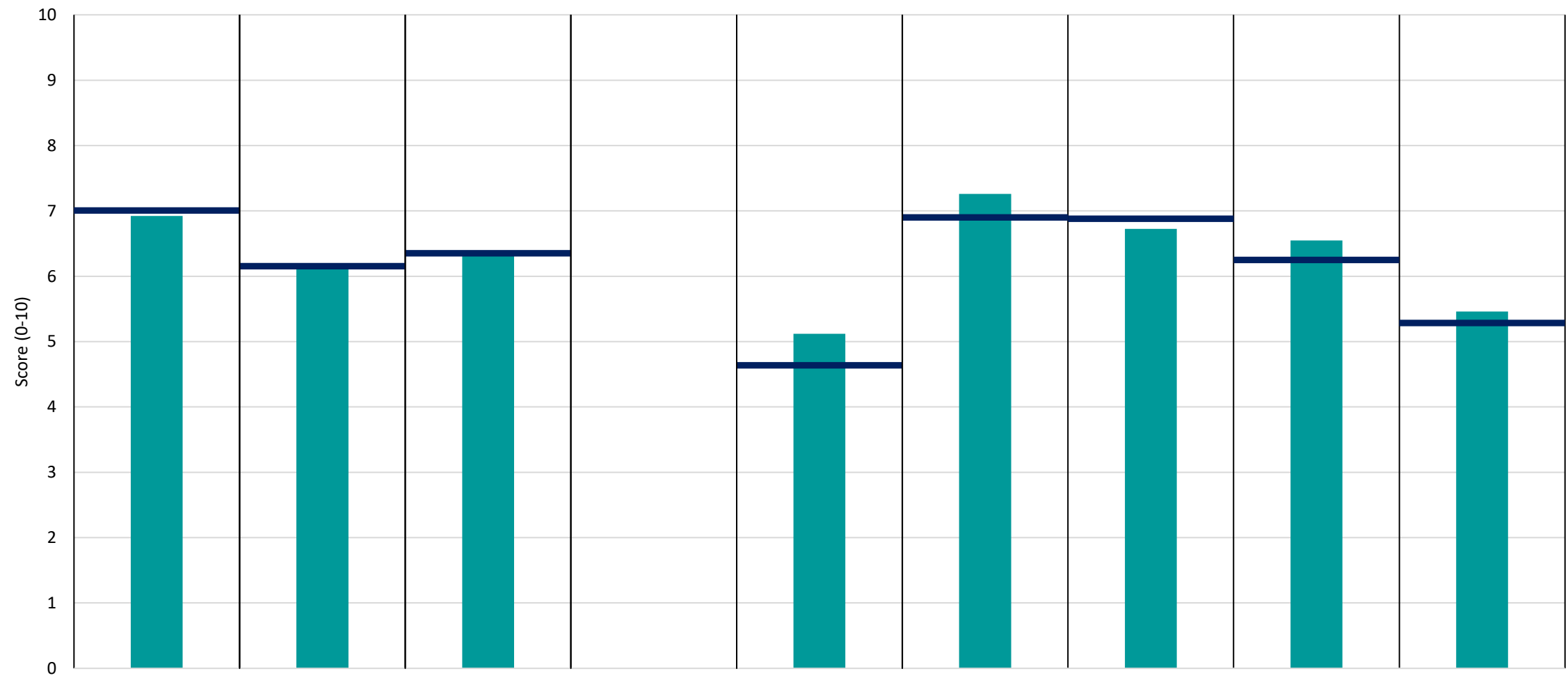|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.92	6.18	6.37	-	5.12	7.26	6.73	6.55	5.46
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	32	33	31	-	29	33	32	33	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.

GP IT and Systems Team

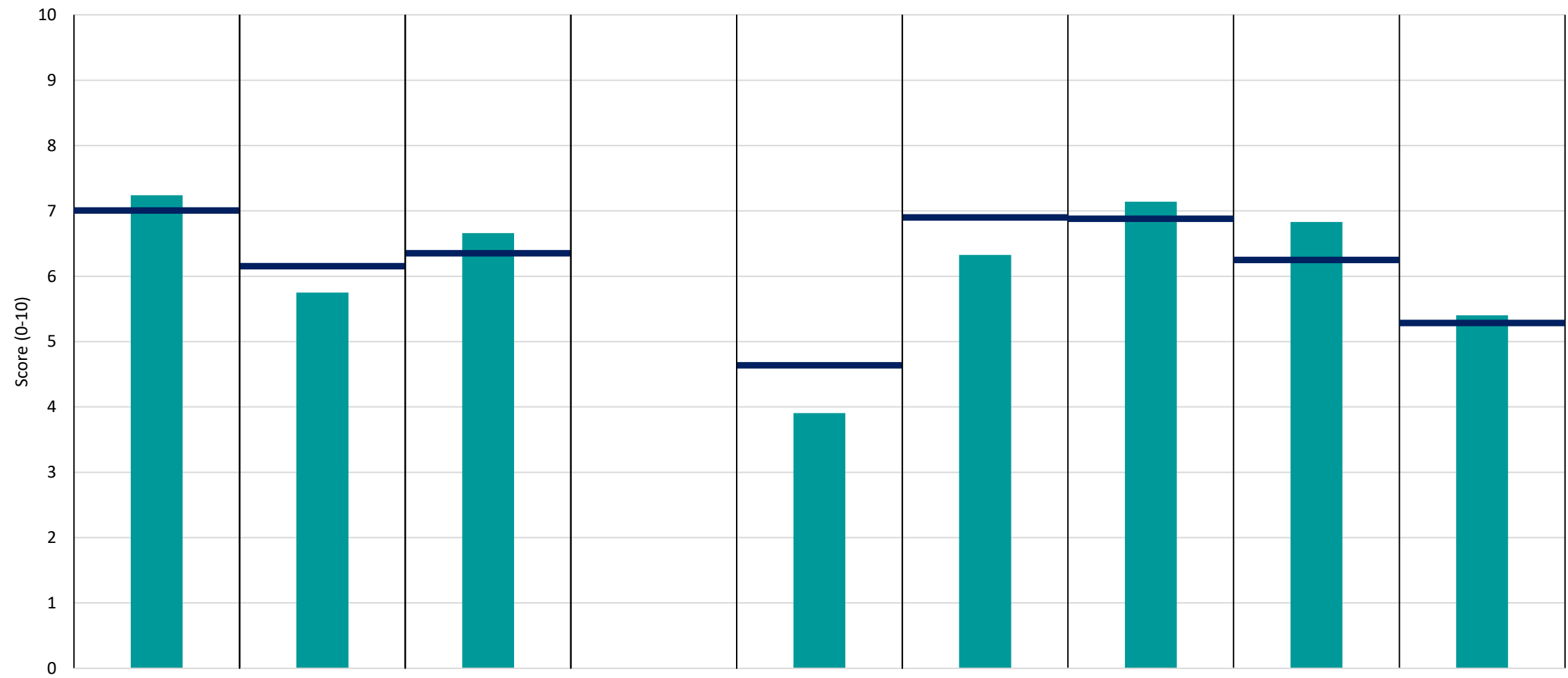|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.24	5.75	6.66	-	3.91	6.33	7.14	6.83	5.40
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	22	22	22	-	16	22	22	22	22

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.

Medicines Management Teams
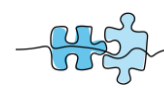
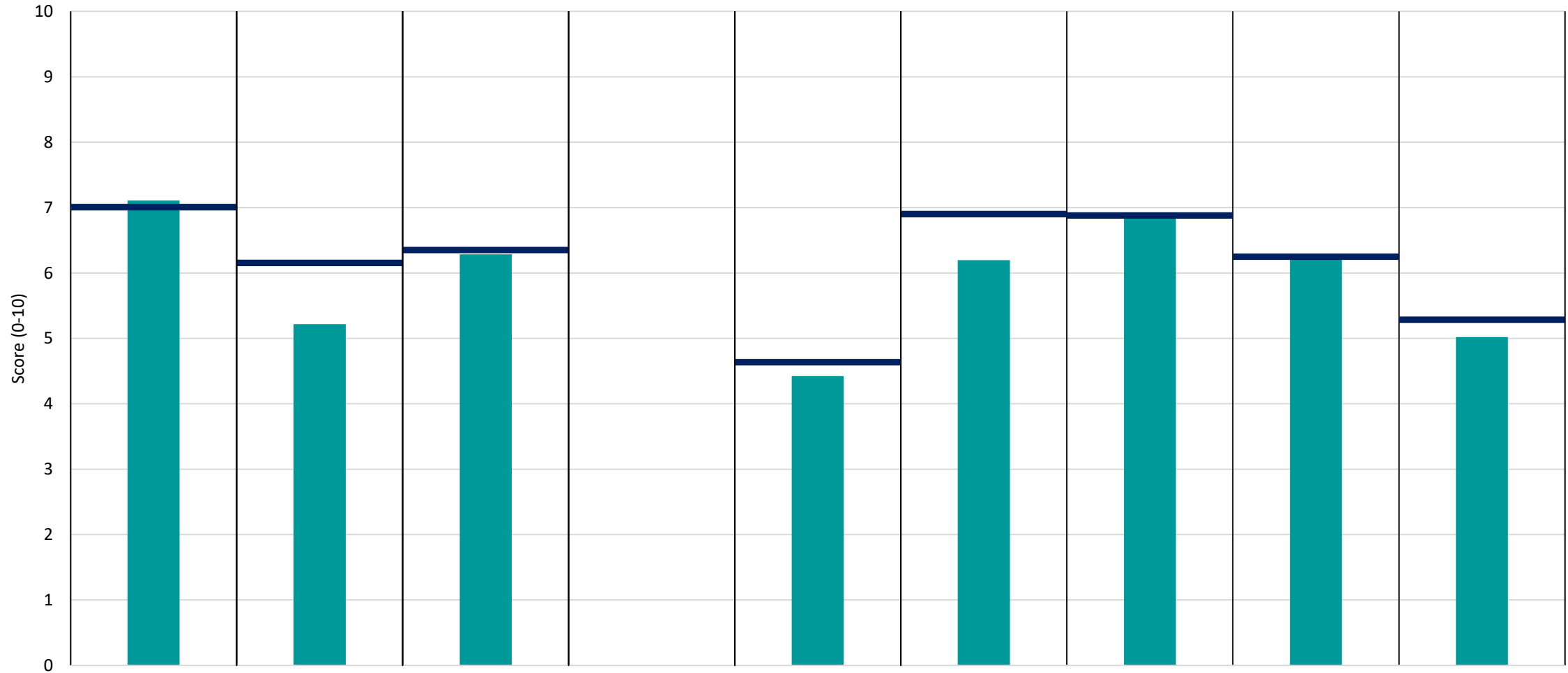|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.11	5.22	6.28	-	4.42	6.20	6.93	6.22	5.02
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	23	23	23	-	22	23	23	23	23

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, Assurance&Planned Care

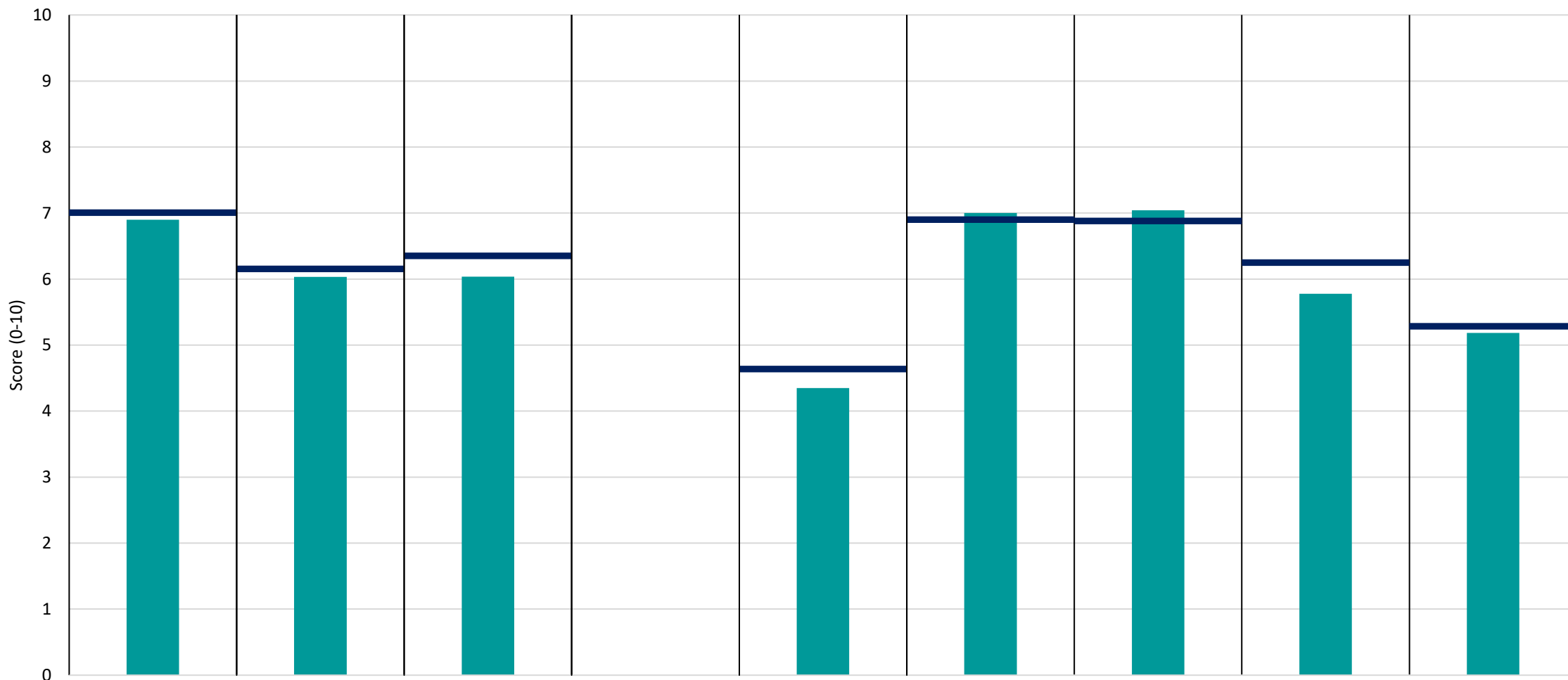|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.90	6.03	6.04	-	4.35	7.00	7.04	5.78	5.18
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
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.

Primary Care and ICP Teams
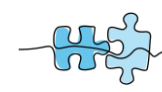
	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.56	5.80	5.83	-	4.10	6.82	6.49	5.90	5.08
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	40	40	40	-	37	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.

Quality and Vaccination Team

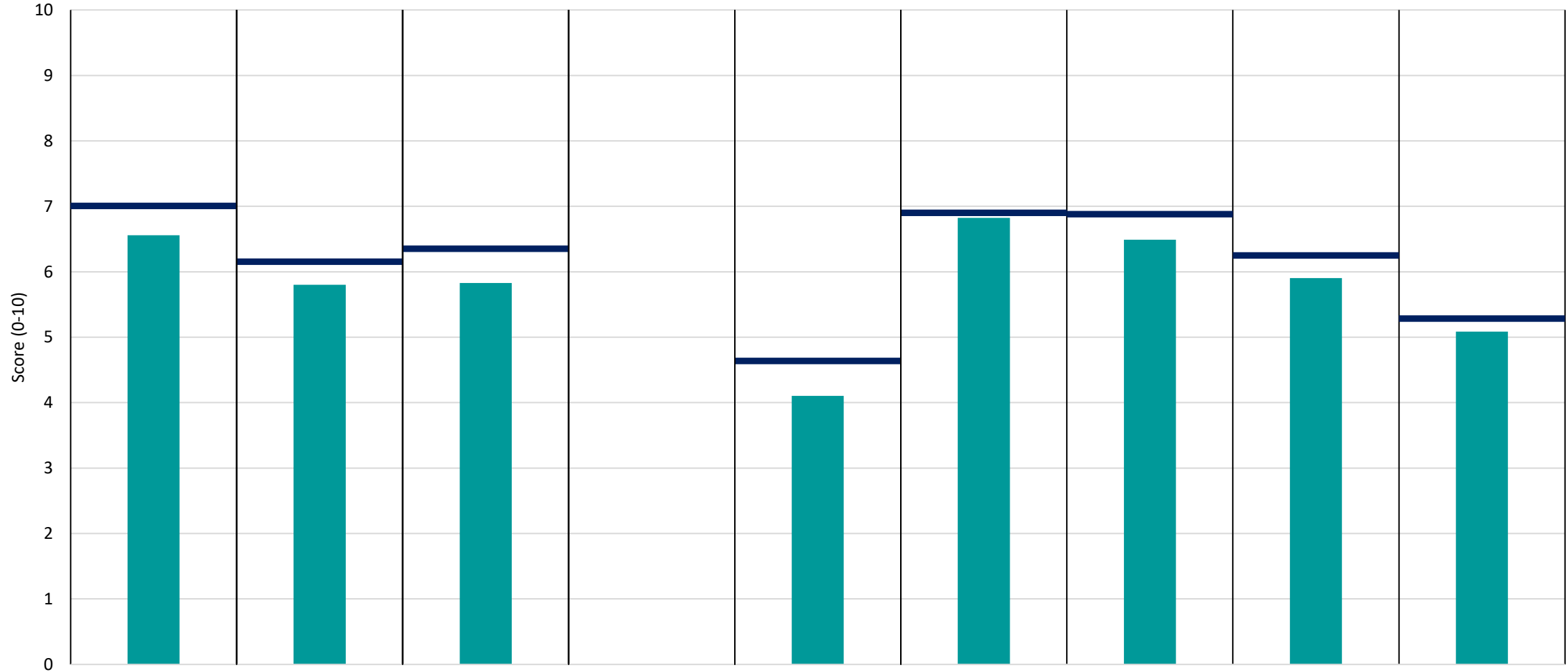|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.45	7.22	6.74	-	5.11	8.38	7.37	6.21	5.80
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	17	17	17	-	16	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.

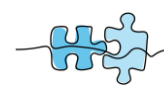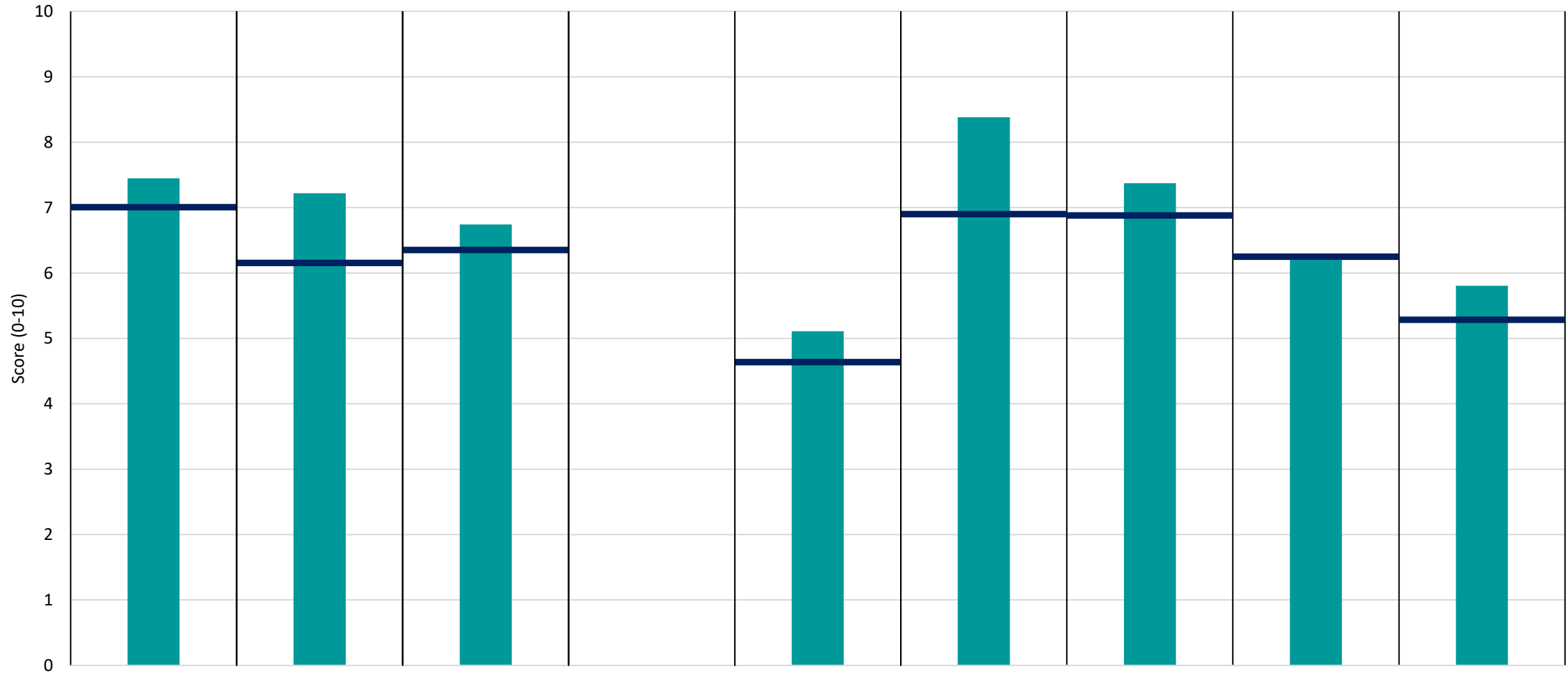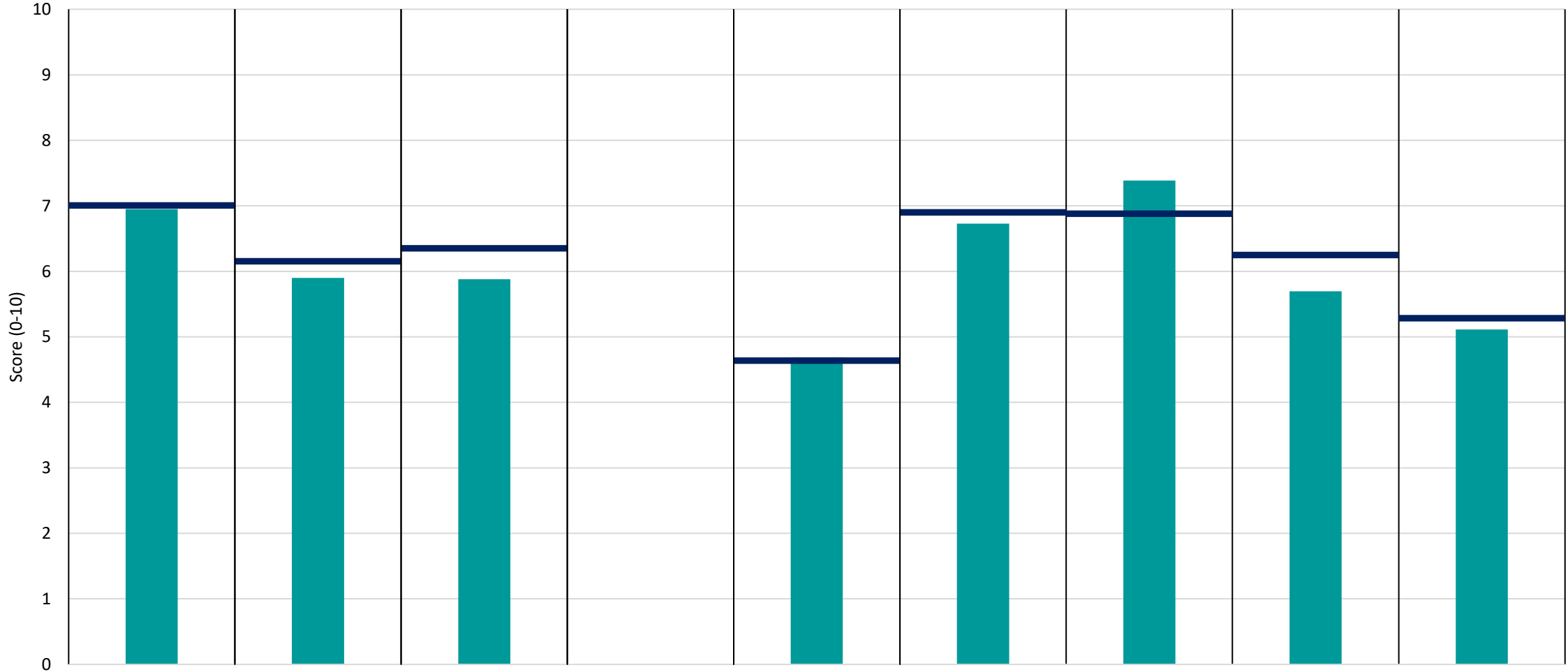|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.95	5.90	5.88	-	4.68	6.73	7.39	5.69	5.11
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	20	20	18	-	19	20	20	20	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.

Safeguarding

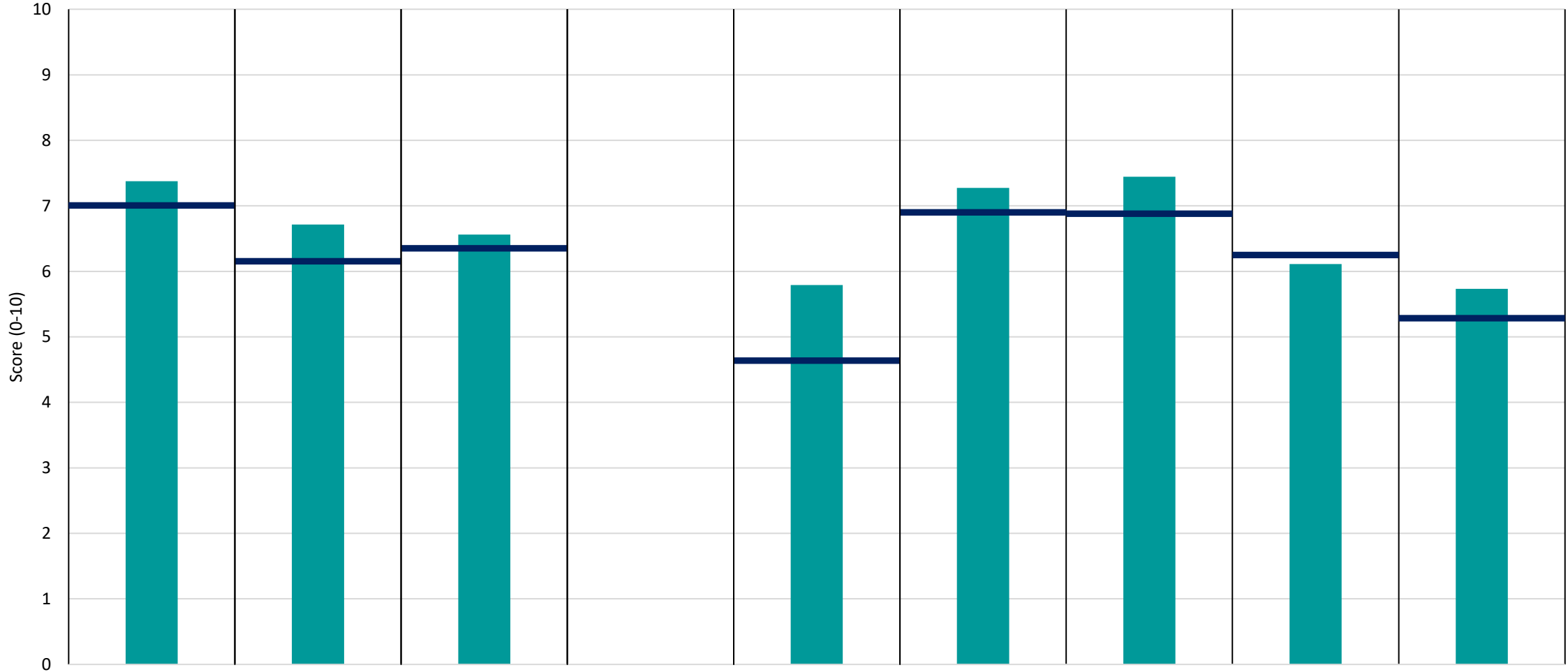|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.38	6.72	6.56	-	5.79	7.27	7.44	6.11	5.73
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	11	11	11	-	10	11	11	11	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.

Strat Comm Programme & PMO

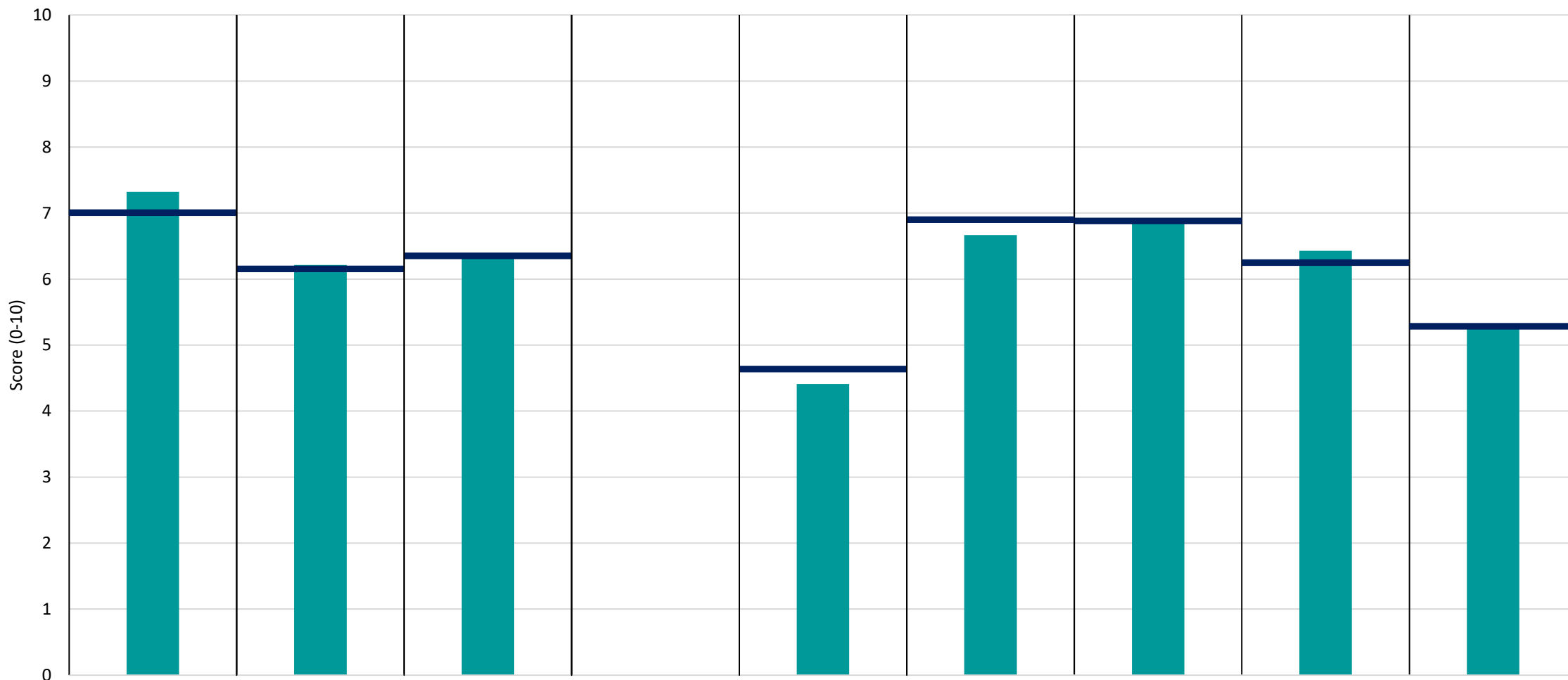|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.32	6.21	6.32	-	4.41	6.67	6.85	6.43	5.30
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
Responses	14	14	14	-	13	14	14	14	14

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.

System Improv, Productivity and BI

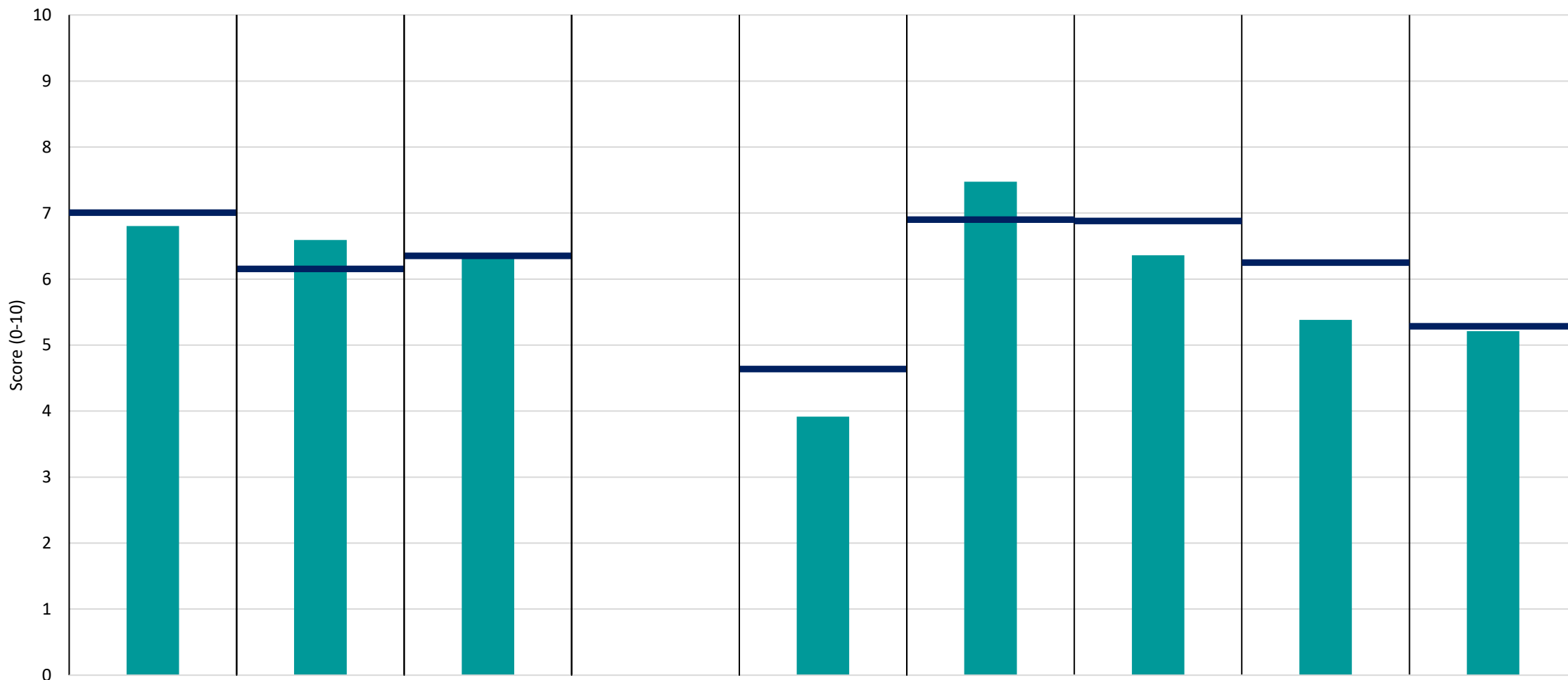|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.80	6.59	6.38	-	3.92	7.47	6.36	5.38	5.21
Your org	7.01	6.15	6.35	-	4.64	6.90	6.88	6.25	5.28
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.