



# NHS Frimley ICB

2023 NHS Staff Survey

Breakdown report

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<u>495 Child &amp; YP,LD Dir,Surrey Health</u>	<u>6</u>
<u>495 Comm &amp; Assur Dir, Brack Forest</u>	<u>7</u>
<u>495 Executive Board Directorate ICB</u>	<u>8</u>
<u>495 Finance Directorate (ICB)</u>	<u>9</u>
<u>495 Hosted POD Directorate (ICB)</u>	<u>10</u>
<u>495 Nursing &amp; Quality Directorate</u>	<u>11</u>
<u>495 Partn &amp; Eng Dir, NEH&amp;F Place</u>	<u>12</u>
<u>495 Primry Care Dev Dir,Slough Plc</u>	<u>13</u>
<u>495 Sys Del &amp; Flow Dir, RBWM Place</u>	<u>14</u>
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This breakdown report for NHS Frimley 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 Frimley 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 Frimley ICB

2023 NHS Staff Survey



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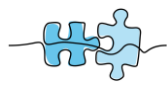
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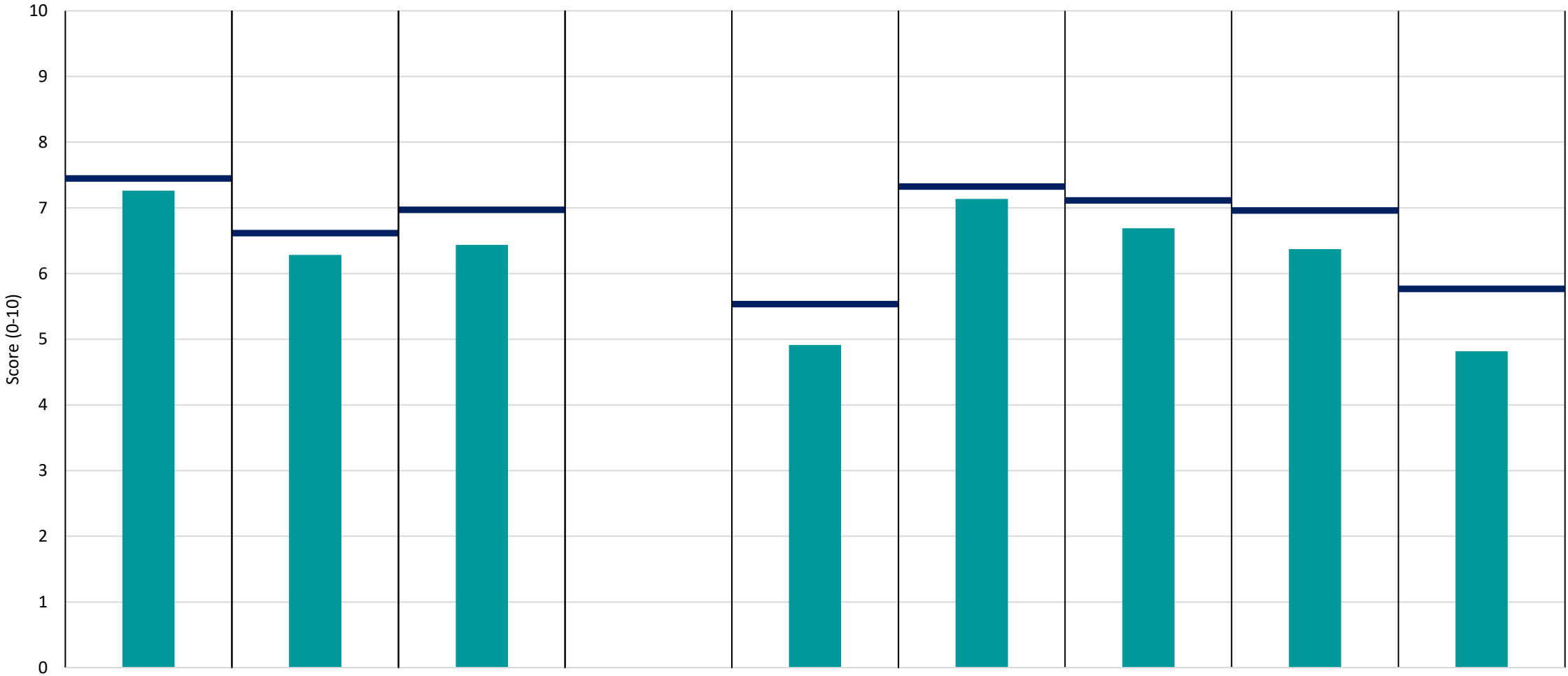
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Staff Engagement

Morale



Breakdown	7.26	6.28	6.44	-	4.91	7.14	6.69	6.37	4.82
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 16 16 16 - 15 16 16 16 16 16 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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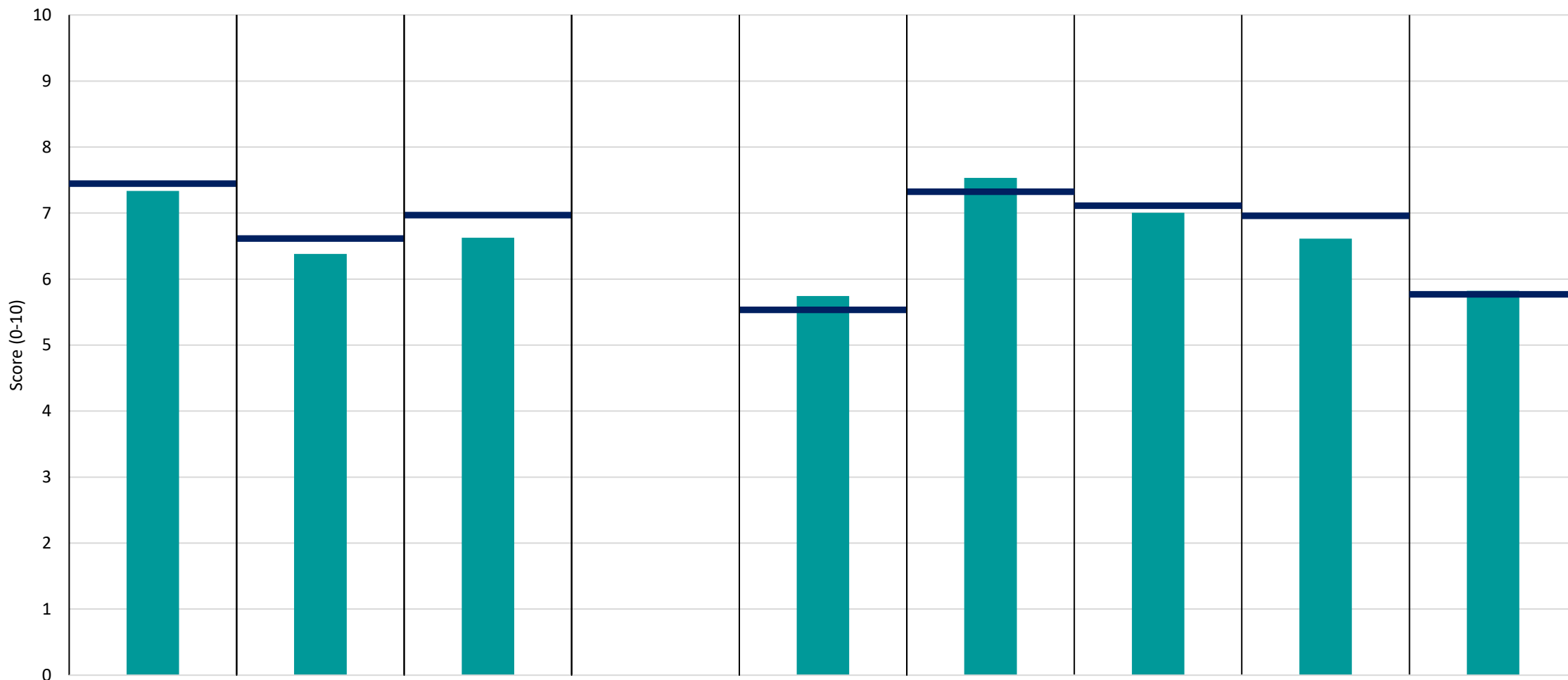
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Staff Engagement

Morale



Breakdown	7.33	6.38	6.63	-	5.74	7.53	7.01	6.61	5.82
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 25 25 25 - 24 24 25 25 25 7

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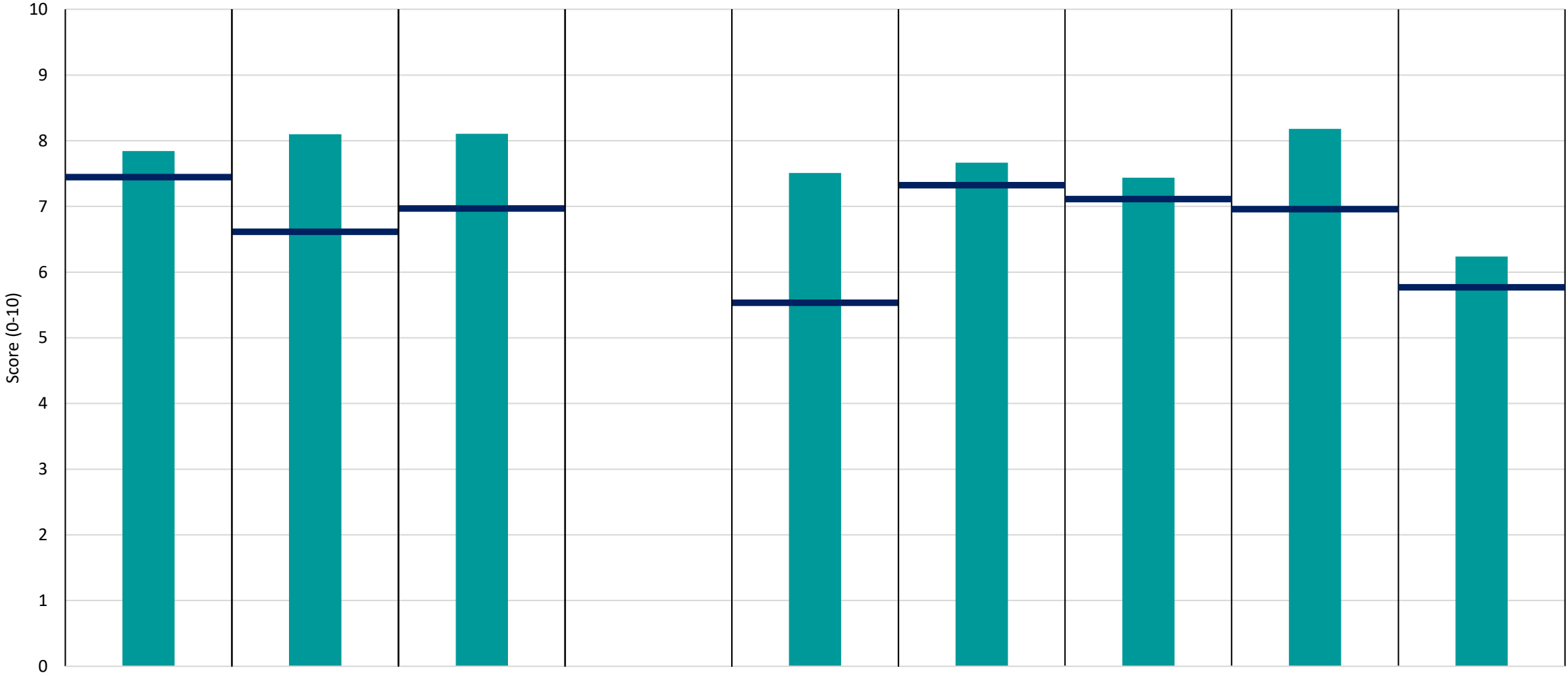
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Staff Engagement

Morale



Breakdown	7.84	8.10	8.11	-	7.51	7.67	7.44	8.18	6.24
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 10 10 10 - 10 10 10 10 10 8

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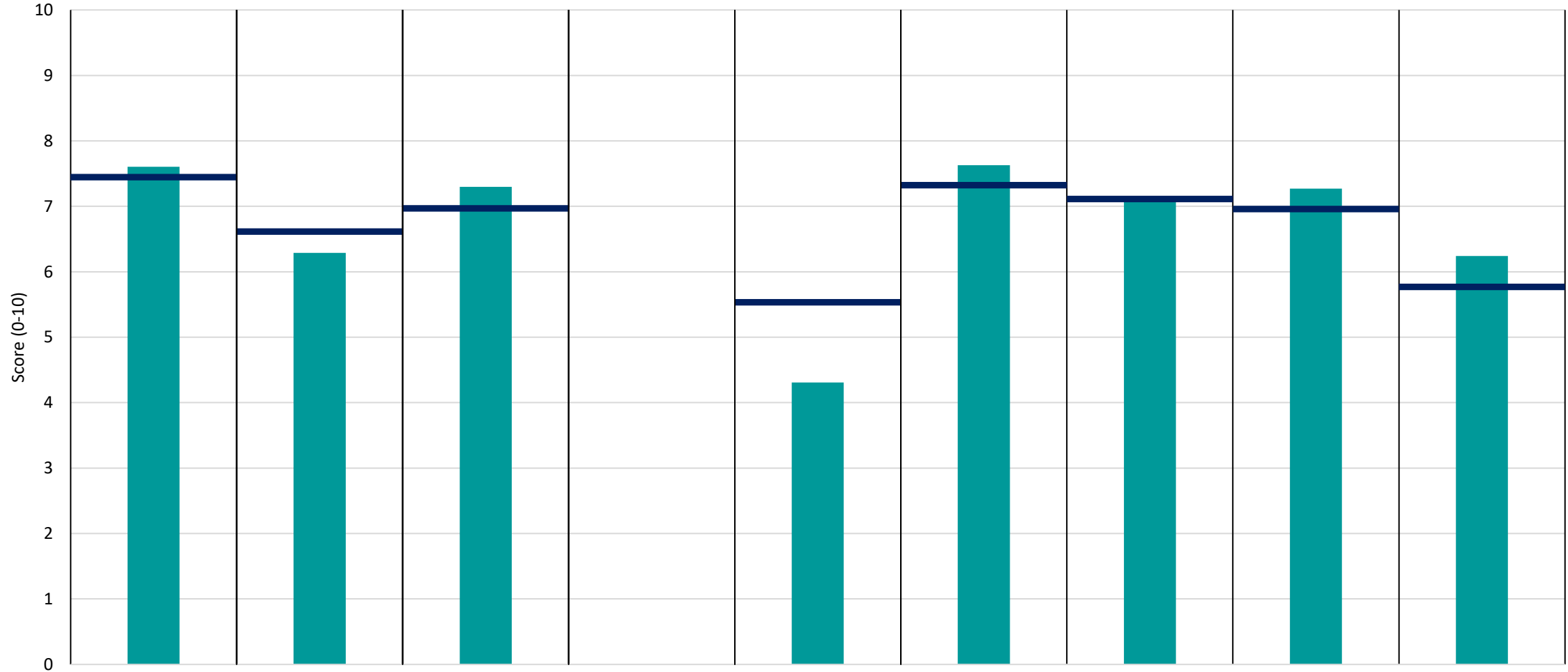
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Staff Engagement

Morale



Breakdown	7.60	6.29	7.30	-	4.31	7.63	7.07	7.27	6.24
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 14 13 12 - 13 13 14 14 14 9

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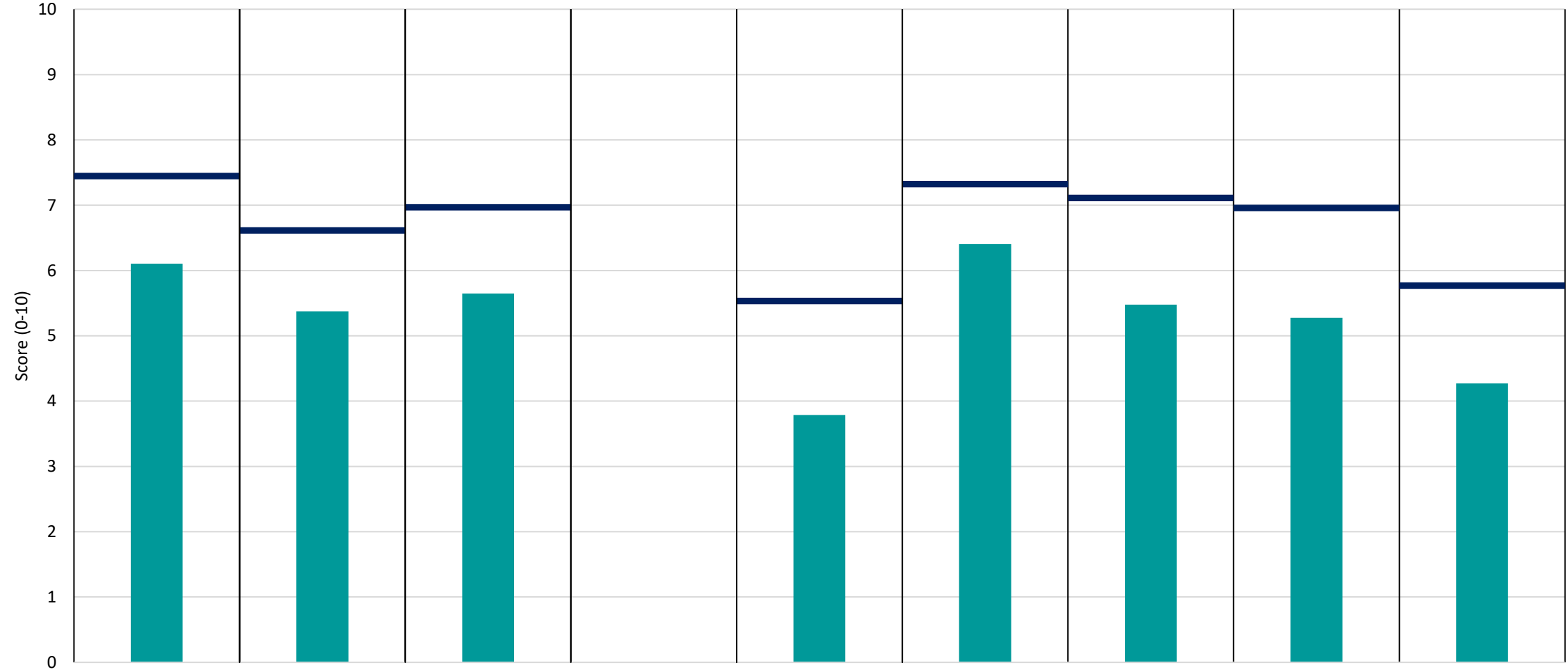
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Staff Engagement

Morale



Breakdown	6.10	5.38	5.65	-	3.79	6.41	5.48	5.28	4.27
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
Responses	16	16	15	-	14	16	16	16	16

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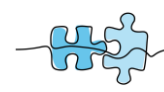
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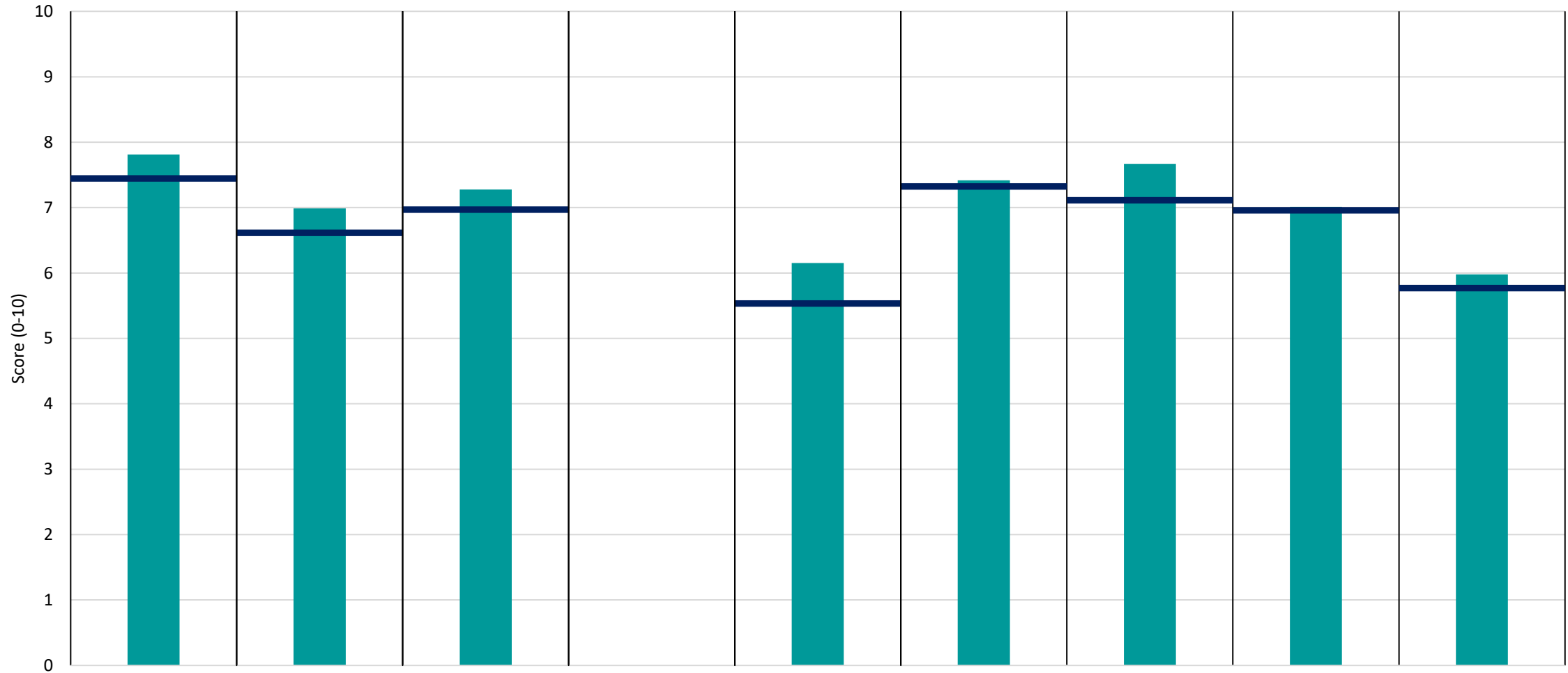
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Staff Engagement

Morale



Breakdown	7.81	6.99	7.28	-	6.15	7.42	7.67	7.01	5.98
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 43 43 41 - 41 43 43 42 43 11

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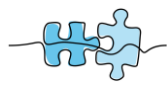
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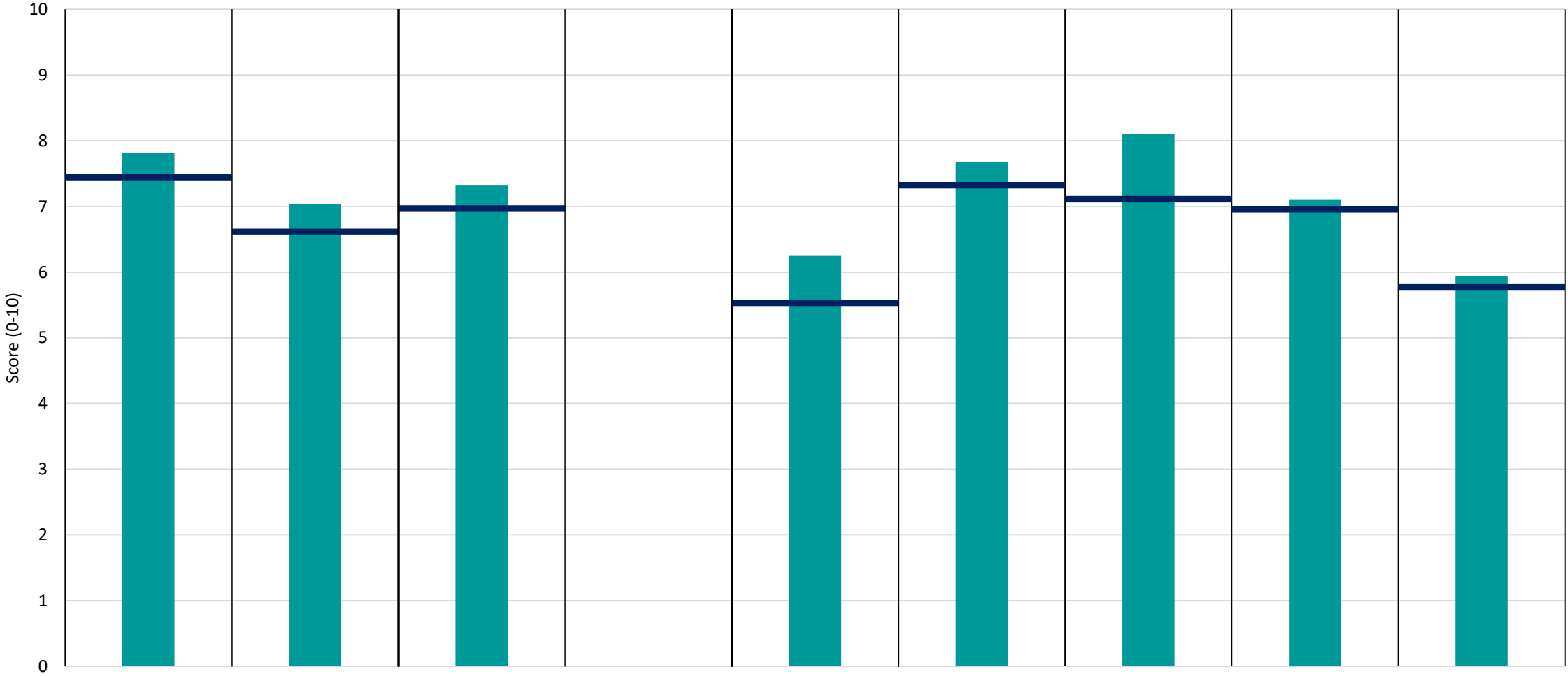
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Staff Engagement

Morale



Breakdown	7.81	7.04	7.32	-	6.25	7.68	8.10	7.10	5.94
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 23 23 23 - 23 23 23 23 23 23 12

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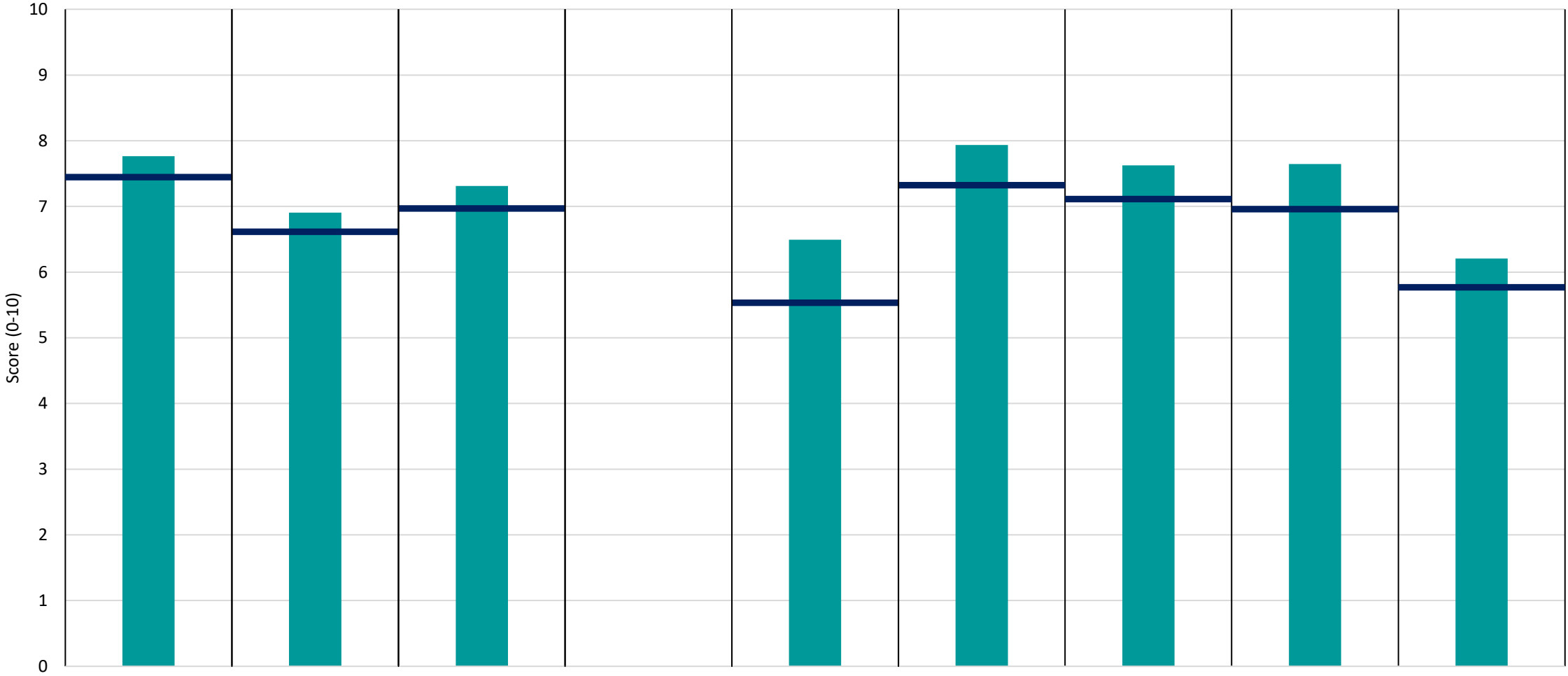
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Staff Engagement

Morale



Breakdown	7.76	6.90	7.31	-	6.49	7.94	7.63	7.65	6.21
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 21 21 21 - 20 21 21 21 21 21 13

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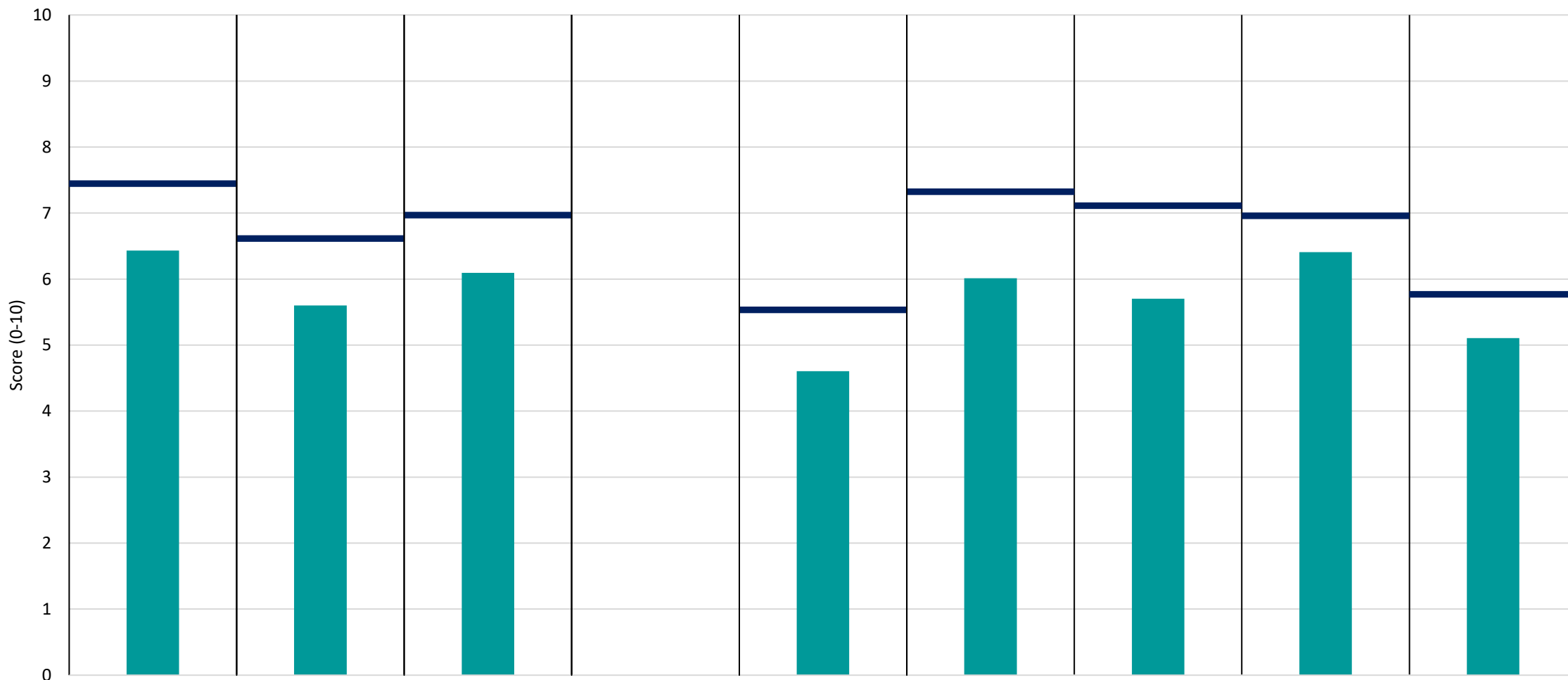
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Staff Engagement

Morale



Breakdown	6.43	5.60	6.10	-	4.60	6.01	5.70	6.41	5.11
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 30 30 30 - 29 30 30 30 30 30 14

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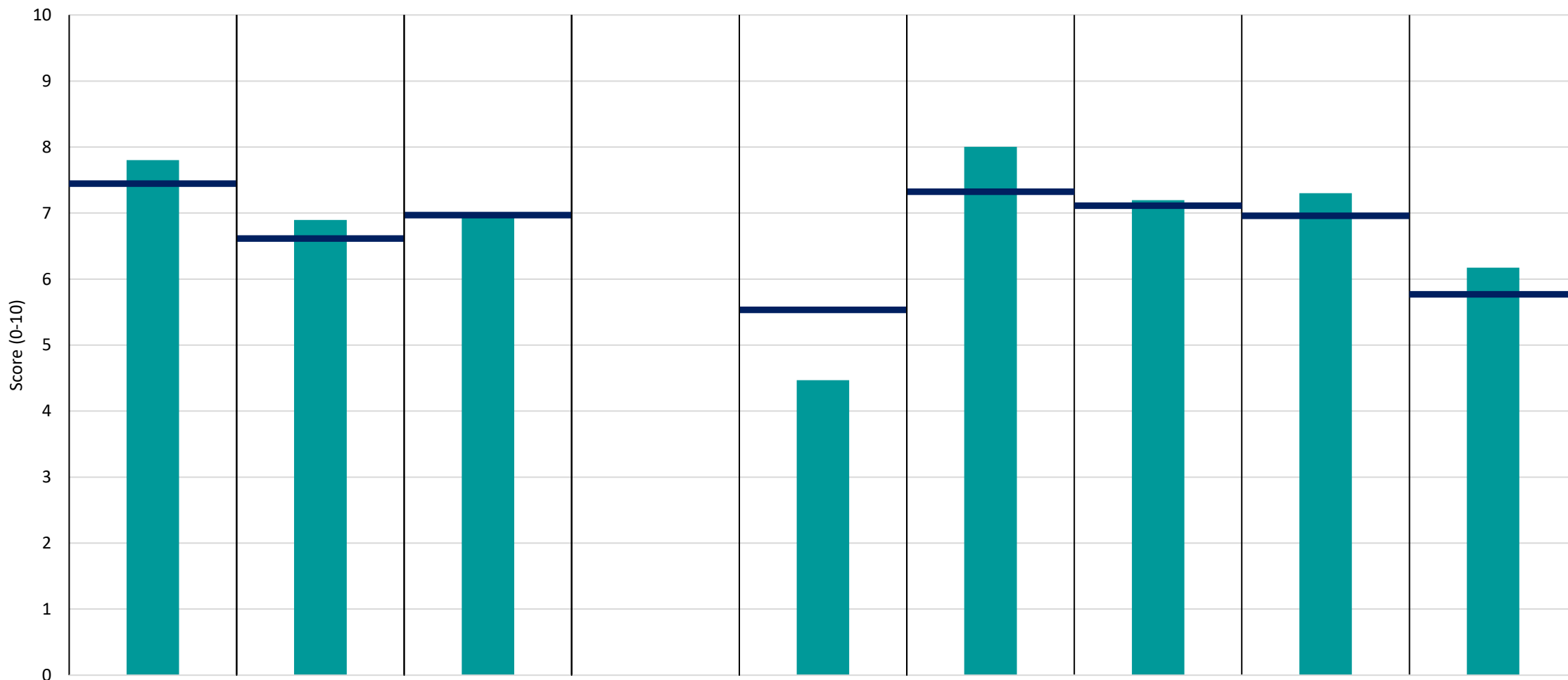
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Staff Engagement

Morale



Breakdown	7.80	6.89	6.97	-	4.47	8.00	7.20	7.30	6.17
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 19 19 19 - 18 19 19 19 19 19 15

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# Breakdowns 2

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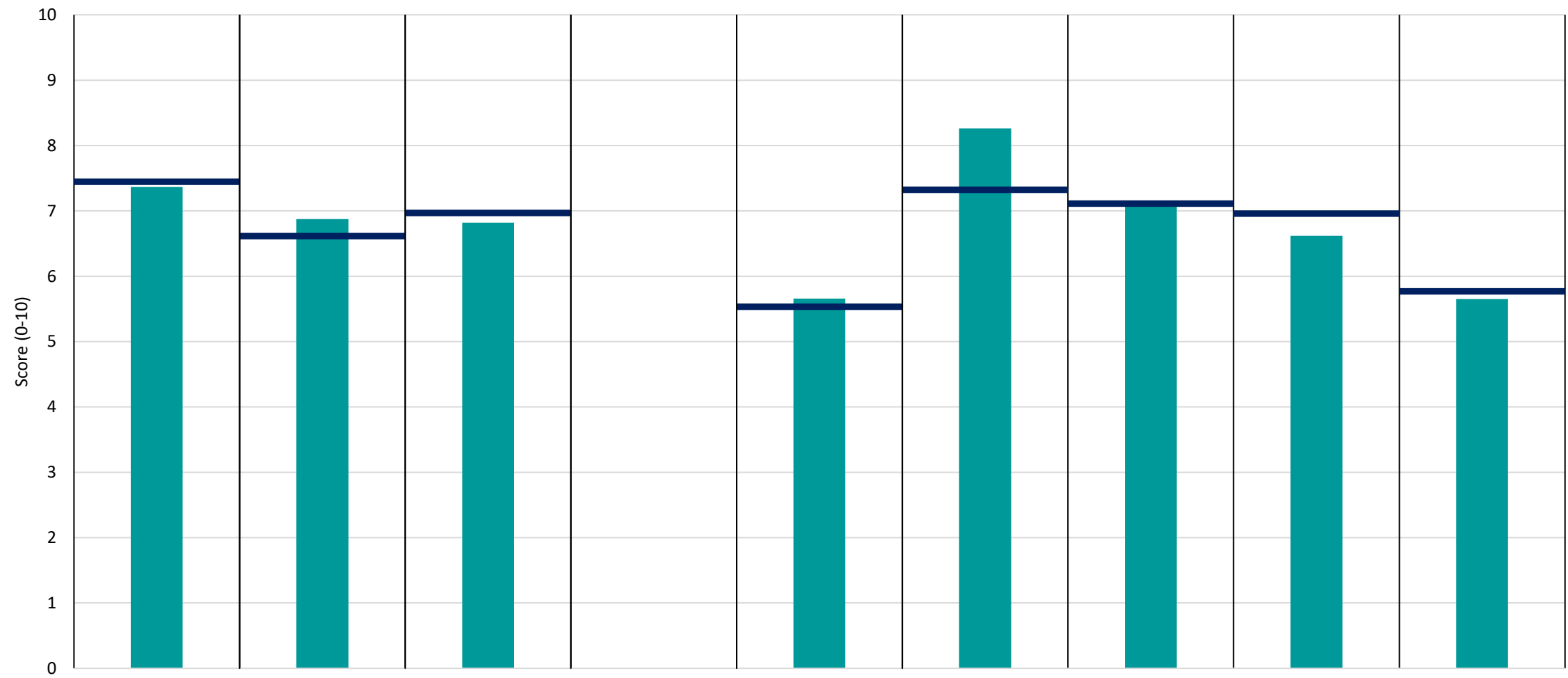
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Staff Engagement

Morale



Breakdown	7.36	6.88	6.82	-	5.66	8.26	7.15	6.62	5.65
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
Responses	12	12	12	-	12	12	12	12	12

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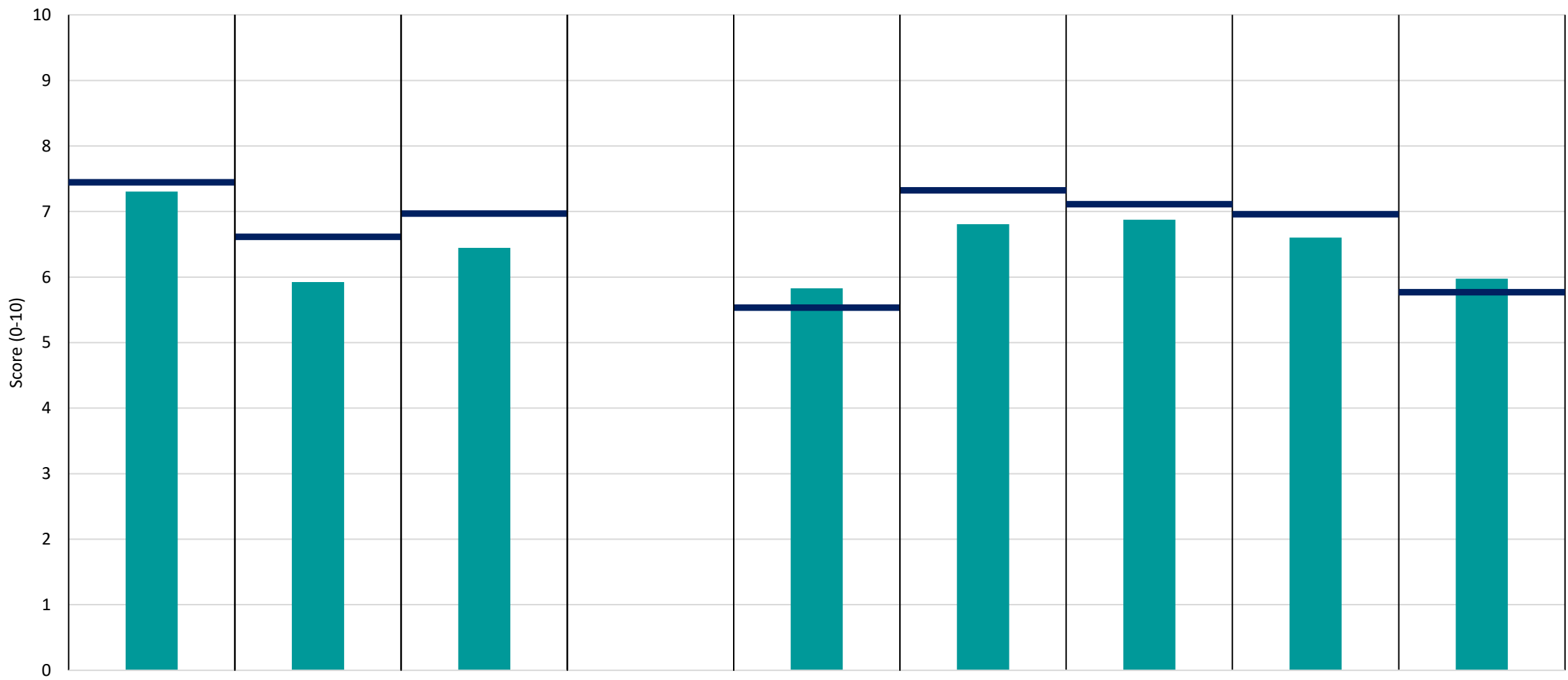
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Staff Engagement

Morale



Breakdown	7.31	5.92	6.45	-	5.83	6.81	6.88	6.60	5.98
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
Responses	13	13	13	-	12	12	13	13	13

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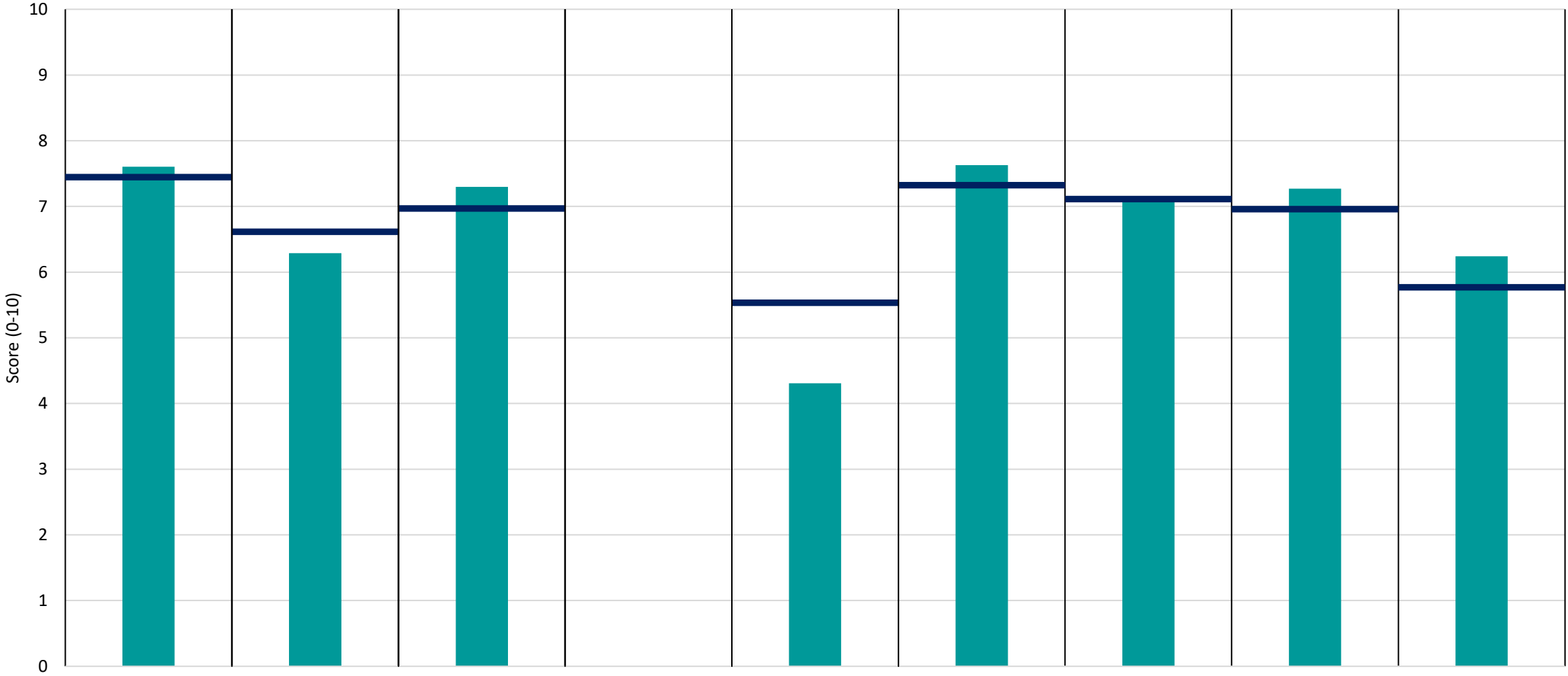
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Staff Engagement

Morale



Breakdown	7.60	6.29	7.30	-	4.31	7.63	7.07	7.27	6.24
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 14 13 12 - 13 13 14 14 14 19

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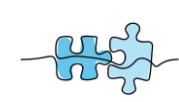
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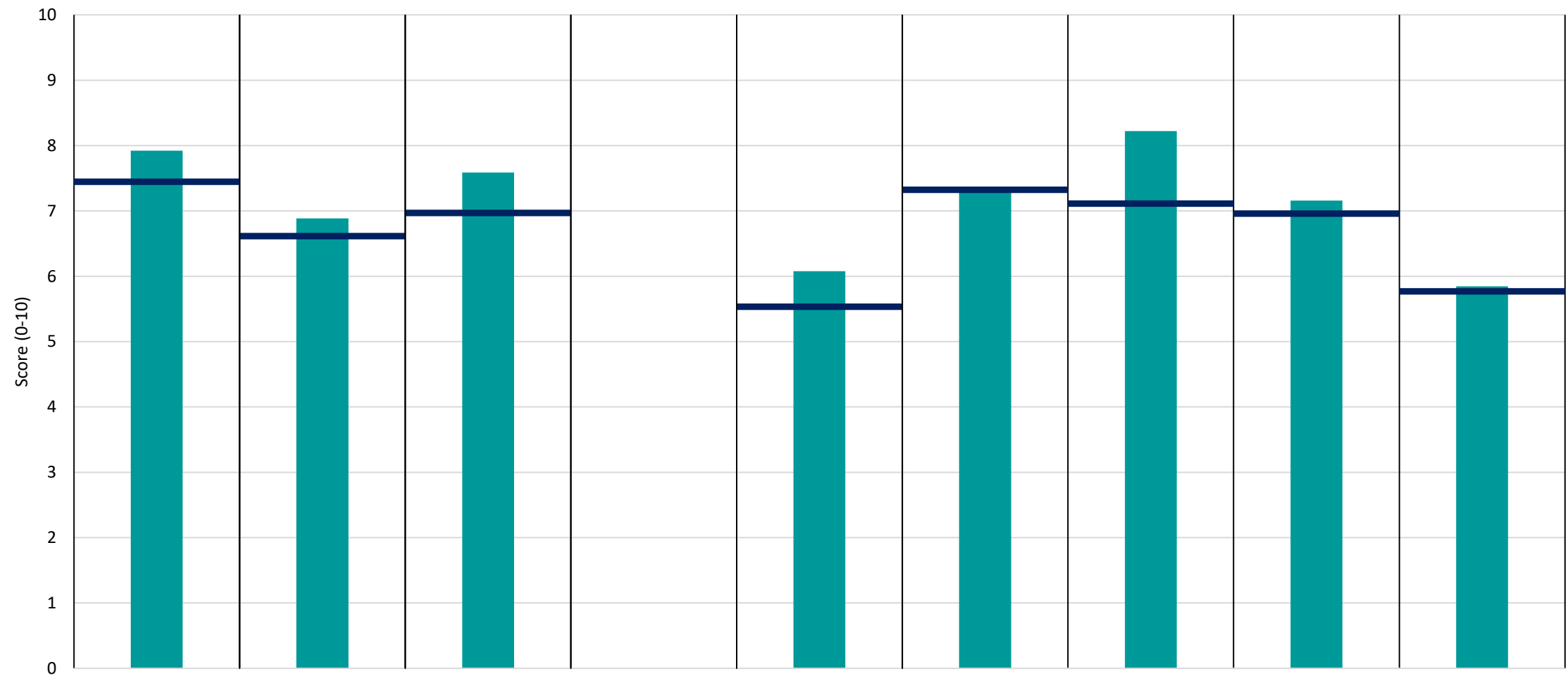
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Staff Engagement

Morale



Breakdown	7.92	6.88	7.59	-	6.08	7.34	8.22	7.16	5.85
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
Responses	13	13	13	-	13	13	13	13	13

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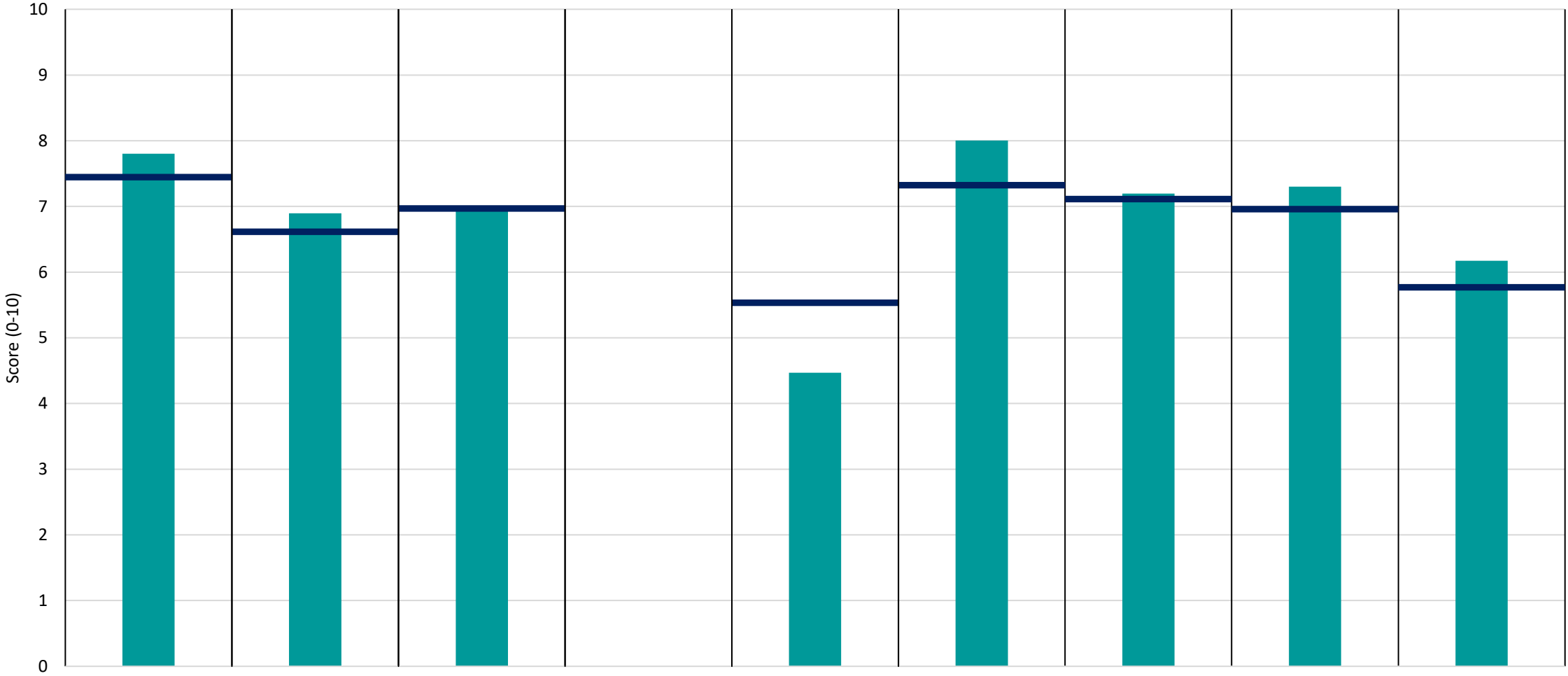
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Staff Engagement

Morale



Breakdown	7.80	6.89	6.97	-	4.47	8.00	7.20	7.30	6.17
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 19 19 19 - 18 19 19 19 19 21

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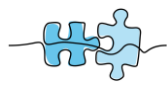
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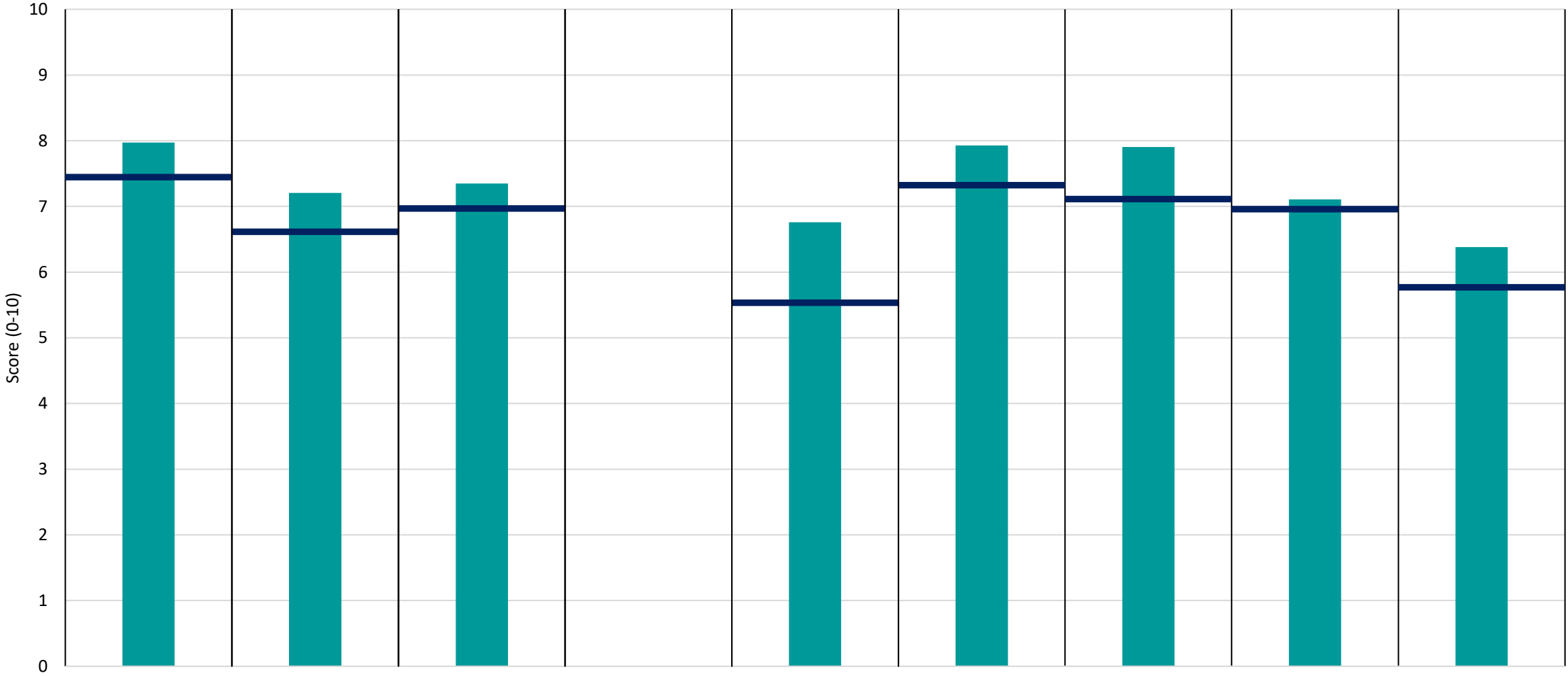
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Staff Engagement

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Breakdown	7.97	7.21	7.35	-	6.76	7.93	7.90	7.11	6.38
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 17 17 16 - 16 17 17 17 17 22

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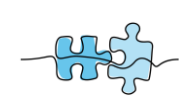
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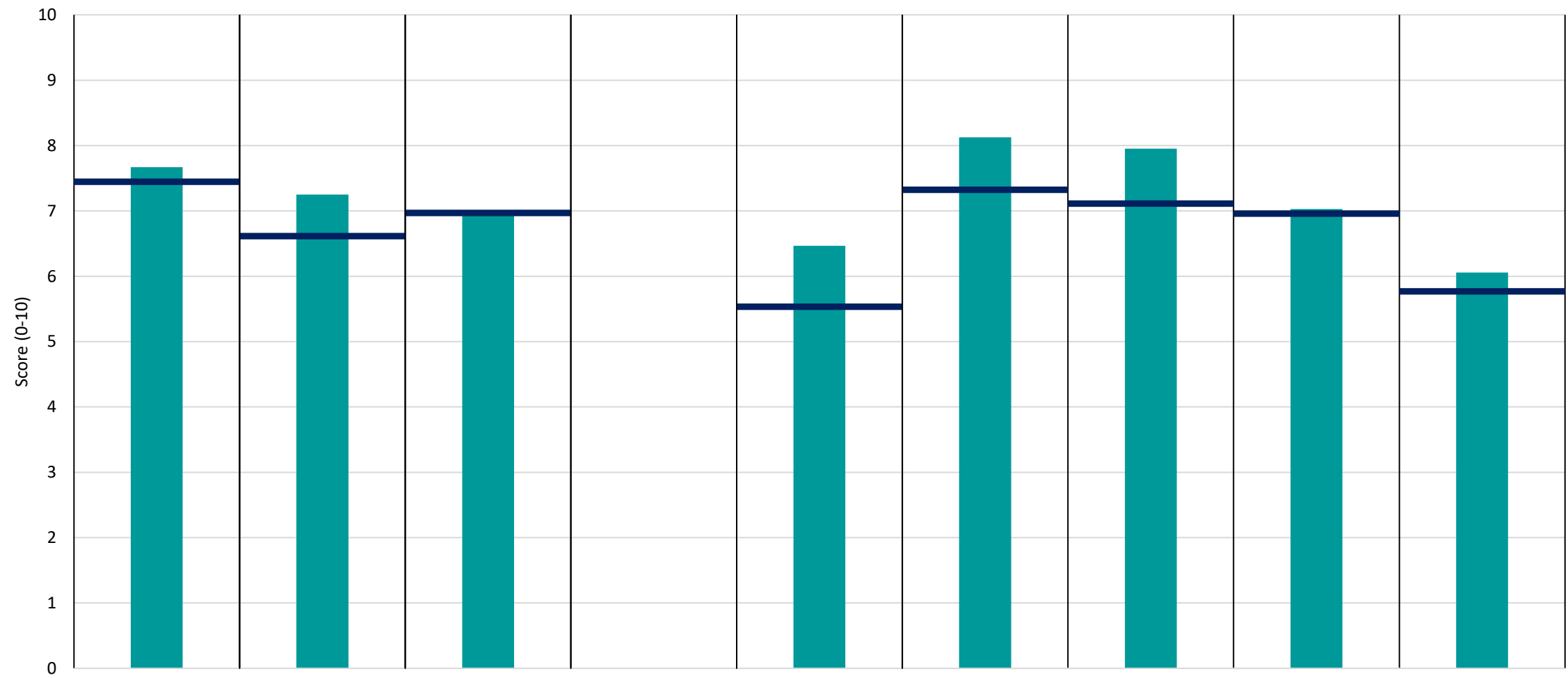
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Staff Engagement

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Breakdown	7.67	7.25	6.97	-	6.47	8.13	7.95	7.03	6.06
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
Responses	10	10	10	-	10	10	10	10	10

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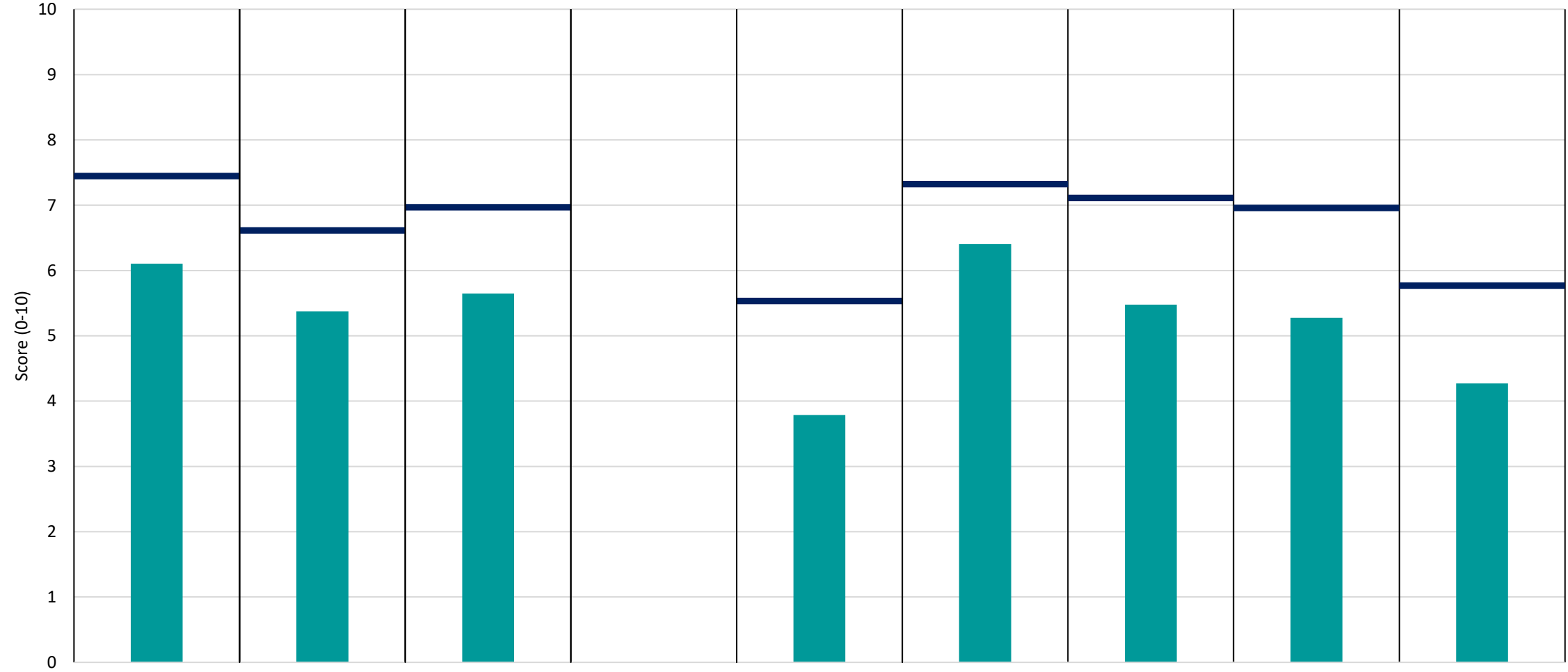
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Staff Engagement

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Breakdown	6.10	5.38	5.65	-	3.79	6.41	5.48	5.28	4.27
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
Responses	16	16	15	-	14	16	16	16	16

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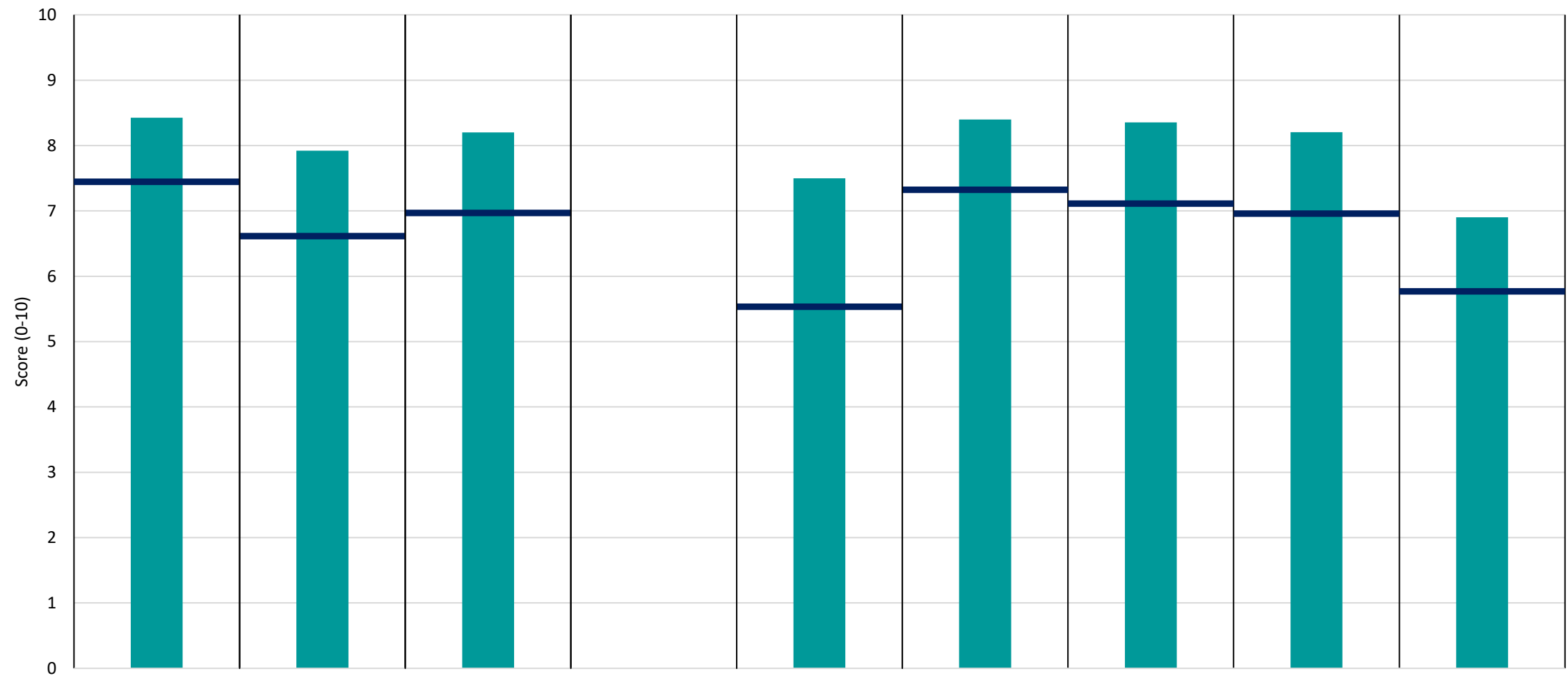
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Staff Engagement

Morale



Breakdown	8.43	7.92	8.20	-	7.50	8.40	8.35	8.21	6.90
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
Responses	13	13	13	-	12	13	13	13	13

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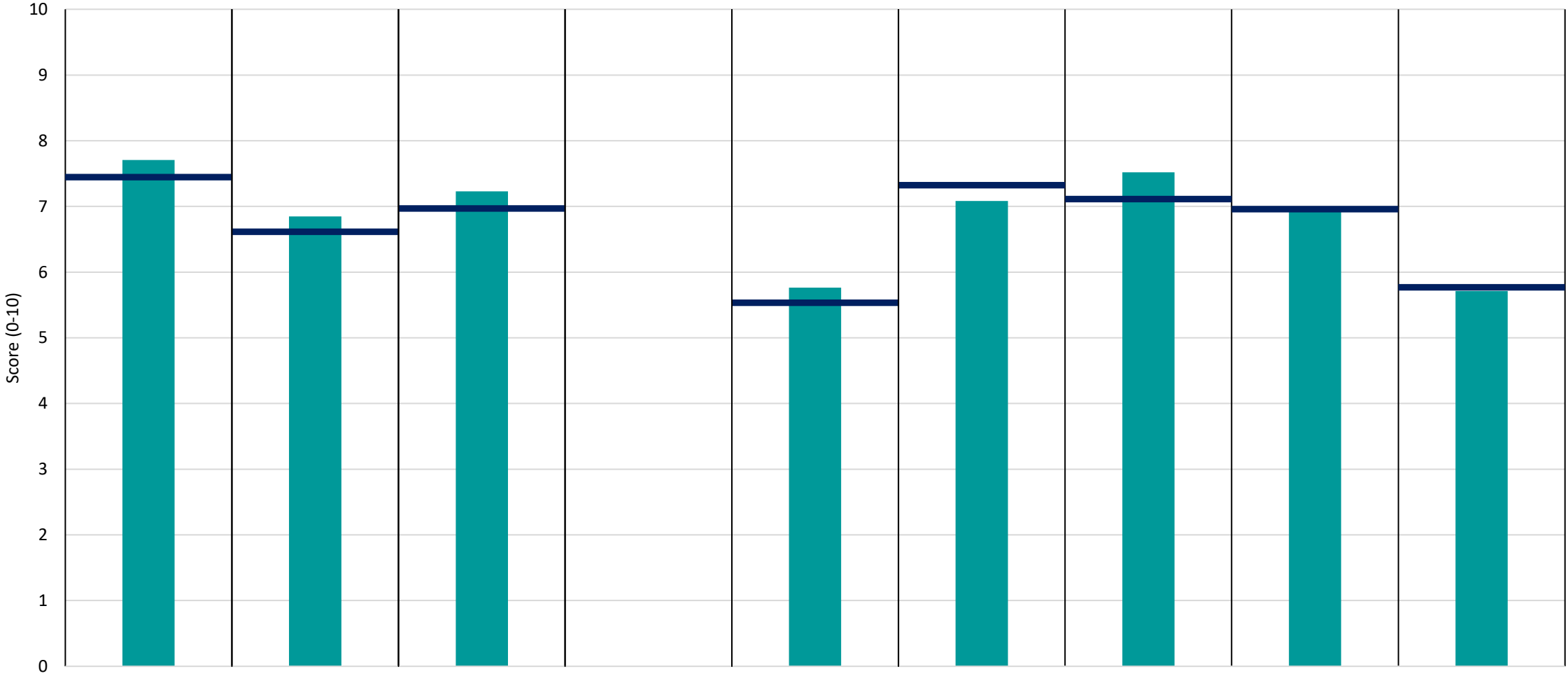
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Staff Engagement

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Breakdown	7.71	6.85	7.23	-	5.76	7.08	7.52	6.94	5.71
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
Responses	26	26	25	-	25	26	26	25	26

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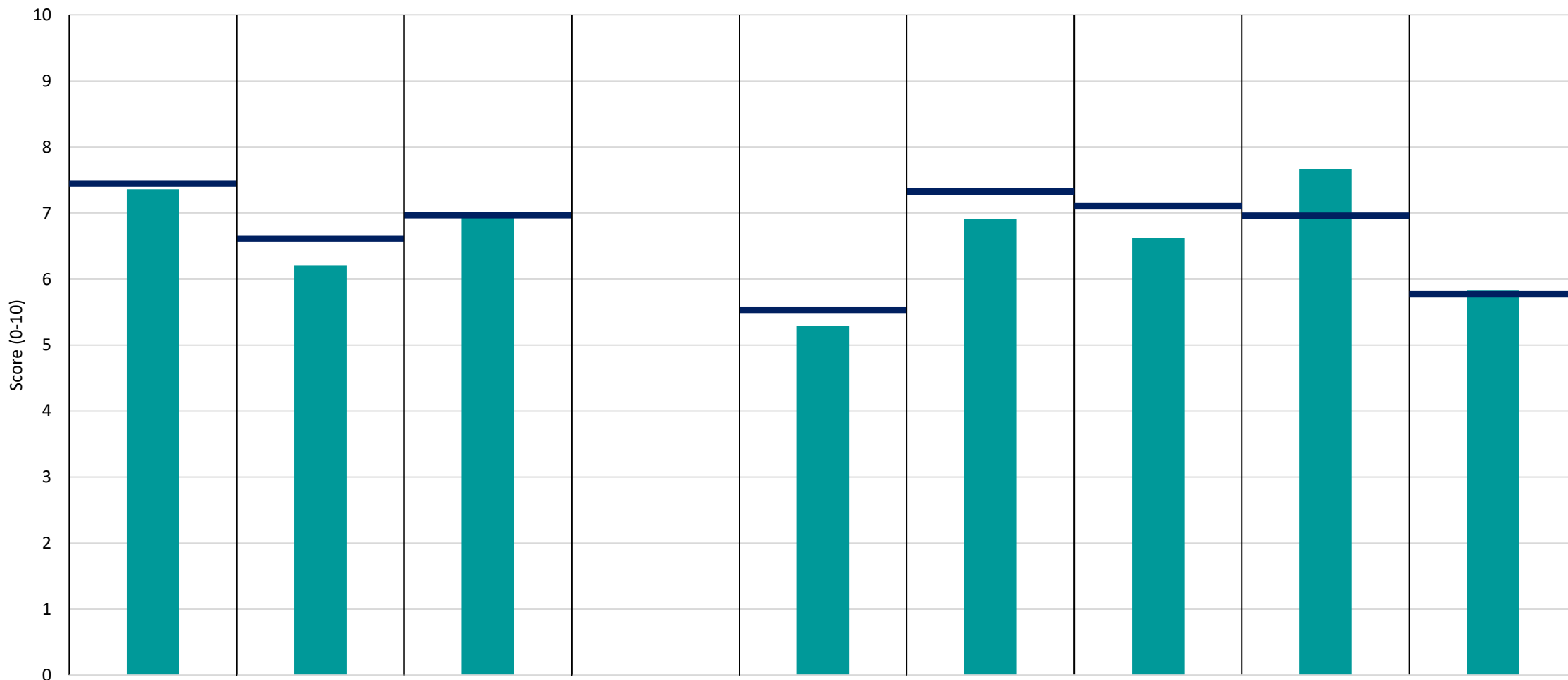
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Staff Engagement

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Breakdown	7.36	6.21	6.95	-	5.29	6.91	6.63	7.66	5.82
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 12 12 12 - 11 12 12 12 12 27

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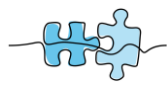
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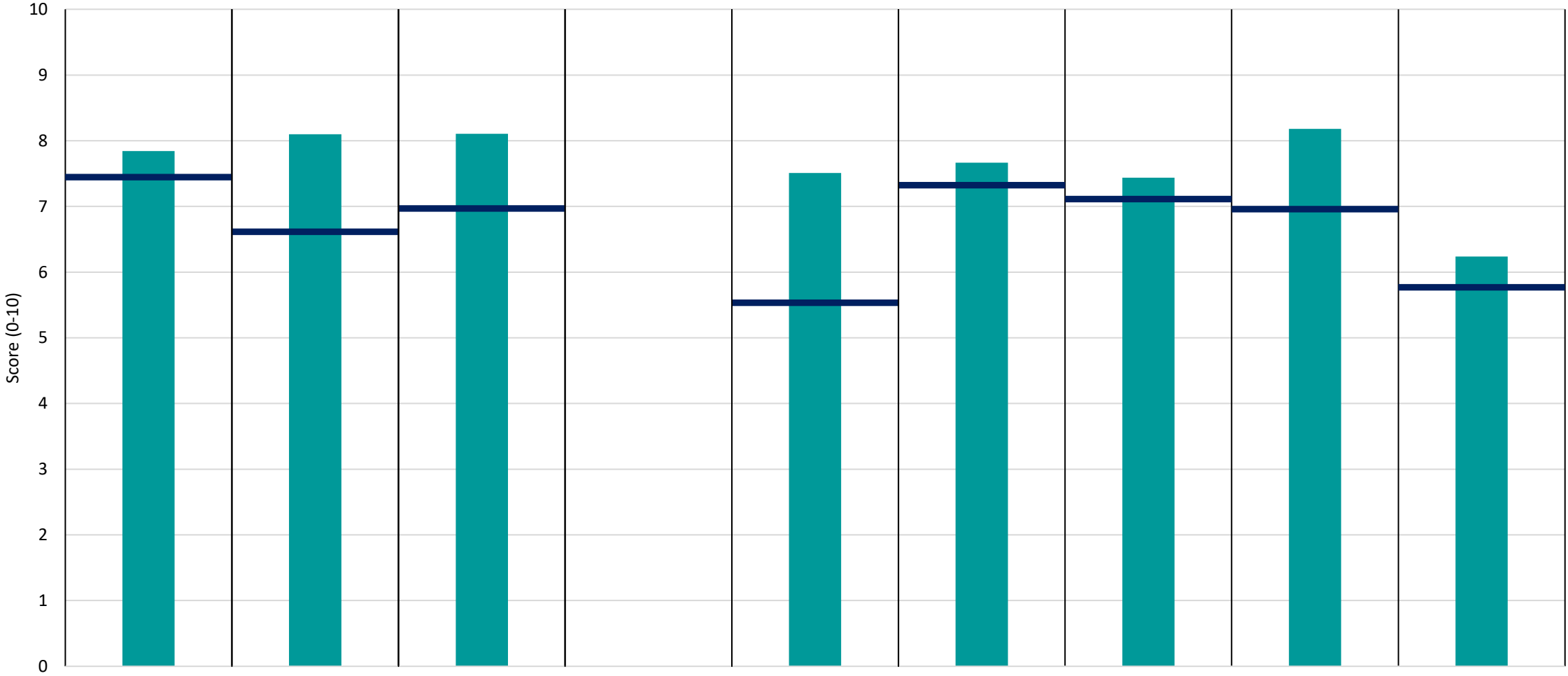
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Morale



Breakdown	7.84	8.10	8.11	-	7.51	7.67	7.44	8.18	6.24
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 10 10 10 - 10 10 10 10 10 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



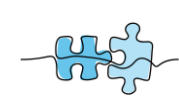
We are safe and  
healthy



We are always  
learning



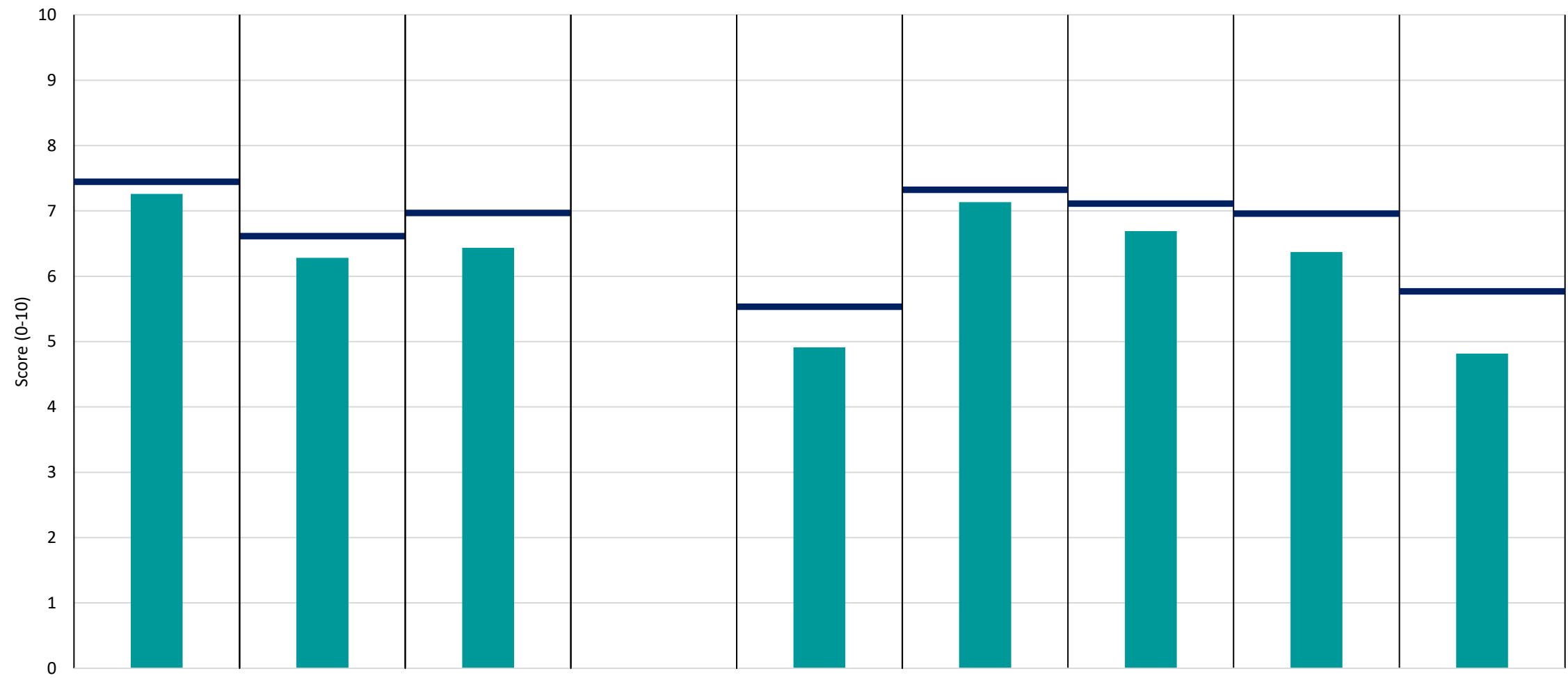
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.26	6.28	6.44	-	4.91	7.14	6.69	6.37	4.82
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77
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.



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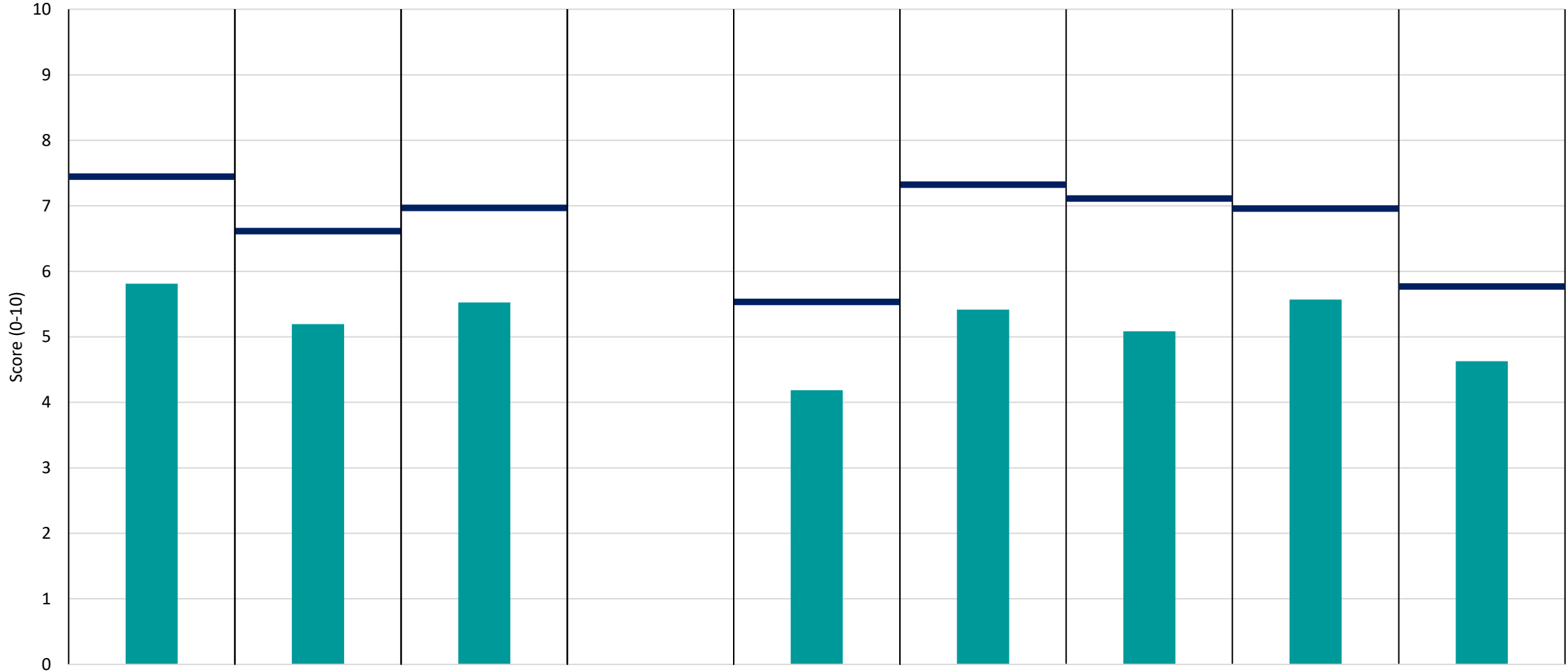
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	5.81	5.19	5.53	-	4.19	5.42	5.09	5.57	4.63
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 18 18 18 - 18 18 18 18 18 18 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.

Other



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inclusive



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that counts



We are safe and  
healthy



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learning



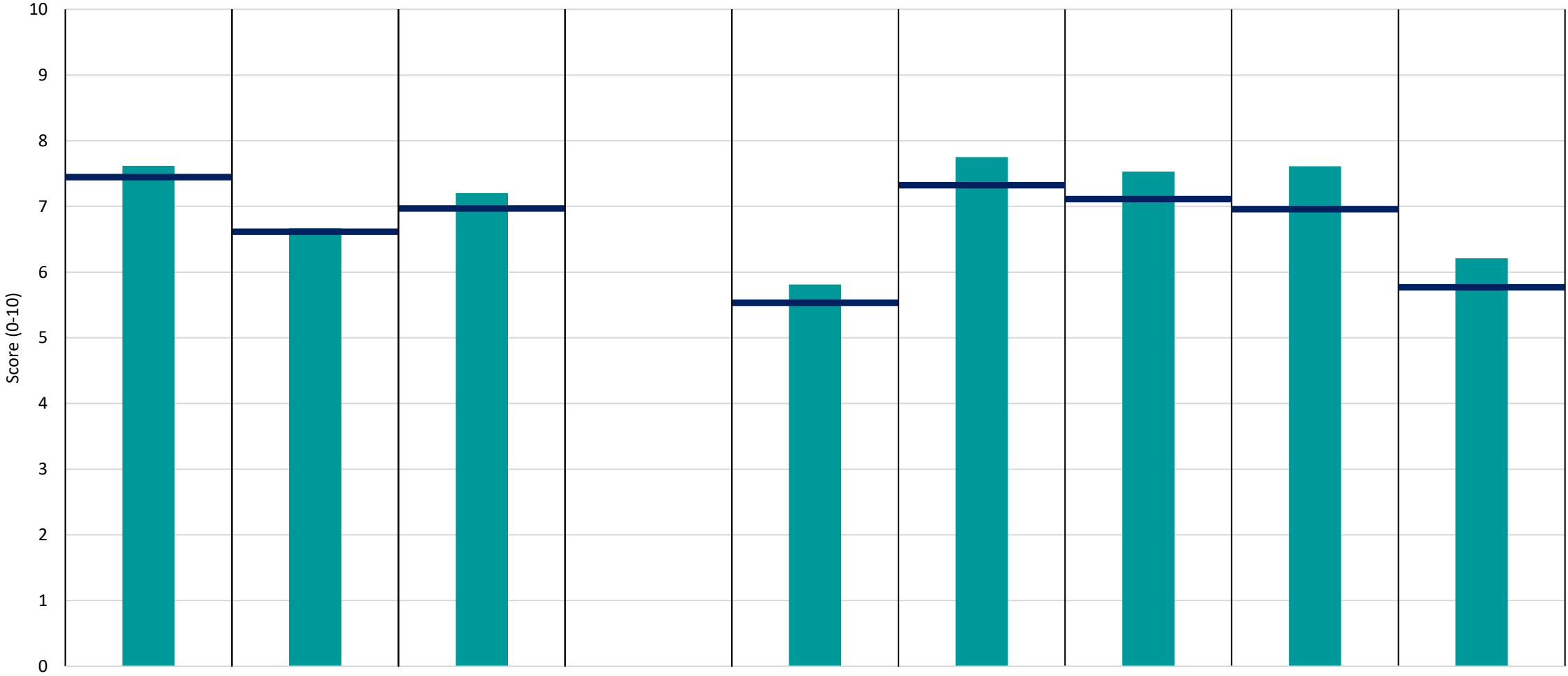
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.62	6.67	7.20	-	5.81	7.75	7.53	7.61	6.21
Your org	7.45	6.62	6.97	-	5.53	7.32	7.11	6.96	5.77

Responses 15 15 15 - 15 15 15 15 15 15 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.