



NHS North West London ICB

2023 NHS Staff Survey

Breakdown report

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| | |
|-----------------------|-----------|
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| <u>CENTRAL LONDON</u> | <u>7</u> |
| <u>CEO & SPHI</u> | <u>8</u> |
| <u>CFO</u> | <u>9</u> |
| <u>CIO</u> | <u>10</u> |
| <u>CMO</u> | <u>11</u> |
| <u>CNO</u> | <u>12</u> |
| <u>COMMS</u> | <u>13</u> |
| <u>EALING</u> | <u>14</u> |
| <u>EDofP</u> | <u>15</u> |
| <u>H&F</u> | <u>16</u> |
| <u>HARROW</u> | <u>17</u> |
| <u>HILLINGDON</u> | <u>18</u> |
| <u>HOUNSLOW</u> | <u>19</u> |
| <u>WEST LONDON</u> | <u>20</u> |

| | |
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This breakdown report for NHS North West 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 West 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.



! 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 West London ICB
2023 NHS Staff Survey



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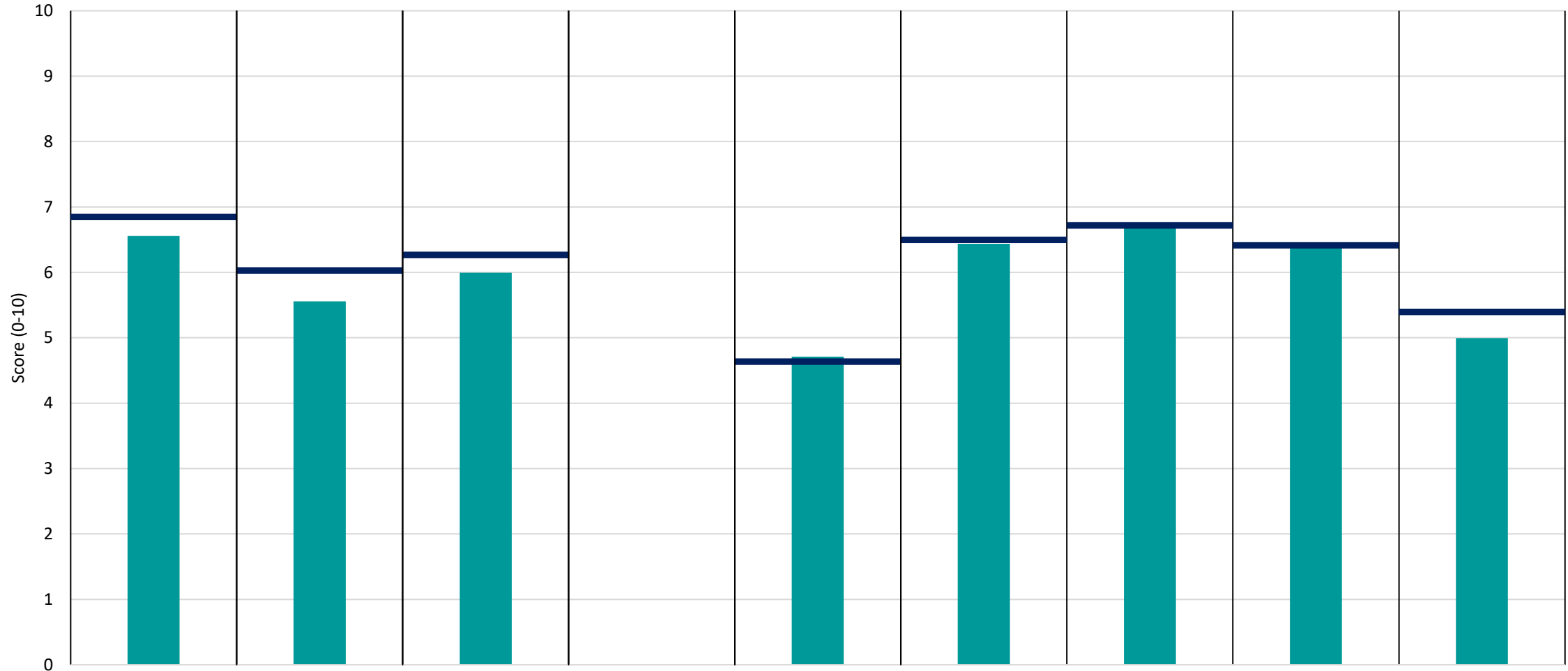
We work flexibly



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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.56 | 5.56 | 5.99 | - | 4.71 | 6.44 | 6.76 | 6.45 | 4.99 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 28 29 29 - 27 29 28 29 29 29 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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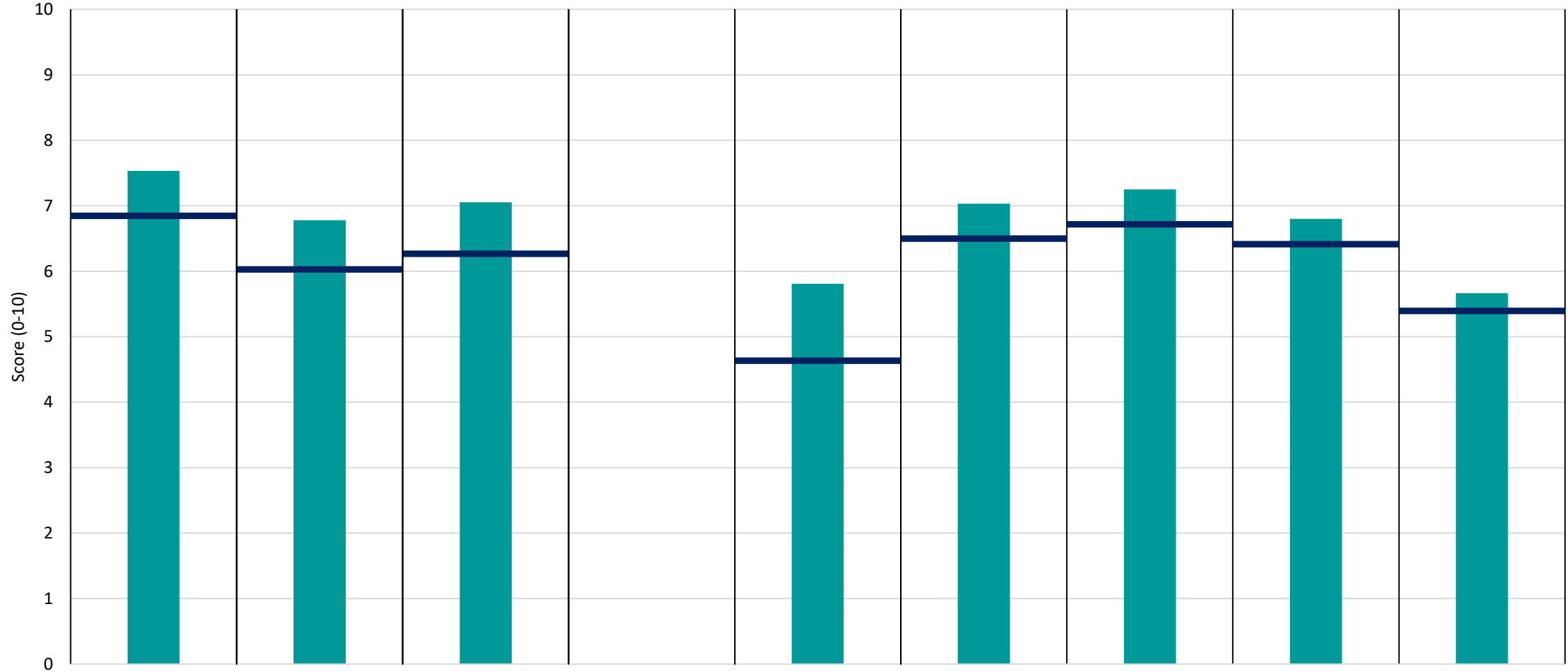
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.53 | 6.78 | 7.05 | - | 5.81 | 7.03 | 7.25 | 6.80 | 5.67 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses

25

25

24

-

22

25

25

25

25



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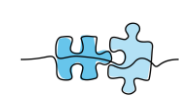
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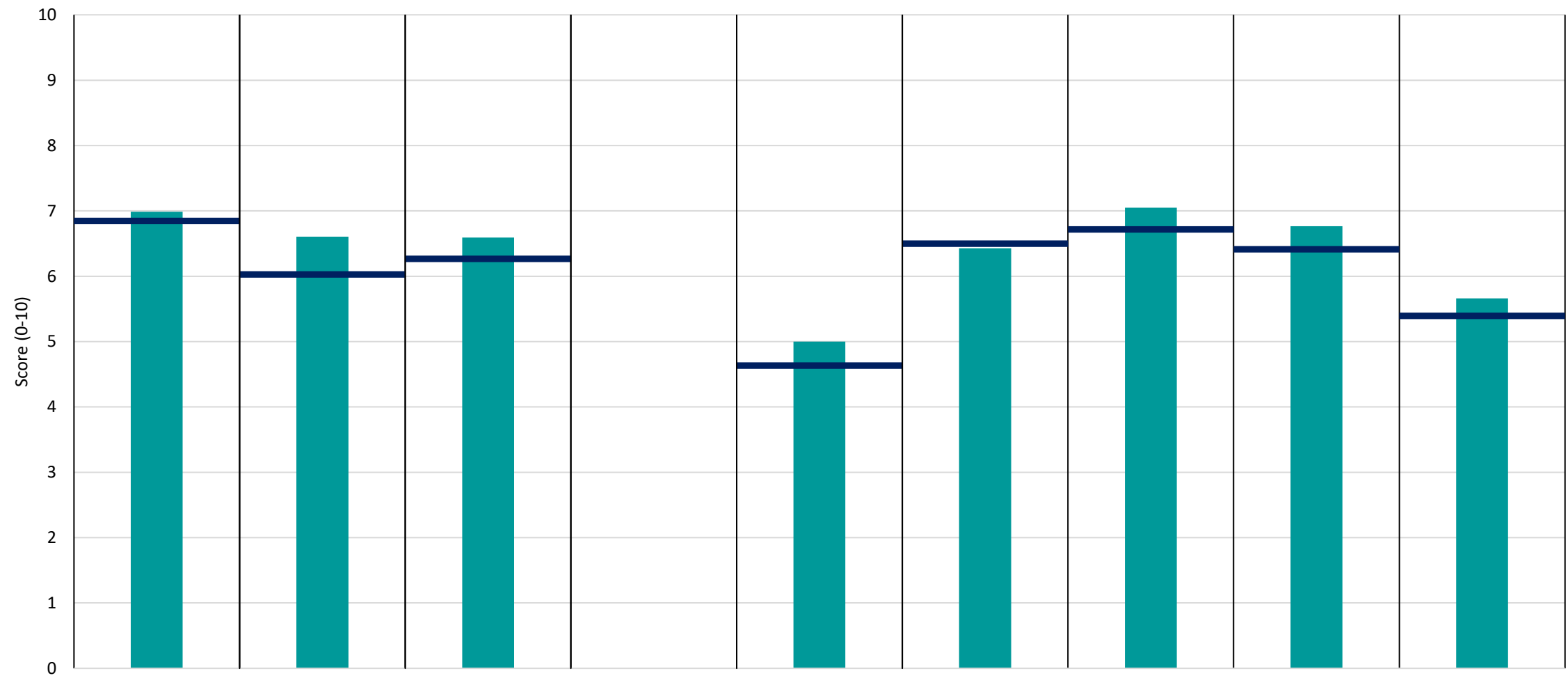
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.99 | 6.60 | 6.59 | - | 5.00 | 6.43 | 7.05 | 6.76 | 5.66 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 54 | 54 | 54 | - | 52 | 54 | 54 | 54 | 54 |

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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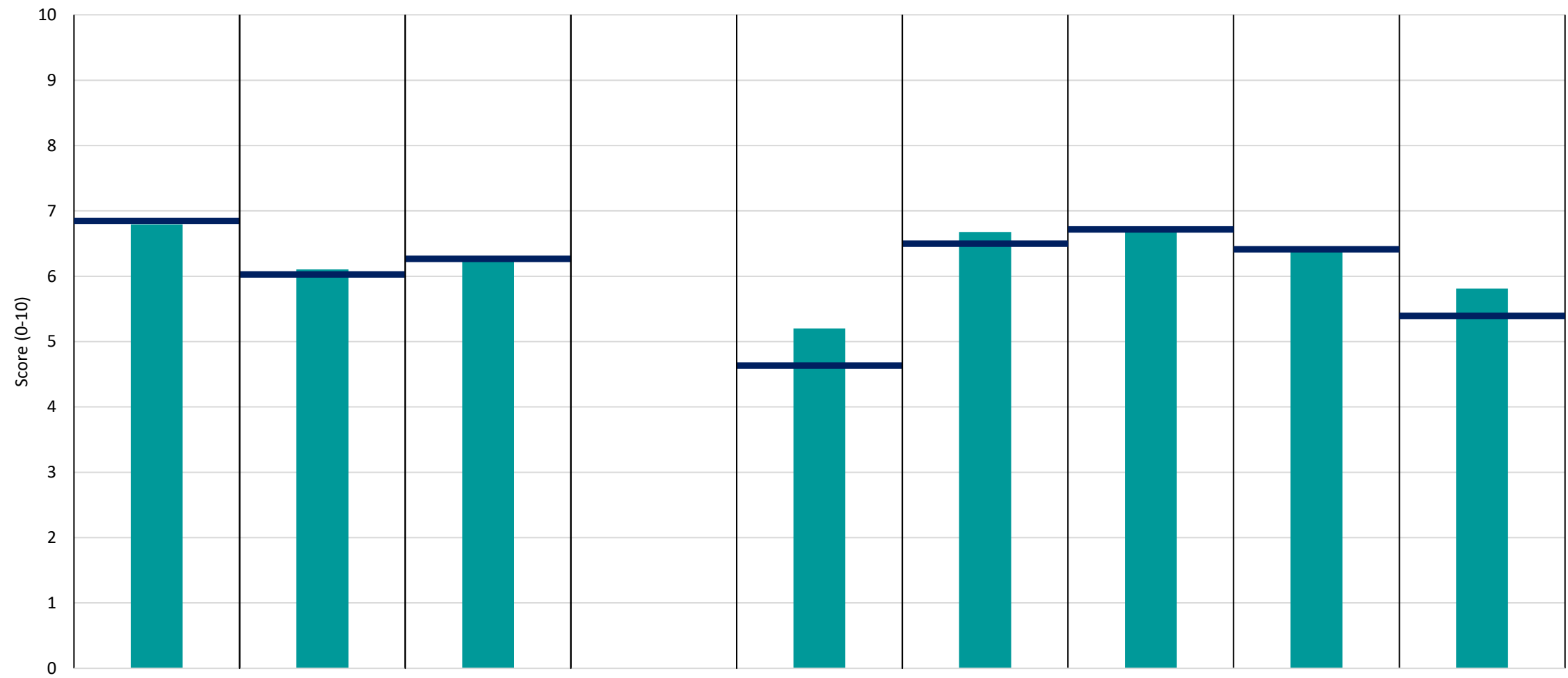
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.79 | 6.11 | 6.23 | - | 5.20 | 6.68 | 6.70 | 6.39 | 5.81 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 102 | 102 | 100 | - | 96 | 102 | 102 | 102 | 102 |

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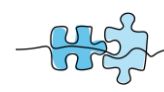
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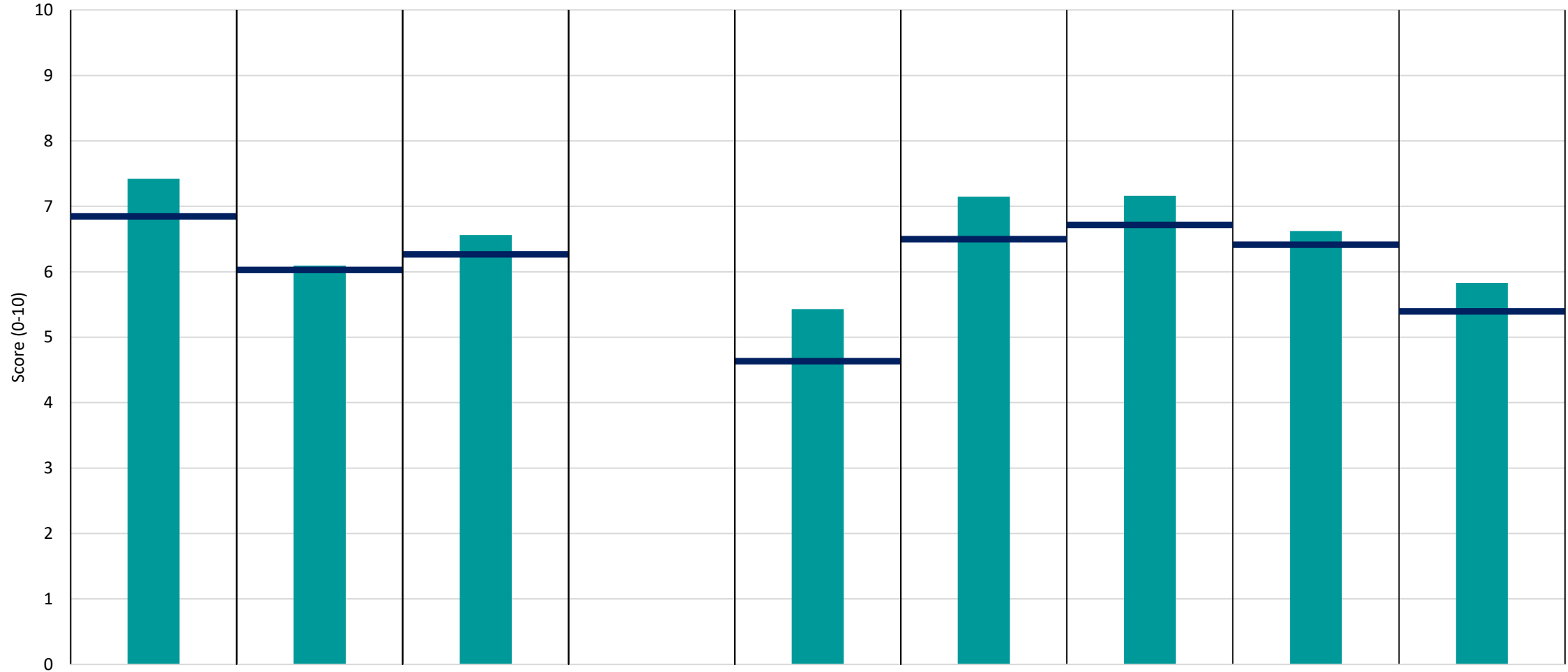
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.42 | 6.09 | 6.56 | - | 5.43 | 7.15 | 7.16 | 6.62 | 5.83 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 58 58 58 - 53 58 58 58 58 10

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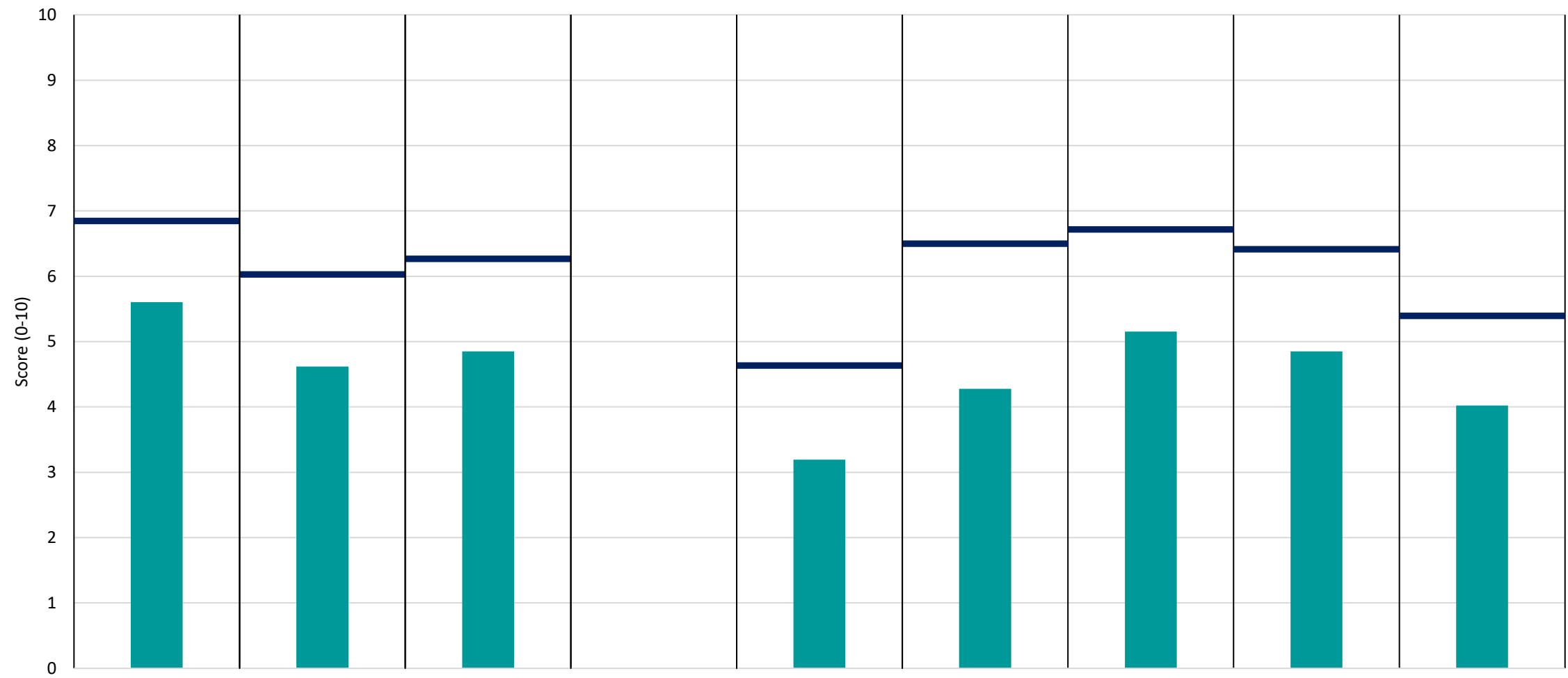
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 5.60 | 4.62 | 4.85 | - | 3.19 | 4.28 | 5.15 | 4.85 | 4.02 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 51 | 51 | 51 | - | 50 | 51 | 51 | 51 | 51 |

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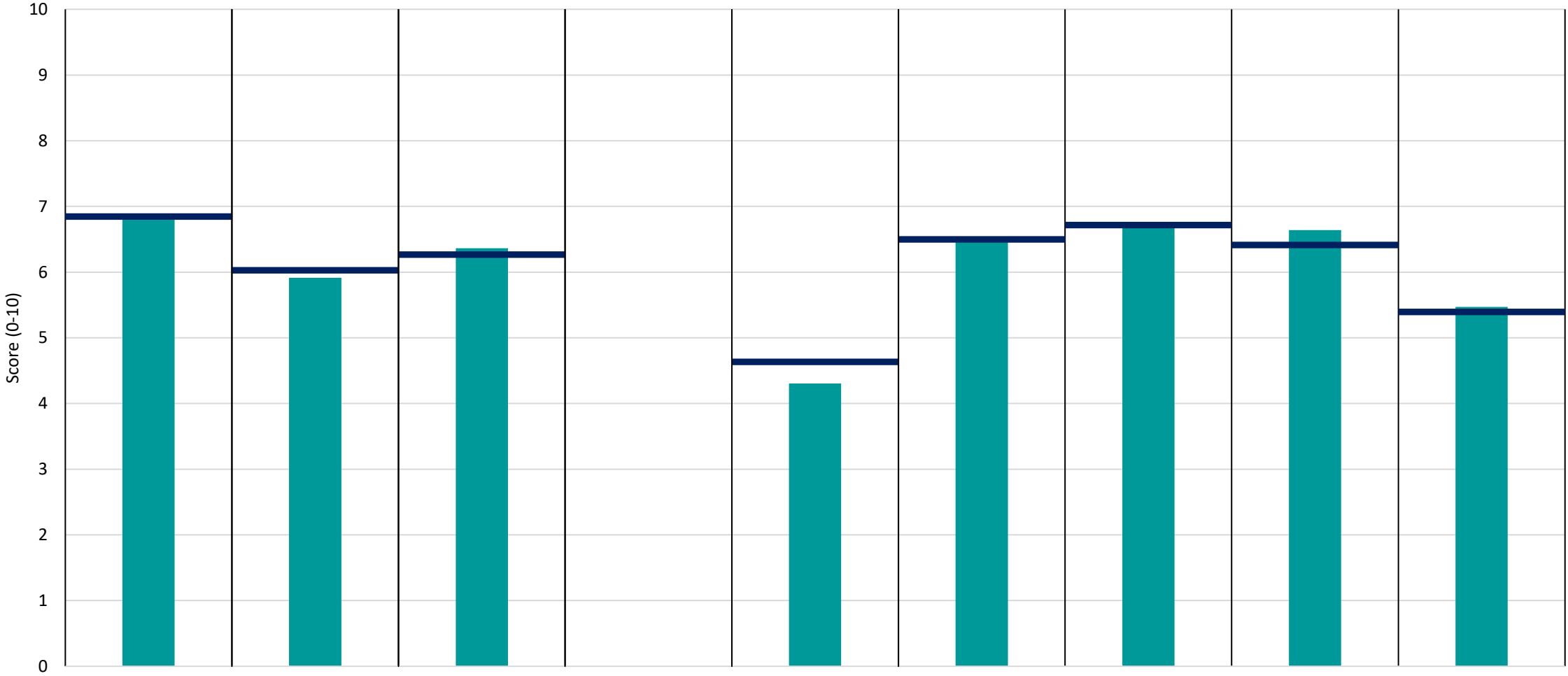
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.80 | 5.91 | 6.37 | - | 4.31 | 6.49 | 6.71 | 6.64 | 5.47 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 99 99 97 - 91 99 99 99 99 12

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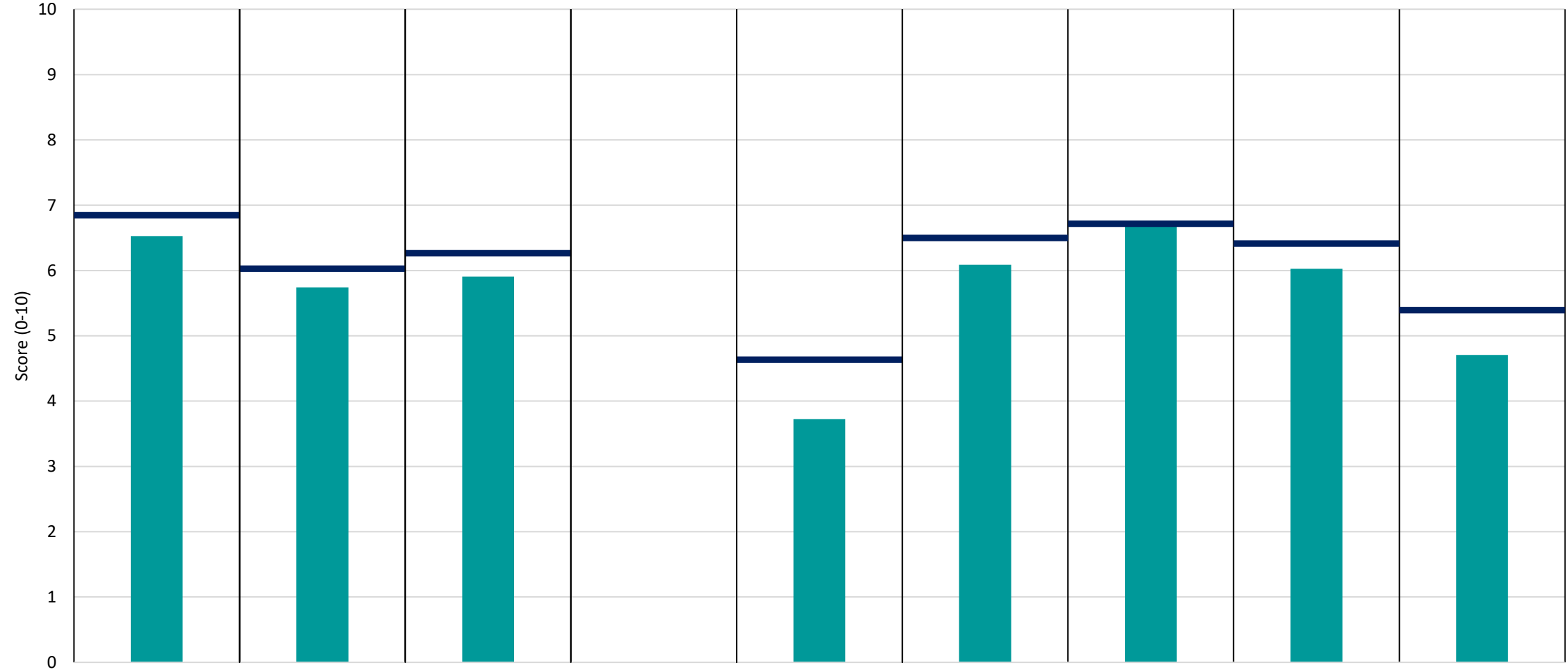
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.53 | 5.74 | 5.91 | - | 3.72 | 6.09 | 6.68 | 6.03 | 4.71 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 23 | 23 | 23 | - | 19 | 23 | 23 | 23 | 23 |

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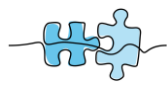
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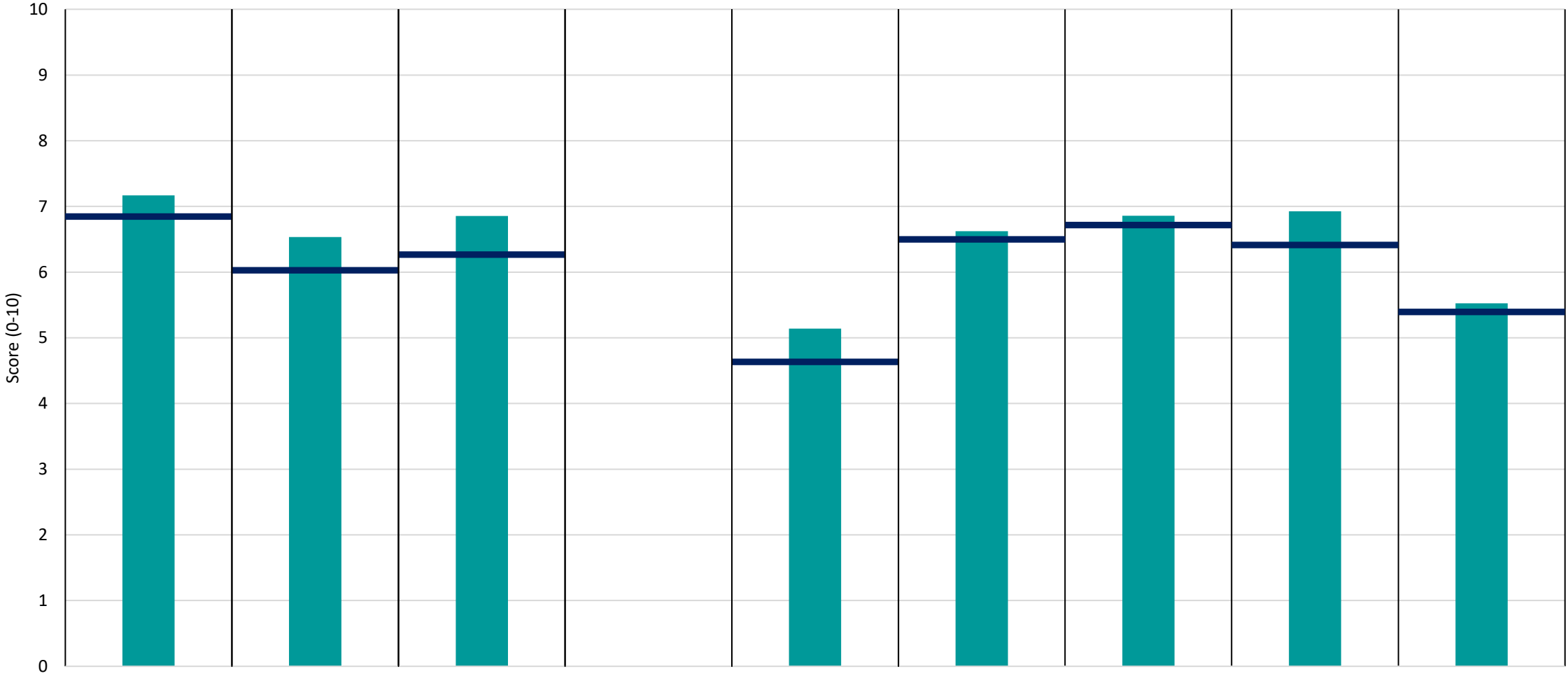
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.17 | 6.54 | 6.85 | - | 5.14 | 6.62 | 6.86 | 6.92 | 5.52 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 28 28 28 - 27 28 28 28 28 14

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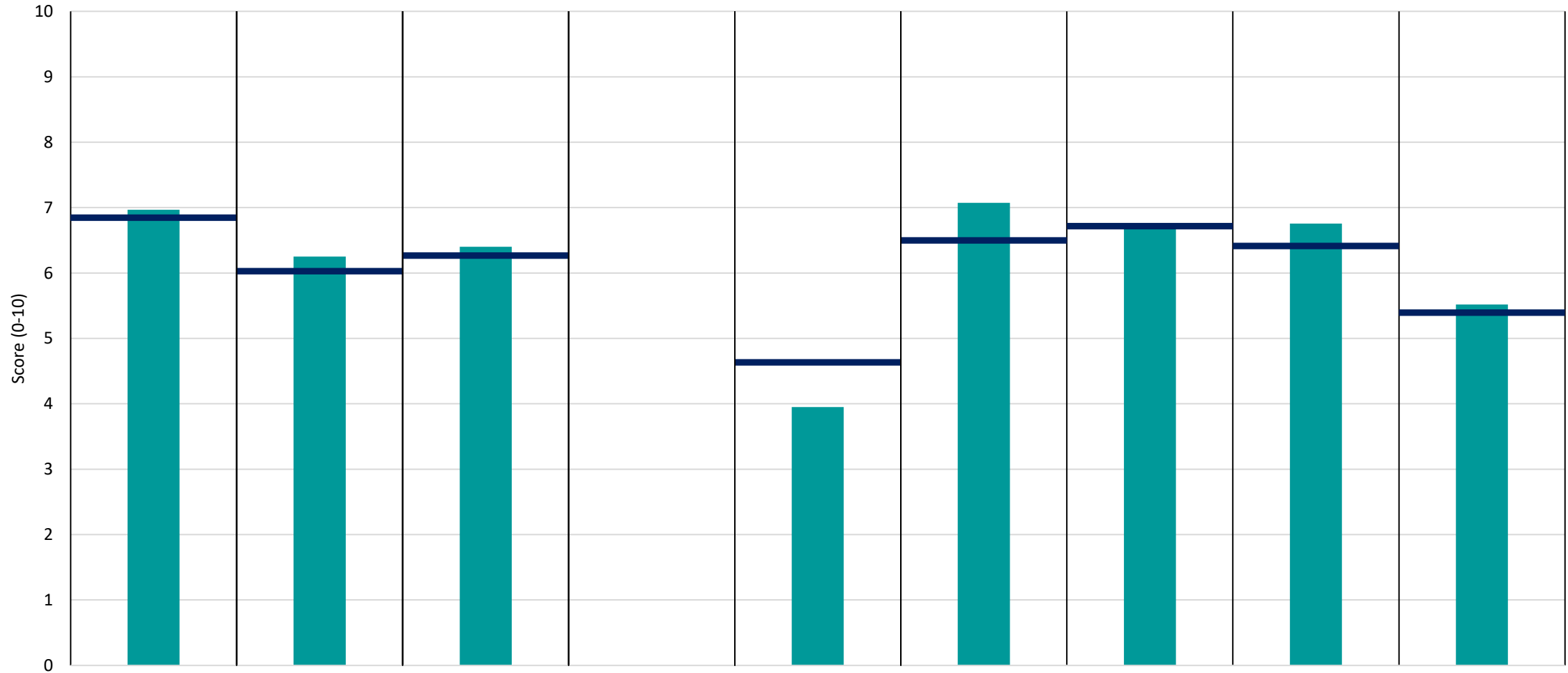
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.97 | 6.25 | 6.40 | - | 3.95 | 7.07 | 6.72 | 6.76 | 5.52 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 46 | 46 | 45 | - | 44 | 46 | 46 | 46 | 46 |



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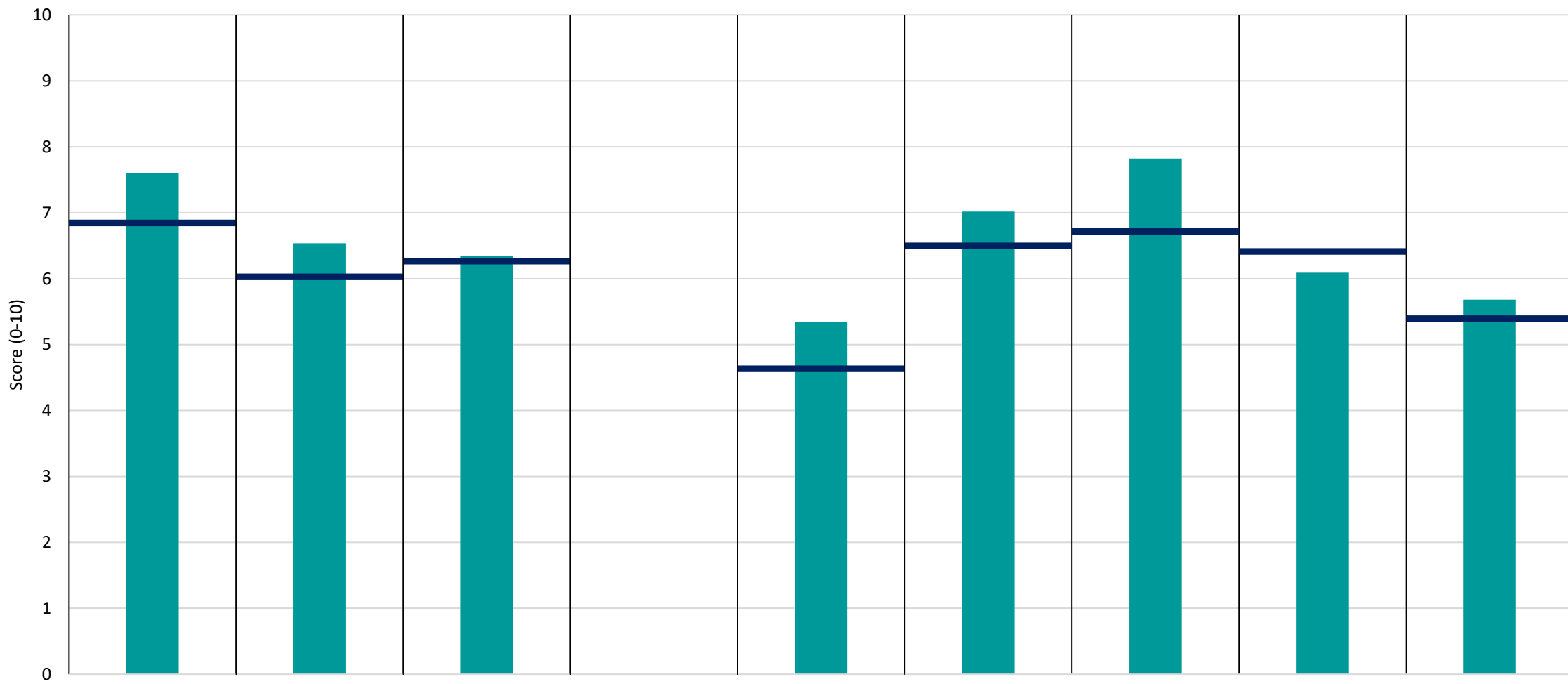
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.60 | 6.54 | 6.35 | - | 5.34 | 7.02 | 7.82 | 6.09 | 5.68 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 13 | 13 | 13 | - | 13 | 13 | 13 | 13 | 13 |

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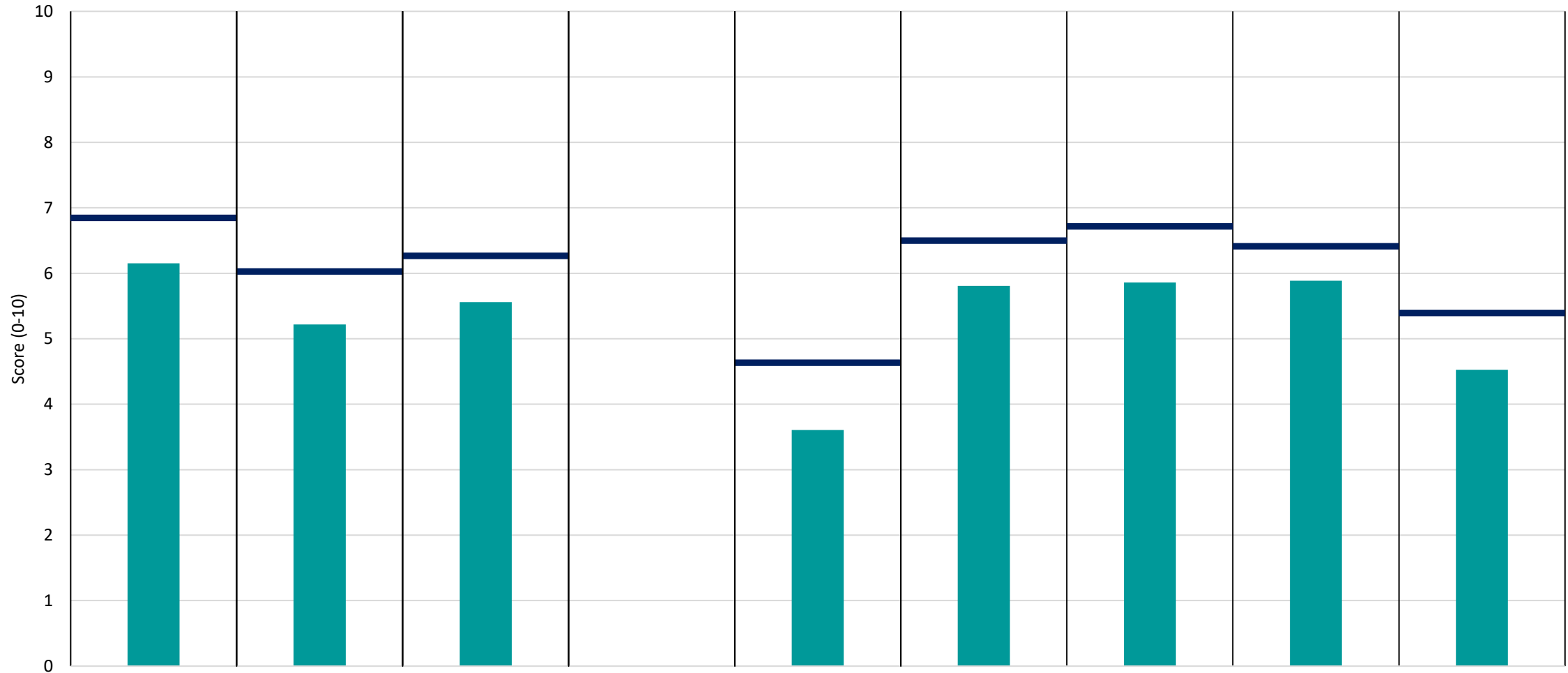
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.15 | 5.22 | 5.56 | - | 3.60 | 5.81 | 5.86 | 5.89 | 4.53 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 16 | 16 | 16 | - | 15 | 16 | 16 | 16 | 16 |



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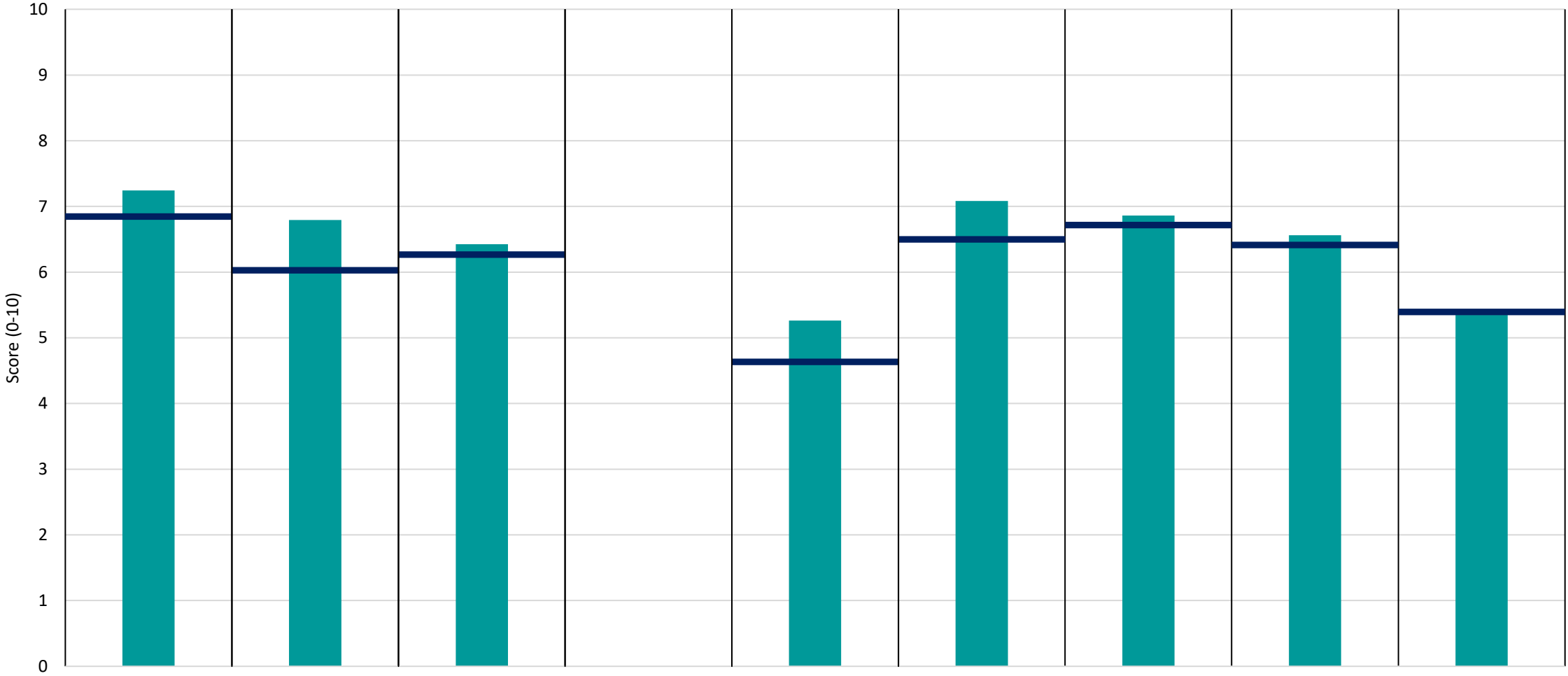
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.24 | 6.79 | 6.42 | - | 5.26 | 7.08 | 6.86 | 6.56 | 5.35 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 12 | 12 | 11 | - | 12 | 12 | 12 | 12 | 12 |

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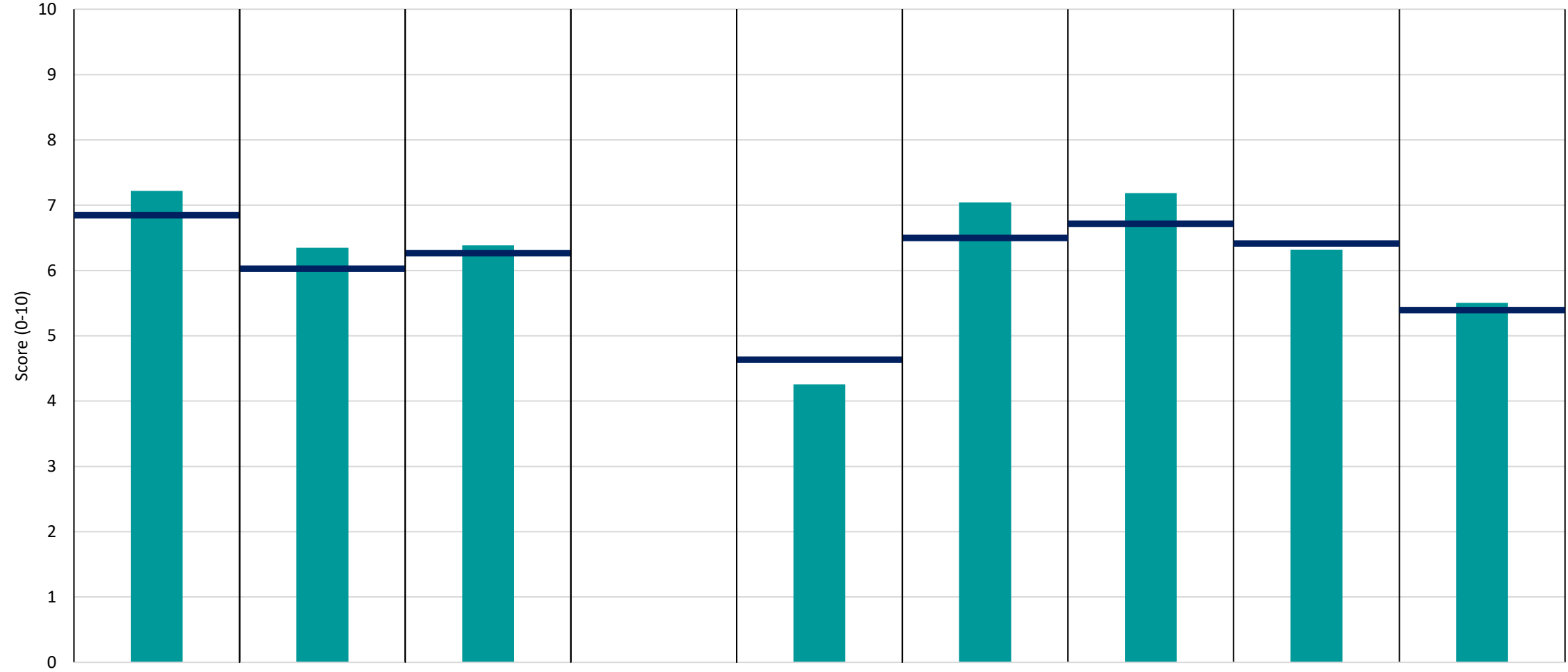
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.22 | 6.35 | 6.39 | - | 4.26 | 7.04 | 7.18 | 6.32 | 5.50 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 20 | 20 | 20 | - | 20 | 20 | 20 | 20 | 20 |

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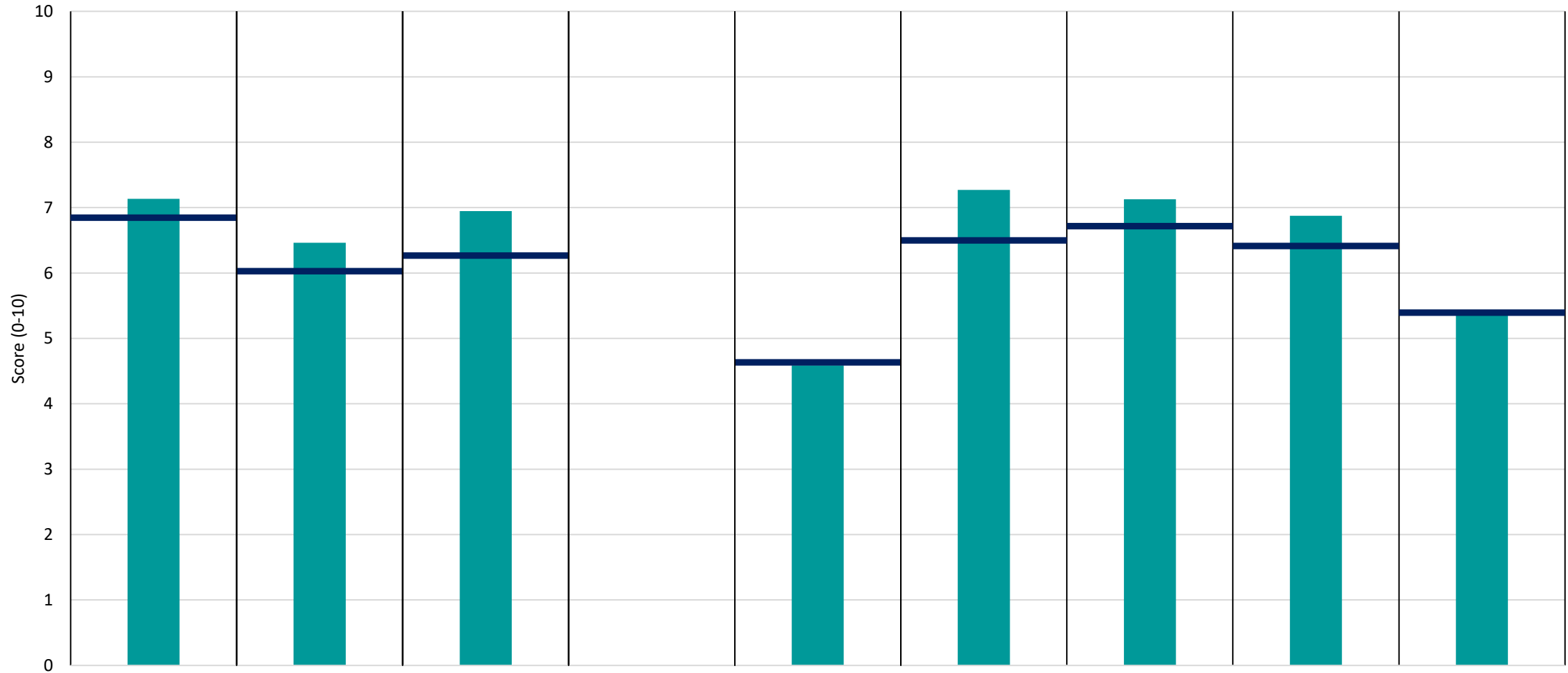
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.13 | 6.46 | 6.95 | - | 4.59 | 7.27 | 7.13 | 6.88 | 5.43 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 20 20 19 - 19 20 20 20 20 20 20

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Breakdowns 2

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2023 NHS Staff Survey



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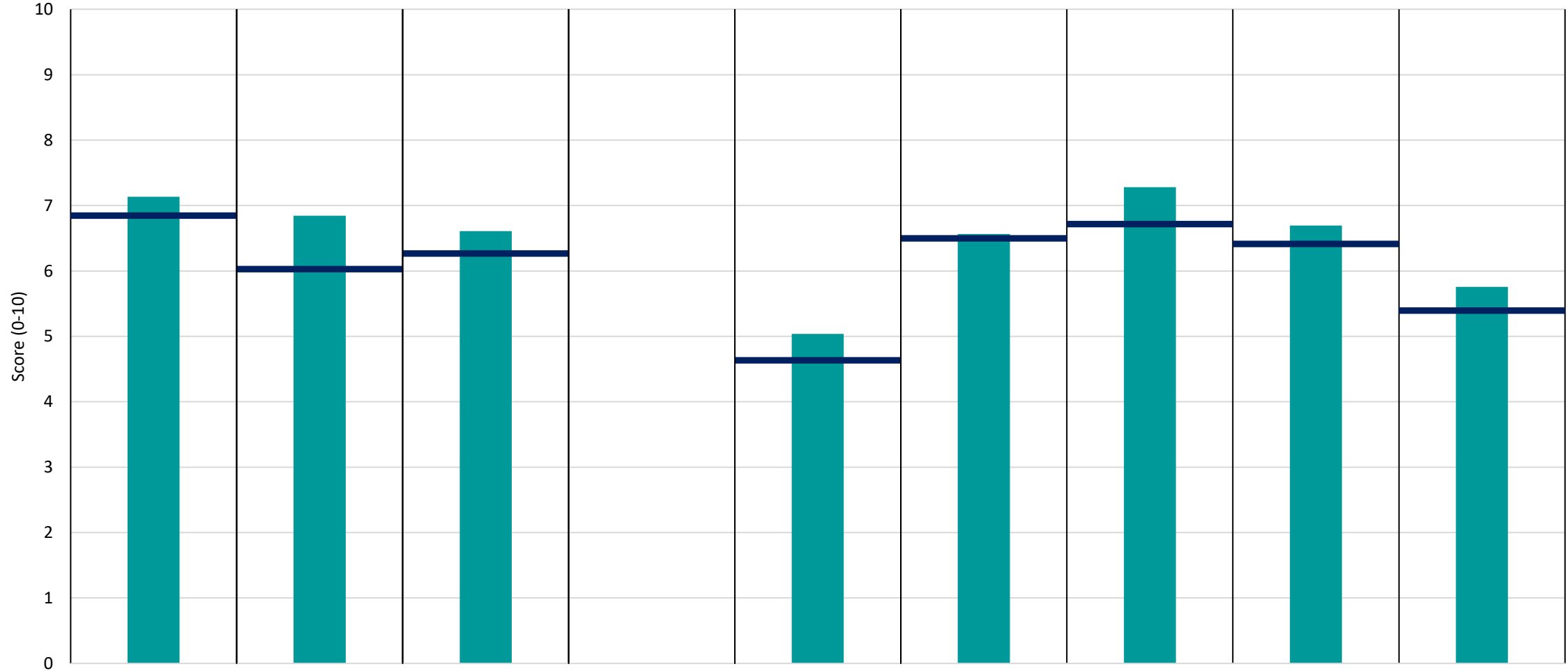
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.13 | 6.84 | 6.61 | - | 5.04 | 6.57 | 7.28 | 6.70 | 5.76 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 29 29 29 - 28 29 29 29 29 29 22

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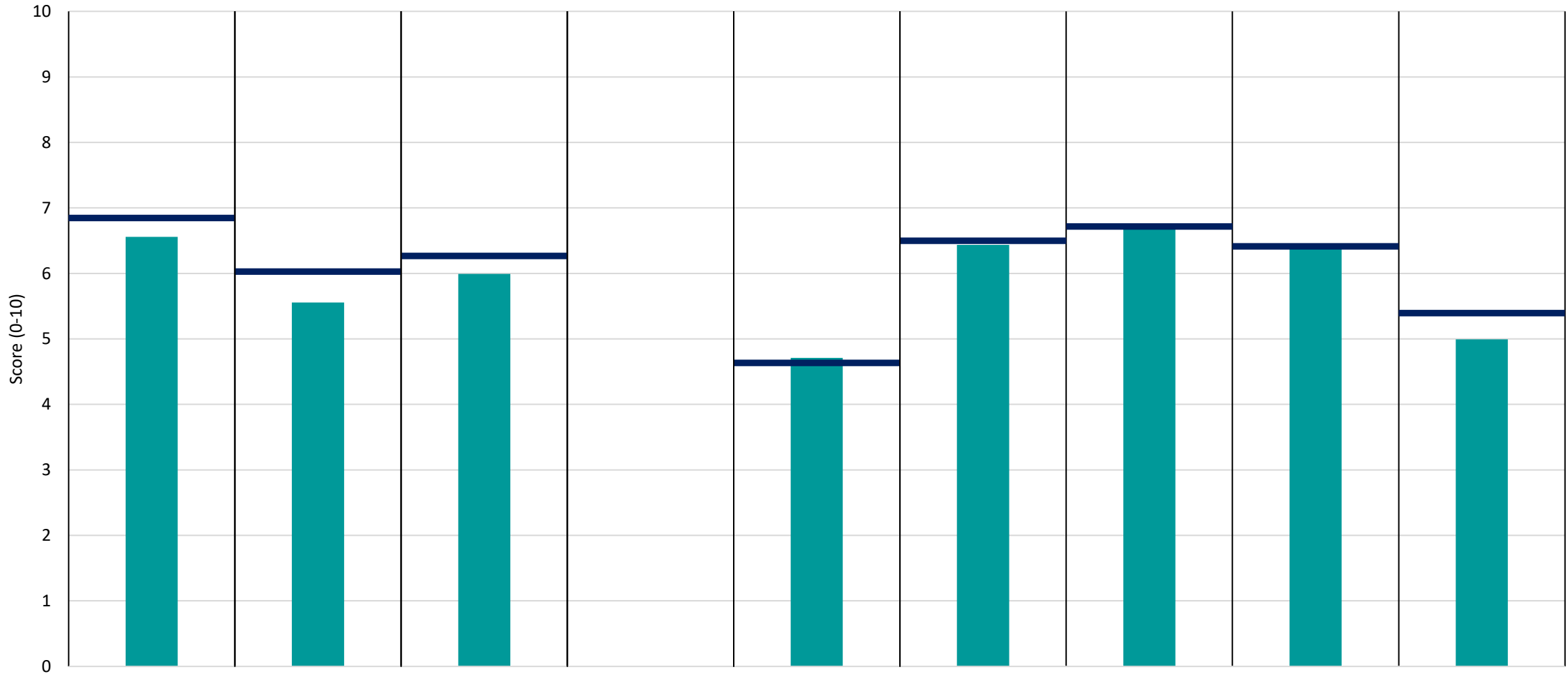
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.56 | 5.56 | 5.99 | - | 4.71 | 6.44 | 6.76 | 6.45 | 4.99 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 28 29 29 - 27 29 28 29 29 29 23

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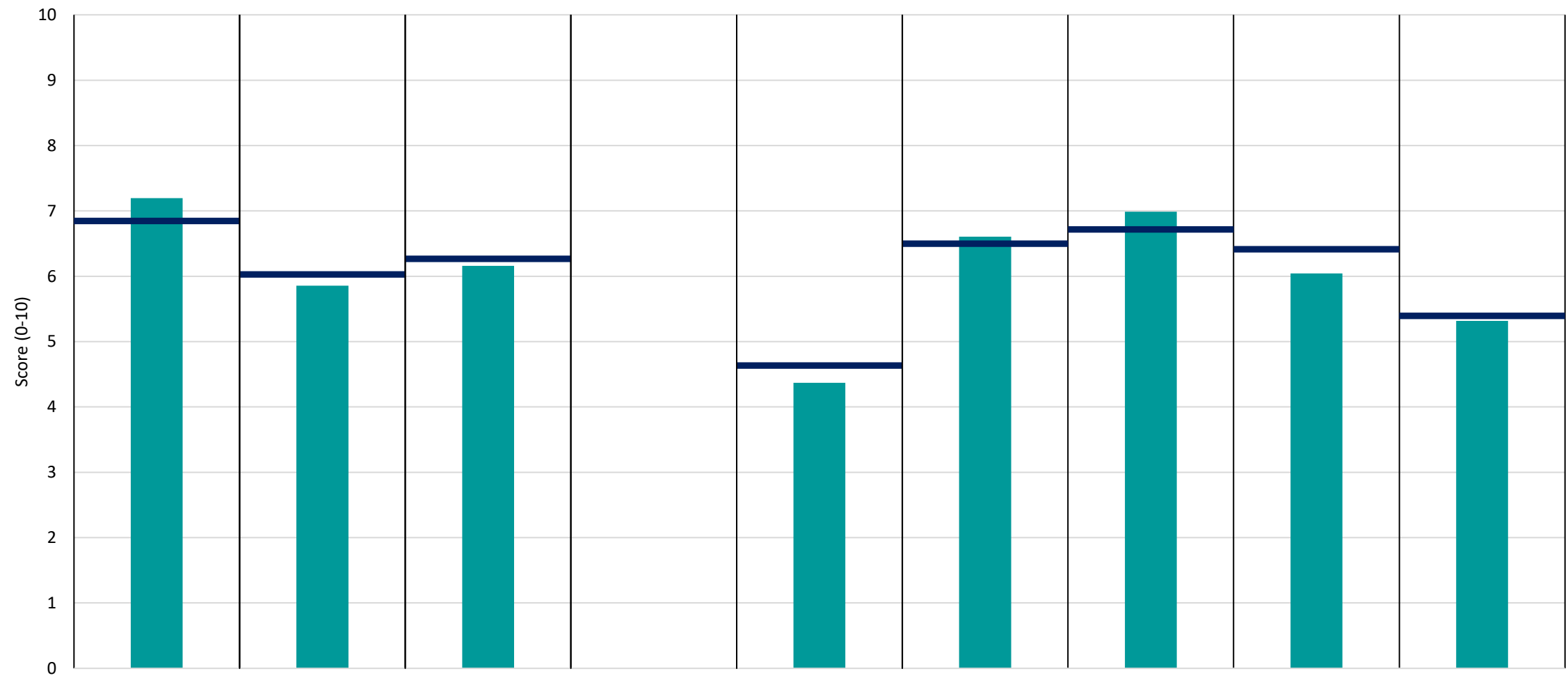
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------------------|
| Breakdown | 7.19 | 5.86 | 6.16 | - | 4.37 | 6.61 | 6.99 | 6.04 | 5.32 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 21 | 21 | 21 | - | 20 | 21 | 21 | 21 | 21 ²⁴ |

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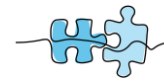
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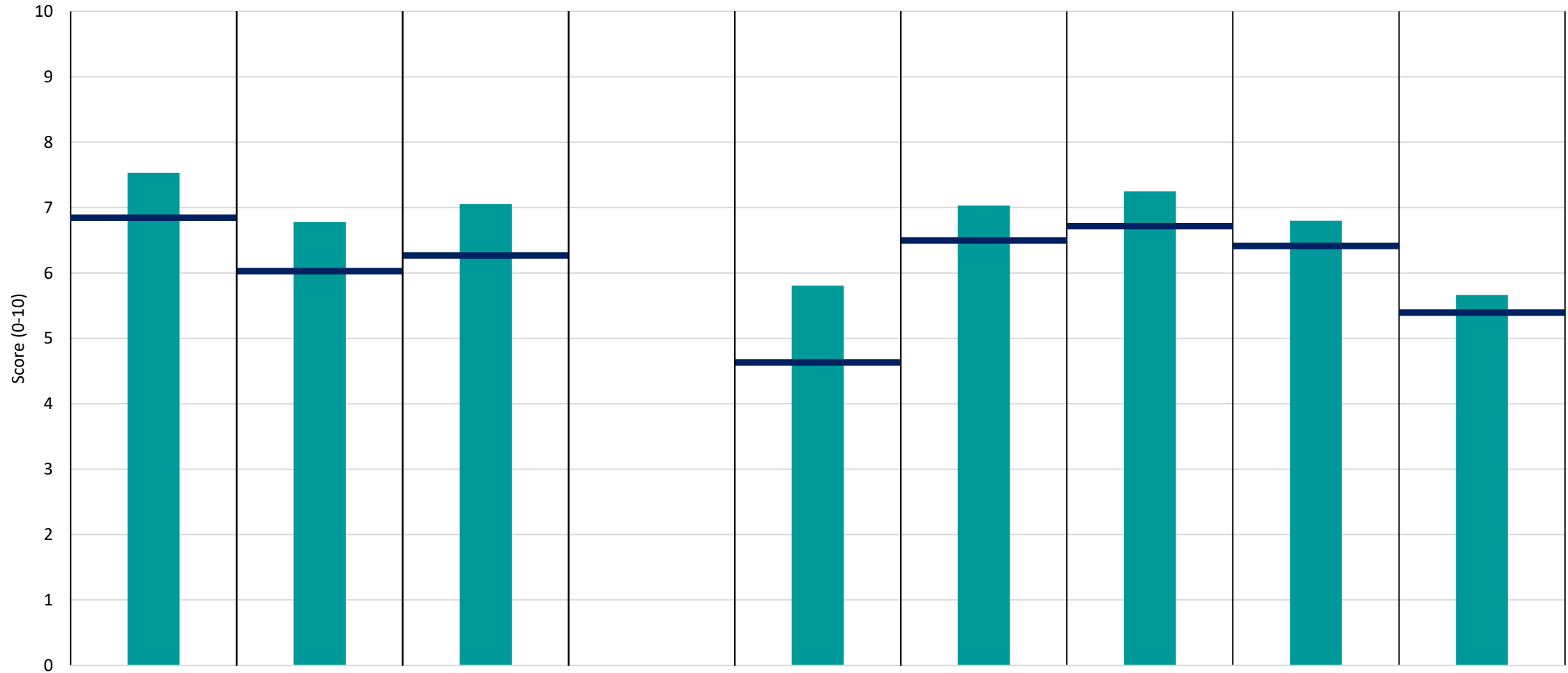
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.53 | 6.78 | 7.05 | - | 5.81 | 7.03 | 7.25 | 6.80 | 5.67 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 25 25 24 - 22 25 25 25 25 25 25

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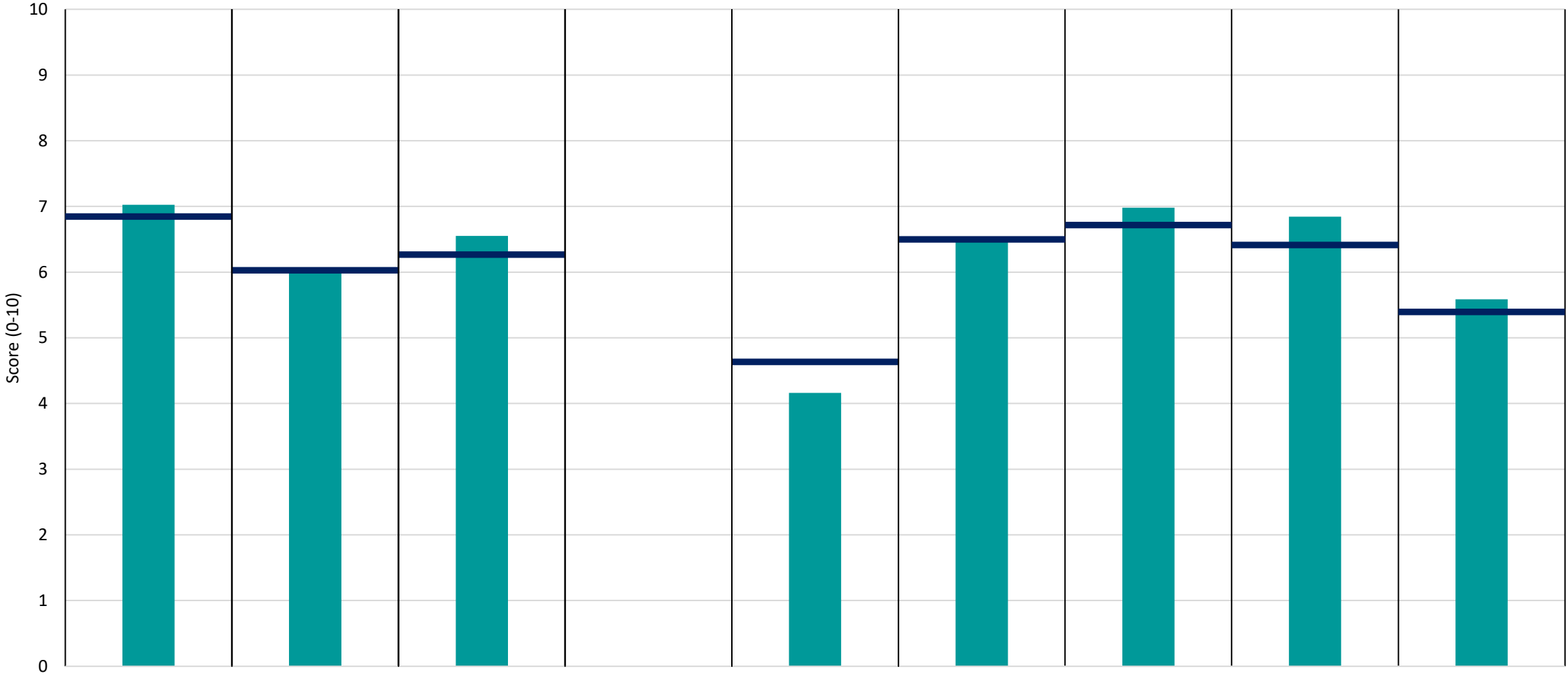
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.02 | 6.01 | 6.55 | - | 4.16 | 6.52 | 6.98 | 6.84 | 5.59 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 65 65 63 - 59 65 65 65 65 26

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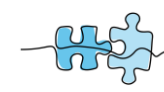
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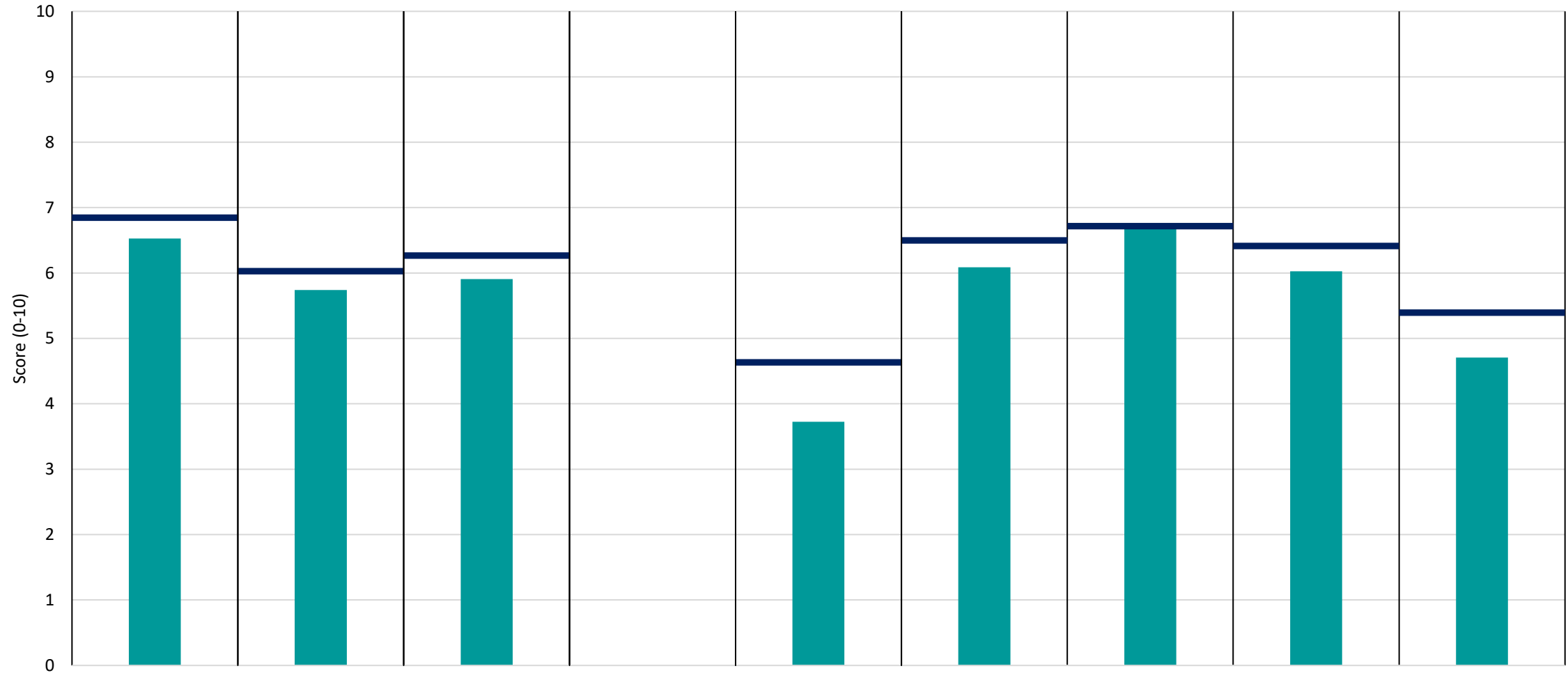
We work flexibly



We are a team

Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.53 | 5.74 | 5.91 | - | 3.72 | 6.09 | 6.68 | 6.03 | 4.71 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 23 23 23 - 19 23 23 23 23 23 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.



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We are recognised
and rewarded



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that counts



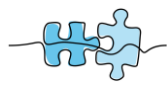
We are safe and
healthy



We are always
learning



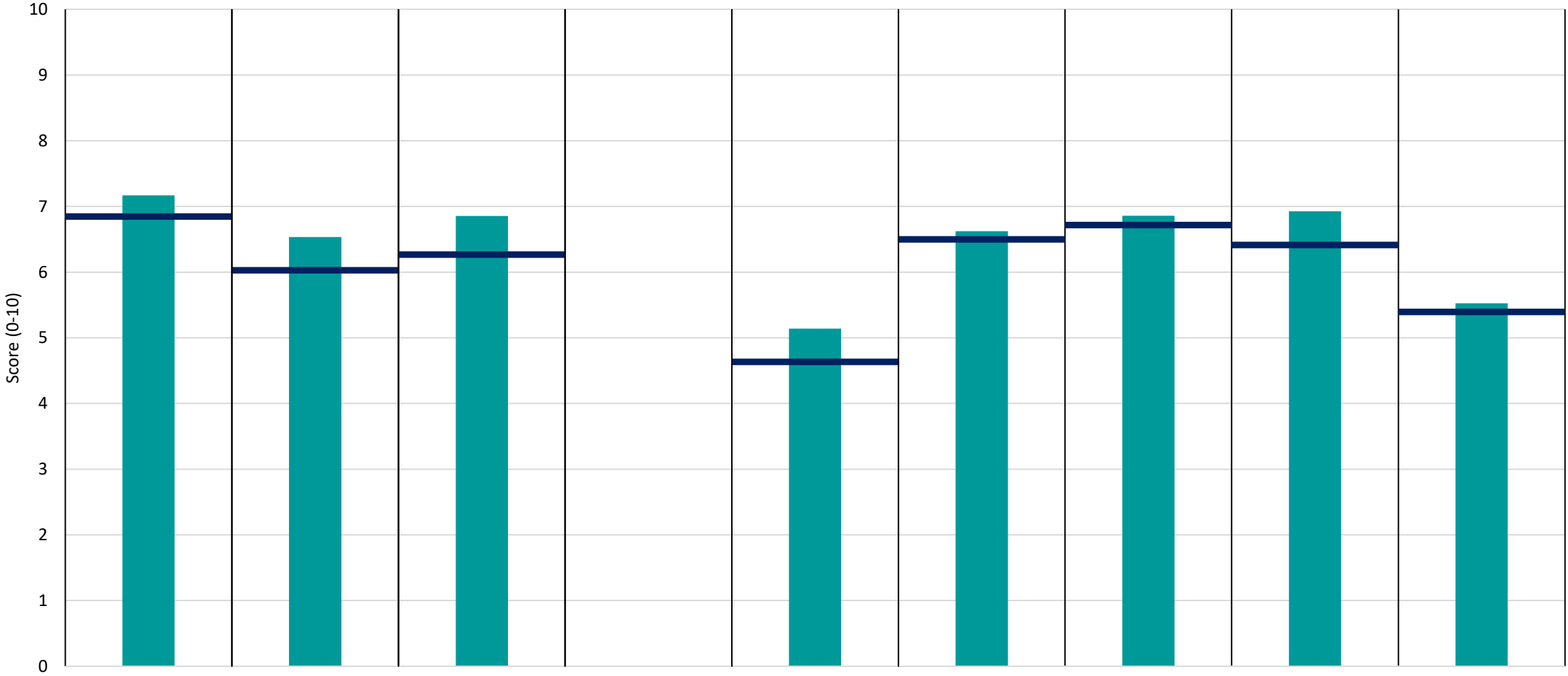
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.17 | 6.54 | 6.85 | - | 5.14 | 6.62 | 6.86 | 6.92 | 5.52 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 28 | 28 | 28 | - | 27 | 28 | 28 | 28 | 28 |

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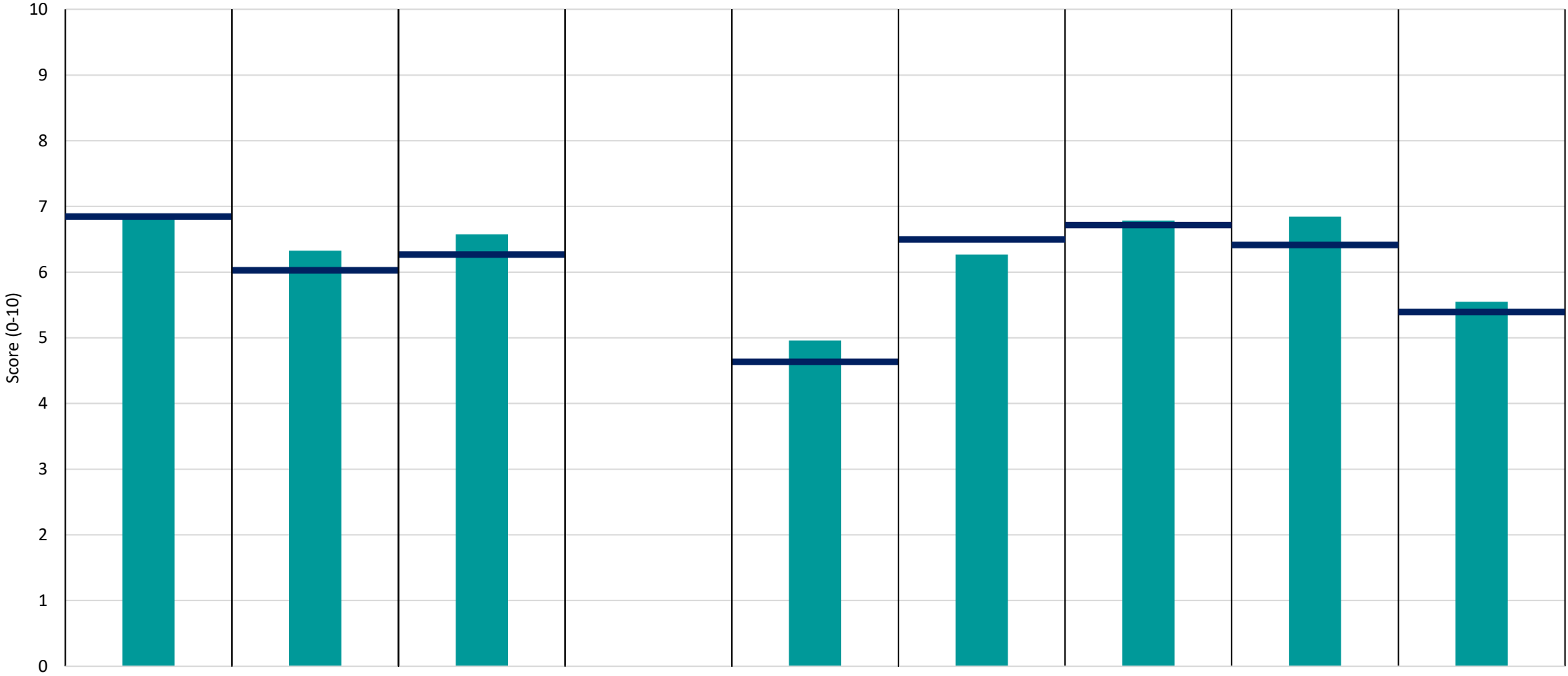
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We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.82 | 6.33 | 6.58 | - | 4.96 | 6.27 | 6.78 | 6.84 | 5.55 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 25 25 25 - 24 25 25 25 25 25 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.



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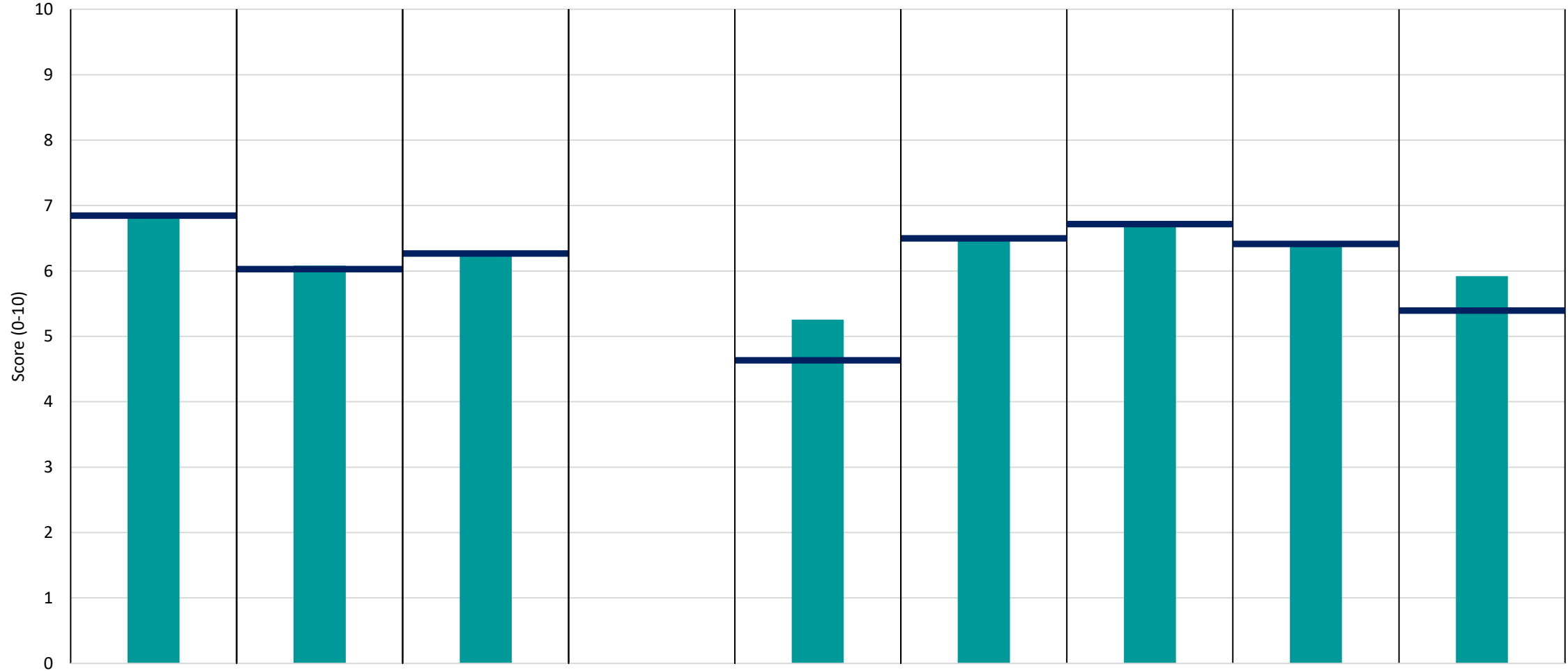
We work flexibly



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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.85 | 6.08 | 6.29 | - | 5.26 | 6.49 | 6.76 | 6.46 | 5.92 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 84 84 83 - 79 84 84 84 84 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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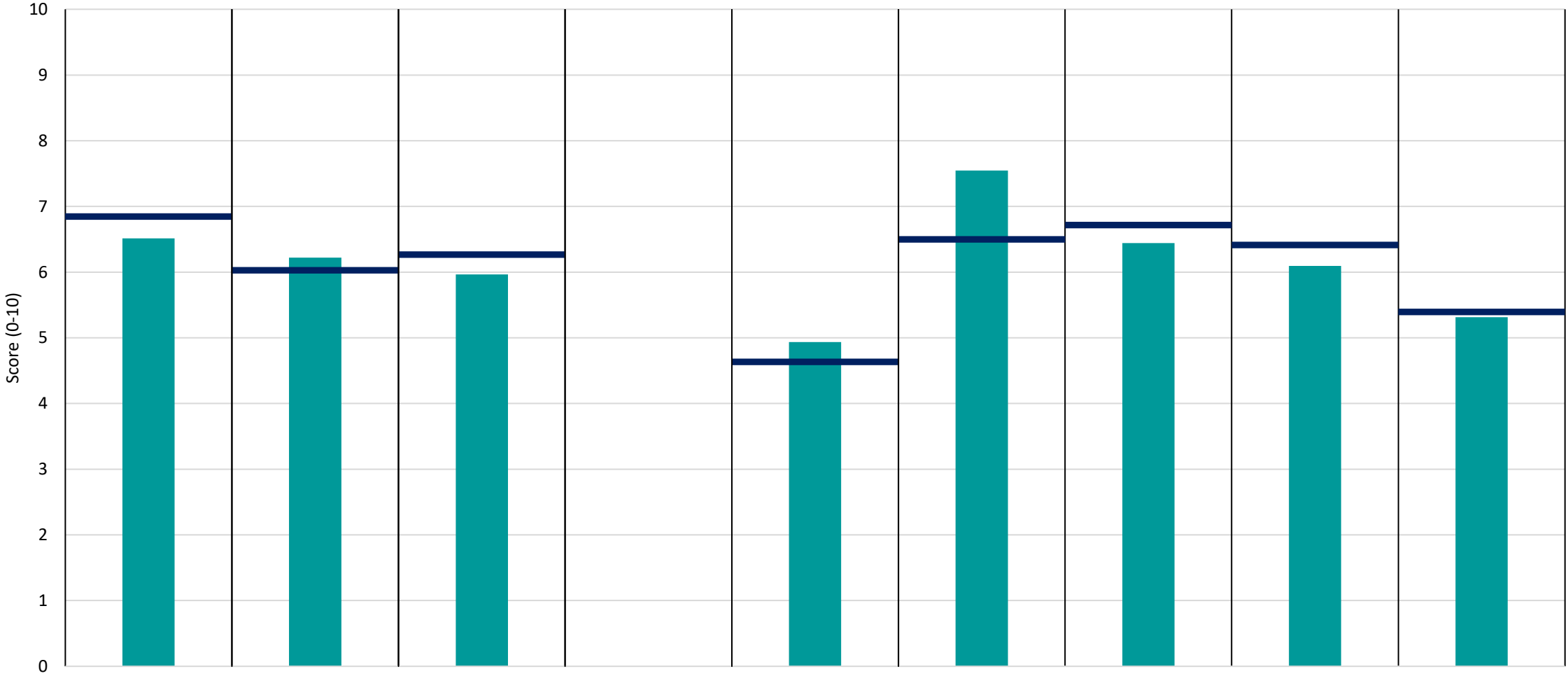
We work flexibly



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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.51 | 6.22 | 5.96 | - | 4.94 | 7.55 | 6.44 | 6.10 | 5.31 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 18 18 17 - 17 18 18 18 18 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.



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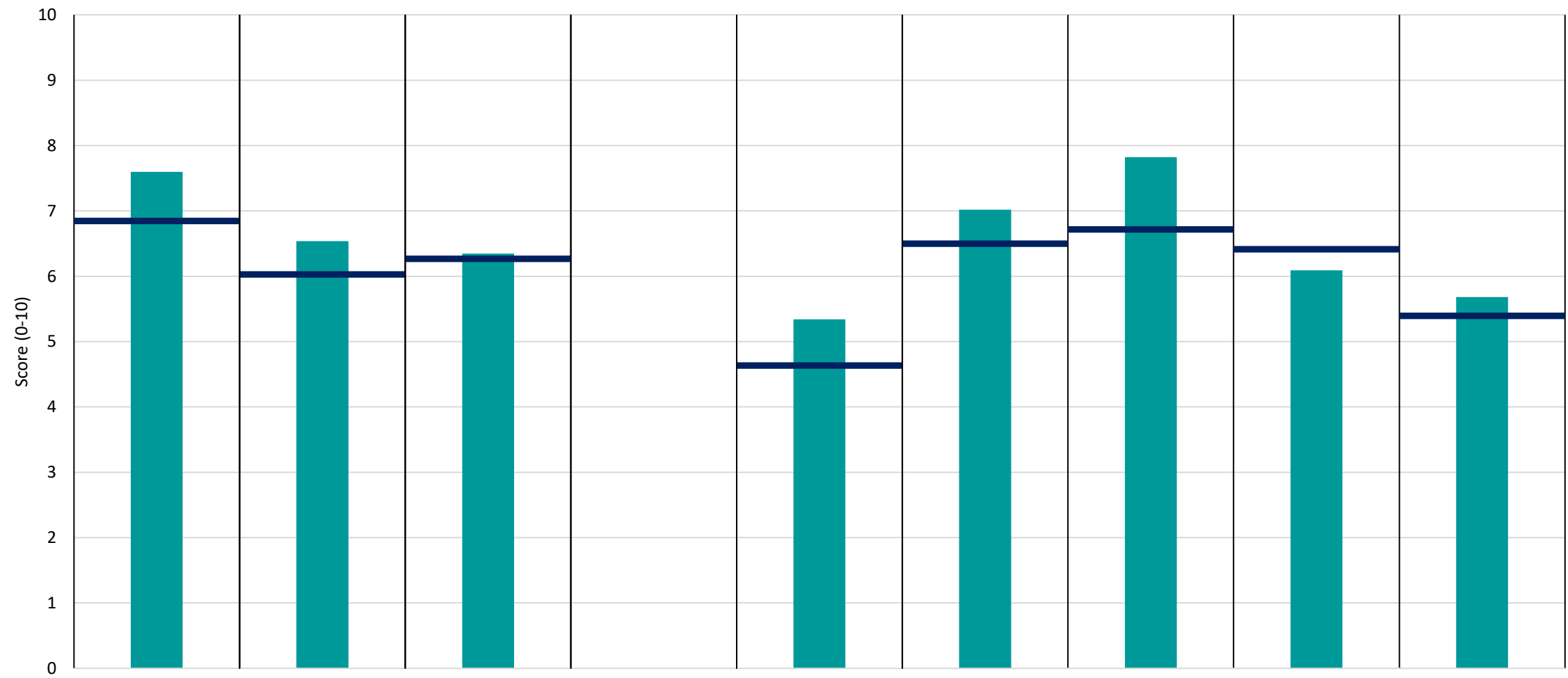
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We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.60 | 6.54 | 6.35 | - | 5.34 | 7.02 | 7.82 | 6.09 | 5.68 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 13 | 13 | 13 | - | 13 | 13 | 13 | 13 | 13 |

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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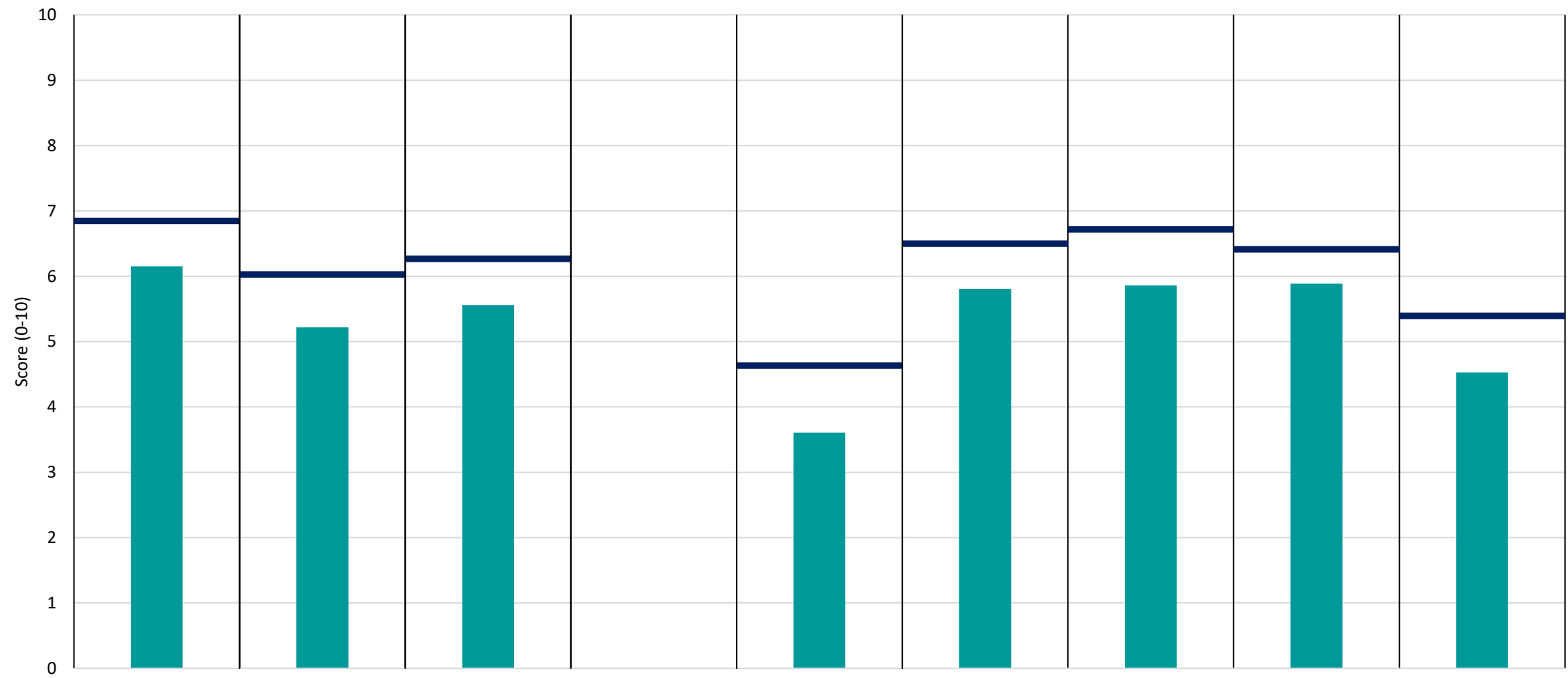
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.15 | 5.22 | 5.56 | - | 3.60 | 5.81 | 5.86 | 5.89 | 4.53 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| 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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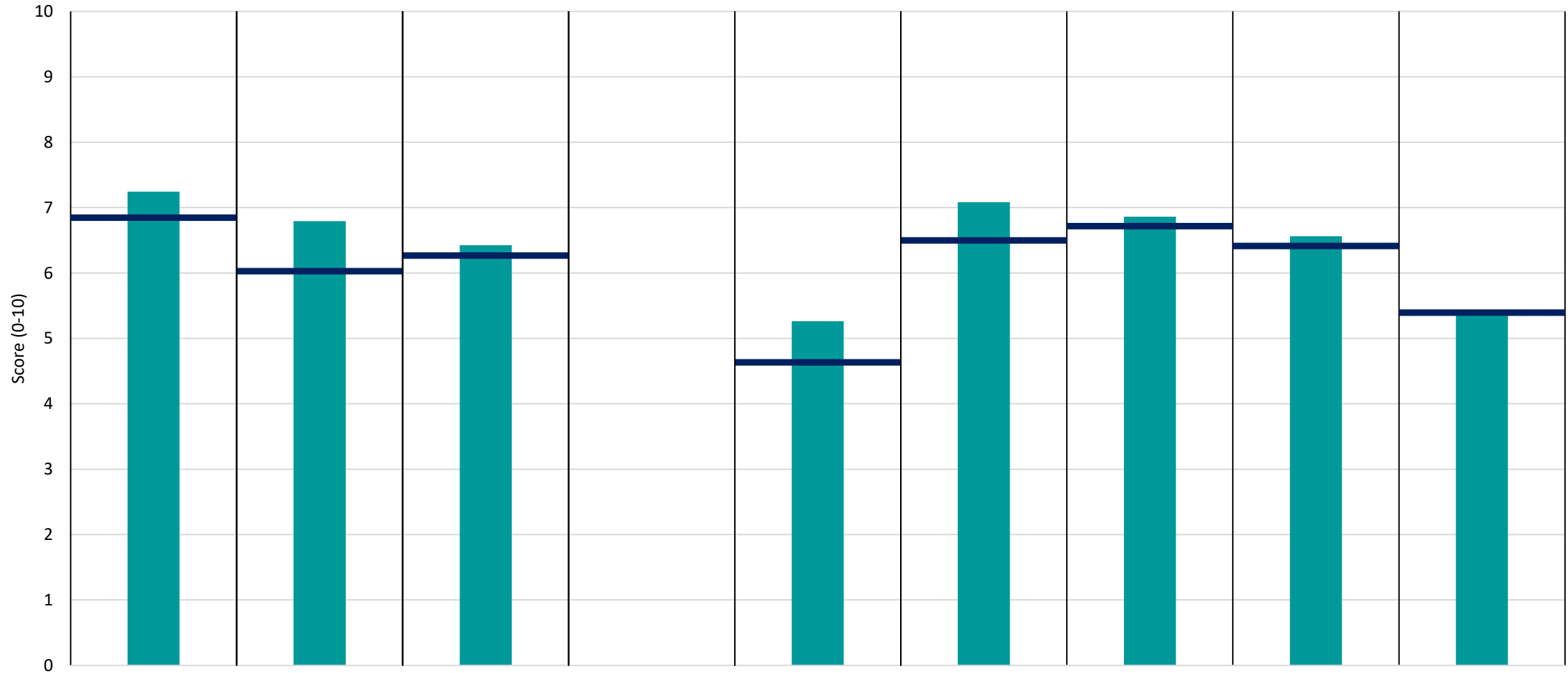
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.24 | 6.79 | 6.42 | - | 5.26 | 7.08 | 6.86 | 6.56 | 5.35 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 12 | 12 | 11 | - | 12 | 12 | 12 | 12 | 12 |



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We are safe and healthy



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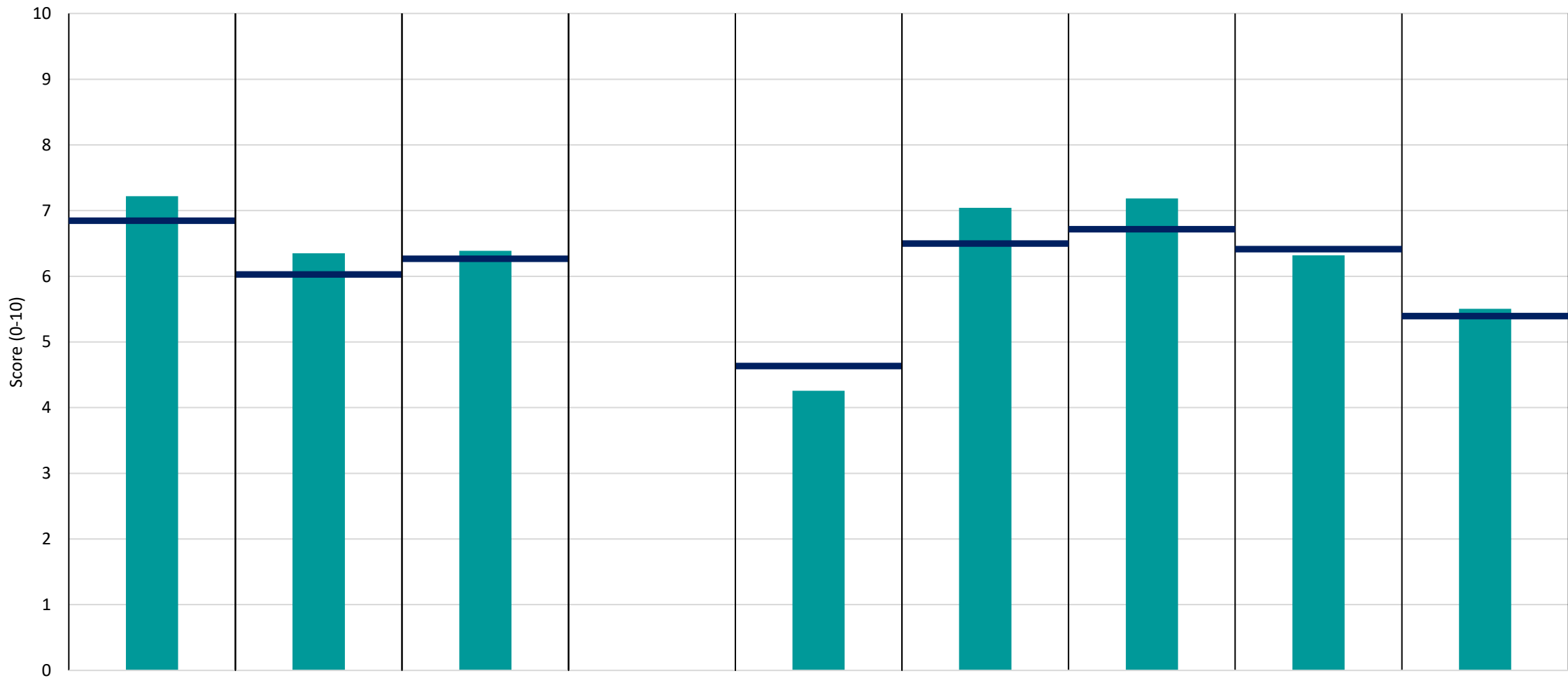
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.22 | 6.35 | 6.39 | - | 4.26 | 7.04 | 7.18 | 6.32 | 5.50 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 20 20 20 - 20 20 20 20 20 20 35

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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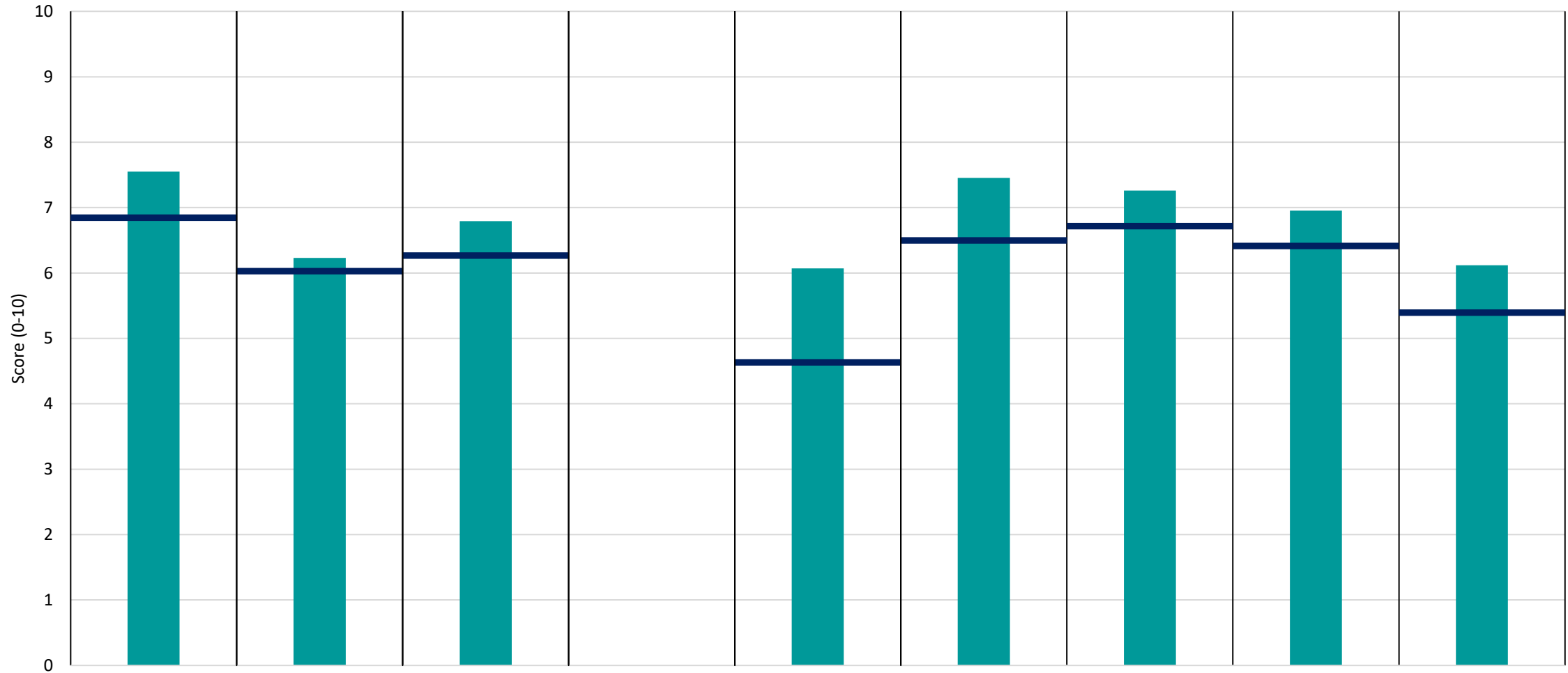
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|-------|
| Breakdown | 7.55 | 6.23 | 6.79 | - | 6.07 | 7.45 | 7.26 | 6.95 | 6.12 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 37 | 37 | 37 | - | 33 | 37 | 37 | 37 | 37 36 |

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.

LOCAL CARE



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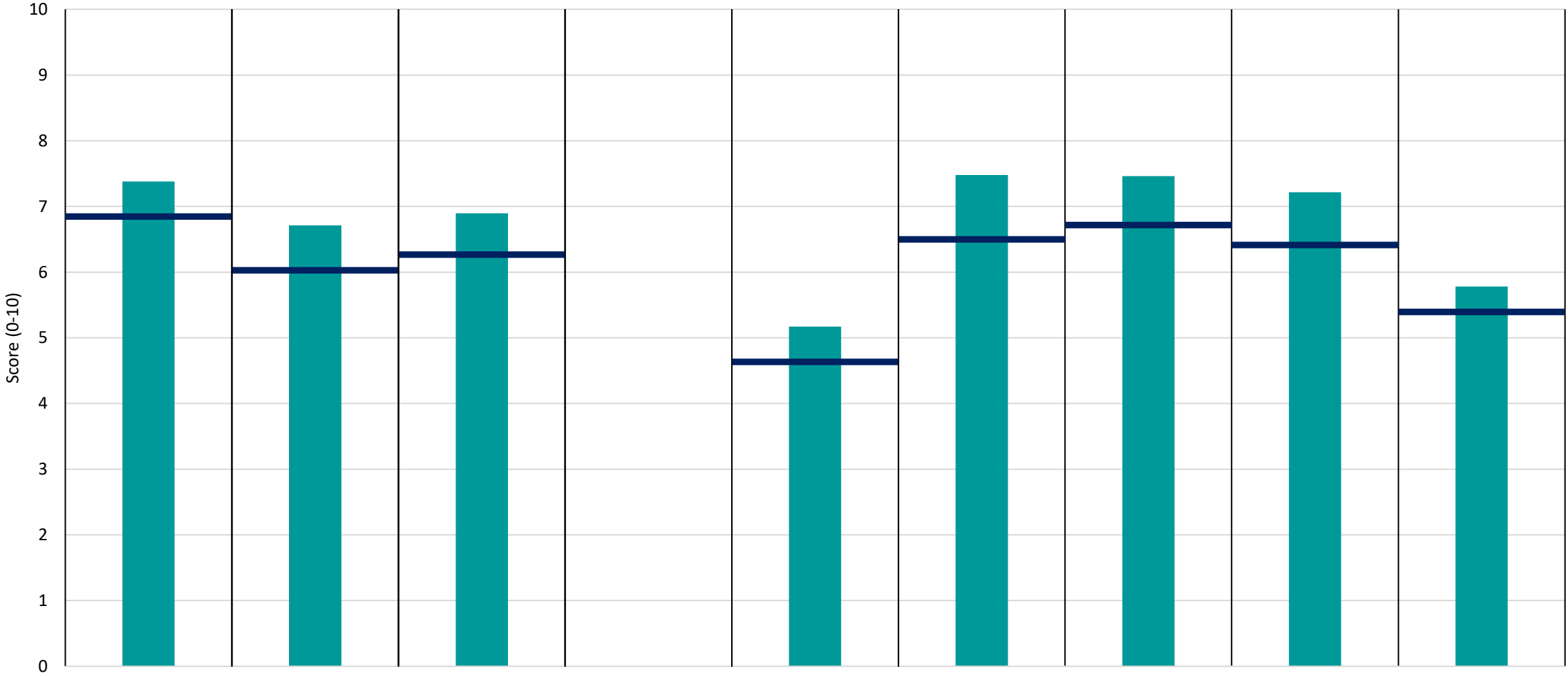
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.38 | 6.71 | 6.90 | - | 5.17 | 7.48 | 7.46 | 7.21 | 5.78 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 19 19 19 - 19 19 19 19 19 19 37

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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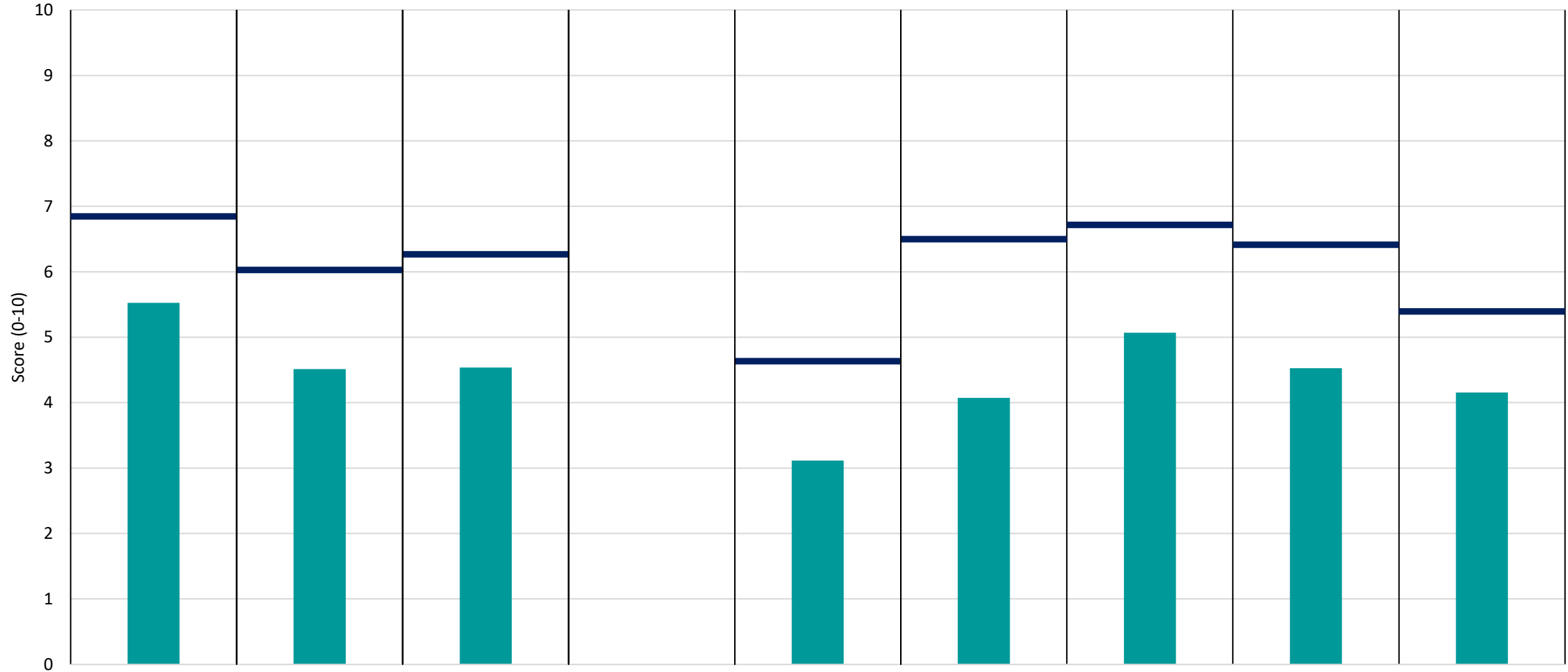
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 5.52 | 4.51 | 4.54 | - | 3.12 | 4.07 | 5.07 | 4.53 | 4.15 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |
| Responses | 42 | 42 | 42 | - | 41 | 42 | 42 | 42 | 42 |



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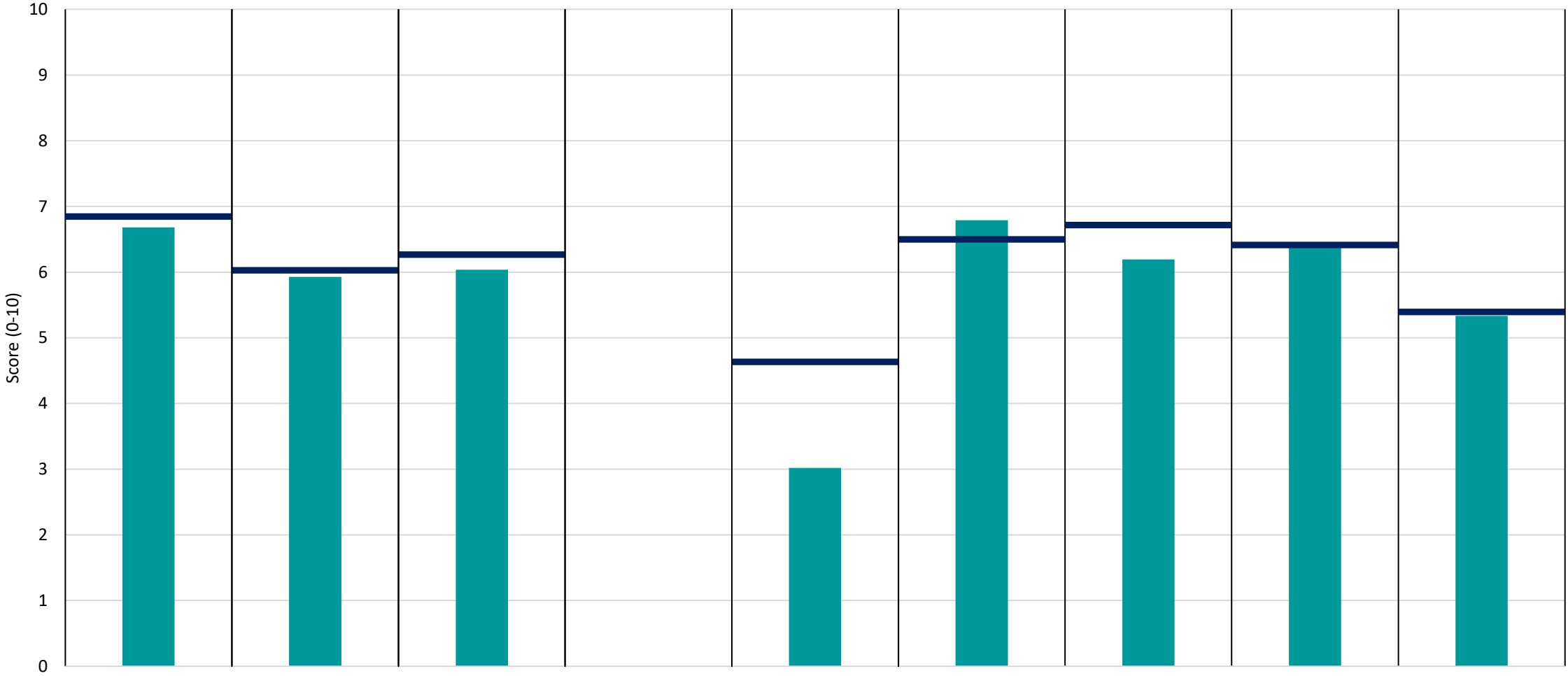
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.68 | 5.93 | 6.04 | - | 3.02 | 6.79 | 6.19 | 6.44 | 5.33 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 27 27 26 - 25 27 27 27 27 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.

QUALITY



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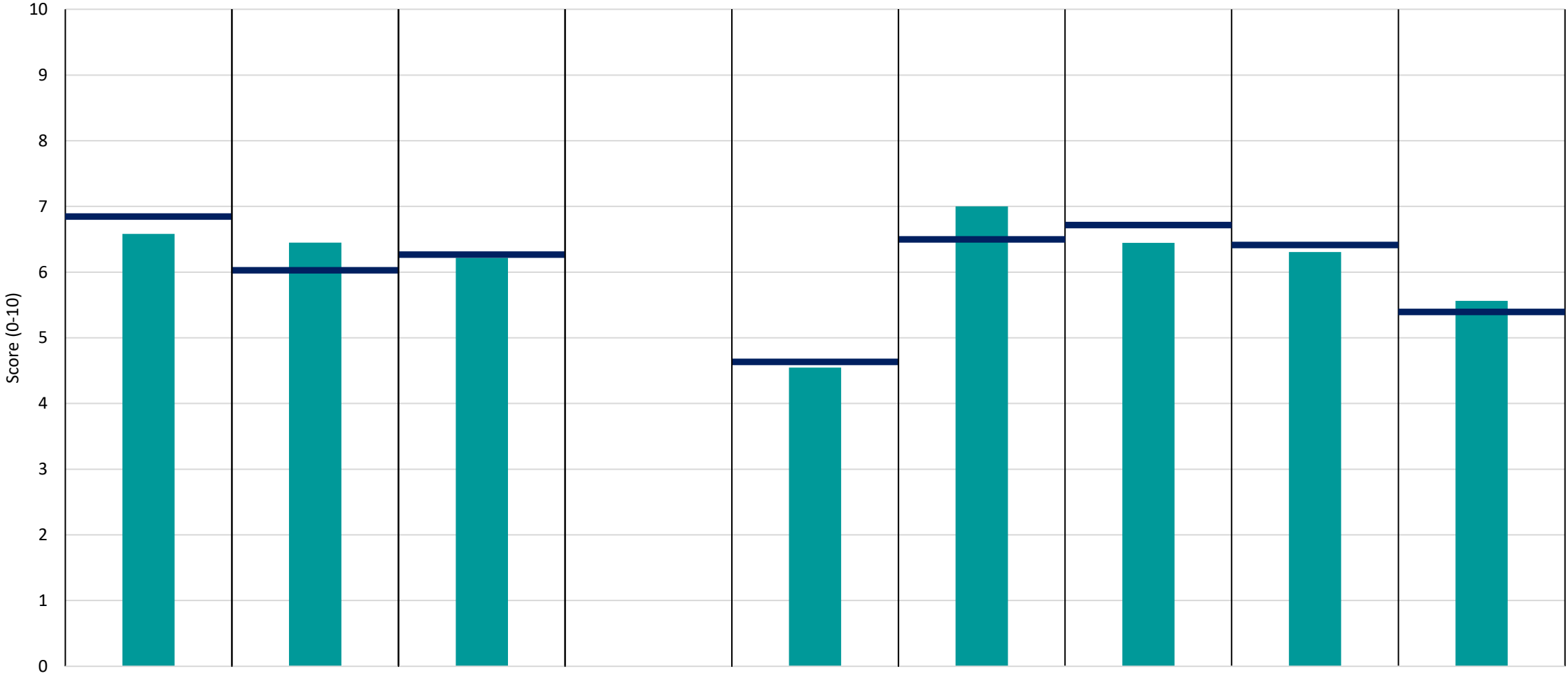
We work flexibly



We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.58 | 6.45 | 6.22 | - | 4.55 | 7.00 | 6.45 | 6.31 | 5.56 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

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

SAFEGUARDING



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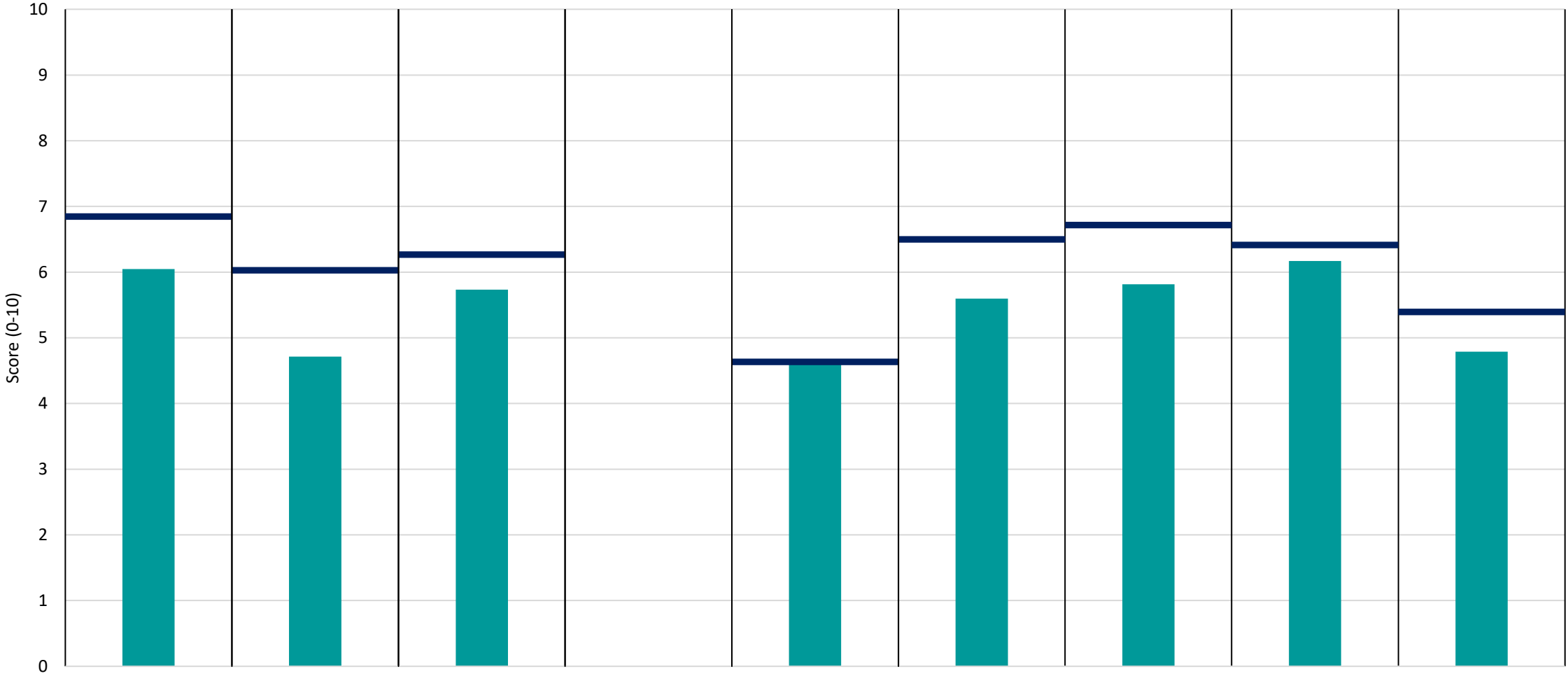
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We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.05 | 4.71 | 5.73 | - | 4.61 | 5.60 | 5.81 | 6.17 | 4.79 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 14 14 14 - 12 14 14 14 14 14 41

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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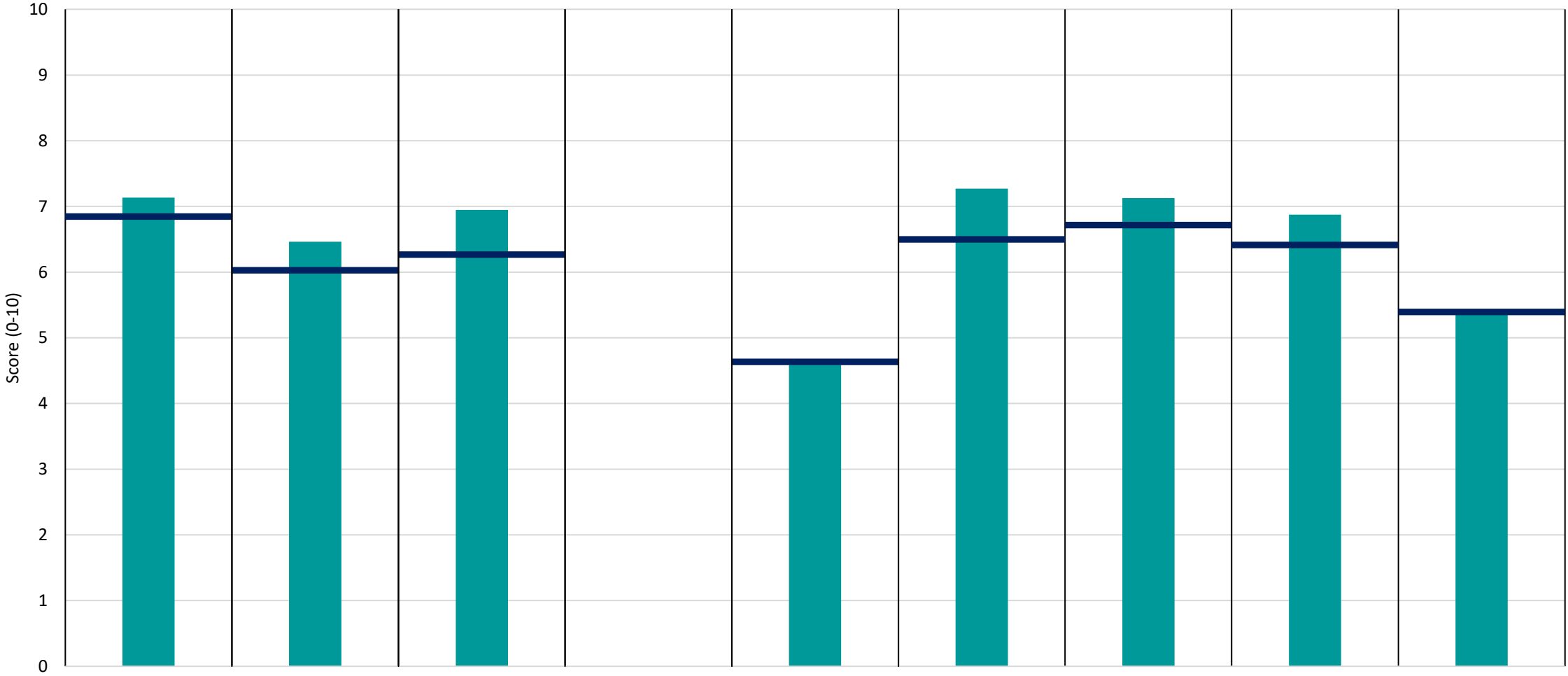
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.13 | 6.46 | 6.95 | - | 4.59 | 7.27 | 7.13 | 6.88 | 5.43 |
| Your org | 6.85 | 6.03 | 6.27 | - | 4.64 | 6.50 | 6.72 | 6.41 | 5.40 |

Responses 20 20 19 - 19 20 20 20 20 42

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.