



# NHS Coventry and Warwickshire ICB

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Corporate</u>	<u>6</u>
<u>Finance</u>	<u>7</u>
<u>Medical</u>	<u>8</u>
<u>Nursing, Quality &amp; Clinical Transformation</u>	<u>9</u>
<u>Performance &amp; Delivery</u>	<u>10</u>
<u>Transformation &amp; People</u>	<u>11</u>

<u>BI</u>	13
<u>Clinical Transformation</u>	14
<u>Corporate Governance &amp; Communications</u>	15
<u>Finance</u>	16
<u>Integration</u>	17
<u>Medical</u>	18
<u>Medicines Optimisation</u>	19
<u>Nursing</u>	20
<u>Performance &amp; Delivery</u>	21
<u>Primary Care</u>	22
<u>Quality</u>	23

This breakdown report for NHS Coventry and Warwickshire 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.

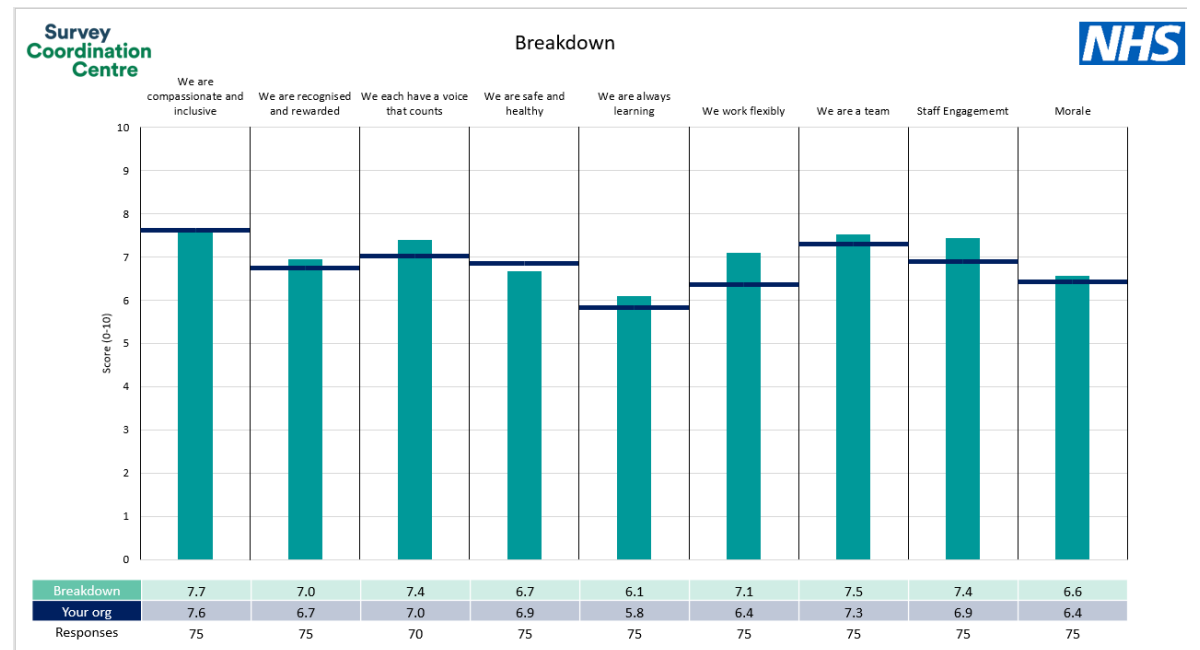
The breakdowns used in this report were provided and defined by NHS Coventry and Warwickshire ICB. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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 Coventry and Warwickshire ICB  
2023 NHS Staff Survey



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



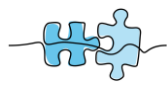
We are safe and  
healthy



We are always  
learning



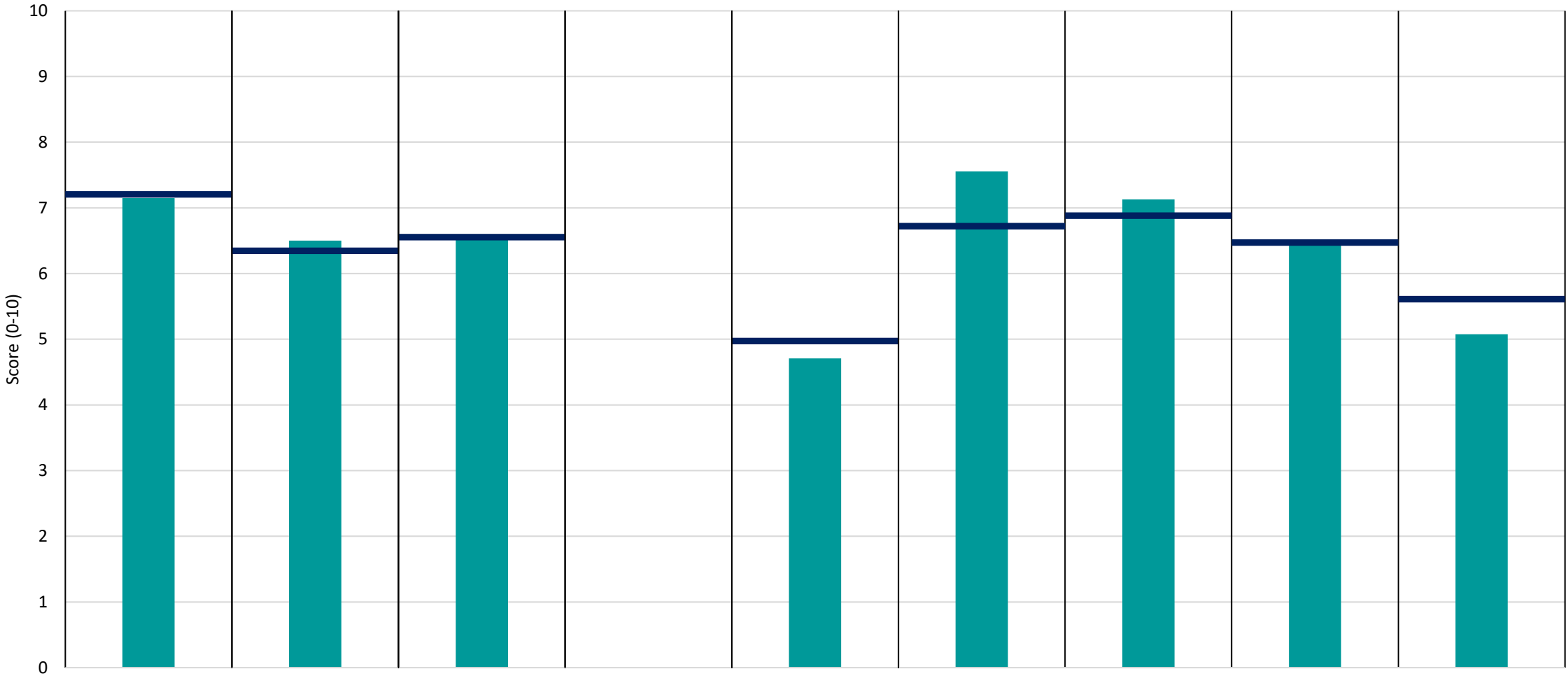
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.15	6.50	6.58	-	4.71	7.56	7.13	6.52	5.08
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 16 16 16 - 16 15 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.



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



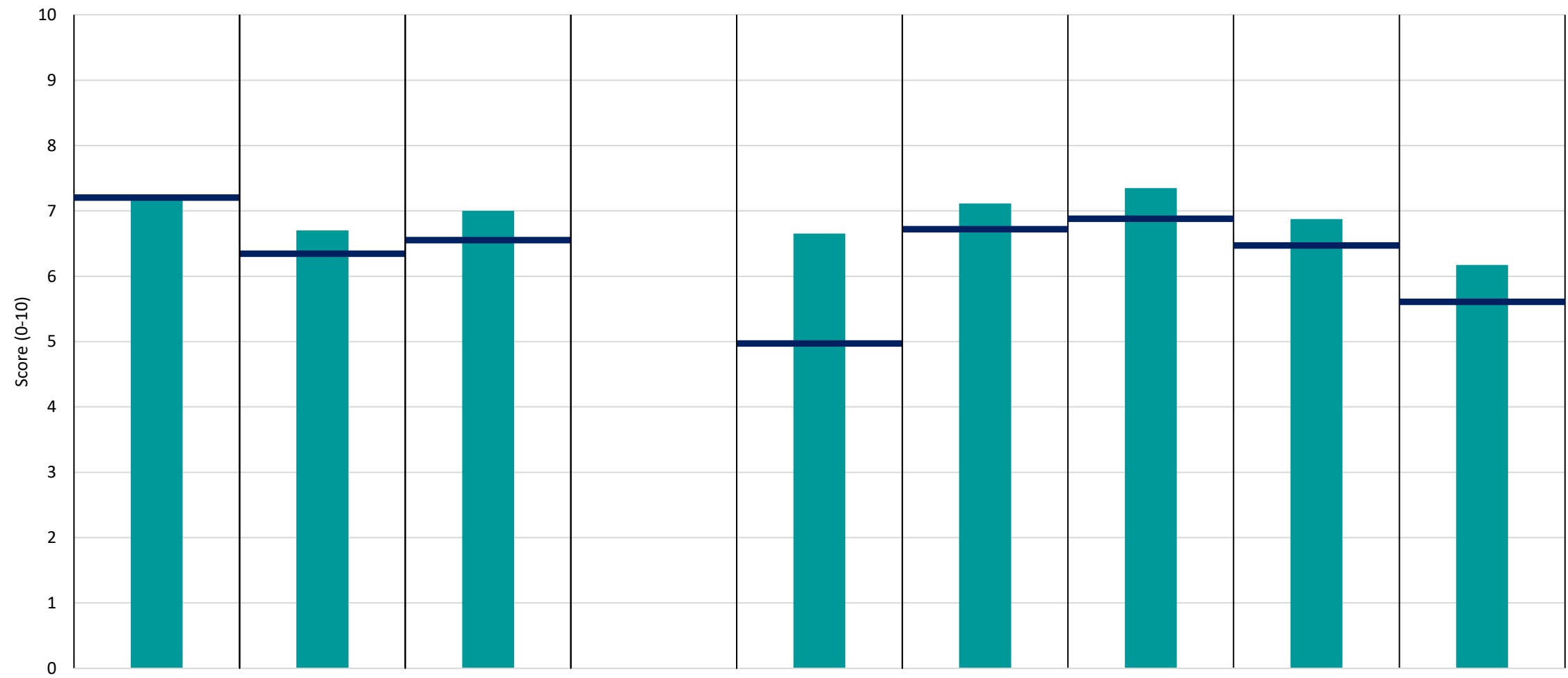
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.23	6.70	7.00	-	6.65	7.12	7.35	6.88	6.17
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61
Responses	26	26	26	-	26	26	26	26	26

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



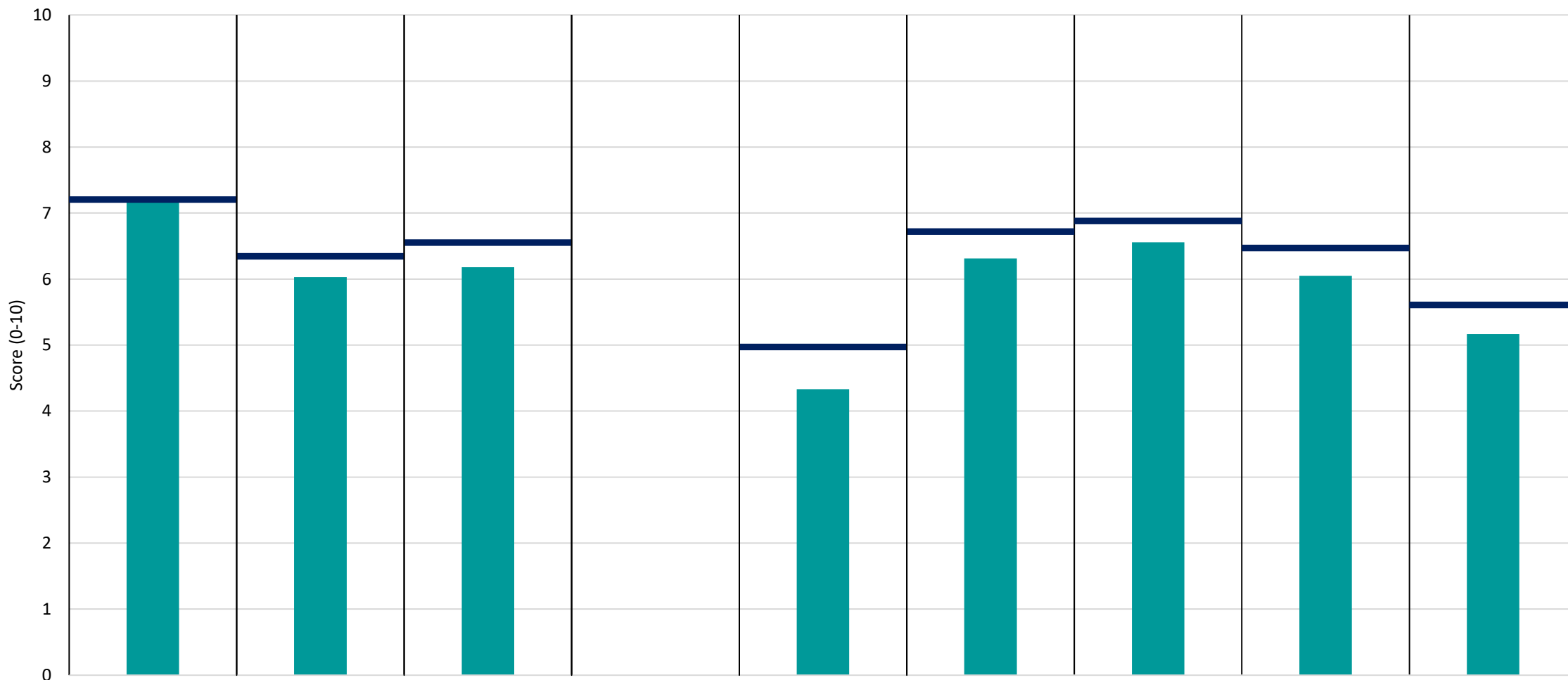
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.24	6.03	6.18	-	4.33	6.31	6.56	6.05	5.17
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 91 91 89 - 83 91 91 91 91 8

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



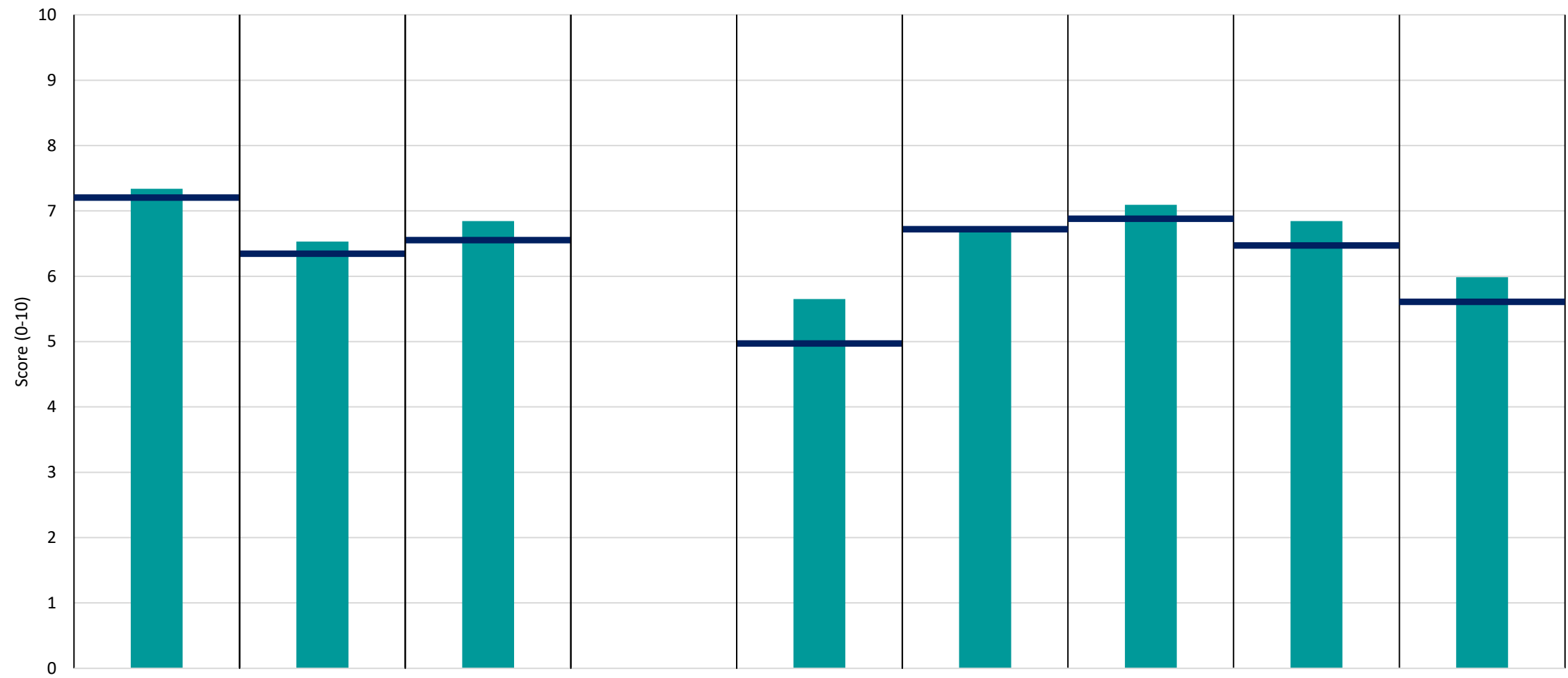
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.34	6.53	6.84	-	5.65	6.69	7.09	6.84	5.99
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61
Responses	87	87	87	-	86	87	87	87	87

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



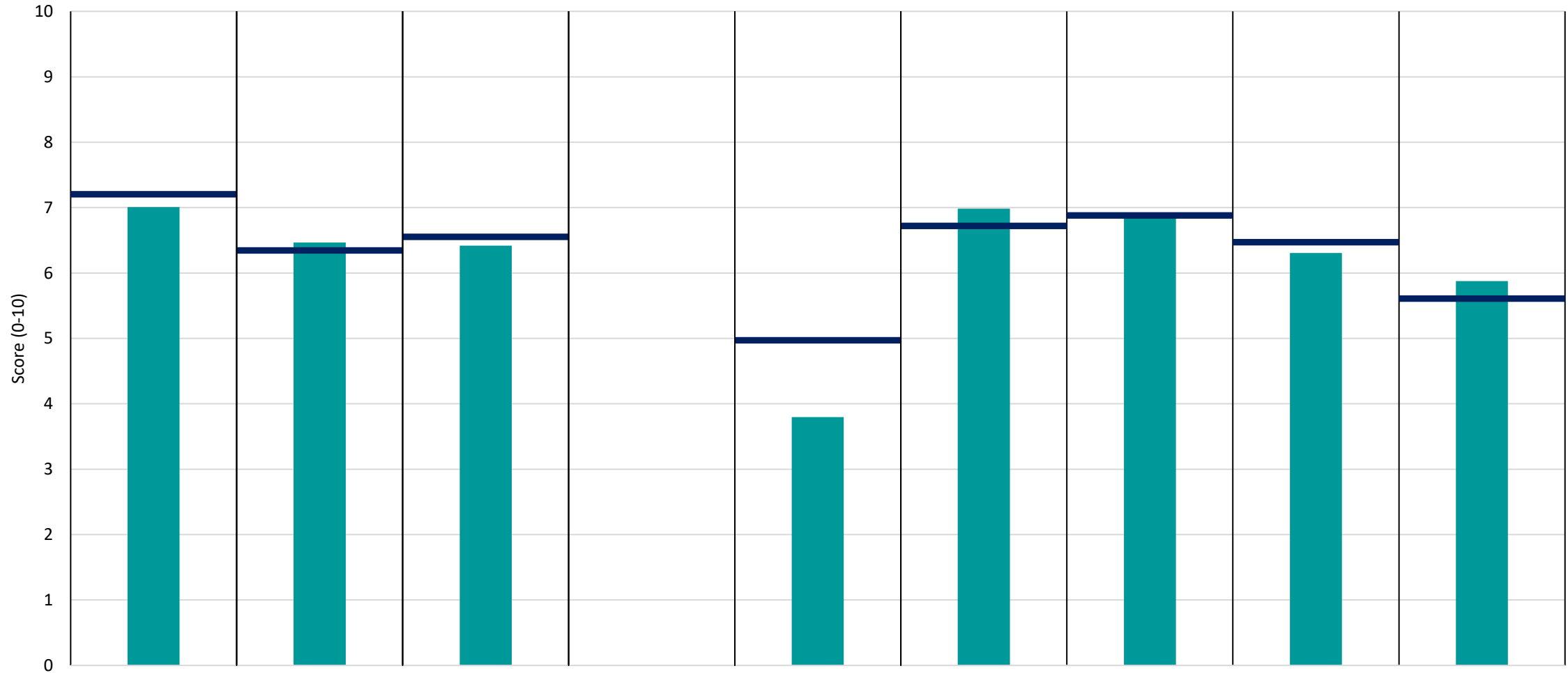
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.01	6.47	6.42	-	3.80	6.98	6.90	6.30	5.88
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 37 38 36 - 37 38 37 38 38 38 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.



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



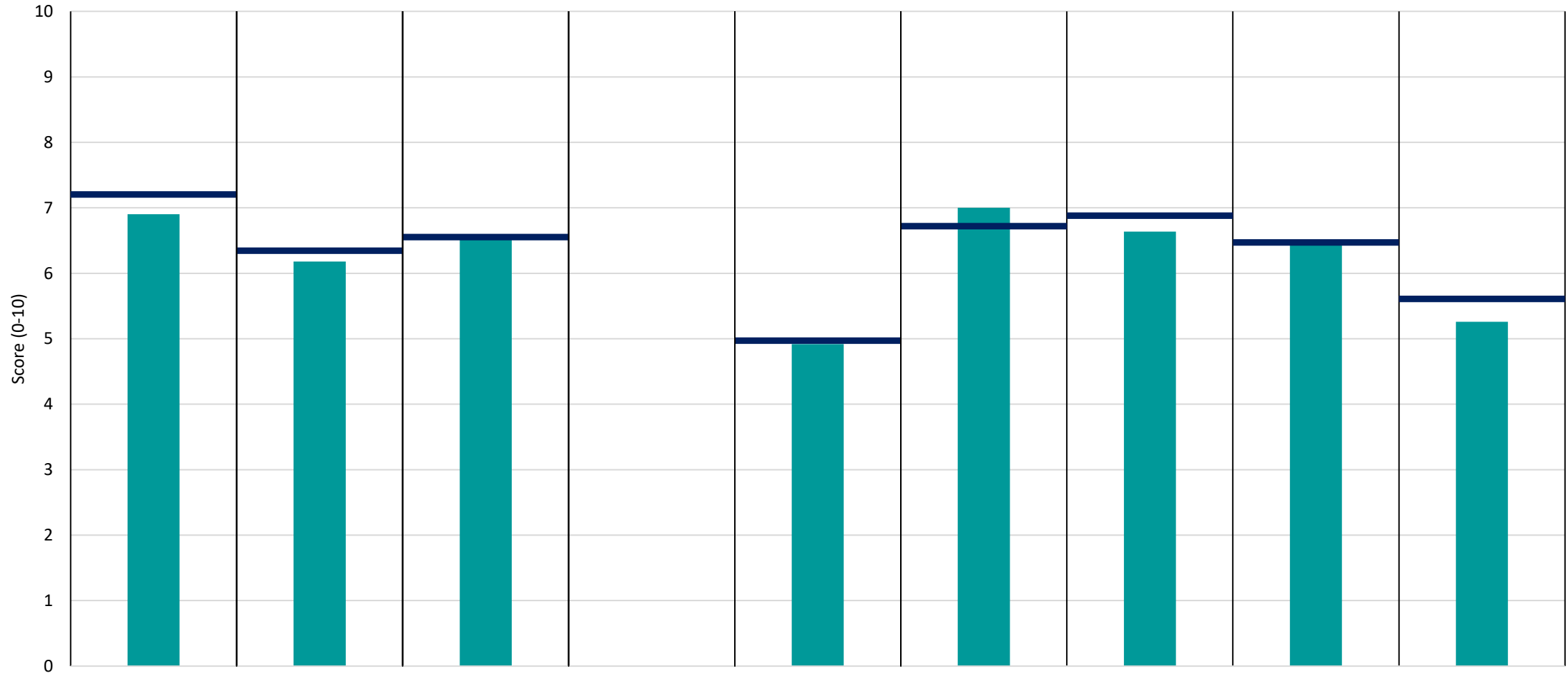
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.90	6.18	6.58	-	4.92	7.00	6.64	6.52	5.26
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61
Responses	25	25	25	-	22	25	25	25	25

# Breakdowns 2

NHS Coventry and Warwickshire 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



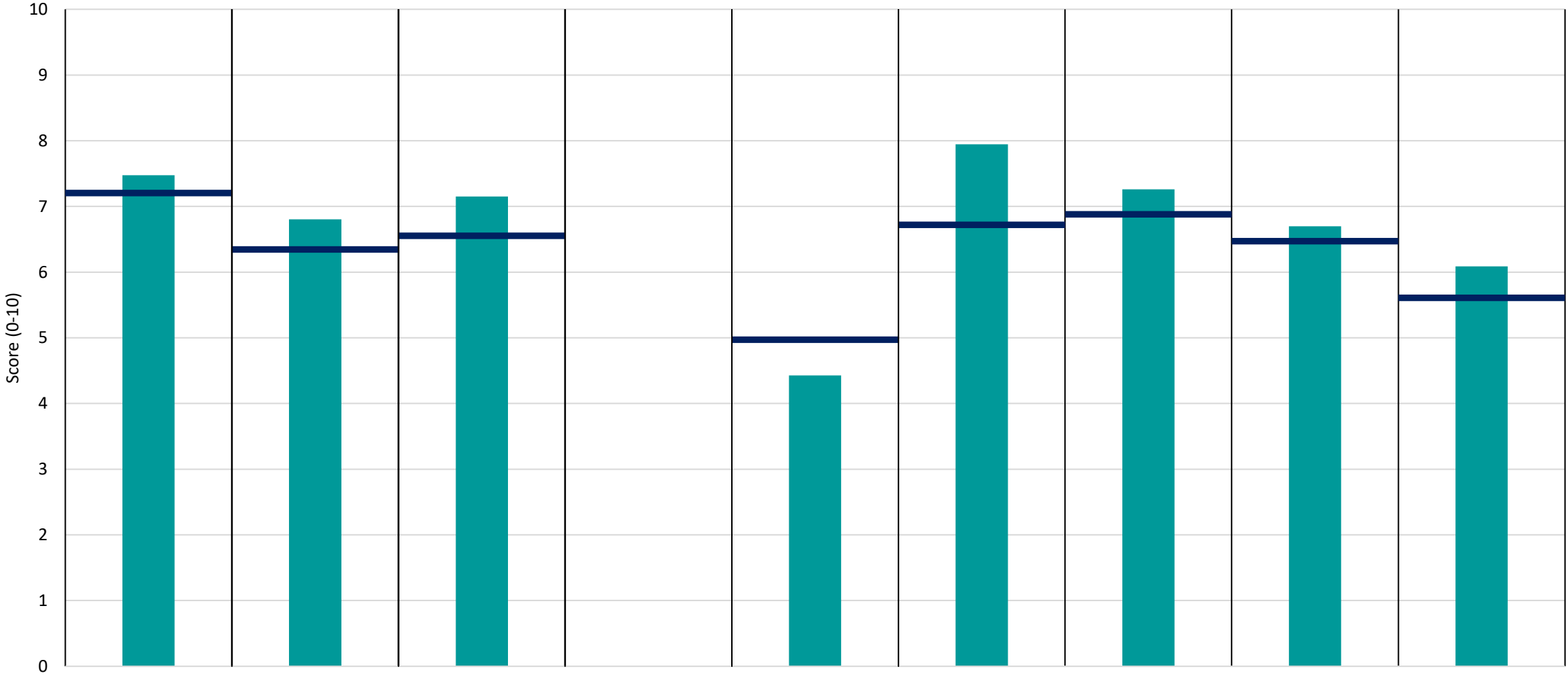
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.48	6.80	7.15	-	4.43	7.95	7.26	6.70	6.09
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 13 14 13 - 14 14 13 14 14 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.



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



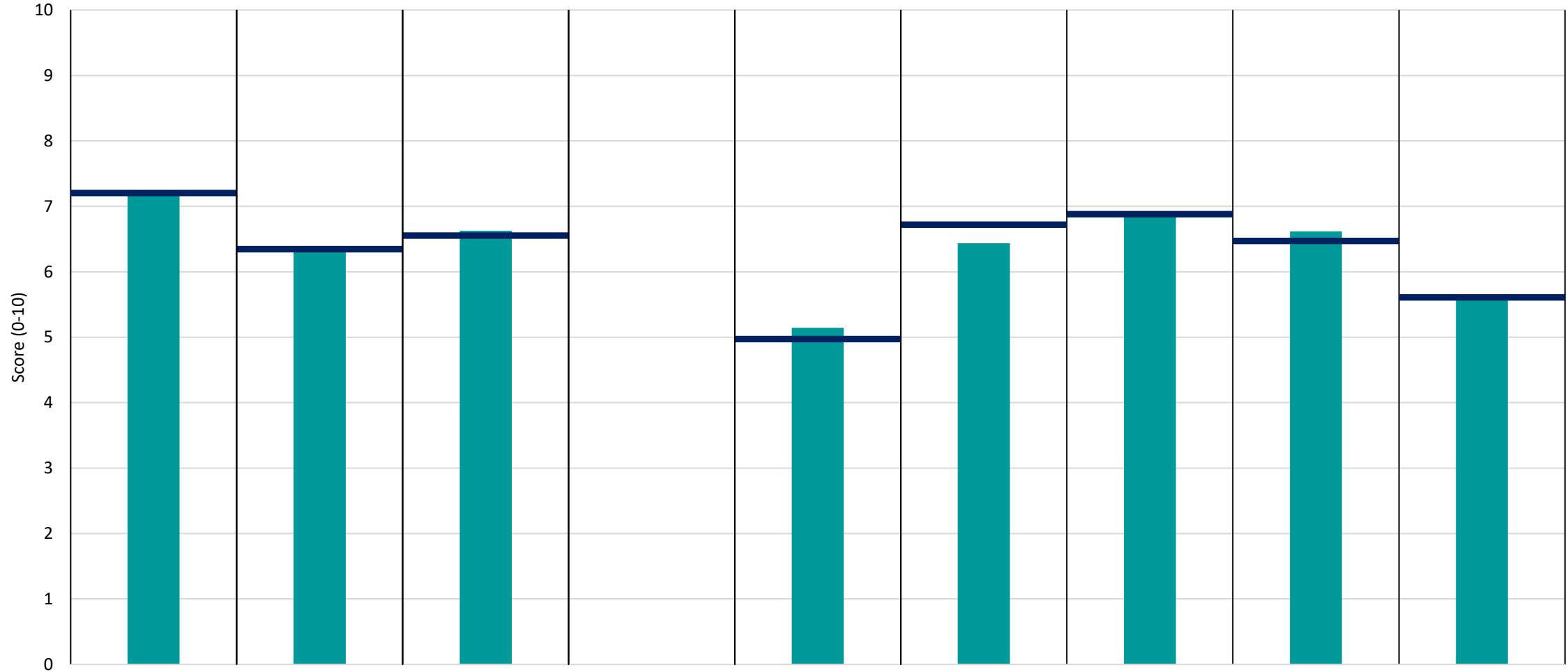
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.23	6.31	6.63	-	5.14	6.44	6.88	6.61	5.64
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 56 56 56 - 55 56 56 56 56 56 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.



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



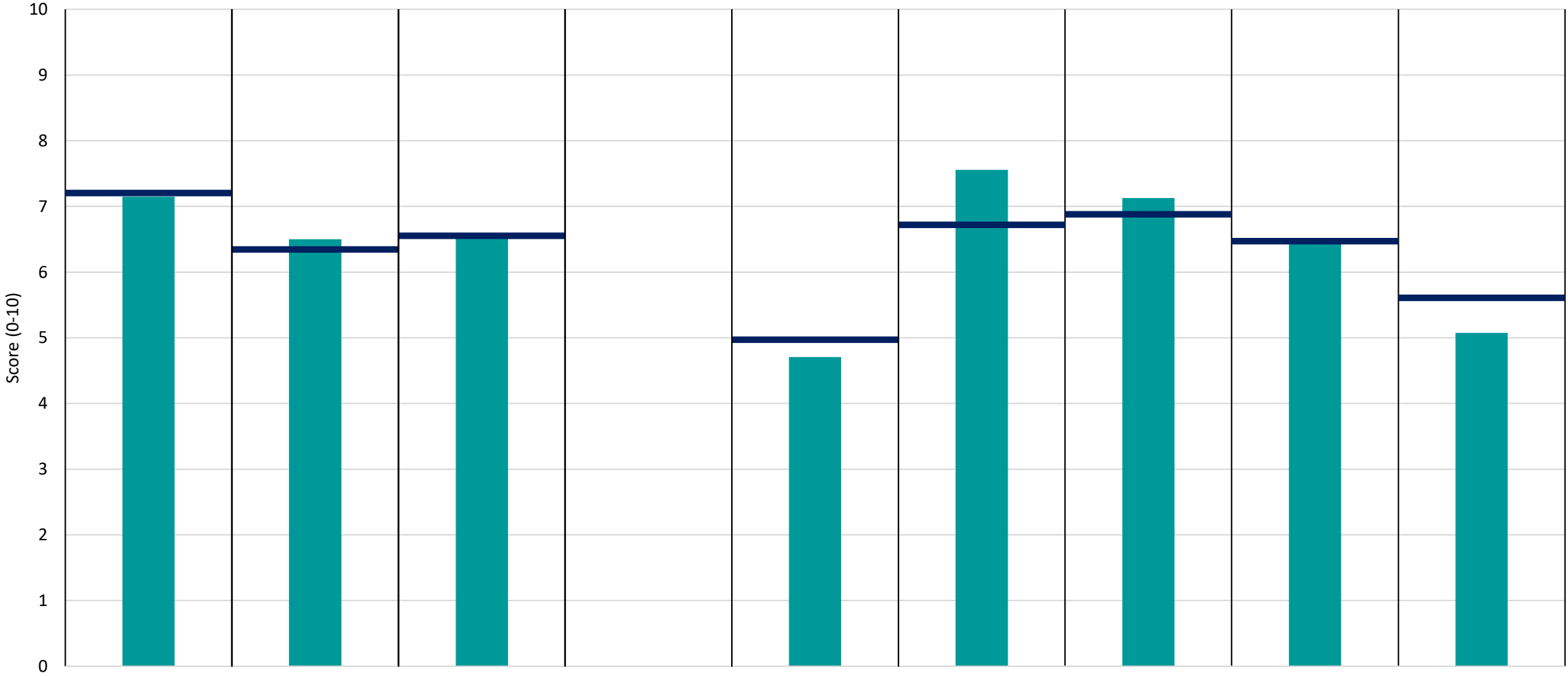
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.15	6.50	6.58	-	4.71	7.56	7.13	6.52	5.08
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 16 16 16 - 16 15 16 16 16 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



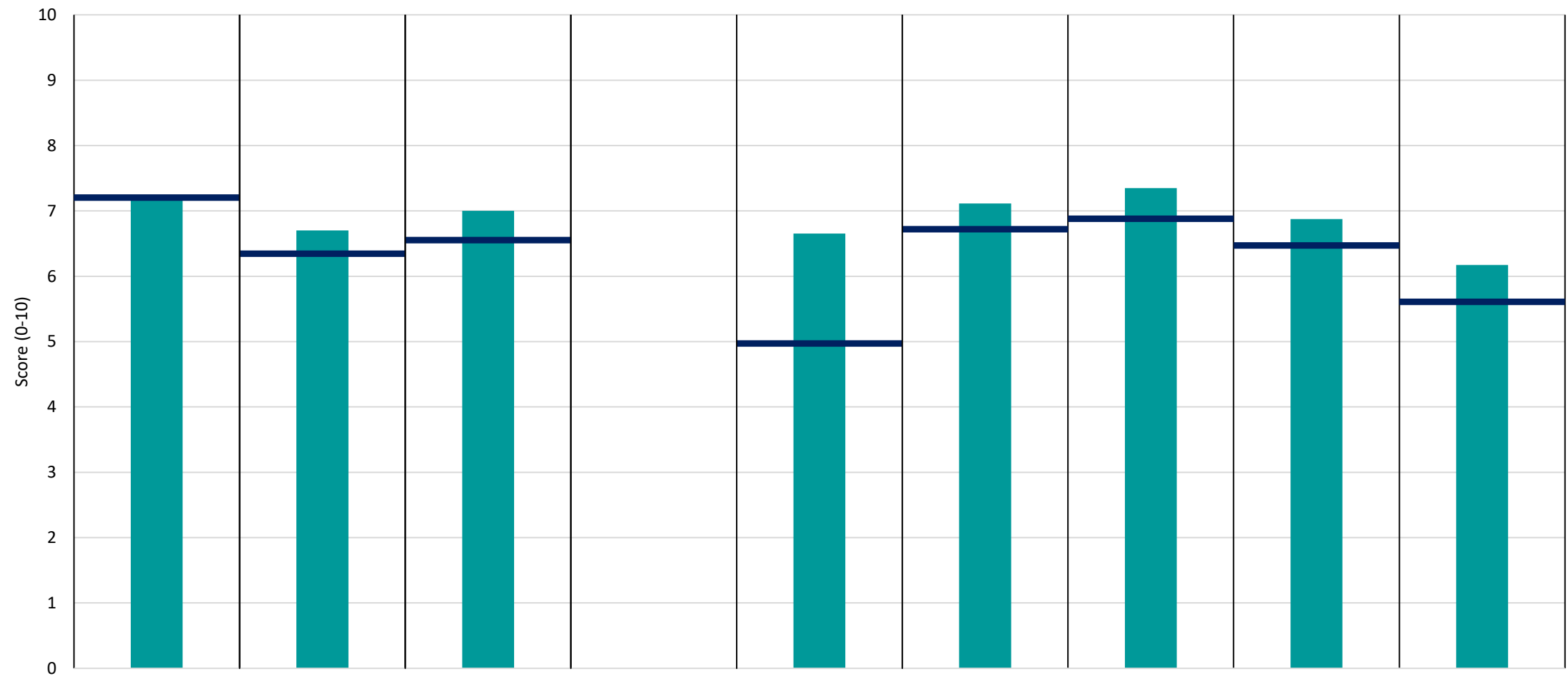
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.23	6.70	7.00	-	6.65	7.12	7.35	6.88	6.17
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61
Responses	26	26	26	-	26	26	26	26	26

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



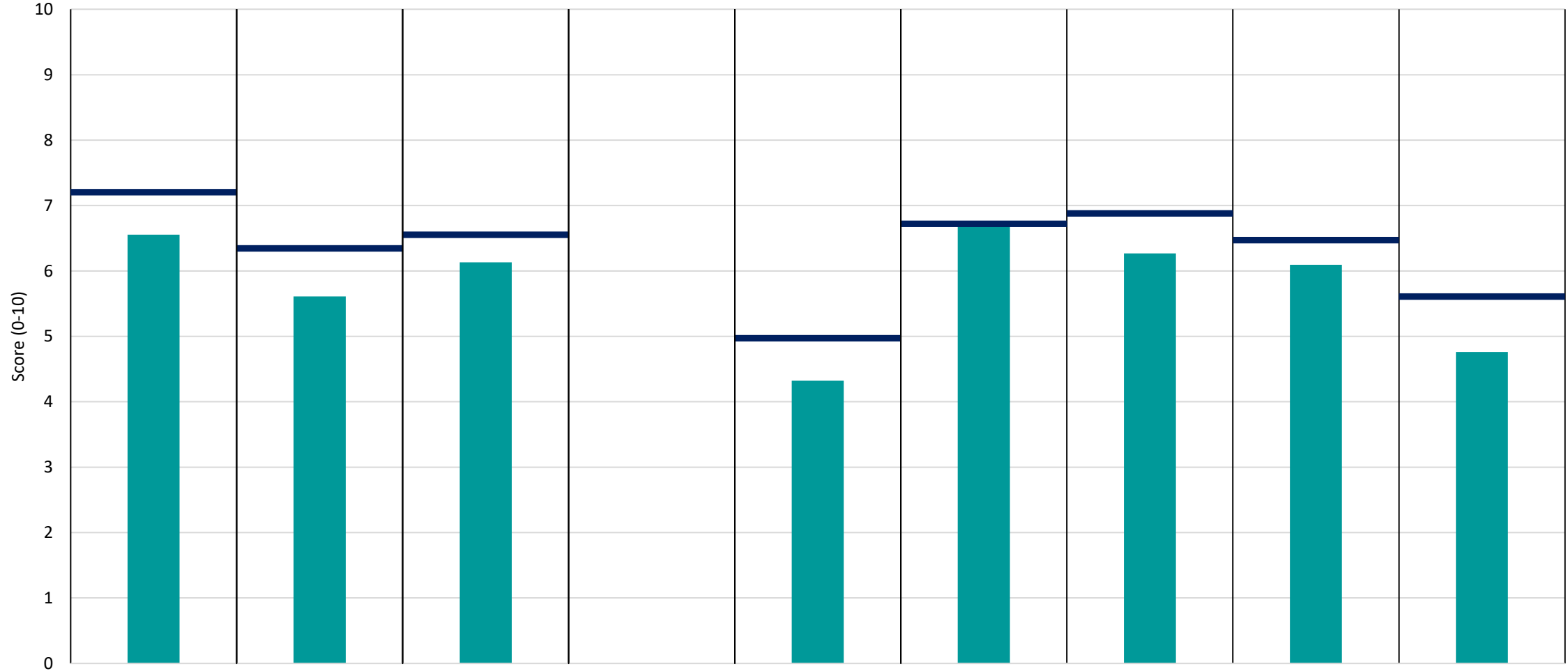
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.55	5.61	6.13	-	4.32	6.71	6.27	6.10	4.76
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 18 18 18 - 16 18 18 18 18 18 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



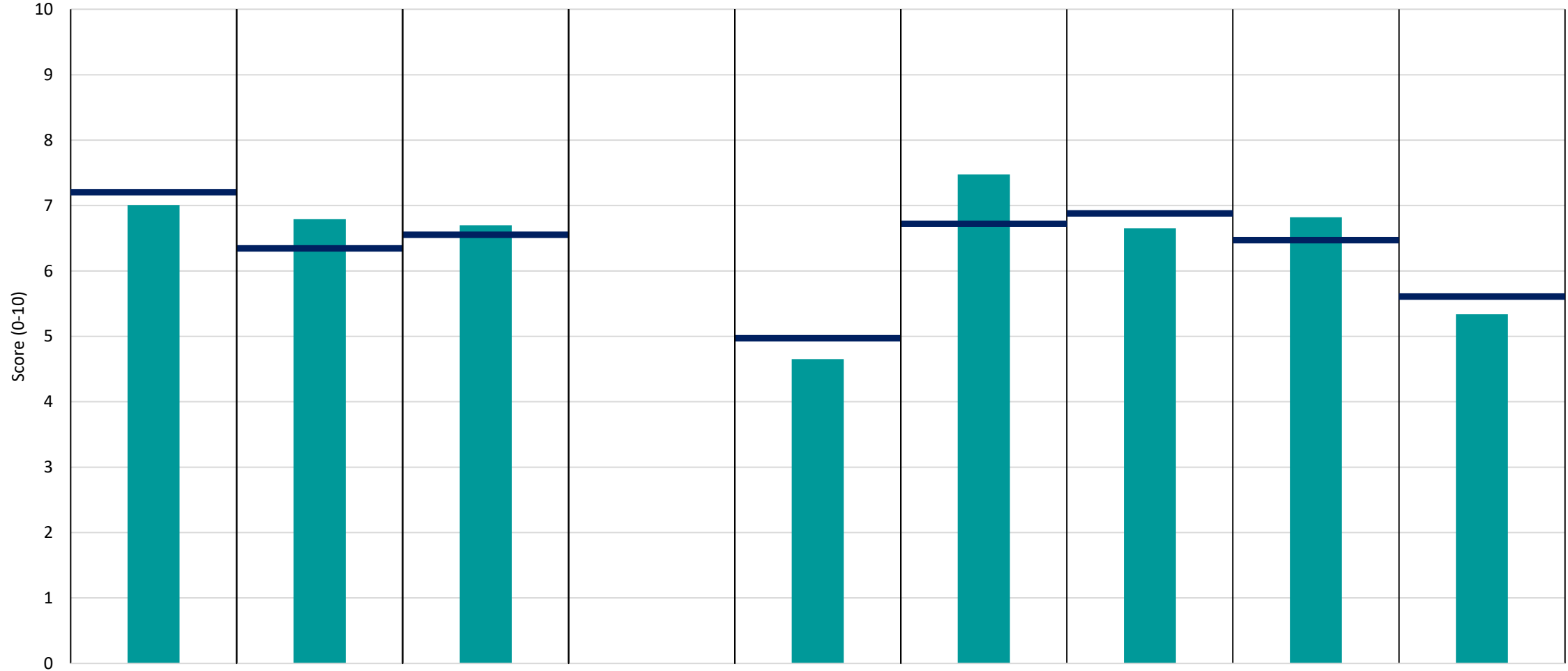
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.01	6.79	6.70	-	4.65	7.48	6.65	6.82	5.34
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 17 17 17 - 16 17 17 17 17 17 18

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



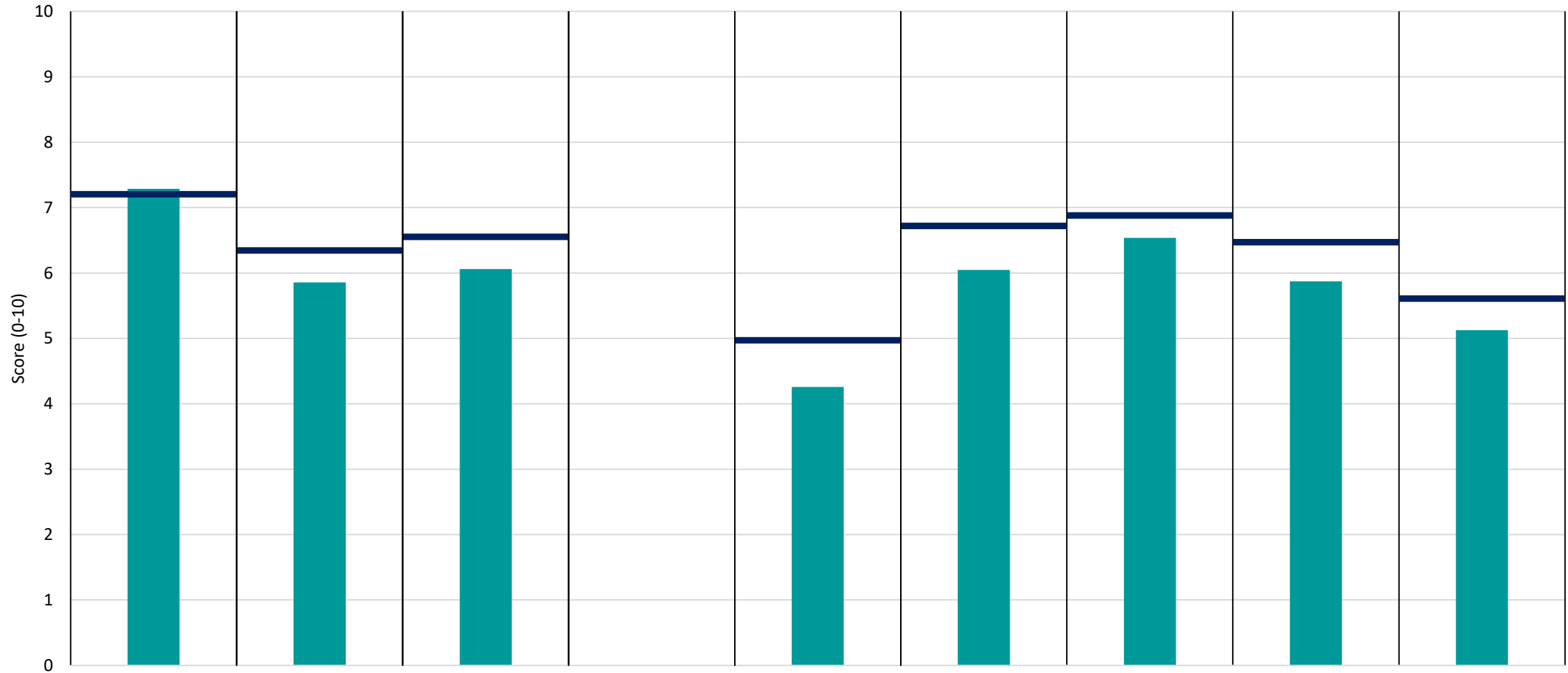
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.29	5.85	6.06	-	4.26	6.05	6.54	5.87	5.13
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 74 74 72 - 67 74 74 74 74 74 19

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



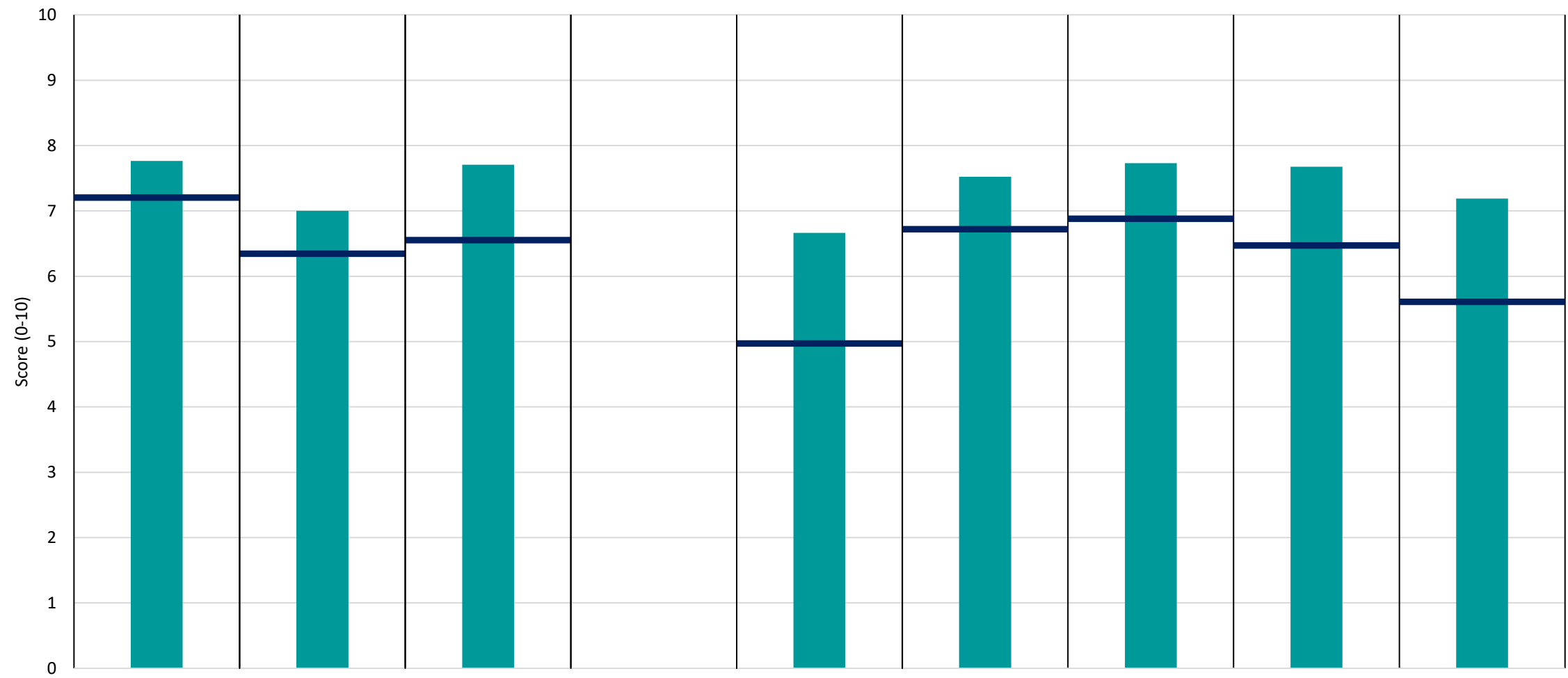
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.76	7.00	7.71	-	6.66	7.52	7.73	7.68	7.19
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61
Responses	19	19	19	-	19	19	19	19	19

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



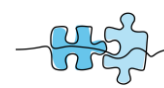
We are safe and  
healthy



We are always  
learning



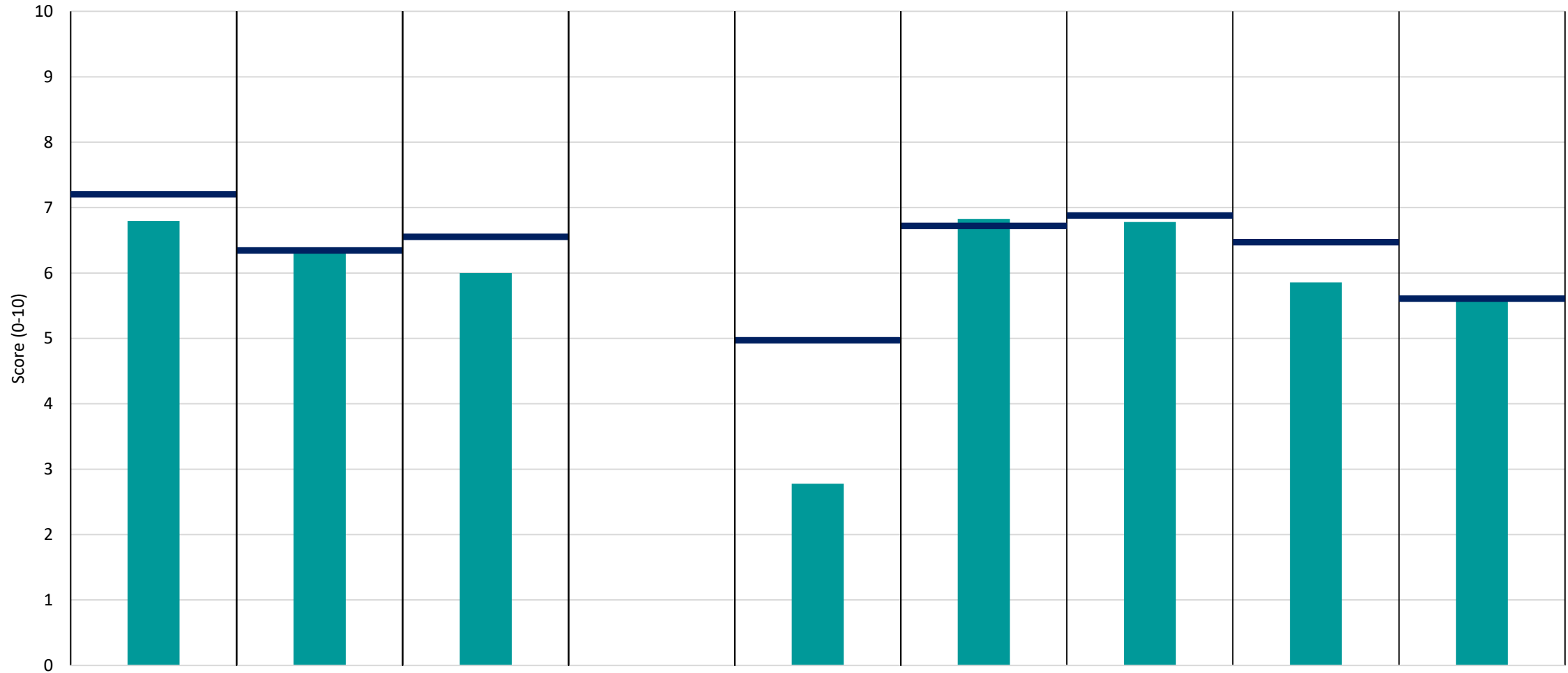
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.80	6.31	6.00	-	2.78	6.83	6.78	5.85	5.58
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 13 13 12 - 13 13 13 13 13 13 21

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



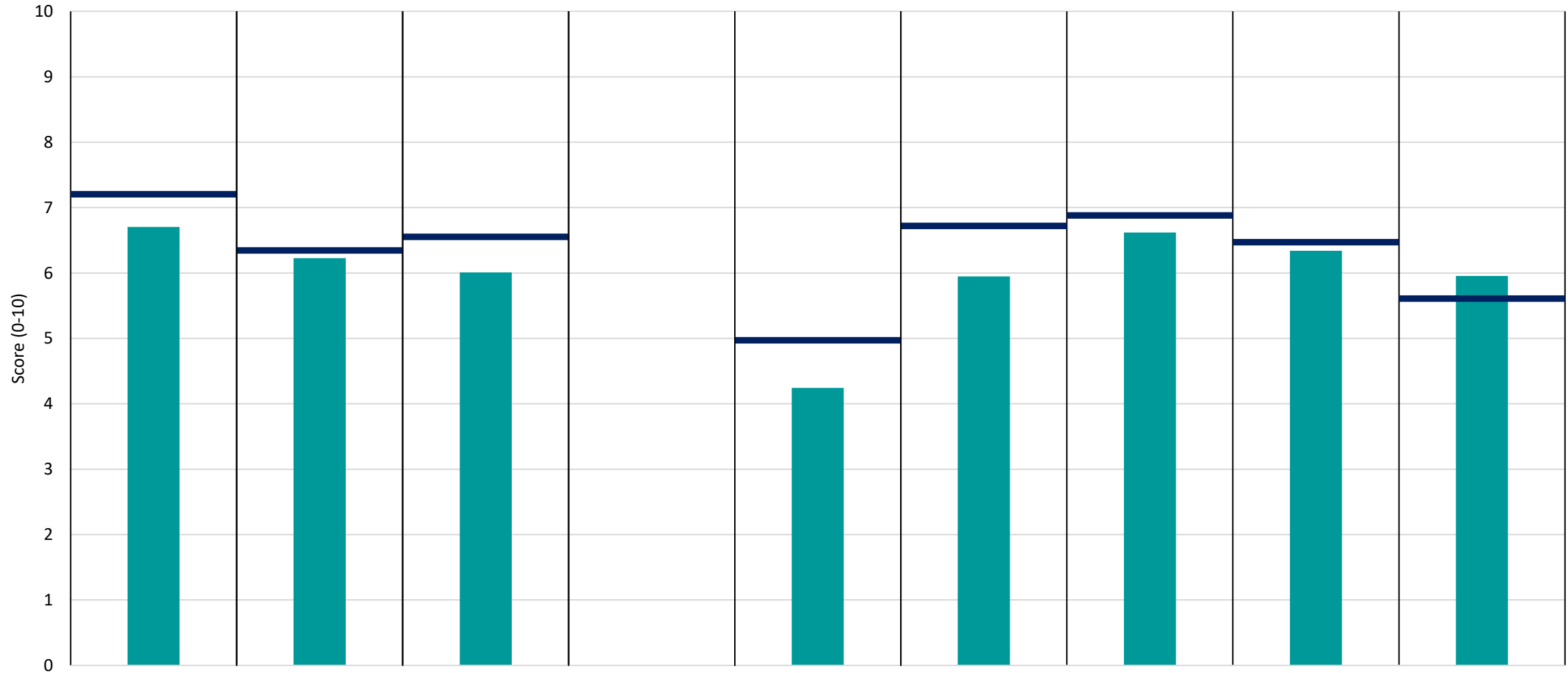
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.71	6.23	6.01	-	4.24	5.95	6.62	6.34	5.95
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61

Responses 11 11 11 - 10 11 11 11 11 11 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.



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



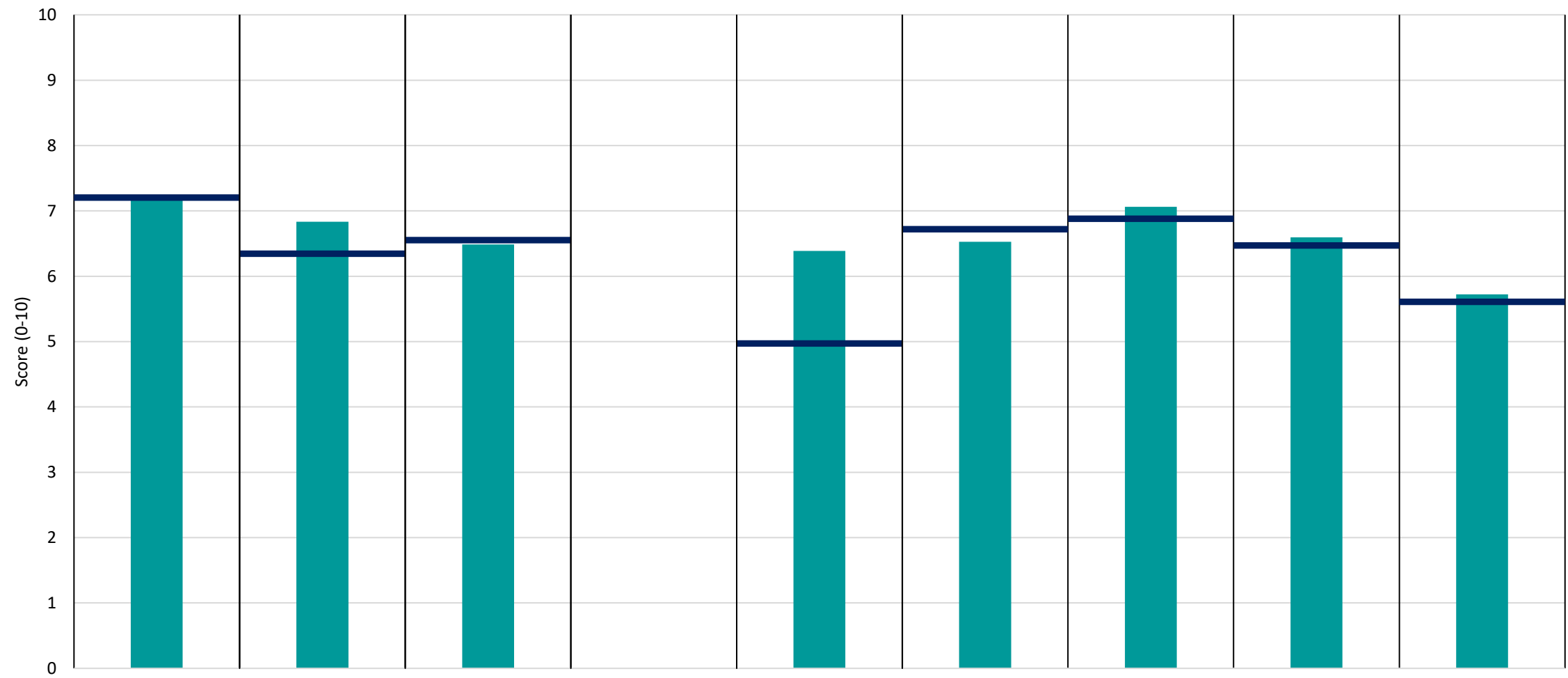
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.16	6.83	6.49	-	6.39	6.53	7.06	6.60	5.72
Your org	7.20	6.34	6.55	-	4.97	6.72	6.88	6.47	5.61
Responses	12	12	12	-	12	12	12	12	12

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.