



NHS Surrey Heartlands ICB

2023 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Surrey Heartlands 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 Surrey Heartlands 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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2023 NHS Staff Survey



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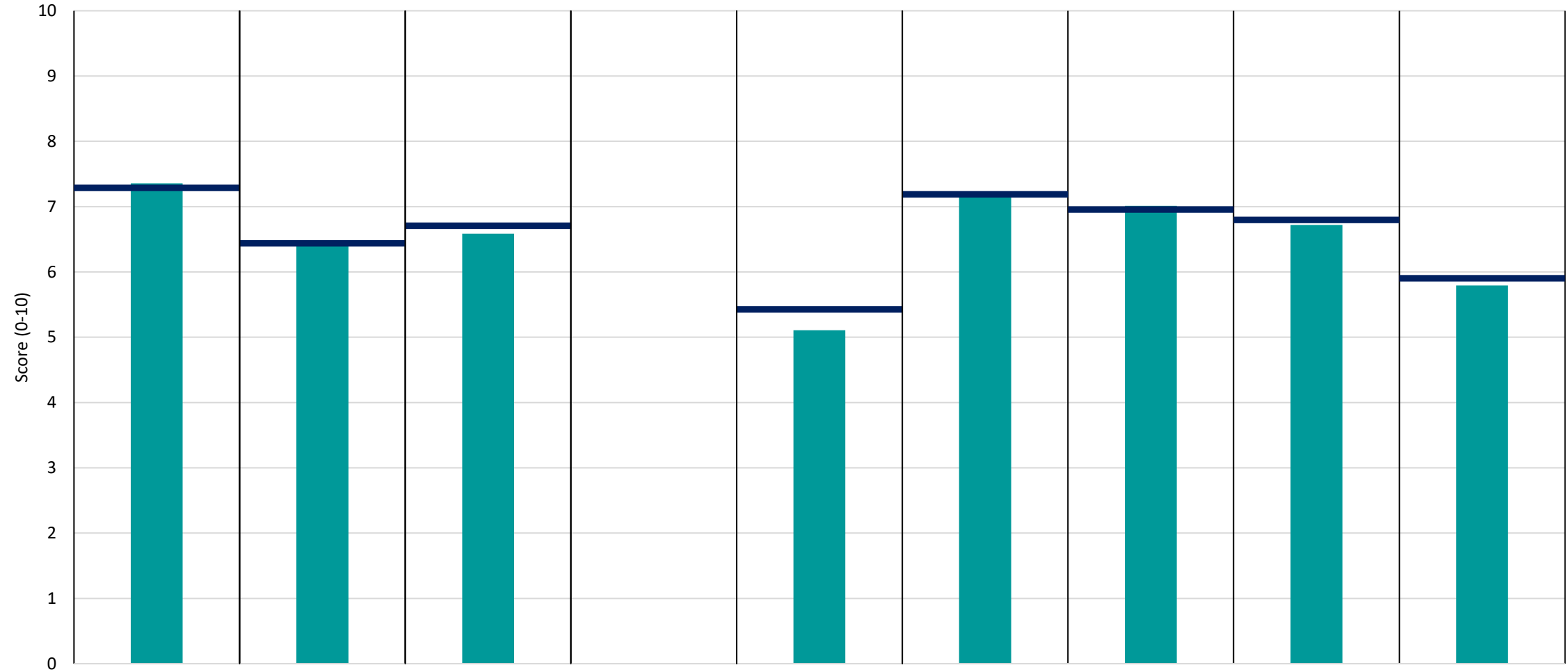
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Staff Engagement

Morale



Breakdown	7.36	6.45	6.59	-	5.11	7.22	7.01	6.72	5.79
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90
Responses	94	94	91	-	89	94	94	94	94

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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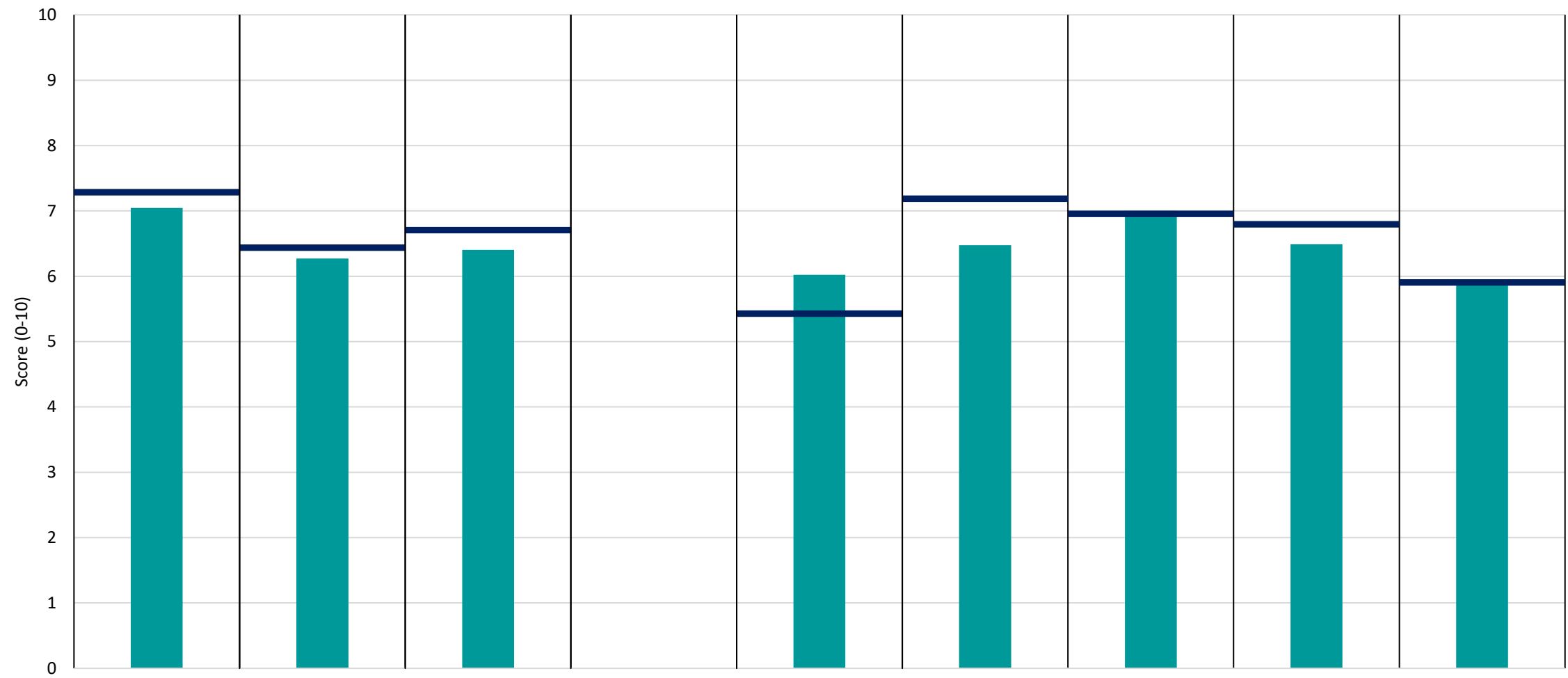
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Staff Engagement

Morale



Breakdown	7.05	6.27	6.41	-	6.02	6.48	7.00	6.49	5.91
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90
Responses	11	11	10	-	11	11	11	11	11

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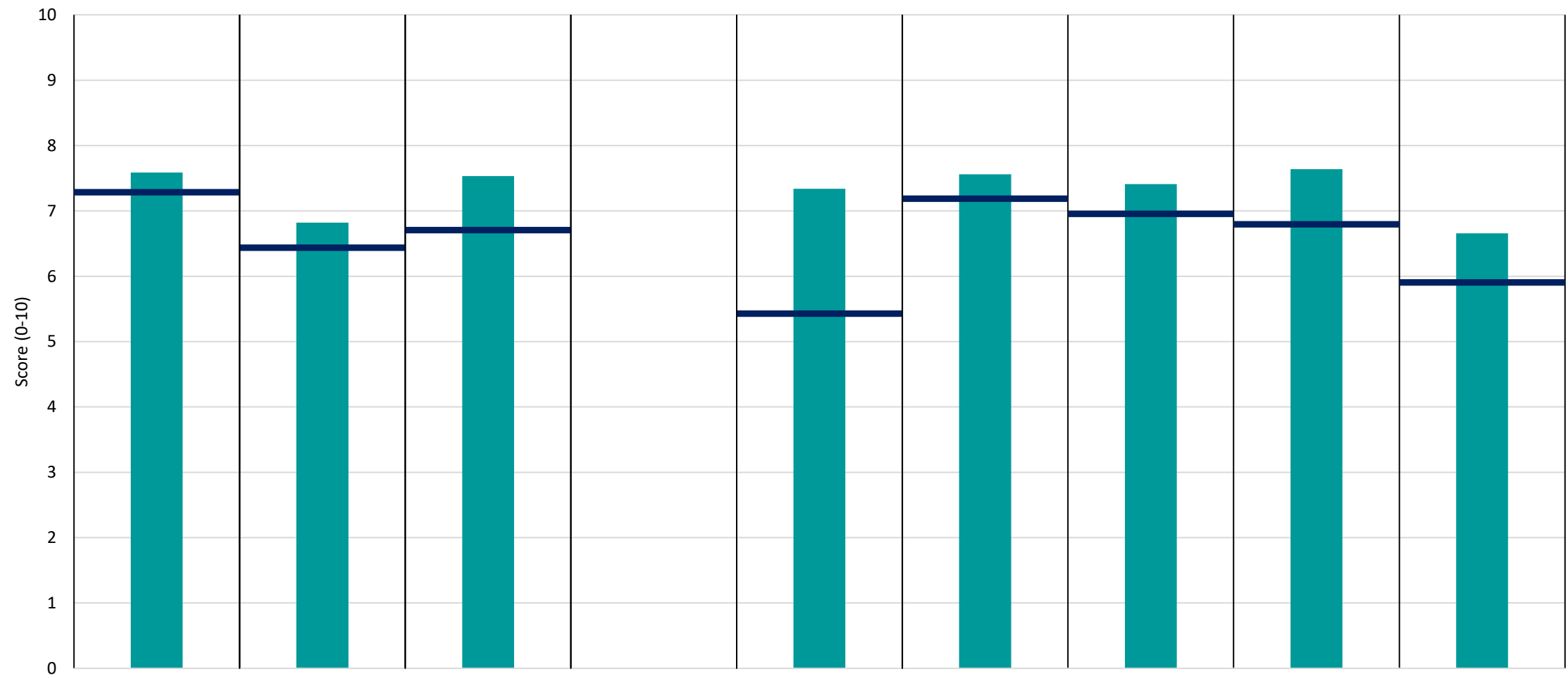
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Staff Engagement

Morale



Breakdown	7.59	6.82	7.53	-	7.34	7.56	7.41	7.64	6.66
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90
Responses	14	14	13	-	14	14	14	14	14

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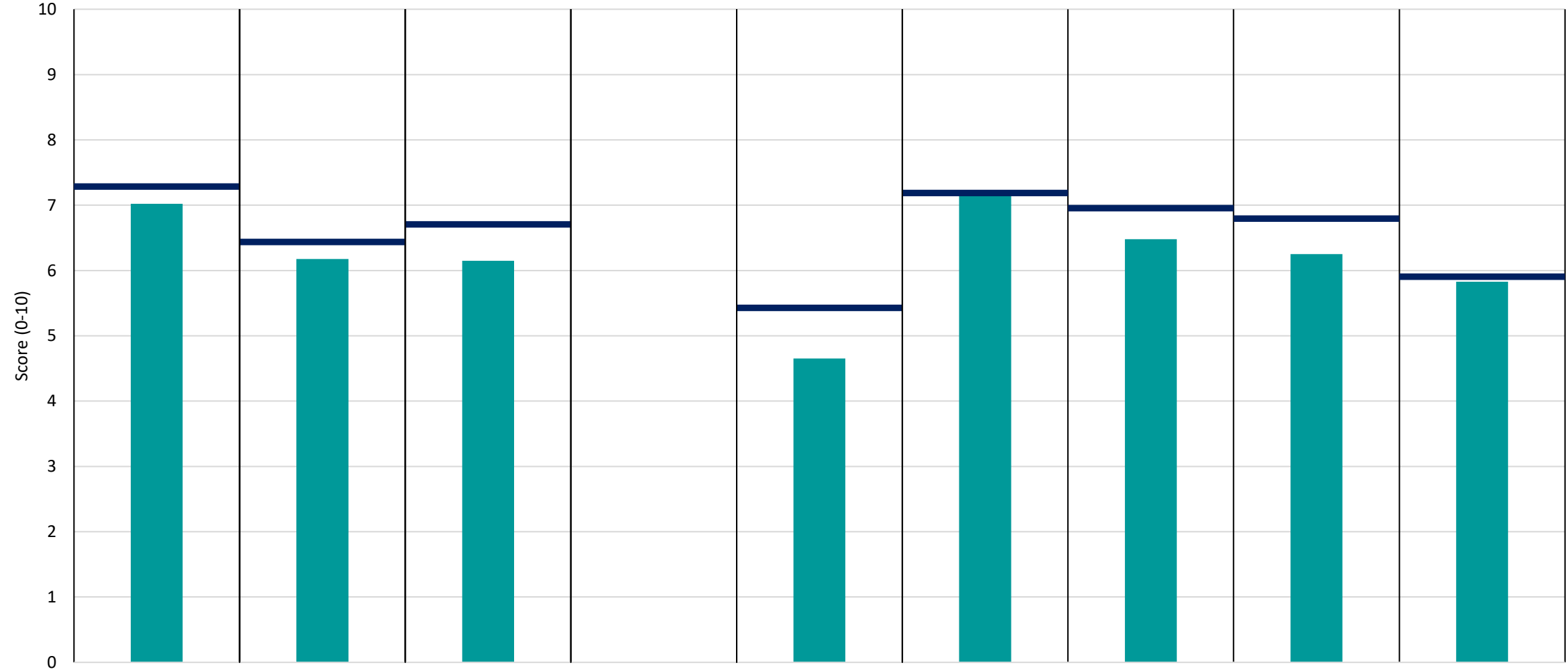
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Staff Engagement

Morale



Breakdown	7.02	6.18	6.15	-	4.65	7.15	6.48	6.25	5.83
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90
Responses	40	40	40	-	39	40	39	40	40

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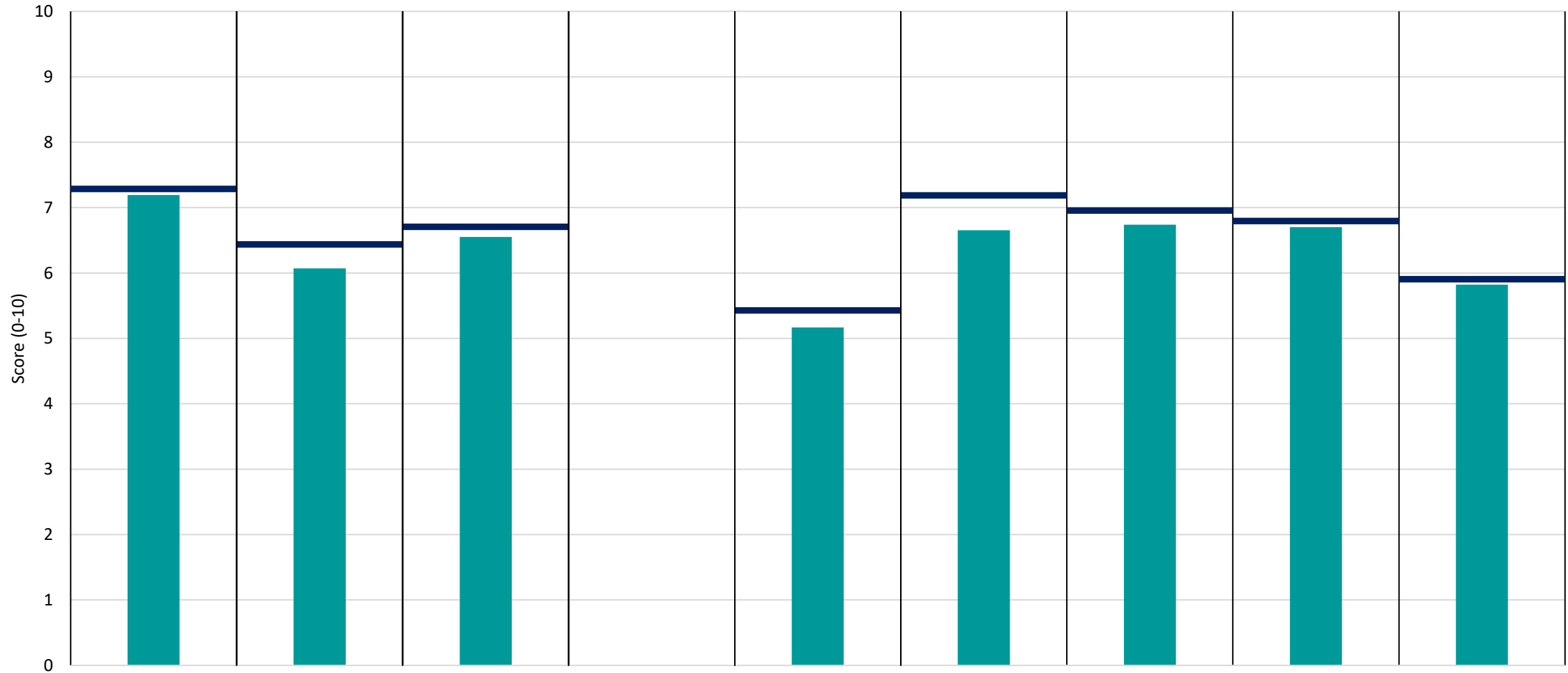
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Staff Engagement

Morale



Breakdown	7.19	6.07	6.55	-	5.17	6.65	6.74	6.70	5.82
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 87 86 86 - 85 86 87 87 87 10

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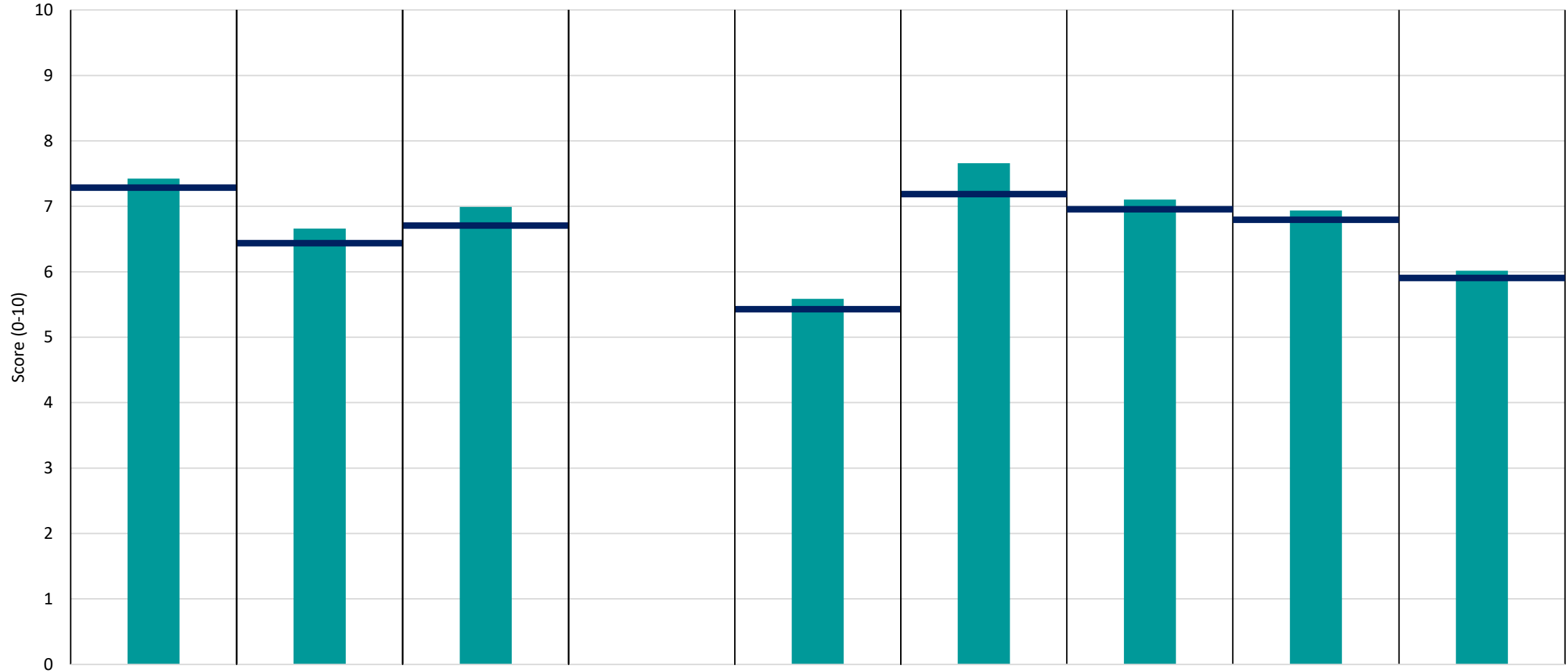
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Breakdown	7.43	6.66	6.99	-	5.59	7.66	7.10	6.94	6.02
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 86 86 86 - 84 86 86 86 86 86 11

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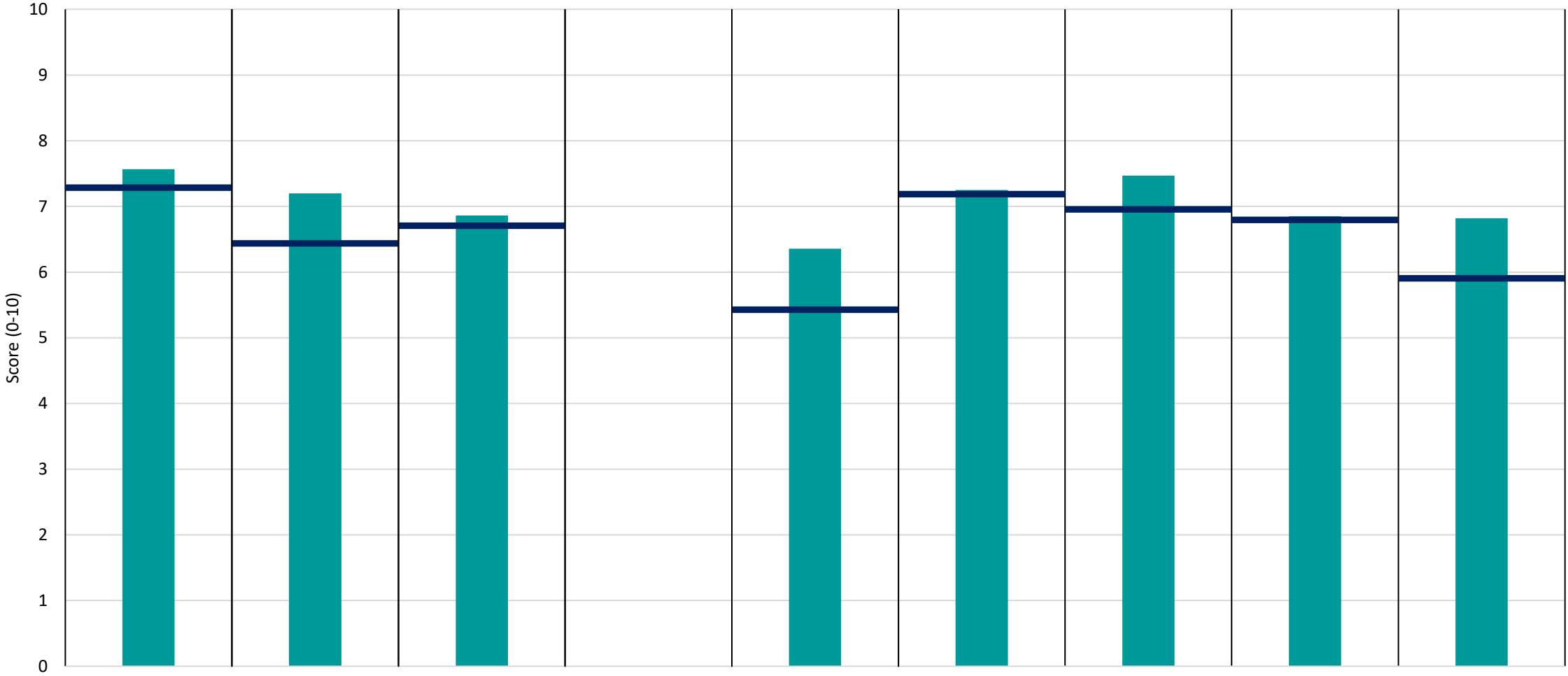
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Staff Engagement

Morale



Breakdown	7.57	7.20	6.86	-	6.36	7.25	7.47	6.85	6.82
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 15 15 15 - 15 15 15 15 15 15 12

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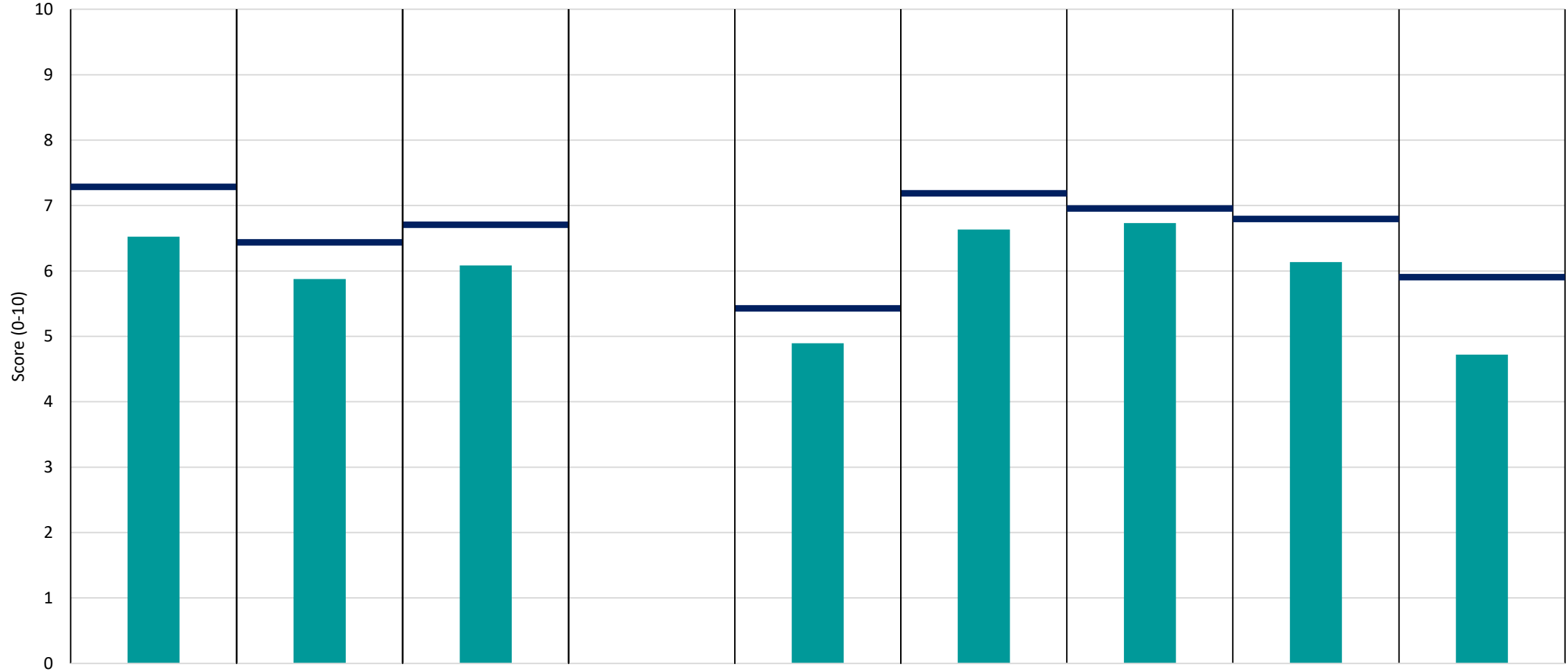
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Staff Engagement

Morale



Breakdown	6.52	5.88	6.08	-	4.90	6.63	6.73	6.13	4.72
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

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

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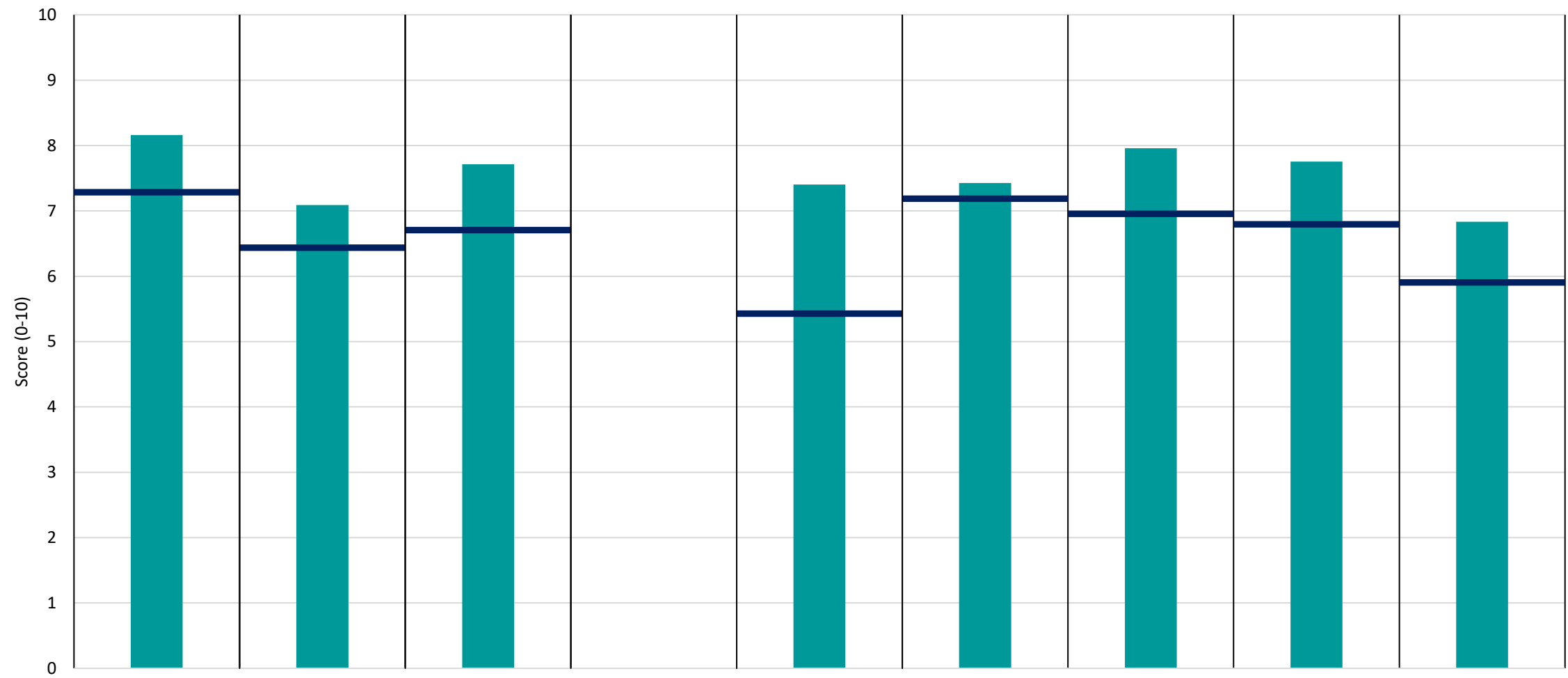
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Staff Engagement

Morale



Breakdown	8.16	7.09	7.71	-	7.40	7.43	7.96	7.75	6.83
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90
Responses	17	17	17	-	17	17	17	17	17

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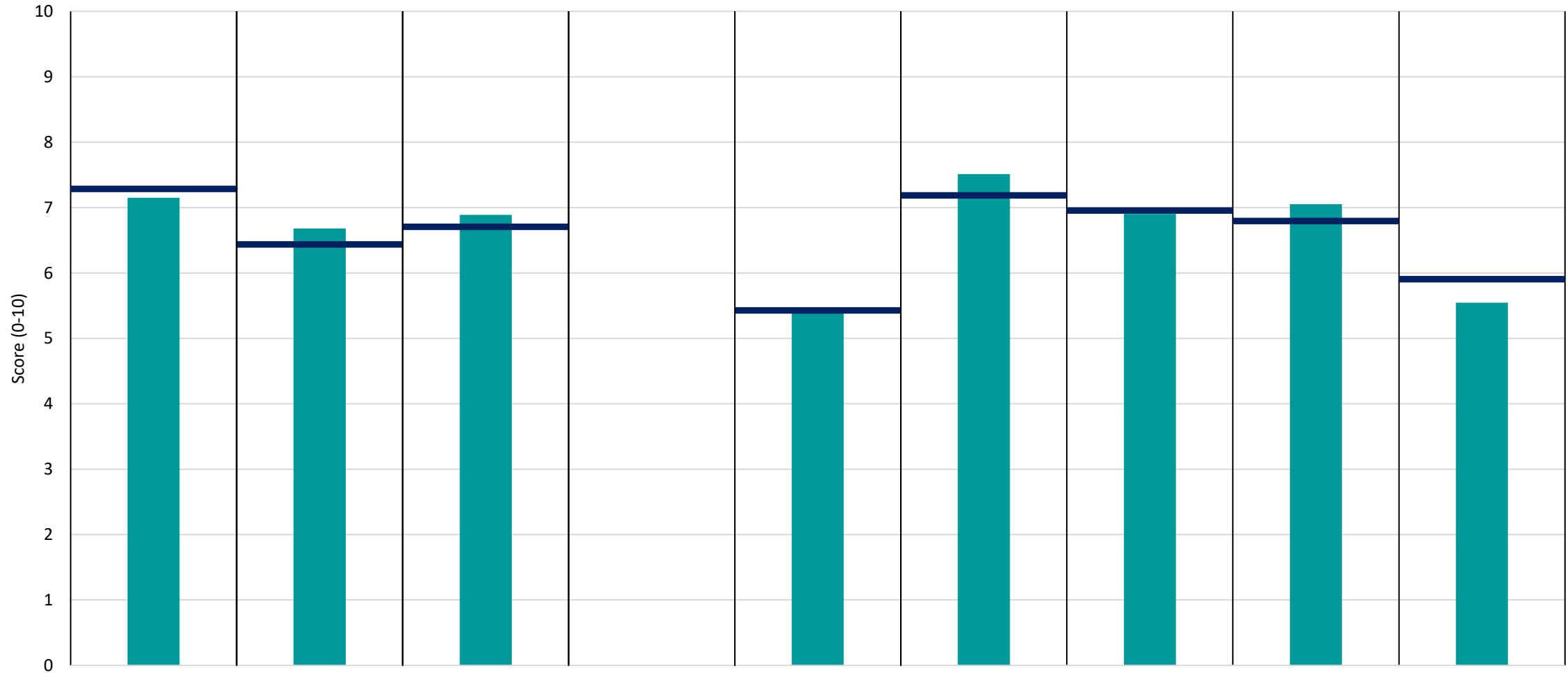
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Staff Engagement

Morale



Breakdown	7.15	6.68	6.89	-	5.40	7.51	6.90	7.05	5.55
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 33 33 32 - 32 33 33 33 33 15

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Breakdowns 2

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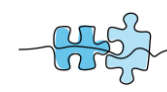
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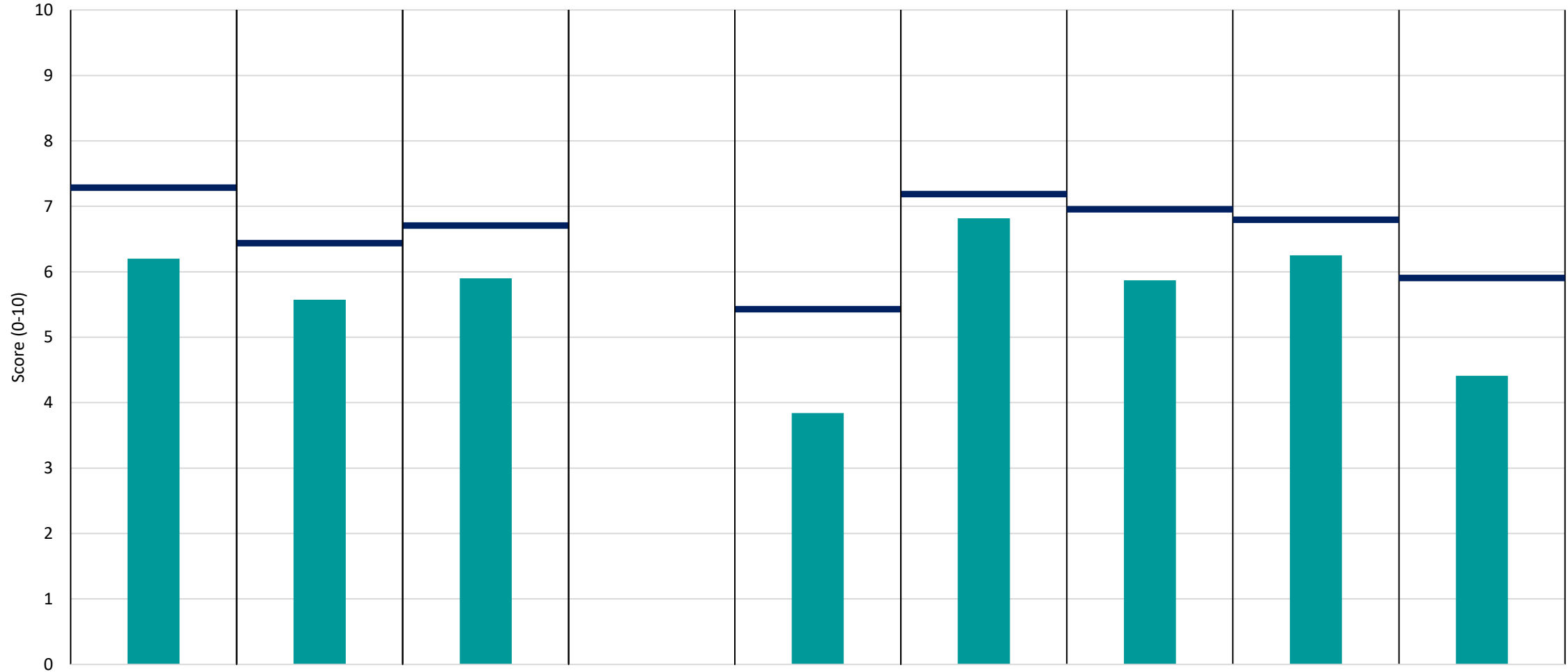
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Staff Engagement

Morale



Breakdown	6.20	5.57	5.90	-	3.84	6.82	5.87	6.25	4.41
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

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

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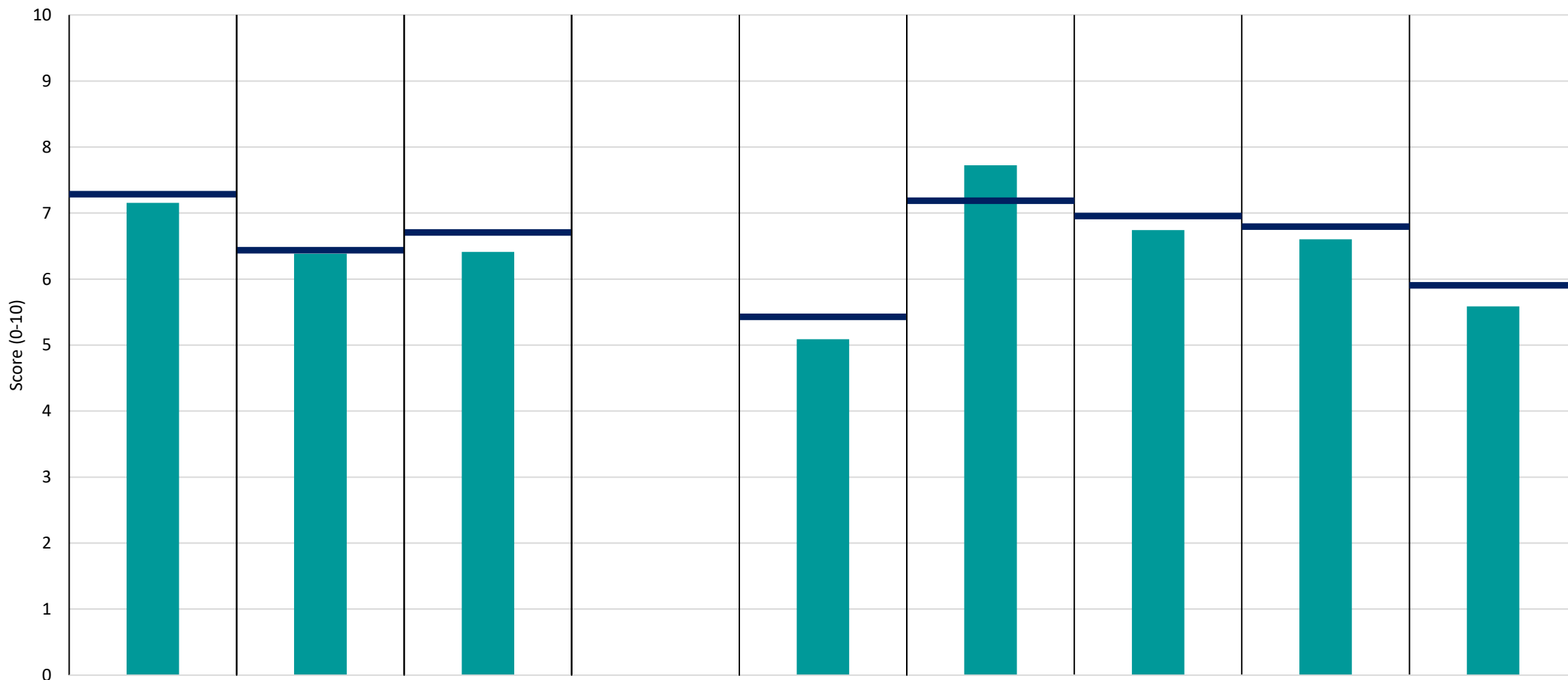
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Staff Engagement

Morale



Breakdown	7.16	6.38	6.41	-	5.09	7.72	6.74	6.60	5.59
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 13 13 13 - 12 13 13 13 13 13 18

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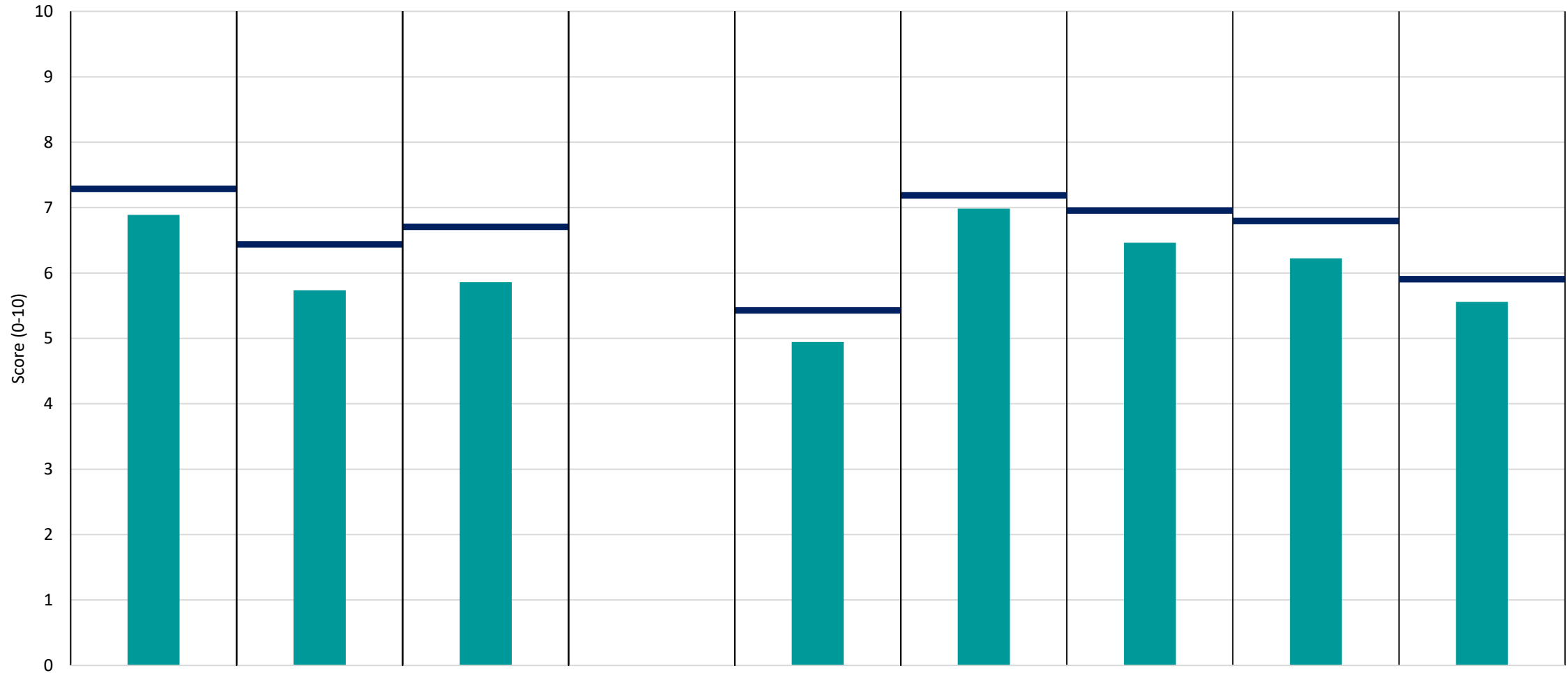
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Staff Engagement

Morale



Breakdown	6.89	5.74	5.86	-	4.95	6.99	6.46	6.23	5.56
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 17 17 17 - 17 17 17 17 17 17 19

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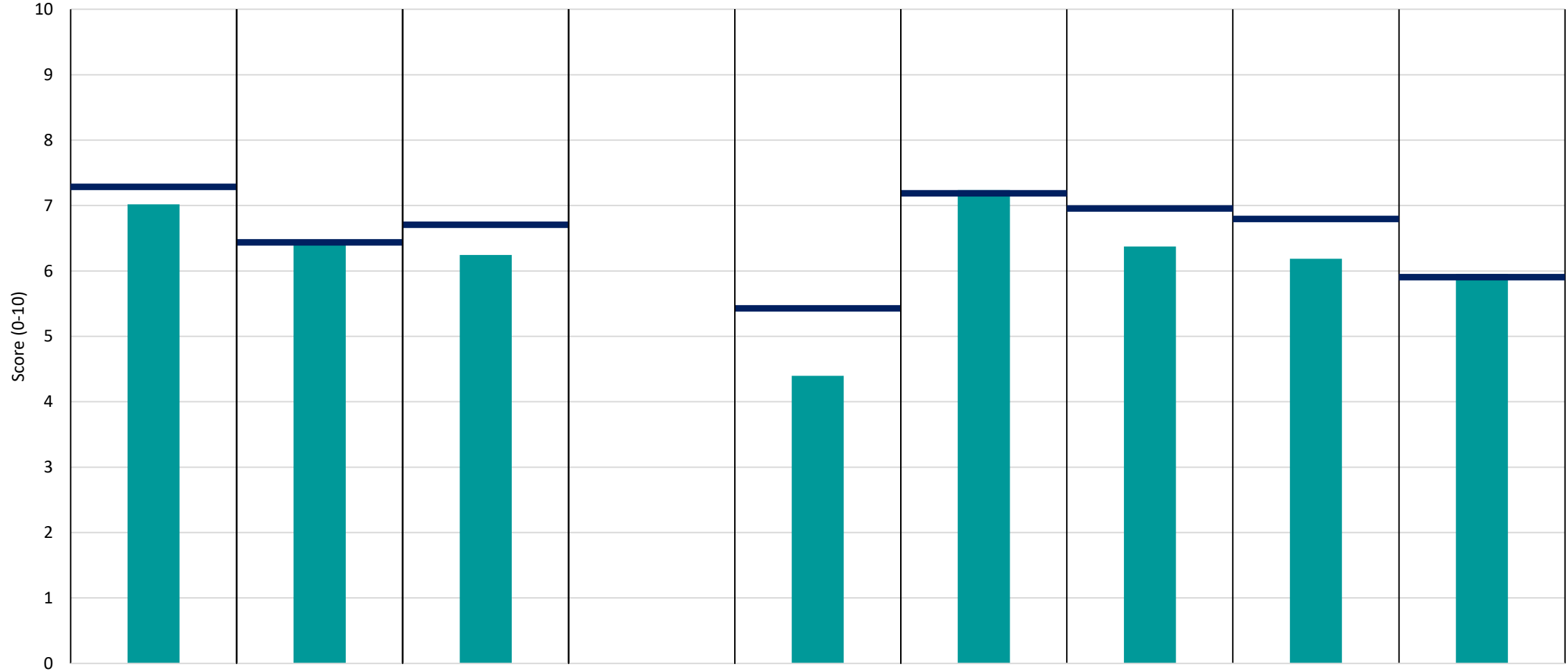
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Staff Engagement

Morale



Breakdown	7.02	6.43	6.24	-	4.40	7.23	6.37	6.19	5.95
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 22 22 22 - 21 22 21 22 22 22 20

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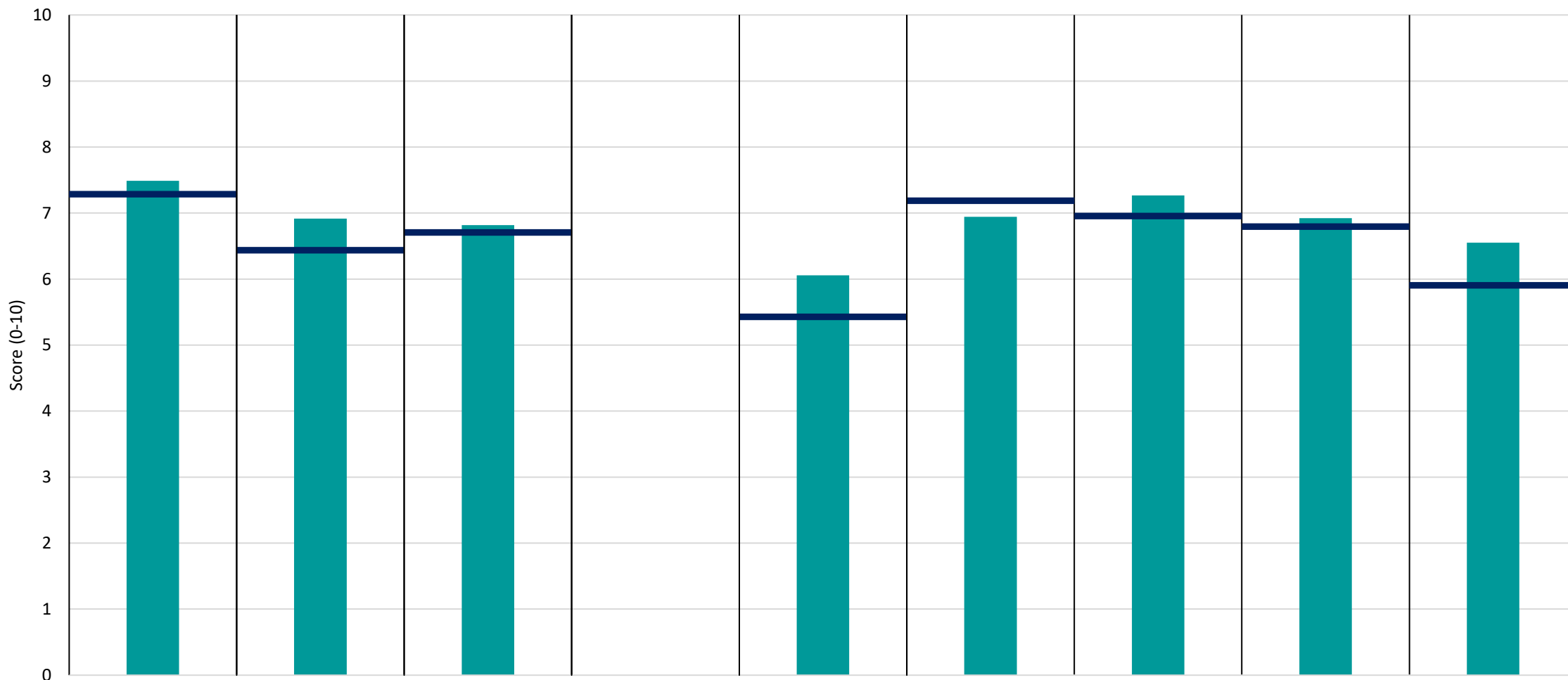
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Staff Engagement

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Breakdown	7.49	6.92	6.82	-	6.06	6.94	7.27	6.92	6.55
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90
Responses	12	12	12	-	12	12	12	12	12



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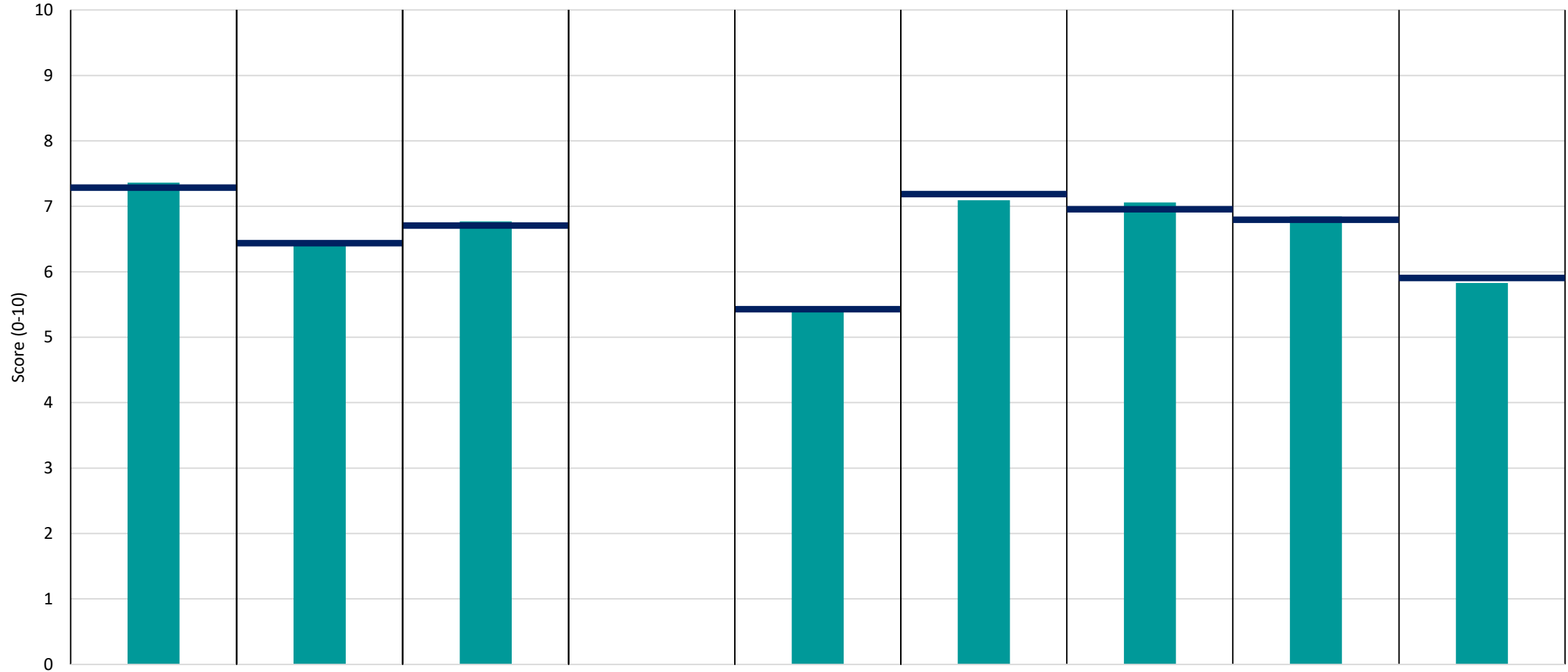
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Staff Engagement

Morale



Breakdown	7.36	6.43	6.77	-	5.43	7.09	7.06	6.84	5.83
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90
Responses	110	110	107	-	107	110	110	110	110



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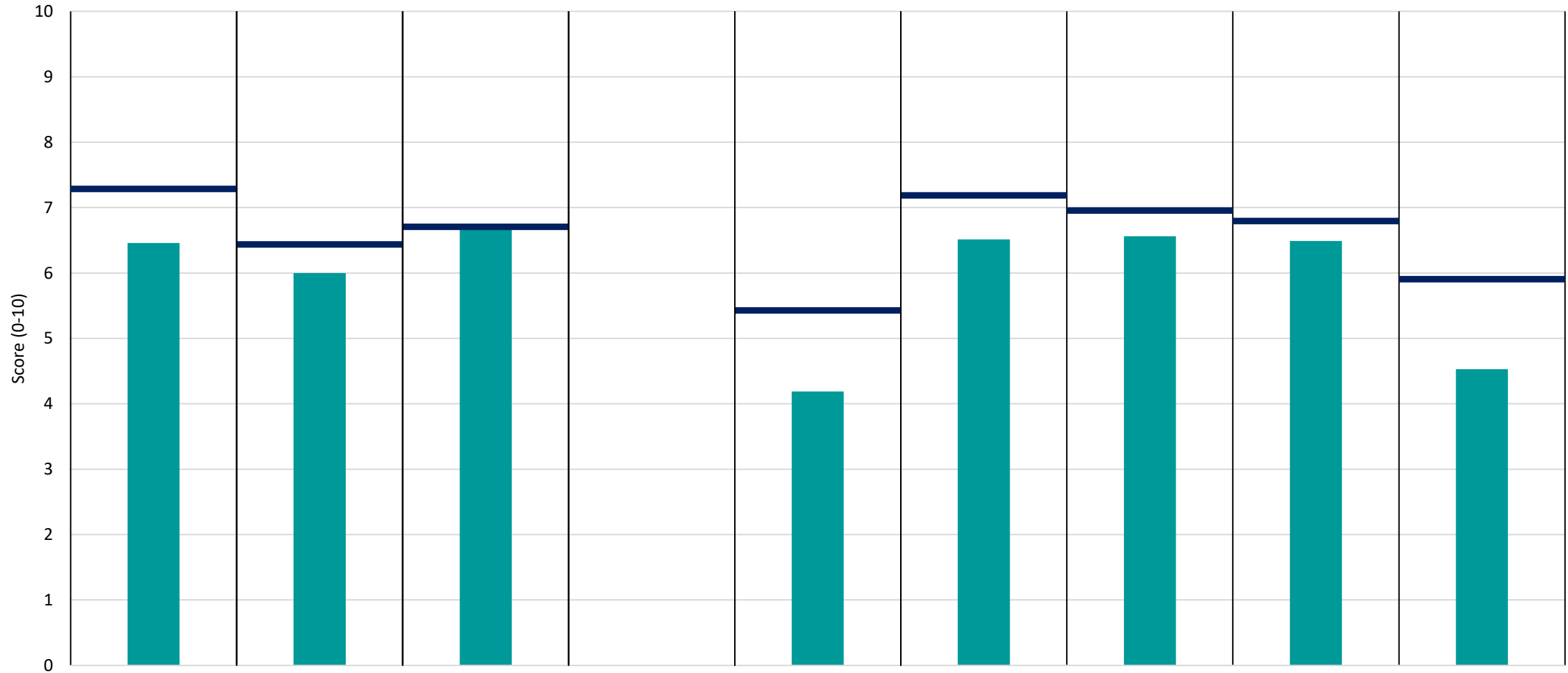
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Staff Engagement

Morale



Breakdown	6.46	6.00	6.69	-	4.19	6.52	6.56	6.49	4.53
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 11 11 10 - 11 11 11 11 11 23

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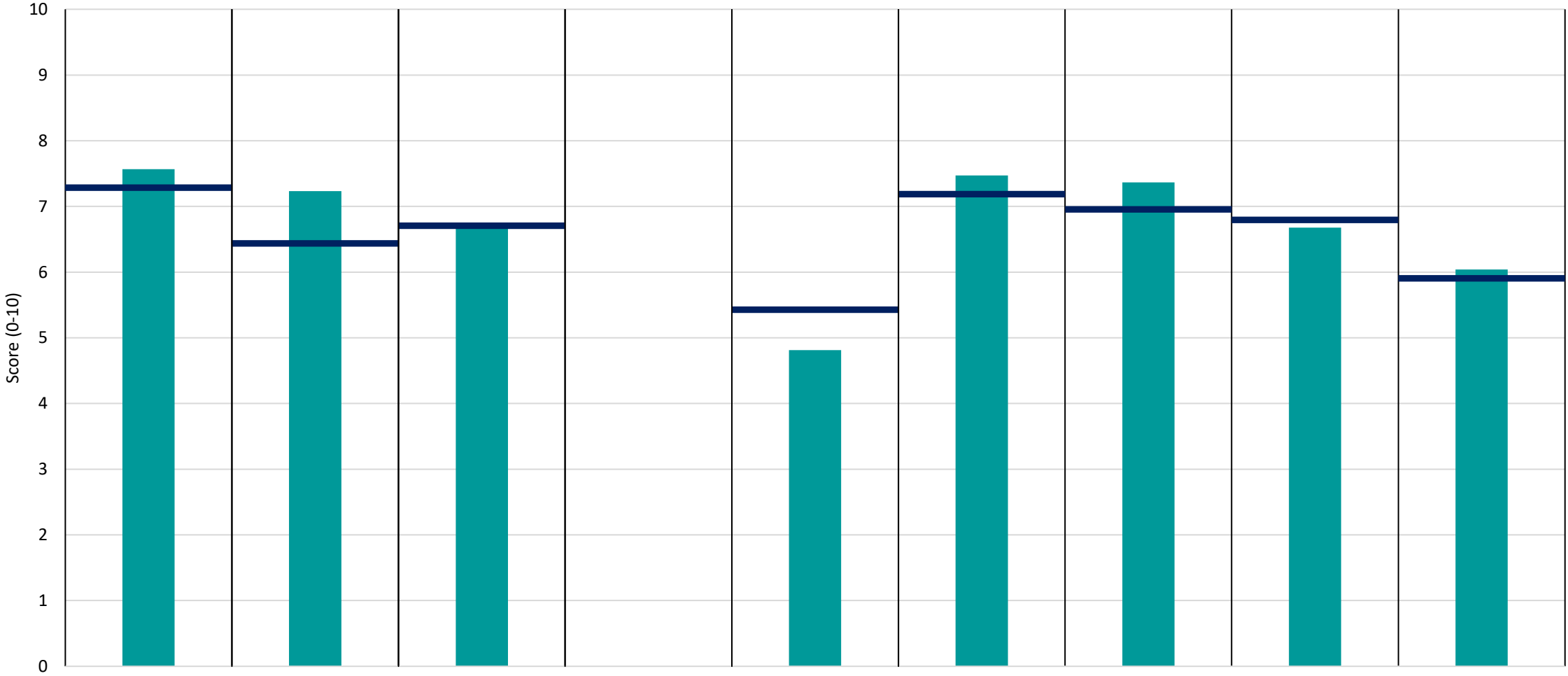
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Staff Engagement

Morale



Breakdown	7.57	7.23	6.67	-	4.81	7.47	7.36	6.68	6.04
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 15 15 14 - 14 15 15 15 15 24

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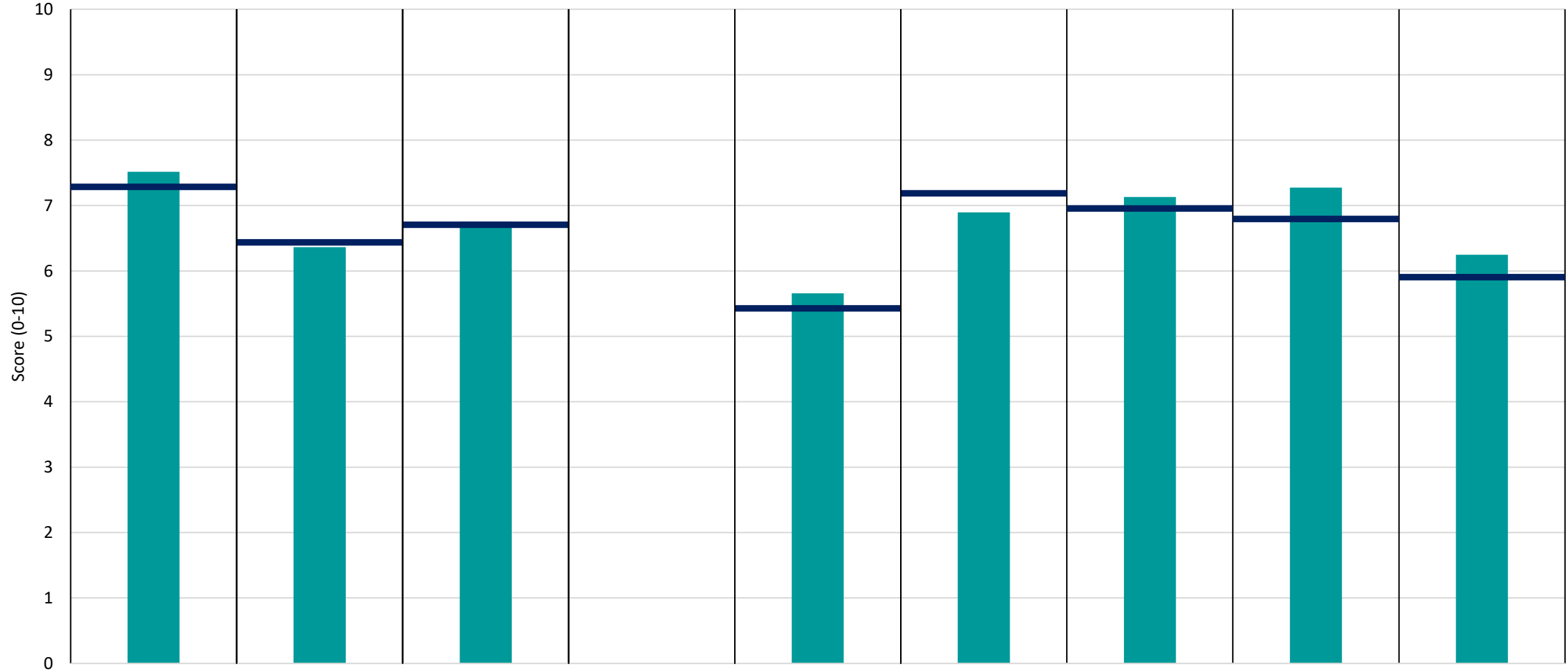
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Staff Engagement

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Breakdown	7.52	6.36	6.75	-	5.66	6.89	7.13	7.27	6.25
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 11 11 11 - 10 11 11 11 11 11 25

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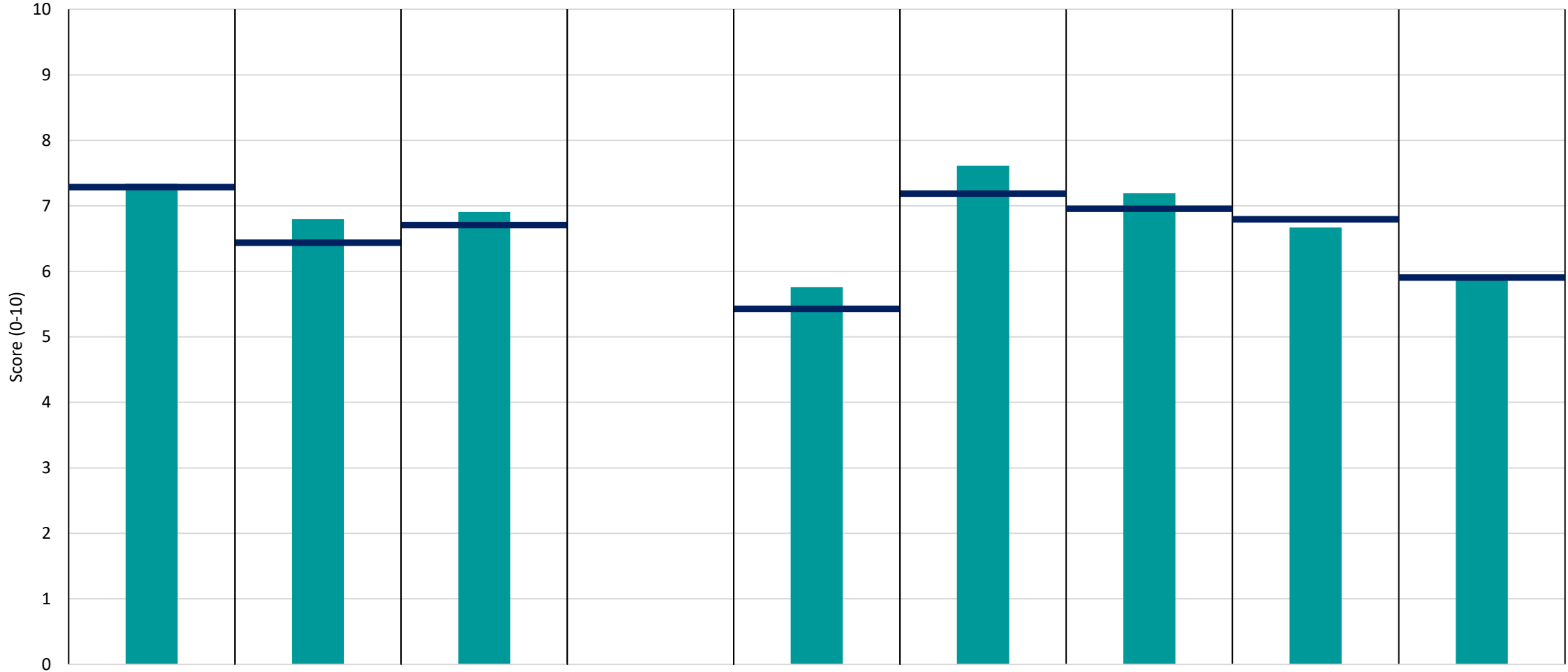
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Staff Engagement

Morale



Breakdown	7.34	6.80	6.91	-	5.76	7.61	7.19	6.67	5.91
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 26 26 26 - 25 26 26 26 26 26 26

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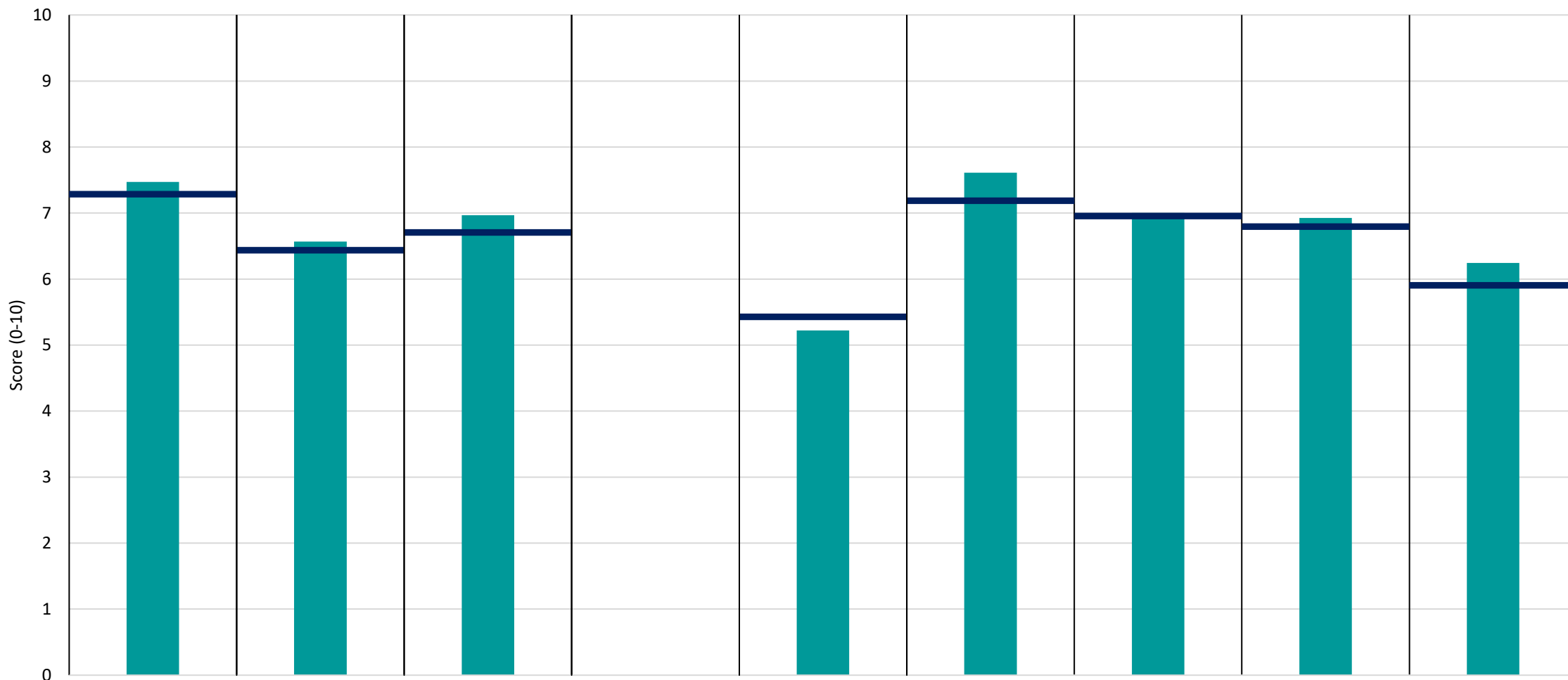
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Staff Engagement

Morale



Breakdown	7.47	6.57	6.97	-	5.22	7.61	7.00	6.93	6.25
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 15 15 15 - 15 15 15 15 15 15 27

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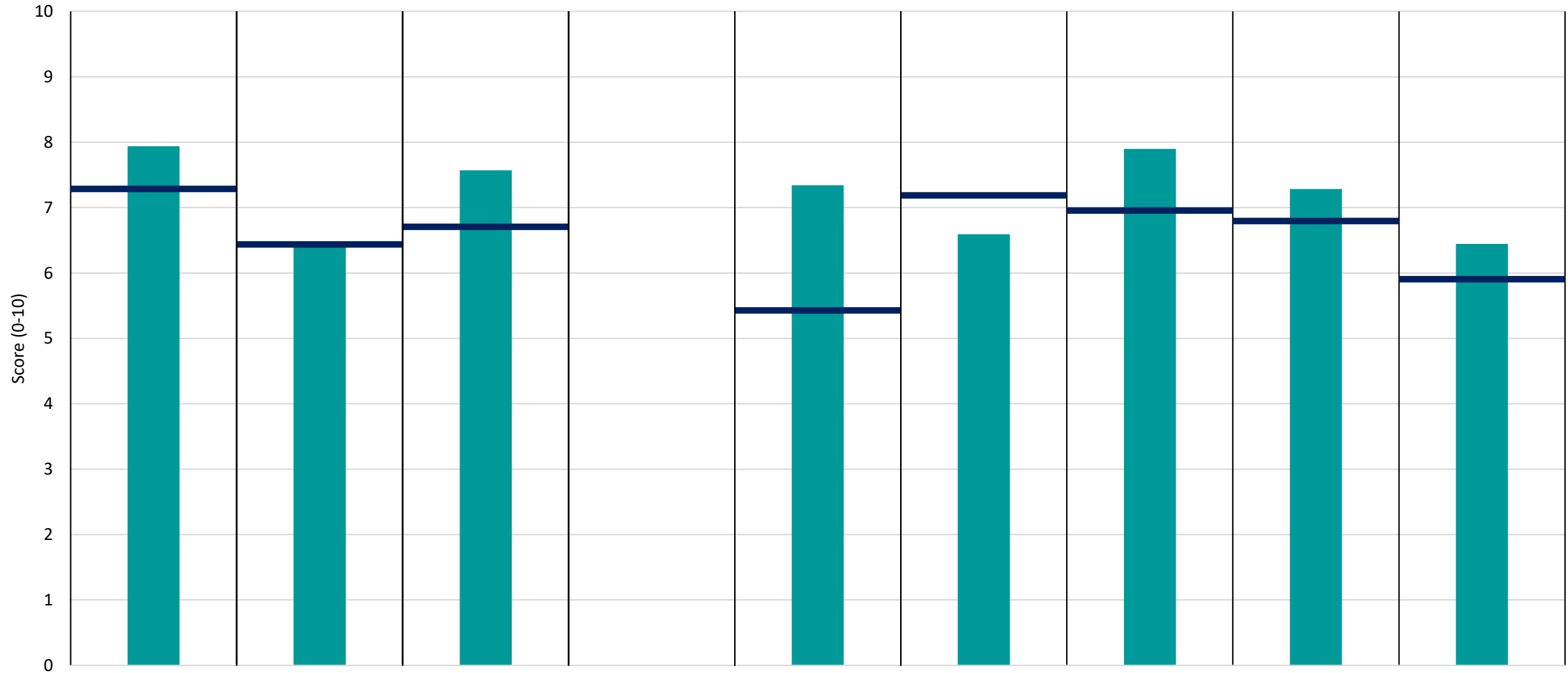
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Staff Engagement

Morale



Breakdown	7.94	6.45	7.57	-	7.34	6.59	7.90	7.29	6.45
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 11 11 11 - 11 11 11 11 11 11 28

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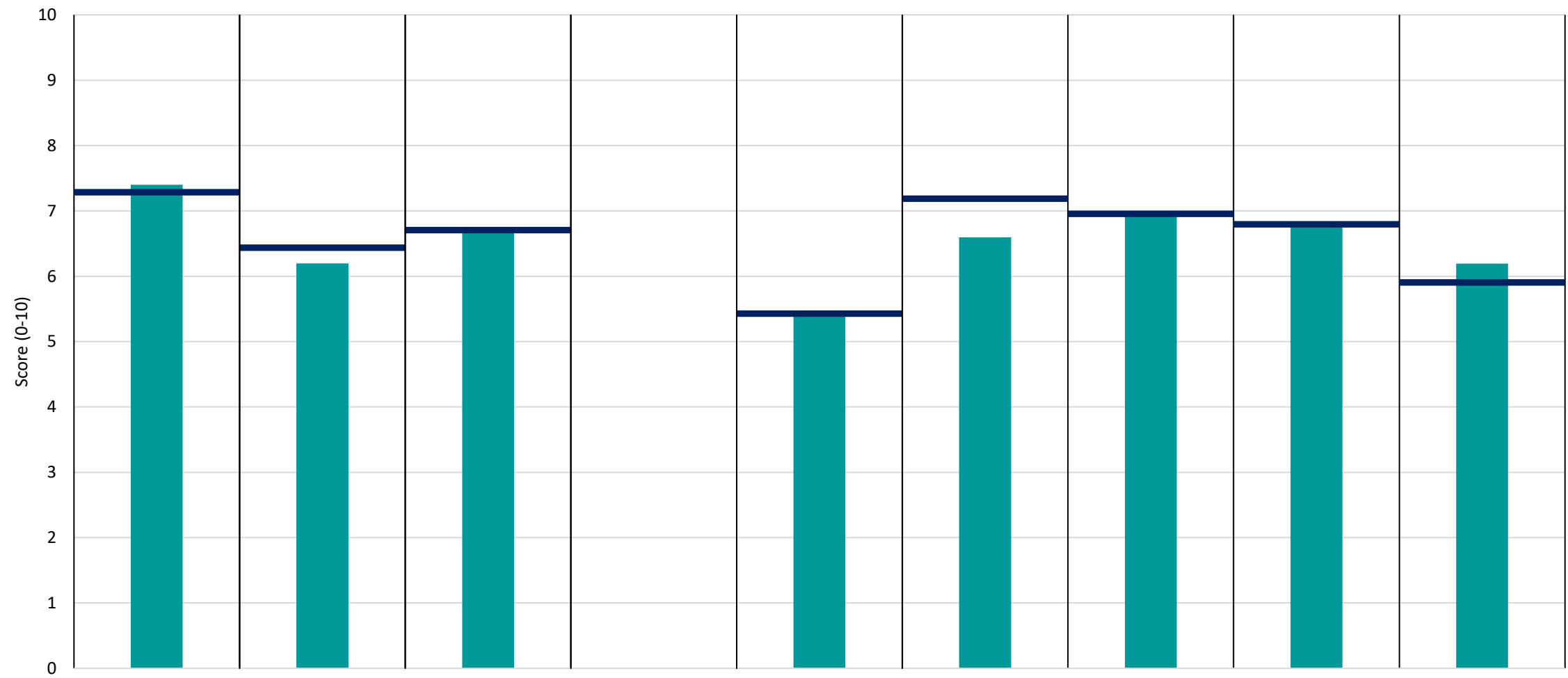
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Staff Engagement

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Breakdown	7.40	6.20	6.71	-	5.47	6.60	6.94	6.82	6.19
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90
Responses	65	64	64	-	63	64	65	65	65

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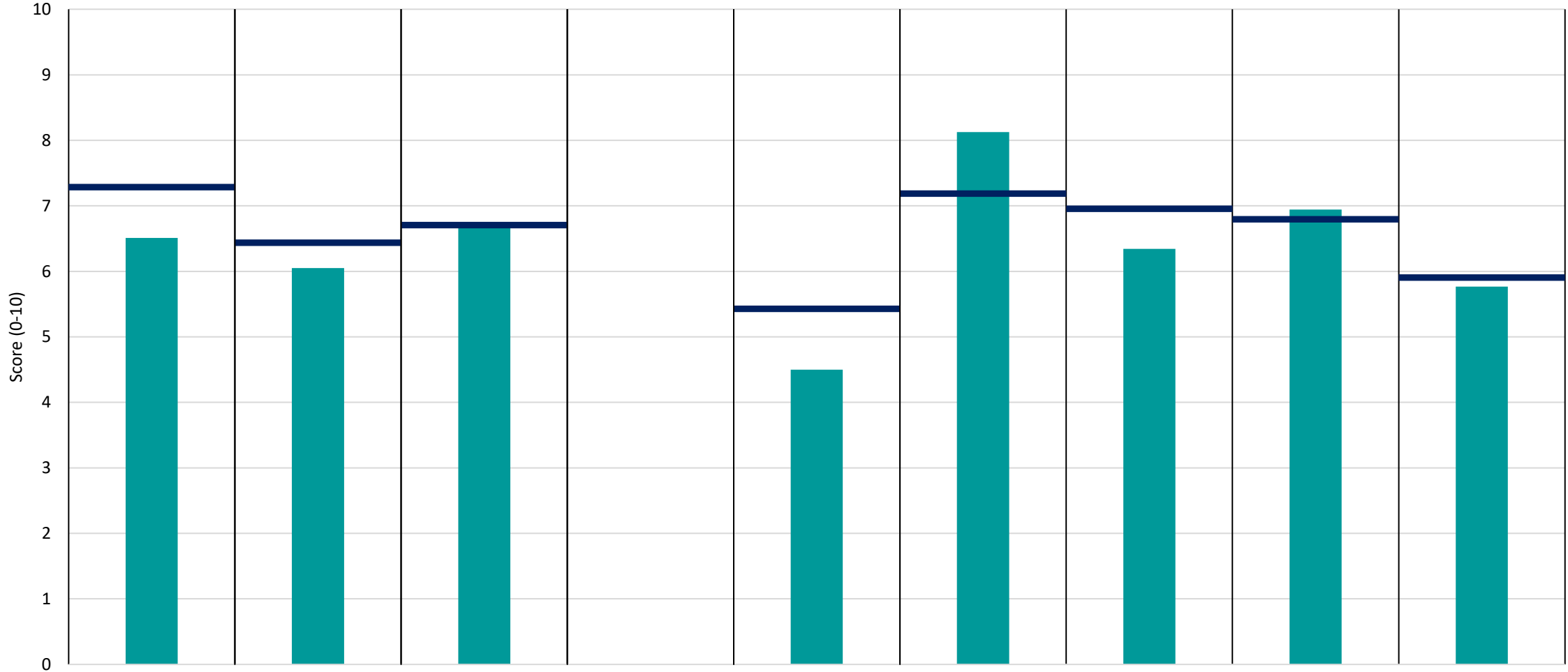
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Staff Engagement

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Breakdown	6.51	6.05	6.69	-	4.50	8.13	6.34	6.94	5.77
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 10 10 10 - 10 10 10 10 10 10 30

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We are always
learning



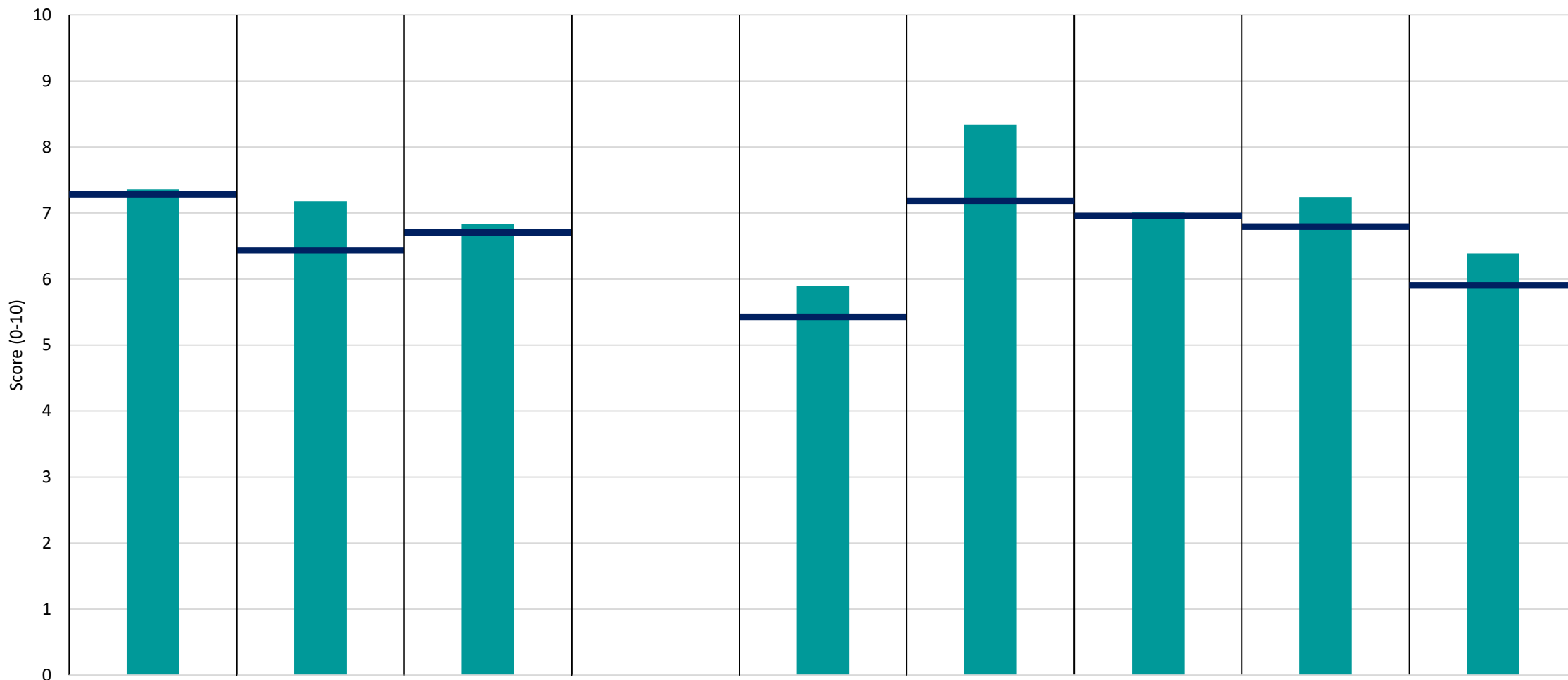
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.36	7.18	6.83	-	5.90	8.33	7.01	7.24	6.39
Your org	7.29	6.44	6.71	-	5.43	7.19	6.96	6.80	5.90

Responses 14 14 14 - 14 14 14 14 14 14 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.