



# Herefordshire and Worcestershire Health and Care NHS Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Herefordshire and Worcestershire Health and Care NHS Trust 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 Herefordshire and Worcestershire Health and Care NHS Trust. 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

Herefordshire and Worcestershire Health and Care NHS Trust  
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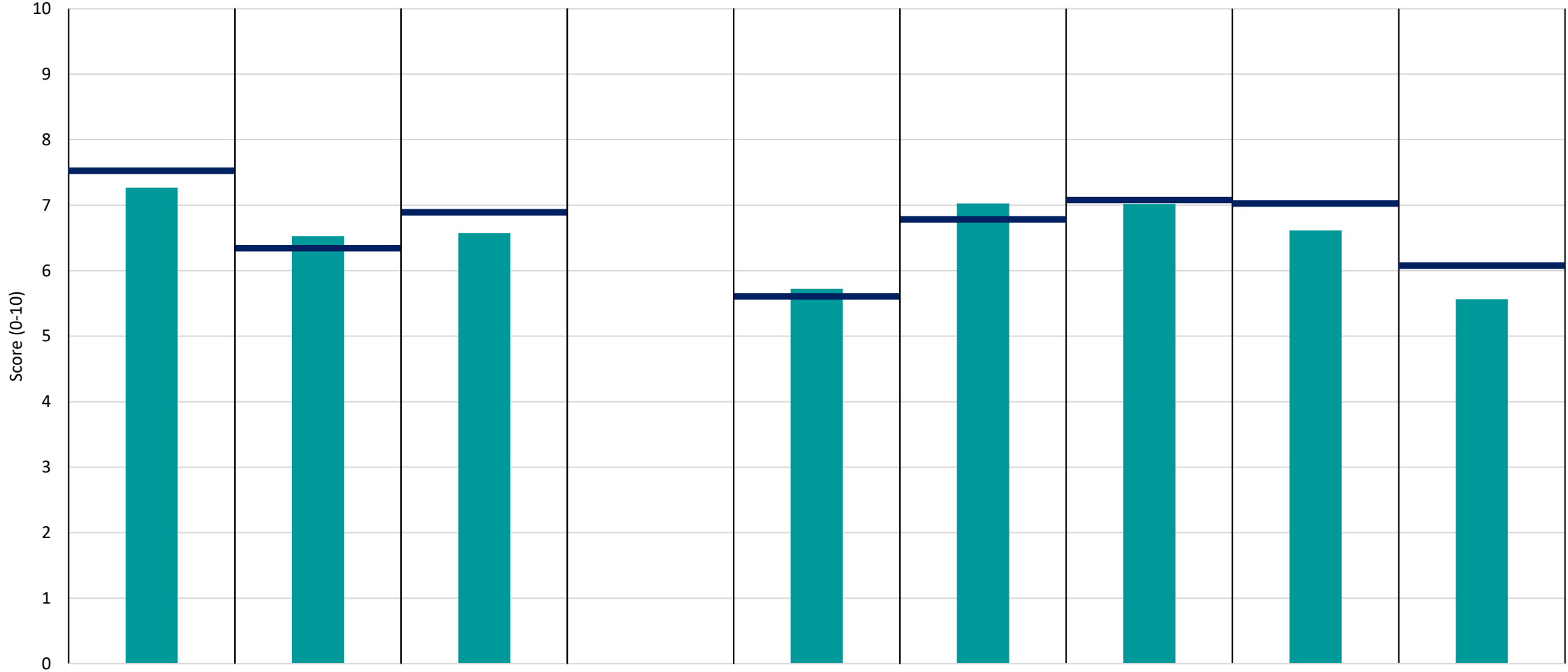
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Staff Engagement

Morale



Breakdown	7.27	6.53	6.57	-	5.72	7.03	7.02	6.61	5.56
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	110	109	110	-	106	109	110	110	110

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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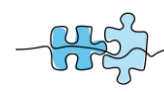
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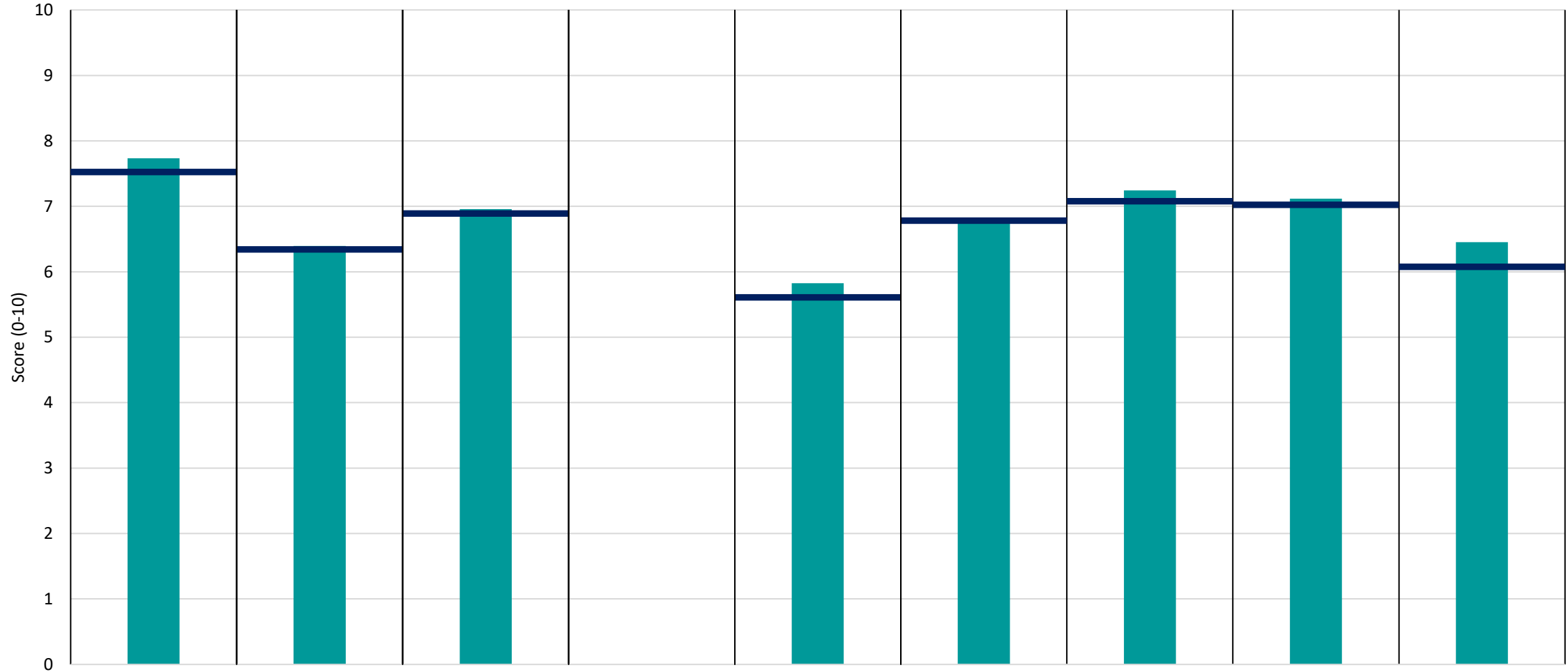
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Staff Engagement

Morale



Breakdown	7.73	6.39	6.96	-	5.83	6.78	7.24	7.12	6.45
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	360	359	354	-	339	354	359	360	360



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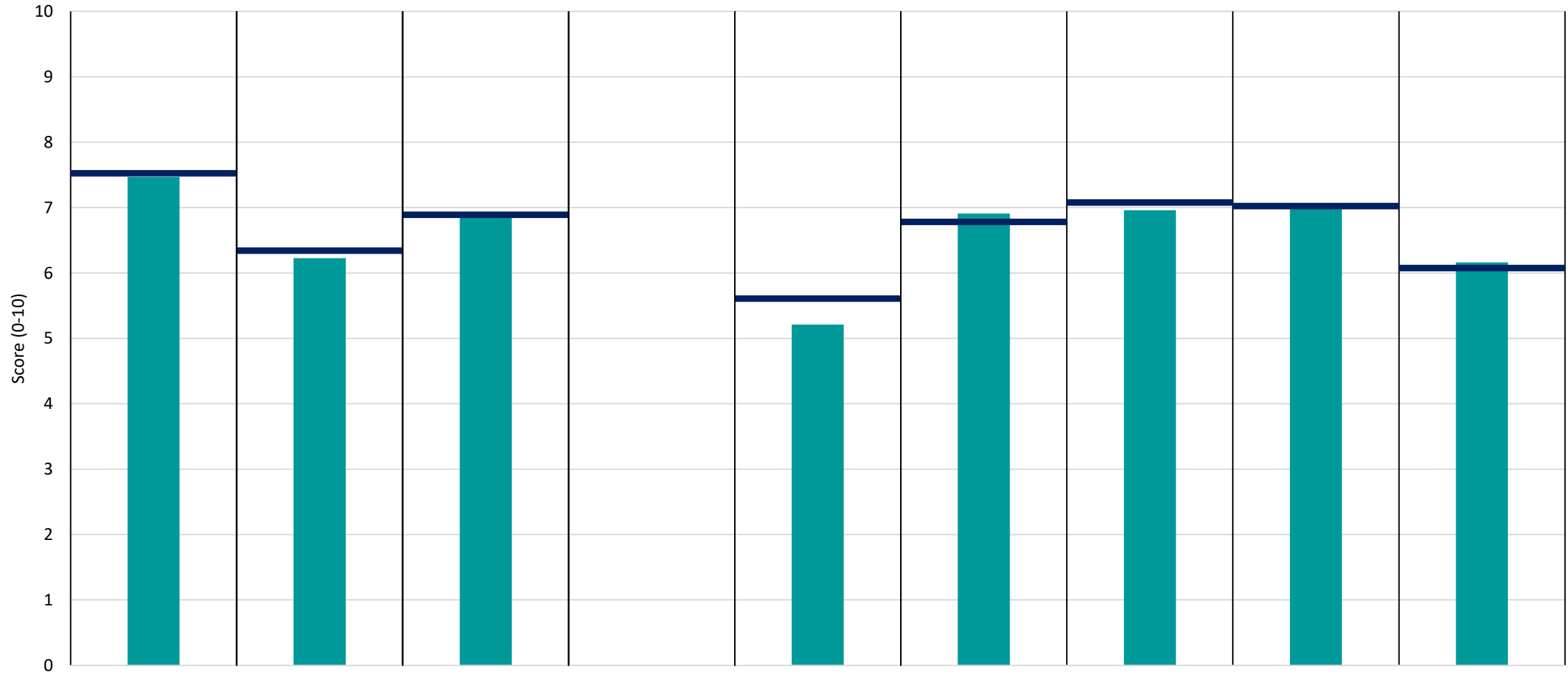
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Staff Engagement

Morale



Breakdown	7.47	6.23	6.86	-	5.21	6.91	6.96	6.98	6.16
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	497	497	494	-	485	496	497	497	497

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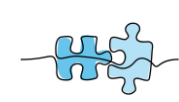
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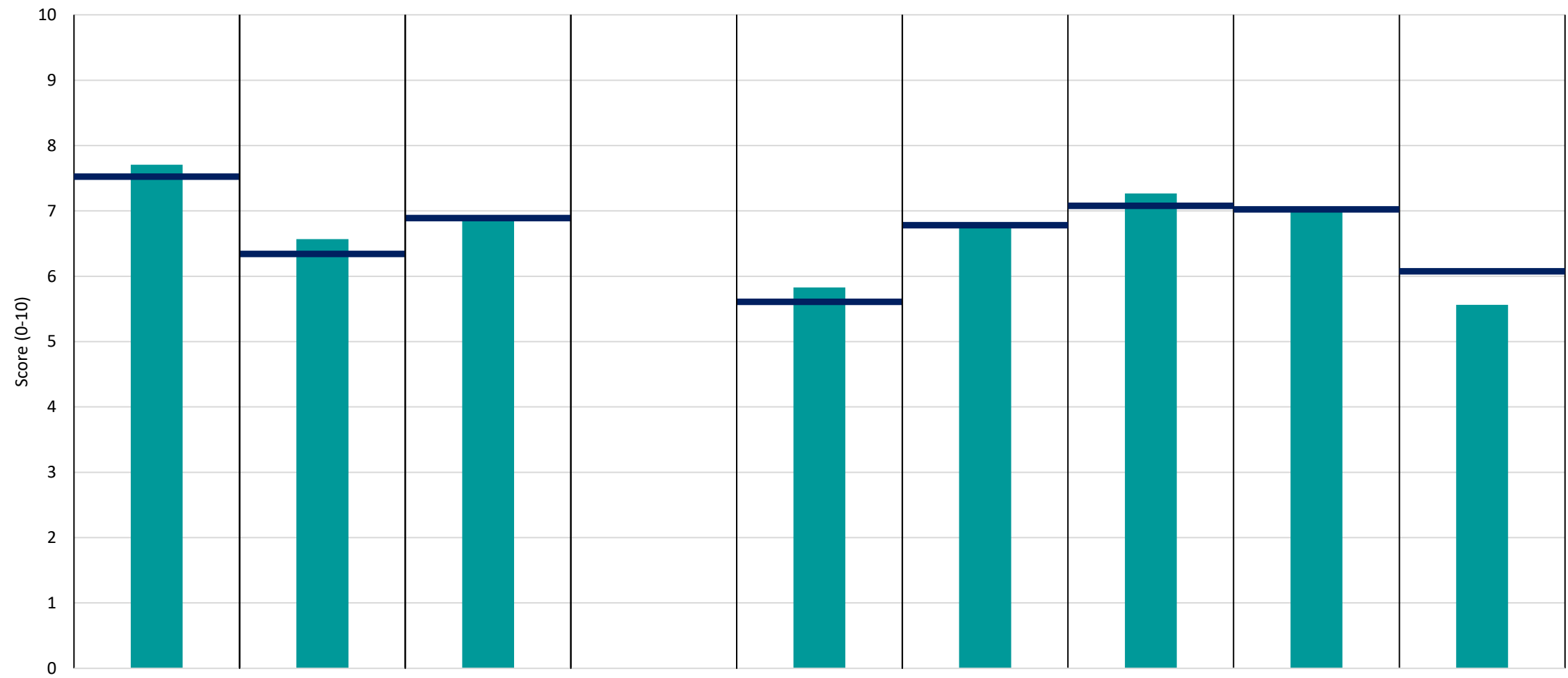
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Staff Engagement

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Breakdown	7.71	6.57	6.86	-	5.83	6.80	7.27	6.99	5.56
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	229	229	229	-	218	229	228	229	229

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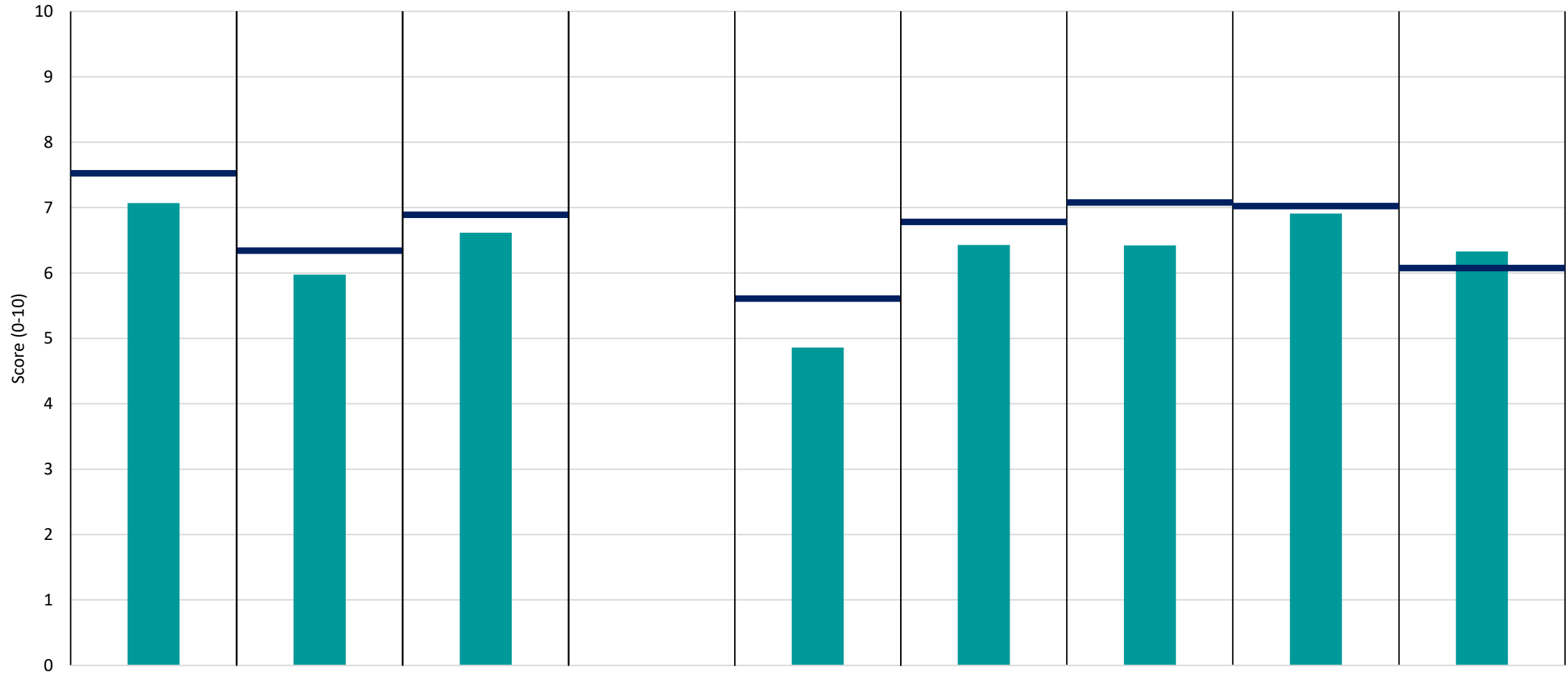
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Staff Engagement

Morale



Breakdown	7.07	5.97	6.61	-	4.86	6.43	6.42	6.91	6.33
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	147	147	144	-	129	143	148	147	147



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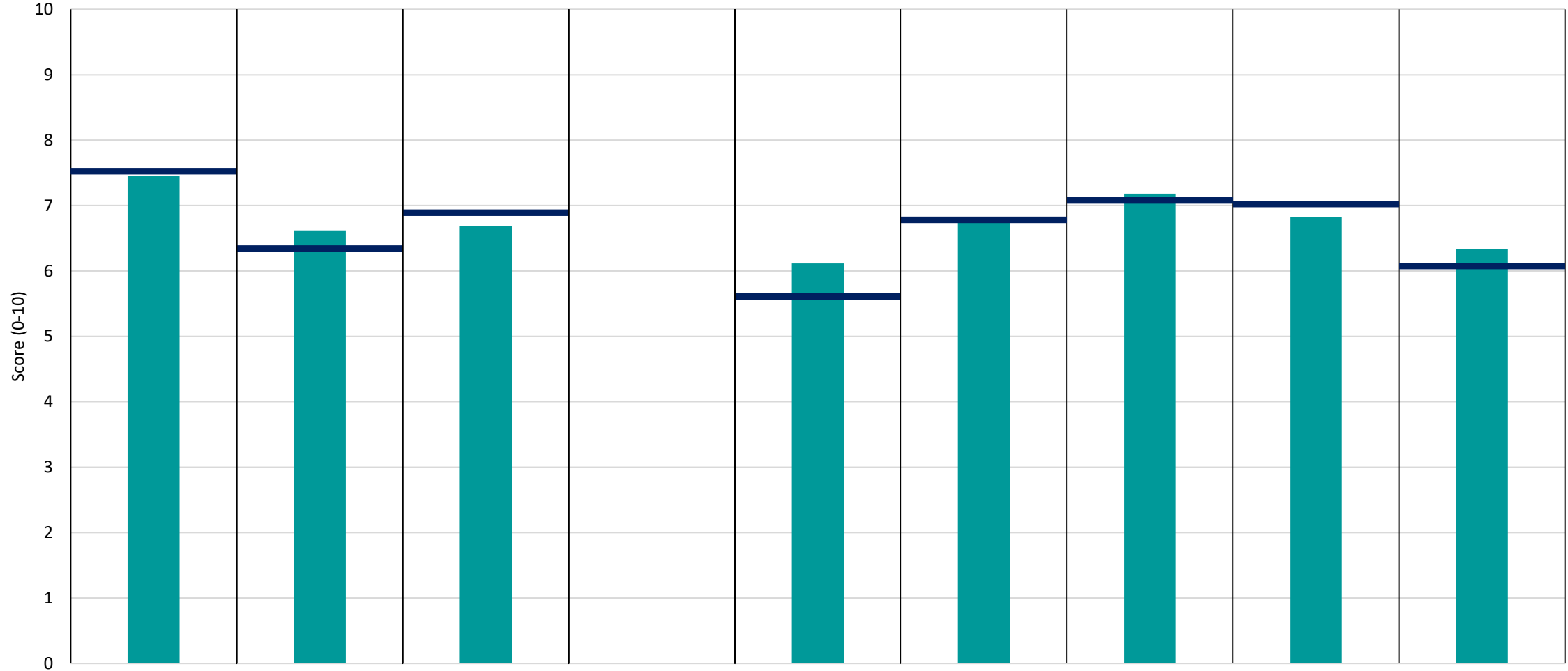
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Staff Engagement

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Breakdown	7.46	6.62	6.68	-	6.12	6.83	7.18	6.83	6.33
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08

Responses 71 71 71 - 67 71 71 71 71 71 11

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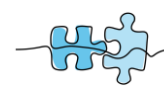
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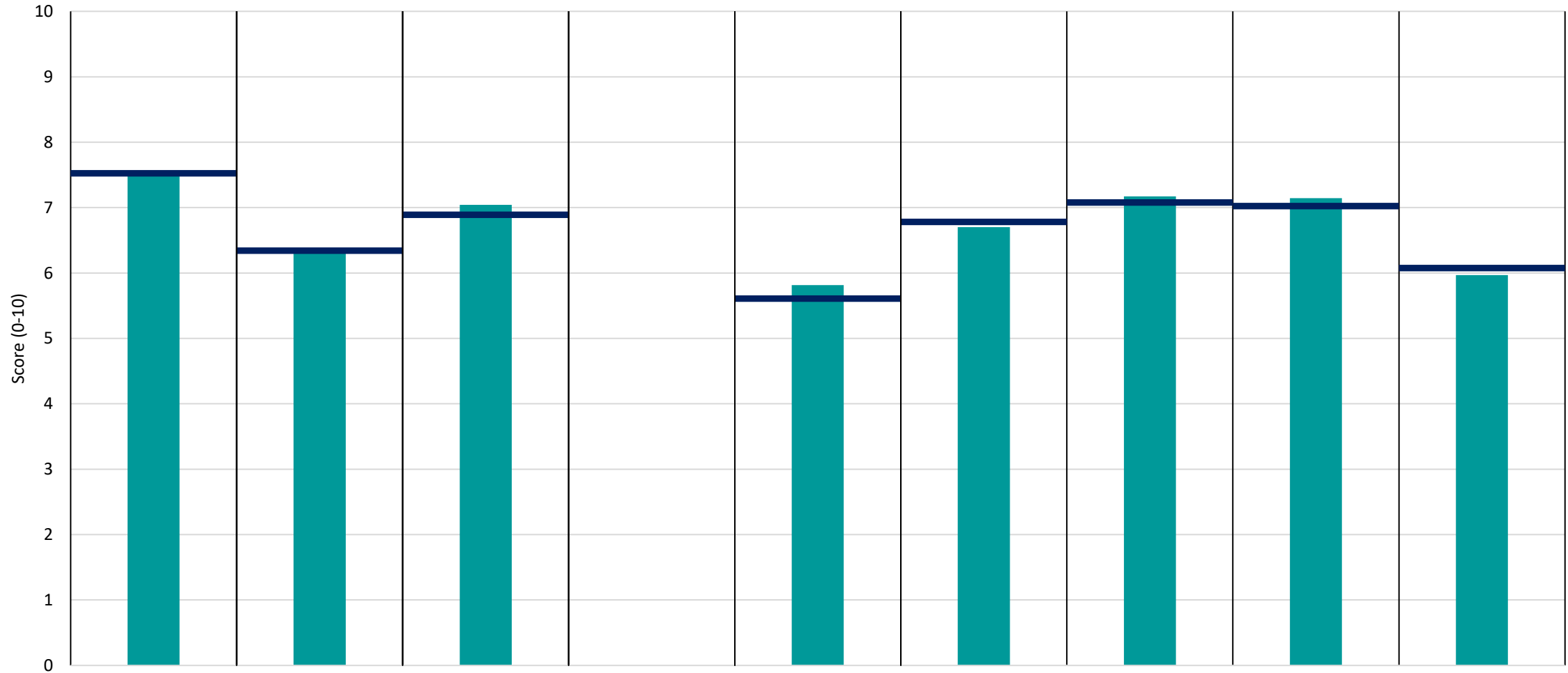
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Staff Engagement

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Breakdown	7.54	6.34	7.04	-	5.81	6.70	7.17	7.14	5.97
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	558	558	554	-	538	557	557	558	558

# Breakdowns 2

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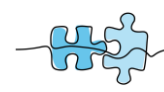
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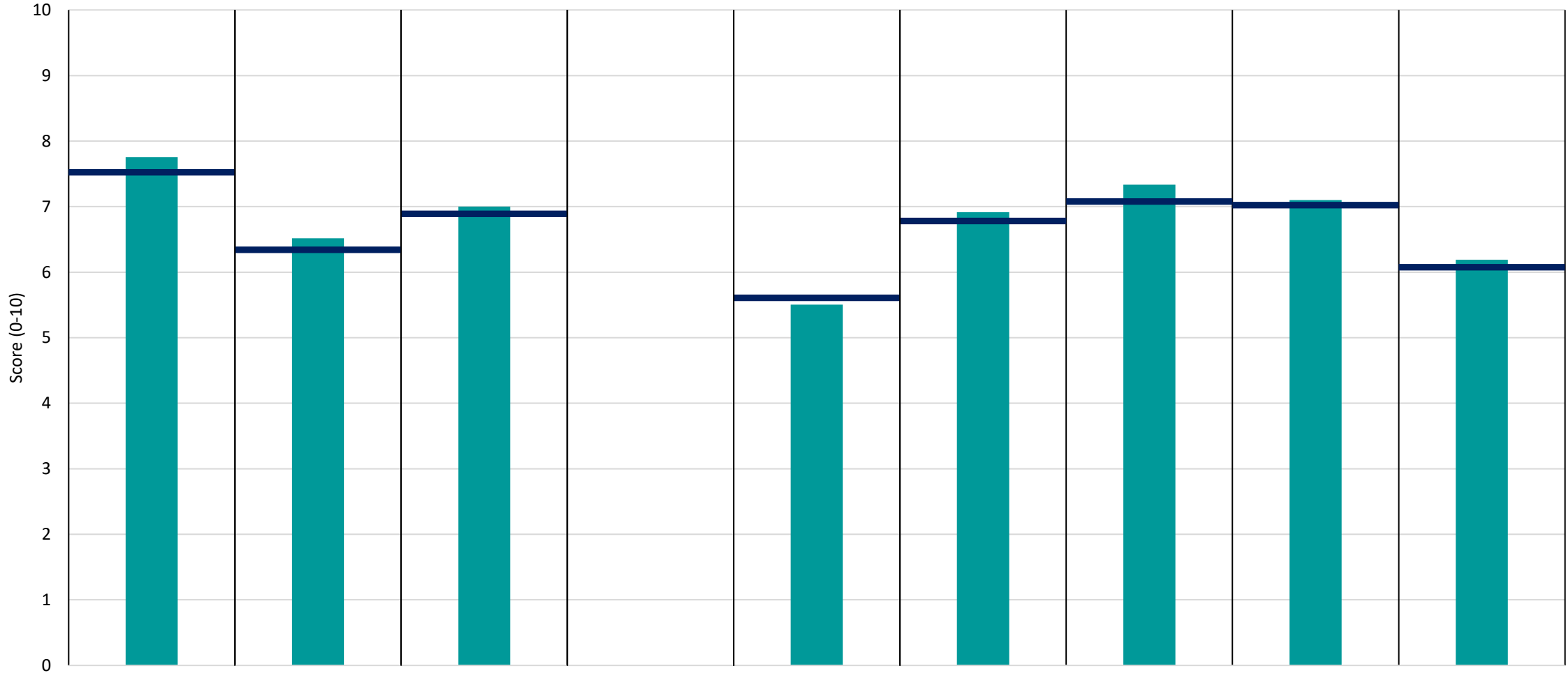
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Staff Engagement

Morale



Breakdown	7.75	6.52	7.00	-	5.50	6.92	7.34	7.10	6.19
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	352	352	351	-	342	351	352	352	352



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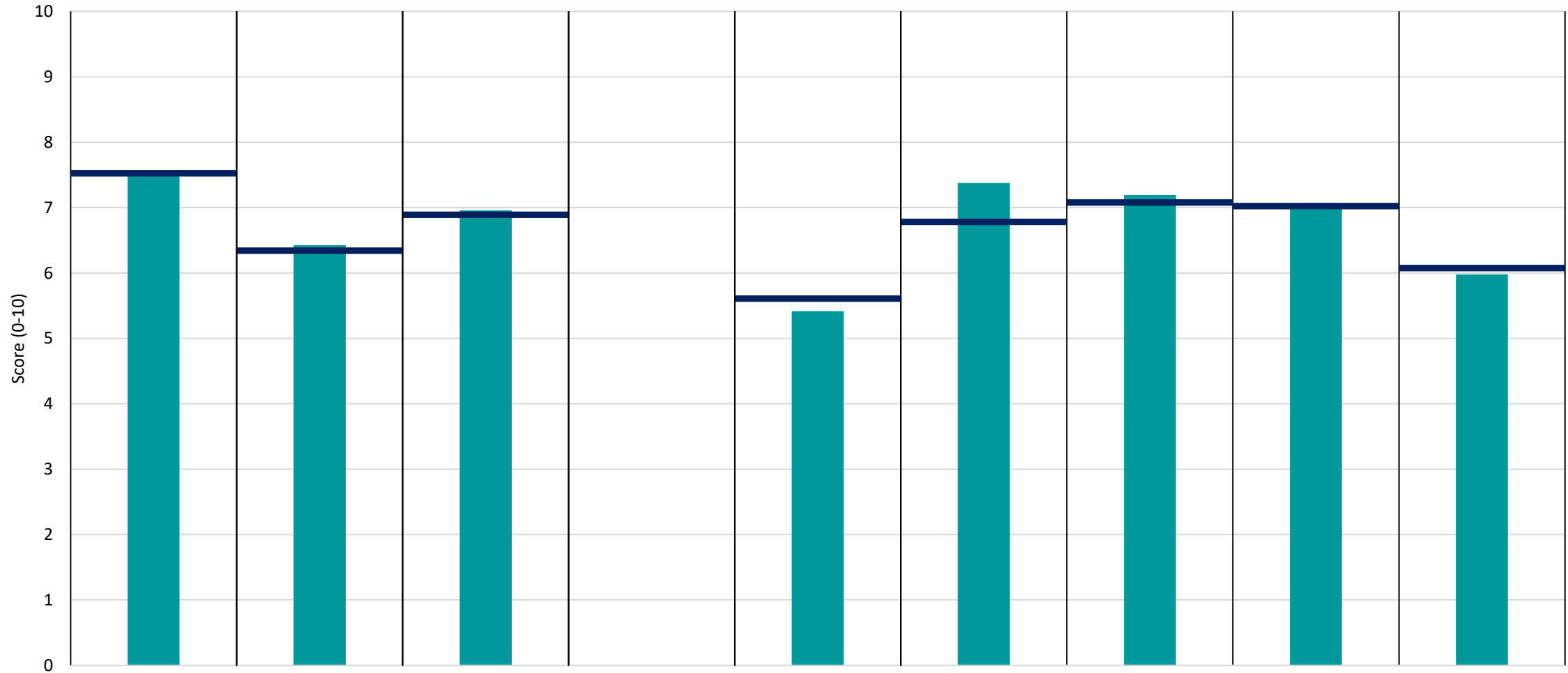
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Staff Engagement

Morale



Breakdown	7.52	6.42	6.96	-	5.42	7.38	7.19	7.03	5.98
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	259	259	258	-	251	259	259	259	259



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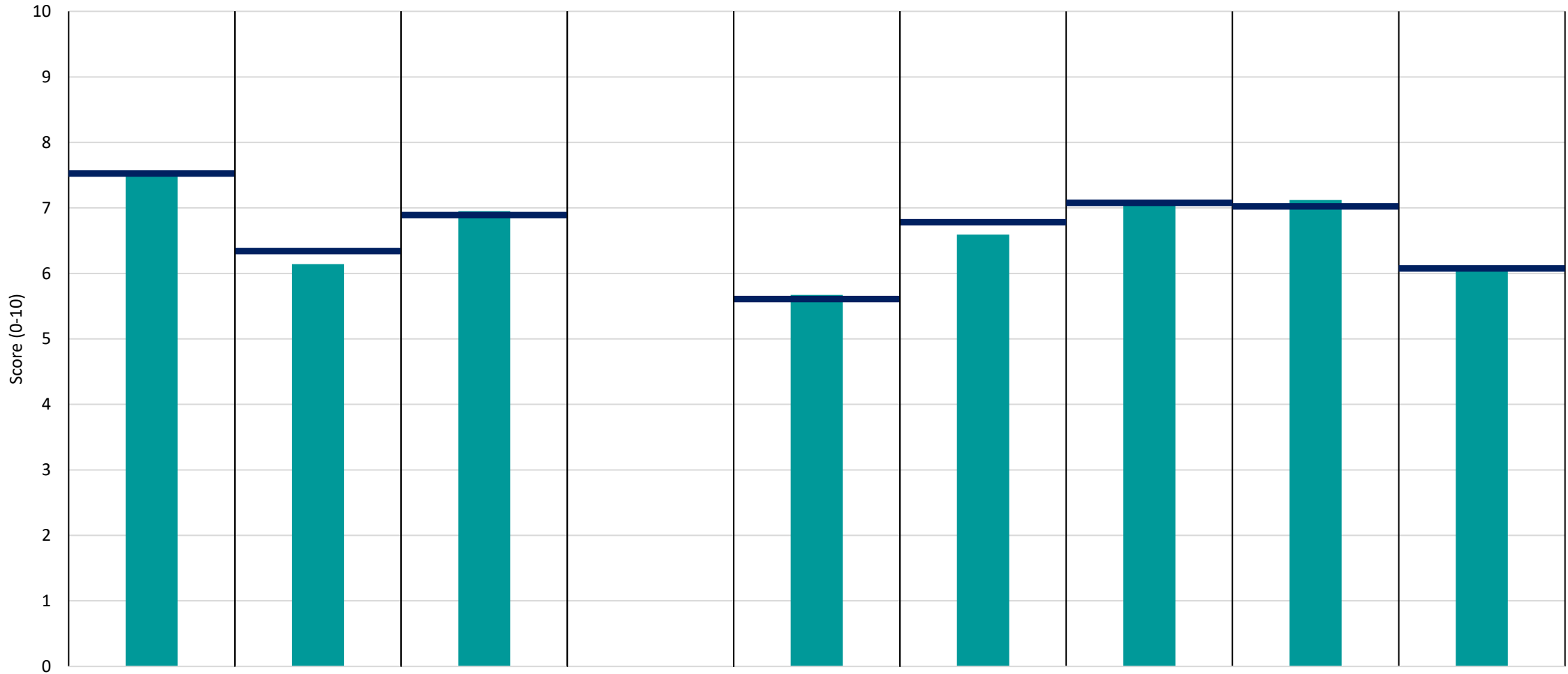
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Staff Engagement

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Breakdown	7.56	6.14	6.95	-	5.67	6.59	7.07	7.12	6.11
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	285	285	278	-	268	284	285	285	285





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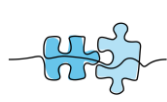
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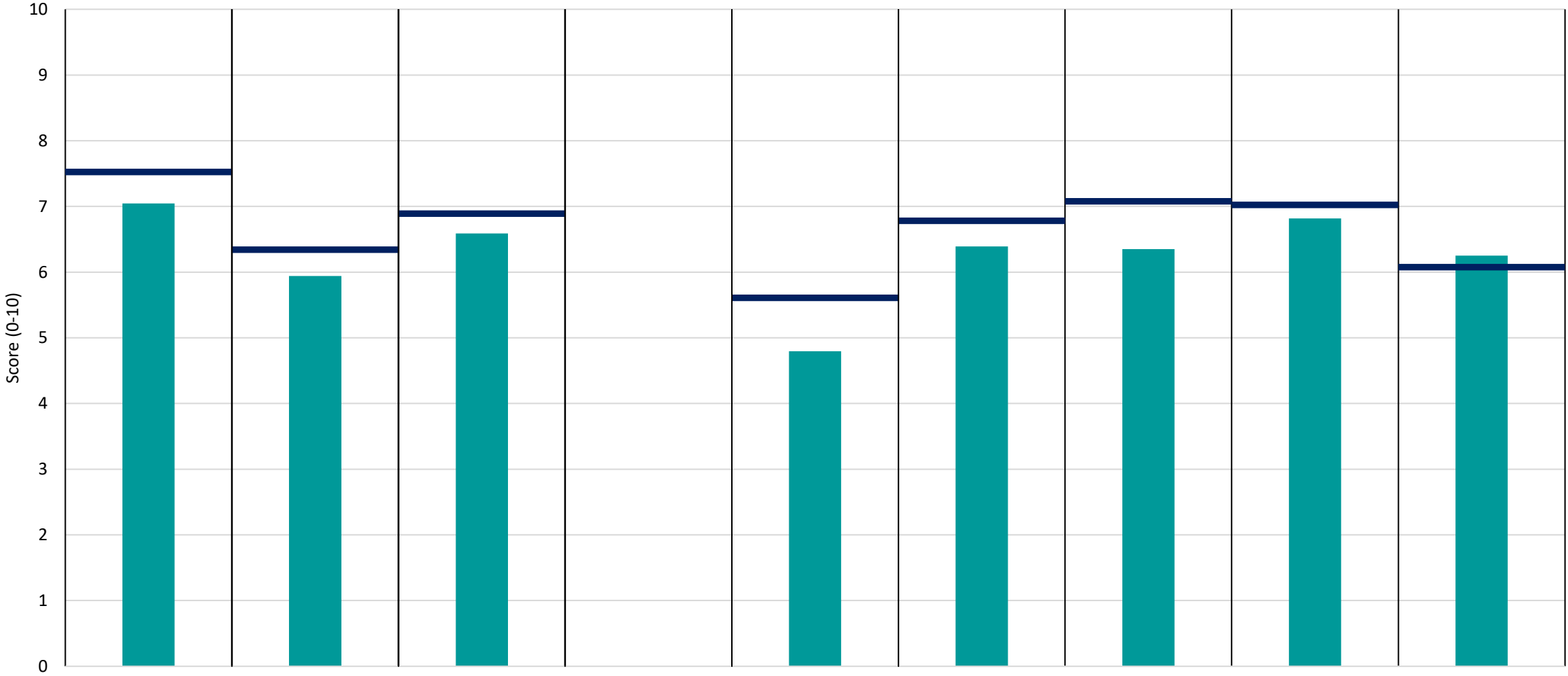
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Breakdown	7.05	5.94	6.59	-	4.80	6.39	6.35	6.82	6.25
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	165	165	162	-	146	161	166	165	165

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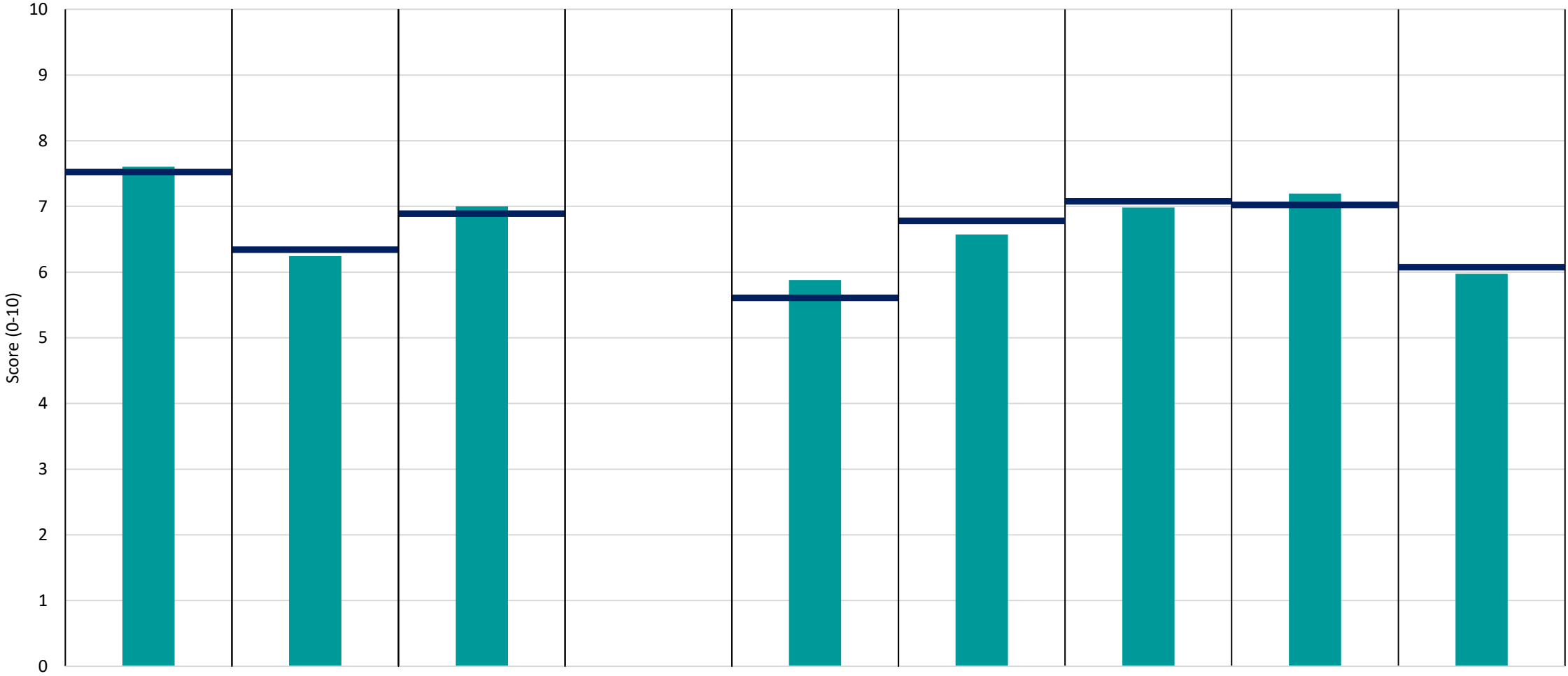
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Staff Engagement

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Breakdown	7.60	6.24	7.00	-	5.88	6.57	6.98	7.20	5.97
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	371	371	369	-	357	369	369	371	371

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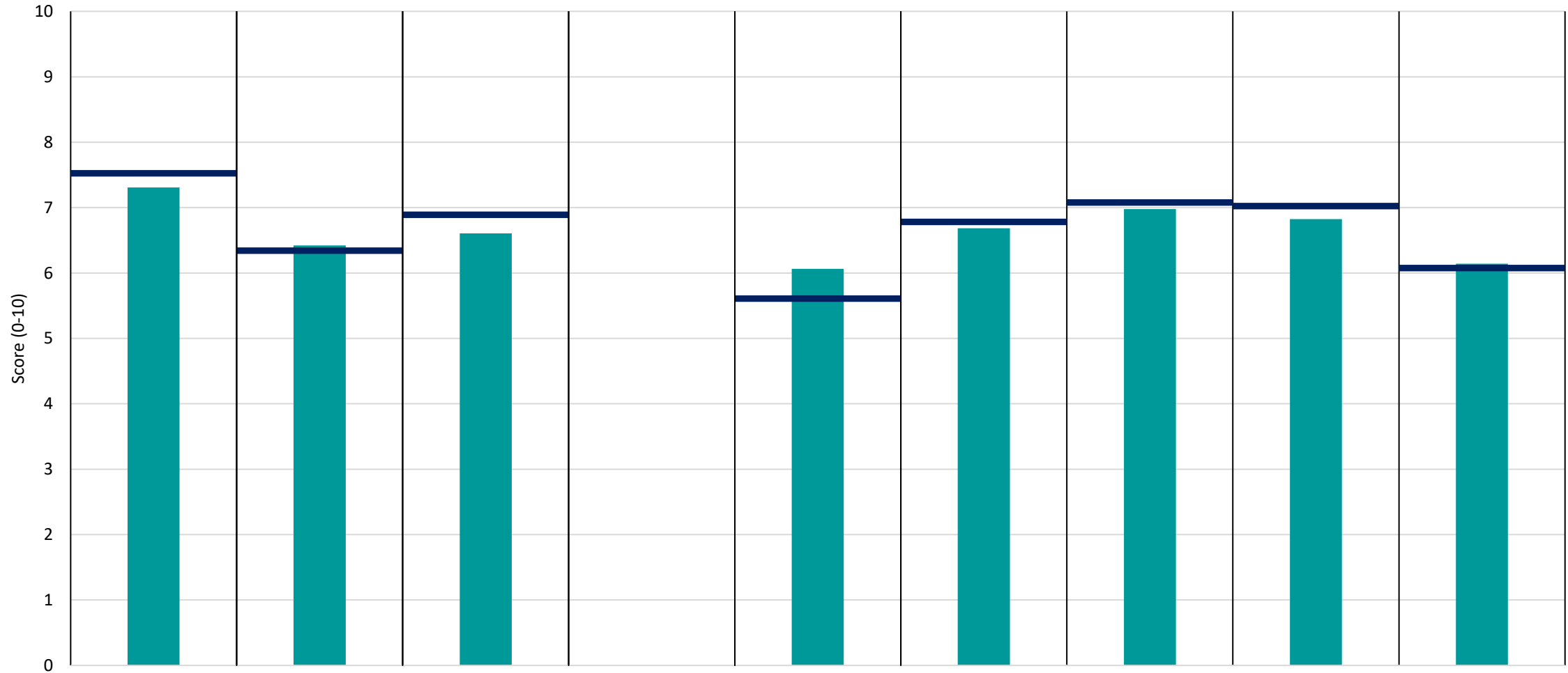
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Staff Engagement

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Breakdown	7.31	6.42	6.61	-	6.06	6.69	6.98	6.82	6.14
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08

Responses 66 66 66 - 62 66 66 66 66 66 19

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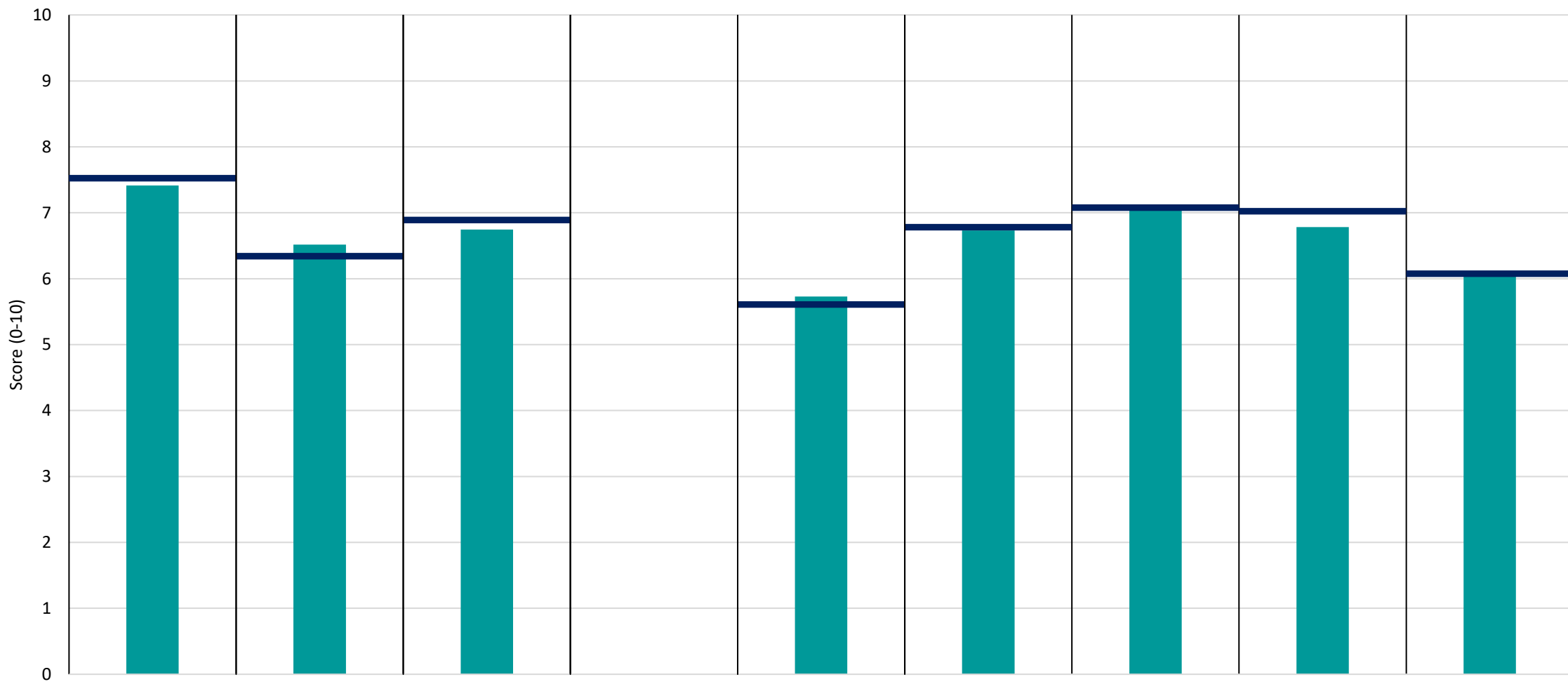
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Staff Engagement

Morale



Breakdown	7.41	6.52	6.75	-	5.73	6.73	7.04	6.78	6.06
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08

Responses 211 210 210 - 203 209 211 211 211 20

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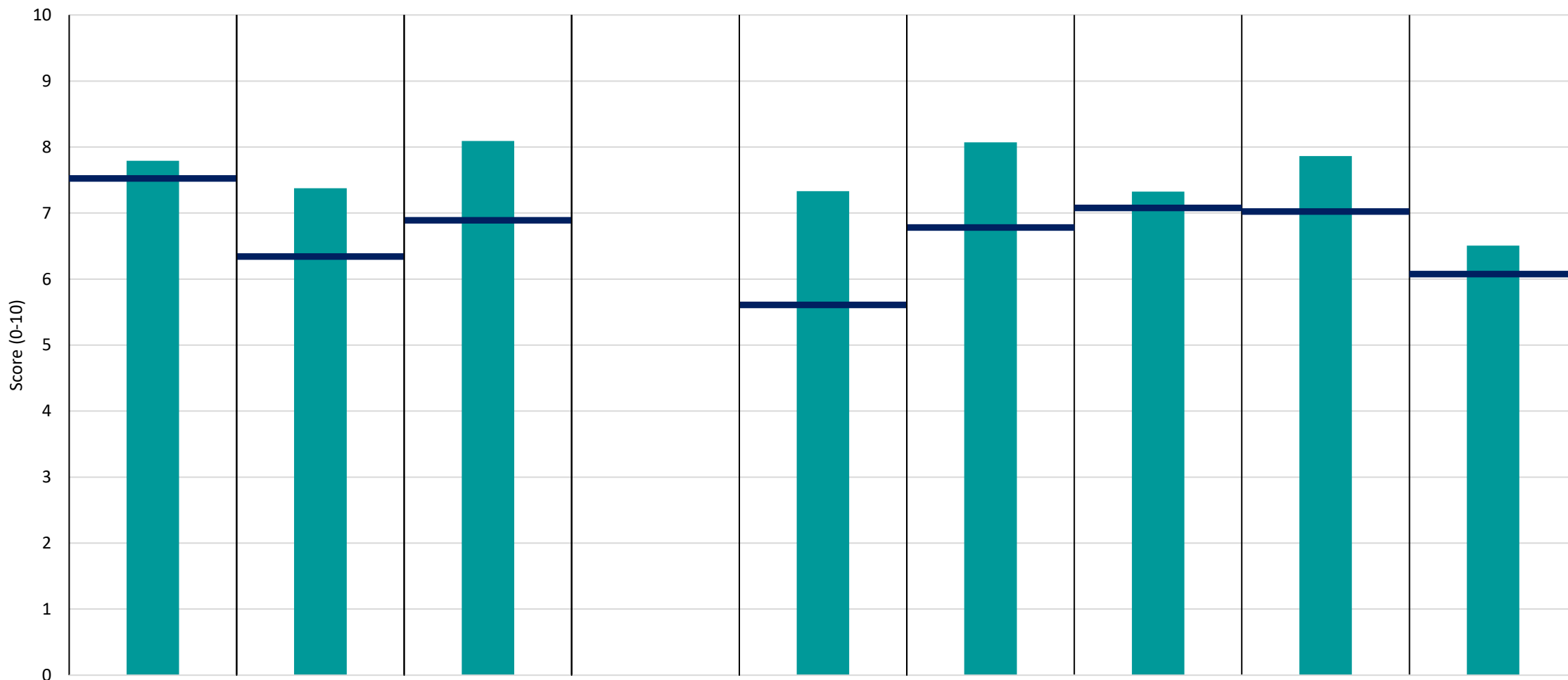
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Staff Engagement

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Breakdown	7.79	7.38	8.09	-	7.33	8.07	7.32	7.86	6.51
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08

Responses 16 16 16 - 14 16 16 16 16 16 21

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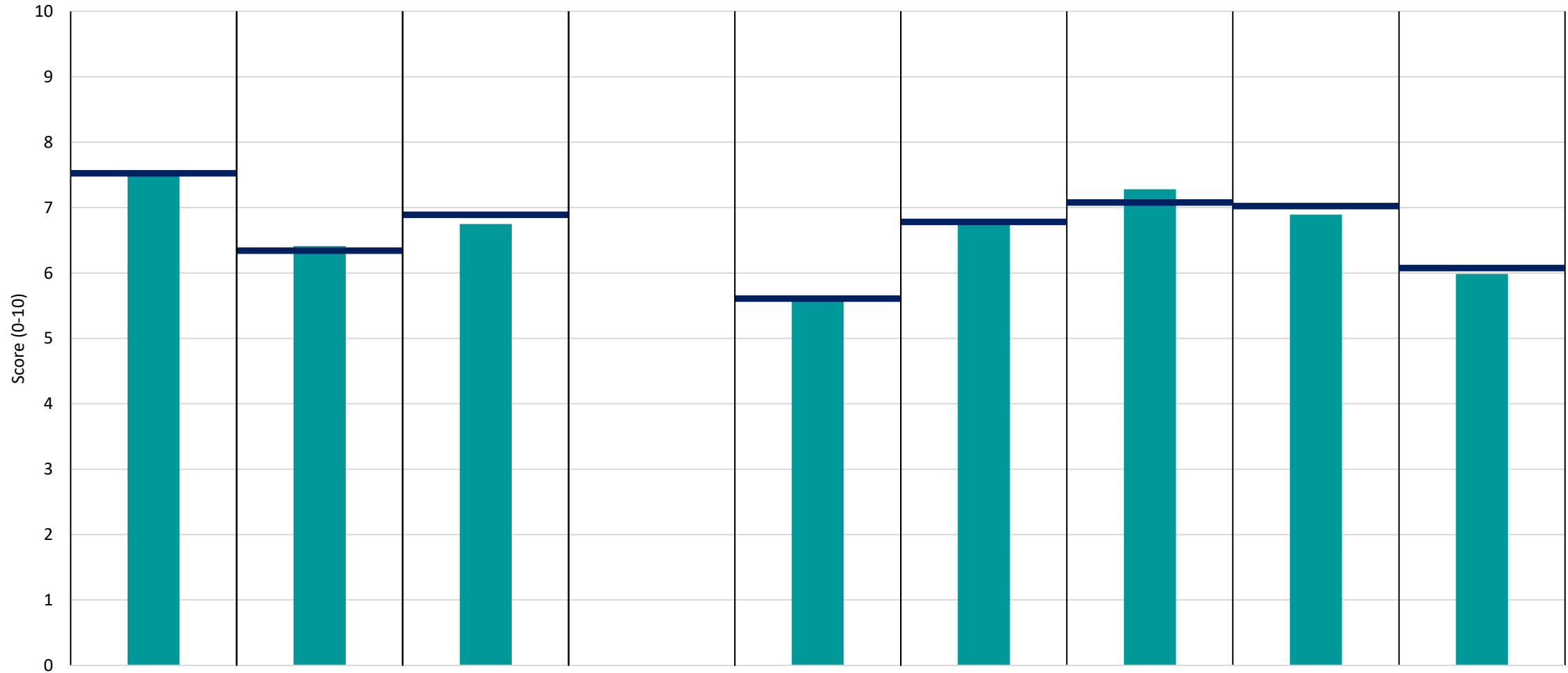
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Staff Engagement

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Breakdown	7.51	6.41	6.75	-	5.65	6.75	7.28	6.89	5.99
Your org	7.53	6.34	6.89	-	5.61	6.78	7.08	7.02	6.08
Responses	254	253	253	-	244	251	253	254	254