



Solent NHS Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Solent 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 Solent 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

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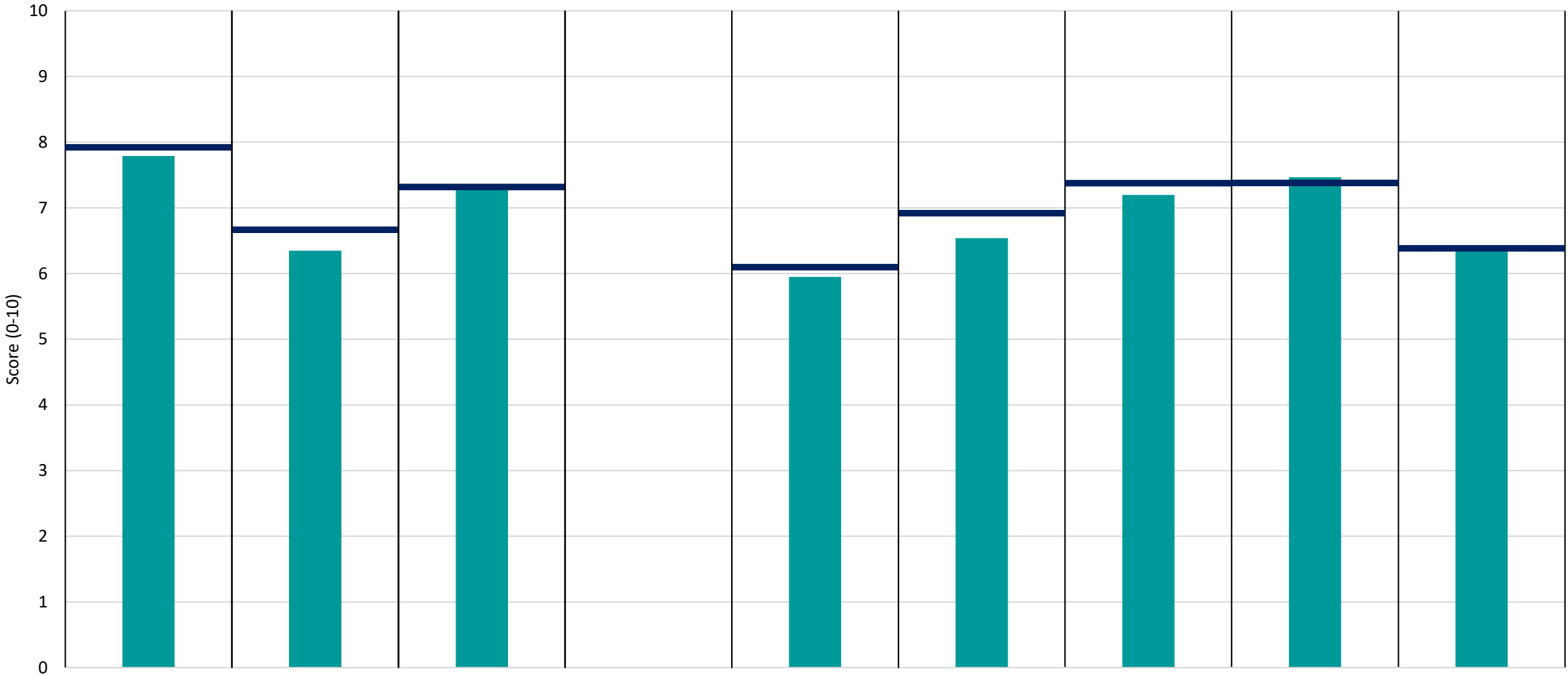
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Staff Engagement

Morale



Breakdown	7.79	6.35	7.31	-	5.95	6.54	7.20	7.47	6.36
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	287	287	287	-	273	286	287	287	287

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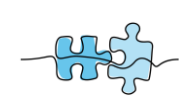
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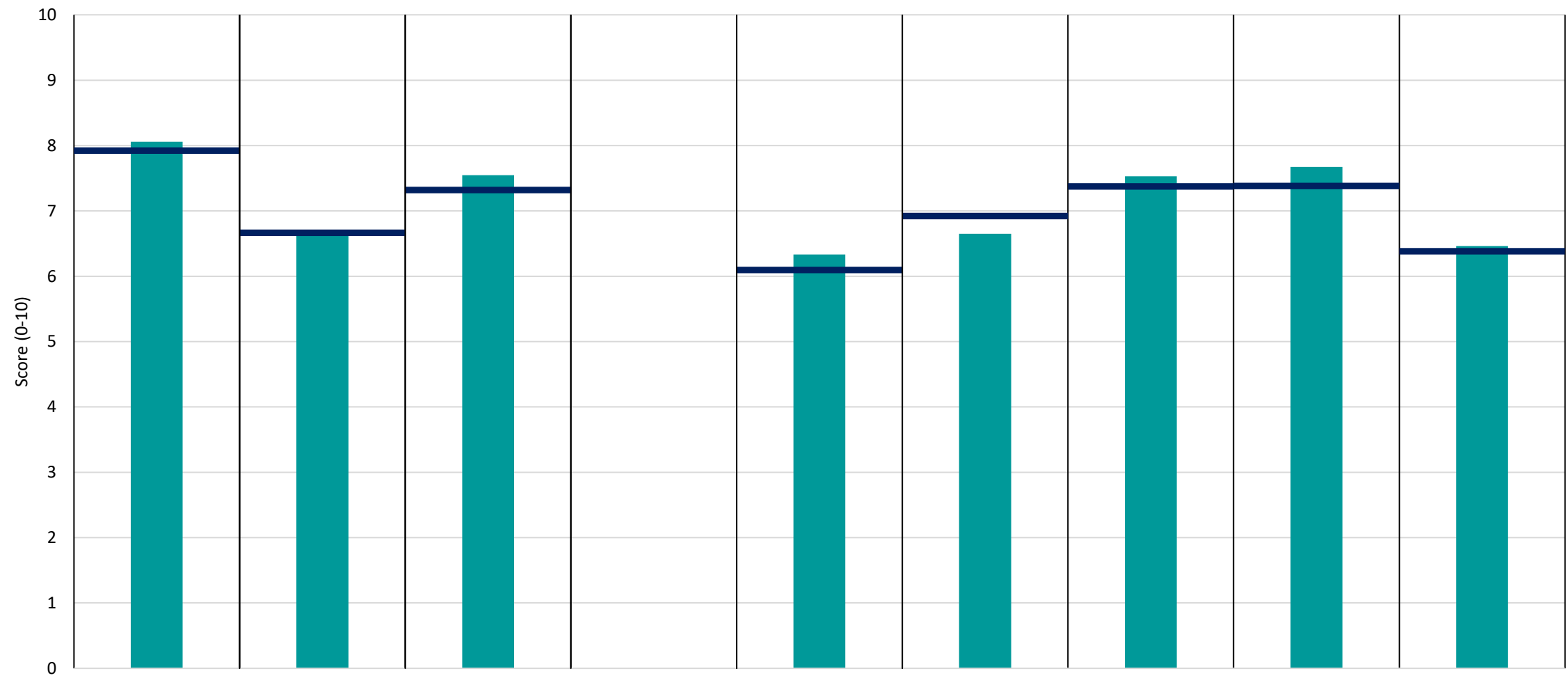
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Staff Engagement

Morale



Breakdown	8.06	6.70	7.55	-	6.33	6.65	7.53	7.67	6.46
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	397	397	396	-	385	397	397	397	397

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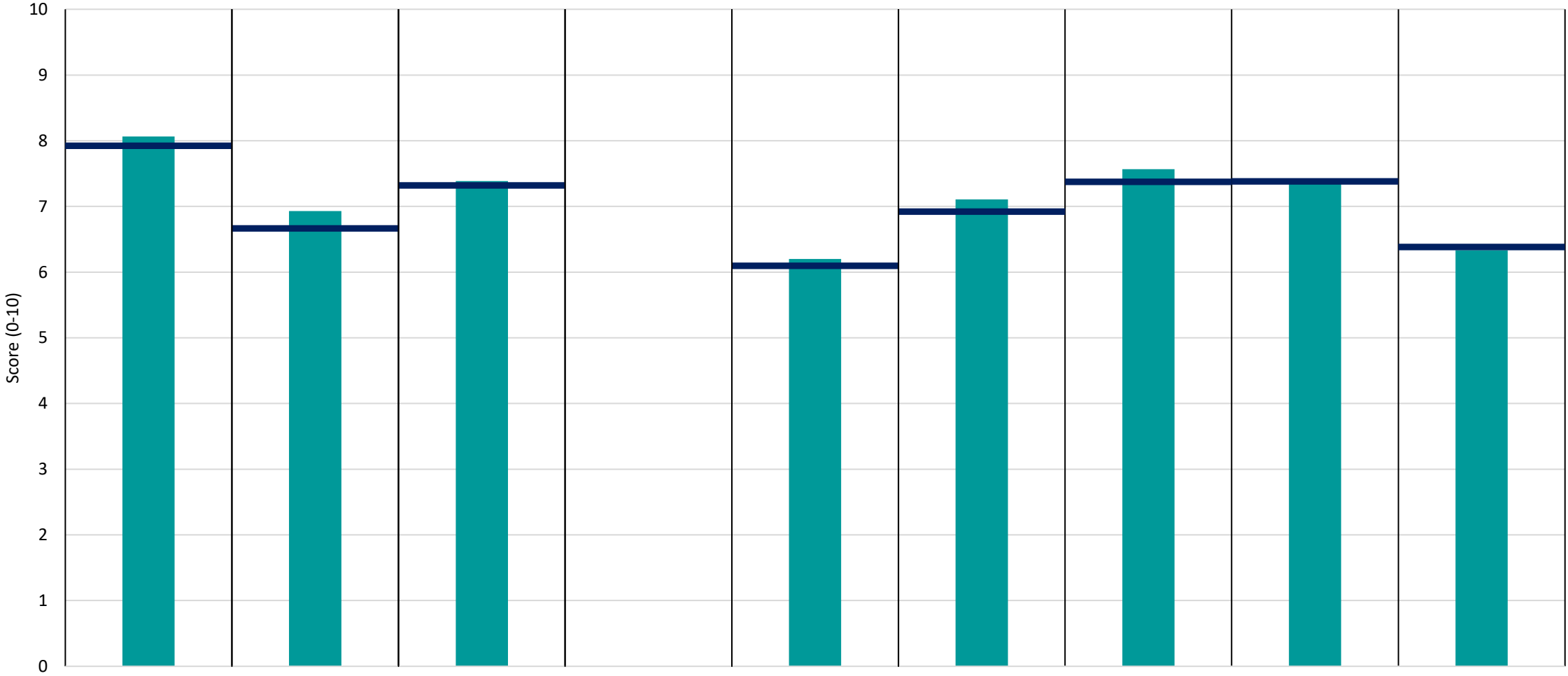
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Staff Engagement

Morale



Breakdown	8.06	6.93	7.39	-	6.20	7.11	7.57	7.39	6.33
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	712	712	709	-	695	711	711	713	713

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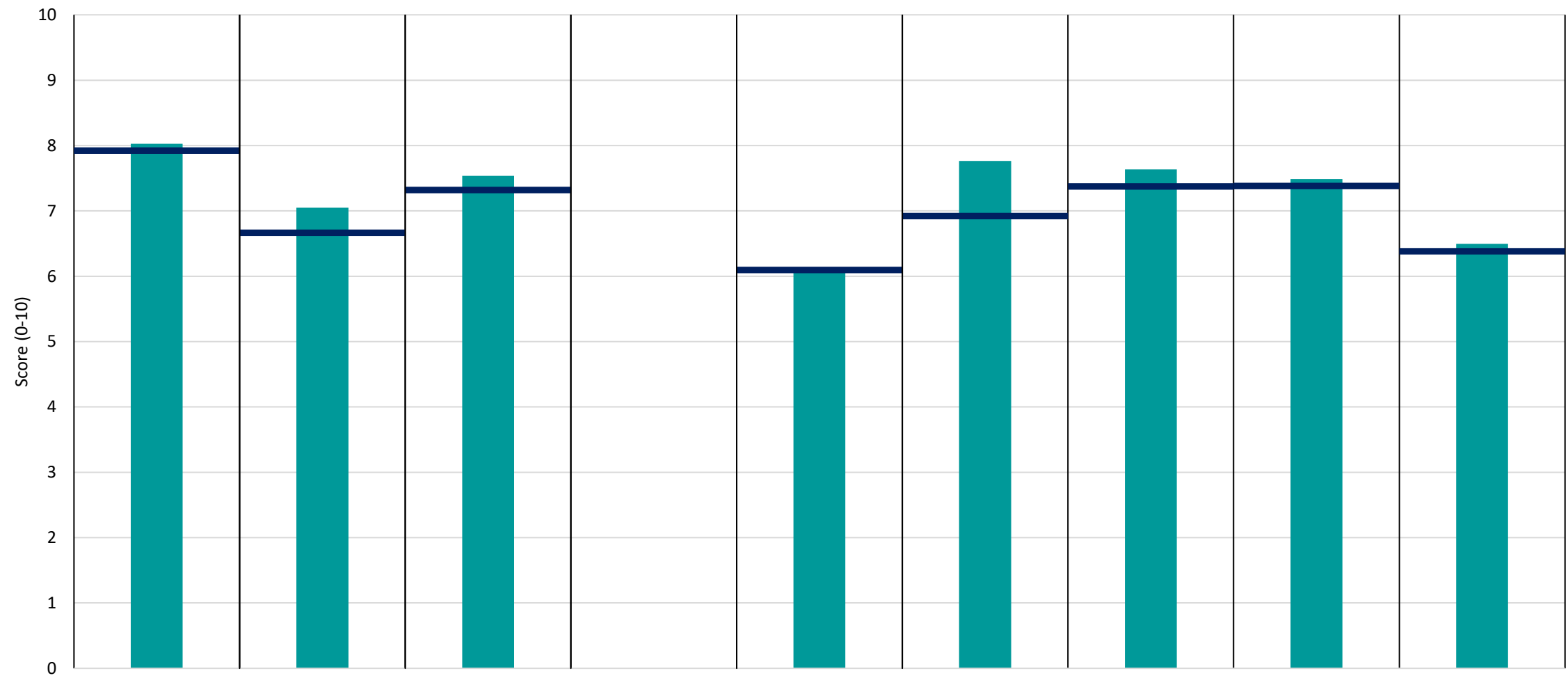
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Staff Engagement

Morale



Breakdown	8.03	7.05	7.54	-	6.11	7.77	7.64	7.49	6.50
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	414	415	414	-	398	413	413	415	415

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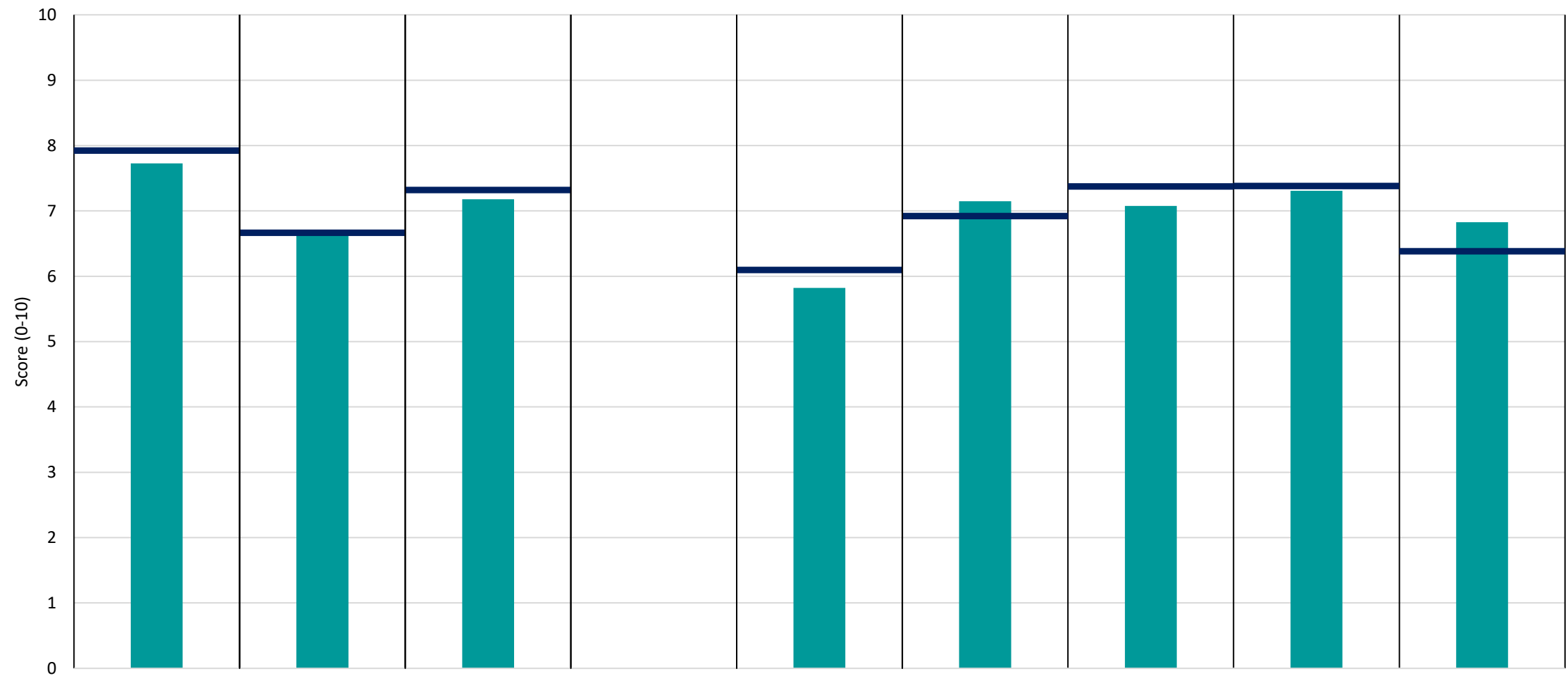
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Staff Engagement

Morale



Breakdown	7.73	6.64	7.18	-	5.82	7.15	7.08	7.31	6.83
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	162	162	157	-	146	159	162	164	162

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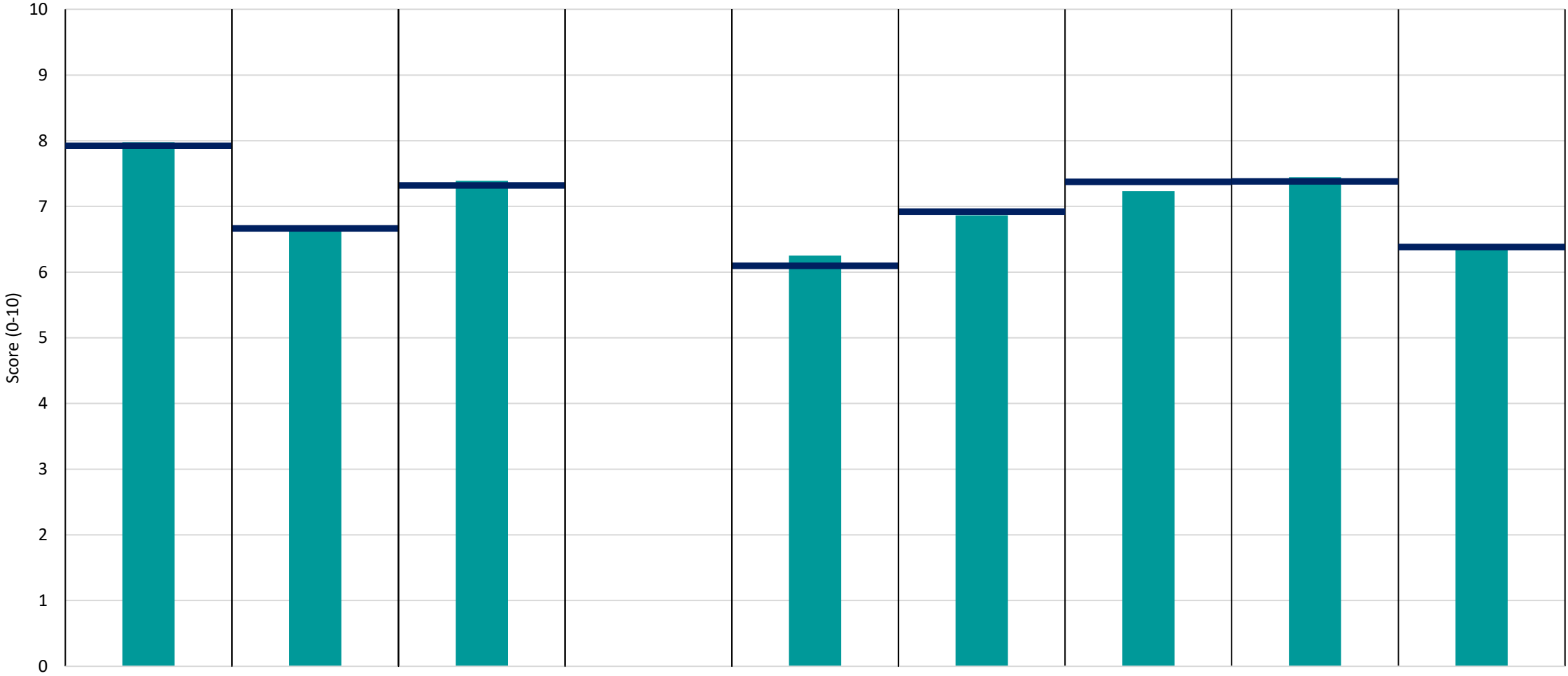
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Staff Engagement

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Breakdown	7.98	6.63	7.39	-	6.25	6.86	7.23	7.44	6.40
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	219	219	218	-	213	219	219	219	219

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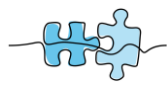
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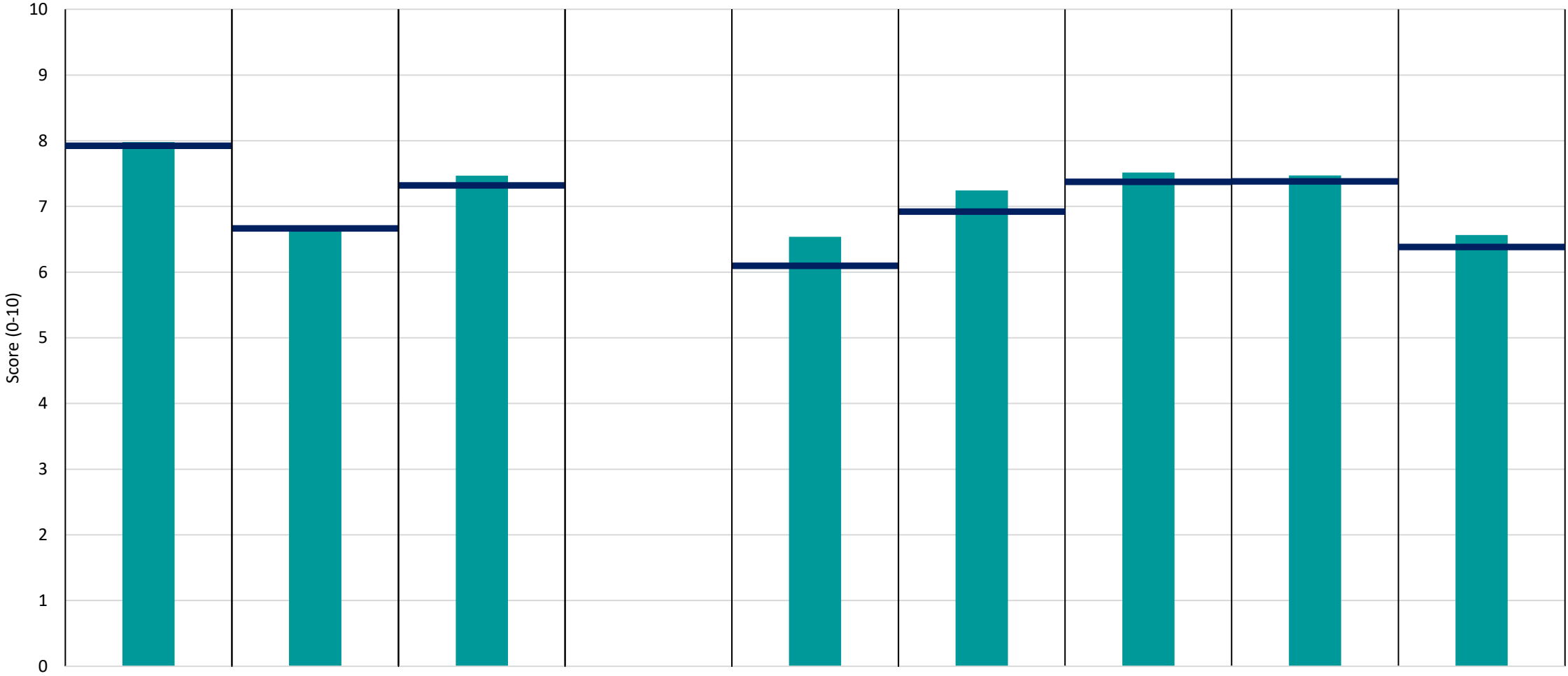
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Staff Engagement

Morale



Breakdown	7.98	6.69	7.47	-	6.54	7.24	7.52	7.47	6.57
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 337 337 336 - 315 336 336 337 337 12

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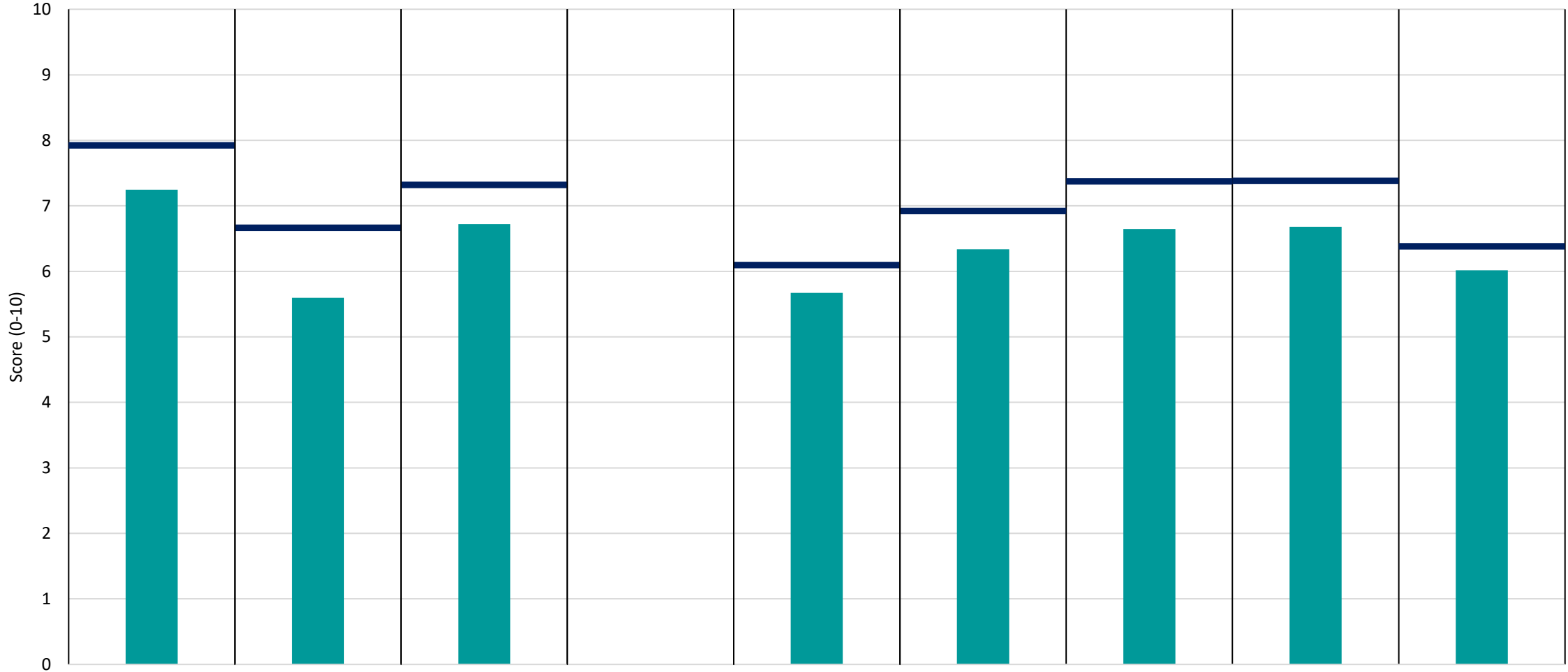
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Staff Engagement

Morale



Breakdown	7.25	5.60	6.72	-	5.67	6.34	6.65	6.68	6.02
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 71 72 70 - 64 72 70 72 72 72 13

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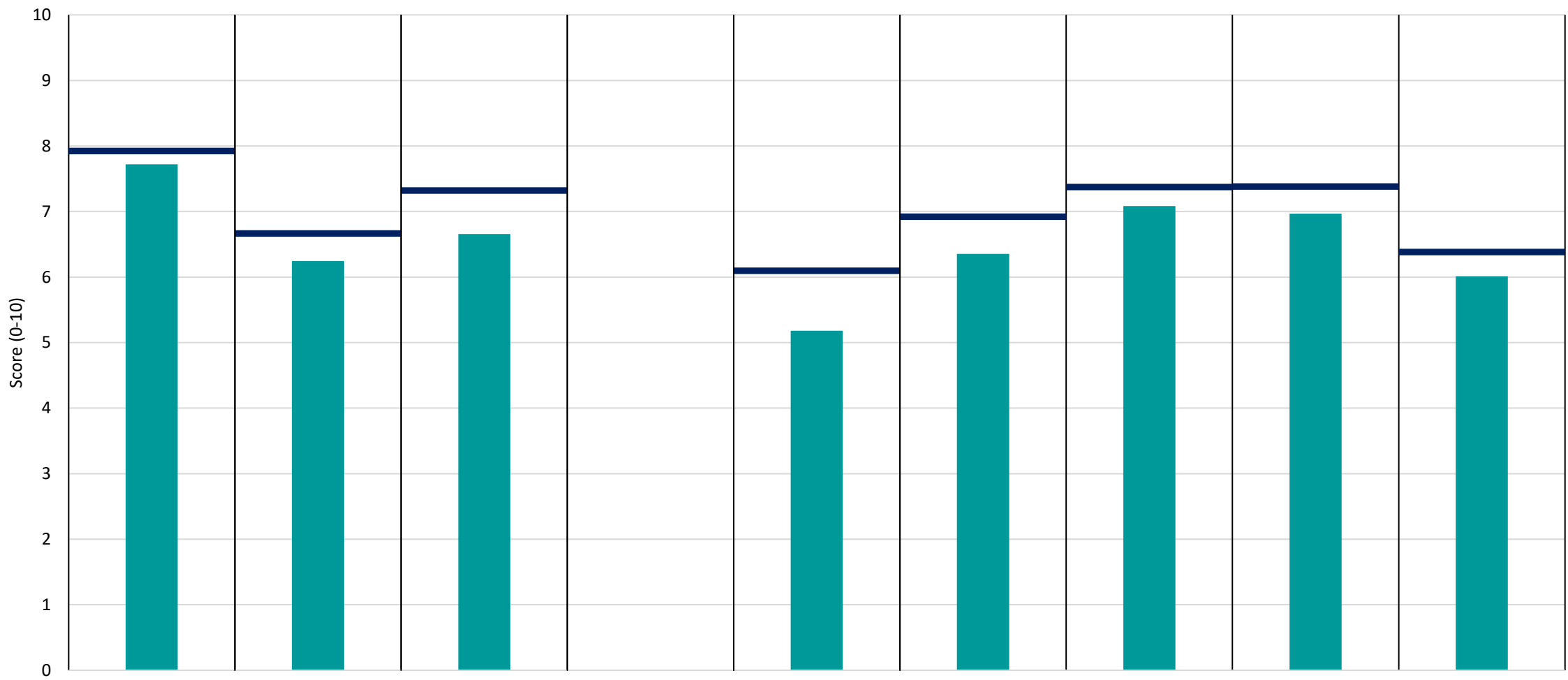
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Staff Engagement

Morale



Breakdown	7.72	6.24	6.66	-	5.18	6.35	7.08	6.97	6.01
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	149	149	148	-	145	149	149	149	149

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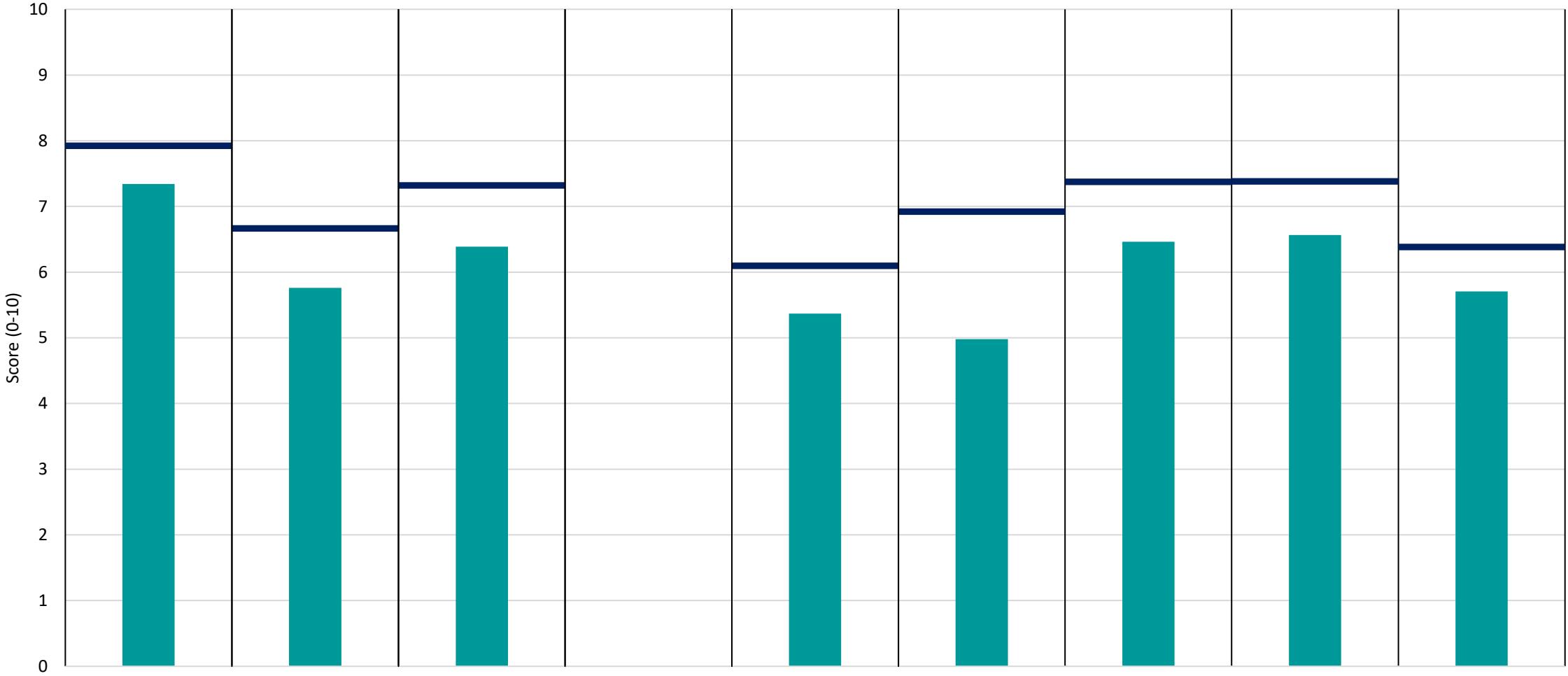
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Staff Engagement

Morale



Breakdown	7.34	5.76	6.39	-	5.37	4.98	6.46	6.57	5.71
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	141	140	140	-	139	140	141	141	140 ¹⁵

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Breakdowns 2

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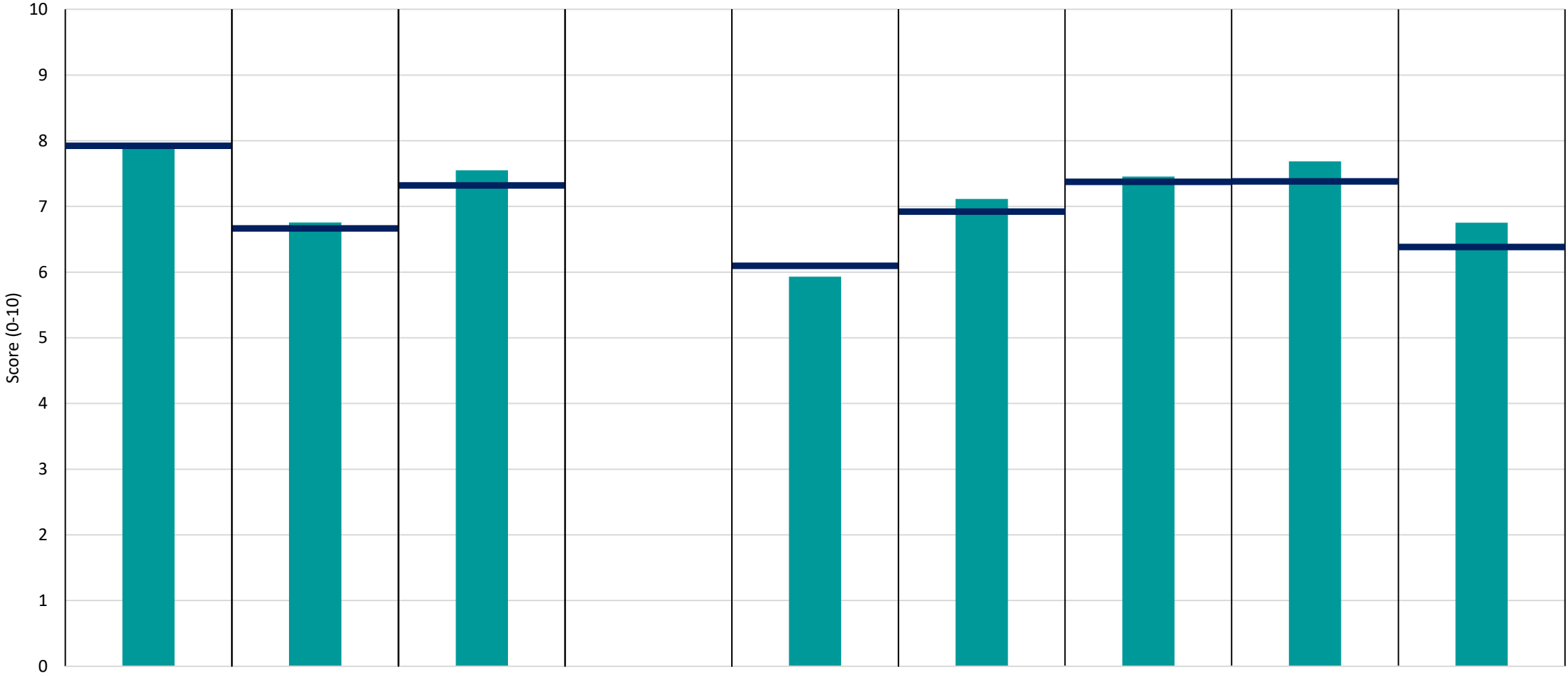
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Staff Engagement

Morale



Breakdown	7.96	6.76	7.55	-	5.93	7.11	7.46	7.69	6.75
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 70 70 70 - 66 70 70 70 70 70 17

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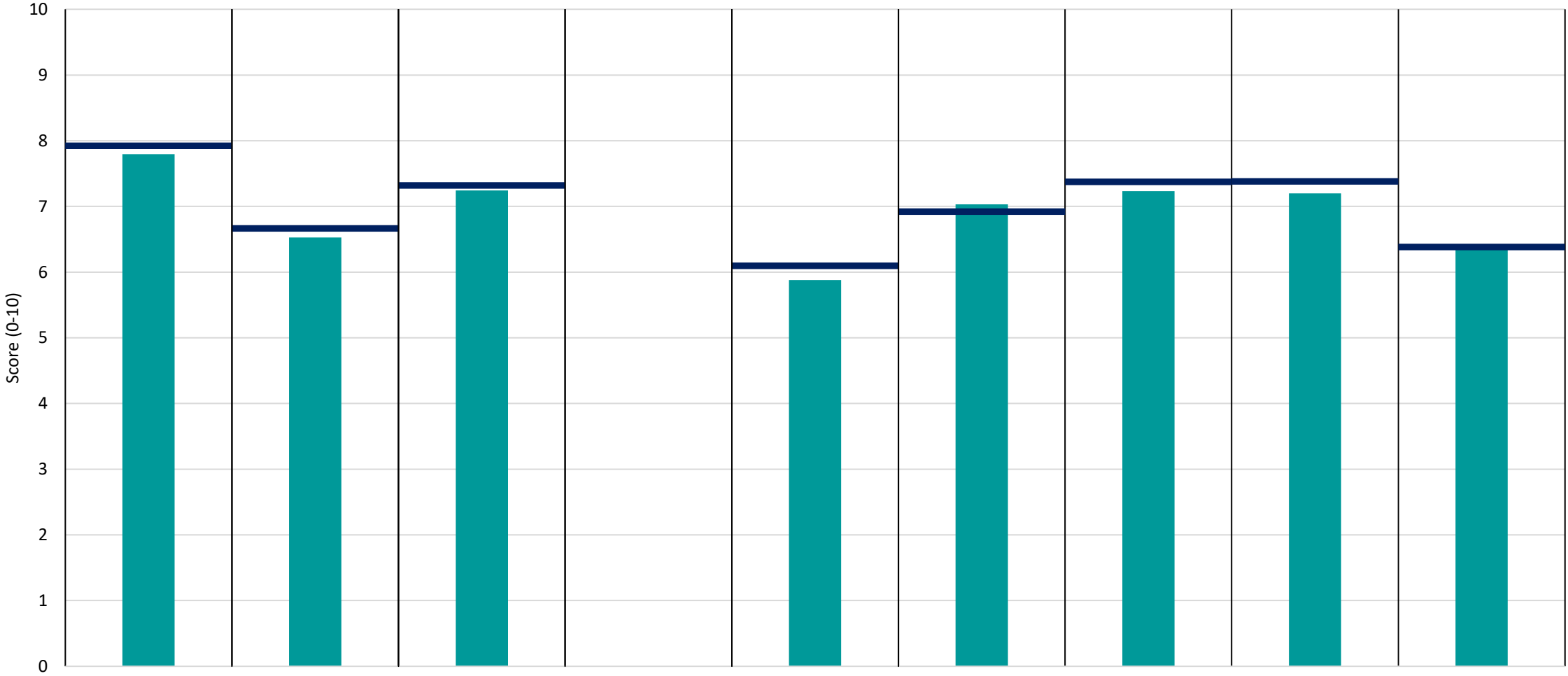
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Staff Engagement

Morale



Breakdown	7.80	6.53	7.24	-	5.88	7.03	7.23	7.20	6.39
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 143 143 142 - 136 142 143 143 143 143 18

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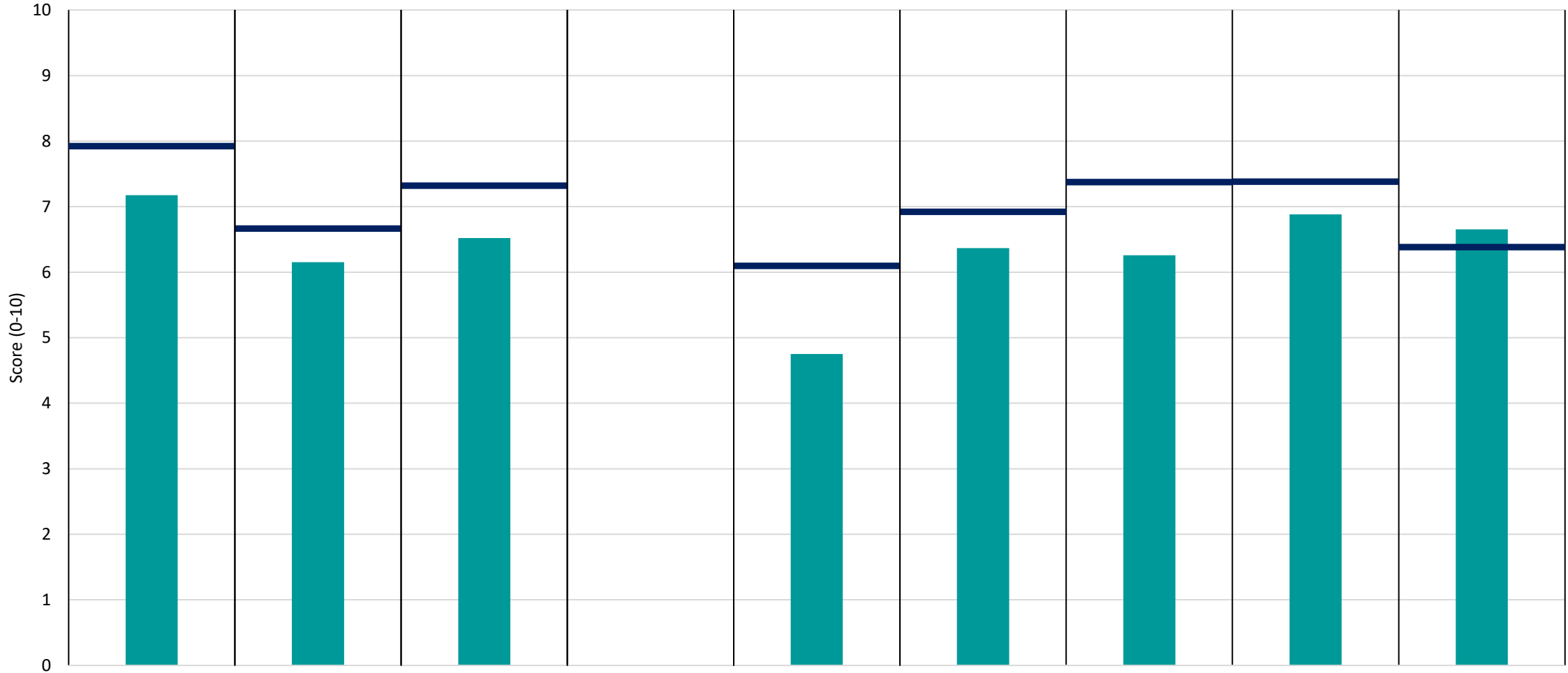
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Staff Engagement

Morale



Breakdown	7.18	6.15	6.52	-	4.75	6.37	6.26	6.88	6.65
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 36 36 35 - 30 36 36 38 36 19

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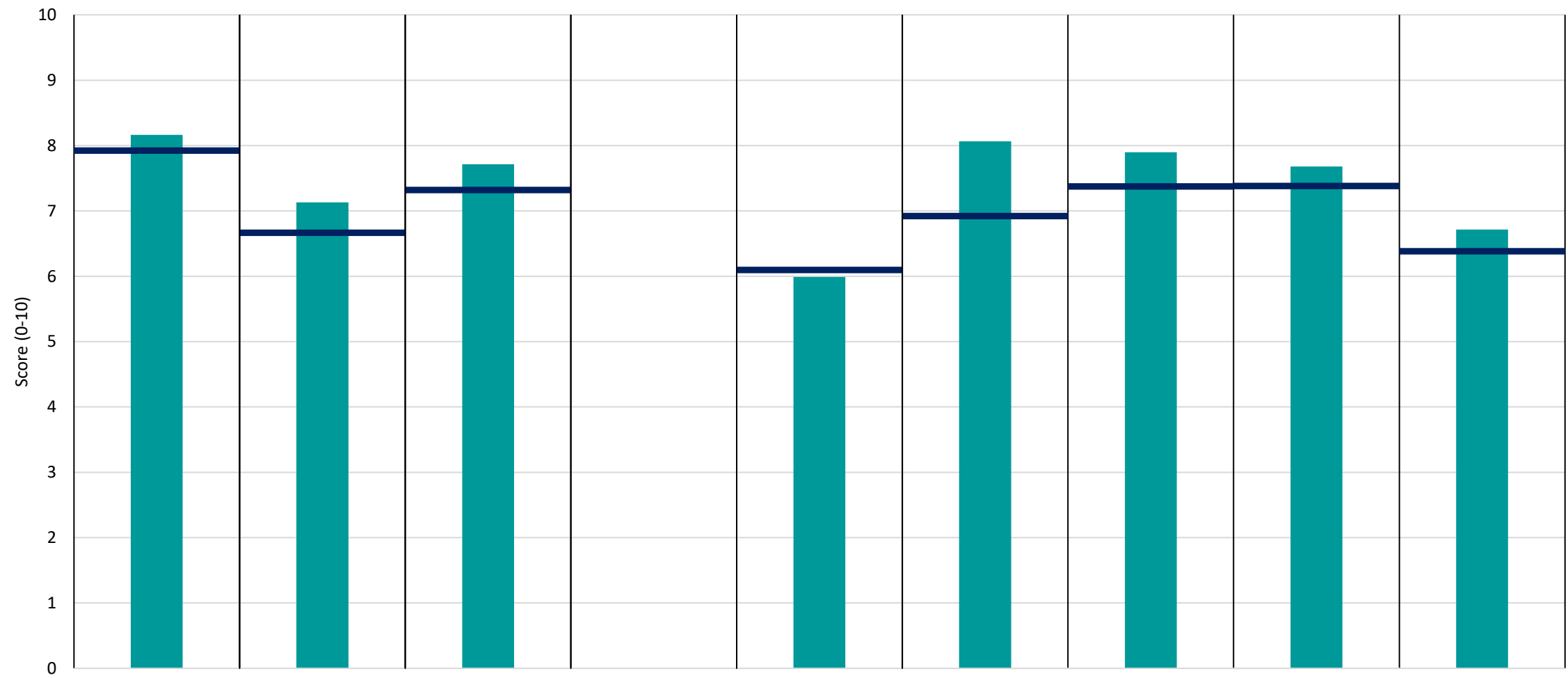
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Staff Engagement

Morale



Breakdown	8.16	7.13	7.71	-	5.99	8.06	7.90	7.68	6.71
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	118	118	118	-	111	118	117	118	118 ²⁰

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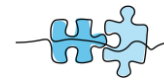
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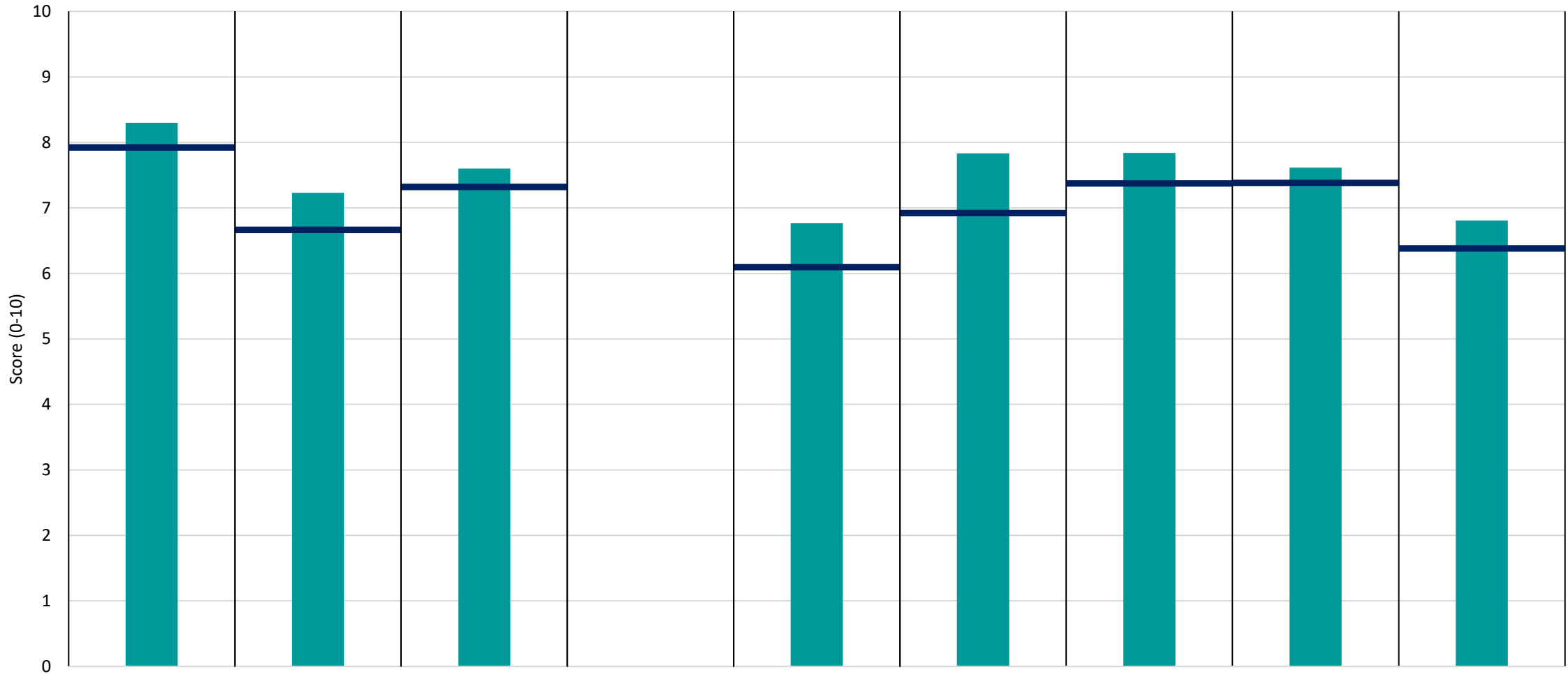
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Staff Engagement

Morale



Breakdown	8.30	7.23	7.60	-	6.76	7.83	7.84	7.61	6.81
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 76 76 76 - 73 76 76 76 76 76 21

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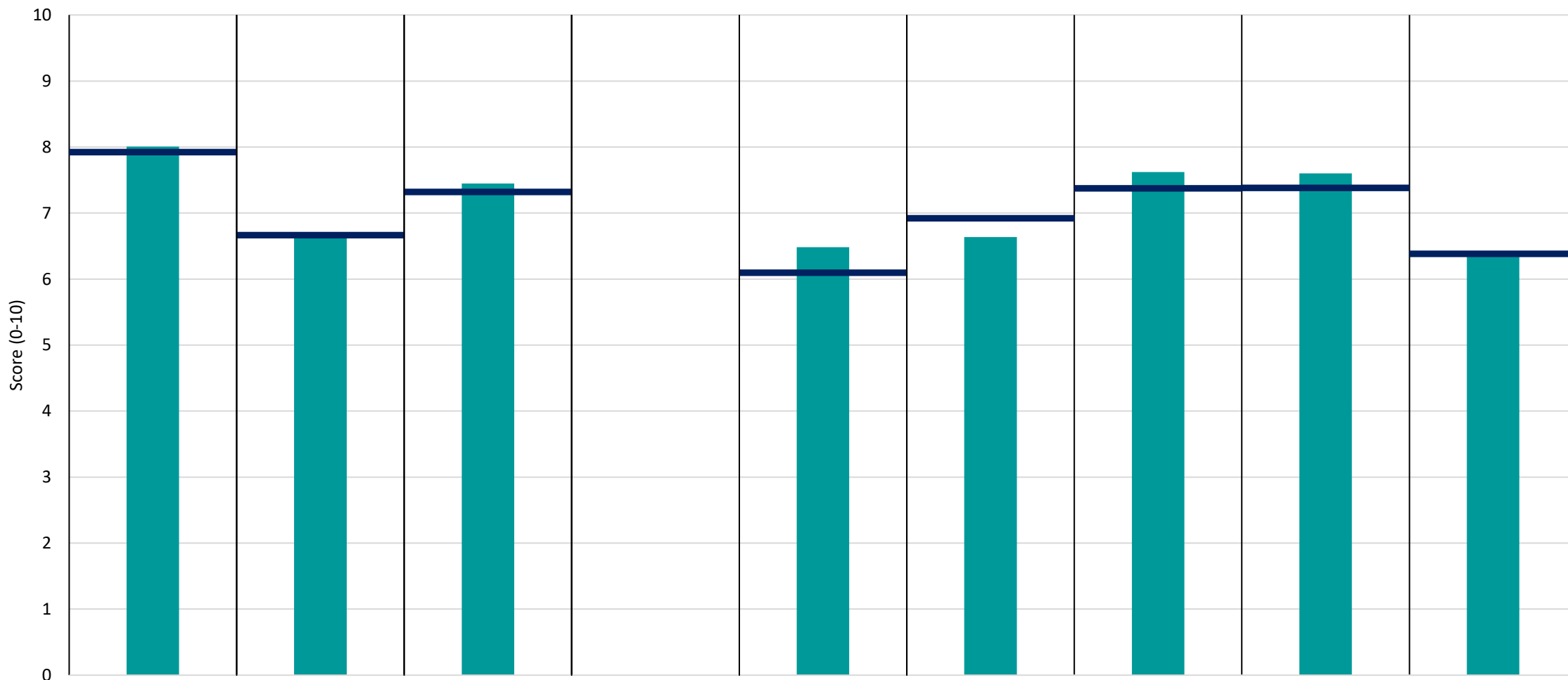
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Staff Engagement

Morale



Breakdown	8.01	6.70	7.45	-	6.48	6.64	7.62	7.60	6.42
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	196	196	196	-	189	196	196	196	196

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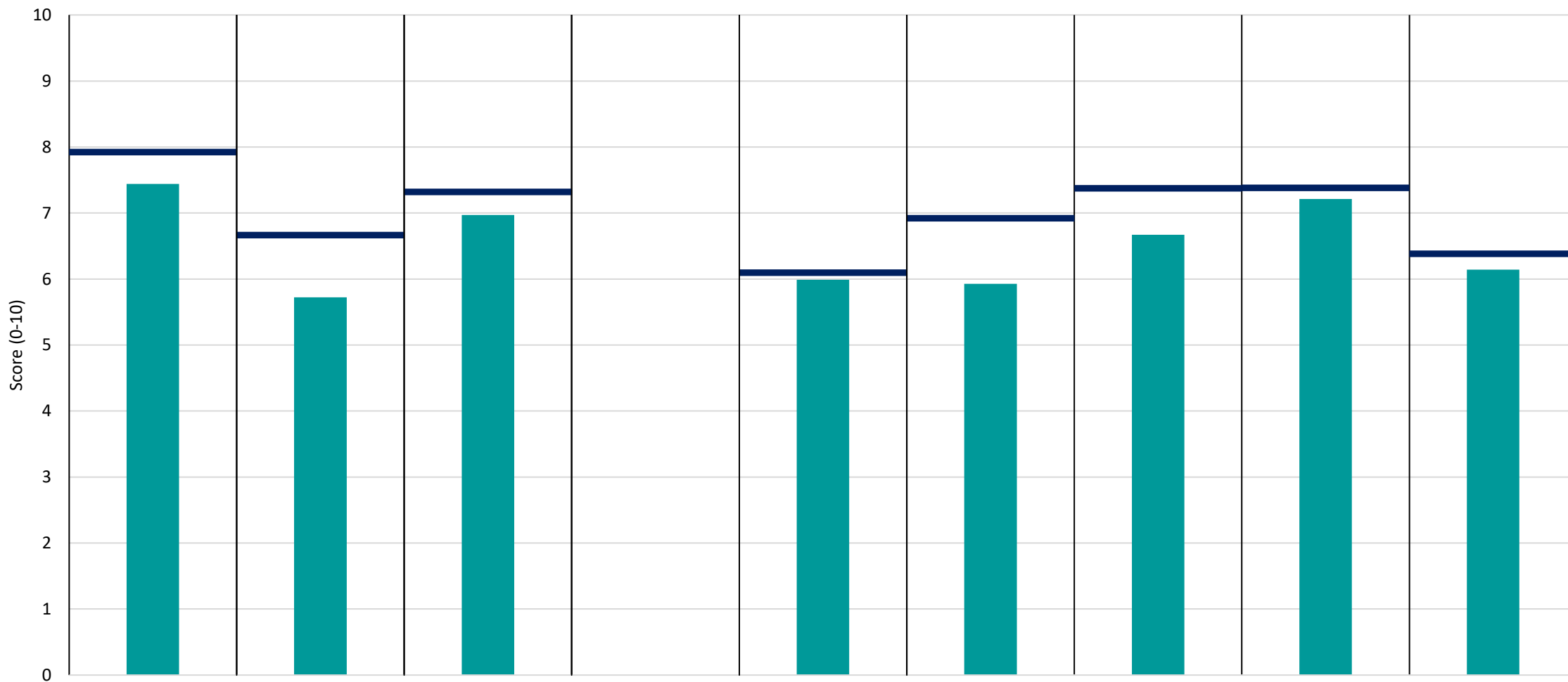
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Staff Engagement

Morale



Breakdown	7.44	5.72	6.97	-	5.99	5.93	6.67	7.21	6.14
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 74 74 74 - 68 74 74 74 74 74 23

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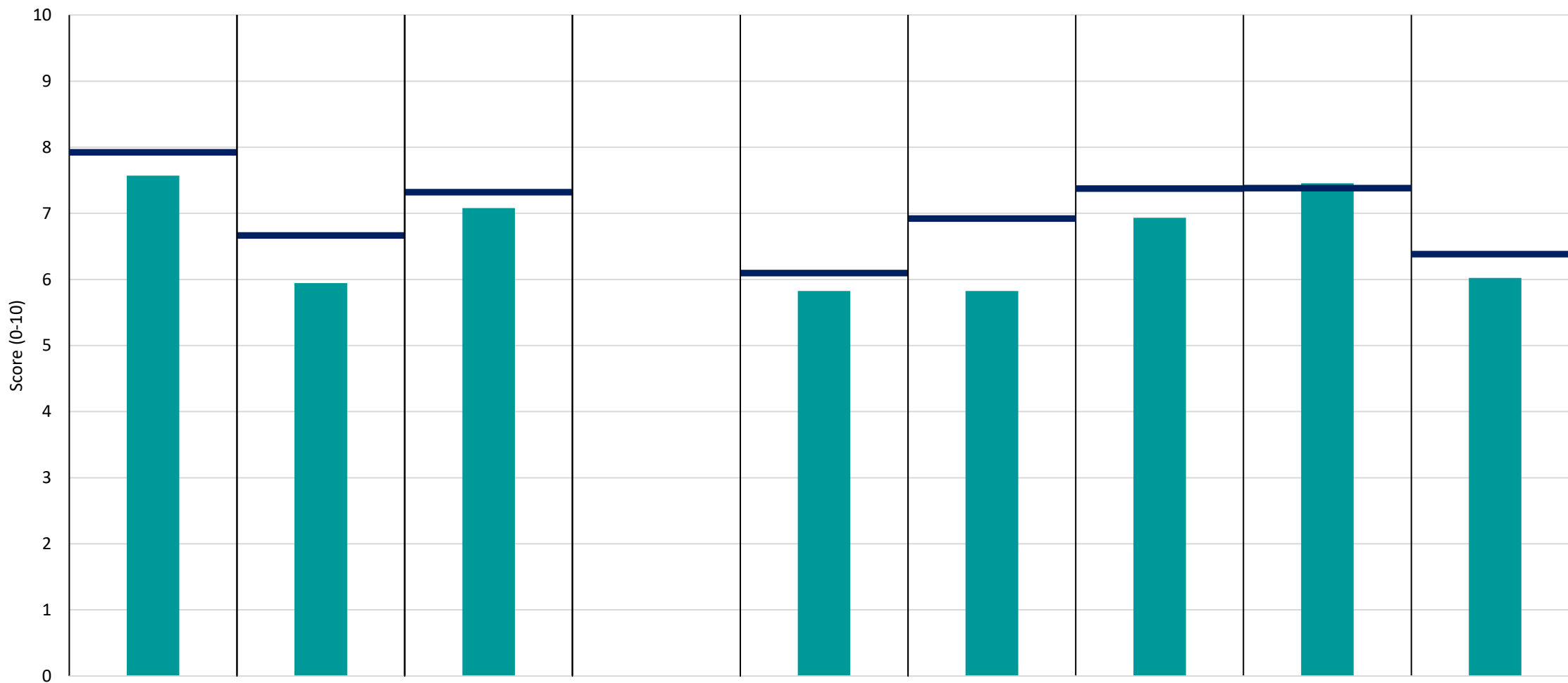
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Staff Engagement

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Breakdown	7.57	5.94	7.08	-	5.83	5.83	6.93	7.46	6.02
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 63 63 63 - 63 62 63 63 63 24

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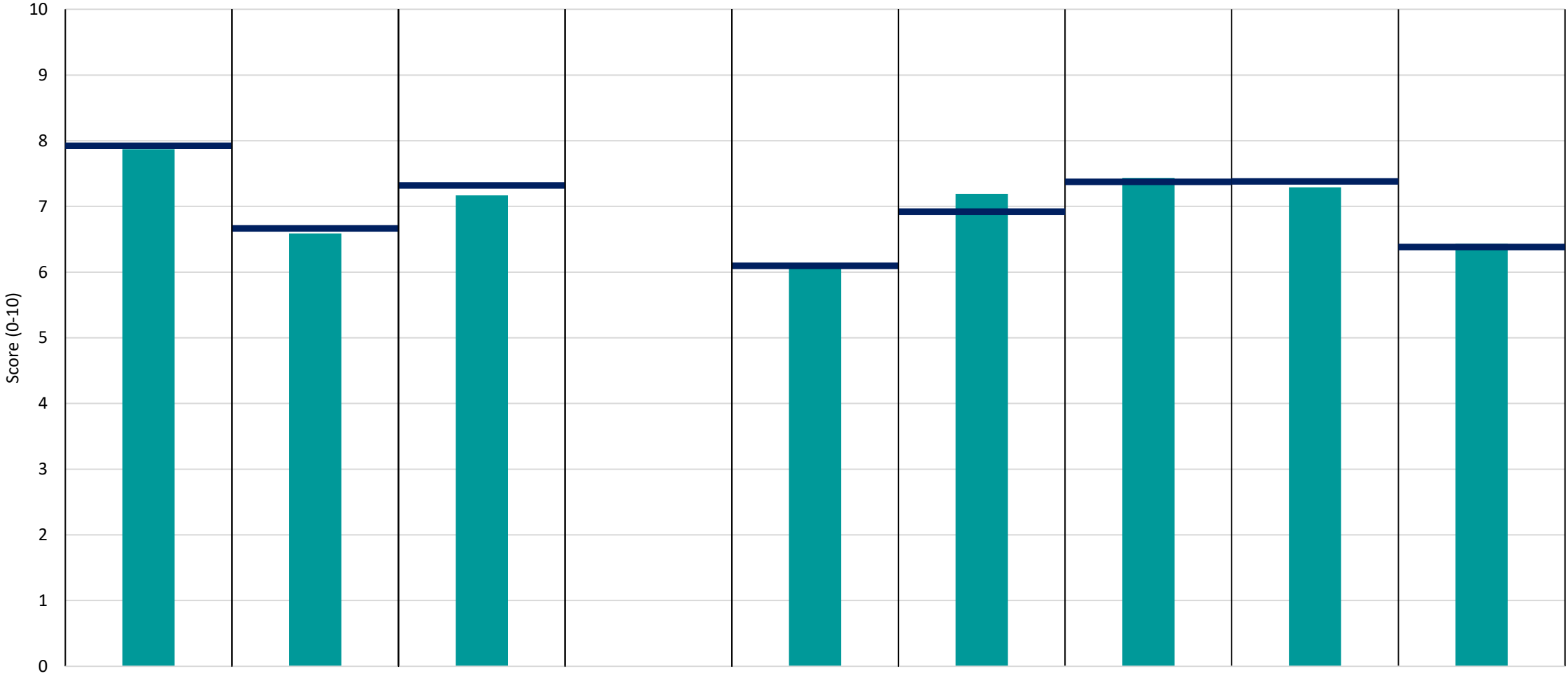
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Staff Engagement

Morale



Breakdown	7.87	6.59	7.17	-	6.09	7.19	7.43	7.29	6.43
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	91	91	90	-	86	91	91	91	91

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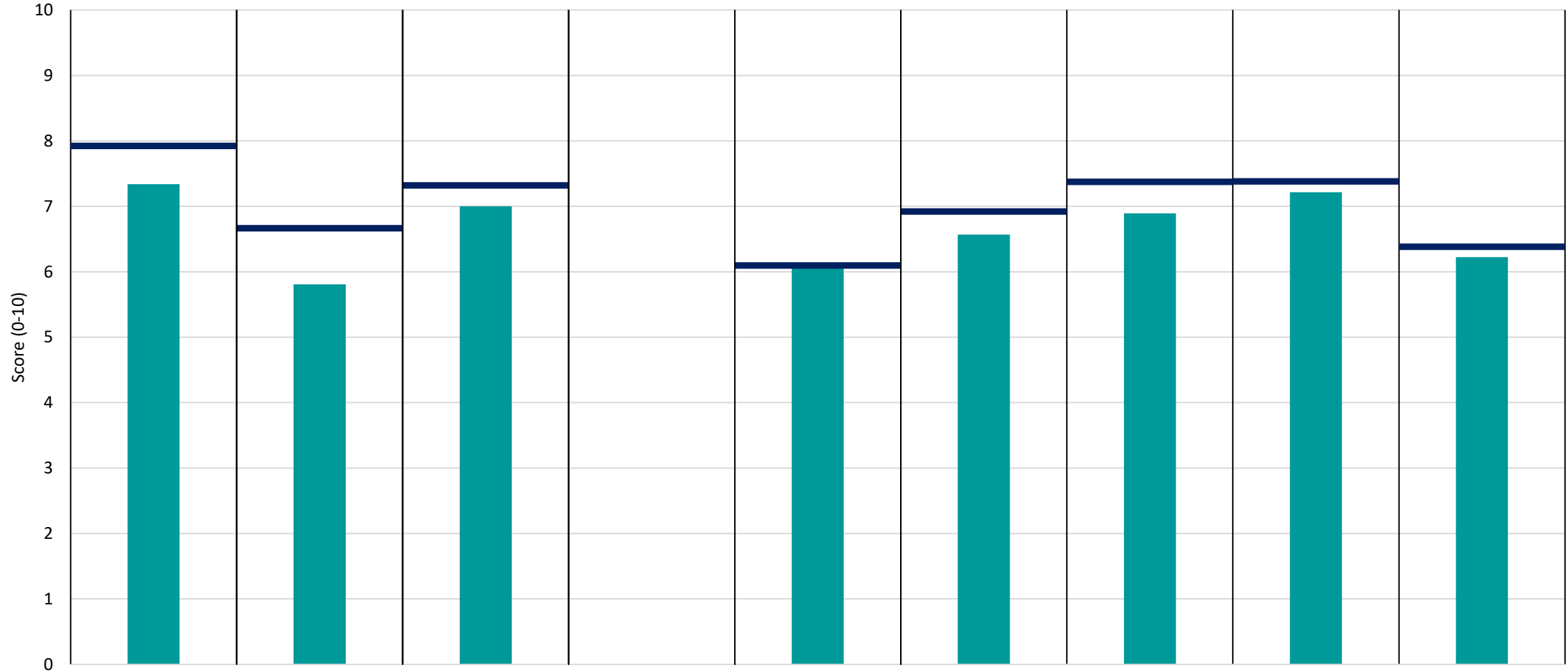
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Staff Engagement

Morale



Breakdown	7.34	5.81	7.00	-	6.06	6.57	6.89	7.22	6.22
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 59 59 59 - 49 59 59 59 59 59 26

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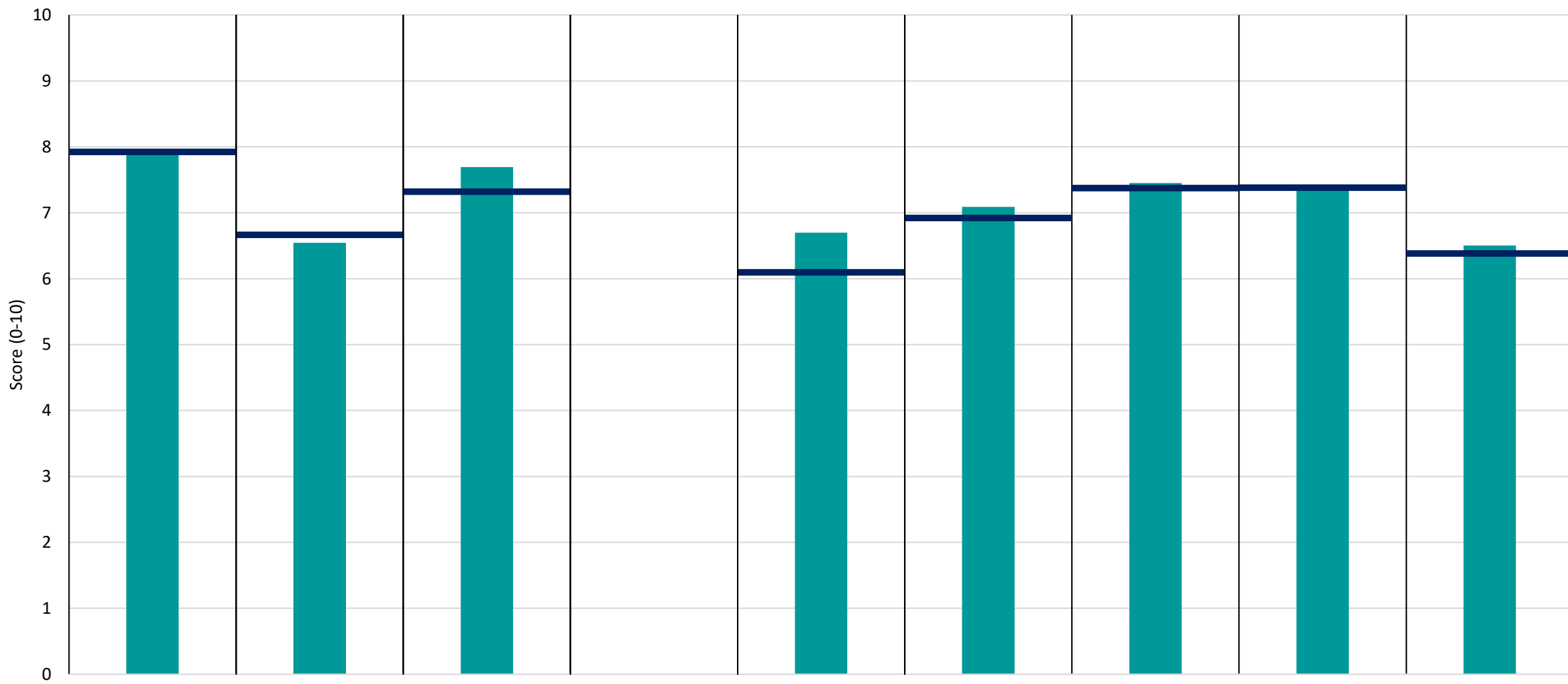
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Staff Engagement

Morale



Breakdown	7.94	6.54	7.69	-	6.70	7.09	7.45	7.40	6.50
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	83	83	83	-	79	82	82	83	83

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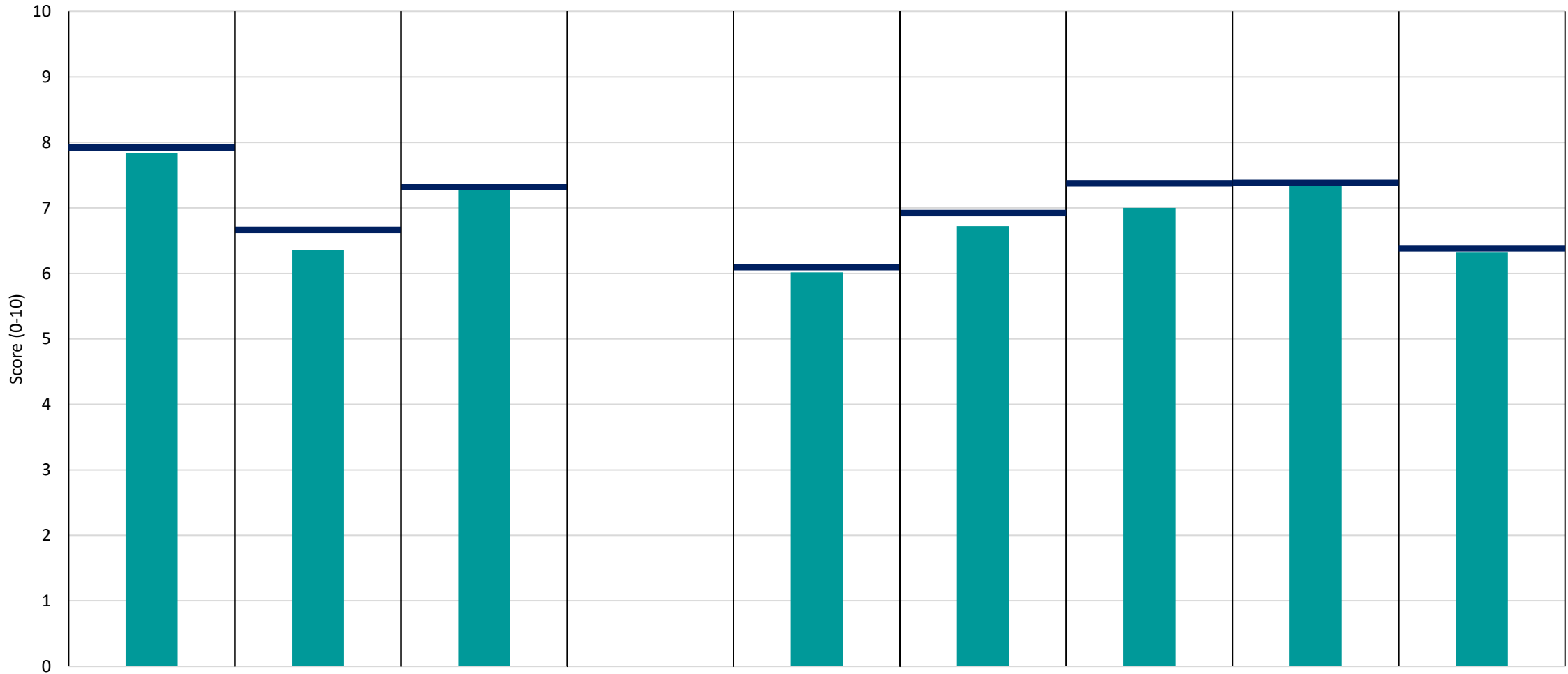
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Breakdown	7.84	6.36	7.34	-	6.02	6.72	7.00	7.34	6.33
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	158	158	157	-	155	158	158	158	158



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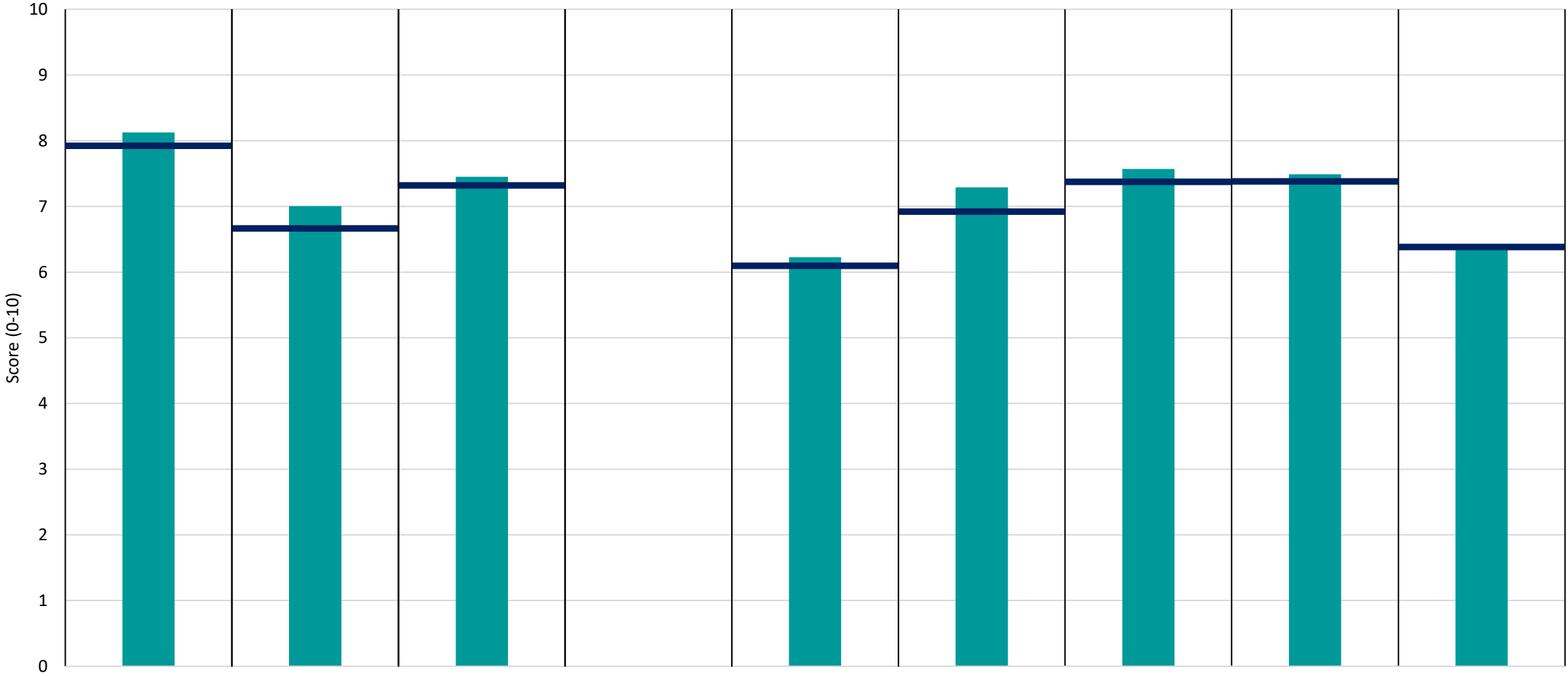
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Breakdown	8.13	7.01	7.45	-	6.23	7.29	7.57	7.49	6.36
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 166 165 166 - 161 165 166 166 166 29

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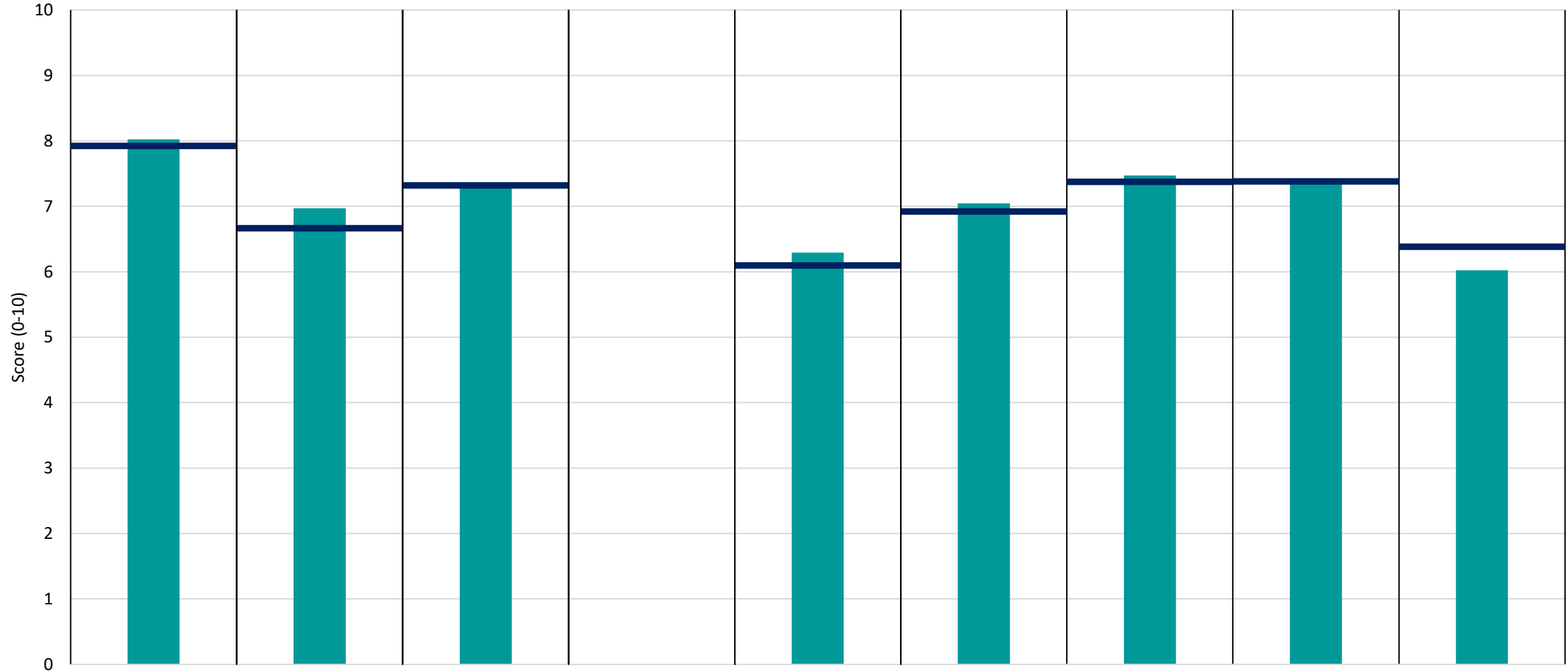
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Breakdown	8.02	6.97	7.31	-	6.29	7.05	7.47	7.35	6.02
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	210	211	209	-	207	211	209	211	211 ³⁰

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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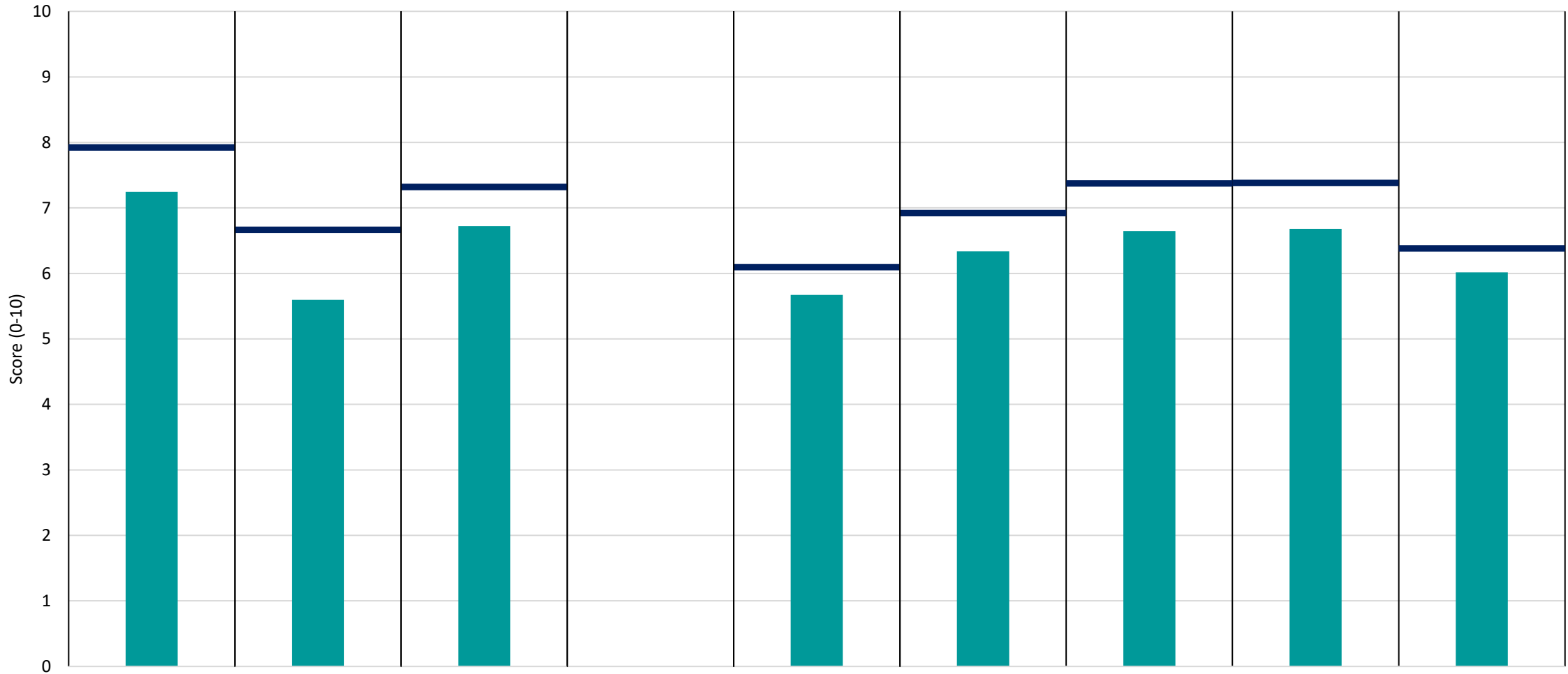
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Staff Engagement

Morale



Breakdown	7.25	5.60	6.72	-	5.67	6.34	6.65	6.68	6.02
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 71 72 70 - 64 72 70 72 72 72 31

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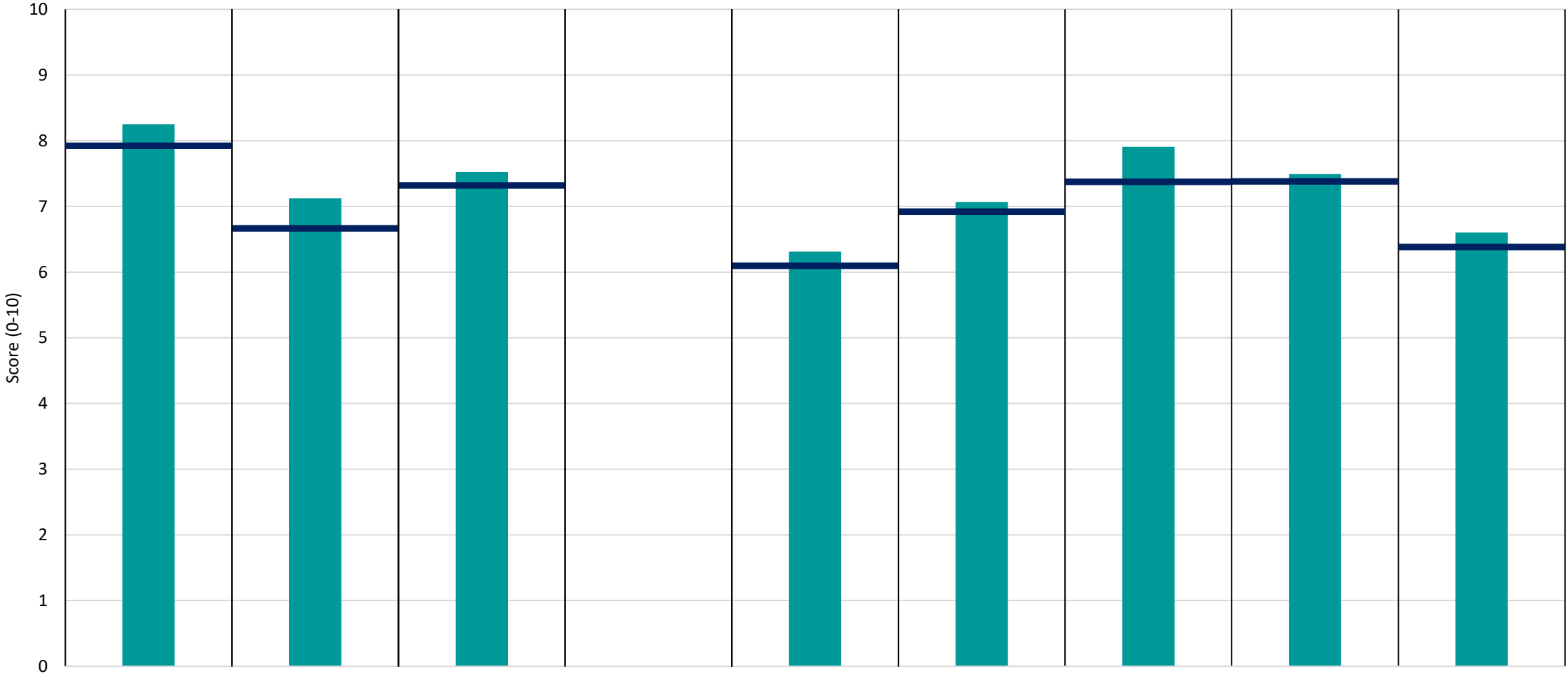
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Staff Engagement

Morale



Breakdown	8.25	7.12	7.52	-	6.31	7.07	7.91	7.49	6.60
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 193 193 192 - 191 193 193 193 193 32

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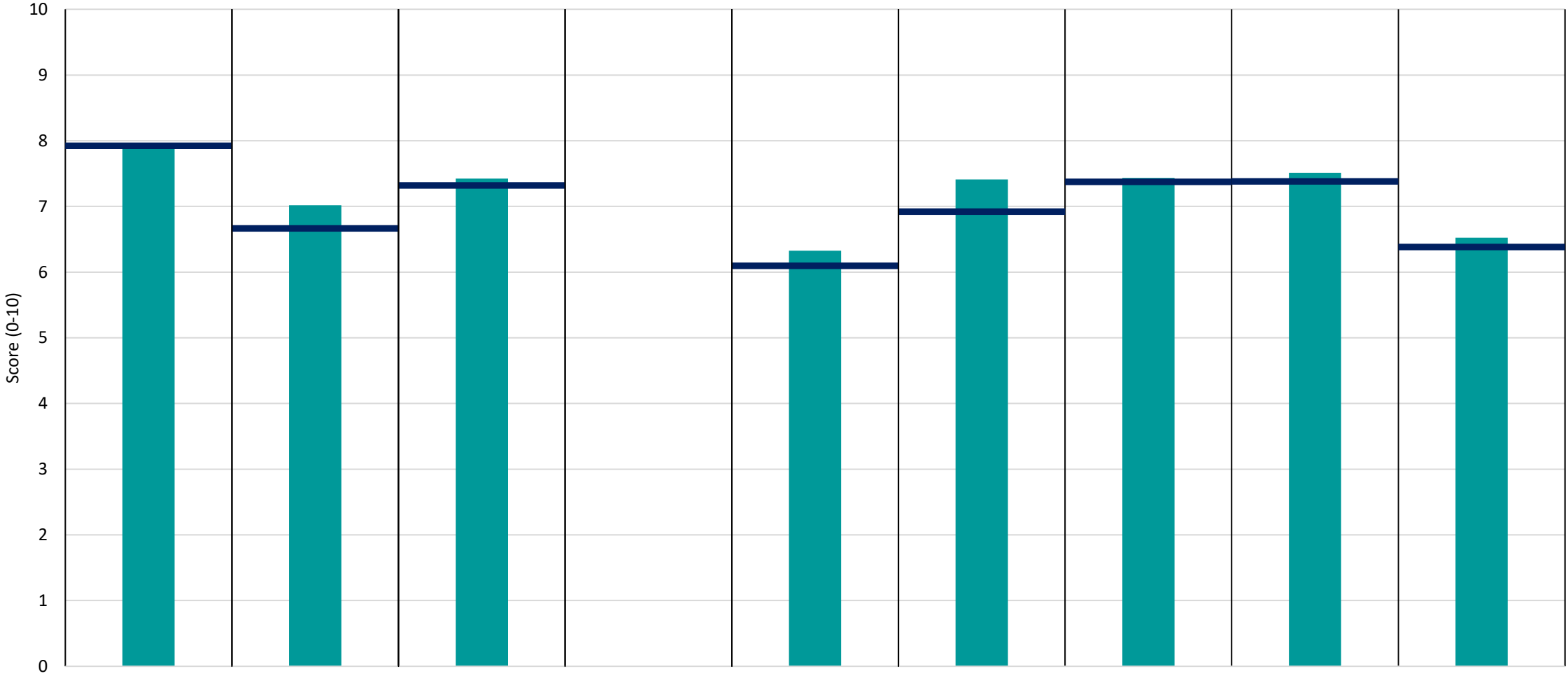
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Staff Engagement

Morale



Breakdown	7.92	7.02	7.42	-	6.32	7.41	7.43	7.51	6.52
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 89 90 89 - 87 89 89 90 90 33

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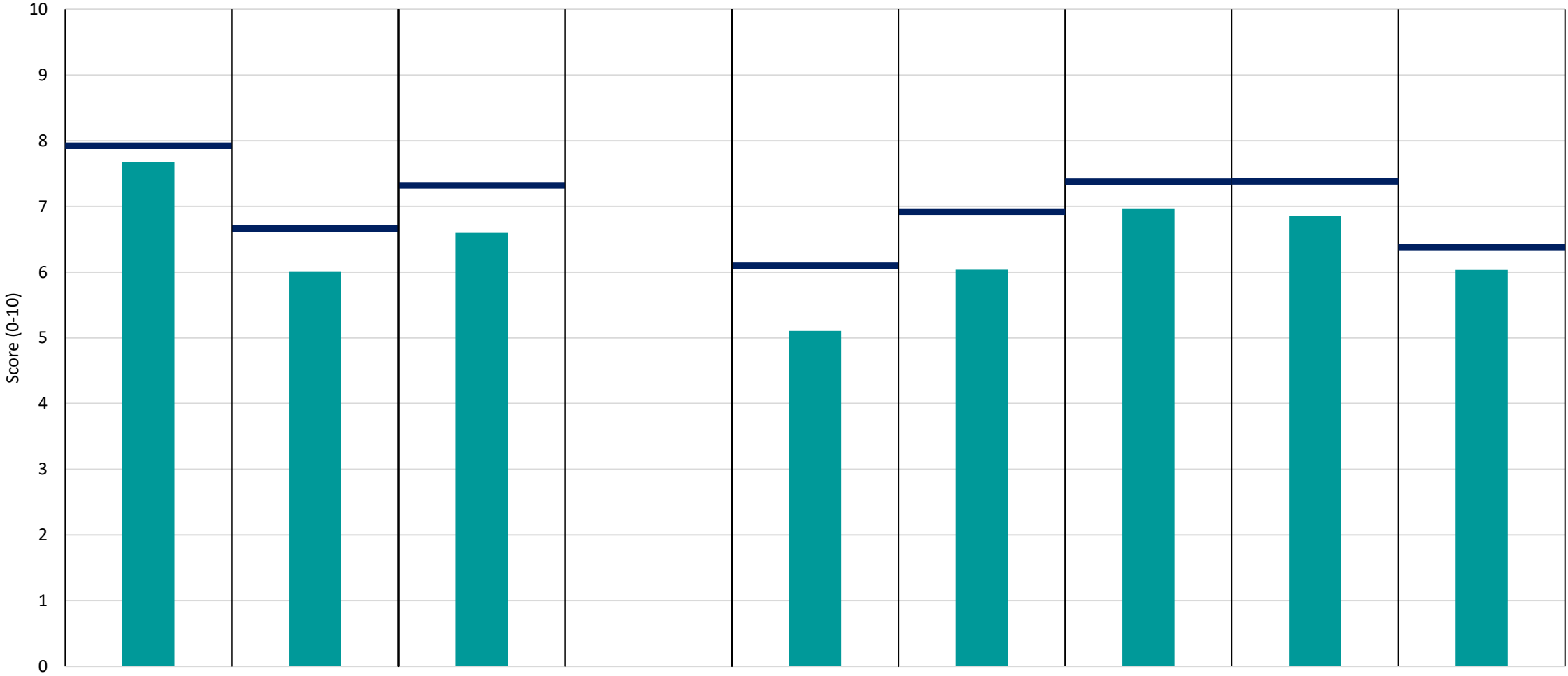
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Staff Engagement

Morale



Breakdown	7.68	6.01	6.60	-	5.11	6.04	6.97	6.86	6.03
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 78 78 77 - 76 78 78 78 78 34

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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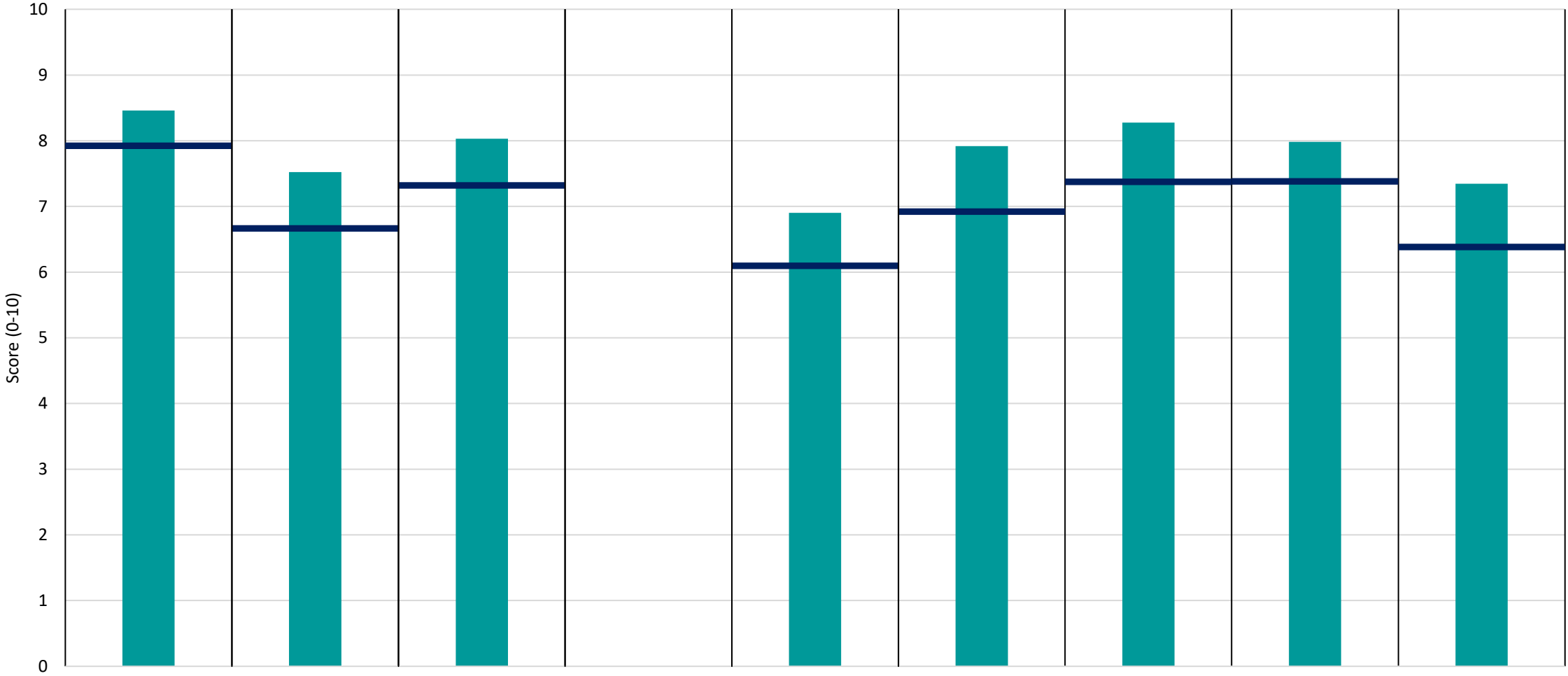
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Staff Engagement

Morale



Breakdown	8.46	7.52	8.03	-	6.90	7.92	8.28	7.98	7.34
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 43 43 43 - 41 43 43 43 43 43 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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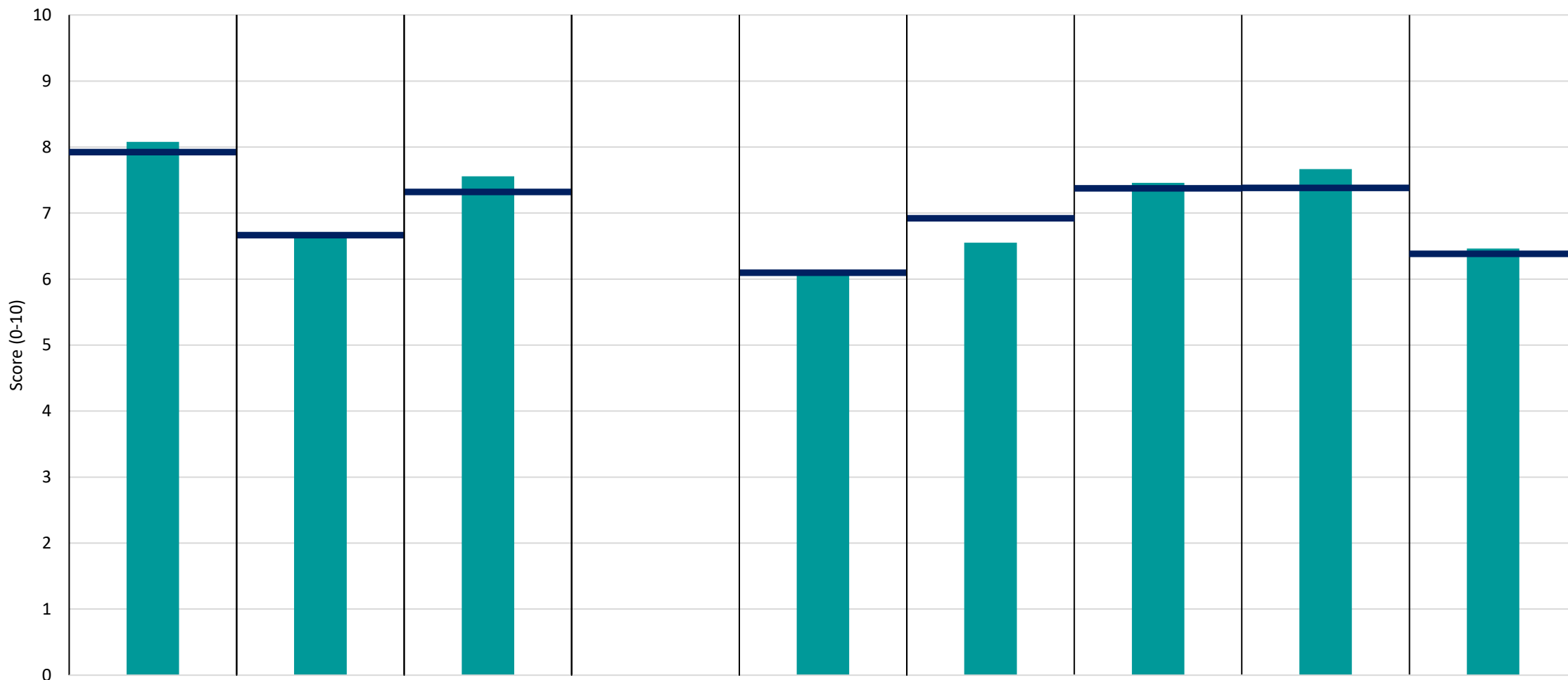
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Staff Engagement

Morale



Breakdown	8.08	6.65	7.56	-	6.11	6.55	7.46	7.67	6.46
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	182	182	181	-	177	182	182	182	182

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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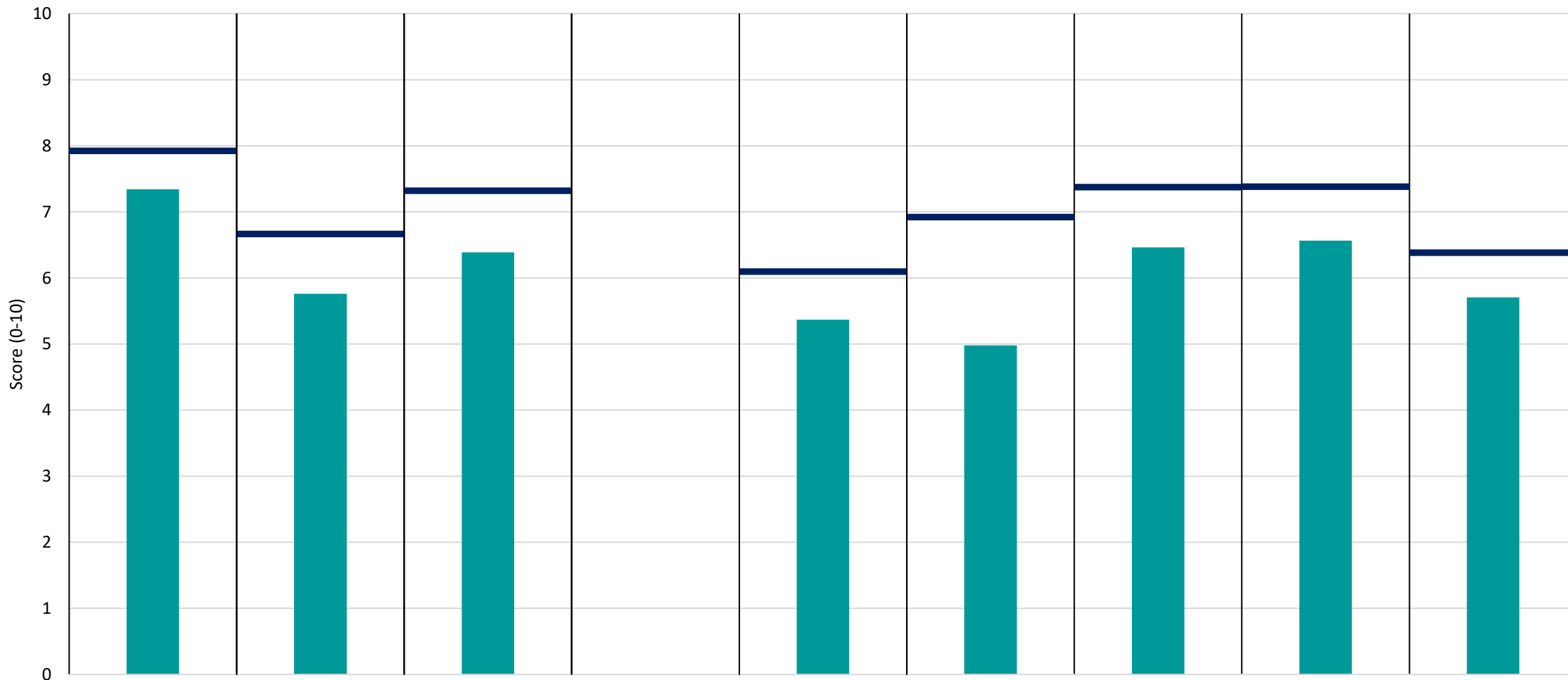
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Staff Engagement

Morale



Breakdown	7.34	5.76	6.39	-	5.37	4.98	6.46	6.57	5.71
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38

Responses 141 140 140 - 139 140 141 141 140 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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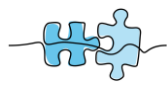
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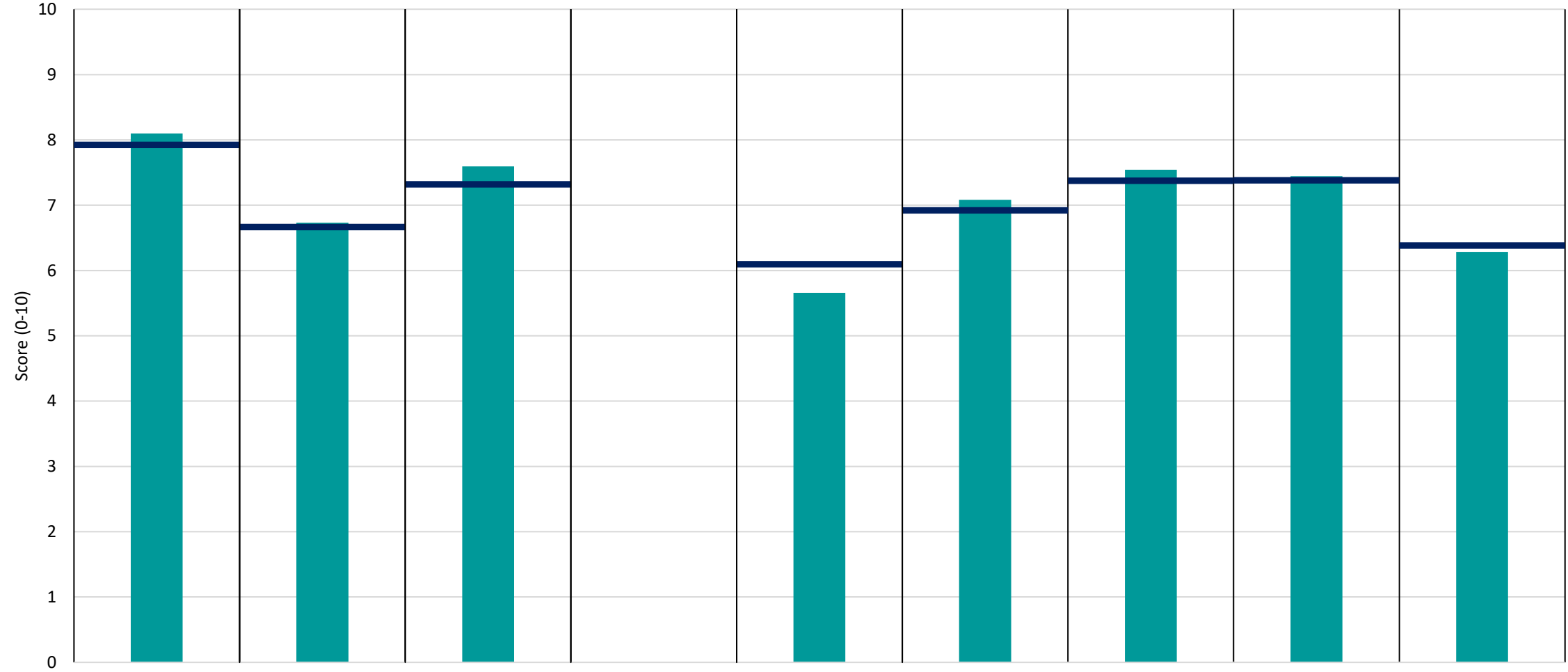
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Staff Engagement

Morale



Breakdown	8.10	6.73	7.60	-	5.66	7.08	7.54	7.44	6.29
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	60	60	60	-	57	60	60	60	60

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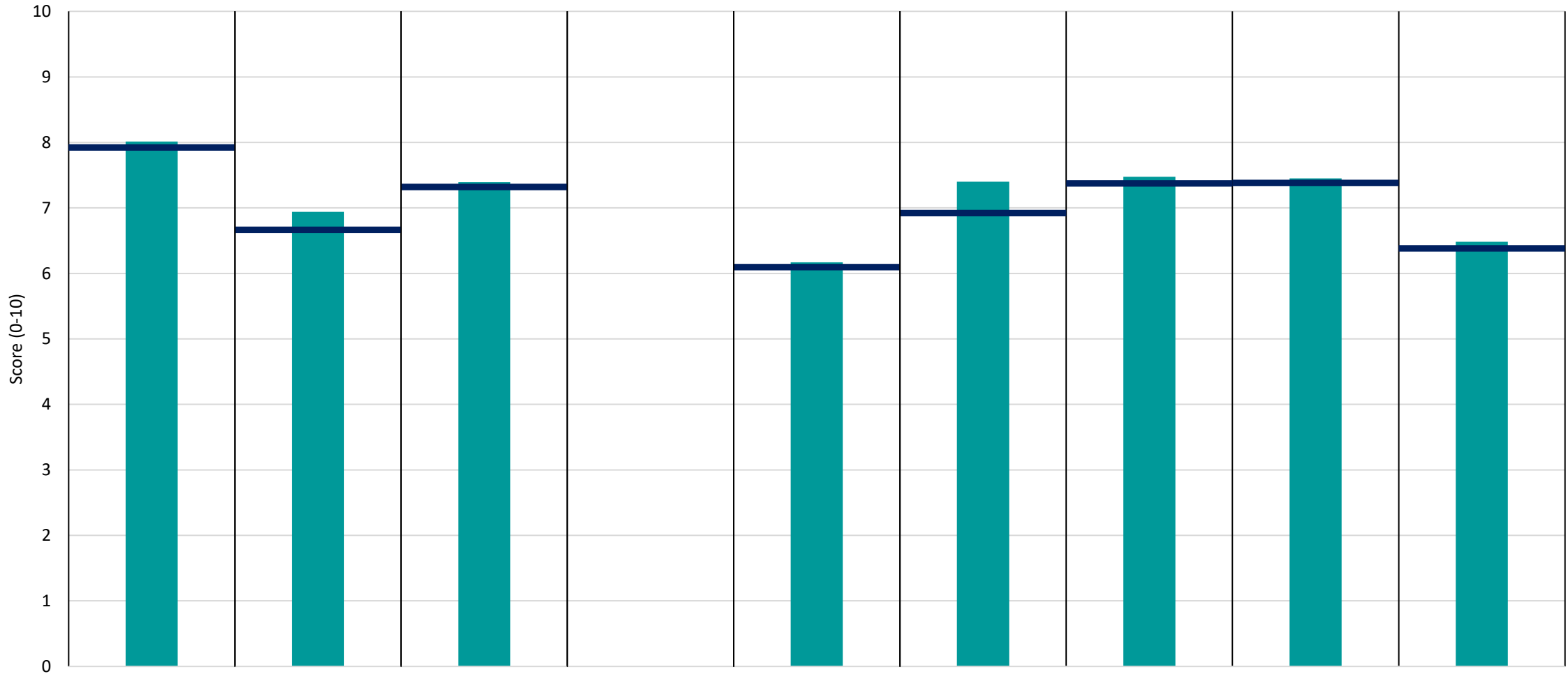
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Staff Engagement

Morale



Breakdown	8.01	6.94	7.39	-	6.17	7.40	7.48	7.45	6.48
Your org	7.92	6.67	7.32	-	6.10	6.92	7.37	7.38	6.38
Responses	489	489	485	-	468	485	489	489	489