



Royal Surrey County Hospital NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Royal Surrey County Hospital NHS Foundation 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 Royal Surrey County Hospital NHS Foundation 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

Royal Surrey County Hospital NHS Foundation Trust
2023 NHS Staff Survey



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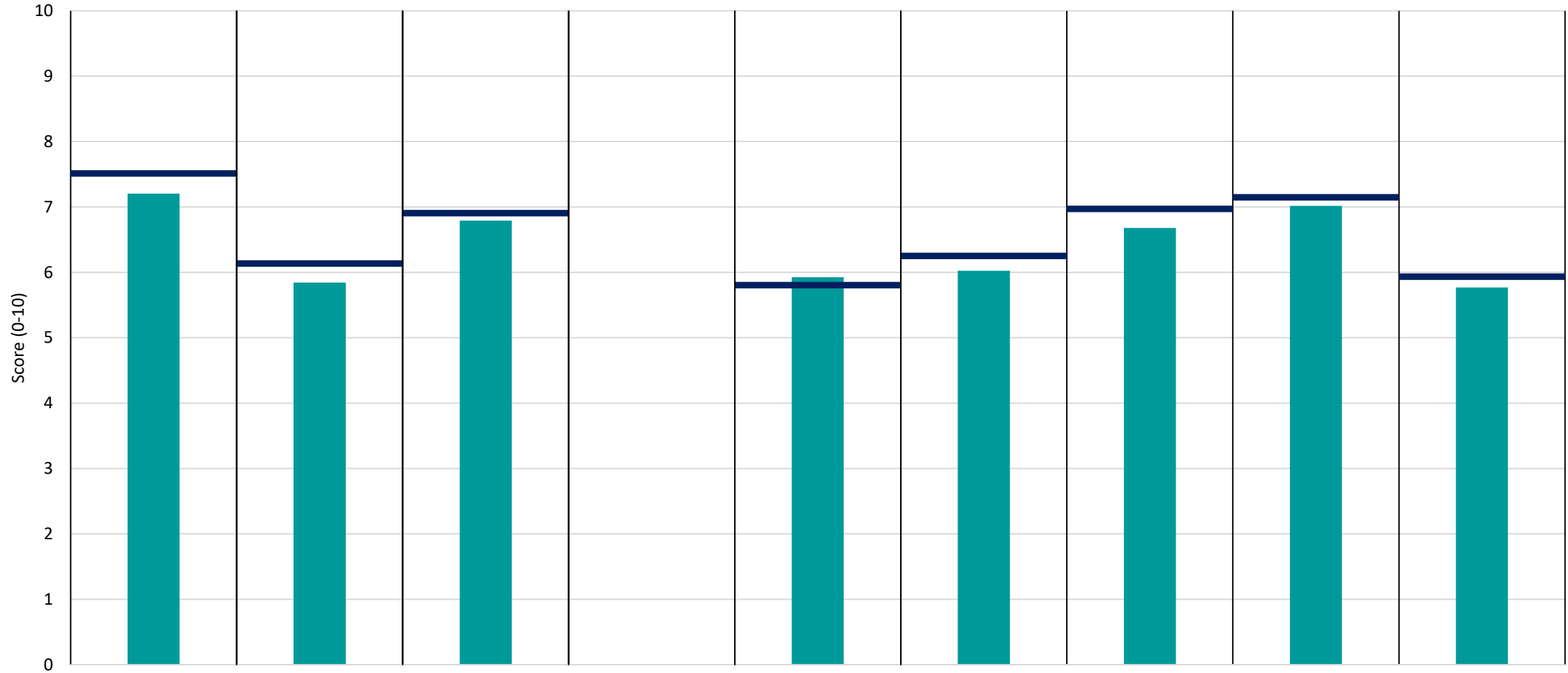
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.20 | 5.84 | 6.79 | - | 5.92 | 6.02 | 6.68 | 7.02 | 5.77 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 352 | 351 | 350 | - | 323 | 349 | 351 | 352 | 352 |

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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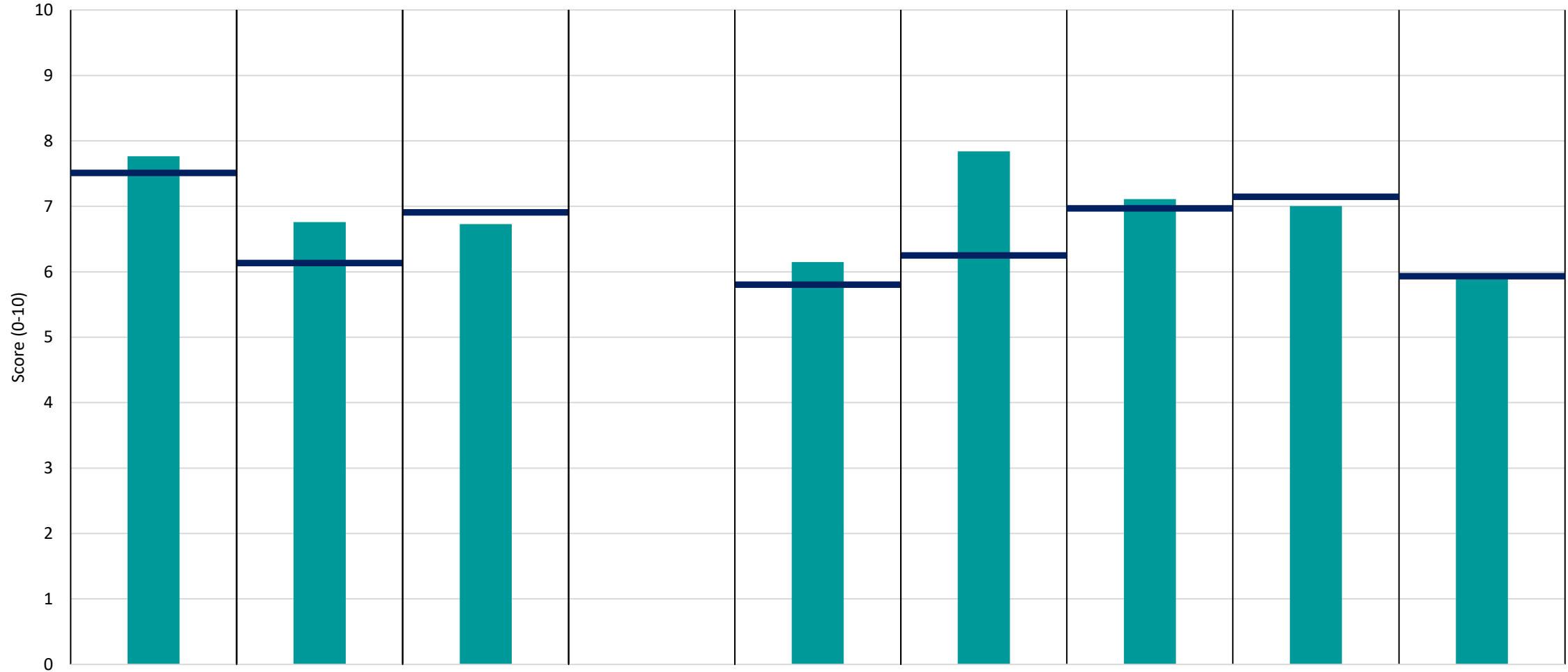
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.77 | 6.76 | 6.73 | - | 6.15 | 7.84 | 7.11 | 7.00 | 5.95 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 33 33 32 - 32 33 33 33 33 7

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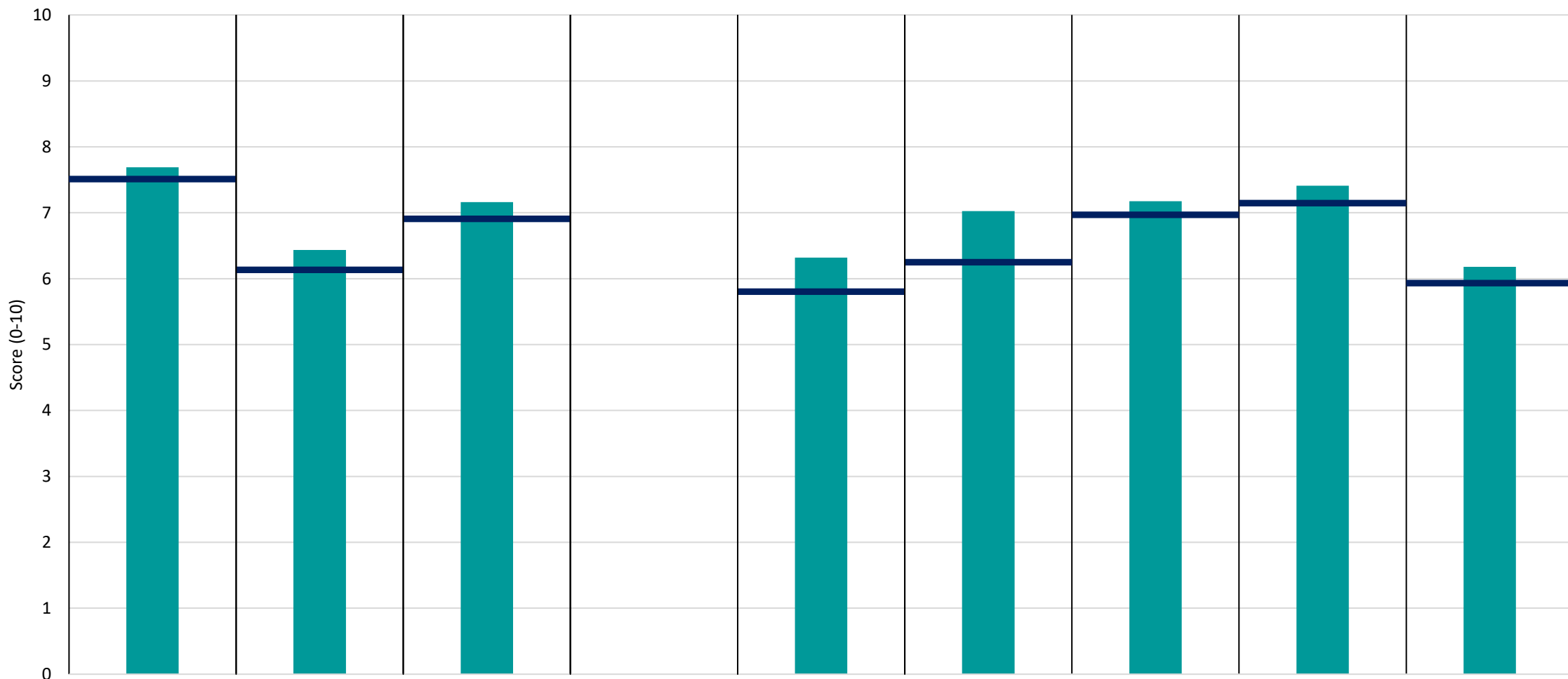
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.69 | 6.44 | 7.16 | - | 6.32 | 7.03 | 7.17 | 7.41 | 6.18 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 140 | 140 | 136 | - | 131 | 139 | 139 | 138 | 140 |

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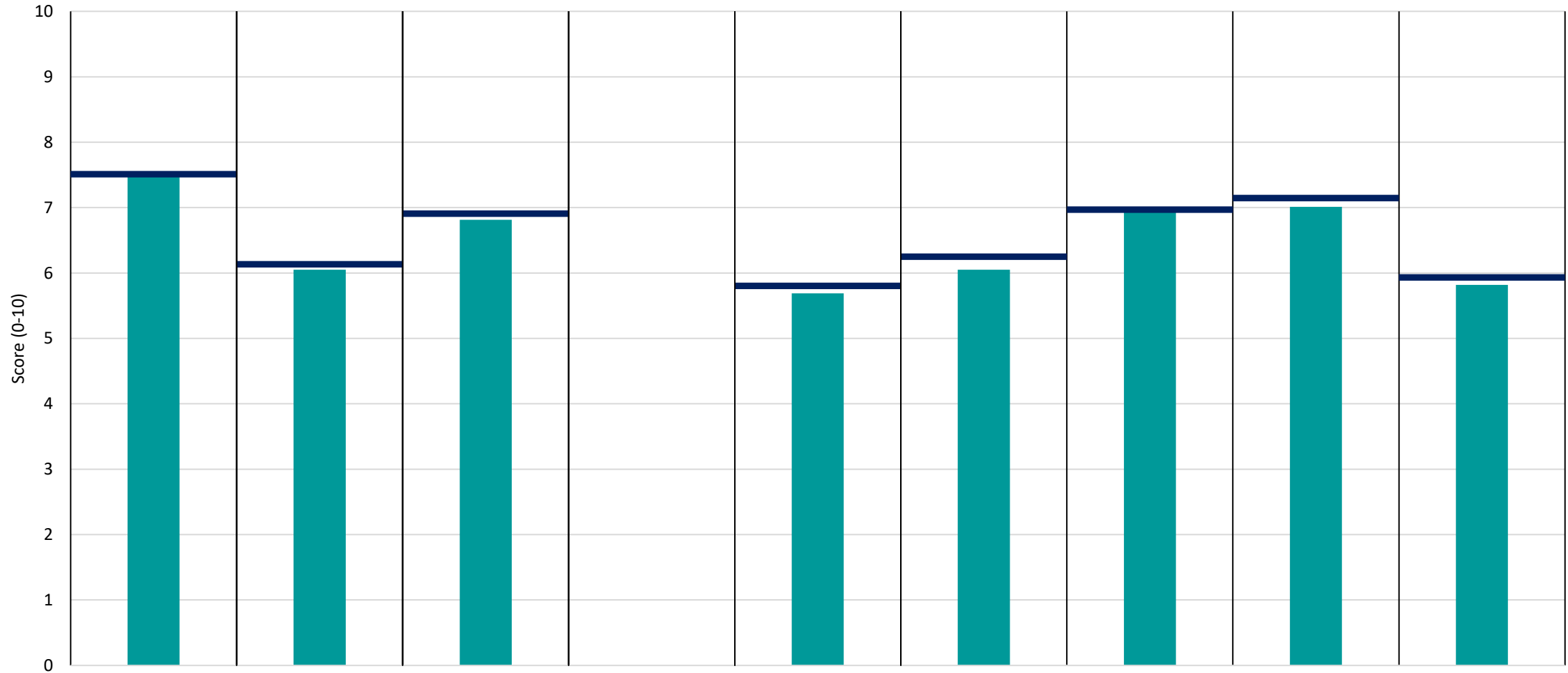
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.55 | 6.05 | 6.81 | - | 5.69 | 6.05 | 6.97 | 7.01 | 5.82 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 480 | 480 | 473 | - | 459 | 480 | 479 | 480 | 480 |

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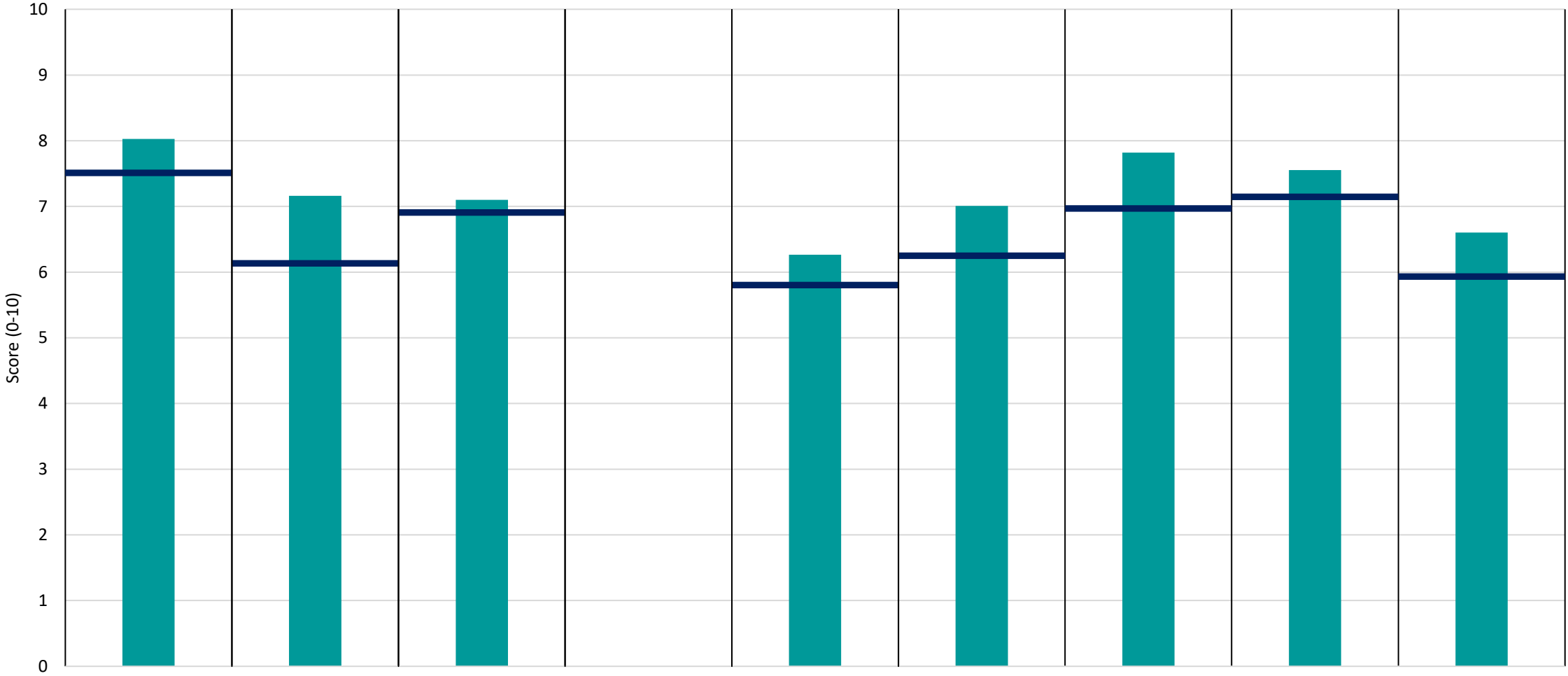
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.03 | 7.16 | 7.10 | - | 6.27 | 7.01 | 7.82 | 7.55 | 6.60 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 61 62 61 - 53 61 60 62 61 10

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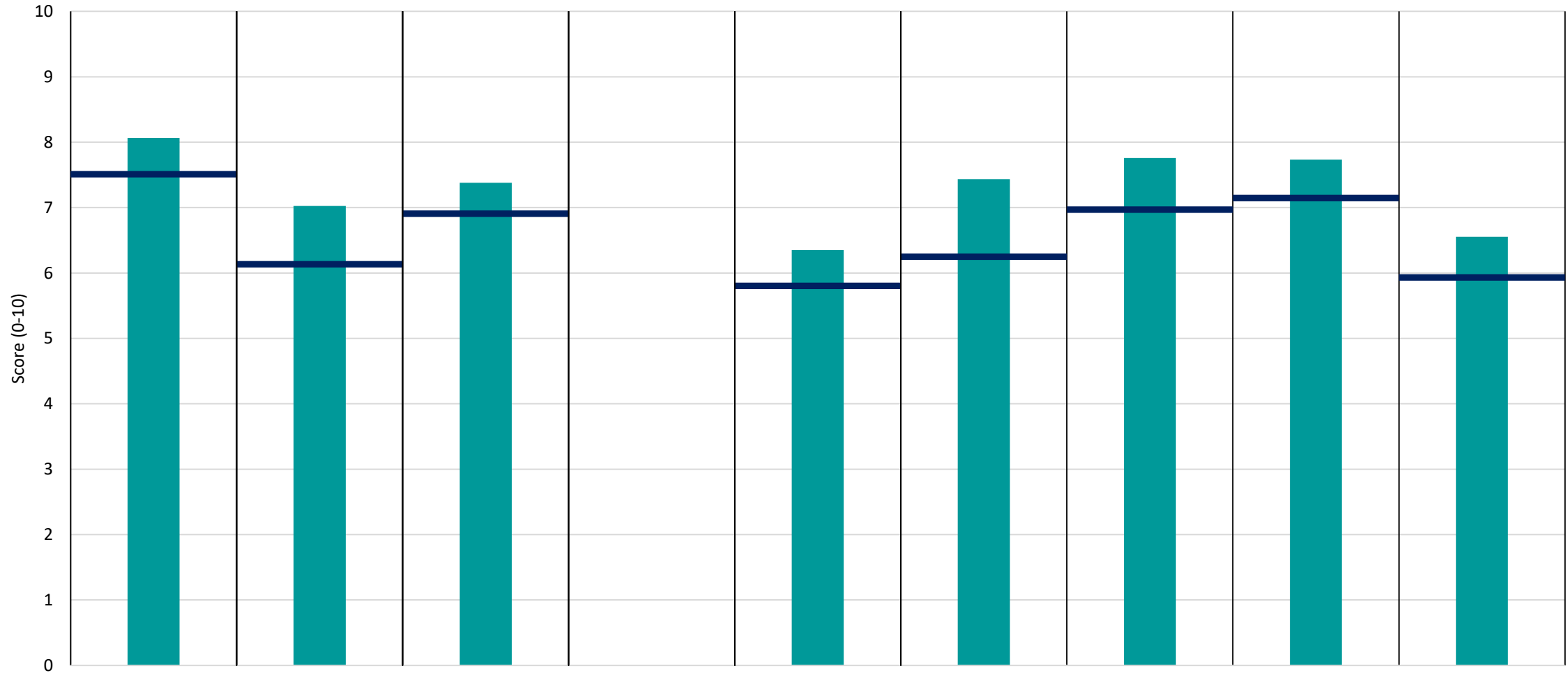
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.07 | 7.03 | 7.38 | - | 6.35 | 7.43 | 7.76 | 7.73 | 6.56 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 19 19 18 - 19 19 17 19 19 11

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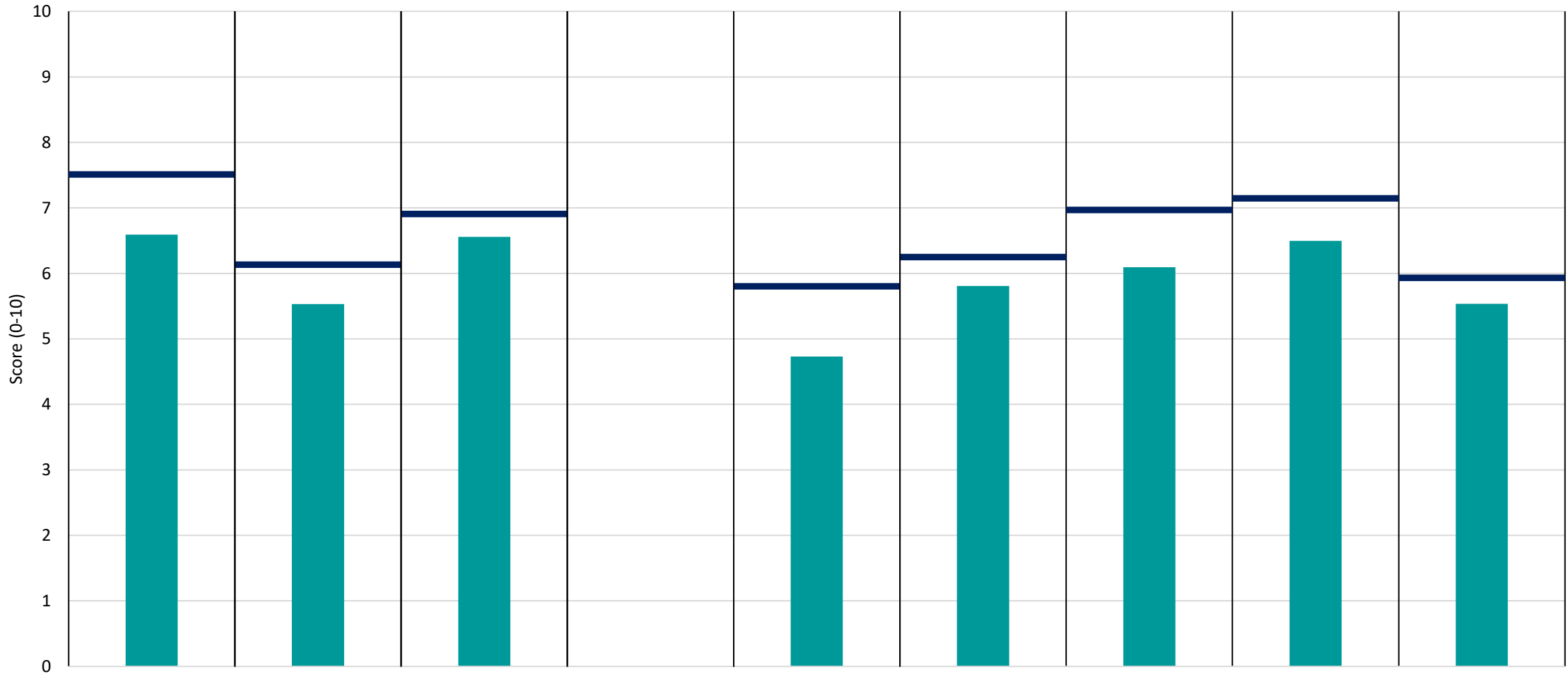
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.59 | 5.53 | 6.56 | - | 4.73 | 5.81 | 6.09 | 6.50 | 5.53 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 31 31 29 - 27 31 31 31 31 31 12

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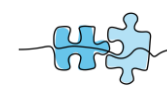
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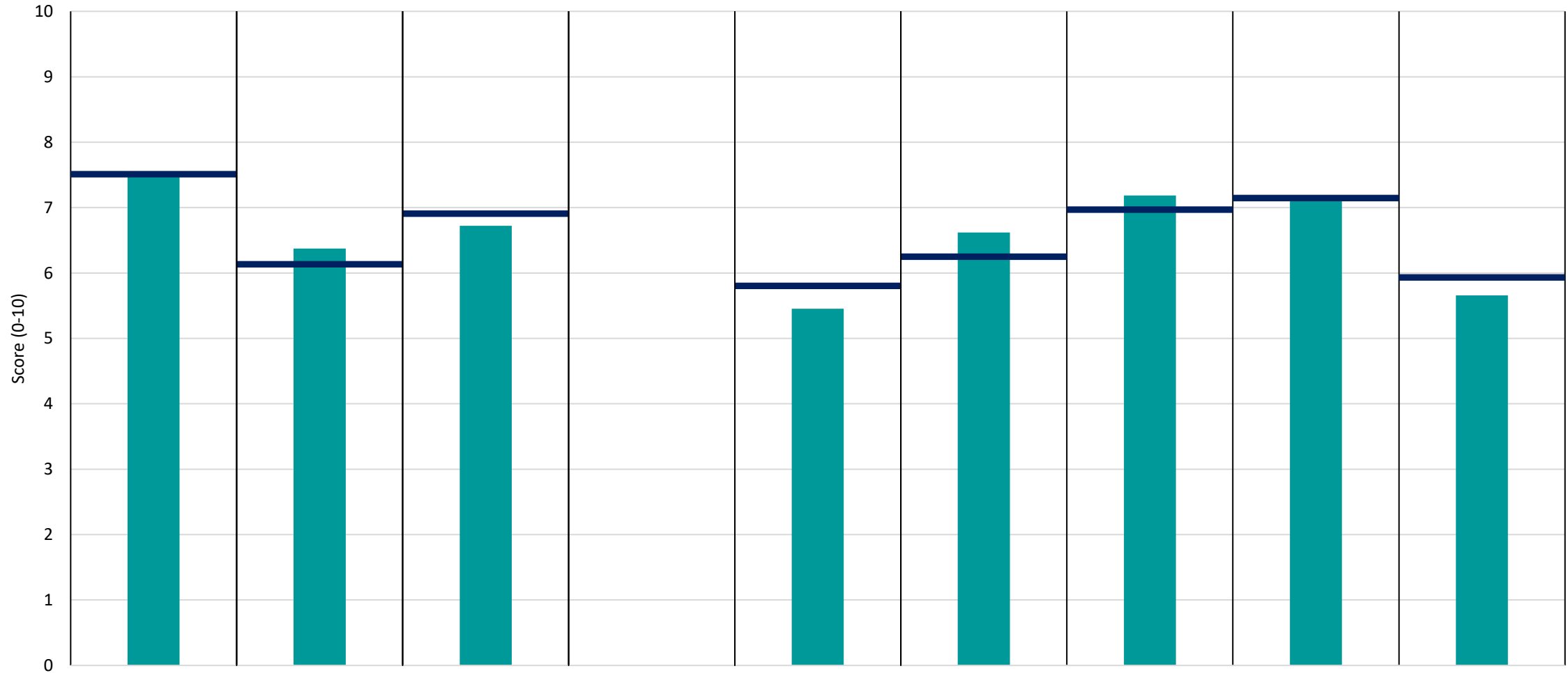
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.52 | 6.38 | 6.72 | - | 5.45 | 6.62 | 7.18 | 7.17 | 5.66 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 64 | 64 | 64 | - | 61 | 63 | 64 | 64 | 64 |



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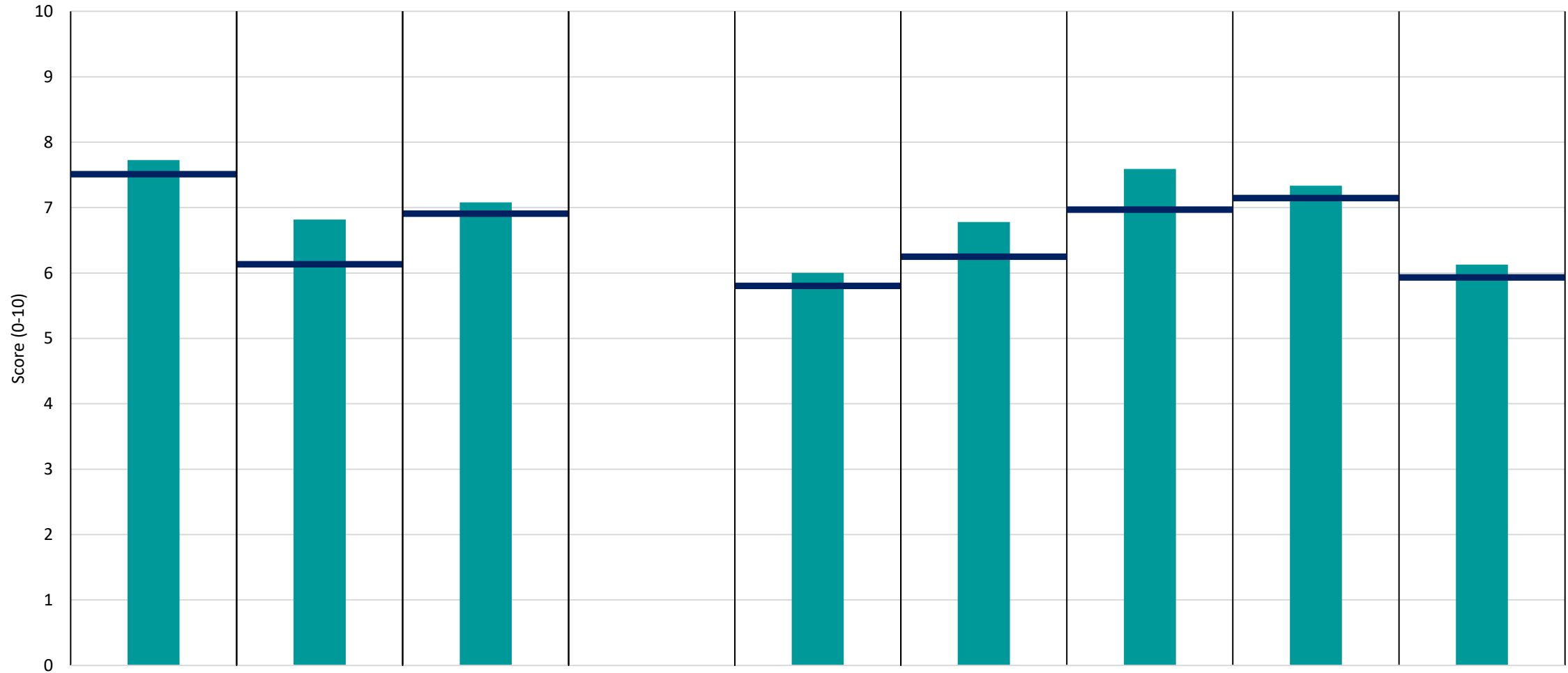
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.73 | 6.82 | 7.08 | - | 6.00 | 6.78 | 7.59 | 7.34 | 6.13 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 59 59 59 - 57 59 59 59 59 59 14

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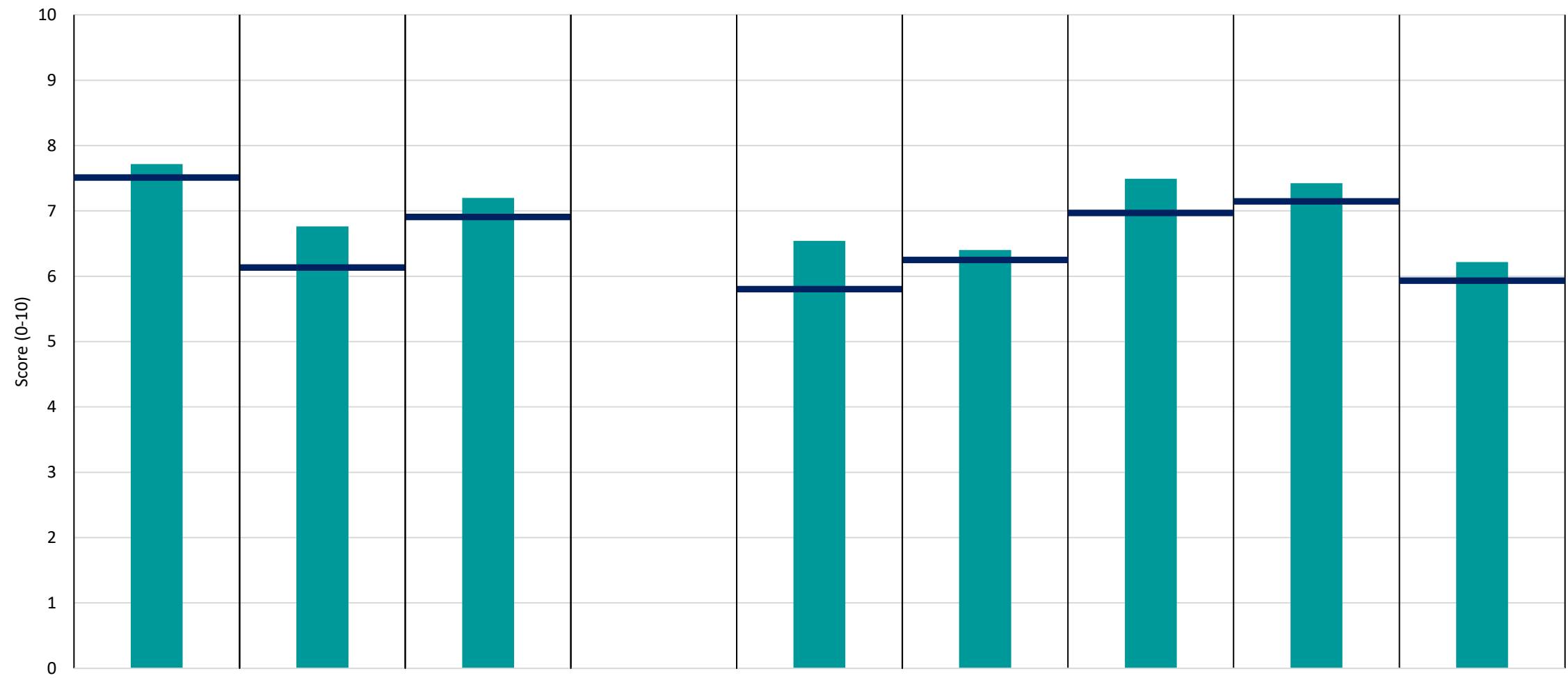
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.72 | 6.76 | 7.20 | - | 6.54 | 6.40 | 7.49 | 7.43 | 6.22 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 71 | 70 | 70 | - | 65 | 70 | 71 | 71 | 71 |

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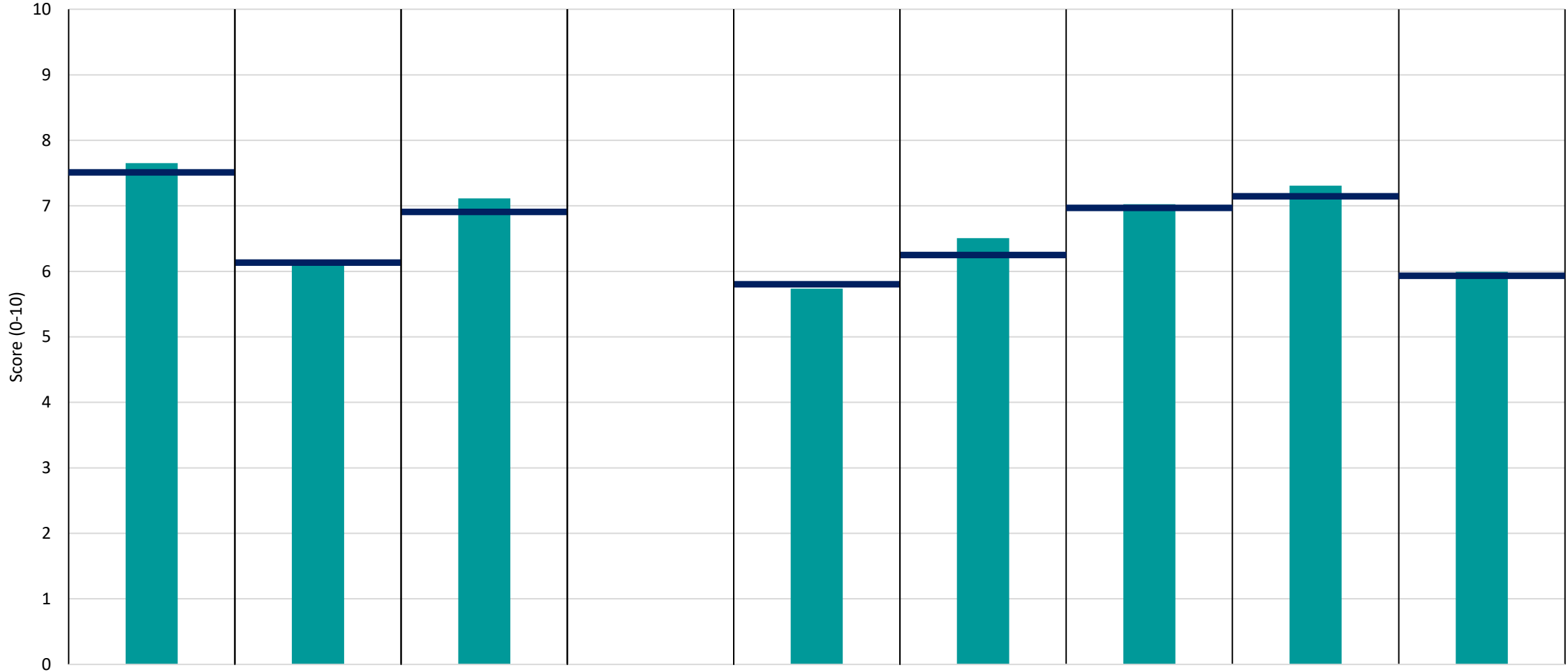
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.65 | 6.15 | 7.11 | - | 5.74 | 6.51 | 7.03 | 7.31 | 5.99 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 301 301 299 - 287 301 300 301 301 16

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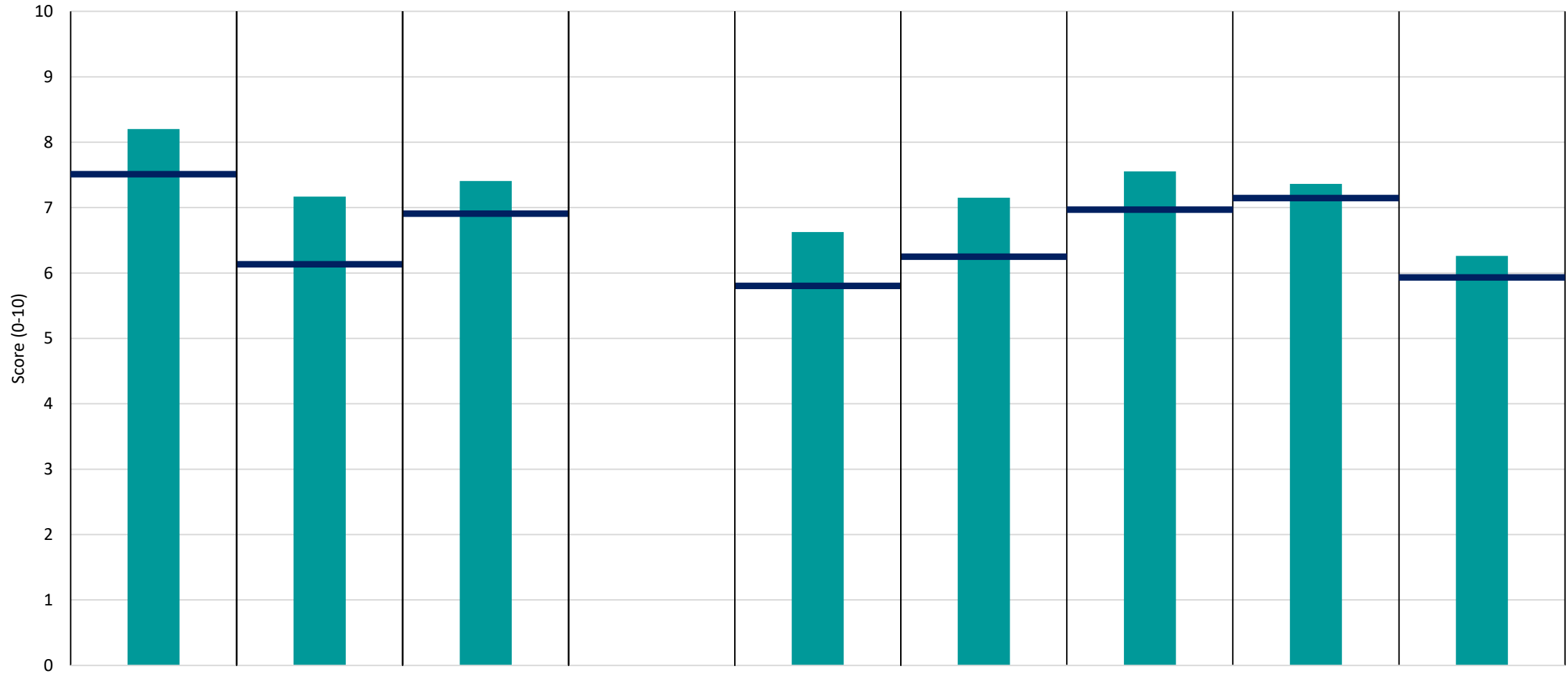
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.20 | 7.17 | 7.41 | - | 6.63 | 7.15 | 7.55 | 7.36 | 6.26 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 12 12 12 - 12 12 12 12 12 12 17

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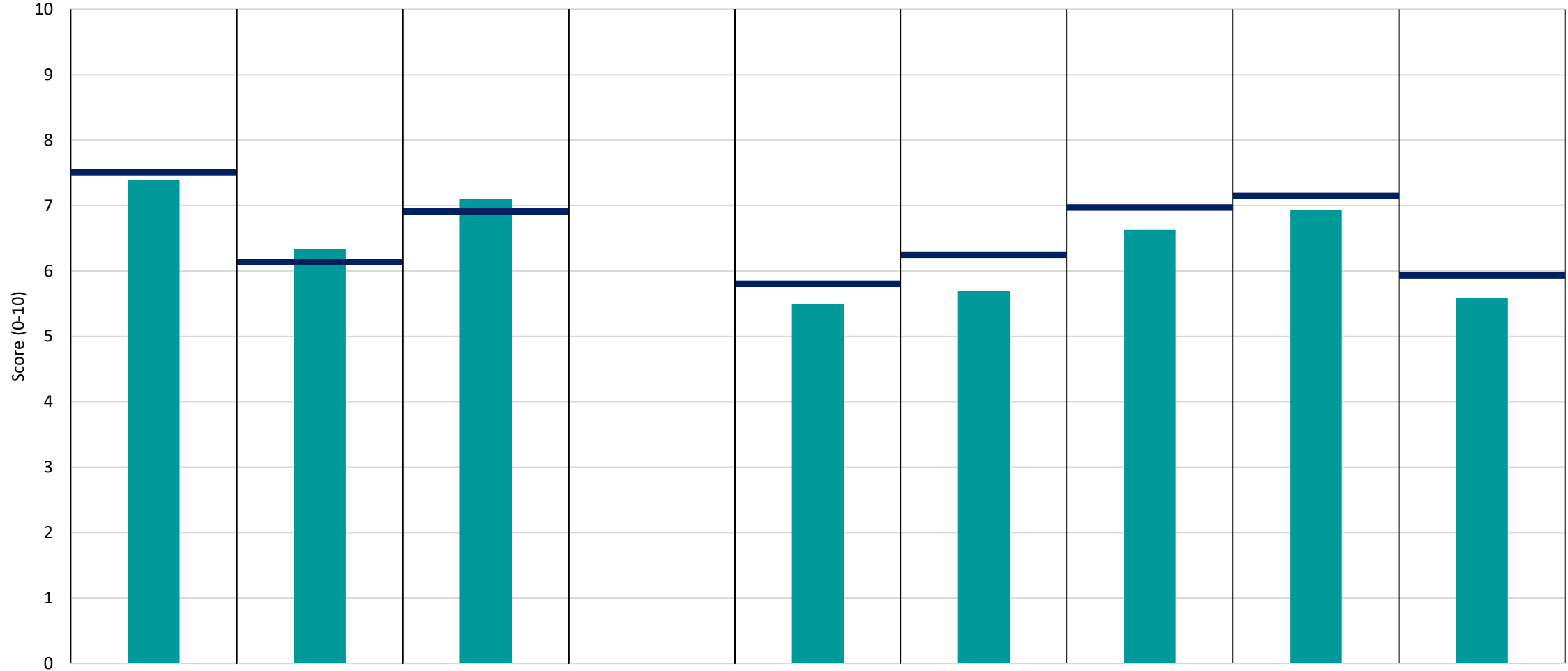
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.38 | 6.33 | 7.11 | - | 5.50 | 5.69 | 6.63 | 6.93 | 5.59 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 47 47 47 - 47 47 47 47 47 47 18

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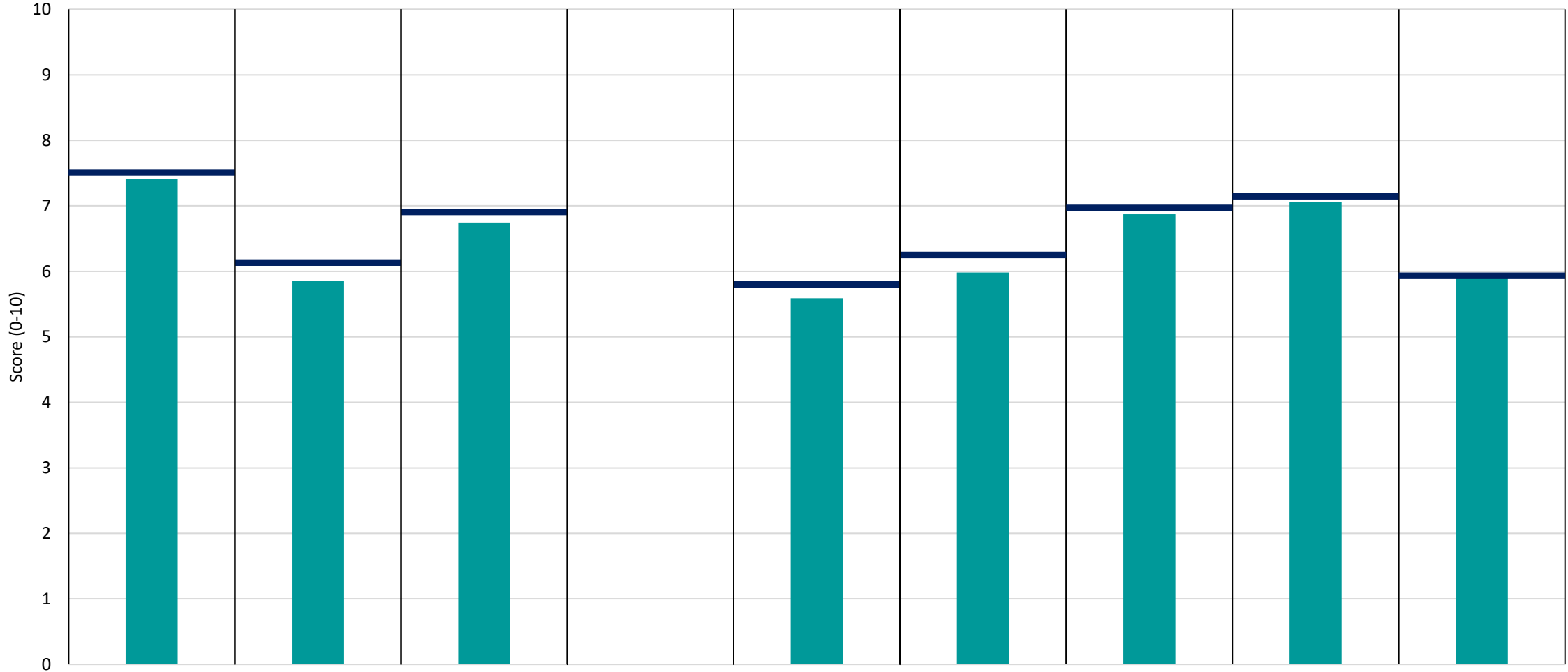
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.41 | 5.86 | 6.75 | - | 5.59 | 5.98 | 6.87 | 7.05 | 5.96 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 427 | 425 | 422 | - | 397 | 424 | 426 | 427 | 427 |



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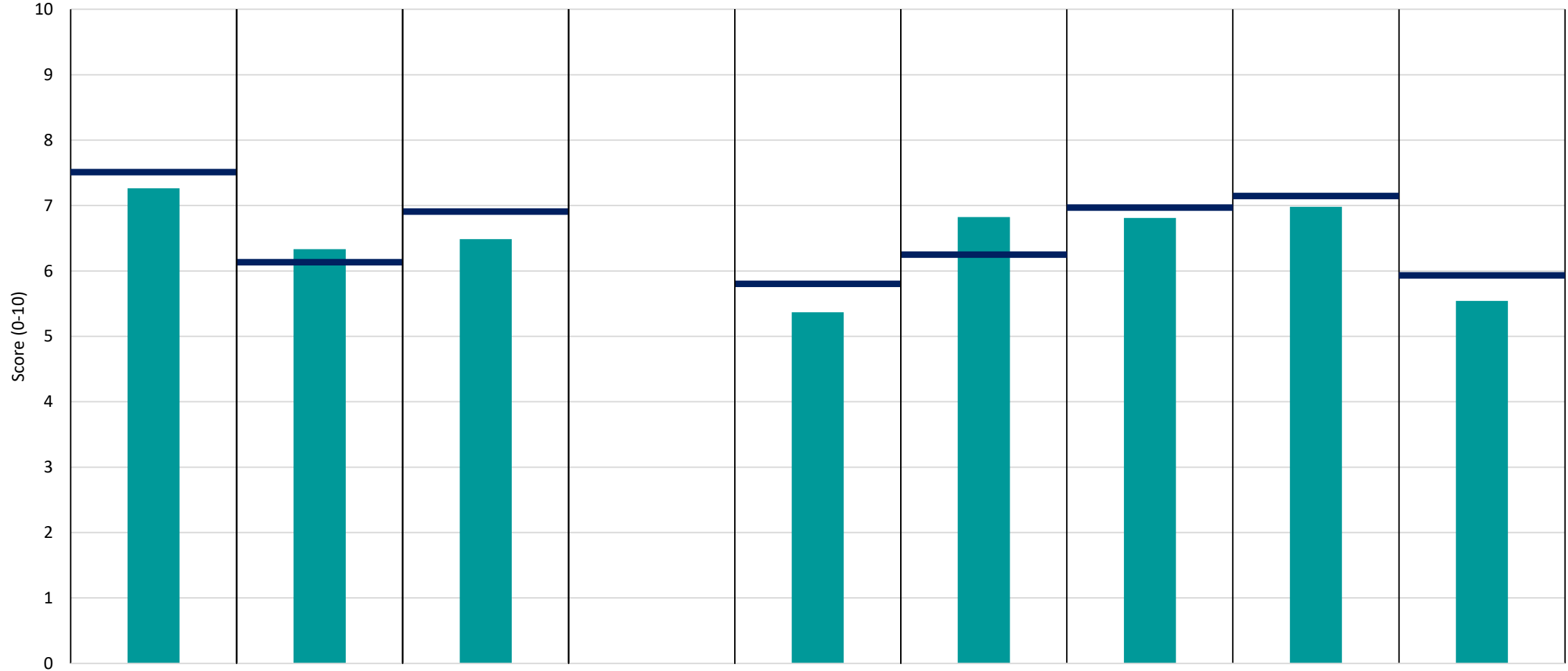
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.26 | 6.33 | 6.49 | - | 5.37 | 6.82 | 6.81 | 6.98 | 5.54 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 24 24 22 - 22 24 24 24 24 24 20

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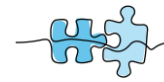
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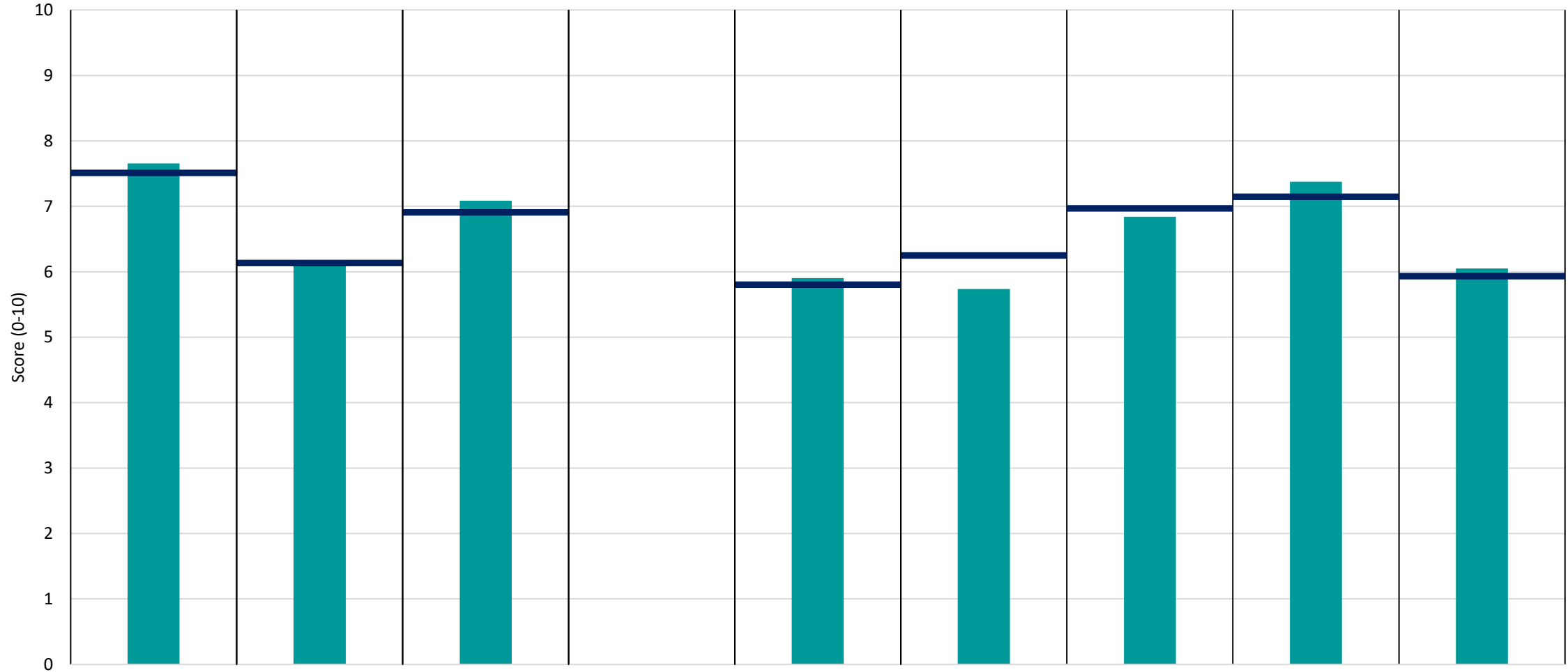
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.65 | 6.17 | 7.09 | - | 5.90 | 5.74 | 6.84 | 7.38 | 6.05 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 131 | 130 | 129 | - | 123 | 129 | 131 | 131 | 131 |

Breakdowns 2

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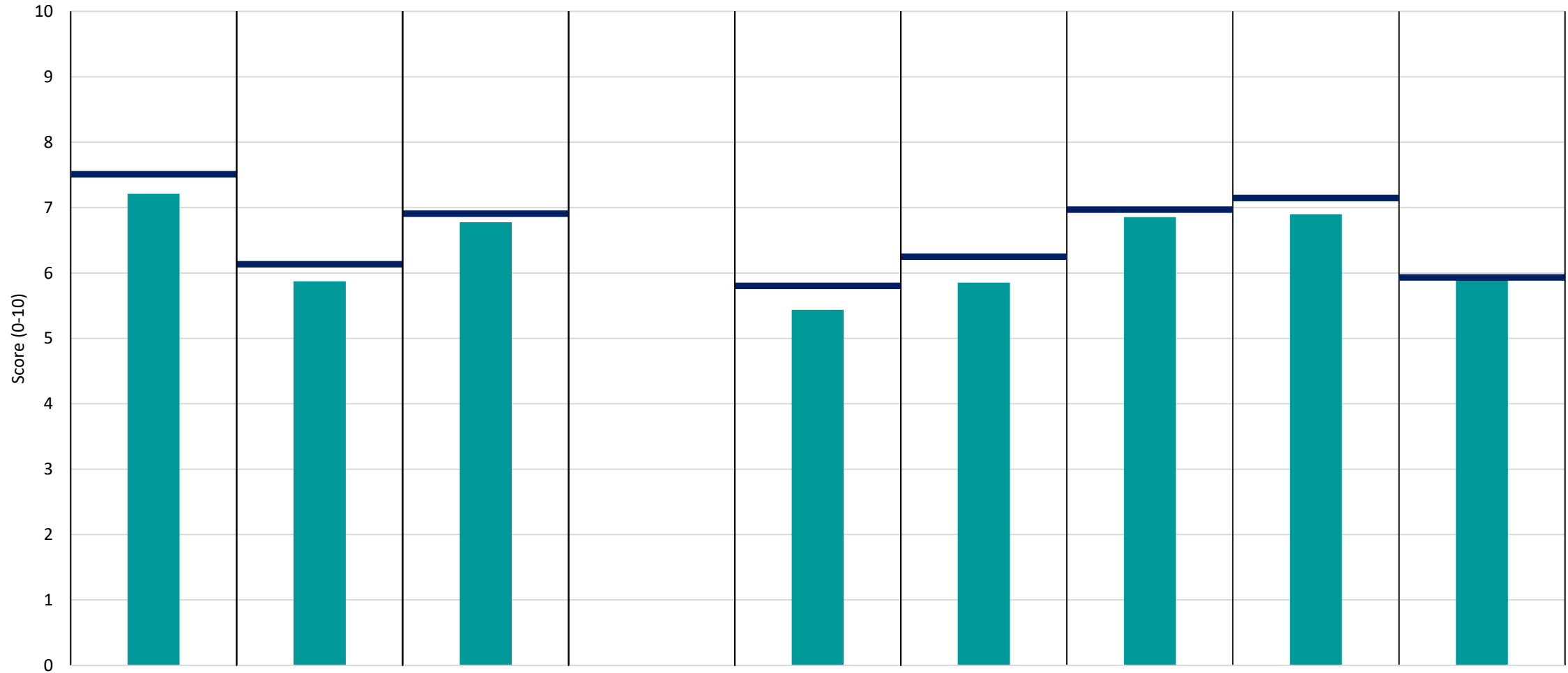
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.21 | 5.87 | 6.78 | - | 5.44 | 5.85 | 6.85 | 6.90 | 5.90 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 43 43 43 - 37 43 43 43 43 43 23

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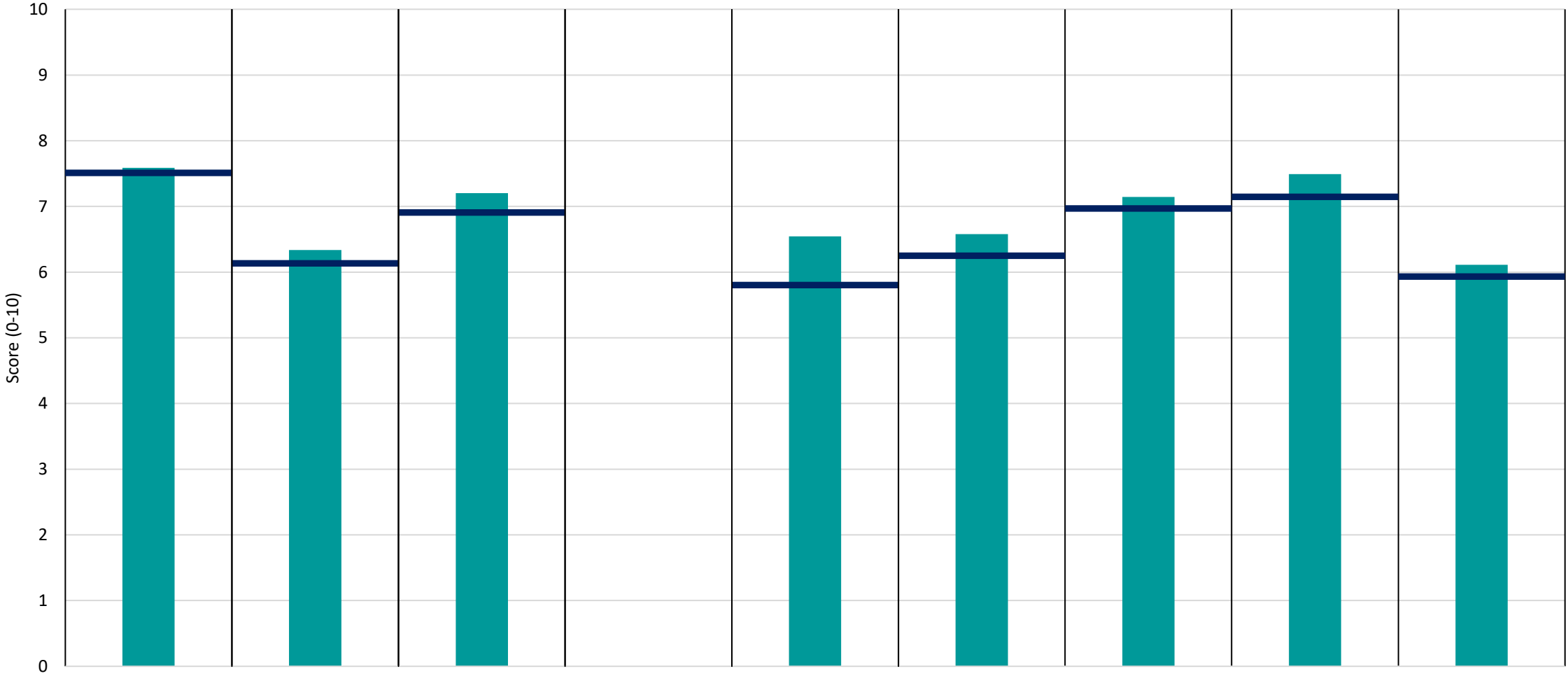
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.59 | 6.34 | 7.20 | - | 6.55 | 6.58 | 7.15 | 7.49 | 6.11 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 91 91 91 - 84 90 91 91 91 24

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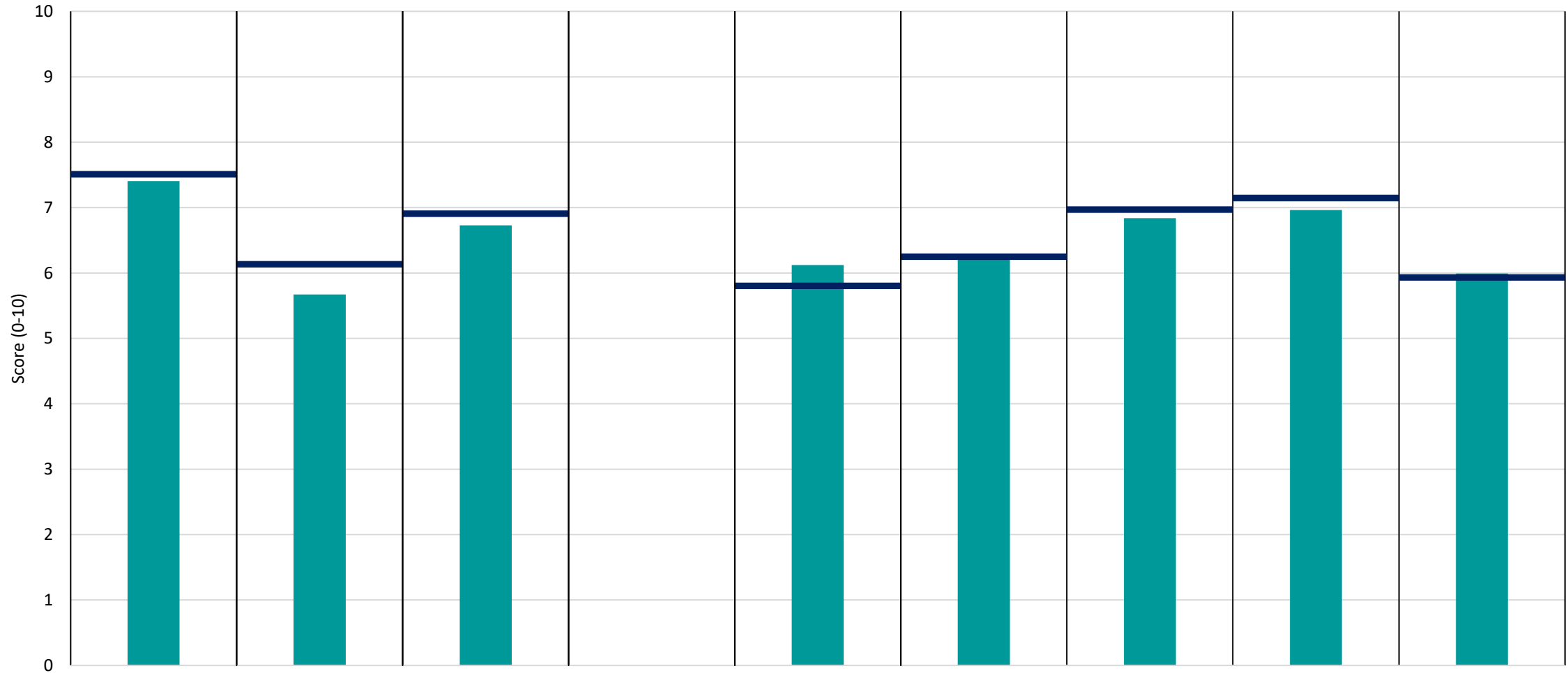
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.40 | 5.67 | 6.73 | - | 6.12 | 6.22 | 6.84 | 6.96 | 5.99 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 38 38 36 - 36 38 38 38 38 38 25

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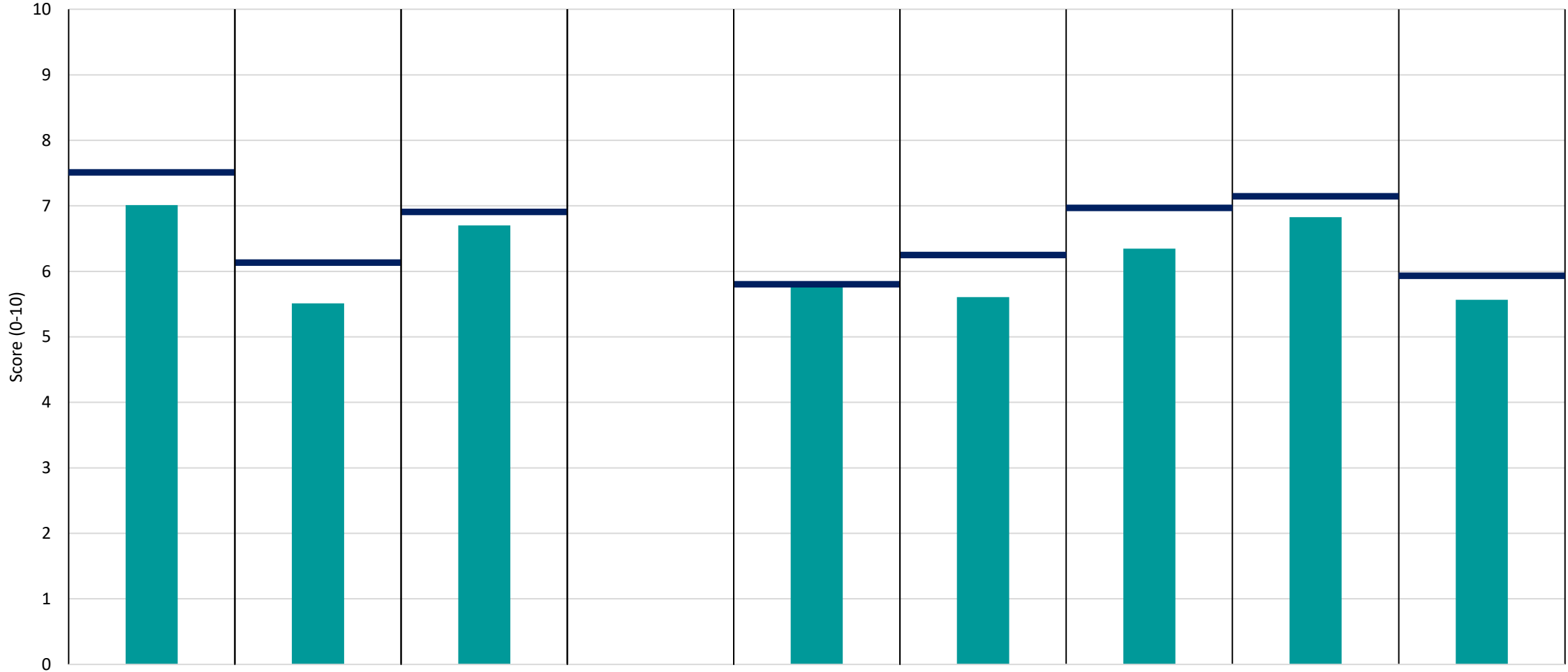
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.01 | 5.51 | 6.70 | - | 5.79 | 5.61 | 6.35 | 6.83 | 5.57 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 87 86 87 - 82 86 87 87 87 26

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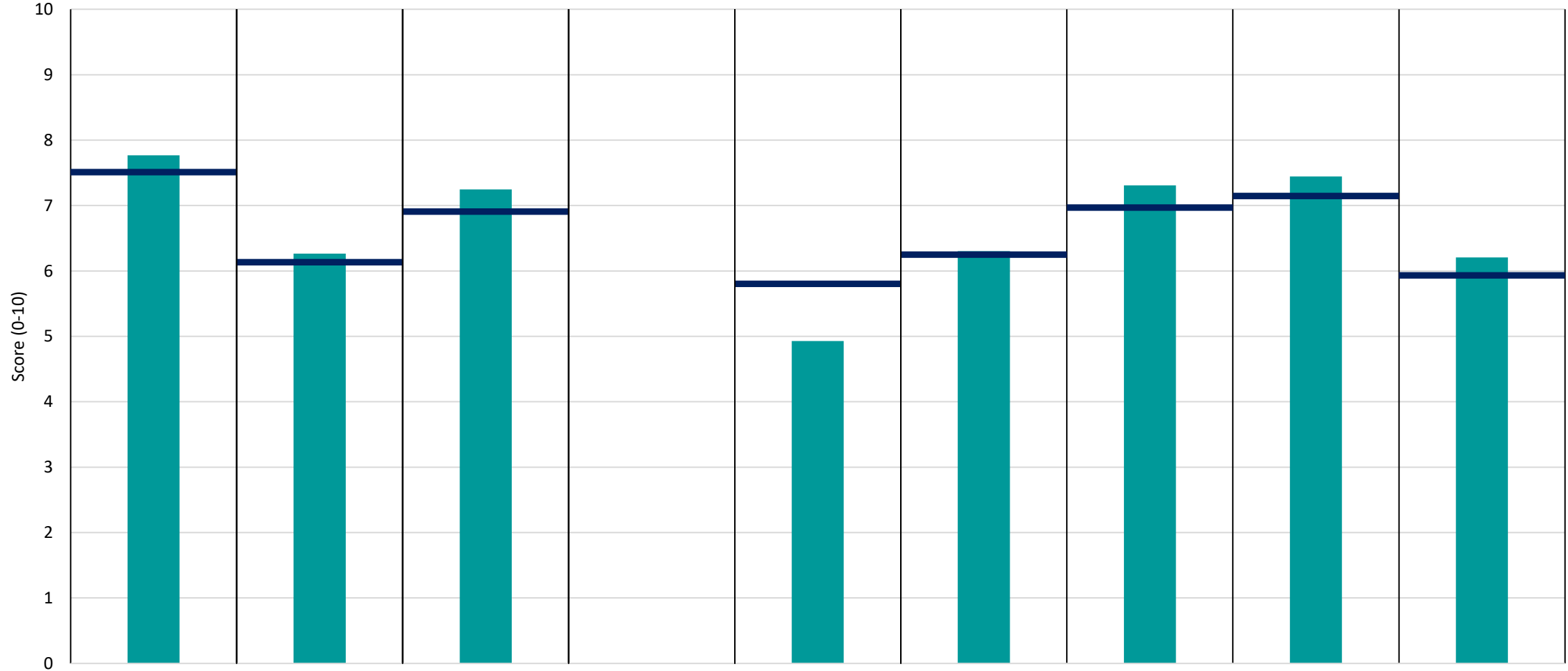
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.77 | 6.27 | 7.25 | - | 4.93 | 6.30 | 7.31 | 7.44 | 6.21 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 32 32 31 - 31 32 32 32 32 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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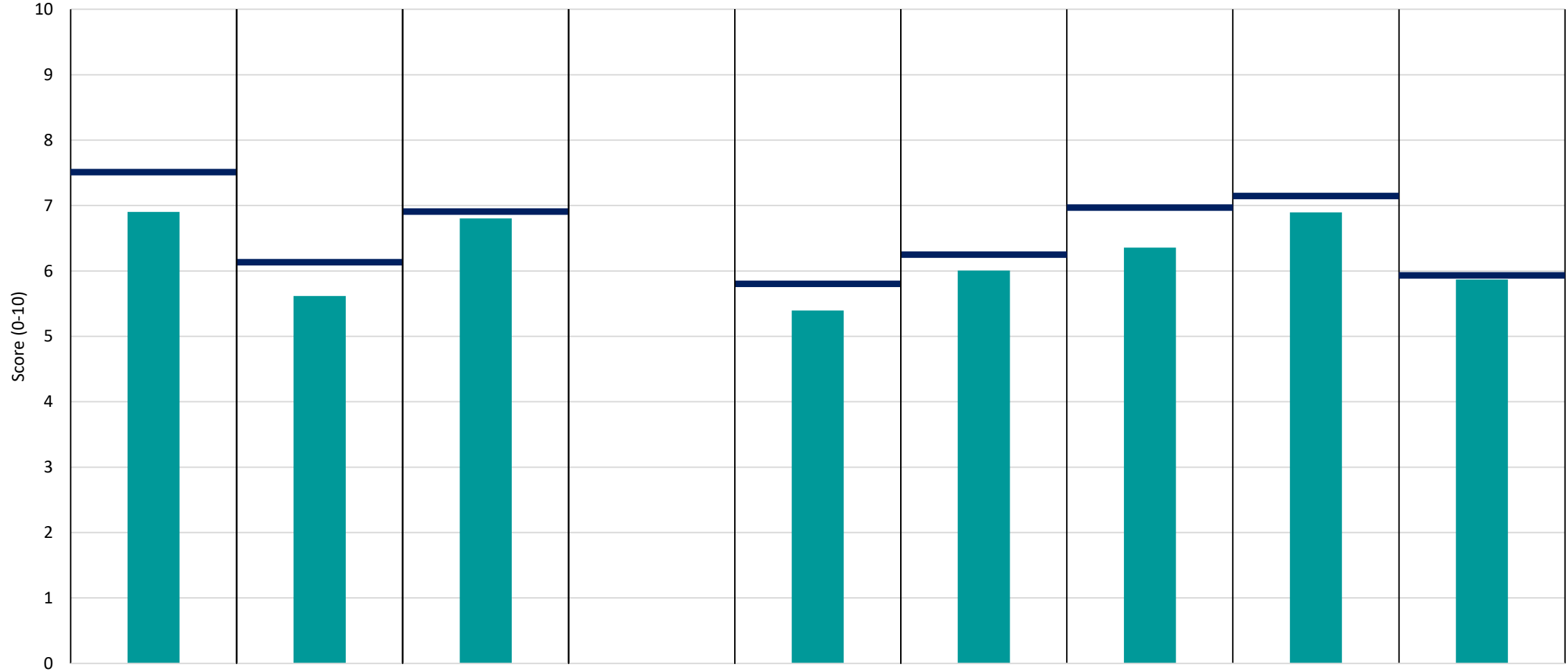
We work flexibly



We are a team

Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.90 | 5.62 | 6.80 | - | 5.39 | 6.01 | 6.36 | 6.90 | 5.87 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 29 29 29 - 26 29 28 29 29 29 28

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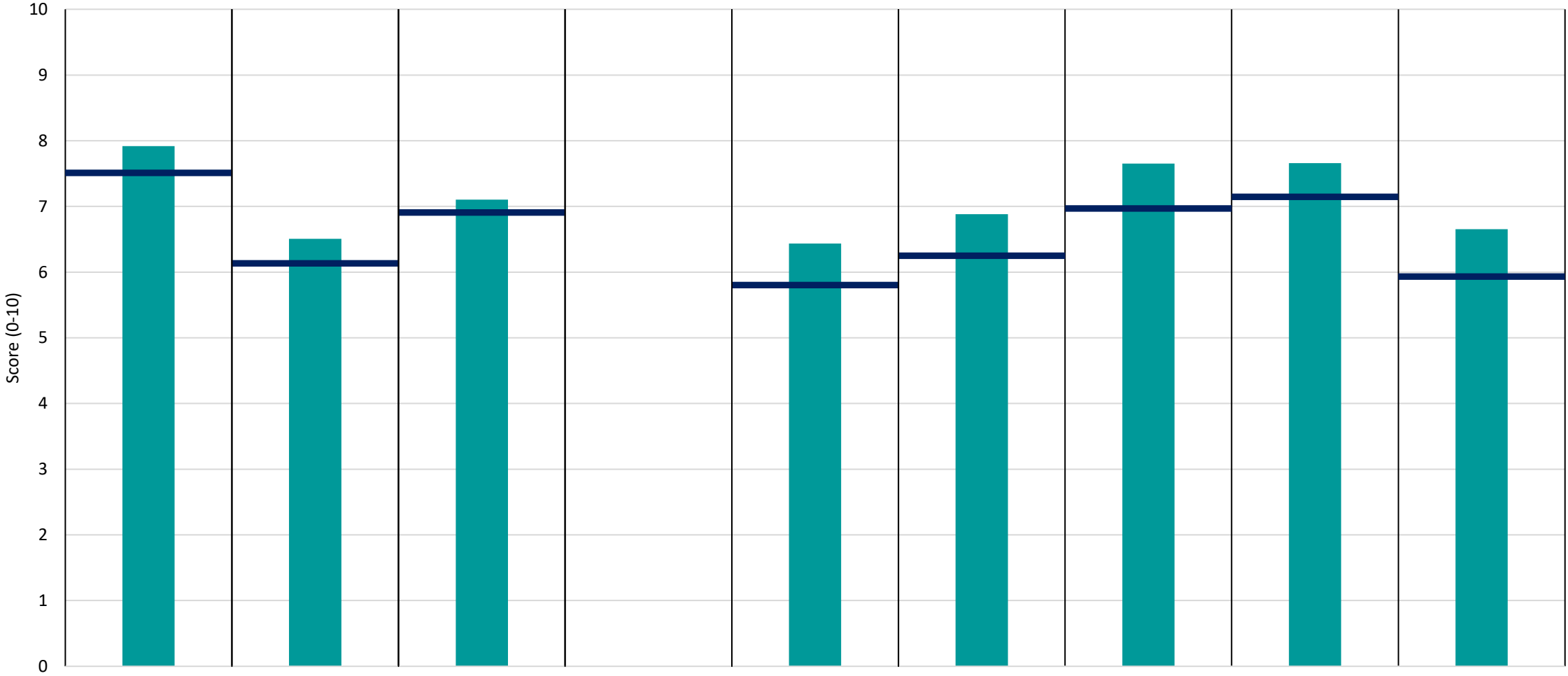
We work flexibly



We are a team

Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.92 | 6.51 | 7.10 | - | 6.44 | 6.88 | 7.65 | 7.66 | 6.65 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 65 65 63 - 58 64 65 65 65 29

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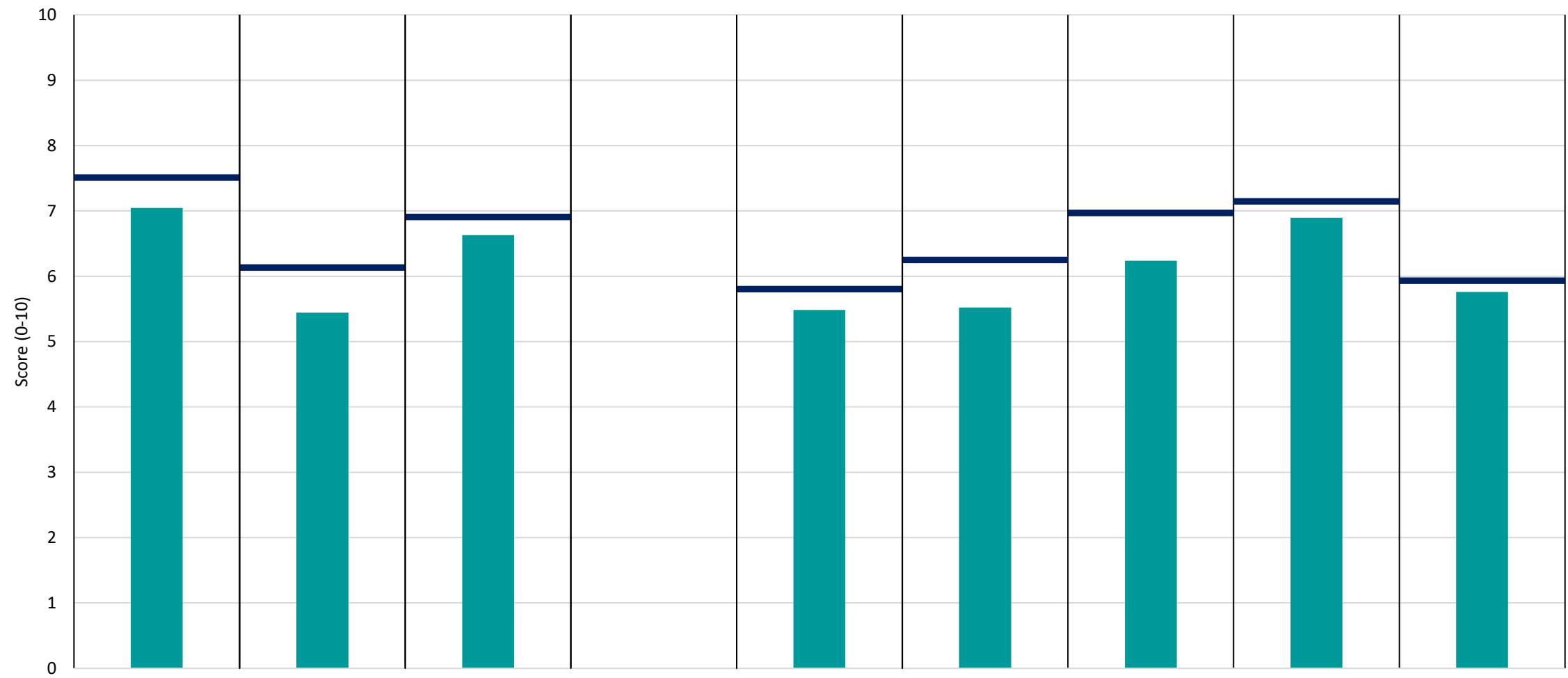
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We are a team

Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.04 | 5.44 | 6.63 | - | 5.48 | 5.52 | 6.24 | 6.90 | 5.76 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 43 | 43 | 43 | - | 38 | 43 | 43 | 43 | 43 |

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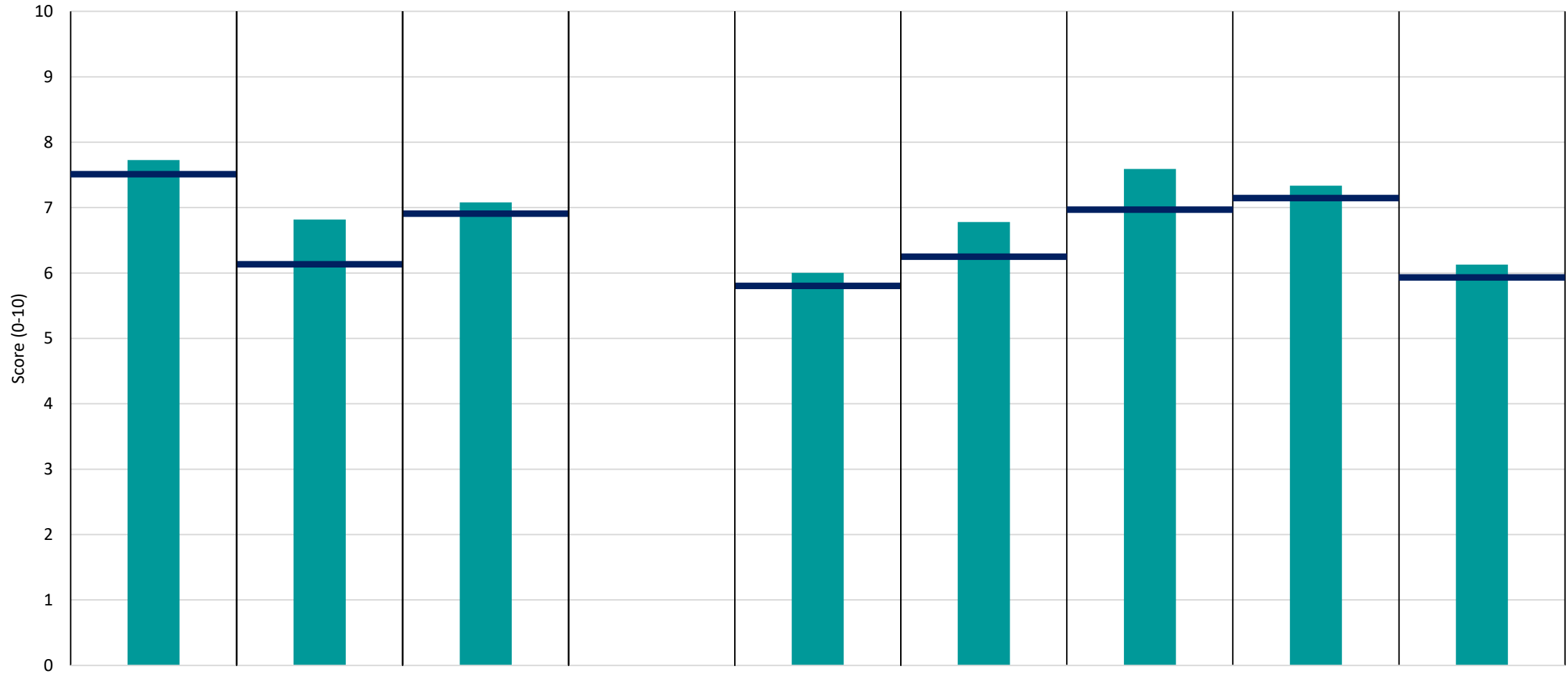
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.73 | 6.82 | 7.08 | - | 6.00 | 6.78 | 7.59 | 7.34 | 6.13 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 59 59 59 - 57 59 59 59 59 59 31

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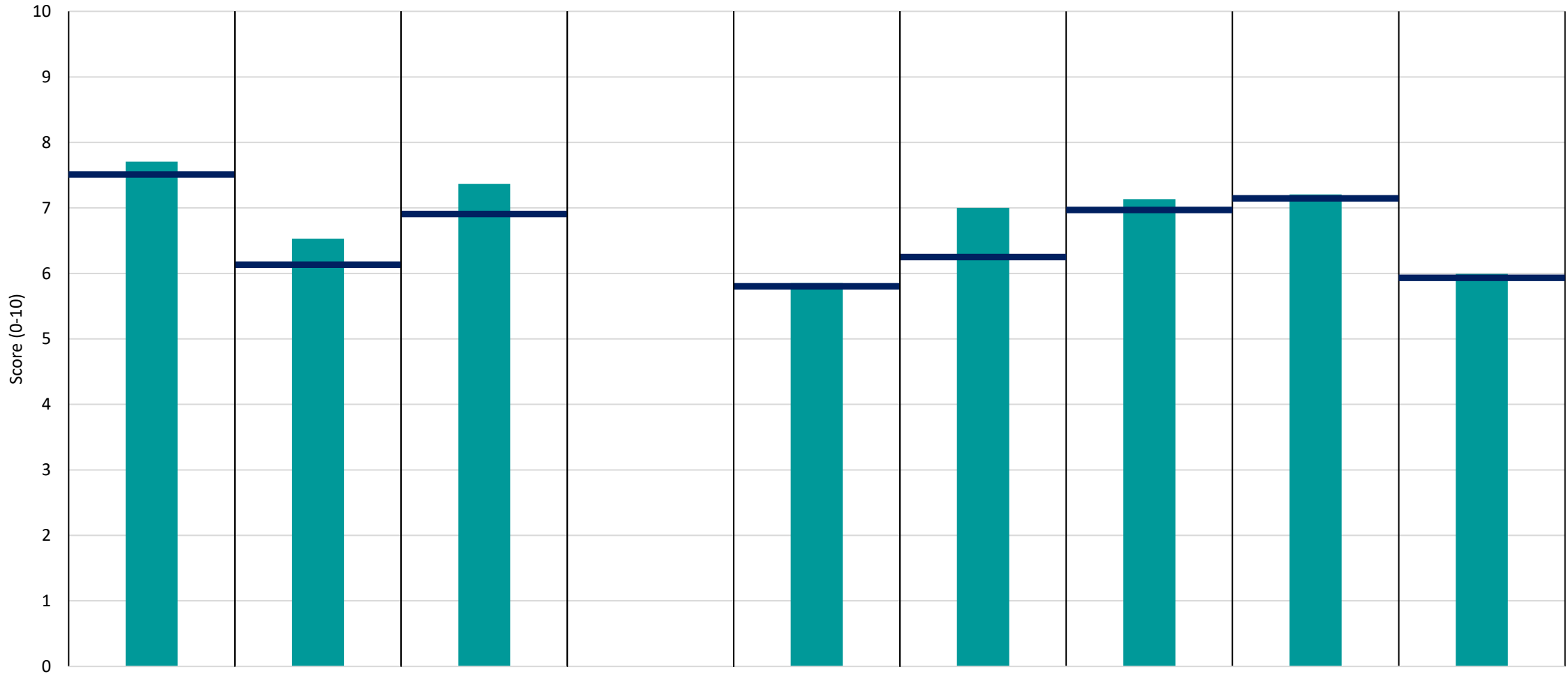
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.71 | 6.53 | 7.37 | - | 5.85 | 7.00 | 7.13 | 7.21 | 5.99 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 65 65 65 - 60 65 65 65 65 32

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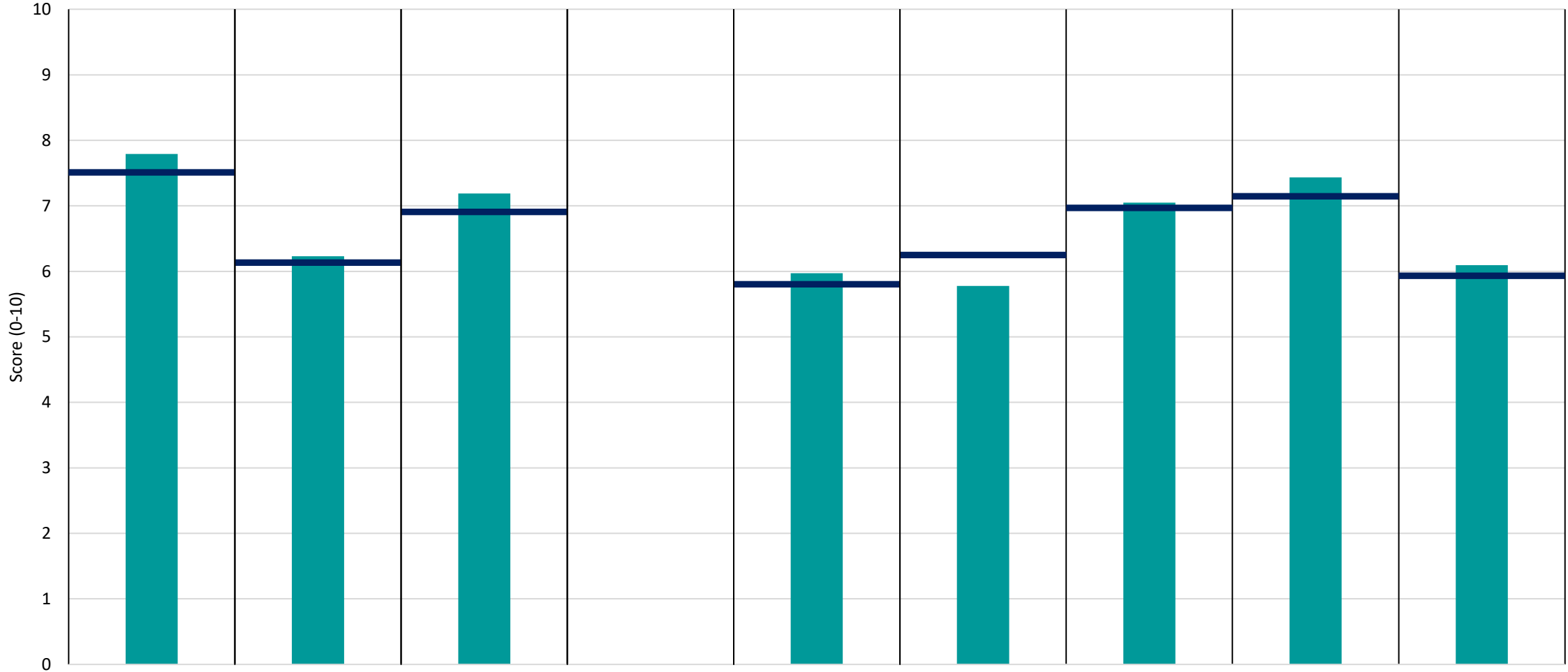
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.79 | 6.23 | 7.19 | - | 5.97 | 5.78 | 7.05 | 7.43 | 6.10 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 89 88 88 - 82 88 89 89 89 33

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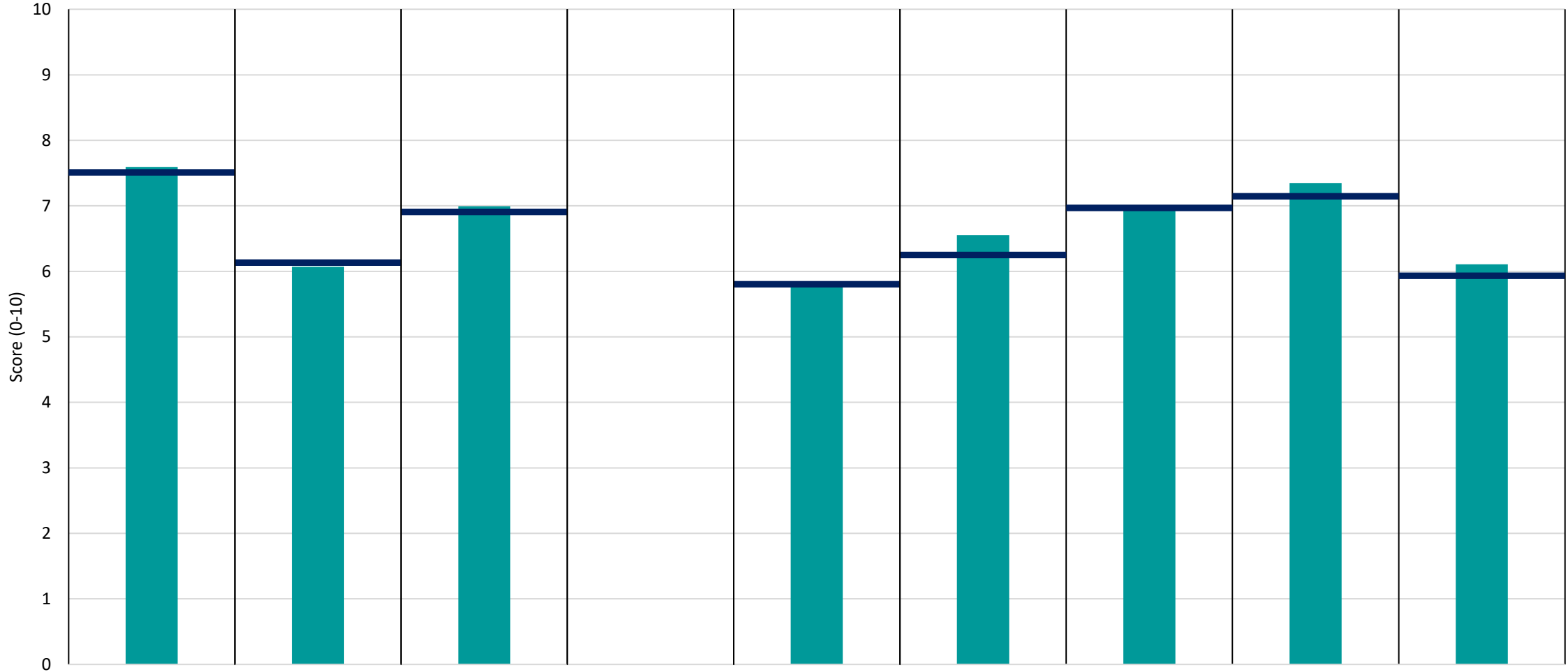
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|-------------------|
| Breakdown | 7.59 | 6.07 | 6.99 | - | 5.85 | 6.55 | 6.99 | 7.35 | 6.11 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 172 | 172 | 170 | - | 165 | 172 | 171 | 172 | 172 ³⁴ |

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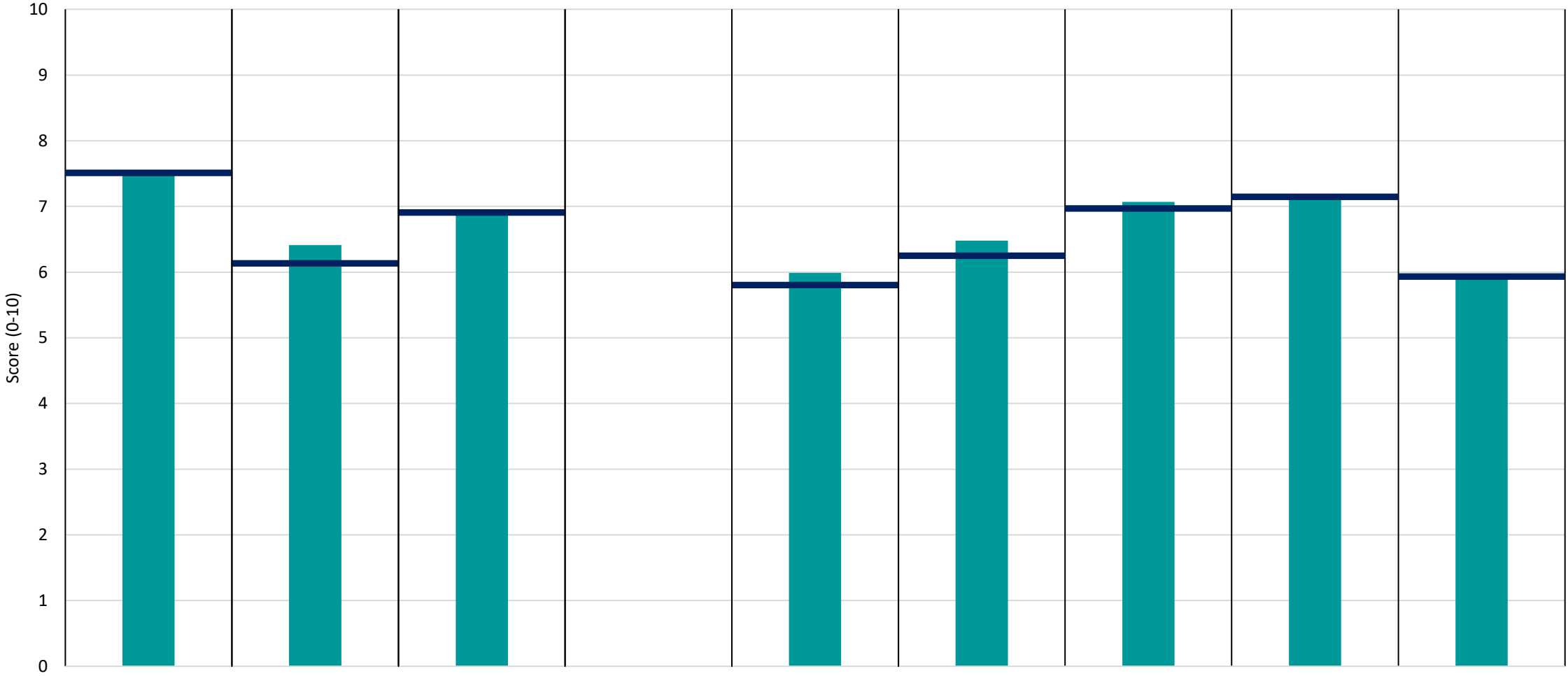
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.53 | 6.41 | 6.93 | - | 5.99 | 6.48 | 7.07 | 7.17 | 5.95 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 655 | 655 | 644 | - | 607 | 652 | 651 | 656 | 655 |

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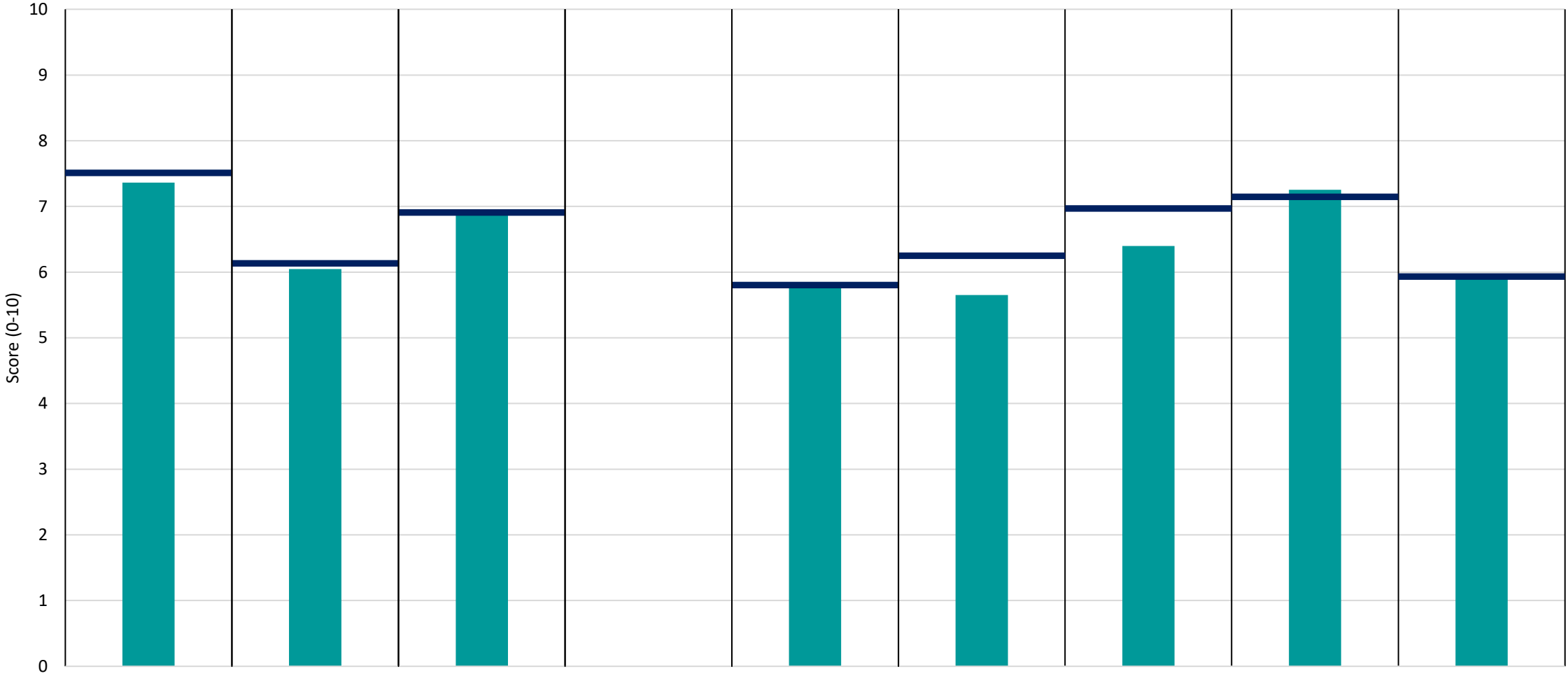
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.36 | 6.05 | 6.86 | - | 5.76 | 5.65 | 6.40 | 7.25 | 5.95 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 42 42 41 - 41 41 42 42 42 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.



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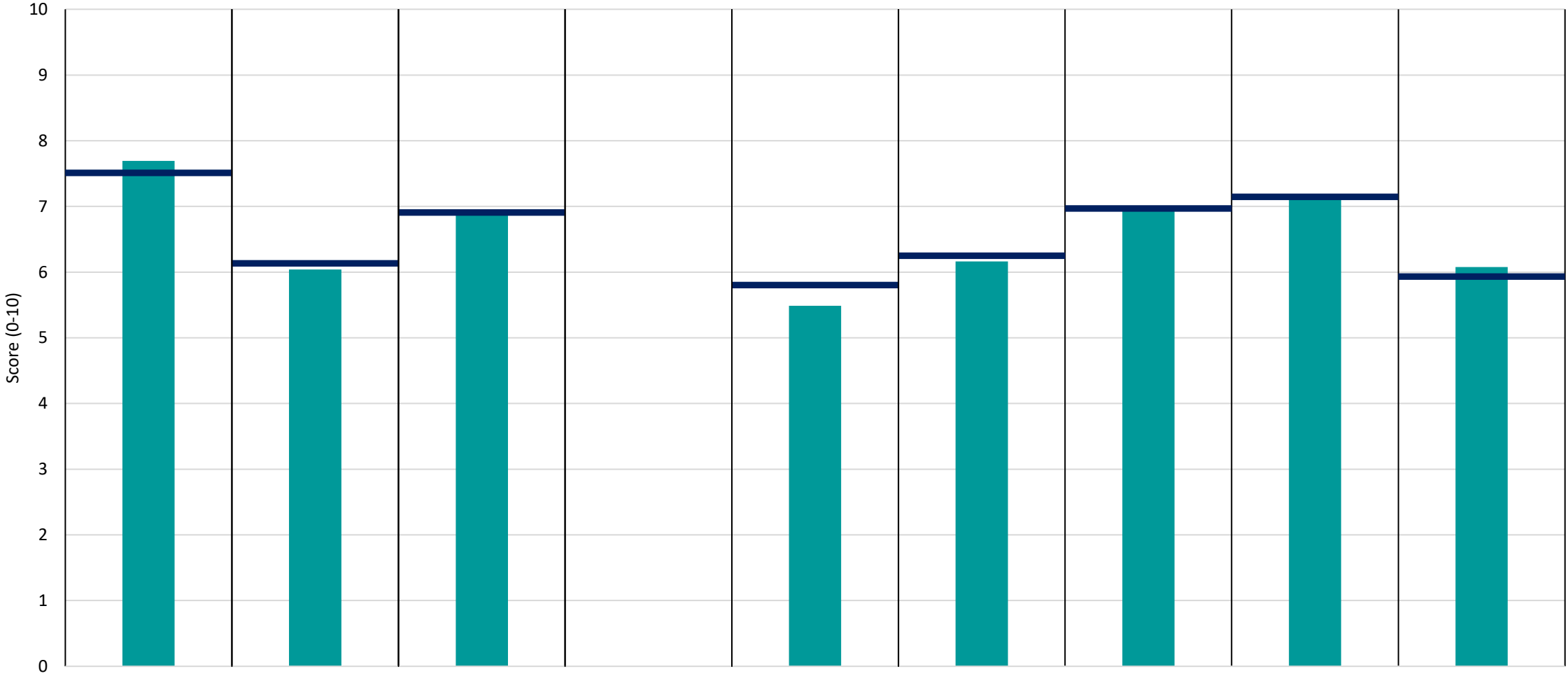
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.69 | 6.04 | 6.88 | - | 5.49 | 6.16 | 6.98 | 7.13 | 6.08 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 124 124 121 - 121 124 124 124 124 124 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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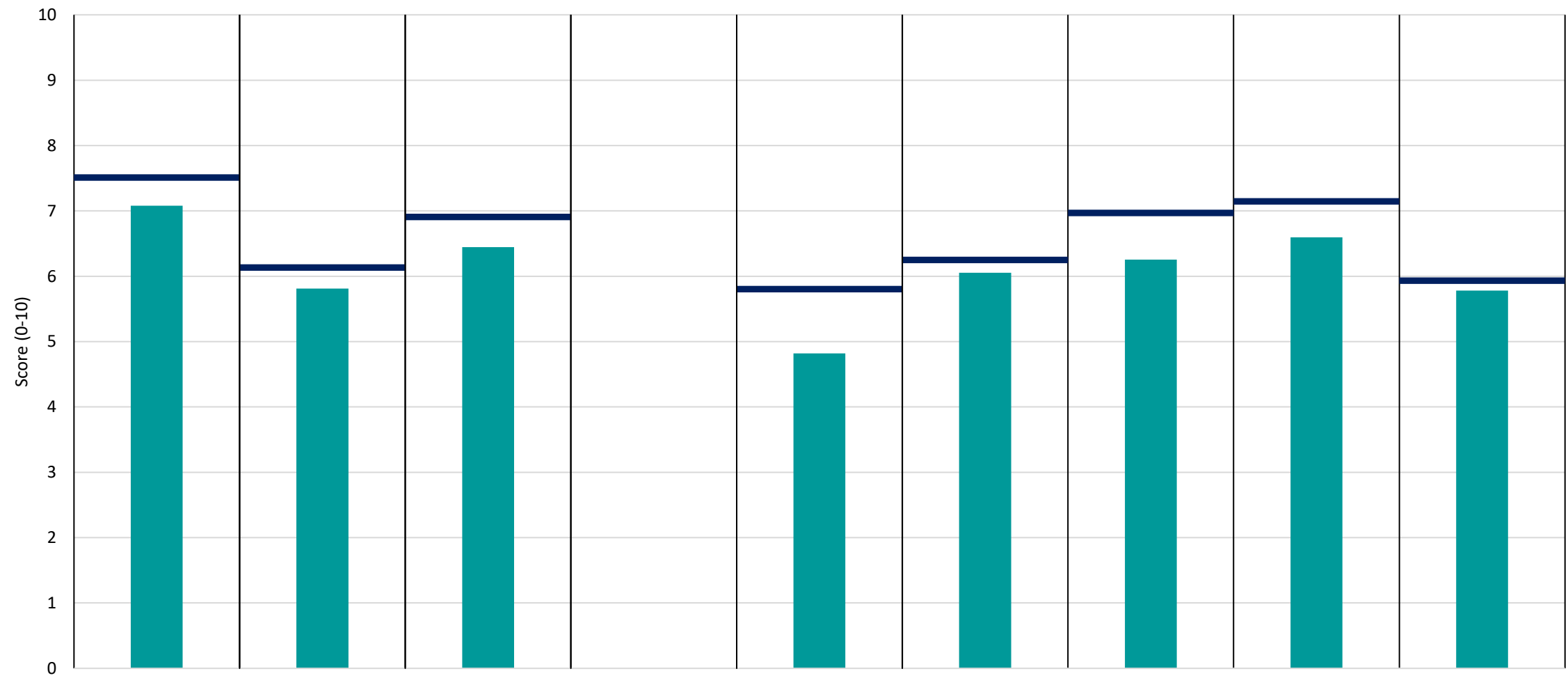
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.08 | 5.81 | 6.45 | - | 4.82 | 6.05 | 6.25 | 6.60 | 5.78 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 40 | 40 | 40 | - | 39 | 40 | 40 | 40 | 40 |

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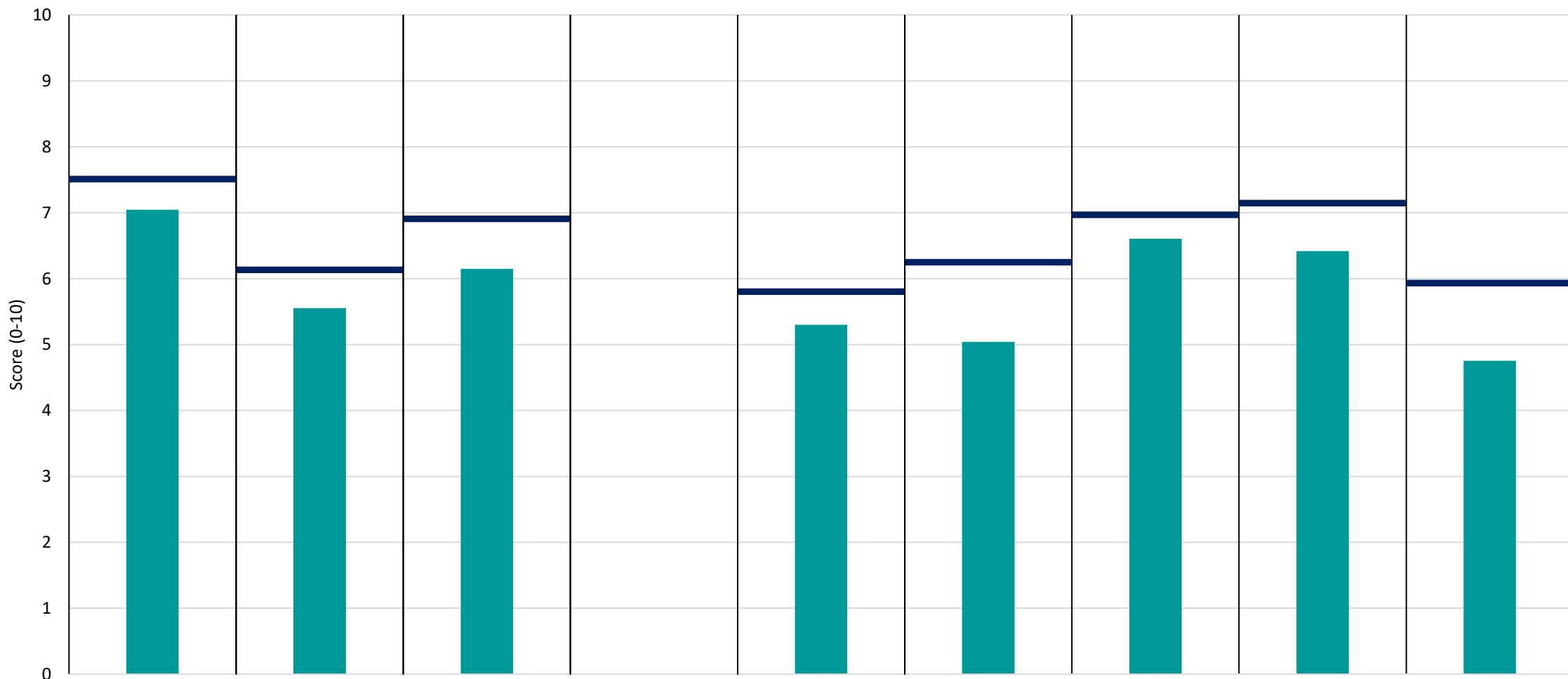
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.05 | 5.55 | 6.15 | - | 5.30 | 5.04 | 6.61 | 6.42 | 4.76 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 69 | 69 | 68 | - | 63 | 69 | 69 | 69 | 69 |

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Proactive & Intermediate Care



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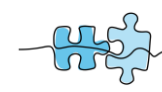
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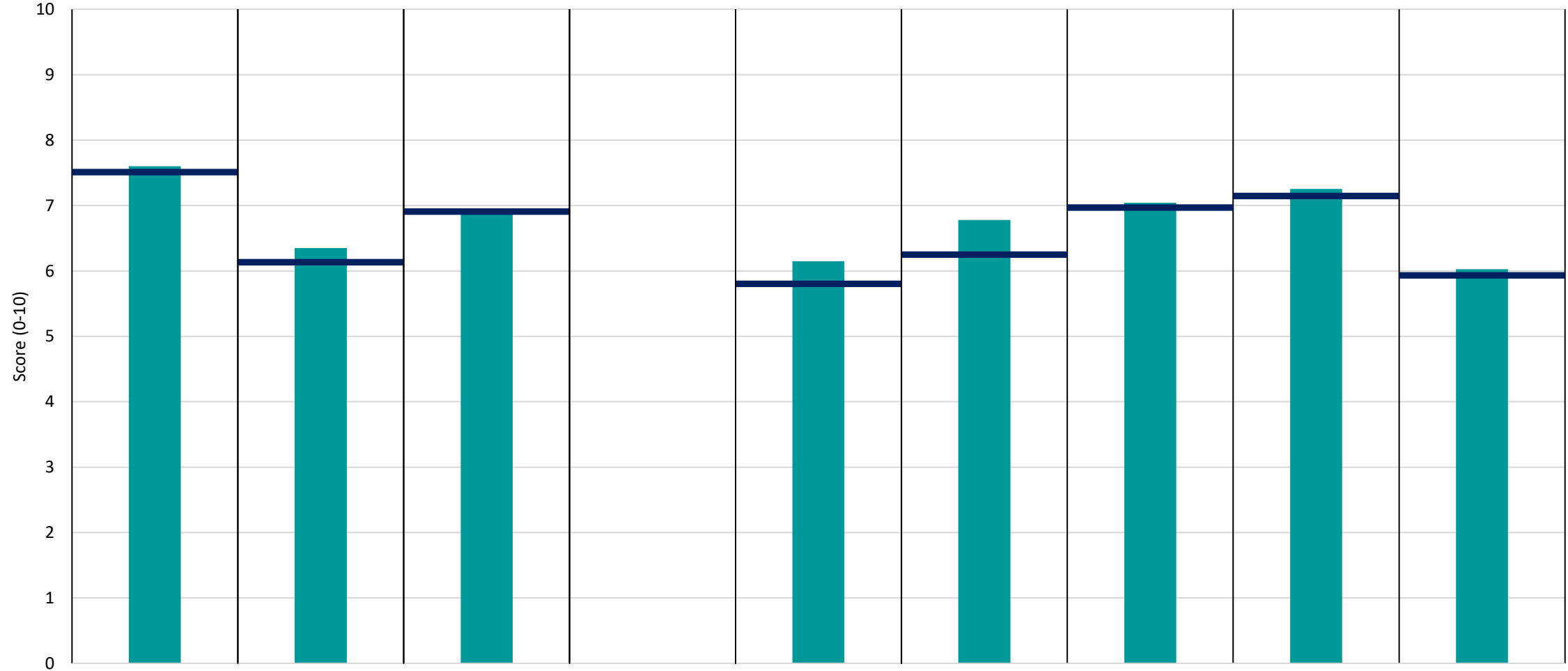
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.60 | 6.35 | 6.91 | - | 6.15 | 6.78 | 7.04 | 7.25 | 6.03 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 90 90 88 - 87 89 90 88 90 40

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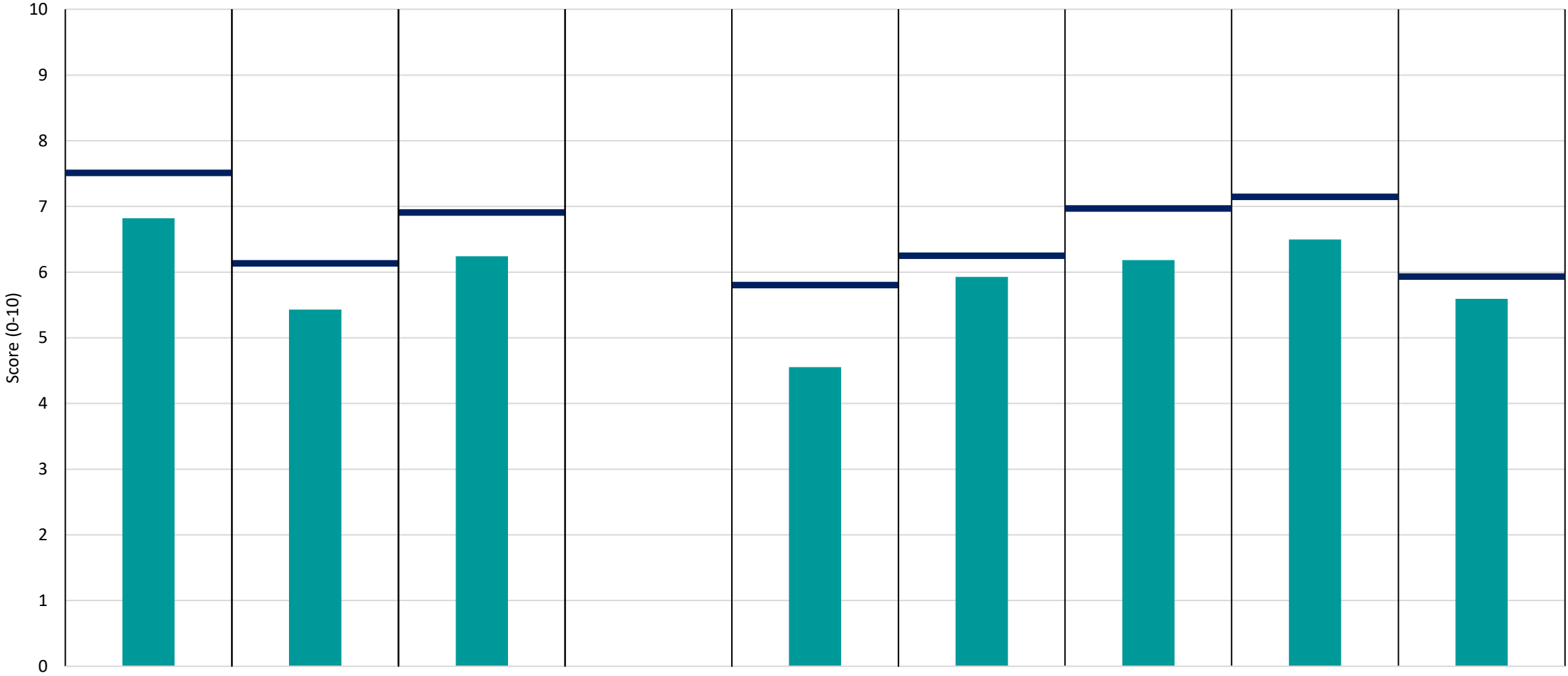
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.82 | 5.43 | 6.24 | - | 4.56 | 5.93 | 6.18 | 6.50 | 5.59 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 35 35 34 - 34 35 35 35 35 41

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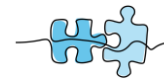
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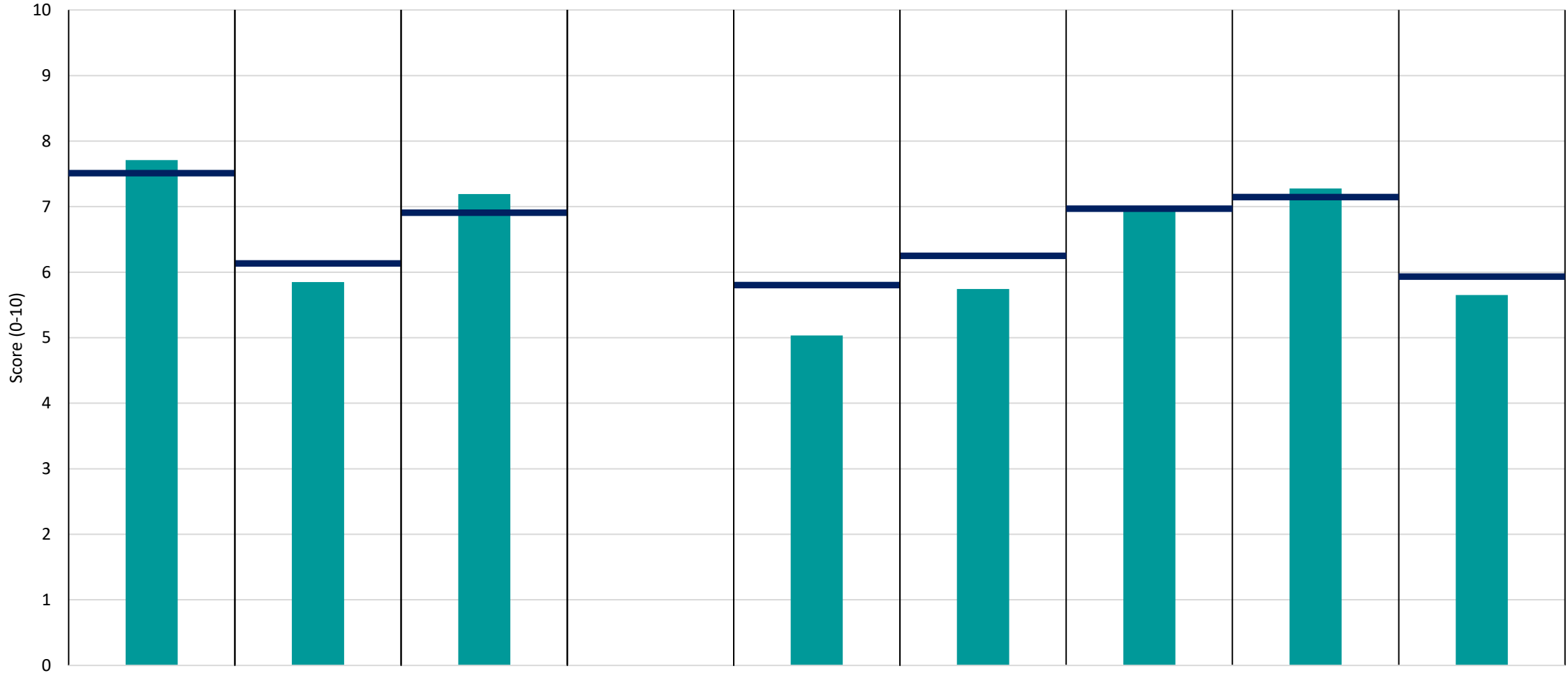
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.71 | 5.85 | 7.19 | - | 5.03 | 5.74 | 6.93 | 7.28 | 5.65 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 56 56 56 - 54 56 56 56 56 56 42

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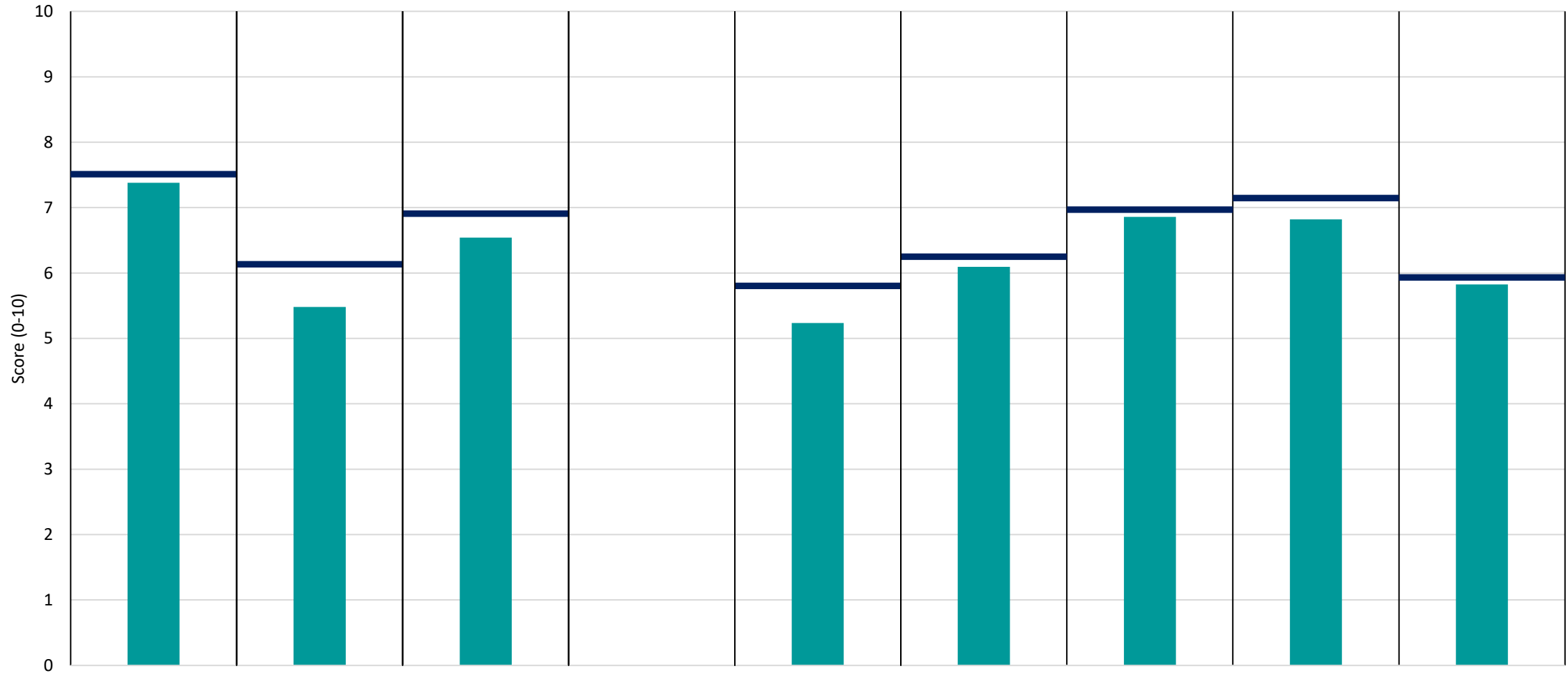
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.38 | 5.48 | 6.54 | - | 5.24 | 6.10 | 6.86 | 6.82 | 5.82 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 119 | 119 | 118 | - | 111 | 119 | 118 | 119 | 119 |

Therapies



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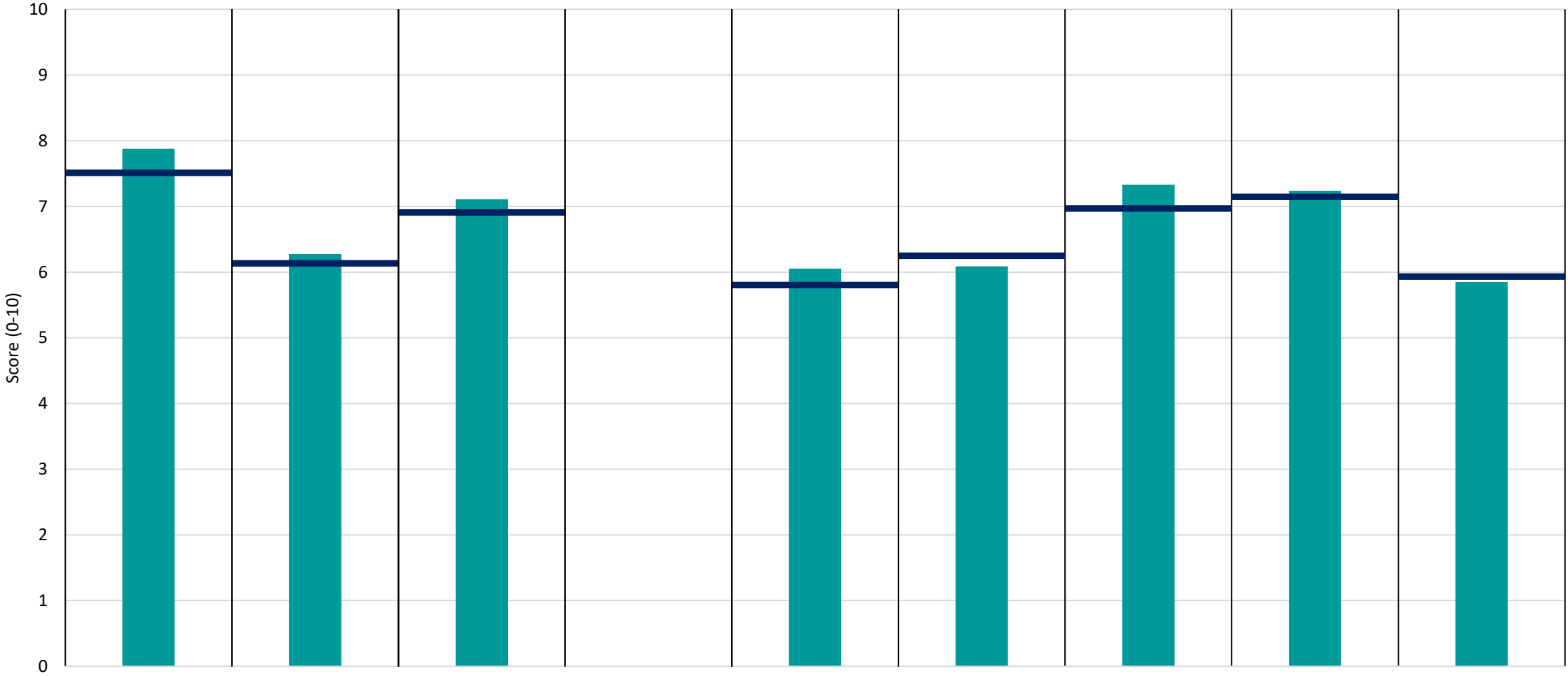
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.88 | 6.28 | 7.11 | - | 6.05 | 6.09 | 7.33 | 7.24 | 5.85 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |
| Responses | 140 | 140 | 139 | - | 137 | 140 | 139 | 140 | 140 |

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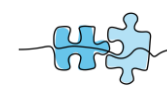
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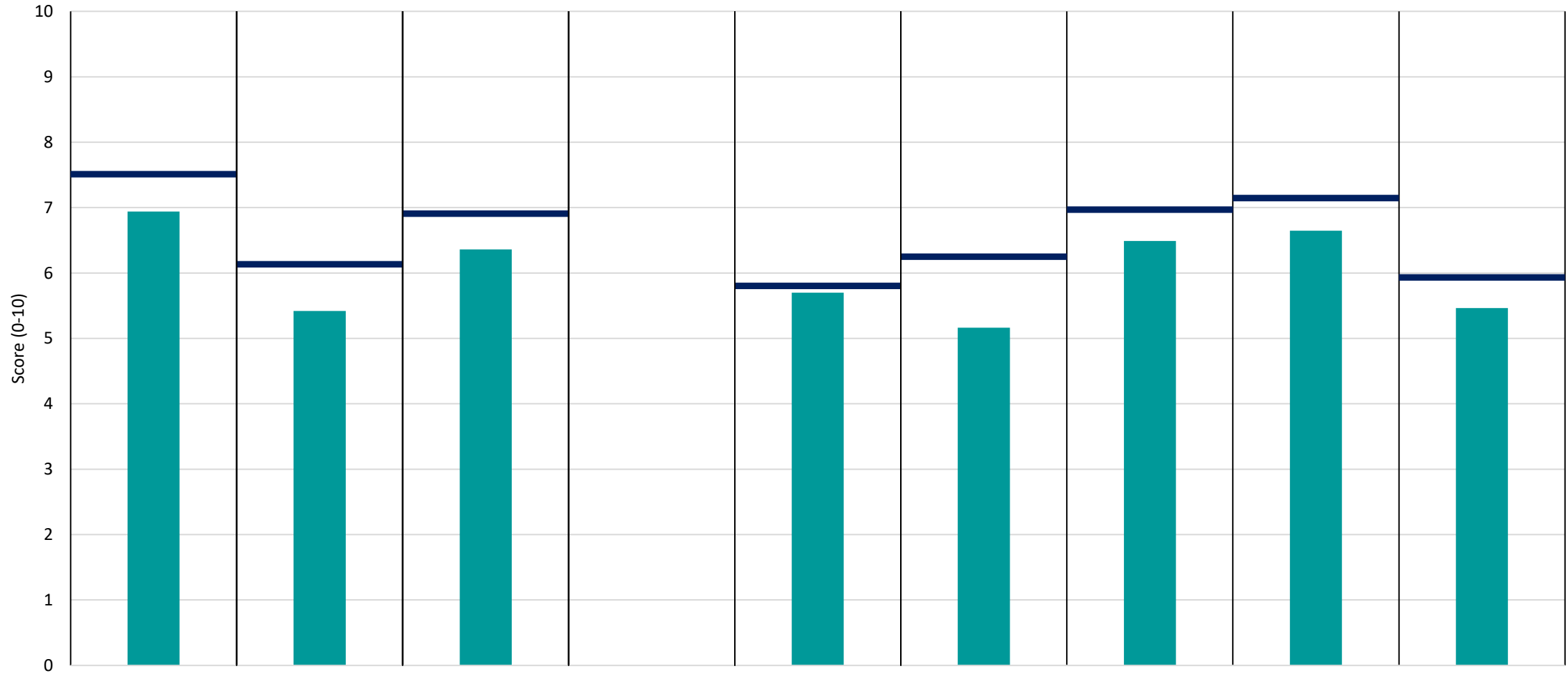
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.94 | 5.42 | 6.36 | - | 5.70 | 5.16 | 6.49 | 6.65 | 5.46 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 39 38 39 - 37 38 39 39 39 45

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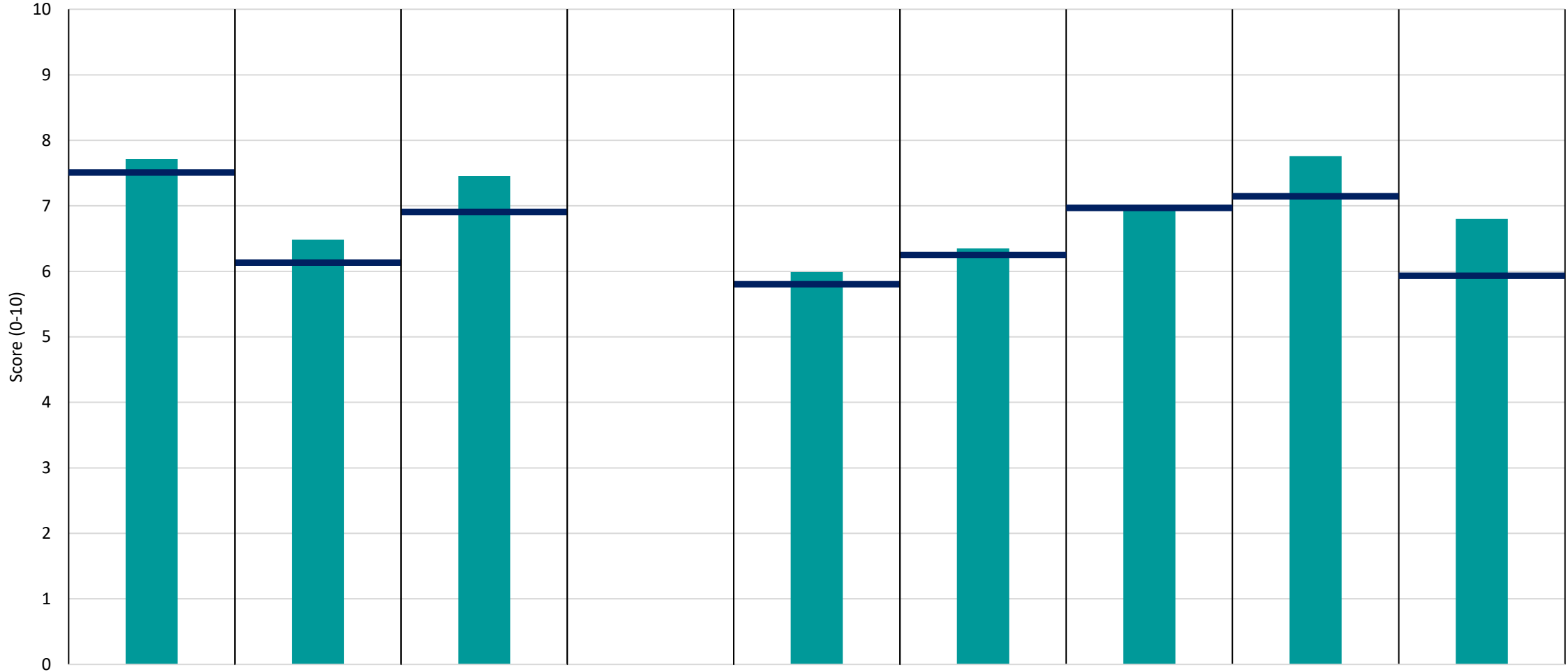
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.71 | 6.48 | 7.46 | - | 5.99 | 6.35 | 7.00 | 7.76 | 6.80 |
| Your org | 7.51 | 6.13 | 6.91 | - | 5.80 | 6.25 | 6.97 | 7.15 | 5.93 |

Responses 30 29 30 - 28 29 30 30 30 46

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.