



Mid and South Essex NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Mid and South Essex 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 Mid and South Essex 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

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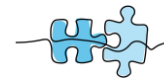
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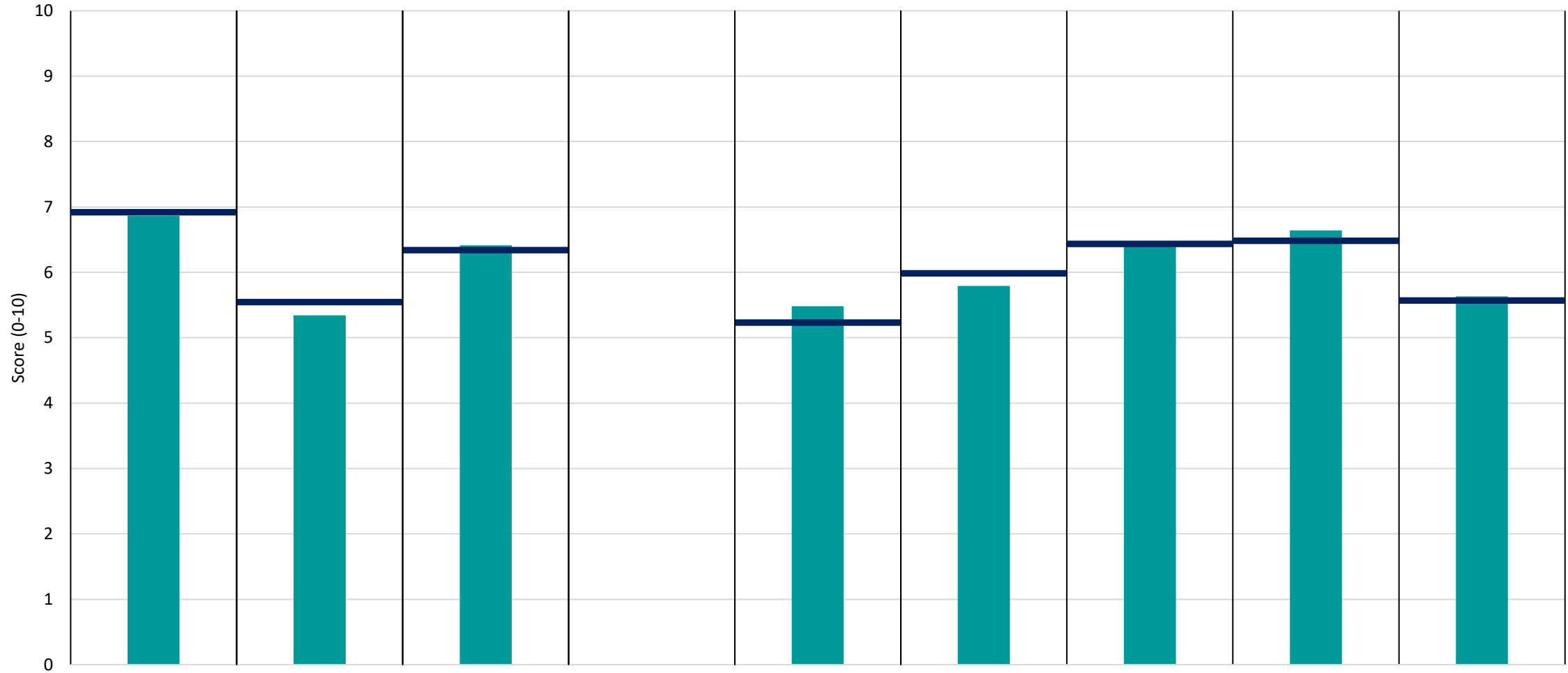
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.87 | 5.34 | 6.41 | - | 5.48 | 5.79 | 6.41 | 6.64 | 5.63 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 1224 | 1221 | 1217 | - | 1140 | 1213 | 1222 | 1226 | 1227 |



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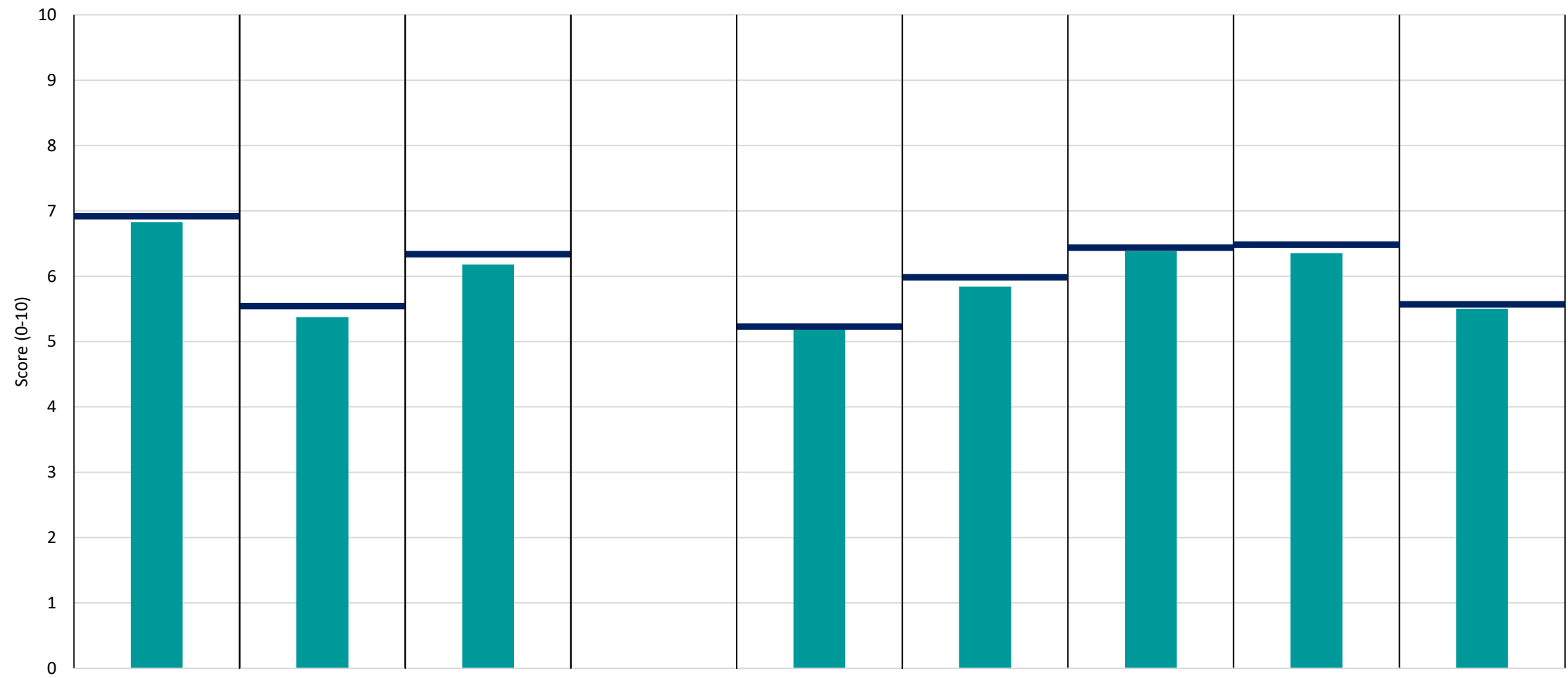
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.83 | 5.37 | 6.18 | - | 5.20 | 5.84 | 6.38 | 6.35 | 5.50 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 1350 | 1349 | 1336 | - | 1255 | 1345 | 1350 | 1352 | 1351 |

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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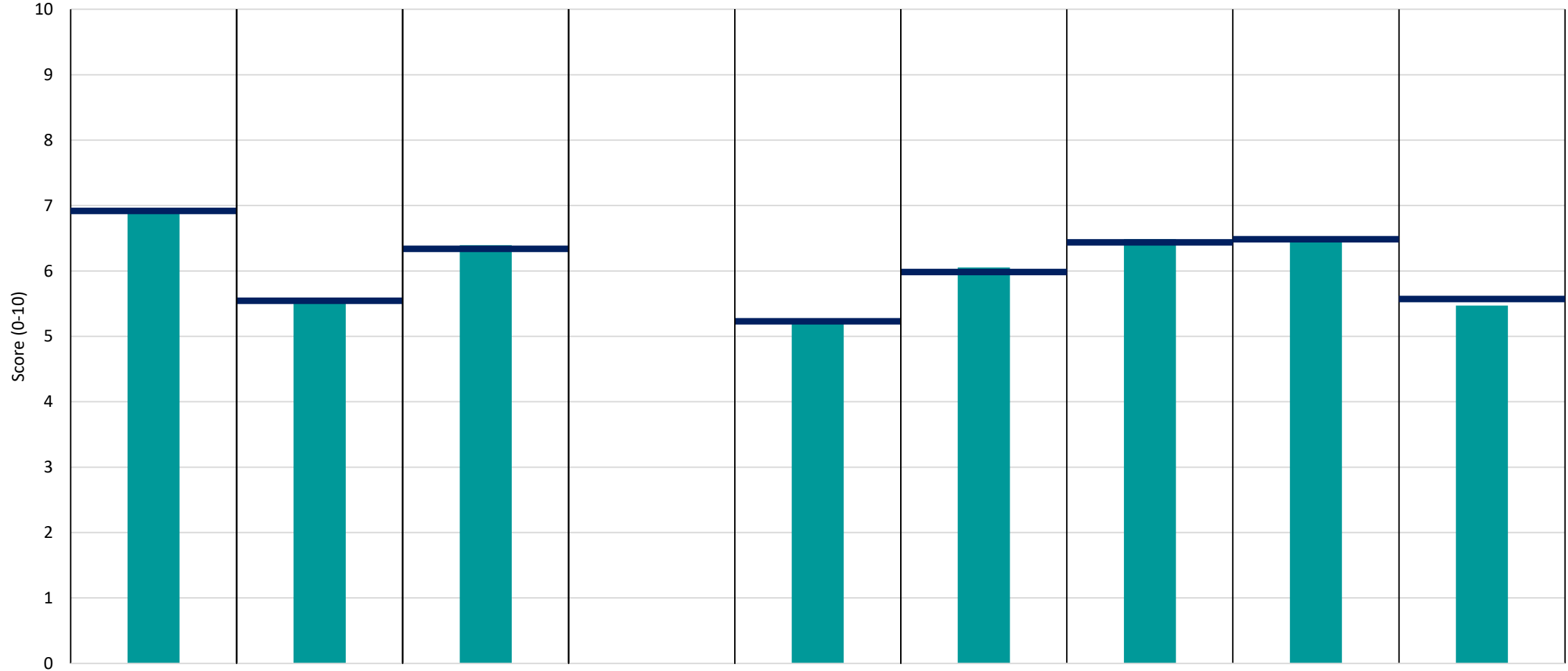
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.88 | 5.51 | 6.39 | - | 5.25 | 6.05 | 6.49 | 6.48 | 5.47 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 680 | 680 | 678 | - | 633 | 675 | 680 | 682 | 682 |



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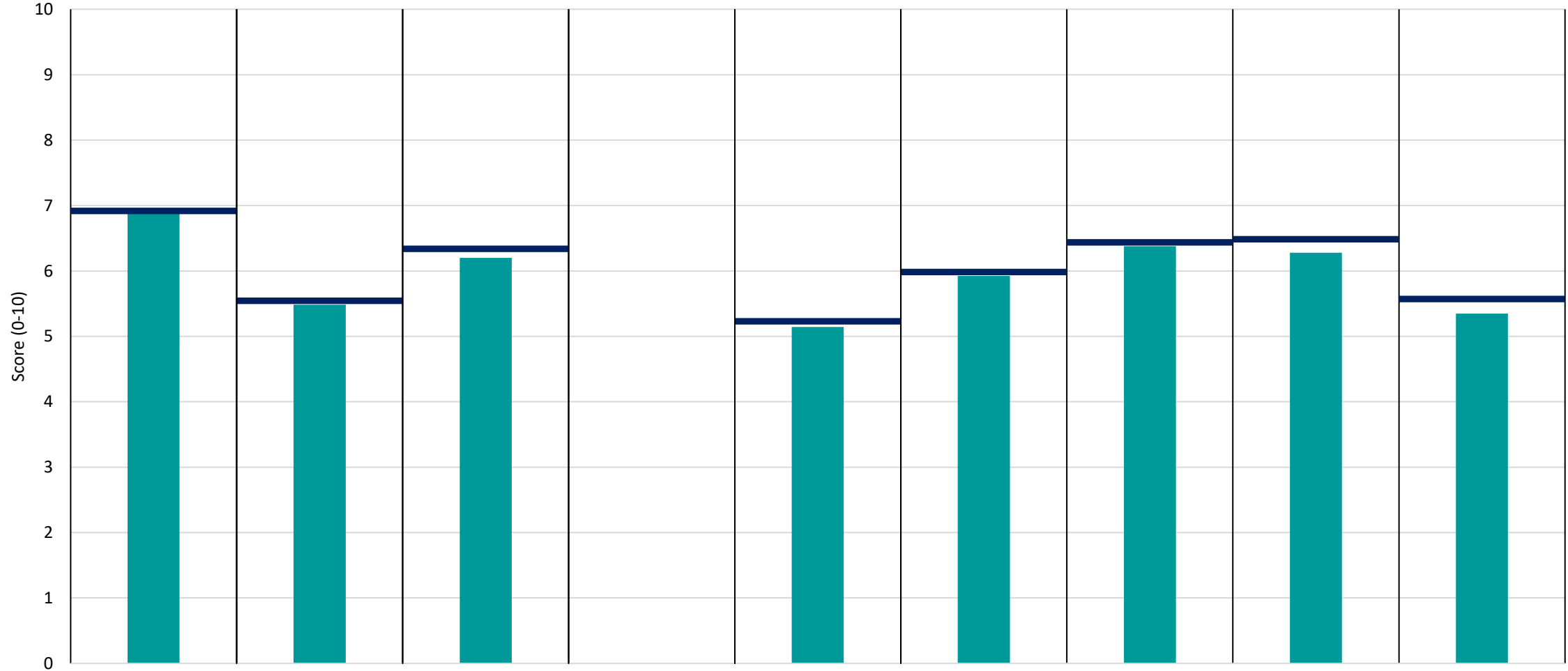
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.93 | 5.48 | 6.20 | - | 5.14 | 5.92 | 6.38 | 6.28 | 5.35 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 1011 | 1010 | 1004 | - | 949 | 1008 | 1010 | 1011 | 1012 |



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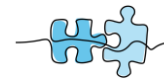
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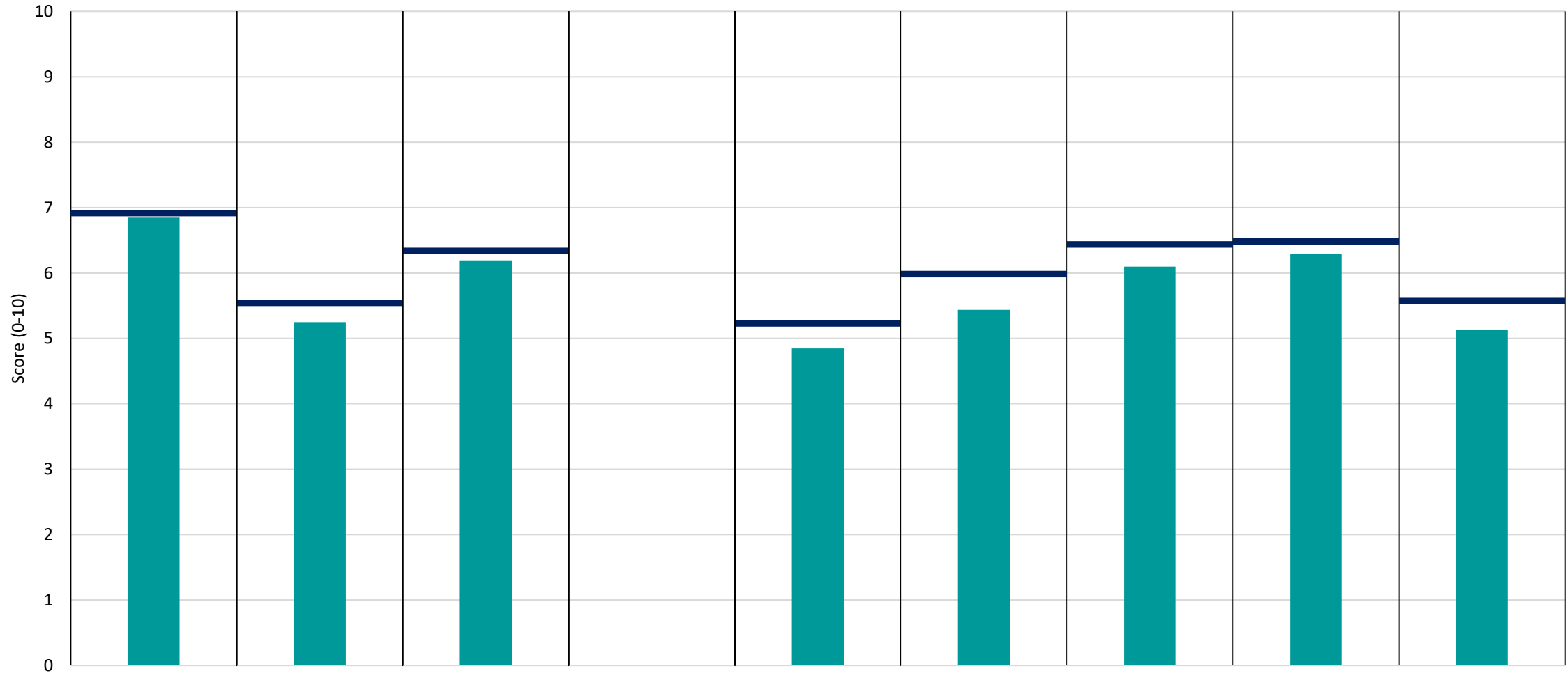
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|-------------------|
| Breakdown | 6.85 | 5.25 | 6.19 | - | 4.85 | 5.44 | 6.10 | 6.29 | 5.13 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 611 | 611 | 613 | - | 556 | 607 | 610 | 613 | 613 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.



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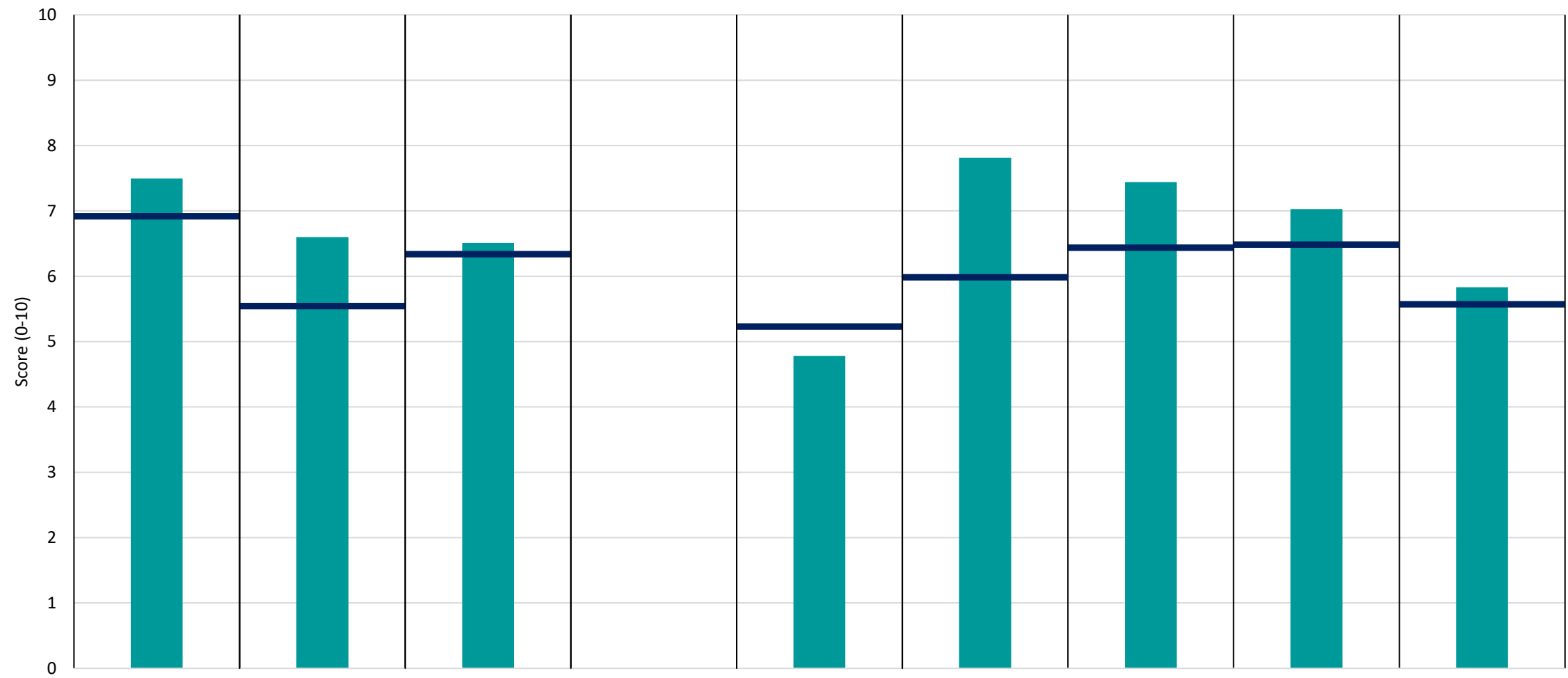
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.50 | 6.60 | 6.51 | - | 4.78 | 7.81 | 7.44 | 7.03 | 5.83 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 10 | 10 | 10 | - | 10 | 10 | 10 | 10 | 10 |

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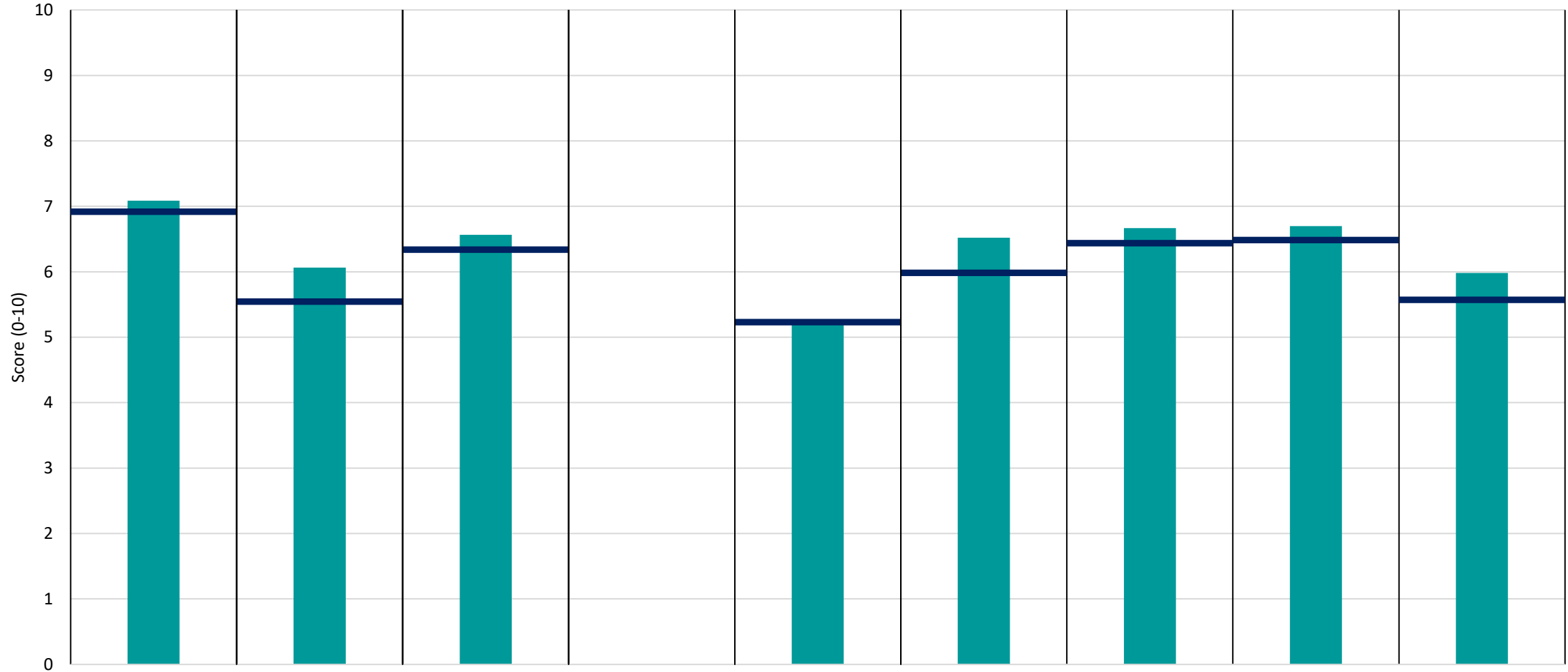
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.09 | 6.06 | 6.56 | - | 5.26 | 6.52 | 6.67 | 6.70 | 5.98 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 1403 1409 1382 - 1300 1390 1404 1409 1410¹²

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Breakdowns 2

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Central Expenditure



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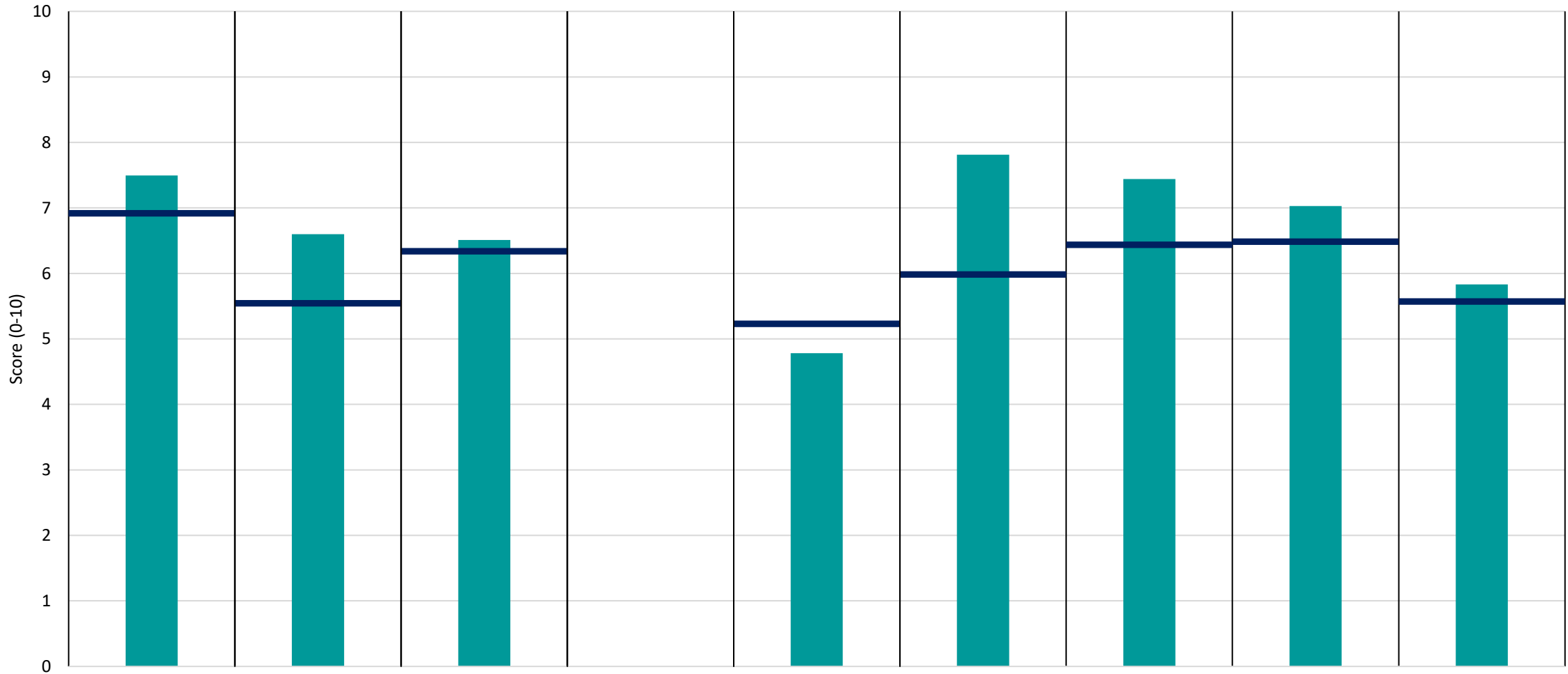
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.50 | 6.60 | 6.51 | - | 4.78 | 7.81 | 7.44 | 7.03 | 5.83 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 10 10 10 - 10 10 10 10 10 10 14

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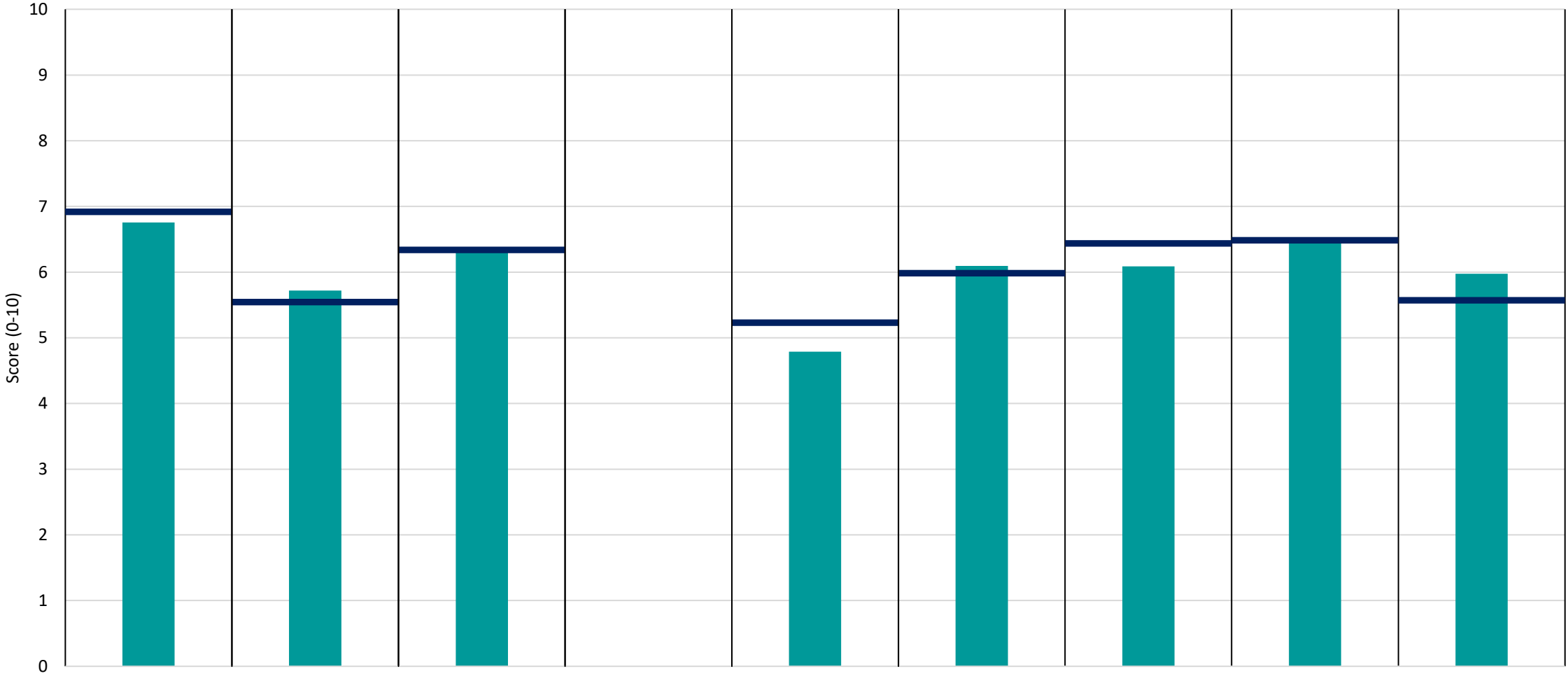
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.76 | 5.72 | 6.37 | - | 4.79 | 6.09 | 6.09 | 6.50 | 5.98 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 558 | 564 | 544 | - | 501 | 549 | 559 | 564 | 565 |

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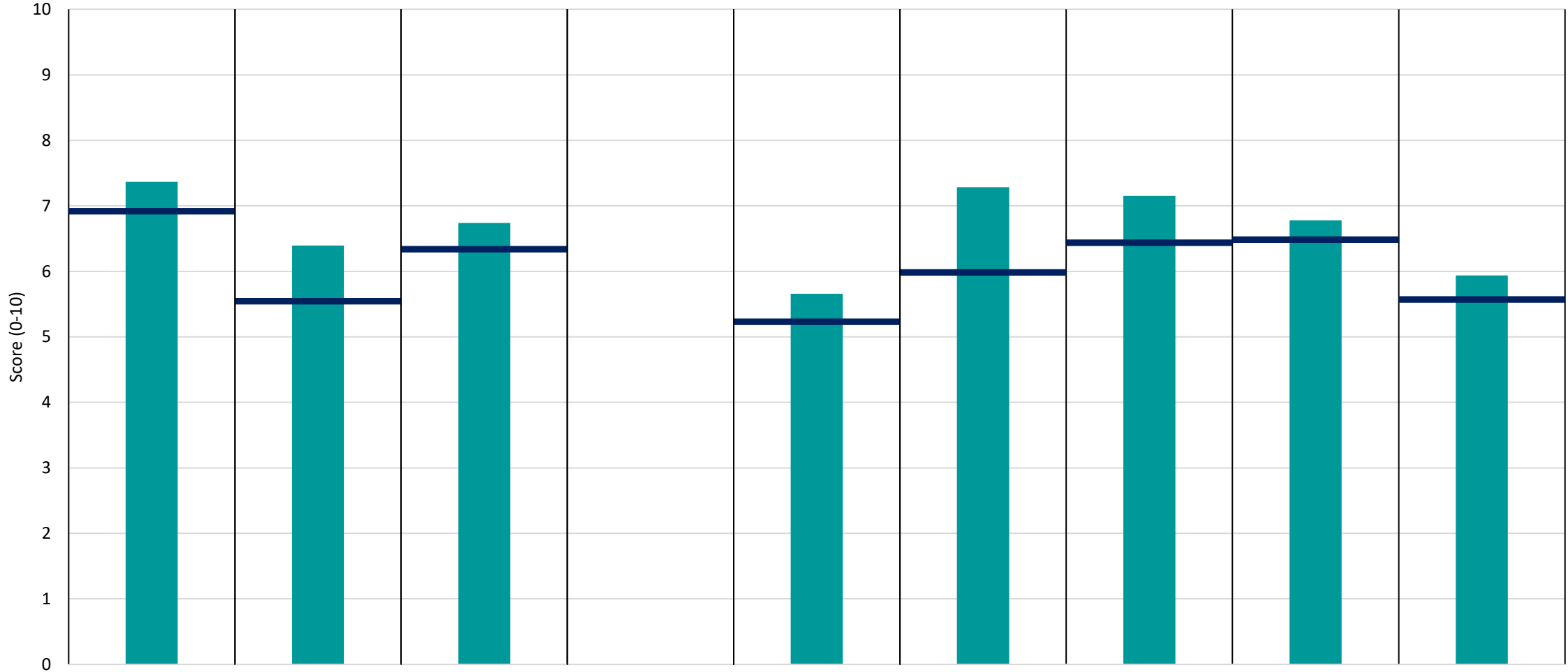
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.37 | 6.39 | 6.74 | - | 5.66 | 7.28 | 7.15 | 6.78 | 5.94 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 115 115 115 - 110 115 115 115 115 115 16

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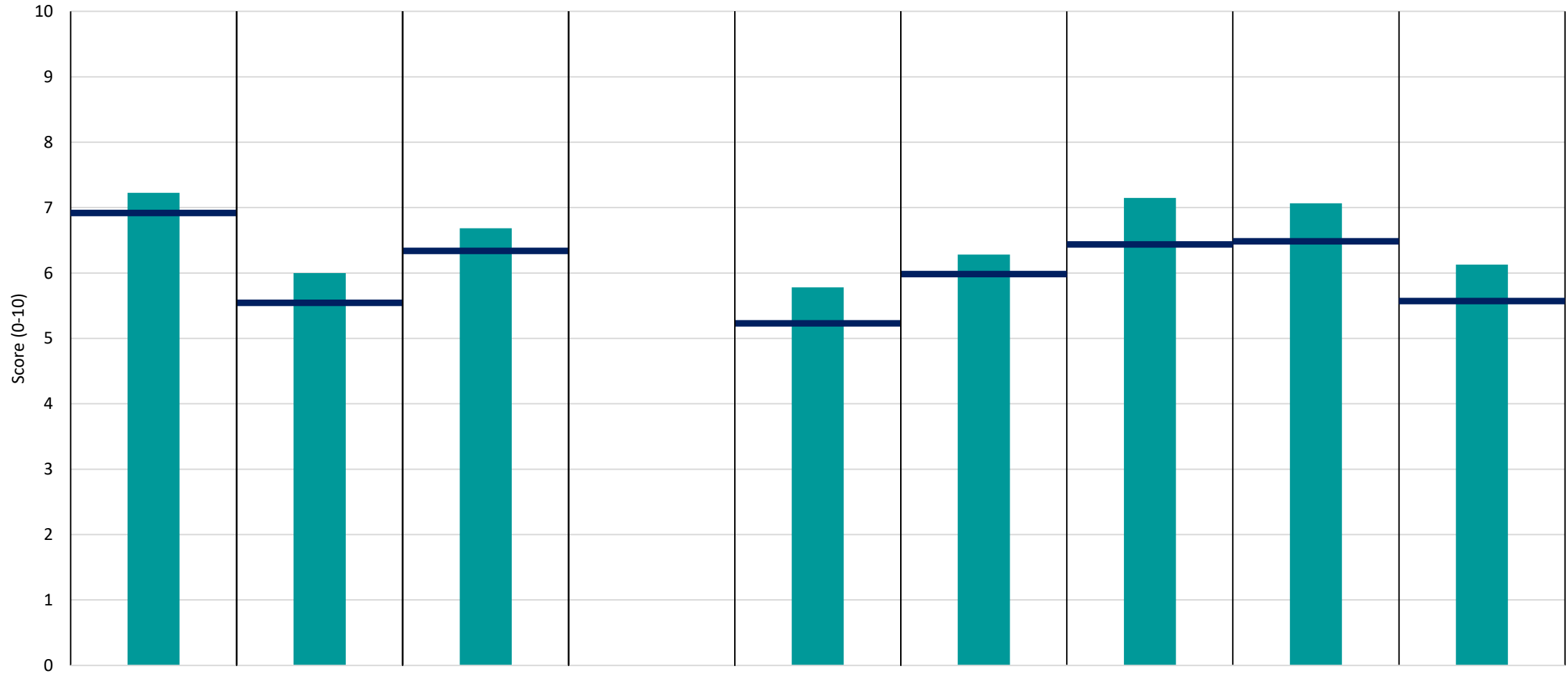
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.23 | 6.00 | 6.68 | - | 5.78 | 6.28 | 7.15 | 7.07 | 6.13 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 91 91 91 - 89 90 91 91 91 17

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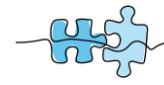
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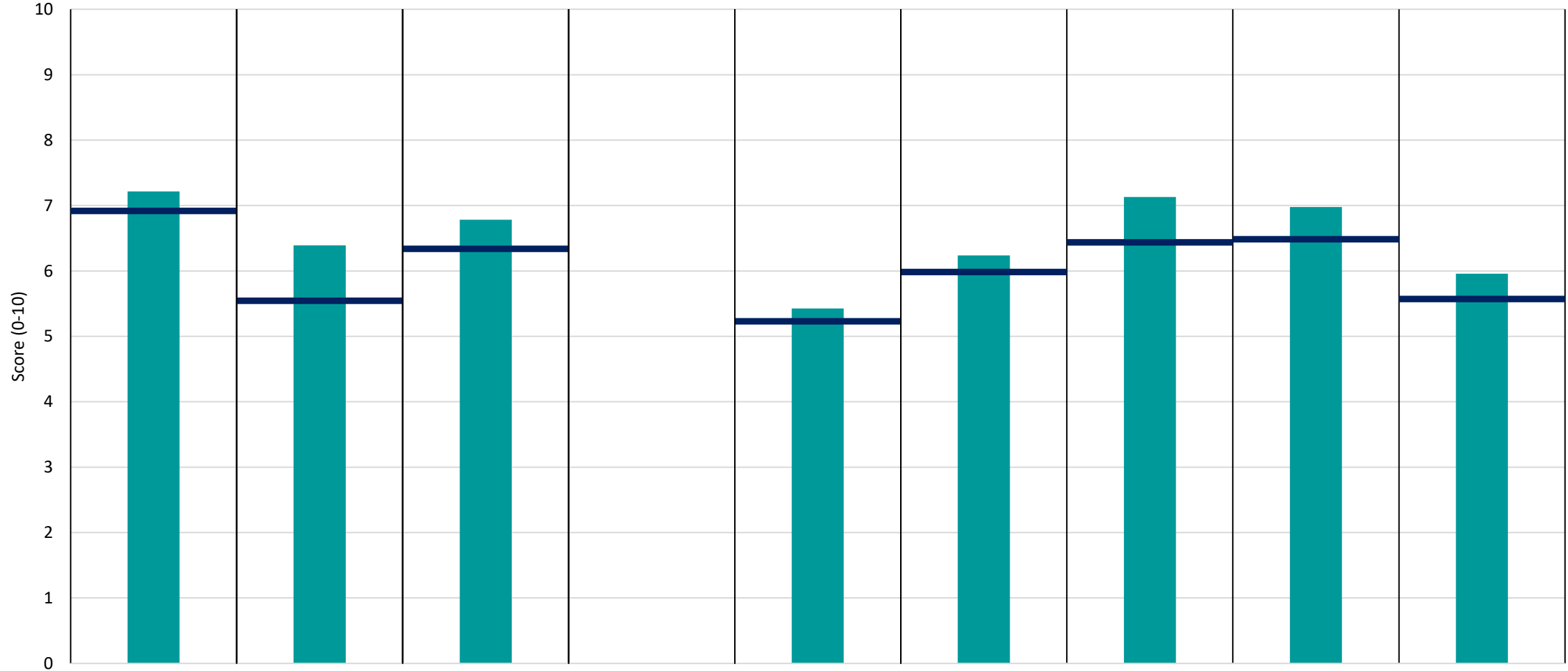
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.22 | 6.39 | 6.78 | - | 5.43 | 6.24 | 7.13 | 6.98 | 5.96 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 137 137 136 - 128 137 137 137 137 137 18

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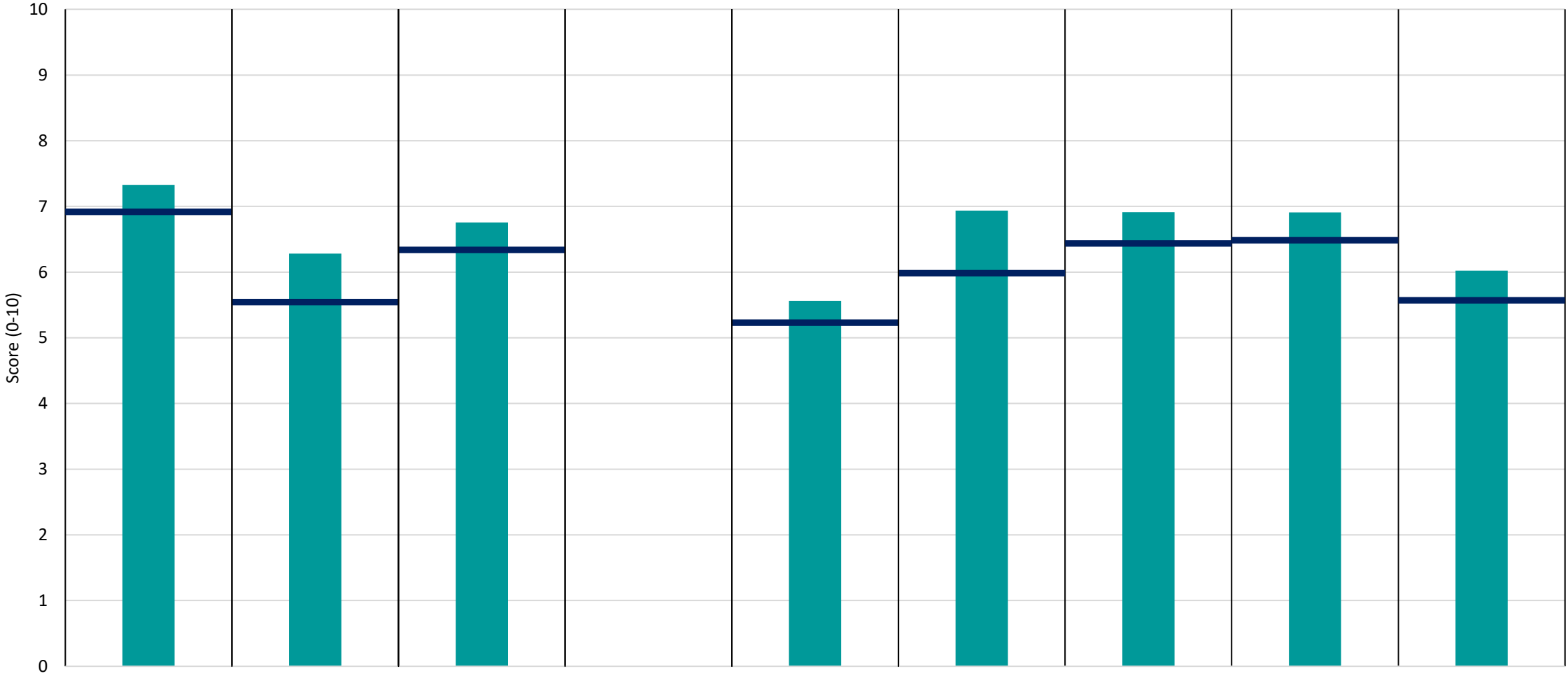
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.33 | 6.28 | 6.75 | - | 5.56 | 6.94 | 6.91 | 6.91 | 6.02 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 201 | 201 | 199 | - | 194 | 200 | 201 | 201 | 201 |

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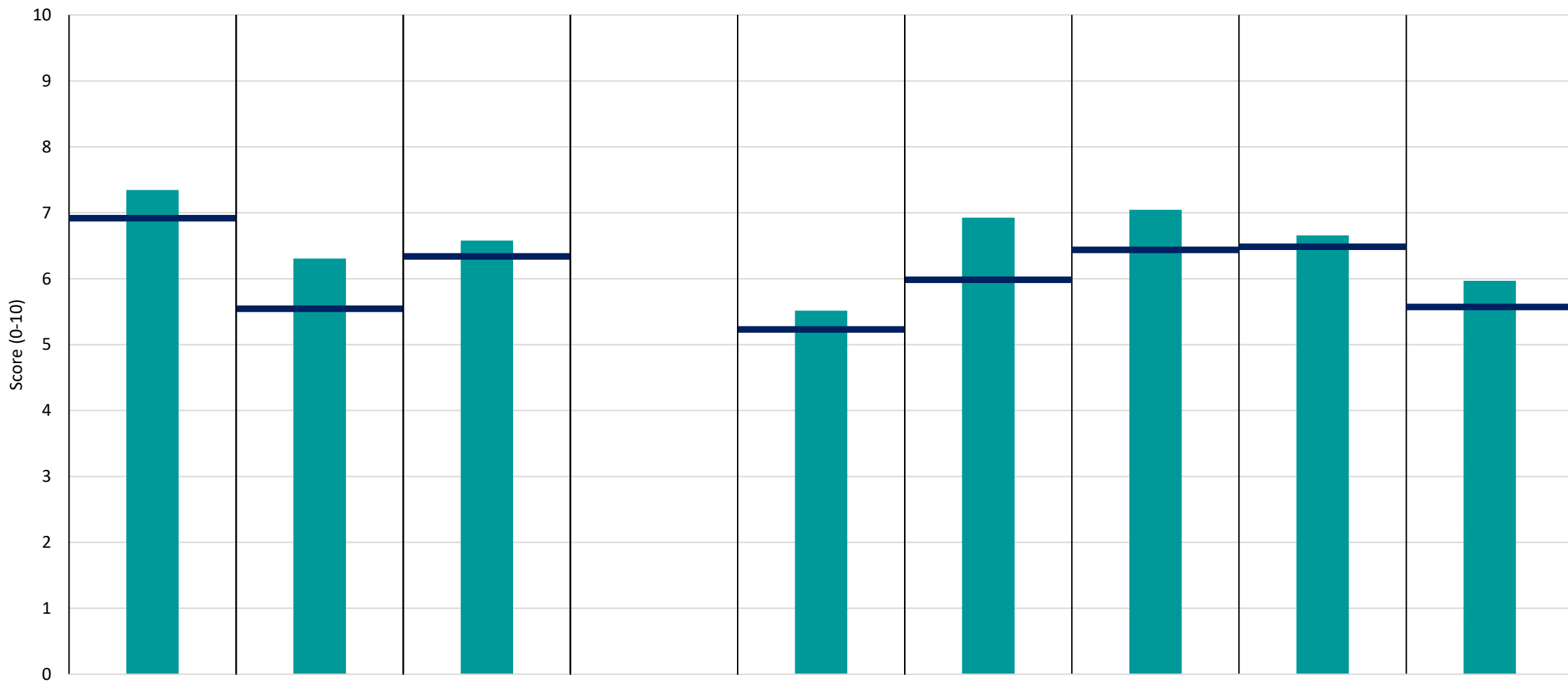
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.35 | 6.31 | 6.58 | - | 5.51 | 6.93 | 7.04 | 6.66 | 5.97 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 293 | 293 | 289 | - | 271 | 291 | 293 | 293 | 293 |

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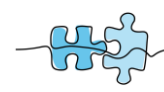
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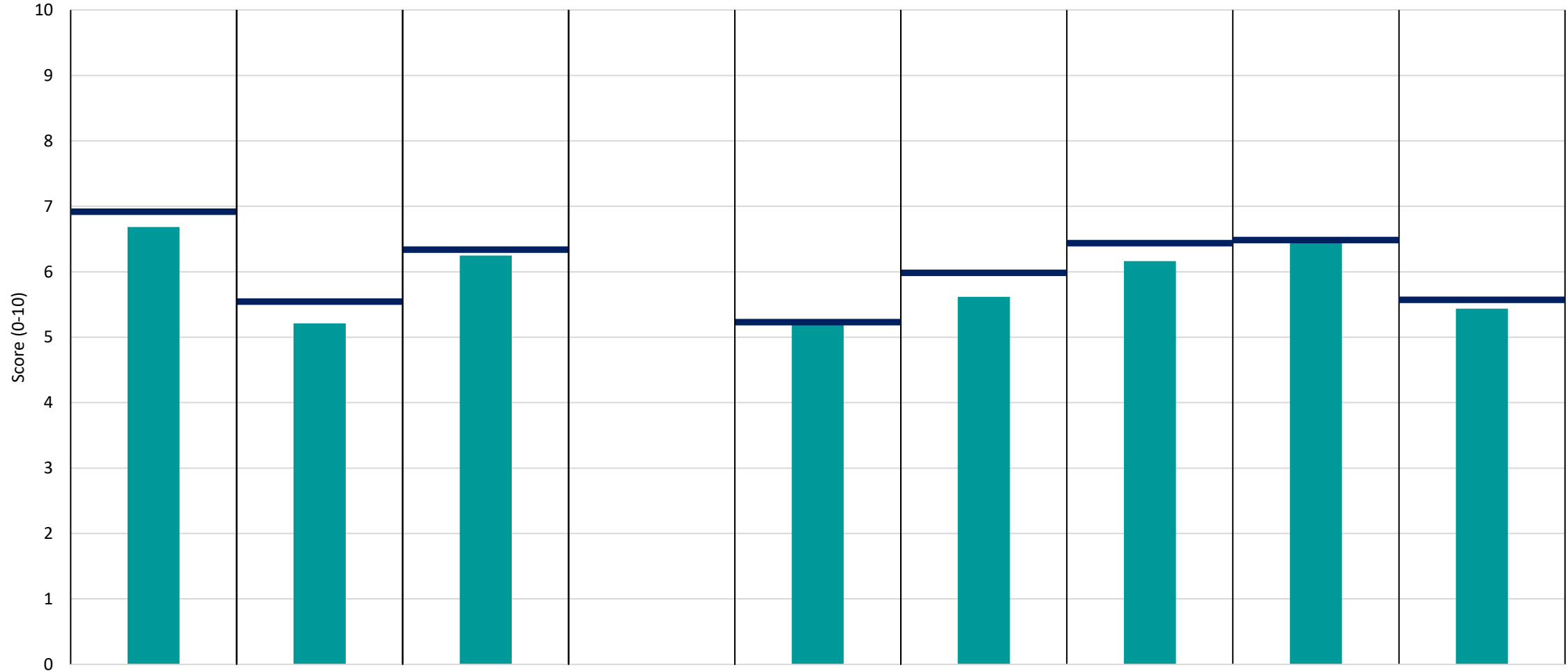
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.68 | 5.21 | 6.25 | - | 5.19 | 5.62 | 6.16 | 6.47 | 5.44 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 603 | 601 | 599 | - | 559 | 597 | 602 | 604 | 604 |



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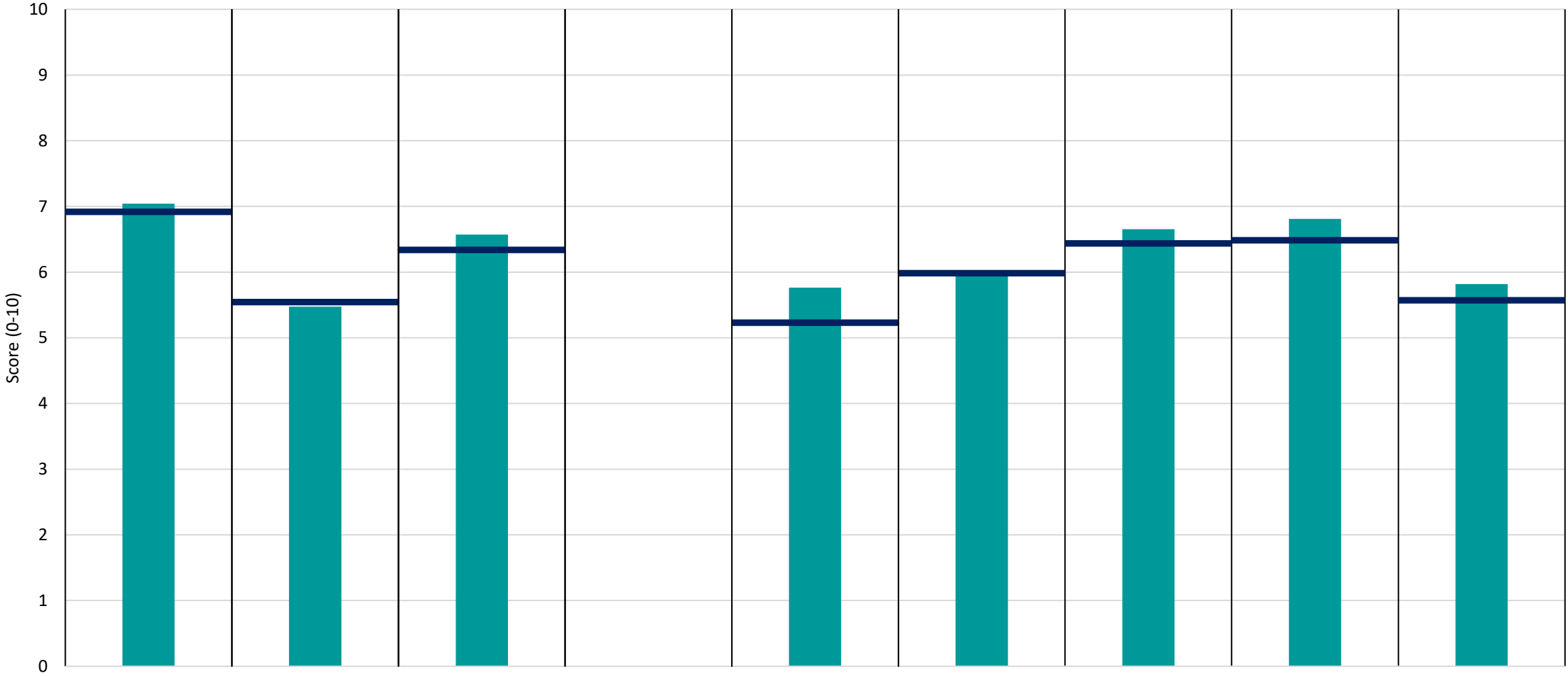
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.04 | 5.47 | 6.57 | - | 5.76 | 5.96 | 6.65 | 6.81 | 5.82 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 621 620 618 - 581 616 620 622 623 ²²

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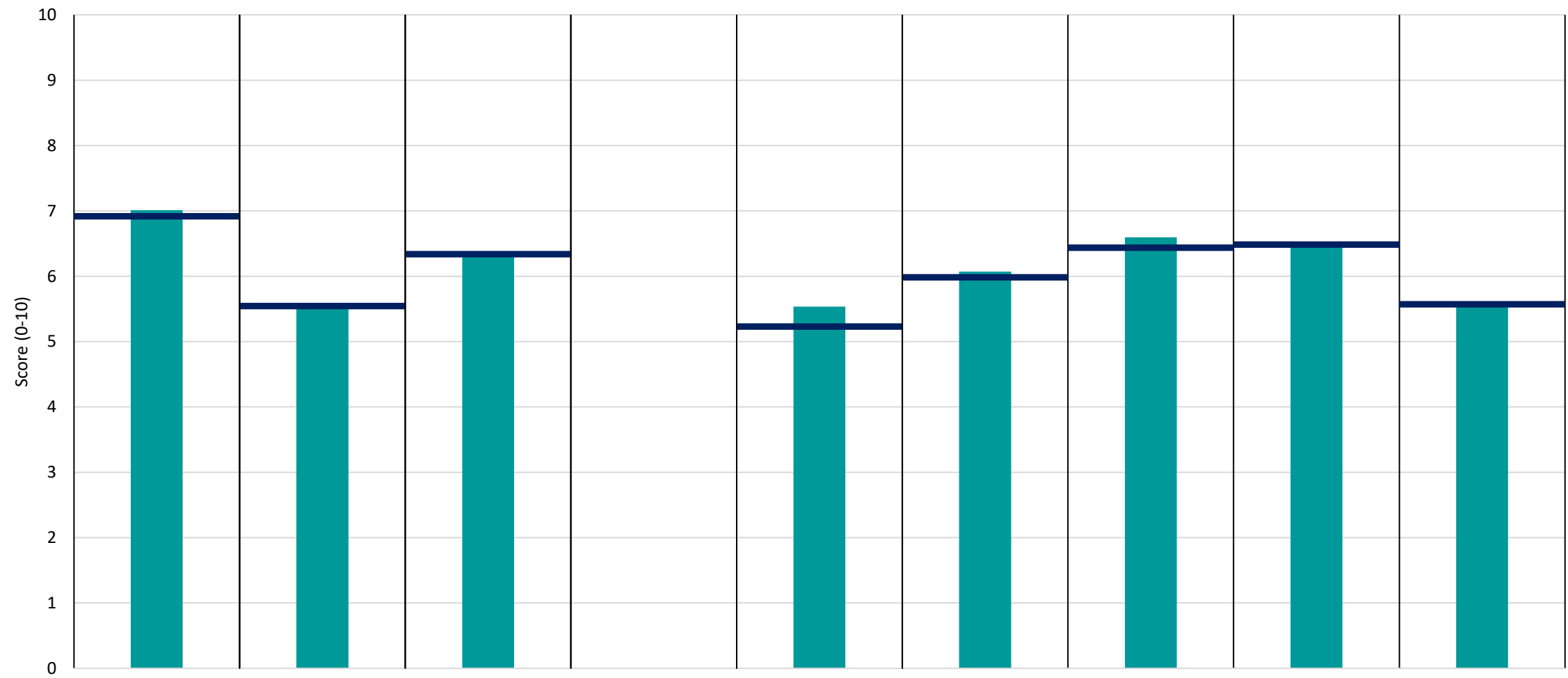
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|-----------|------|------|------|---|------|------|------|------|-------------------|
| Breakdown | 7.01 | 5.58 | 6.37 | - | 5.53 | 6.07 | 6.59 | 6.49 | 5.56 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 608 | 608 | 601 | - | 569 | 607 | 607 | 608 | 607 ²³ |

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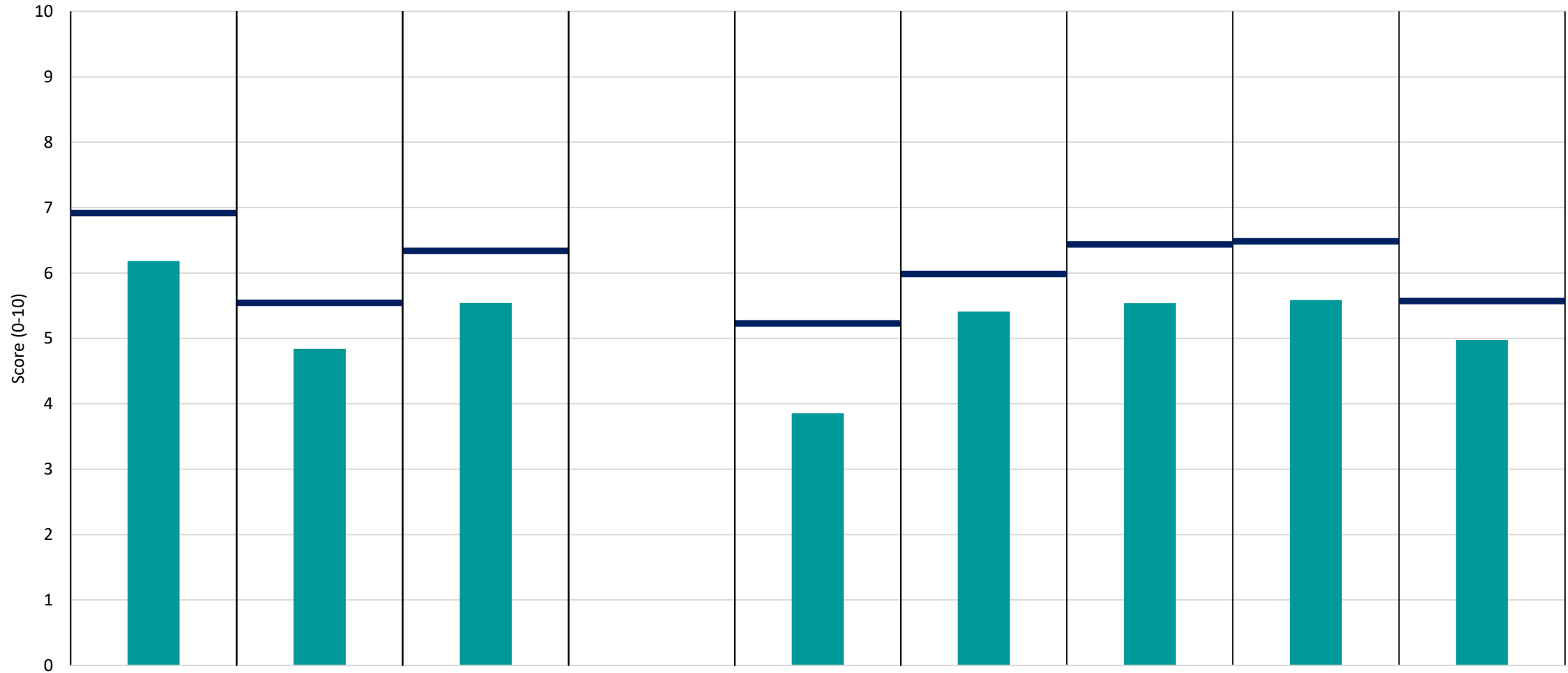
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.18 | 4.84 | 5.54 | - | 3.86 | 5.41 | 5.54 | 5.59 | 4.98 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 119 119 118 - 106 117 119 119 119 24

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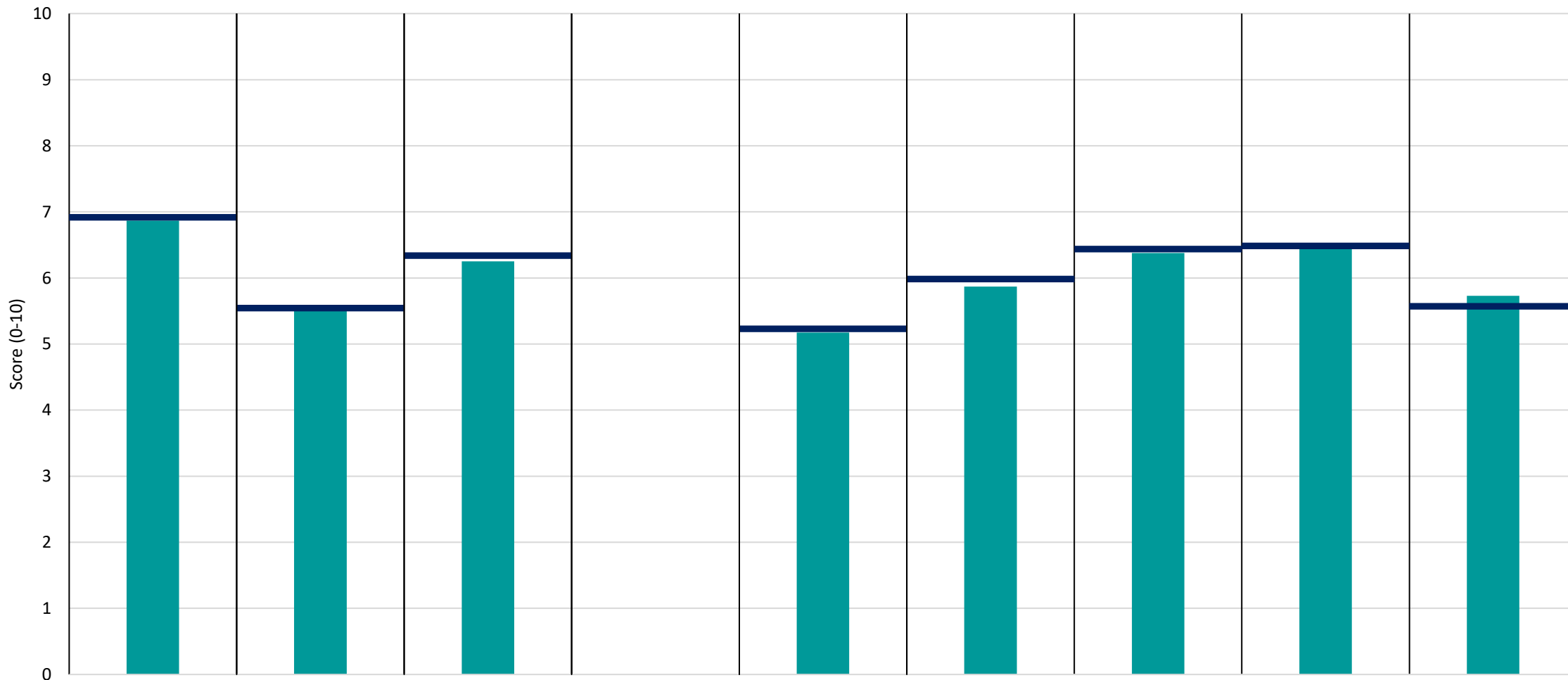
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.87 | 5.50 | 6.25 | - | 5.18 | 5.87 | 6.38 | 6.53 | 5.73 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 264 | 264 | 263 | - | 251 | 264 | 264 | 264 | 264 |



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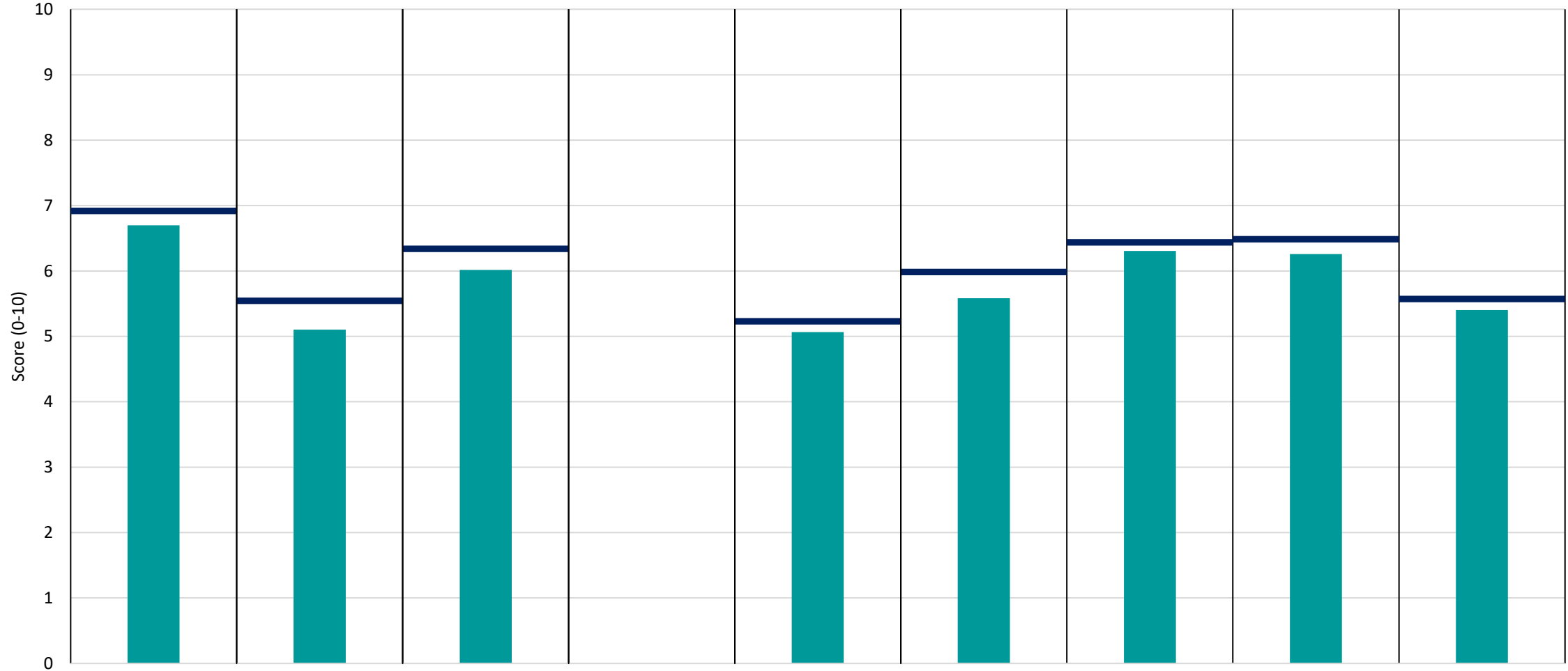
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.70 | 5.10 | 6.01 | - | 5.06 | 5.58 | 6.31 | 6.26 | 5.40 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 359 | 358 | 354 | - | 329 | 357 | 360 | 361 | 361 |



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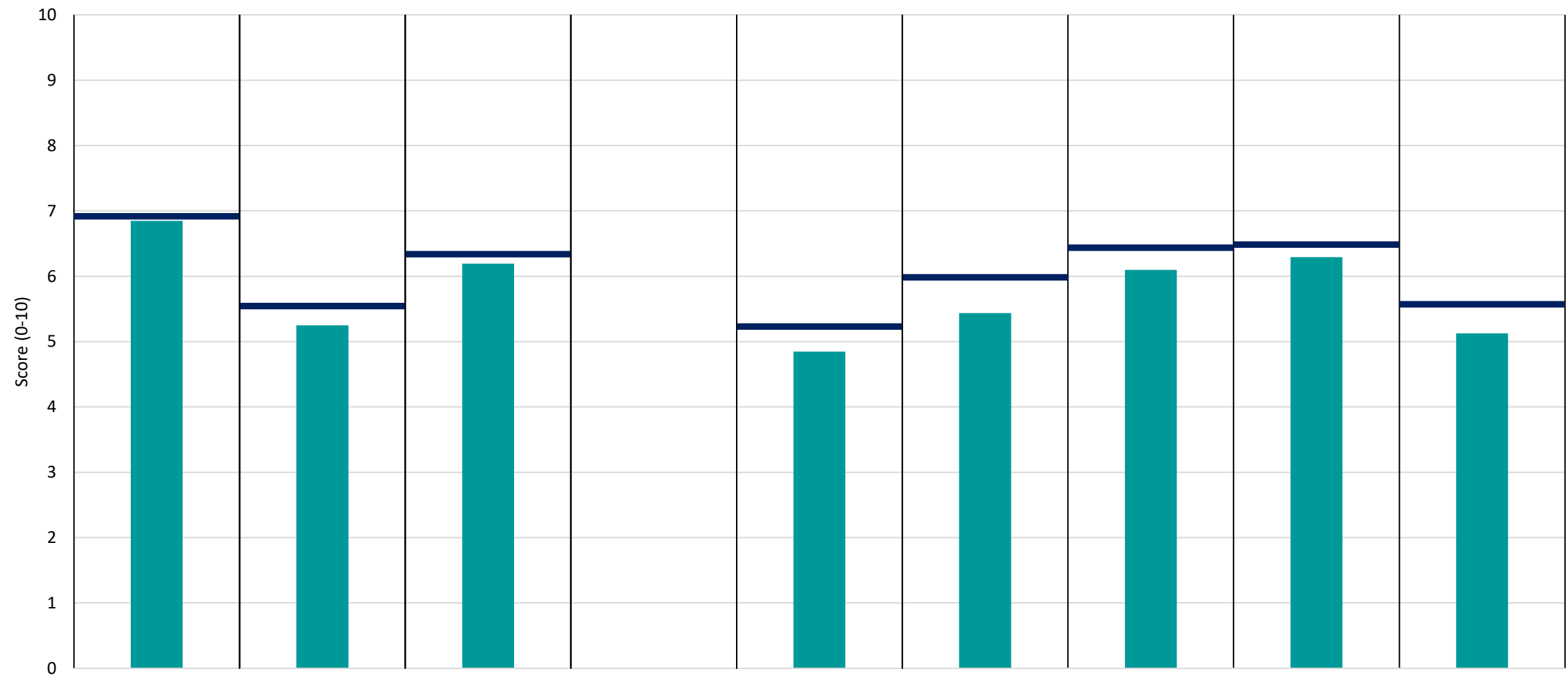
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|-------------------|
| Breakdown | 6.85 | 5.25 | 6.19 | - | 4.85 | 5.44 | 6.10 | 6.29 | 5.13 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |
| Responses | 611 | 611 | 613 | - | 556 | 607 | 610 | 613 | 613 ²⁷ |

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inclusive



We are recognised
and rewarded



We each have a voice
that counts



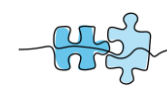
We are safe and
healthy



We are always
learning



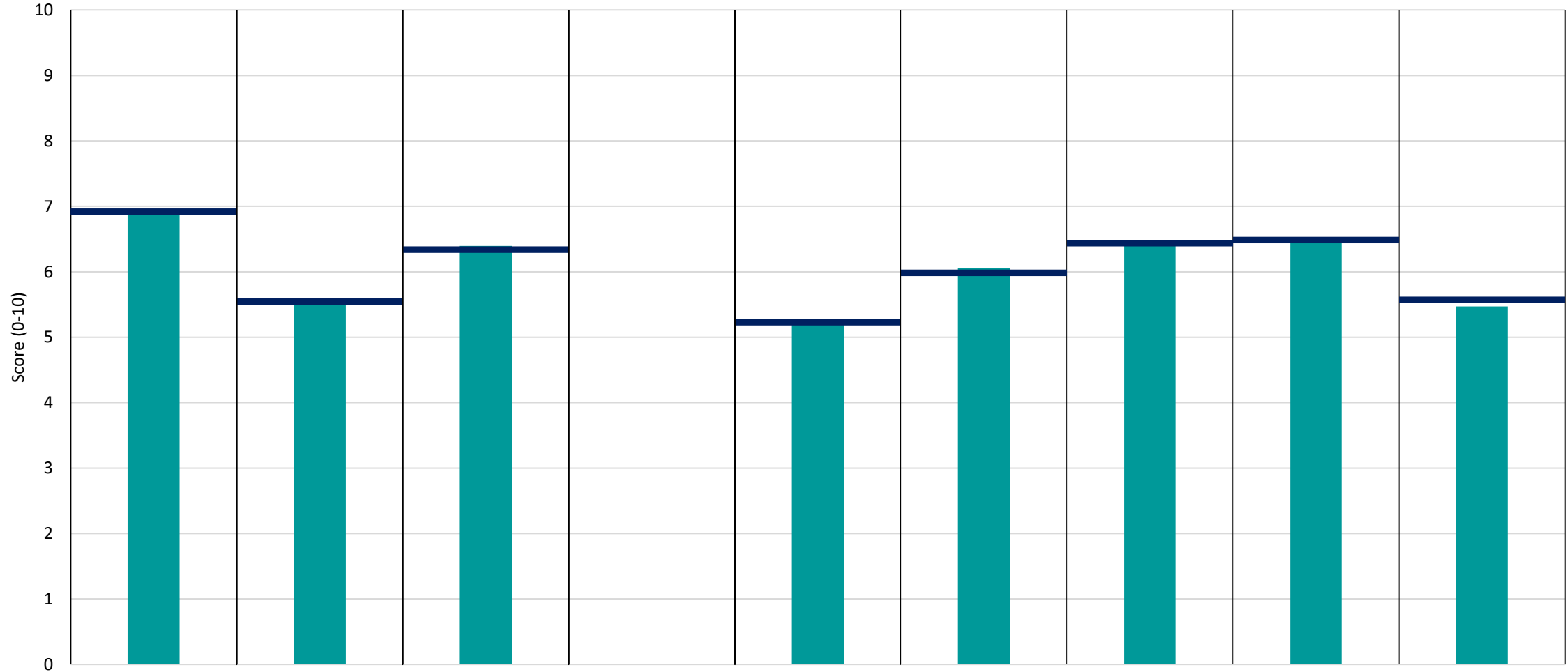
We work flexibly



We are a team

Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.88 | 5.51 | 6.39 | - | 5.25 | 6.05 | 6.49 | 6.48 | 5.47 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 680 680 678 - 633 675 680 682 682 28

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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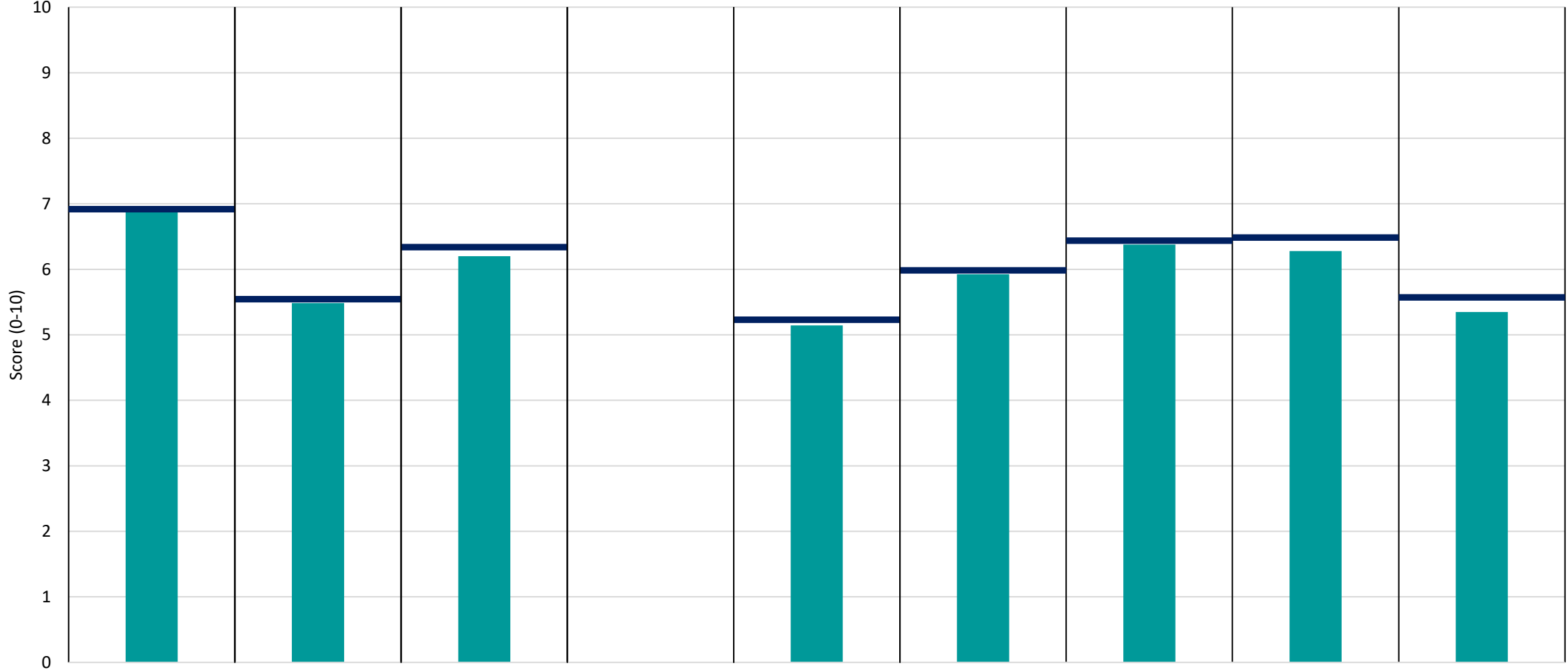
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.93 | 5.48 | 6.20 | - | 5.14 | 5.92 | 6.38 | 6.28 | 5.35 |
| Your org | 6.92 | 5.54 | 6.34 | - | 5.23 | 5.98 | 6.44 | 6.48 | 5.57 |

Responses 1011 1010 1004 - 949 1008 1010 1011 1012²⁹

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.