



Harrogate and District NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Community and Childrens</u>	<u>6</u>
<u>Corporate Services</u>	<u>7</u>
<u>Long Term and Unscheduled Care</u>	<u>8</u>
<u>Planned and Surgical Care</u>	<u>9</u>

<u>0-19 Children's Services</u>	<u>11</u>
<u>Acute Medicine, Acute Frailty, SDEC, Cardiology, Respiratory</u>	<u>12</u>
<u>Acute Paediatrics, Specialist Children's Services</u>	<u>13</u>
<u>Adult Community Services - Dental, Podiatry, Psychology, SALT</u>	<u>14</u>
<u>Anaesthetics, Theatres, Critical Care, Admissions, Pre-operative, Audiology, ENT, Max Fax</u>	<u>15</u>
<u>Breast, Gynaecology, Maternity Services</u>	<u>16</u>
<u>Cancer Services</u>	<u>17</u>
<u>Dermatology, Rheumatology, Gastroenterology, Endoscopy, Bowel Cancer Screening</u>	<u>18</u>
<u>Diabetes, Endocrinology, Neurology, Renal, Neurorehab, Elderly, Stroke</u>	<u>19</u>
<u>ED, MIU Ripon, UTC Selby, GP OOH</u>	<u>20</u>
<u>Finance, Procurement</u>	<u>21</u>
<u>General Surgery, Urology, Vascular</u>	<u>22</u>
<u>HARA</u>	<u>23</u>
<u>Human Resources, Learning & Development, Medical Education</u>	<u>24</u>
<u>LTUC Management, IPC, Training</u>	<u>25</u>
<u>Management, Strategy, Operations, Informatics</u>	<u>26</u>
<u>Medical Directorate, Quality & Safety, Nursing & Midwifery</u>	<u>27</u>
<u>Orthopaedics, MSK, Ophthalmology, Therapys, Outpatients, Outreach Outpatients, Ortho Outpatients</u>	<u>28</u>
<u>PSC Management</u>	<u>29</u>
<u>Pathology</u>	<u>30</u>
<u>Pharmacy</u>	<u>31</u>
<u>Radiology</u>	<u>32</u>

This breakdown report for Harrogate and District 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 Harrogate and District 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

Harrogate and District NHS Foundation Trust
2023 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



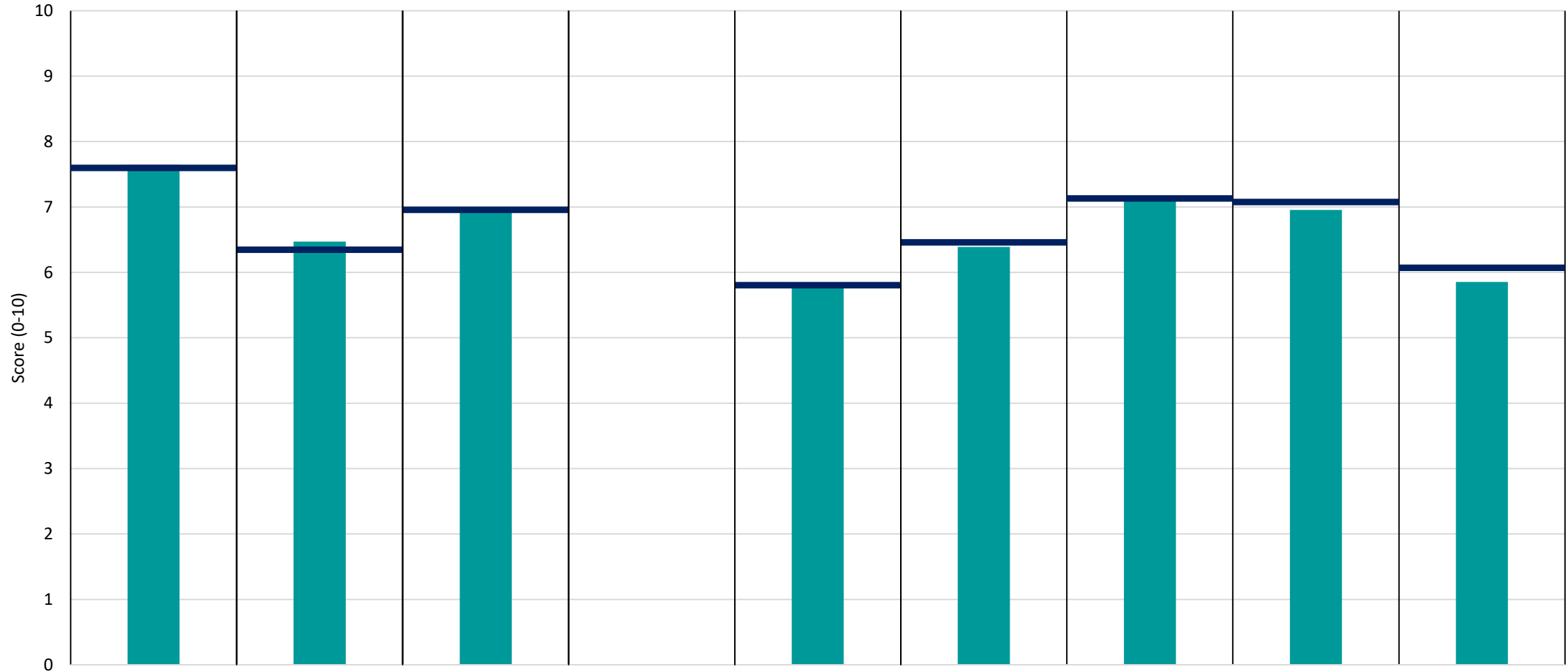
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.64	6.47	6.95	-	5.82	6.39	7.14	6.95	5.85
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	919	919	913	-	908	918	917	920	919

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



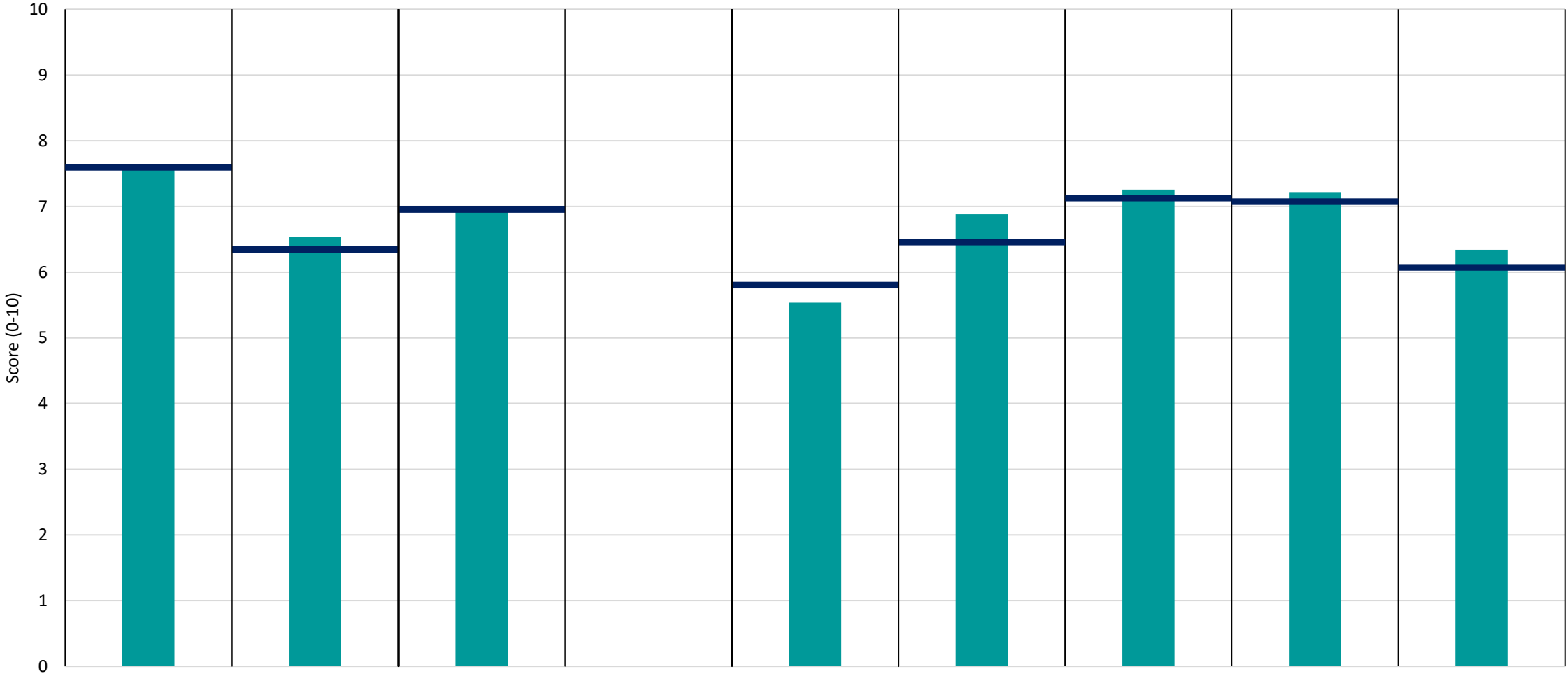
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.55	6.53	6.98	-	5.54	6.88	7.26	7.21	6.34
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	304	304	300	-	295	303	302	304	304

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.

Long Term and Unscheduled Care



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



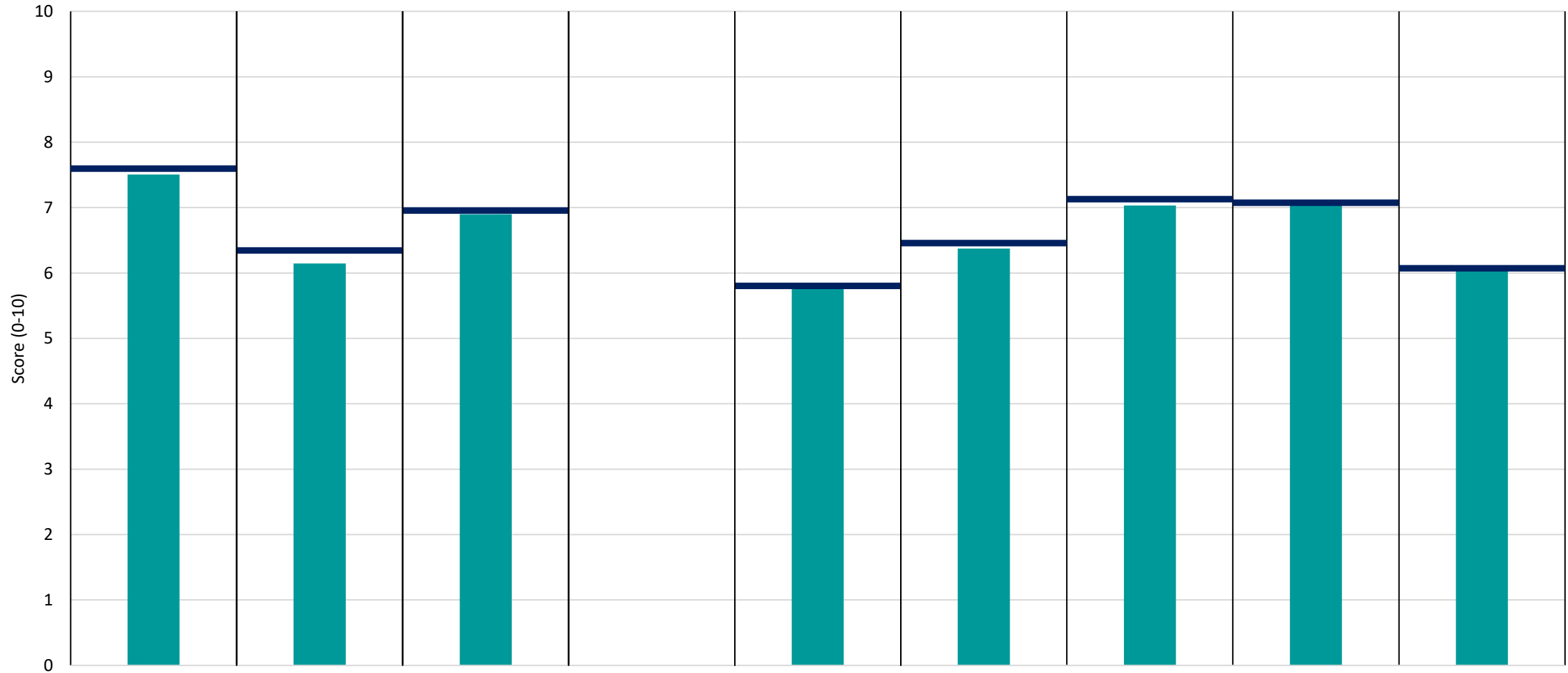
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.50	6.15	6.90	-	5.81	6.37	7.03	7.07	6.06
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	554	554	552	-	522	552	549	554	554

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



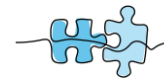
We are safe and
healthy



We are always
learning



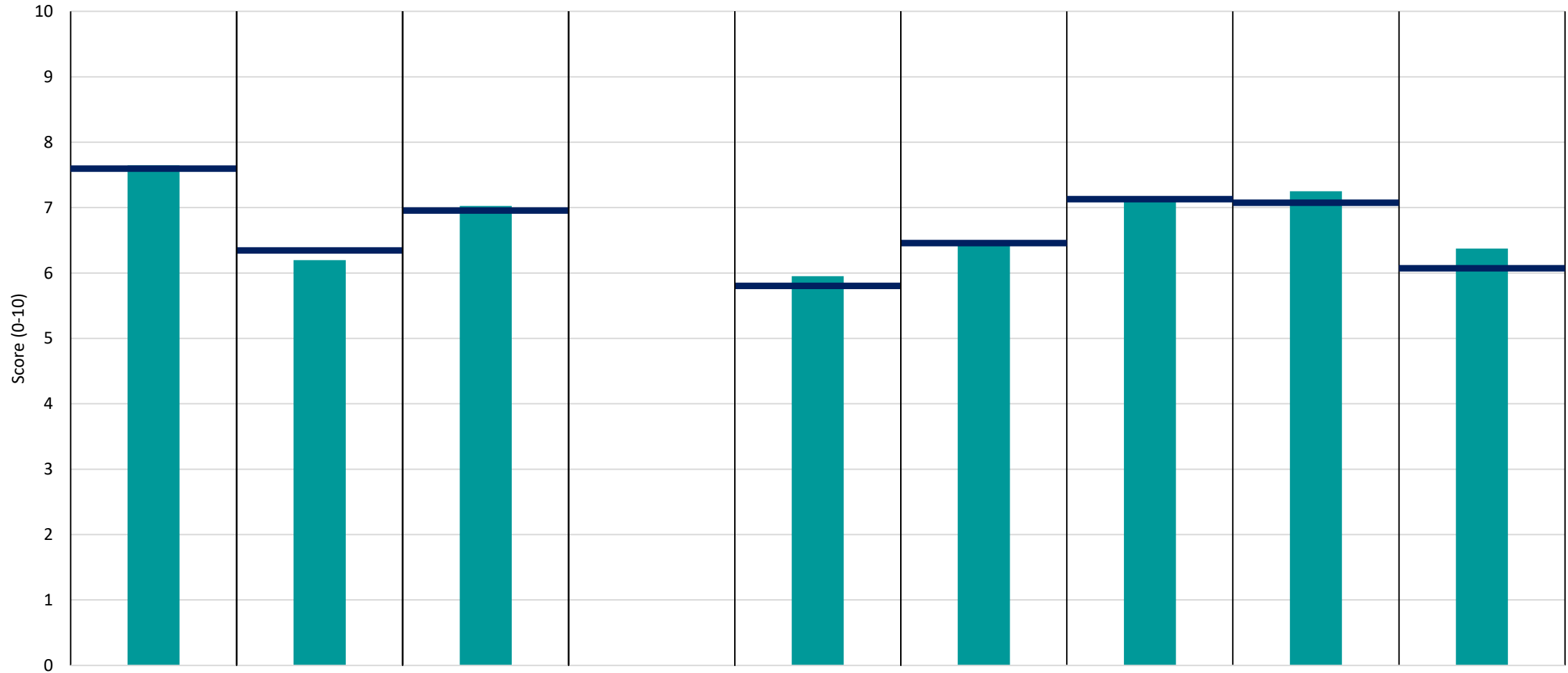
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.64	6.20	7.02	-	5.95	6.42	7.14	7.25	6.37
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	417	417	413	-	402	410	417	416	418

Breakdowns 2

Harrogate and District NHS Foundation Trust
2023 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



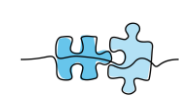
We are safe and
healthy



We are always
learning



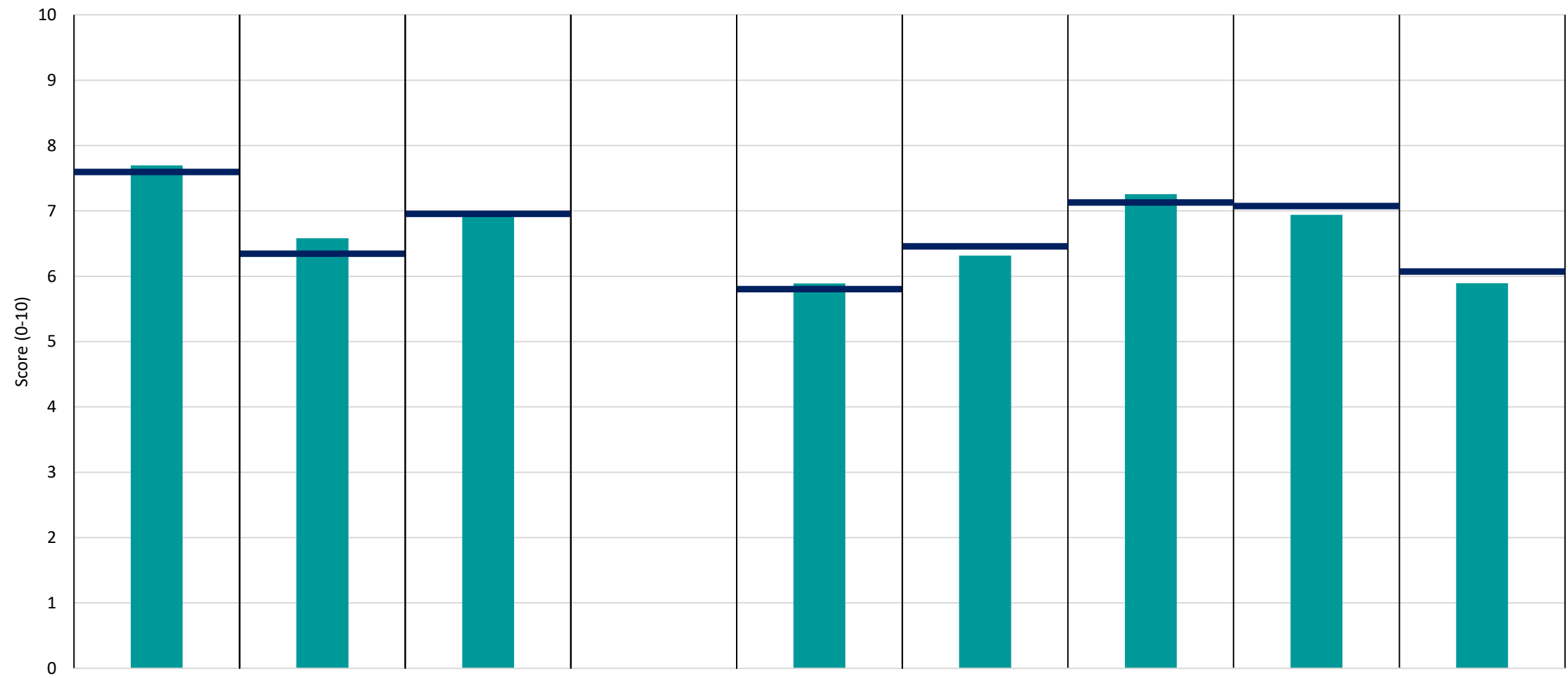
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.70	6.58	6.94	-	5.89	6.32	7.26	6.94	5.89
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	646	647	642	-	636	647	645	647	647

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



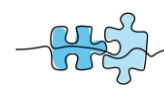
We are safe and
healthy



We are always
learning



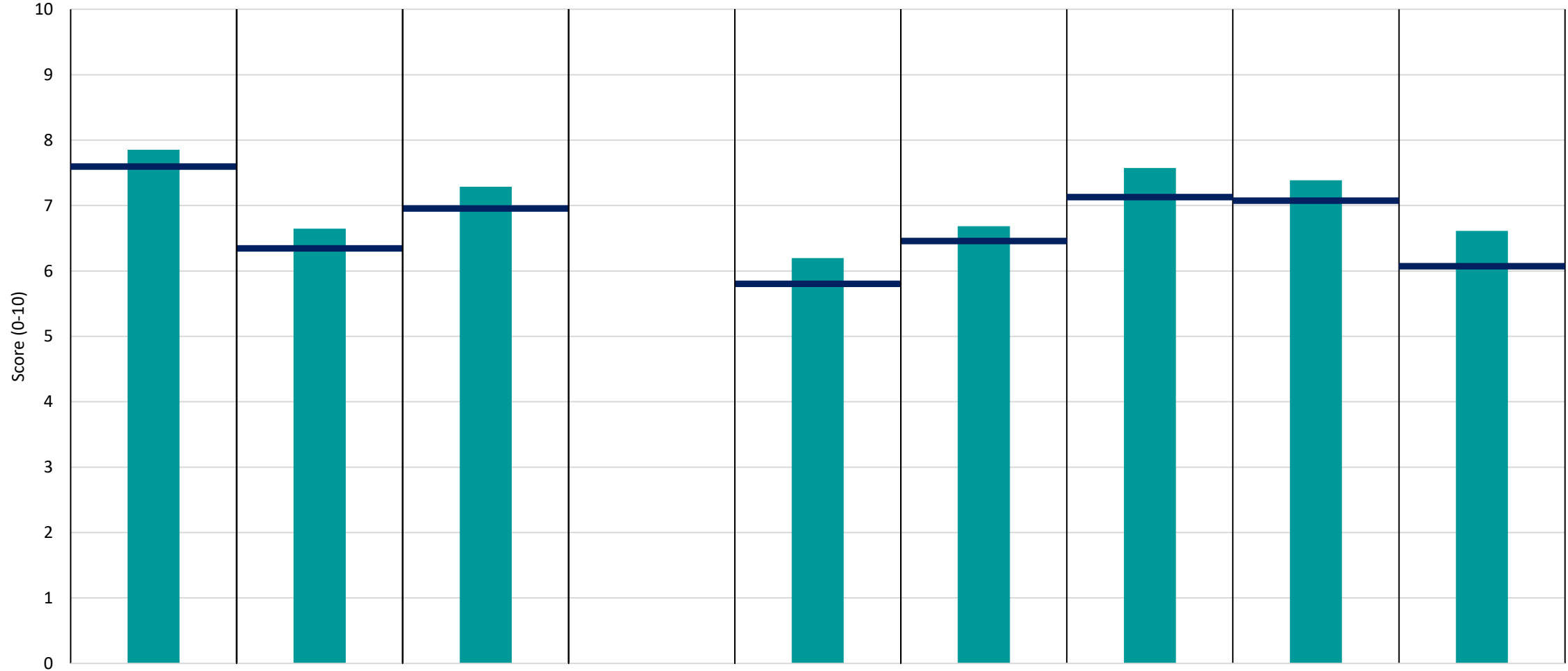
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.85	6.65	7.29	-	6.20	6.68	7.58	7.39	6.61
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	124	124	123	-	116	124	123	124	124 ¹²

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



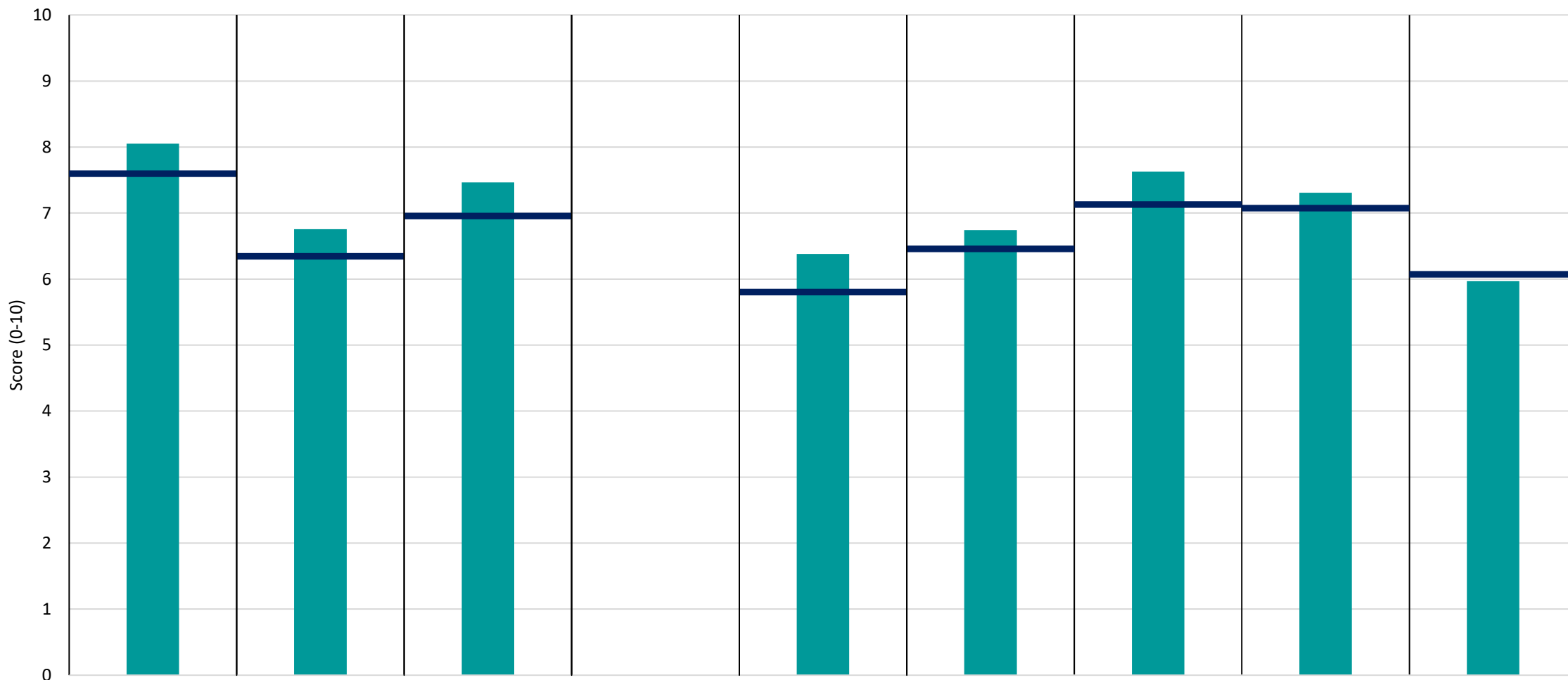
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.05	6.76	7.46	-	6.38	6.74	7.63	7.31	5.97
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 79 79 78 - 79 79 78 79 78 13

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



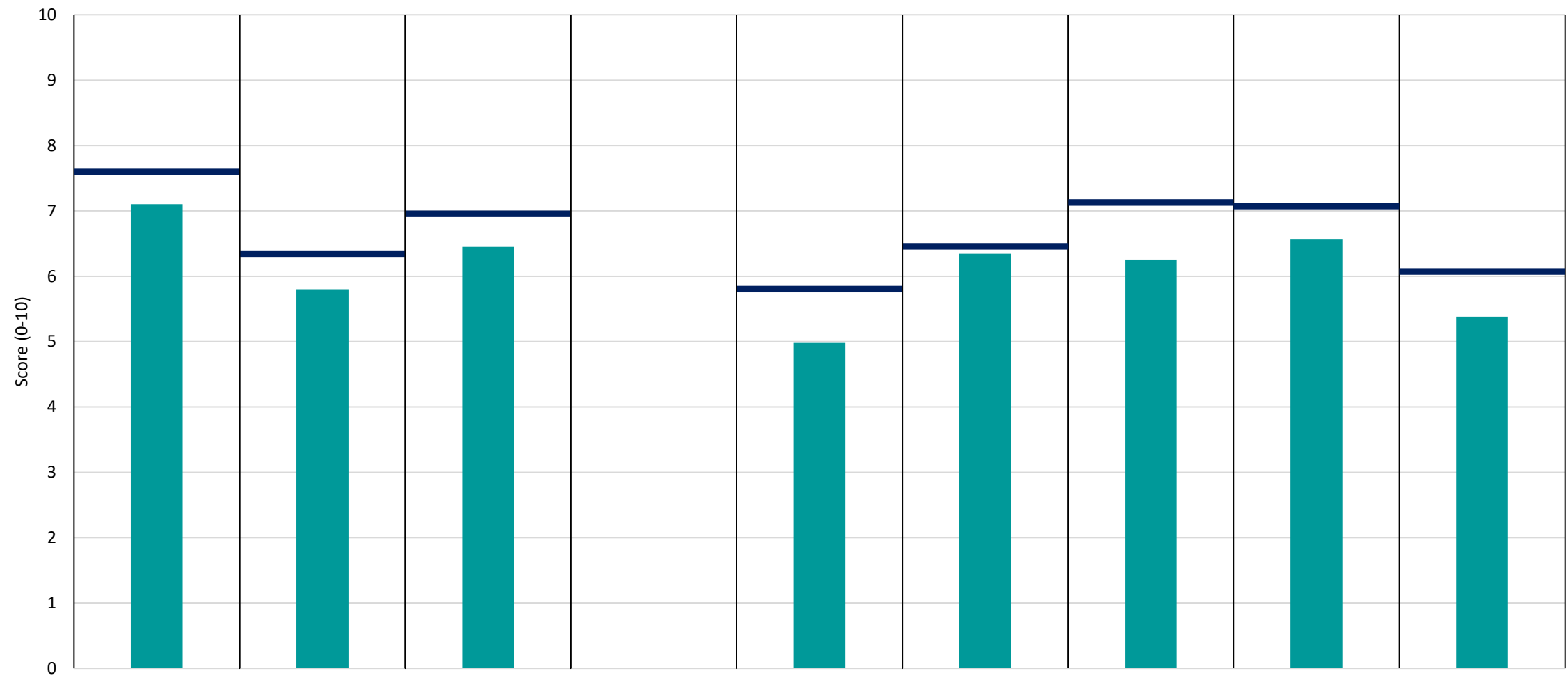
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.10	5.80	6.45	-	4.98	6.34	6.26	6.56	5.38
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	105	105	105	-	105	104	105	105	105

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



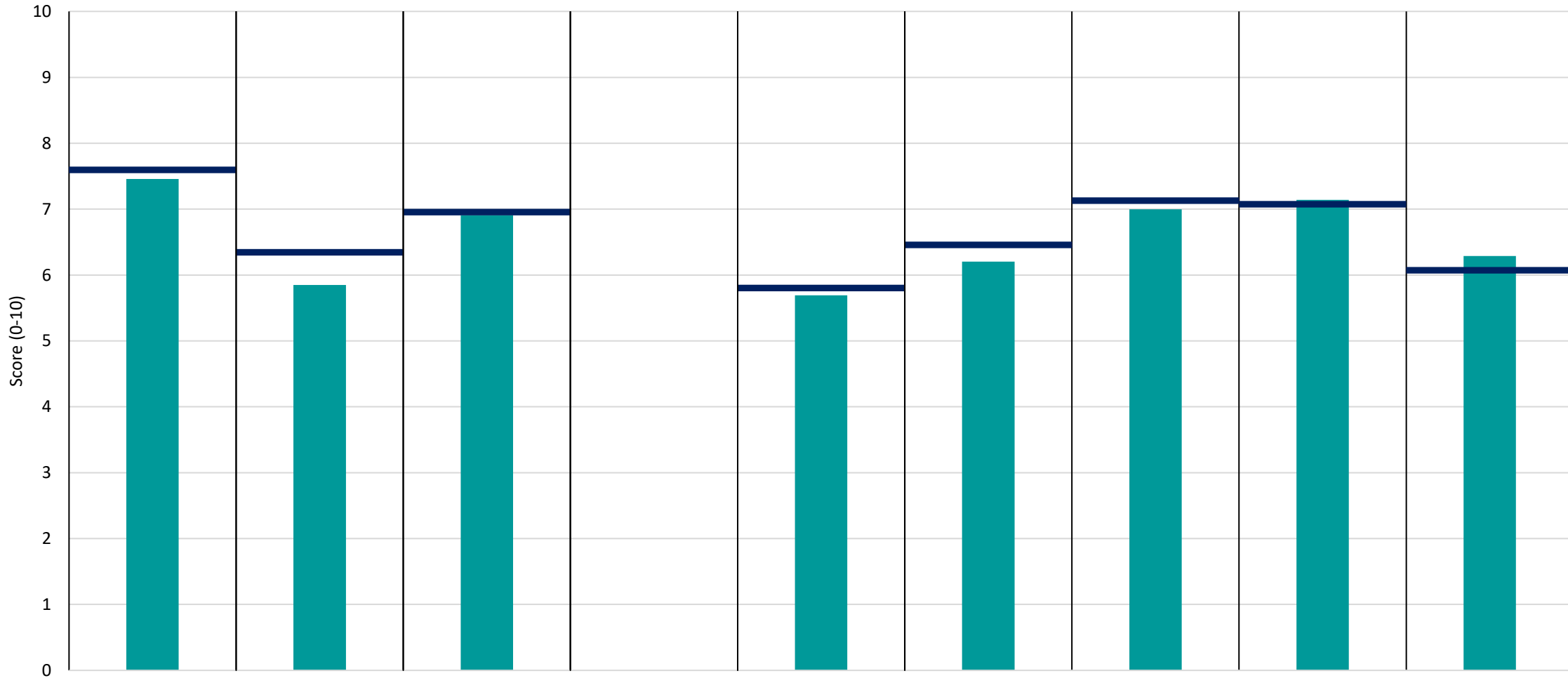
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.46	5.85	6.91	-	5.69	6.20	7.00	7.14	6.29
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 119 119 119 - 117 117 119 119 119 15

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



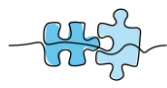
We are safe and
healthy



We are always
learning



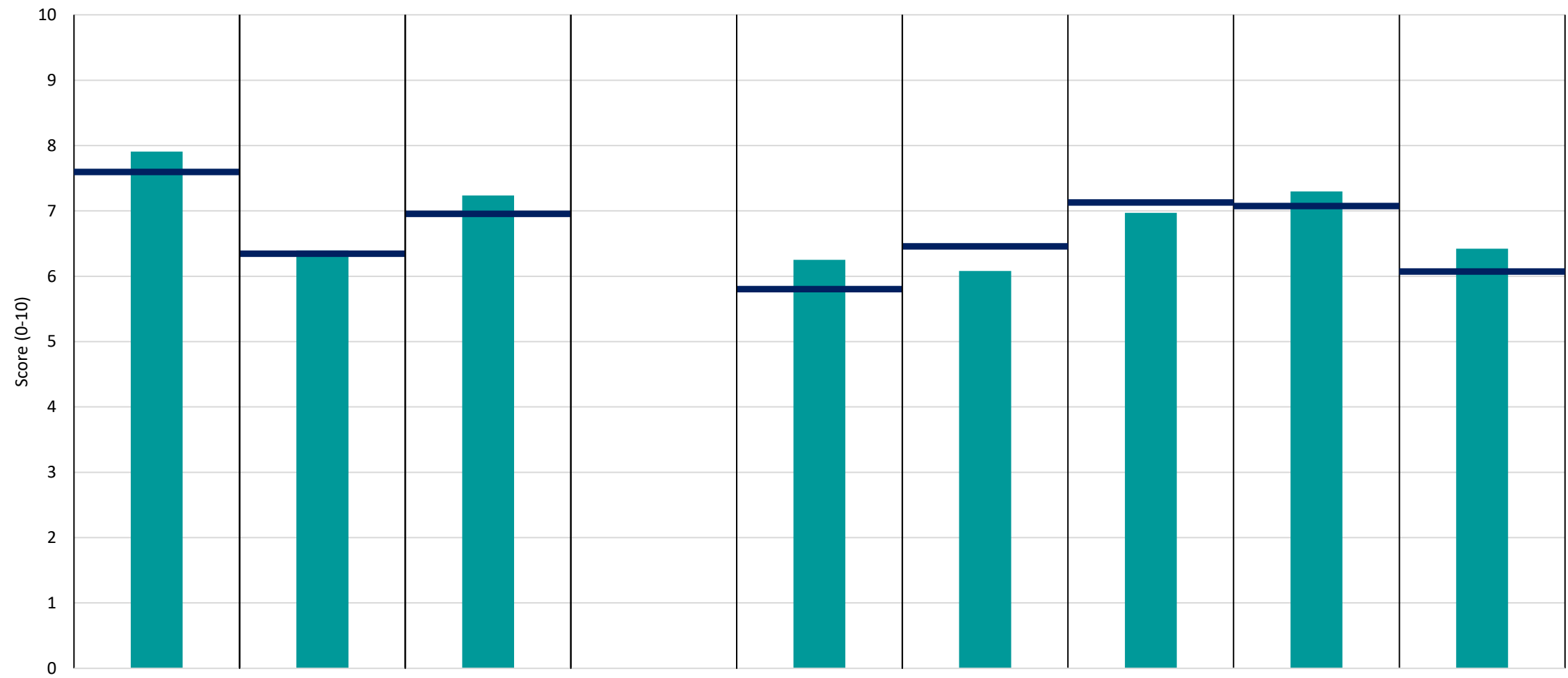
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.91	6.39	7.24	-	6.25	6.08	6.97	7.30	6.42
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	61	61	58	-	60	61	61	60	61

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



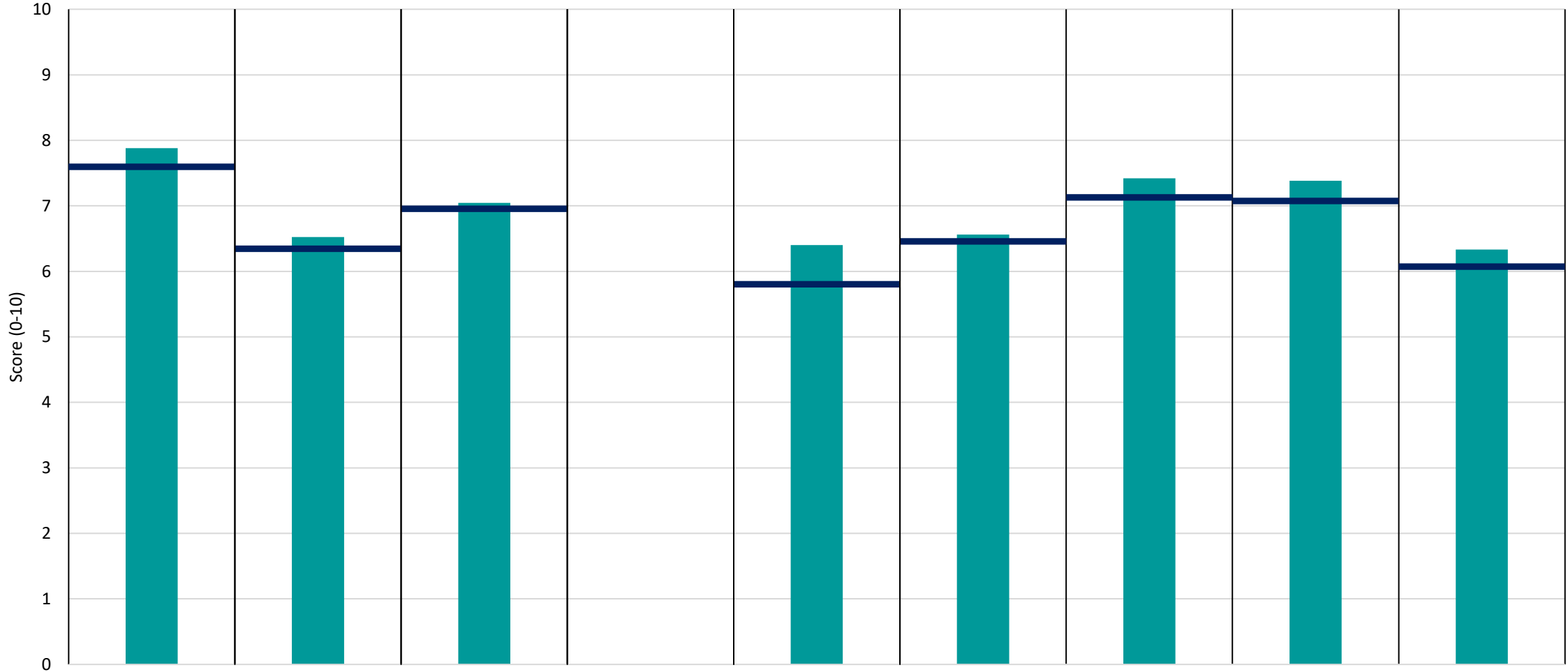
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.88	6.52	7.05	-	6.40	6.56	7.42	7.38	6.33
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	43	43	43	-	42	43	43	43	43

Dermatology, Rheumatology, Gastroenterology, Endoscopy, Bowel Cancer Screening



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



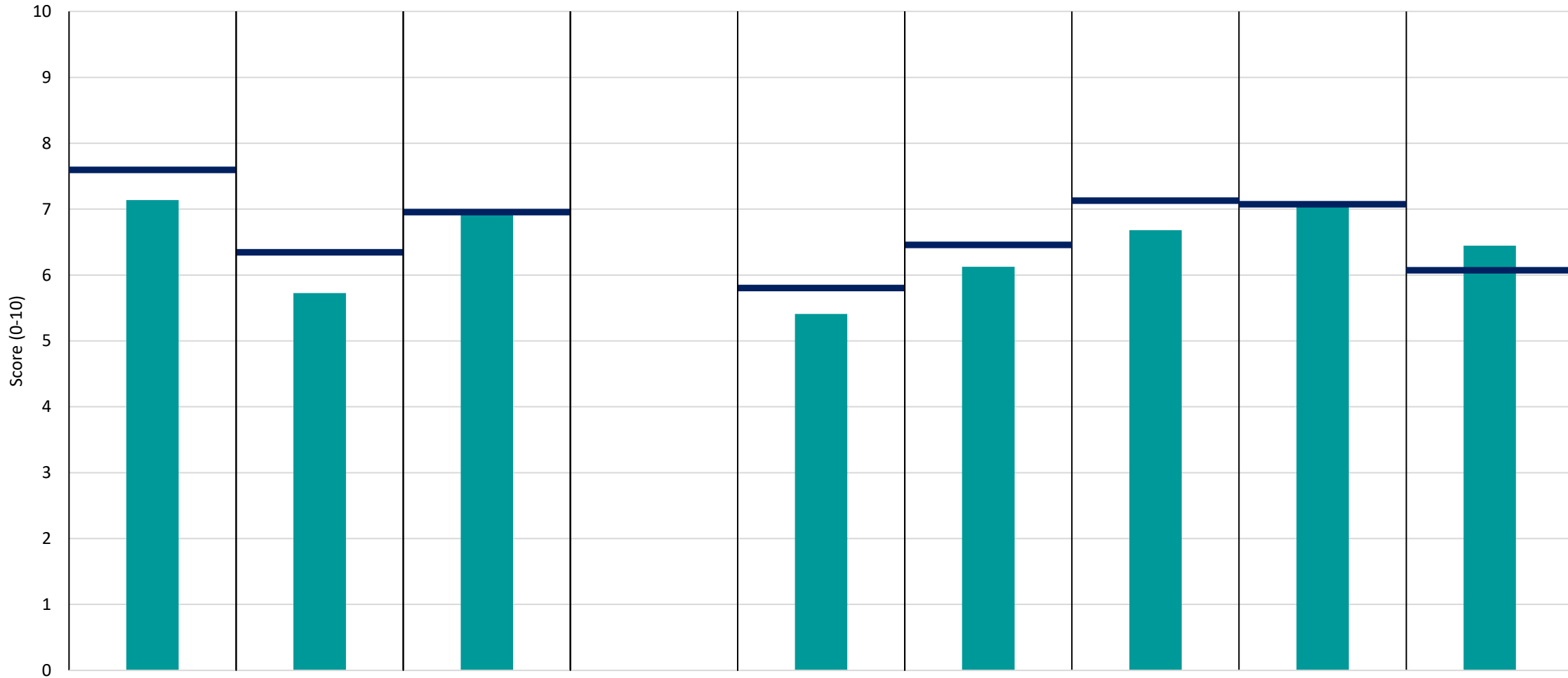
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.14	5.73	6.93	-	5.41	6.13	6.68	7.11	6.44
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 58 58 58 - 55 57 57 58 58 18

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



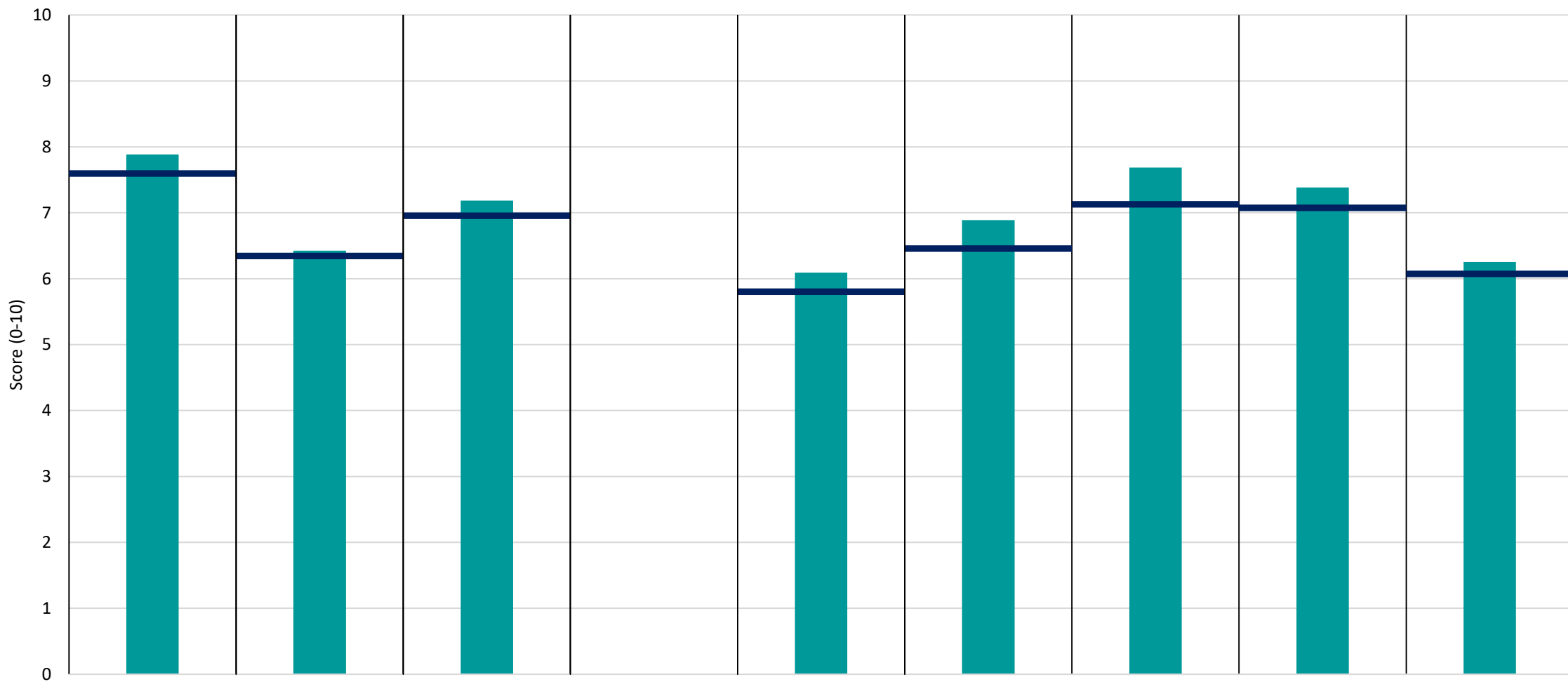
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.88	6.43	7.18	-	6.09	6.89	7.69	7.38	6.26
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	87	87	87	-	79	86	86	87	87

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



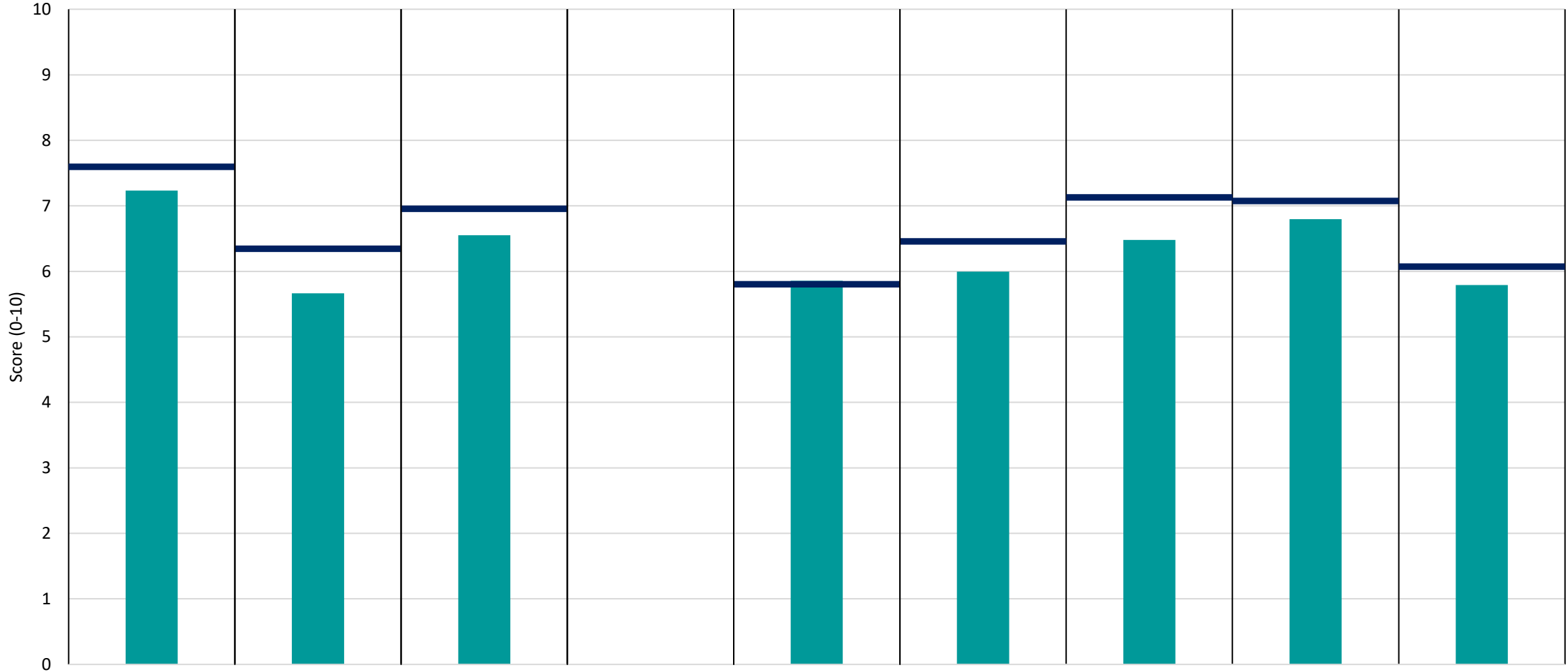
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.23	5.66	6.55	-	5.85	5.99	6.48	6.80	5.79
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 62 62 61 - 58 62 61 62 62 62 20

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



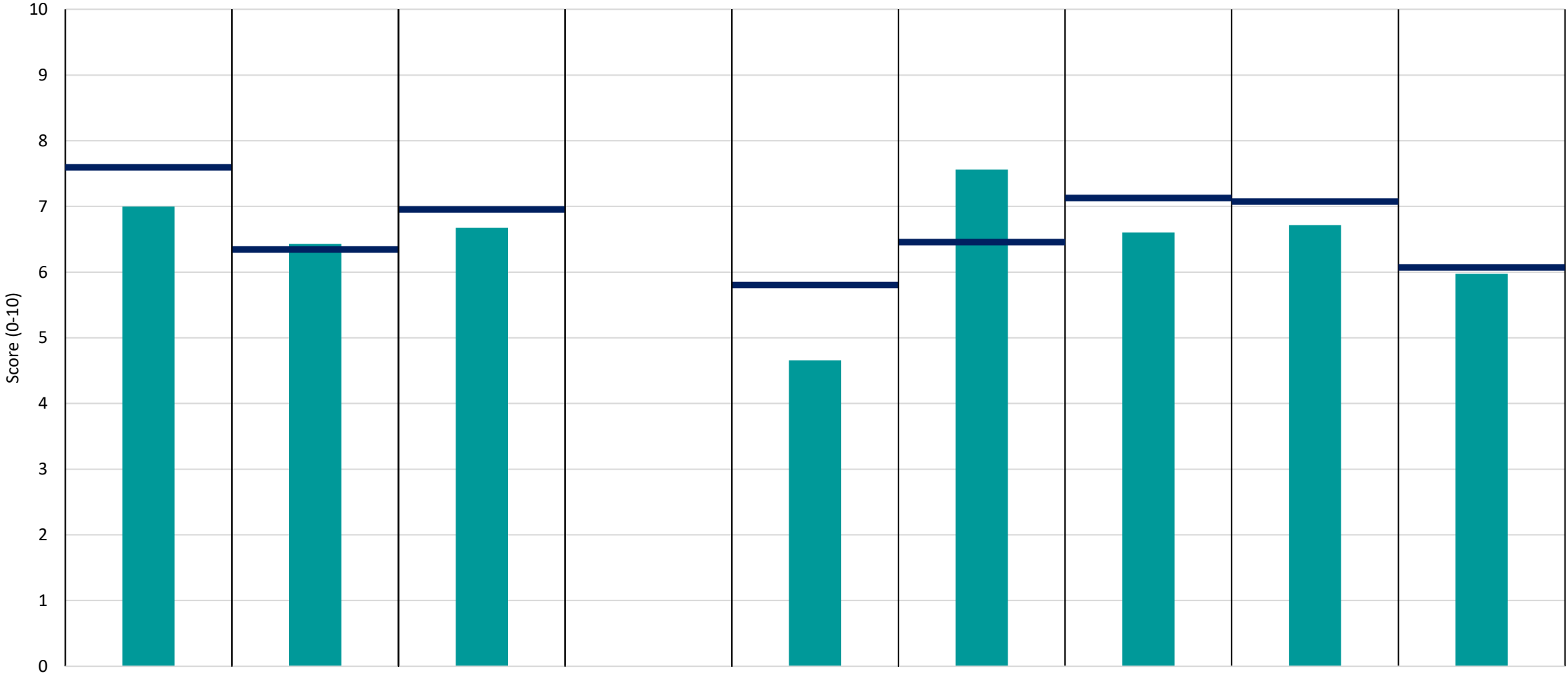
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.00	6.43	6.67	-	4.66	7.56	6.60	6.71	5.97
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 35 35 35 - 34 35 35 35 35 35 21

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



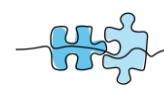
We are safe and
healthy



We are always
learning



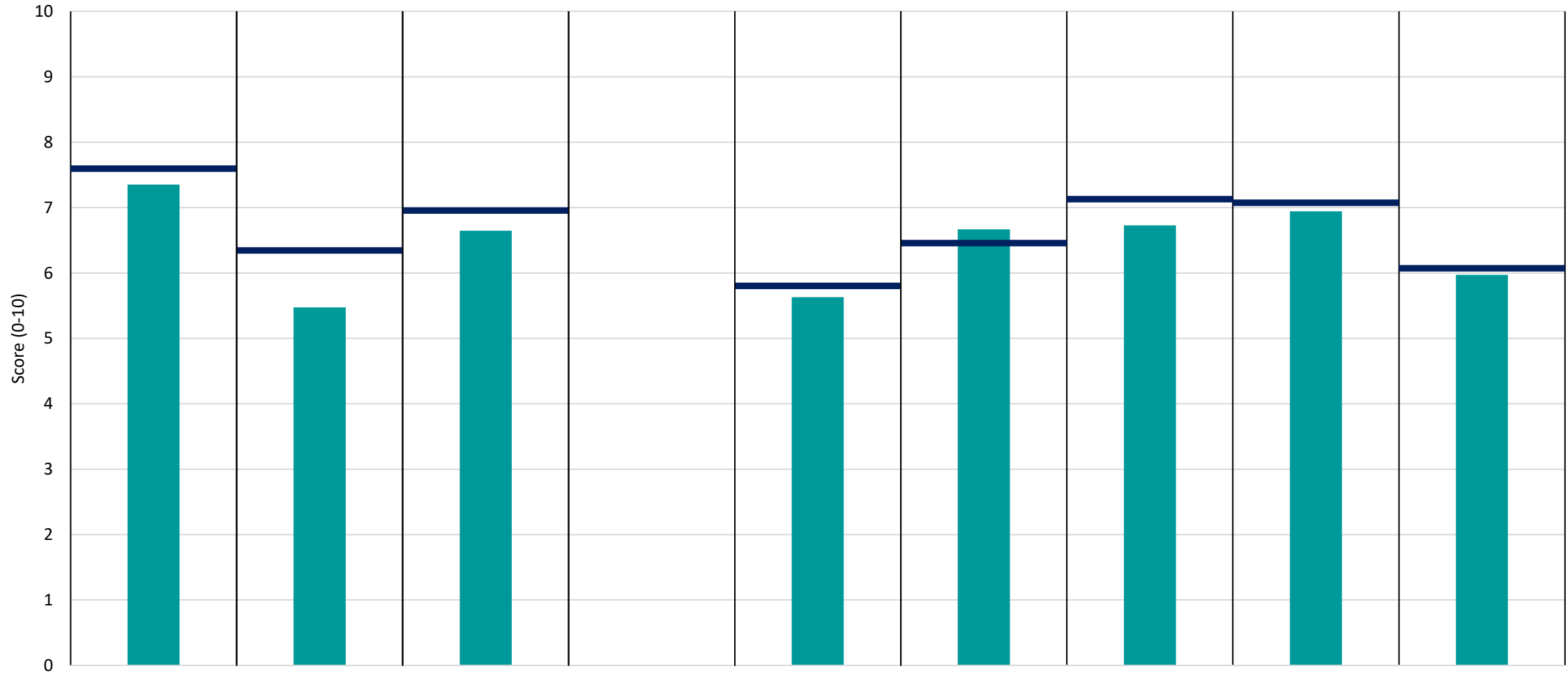
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.35	5.47	6.65	-	5.63	6.67	6.73	6.94	5.97
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 58 58 57 - 54 56 58 58 58 22

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.



We are compassionate and inclusive



We are recognised and rewarded



We each have a voice that counts



We are safe and healthy



We are always learning



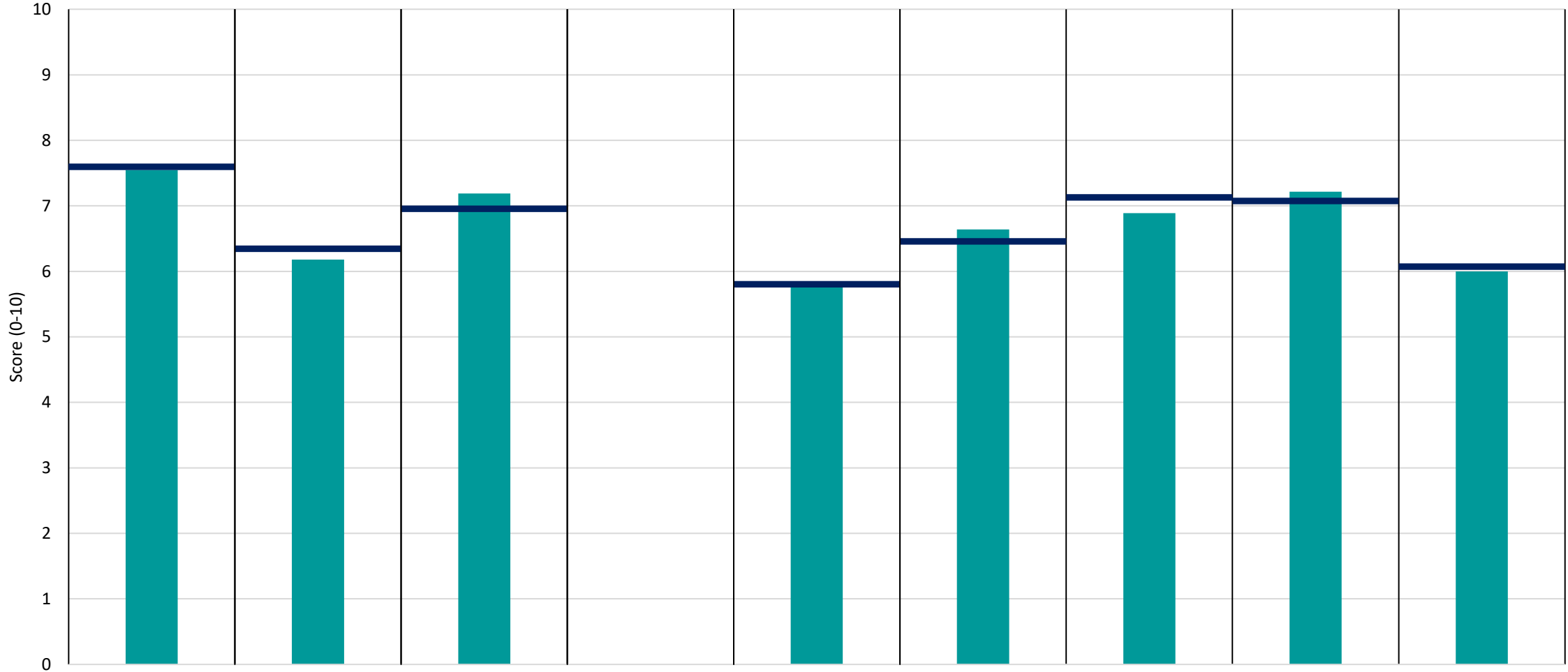
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.55	6.18	7.19	-	5.81	6.64	6.89	7.21	6.00
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 89 88 88 - 88 88 89 89 89 23

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



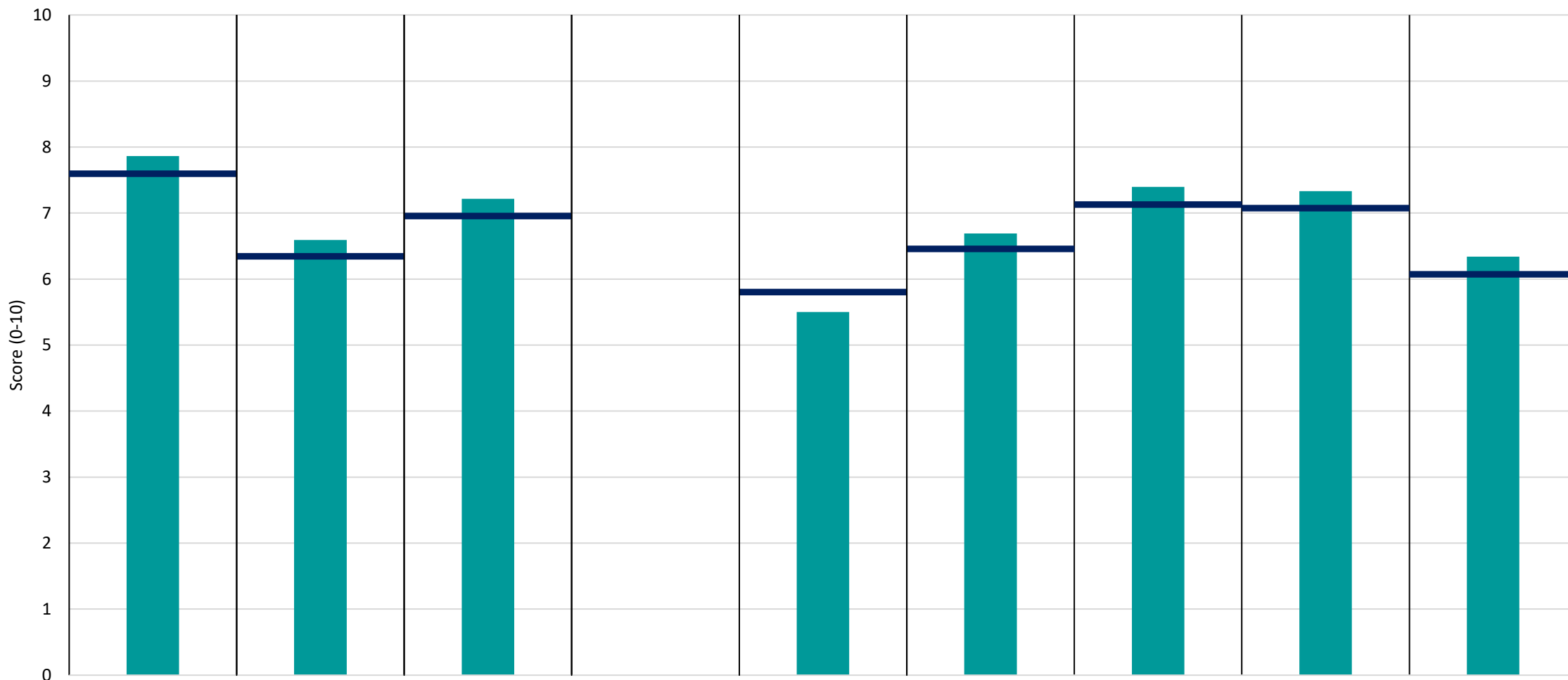
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.86	6.59	7.22	-	5.50	6.69	7.40	7.33	6.34
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 55 55 54 - 54 55 54 55 55 55 24

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



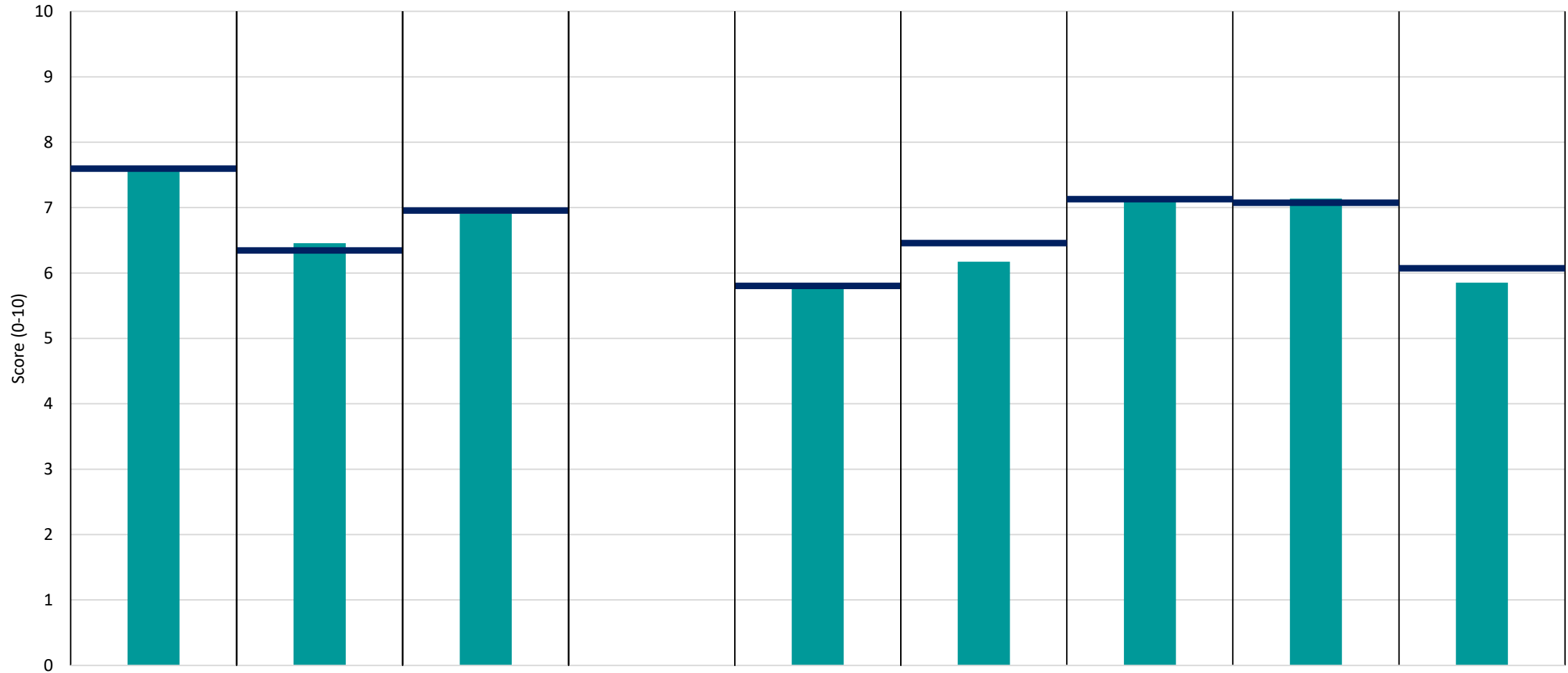
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.62	6.45	6.91	-	5.77	6.17	7.16	7.14	5.85
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 33 33 33 - 31 33 33 33 33 33 25

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



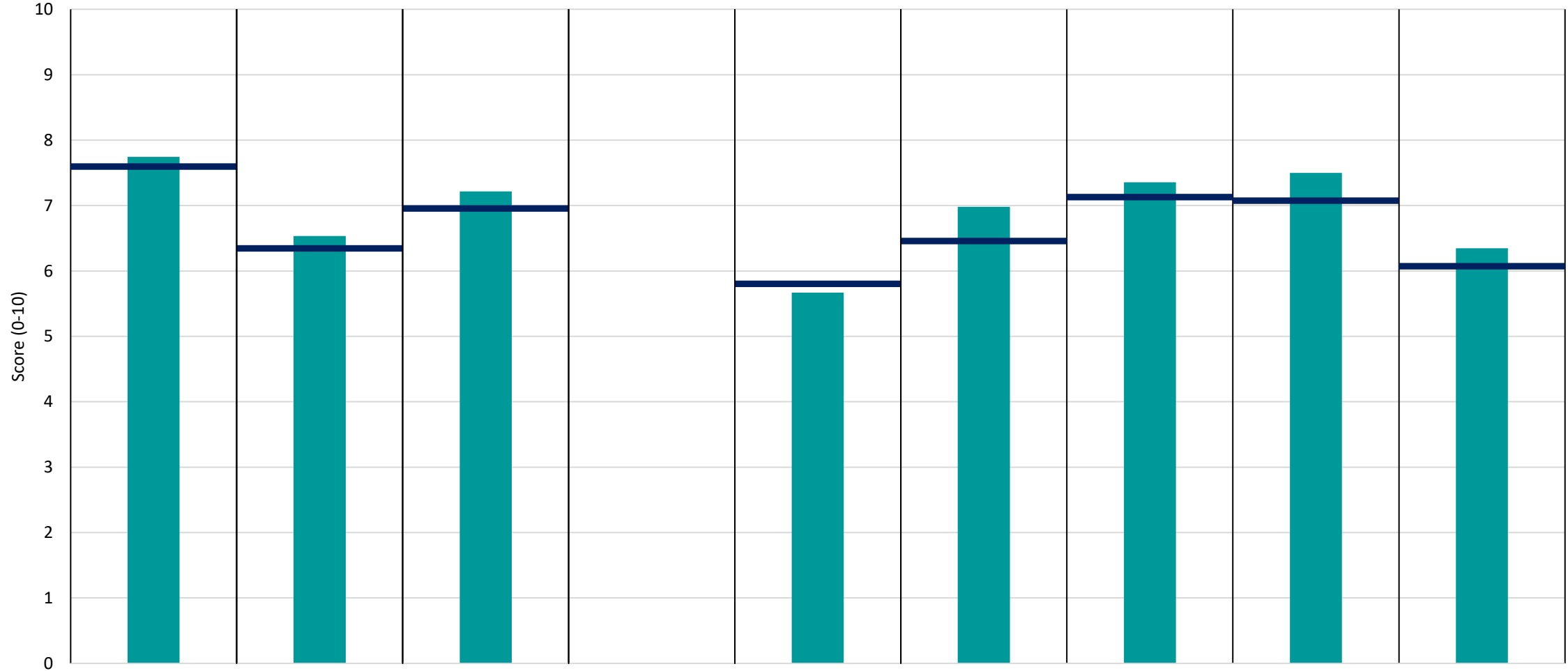
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.75	6.53	7.22	-	5.67	6.98	7.36	7.50	6.35
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 83 83 82 - 80 82 82 83 83 26

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



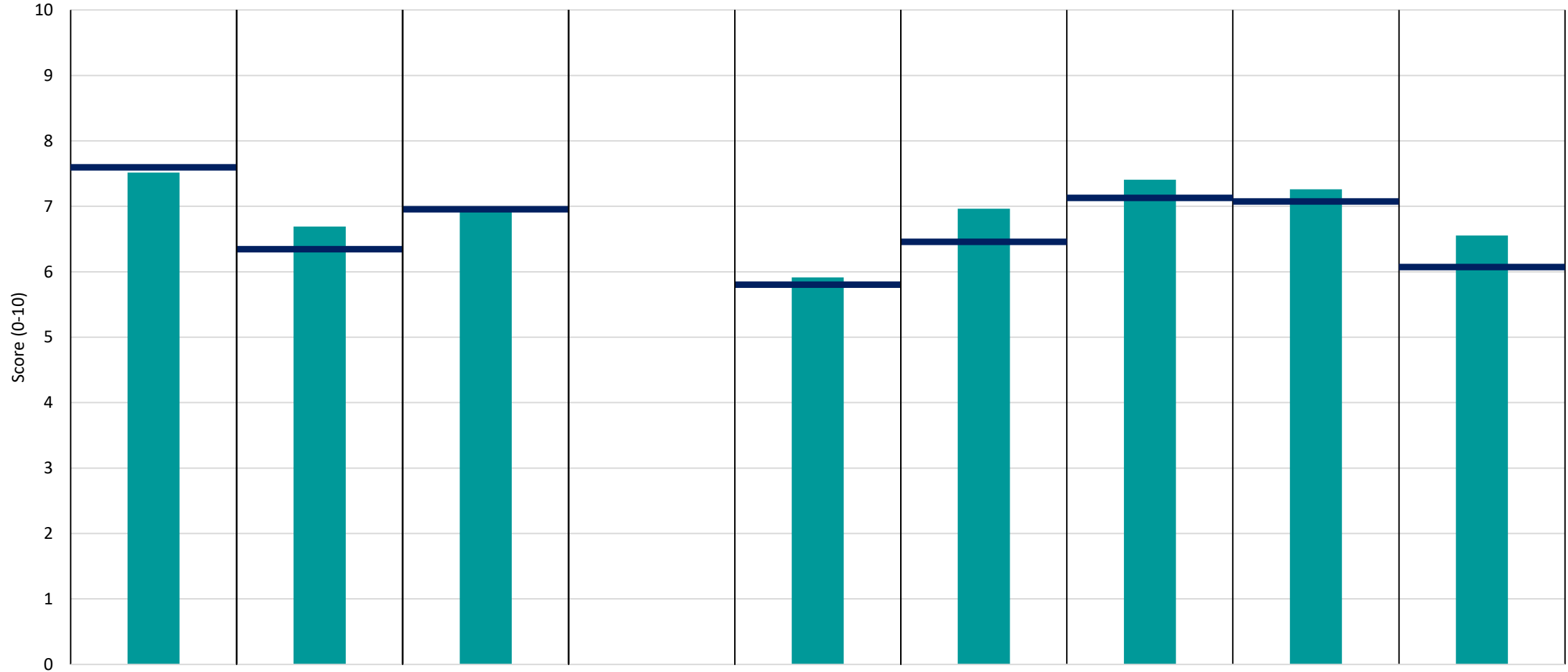
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.52	6.69	6.97	-	5.91	6.96	7.41	7.26	6.56
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 122 122 120 - 119 122 122 122 122 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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



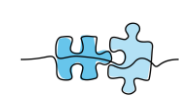
We are safe and
healthy



We are always
learning



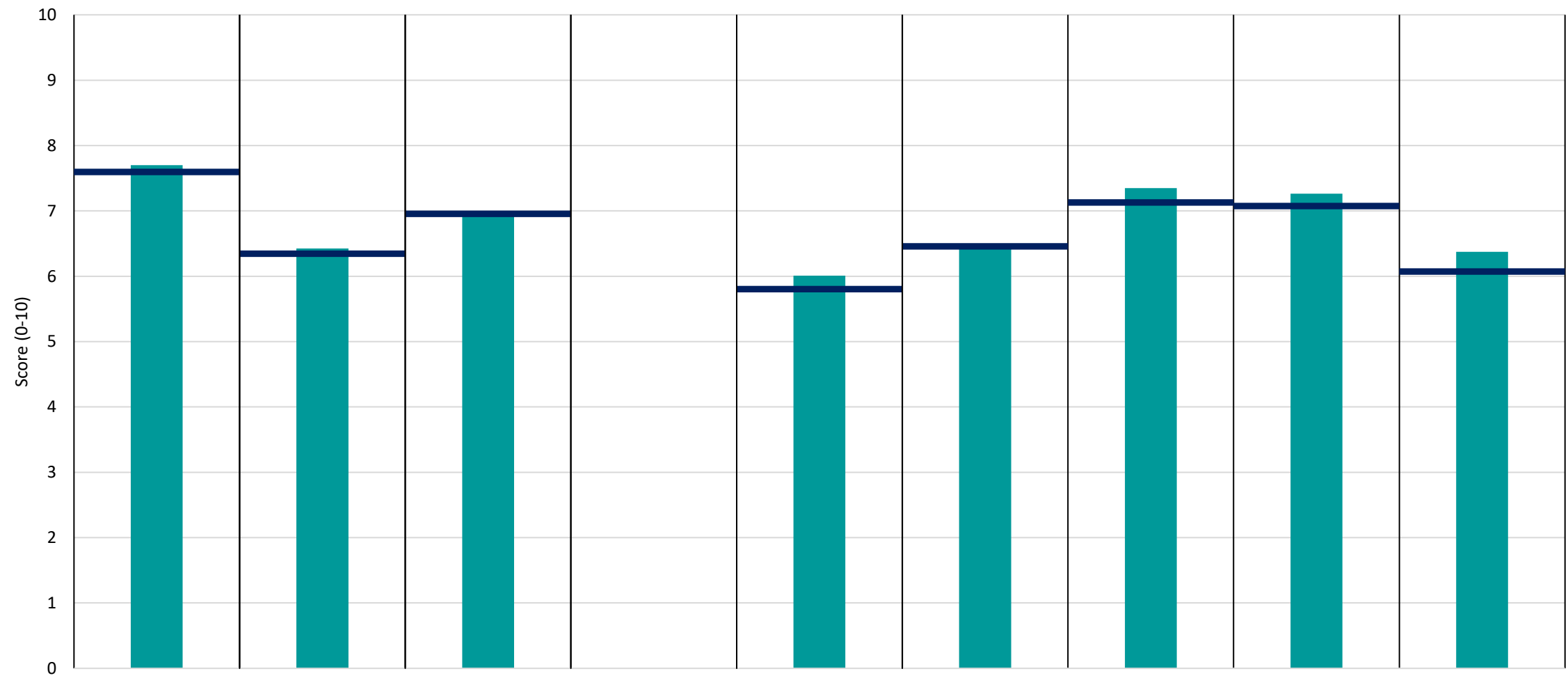
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.70	6.43	6.96	-	6.01	6.43	7.35	7.26	6.37
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	148	148	148	-	140	145	148	148	149

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



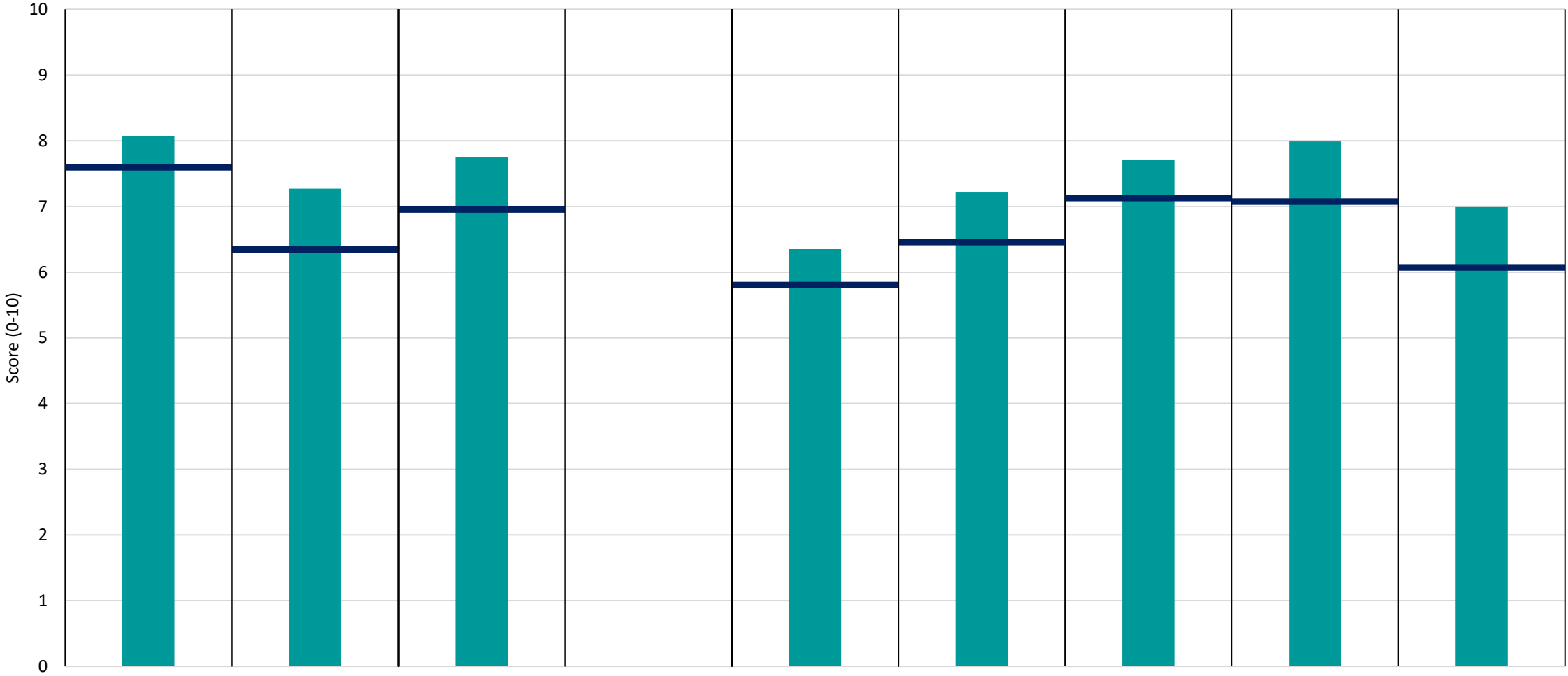
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.07	7.27	7.75	-	6.35	7.21	7.71	7.99	6.99
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

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

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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



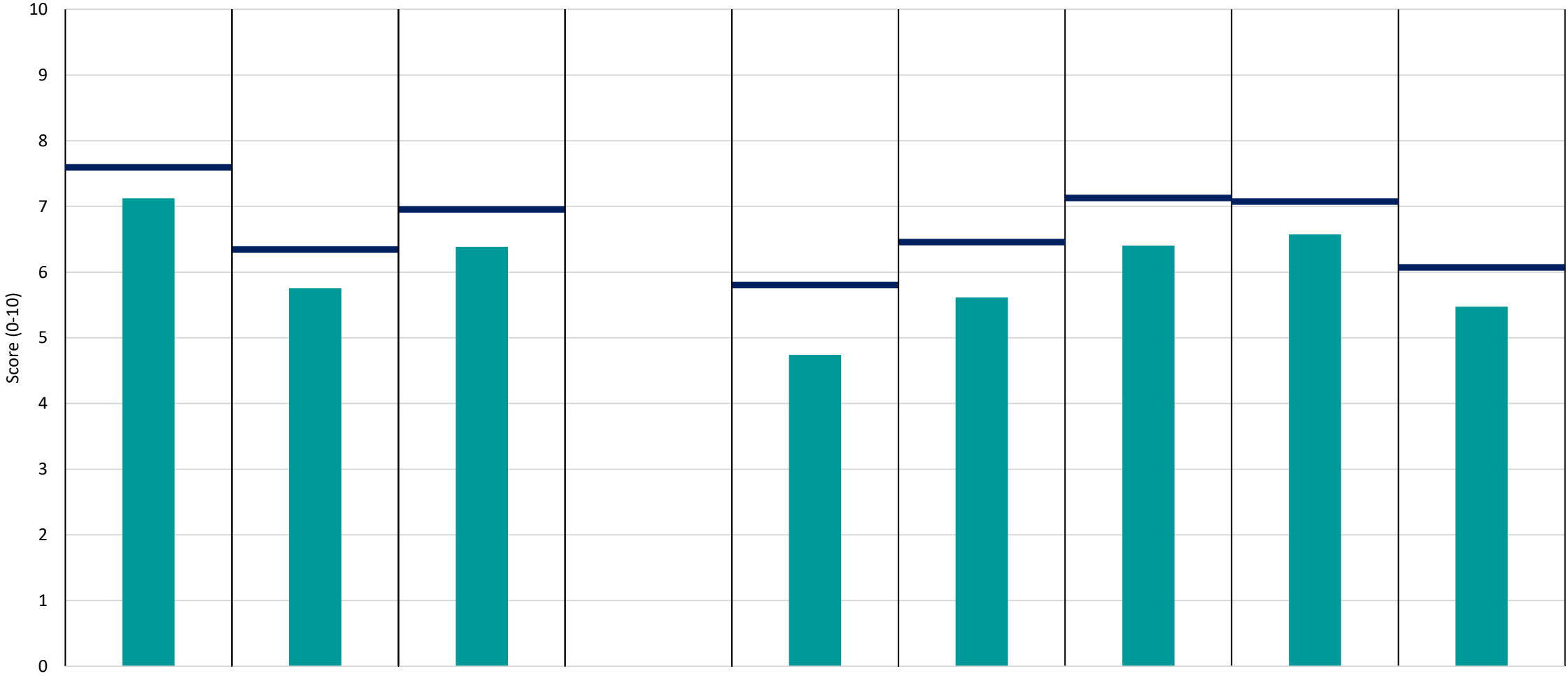
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.12	5.75	6.38	-	4.74	5.61	6.41	6.57	5.47
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 59 59 59 - 55 59 59 59 59 59 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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



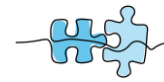
We are safe and
healthy



We are always
learning



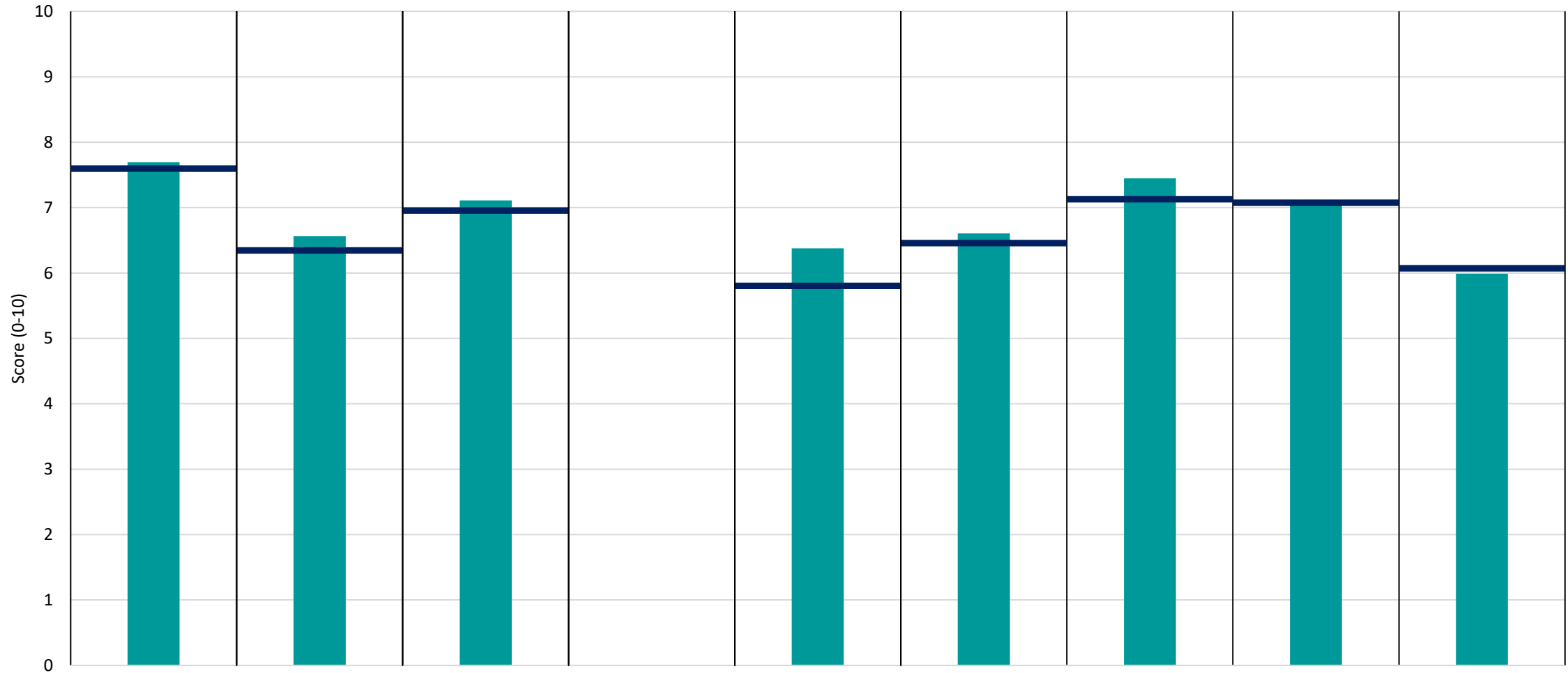
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.69	6.56	7.11	-	6.38	6.60	7.45	7.11	5.99
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07

Responses 40 40 40 - 40 40 40 40 40 40 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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



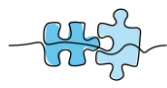
We are safe and
healthy



We are always
learning



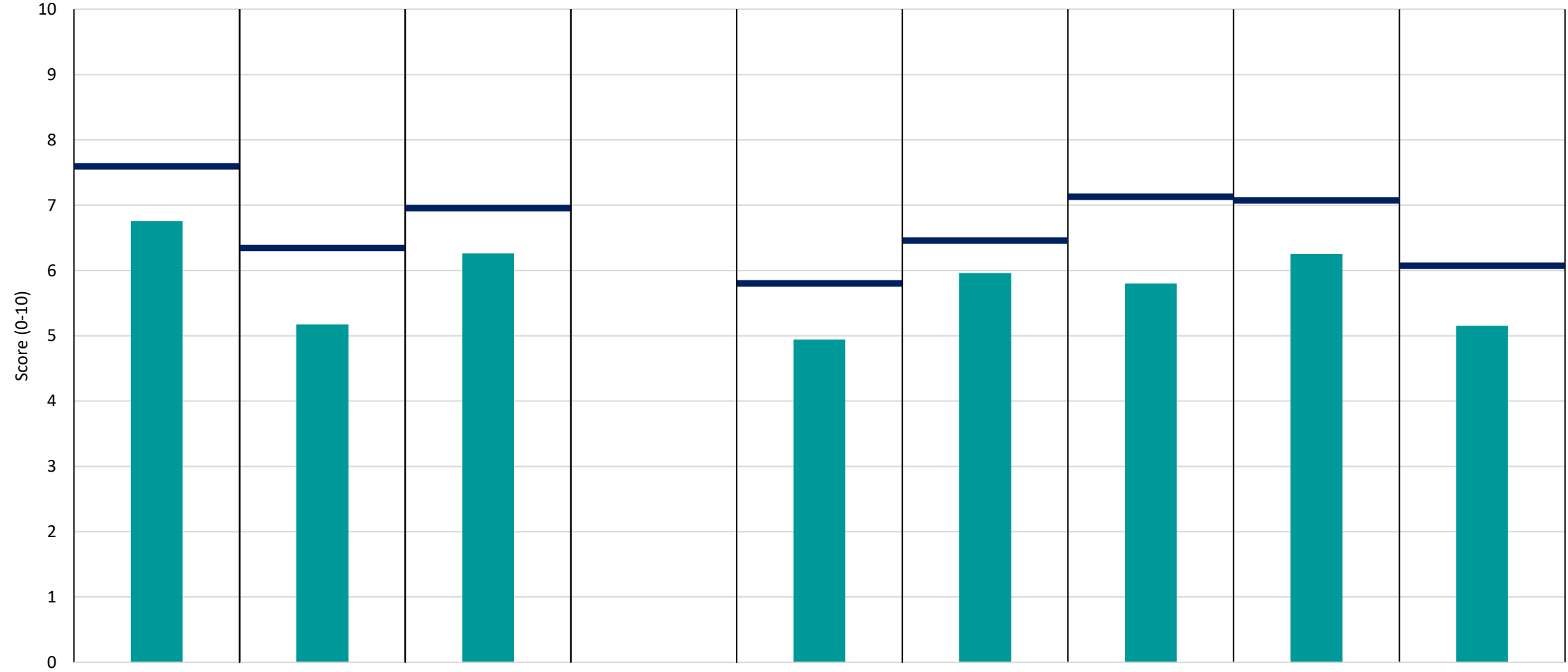
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.76	5.17	6.26	-	4.94	5.96	5.80	6.25	5.15
Your org	7.60	6.34	6.96	-	5.80	6.46	7.13	7.07	6.07
Responses	58	58	58	-	55	58	57	58	58

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.