



Liverpool University Hospitals NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Aintree University Hospital</u>	6
<u>Broadgreen Hospital</u>	7
<u>Corporate Services</u>	8
<u>Hosted Services</u>	9
<u>Liverpool Clinical Laboratories</u>	10
<u>Royal Liverpool Hospital</u>	11

<u>AUH Division of DSS</u>	13
<u>AUH Division of Medicine</u>	14
<u>AUH Division of Surgery</u>	15
<u>BGH Division of Medicine</u>	16
<u>BGH Division of Surgery</u>	17
<u>BGH Site Management</u>	18
<u>Dental</u>	19
<u>Division of Corporate Services</u>	20
<u>Hosted Services</u>	21
<u>LCL</u>	22
<u>RLH Division of Medicine</u>	23
<u>RLH Division of Surgery</u>	24
<u>RLH Ophthalmology</u>	25

This breakdown report for Liverpool University Hospitals 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 Liverpool University Hospitals 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

Liverpool University Hospitals 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



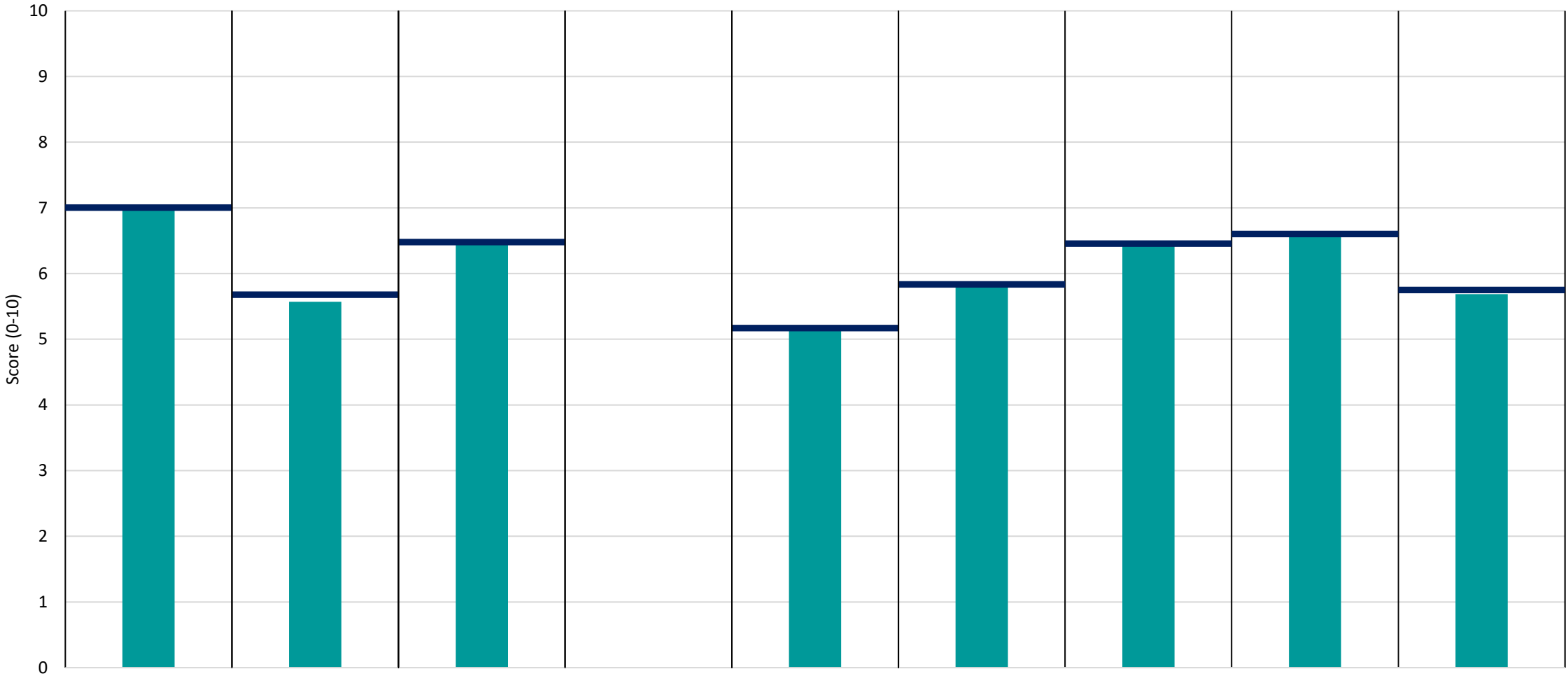
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.00	5.57	6.45	-	5.17	5.79	6.44	6.57	5.69
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	1800	1799	1782	-	1699	1787	1797	1800	1801

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



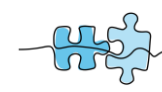
We are safe and
healthy



We are always
learning



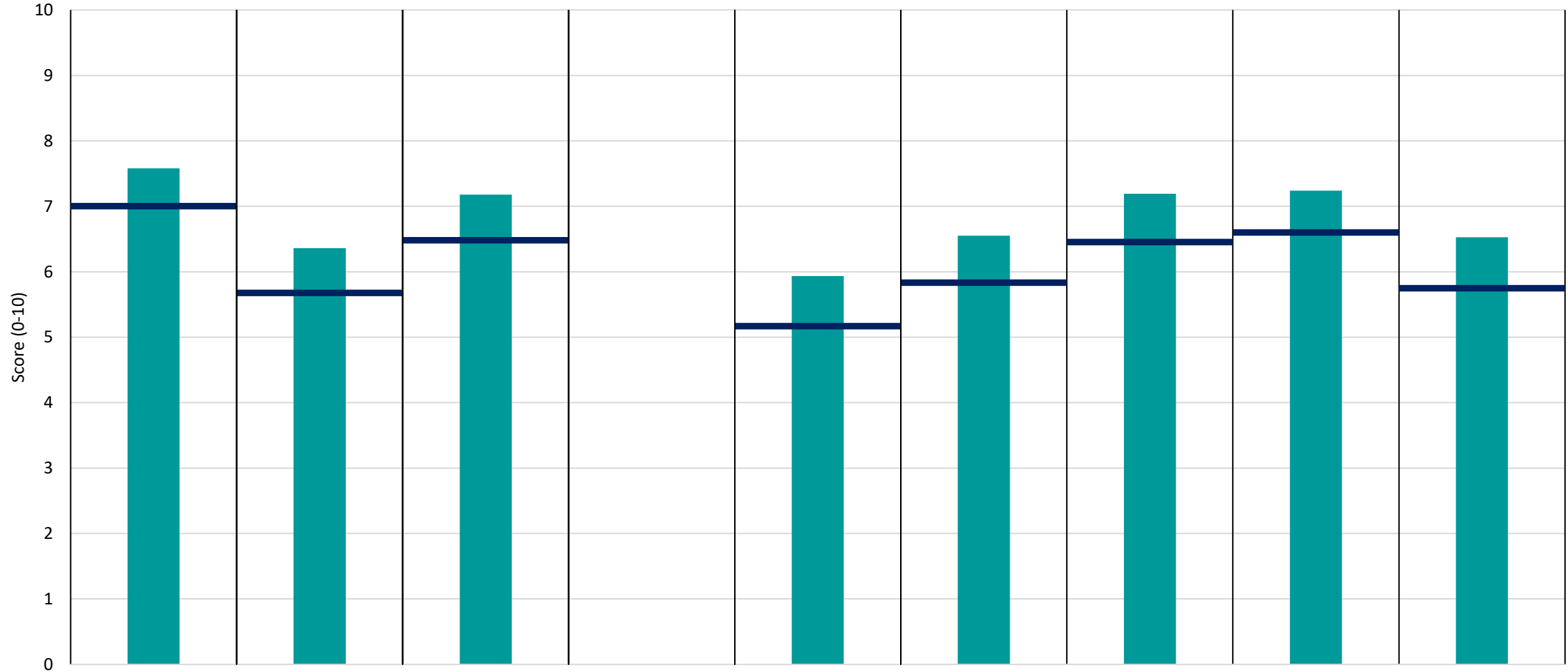
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.58	6.36	7.18	-	5.93	6.55	7.19	7.24	6.53
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	281	281	274	-	267	277	279	280	280



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



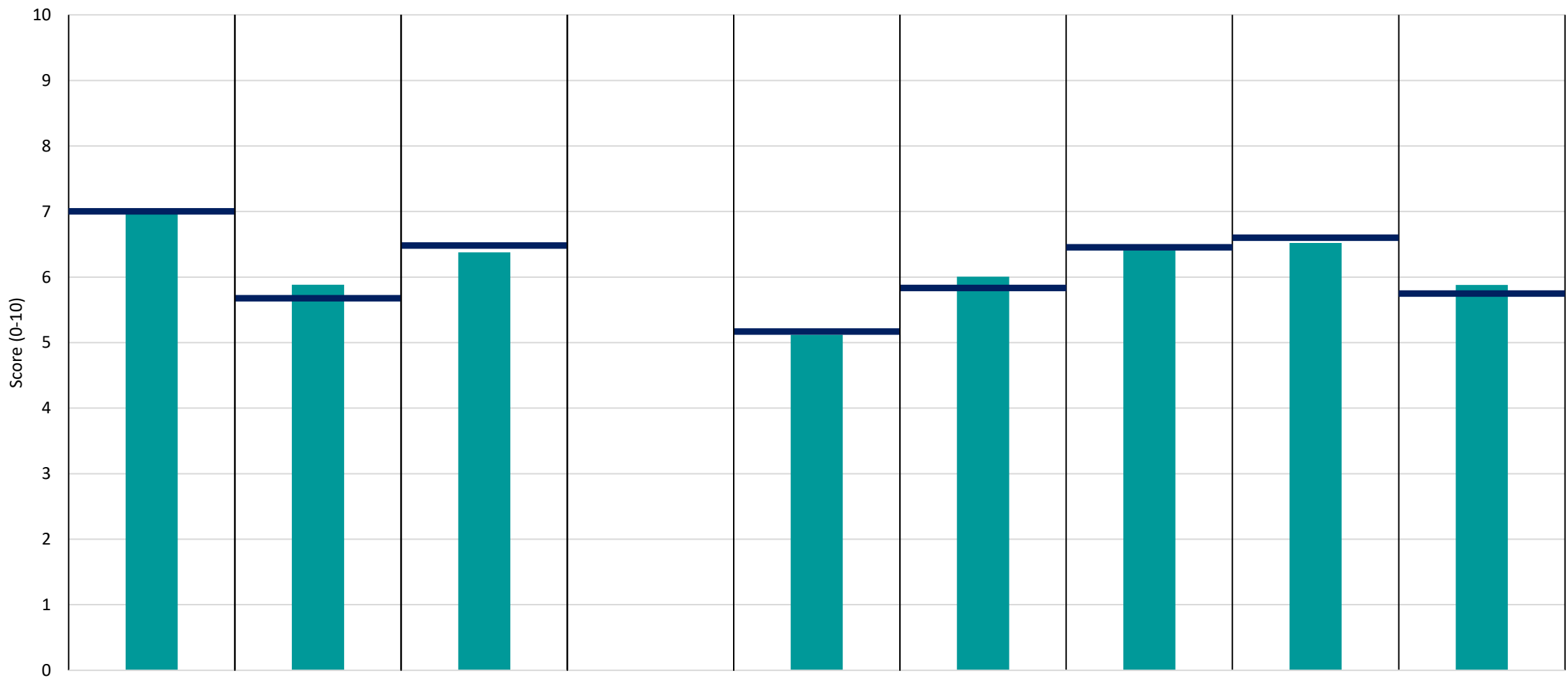
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.96	5.88	6.38	-	5.12	6.01	6.41	6.52	5.88
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	1049	1049	1028	-	975	1040	1045	1048	1050

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



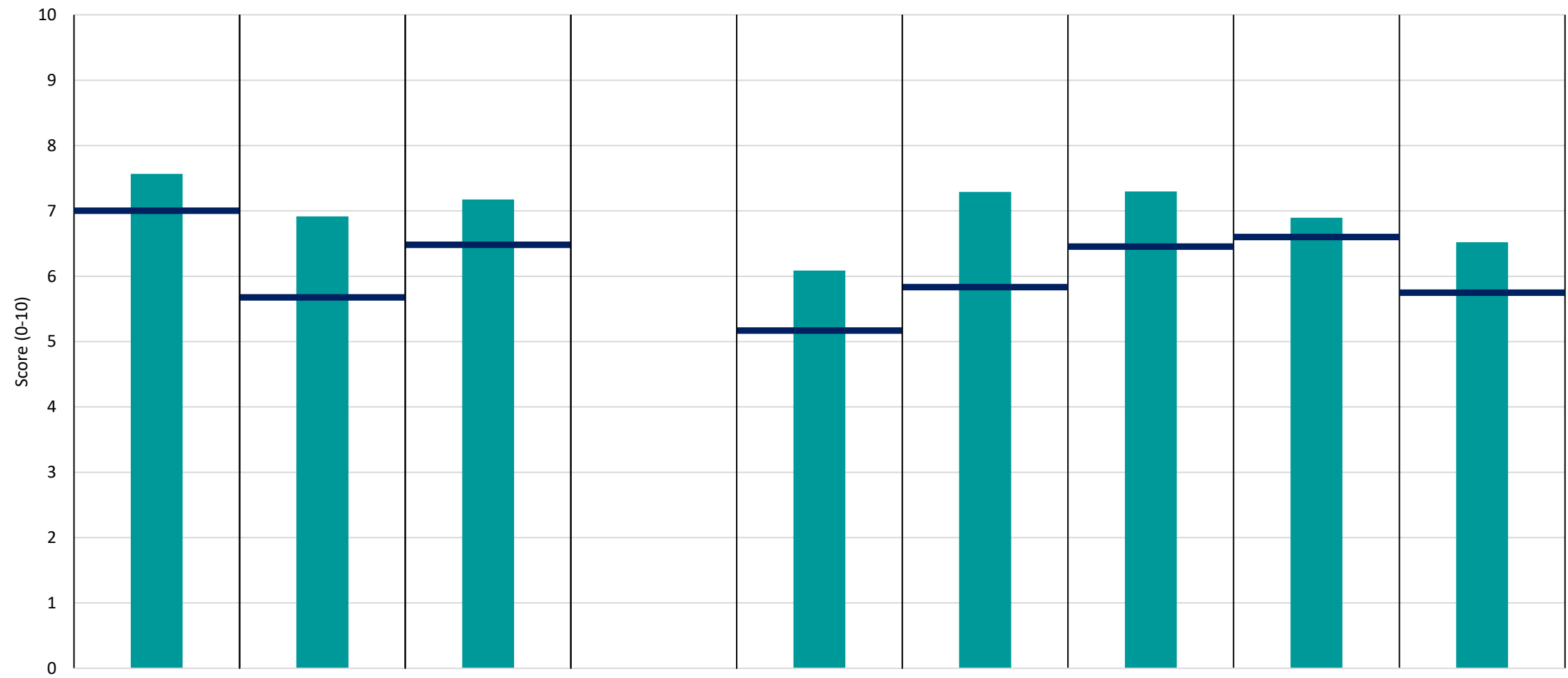
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.57	6.92	7.17	-	6.09	7.29	7.30	6.90	6.52
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	91	91	90	-	84	91	91	91	91

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



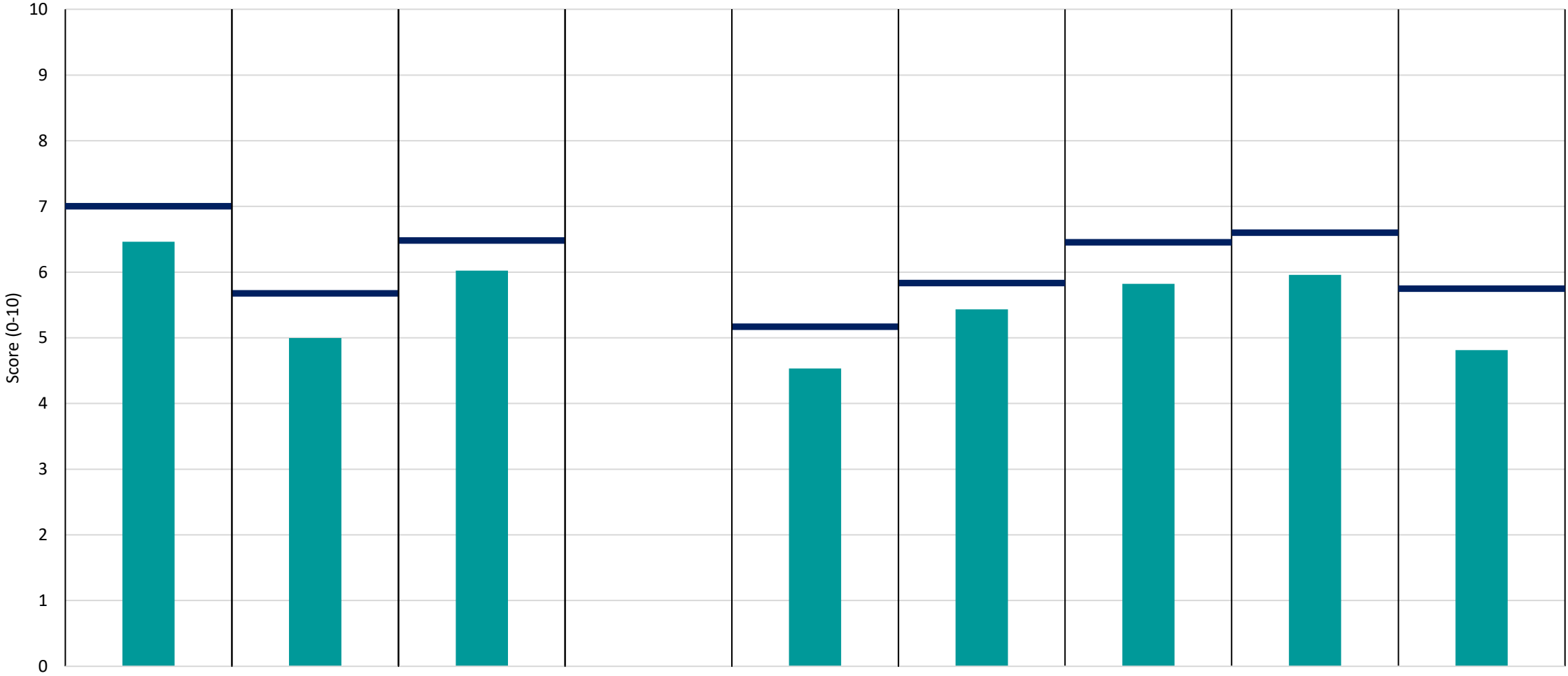
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.46	5.00	6.02	-	4.53	5.43	5.82	5.96	4.81
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	269	269	268	-	257	268	269	269	269

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



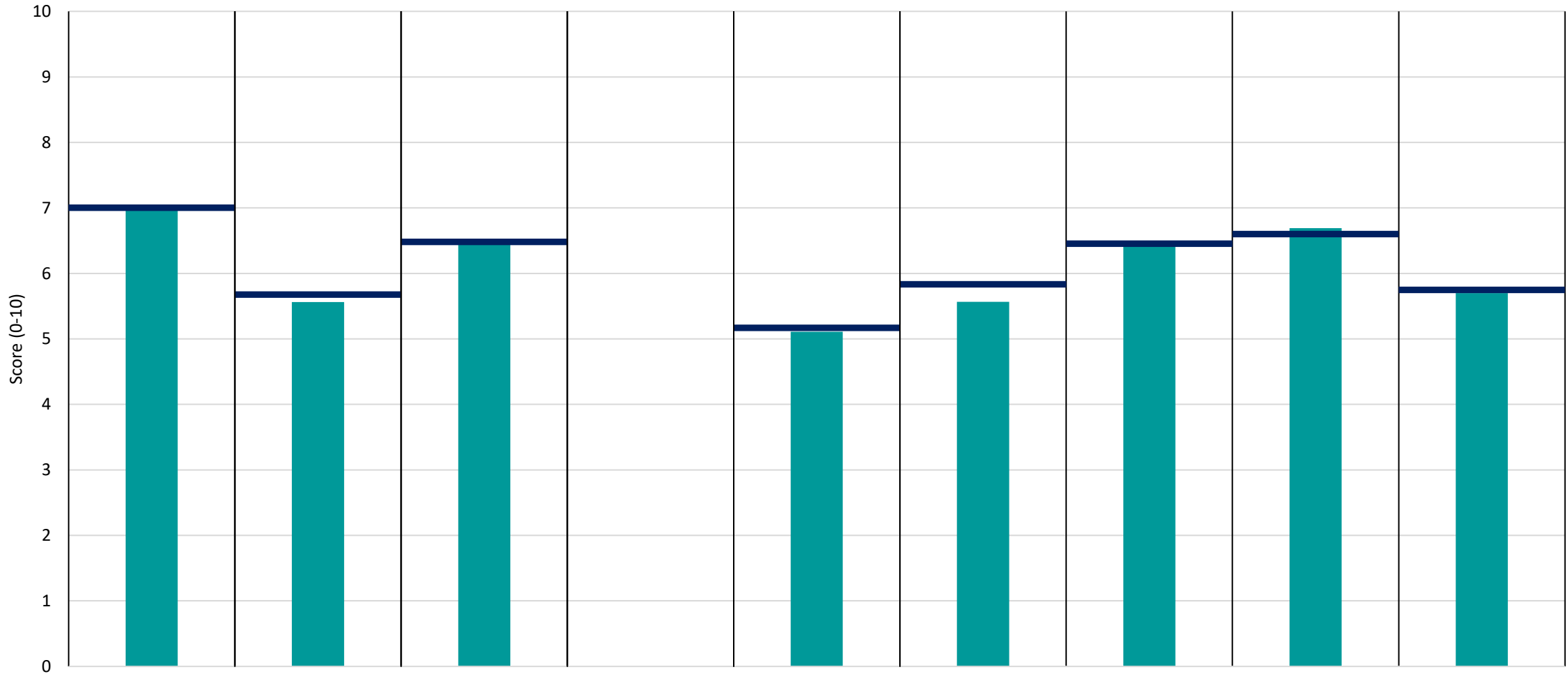
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.98	5.56	6.50	-	5.11	5.57	6.42	6.69	5.70
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	1264	1265	1251	-	1204	1257	1262	1265	1267 ¹¹

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.

Breakdowns 2

Liverpool University Hospitals 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



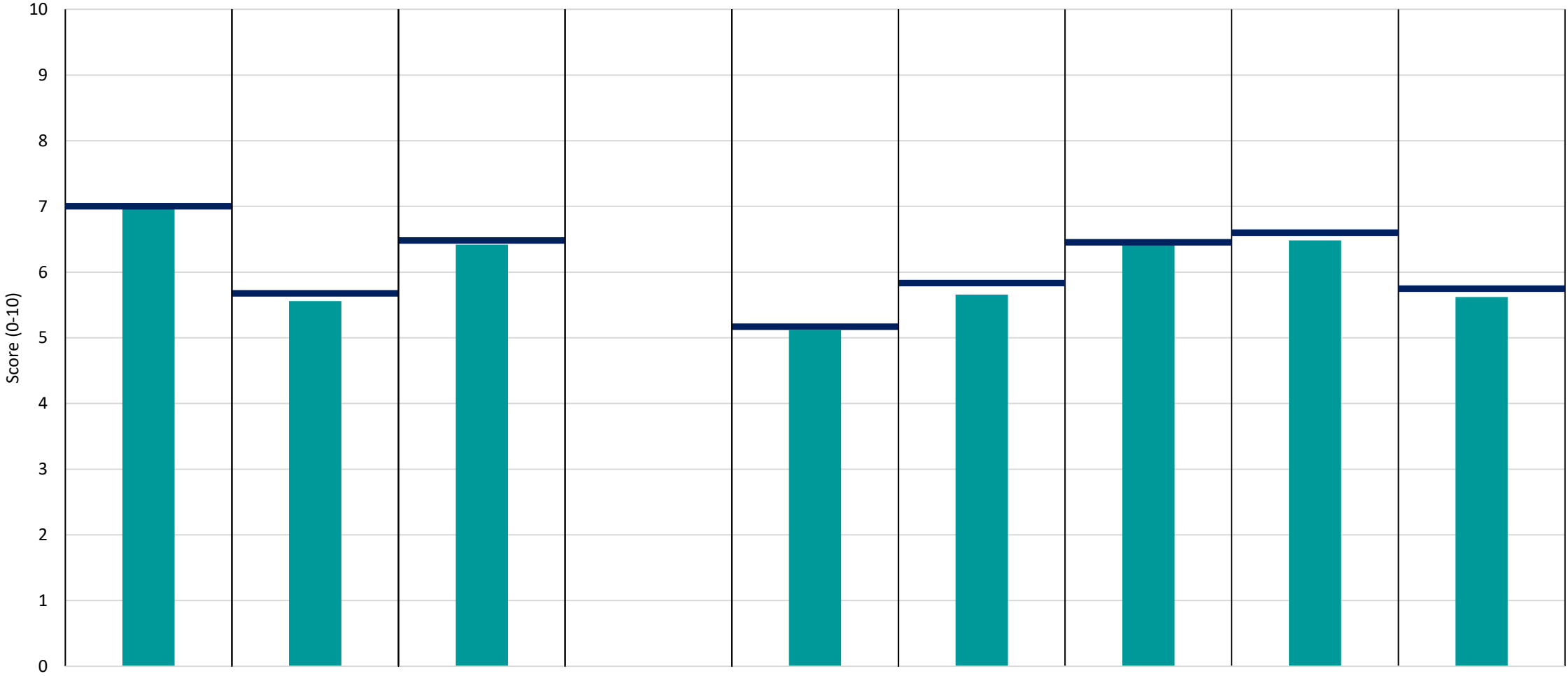
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.05	5.56	6.42	-	5.12	5.66	6.41	6.48	5.62
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	831	831	824	-	793	826	829	831	831

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



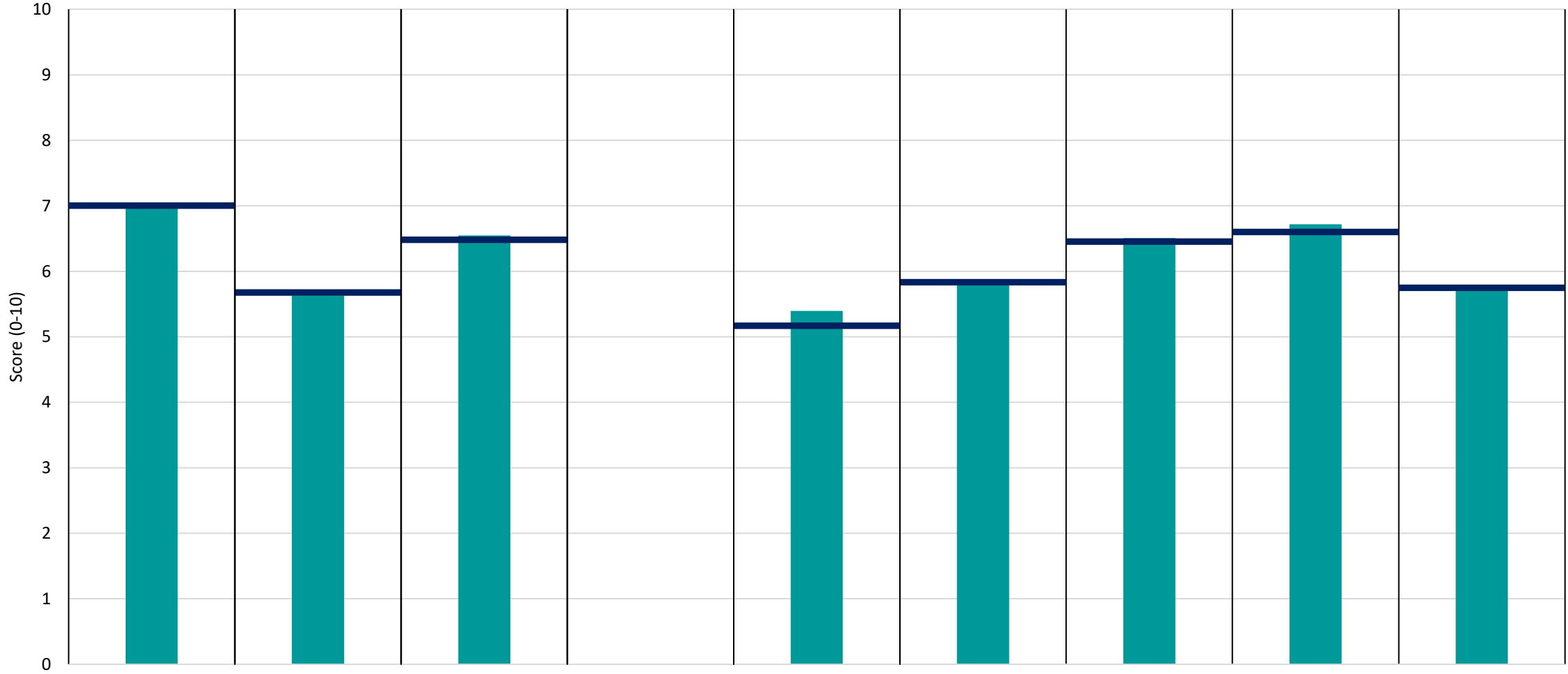
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.99	5.63	6.55	-	5.39	5.88	6.51	6.72	5.76
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	608	607	600	-	574	604	608	608	608

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



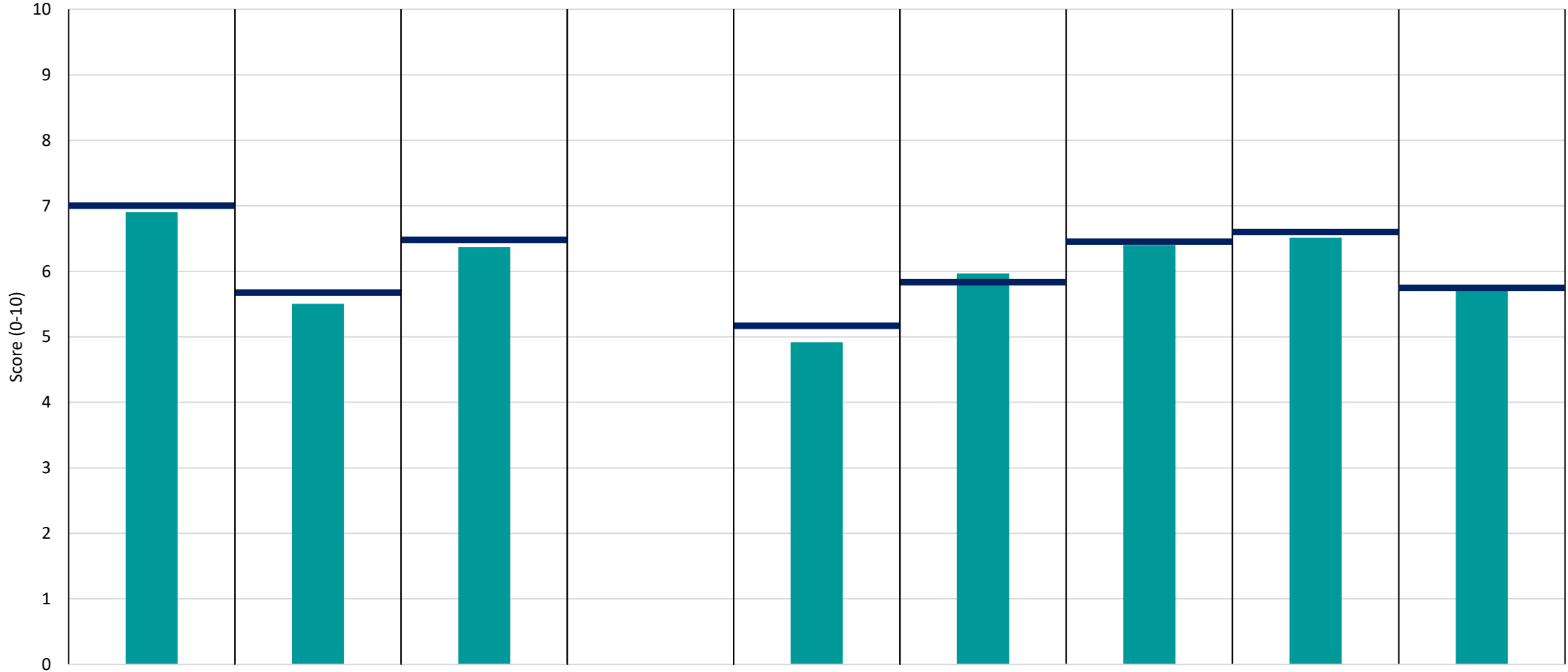
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.90	5.50	6.37	-	4.92	5.97	6.40	6.51	5.72
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	361	361	358	-	332	357	360	361	362



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



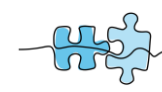
We are safe and
healthy



We are always
learning



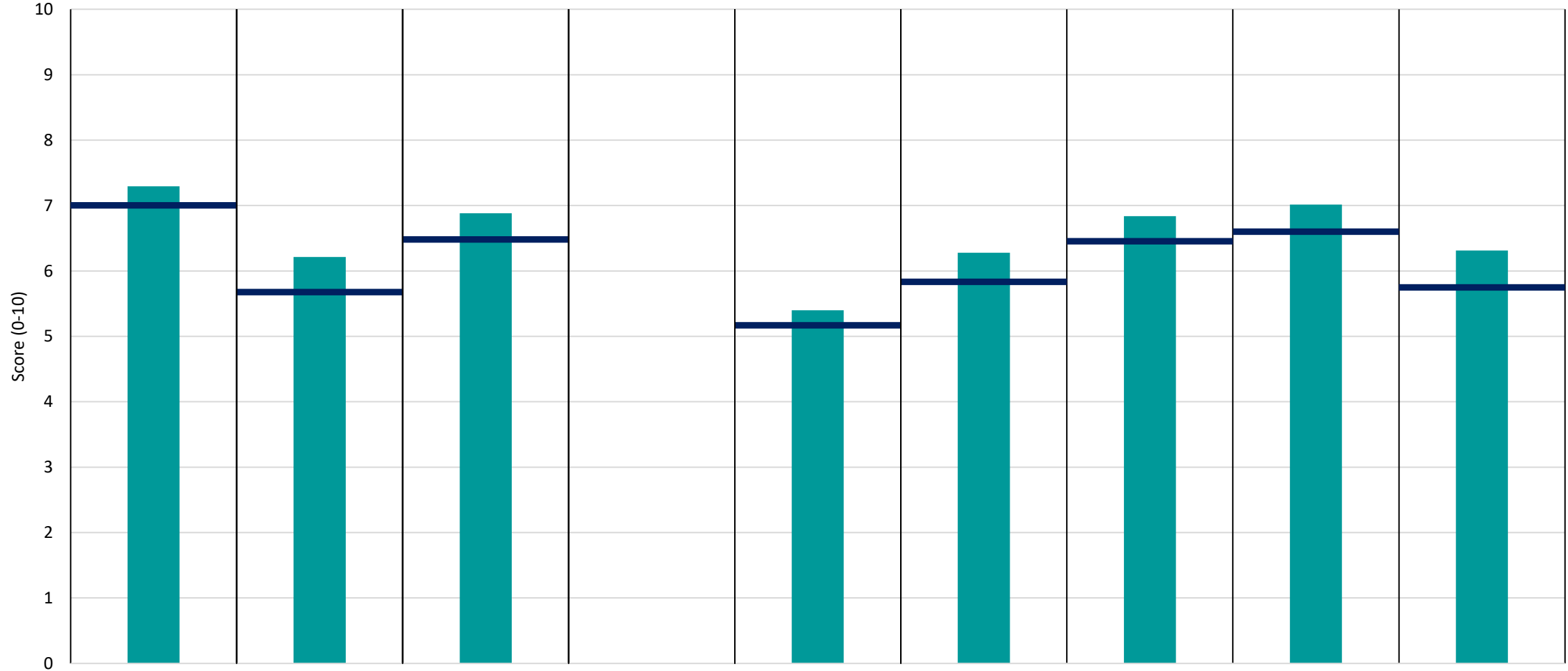
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.29	6.21	6.88	-	5.40	6.28	6.84	7.01	6.31
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	107	108	105	-	100	105	106	107	107



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



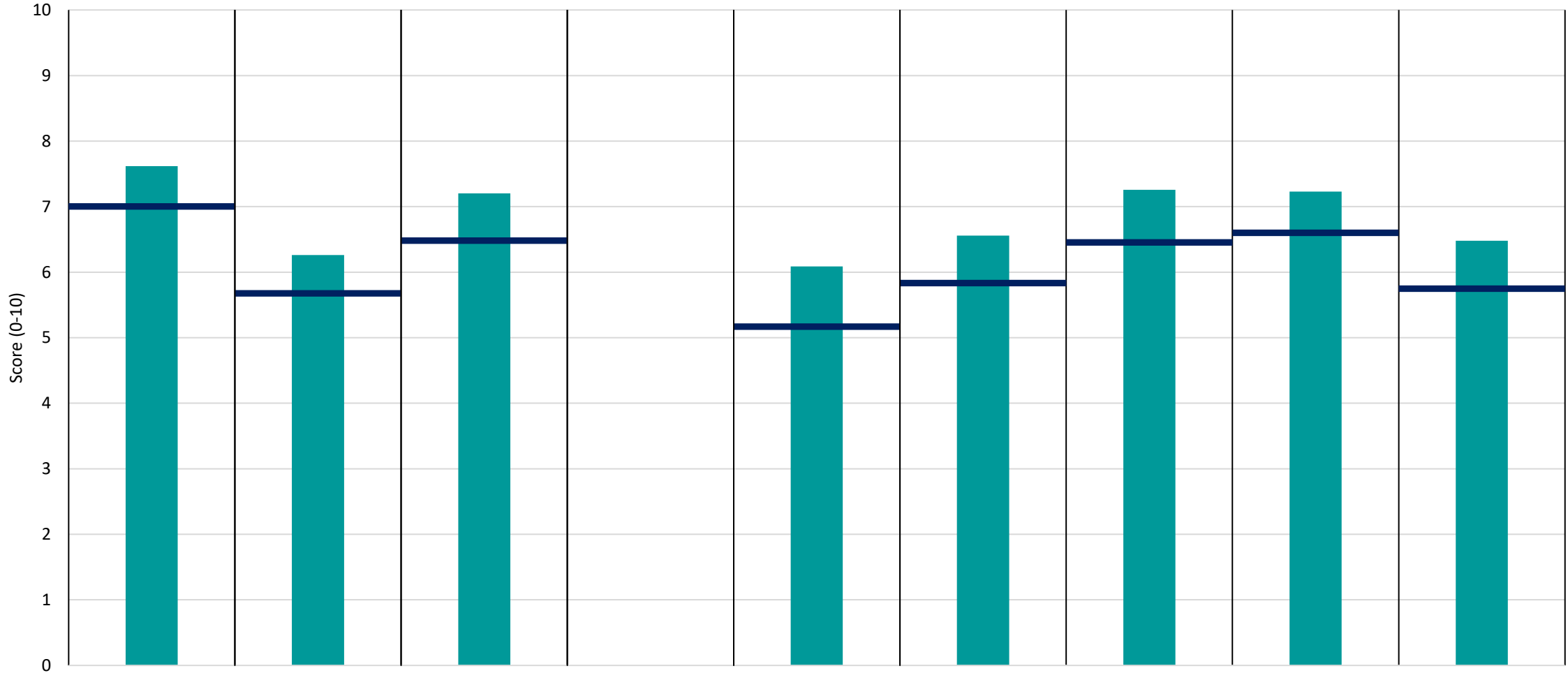
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.62	6.26	7.20	-	6.09	6.56	7.26	7.23	6.48
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75

Responses 158 157 153 - 151 157 158 157 157 17

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



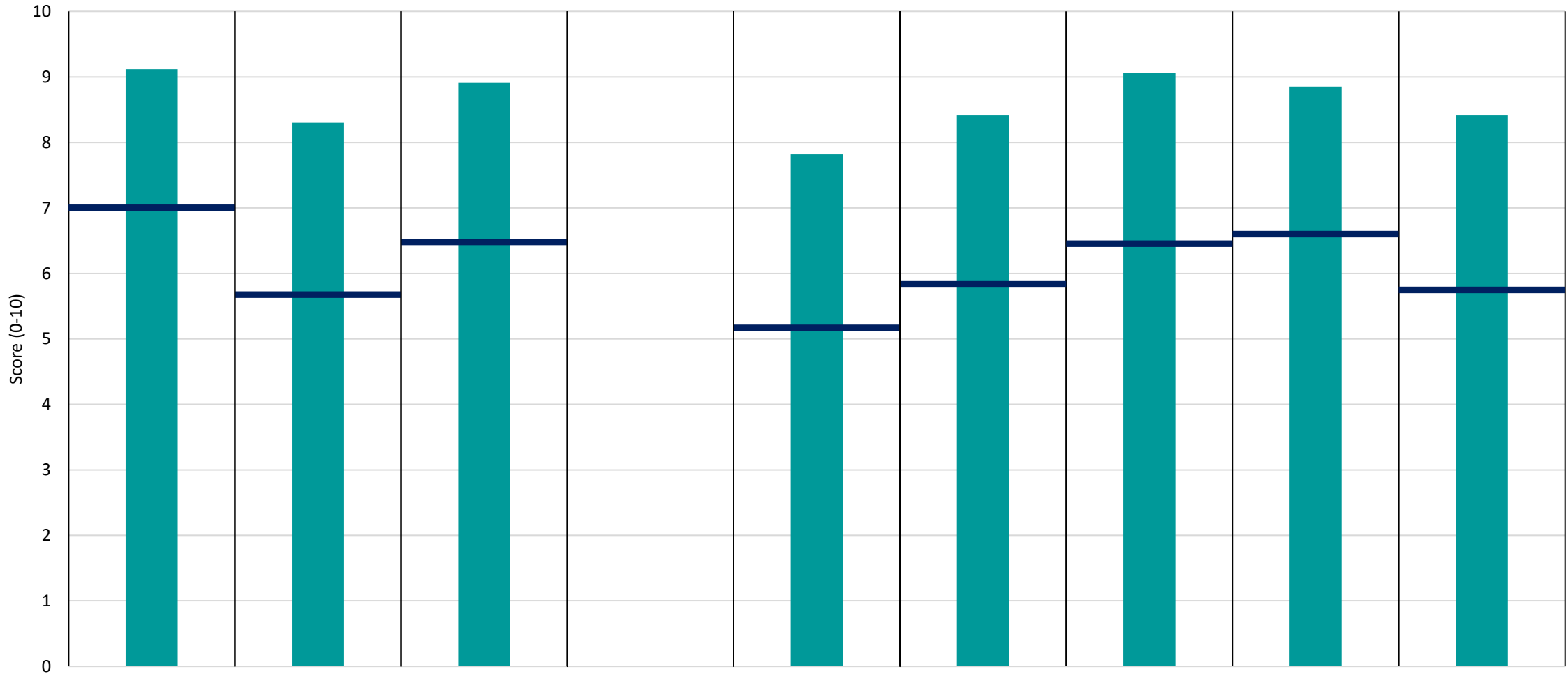
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	9.12	8.30	8.91	-	7.82	8.42	9.06	8.85	8.42
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	16	16	16	-	16	15	15	16	16



We are compassionate and inclusive



We are recognised and rewarded



We each have a voice that counts



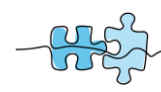
We are safe and healthy



We are always learning



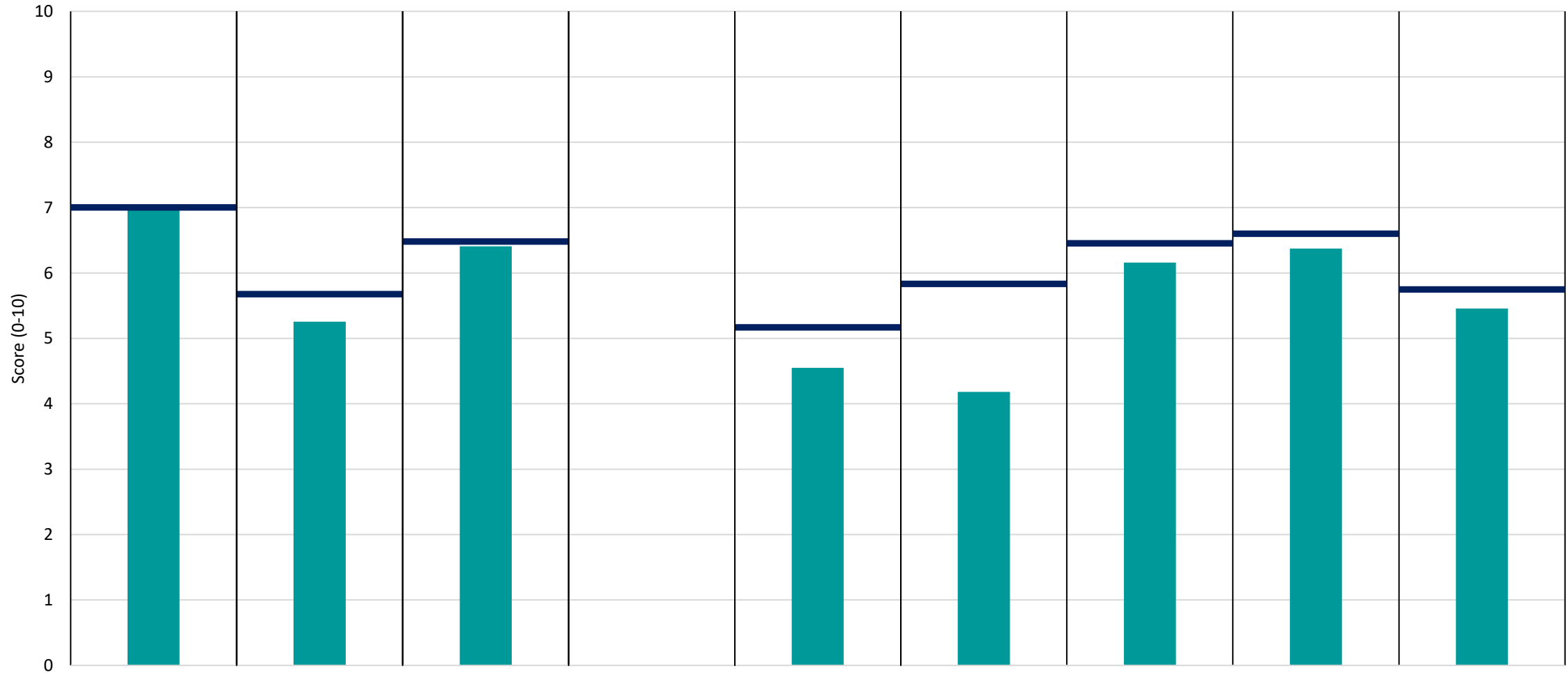
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.98	5.26	6.41	-	4.55	4.18	6.16	6.37	5.46
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75

Responses 92 92 92 - 90 91 92 92 92 19

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



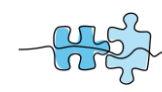
We are safe and
healthy



We are always
learning



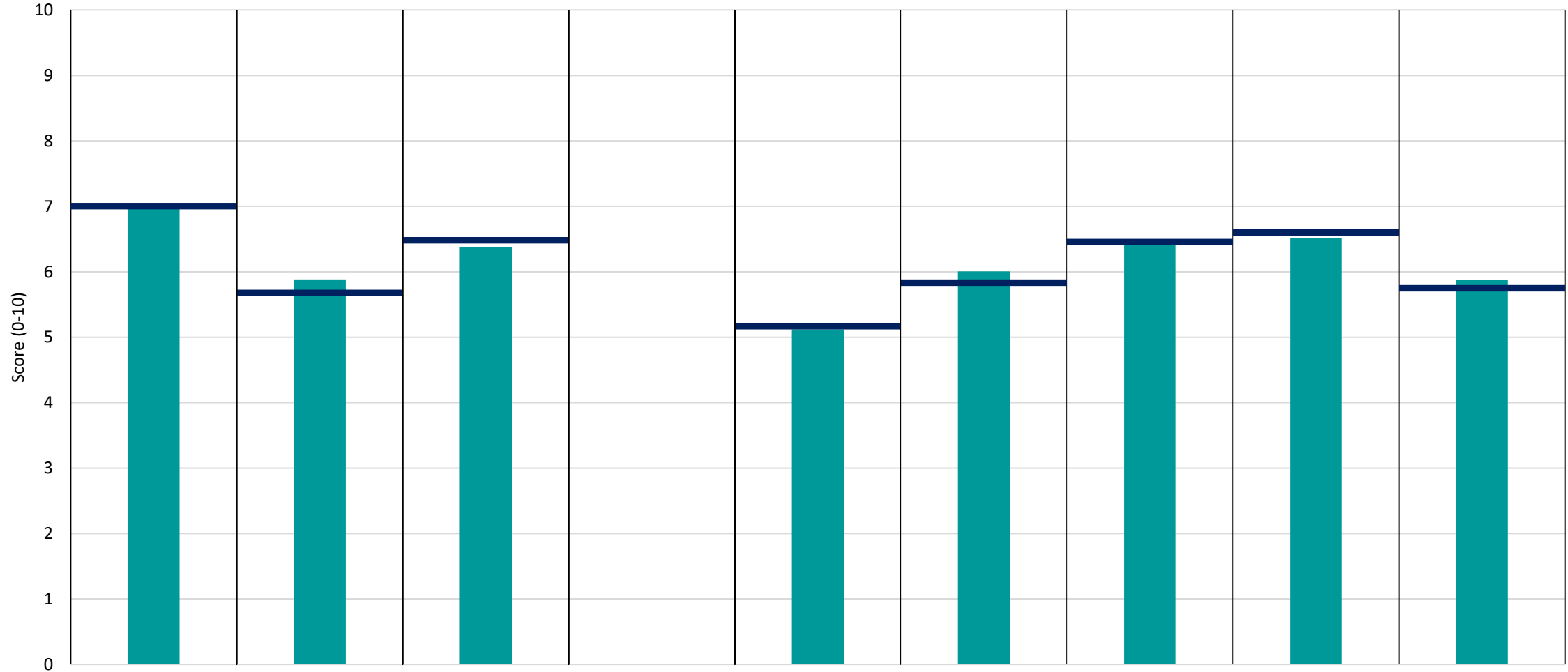
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.96	5.88	6.38	-	5.12	6.01	6.41	6.52	5.88
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	1049	1049	1028	-	975	1040	1045	1048	1050 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



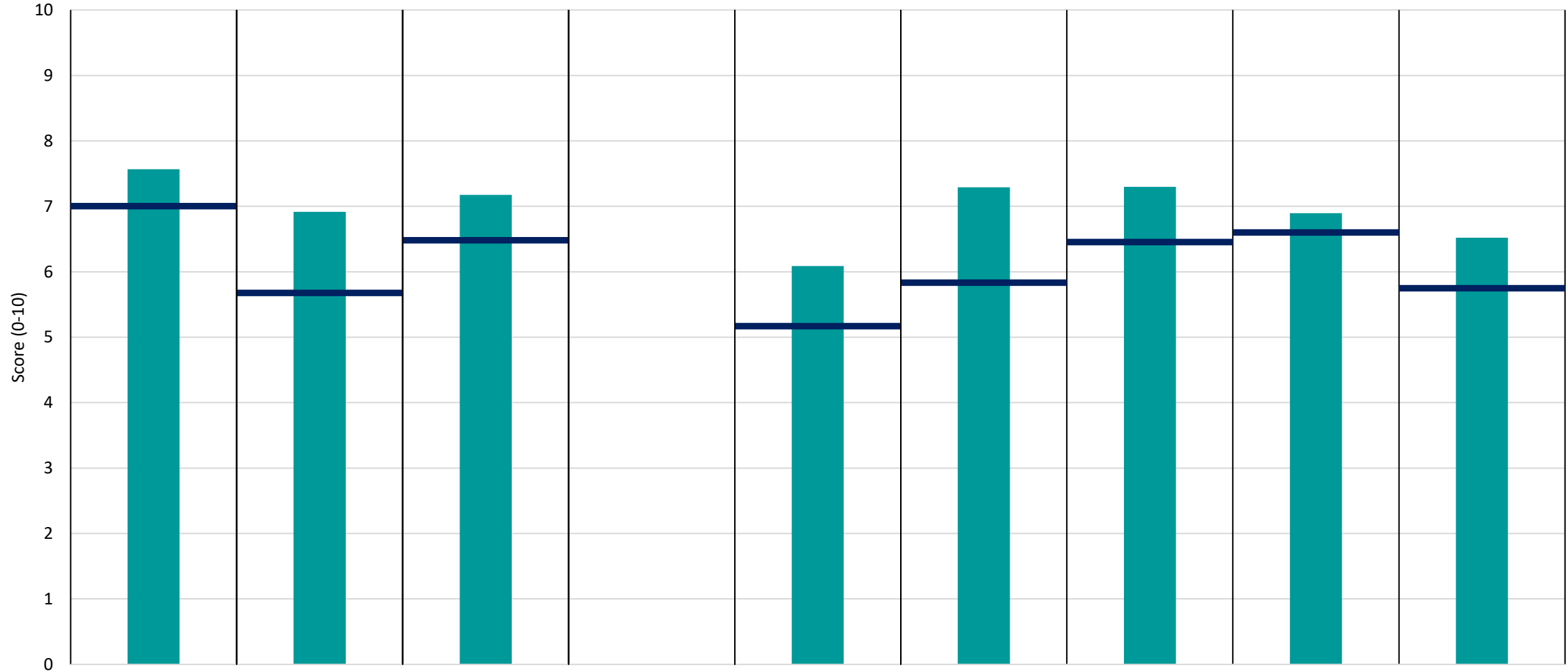
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.57	6.92	7.17	-	6.09	7.29	7.30	6.90	6.52
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75

Responses 91 91 90 - 84 91 91 91 91 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



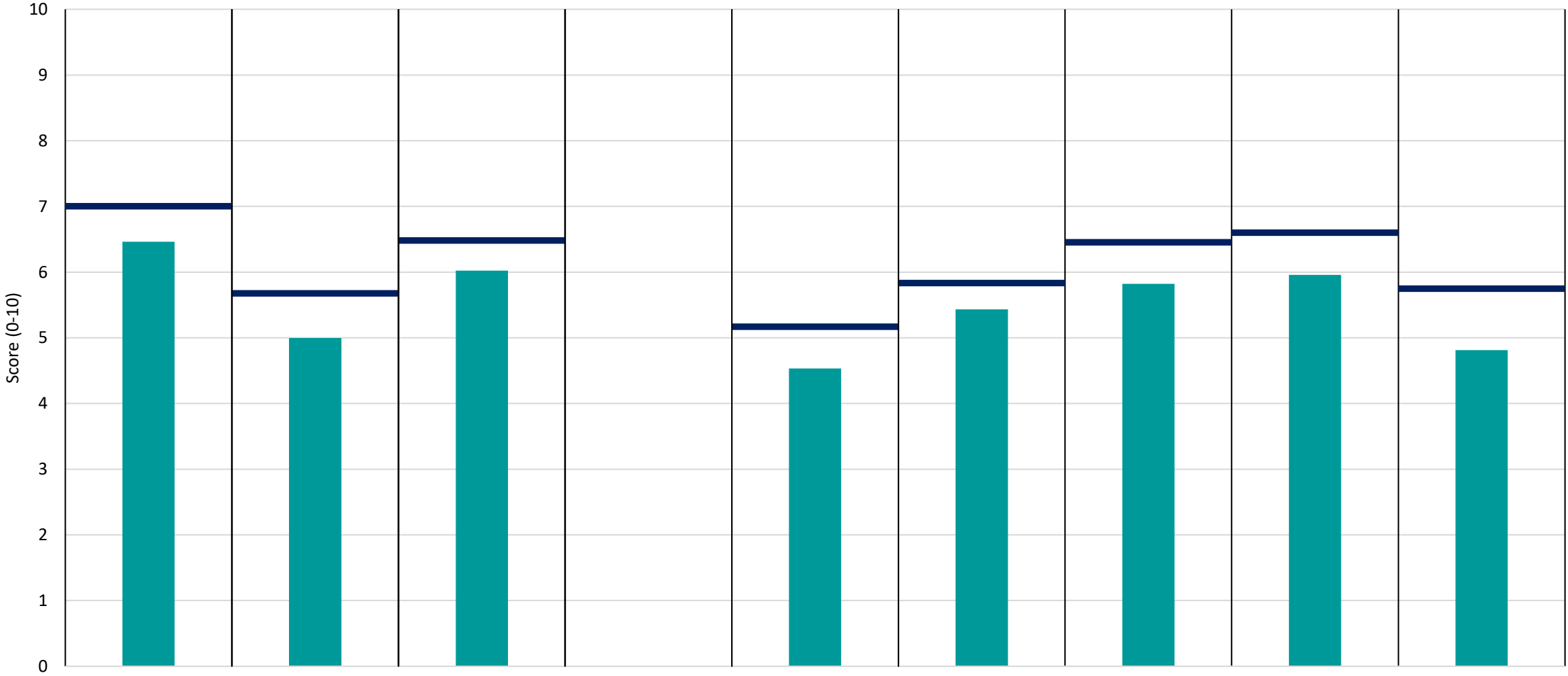
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.46	5.00	6.02	-	4.53	5.43	5.82	5.96	4.81
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75

Responses 269 269 268 - 257 268 269 269 269 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



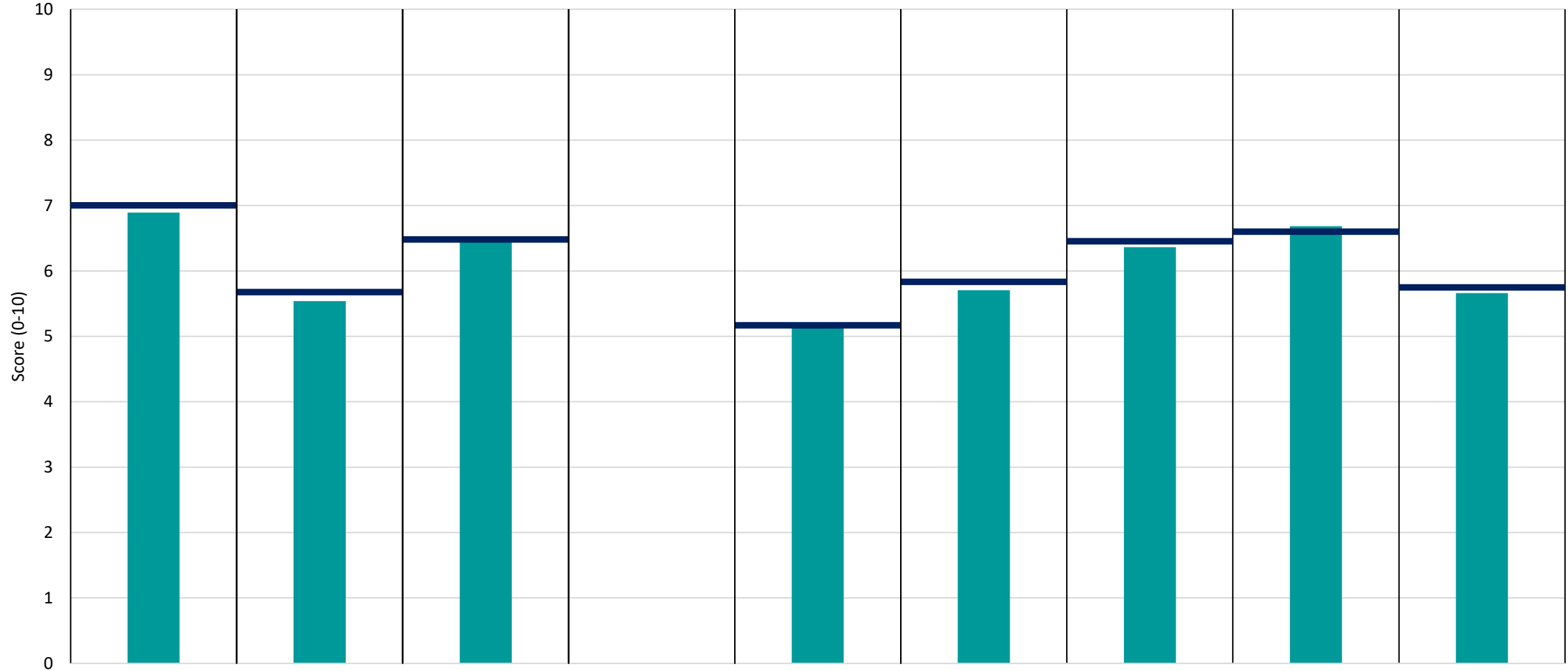
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.89	5.54	6.45	-	5.14	5.71	6.36	6.68	5.66
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75

Responses 700 702 689 - 664 698 700 701 703 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



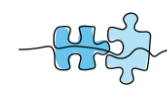
We are safe and
healthy



We are always
learning



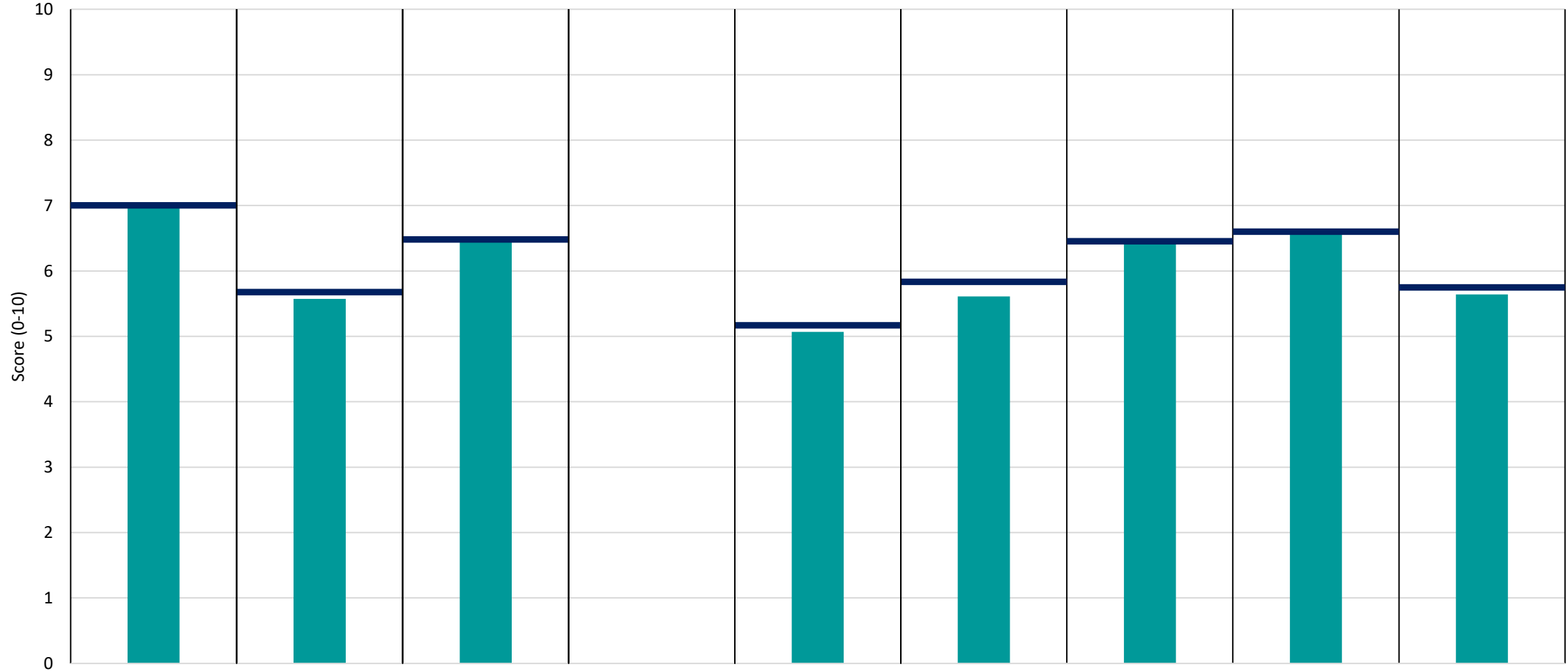
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.02	5.57	6.46	-	5.07	5.61	6.48	6.63	5.64
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75
Responses	327	326	325	-	312	324	325	327	327



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



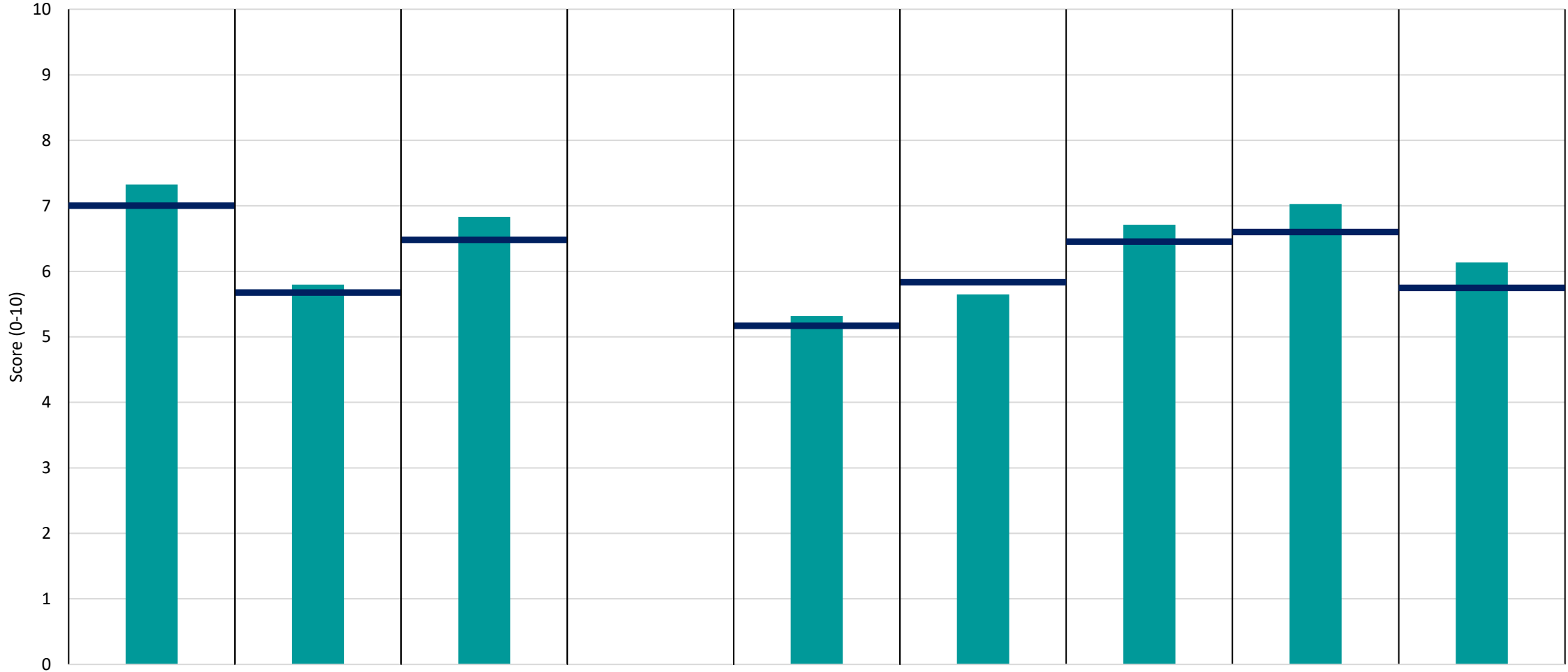
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.32	5.80	6.83	-	5.32	5.65	6.71	7.03	6.14
Your org	7.00	5.68	6.48	-	5.17	5.83	6.45	6.60	5.75

Responses 139 139 139 - 132 138 139 139 139 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.