



# James Paget University Hospitals NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Add Prof Scientific and Technic</u>	<u>6</u>
<u>Additional Clinical Services</u>	<u>7</u>
<u>Administrative and Clerical</u>	<u>8</u>
<u>Allied Health Professionals</u>	<u>9</u>
<u>Estates and Ancillary</u>	<u>10</u>
<u>Healthcare Scientists</u>	<u>11</u>
<u>Medical and Dental</u>	<u>12</u>
<u>Nursing and Midwifery Registered</u>	<u>13</u>

<u>Corporate Level 2</u>	15
<u>Medicine, Diagnostics and Clinical Support Level 2</u>	16
<u>Surgery and Woman's &amp; Children's Services Level 2</u>	17

This breakdown report for James Paget 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 James Paget 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

James Paget 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



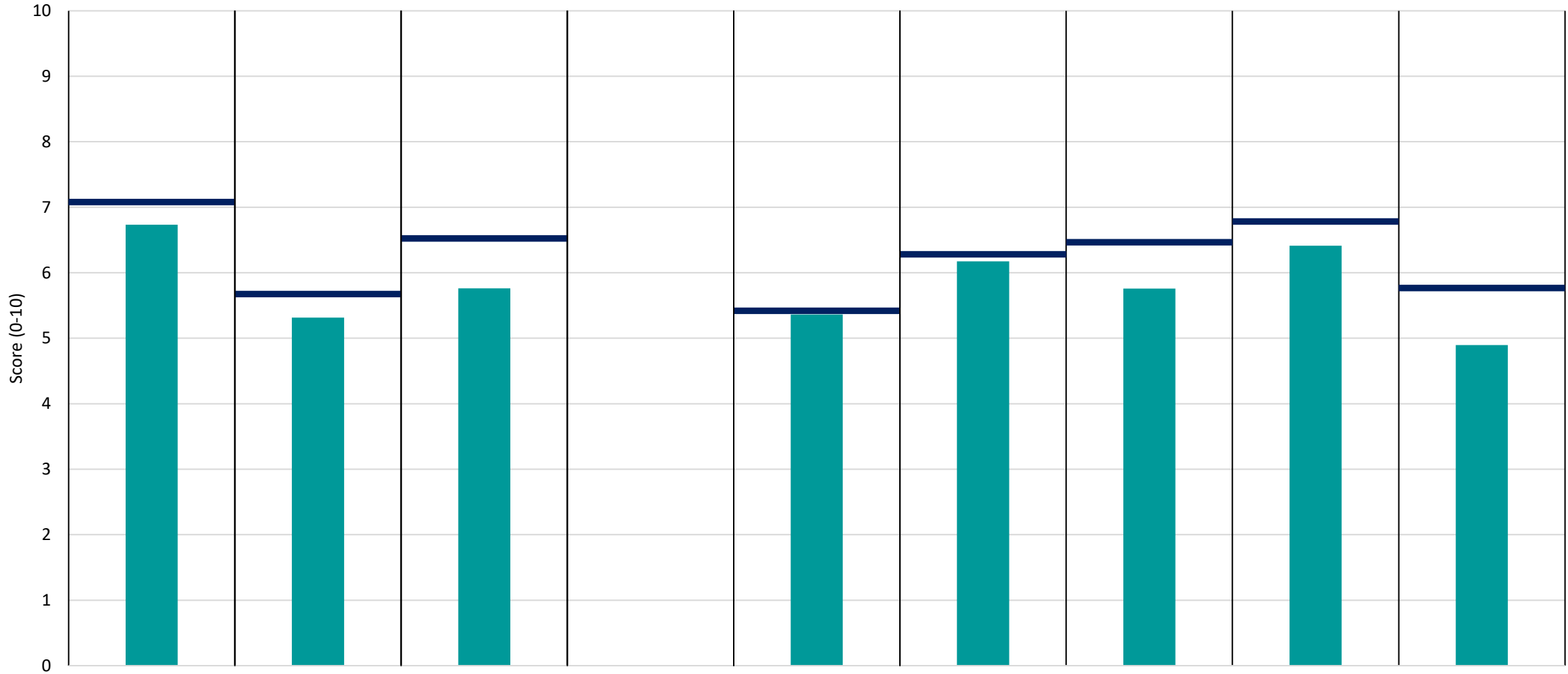
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.73	5.31	5.76	-	5.36	6.17	5.76	6.41	4.90
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77

Responses 48 49 49 - 43 49 48 49 49 49 6

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.

# Additional Clinical Services



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



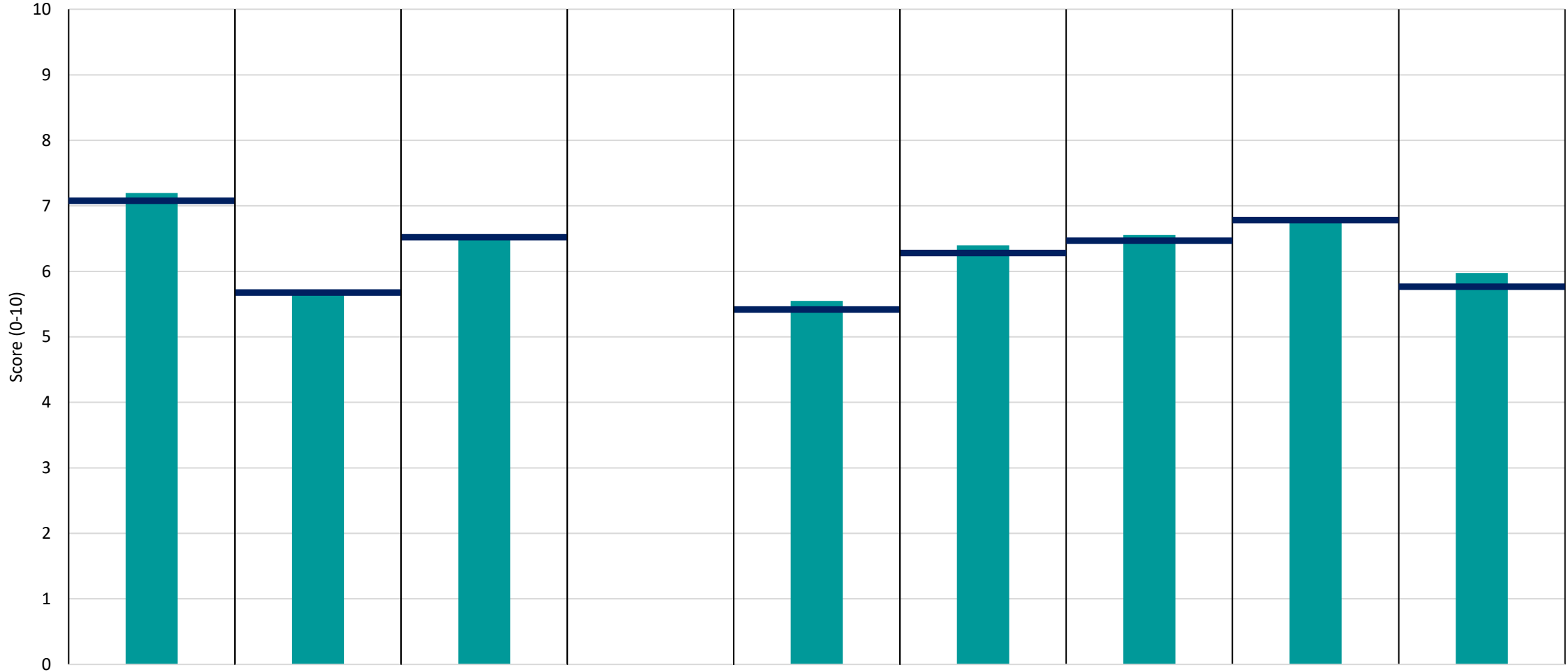
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.19	5.66	6.52	-	5.55	6.40	6.55	6.74	5.98
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	281	281	278	-	260	280	281	281	281

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



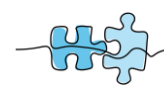
We are safe and  
healthy



We are always  
learning



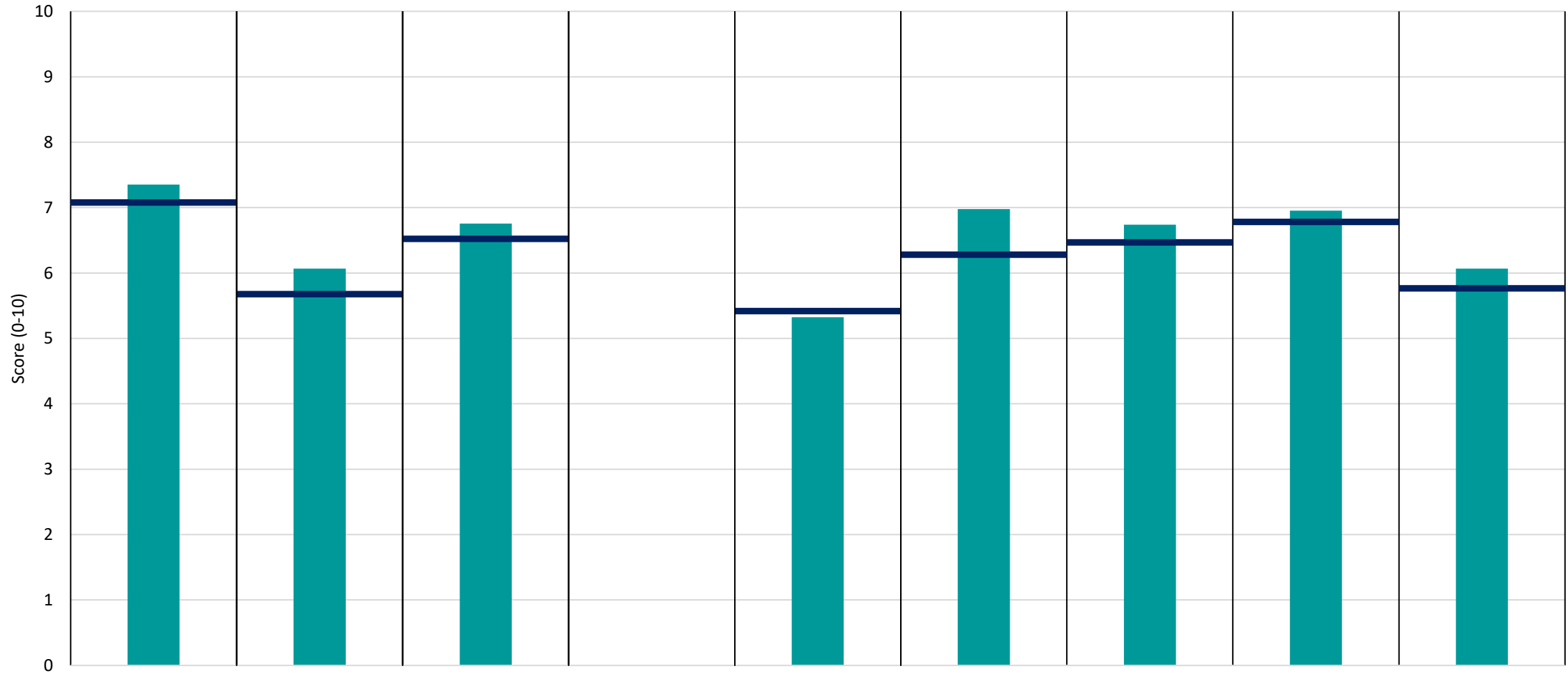
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.35	6.07	6.76	-	5.32	6.98	6.74	6.95	6.07
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	511	510	506	-	491	507	508	511	511

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



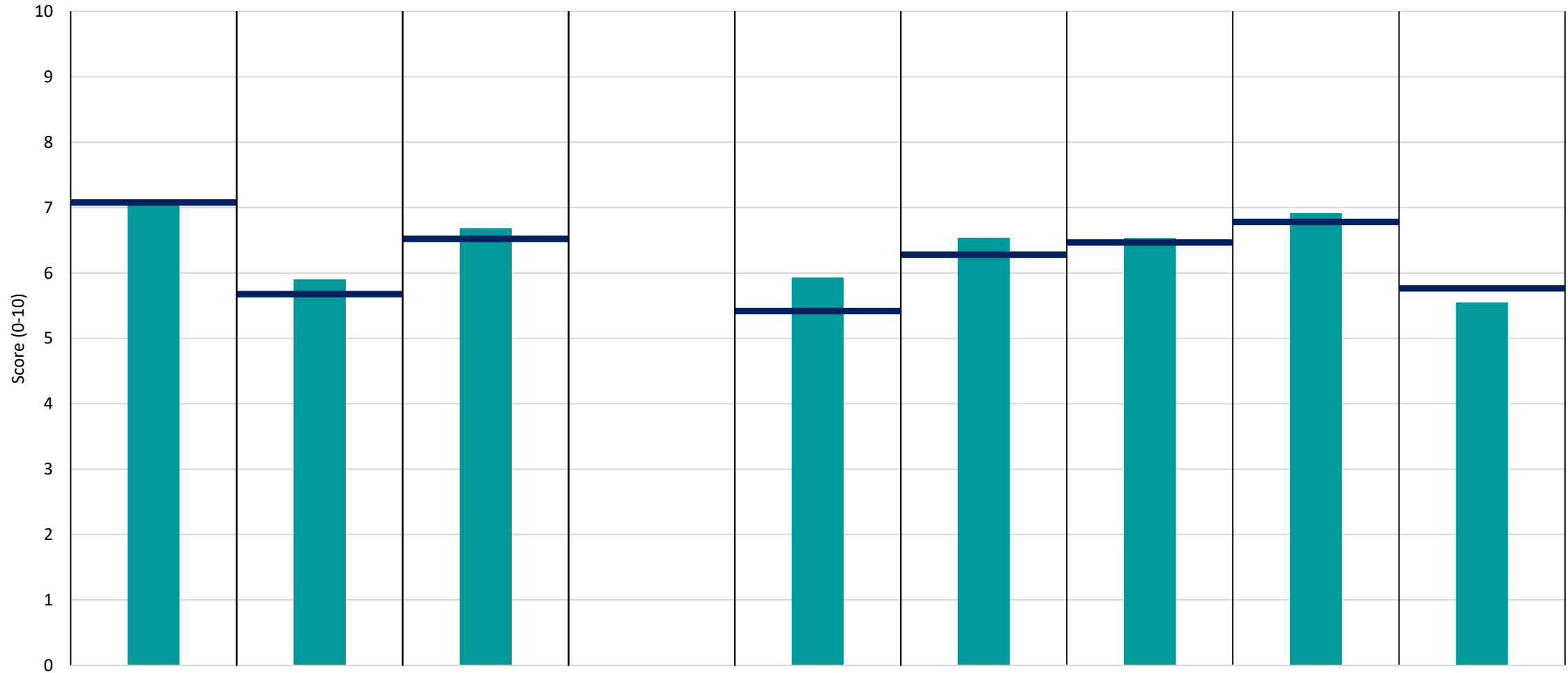
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.08	5.90	6.69	-	5.93	6.54	6.53	6.92	5.55
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	125	124	125	-	122	124	125	125	125

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



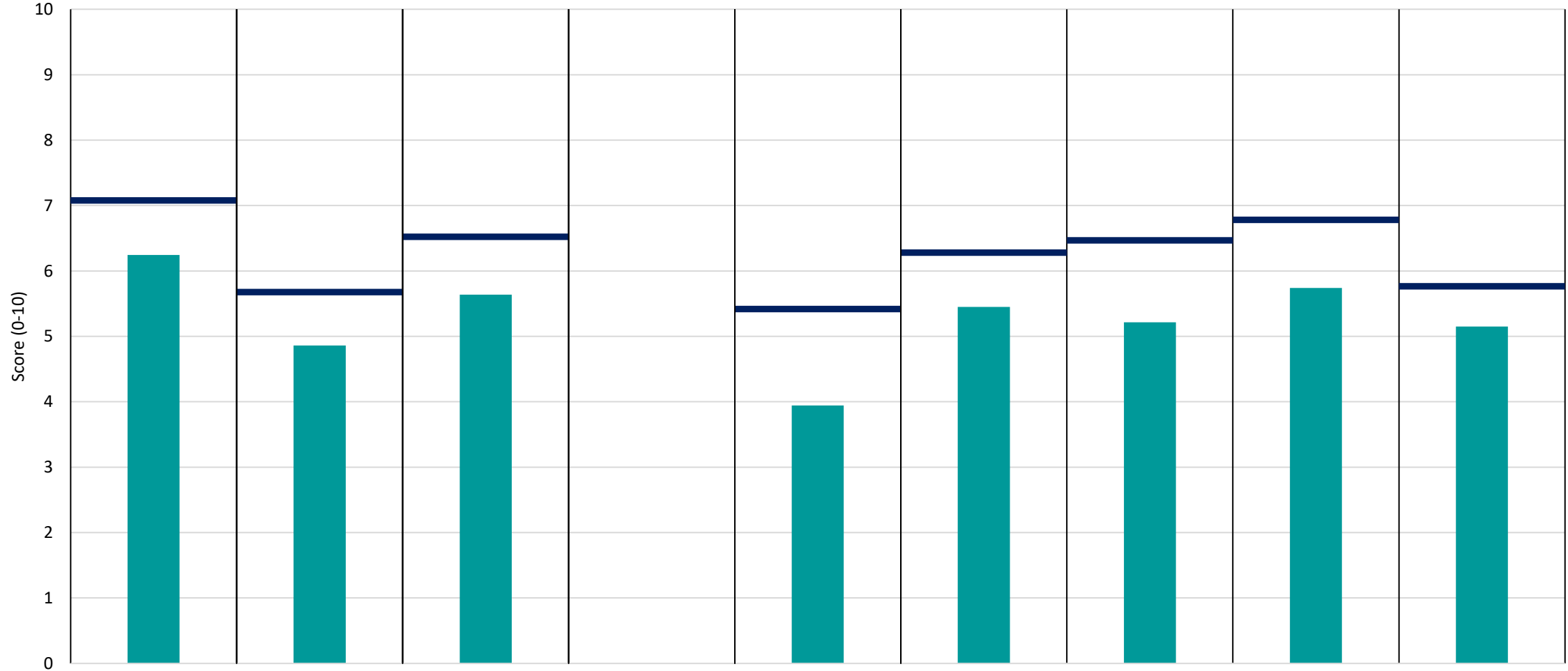
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.24	4.86	5.64	-	3.94	5.45	5.22	5.74	5.15
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	121	122	117	-	108	118	121	122	122



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



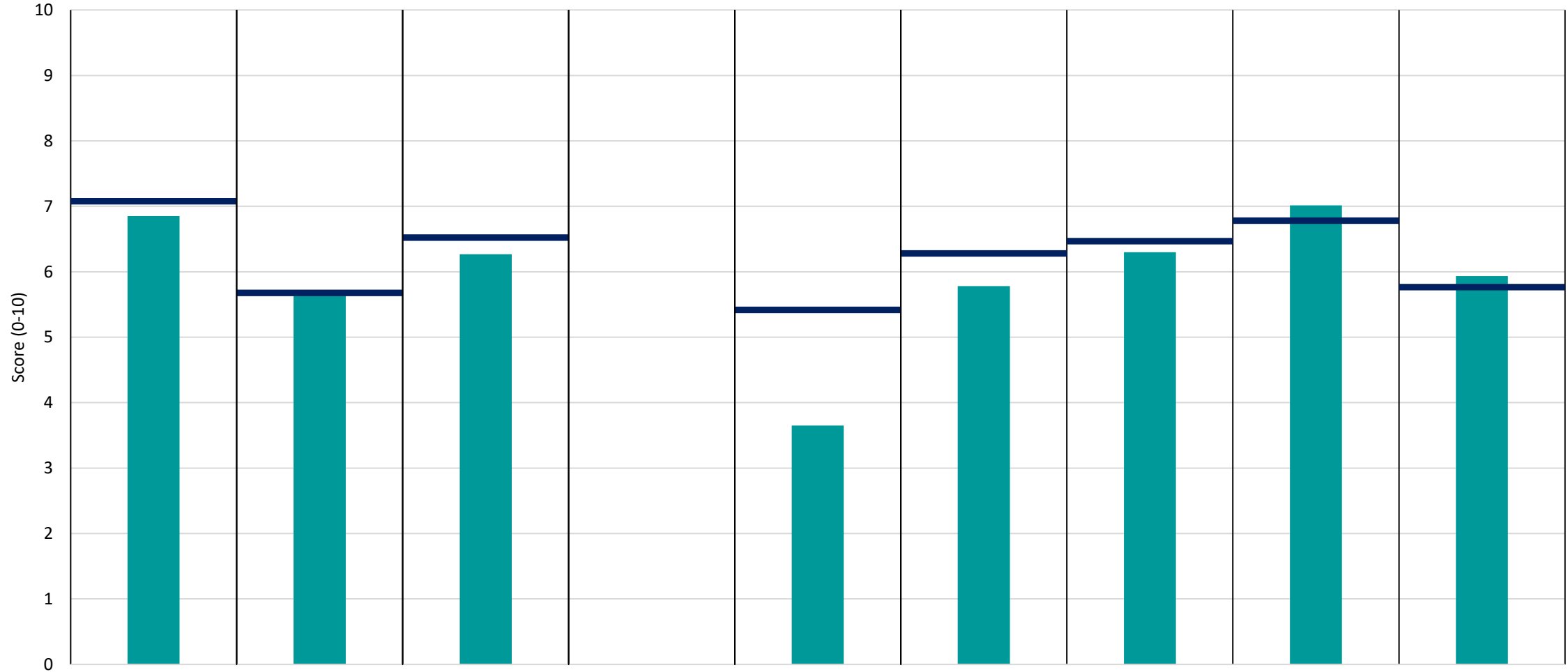
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.85	5.66	6.27	-	3.65	5.78	6.30	7.01	5.94
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	16	16	16	-	15	16	16	16	16



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



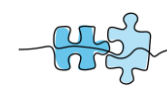
We are safe and  
healthy



We are always  
learning



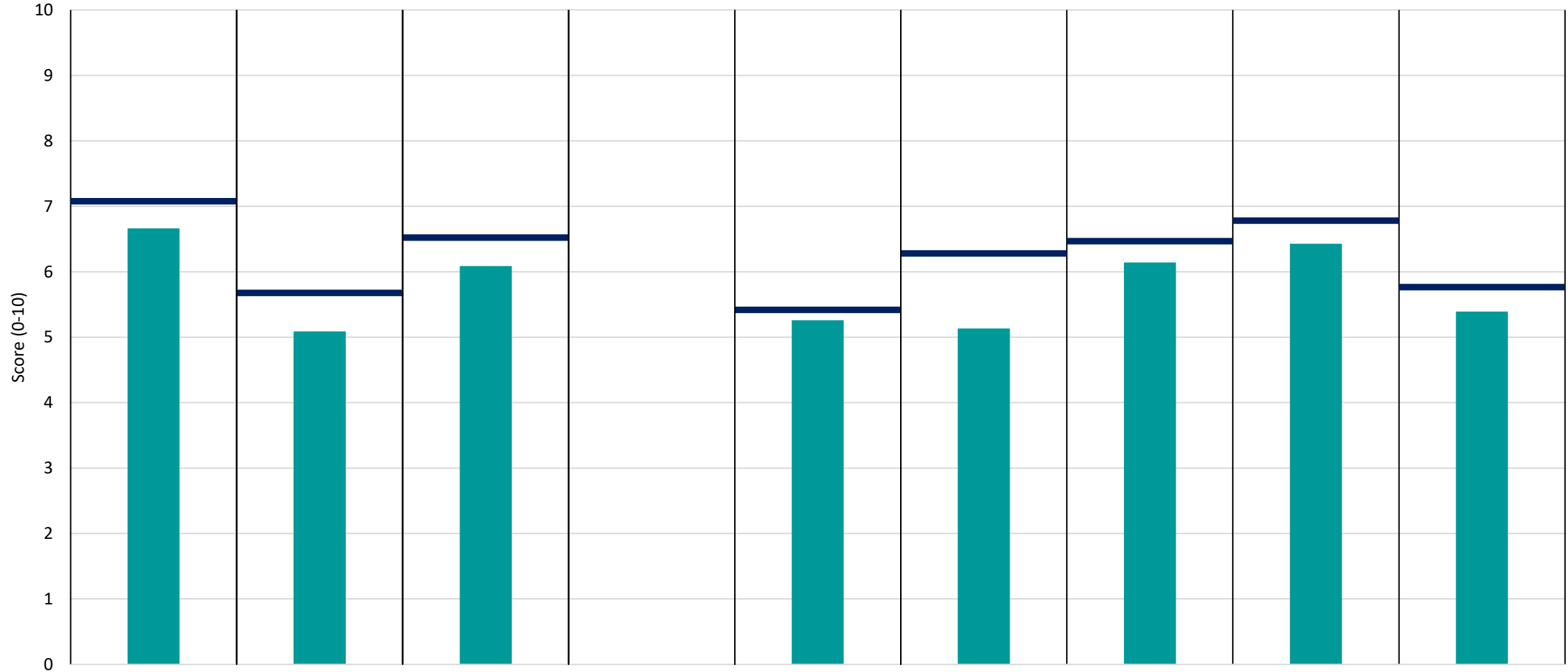
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.66	5.09	6.09	-	5.26	5.13	6.14	6.43	5.39
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77

Responses 139 139 137 - 136 139 139 139 139 139 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



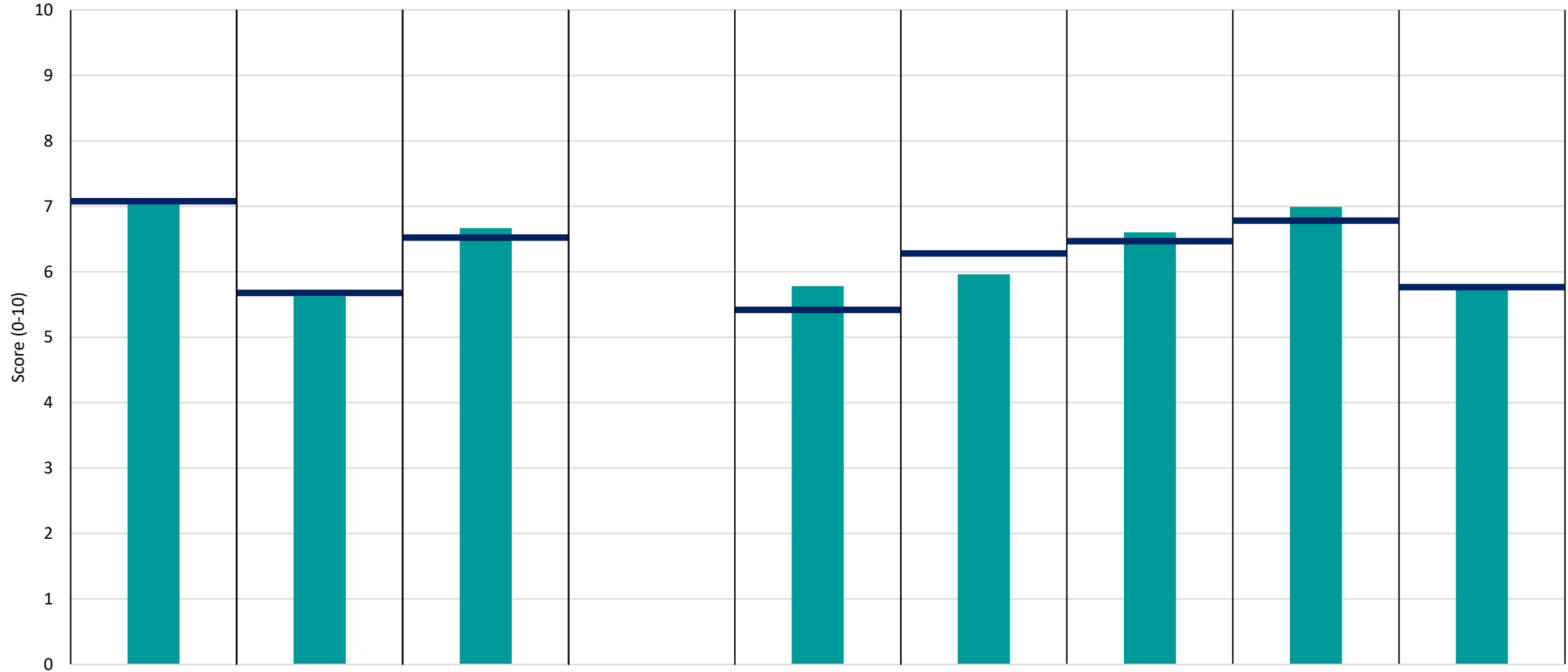
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.09	5.62	6.67	-	5.78	5.96	6.60	6.99	5.73
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	469	468	467	-	447	465	468	469	469

# Breakdowns 2

James Paget 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



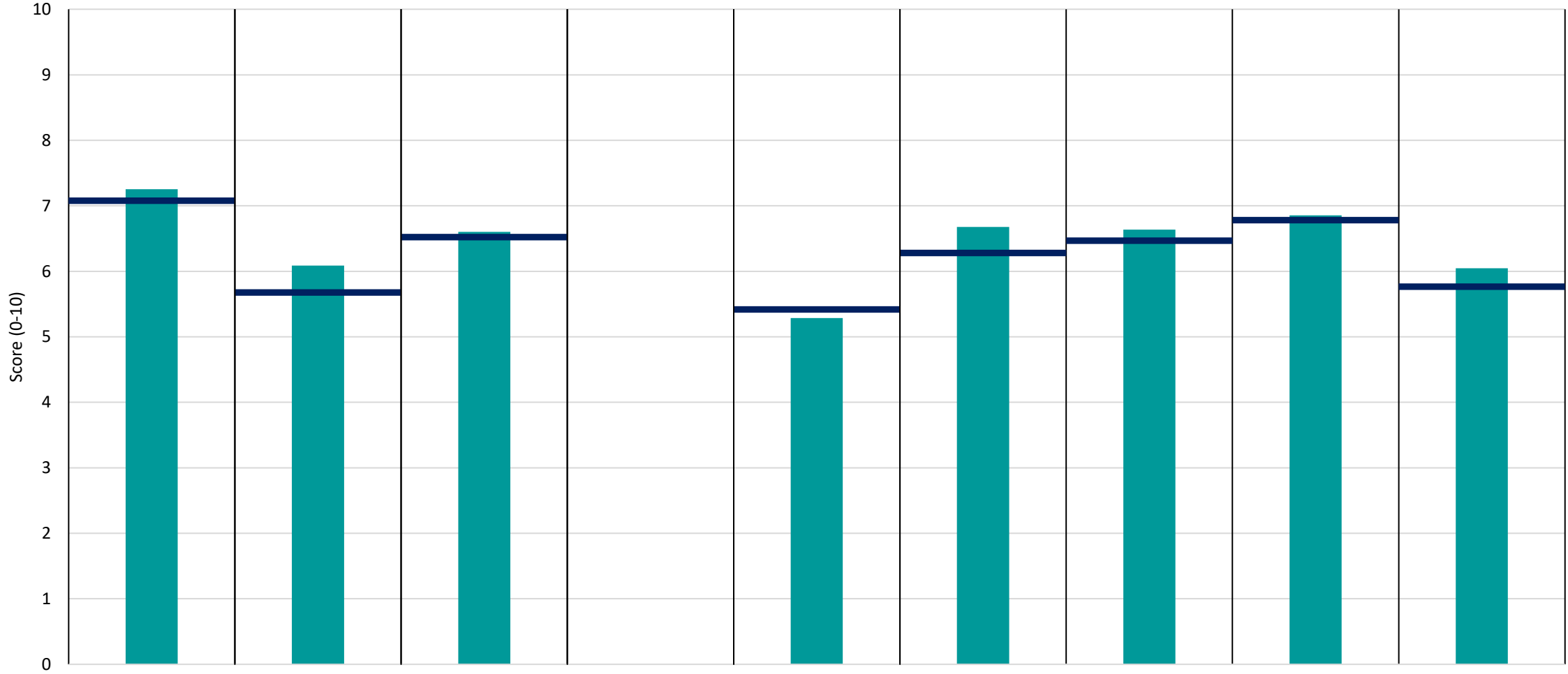
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.25	6.09	6.60	-	5.29	6.68	6.64	6.86	6.05
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	512	512	504	-	489	505	512	512	512



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



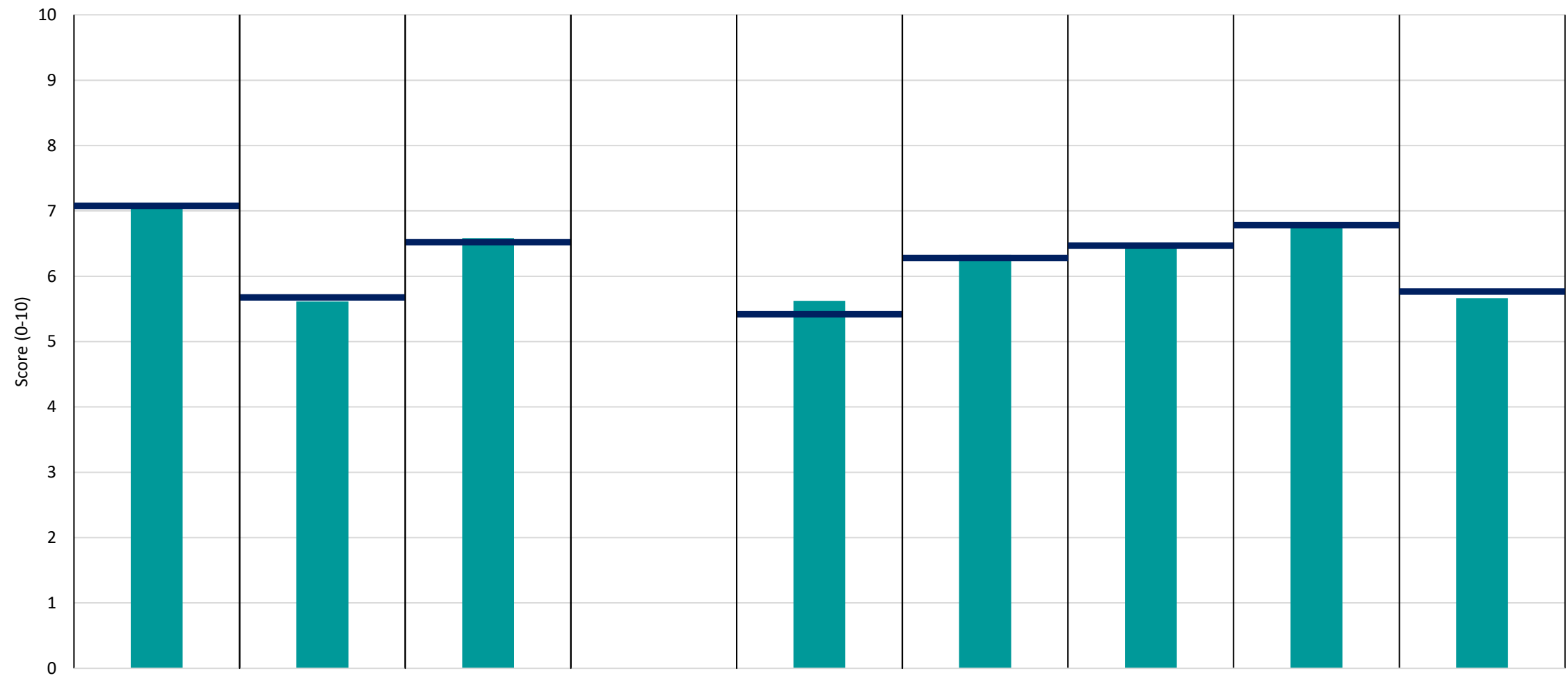
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.09	5.61	6.58	-	5.62	6.33	6.50	6.80	5.66
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	680	680	676	-	636	678	677	681	681

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



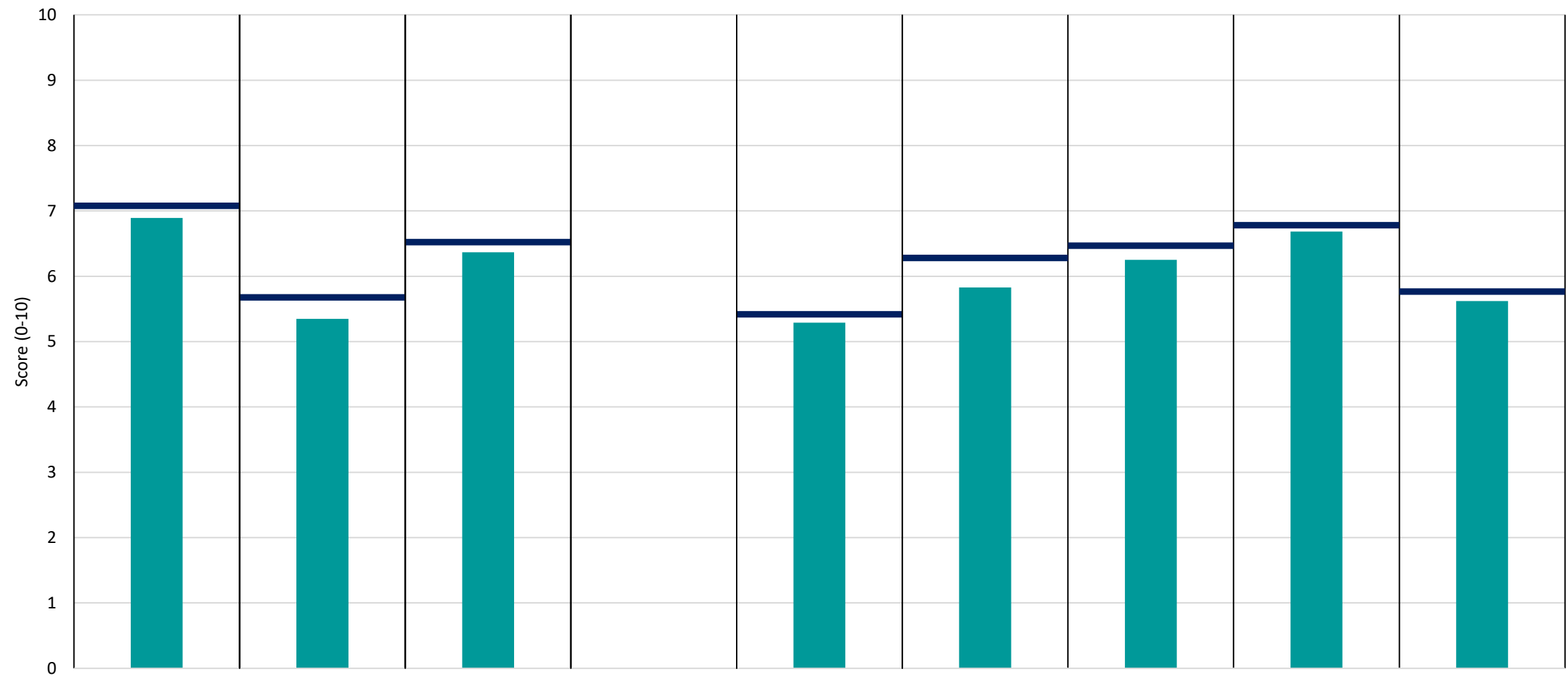
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.89	5.35	6.37	-	5.29	5.83	6.25	6.69	5.62
Your org	7.08	5.68	6.52	-	5.42	6.28	6.47	6.78	5.77
Responses	518	517	515	-	497	515	517	519	519 <sup>17</sup>

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.