



# Cambridge University Hospitals NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Cambridge 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.

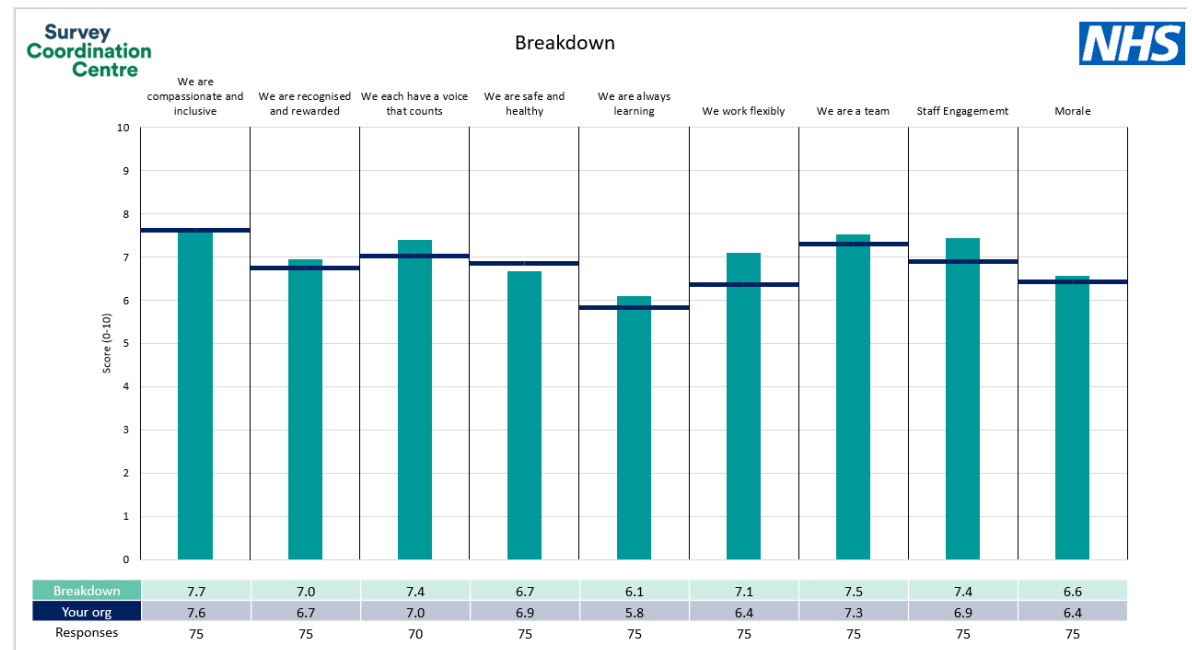
The breakdowns used in this report were provided and defined by Cambridge University Hospitals NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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

Cambridge University Hospitals NHS Foundation Trust  
2023 NHS Staff Survey



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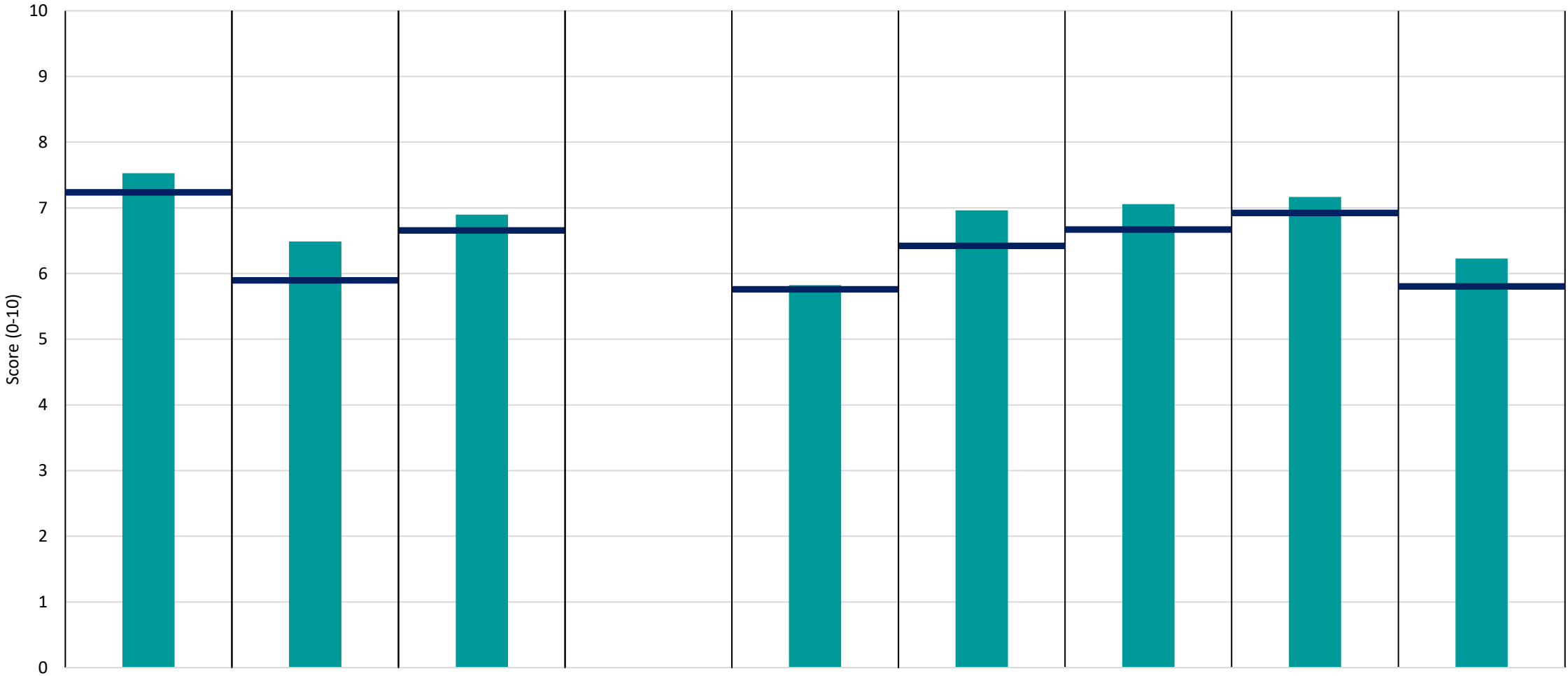
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Staff Engagement

Morale



Breakdown	7.53	6.49	6.90	-	5.82	6.96	7.06	7.17	6.23
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	811	813	802	-	784	811	811	812	813

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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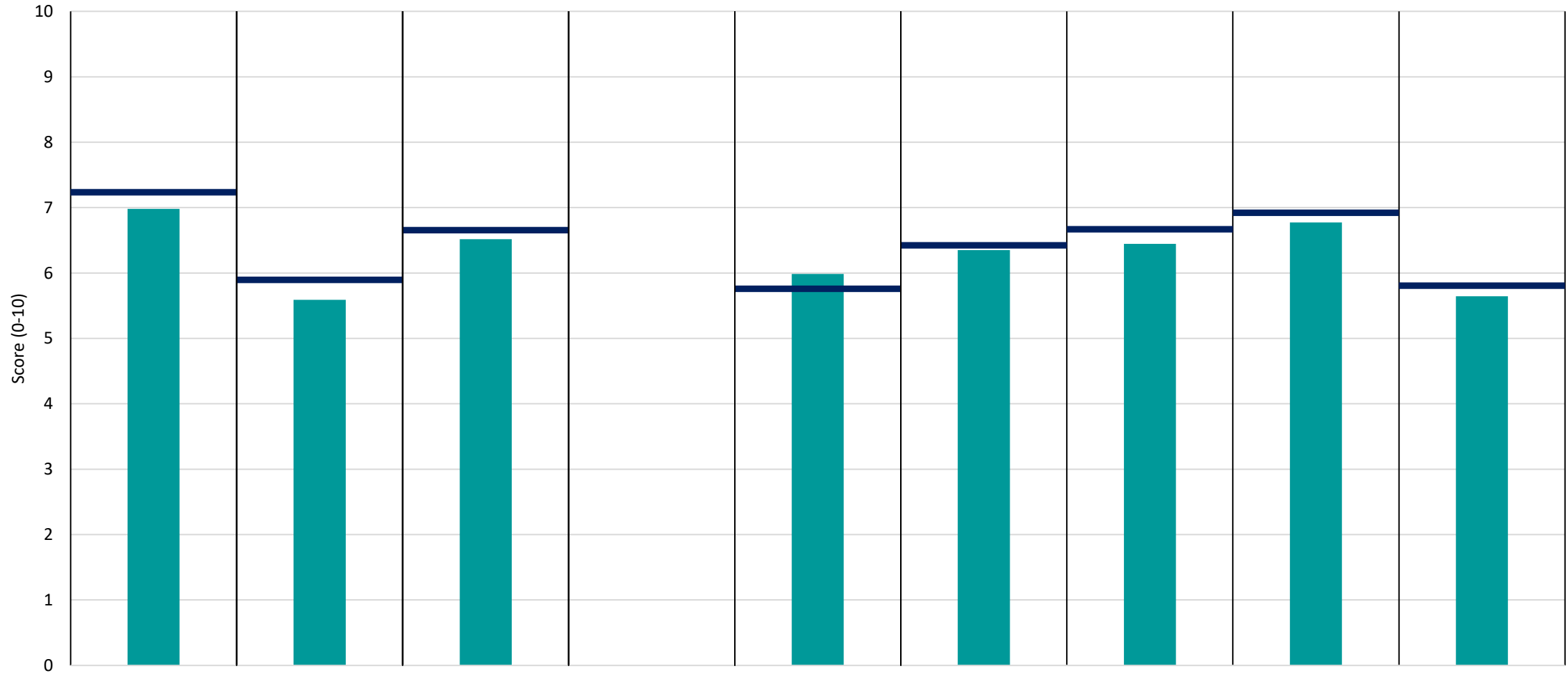
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Staff Engagement

Morale



Breakdown	6.98	5.59	6.52	-	5.98	6.35	6.45	6.77	5.65
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	675	674	668	-	640	672	675	675	676



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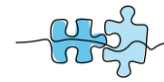
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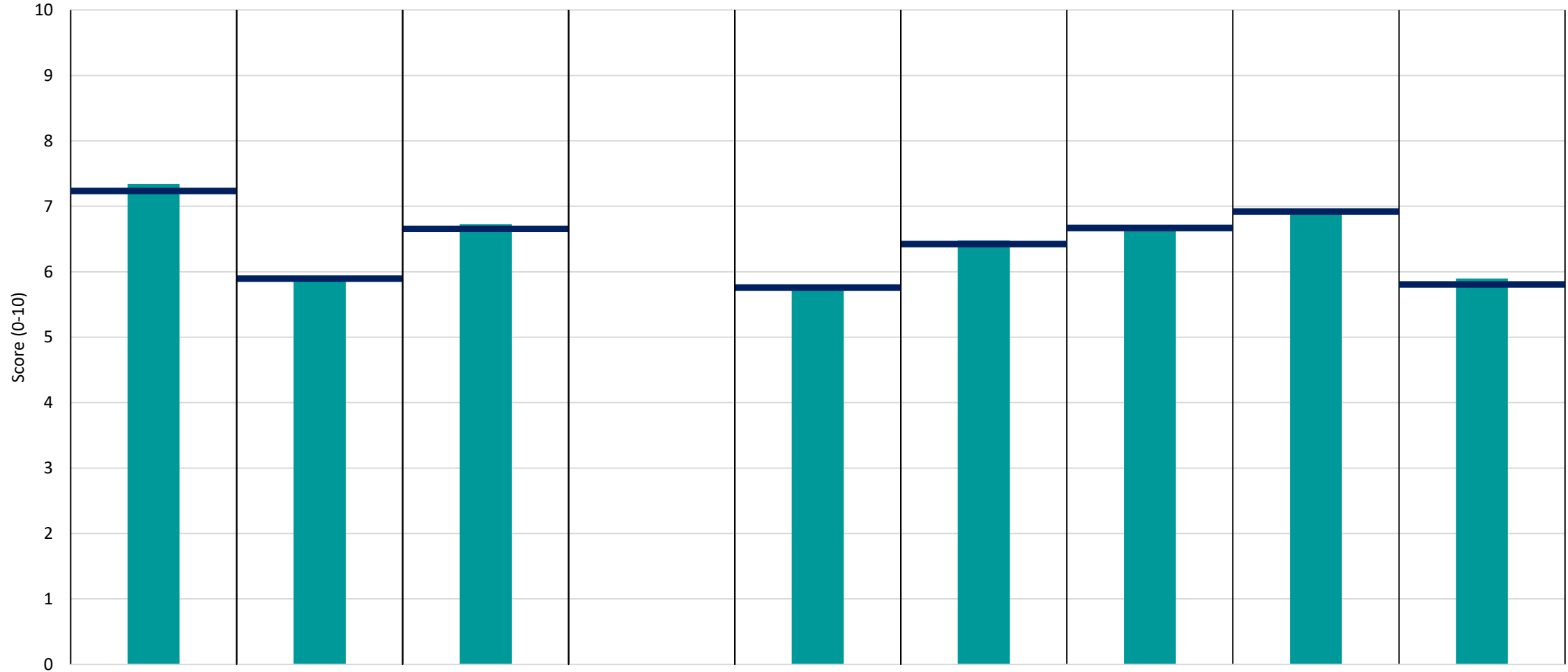
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Staff Engagement

Morale



Breakdown	7.34	5.92	6.73	-	5.79	6.48	6.71	6.96	5.90
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	1365	1363	1358	-	1310	1355	1364	1368	1368





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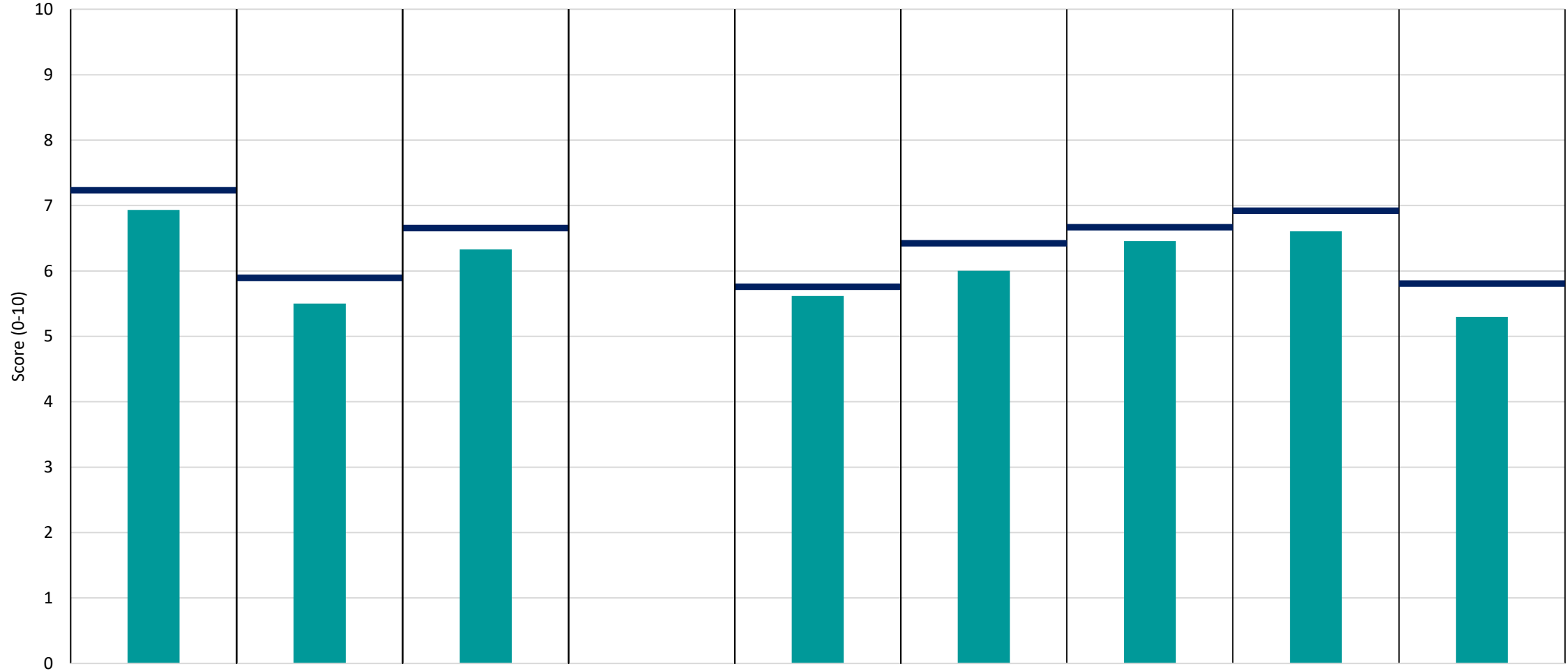
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Staff Engagement

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Breakdown	6.93	5.50	6.33	-	5.62	6.00	6.46	6.60	5.30
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	500	499	496	-	472	492	502	503	502



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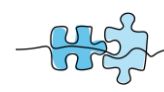
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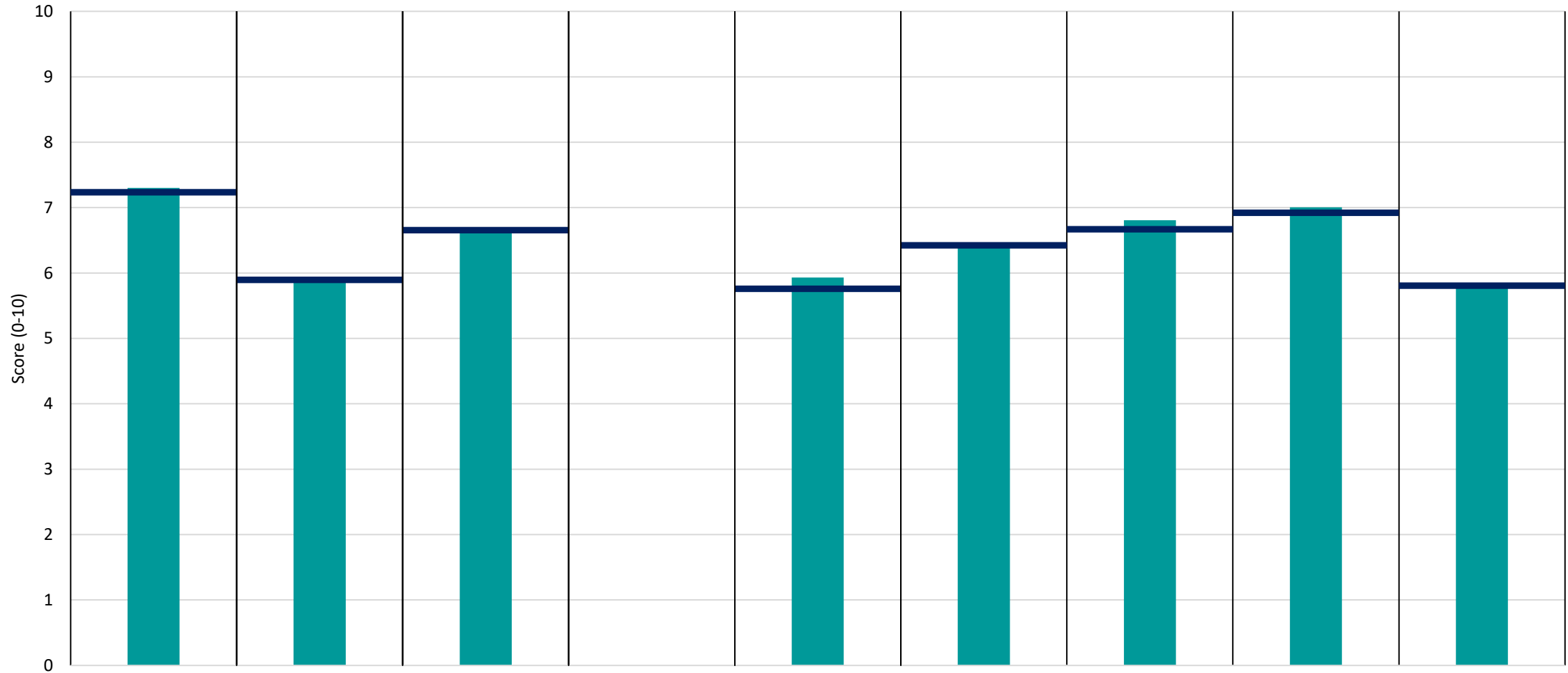
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Staff Engagement

Morale



Breakdown	7.30	5.89	6.70	-	5.93	6.38	6.81	7.00	5.80
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	463	462	458	-	443	461	463	462	463



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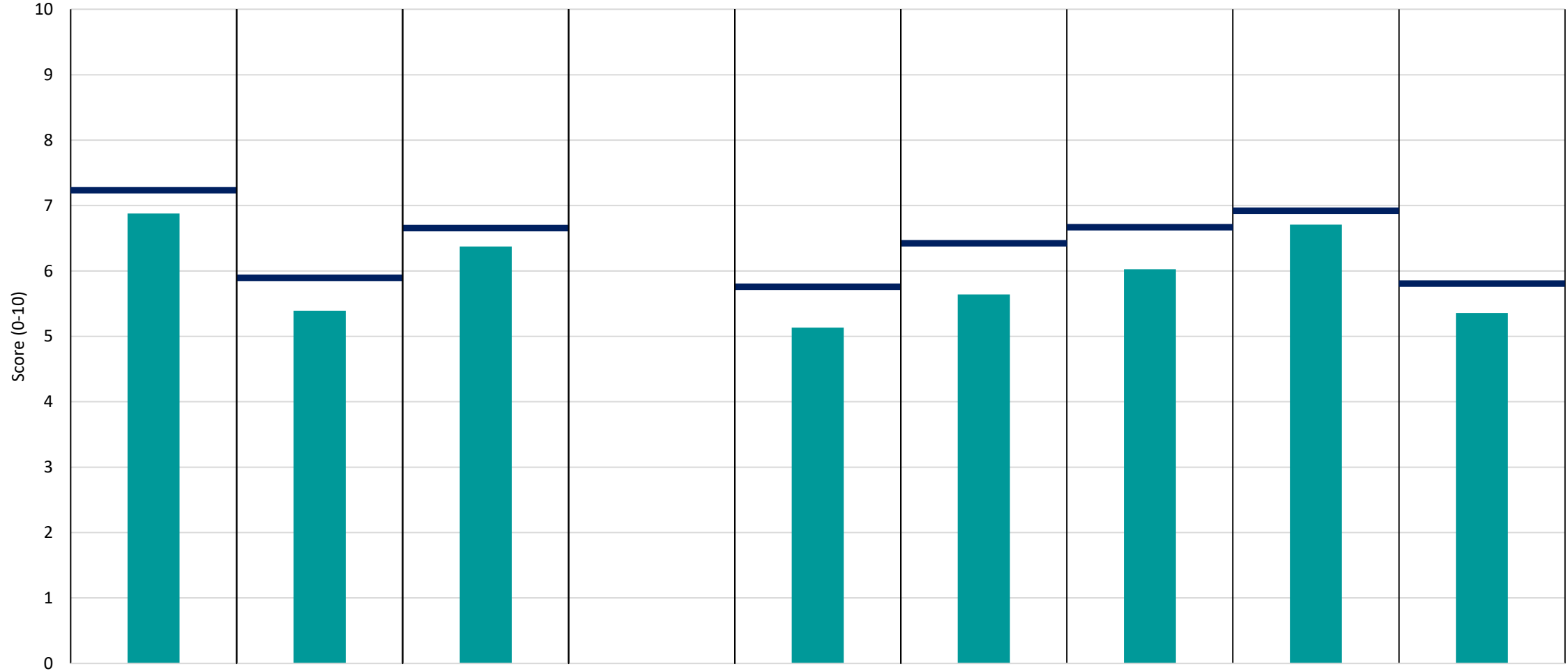
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Morale



Breakdown	6.88	5.39	6.38	-	5.13	5.64	6.03	6.71	5.36
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	413	414	410	-	389	413	414	414	415



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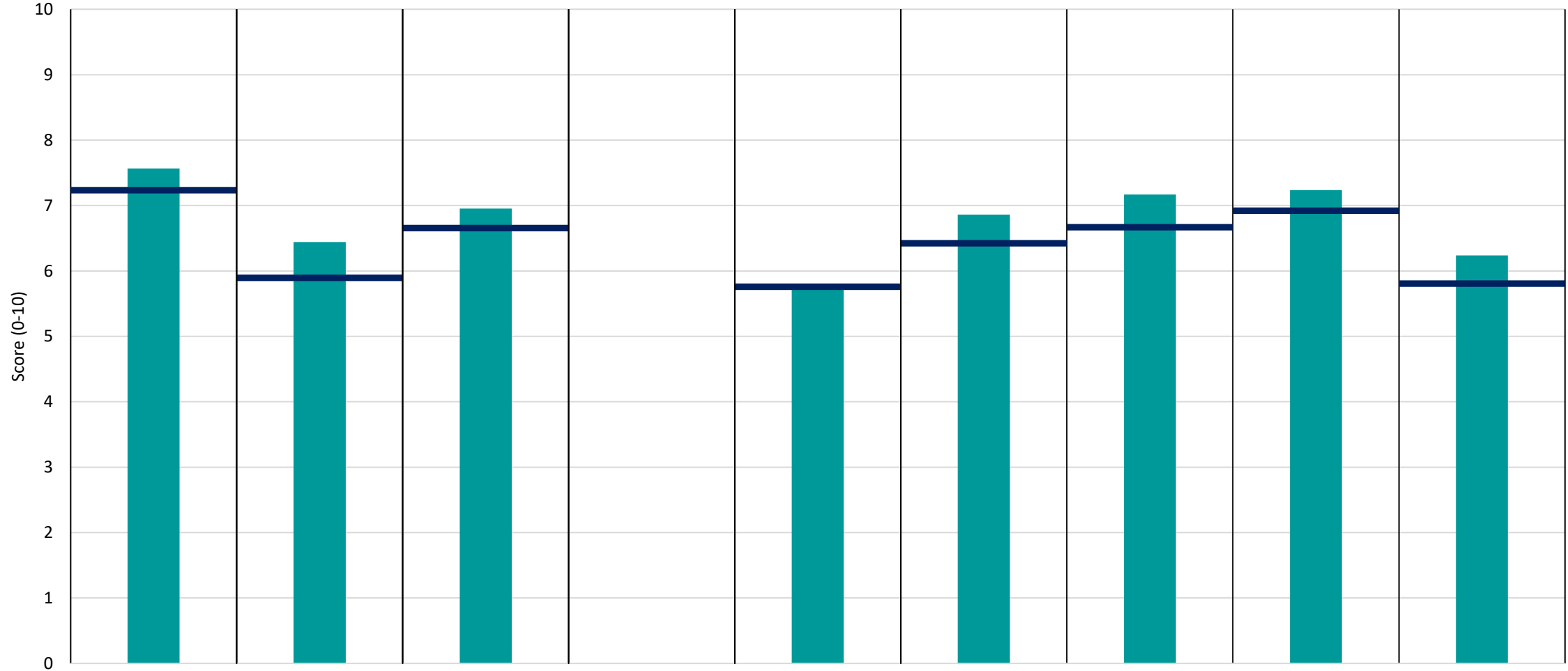
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Staff Engagement

Morale



Breakdown	7.57	6.44	6.95	-	5.76	6.86	7.17	7.24	6.24
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 181 182 181 - 175 179 181 183 183 <sup>12</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.

# Breakdowns 2

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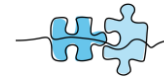
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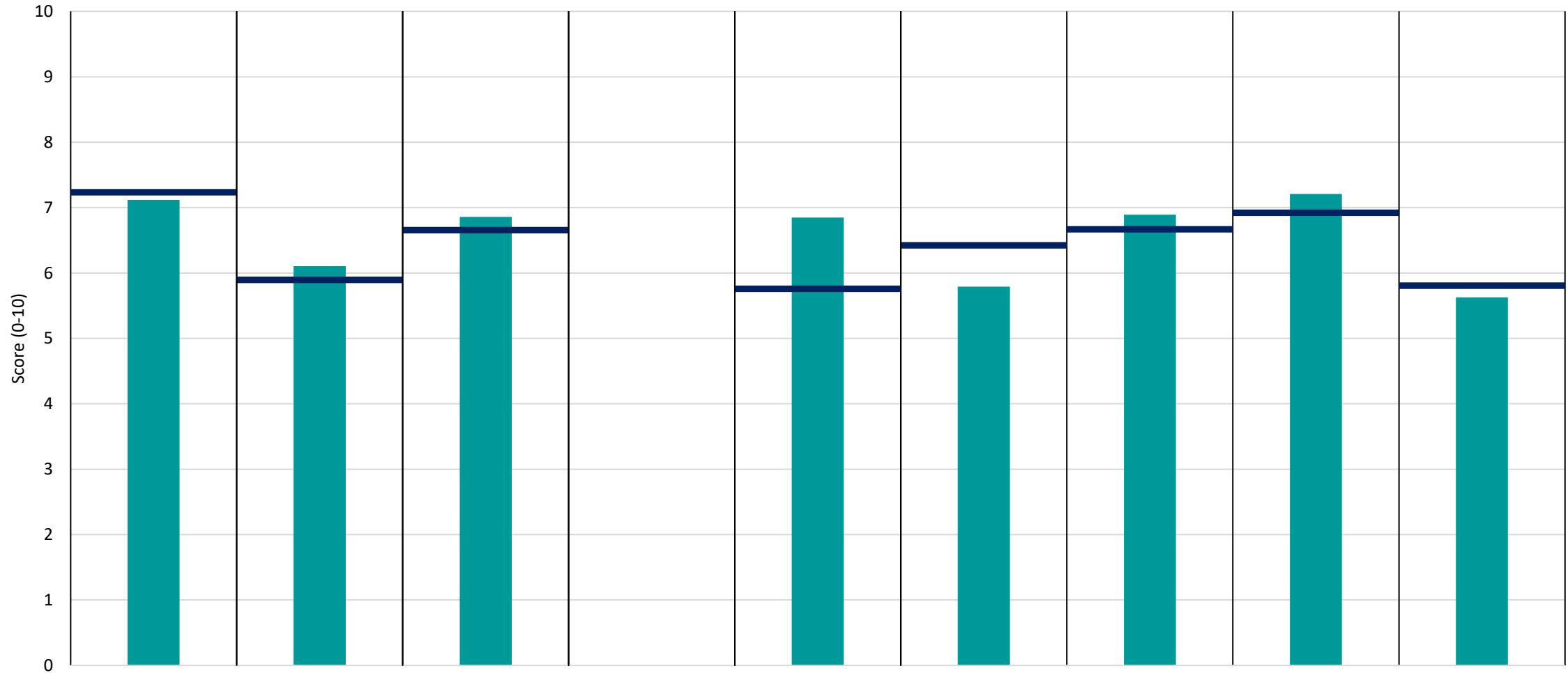
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Staff Engagement

Morale



Breakdown	7.12	6.11	6.86	-	6.85	5.79	6.89	7.21	5.63
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 19 19 19 - 18 19 19 19 19 19 14

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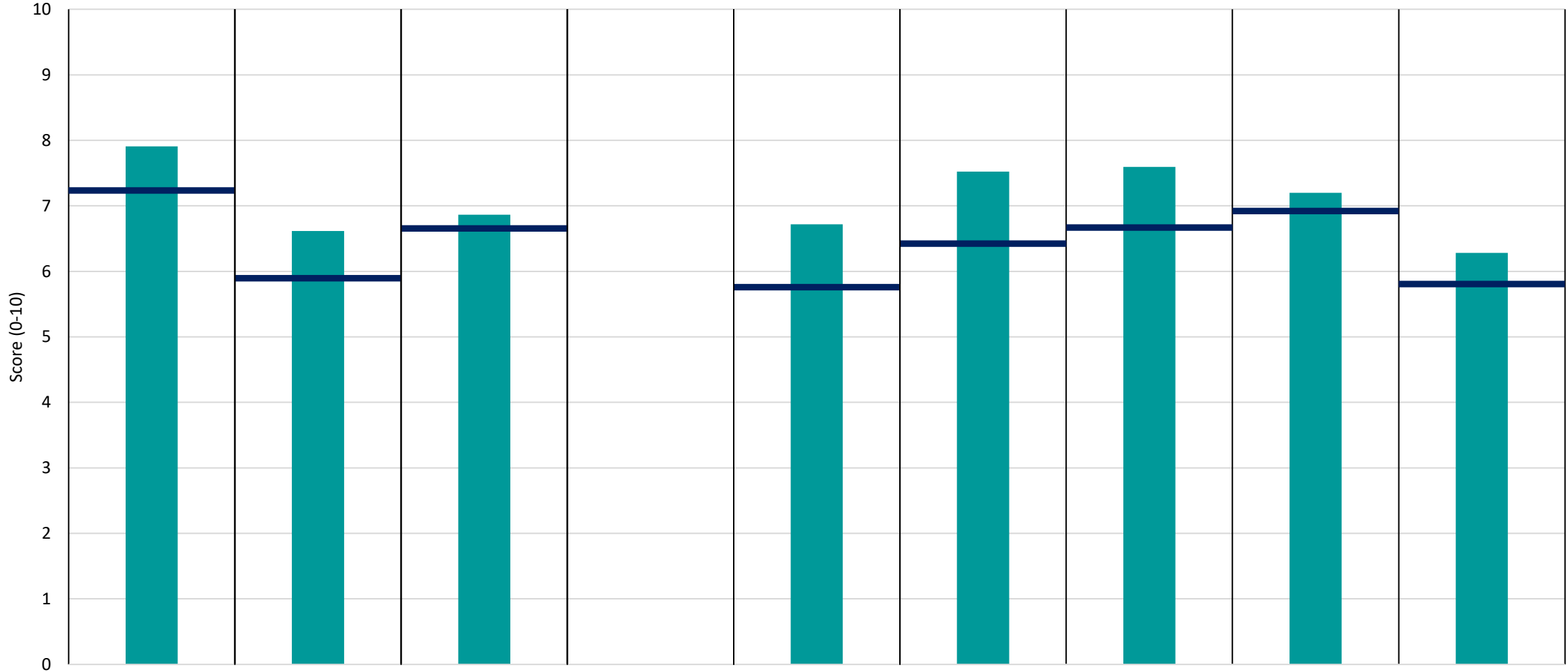
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Staff Engagement

Morale



Breakdown	7.91	6.62	6.86	-	6.72	7.52	7.59	7.20	6.28
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 51 51 51 - 50 51 51 51 51 15

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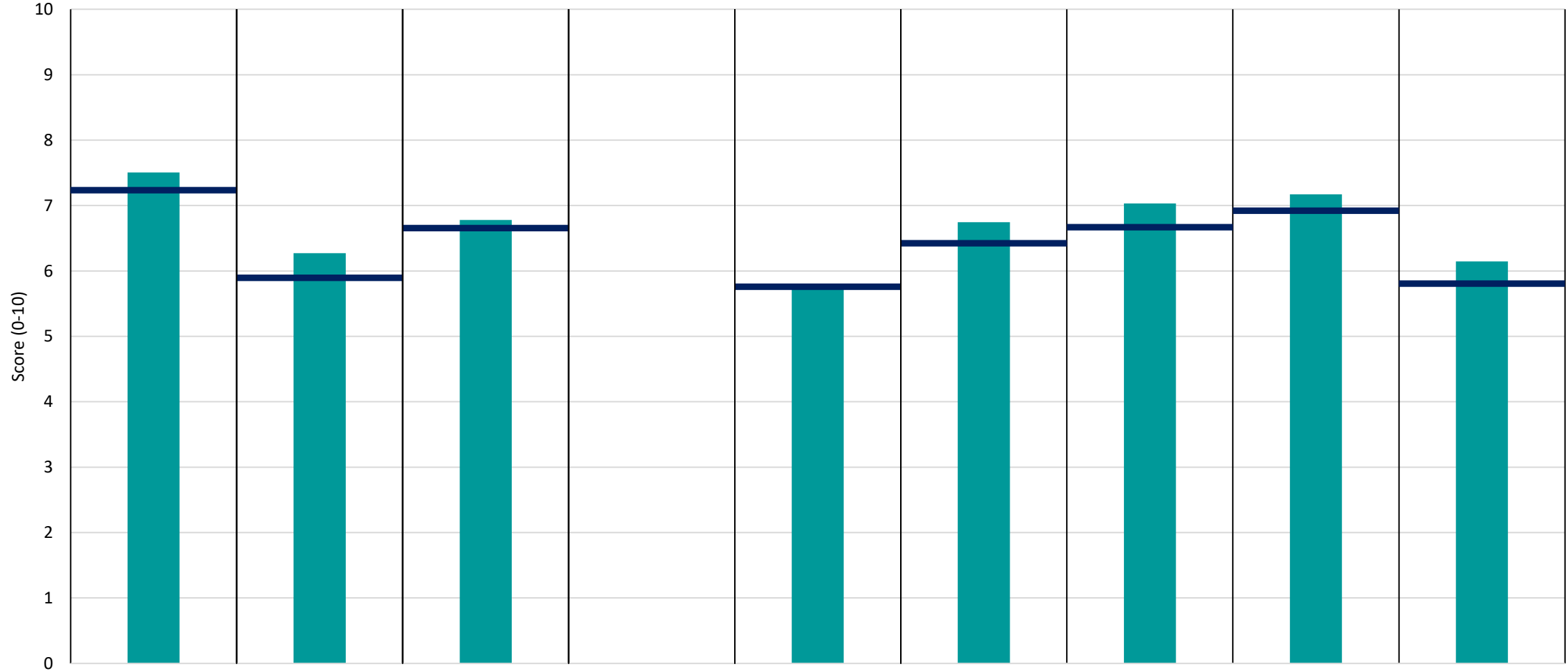
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Staff Engagement

Morale



Breakdown	7.50	6.27	6.78	-	5.80	6.74	7.03	7.17	6.14
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 64 64 64 - 61 64 64 64 64 64 16

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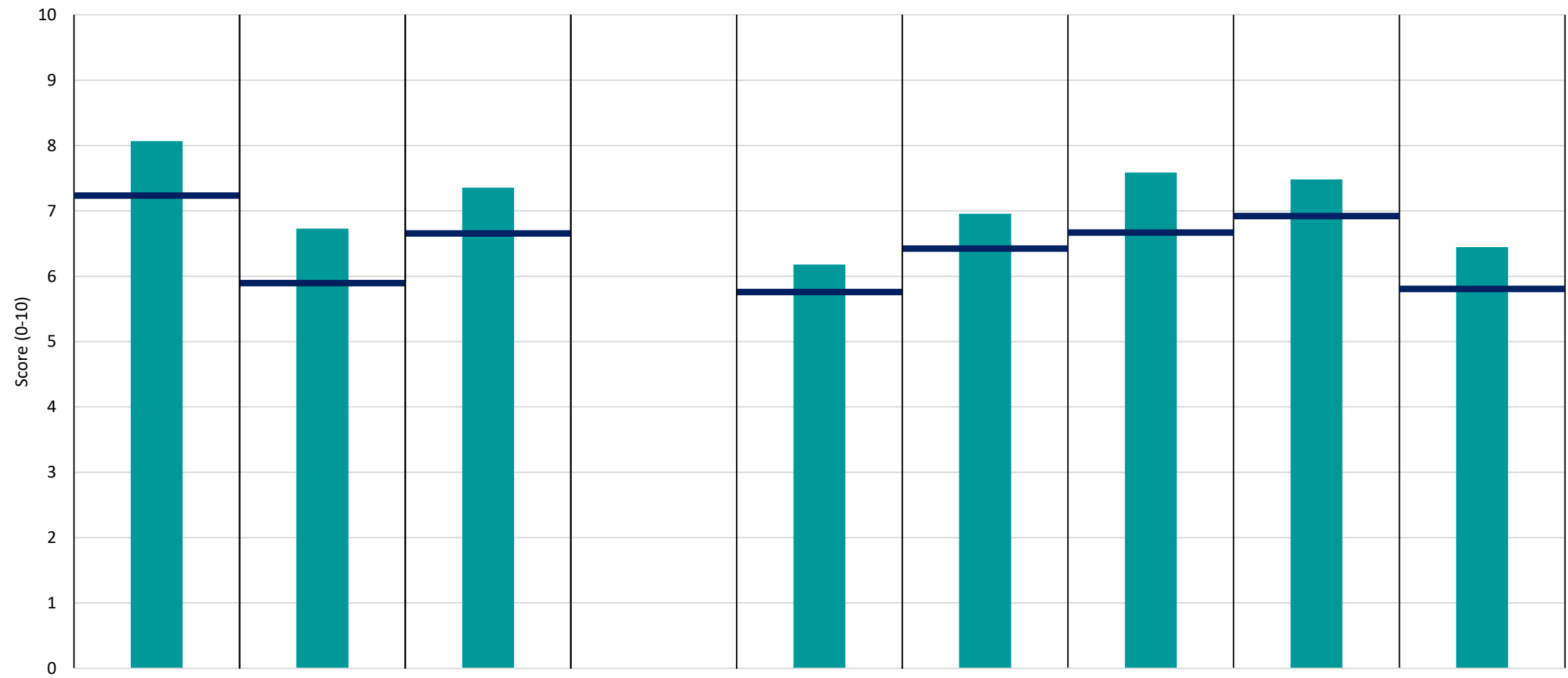
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Staff Engagement

Morale



Breakdown	8.07	6.73	7.35	-	6.18	6.96	7.59	7.48	6.45
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	57	57	57	-	54	56	56	57	57

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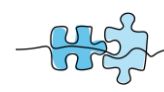
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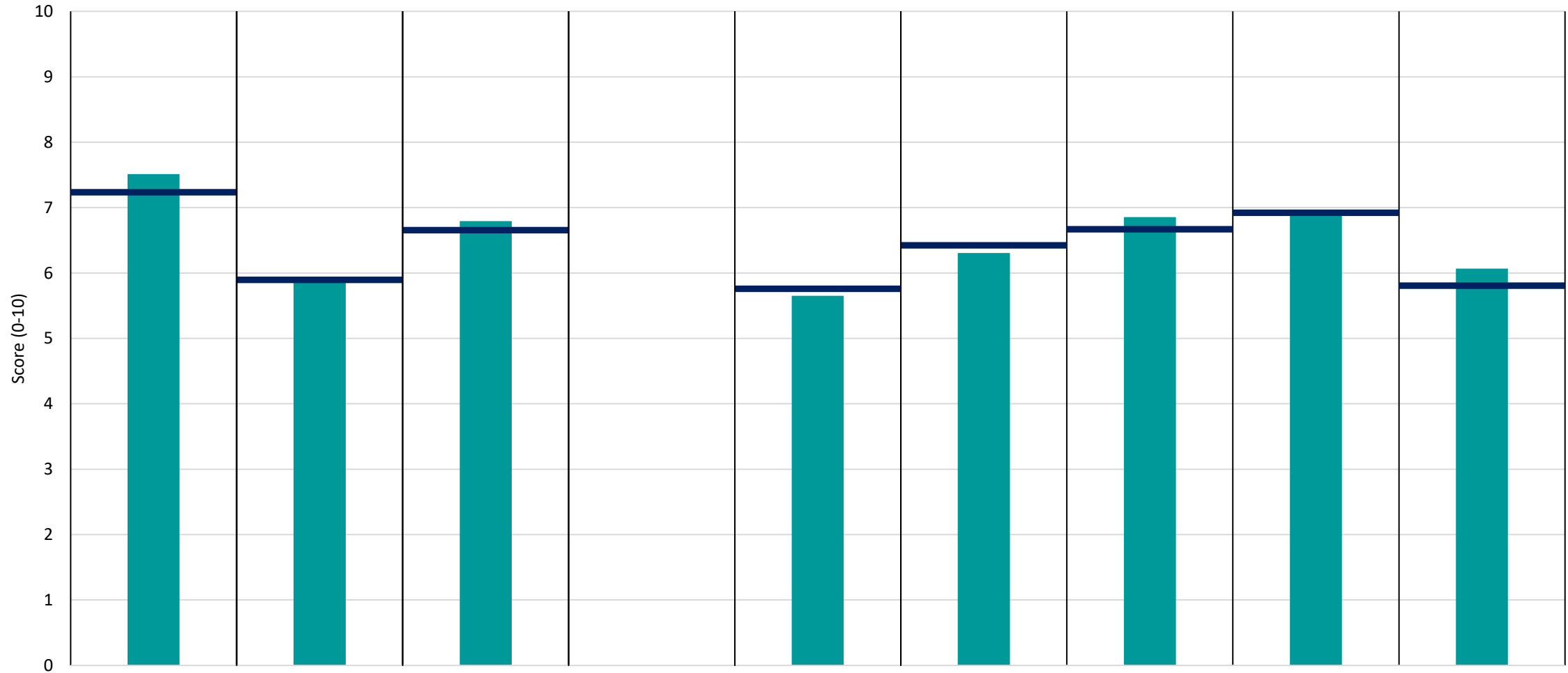
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Staff Engagement

Morale



Breakdown	7.51	5.88	6.79	-	5.65	6.31	6.85	6.97	6.07
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 59 59 59 - 55 59 59 59 59 59 18

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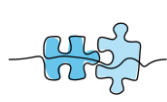
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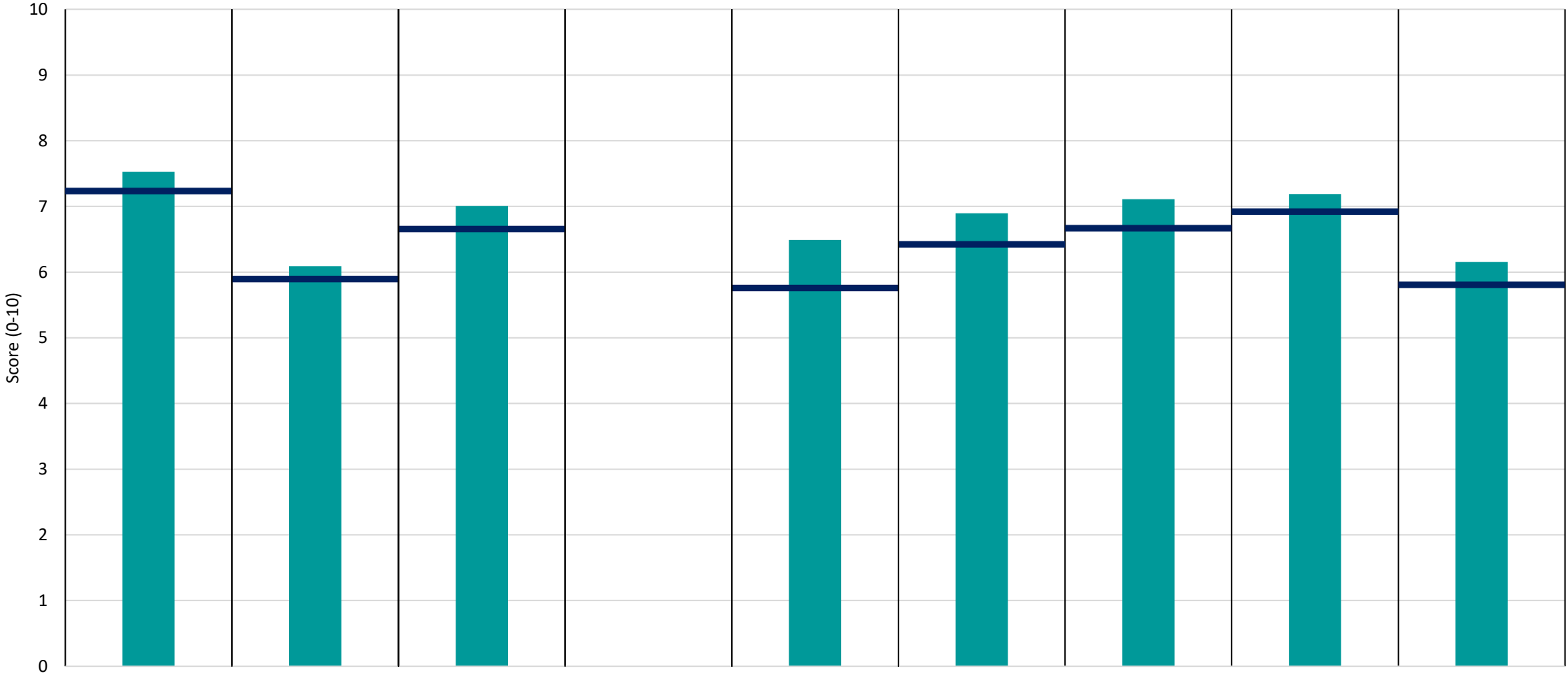
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Staff Engagement

Morale



Breakdown	7.53	6.09	7.01	-	6.49	6.89	7.11	7.19	6.15
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 110 110 108 - 106 110 110 110 110 110 19

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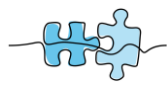
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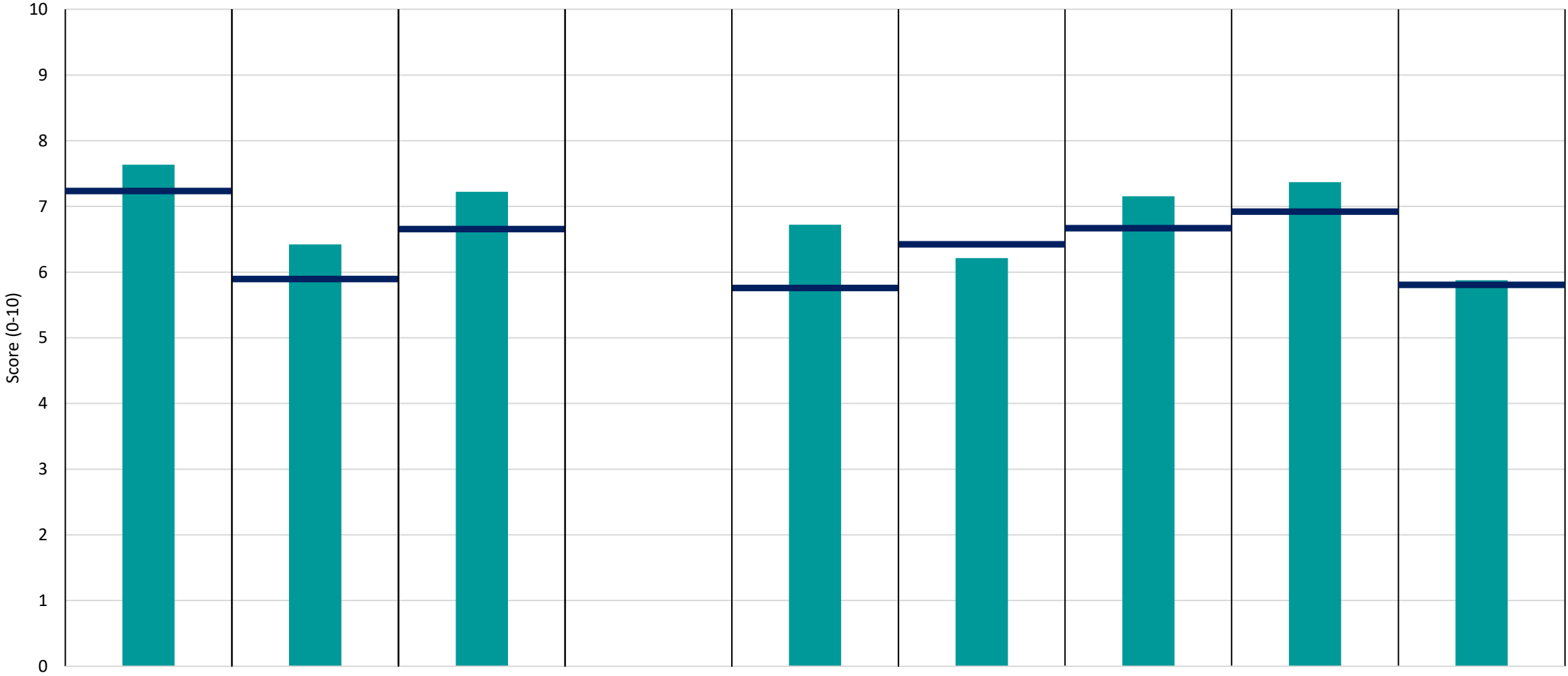
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Staff Engagement

Morale



Breakdown	7.63	6.42	7.22	-	6.72	6.21	7.15	7.37	5.88
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 44 44 43 - 43 44 44 44 44 20

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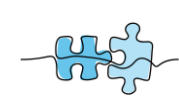
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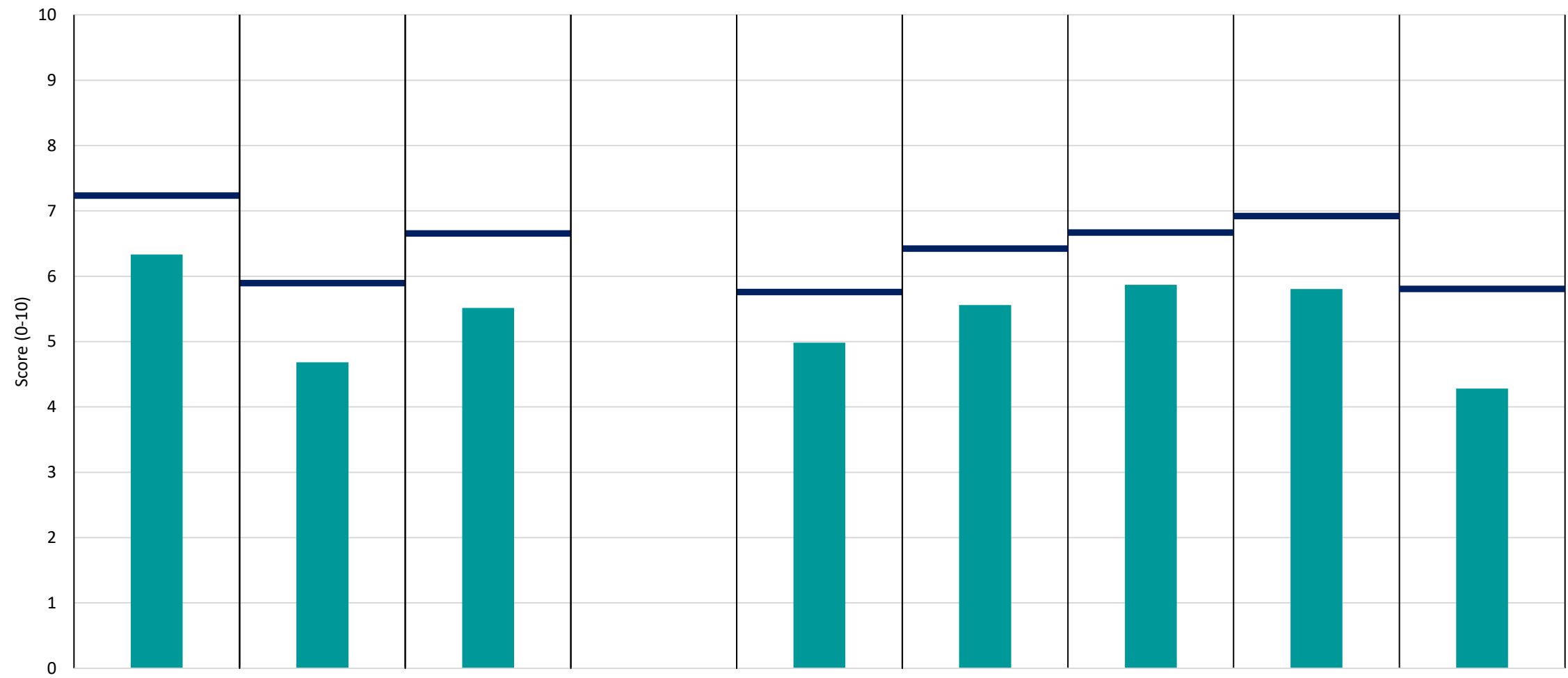
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Staff Engagement

Morale



Breakdown	6.33	4.68	5.52	-	4.98	5.56	5.87	5.81	4.28
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	69	68	69	-	64	68	69	69	69

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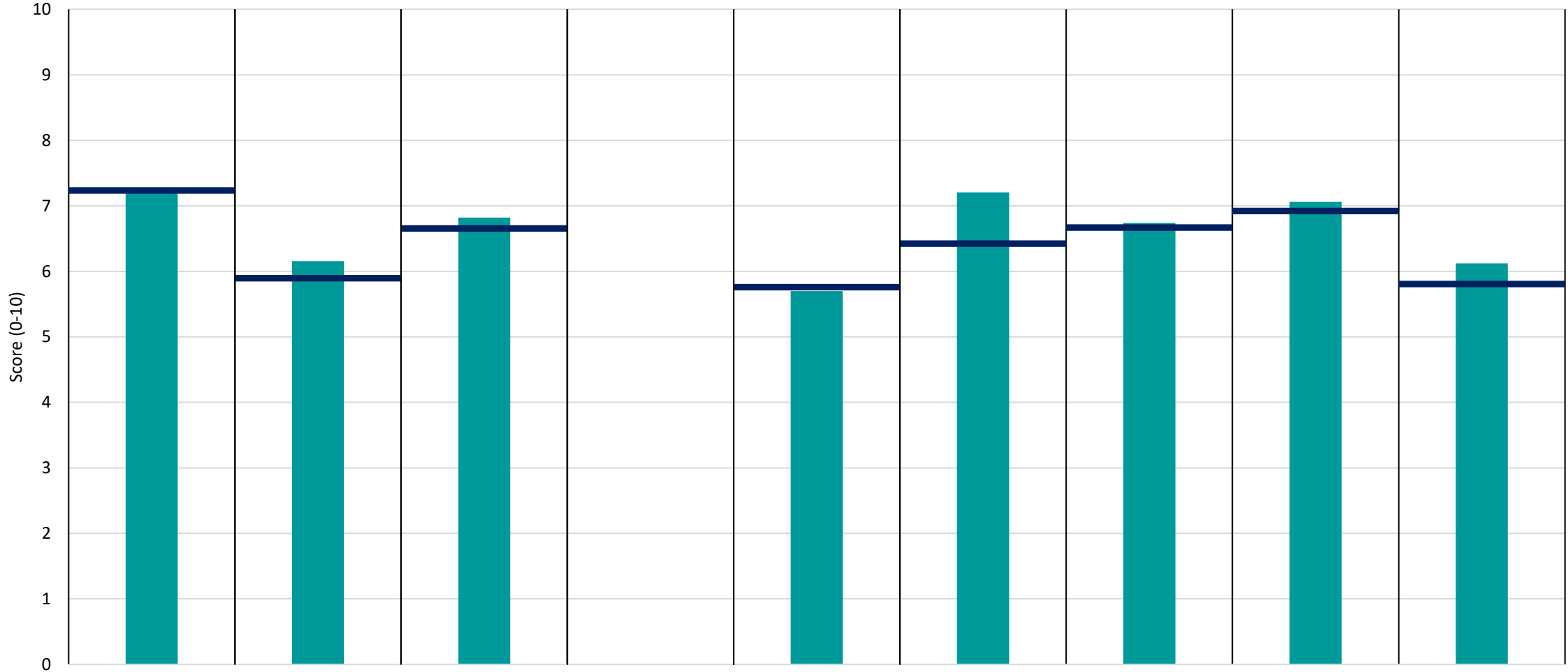
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Staff Engagement

Morale



Breakdown	7.20	6.16	6.82	-	5.70	7.21	6.74	7.06	6.12
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 50 51 49 - 48 51 51 51 51 22

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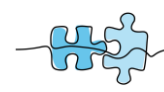
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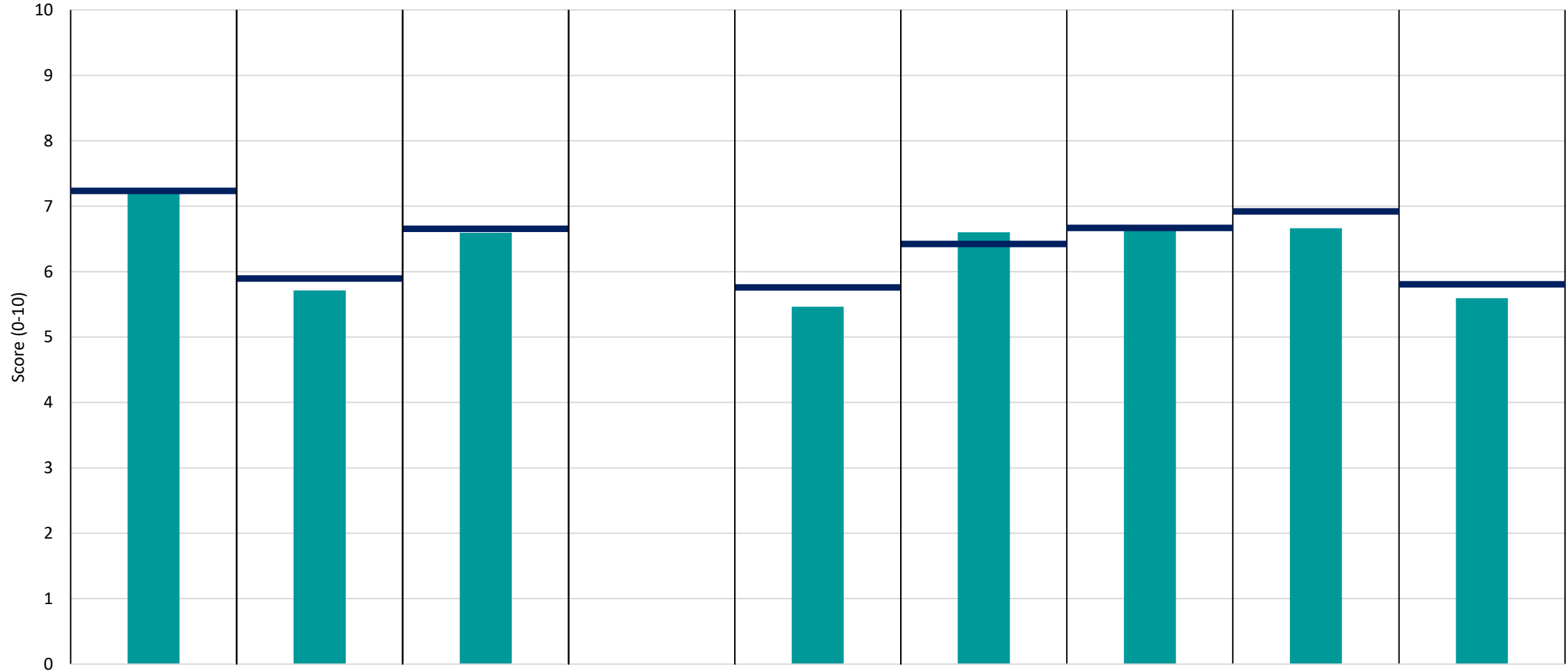
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Staff Engagement

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Breakdown	7.23	5.71	6.60	-	5.46	6.60	6.67	6.66	5.59
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	105	104	105	-	101	104	105	105	105



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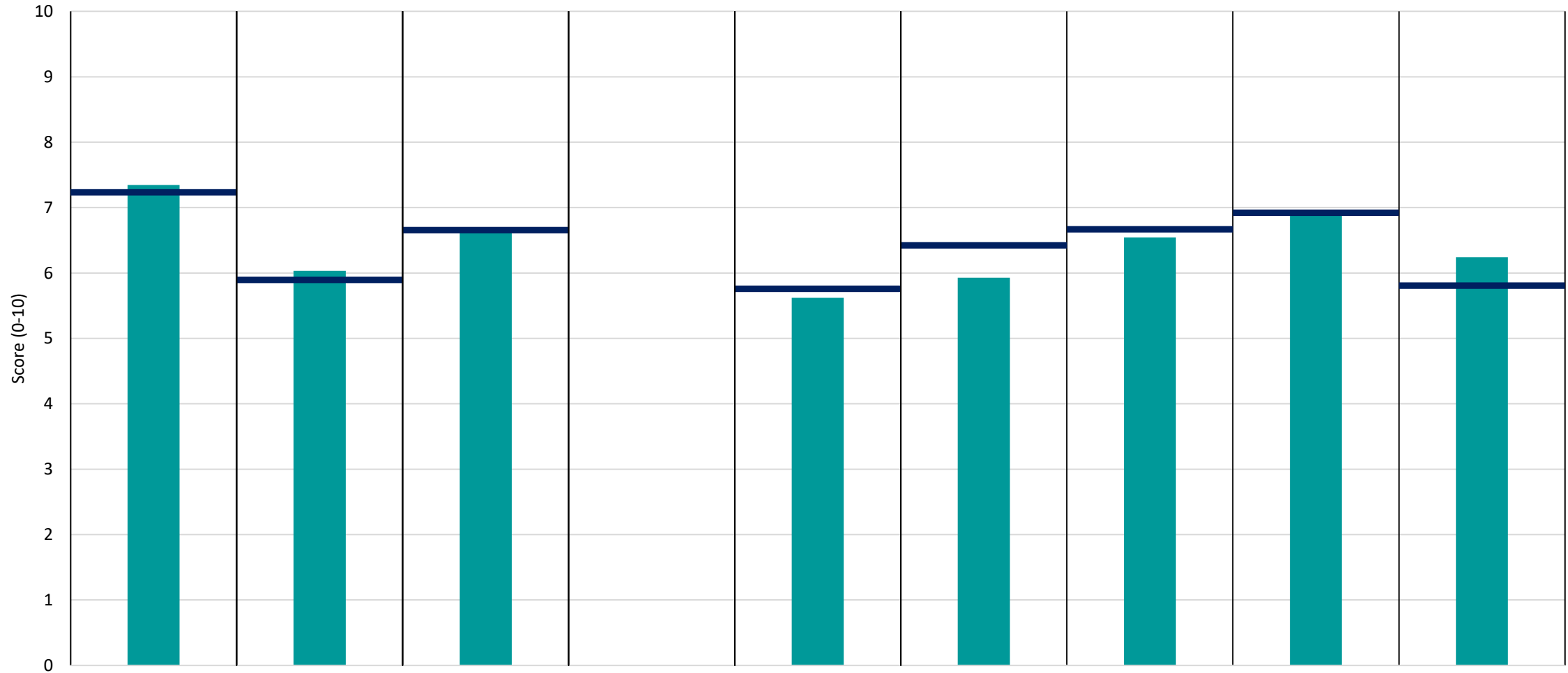
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Staff Engagement

Morale



Breakdown	7.34	6.03	6.61	-	5.62	5.93	6.55	6.94	6.24
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 45 44 45 - 42 44 45 45 45 24

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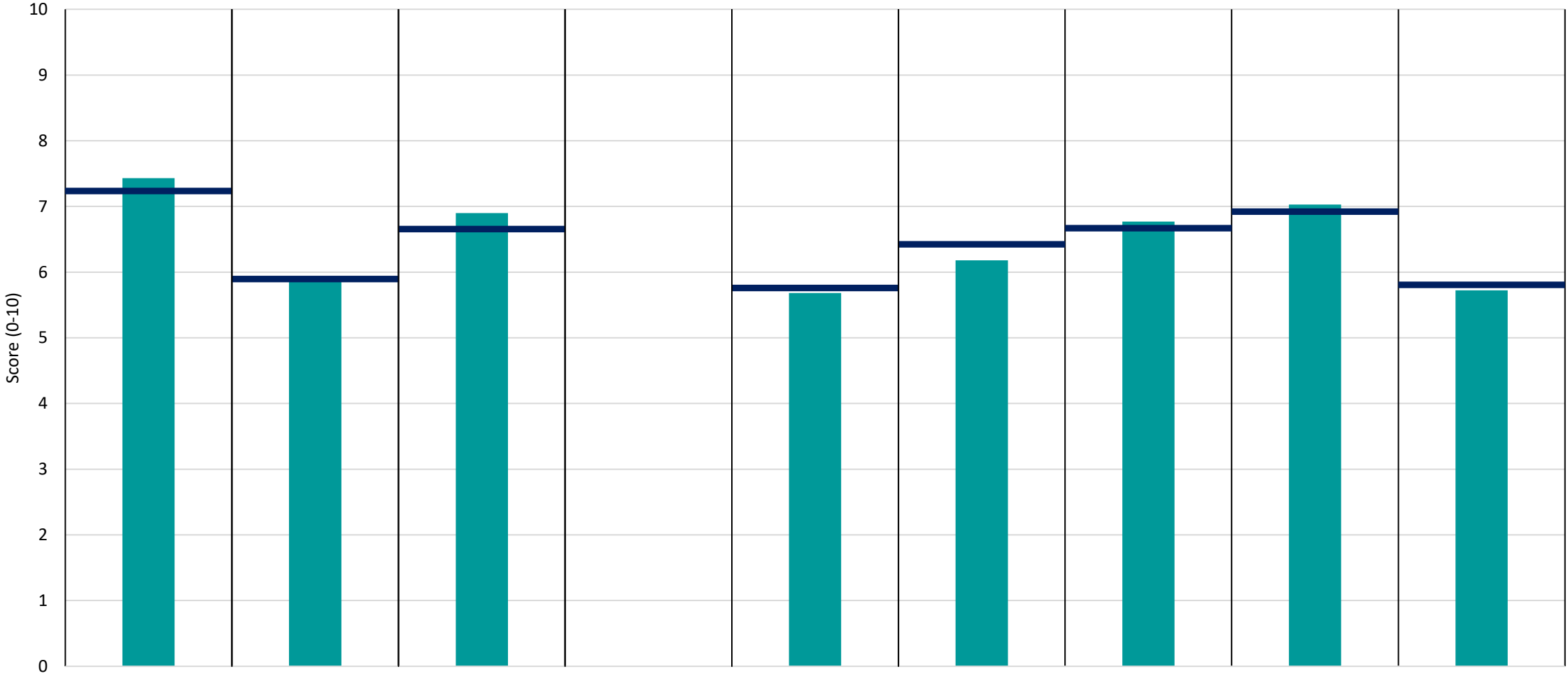
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Staff Engagement

Morale



Breakdown	7.43	5.88	6.90	-	5.68	6.18	6.77	7.03	5.72
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 30 30 30 - 29 30 30 30 30 30 25

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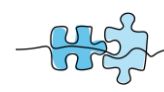
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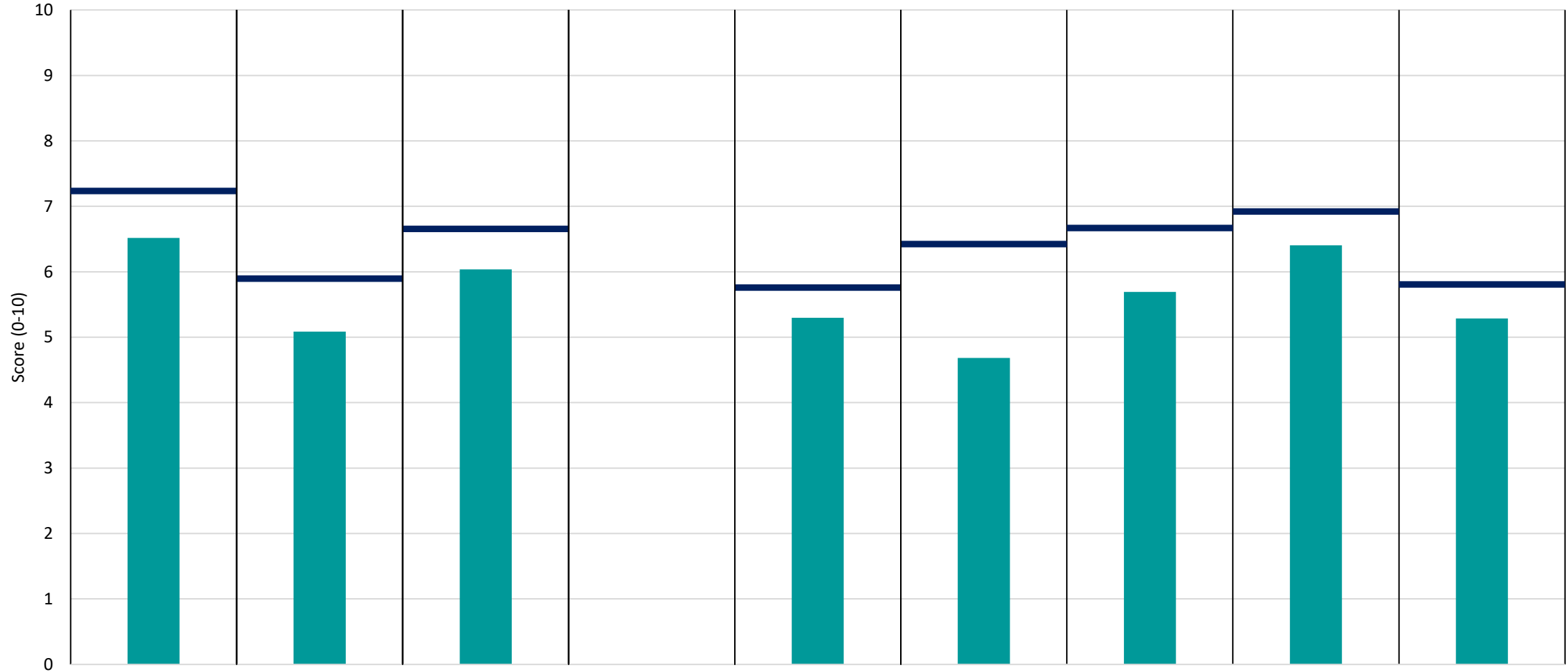
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Staff Engagement

Morale



Breakdown	6.52	5.08	6.04	-	5.30	4.68	5.69	6.40	5.29
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 71 71 71 - 69 71 71 71 71 71 26

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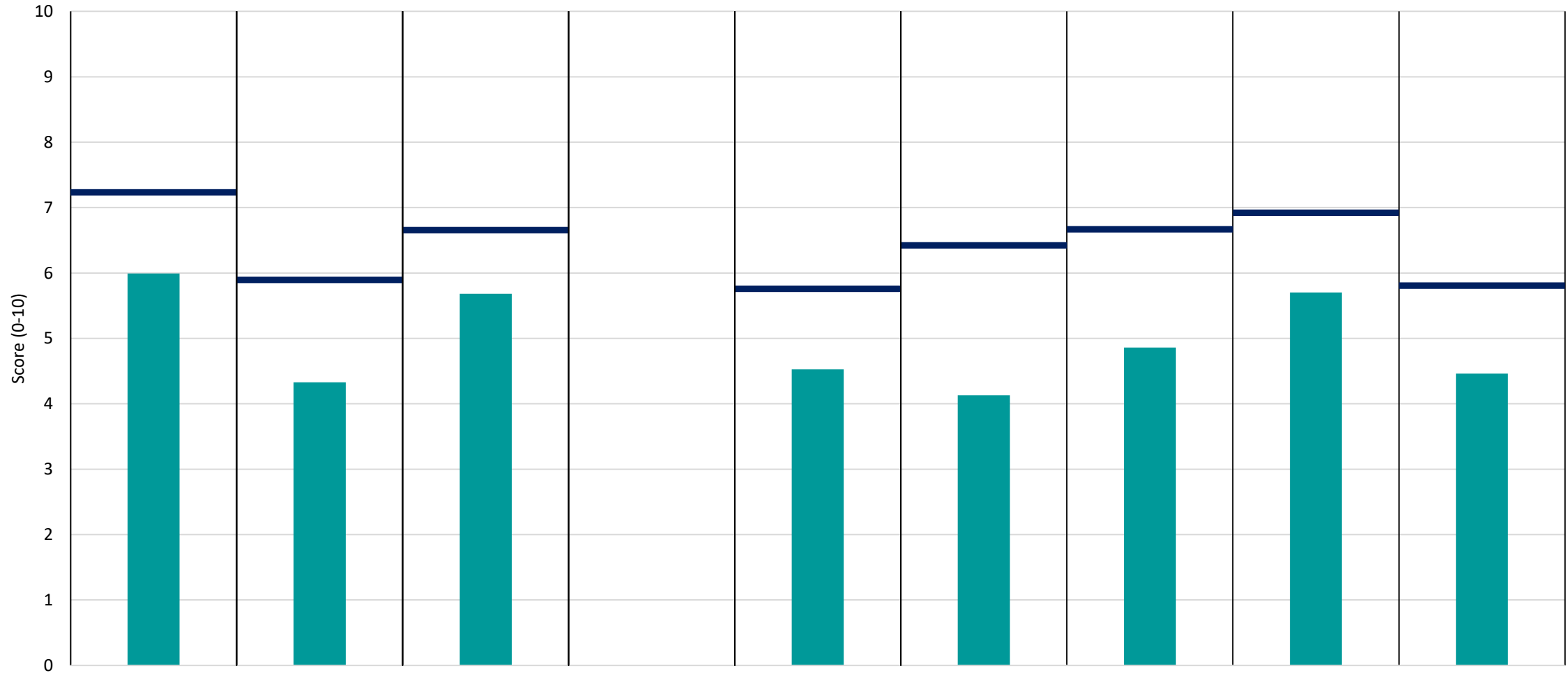
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Staff Engagement

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Breakdown	5.99	4.33	5.68	-	4.52	4.13	4.86	5.70	4.46
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 35 35 35 - 34 35 35 35 35 35 27

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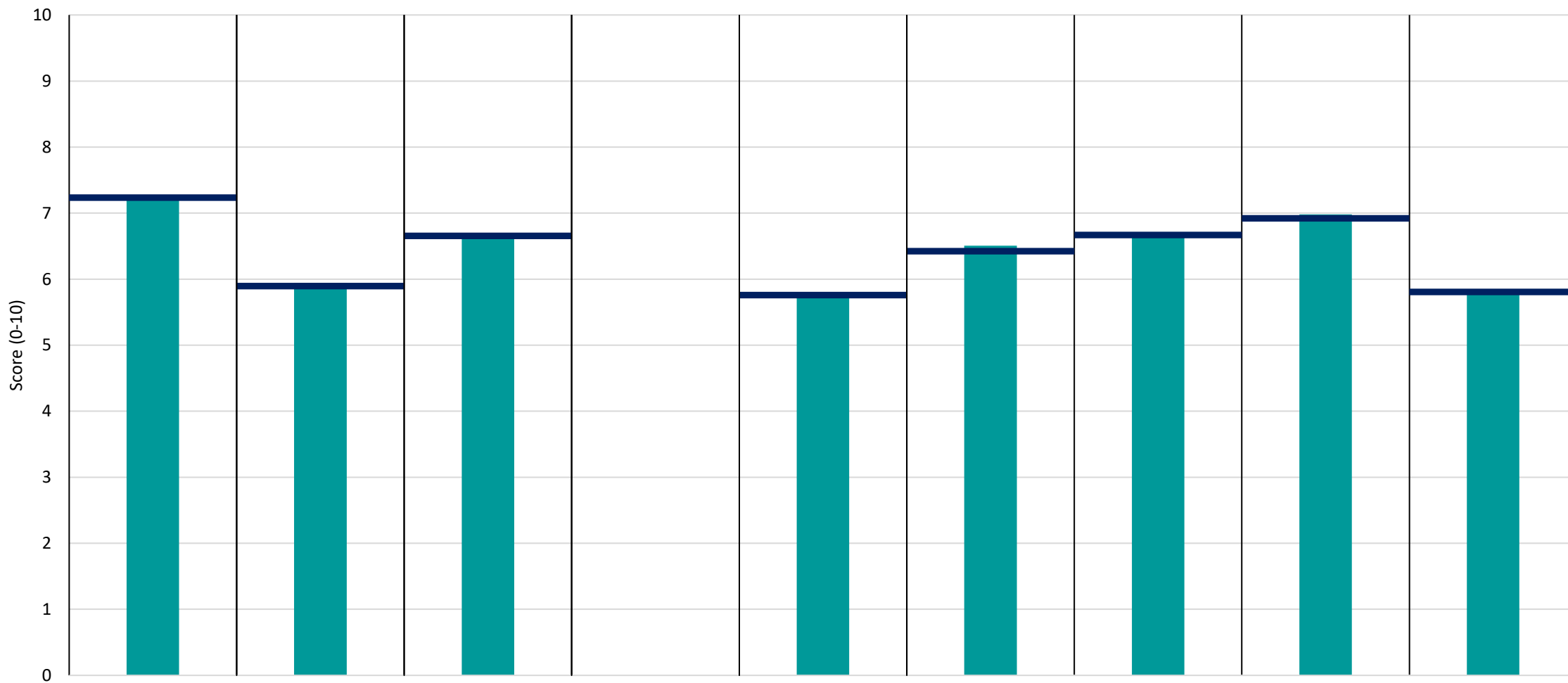
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Staff Engagement

Morale



Breakdown	7.27	5.94	6.70	-	5.75	6.51	6.70	6.98	5.85
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	3051	3053	3027	-	2925	3036	3053	3059	3062 <sub>28</sub>

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We each have a voice  
that counts



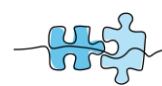
We are safe and  
healthy



We are always  
learning



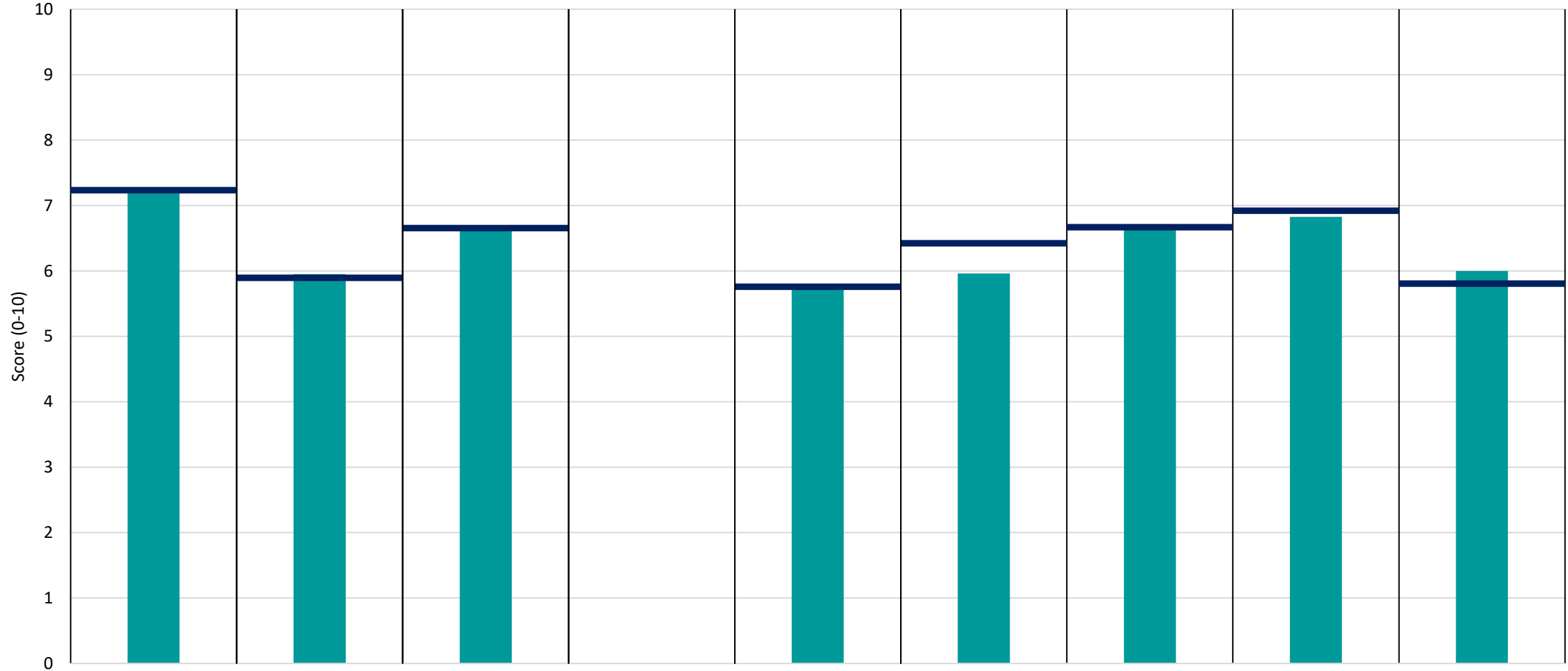
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.26	5.95	6.64	-	5.74	5.96	6.66	6.83	6.00
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 65 66 63 - 60 65 66 66 66 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.



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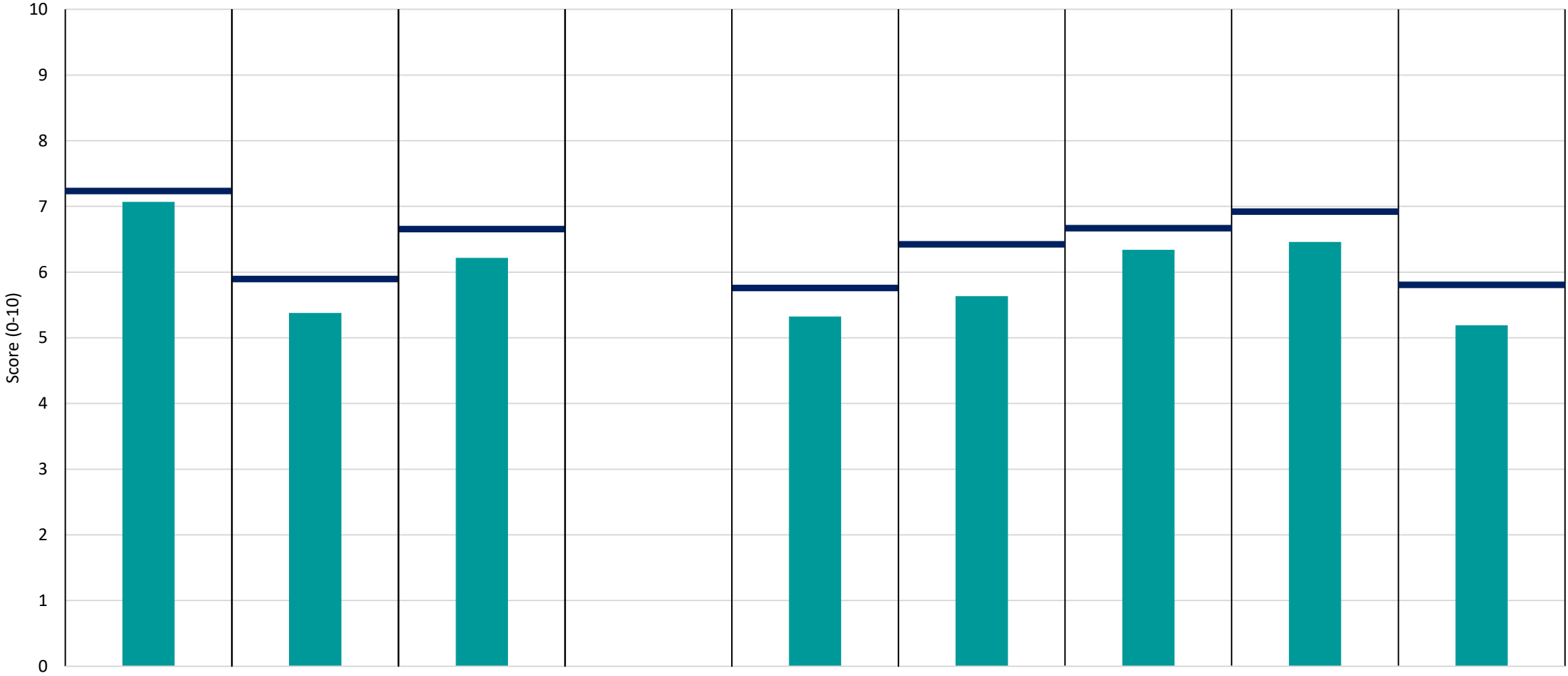
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.07	5.38	6.22	-	5.32	5.64	6.34	6.46	5.19
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 40 40 40 - 37 40 40 40 40 40 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.



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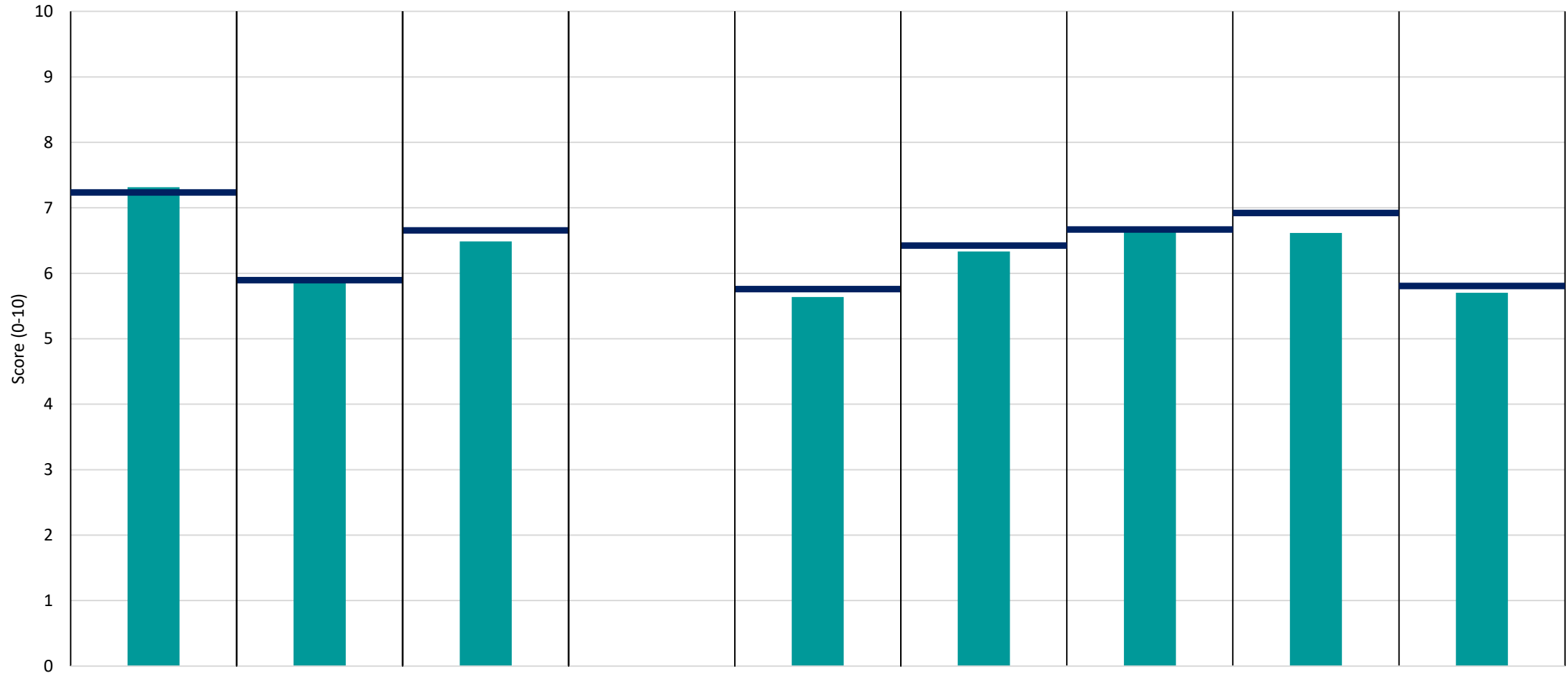
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.32	5.93	6.49	-	5.64	6.33	6.69	6.62	5.70
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 139 139 139 - 135 136 138 139 139 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.



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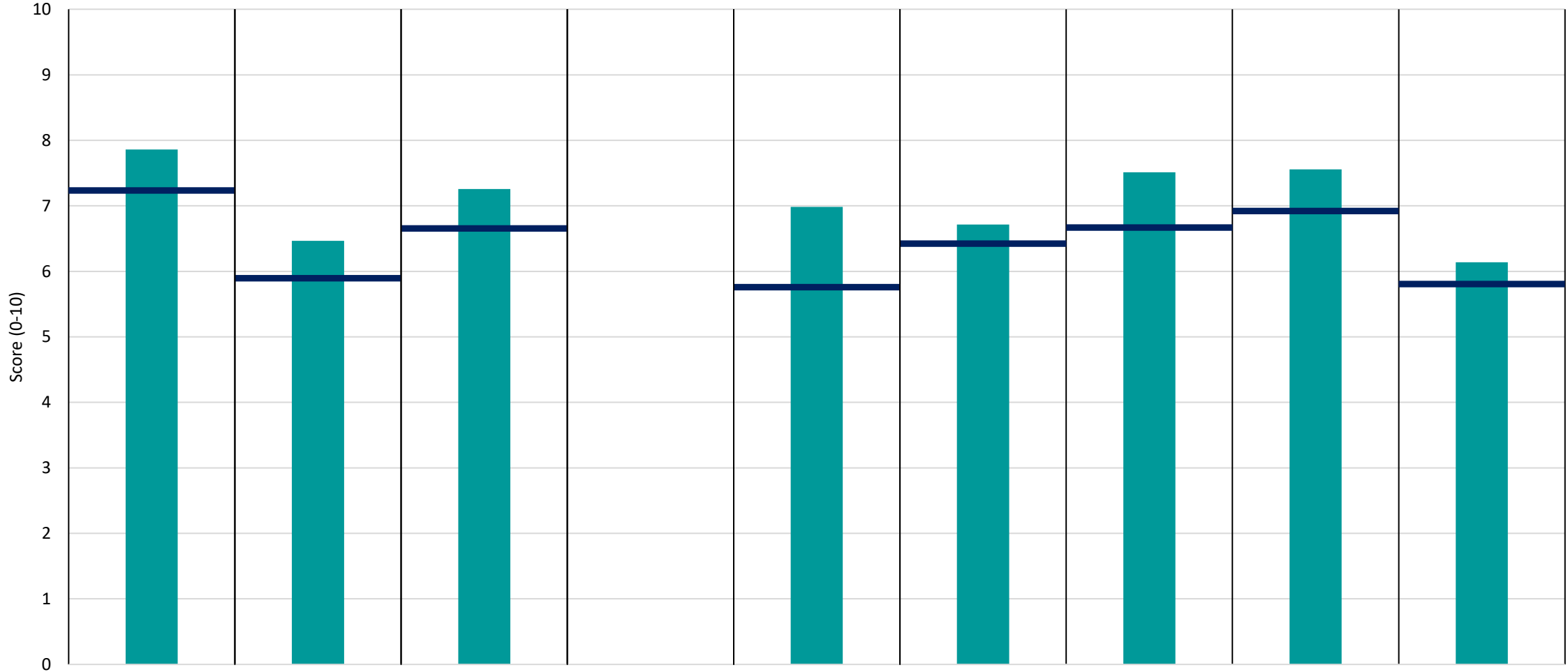
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.86	6.47	7.26	-	6.98	6.71	7.51	7.56	6.14
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 44 44 44 - 43 44 44 44 44 44 32

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.



# Recovery



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learning



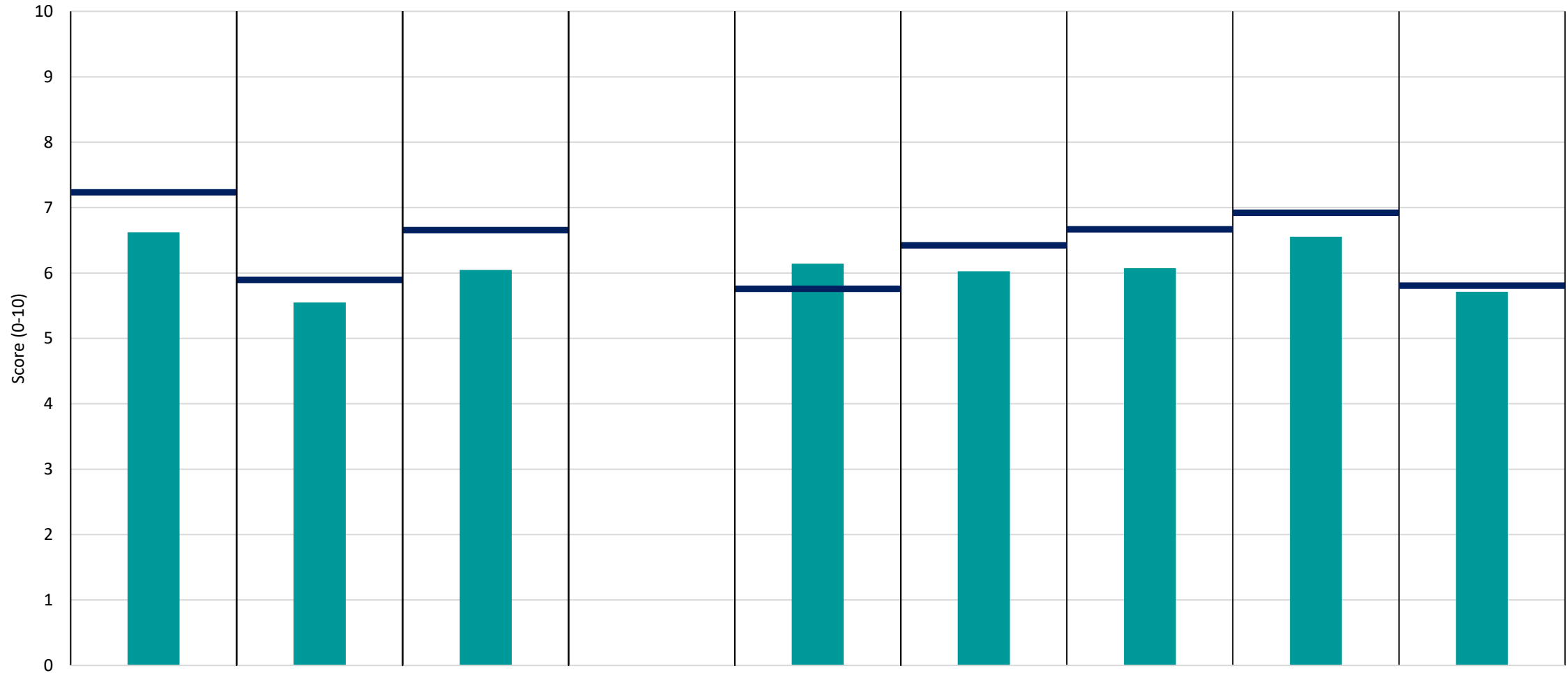
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.62	5.55	6.05	-	6.14	6.03	6.07	6.56	5.71
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 30 30 29 - 30 30 30 30 30 30 33

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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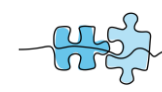
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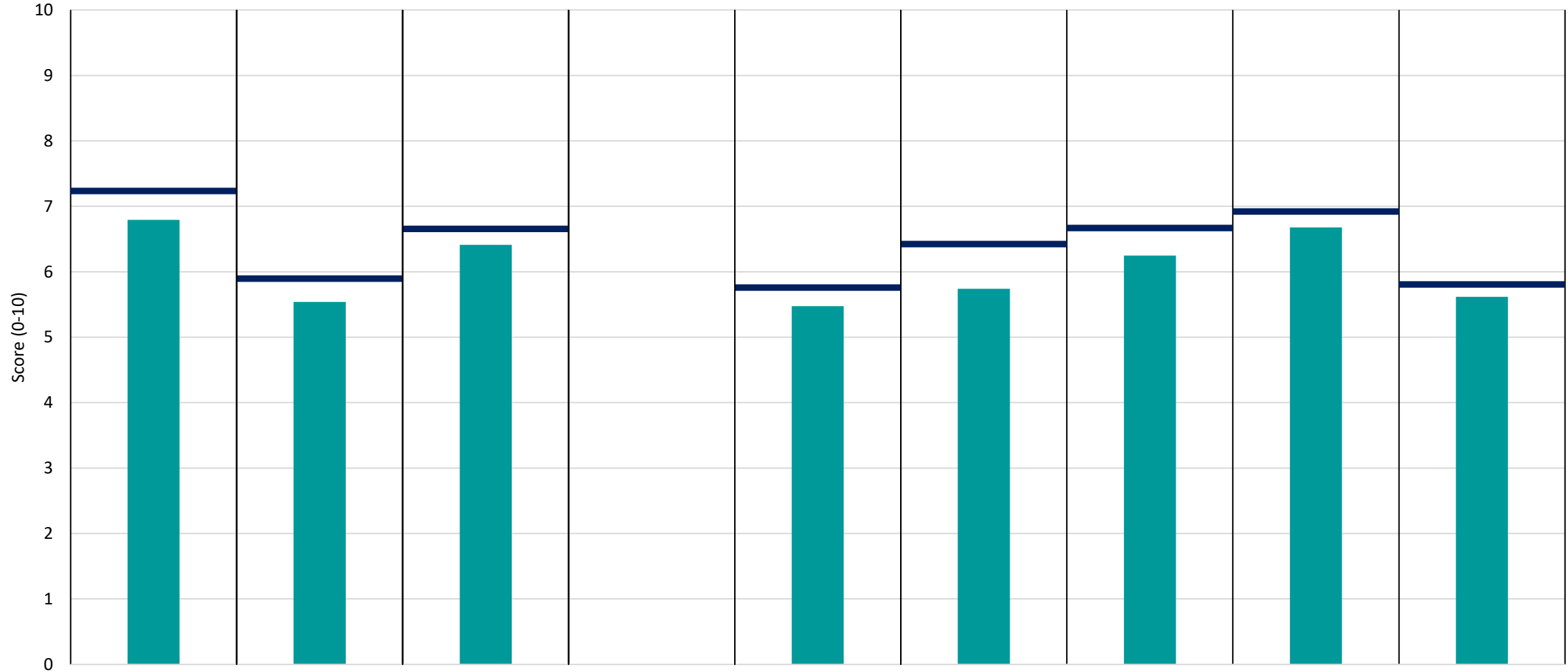
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.79	5.54	6.41	-	5.47	5.74	6.25	6.68	5.62
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 53 53 52 - 47 53 53 53 53 34

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.

**Theatres**



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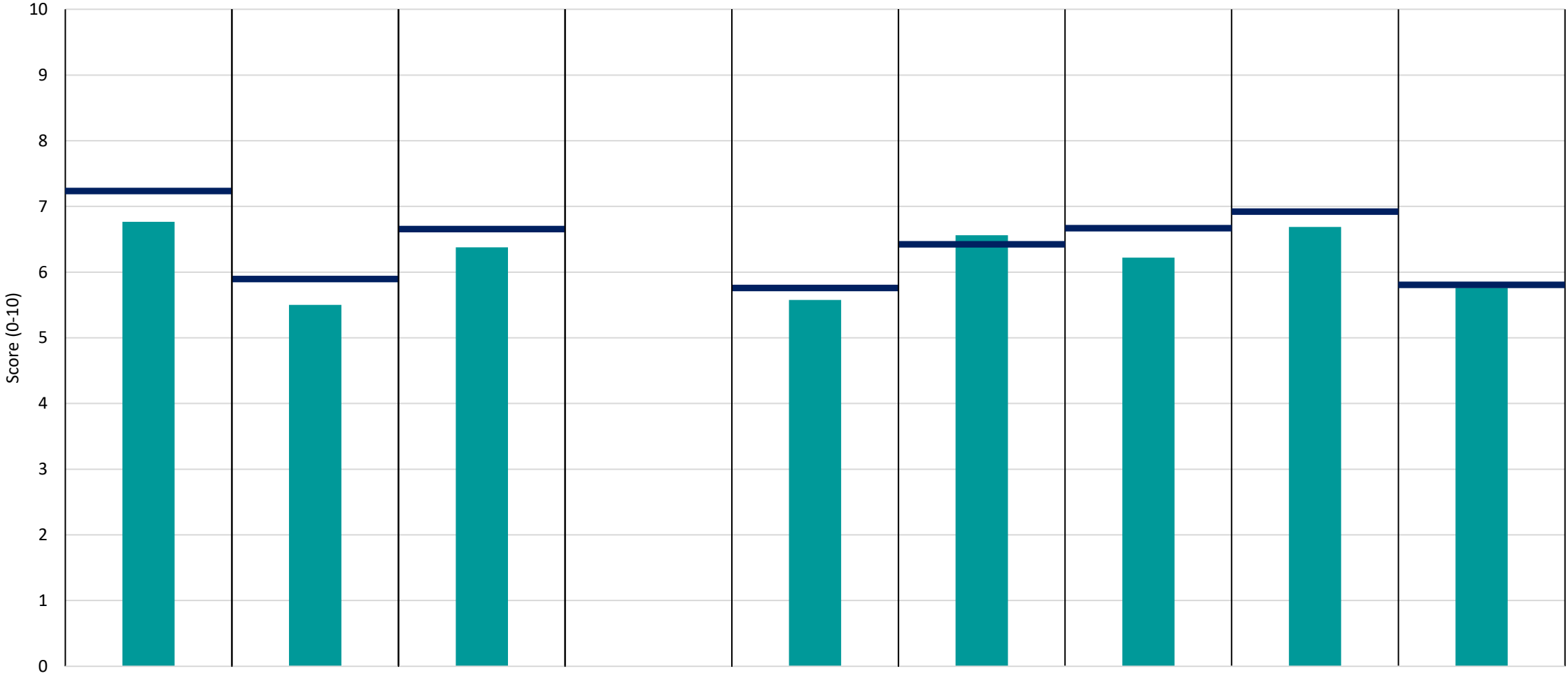
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.77	5.50	6.38	-	5.58	6.56	6.22	6.69	5.76
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80

Responses 84 84 83 - 80 84 84 84 84 35

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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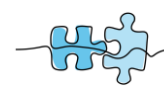
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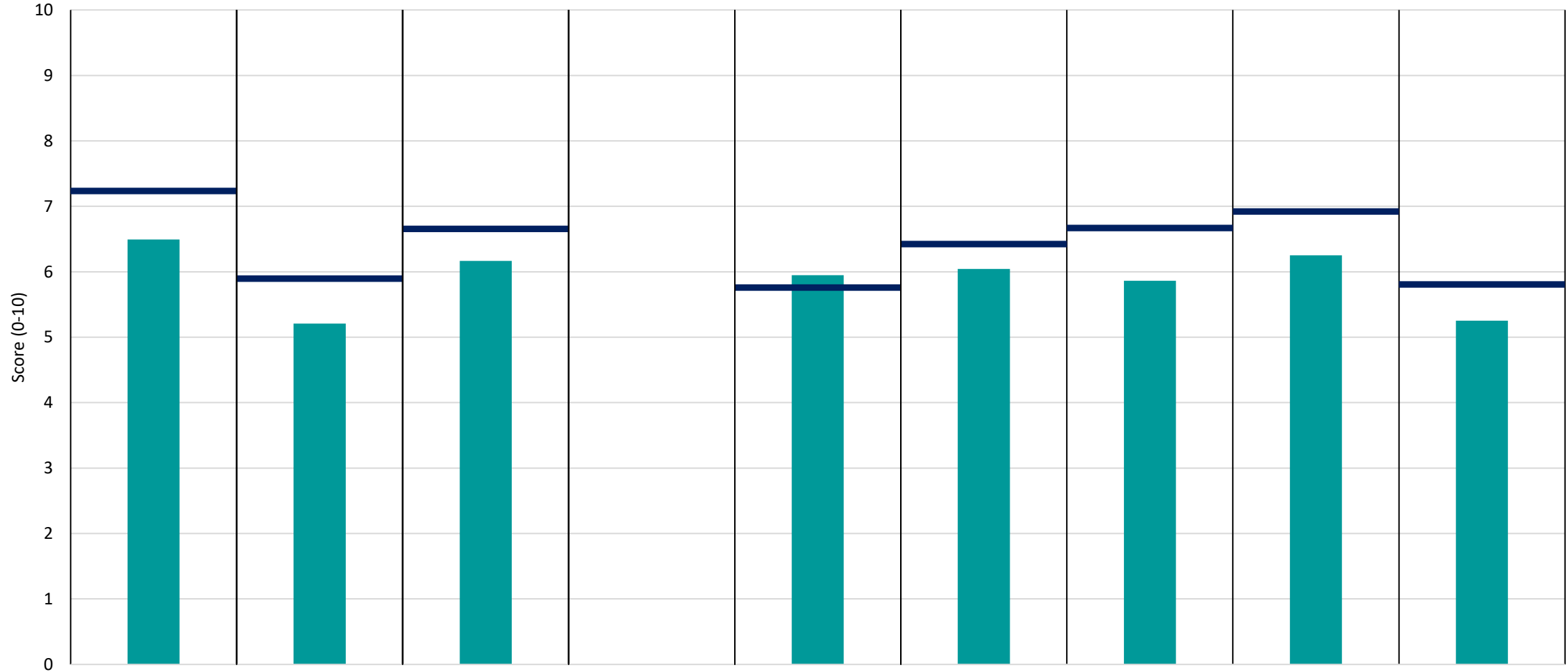
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We are a team

Staff Engagement

Morale



Breakdown	6.49	5.21	6.17	-	5.95	6.04	5.86	6.25	5.25
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	65	63	64	-	60	63	65	64	64



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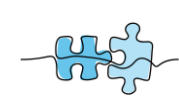
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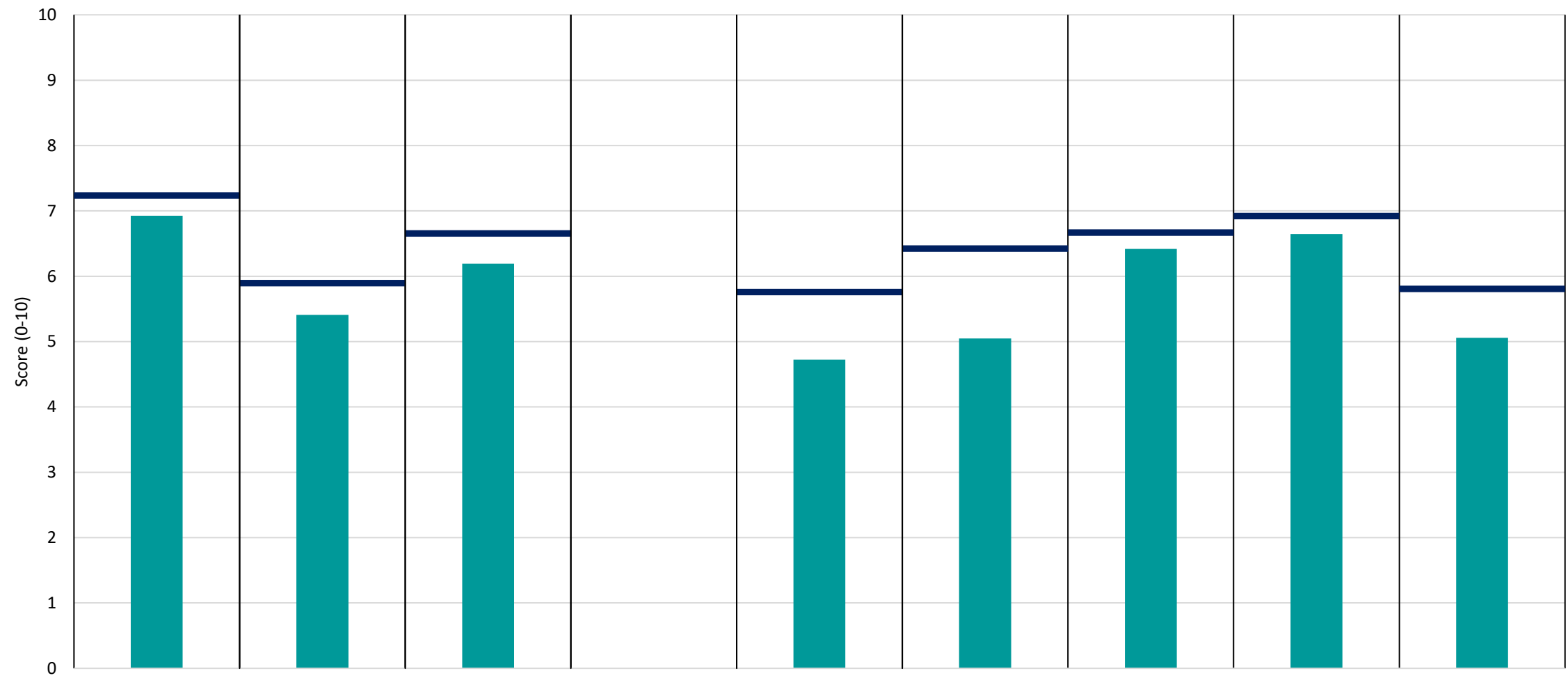
We work flexibly



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Staff Engagement

Morale



Breakdown	6.93	5.41	6.19	-	4.72	5.05	6.42	6.65	5.06
Your org	7.24	5.90	6.66	-	5.76	6.42	6.67	6.92	5.80
Responses	28	28	27	-	22	26	28	28	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.