



University Hospital Southampton NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for University Hospital Southampton 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 University Hospital Southampton 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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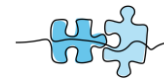
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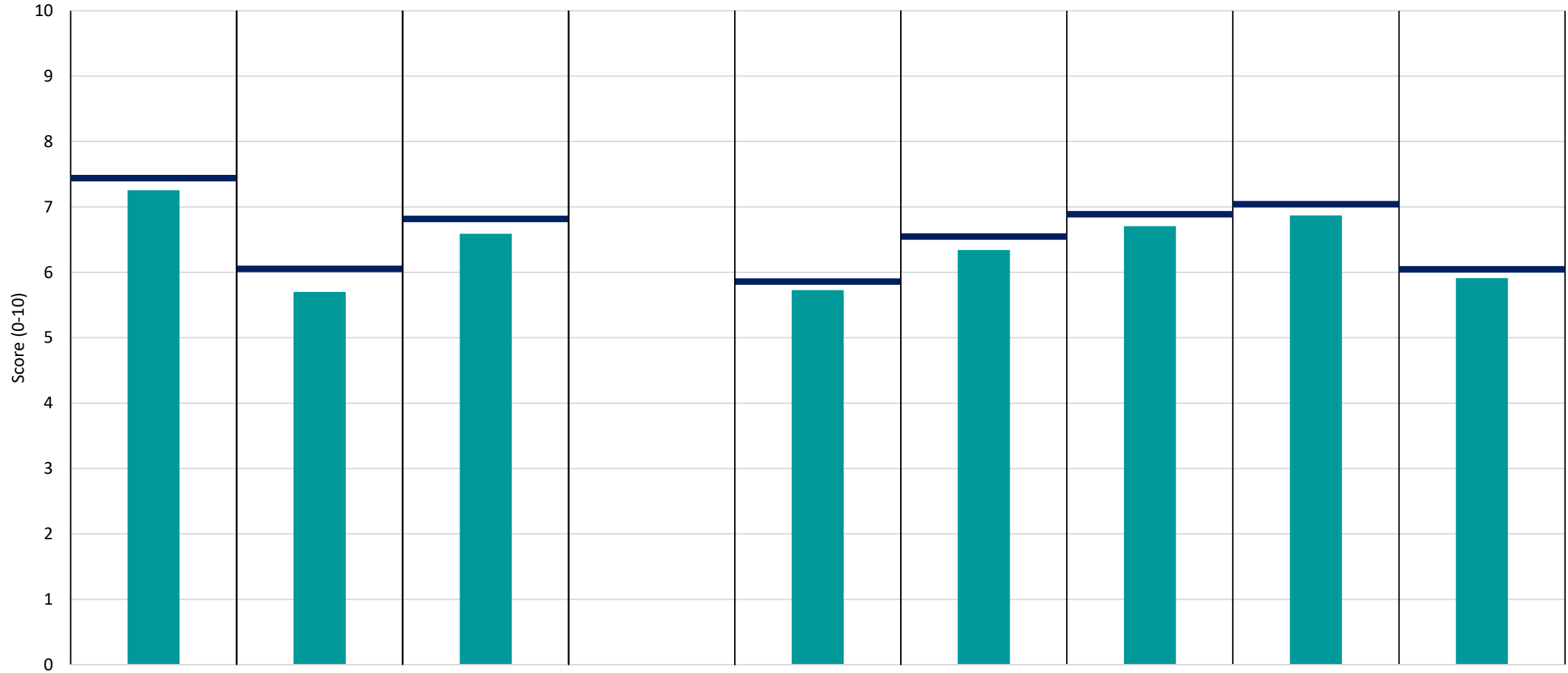
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Staff Engagement

Morale



Breakdown	7.26	5.70	6.59	-	5.73	6.34	6.70	6.87	5.91
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	966	965	954	-	908	961	966	967	967

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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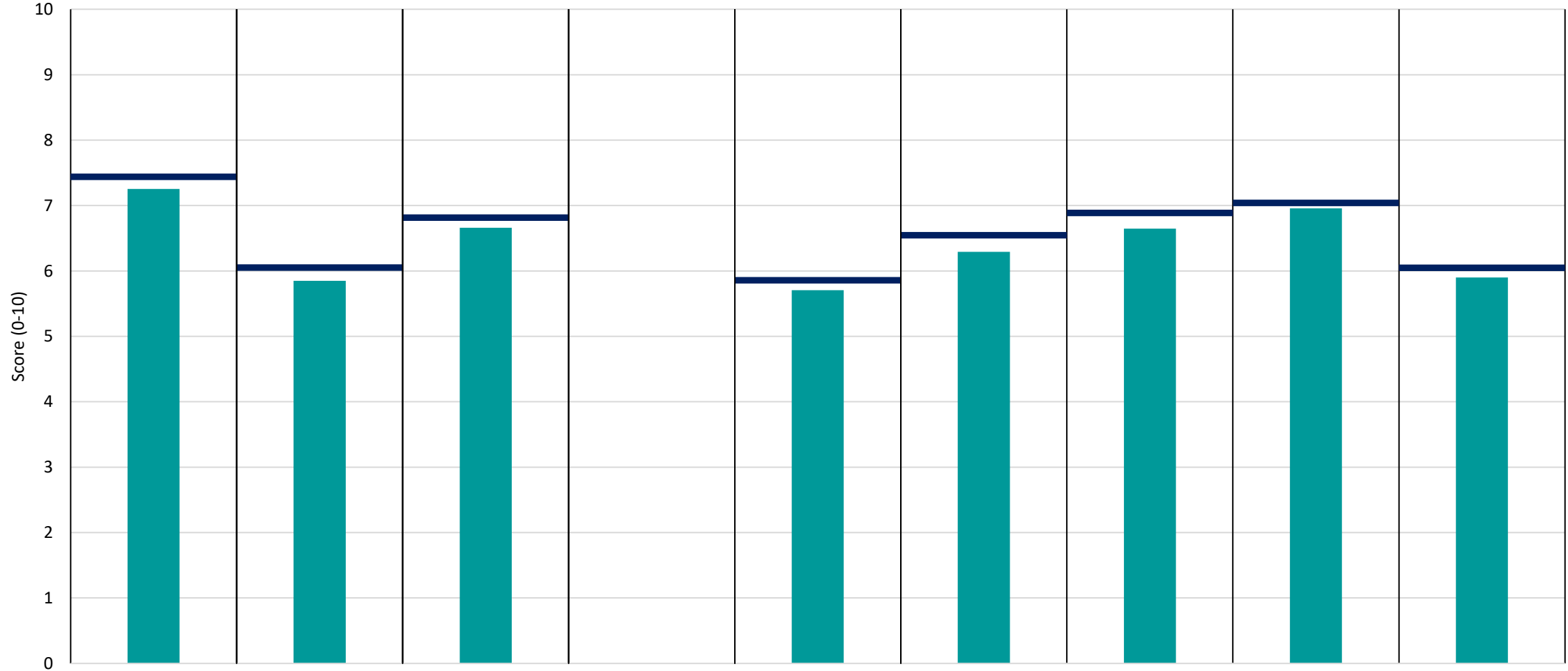
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Staff Engagement

Morale



Breakdown	7.25	5.85	6.66	-	5.70	6.29	6.65	6.96	5.90
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	1267	1263	1258	-	1170	1262	1263	1267	1266

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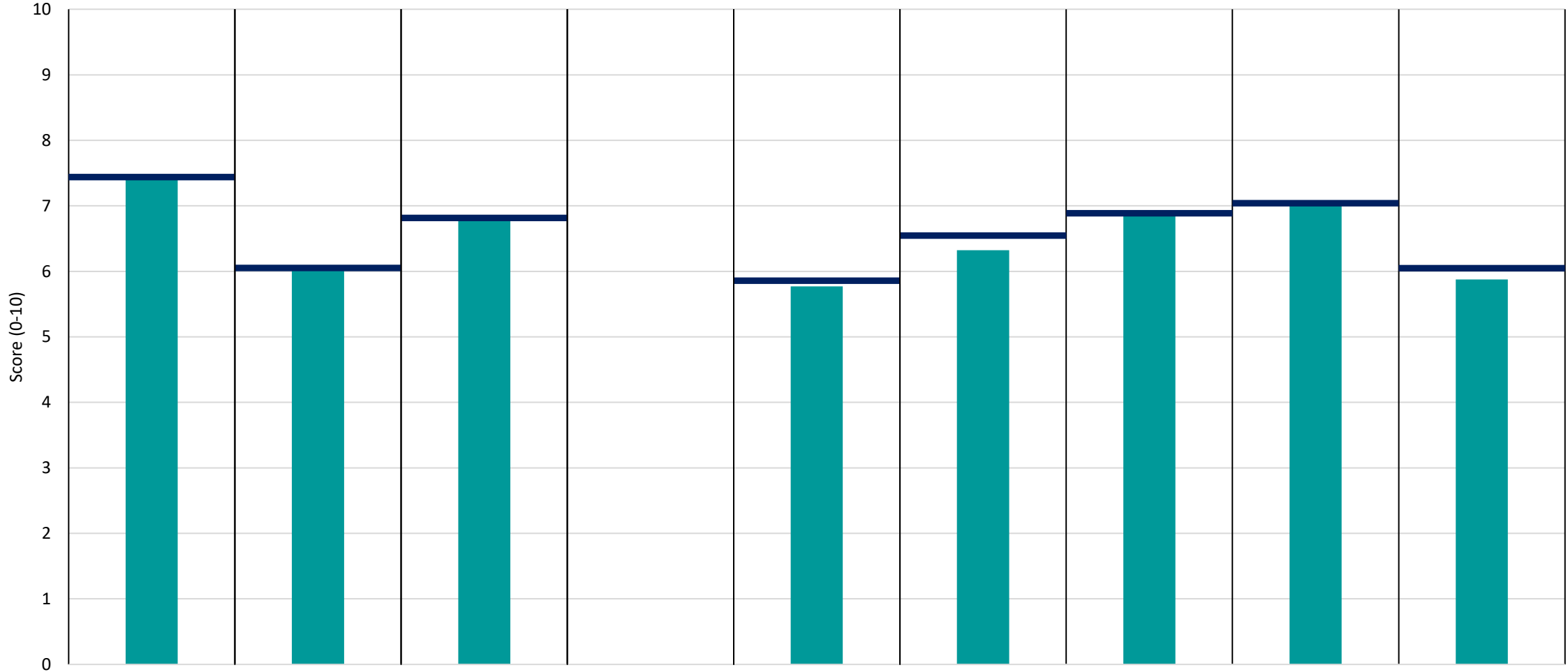
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Staff Engagement

Morale



Breakdown	7.44	6.02	6.81	-	5.77	6.32	6.85	7.02	5.88
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	1173	1169	1161	-	1118	1167	1173	1173	1174



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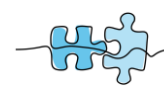
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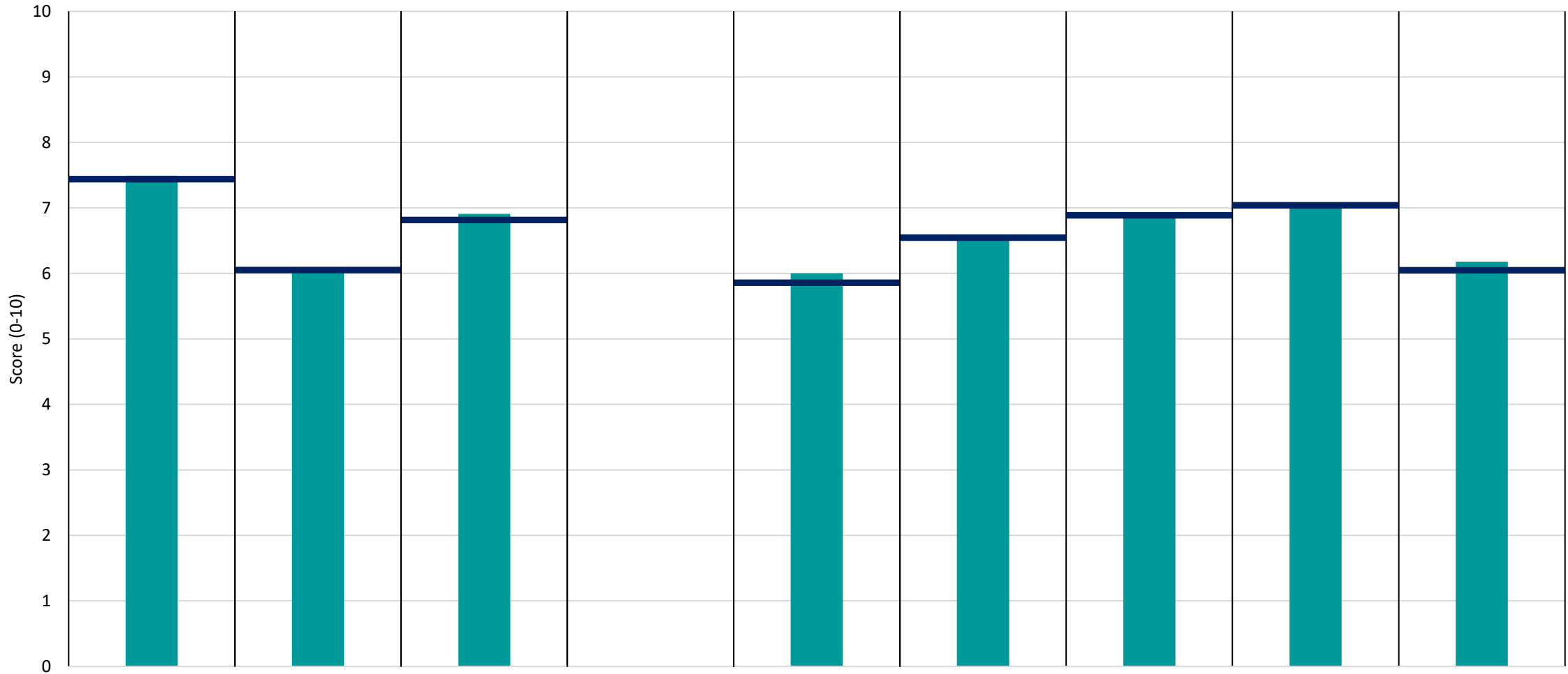
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Staff Engagement

Morale



Breakdown	7.49	6.03	6.91	-	6.00	6.51	6.90	7.04	6.18
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	901	898	896	-	835	892	901	901	901



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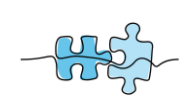
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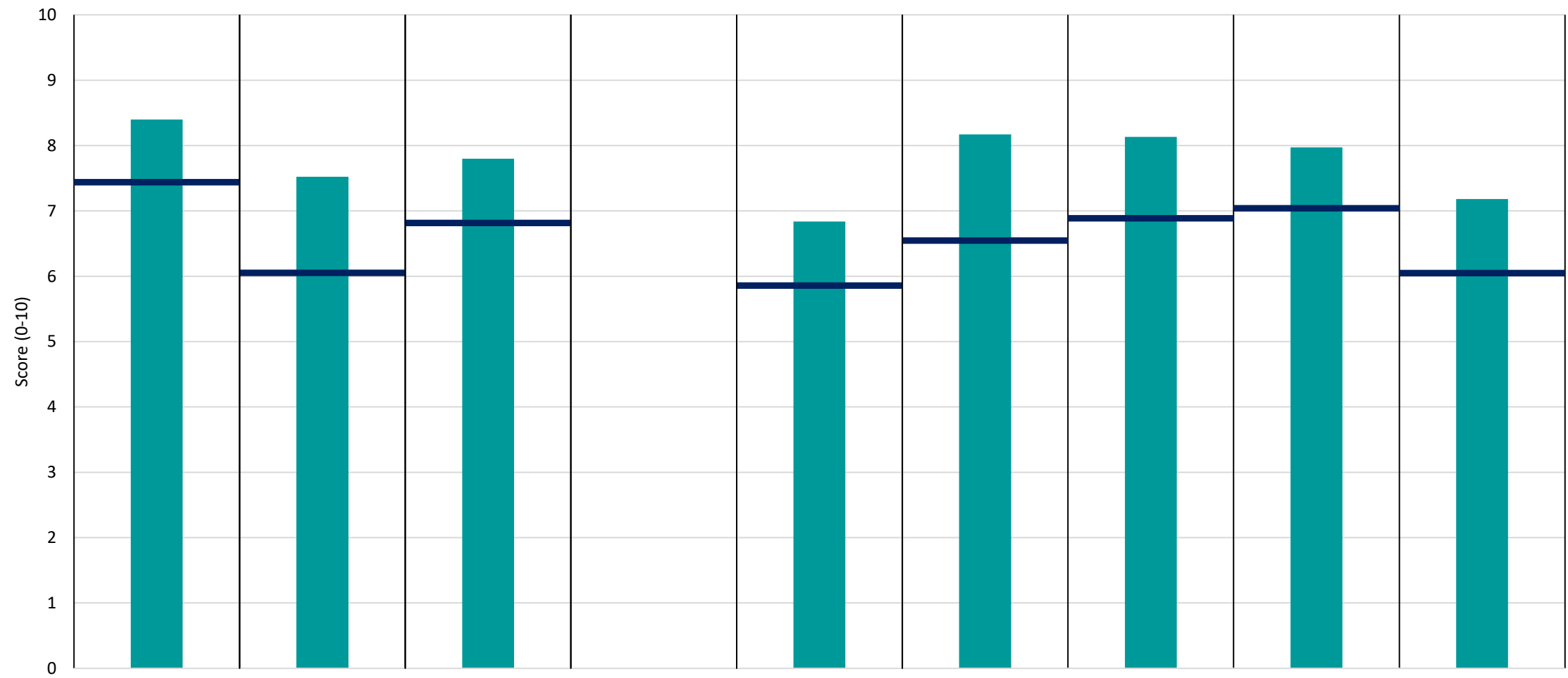
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Staff Engagement

Morale



Breakdown	8.40	7.52	7.80	-	6.84	8.17	8.13	7.97	7.18
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	63	63	62	-	61	62	63	63	63

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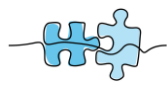
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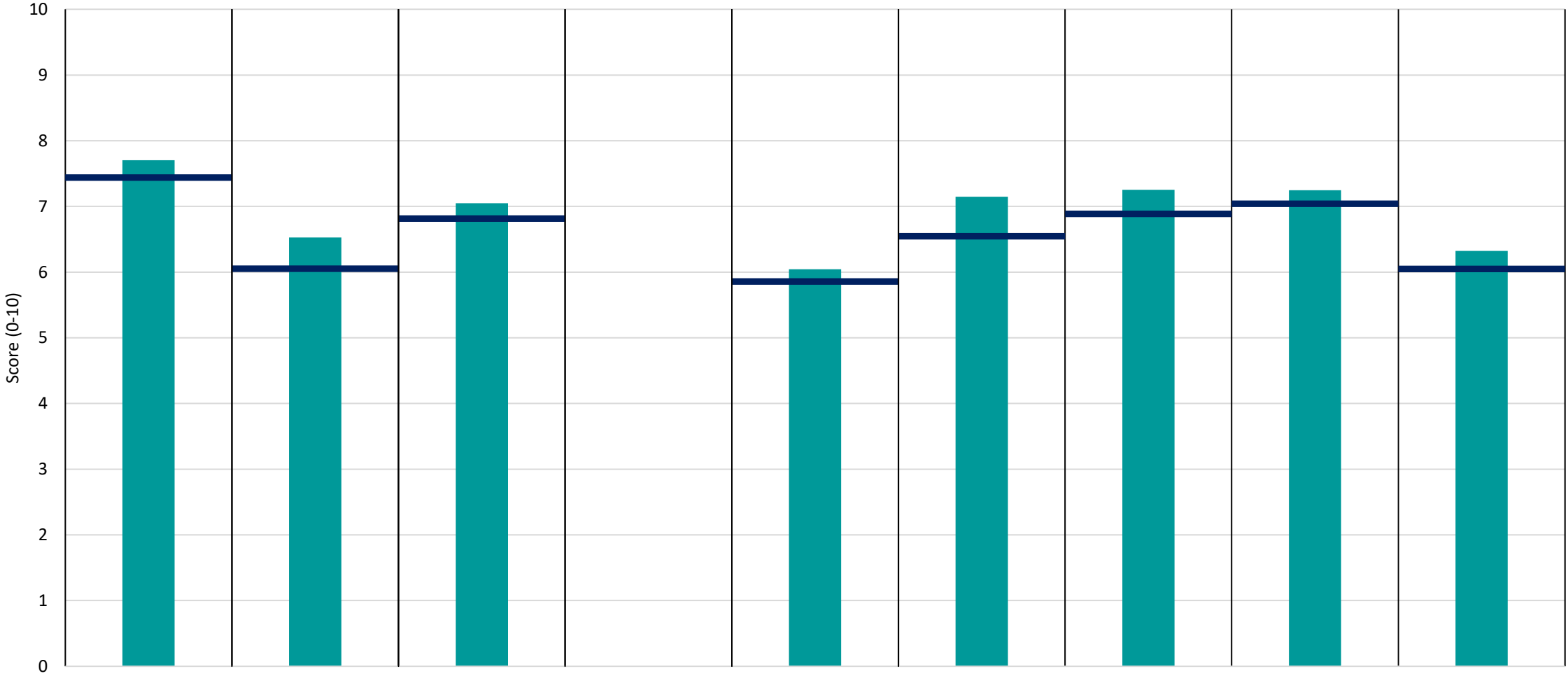
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Staff Engagement

Morale



Breakdown	7.70	6.53	7.05	-	6.04	7.15	7.25	7.25	6.32
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	1179	1180	1173	-	1112	1177	1177	1181	1181 ₁₁

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Breakdowns 2

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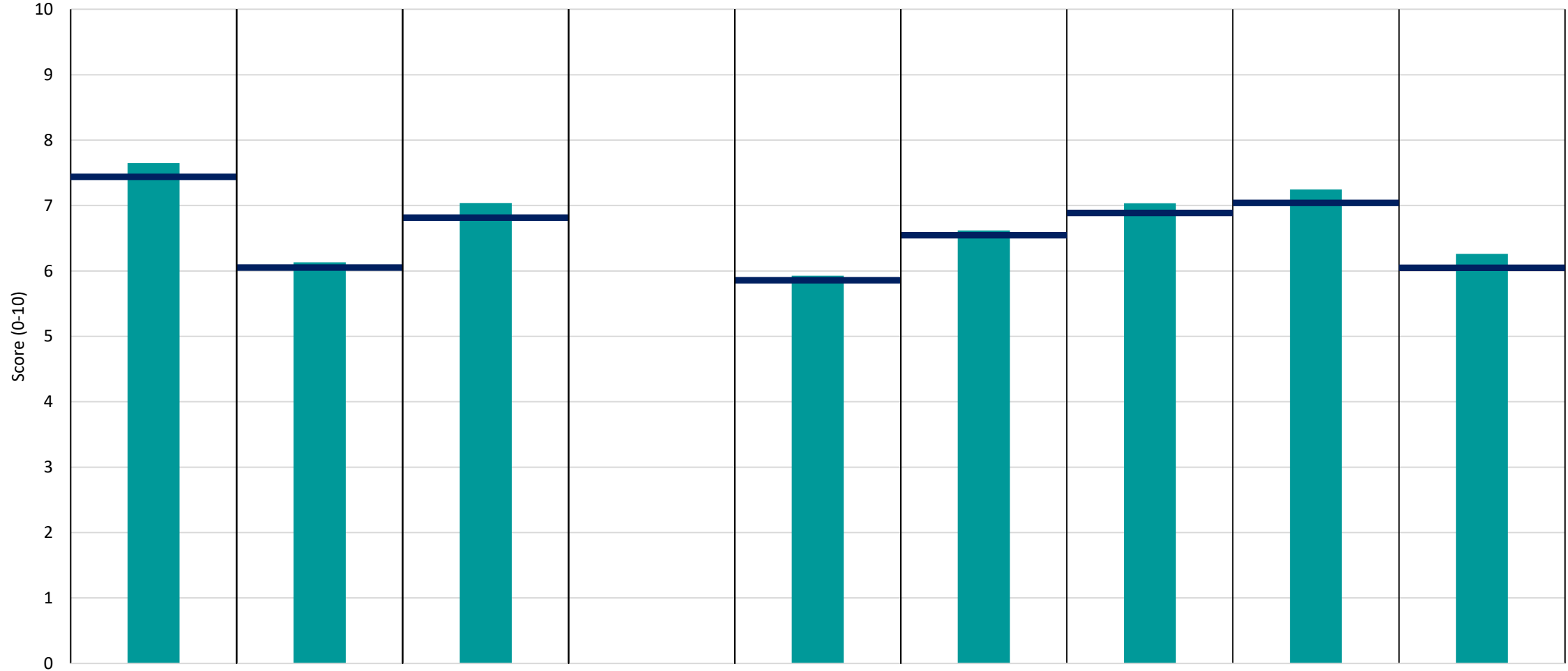
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Staff Engagement

Morale



Breakdown	7.65	6.13	7.04	-	5.93	6.62	7.04	7.25	6.26
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	259	257	257	-	241	254	259	259	259



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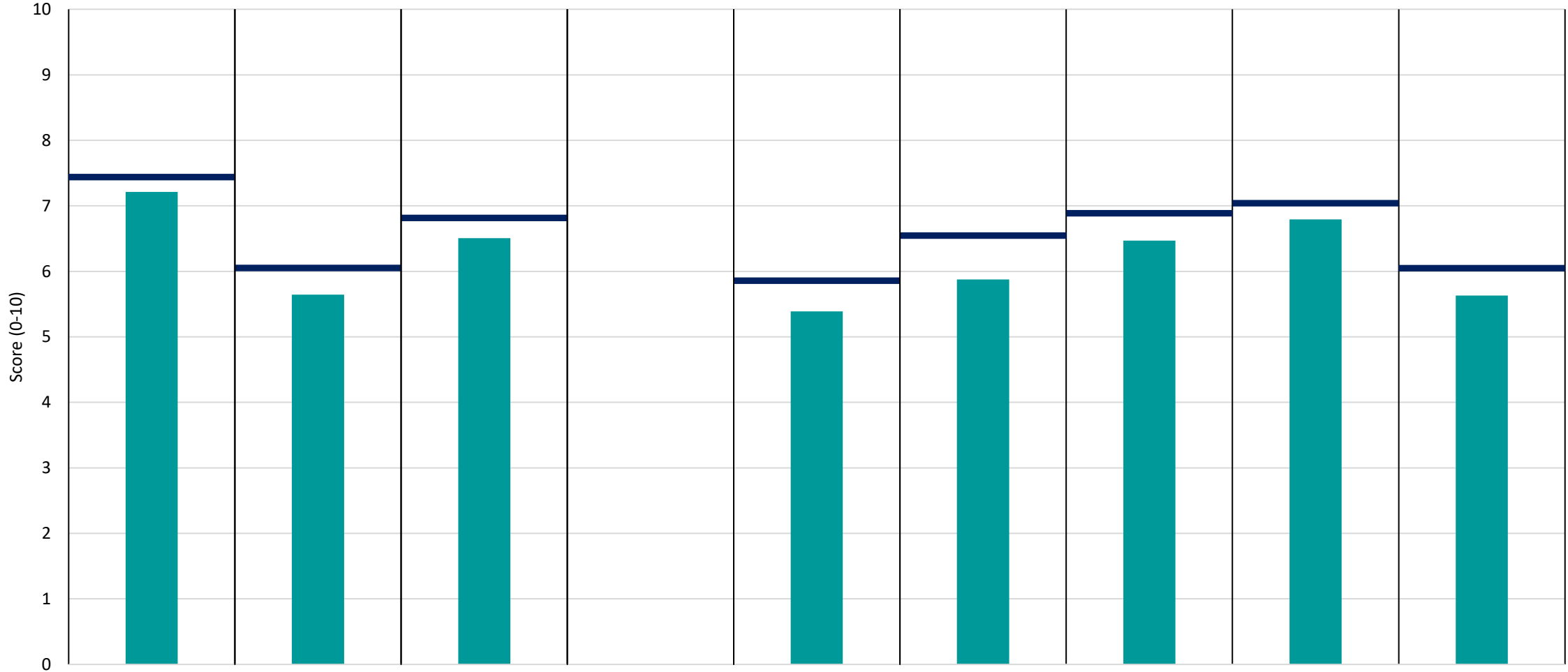
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Staff Engagement

Morale



Breakdown	7.21	5.64	6.51	-	5.39	5.88	6.47	6.79	5.63
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	258	257	257	-	245	257	257	258	258



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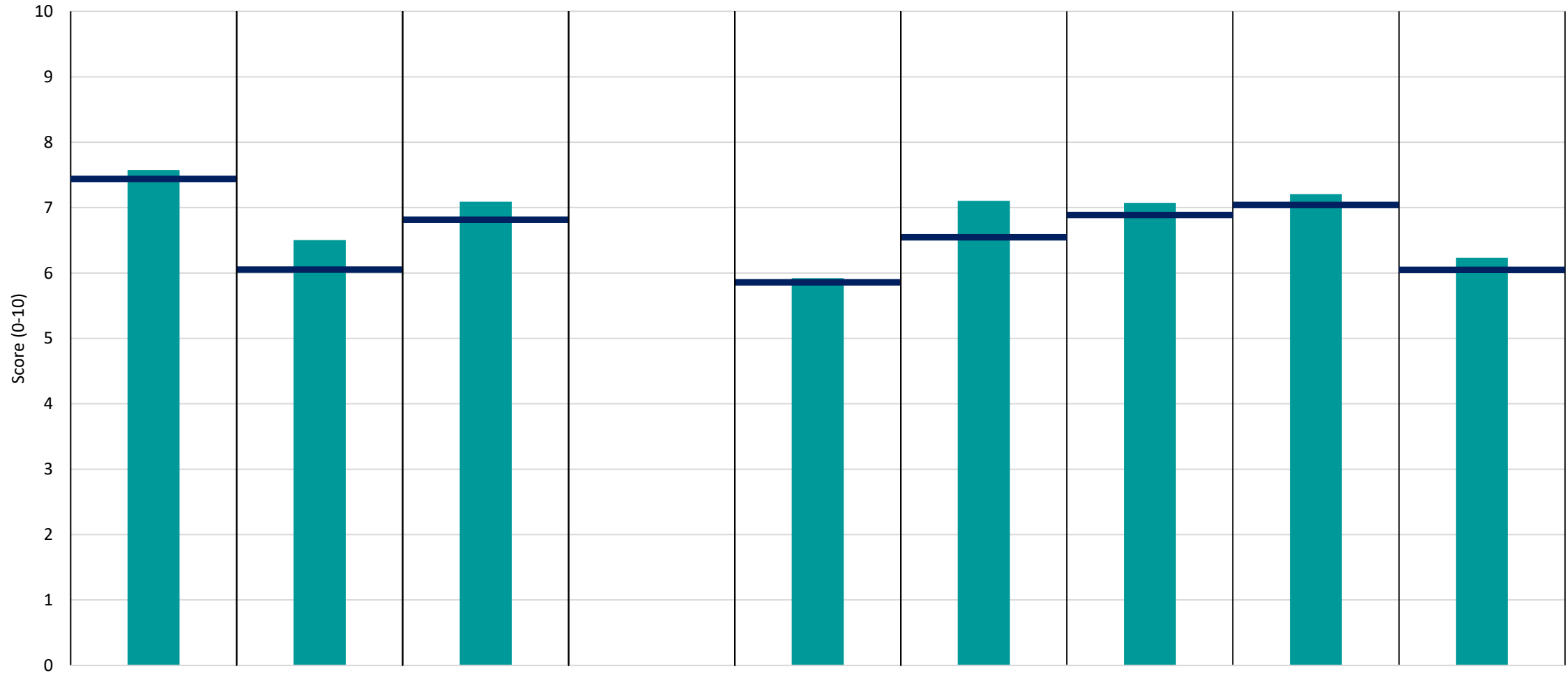
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Staff Engagement

Morale



Breakdown	7.57	6.50	7.09	-	5.92	7.10	7.07	7.21	6.23
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	109	109	108	-	106	108	109	109	109



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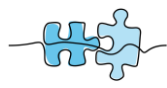
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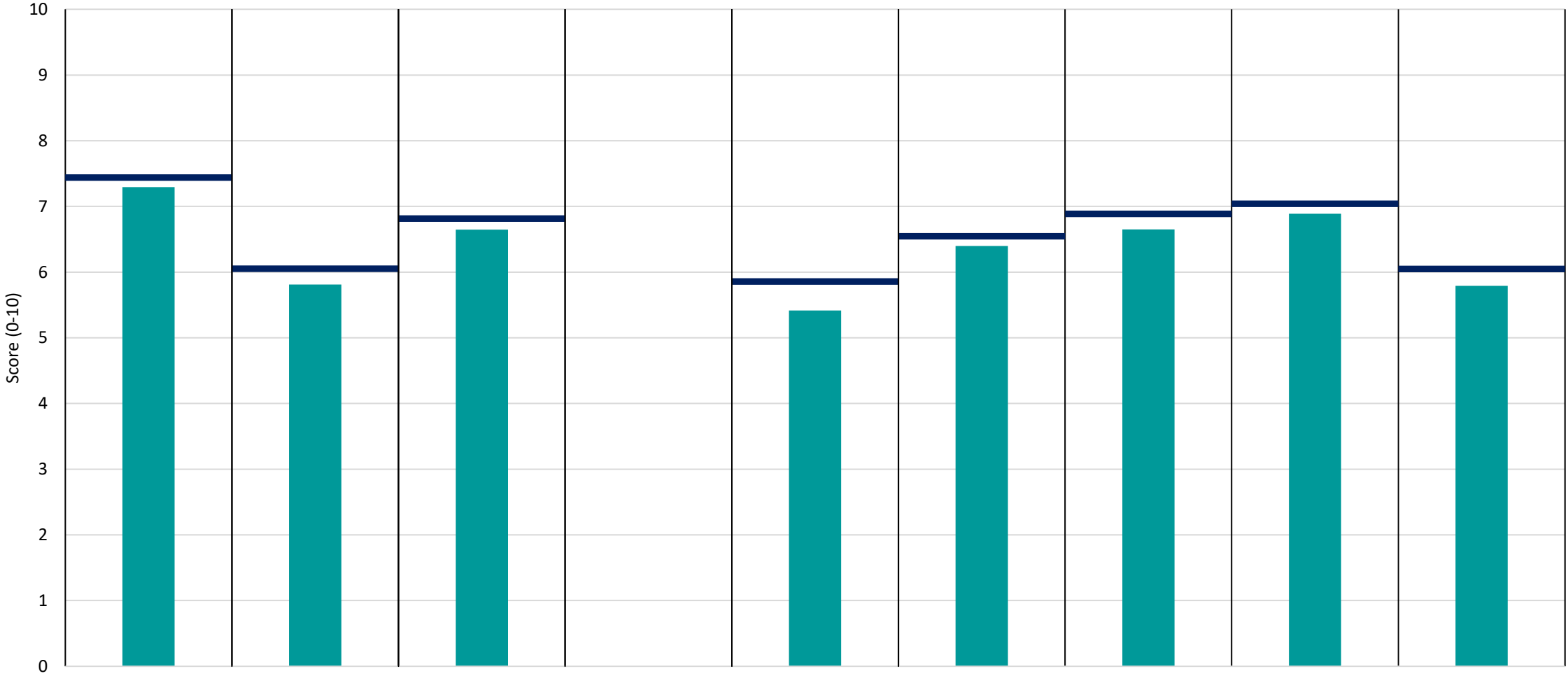
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Staff Engagement

Morale



Breakdown	7.30	5.81	6.65	-	5.42	6.40	6.65	6.89	5.79
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05

Responses 403 403 397 - 382 402 403 403 403 16

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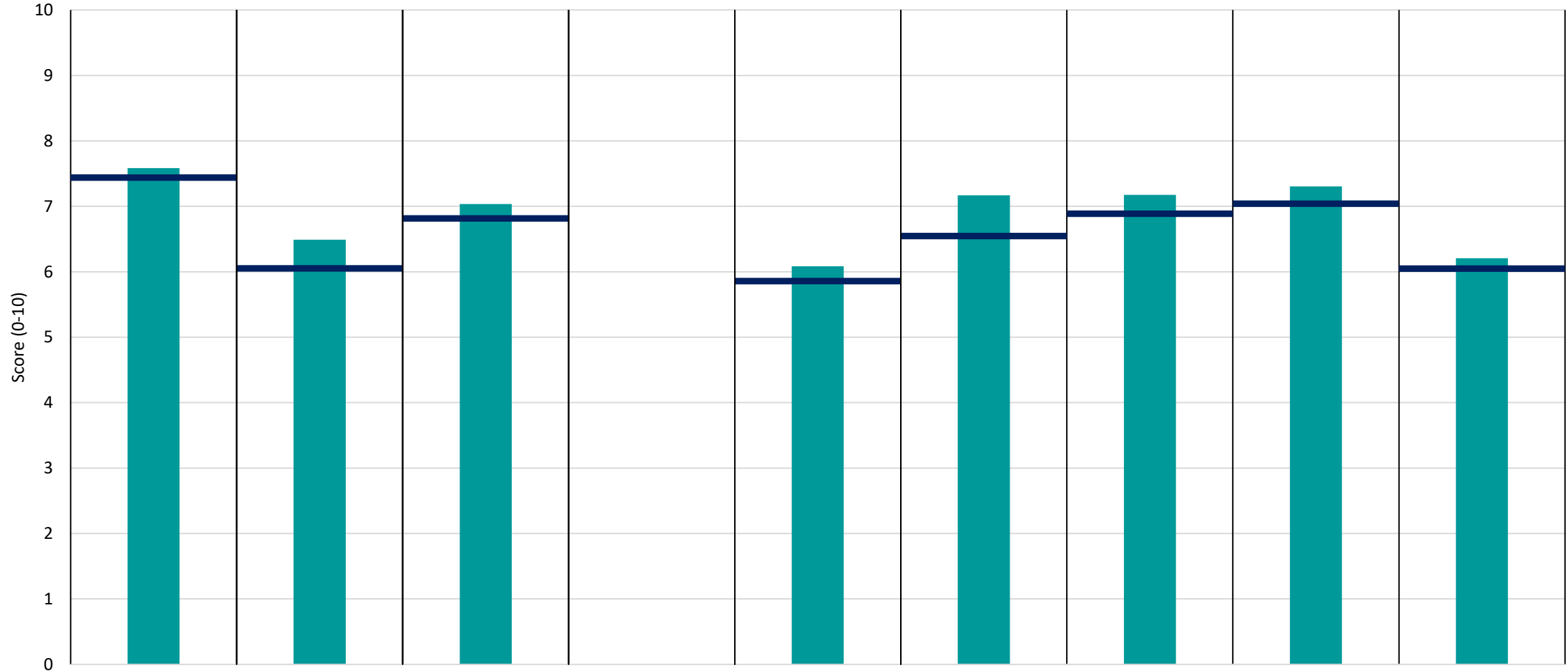
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Staff Engagement

Morale



Breakdown	7.58	6.49	7.04	-	6.08	7.17	7.17	7.30	6.21
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	154	154	153	-	148	154	154	154	154



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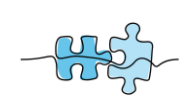
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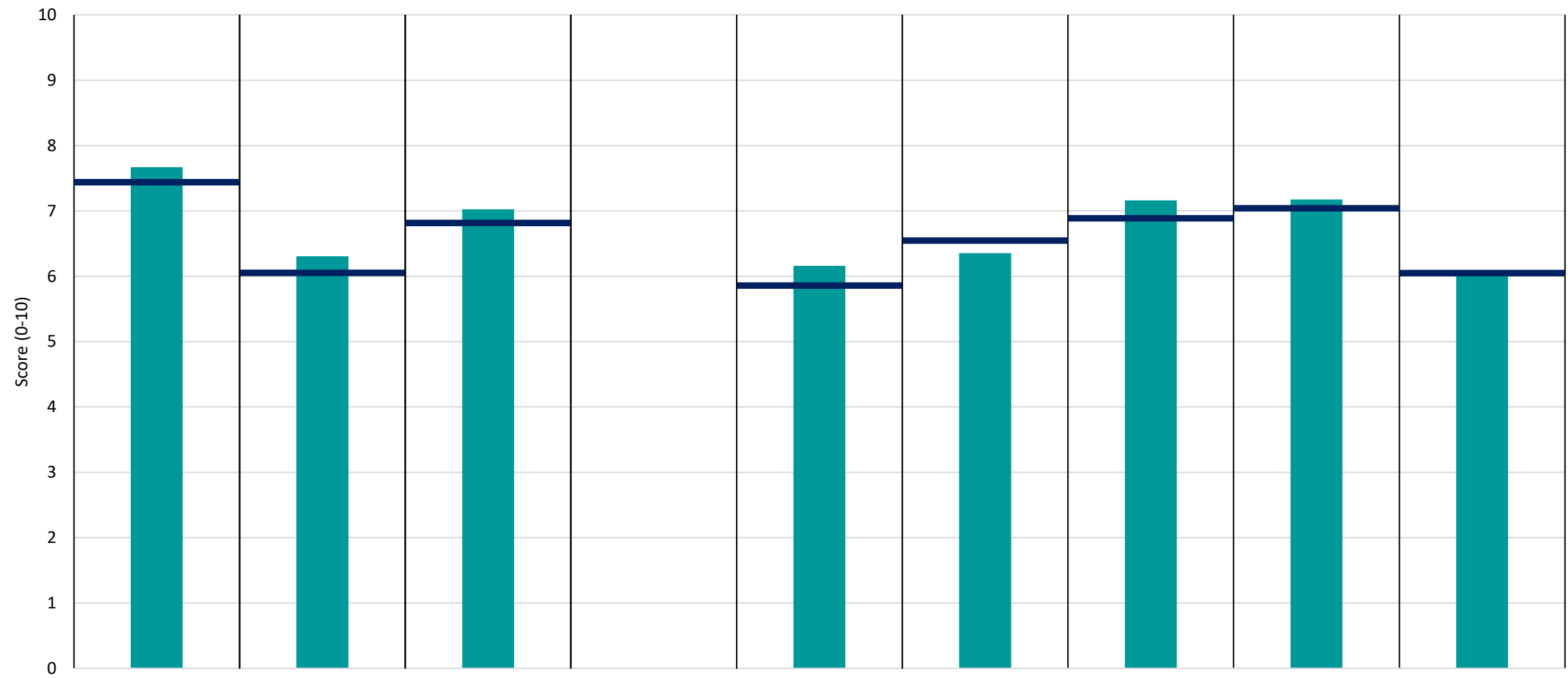
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Staff Engagement

Morale



Breakdown	7.67	6.31	7.02	-	6.16	6.35	7.16	7.18	6.00
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	460	459	456	-	444	458	460	461	461

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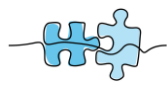
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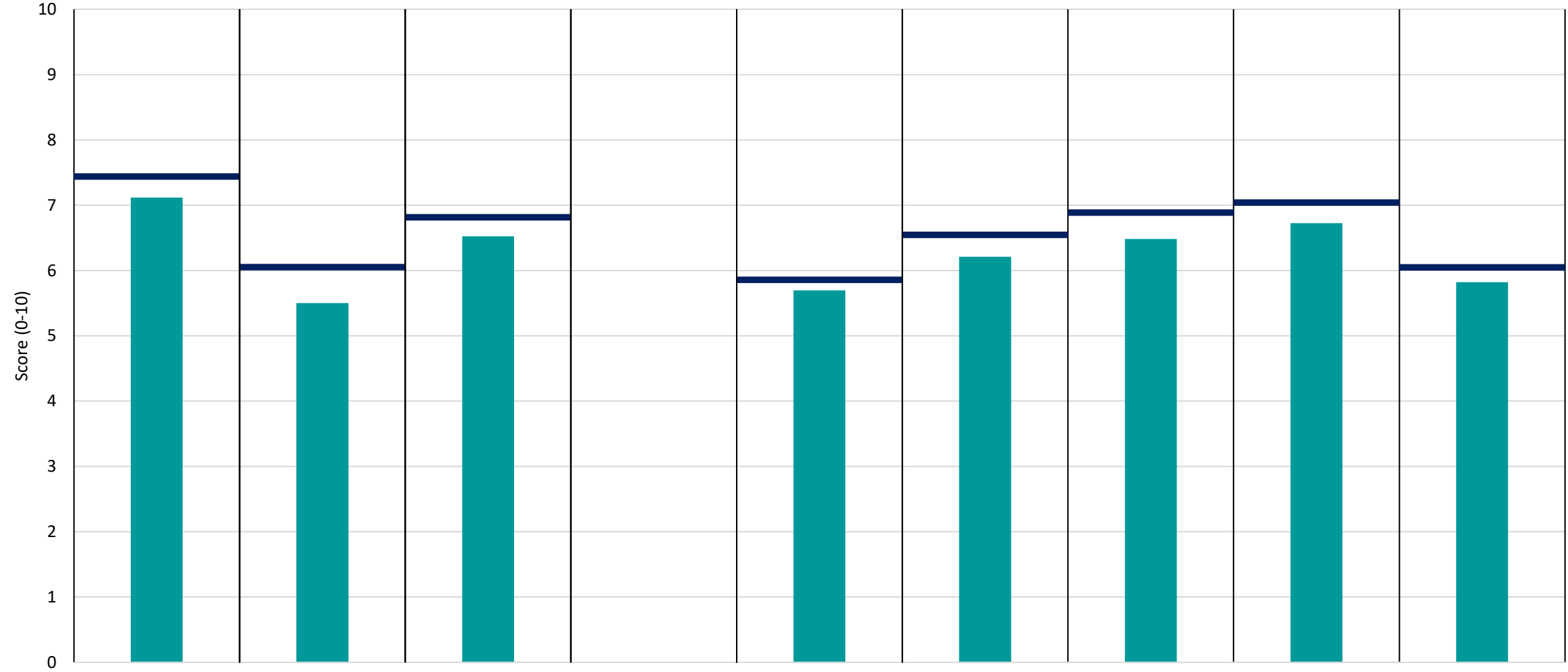
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Staff Engagement

Morale



Breakdown	7.12	5.50	6.52	-	5.70	6.21	6.48	6.72	5.82
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	185	185	183	-	177	185	185	185	185

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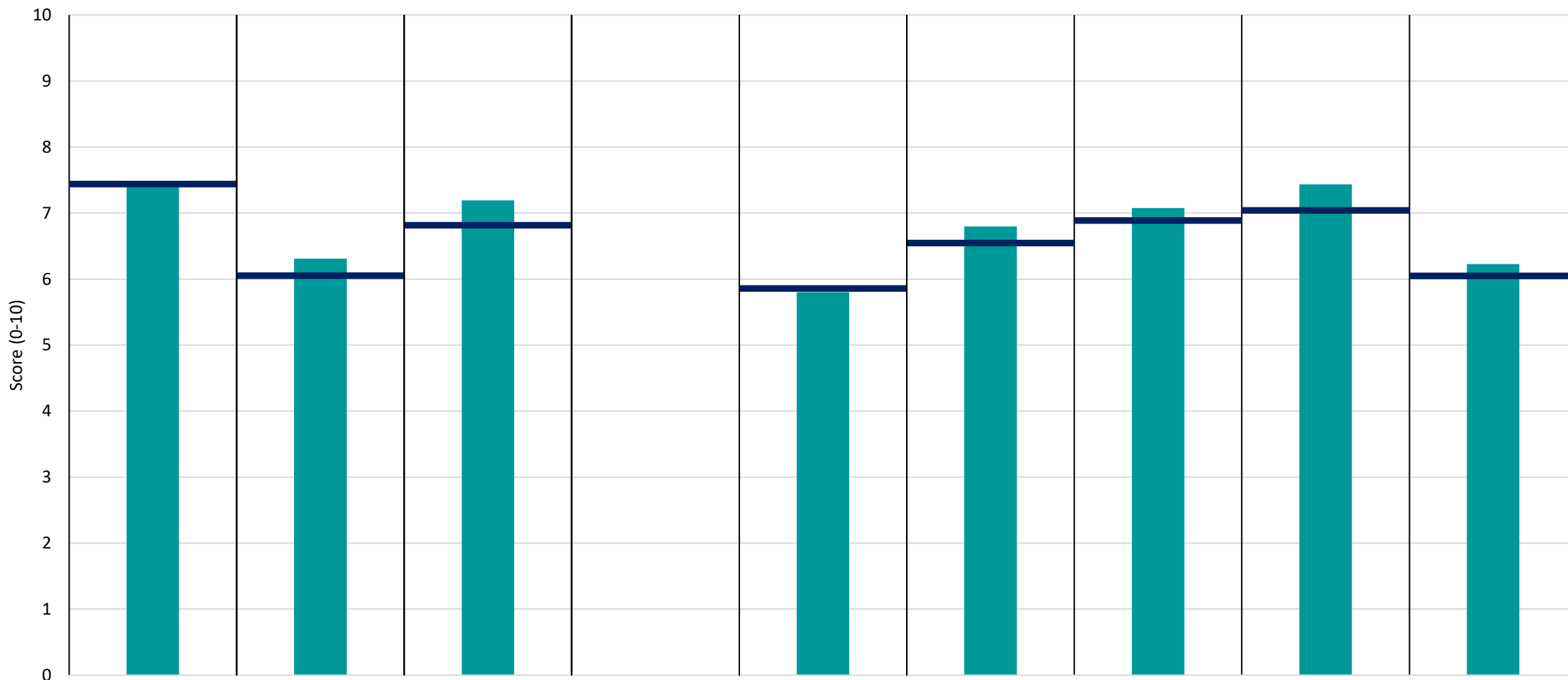
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Staff Engagement

Morale



Breakdown	7.48	6.31	7.19	-	5.80	6.80	7.08	7.43	6.23
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05

Responses 29 29 29 - 27 29 29 29 29 29 20

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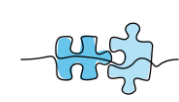
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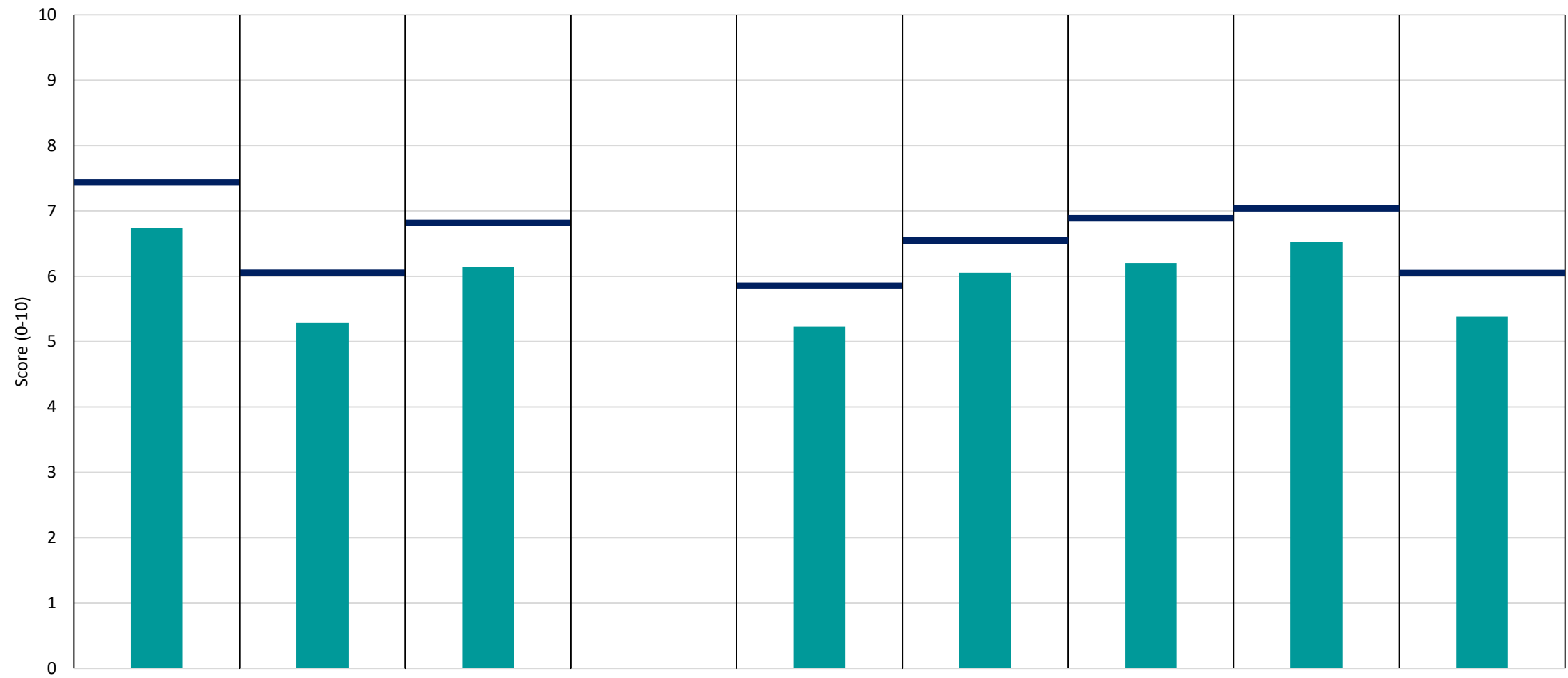
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Staff Engagement

Morale



Breakdown	6.74	5.29	6.15	-	5.23	6.05	6.20	6.53	5.39
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	201	199	198	-	176	198	199	201	201 ²¹

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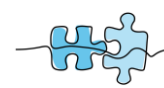
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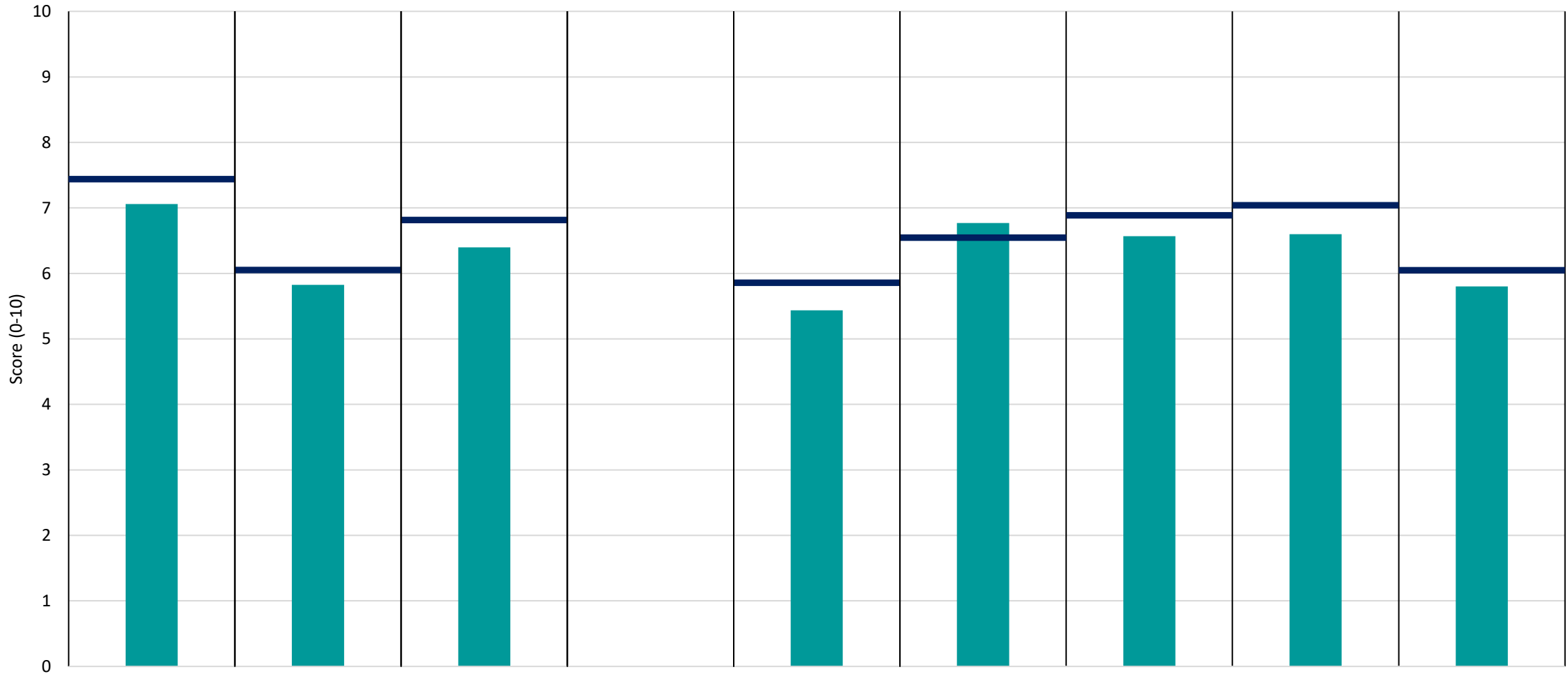
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Staff Engagement

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Breakdown	7.06	5.83	6.40	-	5.44	6.77	6.57	6.60	5.80
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	186	187	185	-	168	185	187	188	188



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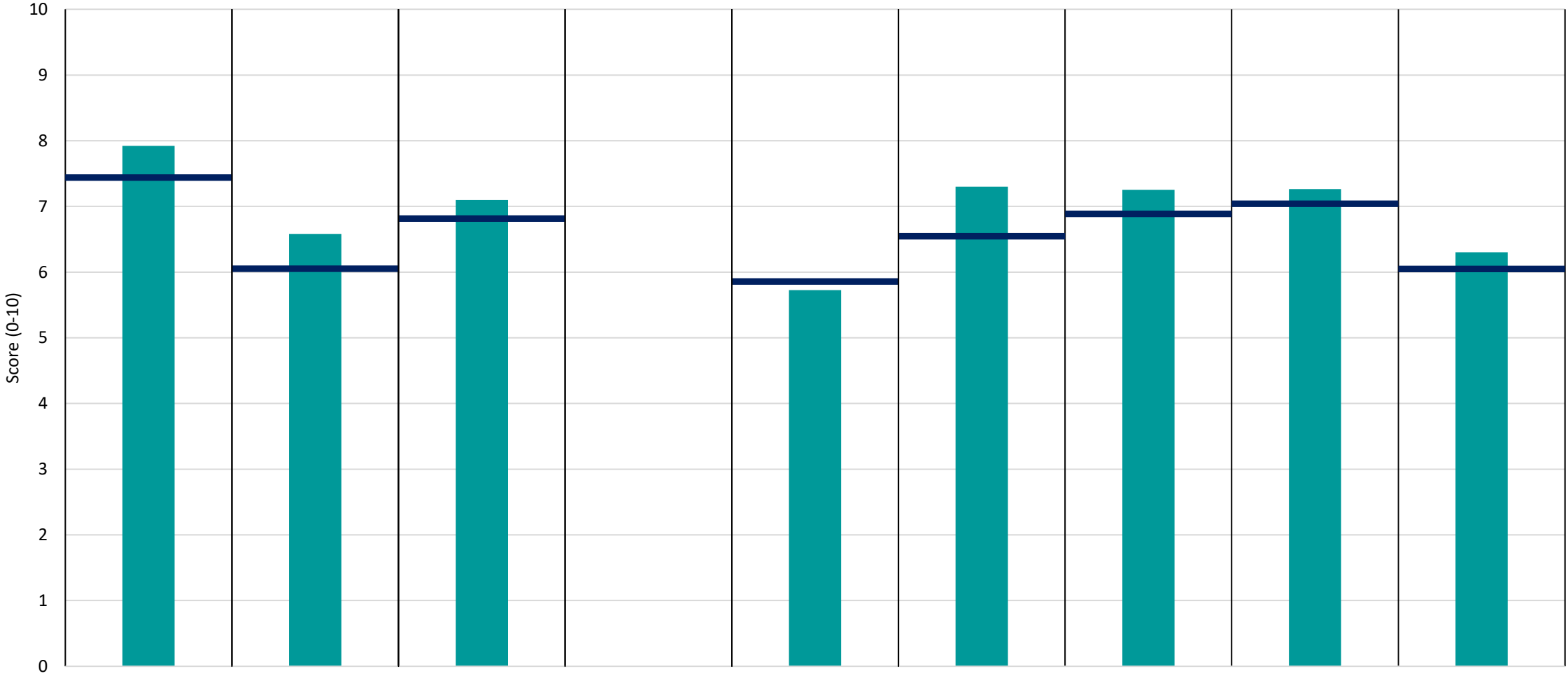
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Staff Engagement

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Breakdown	7.92	6.58	7.10	-	5.73	7.30	7.26	7.26	6.30
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	133	133	133	-	120	133	131	133	133

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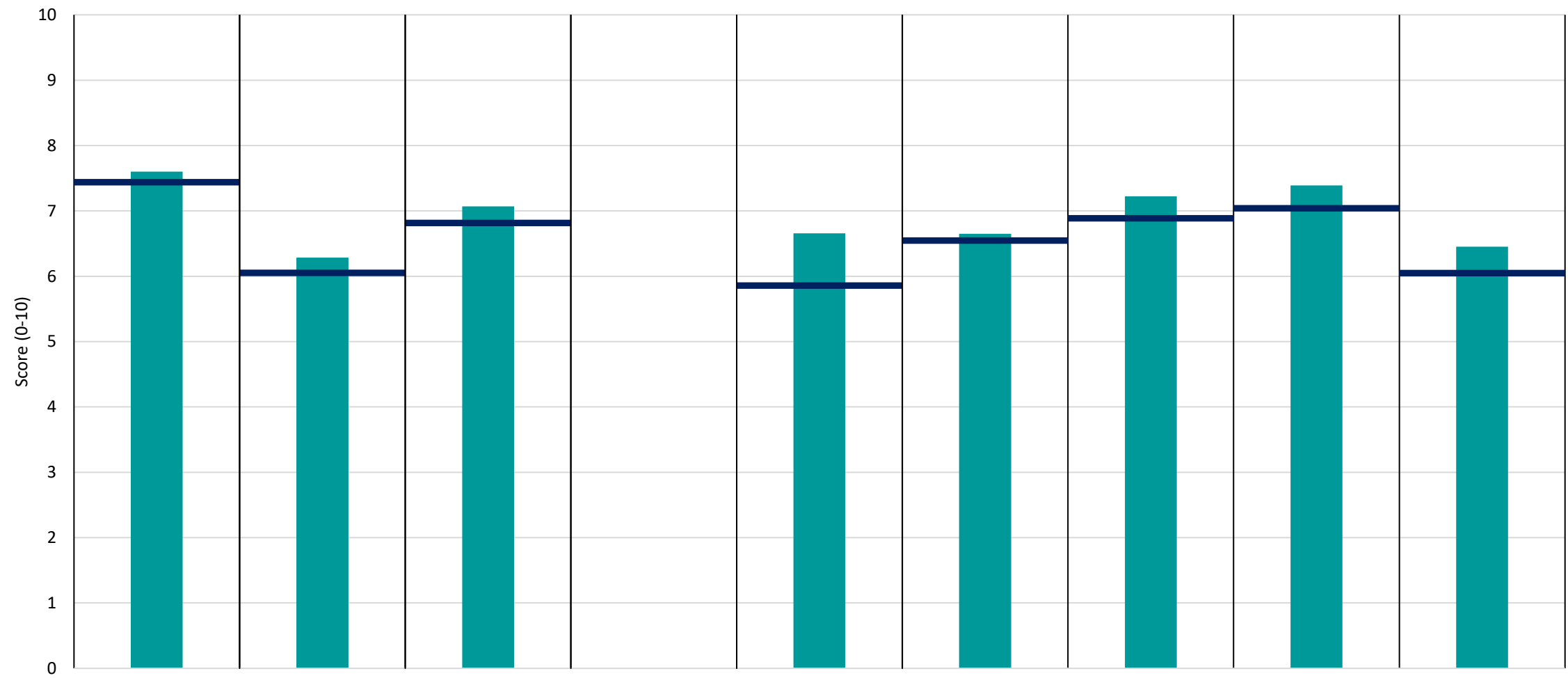
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Staff Engagement

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Breakdown	7.60	6.28	7.07	-	6.66	6.65	7.22	7.39	6.45
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	271	271	268	-	244	271	270	271	271 ²⁴

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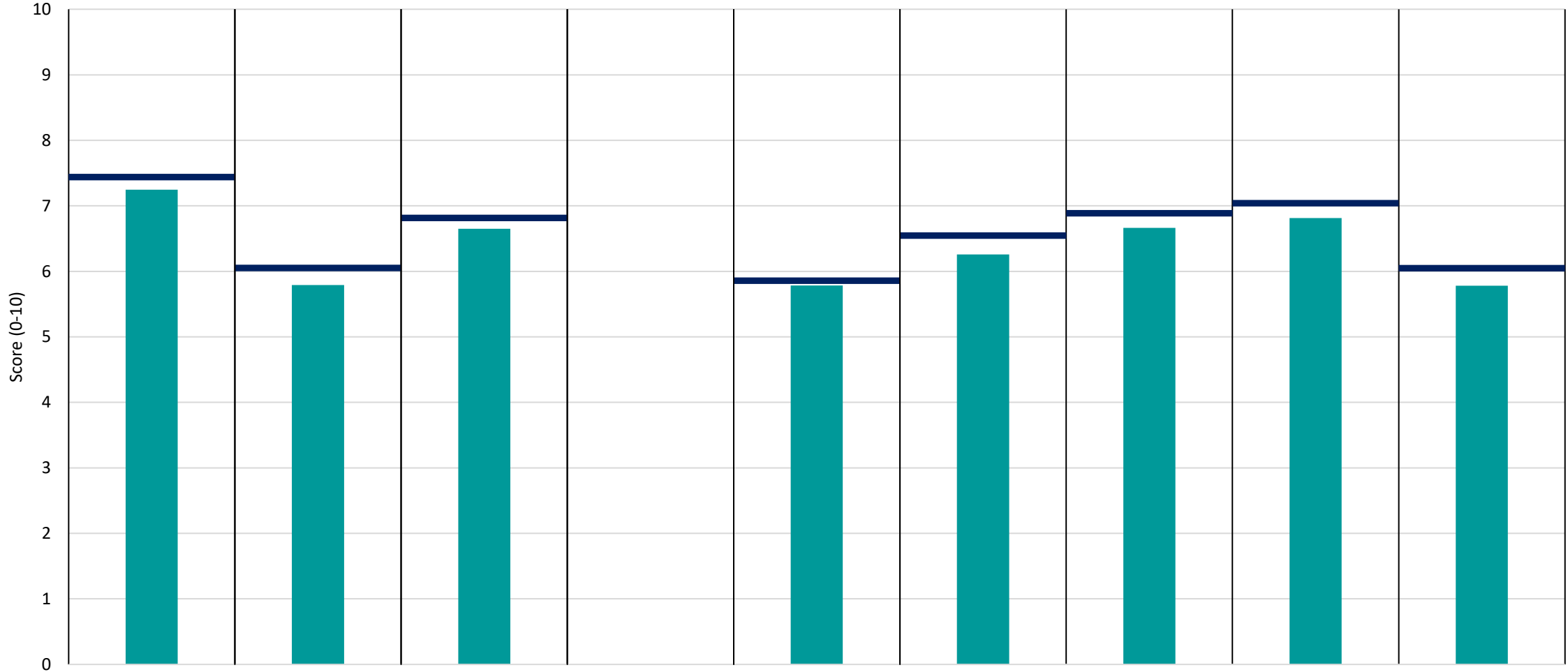
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Staff Engagement

Morale



Breakdown	7.25	5.79	6.65	-	5.78	6.26	6.66	6.81	5.78
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	227	227	227	-	212	227	227	227	227



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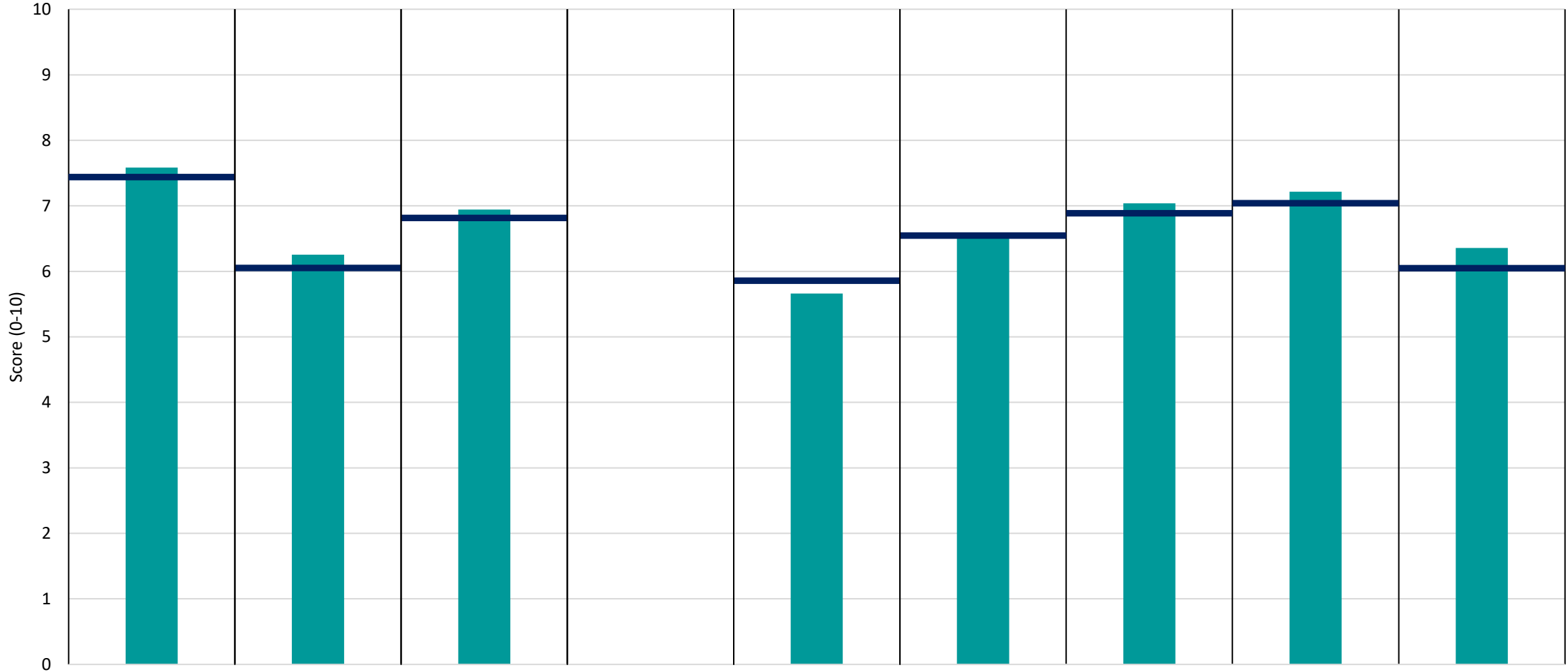
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Staff Engagement

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Breakdown	7.59	6.26	6.94	-	5.66	6.54	7.04	7.21	6.36
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05

Responses 140 141 140 - 131 140 140 141 141 26

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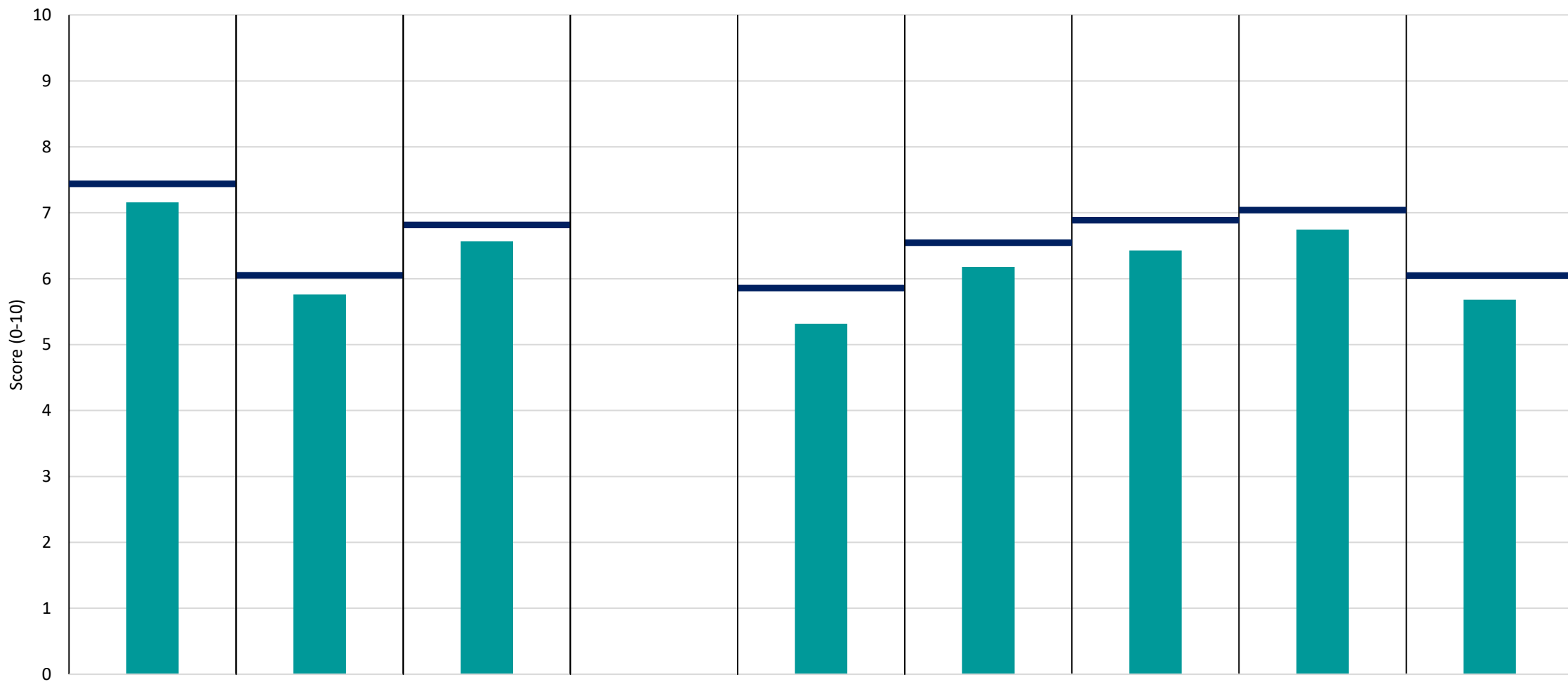
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Staff Engagement

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Breakdown	7.16	5.76	6.57	-	5.32	6.18	6.43	6.75	5.68
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	248	248	247	-	239	249	248	249	248

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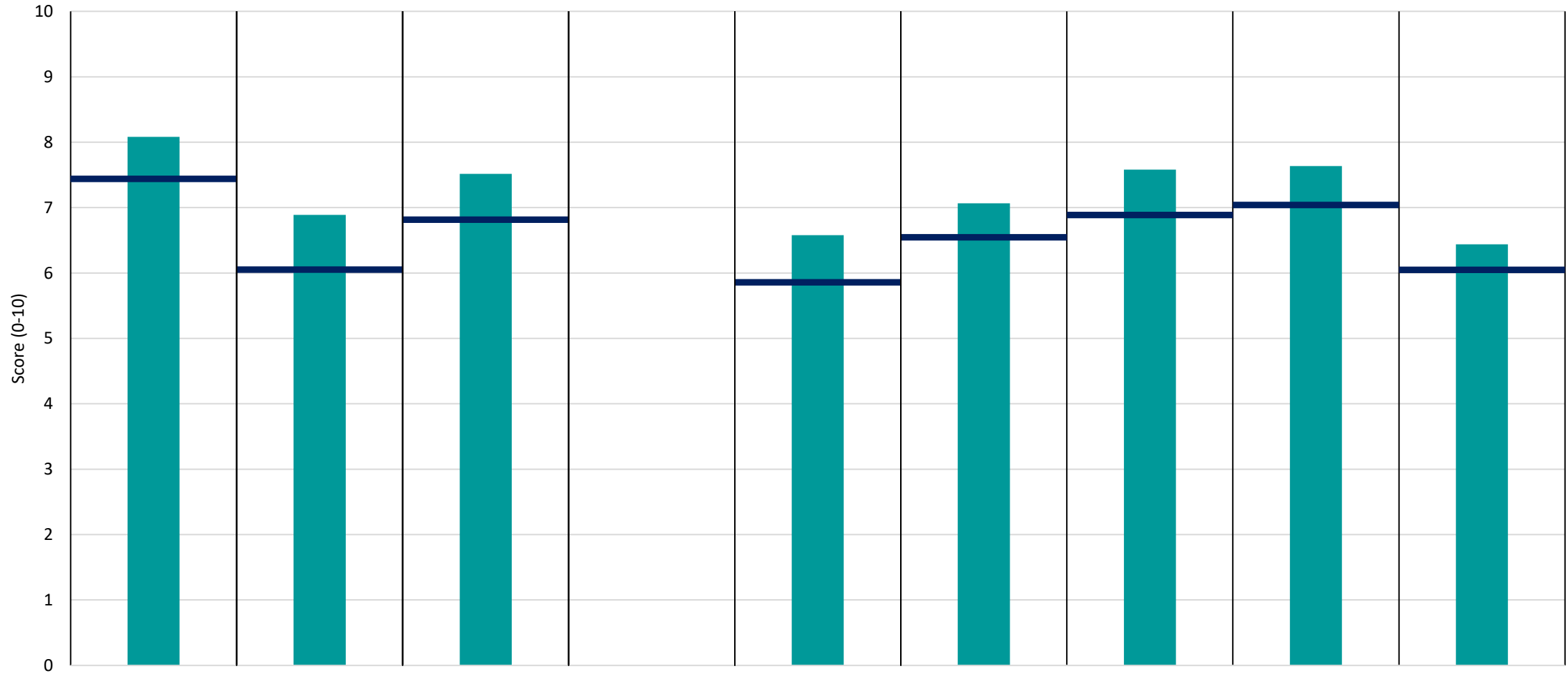
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Staff Engagement

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Breakdown	8.08	6.89	7.52	-	6.58	7.07	7.58	7.64	6.44
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	155	155	153	-	148	155	155	155	155



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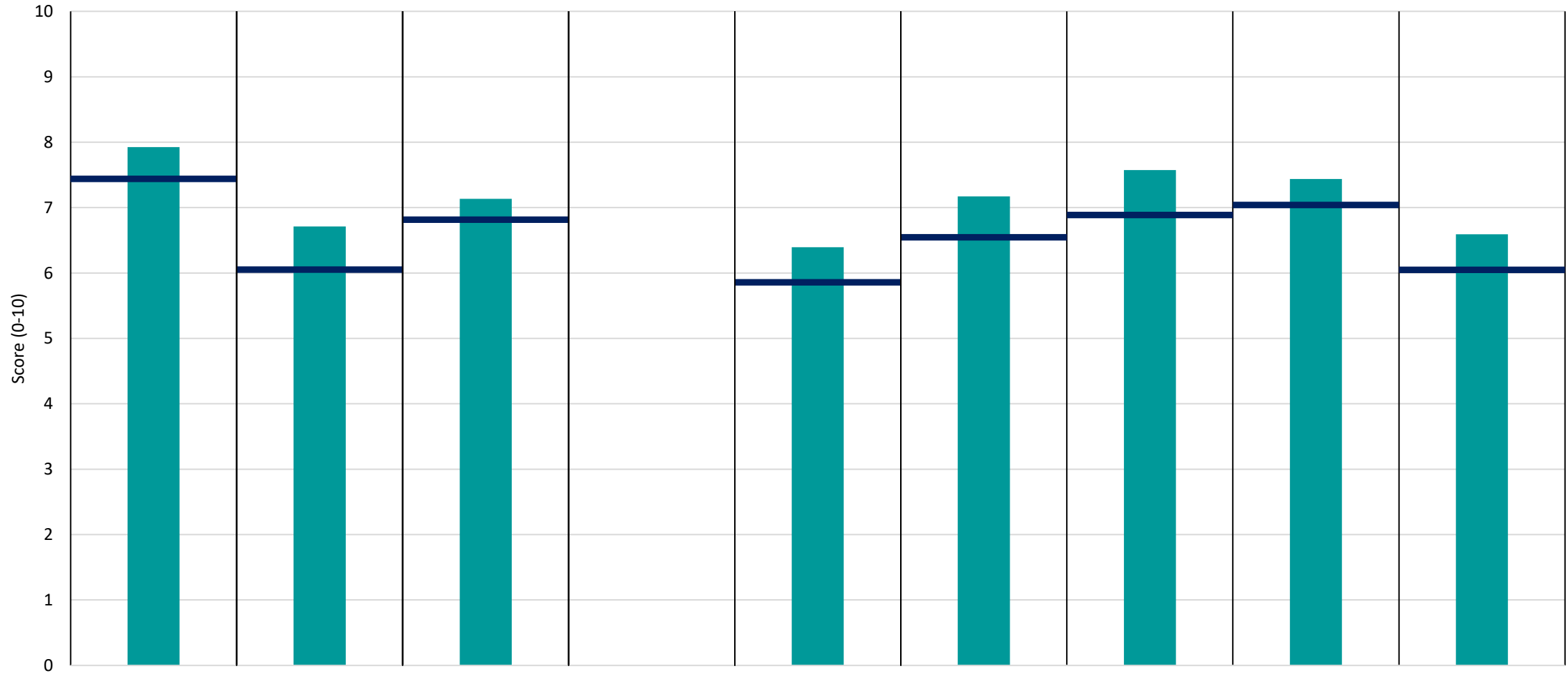
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Staff Engagement

Morale



Breakdown	7.93	6.71	7.14	-	6.40	7.17	7.57	7.44	6.59
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	268	268	268	-	259	268	267	268	268



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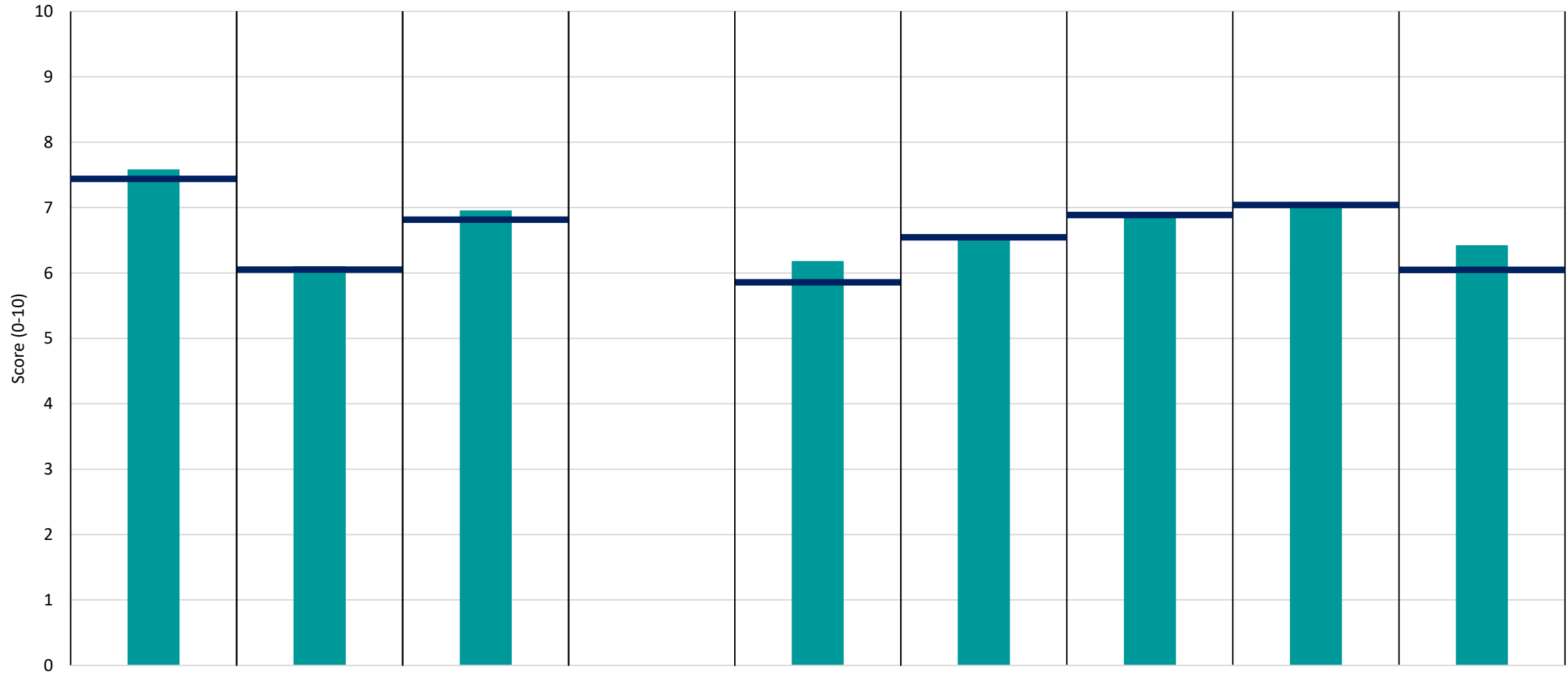
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.58	6.10	6.96	-	6.18	6.51	6.89	7.04	6.42
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	235	235	233	-	220	233	235	235	235



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



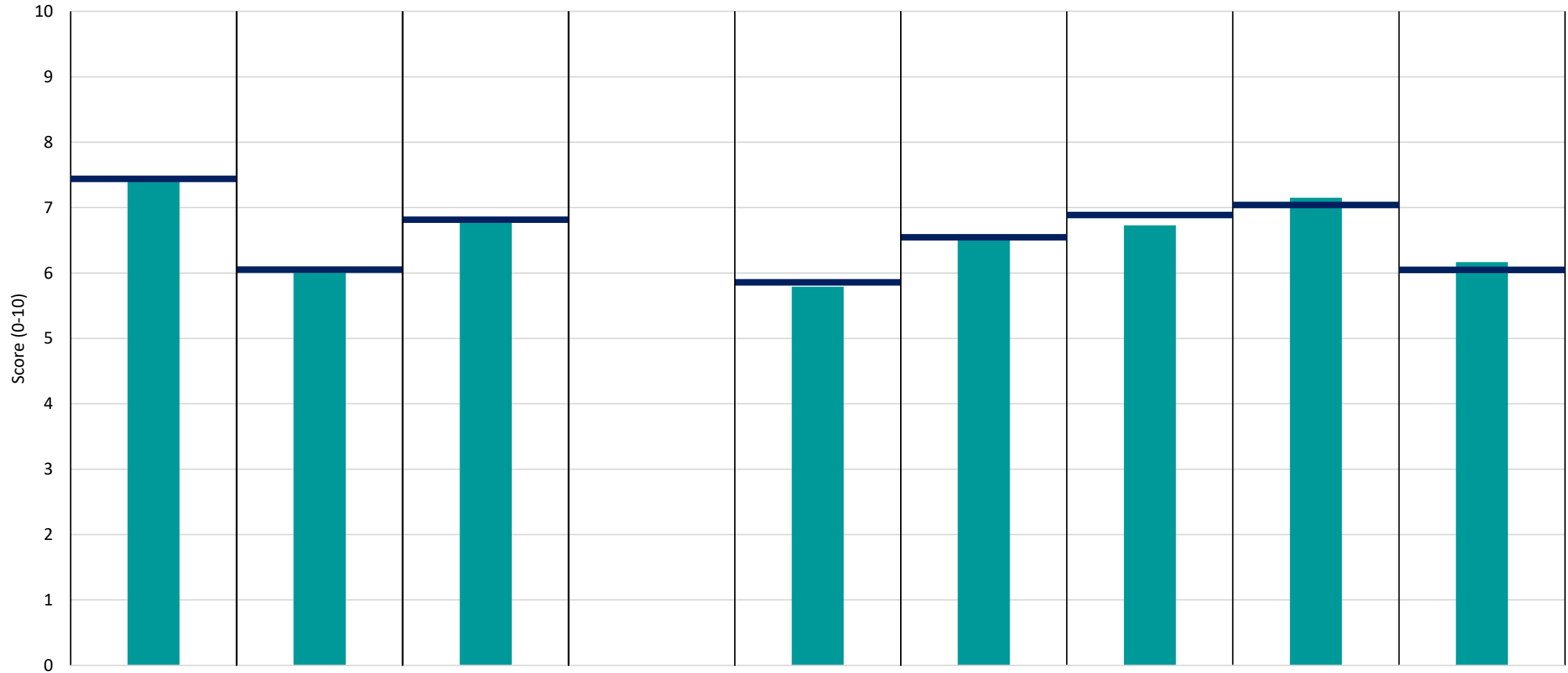
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.40	6.07	6.81	-	5.79	6.56	6.73	7.15	6.17
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05

Responses 260 259 259 - 239 258 260 259 259 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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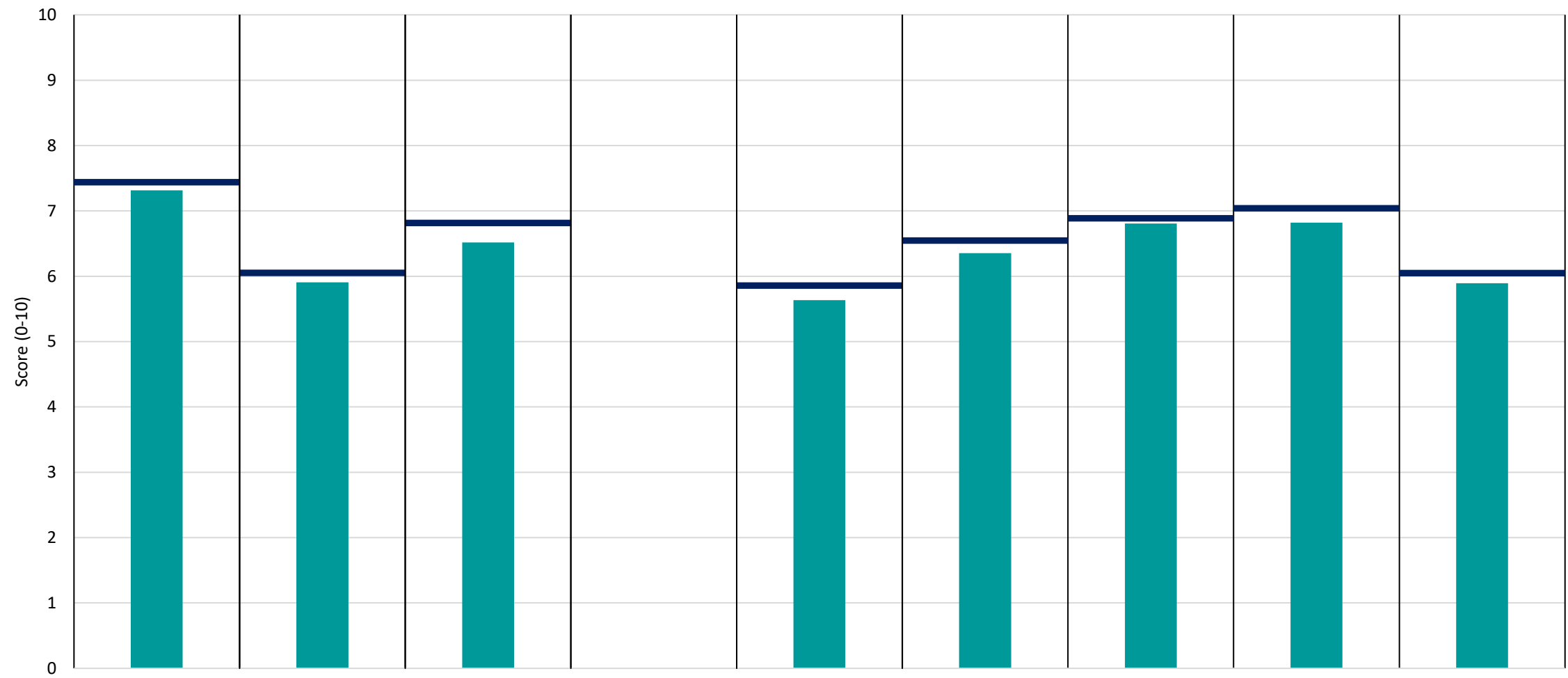
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.31	5.91	6.52	-	5.63	6.35	6.81	6.82	5.89
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	223	222	222	-	208	221	223	223	223

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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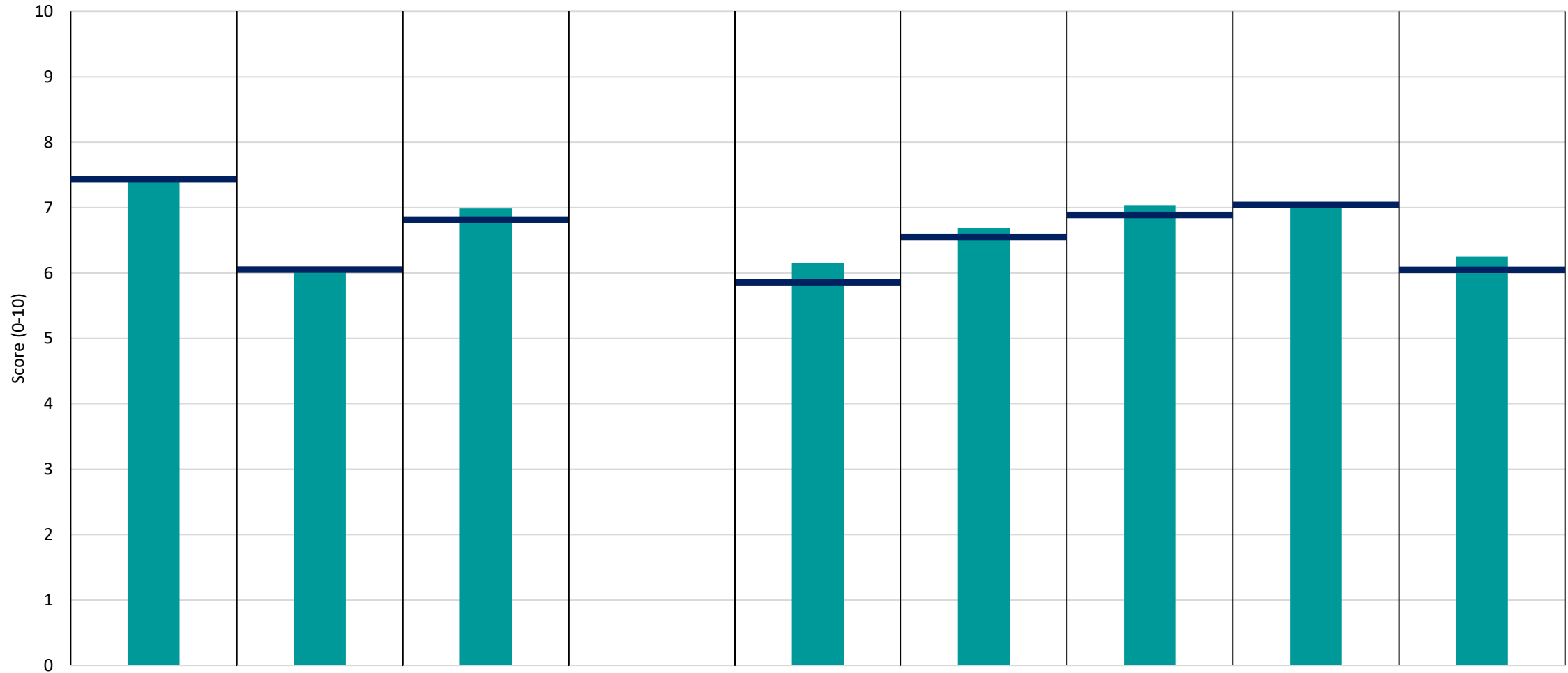
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.45	6.09	6.99	-	6.15	6.69	7.04	7.04	6.25
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05

Responses 180 179 179 - 162 178 180 180 180 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.

THQ other services



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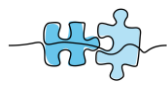
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healthy



We are always
learning



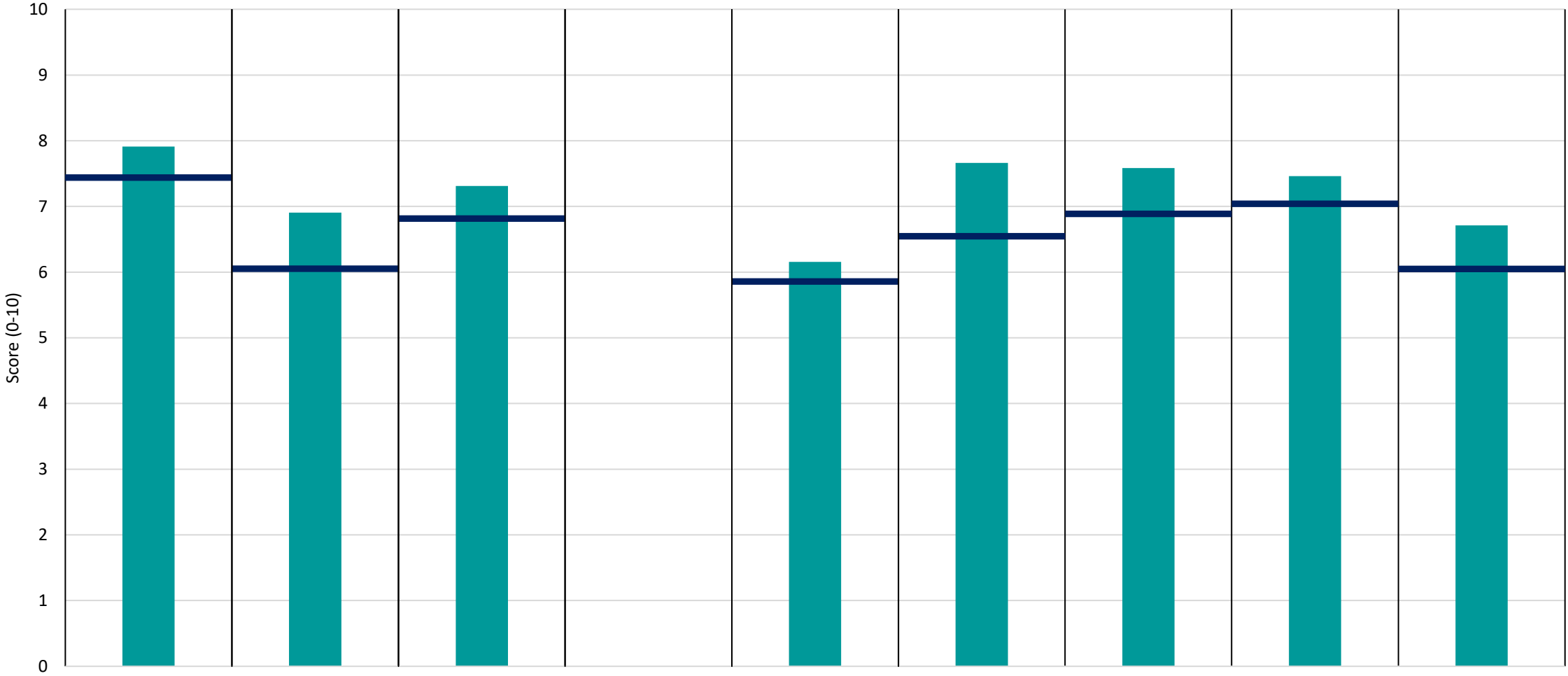
We work flexibly



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Staff Engagement

Morale



Breakdown	7.91	6.91	7.31	-	6.15	7.66	7.59	7.46	6.71
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05

Responses 237 237 235 - 224 236 237 237 237 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.



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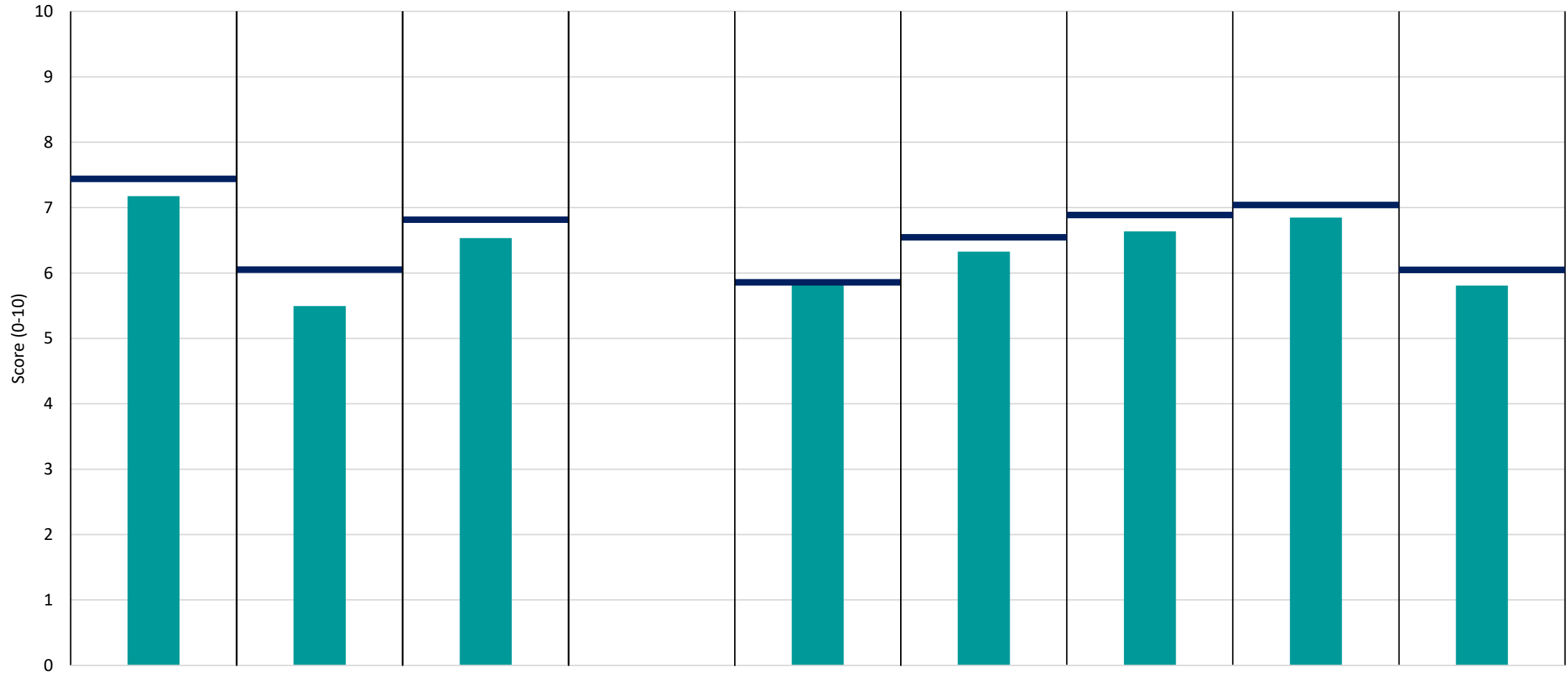
We work flexibly



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Staff Engagement

Morale



Breakdown	7.17	5.49	6.53	-	5.81	6.33	6.64	6.85	5.81
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	418	417	409	-	392	415	418	418	418 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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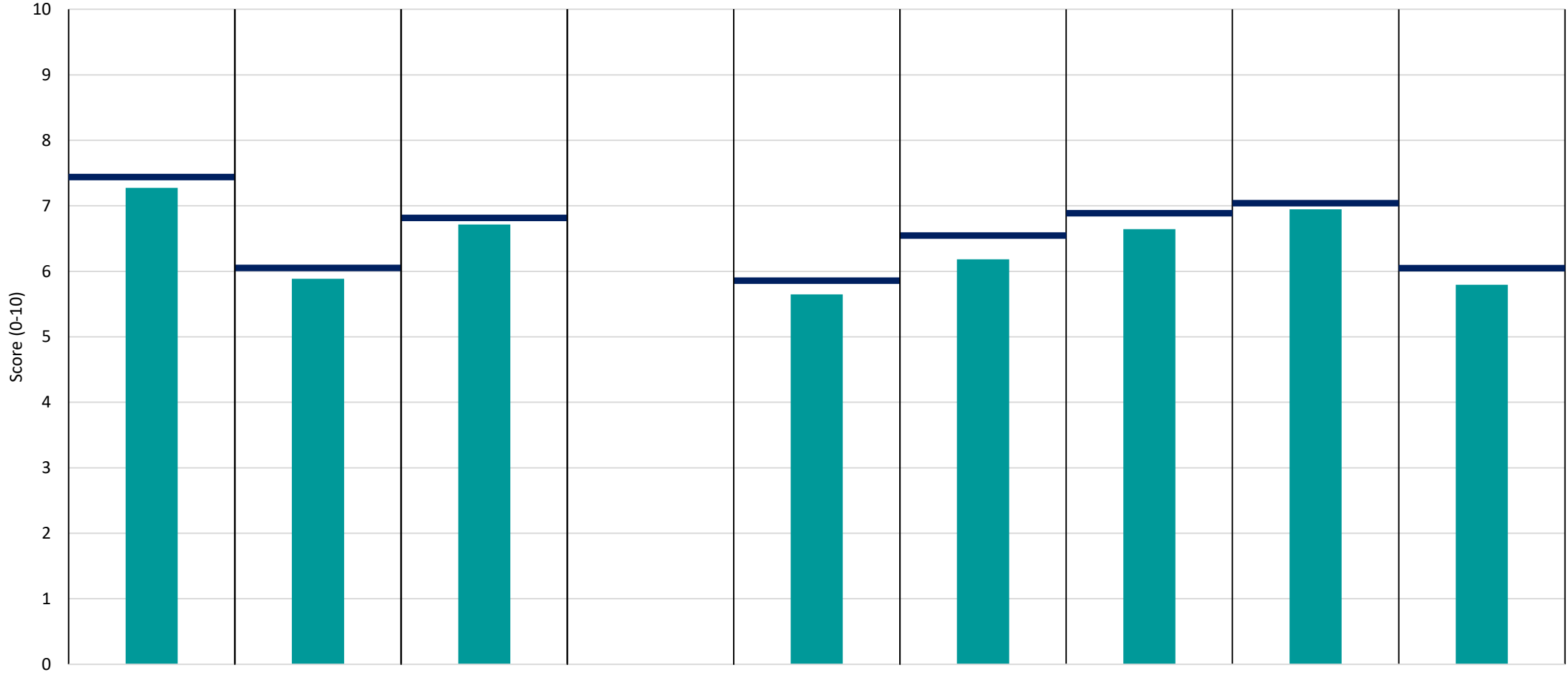
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.27	5.89	6.71	-	5.65	6.18	6.64	6.95	5.79
Your org	7.44	6.05	6.82	-	5.86	6.55	6.89	7.04	6.05
Responses	310	307	308	-	292	307	310	309	310

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.