Countess of Chester Hospital NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Contents (1)

Introduction 4

People Promise element and Theme results – Breakdowns 1 5

People Promise element and Theme results – Breakdowns 2   18

This breakdown report for Countess of Chester Hospital 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 Countess of Chester Hospital 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.

	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 Engagememt	Morale
Breakdown	7.7	7.0	7.4	6.7	6.1	7.1	7.5	7.4	6.6
Your org	7.6	6.7	7.0	6.9	5.8	6.4	7.3	6.9	6.4
Responses	75	75	70	75	75	75	75	75	75

! 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

Countess of Chester Hospital NHS Foundation Trust

2023 NHS Staff Survey

COCH & WUTH Collaboration Division

Score (0-10)

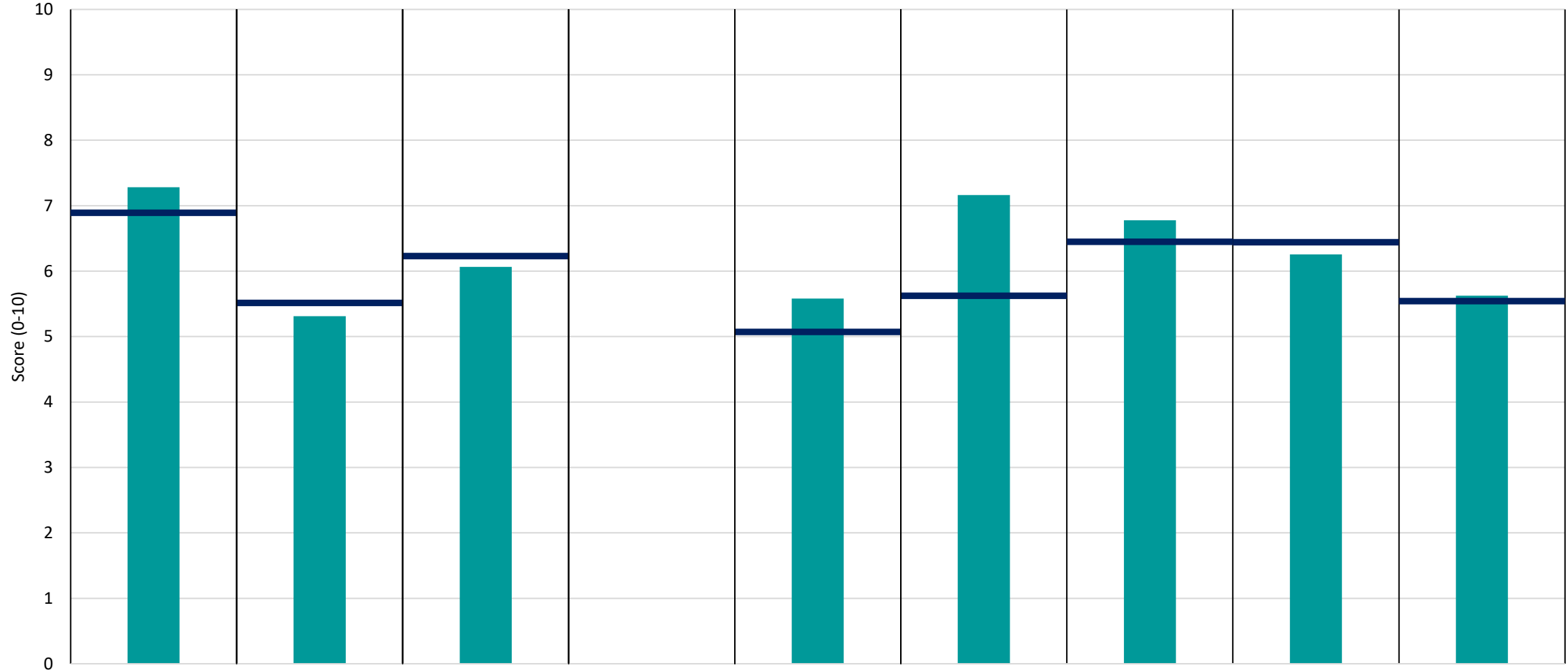|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.28	5.31	6.06	-	5.58	7.16	6.78	6.26	5.62
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	21	21	20	-	19	21	21	21	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.

Corporate Non Clinical Division

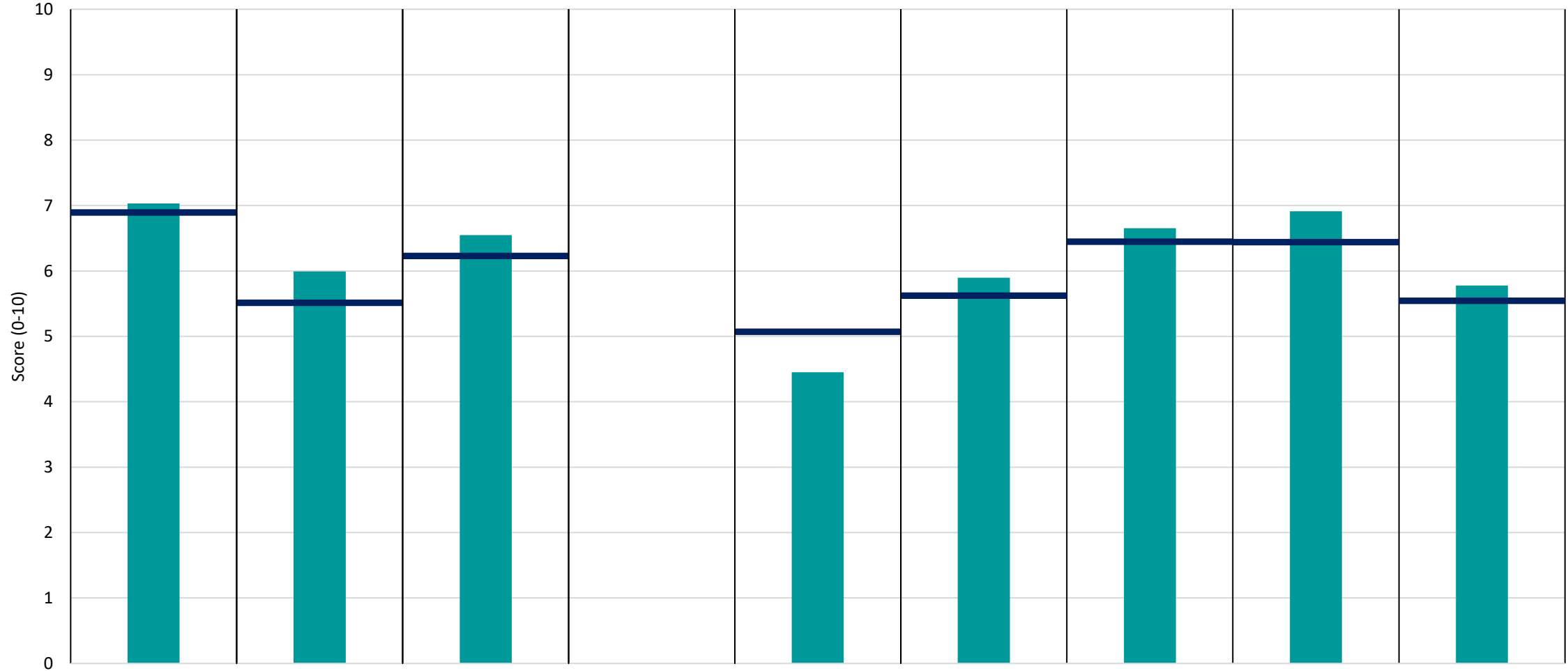|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.03	5.99	6.55	-	4.45	5.90	6.65	6.91	5.78
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	53	53	51	-	52	53	53	53	53

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.

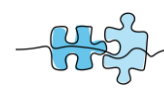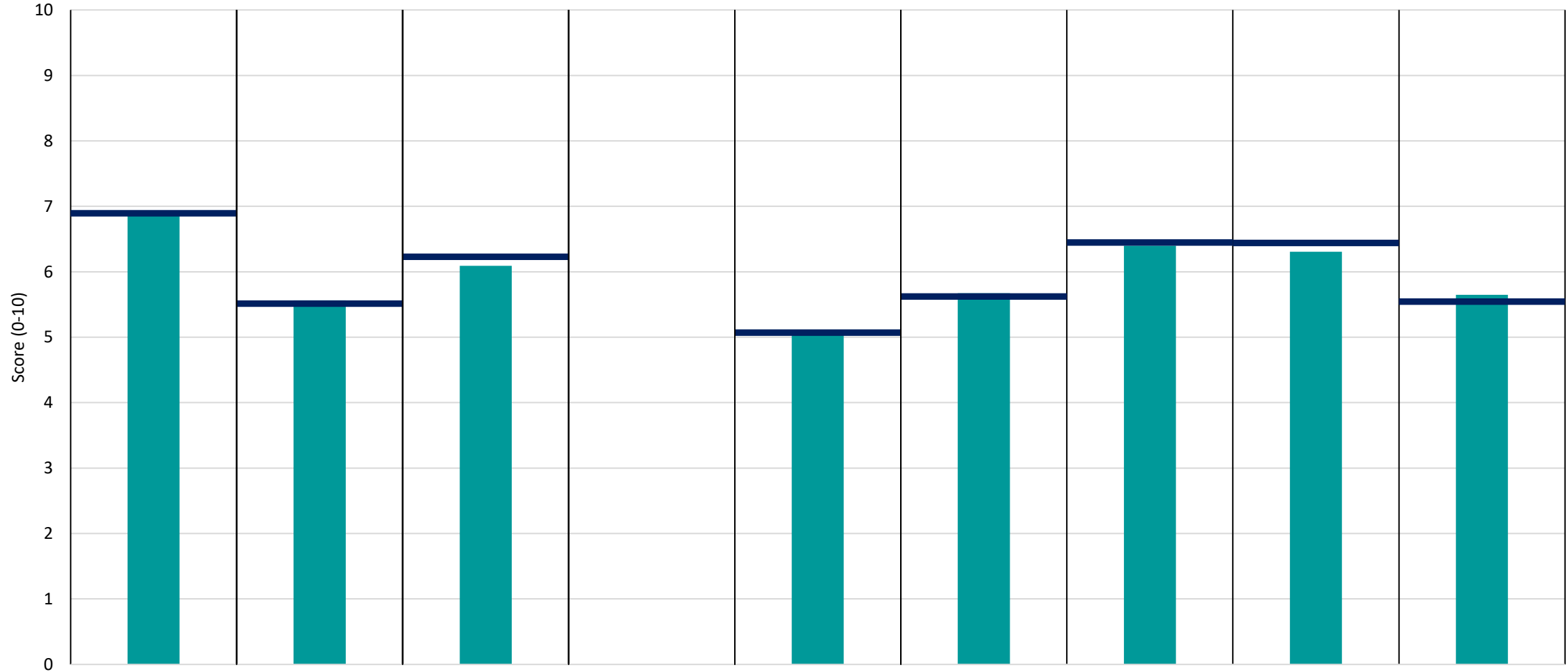|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.90	5.56	6.09	-	5.10	5.67	6.40	6.30	5.65
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	326	328	324	-	310	327	327	328	328

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.

Estates & Facilities Division
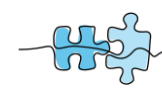
	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.67	5.19	6.15	-	3.90	5.72	5.98	6.58	5.61
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	80	80	77	-	67	78	80	77	77

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.

9

Finance & Performance Division

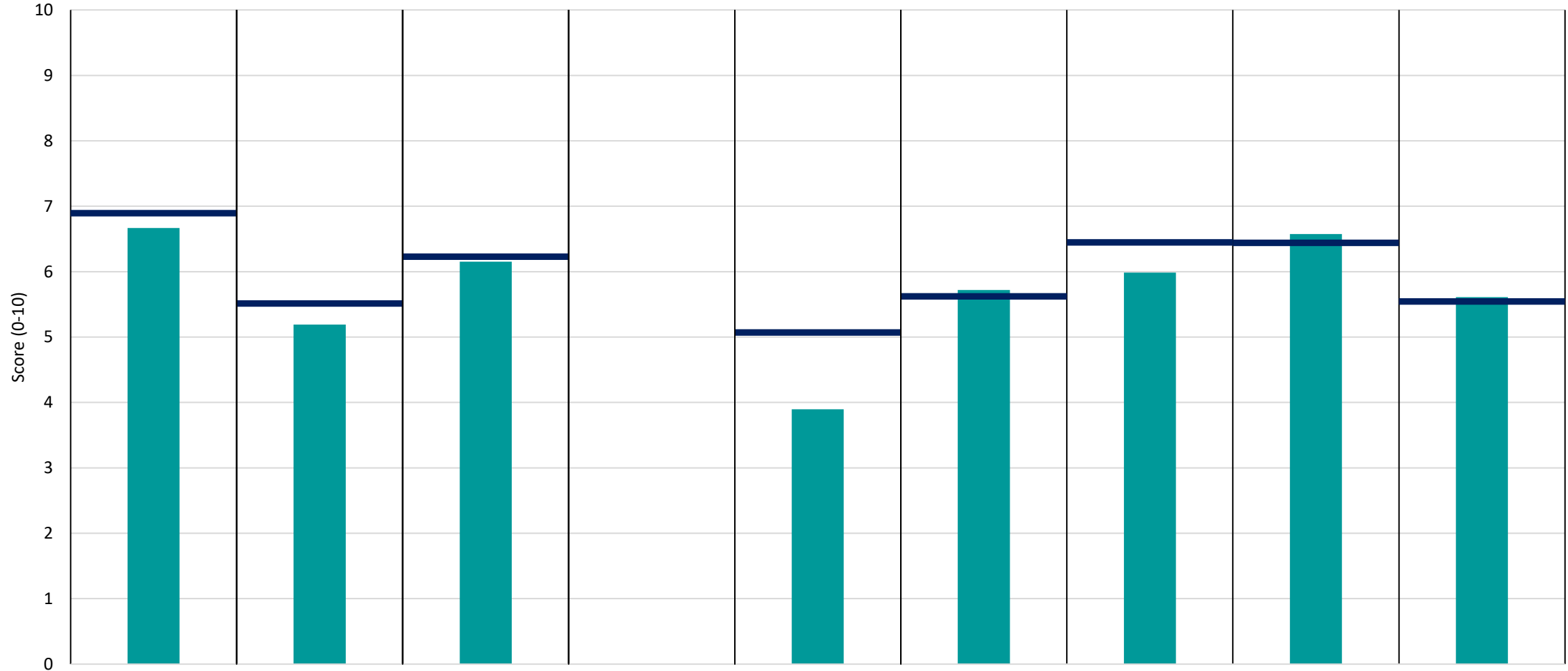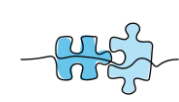|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.89	5.65	6.42	-	5.84	6.45	6.75	6.44	5.71
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	57	57	56	-	54	57	57	57	57

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.

Human Resources Division

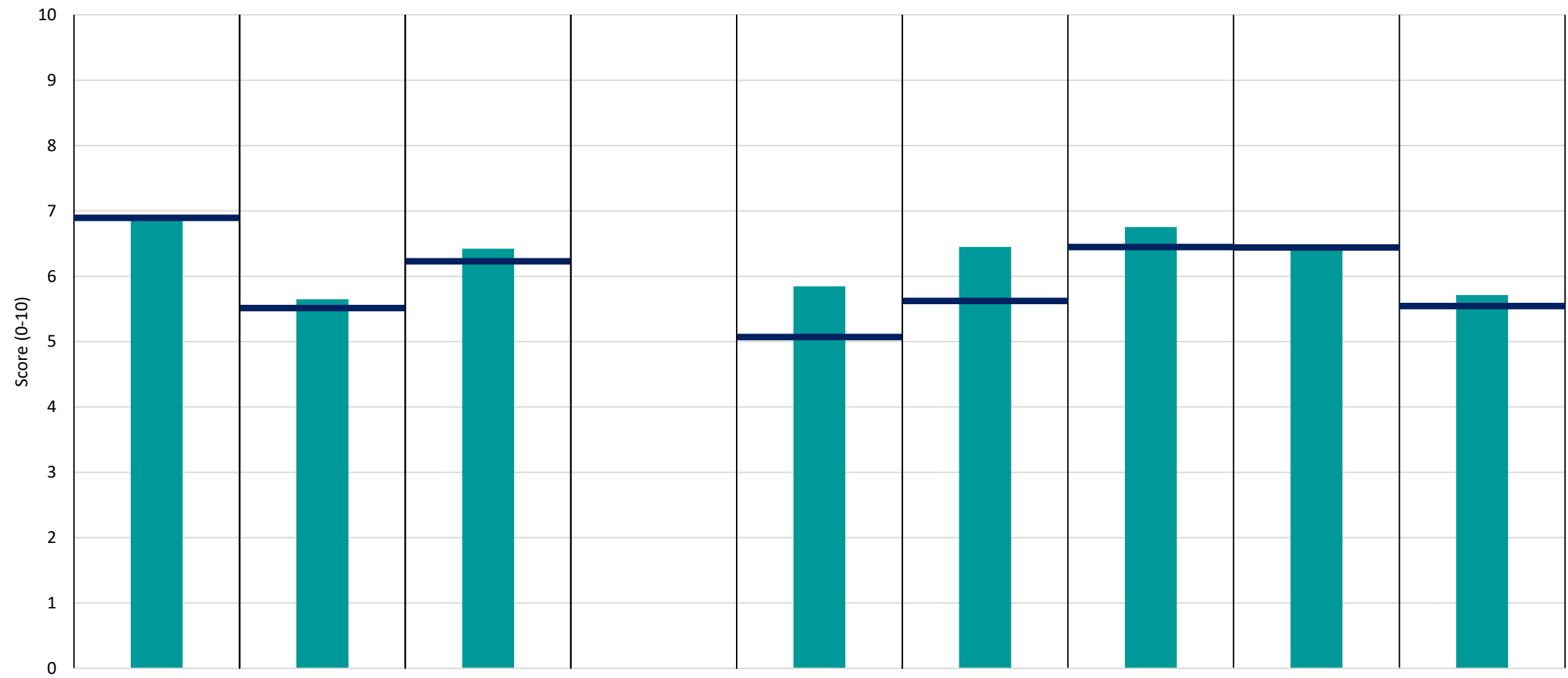|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.33	6.38	6.71	-	5.92	6.63	7.44	7.11	6.08
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	70	70	69	-	69	70	70	70	70

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.

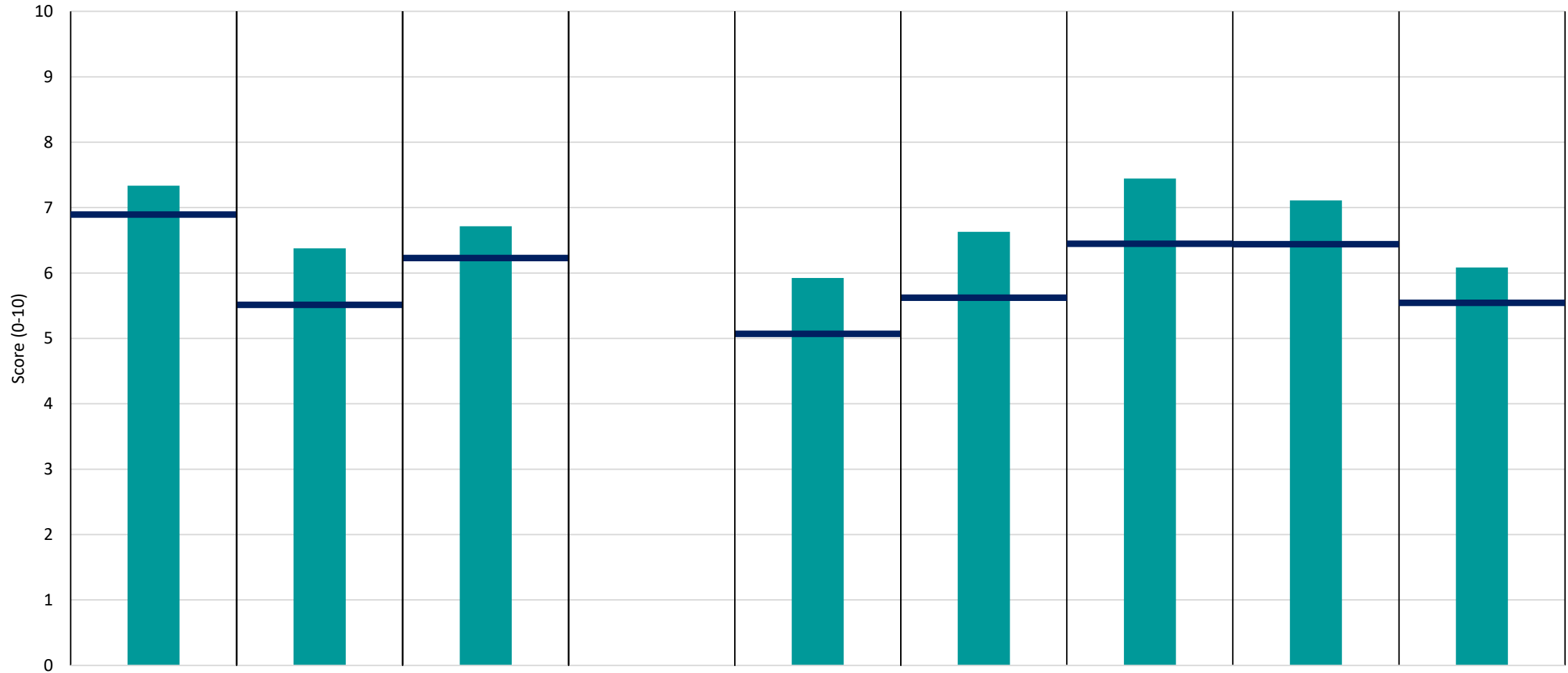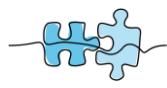|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.35	6.07	6.57	-	5.28	6.52	6.90	6.87	5.77
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	89	89	89	-	87	89	89	89	89

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.

Nurse Management Division

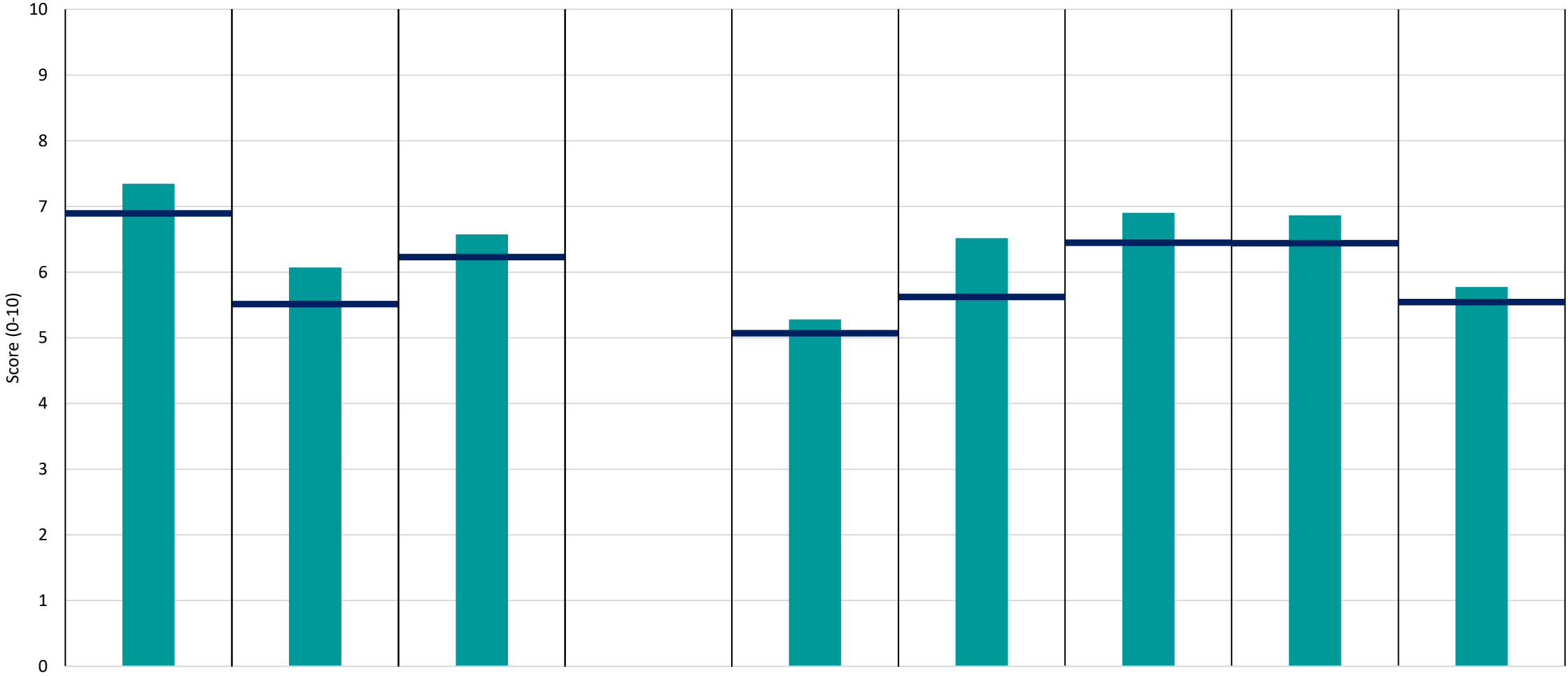|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.70	5.62	6.20	-	4.32	5.63	6.46	6.16	5.02
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	52	52	52	-	51	52	52	52	52

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.

Planned Care Division

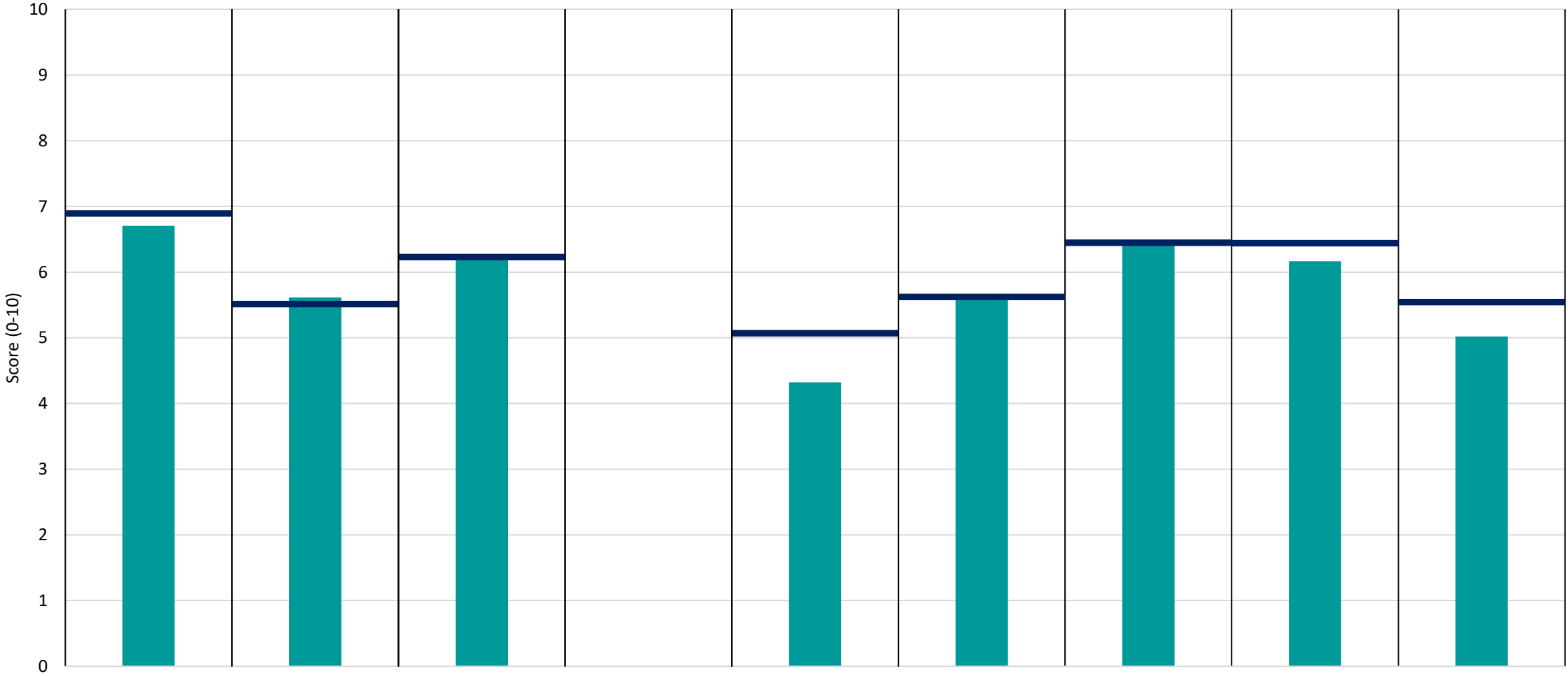|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.68	5.20	5.98	-	4.96	5.50	6.31	6.24	5.43
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	463	465	463	-	441	462	465	465	465

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.

Therapies and Integrated Community Care Division

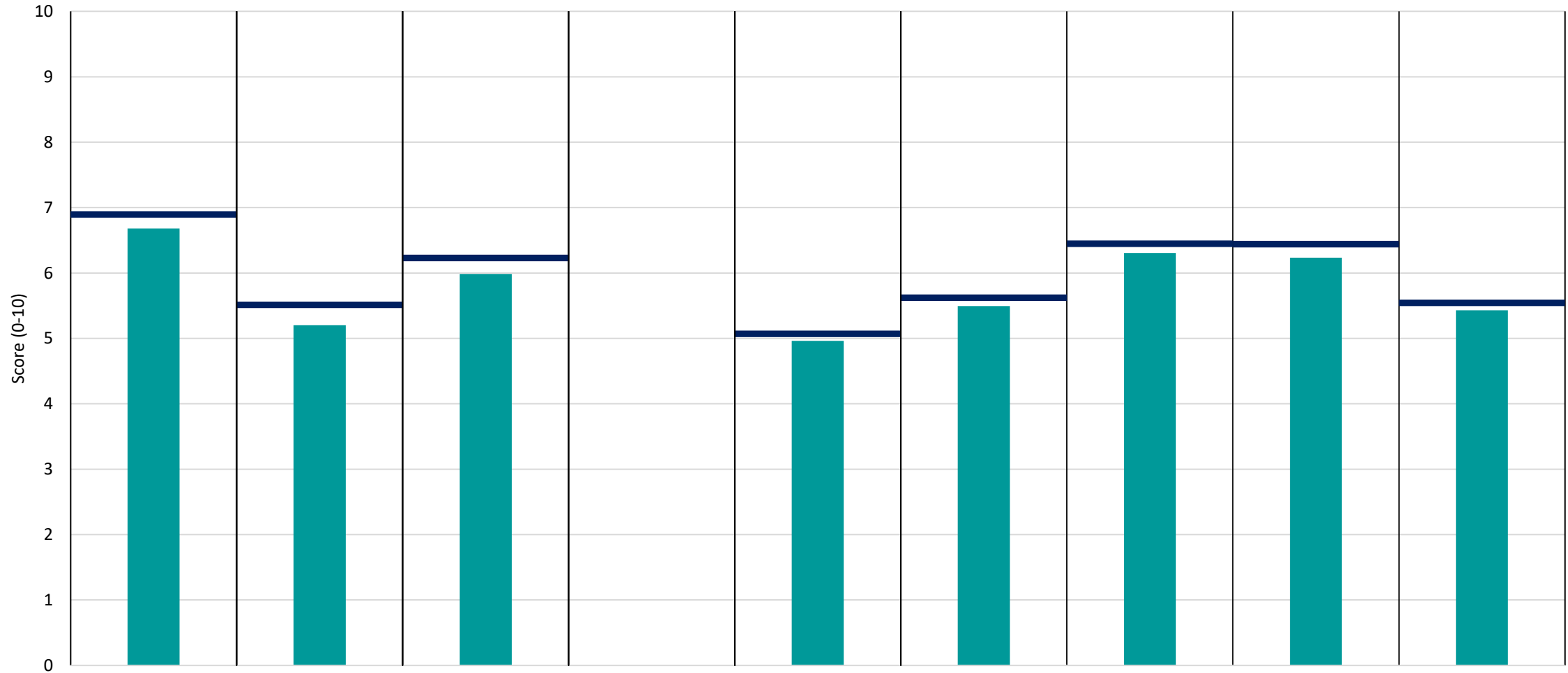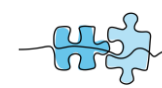|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.35	5.89	6.56	-	5.20	5.83	6.81	6.81	5.78
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	176	176	176	-	169	174	174	176	176

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.

Urgent Care Division

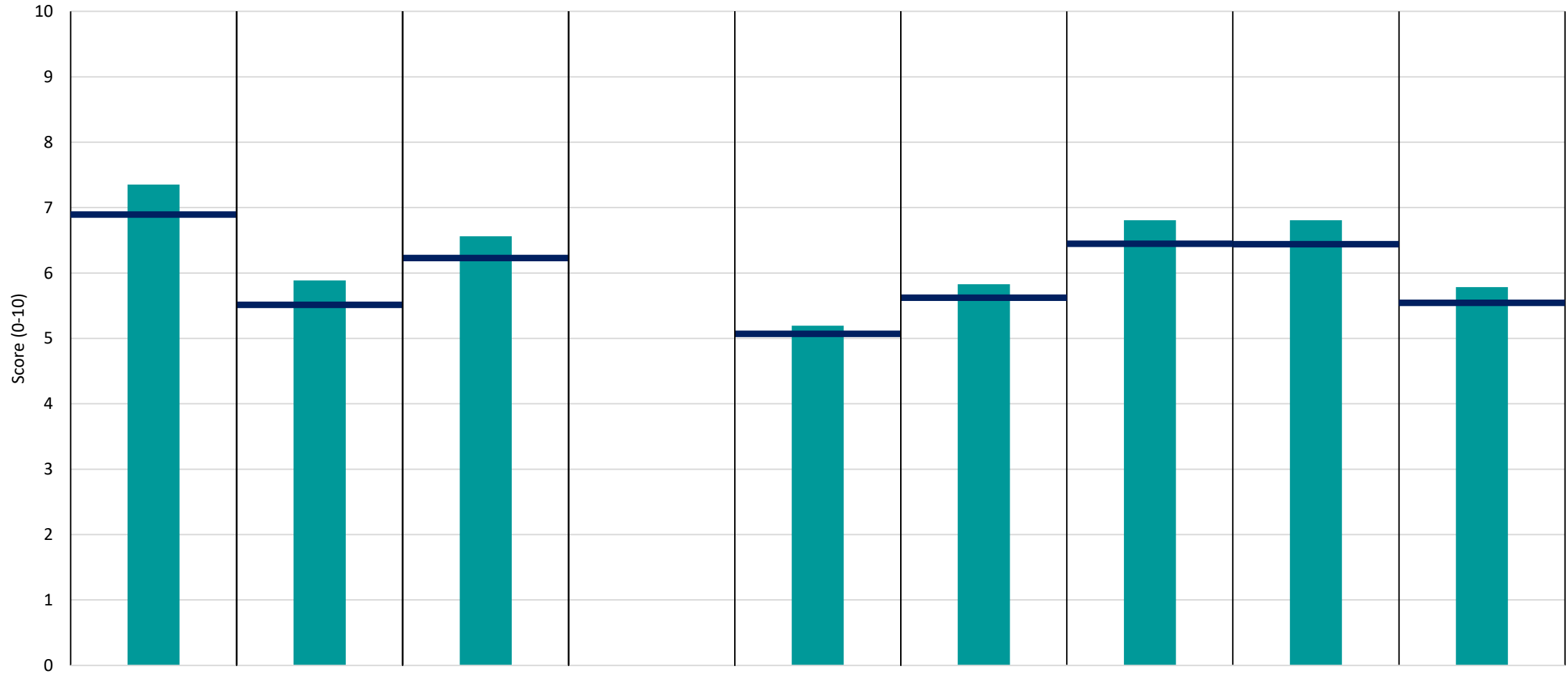|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.62	5.20	6.04	-	5.02	5.18	6.17	6.24	5.29
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	432	432	428	-	407	428	431	433	433

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.

16

Womens & Childrens Division

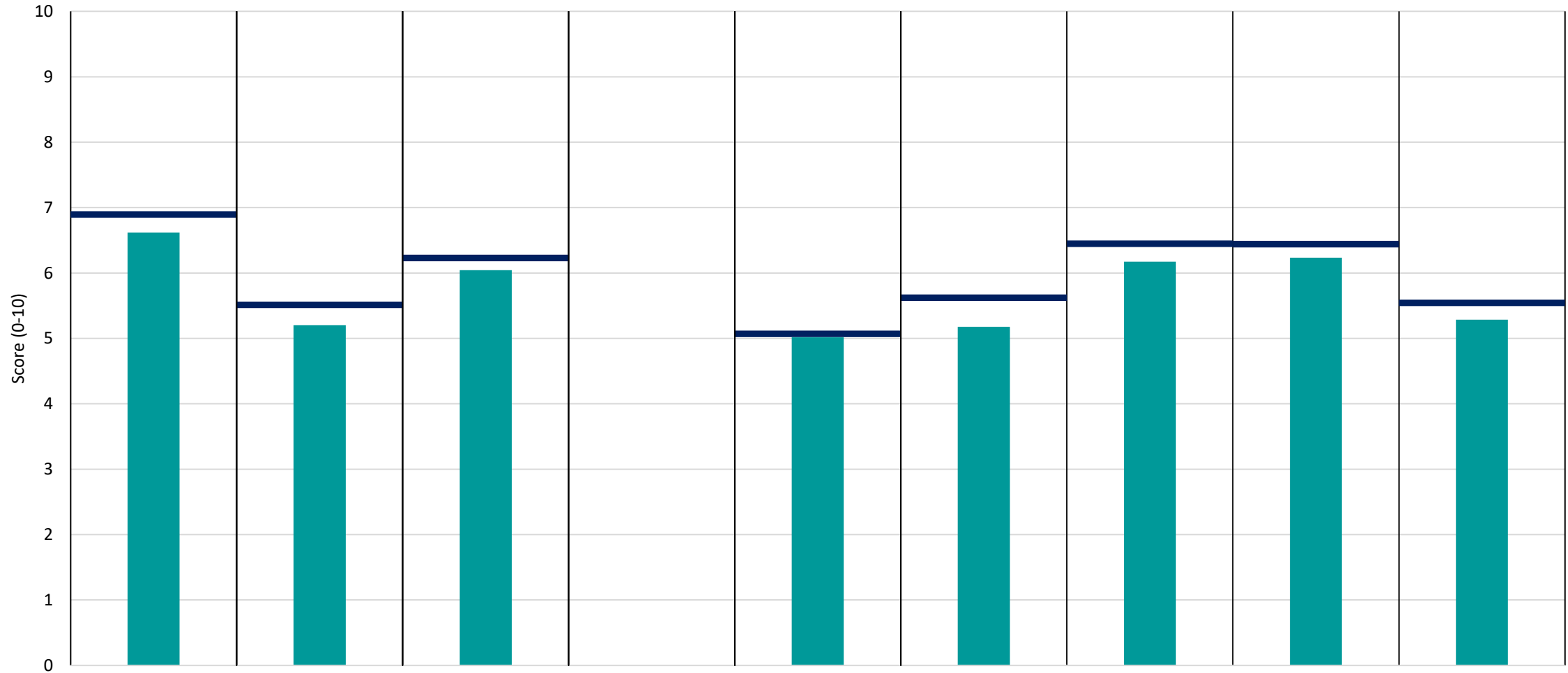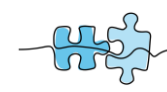|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.28	5.92	6.75	-	5.40	5.34	6.61	6.76	5.67
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	193	193	192	-	183	191	193	193	193

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

Countess of Chester Hospital NHS Foundation Trust

2023 NHS Staff Survey

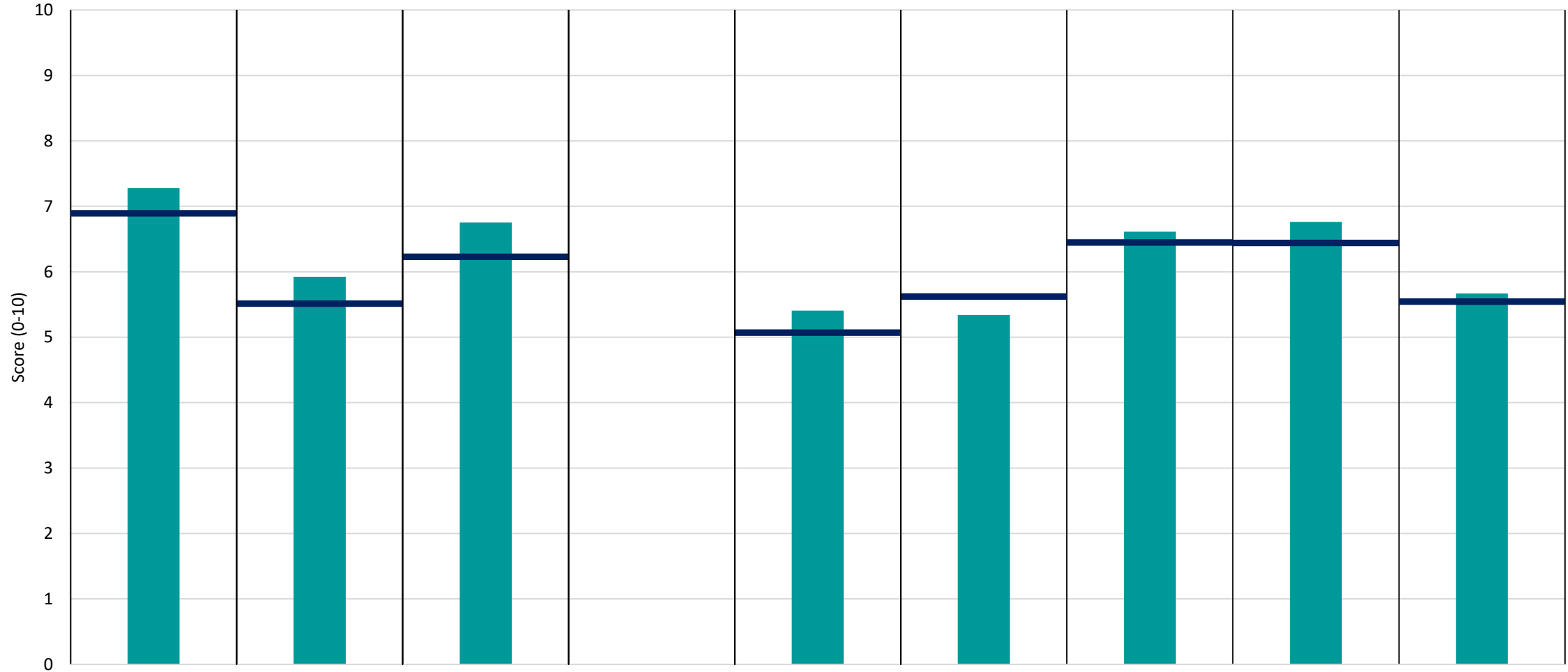|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.61	5.31	5.82	-	5.09	6.02	5.98	6.06	5.11
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	80	81	80	-	74	81	80	81	81

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

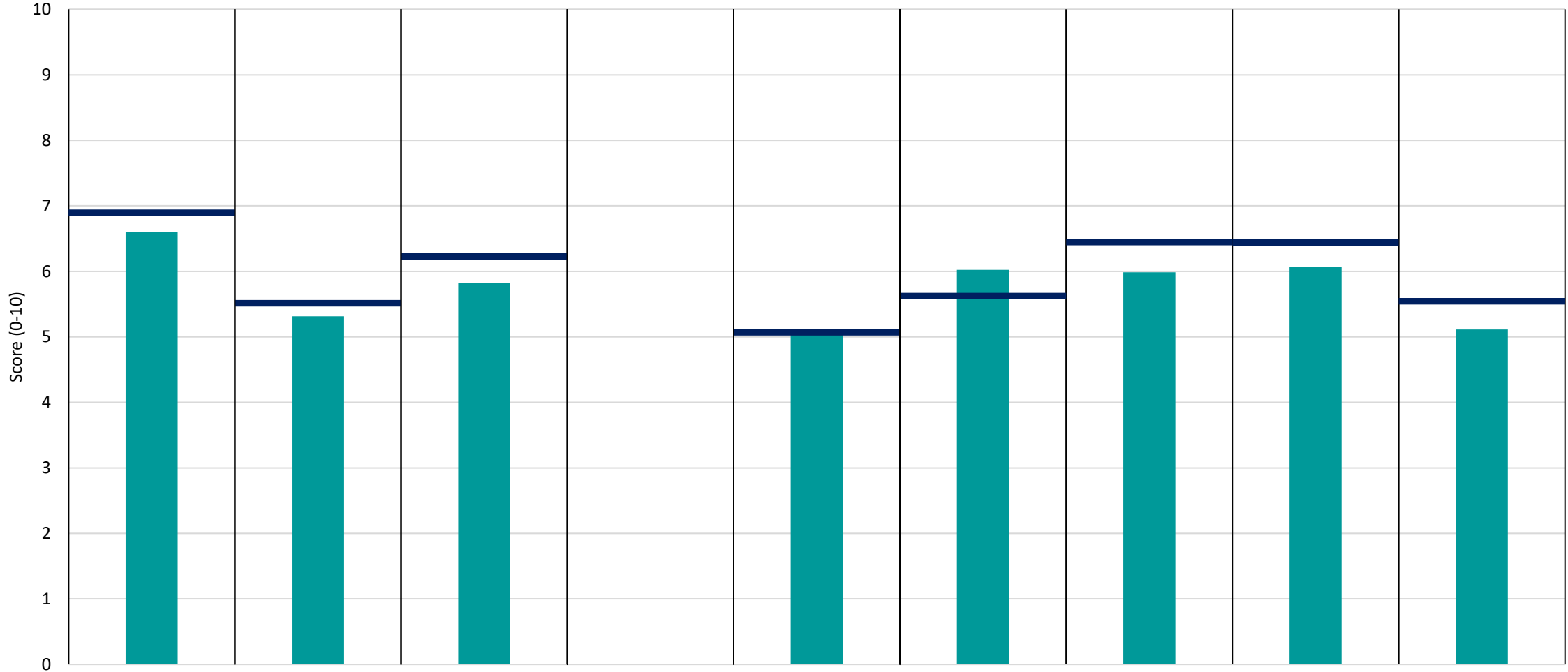|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.05	5.44	6.38	-	5.01	5.79	6.43	6.58	5.88
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	292	292	291	-	275	291	291	292	292

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.

Administrative and Clerical

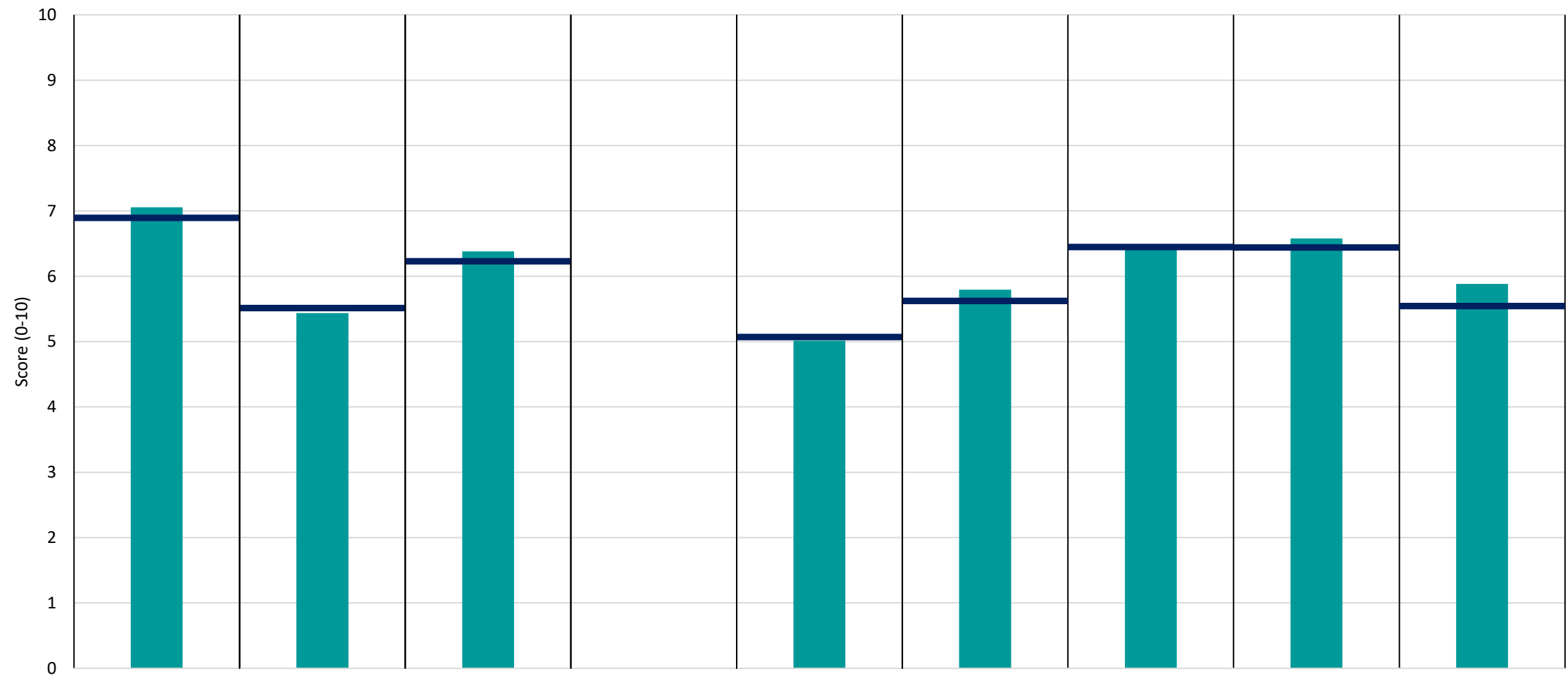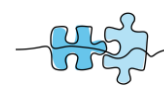|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.12	5.84	6.41	-	4.96	6.09	6.75	6.63	5.86
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	595	596	588	-	573	593	597	597	597

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.

Allied Health Professionals

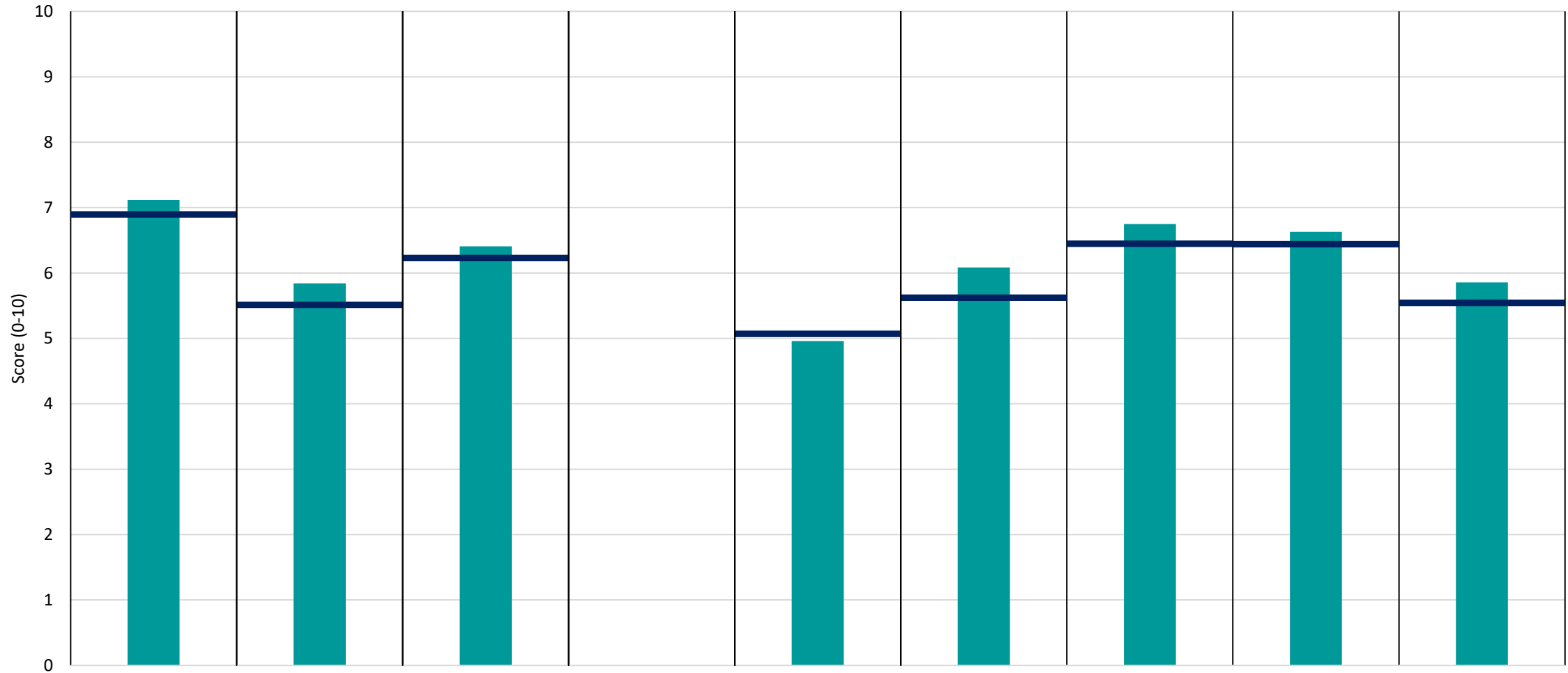|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.98	5.51	6.25	-	5.17	5.48	6.65	6.39	5.48
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	164	164	162	-	157	163	163	164	164

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.

Estates and Ancillary

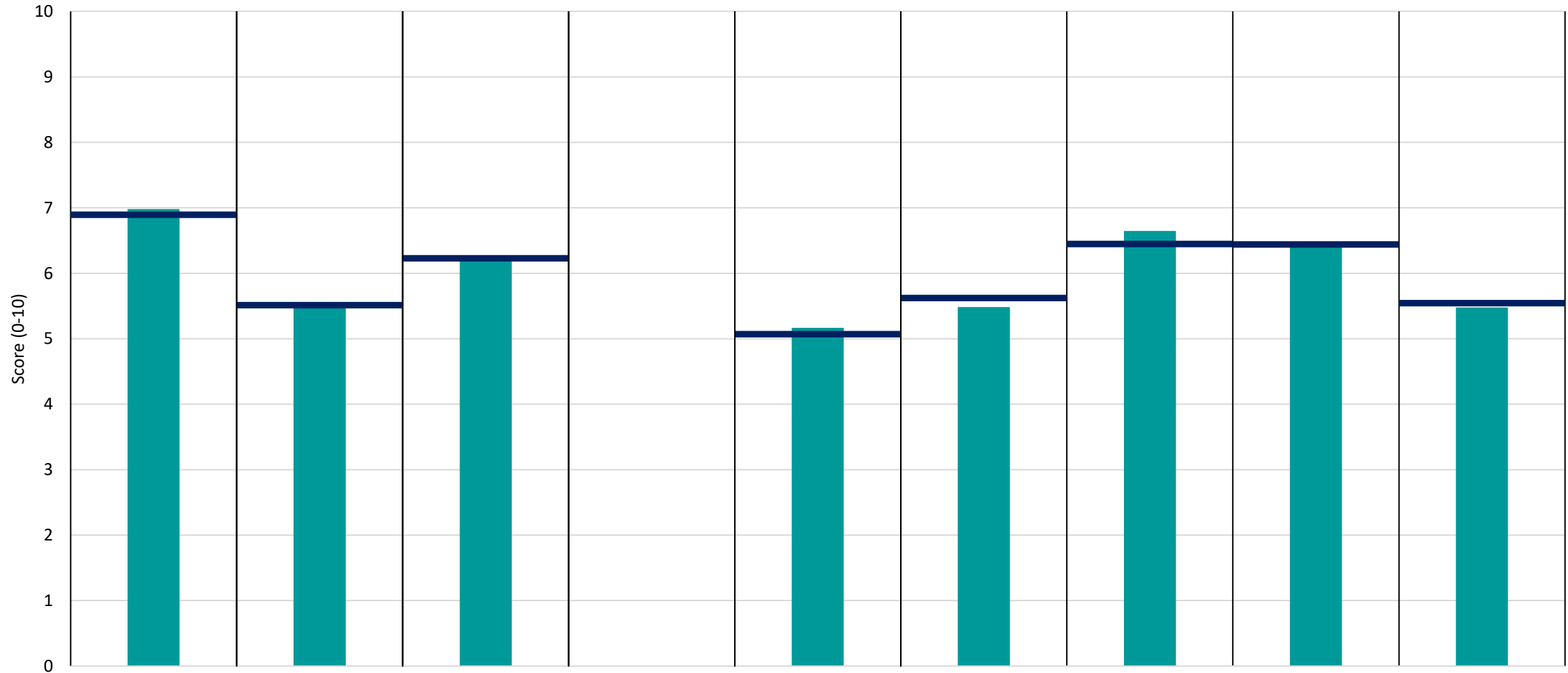|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.65	5.06	5.98	-	4.26	5.41	5.76	6.44	5.80
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	75	75	72	-	62	73	75	72	72

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.

23

Healthcare Scientists

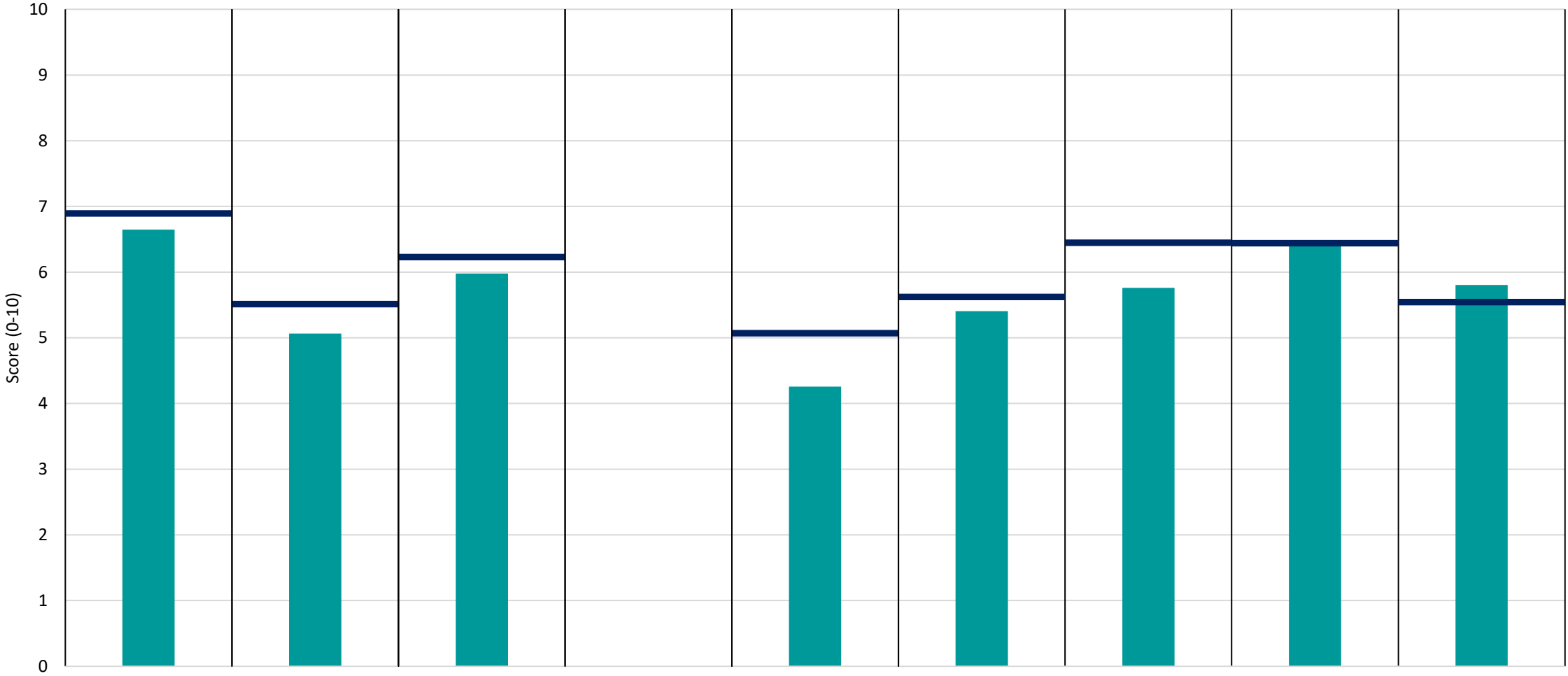|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.02	5.81	6.35	-	5.24	5.65	6.73	6.66	5.72
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	44	44	44	-	43	44	44	44	44

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.

Medical and Dental

Score (0-10)

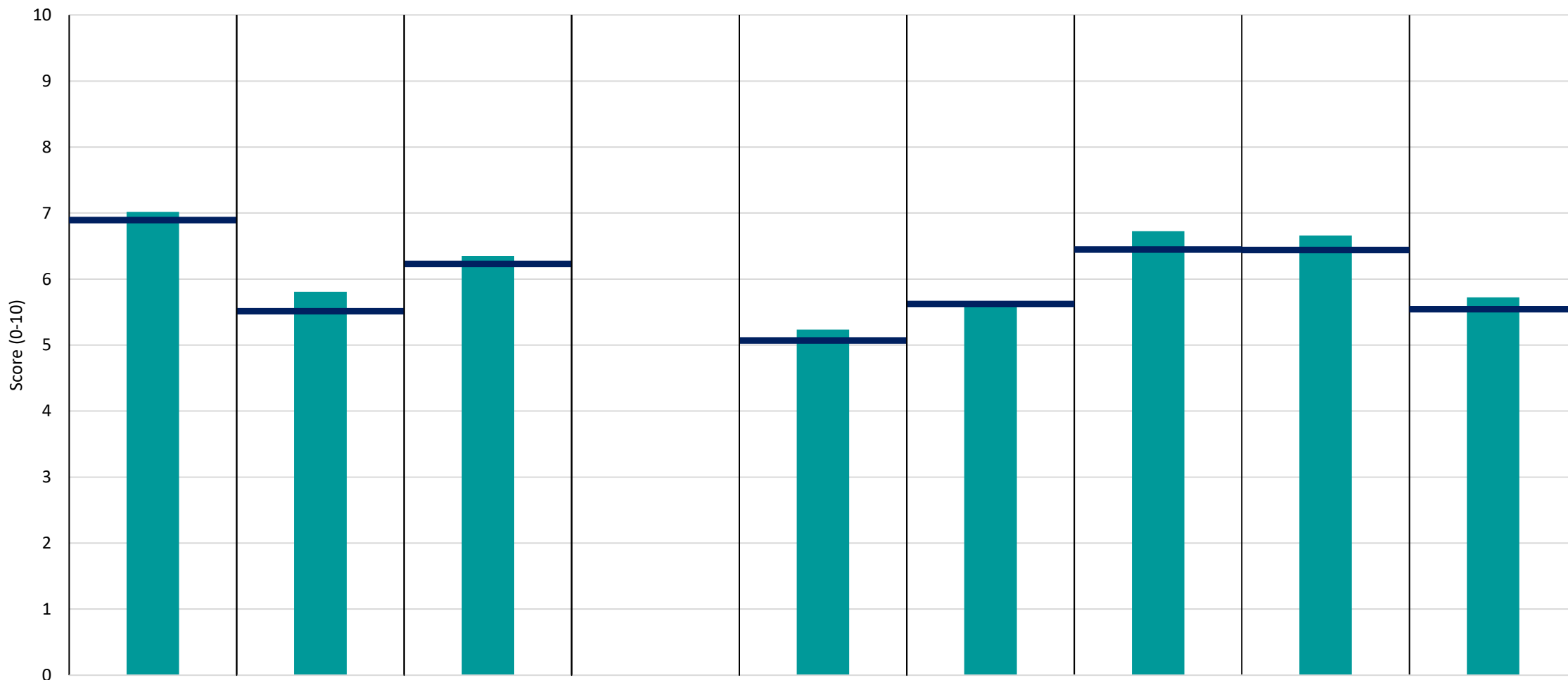|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.72	5.36	5.80	-	5.23	5.03	6.09	6.09	5.20
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	173	173	172	-	169	172	173	173	173

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.

Nursing and Midwifery Registered

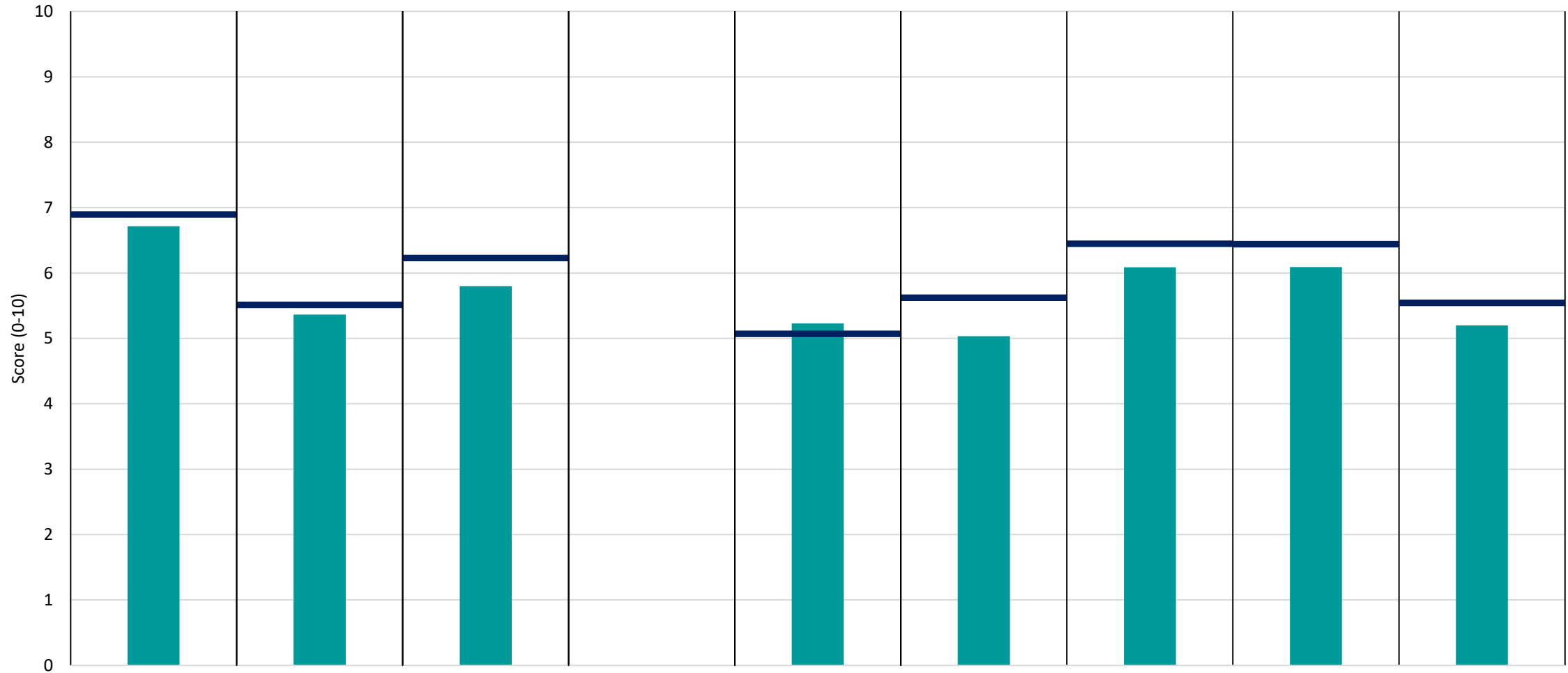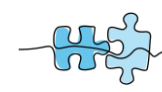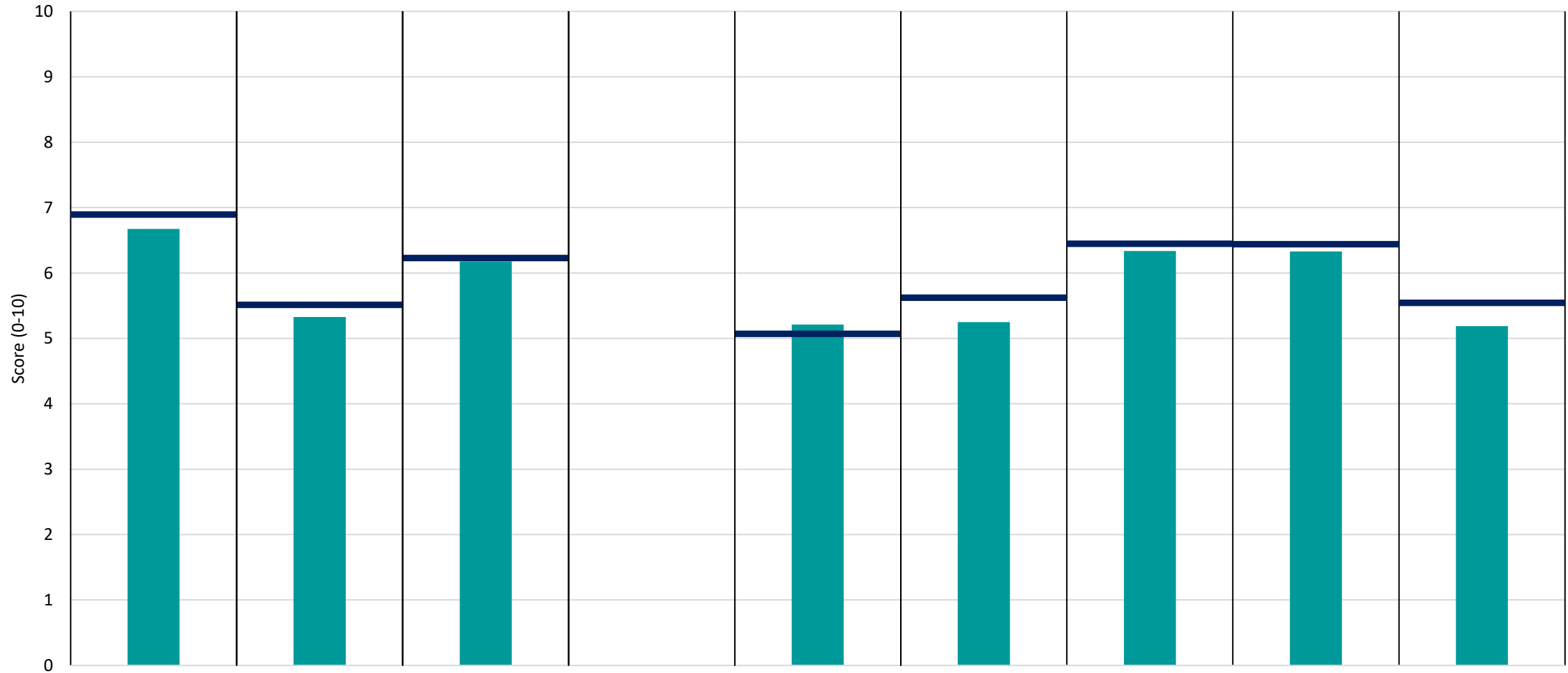|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.67	5.33	6.18	-	5.21	5.25	6.34	6.33	5.19
Your org	6.89	5.51	6.23	-	5.07	5.62	6.45	6.44	5.54
Responses	589	591	588	-	556	585	589	591	591

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.