**University Hospitals Coventry and Warwickshire NHS Trust**

2023 NHS Staff Survey

**Breakdown report**

# Contents (1)

Introduction      4

People Promise element and Theme results – Breakdowns 1      5

# Contents (2)

This breakdown report for University Hospitals Coventry and Warwickshire NHS 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 Hospitals Coventry and Warwickshire NHS 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

University Hospitals Coventry and Warwickshire NHS Trust

2023 NHS Staff Survey

# Add Prof Scientific and Technical
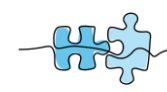


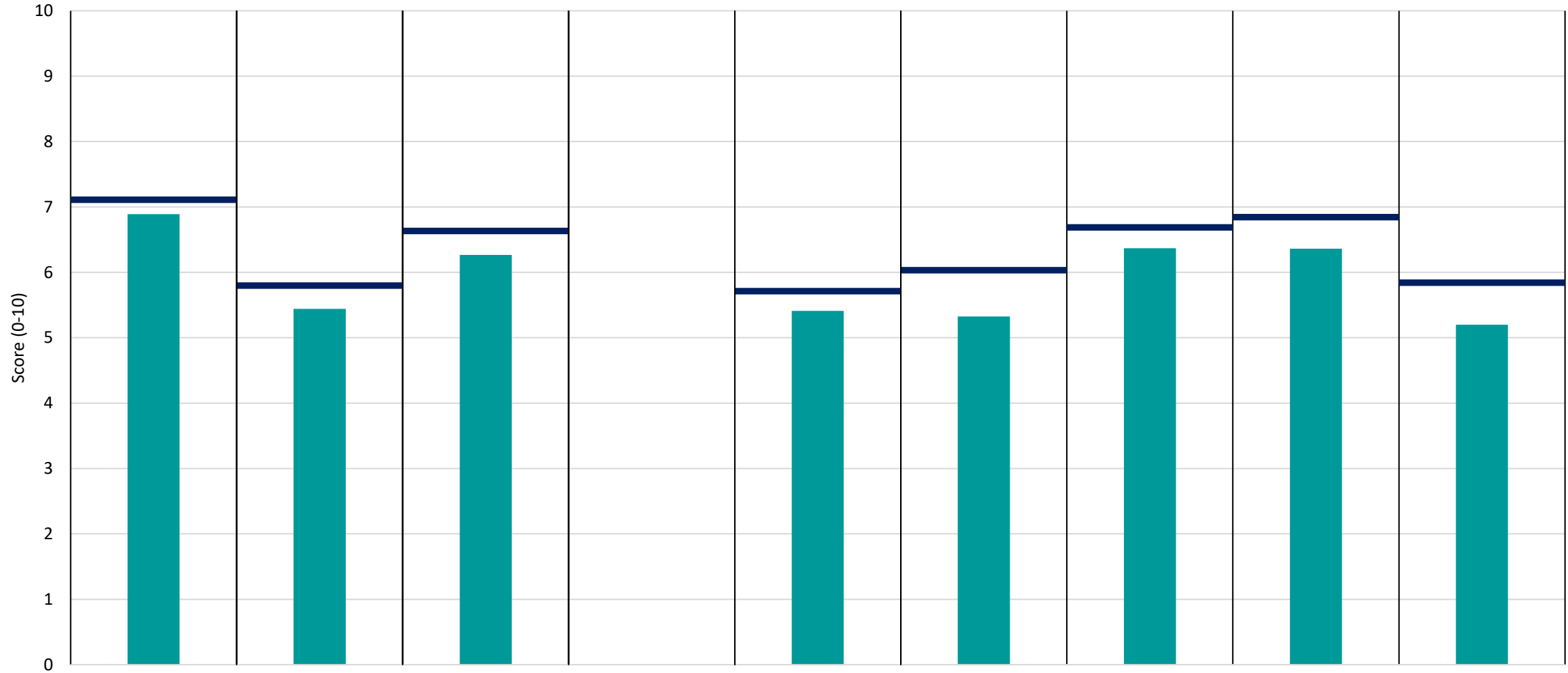|  | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 6.89 | 5.44 | 6.27 | - | 5.41 | 5.33 | 6.37 | 6.36 | 5.20 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 133 | 133 | 132 | - | 128 | 132 | 133 | 133 | 133 |

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



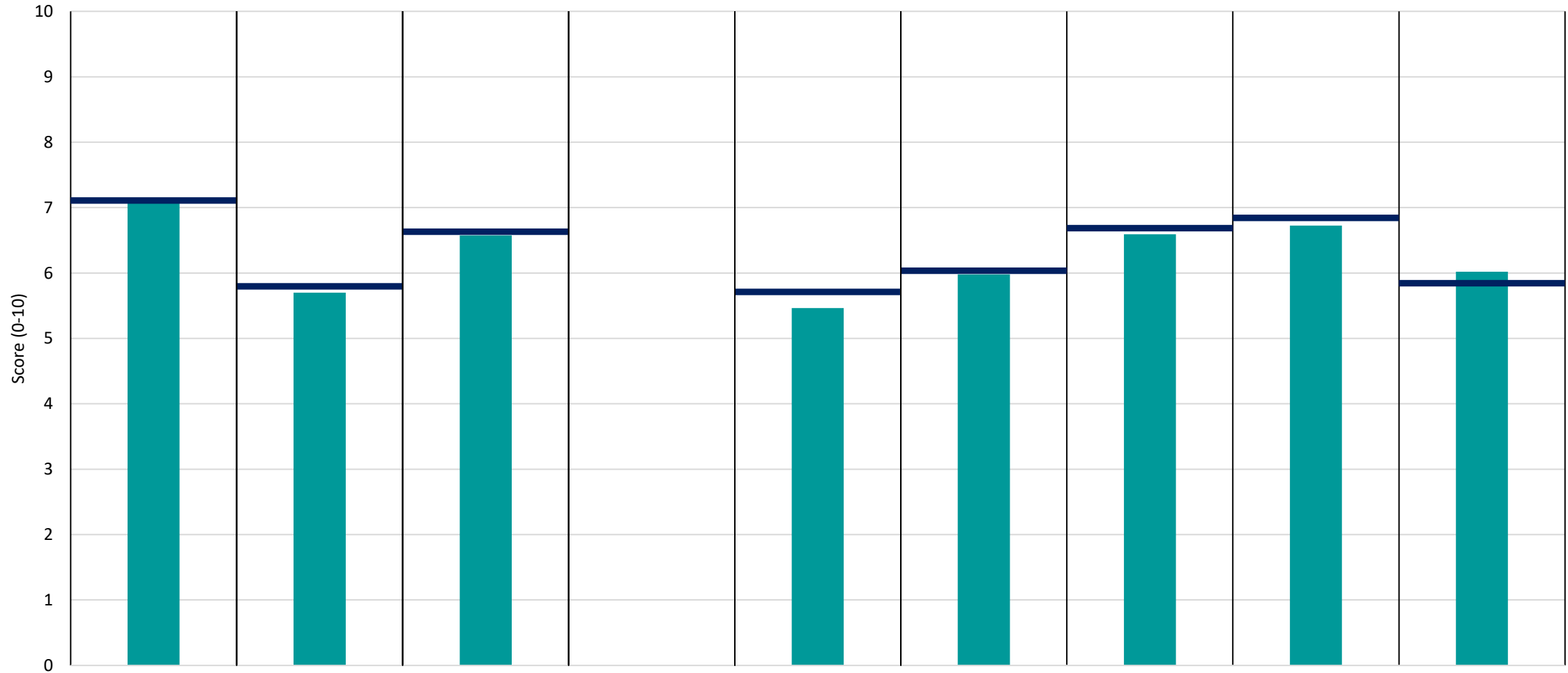| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| **Breakdown** | 7.10 | 5.70 | 6.58 | - | 5.46 | 5.98 | 6.59 | 6.72 | 6.02 |
| **Your org** | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| **Responses** | 656 | 656 | 643 | - | 599 | 651 | 653 | 655 | 656 |

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



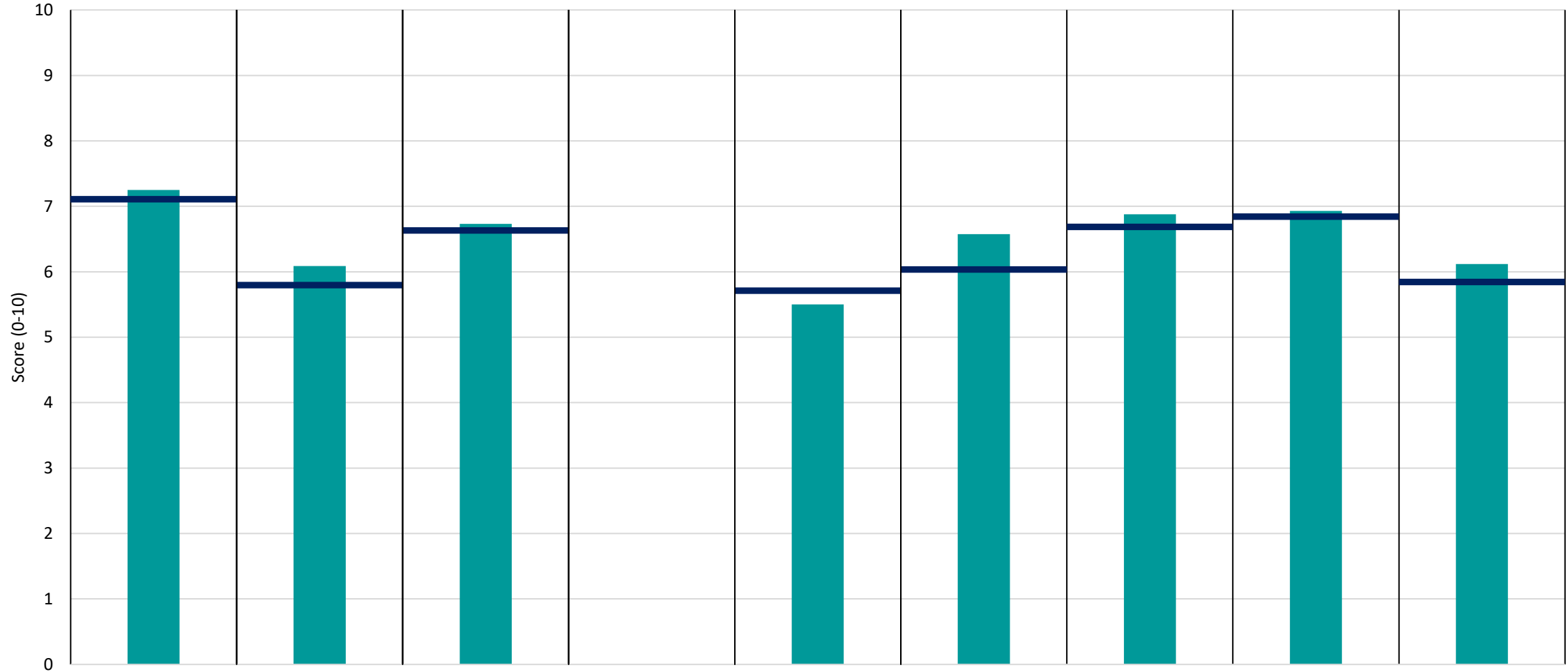| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| **Breakdown** | 7.25 | 6.09 | 6.73 | - | 5.50 | 6.58 | 6.88 | 6.93 | 6.12 |
| **Your org** | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| **Responses** | 1044 | 1042 | 1024 | - | 1009 | 1033 | 1042 | 1041 | 1043 |

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



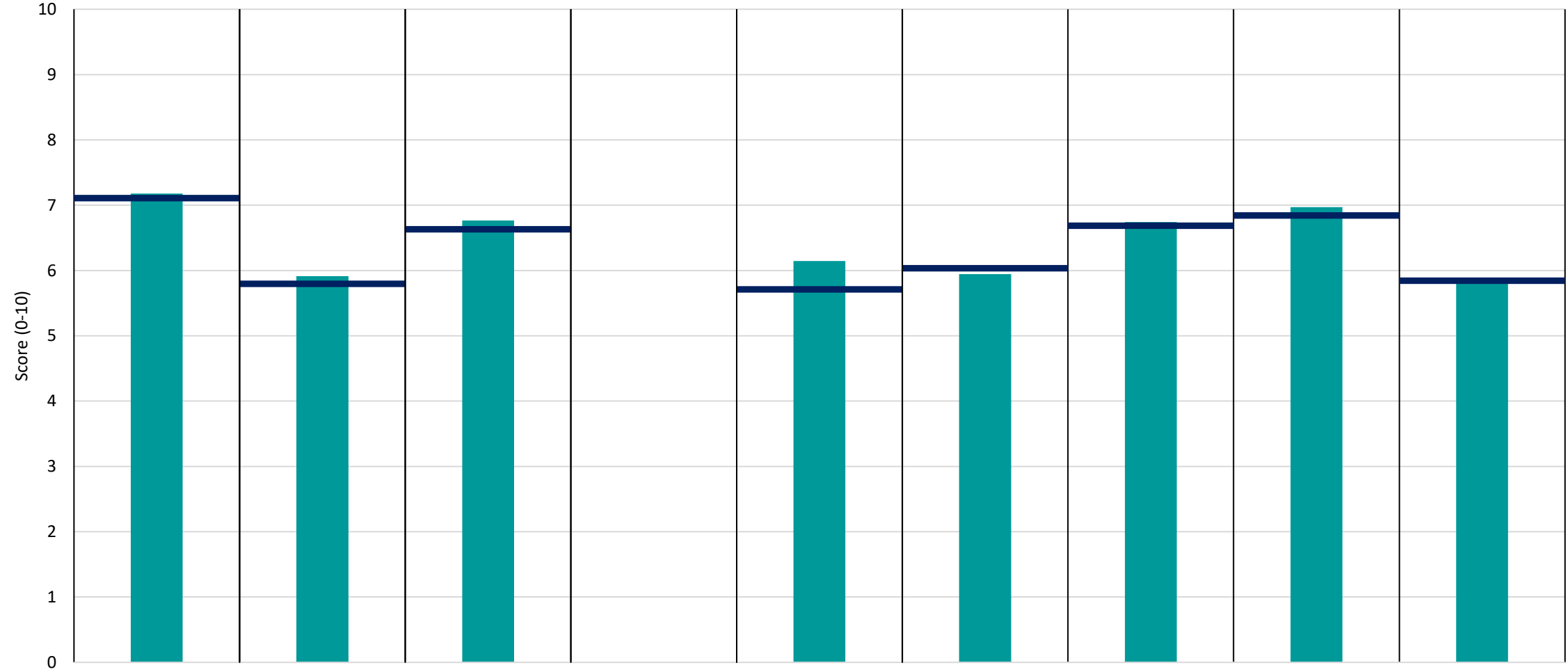| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.18 | 5.91 | 6.77 | - | 6.15 | 5.95 | 6.74 | 6.97 | 5.85 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 335 | 335 | 332 | - | 329 | 332 | 335 | 335 | 335 |

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.

# Healthcare Scientists
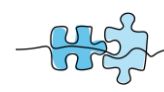


|  | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 6.72 | 5.36 | 6.30 | - | 5.06 | 5.40 | 6.06 | 6.34 | 5.17 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 171 | 171 | 169 | - | 166 | 169 | 171 | 171 | 171 |

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



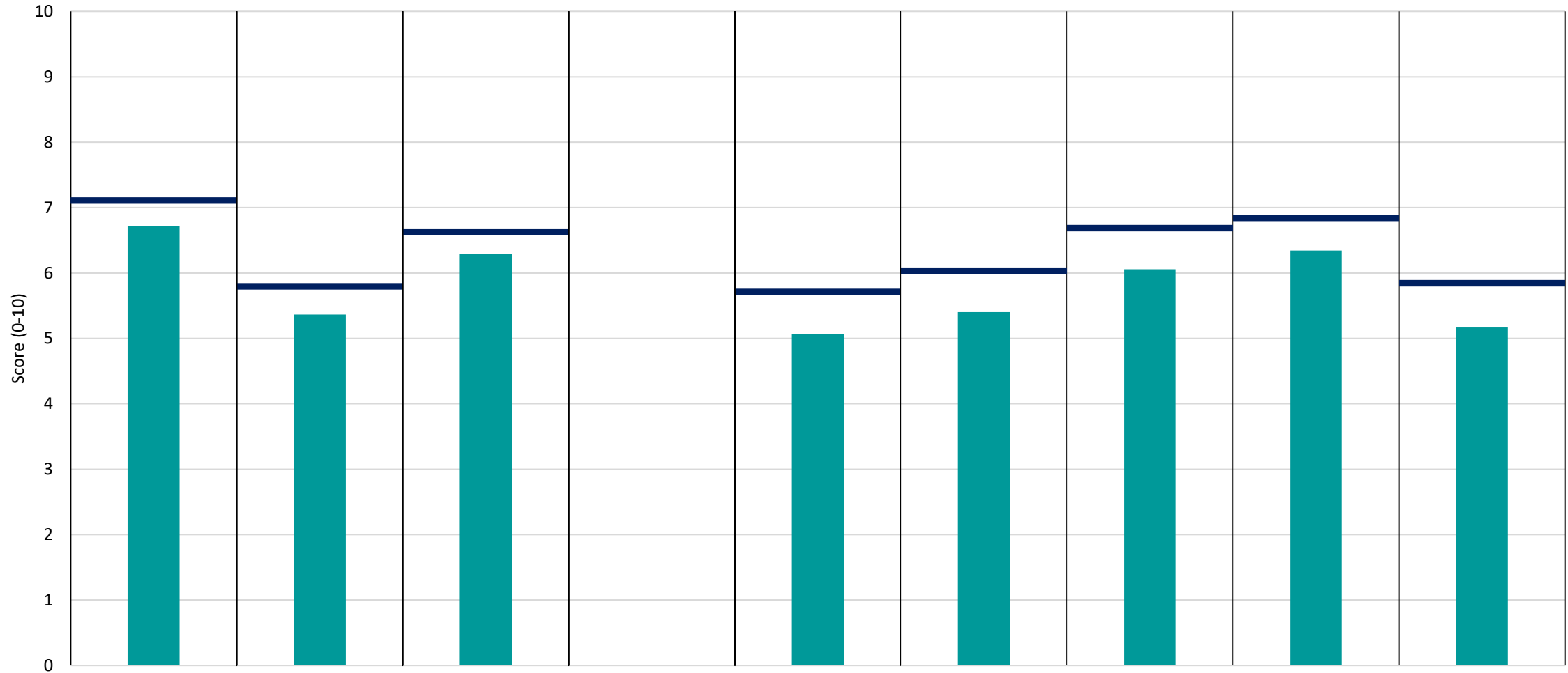| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 6.77 | 5.39 | 6.16 | - | 5.49 | 5.00 | 6.20 | 6.53 | 5.36 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 374 | 374 | 371 | - | 361 | 370 | 375 | 375 | 375 |

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



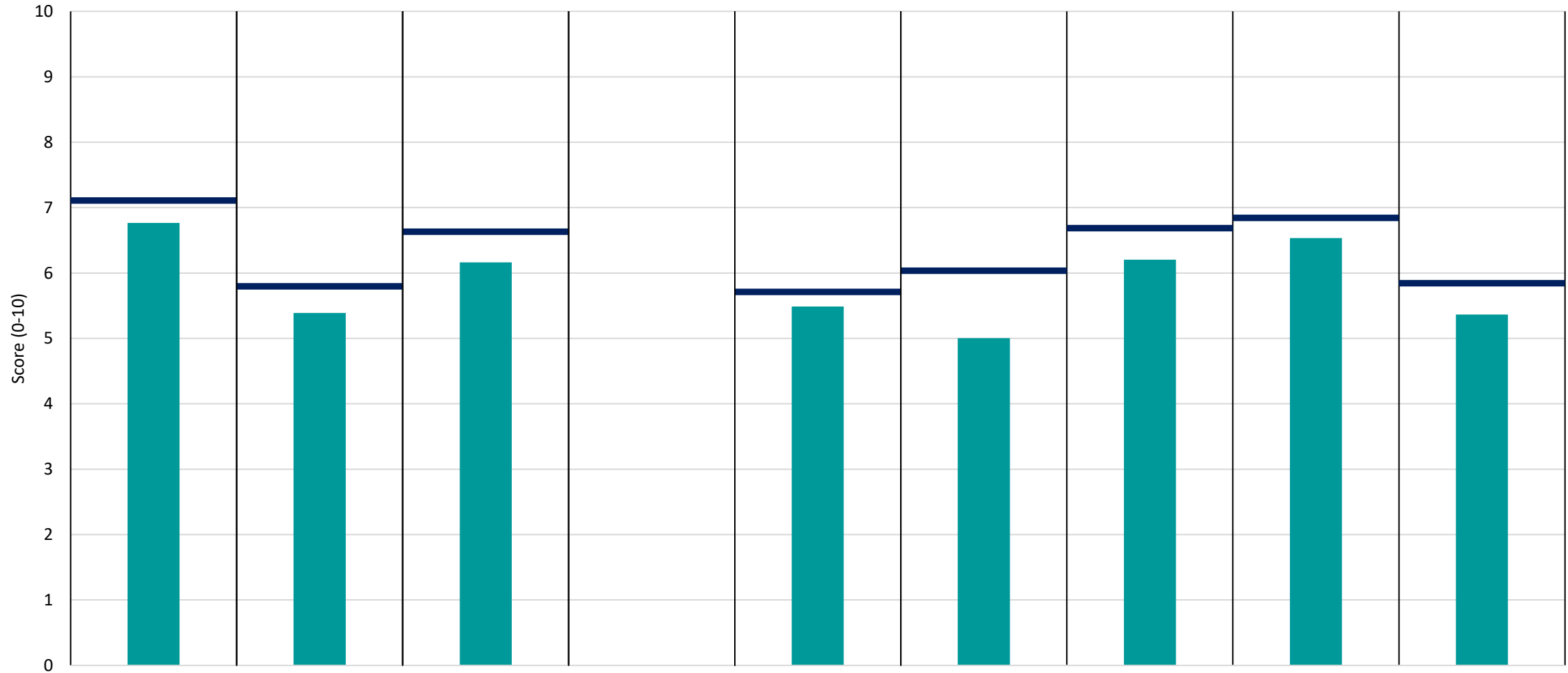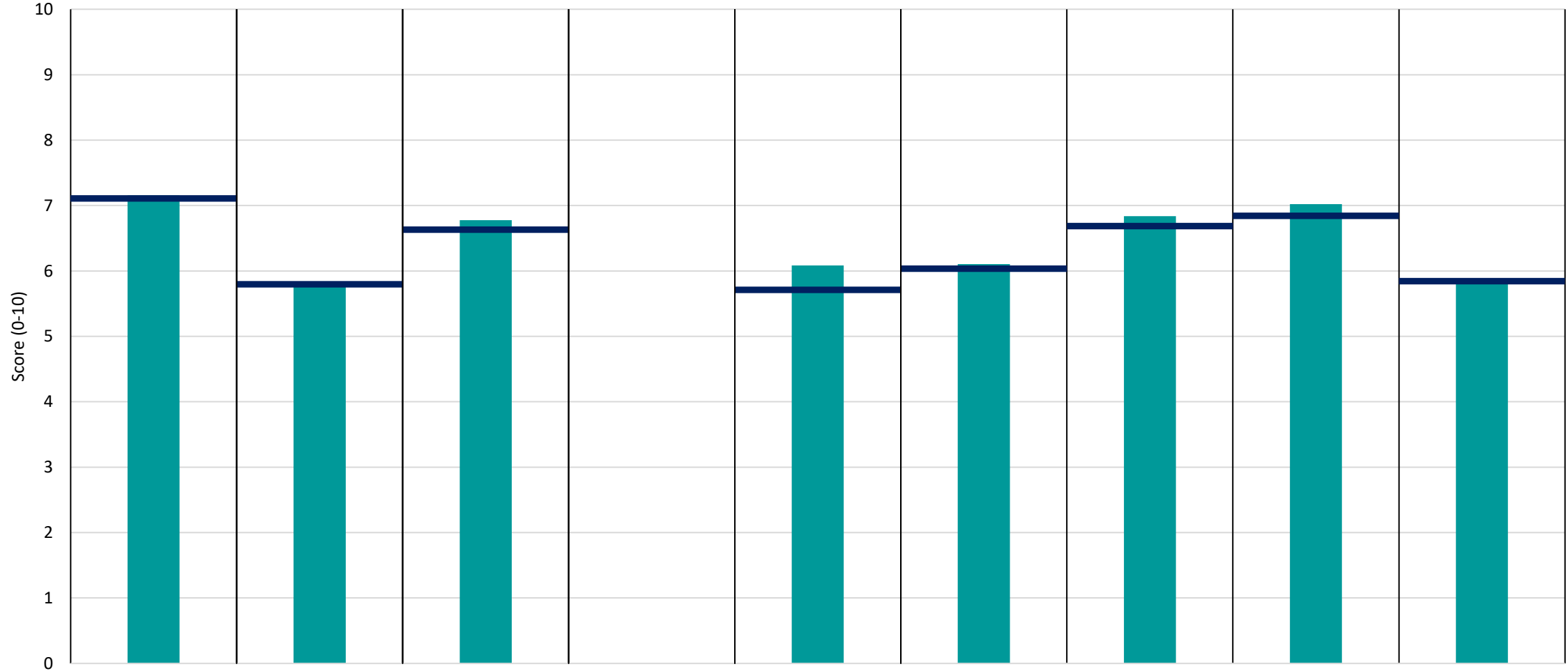| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| **Breakdown** | 7.15 | 5.79 | 6.78 | - | 6.08 | 6.10 | 6.84 | 7.02 | 5.82 |
| **Your org** | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| **Responses** | 1219 | 1222 | 1203 | - | 1176 | 1213 | 1219 | 1220 | 1222 |

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

University Hospitals Coventry and Warwickshire NHS Trust

2023 NHS Staff Survey

# 218 Clinical Diagnostics



Score (0-10)

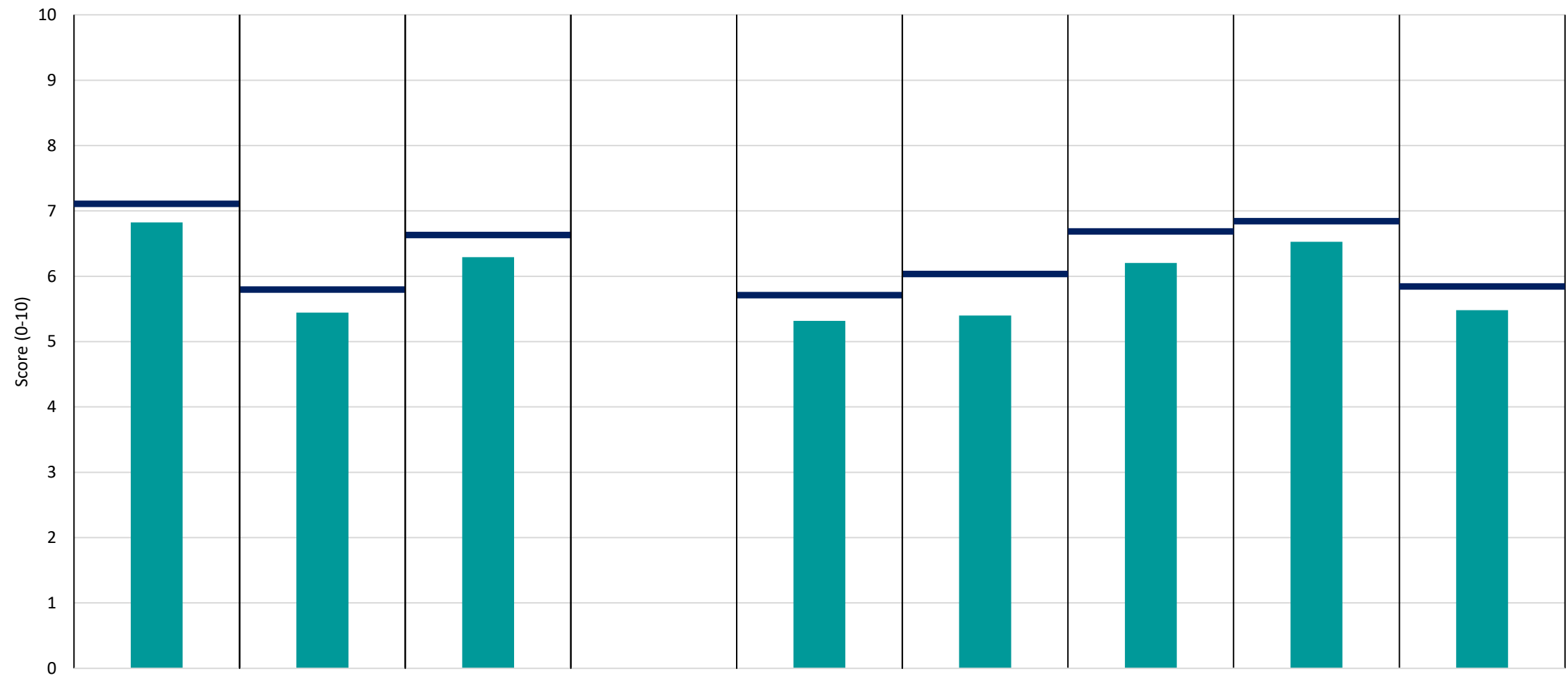| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 6.82 | 5.44 | 6.29 | - | 5.32 | 5.40 | 6.20 | 6.53 | 5.48 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 438 | 437 | 428 | - | 413 | 433 | 438 | 438 | 438 |

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.

# 218 Clinical Support Services



Score (0-10)

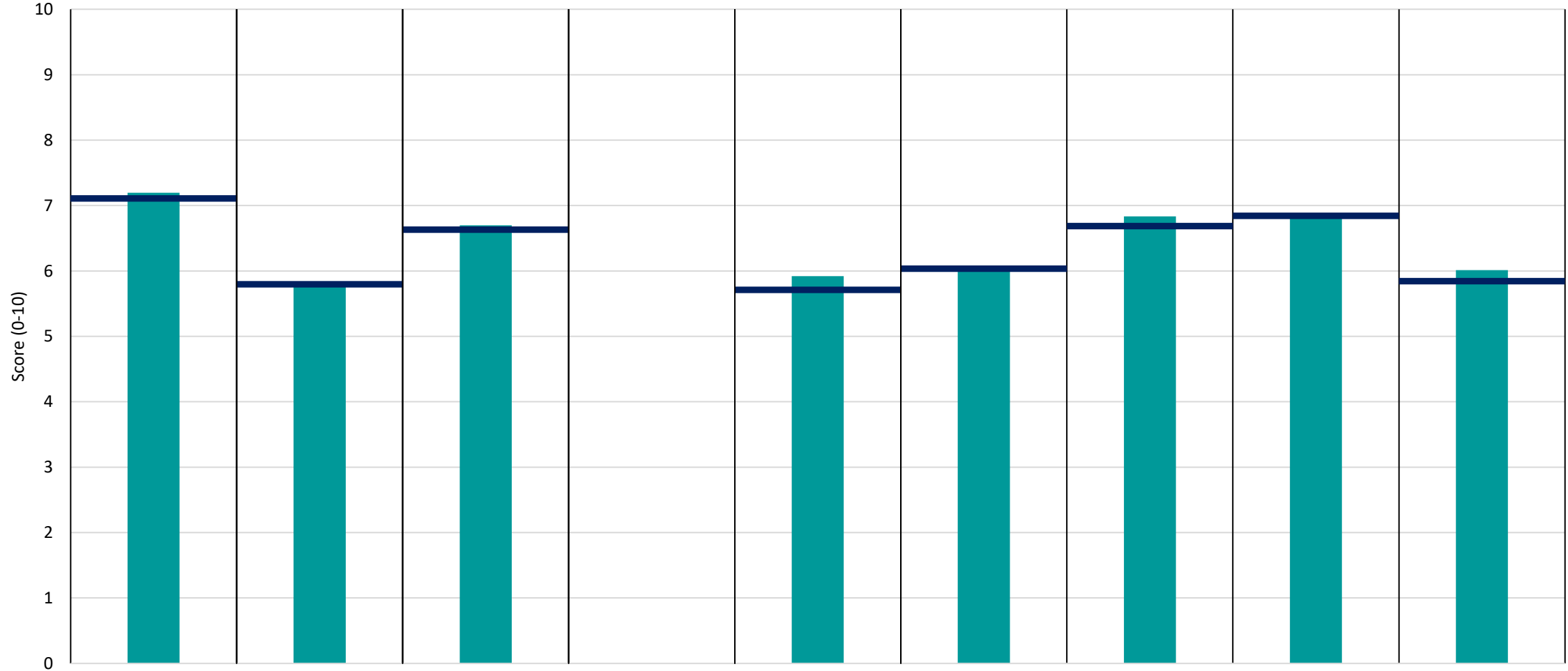| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| **Breakdown** | 7.19 | 5.80 | 6.70 | - | 5.92 | 5.99 | 6.83 | 6.81 | 6.01 |
| **Your org** | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| **Responses** | 814 | 813 | 804 | - | 780 | 808 | 812 | 813 | 814 |

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.

# 218 Core Services



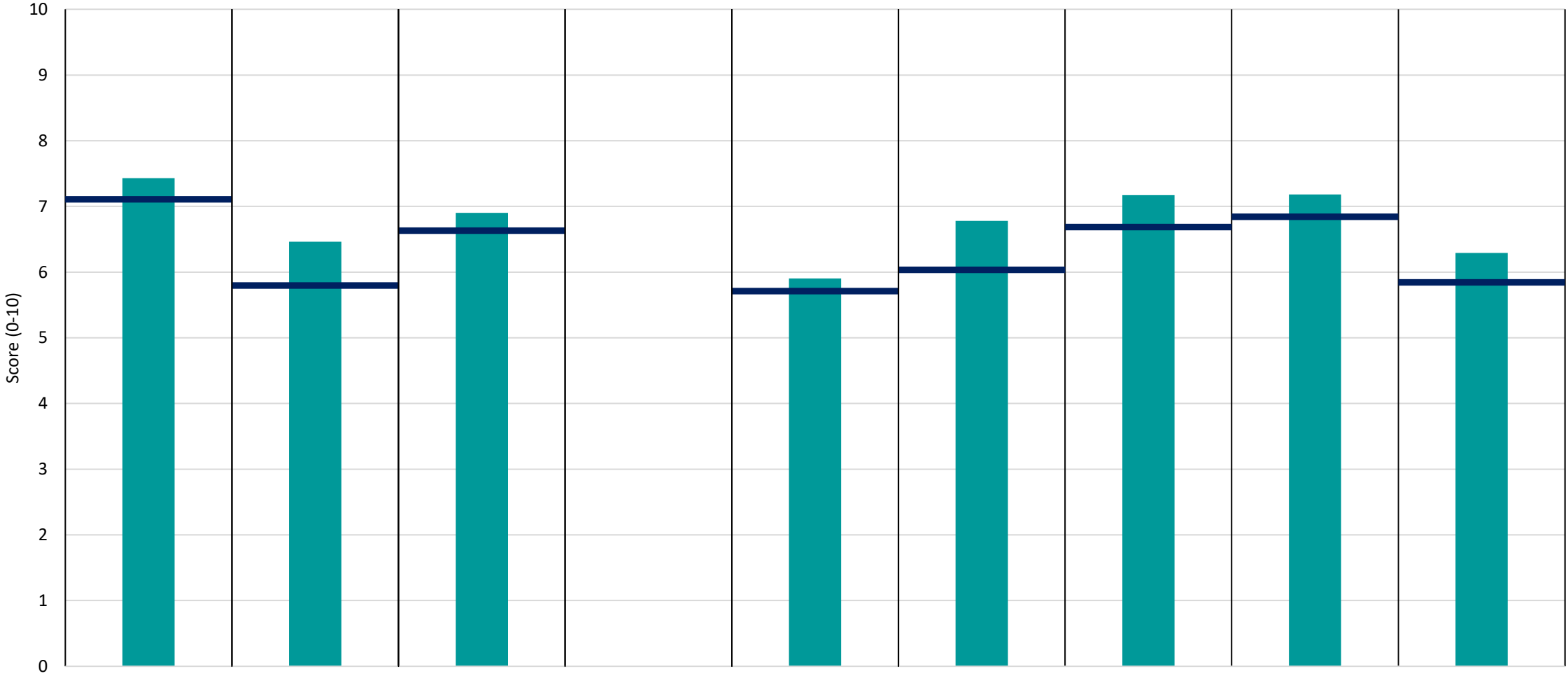| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.43 | 6.46 | 6.90 | - | 5.90 | 6.78 | 7.17 | 7.18 | 6.29 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 773 | 772 | 761 | - | 742 | 767 | 769 | 770 | 771 |

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.

# 218 Emergency Medicine



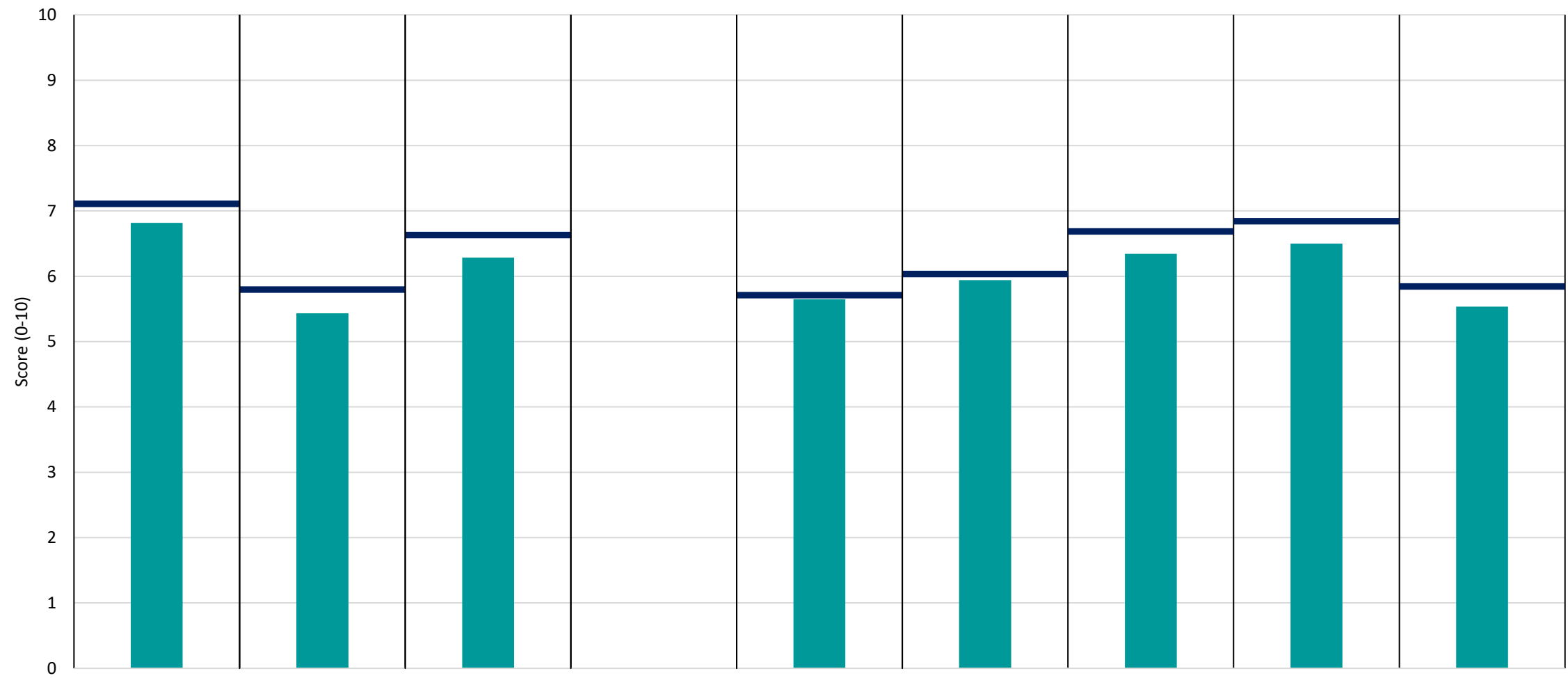| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 6.82 | 5.43 | 6.28 | - | 5.65 | 5.94 | 6.34 | 6.50 | 5.54 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 265 | 264 | 261 | - | 255 | 261 | 265 | 265 | 265 |

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.

# 218 Medicine



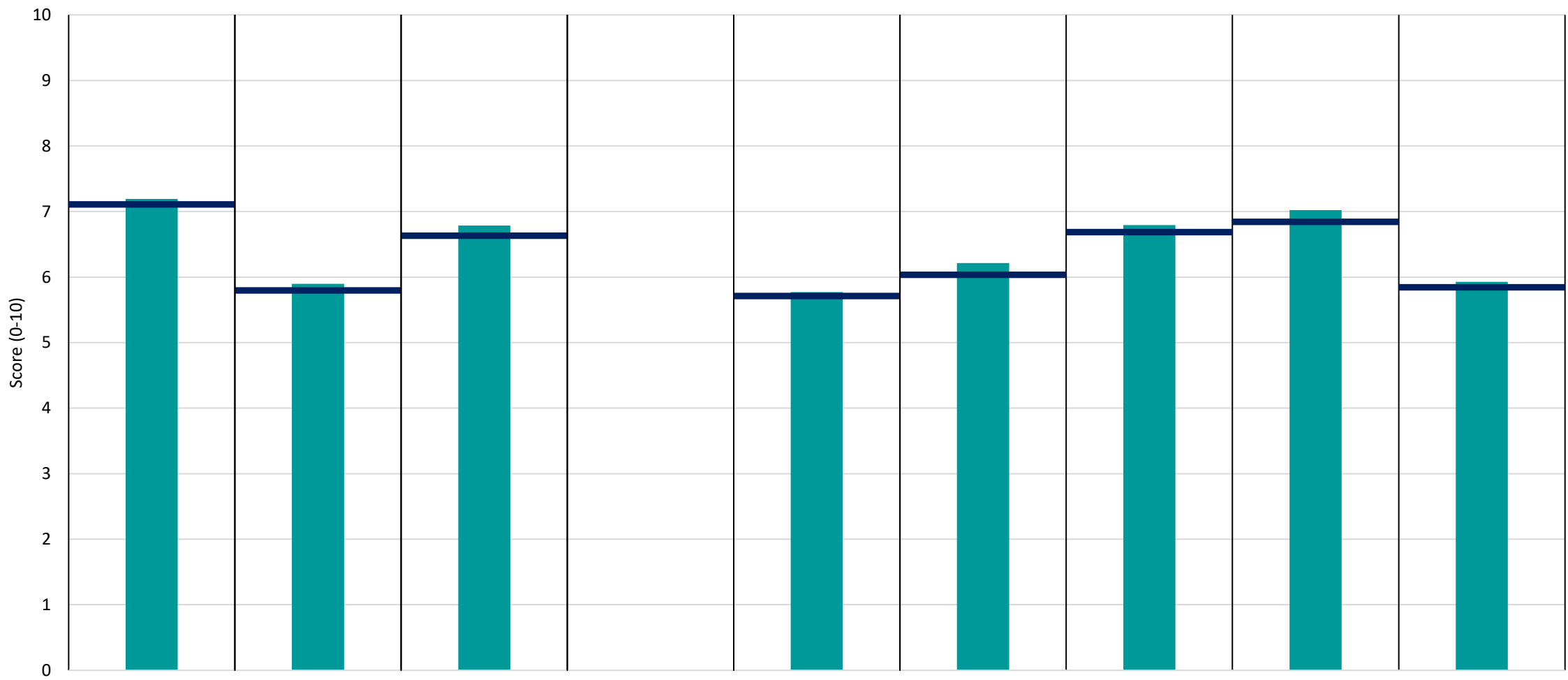| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.19 | 5.90 | 6.78 | - | 5.77 | 6.21 | 6.79 | 7.02 | 5.93 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 675 | 676 | 667 | - | 649 | 672 | 676 | 676 | 676 |

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.

# 218 Surgical Services



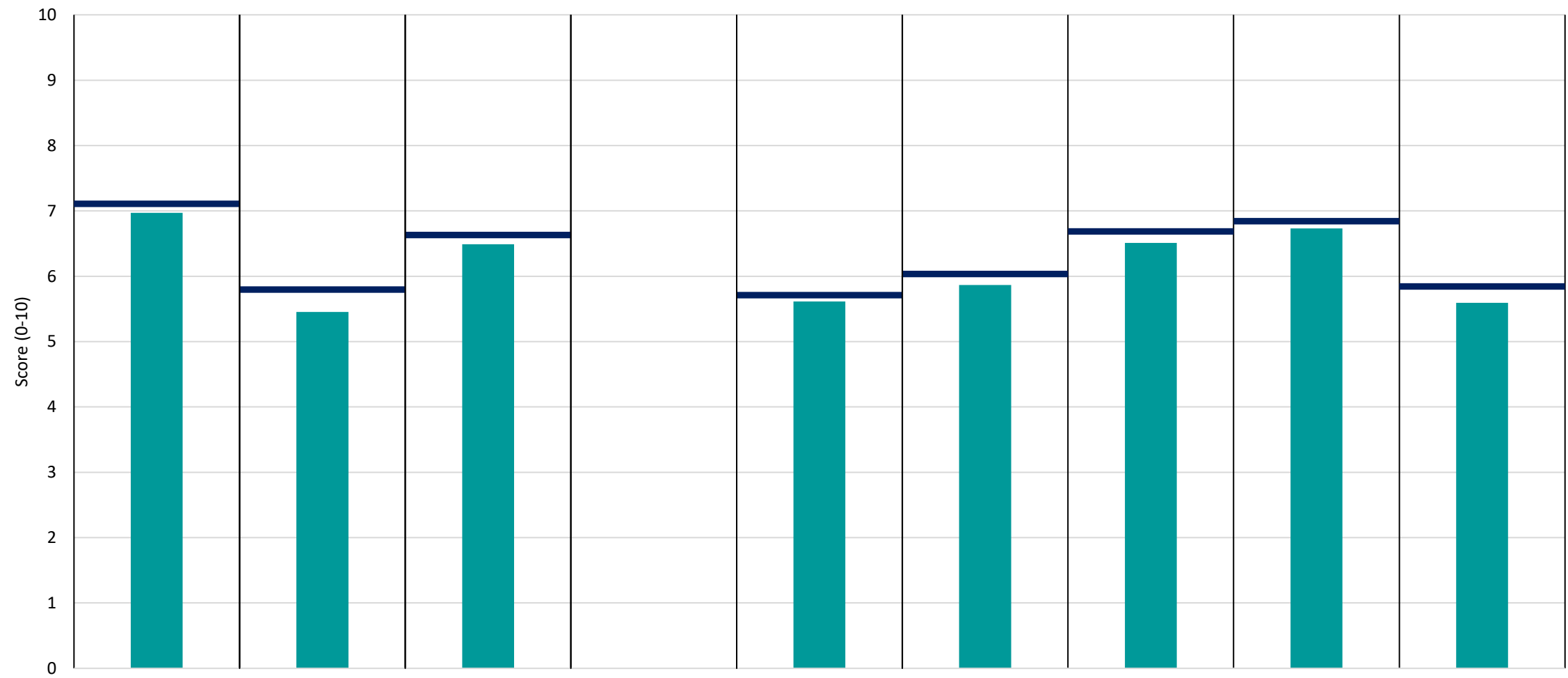| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 6.97 | 5.45 | 6.49 | - | 5.61 | 5.87 | 6.51 | 6.73 | 5.59 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 323 | 324 | 316 | - | 305 | 322 | 322 | 322 | 324 |

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.

# 218 Trauma and Neuro Services
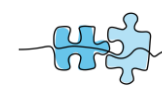


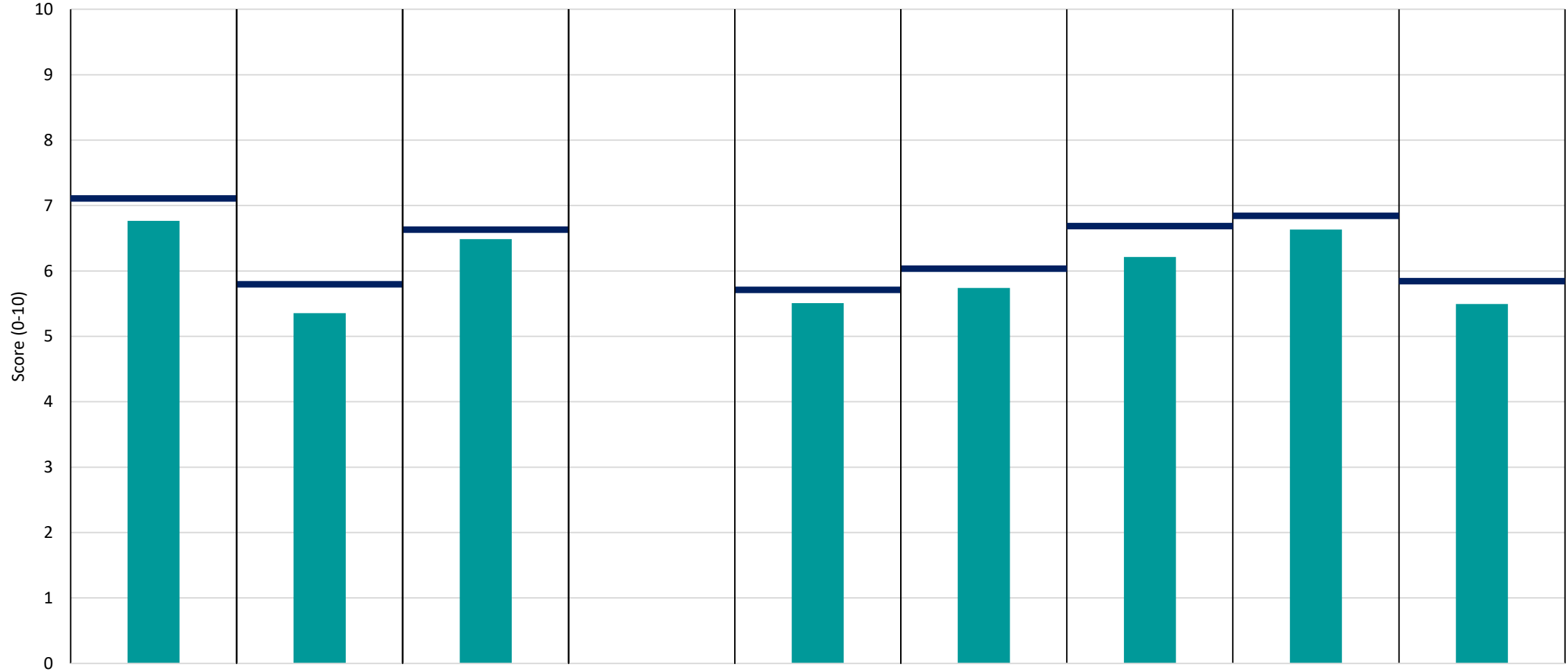| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 6.77 | 5.35 | 6.49 | - | 5.51 | 5.74 | 6.21 | 6.63 | 5.49 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 298 | 300 | 295 | - | 288 | 293 | 299 | 299 | 300 |

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.

# 218 Women and Children



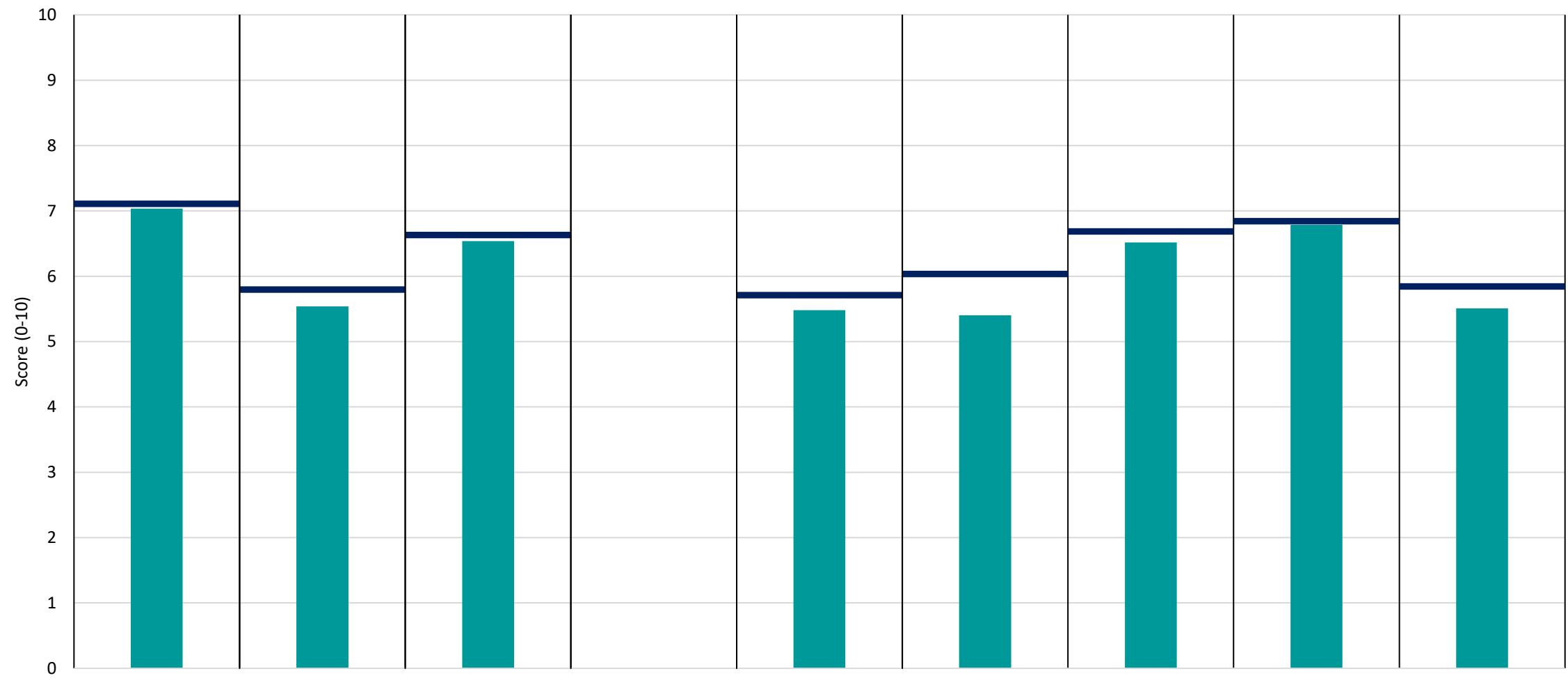| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.03 | 5.54 | 6.54 | - | 5.48 | 5.40 | 6.52 | 6.79 | 5.51 |
| Your org | 7.11 | 5.80 | 6.63 | - | 5.71 | 6.03 | 6.69 | 6.84 | 5.84 |
| Responses | 351 | 352 | 347 | - | 340 | 348 | 352 | 352 | 352 |

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.