



Northern Care Alliance NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Northern Care Alliance 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 Northern Care Alliance 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

Northern Care Alliance NHS Foundation Trust
2023 NHS Staff Survey



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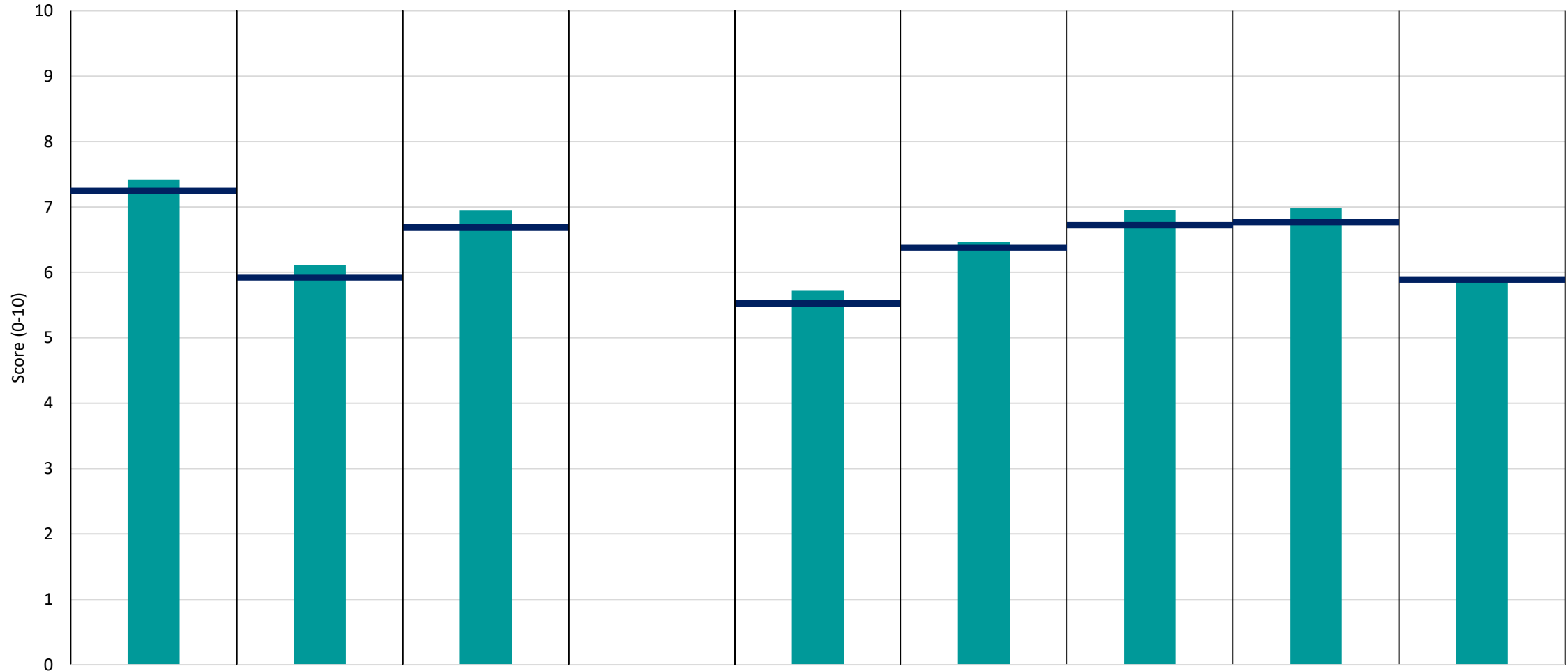
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Staff Engagement

Morale



Breakdown	7.42	6.11	6.95	-	5.73	6.47	6.96	6.98	5.93
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	1002	1001	993	-	944	999	1000	1002	1001

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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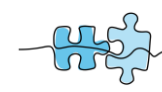
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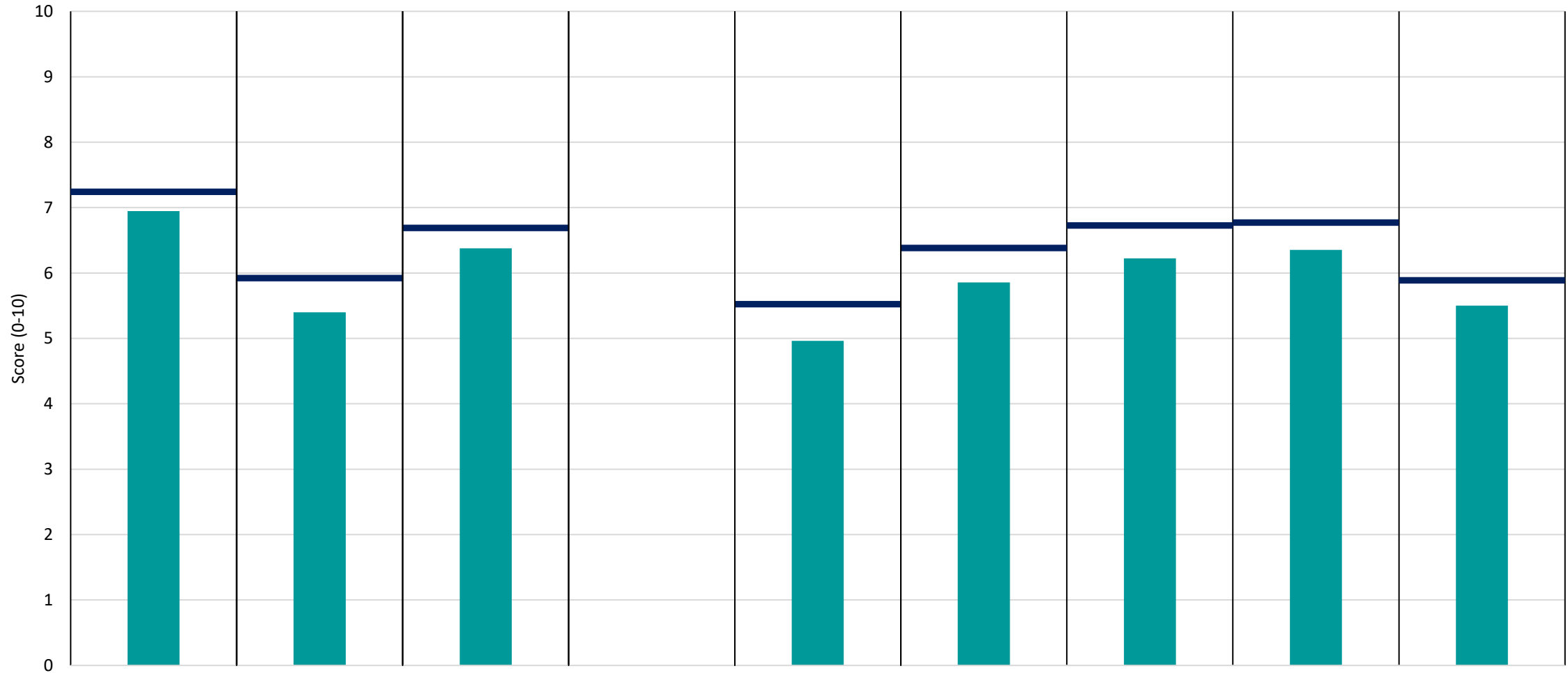
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Staff Engagement

Morale



Breakdown	6.95	5.40	6.38	-	4.96	5.86	6.23	6.35	5.50
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	788	790	780	-	732	787	785	790	789



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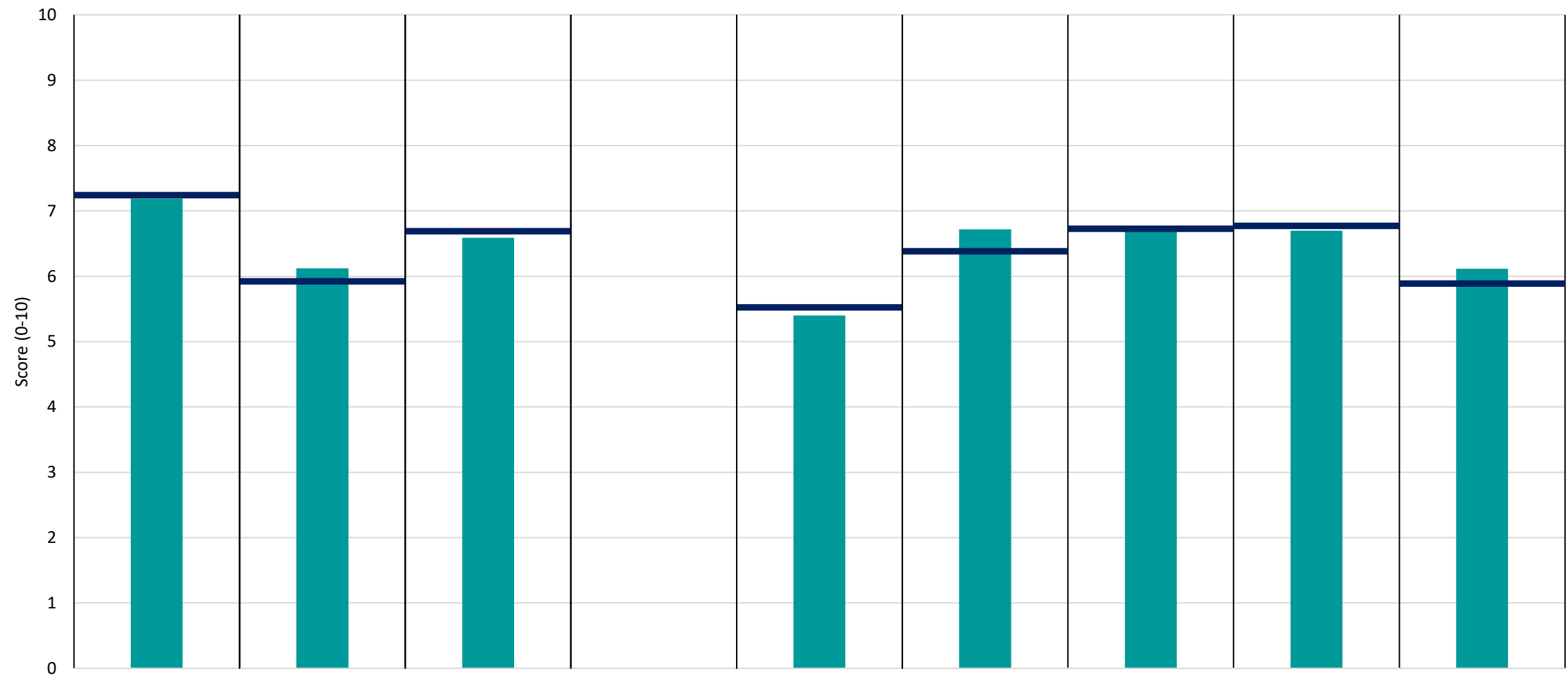
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Staff Engagement

Morale



Breakdown	7.19	6.12	6.59	-	5.40	6.72	6.75	6.70	6.12
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	2525	2539	2461	-	2305	2514	2526	2536	2537

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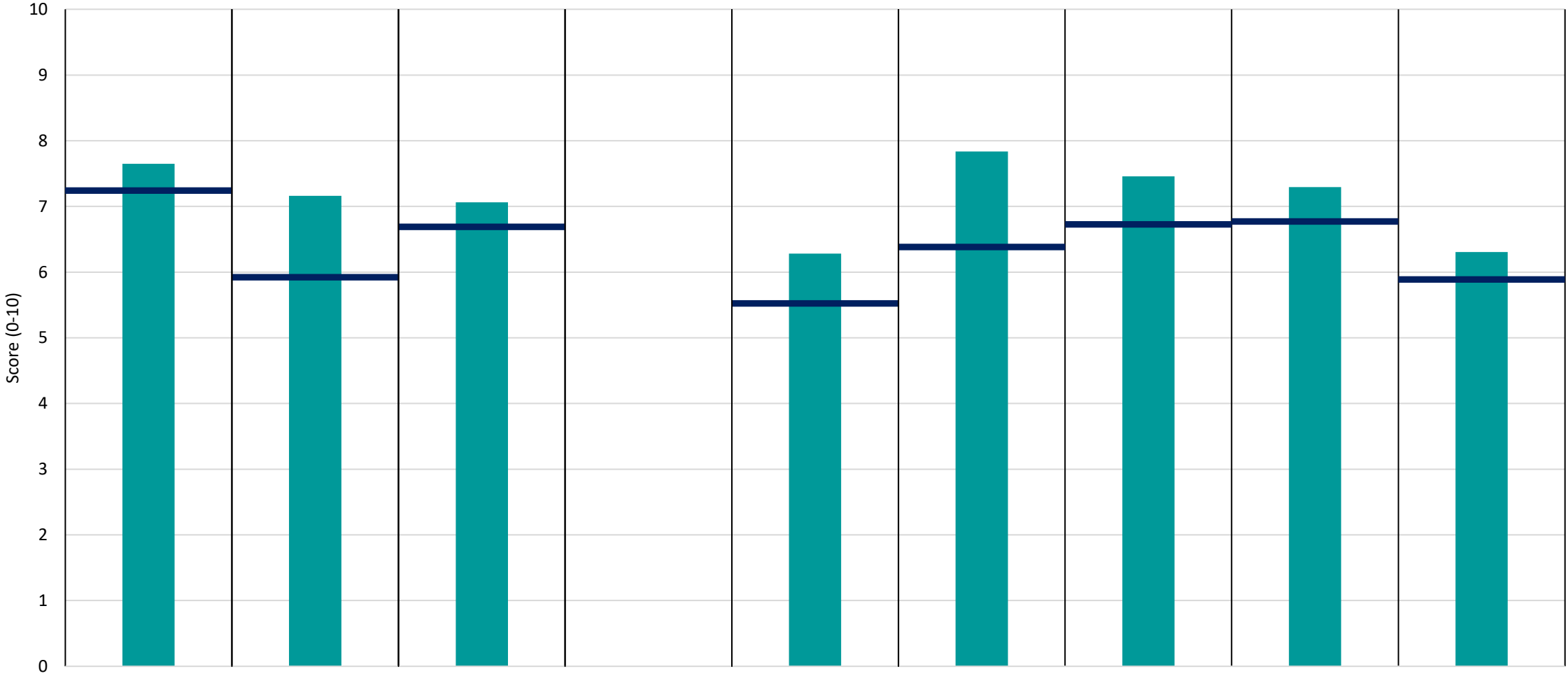
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Staff Engagement

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Breakdown	7.65	7.16	7.06	-	6.28	7.84	7.46	7.29	6.31
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89

Responses 63 63 63 - 63 63 63 63 63 63 9

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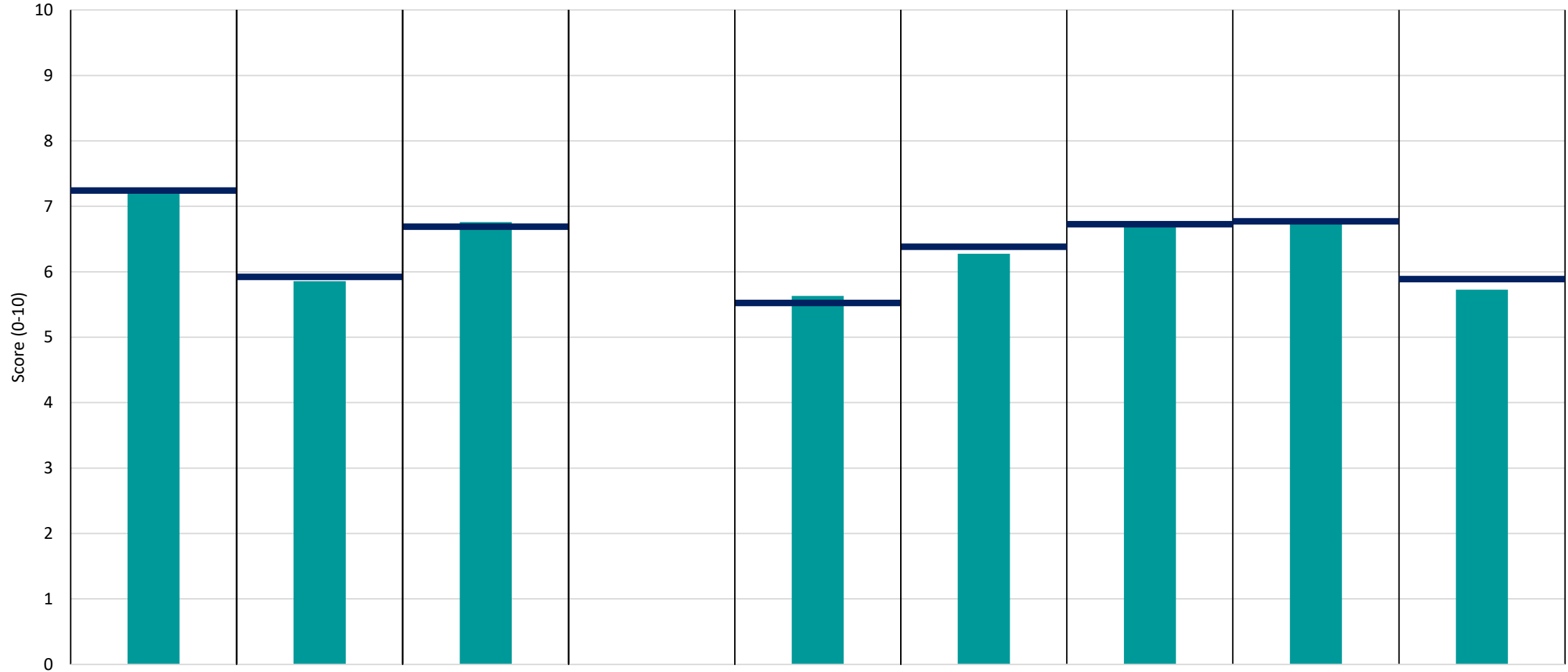
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Staff Engagement

Morale



Breakdown	7.23	5.85	6.76	-	5.63	6.28	6.71	6.76	5.73
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	1728	1725	1705	-	1596	1717	1724	1728	1728 ¹⁰

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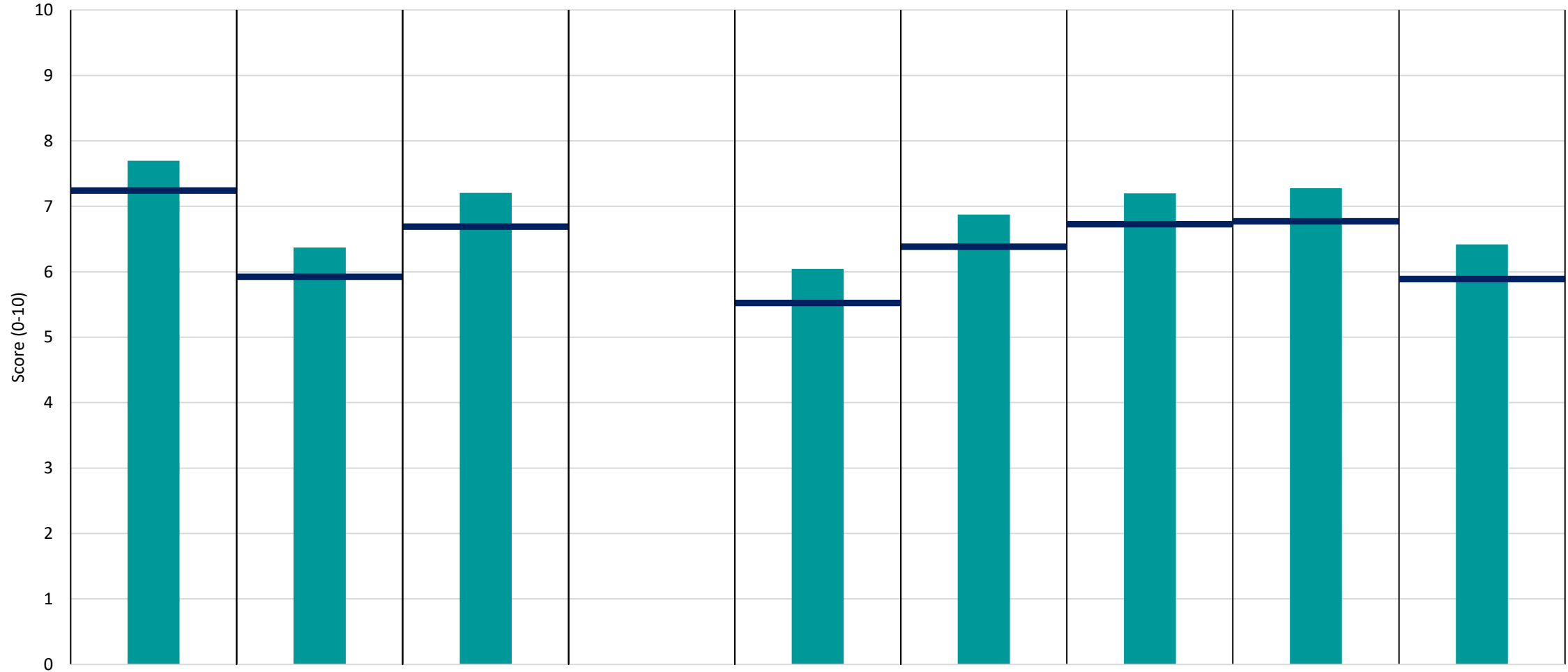
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Staff Engagement

Morale



Breakdown	7.70	6.37	7.21	-	6.04	6.88	7.20	7.28	6.42
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	928	927	920	-	875	919	927	927	927



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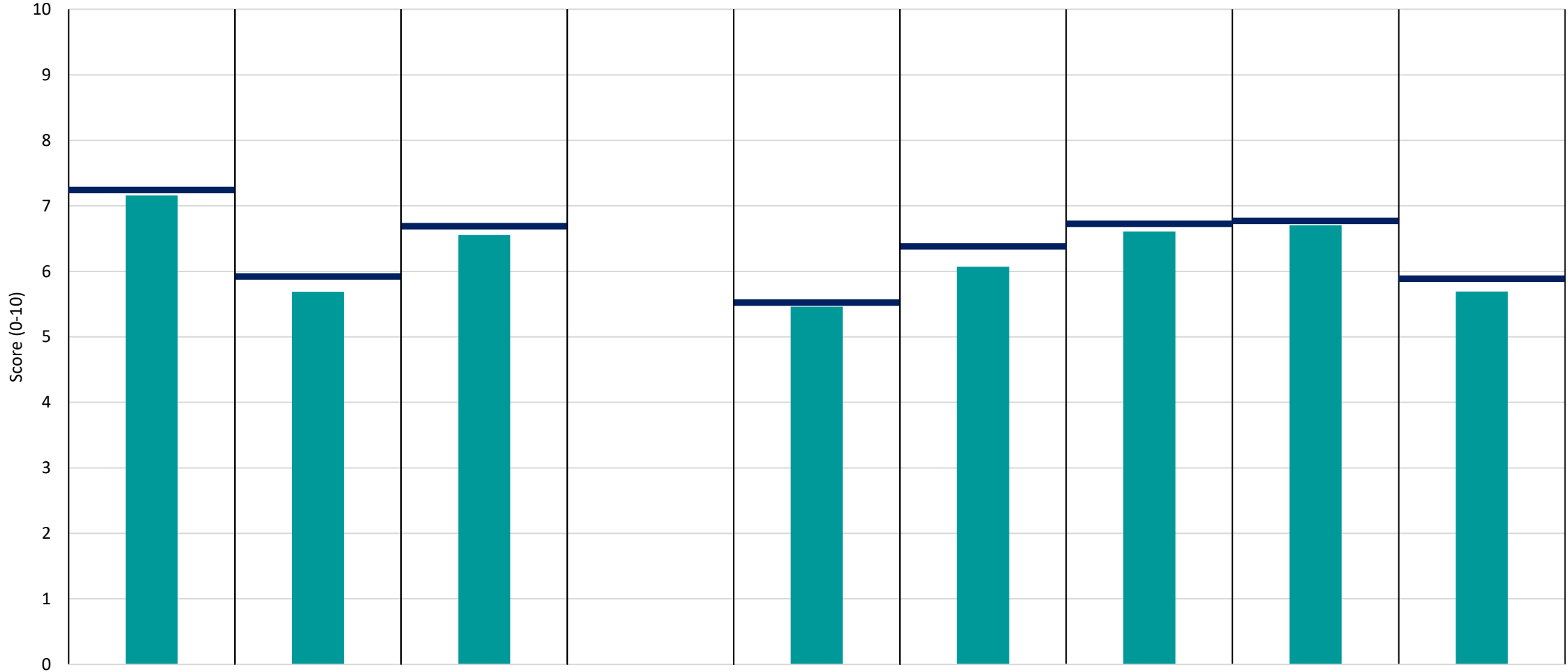
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Staff Engagement

Morale



Breakdown	7.16	5.69	6.56	-	5.46	6.07	6.61	6.70	5.69
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89

Responses 2845 2844 2820 - 2663 2825 2844 2849 2849¹²

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Breakdowns 2

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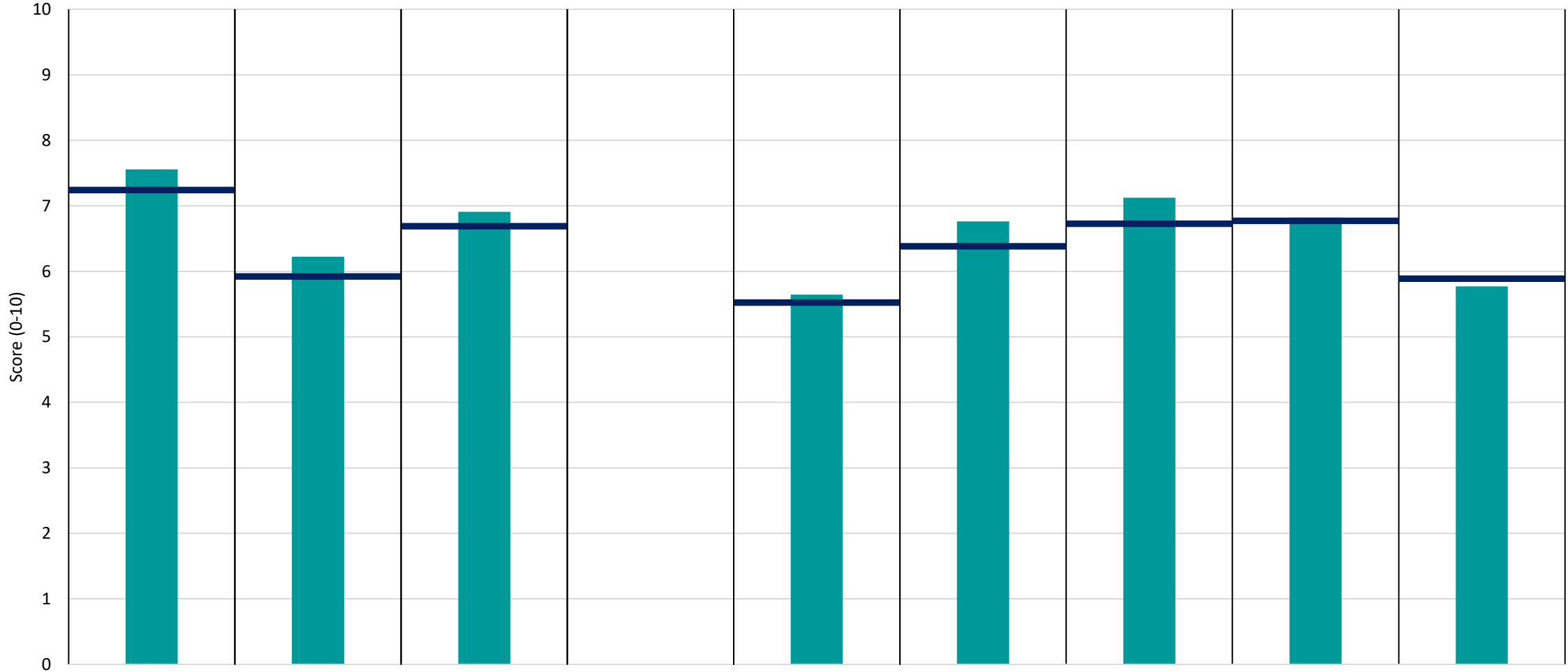
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Staff Engagement

Morale



Breakdown	7.56	6.22	6.91	-	5.64	6.76	7.12	6.82	5.77
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89

Responses 311 310 309 - 304 308 309 310 310¹⁴

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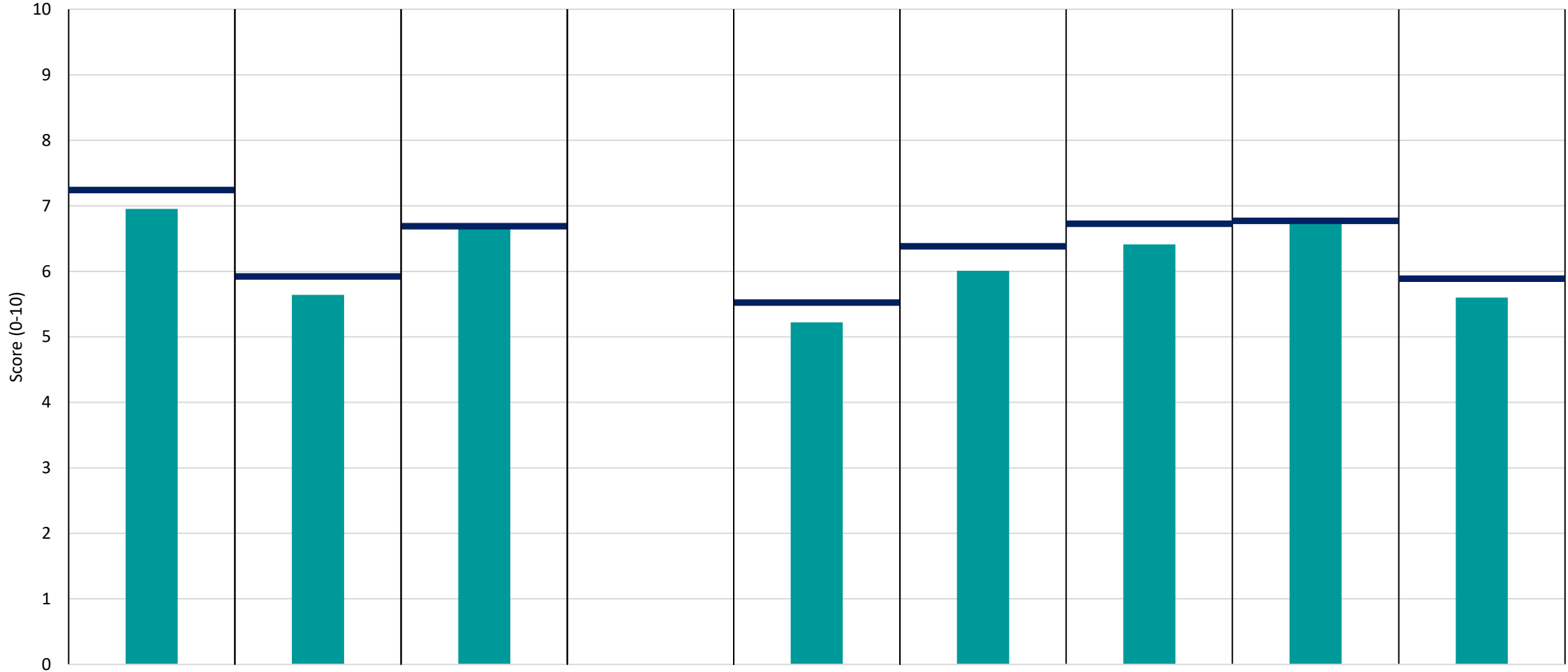
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Staff Engagement

Morale



Breakdown	6.95	5.64	6.70	-	5.22	6.01	6.41	6.77	5.60
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	364	365	360	-	341	365	364	365	364



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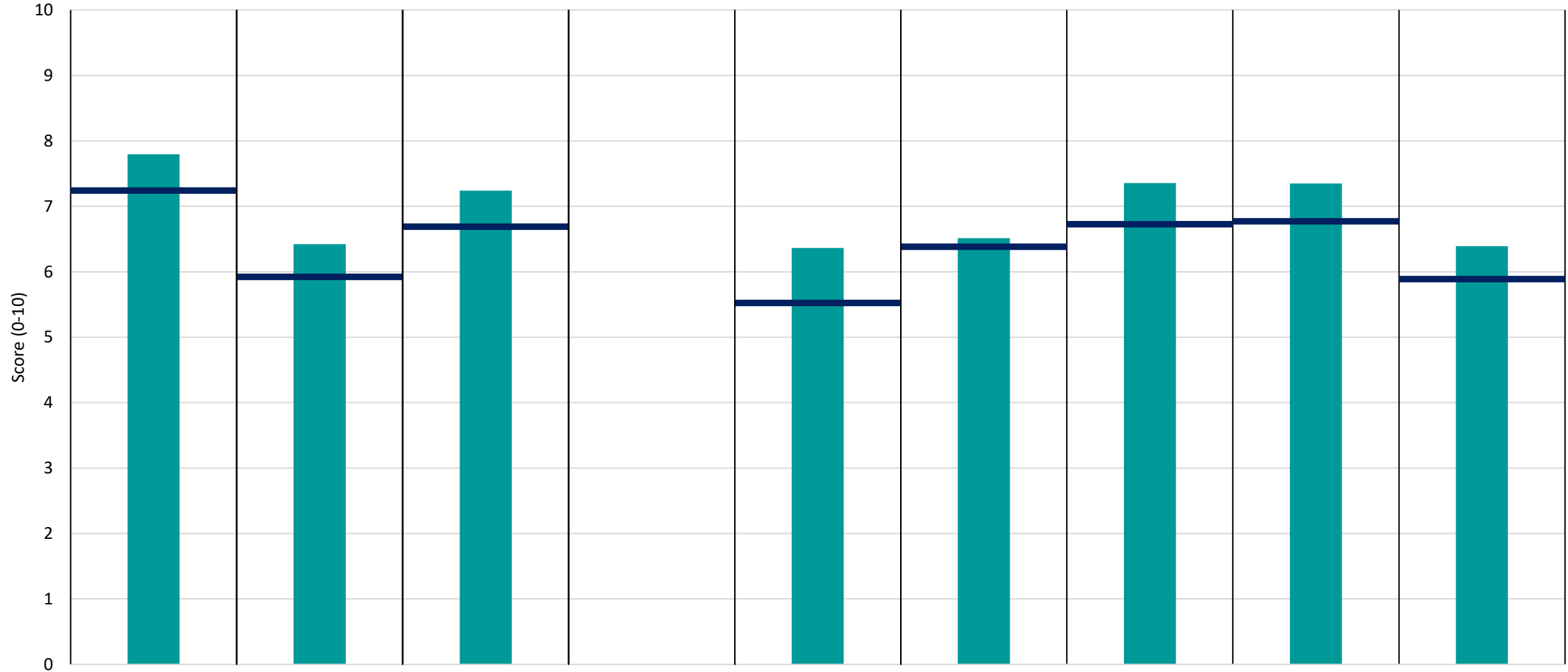
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Staff Engagement

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Breakdown	7.79	6.42	7.24	-	6.36	6.52	7.36	7.35	6.39
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	295	294	292	-	267	294	295	295	295



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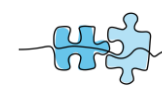
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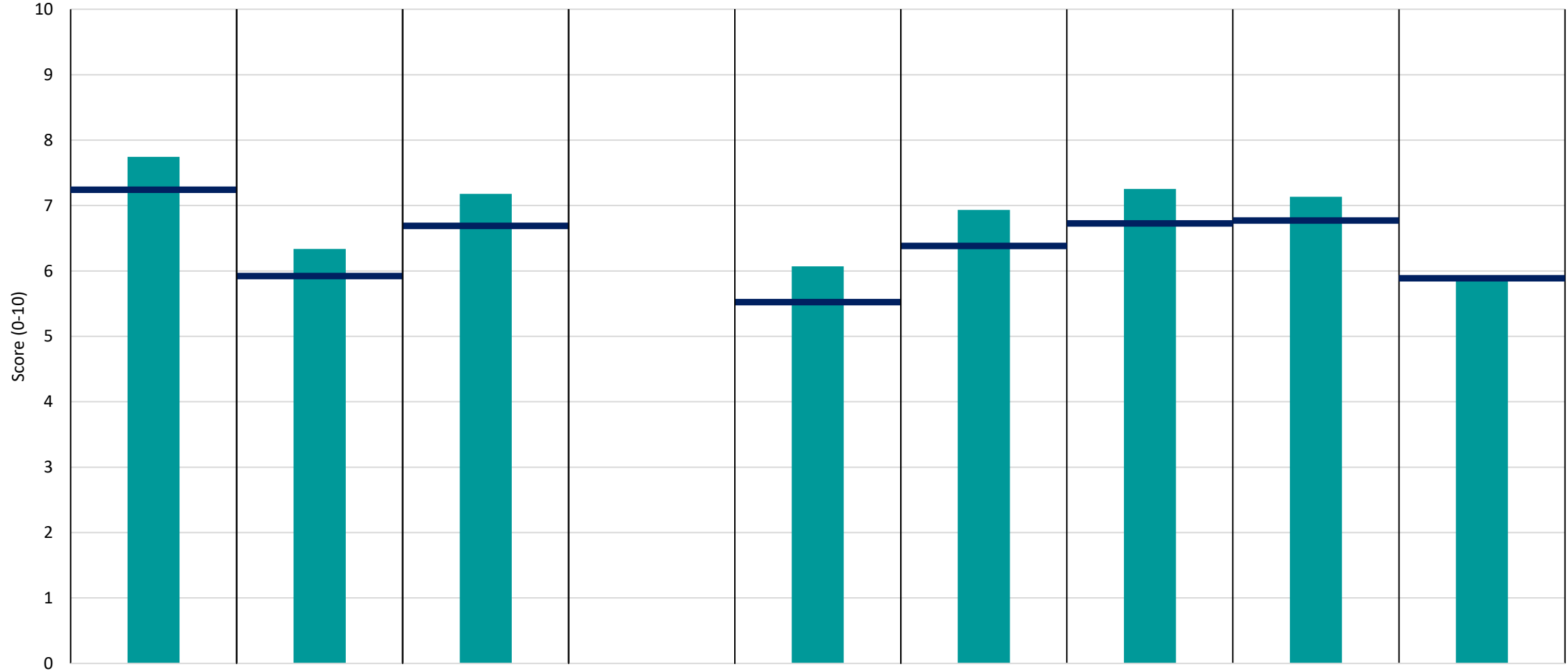
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Staff Engagement

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Breakdown	7.75	6.34	7.18	-	6.07	6.93	7.25	7.13	5.93
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	324	323	321	-	305	323	323	324	324

Division Of Integrated Care (R)



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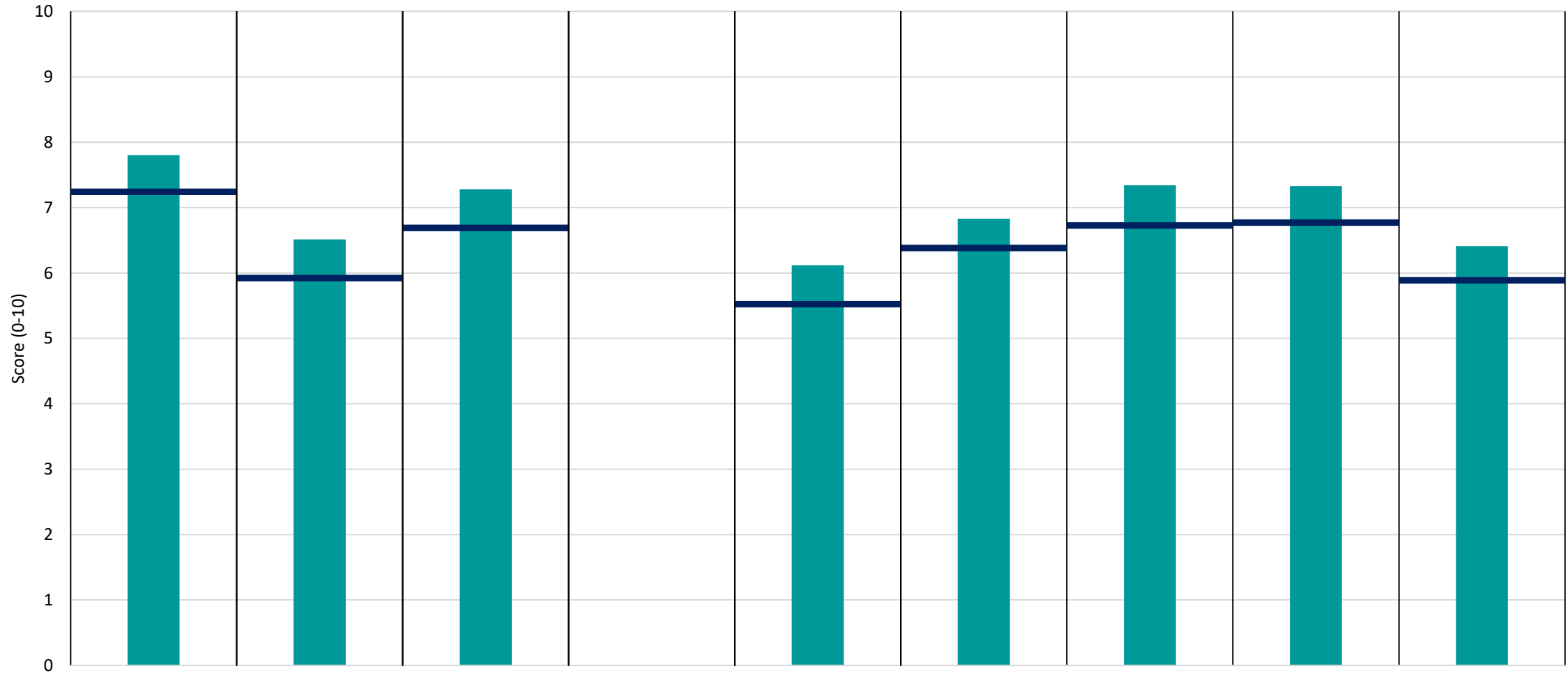
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Staff Engagement

Morale



Breakdown	7.80	6.51	7.28	-	6.12	6.83	7.34	7.33	6.41
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	627	626	622	-	592	621	626	626	626



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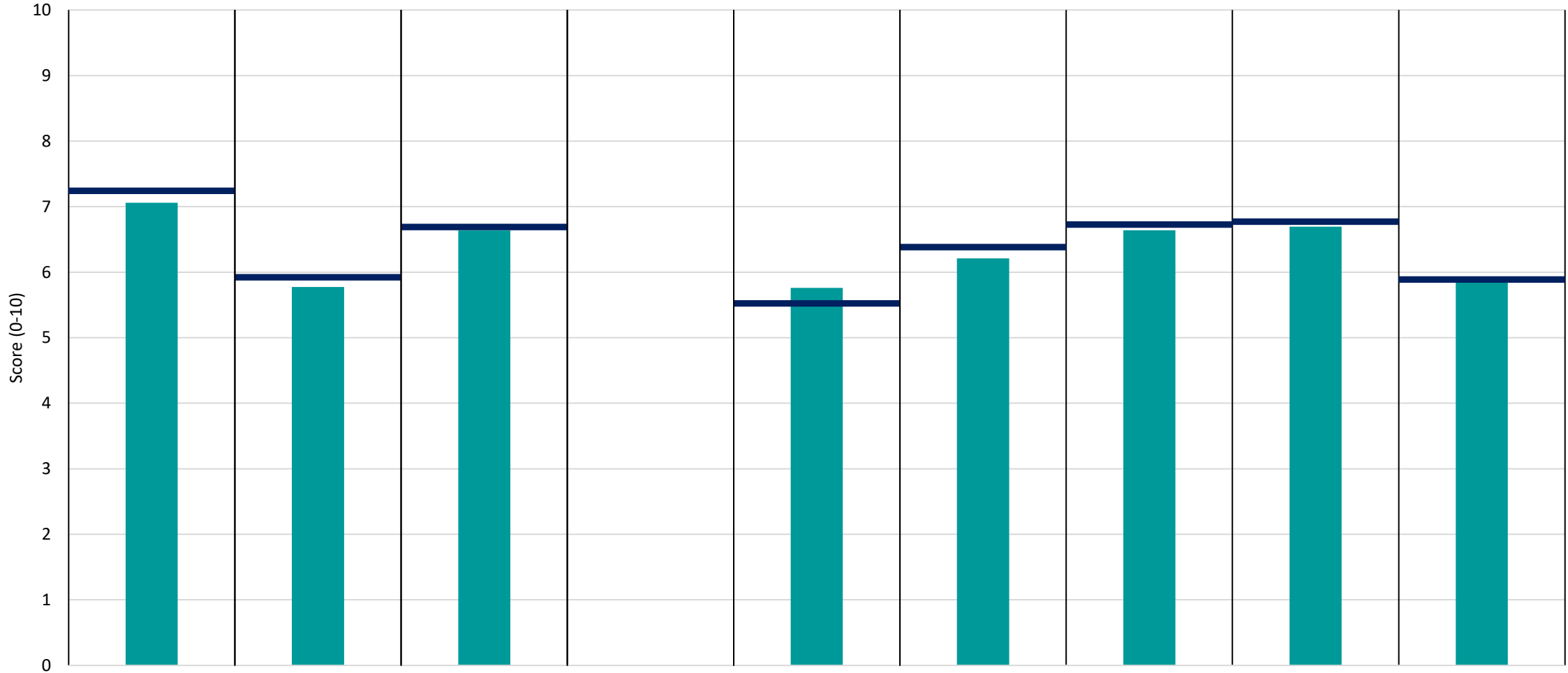
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Staff Engagement

Morale



Breakdown	7.06	5.78	6.64	-	5.76	6.21	6.64	6.69	5.86
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	443	441	437	-	383	439	441	443	443



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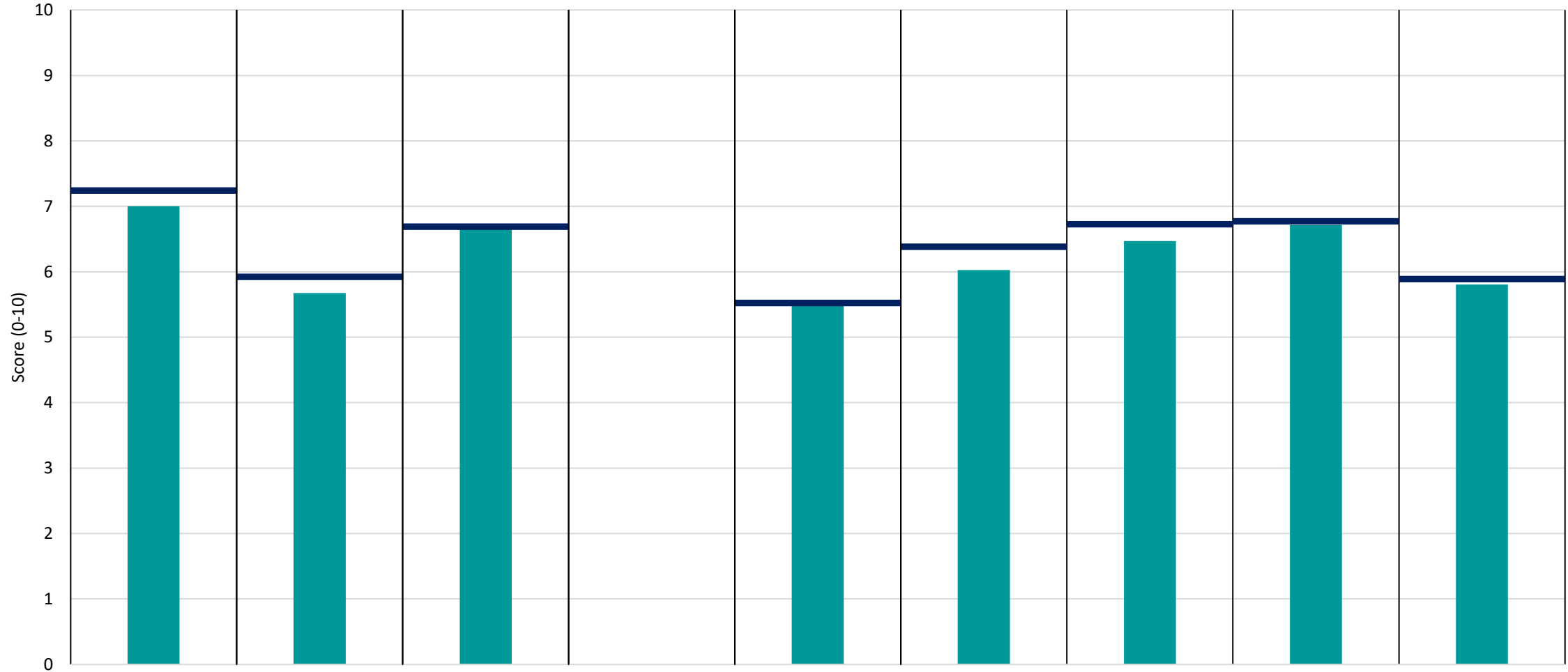
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Staff Engagement

Morale



Breakdown	7.00	5.68	6.69	-	5.49	6.03	6.47	6.71	5.80
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	392	392	384	-	371	391	391	392	392

Division Of Surgery (S)



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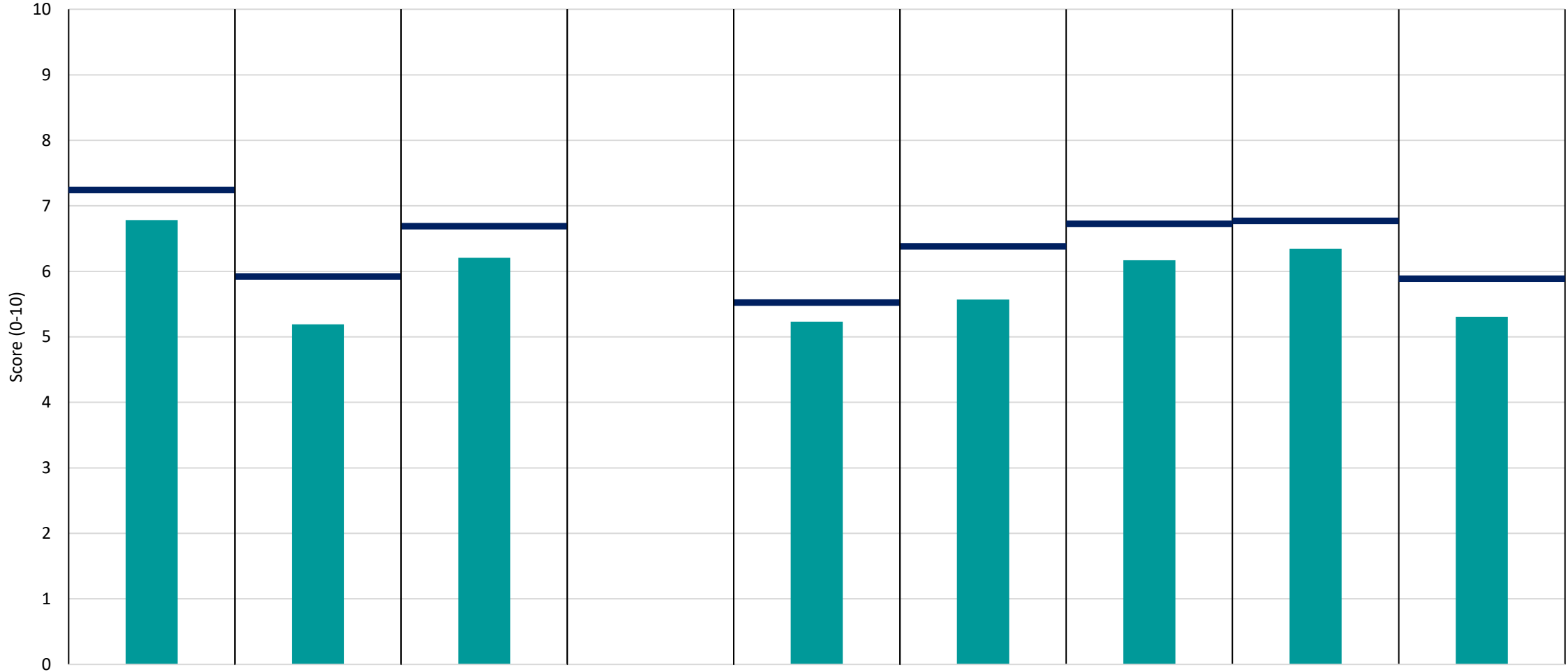
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Staff Engagement

Morale



Breakdown	6.78	5.19	6.21	-	5.23	5.57	6.17	6.34	5.31
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	474	475	471	-	445	473	473	476	476

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Division Of Tertiary Medicine (S)



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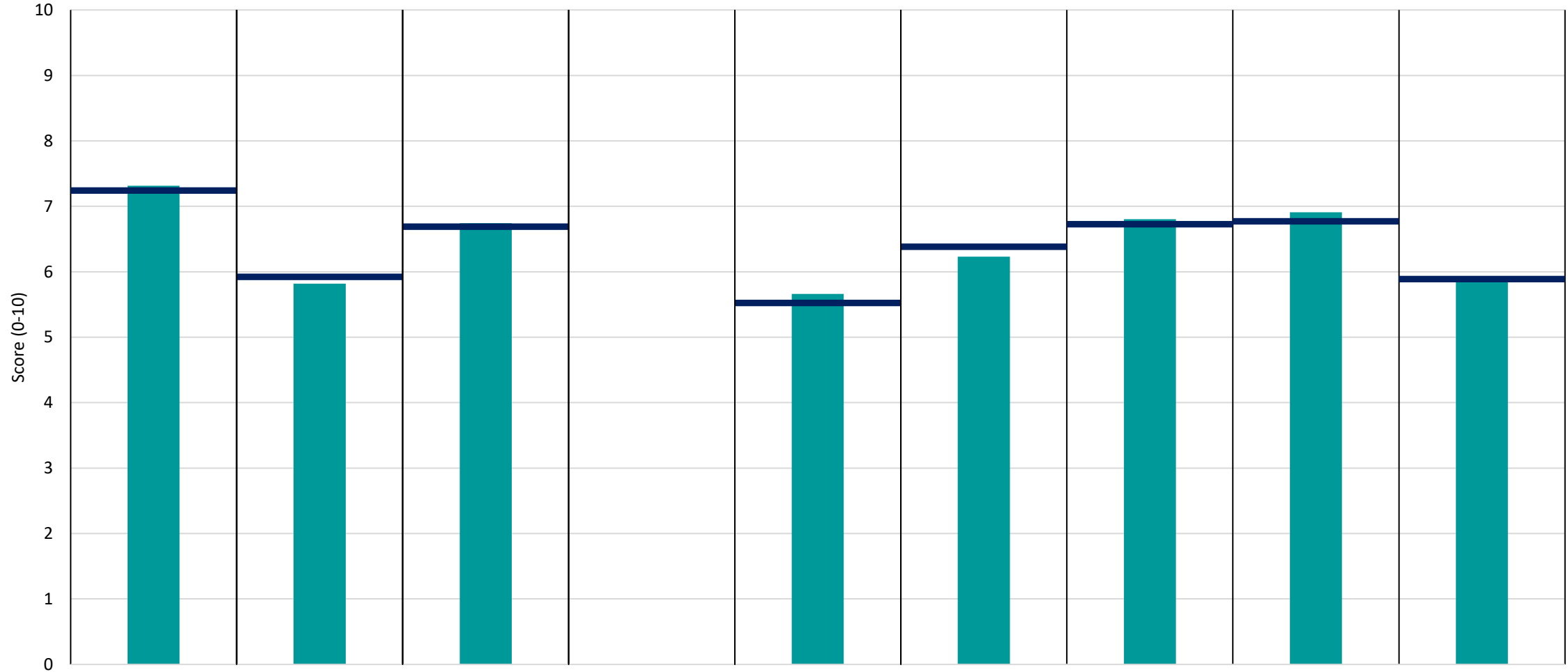
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Staff Engagement

Morale



Breakdown	7.31	5.82	6.74	-	5.66	6.23	6.80	6.91	5.85
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	666	665	658	-	633	659	666	666	666



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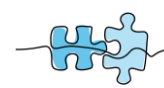
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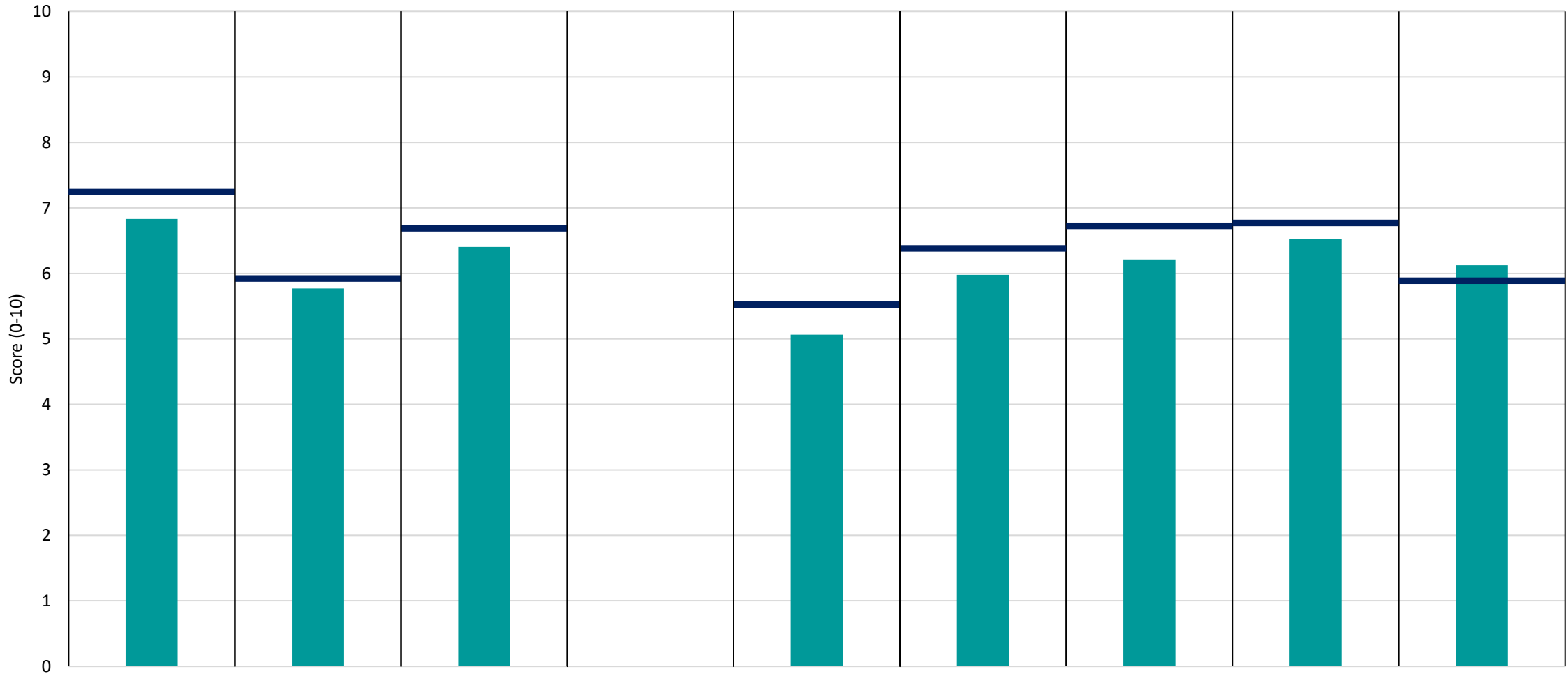
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Staff Engagement

Morale



Breakdown	6.83	5.77	6.40	-	5.06	5.98	6.21	6.53	6.13
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	696	710	662	-	589	694	697	707	707 ²³

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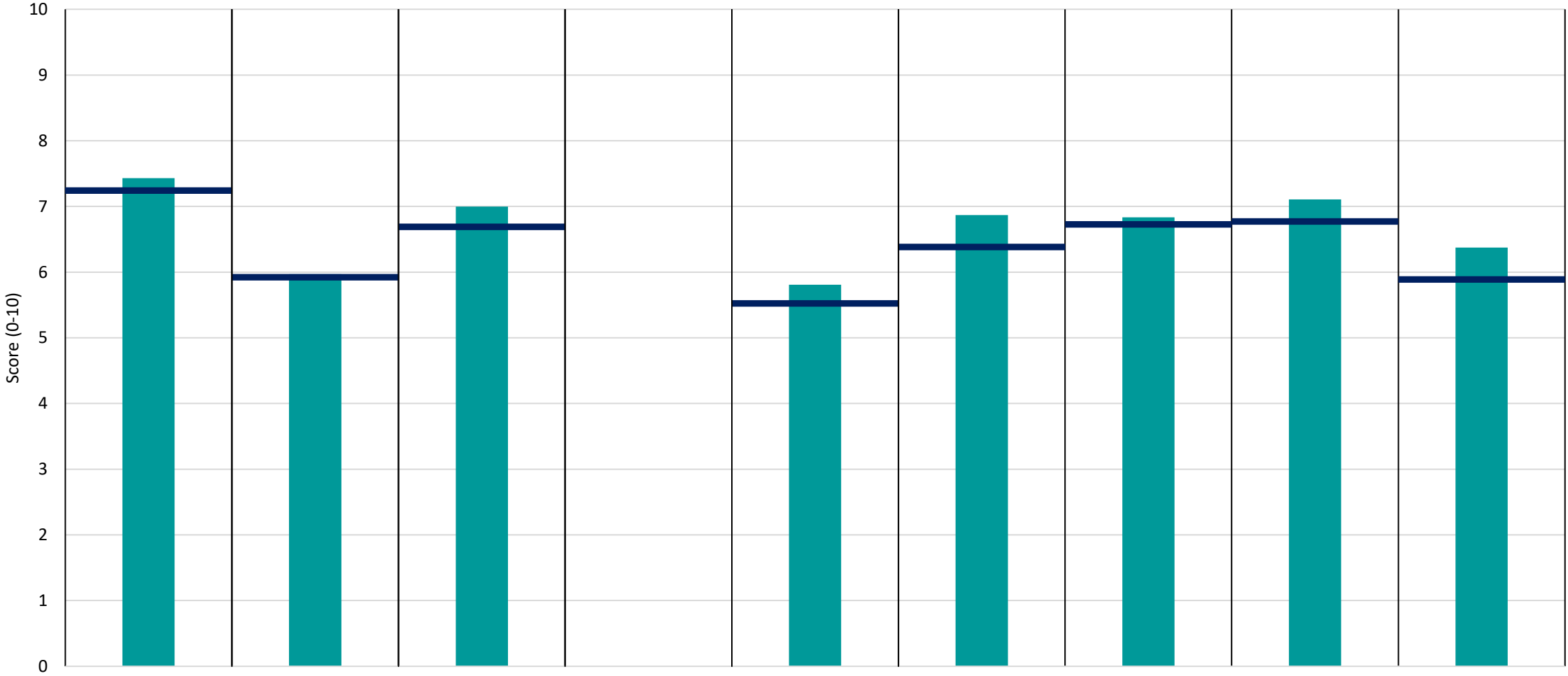
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Staff Engagement

Morale



Breakdown	7.43	5.97	7.00	-	5.81	6.87	6.84	7.11	6.37
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89

Responses 280 280 277 - 262 277 280 280 280 24

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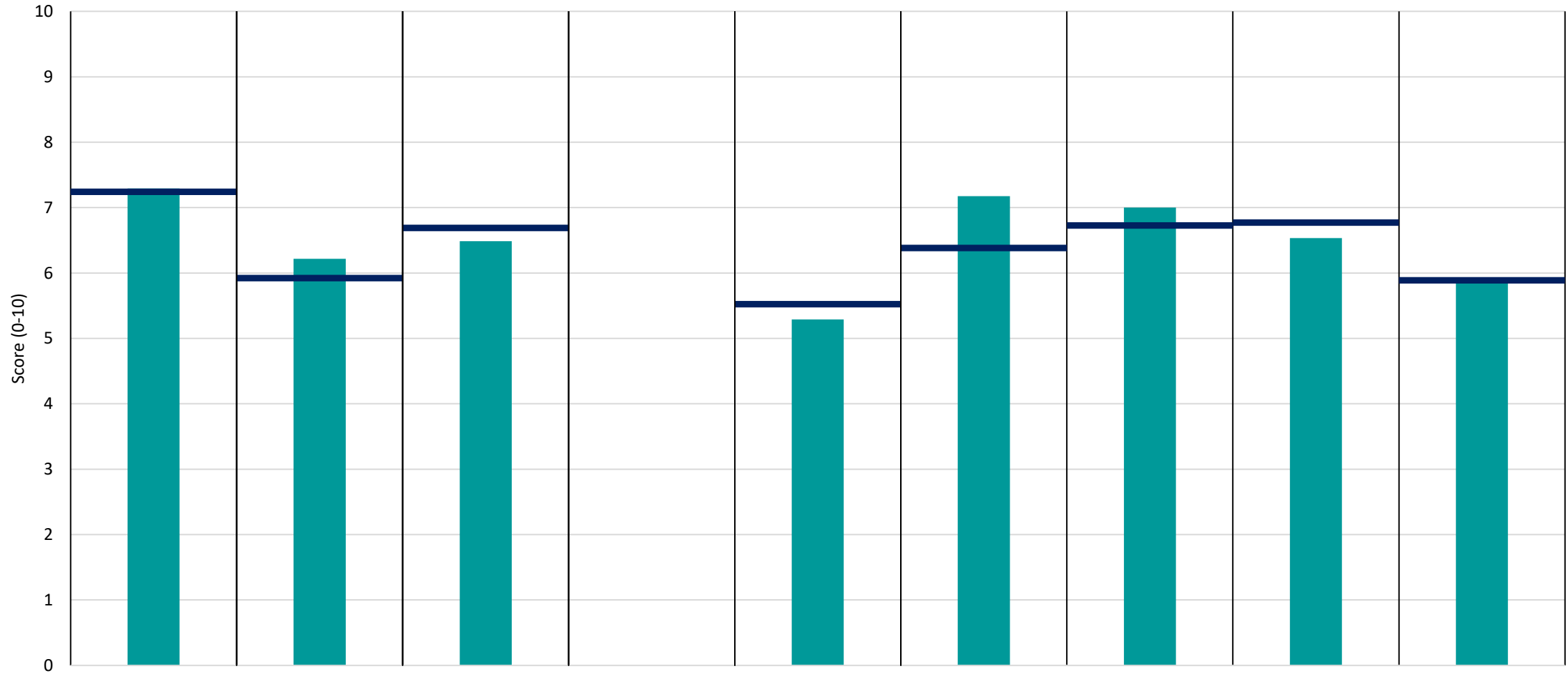
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Staff Engagement

Morale



Breakdown	7.29	6.22	6.49	-	5.29	7.18	7.00	6.54	5.86
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	316	315	311	-	296	312	315	313	314



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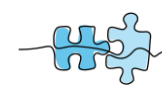
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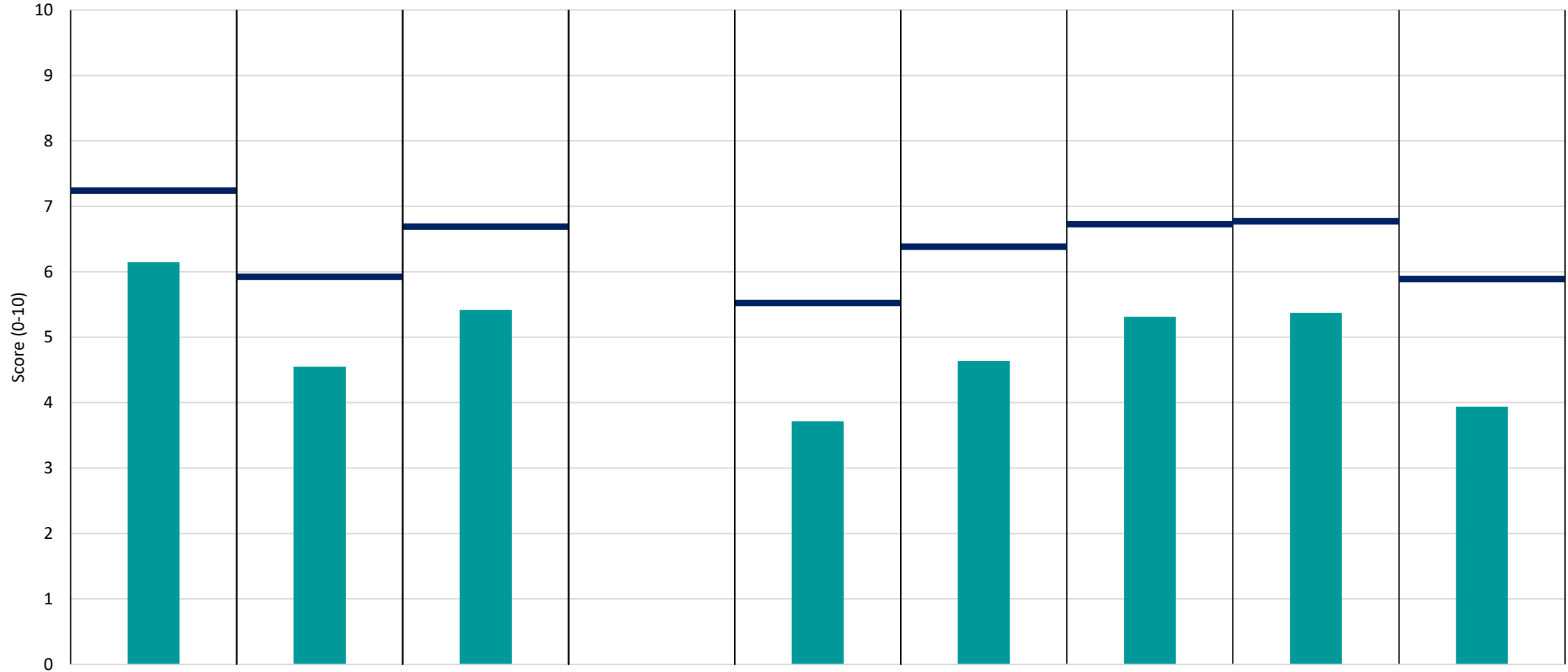
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Staff Engagement

Morale



Breakdown	6.15	4.55	5.42	-	3.71	4.63	5.31	5.37	3.94
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89

Responses 89 89 89 - 83 89 89 89 89 26

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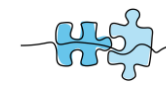
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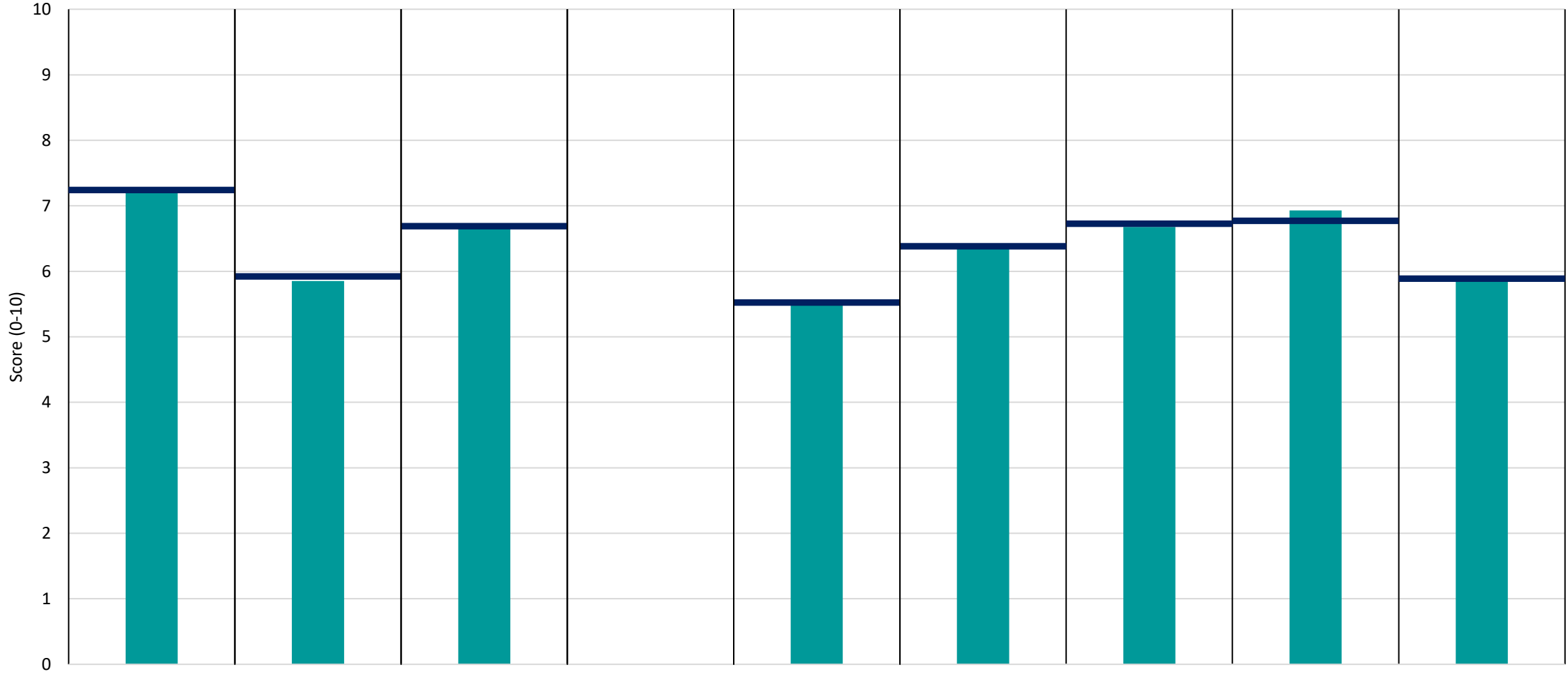
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Staff Engagement

Morale



Breakdown	7.23	5.85	6.69	-	5.56	6.39	6.68	6.93	5.89
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	581	581	576	-	528	577	581	582	582

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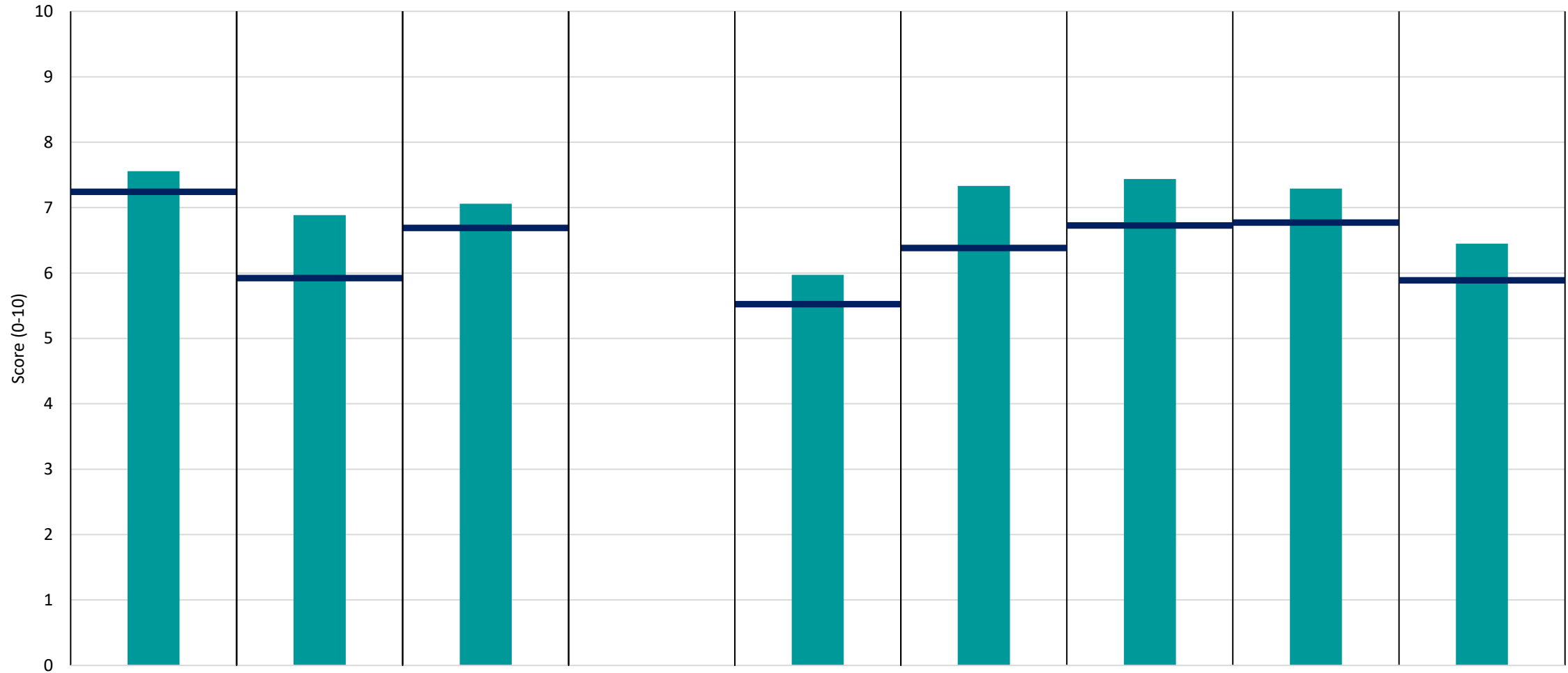
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Staff Engagement

Morale



Breakdown	7.56	6.88	7.06	-	5.97	7.33	7.44	7.29	6.45
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	260	260	256	-	249	258	260	260	260



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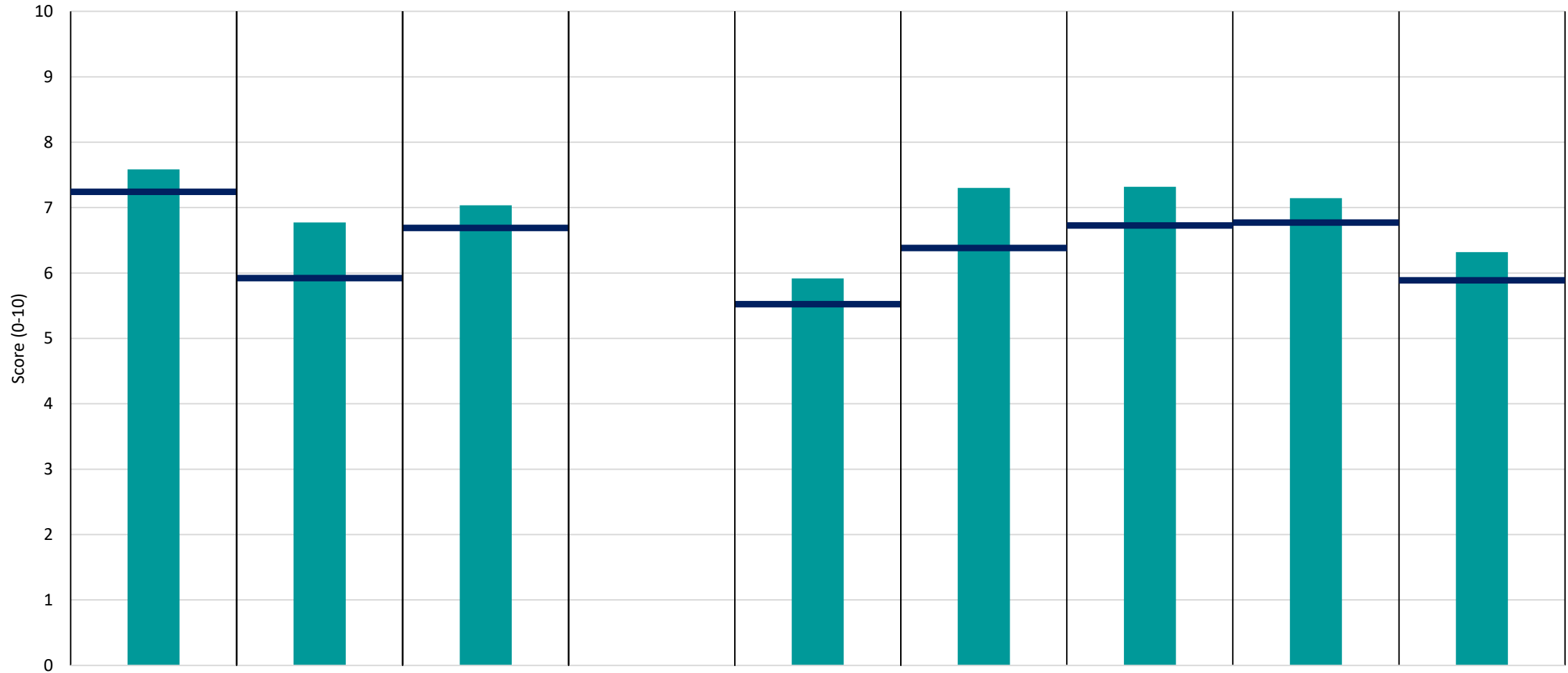
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Staff Engagement

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Breakdown	7.58	6.77	7.04	-	5.92	7.30	7.32	7.15	6.32
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	492	491	482	-	470	491	492	492	492



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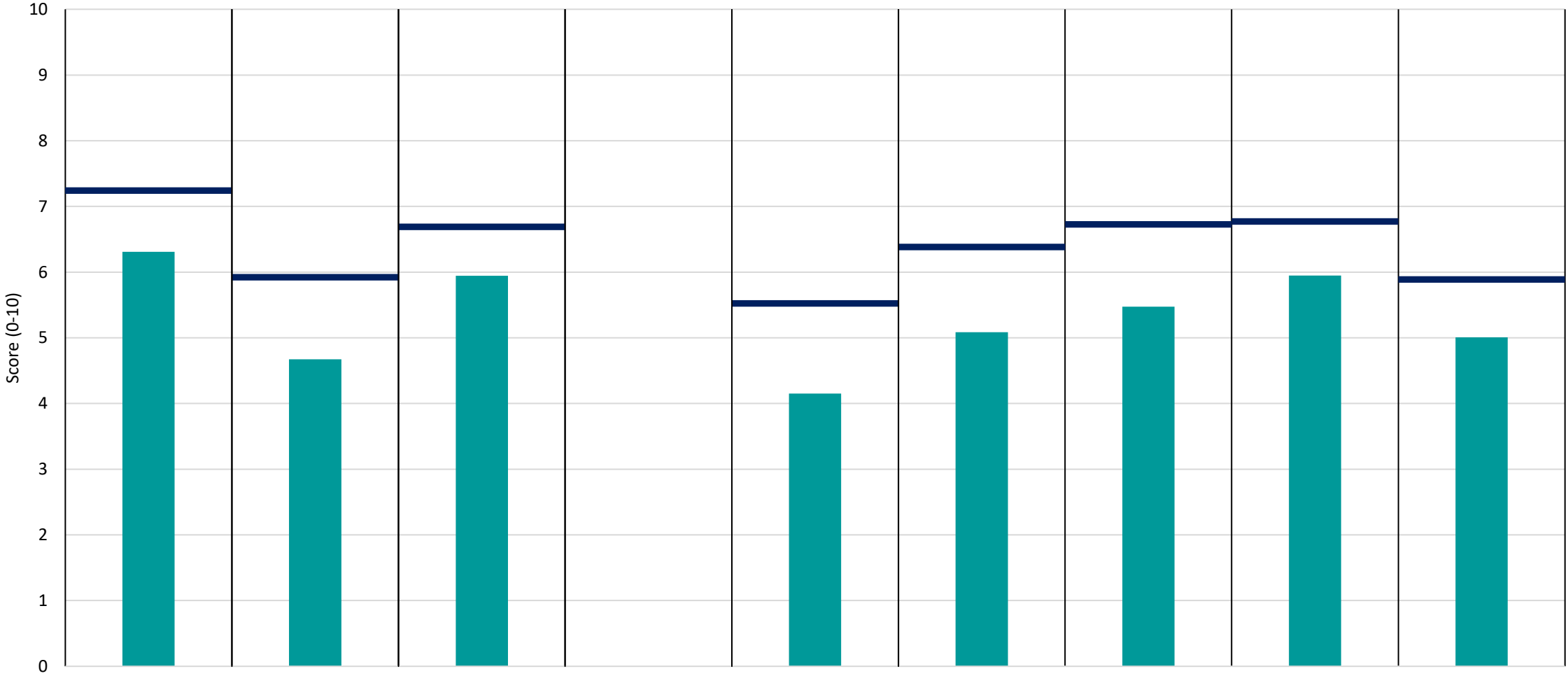
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Staff Engagement

Morale



Breakdown	6.31	4.67	5.94	-	4.15	5.08	5.47	5.95	5.01
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	267	268	266	-	245	266	265	268	268

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People Function (G)



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We are safe and
healthy



We are always
learning



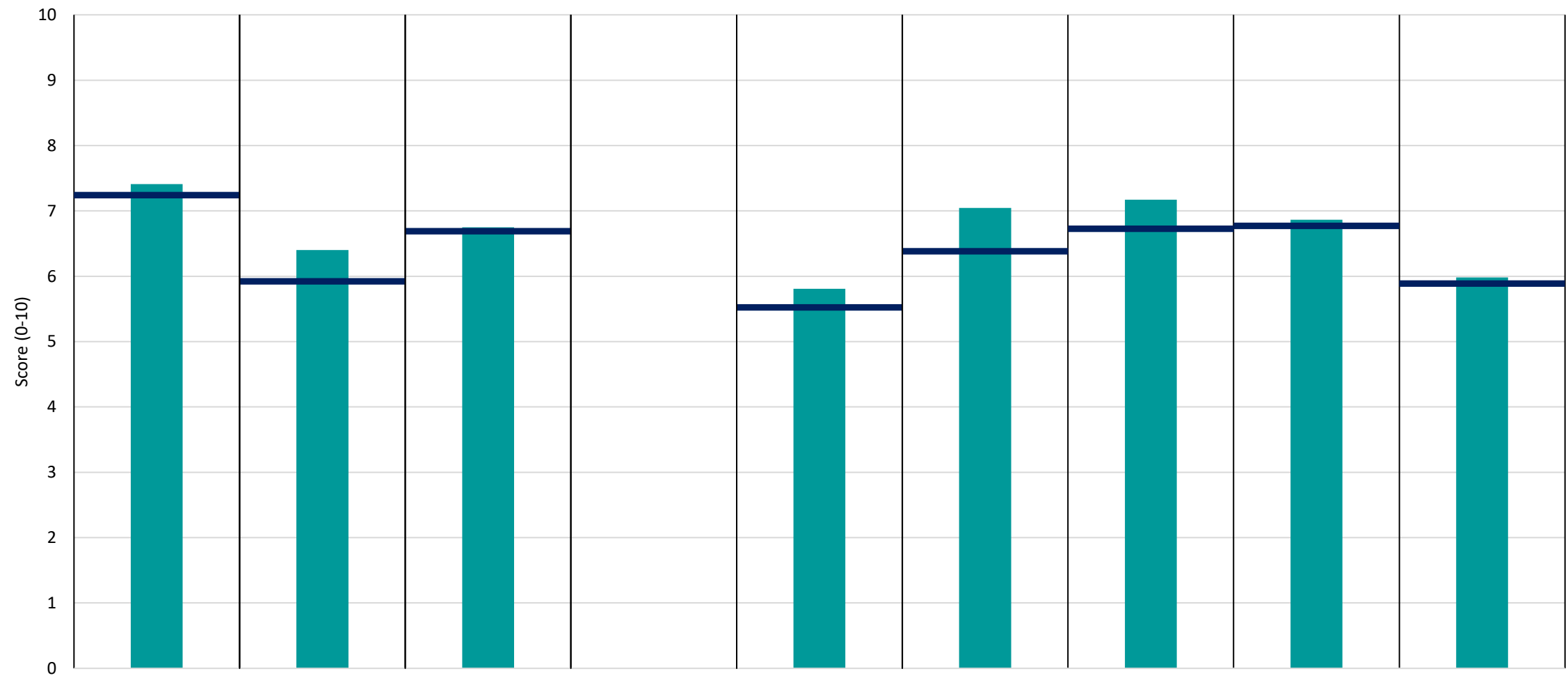
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.41	6.40	6.75	-	5.81	7.05	7.17	6.86	5.98
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	314	314	308	-	309	314	314	314	314 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.



We are
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inclusive



We are recognised
and rewarded



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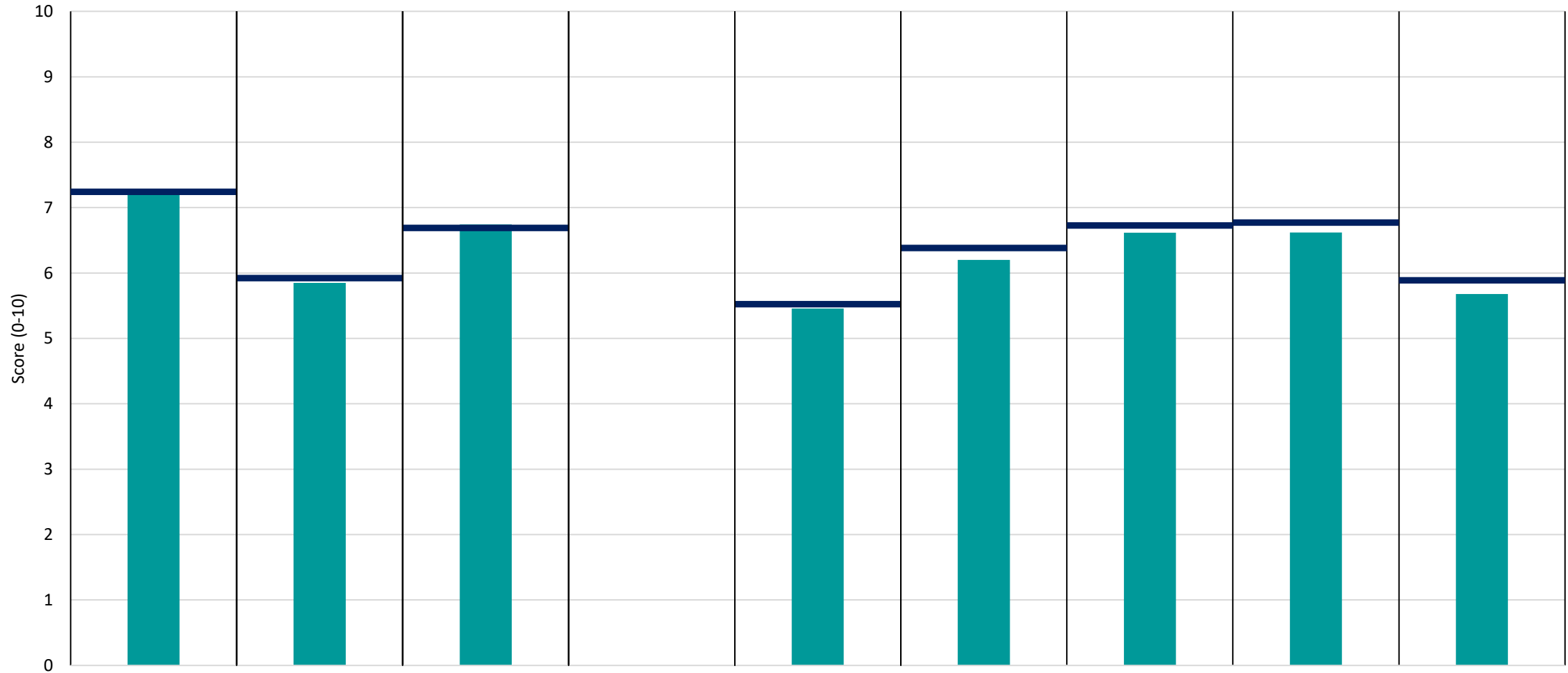
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.25	5.85	6.74	-	5.46	6.20	6.62	6.62	5.68
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	250	250	248	-	239	249	250	250	250 ³²

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We are compassionate and inclusive



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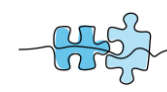
We are safe and healthy



We are always learning



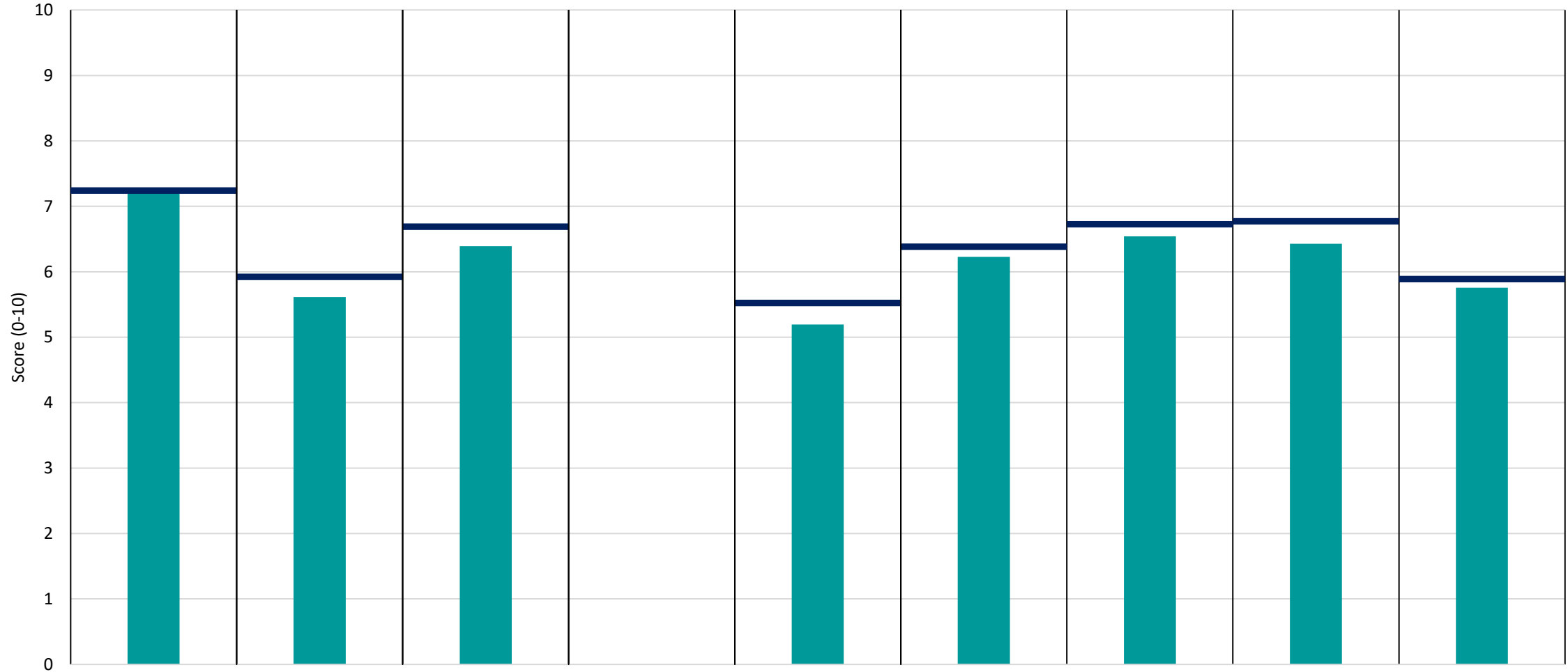
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.24	5.61	6.39	-	5.19	6.23	6.54	6.43	5.76
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	260	261	255	-	237	261	259	261	260



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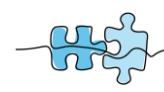
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healthy



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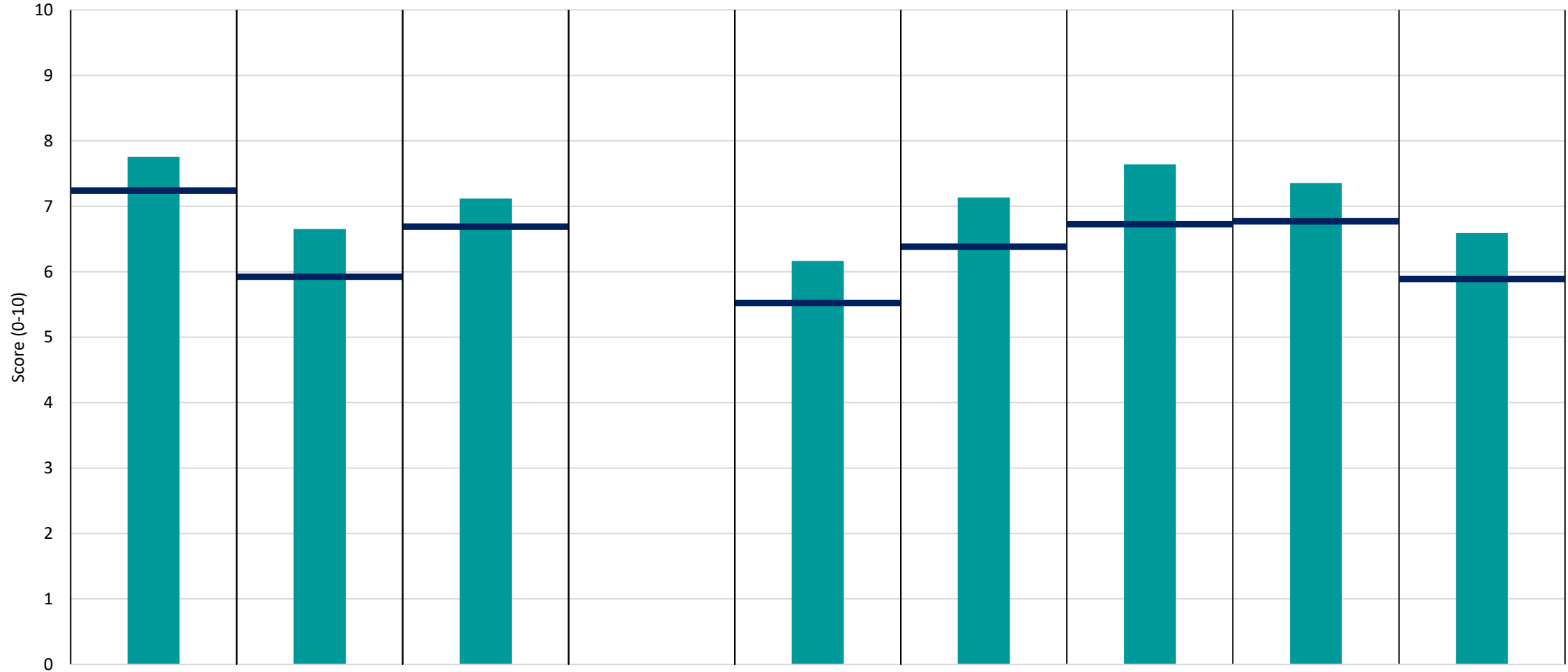
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.76	6.65	7.12	-	6.17	7.14	7.64	7.36	6.60
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89

Responses 113 113 113 - 108 111 113 113 113 113 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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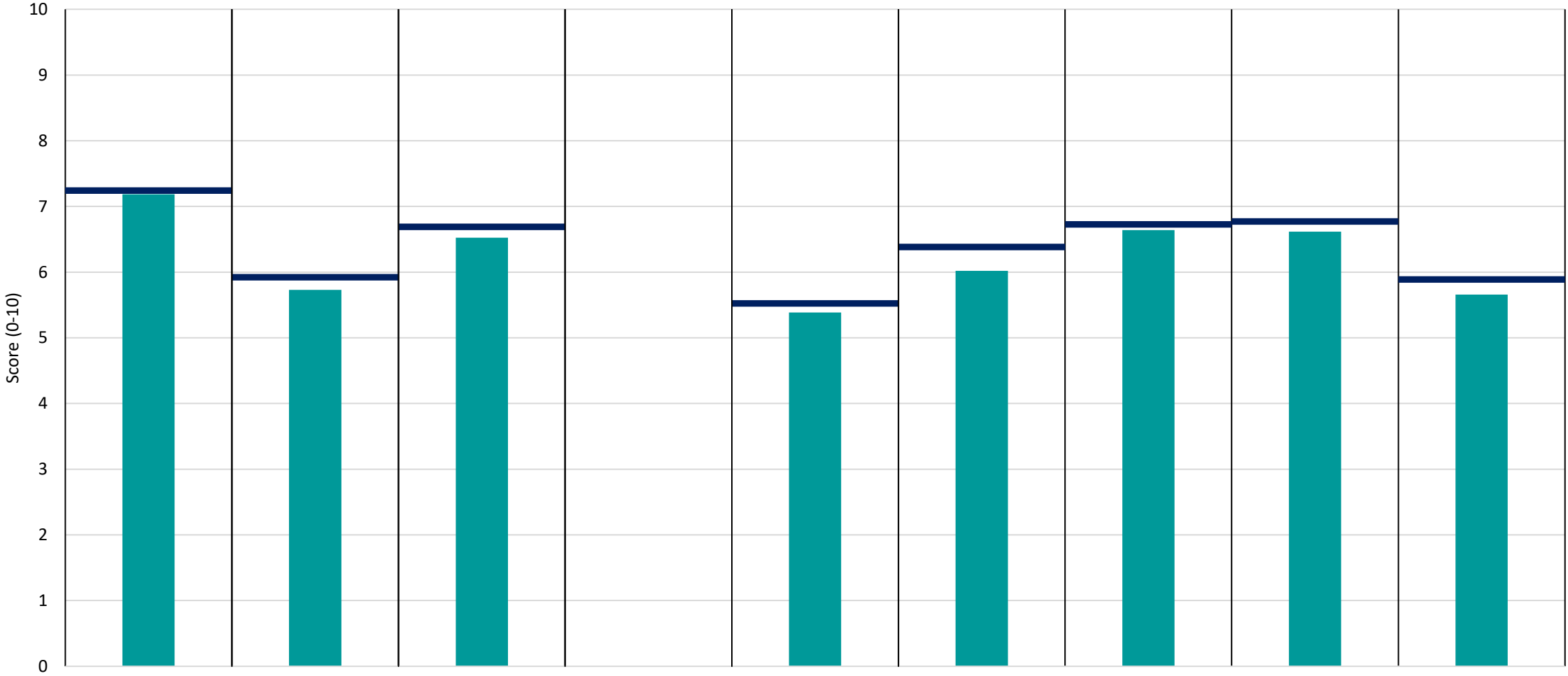
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.19	5.73	6.52	-	5.38	6.02	6.64	6.62	5.66
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	1115	1114	1106	-	1050	1107	1115	1116	1116 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.

Service Delivery (G)



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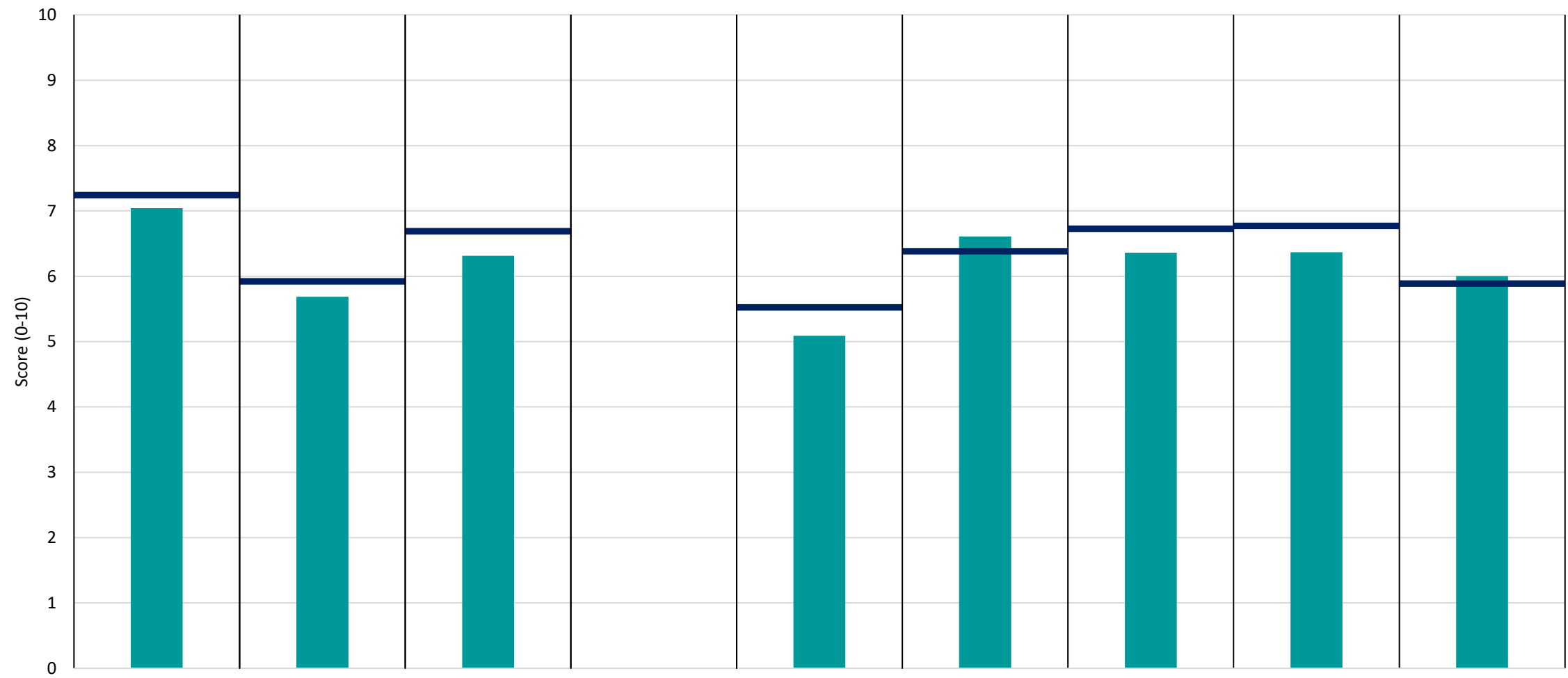
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.04	5.69	6.31	-	5.09	6.61	6.36	6.37	6.00
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	559	561	551	-	502	559	560	562	562

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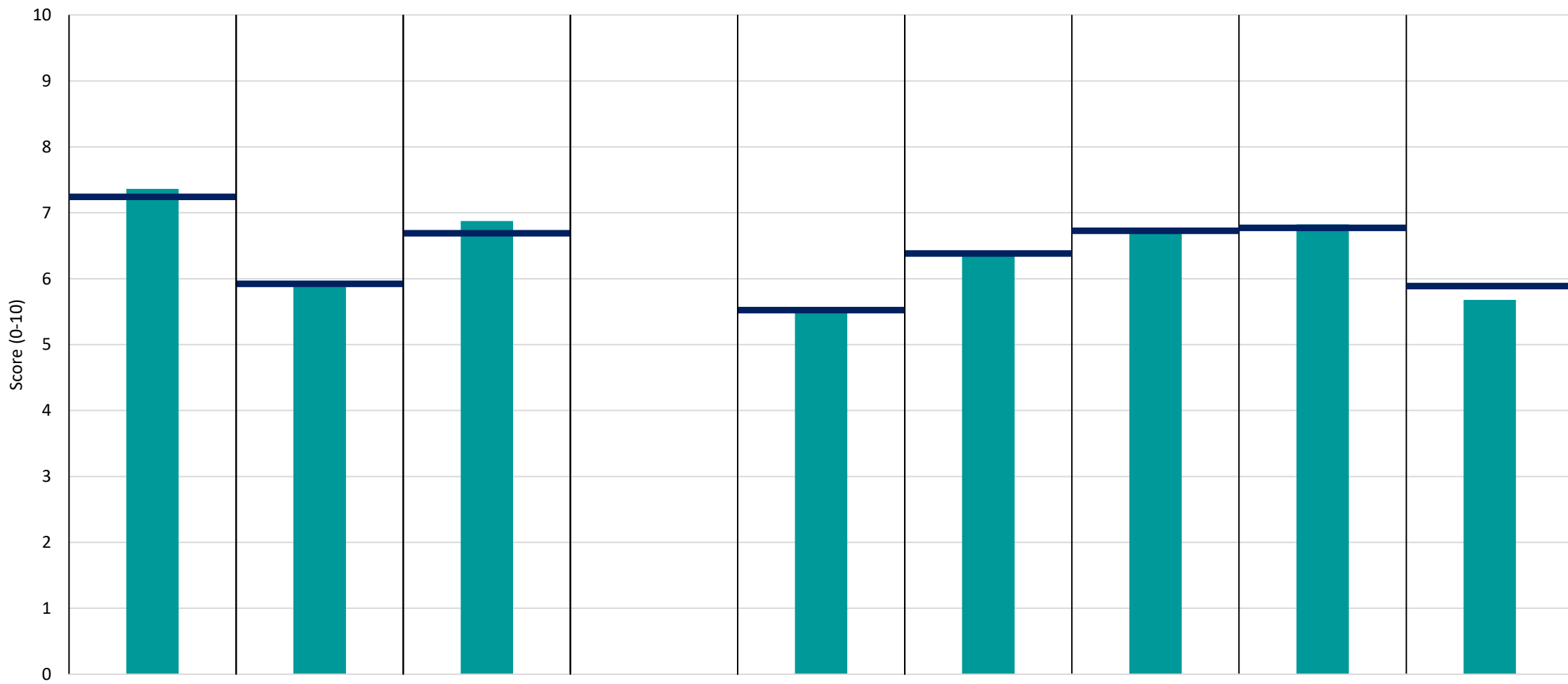
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.36	5.88	6.87	-	5.57	6.35	6.72	6.82	5.68
Your org	7.24	5.92	6.69	-	5.52	6.38	6.73	6.77	5.89
Responses	391	391	388	-	370	386	391	391	391 ³⁷

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.