



Norfolk and Suffolk NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Corporate CEO Commercial and Comms</u>	<u>6</u>
<u>Corporate Estates & Facilities</u>	<u>7</u>
<u>Corporate Finance</u>	<u>8</u>
<u>Corporate HR</u>	<u>9</u>
<u>Corporate ICT</u>	<u>10</u>
<u>Corporate Medical</u>	<u>11</u>
<u>Corporate Pharmacy</u>	<u>12</u>
<u>Corporate Senior Ops Team</u>	<u>13</u>
<u>Corporate Service Governance</u>	<u>14</u>
<u>Great Yarmouth & Waveney</u>	<u>15</u>
<u>Learning Disabilities</u>	<u>16</u>
<u>Norfolk & Waveney Talking Therapies</u>	<u>17</u>
<u>Norfolk CFYP Core</u>	<u>18</u>
<u>Norfolk CFYP Specialist Services</u>	<u>19</u>
<u>North Norfolk & Norwich</u>	<u>20</u>
<u>Other</u>	<u>21</u>
<u>Secure Services</u>	<u>22</u>
<u>Suffolk CFYP</u>	<u>23</u>
<u>Suffolk East</u>	<u>24</u>
<u>Suffolk Talking Therapies</u>	<u>25</u>
<u>Suffolk West</u>	<u>26</u>
<u>West & South Norfolk</u>	<u>27</u>

<u>Corporate</u>	29
<u>Great Yarmouth & Waveney Adult</u>	30
<u>Great Yarmouth & Waveney Mgt & Admin</u>	31
<u>Great Yarmouth & Waveney Older Ppl</u>	32
<u>Learning Disabilities</u>	33
<u>Norfolk & Waveney Talking Therapies</u>	34
<u>Norfolk CFYP Core</u>	35
<u>Norfolk CFYP Specialist Services</u>	36
<u>Nth Norfolk & Norwich Adult</u>	37
<u>Nth Norfolk & Norwich Adult Mgt & Admin</u>	38
<u>Nth Norfolk & Norwich Older People</u>	39
<u>Secure Services</u>	40
<u>Suffolk CFYP</u>	41
<u>Suffolk East Adult</u>	42
<u>Suffolk East Mgt & Admin</u>	43
<u>Suffolk East Older People</u>	44
<u>Suffolk Talking Therapies</u>	45
<u>Suffolk West Adult</u>	46
<u>Suffolk West Management & Admin</u>	47
<u>Suffolk West Older People</u>	48
<u>West & South Norfolk Adult</u>	49
<u>West & South Norfolk Mgt & Admin</u>	50
<u>West & South Norfolk Older Ppl Community</u>	51

This breakdown report for Norfolk and Suffolk 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 Norfolk and Suffolk 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

Norfolk and Suffolk NHS Foundation Trust
2023 NHS Staff Survey



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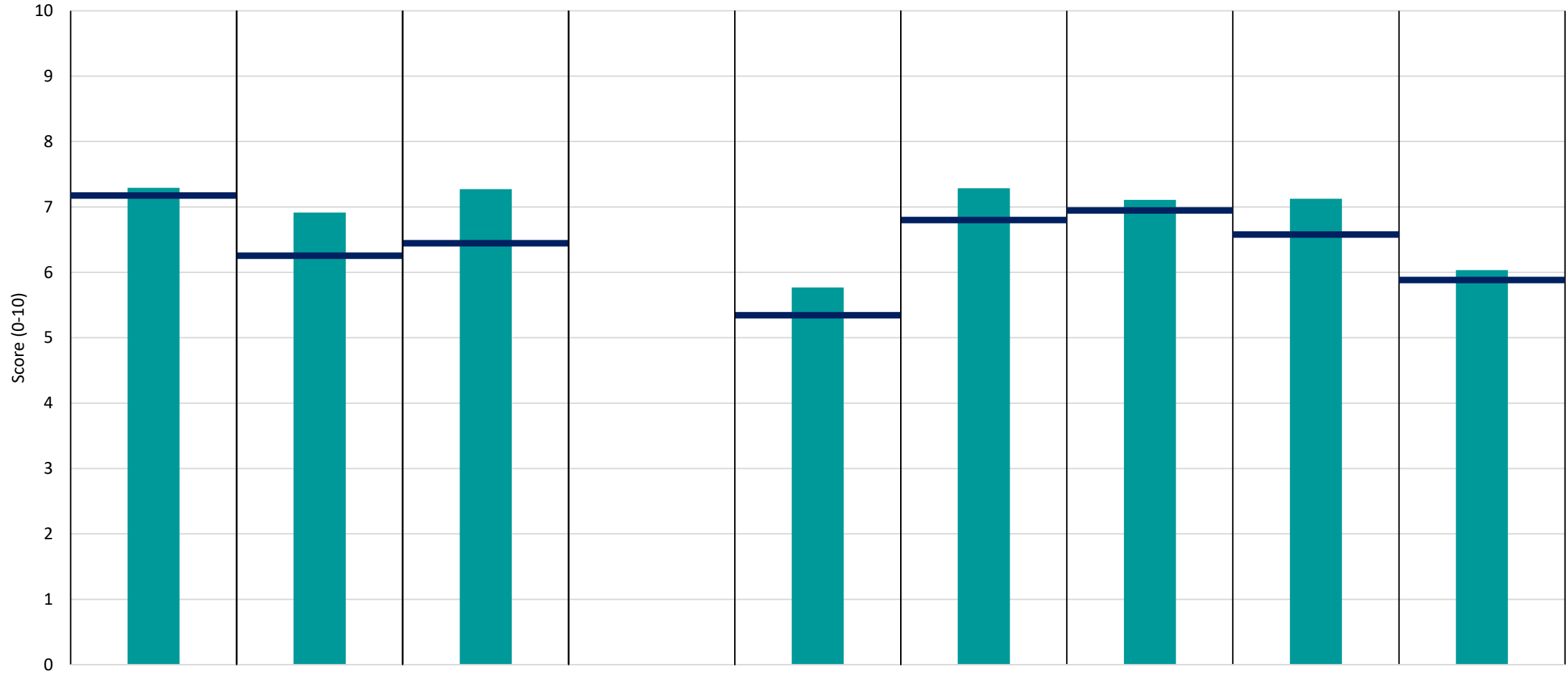
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Staff Engagement

Morale



Breakdown	7.29	6.91	7.27	-	5.77	7.28	7.11	7.13	6.04
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	29	29	29	-	27	29	29	29	29



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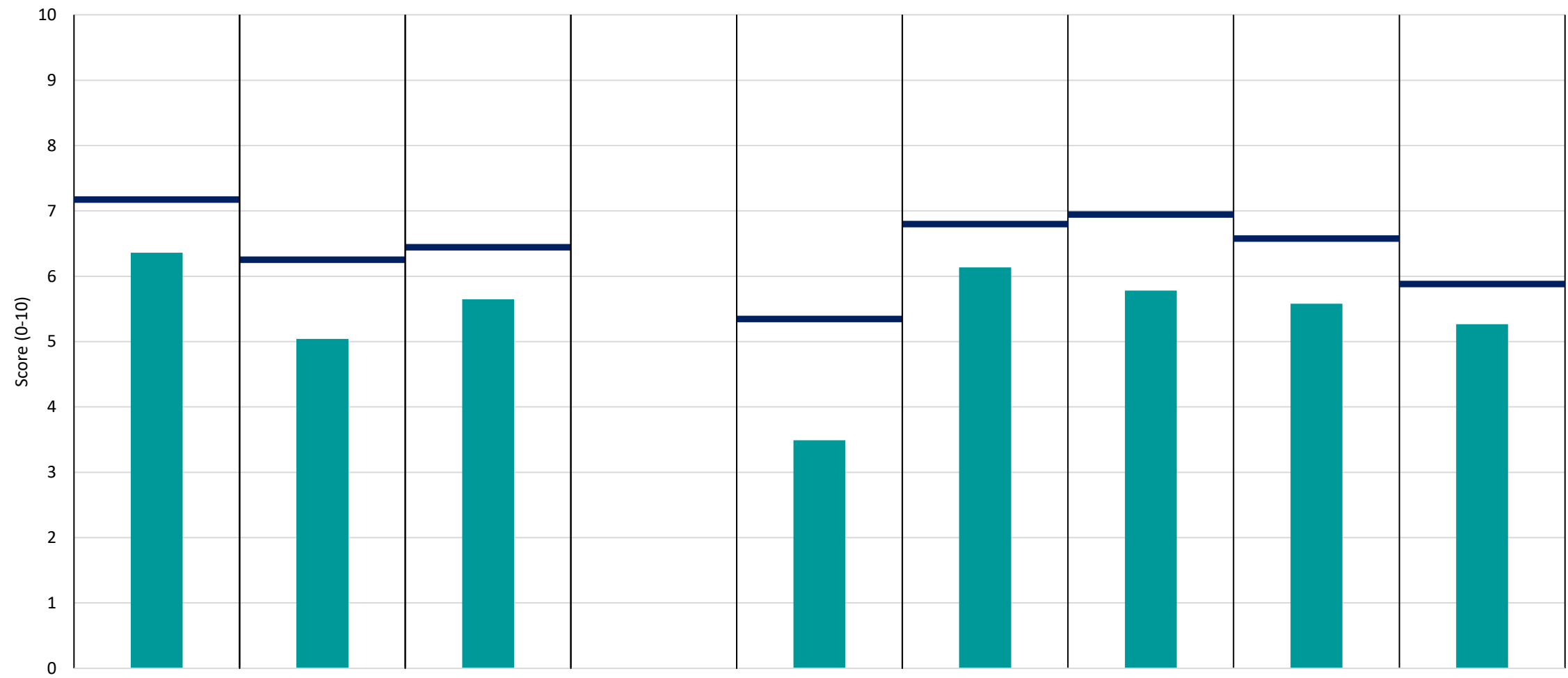
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Staff Engagement

Morale



Breakdown	6.36	5.04	5.65	-	3.49	6.14	5.78	5.58	5.26
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	71	71	70	-	67	70	70	71	71

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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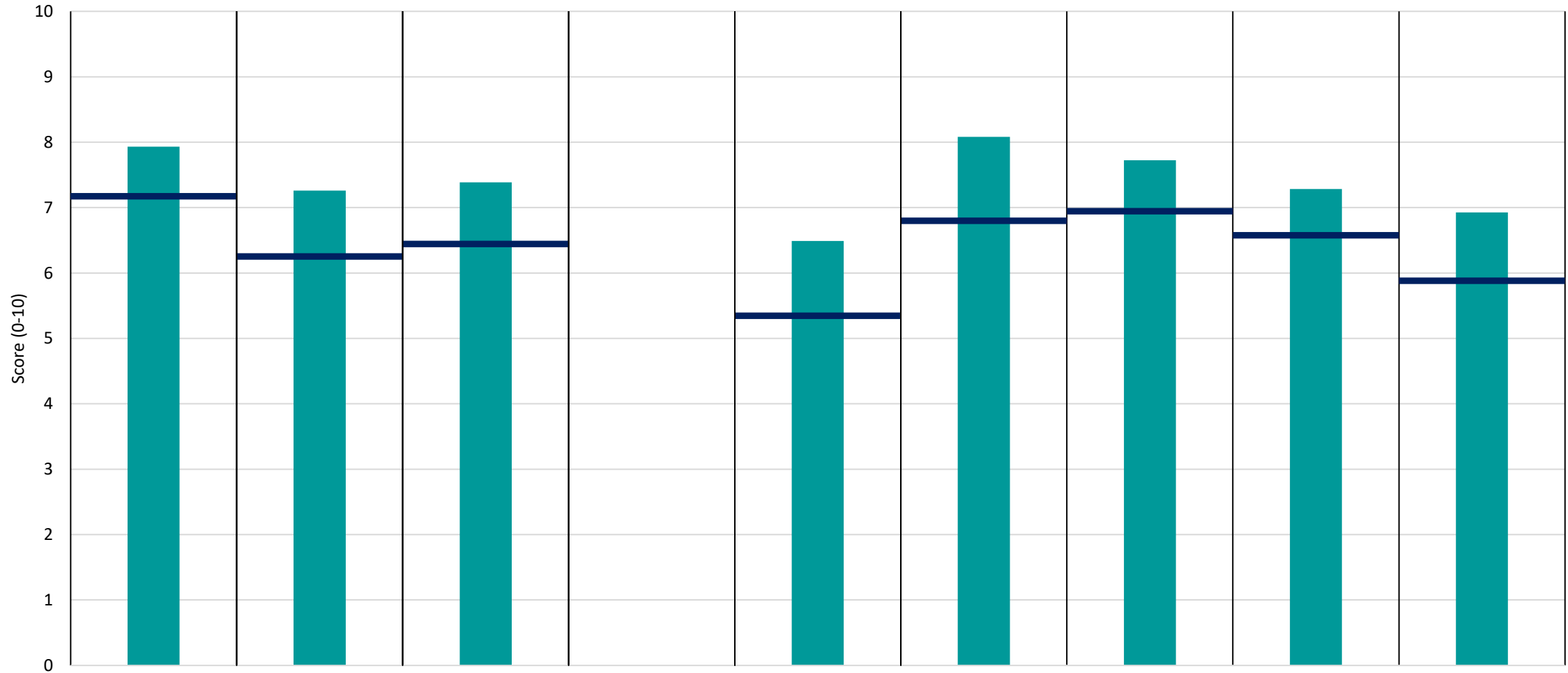
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Staff Engagement

Morale



Breakdown	7.93	7.26	7.39	-	6.49	8.08	7.73	7.28	6.93
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 25 25 24 - 24 25 25 25 25 8

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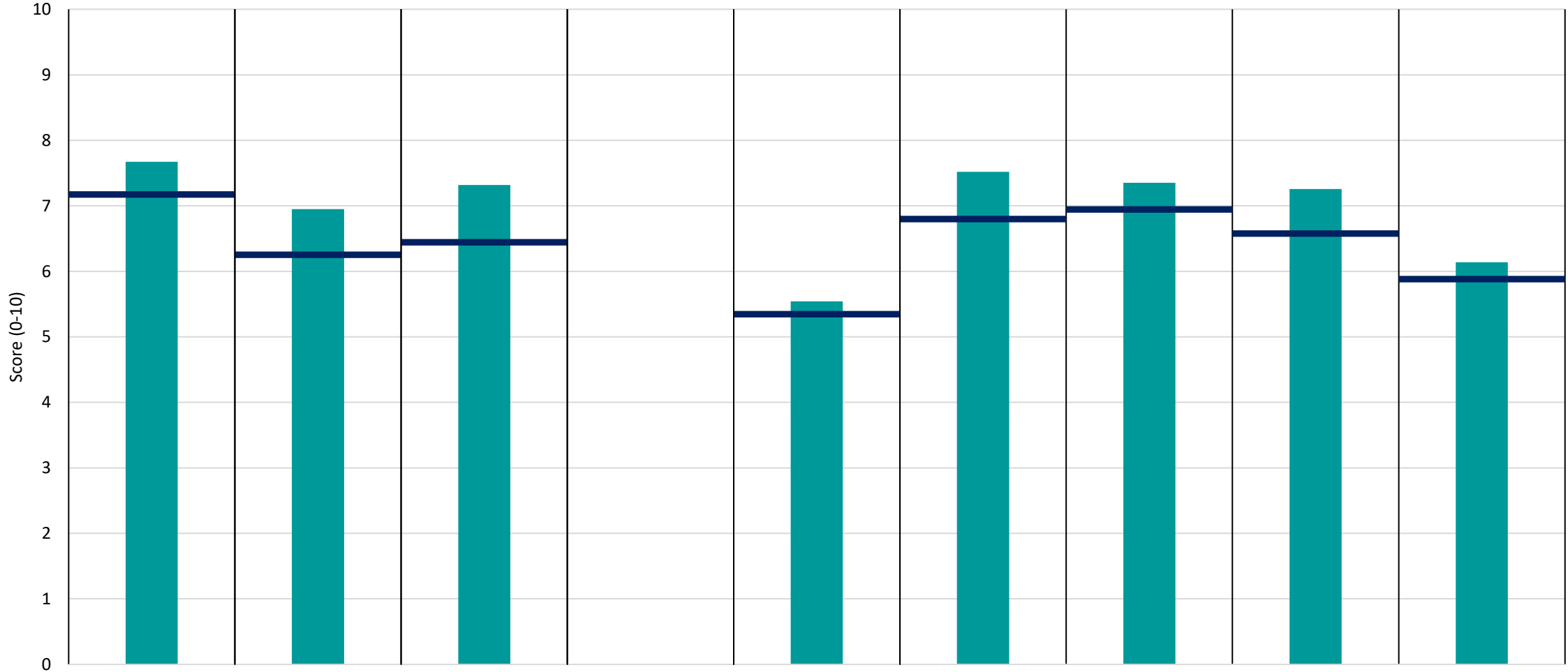
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Staff Engagement

Morale



Breakdown	7.67	6.95	7.32	-	5.54	7.52	7.35	7.26	6.14
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 67 67 67 - 65 66 67 67 67 9

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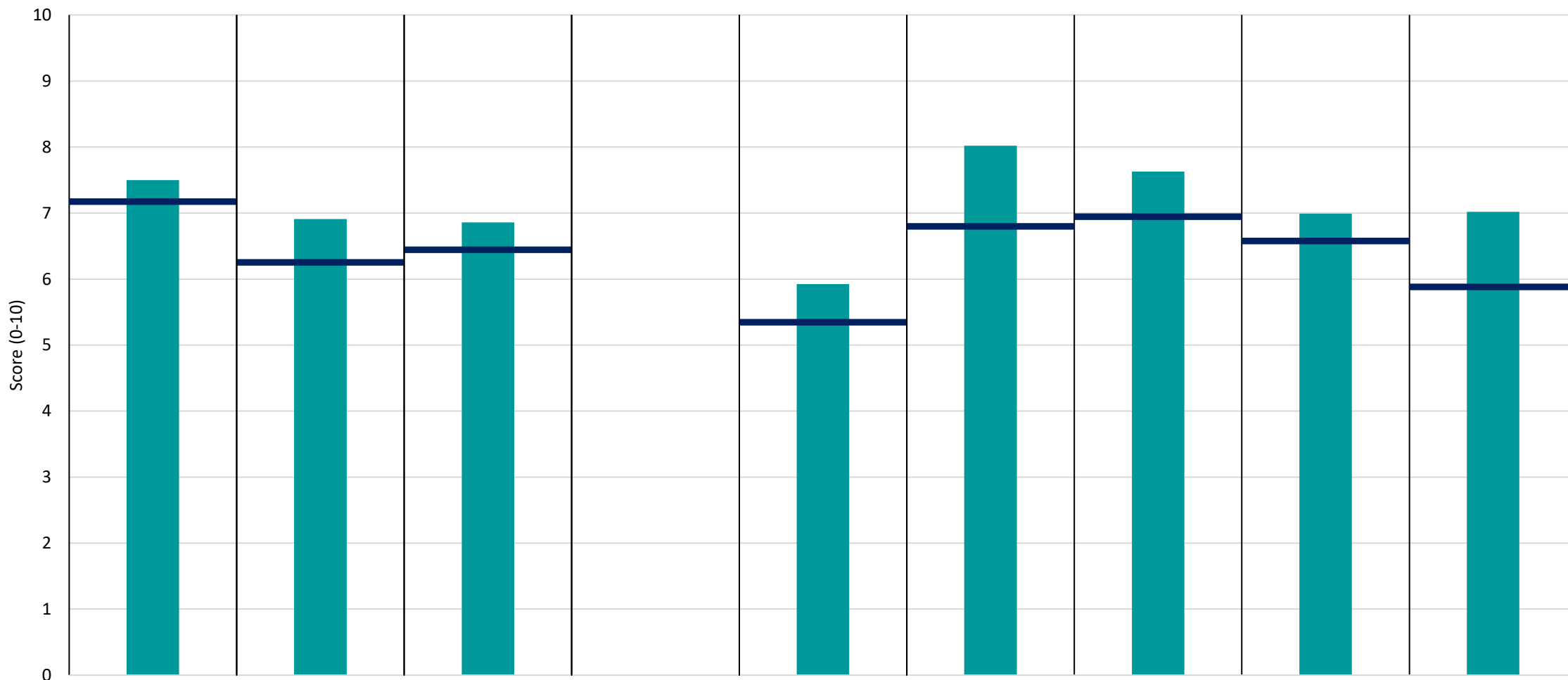
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Staff Engagement

Morale



Breakdown	7.50	6.91	6.86	-	5.92	8.02	7.63	6.99	7.02
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 79 79 78 - 79 79 79 79 79 10

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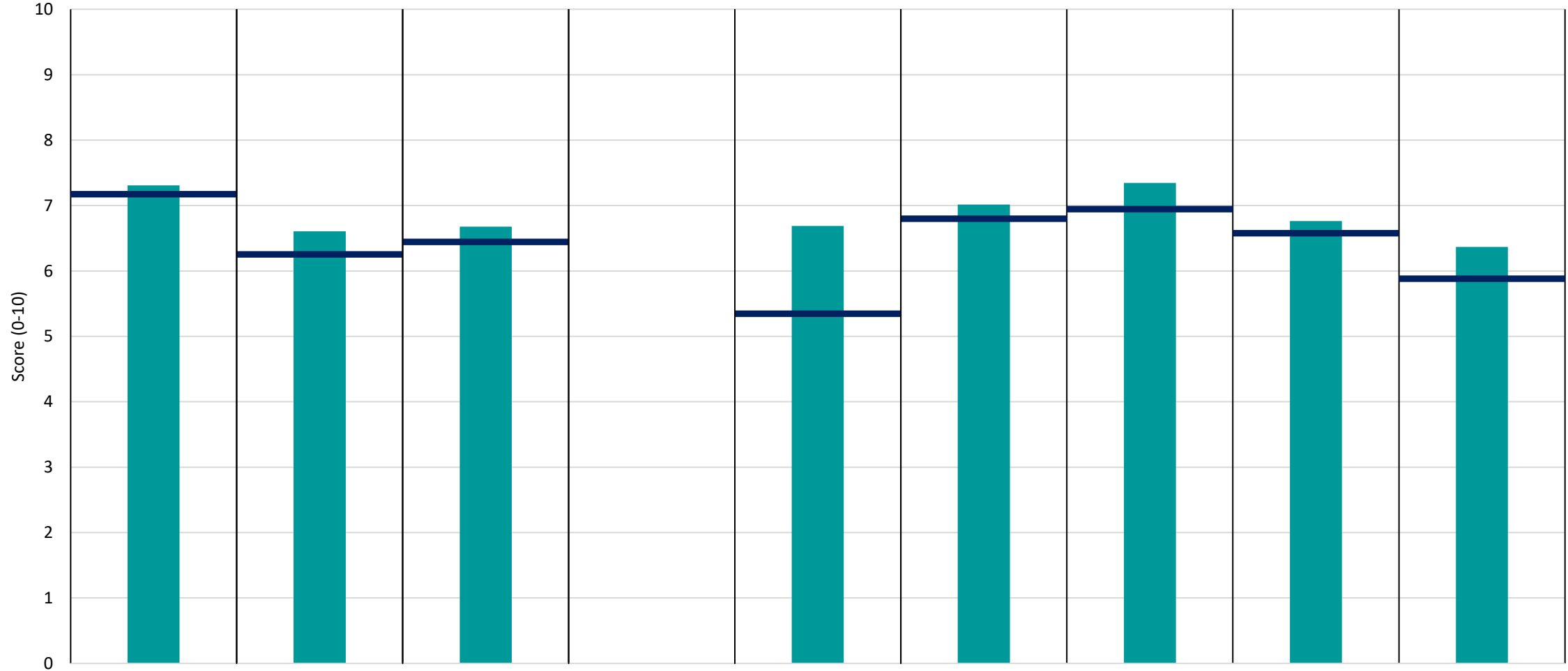
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Staff Engagement

Morale



Breakdown	7.31	6.60	6.68	-	6.69	7.02	7.35	6.76	6.37
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 43 43 43 - 38 43 43 43 43 43 11

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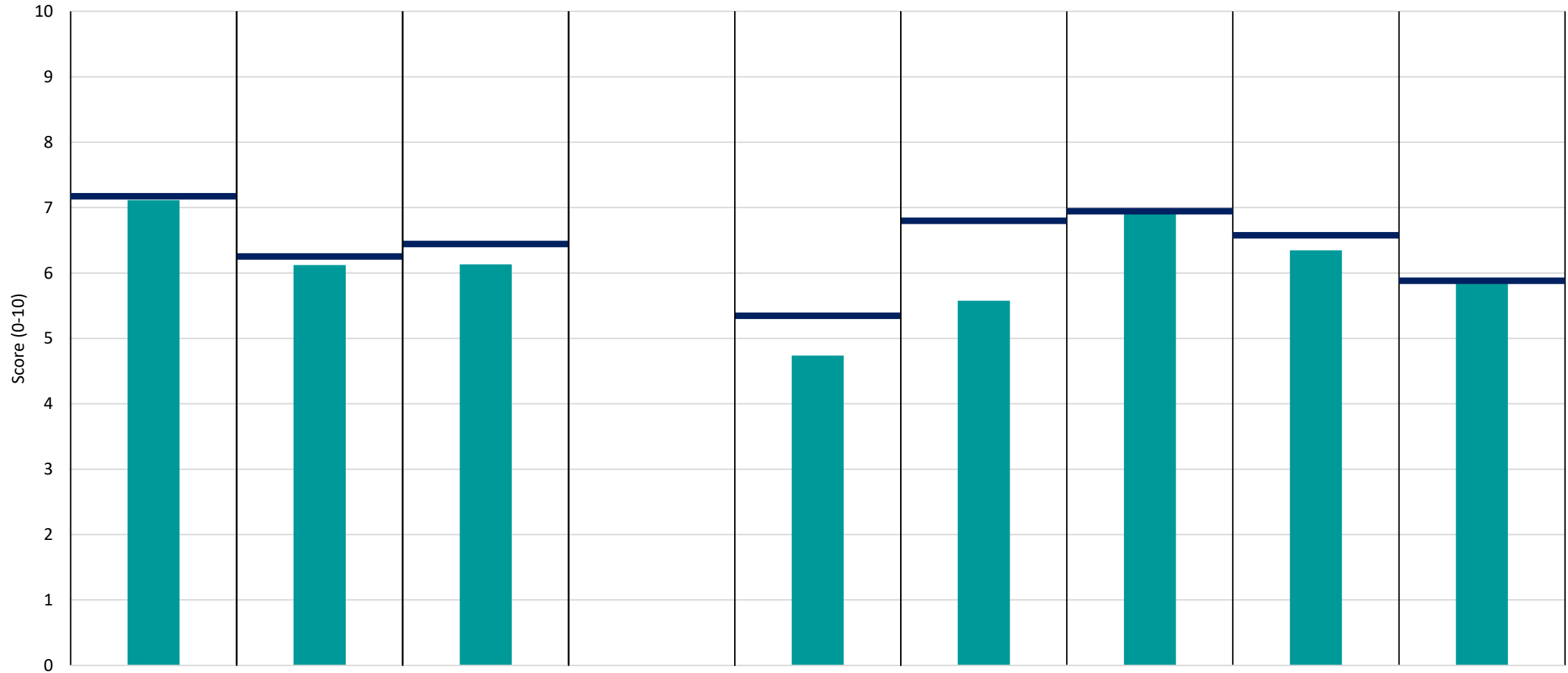
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Staff Engagement

Morale



Breakdown	7.11	6.12	6.13	-	4.74	5.58	6.96	6.35	5.85
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 45 45 45 - 41 44 45 45 45 12

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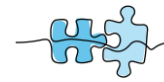
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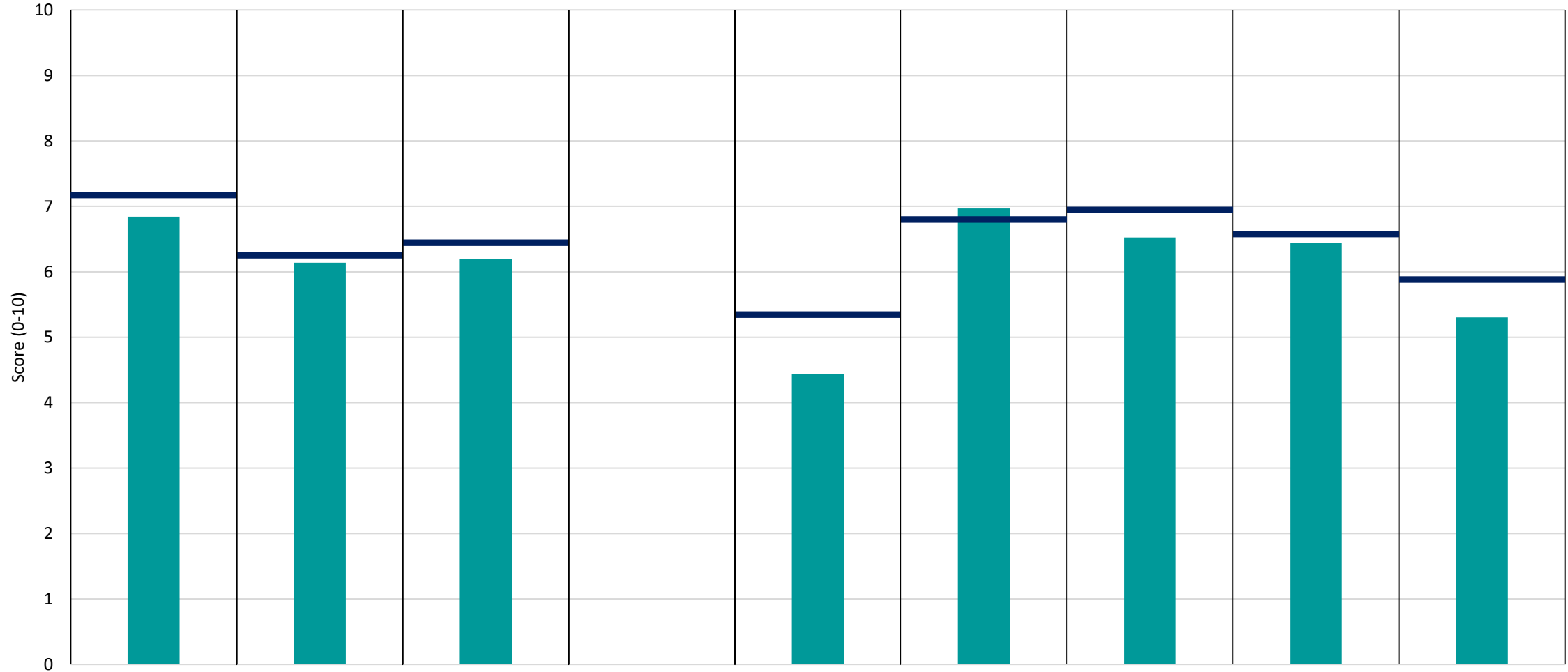
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Staff Engagement

Morale



Breakdown	6.84	6.14	6.20	-	4.43	6.97	6.52	6.44	5.30
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 39 39 38 - 36 39 38 39 39 39 13

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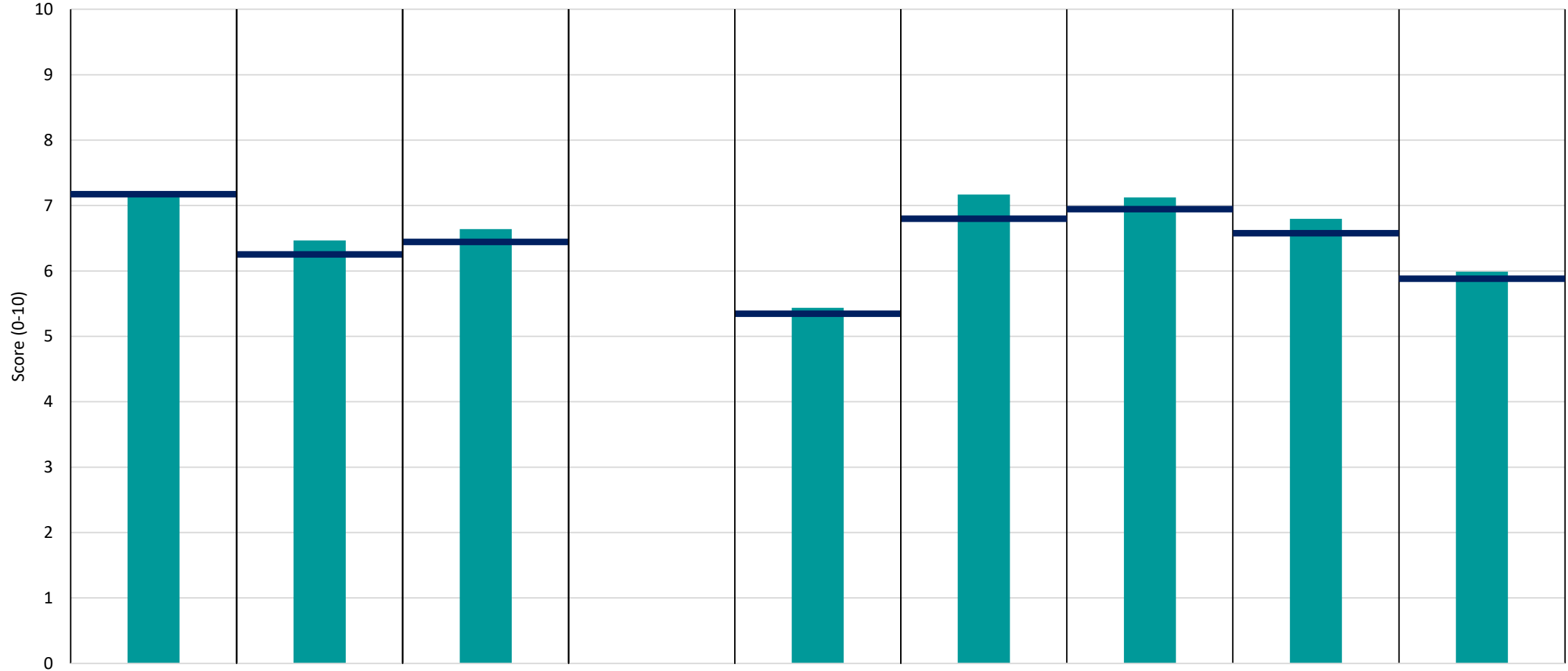
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Staff Engagement

Morale



Breakdown	7.16	6.46	6.64	-	5.44	7.17	7.12	6.80	5.99
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 146 146 145 - 137 145 145 146 146 14

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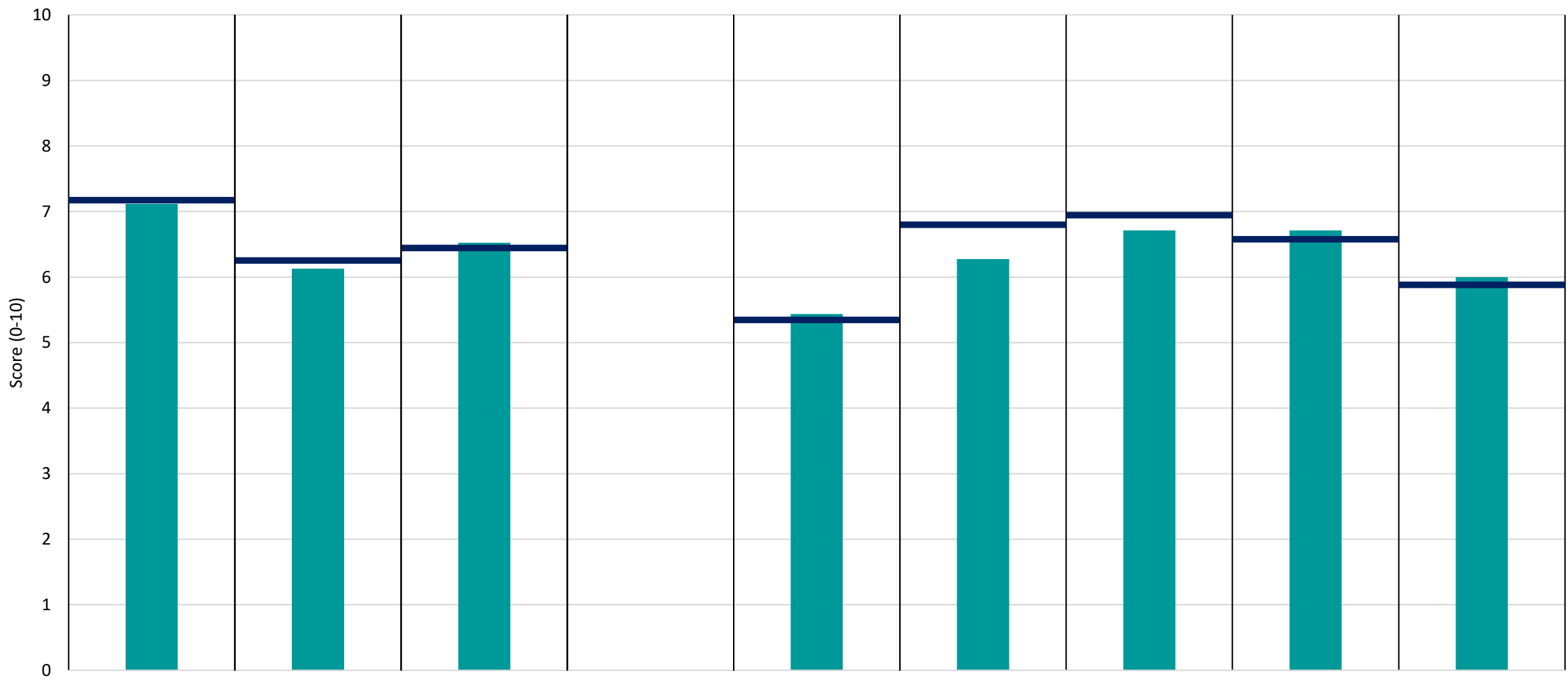
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Staff Engagement

Morale



Breakdown	7.12	6.13	6.52	-	5.44	6.28	6.71	6.71	6.00
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	231	232	230	-	222	232	231	232	232

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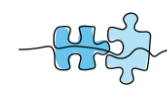
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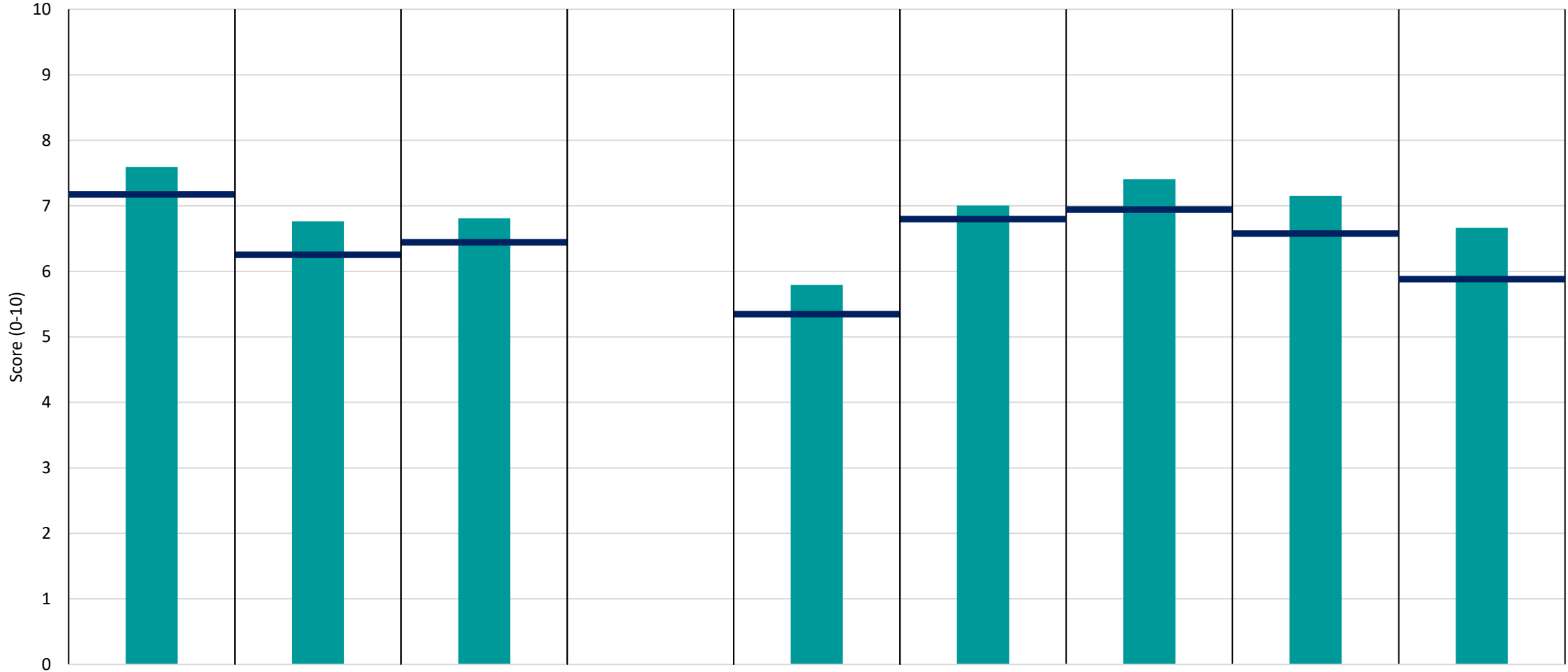
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Staff Engagement

Morale



Breakdown	7.59	6.76	6.81	-	5.79	7.01	7.41	7.15	6.66
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 56 56 55 - 53 56 56 55 56 16

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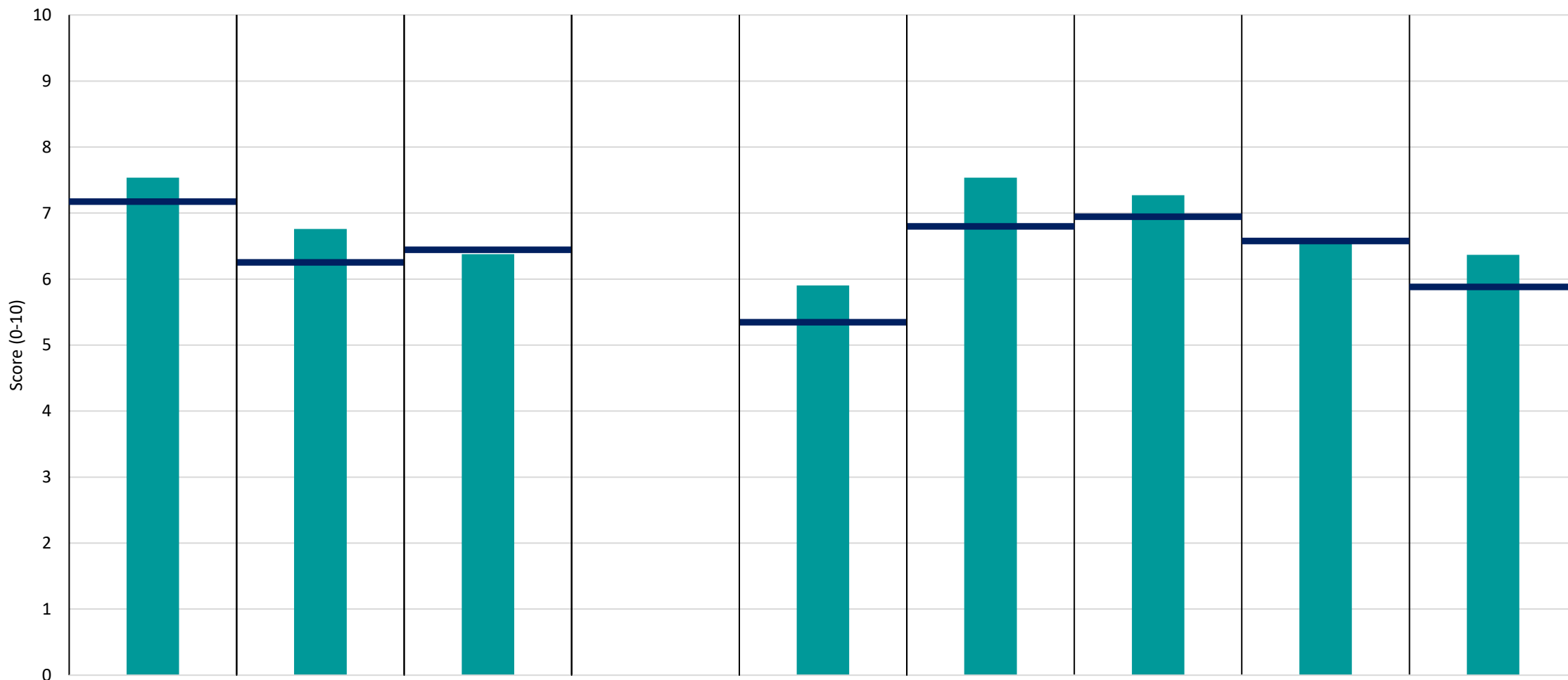
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Staff Engagement

Morale



Breakdown	7.53	6.76	6.38	-	5.91	7.54	7.27	6.54	6.37
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	114	114	114	-	109	113	114	114	114

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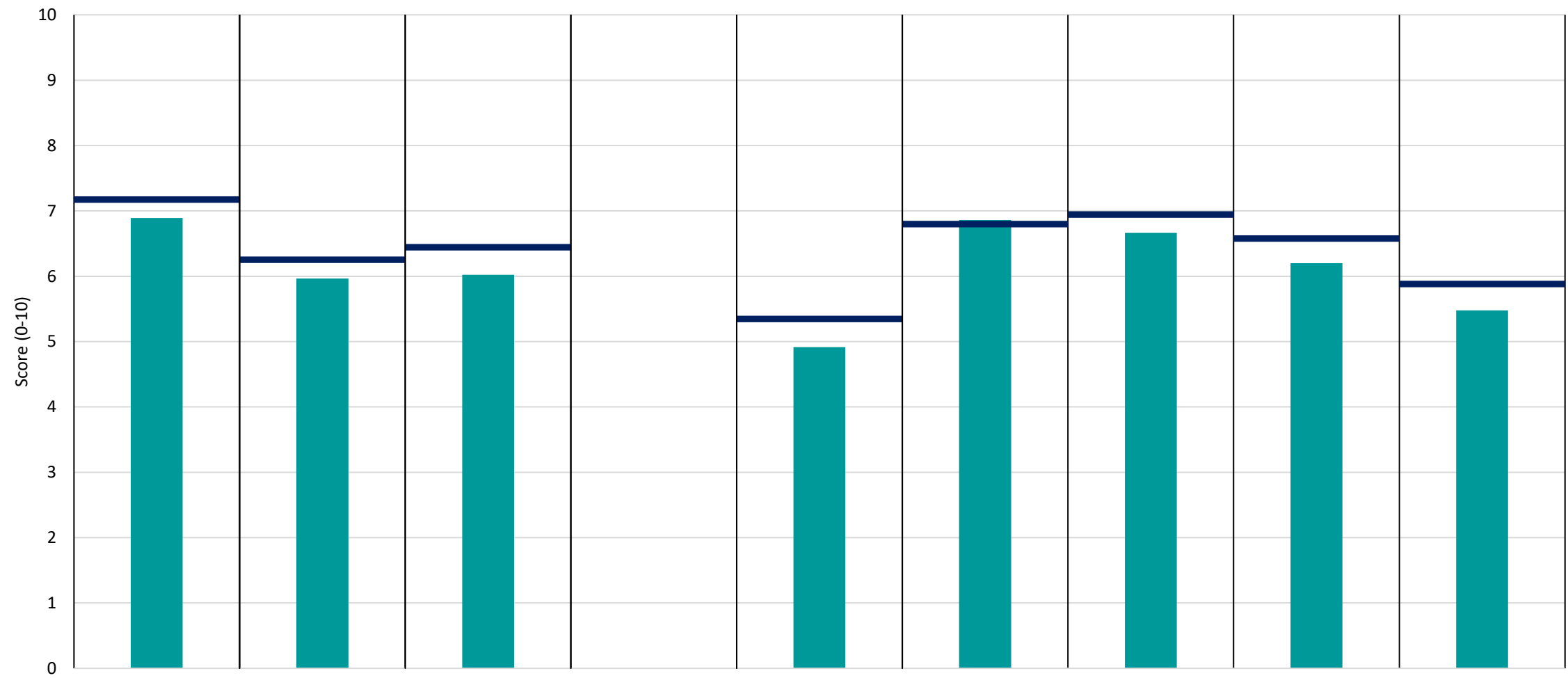
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Staff Engagement

Morale



Breakdown	6.89	5.97	6.02	-	4.91	6.86	6.66	6.20	5.48
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	199	198	198	-	194	198	199	199	199

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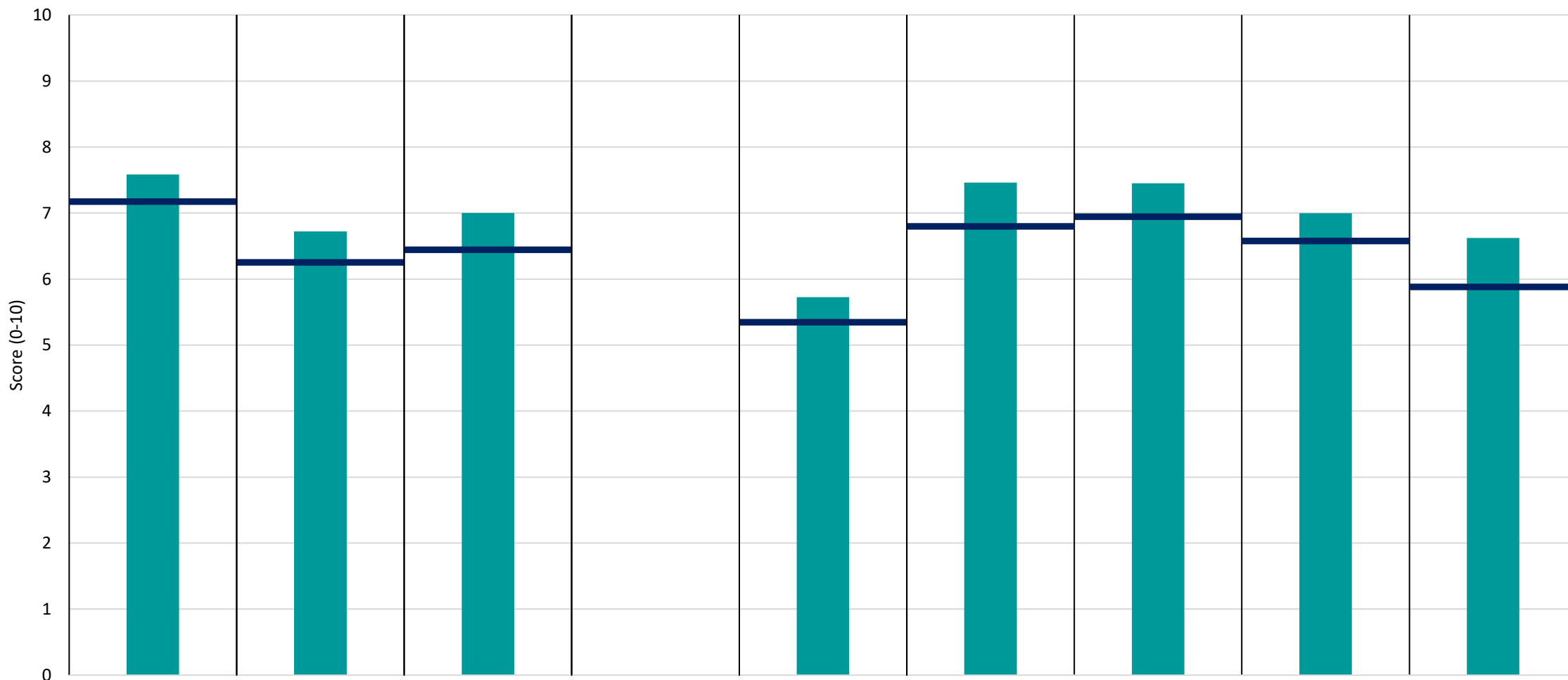
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Staff Engagement

Morale



Breakdown	7.59	6.72	7.00	-	5.72	7.46	7.45	7.00	6.62
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	177	177	177	-	173	177	177	177	177

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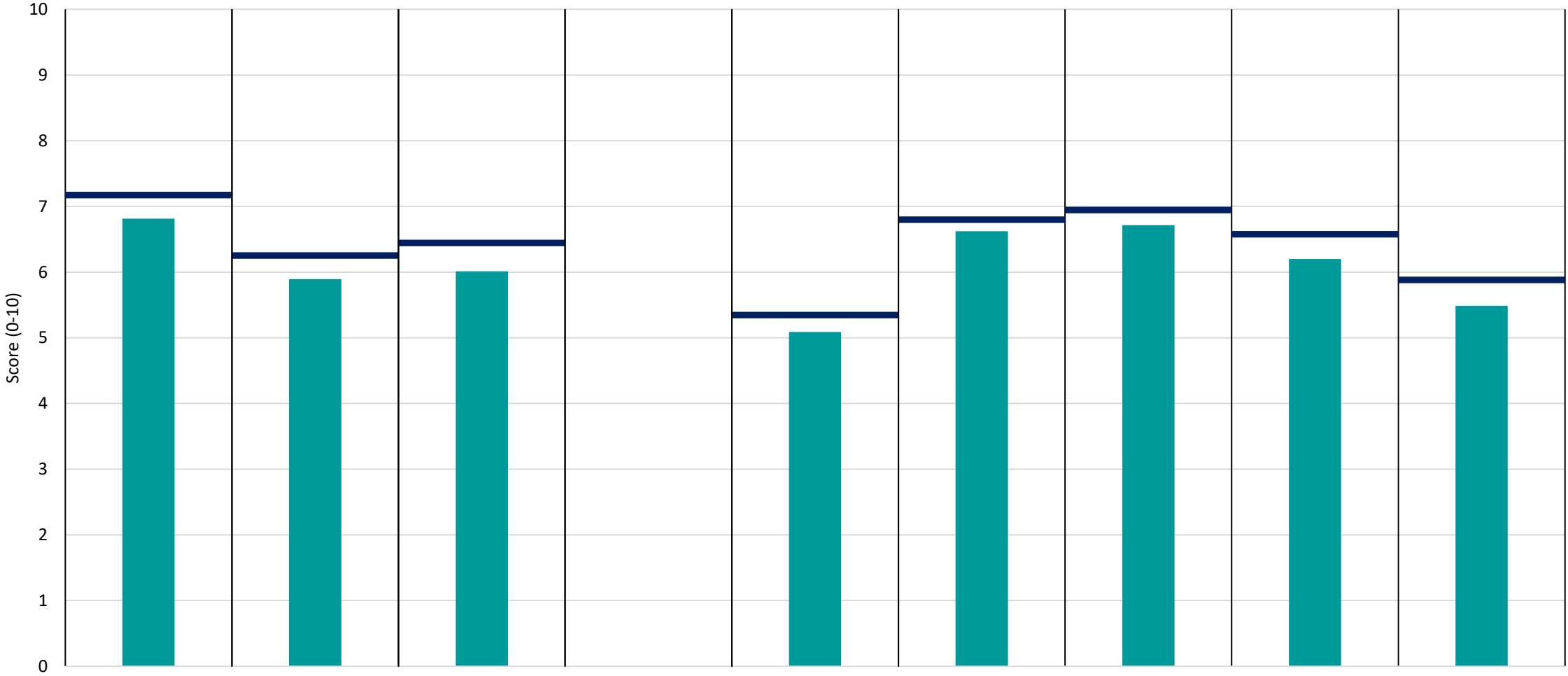
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Staff Engagement

Morale



Breakdown	6.82	5.89	6.01	-	5.09	6.62	6.72	6.20	5.49
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	259	258	257	-	249	258	259	259	259

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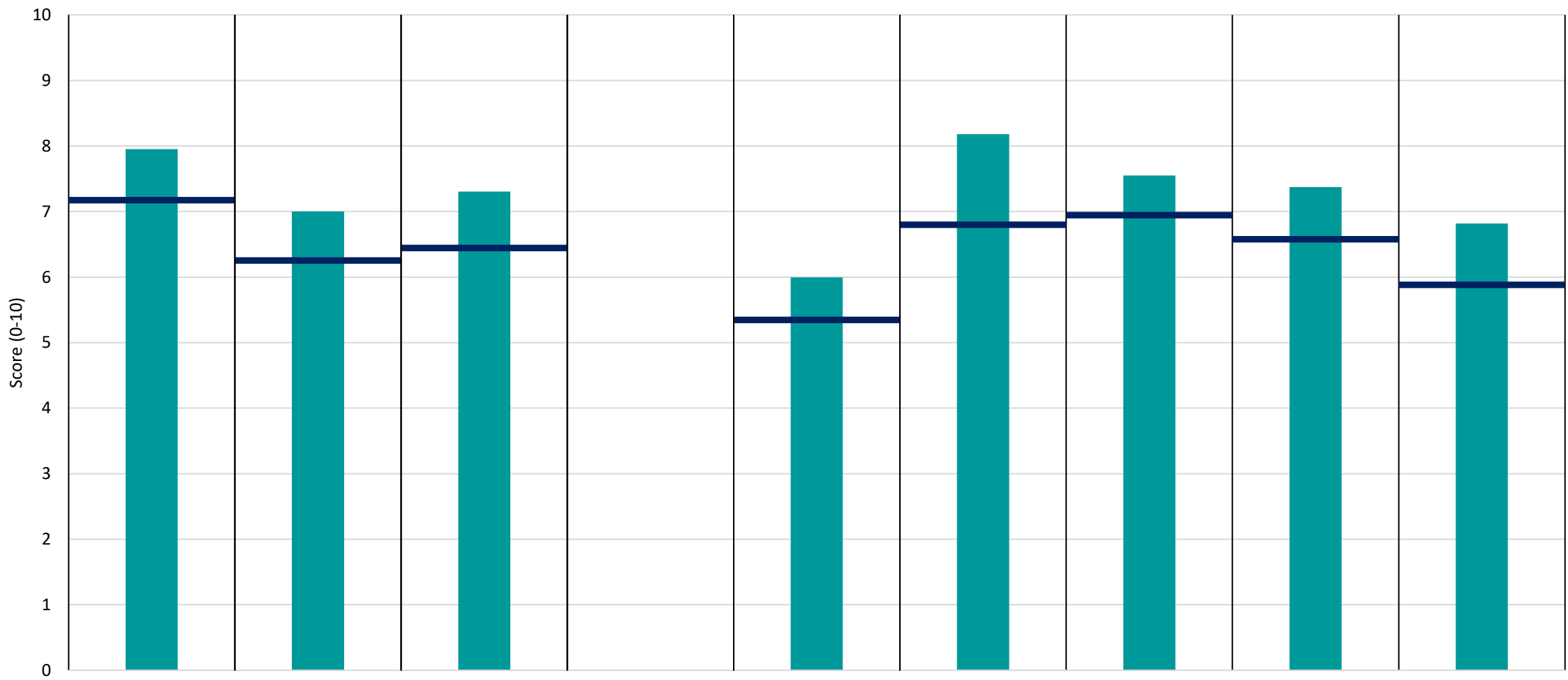
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Staff Engagement

Morale



Breakdown	7.95	7.00	7.31	-	6.00	8.18	7.55	7.37	6.82
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	22	22	22	-	22	22	22	22	22

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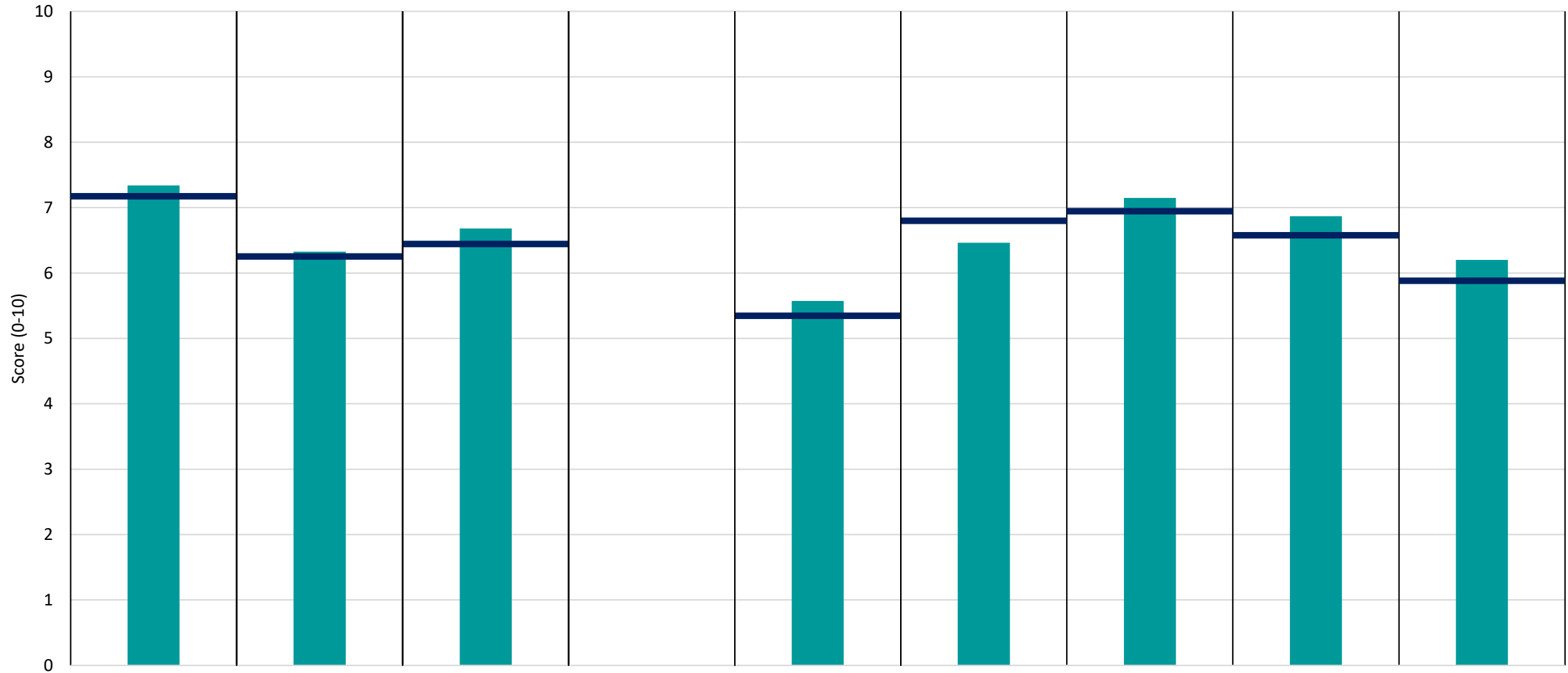
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Staff Engagement

Morale



Breakdown	7.34	6.33	6.68	-	5.57	6.46	7.15	6.87	6.20
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	142	143	141	-	138	141	142	144	143



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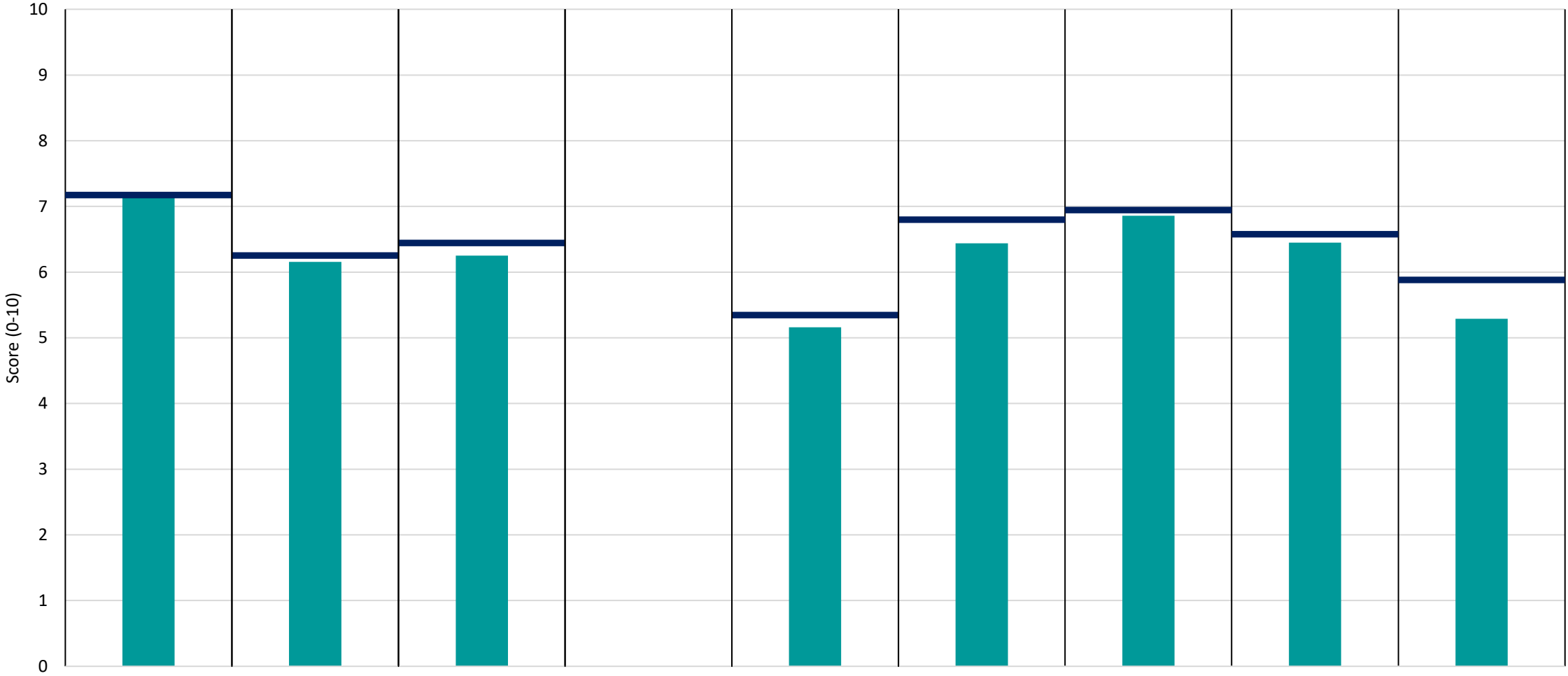
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Staff Engagement

Morale



Breakdown	7.18	6.16	6.25	-	5.16	6.44	6.86	6.45	5.29
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	158	158	158	-	151	158	158	158	158

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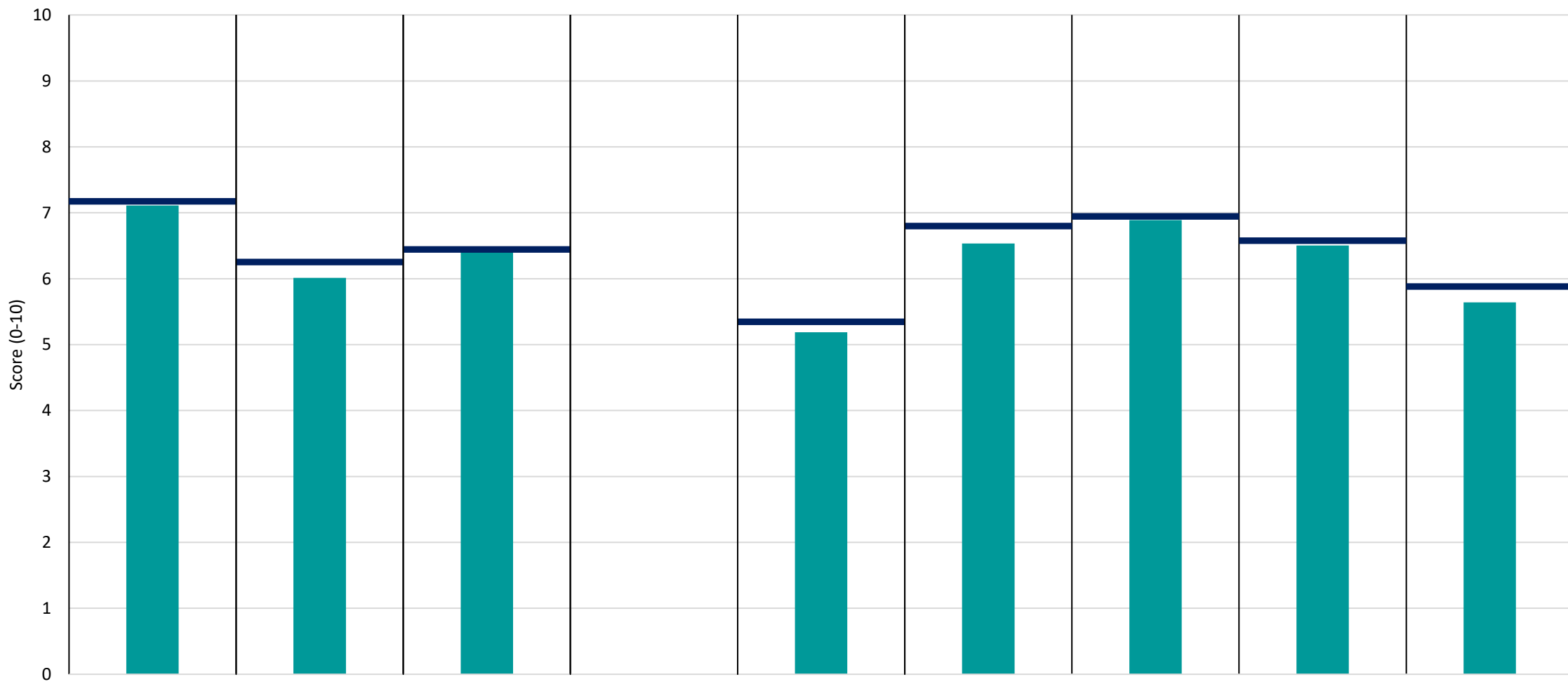
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Staff Engagement

Morale



Breakdown	7.11	6.01	6.46	-	5.19	6.53	6.89	6.50	5.64
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	235	235	232	-	217	233	234	235	235

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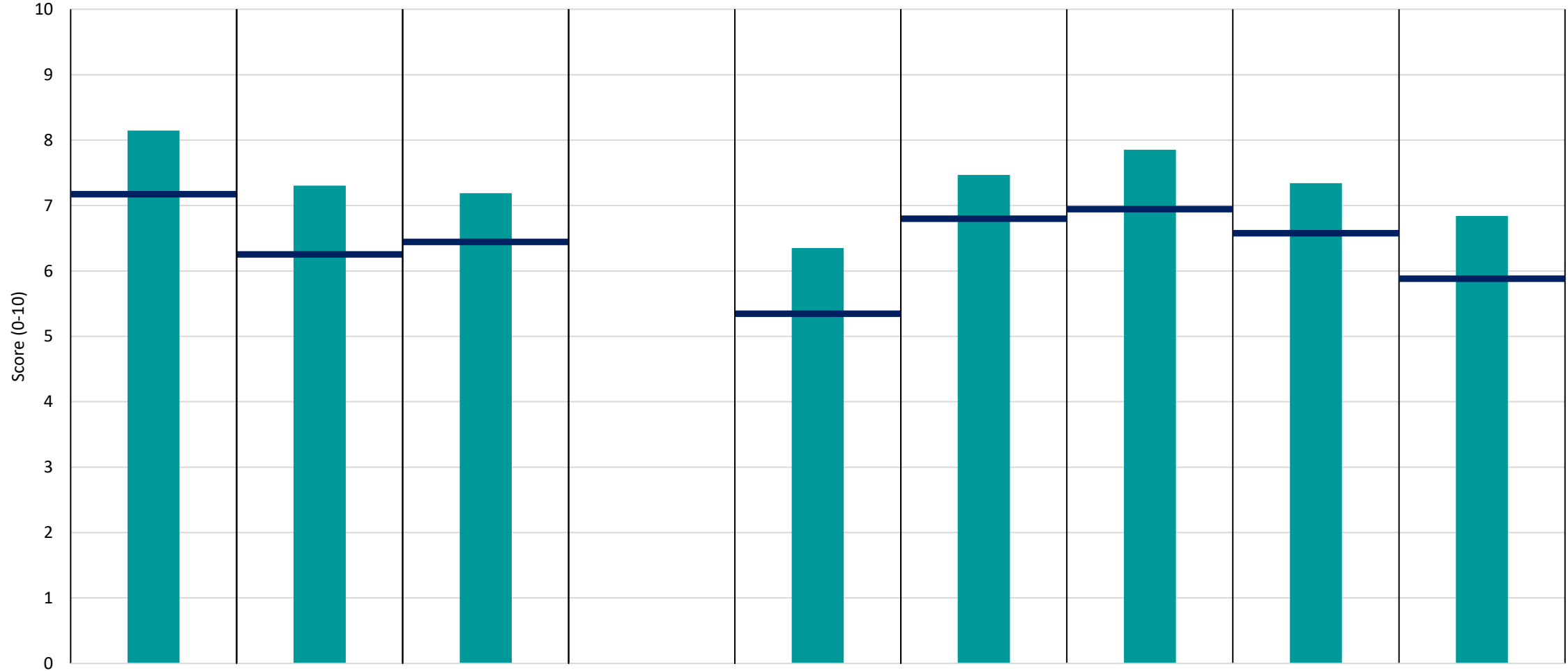
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Staff Engagement

Morale



Breakdown	8.15	7.30	7.19	-	6.35	7.47	7.85	7.34	6.84
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 82 82 81 - 70 82 82 82 82 25

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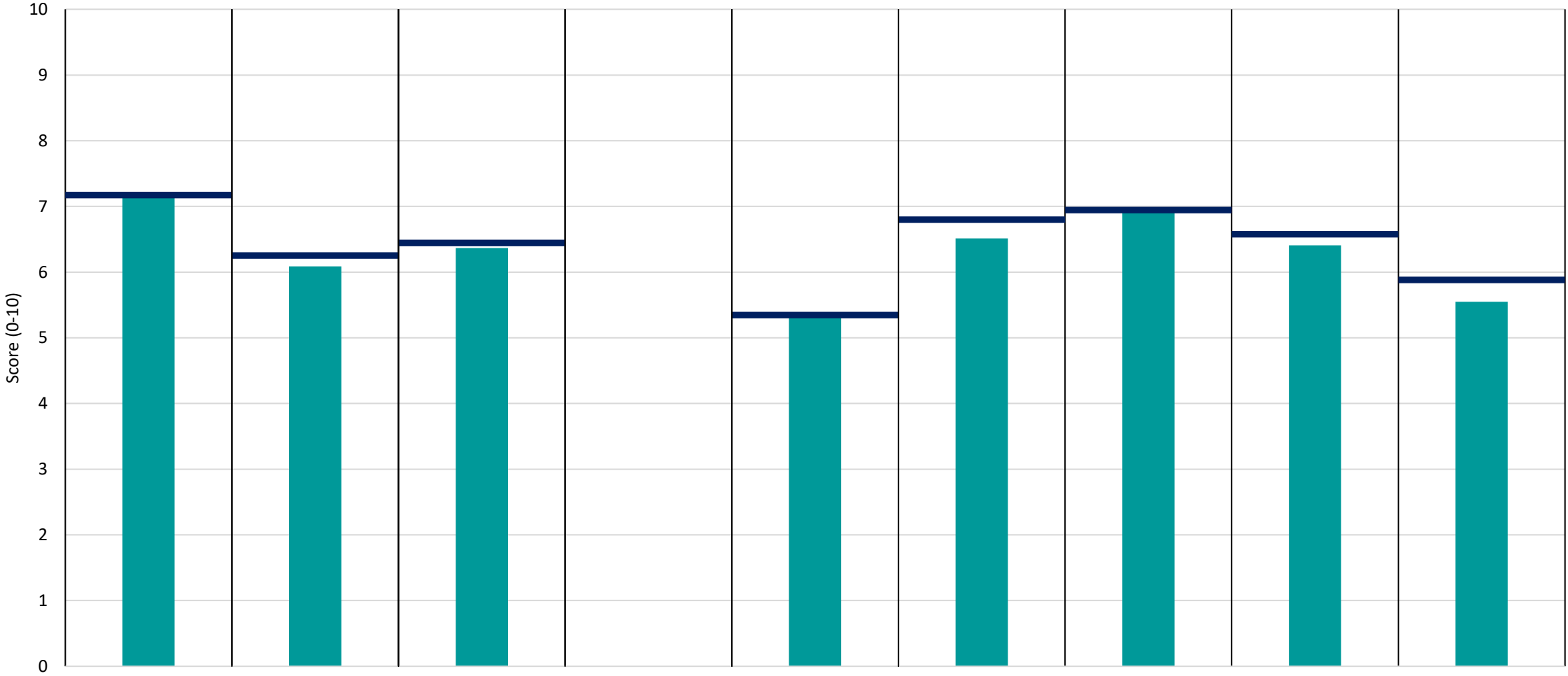
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Staff Engagement

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Breakdown	7.14	6.09	6.37	-	5.30	6.51	6.94	6.41	5.55
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	184	185	184	-	179	183	185	185	185

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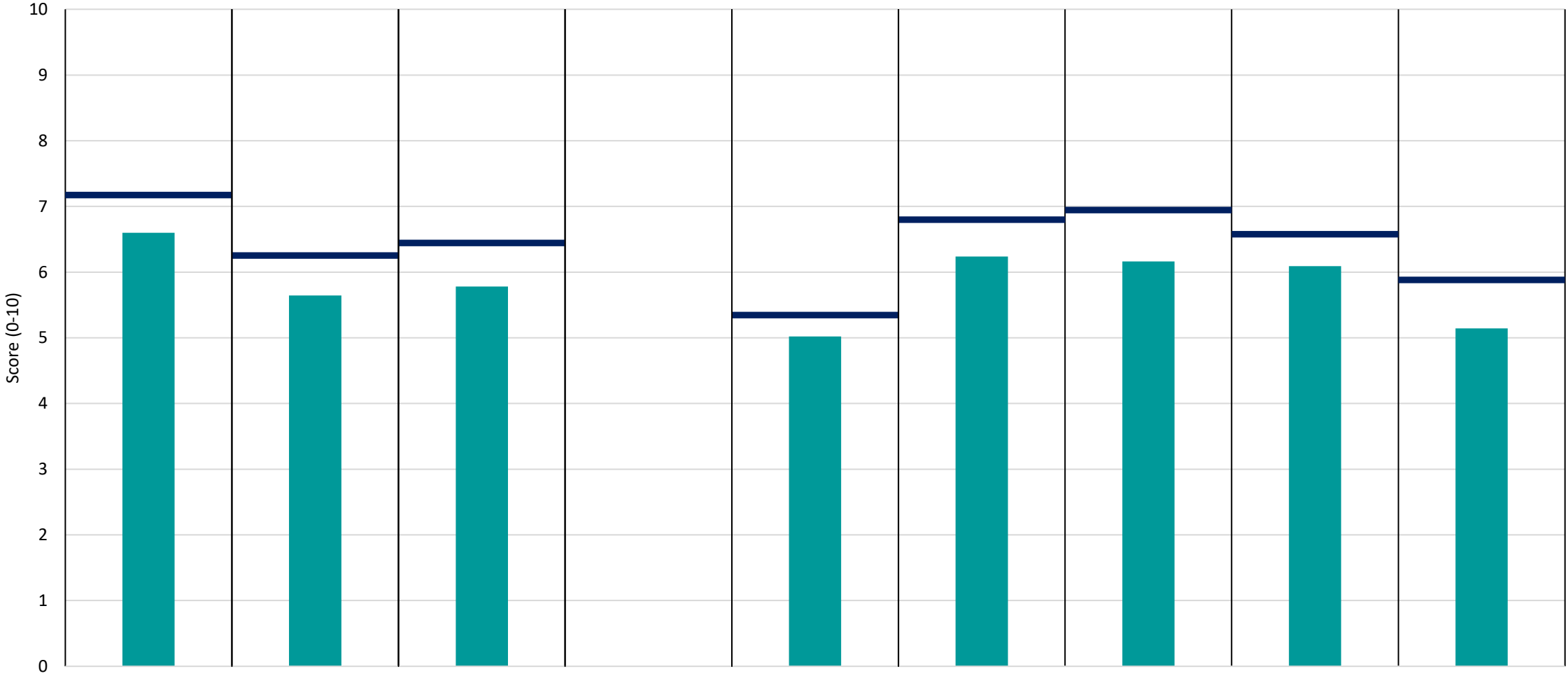
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Staff Engagement

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Breakdown	6.60	5.64	5.78	-	5.02	6.24	6.16	6.09	5.14
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 155 154 154 - 152 154 155 155 156 ²⁷

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Breakdowns 2

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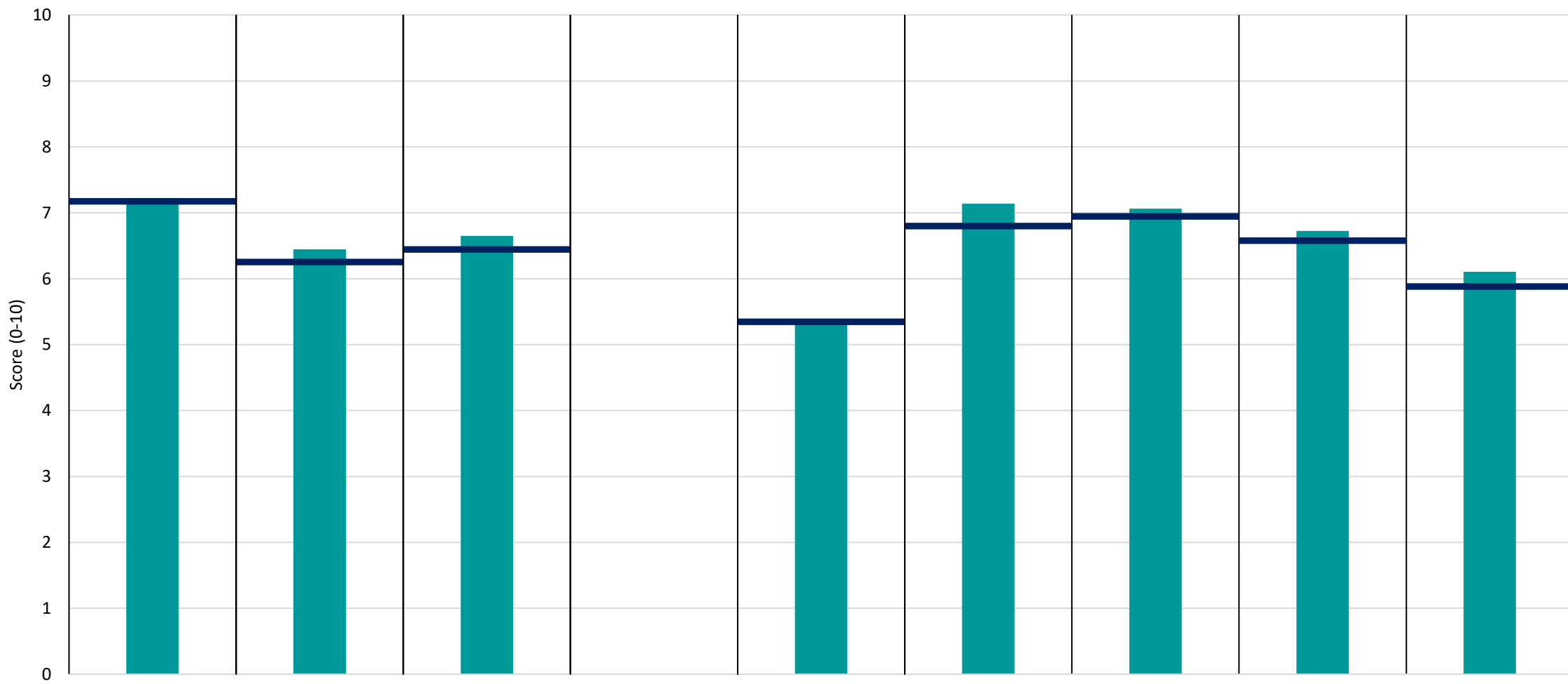
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Morale



Breakdown	7.22	6.45	6.65	-	5.33	7.14	7.06	6.72	6.11
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	566	566	561	-	536	562	563	566	566

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We are safe and healthy



We are always learning



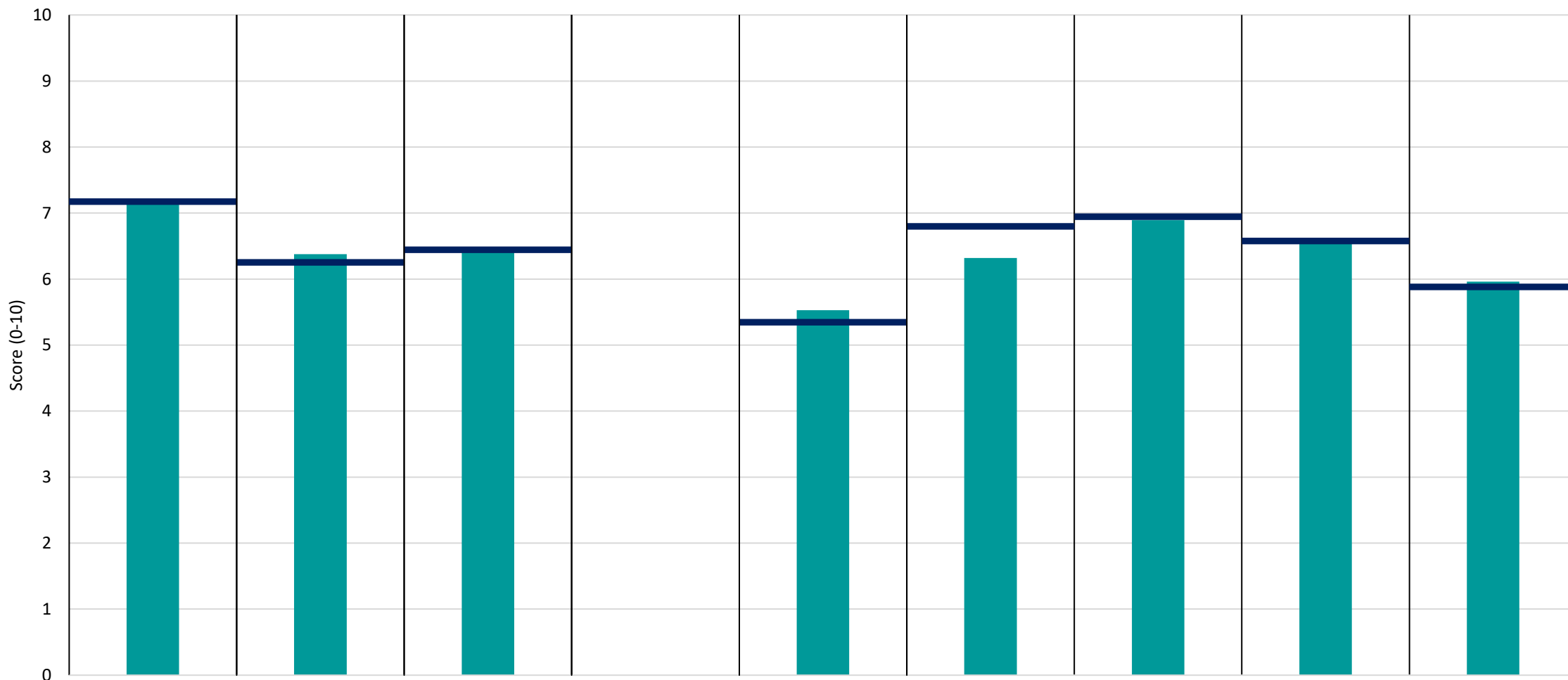
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Staff Engagement

Morale



Breakdown	7.13	6.38	6.40	-	5.53	6.32	6.89	6.55	5.96
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 65 65 65 - 64 65 65 65 65 30

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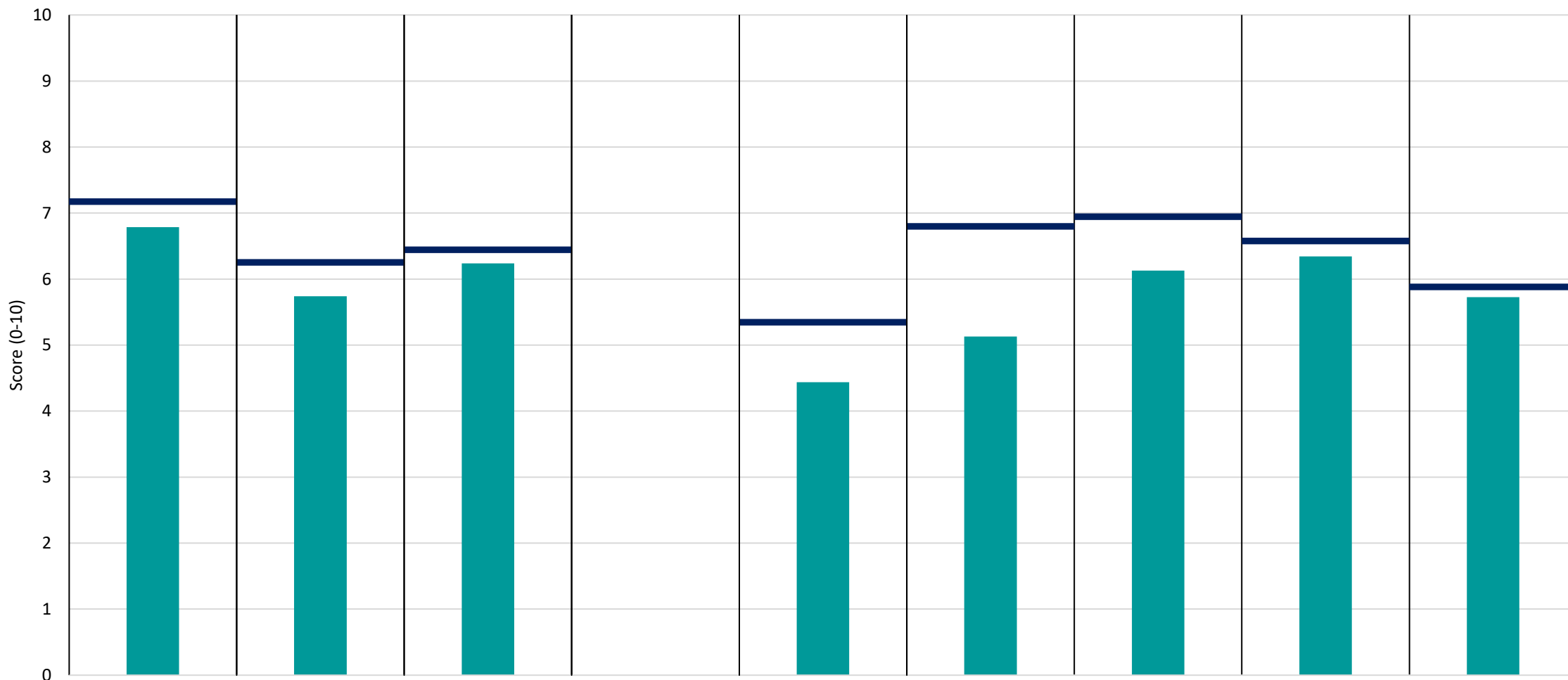
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Staff Engagement

Morale



Breakdown	6.79	5.74	6.24	-	4.44	5.13	6.13	6.34	5.73
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 48 48 48 - 47 48 48 48 48 31

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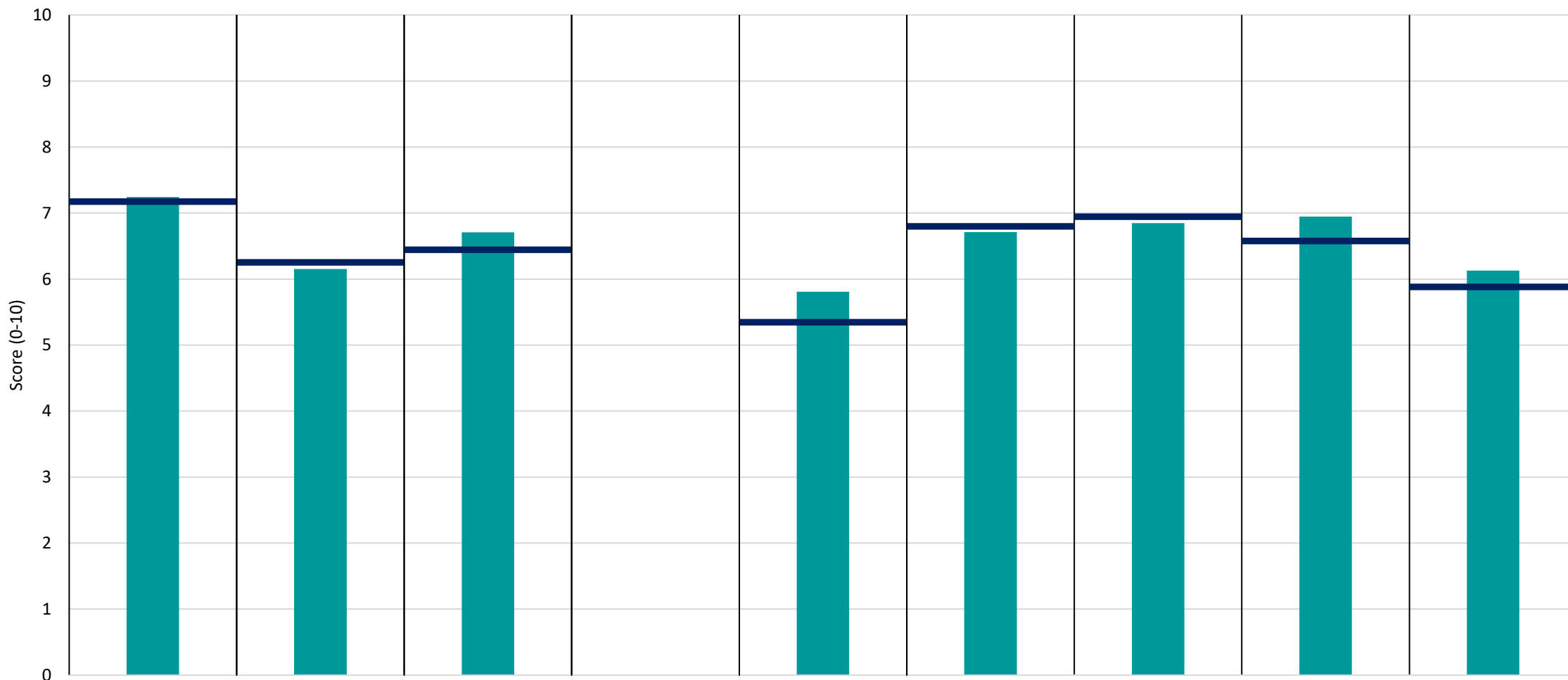
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Staff Engagement

Morale



Breakdown	7.24	6.15	6.71	-	5.81	6.71	6.85	6.95	6.13
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	118	119	117	-	111	119	118	119	119 ³²

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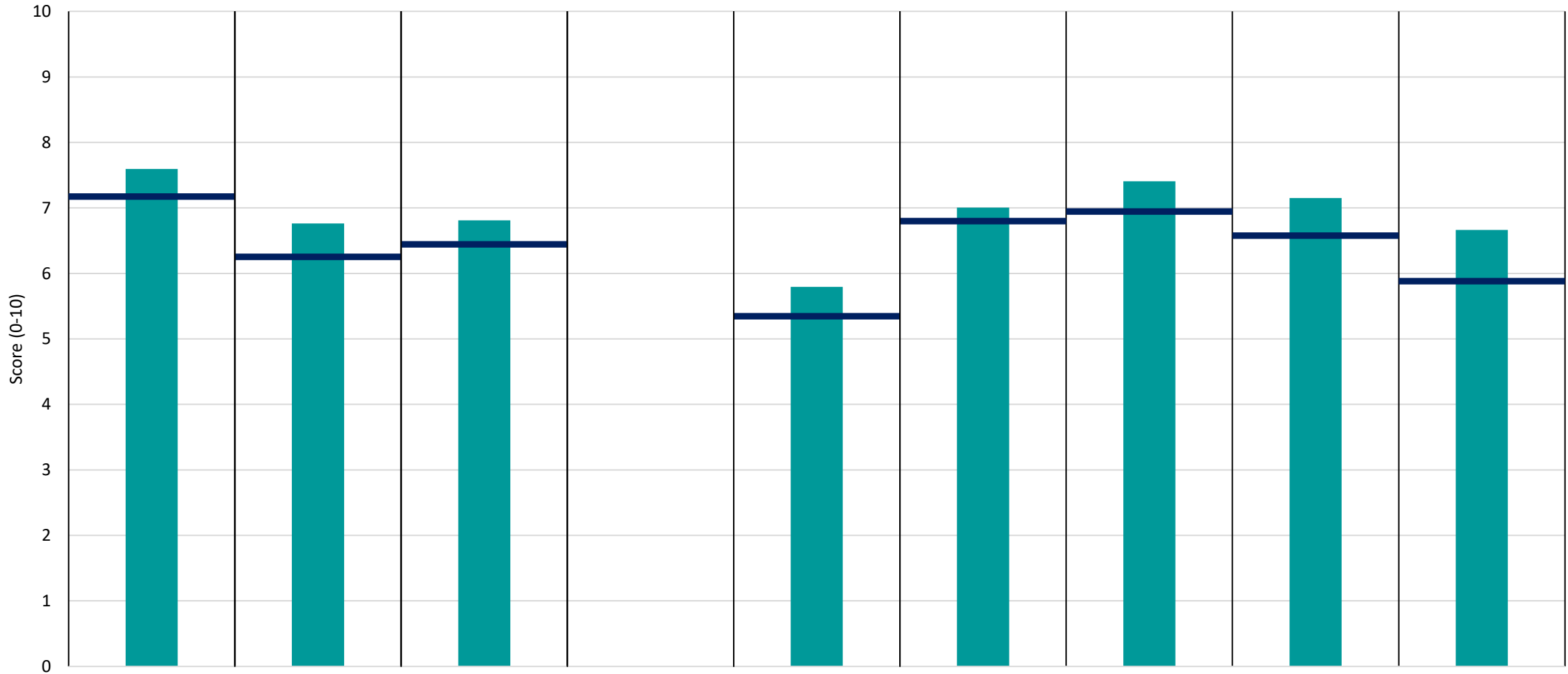
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Staff Engagement

Morale



Breakdown	7.59	6.76	6.81	-	5.79	7.01	7.41	7.15	6.66
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 56 56 55 - 53 56 56 55 56 33

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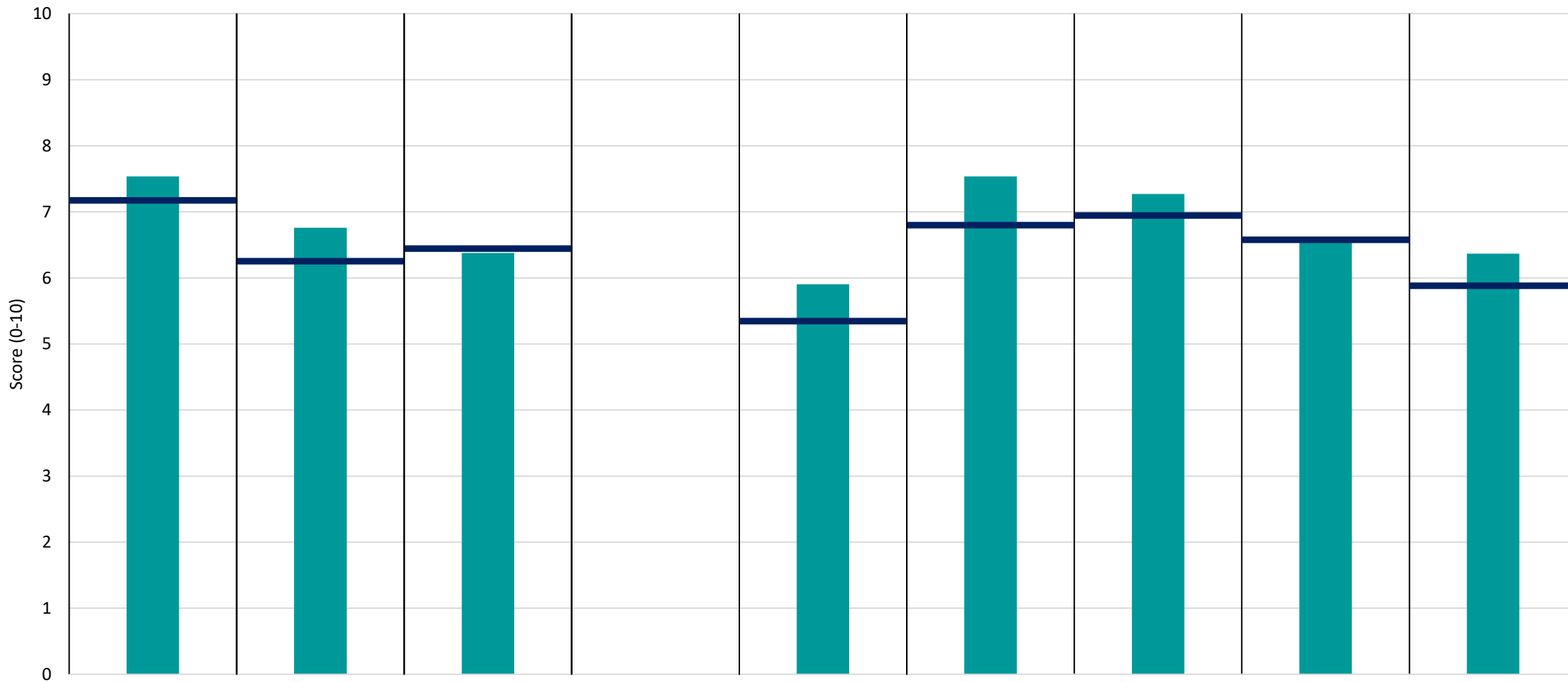
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Staff Engagement

Morale



Breakdown	7.53	6.76	6.38	-	5.91	7.54	7.27	6.54	6.37
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	114	114	114	-	109	113	114	114	114



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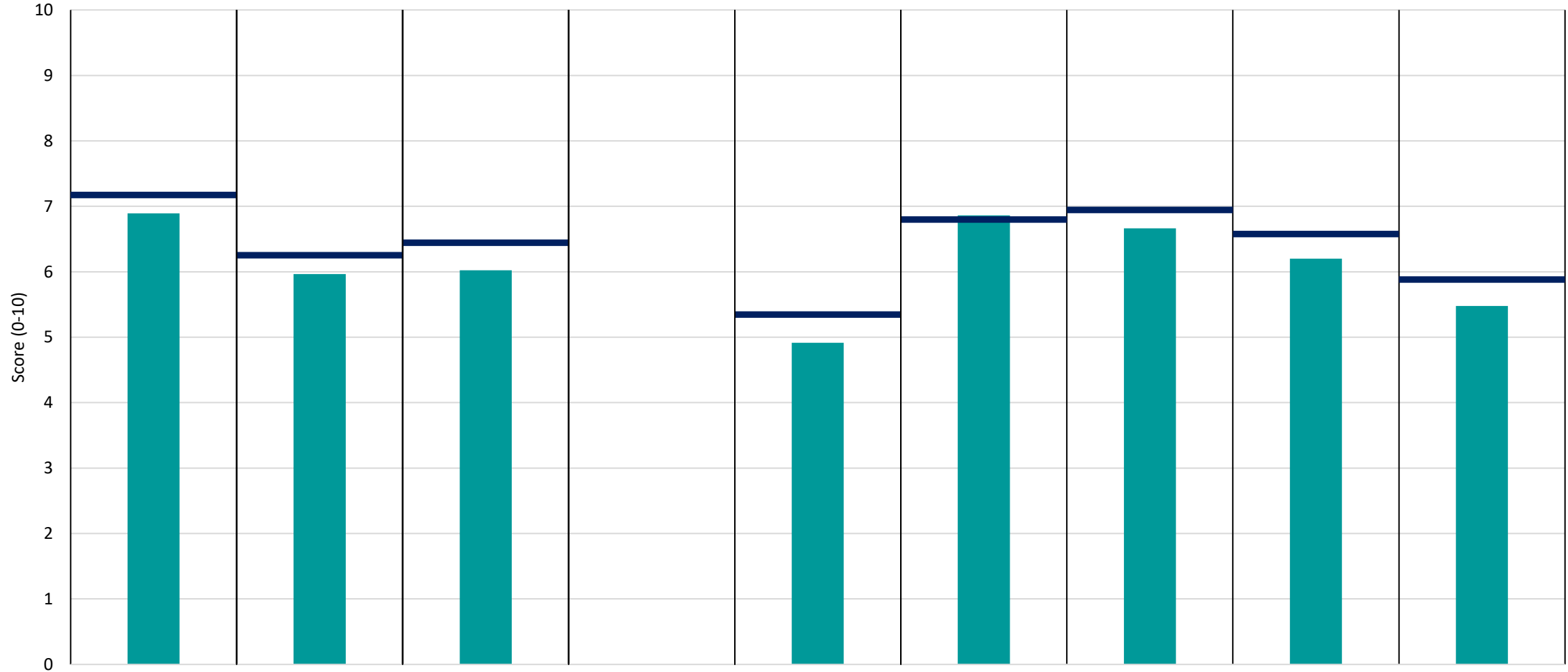
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Staff Engagement

Morale



Breakdown	6.89	5.97	6.02	-	4.91	6.86	6.66	6.20	5.48
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	199	198	198	-	194	198	199	199	199 ³⁵

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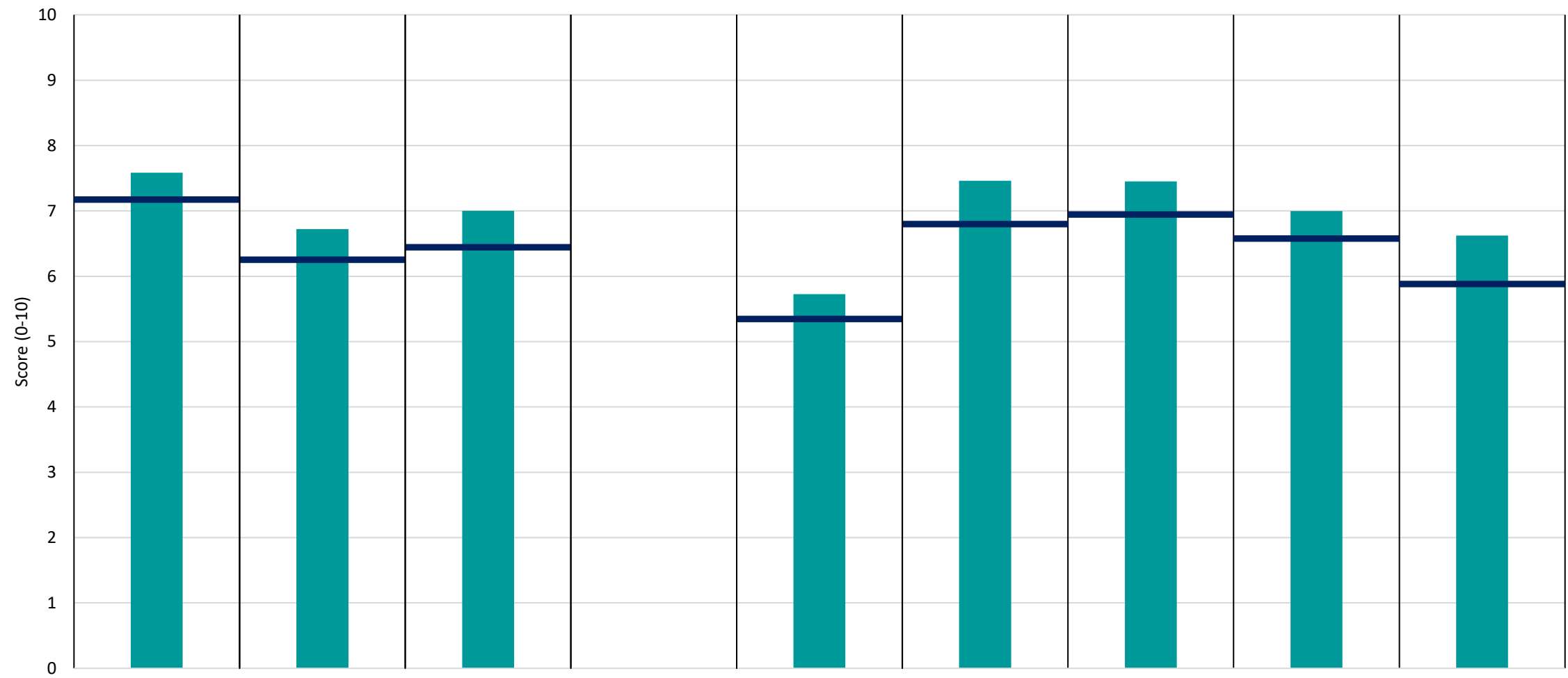
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Staff Engagement

Morale



Breakdown	7.59	6.72	7.00	-	5.72	7.46	7.45	7.00	6.62
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	177	177	177	-	173	177	177	177	177

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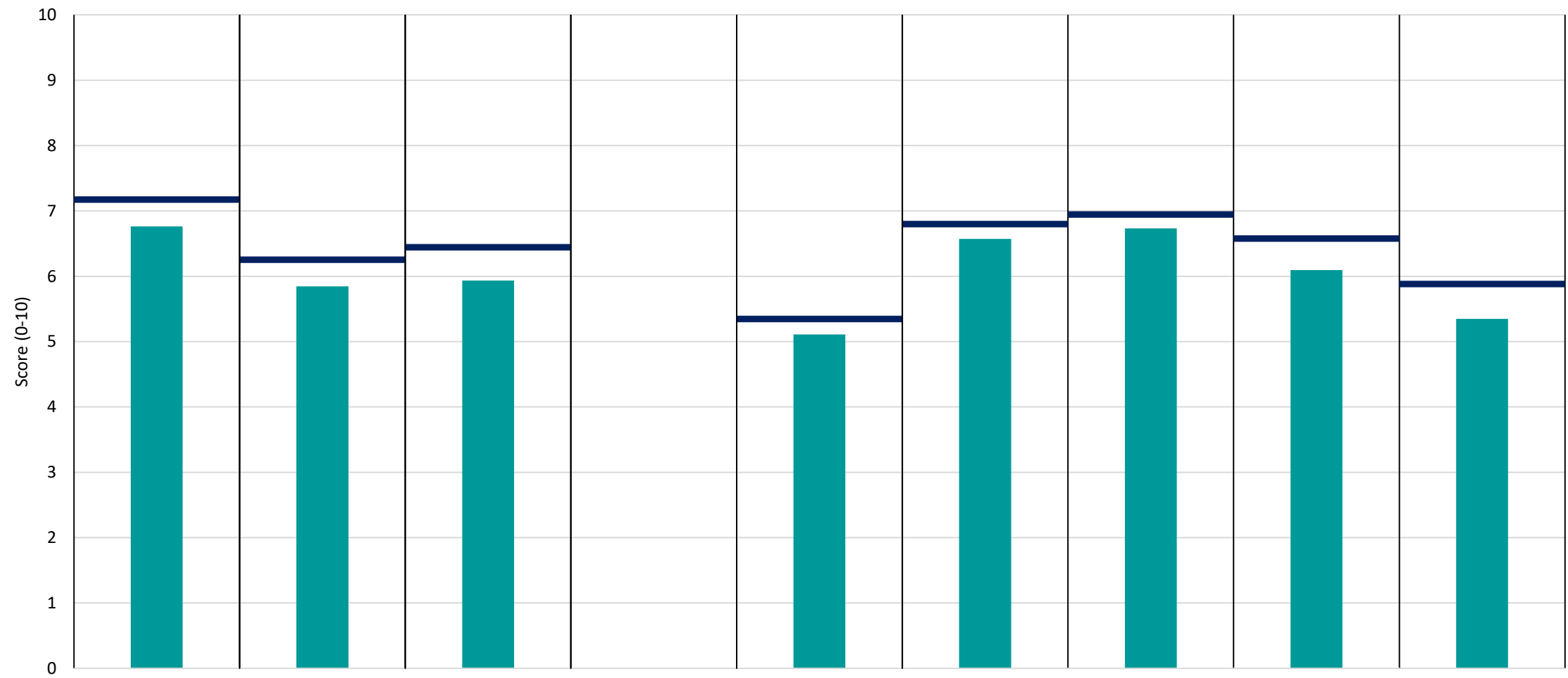
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Staff Engagement

Morale



Breakdown	6.76	5.85	5.93	-	5.11	6.57	6.73	6.10	5.35
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	191	190	189	-	184	190	191	191	191 ³⁷

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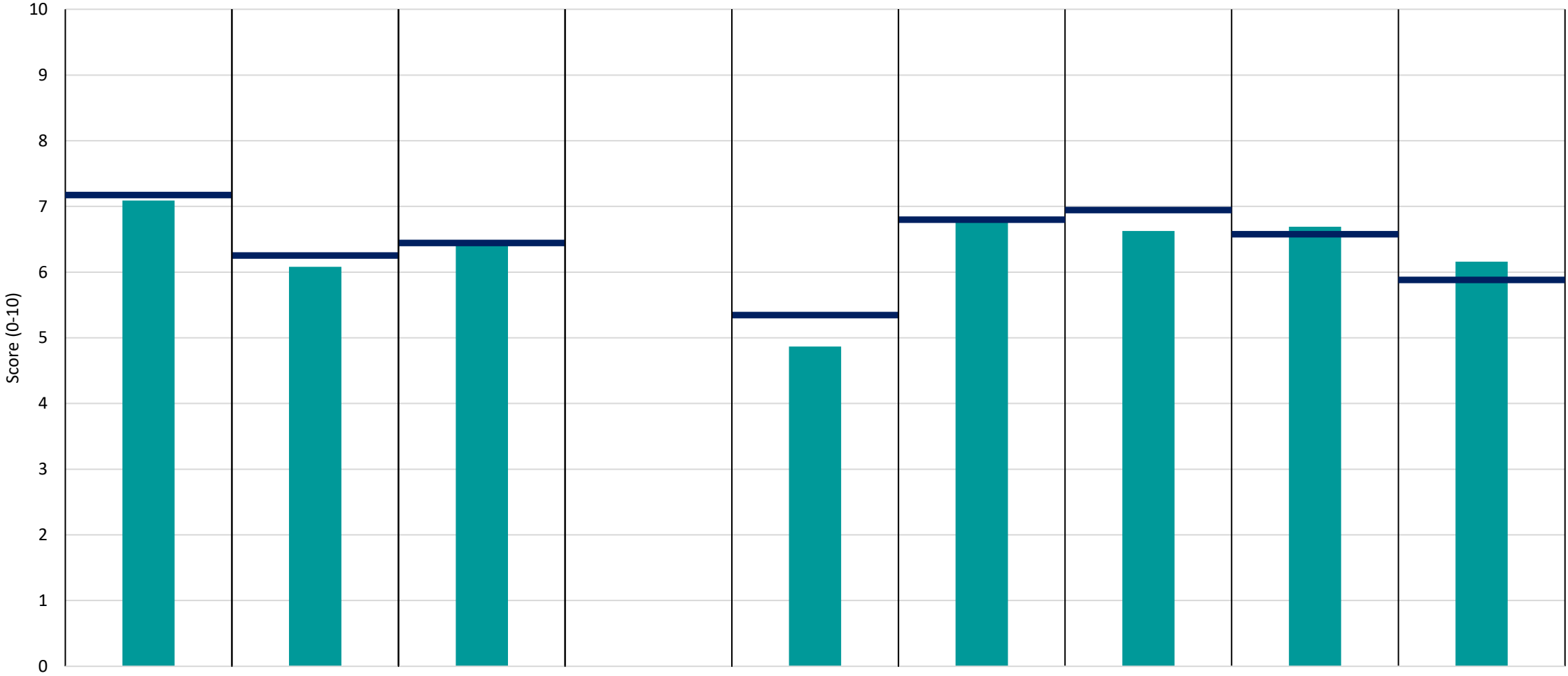
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Staff Engagement

Morale



Breakdown	7.09	6.08	6.40	-	4.87	6.82	6.63	6.69	6.16
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 49 49 49 - 46 49 49 49 49 49 38

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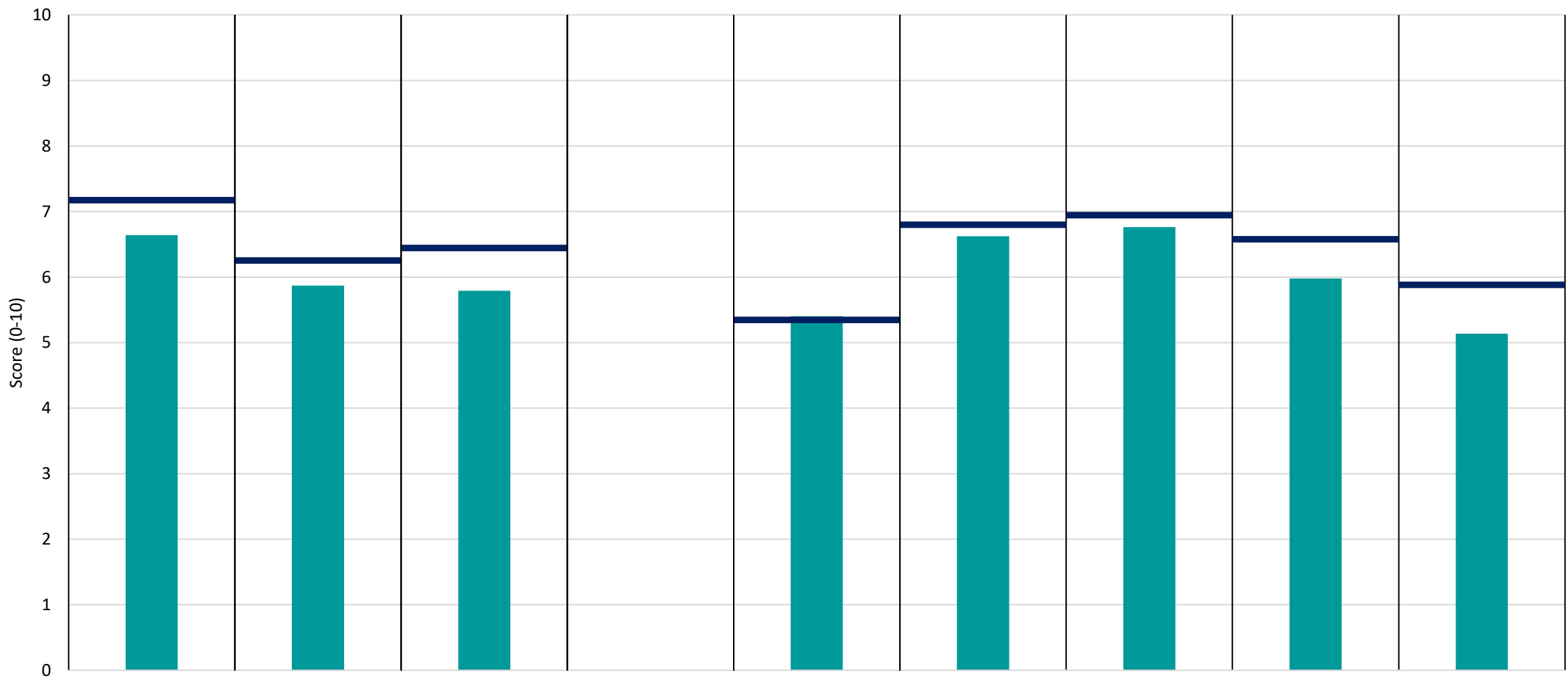
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Staff Engagement

Morale



Breakdown	6.64	5.87	5.79	-	5.40	6.62	6.76	5.98	5.14
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 19 19 19 - 19 19 19 19 19 19 39

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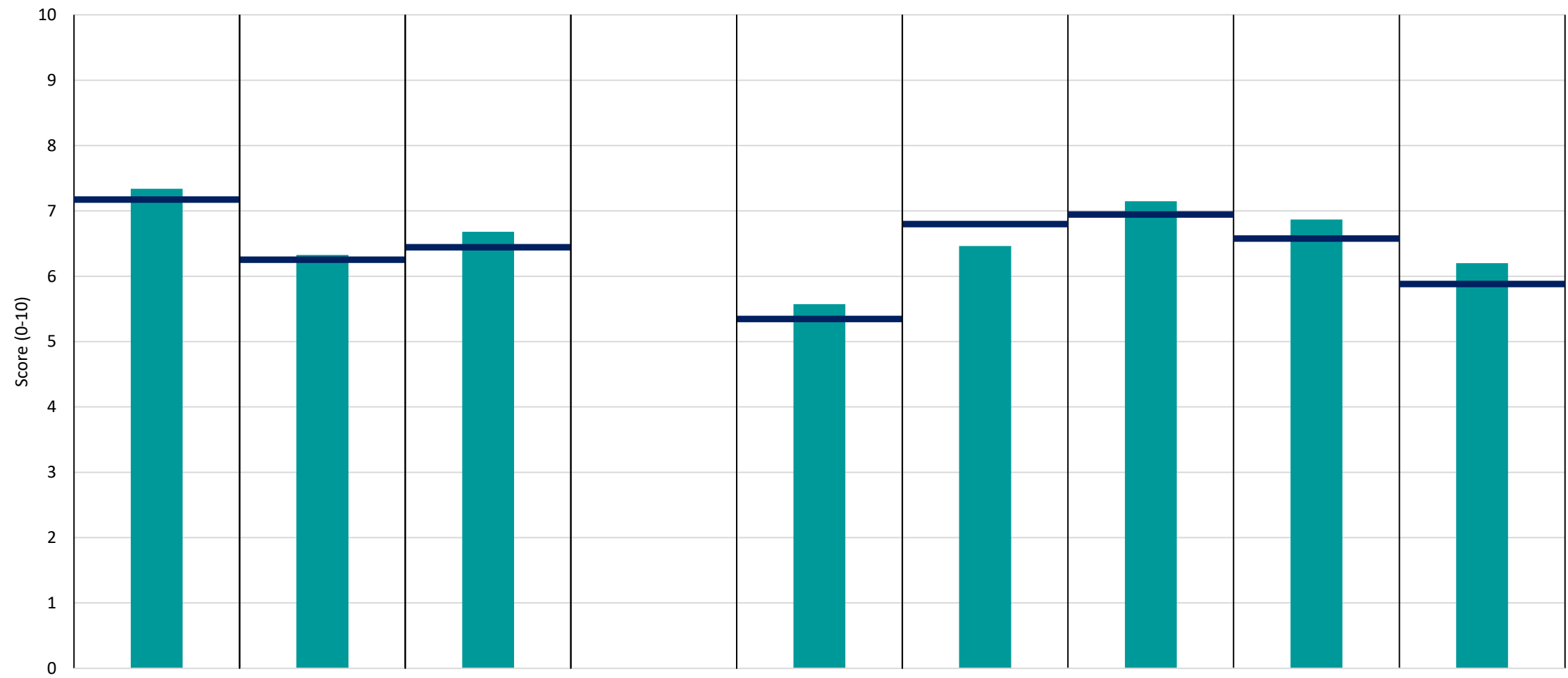
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Staff Engagement

Morale



Breakdown	7.34	6.33	6.68	-	5.57	6.46	7.15	6.87	6.20
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	142	143	141	-	138	141	142	144	143

40

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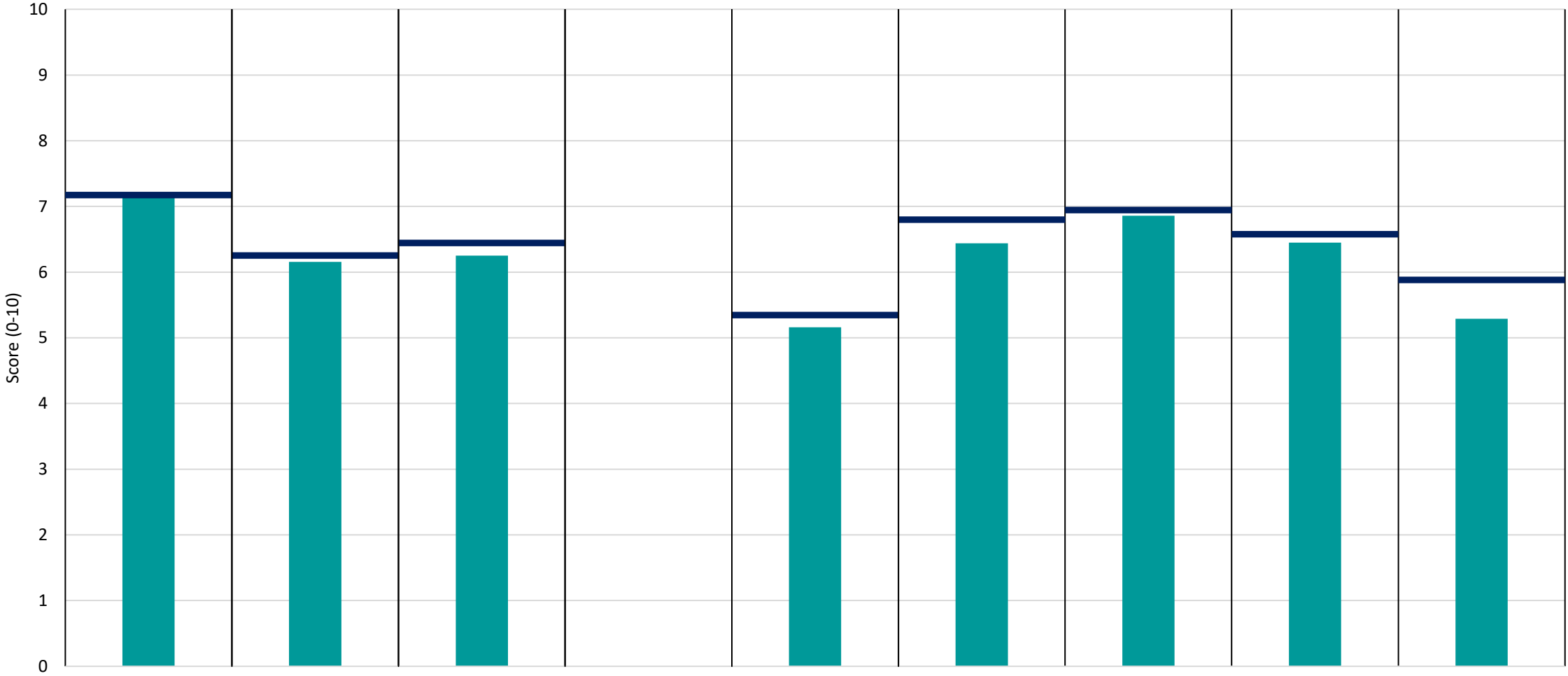
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Staff Engagement

Morale



Breakdown	7.18	6.16	6.25	-	5.16	6.44	6.86	6.45	5.29
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	158	158	158	-	151	158	158	158	158

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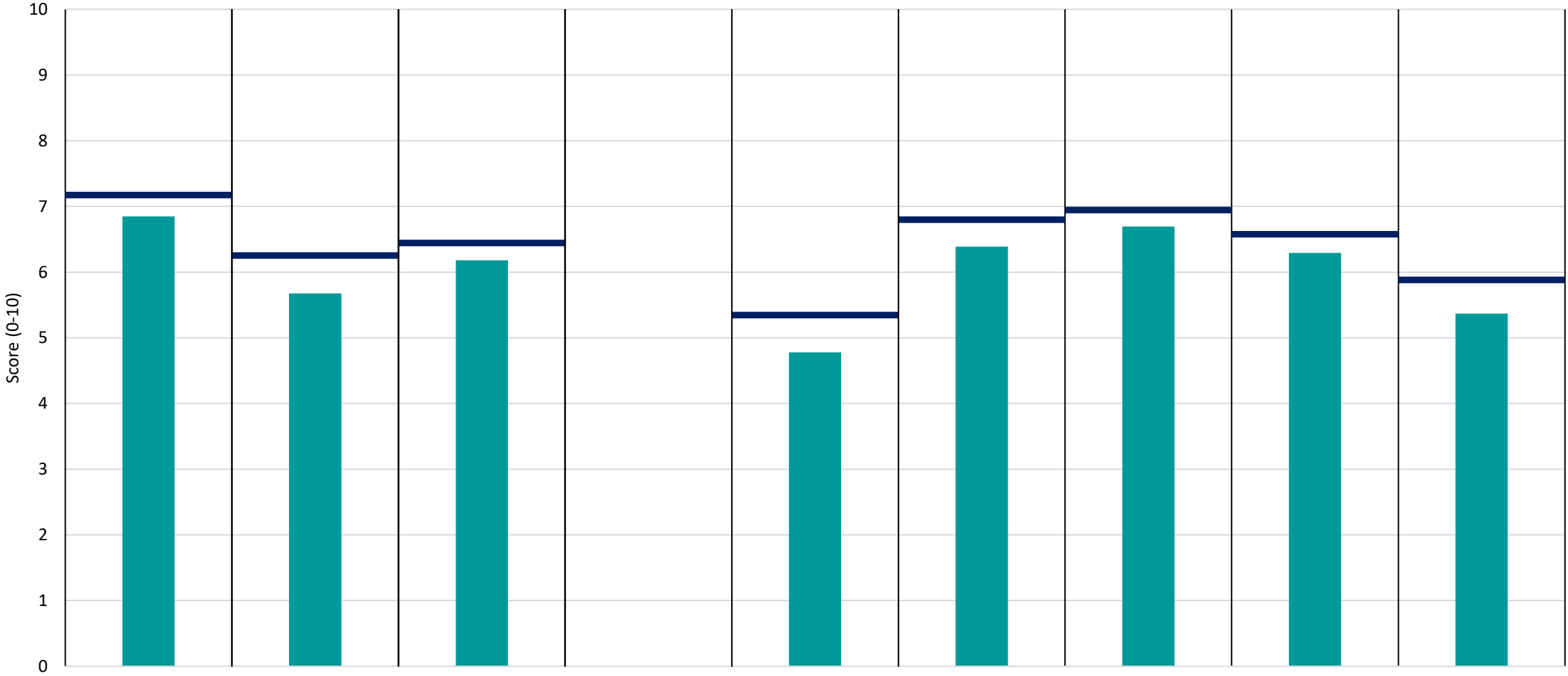
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Staff Engagement

Morale



Breakdown	6.85	5.67	6.18	-	4.78	6.39	6.70	6.29	5.37
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 132 132 131 - 124 131 131 132 132 42

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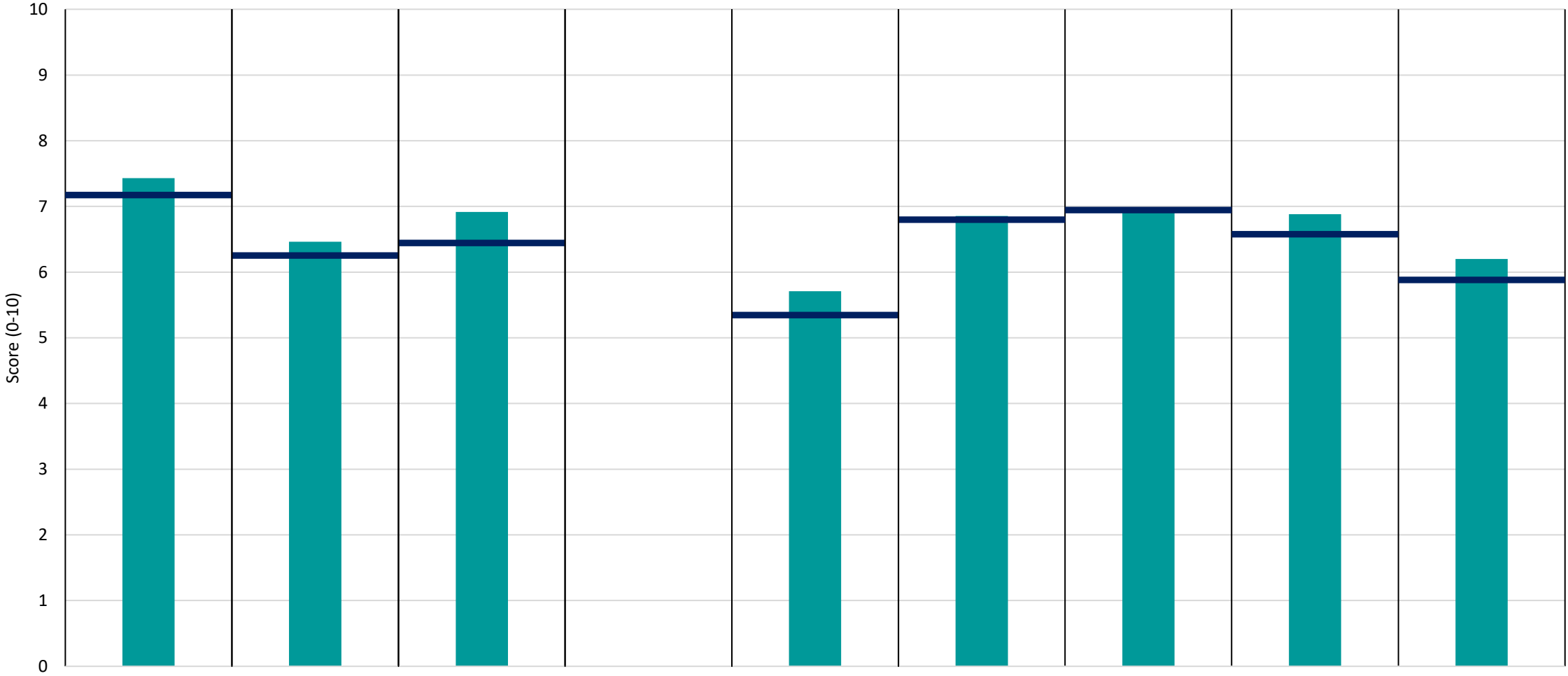
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Staff Engagement

Morale



Breakdown	7.43	6.46	6.92	-	5.71	6.86	6.97	6.88	6.20
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 54 54 53 - 50 53 54 54 54 43

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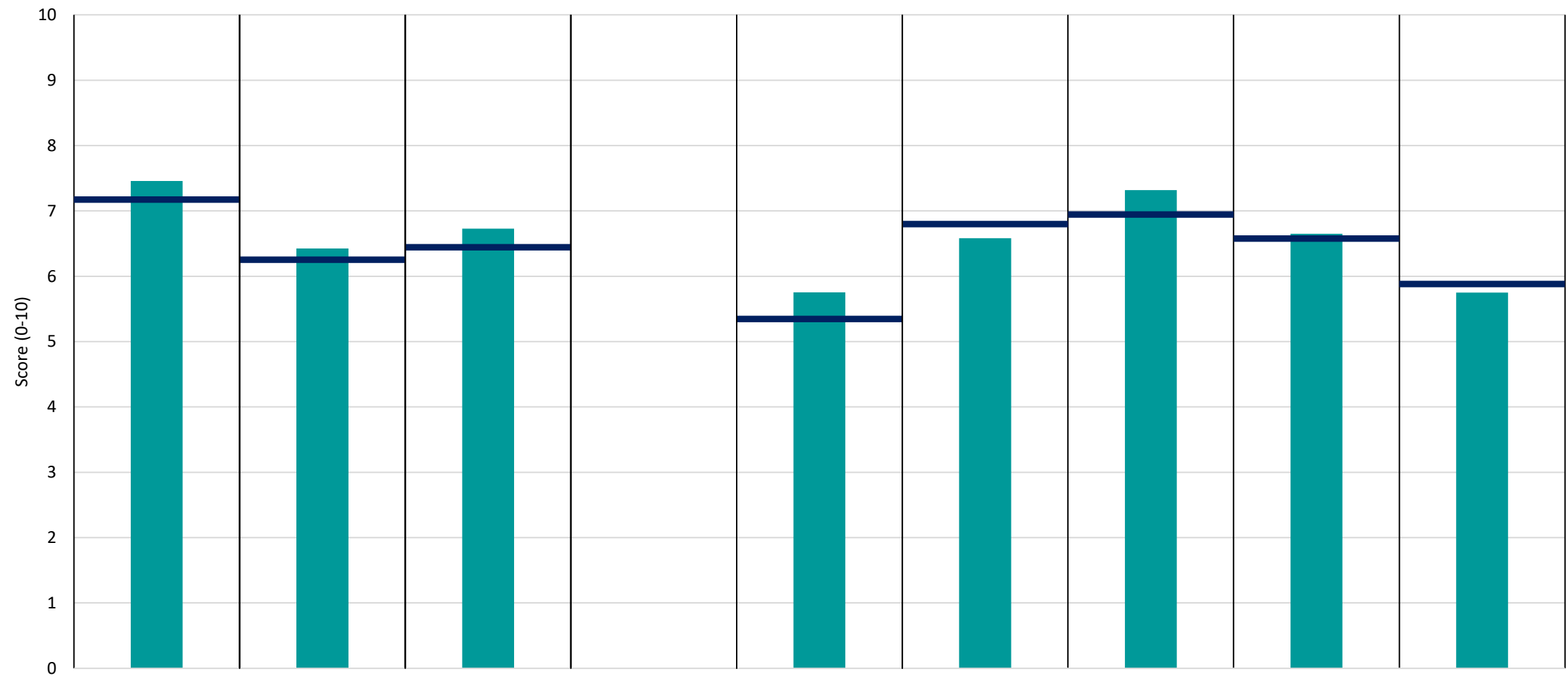
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Staff Engagement

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Breakdown	7.46	6.43	6.73	-	5.75	6.58	7.32	6.65	5.75
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	49	49	48	-	43	49	49	49	49

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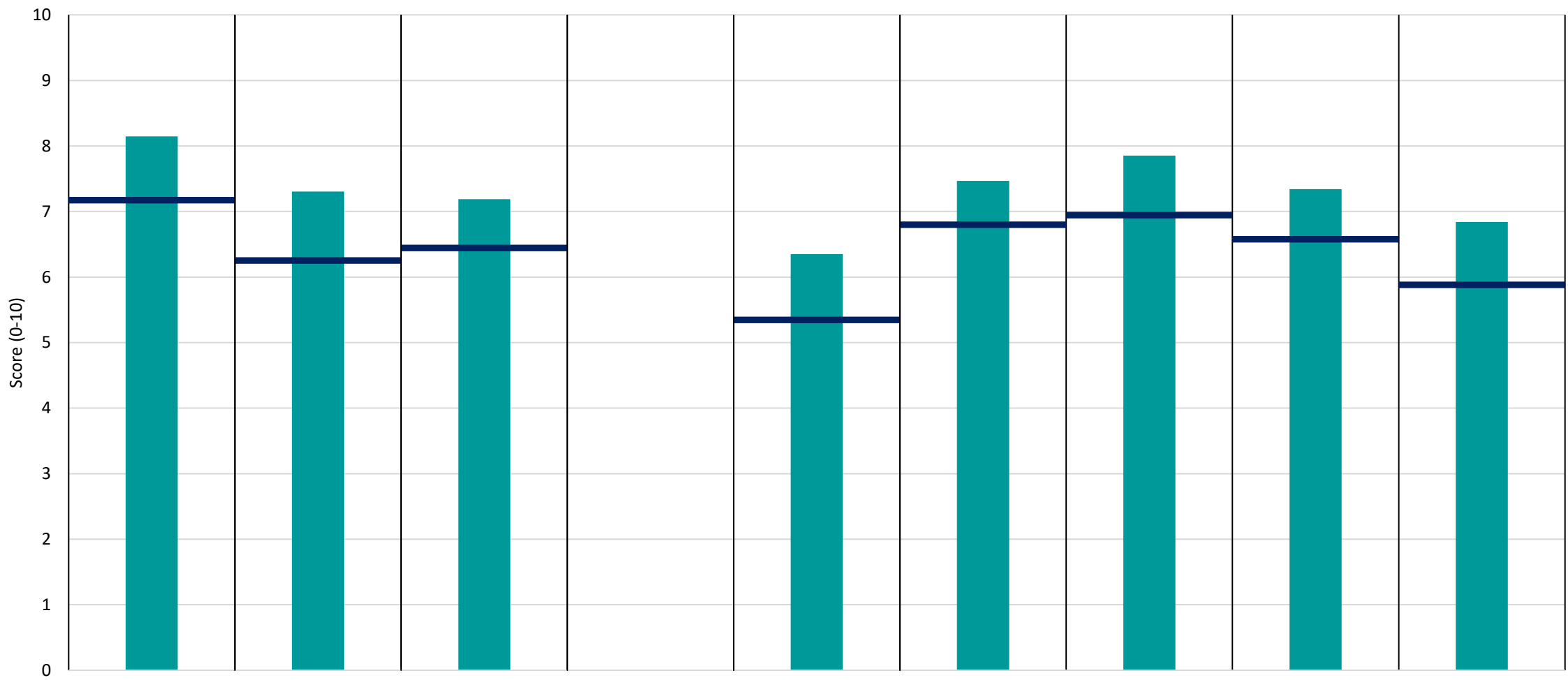
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Staff Engagement

Morale



Breakdown	8.15	7.30	7.19	-	6.35	7.47	7.85	7.34	6.84
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	82	82	81	-	70	82	82	82	82

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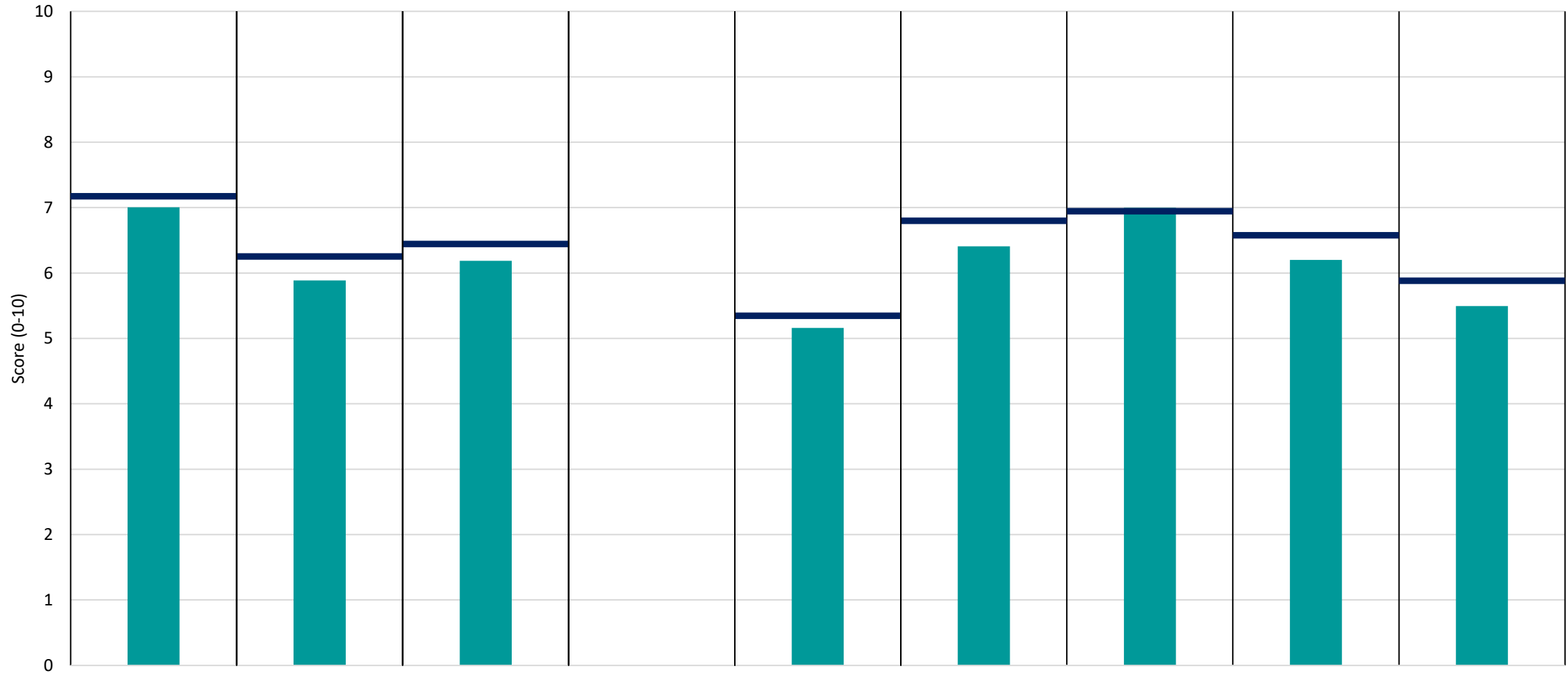
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Staff Engagement

Morale



Breakdown	7.01	5.89	6.19	-	5.16	6.41	7.00	6.20	5.50
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	110	110	110	-	107	110	110	110	110



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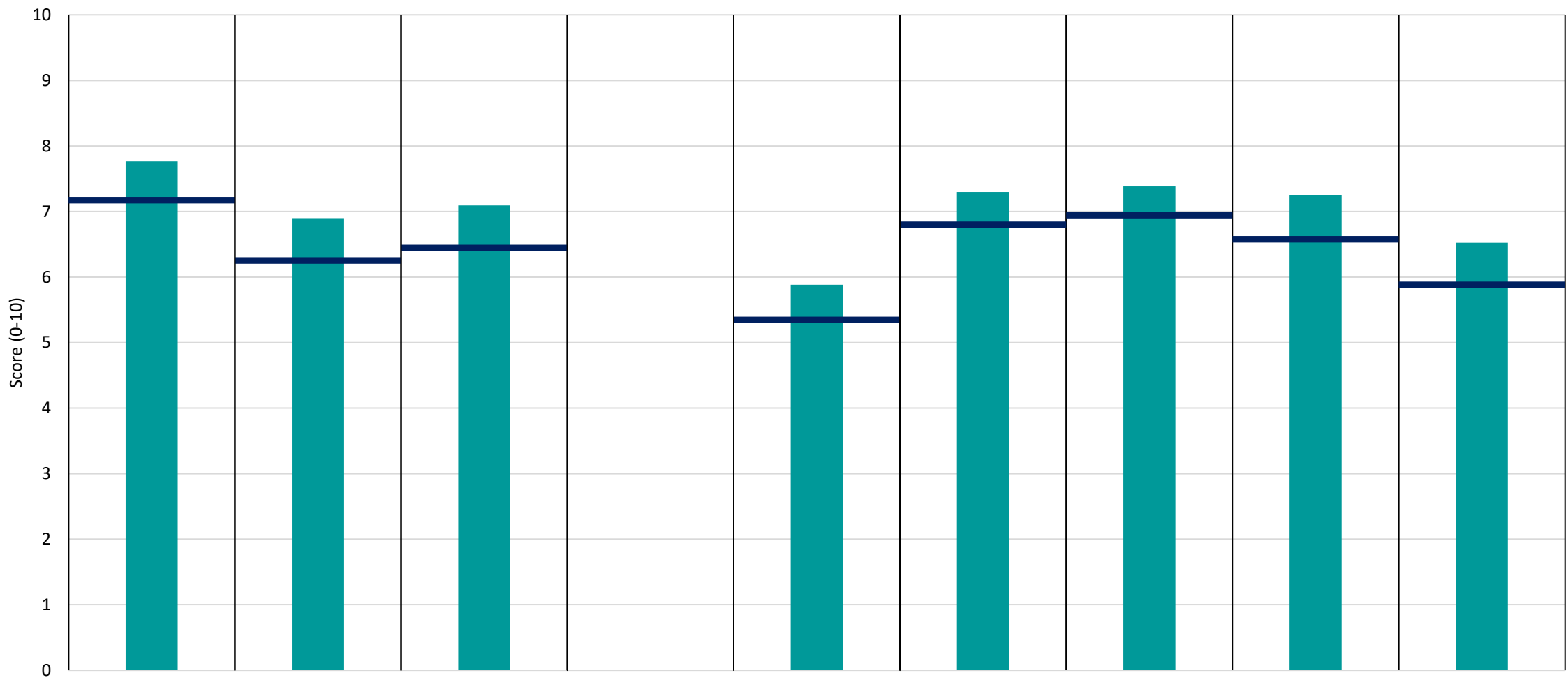
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Staff Engagement

Morale



Breakdown	7.77	6.90	7.09	-	5.88	7.30	7.38	7.25	6.52
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	34	35	34	-	34	33	35	35	35

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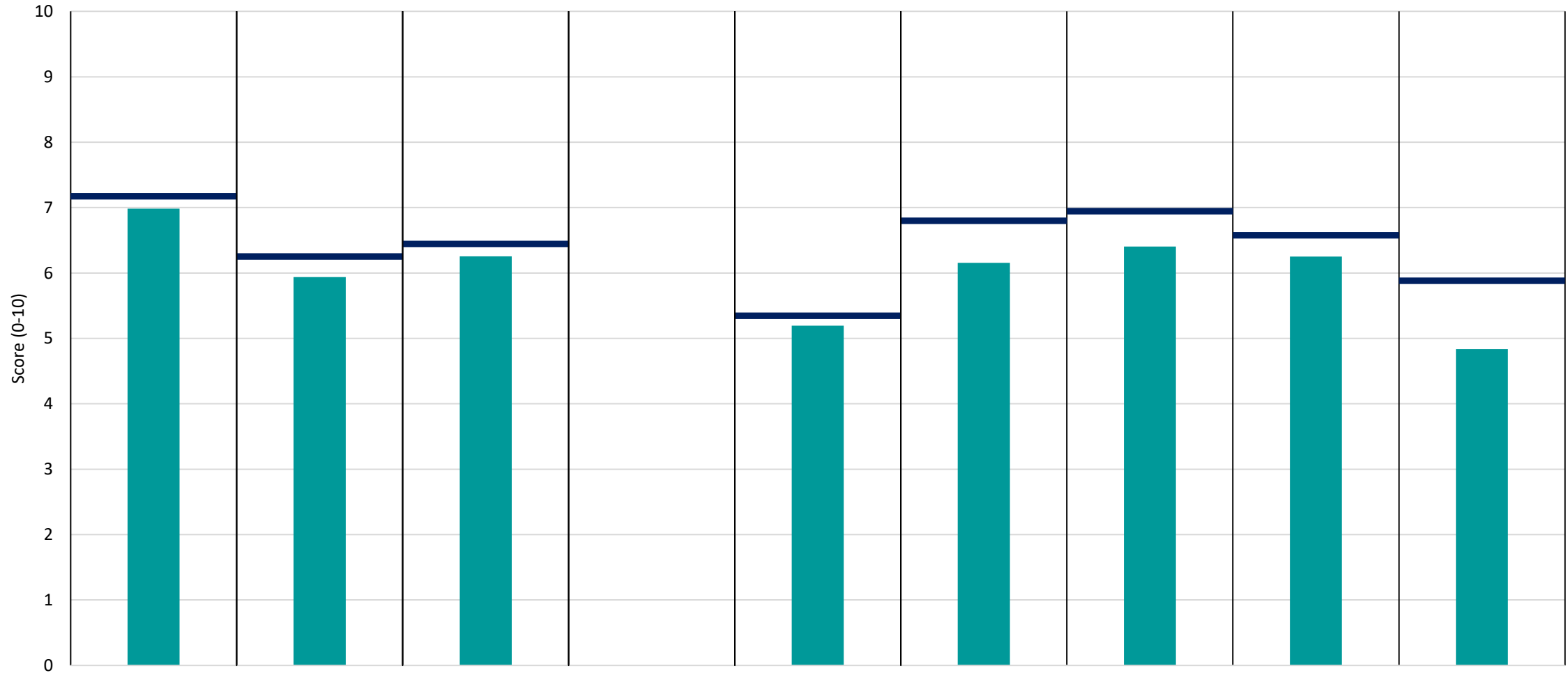
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Staff Engagement

Morale



Breakdown	6.98	5.94	6.26	-	5.19	6.16	6.41	6.25	4.84
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 40 40 40 - 38 40 40 40 40 40 48

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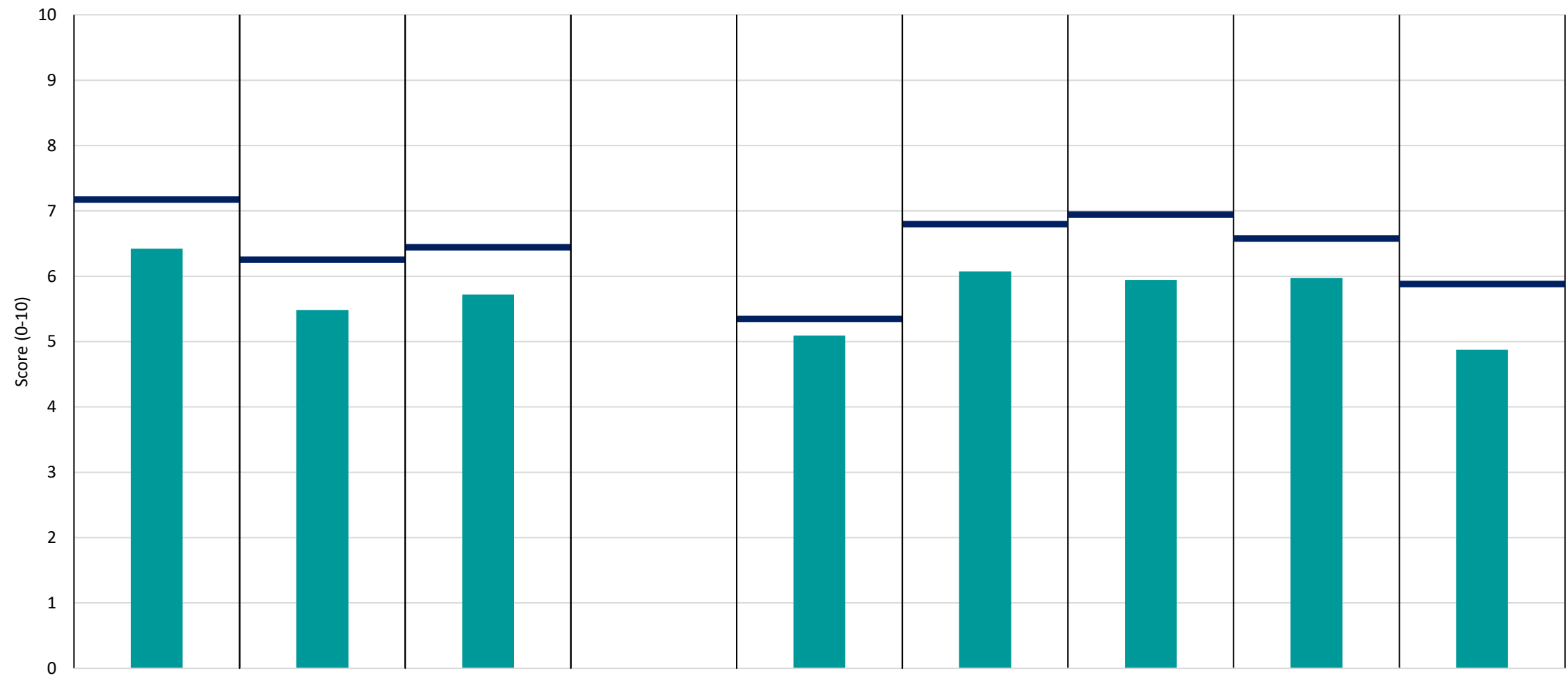
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Staff Engagement

Morale



Breakdown	6.42	5.49	5.72	-	5.09	6.07	5.94	5.97	4.87
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88
Responses	93	92	92	-	93	92	93	93	94

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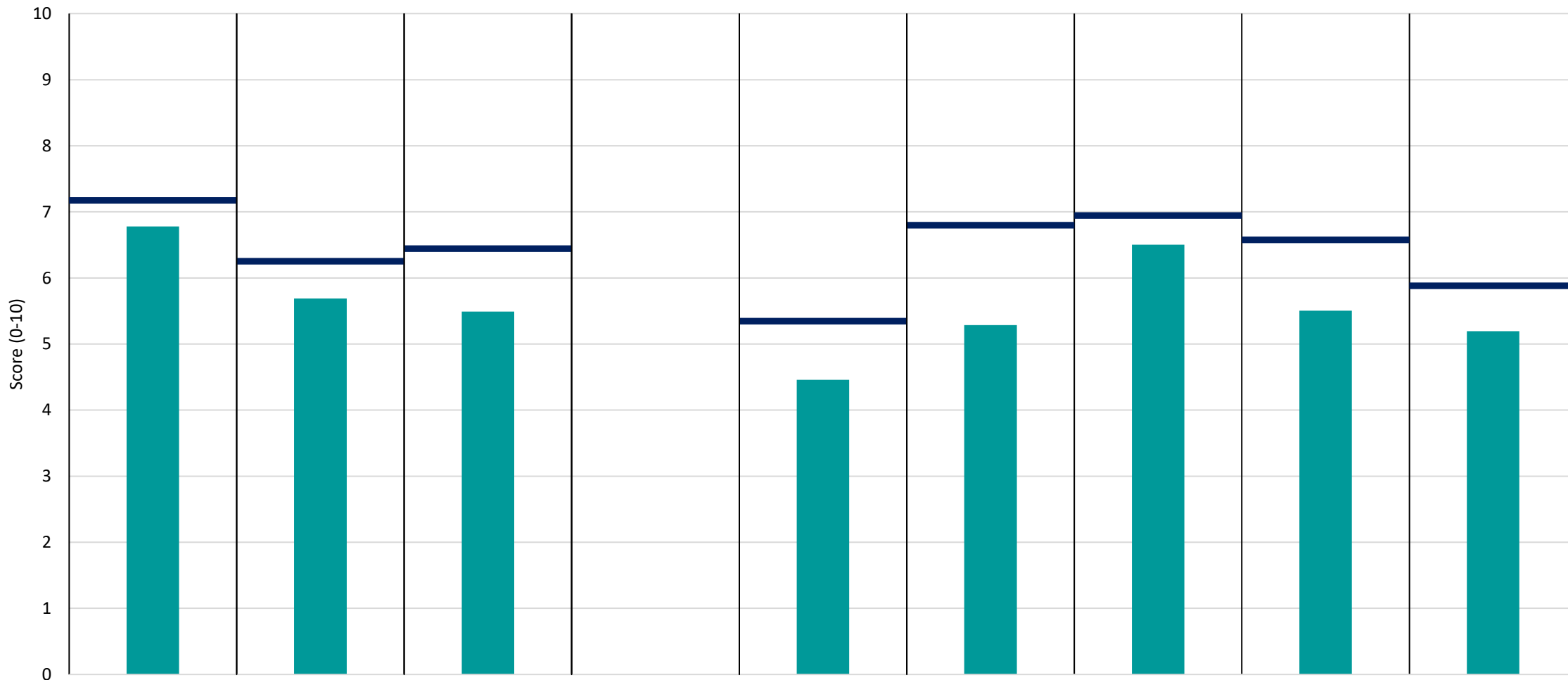
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Staff Engagement

Morale



Breakdown	6.78	5.69	5.49	-	4.46	5.29	6.50	5.50	5.19
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 16 16 16 - 16 16 16 16 16 16 50

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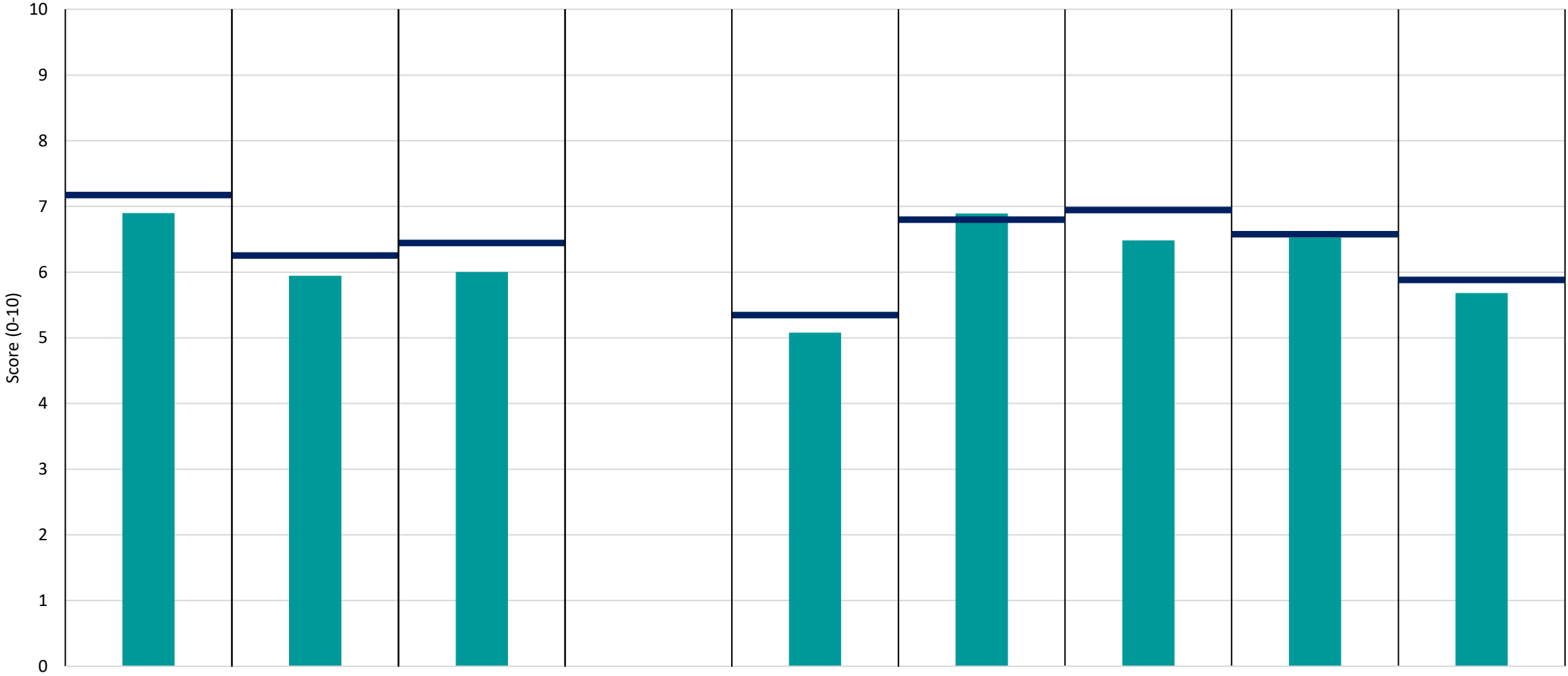
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Staff Engagement

Morale



Breakdown	6.90	5.95	6.00	-	5.08	6.89	6.48	6.53	5.68
Your org	7.17	6.25	6.44	-	5.34	6.80	6.95	6.58	5.88

Responses 46 46 46 - 43 46 46 46 46 46 51

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