



# North Cumbria Integrated Care NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for North Cumbria Integrated Care 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 North Cumbria Integrated Care 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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2023 NHS Staff Survey



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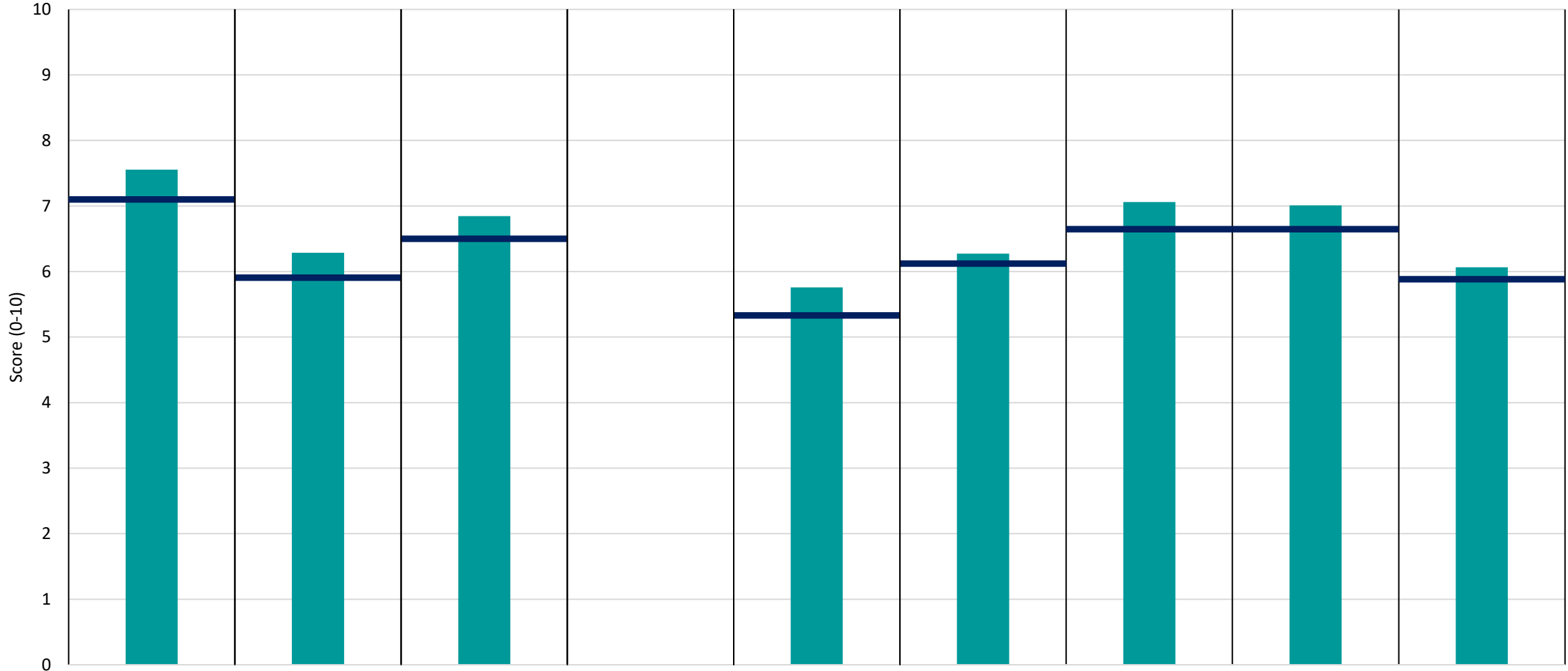
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Staff Engagement

Morale



Breakdown	7.55	6.28	6.85	-	5.76	6.27	7.06	7.01	6.06
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	566	567	561	-	543	564	565	567	566



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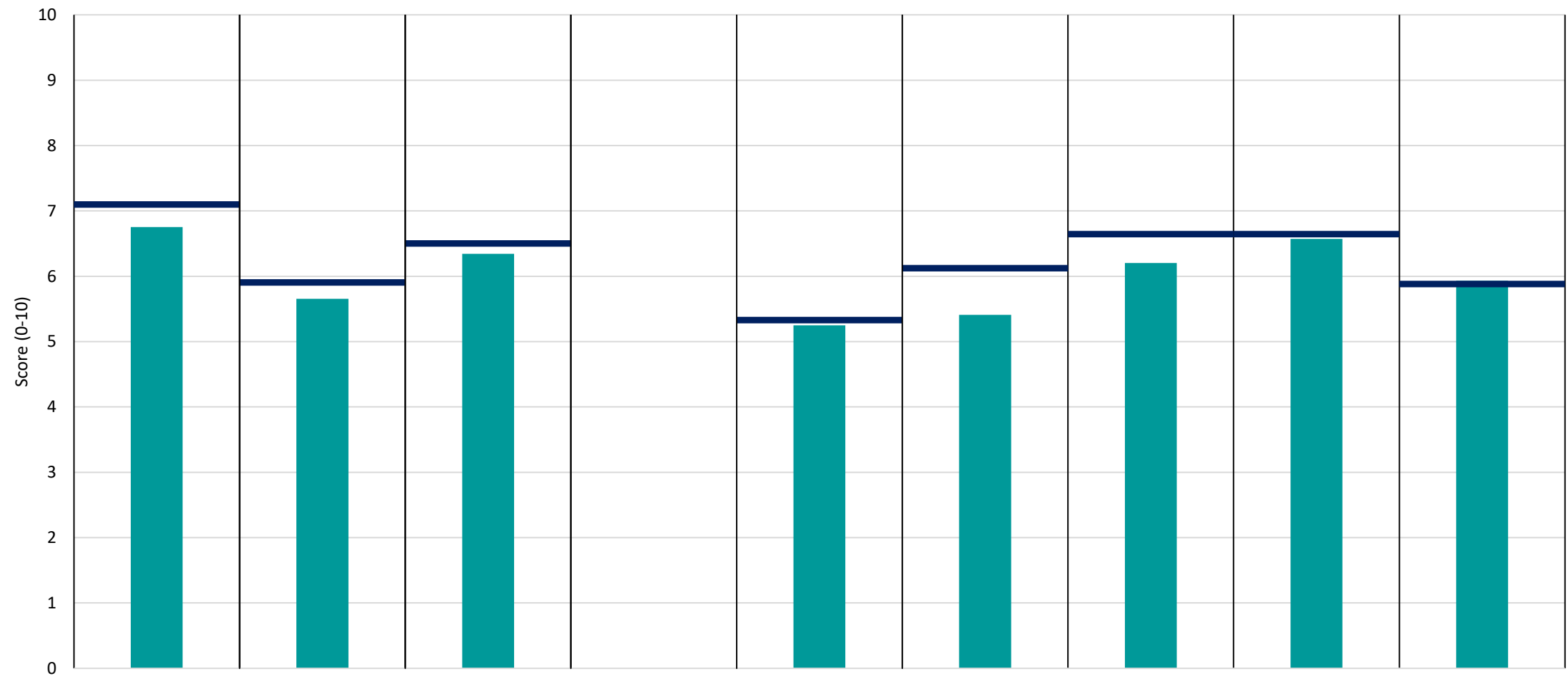
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Staff Engagement

Morale



Breakdown	6.75	5.65	6.34	-	5.25	5.41	6.20	6.57	5.93
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	143	144	143	-	139	143	144	144	144

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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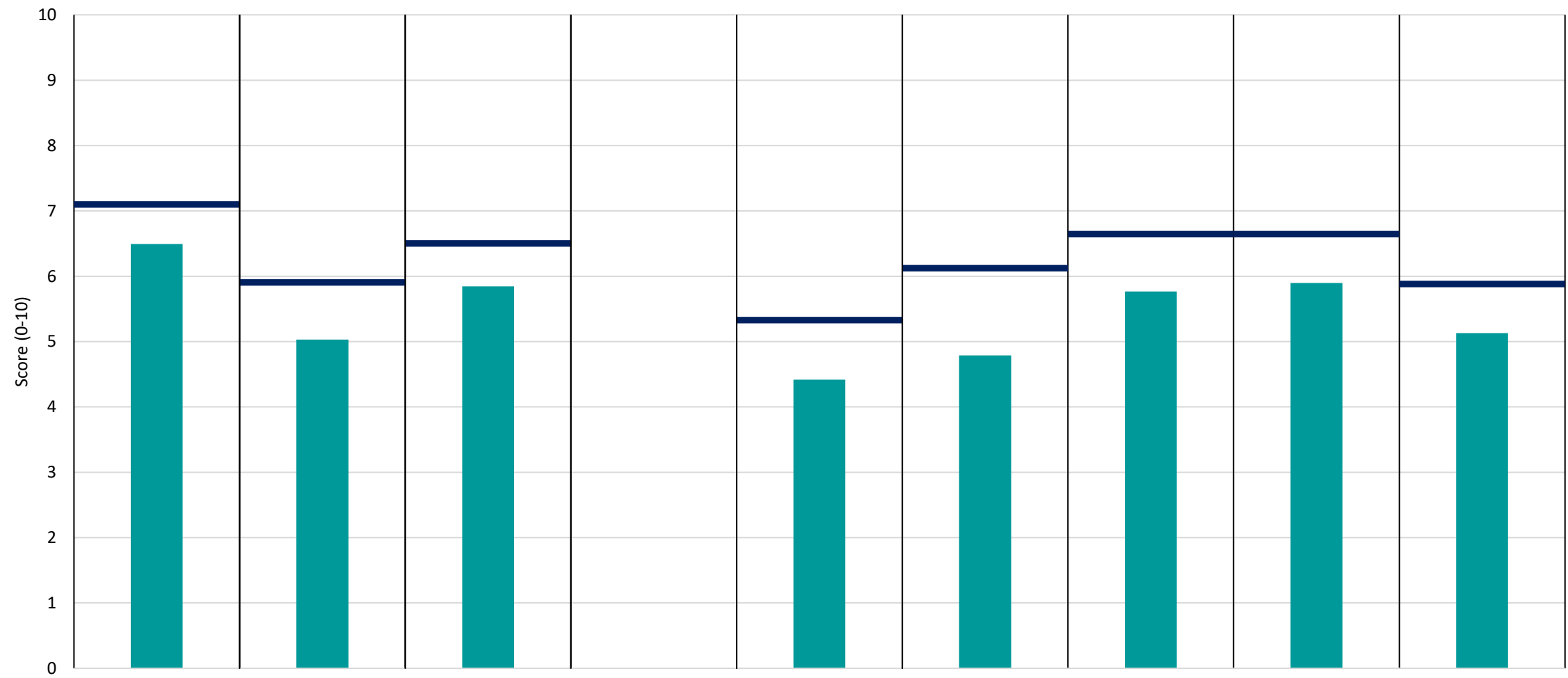
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Staff Engagement

Morale



Breakdown	6.49	5.03	5.85	-	4.42	4.79	5.77	5.90	5.13
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	300	298	300	-	280	297	300	300	300

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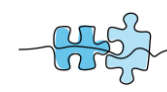
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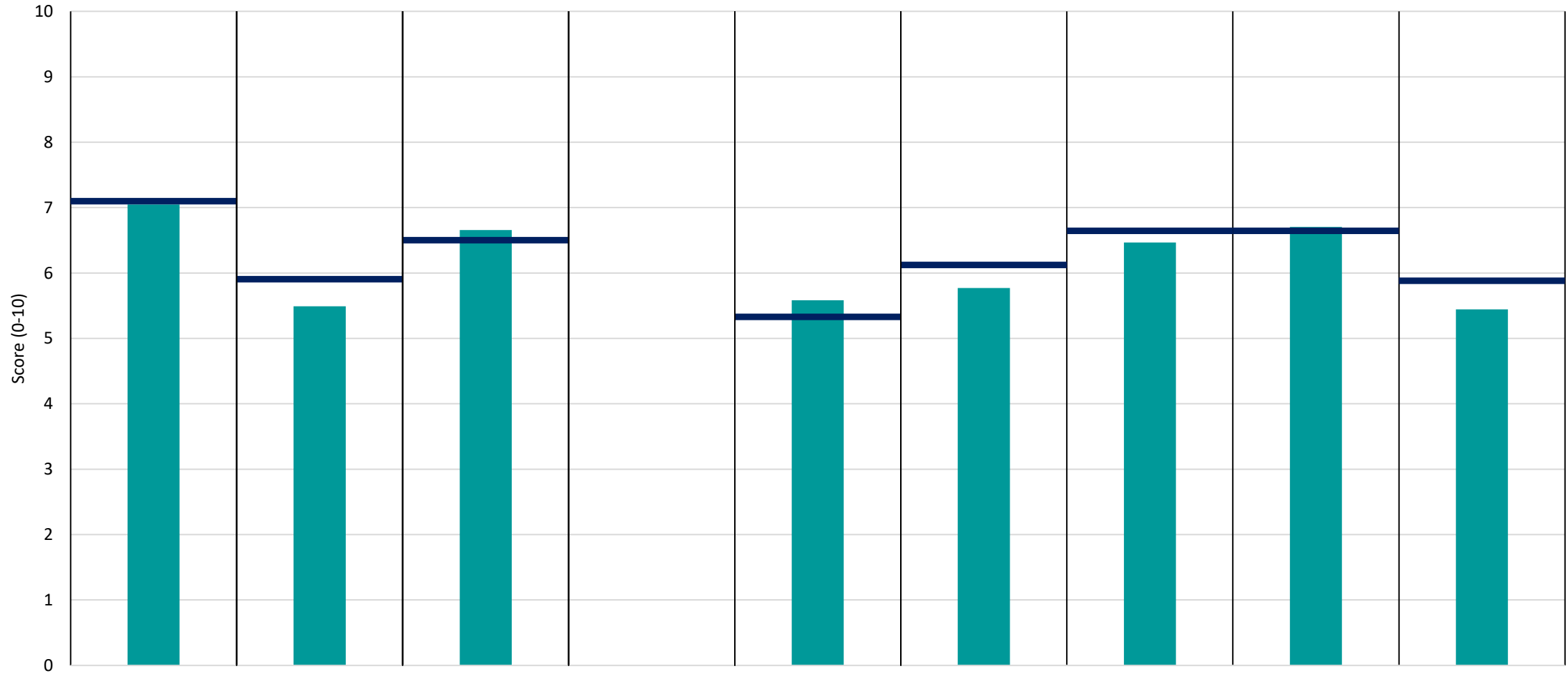
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Staff Engagement

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Breakdown	7.05	5.49	6.66	-	5.58	5.77	6.47	6.70	5.44
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	193	193	192	-	182	193	194	194	194

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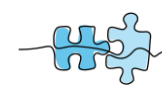
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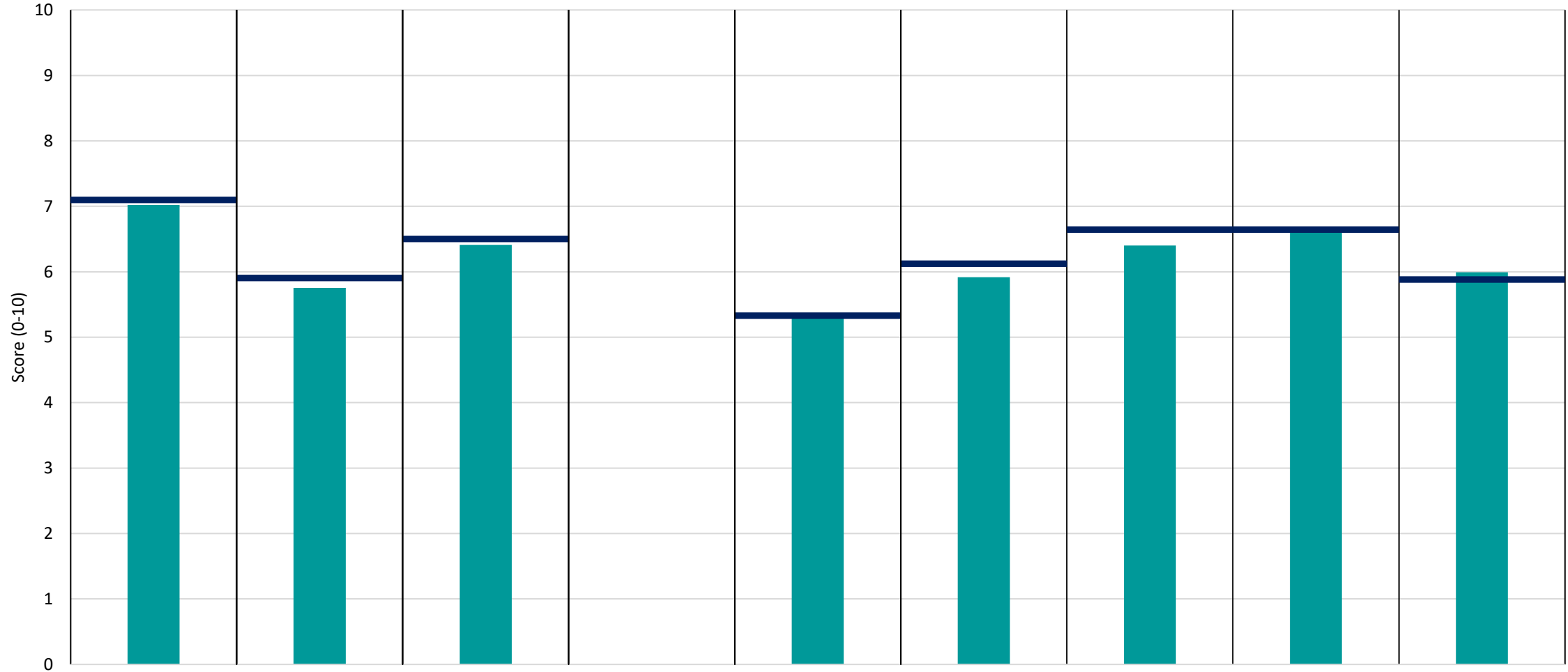
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Staff Engagement

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Breakdown	7.02	5.75	6.41	-	5.35	5.92	6.40	6.66	5.99
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	154	154	153	-	147	152	154	154	154



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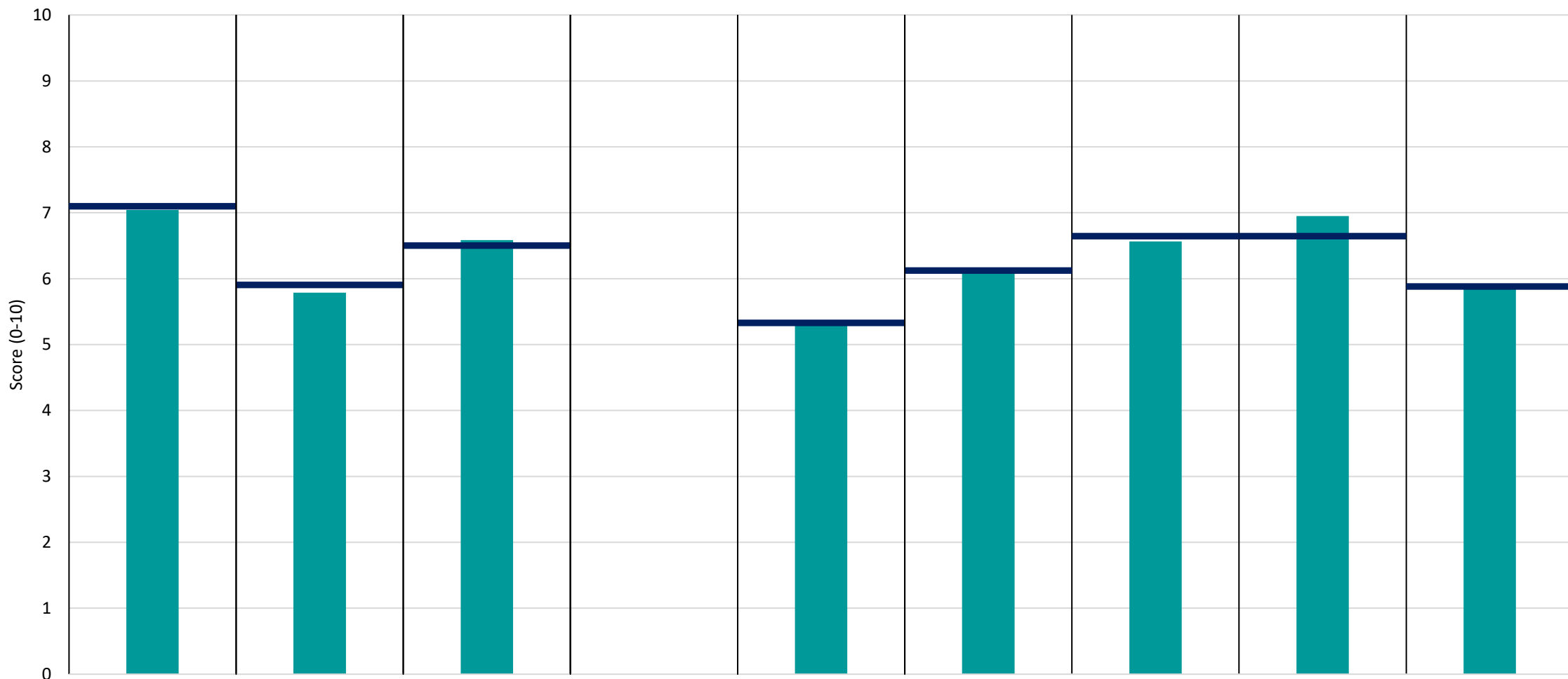
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Breakdown	7.04	5.79	6.58	-	5.34	6.09	6.57	6.95	5.90
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	349	349	348	-	334	345	349	349	349

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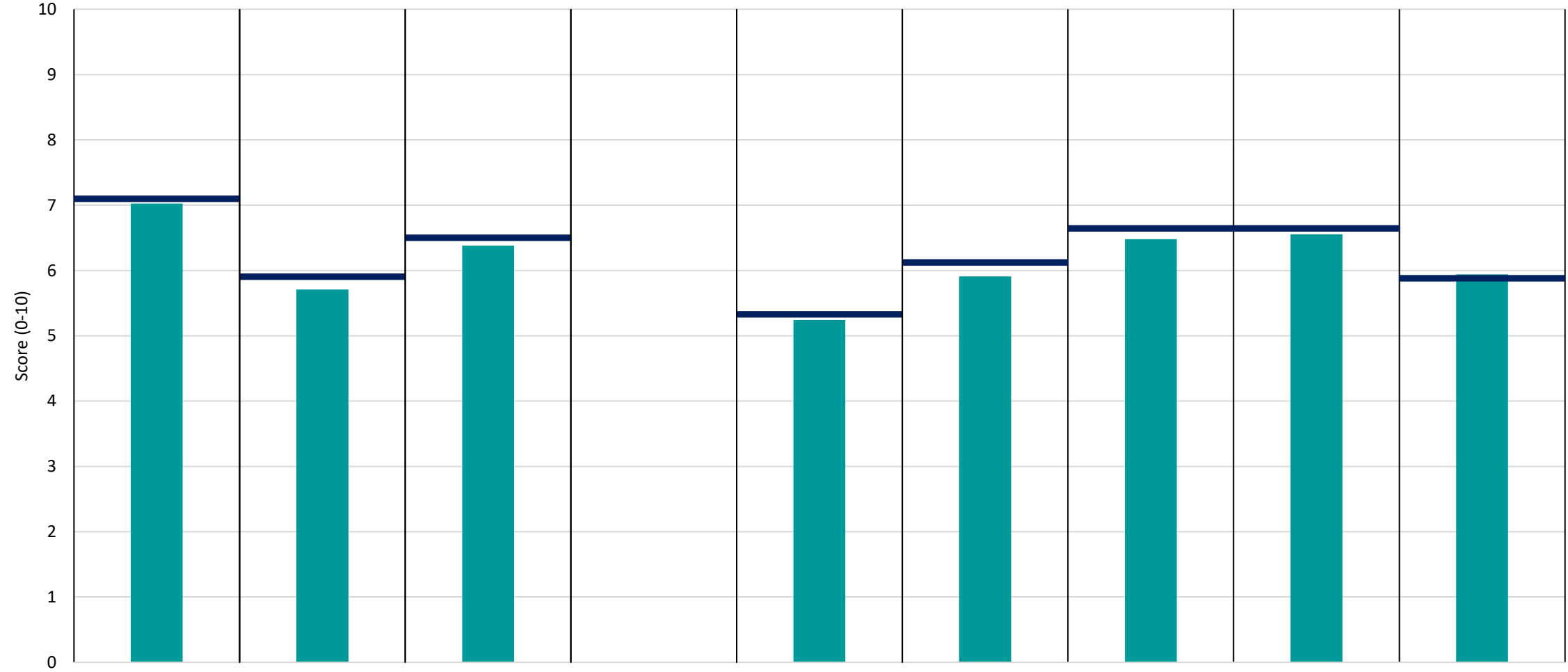
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Staff Engagement

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Breakdown	7.02	5.71	6.38	-	5.24	5.91	6.48	6.56	5.94
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	128	129	127	-	123	129	127	129	129

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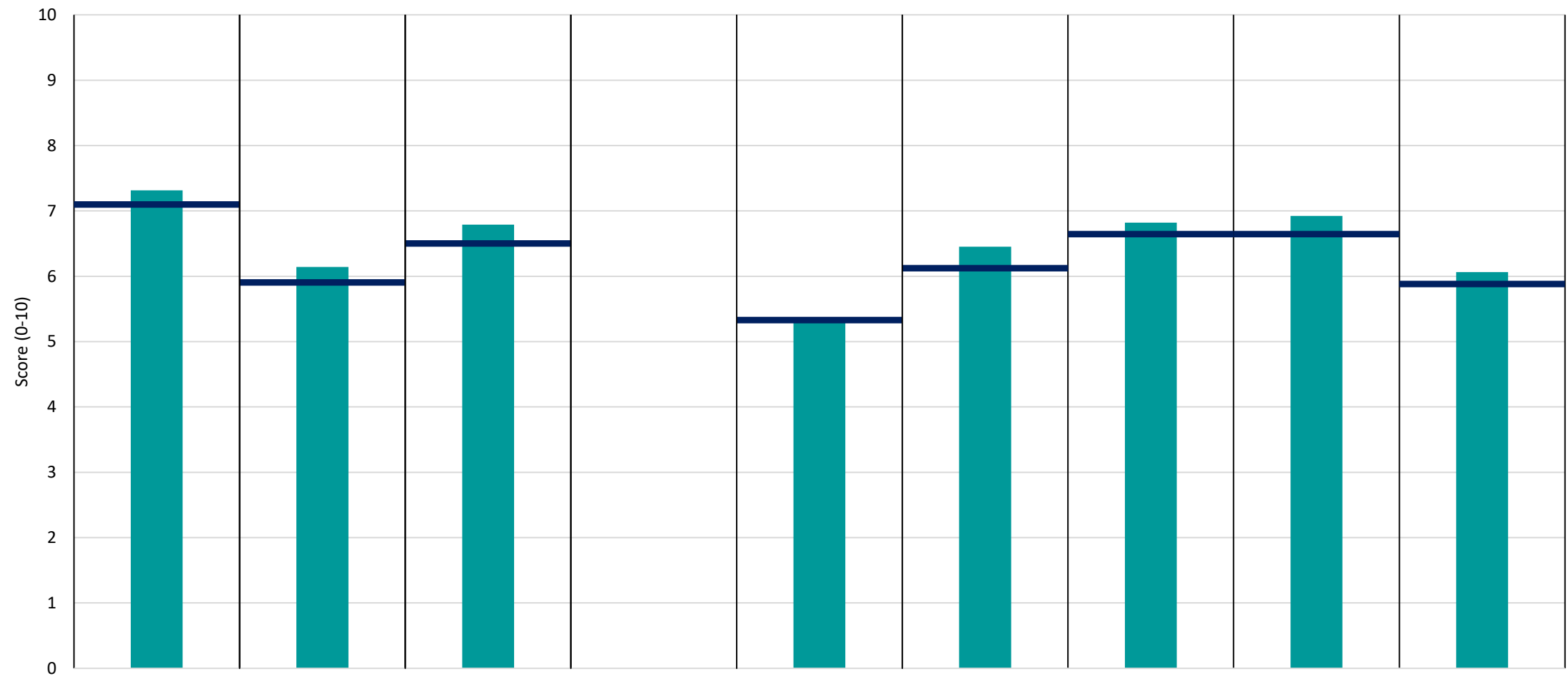
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Staff Engagement

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Breakdown	7.32	6.14	6.79	-	5.32	6.45	6.82	6.92	6.07
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	352	352	350	-	342	351	351	352	352

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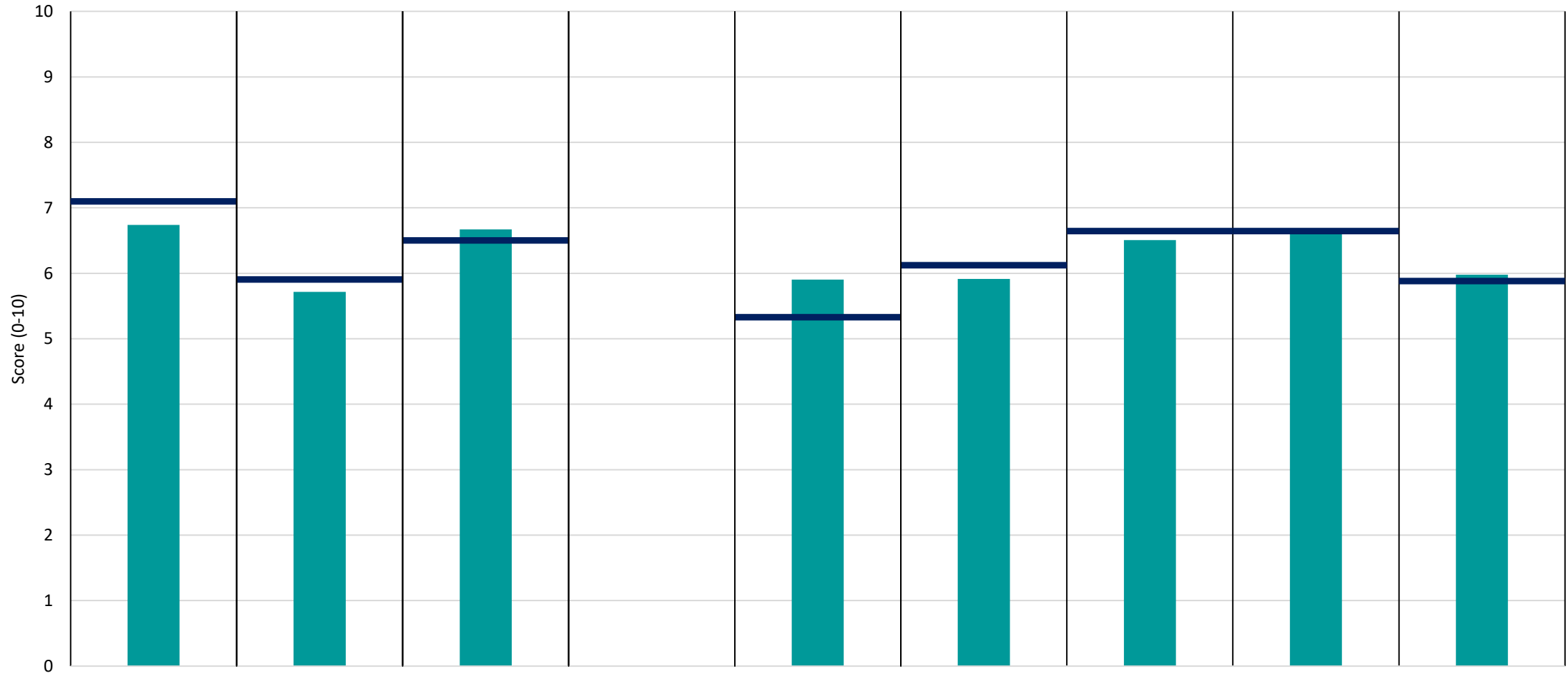
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Breakdown	6.74	5.72	6.67	-	5.90	5.91	6.51	6.67	5.98
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88

Responses 23 23 23 - 21 23 23 23 23 23 14

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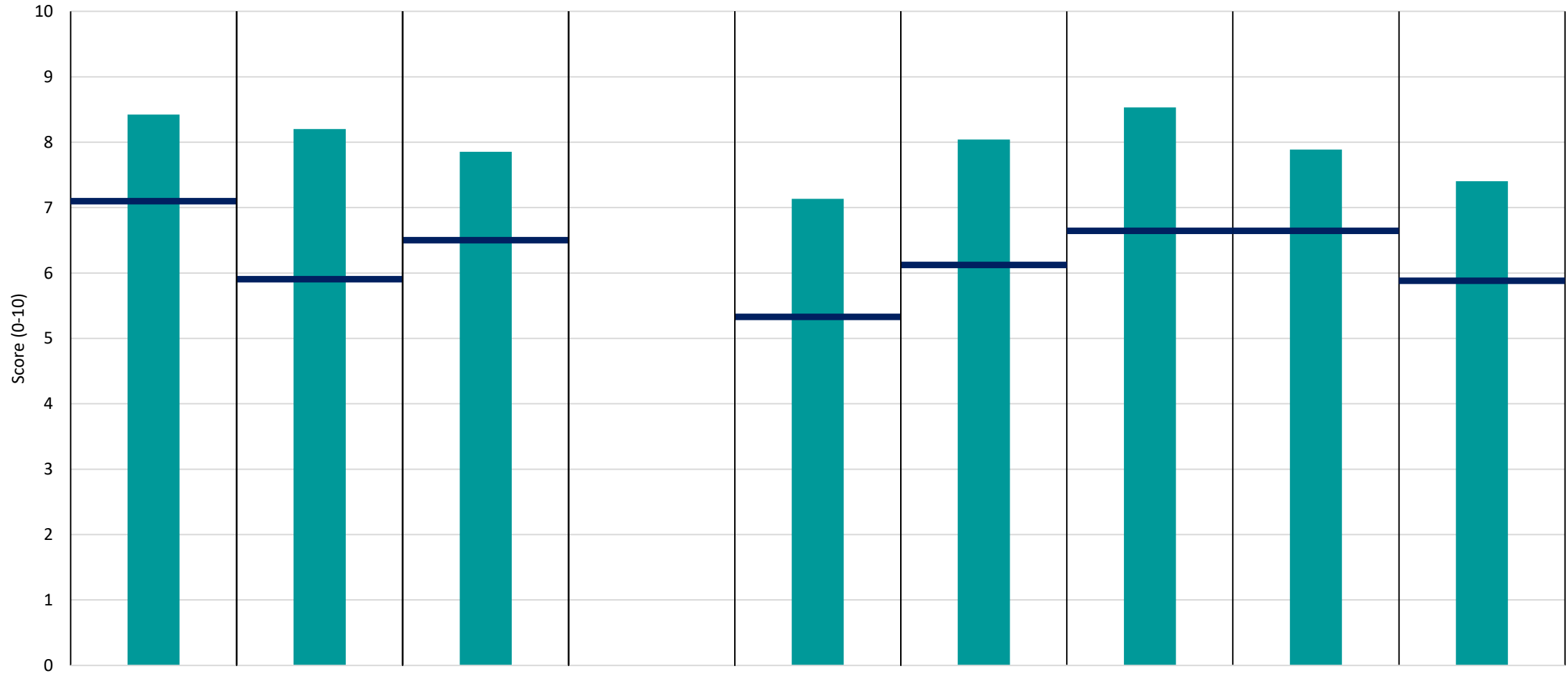
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Breakdown	8.42	8.20	7.85	-	7.13	8.04	8.53	7.89	7.40
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88

Responses 10 10 10 - 10 10 10 10 10 10 15

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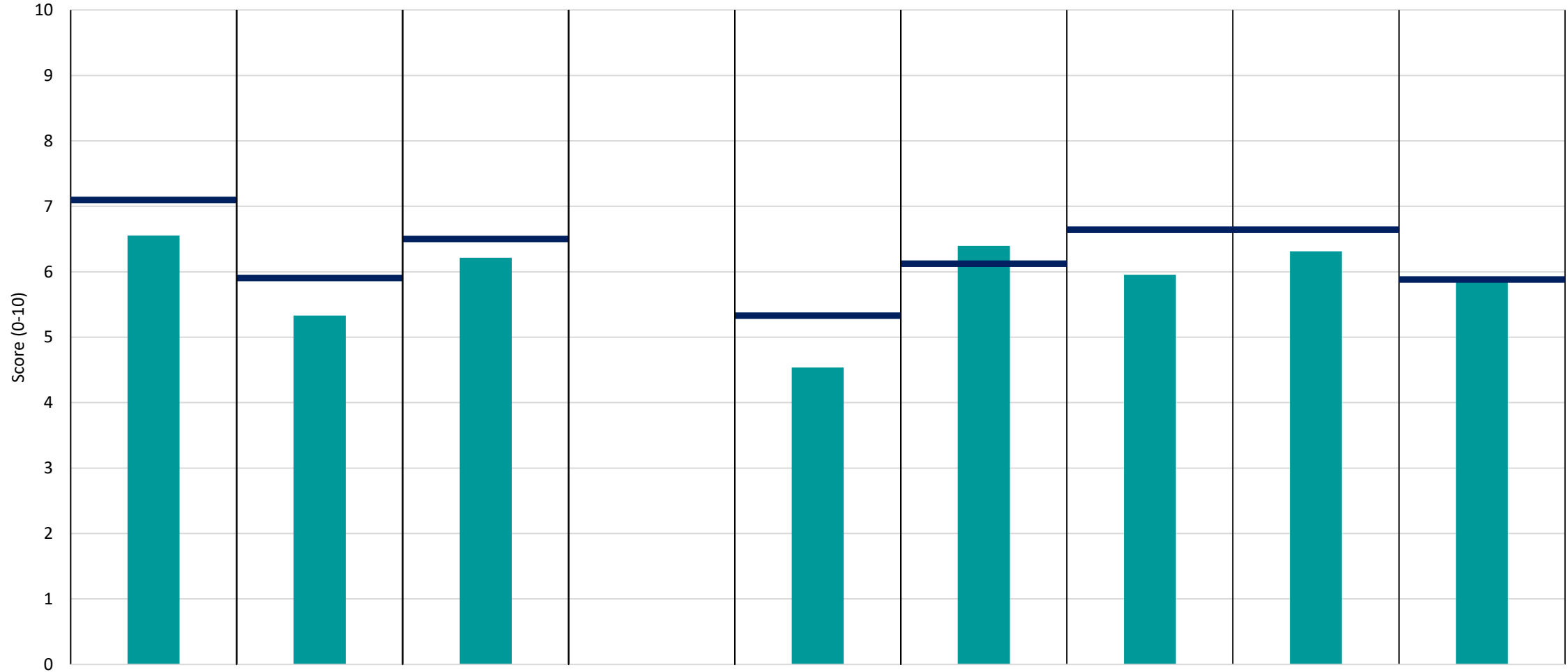
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Staff Engagement

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Breakdown	6.55	5.33	6.21	-	4.54	6.40	5.96	6.31	5.88
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	97	97	96	-	89	97	96	97	97





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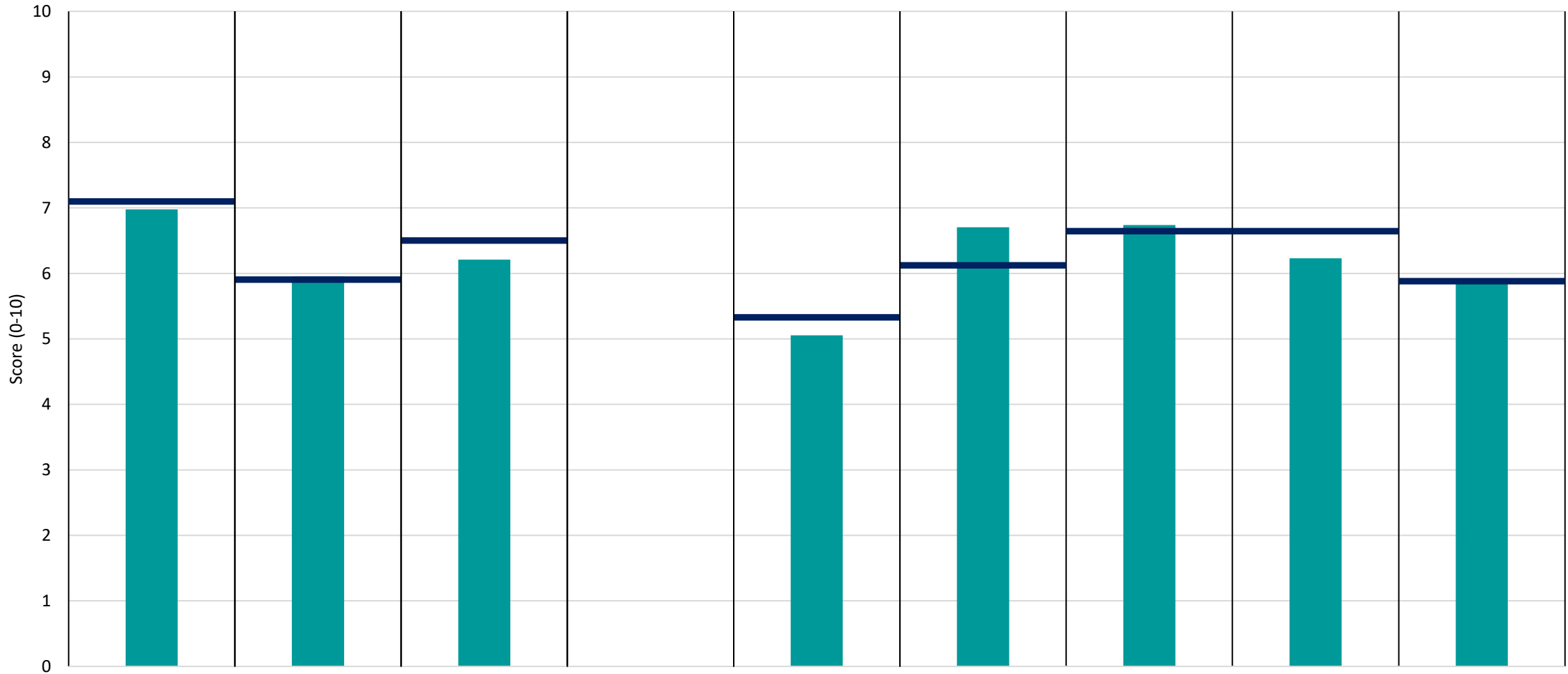
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Staff Engagement

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Breakdown	6.98	5.96	6.21	-	5.05	6.70	6.74	6.23	5.91
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	217	217	214	-	212	217	217	217	217



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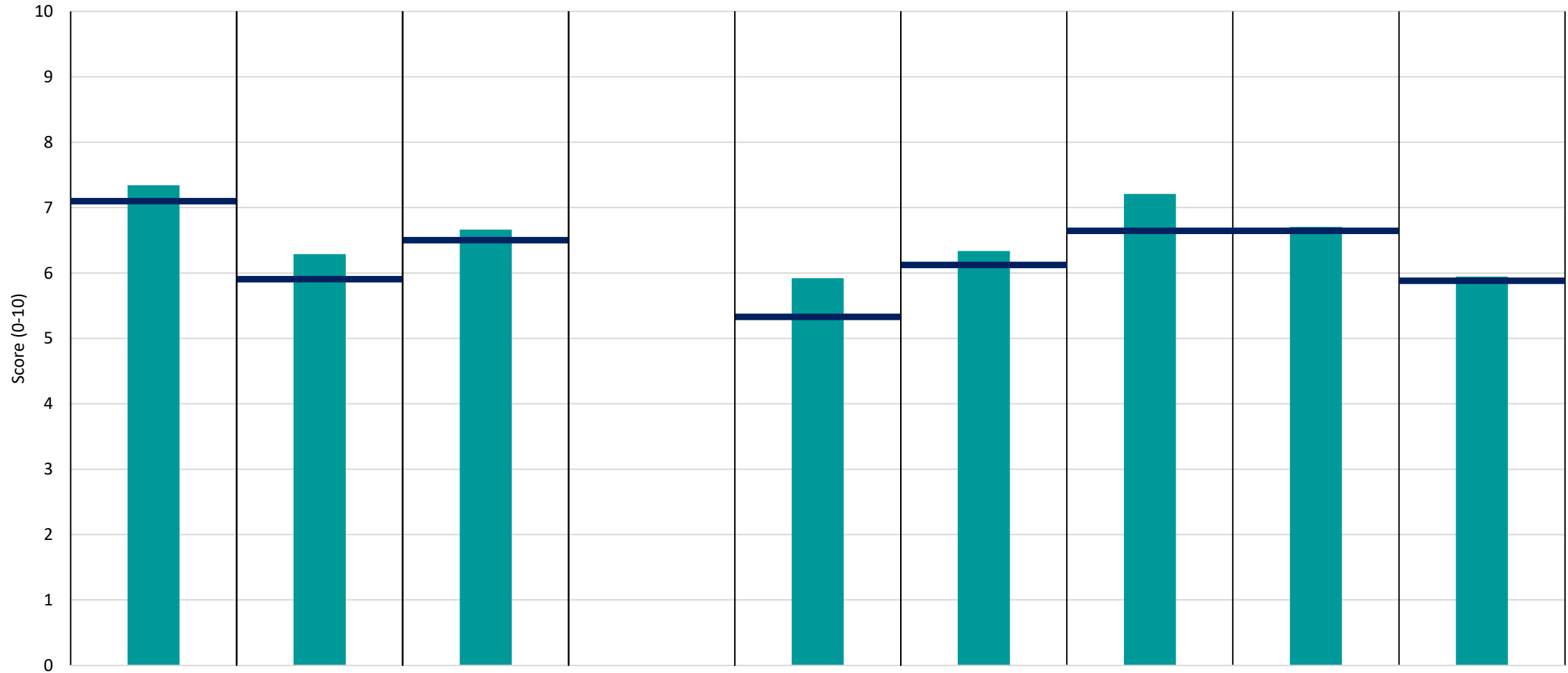
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Staff Engagement

Morale



Breakdown	7.34	6.29	6.66	-	5.92	6.34	7.21	6.71	5.94
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	277	277	274	-	269	277	277	277	277



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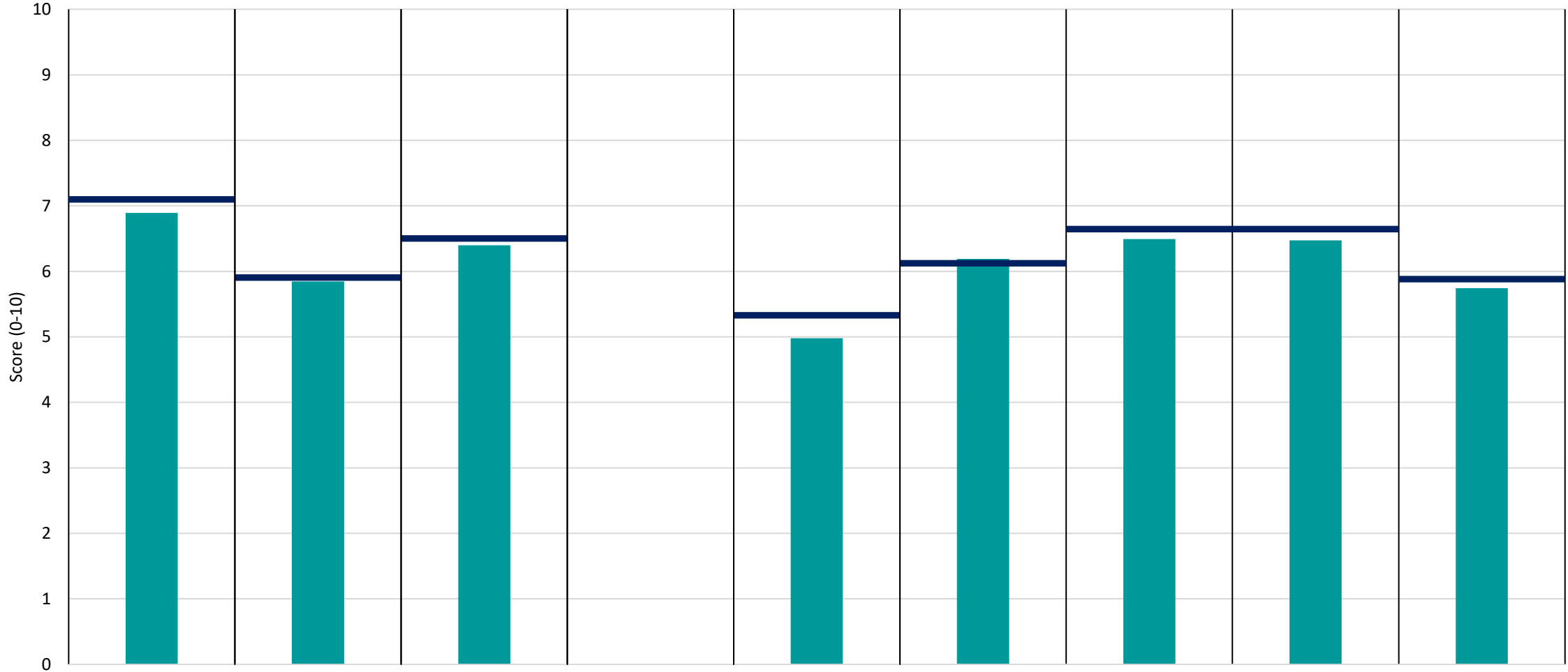
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Staff Engagement

Morale



Breakdown	6.89	5.84	6.40	-	4.98	6.19	6.49	6.47	5.74
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	176	176	174	-	162	175	176	176	176



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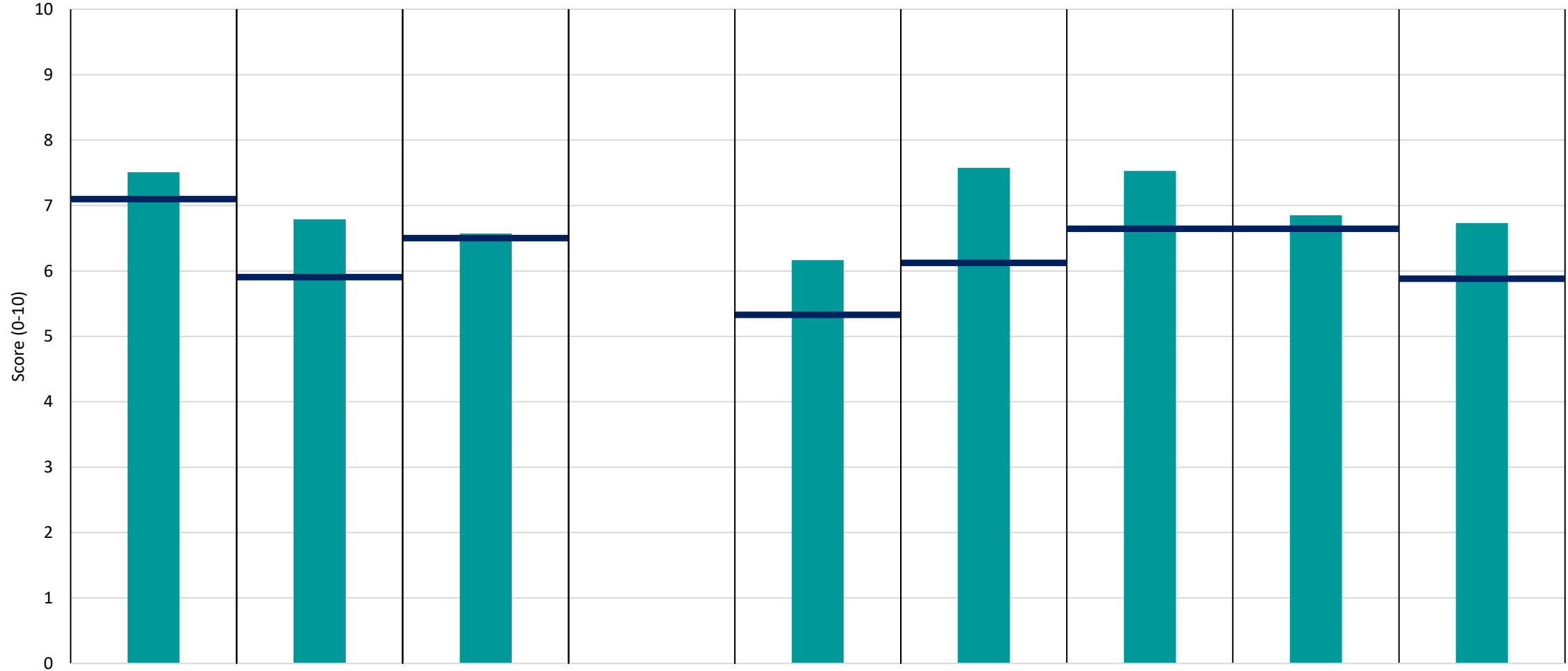
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Staff Engagement

Morale



Breakdown	7.51	6.79	6.57	-	6.17	7.58	7.53	6.85	6.73
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	113	113	113	-	110	113	113	113	113



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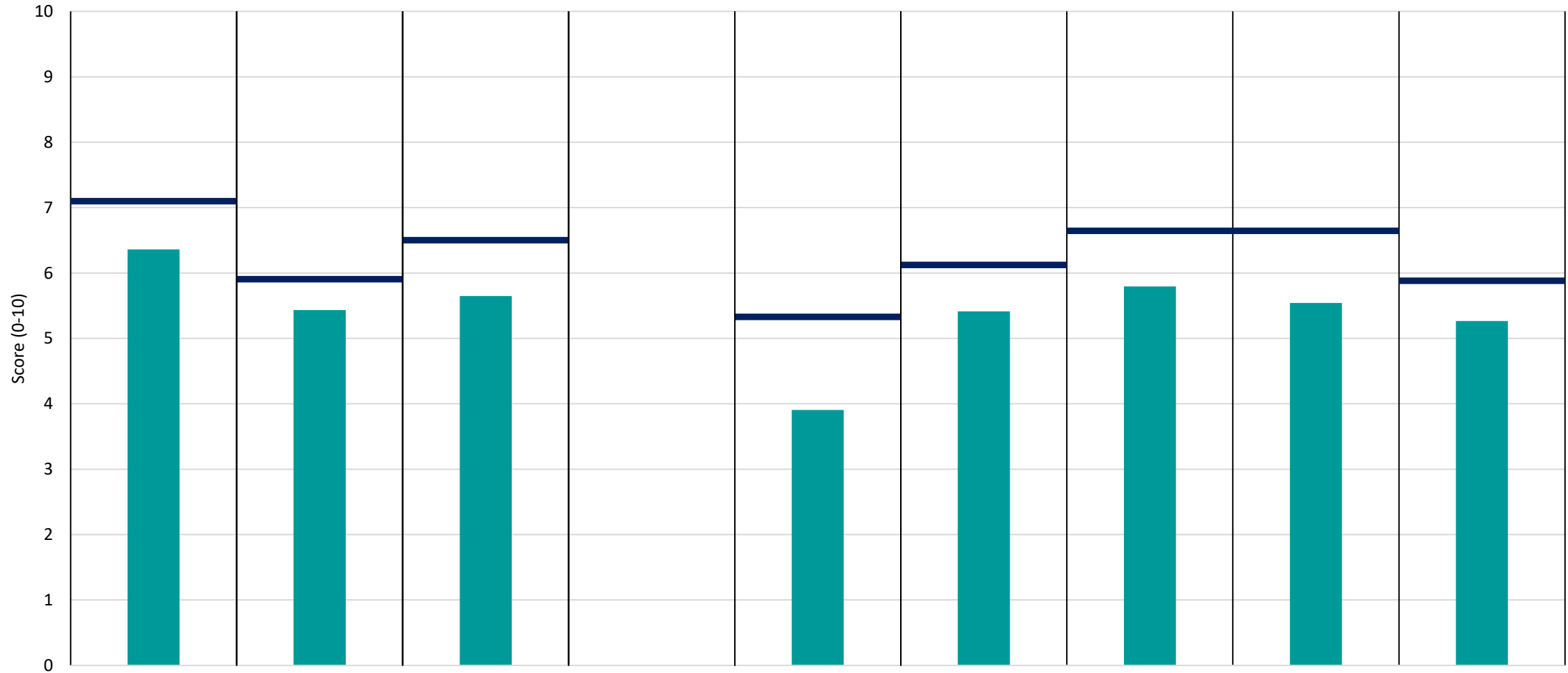
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Staff Engagement

Morale



Breakdown	6.36	5.43	5.65	-	3.90	5.41	5.79	5.54	5.27
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88

Responses 60 60 60 - 56 60 60 60 60 60 21

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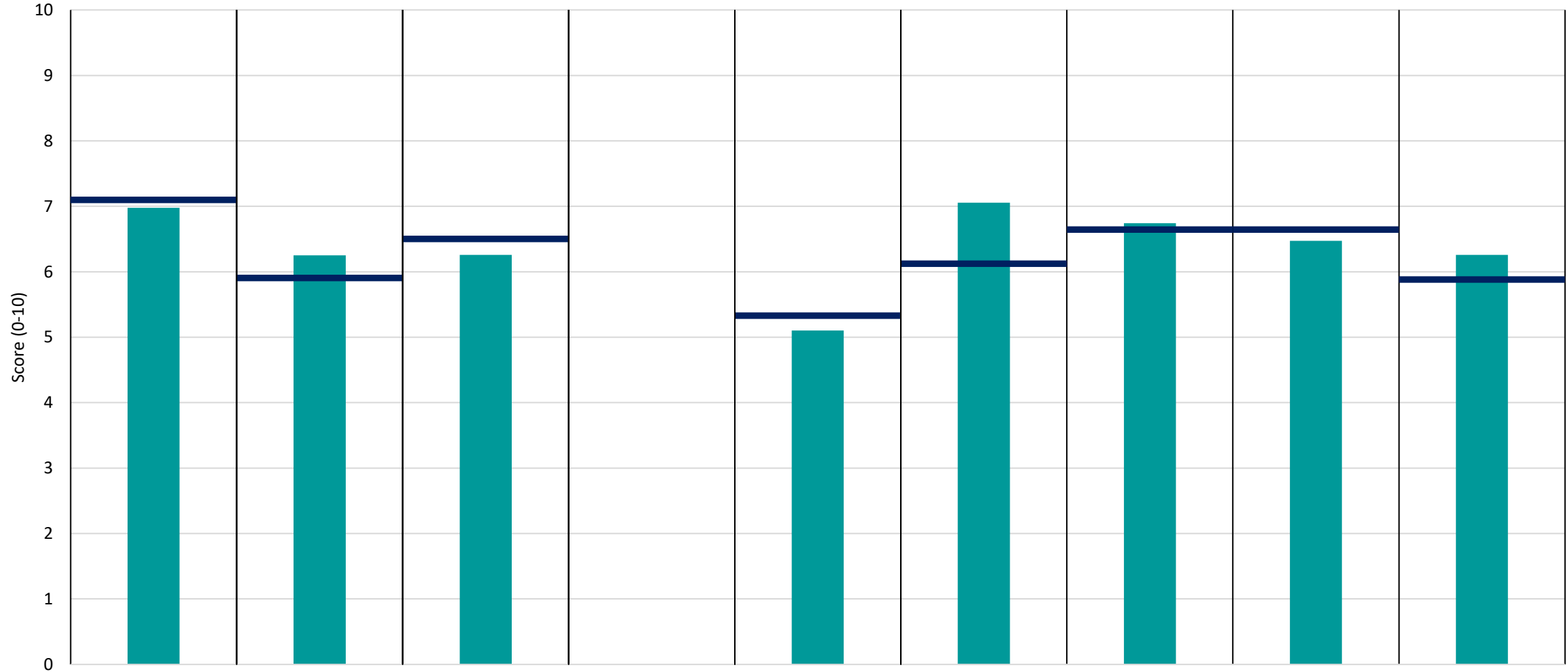
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Staff Engagement

Morale



Breakdown	6.98	6.25	6.26	-	5.10	7.06	6.74	6.47	6.26
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	80	80	80	-	76	80	80	80	80

# Breakdowns 2

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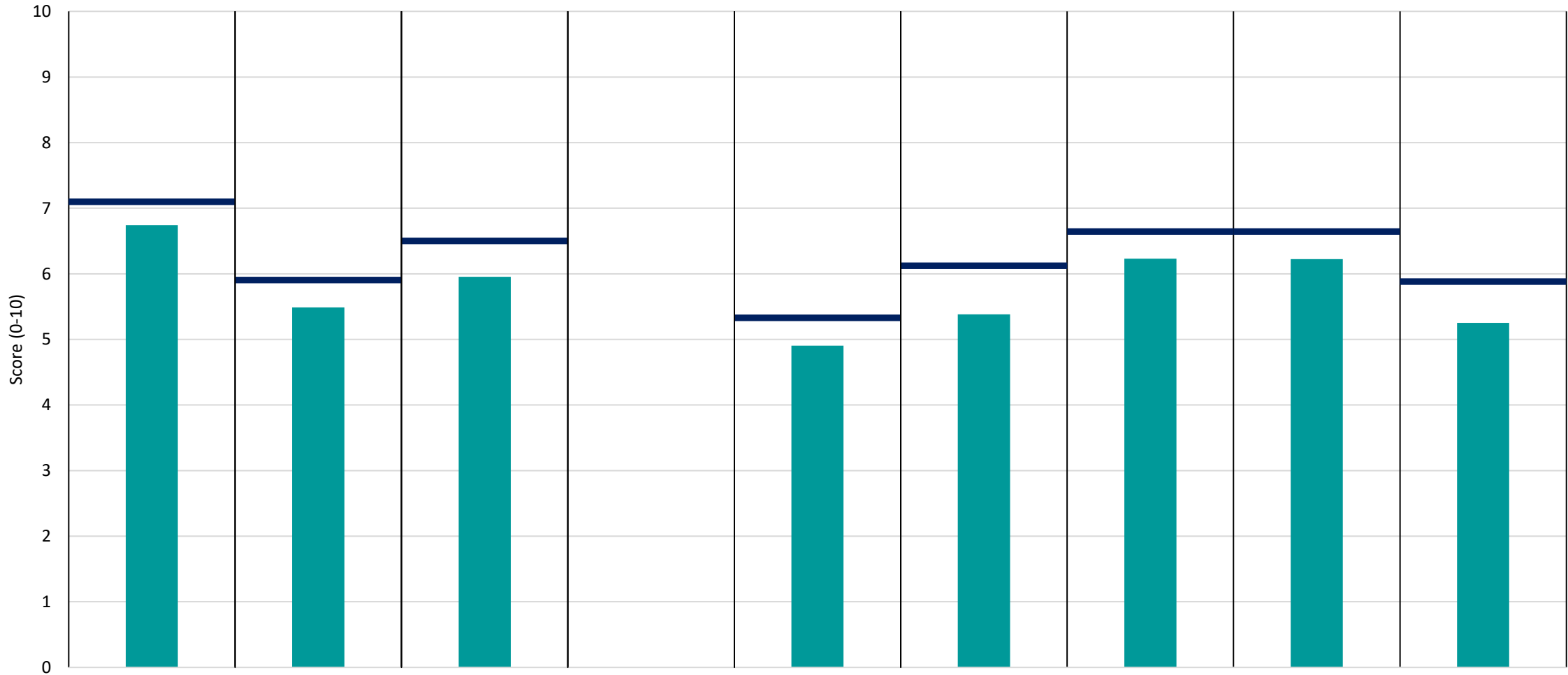
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Staff Engagement

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Breakdown	6.74	5.49	5.95	-	4.90	5.38	6.23	6.23	5.25
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	123	123	123	-	117	123	123	123	123



# Additional Clinical Services



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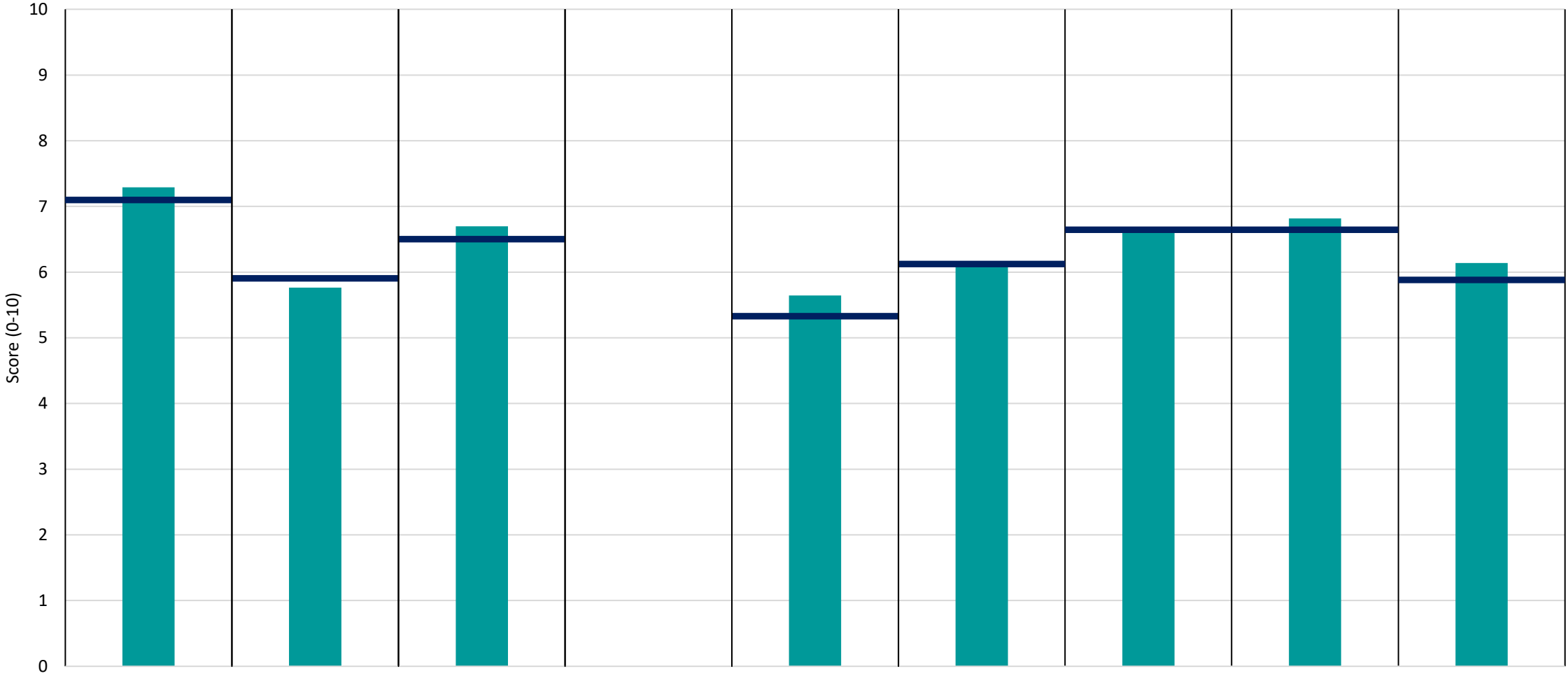
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Staff Engagement

Morale



Breakdown	7.29	5.77	6.70	-	5.64	6.08	6.64	6.82	6.14
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	627	627	621	-	589	624	627	627	627 <sup>25</sup>

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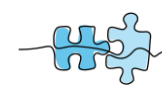
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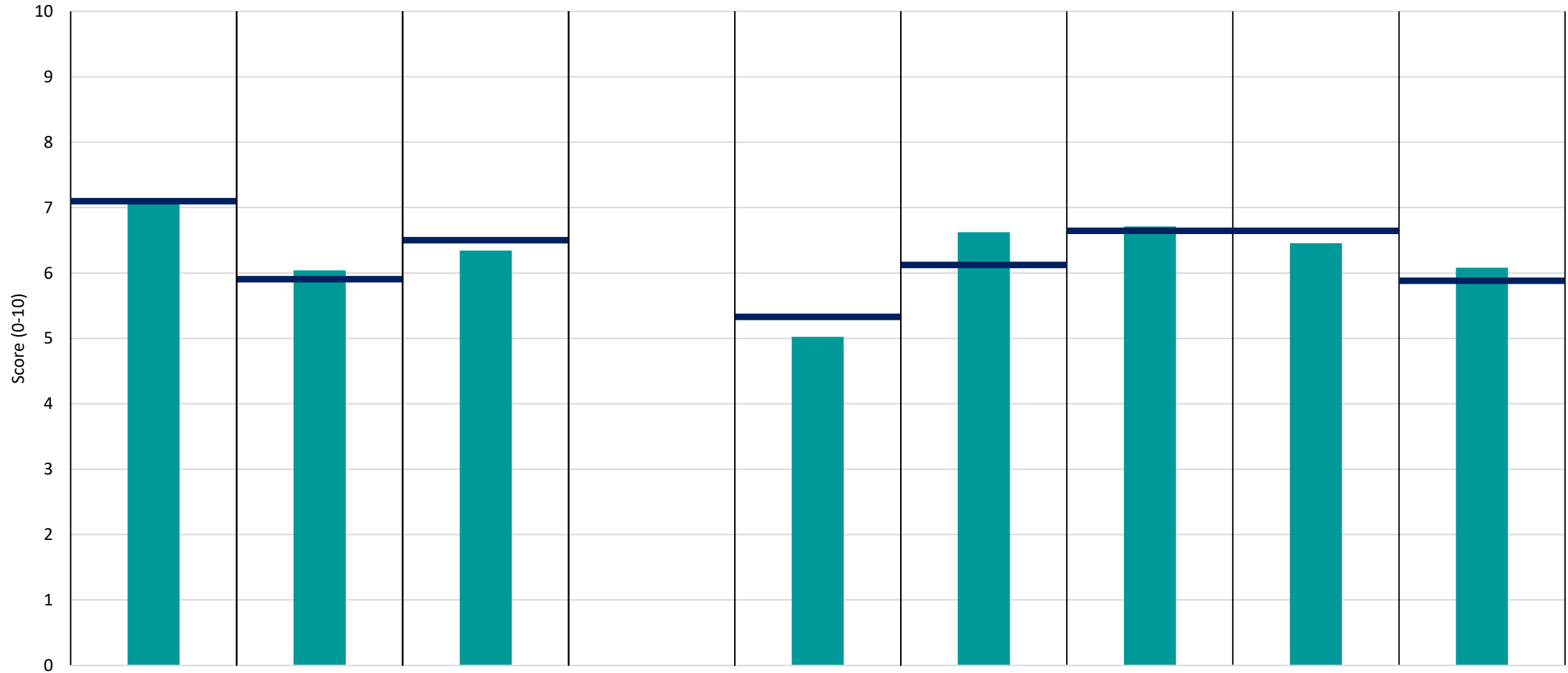
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Staff Engagement

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Breakdown	7.06	6.04	6.34	-	5.02	6.62	6.71	6.46	6.08
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	989	989	983	-	949	988	988	990	990



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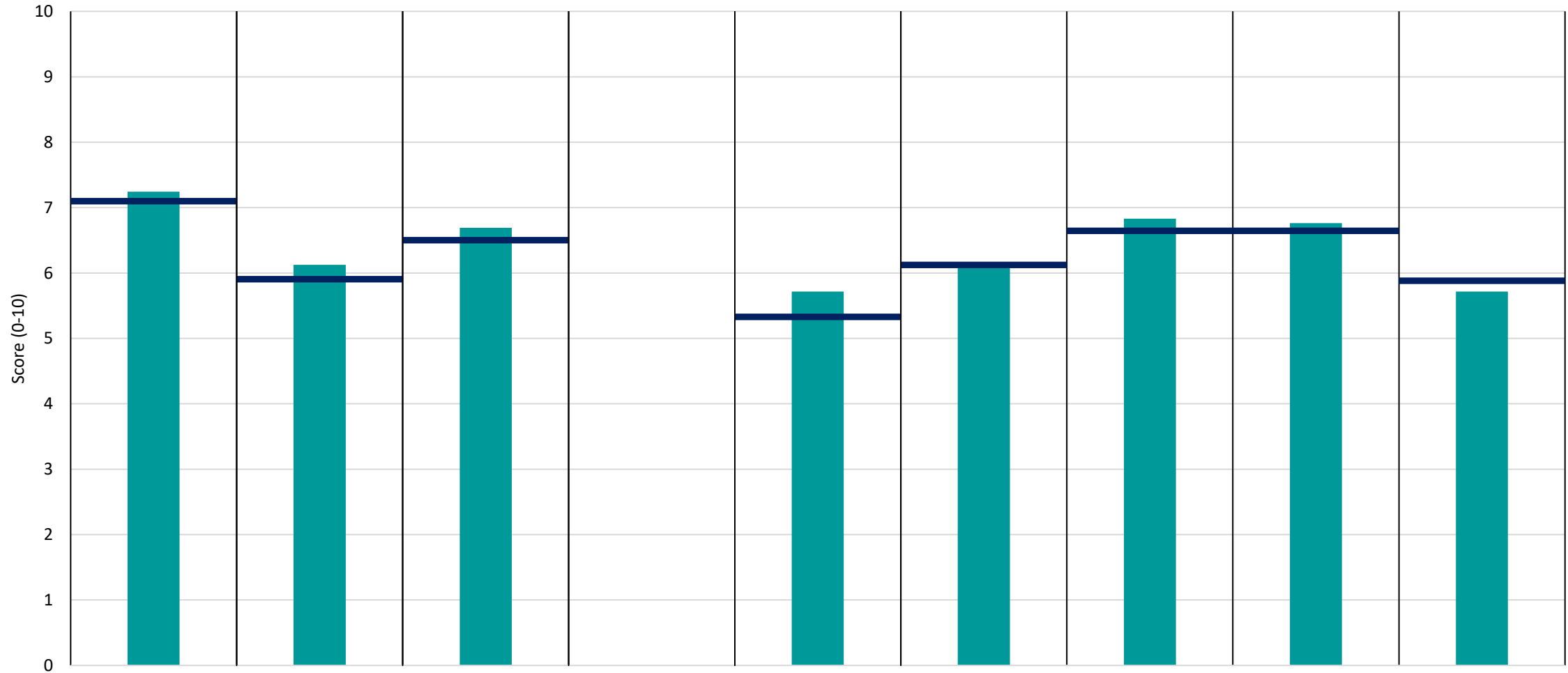
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Staff Engagement

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Breakdown	7.24	6.13	6.69	-	5.71	6.15	6.83	6.76	5.72
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	313	312	311	-	299	311	313	313	313



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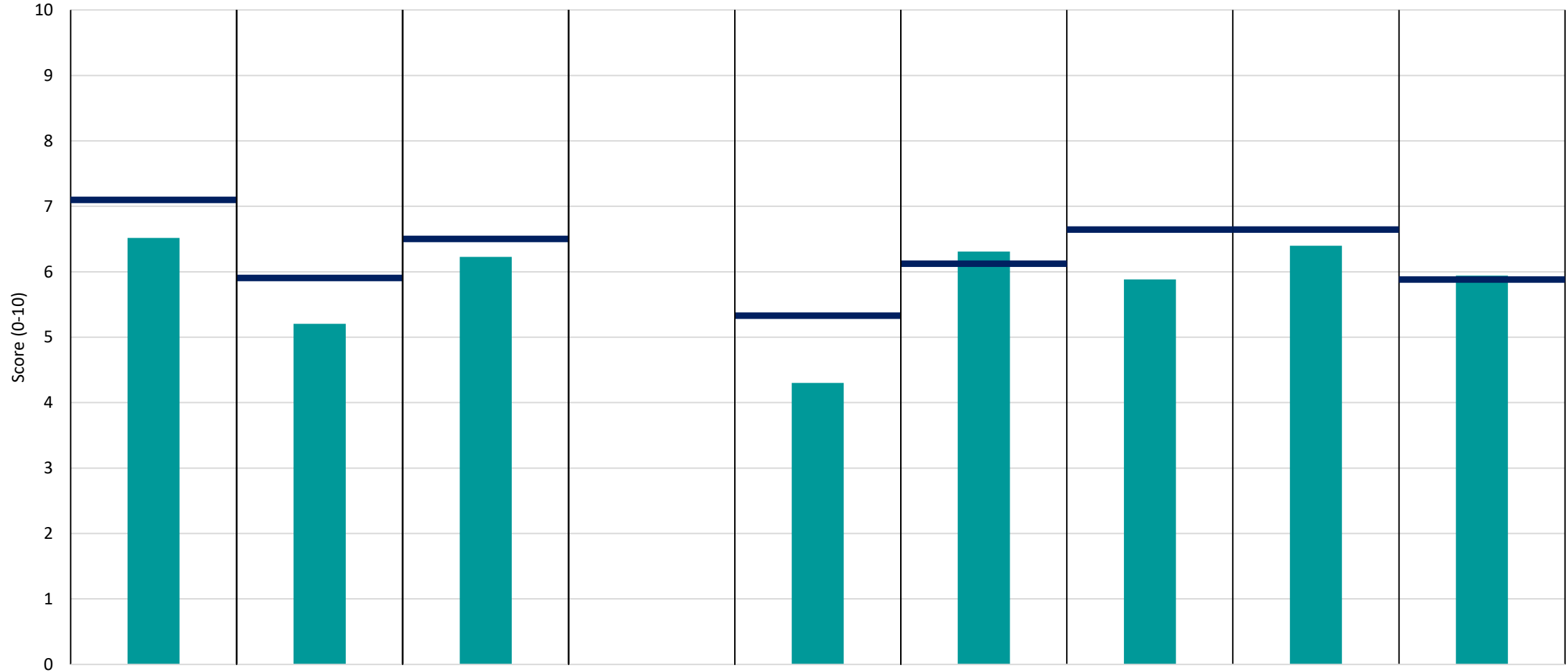
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Staff Engagement

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Breakdown	6.52	5.21	6.23	-	4.30	6.31	5.88	6.40	5.94
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88

Responses 76 77 76 - 67 76 77 77 77 28

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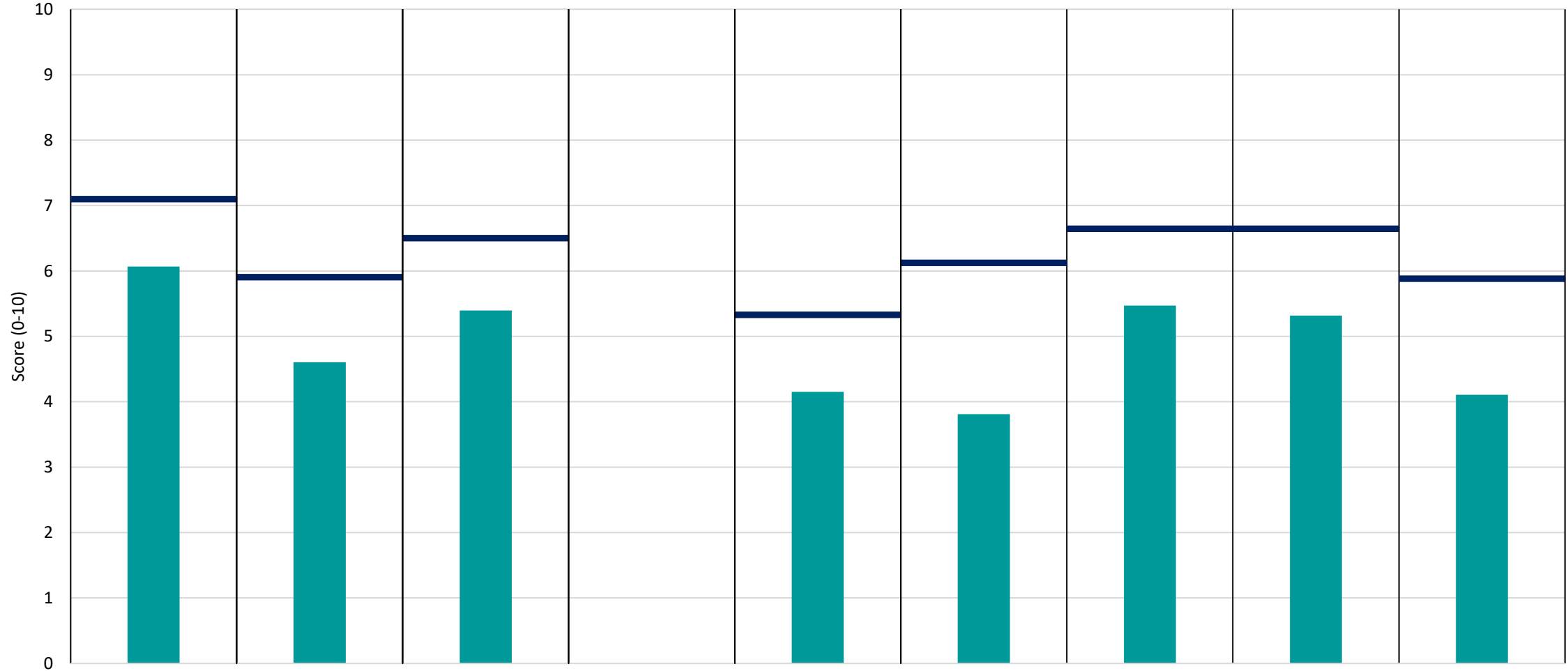
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Staff Engagement

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Breakdown	6.07	4.60	5.40	-	4.15	3.81	5.47	5.32	4.11
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88

Responses 63 63 63 - 62 63 63 63 63 29

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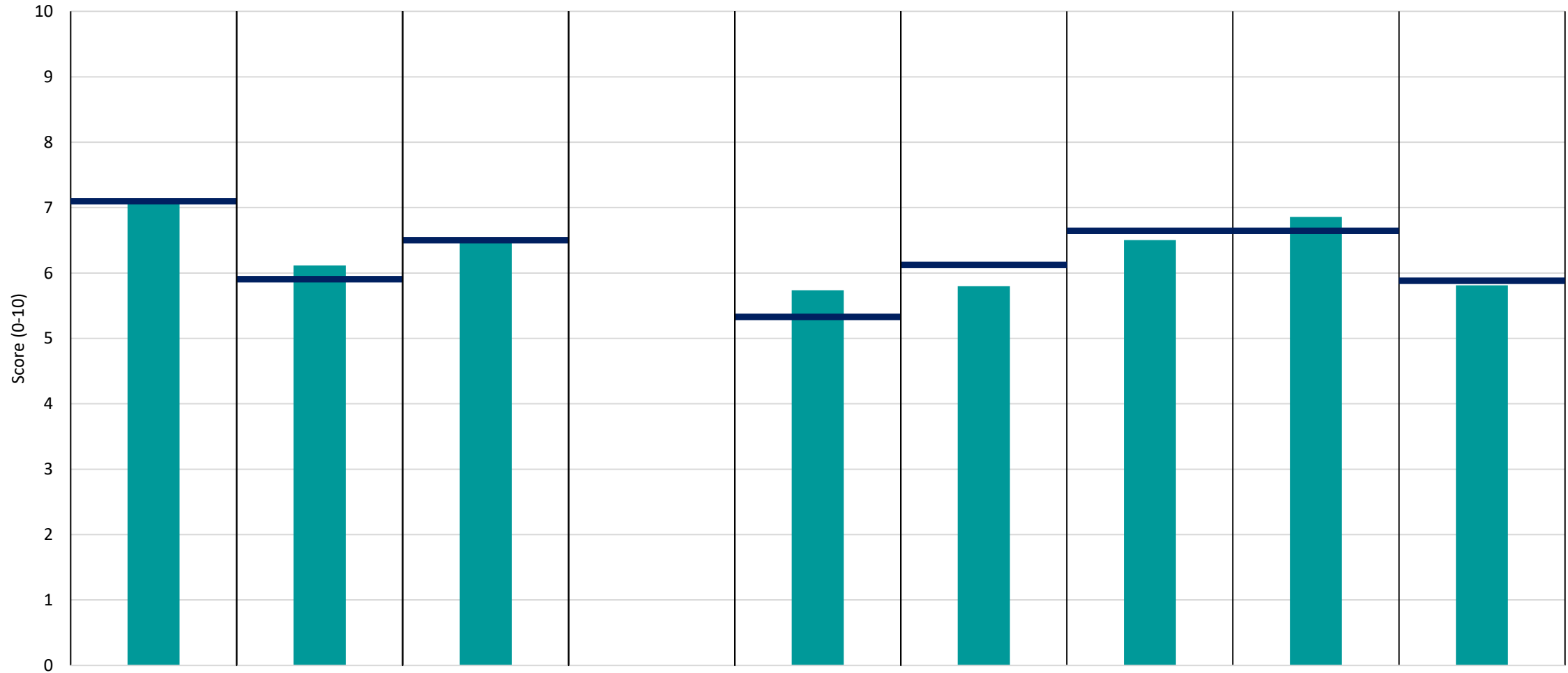
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Breakdown	7.07	6.11	6.50	-	5.74	5.80	6.50	6.86	5.81
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	193	193	192	-	189	193	192	193	193



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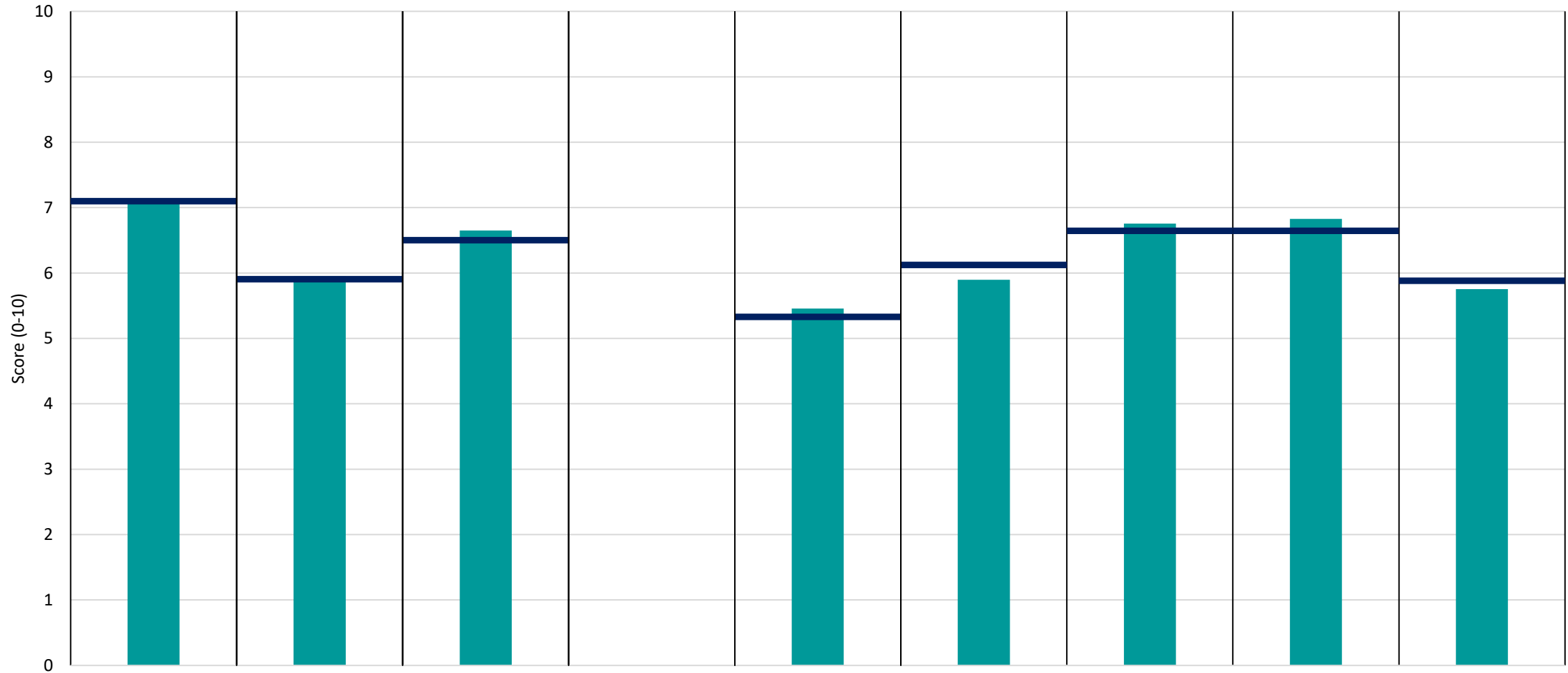
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Breakdown	7.13	5.95	6.65	-	5.46	5.90	6.76	6.83	5.75
Your org	7.10	5.91	6.50	-	5.33	6.12	6.65	6.64	5.88
Responses	854	855	849	-	823	848	853	856	855