Kettering General Hospital NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Contents (1)

This breakdown report for Kettering General 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 Kettering General 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.

Breakdown

	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

Kettering General Hospital NHS Foundation Trust

2023 NHS Staff Survey

Core Services 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	6.65	5.74	6.19	-	5.52	6.26	6.28	6.20	5.80
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	63	63	63	-	60	63	63	63	63

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 Division

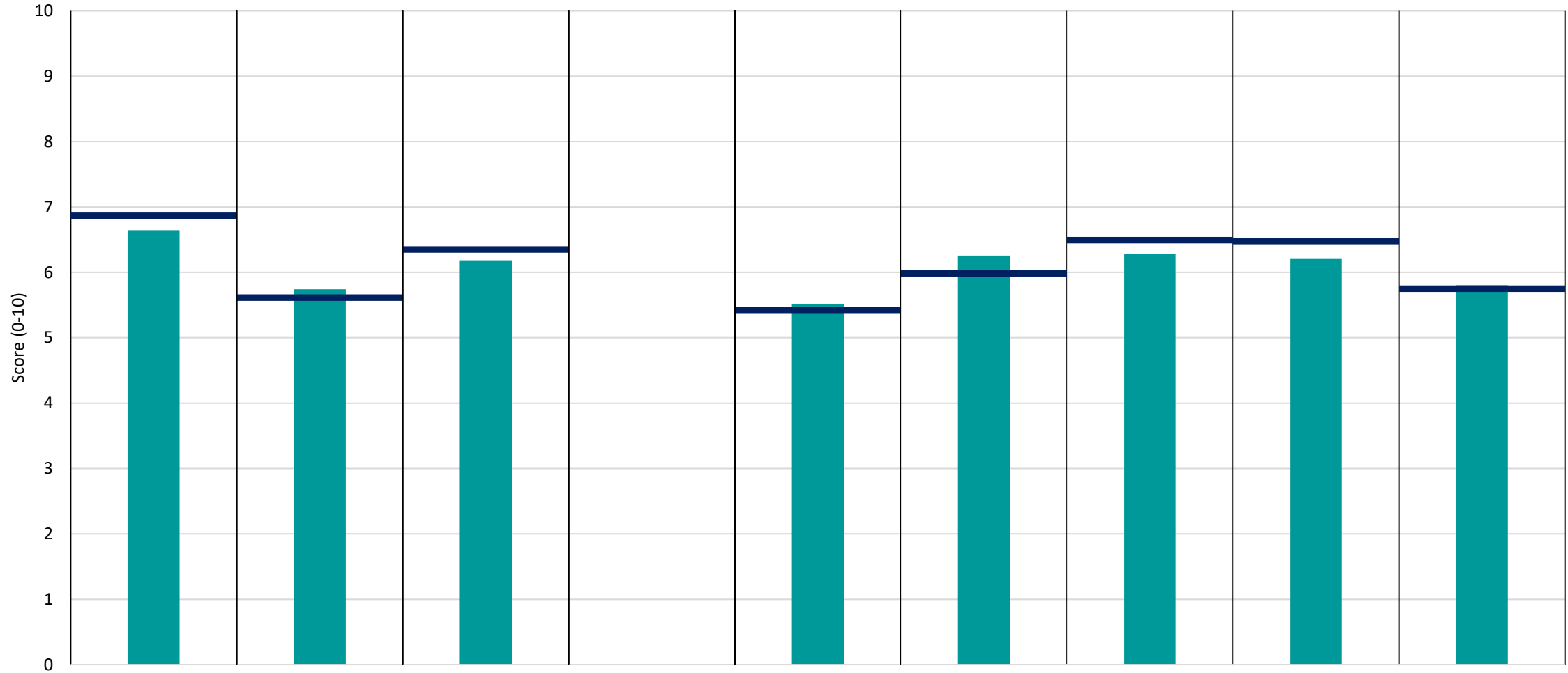|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.11	6.36	6.53	-	5.81	7.14	7.06	6.71	6.07
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	226	225	226	-	223	225	226	226	226

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.

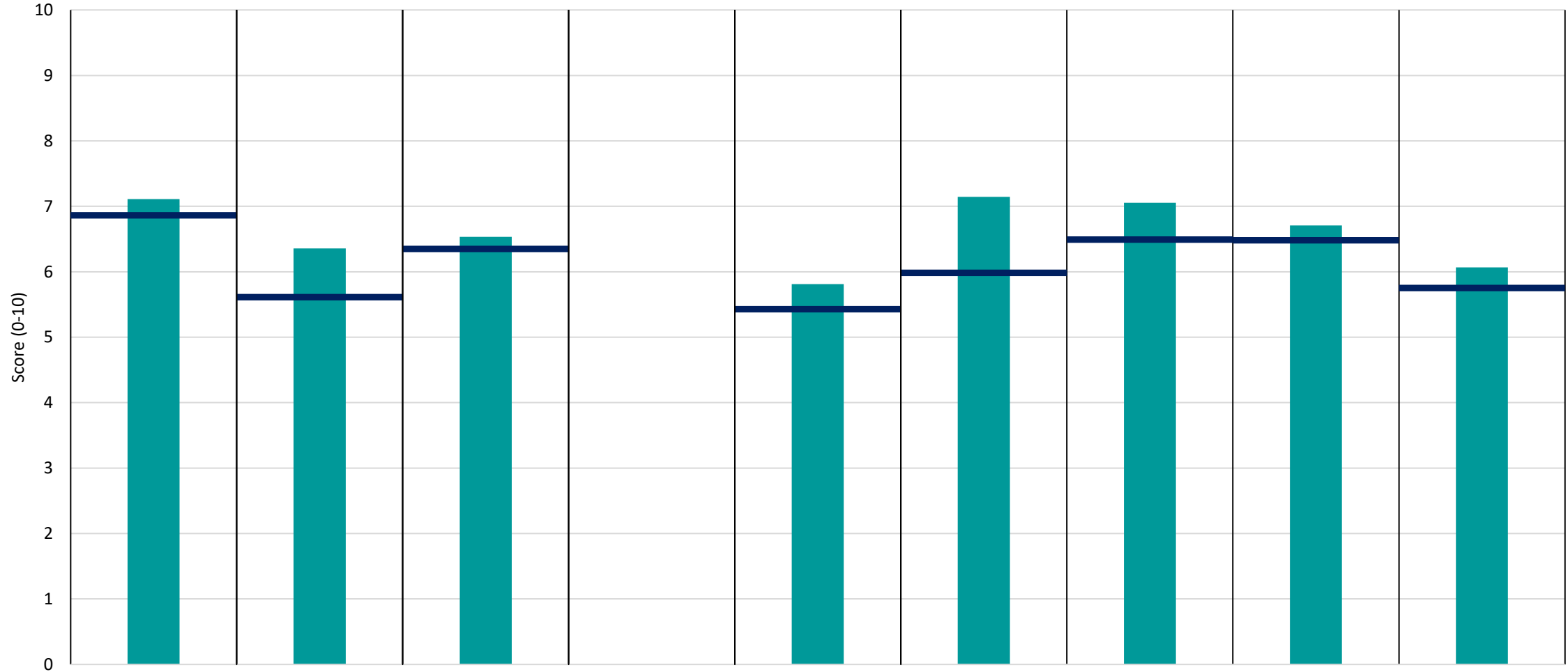|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.01	6.07	6.35	-	5.22	7.38	6.61	6.38	5.74
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	81	81	80	-	79	80	81	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.

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Facilities Division

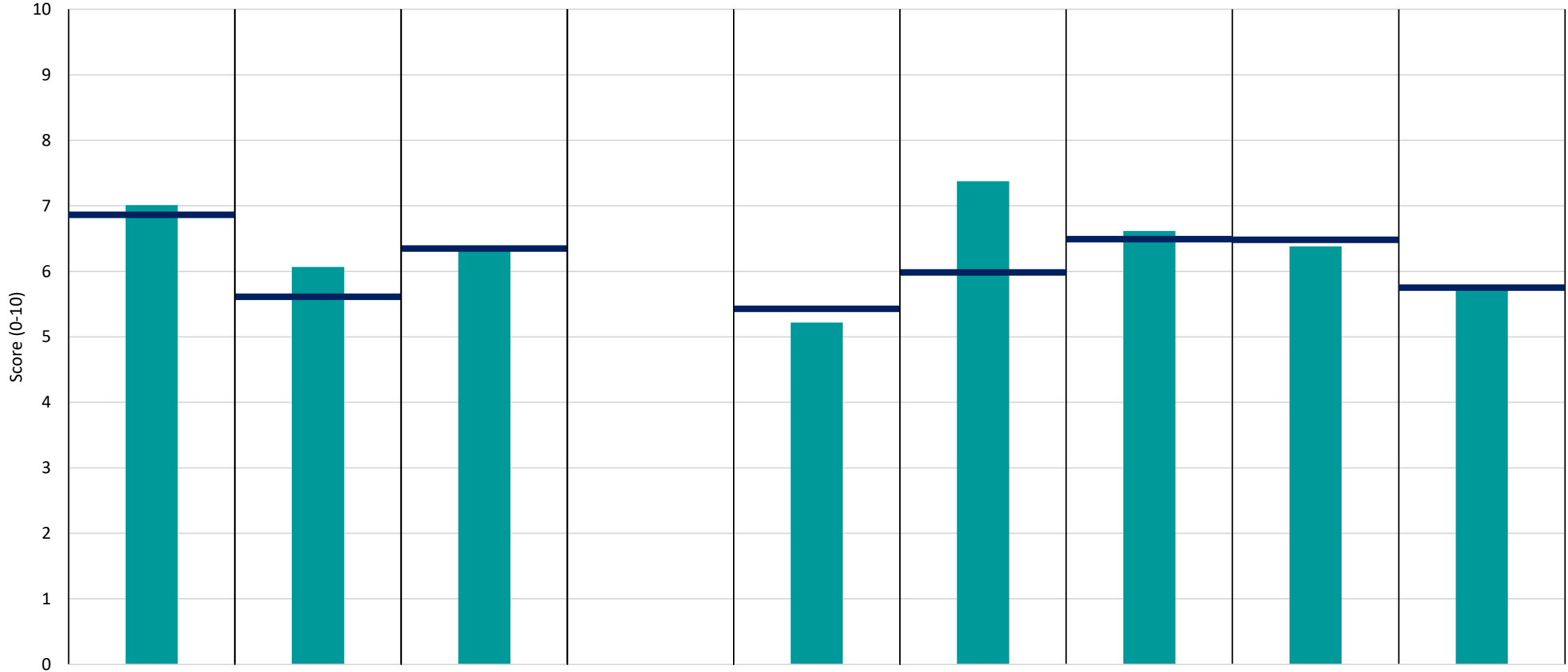|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.37	5.22	5.80	-	4.39	5.61	5.70	6.00	5.73
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	189	198	181	-	164	189	190	197	196

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.

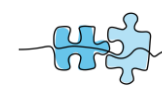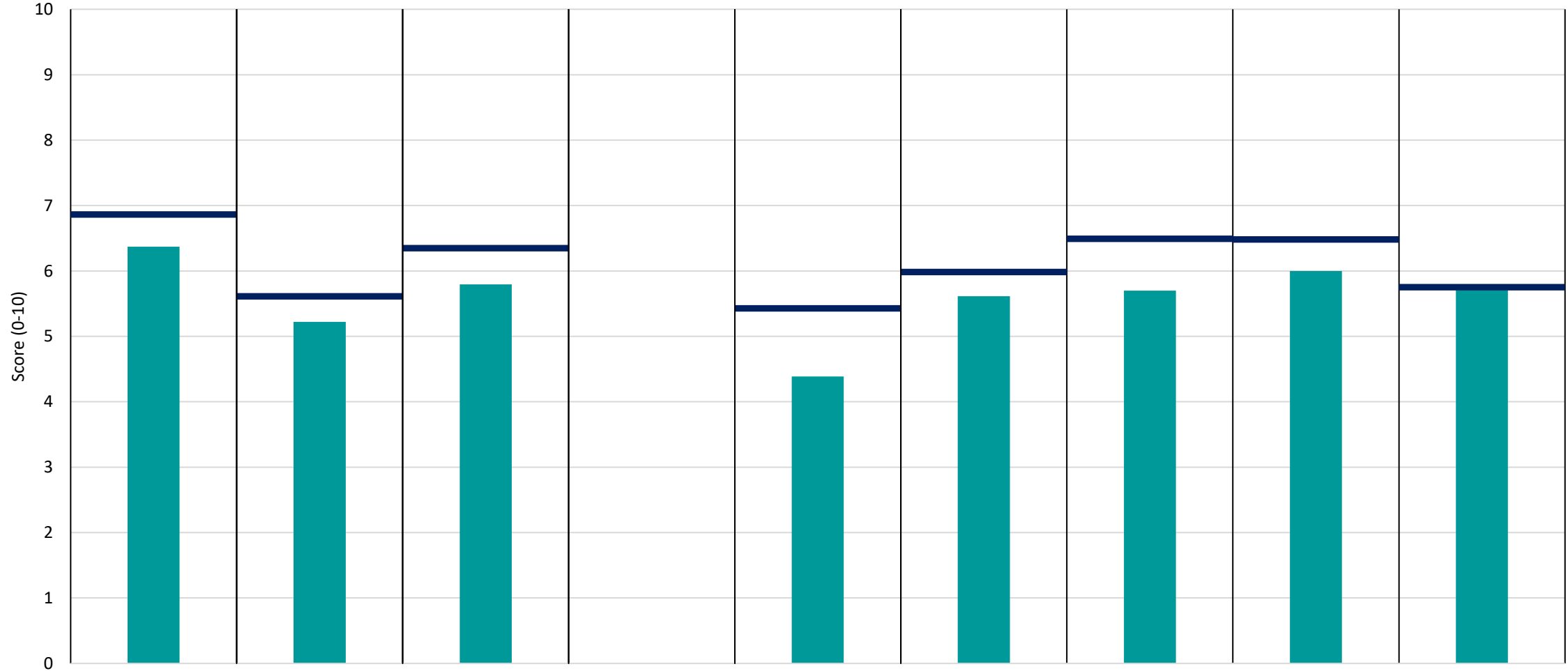|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.07	5.75	6.48	-	5.46	5.81	6.65	6.55	5.79
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	629	629	624	-	611	623	629	628	629

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

Score (0-10)

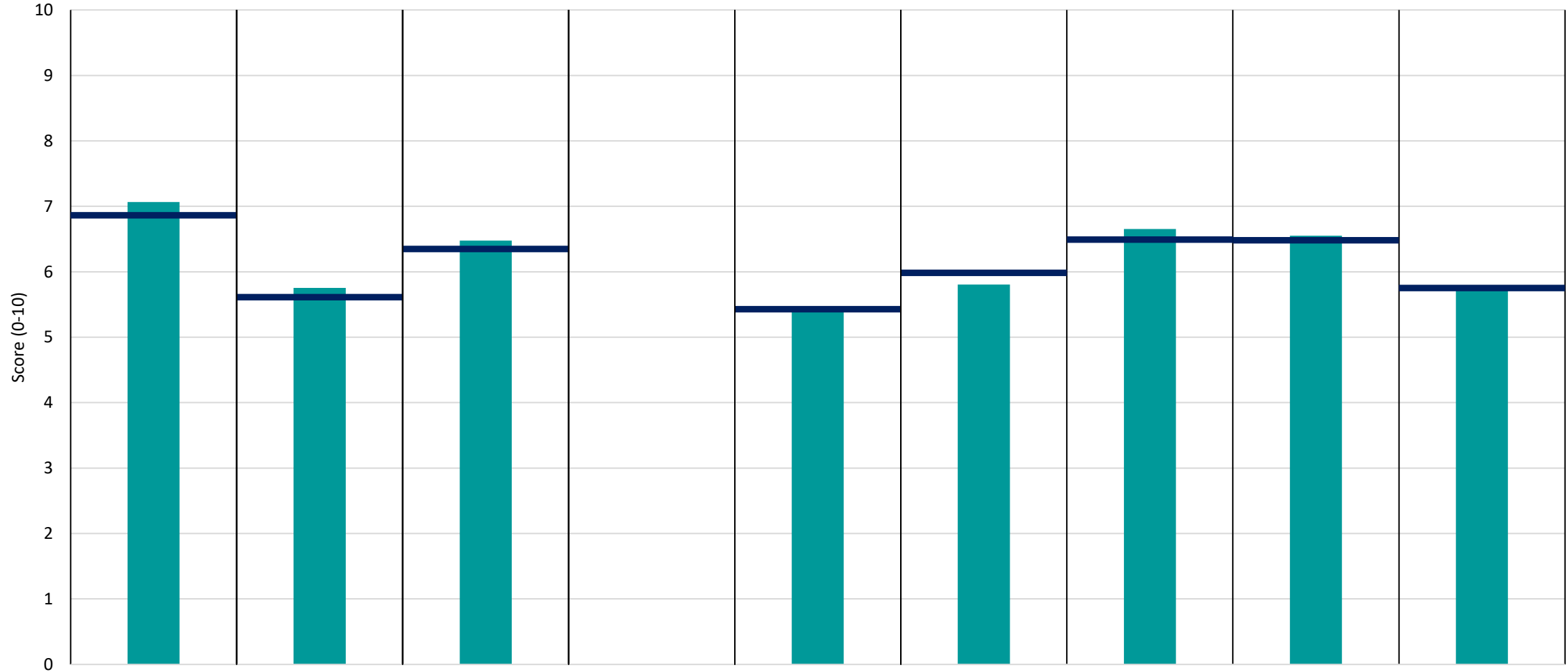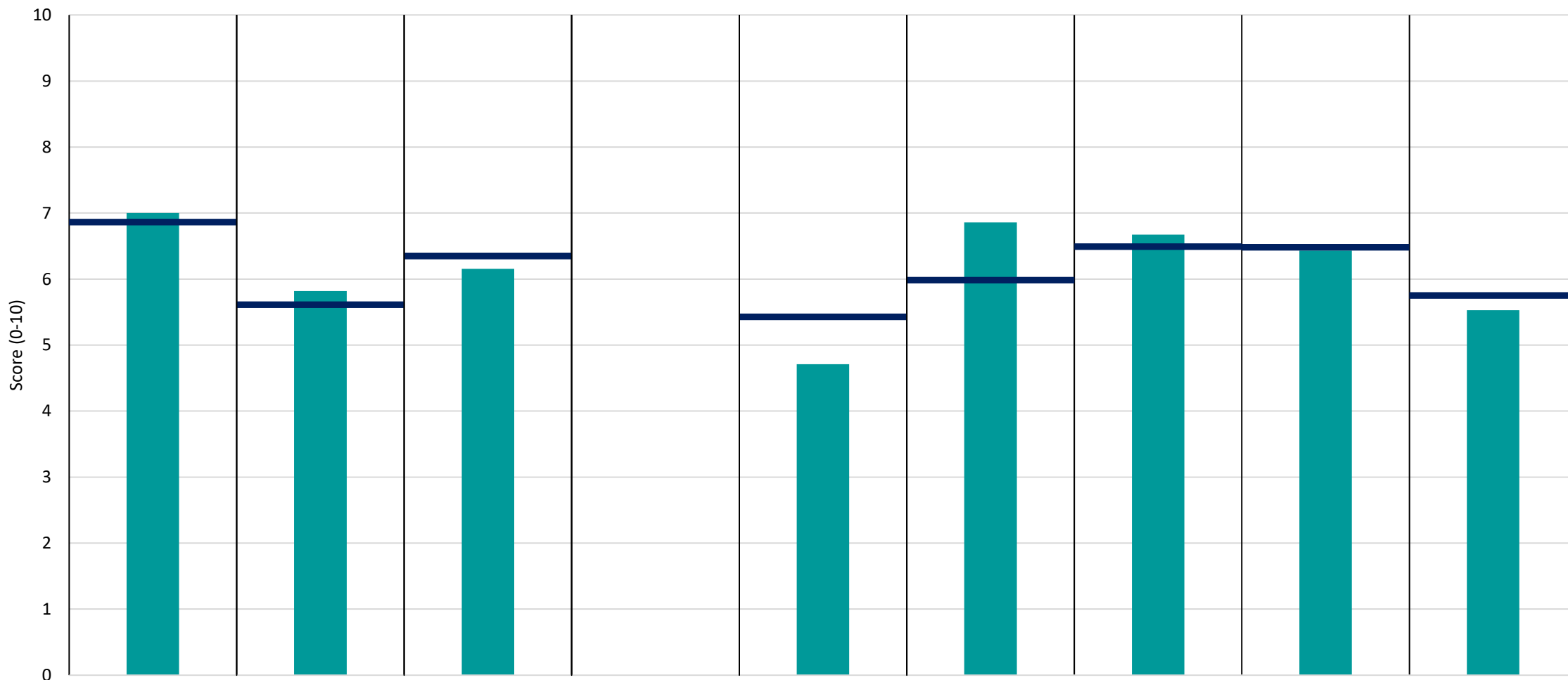|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.00	5.82	6.16	-	4.71	6.86	6.67	6.43	5.53
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	81	81	81	-	74	81	81	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.

Medicine Division

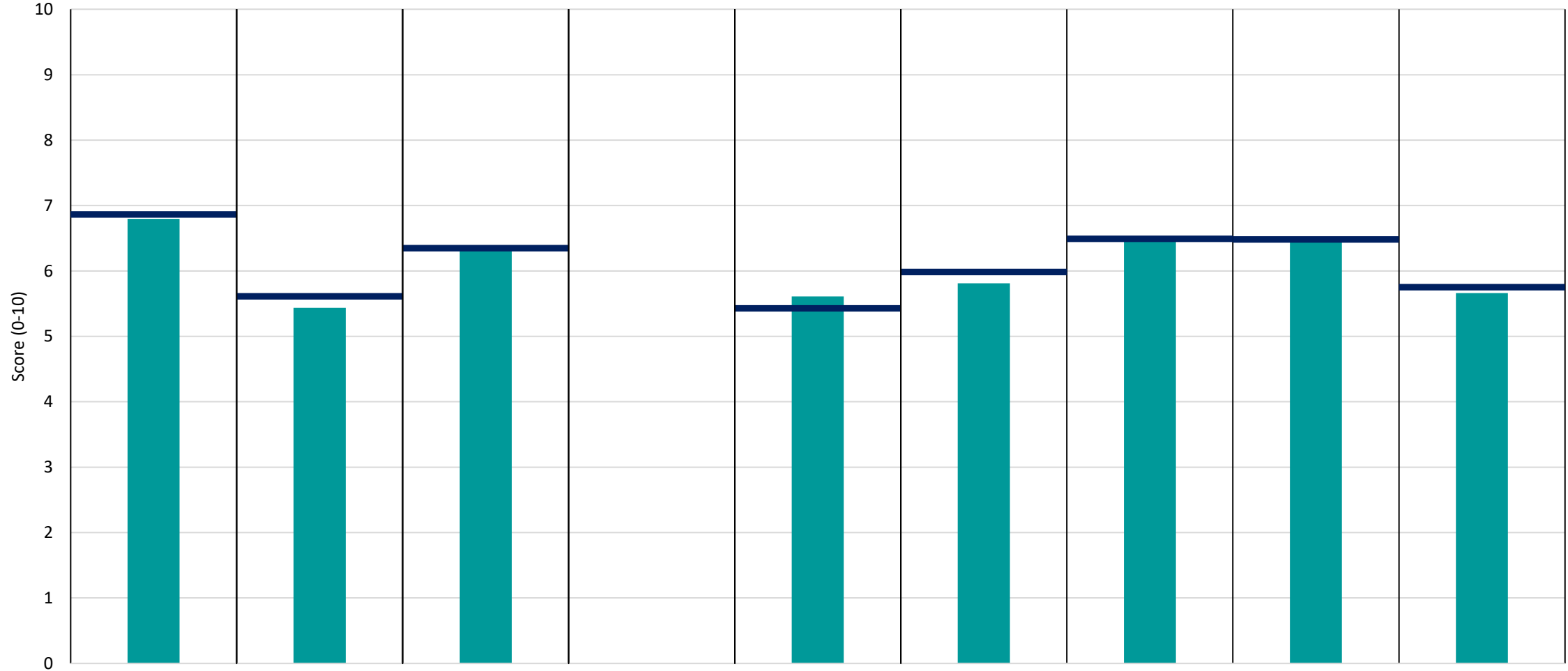|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.80	5.44	6.34	-	5.61	5.81	6.47	6.50	5.66
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	742	744	734	-	703	740	741	739	741

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.

Surgery Division
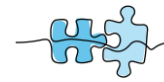
	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.79	5.45	6.36	-	5.43	5.76	6.38	6.50	5.73
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	668	666	661	-	630	661	668	667	669

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

Kettering General Hospital NHS Foundation Trust

2023 NHS Staff Survey

Anaesthetics & Critical Care

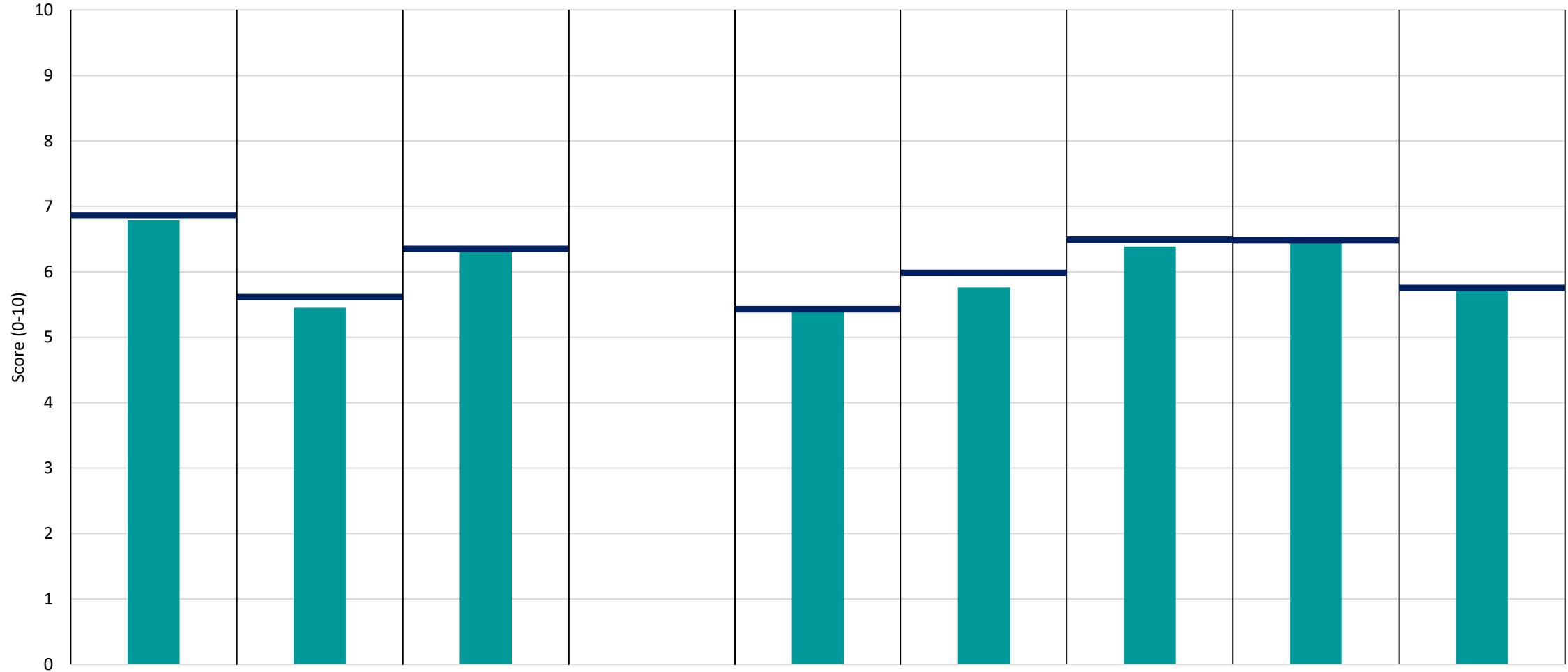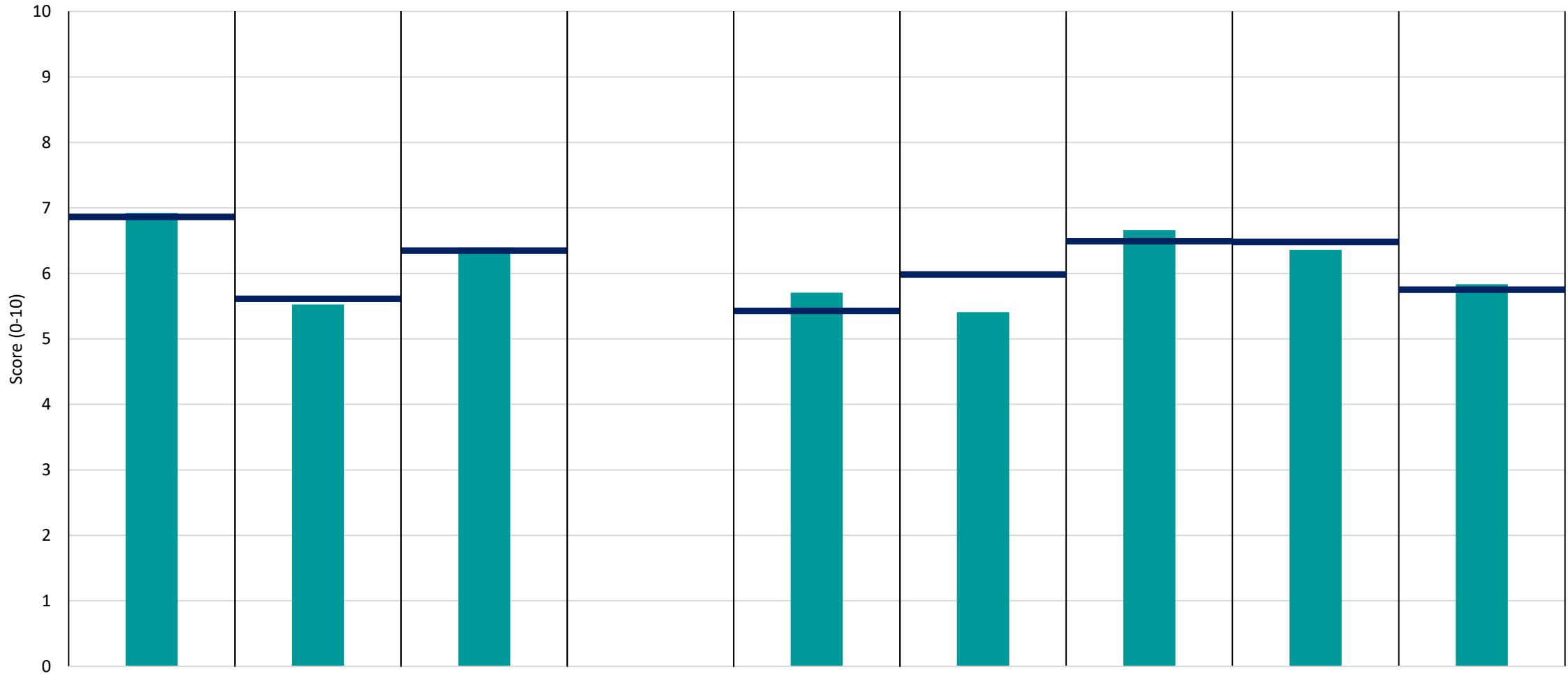|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.92	5.53	6.40	-	5.71	5.41	6.66	6.36	5.84
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	92	93	92	-	87	91	93	93	93

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.

Cancer Team

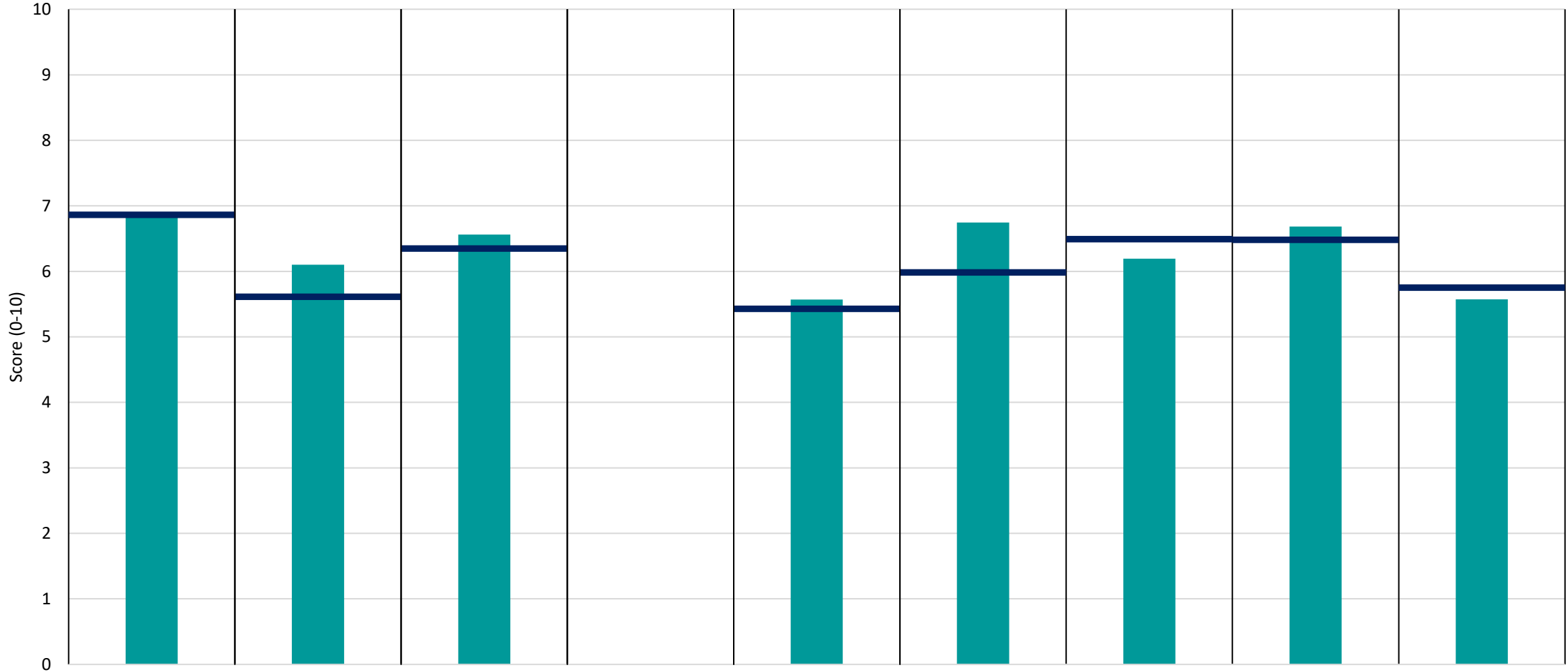|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.82	6.10	6.56	-	5.57	6.74	6.19	6.68	5.57
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	16	16	16	-	14	16	16	16	16

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.

Cardiology, Radiology & Respiratory

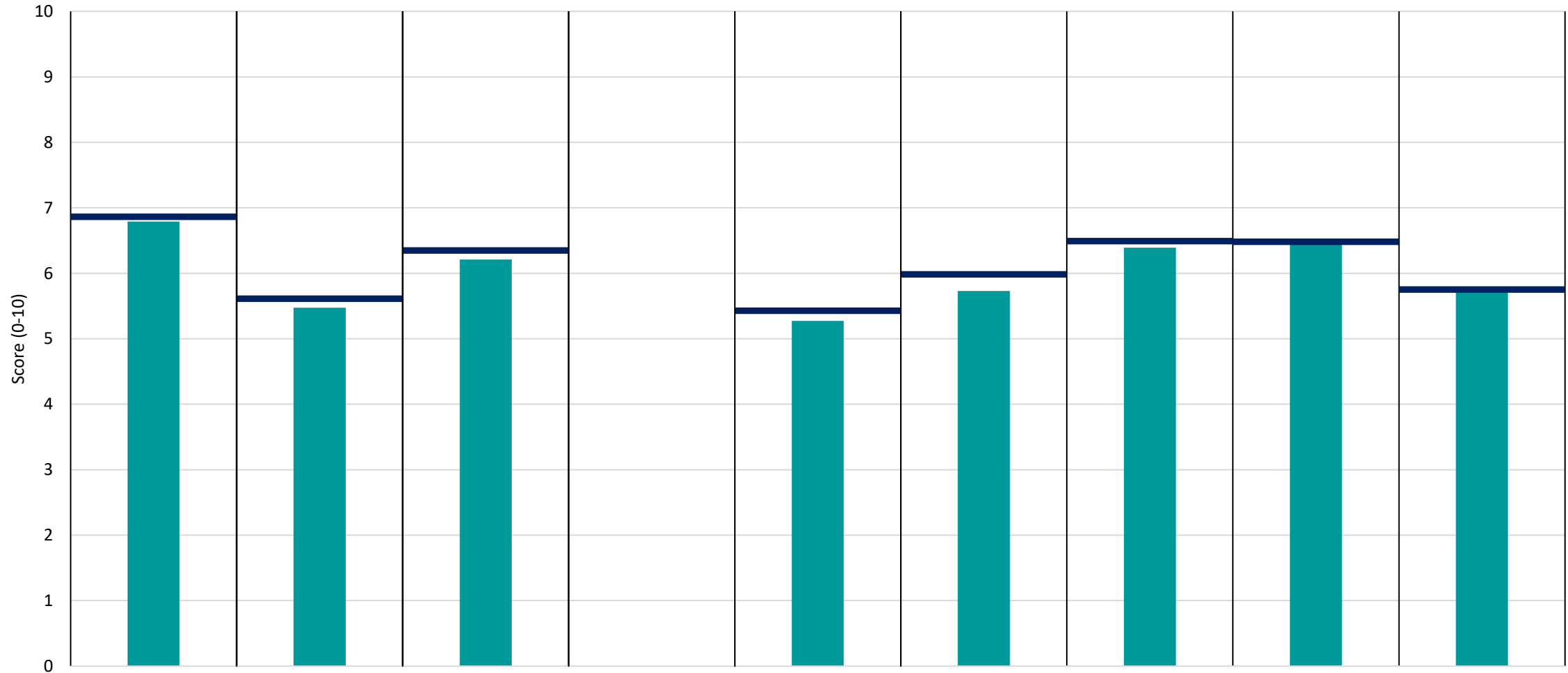|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.79	5.47	6.21	-	5.27	5.73	6.39	6.45	5.75
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	280	280	280	-	260	279	280	280	280

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.

Childrens & Obs and Gynae

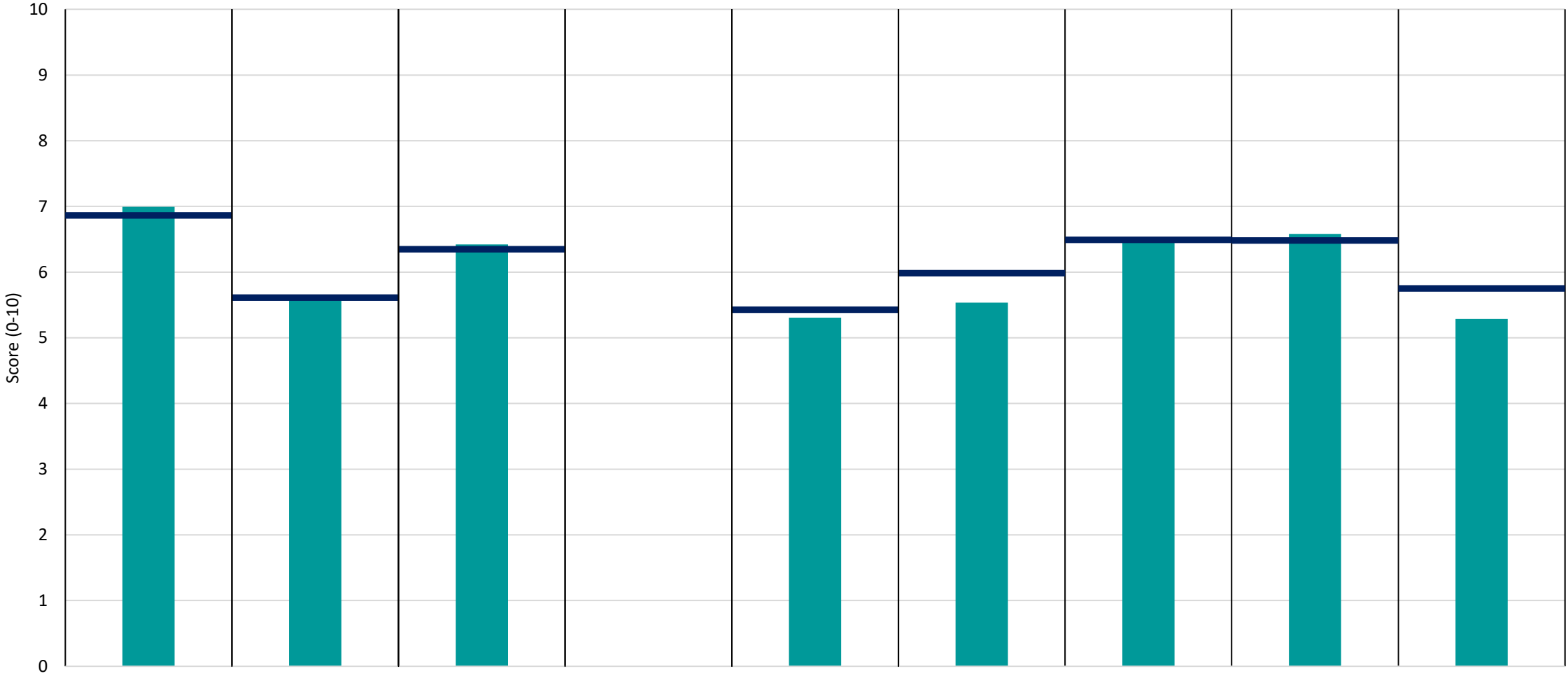|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.99	5.58	6.42	-	5.31	5.54	6.45	6.58	5.29
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	180	180	180	-	178	180	180	180	180

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.

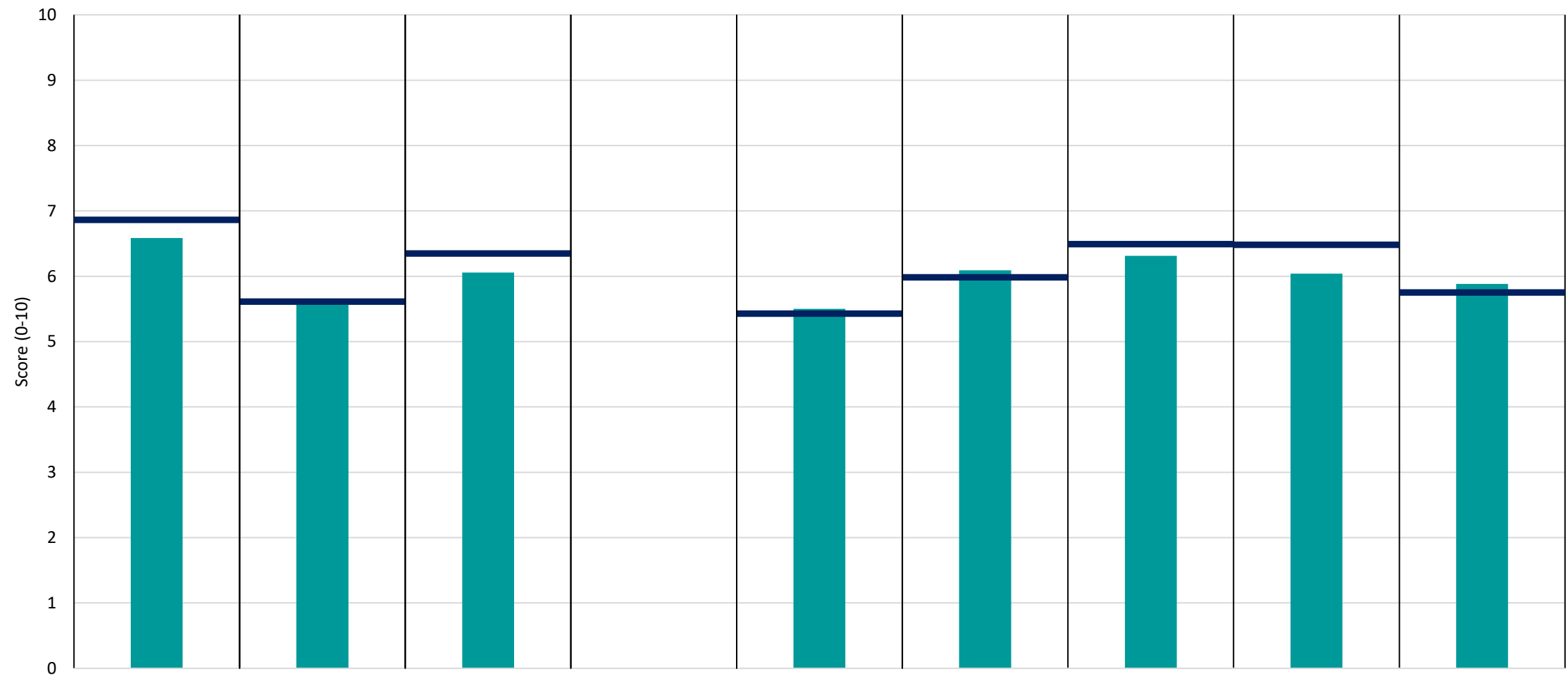|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.59	5.62	6.06	-	5.50	6.09	6.31	6.04	5.88
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	47	47	47	-	46	47	47	47	47

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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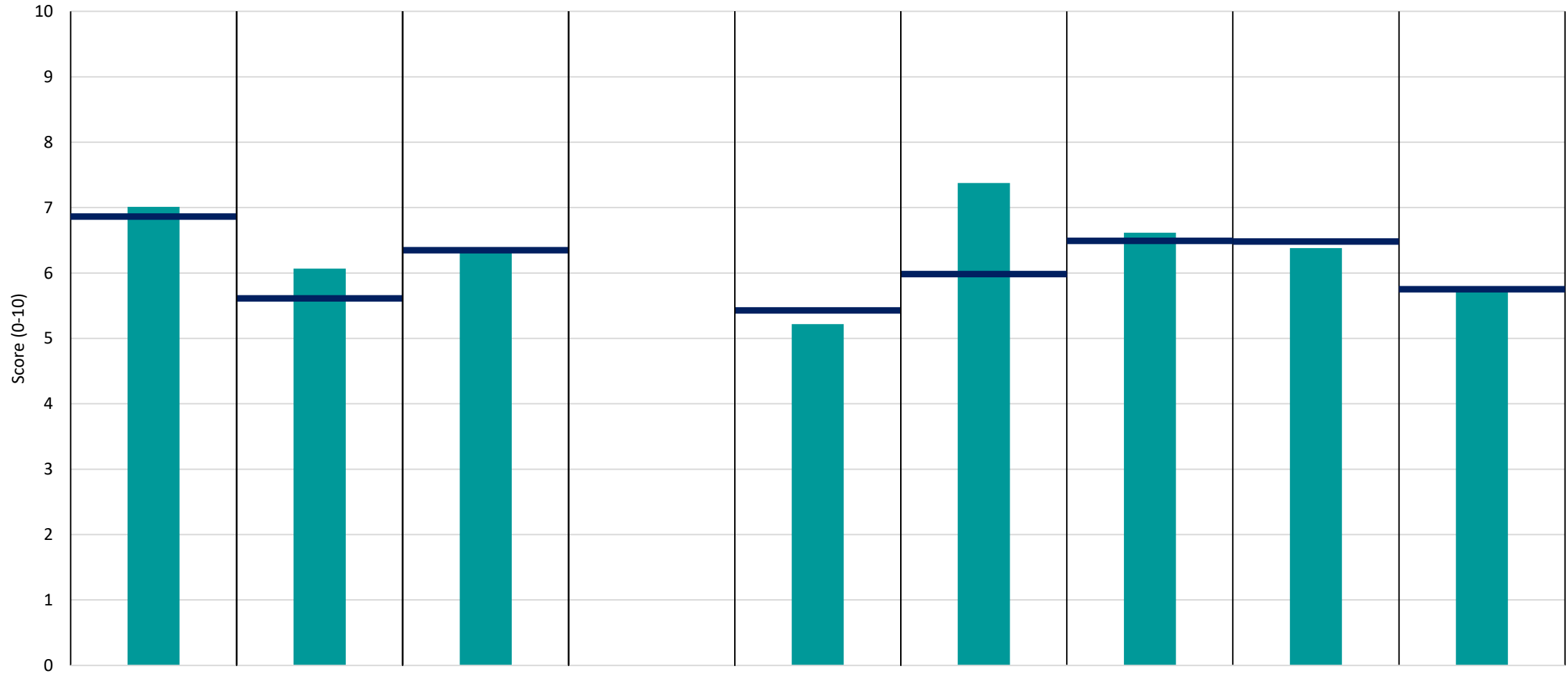|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.01	6.07	6.35	-	5.22	7.38	6.61	6.38	5.74
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	81	81	80	-	79	80	81	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.

Breakdown	6.37	5.22	5.80	-	4.39	5.61	5.70	6.00	5.73
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	189	198	181	-	164	189	190	197	196

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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Exec & Group

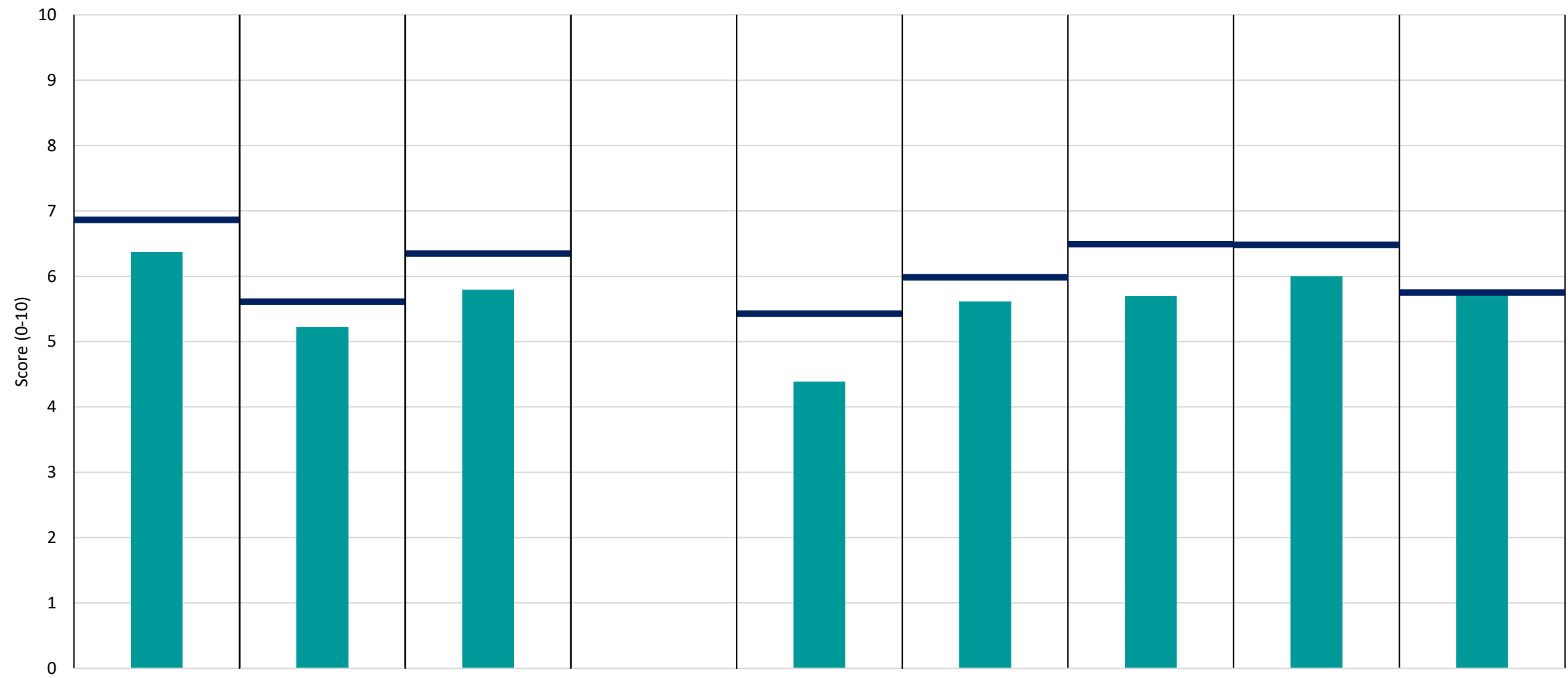|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.29	6.53	7.10	-	6.41	7.40	6.70	7.38	6.40
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	29	29	29	-	29	29	29	29	29

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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.

Finance

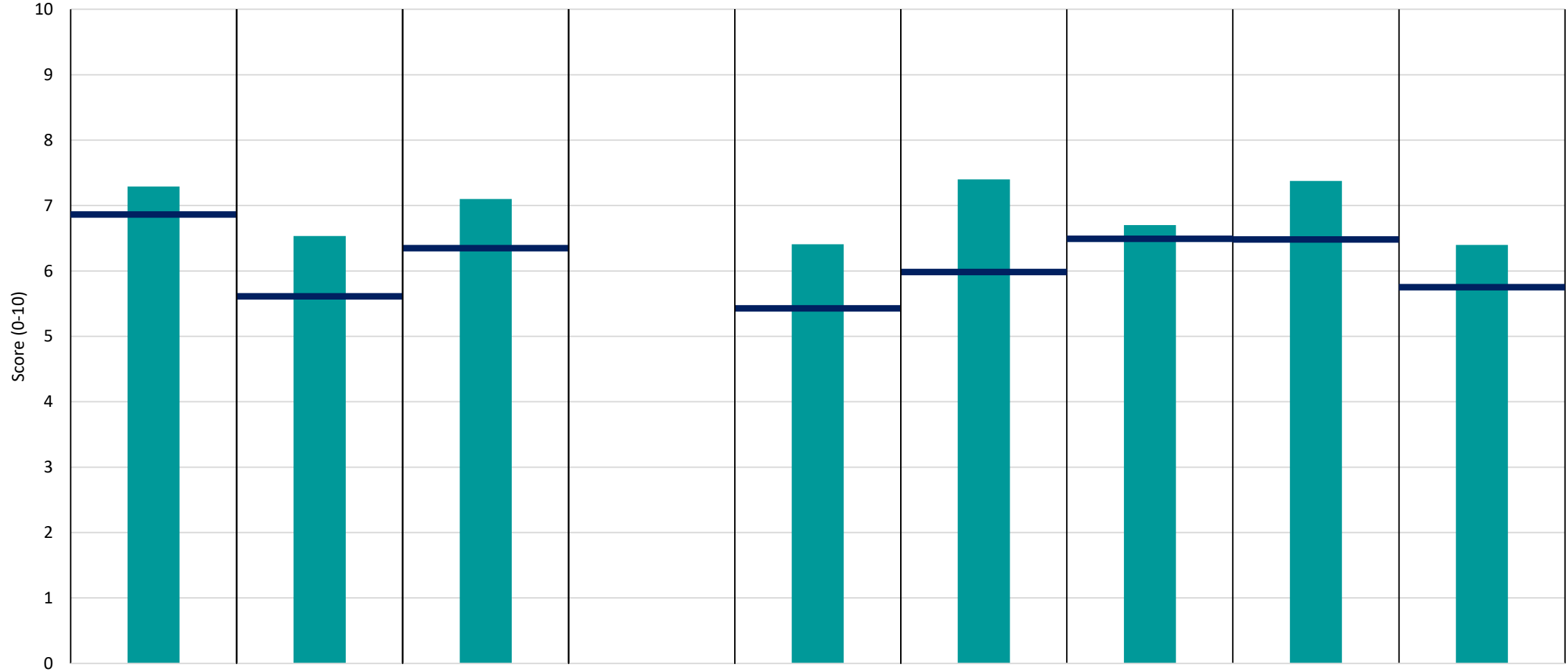|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.02	6.15	6.28	-	5.41	6.82	6.89	6.34	6.09
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	50	50	50	-	50	50	50	50	50

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.

Gastroenterology & Urology

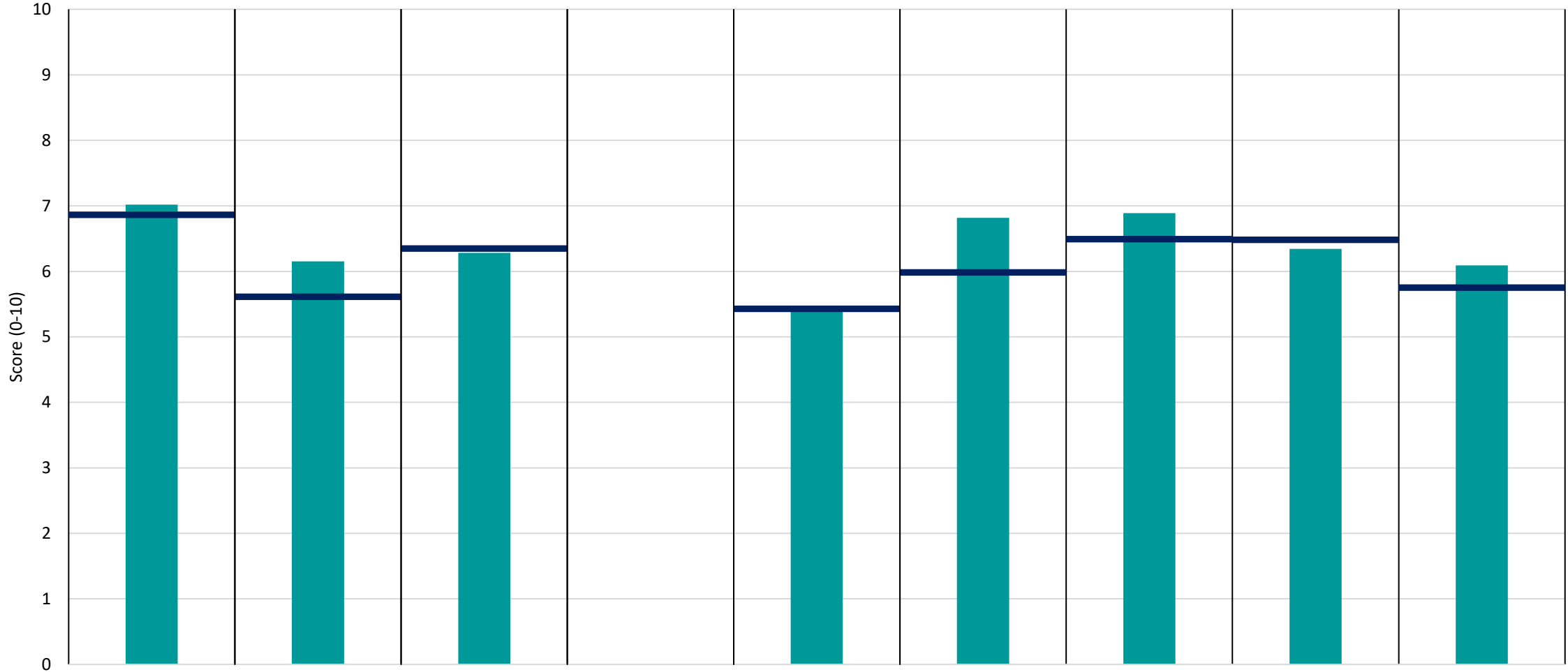|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.96	5.60	6.45	-	5.31	5.96	6.51	6.54	5.94
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	107	107	107	-	103	106	106	107	107

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.

General Medicine, Specialities & Management

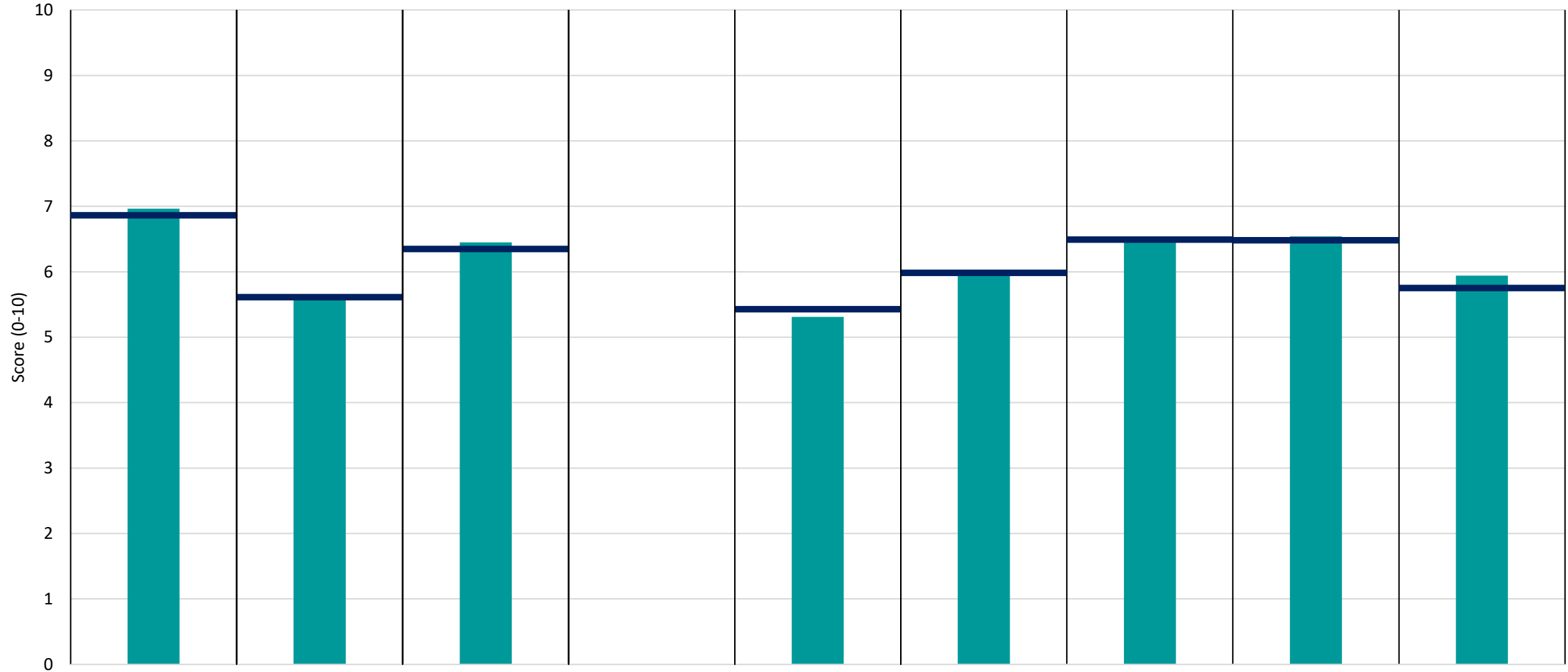|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.16	5.94	6.72	-	6.01	6.03	6.99	6.74	5.75
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	117	117	115	-	113	116	117	115	117

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.

General Theatres, Surgery and T&O

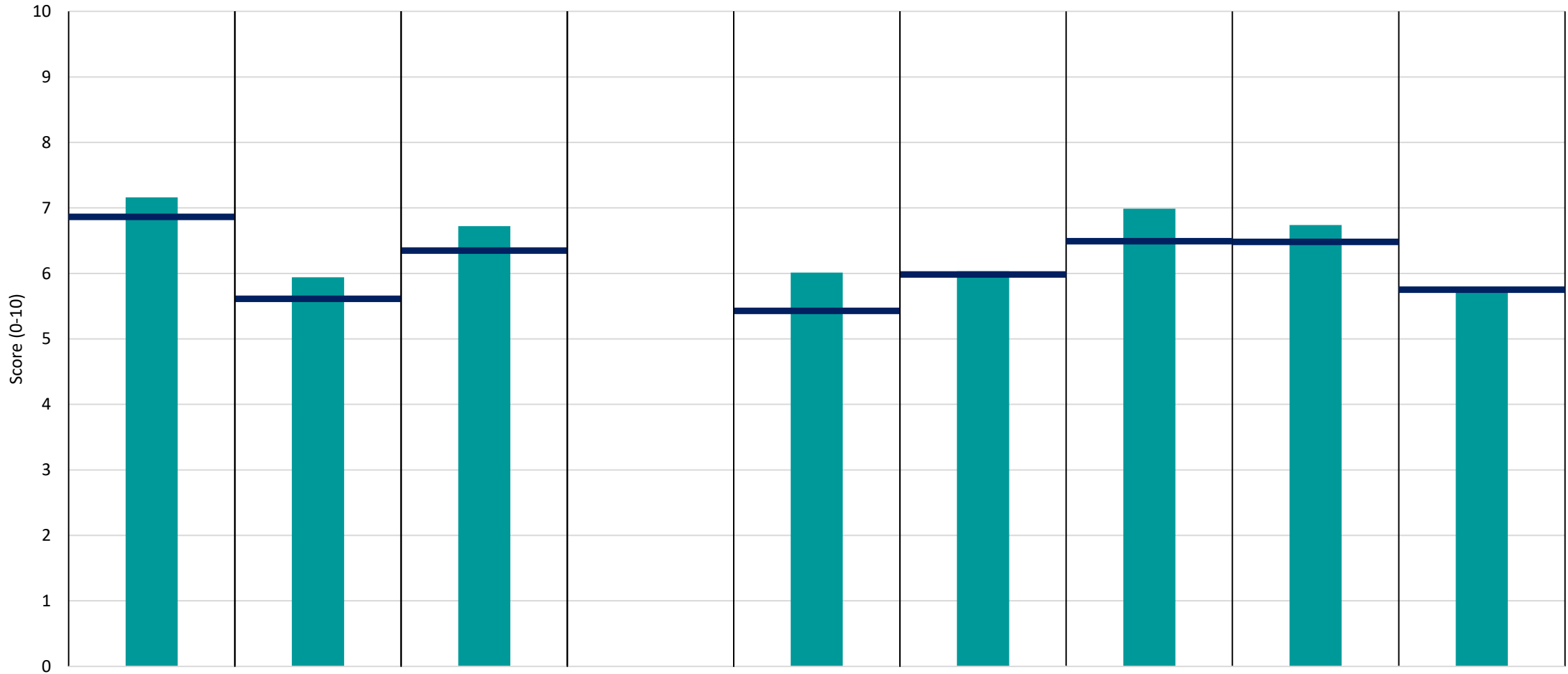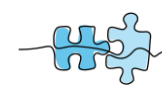|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.72	5.38	6.29	-	5.49	5.76	6.31	6.51	5.57
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	323	321	318	-	301	320	323	321	323

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.

Geriatric, Diabetes & Frailty

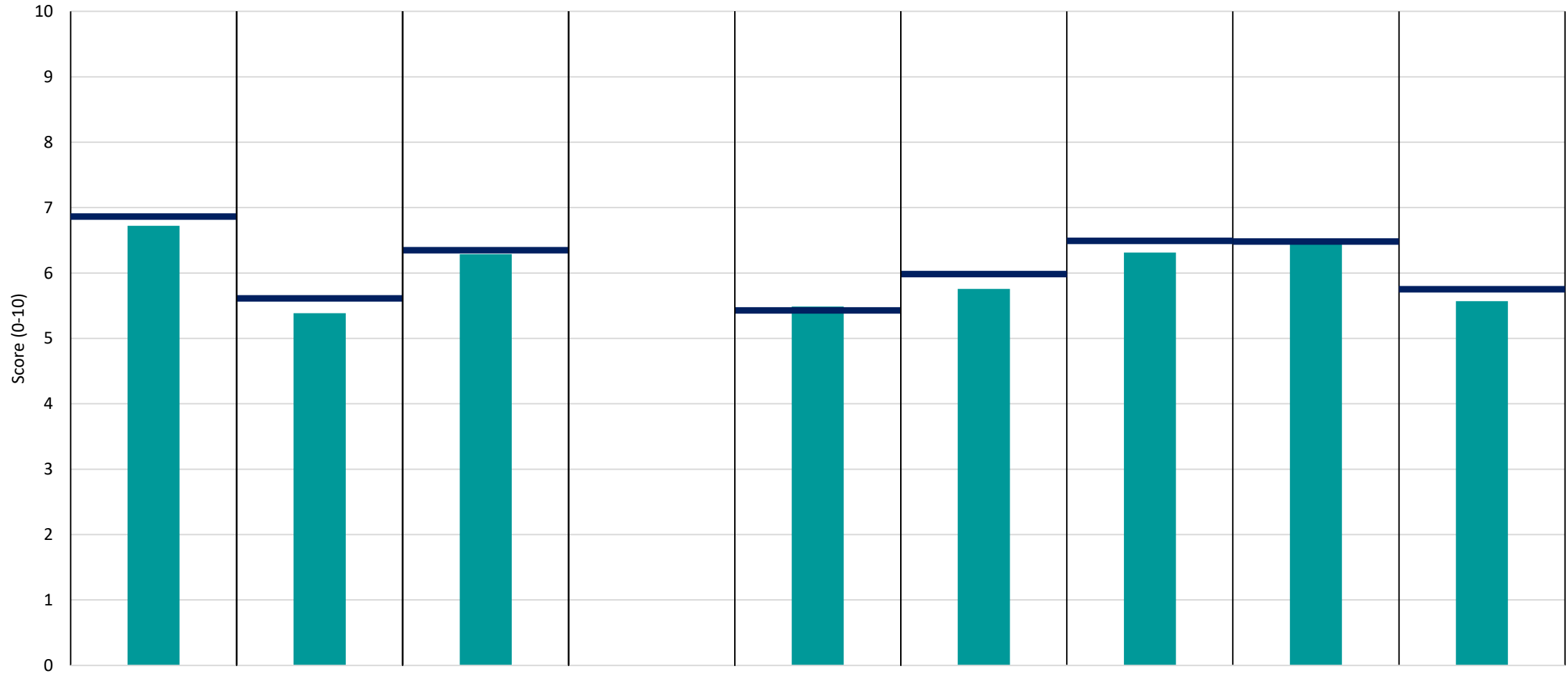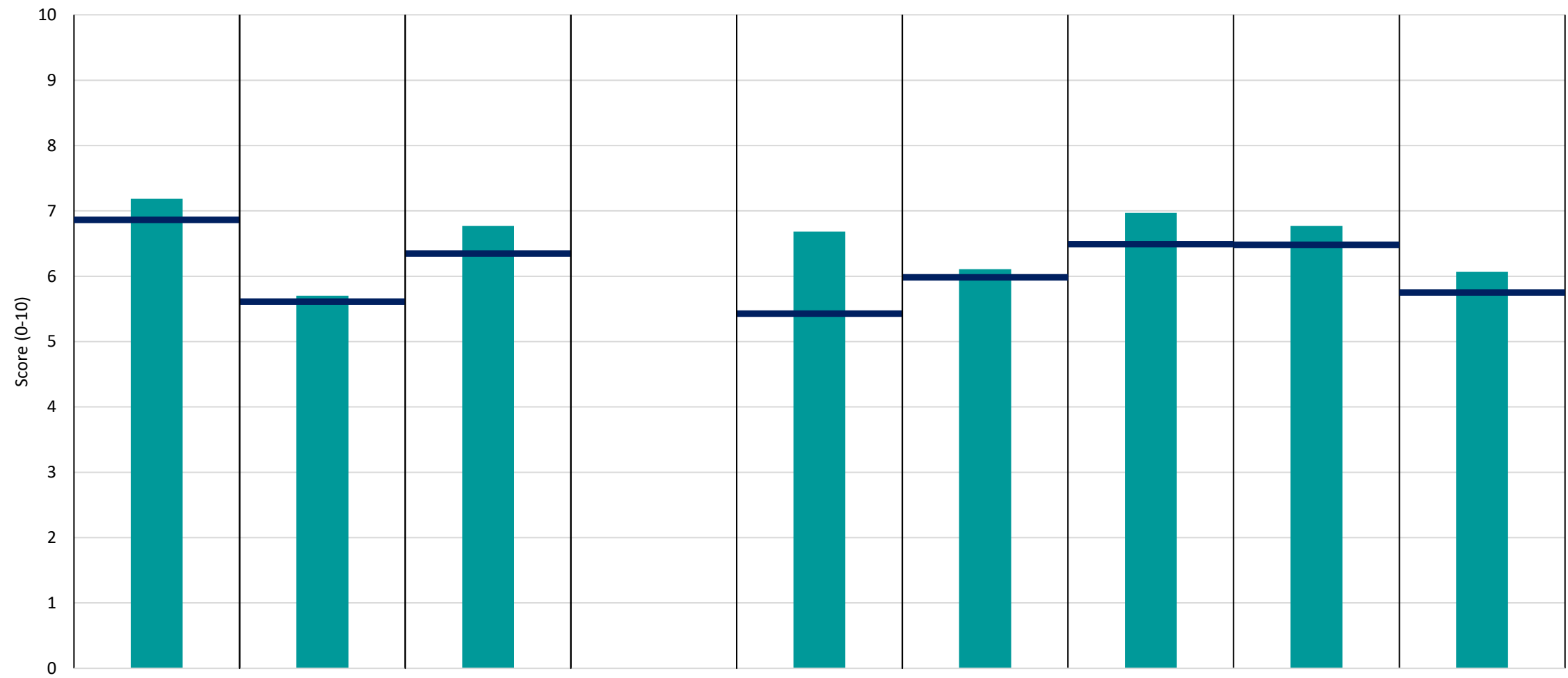|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.19	5.70	6.77	-	6.68	6.11	6.97	6.77	6.07
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	144	145	142	-	135	144	142	143	142

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.

Haemotology & Oncology

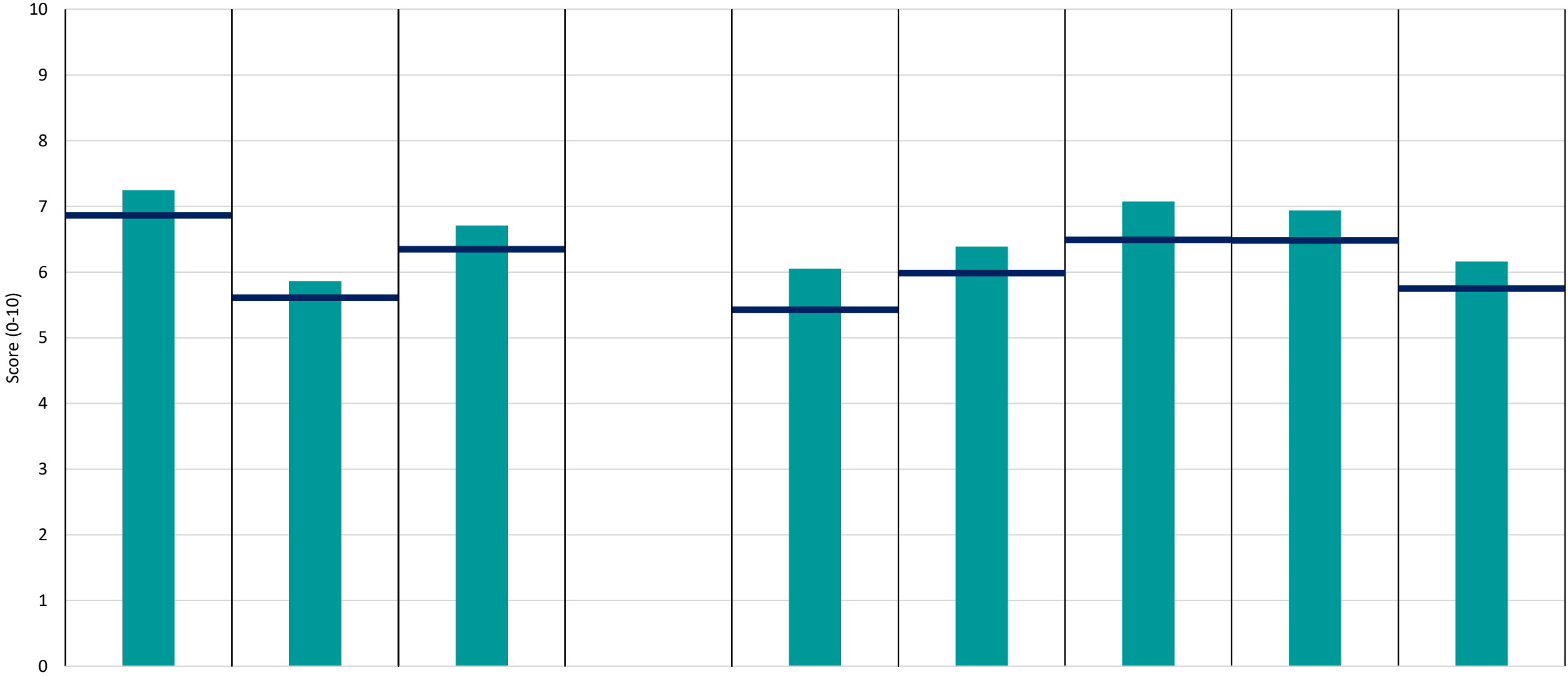|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.25	5.86	6.71	-	6.05	6.39	7.08	6.94	6.16
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	49	49	48	-	49	49	49	48	49

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.

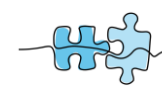|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.69	5.31	6.28	-	5.14	5.65	6.21	6.42	5.84
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	121	120	119	-	115	119	121	121	121

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

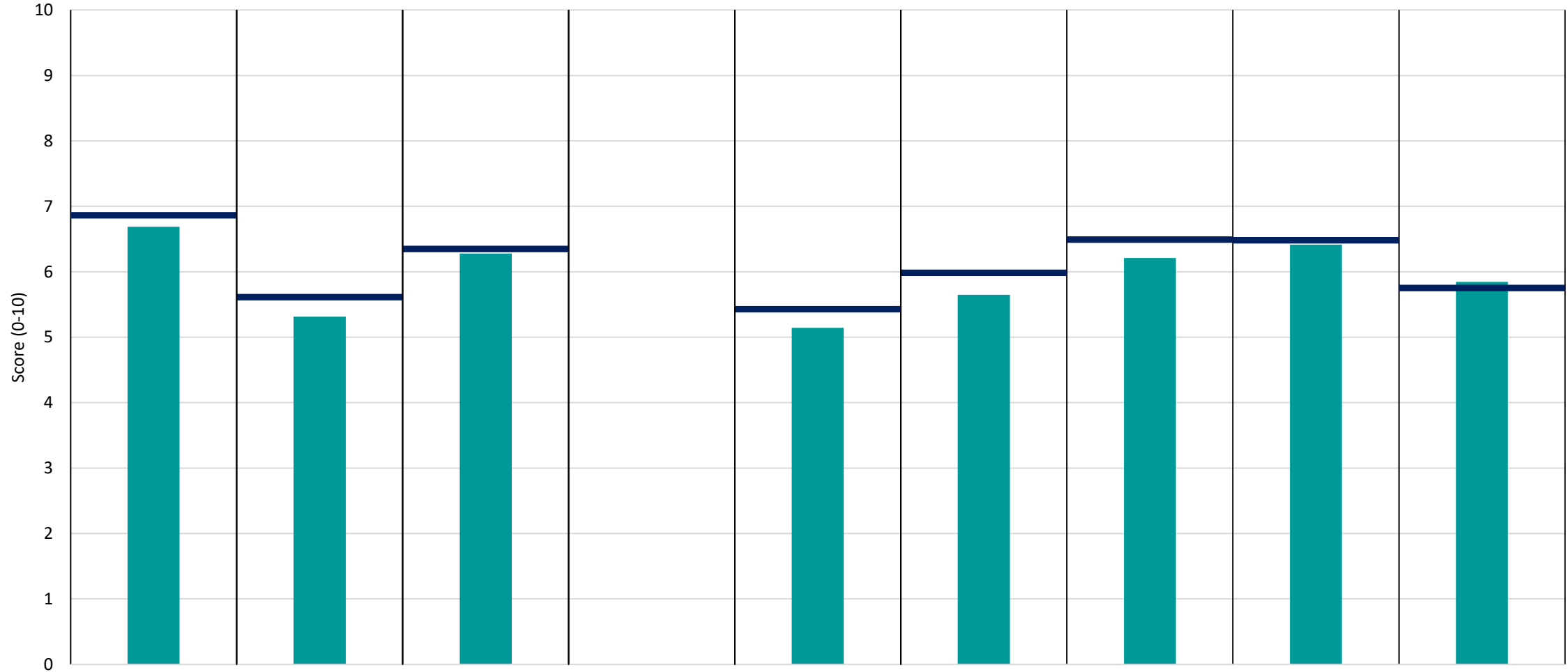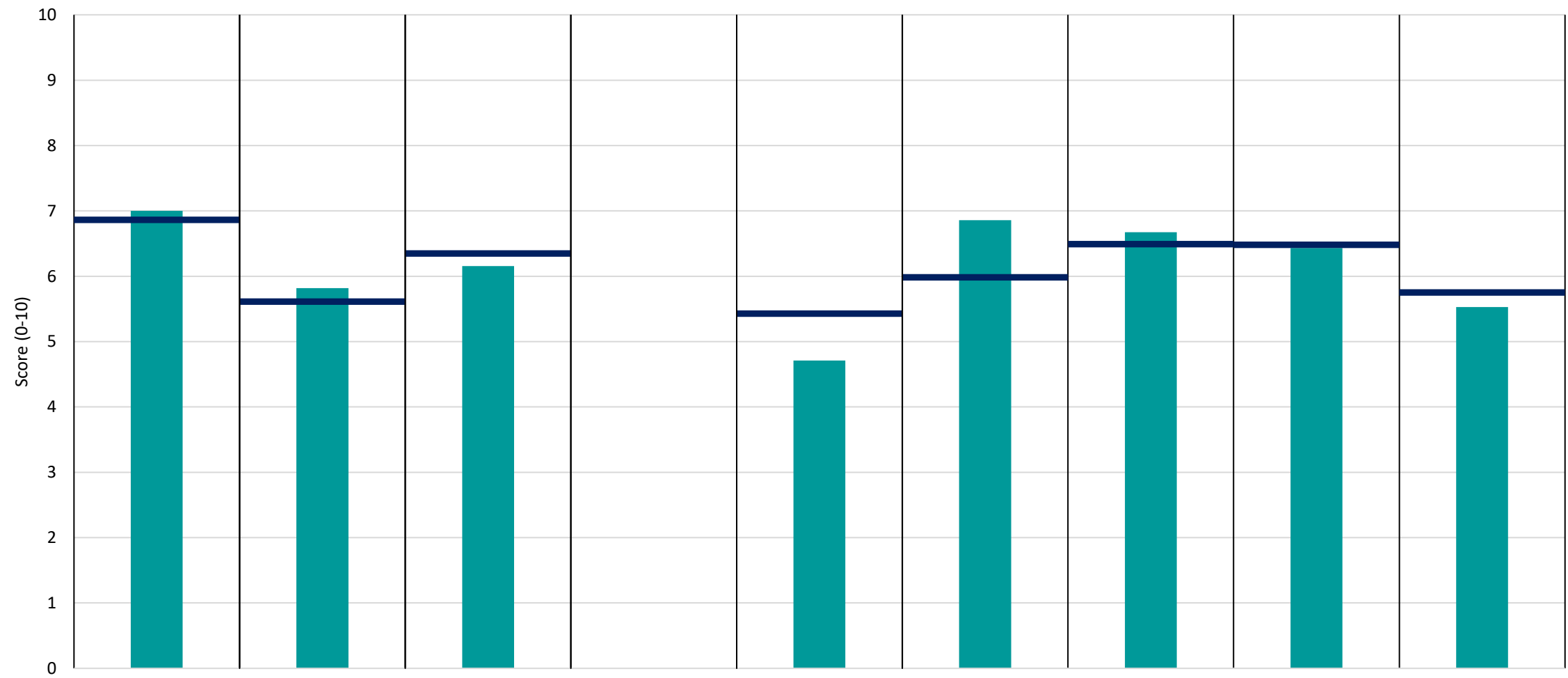|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.00	5.82	6.16	-	4.71	6.86	6.67	6.43	5.53
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	81	81	81	-	74	81	81	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.

Medical Director & Examiner and Nursing

NHS

	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	7.46	6.58	6.86	-	6.52	7.18	7.58	7.06	6.40
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	90	89	90	-	90	89	90	90	90

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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Medical Records & OP

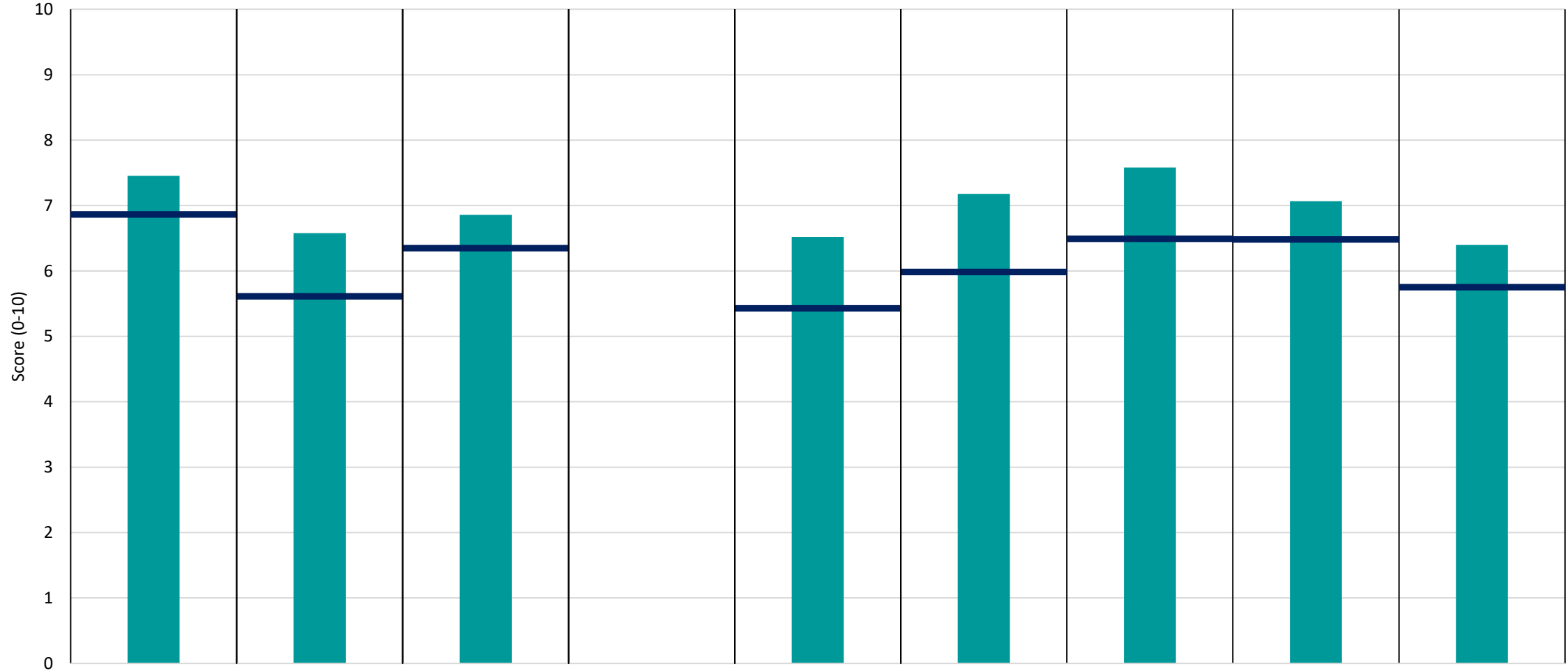|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.23	5.94	6.52	-	5.72	6.25	6.94	6.59	6.51
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	142	142	139	-	136	140	142	142	142

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.

Pathology & Pharmacy

Score (0-10)

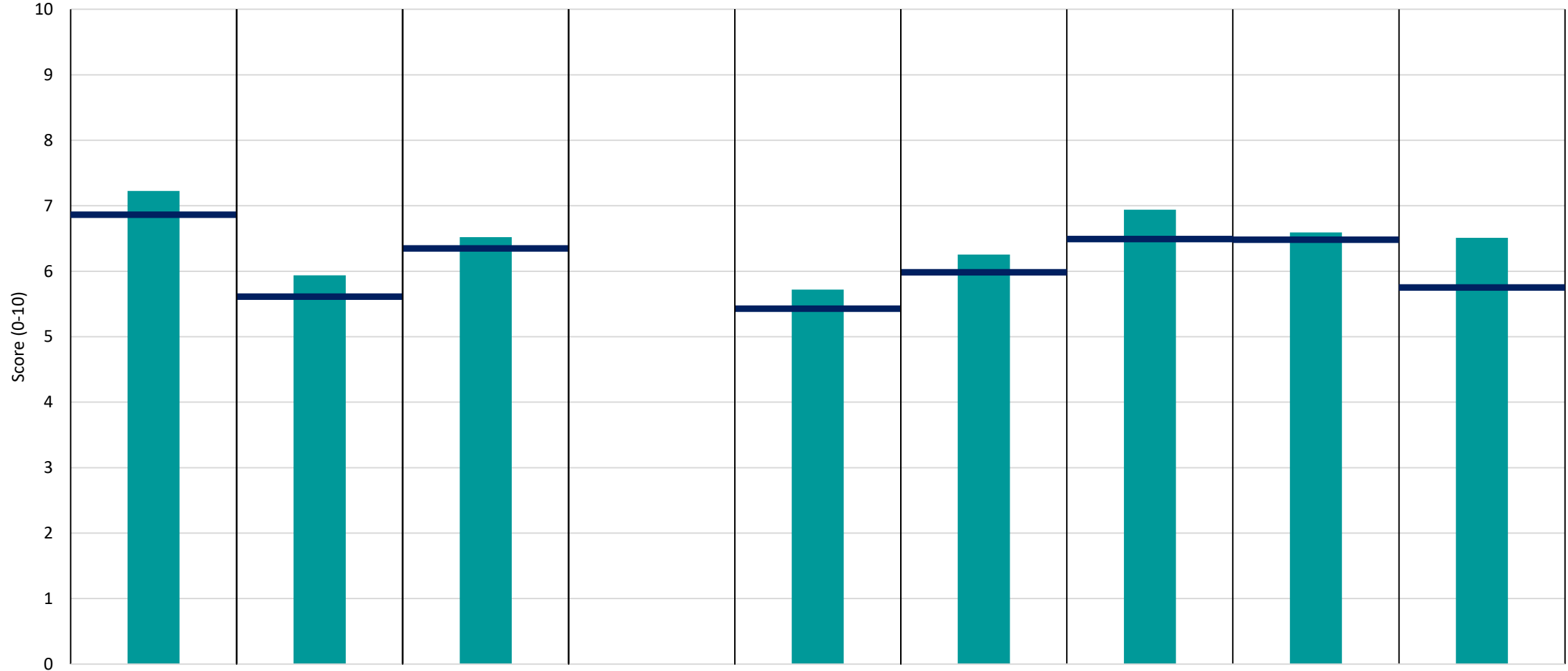|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.92	5.65	6.41	-	5.17	5.56	6.53	6.34	5.68
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	214	214	213	-	207	212	214	214	214

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.

Surgery Management

Score (0-10)

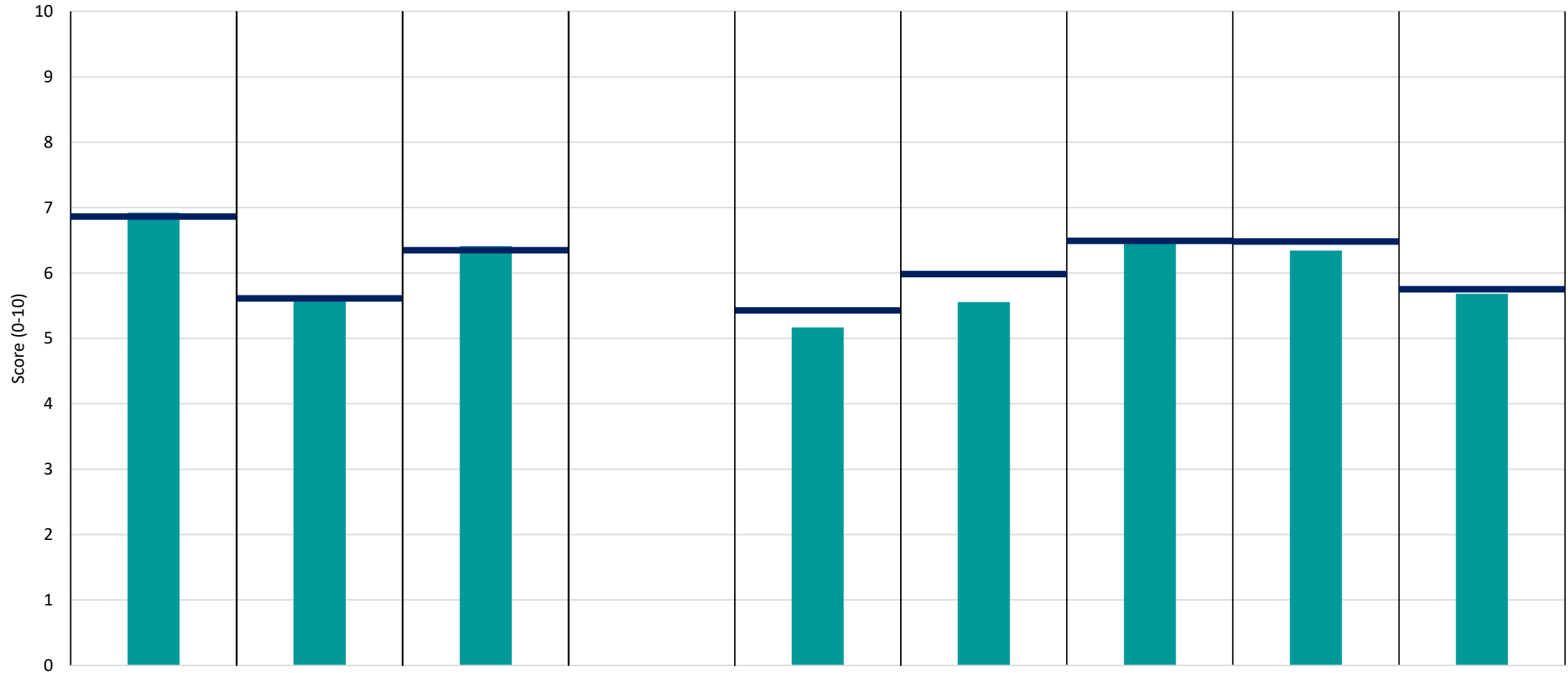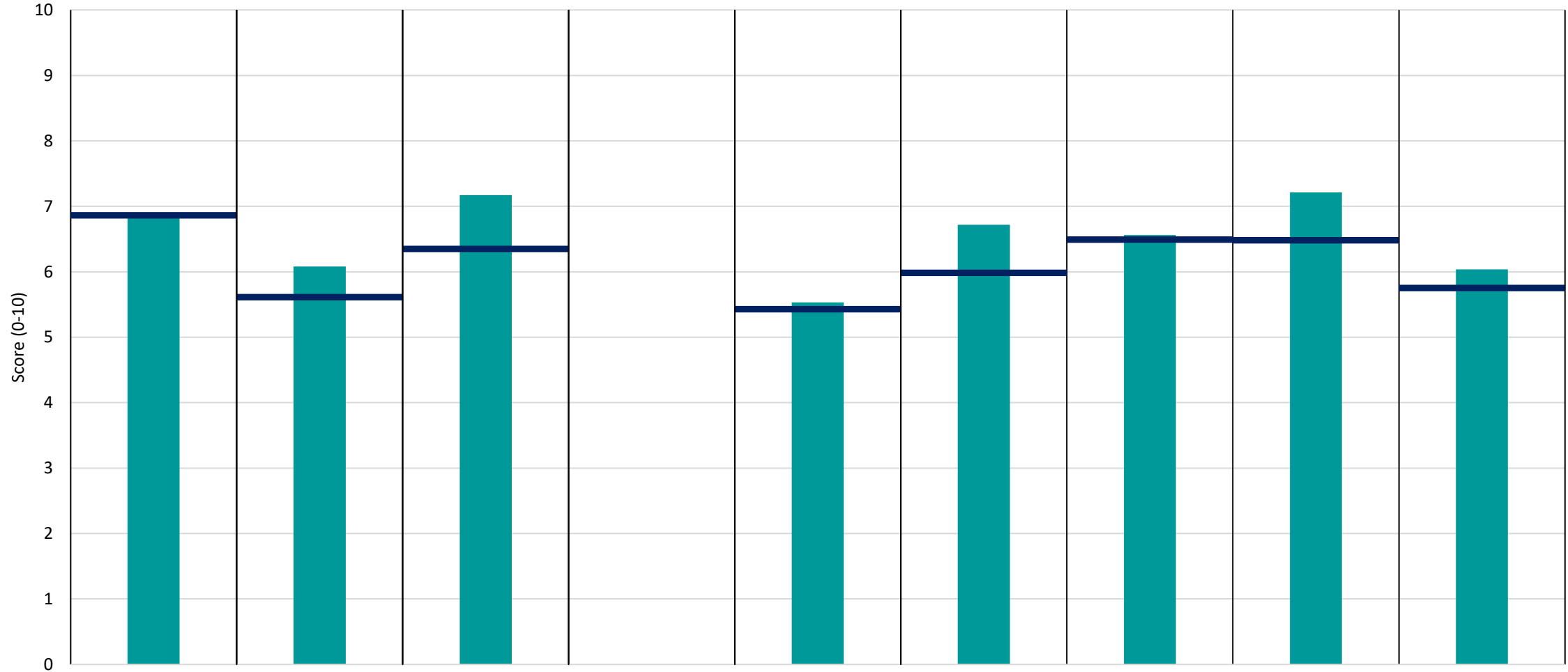|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.86	6.08	7.17	-	5.53	6.72	6.56	7.21	6.04
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	25	25	25	-	24	25	25	25	25

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

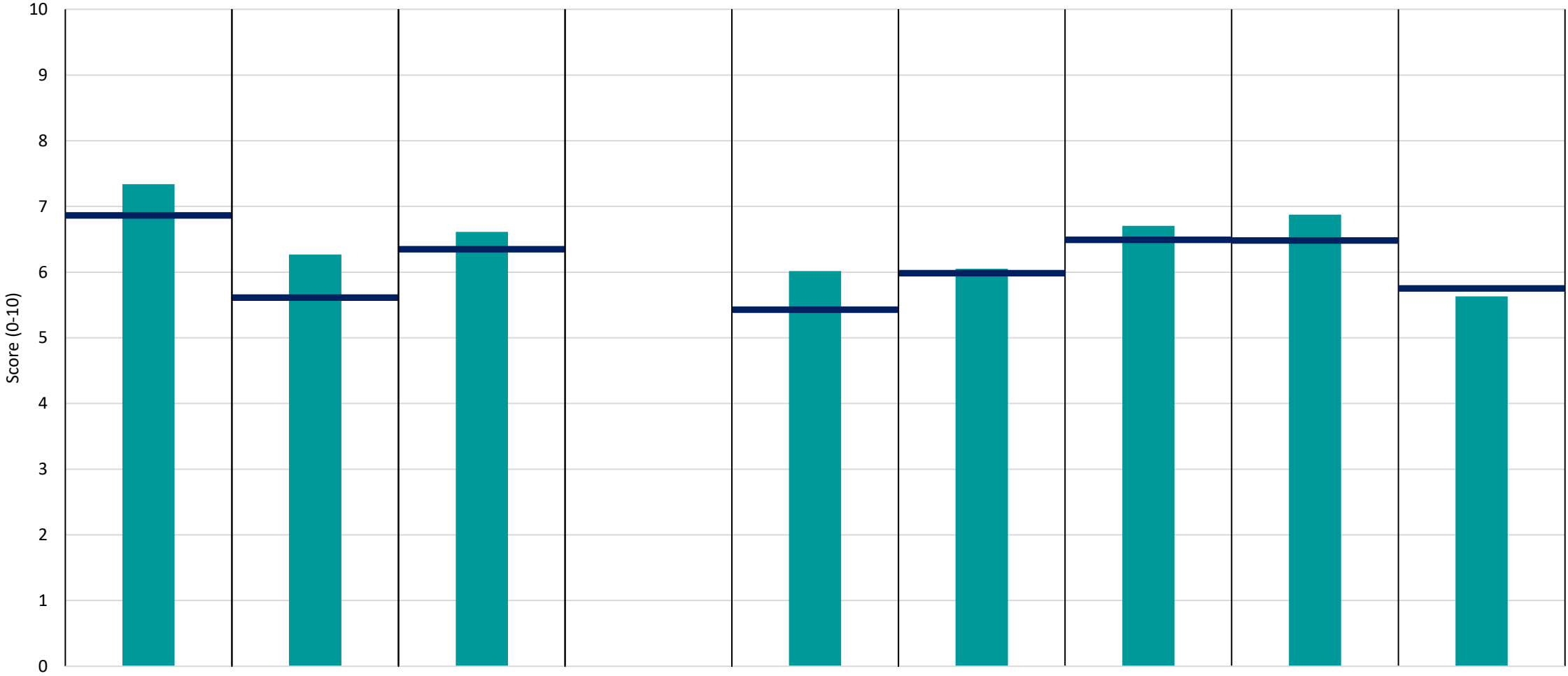|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.34	6.27	6.61	-	6.02	6.05	6.70	6.88	5.63
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	44	44	44	-	41	42	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.

Transformation, Strategy & Governance

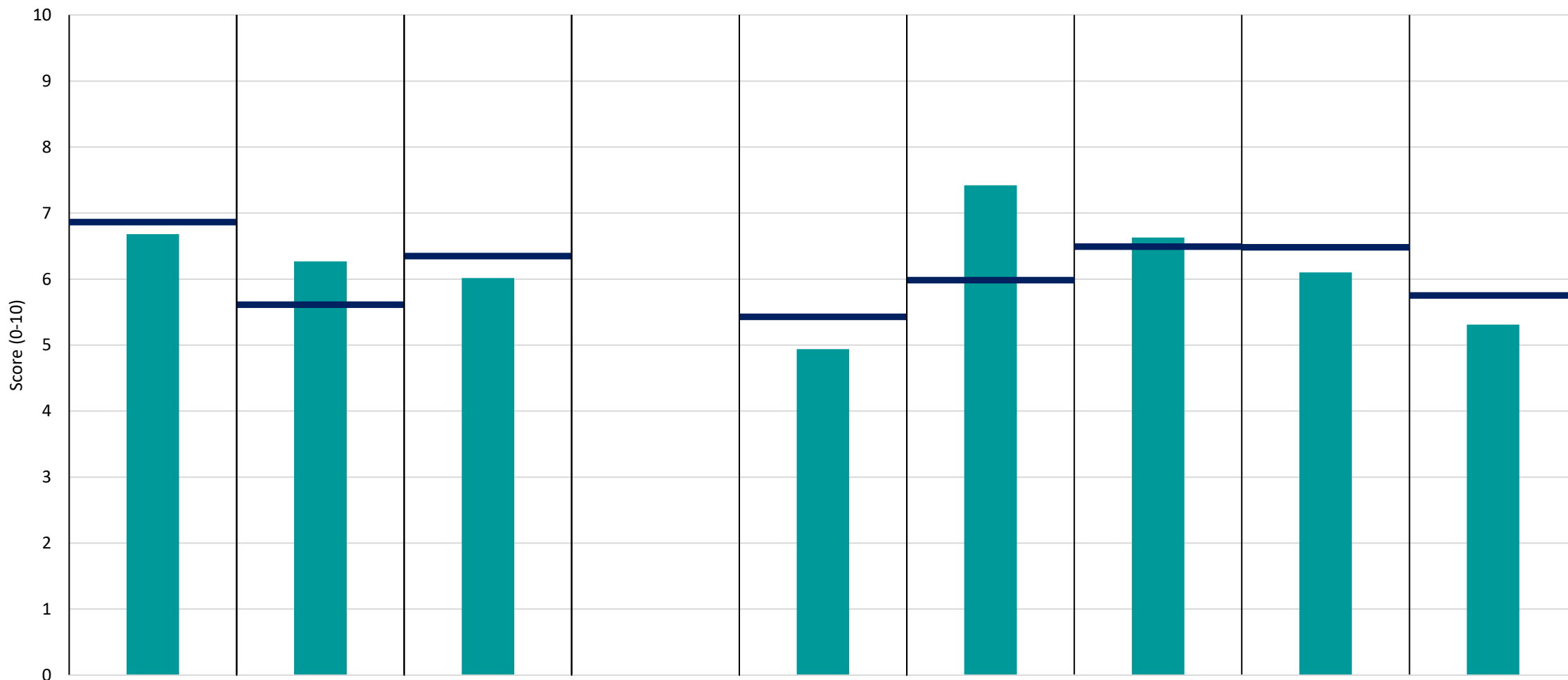|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.68	6.27	6.02	-	4.94	7.42	6.63	6.10	5.31
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	48	48	48	-	45	48	48	48	48

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.

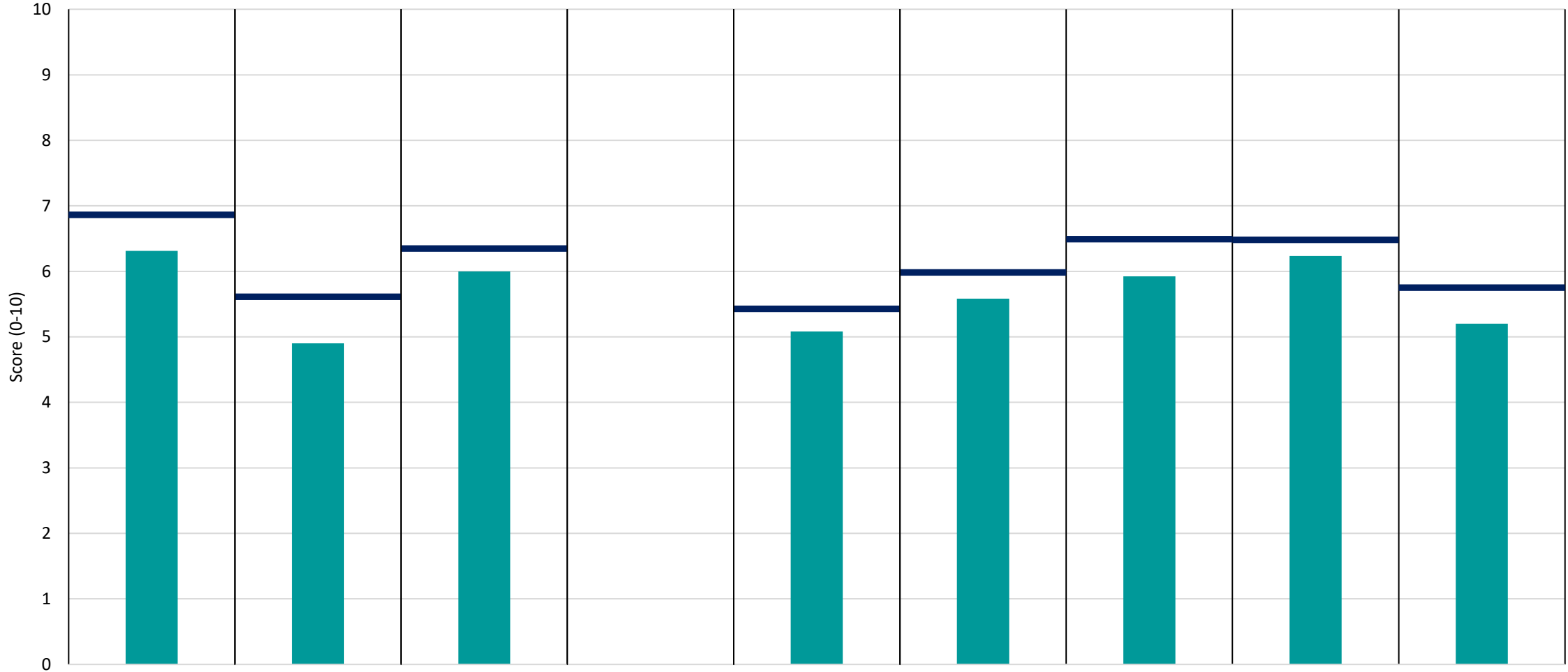|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.31	4.90	6.00	-	5.08	5.58	5.92	6.23	5.20
Your org	6.86	5.61	6.35	-	5.43	5.99	6.49	6.48	5.75
Responses	201	202	197	-	195	201	202	201	202

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.