Salisbury NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Salisbury 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 Salisbury 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

Salisbury NHS Foundation Trust

2023 NHS Staff Survey

Clinical Support & Family Services

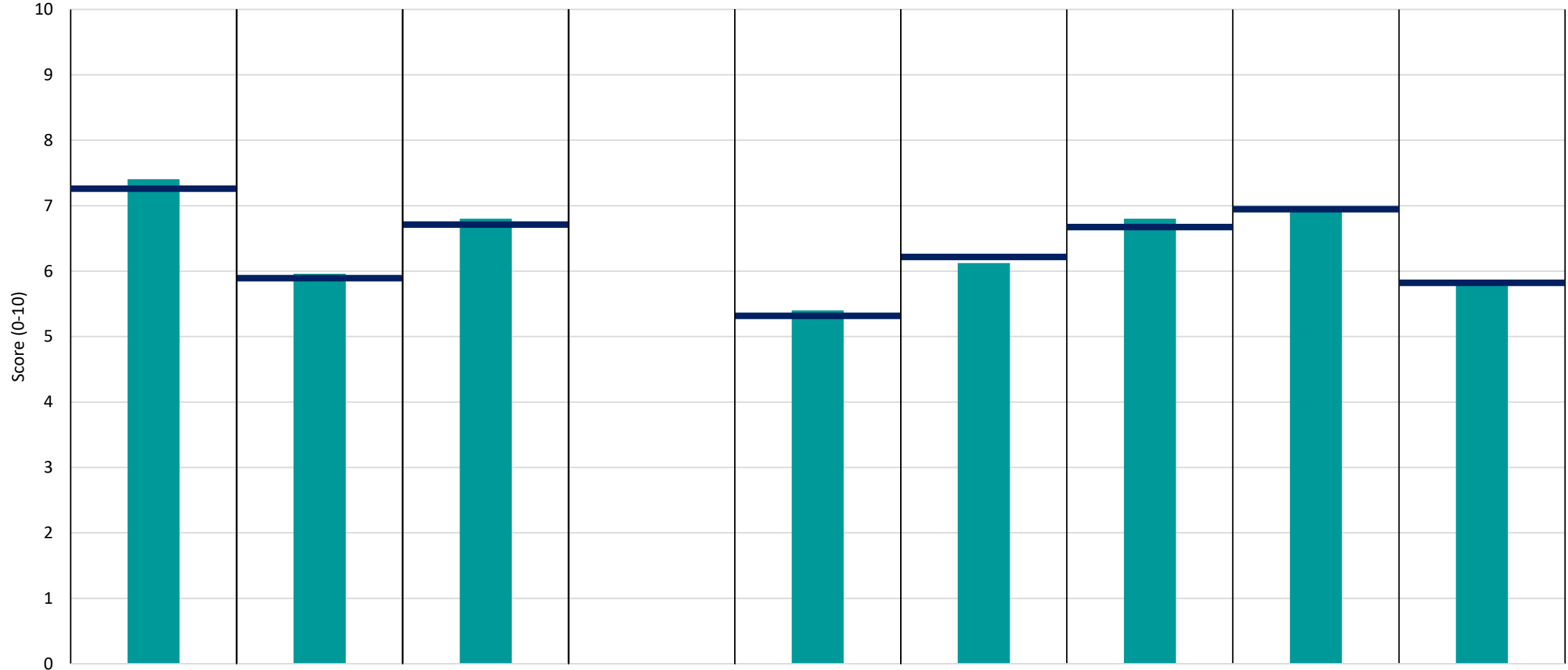|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.40	5.96	6.80	-	5.40	6.12	6.80	6.94	5.84
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	598	595	590	-	578	594	594	598	598

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

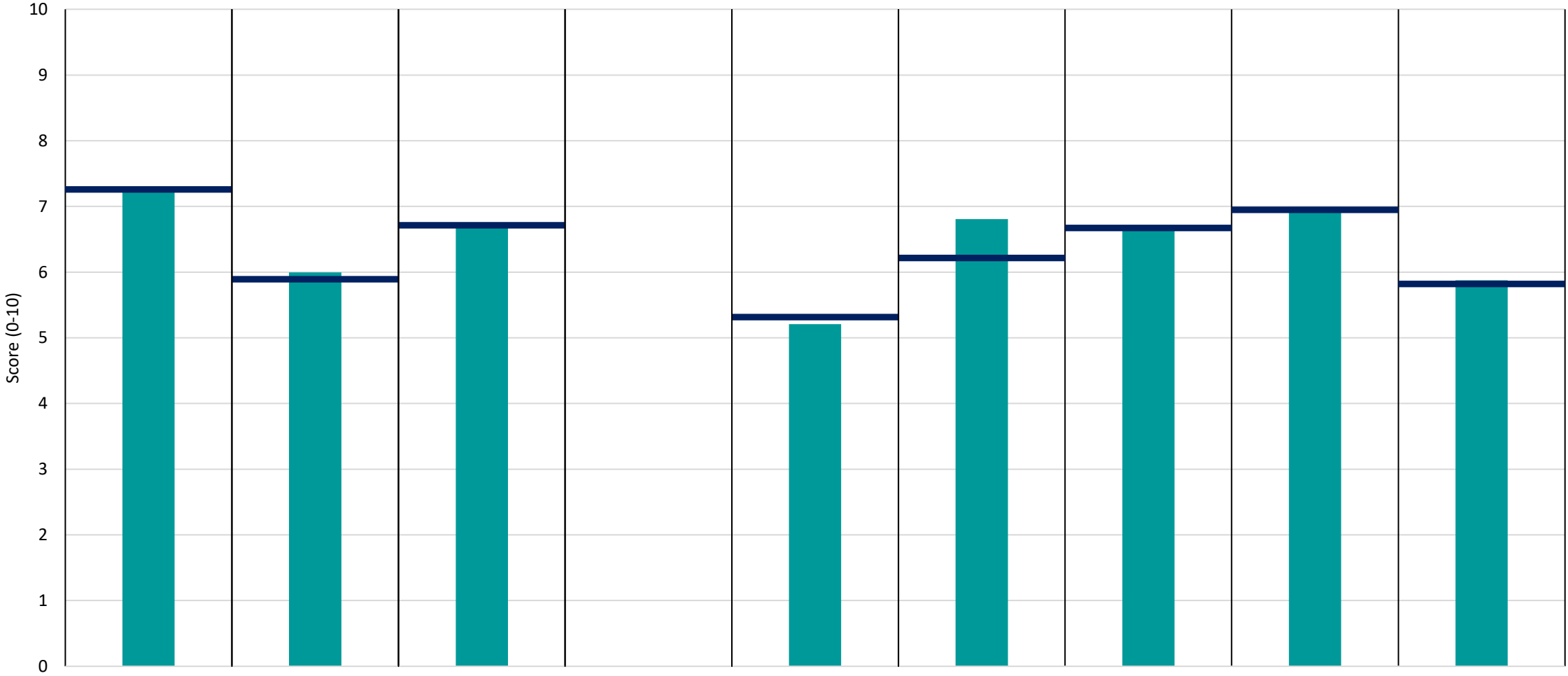|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.27	5.99	6.71	-	5.21	6.81	6.71	6.99	5.87
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	501	501	492	-	479	497	500	501	501

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.

Facilities

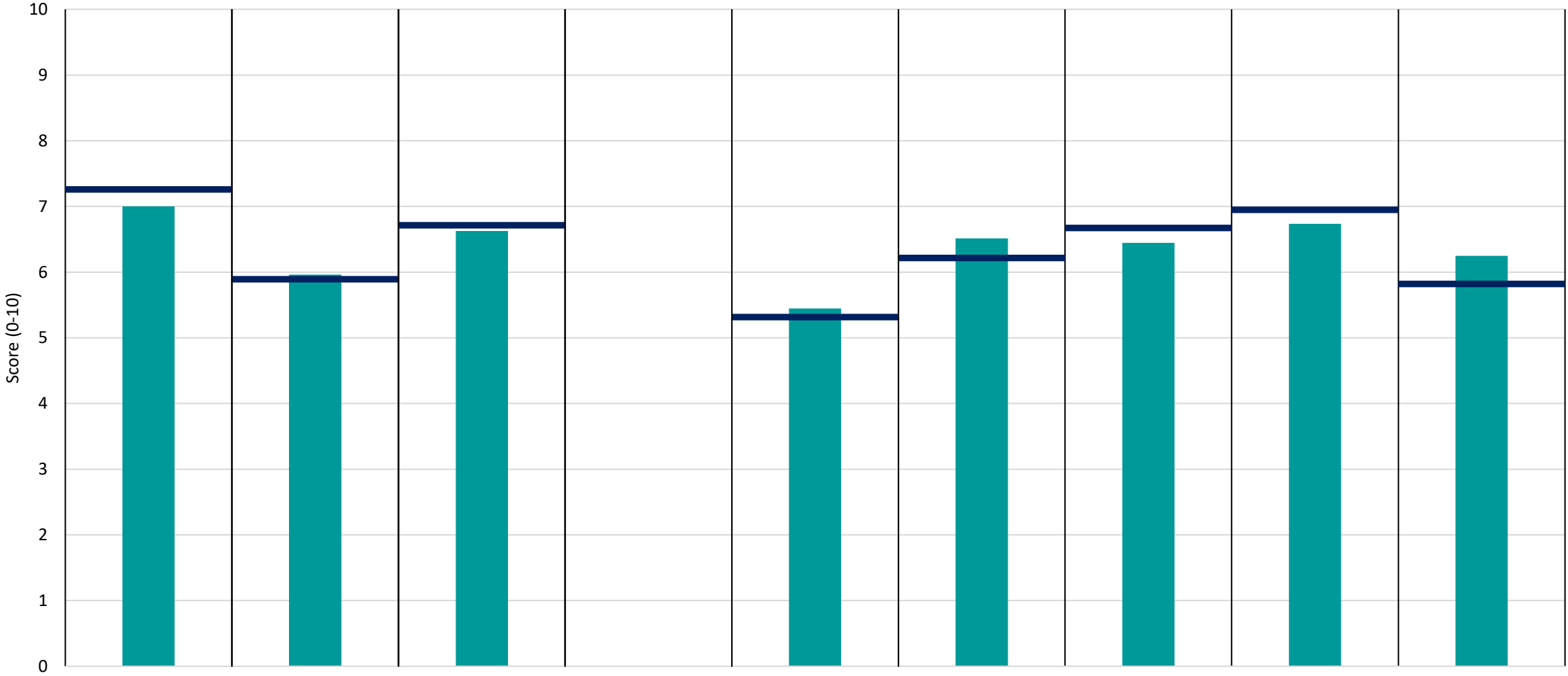|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.00	5.96	6.63	-	5.45	6.51	6.45	6.73	6.25
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	173	176	168	-	148	172	173	175	175

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.

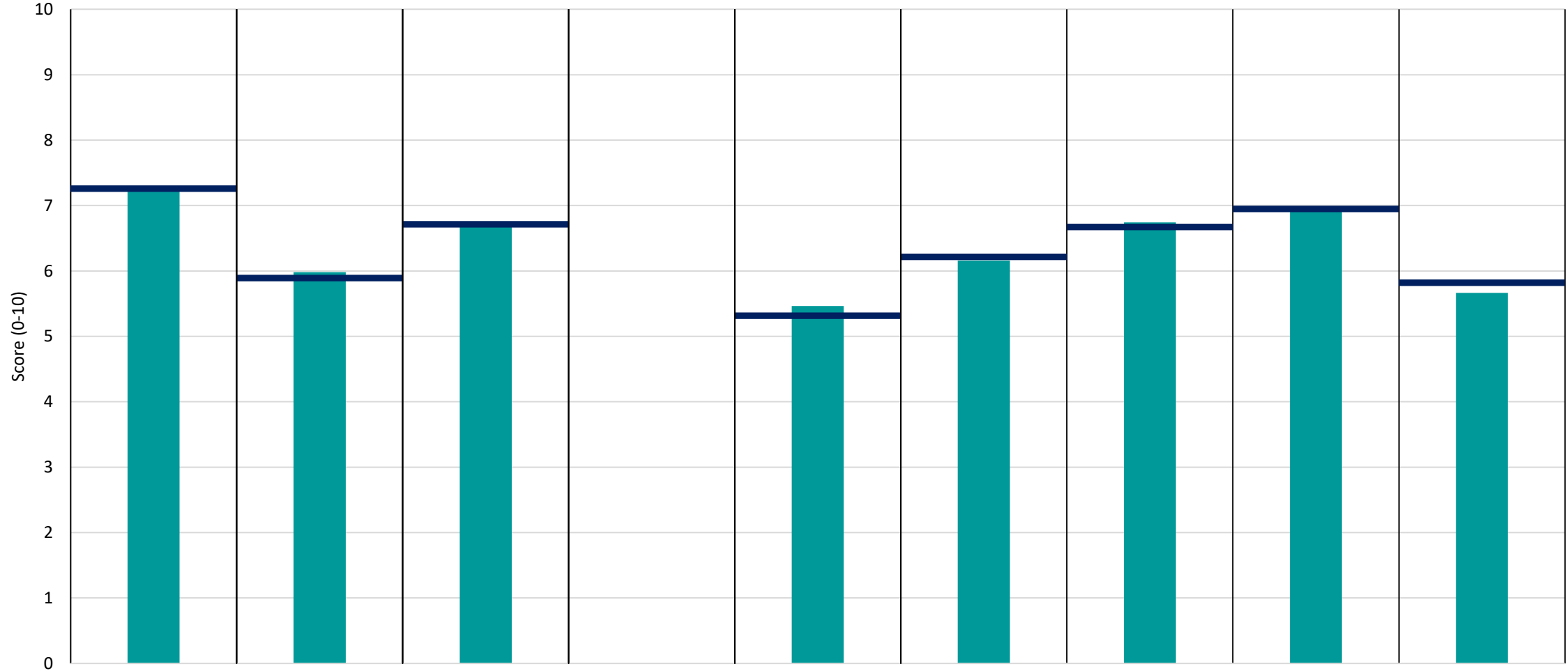|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.29	5.98	6.75	-	5.47	6.16	6.74	6.96	5.66
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	378	376	375	-	355	372	376	377	378

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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Surgery

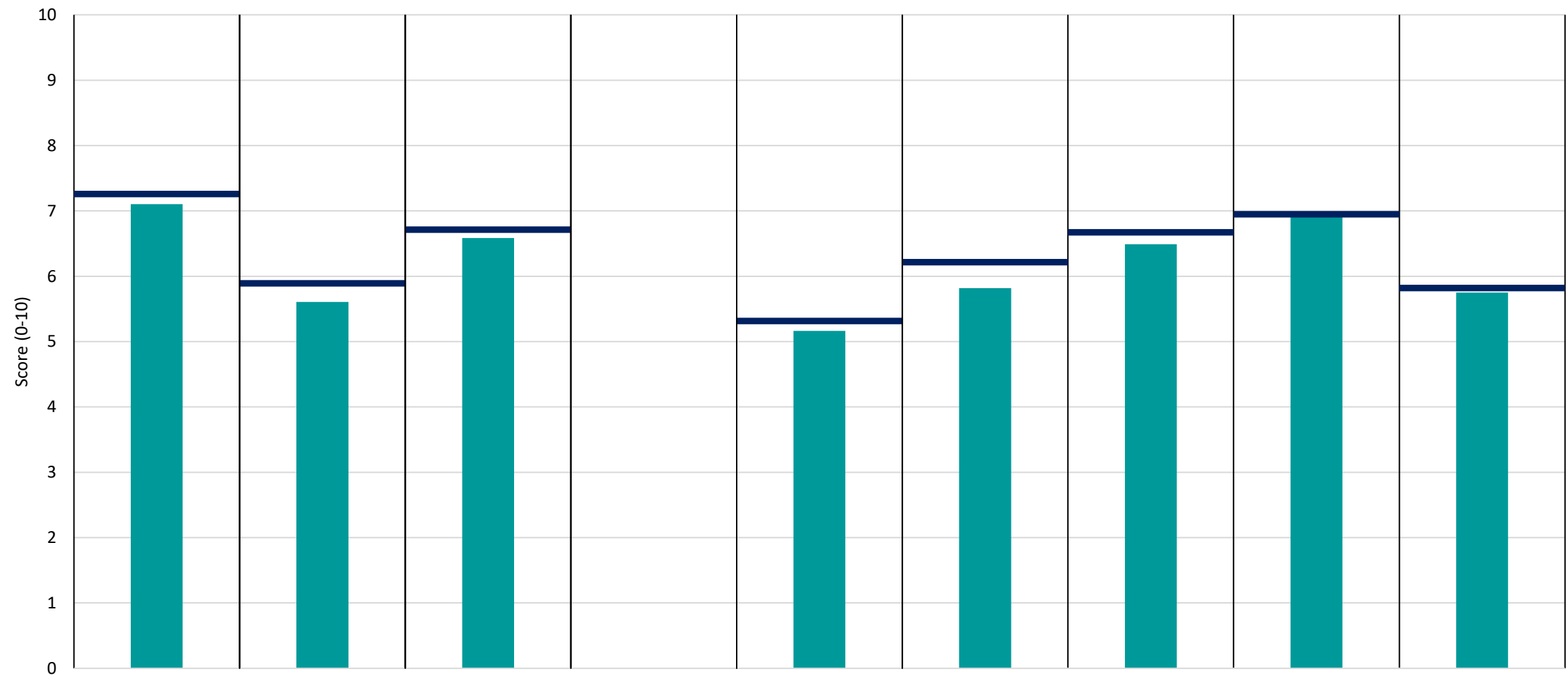|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.10	5.61	6.59	-	5.16	5.82	6.49	6.95	5.75
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	489	489	484	-	468	489	489	488	488

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.

Women and Newborn

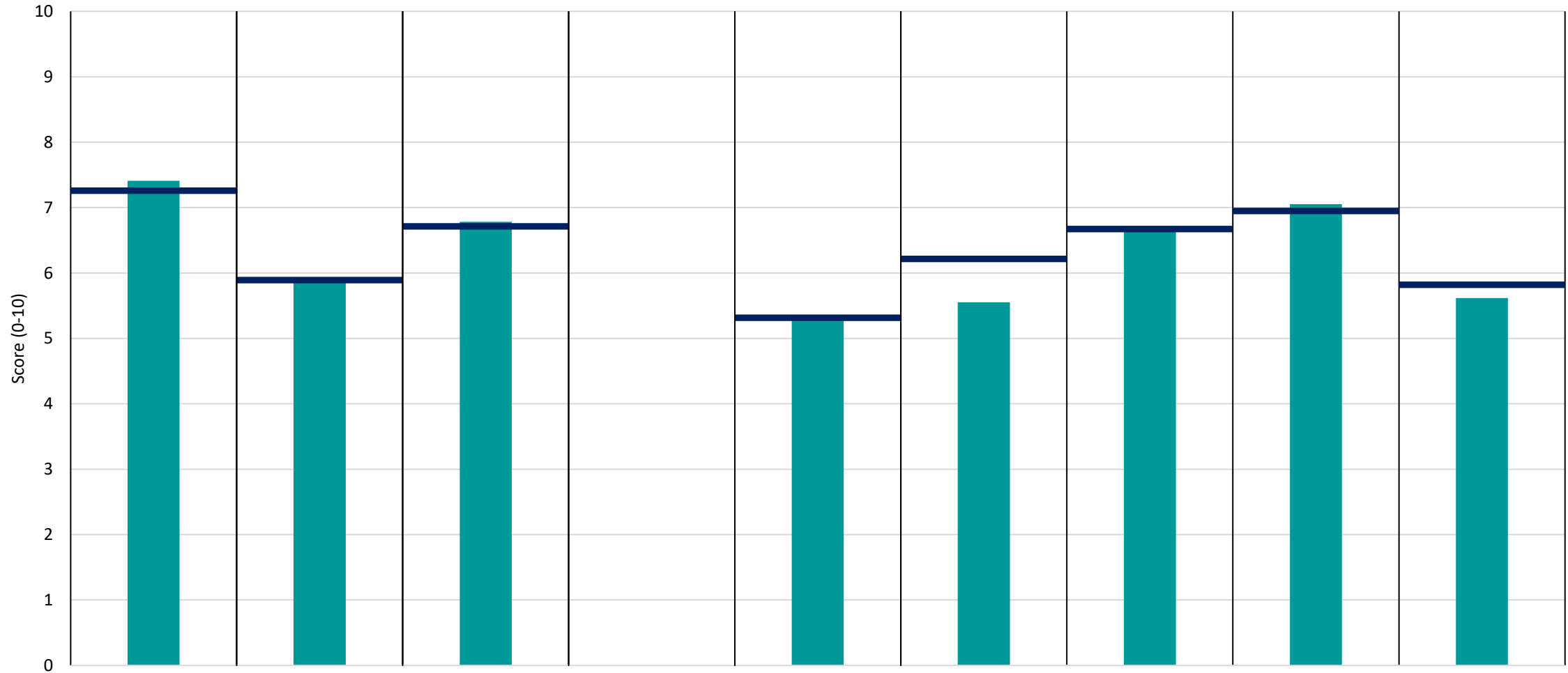|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.41	5.90	6.78	-	5.34	5.55	6.69	7.05	5.62
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	115	115	114	-	109	115	115	115	115

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

Salisbury NHS Foundation Trust

2023 NHS Staff Survey

Burns & Plastics

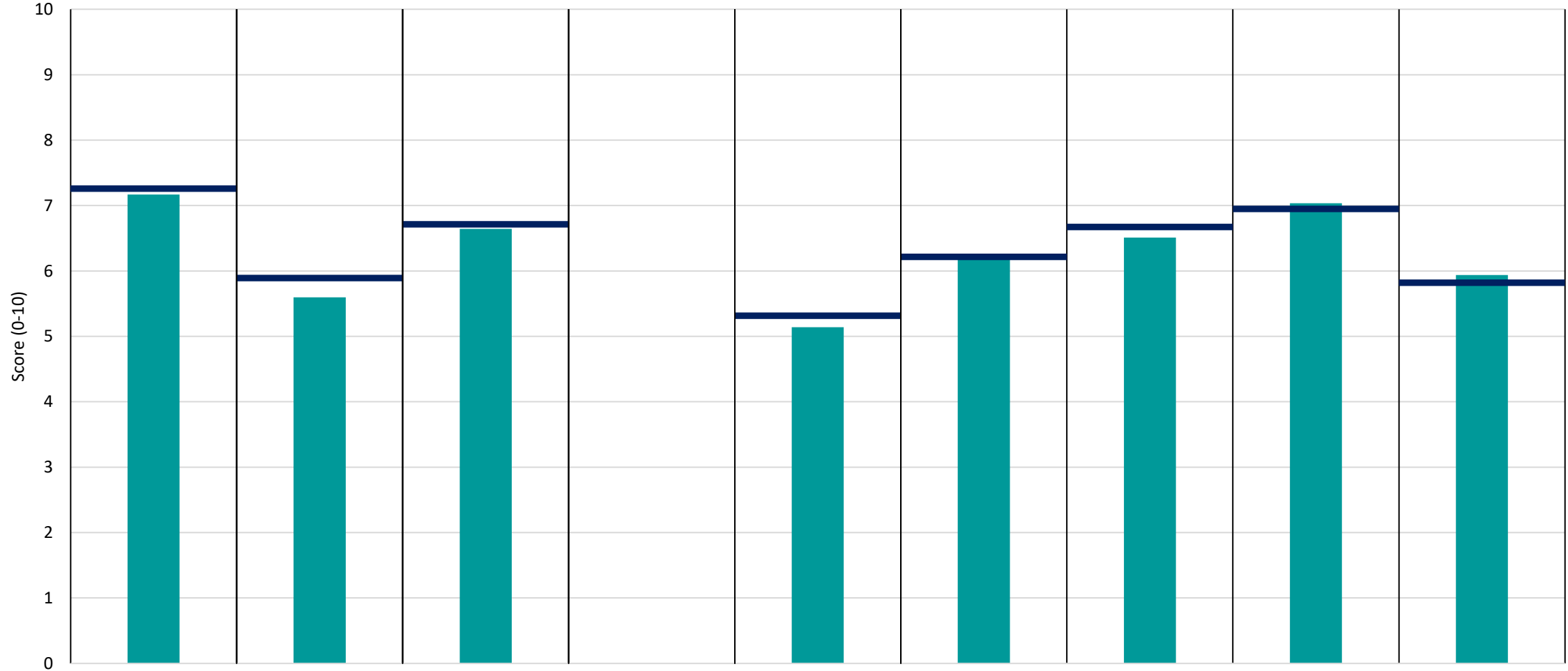|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.17	5.60	6.64	-	5.14	6.26	6.51	7.04	5.94
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	61	61	61	-	59	61	61	61	61

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

Score (0-10)

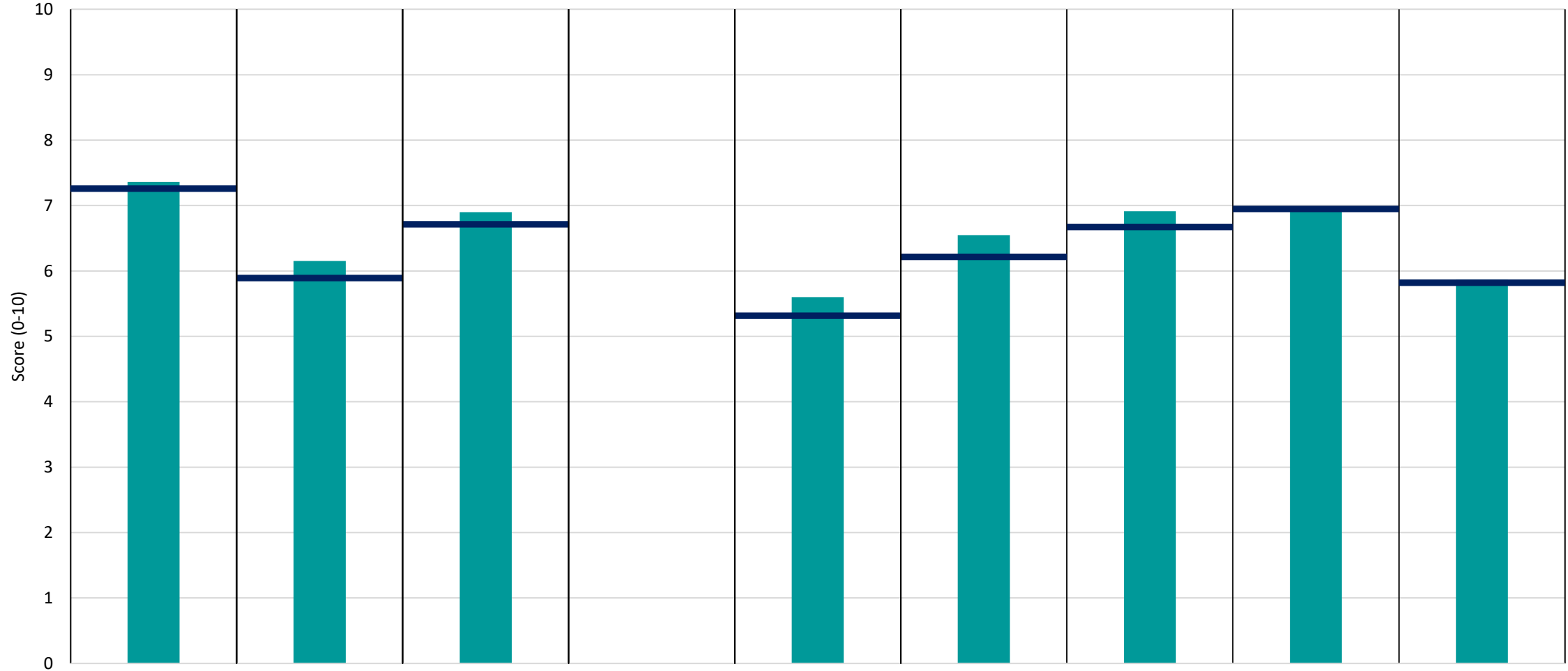|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.36	6.15	6.90	-	5.60	6.55	6.91	6.96	5.87
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	60	60	59	-	55	60	59	60	60

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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Child Health

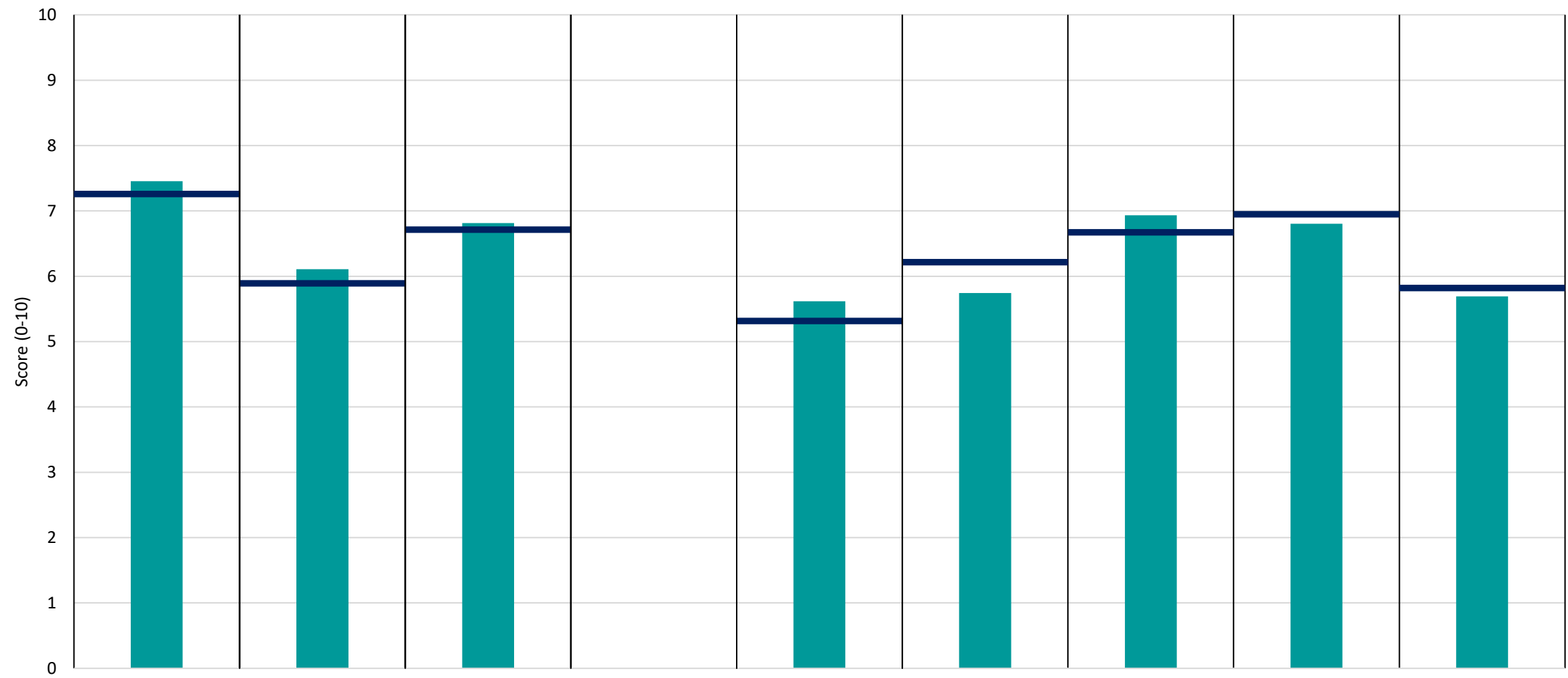|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.45	6.11	6.82	-	5.62	5.74	6.93	6.80	5.69
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	47	47	47	-	44	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.

Clinical Radiology

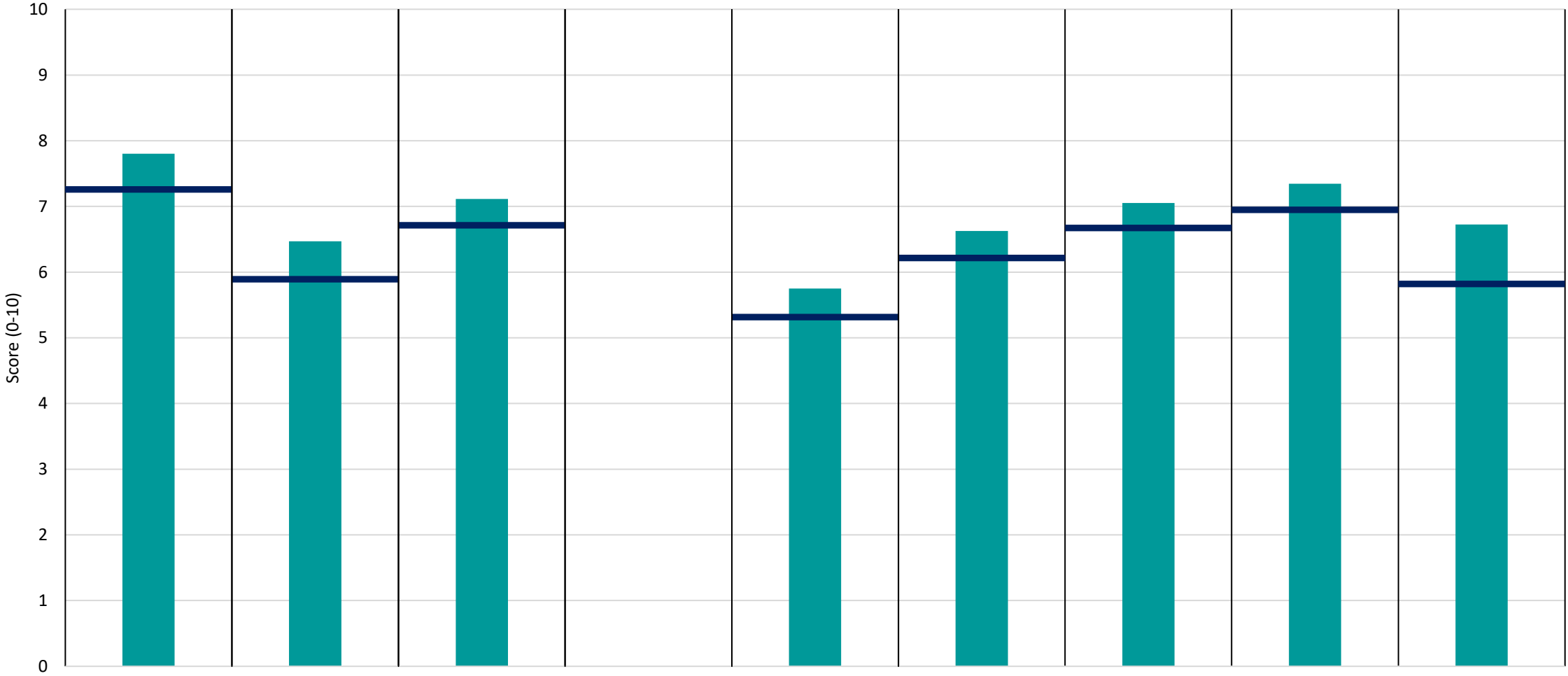|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.80	6.47	7.12	-	5.75	6.63	7.05	7.34	6.73
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	72	72	68	-	70	72	72	72	72

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.

District Pharmacy Depart

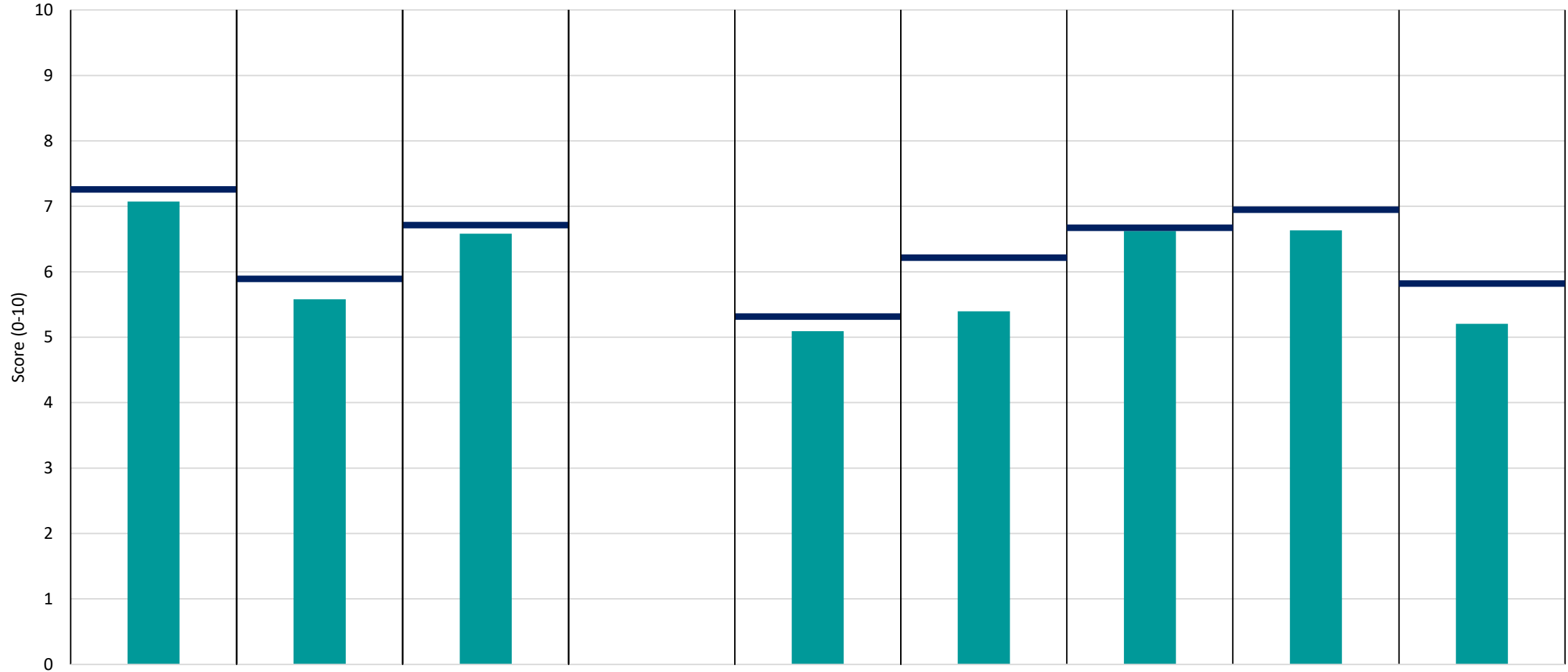|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.07	5.58	6.58	-	5.09	5.39	6.62	6.63	5.21
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	57	57	57	-	57	56	57	57	57

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.

Elderly Care

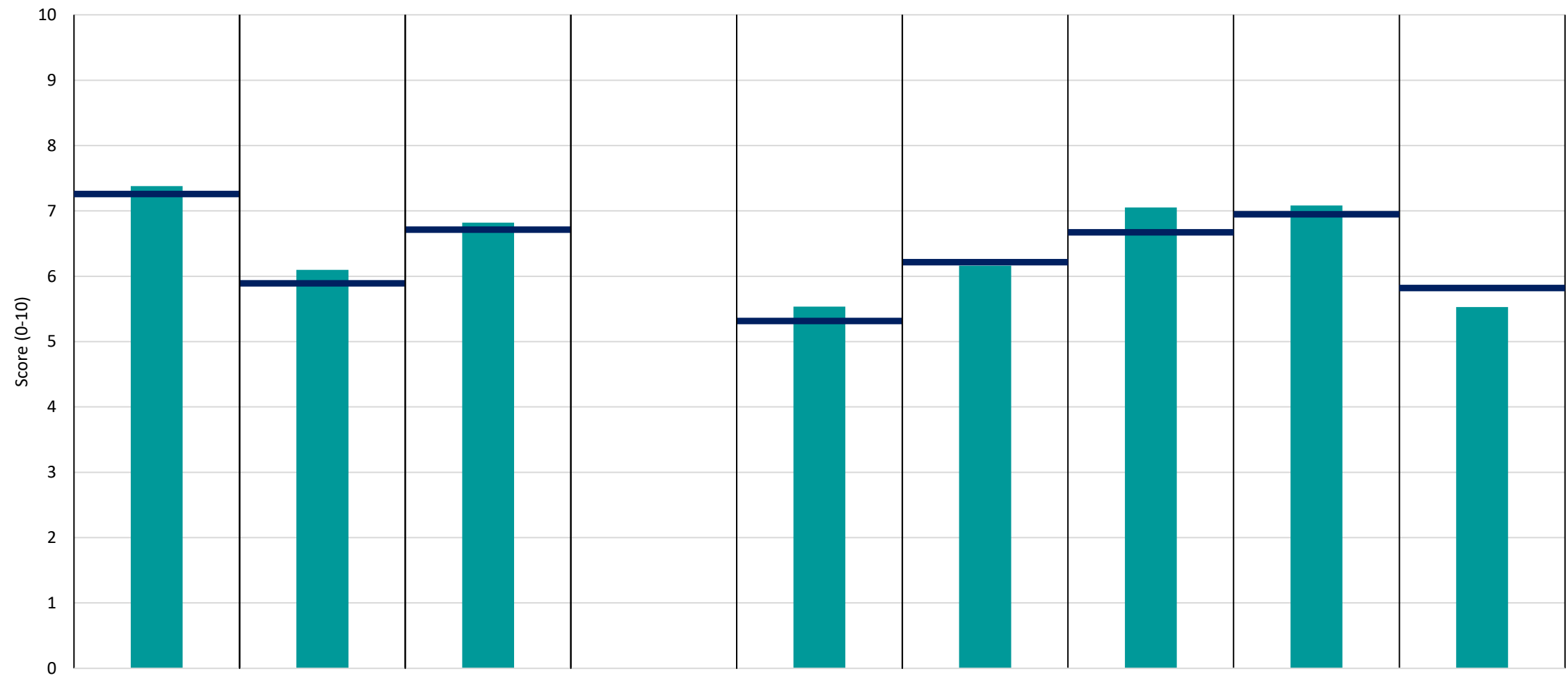|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.38	6.10	6.82	-	5.54	6.16	7.05	7.08	5.53
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	86	86	85	-	81	85	86	86	86

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.

Emergency Department

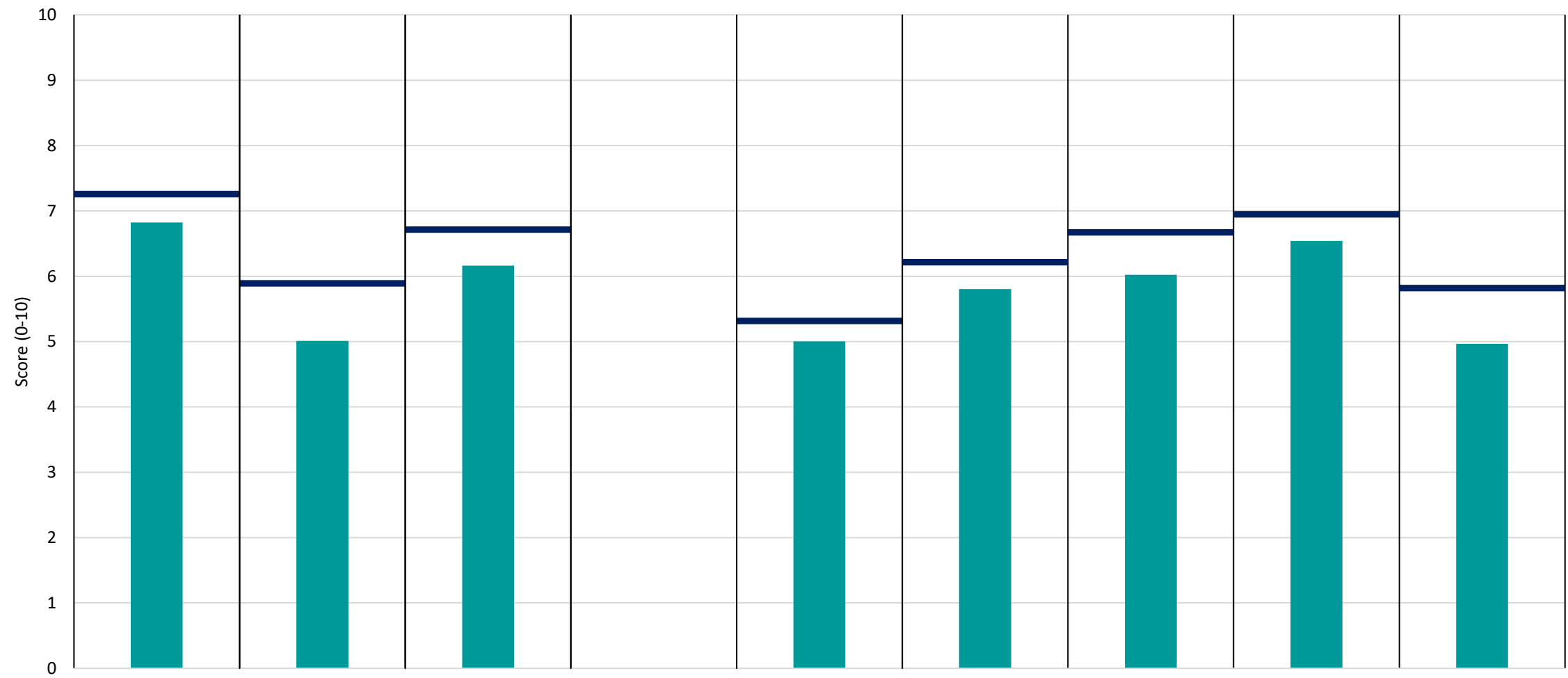|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.82	5.01	6.16	-	5.00	5.80	6.02	6.54	4.97
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	58	56	58	-	54	56	57	58	58

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

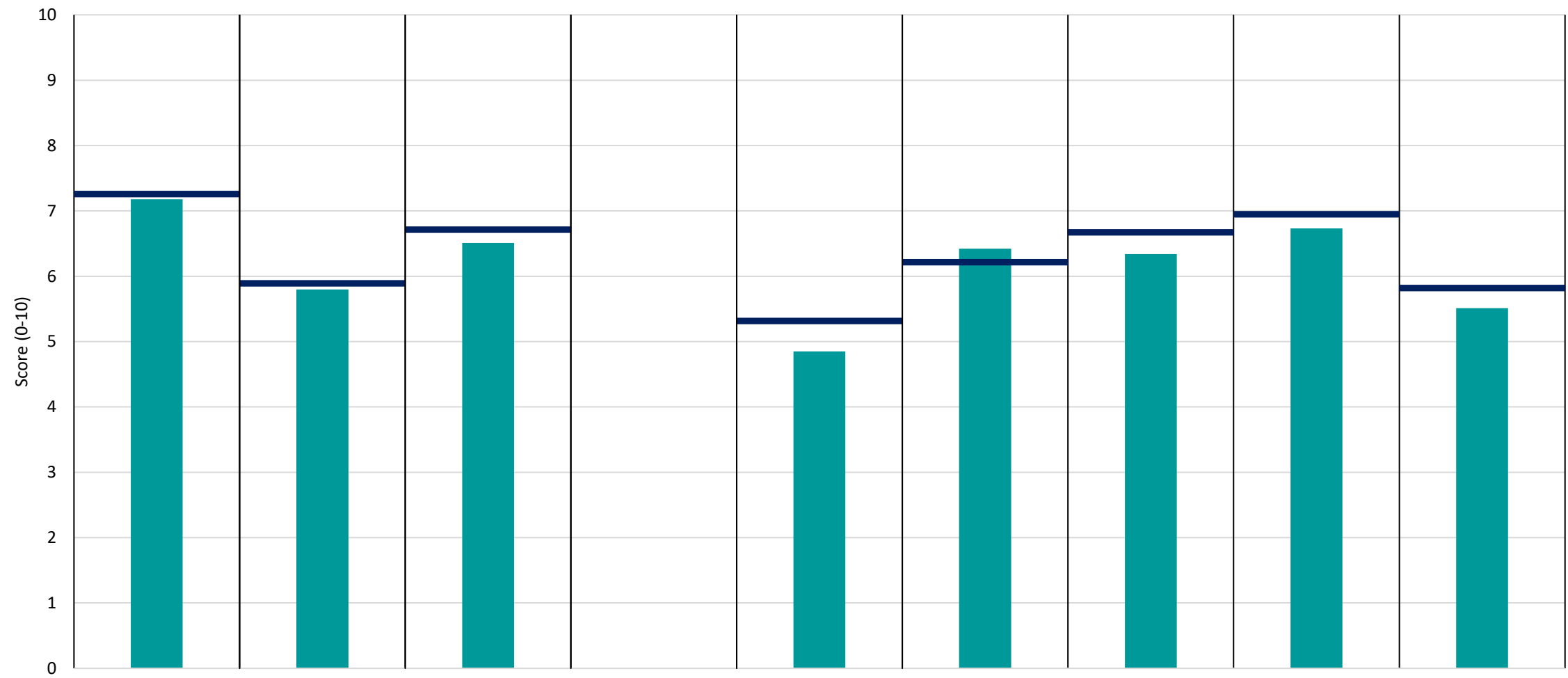|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.18	5.80	6.51	-	4.85	6.42	6.34	6.73	5.51
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	67	67	65	-	62	66	67	67	67

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.

GI Unit

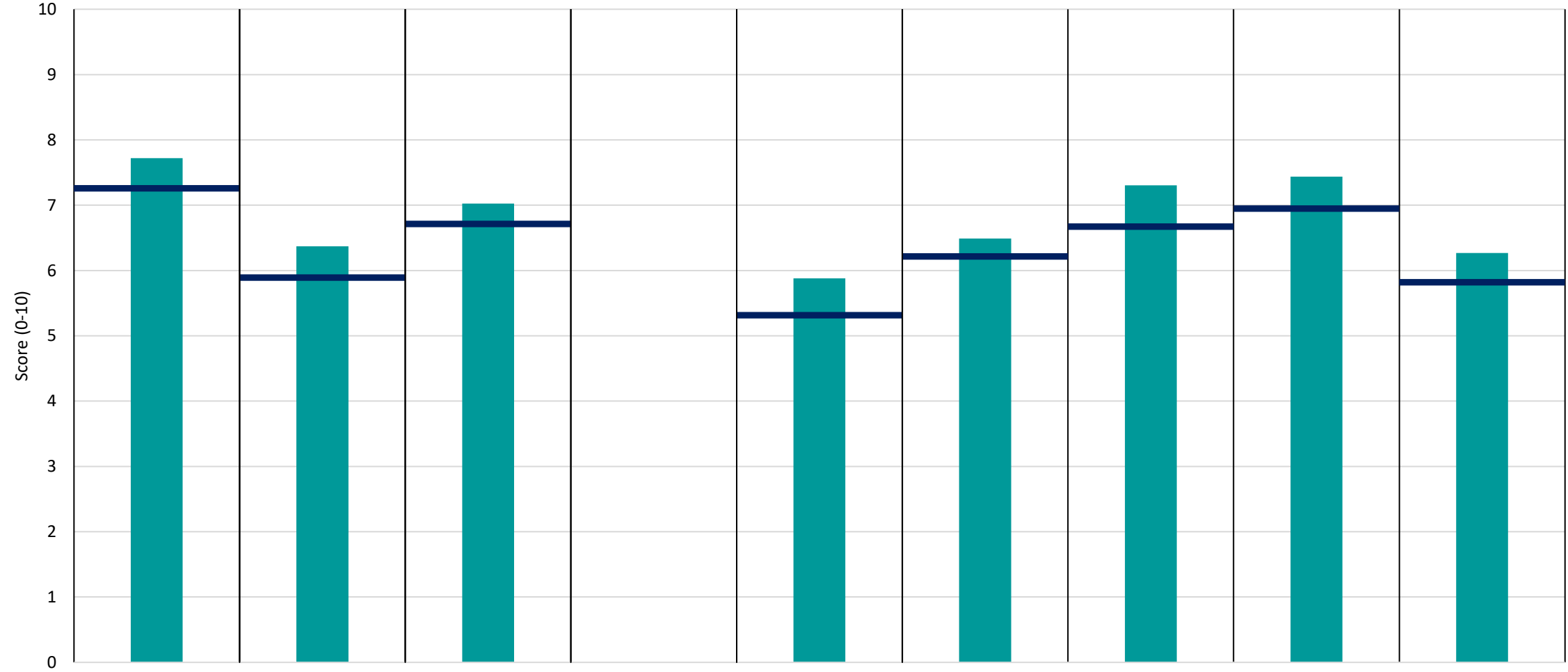|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.72	6.37	7.03	-	5.88	6.49	7.30	7.44	6.27
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	40	40	40	-	39	40	40	40	40

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 Surgery

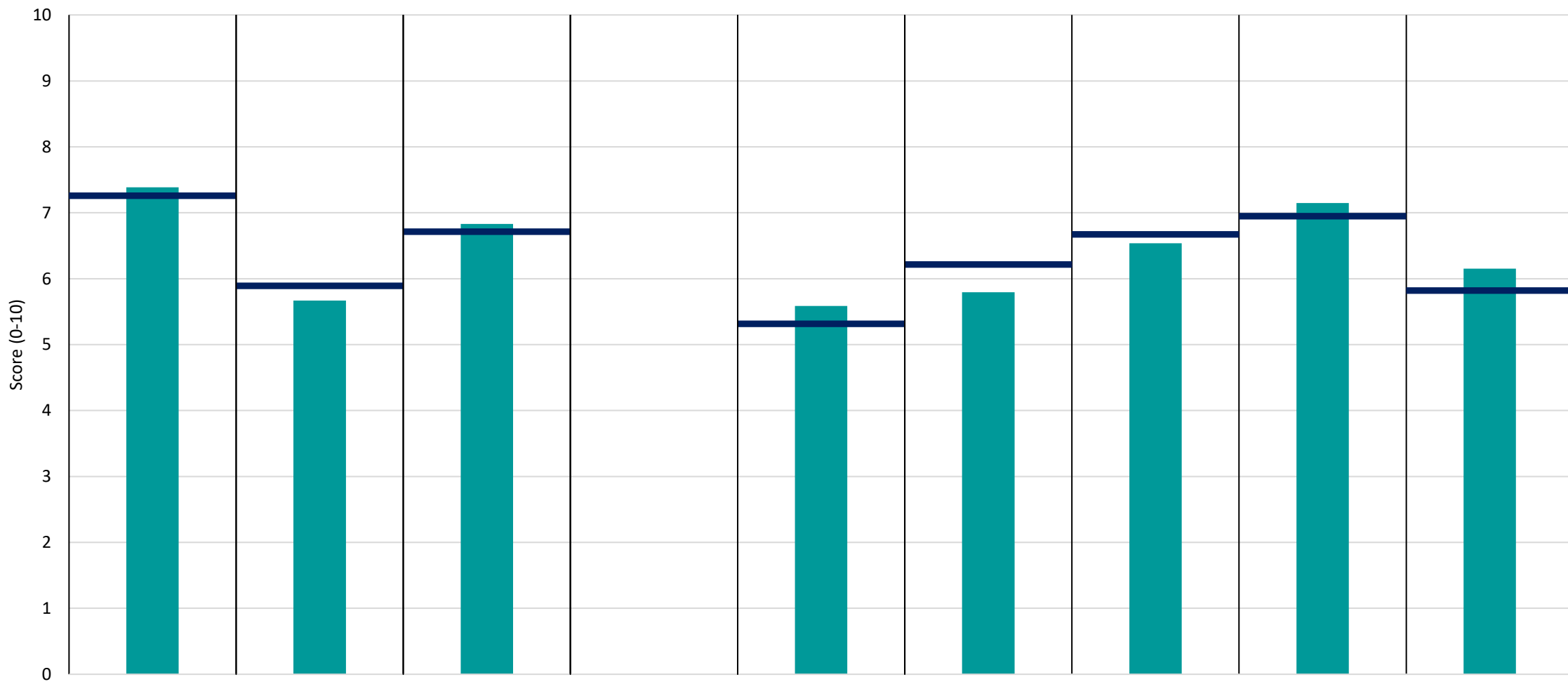|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.39	5.67	6.83	-	5.59	5.79	6.54	7.15	6.15
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	42	42	41	-	41	42	42	42	42

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.

Hotel Services

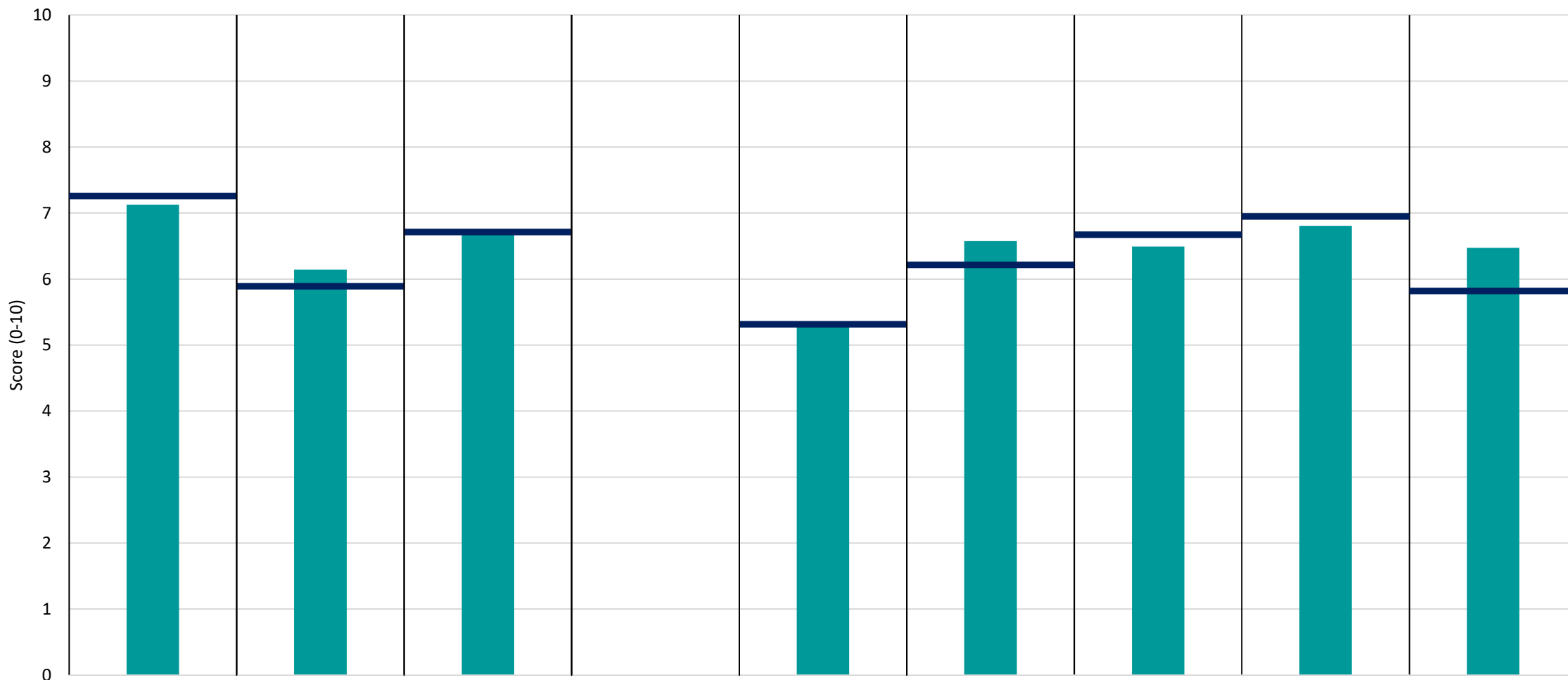|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.13	6.14	6.72	-	5.36	6.58	6.49	6.81	6.47
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	114	117	111	-	99	113	115	116	116

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.

Informatics

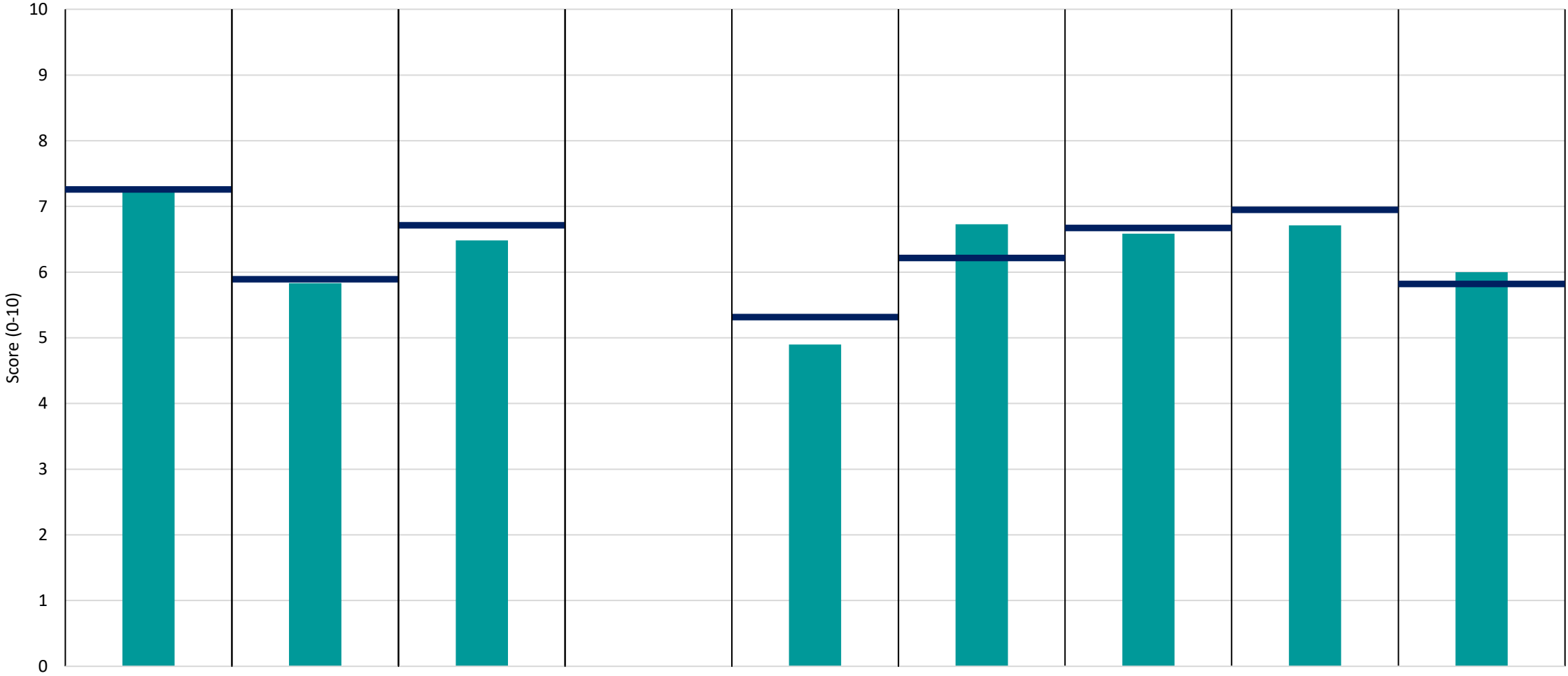|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.28	5.83	6.48	-	4.90	6.73	6.59	6.71	6.00
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	116	116	113	-	111	115	116	116	116

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.

Inpatients Adult Medicine

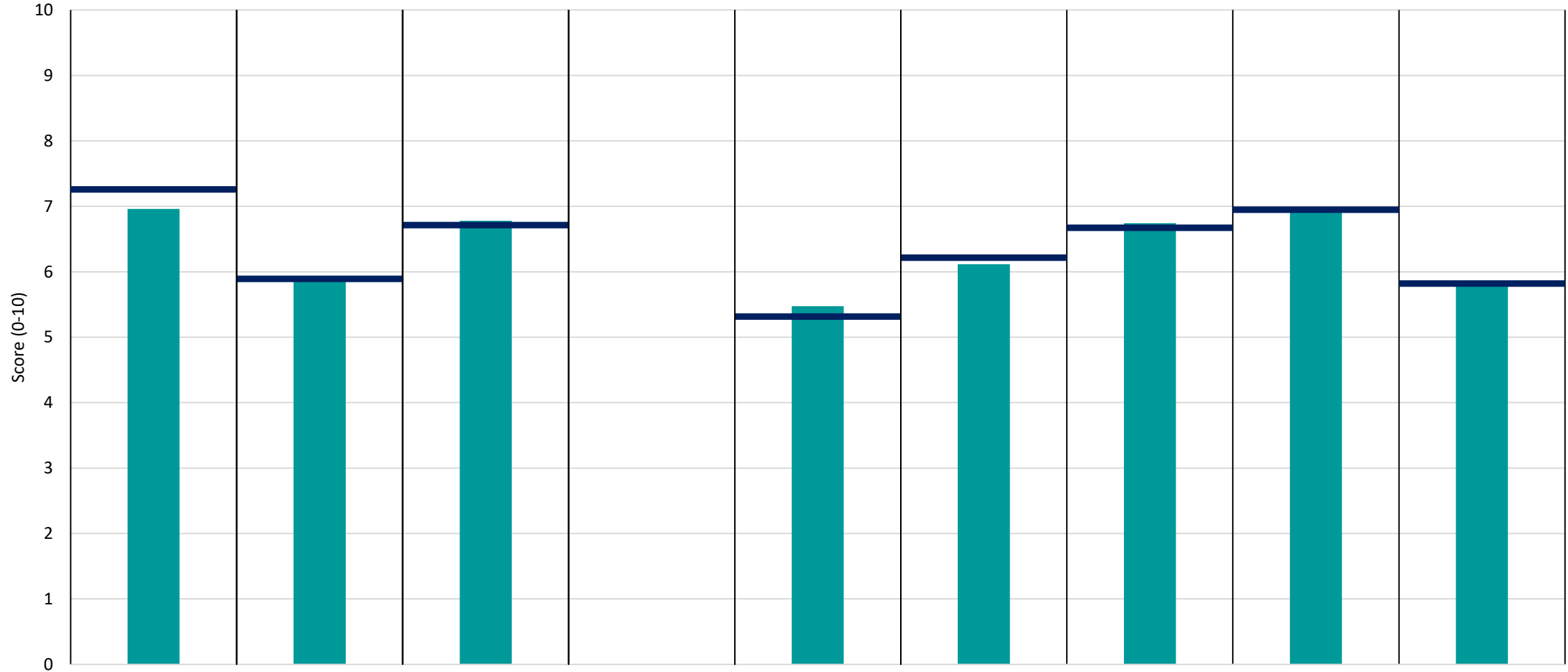|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.96	5.91	6.78	-	5.47	6.11	6.74	6.95	5.83
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	47	47	46	-	43	46	47	46	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.

Management Med Director

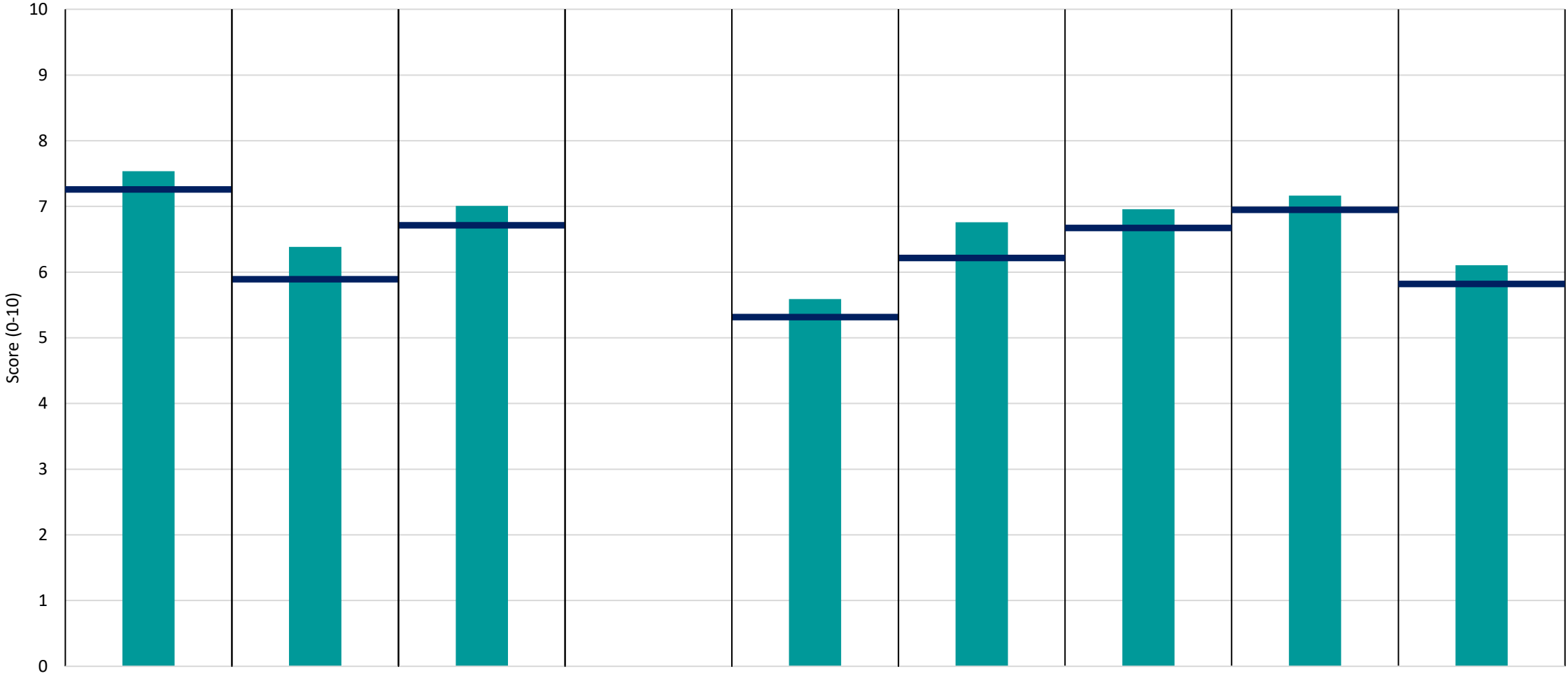|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.54	6.39	7.01	-	5.59	6.76	6.96	7.16	6.10
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	60	60	60	-	58	58	60	60	60

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.

OD and People

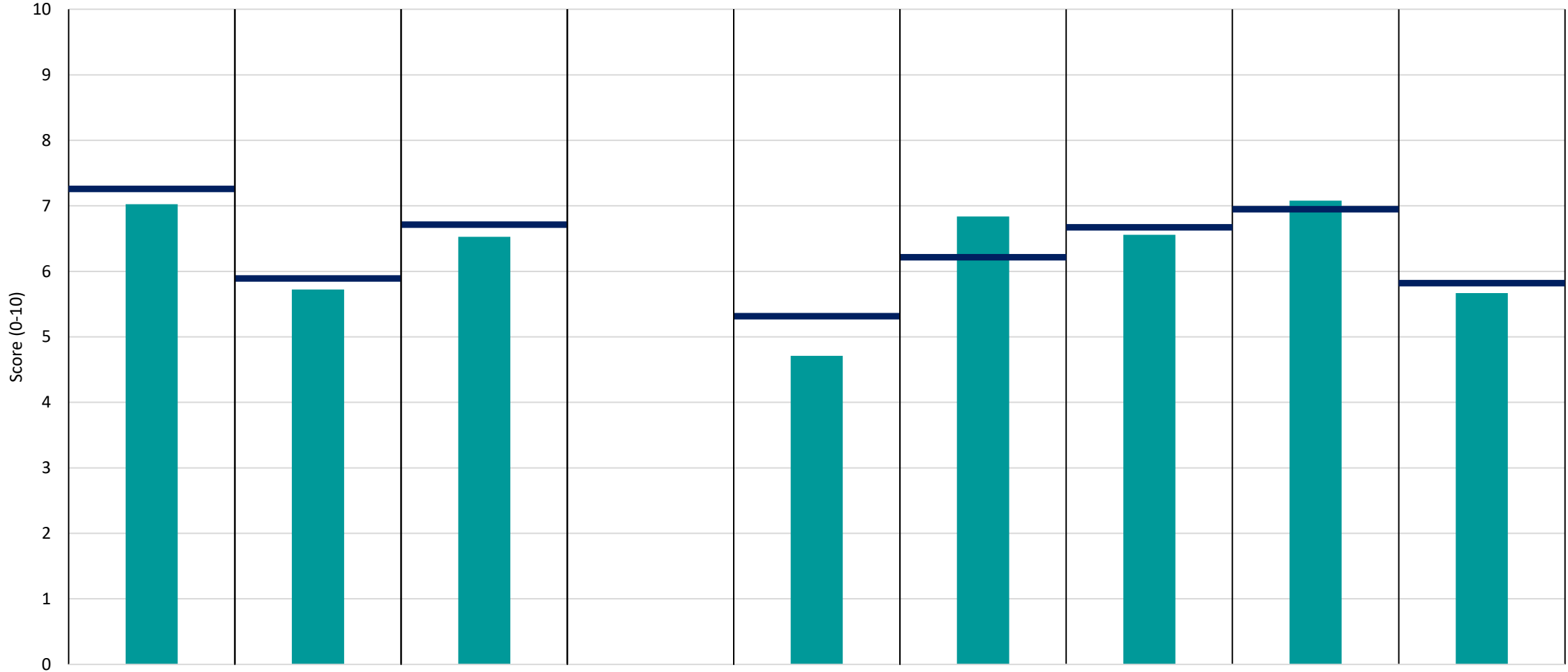|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.02	5.72	6.53	-	4.71	6.84	6.56	7.08	5.67
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	98	98	98	-	93	96	98	98	98

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.

Obstetrics & Gynaecology

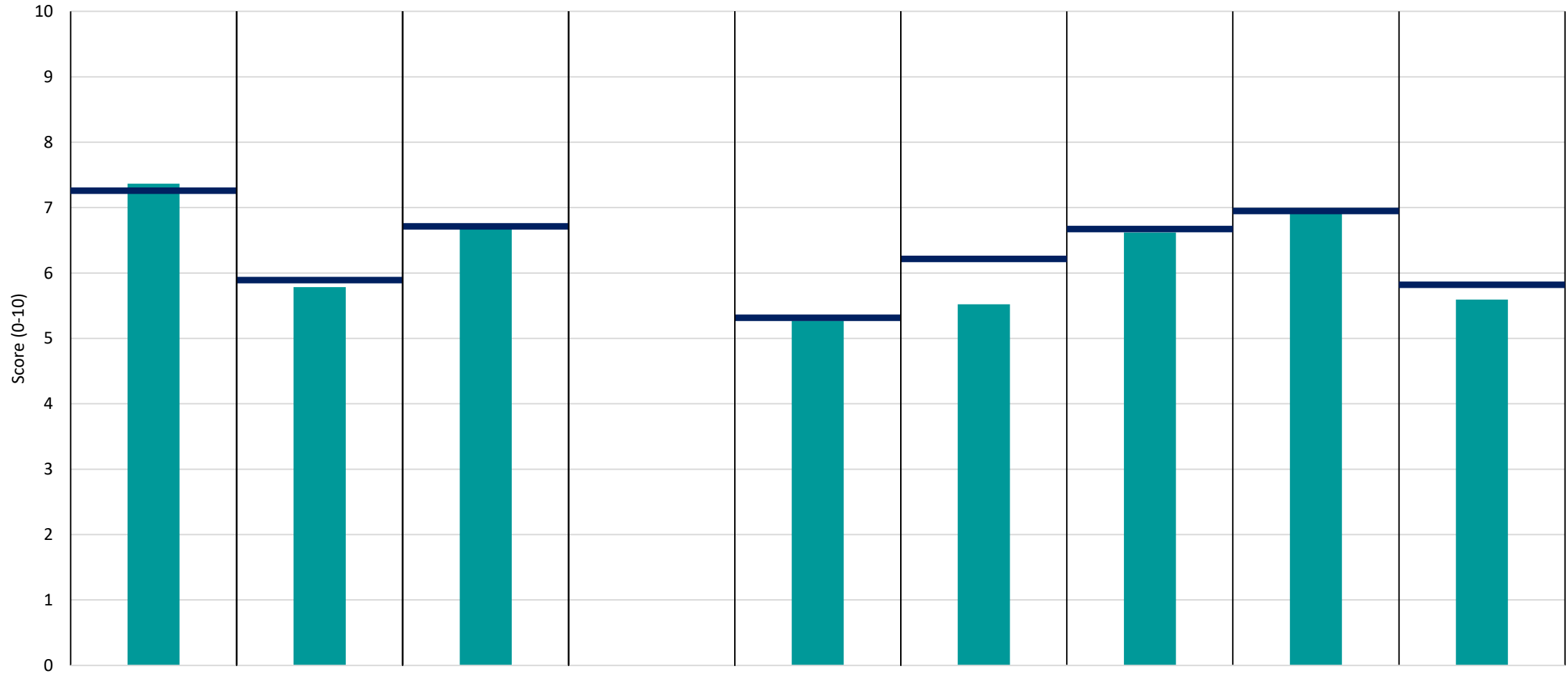|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.37	5.78	6.74	-	5.27	5.52	6.62	6.98	5.59
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	106	106	105	-	101	106	106	106	106

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.

Orthopaedics

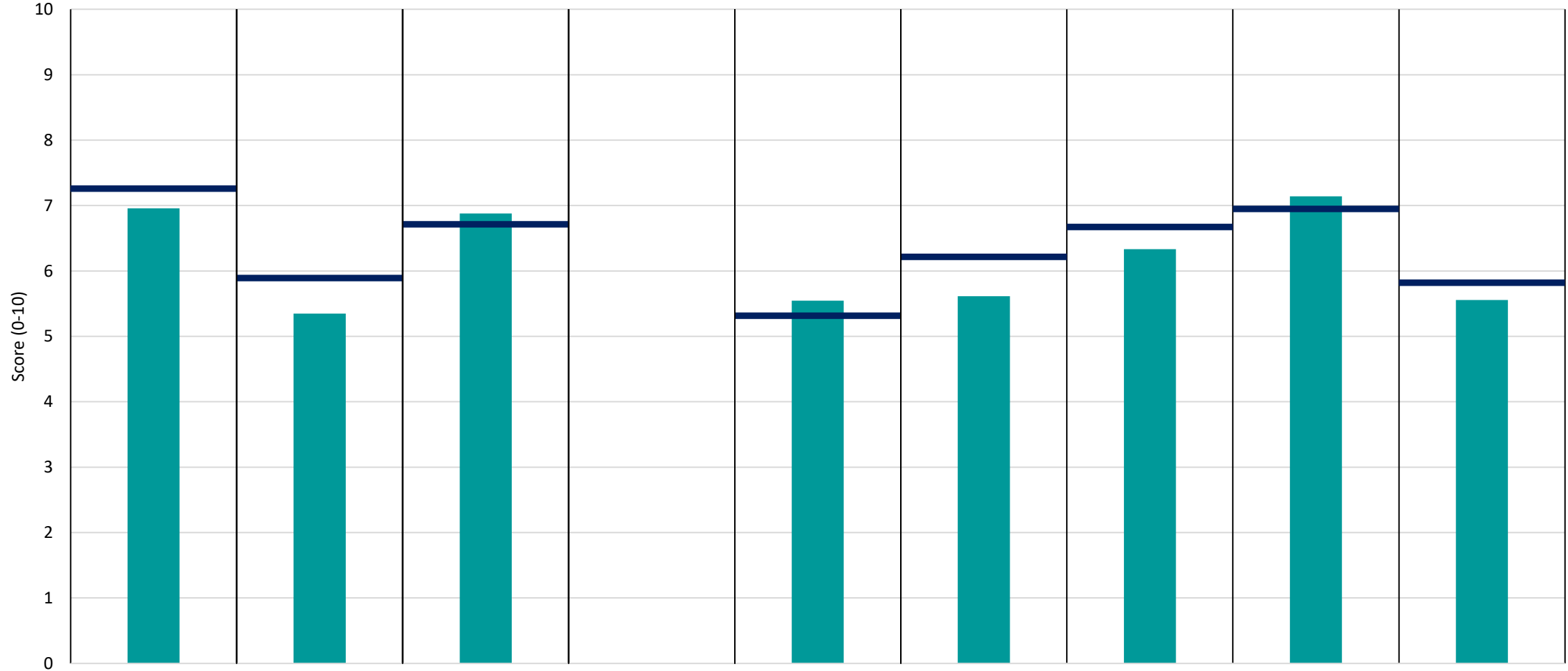|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.96	5.35	6.88	-	5.54	5.62	6.33	7.14	5.55
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	43	43	42	-	41	43	43	43	43

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.

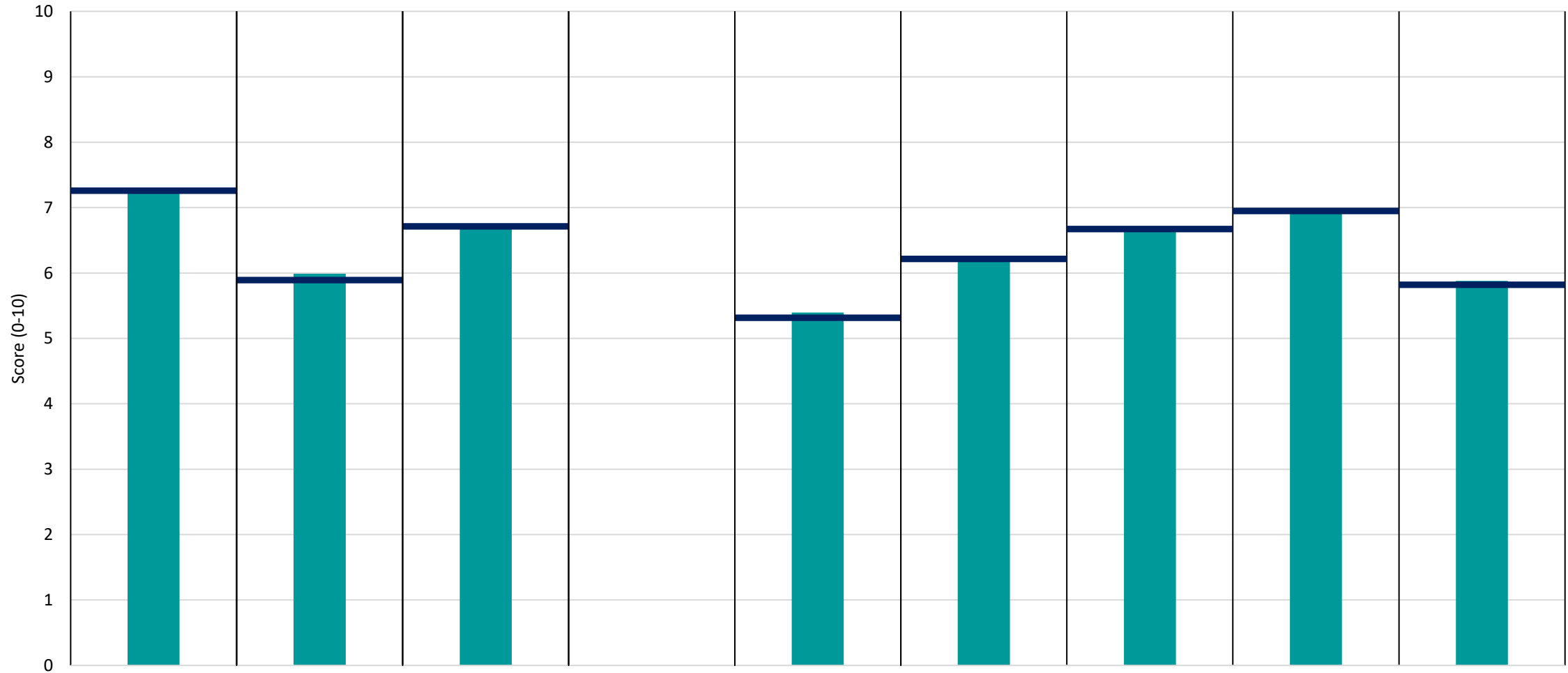|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.24	5.99	6.72	-	5.40	6.26	6.69	6.93	5.88
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	622	620	611	-	588	620	619	620	620

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

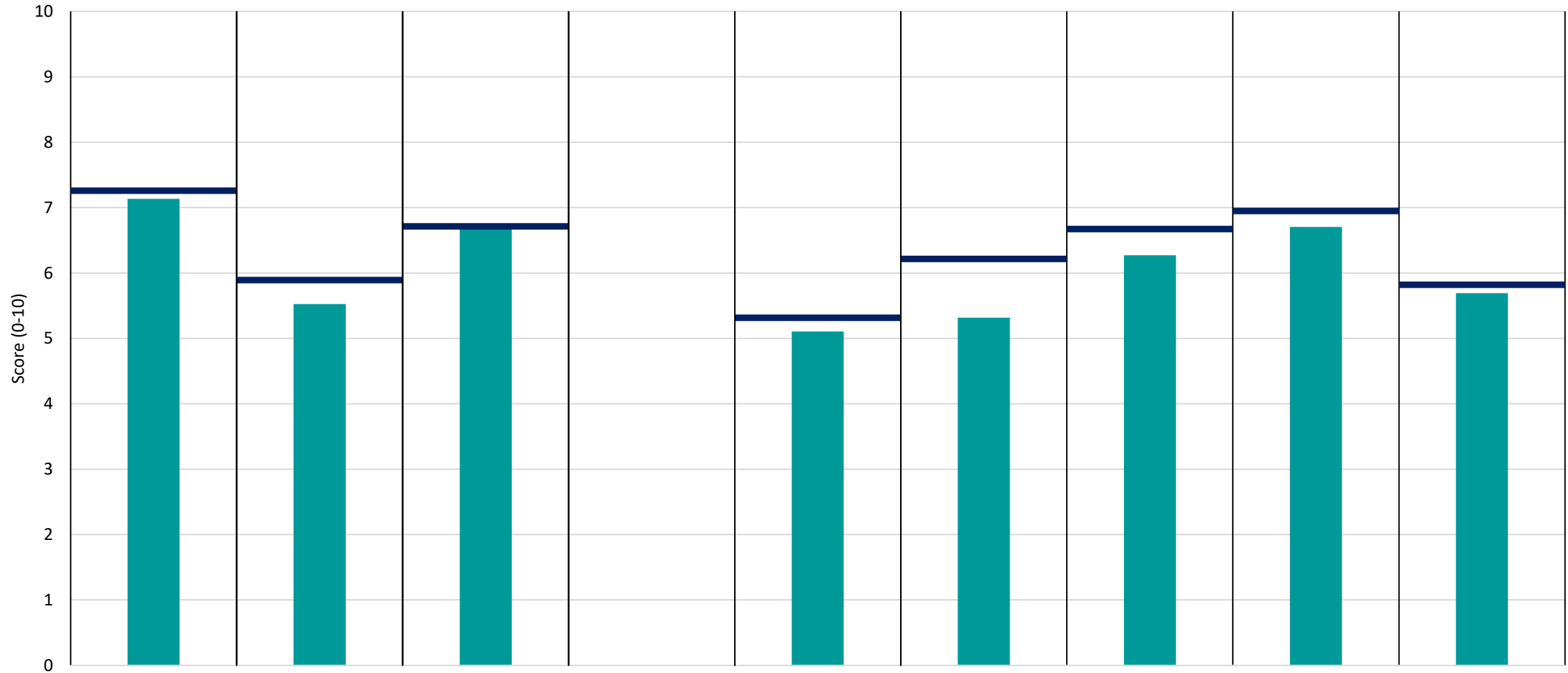|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.13	5.52	6.68	-	5.11	5.32	6.27	6.70	5.69
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	104	103	103	-	100	103	103	104	104

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.

Procurement

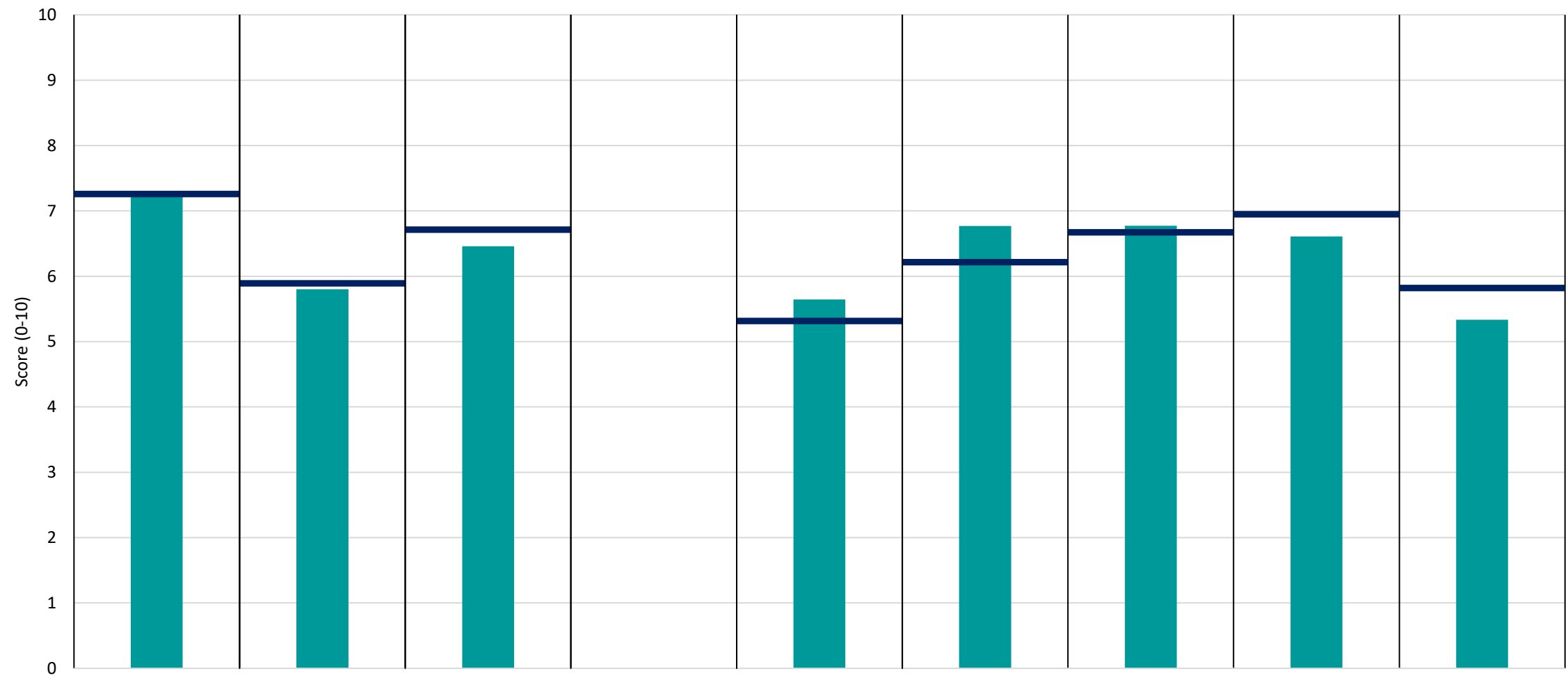|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.28	5.80	6.46	-	5.65	6.77	6.77	6.61	5.33
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
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.

Spinal

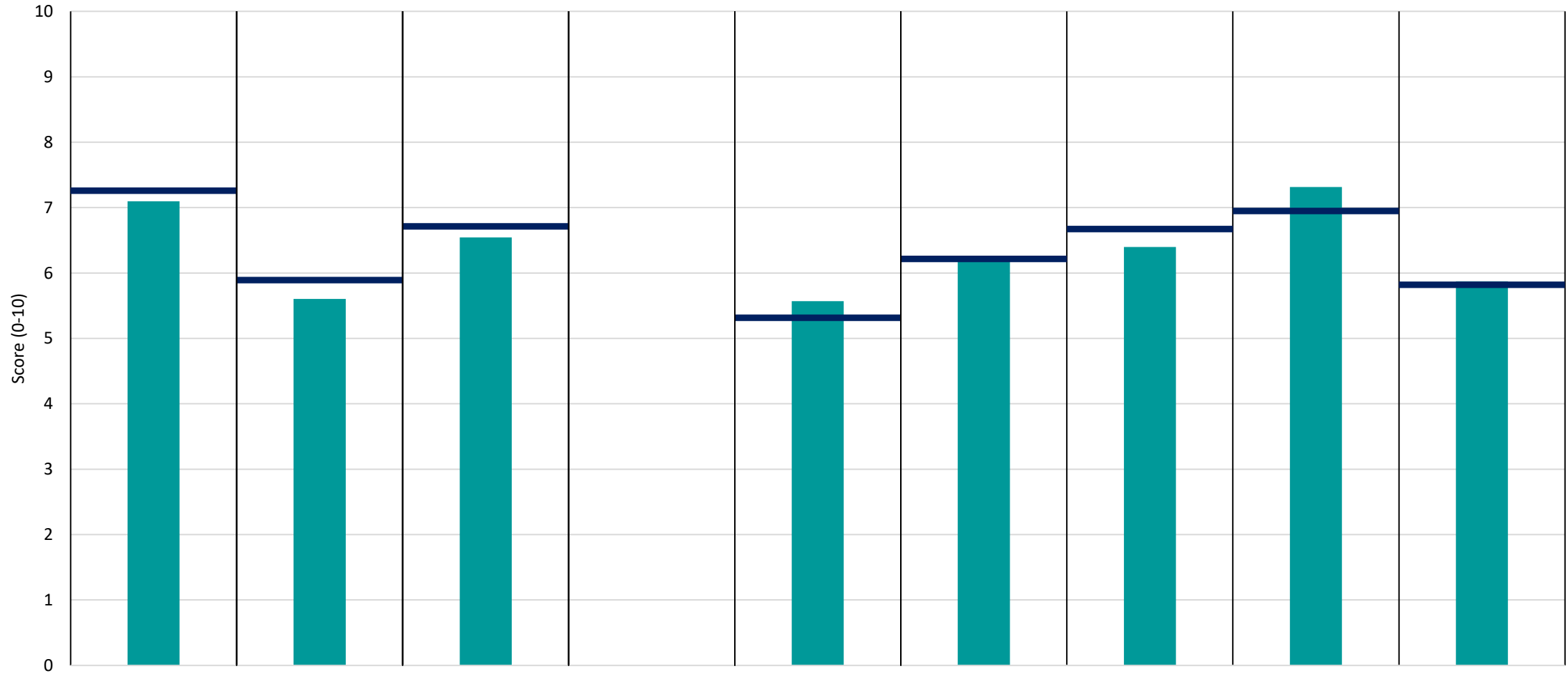|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.10	5.60	6.55	-	5.57	6.26	6.40	7.32	5.87
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	49	48	49	-	49	48	47	49	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.

Surgery Management

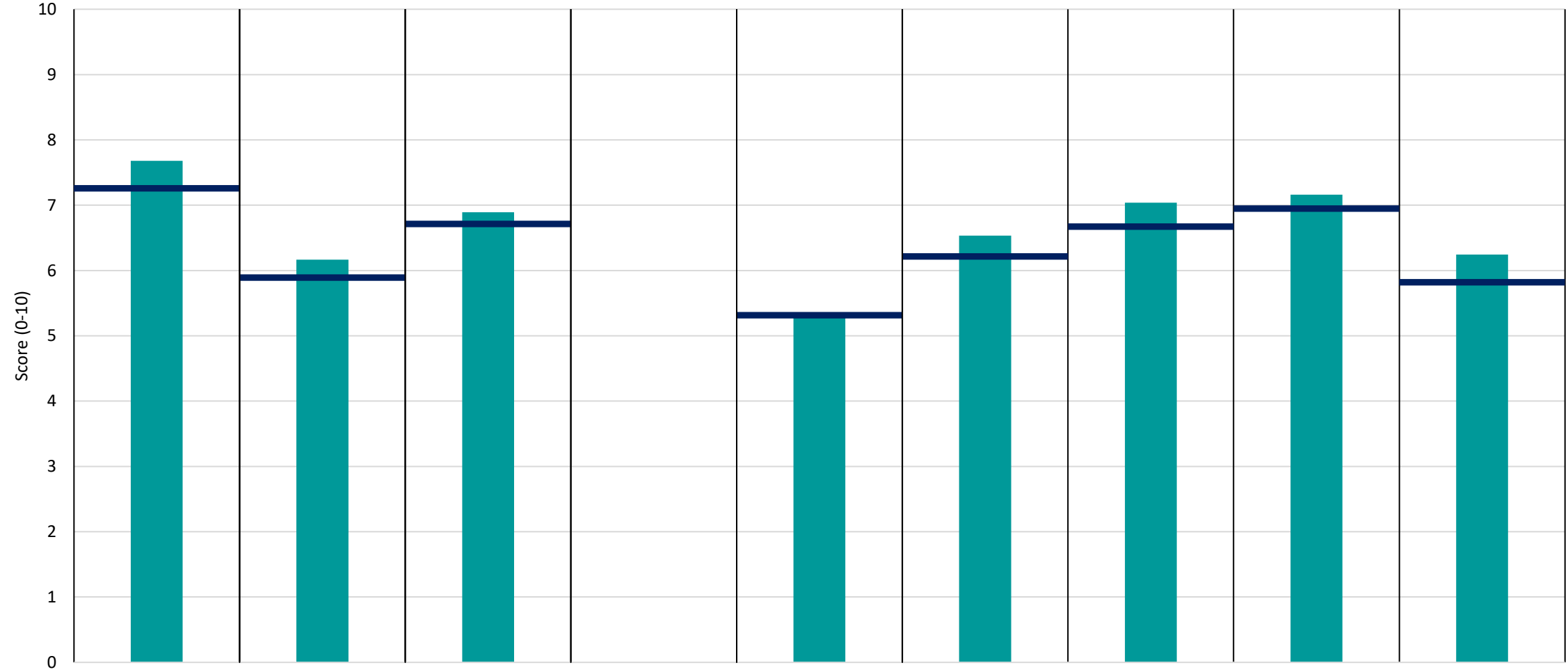|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.68	6.17	6.89	-	5.28	6.54	7.04	7.16	6.24
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	57	57	56	-	56	57	57	57	57

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.

Theatres

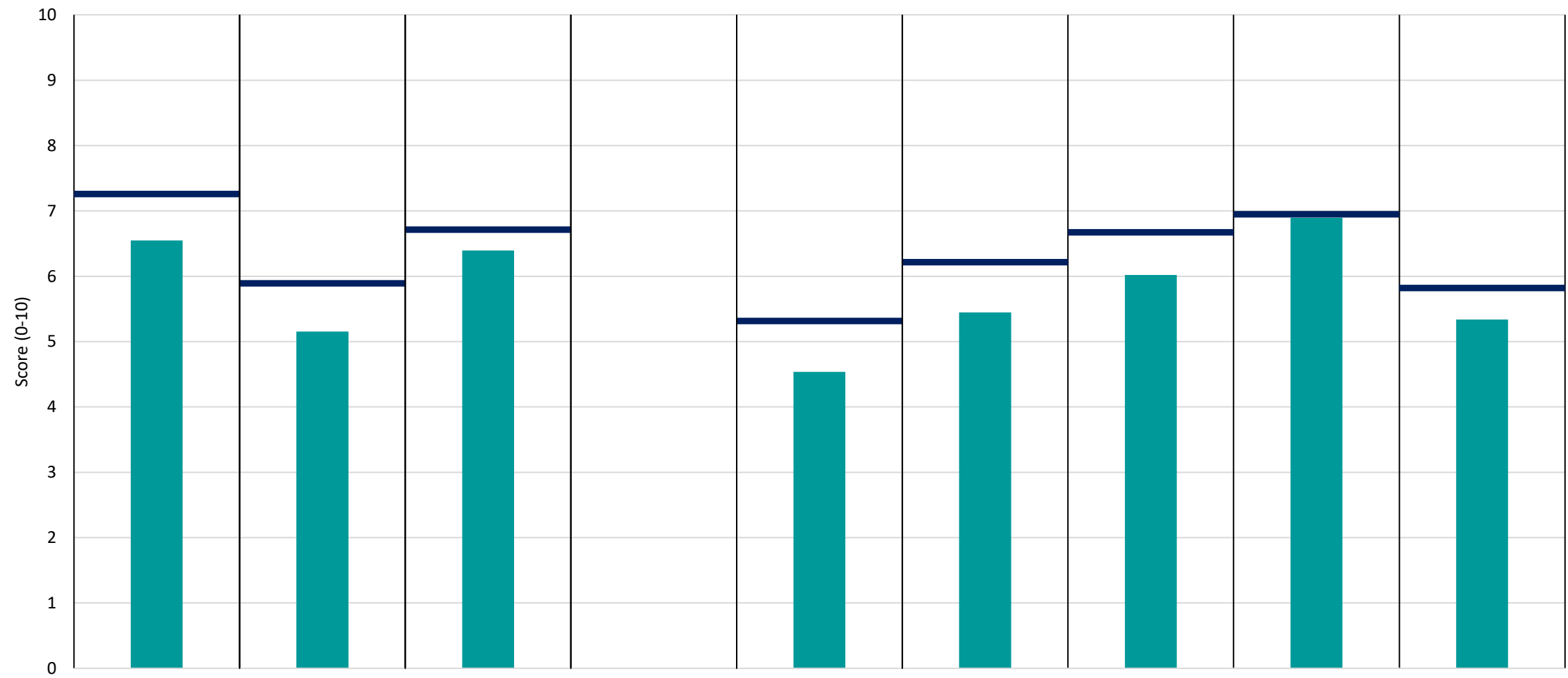|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.55	5.15	6.39	-	4.53	5.45	6.02	6.90	5.34
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	79	80	79	-	74	80	79	80	80

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.

Therapy Services

Score (0-10)

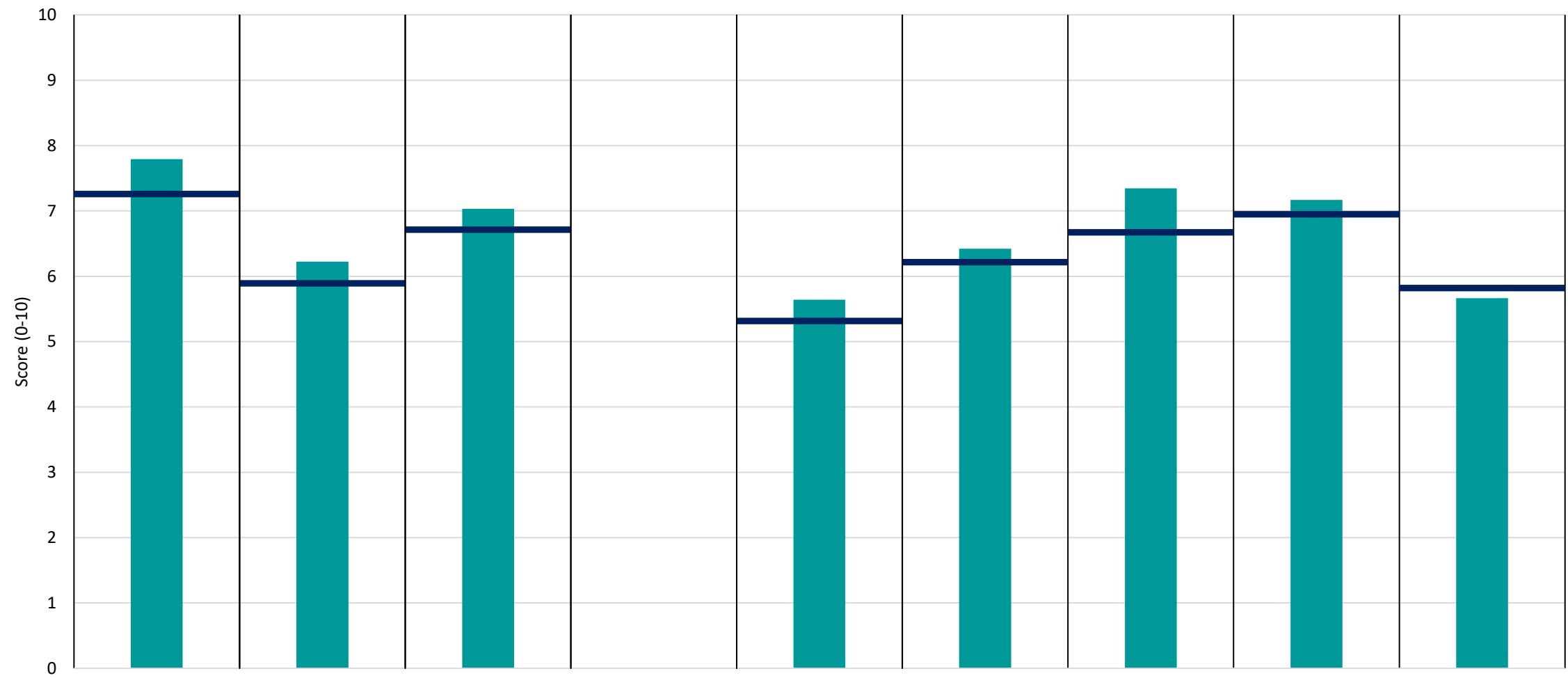|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.79	6.22	7.03	-	5.64	6.42	7.35	7.17	5.66
Your org	7.26	5.89	6.71	-	5.32	6.21	6.67	6.95	5.82
Responses	106	106	106	-	102	106	106	106	106

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.