Northamptonshire Healthcare NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Contents (1)

This breakdown report for Northamptonshire Healthcare 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 Northamptonshire Healthcare 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.

	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

Northamptonshire Healthcare NHS Foundation Trust

2023 NHS Staff Survey

Survey Coordination Centre

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	7.56	6.08	7.04	-	6.09	6.37	6.92	7.24	6.02
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	495	495	491	-	474	492	495	495	495

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.

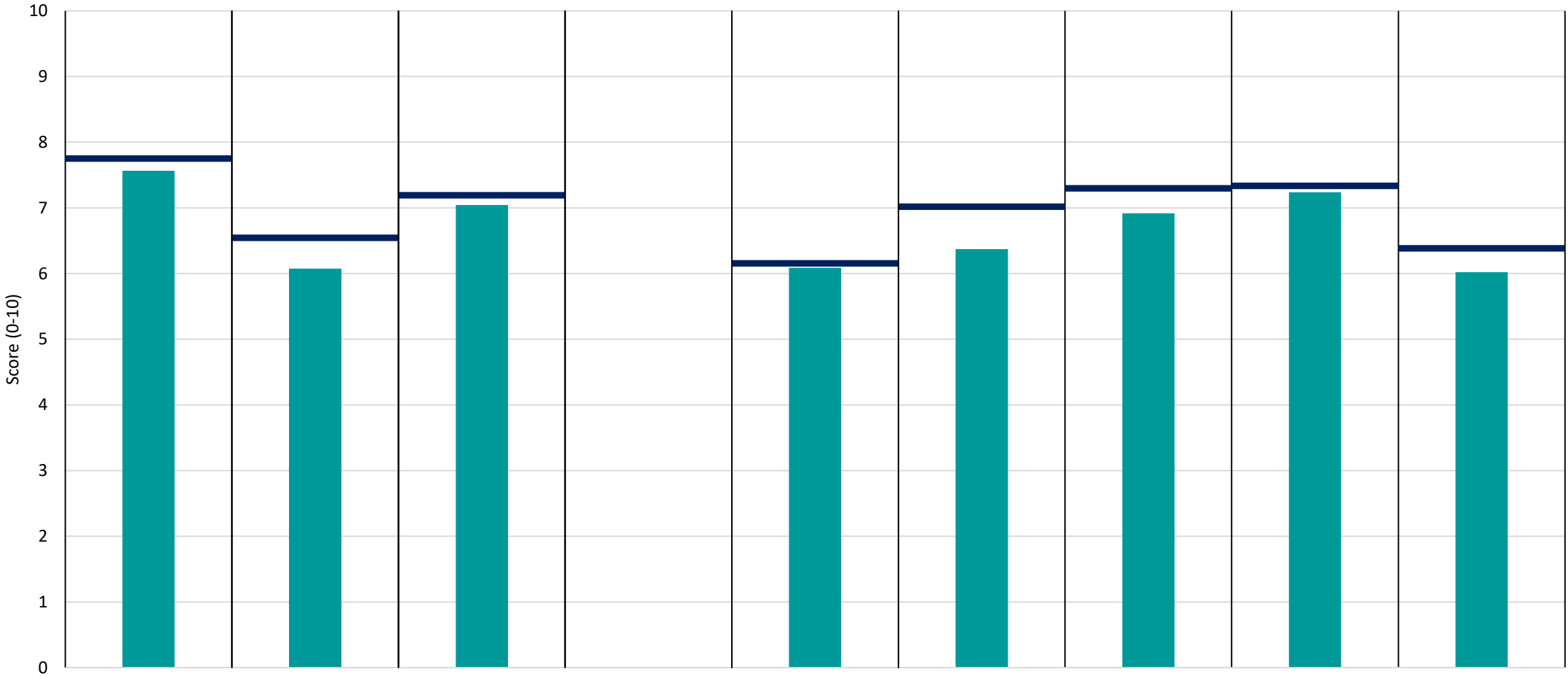|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.77	6.44	7.07	-	5.95	7.08	7.21	7.17	6.13
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	405	405	403	-	385	403	405	405	405

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.

ACA - Management

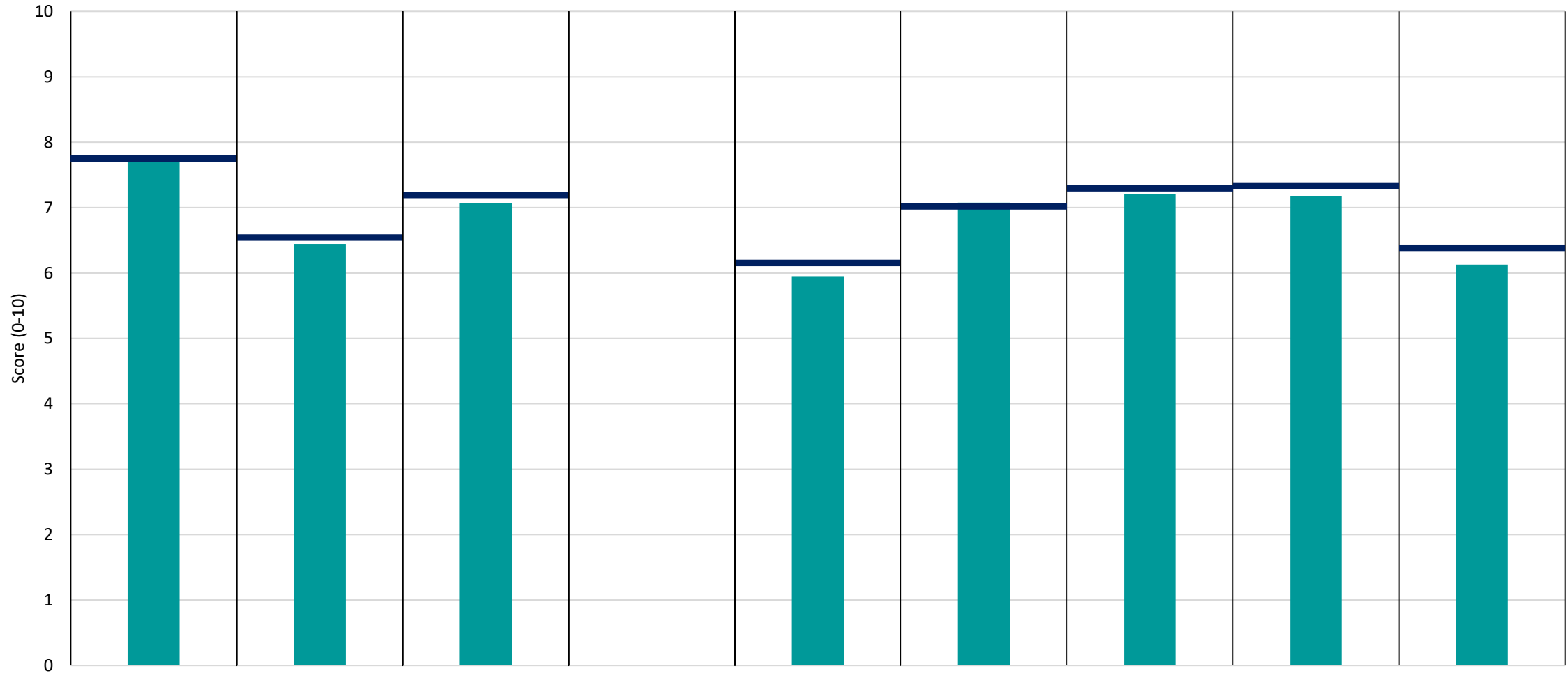|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.37	6.23	7.19	-	5.98	7.02	7.07	7.25	5.99
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	78	78	78	-	72	78	78	78	78

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.

ACA - Therapies and Diabetes

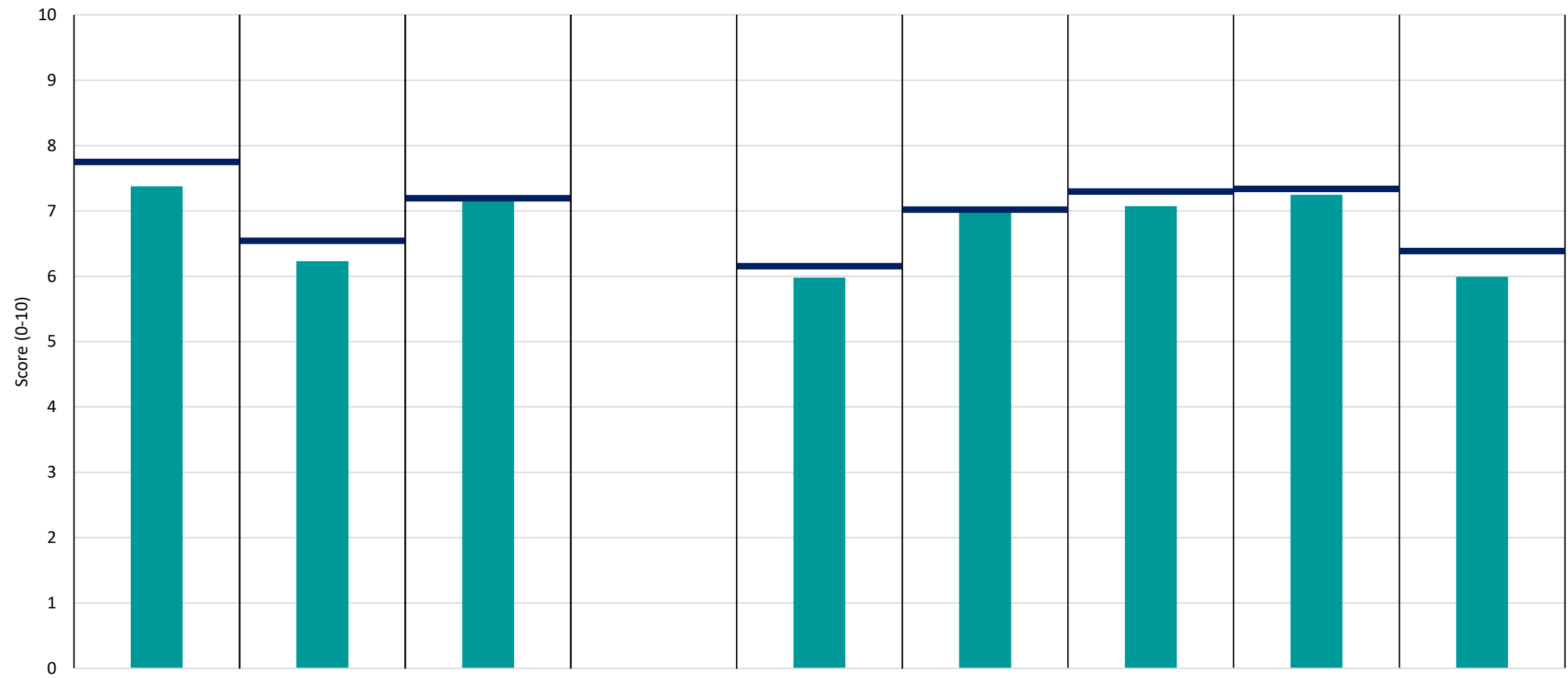|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.88	6.74	7.27	-	6.22	6.96	7.40	7.40	6.45
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	317	316	316	-	308	316	317	317	317

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.

Corp - CFO - Estates and Hotel Serv

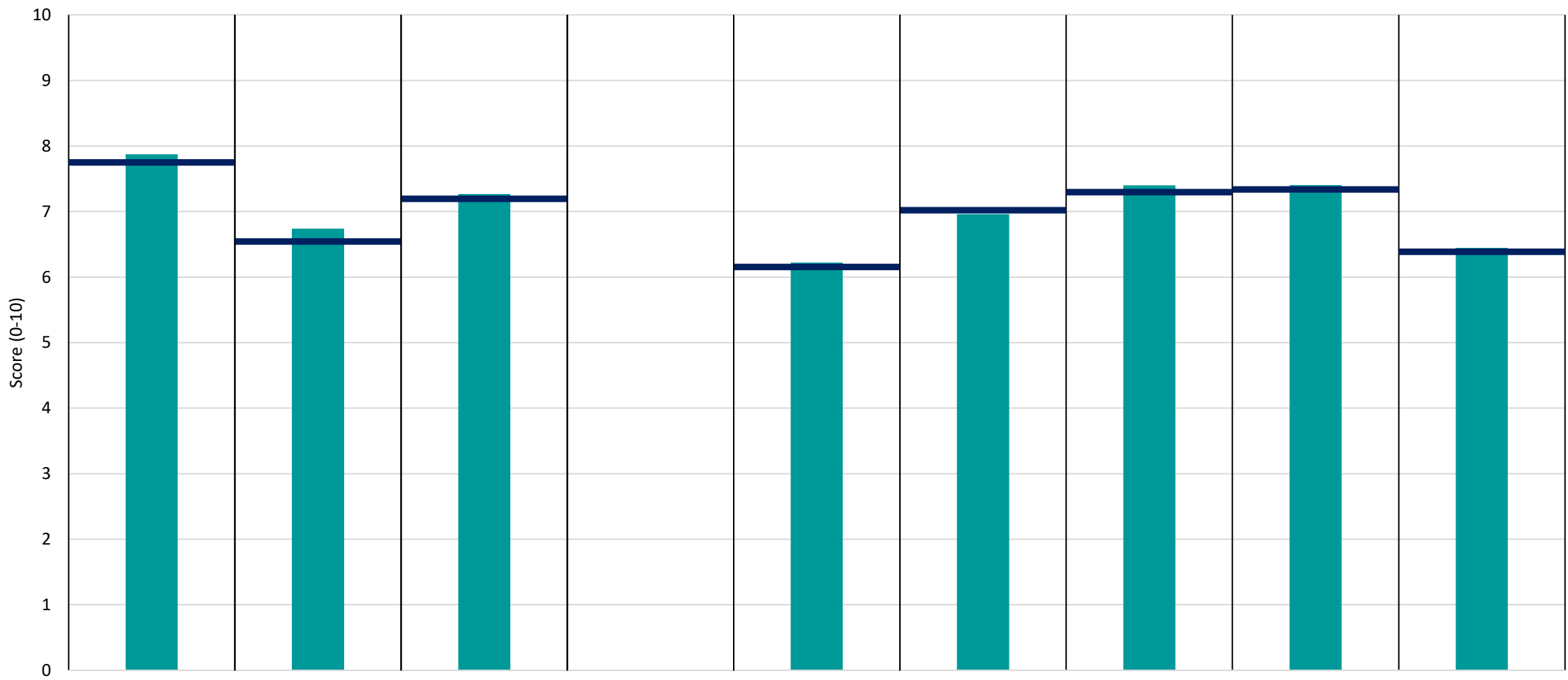|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.22	6.06	6.82	-	4.88	6.22	6.50	7.03	6.48
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	112	111	104	-	95	109	110	113	113

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.

Corp - Dep CEO - DTS

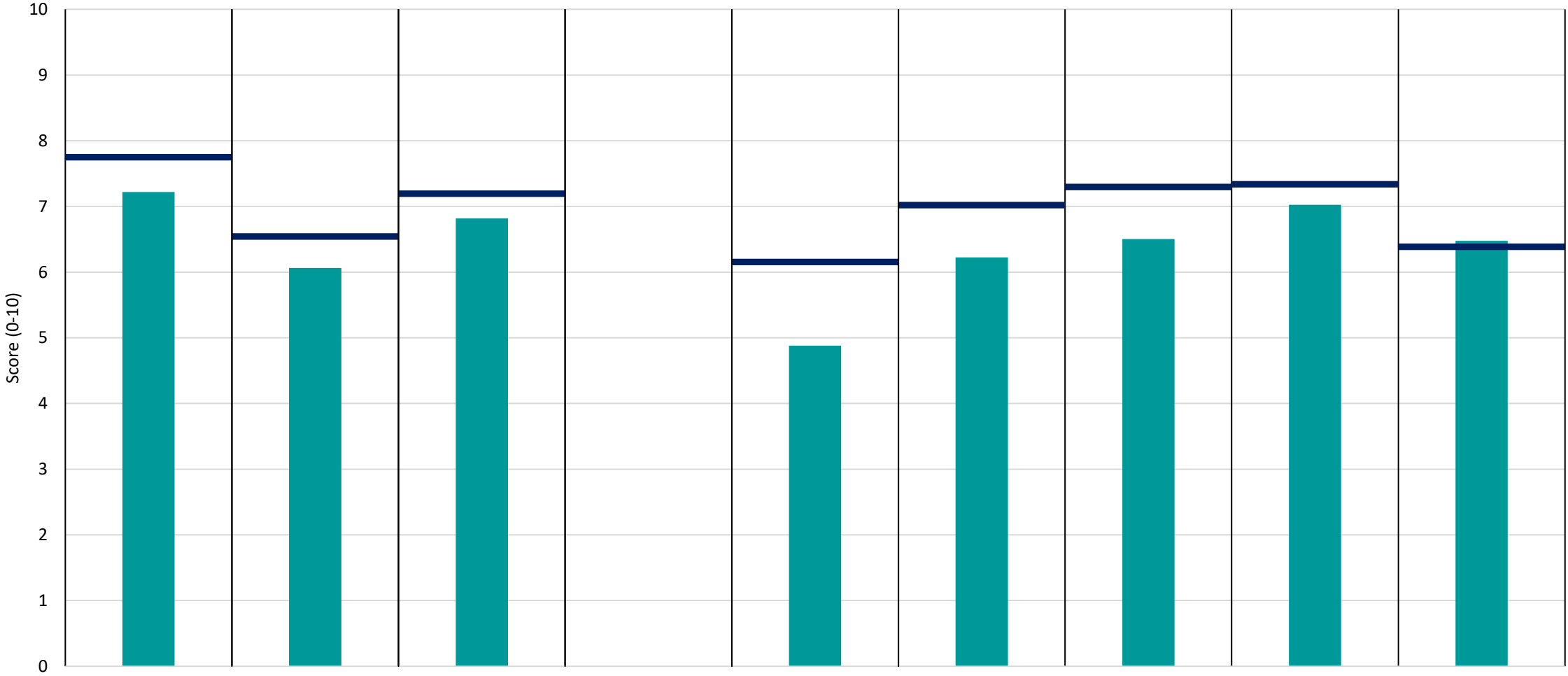|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.91	6.91	7.30	-	5.95	7.74	7.62	7.48	6.38
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	79	79	79	-	77	79	79	79	79

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.

Corp - Finance

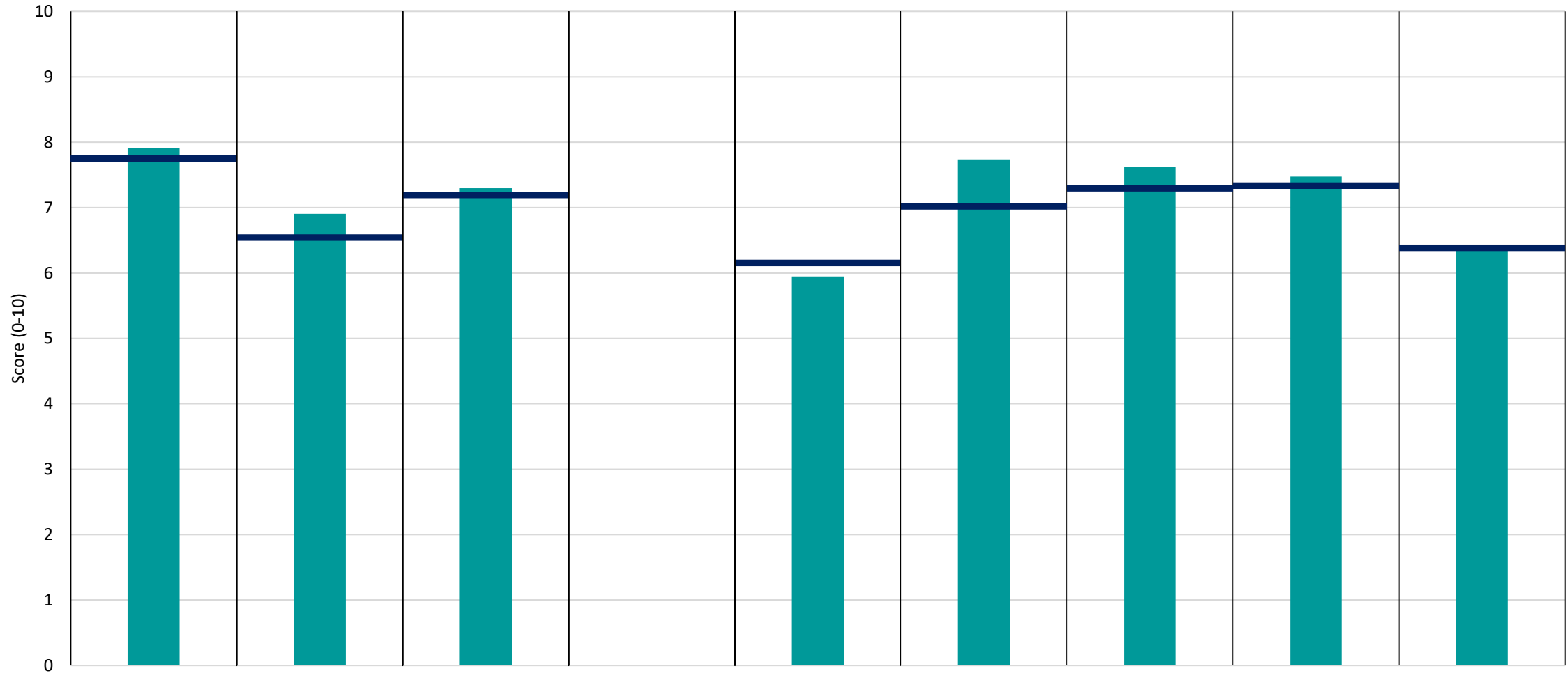|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.55	6.14	7.29	-	5.92	7.82	6.92	7.20	6.99
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	36	37	36	-	35	37	37	37	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.

Corp - HR&OD

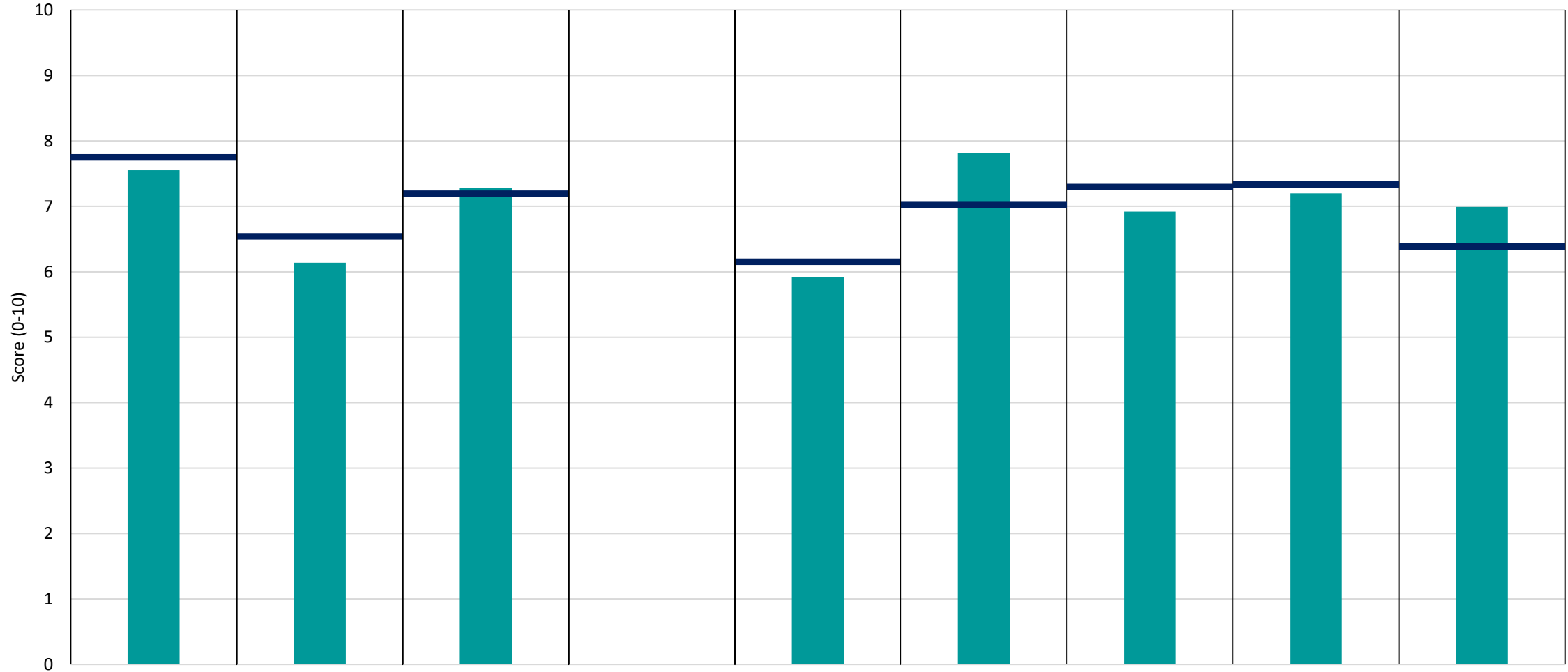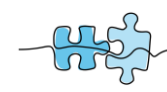|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.02	7.16	7.55	-	6.41	7.44	7.75	7.62	6.75
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	117	117	117	-	111	116	117	117	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.

Corp - Medical

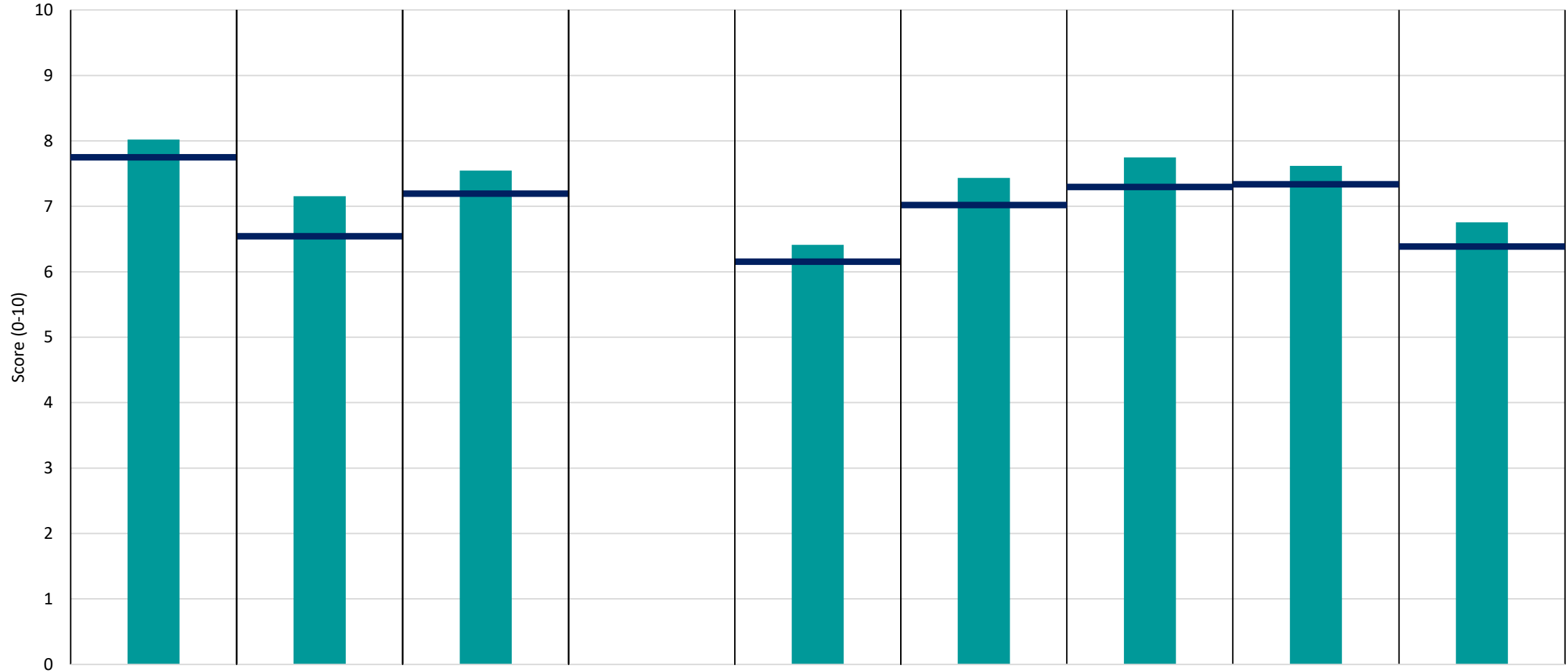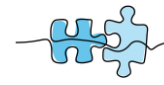|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.53	6.31	6.83	-	5.87	6.76	6.90	7.25	6.26
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	81	81	80	-	79	81	81	81	81

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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.

Corp - N&Q

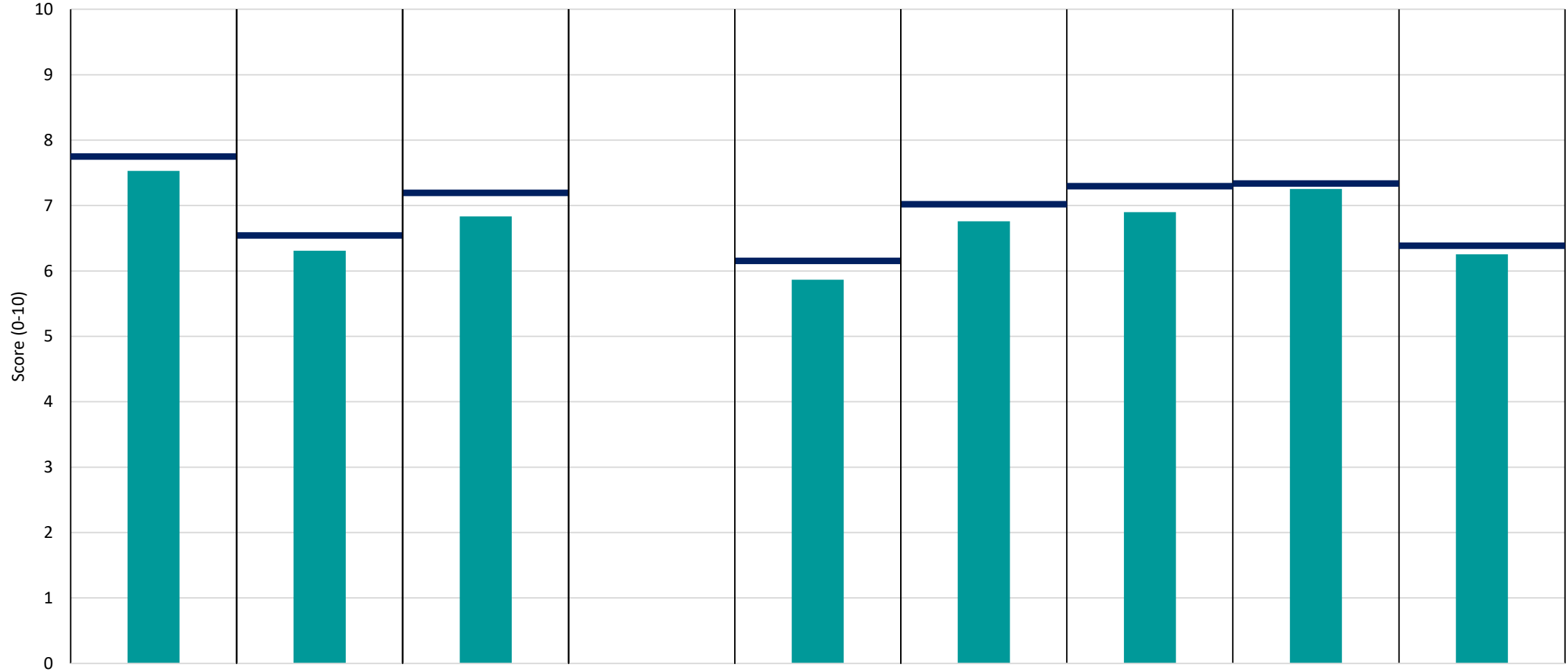|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.72	6.76	7.25	-	6.39	7.41	7.33	7.29	6.41
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	114	114	114	-	109	114	114	114	114

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.

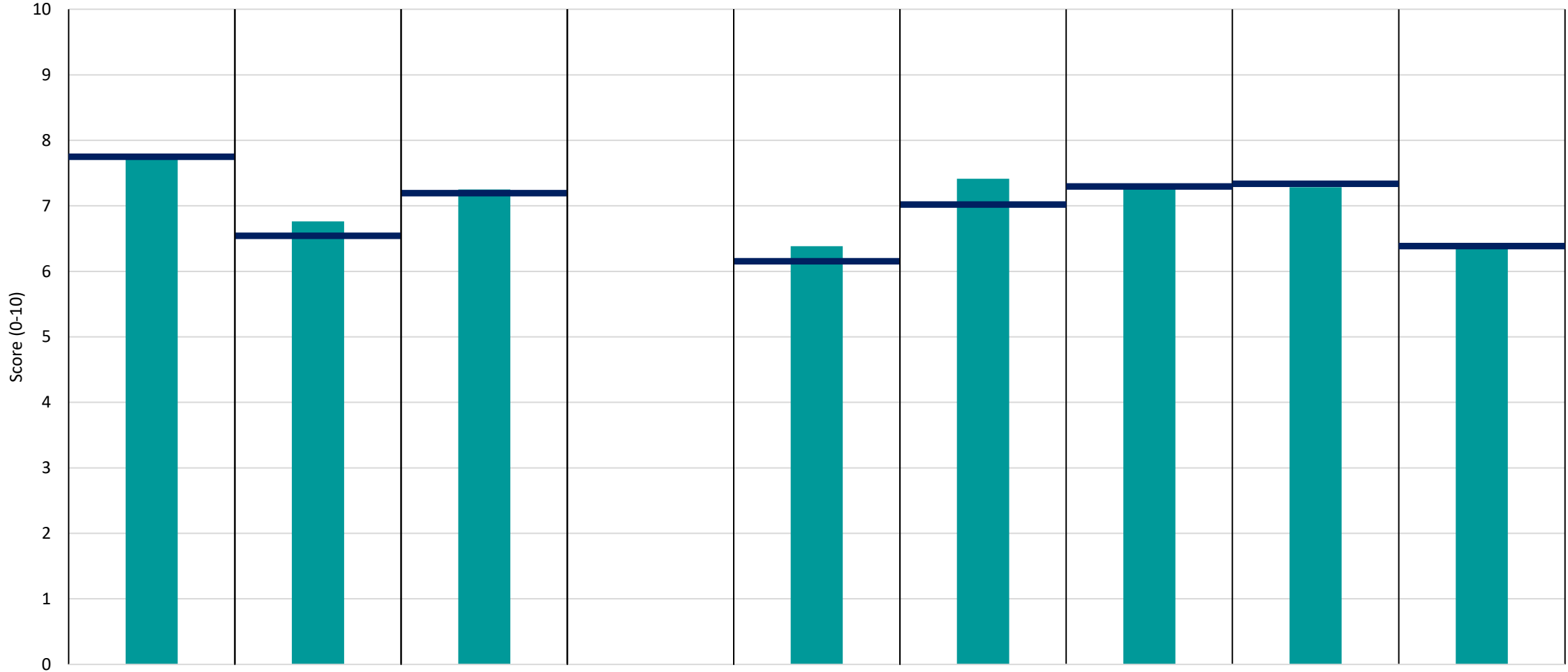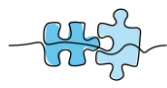|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.25	7.28	7.86	-	6.43	8.06	8.13	7.81	7.04
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	56	56	56	-	55	55	56	56	56

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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Corp - Strategy and Partnership

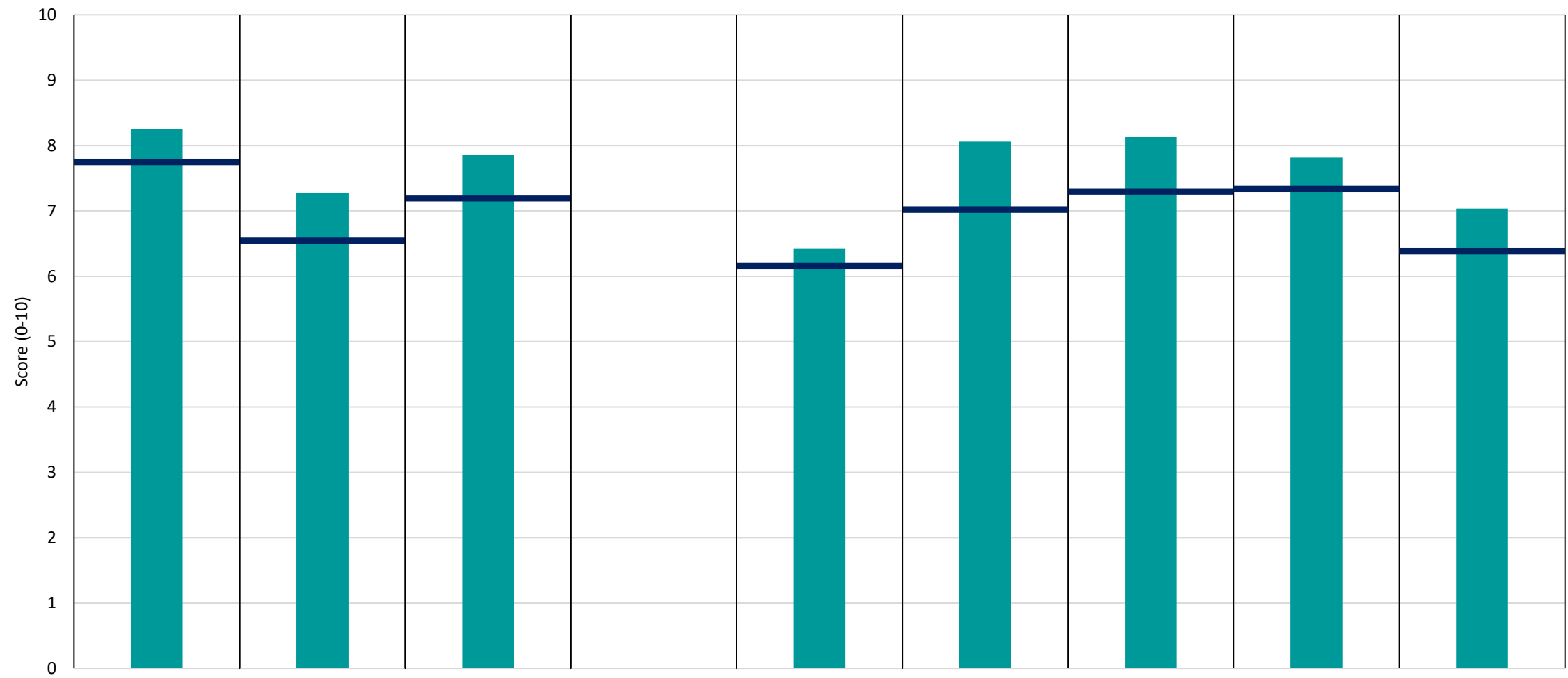|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.93	7.39	7.56	-	6.11	8.18	7.52	7.71	7.15
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	35	35	35	-	34	33	35	35	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.

MH&LD - Comm

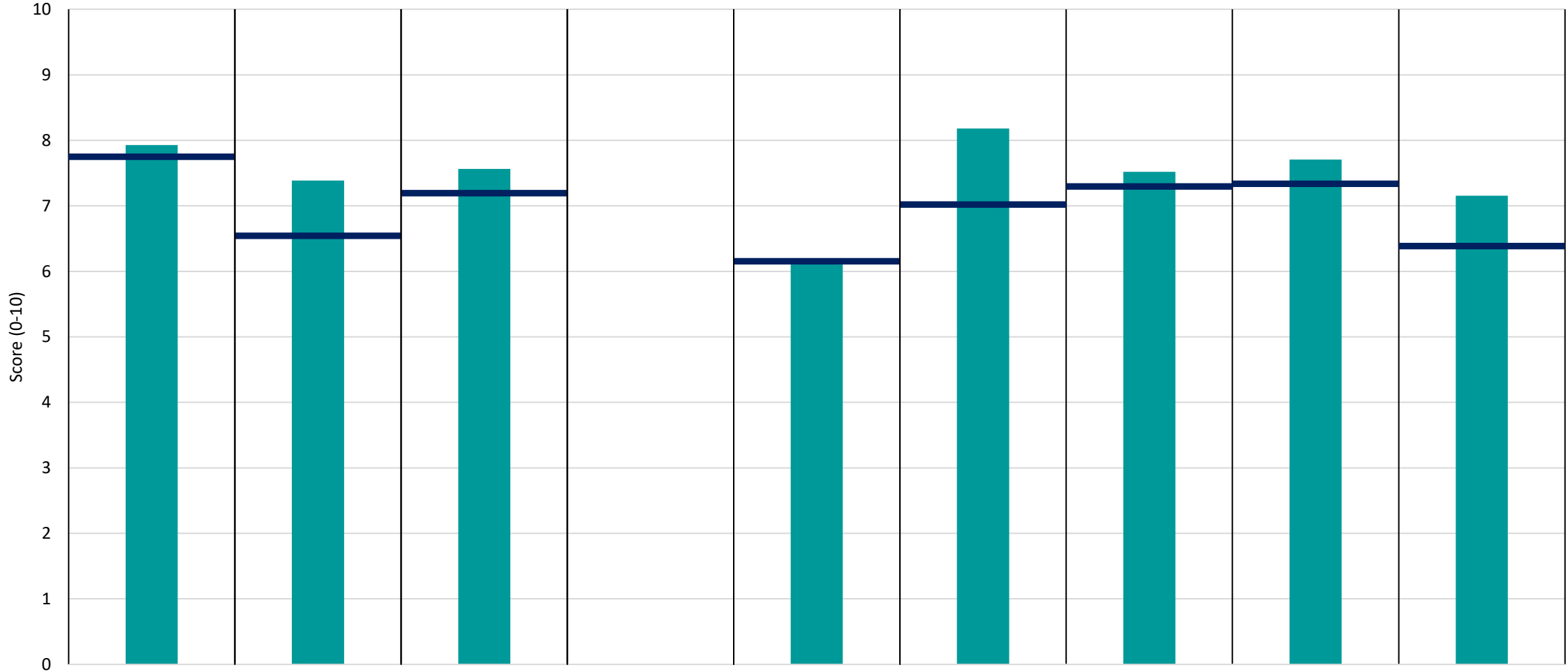|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.84	6.64	7.12	-	6.30	7.23	7.45	7.29	6.50
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	450	449	446	-	423	448	449	449	450

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.

MH&LD - MH Inpat & LDA

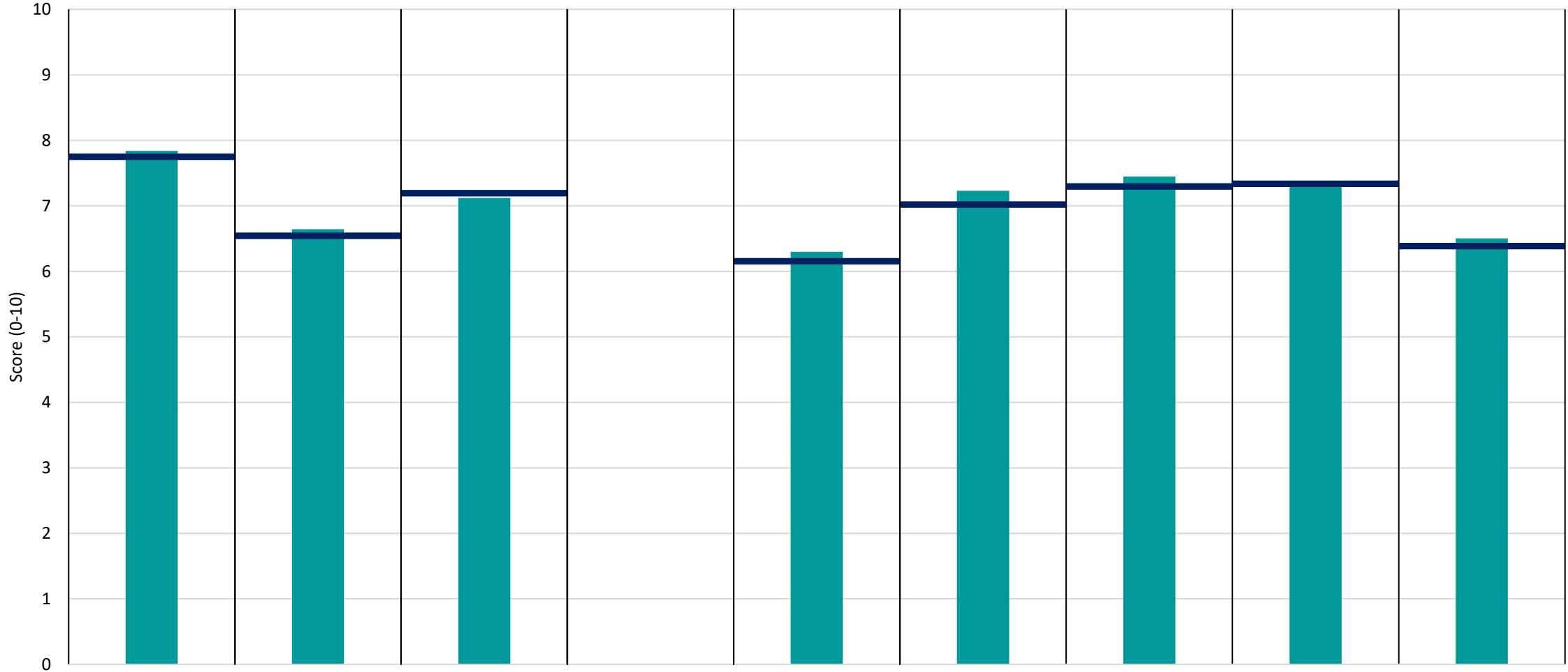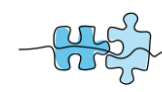|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.03	6.91	7.58	-	6.63	7.45	7.76	7.70	6.92
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	390	390	386	-	370	387	389	390	390

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.

MH&LD - Management

Score (0-10)

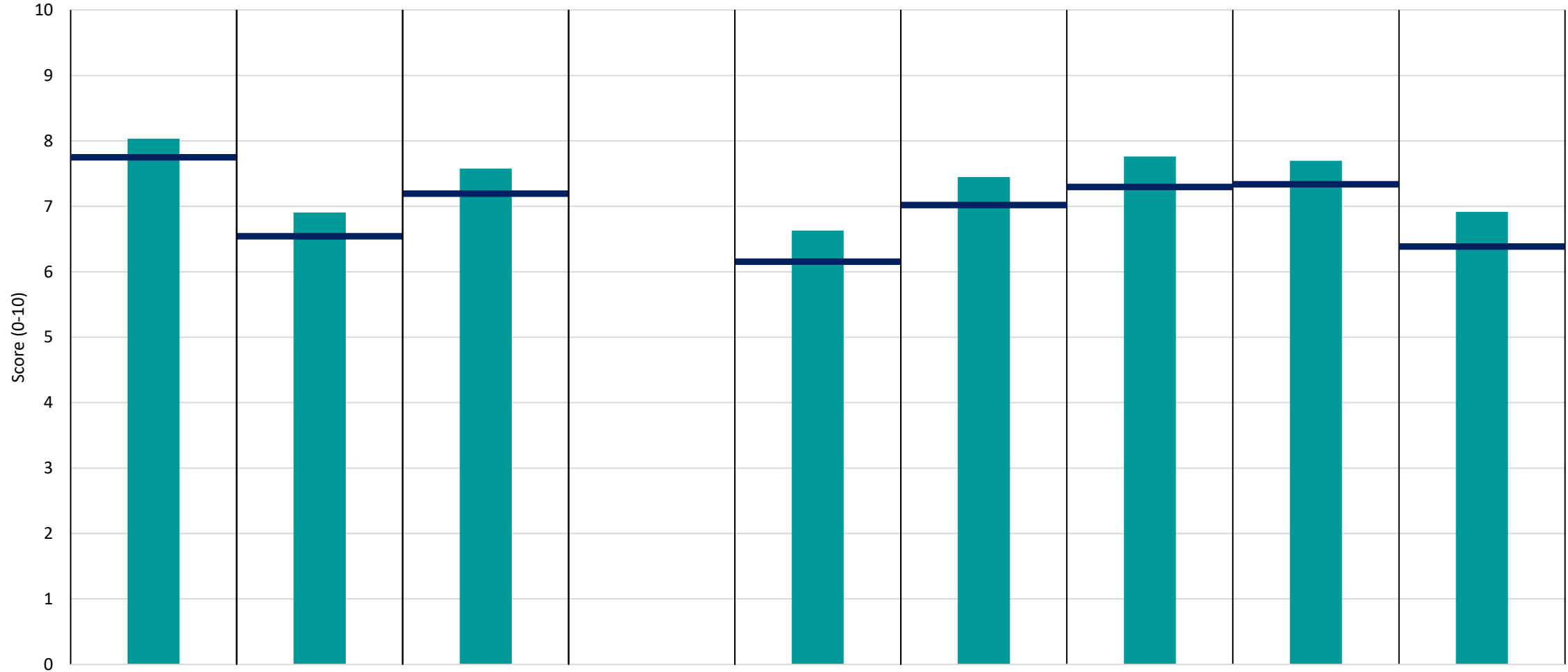|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.01	6.90	7.96	-	7.03	7.50	7.89	7.74	6.27
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	15	15	15	-	15	15	15	15	15

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.

MH&LD - Secured Services

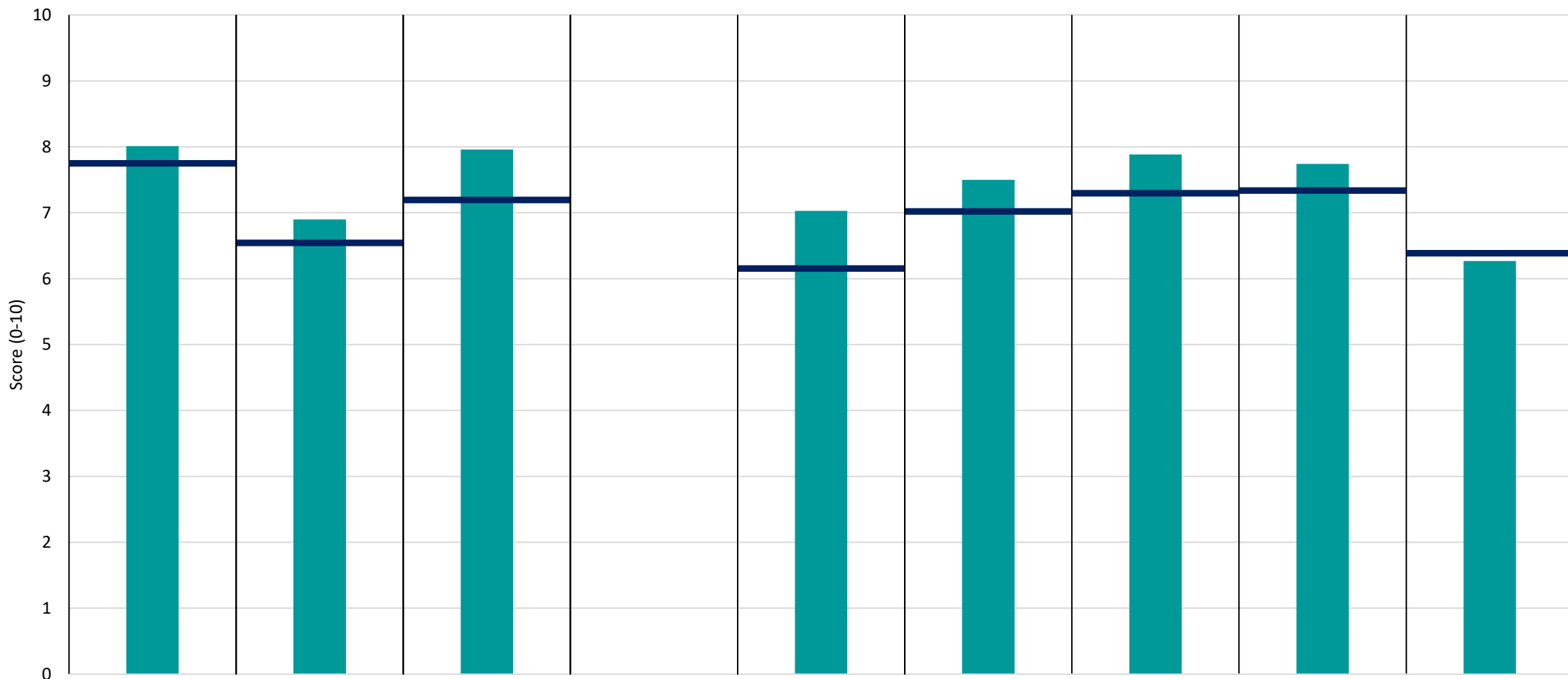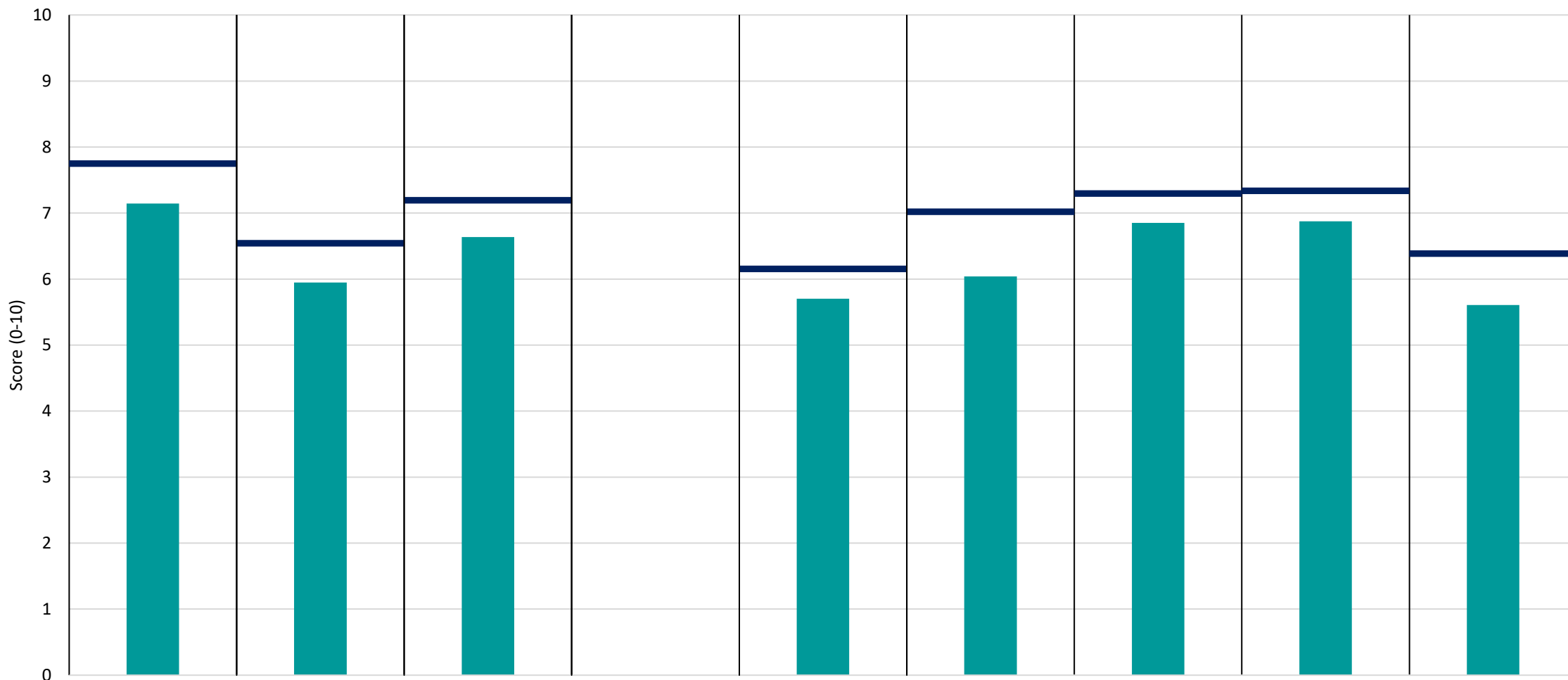|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.14	5.95	6.64	-	5.70	6.04	6.85	6.88	5.61
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	124	124	123	-	113	124	124	125	125

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

Northamptonshire Healthcare NHS Foundation Trust

2023 NHS Staff Survey

CHS - Adults

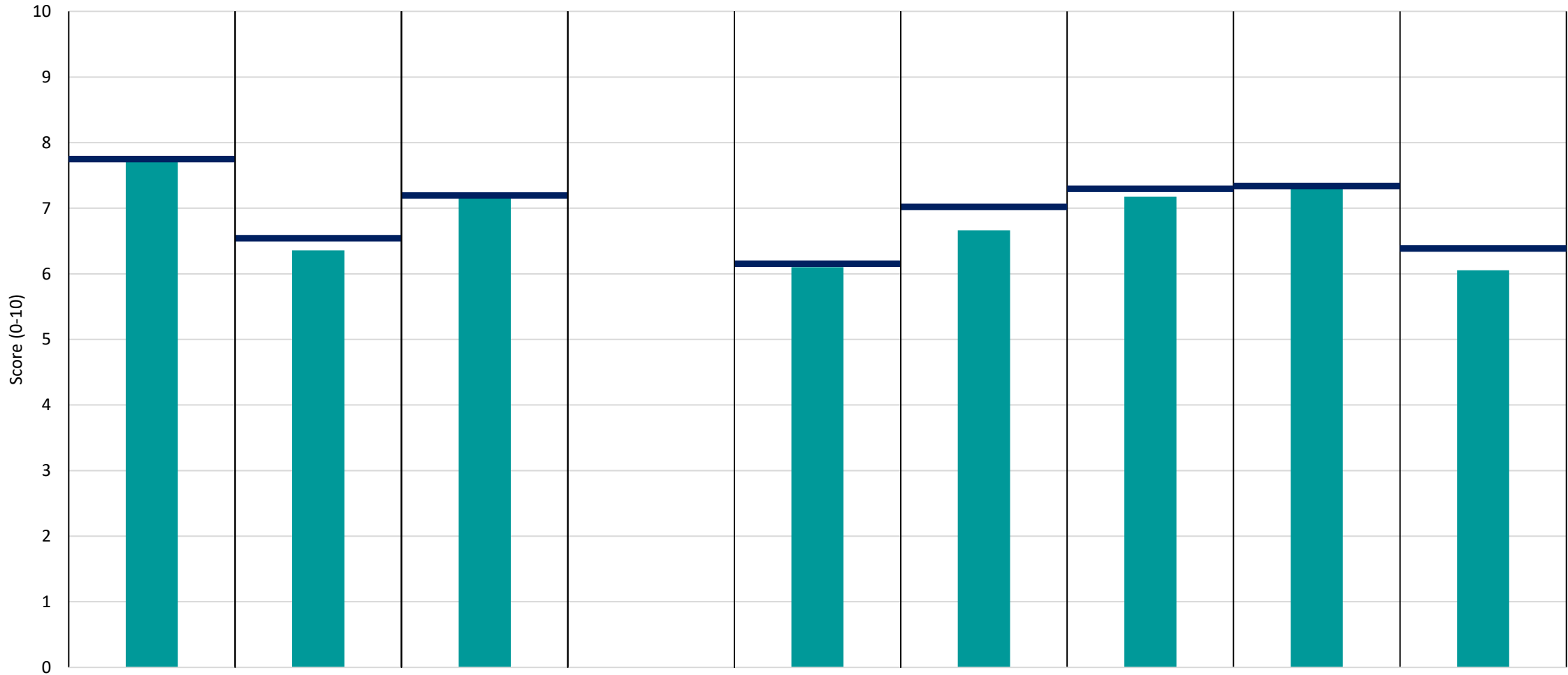|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.73	6.36	7.18	-	6.10	6.66	7.17	7.32	6.05
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	467	467	466	-	457	467	467	467	467

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.

CHS - CYP and families
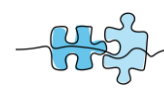
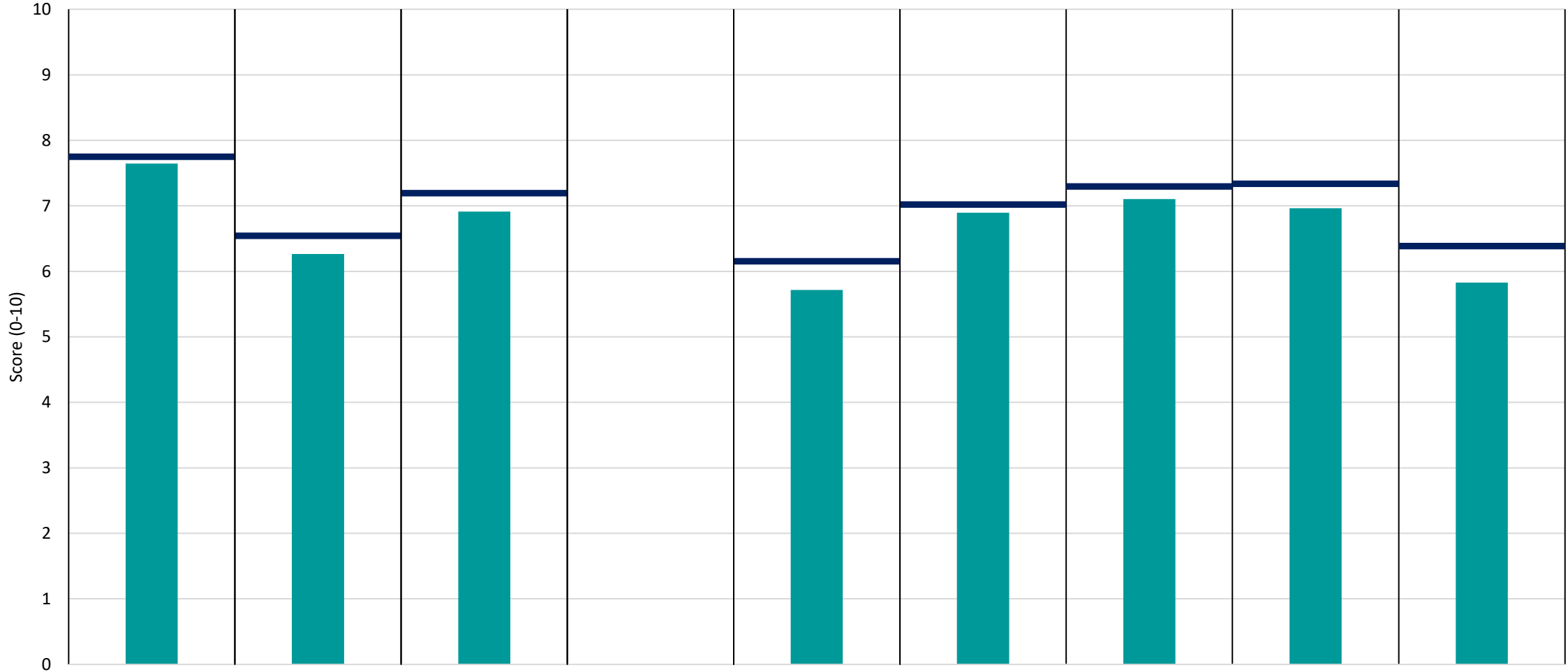|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.65	6.26	6.91	-	5.72	6.89	7.10	6.96	5.83
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	258	258	257	-	243	256	258	258	258

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.

CHS - Community Dental
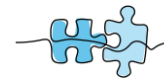
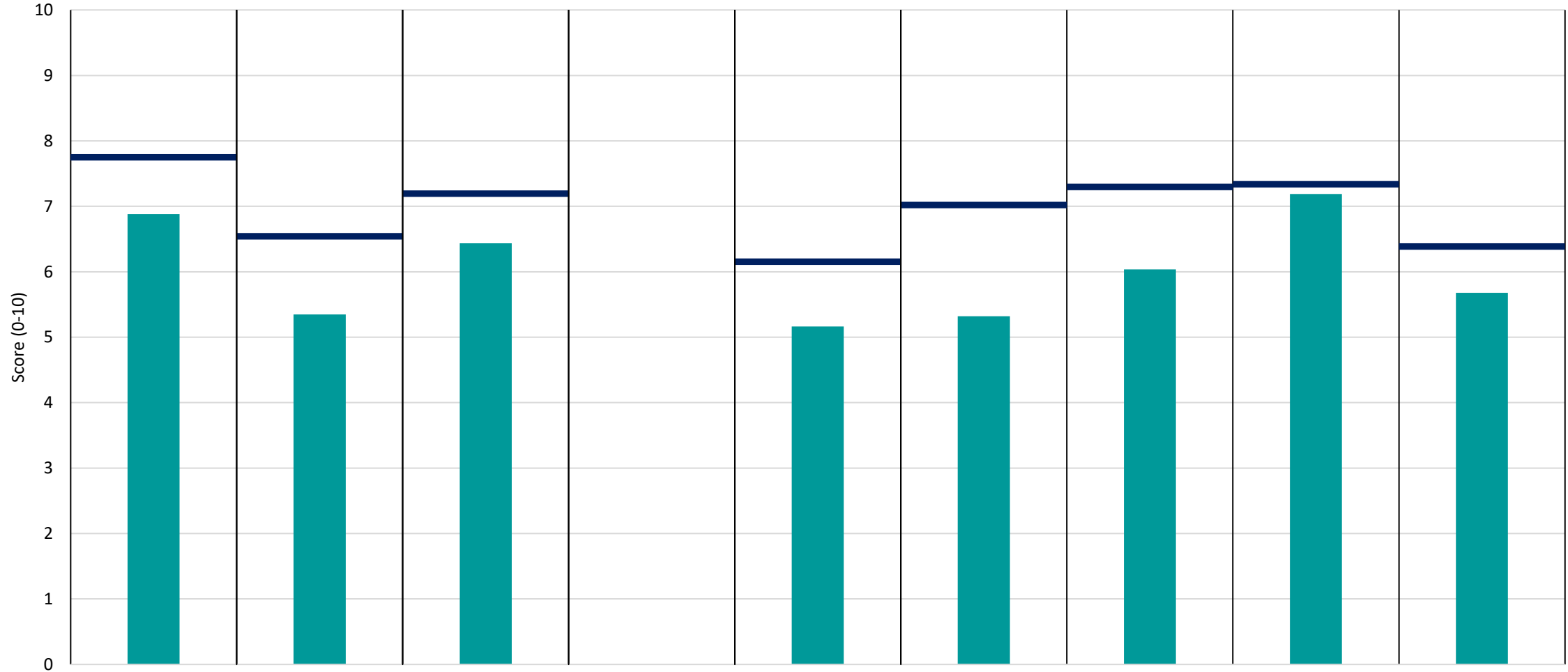|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.88	5.35	6.43	-	5.16	5.32	6.04	7.19	5.68
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	26	26	26	-	24	26	26	26	26

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.

CHS - Community Inpatients

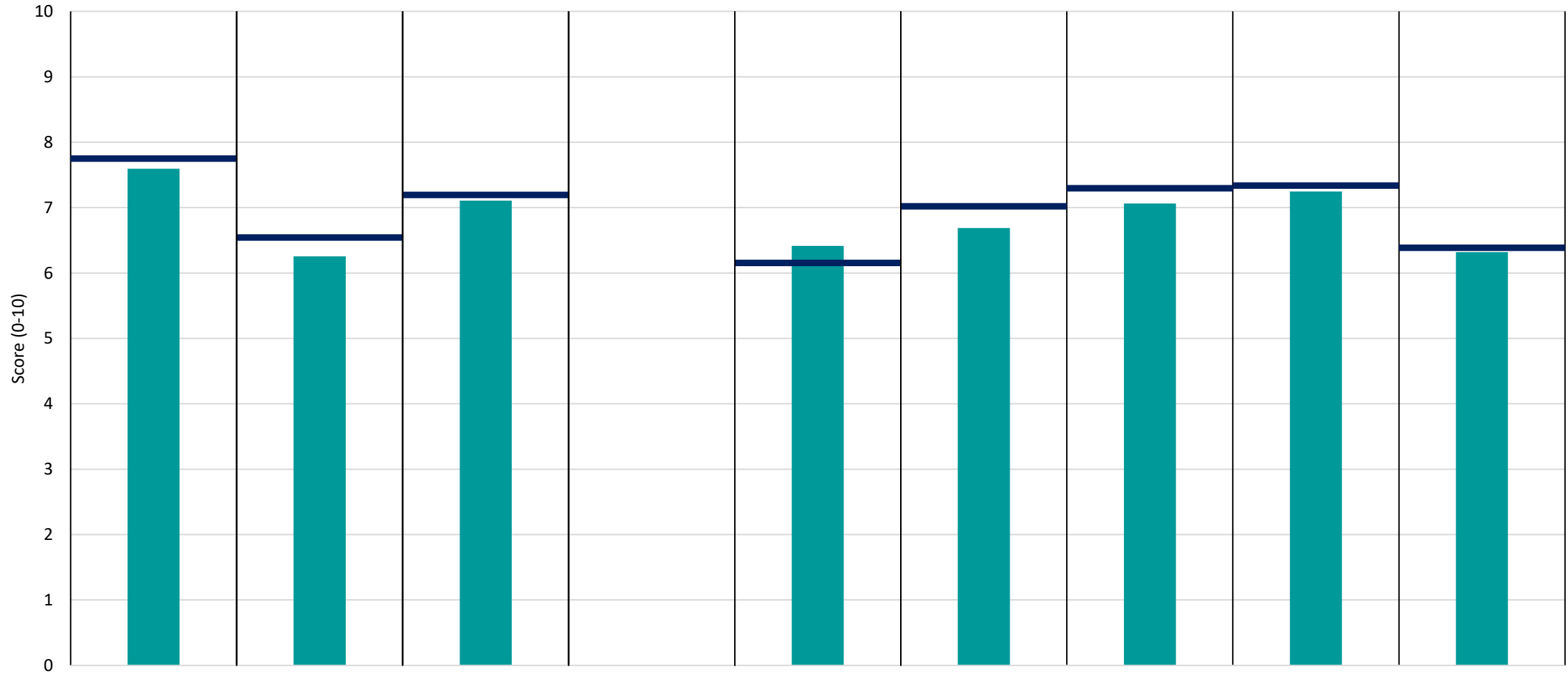|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.59	6.25	7.11	-	6.42	6.69	7.06	7.25	6.32
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	221	221	217	-	204	218	221	221	221

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.

CHS - End of Life Care
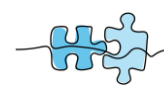
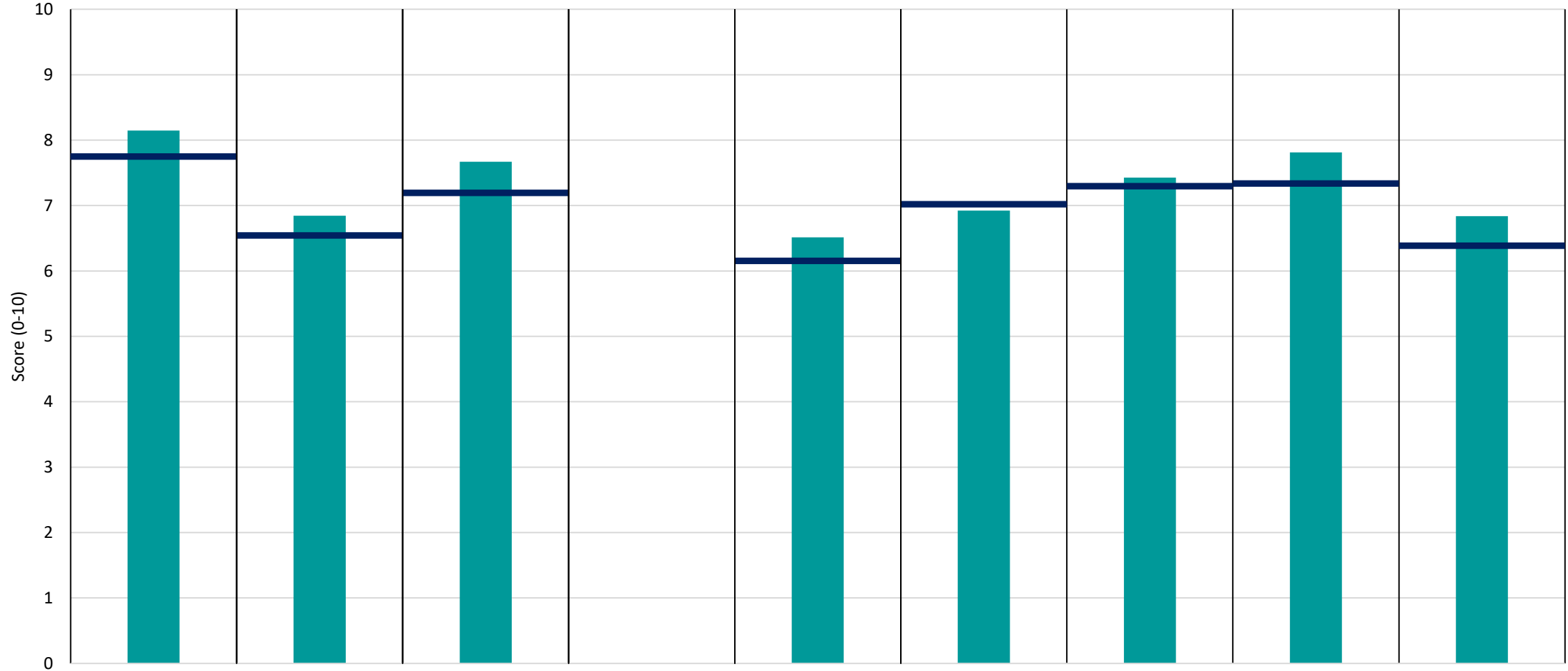|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.15	6.84	7.67	-	6.51	6.92	7.43	7.81	6.84
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	70	70	70	-	67	70	70	70	70

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.

CHS - Sexual Health
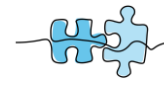
	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.62	6.36	7.08	-	5.98	6.33	6.98	7.44	6.38
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	37	36	37	-	35	36	37	37	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.

Corporate Support

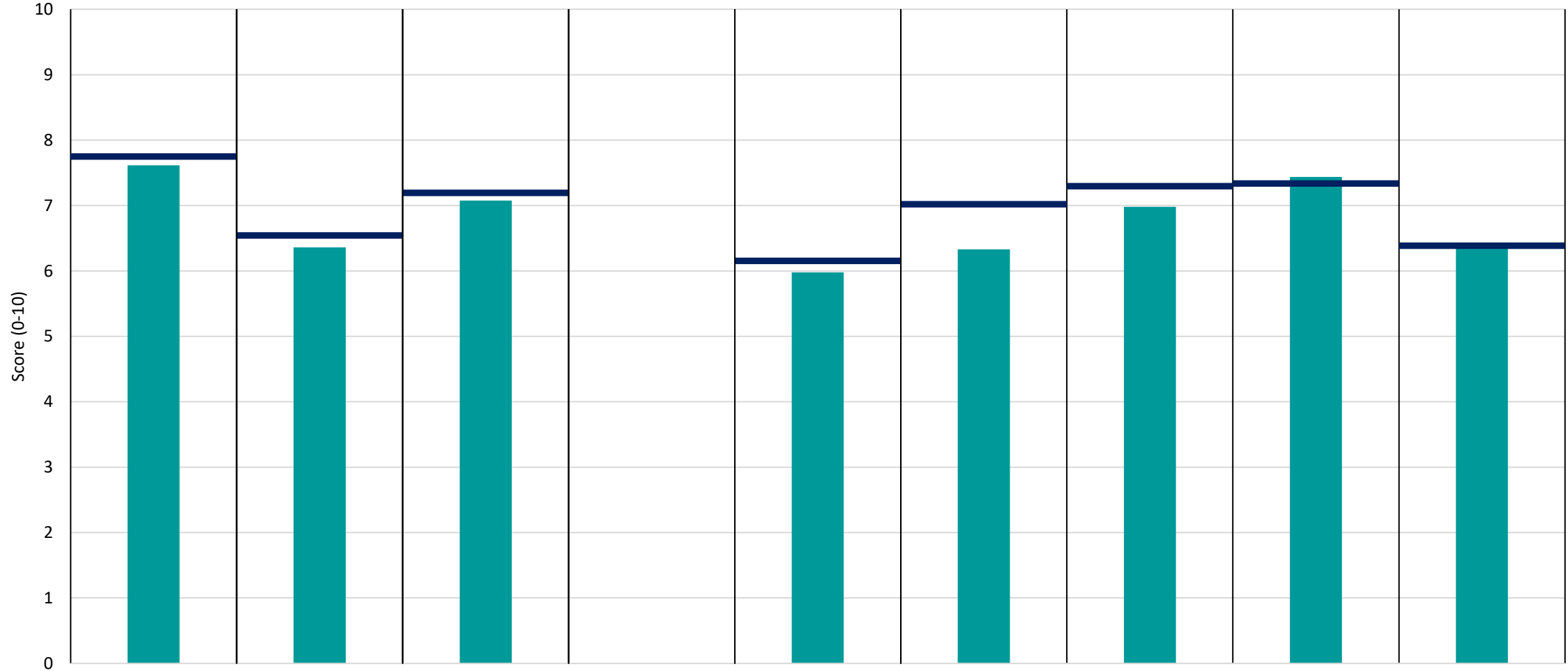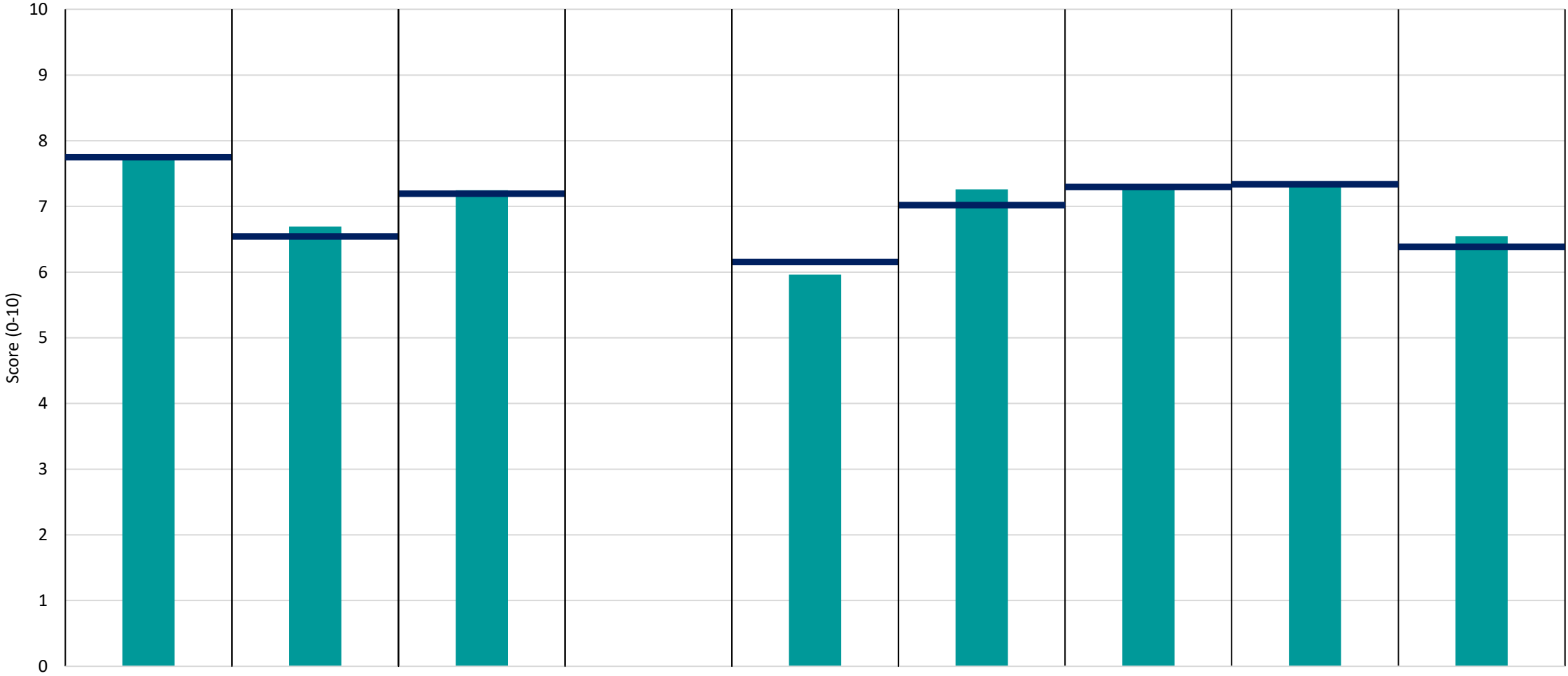|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.72	6.69	7.25	-	5.96	7.26	7.29	7.37	6.55
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	654	654	645	-	619	648	653	656	656

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.

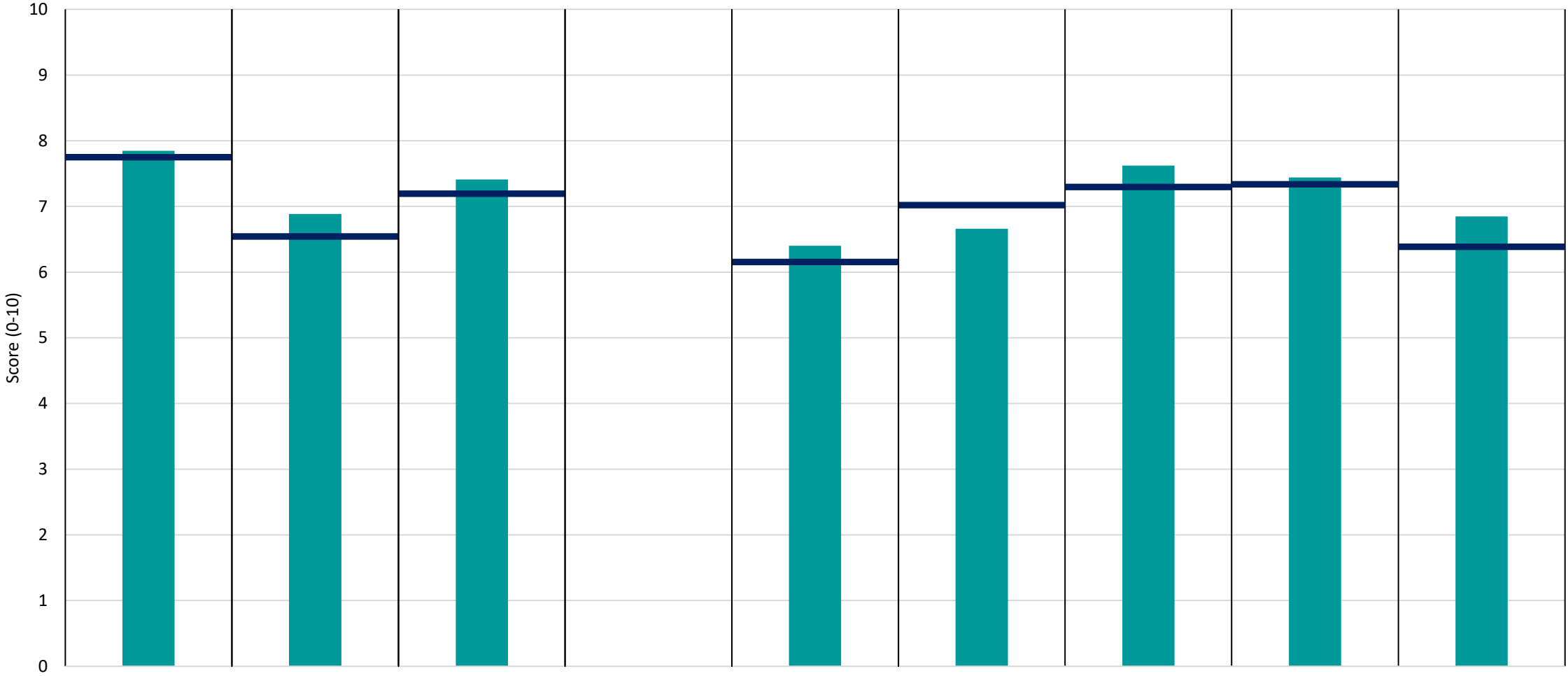|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.85	6.89	7.41	-	6.40	6.66	7.62	7.44	6.85
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	58	58	58	-	53	58	58	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.

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MH - Comm Adult

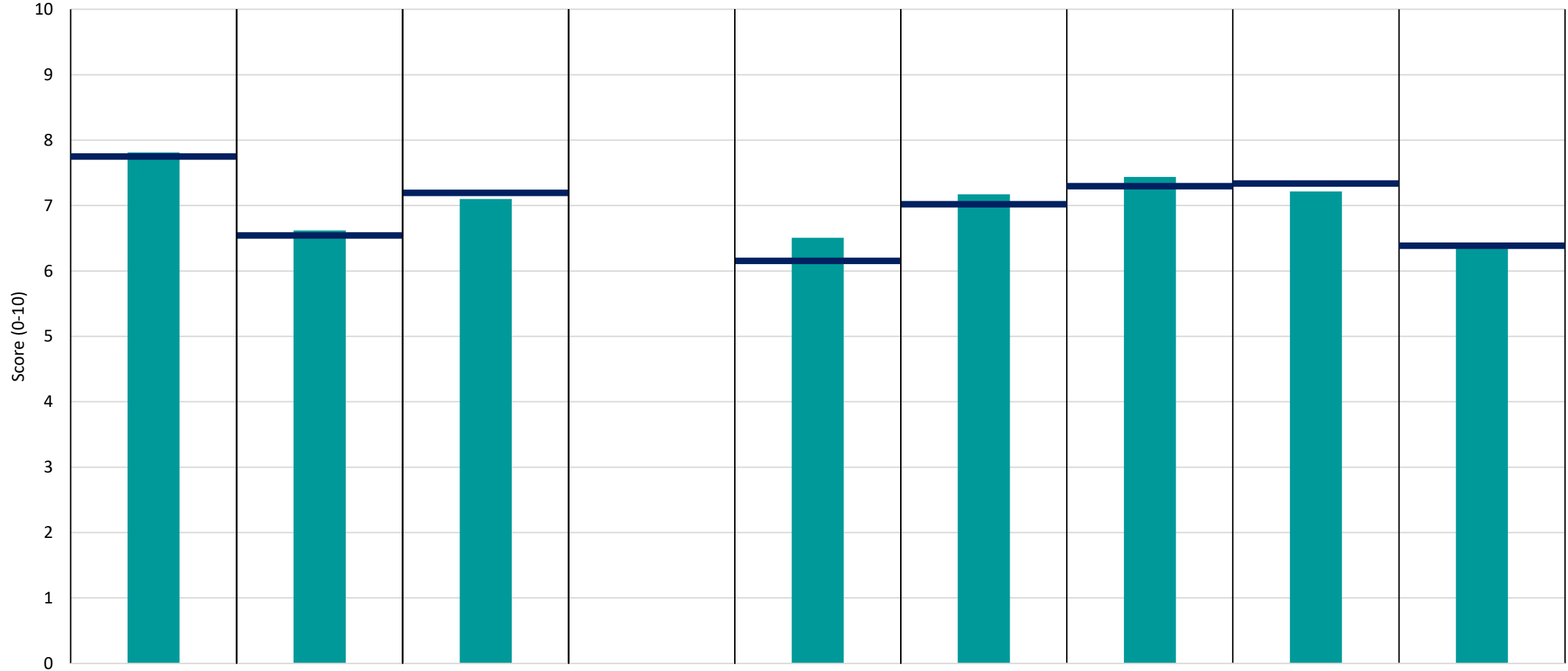|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.81	6.62	7.10	-	6.51	7.17	7.44	7.21	6.37
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	192	192	192	-	184	192	192	192	192

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.

MH - Comm LD or Atism

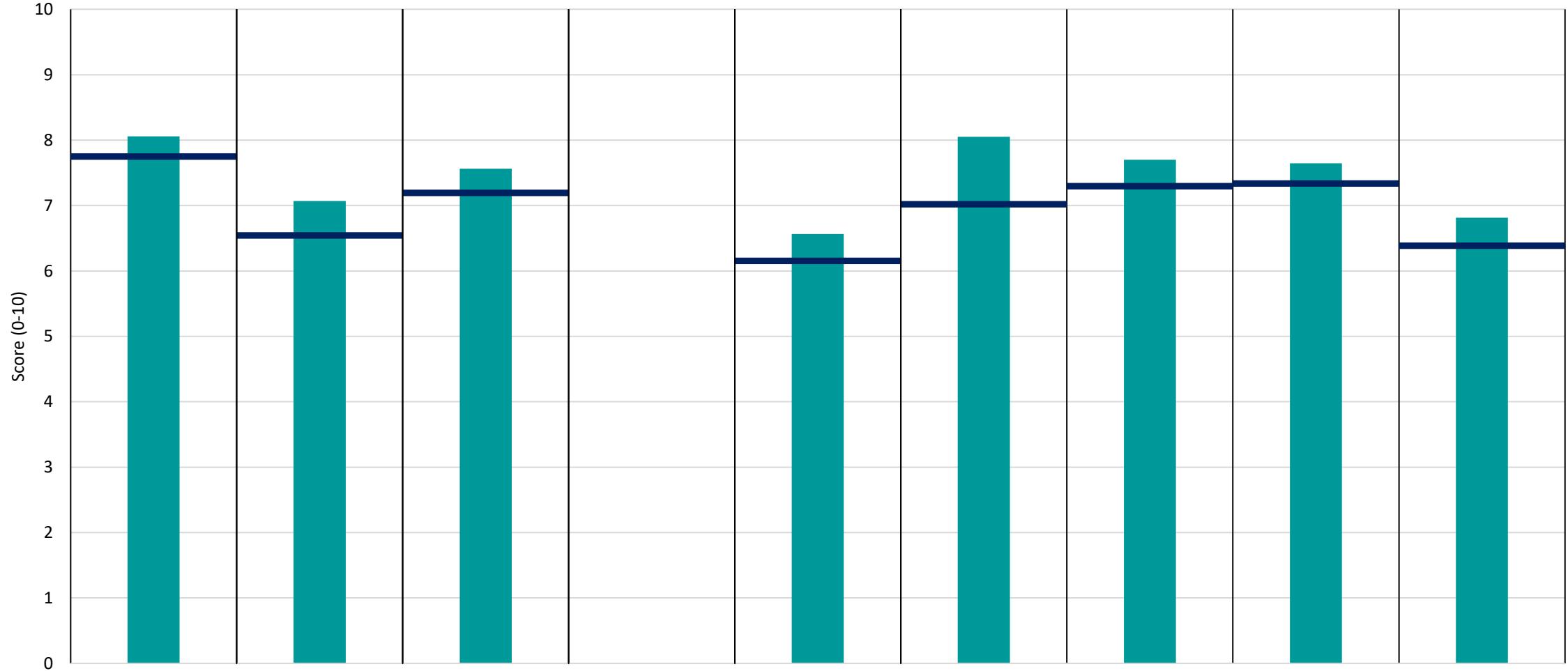|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.06	7.07	7.56	-	6.57	8.05	7.70	7.65	6.81
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	76	76	76	-	74	75	76	76	76

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.

MH - Comm Older People

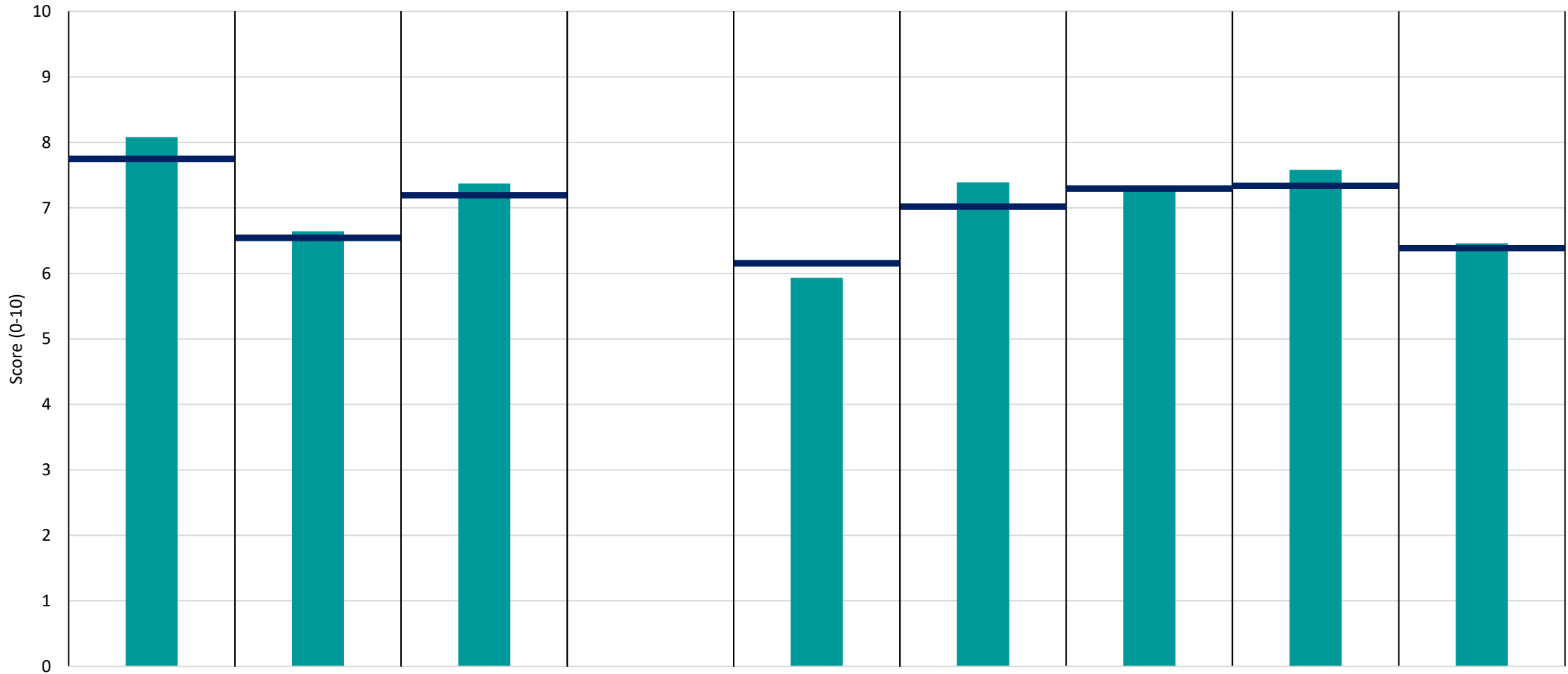|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.08	6.64	7.37	-	5.93	7.39	7.31	7.58	6.46
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	53	53	53	-	50	53	53	53	53

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.

MH - Crisis and HPoS

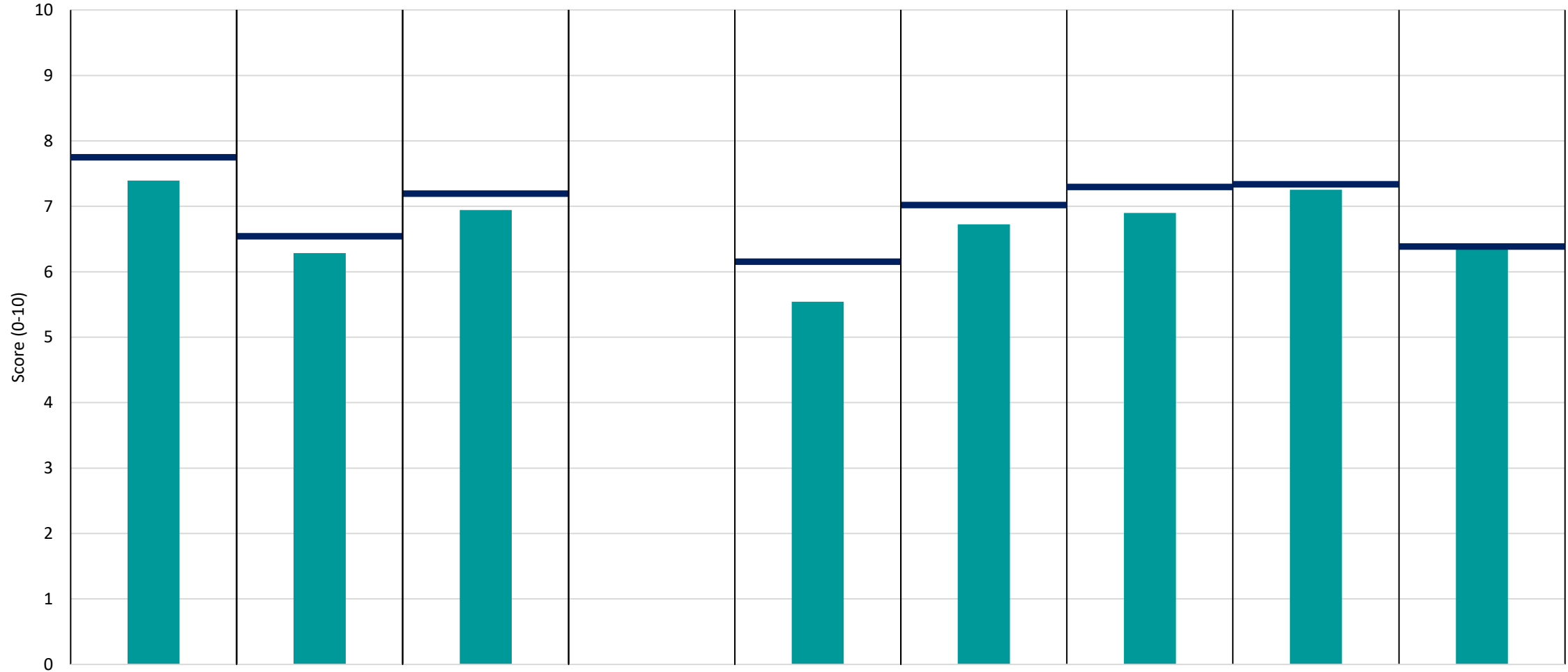|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.39	6.29	6.94	-	5.54	6.73	6.90	7.25	6.42
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	70	70	68	-	60	70	70	70	70

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.

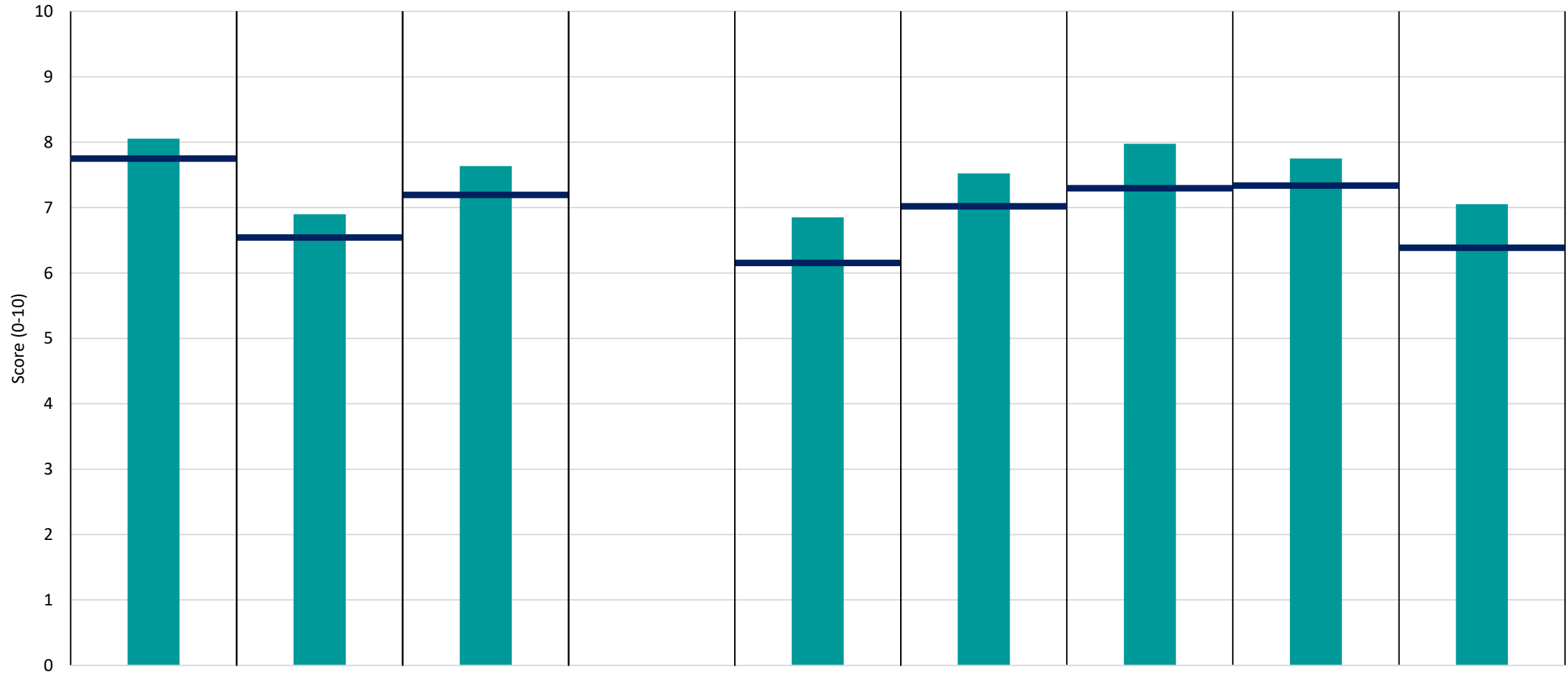|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.06	6.90	7.64	-	6.85	7.52	7.98	7.75	7.05
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	178	178	174	-	168	176	177	178	178

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.

MH - Inpatients CYP

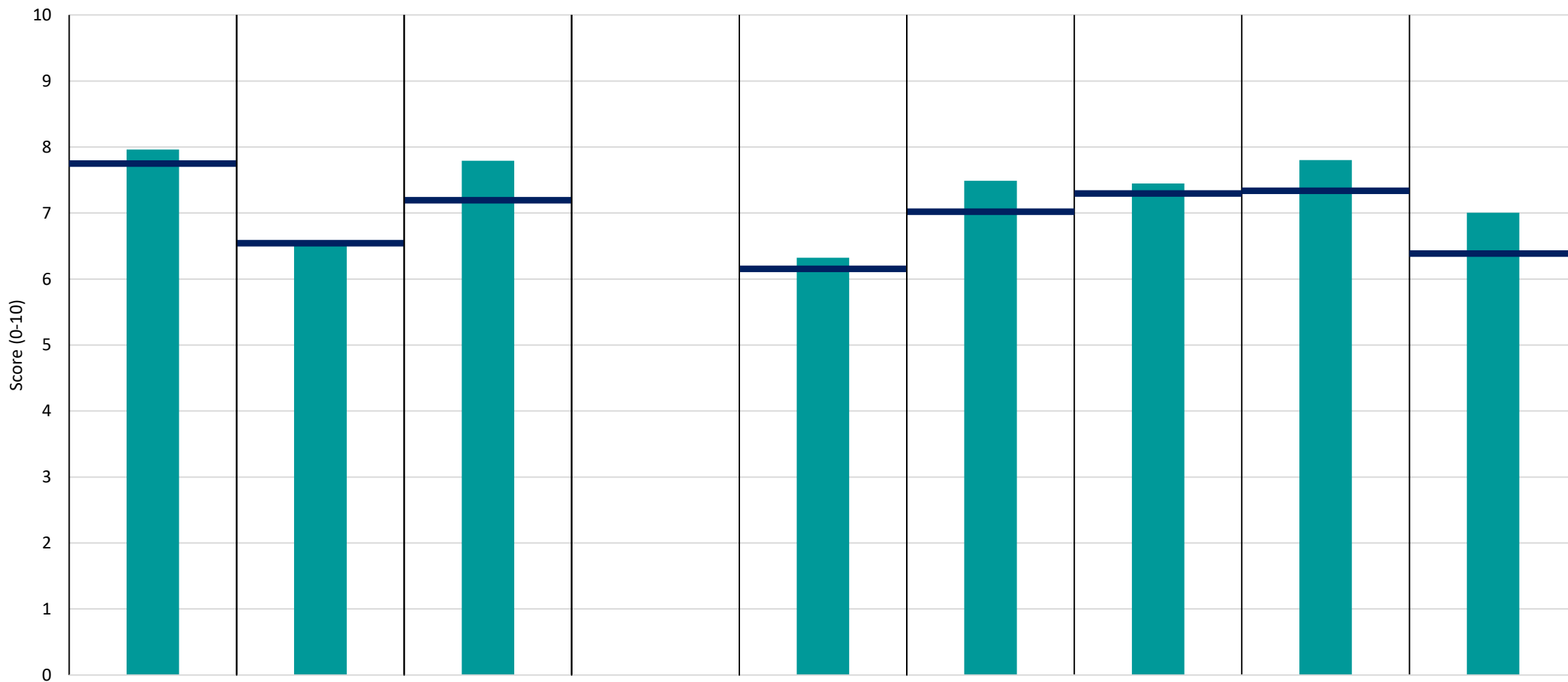|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.96	6.55	7.79	-	6.32	7.49	7.45	7.80	7.01
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	40	40	39	-	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.

MH - Inpatients Rehab

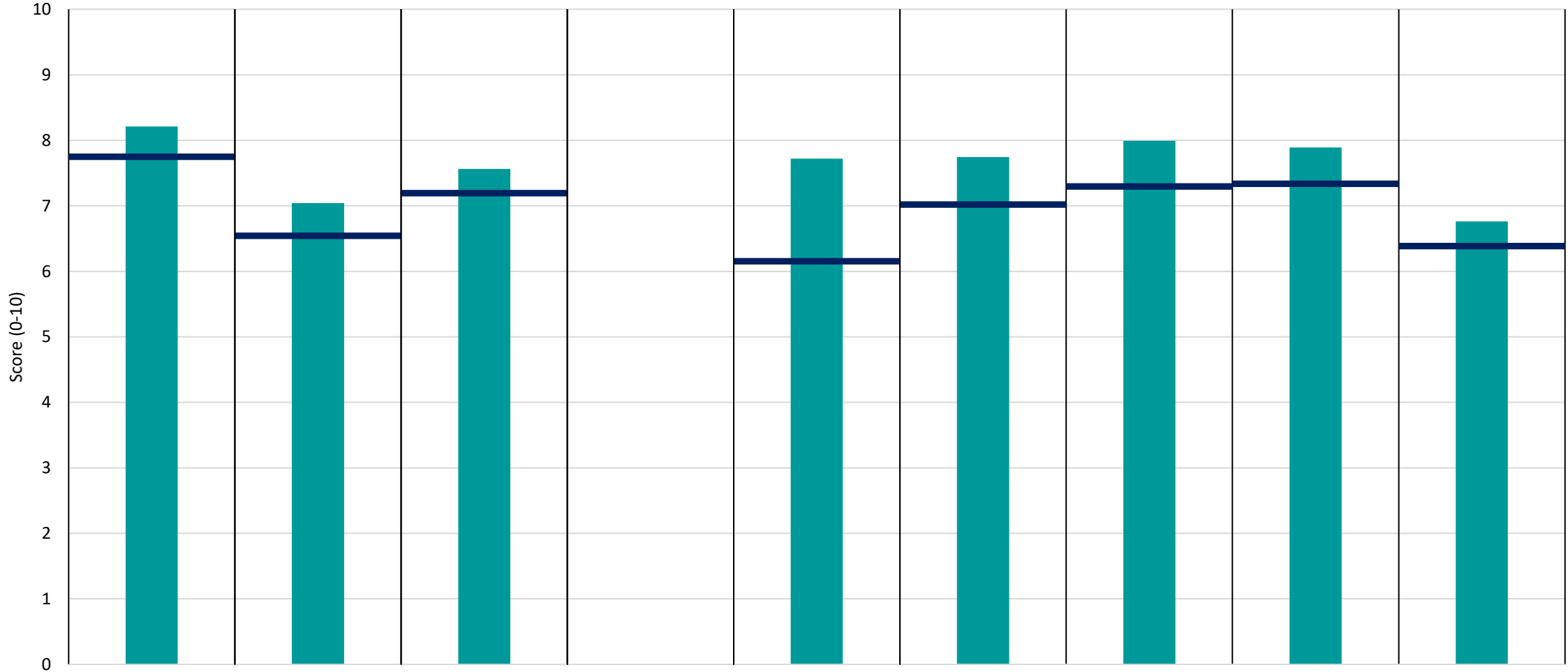|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.21	7.04	7.56	-	7.72	7.74	7.99	7.89	6.76
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	12	12	11	-	12	12	12	11	12

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.

MH - Other Specialist Services
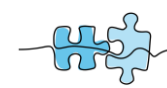
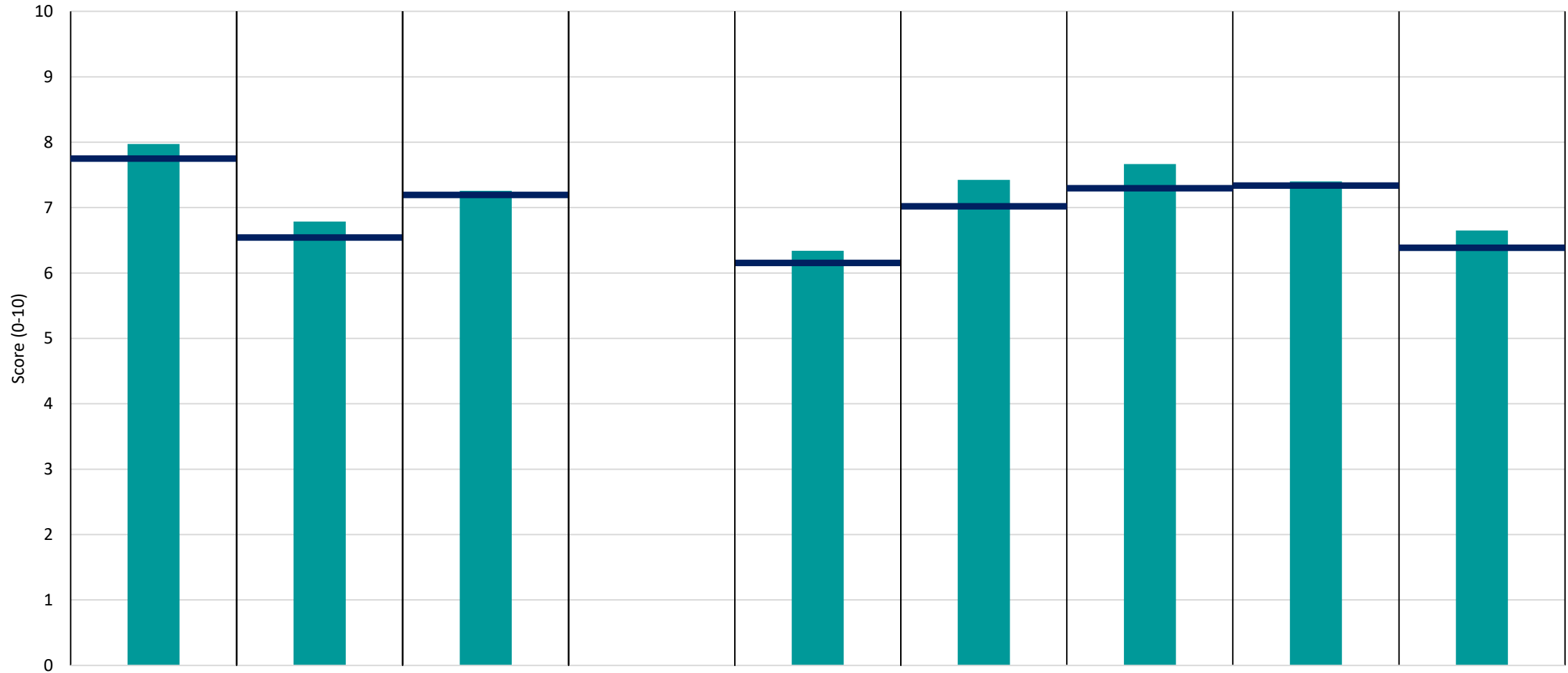|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.97	6.79	7.26	-	6.34	7.42	7.67	7.40	6.65
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	235	234	234	-	224	233	234	235	235

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.

MH - Secure wards/Forensic inpatient

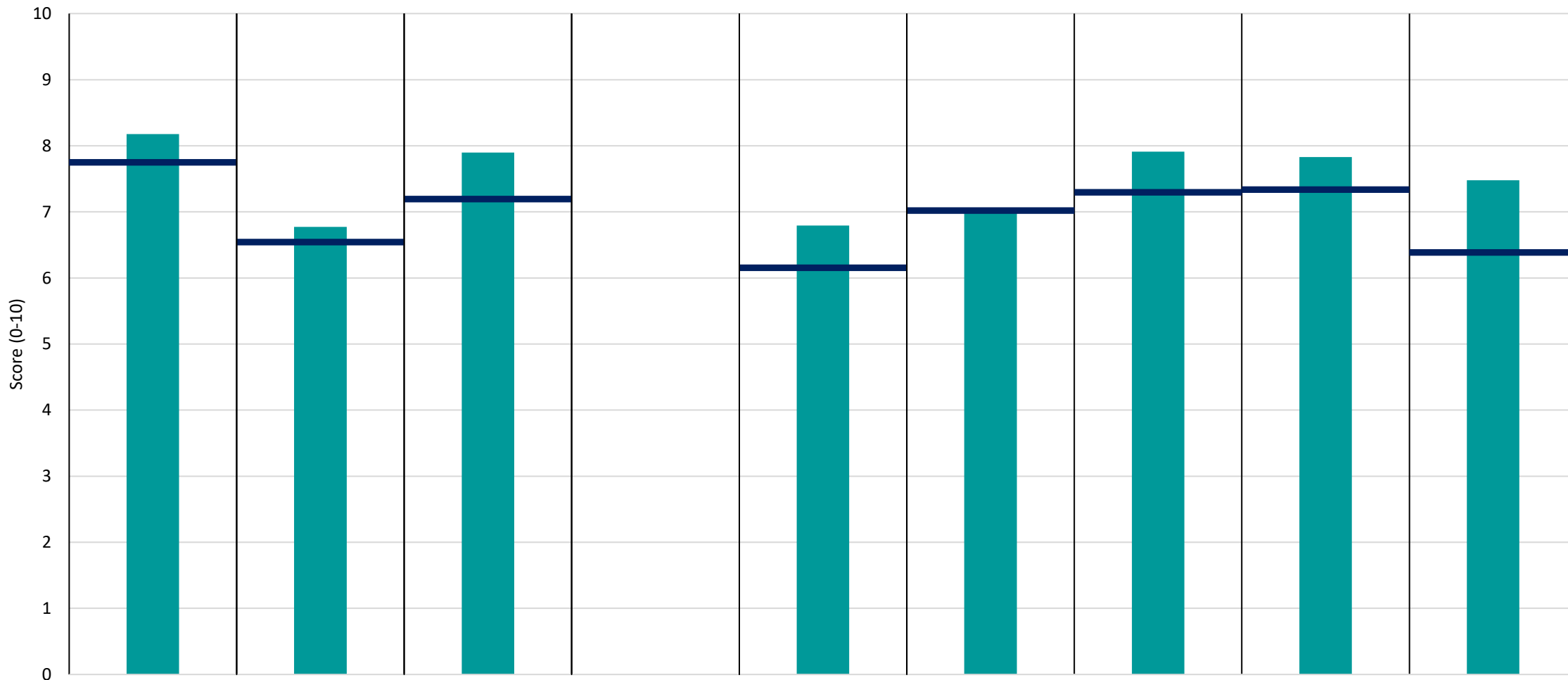|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.18	6.77	7.90	-	6.79	7.01	7.91	7.83	7.48
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	11	11	11	-	10	11	11	11	11

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.

MH - Spec Comm CYP
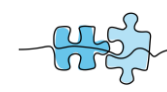
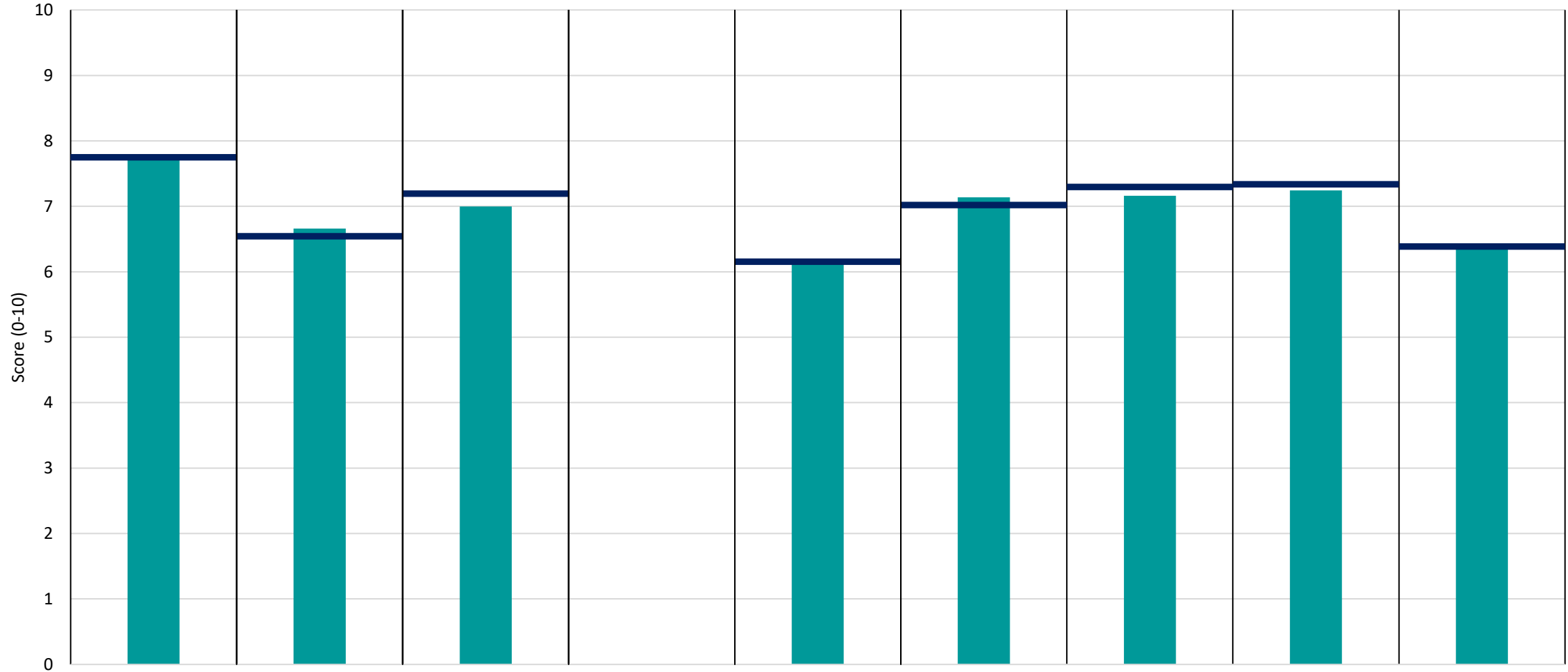|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.71	6.66	7.00	-	6.17	7.14	7.16	7.24	6.42
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	142	142	142	-	138	142	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.

Prison and Secure Settings

Score (0-10)
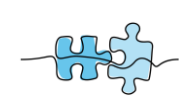
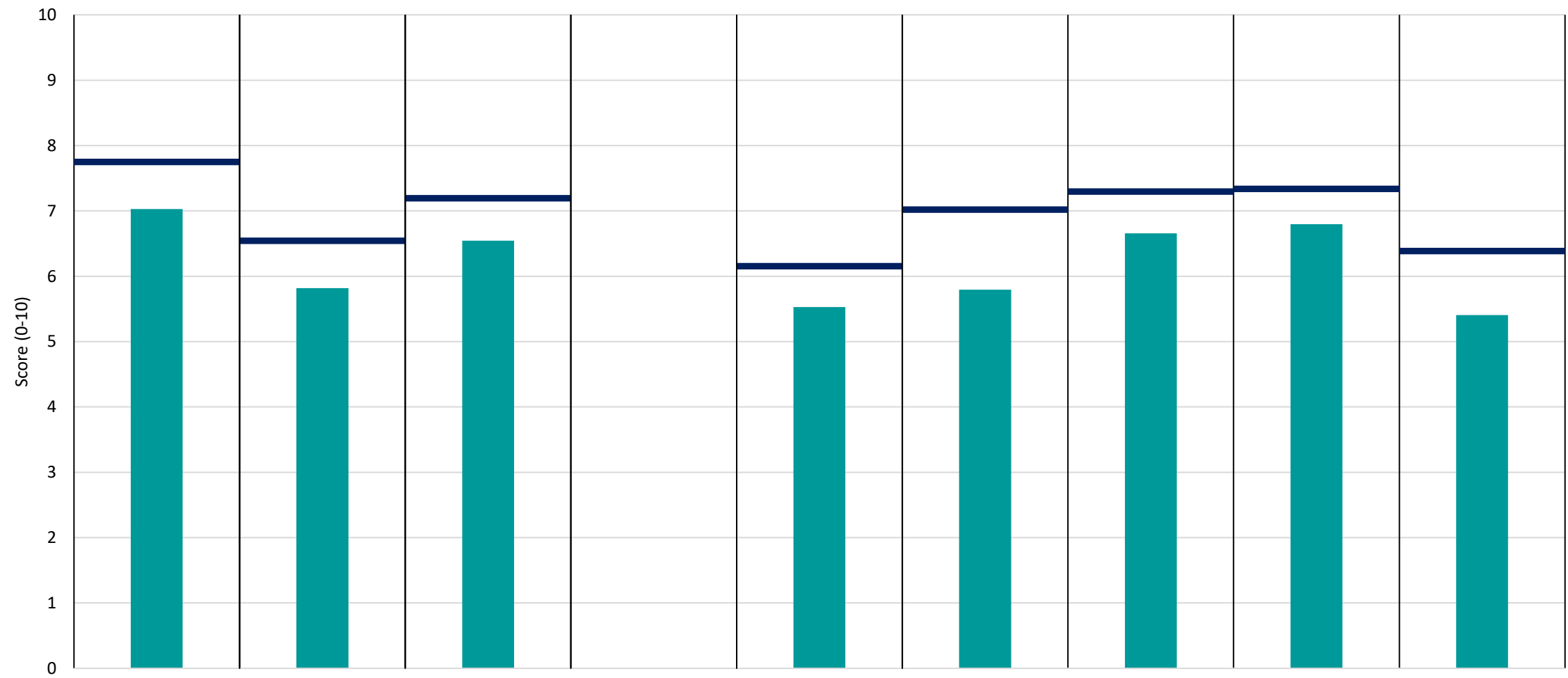|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.03	5.82	6.54	-	5.53	5.79	6.66	6.80	5.41
Your org	7.75	6.54	7.19	-	6.16	7.02	7.30	7.34	6.38
Responses	101	101	100	-	91	101	101	102	102

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.