



# Queen Victoria Hospital NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
Corporate & Strategy Management	6
Finance & Performance	7
Human Resources & OD	8
Nursing	9
Operations	10

<u>Clinical Support</u>	12
<u>Commerce &amp; Finance</u>	13
<u>Community Services &amp; Outpatients</u>	14
<u>Corporate &amp; Strategy Management</u>	15
<u>Digital</u>	16
<u>Director of Nursing</u>	17
<u>Eye</u>	18
<u>Human Resources</u>	19
<u>Non Clinical Infrastructure</u>	20
<u>Operational Nursing</u>	21
<u>Oral</u>	22
<u>Perioperative Care</u>	23
<u>Plastics</u>	24
<u>Sleep</u>	25

This breakdown report for Queen Victoria 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 Queen Victoria 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.



**! 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

Queen Victoria Hospital NHS Foundation Trust  
2023 NHS Staff Survey



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



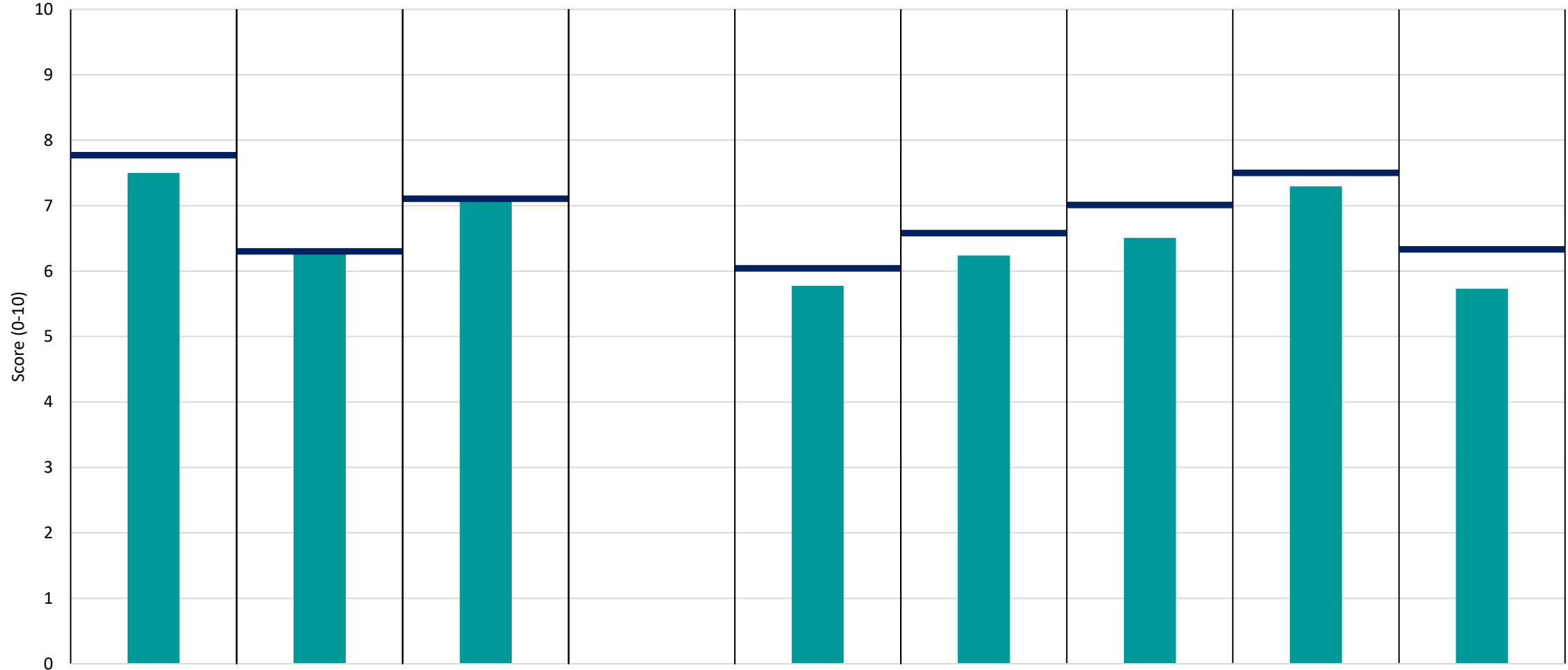
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.50	6.30	7.09	-	5.78	6.24	6.51	7.30	5.73
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 38 38 38 - 34 37 38 38 38 6

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



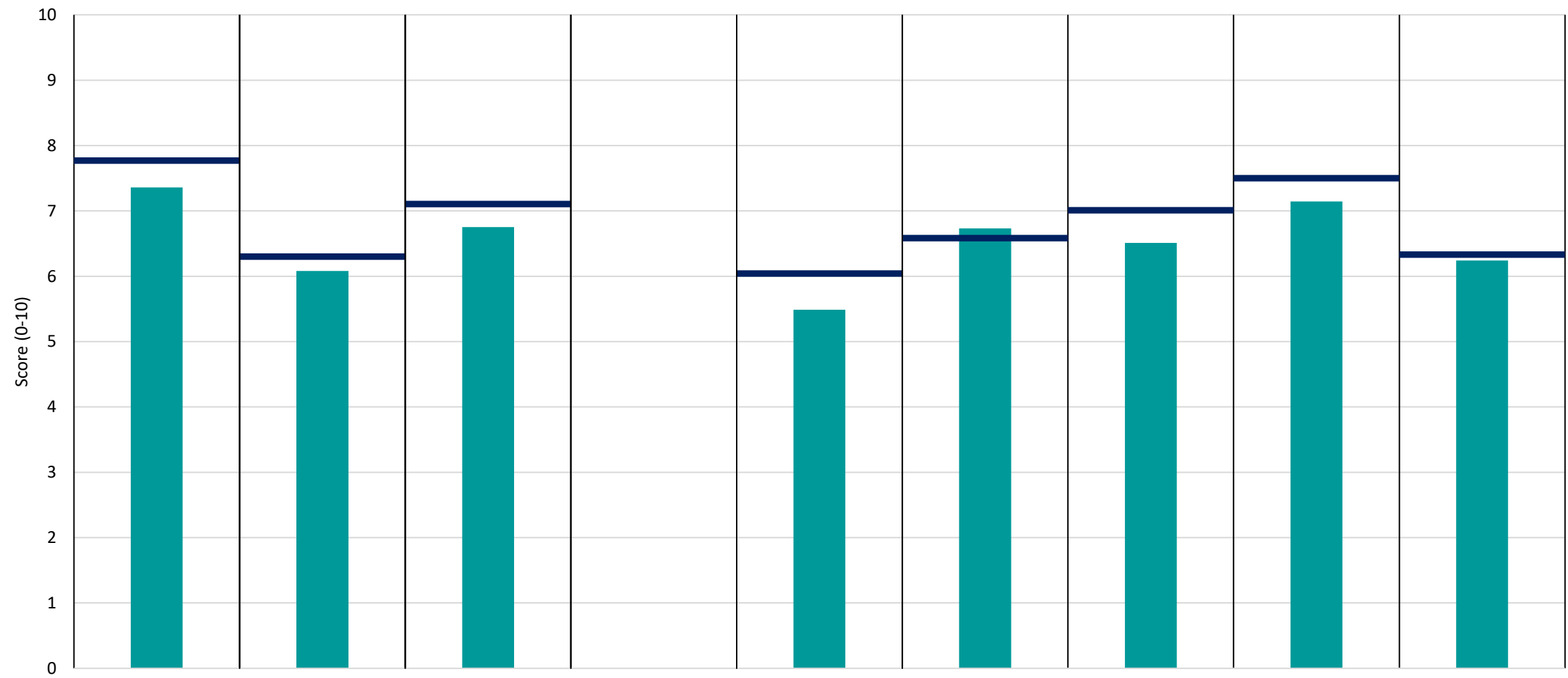
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.36	6.08	6.75	-	5.49	6.73	6.51	7.14	6.24
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33
Responses	72	72	68	-	65	71	72	71	71

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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



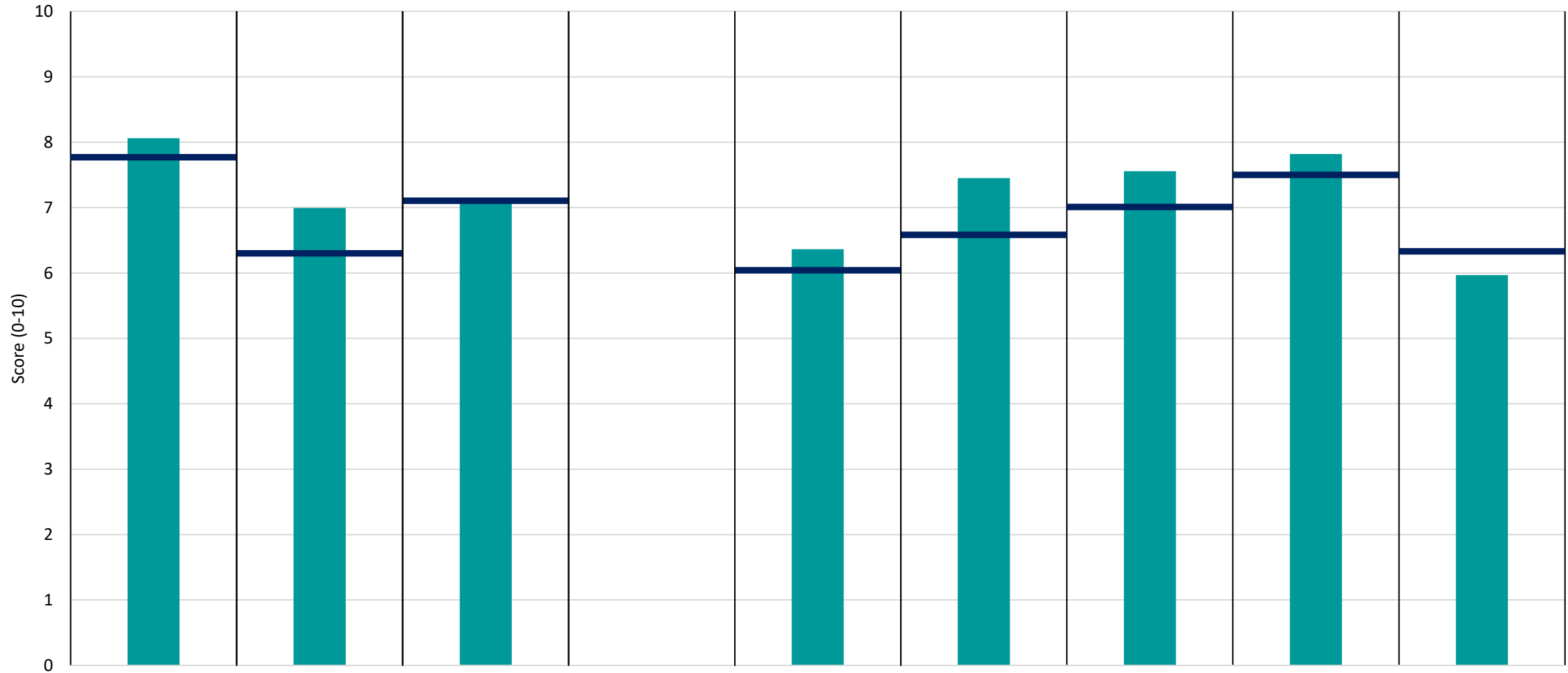
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.06	6.99	7.09	-	6.37	7.45	7.56	7.82	5.97
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33
Responses	27	27	27	-	26	26	27	27	27

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



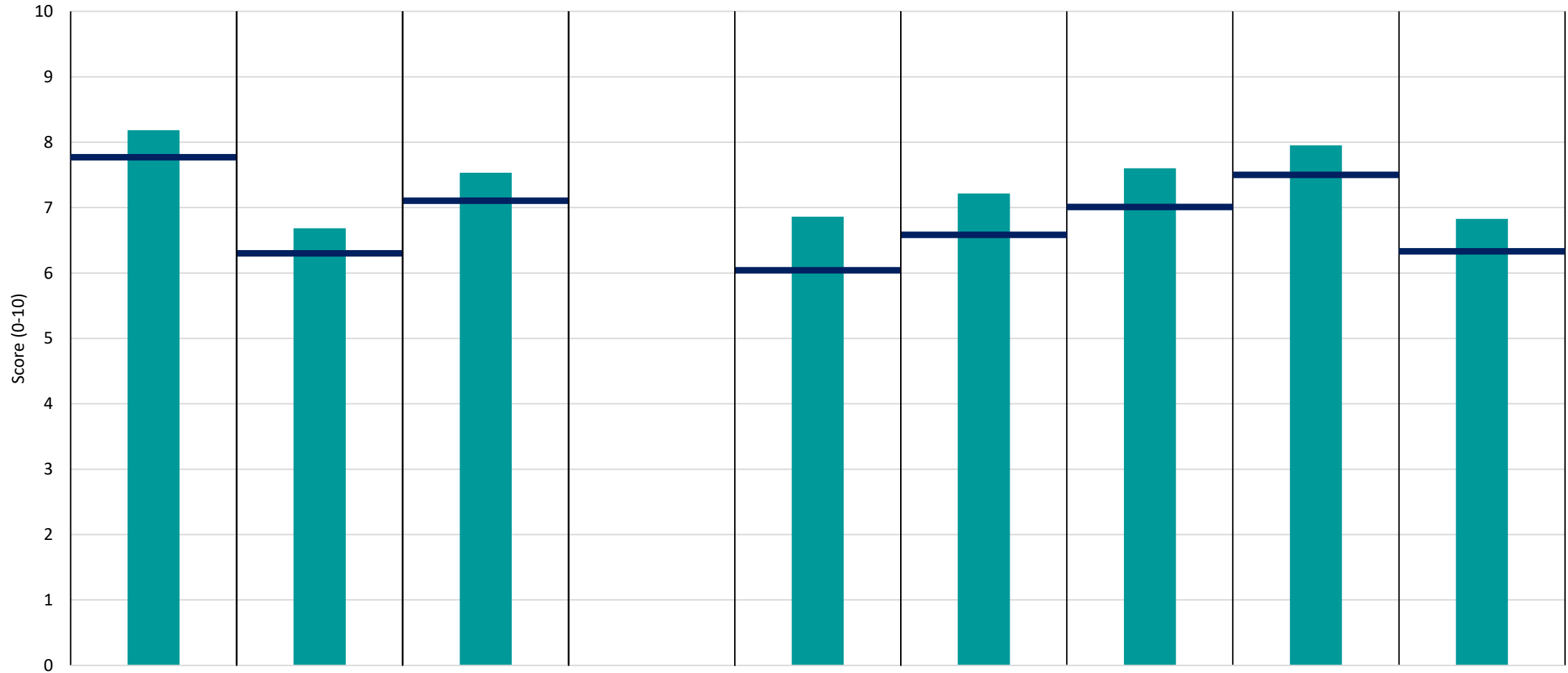
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.18	6.68	7.53	-	6.86	7.22	7.60	7.95	6.83
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33
Responses	197	197	195	-	187	195	197	197	197



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



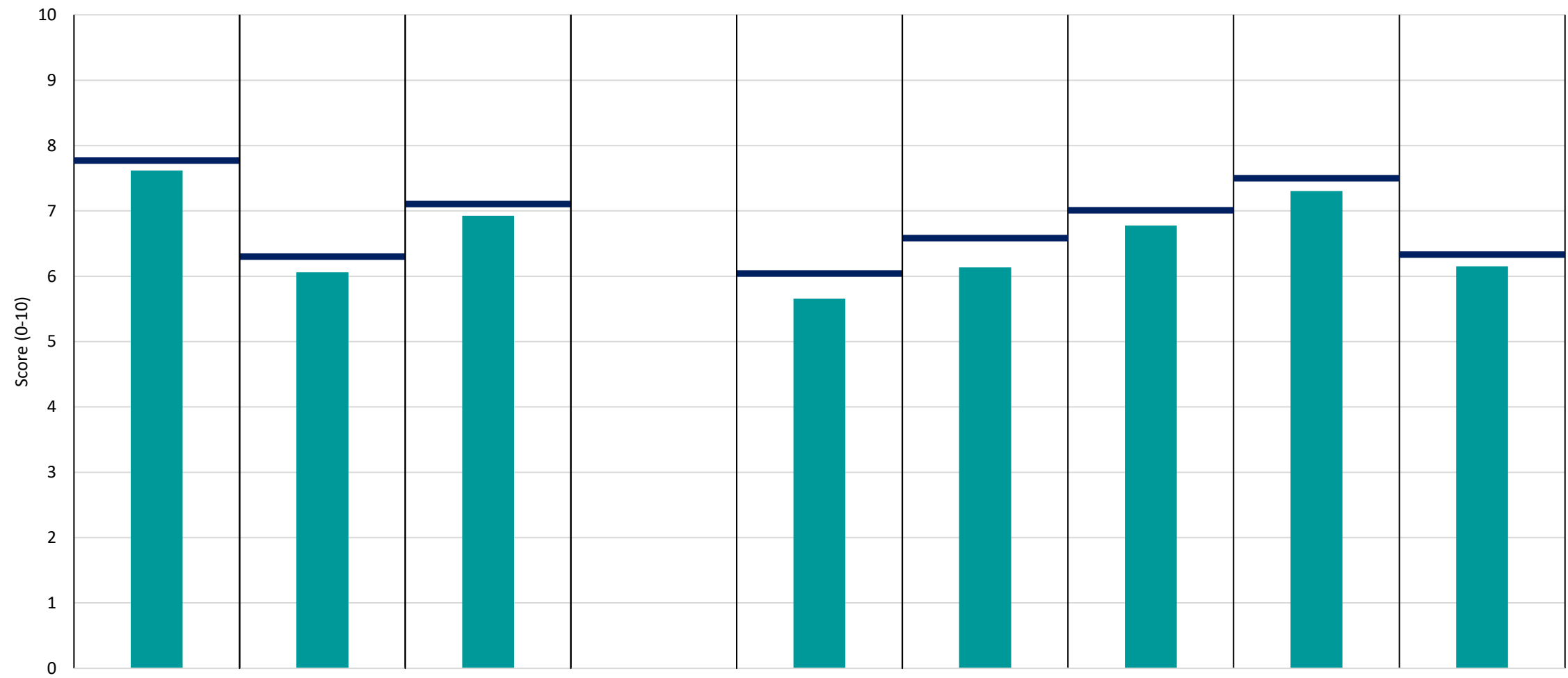
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.62	6.06	6.92	-	5.66	6.13	6.77	7.30	6.15
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33
Responses	323	322	322	-	305	322	323	324	324

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

Queen Victoria Hospital NHS Foundation Trust  
2023 NHS Staff Survey



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



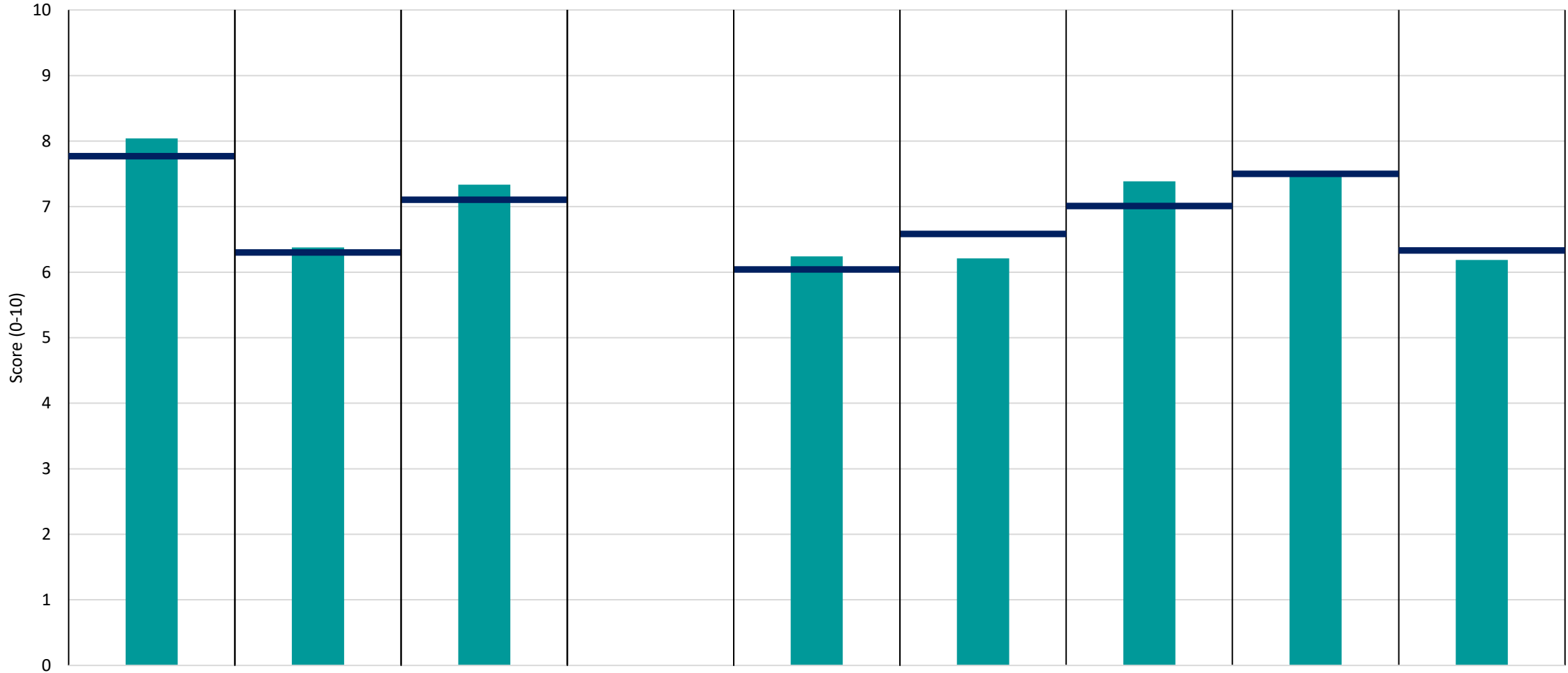
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.04	6.38	7.34	-	6.24	6.21	7.39	7.54	6.19
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 83 82 82 - 80 82 83 83 83 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.



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



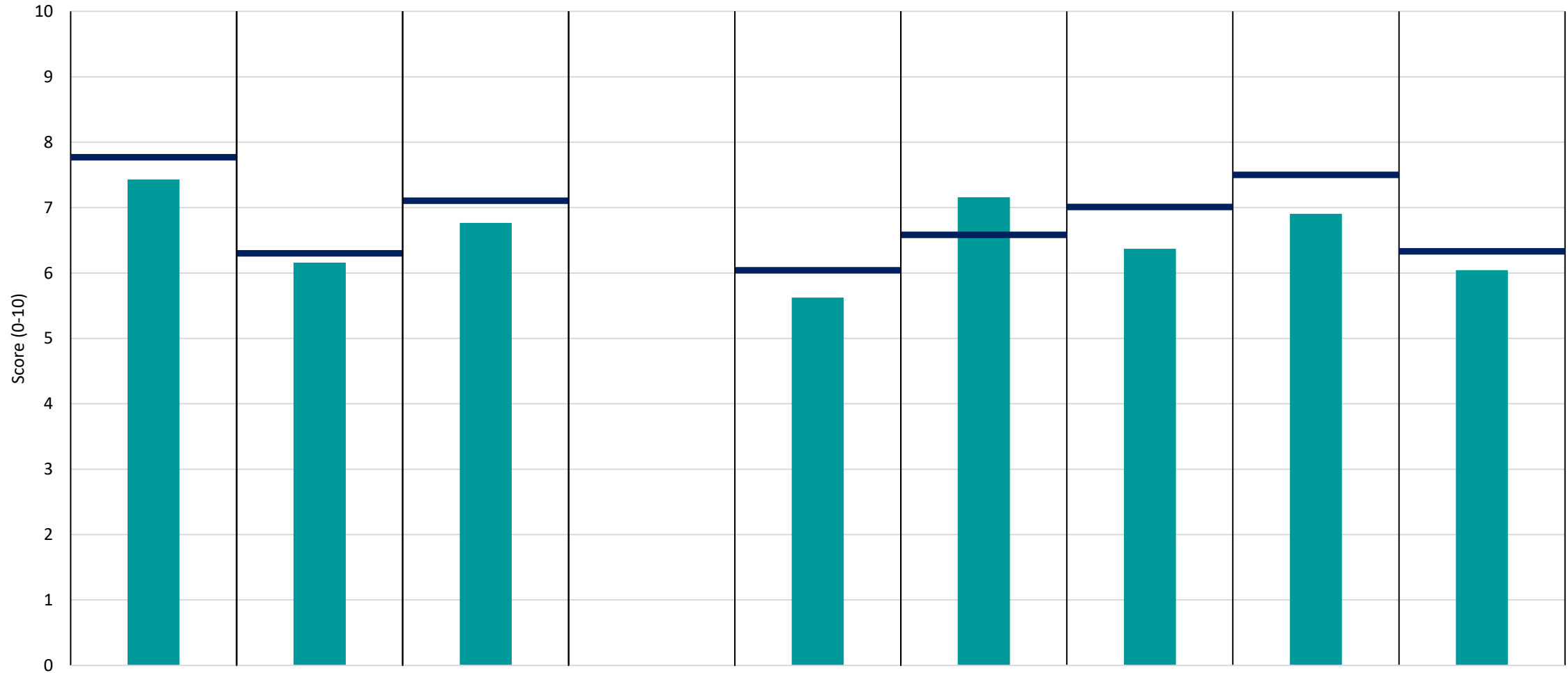
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.43	6.16	6.76	-	5.62	7.16	6.37	6.91	6.04
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 22 22 21 - 19 22 22 22 22 13

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



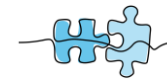
We are safe and  
healthy



We are always  
learning



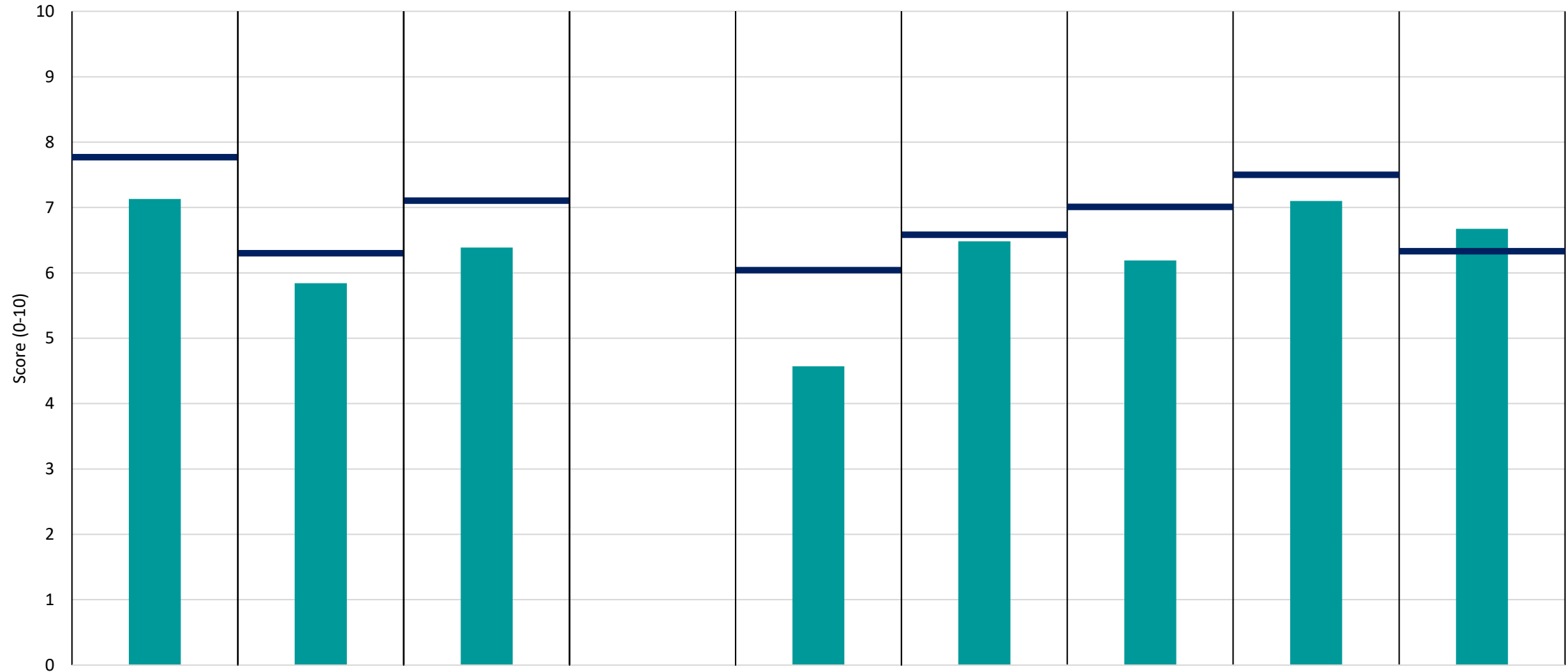
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.13	5.84	6.39	-	4.57	6.48	6.19	7.10	6.67
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 16 16 16 - 14 16 16 16 16 16 14

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



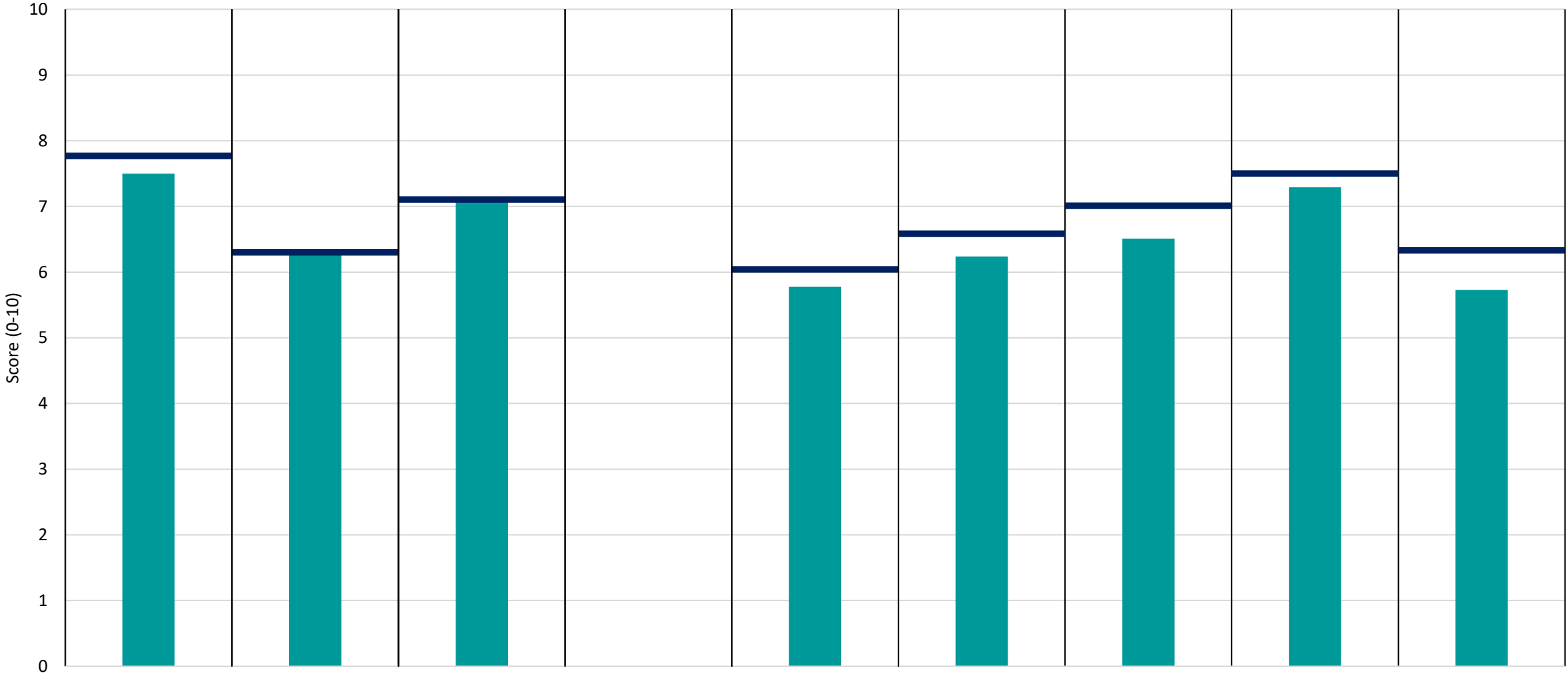
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.50	6.30	7.09	-	5.78	6.24	6.51	7.30	5.73
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 38 38 38 - 34 37 38 38 38 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.



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



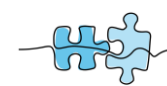
We are safe and  
healthy



We are always  
learning



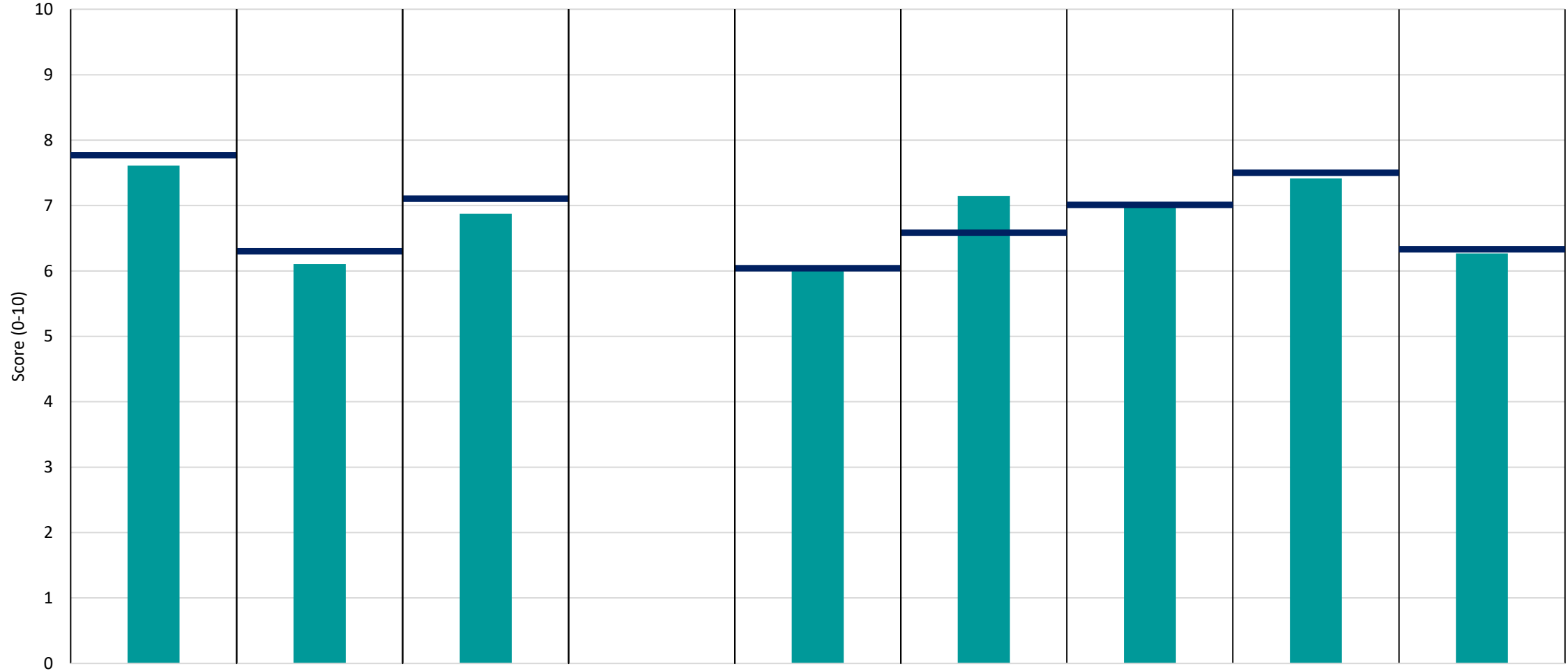
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.61	6.11	6.88	-	6.06	7.15	6.97	7.41	6.27
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 19 19 18 - 17 19 19 19 19 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.





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



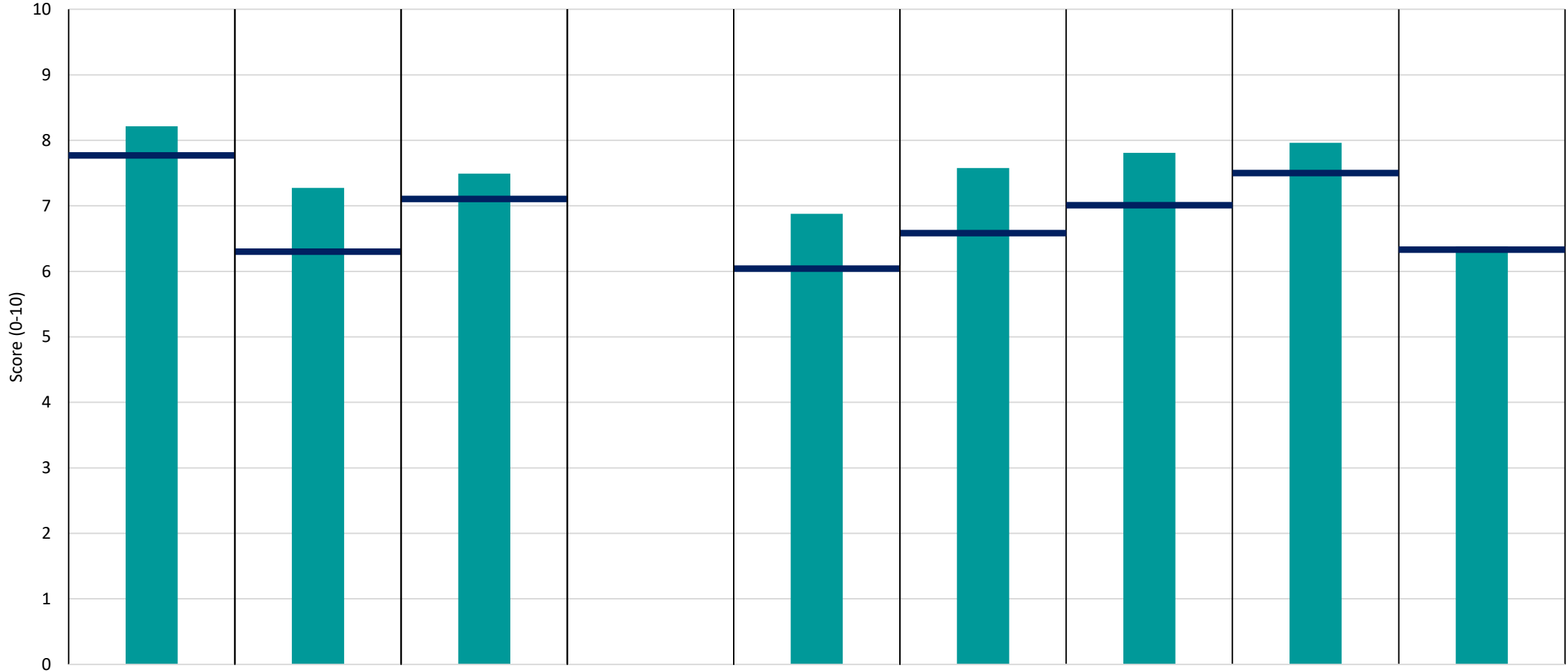
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.21	7.27	7.49	-	6.88	7.58	7.81	7.96	6.38
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 33 33 33 - 30 33 33 33 33 33 17

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



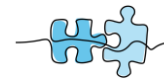
We are safe and  
healthy



We are always  
learning



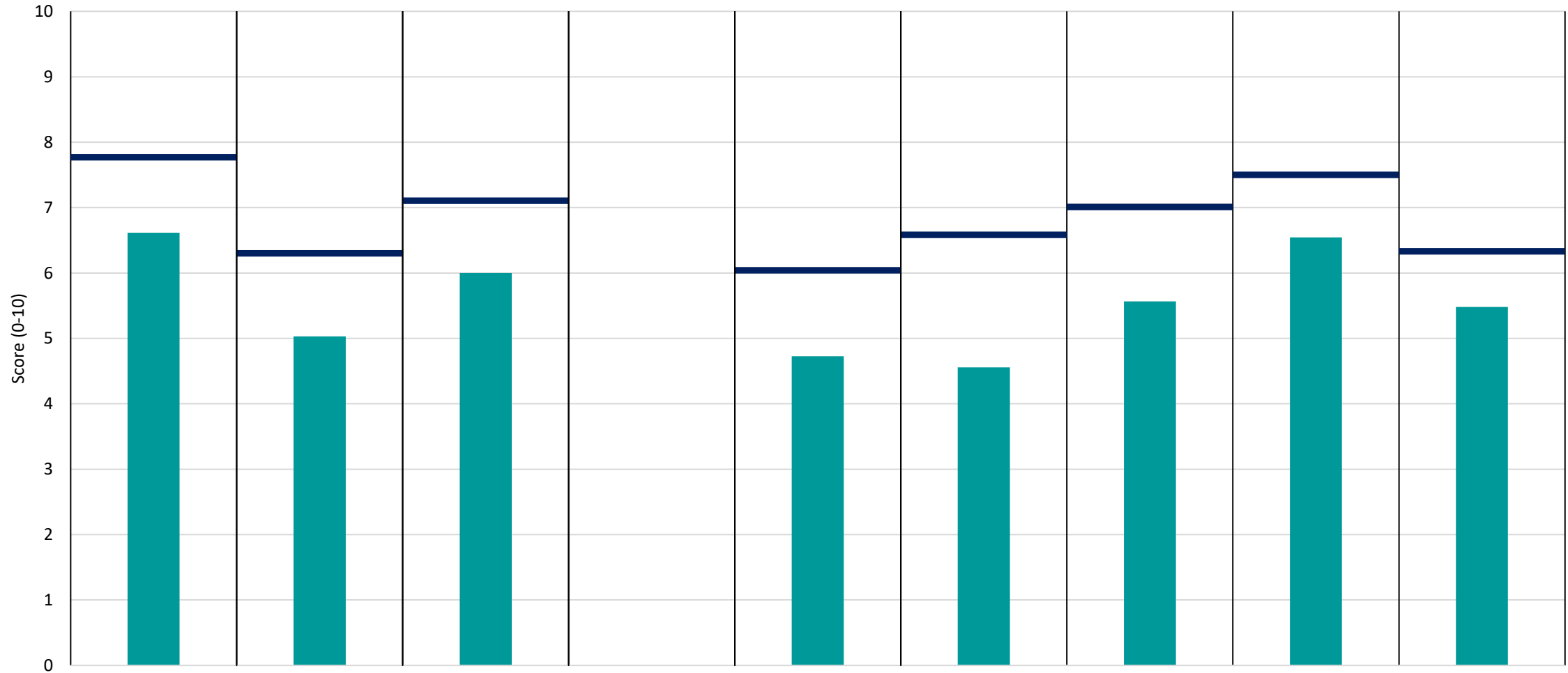
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.62	5.03	6.00	-	4.73	4.56	5.57	6.55	5.48
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 16 16 16 - 14 16 16 16 16 16 18

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



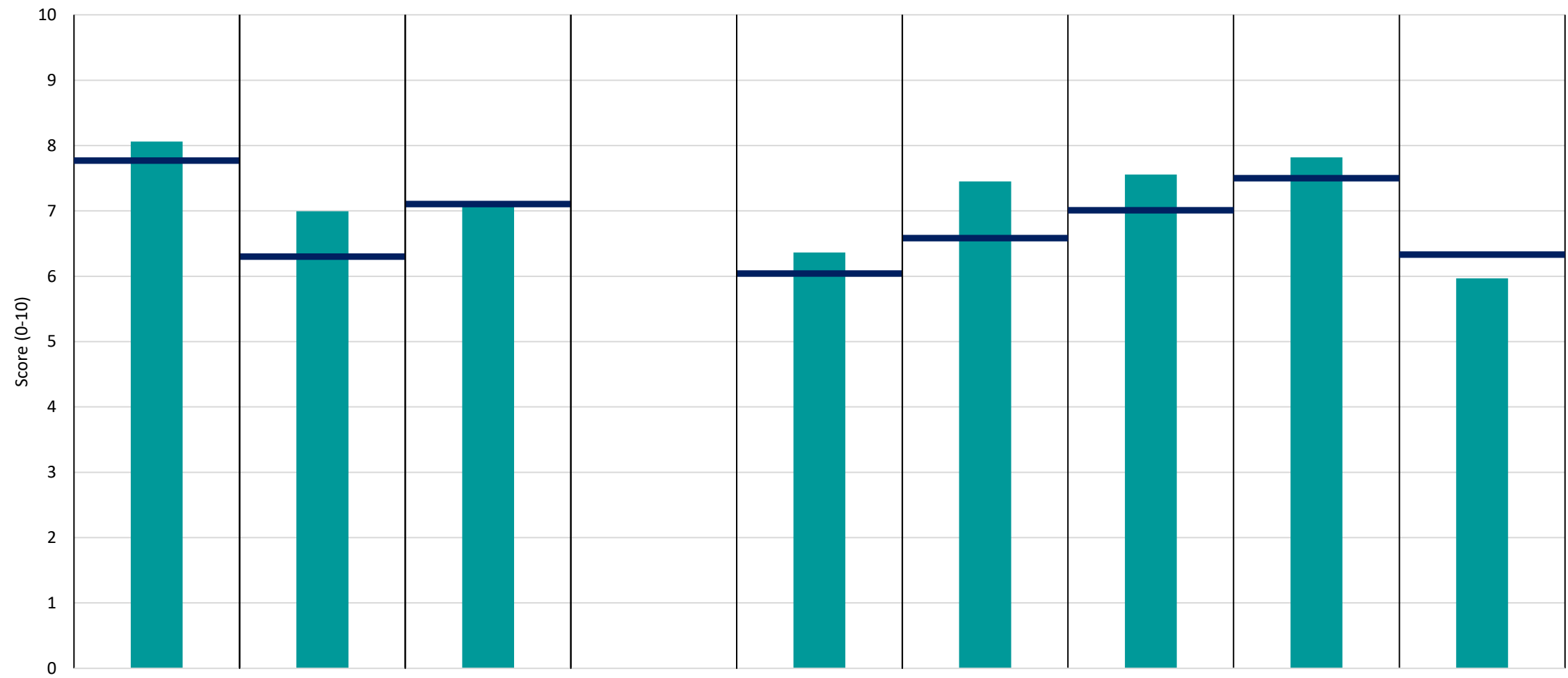
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.06	6.99	7.09	-	6.37	7.45	7.56	7.82	5.97
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33
Responses	27	27	27	-	26	26	27	27	27

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



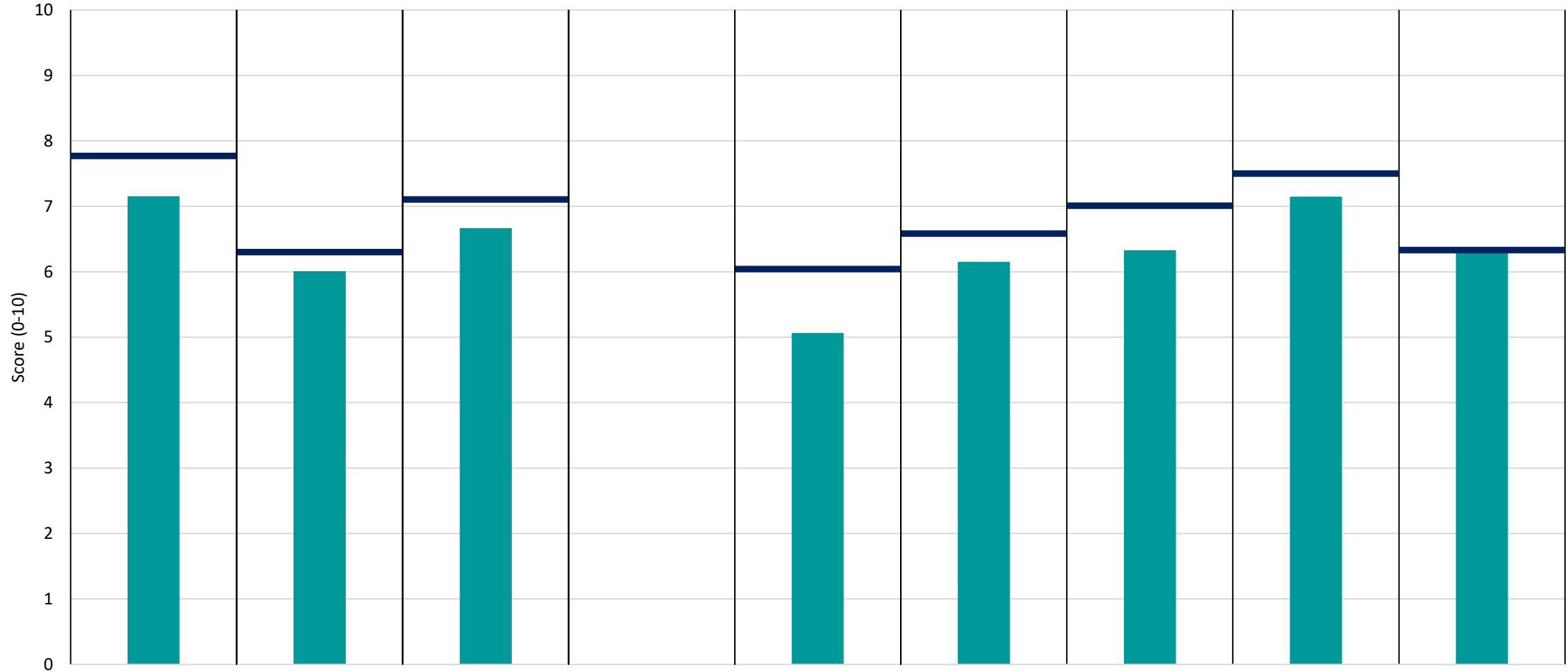
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.16	6.01	6.67	-	5.06	6.15	6.33	7.15	6.37
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 31 31 29 - 29 30 31 30 30 20

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



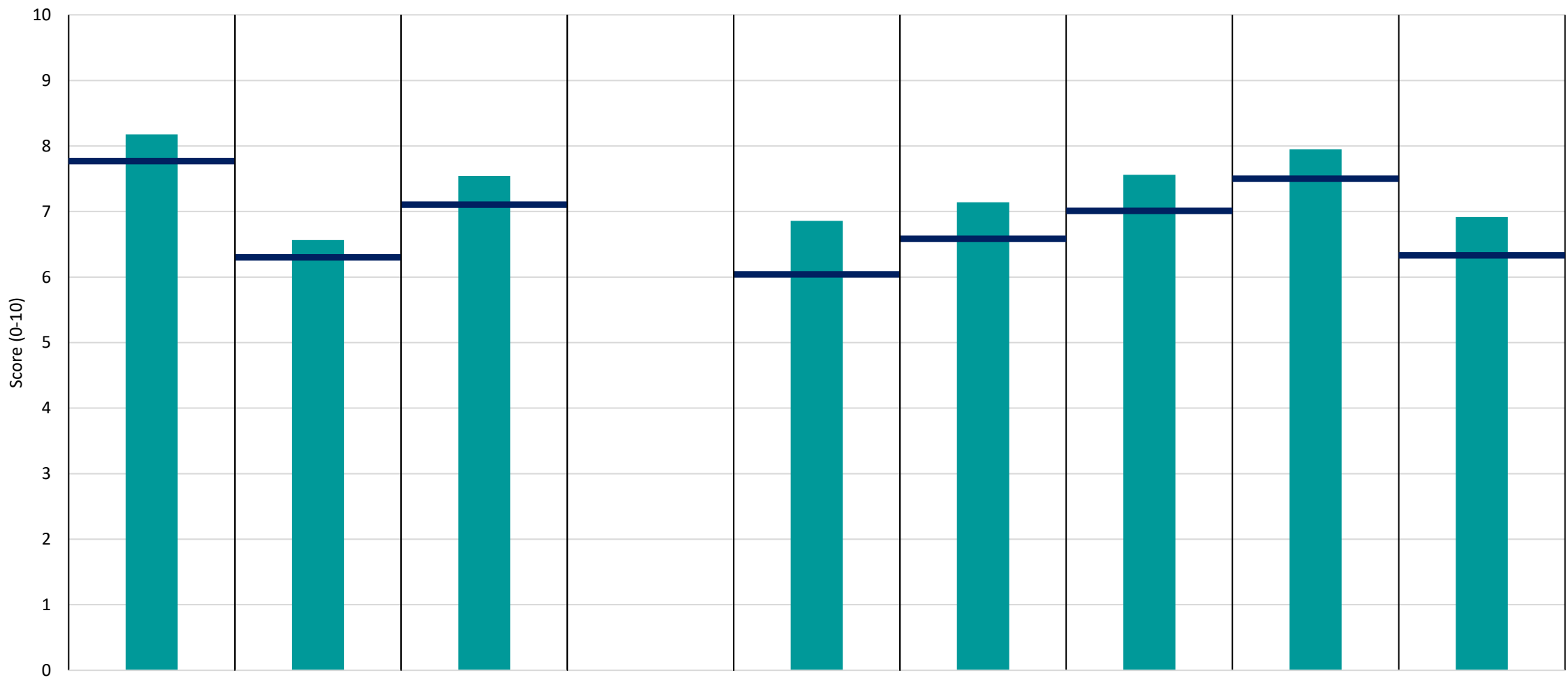
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.18	6.57	7.54	-	6.86	7.14	7.56	7.95	6.92
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33
Responses	164	164	162	-	157	162	164	164	164

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



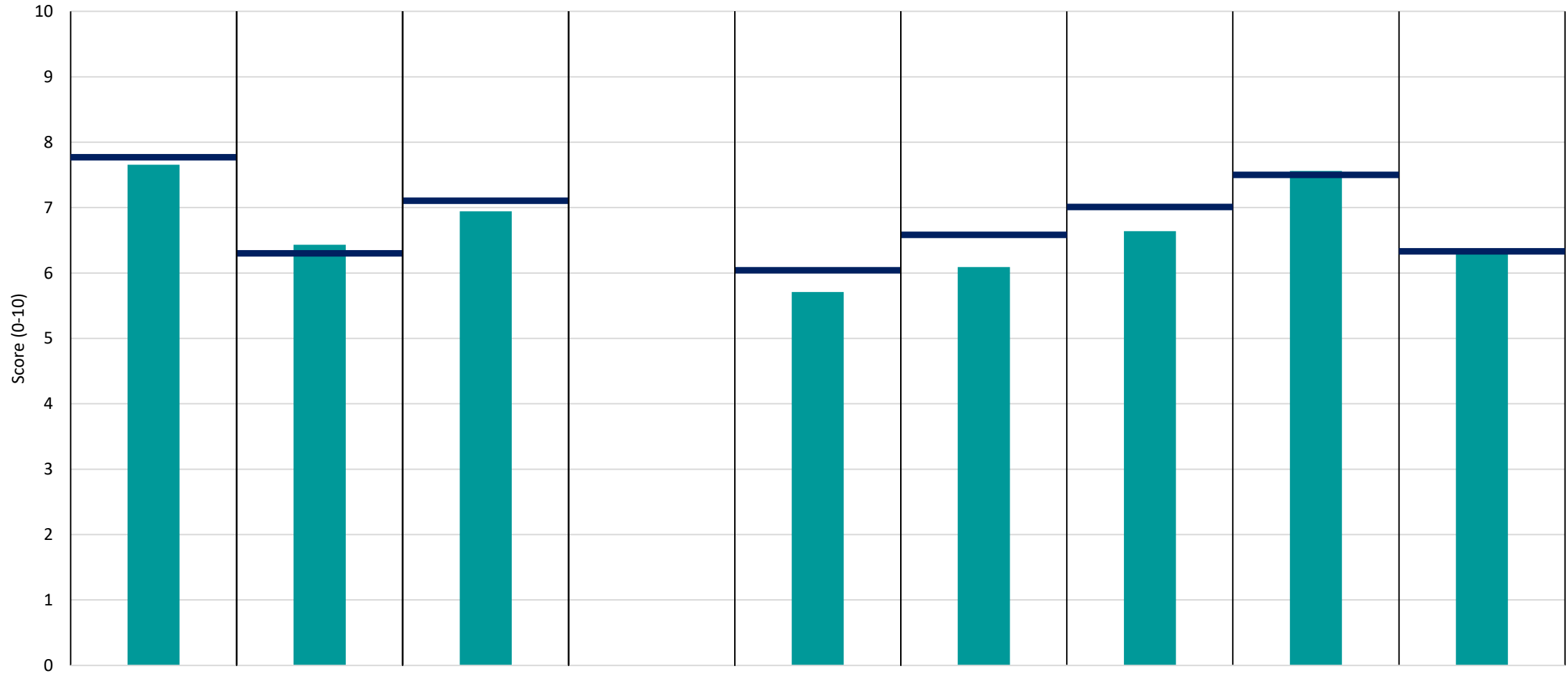
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.65	6.43	6.94	-	5.71	6.09	6.64	7.56	6.33
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 47 47 47 - 44 47 47 47 47 47 22

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.

# Perioperative 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



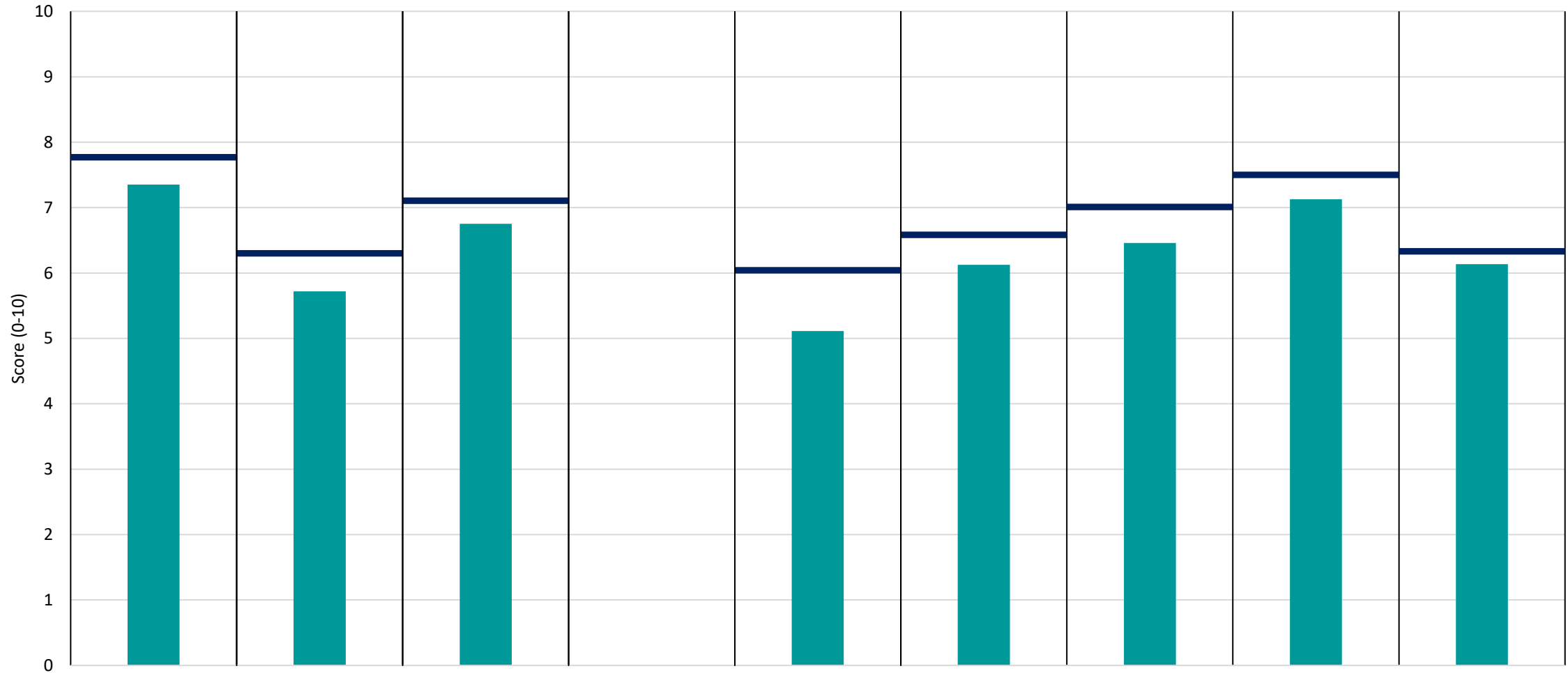
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.35	5.72	6.75	-	5.11	6.12	6.46	7.13	6.13
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 93 93 94 - 92 93 93 94 94 23

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



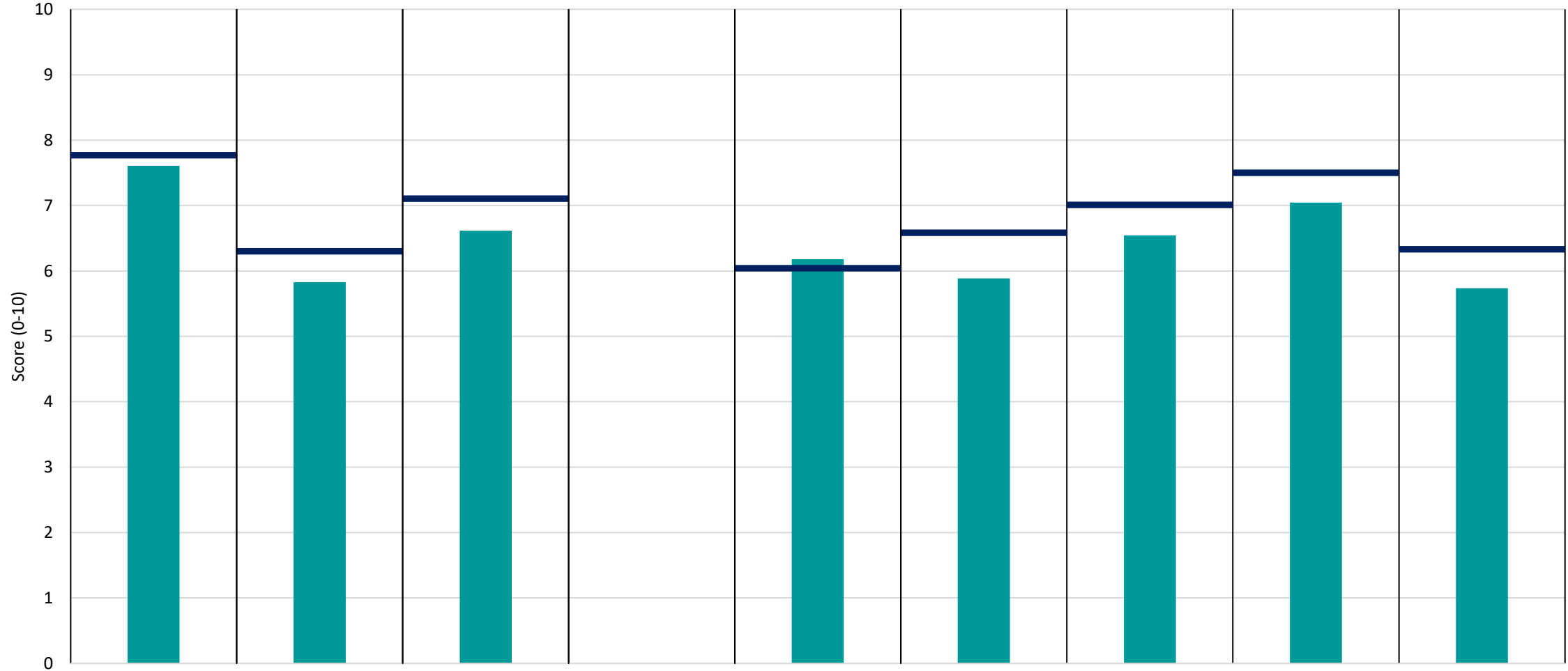
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.61	5.83	6.62	-	6.18	5.89	6.55	7.05	5.74
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33

Responses 38 38 38 - 34 38 38 38 38 38 24

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.



# Sleep



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



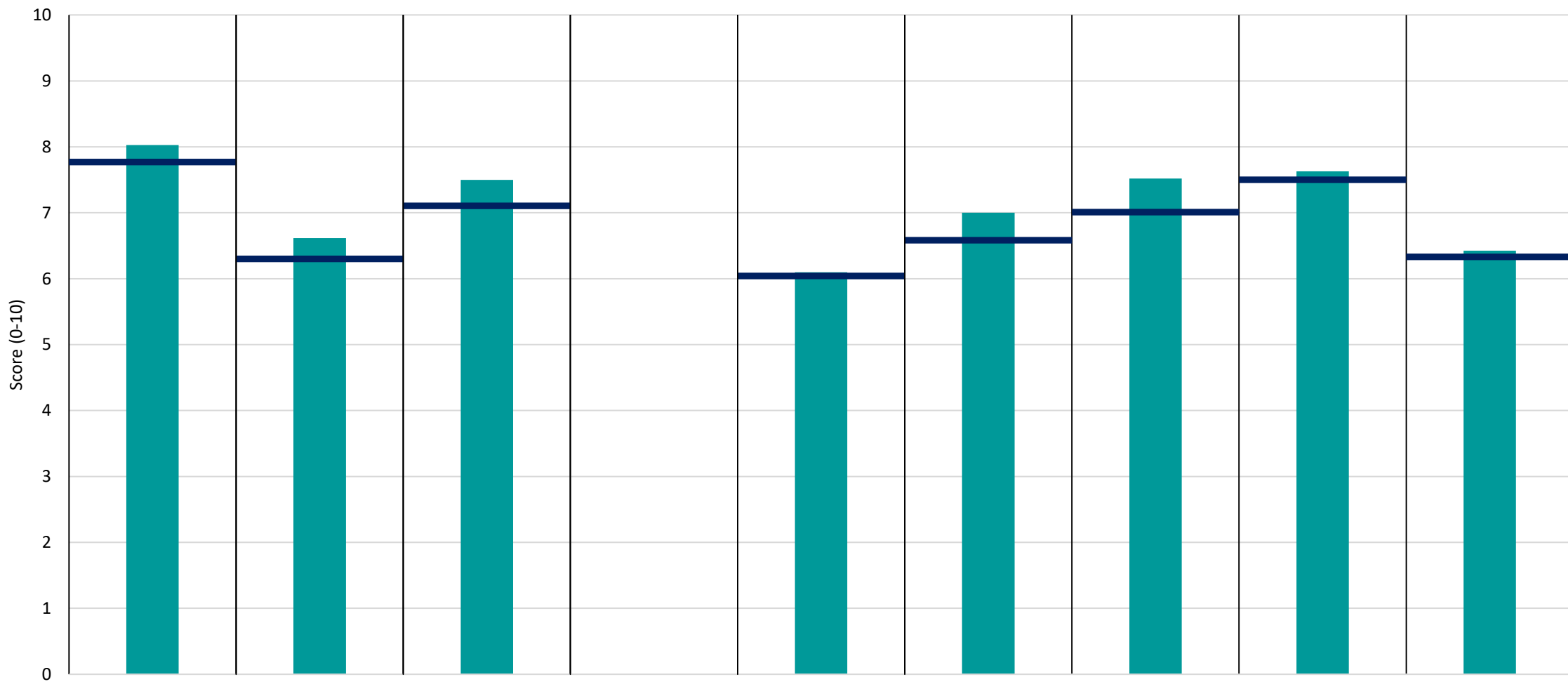
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.03	6.62	7.50	-	6.10	7.00	7.52	7.63	6.42
Your org	7.77	6.30	7.11	-	6.04	6.58	7.01	7.50	6.33
Responses	30	30	29	-	27	30	30	30	30

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.