



# Chelsea and Westminster Hospital NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

|   |           |
|---|-----------|
| Introduction  | 4         |
| People Promise element and Theme results – Breakdowns 1 | 5         |
| <u>Clinical Support Division</u>                        | <u>6</u>  |
| <u>Corporate Division</u>                               | <u>7</u>  |
| <u>Emergency &amp; Integrated Care Division</u>         | <u>8</u>  |
| <u>Enterprise Division</u>                              | <u>9</u>  |
| <u>Planned Care Division</u>                            | <u>10</u> |
| <u>Specialist Care Division</u>                         | <u>11</u> |
| <u>West London Childrens Healthcare</u>                 | <u>12</u> |

|   |    |
|---|----|
| <u>Administrative &amp; Clerical</u>          | 14 |
| <u>Allied Health Professionals</u>            | 15 |
| <u>Medical &amp; Dental</u>                   | 16 |
| <u>Nursing &amp; Midwifery (Qualified)</u>    | 17 |
| <u>Nursing &amp; Midwifery (Unqualified)</u>  | 18 |
| <u>Other Additional Clinical Staff</u>        | 19 |
| <u>Scientific &amp; Technical (Qualified)</u> | 20 |

This breakdown report for Chelsea and Westminster 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.

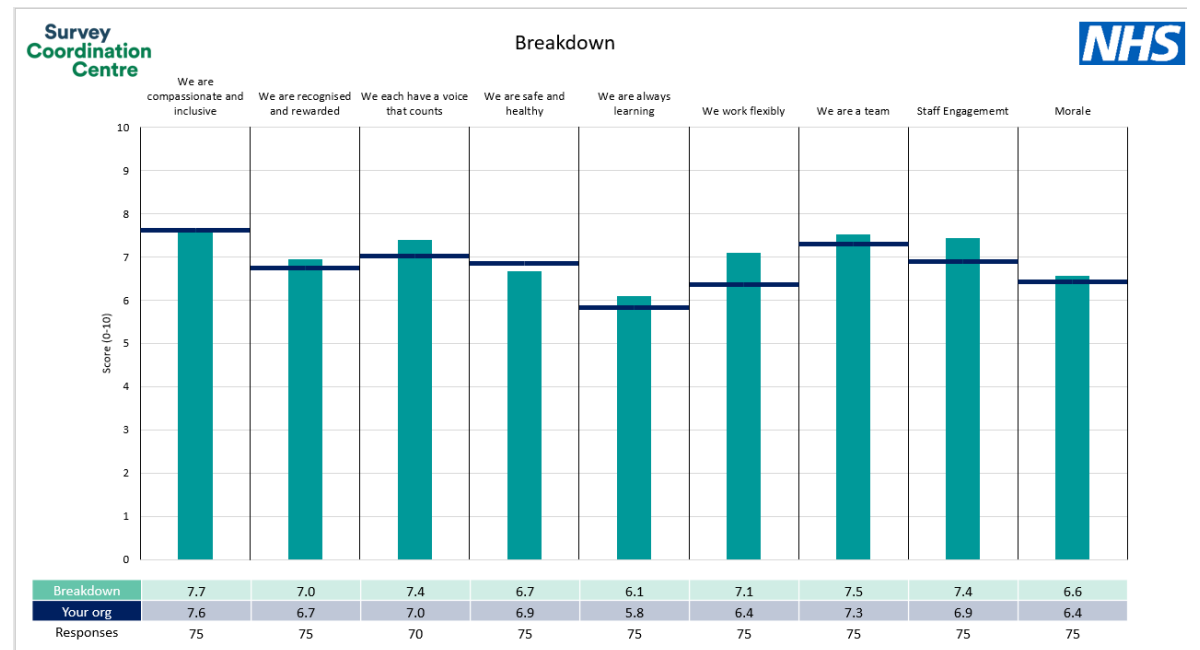
The breakdowns used in this report were provided and defined by Chelsea and Westminster Hospital NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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

Chelsea and Westminster 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



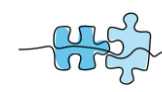
We are safe and  
healthy



We are always  
learning



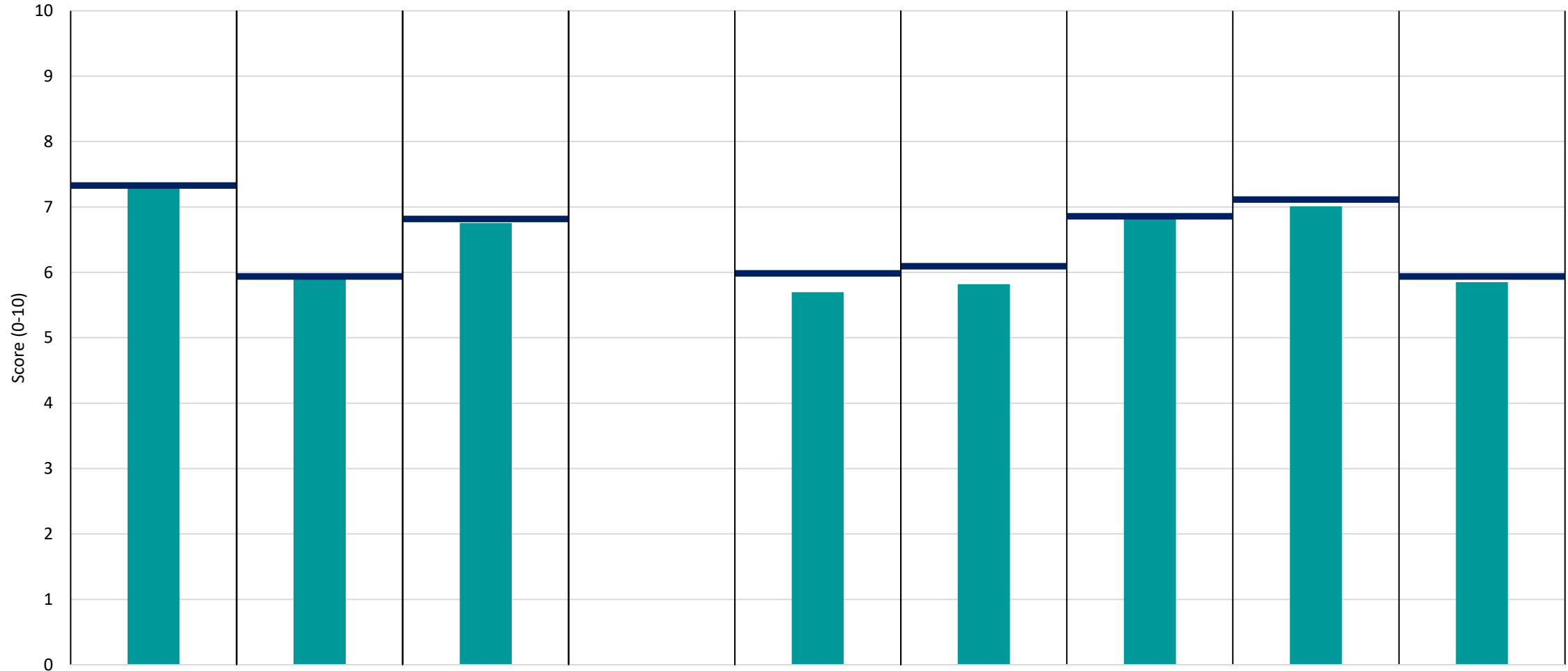
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.35 | 5.90 | 6.75 | - | 5.70 | 5.82 | 6.82 | 7.01 | 5.85 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 764  | 763  | 759  | - | 712  | 754  | 761  | 765  | 765  |

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



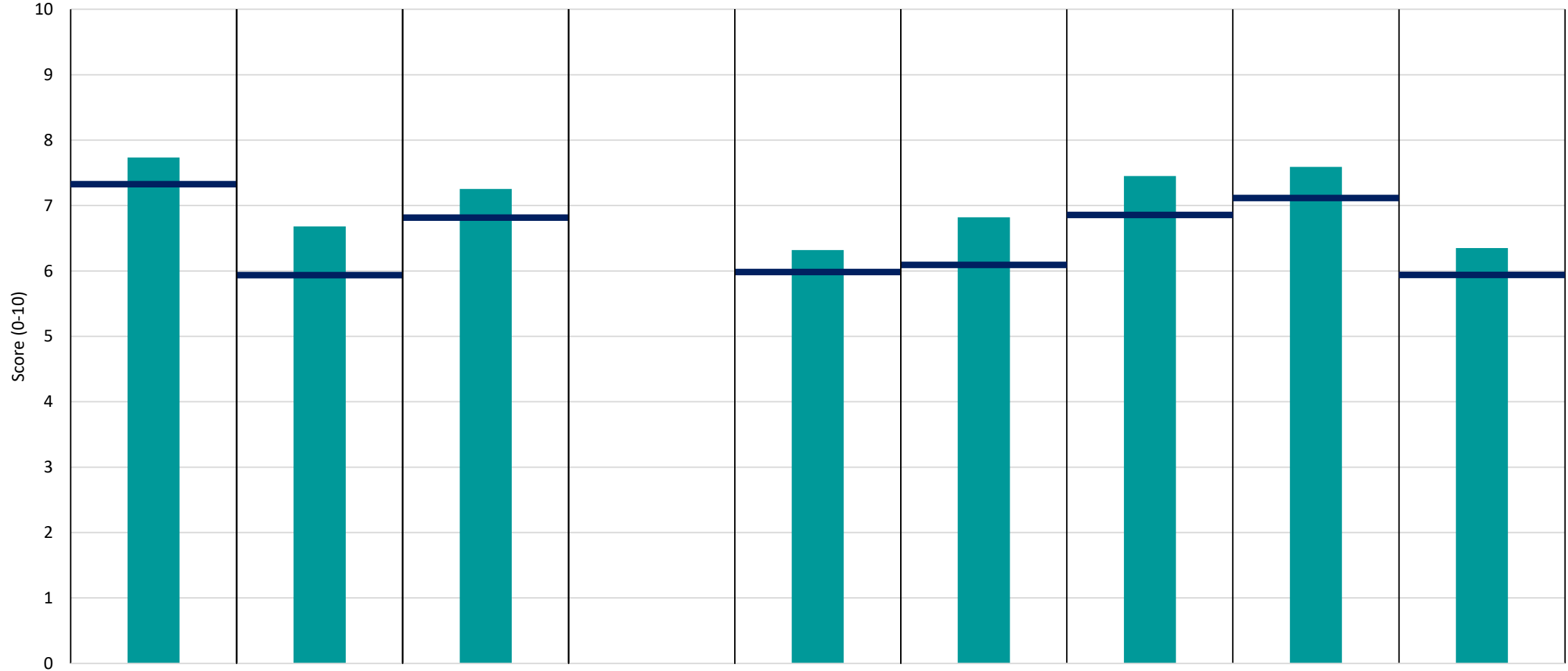
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.73 | 6.68 | 7.25 | - | 6.32 | 6.82 | 7.45 | 7.59 | 6.35 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 348  | 348  | 340  | - | 329  | 348  | 347  | 347  | 348  |

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



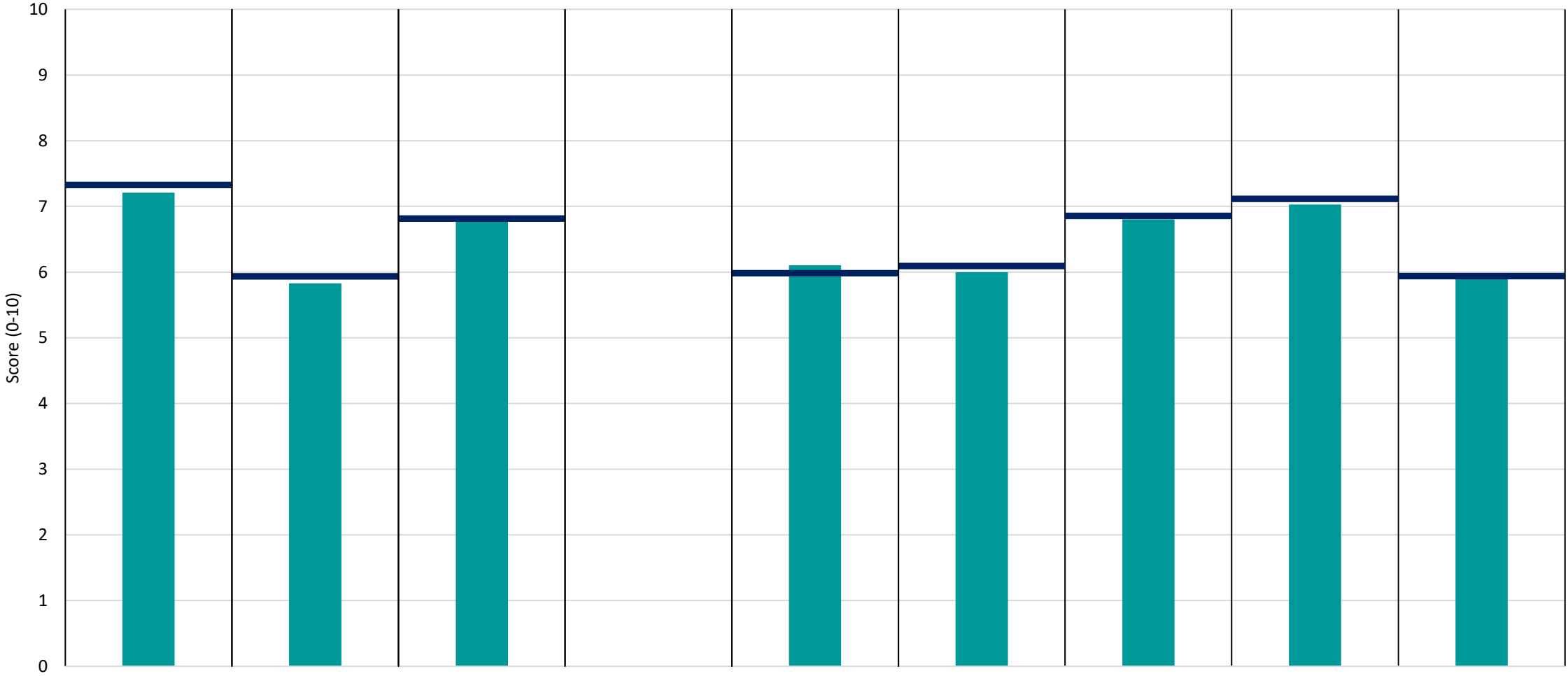
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.21 | 5.83 | 6.77 | - | 6.10 | 6.00 | 6.80 | 7.03 | 5.89 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 849  | 848  | 840  | - | 783  | 842  | 845  | 848  | 849  |

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



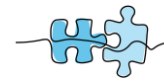
We are safe and  
healthy



We are always  
learning



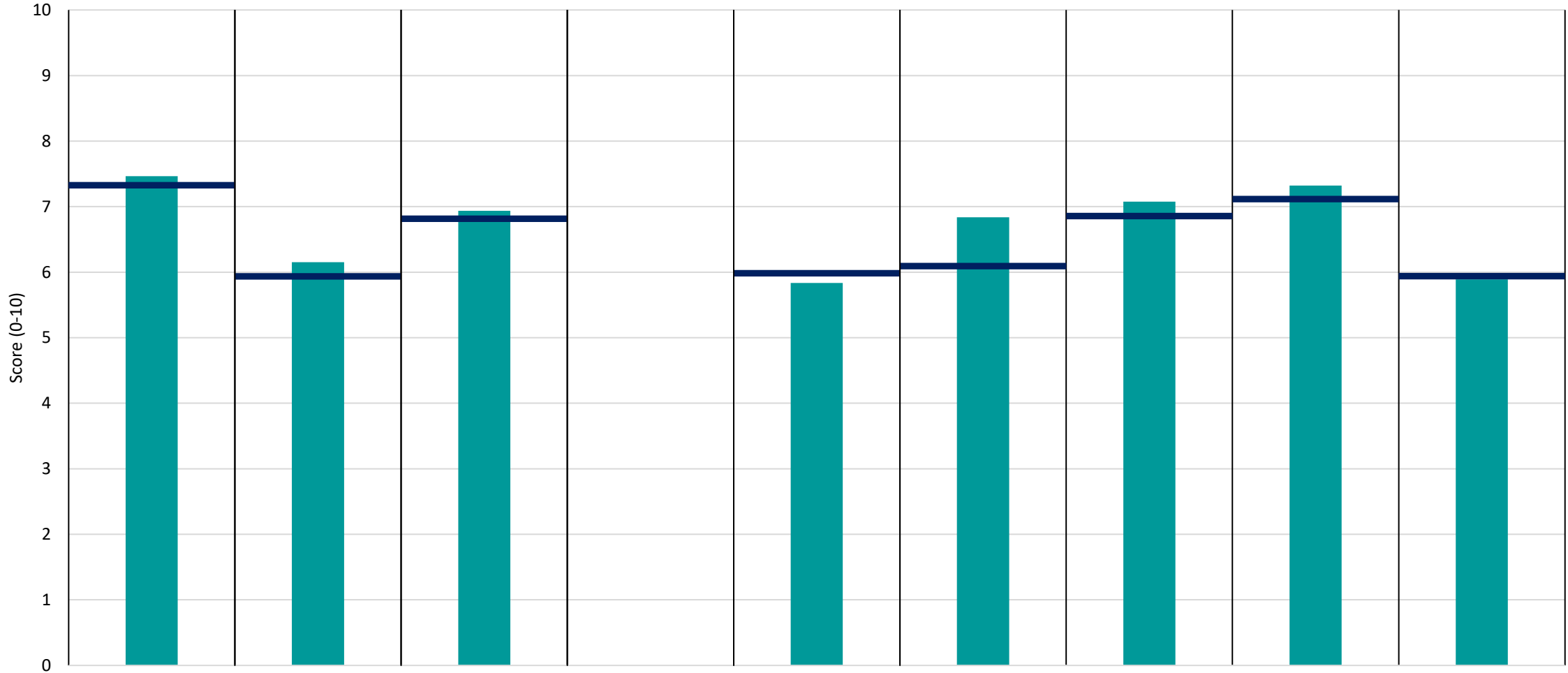
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.47 | 6.15 | 6.94 | - | 5.84 | 6.84 | 7.08 | 7.32 | 5.89 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |

Responses 121 121 121 - 116 121 121 121 121 121 9

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



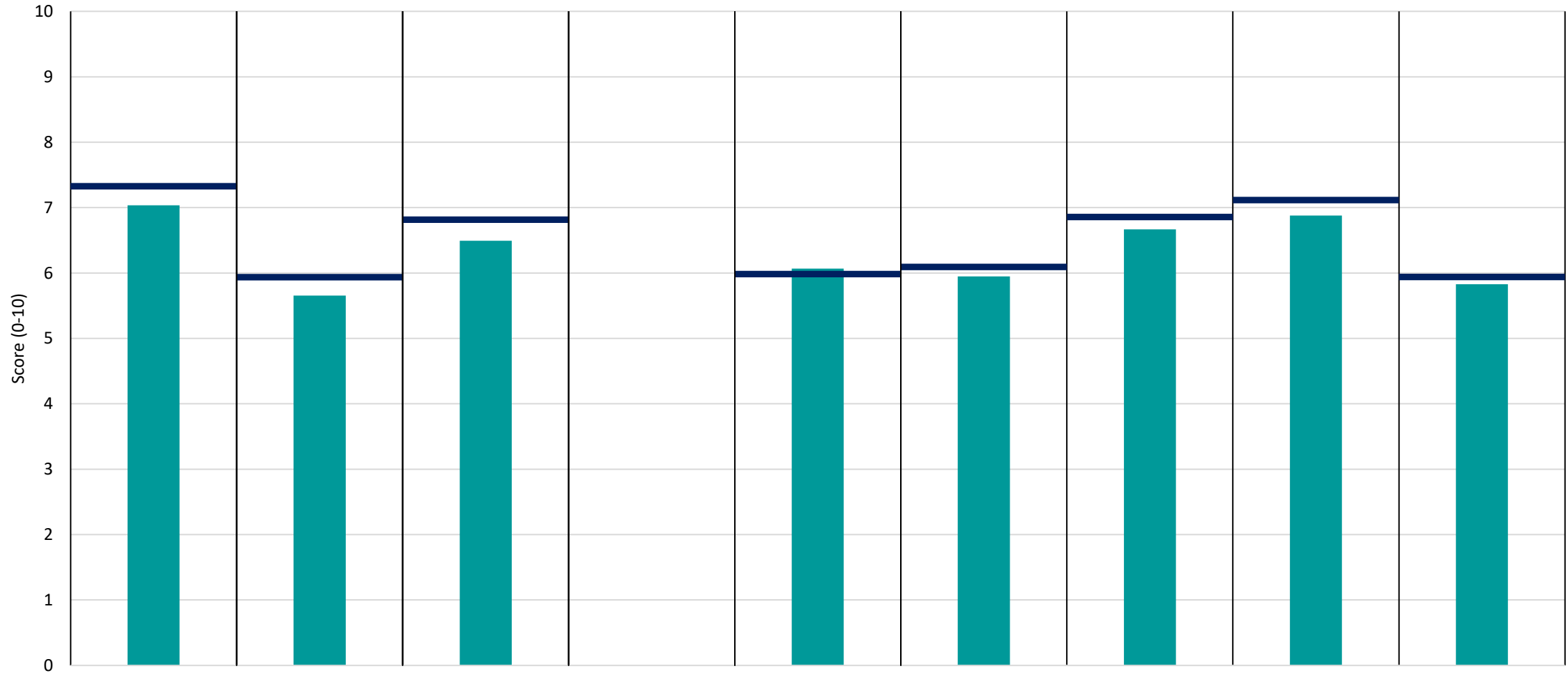
We work flexibly



We are a team

Staff Engagement

Morale



|                  |      |      |      |   |      |      |      |      |      |
|------------------|------|------|------|---|------|------|------|------|------|
| <b>Breakdown</b> | 7.03 | 5.66 | 6.49 | - | 6.07 | 5.95 | 6.67 | 6.88 | 5.83 |
| <b>Your org</b>  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| <b>Responses</b> | 596  | 600  | 594  | - | 562  | 589  | 596  | 599  | 599  |



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



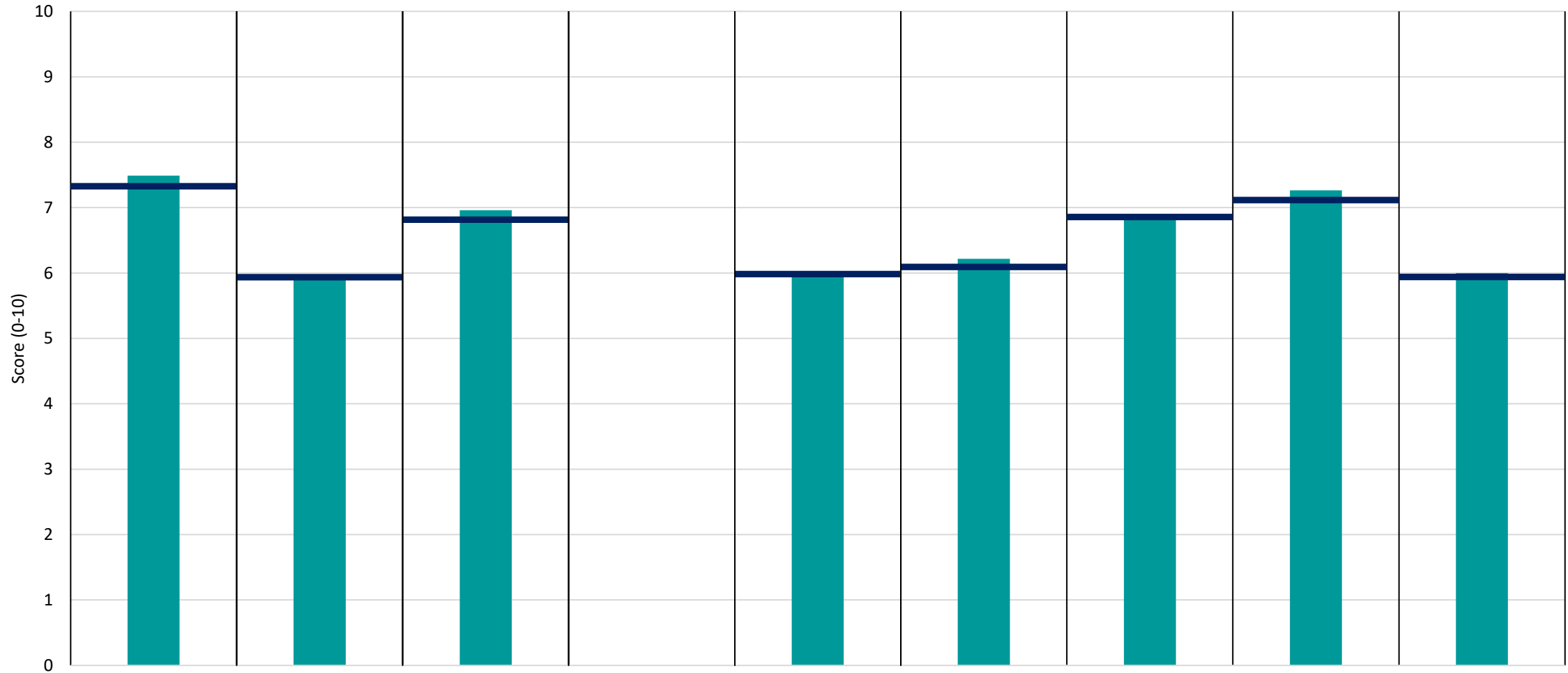
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.49 | 5.94 | 6.96 | - | 5.94 | 6.22 | 6.84 | 7.27 | 6.00 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 696  | 695  | 690  | - | 663  | 692  | 694  | 696  | 697  |



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



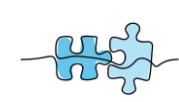
We are safe and  
healthy



We are always  
learning



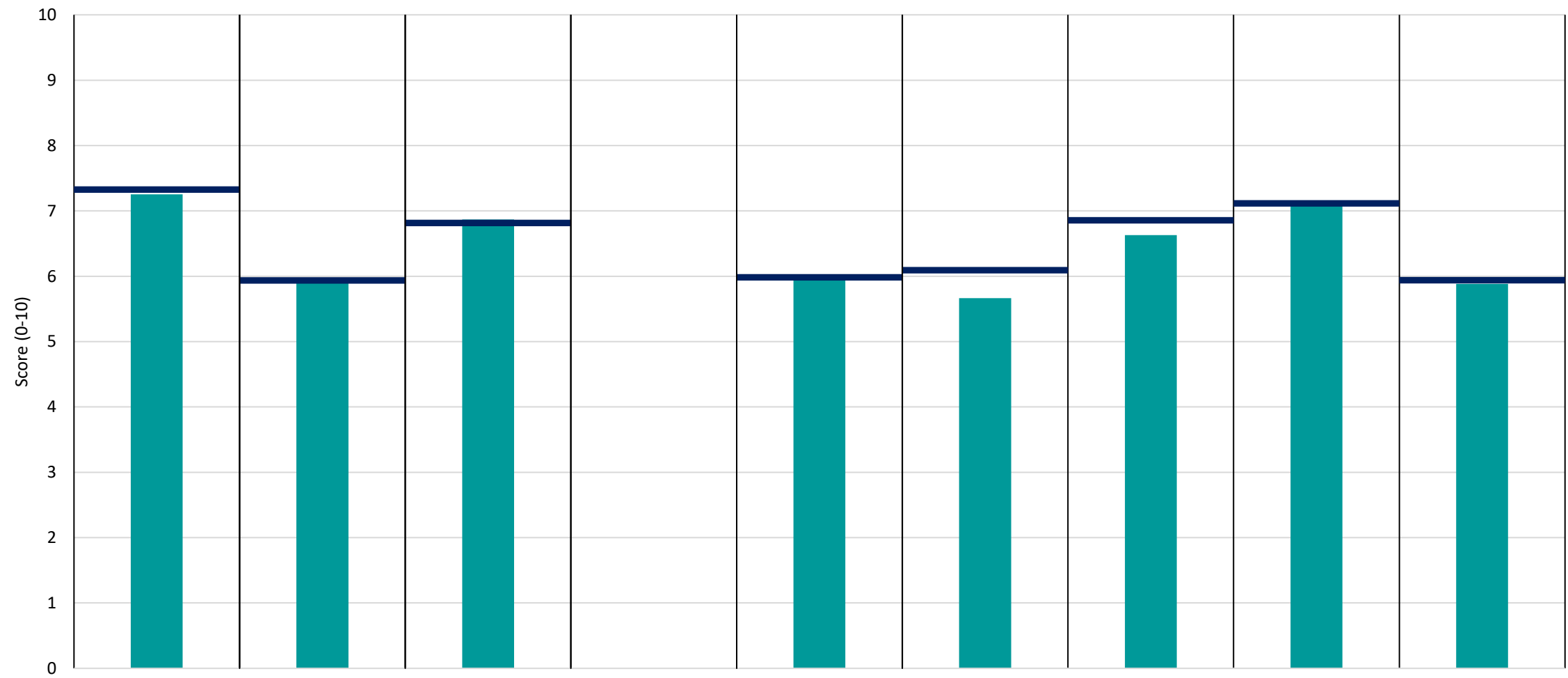
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.25 | 5.91 | 6.87 | - | 5.99 | 5.66 | 6.63 | 7.10 | 5.88 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 139  | 139  | 138  | - | 133  | 139  | 138  | 139  | 139  |

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

Chelsea and Westminster 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



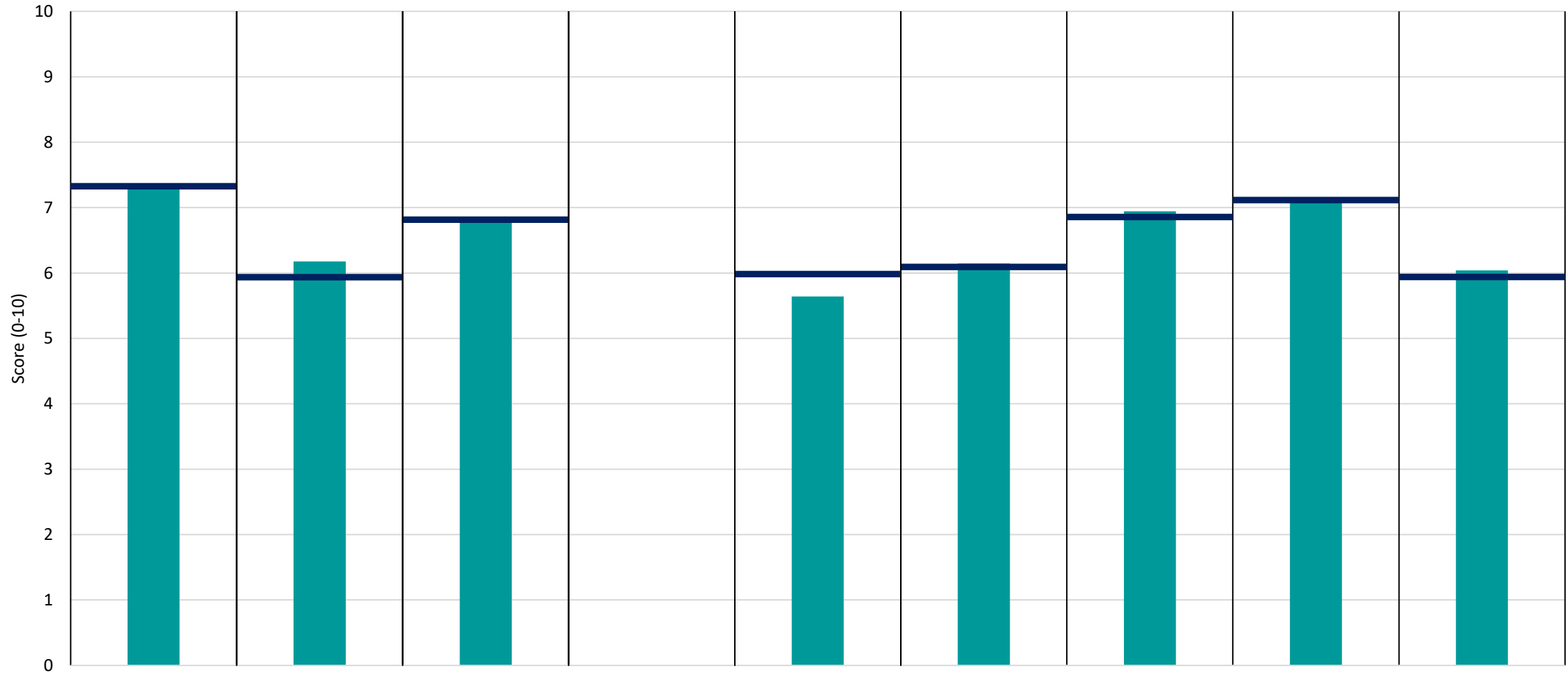
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.37 | 6.18 | 6.84 | - | 5.64 | 6.15 | 6.94 | 7.15 | 6.04 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 703  | 704  | 693  | - | 647  | 700  | 702  | 702  | 704  |



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



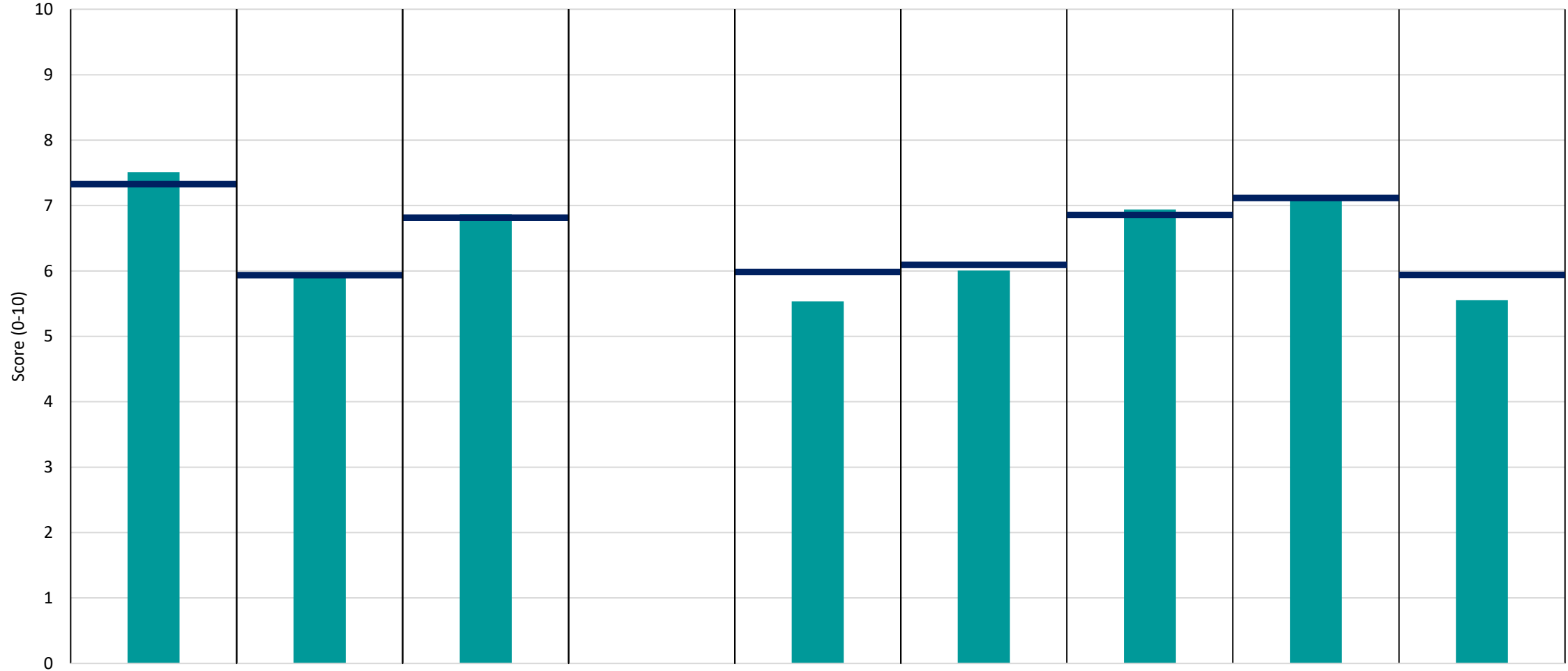
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.51 | 5.90 | 6.87 | - | 5.54 | 6.01 | 6.94 | 7.11 | 5.55 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 218  | 218  | 217  | - | 209  | 218  | 218  | 218  | 218  |



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



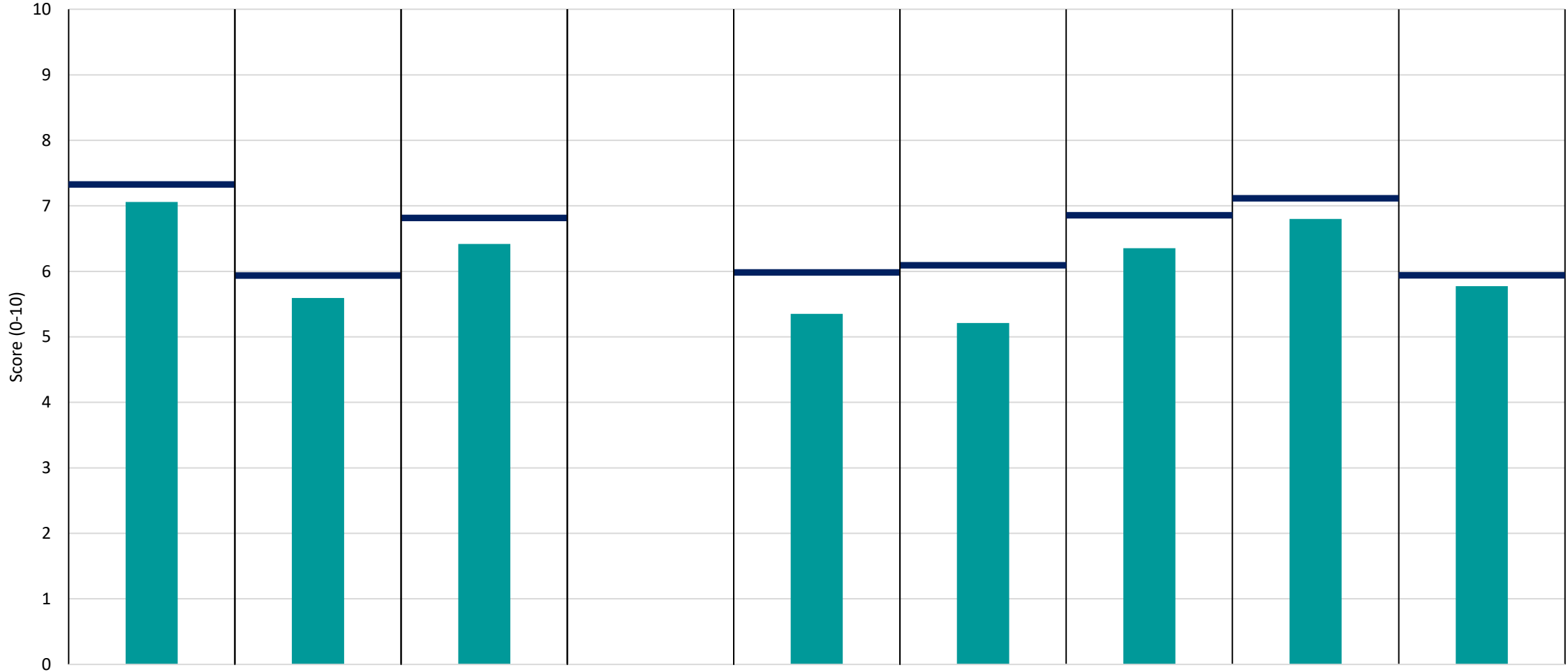
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.06 | 5.59 | 6.42 | - | 5.35 | 5.21 | 6.36 | 6.80 | 5.77 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 488  | 488  | 487  | - | 478  | 484  | 484  | 488  | 488  |



# Nursing & Midwifery (Qualified)



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



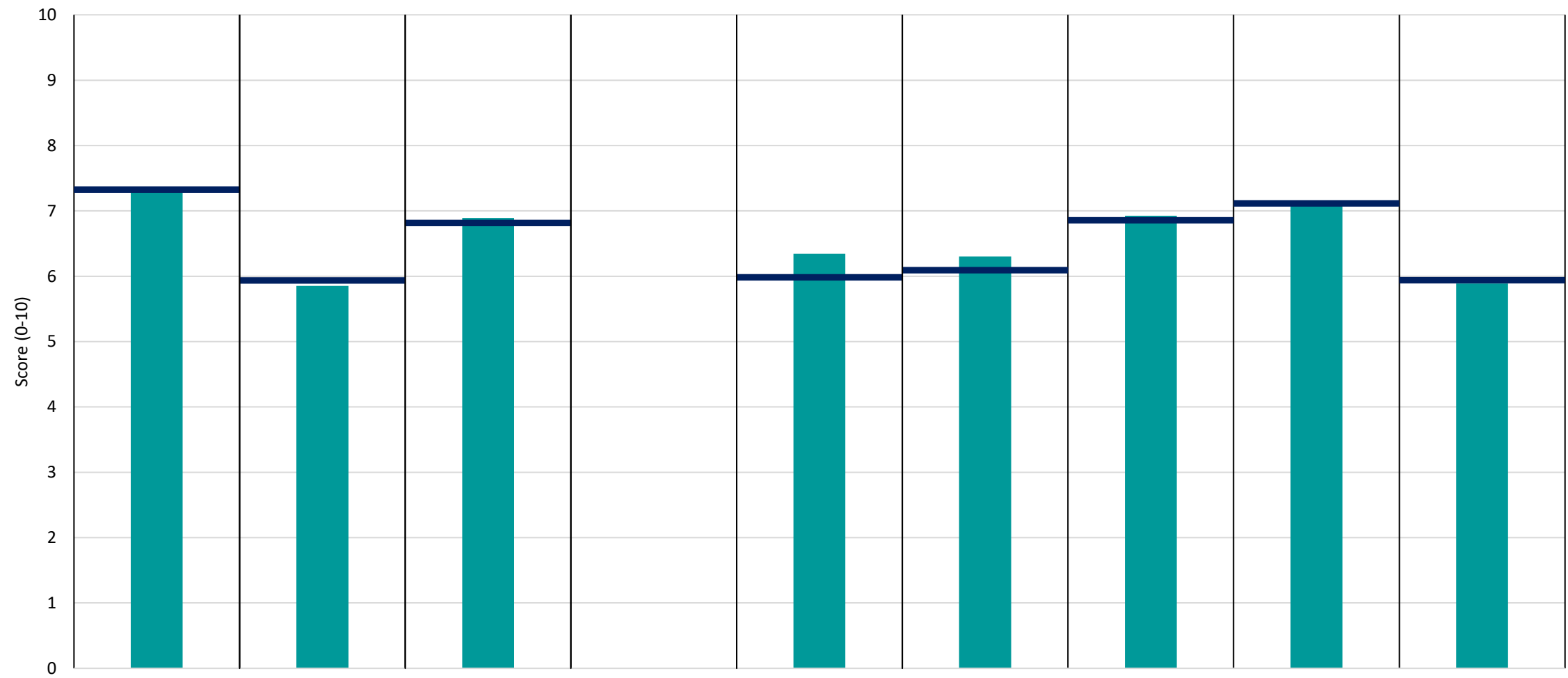
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.33 | 5.85 | 6.89 | - | 6.34 | 6.30 | 6.92 | 7.13 | 5.89 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 1461 | 1463 | 1449 | - | 1376 | 1451 | 1459 | 1463 | 1464 |

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



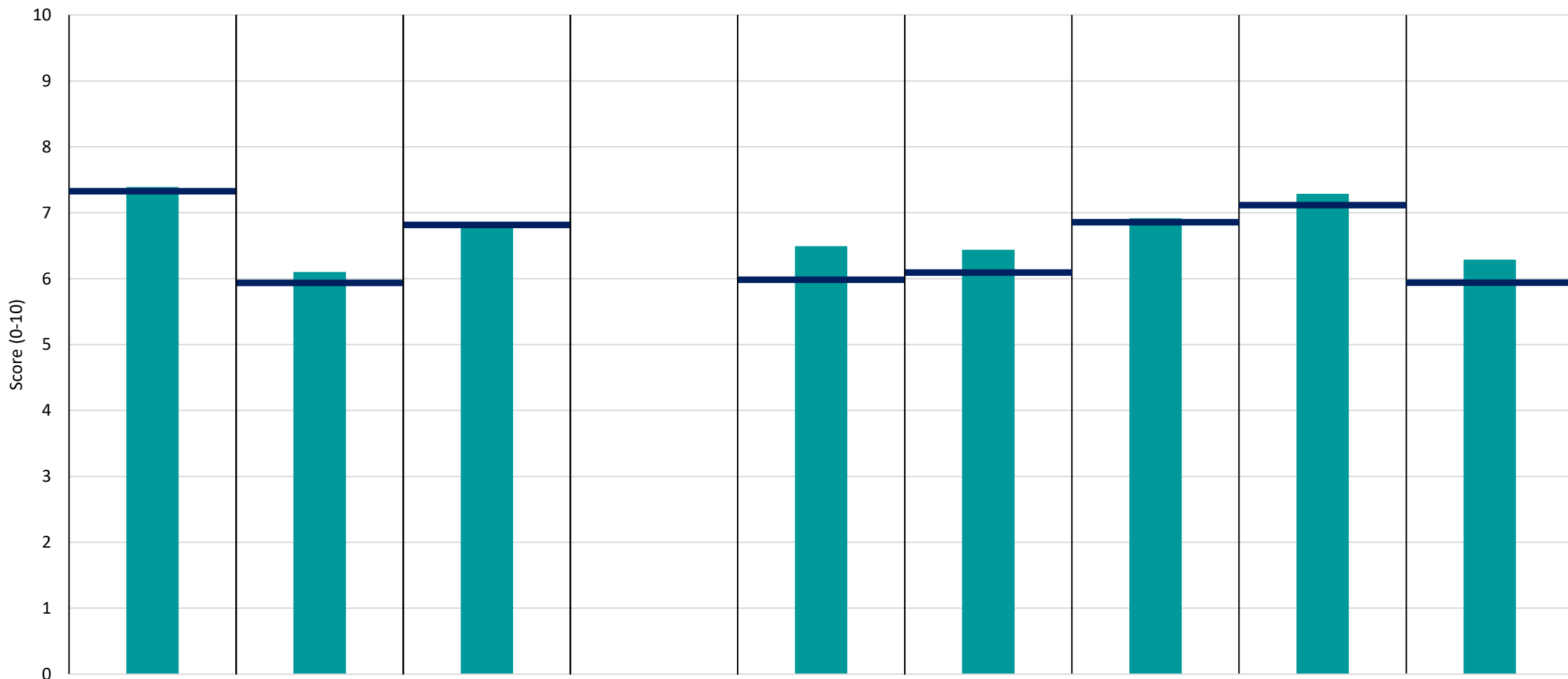
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.39 | 6.10 | 6.85 | - | 6.49 | 6.44 | 6.92 | 7.29 | 6.29 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |
| Responses | 364  | 364  | 359  | - | 332  | 359  | 361  | 364  | 364  |

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



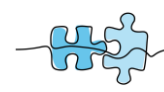
We are safe and  
healthy



We are always  
learning



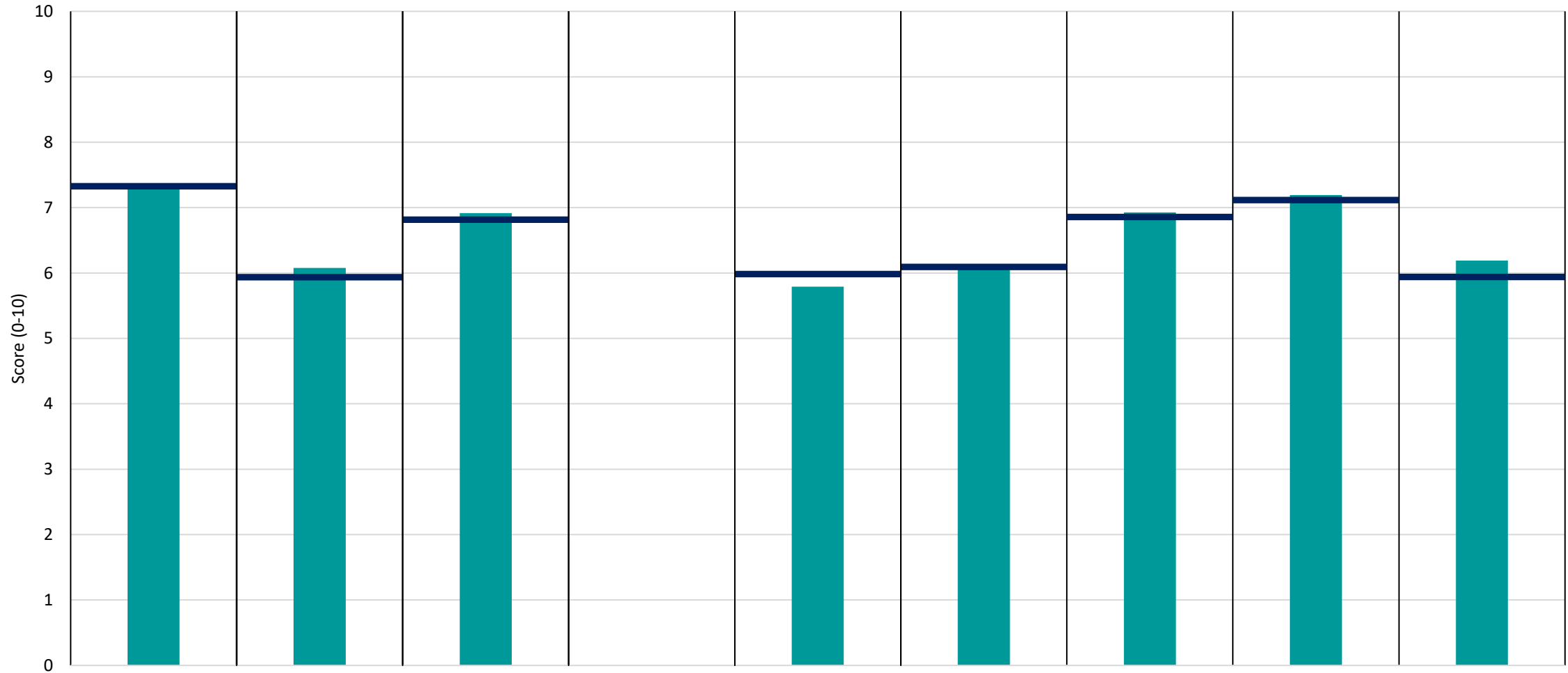
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.37 | 6.08 | 6.92 | - | 5.79 | 6.14 | 6.93 | 7.19 | 6.19 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |

Responses 152 151 151 - 138 147 151 153 153 19

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.

# Scientific & Technical (Qualified)



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



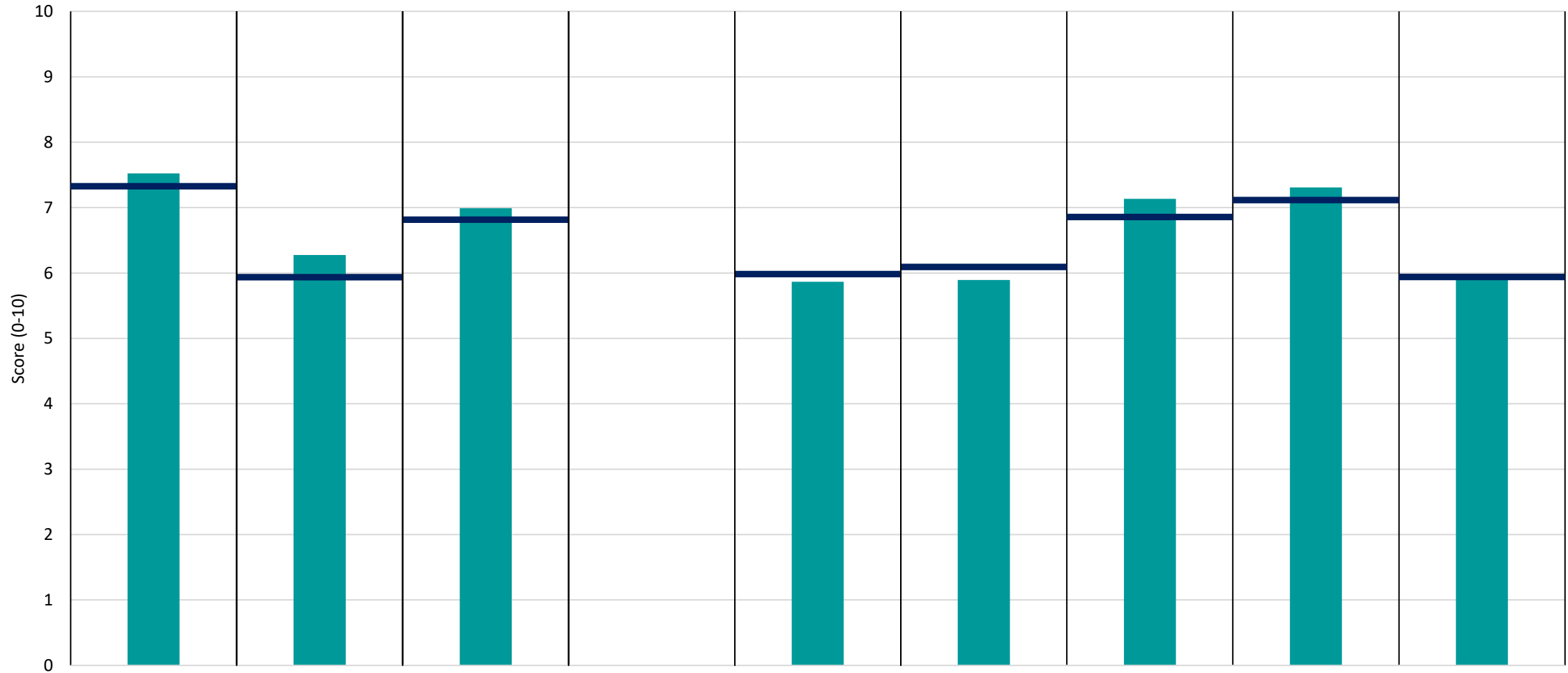
We work flexibly



We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.52 | 6.27 | 6.99 | - | 5.87 | 5.89 | 7.13 | 7.31 | 5.91 |
| Your org  | 7.33 | 5.94 | 6.81 | - | 5.98 | 6.09 | 6.86 | 7.11 | 5.94 |

Responses 127 126 126 - 118 126 127 127 127 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.