



University Hospitals Birmingham NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>GOOD HOPE HOSPITAL</u>	<u>6</u>
<u>HEARTLANDS HOSPITAL</u>	<u>7</u>
<u>QUEEN ELIZABETH HOSPITAL</u>	<u>8</u>
<u>SOLIHULL HOSPITAL & COMMUNITY</u>	<u>9</u>

<u>CDG 10A</u>	<u>11</u>
<u>CDG 10B</u>	<u>12</u>
<u>CDG 11</u>	<u>13</u>
<u>CDG 1A</u>	<u>14</u>
<u>CDG 1B</u>	<u>15</u>
<u>CDG 2A</u>	<u>16</u>
<u>CDG 2B</u>	<u>17</u>
<u>CDG 3</u>	<u>18</u>
<u>CDG 4A</u>	<u>19</u>
<u>CDG 4B</u>	<u>20</u>
<u>CDG 5A</u>	<u>21</u>
<u>CDG 5B</u>	<u>22</u>
<u>CDG 6A</u>	<u>23</u>
<u>CDG 6B</u>	<u>24</u>
<u>CDG 7</u>	<u>25</u>
<u>CDG 8A</u>	<u>26</u>
<u>CDG 8B</u>	<u>27</u>
<u>CDG 9A</u>	<u>28</u>
<u>CDG 9B</u>	<u>29</u>
<u>CORPORATE</u>	<u>30</u>
<u>FACILITIES</u>	<u>31</u>
<u>FINANCE</u>	<u>32</u>

This breakdown report for University Hospitals Birmingham 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.

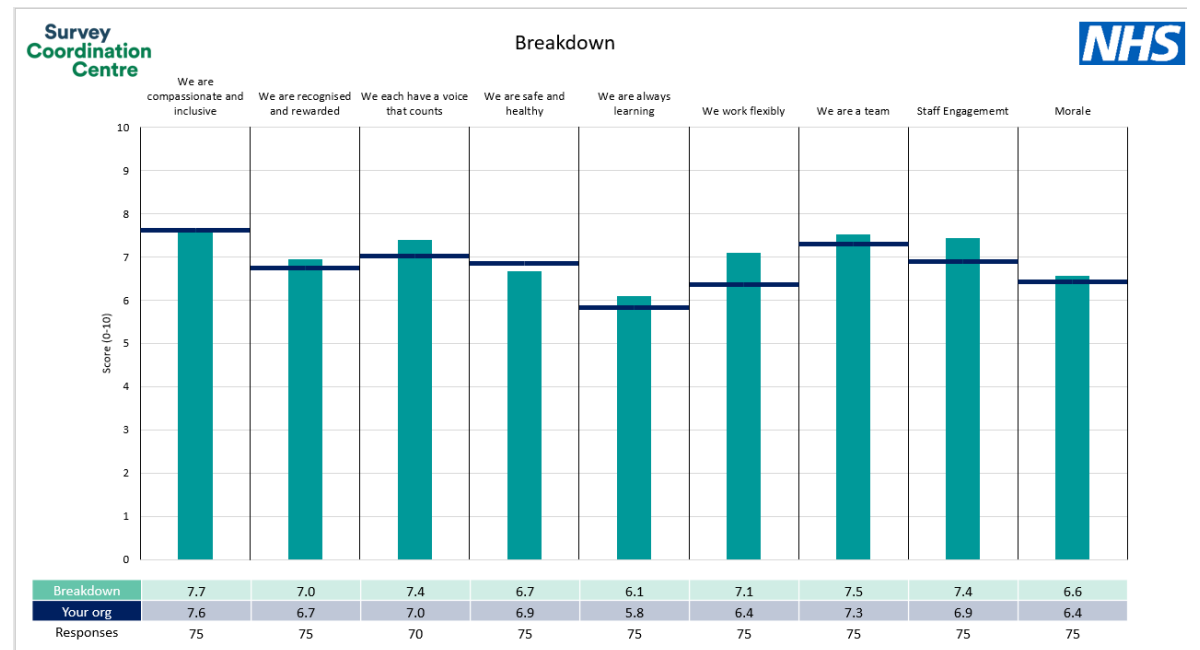
The breakdowns used in this report were provided and defined by University Hospitals Birmingham NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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

University Hospitals Birmingham NHS Foundation Trust
2023 NHS Staff Survey



We are compassionate and inclusive



We are recognised and rewarded



We each have a voice that counts



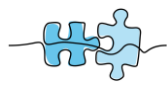
We are safe and healthy



We are always learning



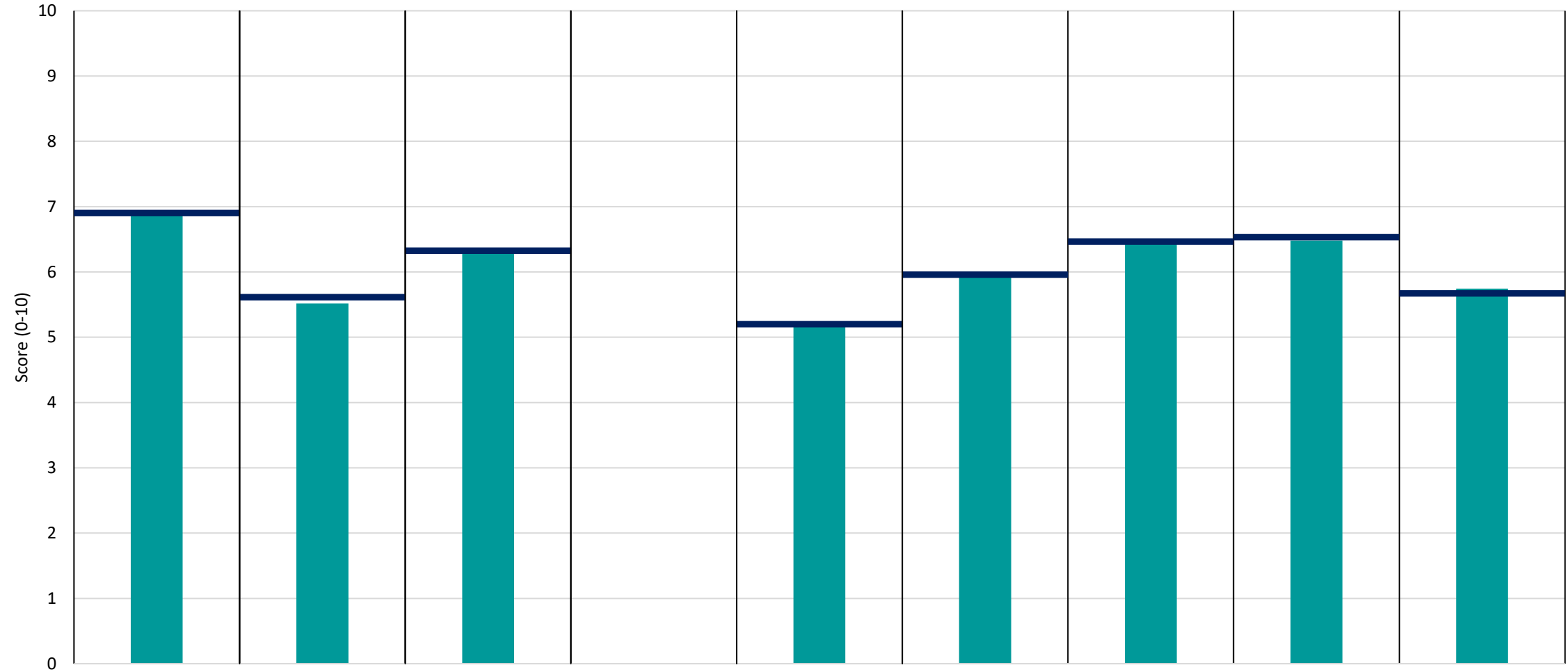
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.92	5.51	6.37	-	5.23	5.95	6.43	6.48	5.74
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	626	630	618	-	575	625	624	629	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.



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



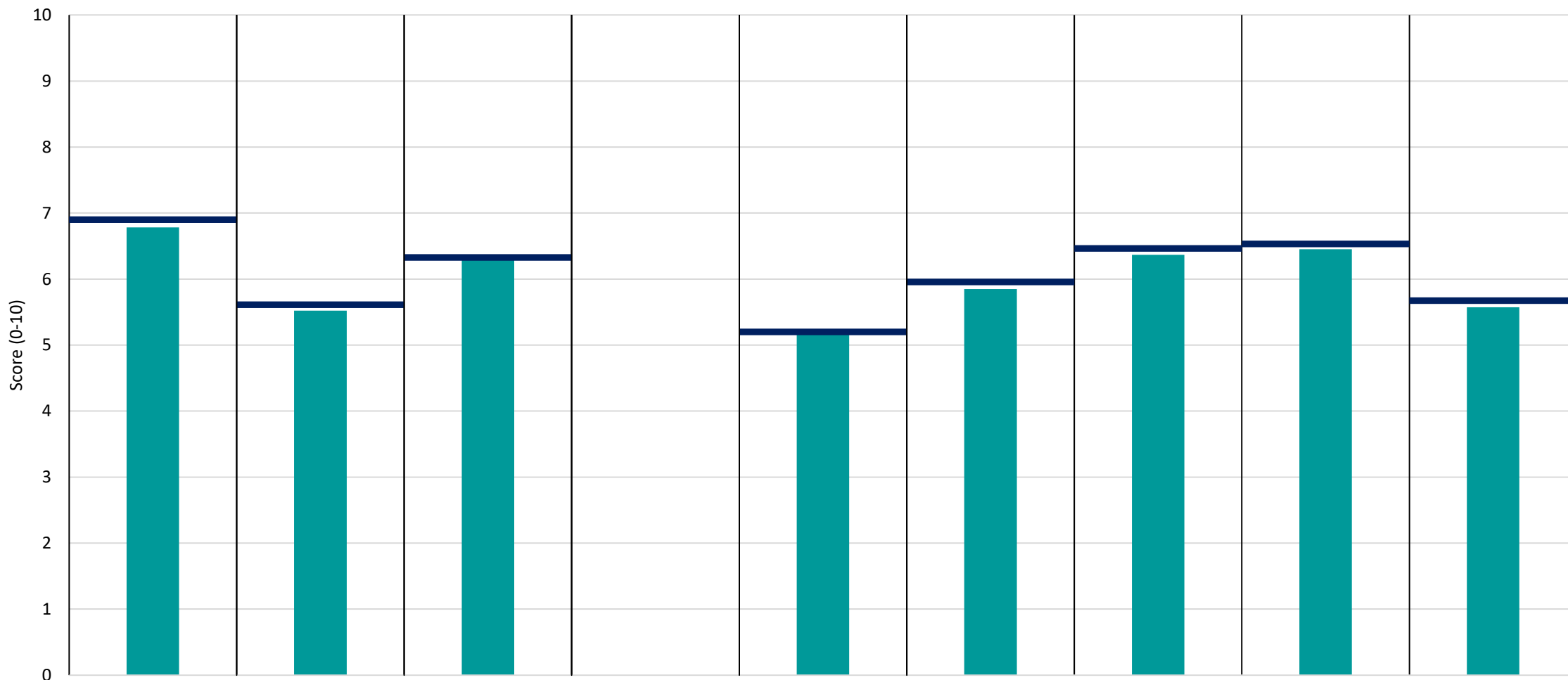
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.78	5.52	6.30	-	5.19	5.85	6.37	6.45	5.57
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 2010 2012 2014 2012 7

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



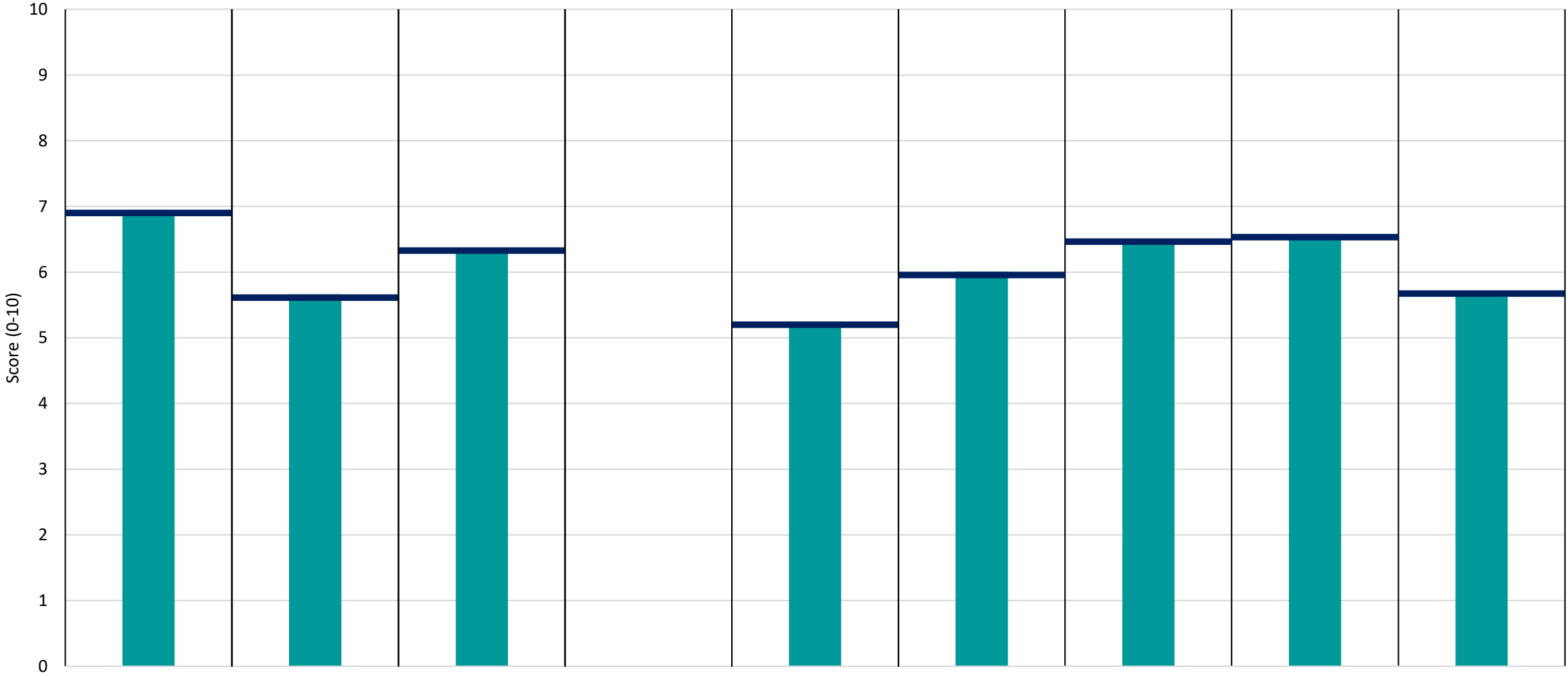
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.93	5.66	6.31	-	5.19	6.01	6.50	6.56	5.68
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 3754 3753 3712 - 3557 3736 3744 3757 3762 8

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



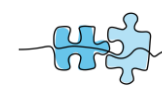
We are safe and
healthy



We are always
learning



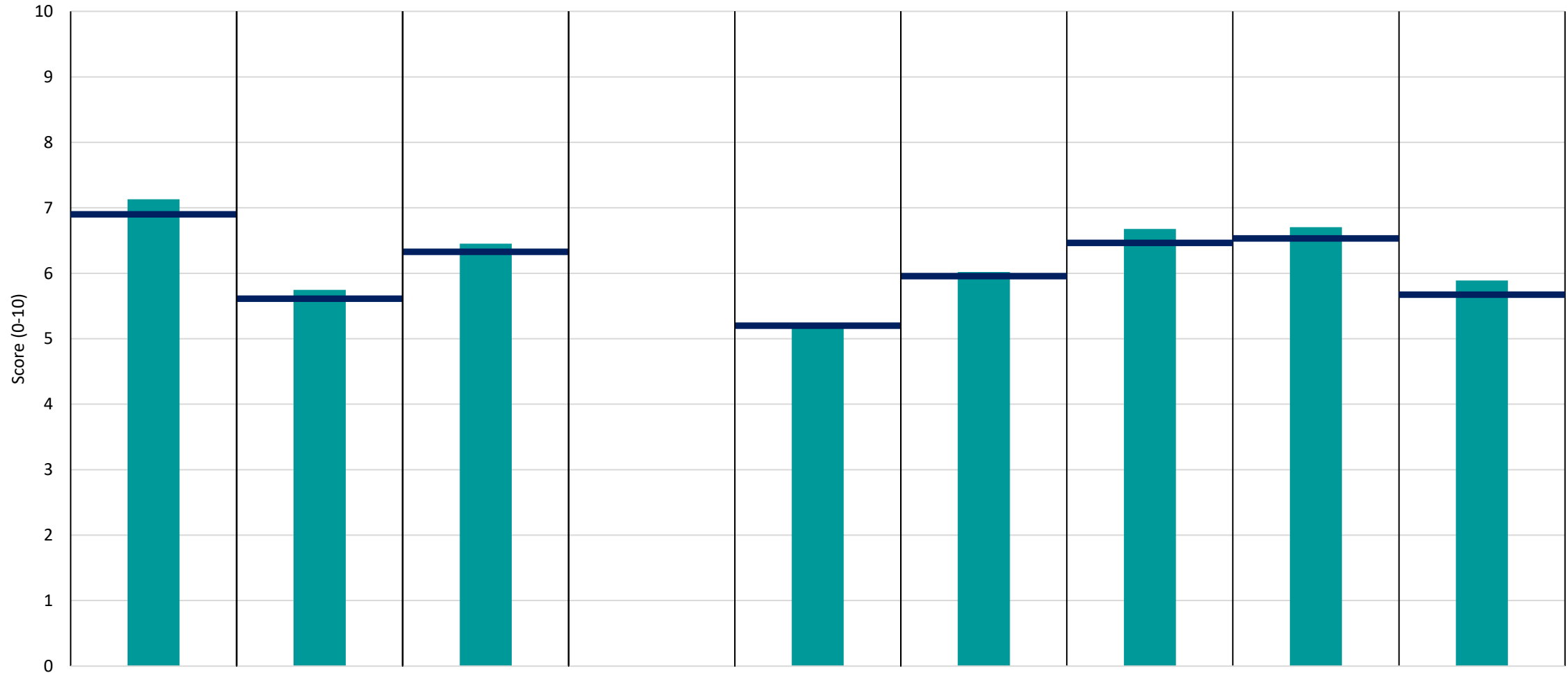
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.13	5.75	6.45	-	5.23	6.02	6.68	6.70	5.89
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	476	476	469	-	439	474	477	476	475

Breakdowns 2

University Hospitals Birmingham 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



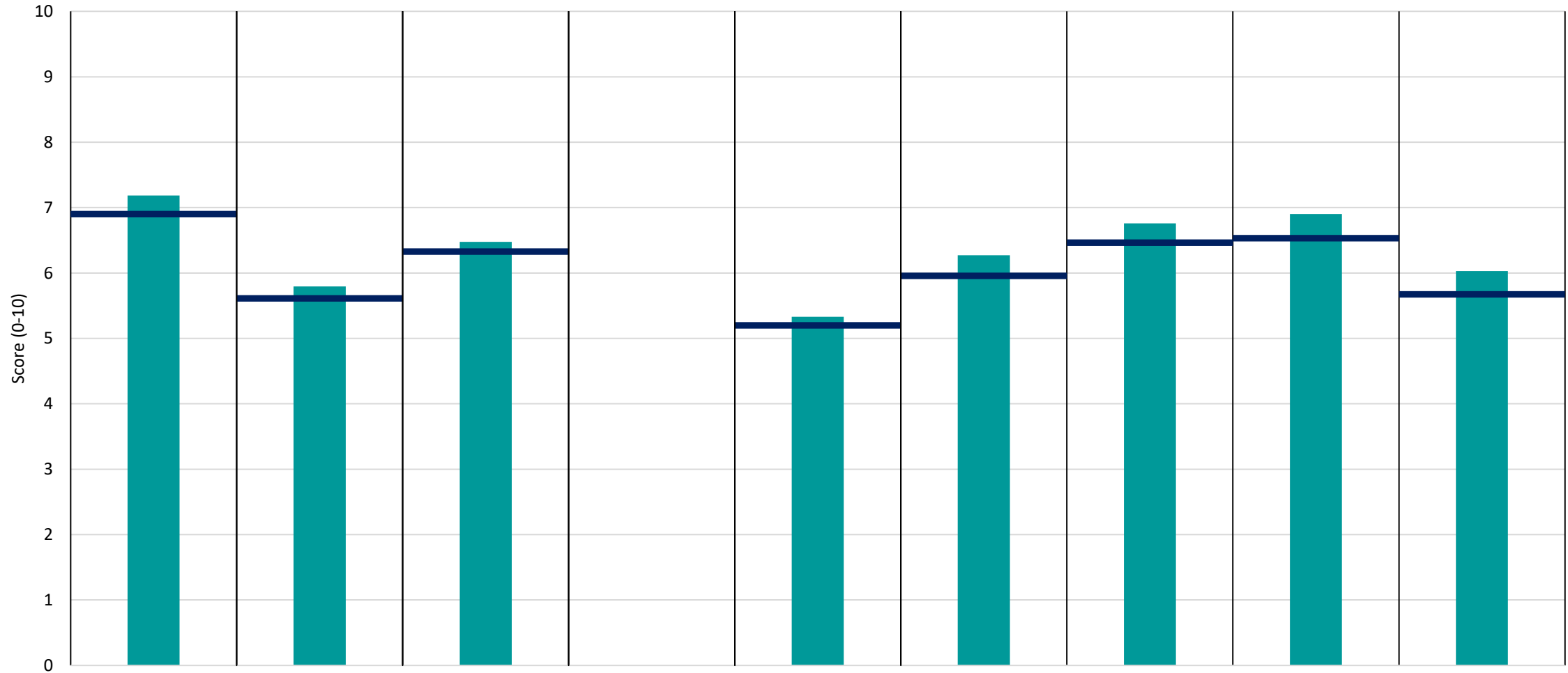
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.19	5.79	6.48	-	5.33	6.27	6.76	6.90	6.03
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	305	304	303	-	293	303	304	305	305

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



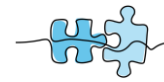
We are safe and
healthy



We are always
learning



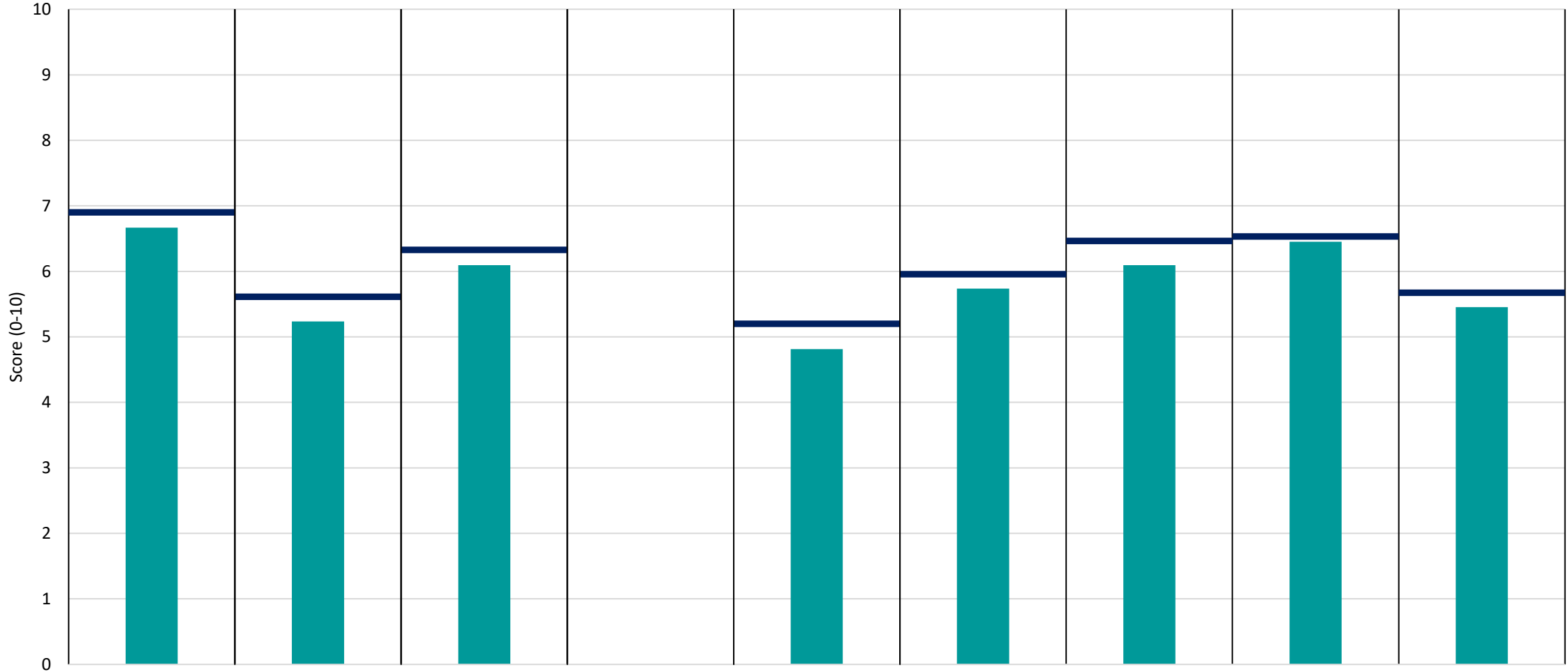
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.67	5.24	6.09	-	4.81	5.74	6.09	6.45	5.45
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 315 316 313 - 296 315 314 316 316 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



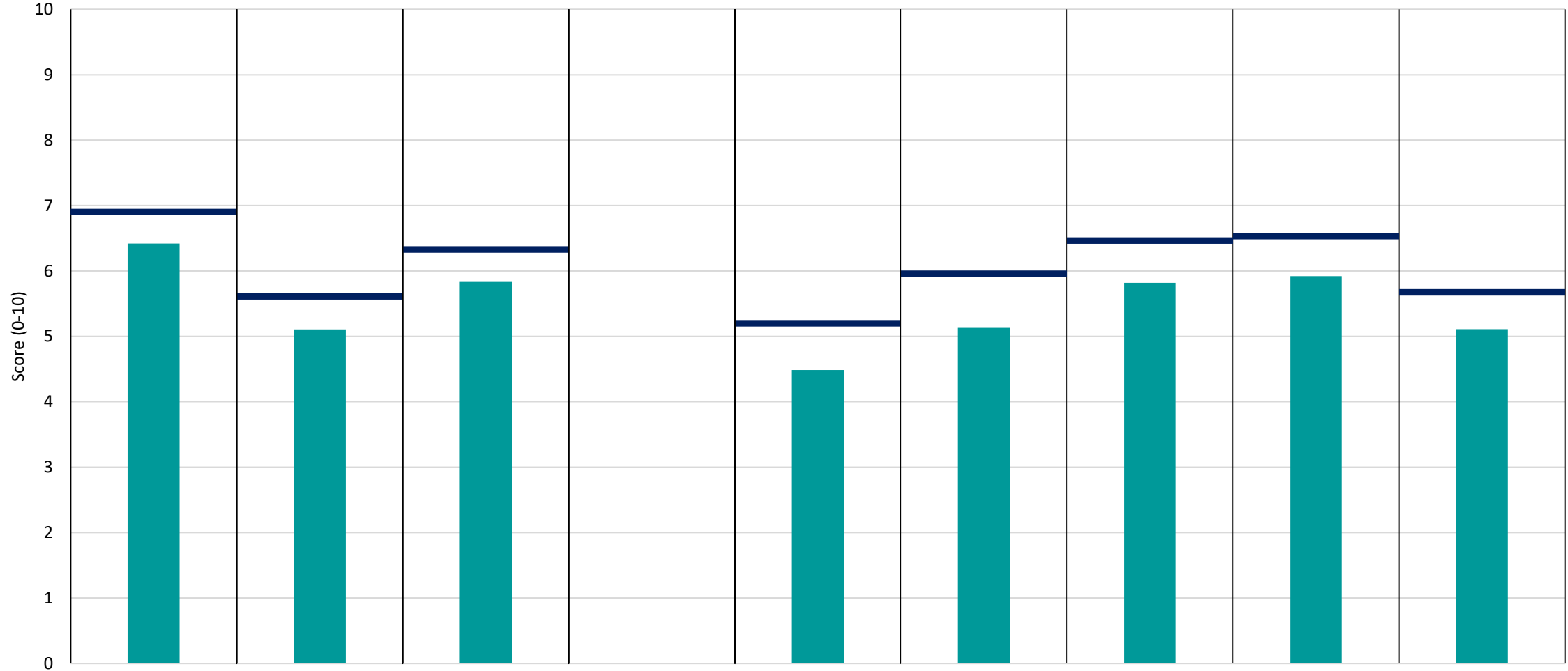
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.42	5.10	5.83	-	4.48	5.13	5.82	5.92	5.11
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	770	770	758	-	709	766	770	769	770



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



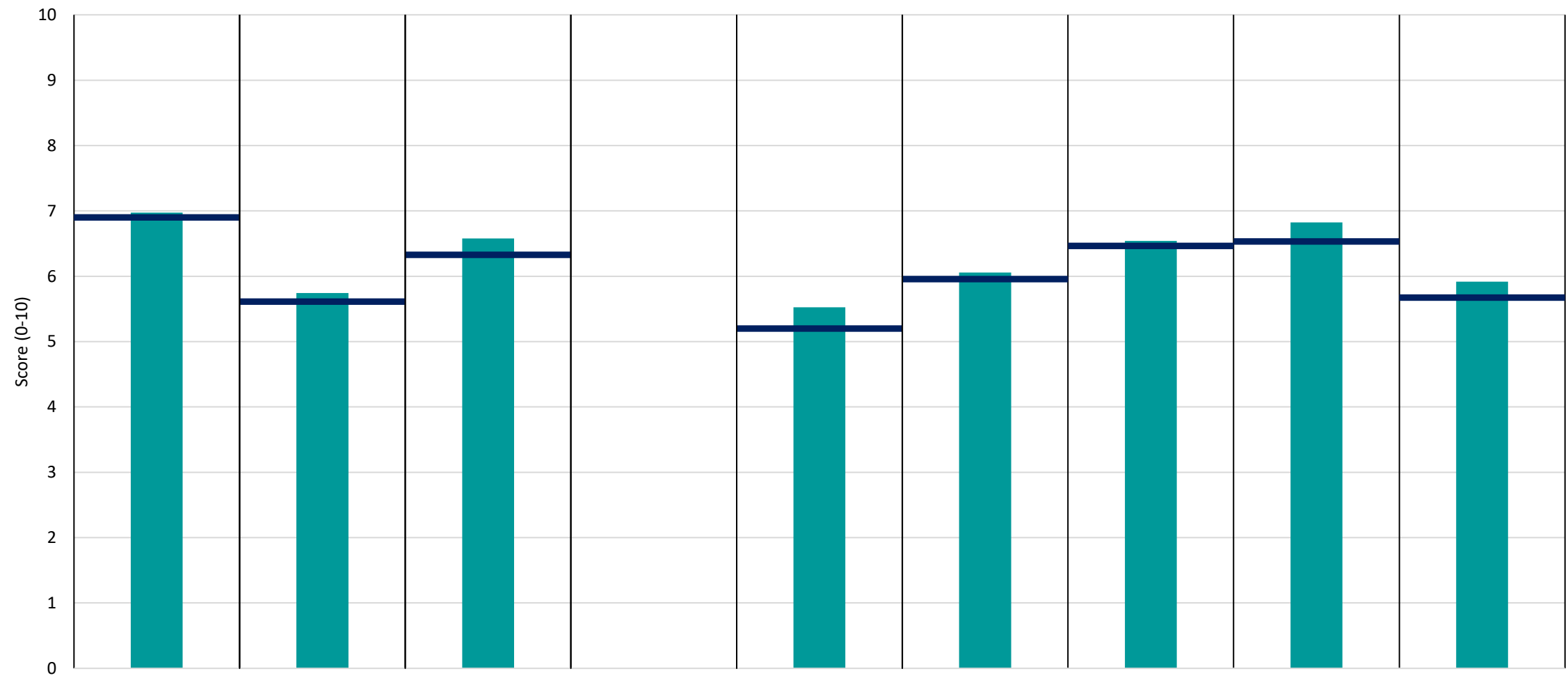
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.98	5.74	6.58	-	5.52	6.06	6.54	6.82	5.92
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	255	255	253	-	241	253	254	255	255

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



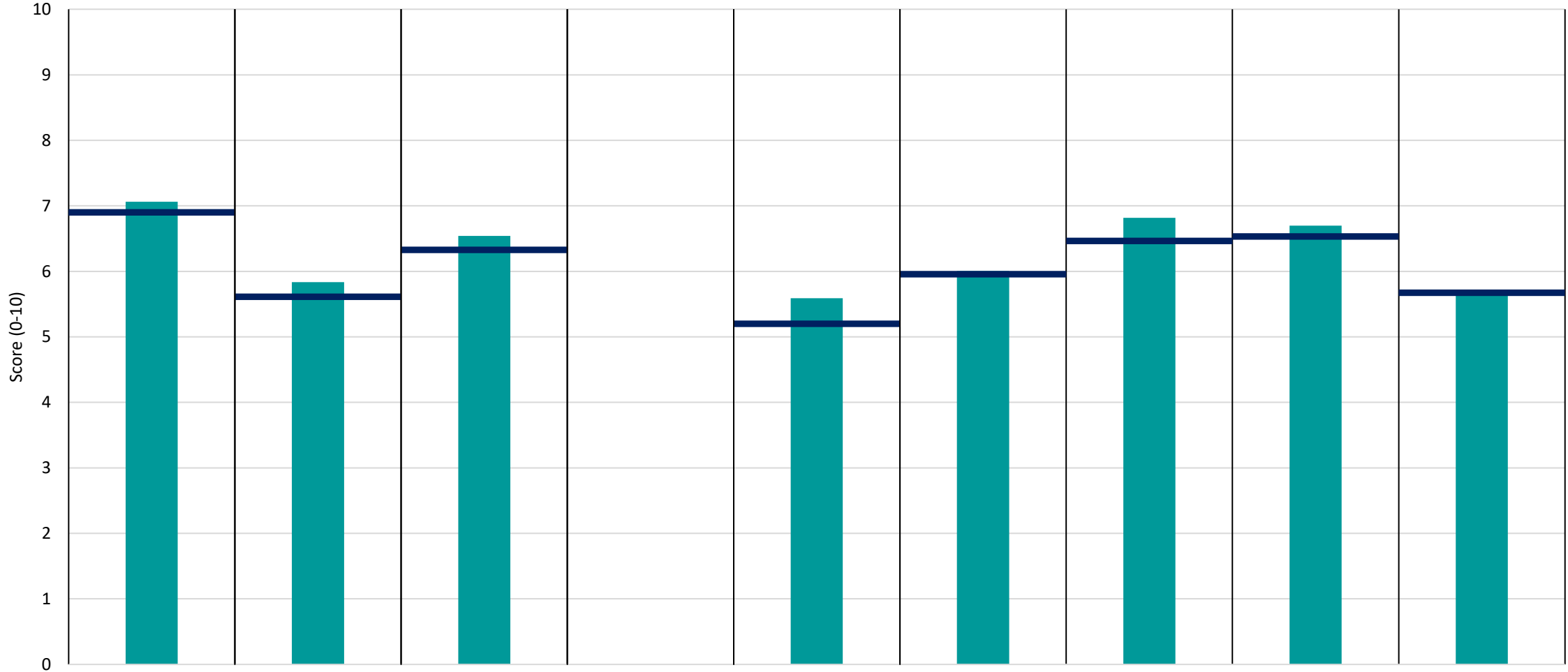
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.06	5.84	6.54	-	5.59	6.00	6.82	6.70	5.65
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	364	364	355	-	348	363	364	365	364



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



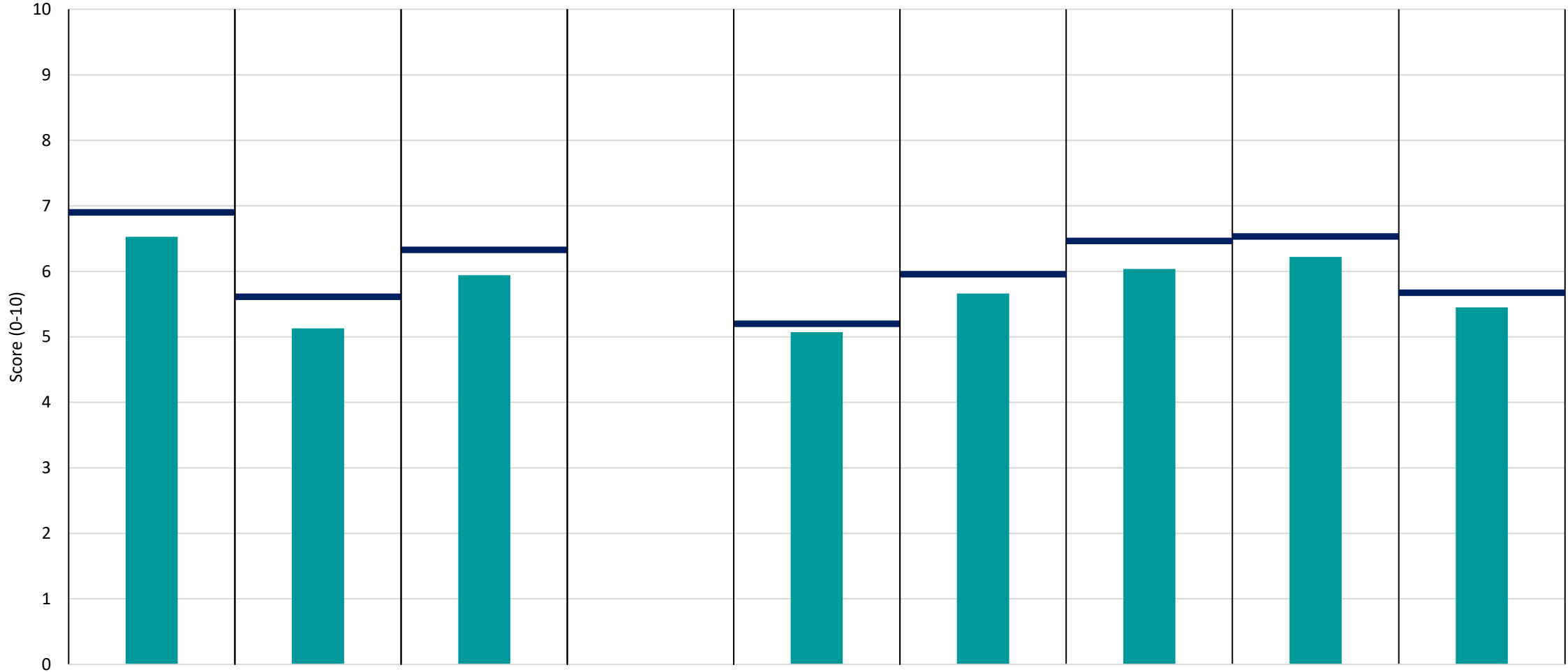
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.53	5.13	5.94	-	5.07	5.66	6.04	6.22	5.45
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	203	203	199	-	194	202	203	203	203



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



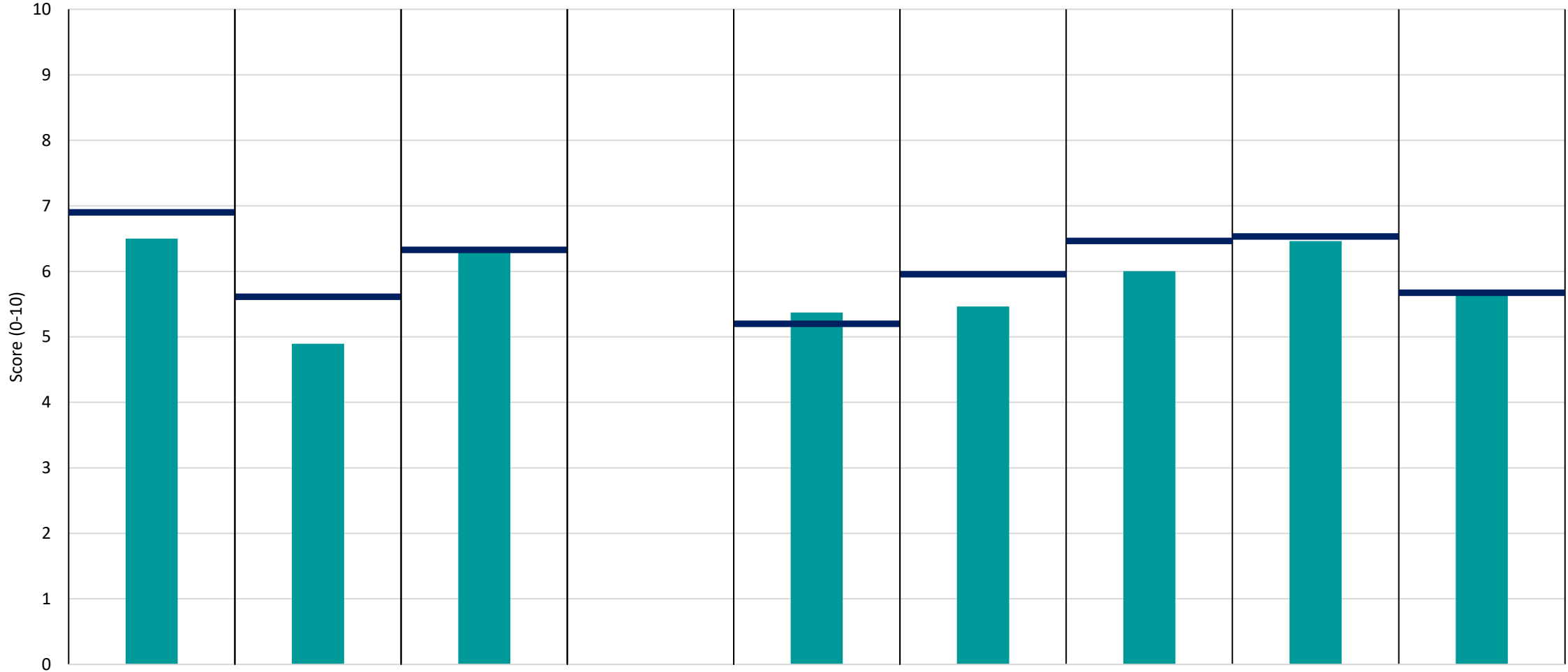
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.50	4.90	6.33	-	5.37	5.46	6.00	6.46	5.72
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	160	160	160	-	154	160	160	161	160



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



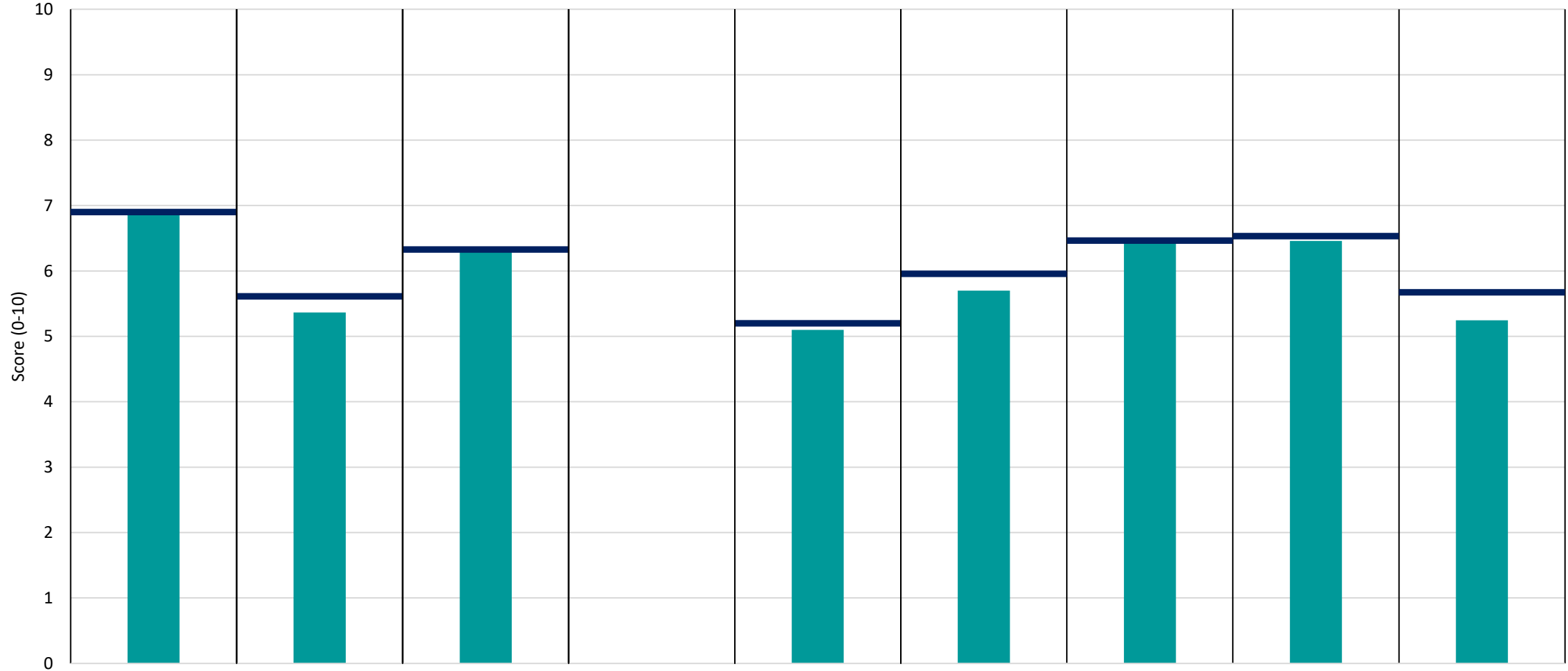
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.92	5.37	6.31	-	5.10	5.70	6.44	6.46	5.24
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	296	297	295	-	282	295	296	297	297



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



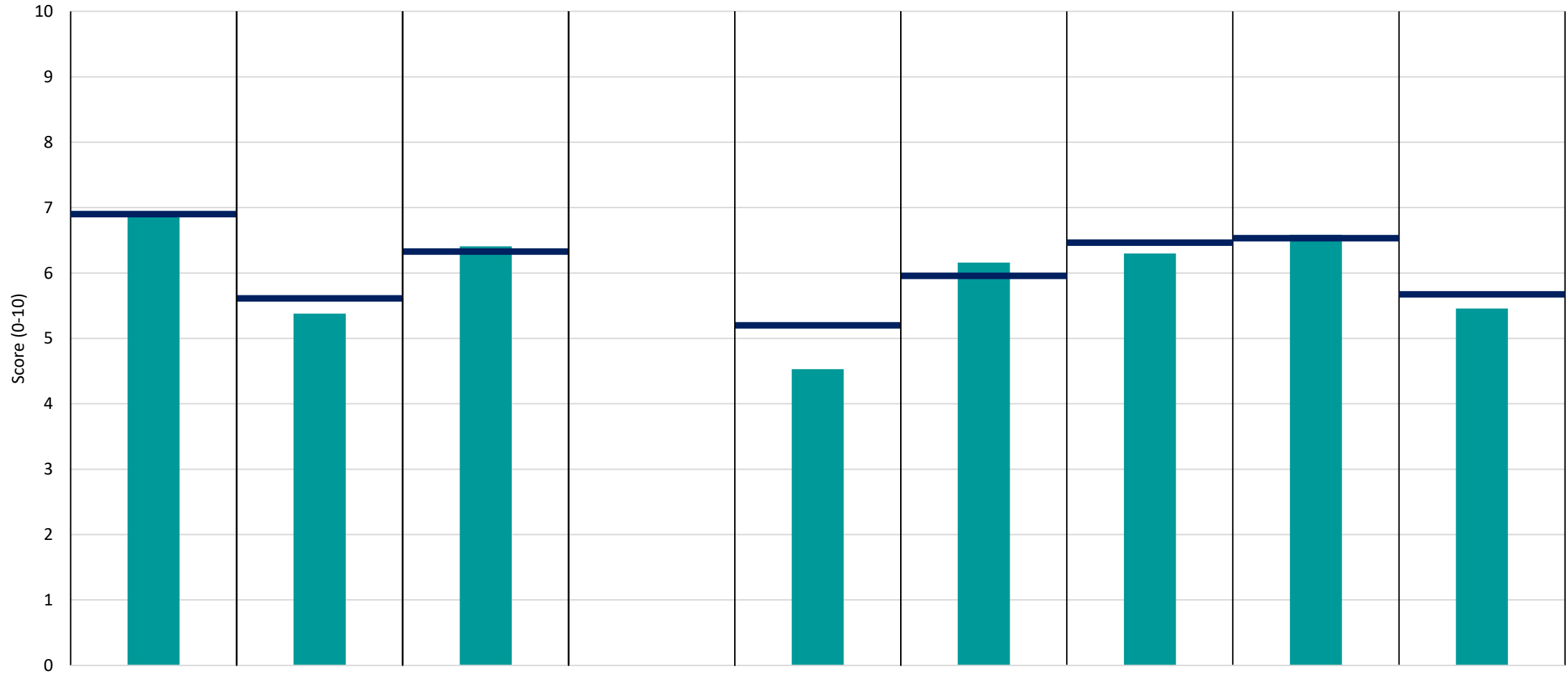
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.89	5.38	6.41	-	4.53	6.16	6.30	6.59	5.46
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 78 78 77 - 70 78 78 78 78 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.



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



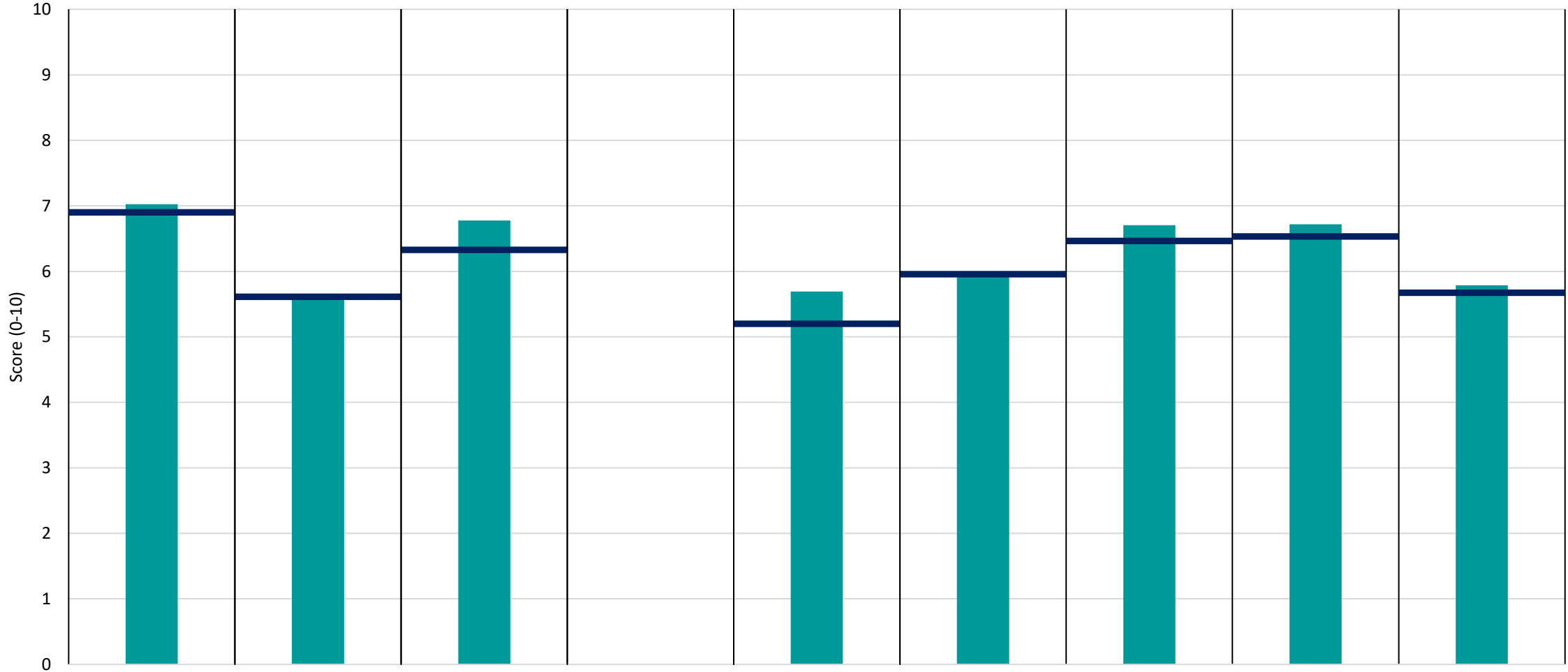
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.03	5.63	6.78	-	5.69	5.97	6.70	6.72	5.79
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 132 133 130 - 123 131 131 133 133 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



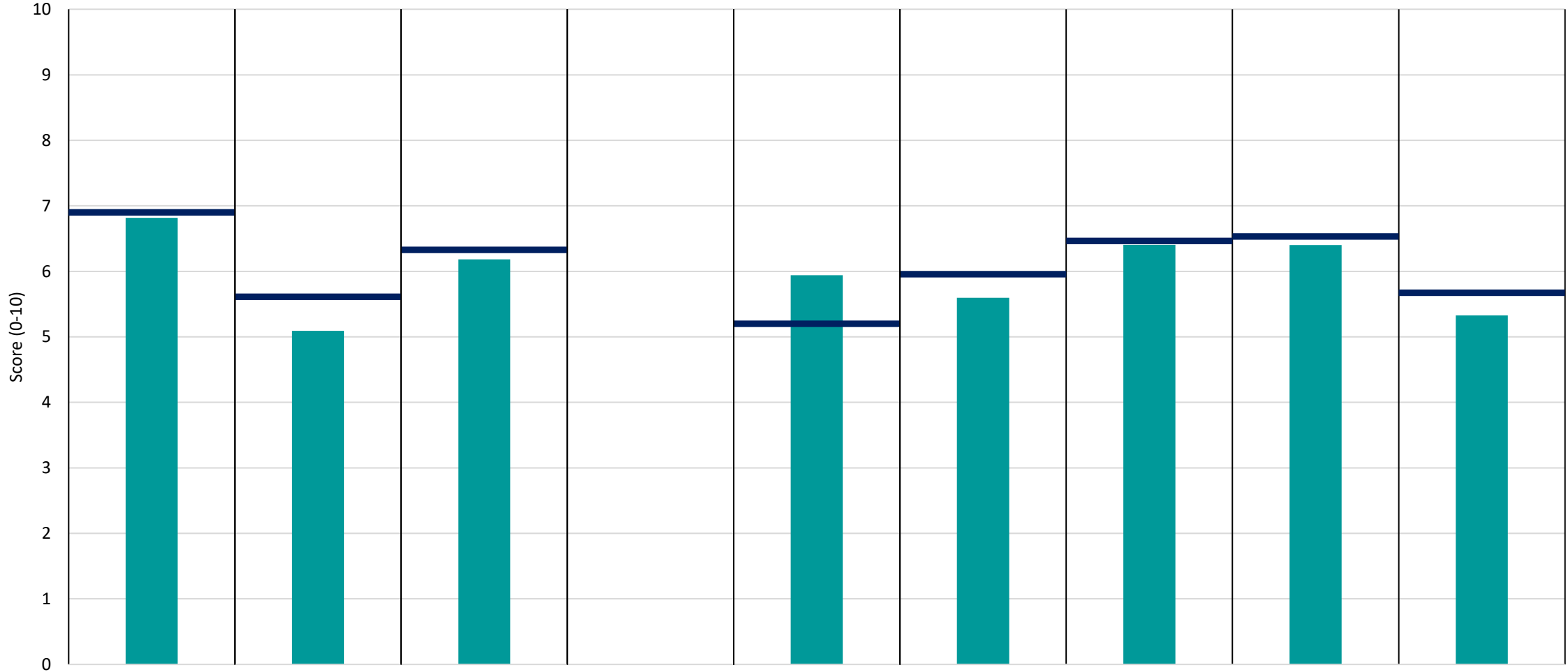
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.82	5.09	6.18	-	5.94	5.60	6.41	6.40	5.33
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 51 51 51 - 48 51 51 51 51 51 21

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



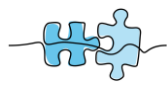
We are safe and
healthy



We are always
learning



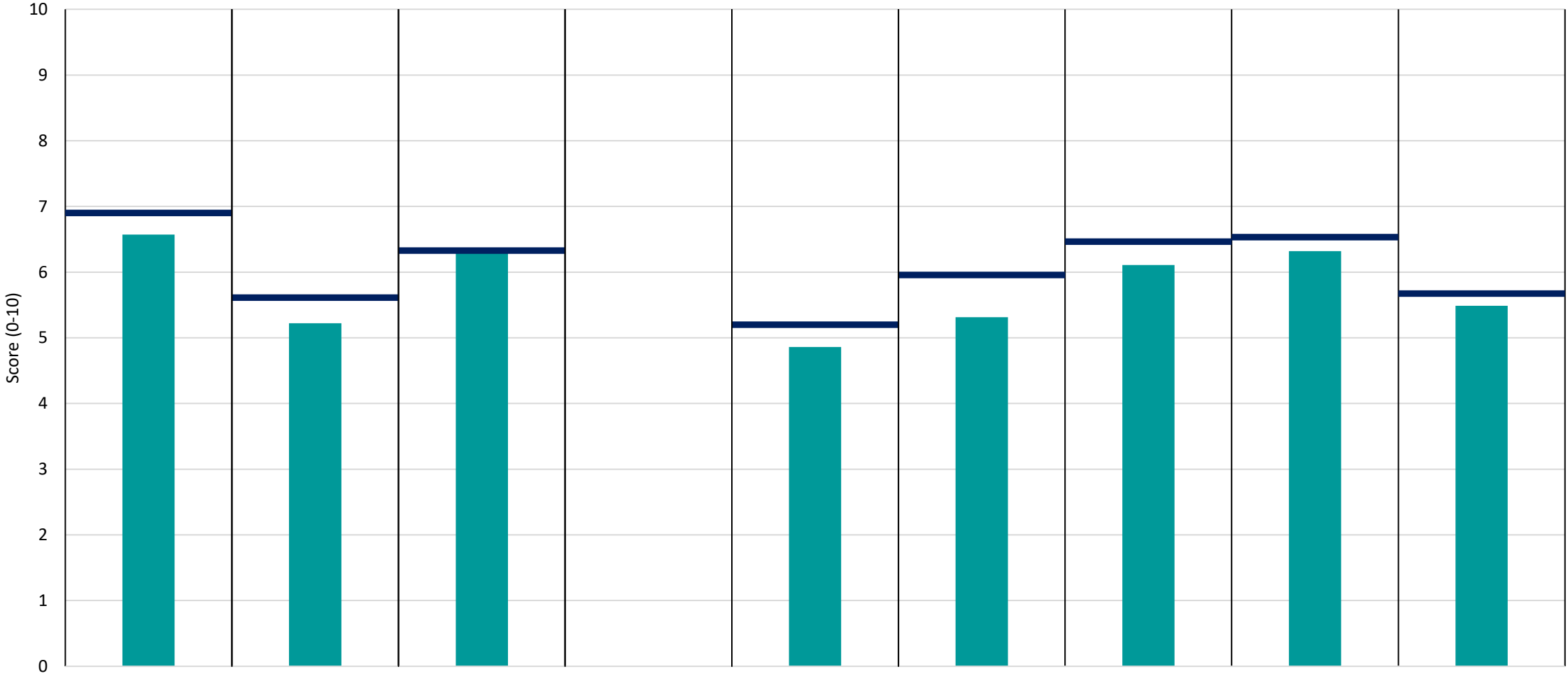
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.57	5.22	6.34	-	4.86	5.31	6.11	6.32	5.49
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 44 45 44 - 42 45 44 45 45 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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



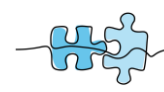
We are safe and
healthy



We are always
learning



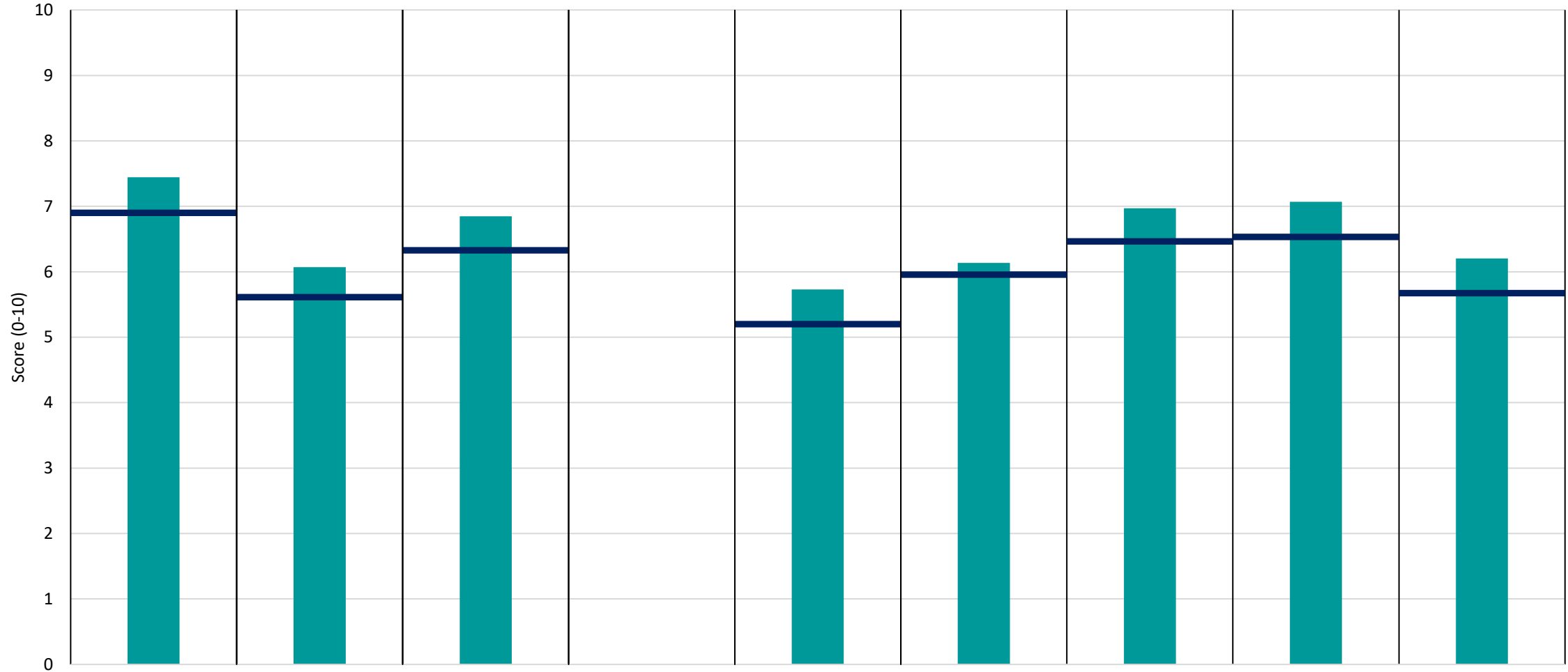
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.44	6.07	6.85	-	5.73	6.14	6.97	7.07	6.20
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 136 136 135 - 130 136 136 136 136 136 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



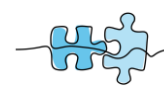
We are safe and
healthy



We are always
learning



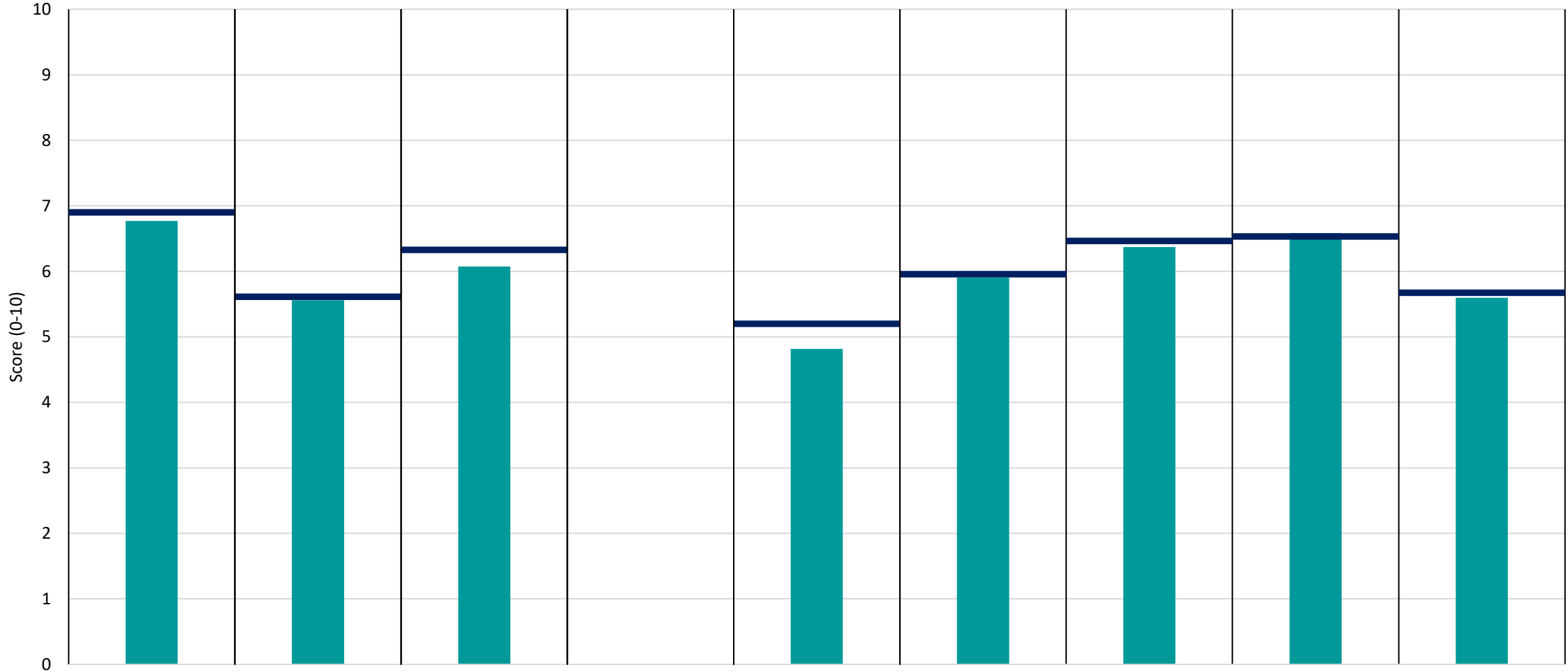
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.77	5.56	6.07	-	4.81	5.91	6.37	6.58	5.60
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 129 129 128 - 117 129 129 129 128 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.



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



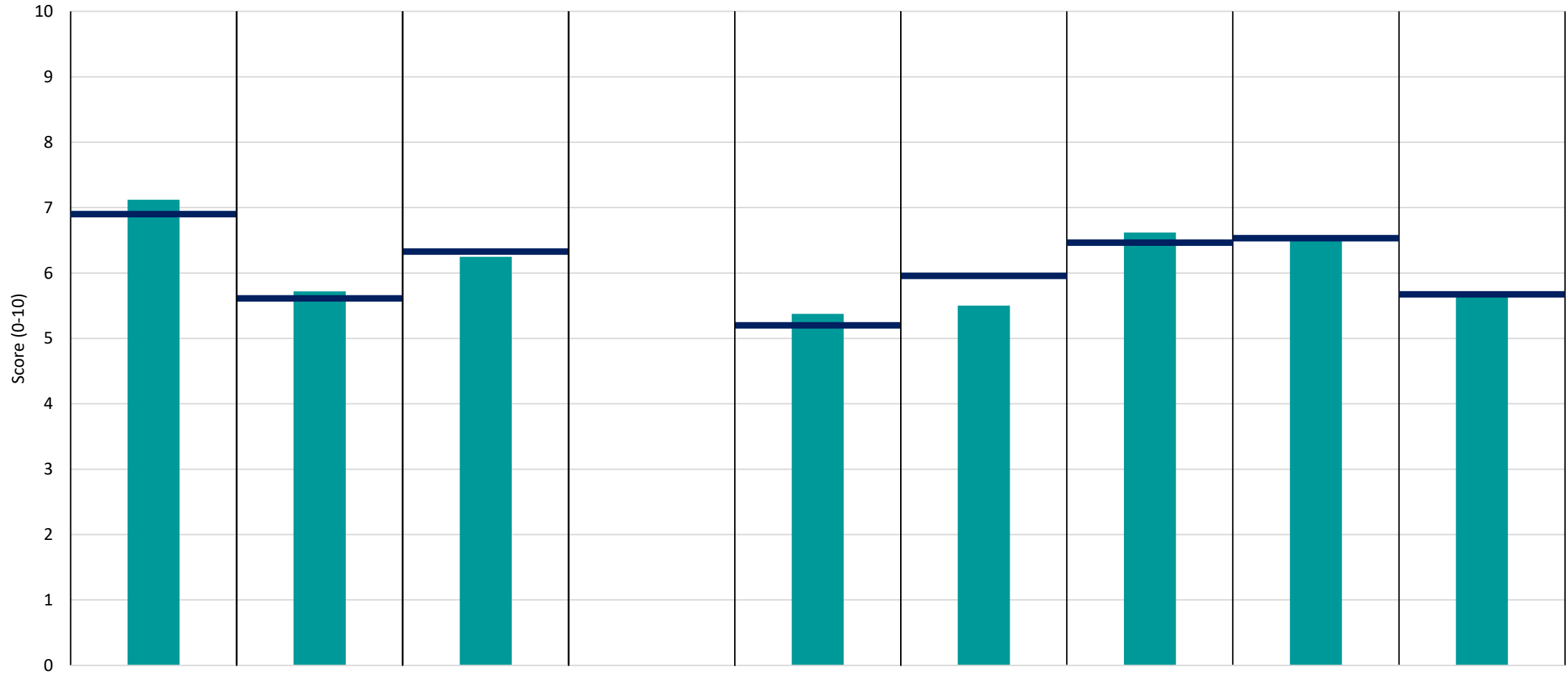
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.12	5.72	6.25	-	5.38	5.50	6.62	6.51	5.66
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	148	148	147	-	141	148	148	148	148



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



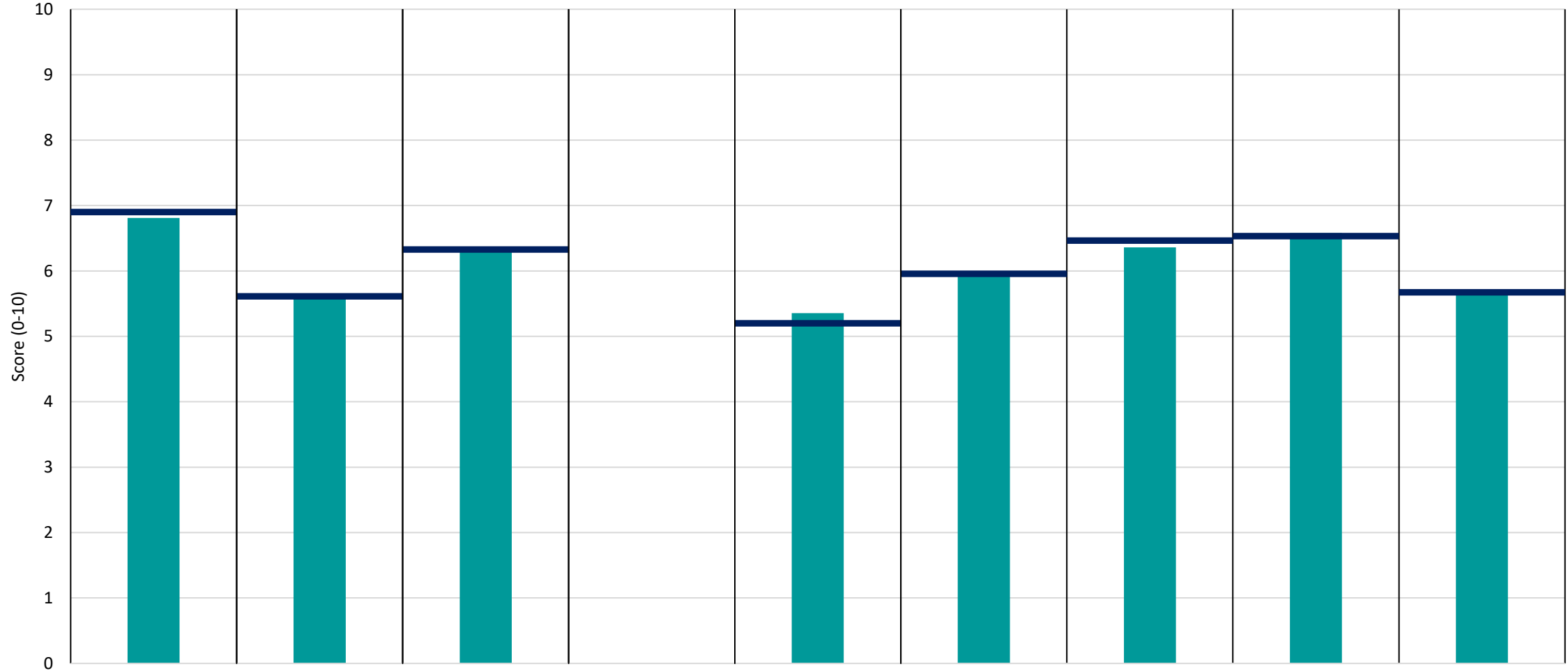
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.81	5.61	6.30	-	5.35	5.93	6.36	6.58	5.69
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 122 121 120 - 110 121 122 122 122 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.



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



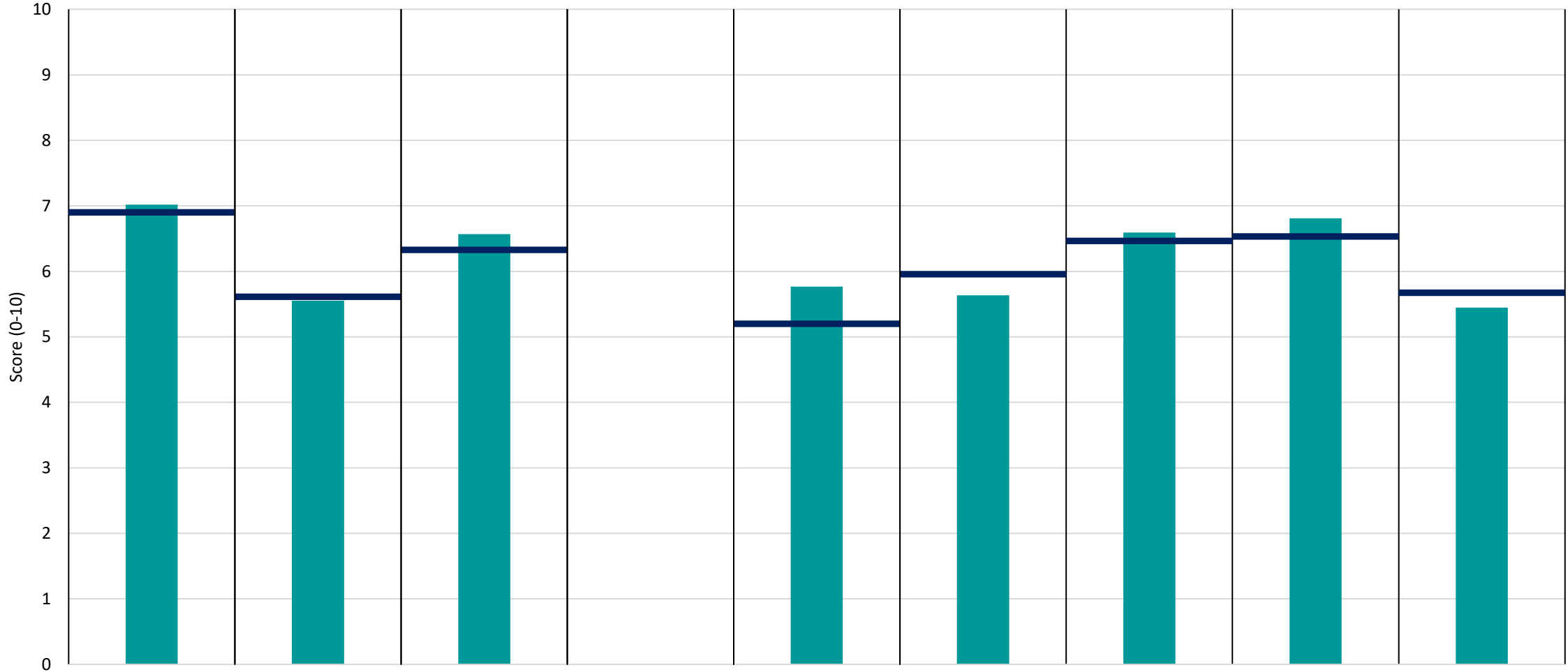
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.02	5.55	6.57	-	5.77	5.63	6.59	6.81	5.45
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	418	418	415	-	402	413	416	417	418 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



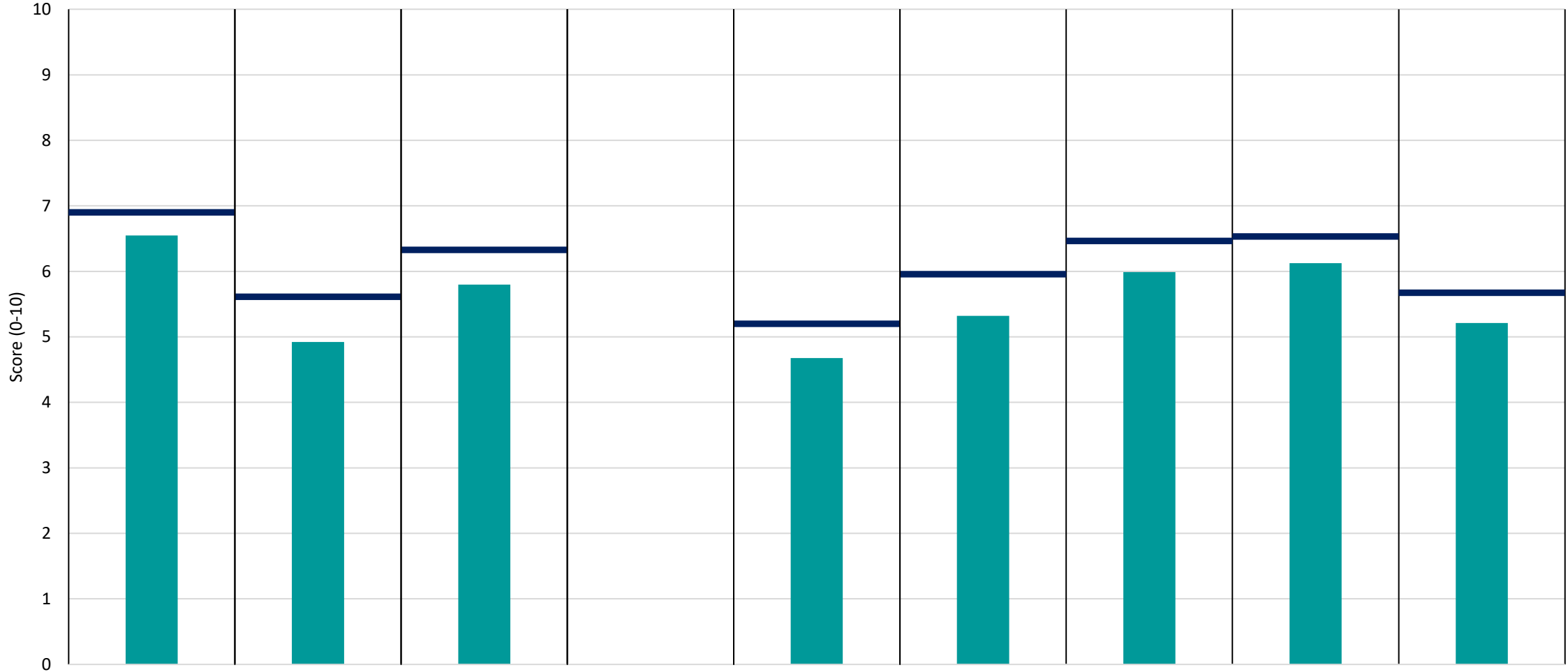
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.55	4.92	5.80	-	4.68	5.32	5.99	6.12	5.21
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 253 253 252 - 243 254 252 255 254 28

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



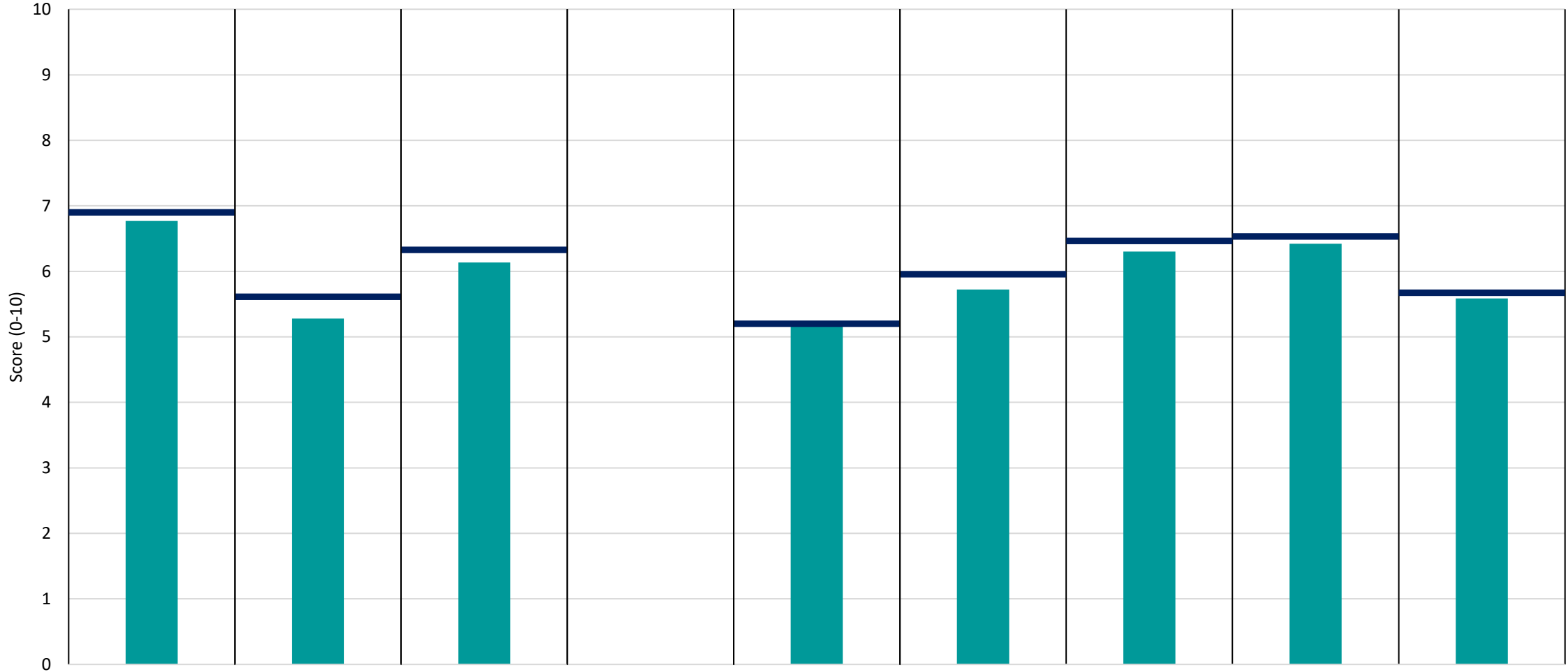
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.77	5.28	6.14	-	5.18	5.72	6.30	6.42	5.59
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 308 308 305 - 290 307 306 308 308 29

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



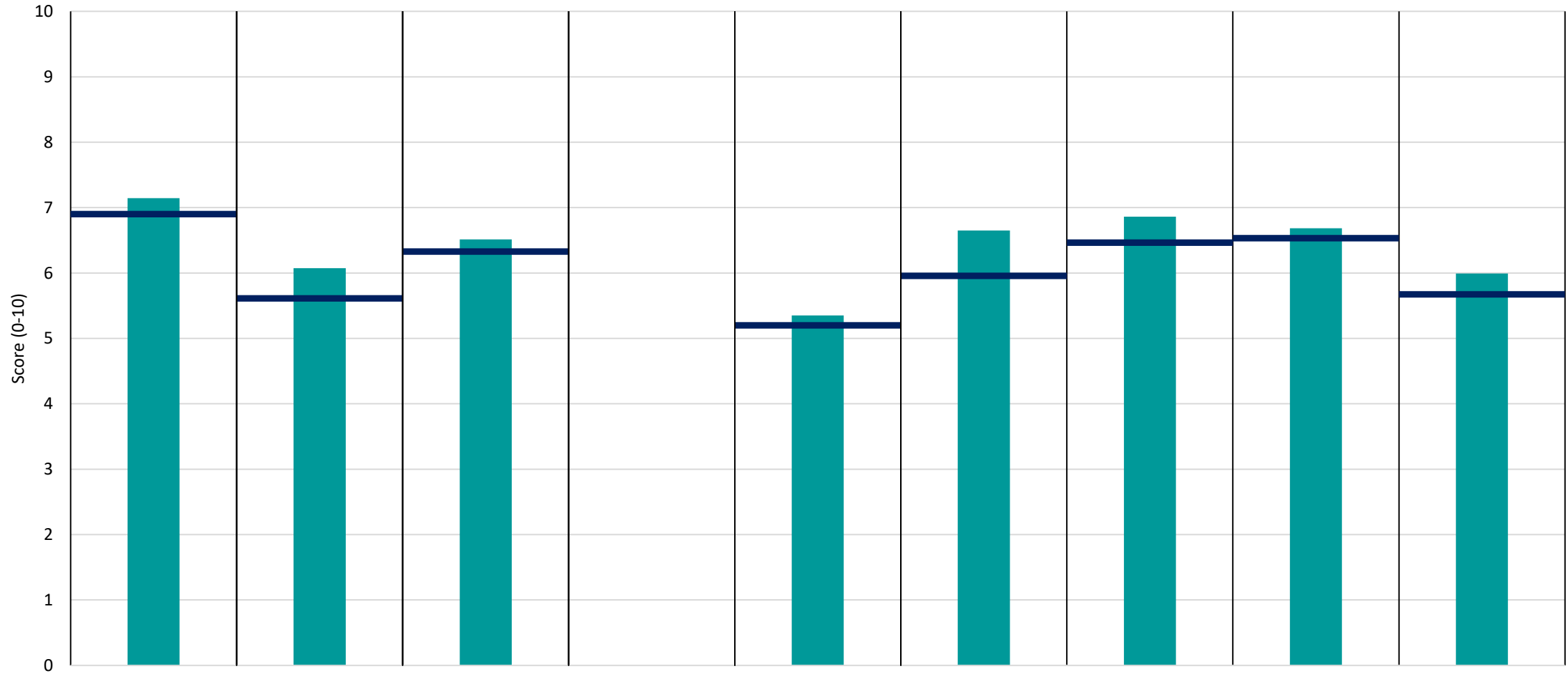
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.15	6.08	6.51	-	5.35	6.65	6.86	6.68	5.99
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	1807	1809	1785	-	1730	1799	1805	1811	1811 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.

FACILITIES



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



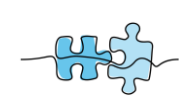
We are safe and
healthy



We are always
learning



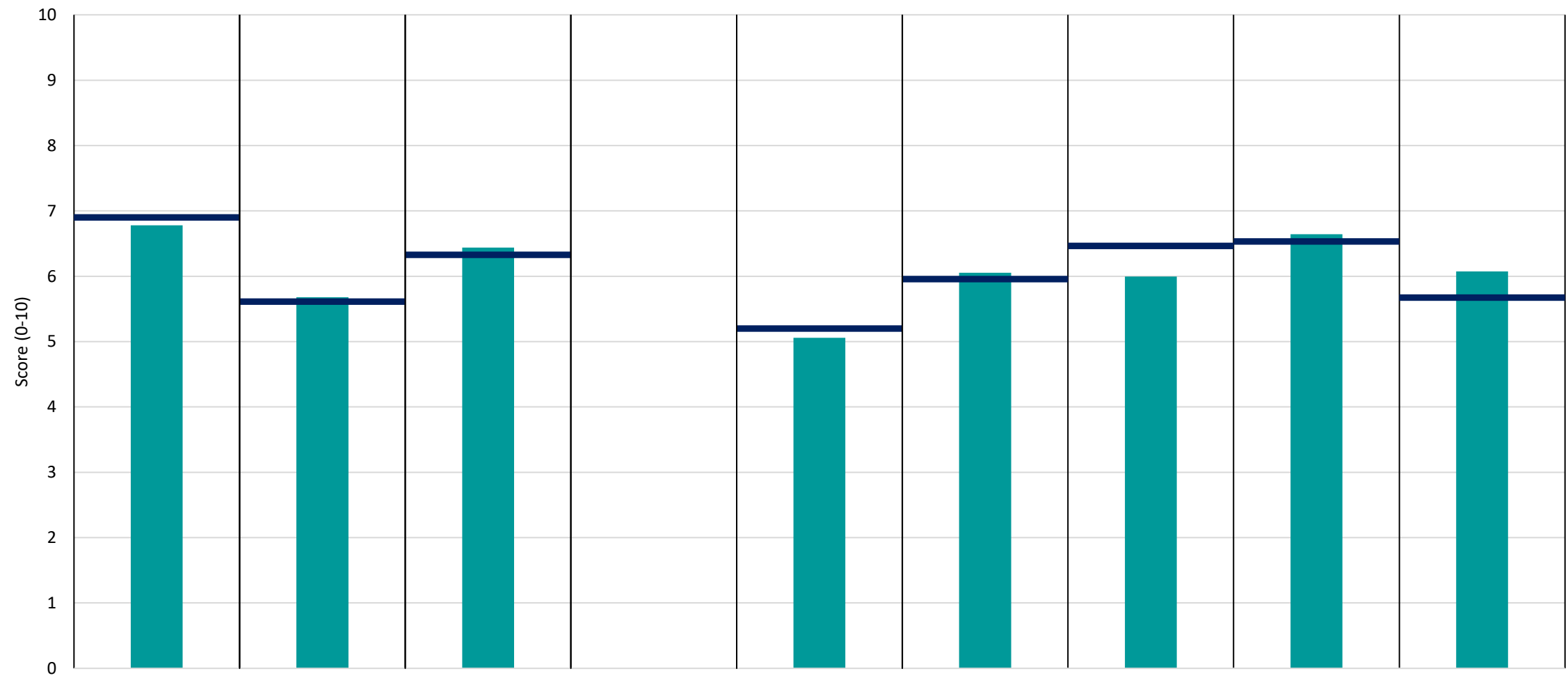
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.78	5.68	6.44	-	5.06	6.05	6.00	6.64	6.07
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67
Responses	302	303	294	-	260	296	302	302	306 ³¹

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



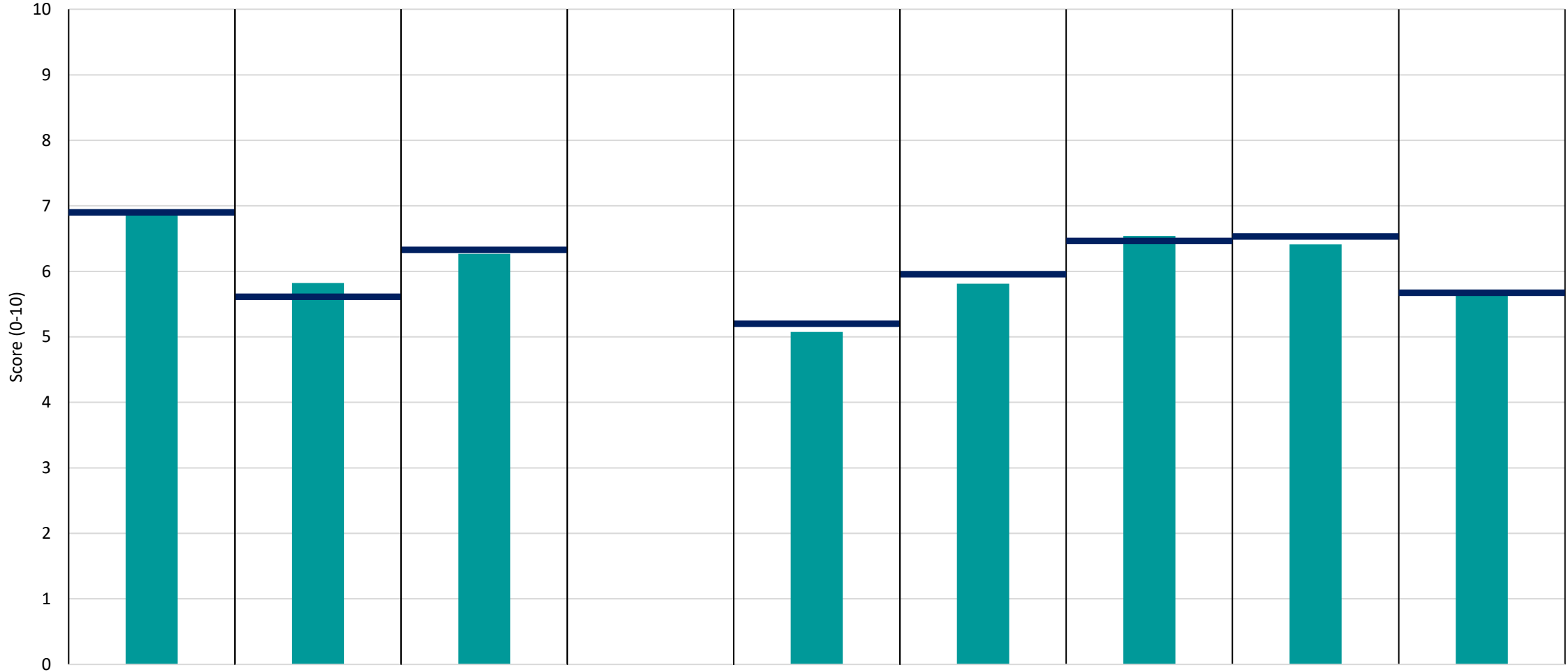
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.94	5.82	6.27	-	5.07	5.81	6.54	6.41	5.69
Your org	6.90	5.61	6.33	-	5.20	5.96	6.46	6.53	5.67

Responses 270 270 263 - 255 269 270 270 270 32

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.