



Northumbria Healthcare NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Northumbria 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 Northumbria 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.



! 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

Northumbria Healthcare NHS Foundation Trust
2023 NHS Staff Survey

319 CHI Child Health Directorate



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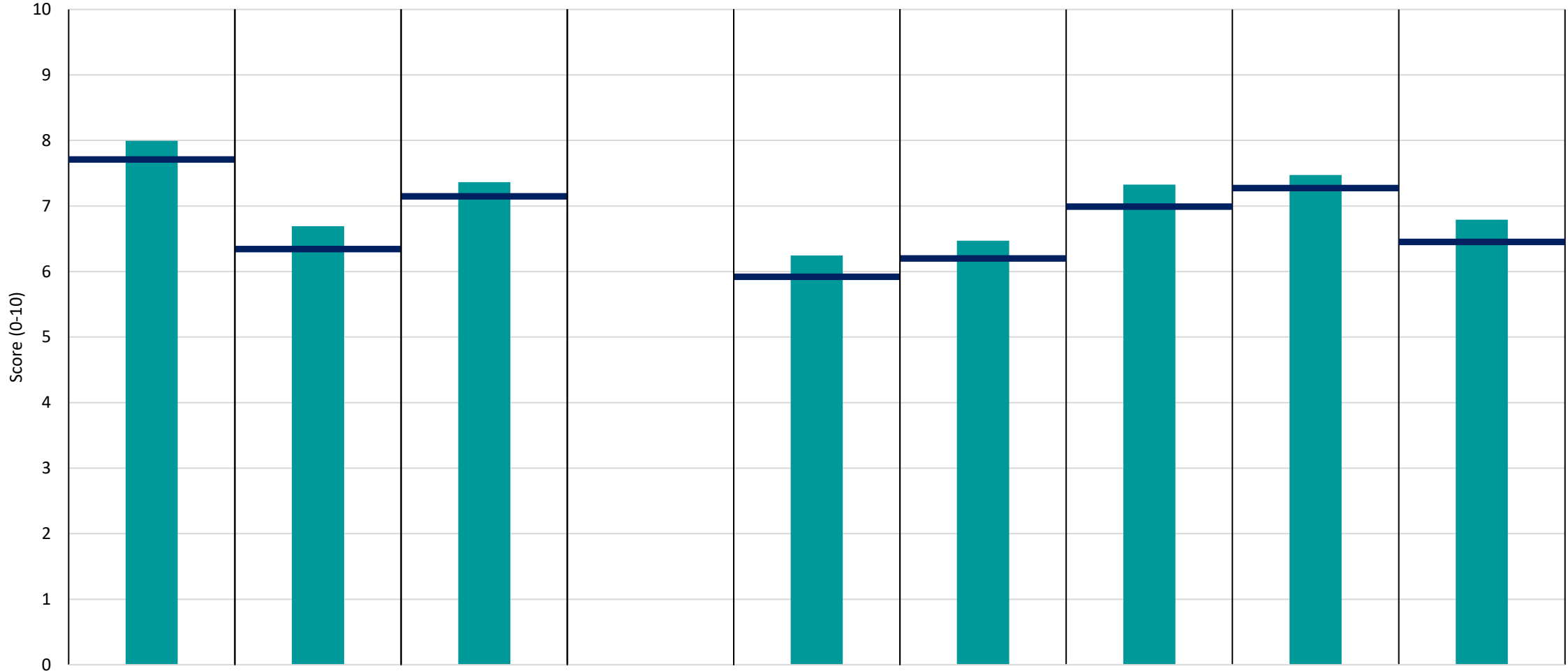
We work flexibly



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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.99 | 6.69 | 7.36 | - | 6.24 | 6.47 | 7.33 | 7.47 | 6.79 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 264 | 264 | 262 | - | 253 | 264 | 264 | 264 | 264 |

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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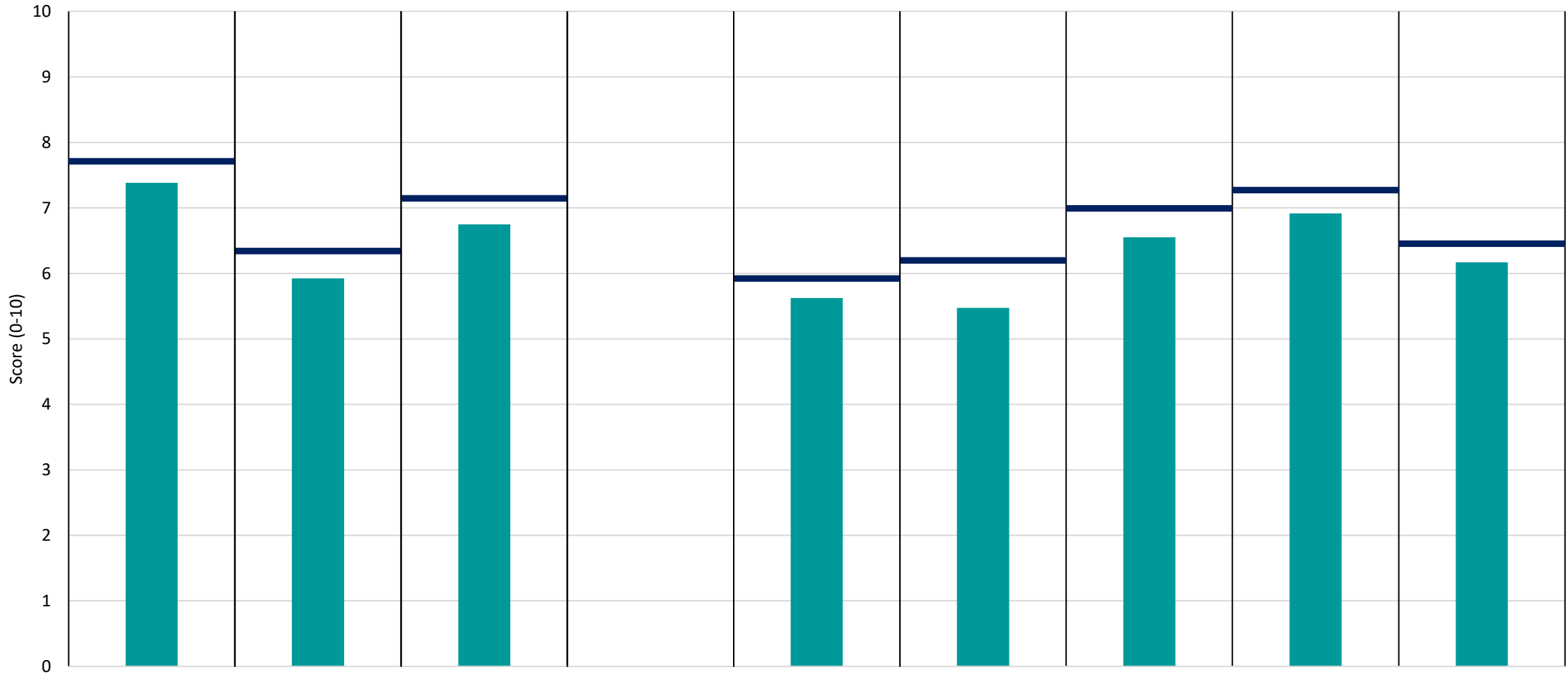
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.38 | 5.92 | 6.75 | - | 5.62 | 5.47 | 6.55 | 6.92 | 6.17 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 664 | 664 | 660 | - | 612 | 662 | 664 | 664 | 664 |

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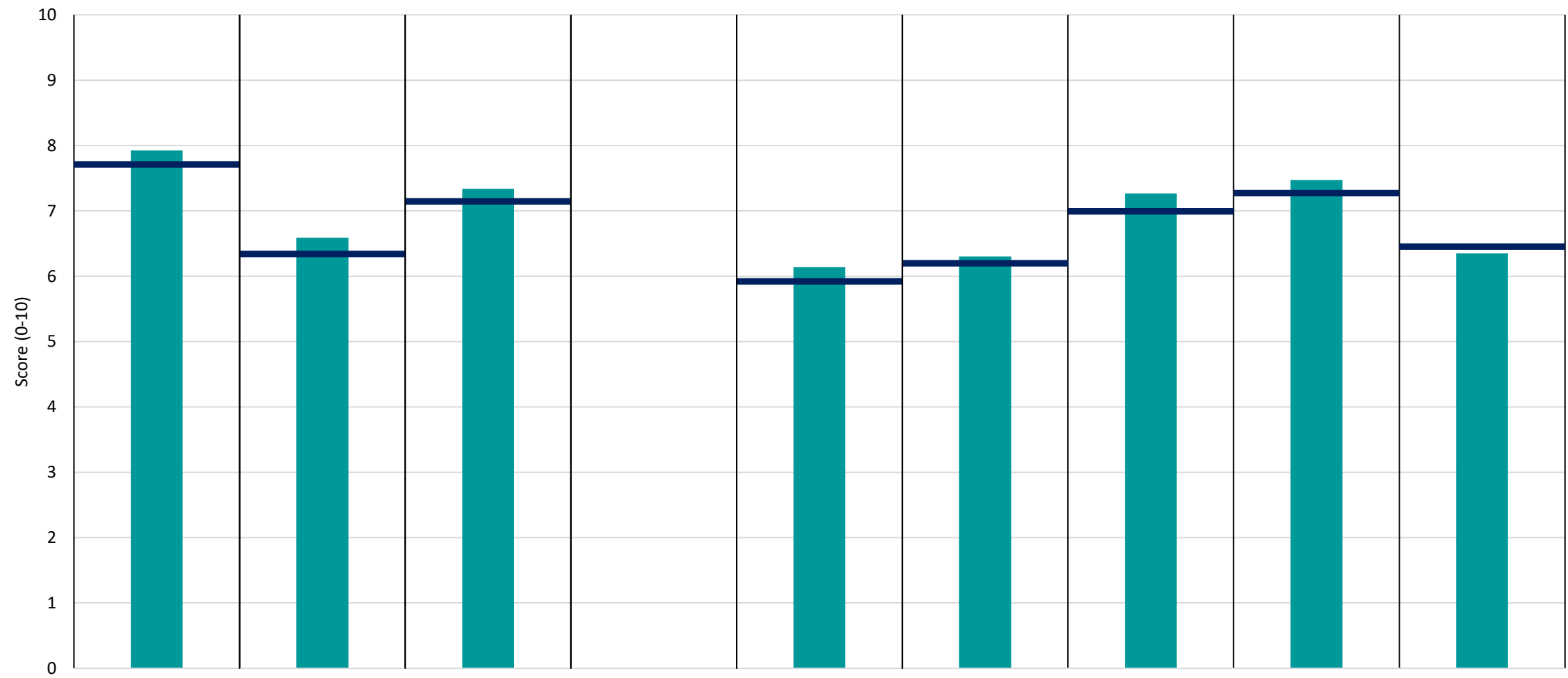
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.93 | 6.59 | 7.34 | - | 6.14 | 6.30 | 7.27 | 7.47 | 6.35 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 976 | 975 | 973 | - | 937 | 970 | 974 | 976 | 976 |

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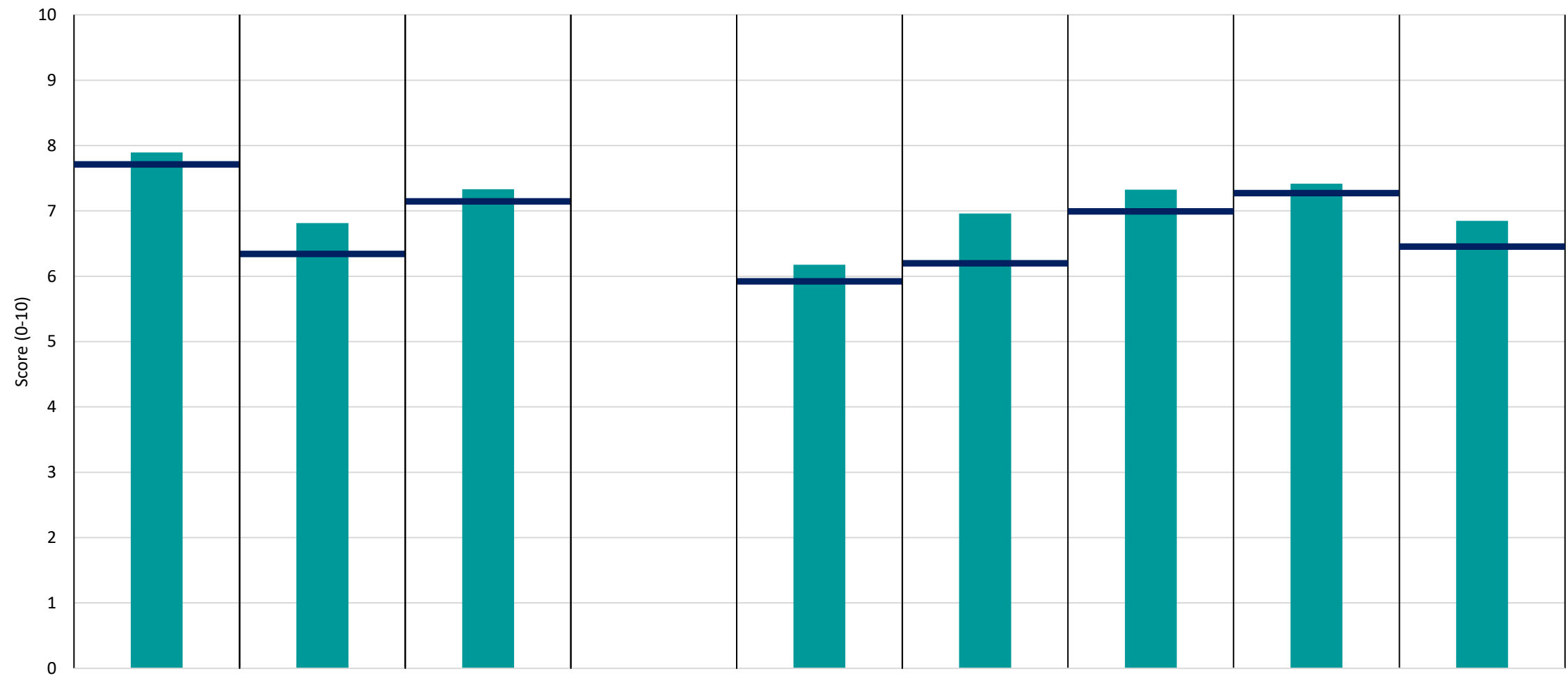
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.89 | 6.81 | 7.33 | - | 6.18 | 6.96 | 7.33 | 7.42 | 6.85 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 1087 | 1089 | 1082 | - | 1005 | 1083 | 1088 | 1089 | 1089 |

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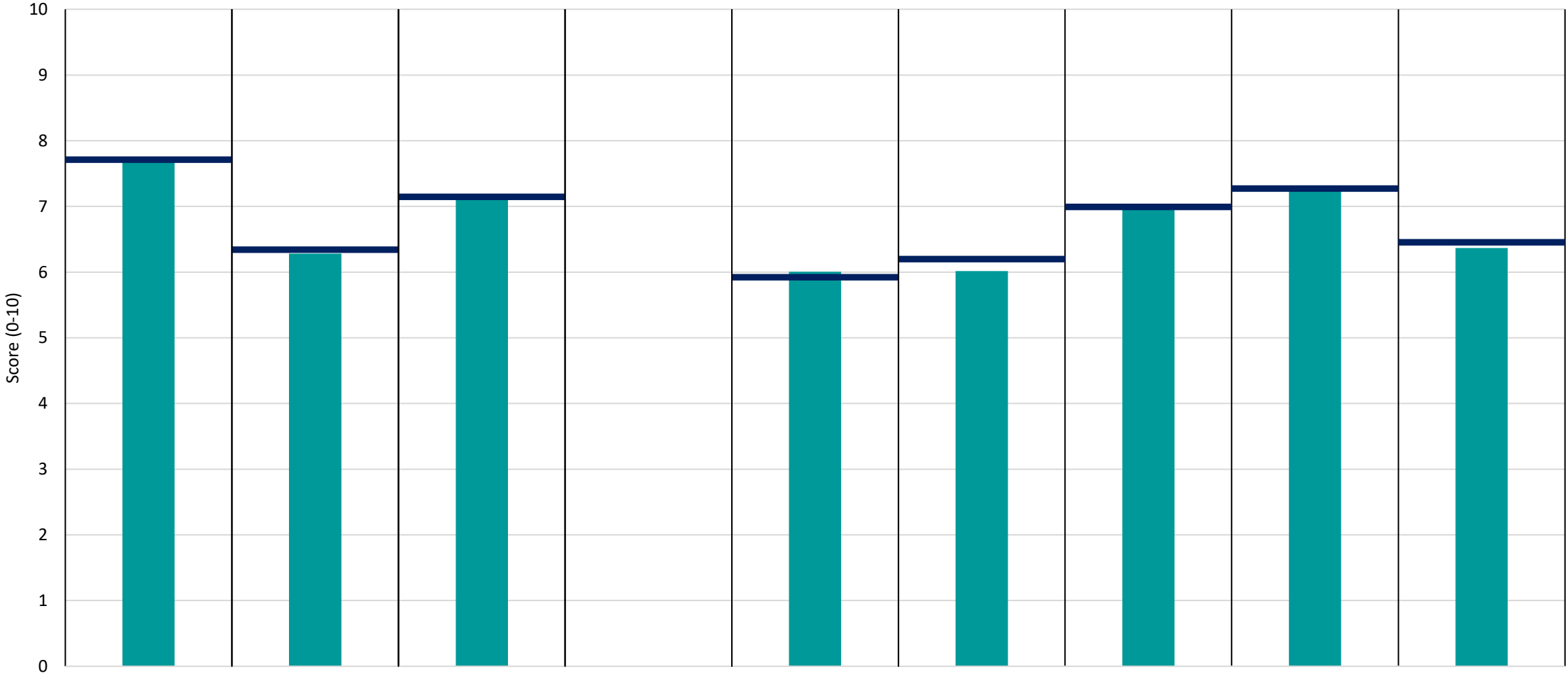
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|--------------------|
| Breakdown | 7.72 | 6.28 | 7.17 | - | 6.00 | 6.02 | 7.00 | 7.27 | 6.37 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 1474 | 1474 | 1461 | - | 1388 | 1468 | 1472 | 1476 | 1476 ¹⁰ |

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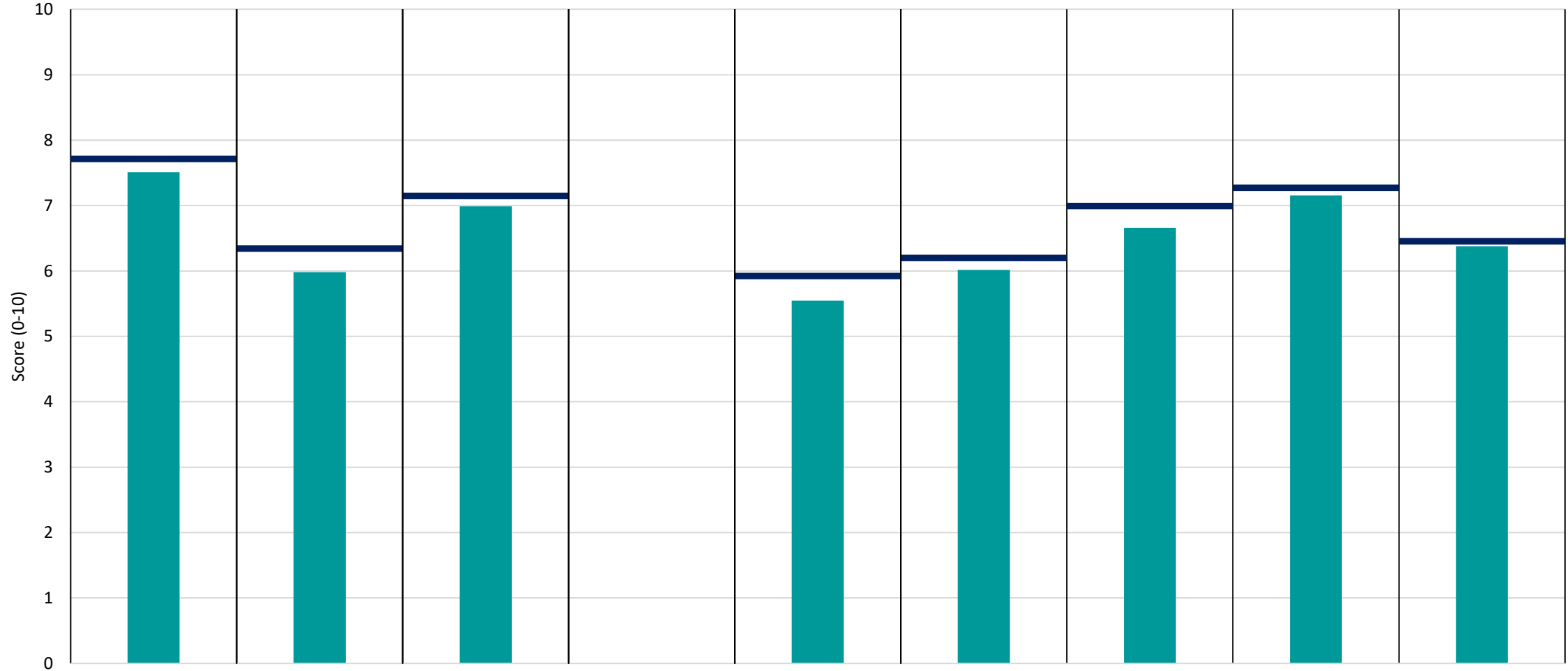
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.51 | 5.98 | 6.99 | - | 5.55 | 6.02 | 6.66 | 7.15 | 6.38 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |

Responses 1351 1349 1345 - 1278 1344 1350 1351 1351₁₁

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Breakdowns 2

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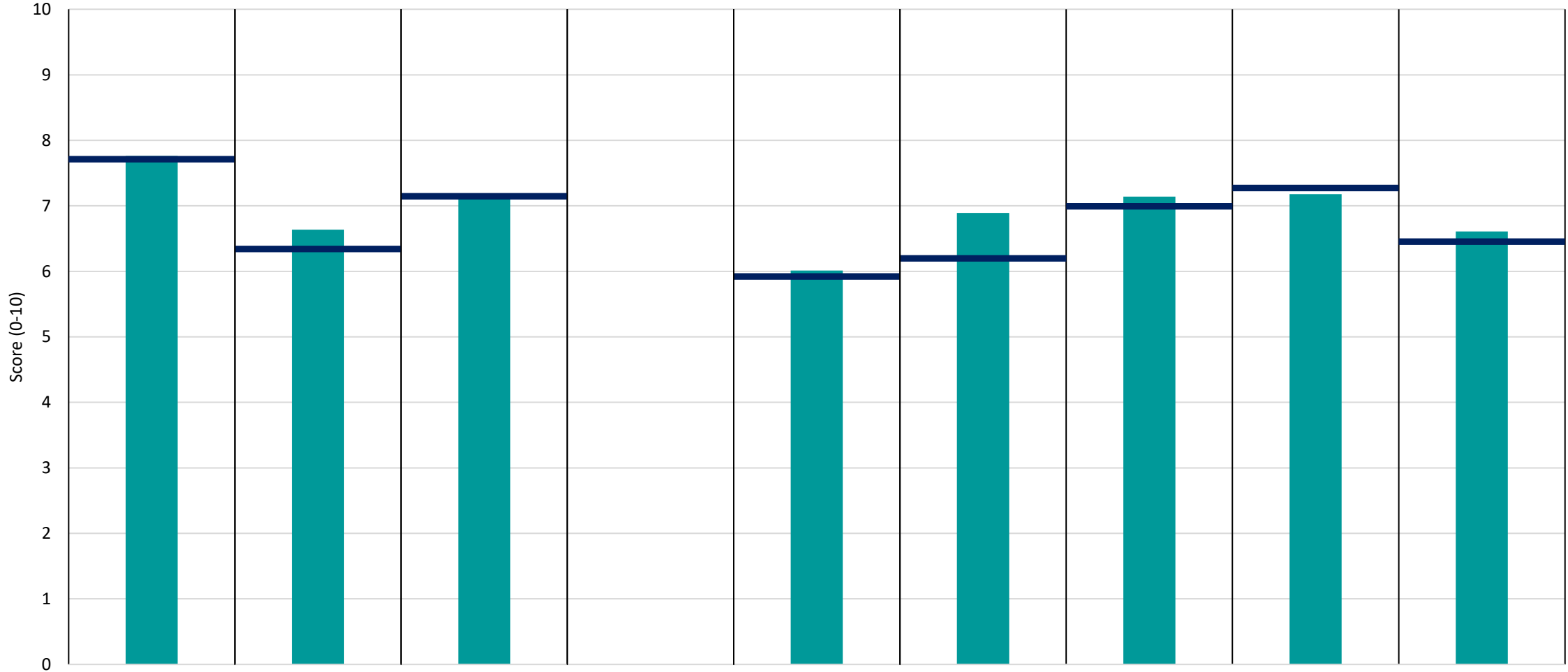
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.76 | 6.64 | 7.17 | - | 6.01 | 6.89 | 7.14 | 7.18 | 6.61 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 544 | 543 | 541 | - | 490 | 541 | 544 | 544 | 544 |



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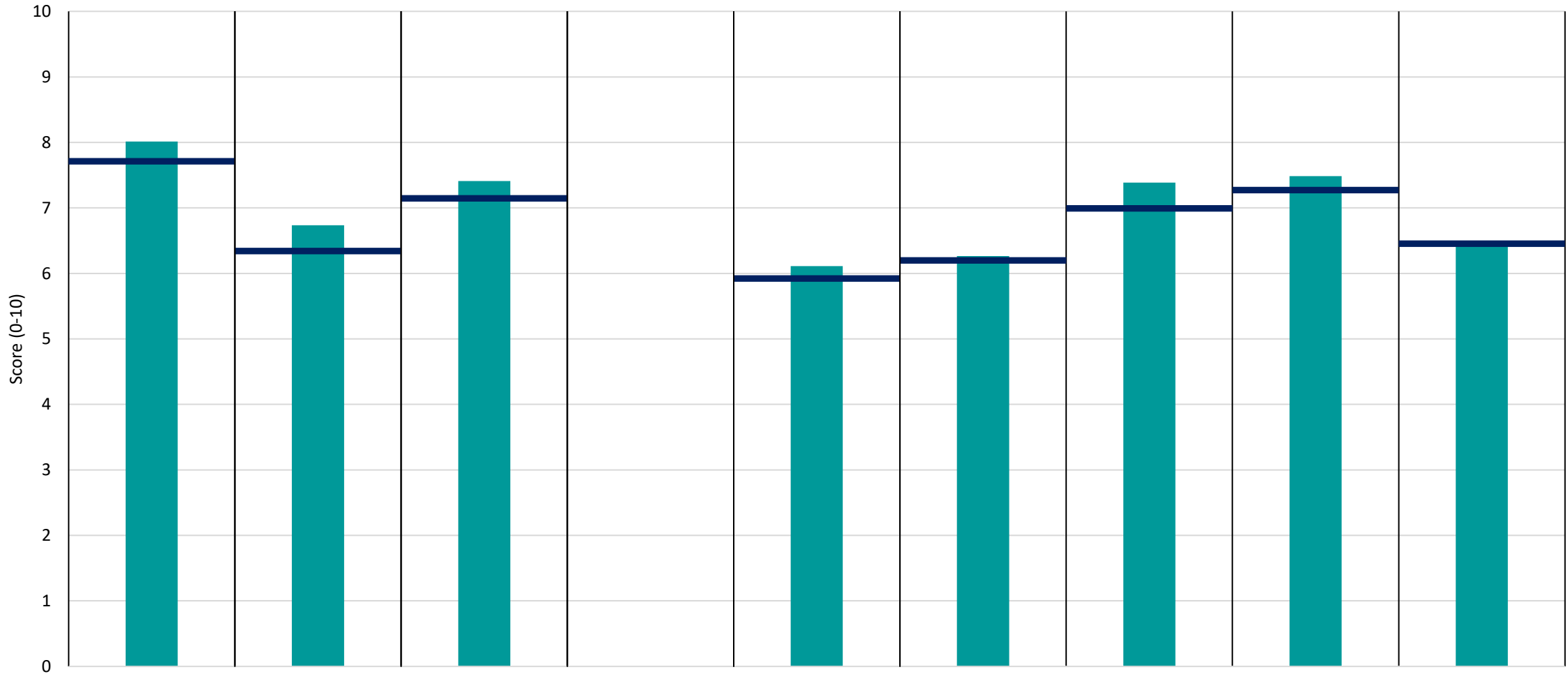
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.01 | 6.73 | 7.41 | - | 6.11 | 6.27 | 7.39 | 7.48 | 6.44 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 440 | 440 | 439 | - | 422 | 436 | 440 | 440 | 440 |



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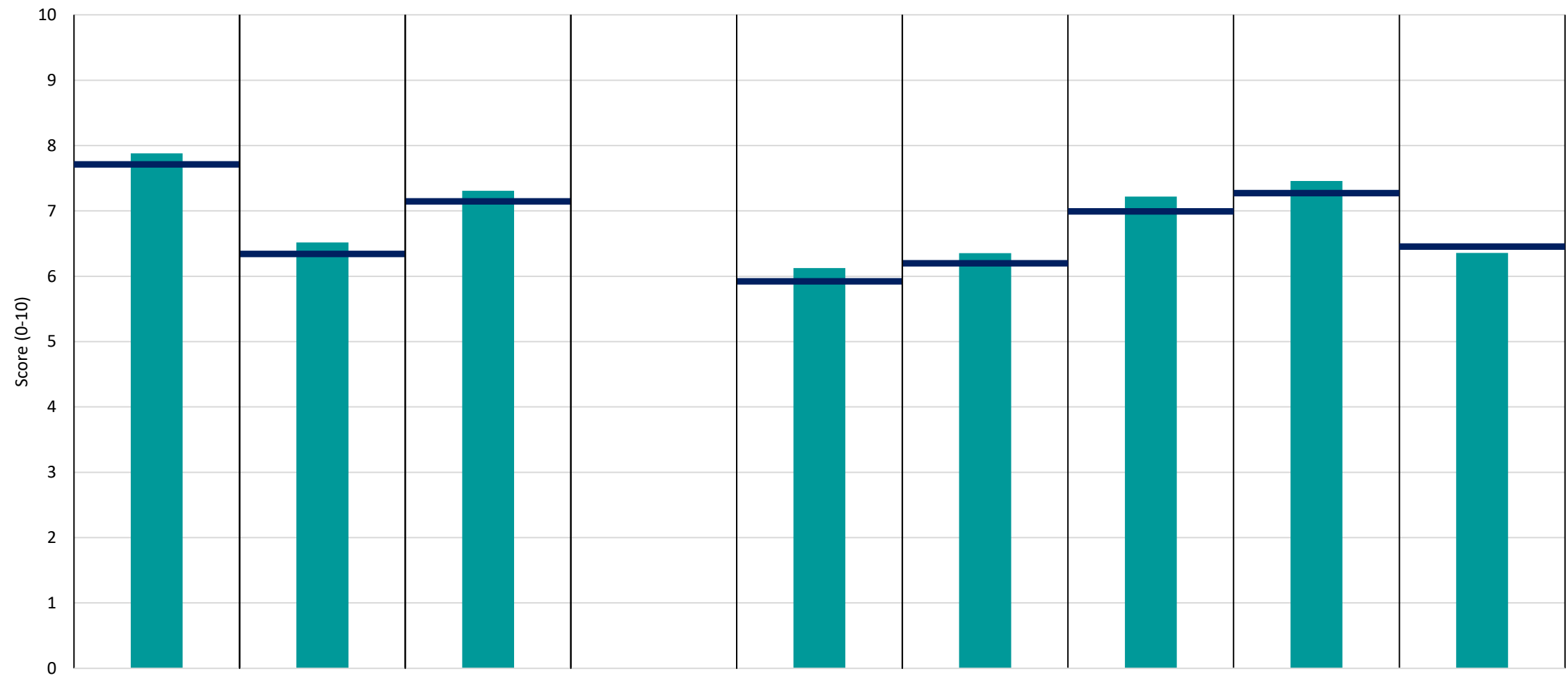
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|------------------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.88 | 6.52 | 7.31 | - | 6.12 | 6.35 | 7.22 | 7.46 | 6.36 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 639 | 638 | 636 | - | 613 | 637 | 637 | 639 | 639 |

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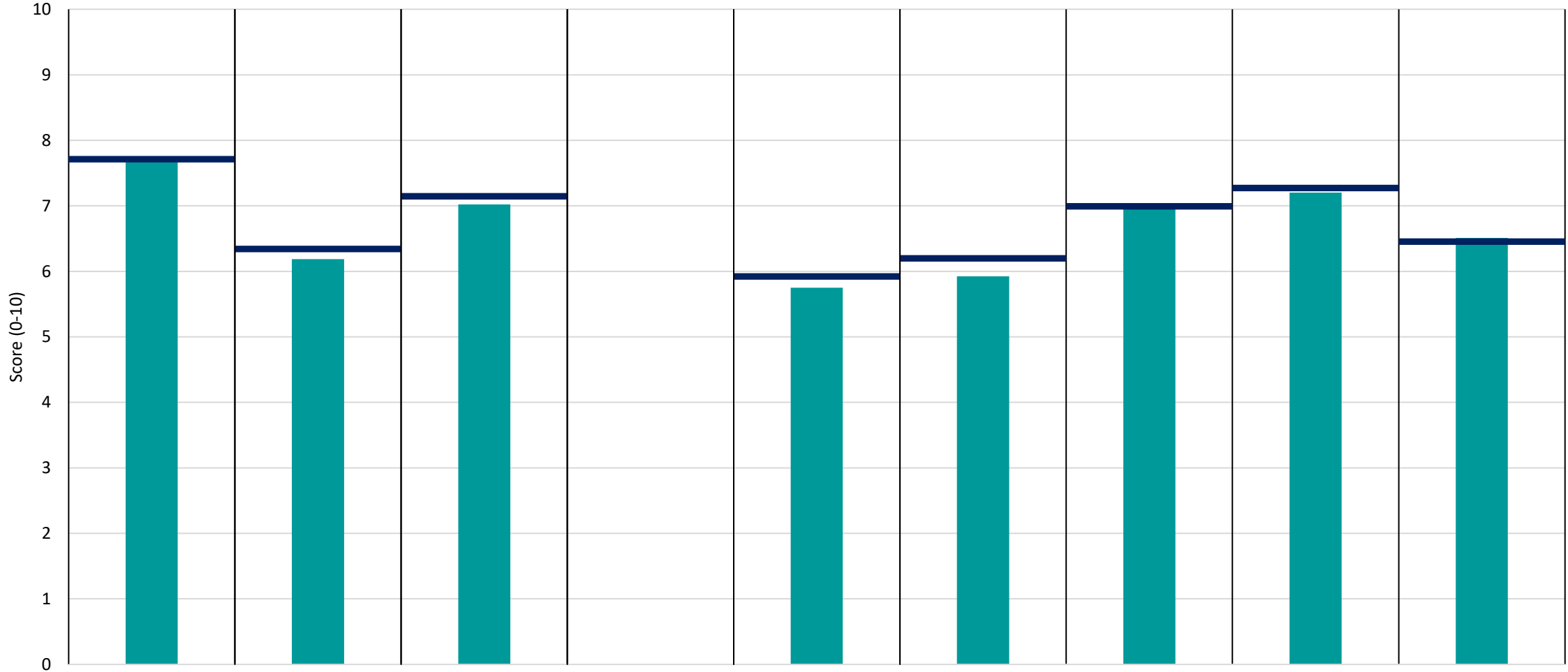
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.67 | 6.19 | 7.02 | - | 5.75 | 5.92 | 6.99 | 7.20 | 6.51 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 194 | 193 | 192 | - | 184 | 191 | 194 | 194 | 194 |



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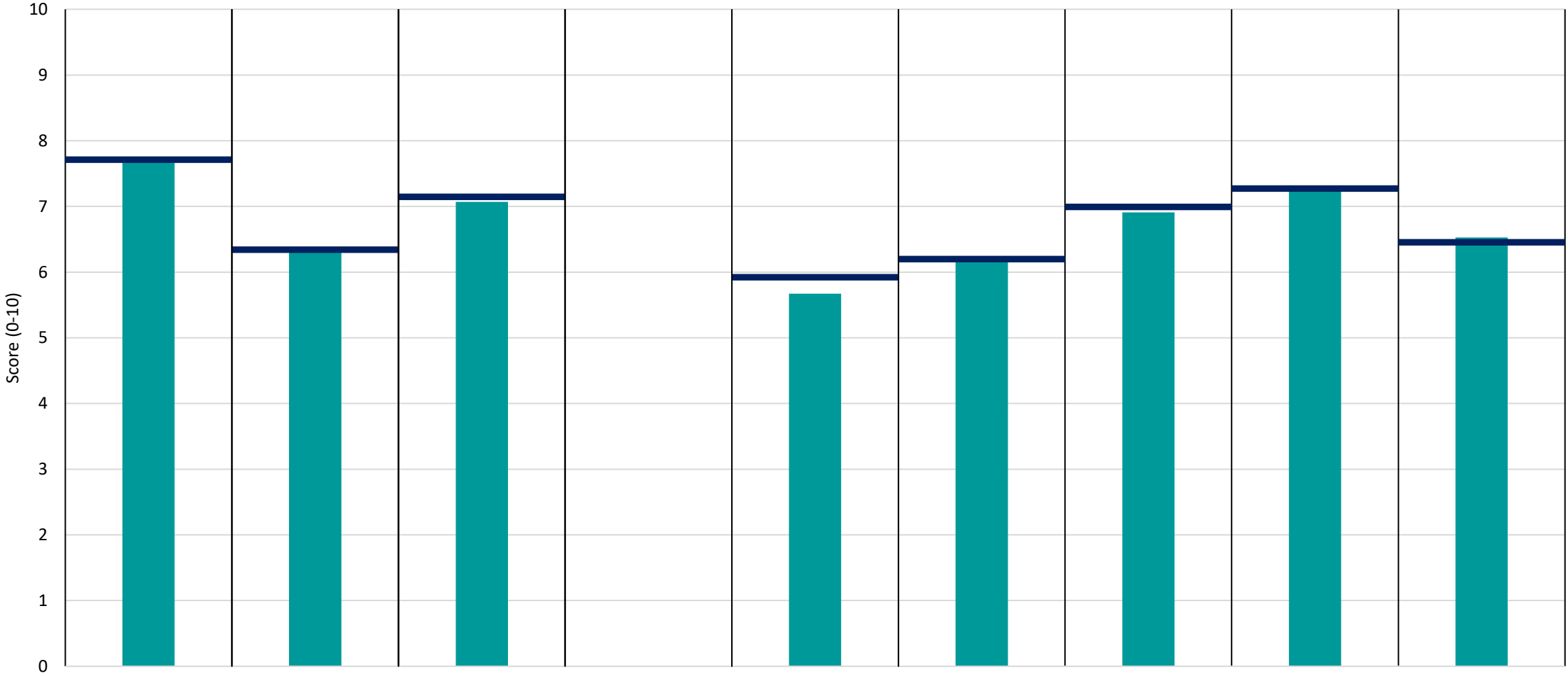
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.68 | 6.30 | 7.07 | - | 5.67 | 6.21 | 6.91 | 7.25 | 6.53 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 304 | 304 | 303 | - | 290 | 304 | 304 | 304 | 304 |

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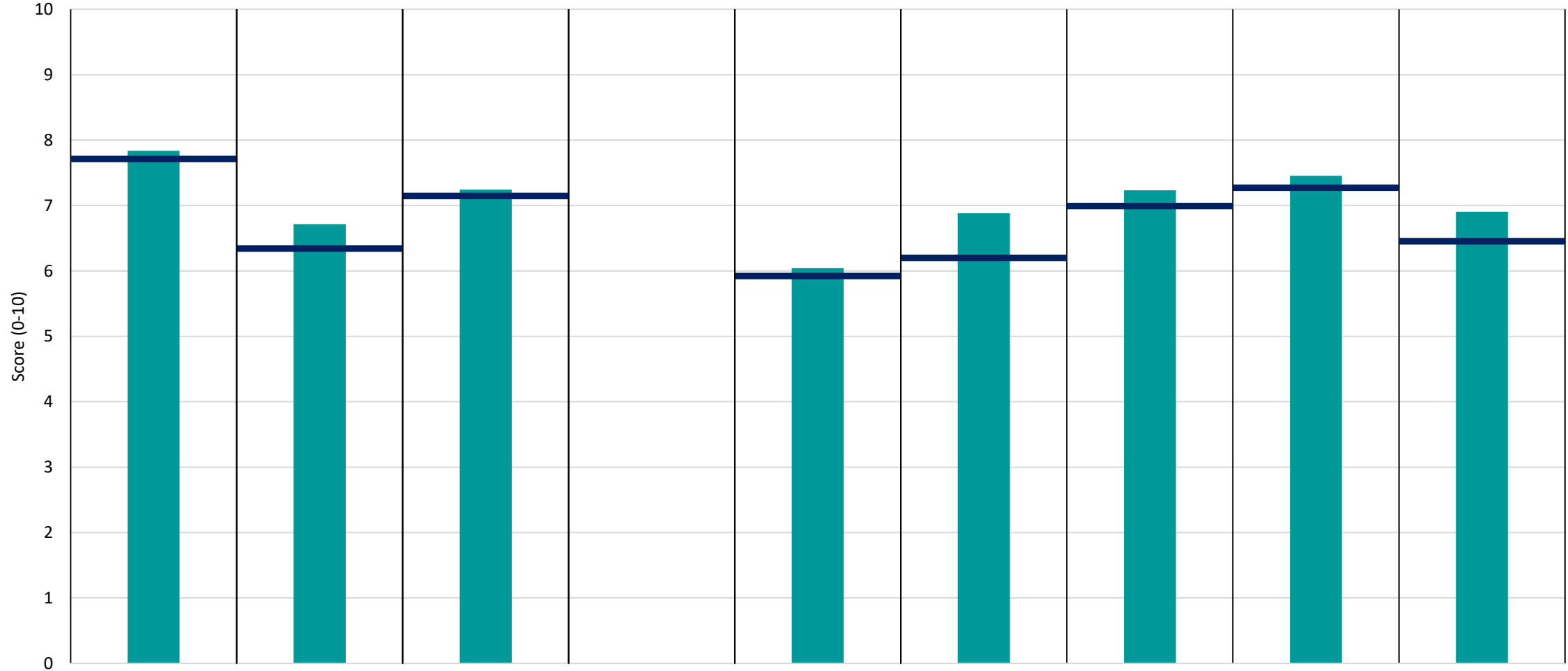
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.84 | 6.71 | 7.24 | - | 6.04 | 6.88 | 7.23 | 7.46 | 6.91 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |
| Responses | 238 | 239 | 237 | - | 217 | 234 | 238 | 239 | 239 |



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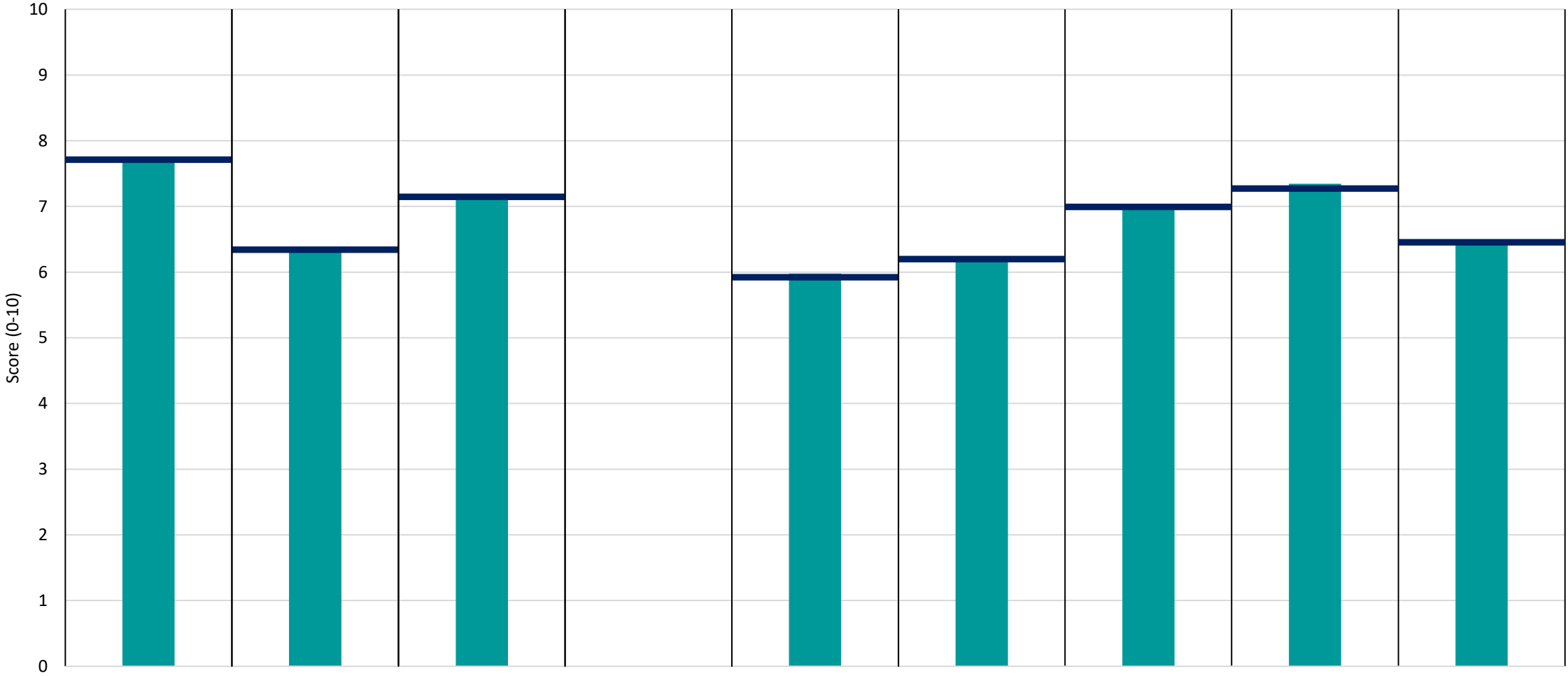
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.71 | 6.36 | 7.19 | - | 5.98 | 6.22 | 6.97 | 7.35 | 6.48 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |

Responses 1423 1423 1415 - 1348 1417 1423 1425 1425¹⁹

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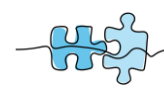
Other



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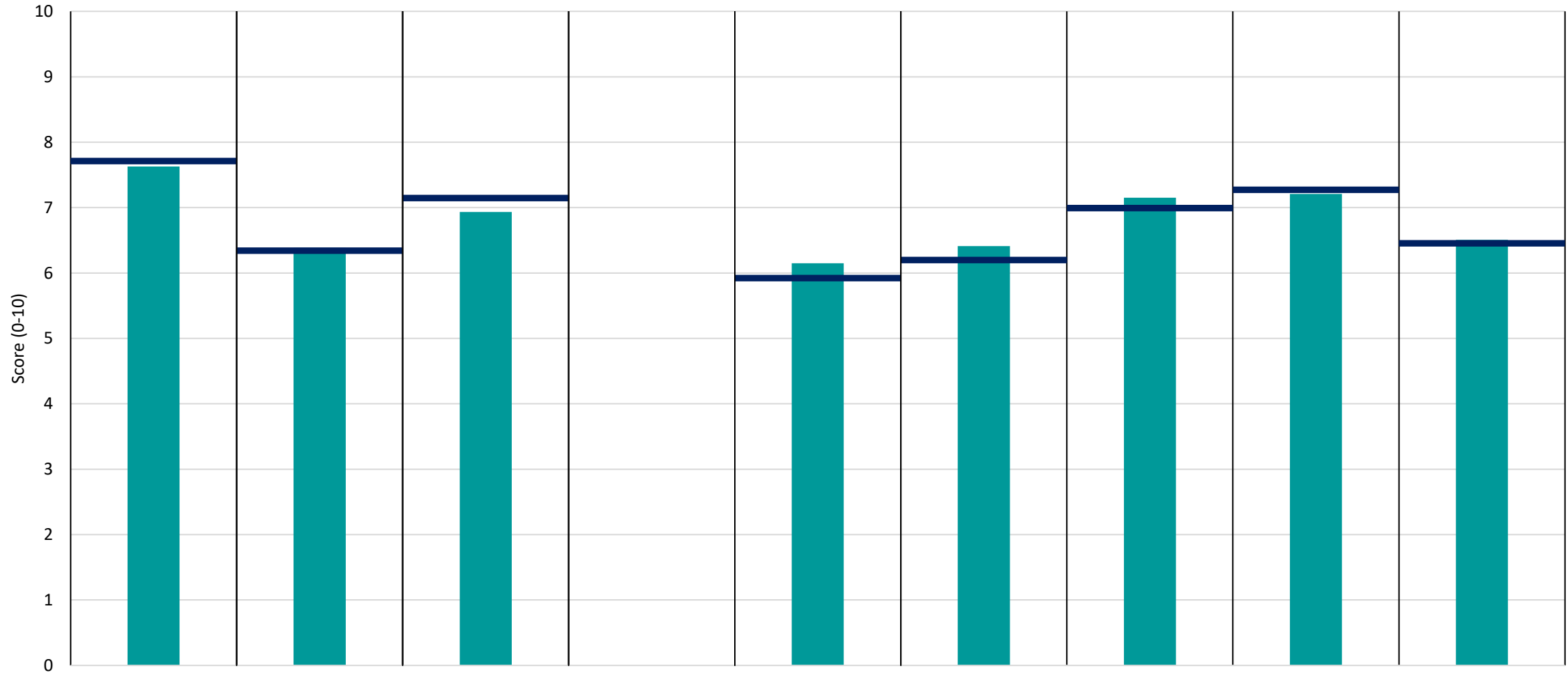
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.63 | 6.38 | 6.93 | - | 6.15 | 6.41 | 7.15 | 7.21 | 6.51 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |

Responses 96 96 95 - 93 96 96 96 96 96 20

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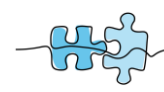
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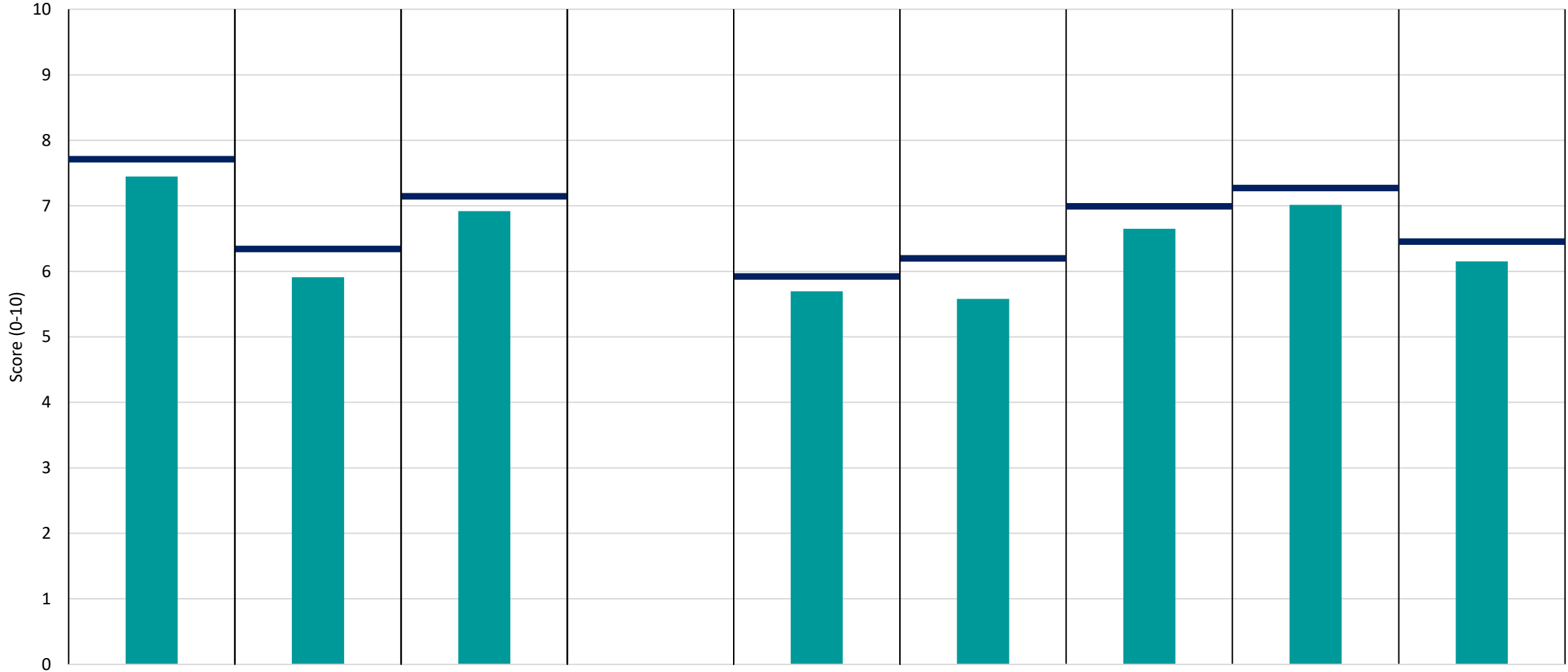
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.45 | 5.91 | 6.92 | - | 5.70 | 5.58 | 6.65 | 7.01 | 6.15 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |

Responses 965 965 958 - 887 963 965 966 966 21

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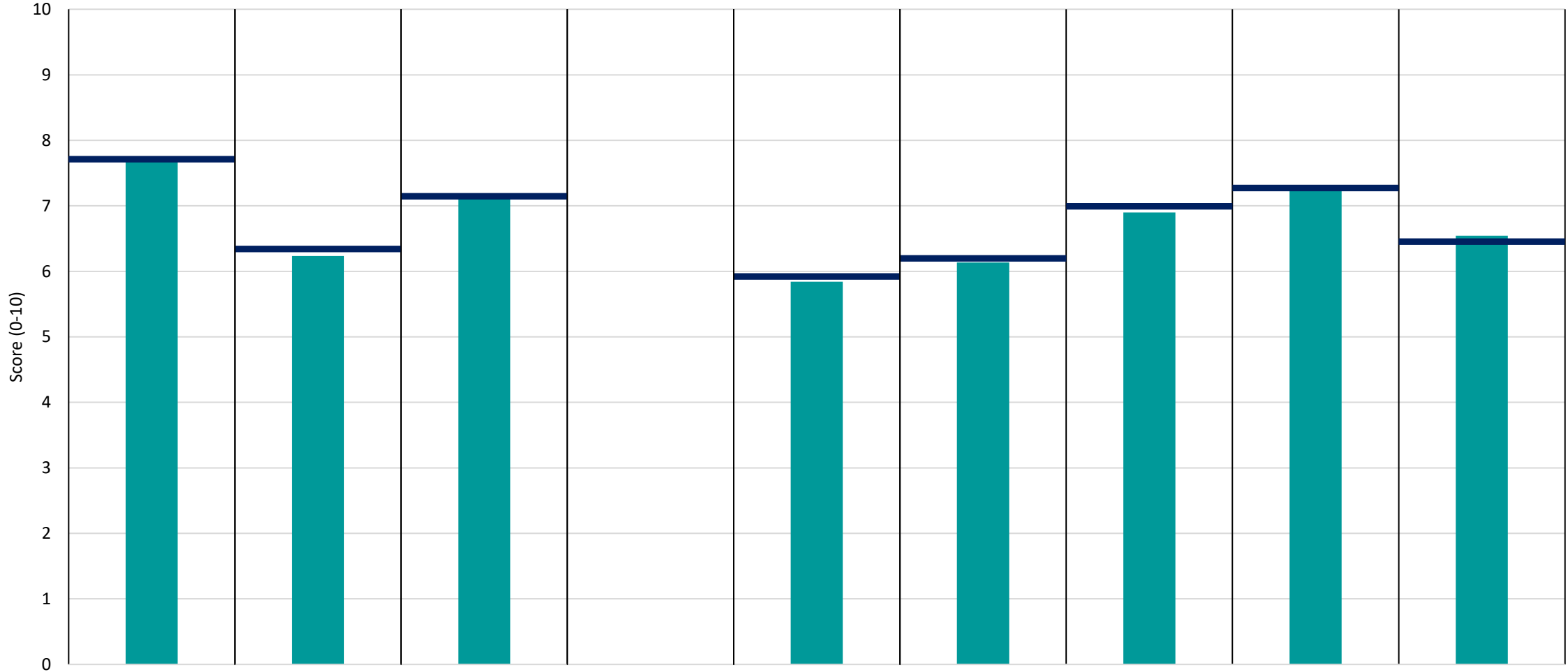
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.68 | 6.23 | 7.11 | - | 5.84 | 6.14 | 6.90 | 7.25 | 6.55 |
| Your org | 7.71 | 6.34 | 7.15 | - | 5.92 | 6.20 | 6.99 | 7.27 | 6.45 |

Responses 973 974 967 - 929 972 971 973 973 ²²

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