



Oxford University Hospitals NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Oxford University Hospitals 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.

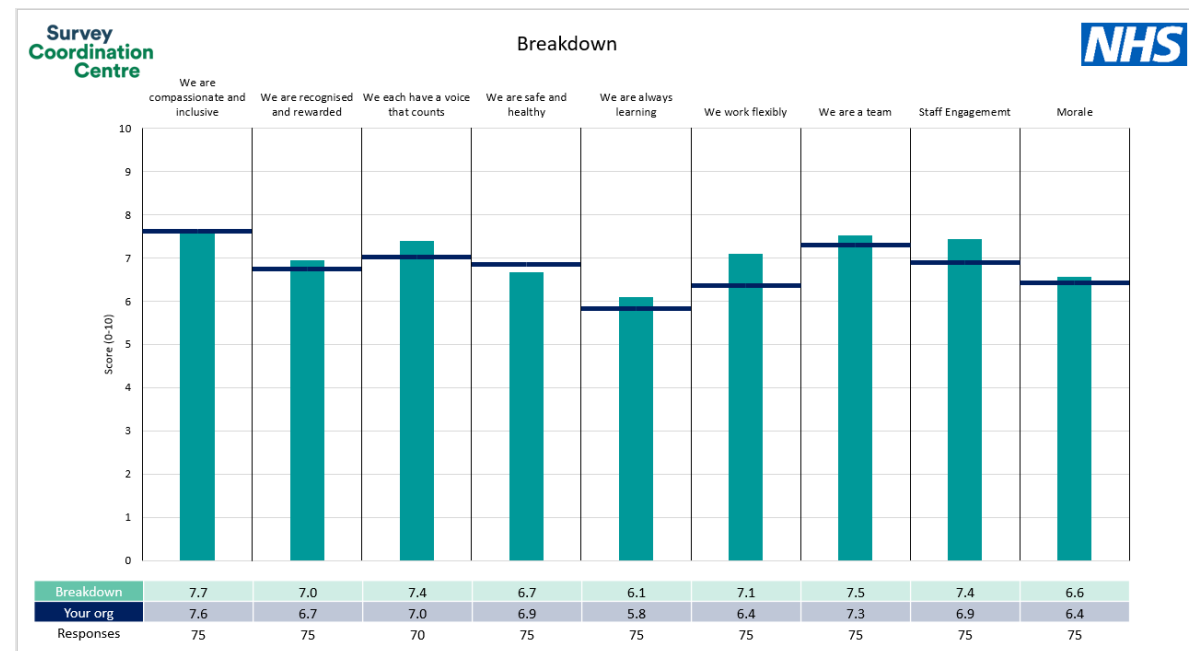
The breakdowns used in this report were provided and defined by Oxford University Hospitals NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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

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2023 NHS Staff Survey



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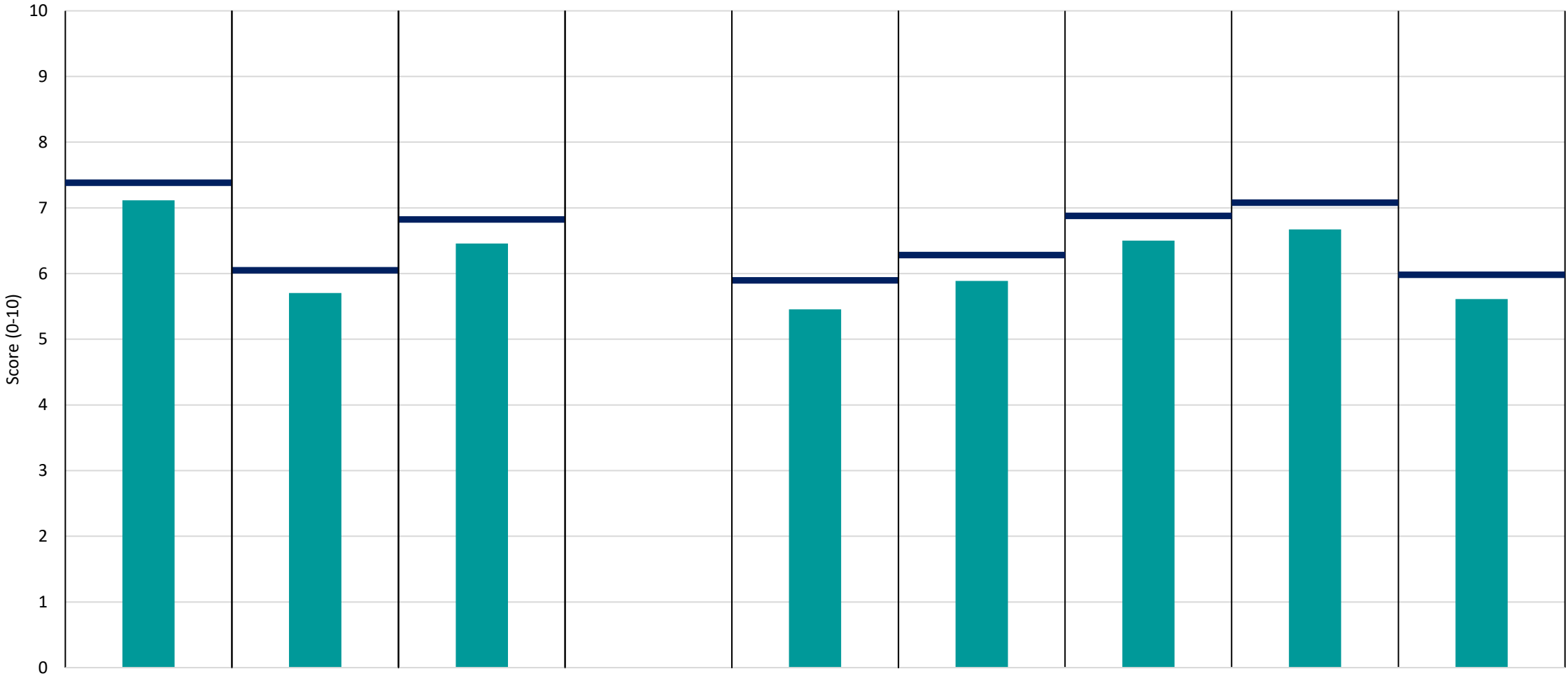
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Staff Engagement

Morale



Breakdown	7.11	5.70	6.46	-	5.45	5.89	6.50	6.67	5.61
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	1001	1003	994	-	949	1002	998	1004	1004

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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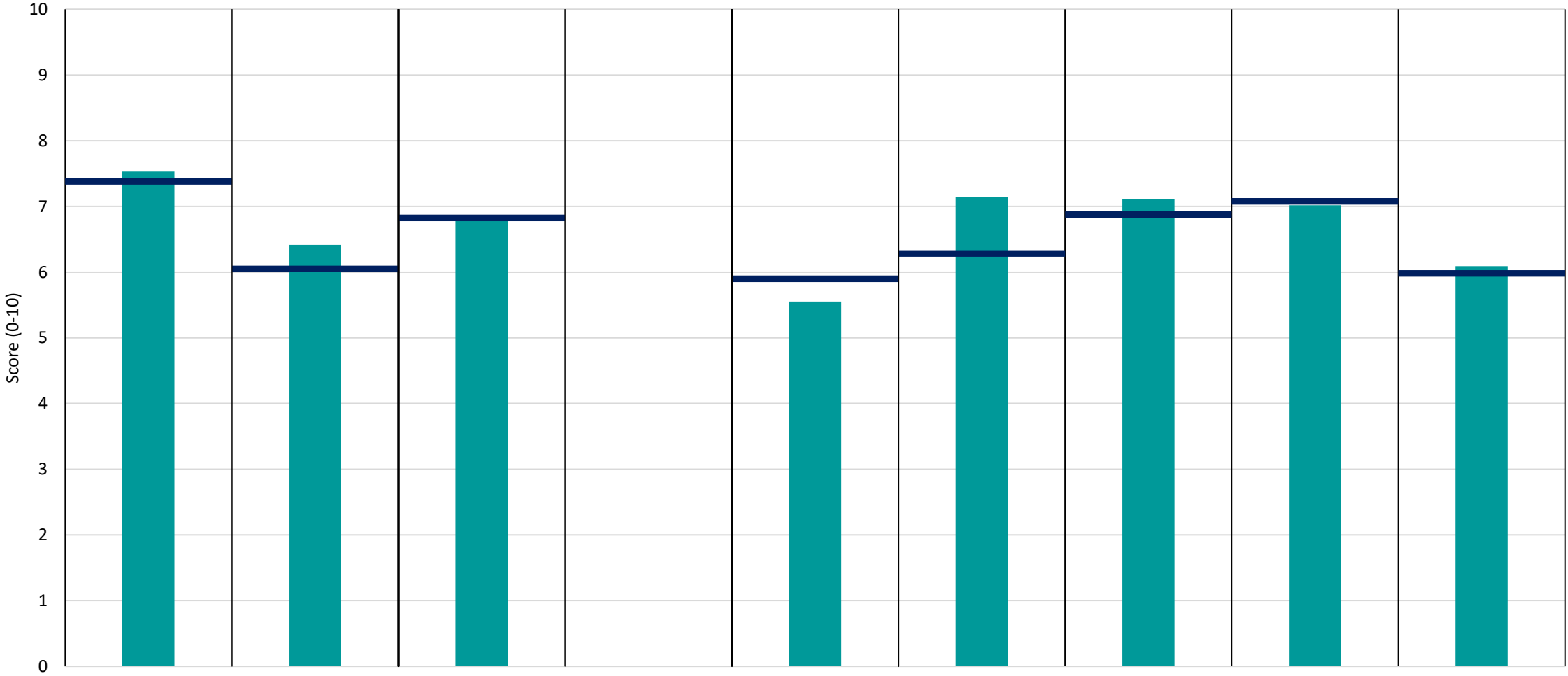
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Staff Engagement

Morale



Breakdown	7.53	6.42	6.80	-	5.55	7.14	7.11	7.02	6.09
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	670	671	667	-	648	665	669	671	671

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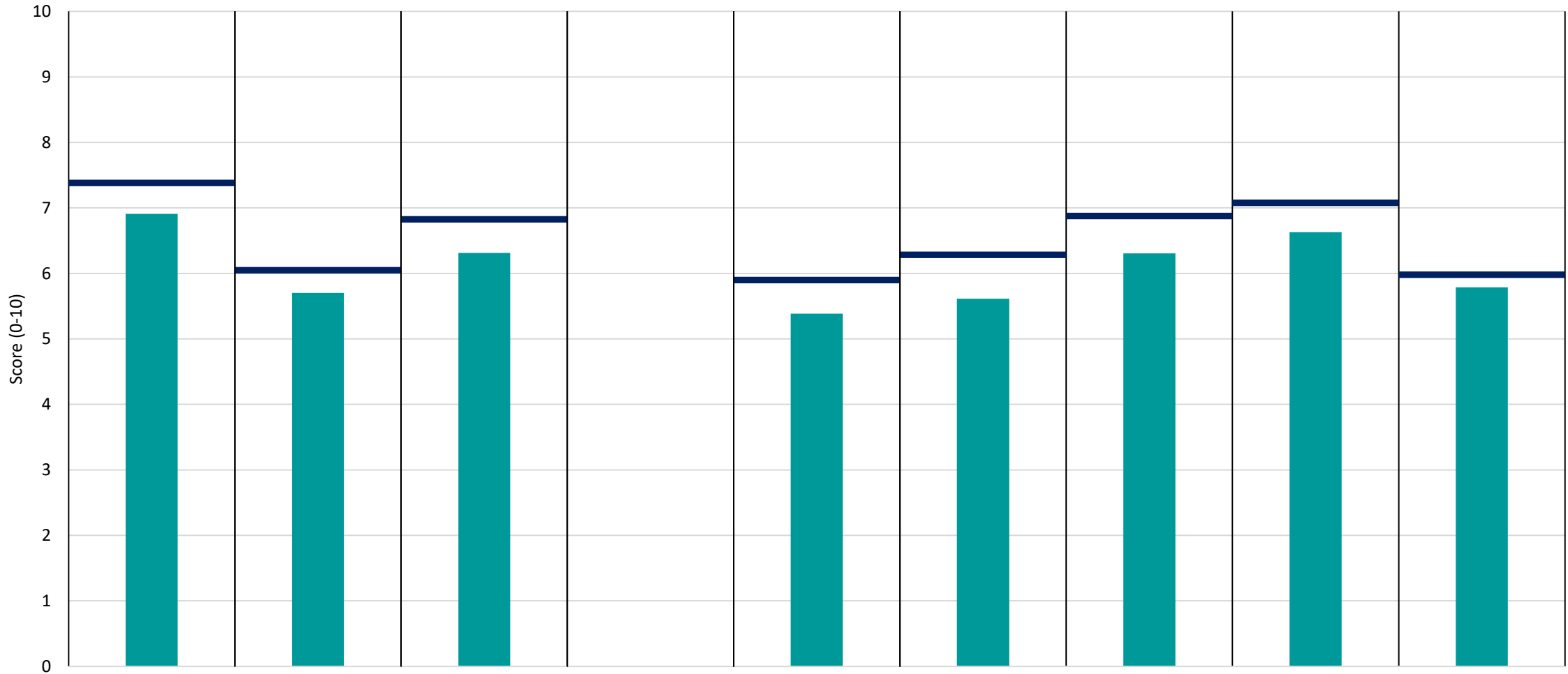
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Staff Engagement

Morale



Breakdown	6.91	5.70	6.31	-	5.38	5.61	6.30	6.63	5.79
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	119	117	118	-	113	114	118	119	119

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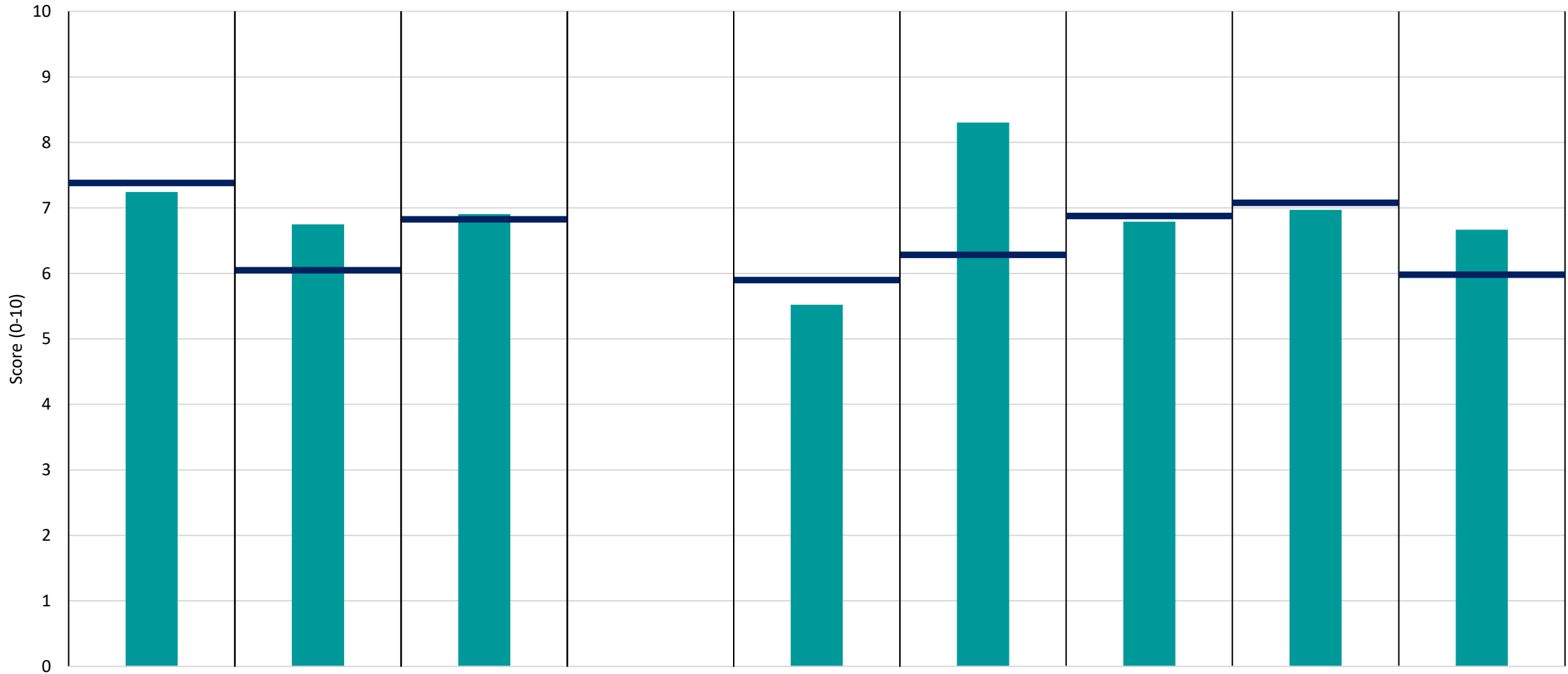
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Staff Engagement

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Breakdown	7.24	6.75	6.91	-	5.52	8.30	6.79	6.97	6.67
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98

Responses 28 28 26 - 26 28 28 28 28 28 9

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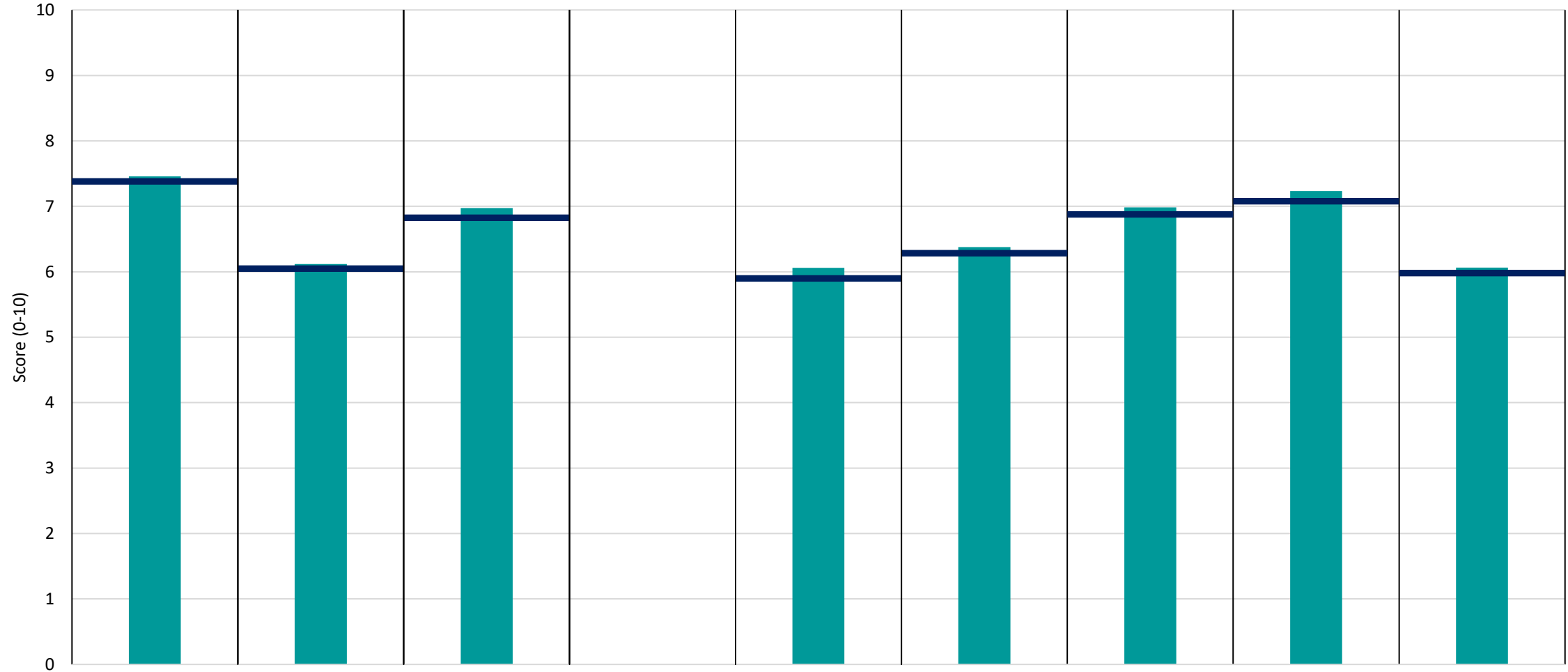
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Staff Engagement

Morale



Breakdown	7.46	6.12	6.97	-	6.06	6.38	6.98	7.23	6.06
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	1280	1281	1262	-	1230	1278	1279	1282	1280 ¹⁰

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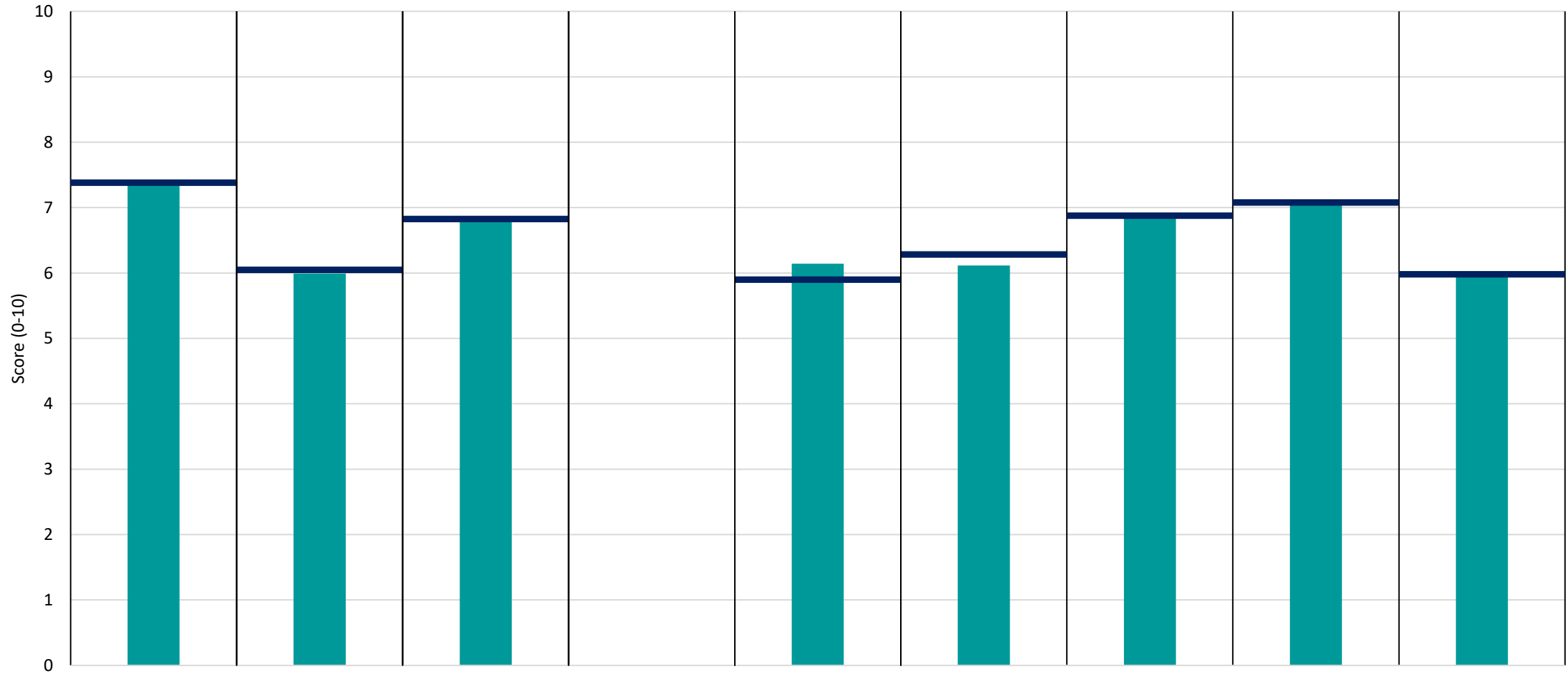
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Staff Engagement

Morale



Breakdown	7.36	5.99	6.87	-	6.14	6.12	6.88	7.13	6.00
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	1695	1693	1680	-	1606	1681	1695	1696	1697 ¹¹

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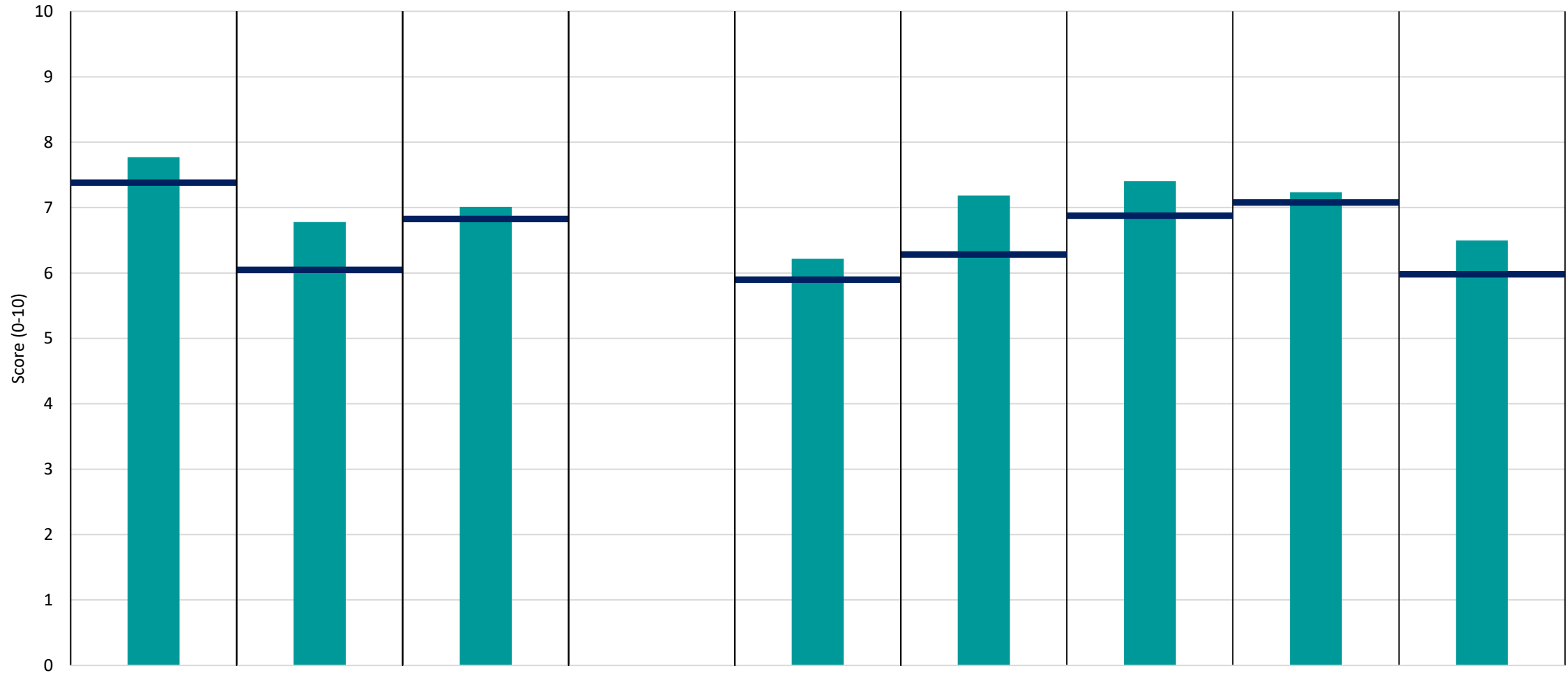
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Staff Engagement

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Breakdown	7.77	6.78	7.01	-	6.22	7.19	7.40	7.23	6.50
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	114	114	113	-	111	114	114	114	114 ¹²

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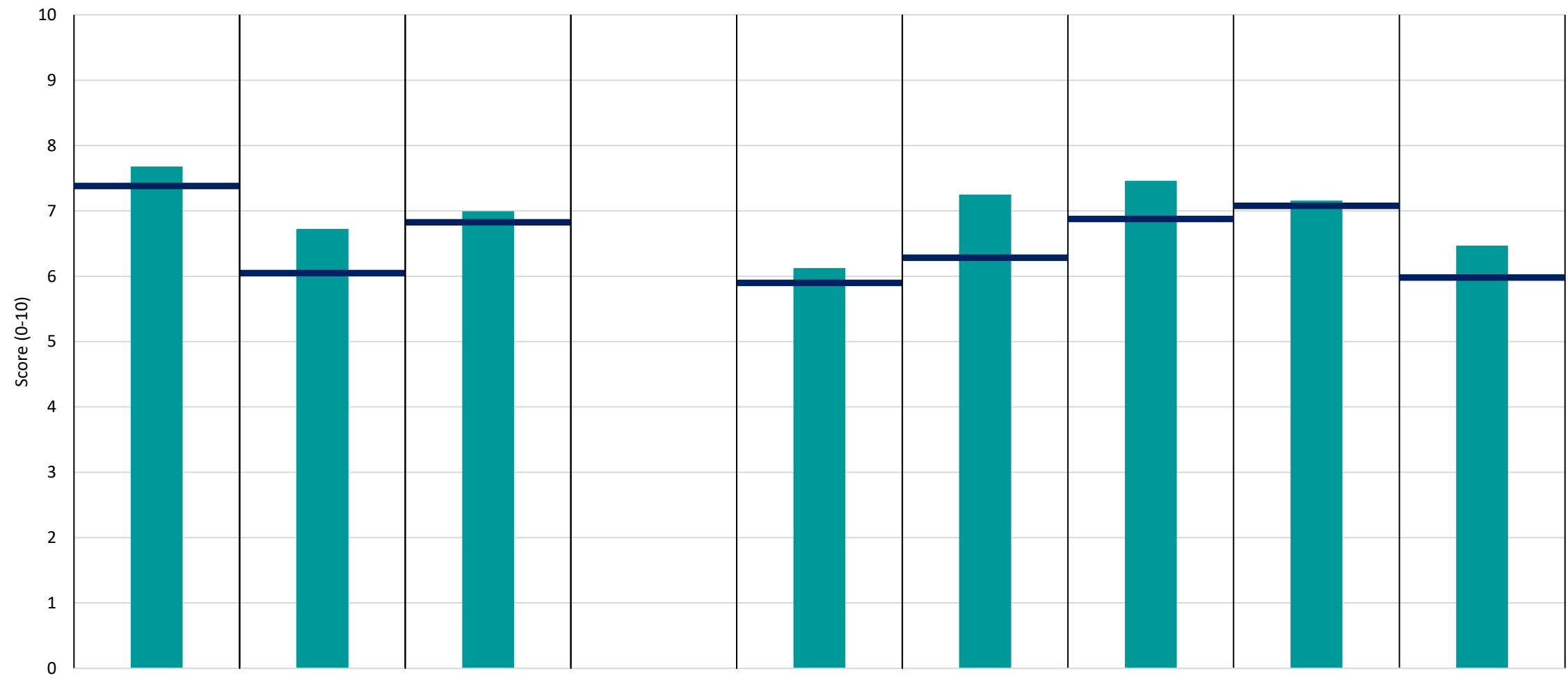
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Staff Engagement

Morale



Breakdown	7.68	6.73	6.99	-	6.12	7.25	7.46	7.16	6.47
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	131	131	131	-	126	131	131	131	131

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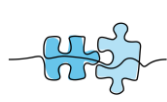
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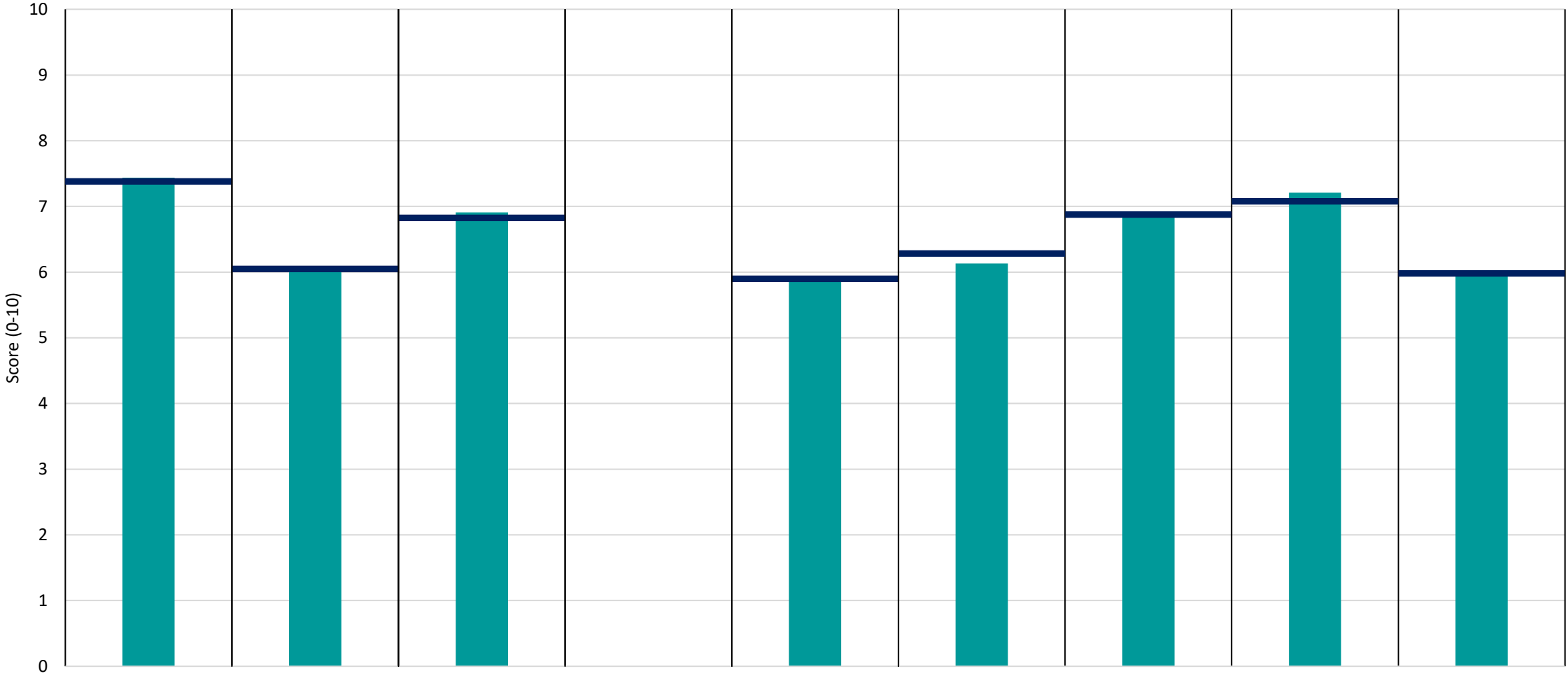
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Staff Engagement

Morale



Breakdown	7.44	6.02	6.91	-	5.93	6.13	6.88	7.21	6.00
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98

Responses 1512 1512 1500 - 1450 1504 1507 1512 1512₁₄

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Breakdowns 2

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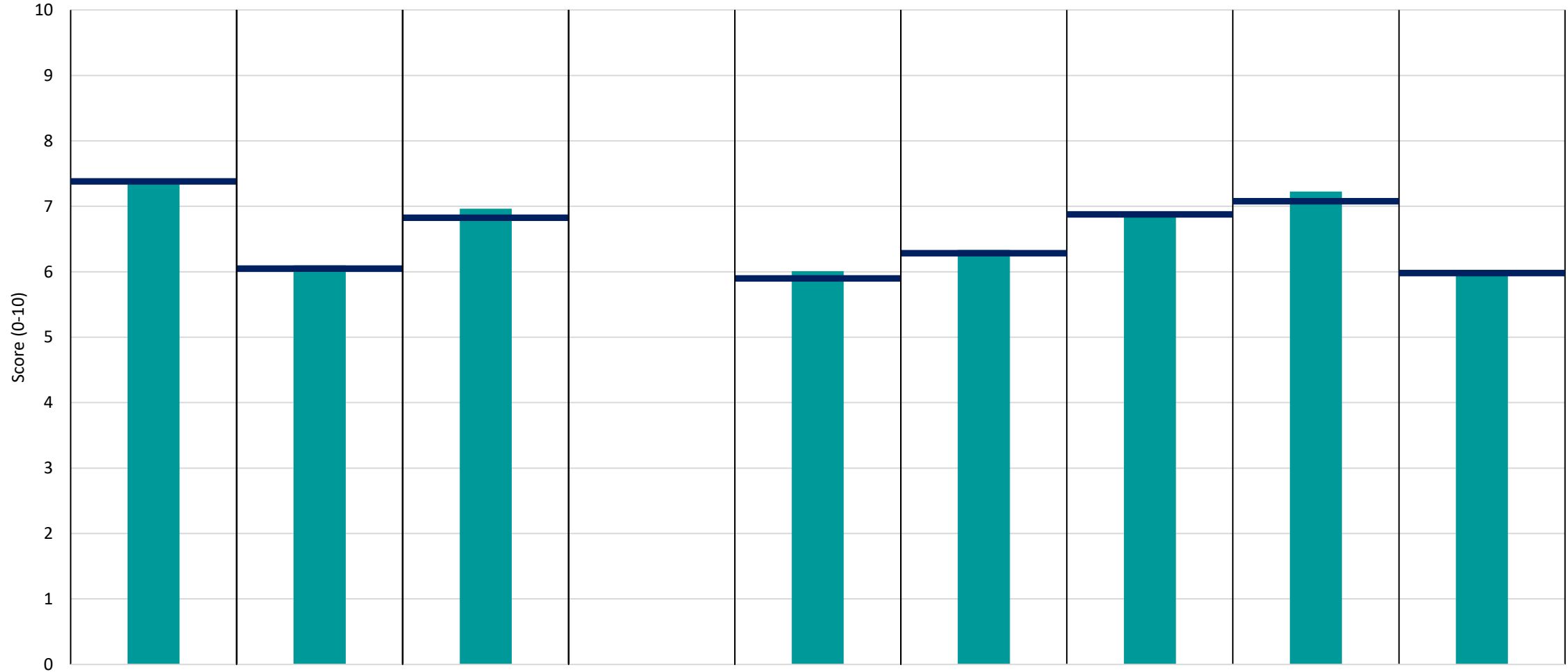
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Staff Engagement

Morale



Breakdown	7.42	6.10	6.96	-	6.01	6.33	6.92	7.23	5.96
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	716	718	705	-	685	716	716	718	717 ¹⁶

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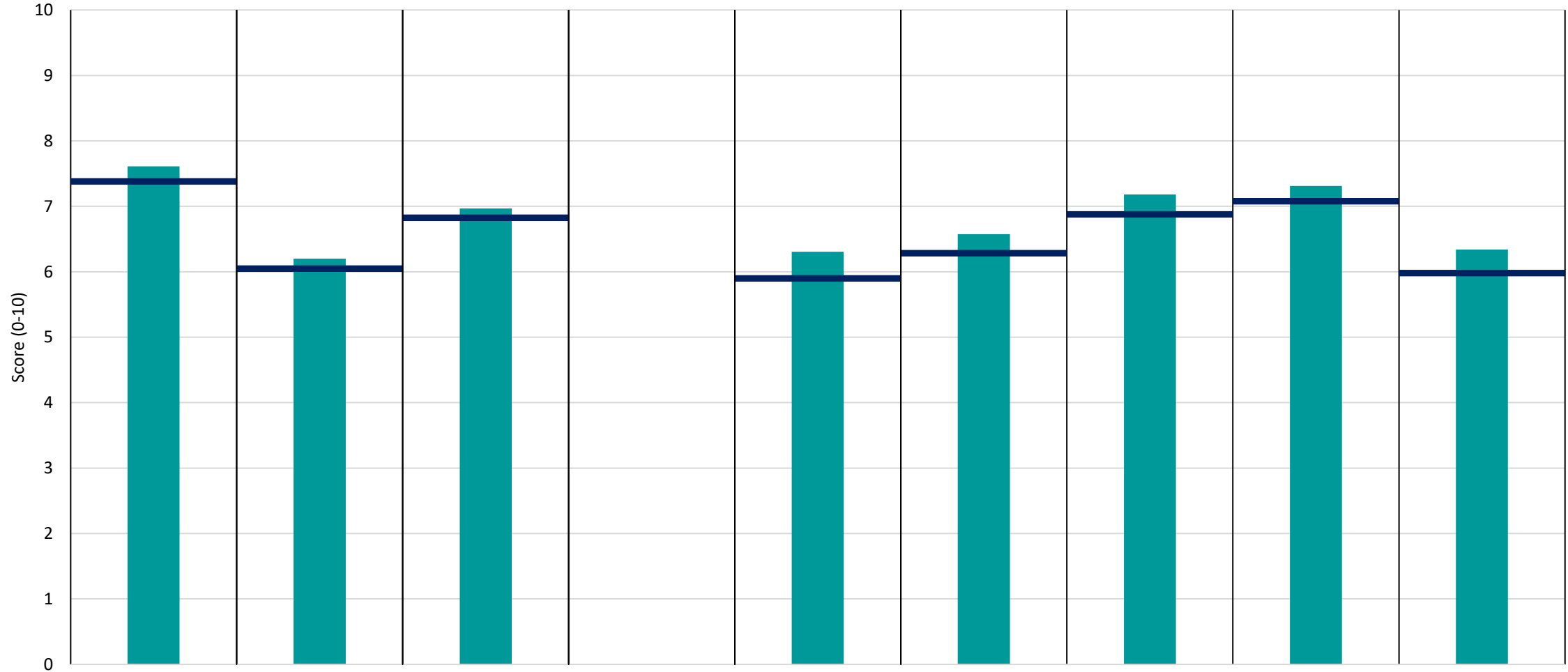
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Staff Engagement

Morale



Breakdown	7.61	6.20	6.97	-	6.31	6.58	7.18	7.31	6.34
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	268	268	266	-	260	267	268	268	268



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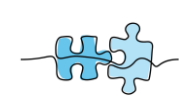
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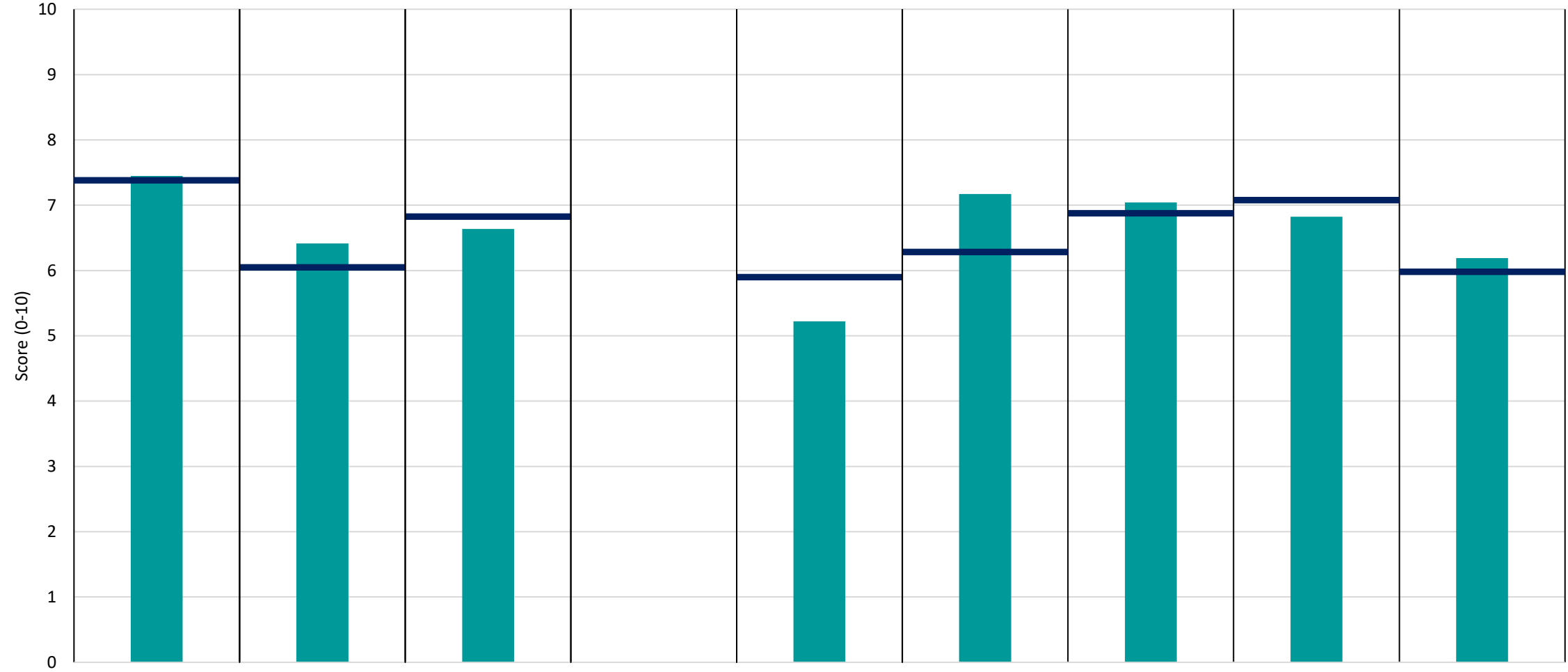
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Staff Engagement

Morale



Breakdown	7.45	6.42	6.64	-	5.22	7.17	7.04	6.82	6.19
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	239	239	236	-	229	236	239	239	239

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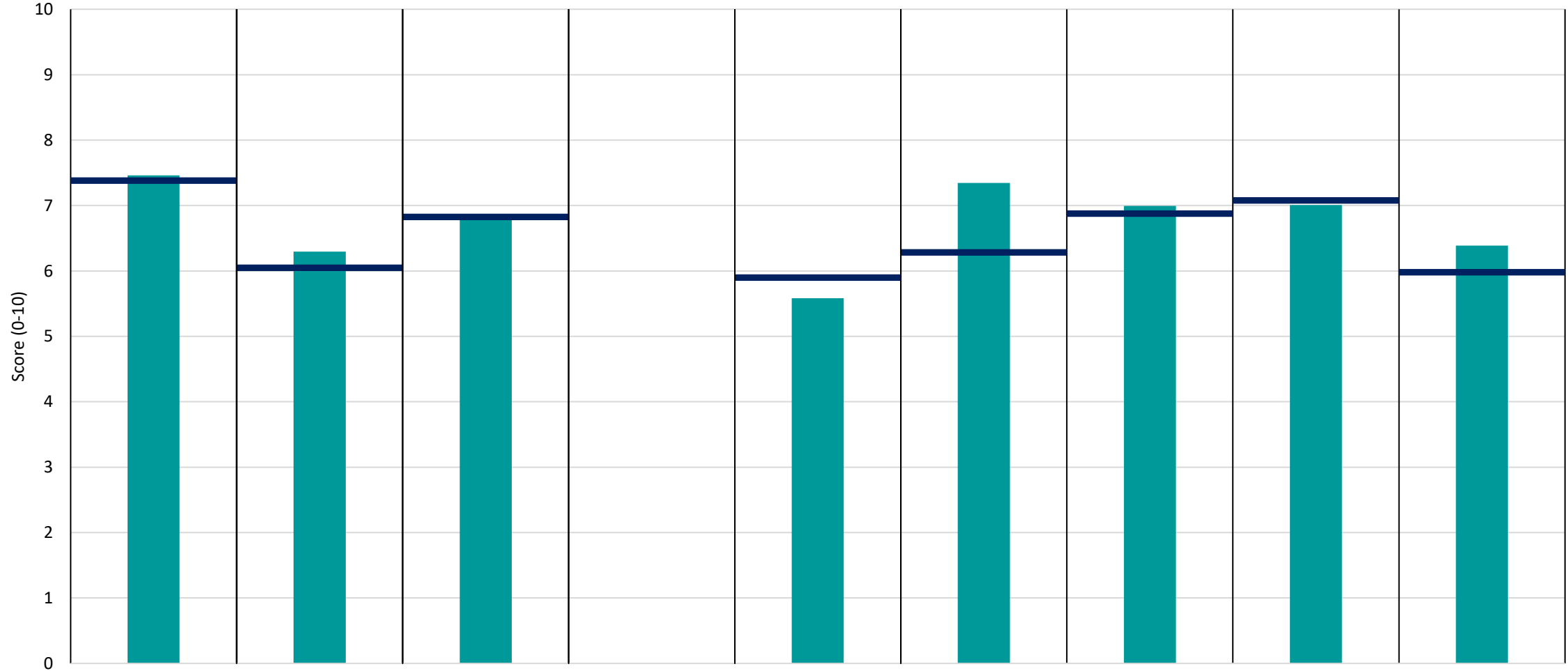
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Staff Engagement

Morale



Breakdown	7.46	6.30	6.79	-	5.58	7.34	6.99	7.01	6.39
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	135	135	135	-	132	134	135	135	135



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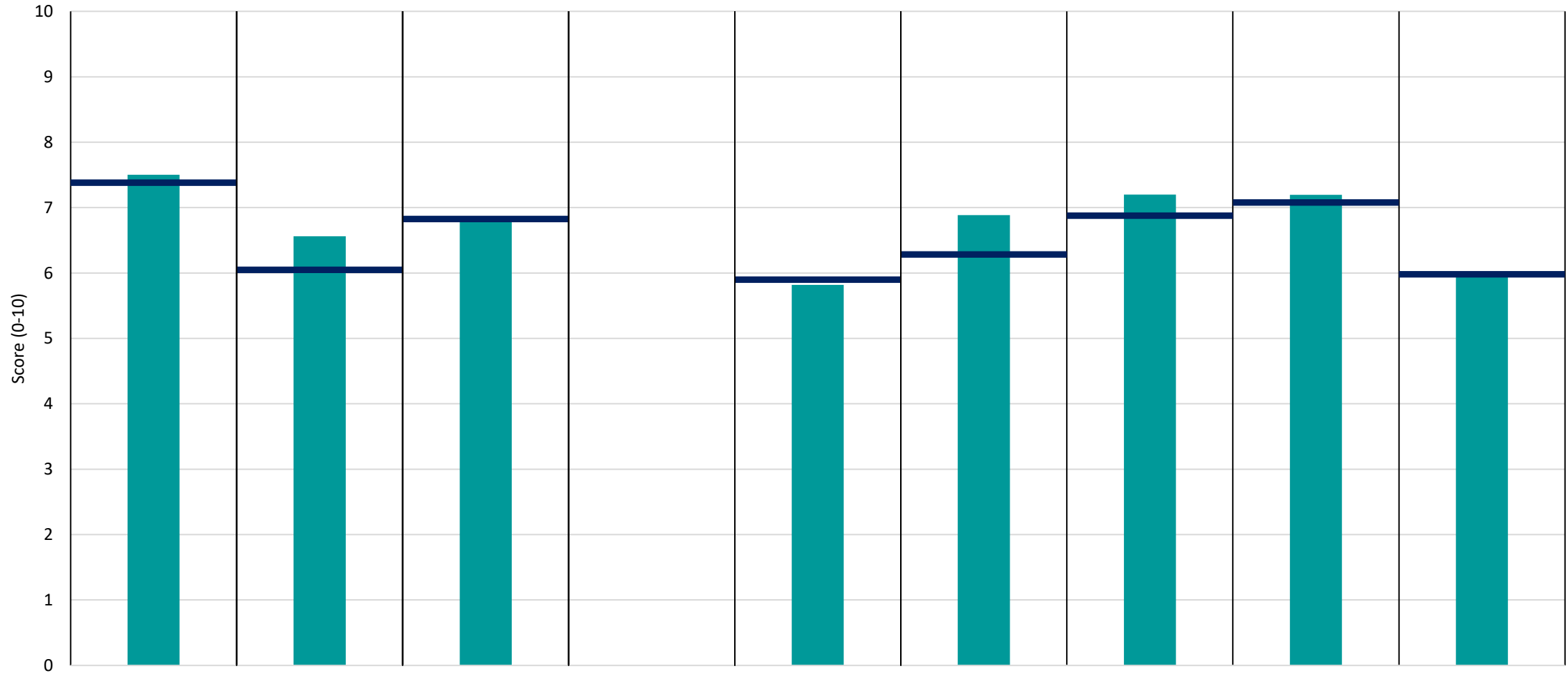
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Staff Engagement

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Breakdown	7.50	6.56	6.80	-	5.82	6.89	7.20	7.19	5.94
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	113	113	112	-	110	112	113	113	113



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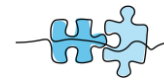
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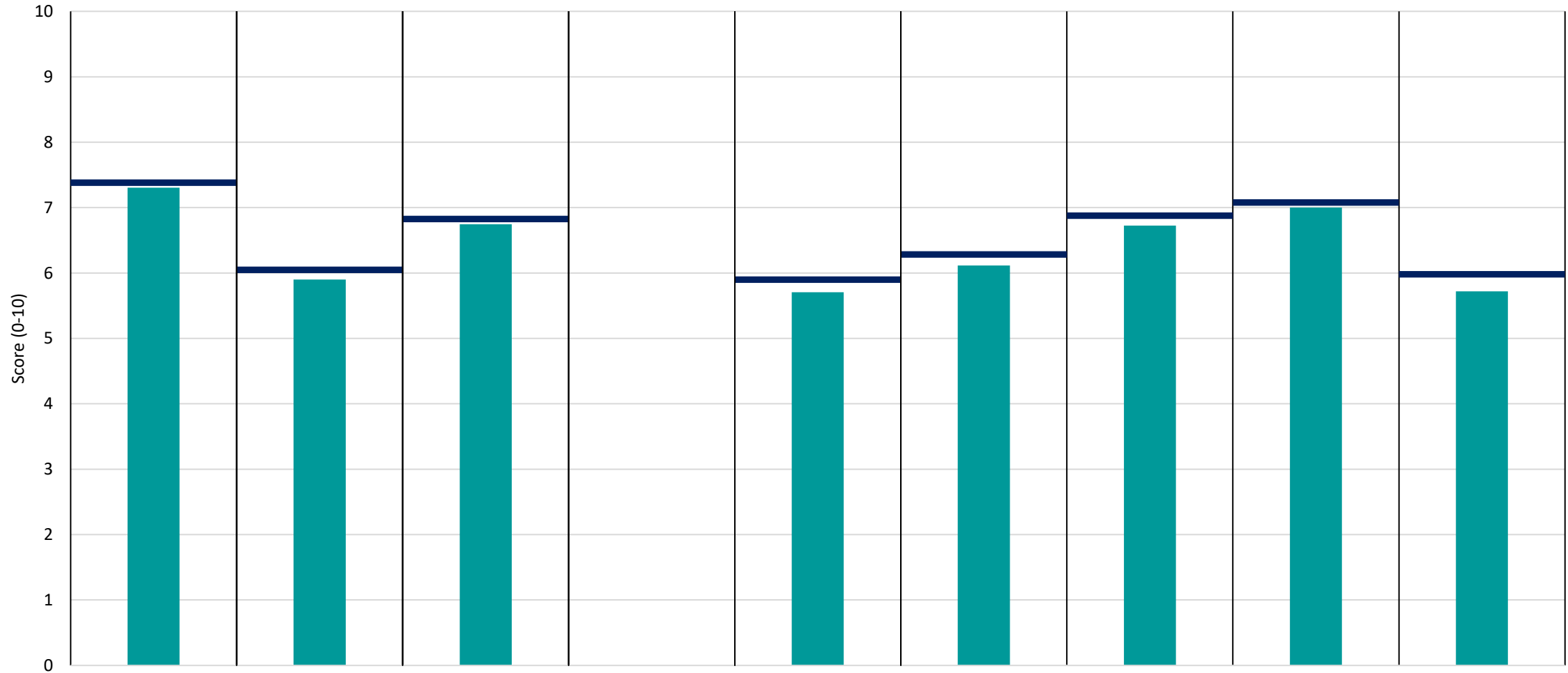
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Staff Engagement

Morale



Breakdown	7.31	5.90	6.75	-	5.71	6.11	6.73	7.00	5.72
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	376	376	370	-	357	375	376	376	376



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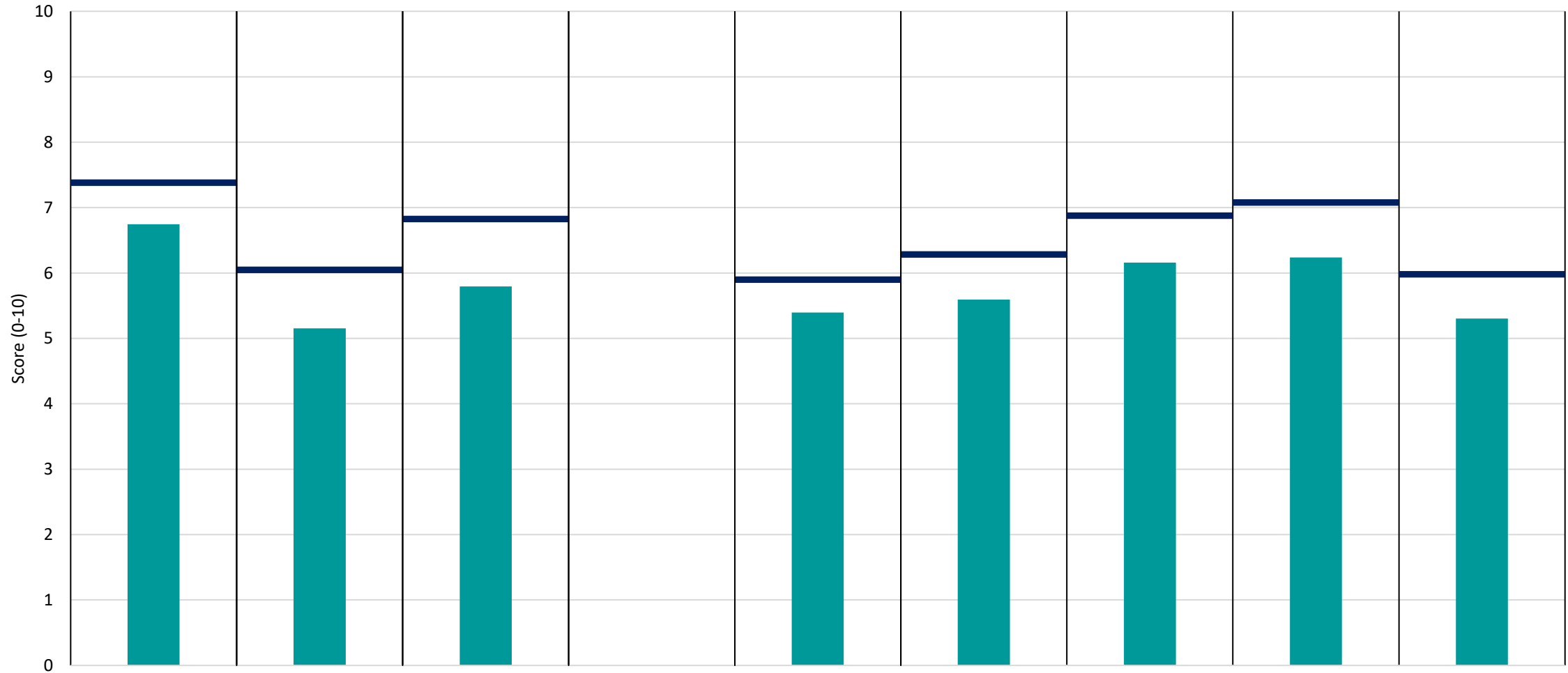
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Staff Engagement

Morale



Breakdown	6.74	5.15	5.79	-	5.40	5.59	6.16	6.24	5.31
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	197	197	196	-	187	197	195	198	198



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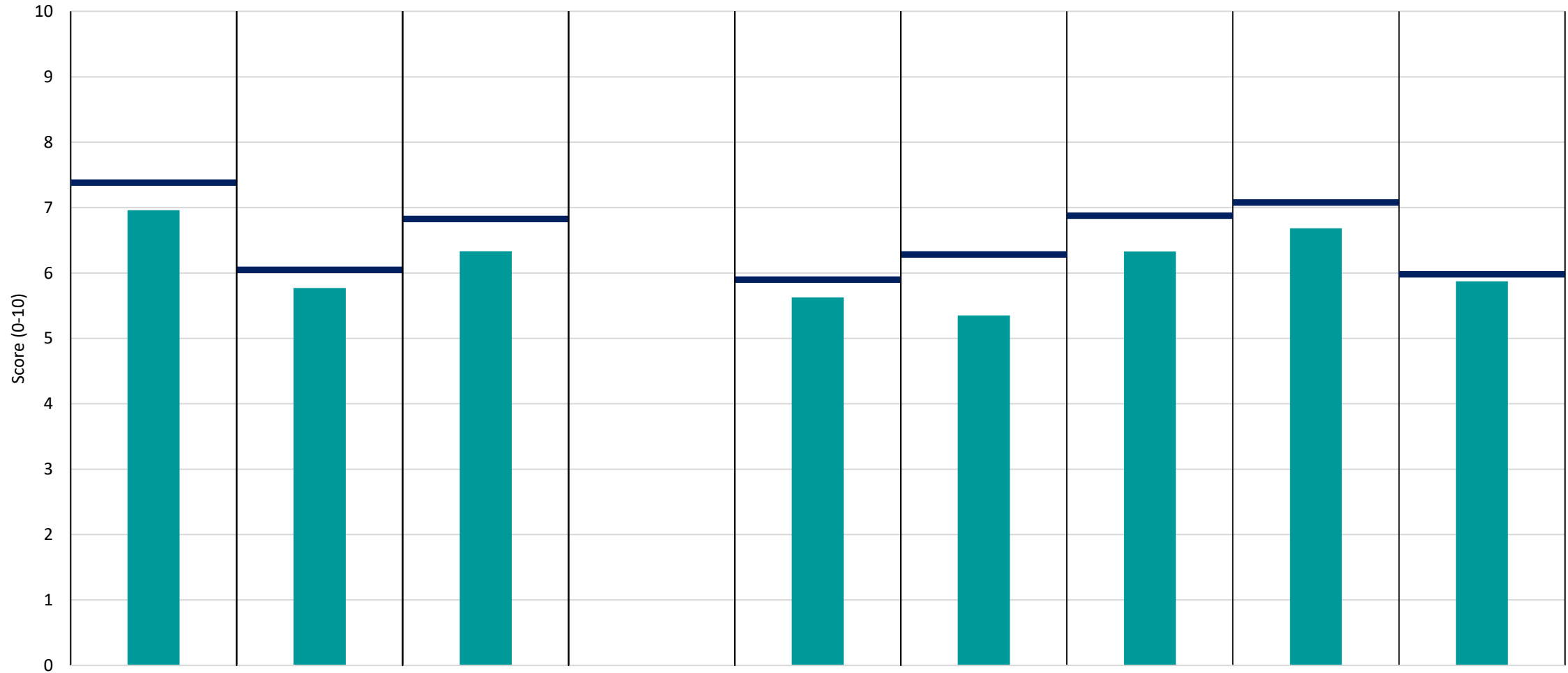
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Staff Engagement

Morale



Breakdown	6.96	5.77	6.33	-	5.63	5.35	6.33	6.69	5.87
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98

Responses 98 96 97 - 93 94 97 98 98 23

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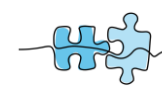
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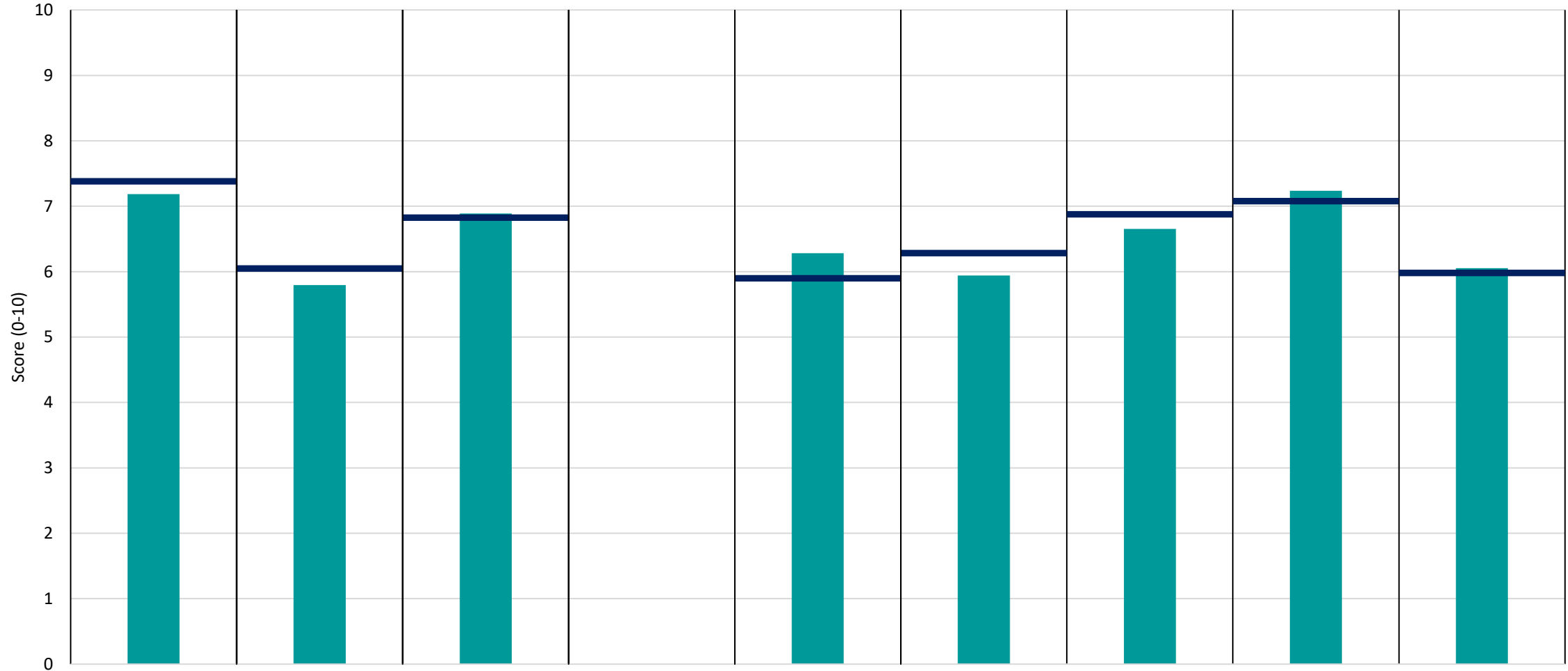
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Staff Engagement

Morale



Breakdown	7.19	5.79	6.89	-	6.28	5.94	6.65	7.23	6.05
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	284	283	284	-	272	283	284	284	284

Maternity



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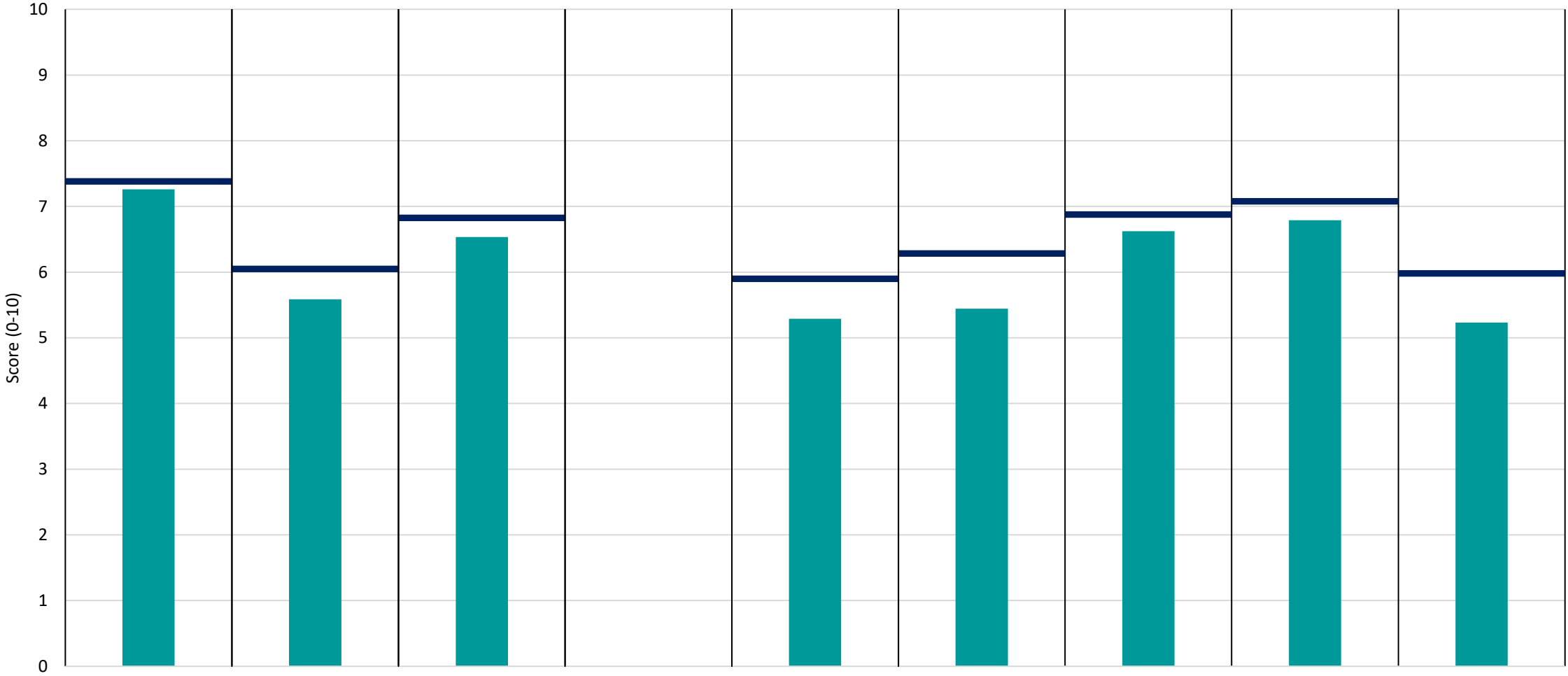
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Staff Engagement

Morale



Breakdown	7.26	5.59	6.53	-	5.29	5.44	6.62	6.79	5.23
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98

Responses 211 211 211 - 197 209 211 211 211 25

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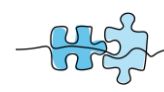
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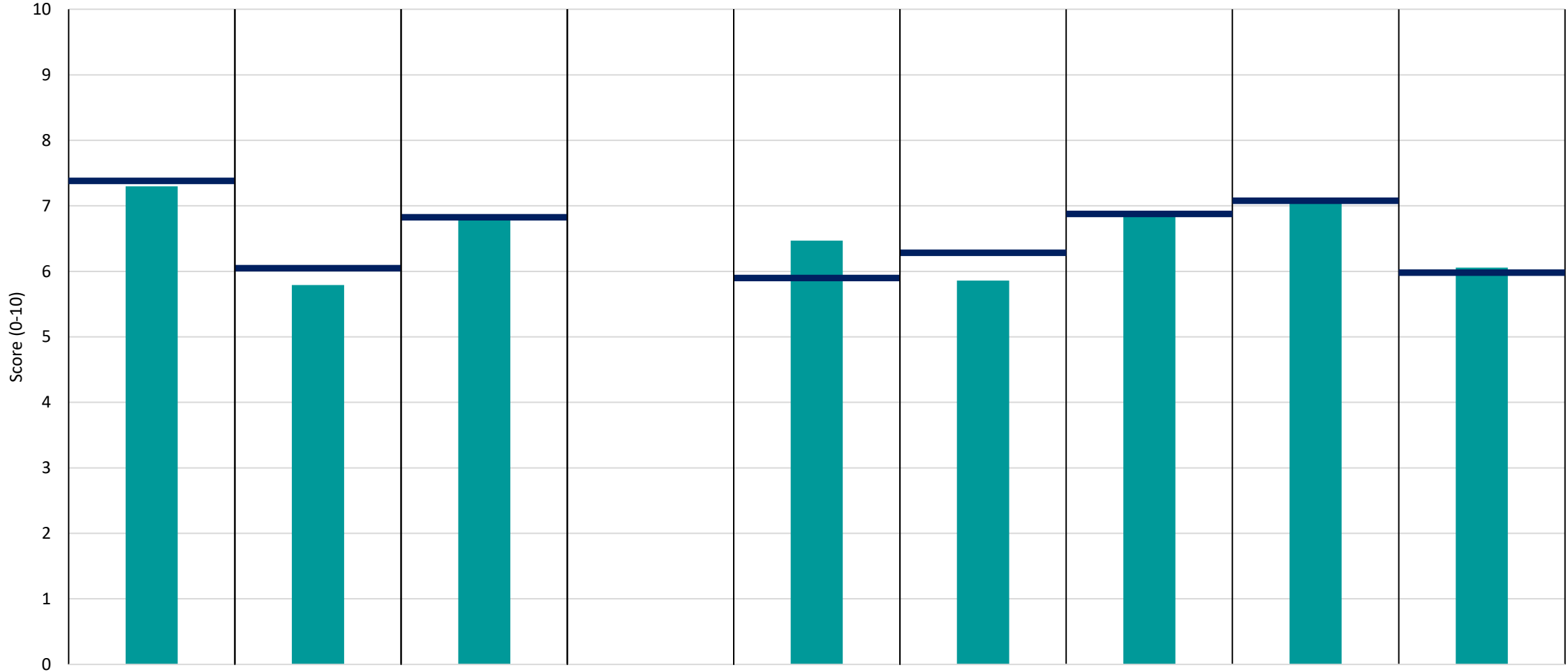
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Staff Engagement

Morale



Breakdown	7.30	5.79	6.79	-	6.47	5.86	6.88	7.11	6.06
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	189	188	187	-	173	185	189	188	189



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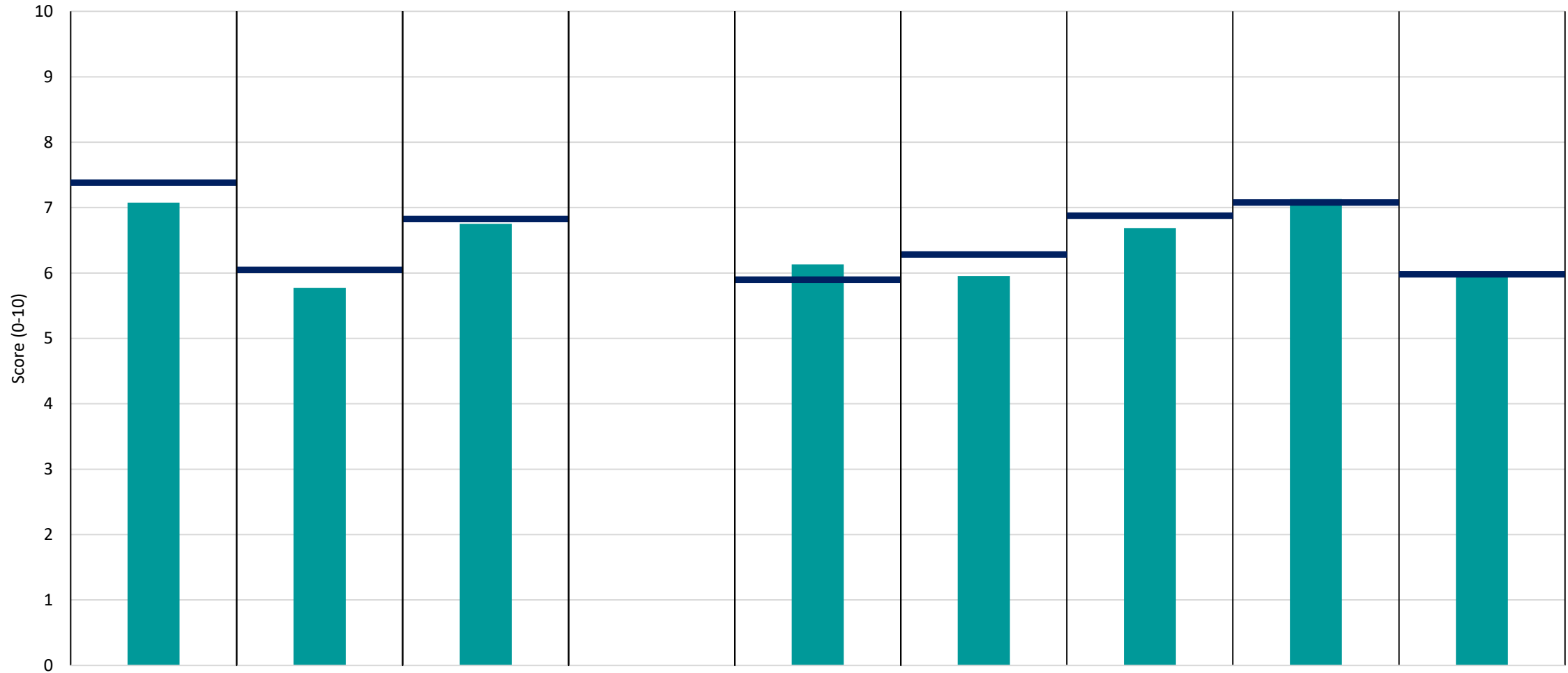
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Staff Engagement

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Breakdown	7.08	5.77	6.75	-	6.13	5.95	6.69	7.13	5.96
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	278	277	274	-	259	275	278	278	278



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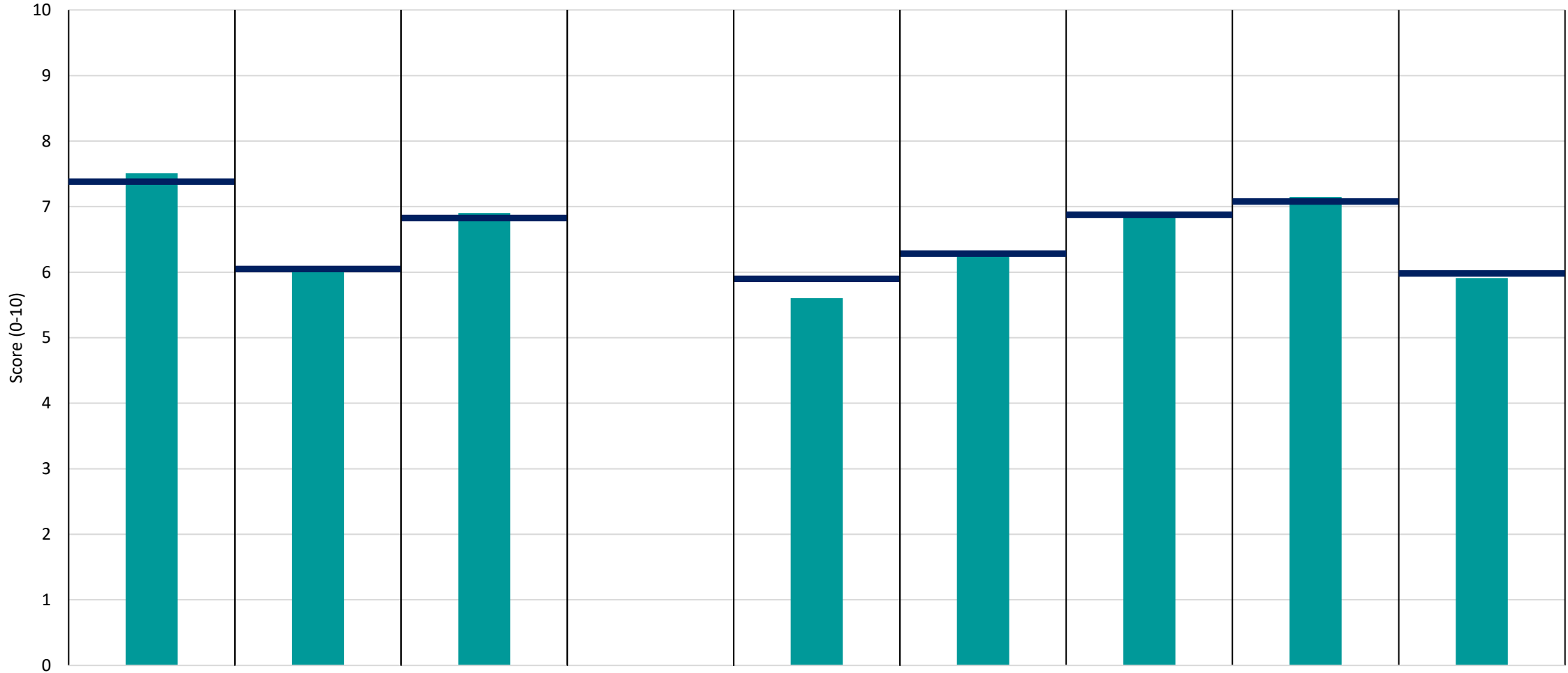
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Breakdown	7.51	6.08	6.90	-	5.60	6.27	6.91	7.15	5.91
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	472	473	467	-	463	471	469	472	473



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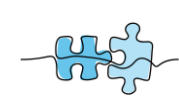
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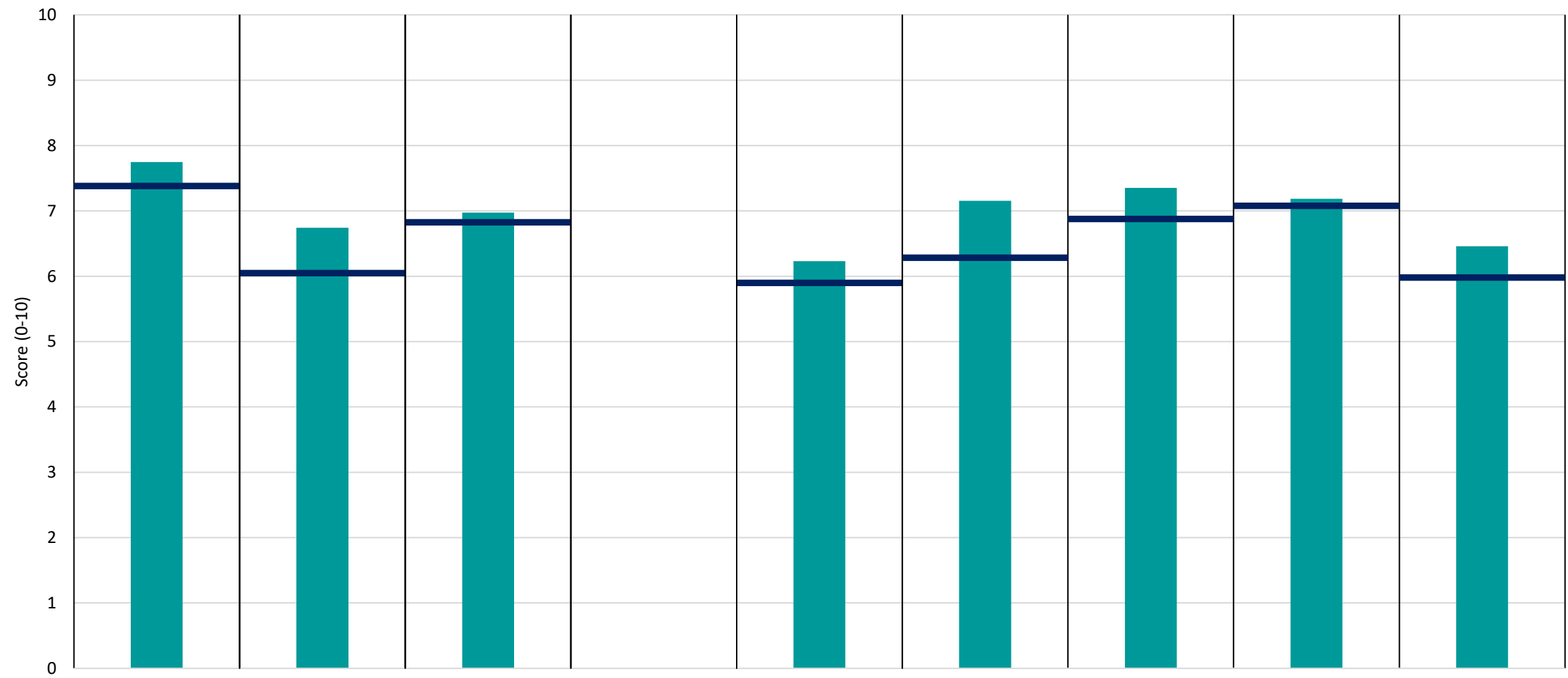
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Breakdown	7.75	6.74	6.98	-	6.23	7.15	7.35	7.18	6.46
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	111	111	110	-	108	111	111	111	111

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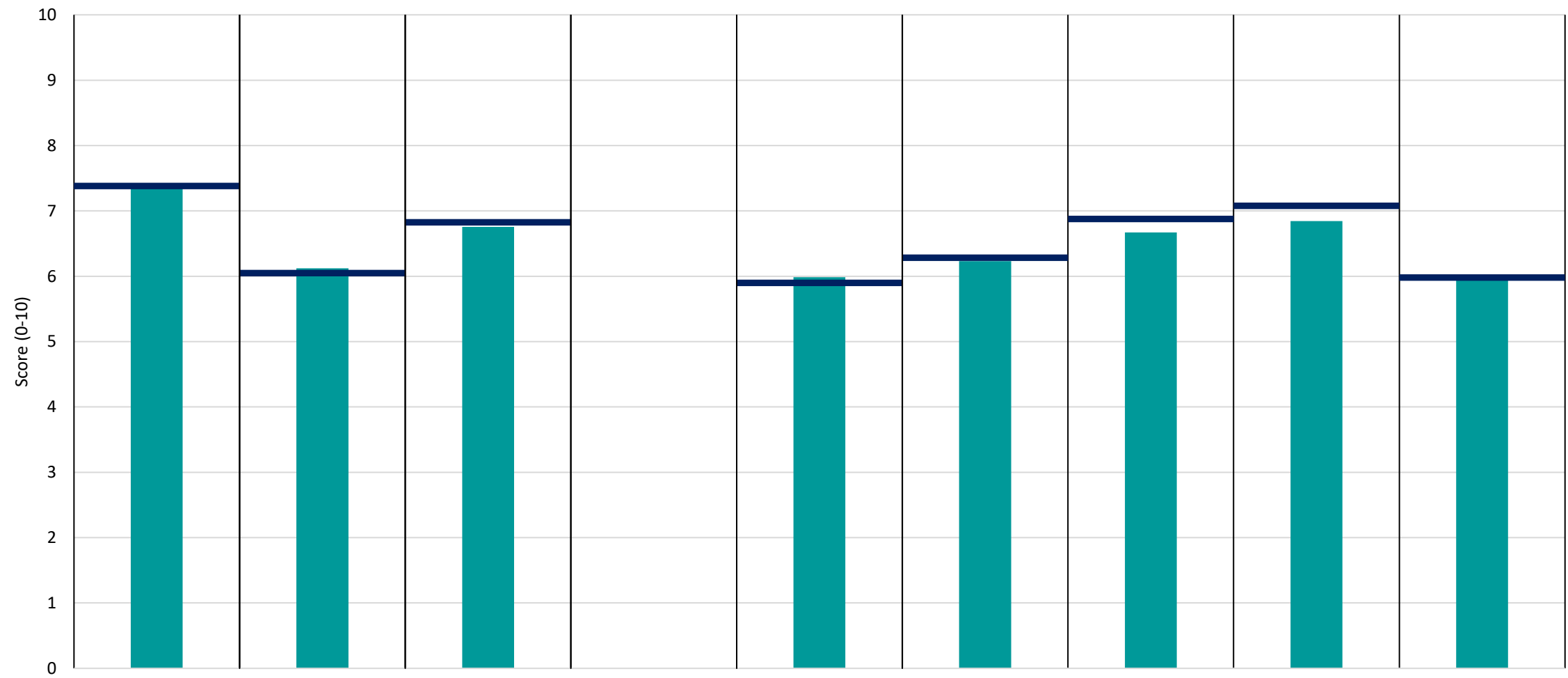
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.40	6.12	6.76	-	5.98	6.23	6.67	6.84	5.98
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	144	145	145	-	142	145	143	145	145

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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that counts



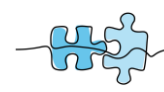
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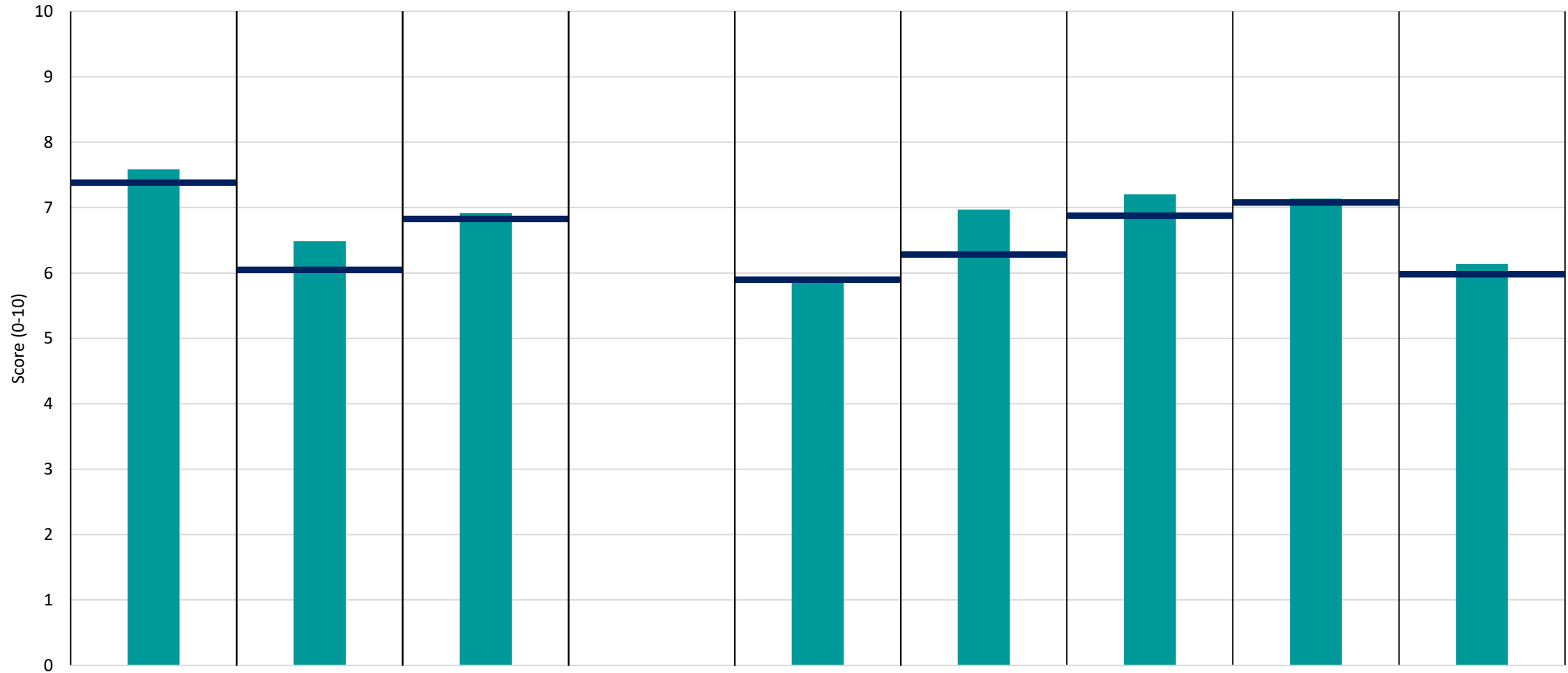
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Staff Engagement

Morale



Breakdown	7.59	6.49	6.91	-	5.91	6.97	7.20	7.14	6.14
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	633	634	633	-	614	631	630	635	634



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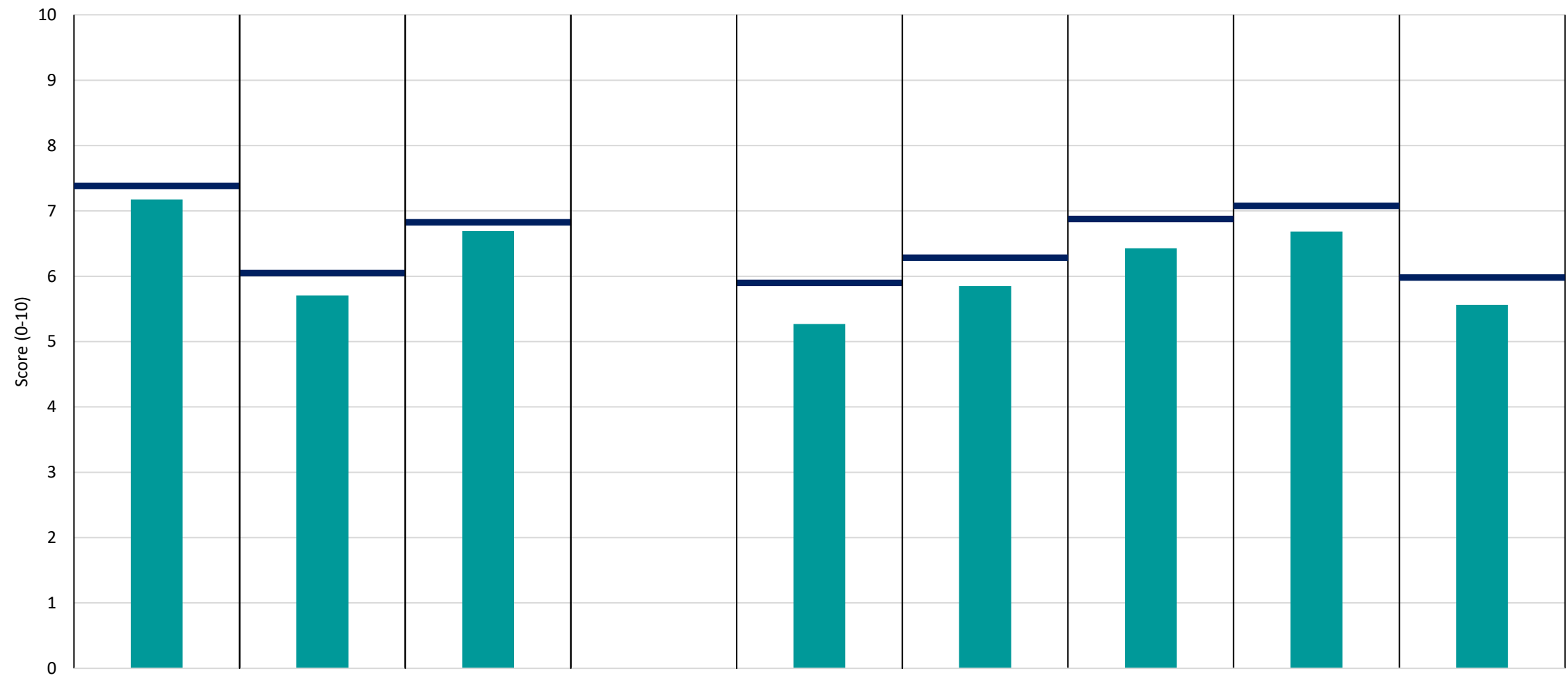
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Staff Engagement

Morale



Breakdown	7.18	5.70	6.69	-	5.27	5.85	6.43	6.68	5.56
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	297	298	294	-	281	297	297	297	298

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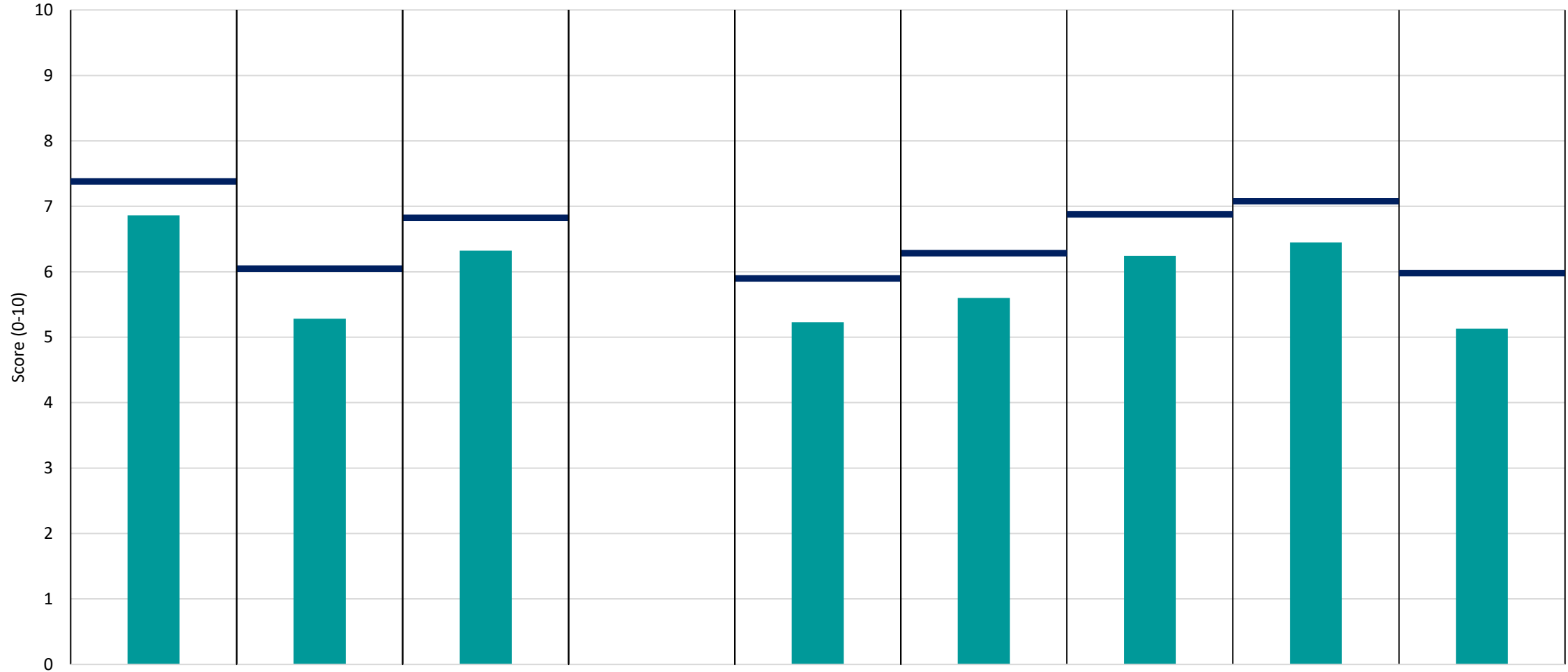
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Staff Engagement

Morale



Breakdown	6.86	5.28	6.32	-	5.23	5.60	6.24	6.45	5.13
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98

Responses 166 166 162 - 154 166 165 166 166 166 33

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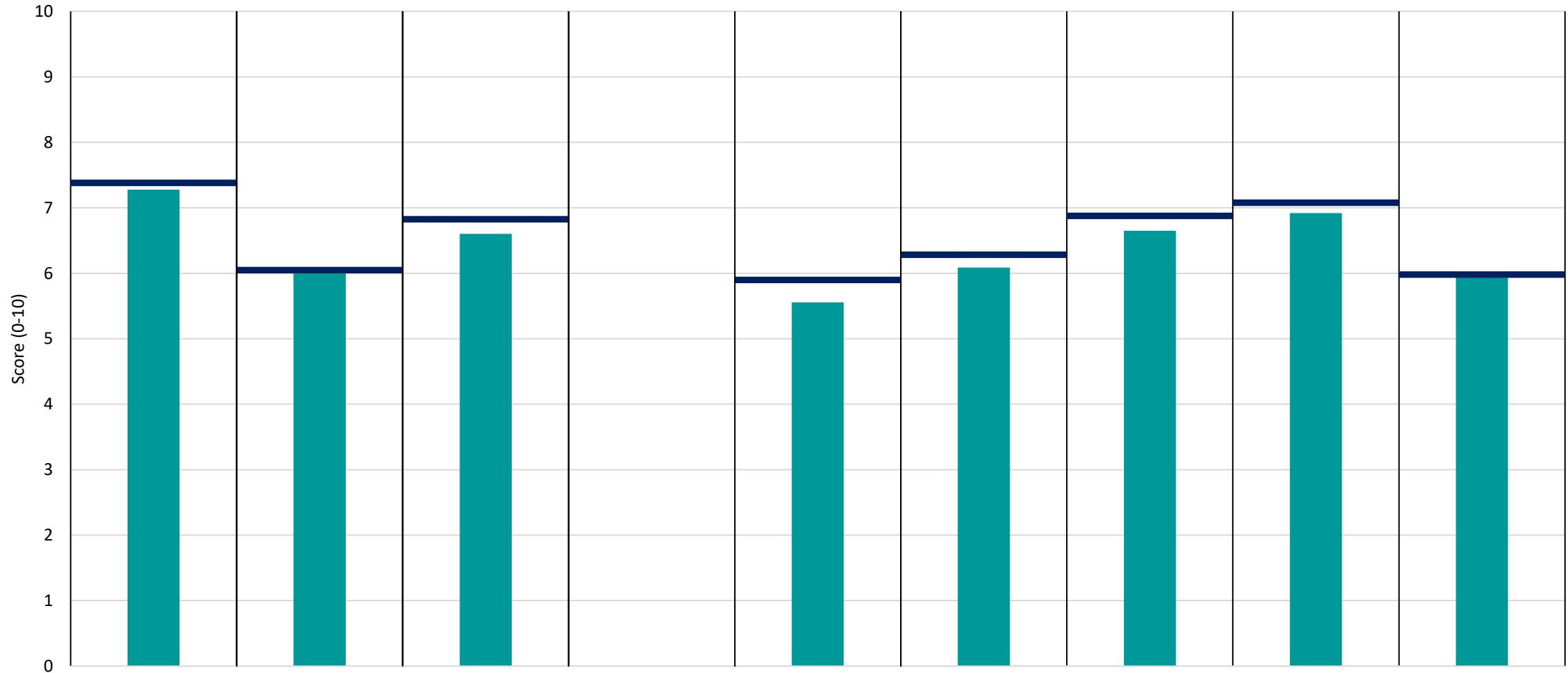
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Staff Engagement

Morale



Breakdown	7.28	6.01	6.60	-	5.55	6.09	6.65	6.92	5.96
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	241	242	241	-	228	242	241	242	242



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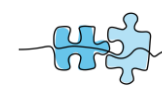
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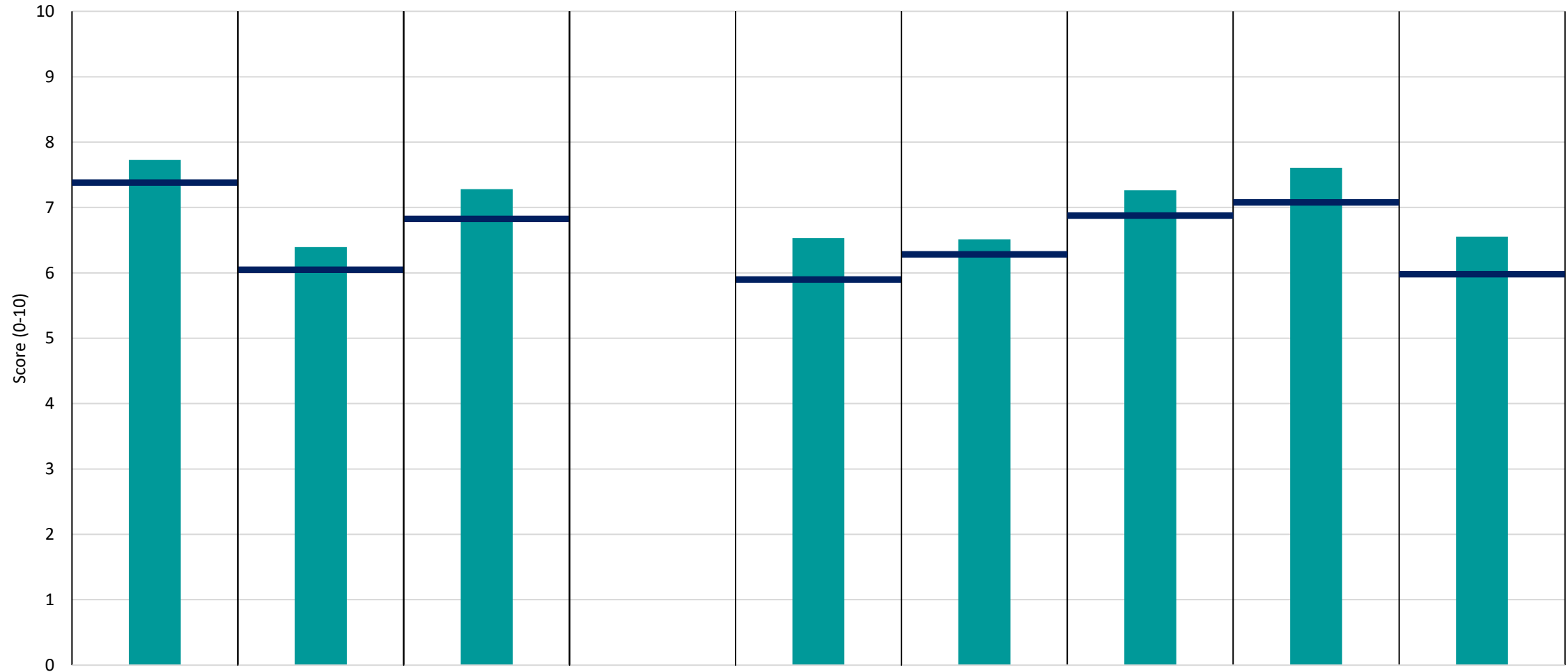
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Staff Engagement

Morale



Breakdown	7.73	6.40	7.28	-	6.53	6.51	7.26	7.61	6.56
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	266	266	261	-	254	265	266	266	265



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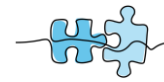
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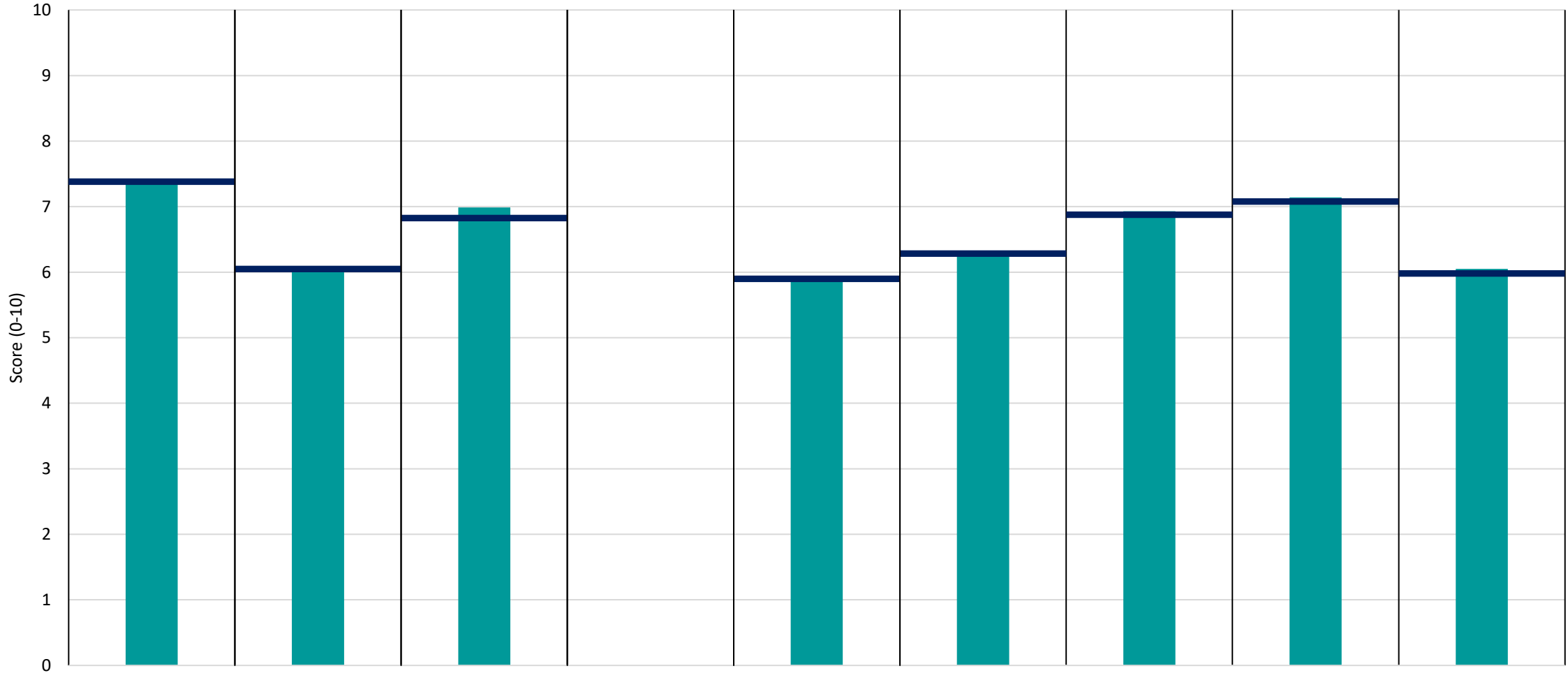
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Staff Engagement

Morale



Breakdown	7.41	6.06	6.99	-	5.93	6.25	6.93	7.14	6.05
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	282	281	277	-	271	281	281	282	281



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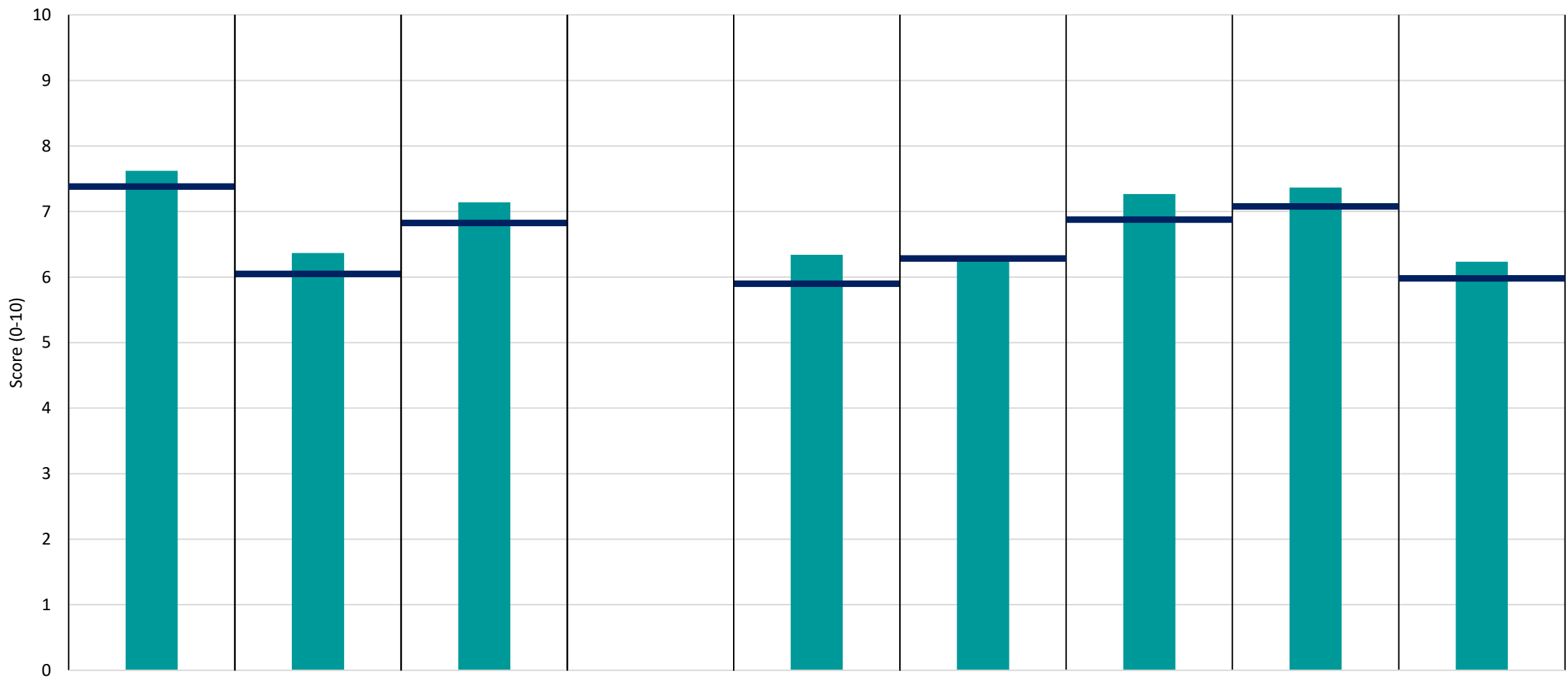
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Staff Engagement

Morale



Breakdown	7.62	6.37	7.14	-	6.34	6.27	7.27	7.37	6.24
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	265	265	265	-	254	265	266	266	266

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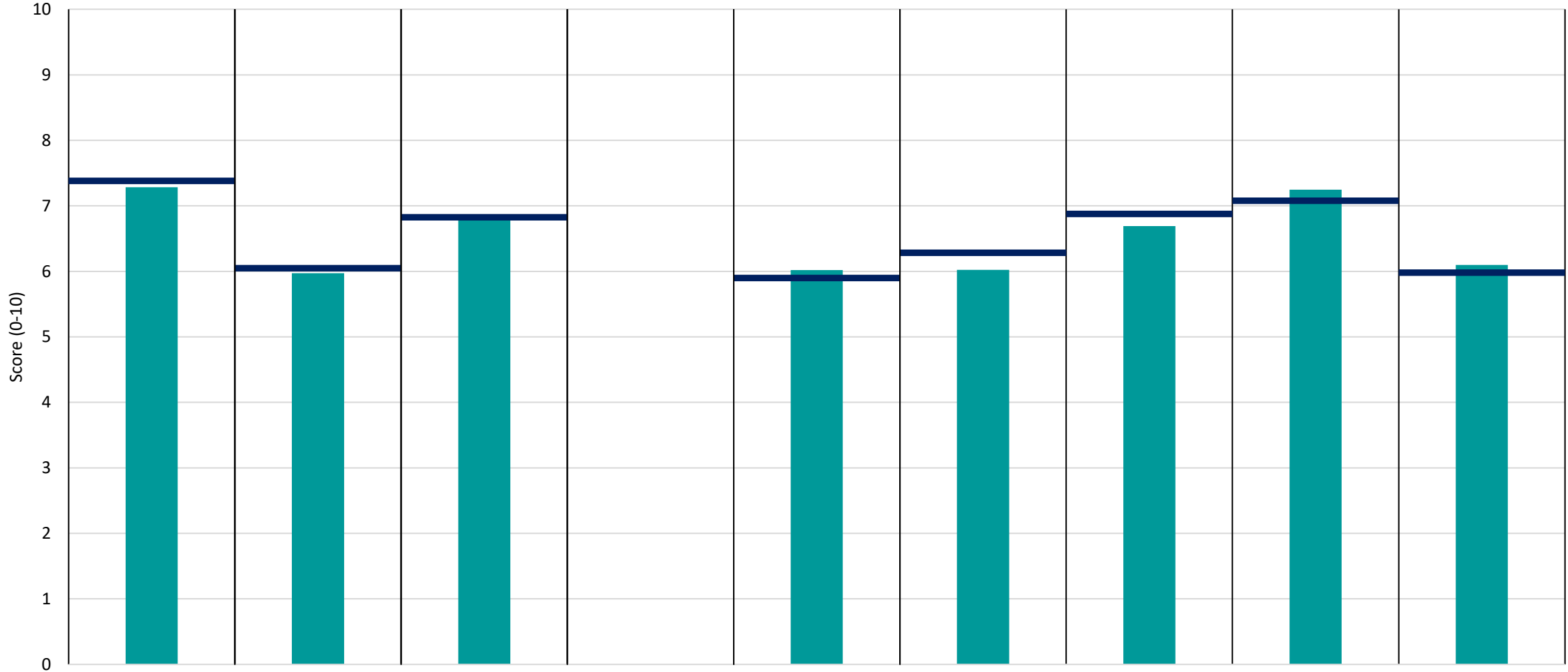
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Staff Engagement

Morale



Breakdown	7.28	5.97	6.85	-	6.02	6.02	6.69	7.25	6.10
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98

Responses 166 166 164 - 155 164 166 166 166 38

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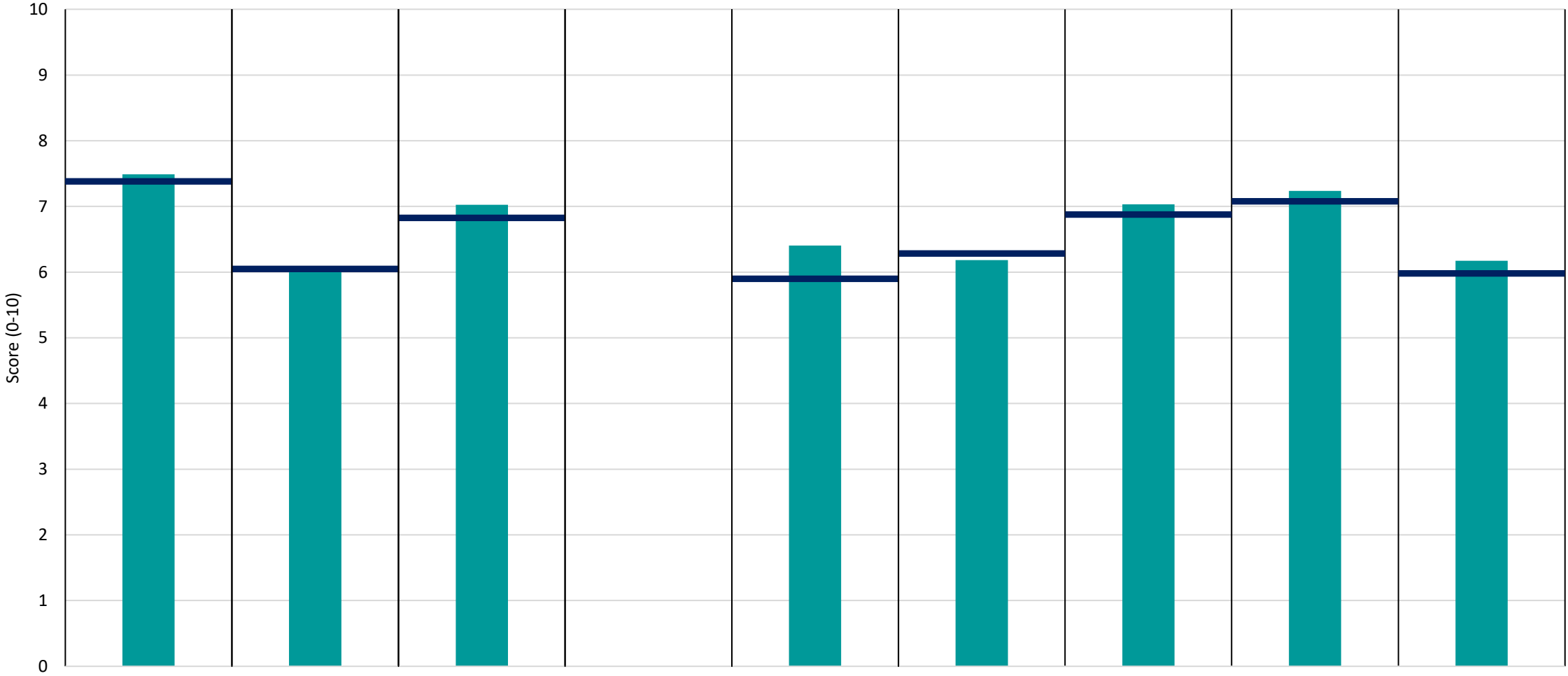
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Staff Engagement

Morale



Breakdown	7.49	6.03	7.03	-	6.41	6.18	7.03	7.24	6.17
Your org	7.38	6.05	6.82	-	5.90	6.28	6.88	7.08	5.98
Responses	412	411	408	-	390	405	412	412	412

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