# North Tees and Hartlepool NHS Foundation Trust

2023 NHS Staff Survey

**Breakdown report**

# Contents (1)

Introduction | 4

People Promise element and Theme results – Breakdowns 1 | 5

This breakdown report for North Tees and Hartlepool 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 North Tees and Hartlepool 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.



Breakdown

| | 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 Engagememt | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.7 | 7.0 | 7.4 | 6.7 | 6.1 | 7.1 | 7.5 | 7.4 | 6.6 |
| Your org | 7.6 | 6.7 | 7.0 | 6.9 | 5.8 | 6.4 | 7.3 | 6.9 | 6.4 |
| Responses | 75 | 75 | 70 | 75 | 75 | 75 | 75 | 75 | 75 |

**! 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

North Tees and Hartlepool NHS Foundation Trust

2023 NHS Staff Survey

# Collaborative Care



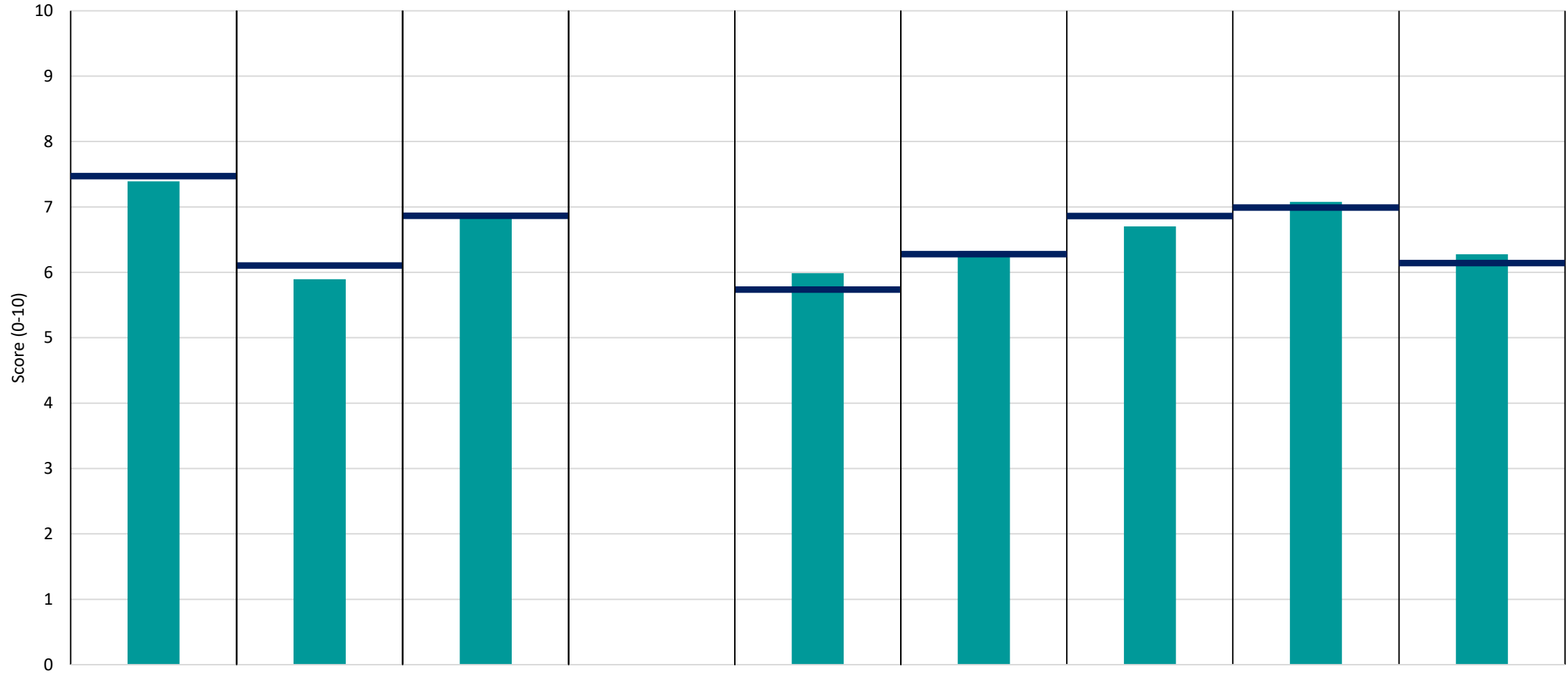| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.39 | 5.90 | 6.83 | - | 5.98 | 6.33 | 6.70 | 7.08 | 6.28 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 403 | 402 | 400 | - | 392 | 400 | 401 | 403 | 403 |

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.

# Corporate

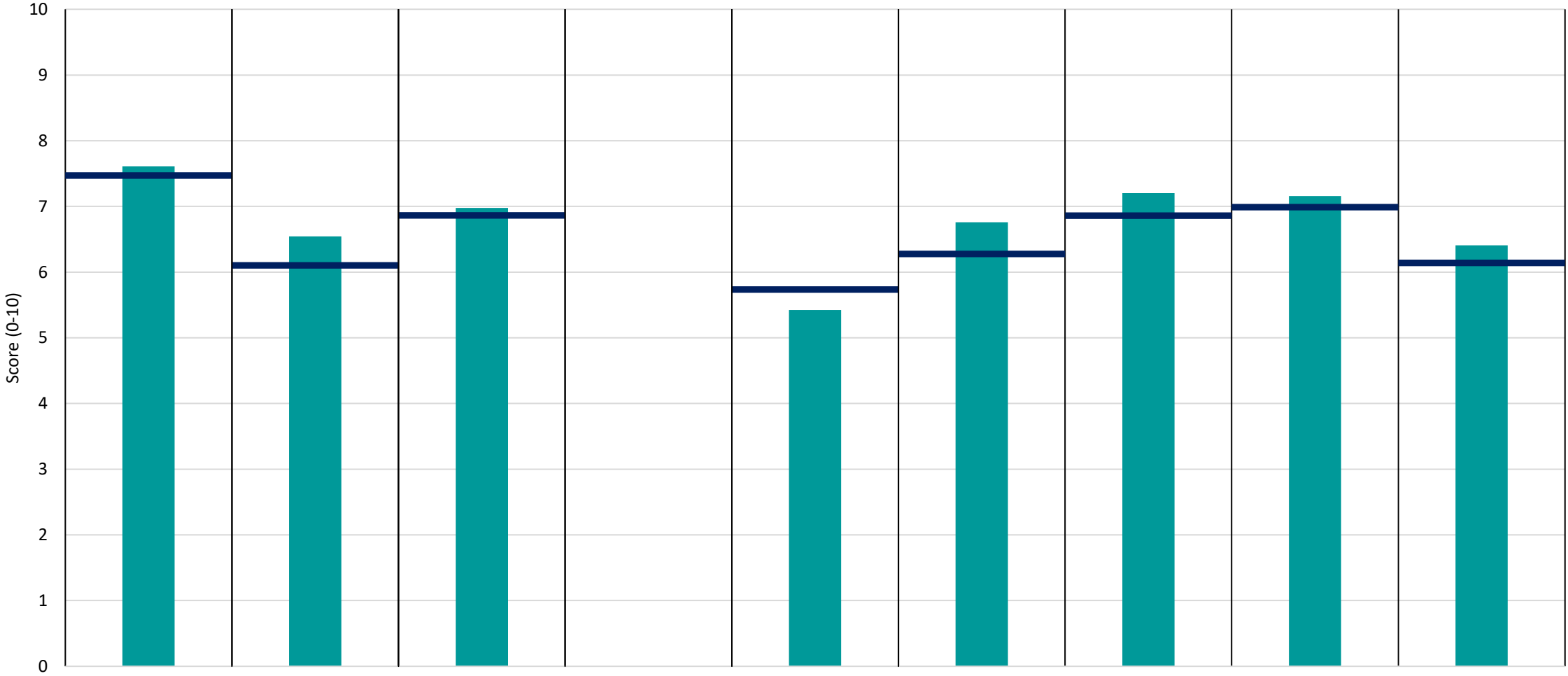| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.61 | 6.55 | 6.98 | - | 5.42 | 6.76 | 7.20 | 7.16 | 6.41 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 404 | 404 | 403 | - | 376 | 402 | 403 | 404 | 404 |

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.

# Healthy Lives
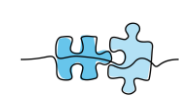


| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.55 | 6.18 | 6.91 | - | 5.93 | 6.35 | 6.92 | 6.99 | 6.10 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 1033 | 1034 | 1029 | - | 998 | 1032 | 1031 | 1035 | 1035 |

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.

# Responsive Care



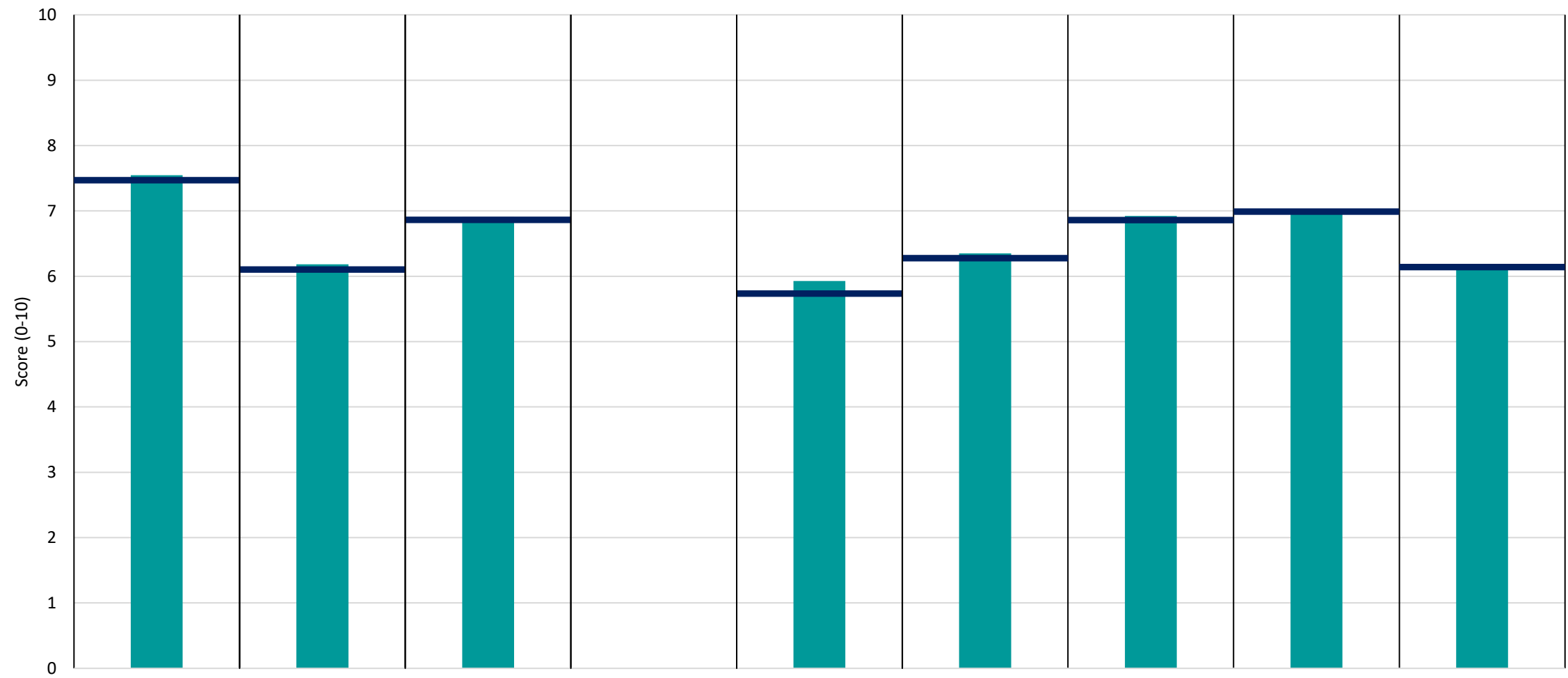| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.30 | 5.81 | 6.74 | - | 5.42 | 5.79 | 6.63 | 6.81 | 5.94 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 598 | 599 | 589 | - | 567 | 595 | 598 | 597 | 599 |

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

North Tees and Hartlepool NHS Foundation Trust

2023 NHS Staff Survey

# Anaesthetics Directorate

Score (0-10)

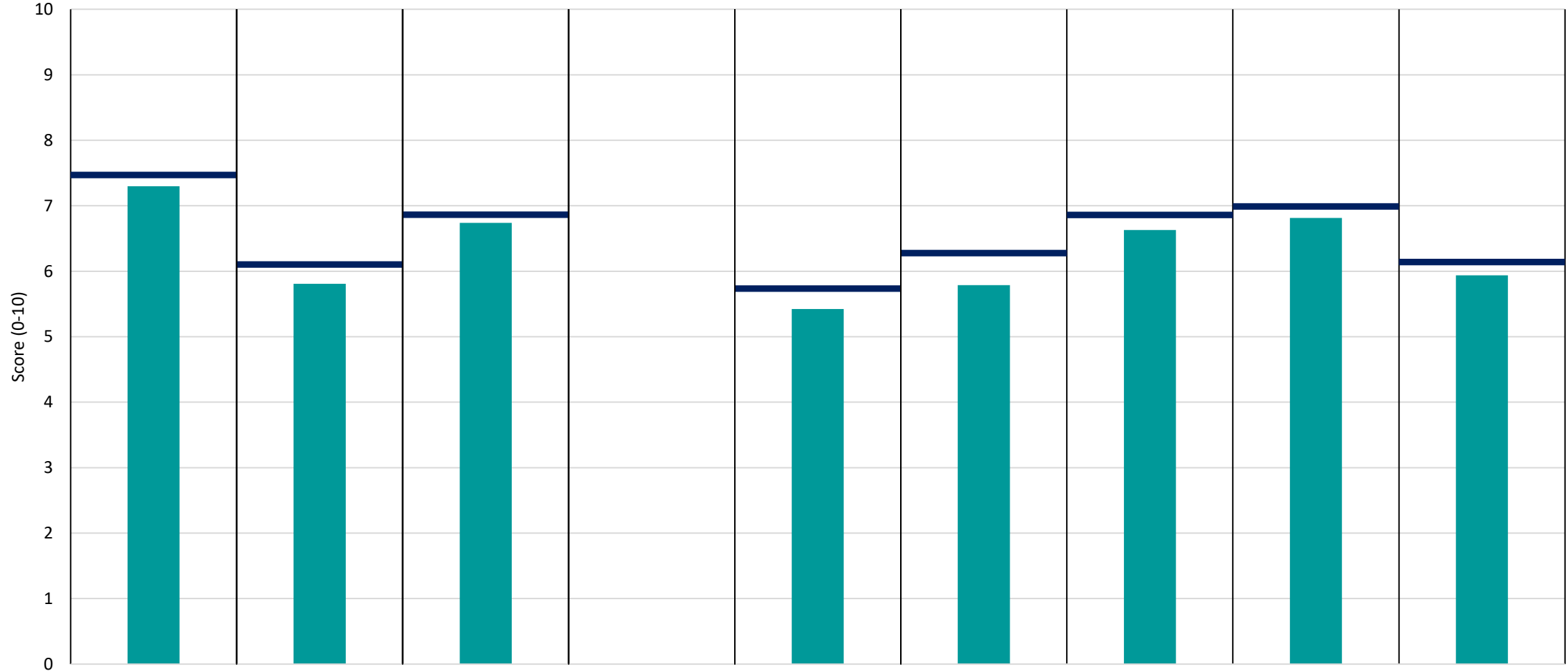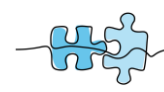|  | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.38 | 5.92 | 6.80 | - | 6.01 | 6.08 | 6.71 | 7.07 | 6.28 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 169 | 169 | 167 | - | 165 | 168 | 168 | 169 | 169 |

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.

# Breast Services



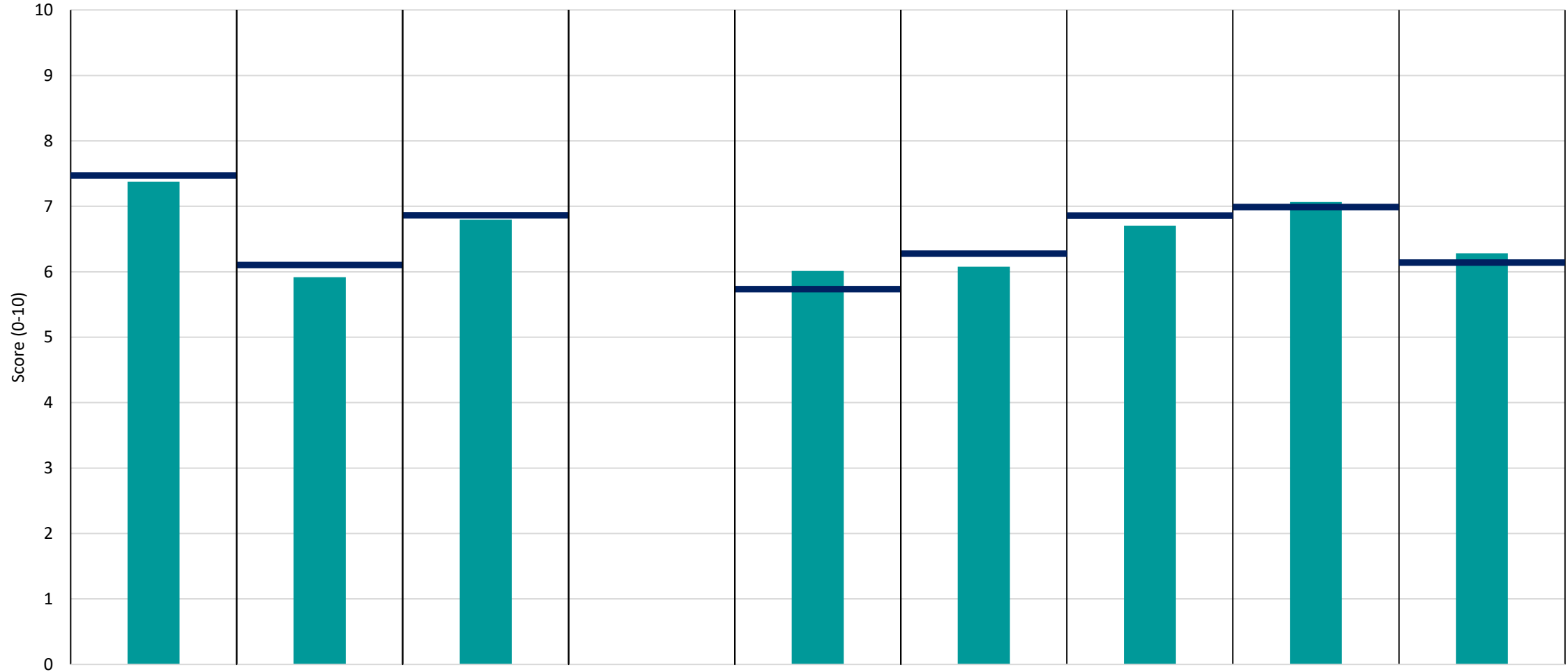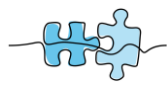| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.23 | 5.74 | 6.36 | - | 5.14 | 5.88 | 6.11 | 6.83 | 6.23 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 39 | 39 | 38 | - | 36 | 38 | 38 | 39 | 39 |

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.

# Chief Executive and Communications



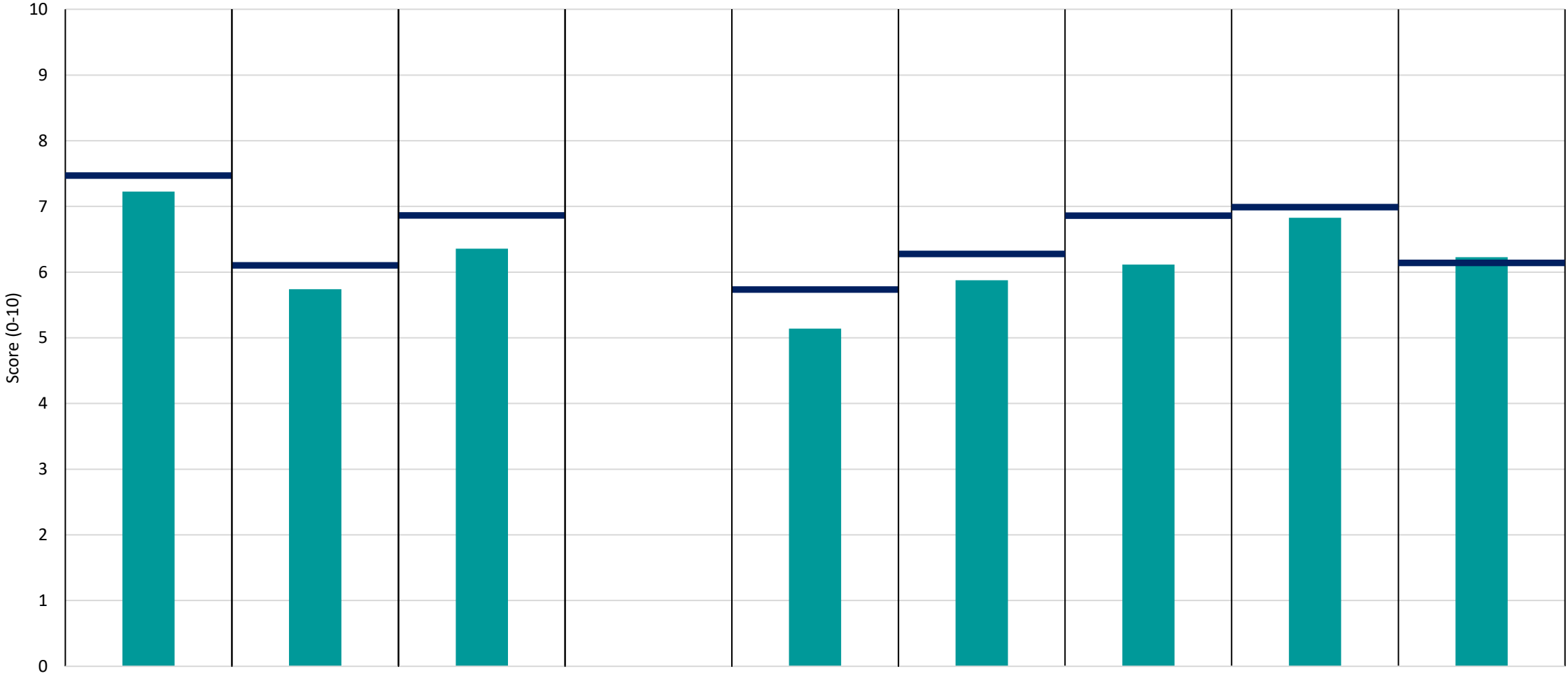| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| **Breakdown** | 7.81 | 7.04 | 7.54 | - | 5.45 | 6.91 | 7.45 | 7.99 | 6.80 |
| **Your org** | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| **Responses** | 24 | 24 | 24 | - | 24 | 24 | 24 | 24 | 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.

# Emergency and Urgent Care Directorate

NHS

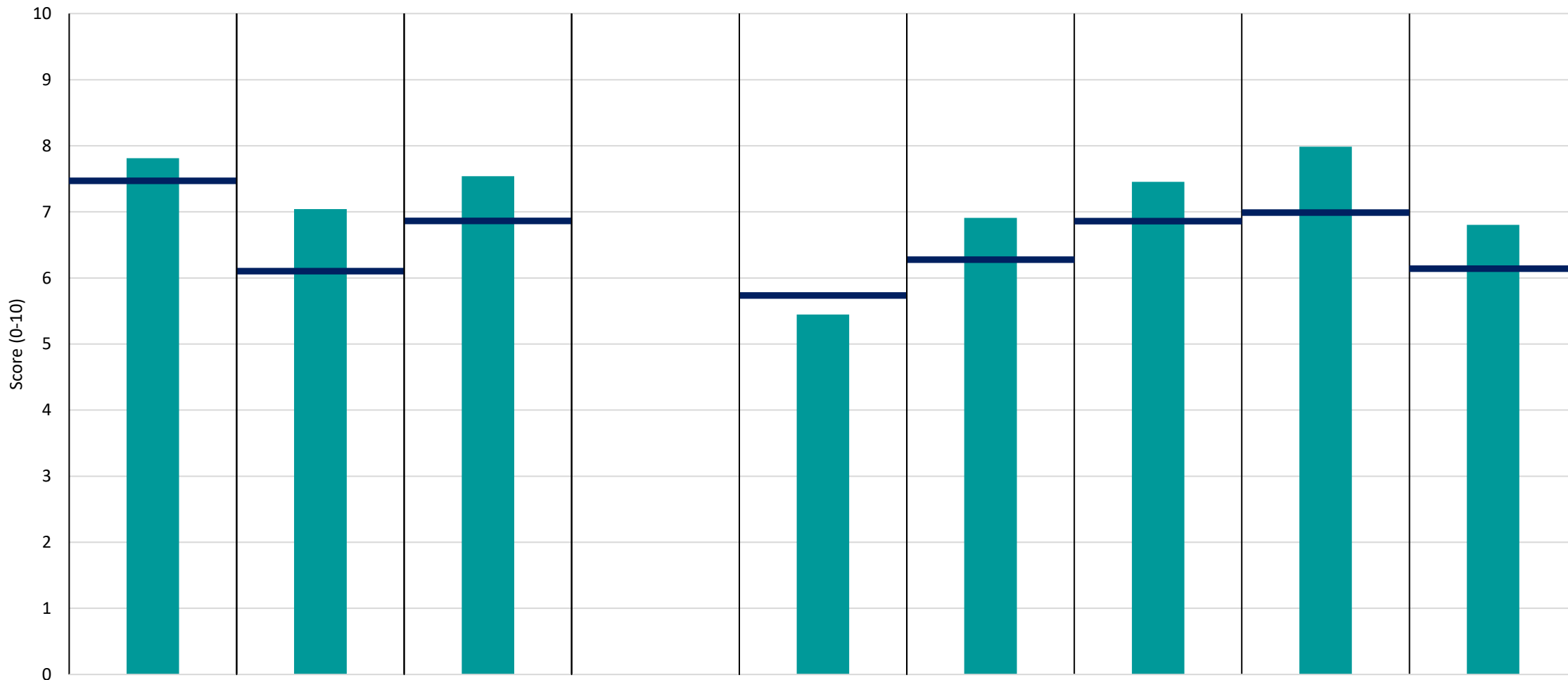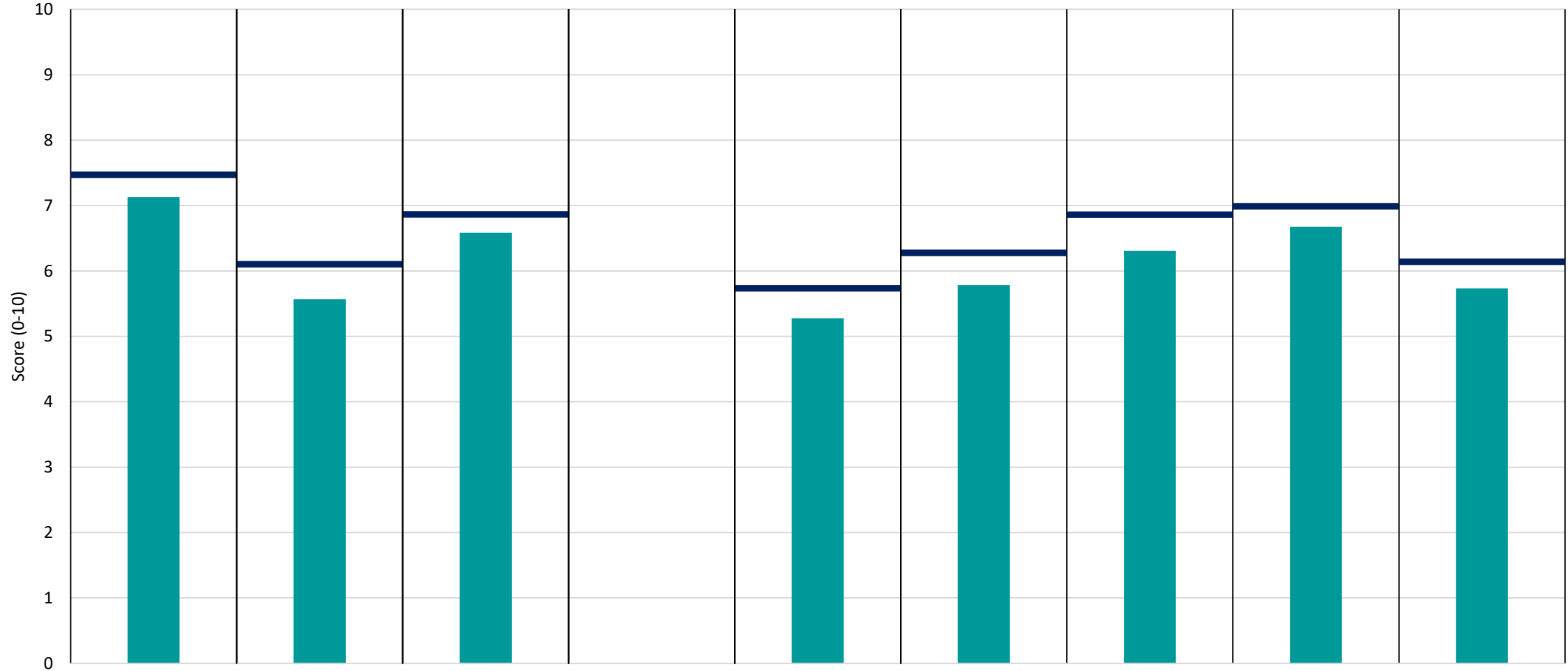| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.13 | 5.57 | 6.58 | - | 5.28 | 5.78 | 6.31 | 6.67 | 5.73 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 120 | 120 | 117 | - | 113 | 119 | 120 | 118 | 120 |

Score (0-10)

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.

# Endoscopy Directorate



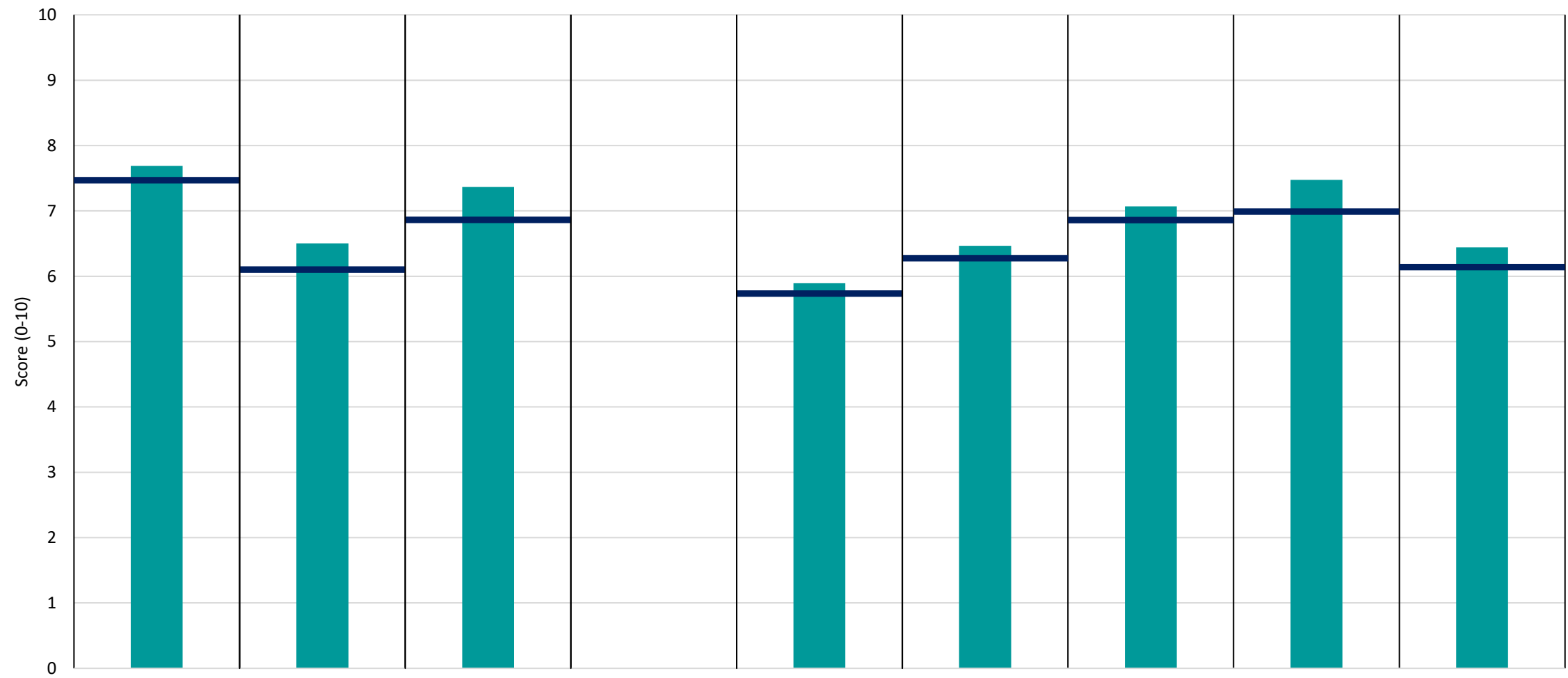| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.69 | 6.50 | 7.37 | - | 5.89 | 6.47 | 7.07 | 7.48 | 6.44 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 46 | 46 | 46 | - | 45 | 46 | 46 | 46 | 46 |

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.

# Finance



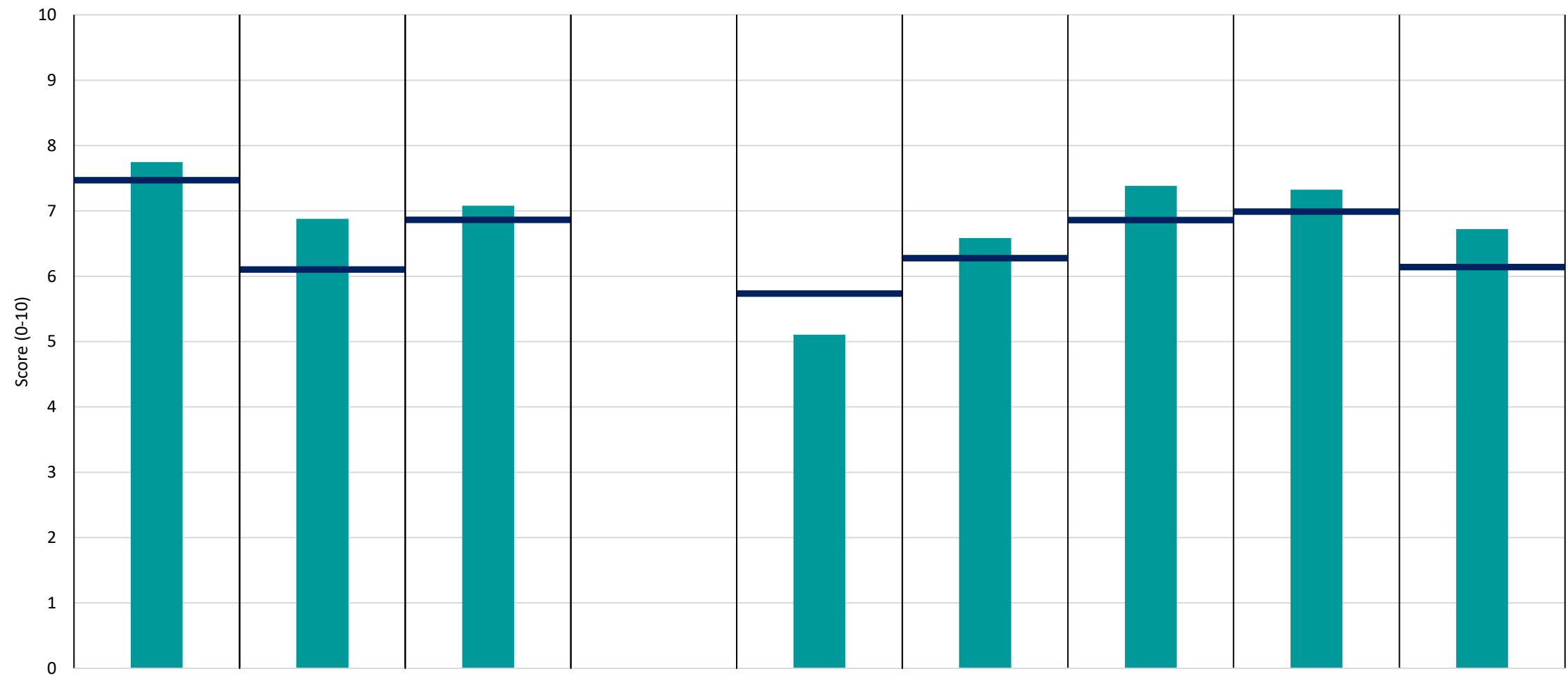| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.75 | 6.88 | 7.08 | - | 5.11 | 6.59 | 7.38 | 7.32 | 6.72 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 41 | 41 | 41 | - | 40 | 41 | 41 | 41 | 41 |

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.

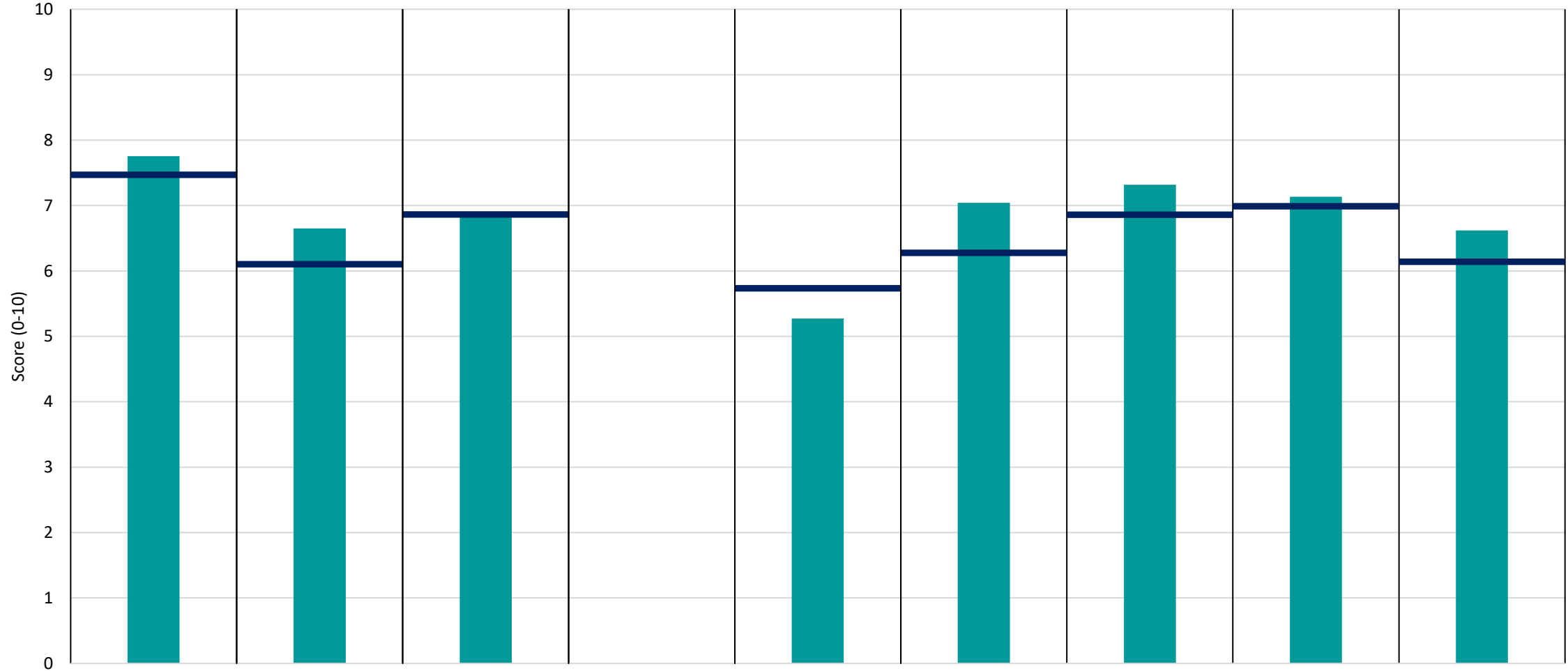| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.76 | 6.65 | 6.86 | - | 5.27 | 7.04 | 7.32 | 7.14 | 6.62 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 133 | 133 | 132 | - | 115 | 131 | 132 | 133 | 133 |

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.

# In-Hospital Care Directorate
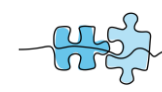


| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.45 | 6.02 | 6.98 | - | 5.69 | 6.08 | 6.91 | 7.07 | 6.16 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 283 | 284 | 279 | - | 269 | 282 | 283 | 284 | 284 |

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.

# Nursing, Patient Safety and Quality Directorate

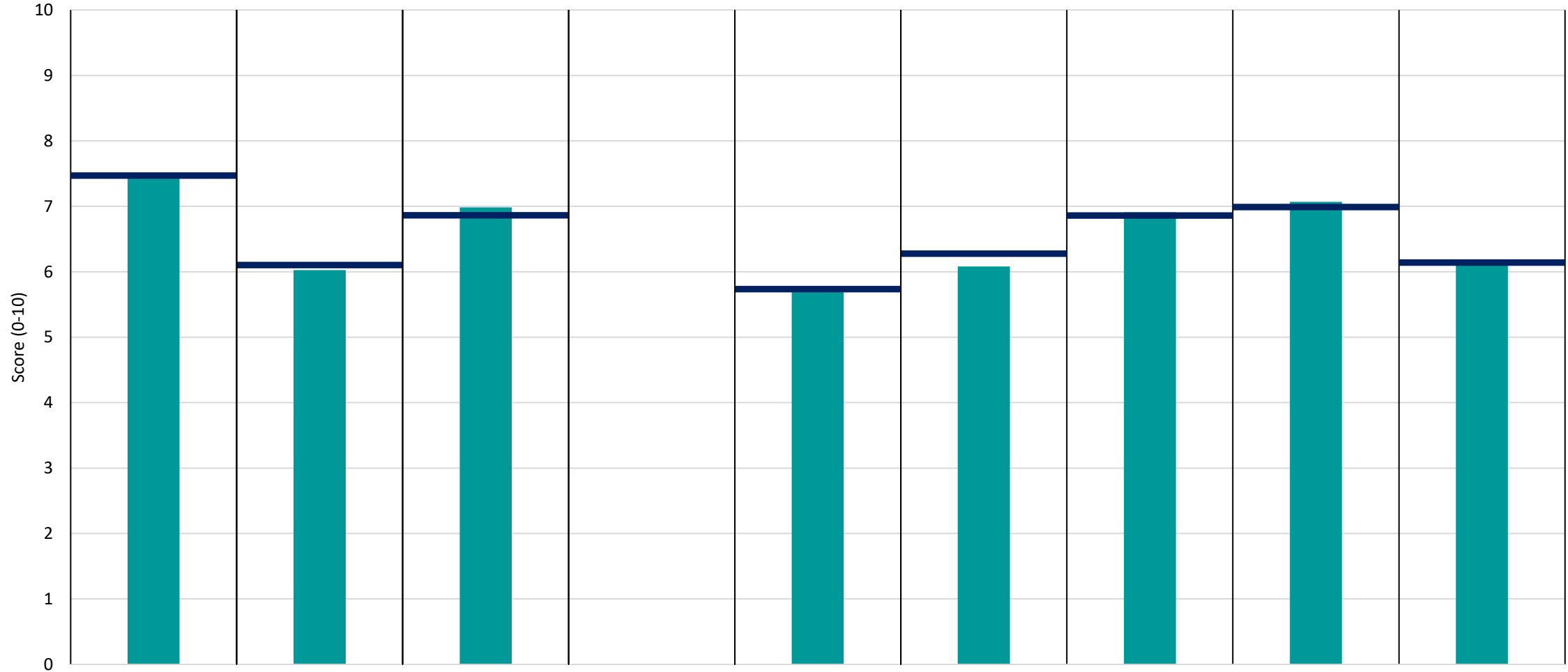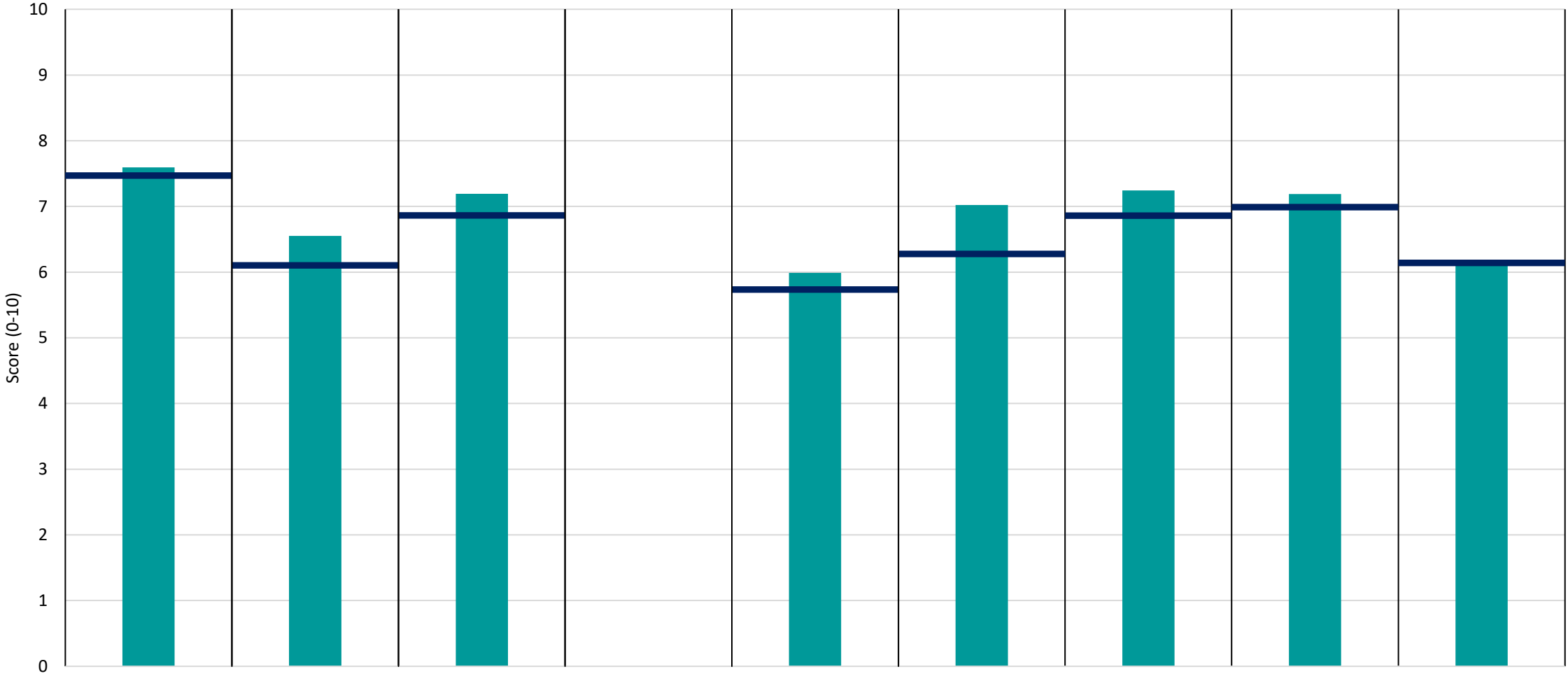| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.60 | 6.55 | 7.19 | - | 5.99 | 7.02 | 7.24 | 7.19 | 6.14 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 68 | 68 | 68 | - | 66 | 68 | 68 | 68 | 68 |

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.

# Obstetrics and Gynaecology Directorate



| | 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 | 5.74 | 6.53 | - | 5.23 | 5.11 | 6.32 | 6.69 | 5.70 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 123 | 124 | 123 | - | 120 | 124 | 123 | 124 | 124 |

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.

# Out of Hospital Care Directorate

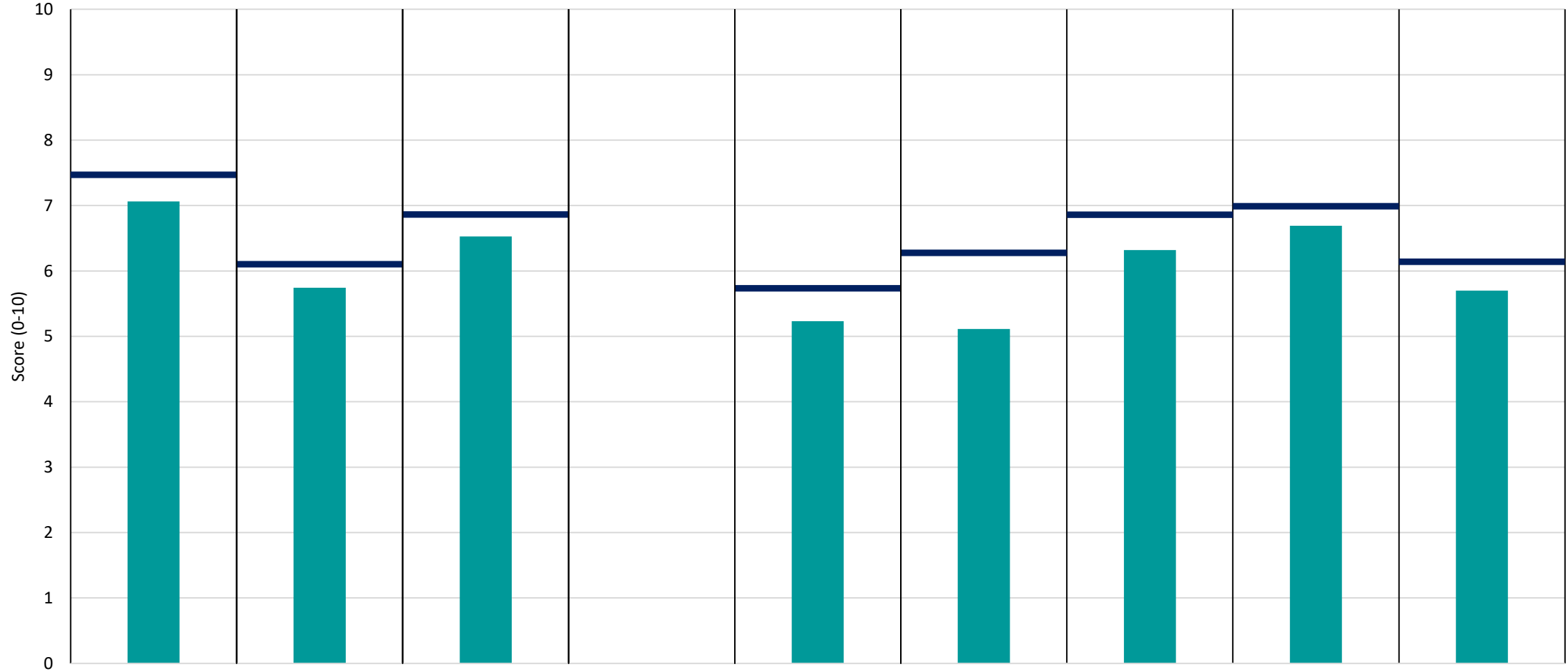| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.83 | 6.52 | 7.17 | - | 6.31 | 6.86 | 7.26 | 7.26 | 6.41 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 631 | 630 | 627 | - | 610 | 629 | 629 | 631 | 631 |

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.

# Outpatients Directorate



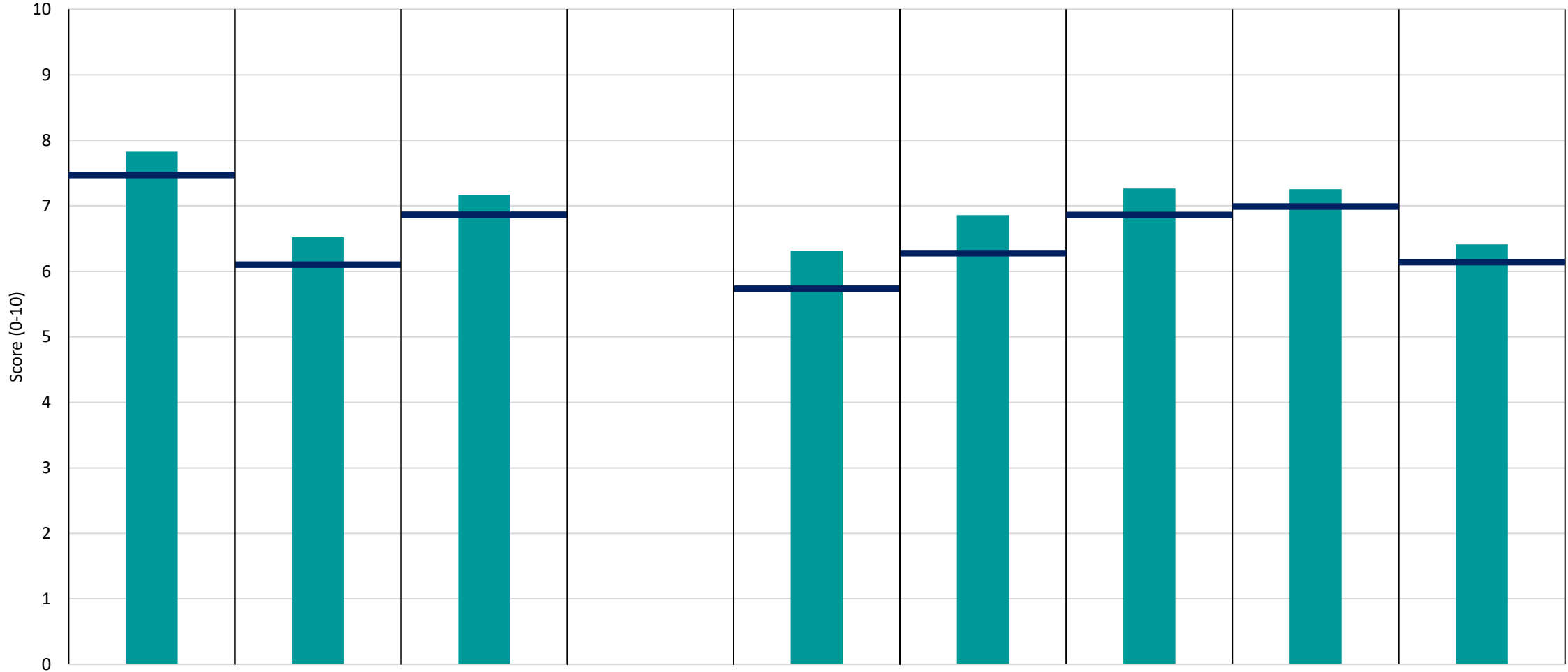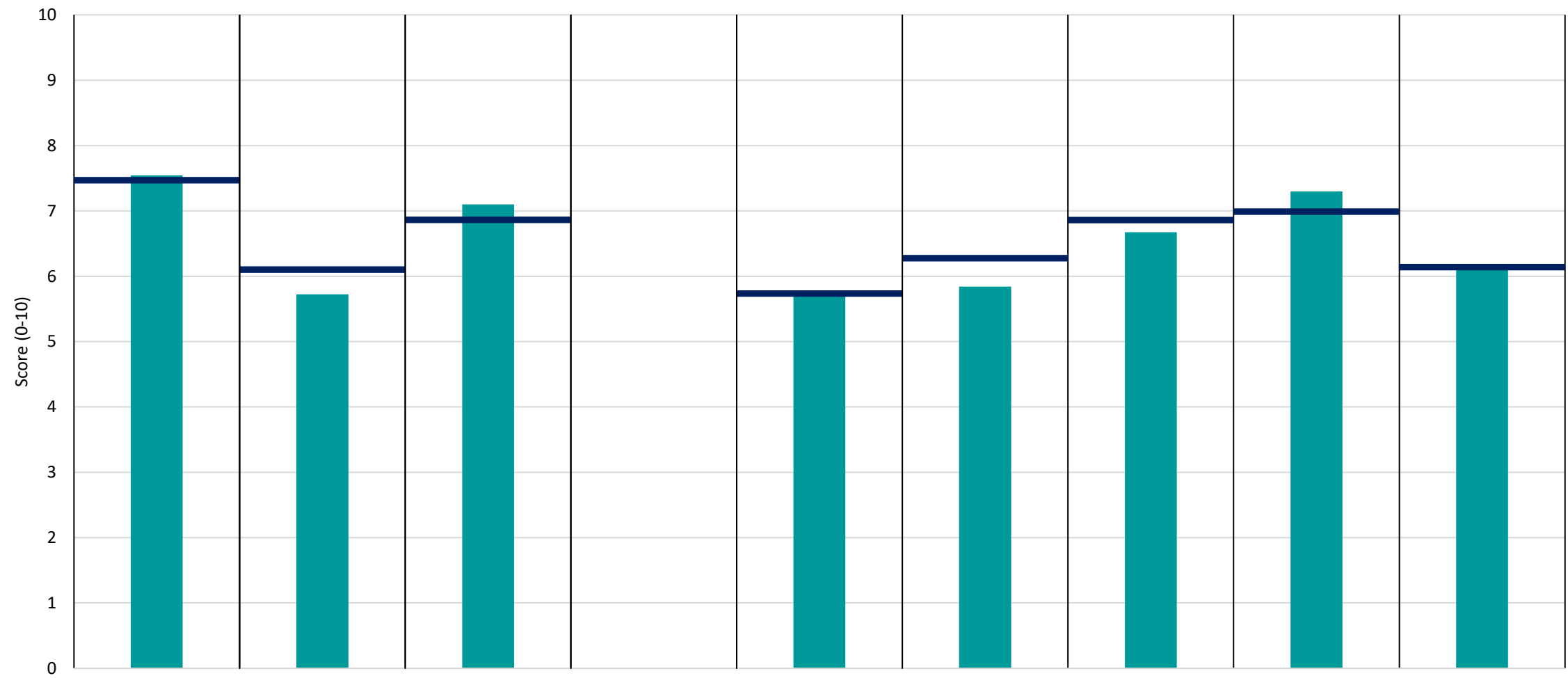| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.54 | 5.72 | 7.10 | - | 5.72 | 5.84 | 6.67 | 7.30 | 6.16 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 80 | 81 | 80 | - | 78 | 80 | 81 | 81 | 81 |

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.

# Paediatrics Directorate



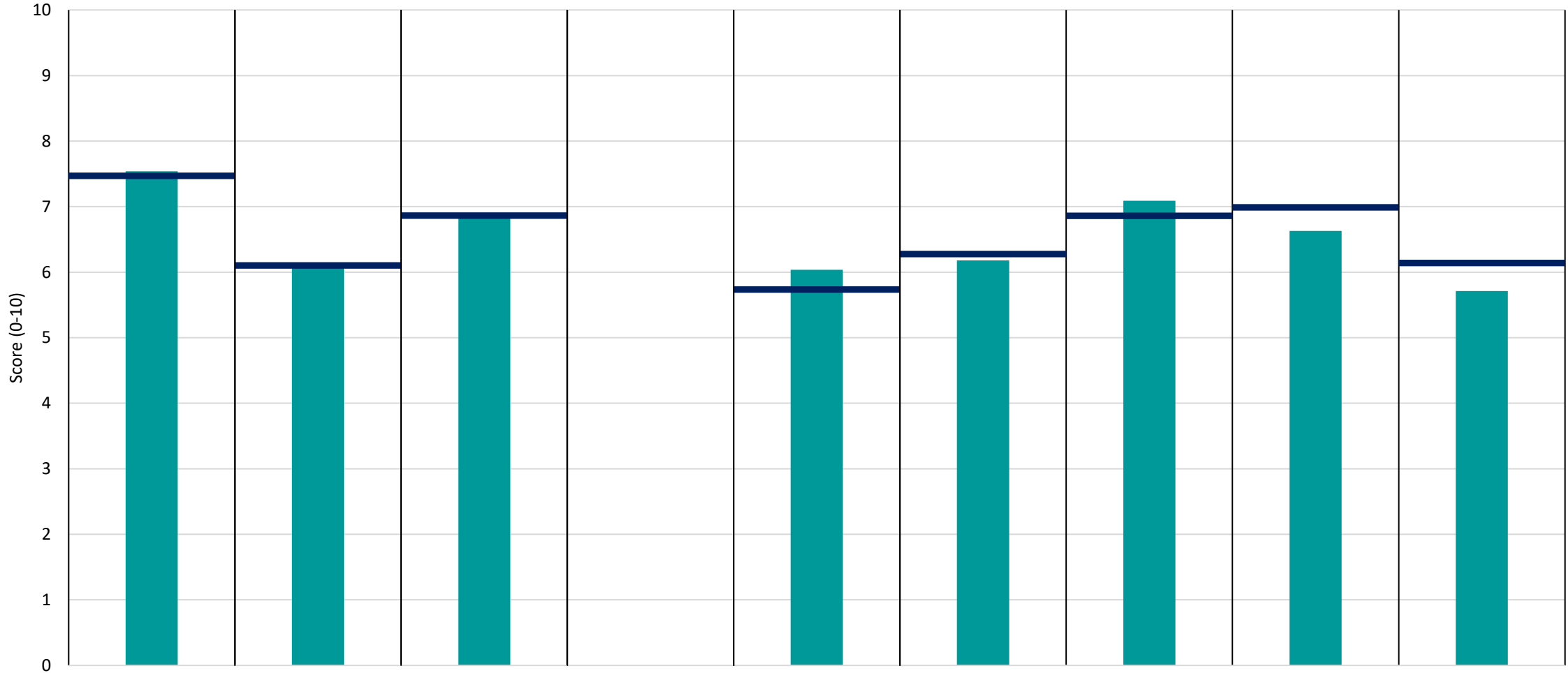| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.54 | 6.13 | 6.86 | - | 6.04 | 6.18 | 7.09 | 6.63 | 5.71 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 93 | 93 | 93 | - | 90 | 93 | 93 | 93 | 93 |

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.

Pathology Directorate — Survey Coordination Centre / NHS

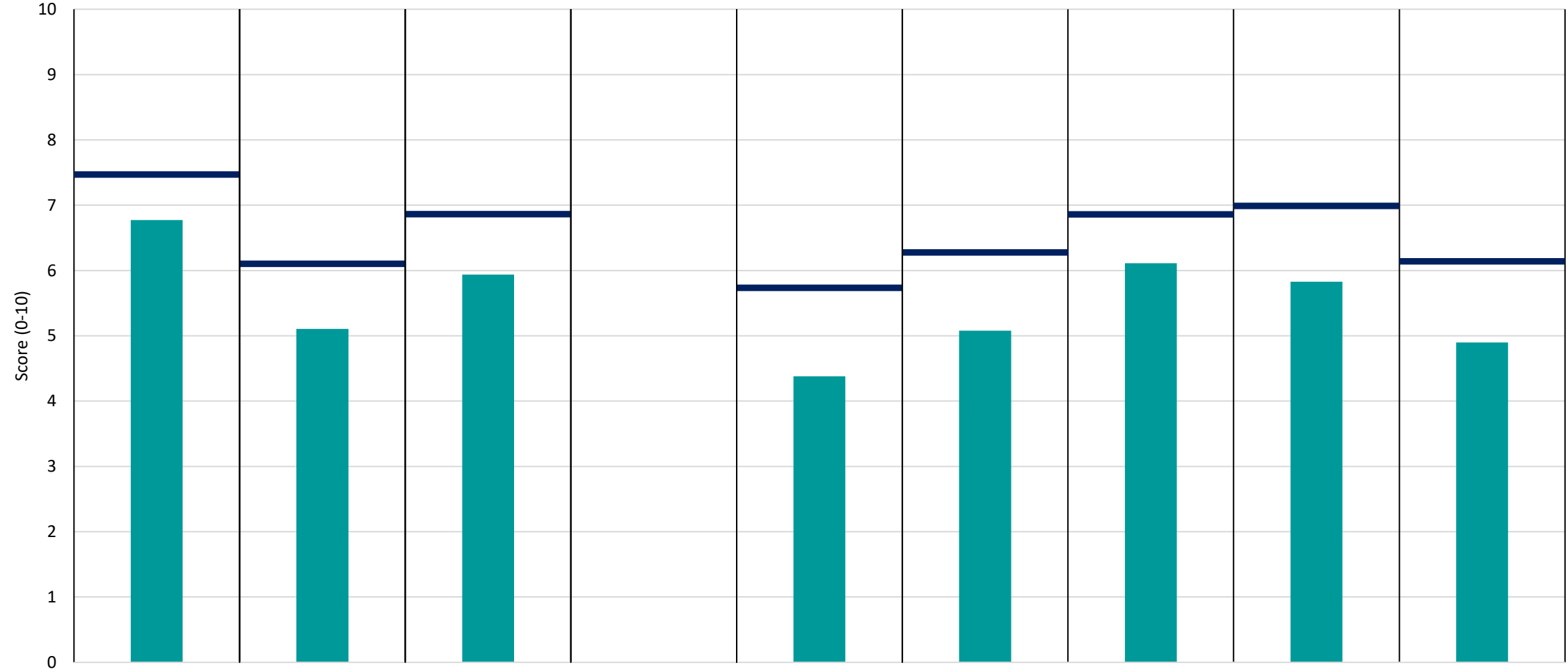| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 6.77 | 5.10 | 5.94 | - | 4.38 | 5.08 | 6.11 | 5.83 | 4.90 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 74 | 74 | 73 | - | 67 | 74 | 74 | 74 | 74 |

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.

24

# People Directorate



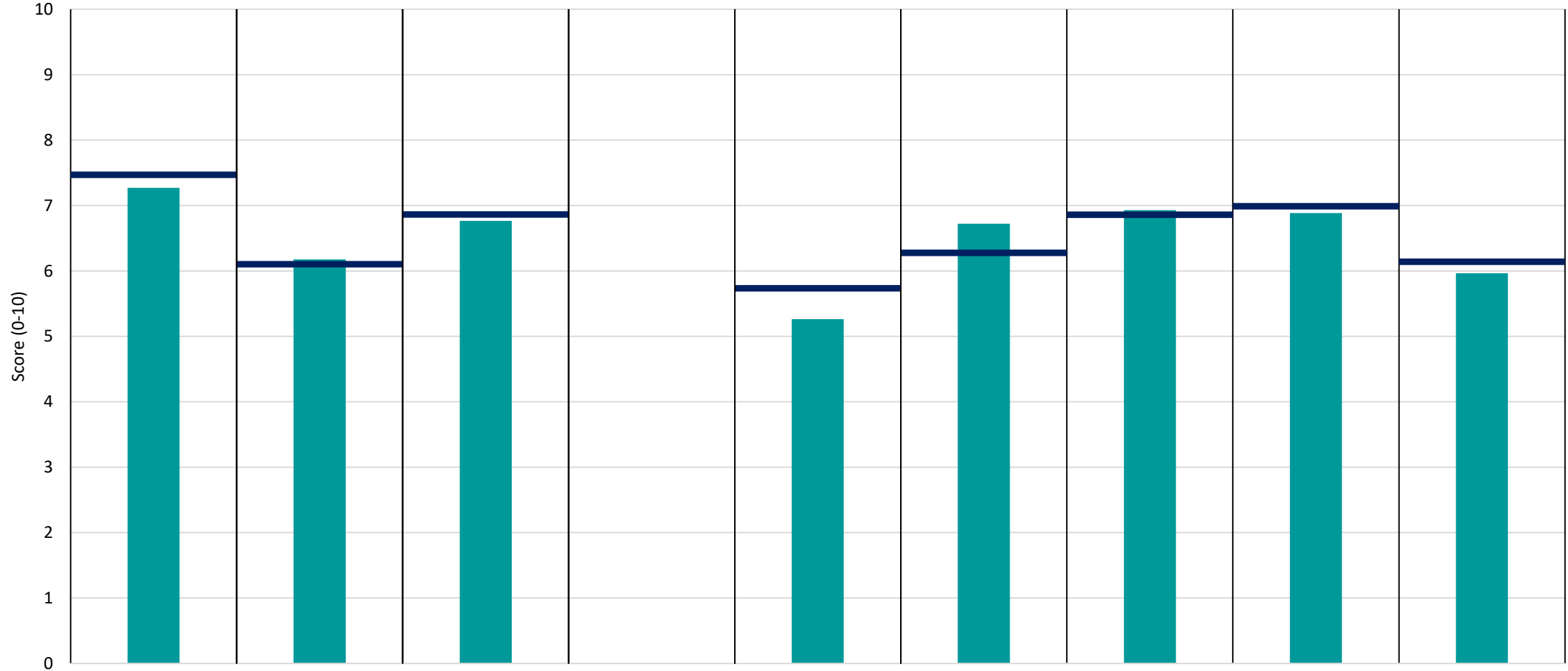| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.27 | 6.18 | 6.77 | - | 5.26 | 6.72 | 6.93 | 6.89 | 5.97 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 77 | 77 | 77 | - | 72 | 77 | 77 | 77 | 77 |

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.

# Pharmacy Directorate



Score (0-10)

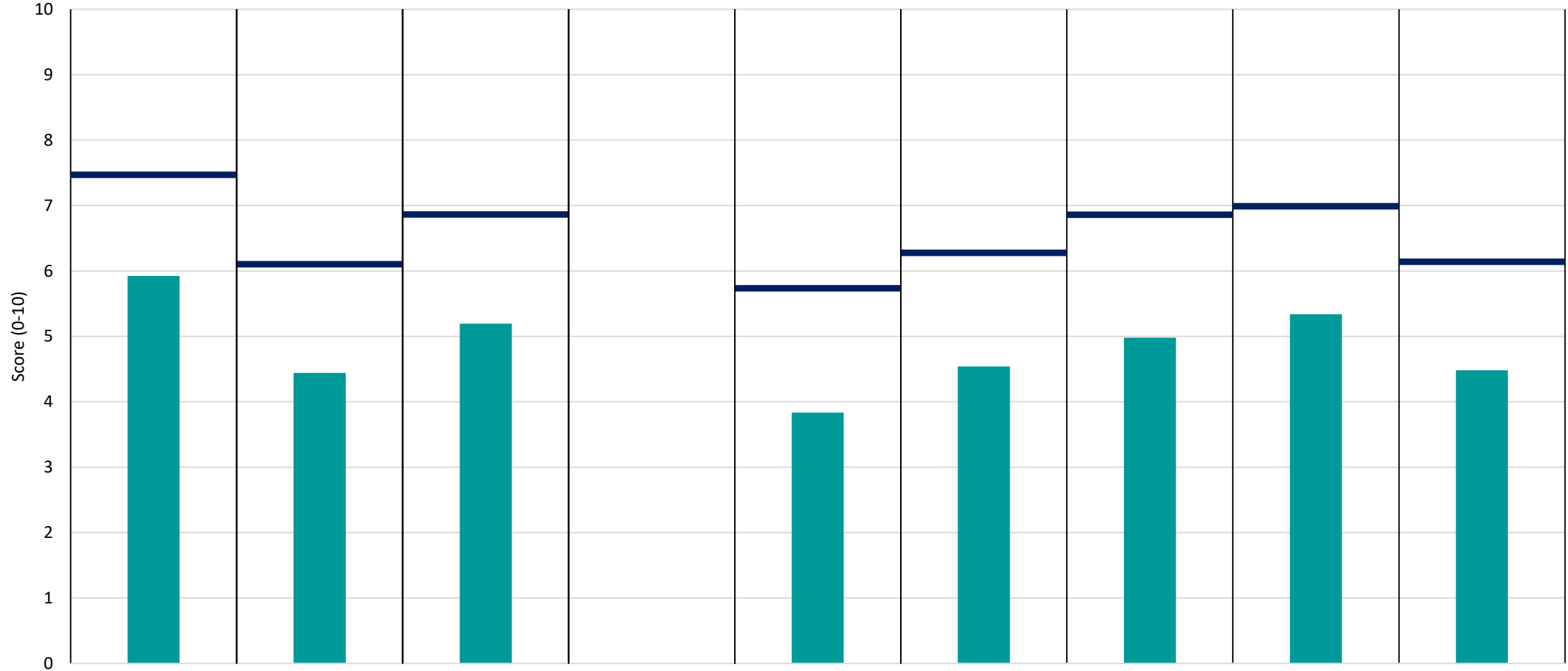| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| **Breakdown** | 5.93 | 4.44 | 5.19 | - | 3.83 | 4.54 | 4.98 | 5.34 | 4.48 |
| **Your org** | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| **Responses** | 84 | 84 | 84 | - | 80 | 84 | 84 | 84 | 84 |

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.

# Radiology Directorate



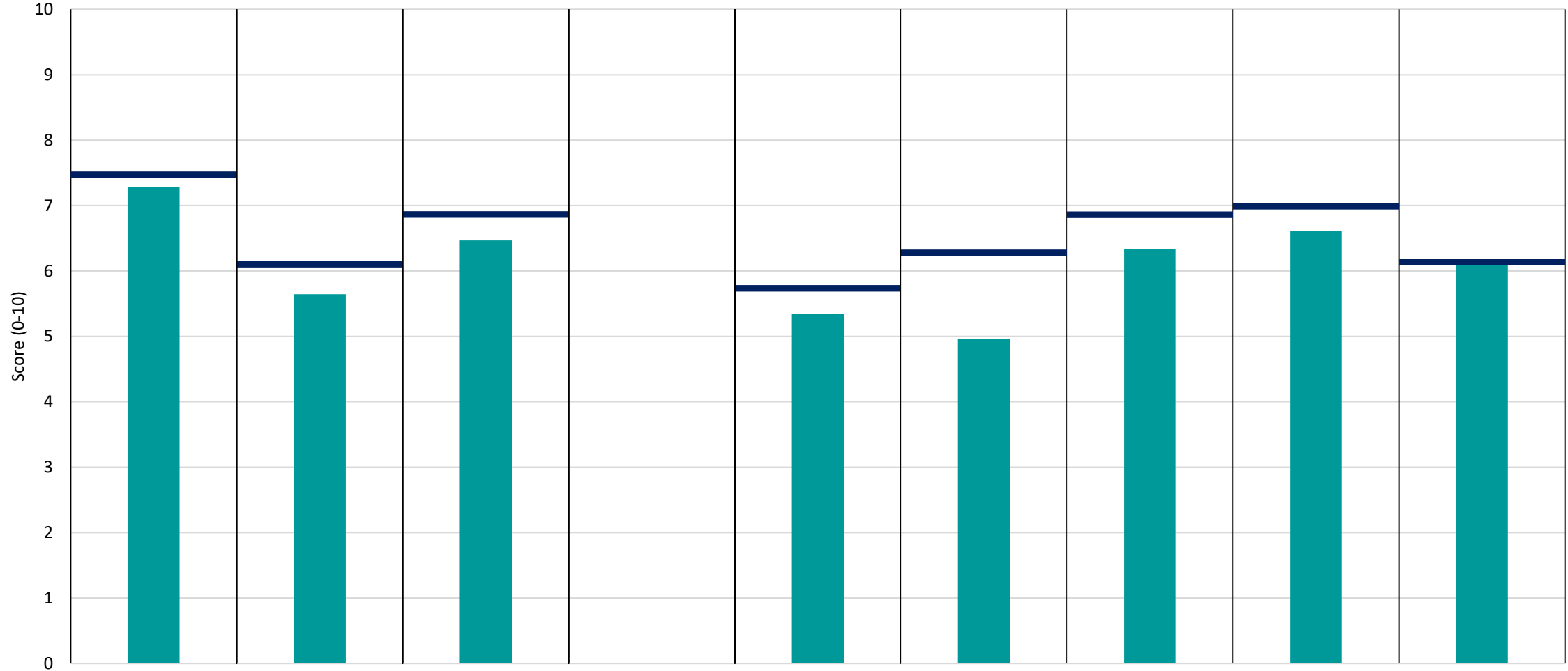| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.28 | 5.65 | 6.47 | - | 5.35 | 4.95 | 6.33 | 6.61 | 6.17 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 75 | 75 | 74 | - | 73 | 74 | 75 | 75 | 75 |

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.

# Research and Development Directorate



Score (0-10)

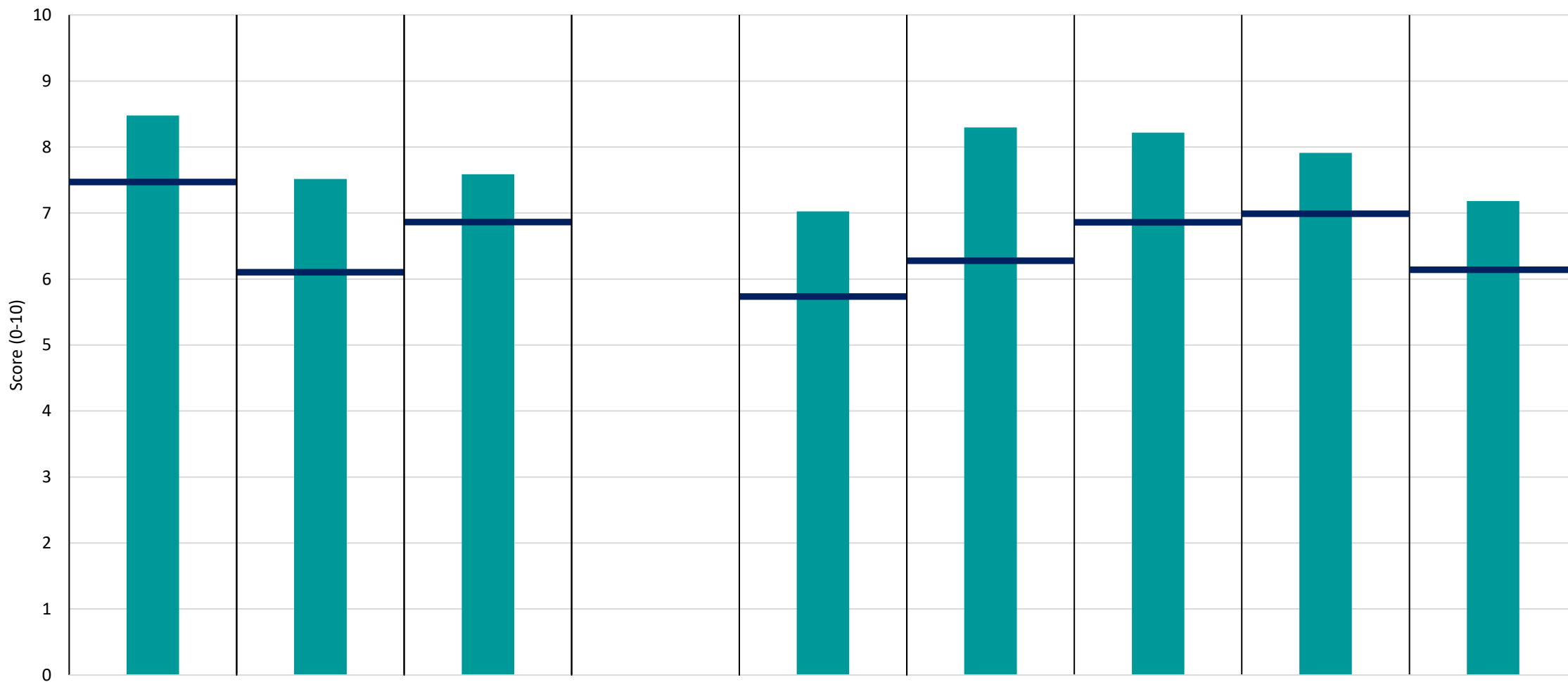| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 8.48 | 7.52 | 7.59 | - | 7.03 | 8.30 | 8.22 | 7.91 | 7.18 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 22 | 22 | 22 | - | 20 | 22 | 21 | 22 | 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.

# Strategy, Operations and Performance Directorate
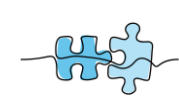


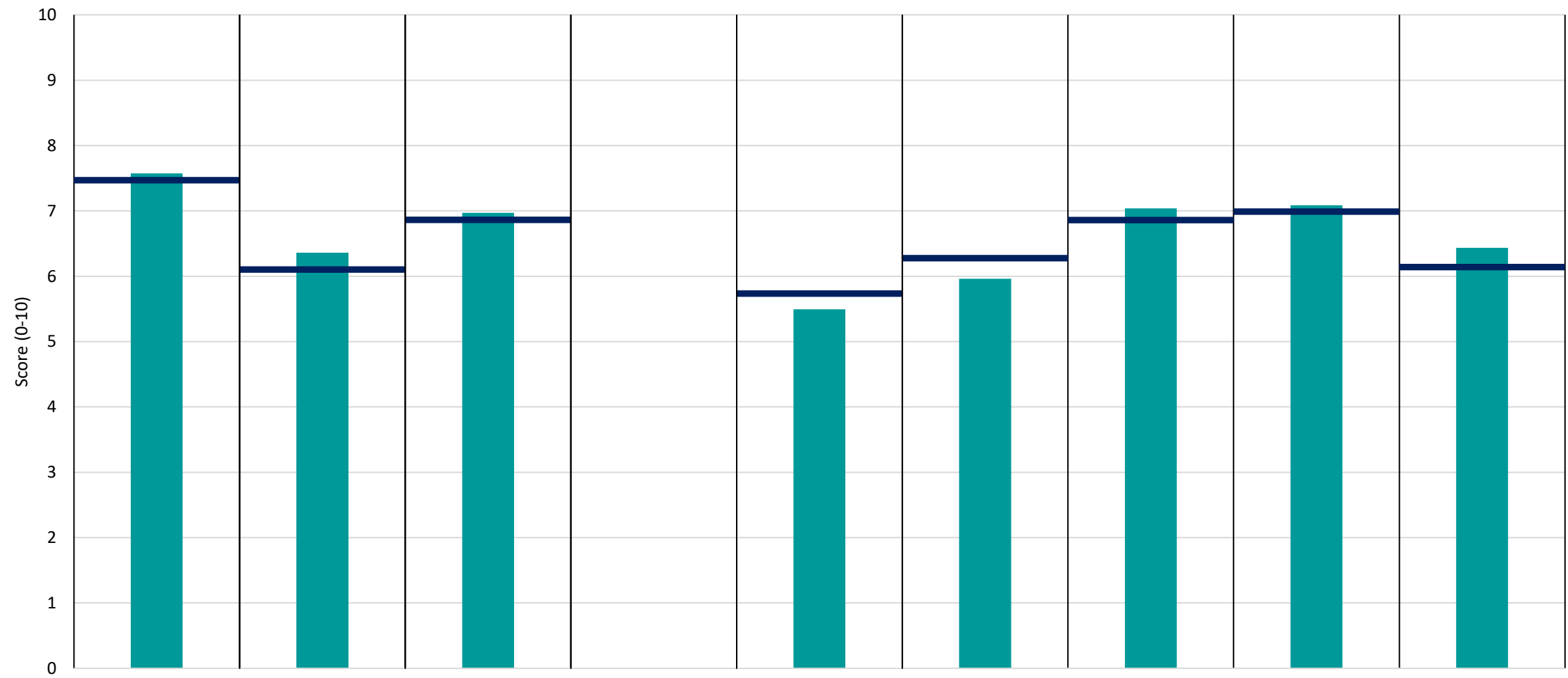| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.57 | 6.36 | 6.97 | - | 5.49 | 5.96 | 7.04 | 7.09 | 6.44 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 61 | 61 | 61 | - | 59 | 61 | 61 | 61 | 61 |

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.

# Surgery and Orthopaedics Directorate



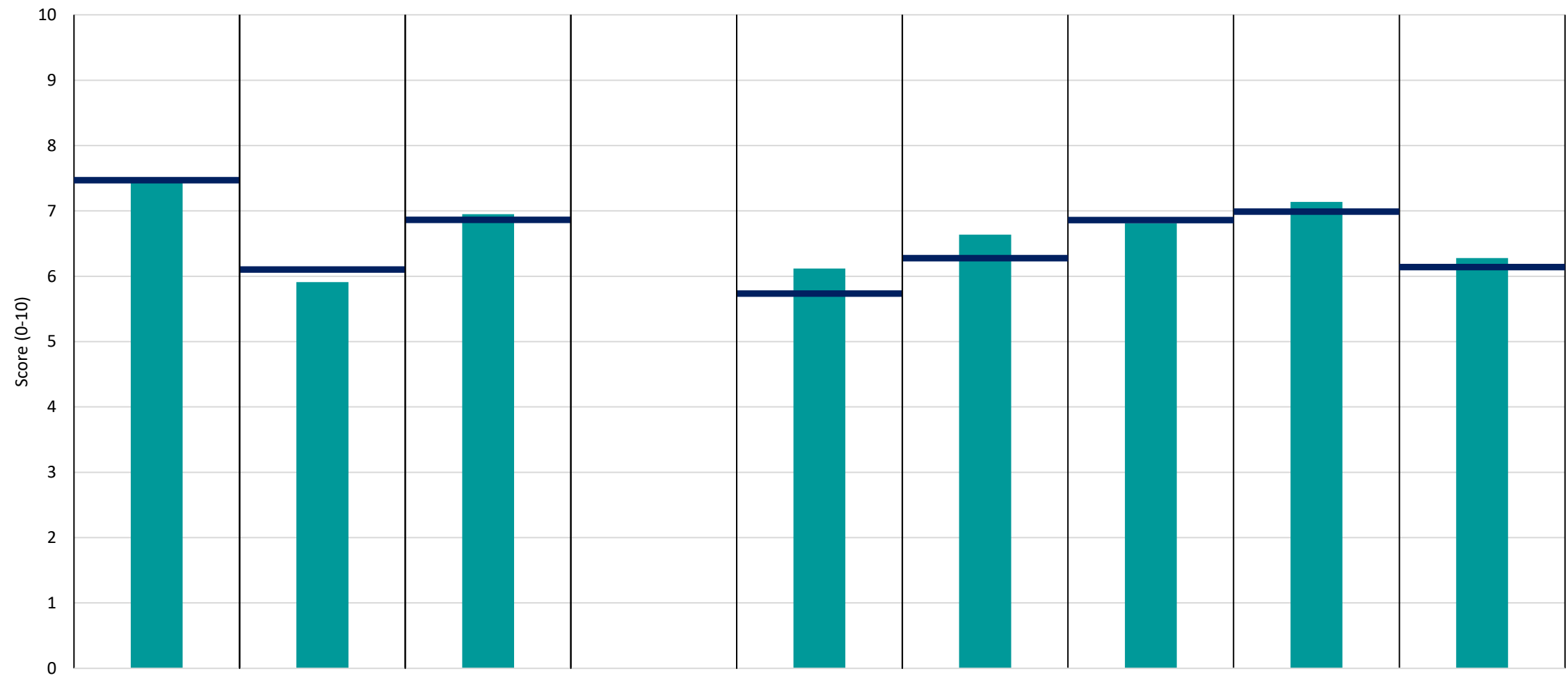| | We are compassionate and inclusive | We are recognised and rewarded | We each have a voice that counts | We are safe and healthy | We are always learning | We work flexibly | We are a team | Staff Engagement | Morale |
|---|---|---|---|---|---|---|---|---|---|
| Breakdown | 7.44 | 5.91 | 6.95 | - | 6.12 | 6.64 | 6.81 | 7.14 | 6.28 |
| Your org | 7.47 | 6.10 | 6.86 | - | 5.73 | 6.28 | 6.86 | 6.99 | 6.14 |
| Responses | 195 | 194 | 195 | - | 191 | 194 | 195 | 195 | 195 |

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.