



# Southern Health NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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<u>Chief Financial Officer</u>	<u>6</u>
<u>Chief Operating Officer</u>	<u>7</u>
<u>Director of Nursing</u>	<u>8</u>
<u>Director of Strategy</u>	<u>9</u>
<u>Estate Services</u>	<u>10</u>
<u>Medical Director</u>	<u>11</u>
<u>Mid and North Hampshire</u>	<u>12</u>
<u>Portsmouth and South East Hampshire</u>	<u>13</u>
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This breakdown report for Southern Health 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 Southern Health 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

Southern Health NHS Foundation Trust  
2023 NHS Staff Survey



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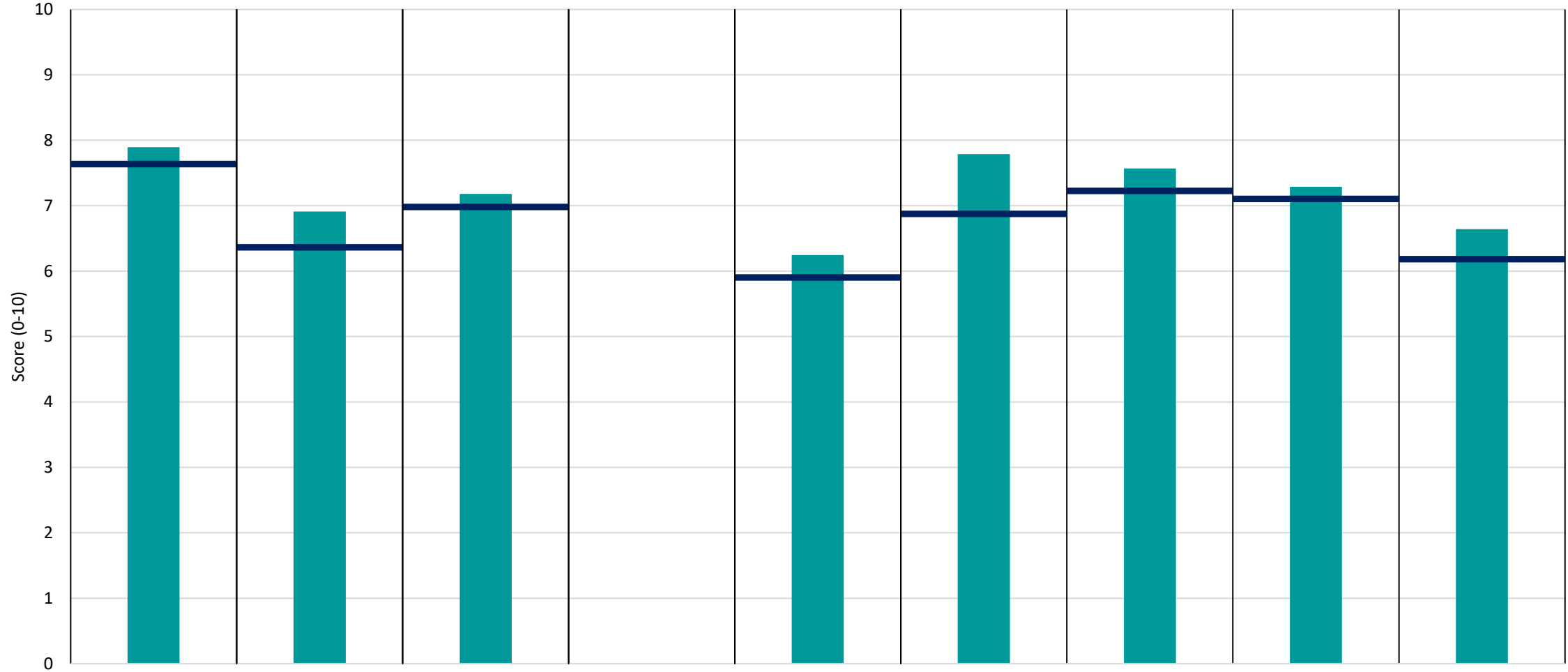
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Staff Engagement

Morale



Breakdown	7.89	6.91	7.18	-	6.25	7.79	7.57	7.29	6.64
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	58	58	57	-	55	57	58	58	58

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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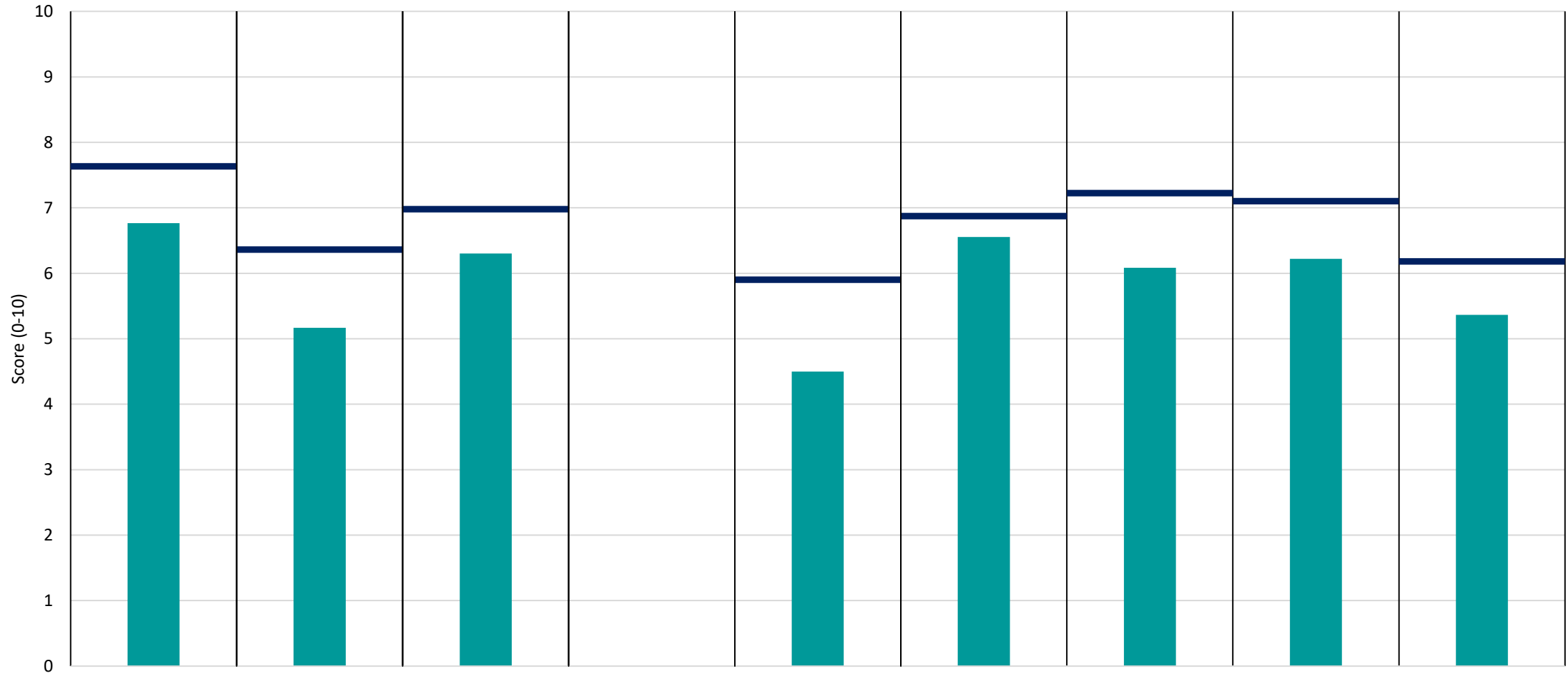
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Staff Engagement

Morale



Breakdown	6.77	5.17	6.30	-	4.50	6.56	6.08	6.22	5.36
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18

Responses

15

15

15

-

15

15

15

15

15



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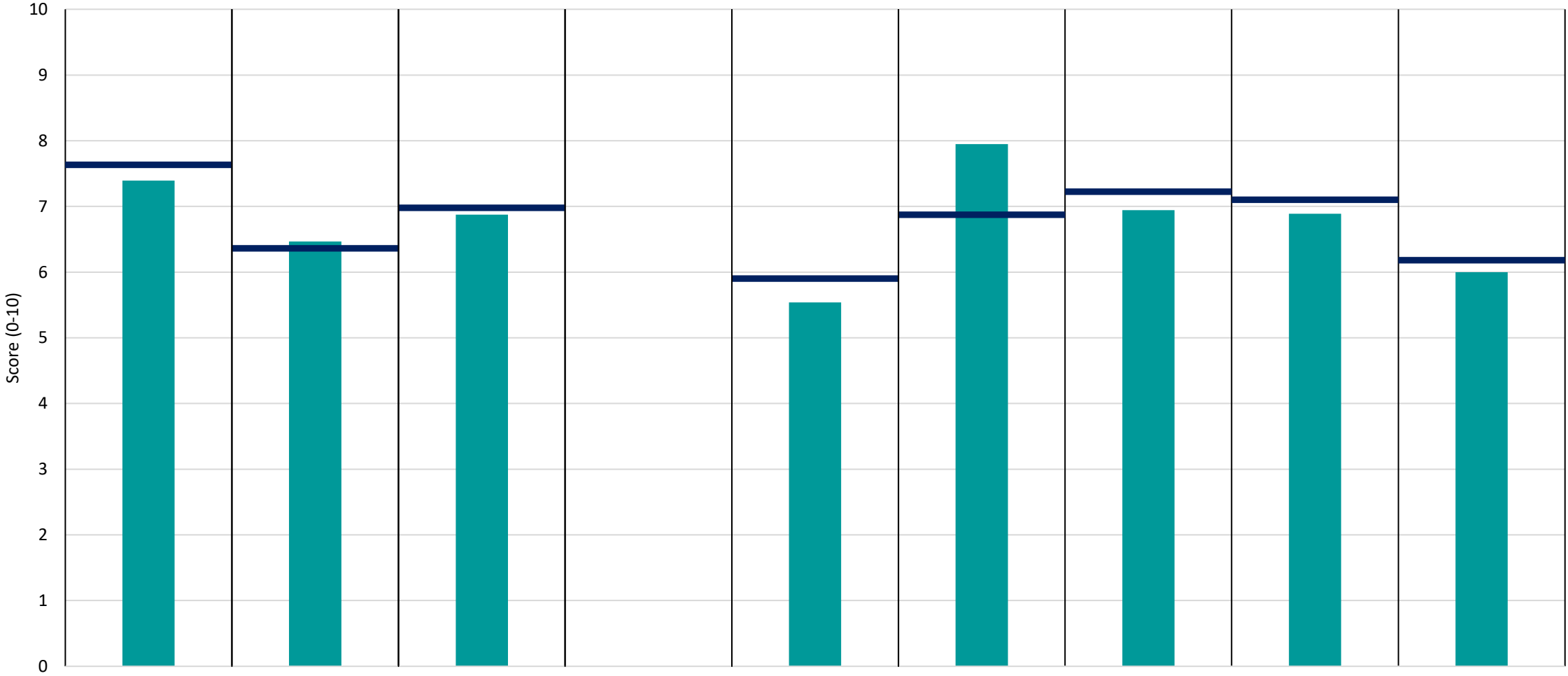
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Staff Engagement

Morale



Breakdown	7.39	6.47	6.87	-	5.54	7.95	6.94	6.89	6.00
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	92	92	92	-	90	92	92	92	92

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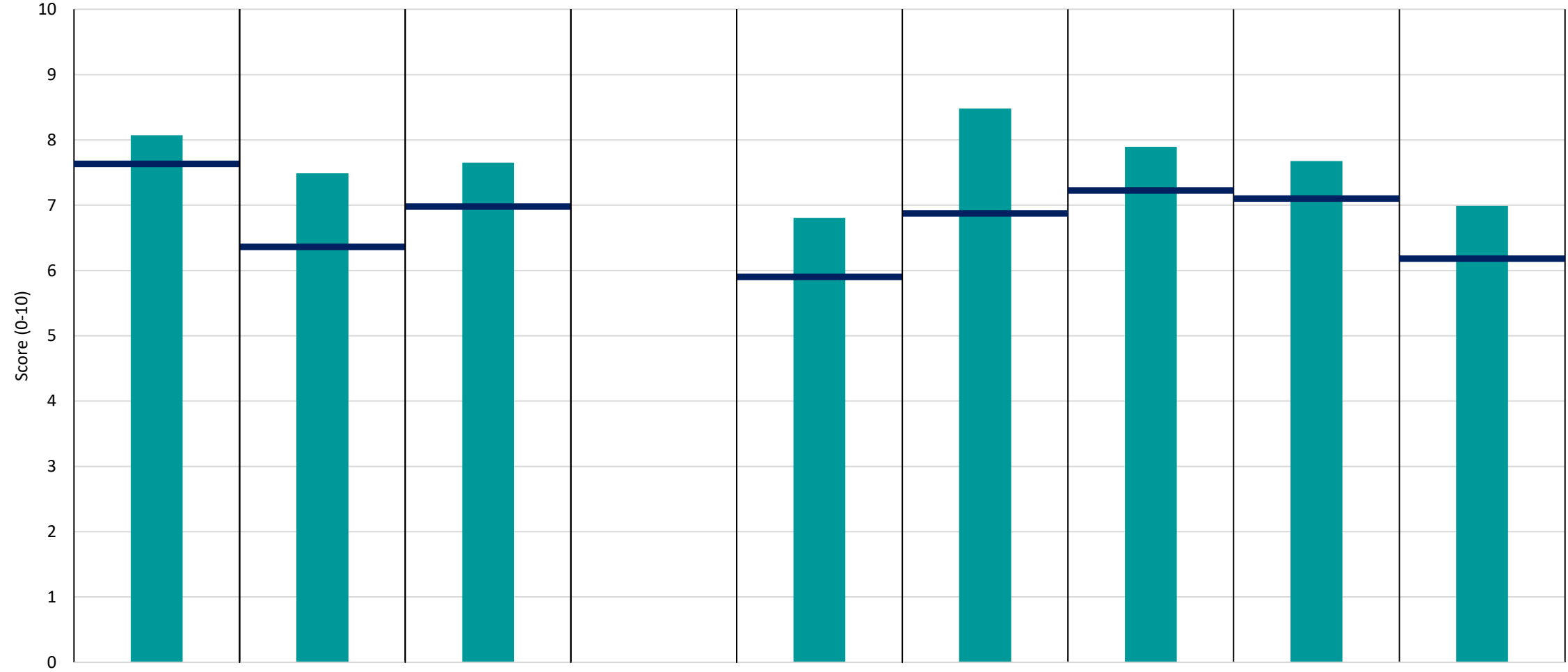
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Staff Engagement

Morale



Breakdown	8.07	7.49	7.65	-	6.81	8.48	7.89	7.68	6.99
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	56	56	56	-	56	56	56	56	56

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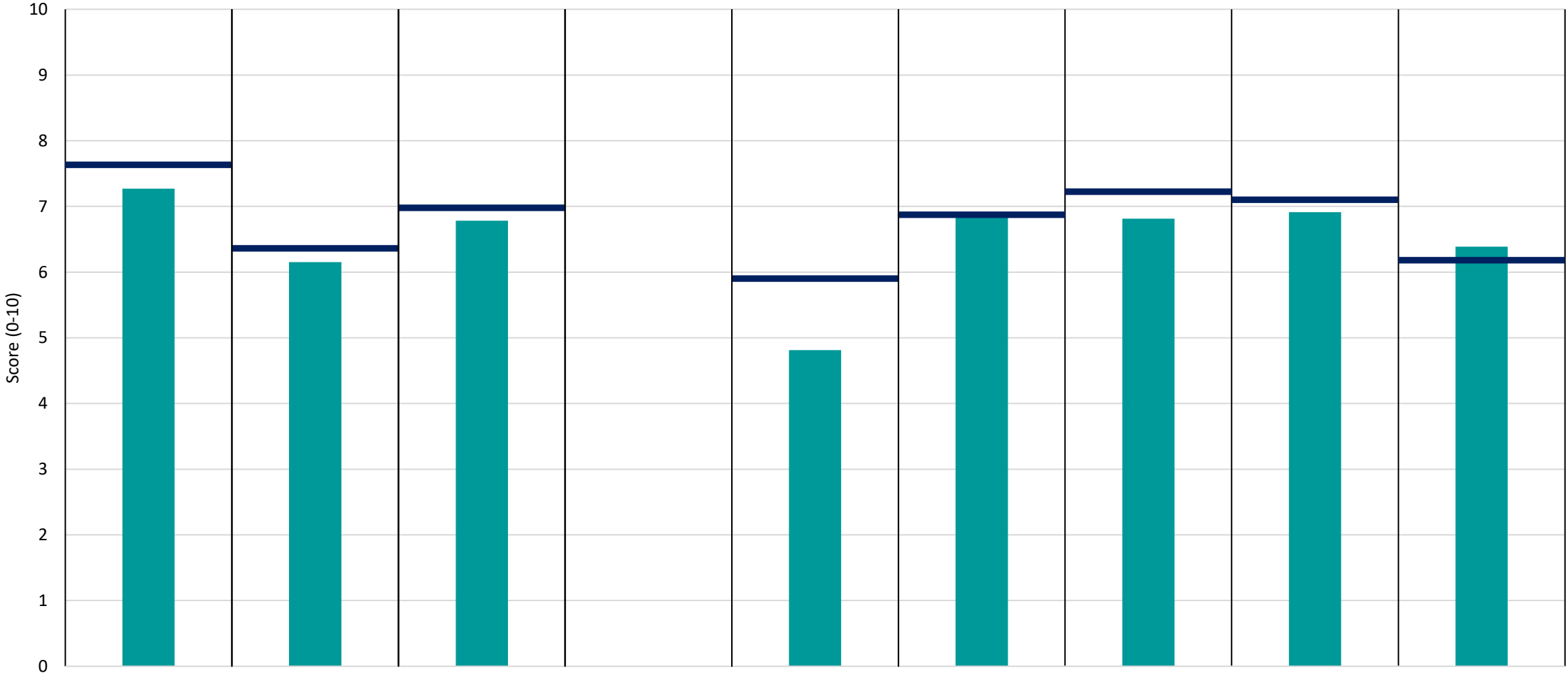
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Staff Engagement

Morale



Breakdown	7.27	6.15	6.78	-	4.81	6.85	6.81	6.91	6.39
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18

Responses      70                      70                      67                      -                      65                      69                      70                      70                      70 <sup>10</sup>

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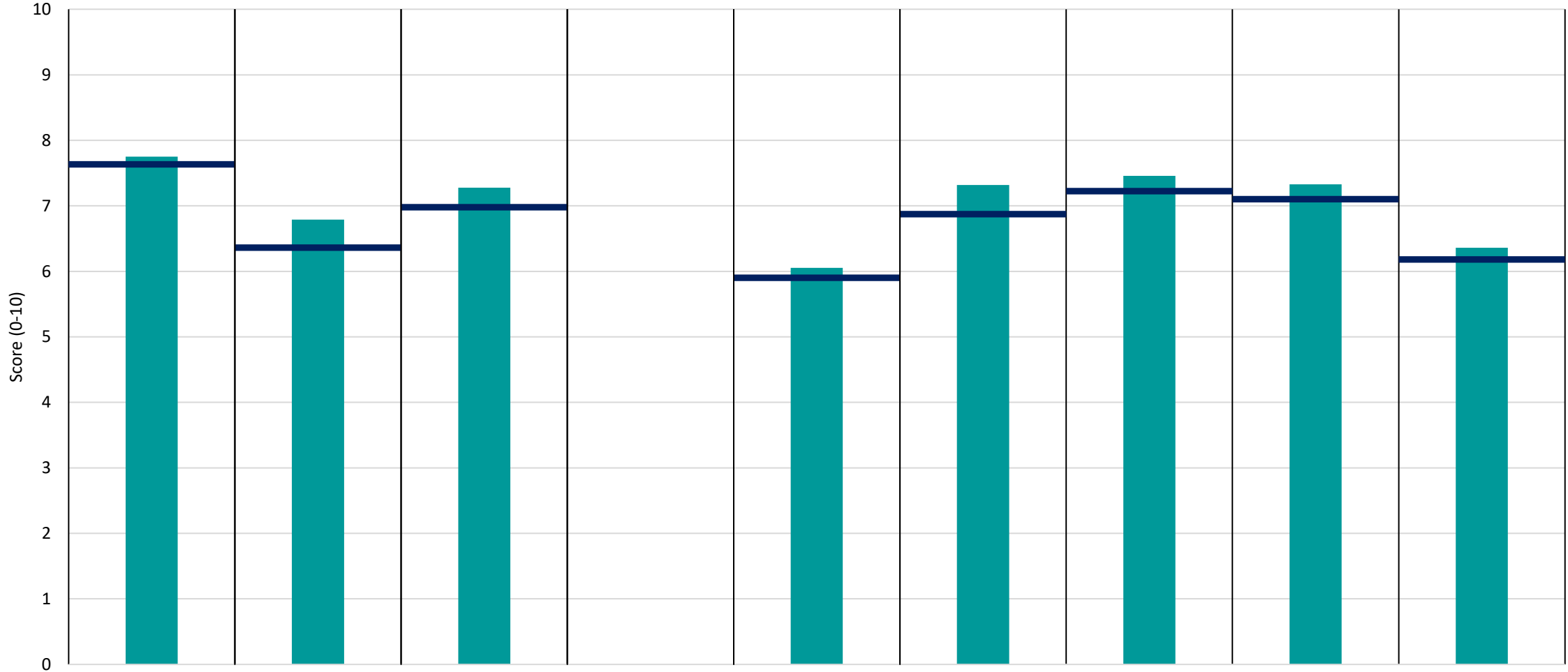
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Staff Engagement

Morale



Breakdown	7.75	6.79	7.28	-	6.06	7.32	7.46	7.33	6.36
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	57	57	56	-	56	57	57	57	57



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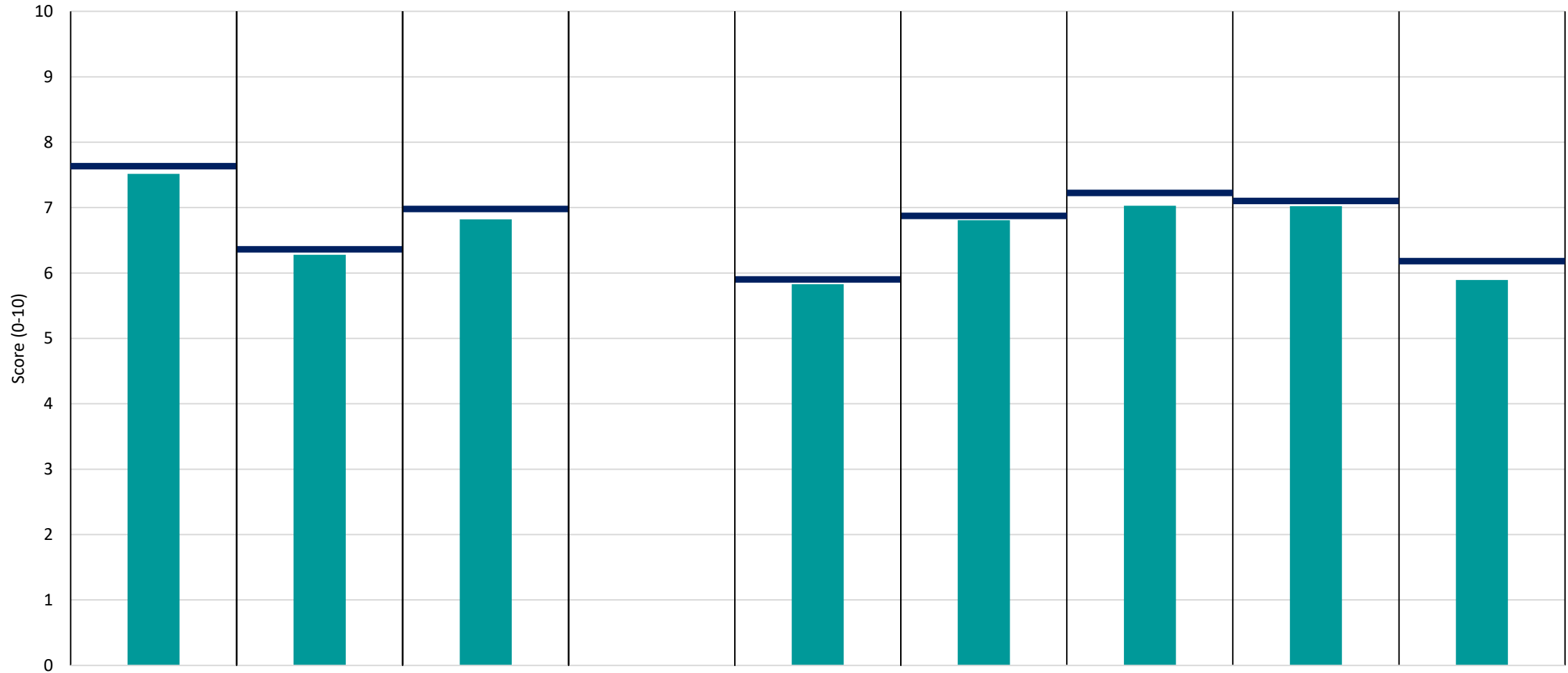
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Staff Engagement

Morale



Breakdown	7.52	6.28	6.82	-	5.83	6.81	7.03	7.02	5.89
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	470	471	467	-	465	471	470	471	471 <sup>12</sup>

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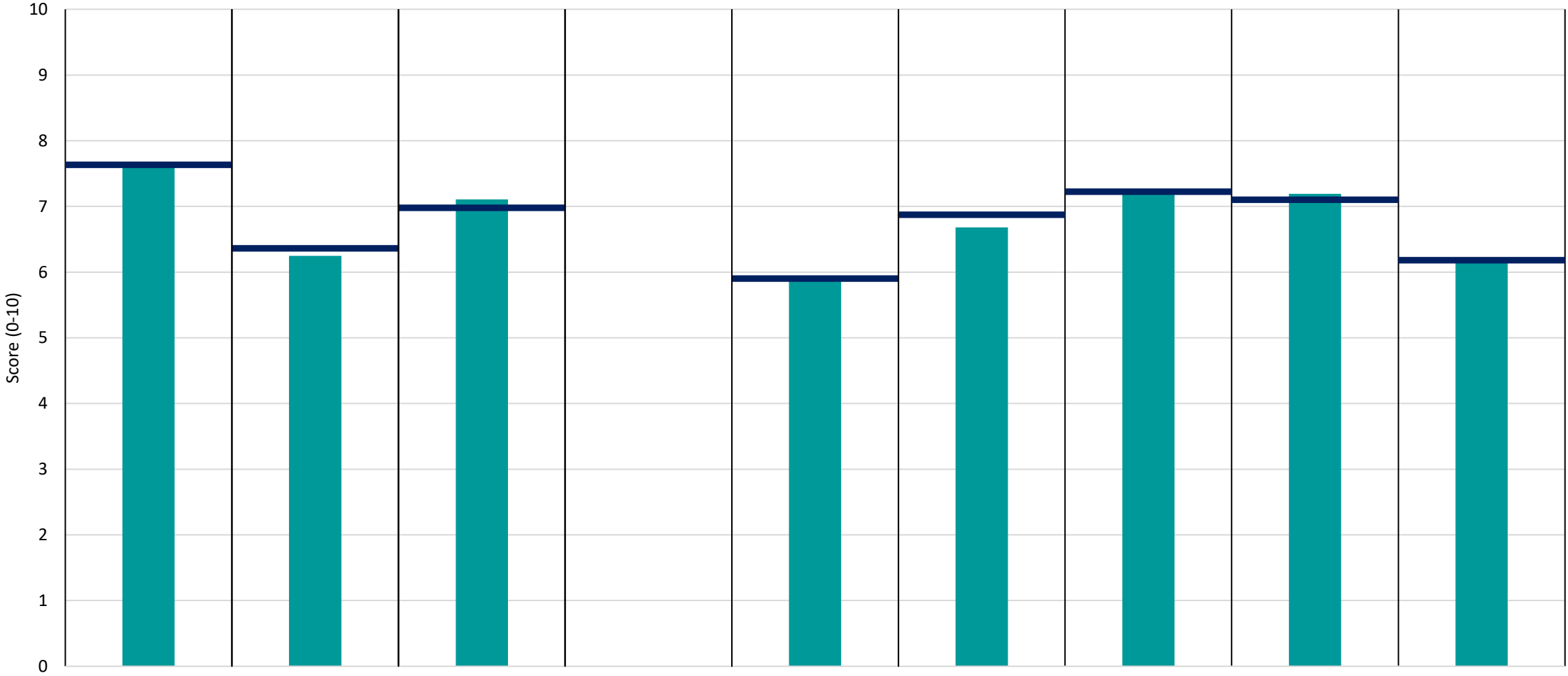
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Staff Engagement

Morale



Breakdown	7.65	6.25	7.11	-	5.88	6.68	7.18	7.19	6.17
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	792	794	782	-	770	790	791	796	794

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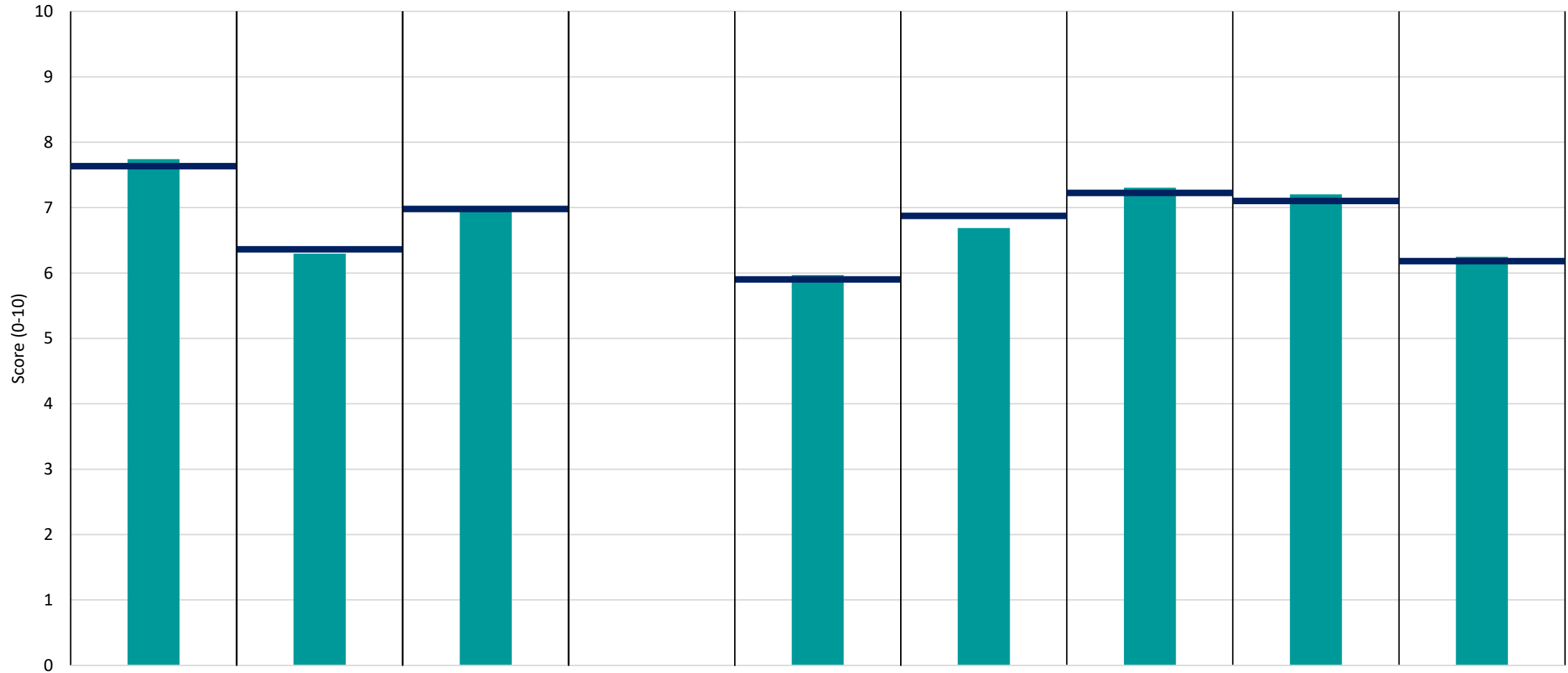
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Staff Engagement

Morale



Breakdown	7.74	6.30	7.00	-	5.97	6.69	7.31	7.20	6.25
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	770	769	759	-	753	767	770	770	769 <sup>14</sup>

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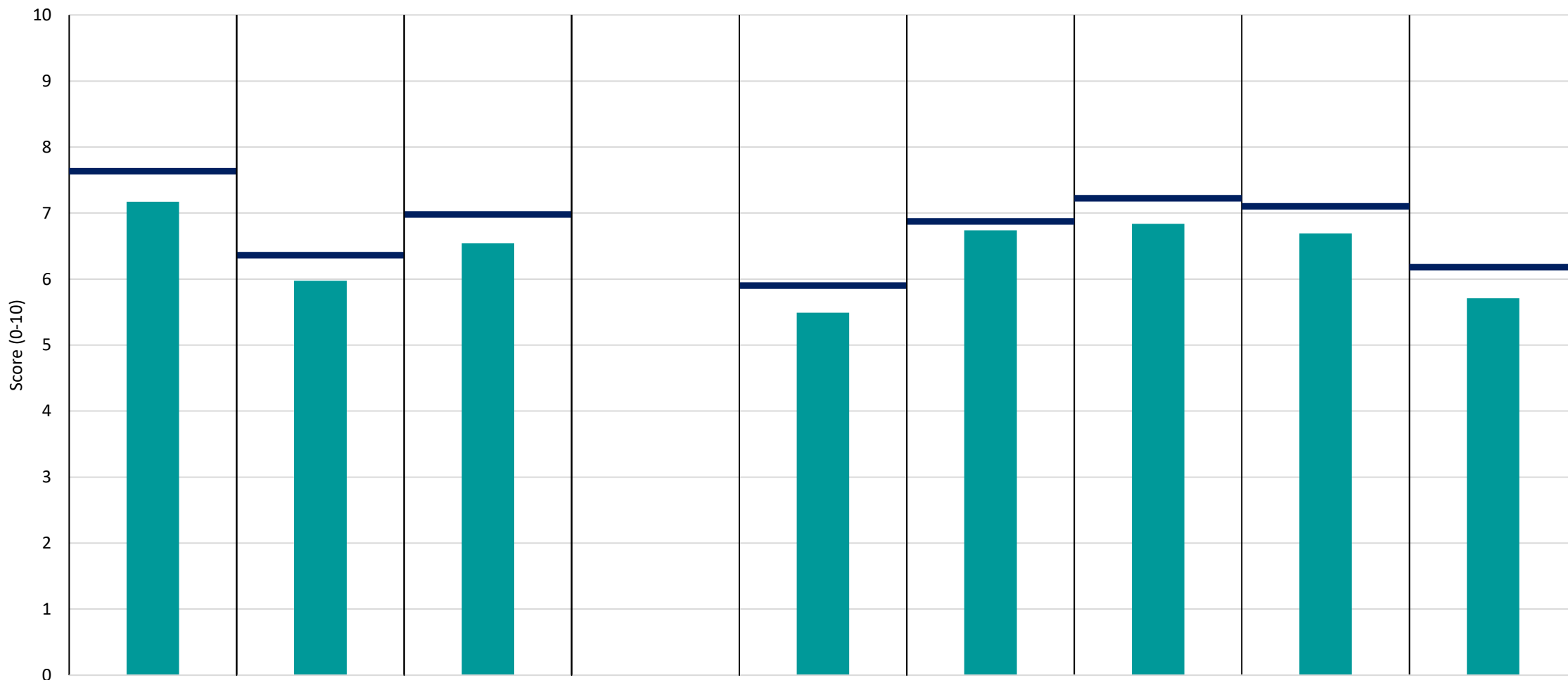
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Staff Engagement

Morale



Breakdown	7.17	5.97	6.54	-	5.49	6.74	6.84	6.69	5.71
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	276	274	275	-	270	273	273	276	276

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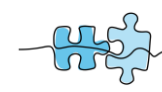
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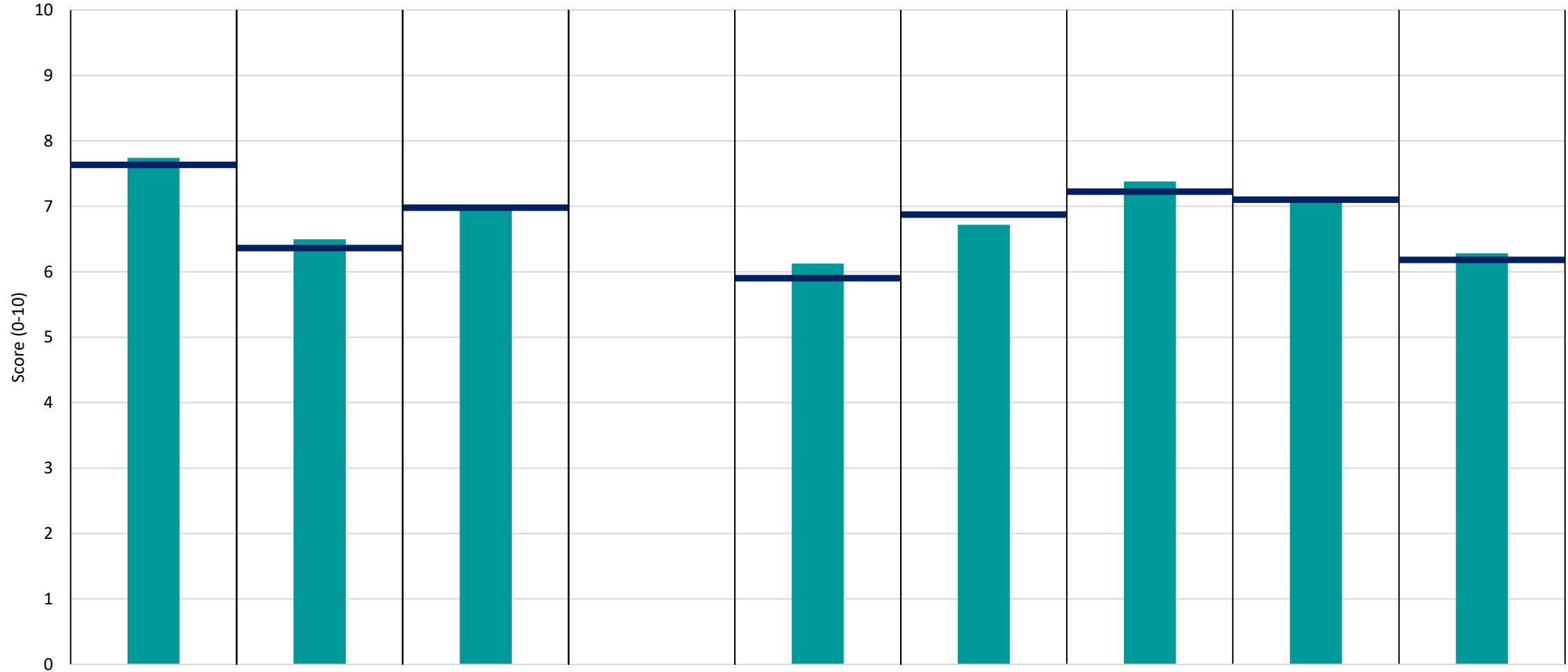
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Staff Engagement

Morale



Breakdown	7.74	6.50	6.98	-	6.13	6.72	7.38	7.07	6.28
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	825	824	819	-	810	822	826	826	826





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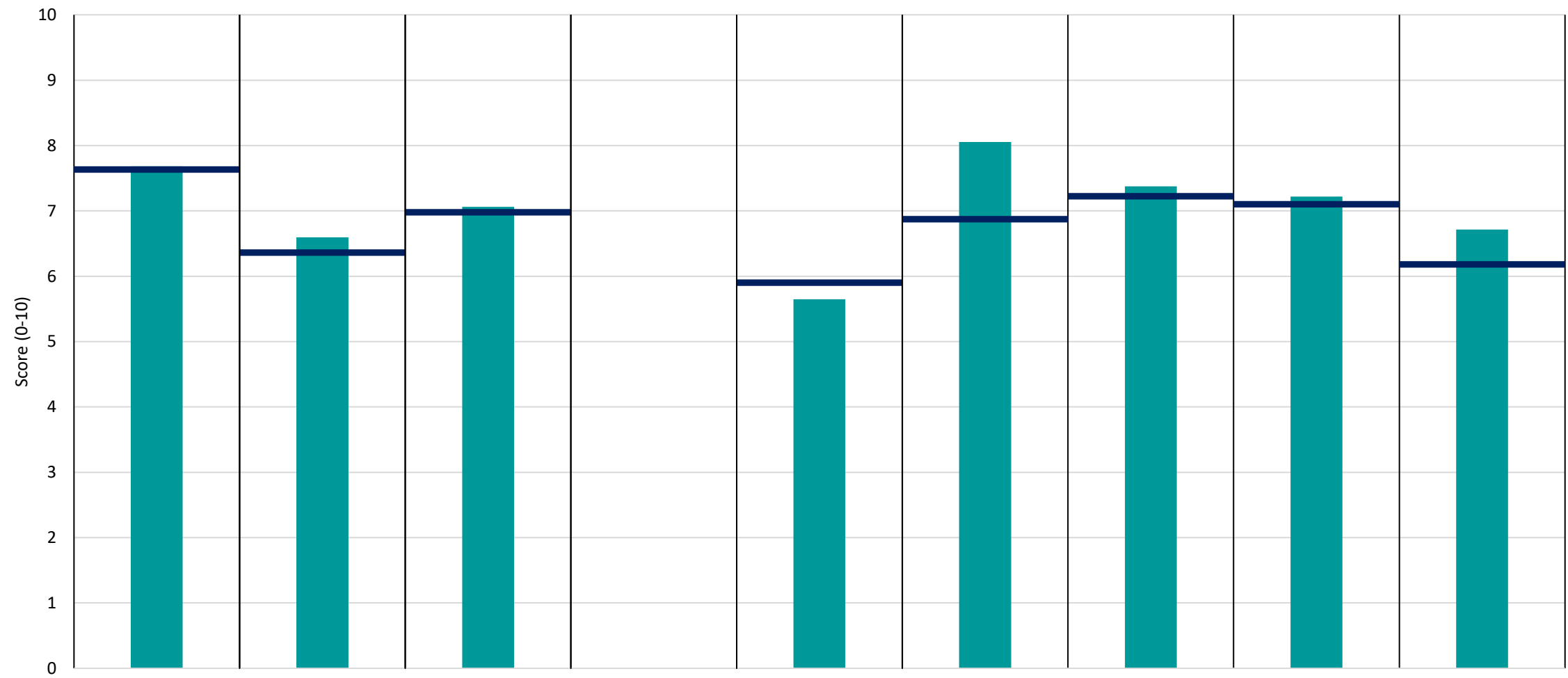
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Staff Engagement

Morale



Breakdown	7.68	6.60	7.06	-	5.65	8.06	7.38	7.22	6.72
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	68	67	68	-	67	66	68	68	68

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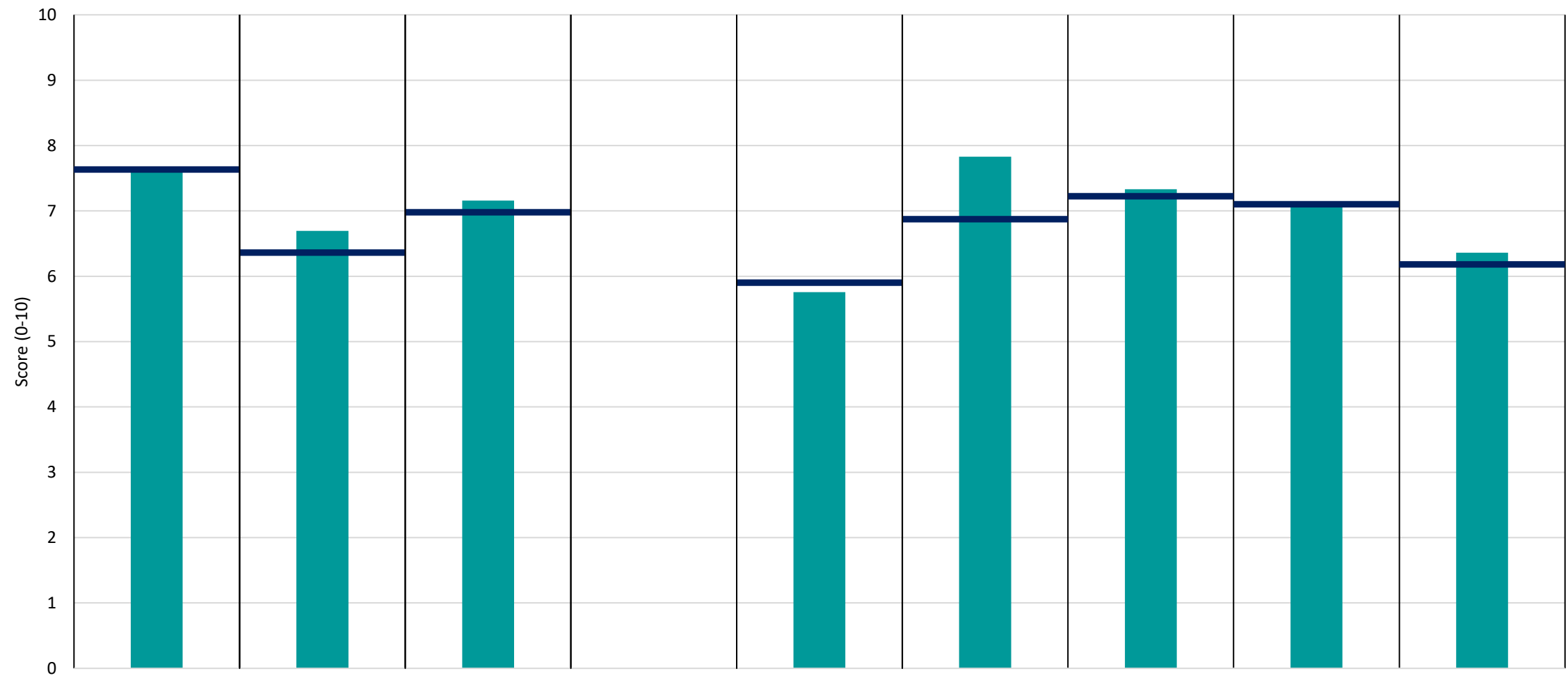
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Staff Engagement

Morale



Breakdown	7.67	6.69	7.16	-	5.76	7.83	7.33	7.11	6.36
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	140	140	139	-	132	140	140	140	140

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# Breakdowns 2

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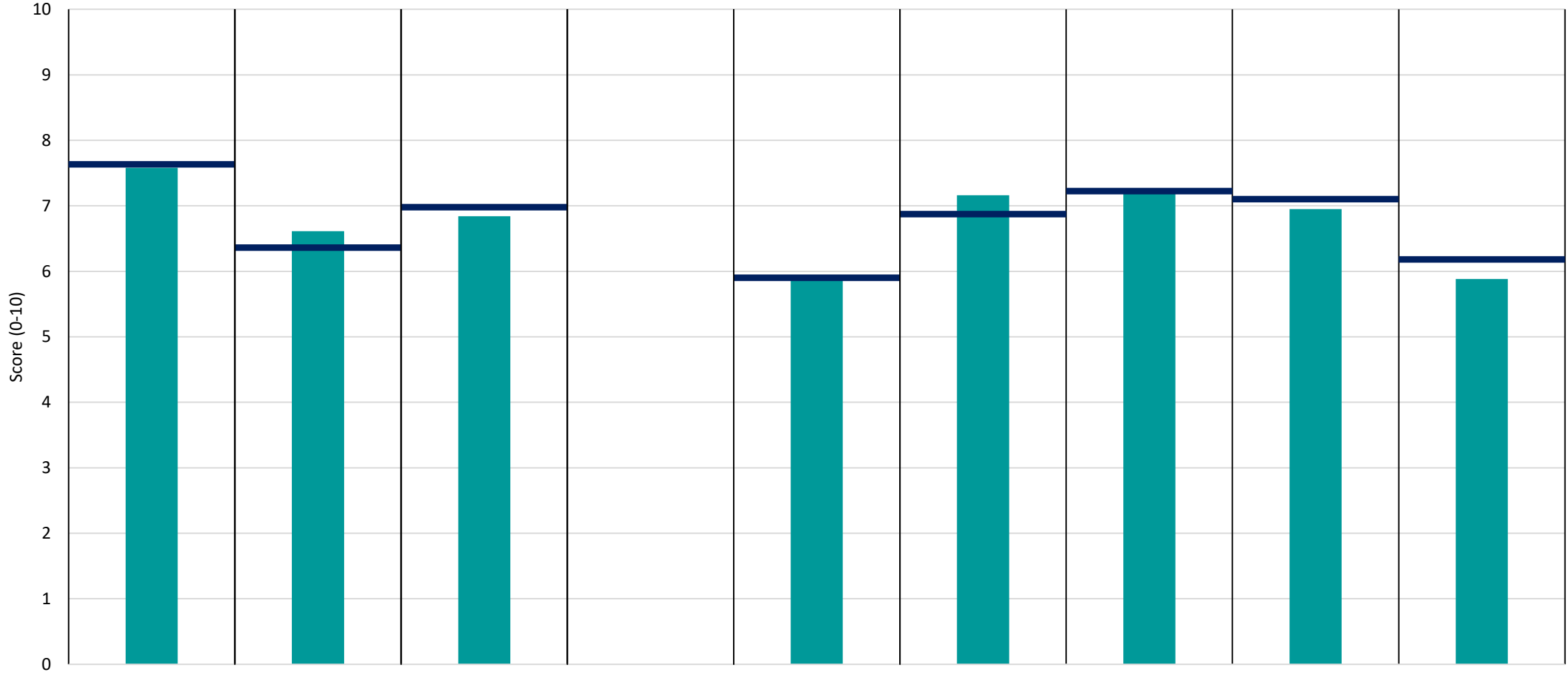
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Staff Engagement

Morale



Breakdown	7.58	6.61	6.84	-	5.94	7.16	7.22	6.95	5.88
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18

Responses 253 253 252 - 252 253 253 254 253 20

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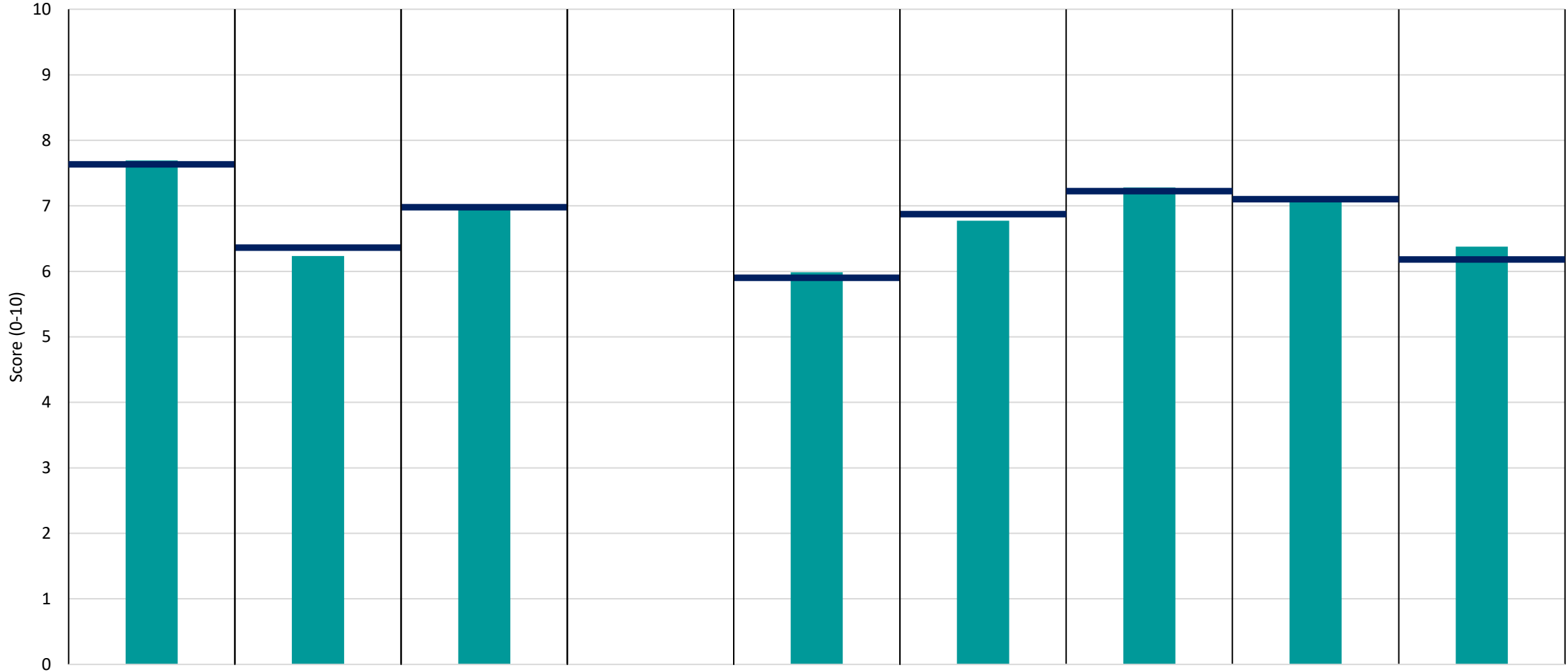
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Staff Engagement

Morale



Breakdown	7.69	6.23	6.99	-	5.99	6.77	7.28	7.12	6.38
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	727	727	722	-	700	725	726	730	729 <sup>21</sup>

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# Administrative and Clerical



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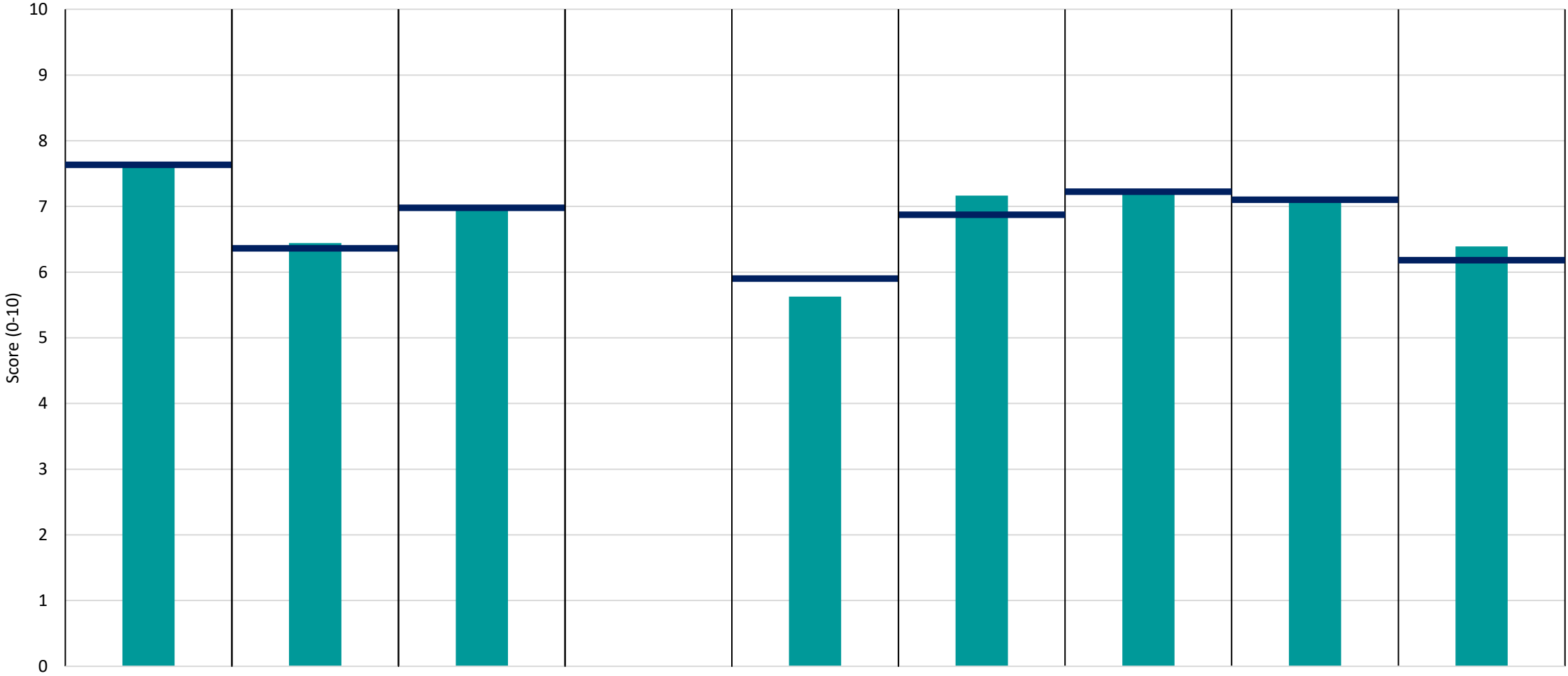
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Staff Engagement

Morale



Breakdown	7.61	6.44	6.96	-	5.63	7.17	7.21	7.06	6.39
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	1127	1126	1112	-	1095	1120	1127	1127	1126 <sub>22</sub>

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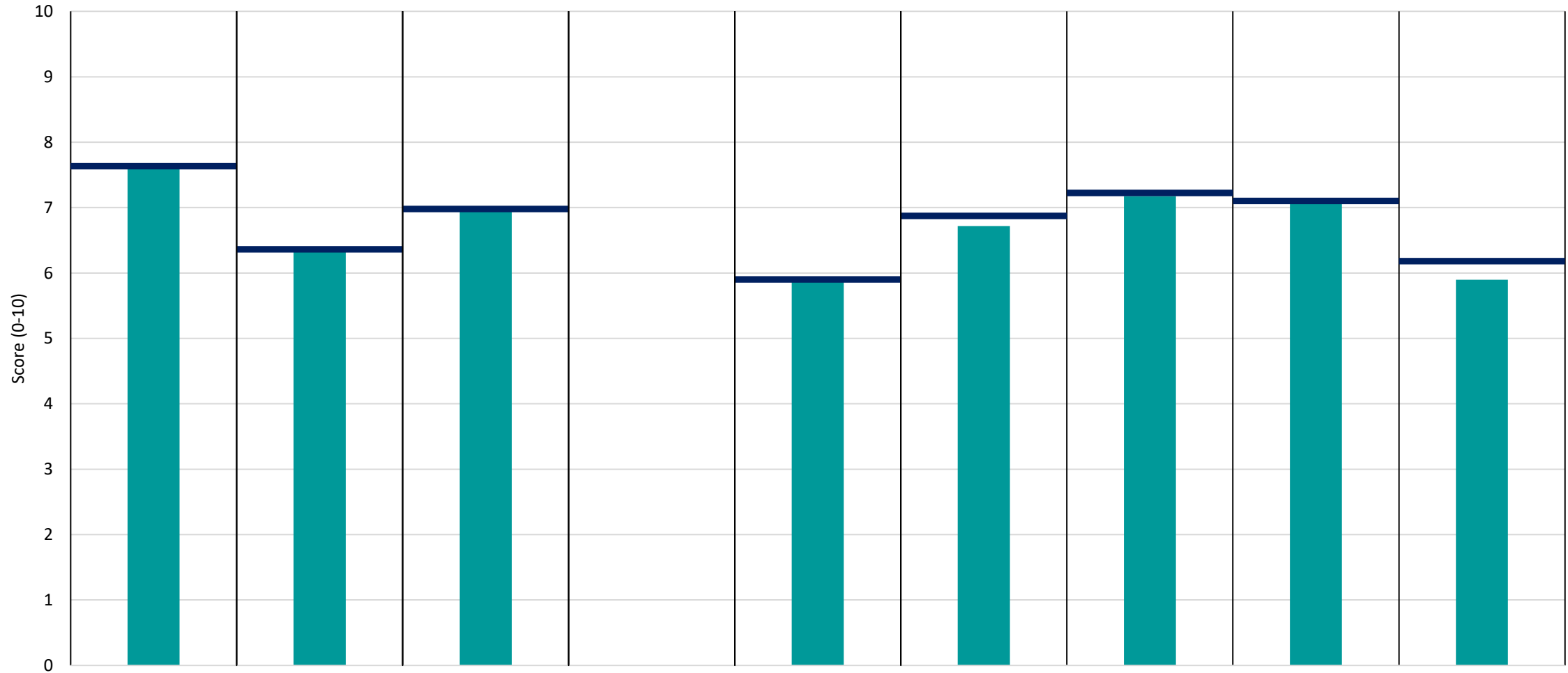
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Staff Engagement

Morale



Breakdown	7.65	6.39	6.95	-	5.95	6.72	7.17	7.10	5.90
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	334	333	331	-	329	333	334	334	334



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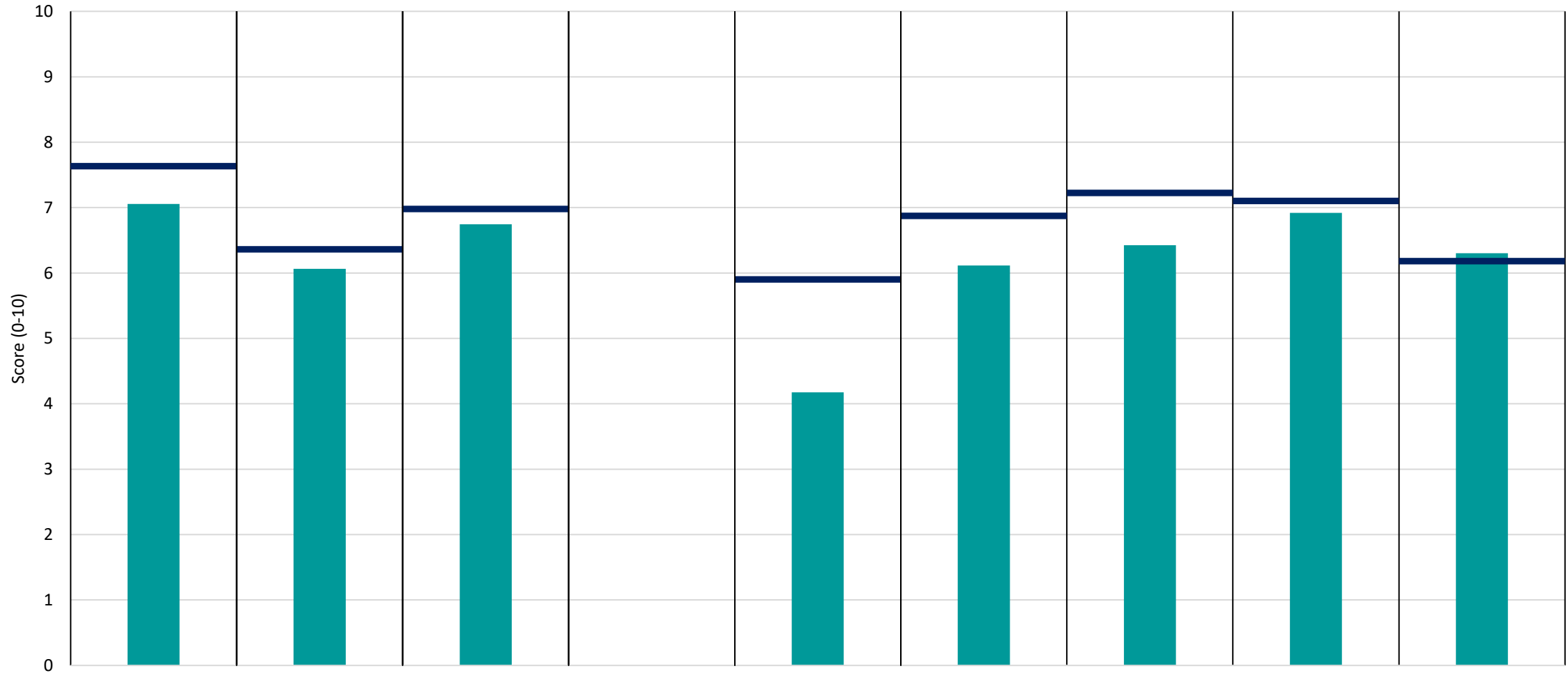
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Staff Engagement

Morale



Breakdown	7.06	6.06	6.75	-	4.17	6.11	6.43	6.92	6.30
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18

Responses 40 40 36 - 35 40 40 40 40 40 24

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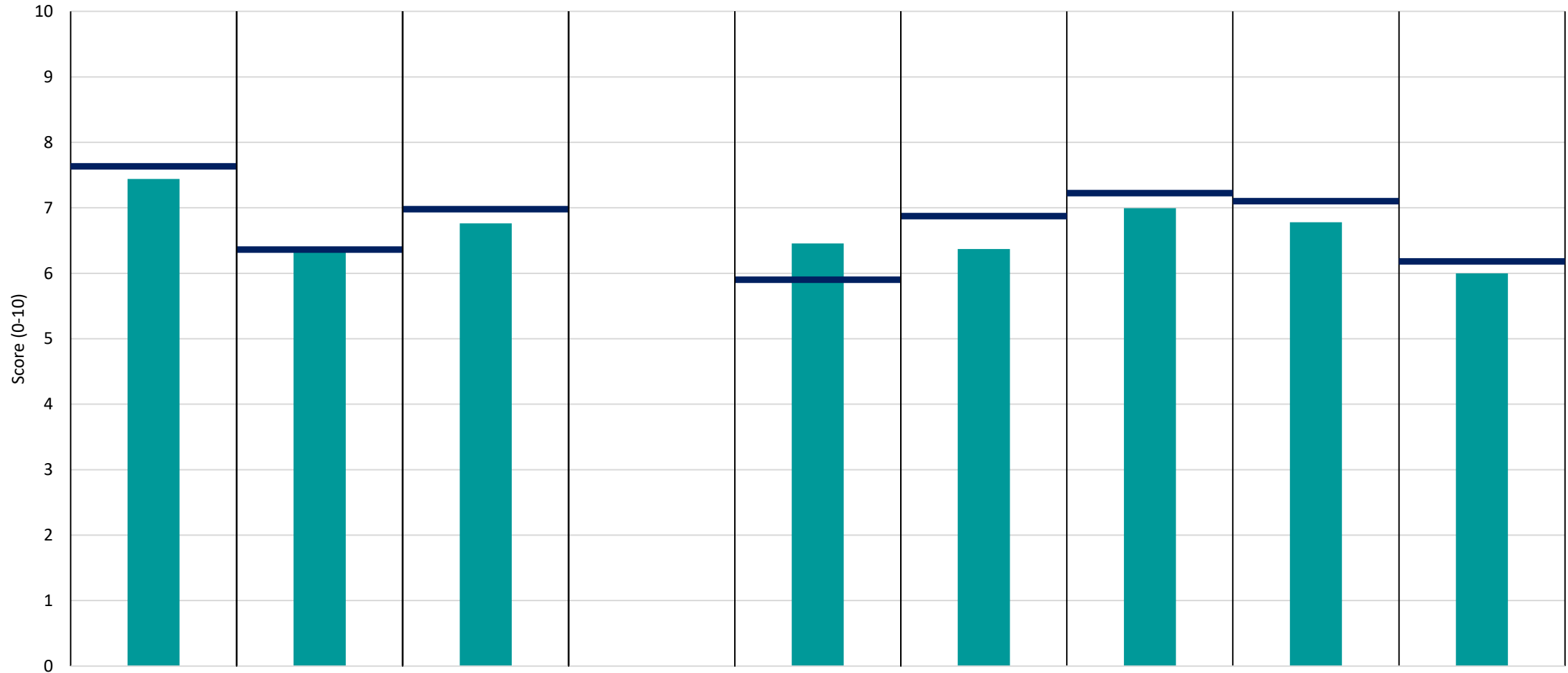
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Staff Engagement

Morale



Breakdown	7.44	6.40	6.76	-	6.46	6.37	6.99	6.78	6.00
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18

Responses 97 96 97 - 97 96 97 97 97 97 25



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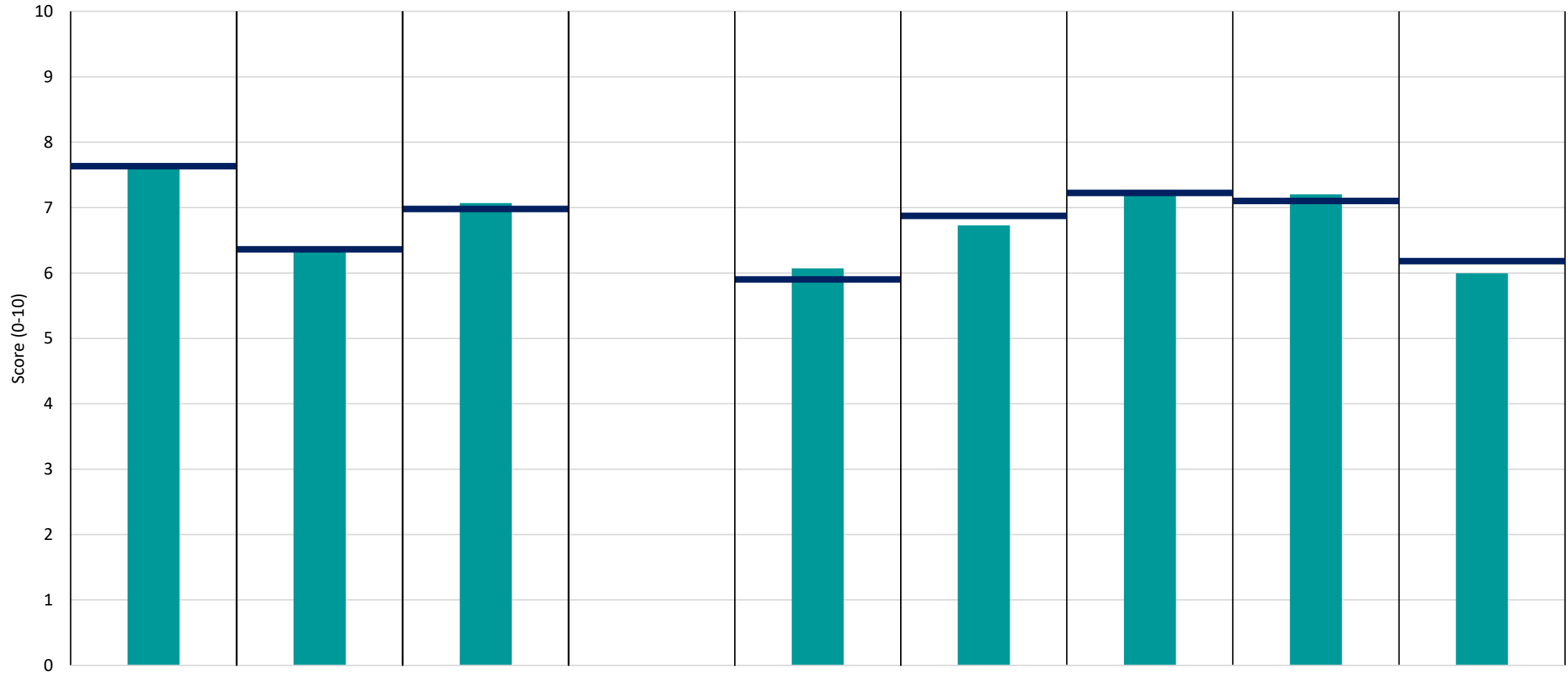
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Staff Engagement

Morale



Breakdown	7.66	6.33	7.07	-	6.07	6.73	7.27	7.20	5.99
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	1069	1070	1060	-	1055	1066	1067	1071	1071 <sub>26</sub>

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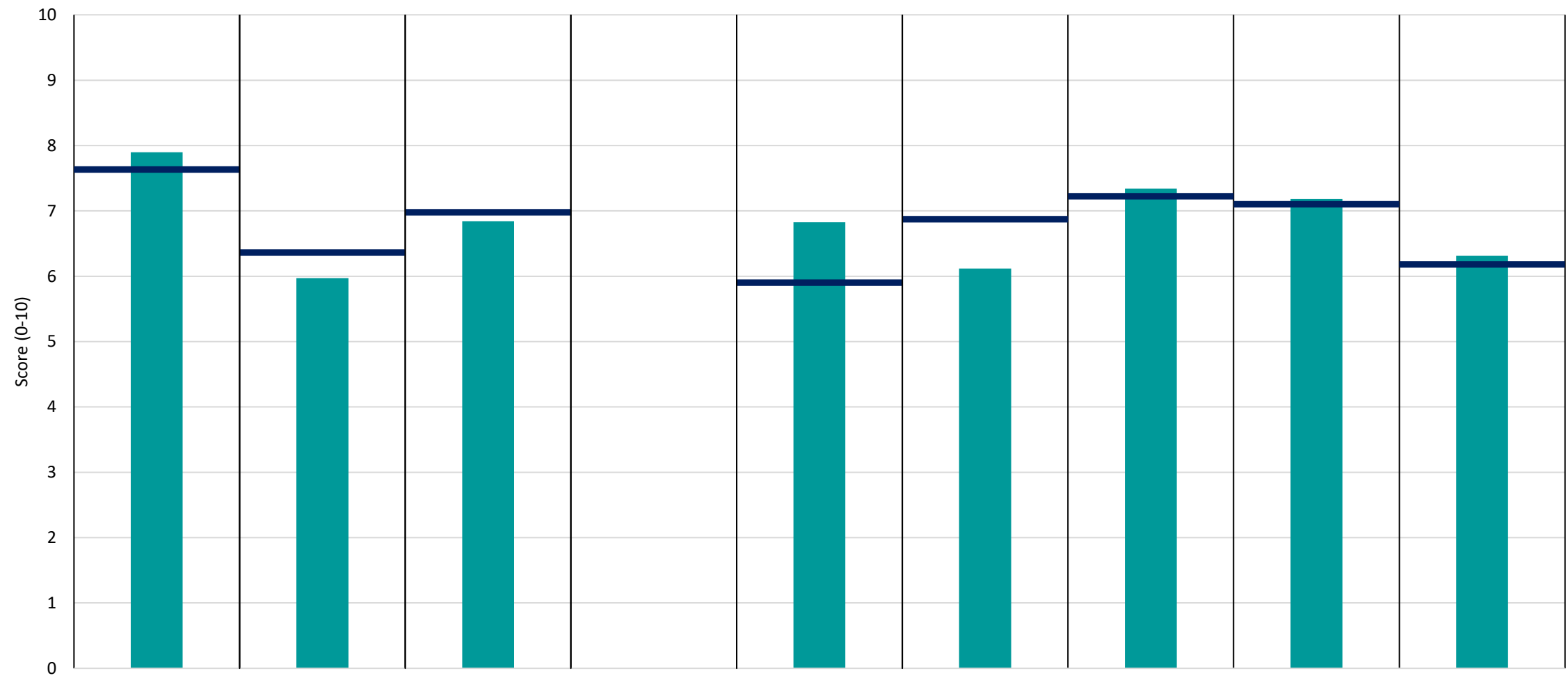
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Staff Engagement

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Breakdown	7.90	5.97	6.84	-	6.83	6.12	7.34	7.18	6.31
Your org	7.63	6.36	6.98	-	5.90	6.87	7.22	7.10	6.18
Responses	51	51	51	-	50	51	51	51	51

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