



Hertfordshire Partnership University NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Hertfordshire Partnership University 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 Hertfordshire Partnership University 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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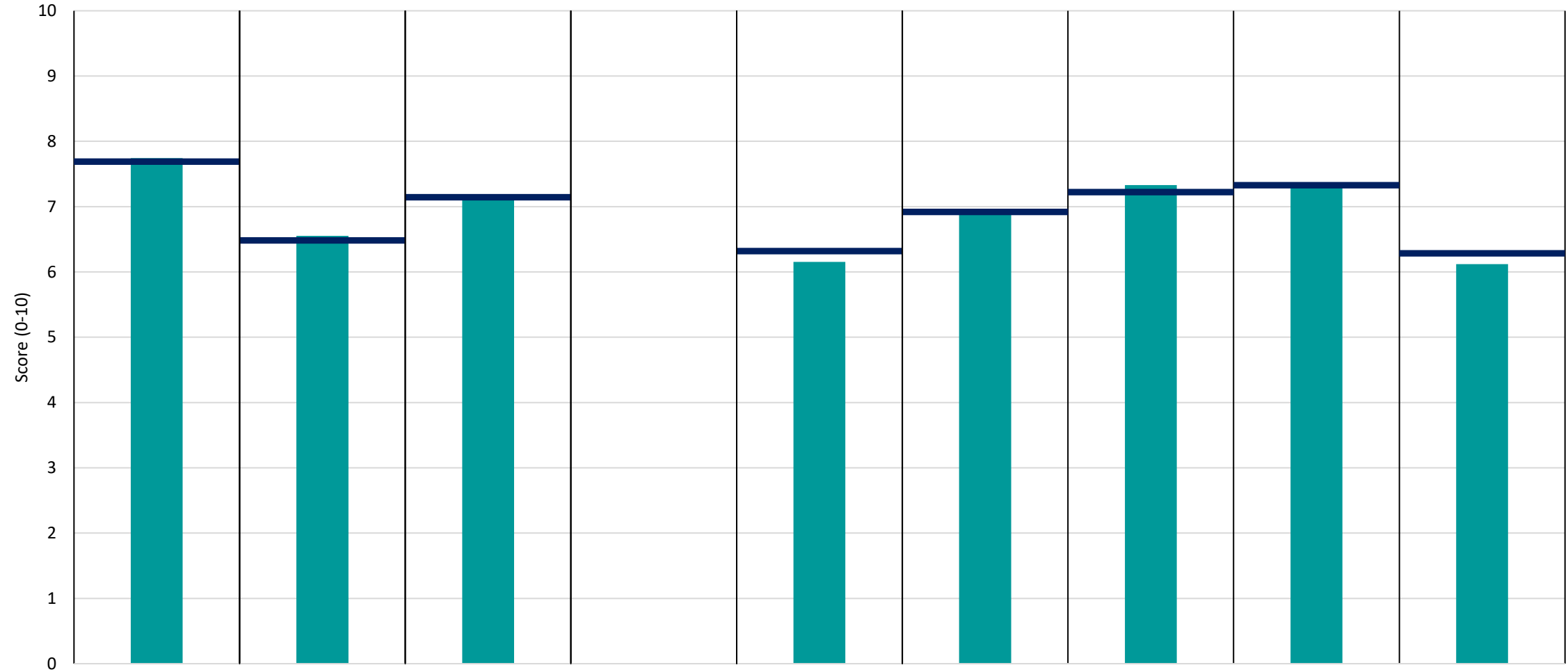
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Staff Engagement

Morale



Breakdown	7.74	6.55	7.11	-	6.15	6.95	7.33	7.34	6.12
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	320	320	320	-	307	319	320	321	321

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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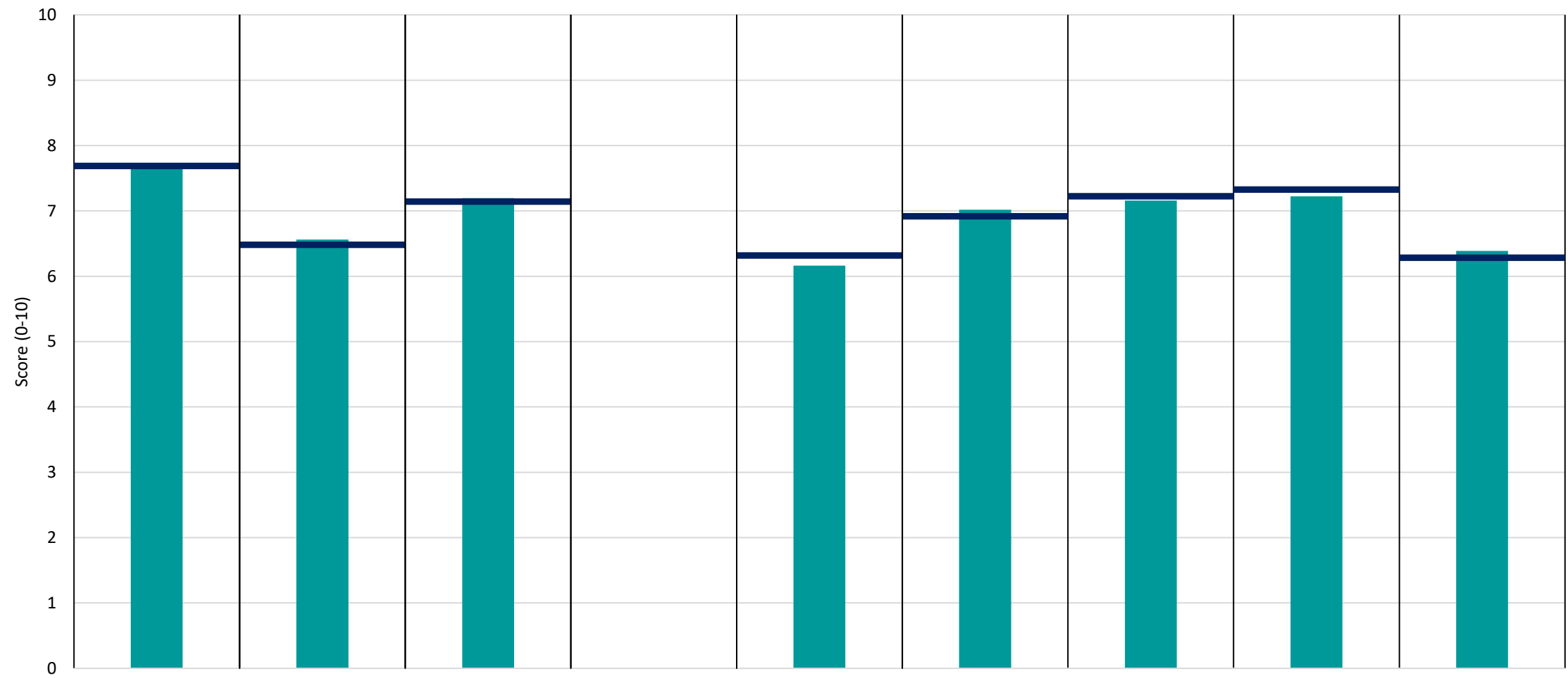
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Staff Engagement

Morale



Breakdown	7.73	6.56	7.19	-	6.16	7.02	7.16	7.22	6.39
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	605	606	602	-	569	602	605	605	606

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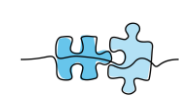
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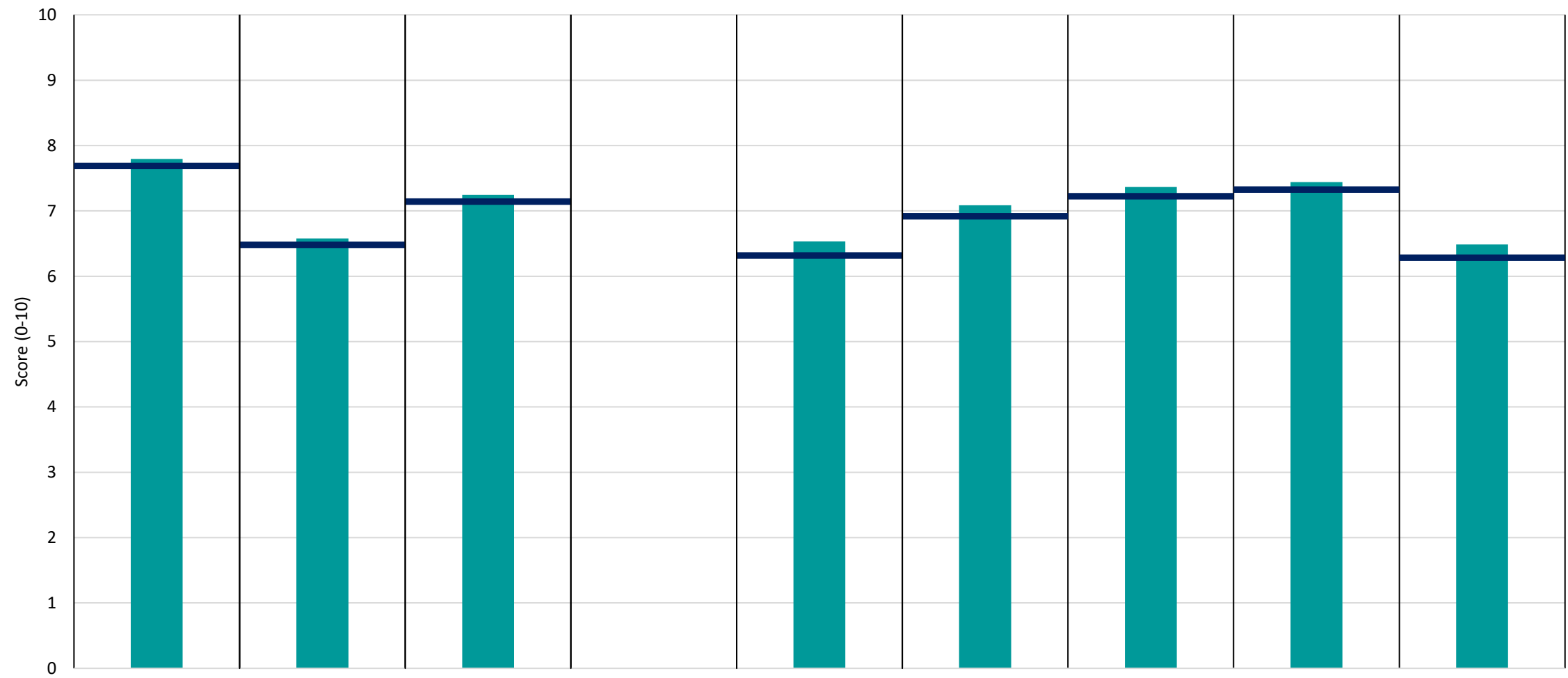
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Staff Engagement

Morale



Breakdown	7.80	6.58	7.25	-	6.53	7.09	7.37	7.44	6.49
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	527	527	521	-	493	527	525	526	527

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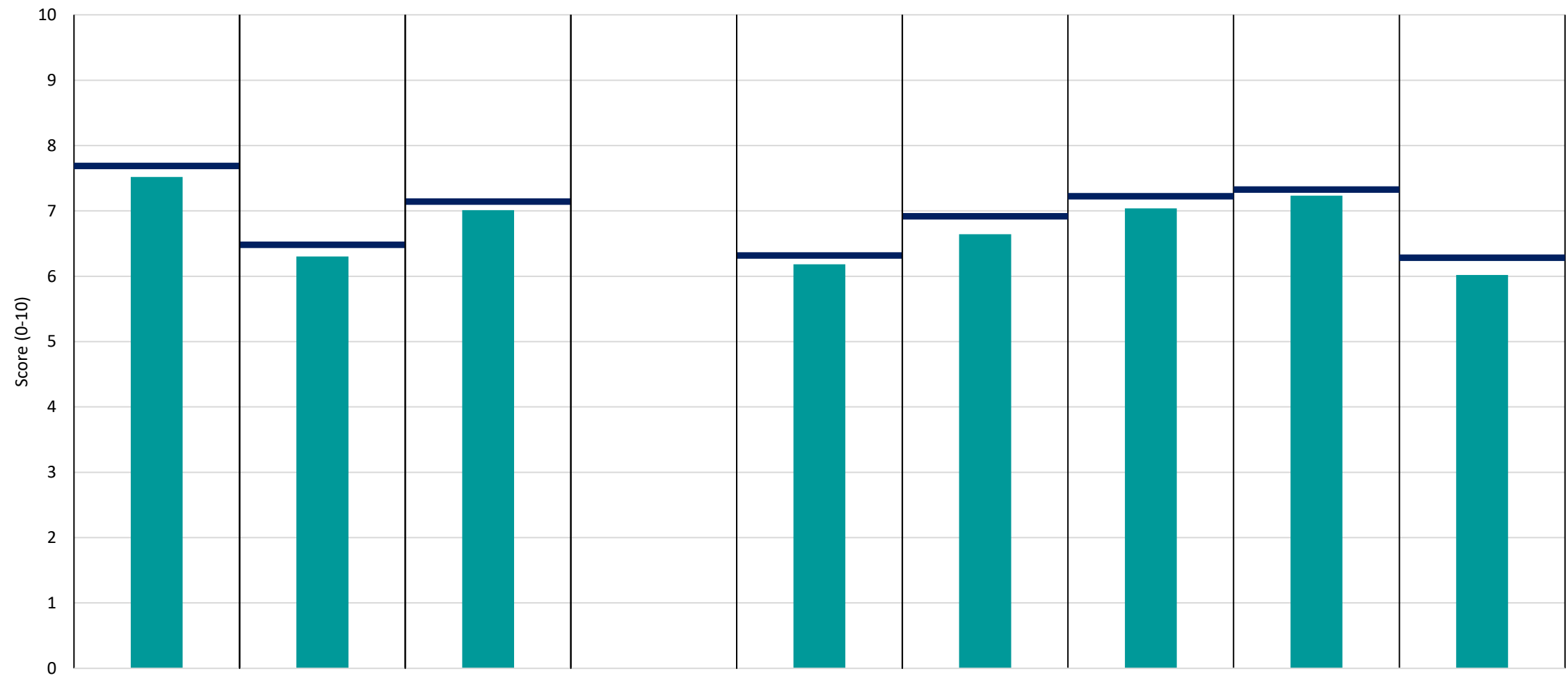
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Staff Engagement

Morale



Breakdown	7.52	6.30	7.01	-	6.18	6.64	7.04	7.23	6.02
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	507	508	505	-	466	505	507	509	508

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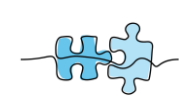
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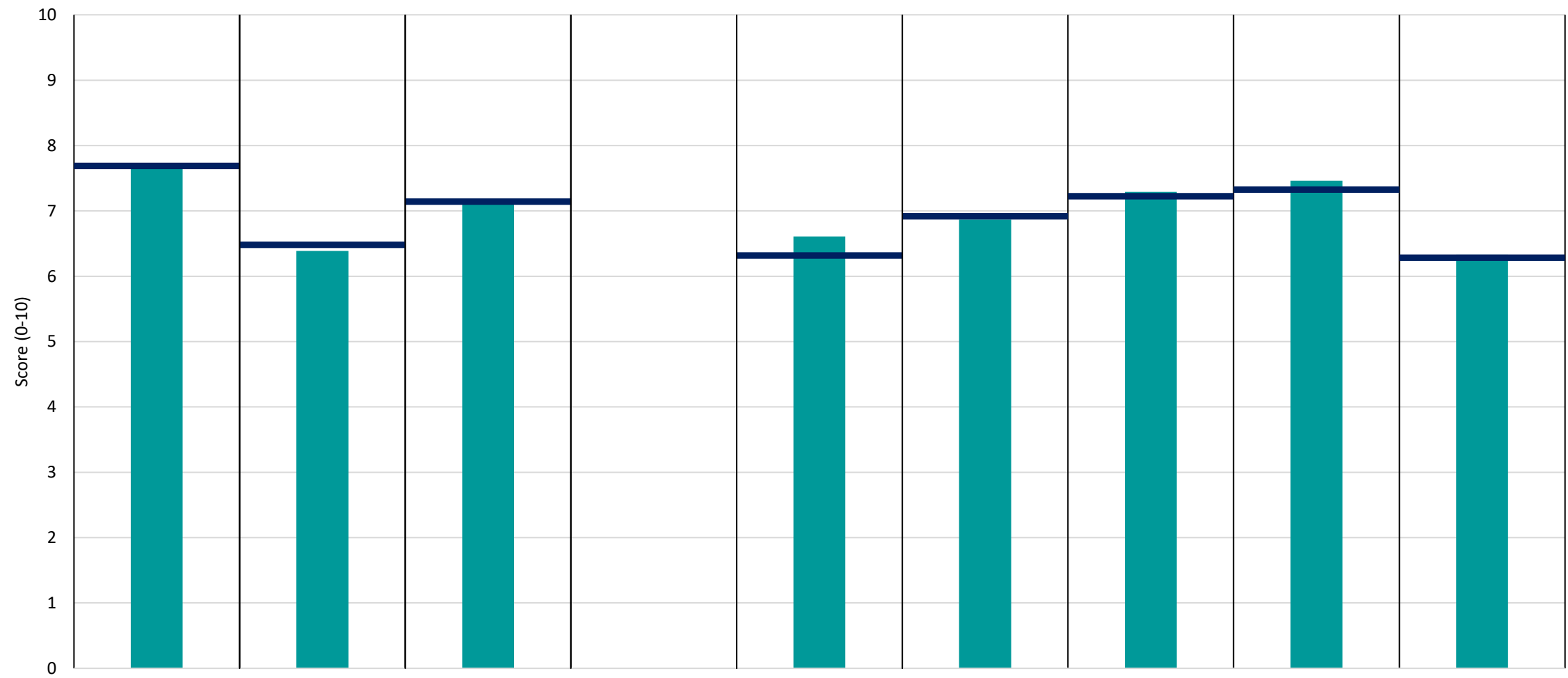
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Staff Engagement

Morale



Breakdown	7.65	6.39	7.12	-	6.61	6.87	7.29	7.46	6.33
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	359	358	352	-	322	356	357	356	357

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Breakdowns 2

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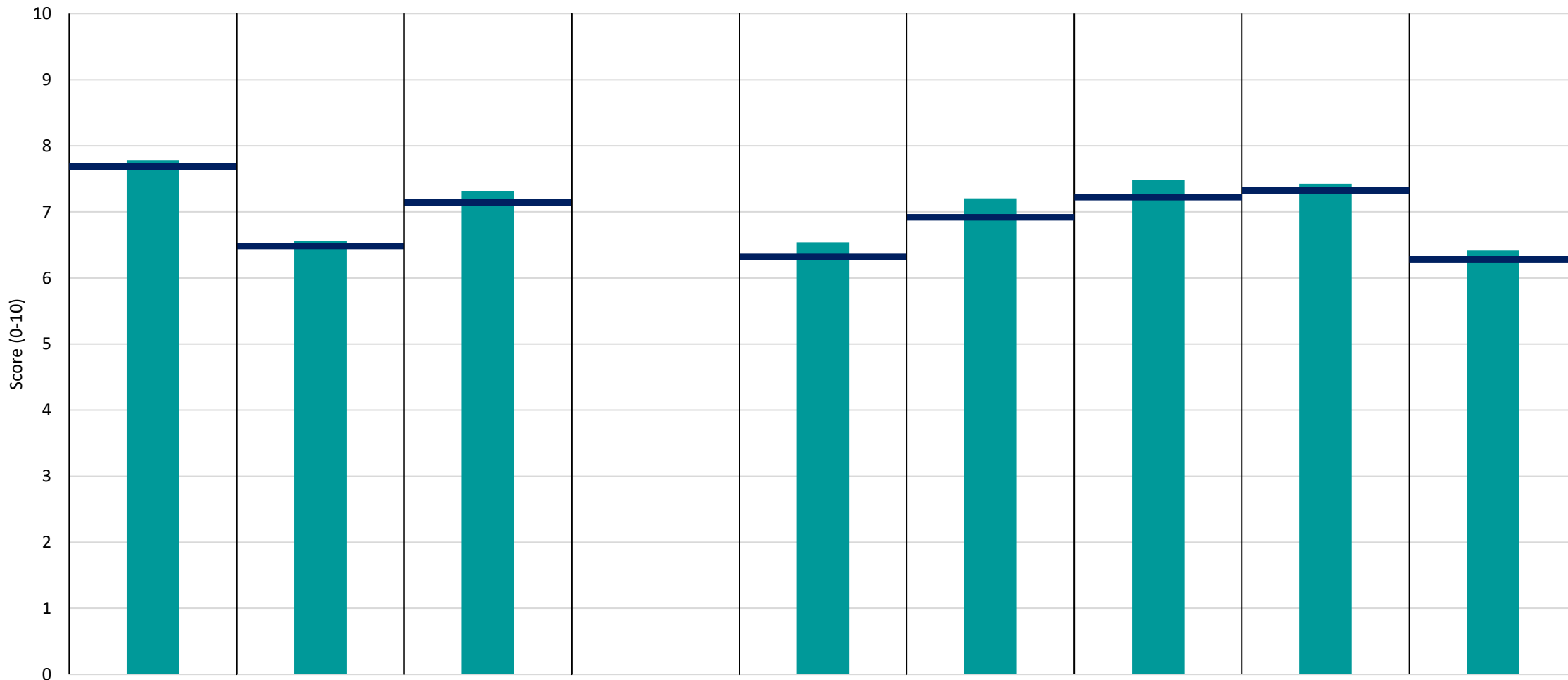
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Staff Engagement

Morale



Breakdown	7.78	6.56	7.32	-	6.54	7.20	7.48	7.43	6.42
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	117	117	116	-	111	117	117	117	117 ¹²

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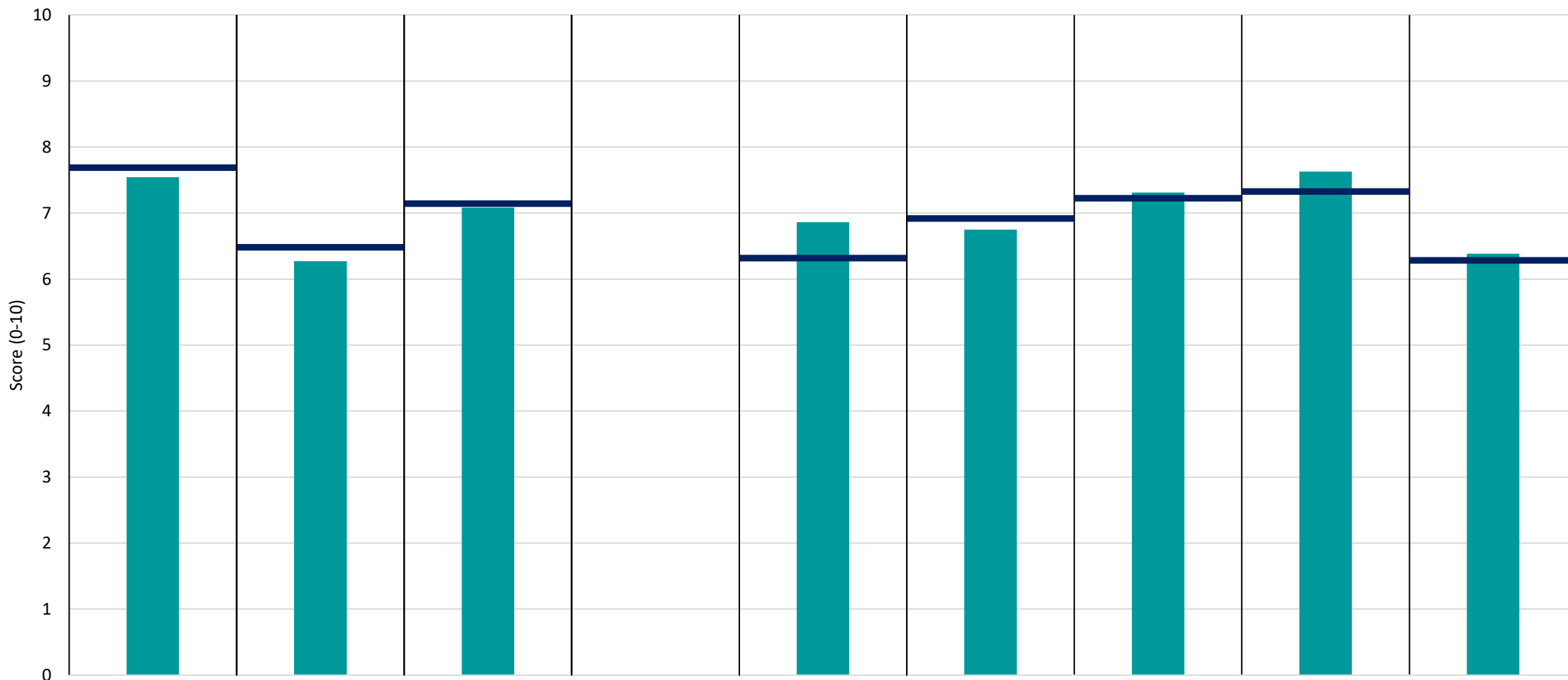
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Staff Engagement

Morale



Breakdown	7.54	6.27	7.08	-	6.86	6.75	7.31	7.63	6.38
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	161	160	157	-	137	159	159	160	160



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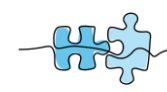
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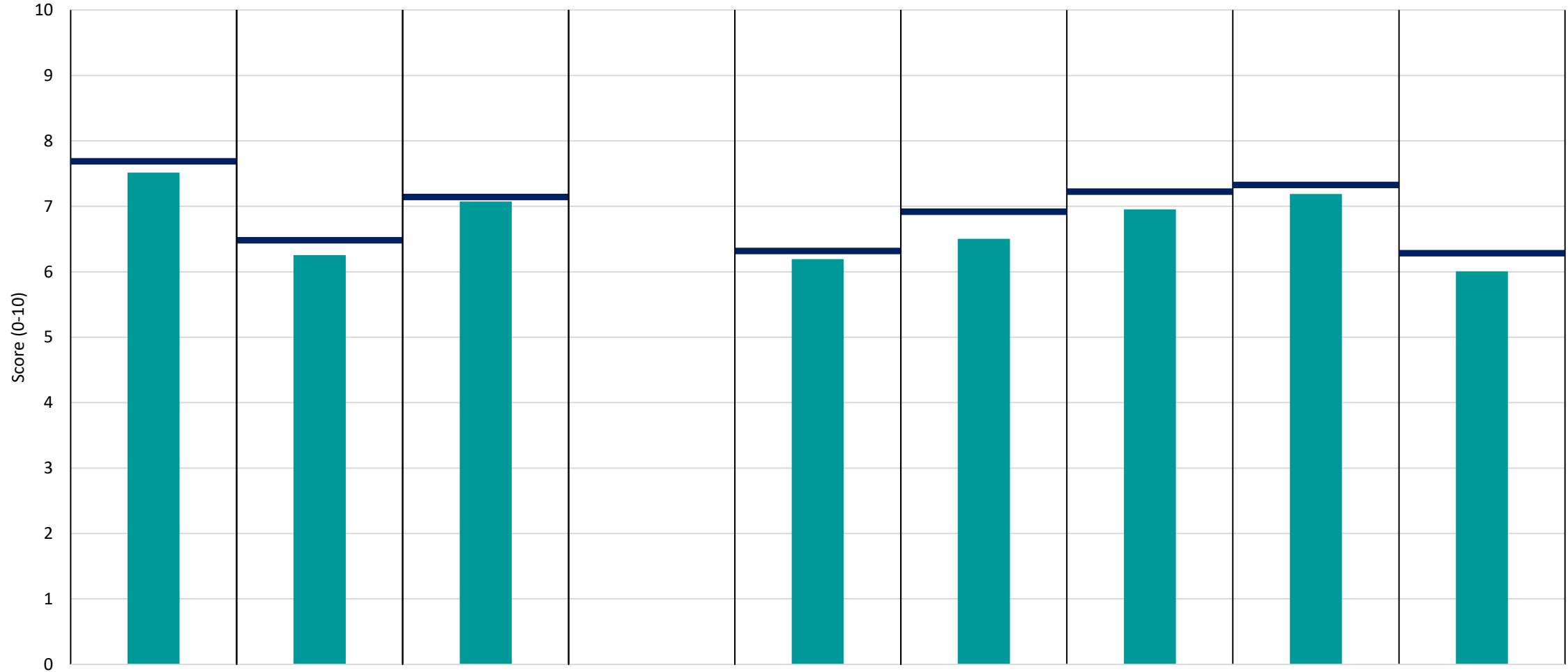
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Staff Engagement

Morale



Breakdown	7.51	6.25	7.07	-	6.19	6.50	6.95	7.19	6.01
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	108	108	107	-	98	108	108	107	108



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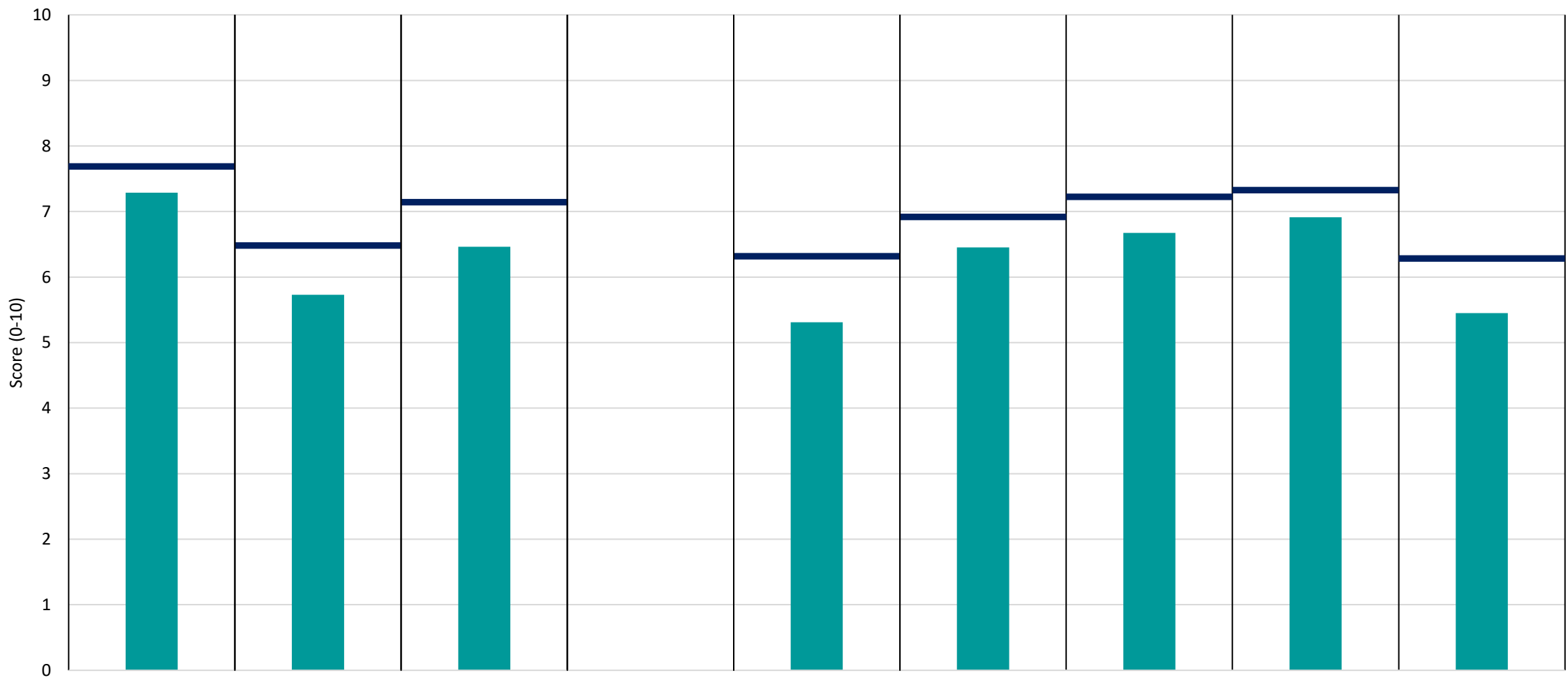
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Staff Engagement

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Breakdown	7.29	5.73	6.46	-	5.31	6.45	6.67	6.91	5.45
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	35	35	35	-	32	35	35	35	35

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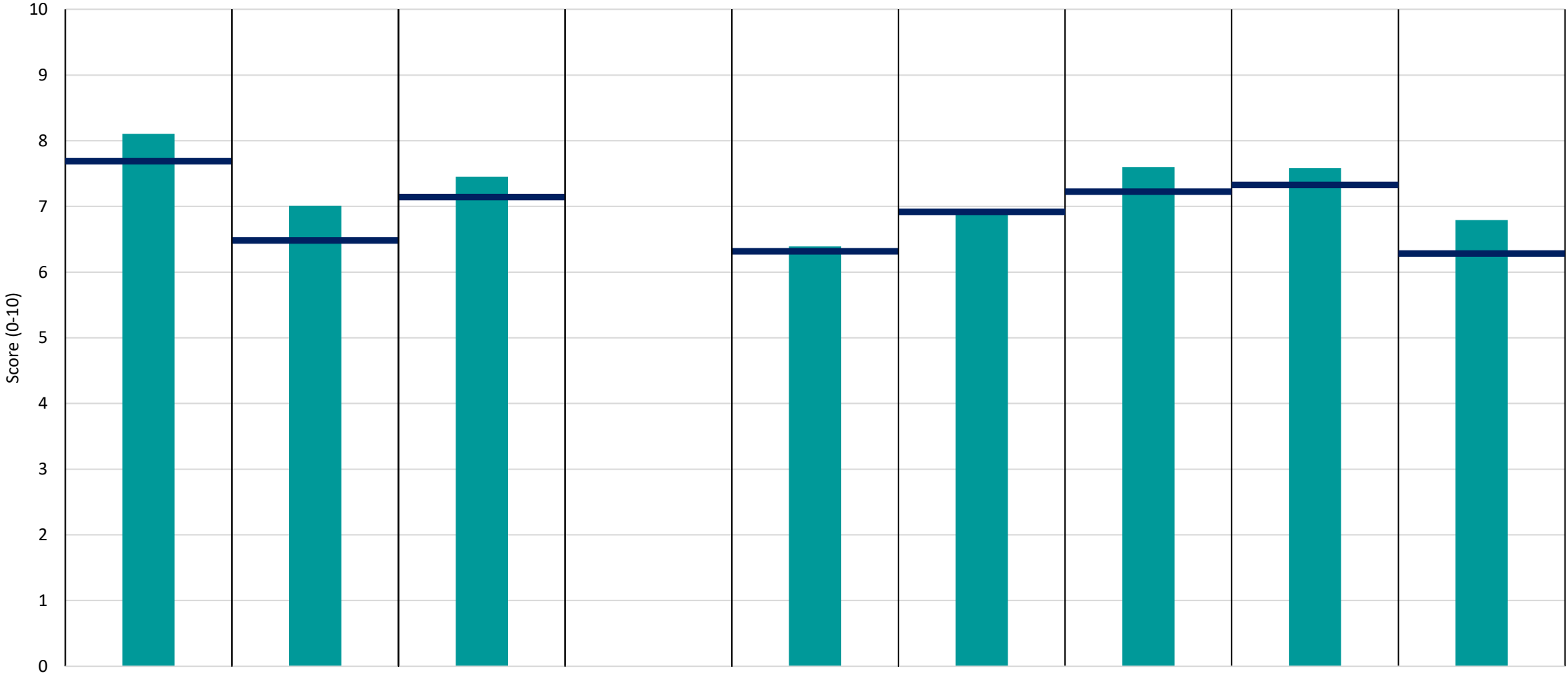
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Staff Engagement

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Breakdown	8.11	7.01	7.45	-	6.39	6.89	7.60	7.58	6.79
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 70 71 70 - 66 70 71 71 71 16

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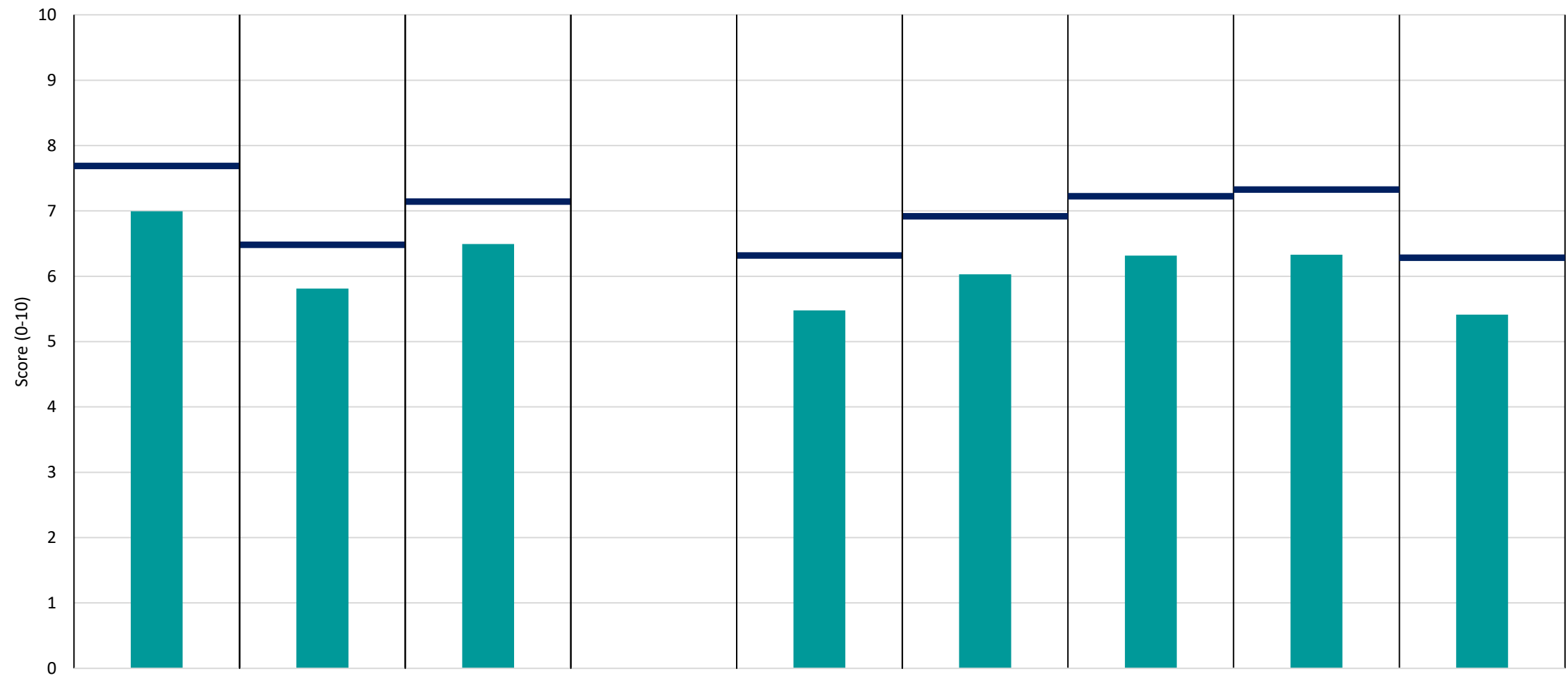
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Staff Engagement

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Breakdown	6.99	5.81	6.49	-	5.48	6.03	6.32	6.33	5.41
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	52	52	51	-	50	51	52	52	52

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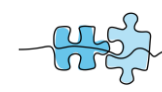
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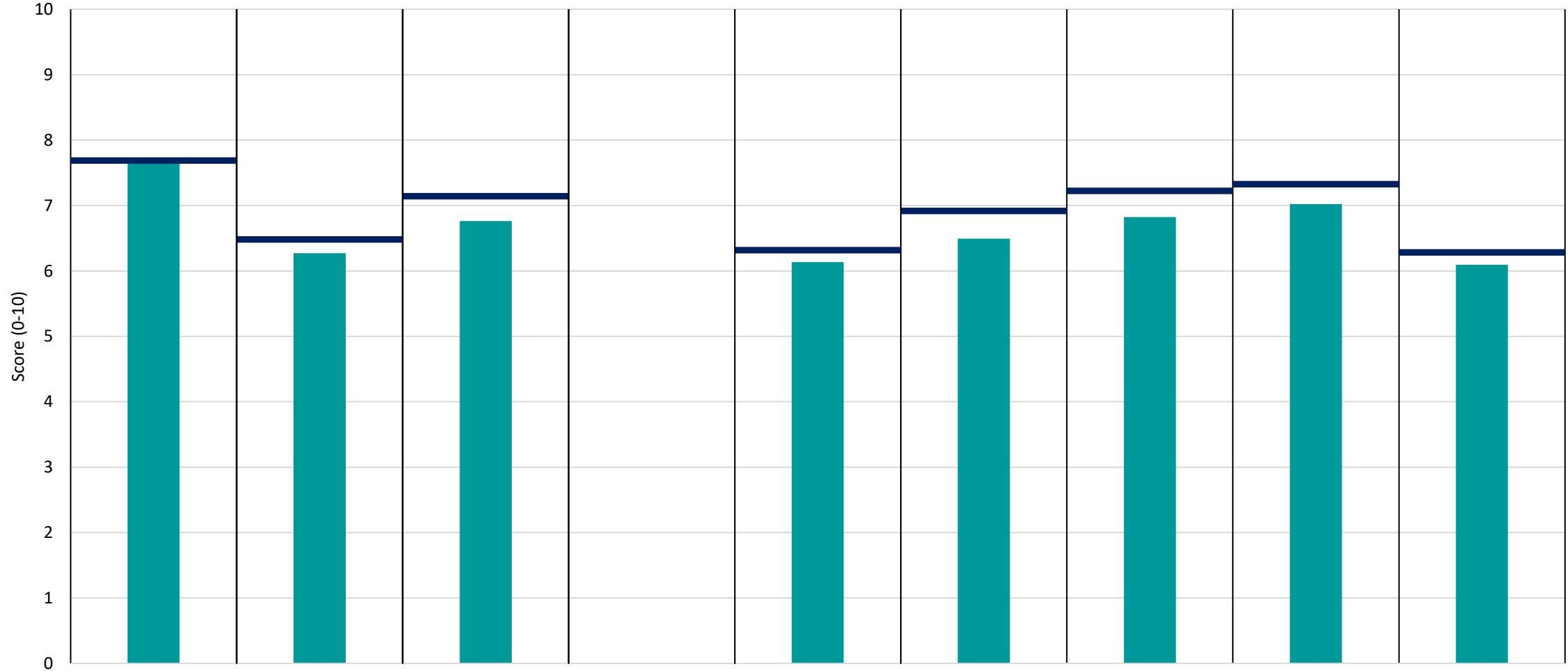
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Staff Engagement

Morale



Breakdown	7.64	6.27	6.76	-	6.14	6.49	6.82	7.02	6.09
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 68 68 66 - 62 67 68 66 67 18

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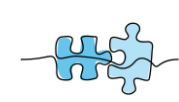
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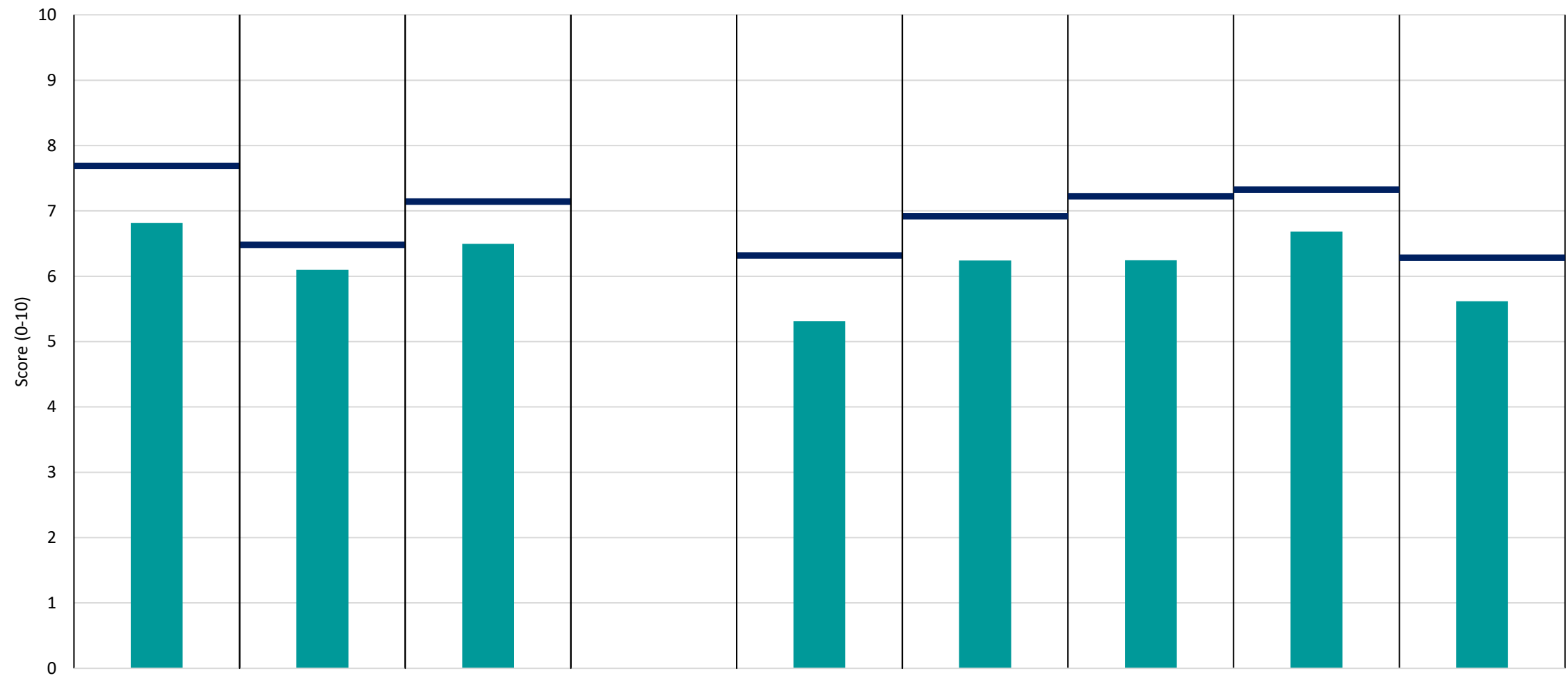
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Staff Engagement

Morale



Breakdown	6.82	6.10	6.50	-	5.31	6.24	6.24	6.68	5.62
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	39	39	39	-	36	39	39	39	39

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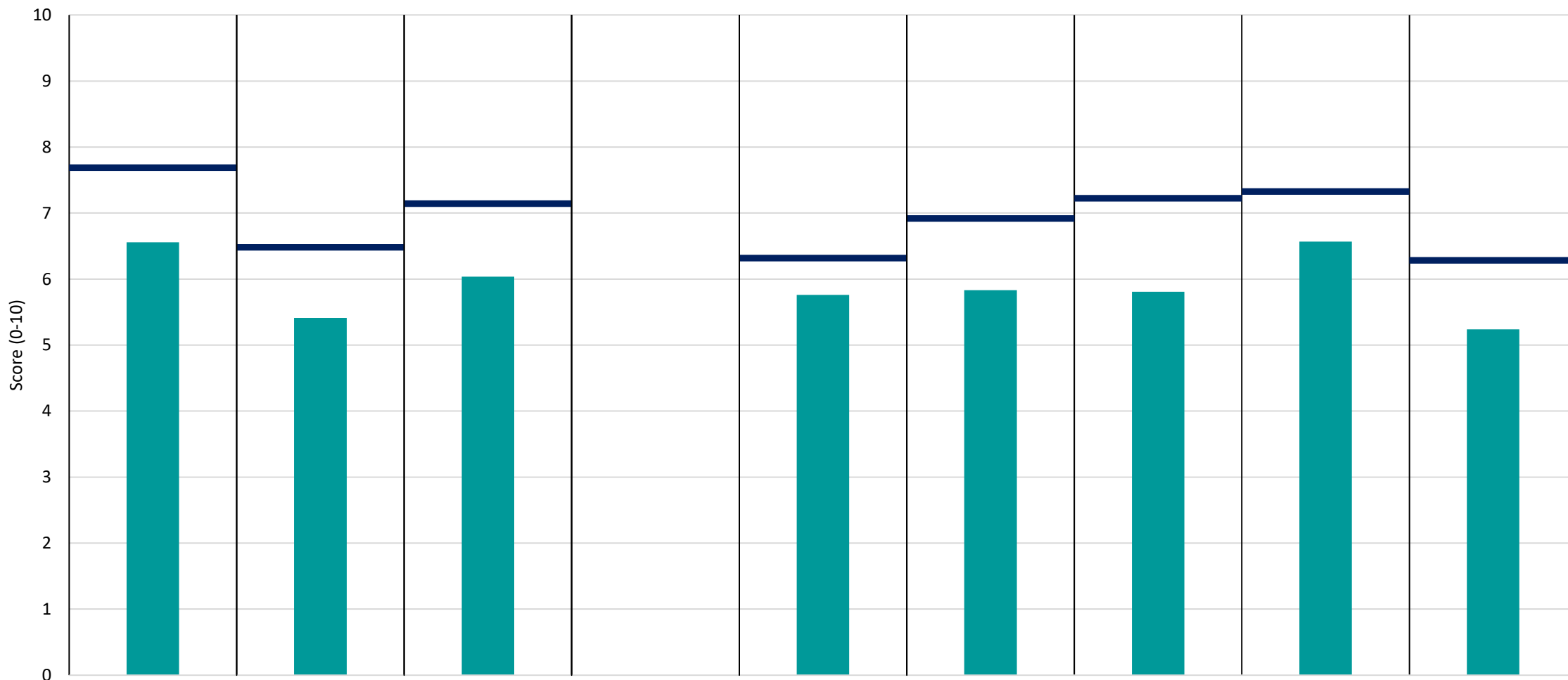
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Staff Engagement

Morale



Breakdown	6.56	5.41	6.04	-	5.76	5.83	5.81	6.57	5.24
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 17 17 17 - 16 17 17 17 17 20

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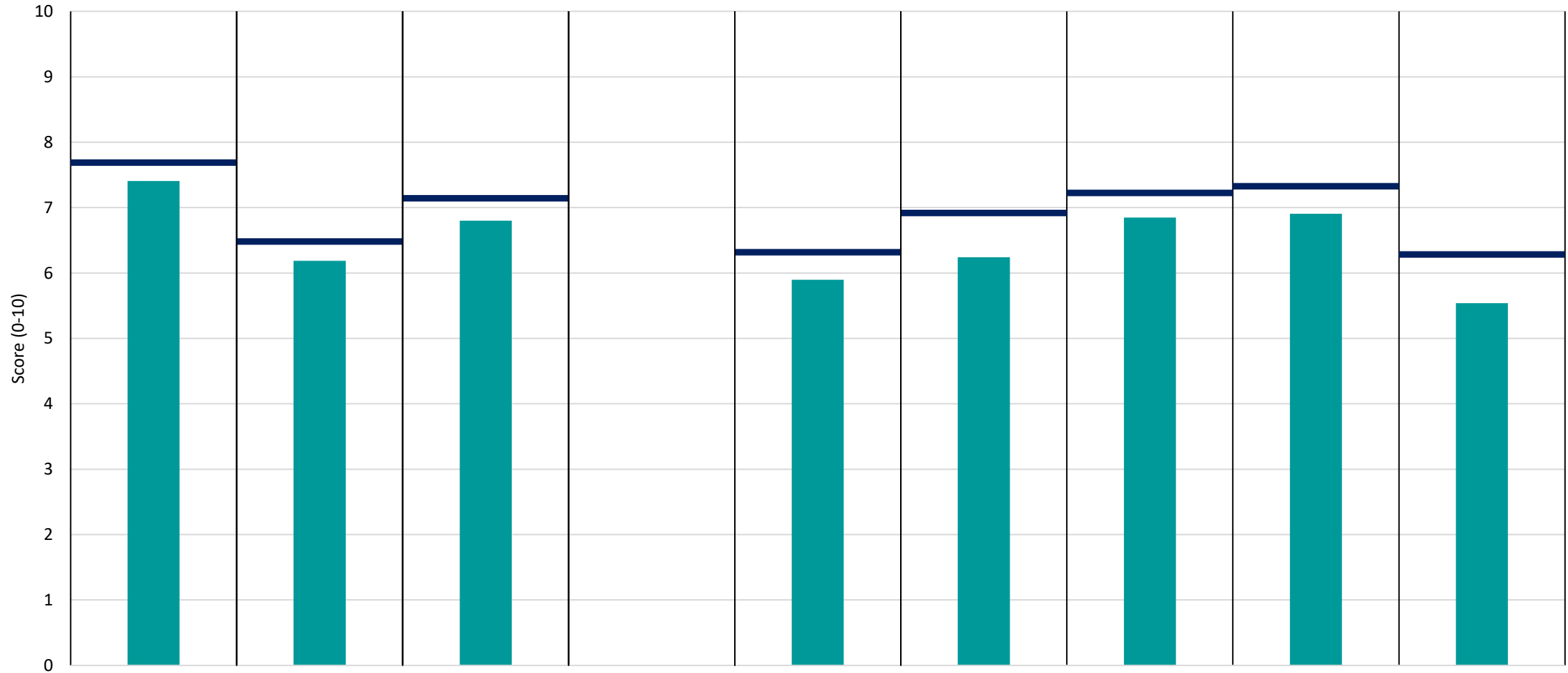
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Staff Engagement

Morale



Breakdown	7.41	6.19	6.80	-	5.90	6.24	6.85	6.91	5.54
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 230 230 230 - 211 227 229 230 230 ²¹

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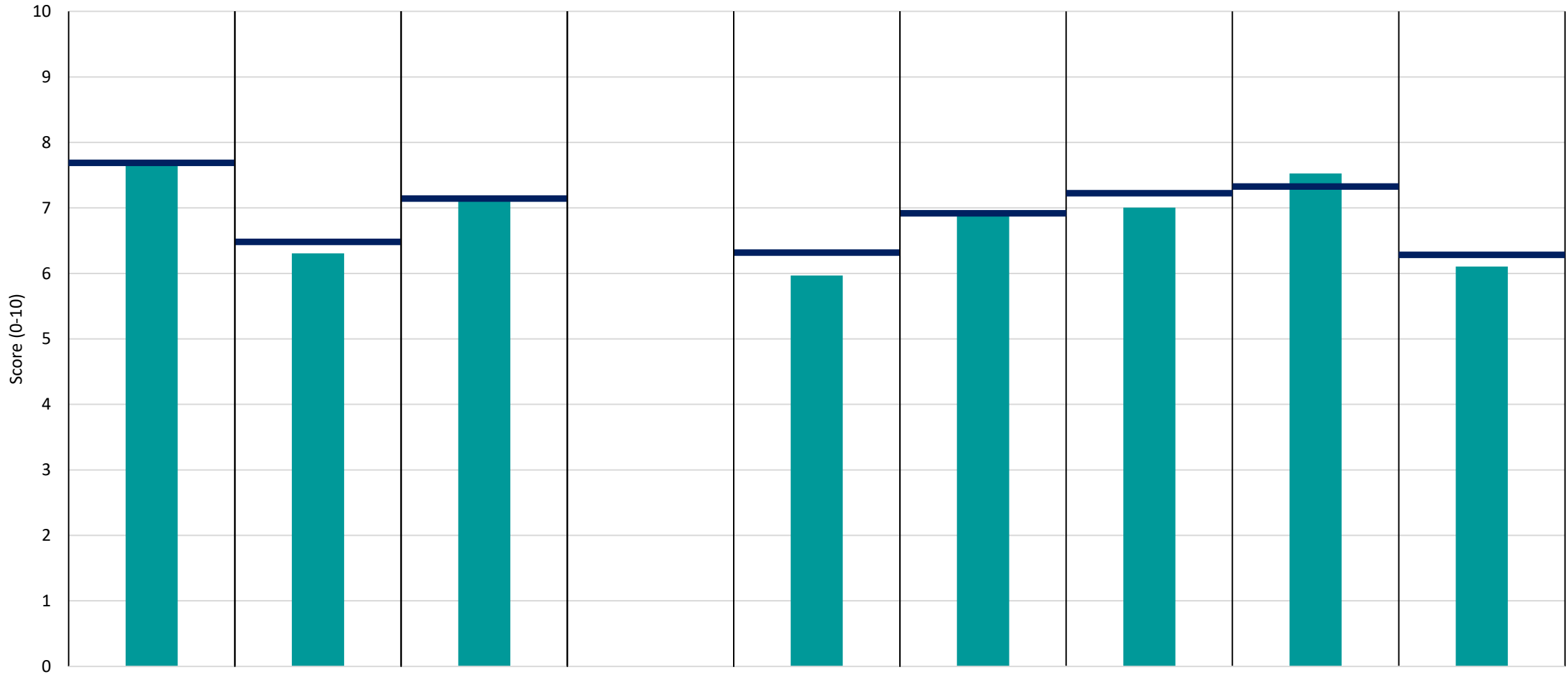
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Staff Engagement

Morale



Breakdown	7.65	6.31	7.11	-	5.97	6.95	7.01	7.53	6.10
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 30 31 31 - 30 31 30 31 31 22

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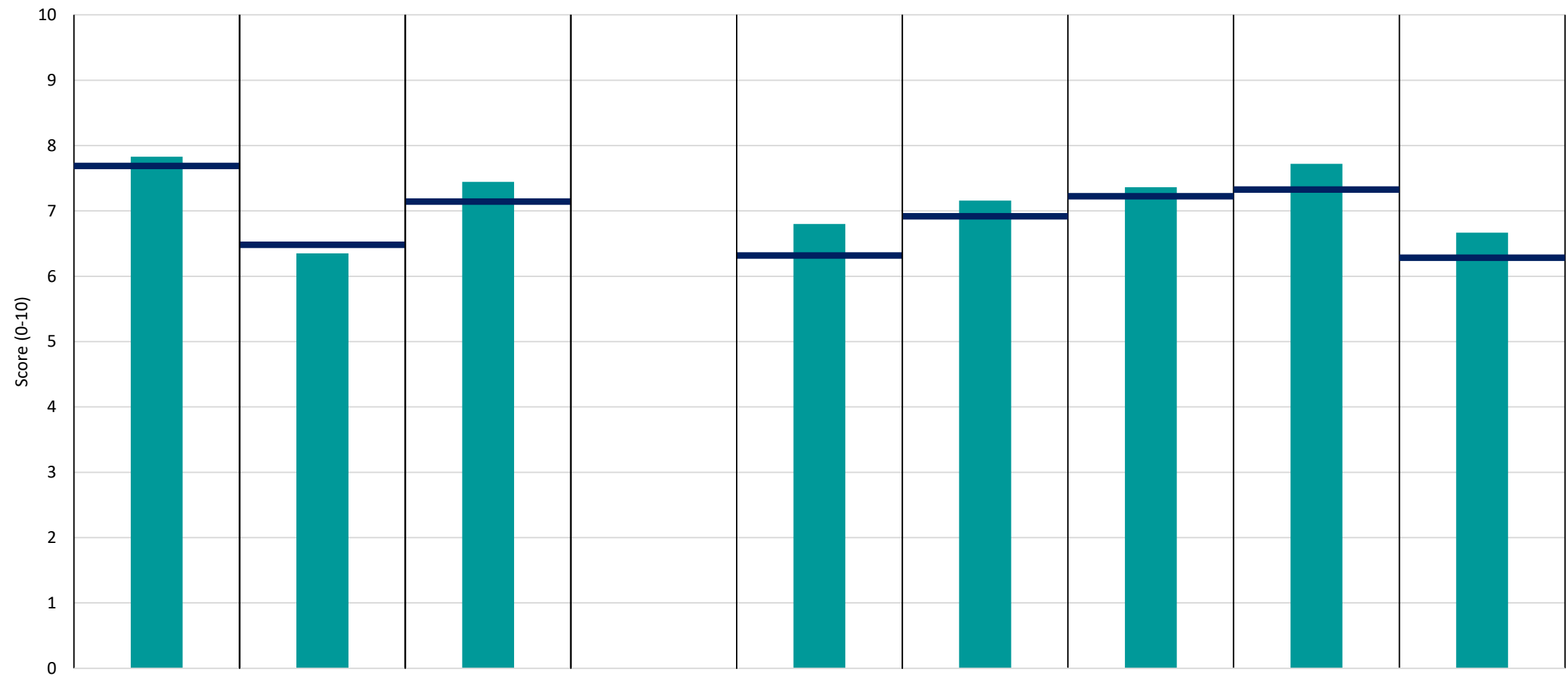
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Staff Engagement

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Breakdown	7.83	6.35	7.44	-	6.80	7.16	7.36	7.72	6.67
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	85	85	83	-	79	85	85	85	85

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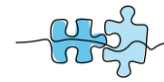
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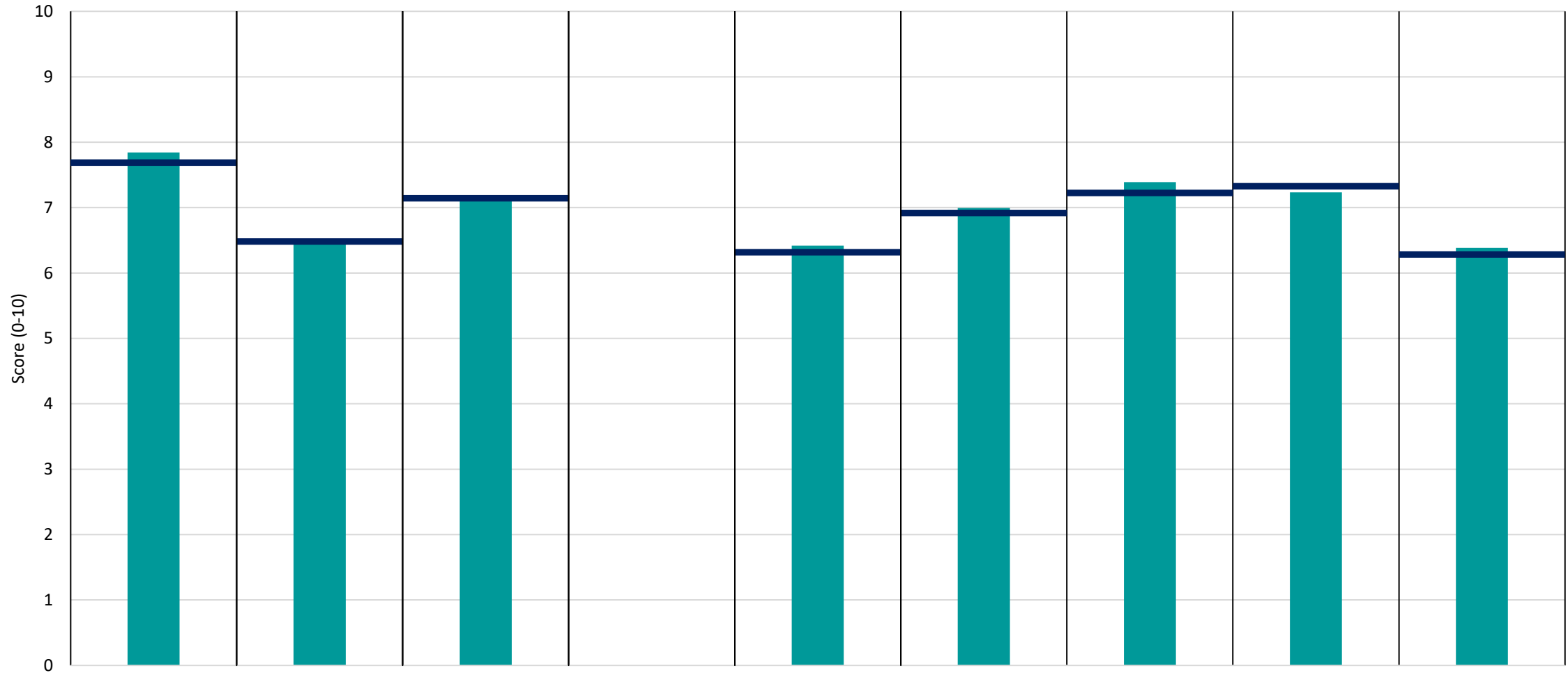
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Staff Engagement

Morale



Breakdown	7.84	6.51	7.13	-	6.42	6.99	7.39	7.23	6.38
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 131 131 129 - 118 131 130 130 131 ²⁴

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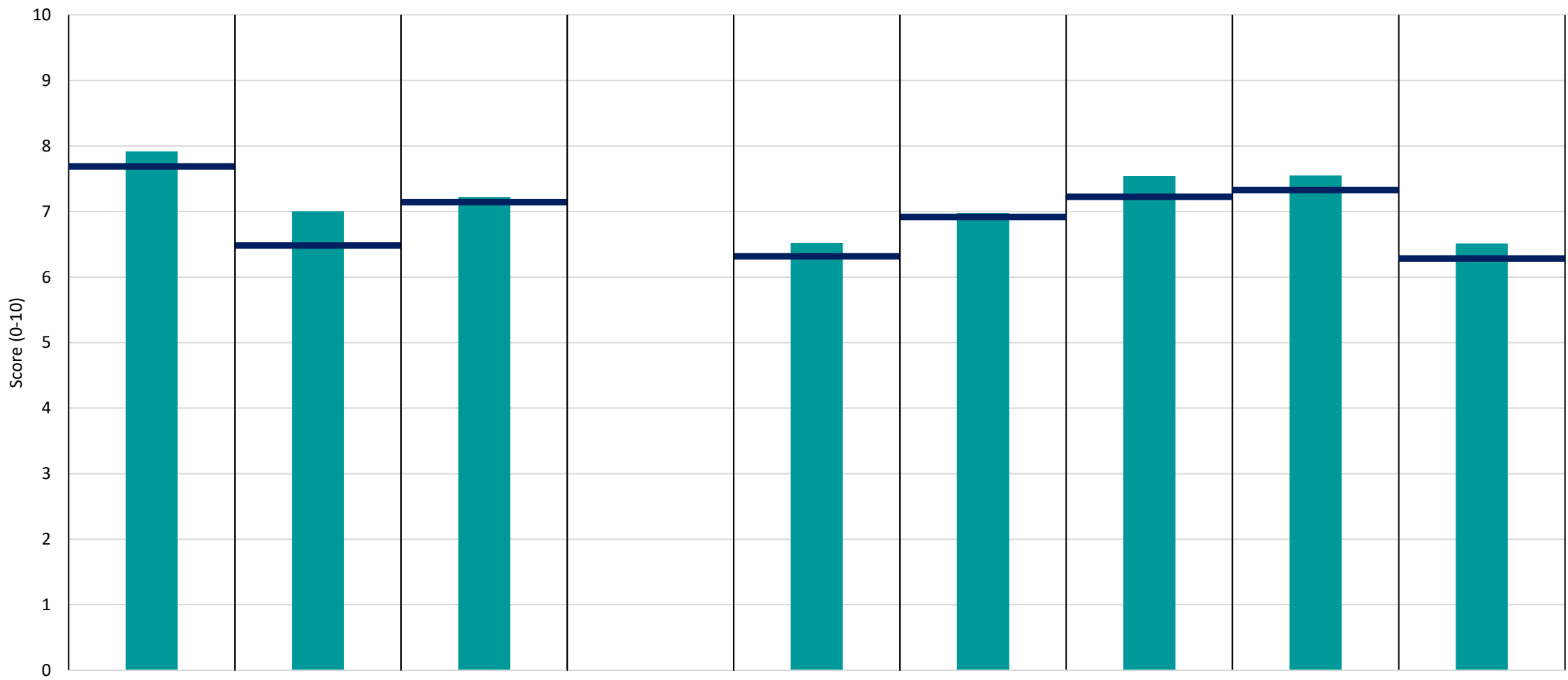
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Staff Engagement

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Breakdown	7.92	7.00	7.22	-	6.52	6.98	7.54	7.55	6.51
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	133	133	133	-	126	133	133	133	133

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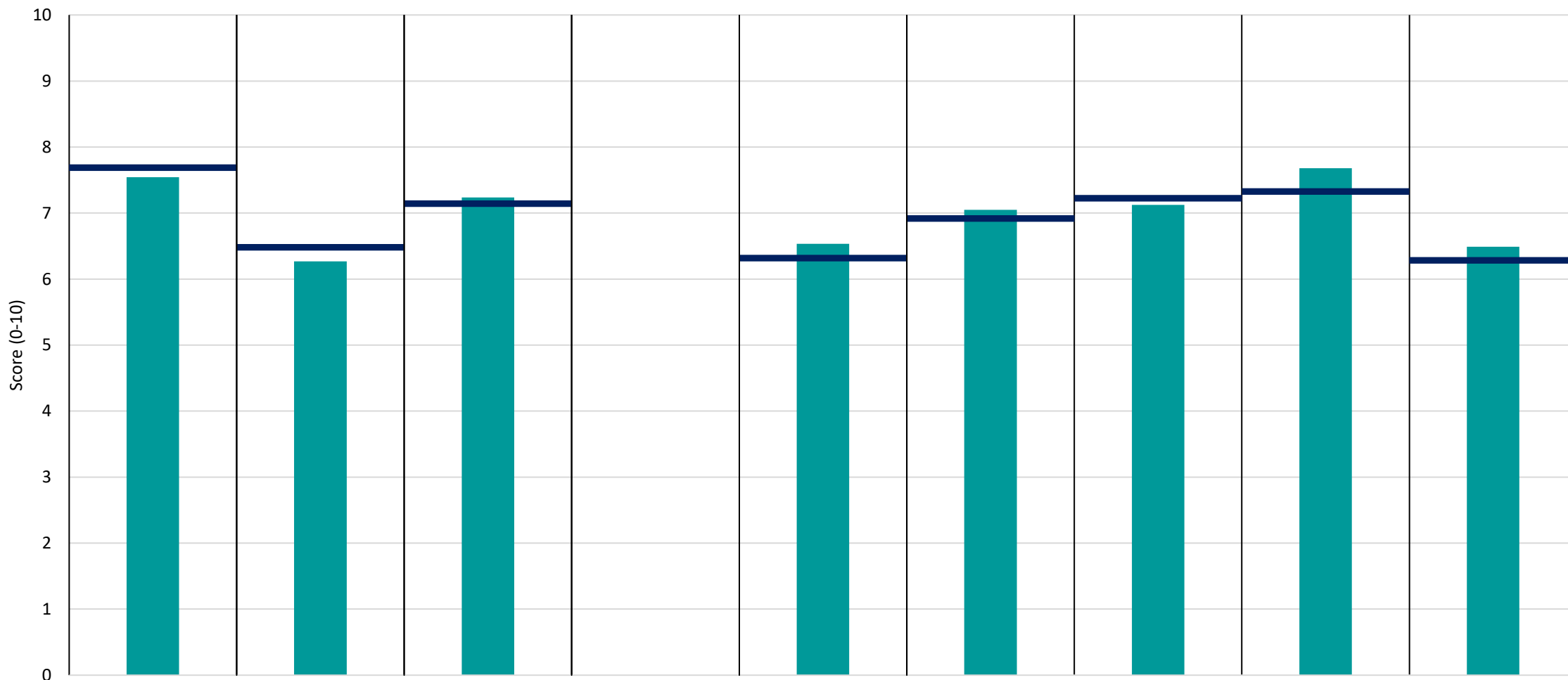
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Staff Engagement

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Breakdown	7.54	6.27	7.24	-	6.53	7.05	7.12	7.68	6.49
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 100 101 100 - 87 101 101 102 101 26

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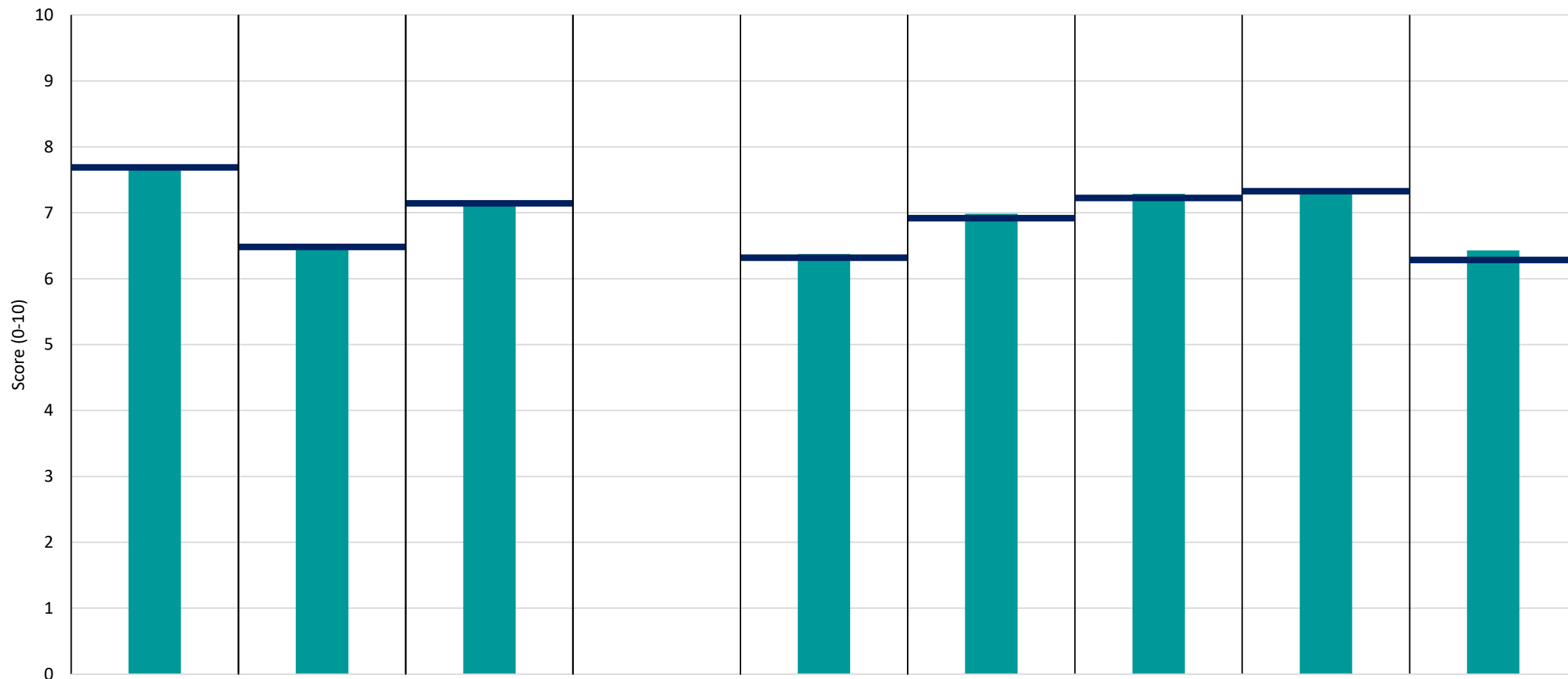
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Breakdown	7.68	6.48	7.14	-	6.37	6.98	7.29	7.36	6.43
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	160	160	158	-	151	160	160	160	160



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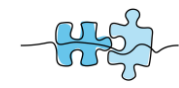
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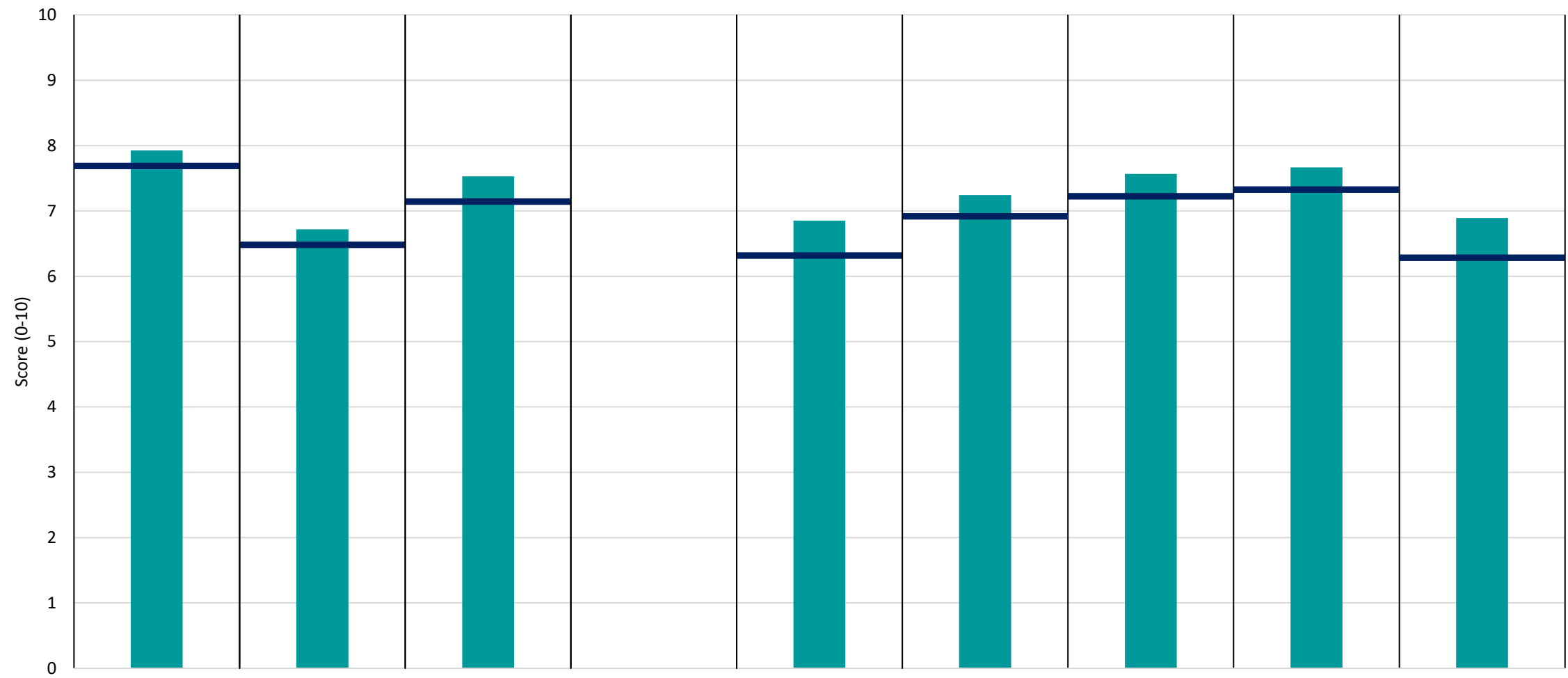
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Staff Engagement

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Breakdown	7.93	6.72	7.53	-	6.85	7.24	7.57	7.67	6.89
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	63	63	62	-	61	63	62	63	63

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We are recognised
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that counts



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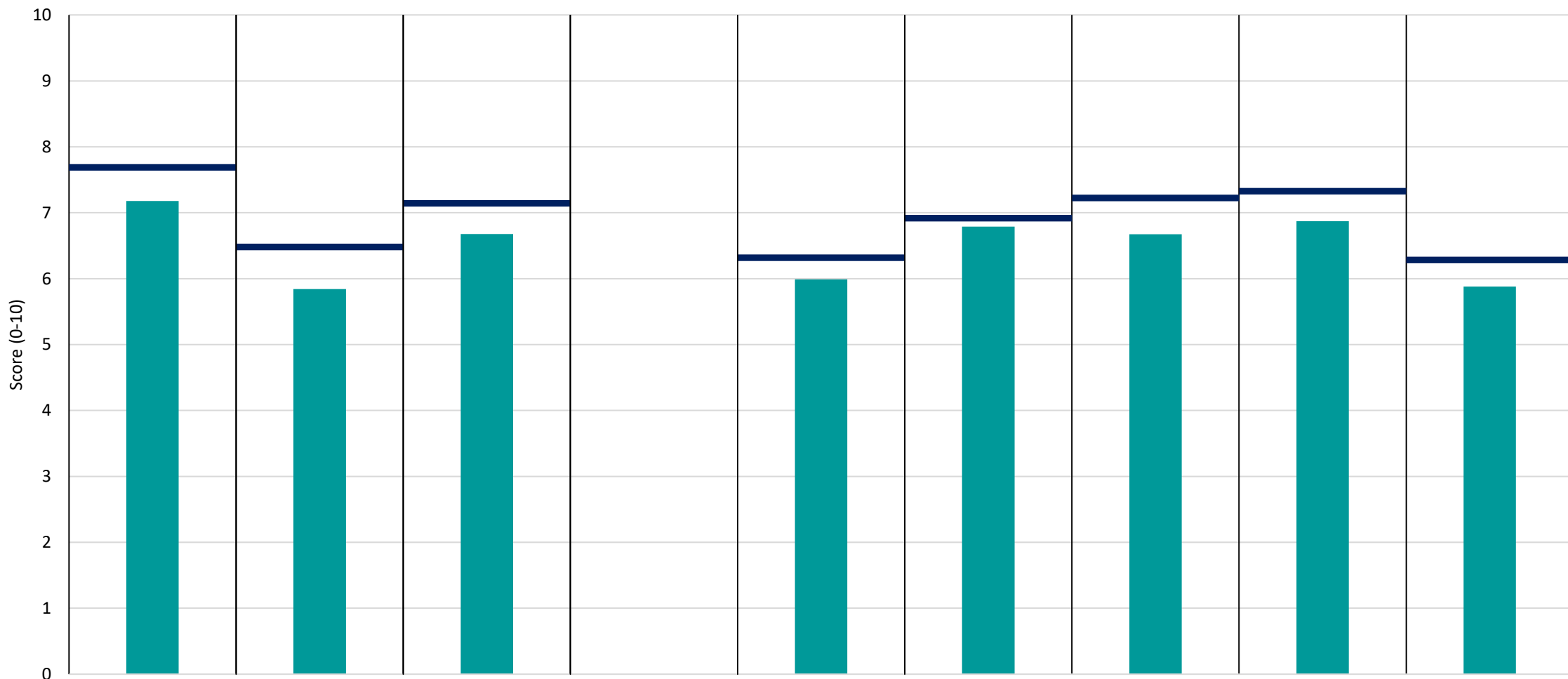
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.18	5.84	6.68	-	5.99	6.79	6.67	6.87	5.88
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	87	87	86	-	81	87	87	87	87

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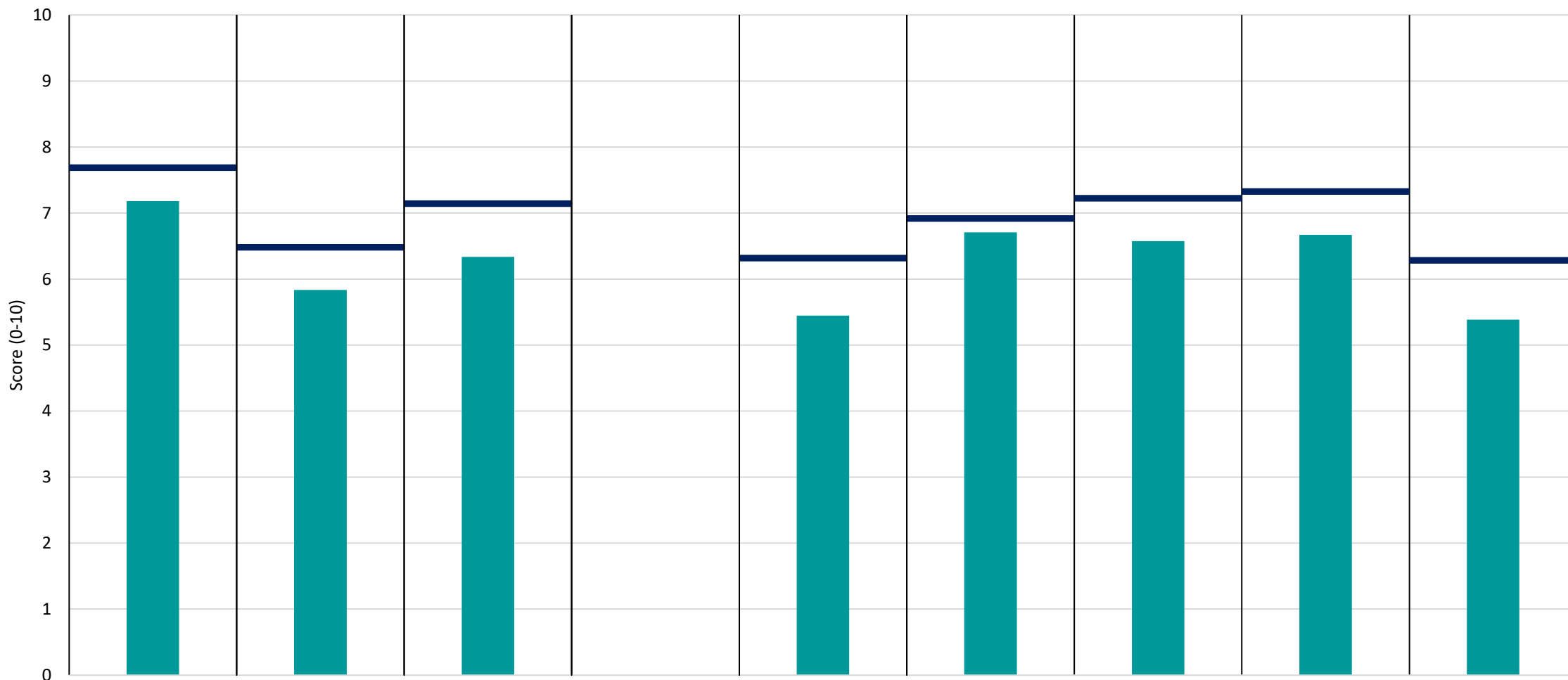
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Staff Engagement

Morale



Breakdown	7.18	5.84	6.34	-	5.45	6.71	6.58	6.67	5.38
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 58 58 58 - 56 57 58 58 58 30

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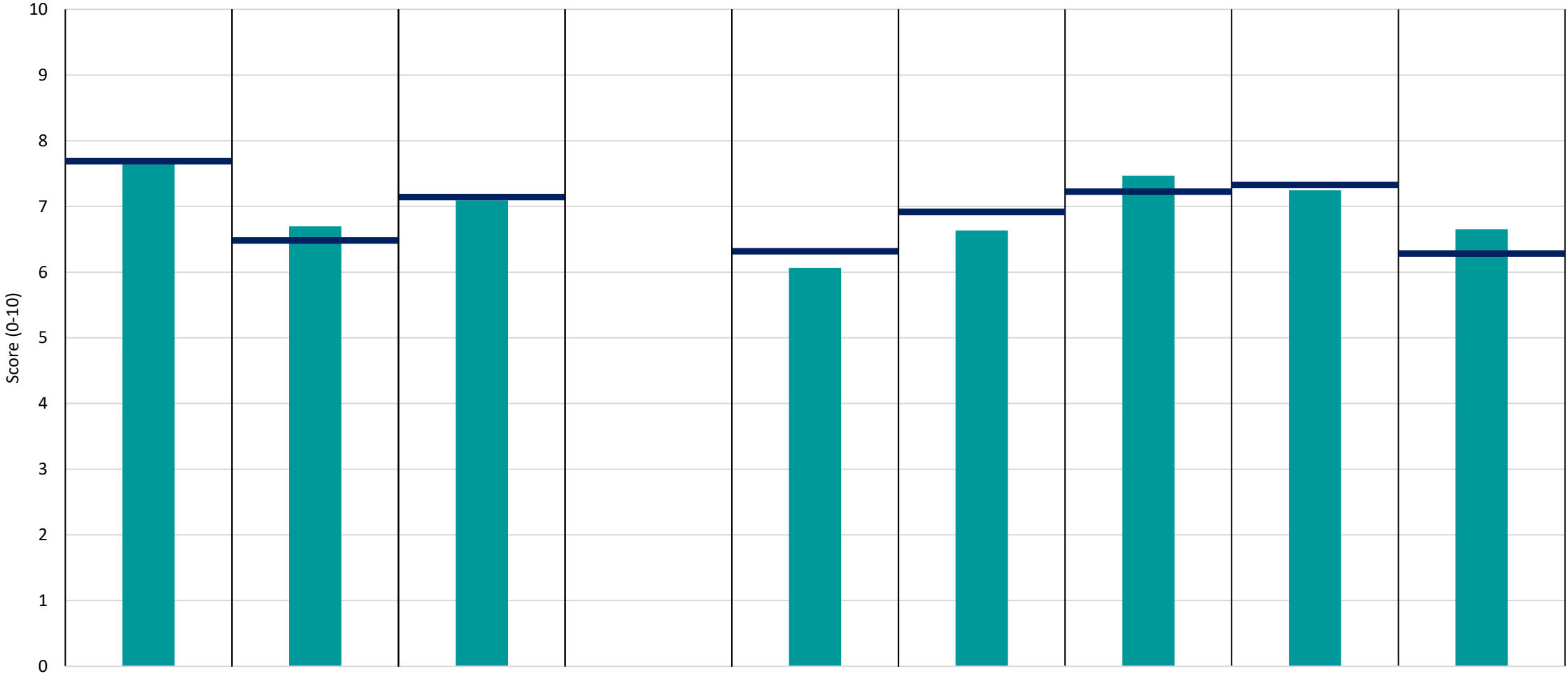
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Staff Engagement

Morale



Breakdown	7.72	6.70	7.09	-	6.06	6.63	7.47	7.25	6.66
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28

Responses 65 65 65 - 59 65 65 65 65 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.



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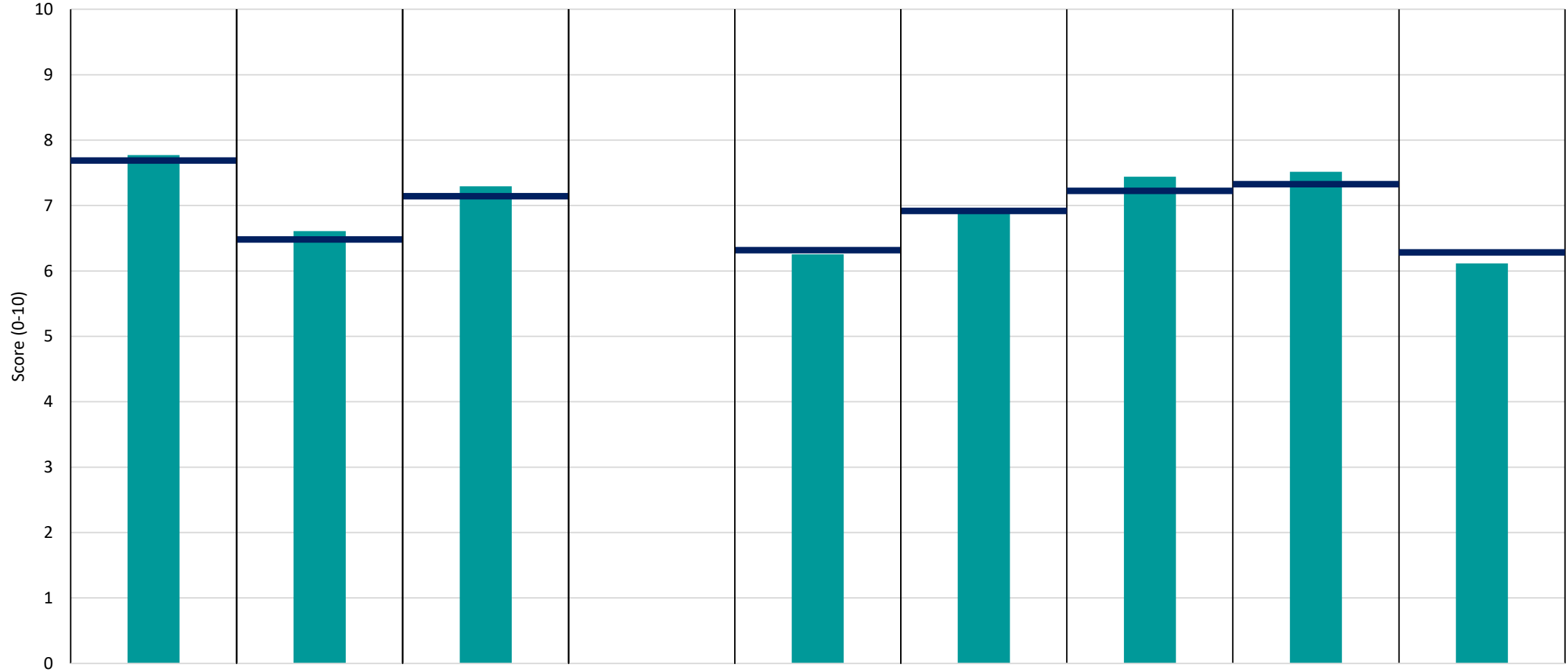
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Staff Engagement

Morale



Breakdown	7.77	6.61	7.29	-	6.26	6.92	7.44	7.52	6.11
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	82	82	81	-	80	82	82	82	82



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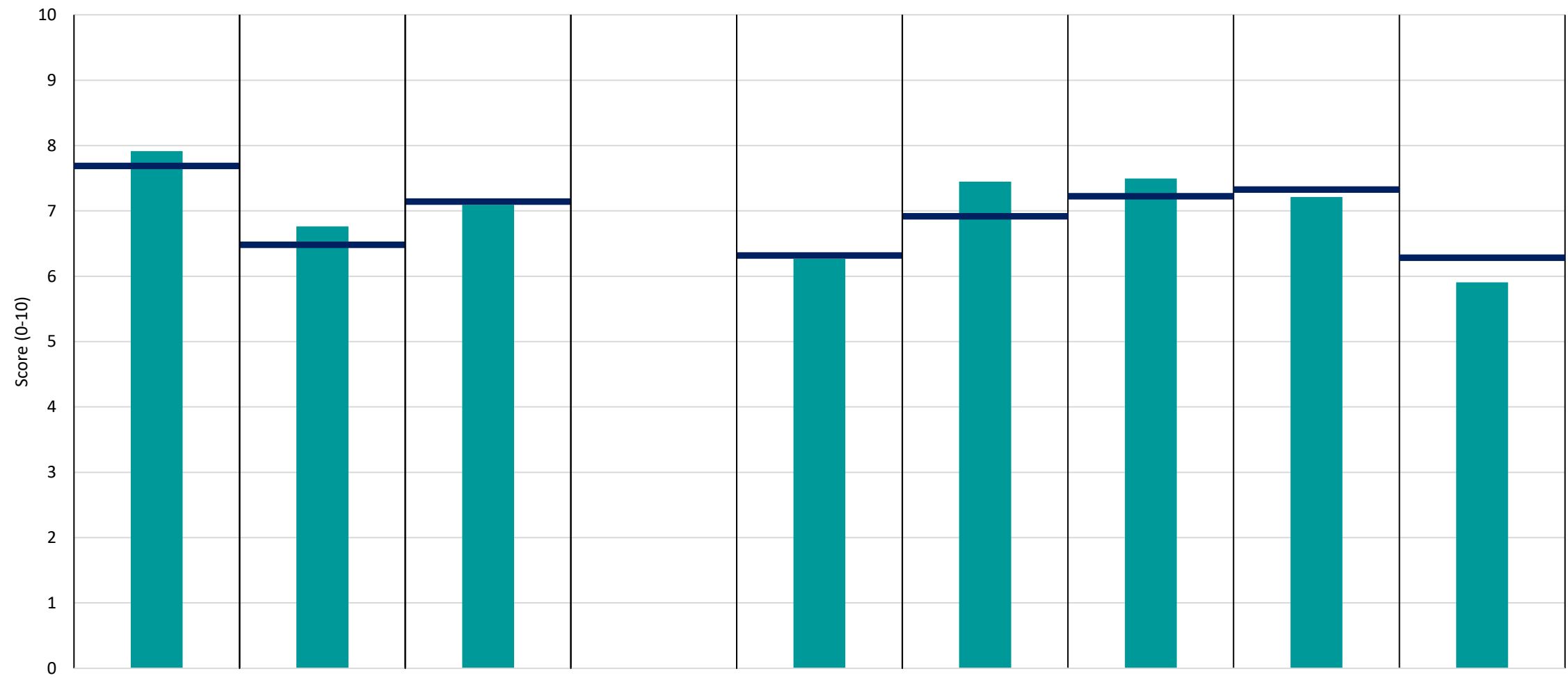
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Staff Engagement

Morale



Breakdown	7.92	6.76	7.09	-	6.27	7.45	7.50	7.21	5.91
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	64	64	64	-	62	64	64	64	64 33

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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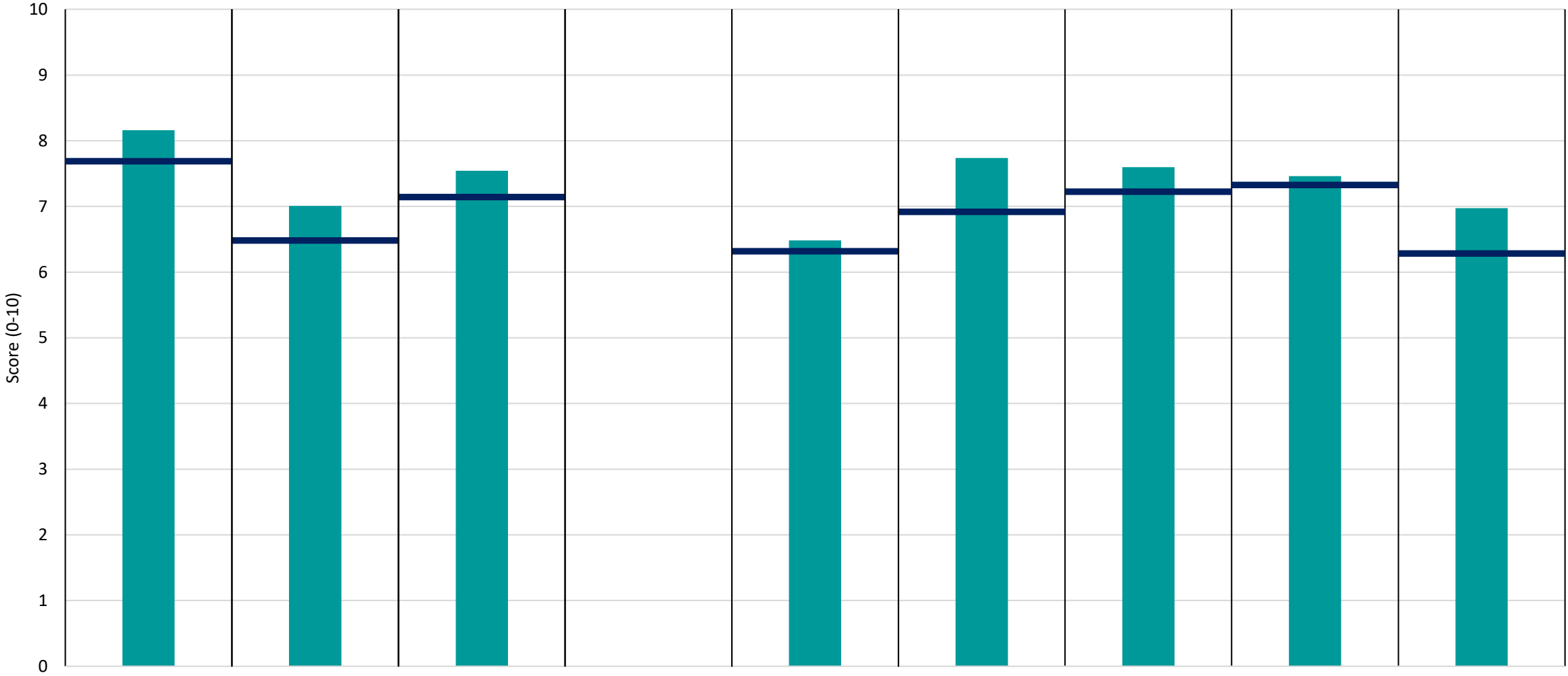
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Staff Engagement

Morale



Breakdown	8.16	7.01	7.54	-	6.48	7.74	7.60	7.46	6.98
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	241	241	240	-	231	239	240	241	241

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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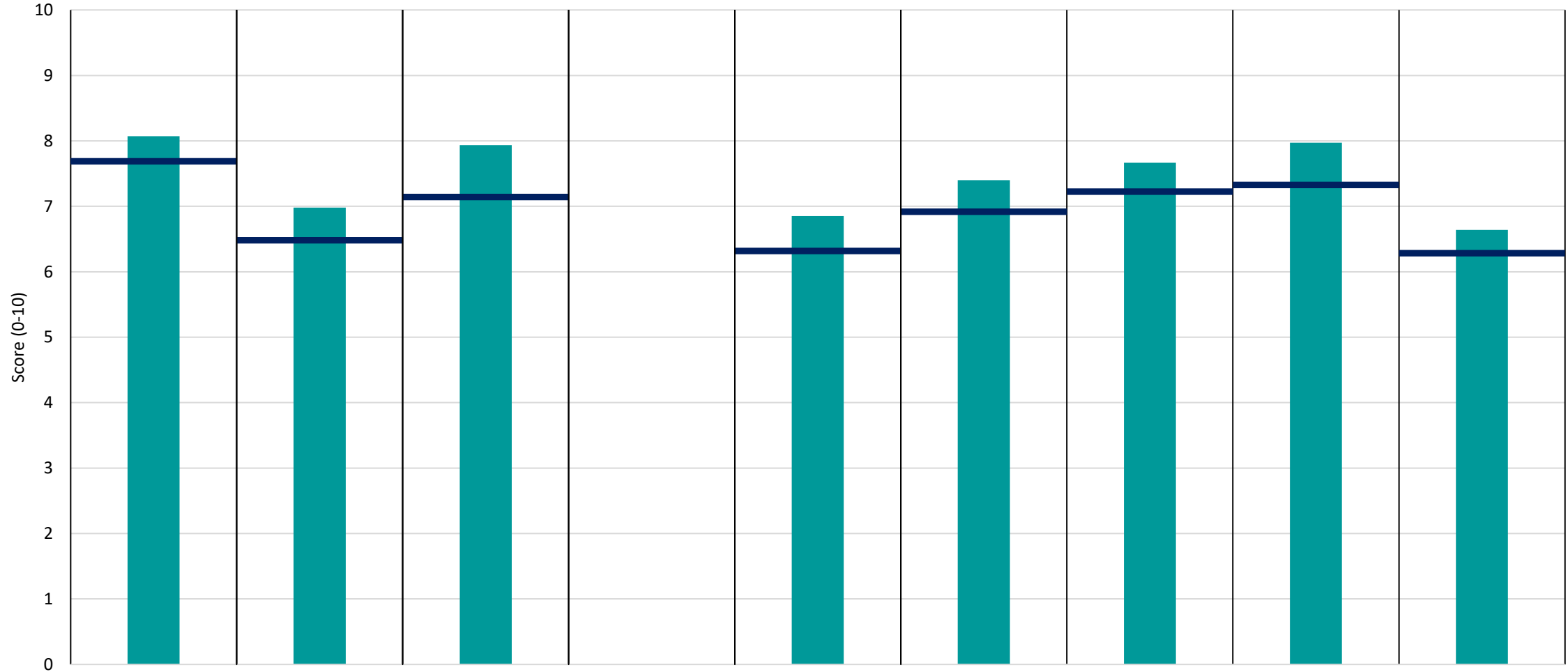
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Staff Engagement

Morale



Breakdown	8.07	6.98	7.94	-	6.85	7.40	7.67	7.97	6.64
Your org	7.69	6.48	7.14	-	6.32	6.92	7.22	7.33	6.28
Responses	122	121	122	-	117	121	122	122	122