



# Devon Partnership NHS Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>369 Adult Mental Health</u>	<u>6</u>
<u>369 Children and Families</u>	<u>7</u>
<u>369 Corporate</u>	<u>8</u>
<u>369 Devon Provider Collaborative</u>	<u>9</u>
<u>369 Older Peoples Mental Health</u>	<u>10</u>
<u>369 Secure Services</u>	<u>11</u>
<u>369 South West Provider Collab</u>	<u>12</u>
<u>369 Specialist Services</u>	<u>13</u>

<a href="#">369 Adult Central</a>	15
<a href="#">369 Adult East and Mid</a>	16
<a href="#">369 Adult Exeter</a>	17
<a href="#">369 Adult HQ</a>	18
<a href="#">369 Adult North</a>	19
<a href="#">369 Adult South and West</a>	20
<a href="#">369 Adult Torbay</a>	21
<a href="#">369 Children and Family Health Devon</a>	22
<a href="#">369 Community Forensic Services</a>	23
<a href="#">369 Estates and Facilities</a>	24
<a href="#">369 Finance Informatics and IMT</a>	25
<a href="#">369 Learning Disability</a>	26
<a href="#">369 Medical HQ</a>	27
<a href="#">369 Nursing, Professions and Safety</a>	28
<a href="#">369 OPMH Bristol</a>	29
<a href="#">369 OPMH Exeter East and Mid</a>	30
<a href="#">369 OPMH HQ</a>	31
<a href="#">369 OPMH South West and Torbay</a>	32
<a href="#">369 People and Organisational Dev</a>	33
<a href="#">369 Psychology&amp;Psychological Therapy</a>	34
<a href="#">369 Secure - Central Services</a>	35
<a href="#">369 Secure - Inpatient Services</a>	36
<a href="#">369 Specialist Service Other</a>	37
<a href="#">Other</a>	38

This breakdown report for Devon Partnership NHS 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.

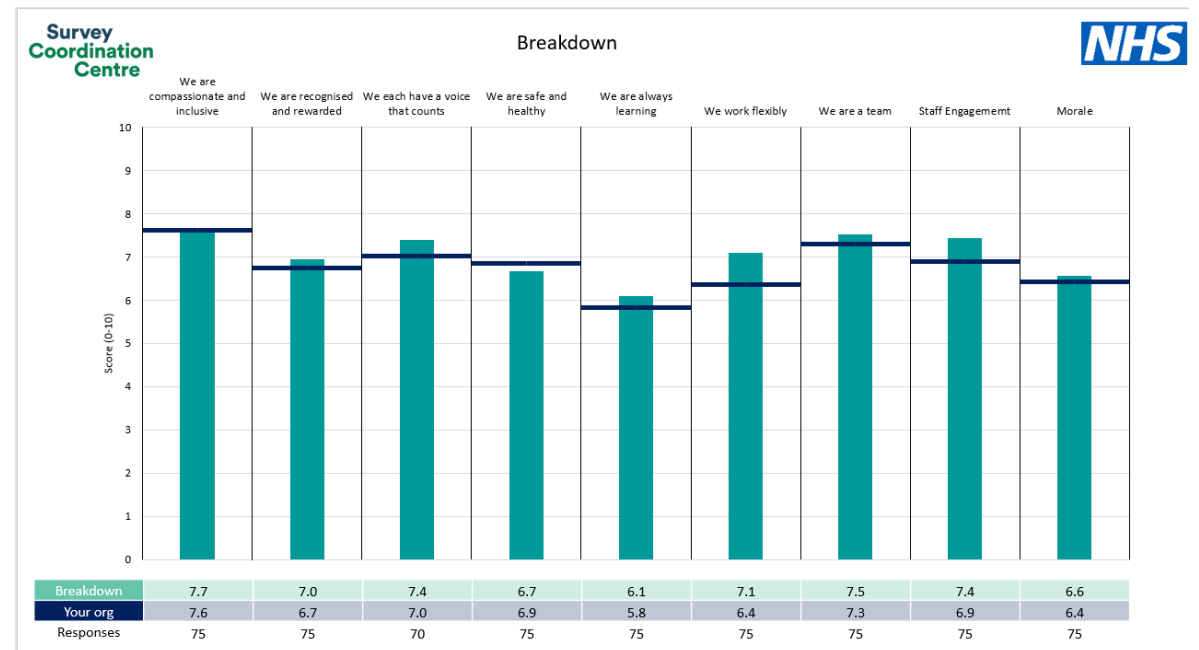
The breakdowns used in this report were provided and defined by Devon Partnership NHS Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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

Devon Partnership NHS Trust  
2023 NHS Staff Survey



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



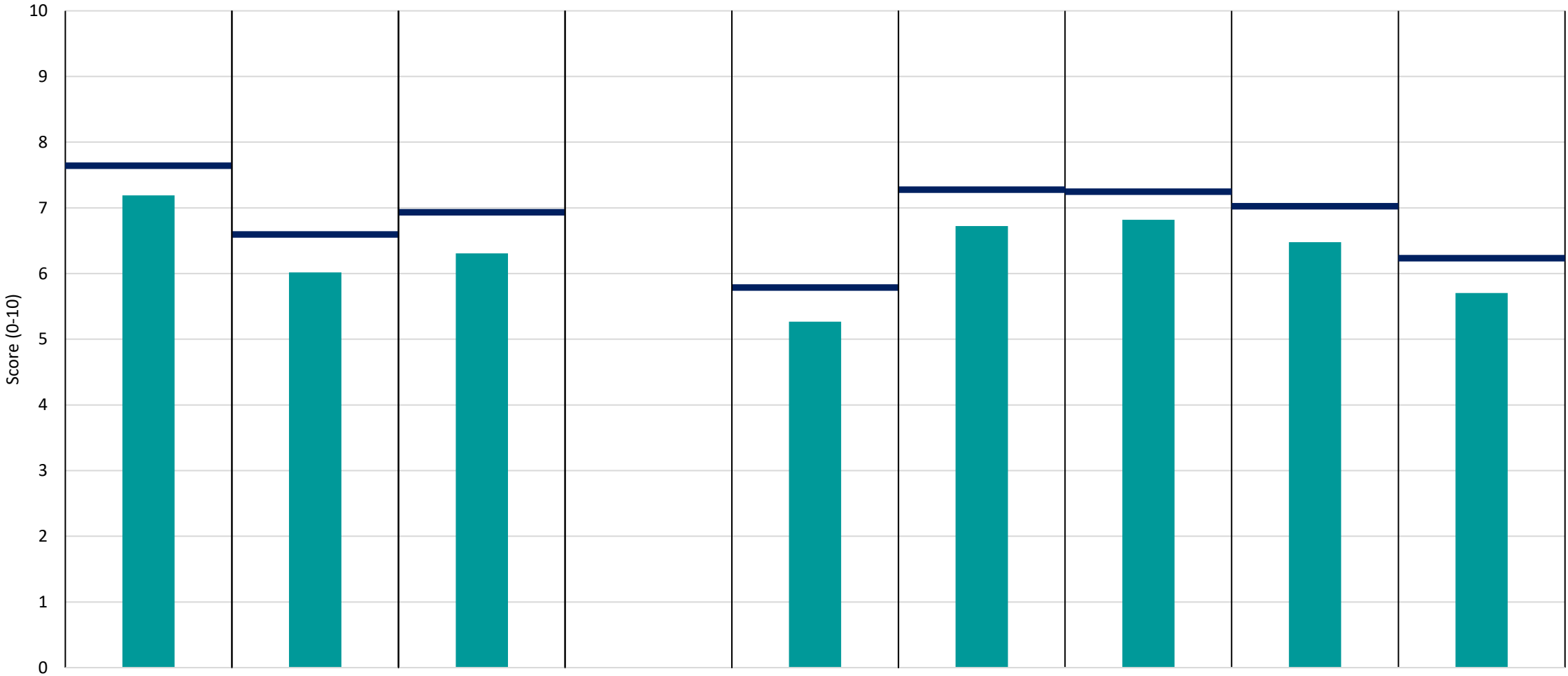
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.19	6.02	6.31	-	5.27	6.72	6.82	6.48	5.70
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	427	425	425	-	412	421	426	426	427

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



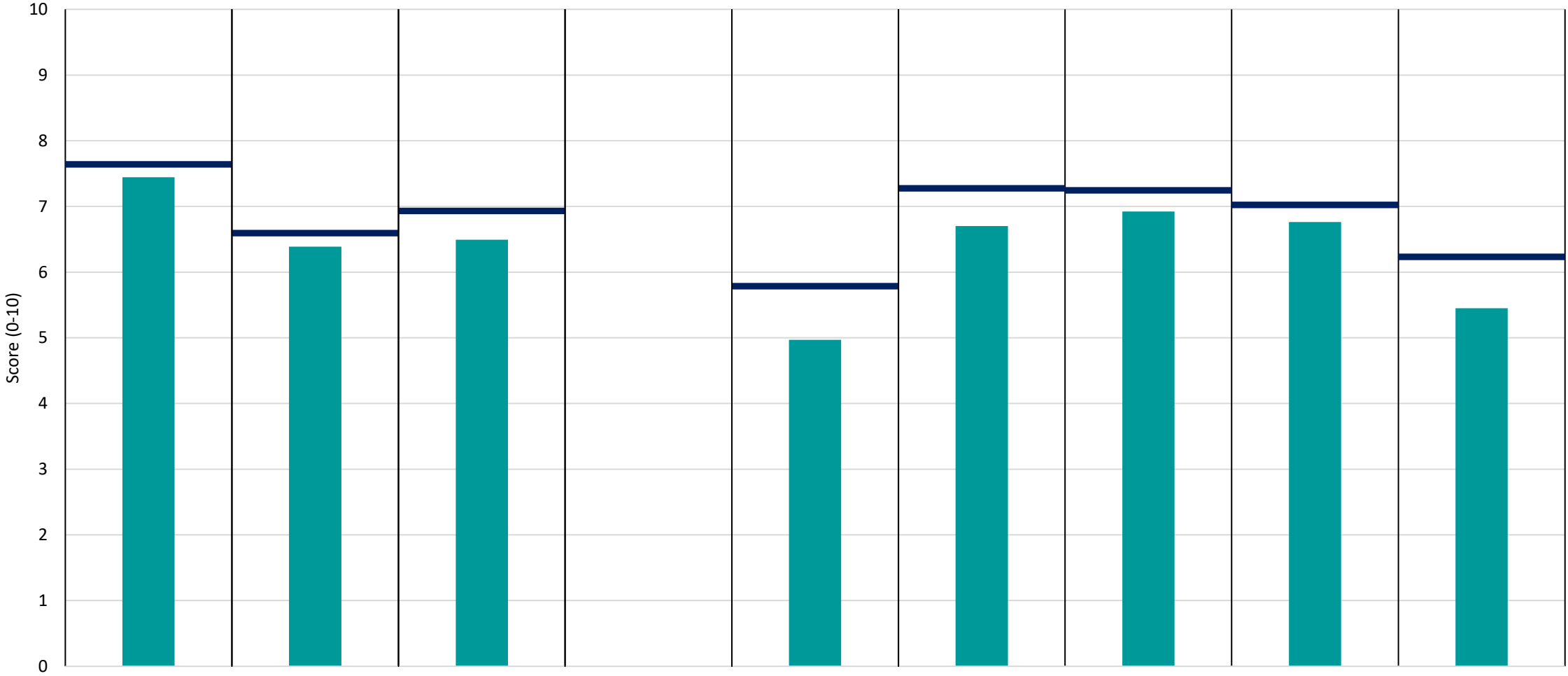
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.45	6.39	6.49	-	4.97	6.70	6.92	6.76	5.45
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	112	112	112	-	108	112	112	112	112

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



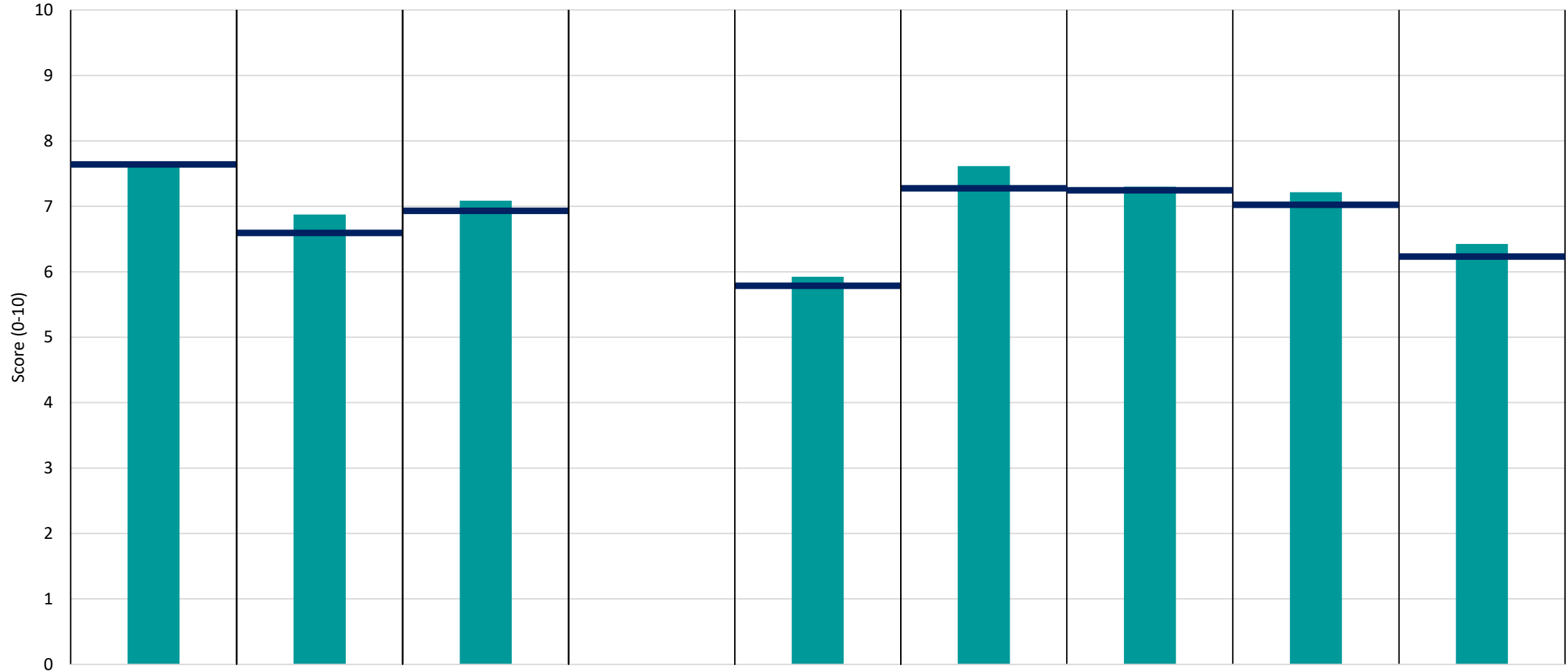
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.66	6.87	7.09	-	5.92	7.61	7.30	7.22	6.42
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	338	337	338	-	322	335	338	338	338

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



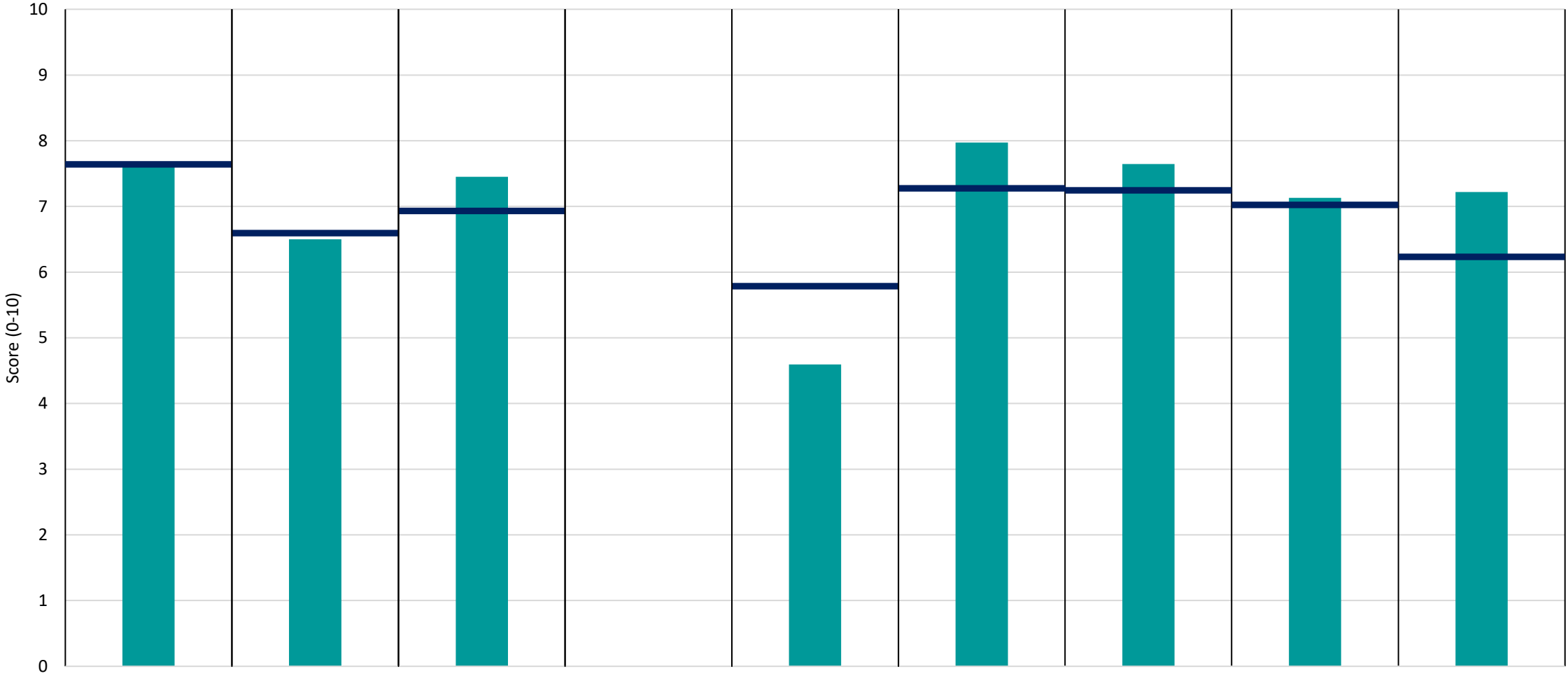
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.64	6.50	7.45	-	4.59	7.97	7.65	7.13	7.22
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 15 15 15 - 15 15 15 15 15 15 9

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



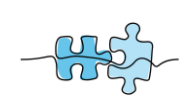
We are safe and  
healthy



We are always  
learning



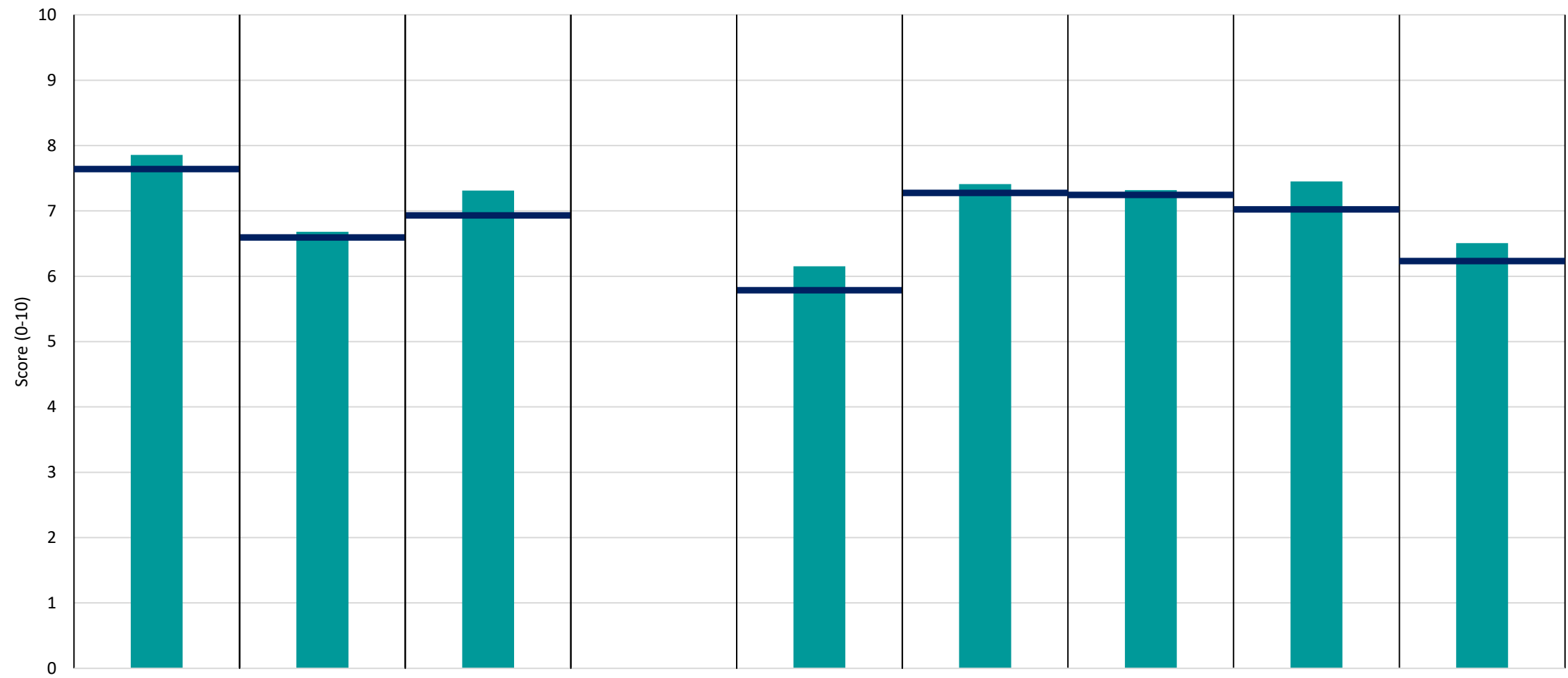
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.86	6.68	7.31	-	6.15	7.41	7.32	7.45	6.51
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	228	228	228	-	216	228	228	228	228

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



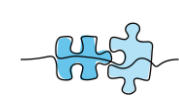
We are safe and  
healthy



We are always  
learning



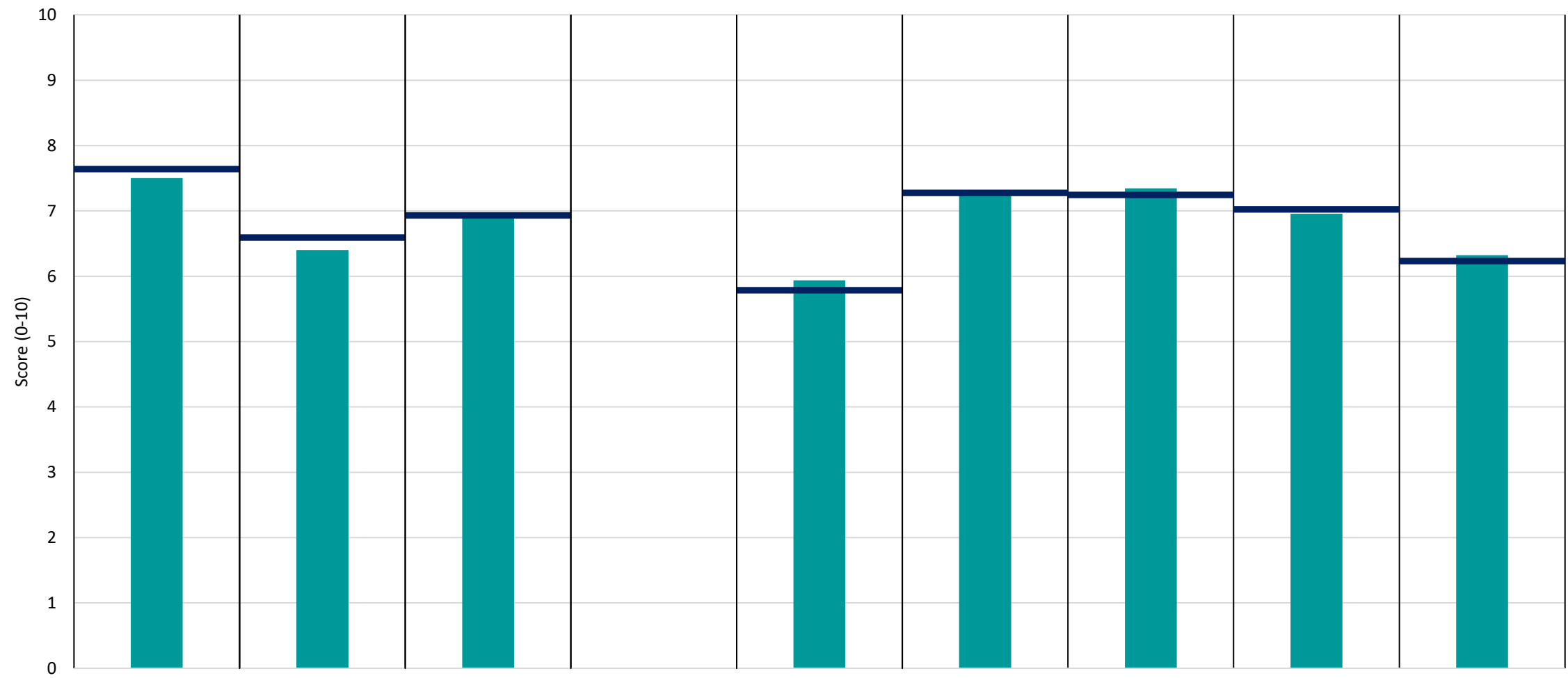
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.50	6.40	6.91	-	5.94	7.26	7.35	6.96	6.32
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	147	147	146	-	139	147	146	147	147

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



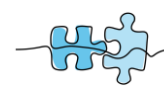
We are safe and  
healthy



We are always  
learning



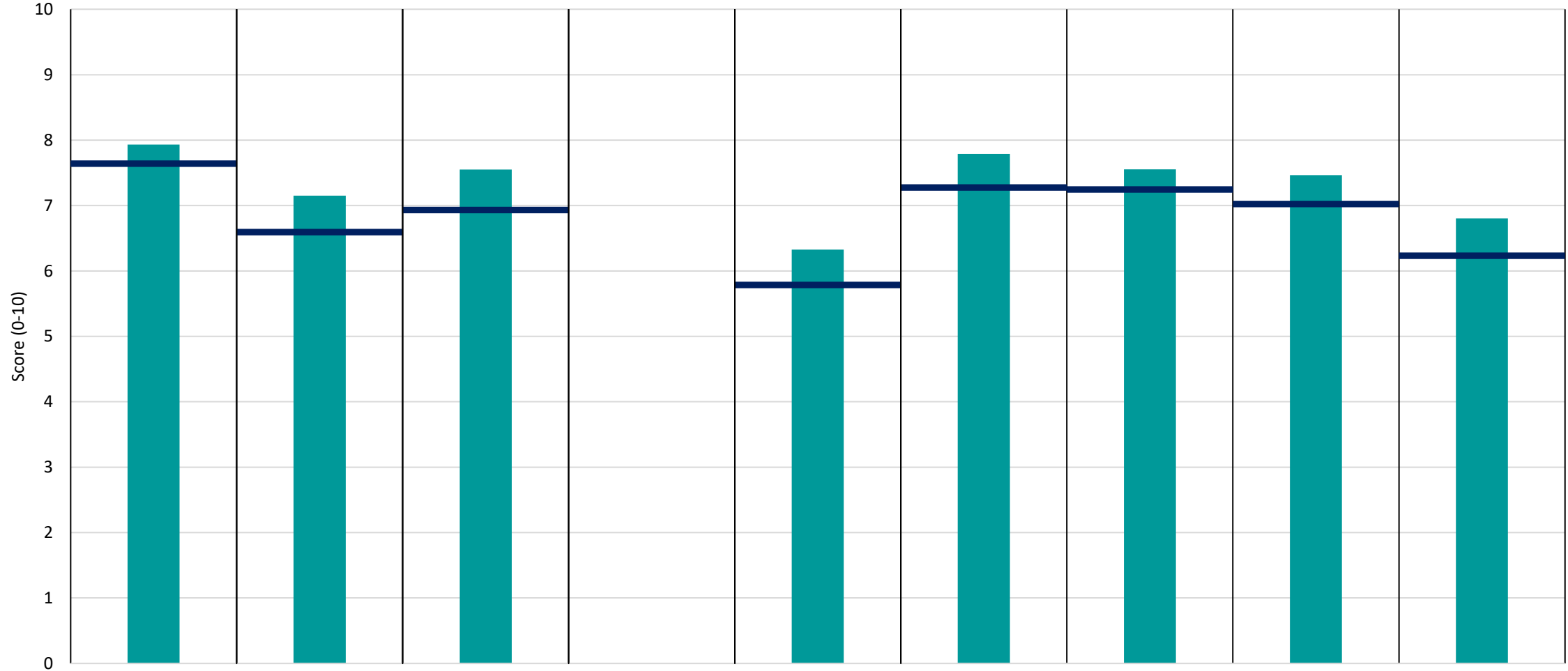
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.93	7.15	7.55	-	6.33	7.79	7.55	7.46	6.80
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 23 23 23 - 23 23 23 23 23 23 12

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



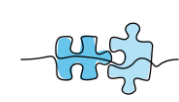
We are safe and  
healthy



We are always  
learning



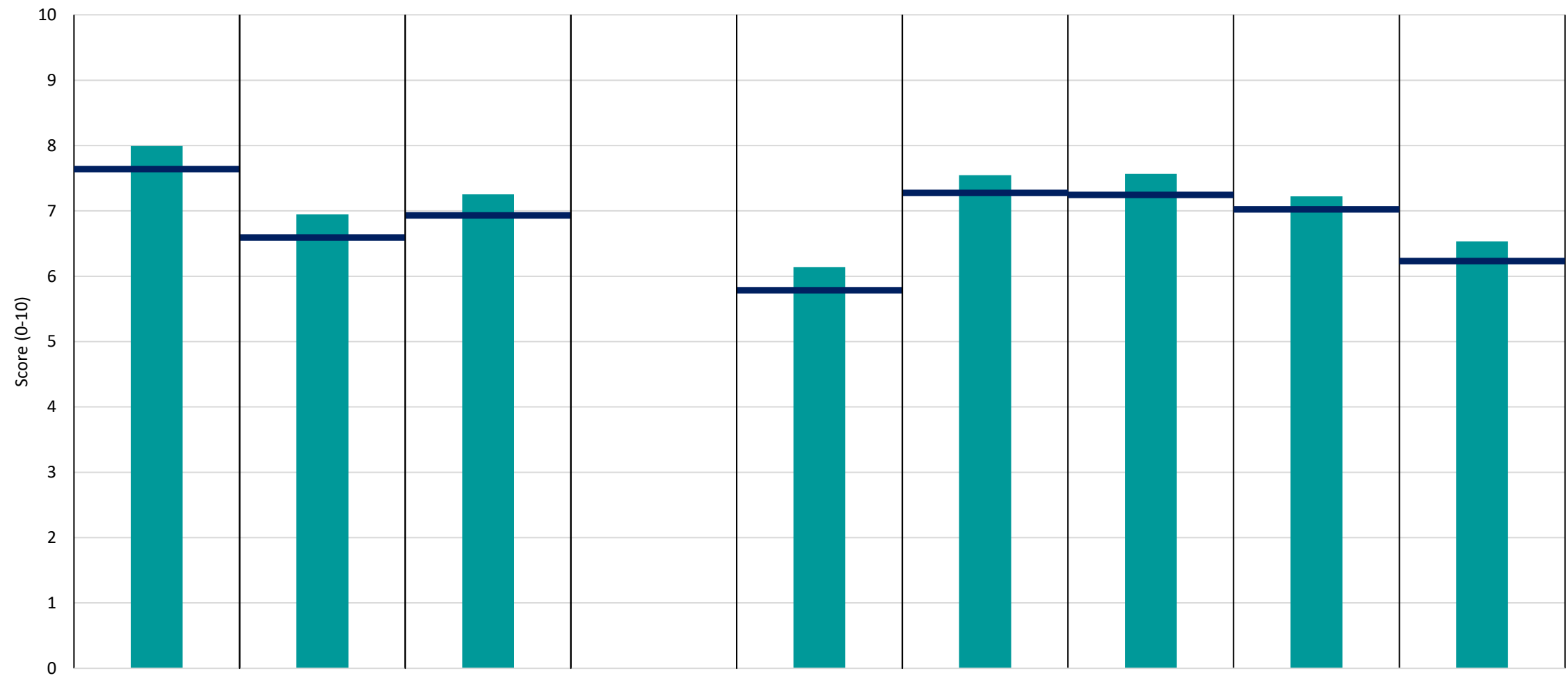
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.99	6.95	7.25	-	6.14	7.55	7.57	7.22	6.53
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	489	490	488	-	471	490	488	490	490

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

Devon Partnership NHS Trust  
2023 NHS Staff Survey



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



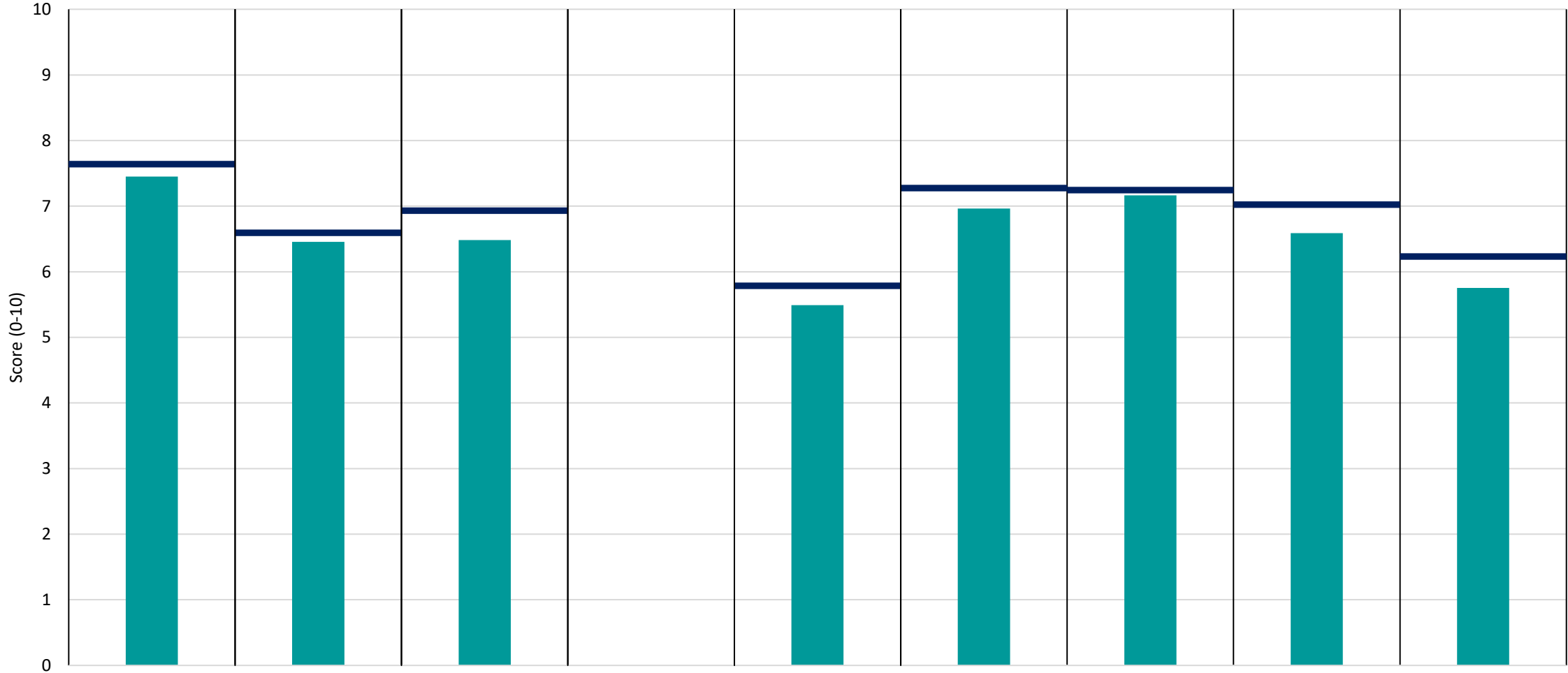
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.45	6.46	6.48	-	5.49	6.96	7.16	6.59	5.75
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	111	111	111	-	107	111	110	111	111



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



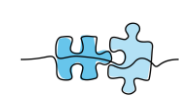
We are safe and  
healthy



We are always  
learning



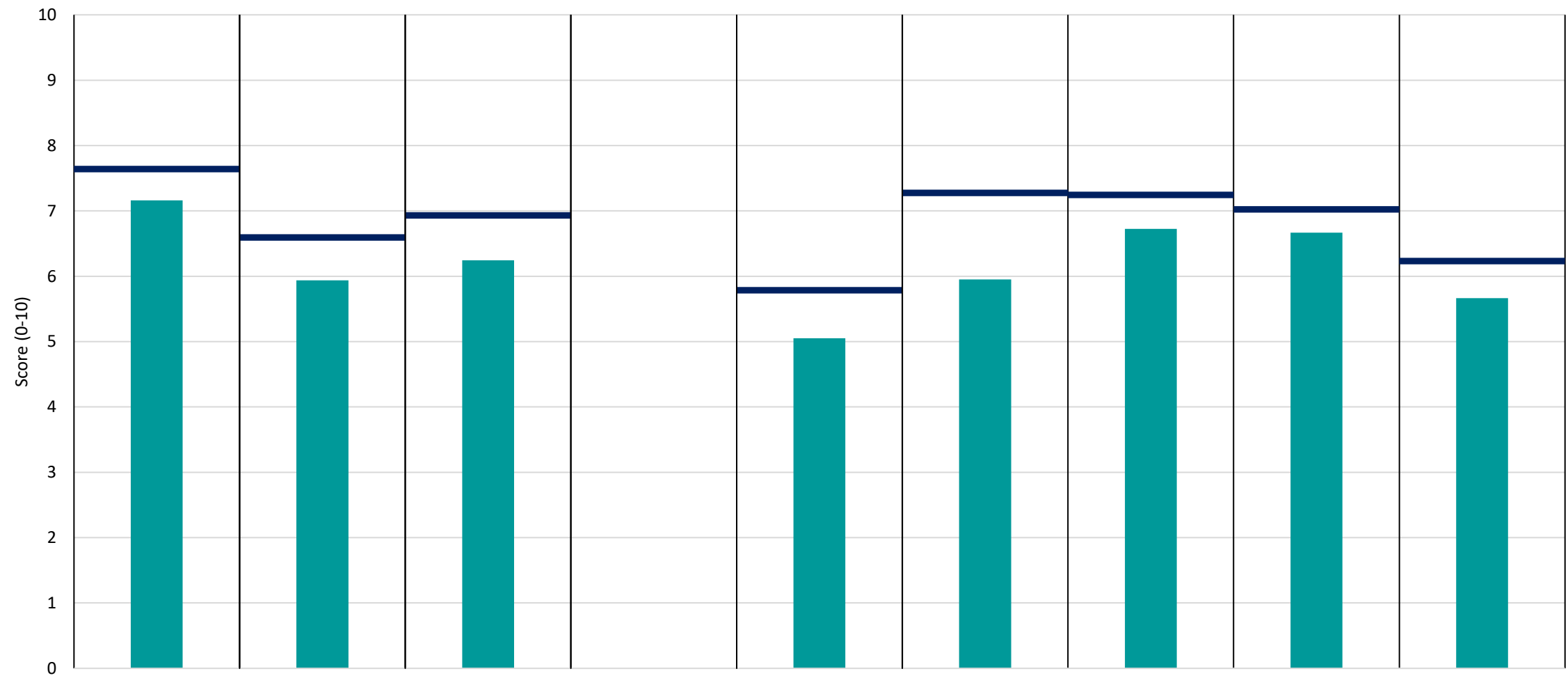
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.16	5.94	6.24	-	5.05	5.95	6.73	6.67	5.67
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	39	39	38	-	37	39	39	38	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.





We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



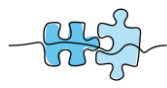
We are safe and  
healthy



We are always  
learning



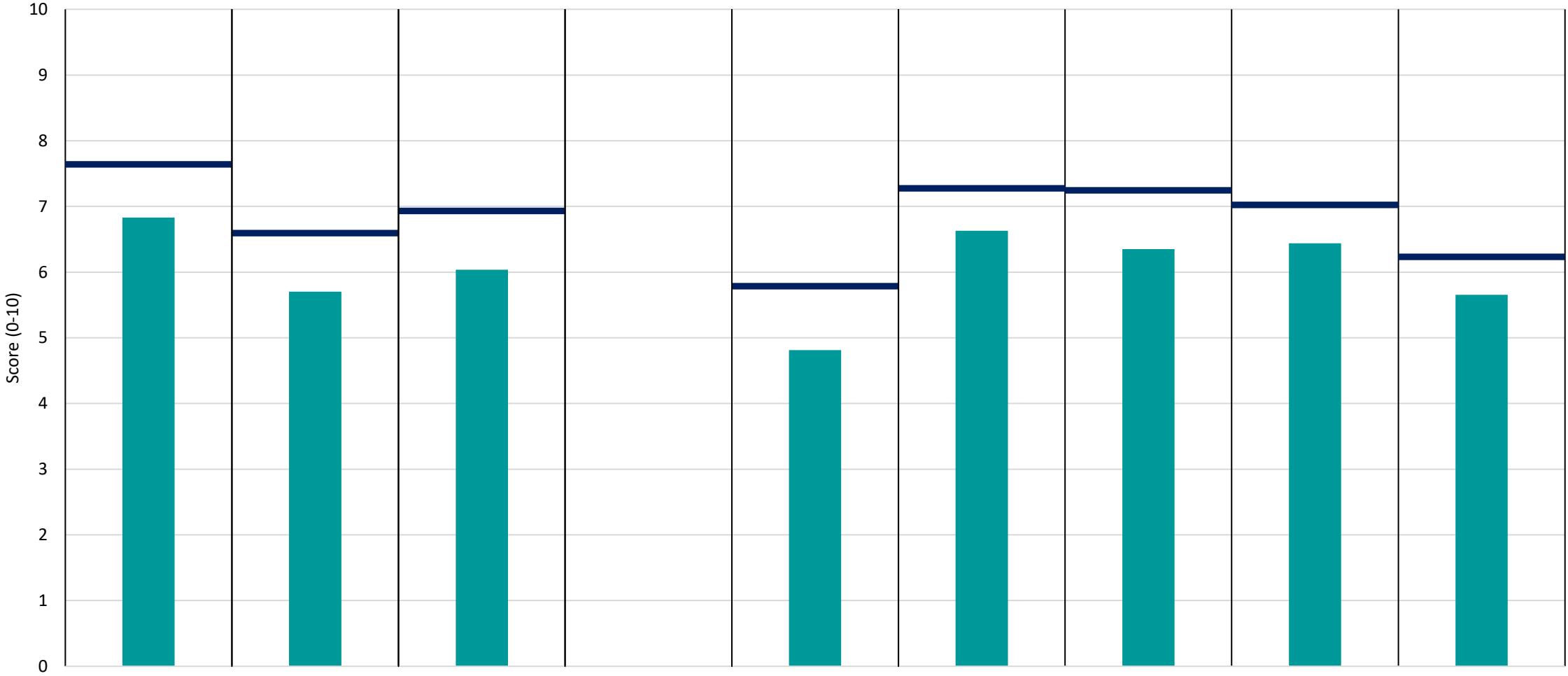
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.83	5.70	6.04	-	4.81	6.63	6.35	6.44	5.65
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 81 81 81 - 80 81 81 81 81 17

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



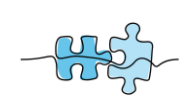
We are safe and  
healthy



We are always  
learning



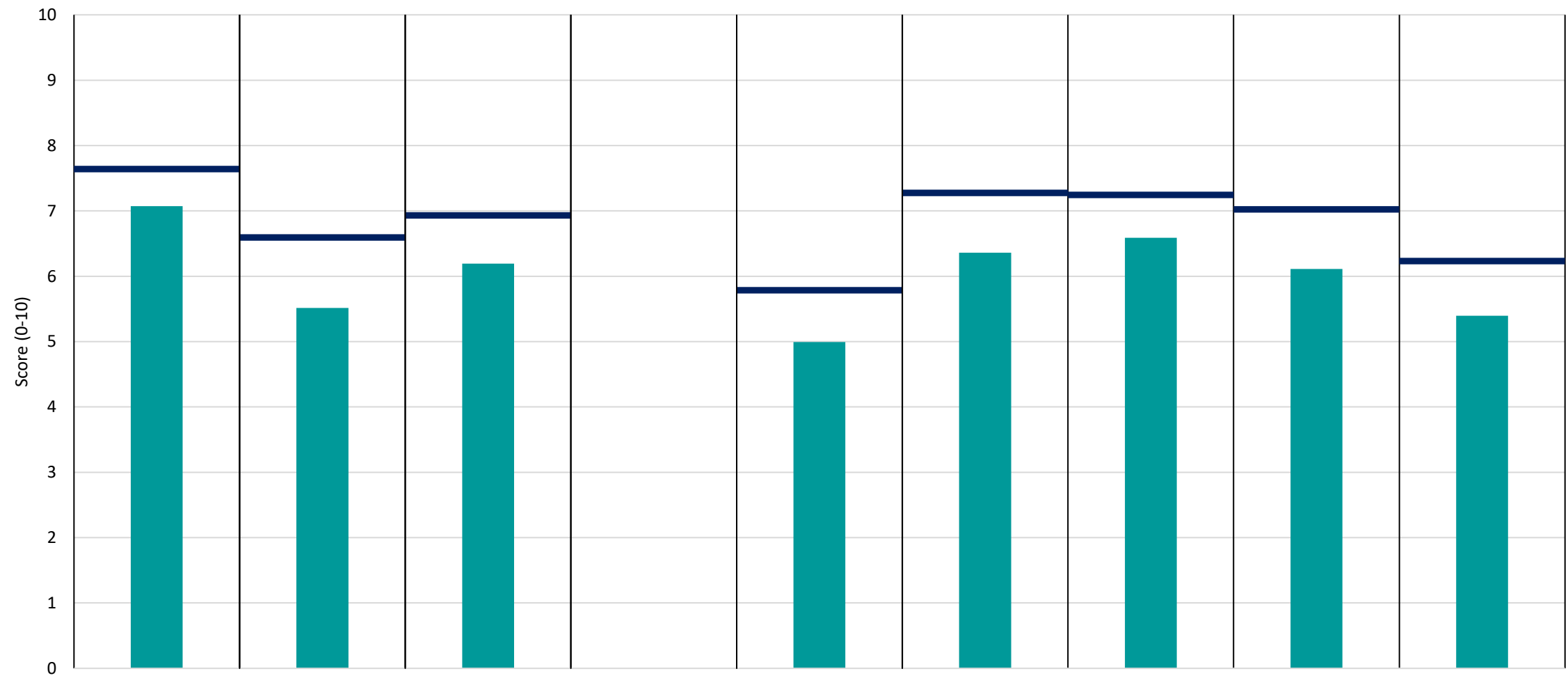
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.07	5.52	6.19	-	4.99	6.36	6.59	6.11	5.40
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	63	63	63	-	62	61	63	63	63

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



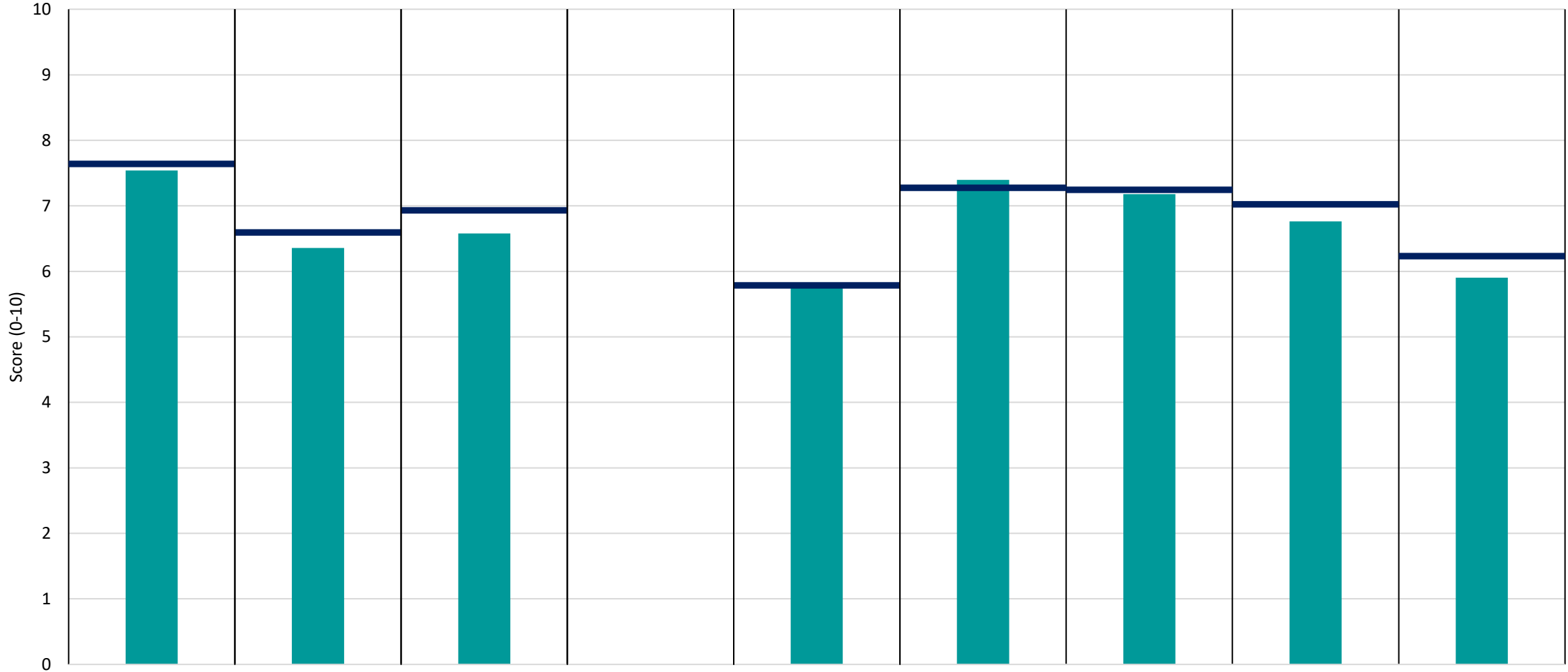
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.54	6.36	6.58	-	5.78	7.40	7.18	6.76	5.90
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 50 49 49 - 48 48 50 50 50 19

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



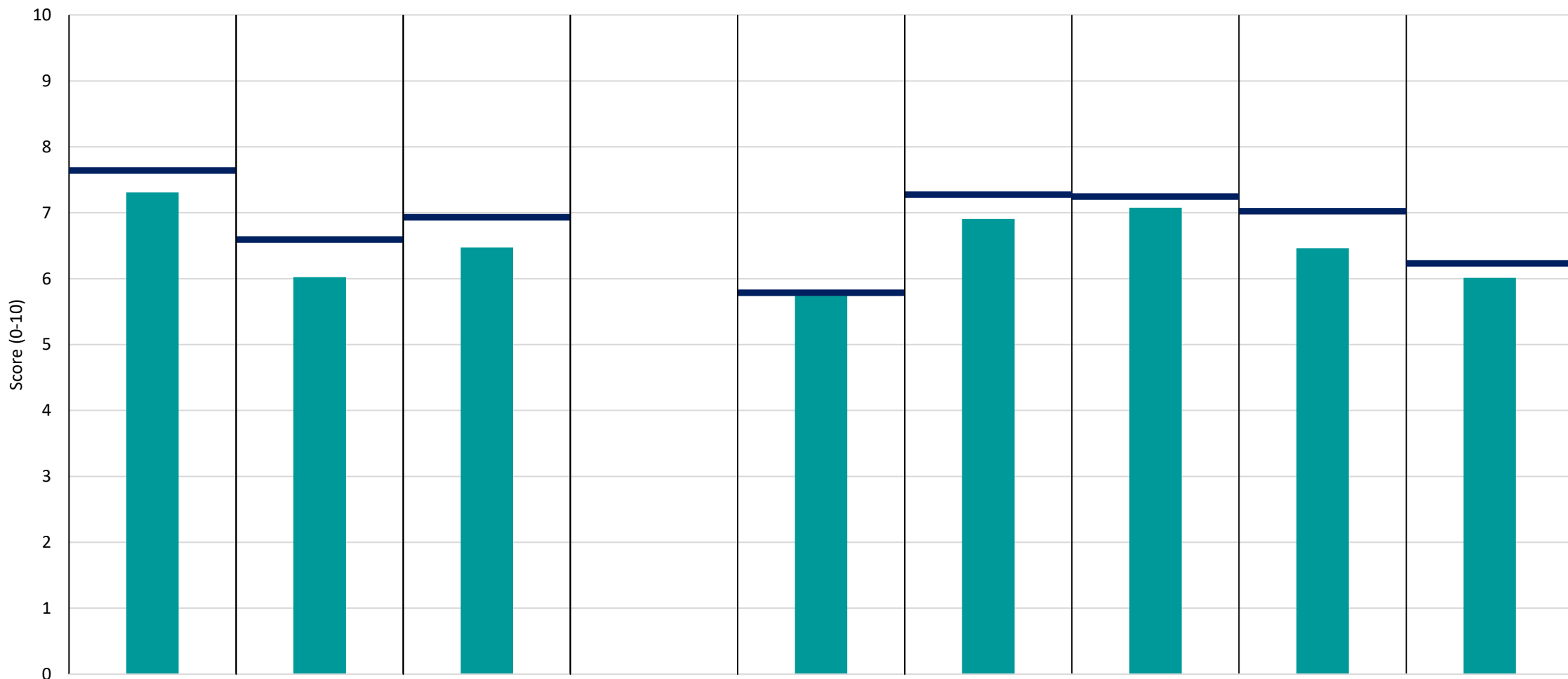
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.31	6.02	6.47	-	5.74	6.91	7.08	6.46	6.01
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 48 47 48 - 46 47 48 48 48 20

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



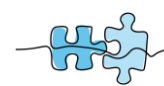
We are safe and  
healthy



We are always  
learning



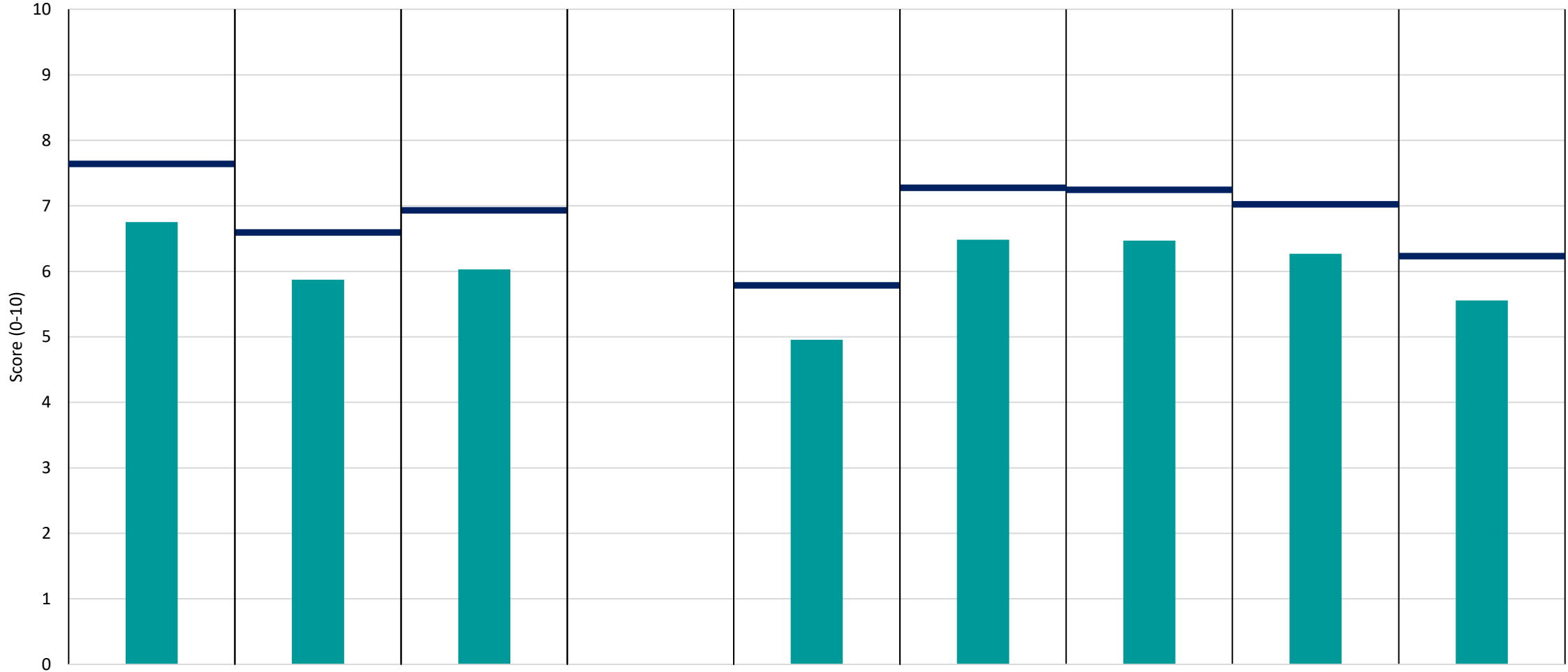
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.75	5.87	6.03	-	4.96	6.48	6.47	6.27	5.56
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 35 35 35 - 32 34 35 35 35 21

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



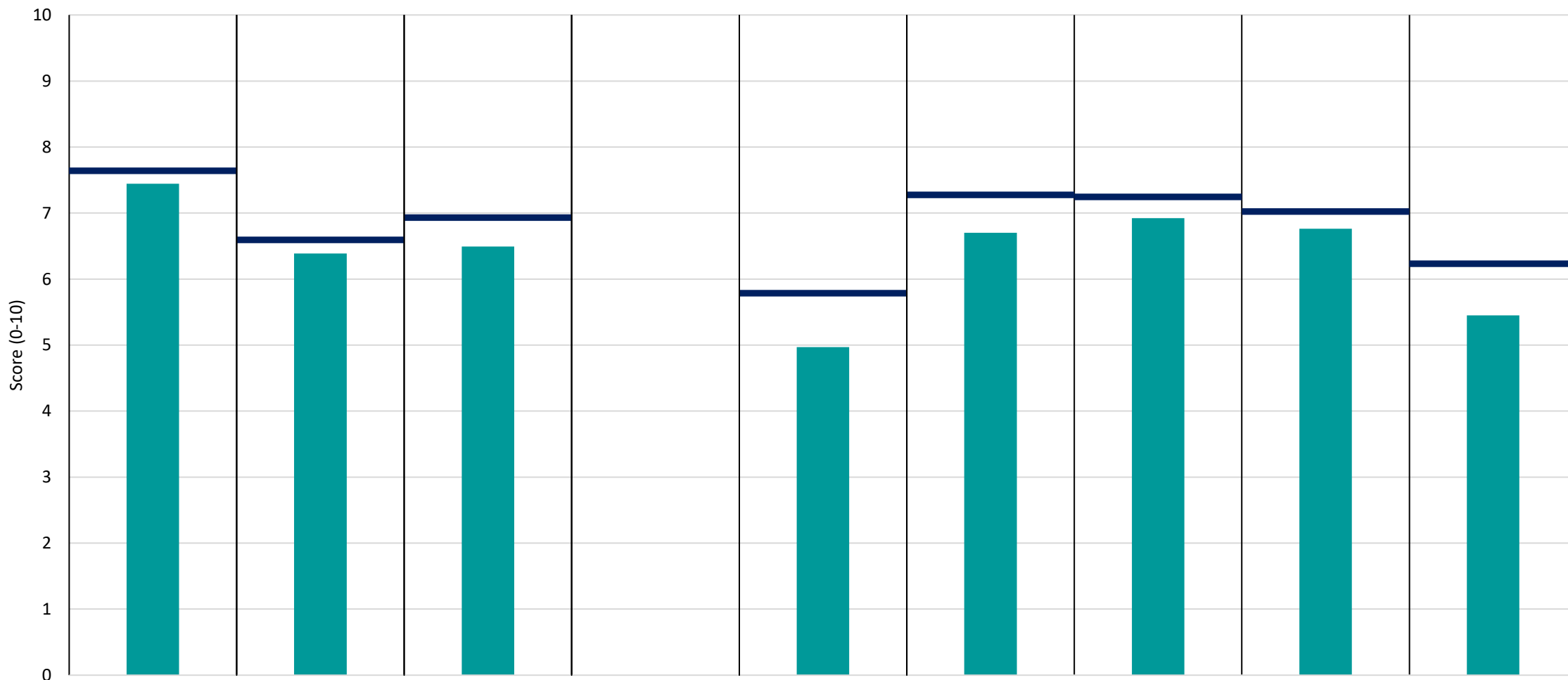
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.45	6.39	6.49	-	4.97	6.70	6.92	6.76	5.45
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	112	112	112	-	108	112	112	112	112

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



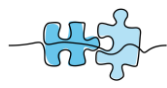
We are safe and  
healthy



We are always  
learning



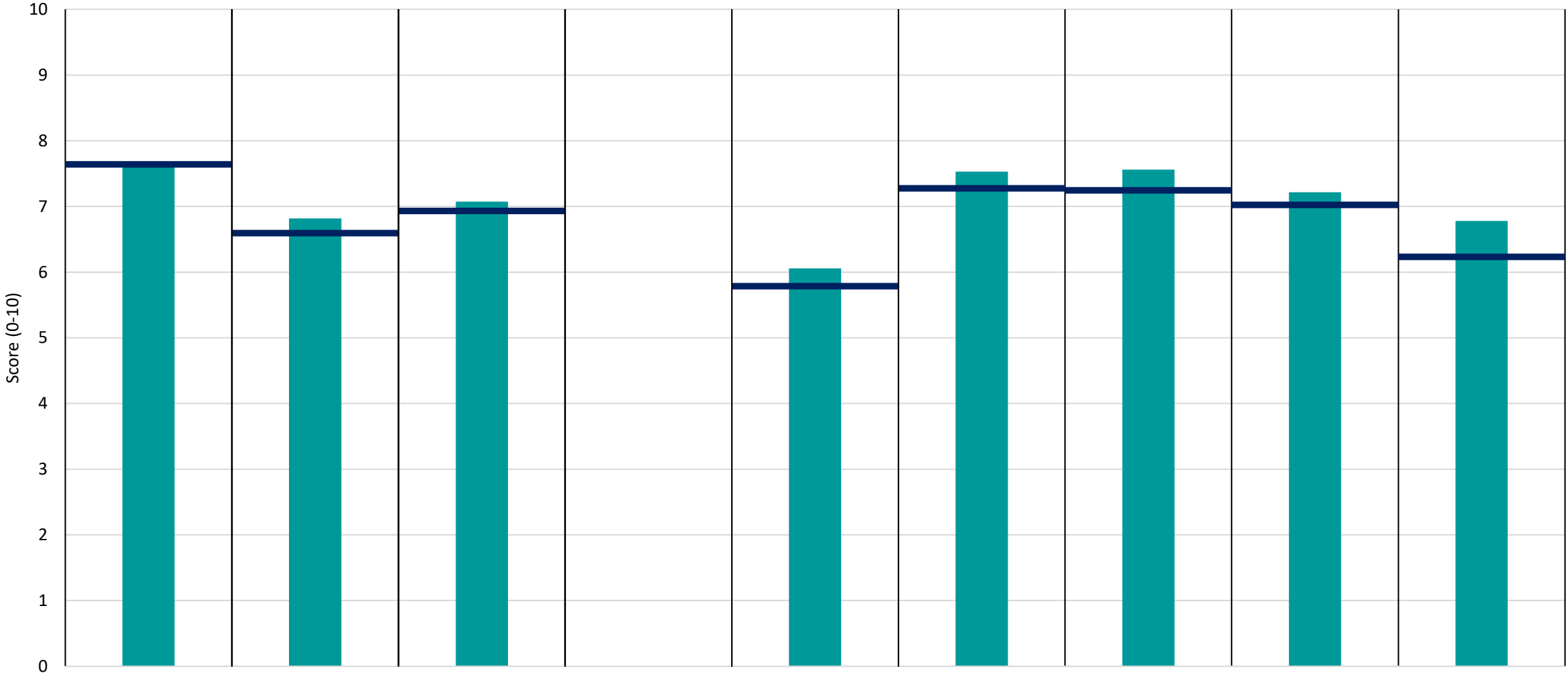
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.67	6.82	7.07	-	6.06	7.53	7.56	7.22	6.78
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 44 44 44 - 44 44 44 44 44 23

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



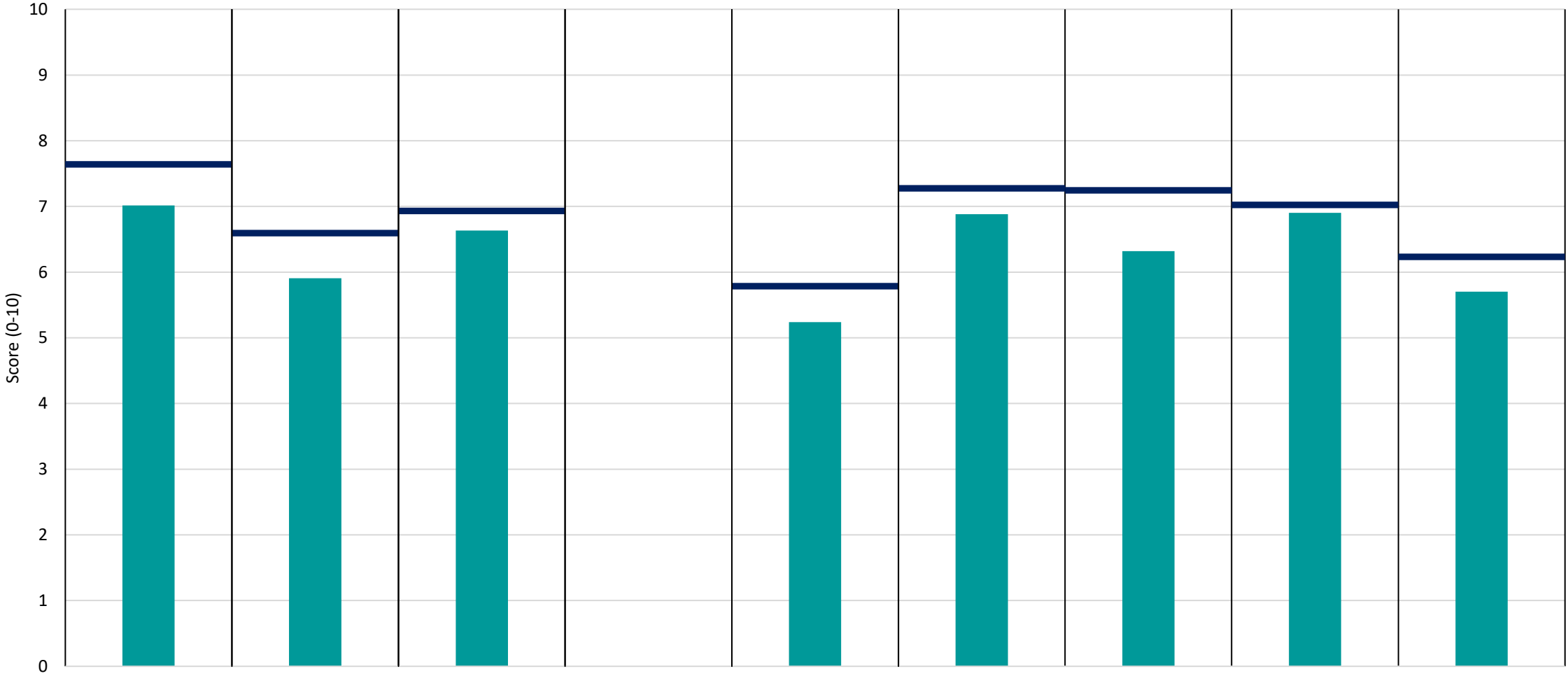
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.01	5.91	6.63	-	5.24	6.88	6.32	6.90	5.70
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 36 35 36 - 31 35 36 36 36 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.





We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



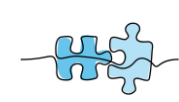
We are safe and  
healthy



We are always  
learning



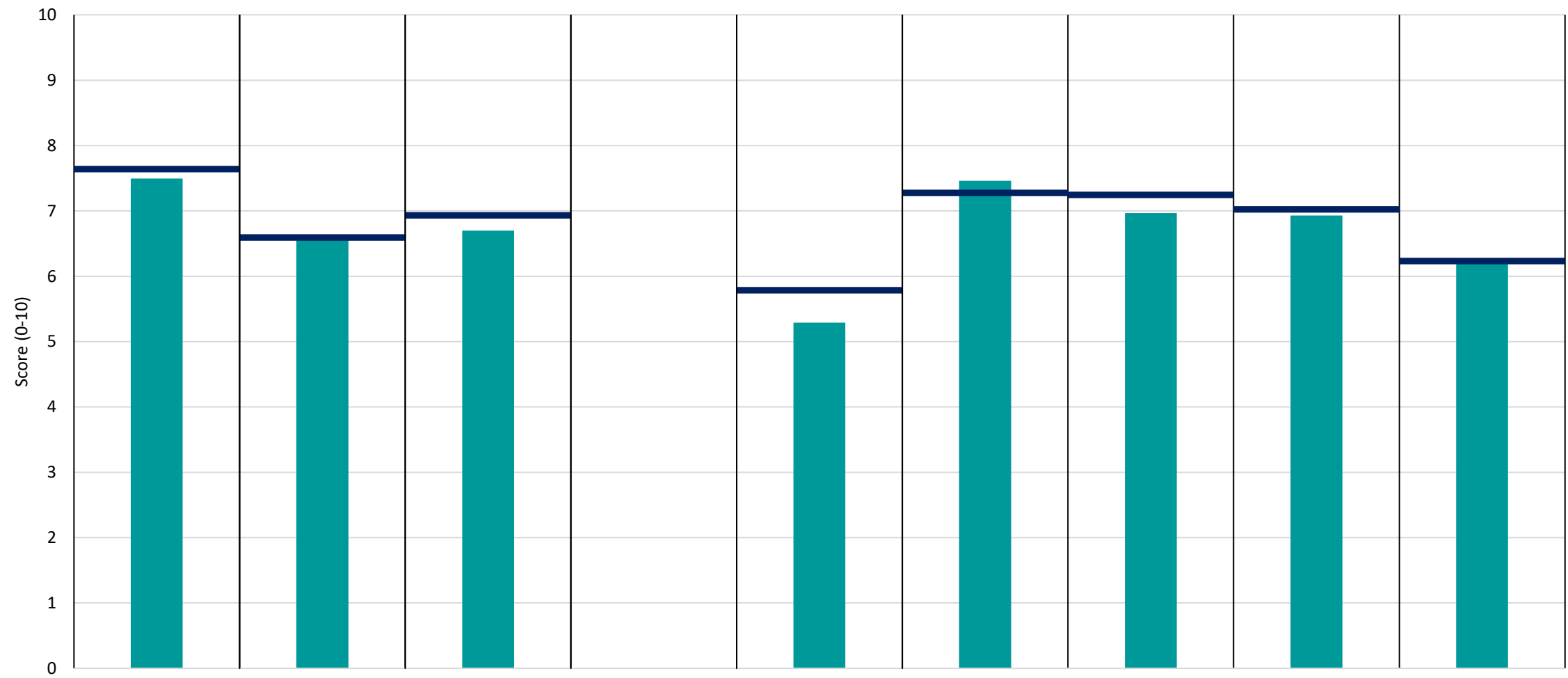
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.49	6.63	6.70	-	5.29	7.46	6.97	6.93	6.27
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	81	81	81	-	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.



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



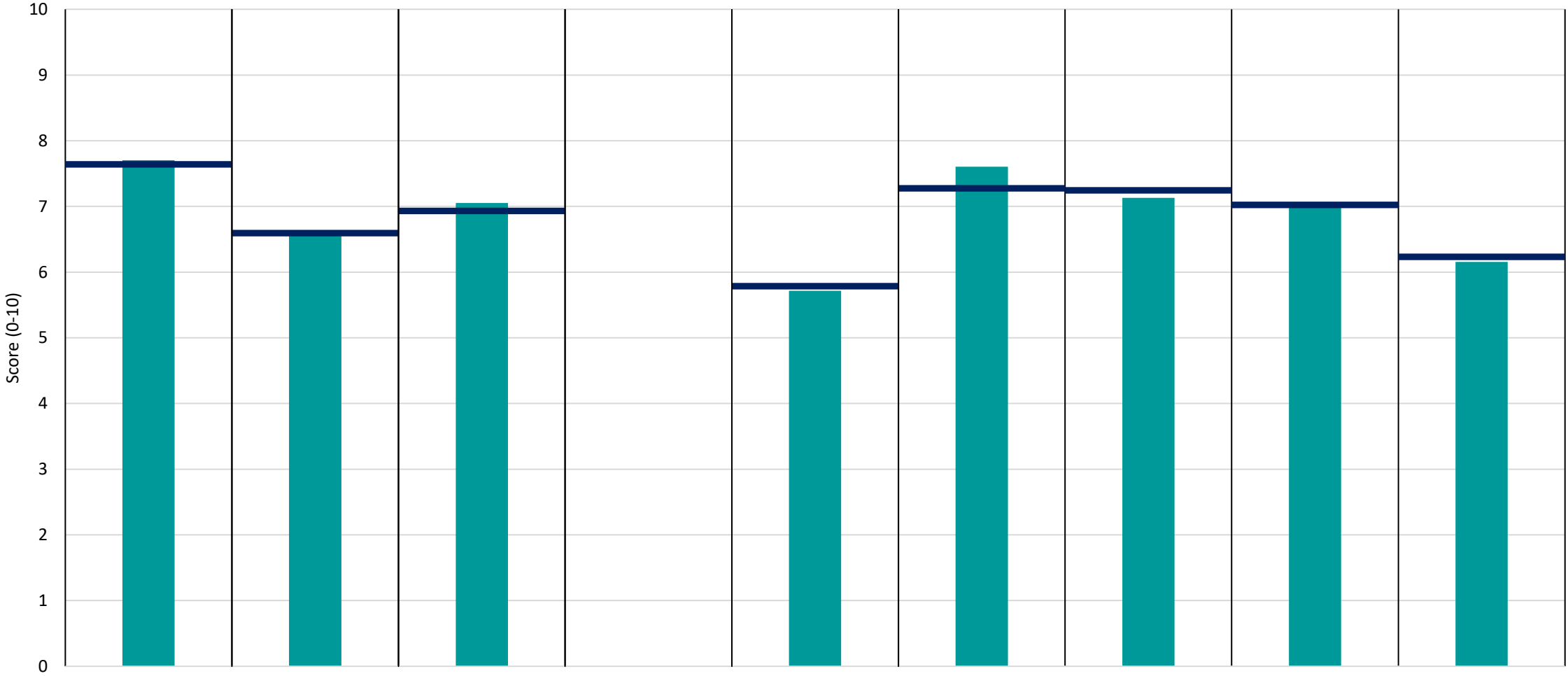
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.70	6.59	7.05	-	5.72	7.60	7.13	7.03	6.16
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 100 100 99 - 94 100 99 100 100 26

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



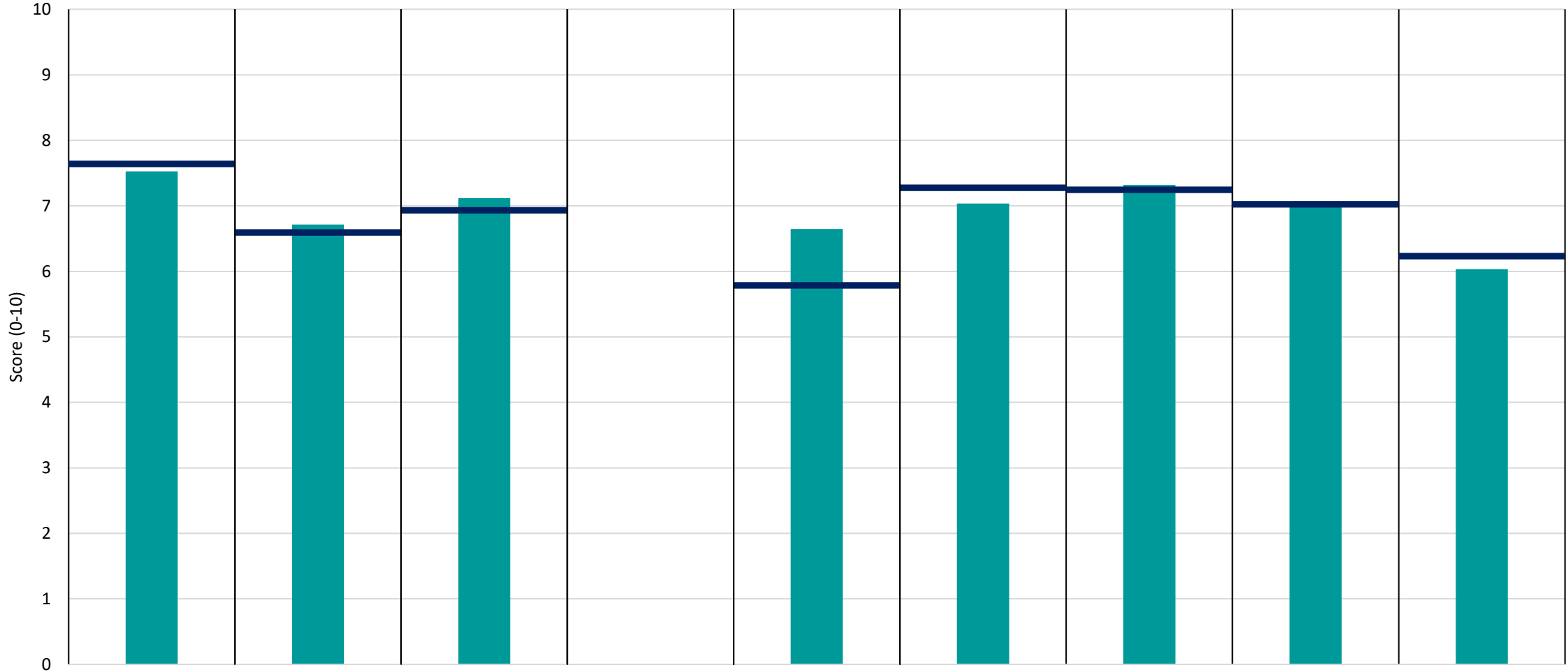
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.53	6.71	7.12	-	6.65	7.04	7.32	7.04	6.03
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 35 35 35 - 31 35 35 35 35 27

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



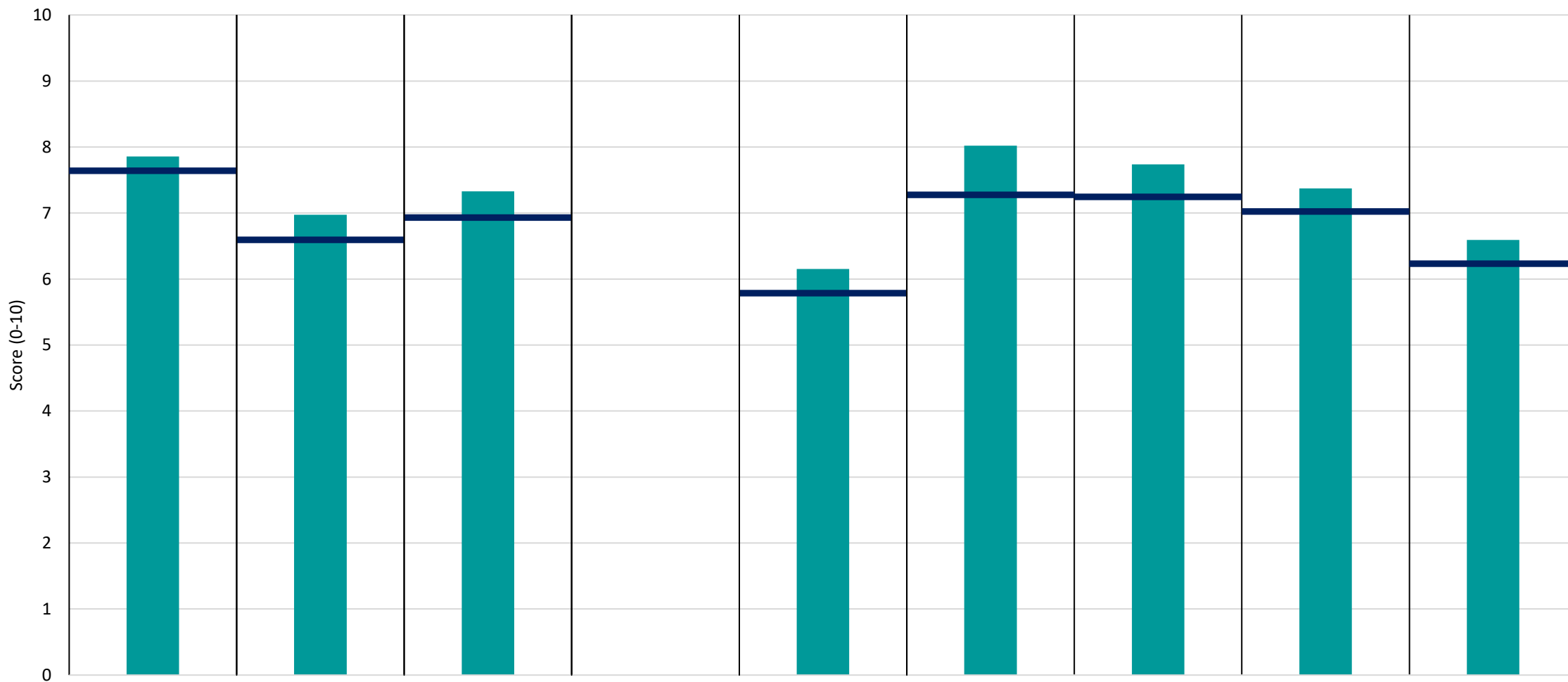
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.86	6.98	7.33	-	6.15	8.02	7.74	7.37	6.59
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 40 40 40 - 40 40 40 40 40 40 28

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



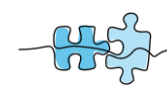
We are safe and  
healthy



We are always  
learning



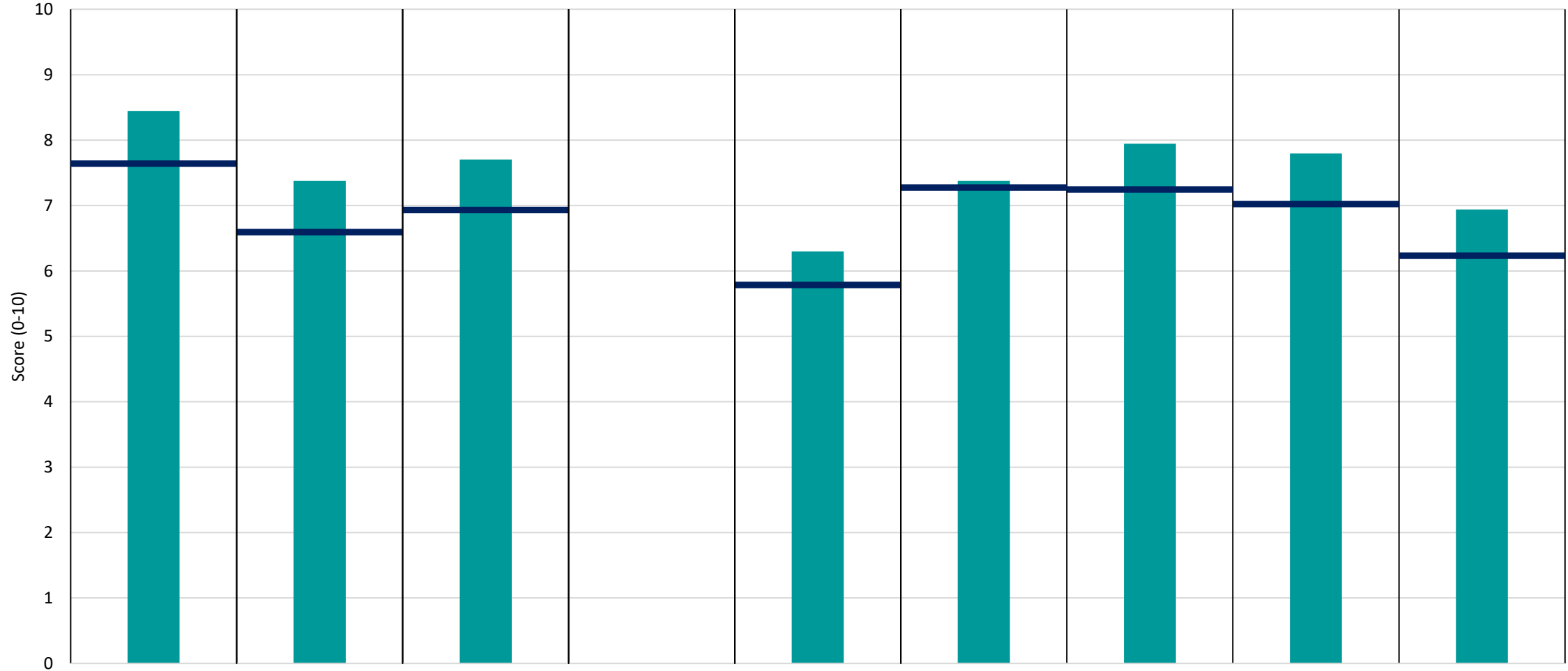
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.45	7.38	7.70	-	6.30	7.38	7.95	7.80	6.94
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 40 40 40 - 38 40 40 40 40 40 29

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



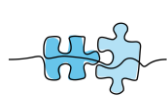
We are safe and  
healthy



We are always  
learning



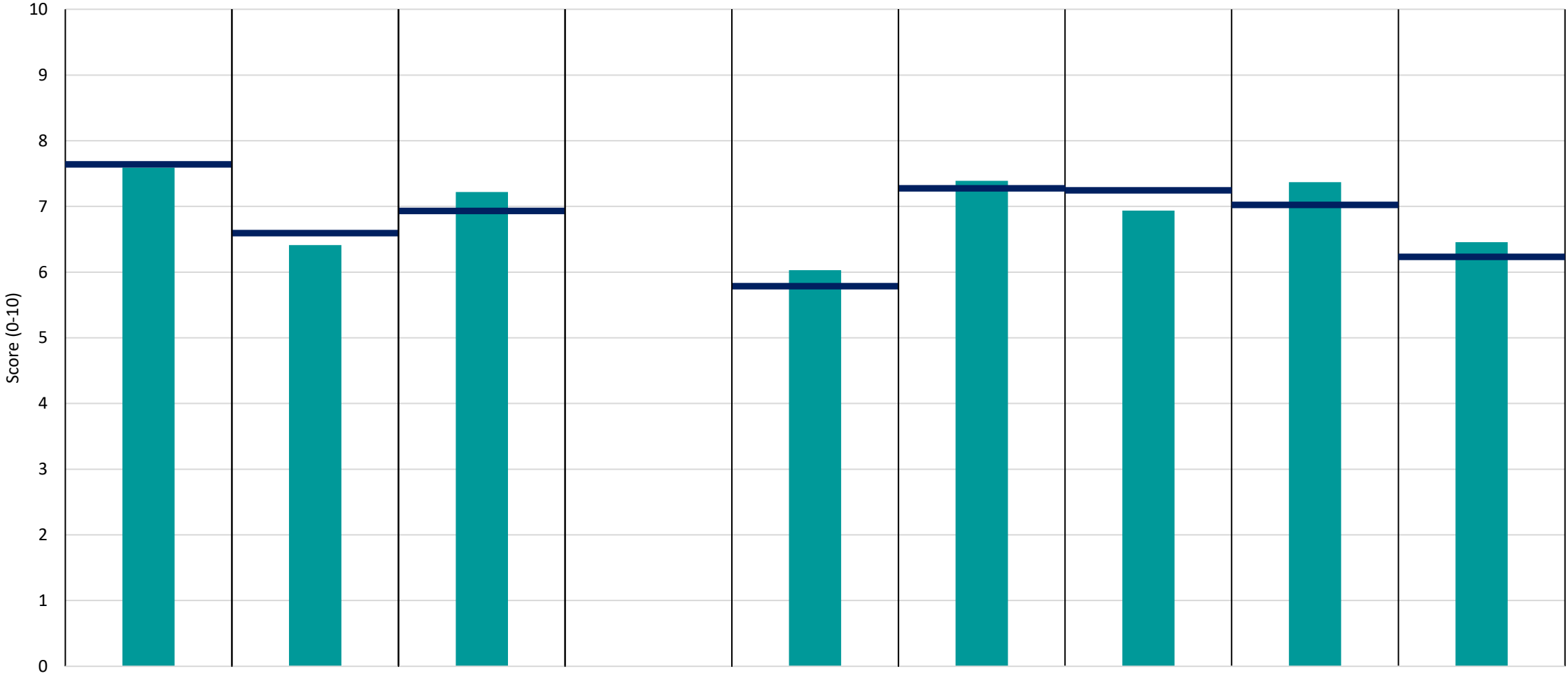
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.59	6.41	7.22	-	6.03	7.39	6.94	7.37	6.46
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 73 73 73 - 72 73 73 73 73 73 30

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



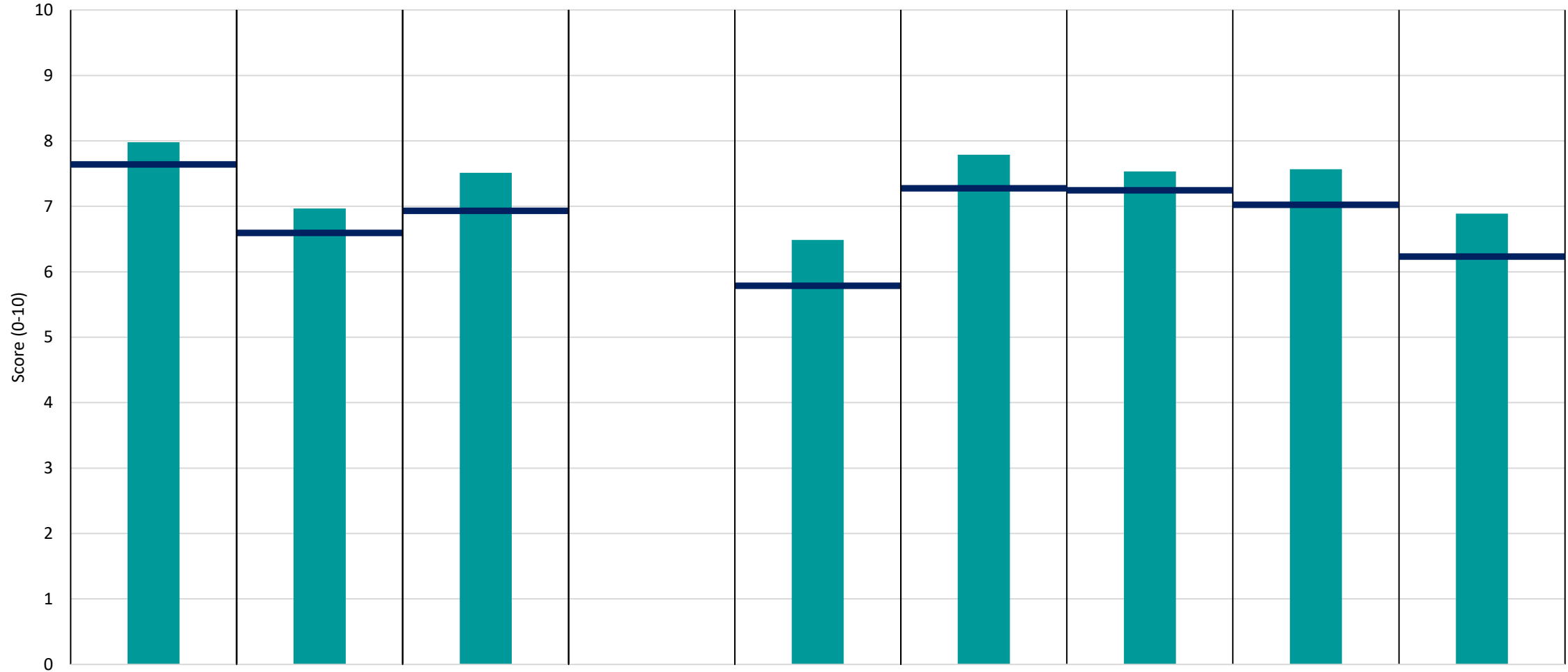
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.98	6.97	7.51	-	6.49	7.79	7.53	7.57	6.89
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 29 29 29 - 28 29 29 29 29 29 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.



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



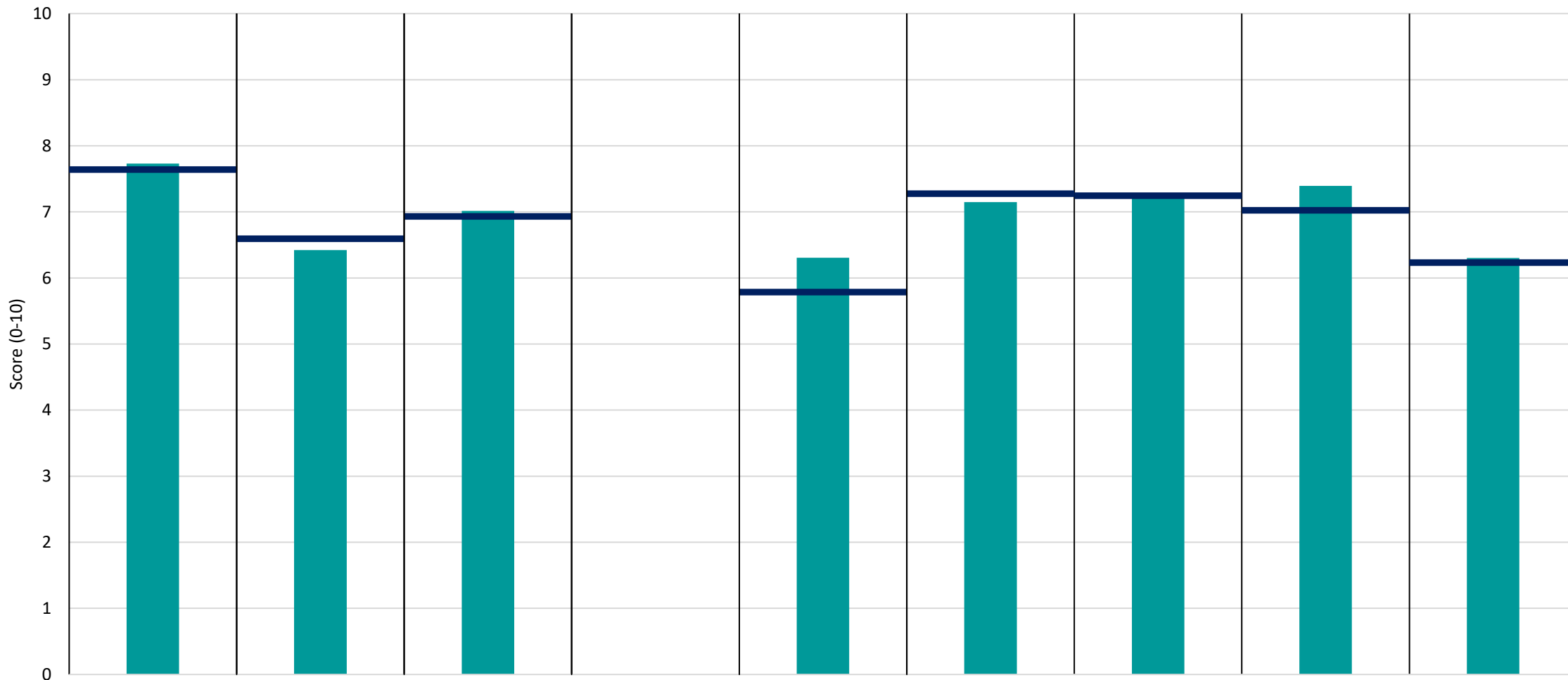
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.73	6.42	7.02	-	6.31	7.15	7.20	7.39	6.30
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 63 63 63 - 58 63 63 63 63 63 32

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



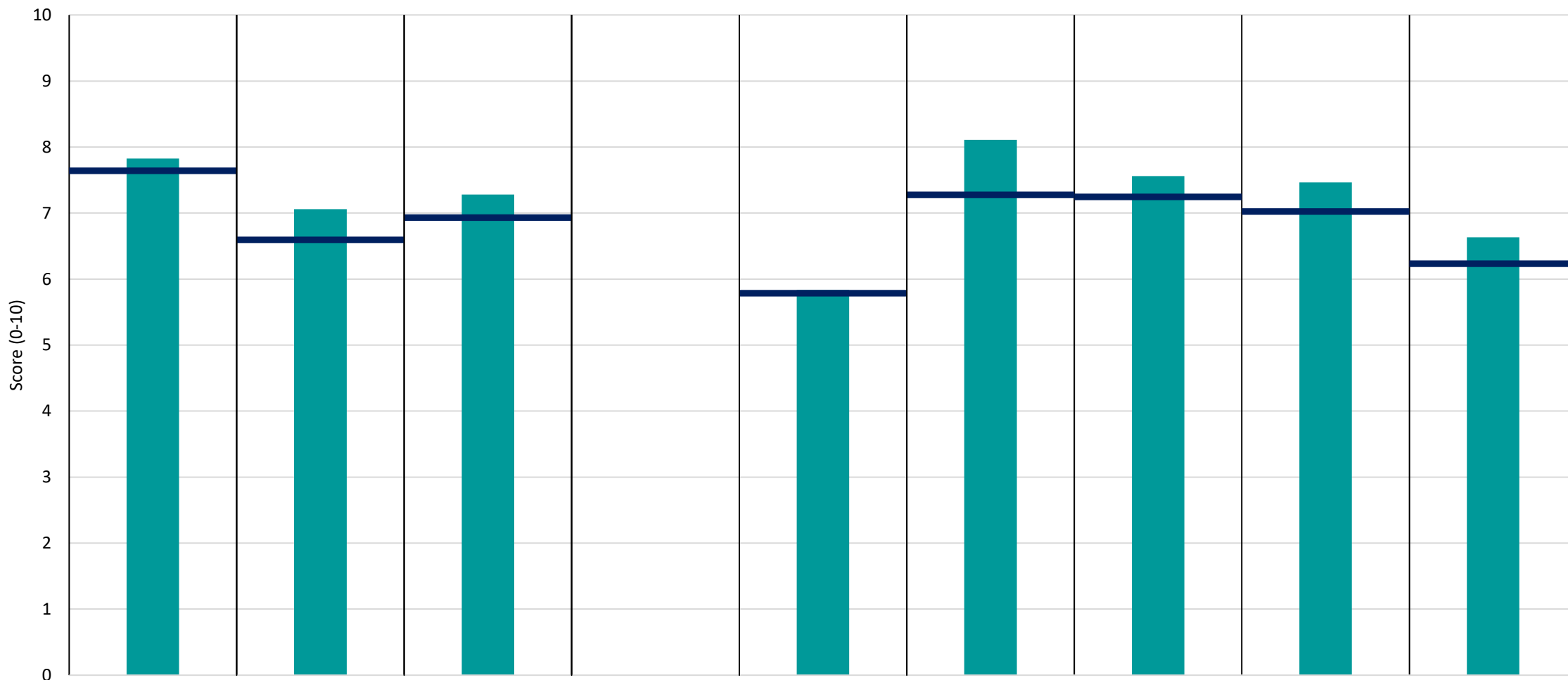
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.83	7.06	7.28	-	5.84	8.11	7.56	7.47	6.63
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	58	58	58	-	55	58	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.



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



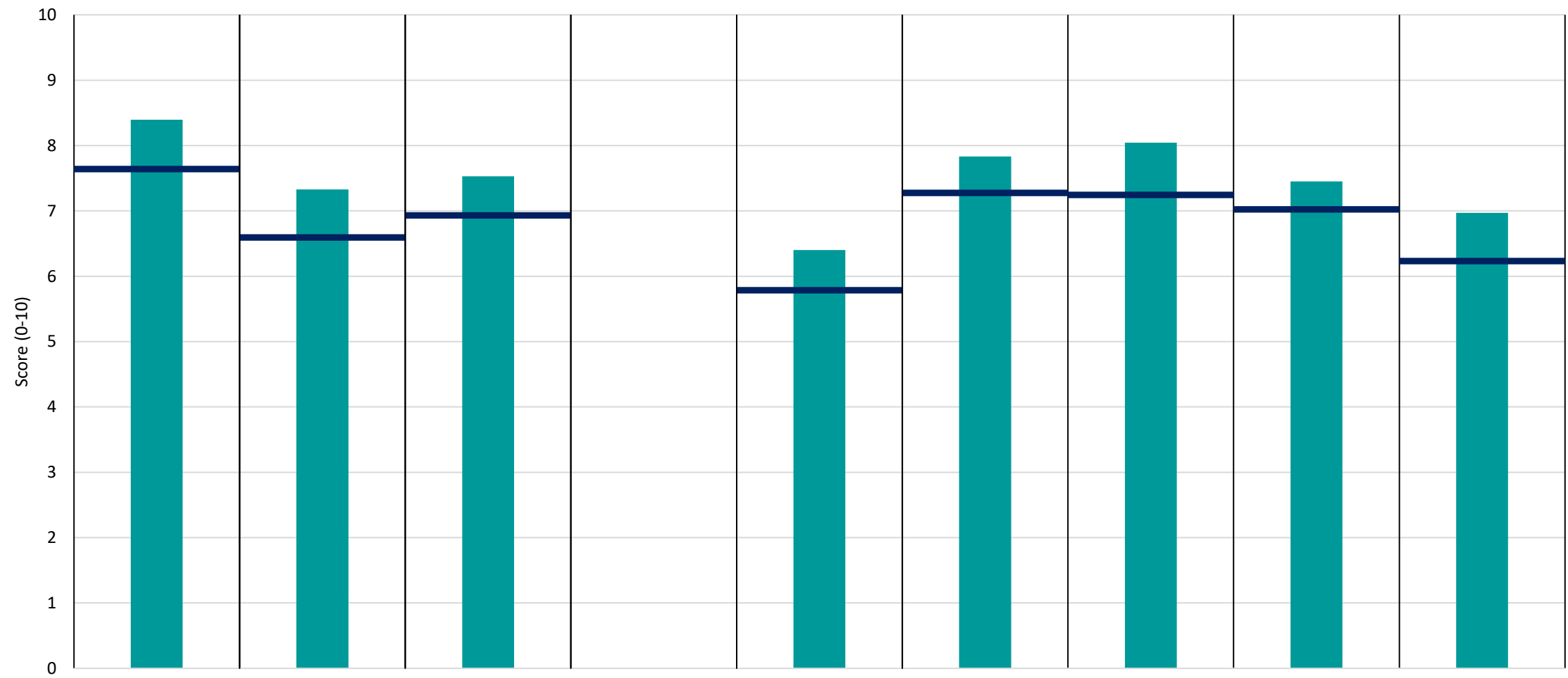
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.40	7.33	7.53	-	6.40	7.83	8.05	7.45	6.97
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	223	223	222	-	215	223	223	223	223

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



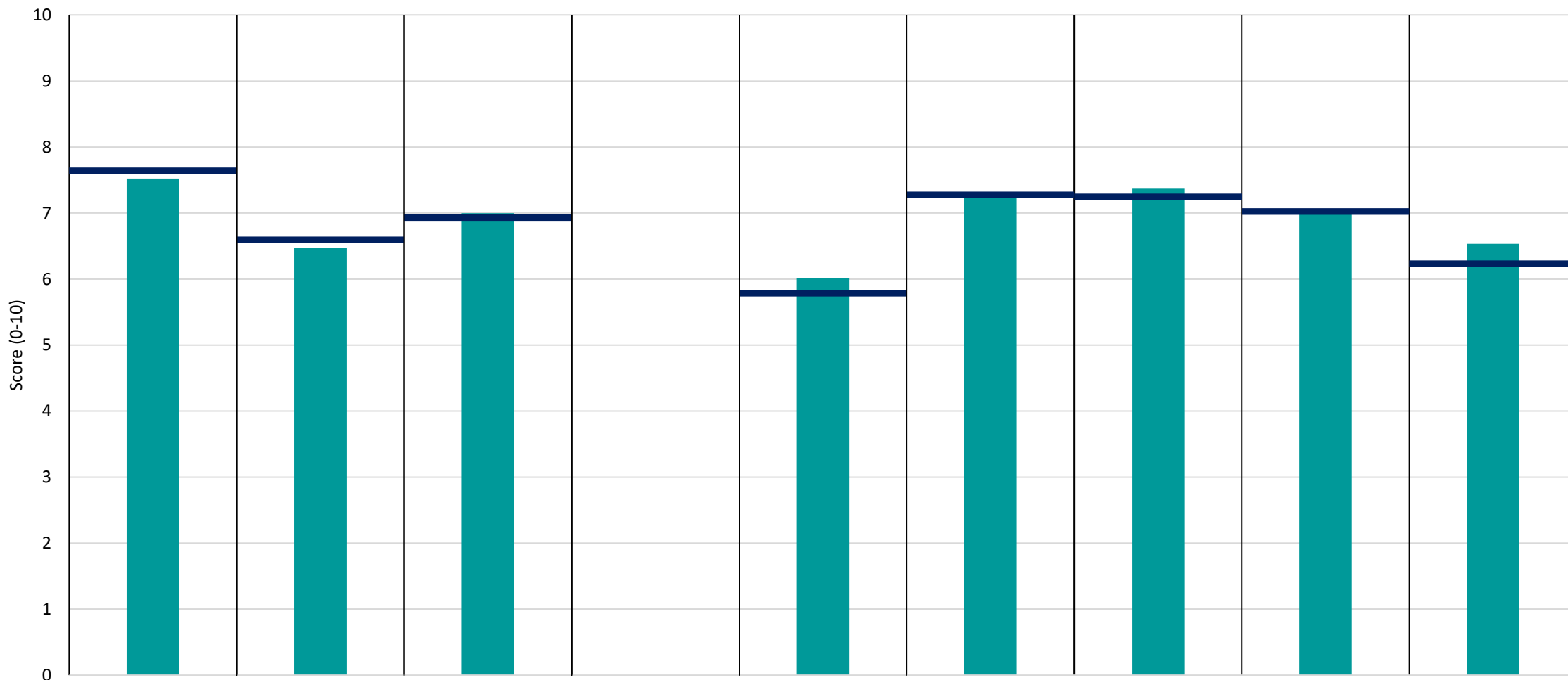
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.52	6.48	7.00	-	6.01	7.24	7.37	7.05	6.53
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	71	71	71	-	68	71	71	71	71 35

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



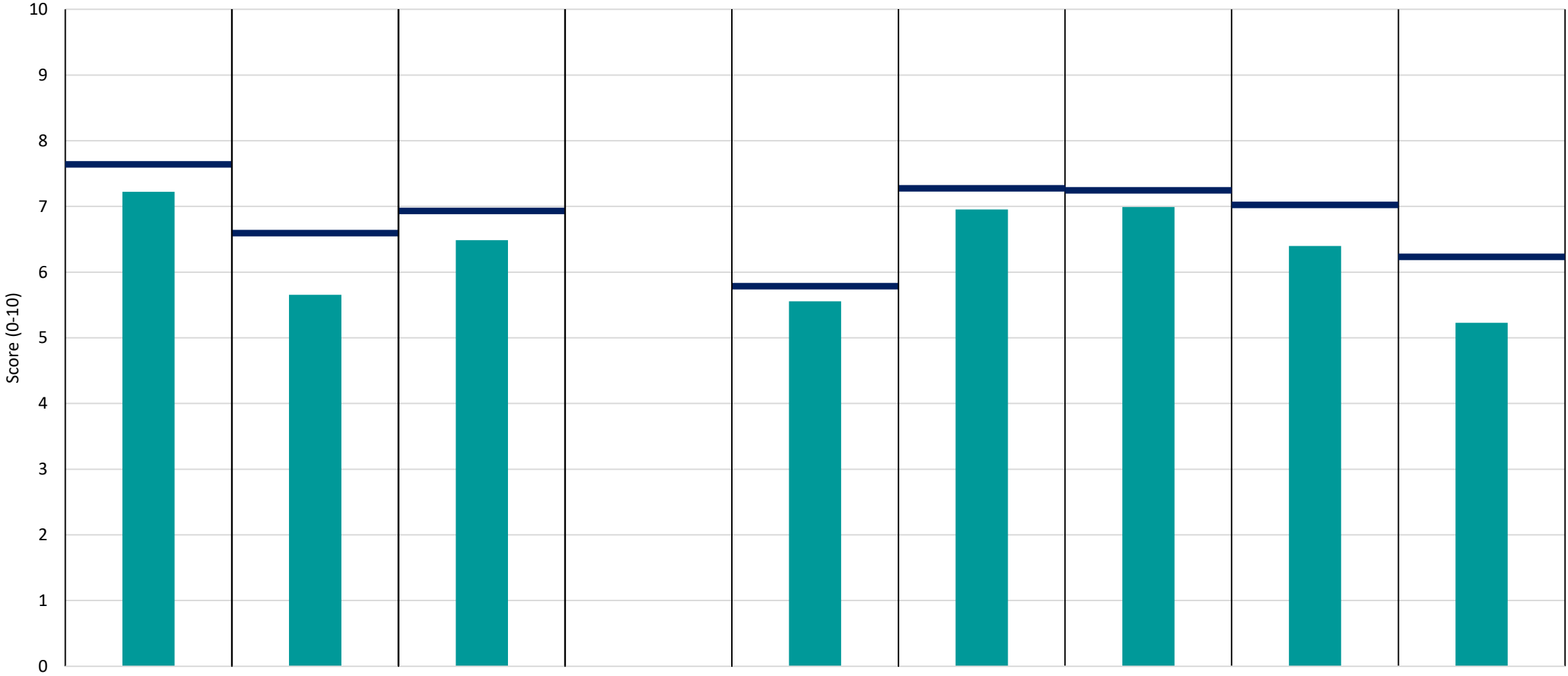
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.22	5.66	6.49	-	5.56	6.95	6.99	6.40	5.23
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 32 32 31 - 27 32 31 32 32 32 36

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



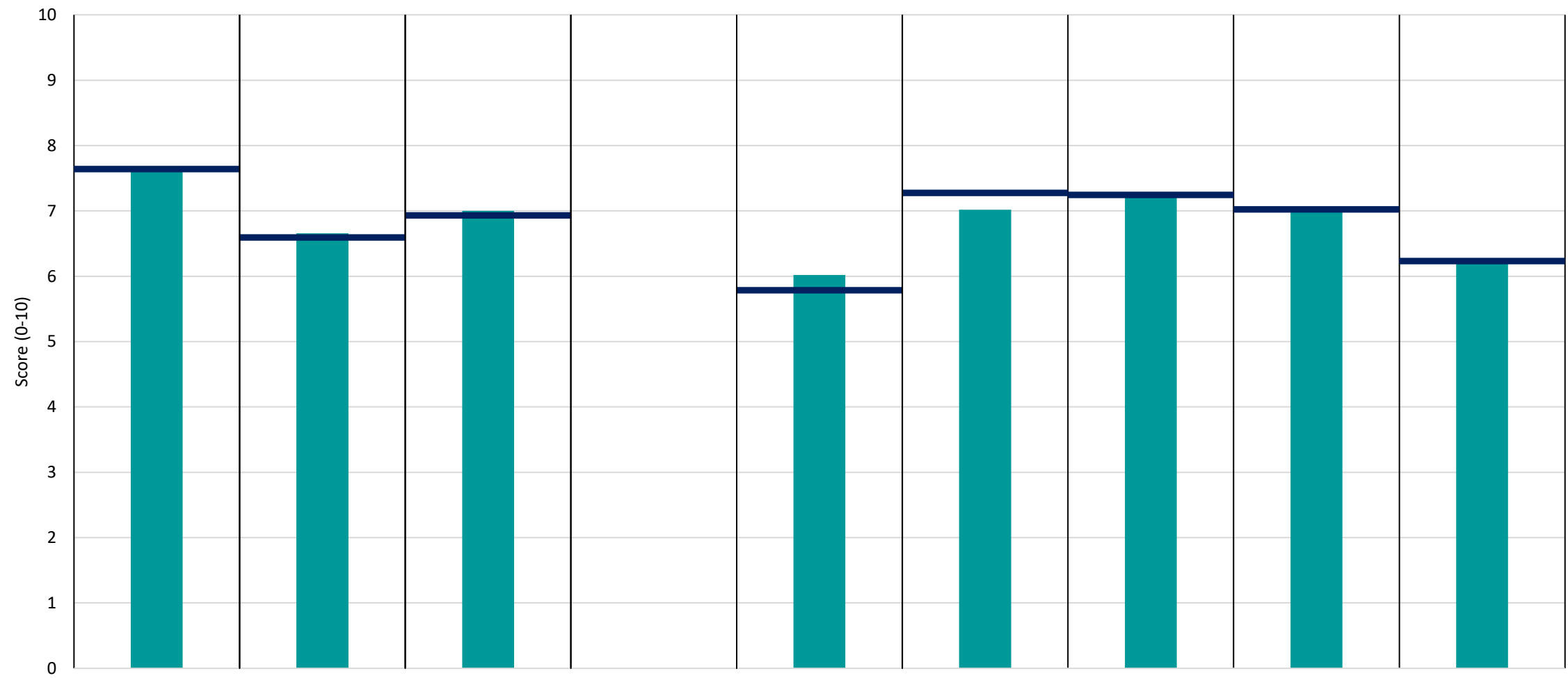
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.63	6.66	7.00	-	6.02	7.02	7.20	7.01	6.20
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23
Responses	147	148	148	-	144	148	147	148	148

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



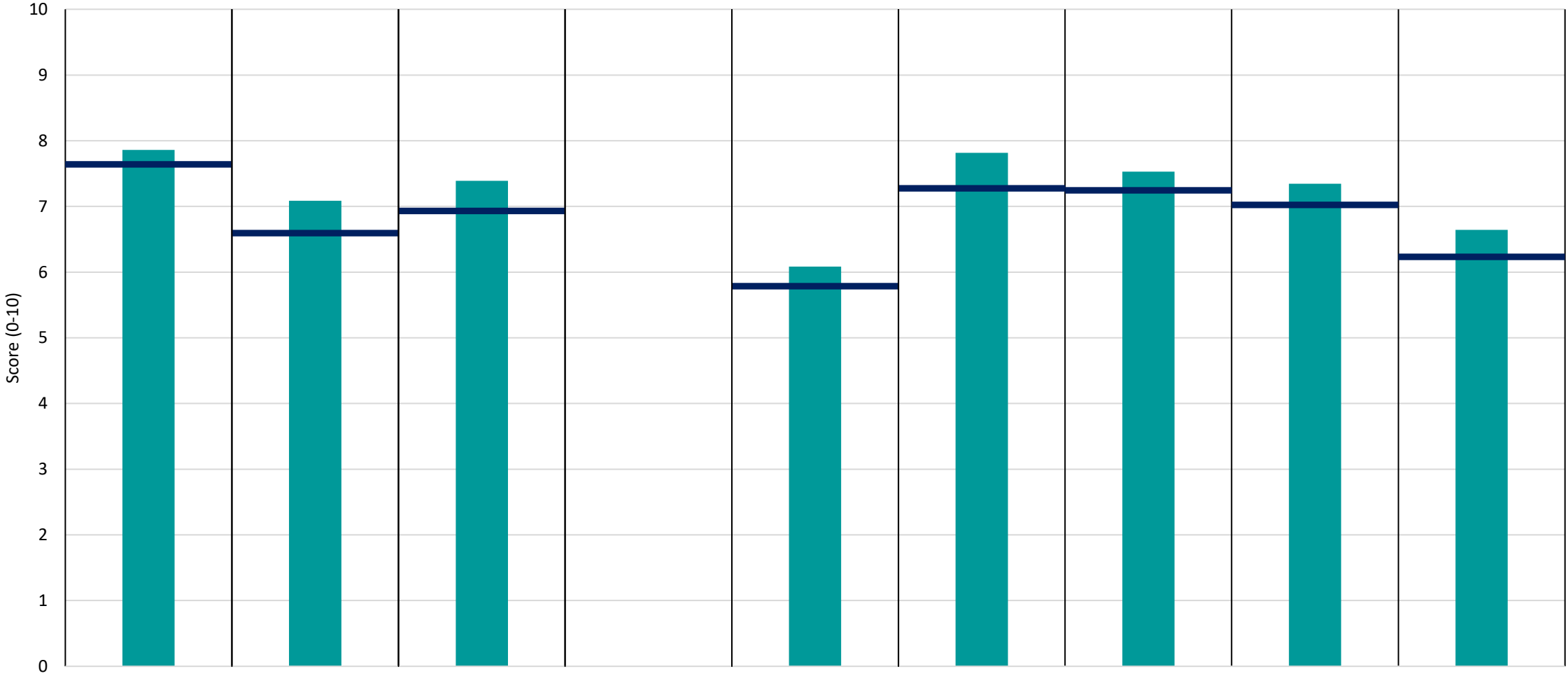
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.86	7.09	7.39	-	6.08	7.82	7.53	7.34	6.64
Your org	7.64	6.60	6.93	-	5.79	7.28	7.25	7.02	6.23

Responses 168 168 168 - 163 167 168 168 168 38

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.