



# Sandwell and West Birmingham Hospitals NHS Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Sandwell and West Birmingham Hospitals 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 Sandwell and West Birmingham Hospitals 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

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2023 NHS Staff Survey



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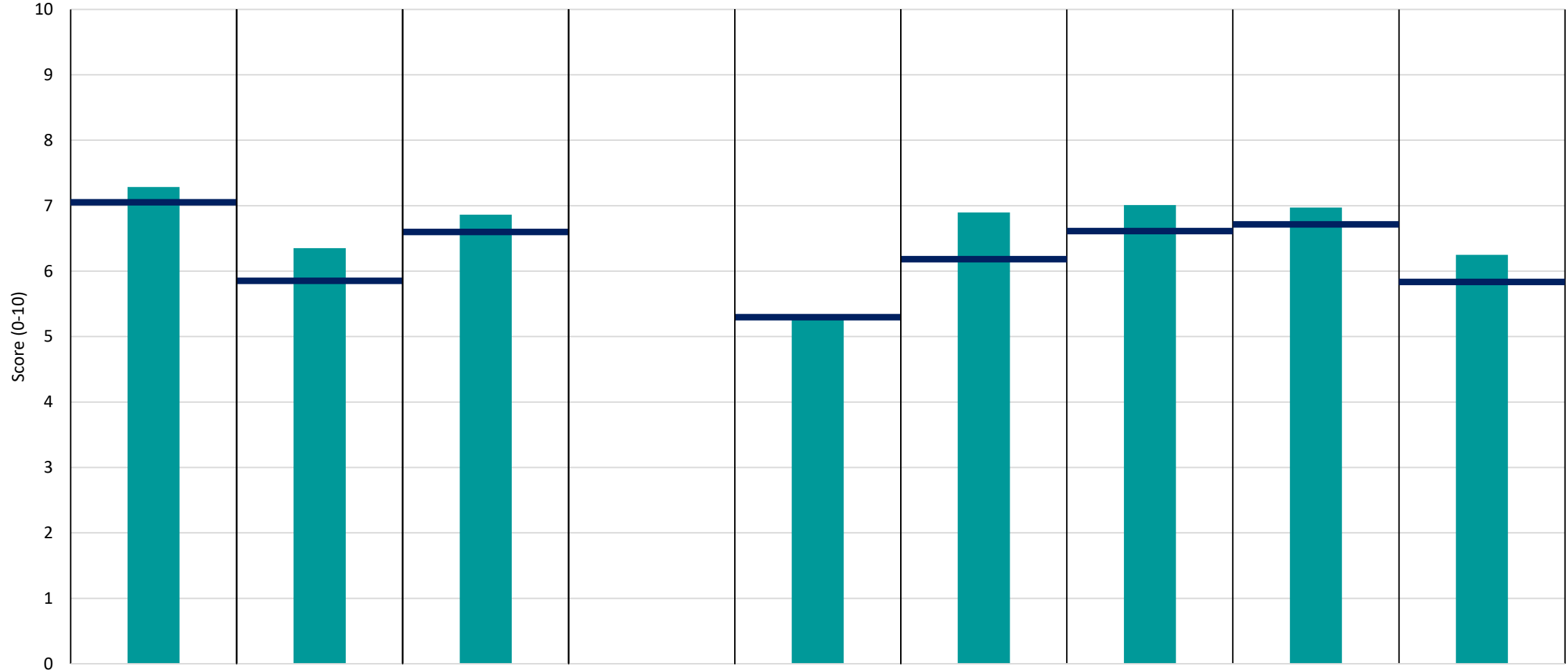
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Staff Engagement

Morale



Breakdown	7.28	6.35	6.86	-	5.29	6.90	7.01	6.97	6.25
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	735	742	727	-	673	731	734	739	739

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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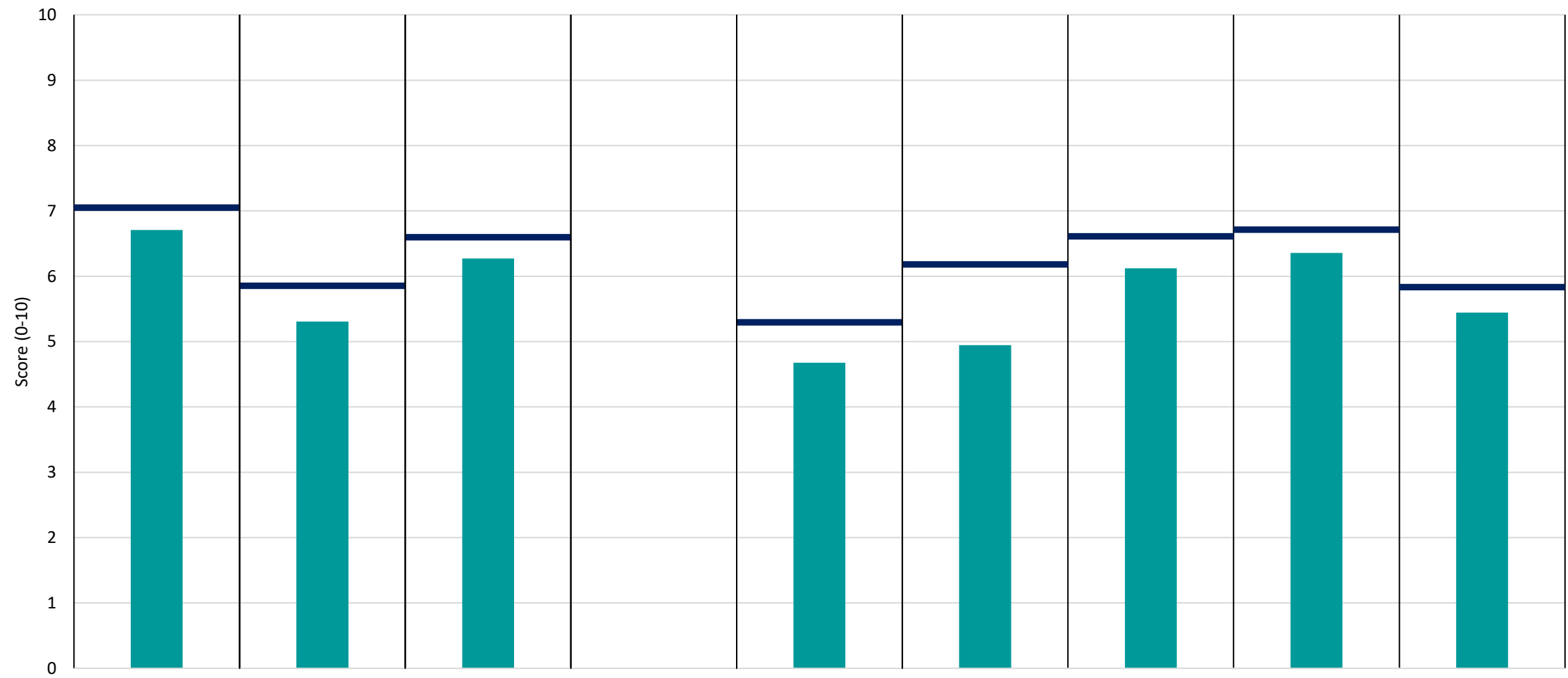
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Staff Engagement

Morale



Breakdown	6.71	5.31	6.27	-	4.68	4.95	6.12	6.36	5.44
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	108	109	109	-	98	109	108	109	109

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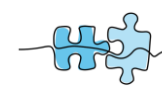
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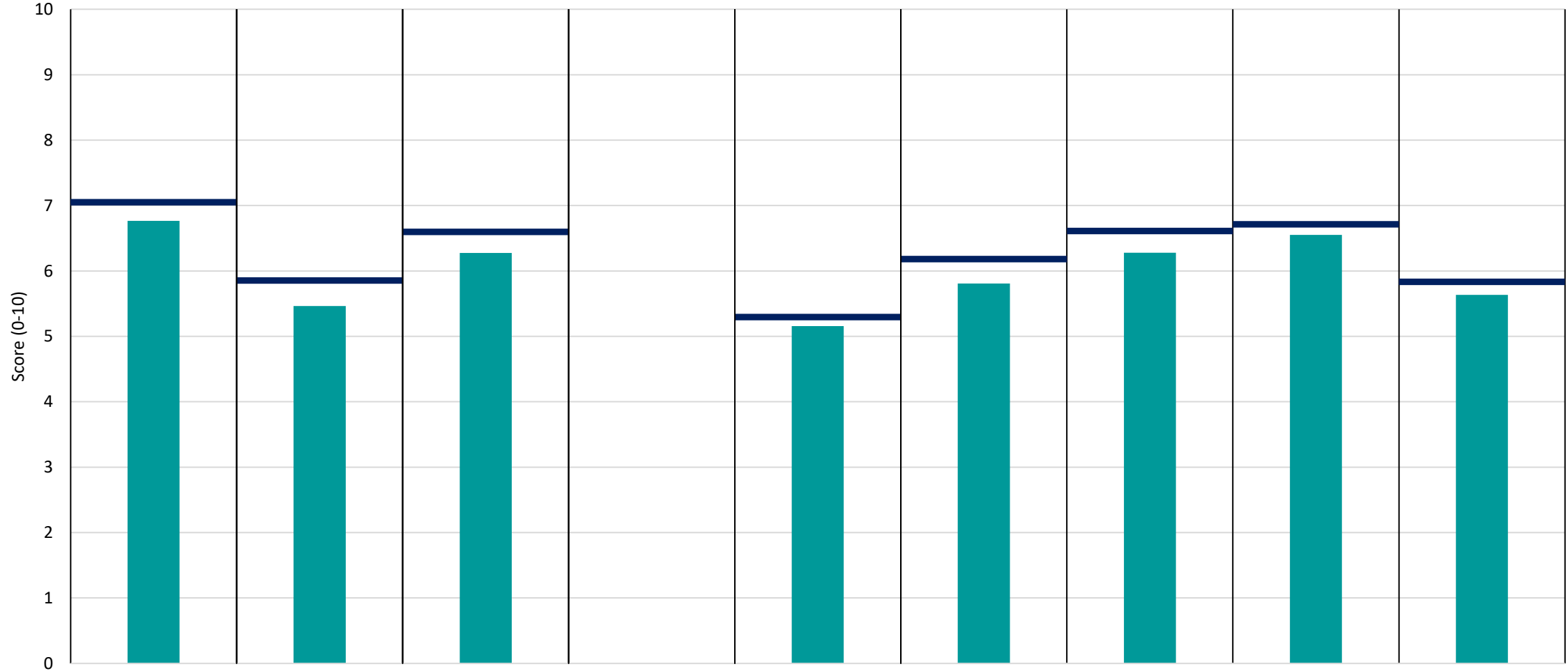
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Staff Engagement

Morale



Breakdown	6.77	5.46	6.28	-	5.16	5.81	6.28	6.55	5.63
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	310	309	308	-	291	308	309	310	310

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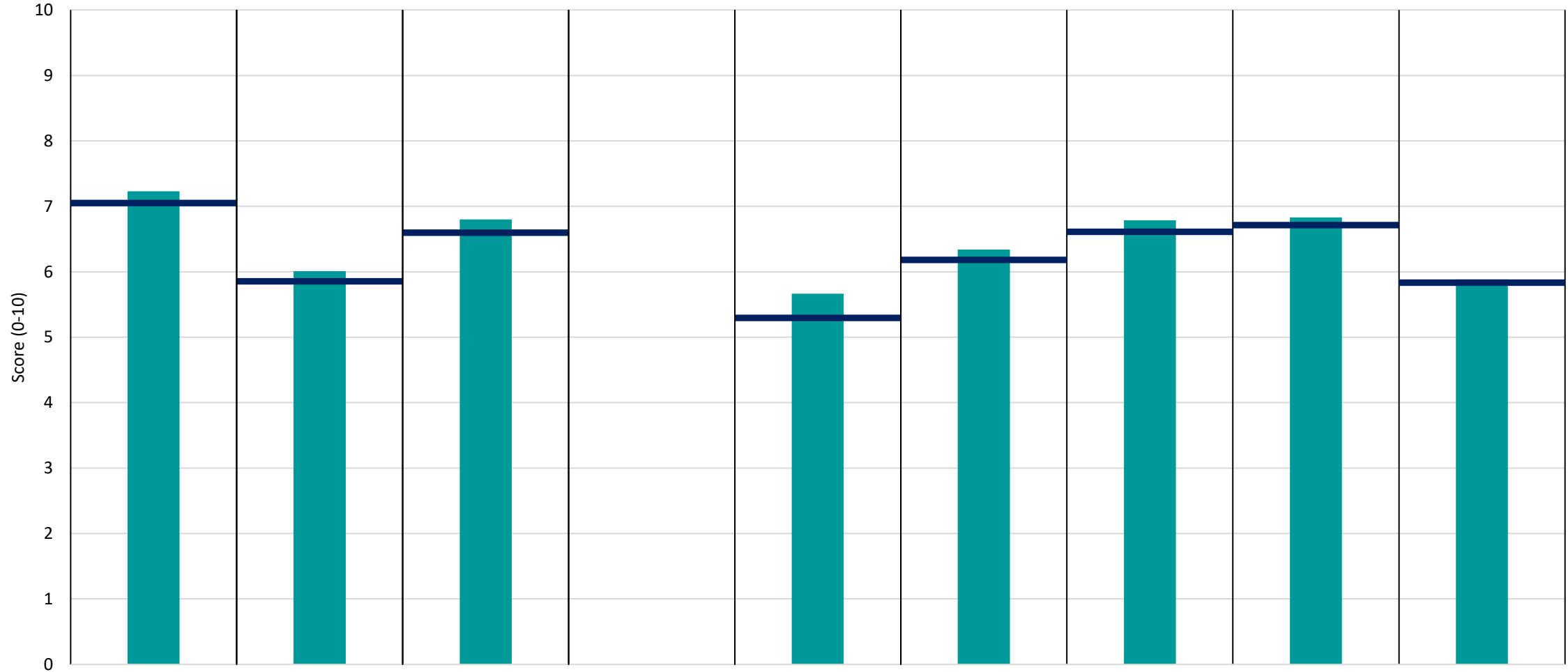
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Staff Engagement

Morale



Breakdown	7.23	6.01	6.80	-	5.66	6.34	6.79	6.83	5.88
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	451	450	448	-	432	450	449	451	451



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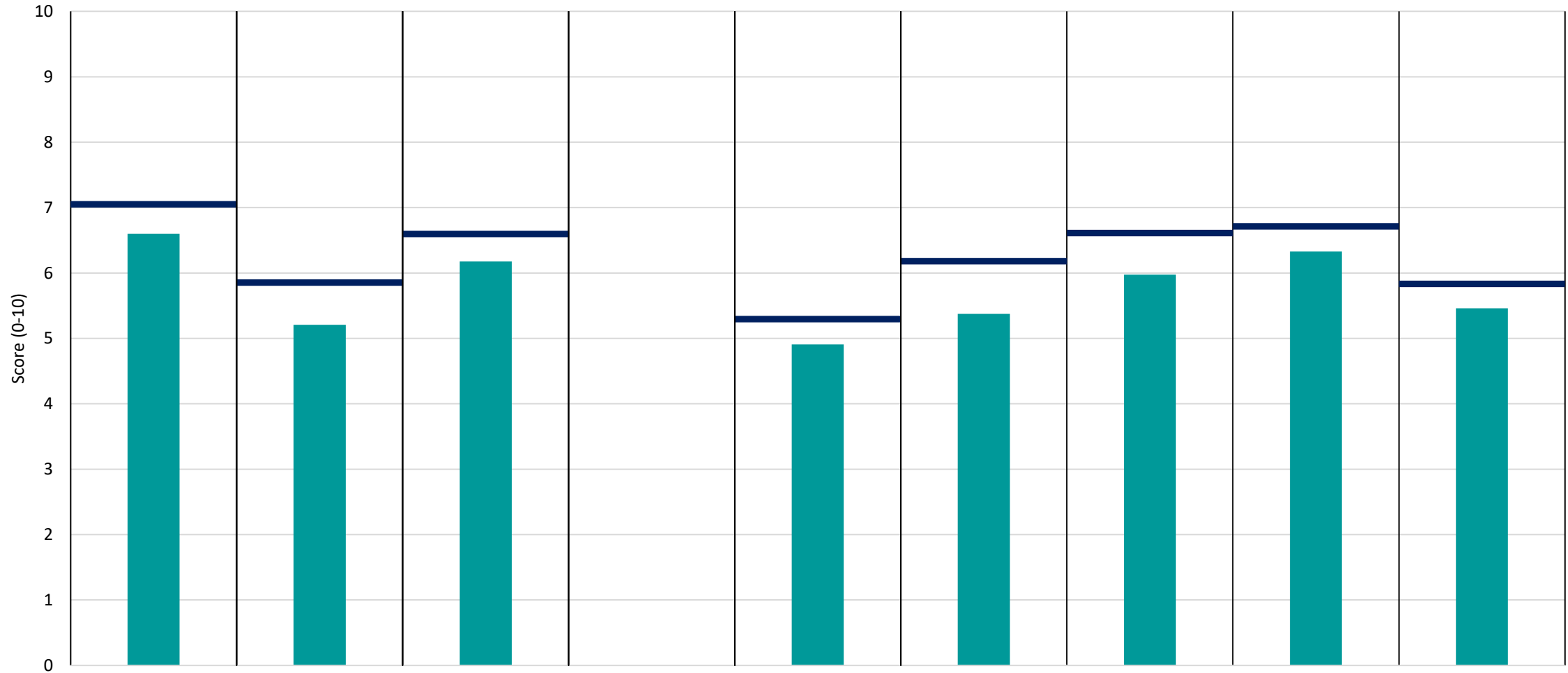
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Staff Engagement

Morale



Breakdown	6.60	5.21	6.18	-	4.91	5.37	5.98	6.33	5.46
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 390 390 385 - 361 388 386 390 390 10

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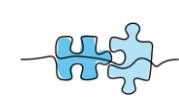
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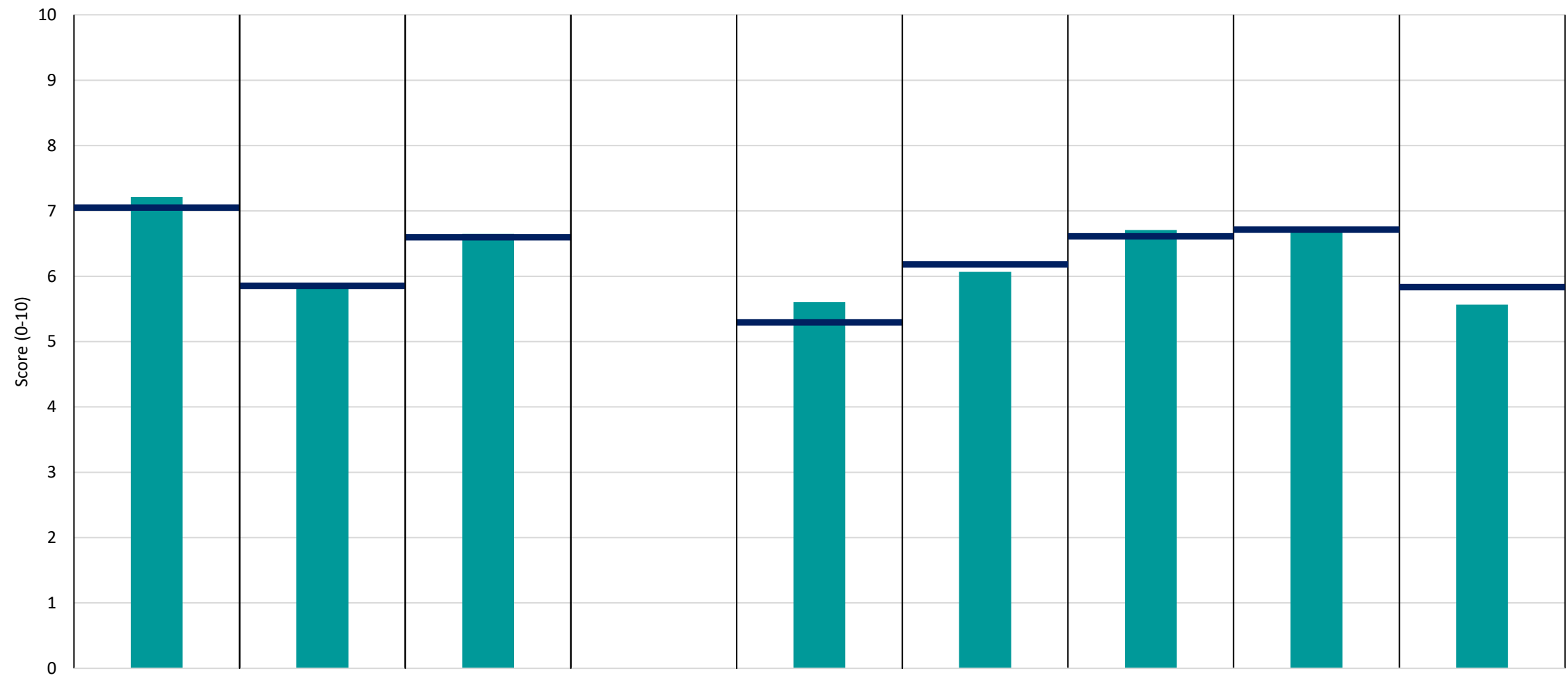
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Staff Engagement

Morale



Breakdown	7.21	5.83	6.65	-	5.60	6.07	6.71	6.69	5.57
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	296	296	296	-	273	296	294	296	296

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

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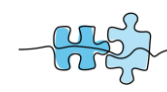
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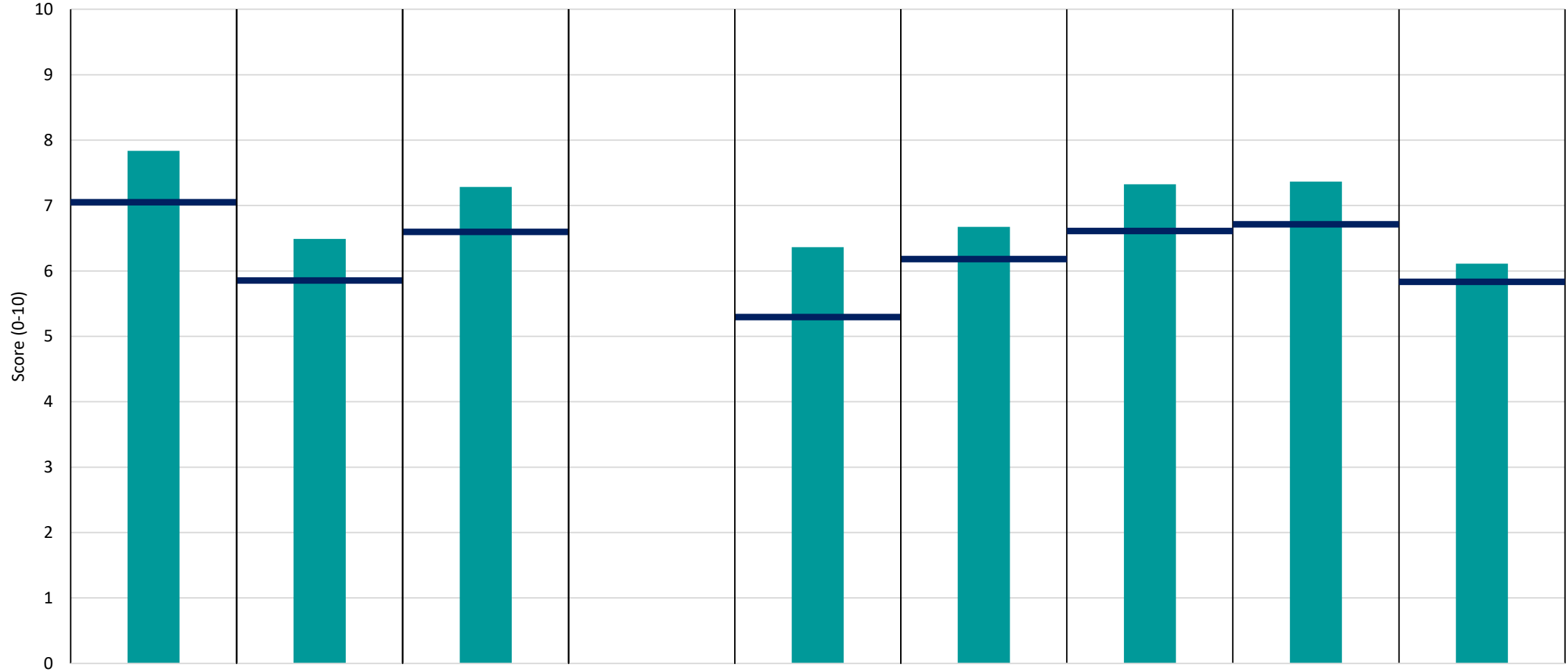
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Staff Engagement

Morale



Breakdown	7.84	6.49	7.28	-	6.36	6.67	7.32	7.36	6.11
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 153 153 153 - 143 153 152 153 153 13

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# Admitted Care A



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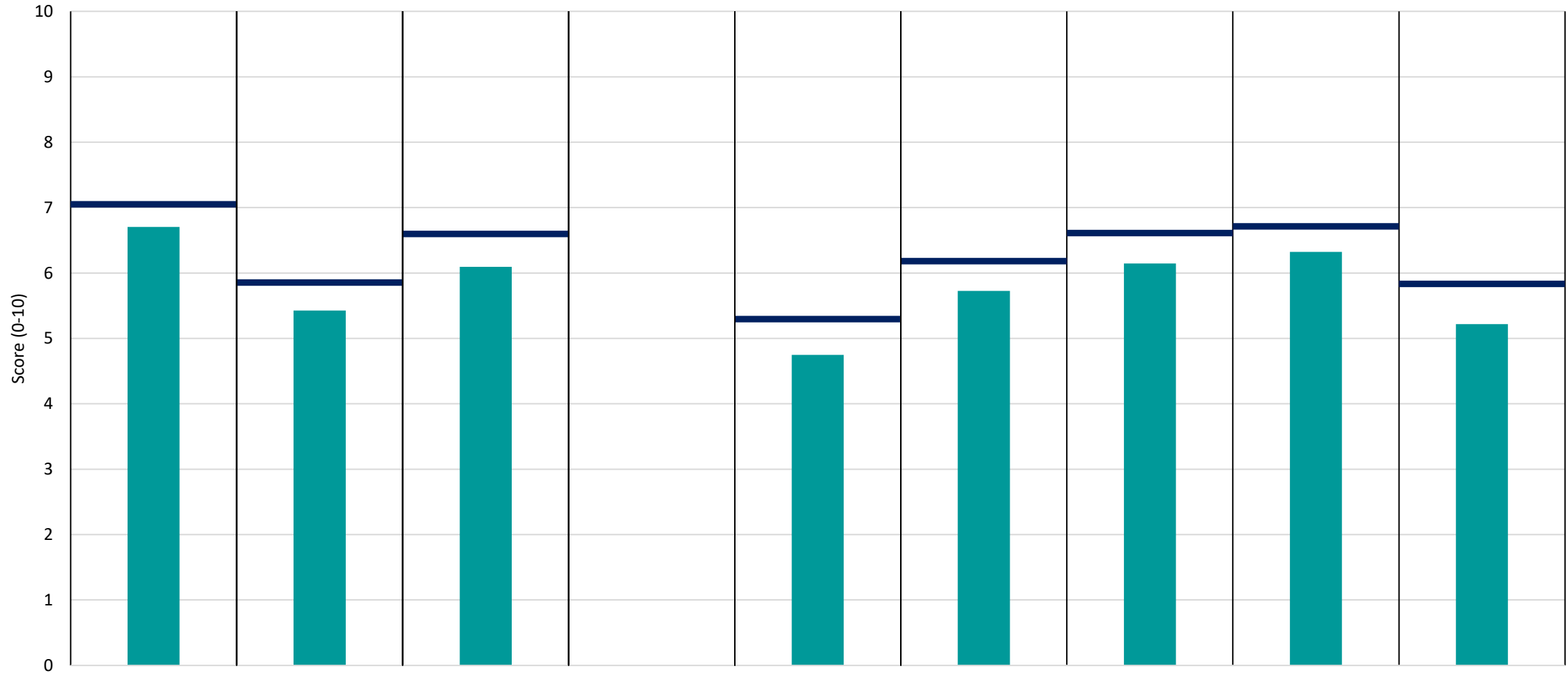
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Staff Engagement

Morale



Breakdown	6.71	5.43	6.10	-	4.75	5.72	6.15	6.32	5.22
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	73	73	72	-	70	73	73	73	73



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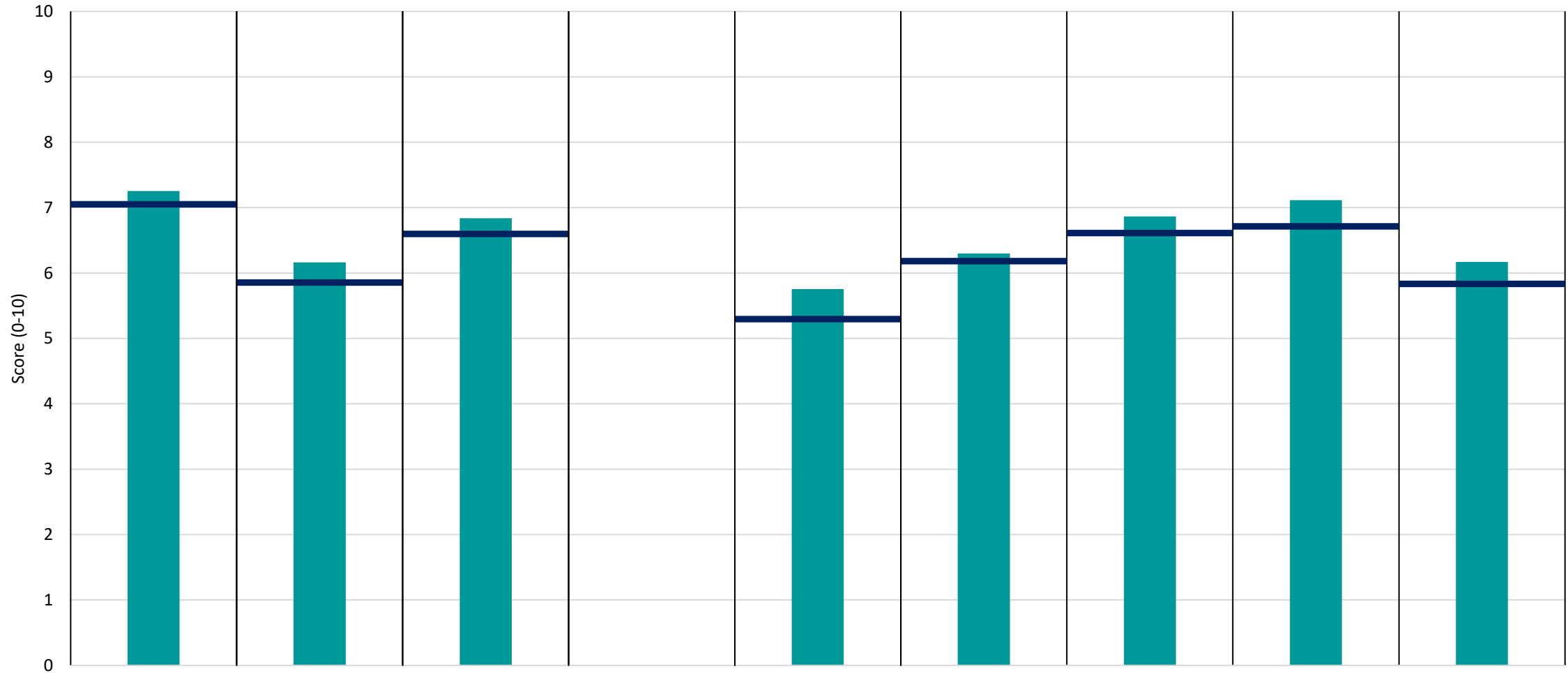
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Staff Engagement

Morale



Breakdown	7.25	6.16	6.84	-	5.75	6.30	6.86	7.11	6.17
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 58 58 58 - 55 58 58 58 58 58 15

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Admitted Care C



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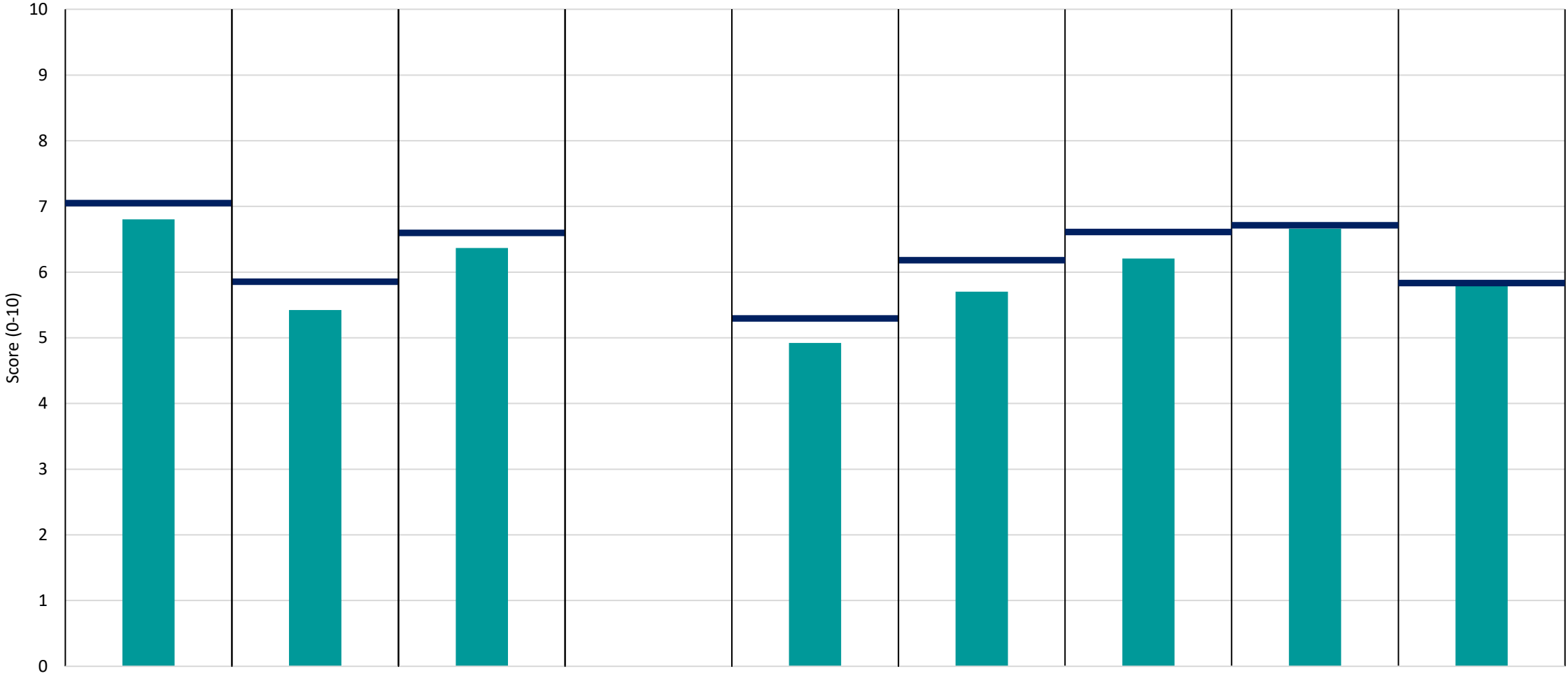
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Staff Engagement

Morale



Breakdown	6.80	5.42	6.37	-	4.92	5.70	6.21	6.66	5.87
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 88 88 88 - 82 87 88 88 88 16

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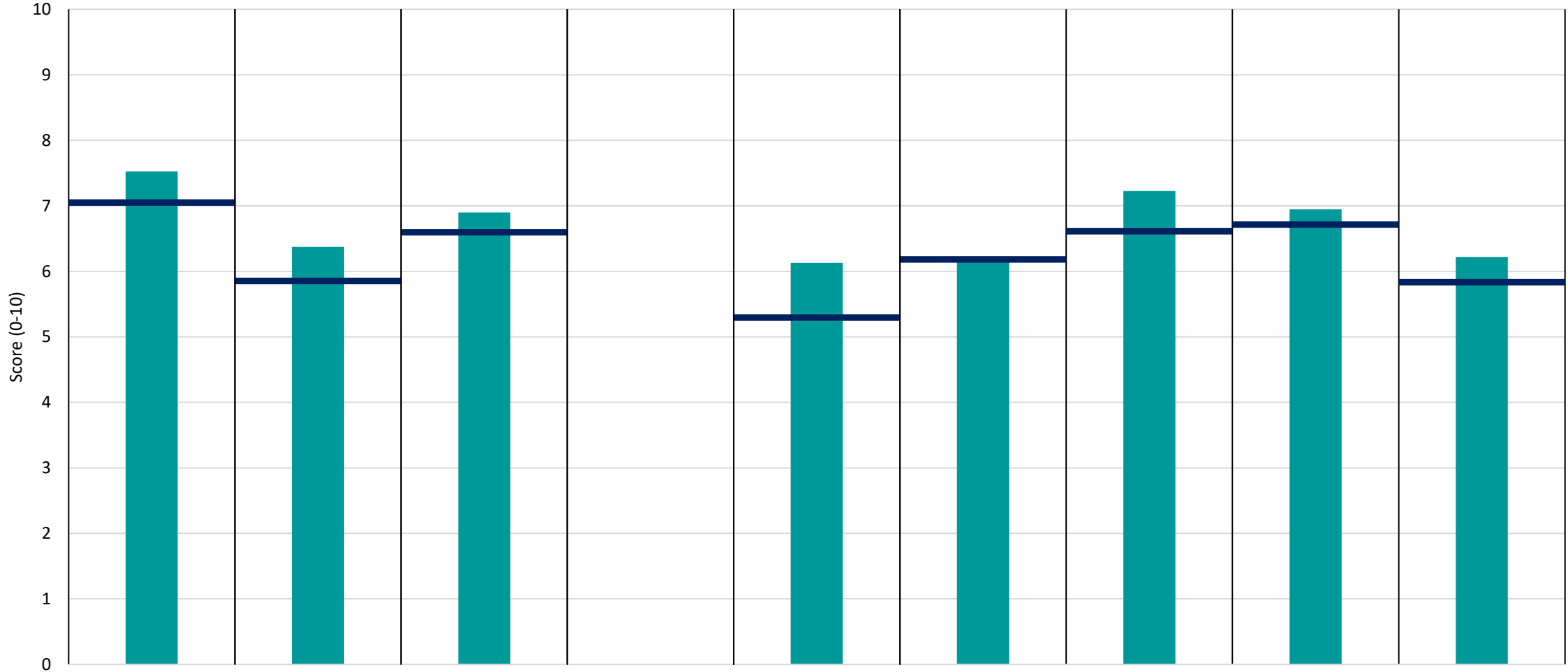
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Staff Engagement

Morale



Breakdown	7.53	6.38	6.90	-	6.13	6.18	7.23	6.95	6.22
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	109	108	109	-	106	108	109	109	109



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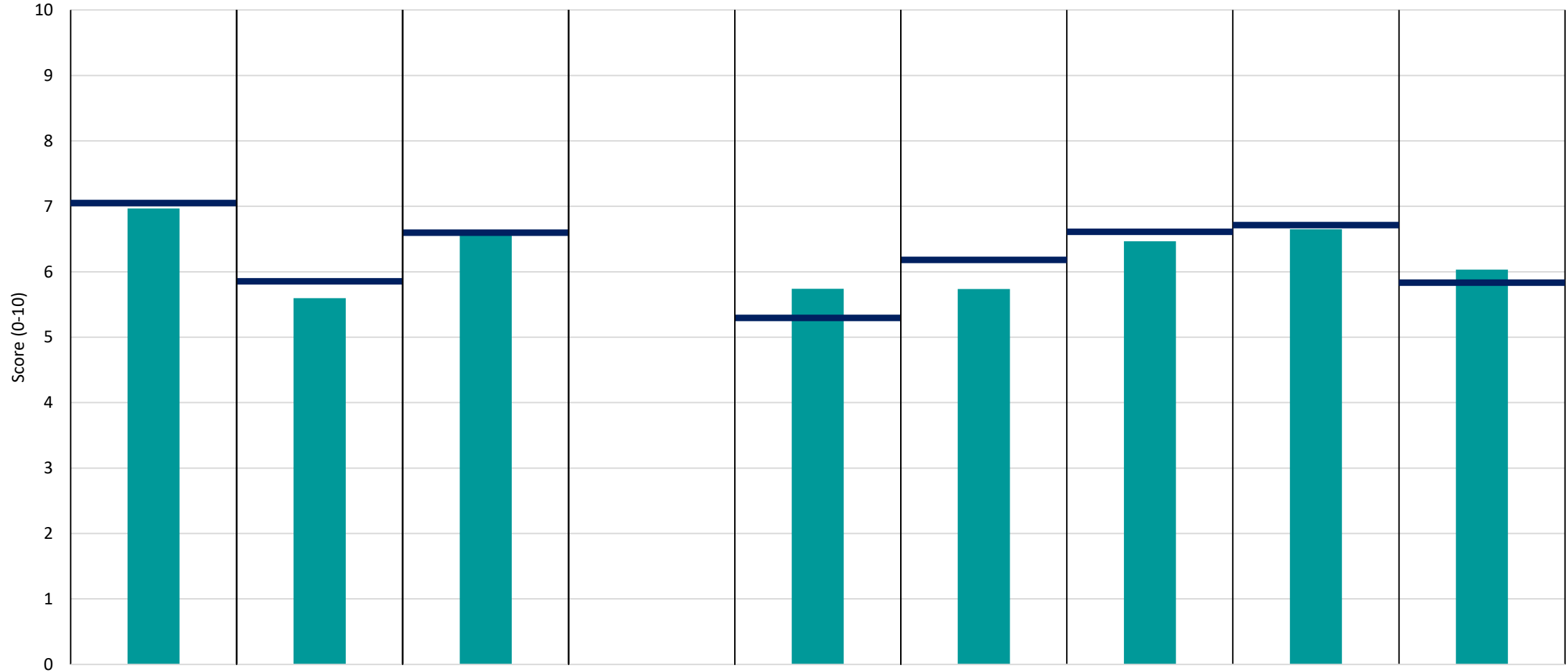
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Staff Engagement

Morale



Breakdown	6.97	5.60	6.58	-	5.74	5.74	6.47	6.65	6.03
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	102	102	101	-	96	102	101	102	102



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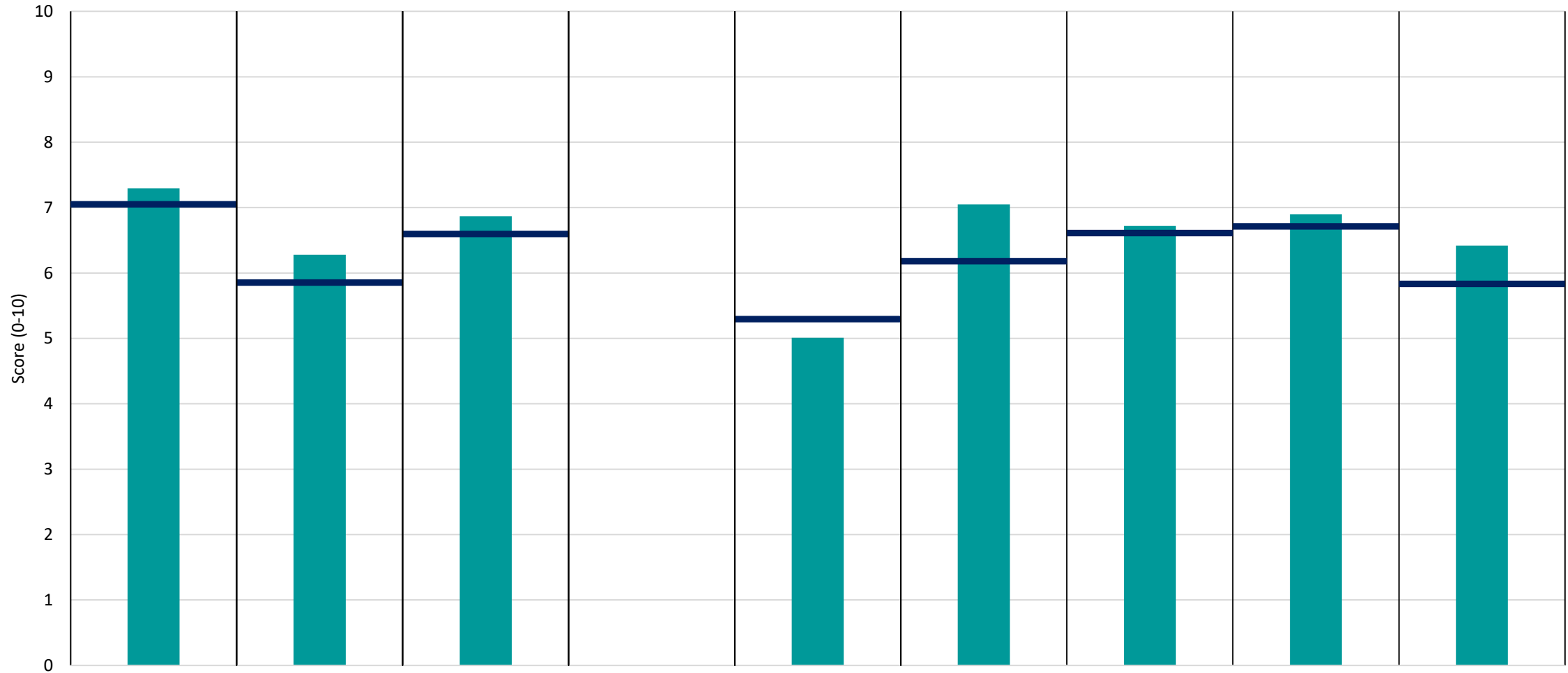
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Staff Engagement

Morale



Breakdown	7.30	6.28	6.87	-	5.01	7.05	6.72	6.90	6.42
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 61 62 57 - 56 59 61 61 62 19



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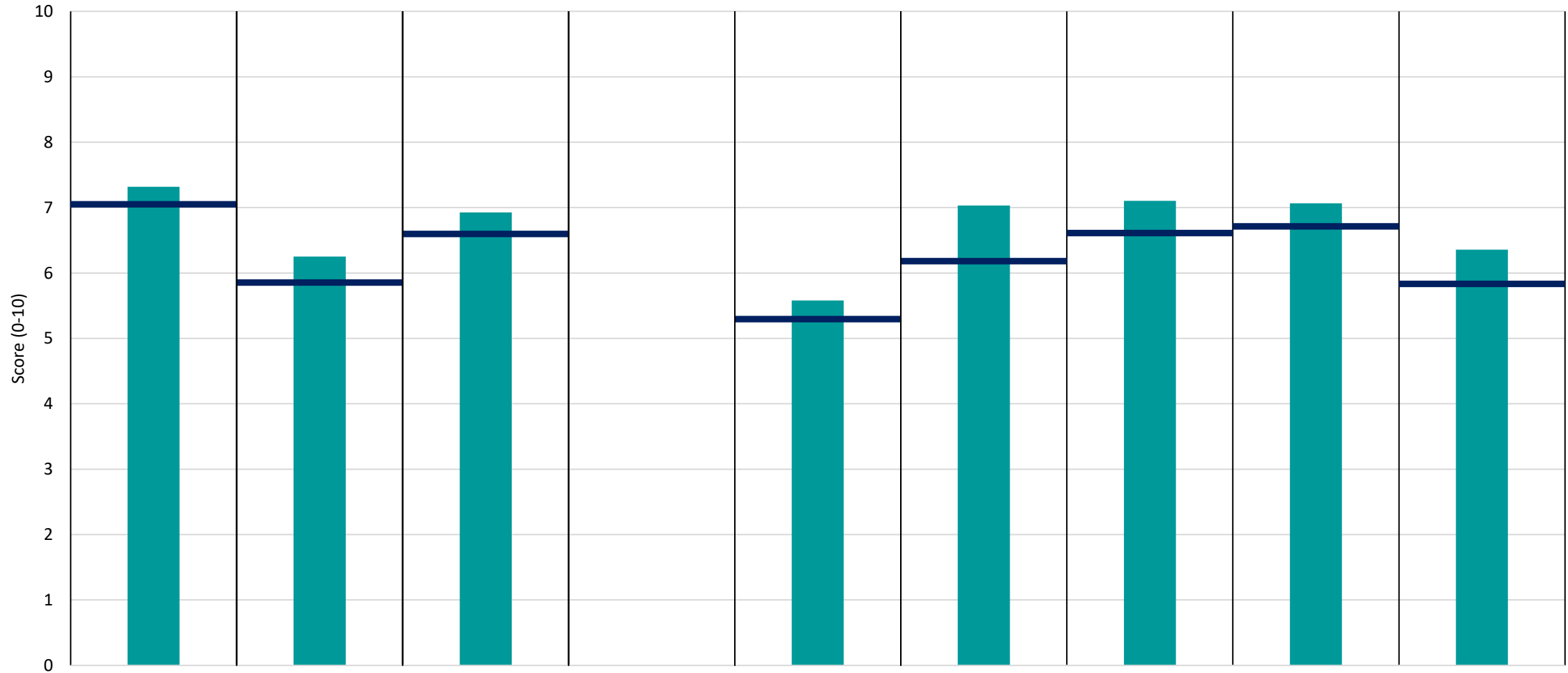
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Staff Engagement

Morale



Breakdown	7.32	6.25	6.93	-	5.58	7.03	7.10	7.07	6.36
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 145 146 143 - 135 145 145 146 146 <sup>20</sup>

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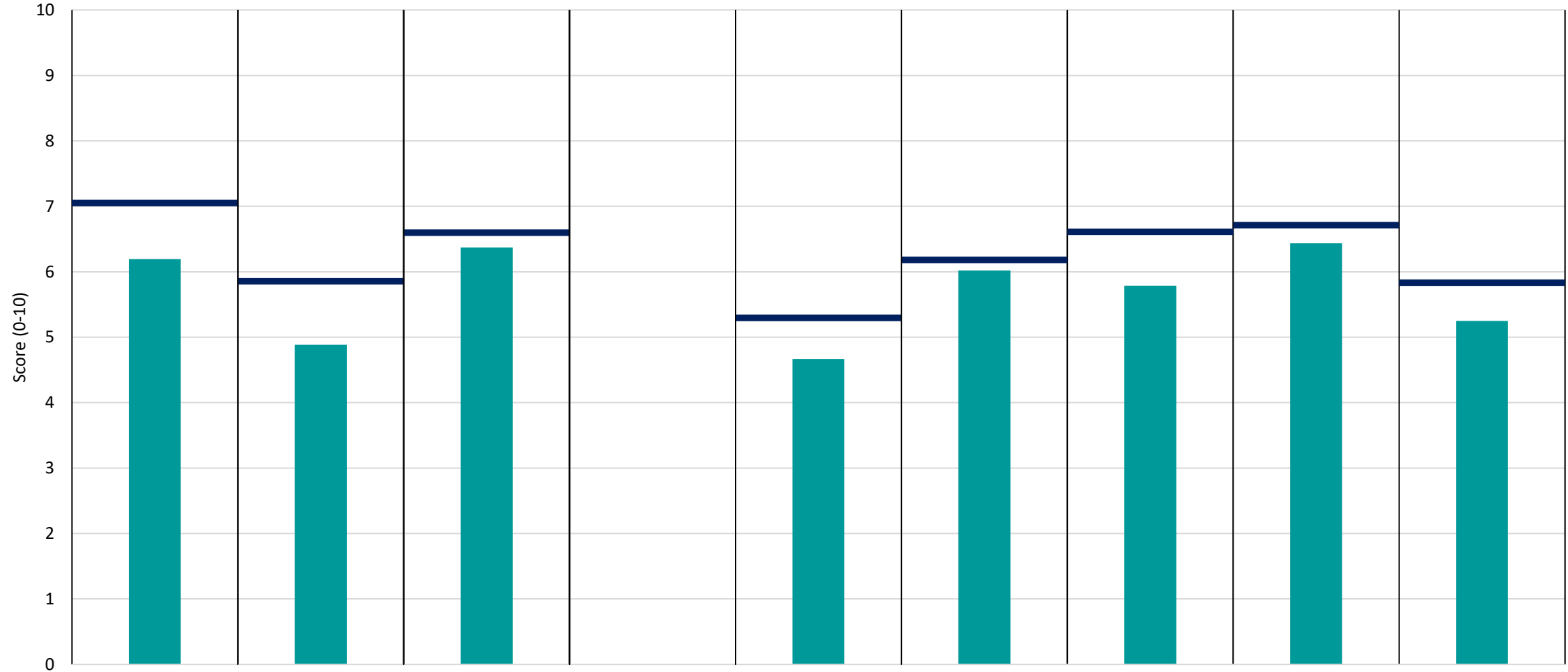
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Staff Engagement

Morale



Breakdown	6.19	4.88	6.37	-	4.67	6.02	5.79	6.43	5.25
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 61 61 60 - 59 61 60 61 61 61 21

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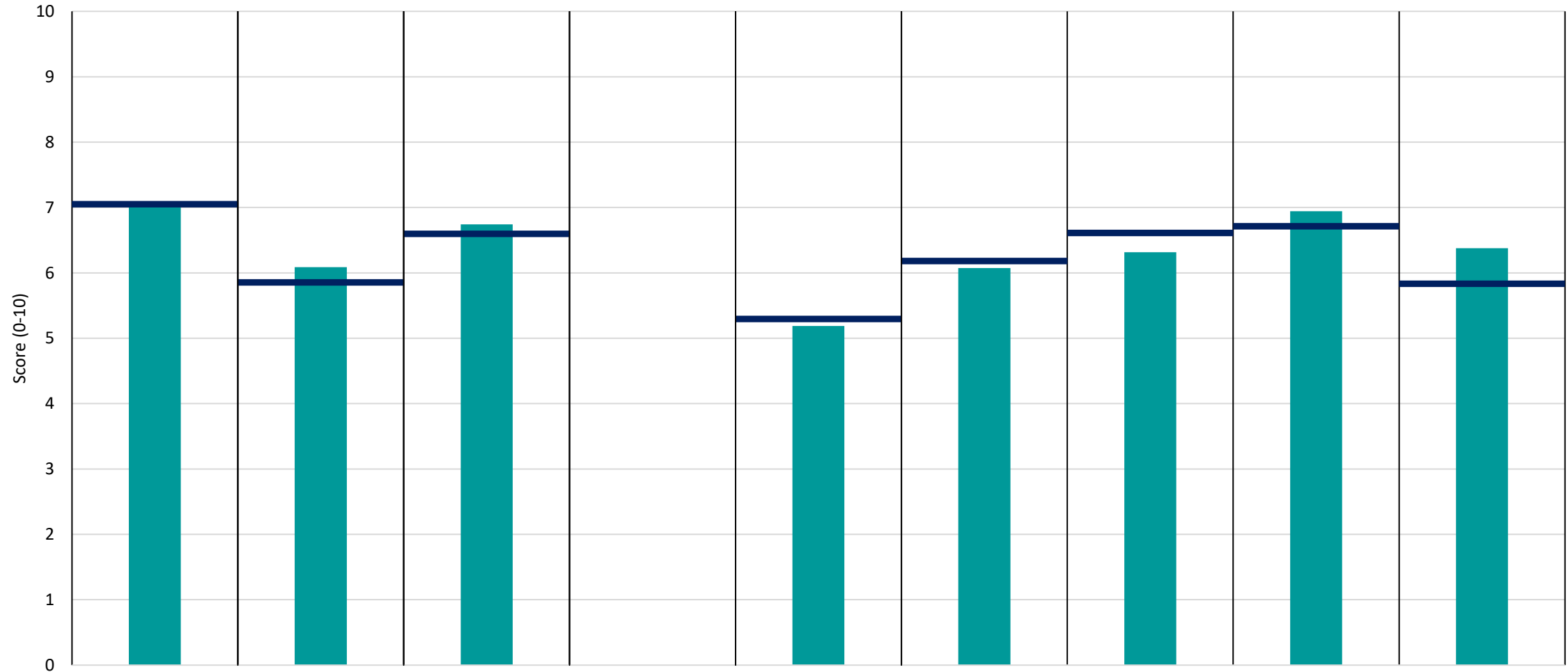
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Staff Engagement

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Breakdown	7.02	6.09	6.74	-	5.19	6.08	6.32	6.94	6.38
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	131	134	130	-	113	129	130	132	131



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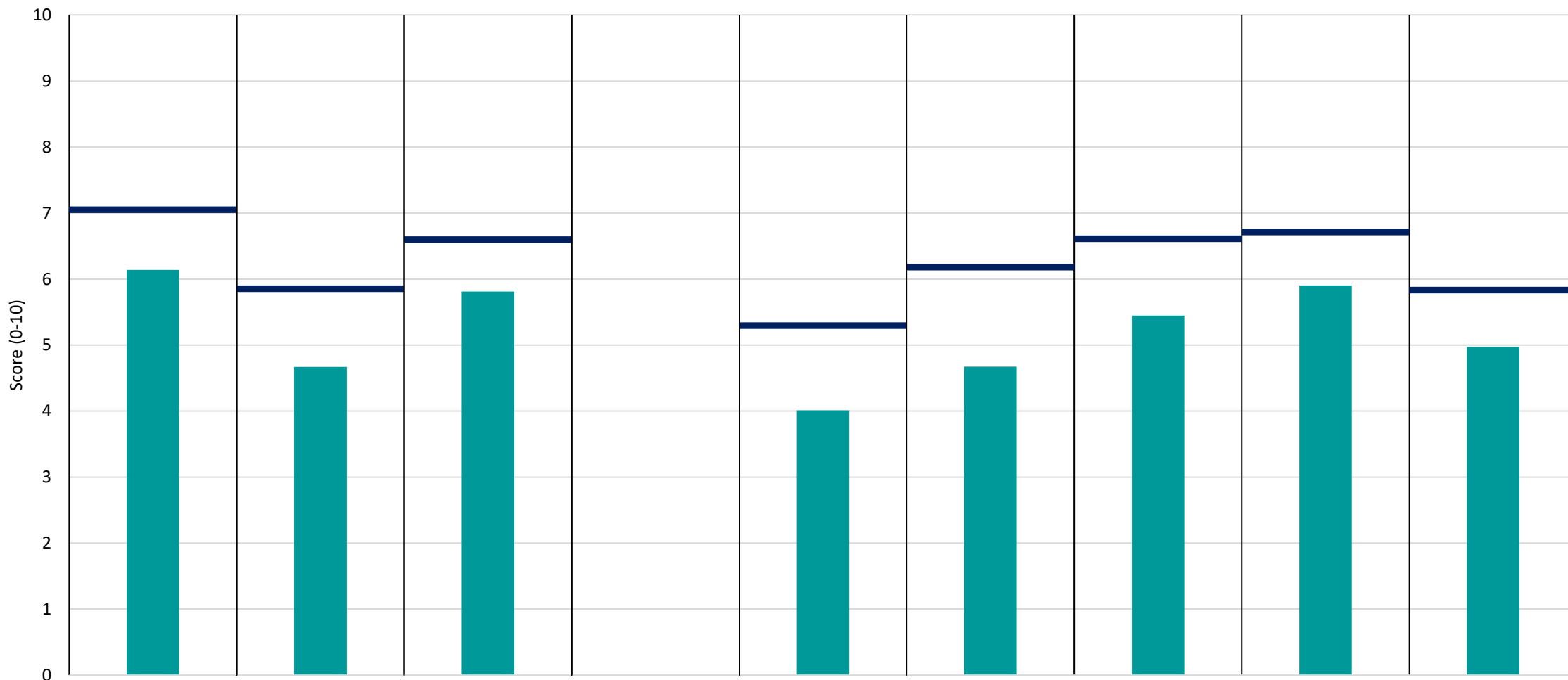
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Staff Engagement

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Breakdown	6.14	4.67	5.81	-	4.01	4.67	5.45	5.90	4.97
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 65 66 66 - 60 66 65 66 66 23

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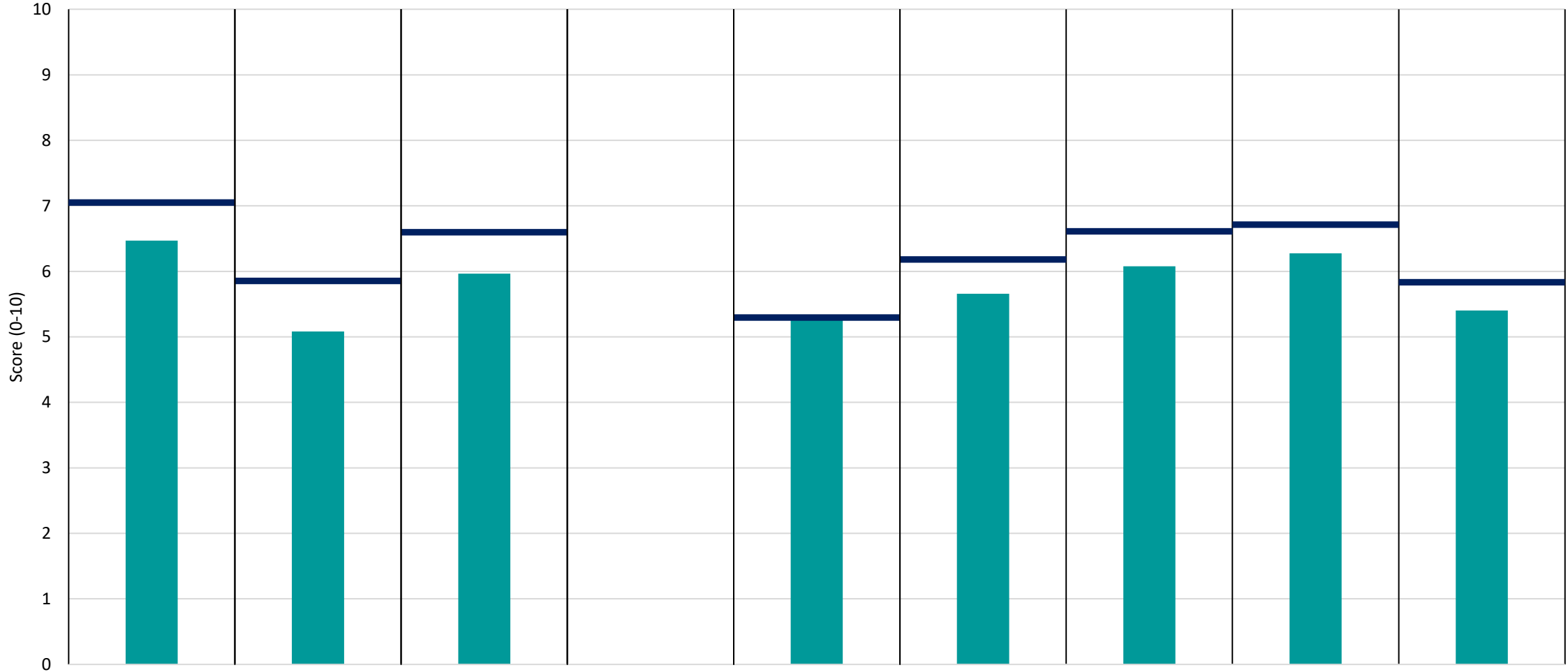
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Staff Engagement

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Breakdown	6.47	5.08	5.97	-	5.34	5.66	6.08	6.28	5.40
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 91 90 90 - 84 90 90 91 91 24

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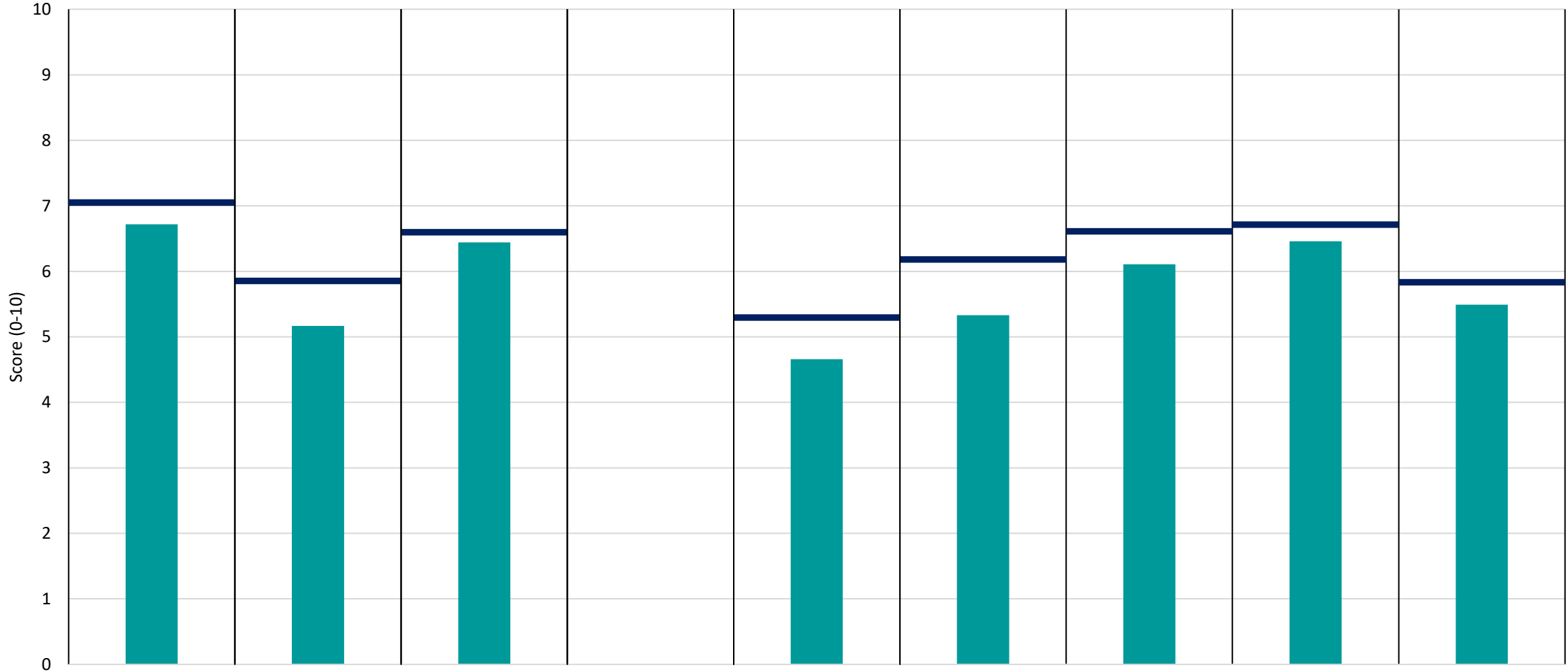
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Staff Engagement

Morale



Breakdown	6.72	5.17	6.44	-	4.66	5.33	6.11	6.46	5.49
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 99 99 97 - 91 98 99 99 99 25

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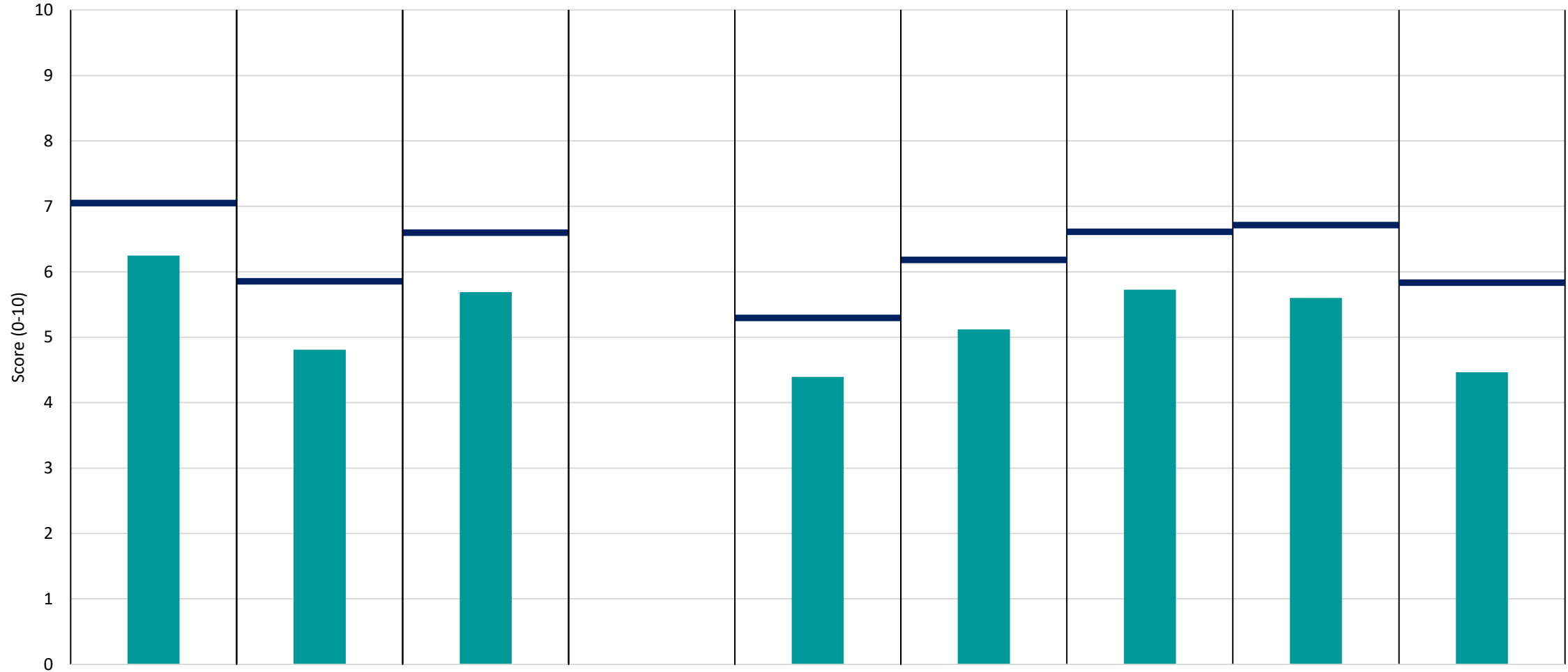
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Staff Engagement

Morale



Breakdown	6.25	4.81	5.69	-	4.39	5.12	5.73	5.60	4.46
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 105 105 105 - 95 105 104 105 105 26

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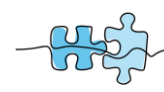
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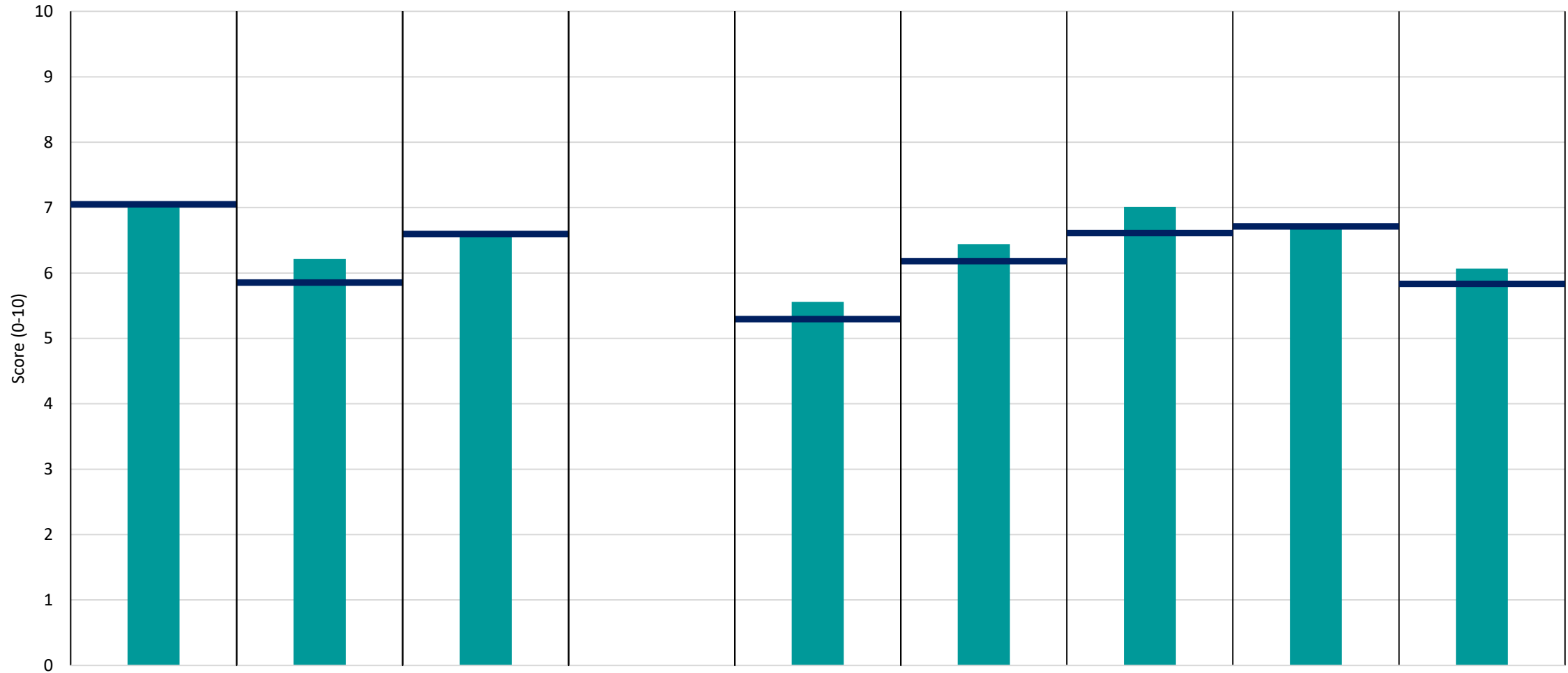
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Staff Engagement

Morale



Breakdown	7.09	6.21	6.58	-	5.56	6.44	7.01	6.71	6.07
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 93 93 93 - 89 93 93 93 93 93 27

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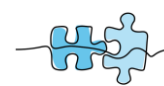
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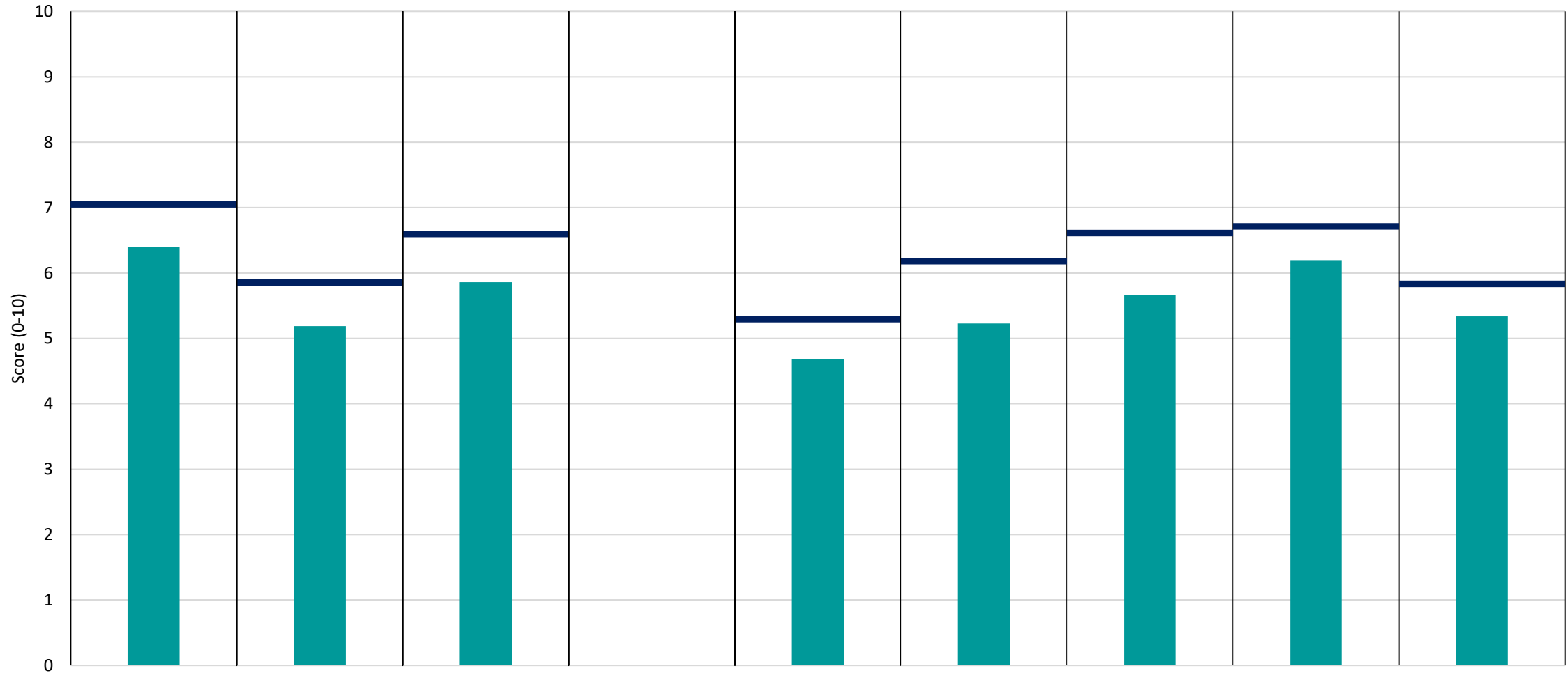
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Staff Engagement

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Breakdown	6.40	5.19	5.86	-	4.68	5.23	5.66	6.20	5.34
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 79 79 79 - 73 78 78 79 79 28

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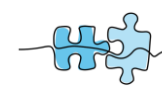
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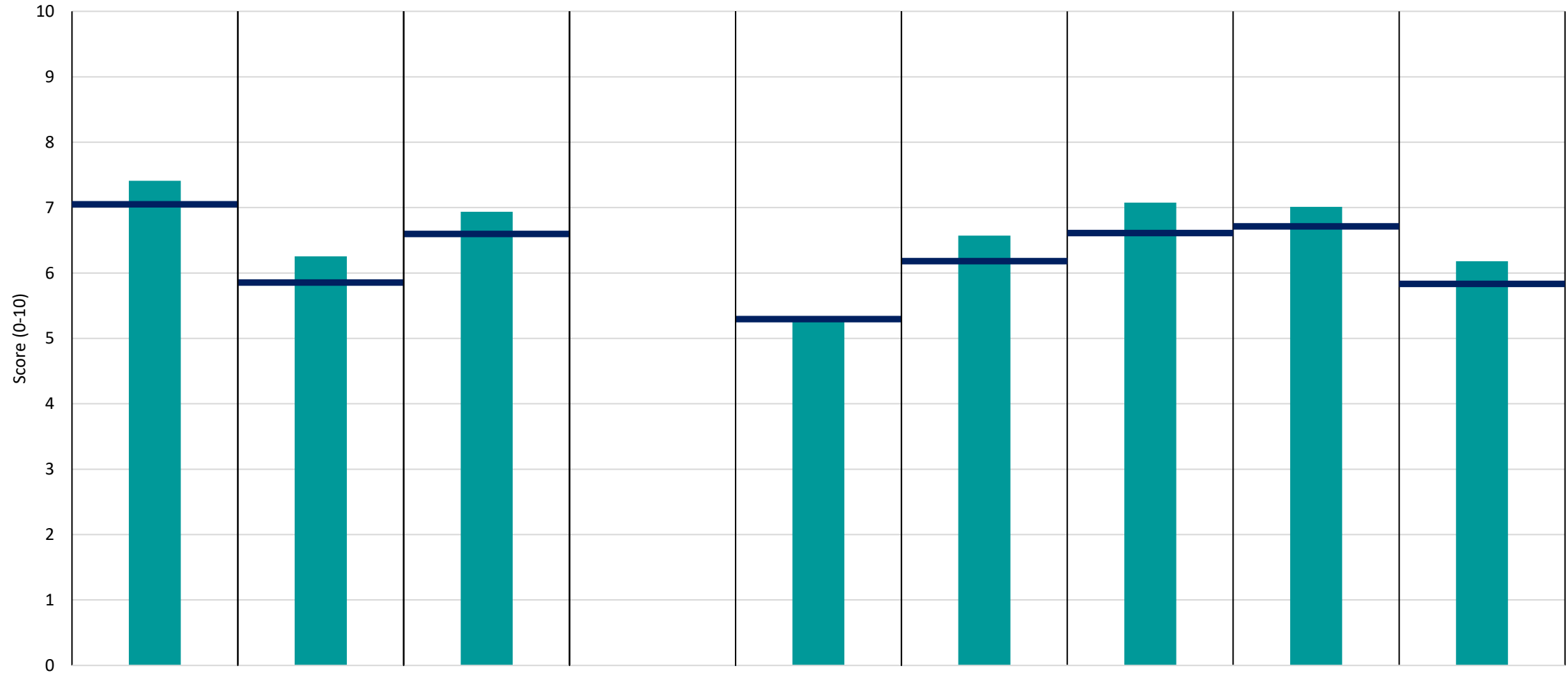


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Staff Engagement

Morale

Other



Breakdown	7.41	6.26	6.94	-	5.28	6.57	7.08	7.01	6.18
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 196 196 196 - 179 196 195 196 196 196 29

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We are recognised  
and rewarded



We each have a voice  
that counts



We are safe and  
healthy



We are always  
learning



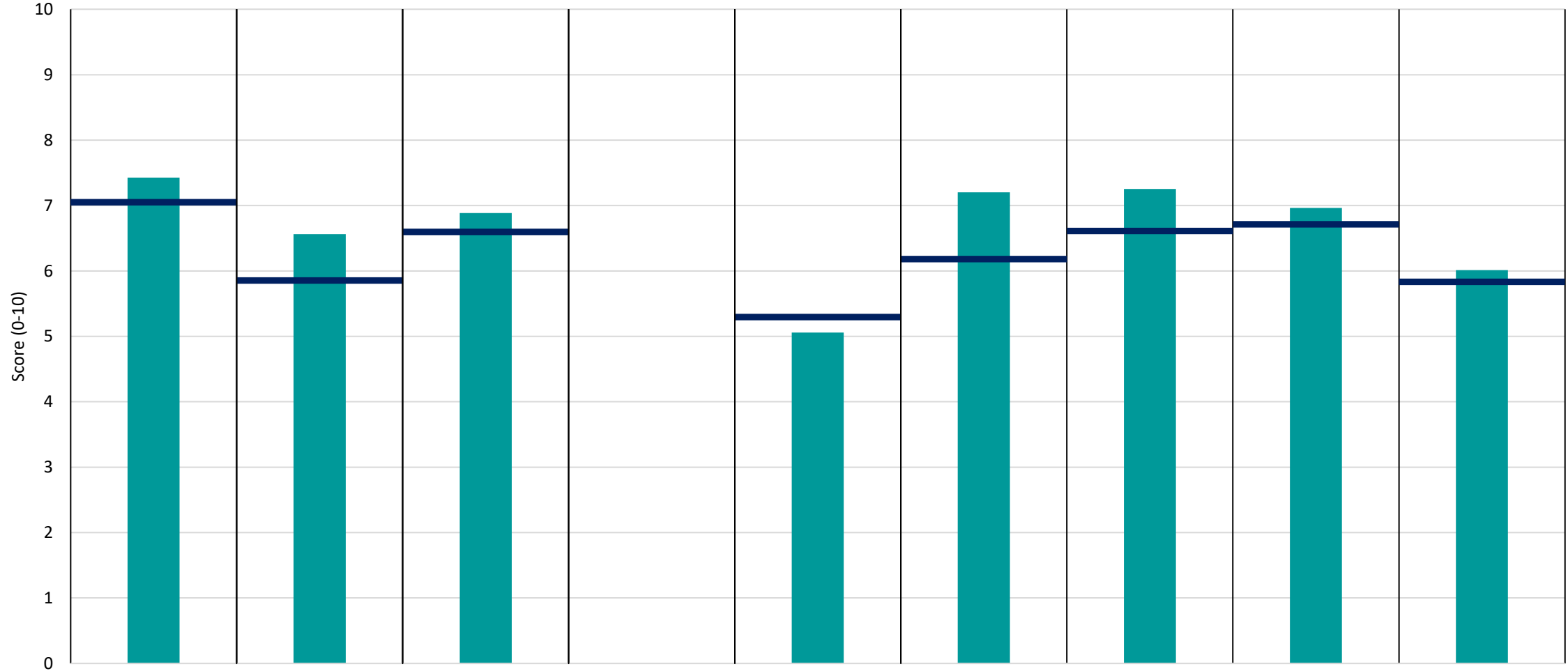
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.43	6.56	6.89	-	5.06	7.20	7.25	6.96	6.01
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	121	122	121	-	112	120	121	122	122



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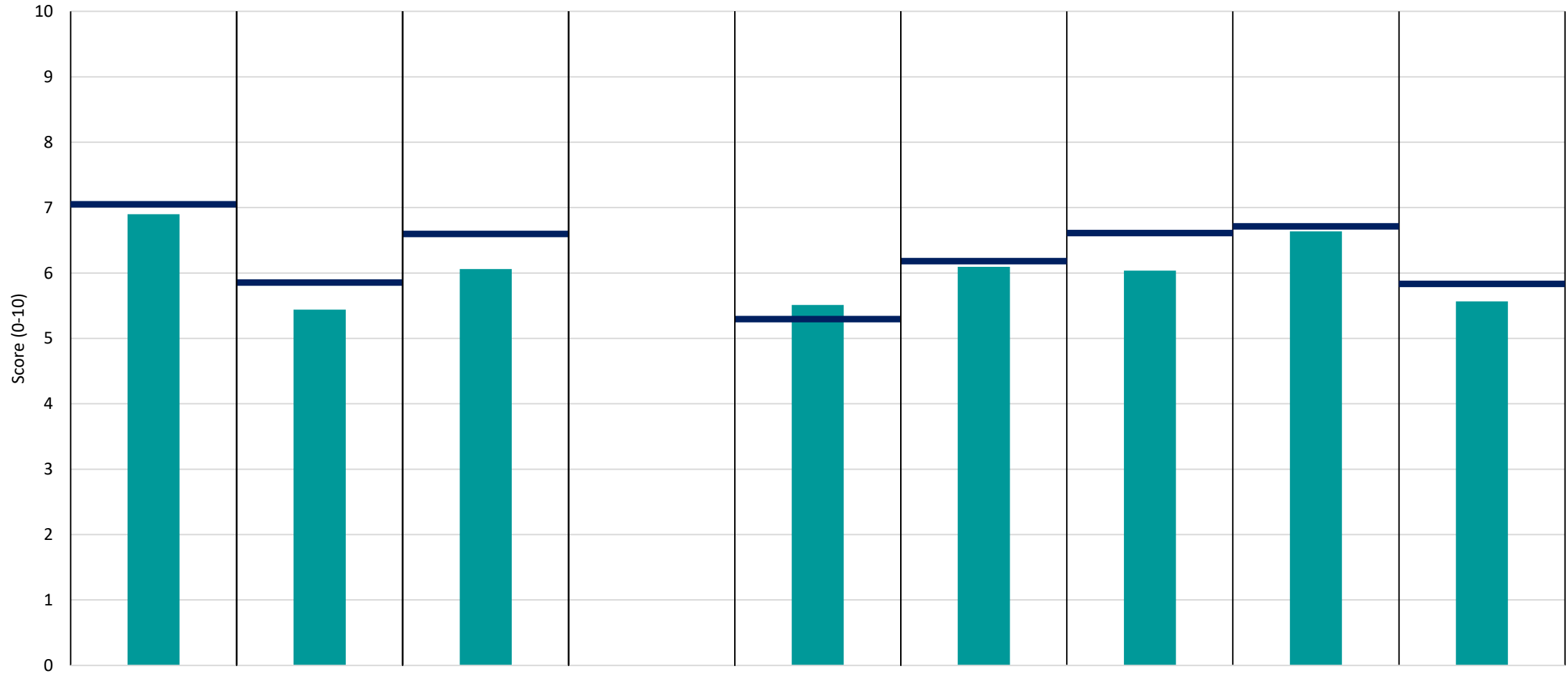
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Staff Engagement

Morale



Breakdown	6.90	5.44	6.06	-	5.51	6.09	6.04	6.64	5.57
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 40 40 38 - 37 40 40 40 40 40 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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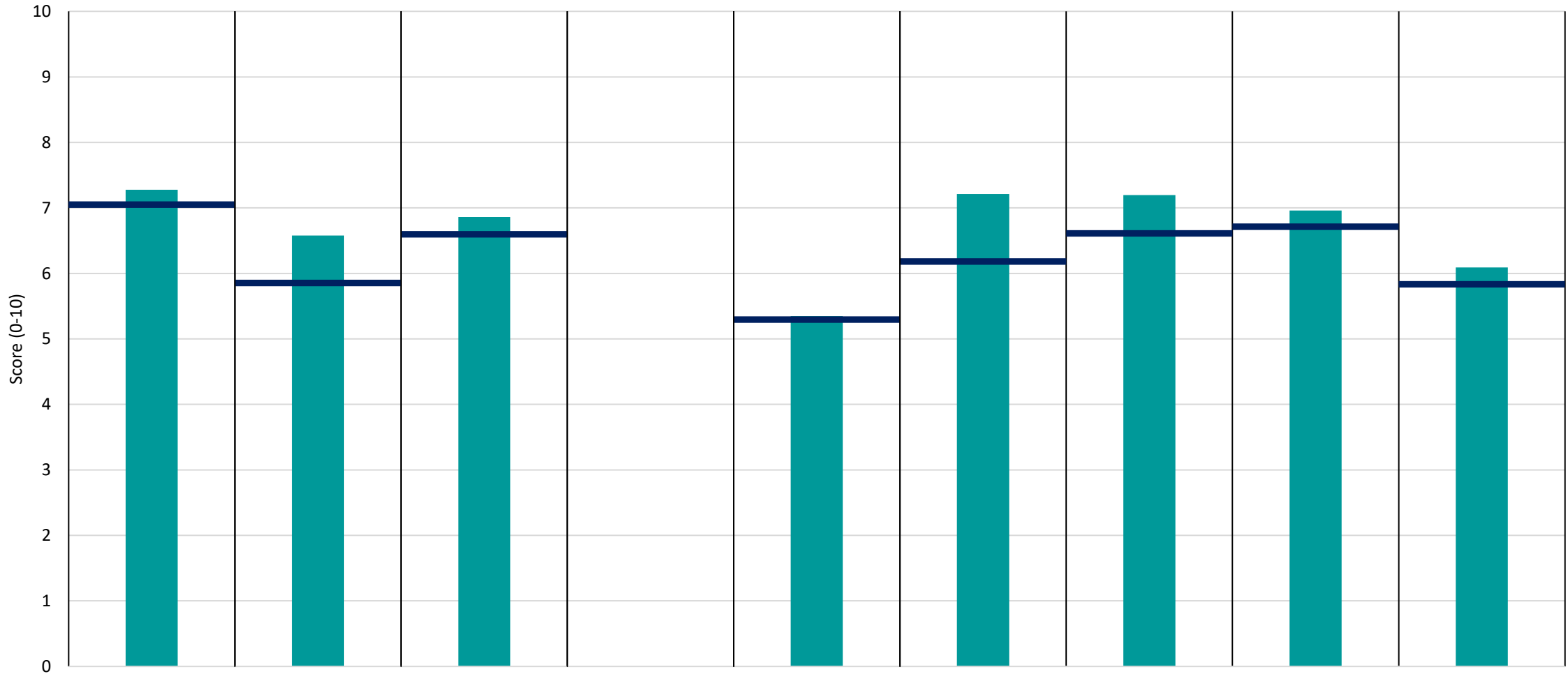
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Staff Engagement

Morale



Breakdown	7.28	6.58	6.86	-	5.35	7.21	7.19	6.96	6.09
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 95 96 94 - 87 96 95 96 96 96 32

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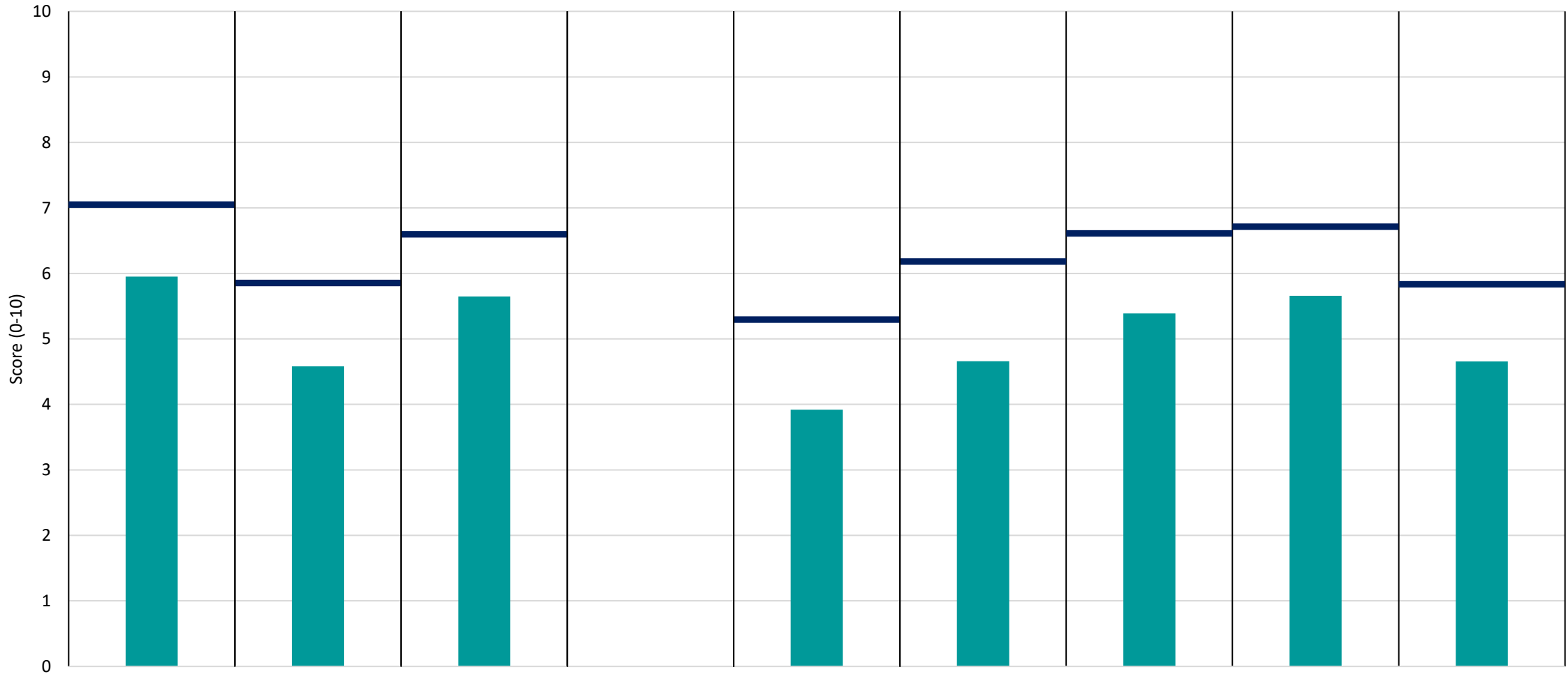
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Staff Engagement

Morale



Breakdown	5.95	4.58	5.65	-	3.92	4.66	5.39	5.66	4.66
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 70 70 70 - 64 70 68 70 70 70 33

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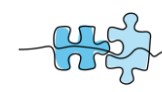
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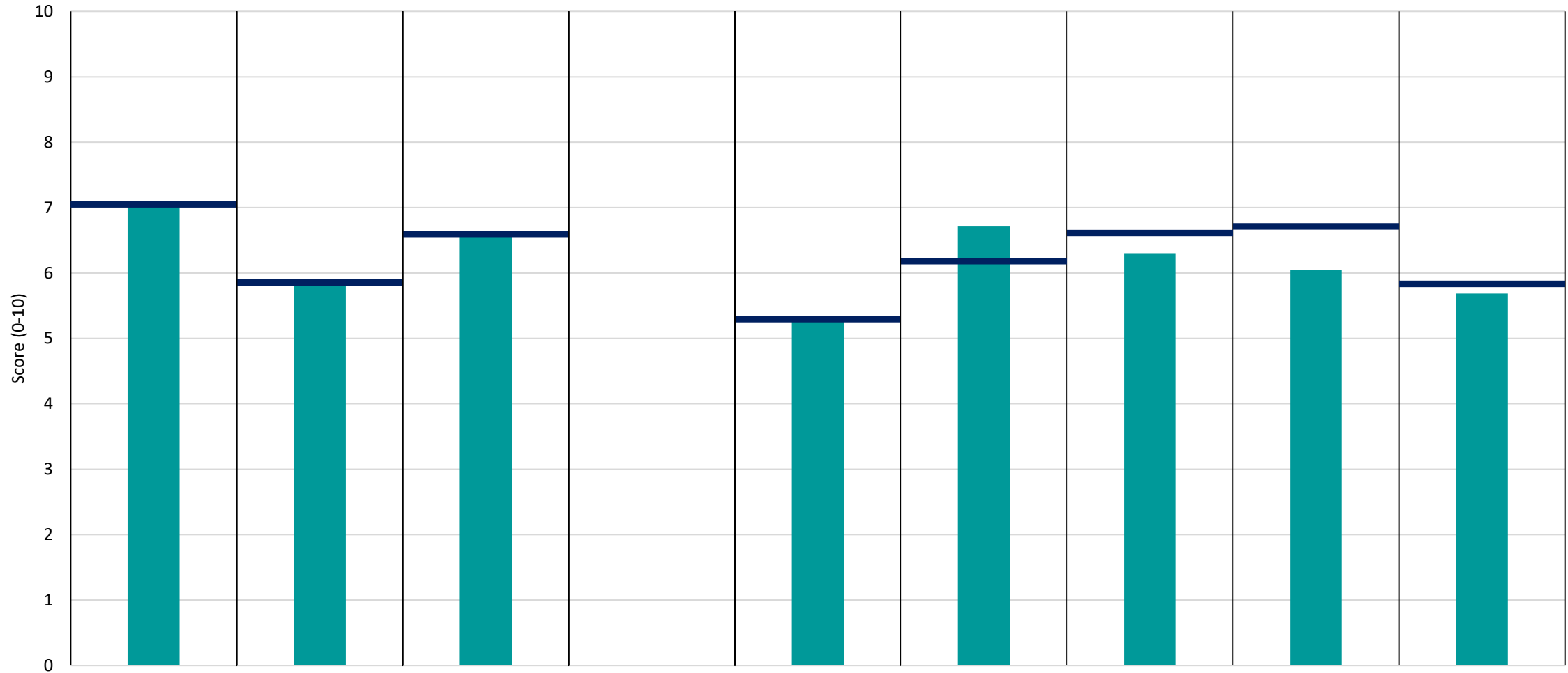
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Staff Engagement

Morale



Breakdown	7.03	5.80	6.63	-	5.29	6.71	6.30	6.05	5.68
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83

Responses 38 38 38 - 36 38 38 38 38 38 34

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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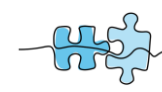
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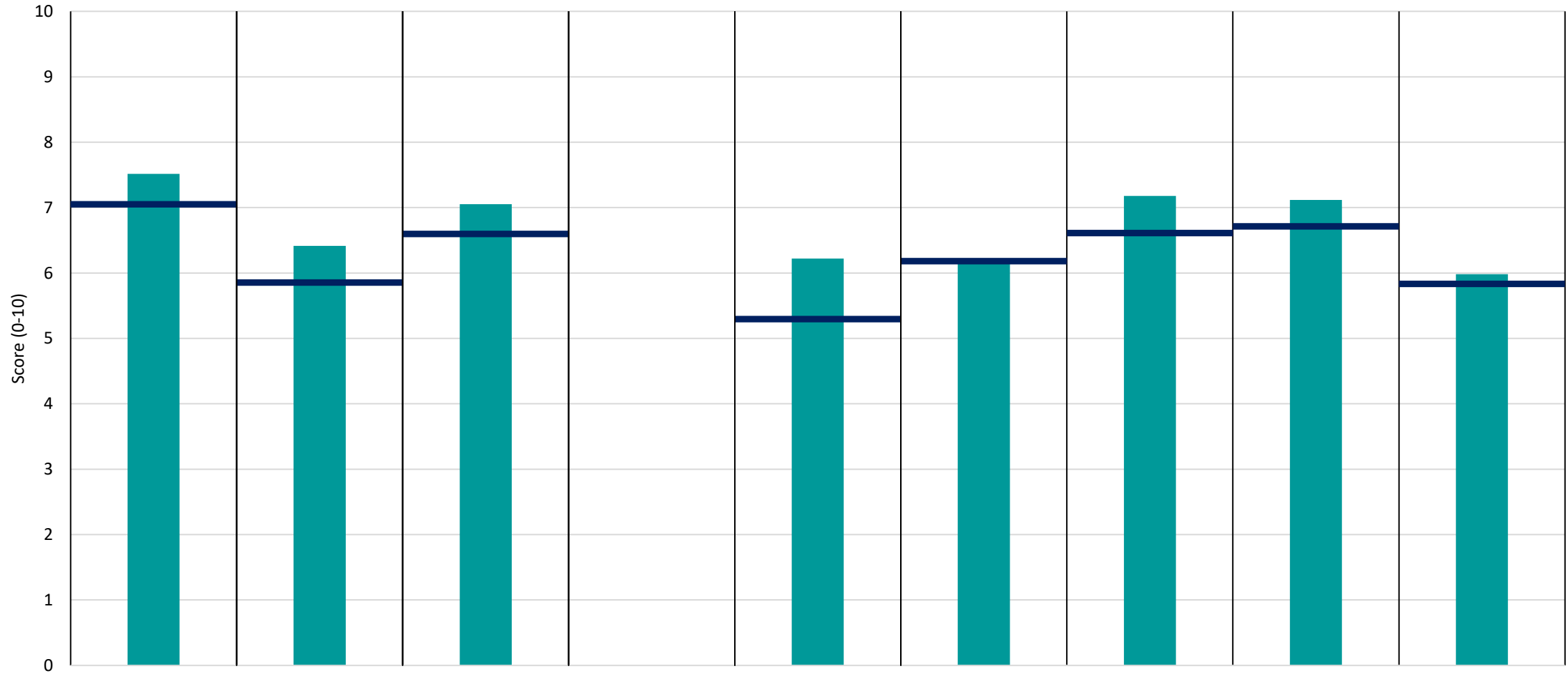
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Staff Engagement

Morale



Breakdown	7.52	6.41	7.05	-	6.22	6.19	7.18	7.12	5.98
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	107	107	106	-	99	107	107	107	107



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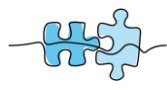
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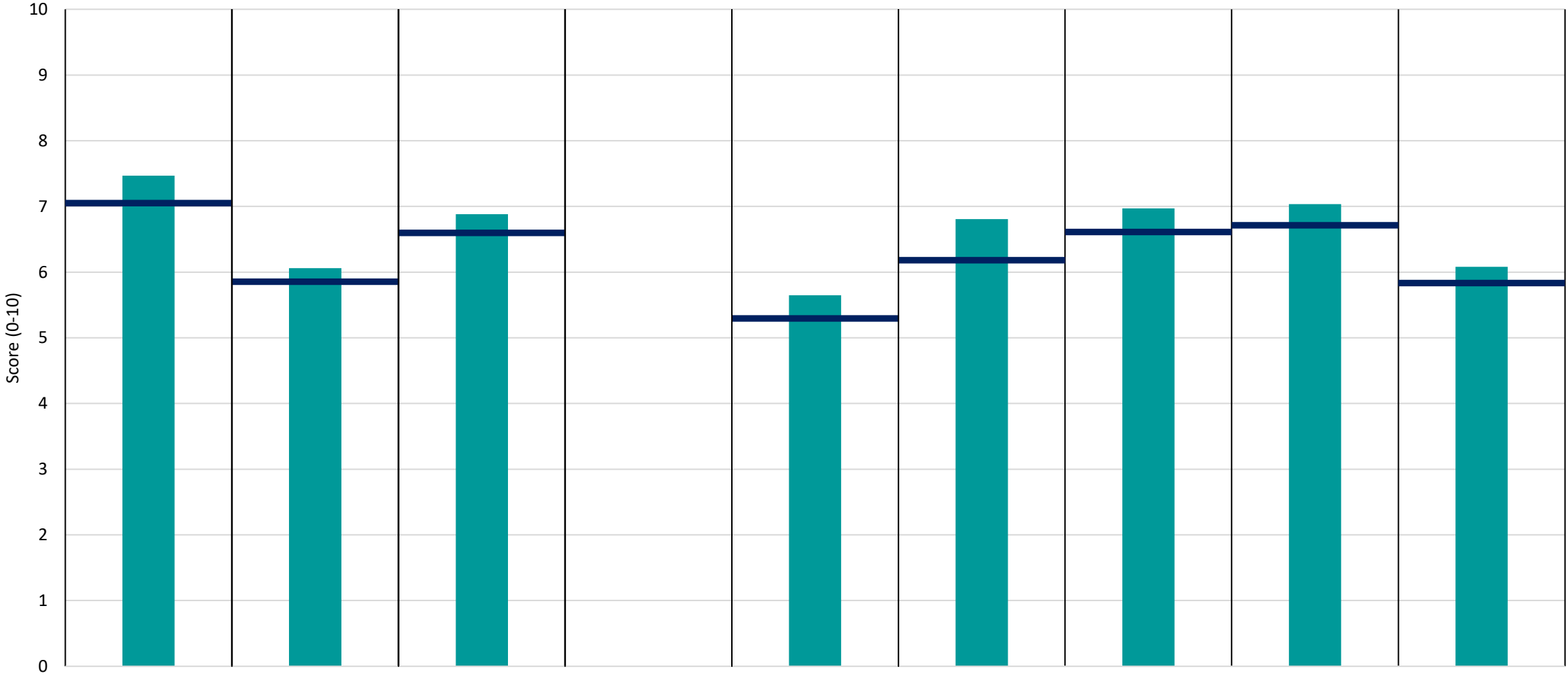
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Staff Engagement

Morale



Breakdown	7.47	6.06	6.88	-	5.65	6.81	6.97	7.04	6.08
Your org	7.05	5.85	6.60	-	5.29	6.18	6.61	6.71	5.83
Responses	110	110	109	-	107	110	110	110	110 <sup>36</sup>

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