



# East Lancashire Hospitals NHS Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for East Lancashire 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 East Lancashire 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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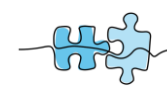
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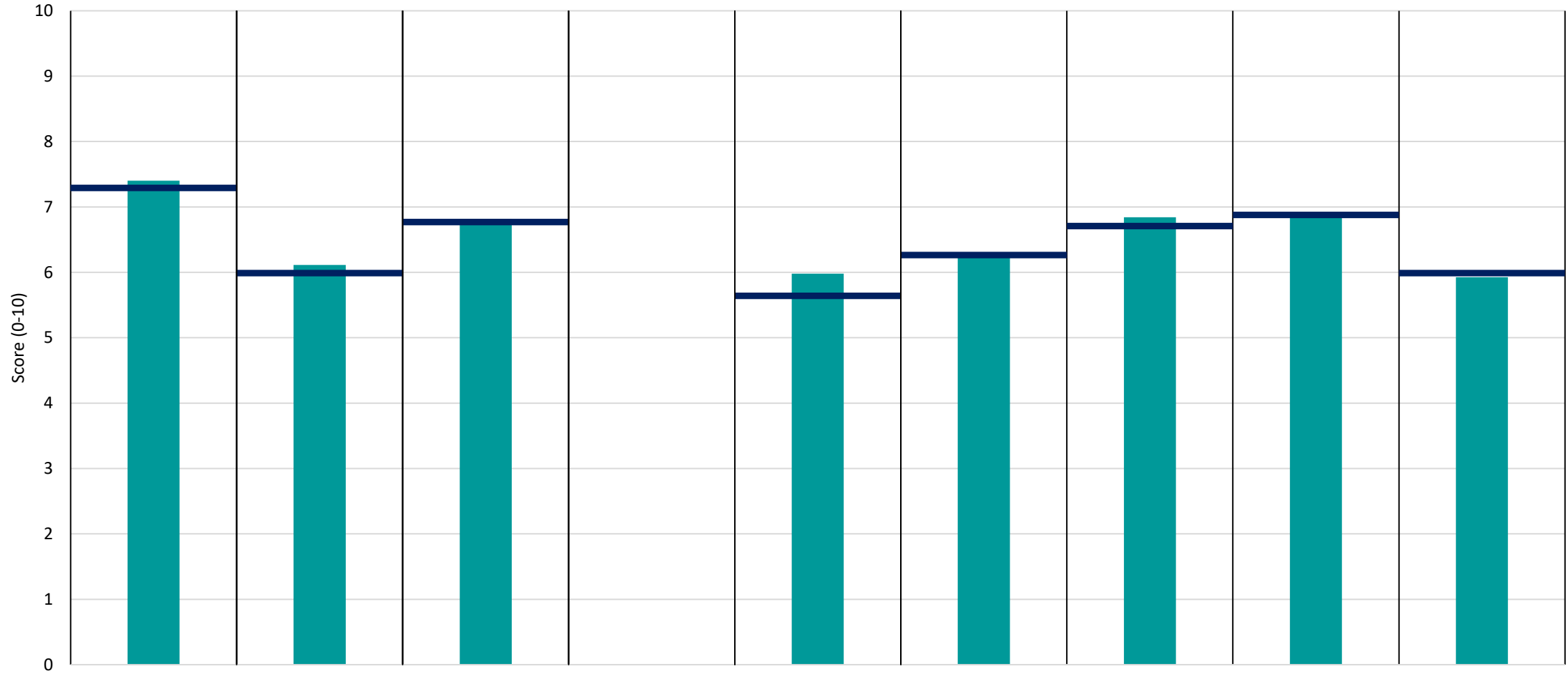
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Staff Engagement

Morale



Breakdown	7.40	6.11	6.82	-	5.98	6.28	6.84	6.92	5.93
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	412	411	411	-	391	409	410	413	413

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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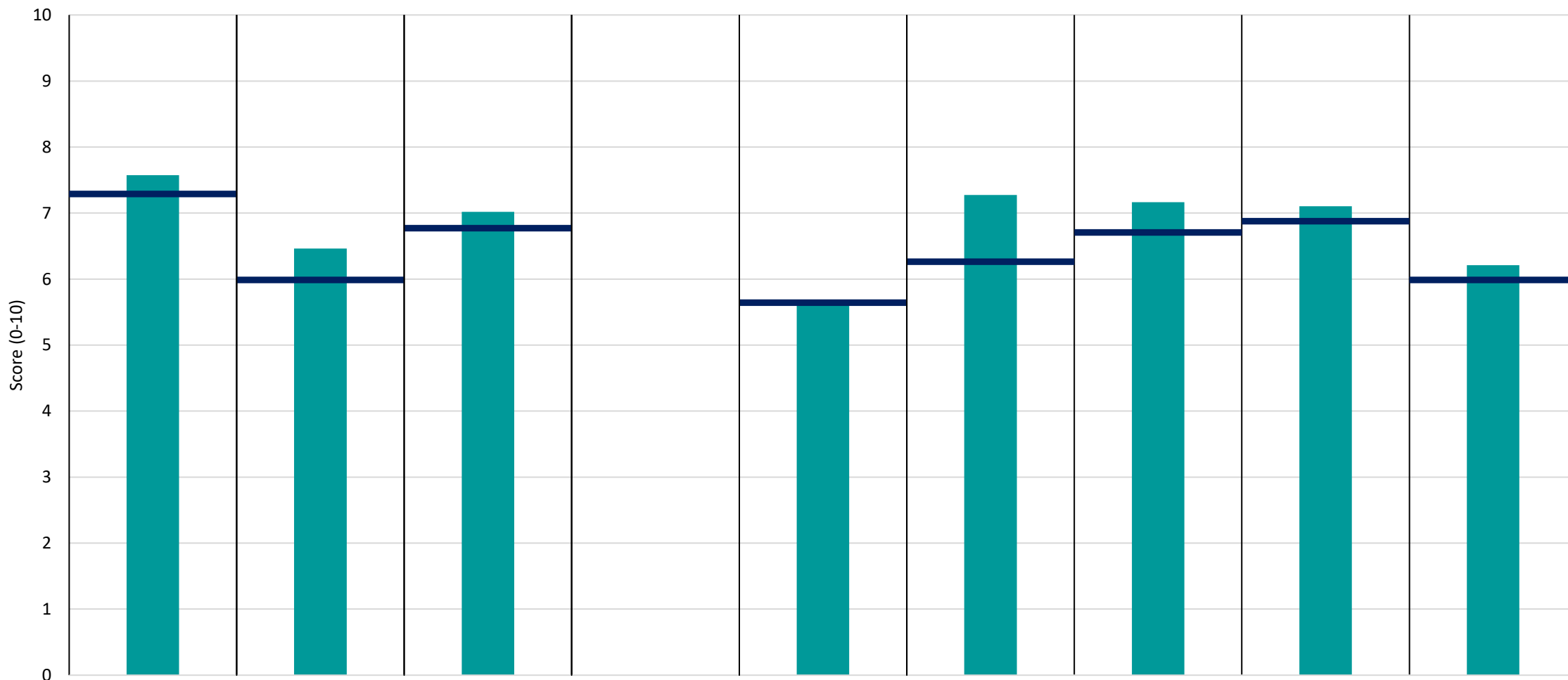
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Staff Engagement

Morale



Breakdown	7.57	6.46	7.02	-	5.60	7.28	7.17	7.10	6.21
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	496	496	493	-	460	494	496	495	496

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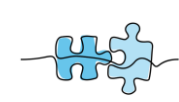
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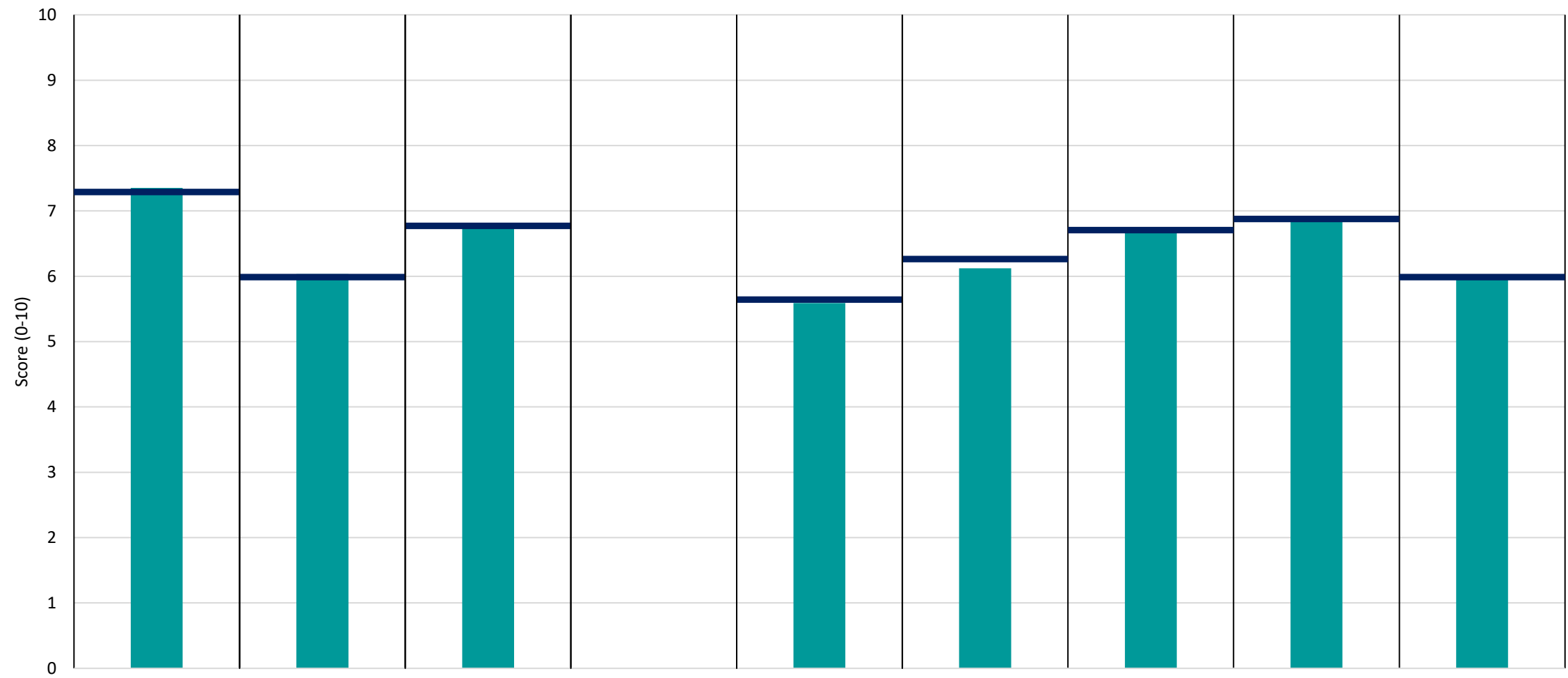
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Staff Engagement

Morale



Breakdown	7.35	6.03	6.81	-	5.59	6.12	6.75	6.84	6.01
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	894	894	888	-	852	889	892	895	895

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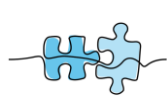
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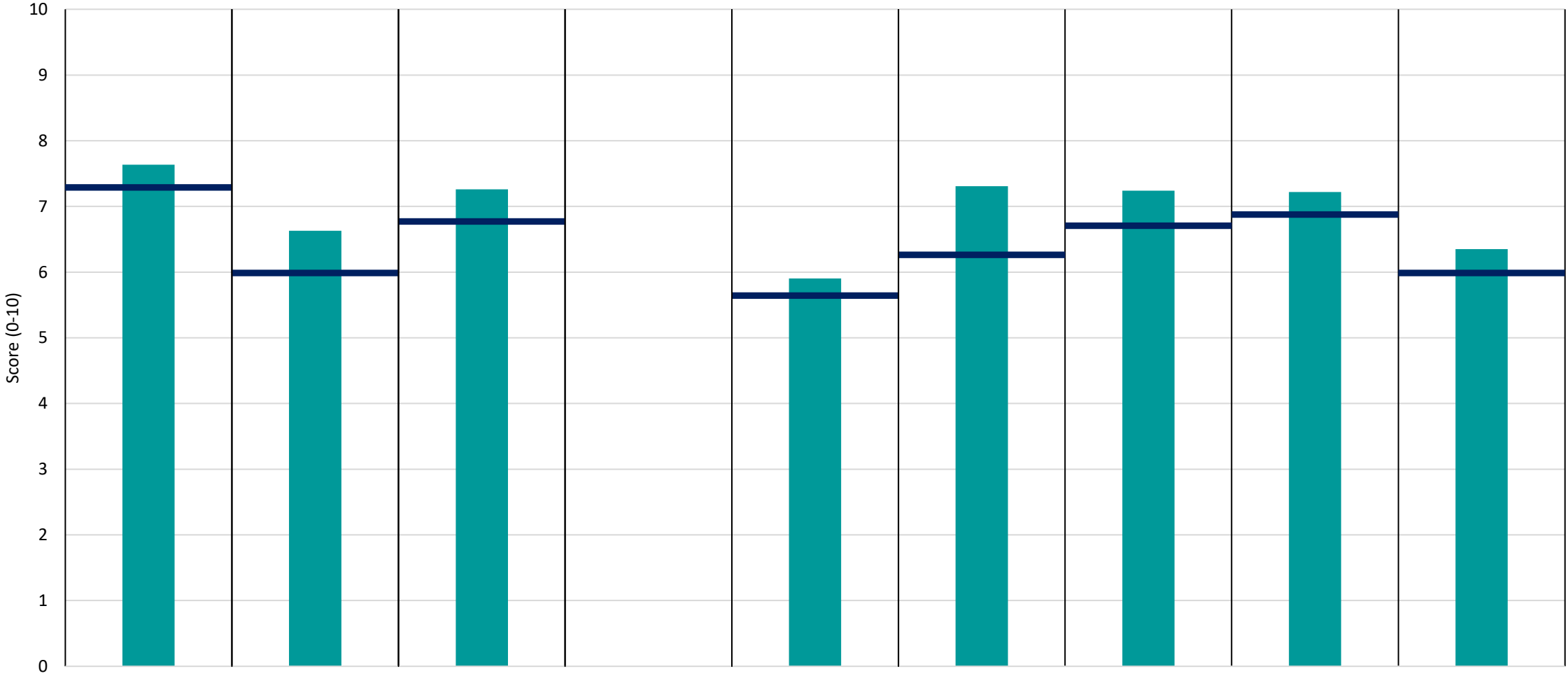
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Staff Engagement

Morale



Breakdown	7.63	6.63	7.26	-	5.90	7.31	7.24	7.22	6.35
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 110 110 109 - 106 109 110 110 110 9

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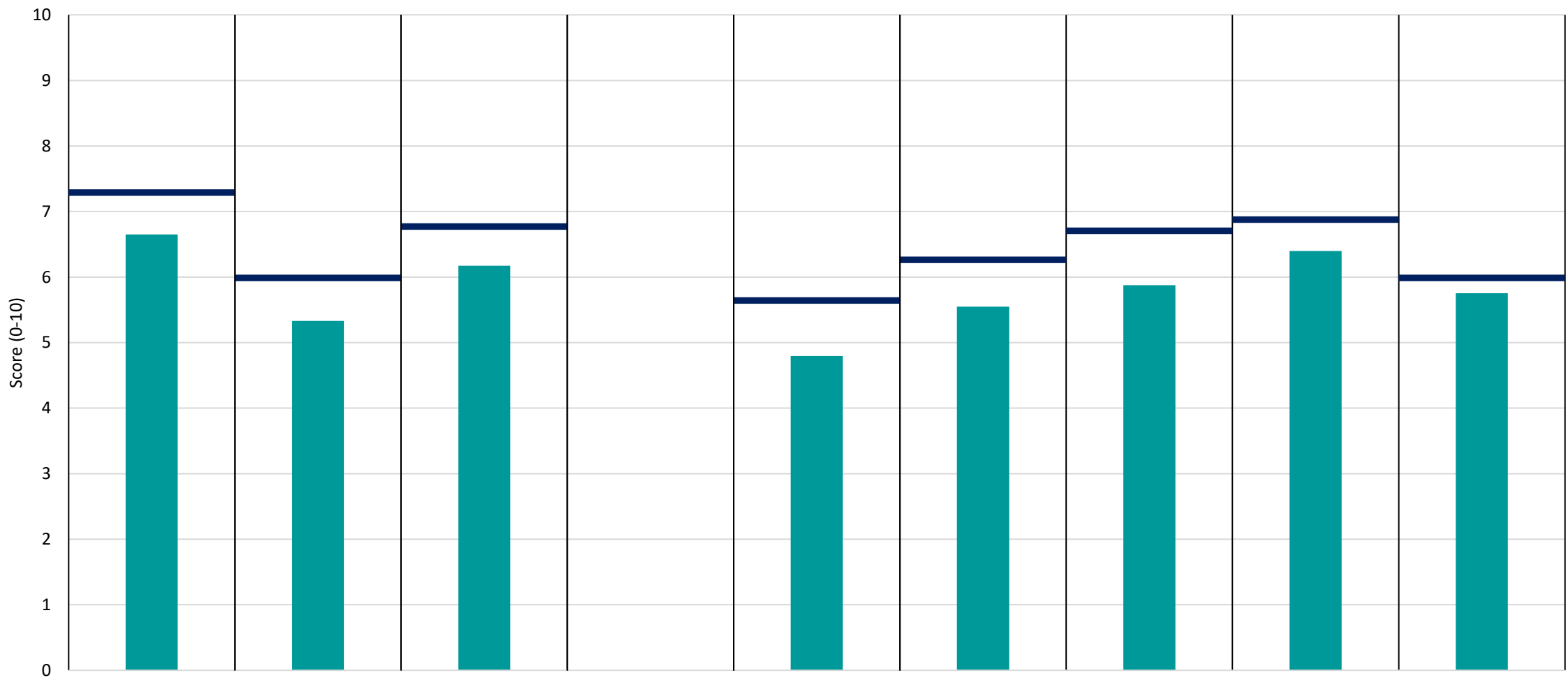
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Staff Engagement

Morale



Breakdown	6.65	5.33	6.17	-	4.80	5.55	5.88	6.40	5.75
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	371	374	358	-	323	369	374	372	374

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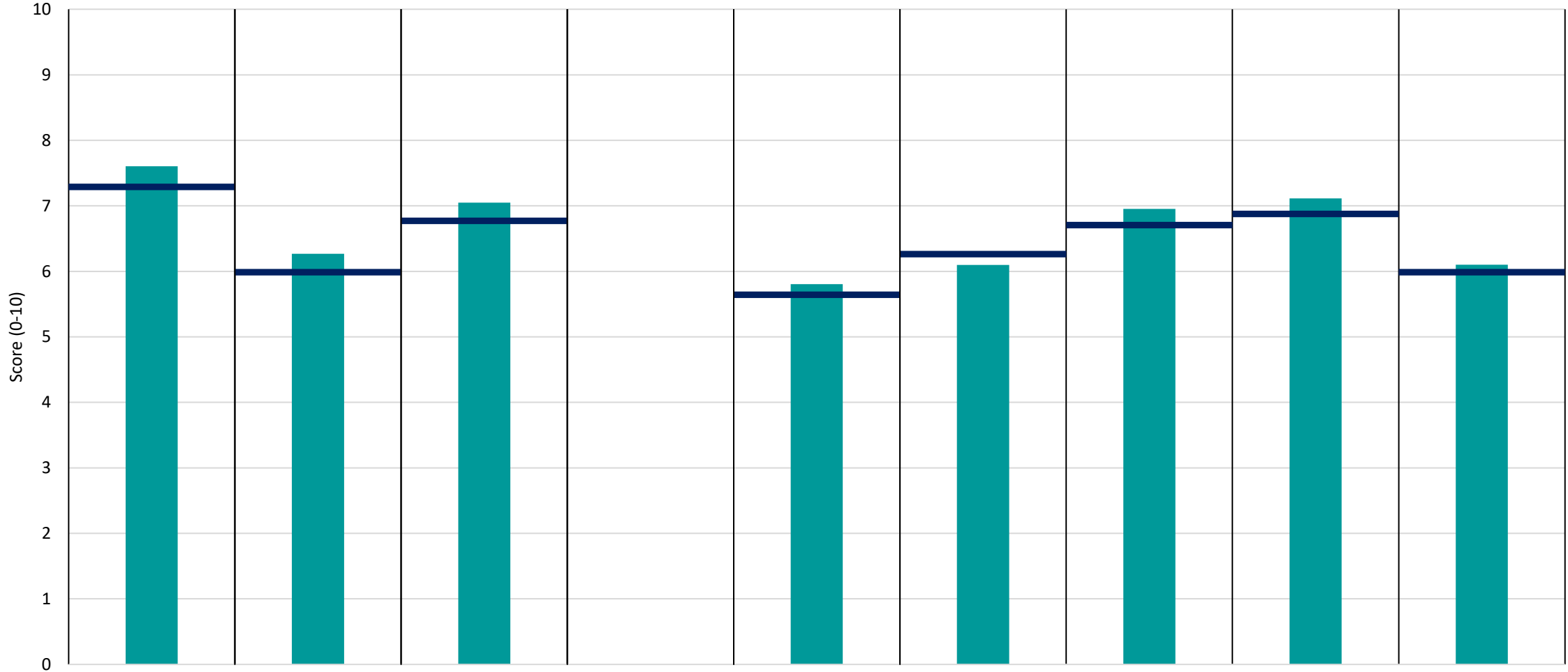
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Staff Engagement

Morale



Breakdown	7.60	6.27	7.05	-	5.81	6.10	6.95	7.12	6.10
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	592	593	589	-	557	590	592	593	593



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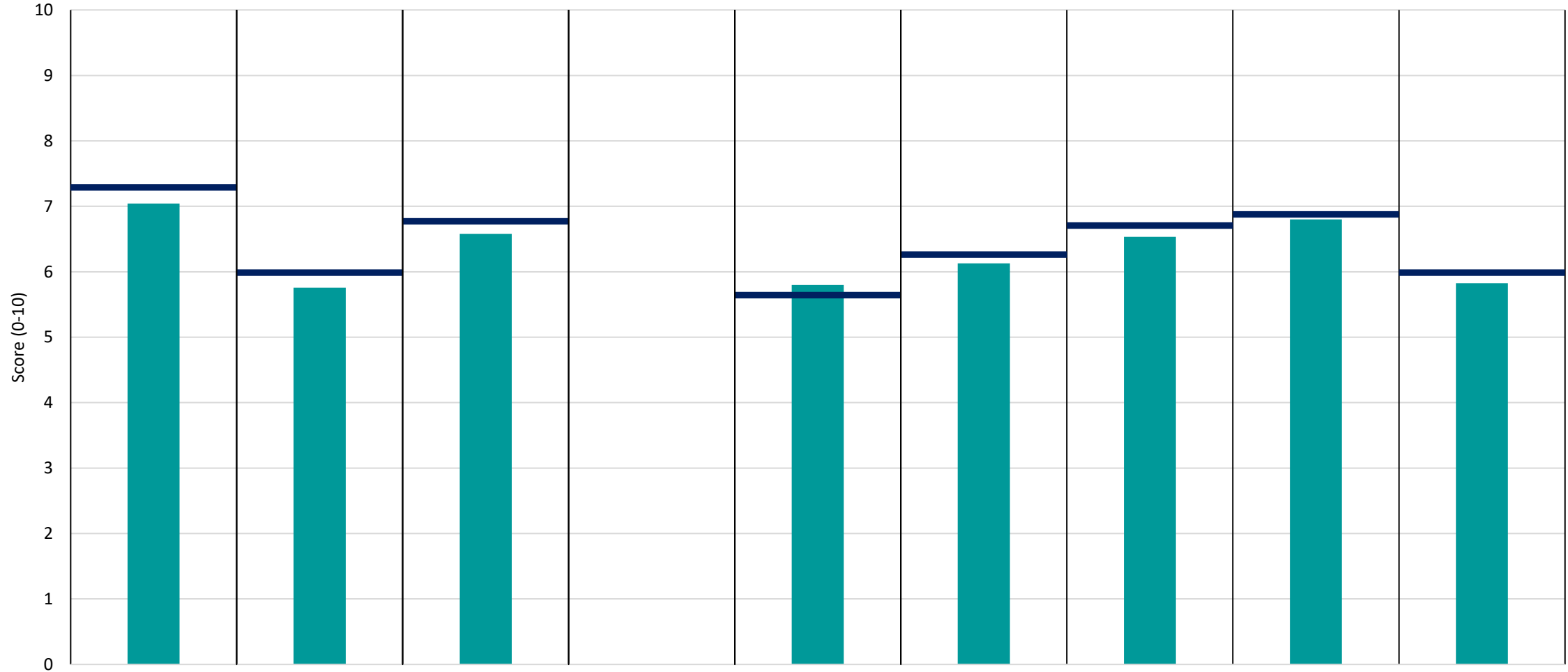
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Staff Engagement

Morale



Breakdown	7.04	5.76	6.58	-	5.80	6.13	6.53	6.80	5.82
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	688	688	682	-	637	684	689	691	691 <sup>12</sup>

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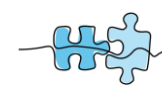
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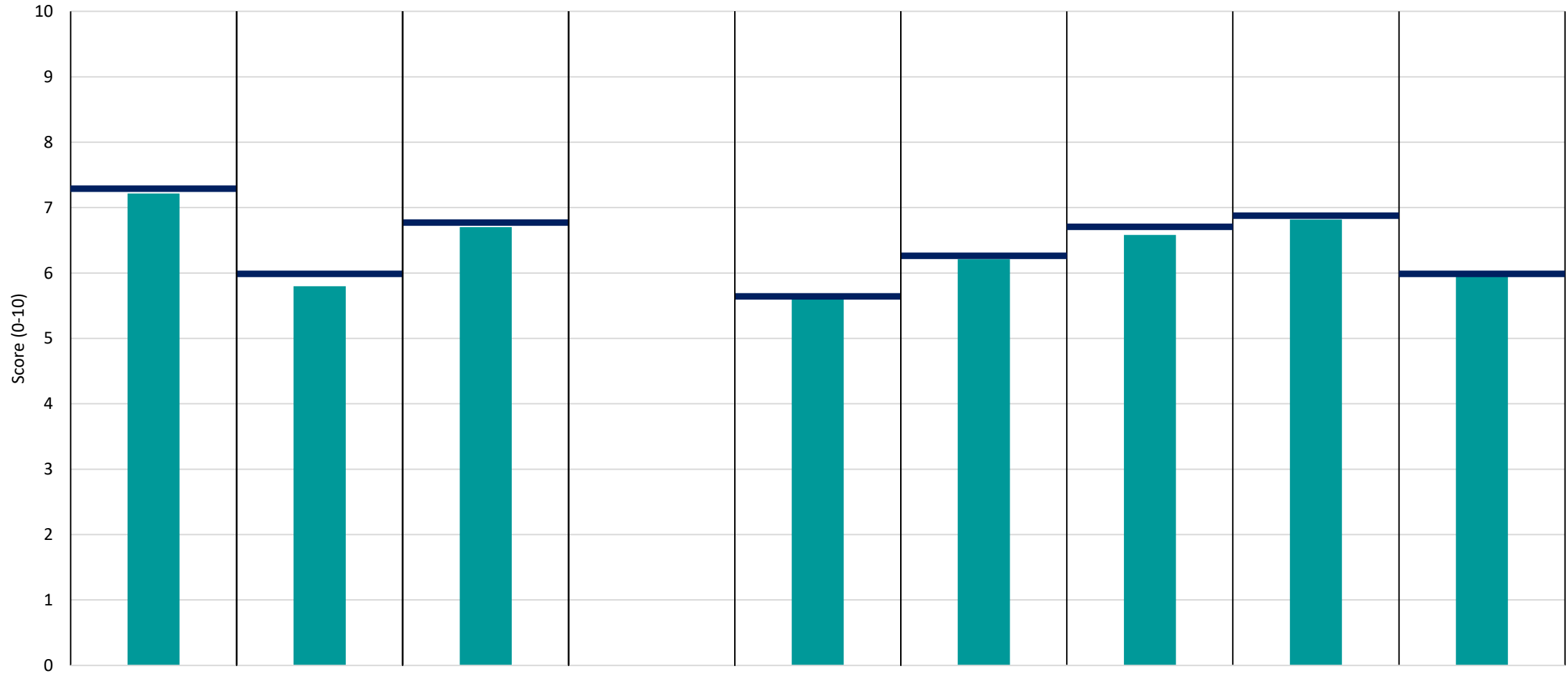
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Staff Engagement

Morale



Breakdown	7.22	5.80	6.70	-	5.63	6.21	6.58	6.82	5.97
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	817	813	812	-	760	811	815	817	818

# Breakdowns 2

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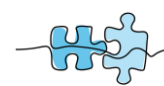
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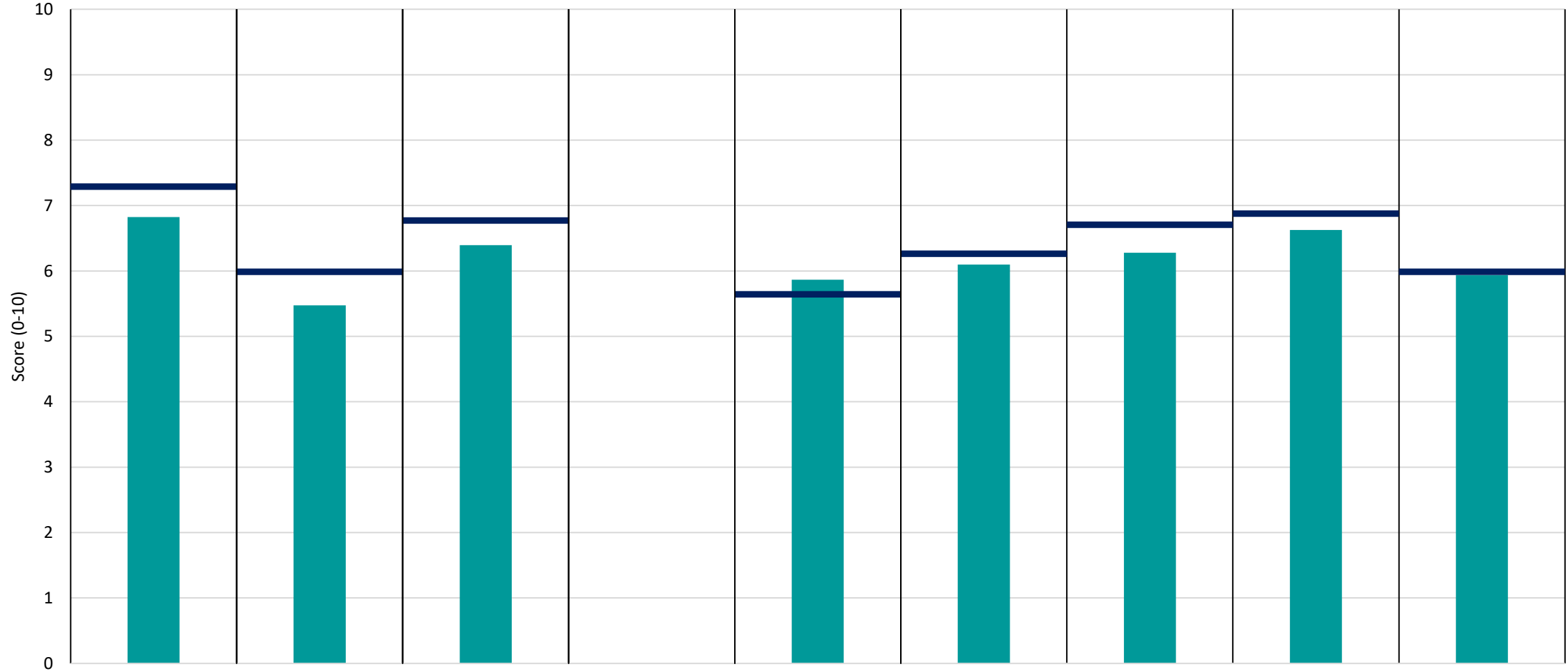
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Staff Engagement

Morale



Breakdown	6.83	5.47	6.39	-	5.86	6.10	6.28	6.63	5.93
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	122	122	121	-	113	122	121	122	122



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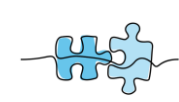
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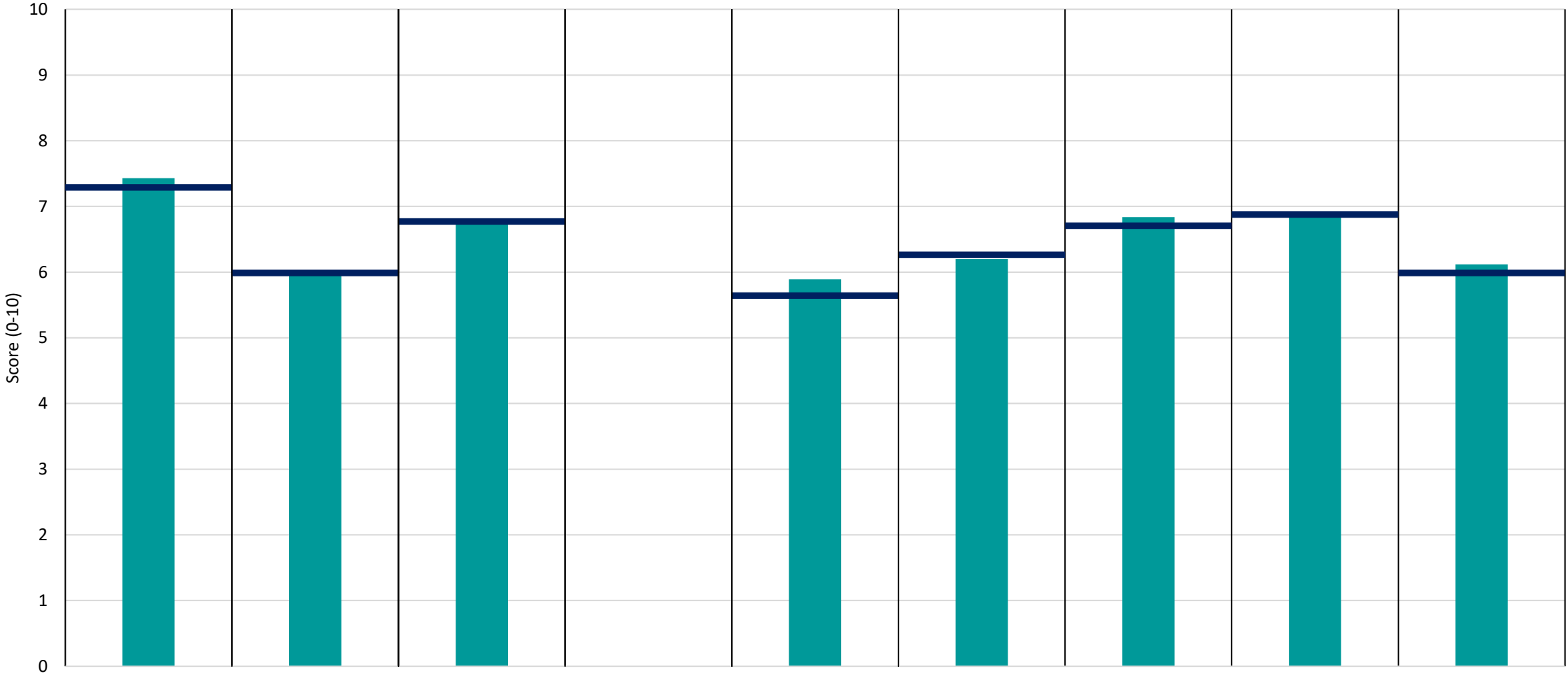
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Staff Engagement

Morale



Breakdown	7.43	5.96	6.79	-	5.89	6.20	6.84	6.92	6.12
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 109 108 107 - 100 108 109 108 109 16

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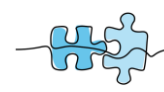
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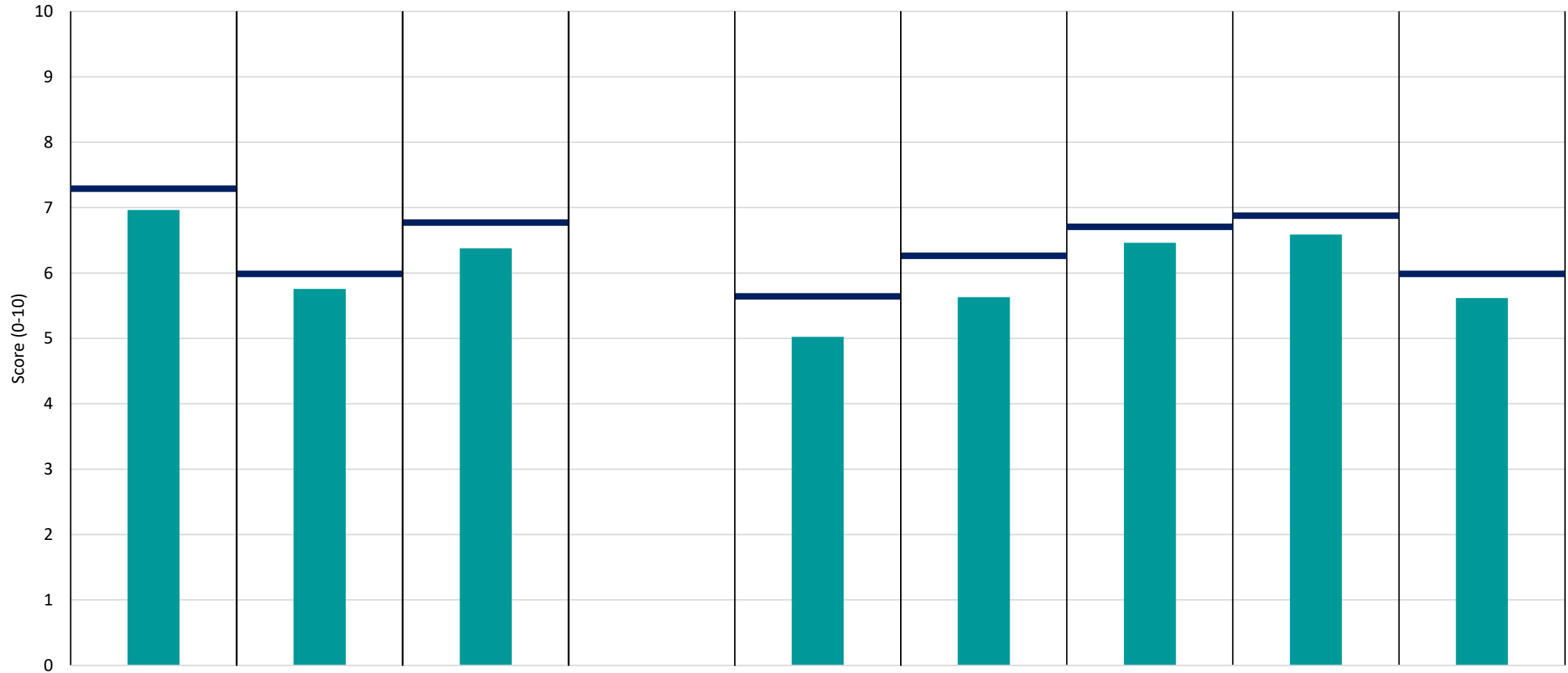
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Staff Engagement

Morale



Breakdown	6.96	5.76	6.38	-	5.02	5.63	6.46	6.59	5.62
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 90 90 89 - 87 90 90 90 90 17

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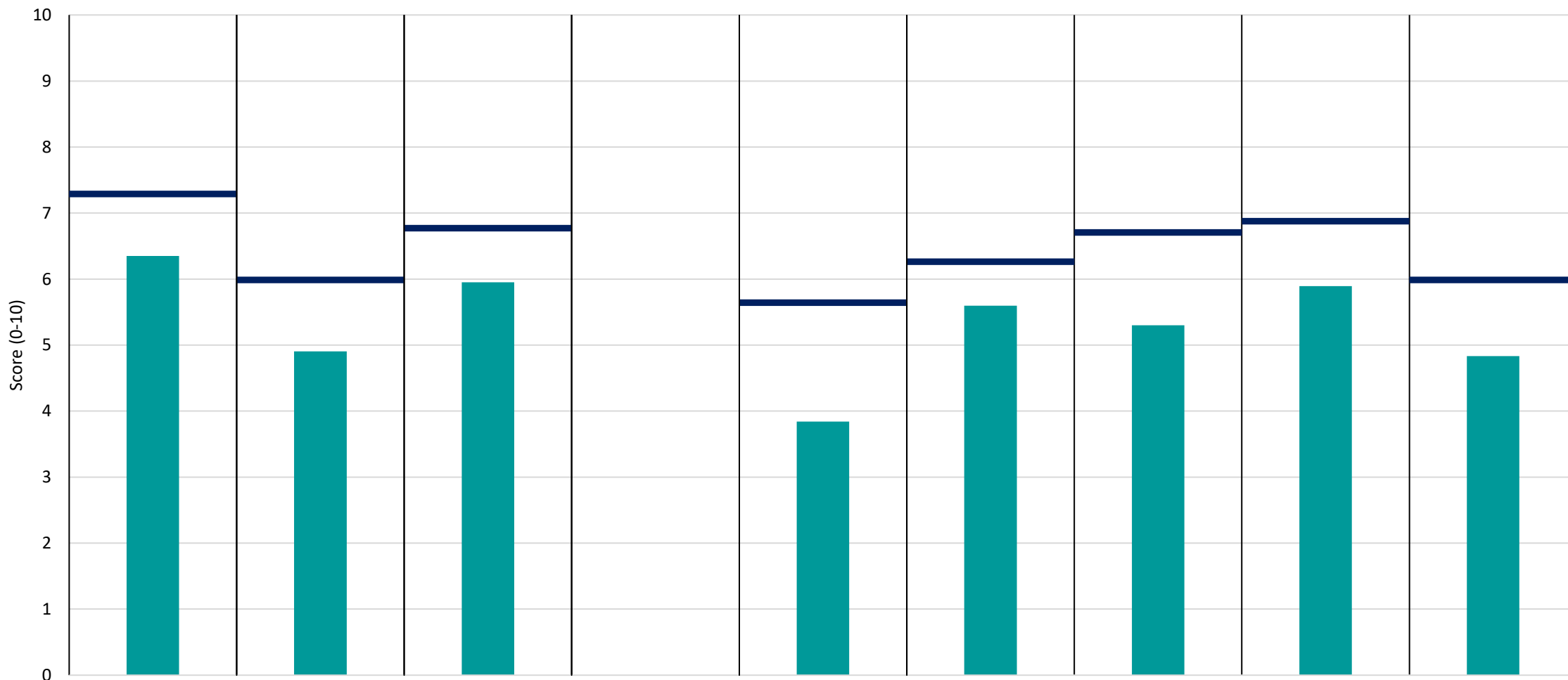
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Staff Engagement

Morale



Breakdown	6.35	4.90	5.95	-	3.84	5.60	5.30	5.89	4.83
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 84 84 84 - 79 84 84 84 84 84 18

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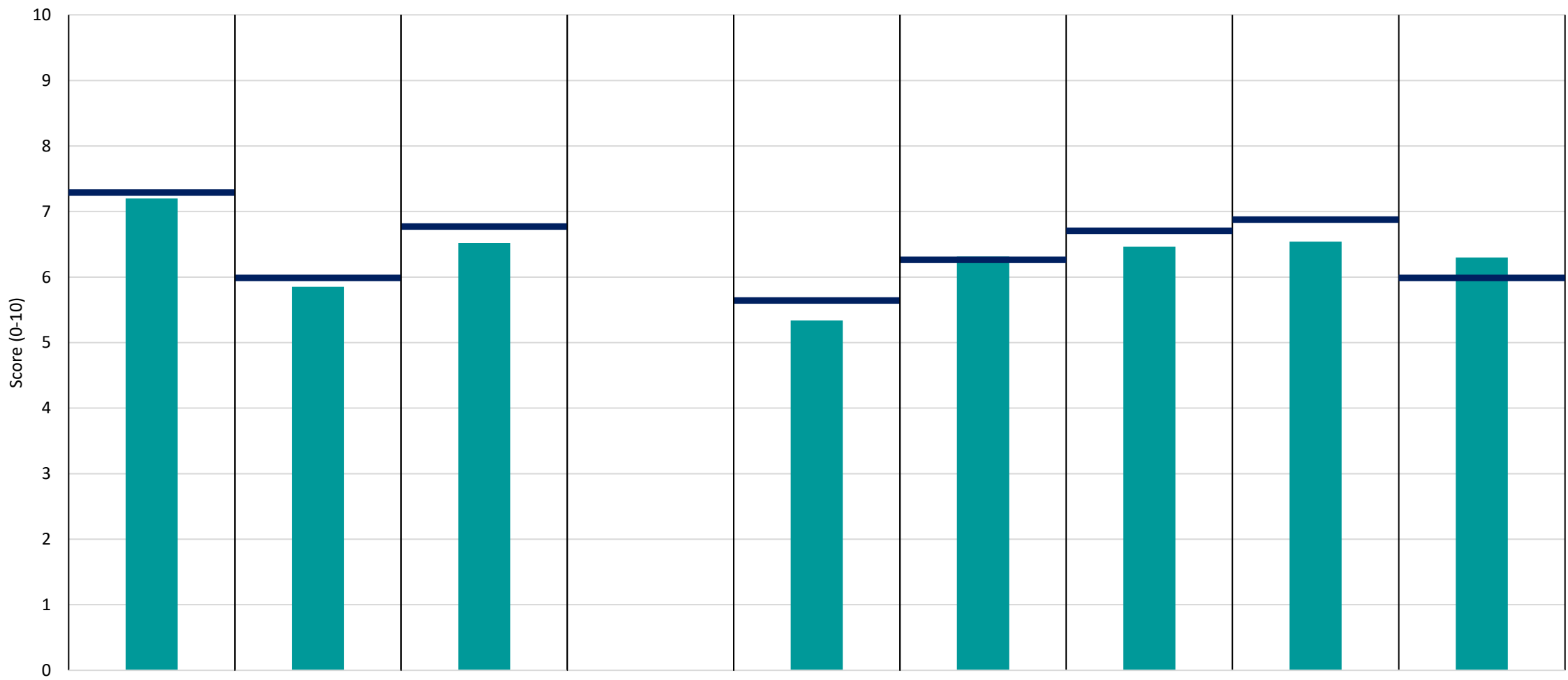
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Staff Engagement

Morale



Breakdown	7.20	5.85	6.52	-	5.34	6.31	6.46	6.54	6.30
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	195	196	192	-	188	192	194	196	196

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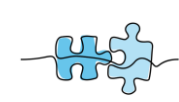
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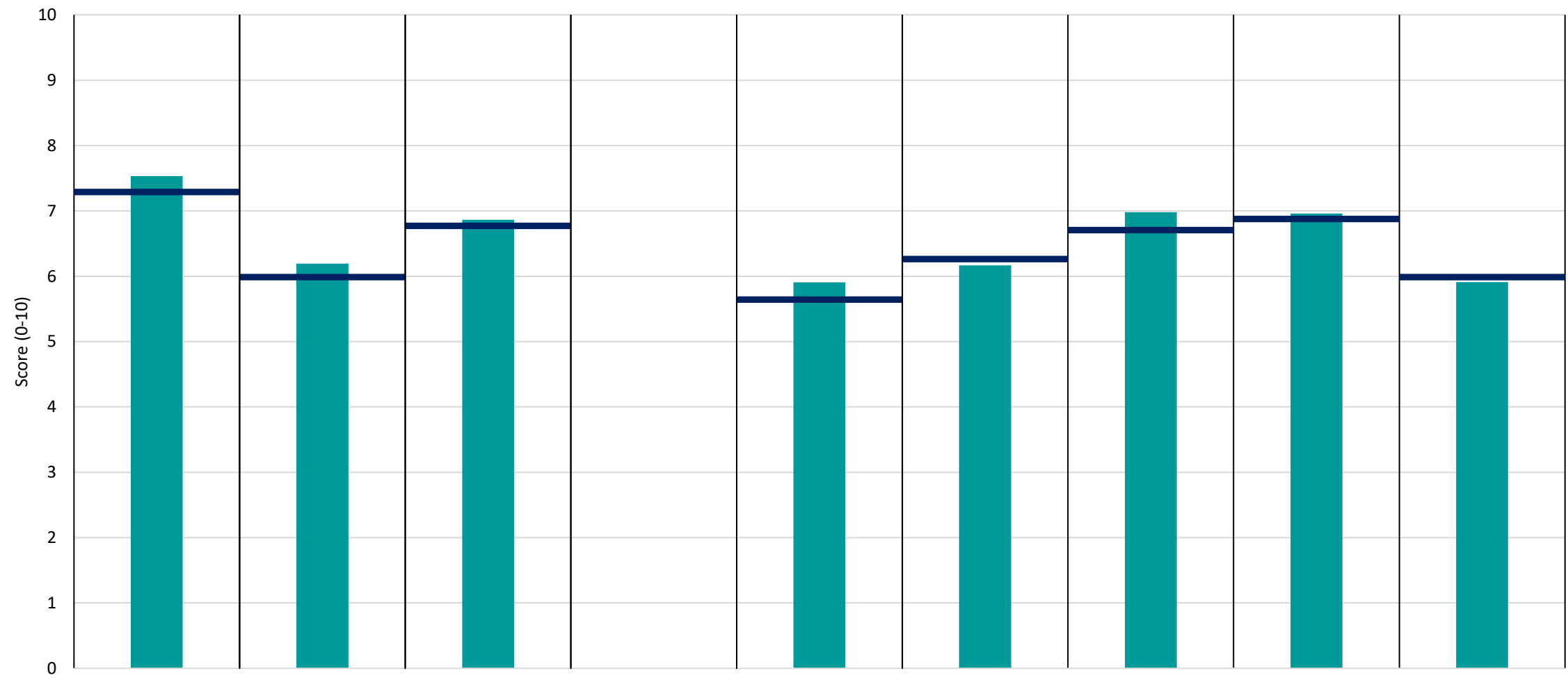
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Staff Engagement

Morale



Breakdown	7.53	6.19	6.87	-	5.91	6.17	6.98	6.96	5.91
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	260	261	260	-	247	259	258	261	261

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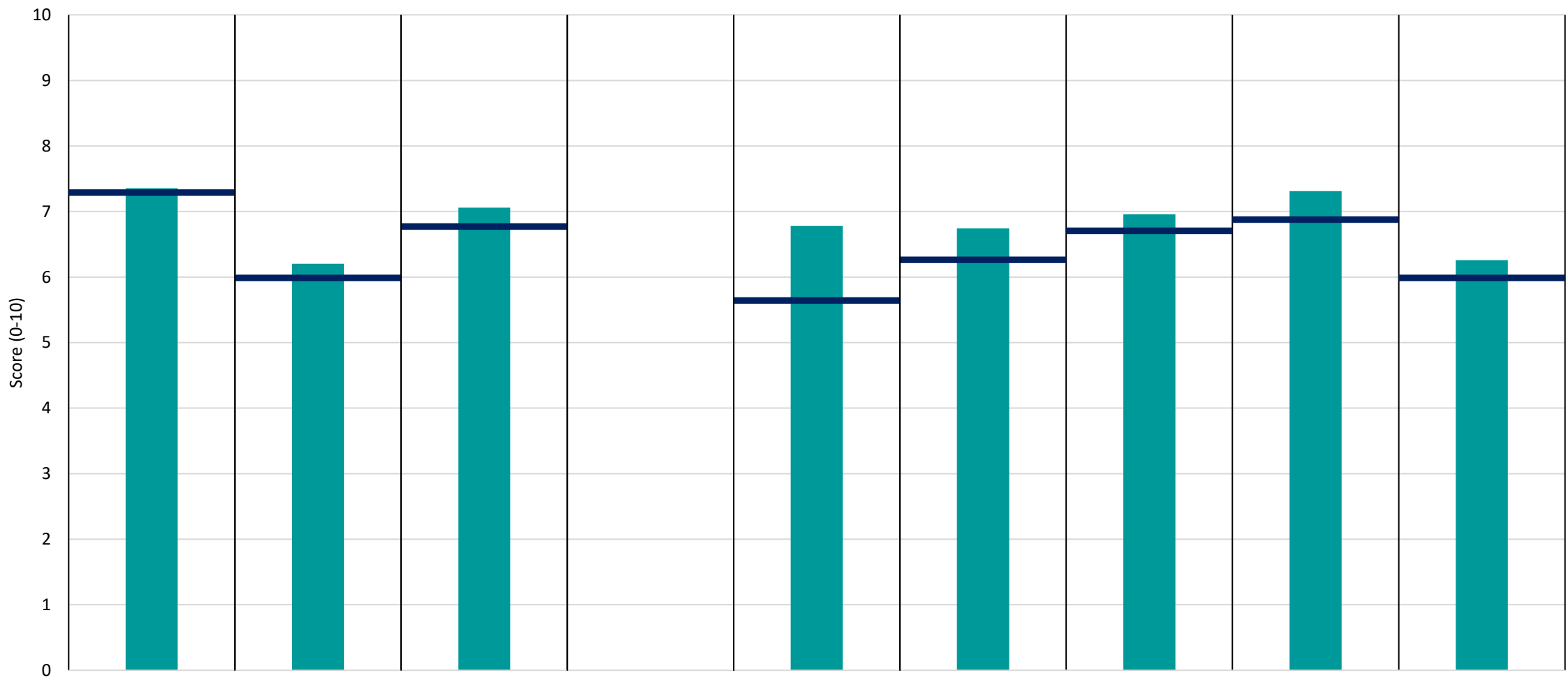
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Staff Engagement

Morale



Breakdown	7.35	6.20	7.06	-	6.78	6.74	6.96	7.31	6.26
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	84	84	83	-	81	84	84	84	84

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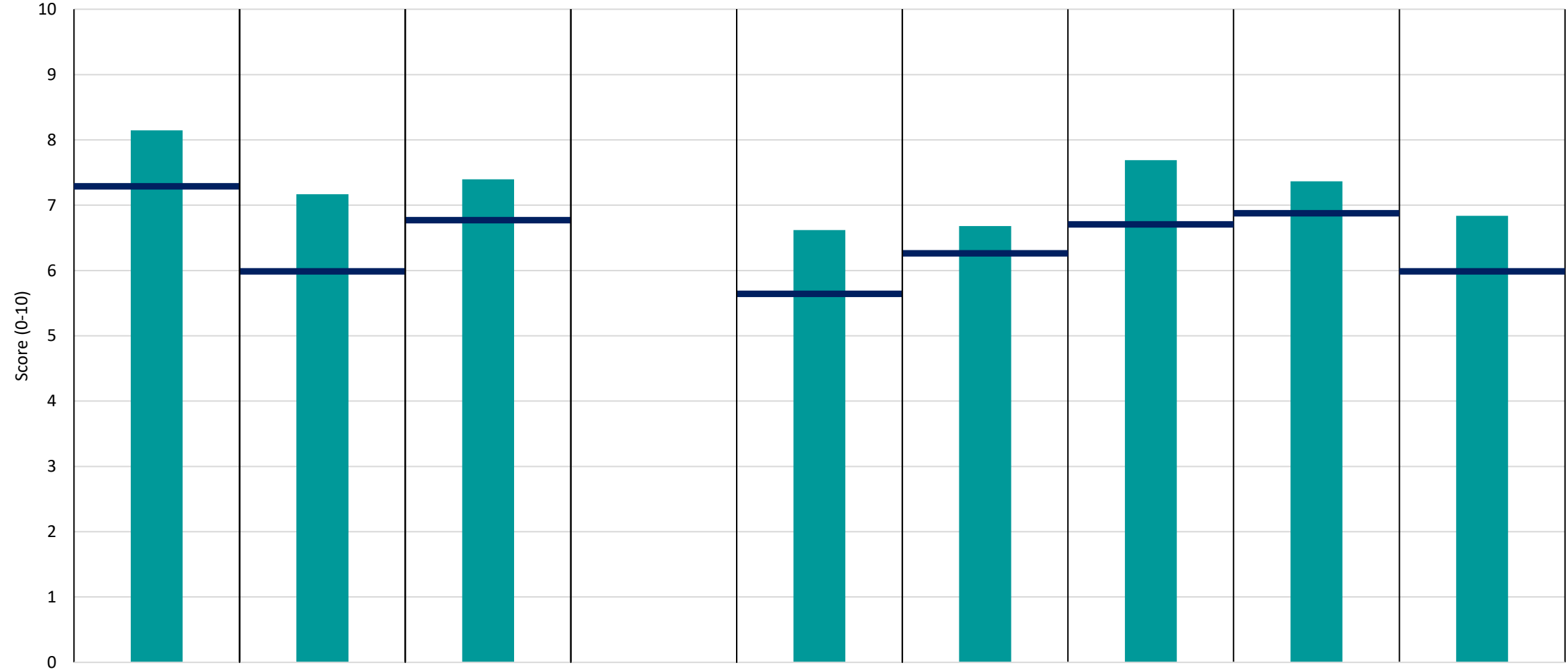
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Breakdown	8.15	7.17	7.40	-	6.62	6.68	7.69	7.36	6.84
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	143	143	141	-	136	142	143	143	143

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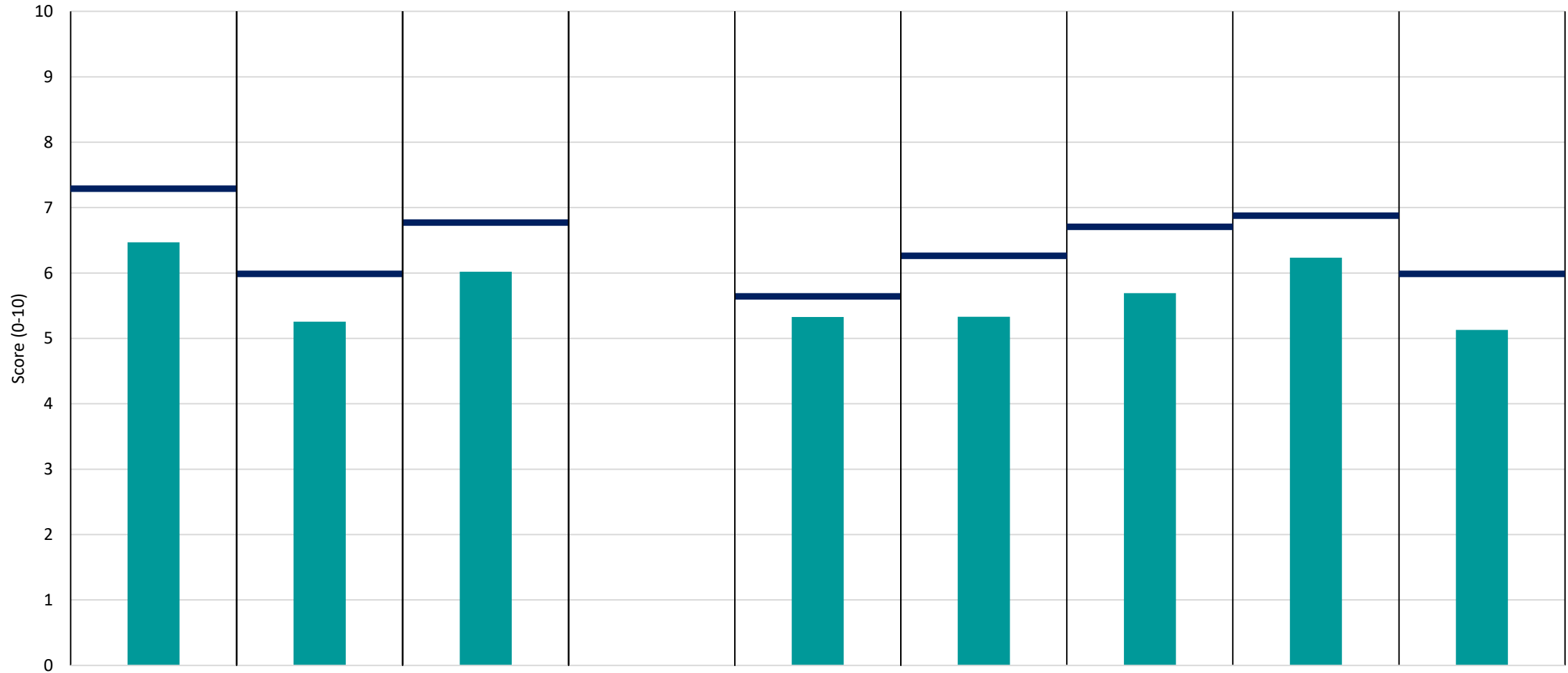
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Staff Engagement

Morale



Breakdown	6.47	5.26	6.02	-	5.33	5.33	5.69	6.23	5.13
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 83 82 83 - 77 81 83 83 83 23



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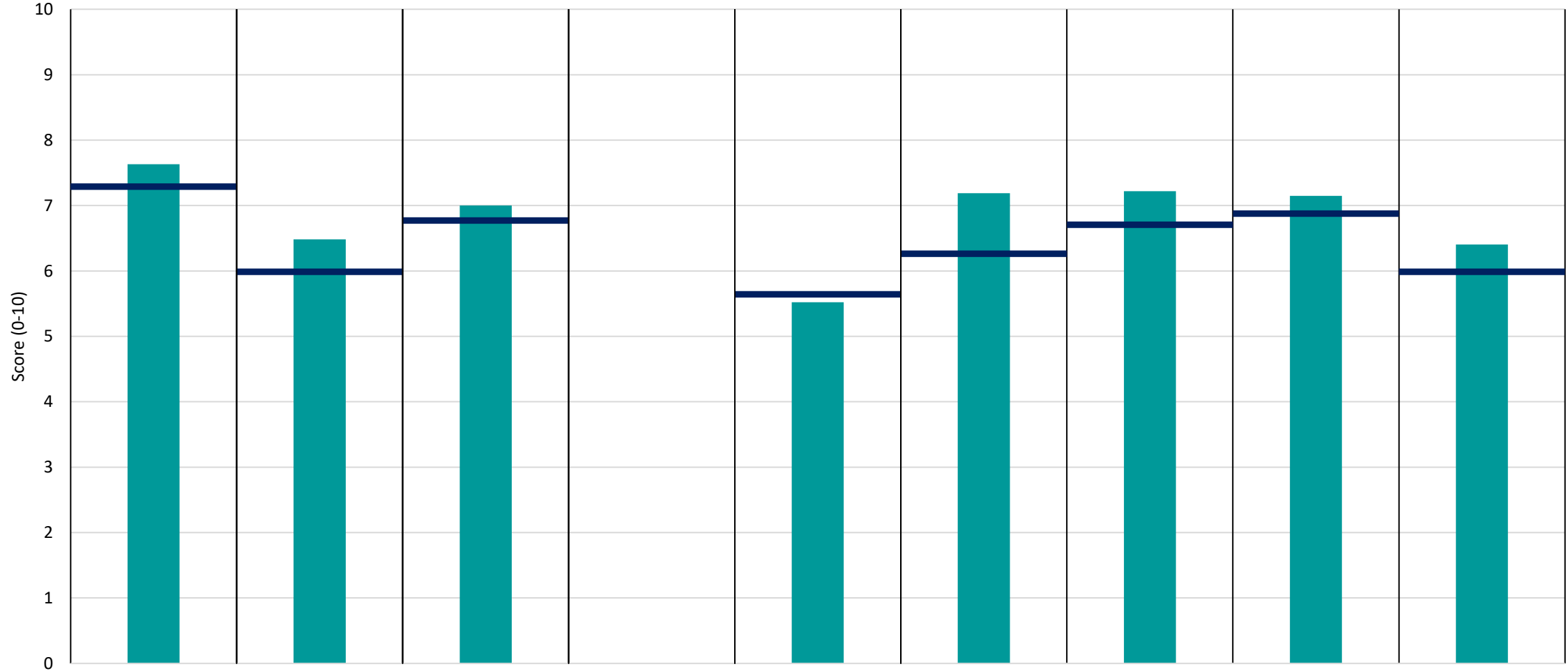
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Staff Engagement

Morale



Breakdown	7.63	6.48	7.00	-	5.52	7.19	7.22	7.15	6.40
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	186	186	184	-	170	184	186	185	186





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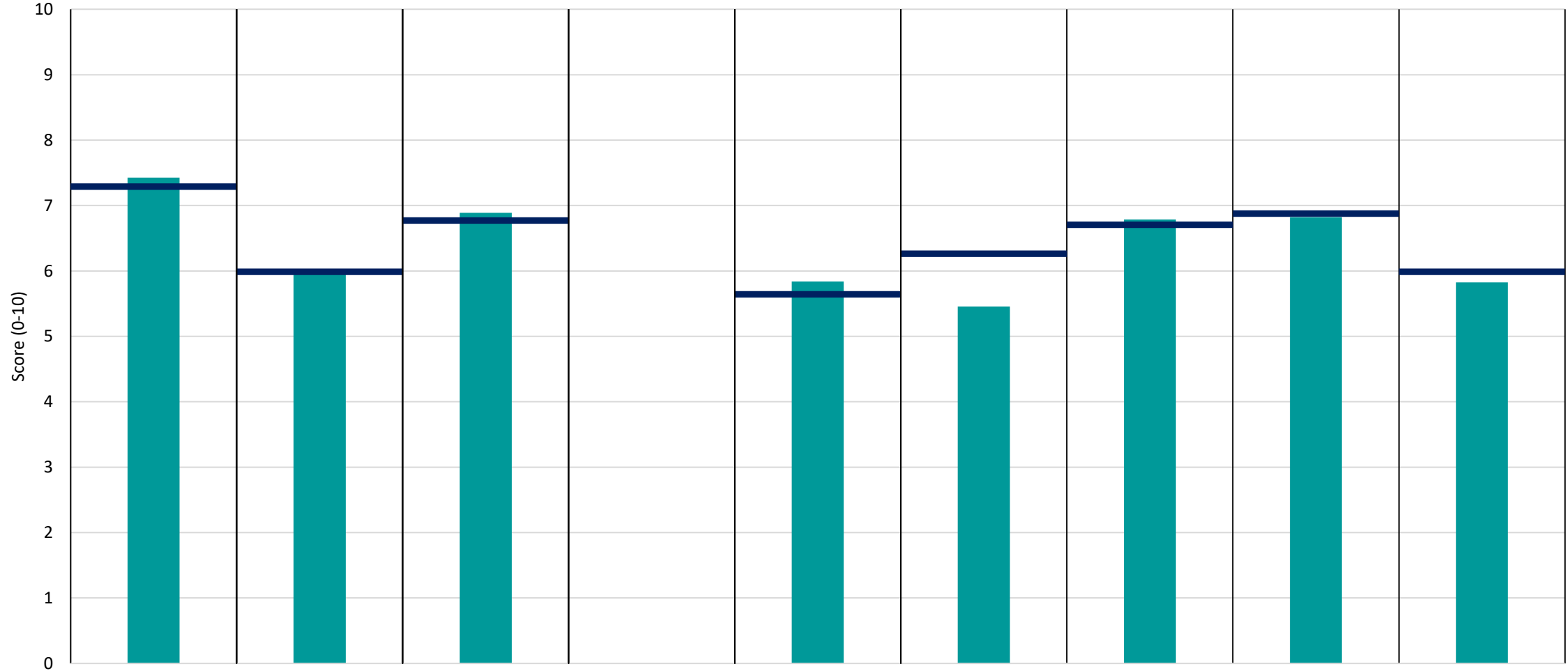
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Staff Engagement

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Breakdown	7.43	5.96	6.89	-	5.84	5.46	6.79	6.82	5.83
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 132 132 132 - 122 130 132 132 132 25

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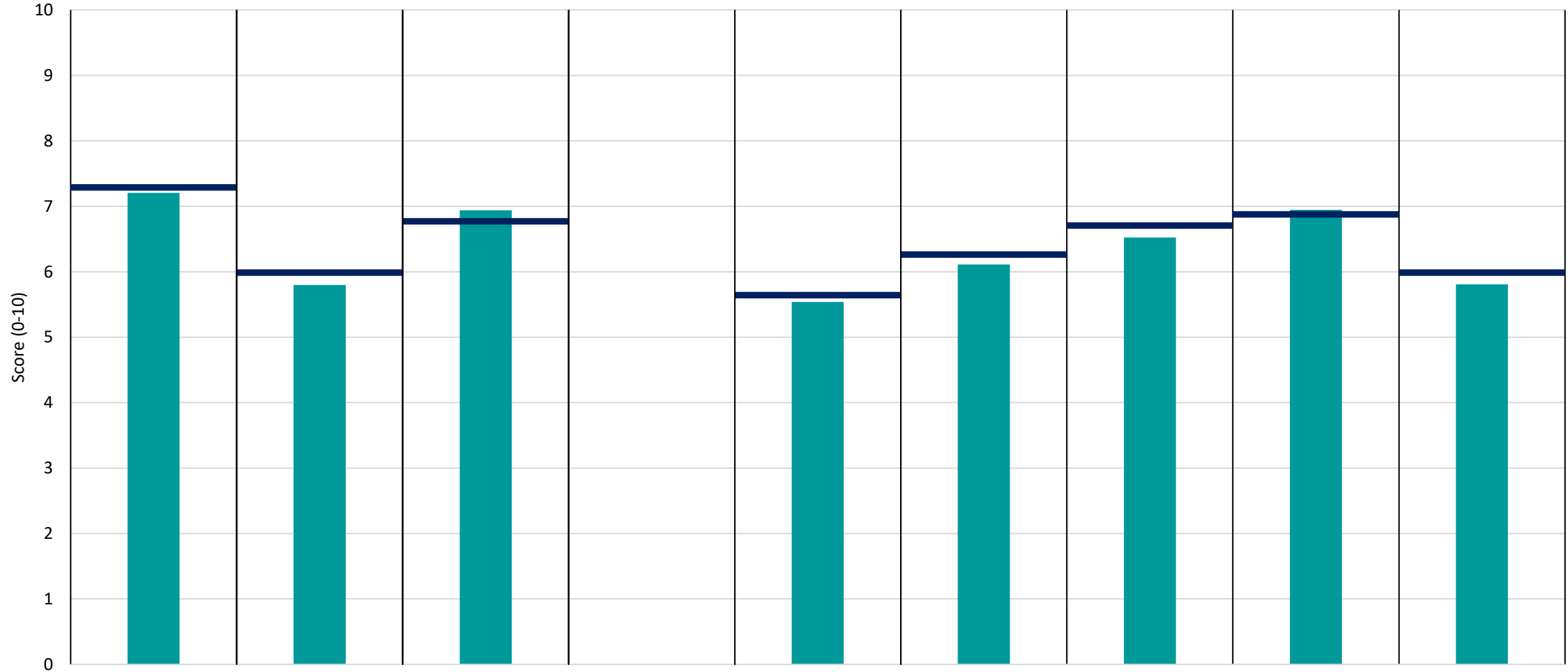
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Staff Engagement

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Breakdown	7.21	5.80	6.94	-	5.54	6.11	6.52	6.95	5.81
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 85 84 85 - 80 84 85 85 85 26

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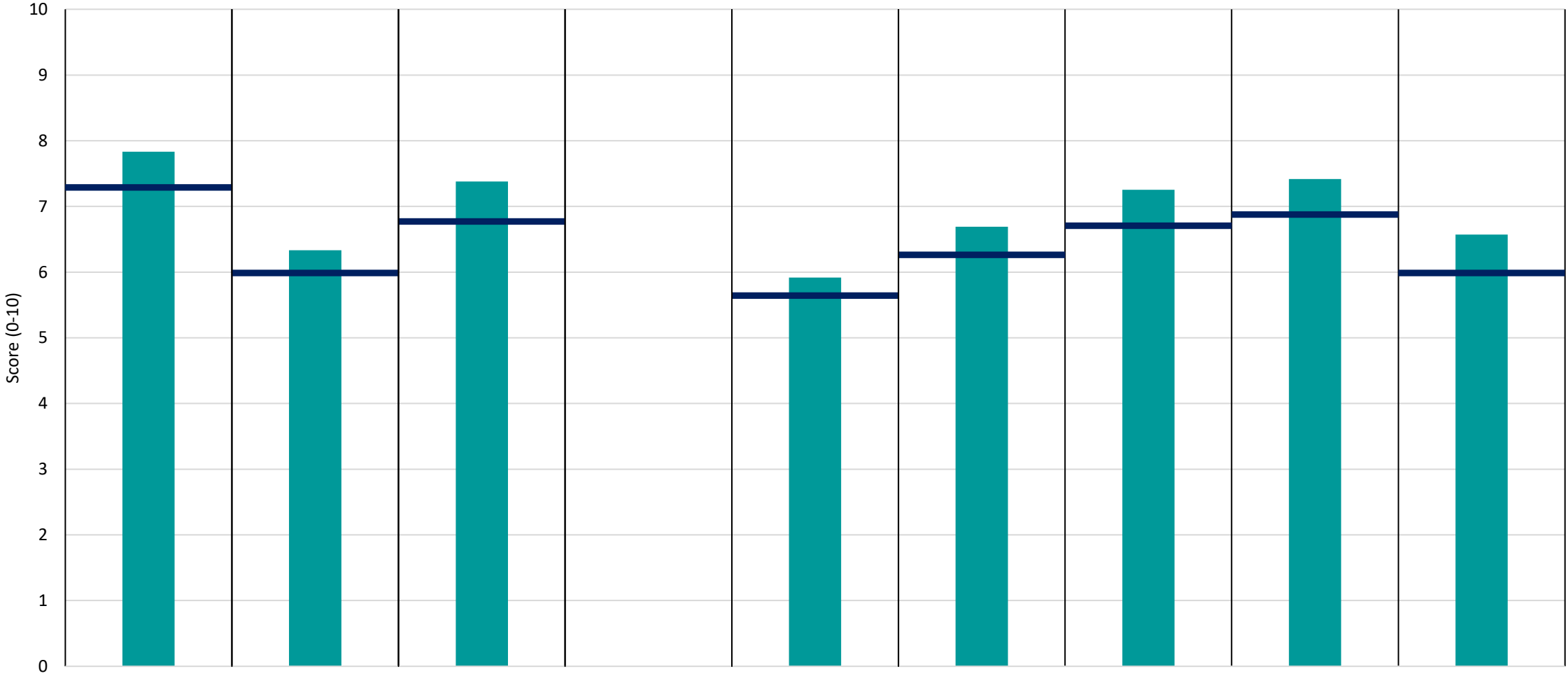
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Staff Engagement

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Breakdown	7.83	6.33	7.38	-	5.92	6.69	7.25	7.42	6.57
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 108 108 108 - 104 108 108 108 108 27

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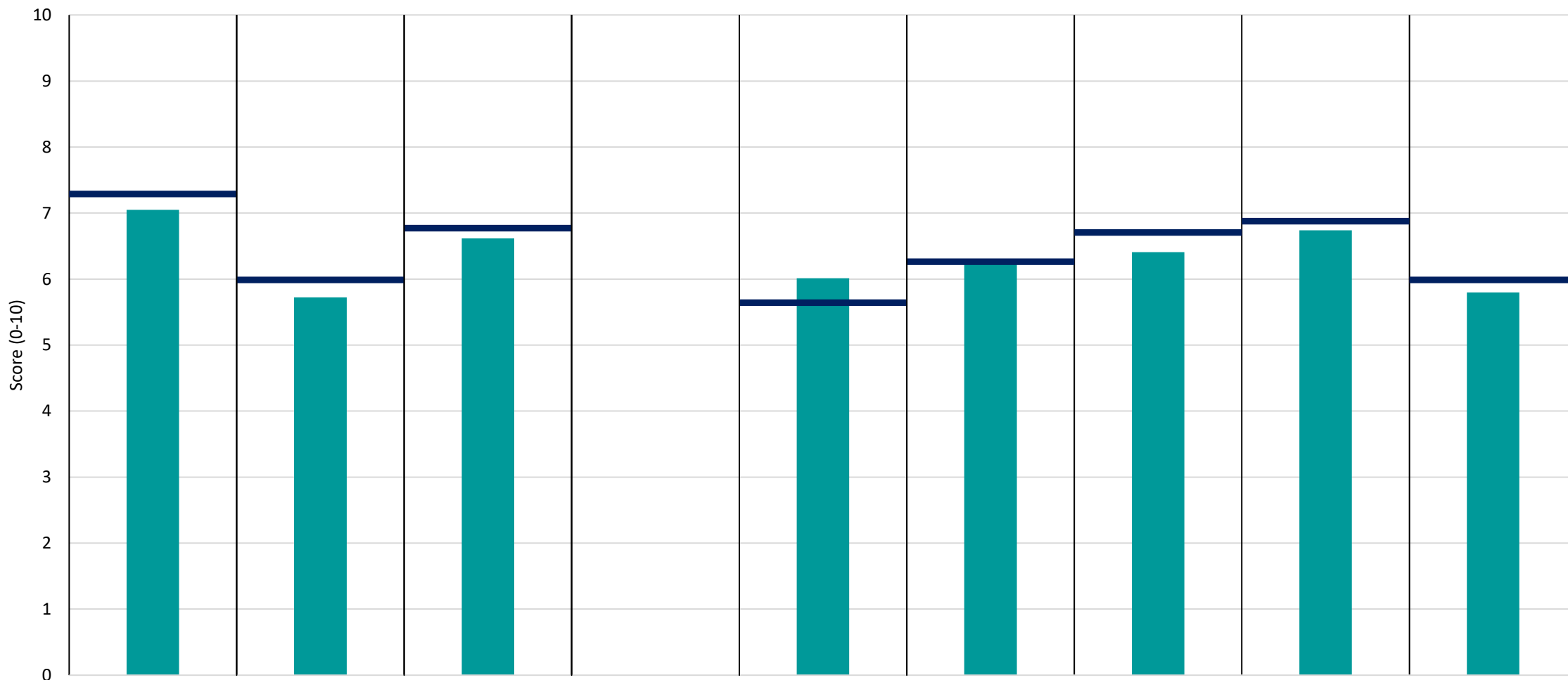
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Breakdown	7.05	5.72	6.62	-	6.01	6.29	6.41	6.74	5.80
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	134	132	133	-	126	132	134	134	134

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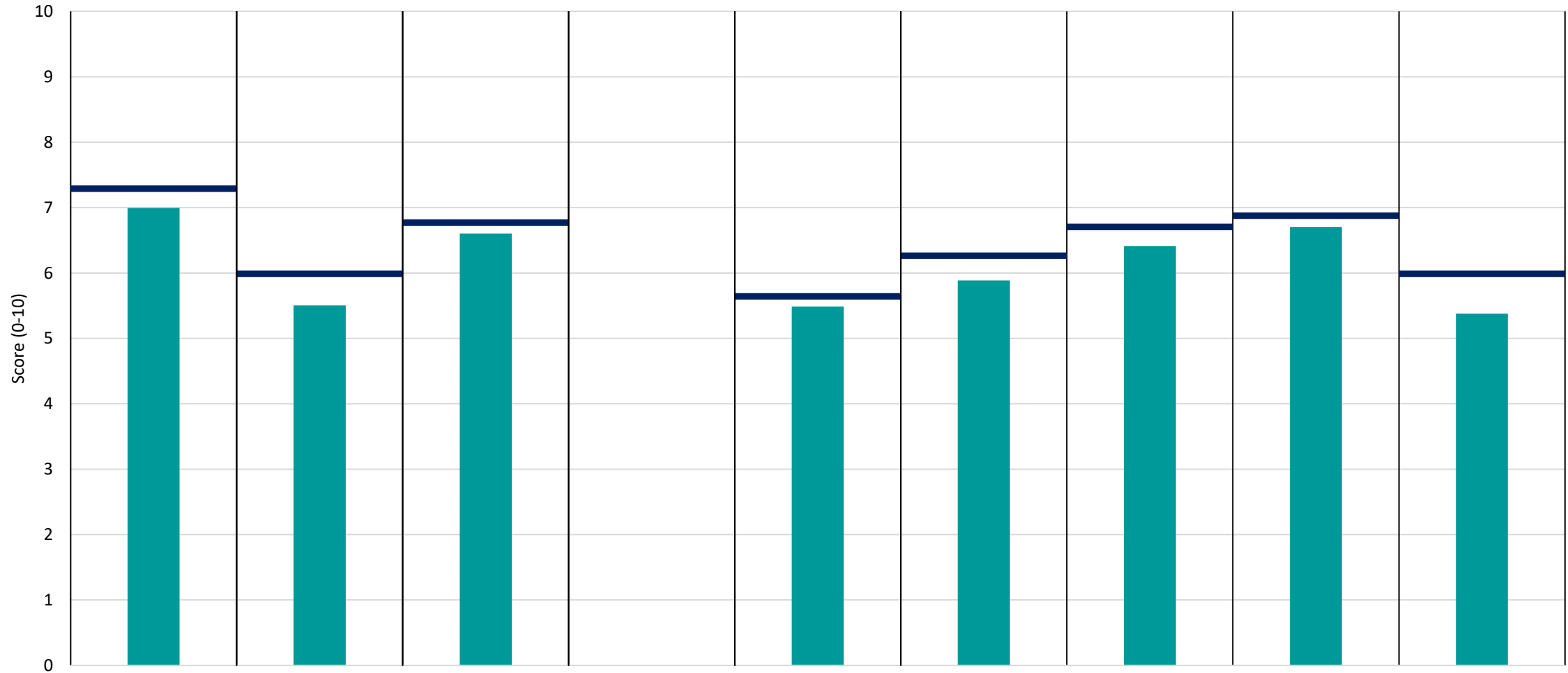
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Staff Engagement

Morale



Breakdown	6.99	5.51	6.60	-	5.49	5.89	6.41	6.70	5.38
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 109 109 109 - 96 107 109 109 109 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.



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inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



We are safe and  
healthy



We are always  
learning



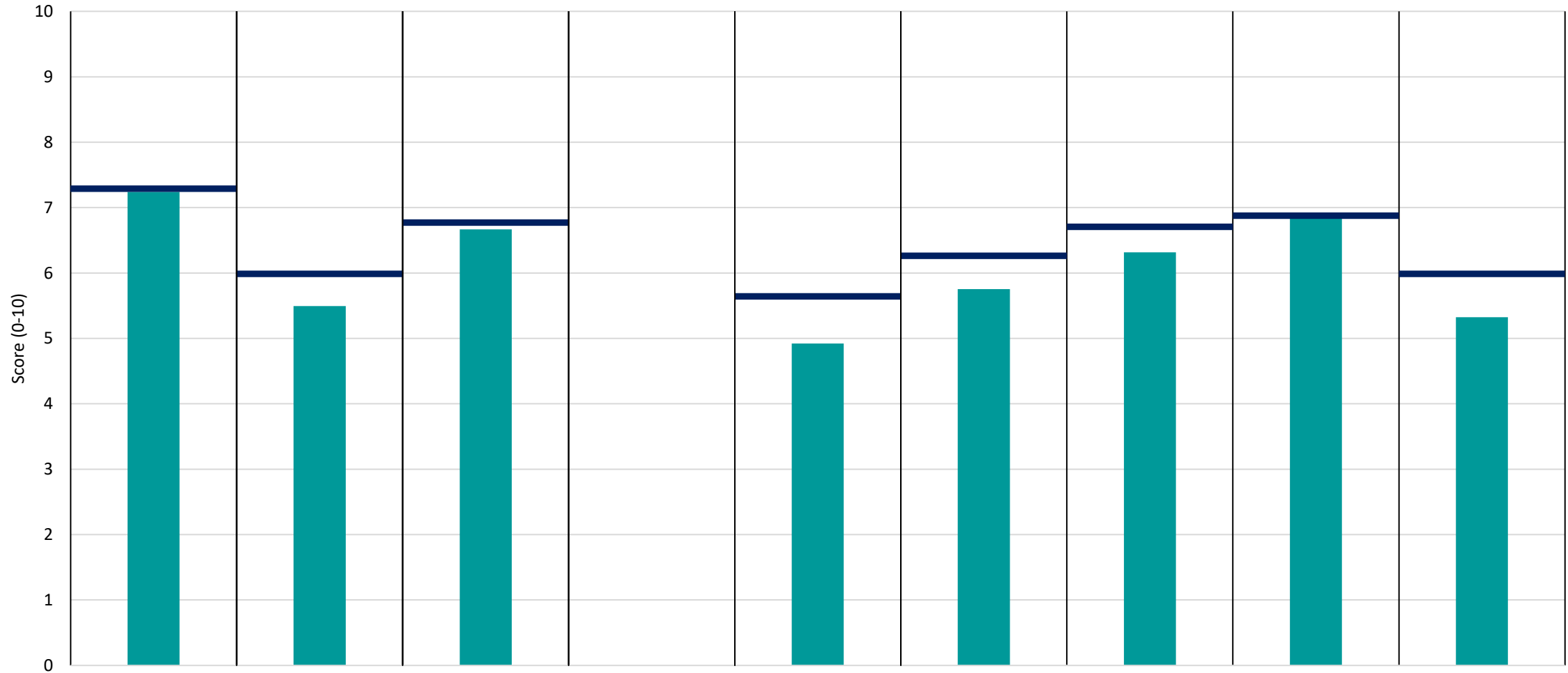
We work flexibly



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Staff Engagement

Morale



Breakdown	7.24	5.49	6.67	-	4.92	5.75	6.32	6.87	5.32
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	117	117	116	-	112	117	117	117	117



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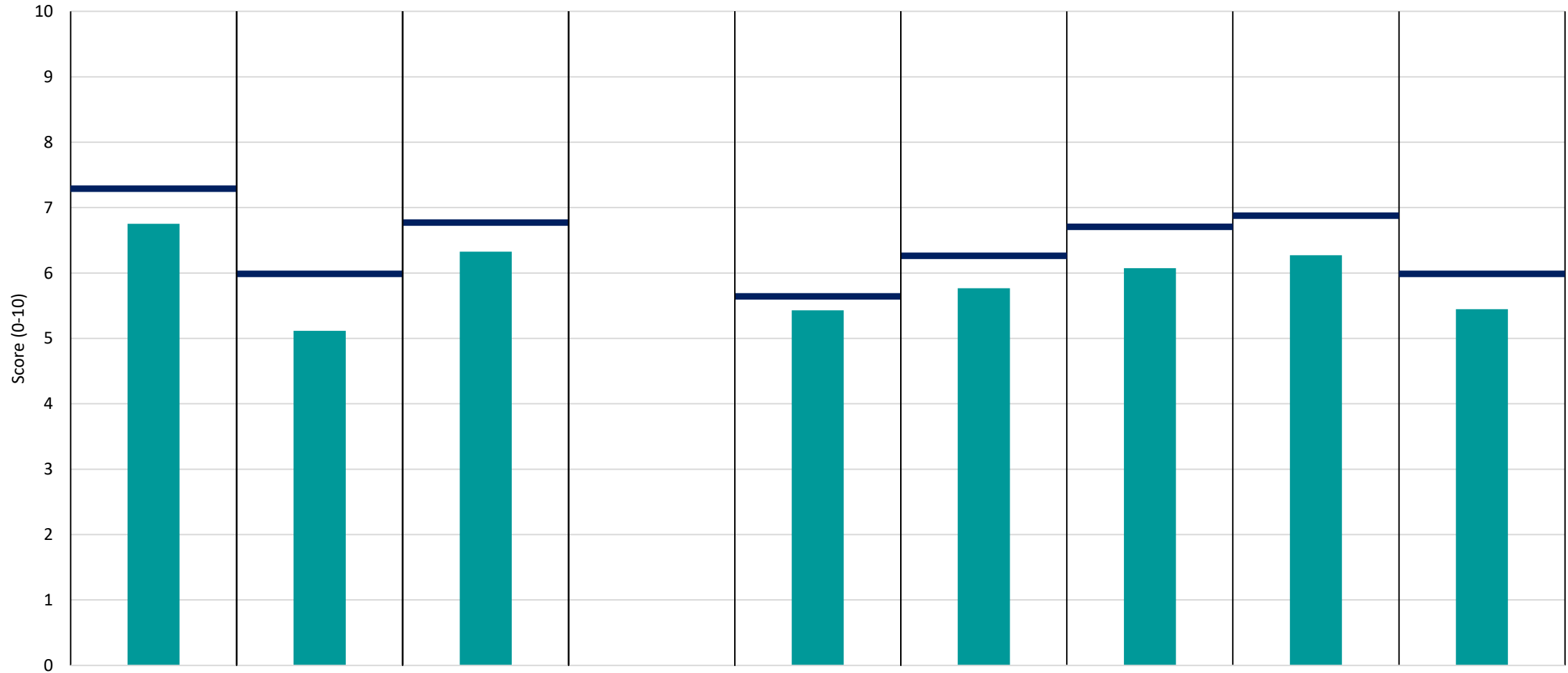
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Staff Engagement

Morale



Breakdown	6.75	5.12	6.33	-	5.43	5.77	6.07	6.27	5.45
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 82 81 80 - 76 80 82 82 82 31

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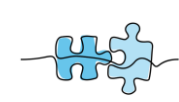
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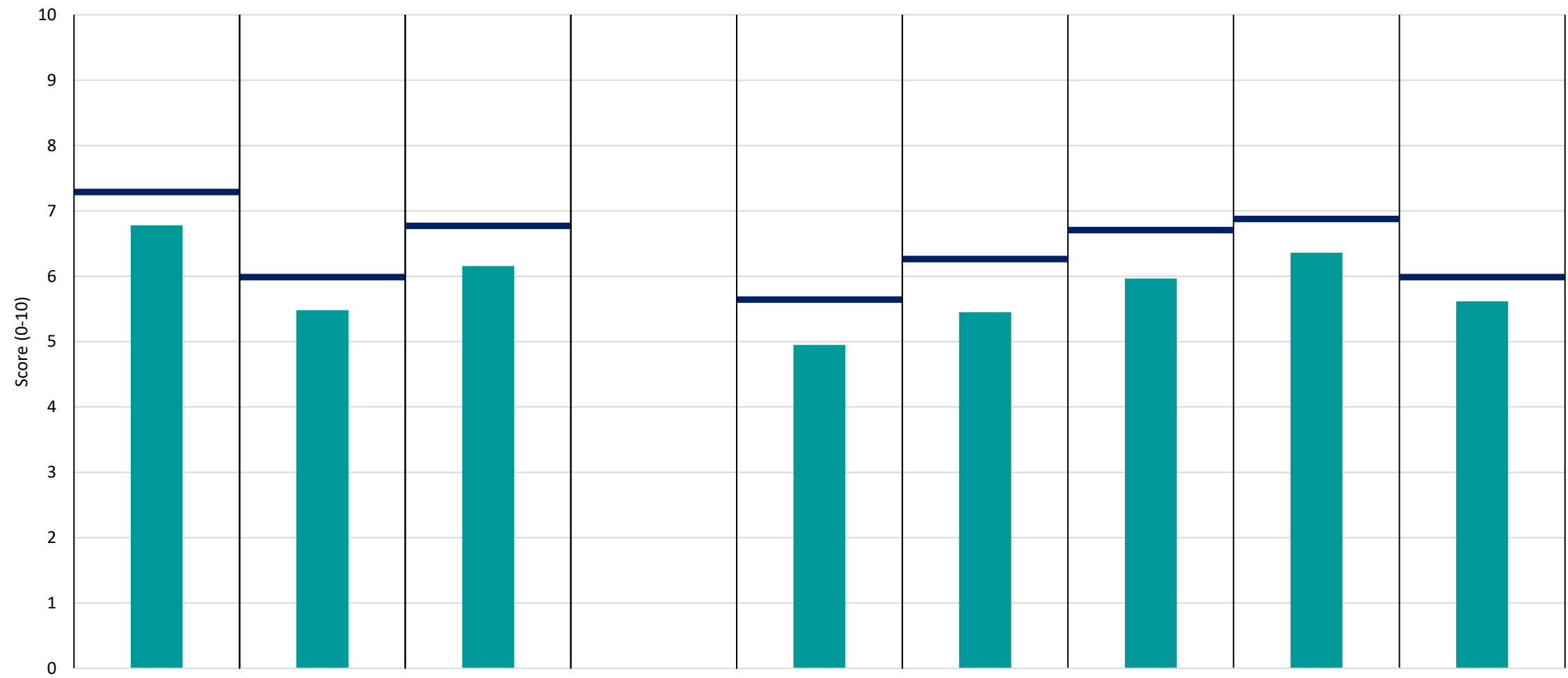
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Staff Engagement

Morale



Breakdown	6.78	5.48	6.16	-	4.95	5.45	5.97	6.36	5.62
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	185	187	178	-	159	183	187	186	187

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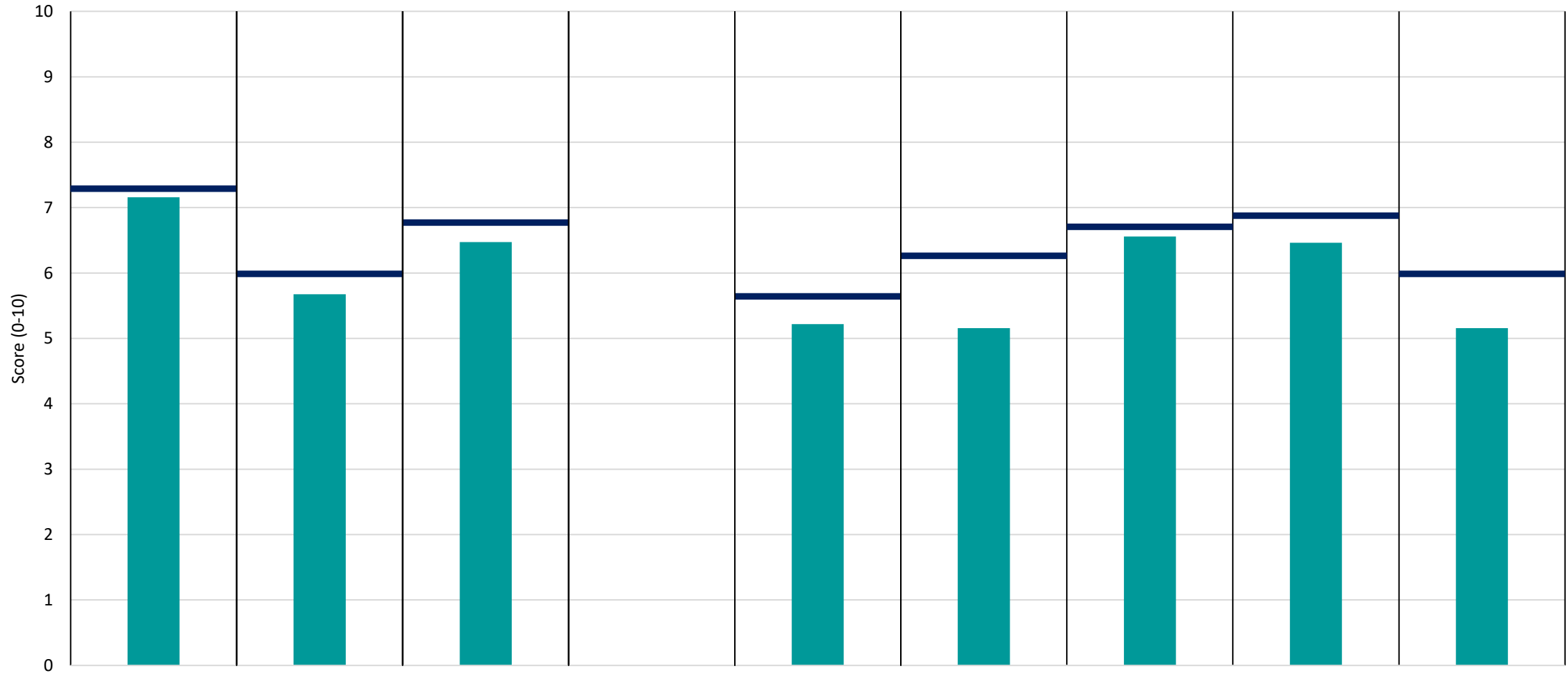
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Staff Engagement

Morale



Breakdown	7.16	5.68	6.47	-	5.22	5.16	6.56	6.46	5.16
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 90 90 90 - 86 90 90 90 90 90 33

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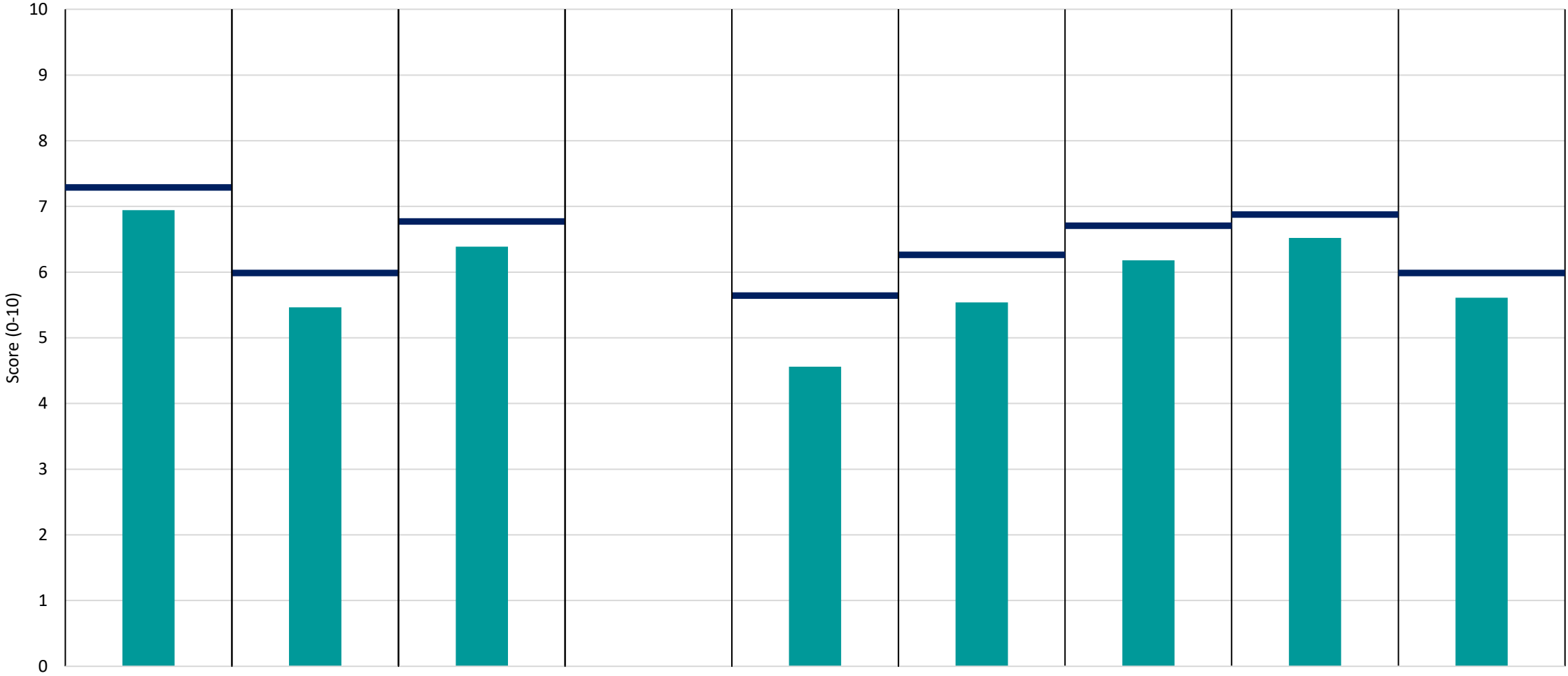
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Staff Engagement

Morale



Breakdown	6.94	5.46	6.39	-	4.56	5.54	6.18	6.52	5.61
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99

Responses 130 129 129 - 120 129 130 130 130 <sup>34</sup>

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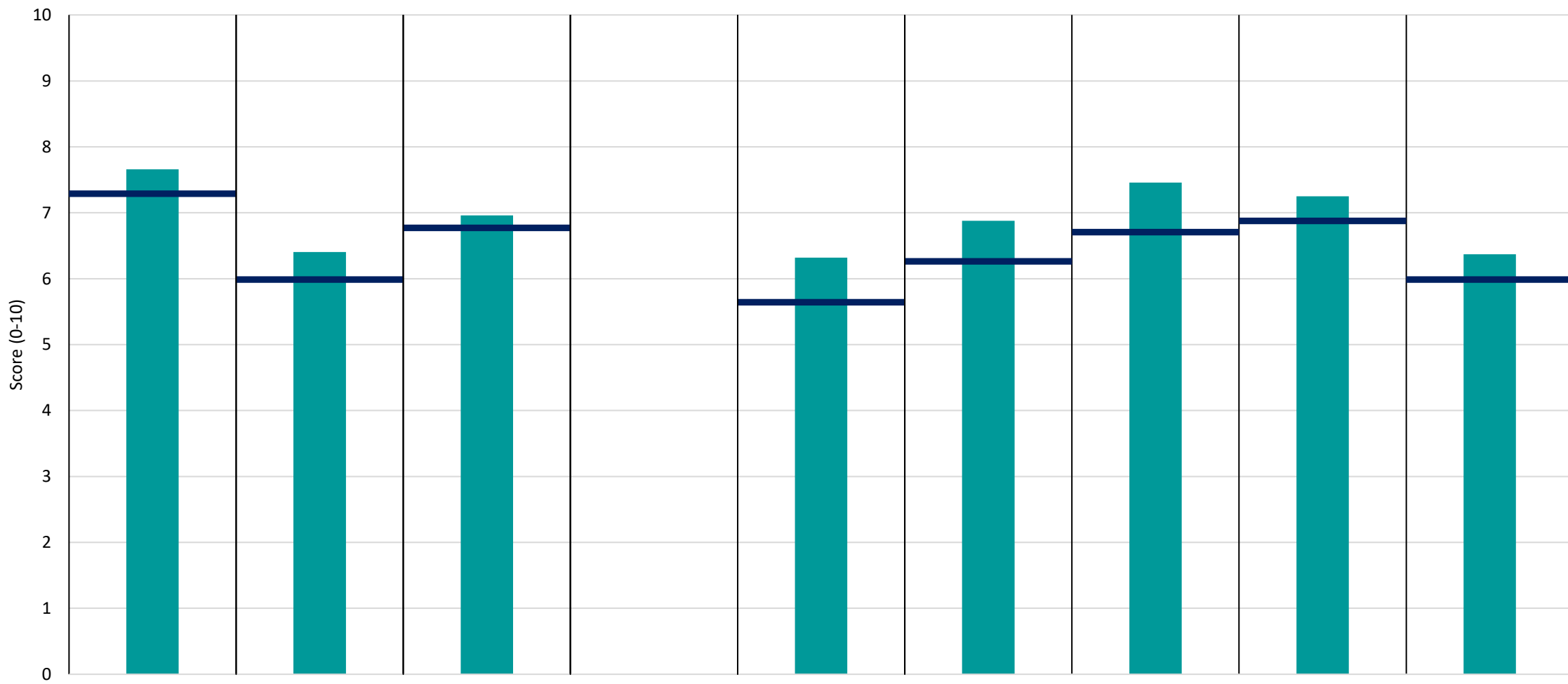
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Staff Engagement

Morale



Breakdown	7.66	6.41	6.96	-	6.32	6.88	7.46	7.25	6.37
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	83	84	80	-	76	82	84	84	84

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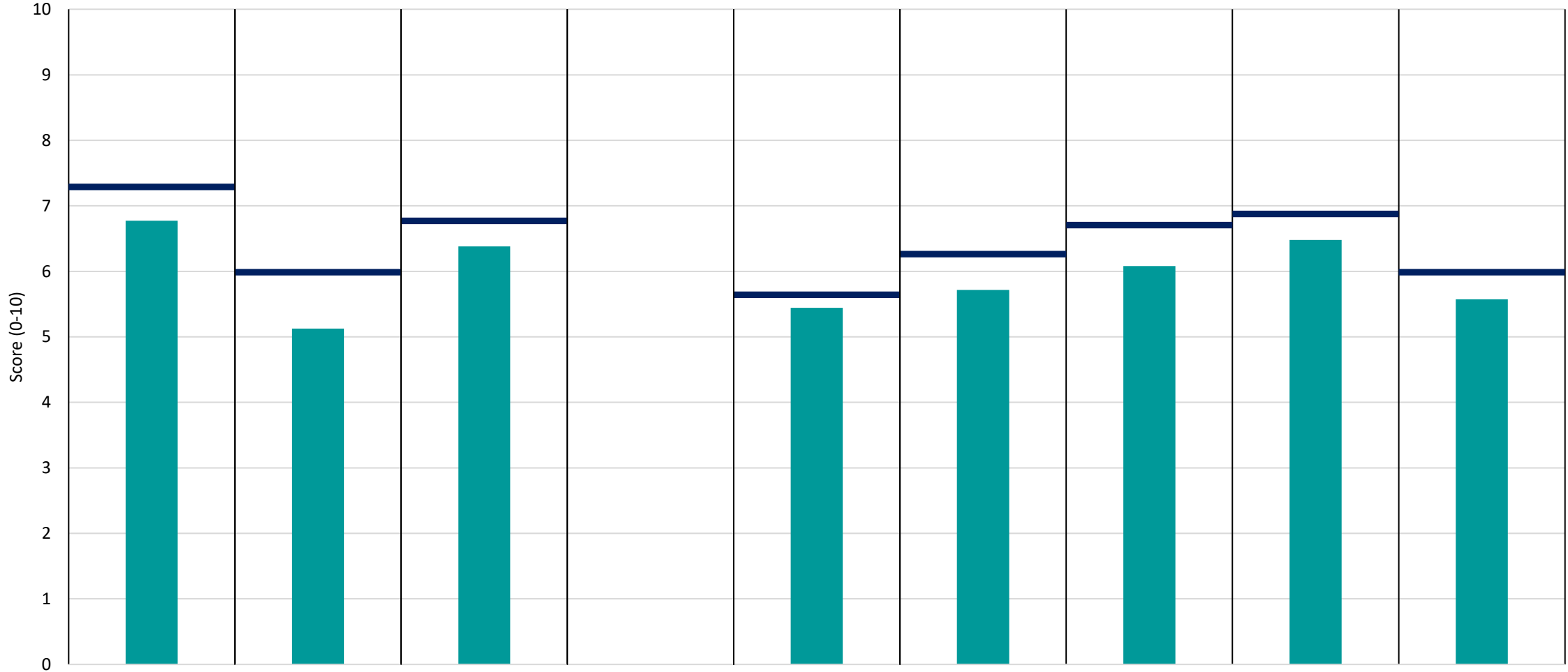
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Staff Engagement

Morale



Breakdown	6.77	5.13	6.38	-	5.44	5.72	6.08	6.48	5.57
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	157	157	156	-	145	157	157	157	157



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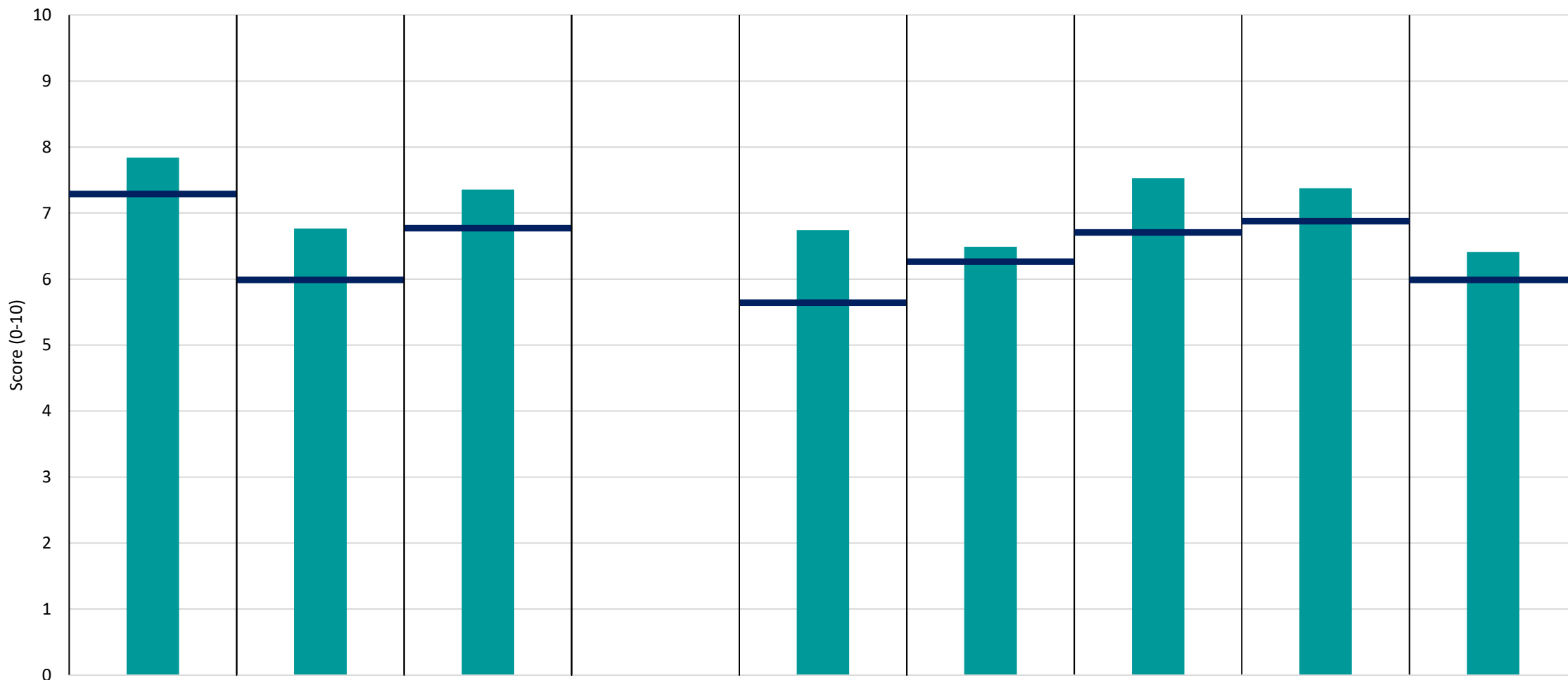
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Staff Engagement

Morale



Breakdown	7.84	6.76	7.35	-	6.74	6.49	7.53	7.38	6.41
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	279	279	277	-	267	278	278	279	279 <sup>37</sup>

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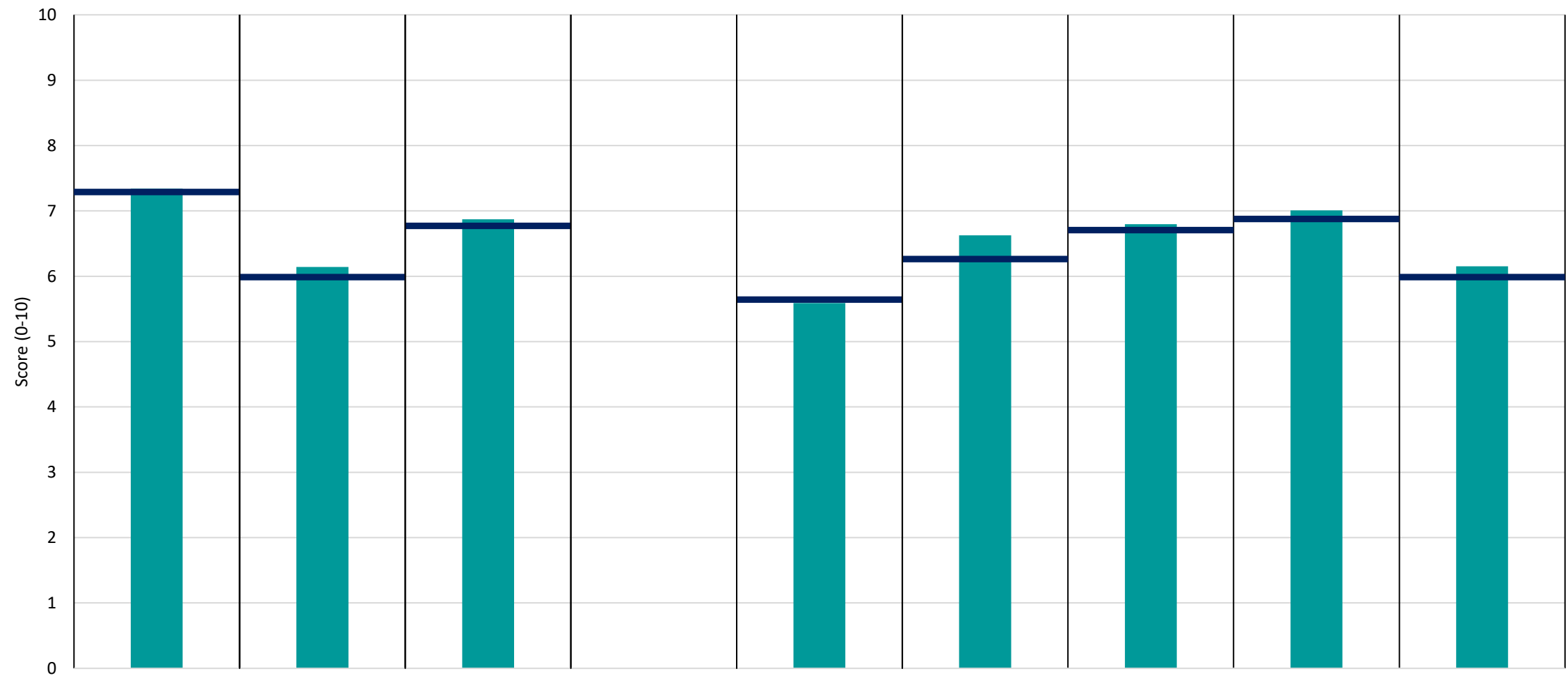
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Staff Engagement

Morale



Breakdown	7.34	6.14	6.87	-	5.59	6.63	6.80	7.01	6.15
Your org	7.29	5.99	6.77	-	5.64	6.26	6.71	6.88	5.99
Responses	1333	1334	1325	-	1239	1332	1333	1337	1338 <sub>38</sub>

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