



# Greater Manchester Mental Health NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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|  |           |
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This breakdown report for Greater Manchester Mental 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 Greater Manchester Mental 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

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We each have a voice  
that counts



We are safe and  
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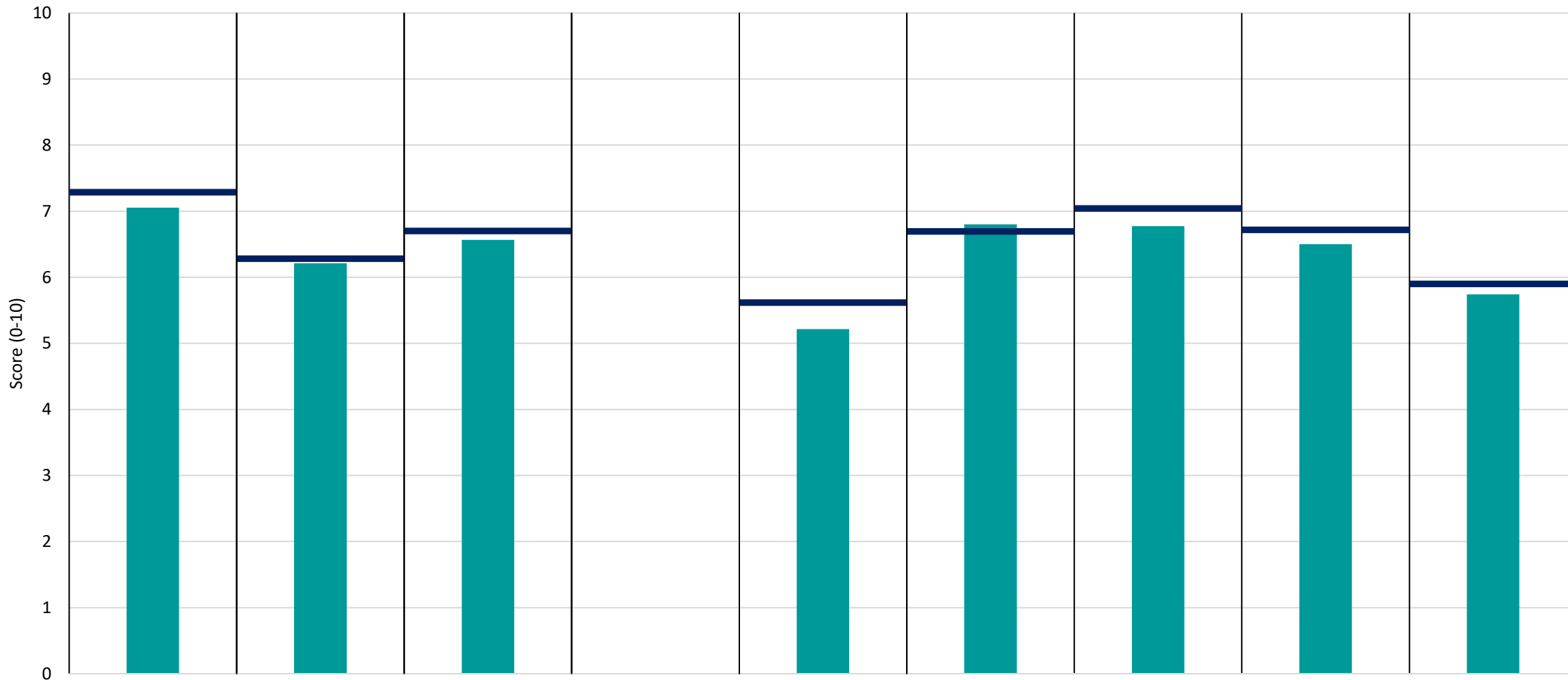
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Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.05 | 6.21 | 6.57 | - | 5.22 | 6.80 | 6.77 | 6.50 | 5.74 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 498  | 500  | 497  | - | 470  | 499  | 497  | 500  | 500  |

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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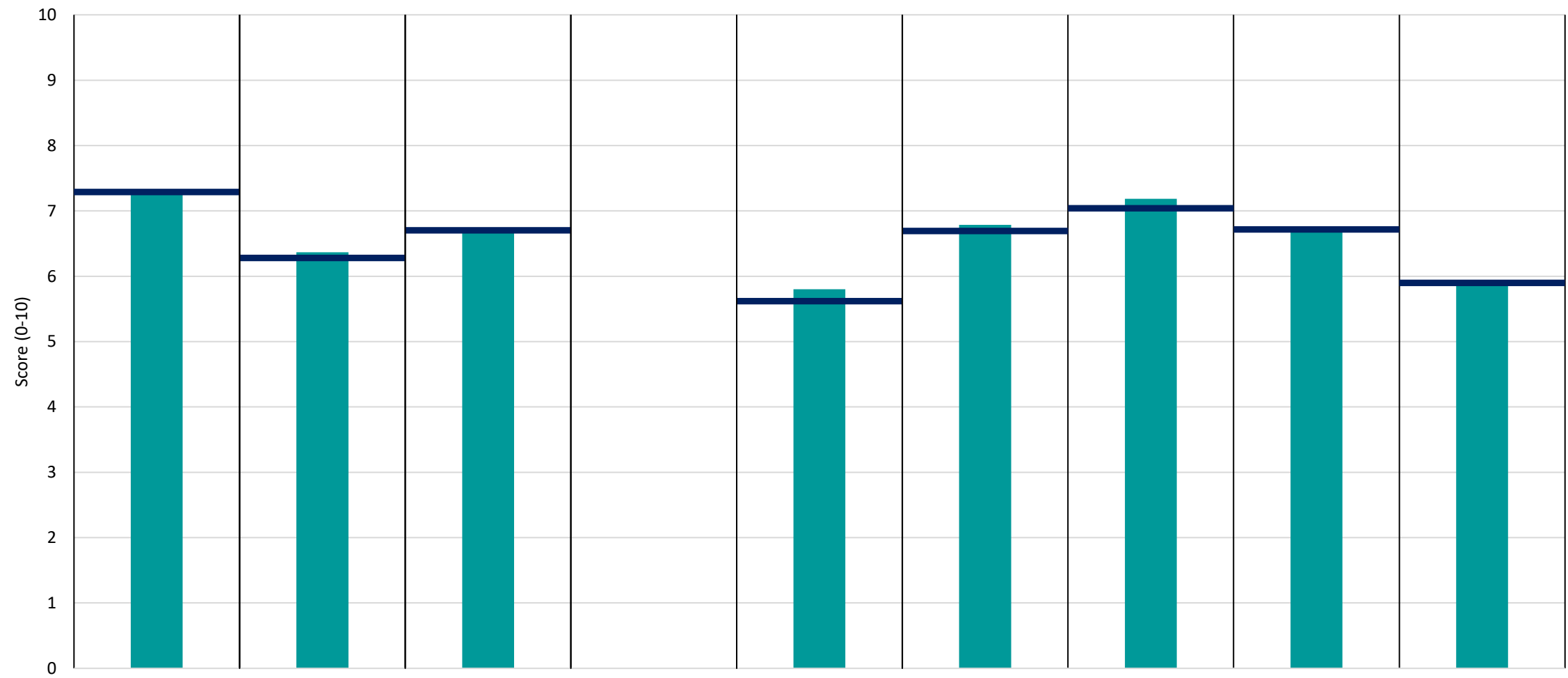
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Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.29 | 6.37 | 6.70 | - | 5.80 | 6.79 | 7.18 | 6.73 | 5.90 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 690  | 690  | 682  | - | 644  | 688  | 690  | 690  | 691  |

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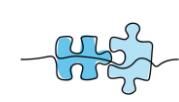
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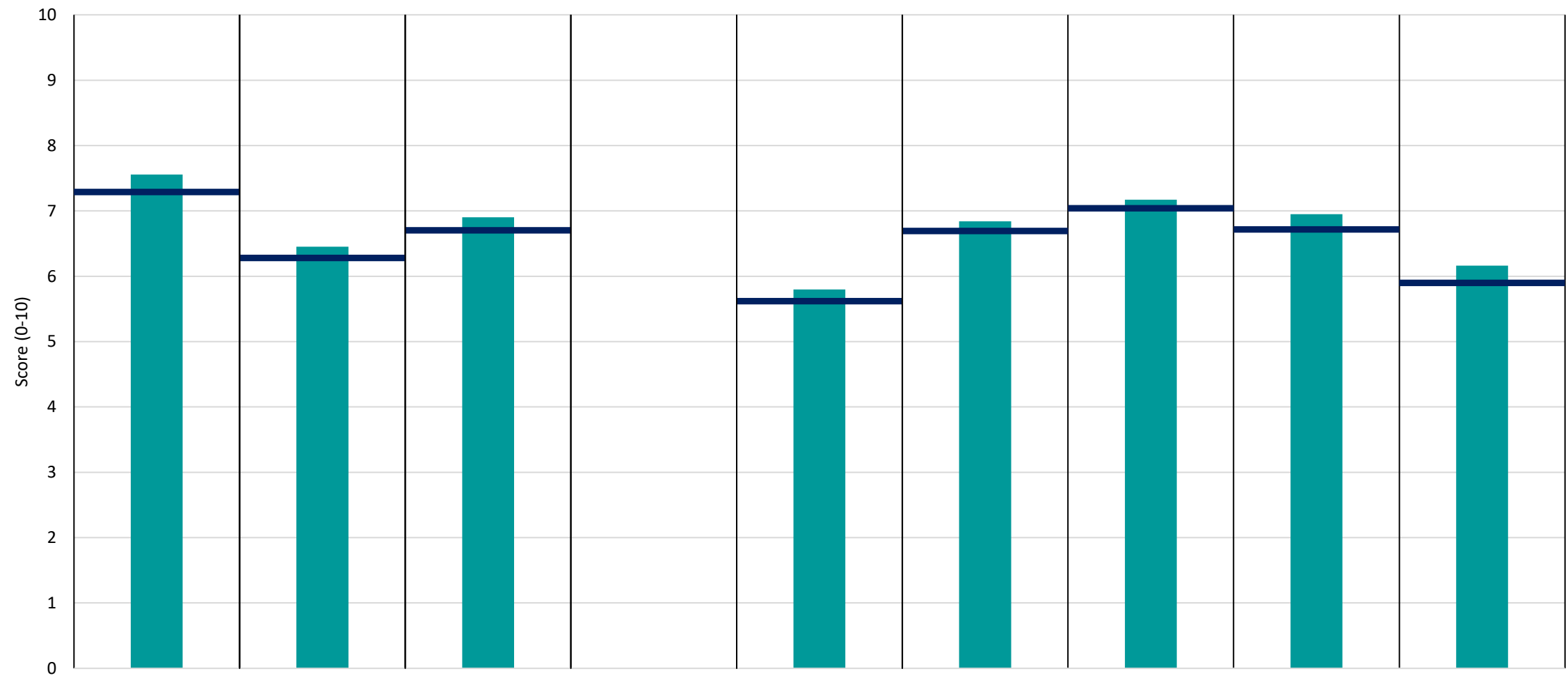
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.56 | 6.45 | 6.90 | - | 5.80 | 6.84 | 7.17 | 6.95 | 6.16 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 750  | 752  | 748  | - | 711  | 750  | 750  | 753  | 752  |

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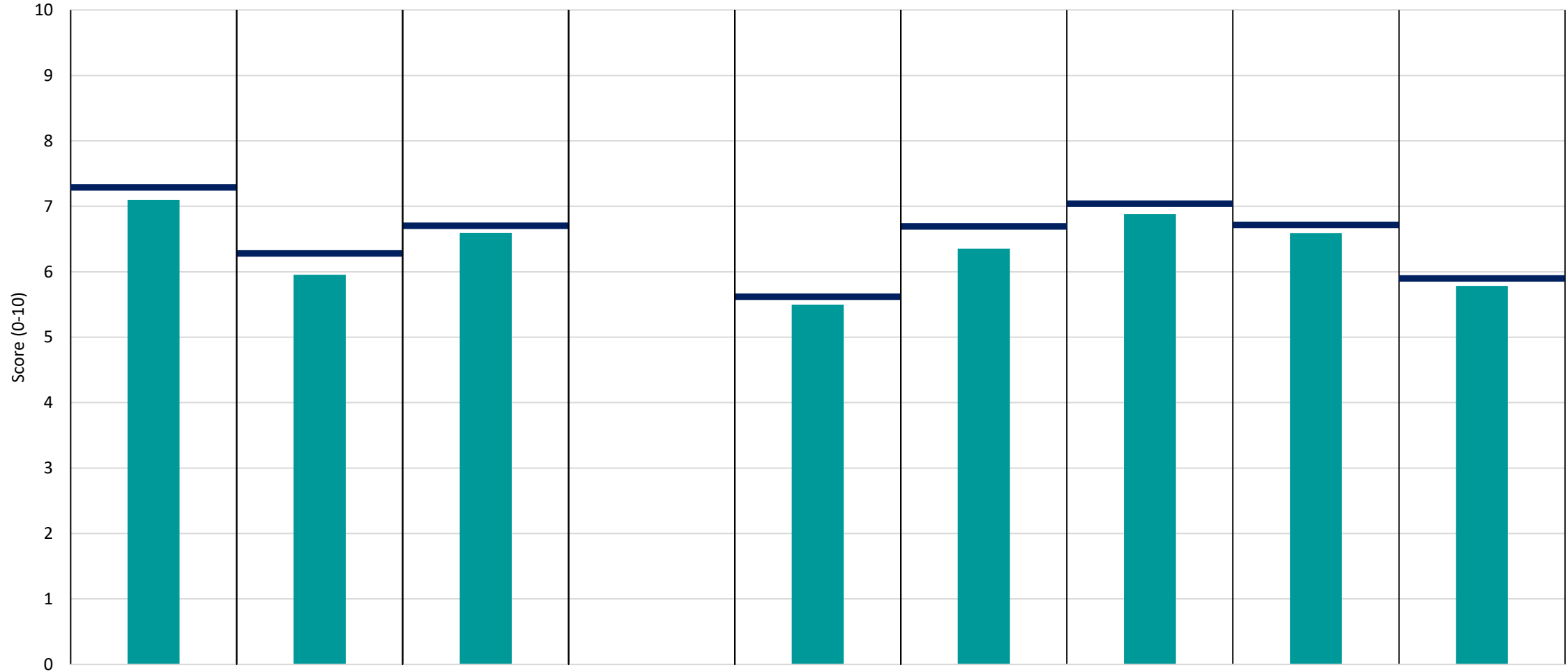
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Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.10 | 5.96 | 6.60 | - | 5.50 | 6.35 | 6.88 | 6.59 | 5.78 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 473  | 469  | 463  | - | 434  | 469  | 472  | 472  | 472  |

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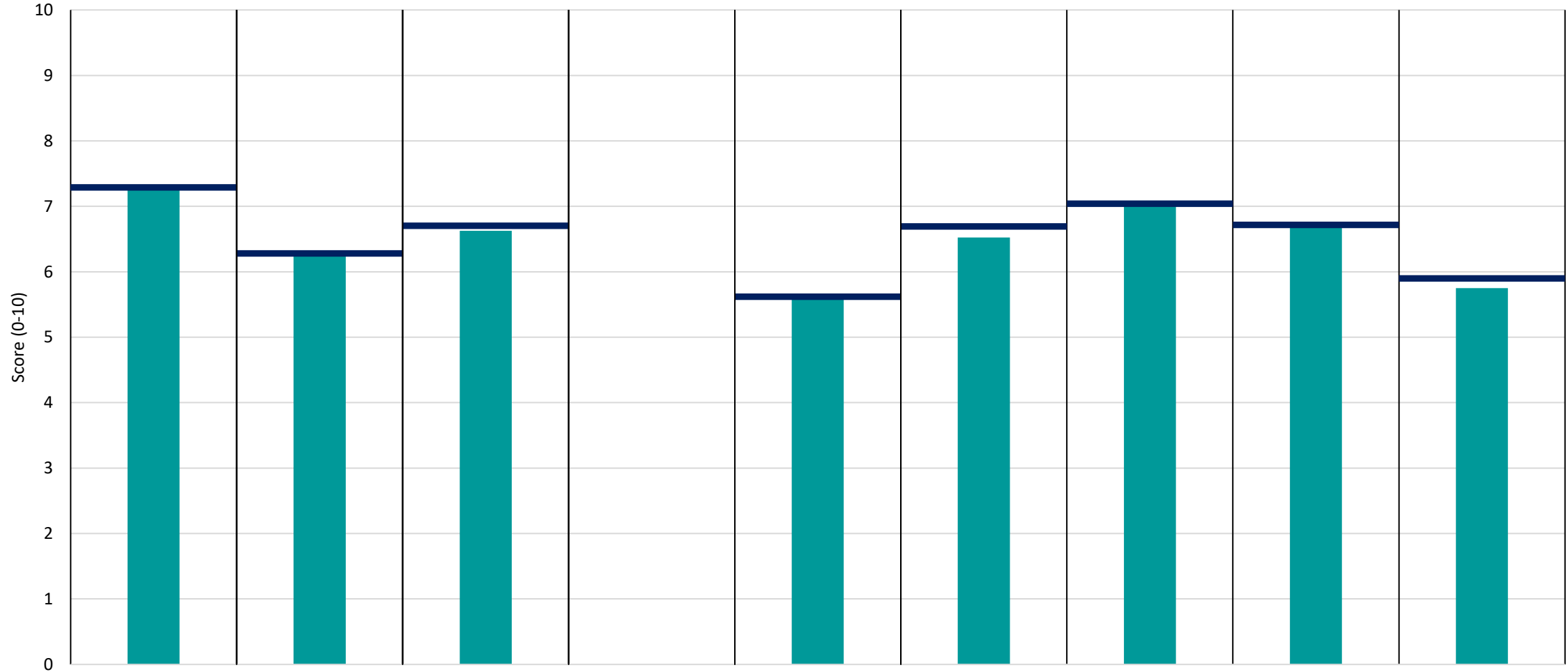
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.30 | 6.27 | 6.63 | - | 5.61 | 6.53 | 7.06 | 6.67 | 5.75 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 433  | 433  | 428  | - | 407  | 431  | 432  | 433  | 433  |

# Breakdowns 2

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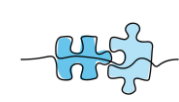
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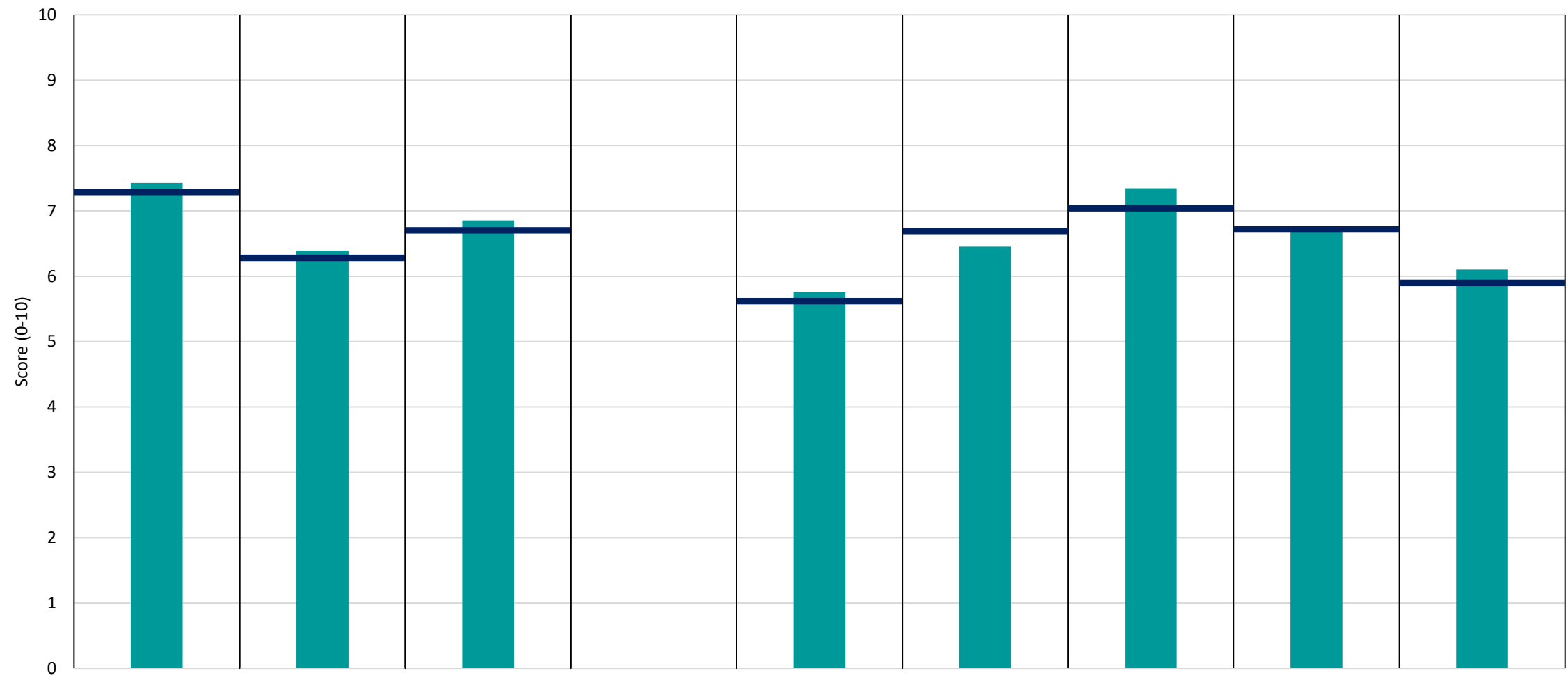
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.43 | 6.39 | 6.85 | - | 5.76 | 6.45 | 7.35 | 6.71 | 6.10 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 140  | 140  | 137  | - | 134  | 139  | 140  | 140  | 140  |

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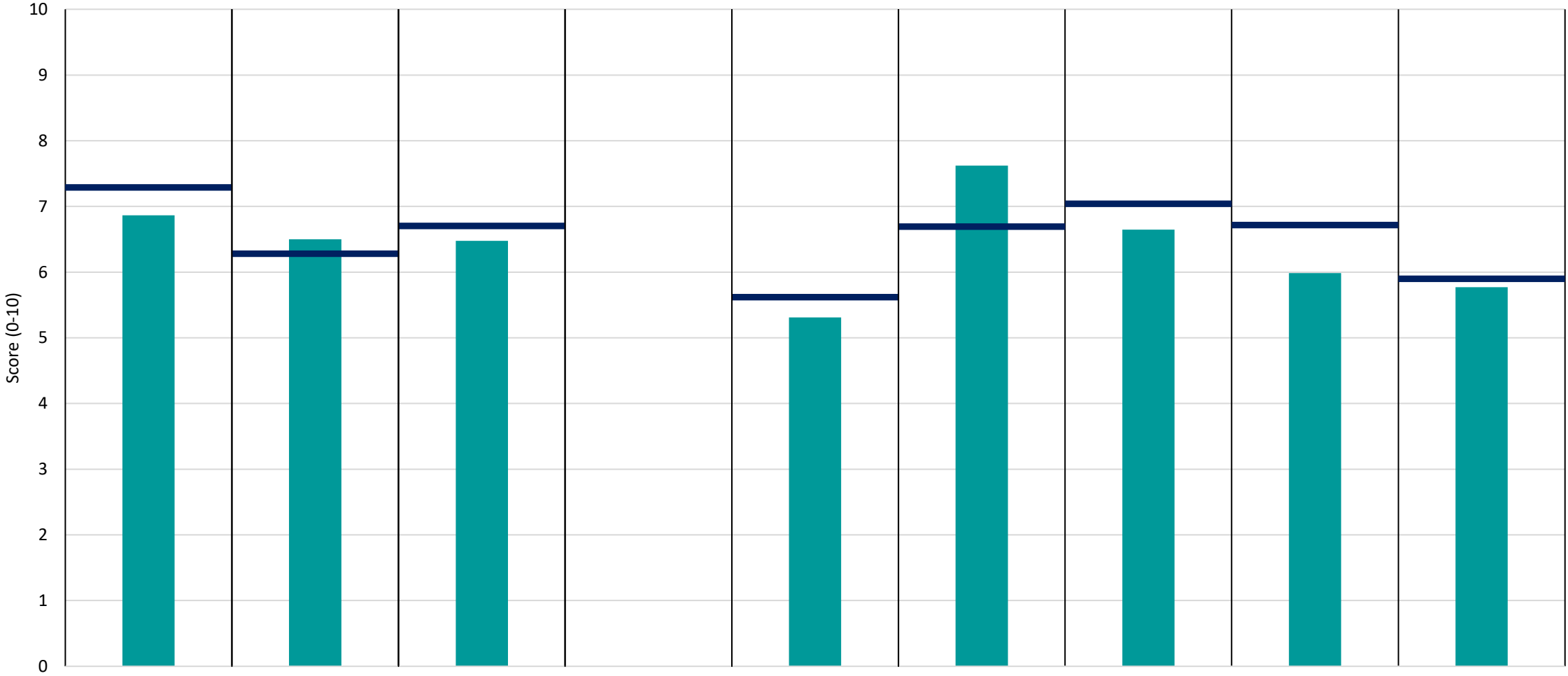
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.87 | 6.50 | 6.48 | - | 5.31 | 7.62 | 6.65 | 5.99 | 5.77 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 31 31 31 - 31 31 31 31 31 31 13

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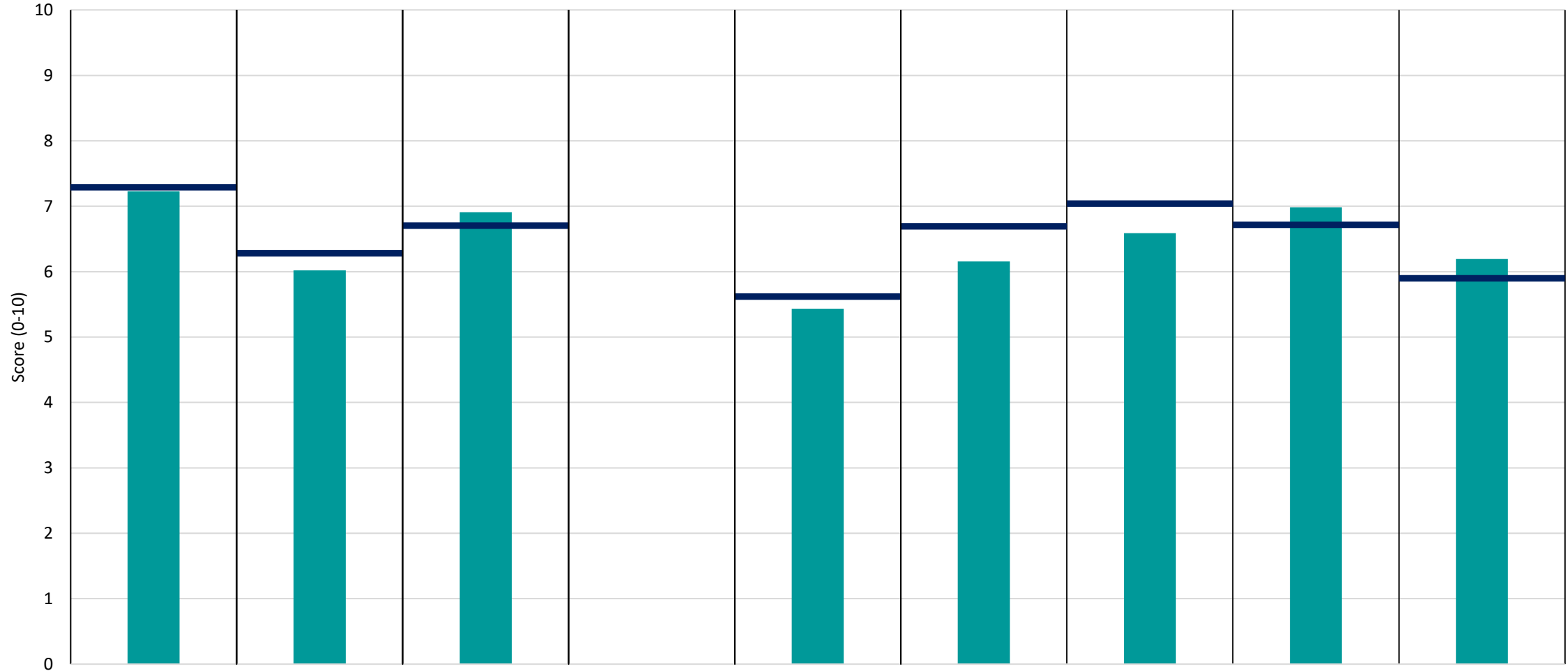
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.23 | 6.02 | 6.91 | - | 5.43 | 6.15 | 6.59 | 6.99 | 6.19 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 103 105 104 - 96 105 104 105 105 105 14

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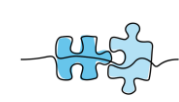
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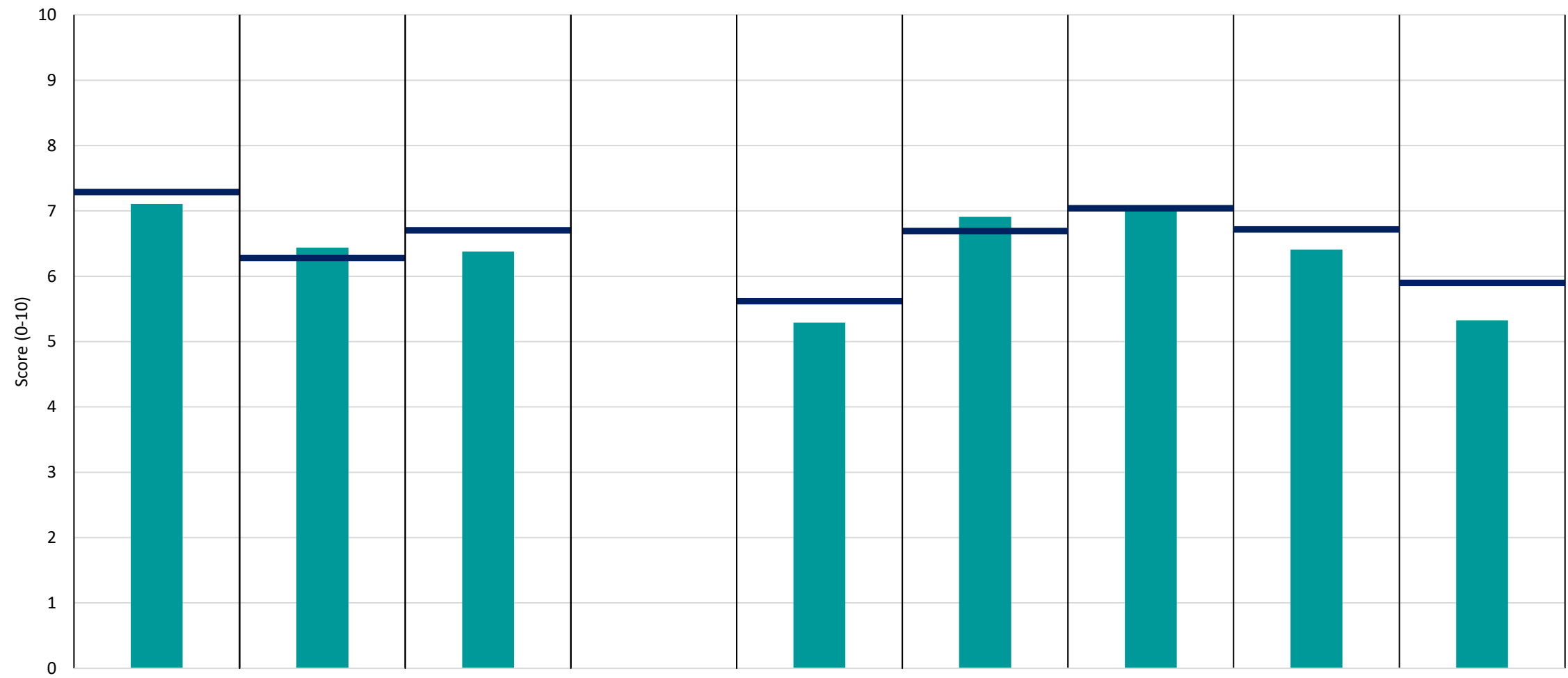
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.11 | 6.44 | 6.38 | - | 5.29 | 6.91 | 7.00 | 6.41 | 5.32 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 41   | 41   | 41   | - | 37   | 41   | 41   | 41   | 41   |

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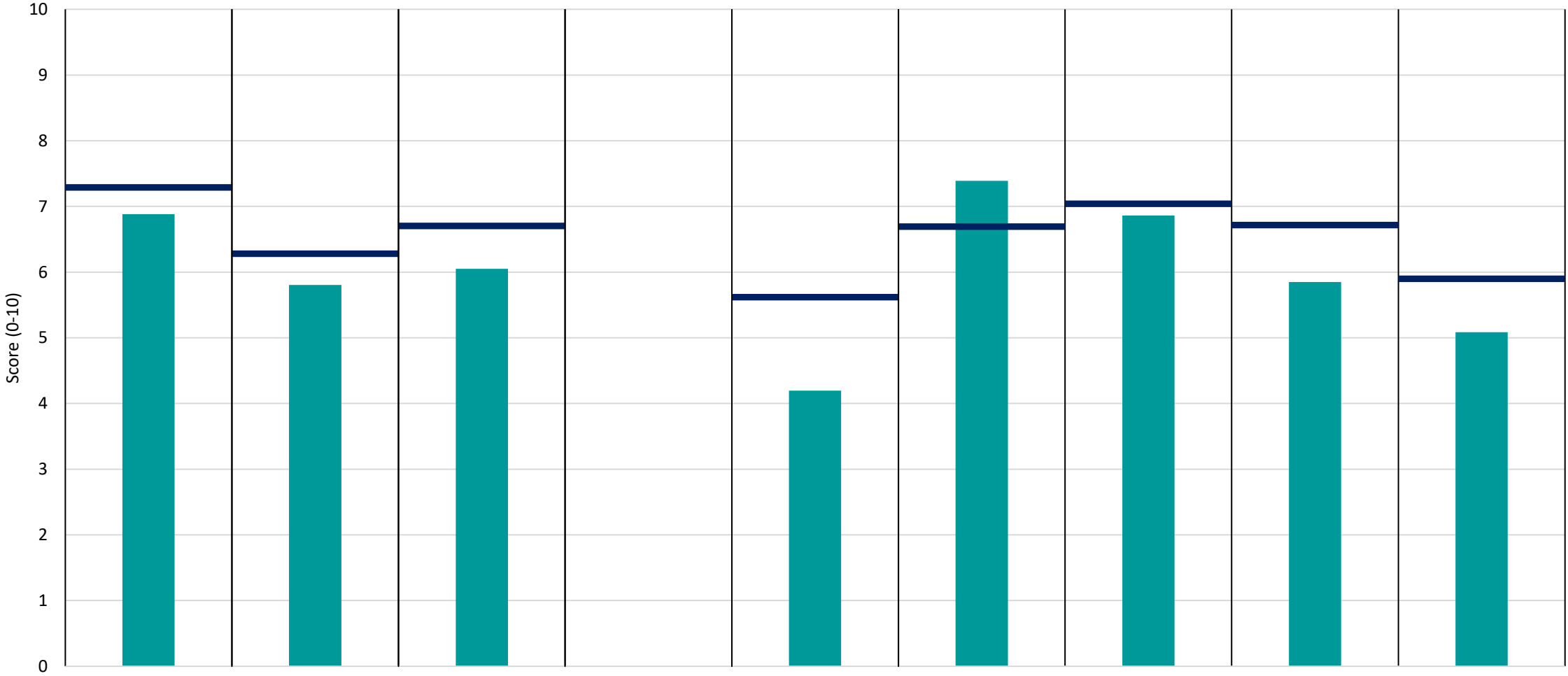
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.88 | 5.80 | 6.05 | - | 4.20 | 7.39 | 6.86 | 5.85 | 5.09 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 57 57 57 - 54 57 56 57 57 16

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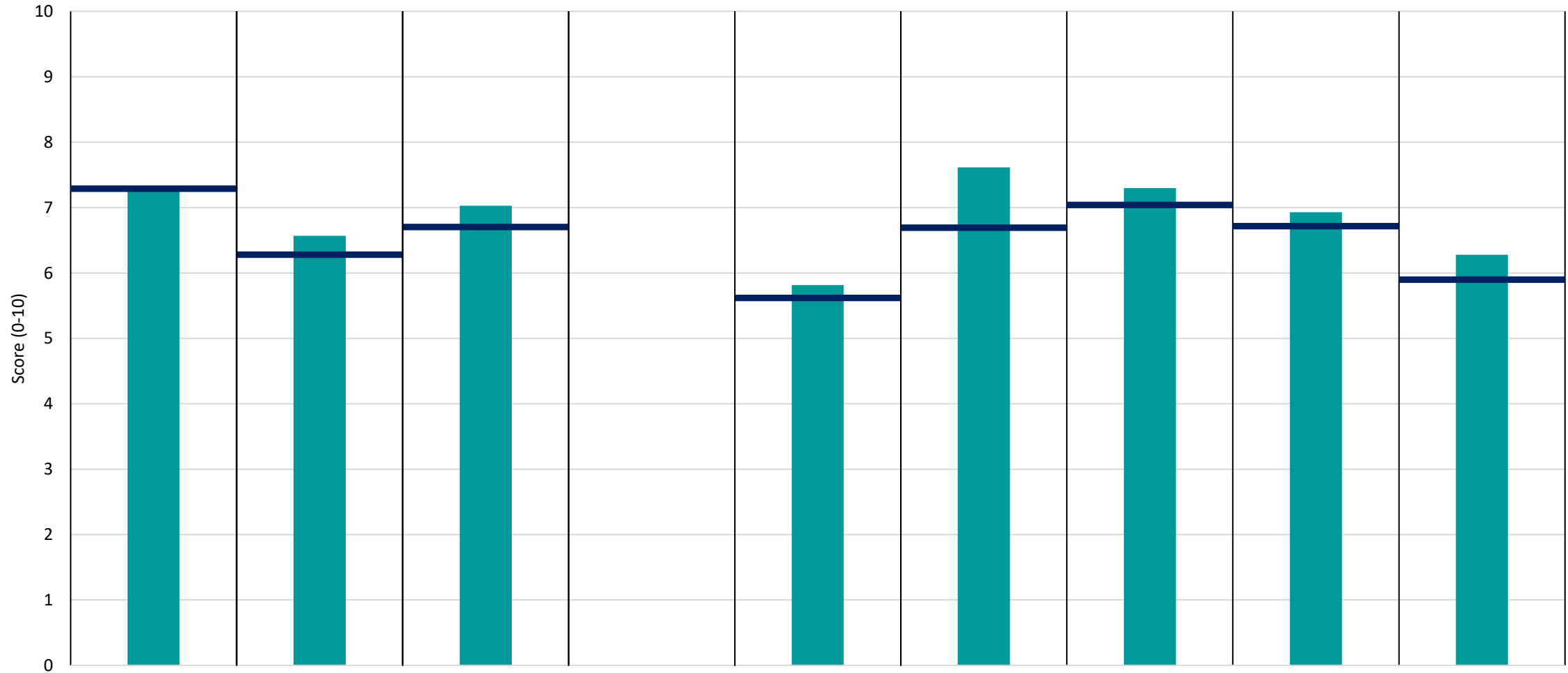
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.32 | 6.57 | 7.03 | - | 5.81 | 7.62 | 7.30 | 6.93 | 6.28 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 54 54 54 - 51 54 54 54 54 54 17

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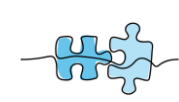
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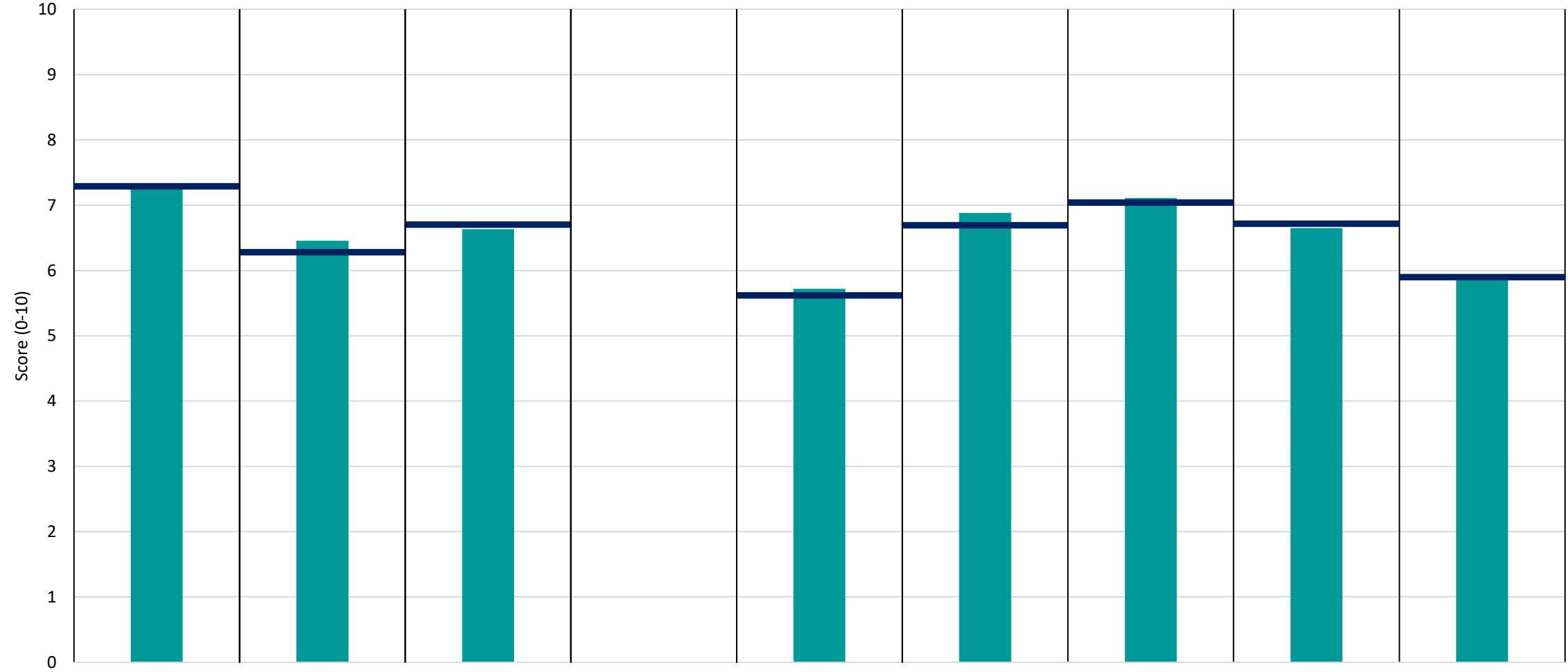
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.25 | 6.46 | 6.63 | - | 5.72 | 6.88 | 7.11 | 6.65 | 5.89 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 199  | 199  | 198  | - | 183  | 198  | 199  | 199  | 199  |

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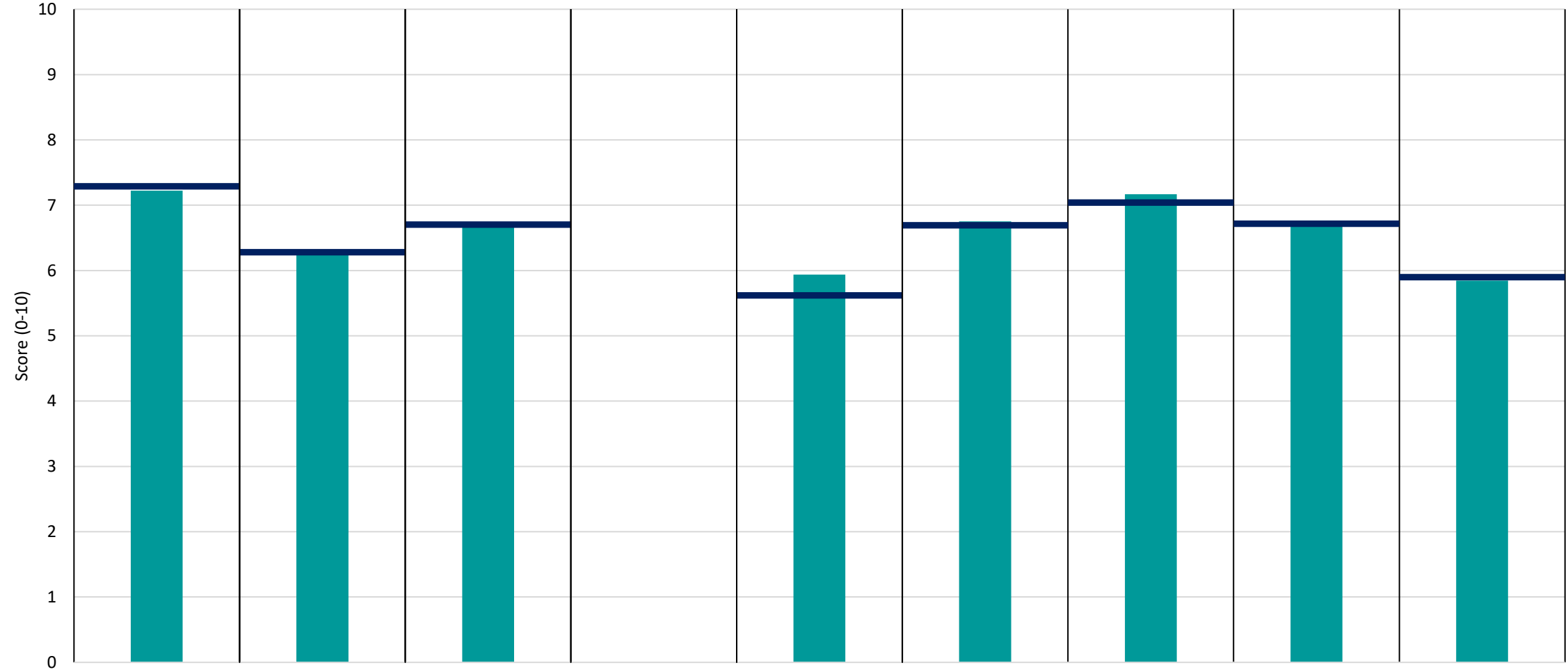
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.22 | 6.26 | 6.66 | - | 5.94 | 6.75 | 7.17 | 6.74 | 5.85 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 233  | 233  | 229  | - | 213  | 232  | 233  | 233  | 234  |

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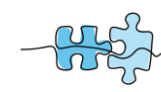
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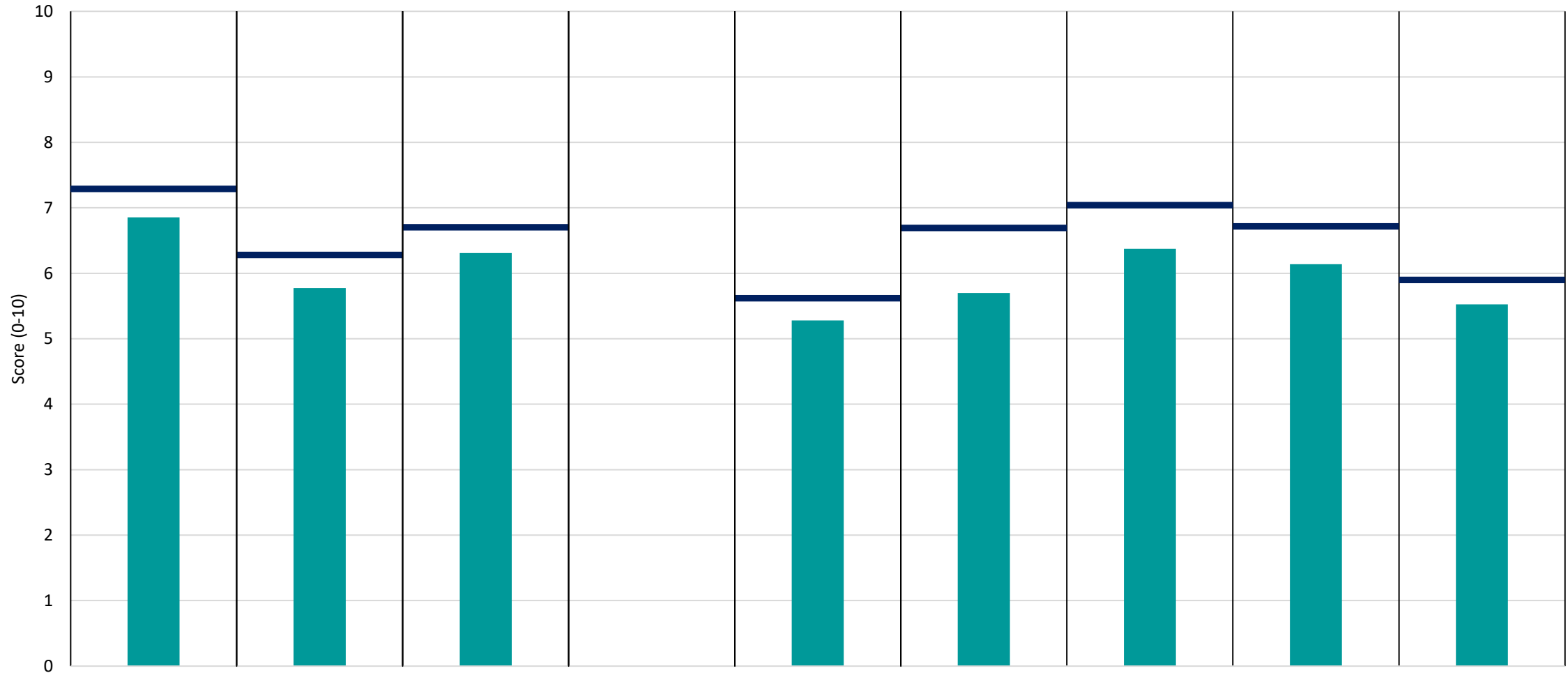
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.85 | 5.77 | 6.31 | - | 5.28 | 5.70 | 6.38 | 6.14 | 5.52 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 31 31 31 - 30 31 31 31 31 31 20

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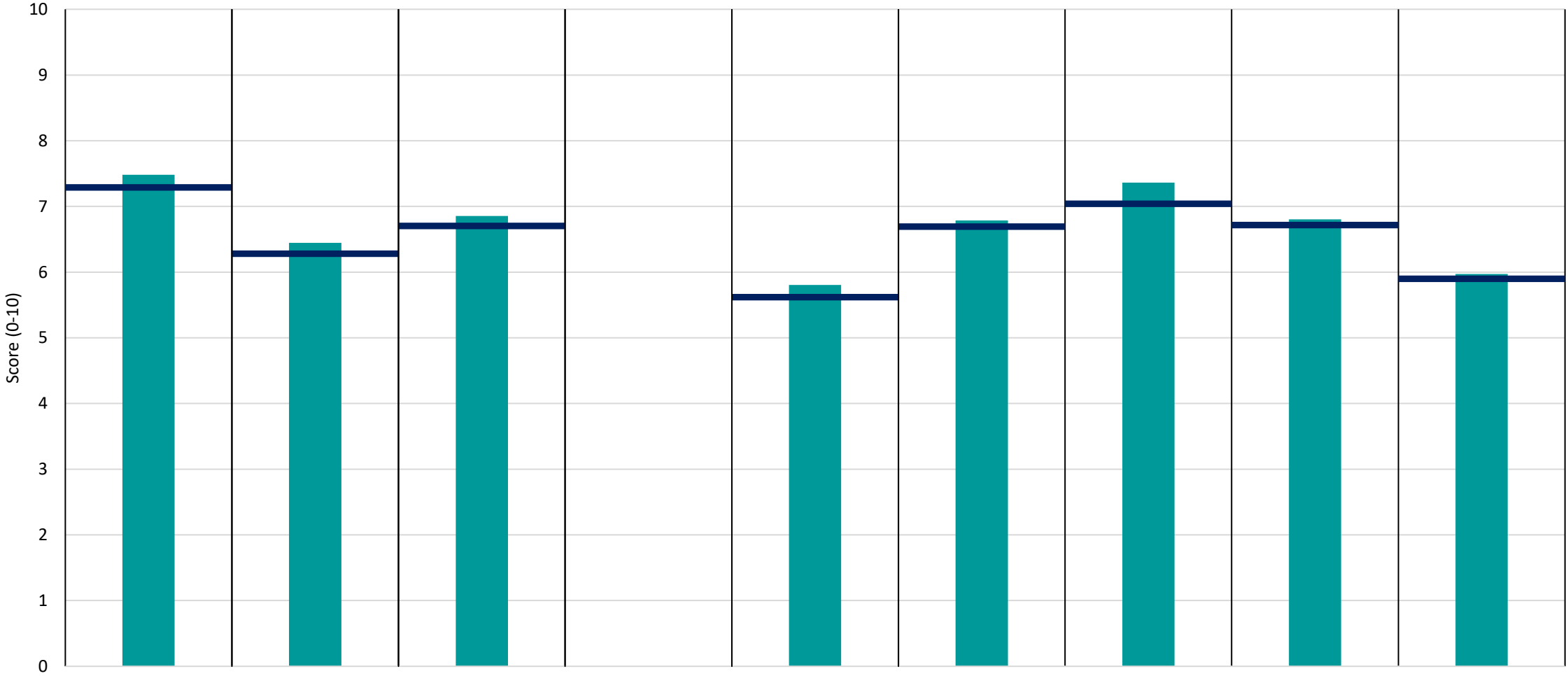
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.48 | 6.45 | 6.86 | - | 5.80 | 6.79 | 7.36 | 6.80 | 5.97 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 193 193 191 - 185 193 193 193 193 21

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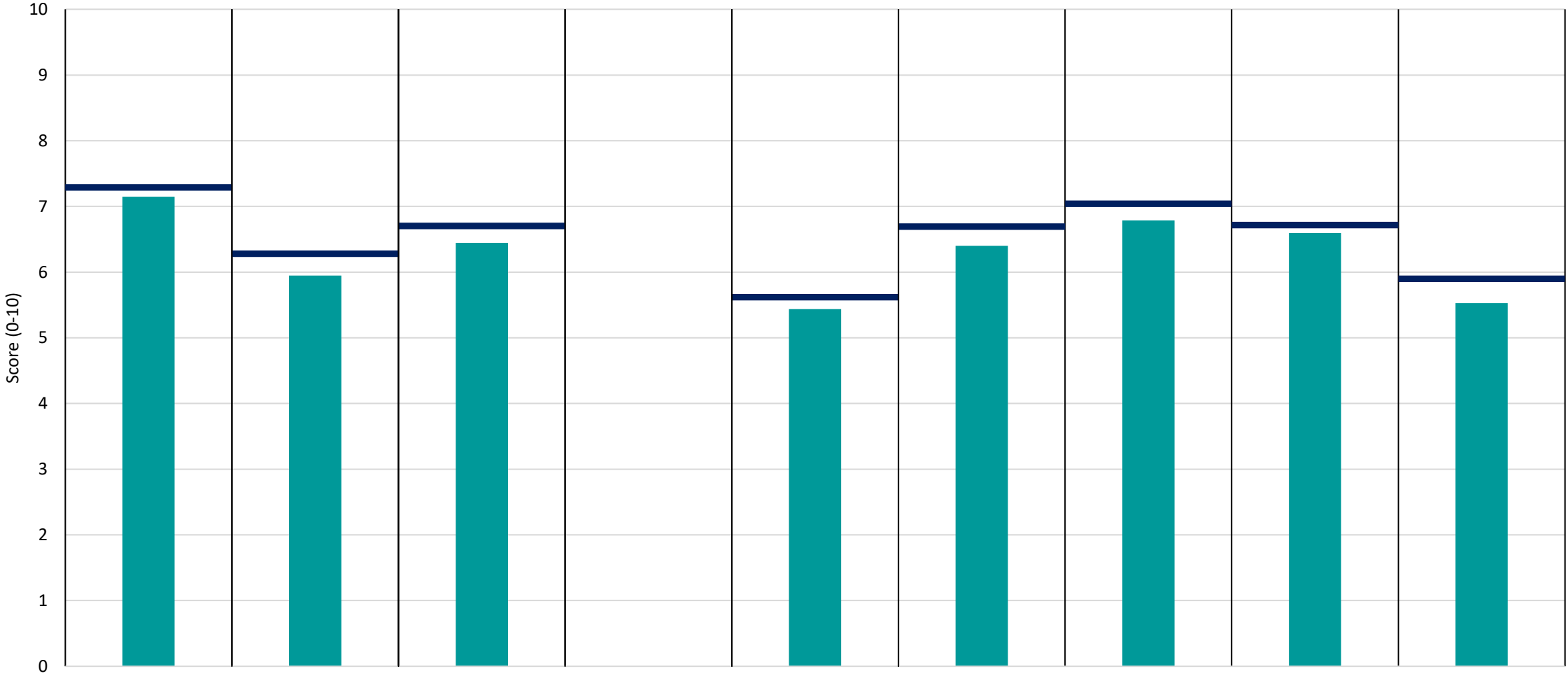
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.15 | 5.95 | 6.44 | - | 5.44 | 6.40 | 6.79 | 6.59 | 5.53 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 190 191 190 - 175 191 190 191 191 191 22

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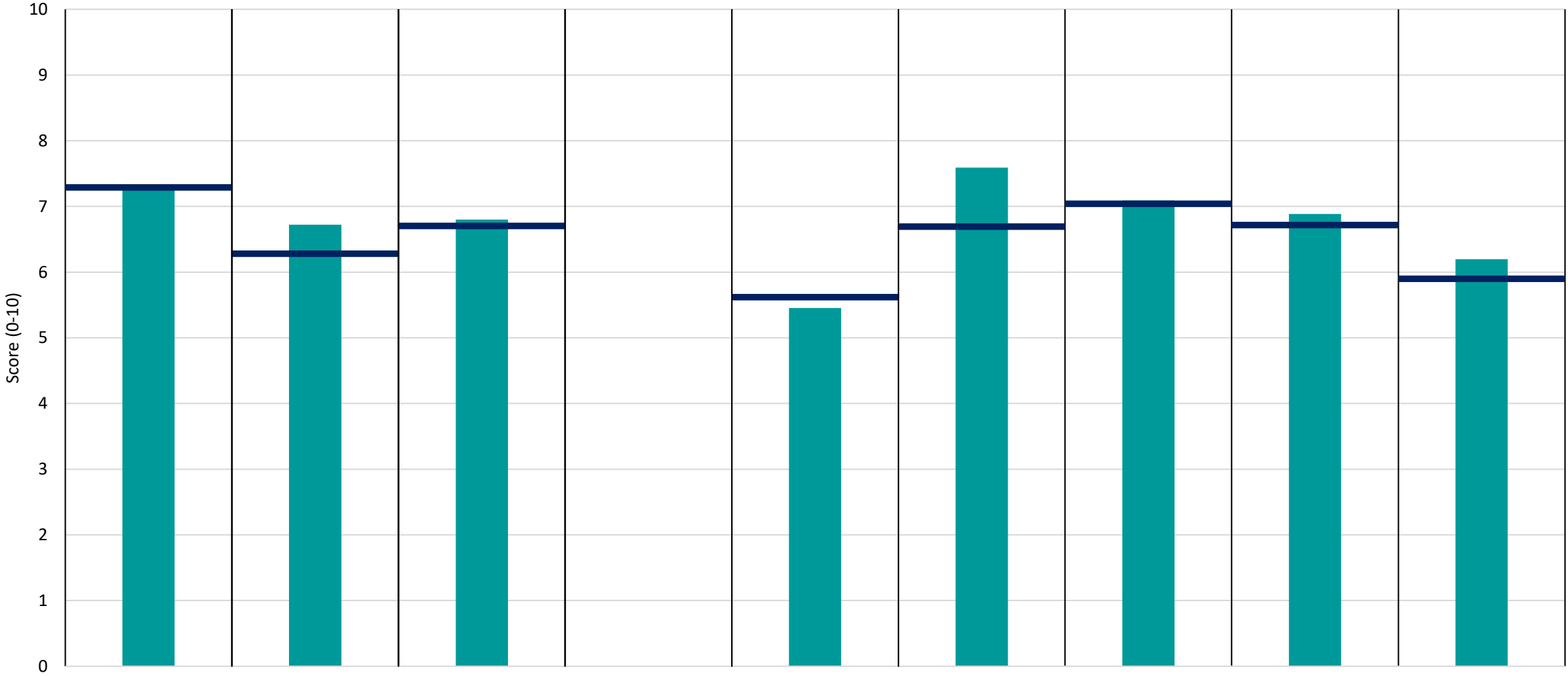
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.31 | 6.72 | 6.80 | - | 5.45 | 7.59 | 7.09 | 6.89 | 6.20 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 102 102 100 - 96 101 101 102 102 <sup>23</sup>

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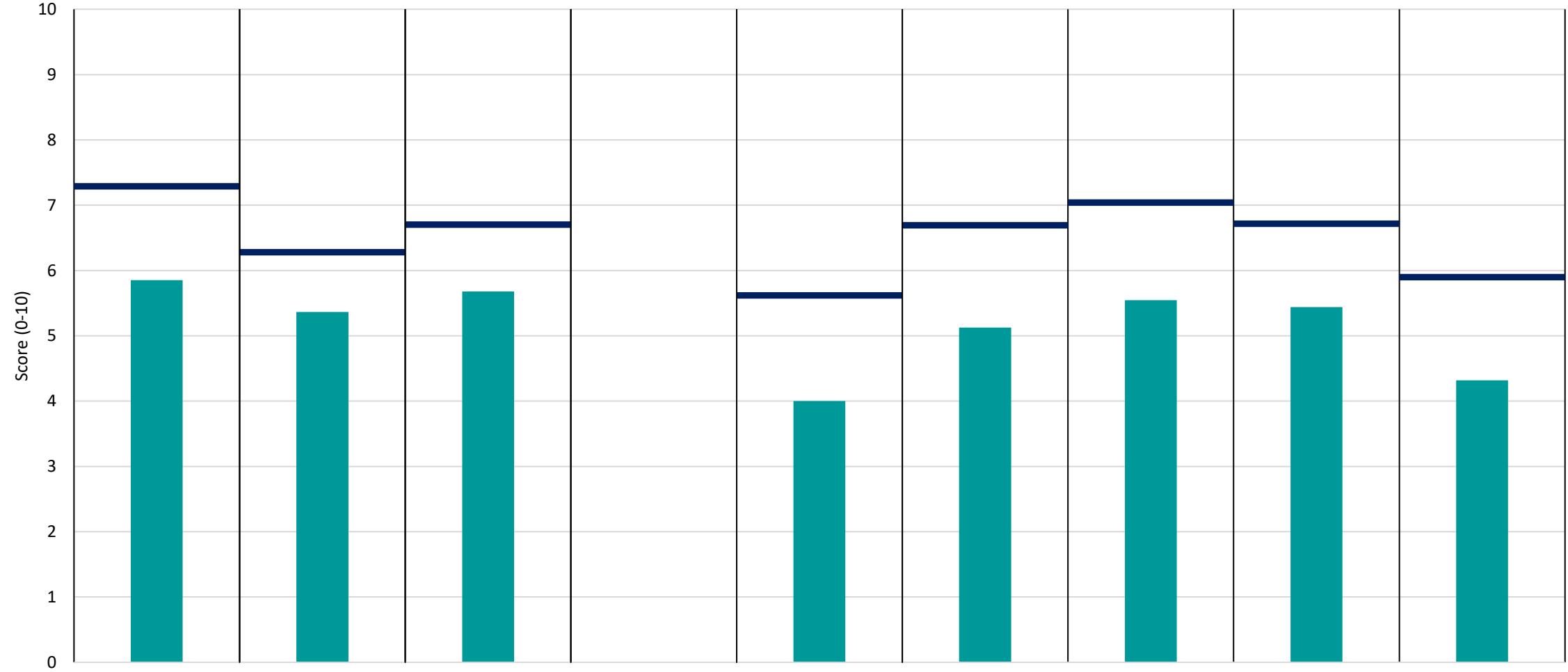
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 5.85 | 5.36 | 5.68 | - | 4.00 | 5.13 | 5.55 | 5.44 | 4.32 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 36   | 36   | 36   | - | 35   | 36   | 36   | 36   | 36   |

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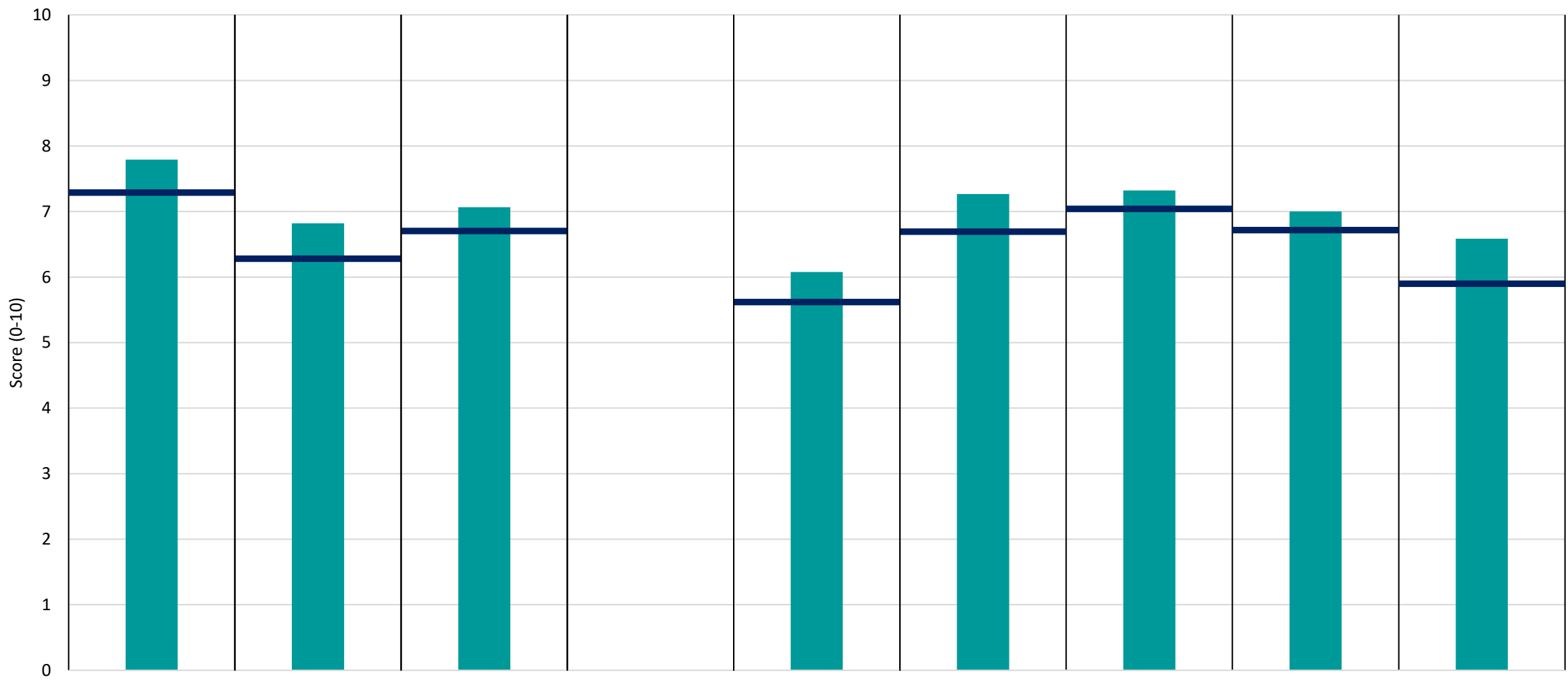
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We are a team

Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |                   |
|-----------|------|------|------|---|------|------|------|------|-------------------|
| Breakdown | 7.79 | 6.82 | 7.07 | - | 6.08 | 7.27 | 7.32 | 7.00 | 6.58              |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90              |
| Responses | 289  | 289  | 288  | - | 276  | 288  | 289  | 289  | 289 <sup>25</sup> |

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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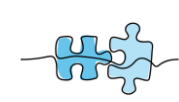
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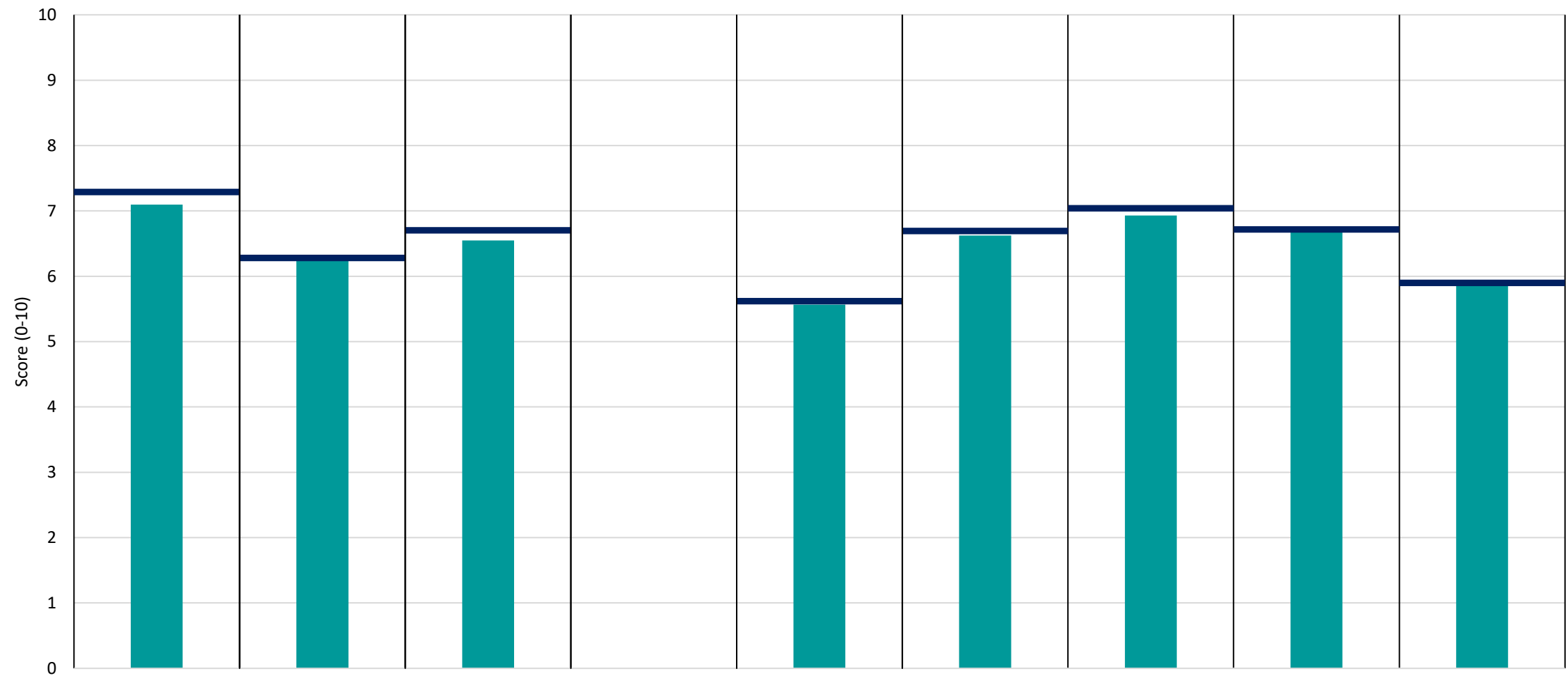
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Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.10 | 6.26 | 6.55 | - | 5.57 | 6.62 | 6.93 | 6.71 | 5.90 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 65   | 65   | 64   | - | 63   | 65   | 65   | 65   | 65   |

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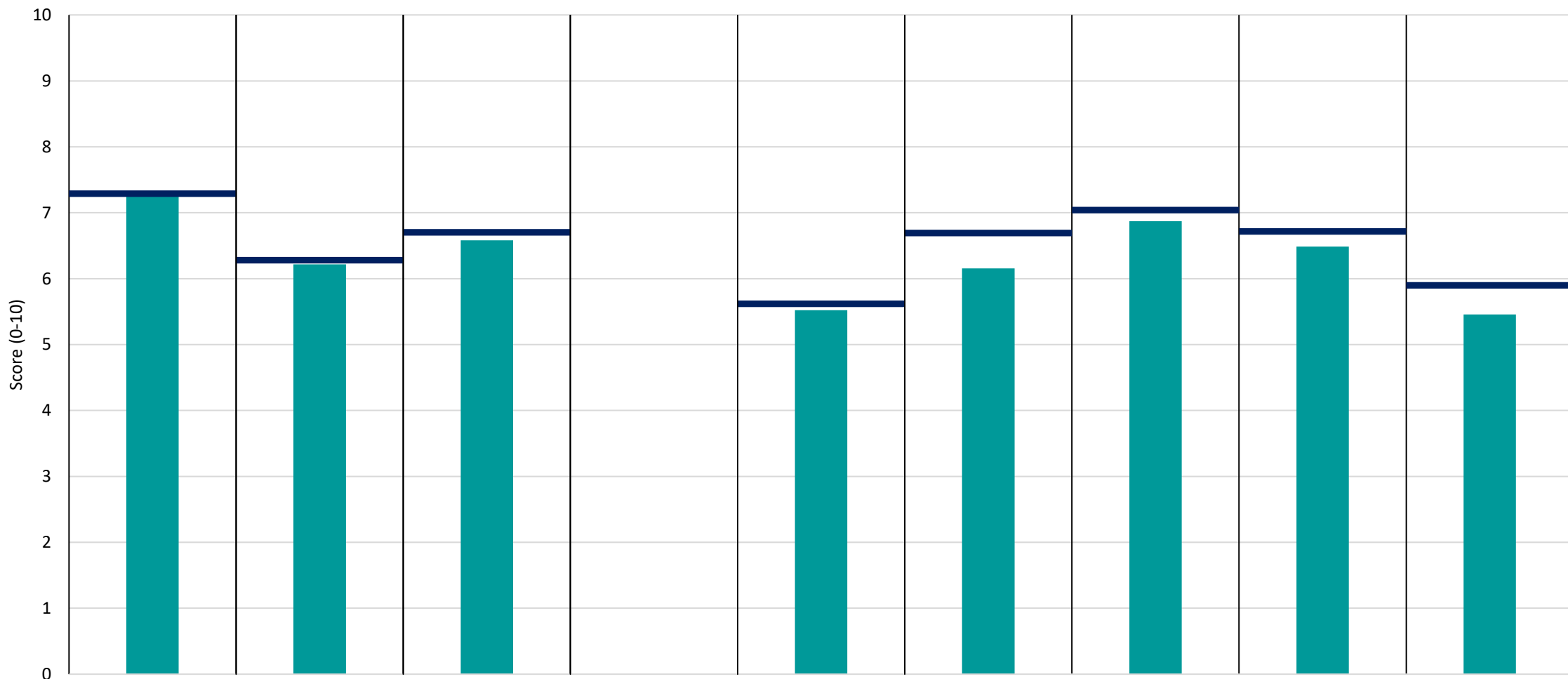
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Staff Engagement

Morale



|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.31 | 6.22 | 6.58 | - | 5.52 | 6.16 | 6.87 | 6.49 | 5.46 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 31 31 31 - 29 31 31 31 31 31 27

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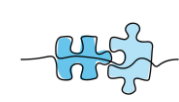
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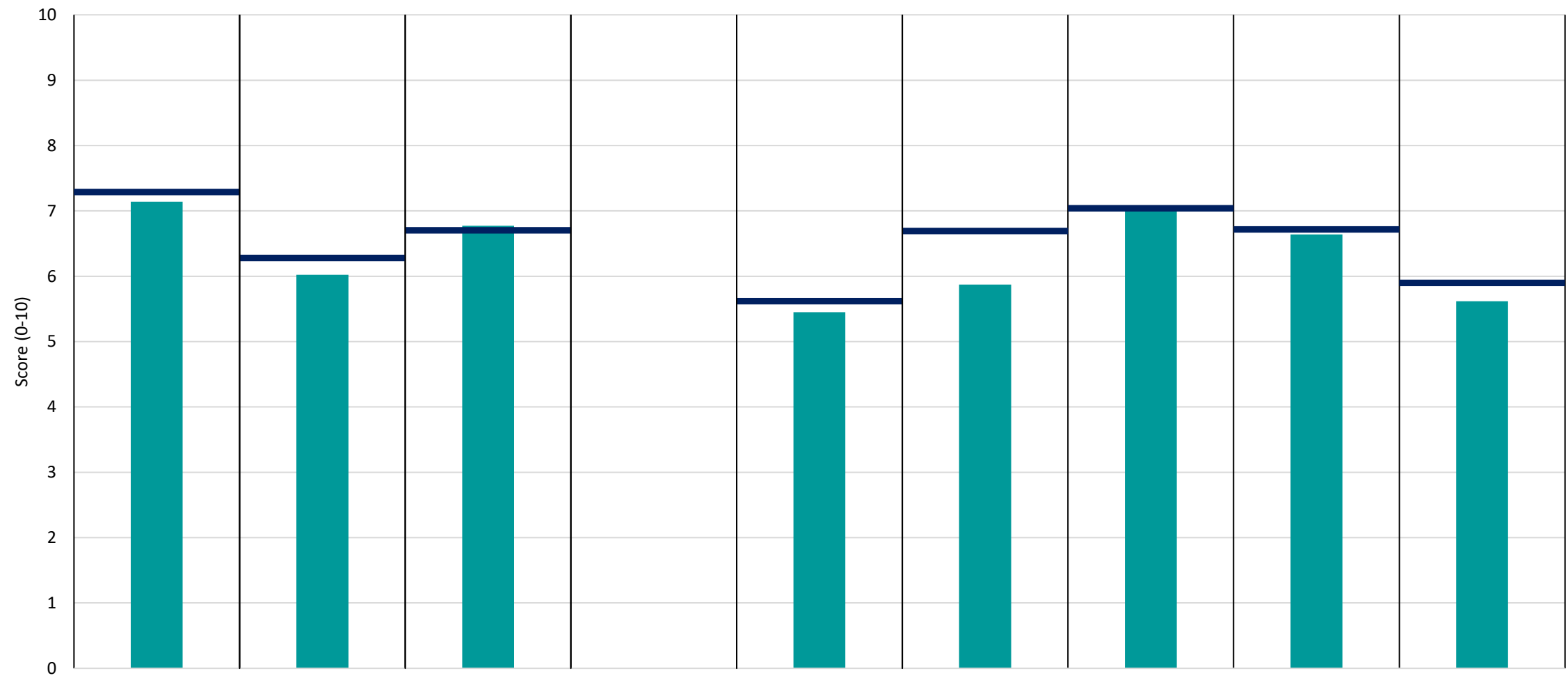
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.14 | 6.02 | 6.77 | - | 5.45 | 5.87 | 7.01 | 6.64 | 5.62 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 85   | 85   | 85   | - | 78   | 85   | 85   | 85   | 85   |

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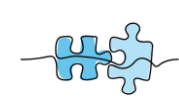
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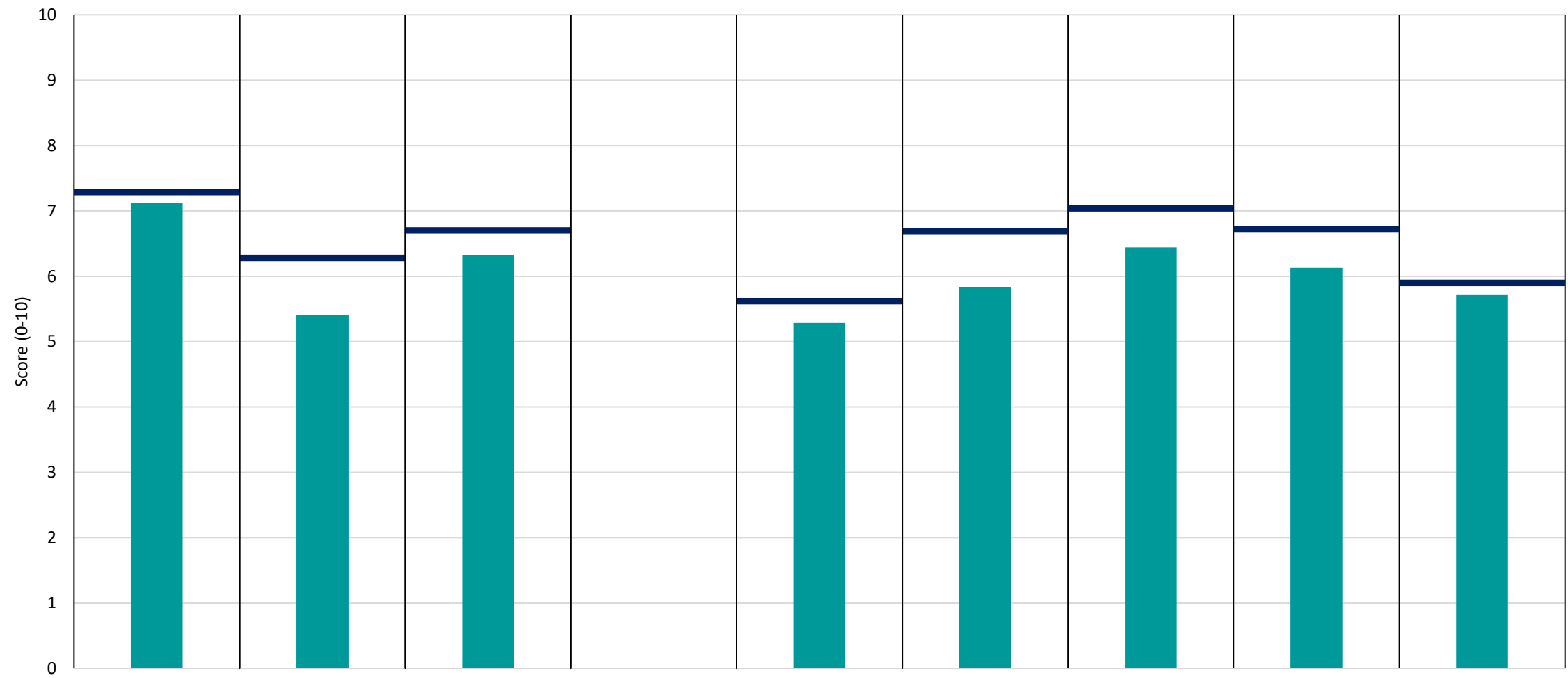
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.12 | 5.41 | 6.32 | - | 5.29 | 5.83 | 6.44 | 6.13 | 5.71 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 17   | 17   | 17   | - | 16   | 17   | 17   | 17   | 17   |

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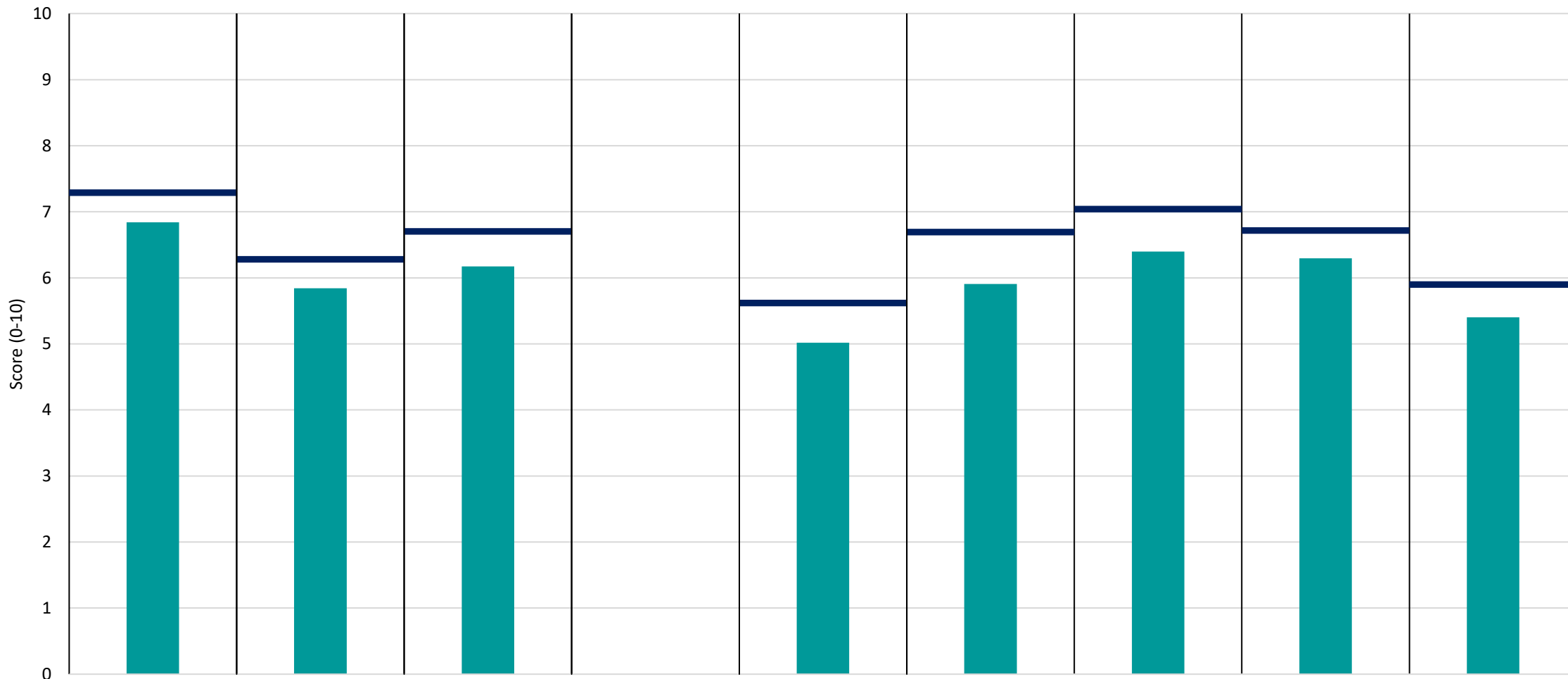
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|           |      |      |      |   |      |      |      |      |                   |
|-----------|------|------|------|---|------|------|------|------|-------------------|
| Breakdown | 6.84 | 5.84 | 6.17 | - | 5.02 | 5.91 | 6.40 | 6.30 | 5.40              |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90              |
| Responses | 118  | 118  | 116  | - | 109  | 118  | 118  | 118  | 118 <sup>30</sup> |

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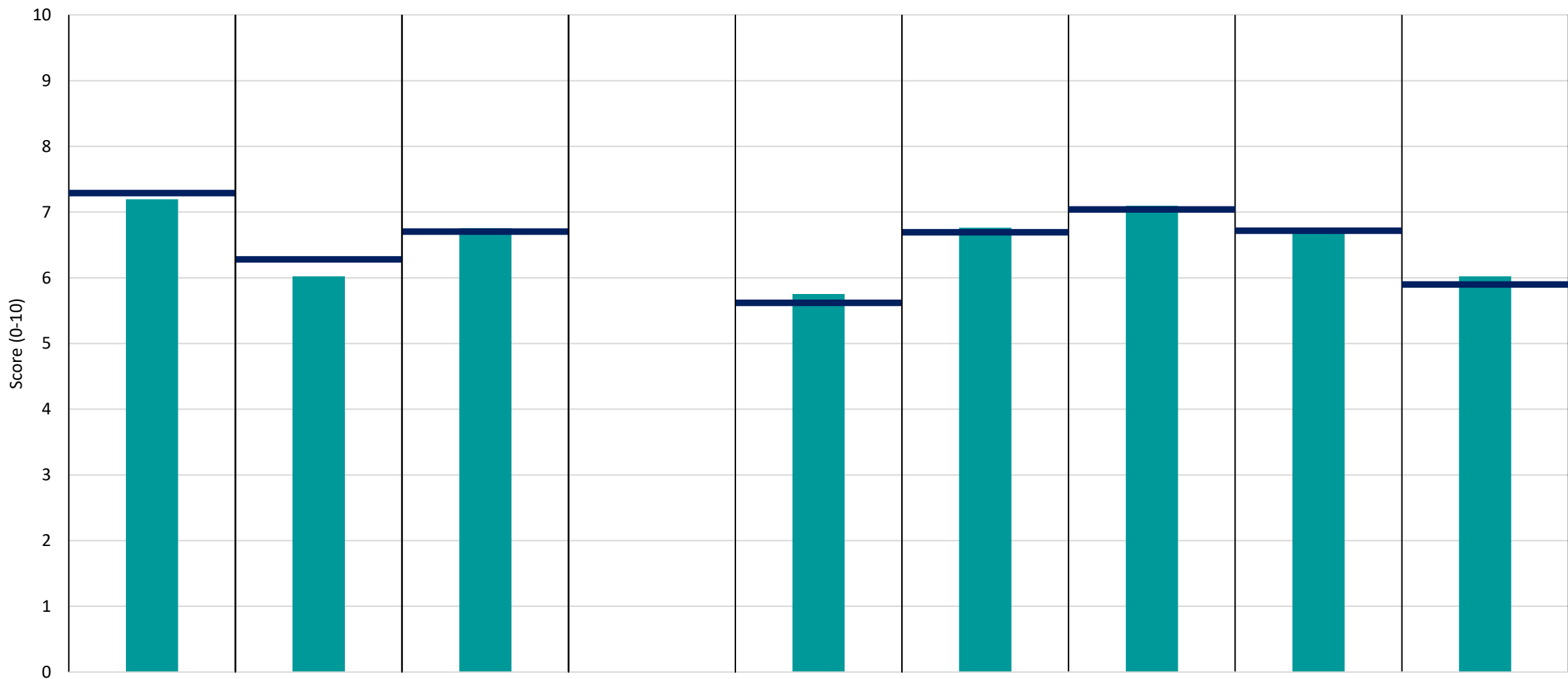
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.20 | 6.02 | 6.76 | - | 5.75 | 6.76 | 7.10 | 6.75 | 6.02 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 253  | 249  | 245  | - | 231  | 249  | 252  | 252  | 252  |

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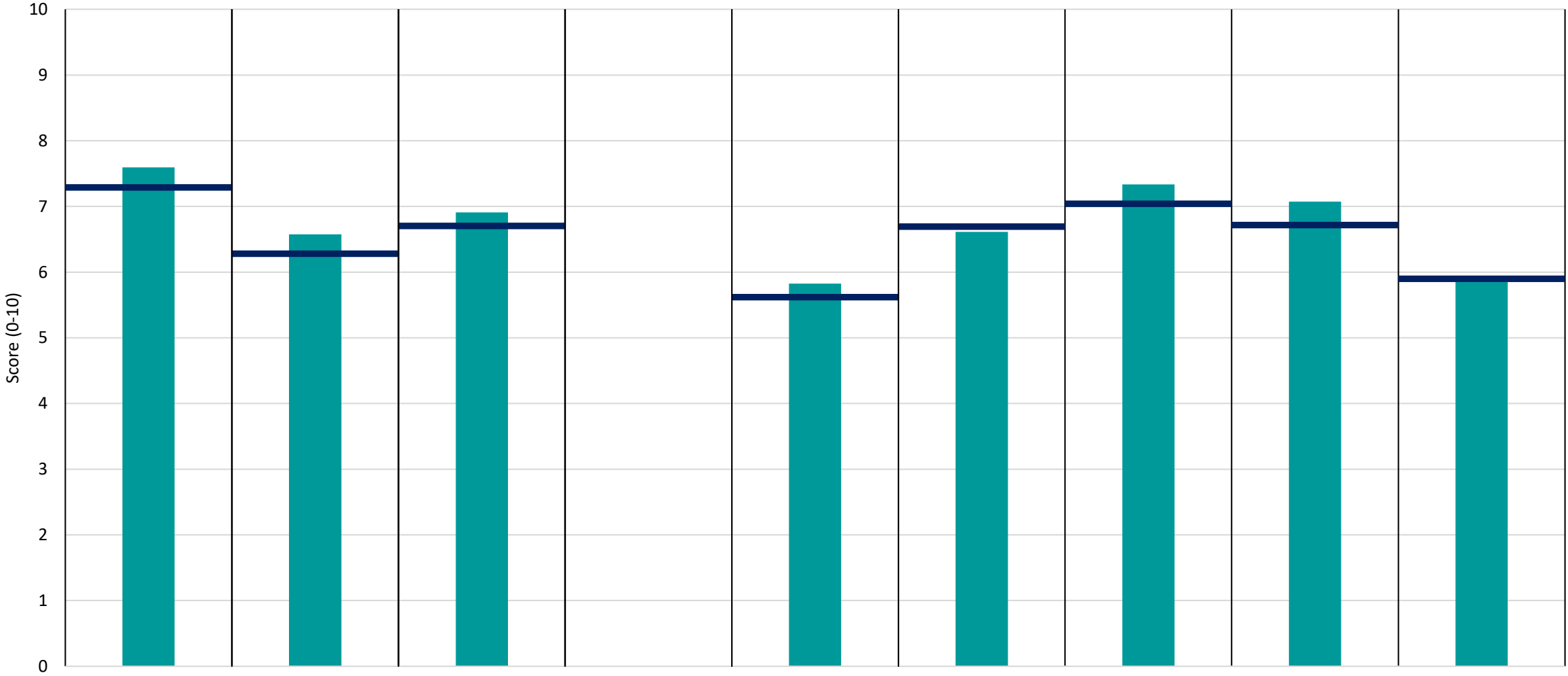
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.59 | 6.57 | 6.91 | - | 5.83 | 6.61 | 7.34 | 7.07 | 5.90 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |

Responses 141 141 141 - 137 141 141 141 141 141 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.





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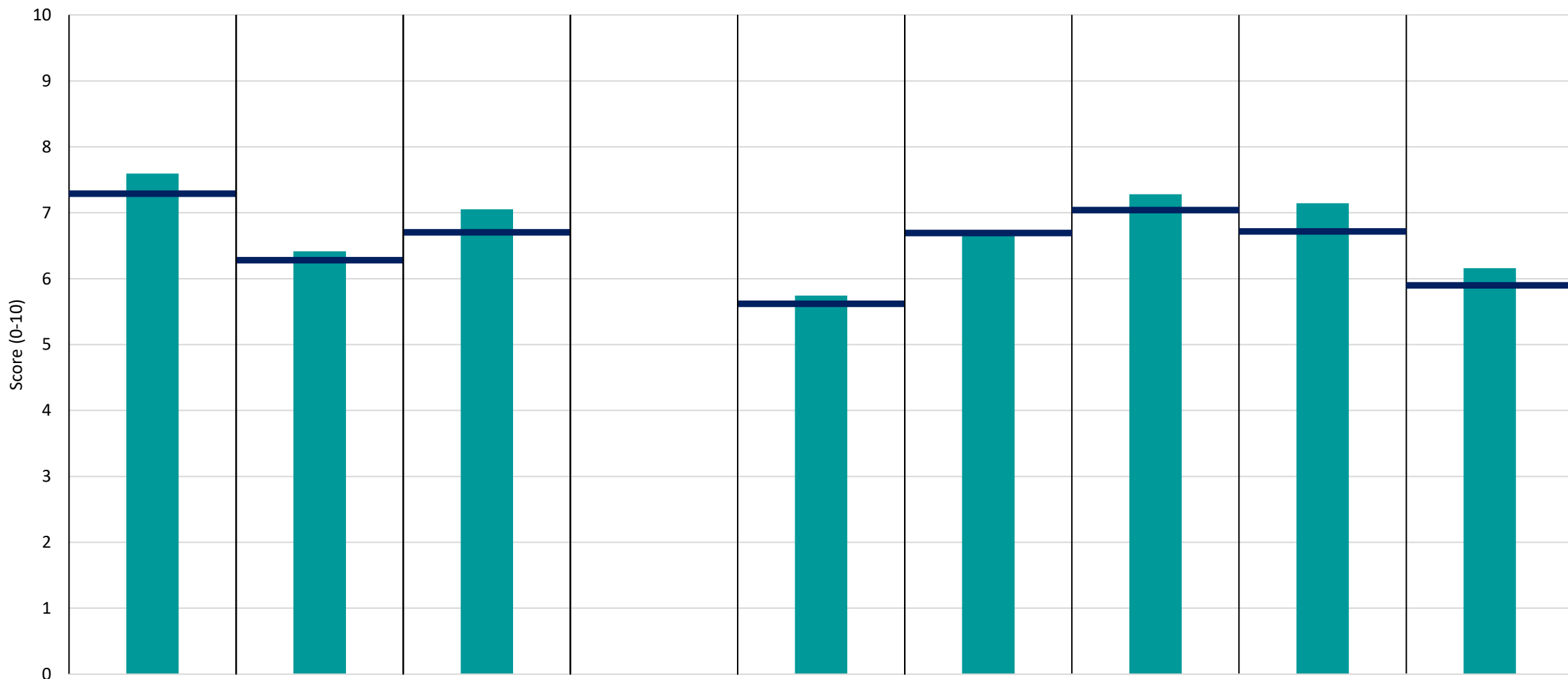
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.60 | 6.42 | 7.05 | - | 5.74 | 6.70 | 7.28 | 7.14 | 6.16 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 271  | 272  | 270  | - | 260  | 271  | 271  | 273  | 272  |

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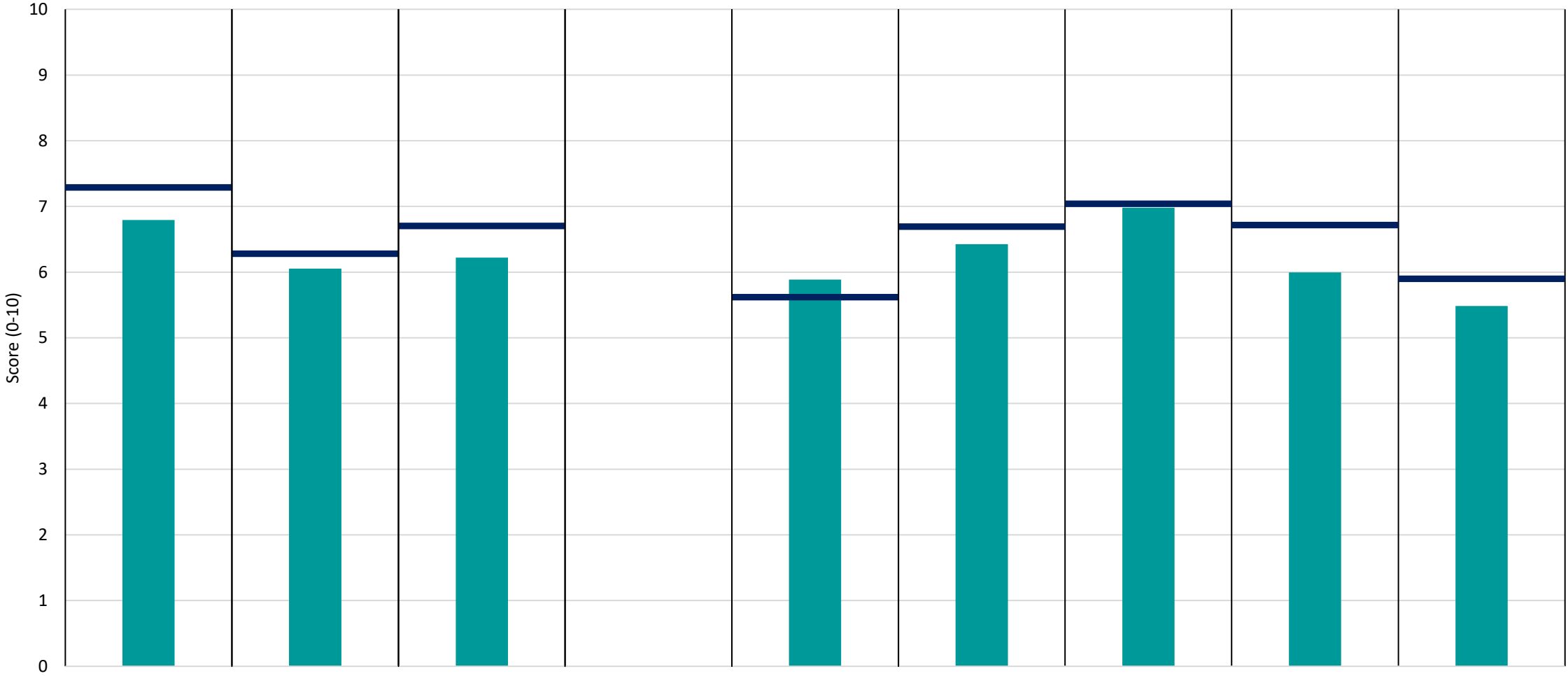
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.79 | 6.05 | 6.22 | - | 5.89 | 6.42 | 6.98 | 6.00 | 5.48 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 12   | 12   | 12   | - | 11   | 12   | 12   | 12   | 12   |

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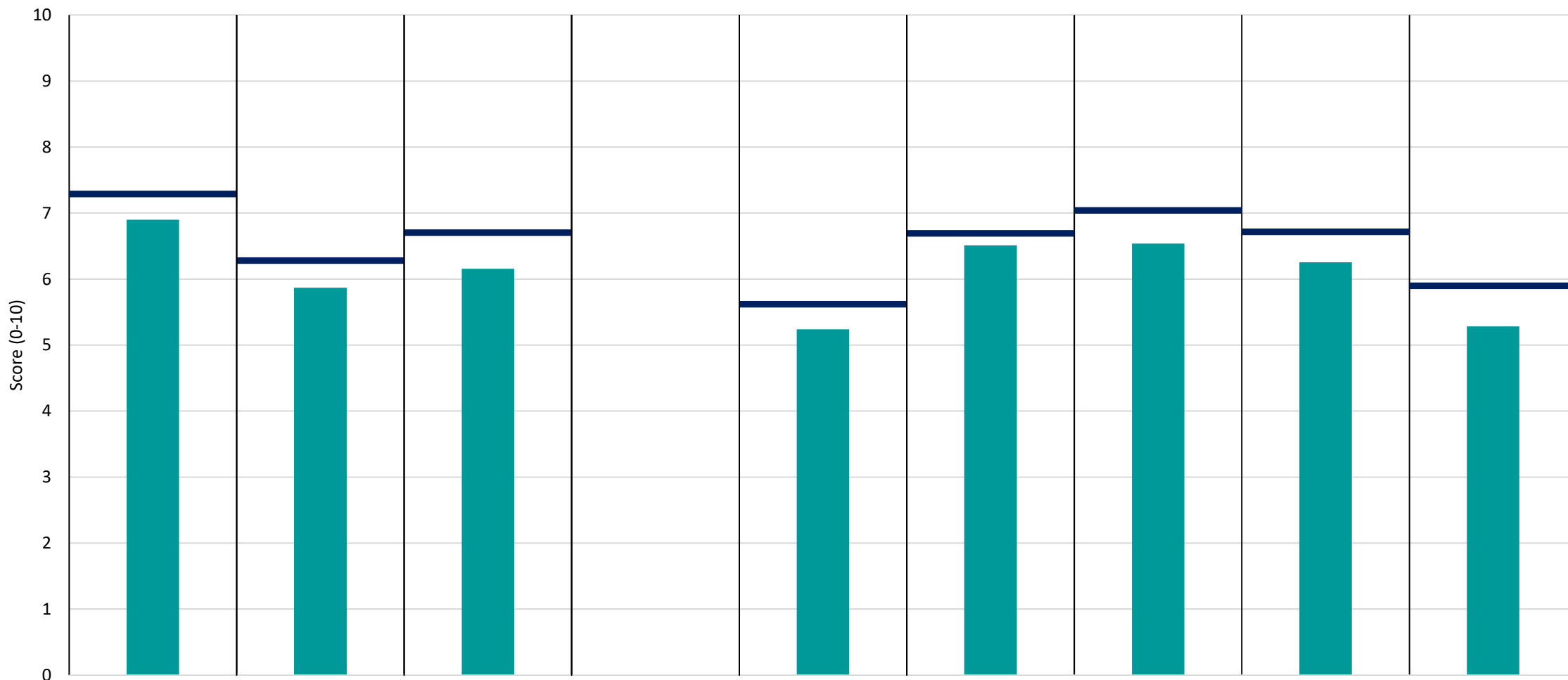
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|           |      |      |      |   |      |      |      |      |      |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.90 | 5.87 | 6.16 | - | 5.24 | 6.51 | 6.54 | 6.25 | 5.28 |
| Your org  | 7.29 | 6.28 | 6.70 | - | 5.62 | 6.69 | 7.04 | 6.72 | 5.90 |
| Responses | 152  | 152  | 150  | - | 136  | 151  | 151  | 152  | 152  |

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