



# Surrey and Borders Partnership NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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<u>Chief Executive</u>	<u>6</u>
<u>Chief Finance Officer</u>	<u>7</u>
<u>Chief Information Officer</u>	<u>8</u>
<u>Chief Medical Officer</u>	<u>9</u>
<u>Chief Nursing Officer</u>	<u>10</u>
<u>Chief Operating Officer</u>	<u>11</u>
<u>Children and Family Health Surrey</u>	<u>12</u>
<u>Children and Young People Services</u>	<u>13</u>
<u>Community Mental Health</u>	<u>14</u>
<u>Deputy Chief Operating Office</u>	<u>15</u>
<u>Hospitals and Specialist Services</u>	<u>16</u>
<u>Innovation &amp; Therapies</u>	<u>17</u>
<u>Learning Disabilities</u>	<u>18</u>
<u>Property</u>	<u>19</u>
<u>Workforce</u>	<u>20</u>

<u>Add Prof Scientific and Technic</u>	<u>22</u>
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This breakdown report for Surrey and Borders Partnership 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.

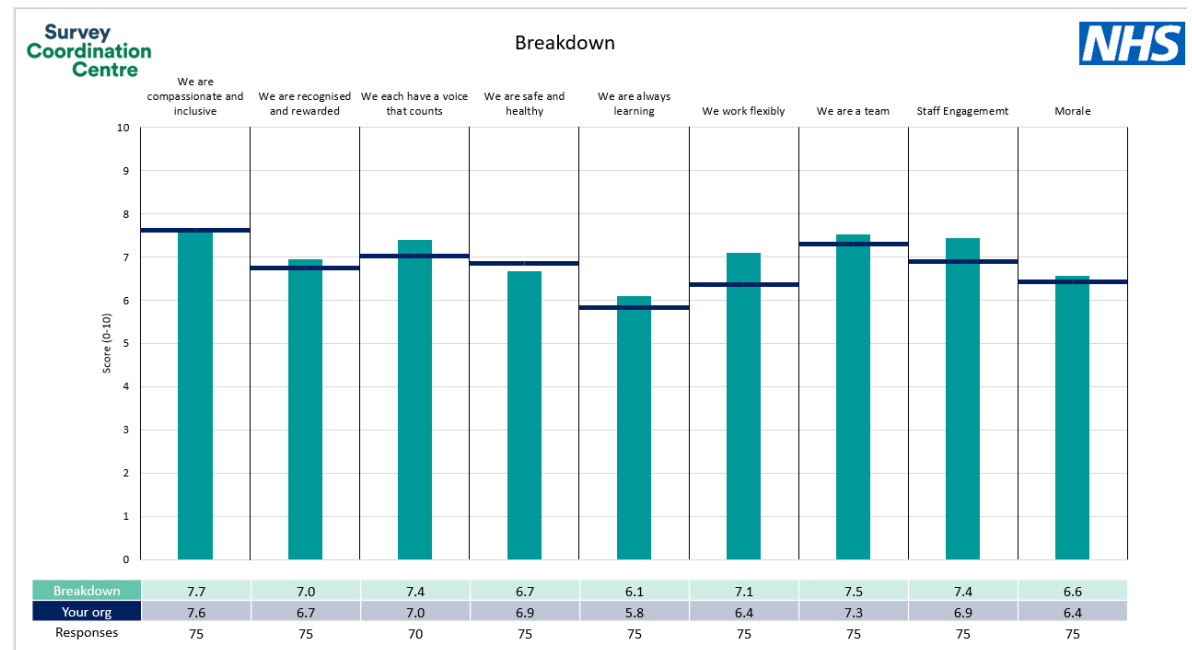
The breakdowns used in this report were provided and defined by Surrey and Borders Partnership NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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

Surrey and Borders Partnership NHS Foundation Trust  
2023 NHS Staff Survey



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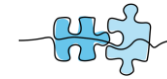
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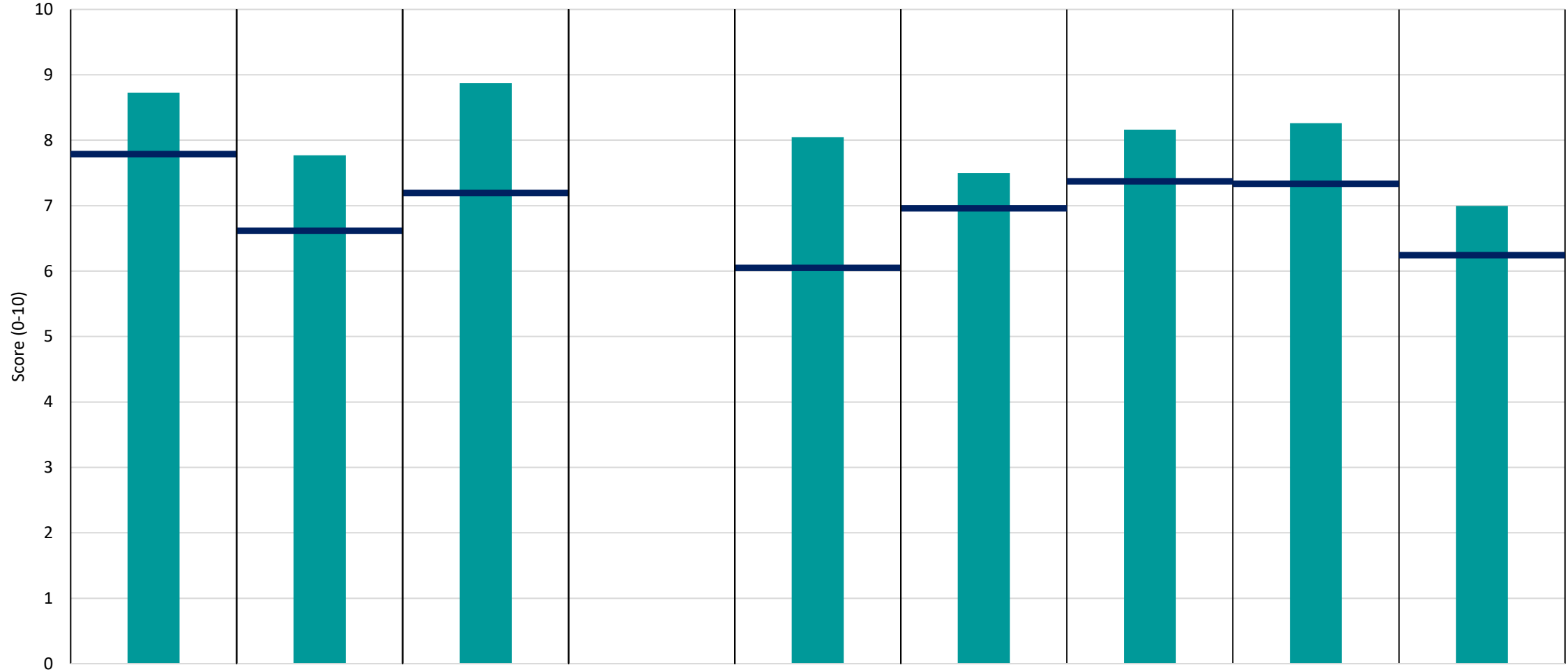
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Staff Engagement

Morale



Breakdown	8.73	7.77	8.87	-	8.04	7.50	8.16	8.26	7.00
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 13 13 13 - 13 13 13 13 13 13



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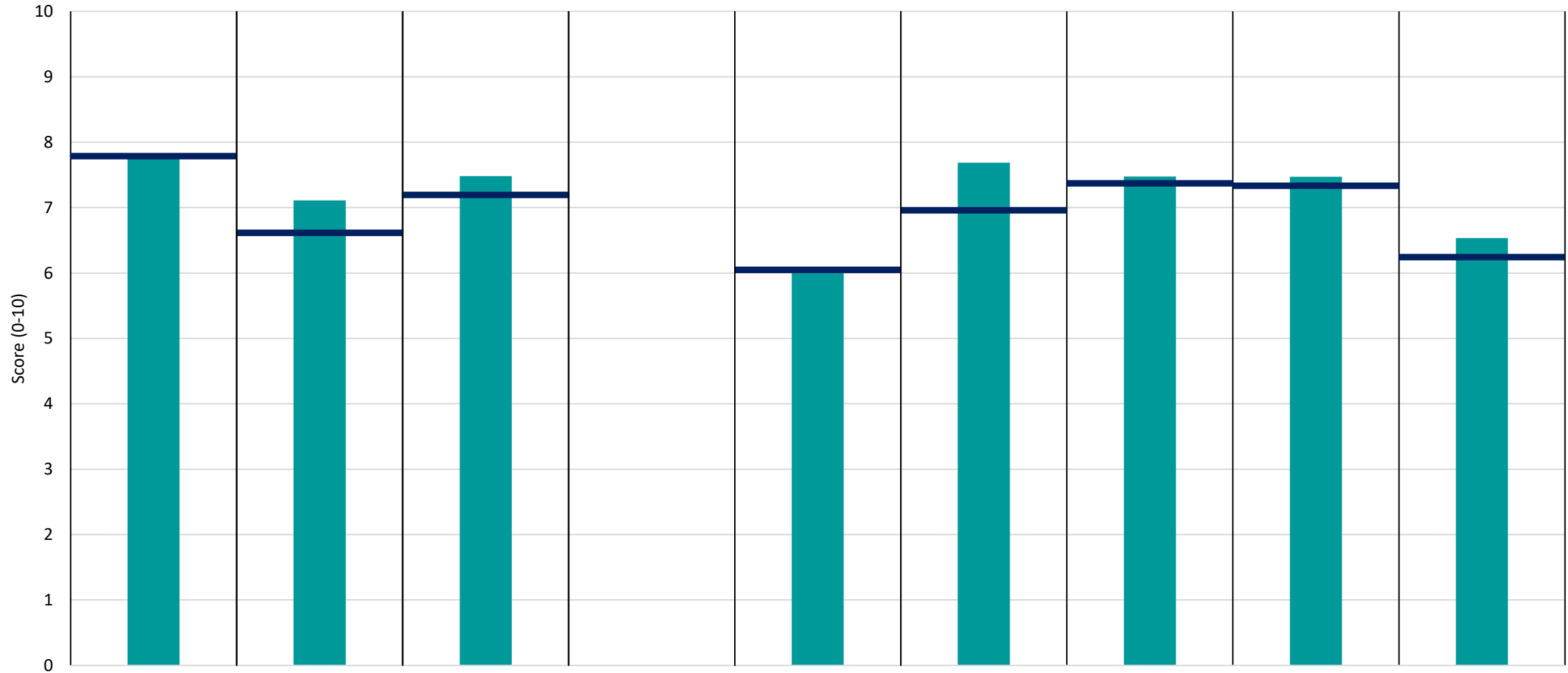
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Staff Engagement

Morale



Breakdown	7.81	7.11	7.48	-	6.09	7.69	7.47	7.47	6.53
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 56 56 55 - 55 56 56 56 56 7

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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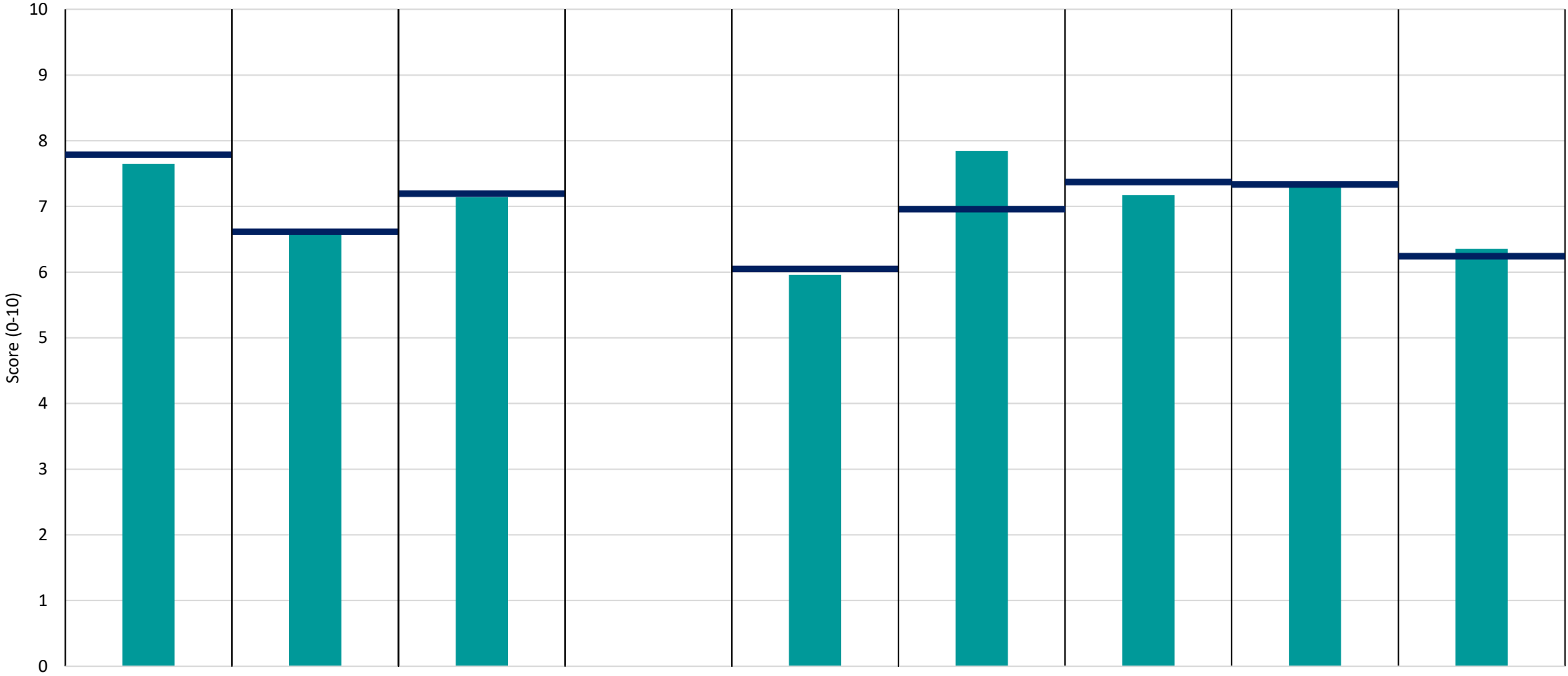
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Staff Engagement

Morale



Breakdown	7.65	6.65	7.14	-	5.96	7.84	7.17	7.32	6.35
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	104	104	103	-	102	103	104	104	104

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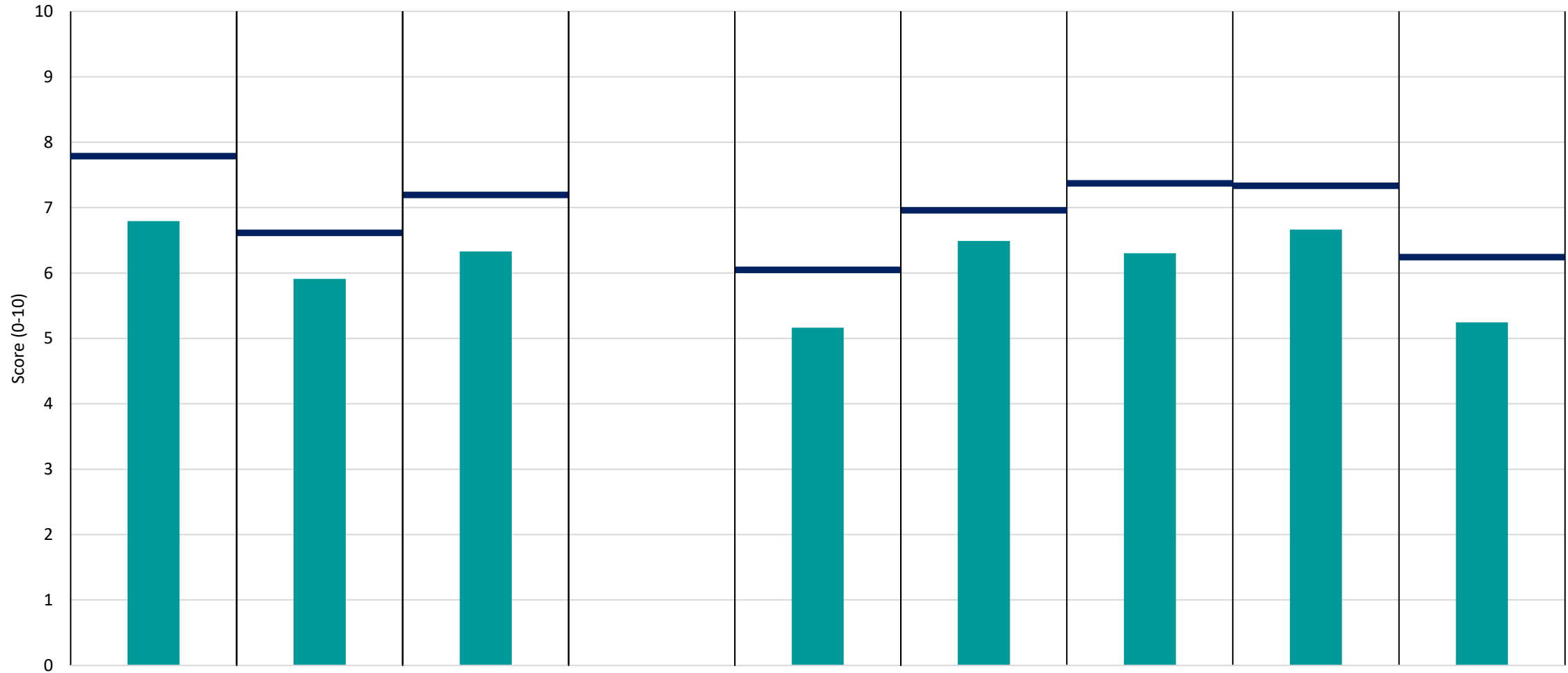
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Staff Engagement

Morale



Breakdown	6.79	5.91	6.33	-	5.16	6.49	6.30	6.66	5.25
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 33 33 33 - 32 33 33 33 33 33 9

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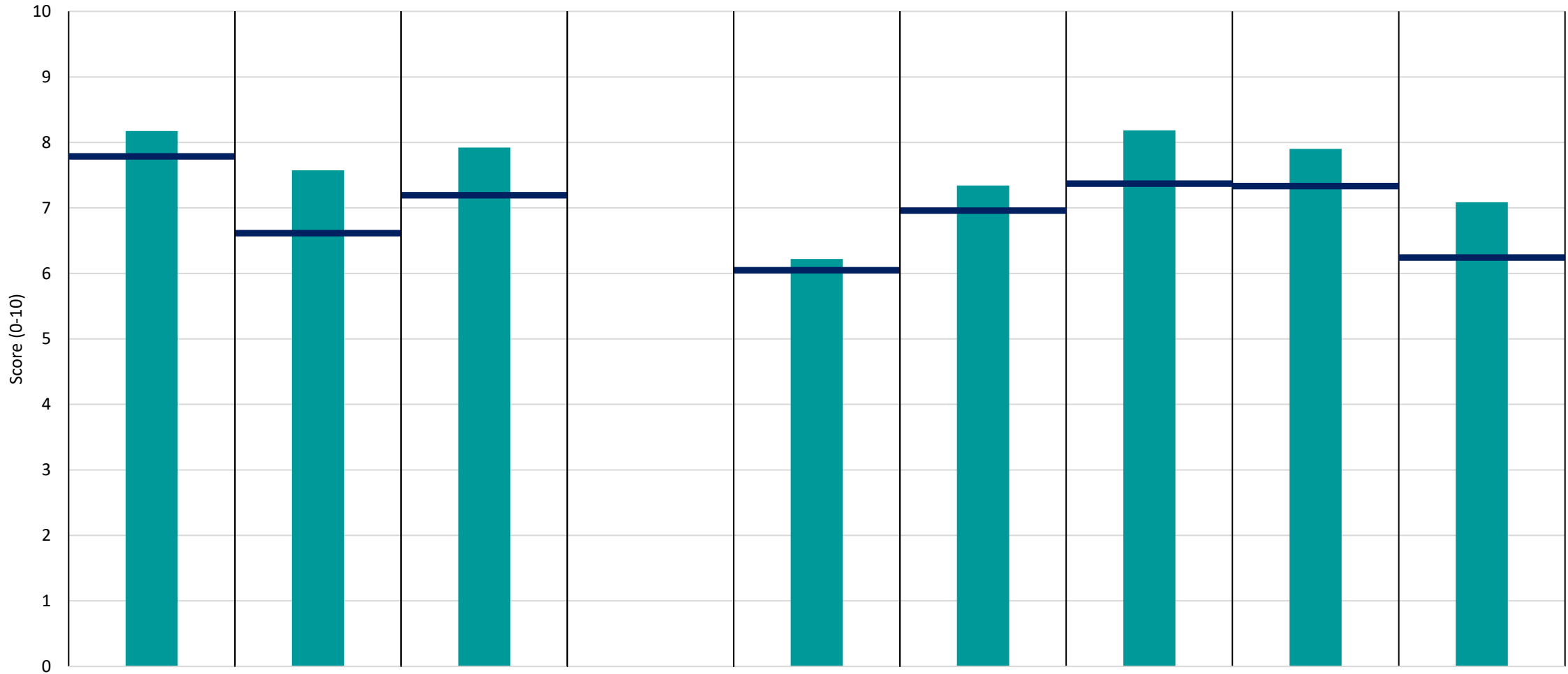
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Staff Engagement

Morale



Breakdown	8.17	7.57	7.92	-	6.22	7.34	8.18	7.90	7.09
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 34 34 34 - 33 34 34 34 34 34 10

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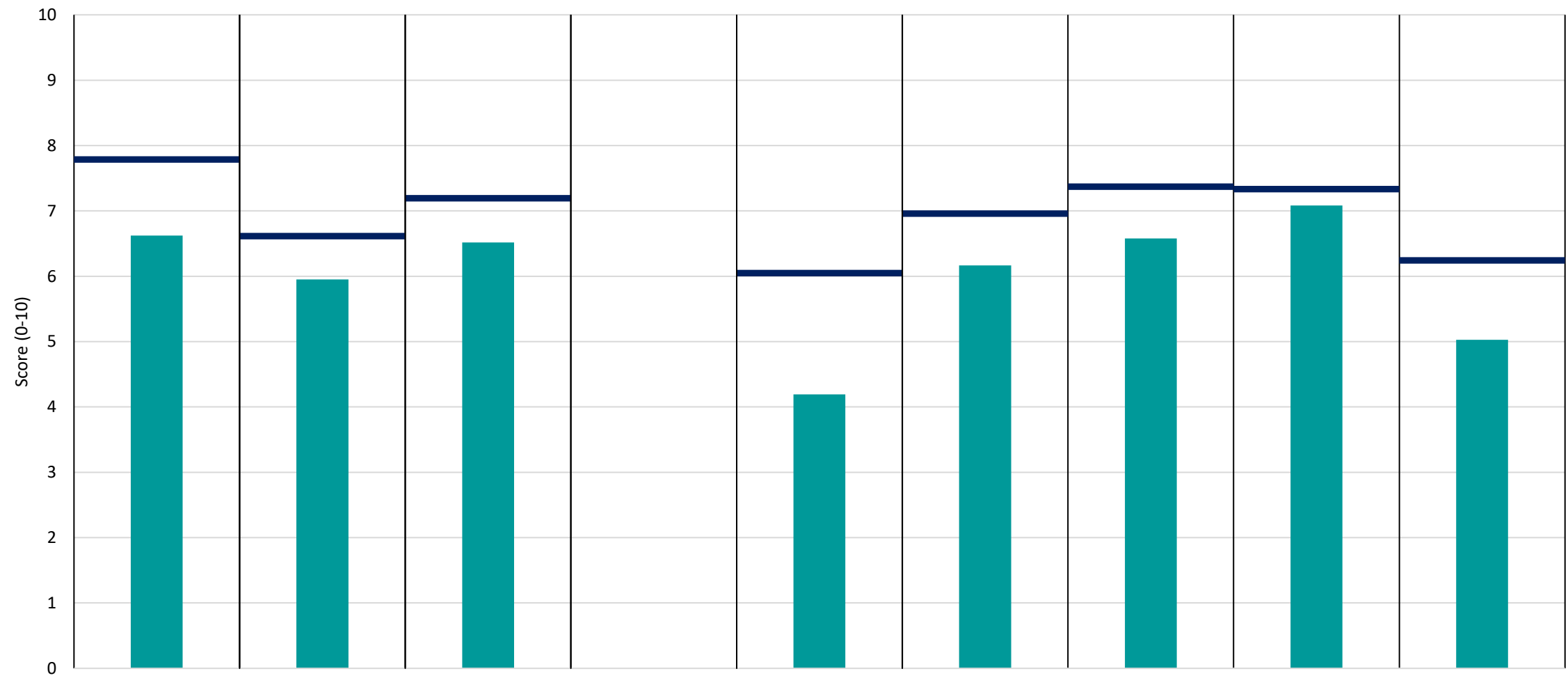
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Staff Engagement

Morale



Breakdown	6.62	5.95	6.52	-	4.19	6.17	6.58	7.08	5.03
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	10	10	10	-	10	10	10	10	10

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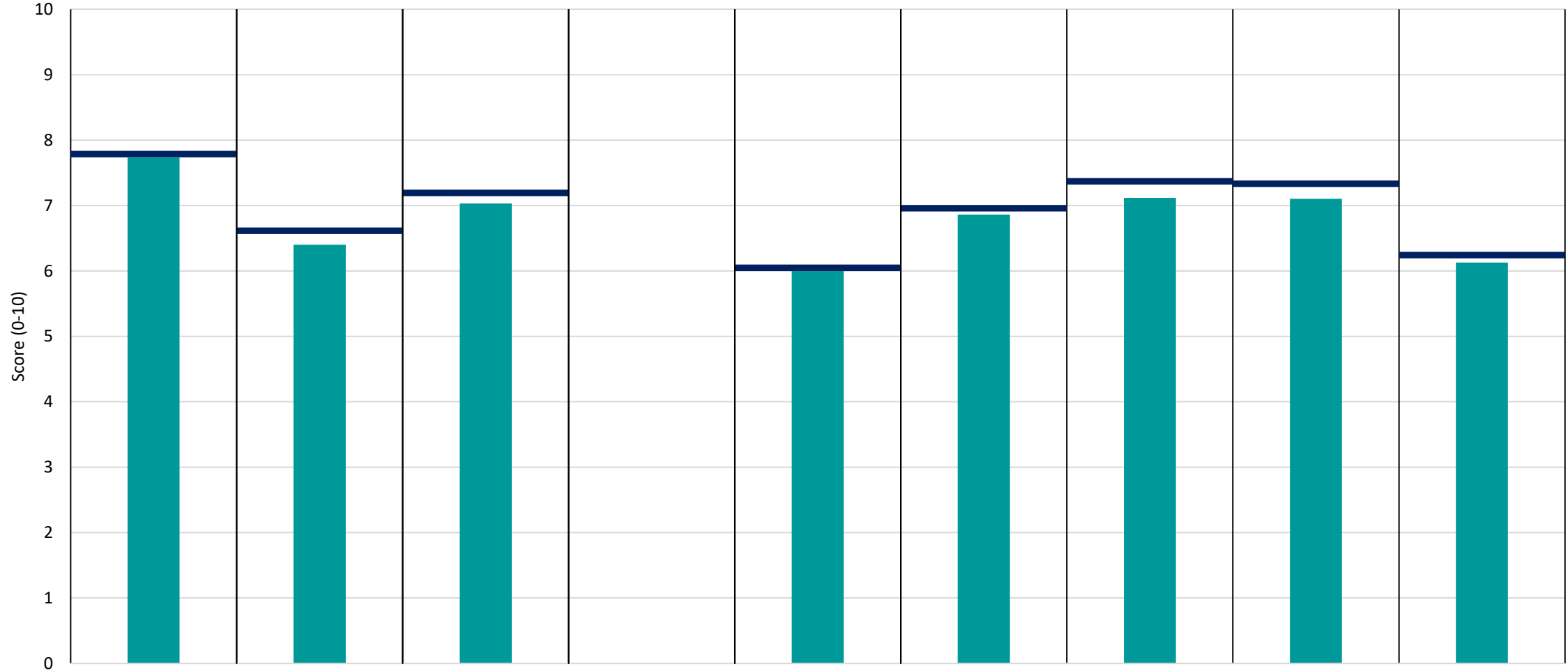
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Staff Engagement

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Breakdown	7.73	6.40	7.03	-	6.09	6.86	7.12	7.10	6.13
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 45 45 44 - 43 45 45 45 45 45 12

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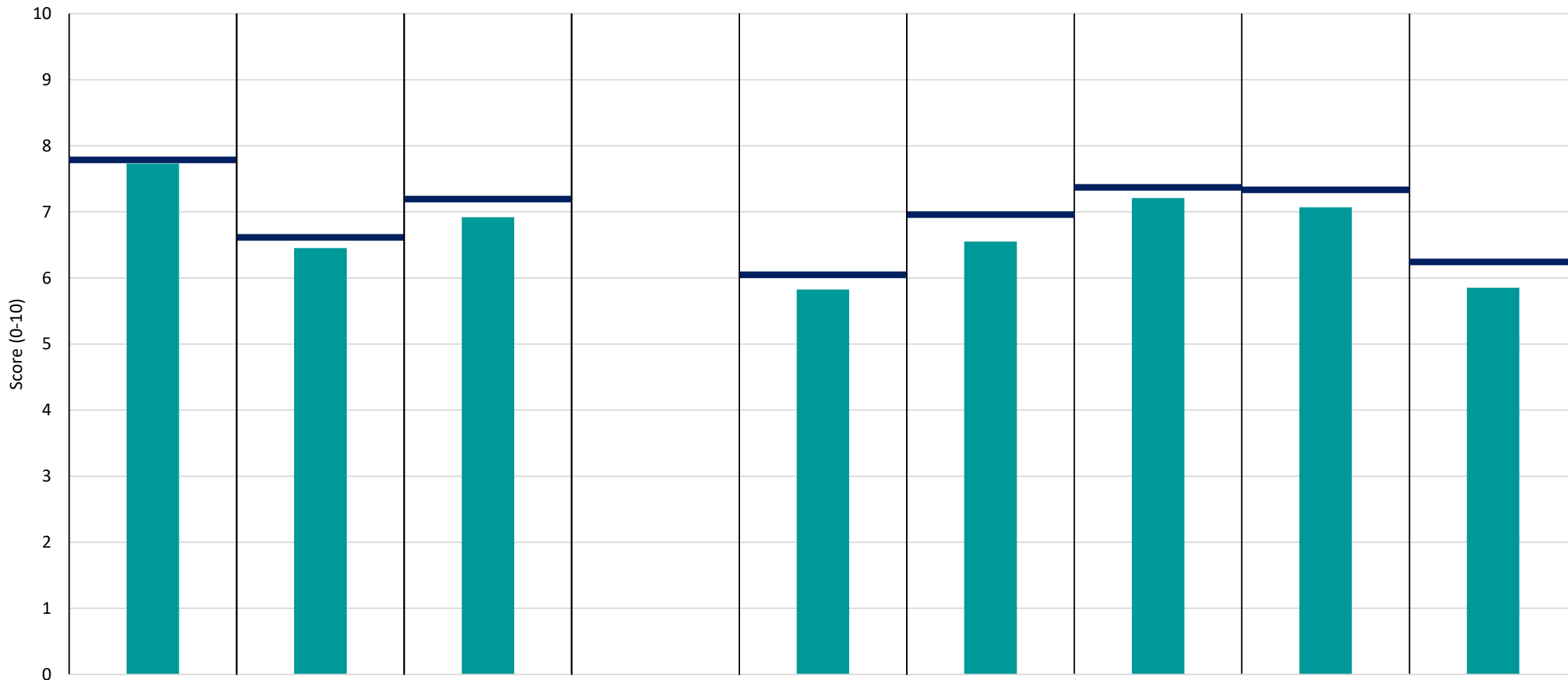
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Staff Engagement

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<b>Breakdown</b>	7.73	6.45	6.92	-	5.83	6.55	7.21	7.07	5.85
<b>Your org</b>	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
<b>Responses</b>	243	243	243	-	230	243	243	243	243



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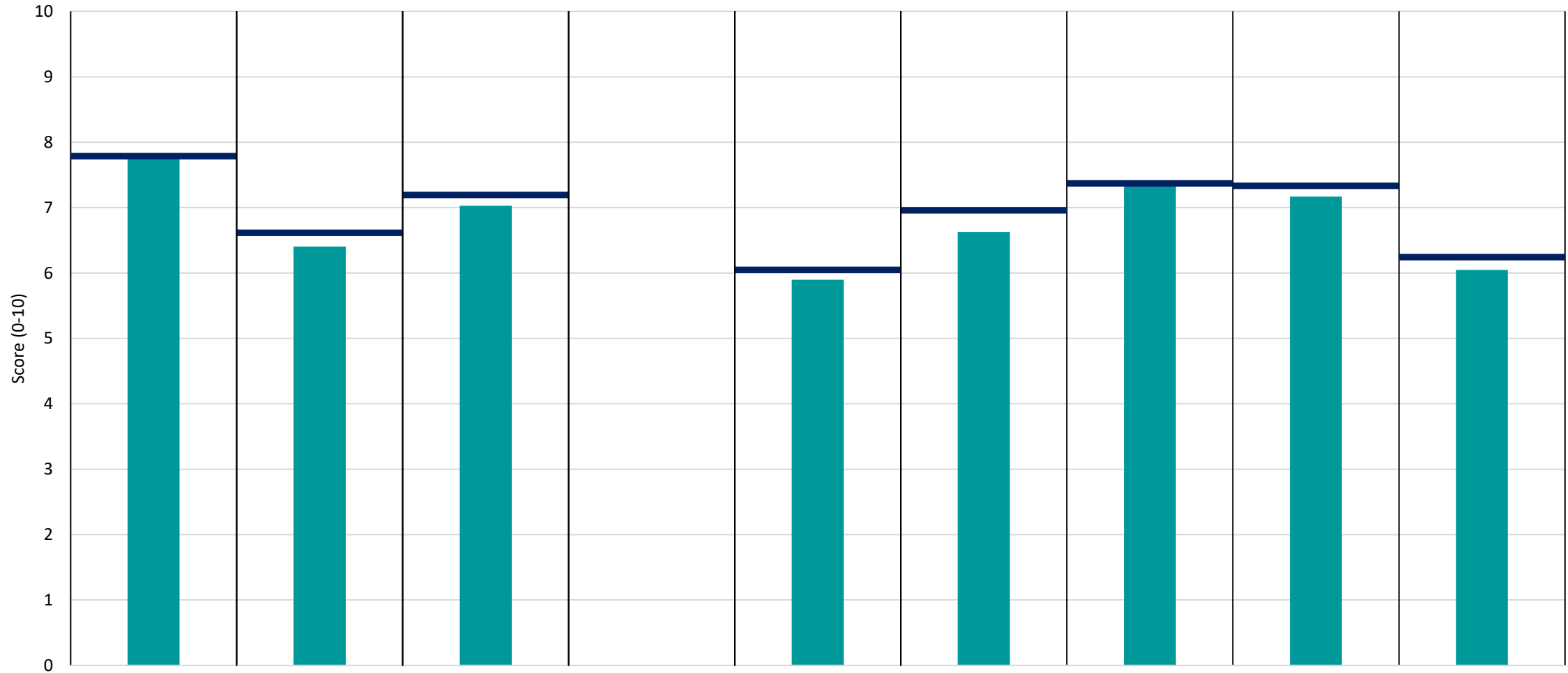
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Staff Engagement

Morale



Breakdown	7.74	6.41	7.03	-	5.90	6.63	7.37	7.17	6.05
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	399	399	393	-	377	394	398	398	398



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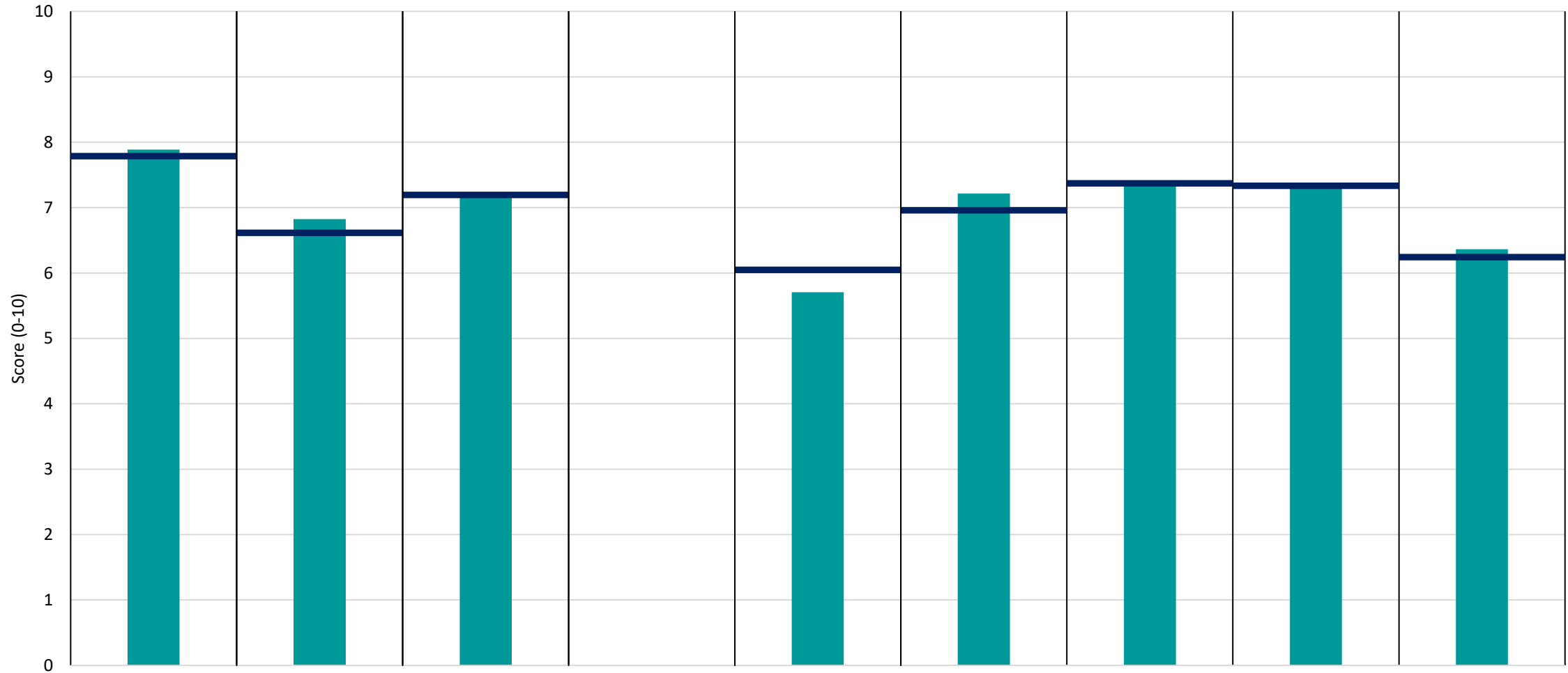
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Staff Engagement

Morale



Breakdown	7.89	6.82	7.19	-	5.71	7.22	7.40	7.33	6.36
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	148	148	148	-	138	146	148	148	148



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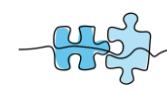
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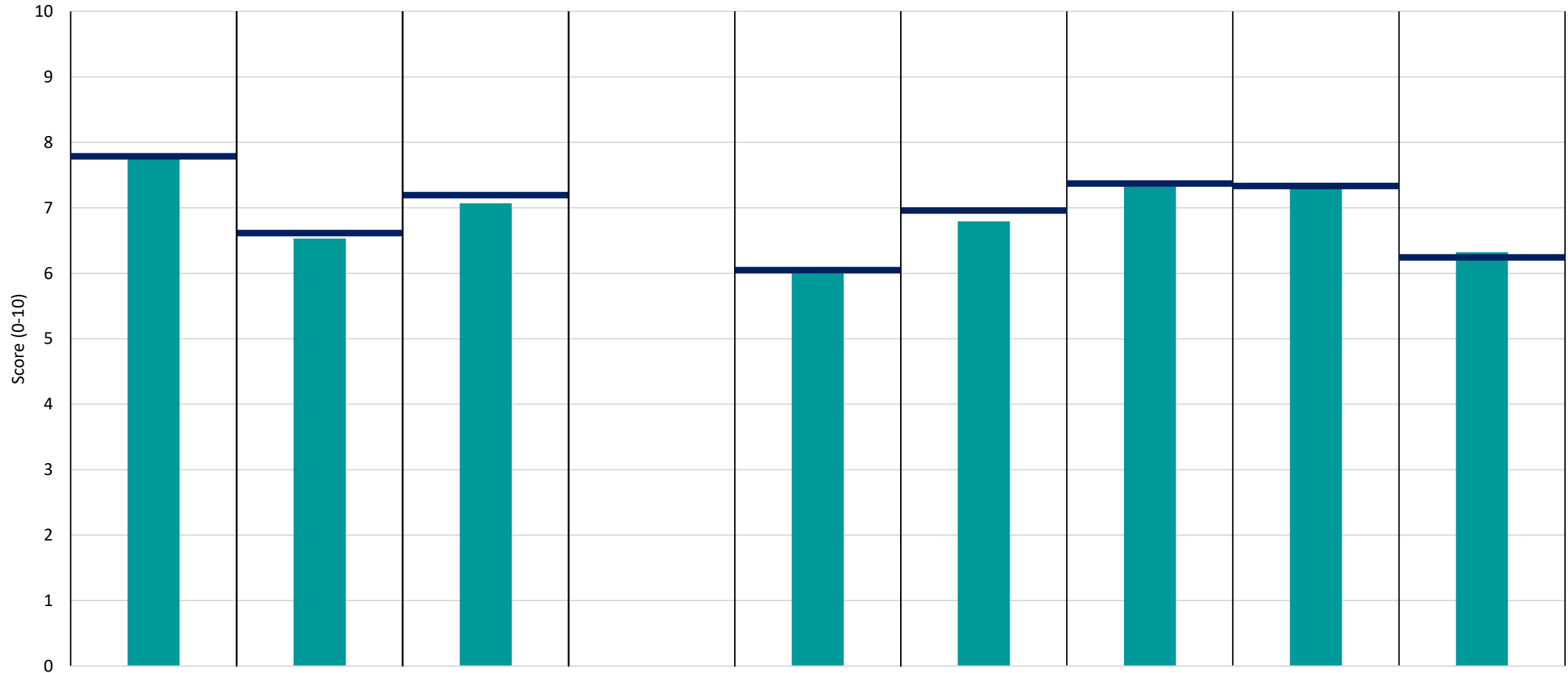
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Staff Engagement

Morale



Breakdown	7.74	6.53	7.07	-	6.02	6.79	7.33	7.30	6.32
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	278	278	276	-	257	277	277	278	278





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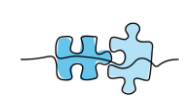
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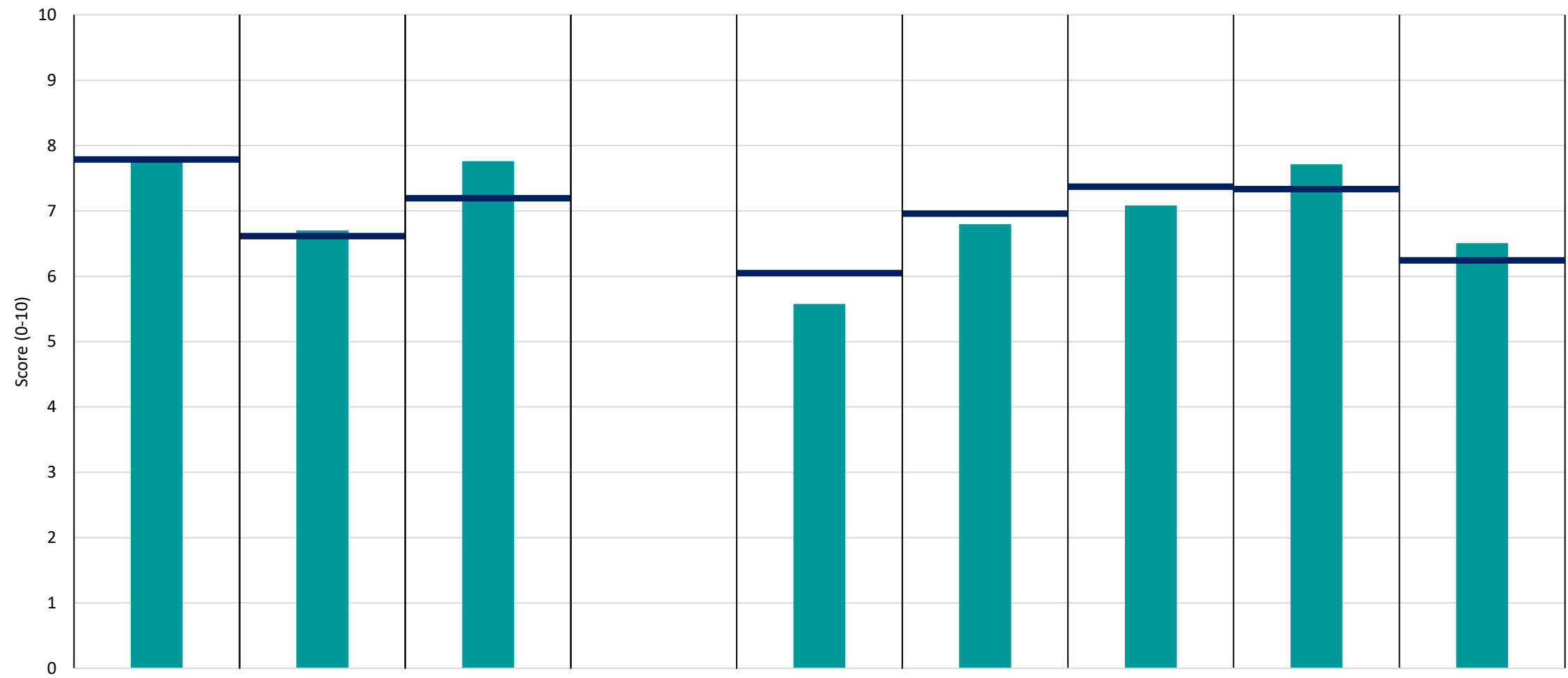
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Staff Engagement

Morale



Breakdown	7.77	6.70	7.76	-	5.58	6.80	7.08	7.71	6.51
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	30	30	30	-	30	29	30	30	30

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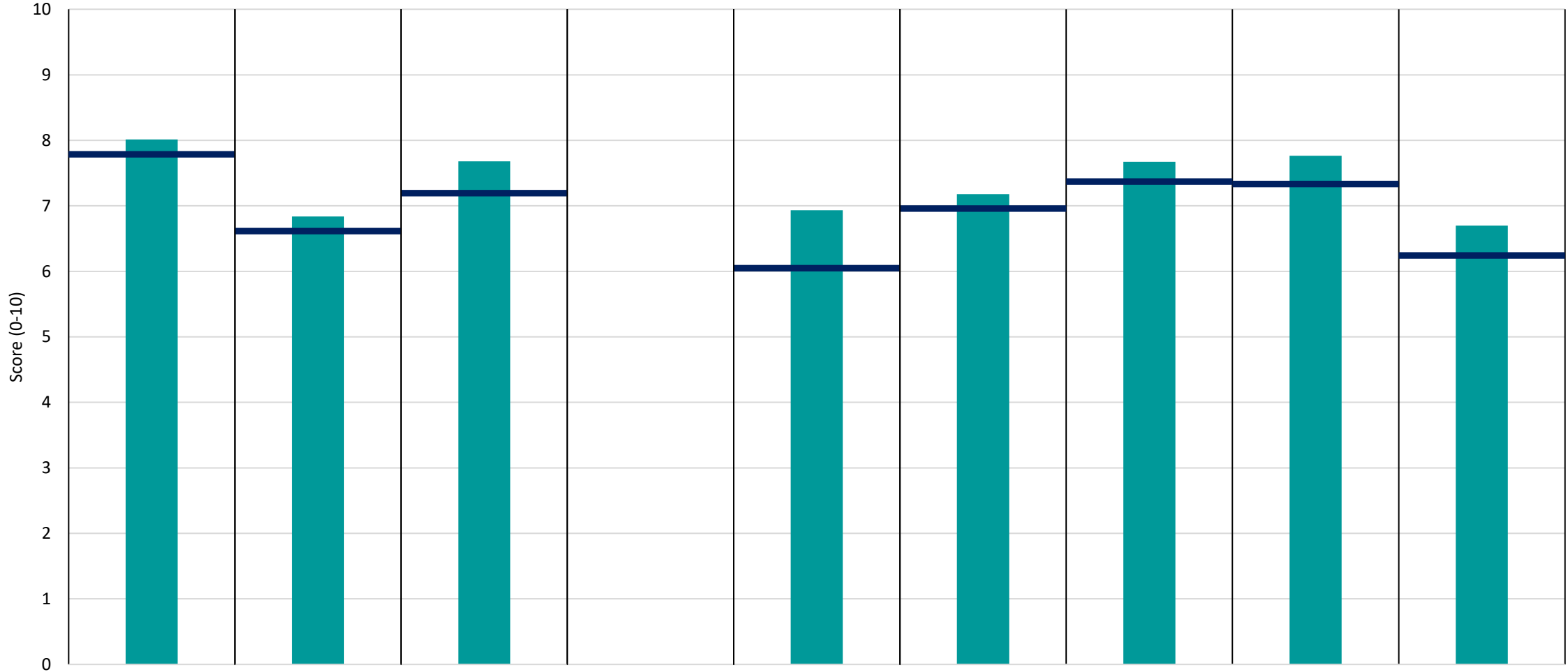
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Staff Engagement

Morale



Breakdown	8.02	6.84	7.68	-	6.93	7.18	7.67	7.76	6.70
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 213 213 210 - 201 211 212 213 213 18

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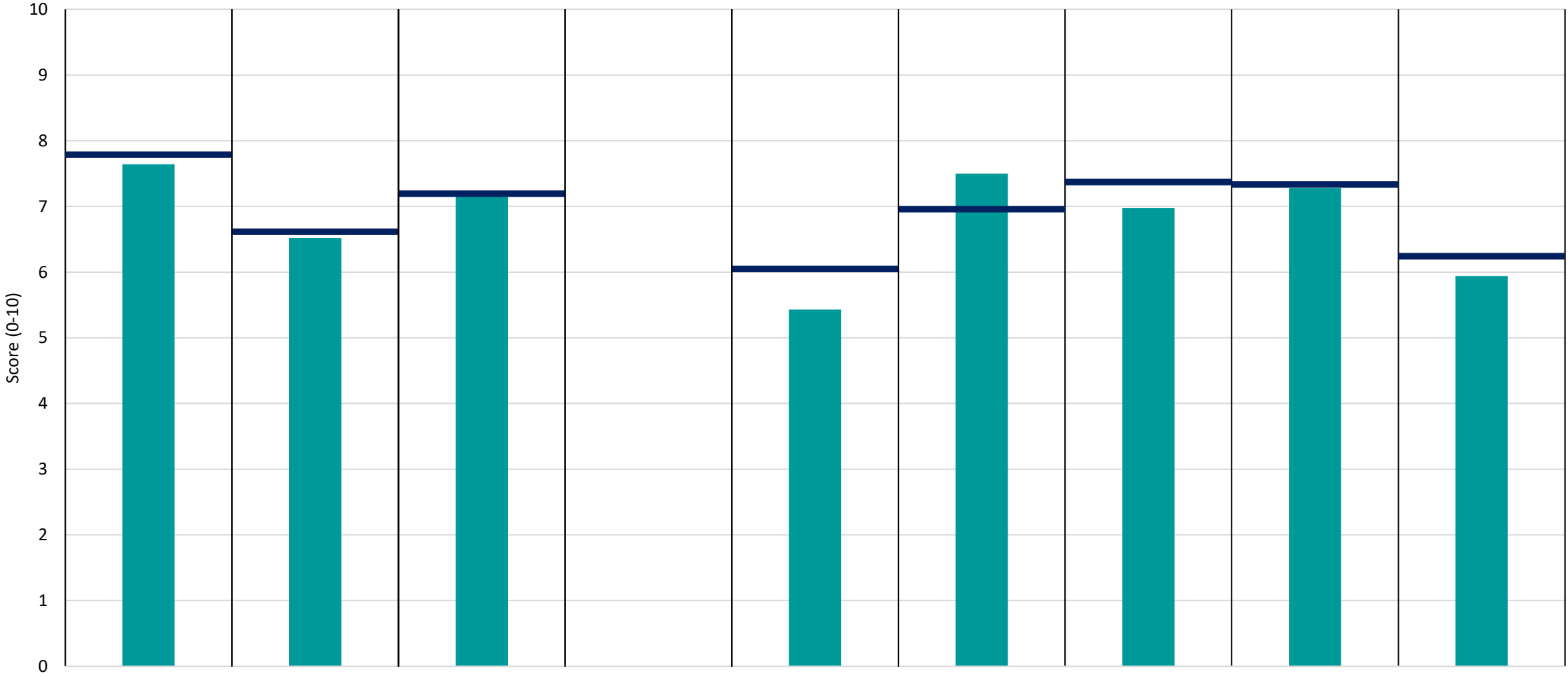
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Staff Engagement

Morale



Breakdown	7.64	6.52	7.16	-	5.43	7.50	6.98	7.28	5.94
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 25 25 25 - 22 25 25 25 25 25 19

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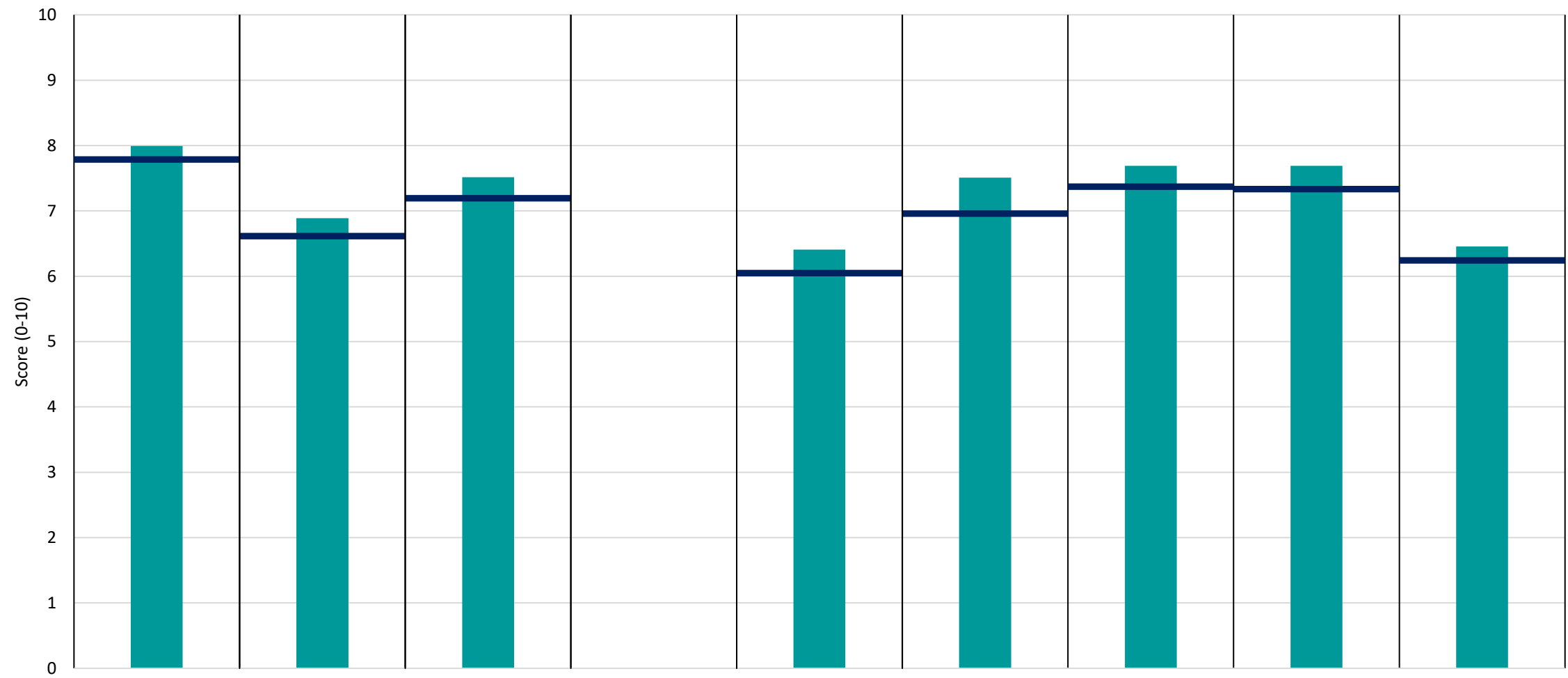
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Staff Engagement

Morale



Breakdown	7.99	6.89	7.52	-	6.41	7.51	7.69	7.69	6.46
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	107	107	106	-	102	107	107	107	107

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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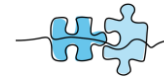
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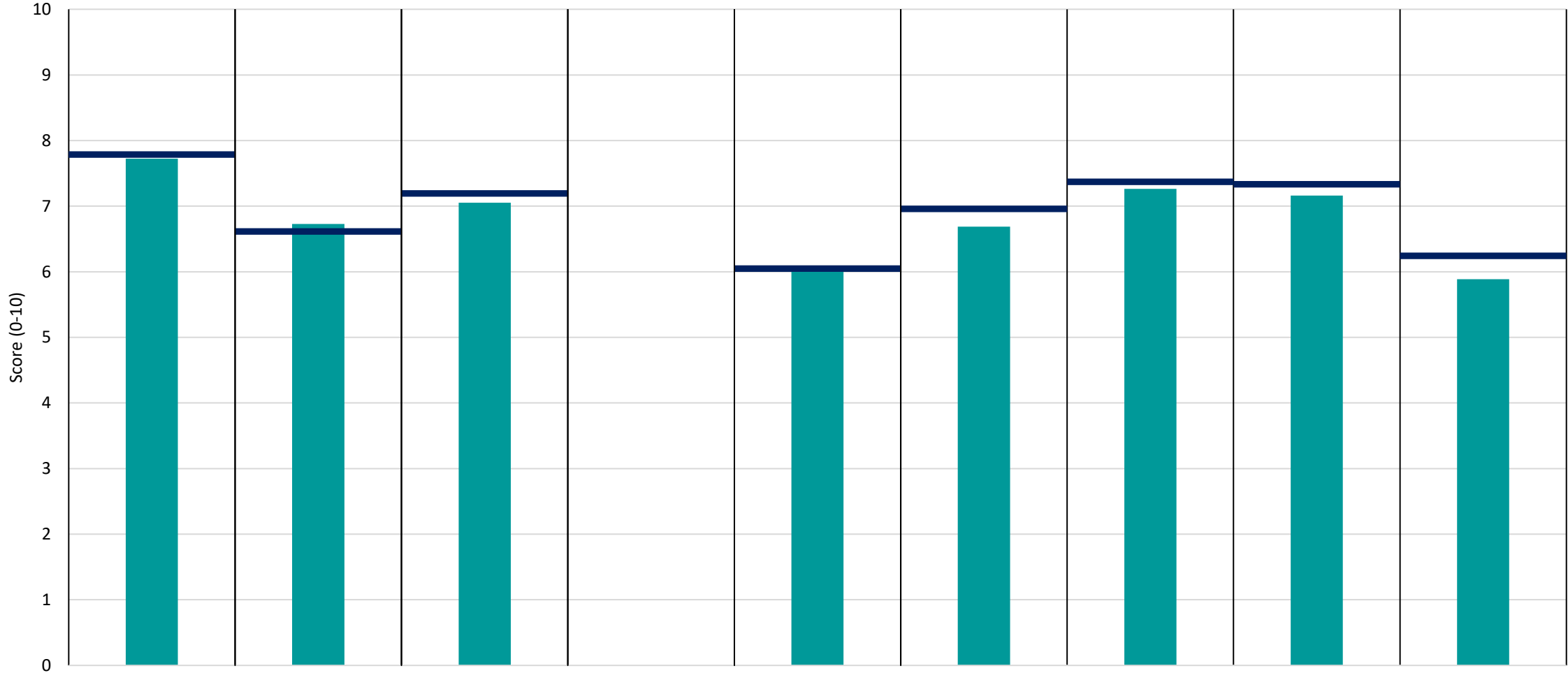
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Staff Engagement

Morale



Breakdown	7.72	6.73	7.05	-	6.00	6.69	7.26	7.16	5.88
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 206 206 206 - 198 204 206 206 206 22

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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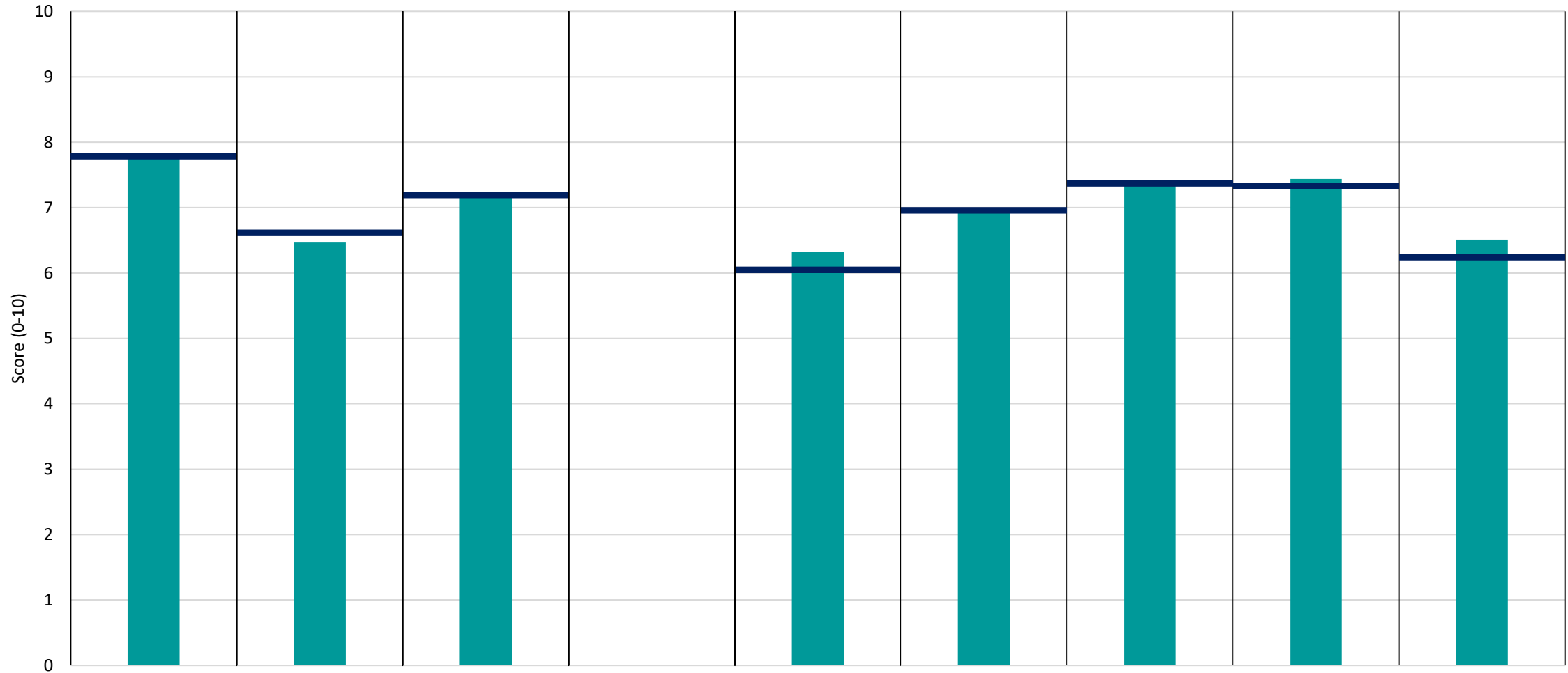
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Staff Engagement

Morale



Breakdown	7.81	6.47	7.24	-	6.32	6.92	7.38	7.44	6.51
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	328	328	327	-	296	324	326	328	328



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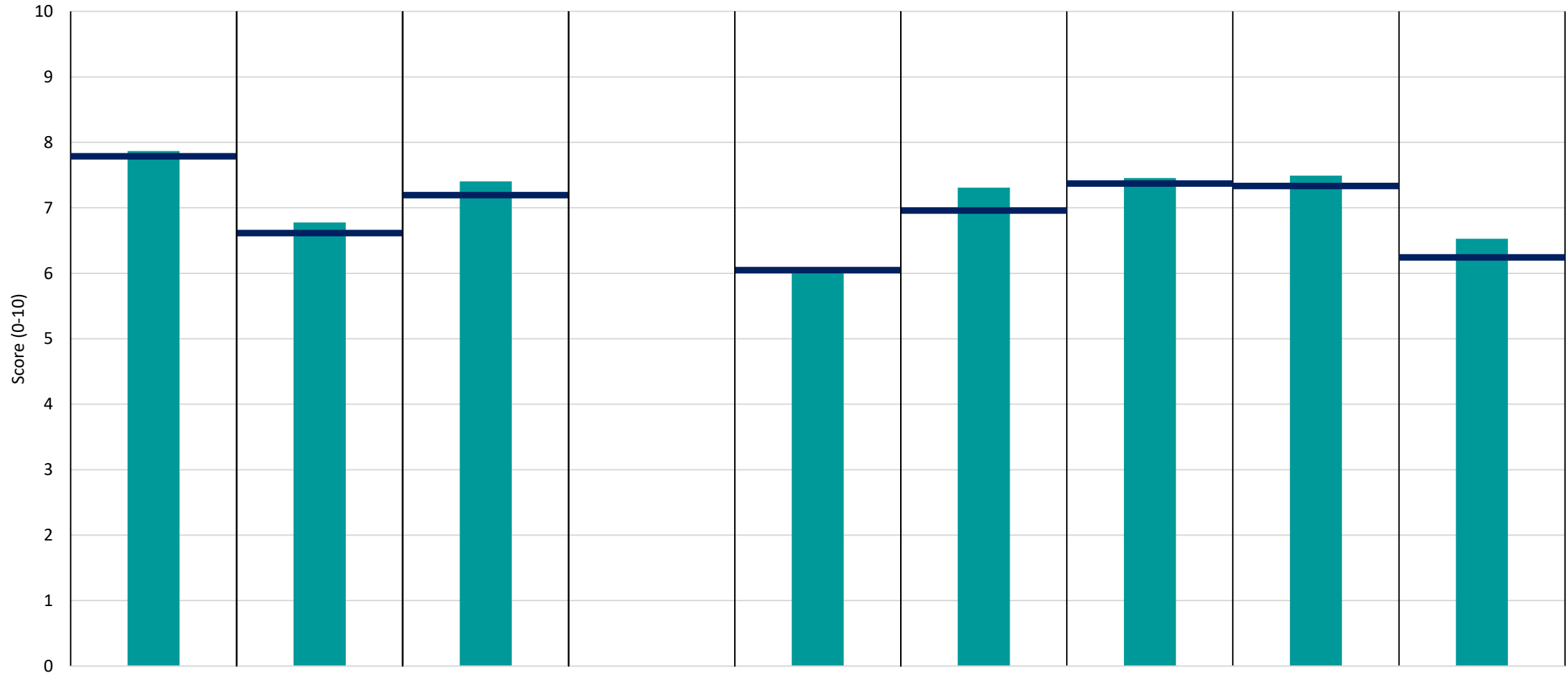
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Staff Engagement

Morale



Breakdown	7.87	6.78	7.40	-	6.02	7.31	7.46	7.49	6.53
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	615	615	608	-	586	613	615	615	615 <sup>24</sup>

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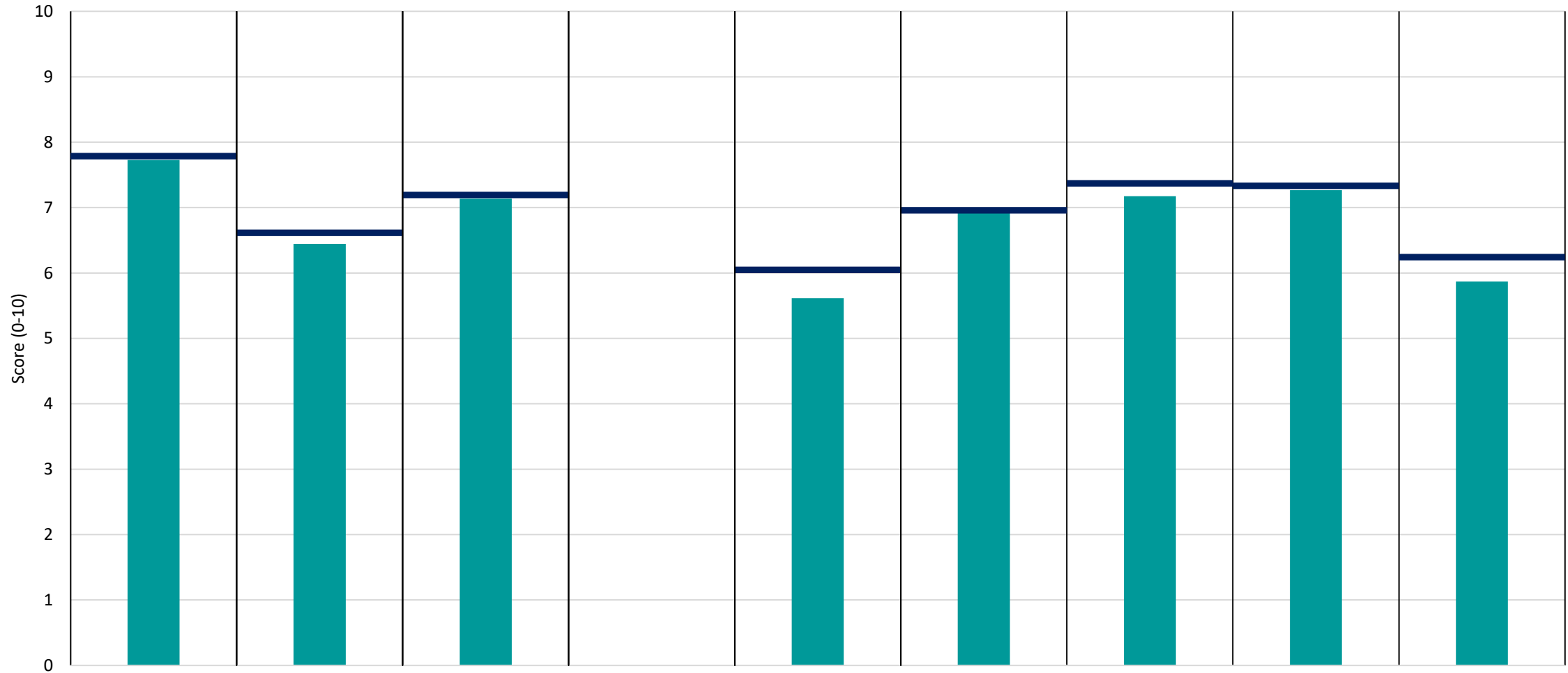
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Staff Engagement

Morale



Breakdown	7.73	6.44	7.14	-	5.61	6.94	7.18	7.27	5.87
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 130 130 128 - 126 130 130 130 130 130 25

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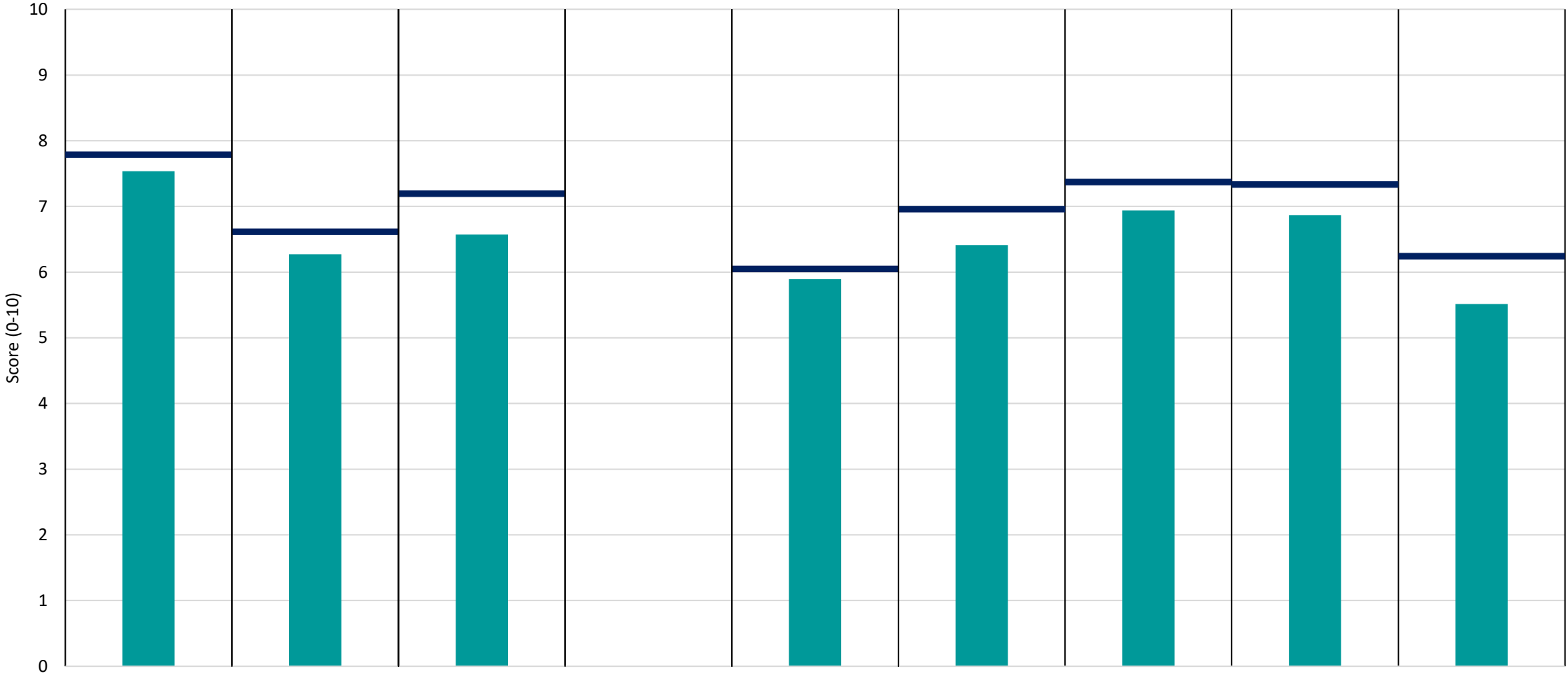
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Staff Engagement

Morale



Breakdown	7.53	6.27	6.57	-	5.89	6.41	6.94	6.87	5.52
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24
Responses	88	88	87	-	88	88	88	88	88

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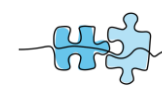
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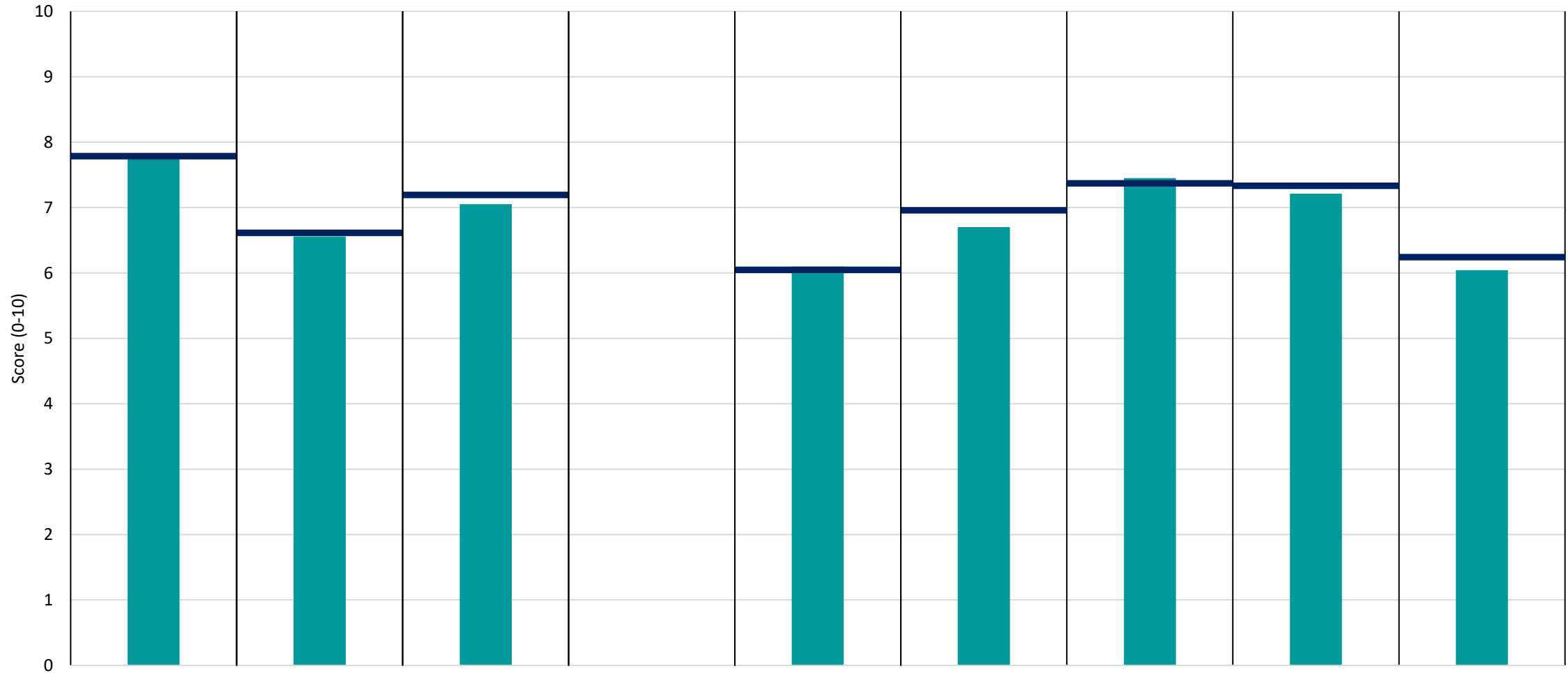
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Staff Engagement

Morale



Breakdown	7.76	6.56	7.05	-	6.10	6.70	7.45	7.21	6.04
Your org	7.79	6.62	7.19	-	6.05	6.96	7.37	7.33	6.24

Responses 371 371 367 - 351 367 370 370 370 <sup>27</sup>

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