



# Kent and Medway NHS and Social Care Partnership Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Kent and Medway NHS and Social Care Partnership 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 Kent and Medway NHS and Social Care Partnership 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

Kent and Medway NHS and Social Care Partnership Trust  
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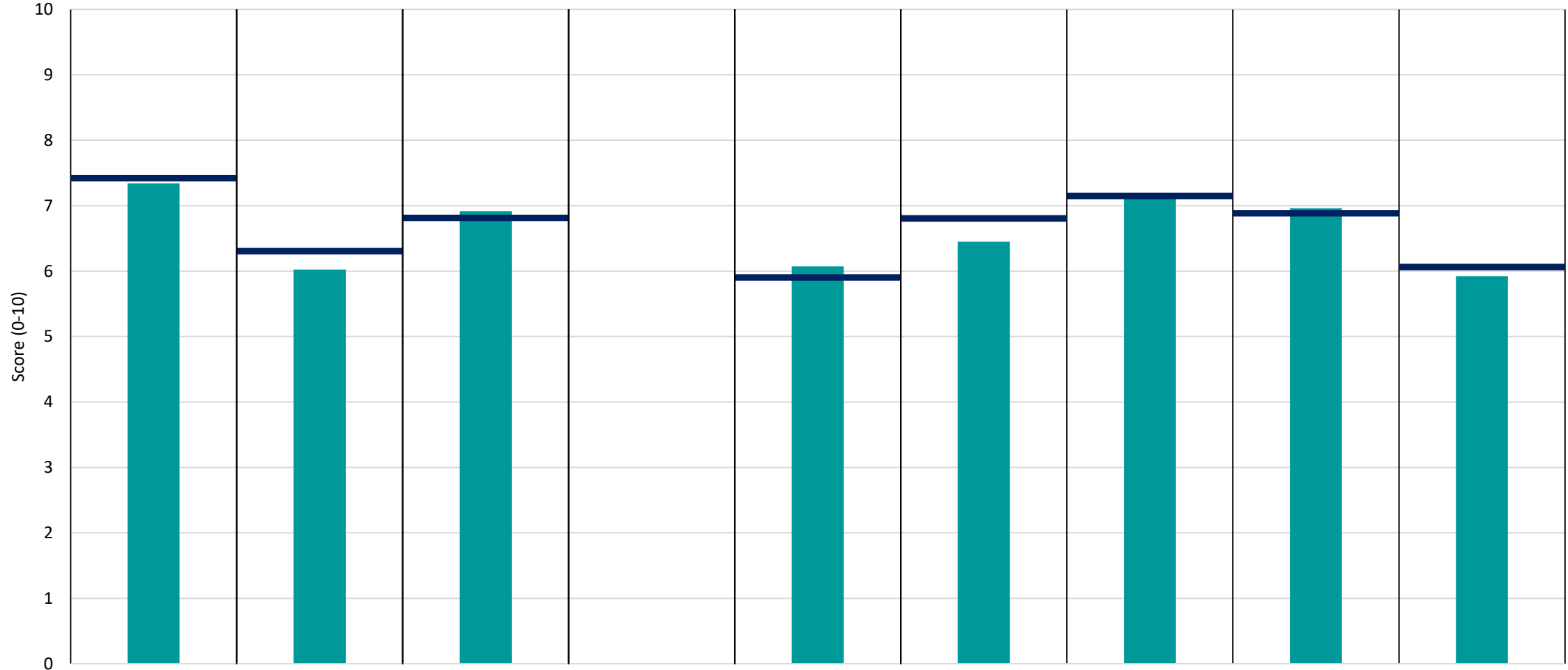
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Staff Engagement

Morale



Breakdown	7.34	6.02	6.92	-	6.07	6.45	7.16	6.96	5.92
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	286	287	286	-	268	287	287	287	287

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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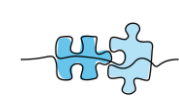
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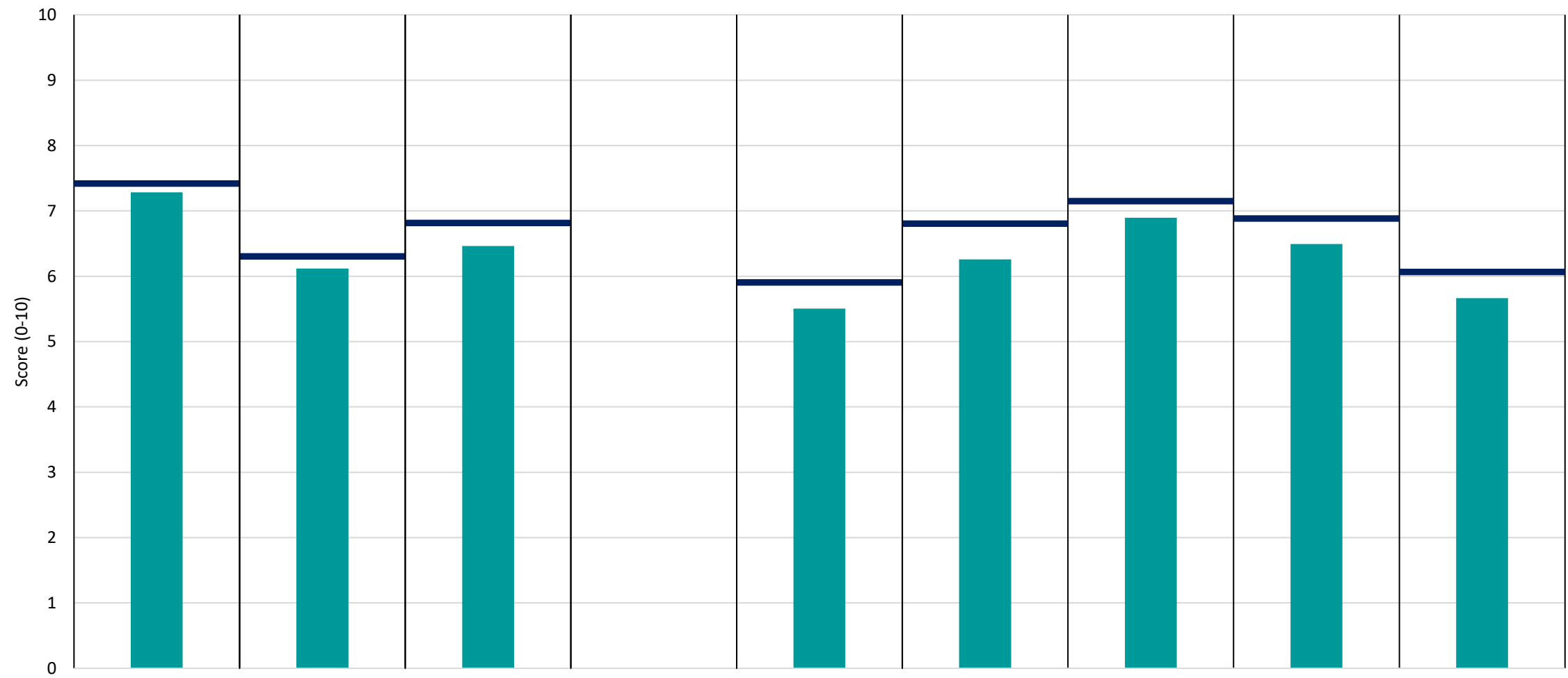
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Staff Engagement

Morale



Breakdown	7.28	6.12	6.46	-	5.50	6.26	6.89	6.49	5.66
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	299	300	297	-	289	300	300	300	300

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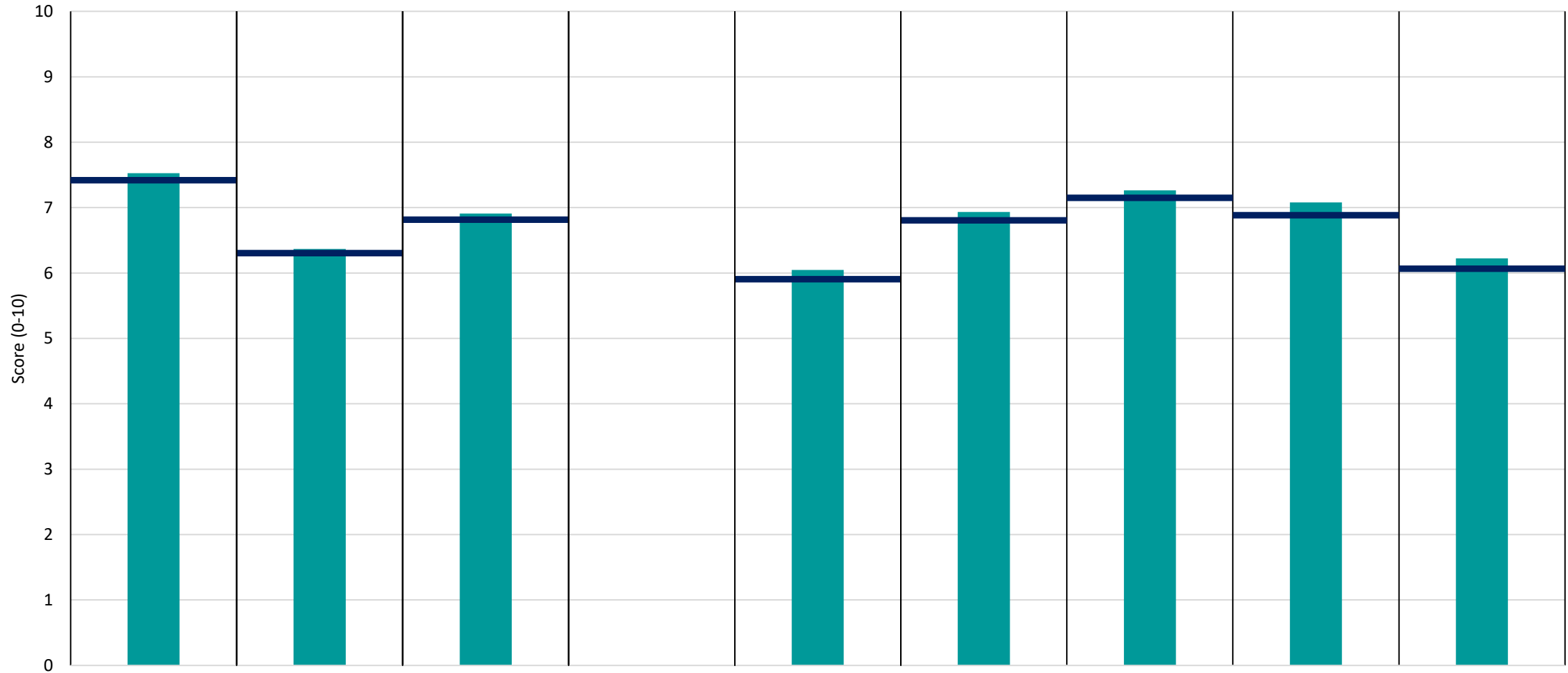
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Staff Engagement

Morale



Breakdown	7.53	6.37	6.91	-	6.05	6.93	7.26	7.08	6.22
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	355	353	352	-	345	351	355	354	355

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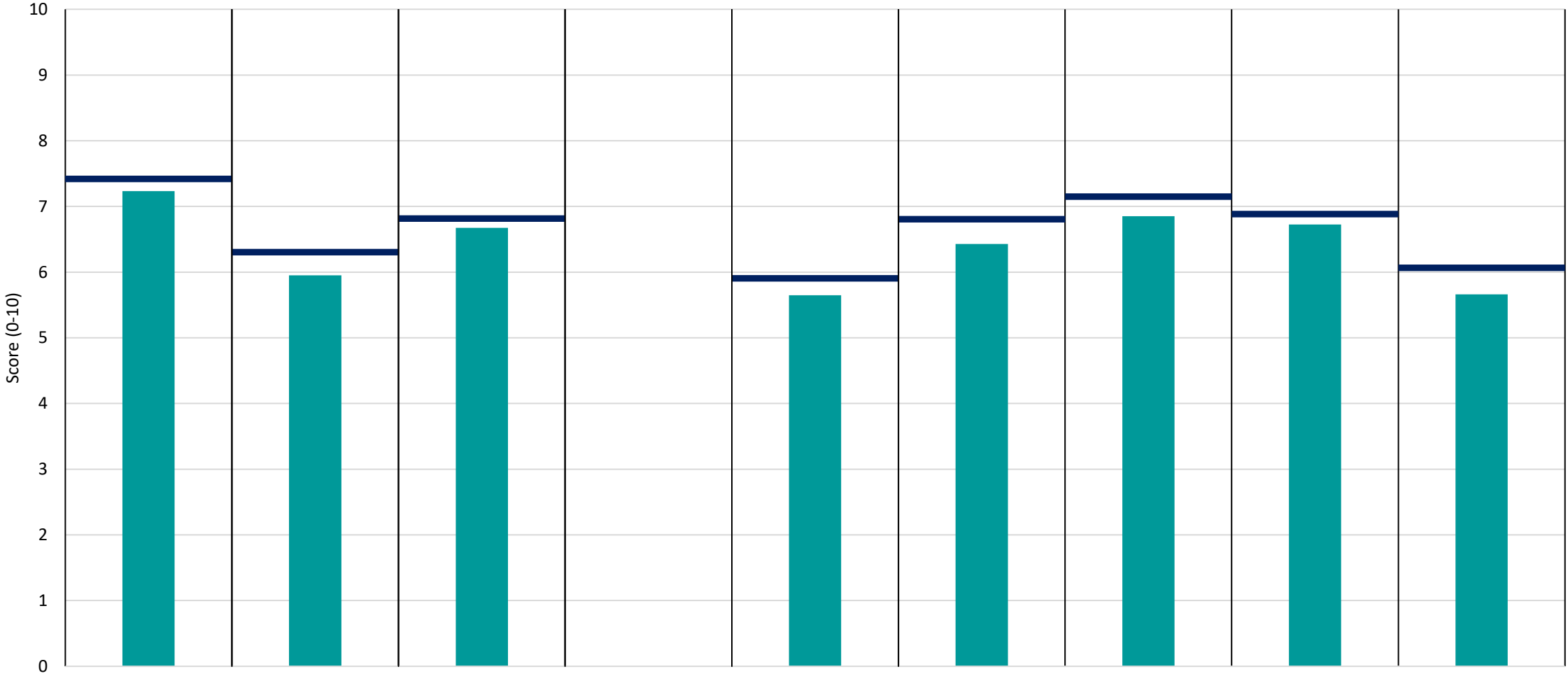
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Staff Engagement

Morale



Breakdown	7.23	5.95	6.67	-	5.65	6.43	6.85	6.73	5.66
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	188	187	188	-	179	186	188	188	188

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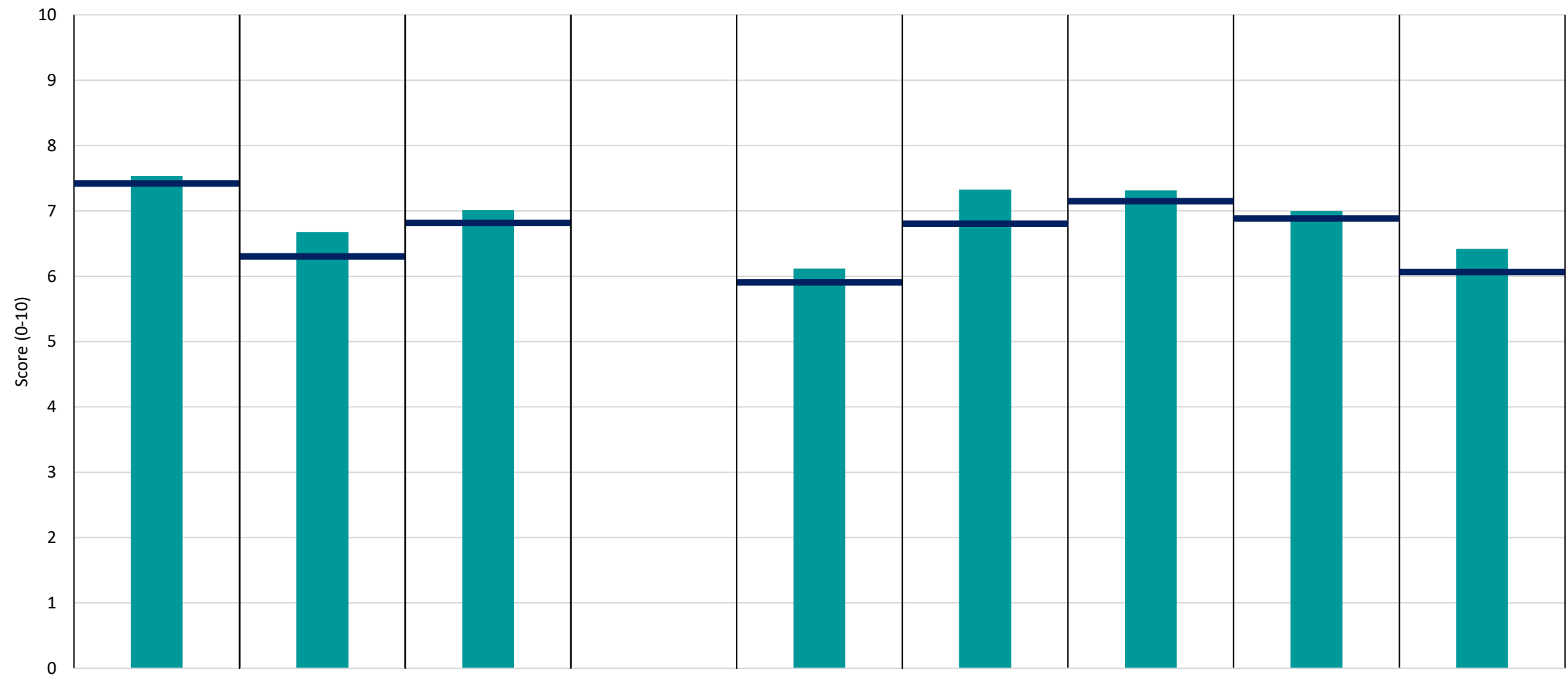
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Staff Engagement

Morale



Breakdown	7.53	6.68	7.01	-	6.12	7.32	7.31	7.00	6.42
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	516	517	512	-	492	514	516	517	517 <sup>10</sup>

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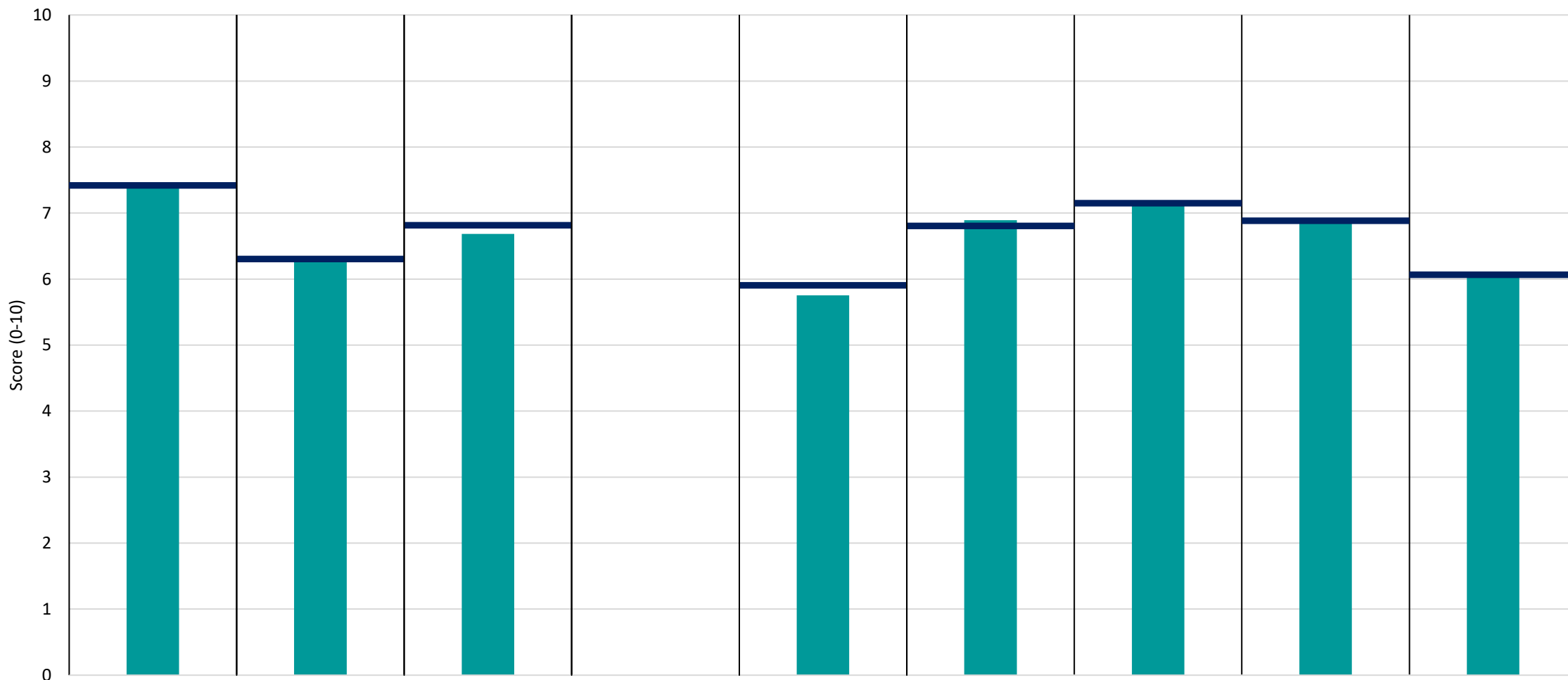
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Staff Engagement

Morale



Breakdown	7.42	6.26	6.69	-	5.75	6.89	7.15	6.87	6.05
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	267	267	265	-	256	267	267	267	268

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# Breakdowns 2

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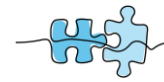
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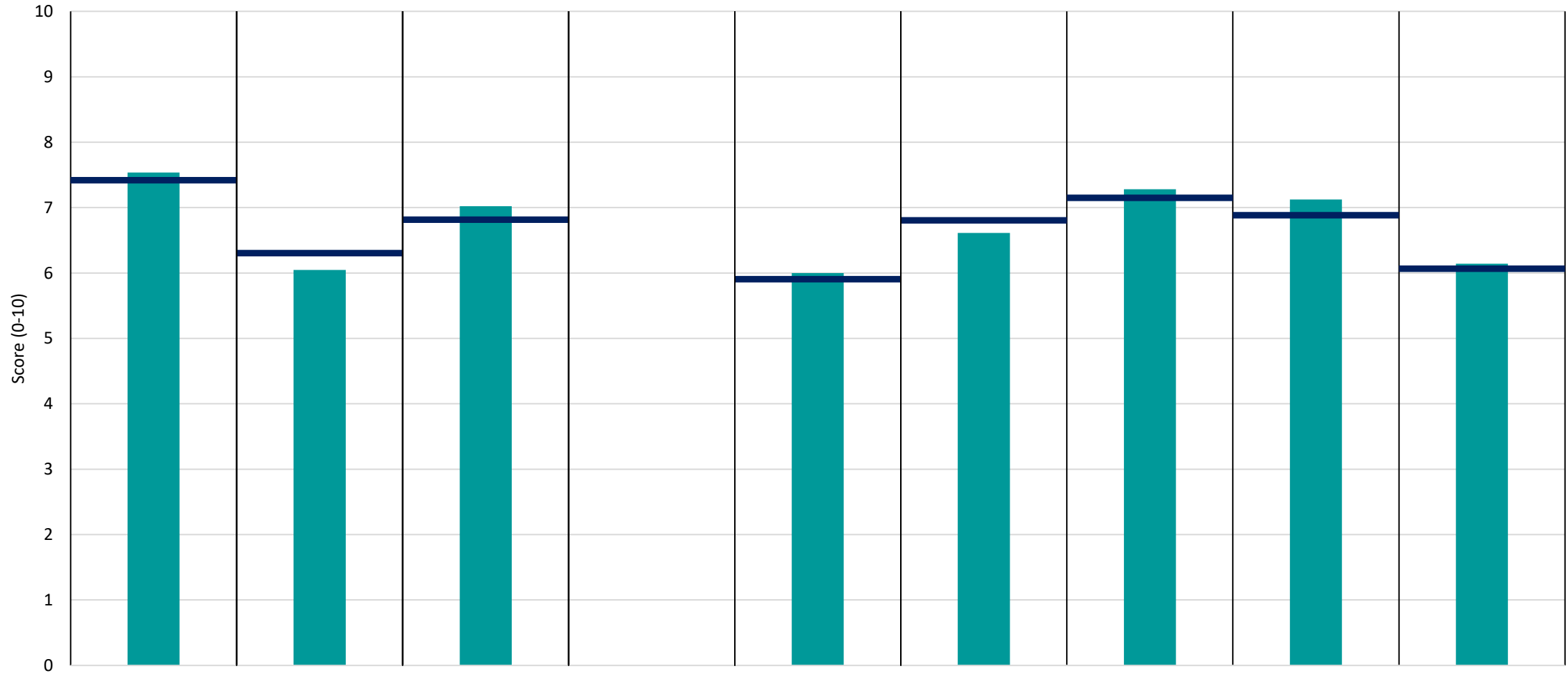
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Staff Engagement

Morale



Breakdown	7.54	6.05	7.02	-	6.00	6.61	7.28	7.13	6.14
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	86	86	86	-	80	86	86	86	86



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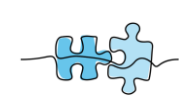
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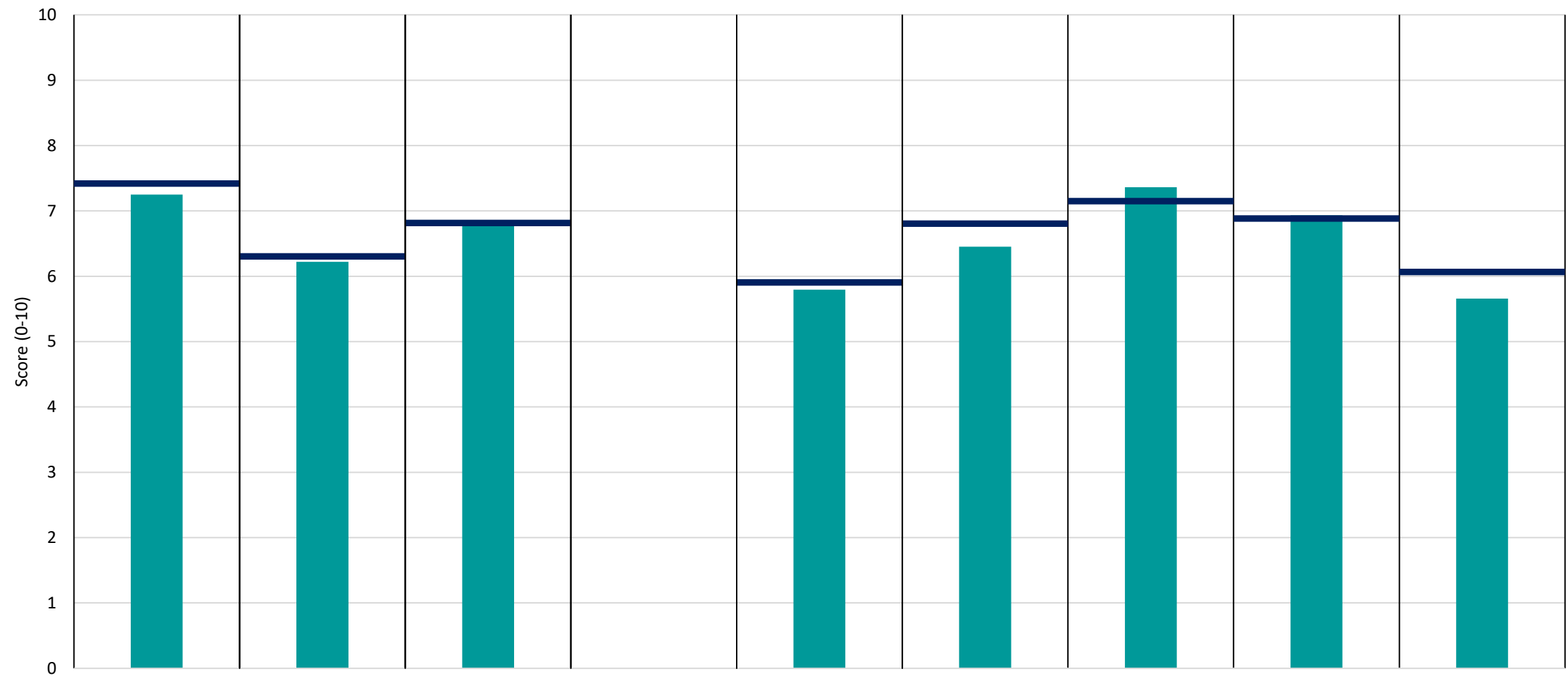
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Staff Engagement

Morale



Breakdown	7.25	6.22	6.82	-	5.79	6.45	7.36	6.93	5.66
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	43	43	43	-	40	43	43	43	43

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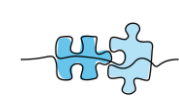
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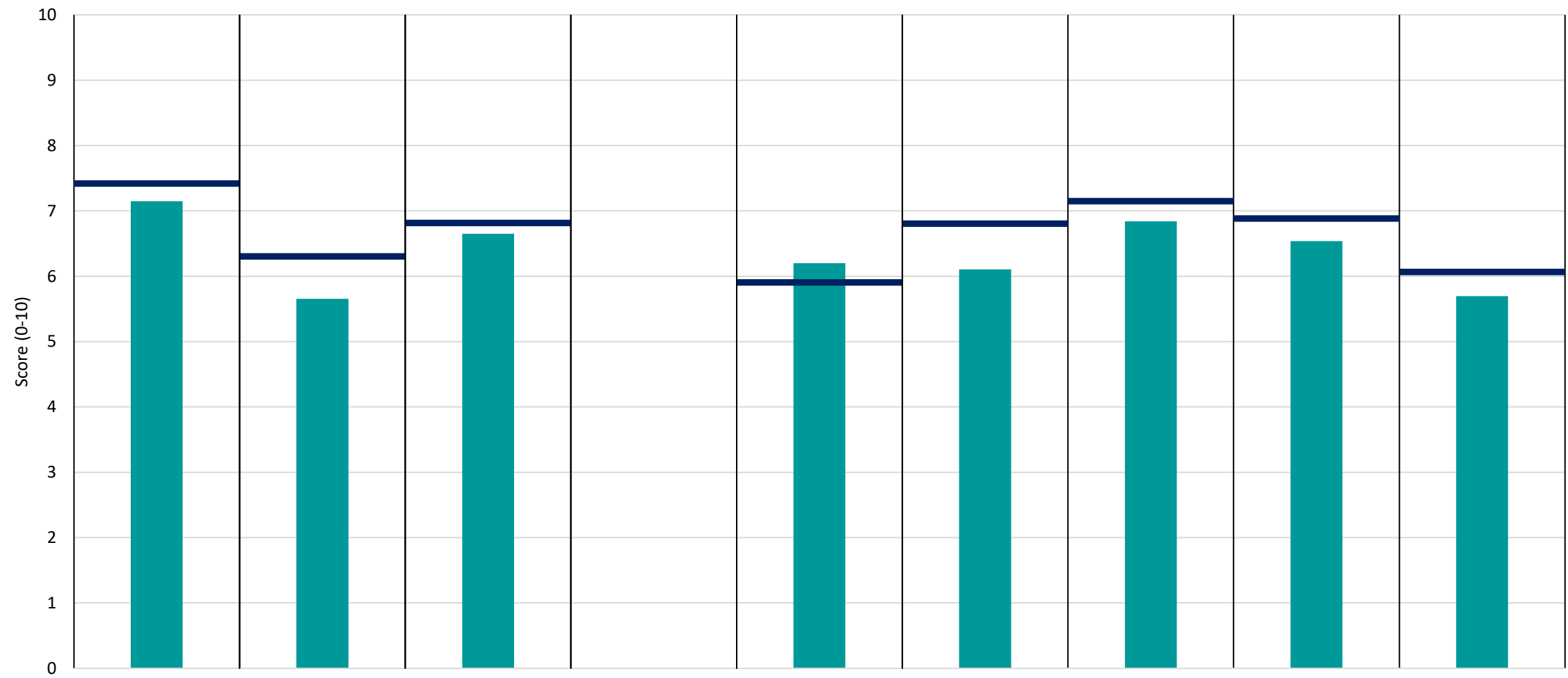
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Breakdown	7.15	5.65	6.65	-	6.20	6.10	6.84	6.54	5.69
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	104	105	104	-	98	105	105	105	105

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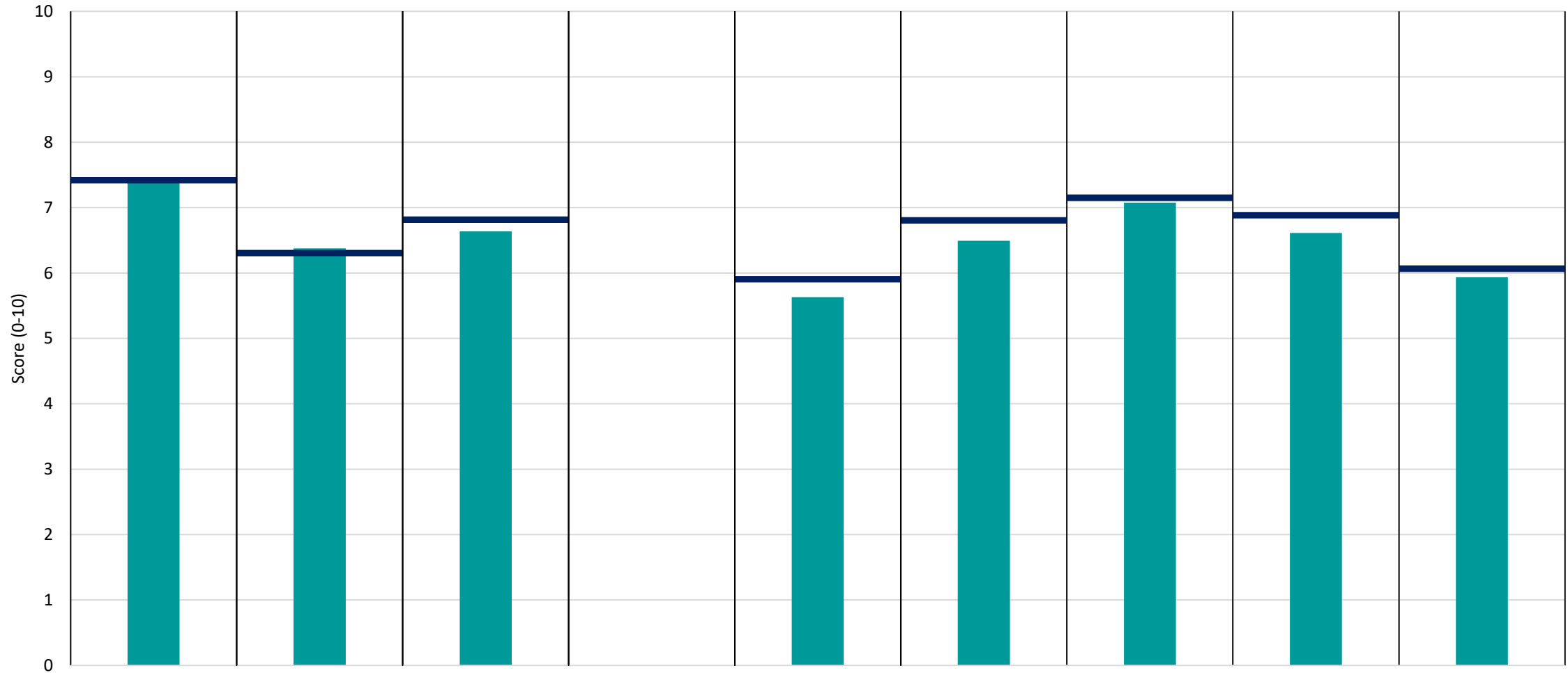
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Staff Engagement

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Breakdown	7.45	6.38	6.64	-	5.63	6.49	7.08	6.61	5.93
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	183	183	181	-	178	183	183	183	183





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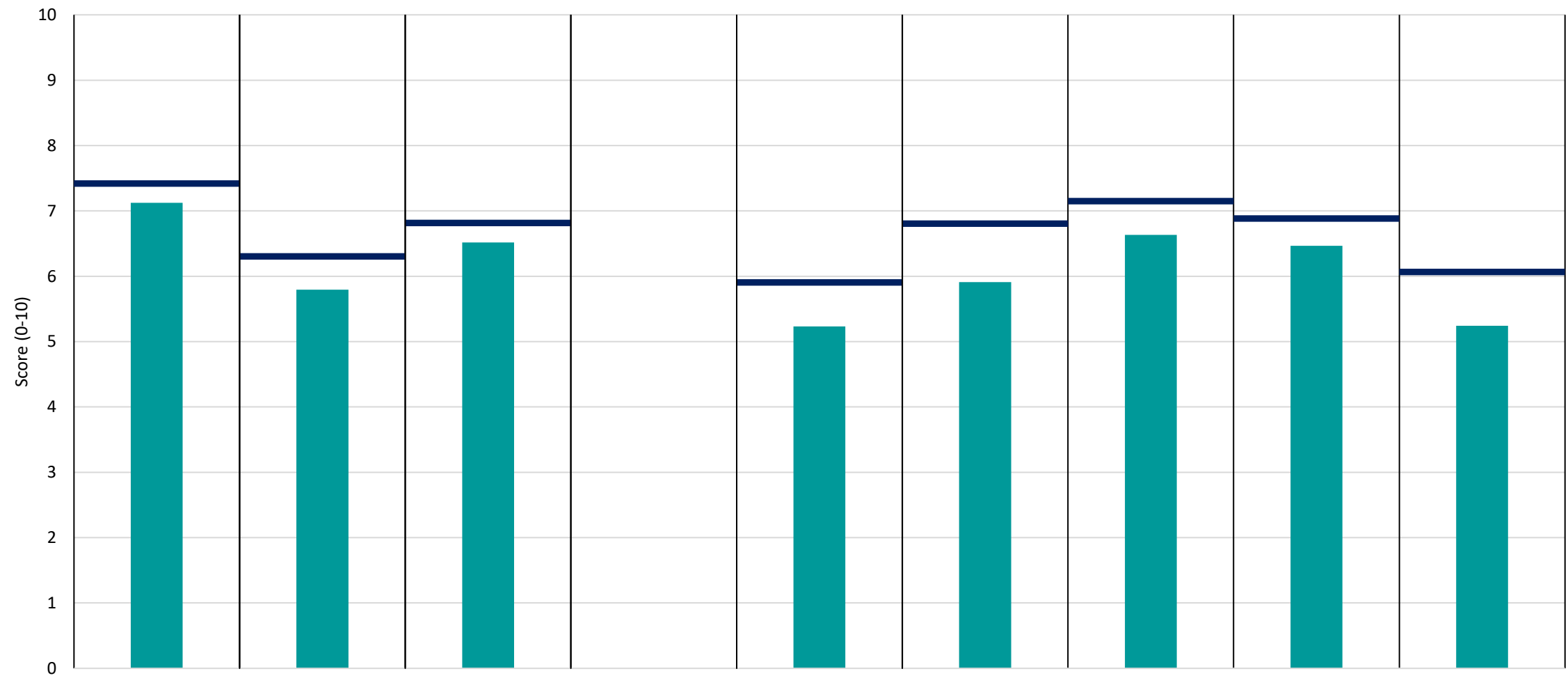
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Staff Engagement

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Breakdown	7.12	5.79	6.52	-	5.23	5.91	6.63	6.47	5.24
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	105	104	105	-	99	103	105	105	105

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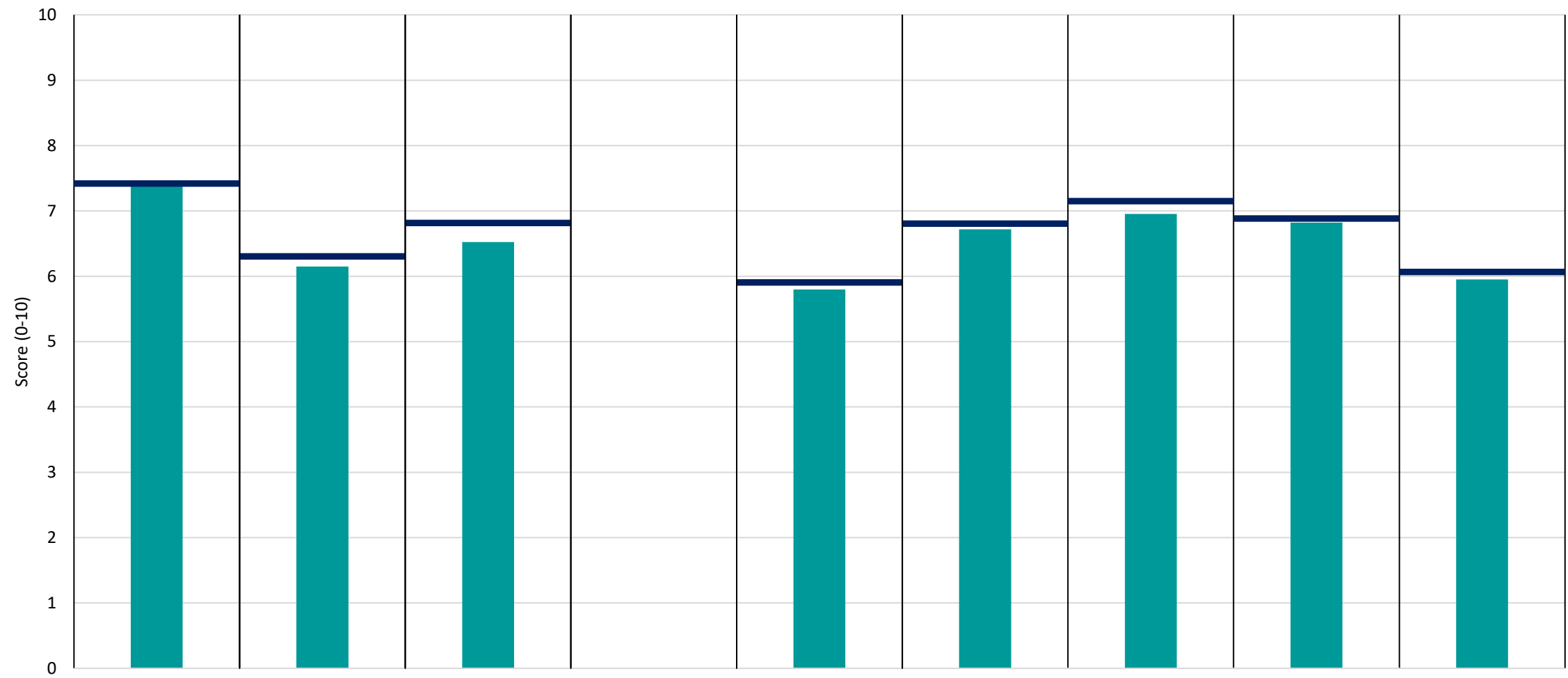
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Staff Engagement

Morale



Breakdown	7.38	6.15	6.52	-	5.80	6.72	6.95	6.82	5.95
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	100	100	99	-	94	100	100	101	101

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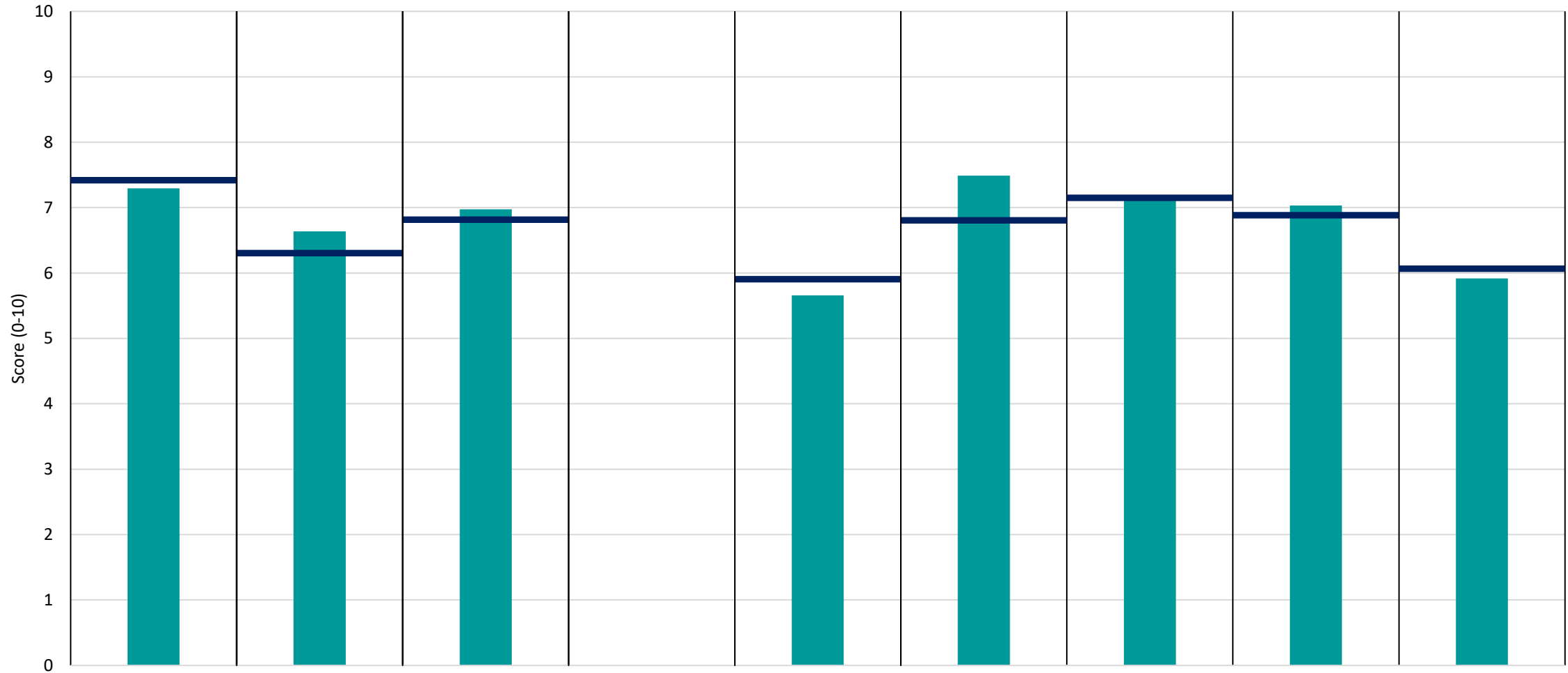
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Staff Engagement

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Breakdown	7.30	6.64	6.98	-	5.66	7.49	7.16	7.03	5.92
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 34 35 33 - 30 34 34 35 35 19

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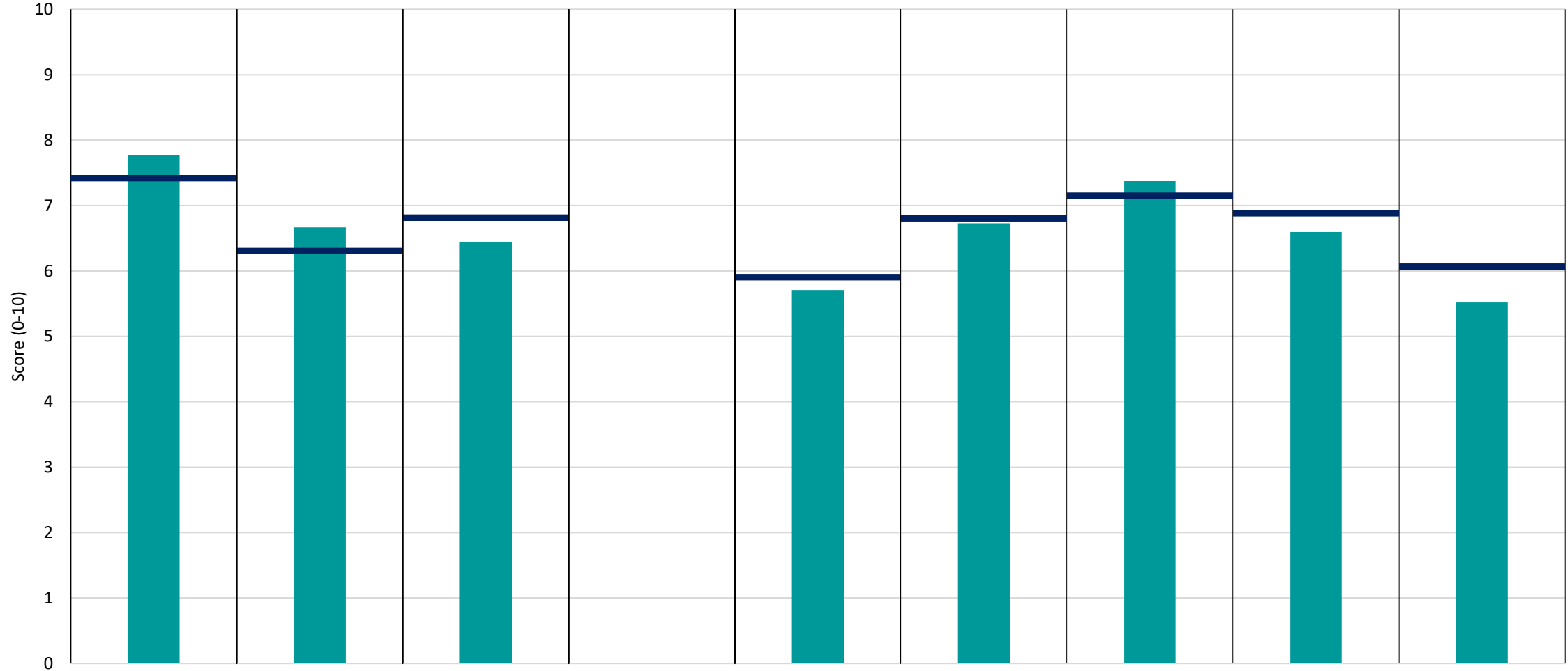
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Staff Engagement

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Breakdown	7.78	6.67	6.44	-	5.71	6.73	7.37	6.59	5.52
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 27 27 27 - 27 27 27 27 27 27 20

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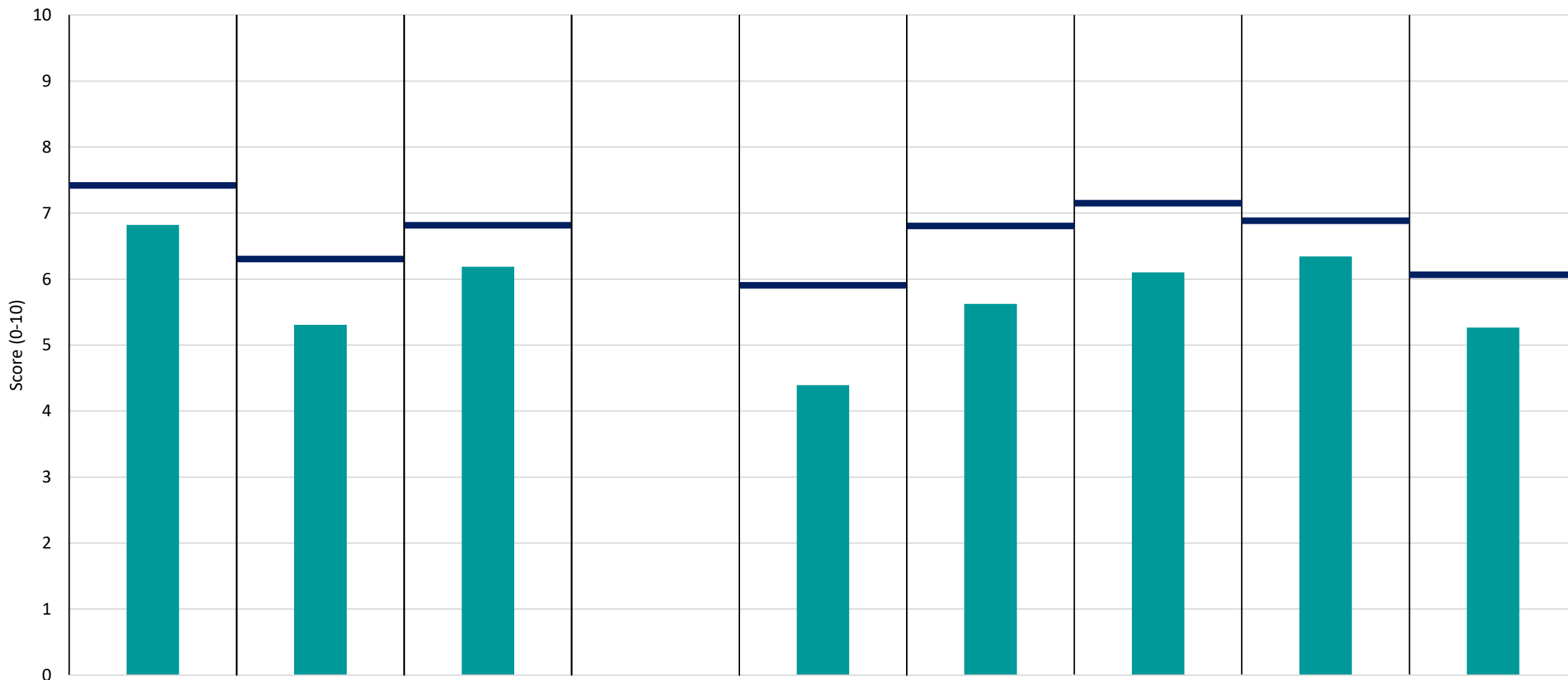
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Staff Engagement

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Breakdown	6.82	5.31	6.19	-	4.39	5.63	6.10	6.34	5.26
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 18 18 18 - 18 18 18 18 18 18 21

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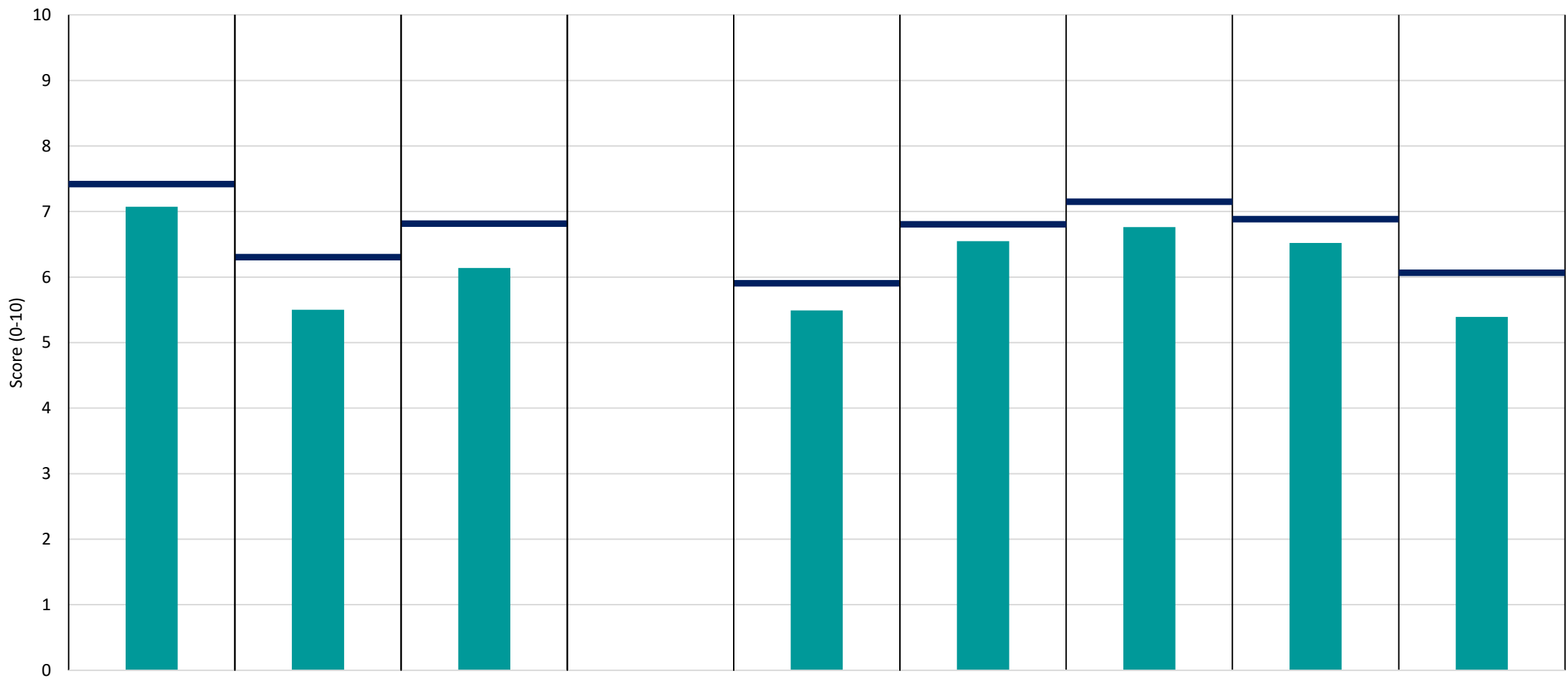
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Staff Engagement

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Breakdown	7.07	5.50	6.14	-	5.49	6.55	6.76	6.52	5.39
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	21	21	21	-	20	21	21	21	21

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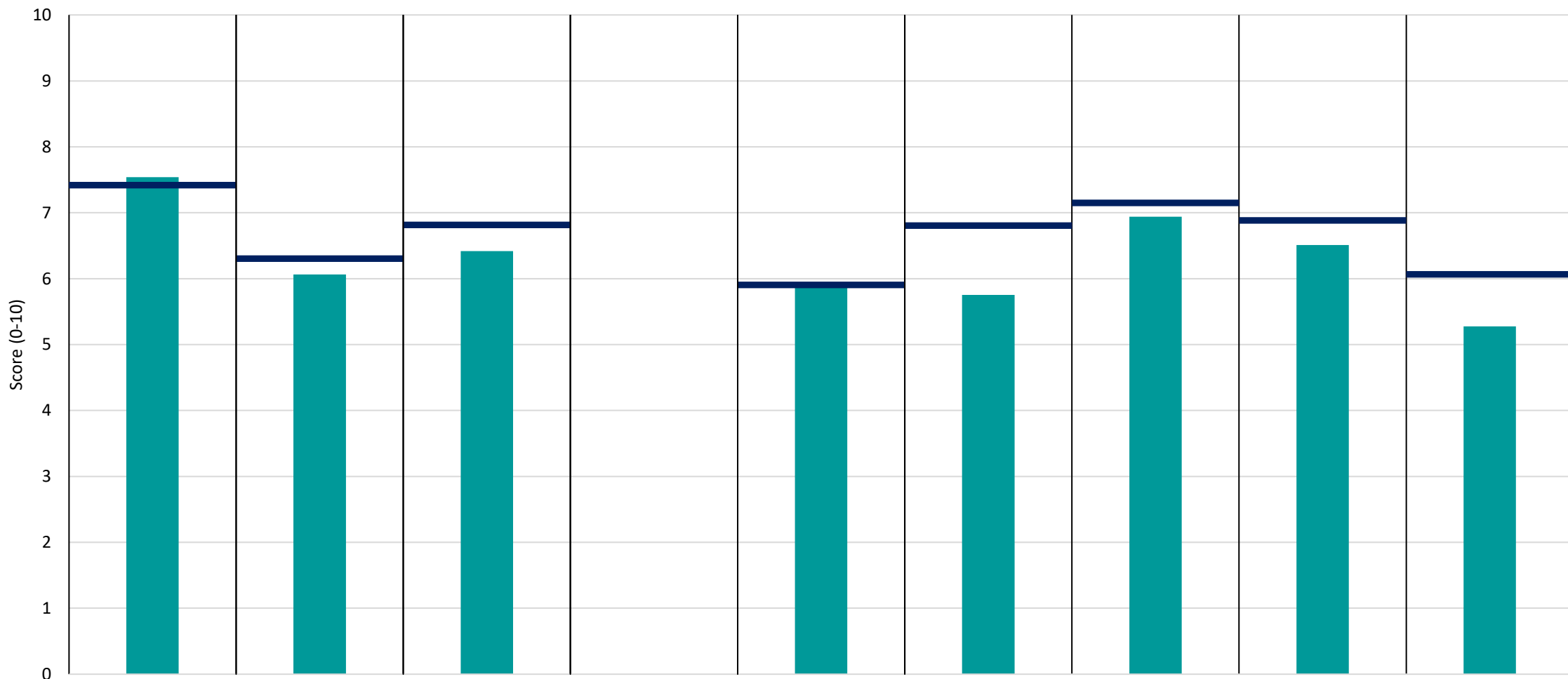
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Staff Engagement

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Breakdown	7.54	6.06	6.42	-	5.88	5.76	6.94	6.51	5.28
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 32 32 32 - 29 32 32 32 32 32 23

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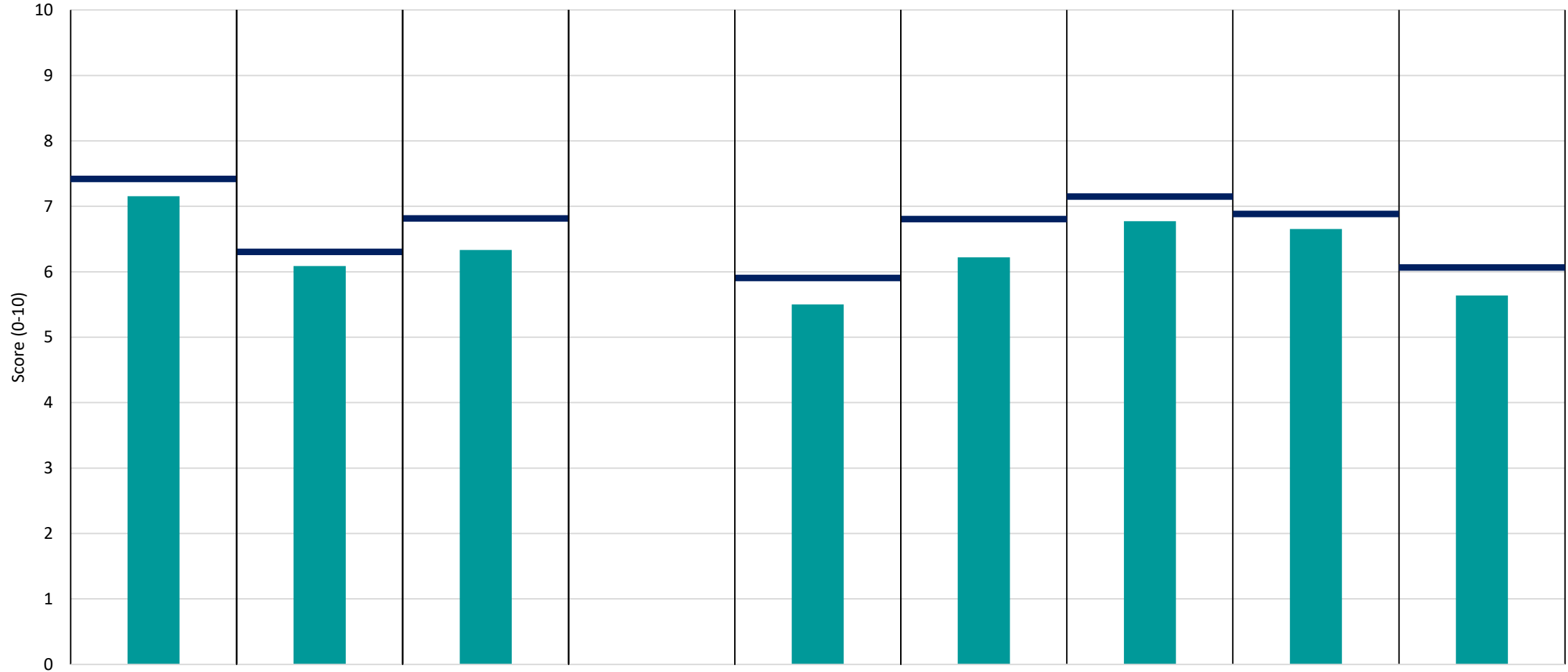
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Staff Engagement

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Breakdown	7.16	6.09	6.33	-	5.50	6.22	6.77	6.65	5.64
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 29 29 29 - 29 29 29 29 29 29 24

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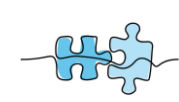
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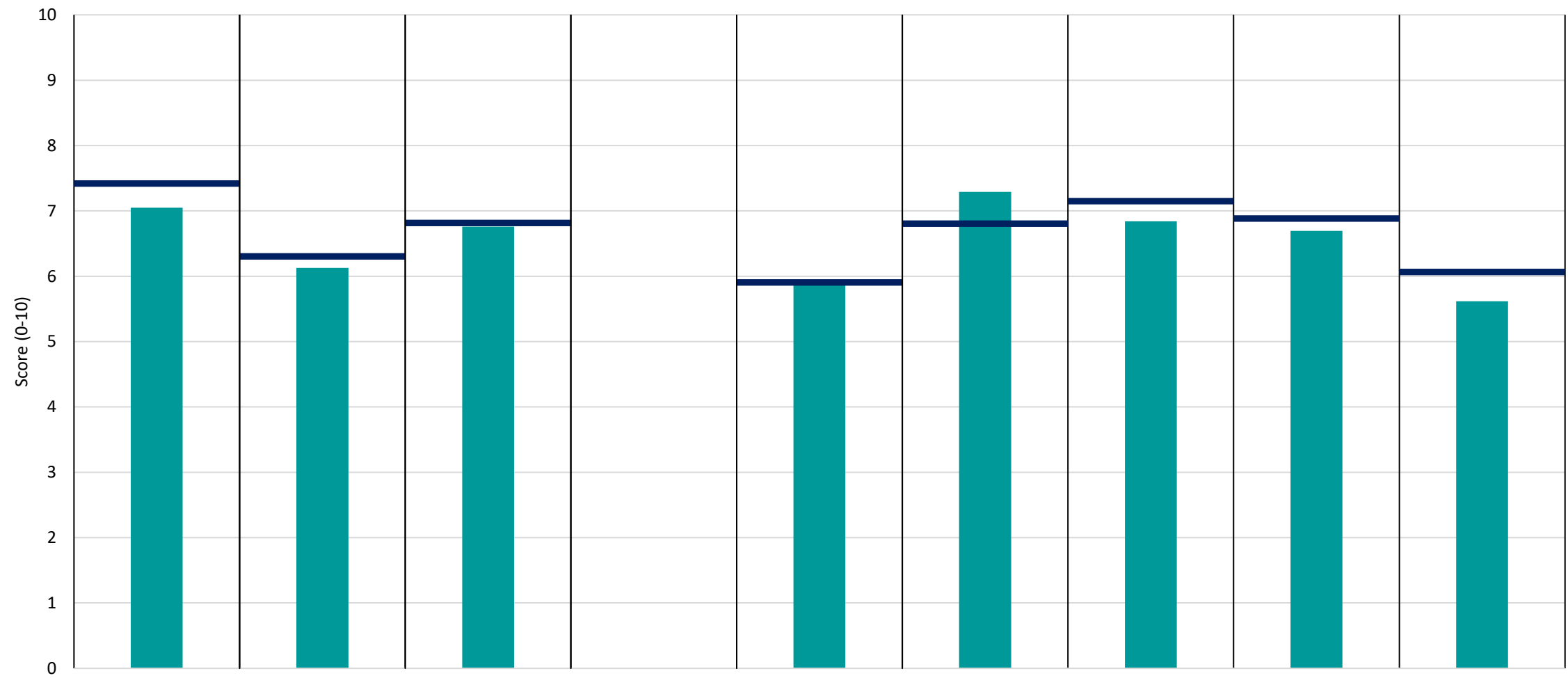
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Staff Engagement

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Breakdown	7.05	6.13	6.76	-	5.93	7.29	6.84	6.69	5.62
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	70	70	69	-	65	70	70	70	70 25

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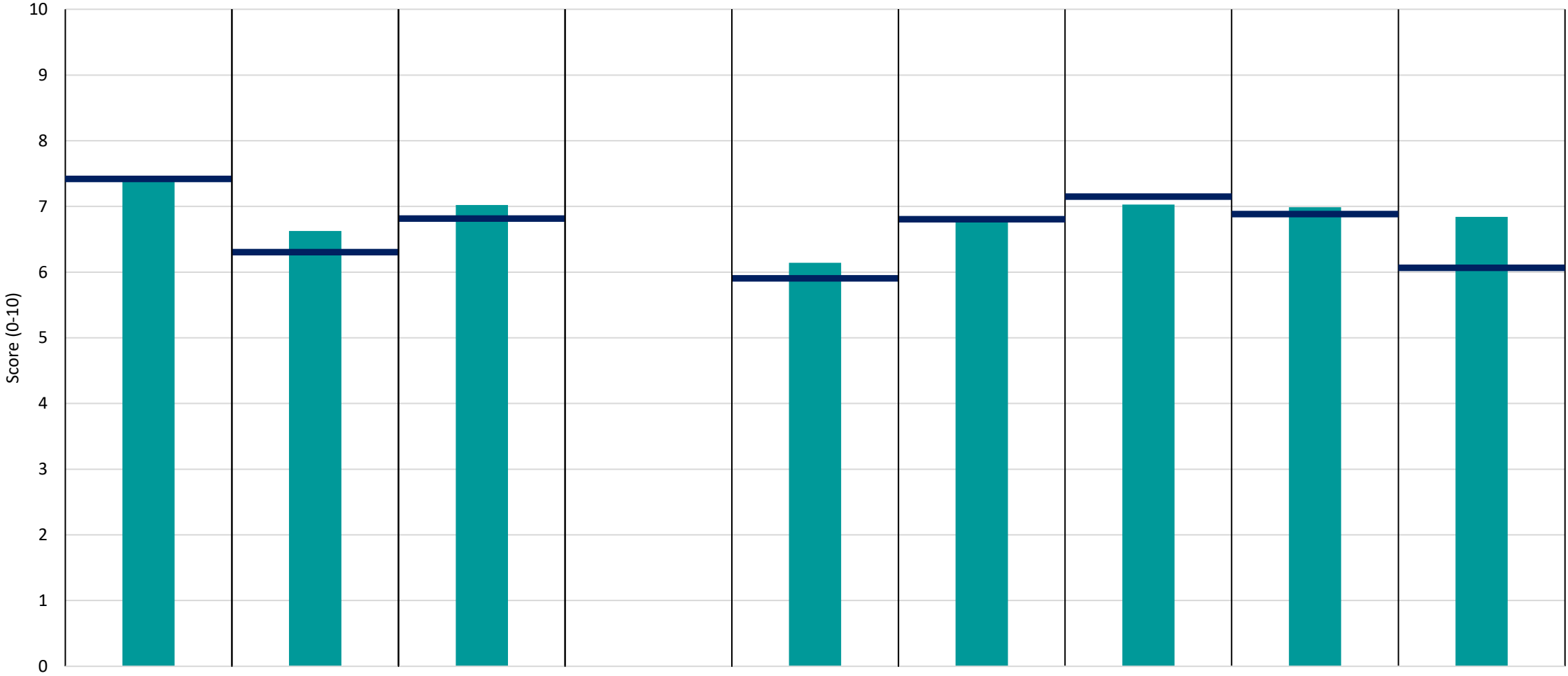
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Staff Engagement

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Breakdown	7.45	6.63	7.02	-	6.14	6.80	7.03	6.99	6.84
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 85 85 85 - 81 83 85 85 85 26

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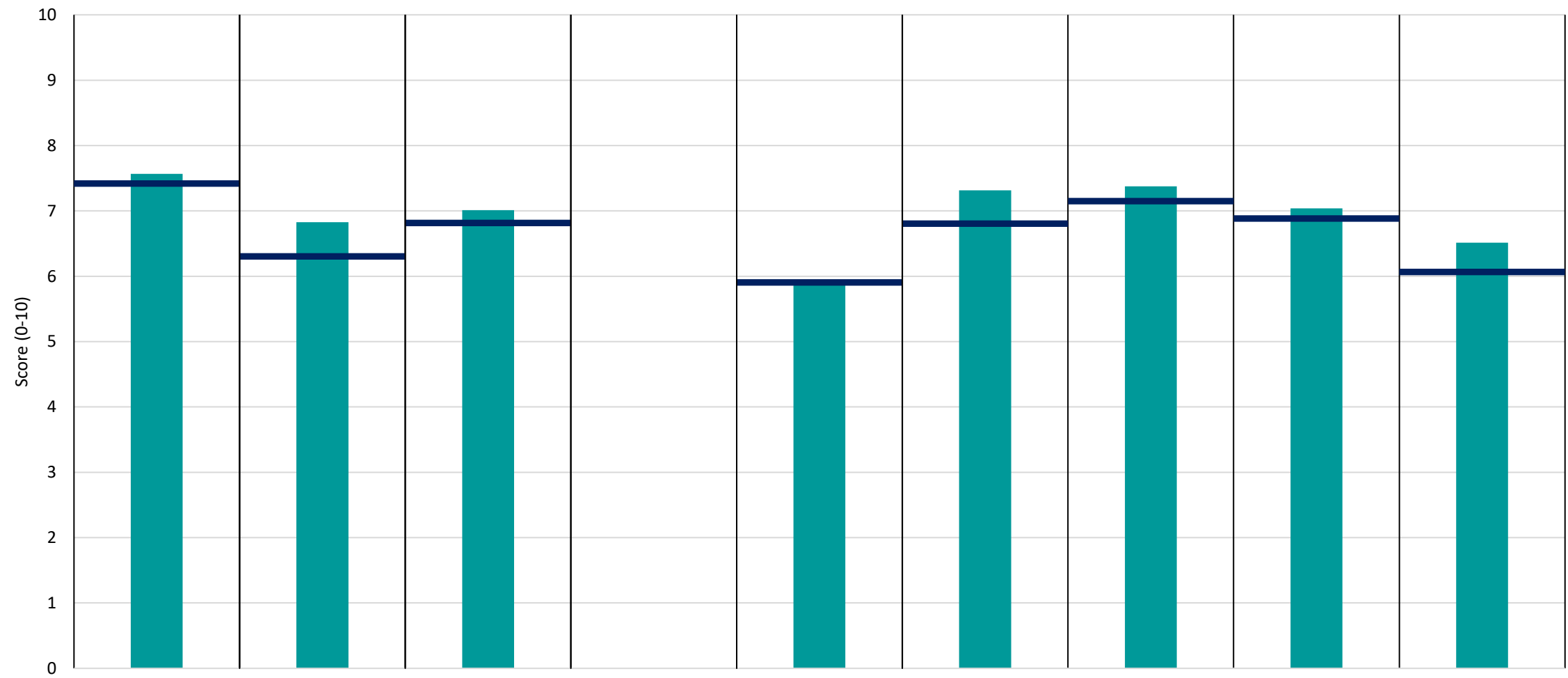
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Staff Engagement

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Breakdown	7.57	6.83	7.01	-	5.93	7.31	7.38	7.04	6.51
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	58	58	58	-	56	58	58	58	58

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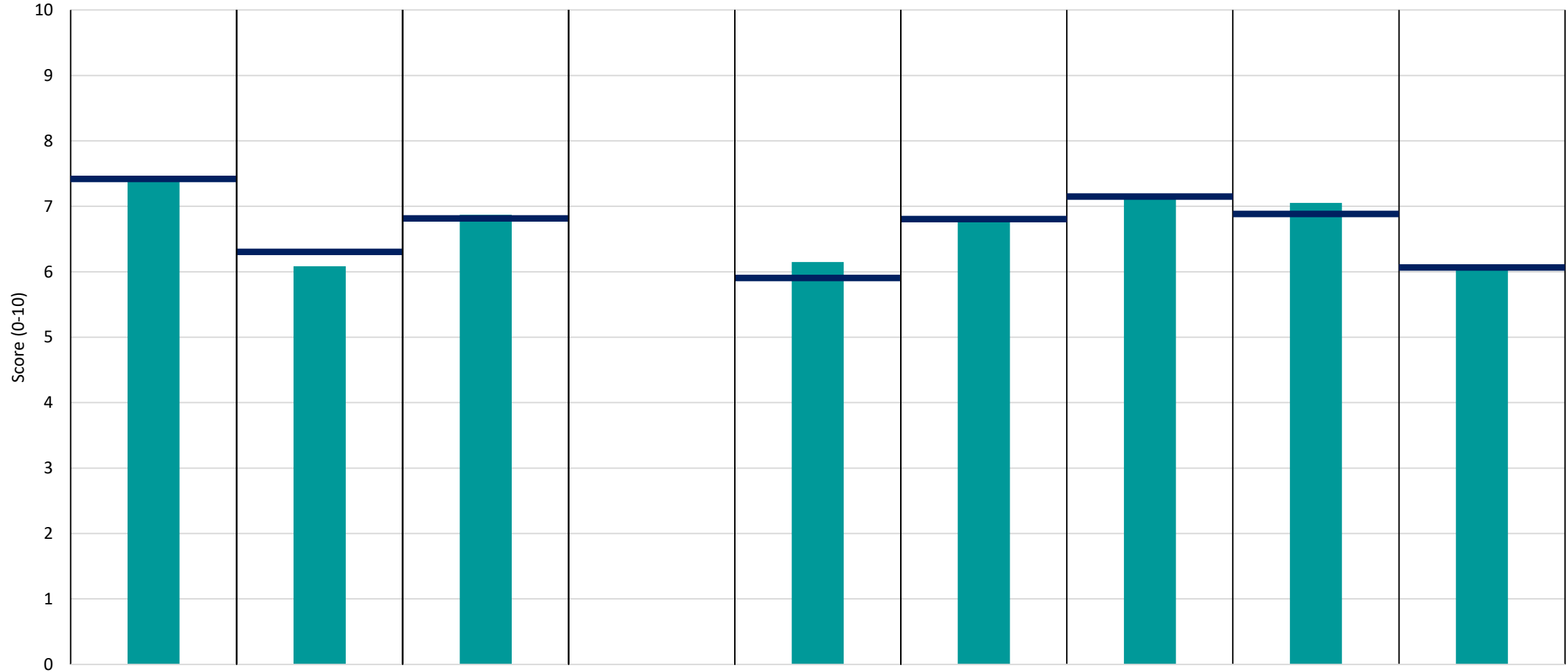
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Staff Engagement

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Breakdown	7.38	6.08	6.87	-	6.15	6.80	7.15	7.05	6.06
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	166	165	164	-	160	163	166	165	166



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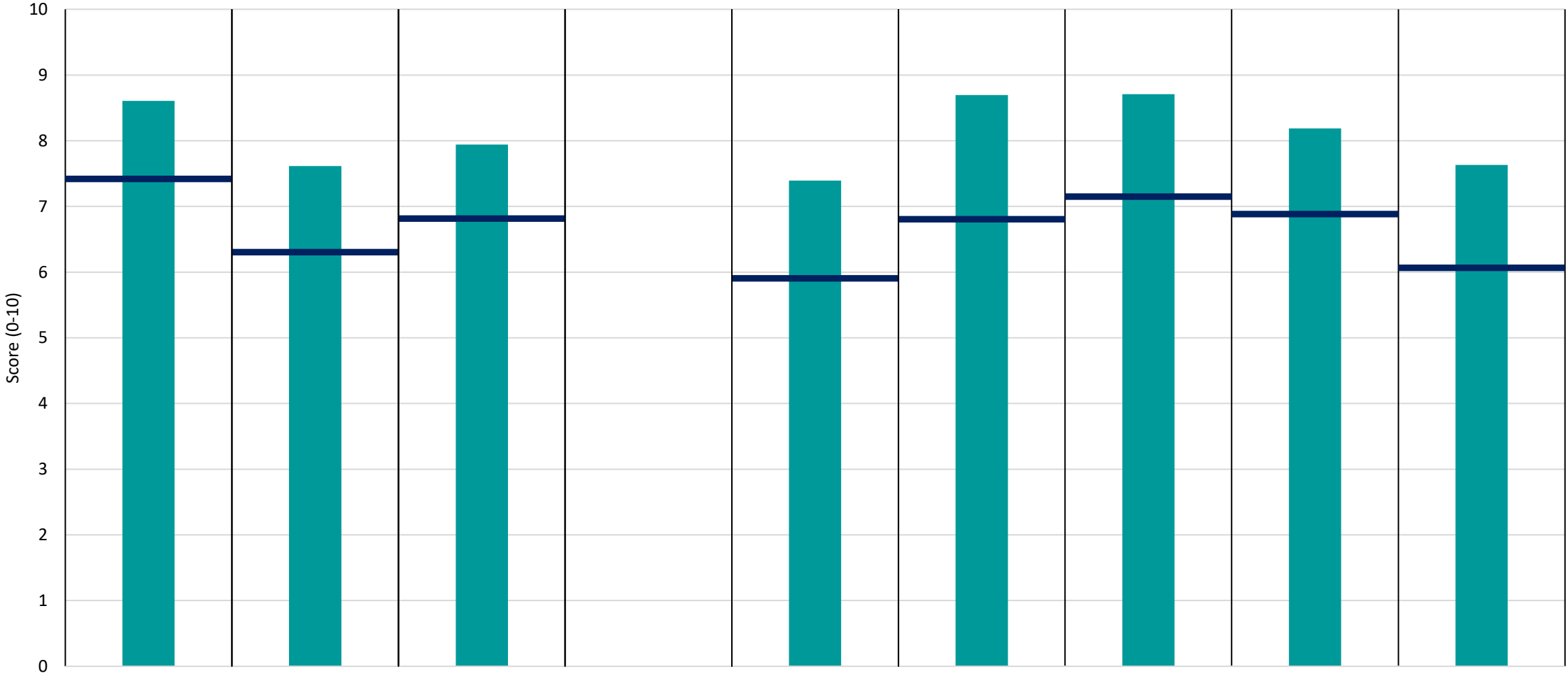
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.61	7.61	7.94	-	7.39	8.70	8.71	8.19	7.63
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 23 23 23 - 23 23 23 23 23 23 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



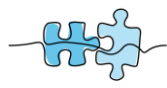
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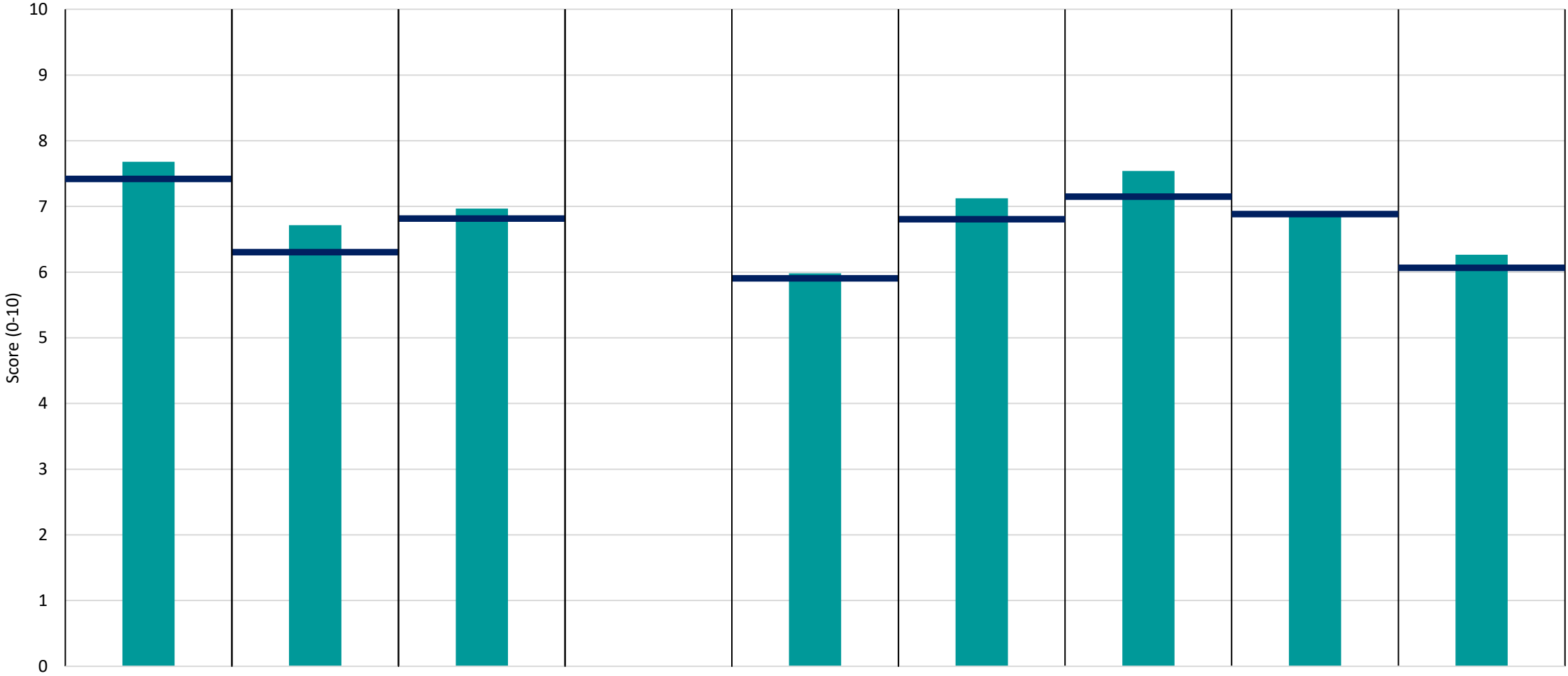
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Staff Engagement

Morale



Breakdown	7.68	6.71	6.97	-	5.98	7.12	7.54	6.84	6.27
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 84 84 83 - 79 84 84 84 84 84 30

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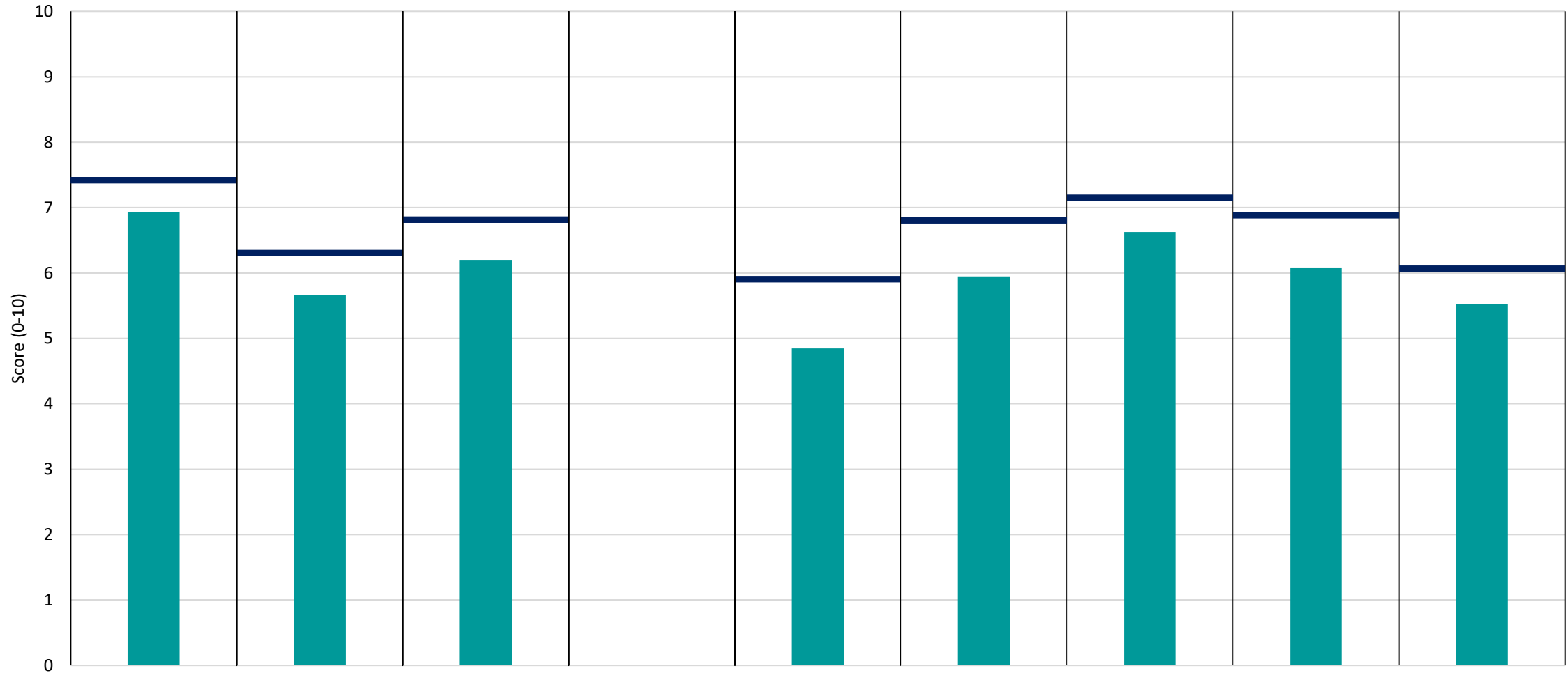
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Staff Engagement

Morale



Breakdown	6.93	5.66	6.20	-	4.85	5.95	6.63	6.09	5.52
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 22 22 22 - 21 22 22 22 22 22 31

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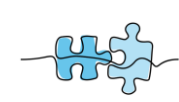
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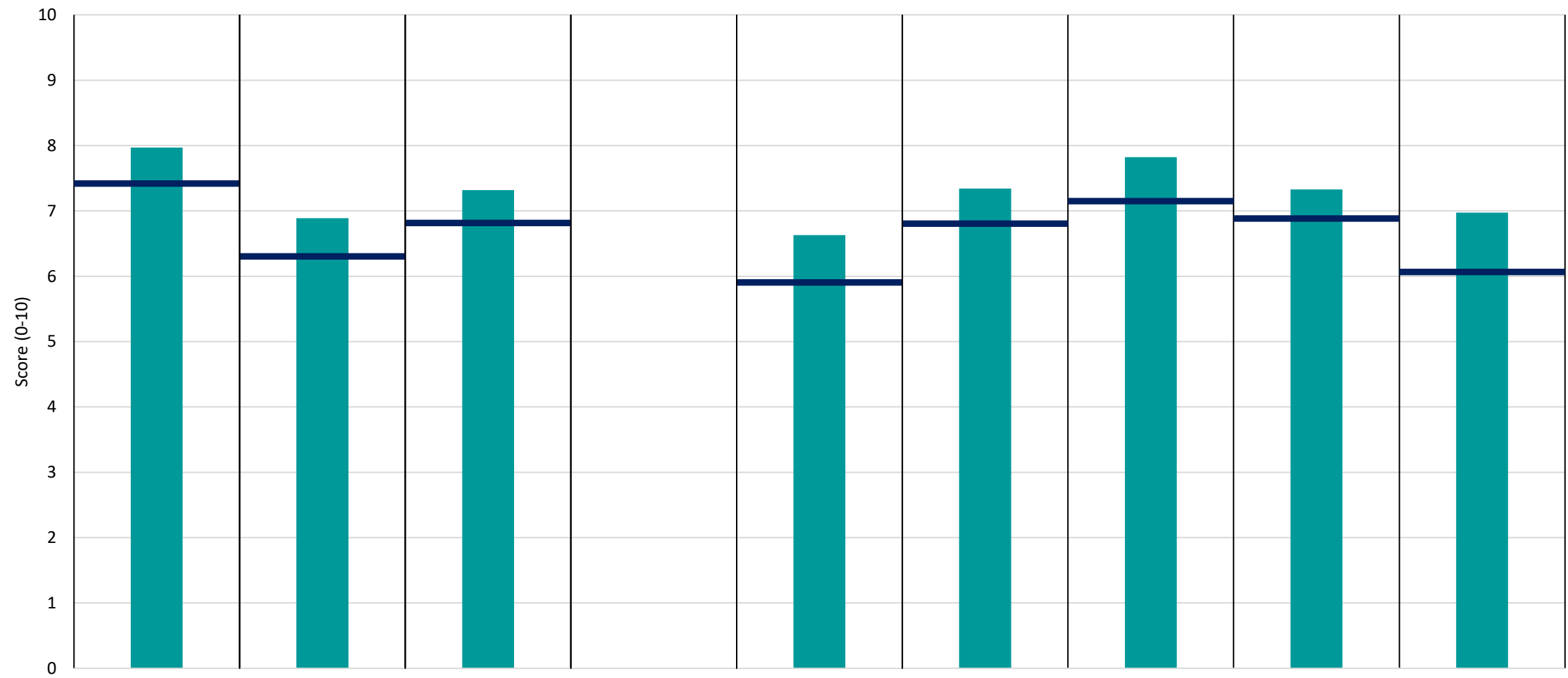
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Staff Engagement

Morale



Breakdown	7.97	6.89	7.32	-	6.63	7.34	7.82	7.33	6.97
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	77	77	76	-	74	77	77	77	77

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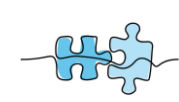
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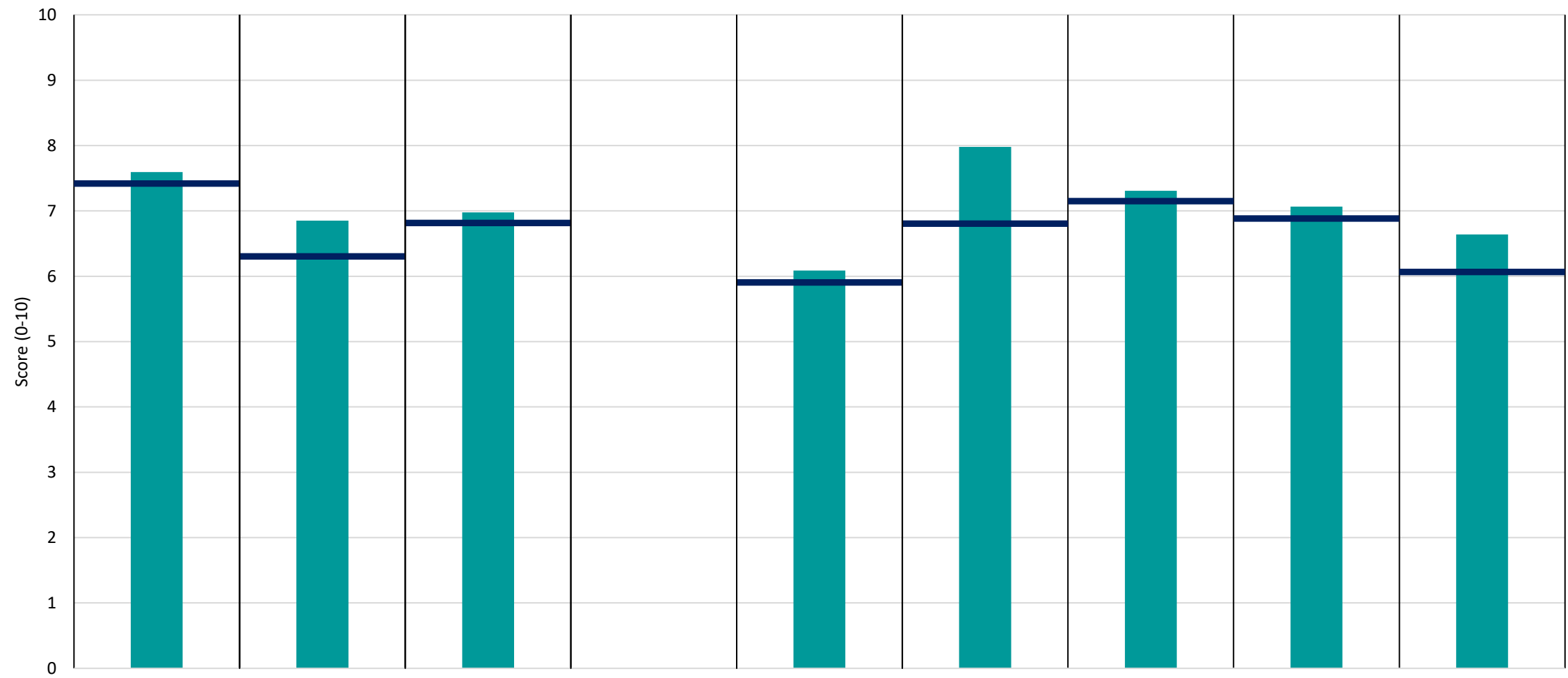
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Staff Engagement

Morale



Breakdown	7.60	6.85	6.98	-	6.09	7.98	7.31	7.06	6.64
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	67	67	67	-	67	67	67	67	67

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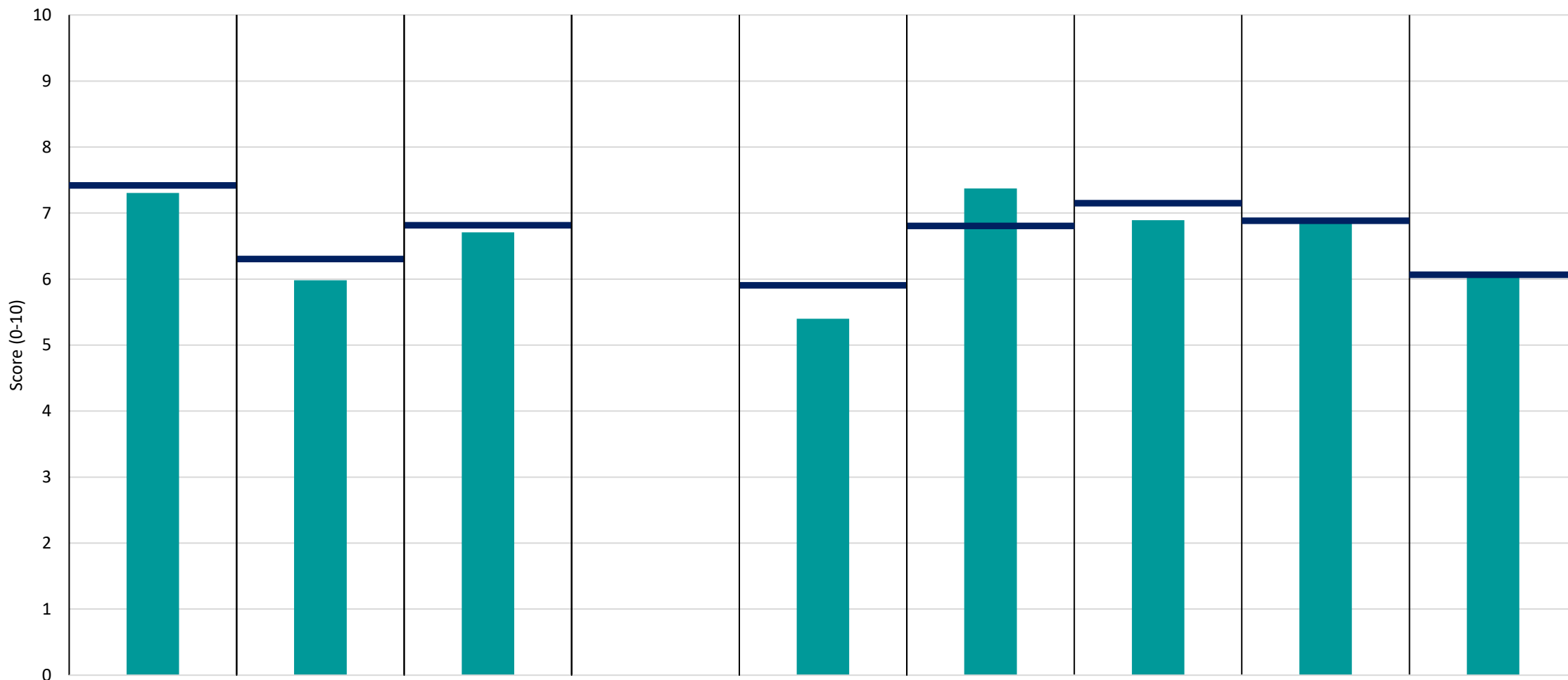
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Staff Engagement

Morale



Breakdown	7.31	5.98	6.71	-	5.40	7.37	6.89	6.85	6.12
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06

Responses 26 26 25 - 26 26 26 25 26 34

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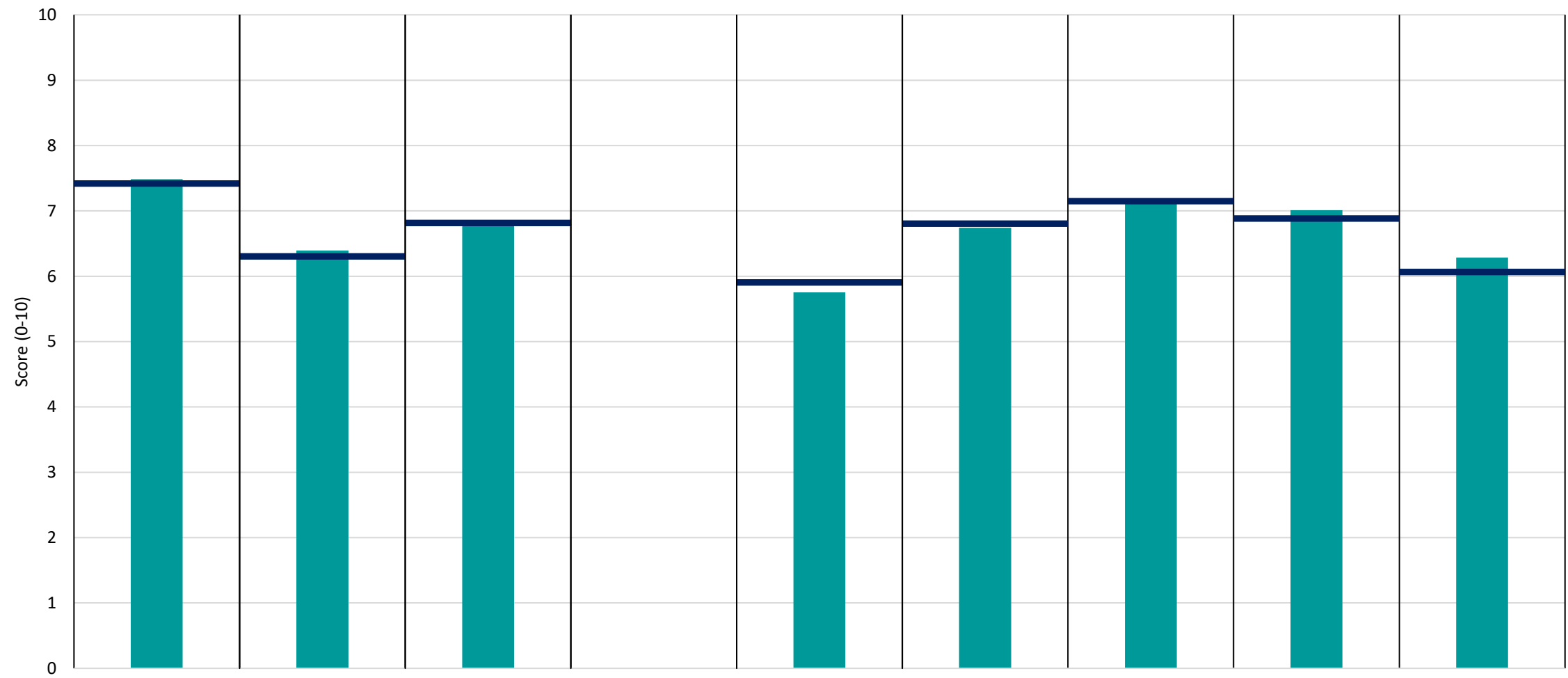
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Staff Engagement

Morale



Breakdown	7.48	6.40	6.85	-	5.75	6.74	7.12	7.01	6.29
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	124	124	123	-	120	124	124	124	124

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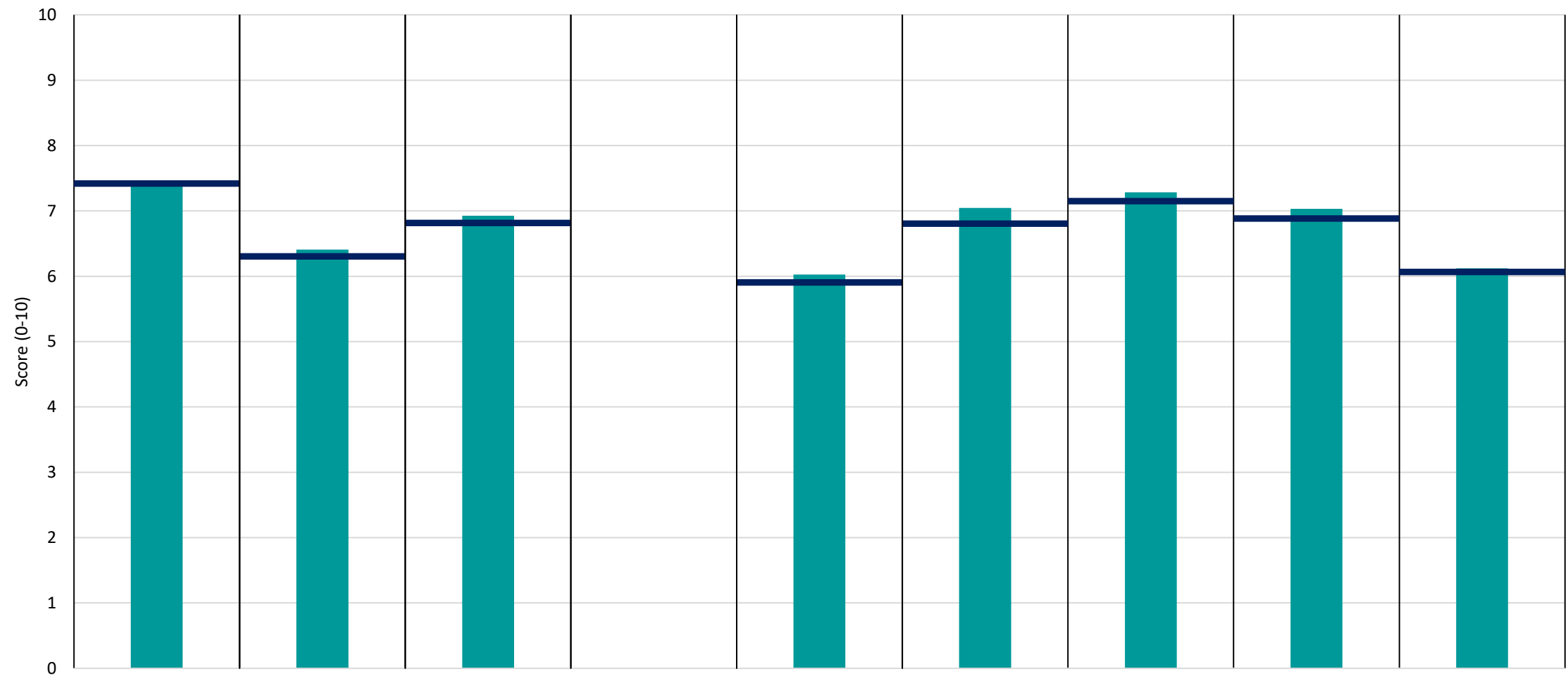
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Staff Engagement

Morale



Breakdown	7.40	6.41	6.93	-	6.03	7.05	7.28	7.03	6.12
Your org	7.42	6.30	6.81	-	5.90	6.80	7.15	6.88	6.06
Responses	327	327	327	-	315	327	328	328	328

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