



Norfolk Community Health and Care NHS Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Norfolk Community Health and Care 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 Norfolk Community Health and Care 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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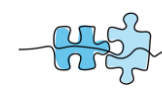
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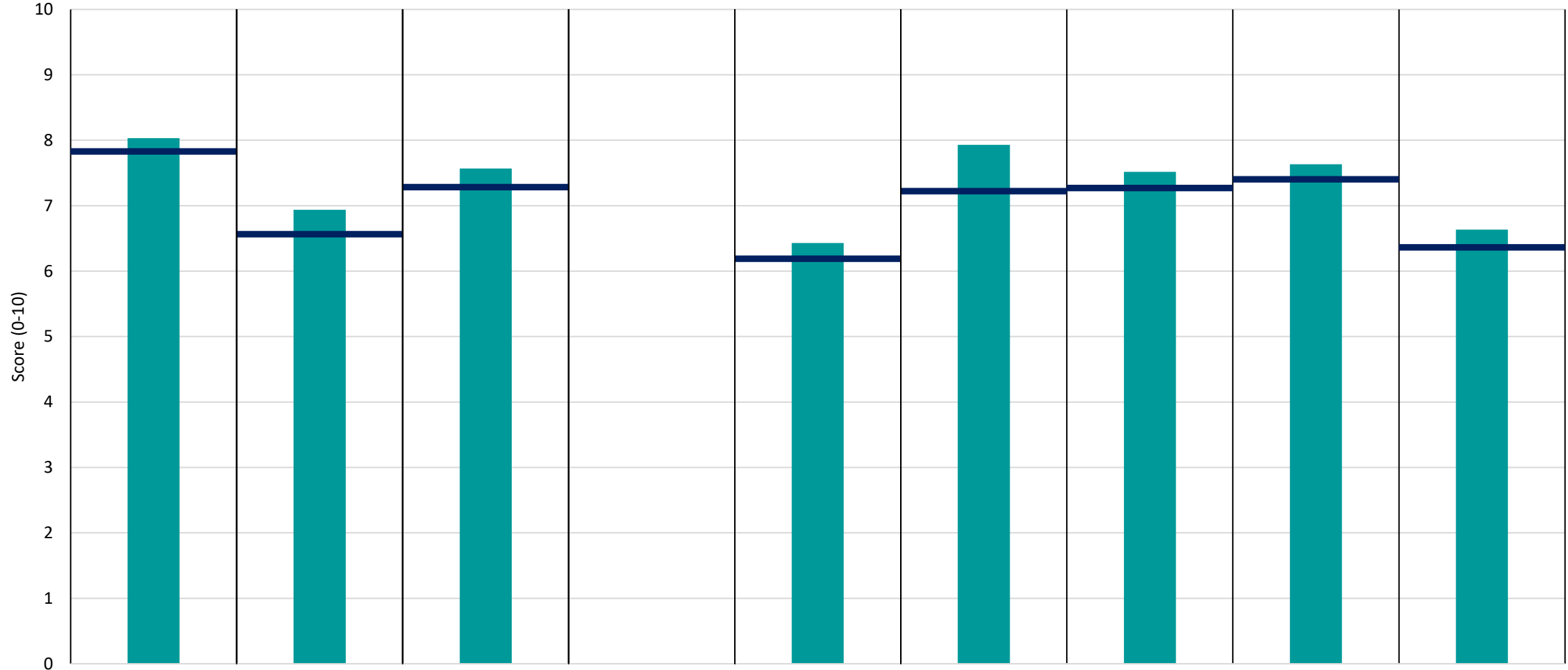
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Staff Engagement

Morale



Breakdown	8.03	6.94	7.57	-	6.43	7.93	7.52	7.63	6.63
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	255	255	254	-	249	254	255	255	255

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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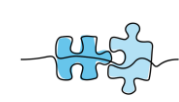
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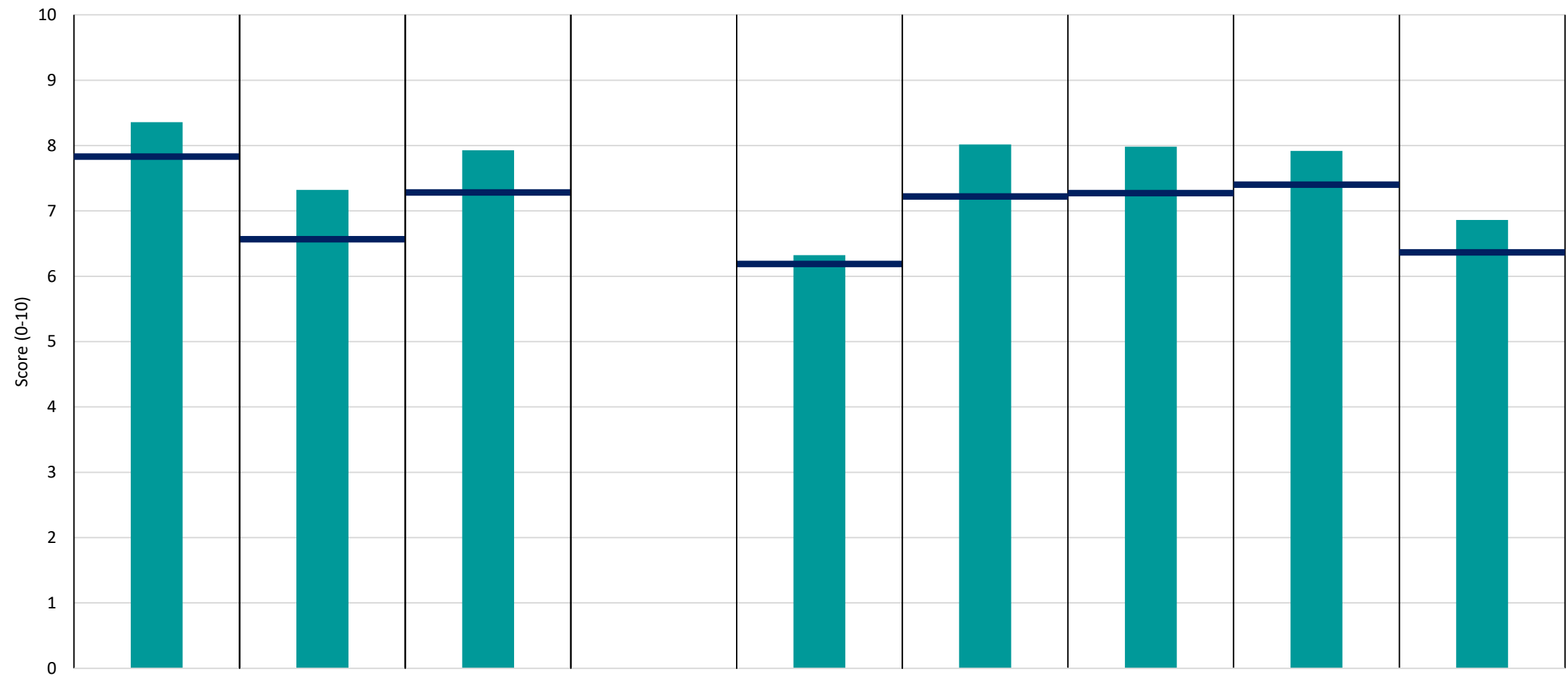
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Staff Engagement

Morale



Breakdown	8.36	7.32	7.93	-	6.32	8.02	7.98	7.92	6.86
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	83	82	83	-	83	82	83	83	83

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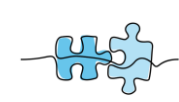
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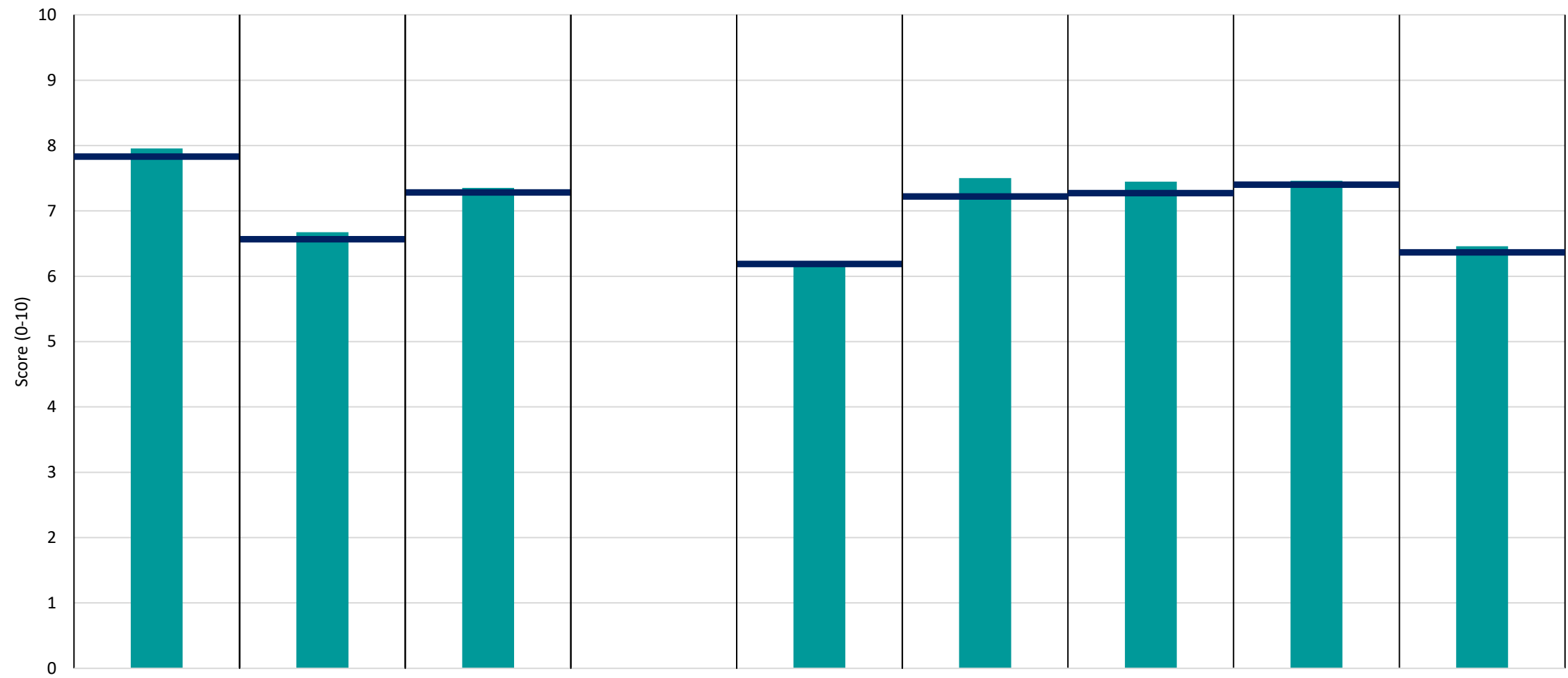
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Staff Engagement

Morale



Breakdown	7.96	6.67	7.35	-	6.18	7.50	7.45	7.46	6.46
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	140	140	138	-	138	140	140	140	140

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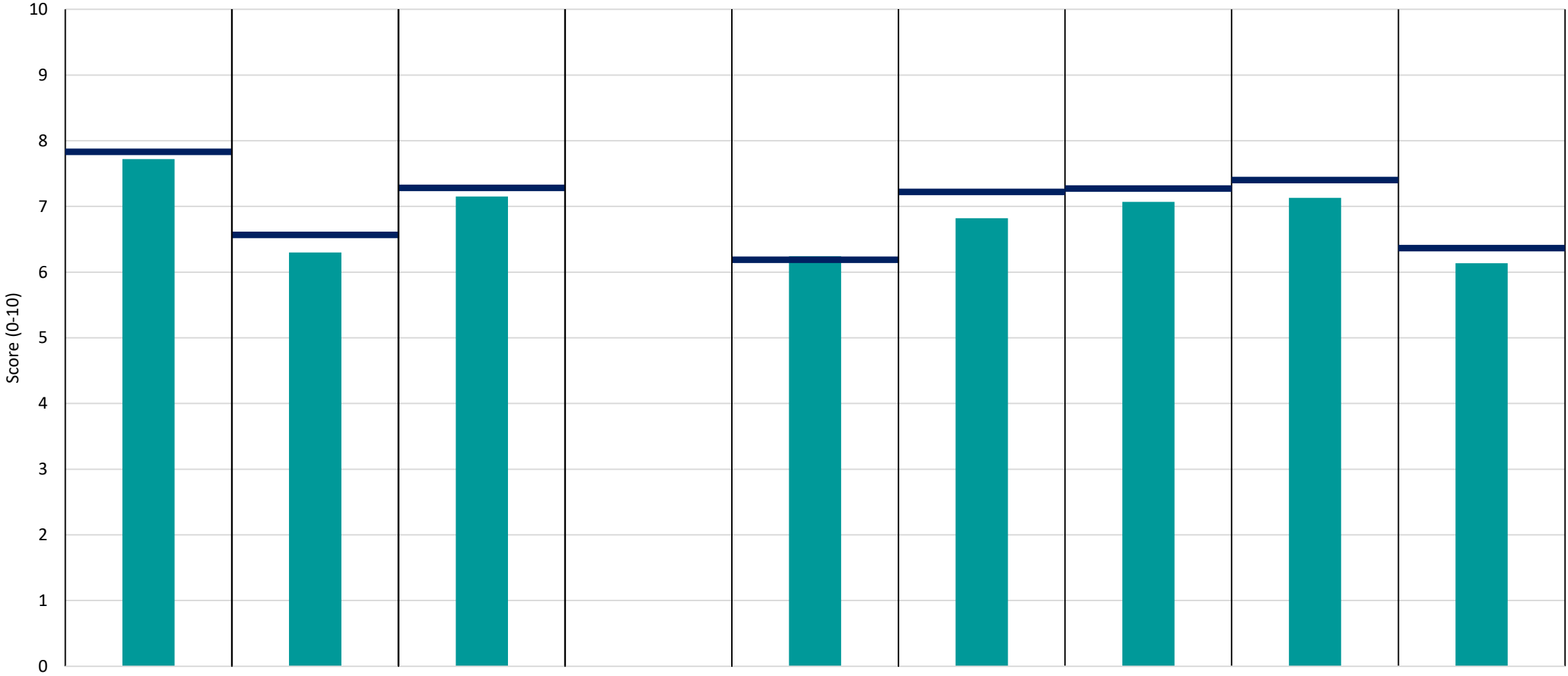
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Staff Engagement

Morale



Breakdown	7.72	6.30	7.15	-	6.24	6.82	7.07	7.13	6.13
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	172	172	171	-	168	172	172	172	172

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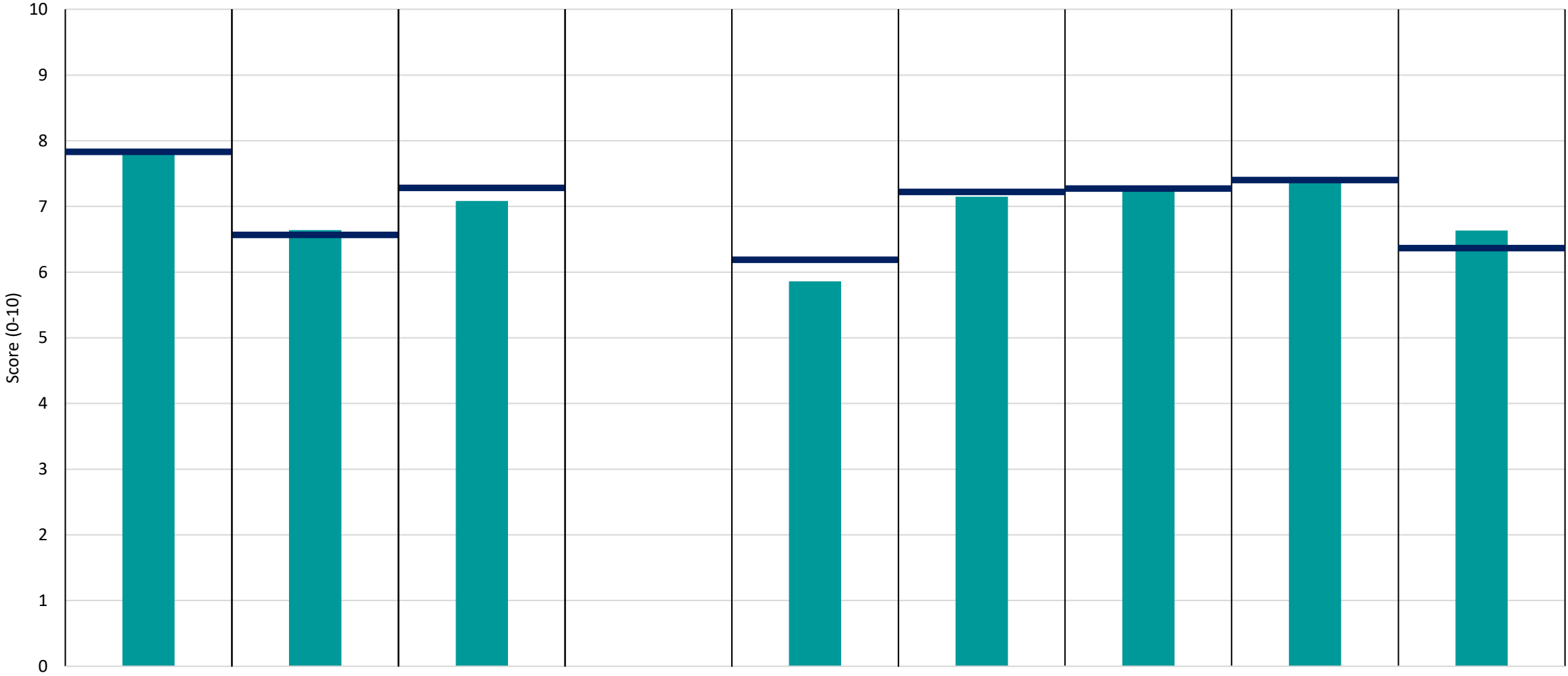
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Staff Engagement

Morale



Breakdown	7.81	6.64	7.08	-	5.86	7.15	7.28	7.36	6.63
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	231	231	228	-	227	231	230	231	231

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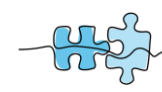
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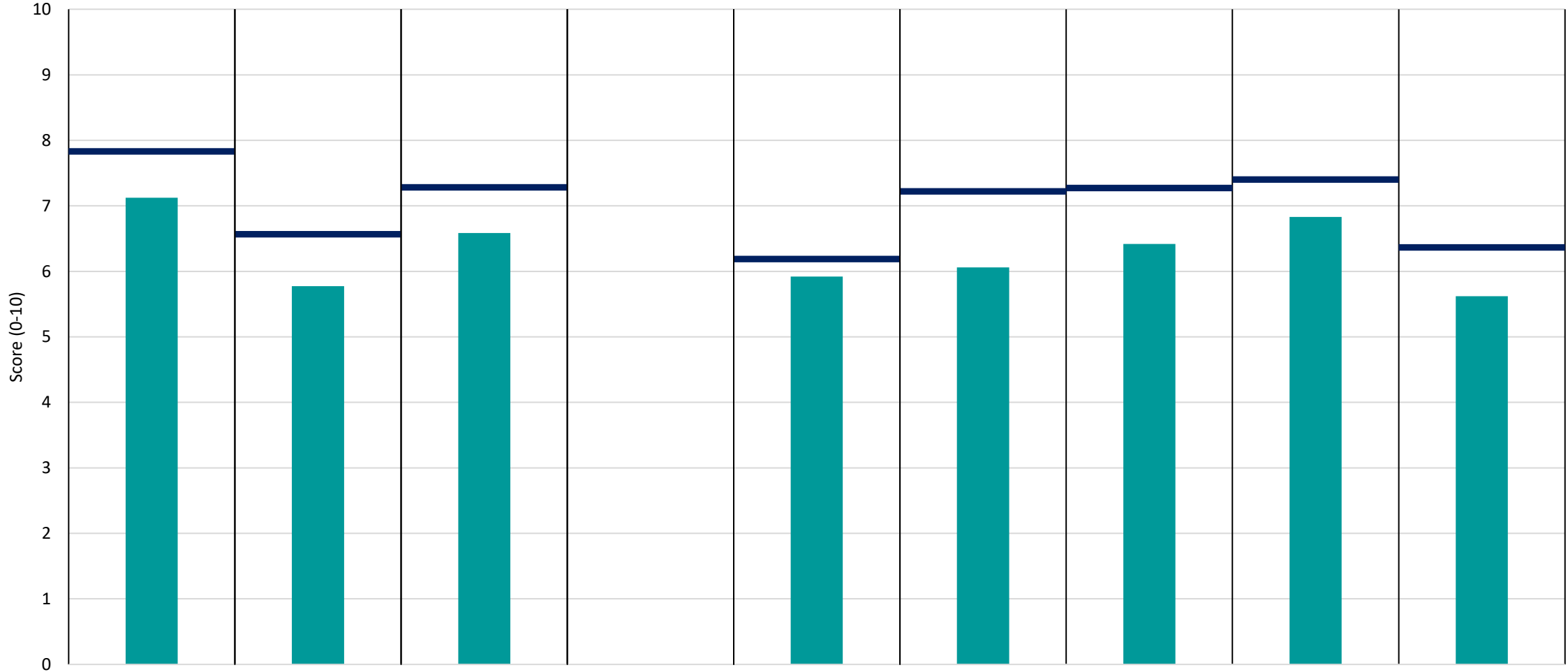
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Staff Engagement

Morale



Breakdown	7.13	5.77	6.59	-	5.92	6.06	6.42	6.83	5.62
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	128	128	128	-	124	128	128	128	128



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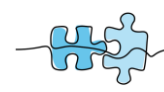
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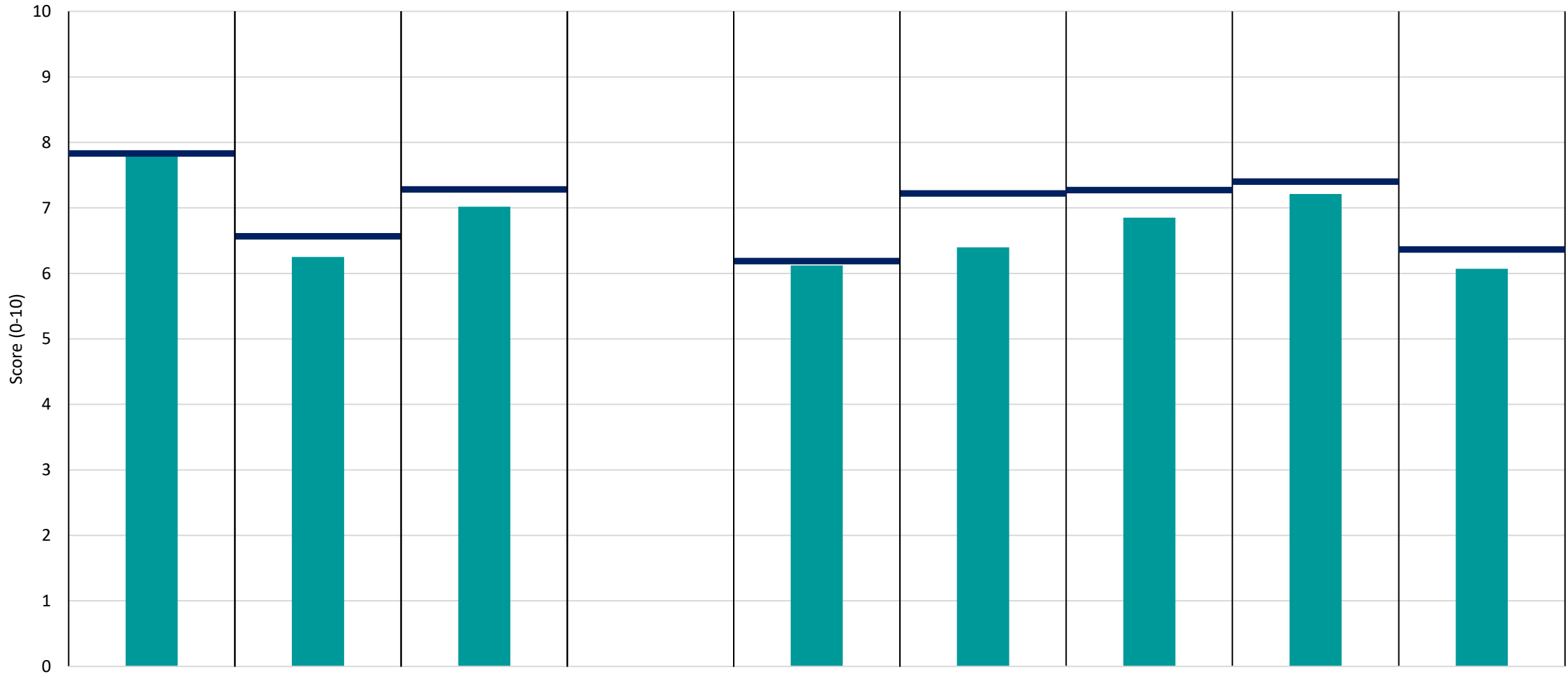
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Staff Engagement

Morale



Breakdown	7.83	6.25	7.02	-	6.12	6.40	6.85	7.21	6.07
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36

Responses 35 34 35 - 33 34 35 35 35 12

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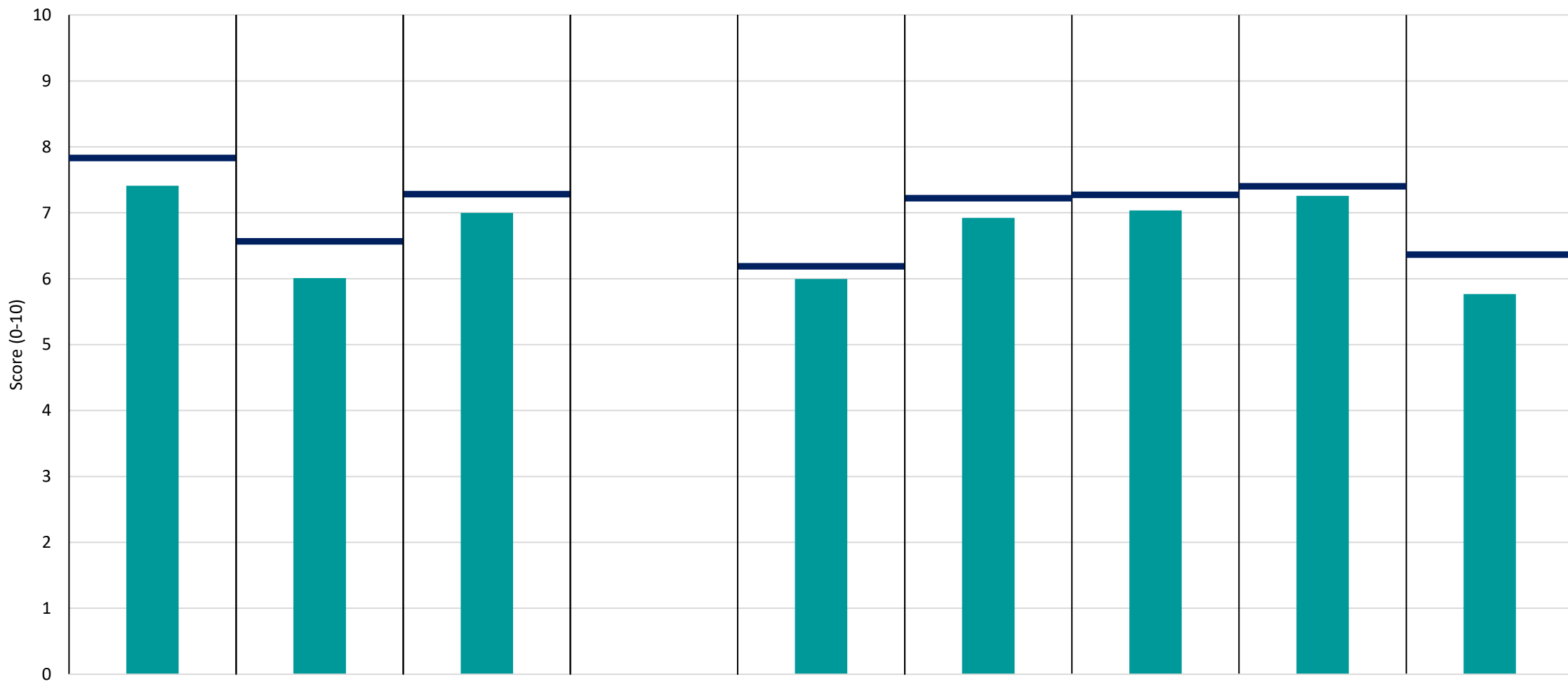
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Staff Engagement

Morale



Breakdown	7.41	6.01	7.00	-	5.99	6.92	7.03	7.26	5.77
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	118	117	118	-	115	117	119	119	119

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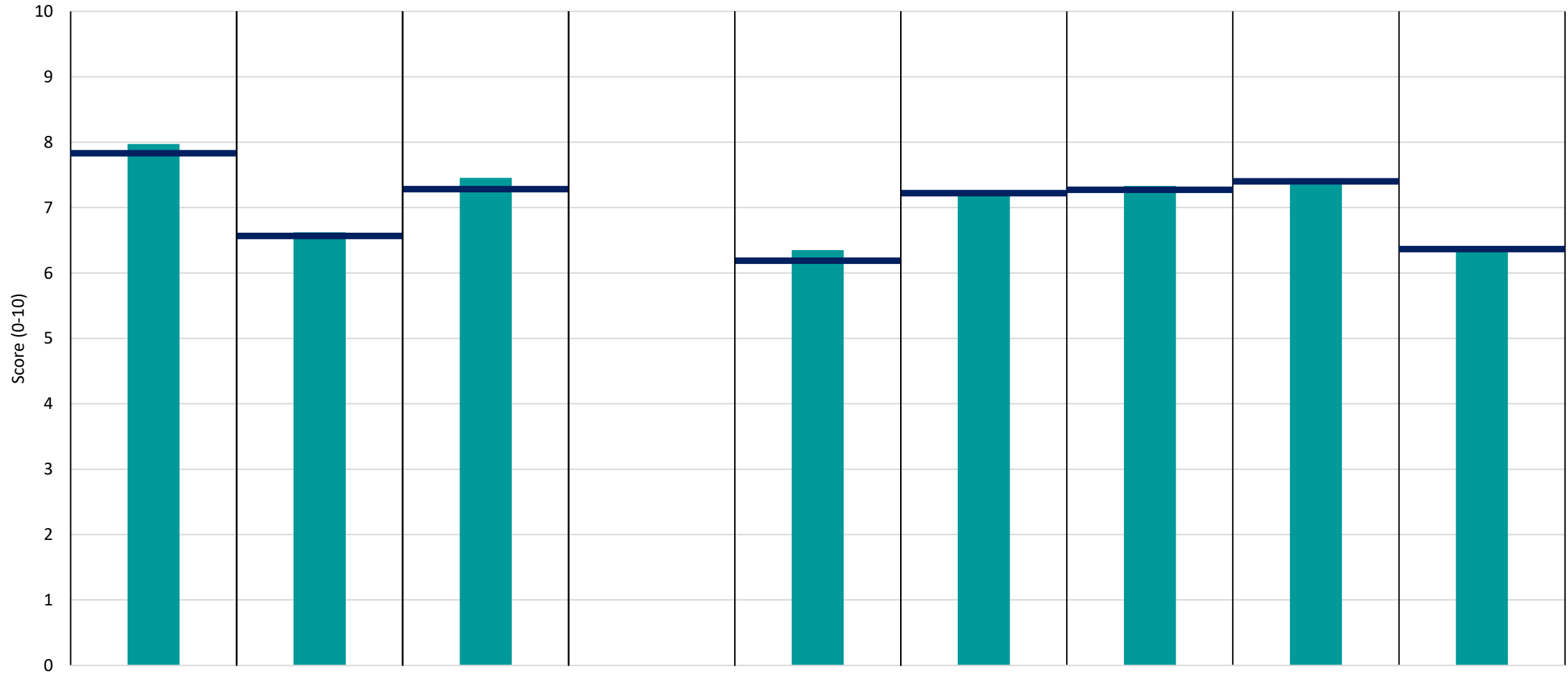
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Staff Engagement

Morale



Breakdown	7.97	6.62	7.46	-	6.35	7.24	7.33	7.42	6.37
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36

Responses 217 217 215 - 203 216 217 217 217 14

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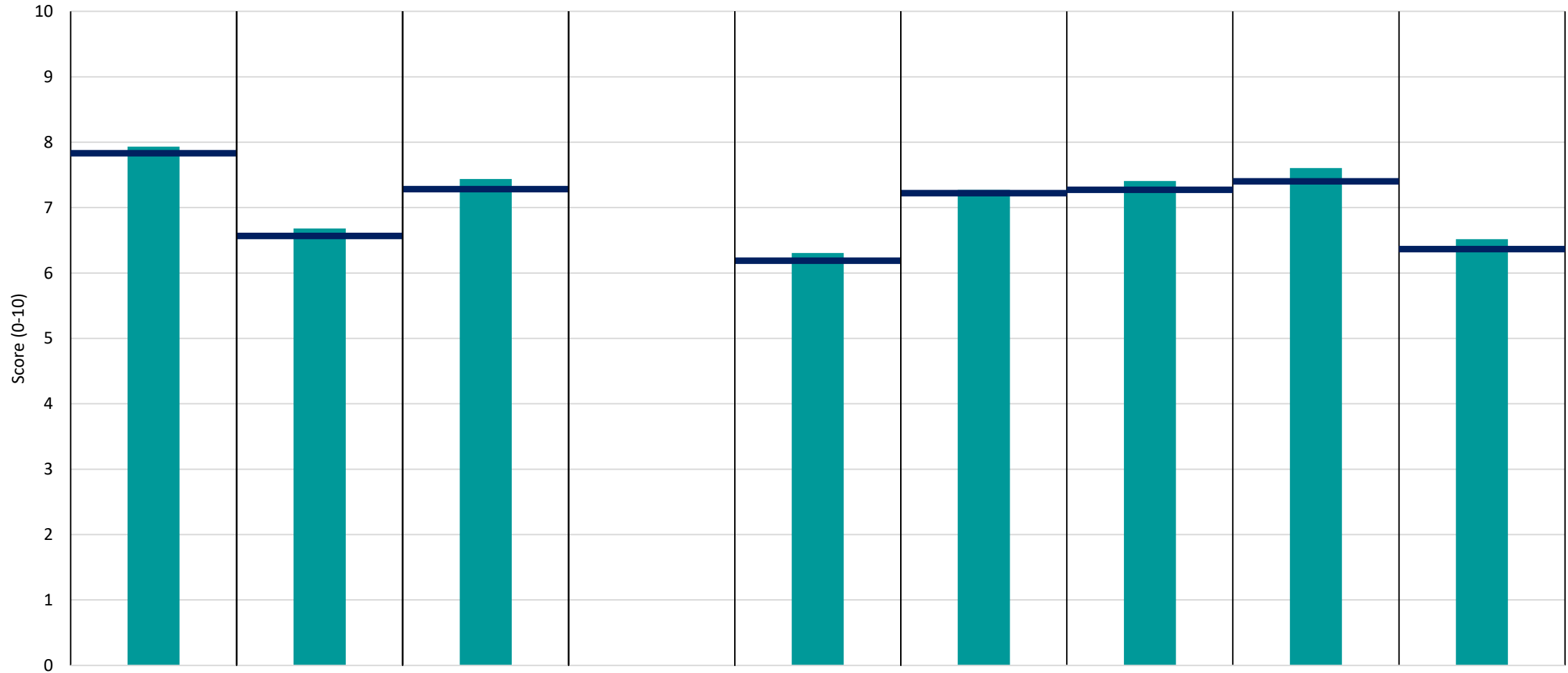
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Staff Engagement

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Breakdown	7.93	6.68	7.44	-	6.31	7.27	7.41	7.60	6.52
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	186	186	185	-	181	186	186	186	186

Breakdowns 2

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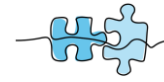
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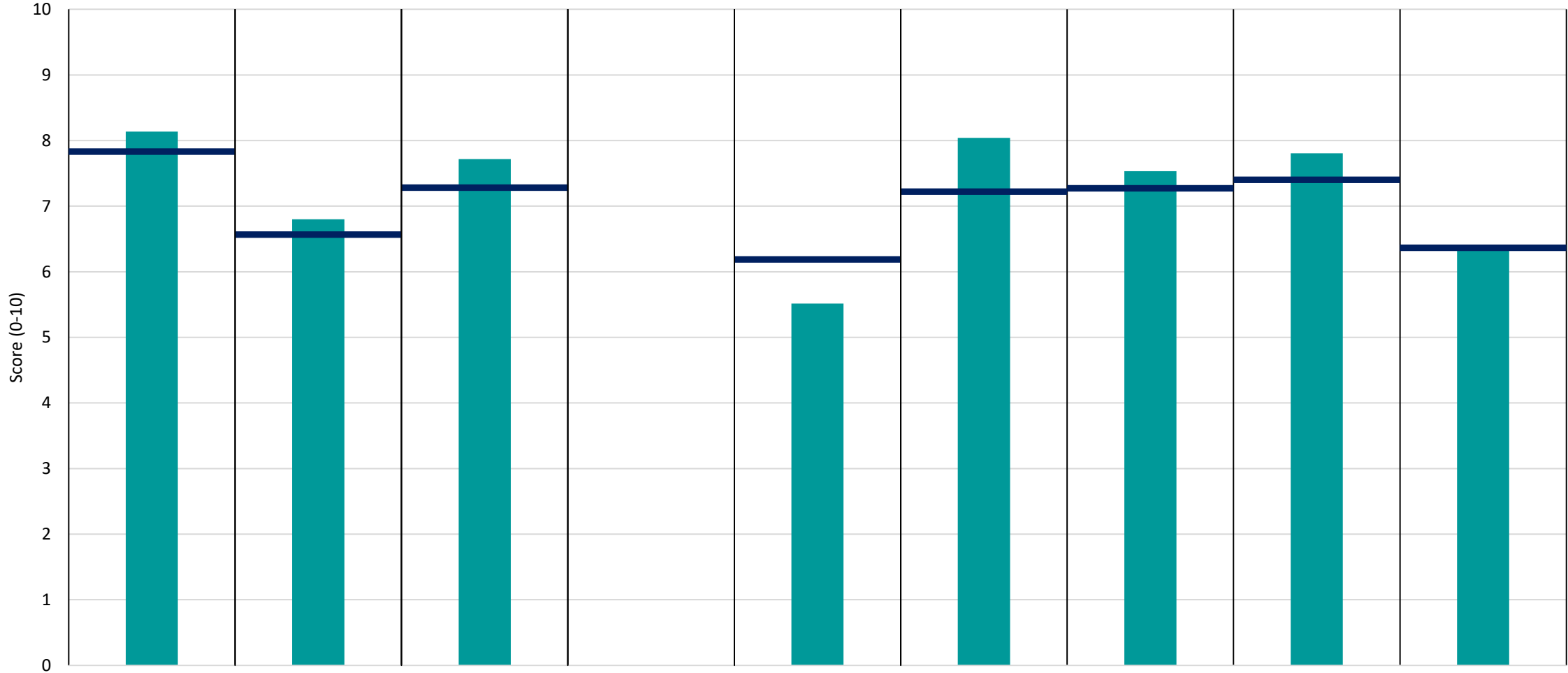
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Staff Engagement

Morale



Breakdown	8.14	6.80	7.72	-	5.51	8.04	7.53	7.80	6.36
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36

Responses 31 30 31 - 31 30 31 31 31 17

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Additional Clinical Services



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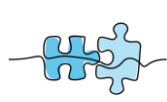
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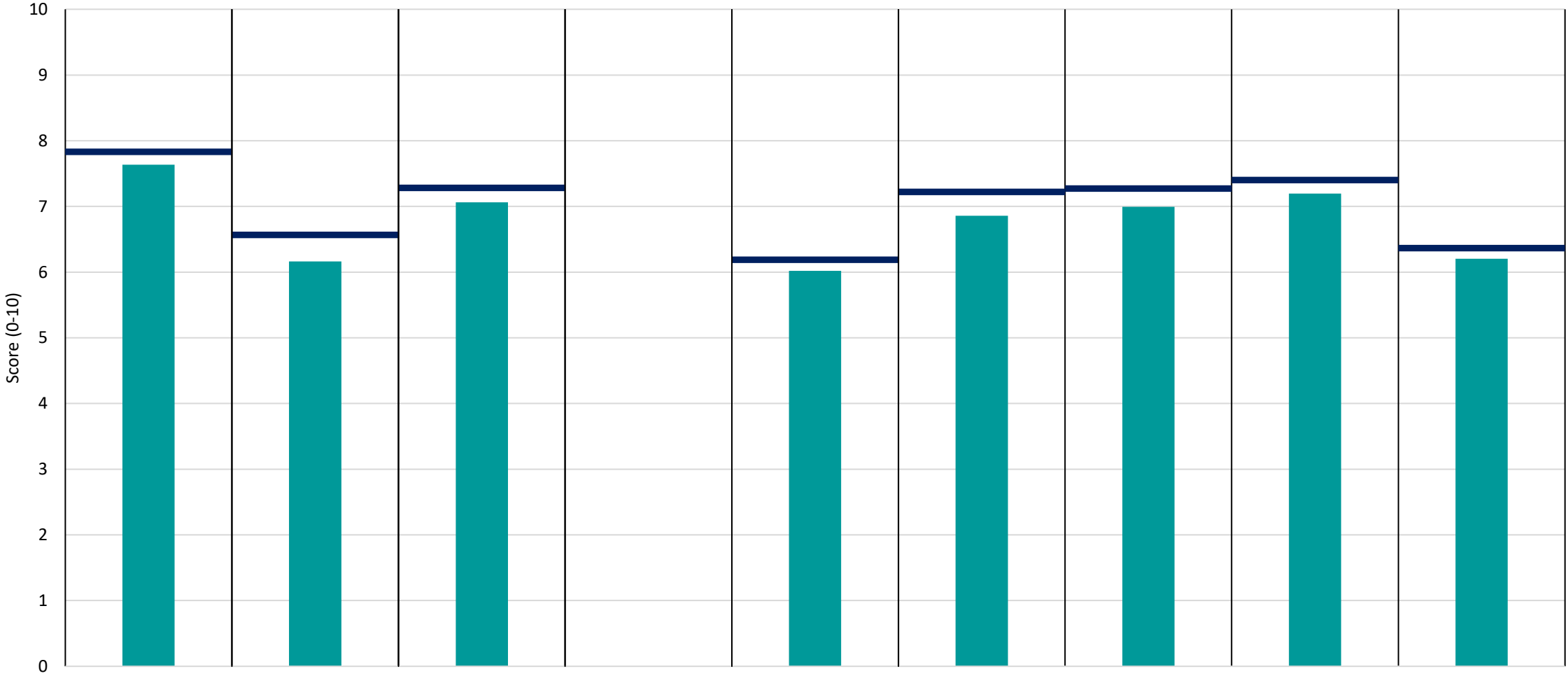
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Staff Engagement

Morale



Breakdown	7.64	6.16	7.06	-	6.02	6.86	7.00	7.20	6.20
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	371	371	369	-	359	371	371	371	371

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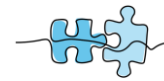
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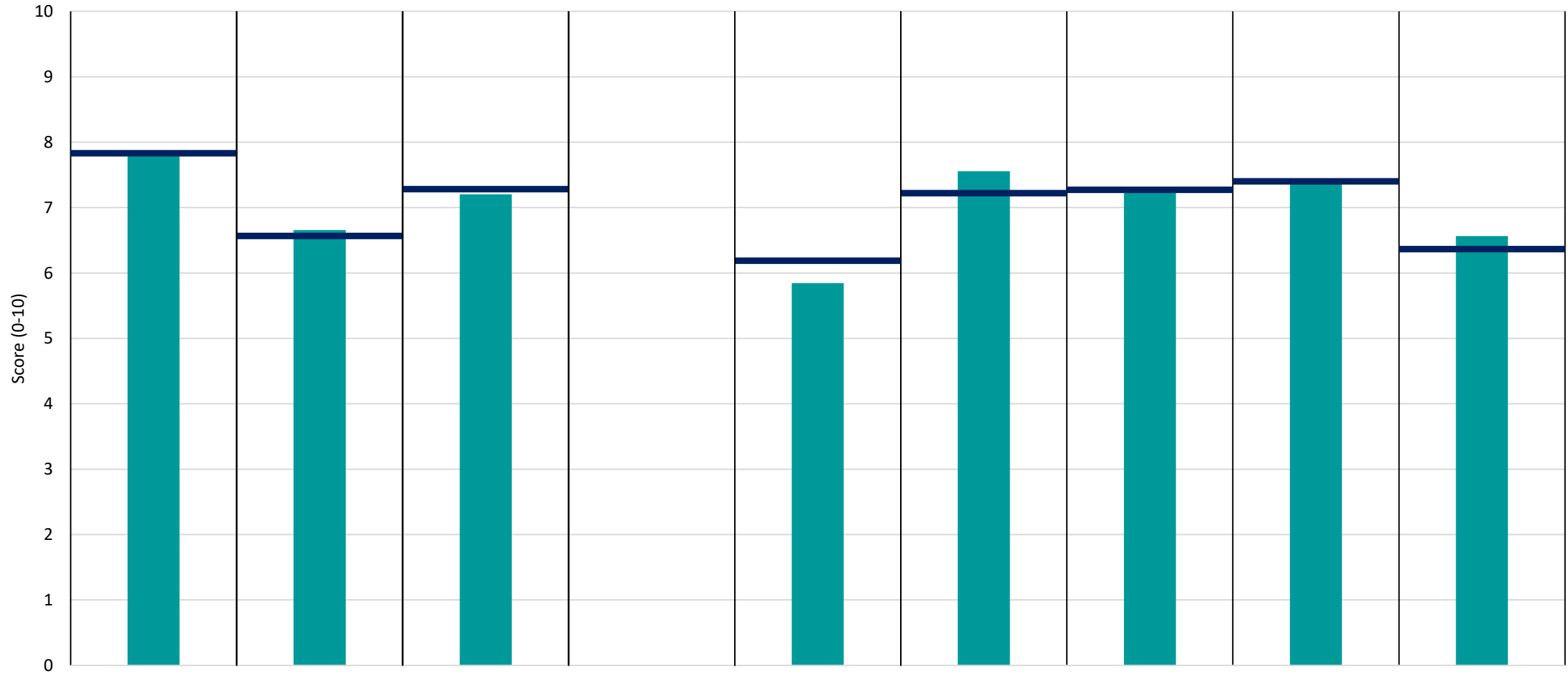
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Staff Engagement

Morale



Breakdown	7.81	6.66	7.20	-	5.84	7.56	7.31	7.38	6.56
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	381	382	378	-	371	381	381	382	382



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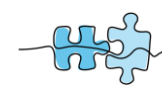
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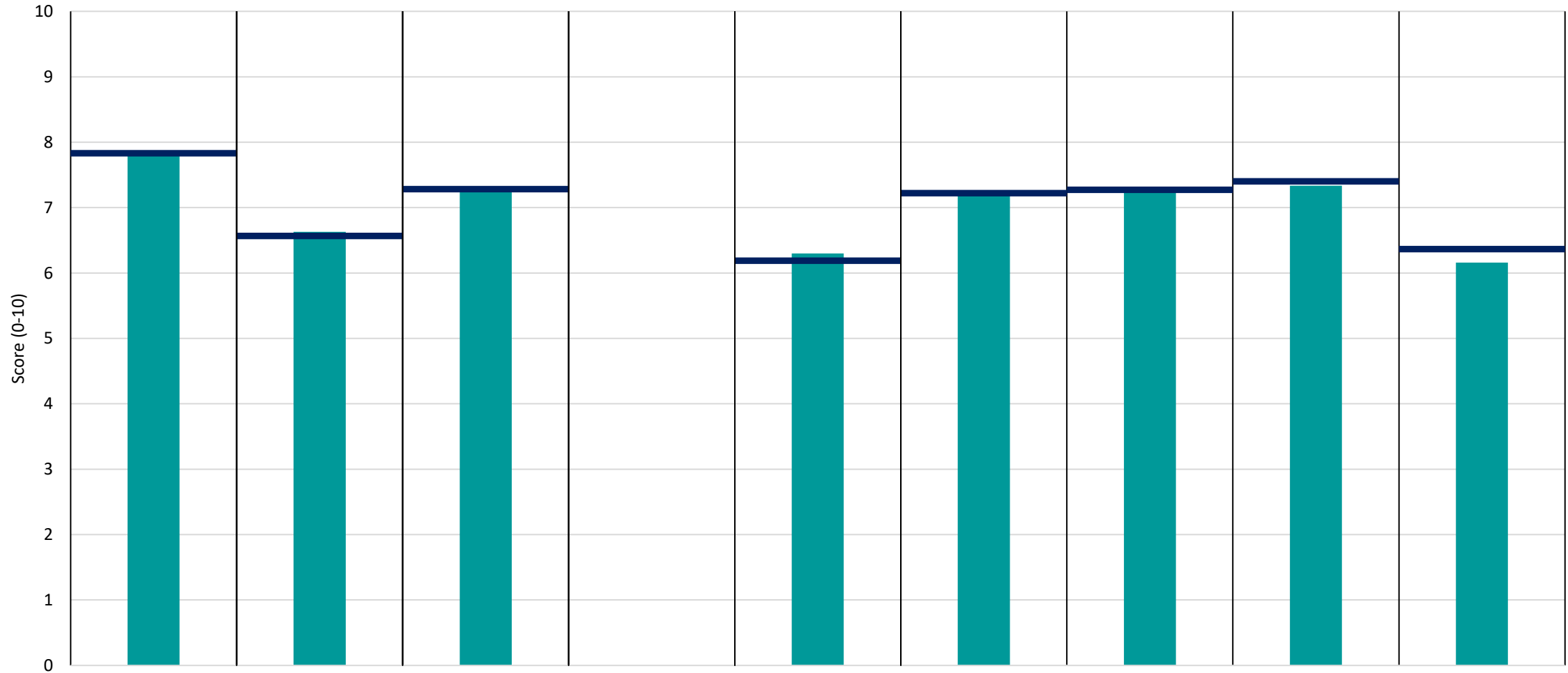
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Staff Engagement

Morale



Breakdown	7.86	6.63	7.30	-	6.30	7.23	7.27	7.33	6.16
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	286	285	284	-	278	284	286	286	286



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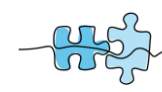
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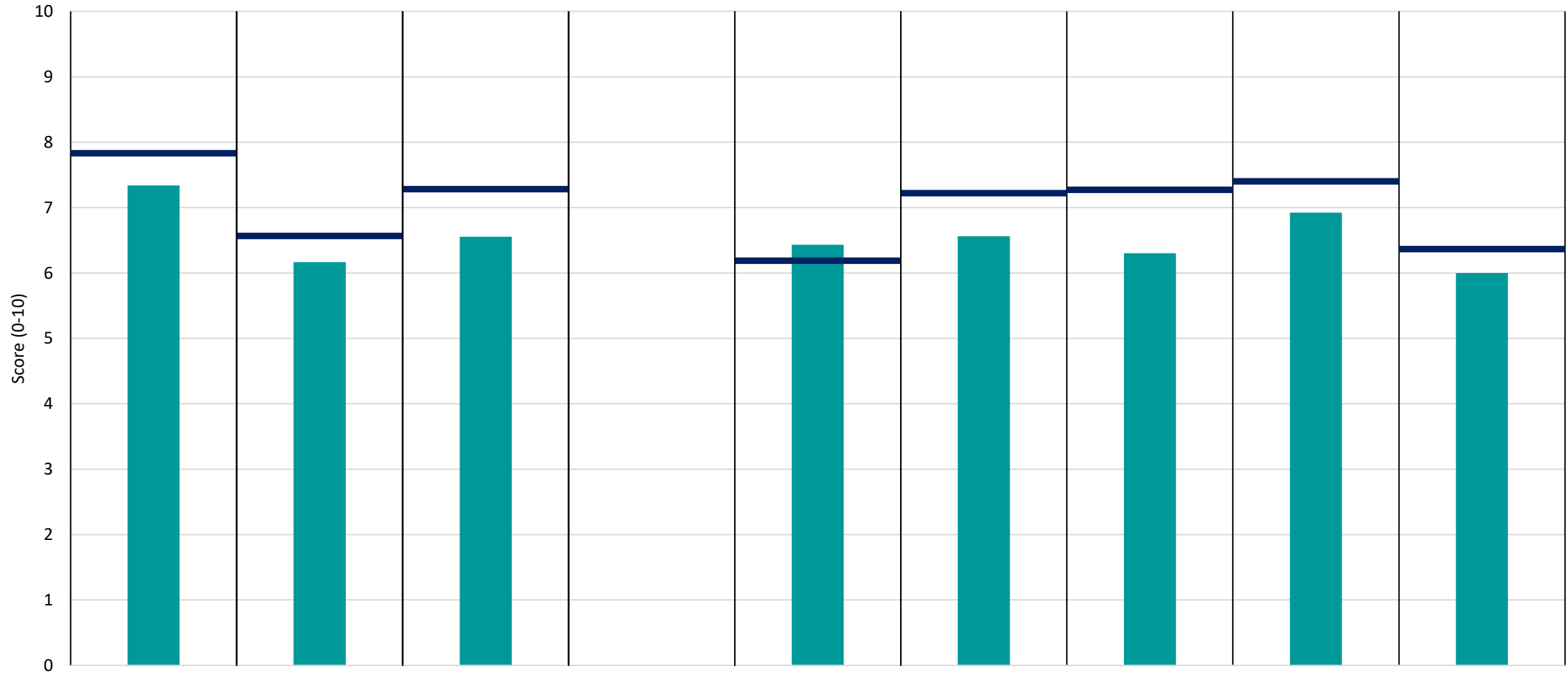
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Staff Engagement

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Breakdown	7.34	6.17	6.56	-	6.43	6.56	6.30	6.92	6.00
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36

Responses 12 12 12 - 12 12 12 12 12 12 21

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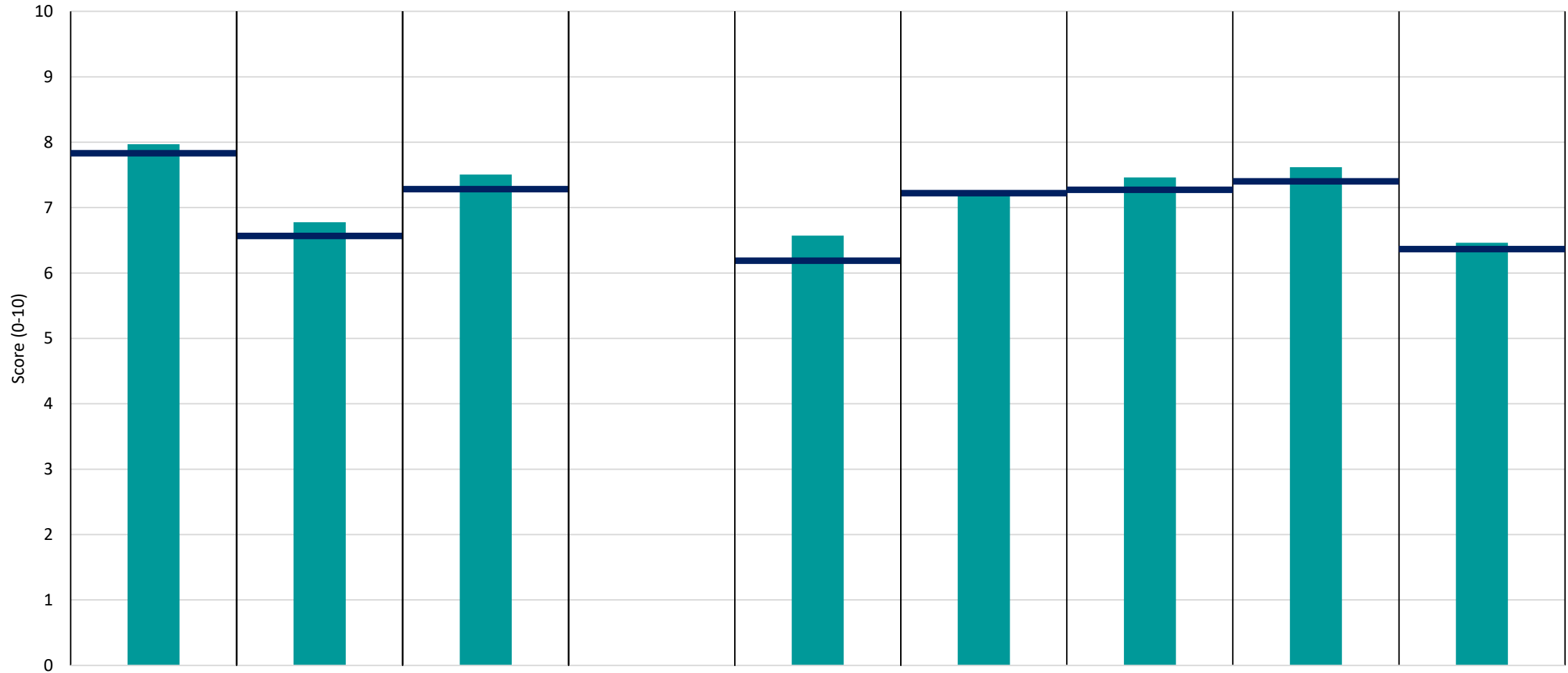
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Staff Engagement

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Breakdown	7.97	6.78	7.50	-	6.57	7.23	7.46	7.62	6.46
Your org	7.83	6.57	7.28	-	6.19	7.22	7.27	7.40	6.36
Responses	475	473	472	-	461	473	475	475	475