



Hertfordshire Community NHS Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Hertfordshire Community 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 Hertfordshire Community 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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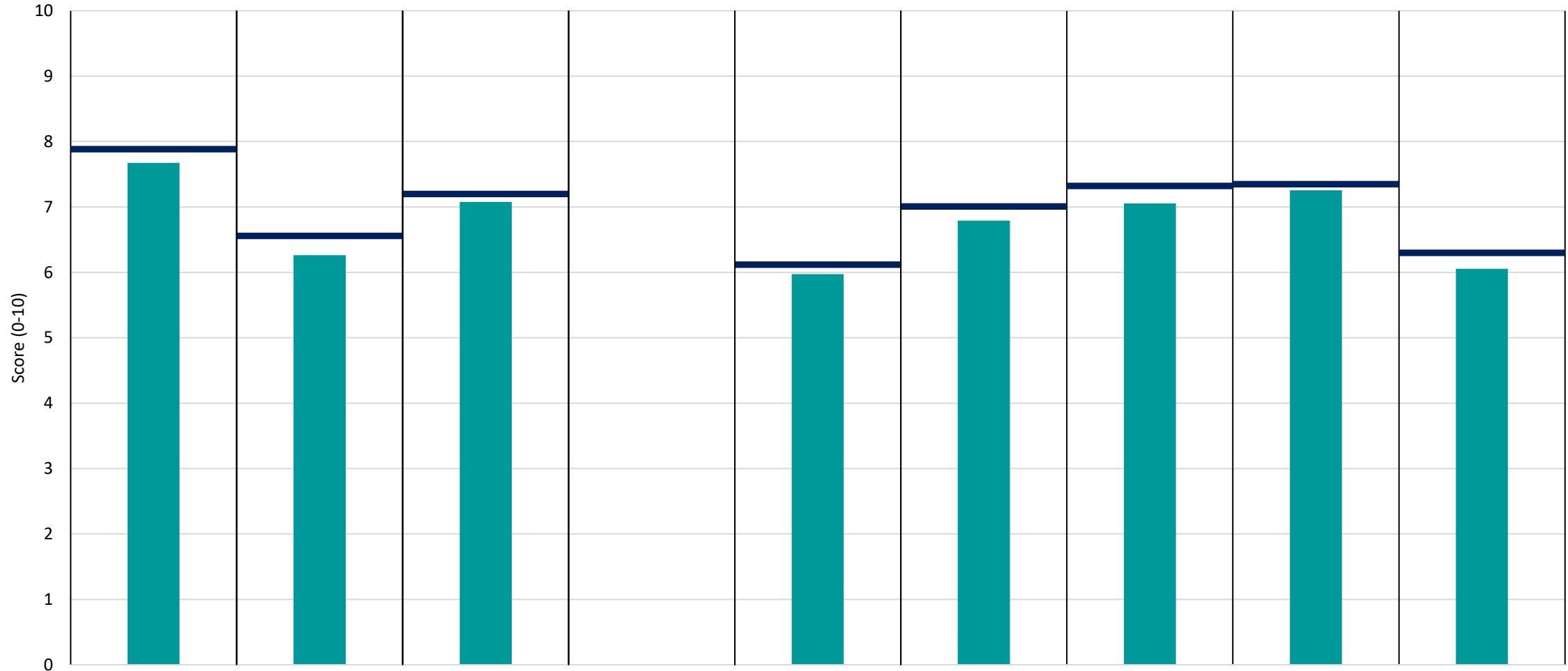
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Staff Engagement

Morale



Breakdown	7.67	6.26	7.08	-	5.97	6.79	7.05	7.26	6.05
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	619	616	615	-	577	615	619	619	619

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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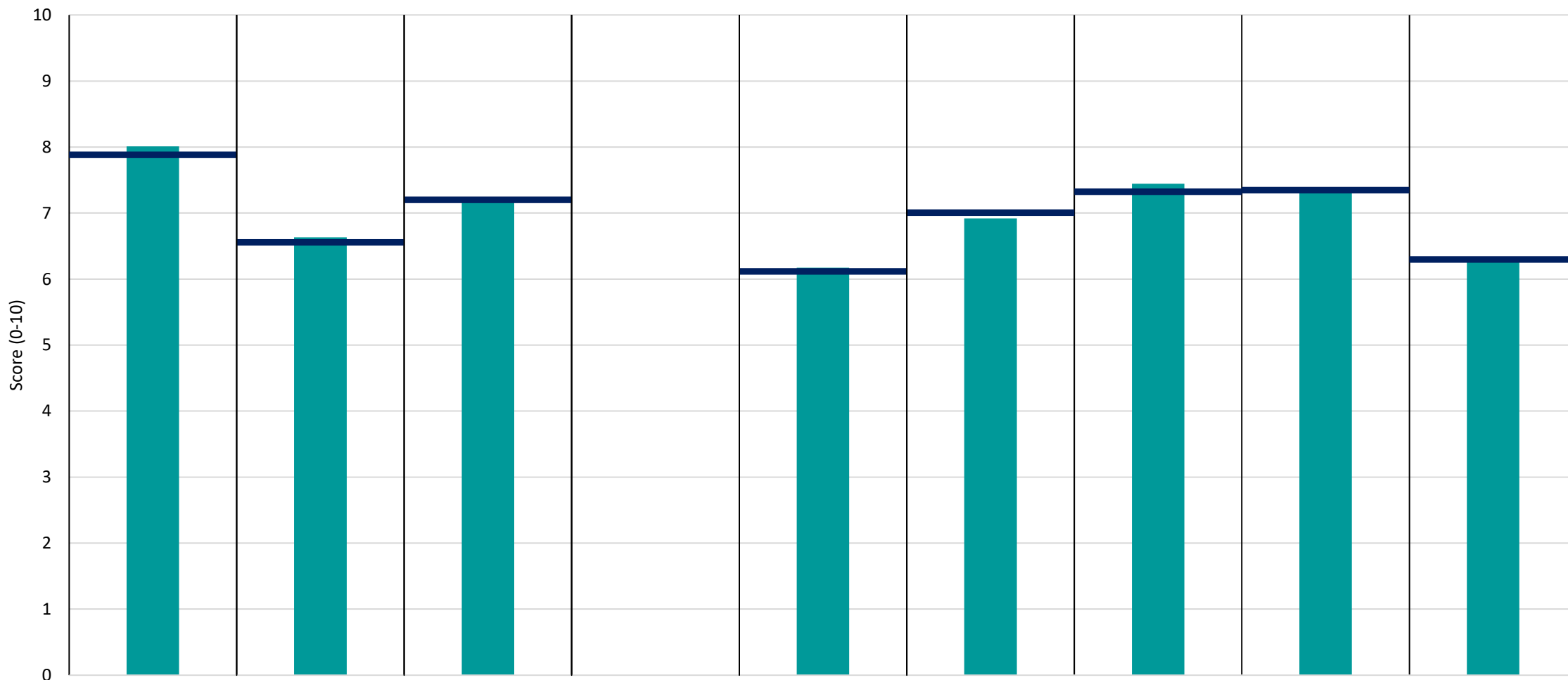
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Staff Engagement

Morale



Breakdown	8.01	6.63	7.19	-	6.17	6.92	7.44	7.31	6.33
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	744	745	742	-	711	743	743	745	745

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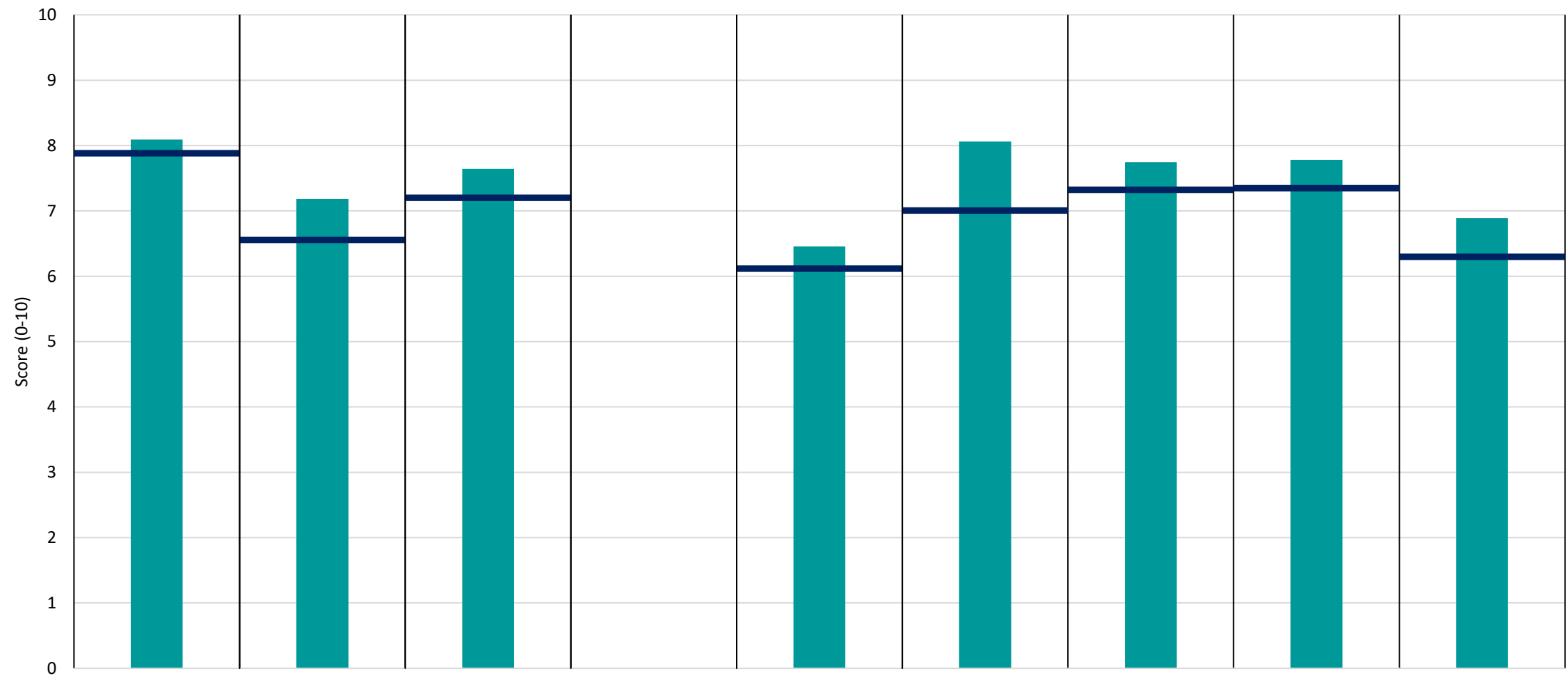
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Staff Engagement

Morale



Breakdown	8.09	7.18	7.64	-	6.46	8.06	7.75	7.78	6.89
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	181	182	181	-	175	181	181	182	182

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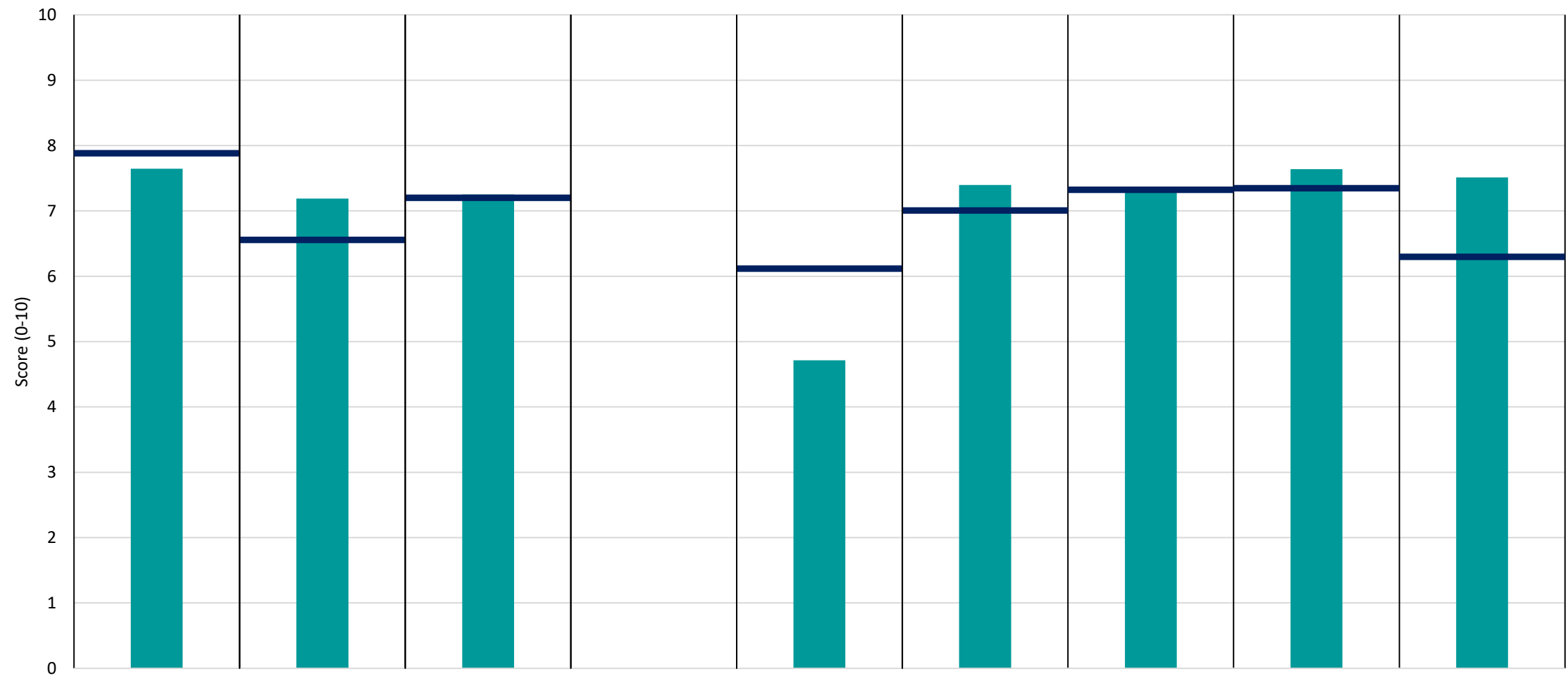
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Staff Engagement

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Breakdown	7.64	7.19	7.25	-	4.71	7.40	7.29	7.64	7.51
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	16	16	16	-	11	16	16	16	16

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Breakdowns 2

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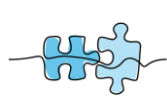
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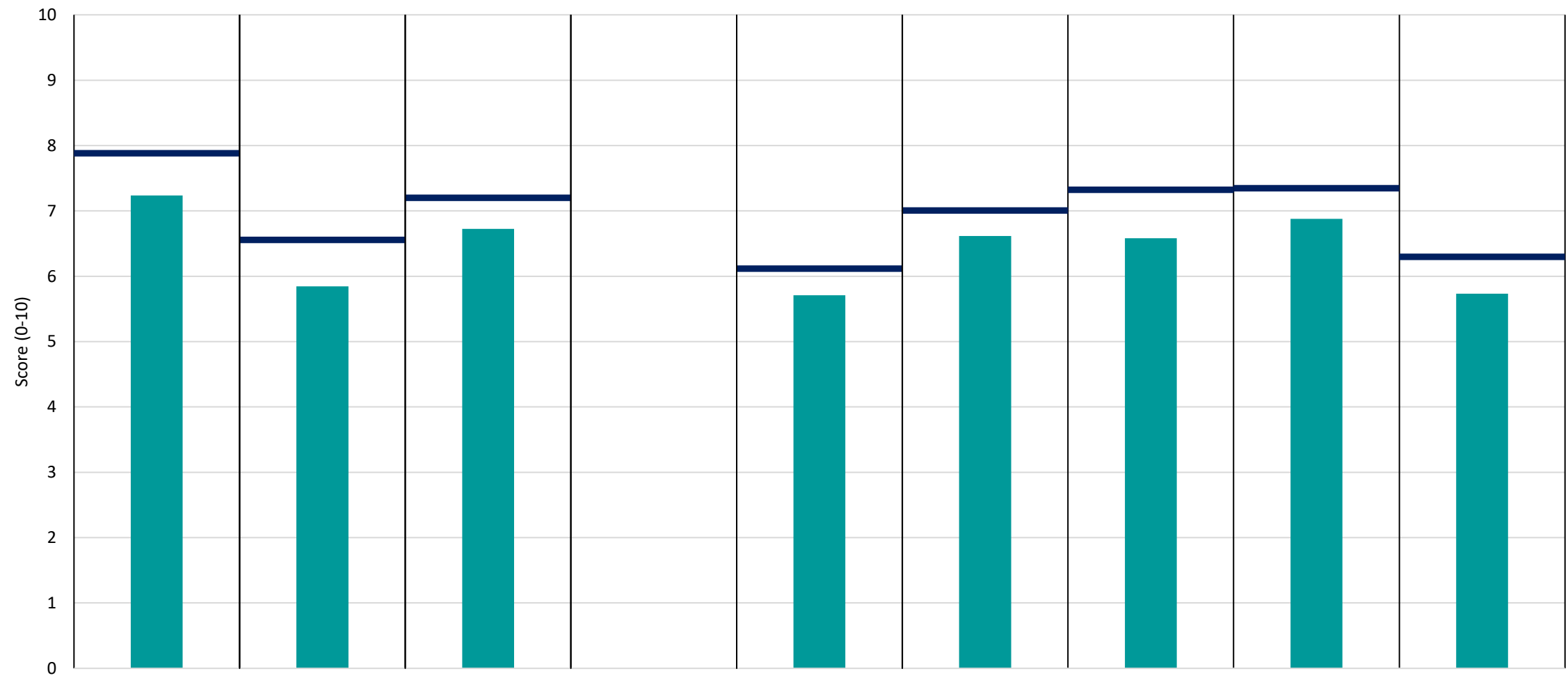
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Staff Engagement

Morale



Breakdown	7.23	5.85	6.73	-	5.71	6.62	6.58	6.88	5.73
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	98	98	97	-	92	98	98	98	98

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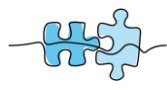
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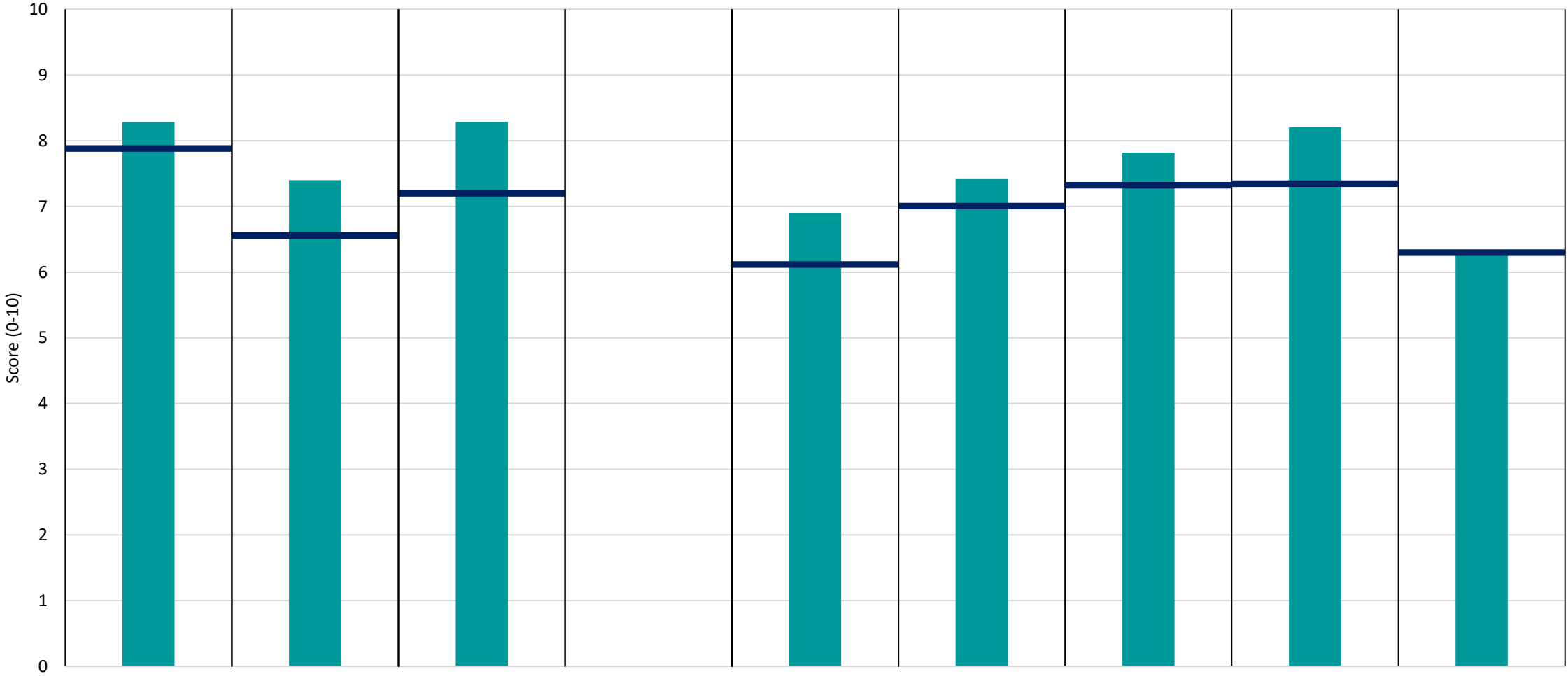
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Staff Engagement

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Breakdown	8.28	7.40	8.29	-	6.90	7.42	7.82	8.21	6.31
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	20	20	20	-	19	20	20	20	20

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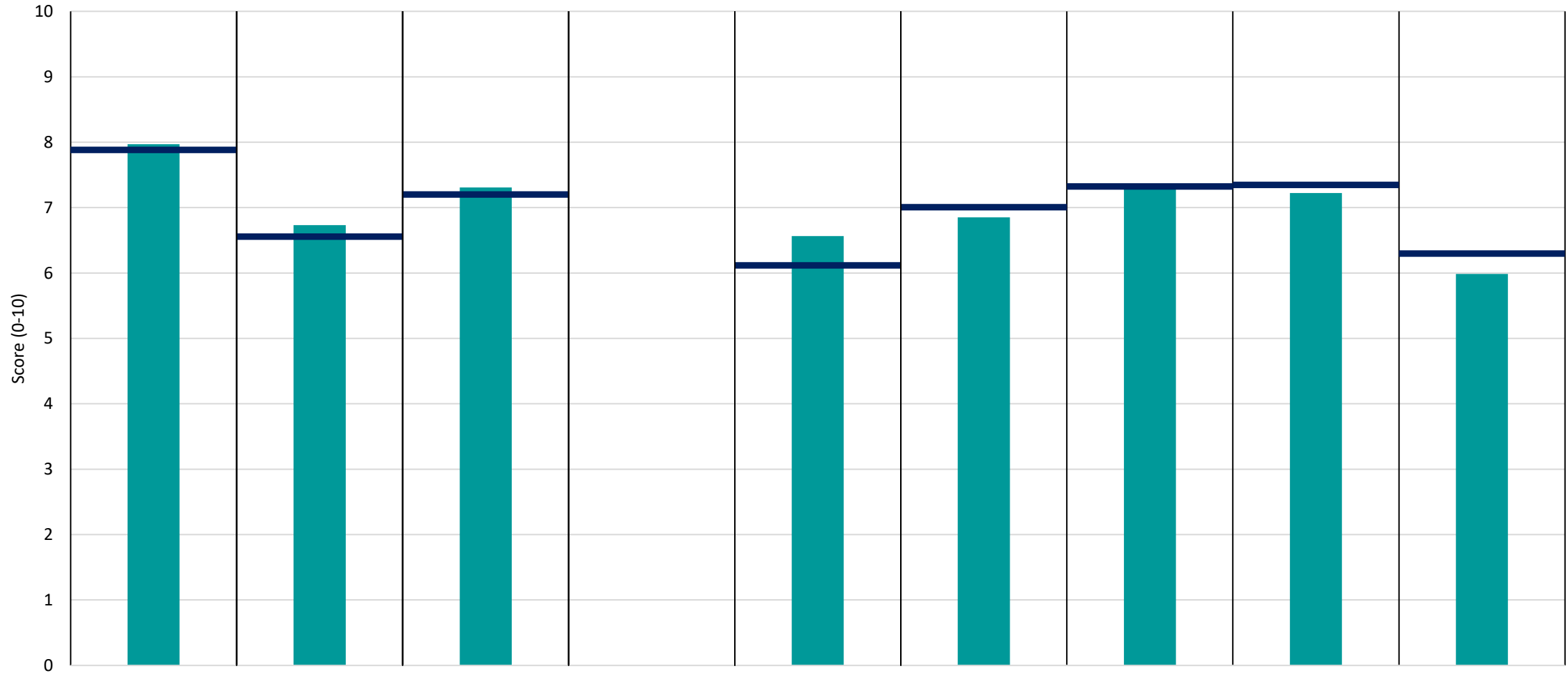
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Staff Engagement

Morale



Breakdown	7.97	6.73	7.31	-	6.57	6.85	7.37	7.22	5.98
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	147	147	147	-	139	147	146	147	147



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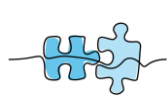
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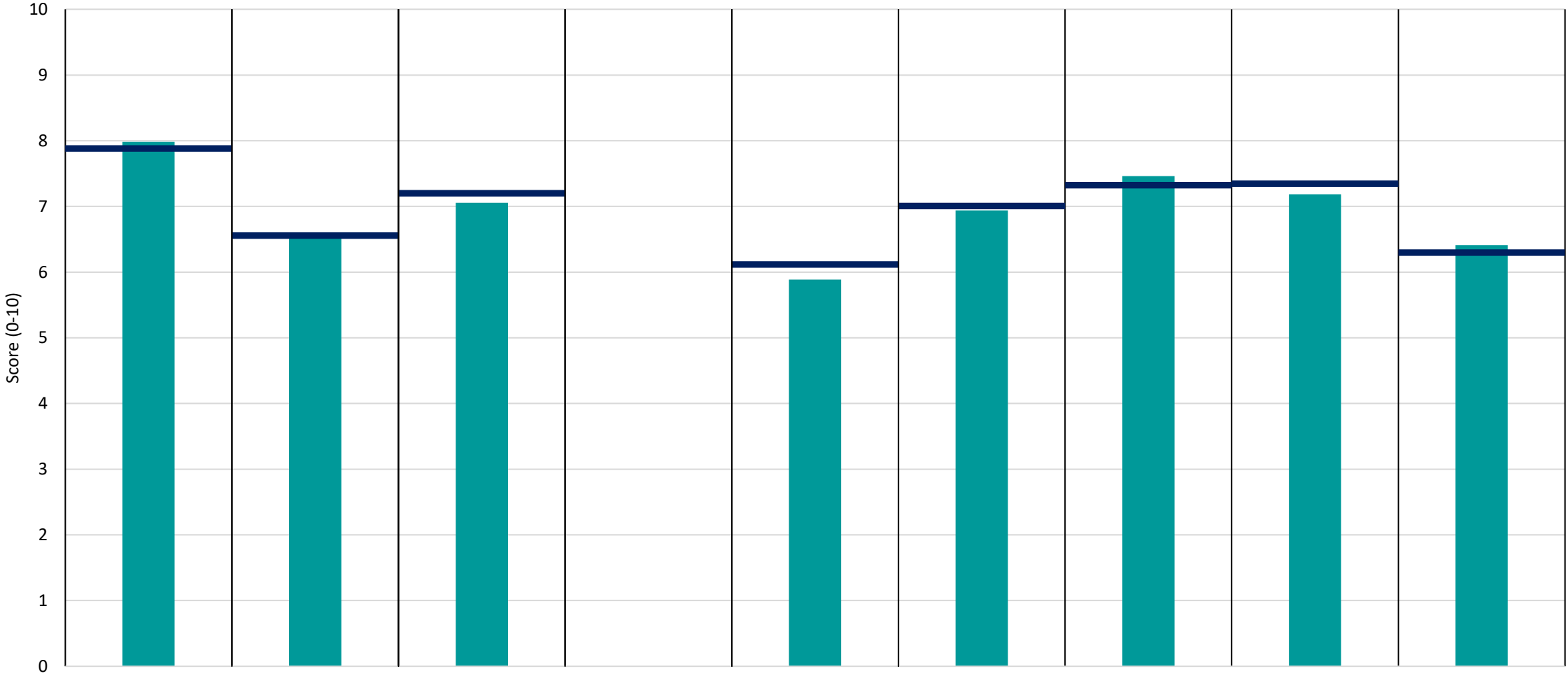
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Staff Engagement

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Breakdown	7.98	6.54	7.06	-	5.88	6.94	7.46	7.18	6.41
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30

Responses 413 414 412 - 395 412 413 414 414 14

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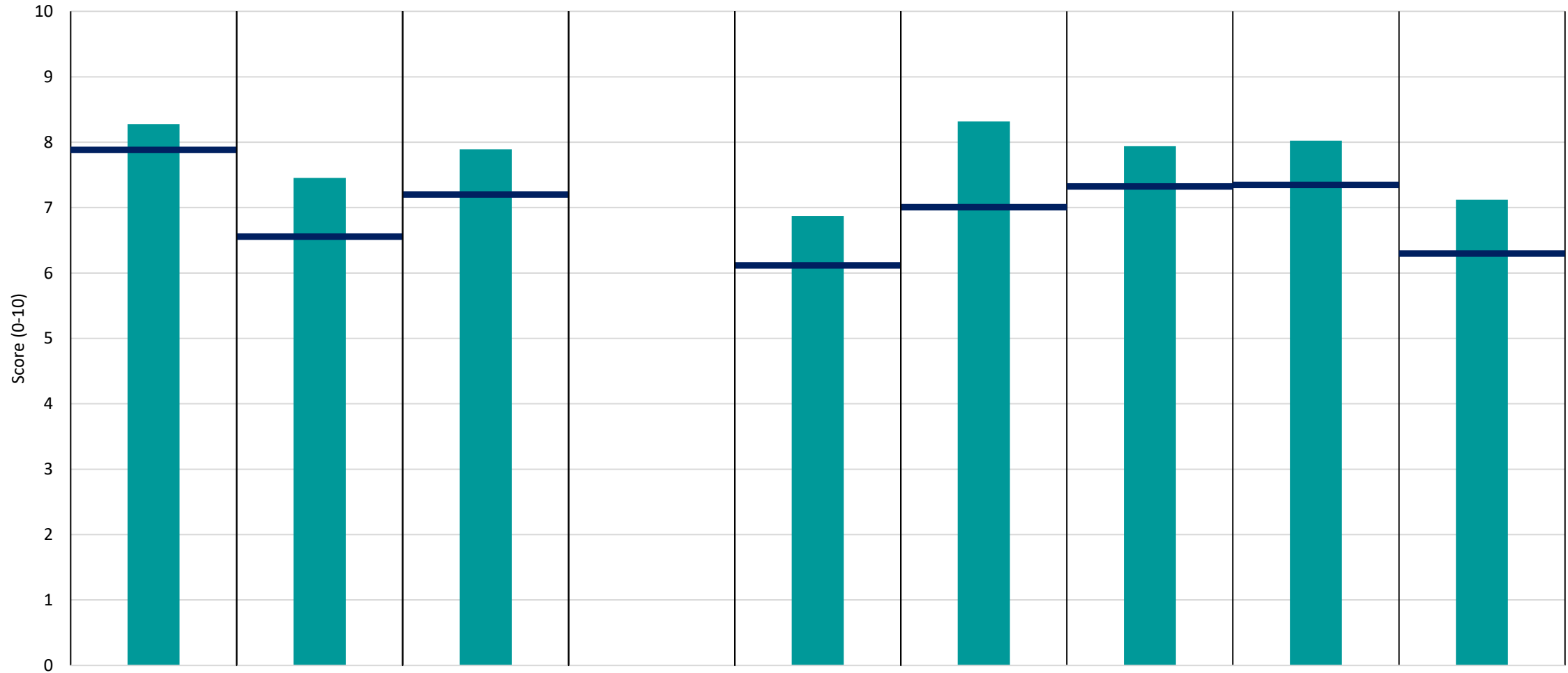
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Staff Engagement

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Breakdown	8.28	7.45	7.89	-	6.87	8.32	7.94	8.02	7.12
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	112	113	112	-	107	113	112	113	113



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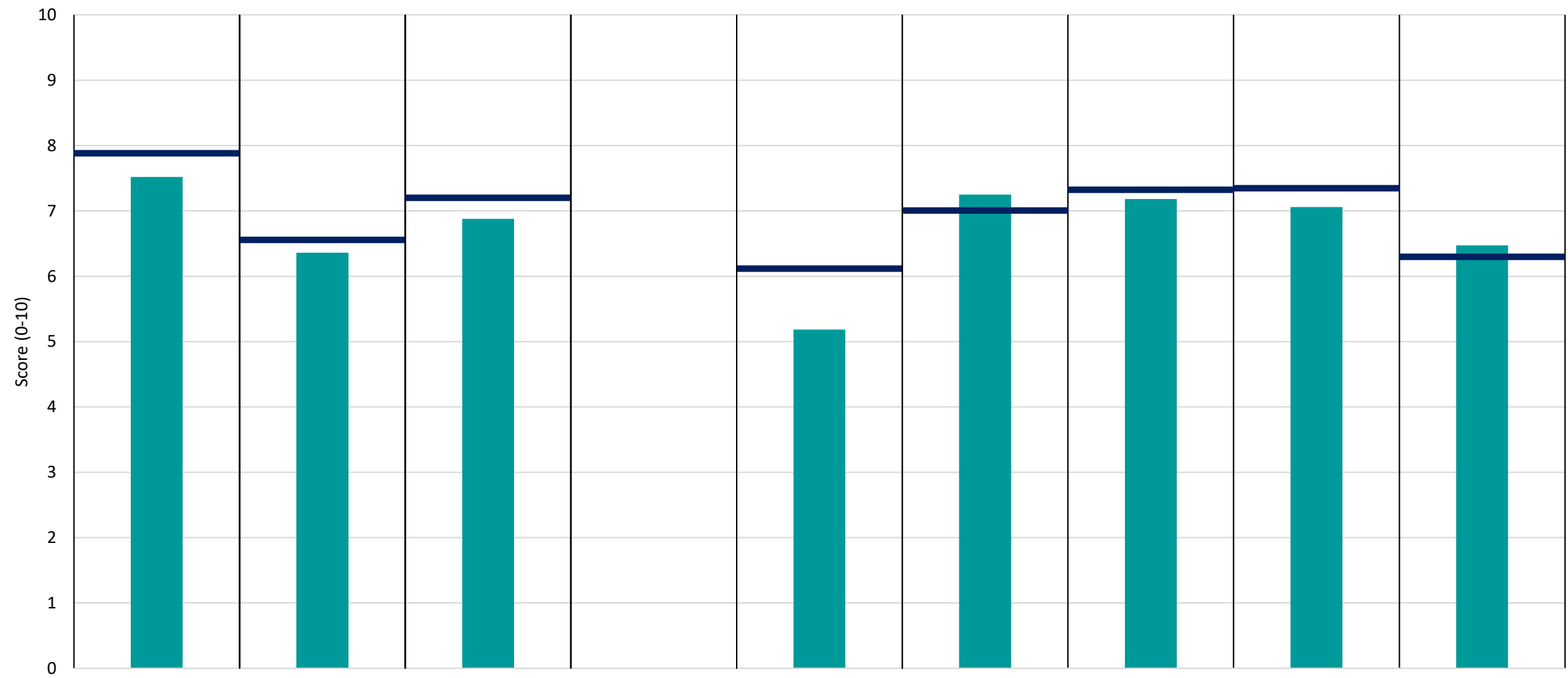
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Staff Engagement

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Breakdown	7.52	6.36	6.88	-	5.19	7.25	7.18	7.06	6.47
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	36	36	36	-	36	35	36	36	36

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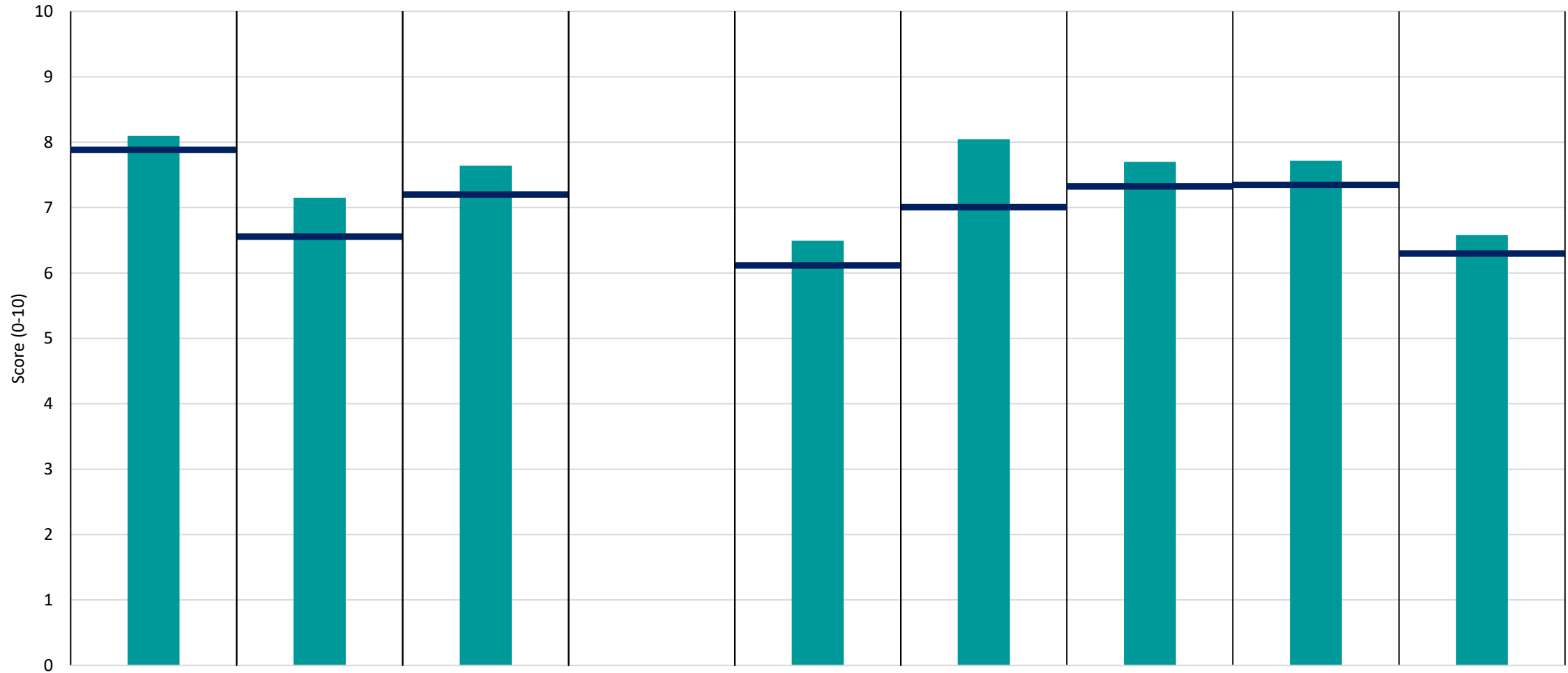
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Staff Engagement

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Breakdown	8.10	7.15	7.64	-	6.49	8.04	7.70	7.72	6.58
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30

Responses 33 33 33 - 32 33 33 33 33 33 17

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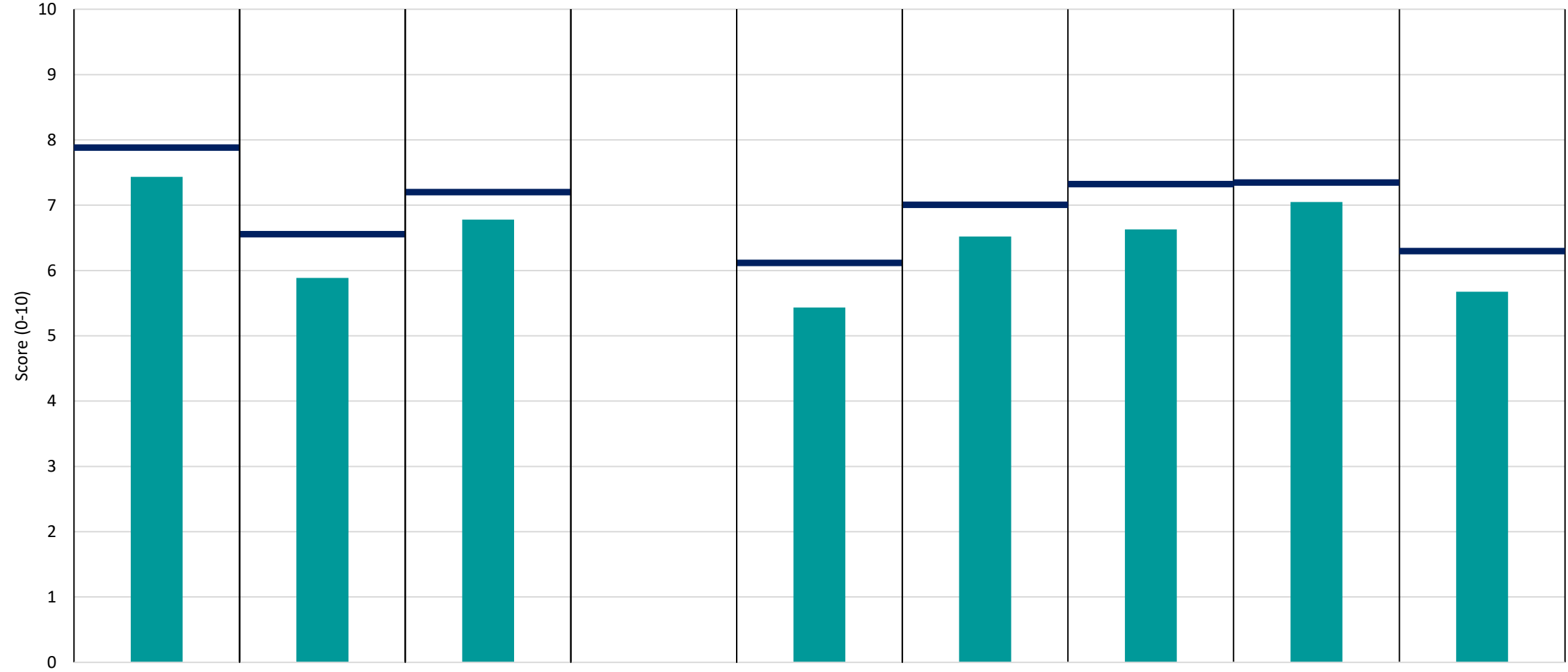
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Breakdown	7.44	5.89	6.78	-	5.43	6.52	6.63	7.05	5.68
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	178	177	177	-	161	176	178	178	178

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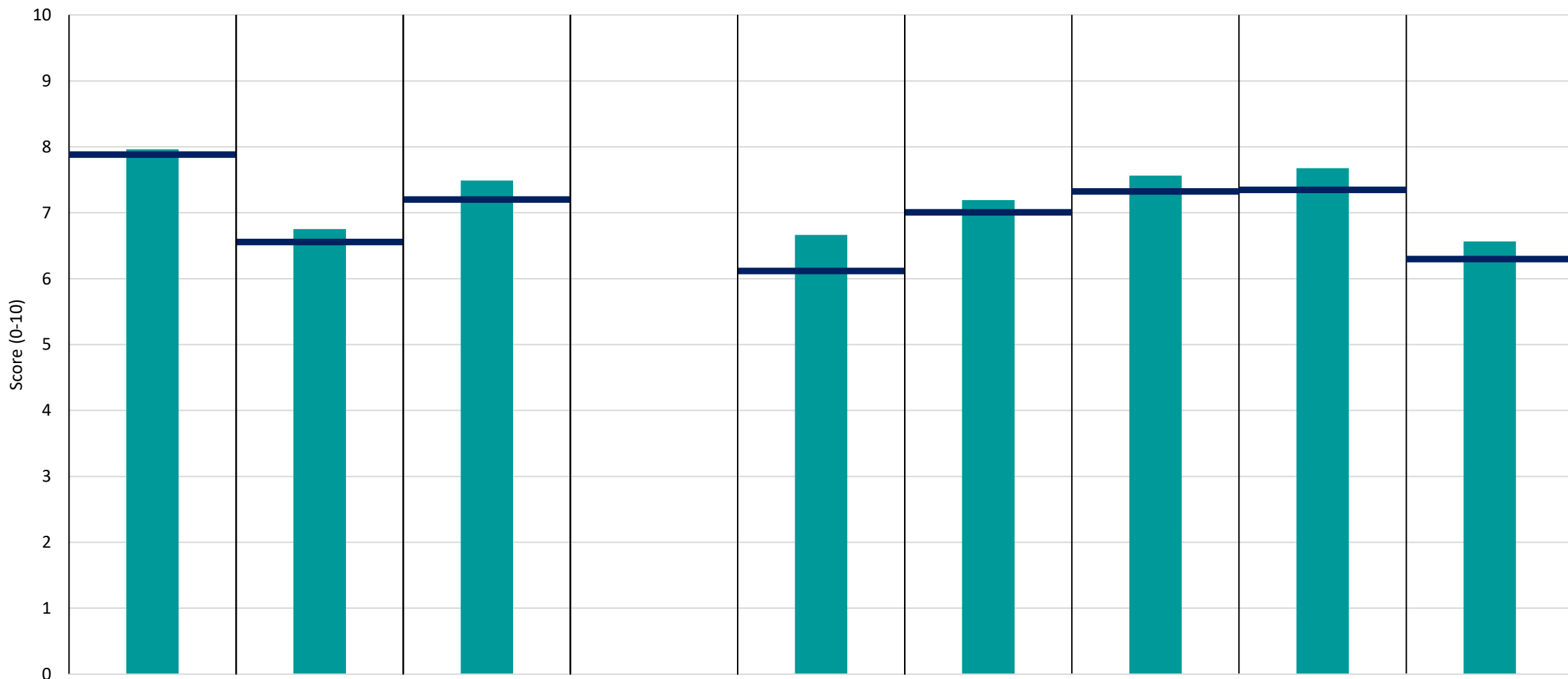
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Breakdown	7.96	6.75	7.49	-	6.66	7.19	7.56	7.68	6.57
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30

Responses 89 88 87 - 81 88 89 89 89 19

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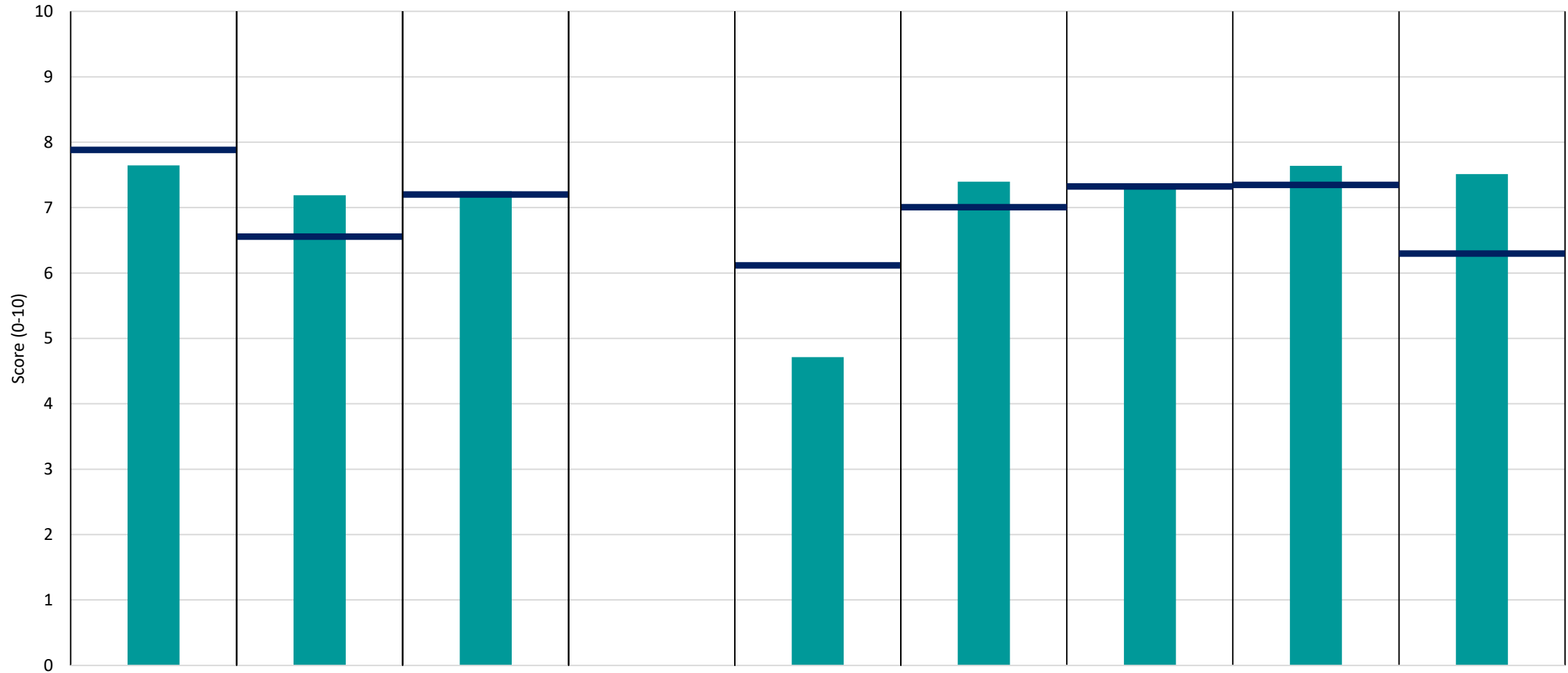
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Staff Engagement

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Breakdown	7.64	7.19	7.25	-	4.71	7.40	7.29	7.64	7.51
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30

Responses 16 16 16 - 11 16 16 16 16 20

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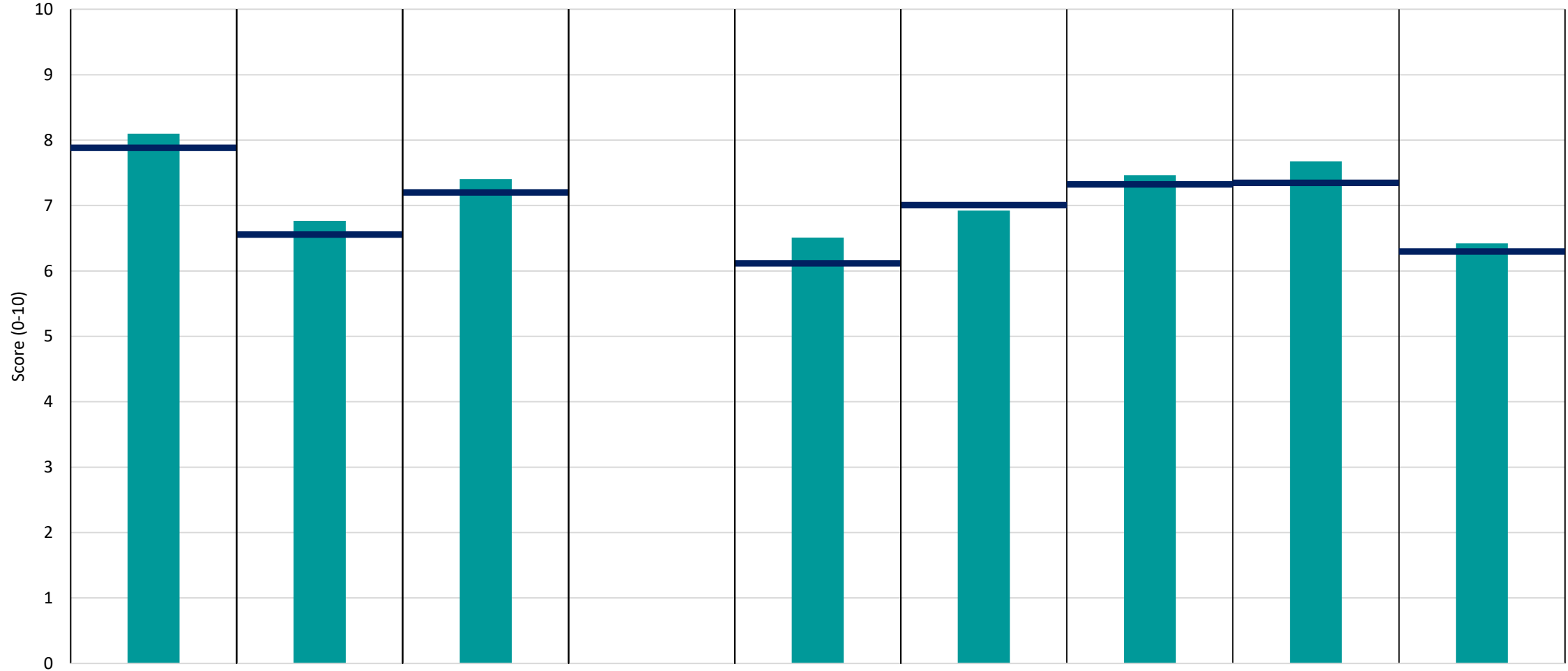
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Staff Engagement

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Breakdown	8.10	6.77	7.40	-	6.51	6.92	7.47	7.68	6.42
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	184	184	183	-	177	184	184	184	184



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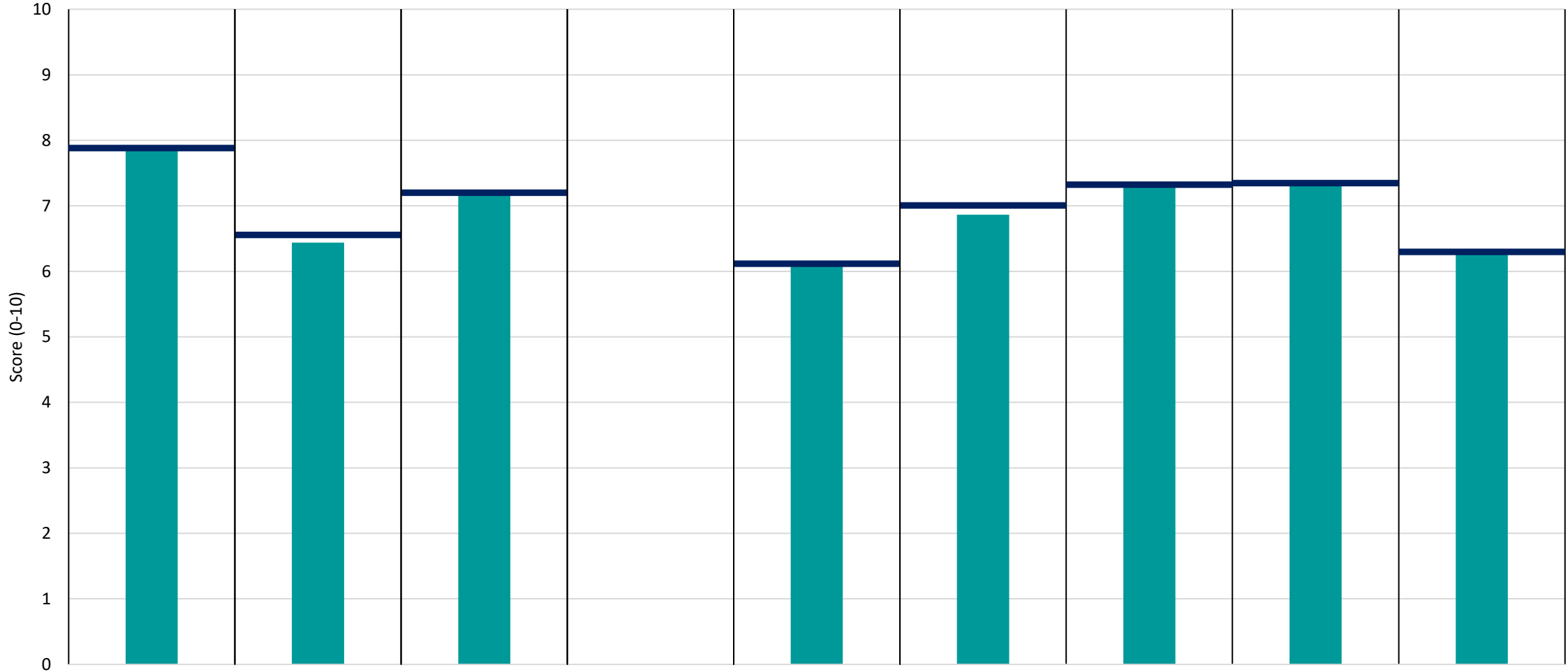
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Staff Engagement

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Breakdown	7.88	6.44	7.19	-	6.14	6.86	7.31	7.33	6.26
Your org	7.88	6.56	7.20	-	6.12	7.01	7.32	7.35	6.30
Responses	234	233	234	-	224	233	234	234	234