



South Central Ambulance Service NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Commercial Services</u>	<u>6</u>
<u>Corporate Support Services</u>	<u>7</u>
<u>Operations - 999</u>	<u>8</u>
<u>Operations - CCC</u>	<u>9</u>
<u>Operations - Support</u>	<u>10</u>

<u>999 Management Team</u>	<u>12</u>
<u>999 NE</u>	<u>13</u>
<u>999 NN</u>	<u>14</u>
<u>999 NS</u>	<u>15</u>
<u>999 NW</u>	<u>16</u>
<u>999 SE</u>	<u>17</u>
<u>999 SN</u>	<u>18</u>
<u>999 SW</u>	<u>19</u>
<u>999 Specialist Practitioners</u>	<u>20</u>
<u>CCC 111</u>	<u>21</u>
<u>CCC CAT</u>	<u>22</u>
<u>CCC EOC</u>	<u>23</u>
<u>Commercial Management Team</u>	<u>24</u>
<u>Corporate Services</u>	<u>25</u>
<u>Finance Directorate</u>	<u>26</u>
<u>HR and Education Directorate</u>	<u>27</u>
<u>Indirect Resources</u>	<u>28</u>
<u>Operational Support Services</u>	<u>29</u>
<u>PTS</u>	<u>30</u>
<u>Patient Care Directorate</u>	<u>31</u>

This breakdown report for South Central Ambulance Service 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 South Central Ambulance Service 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

South Central Ambulance Service NHS Foundation Trust
2023 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



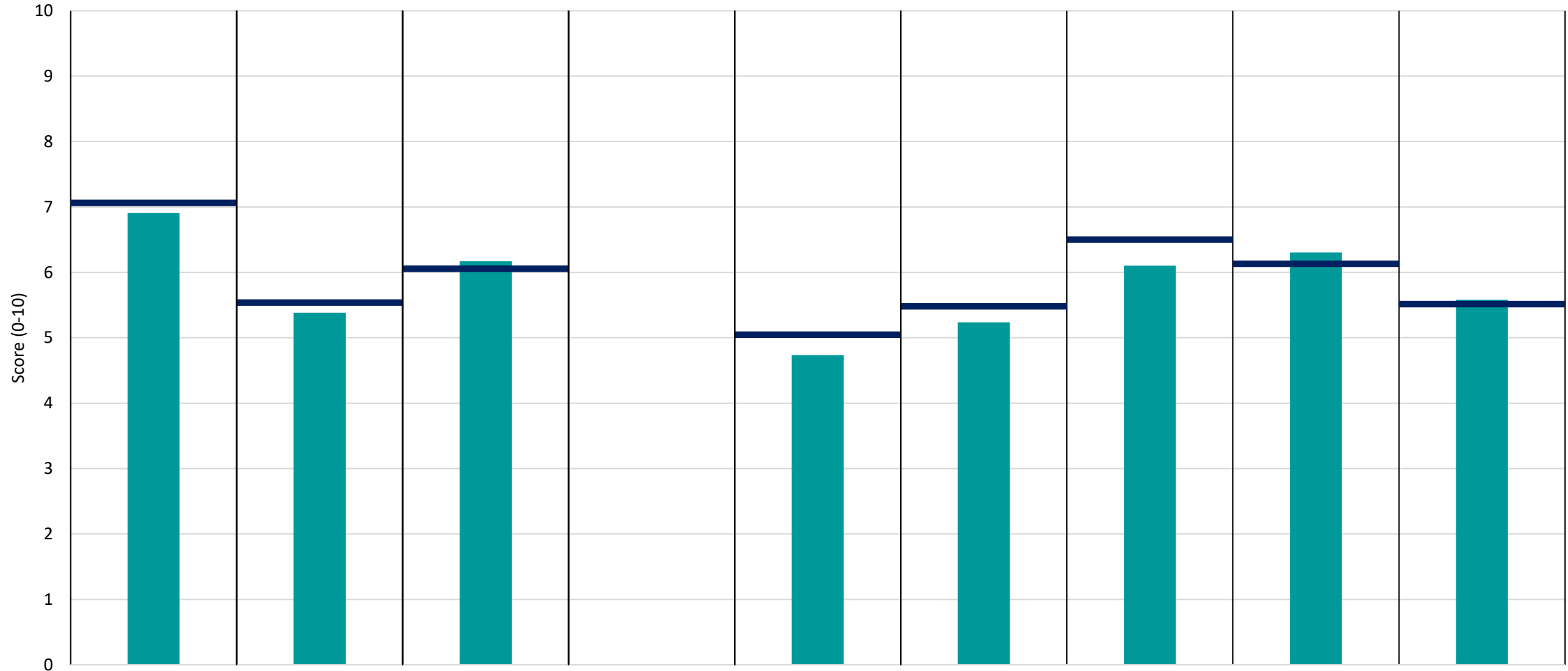
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.91	5.38	6.17	-	4.74	5.24	6.10	6.30	5.58
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	356	356	353	-	327	355	356	356	356

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



We are safe and
healthy



We are always
learning



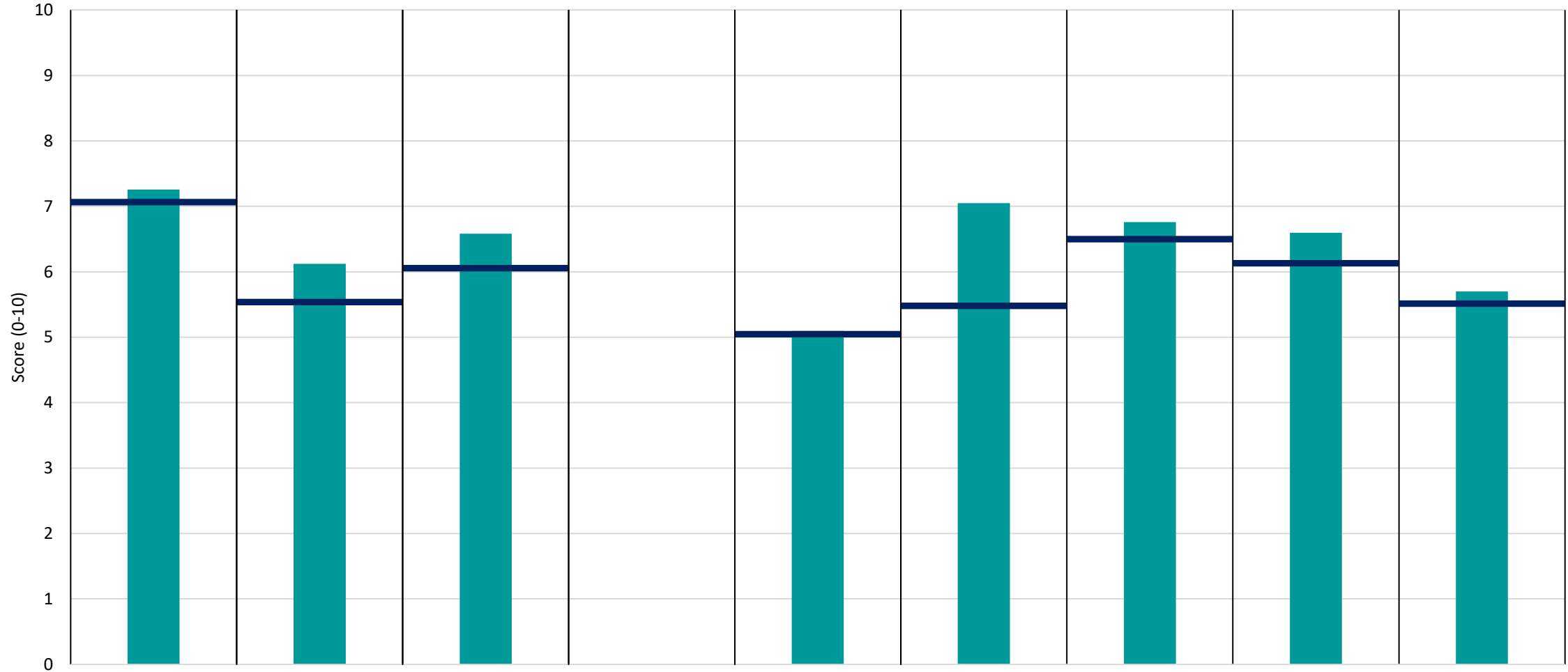
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.26	6.12	6.58	-	5.10	7.05	6.76	6.60	5.70
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	391	391	388	-	368	387	391	392	391

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



We are safe and
healthy



We are always
learning



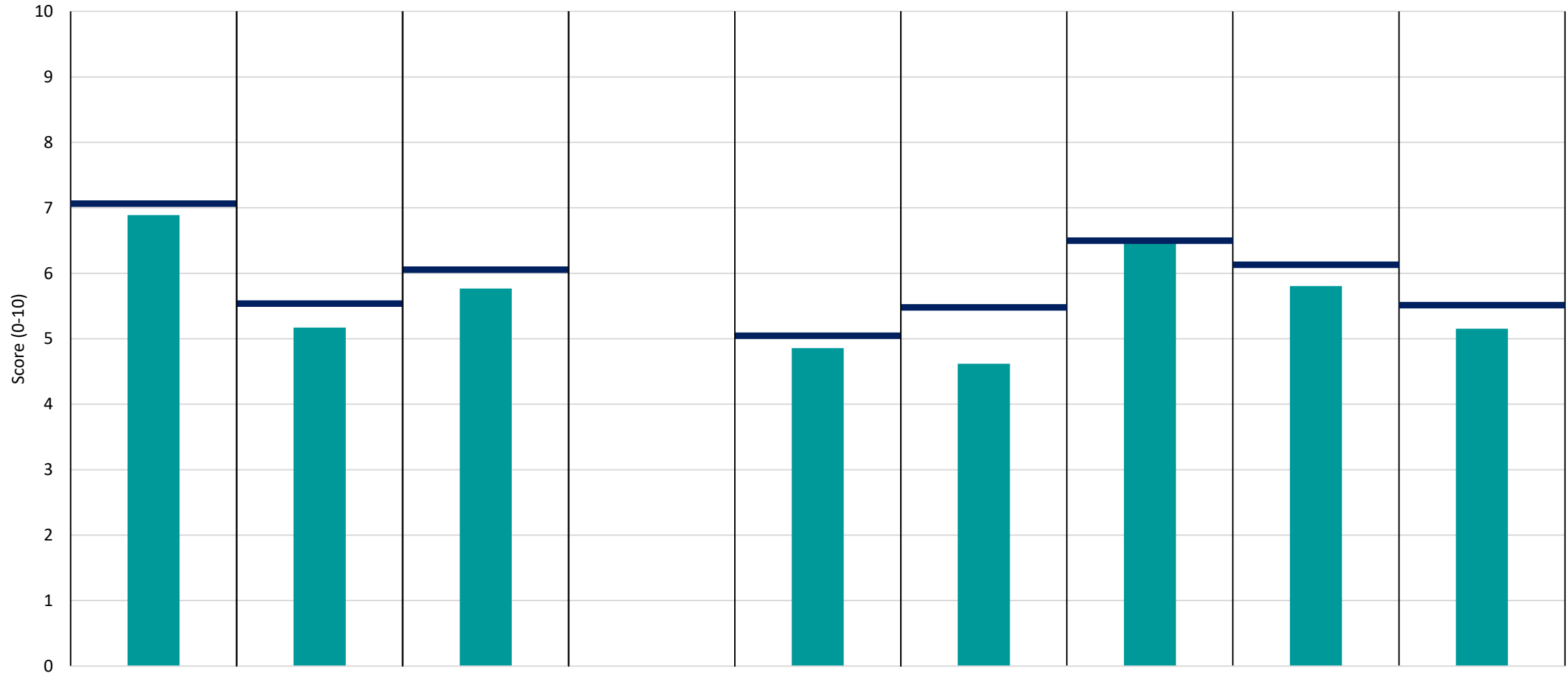
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.89	5.17	5.77	-	4.86	4.62	6.46	5.80	5.15
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	1002	999	998	-	927	998	1003	1004	1003



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



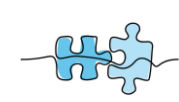
We are safe and
healthy



We are always
learning



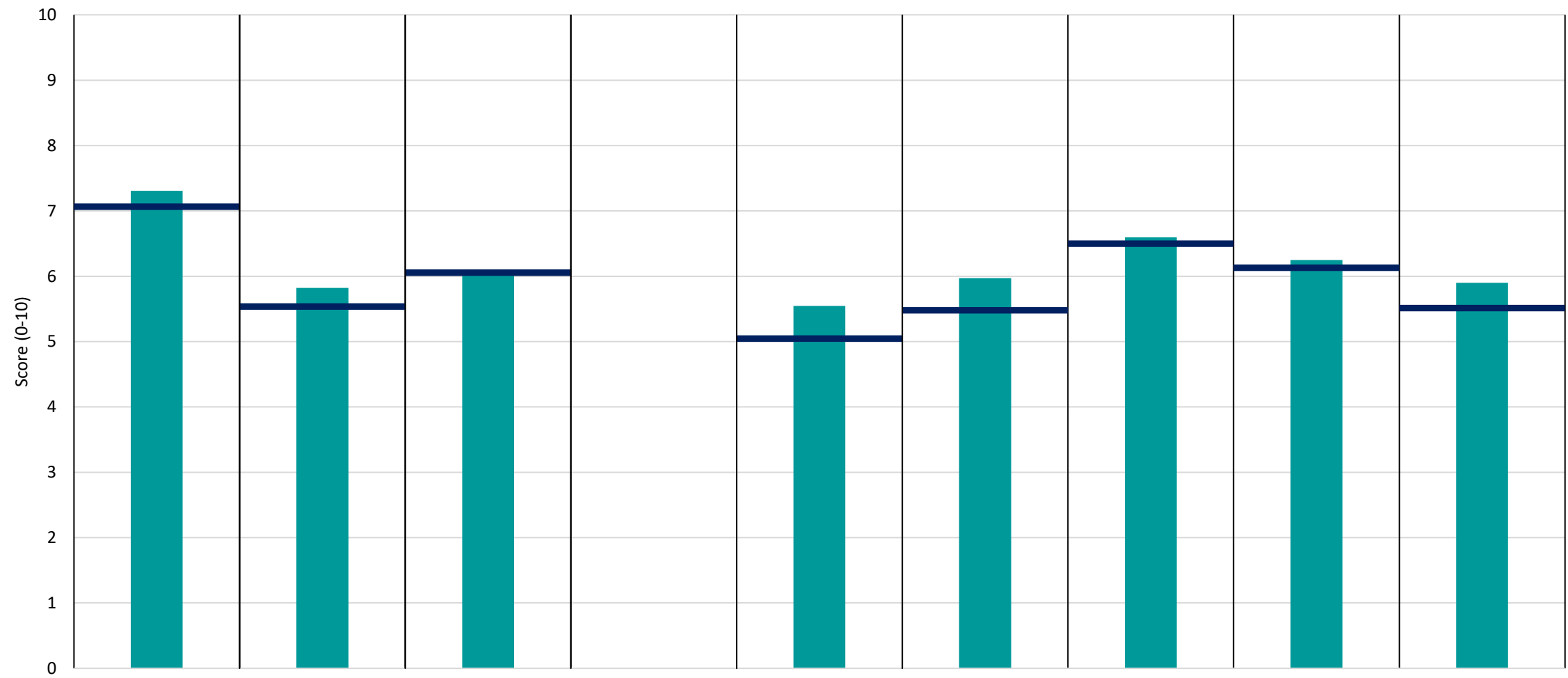
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.31	5.82	6.11	-	5.55	5.97	6.60	6.25	5.90
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	606	606	600	-	552	606	605	606	606

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



We are safe and
healthy



We are always
learning



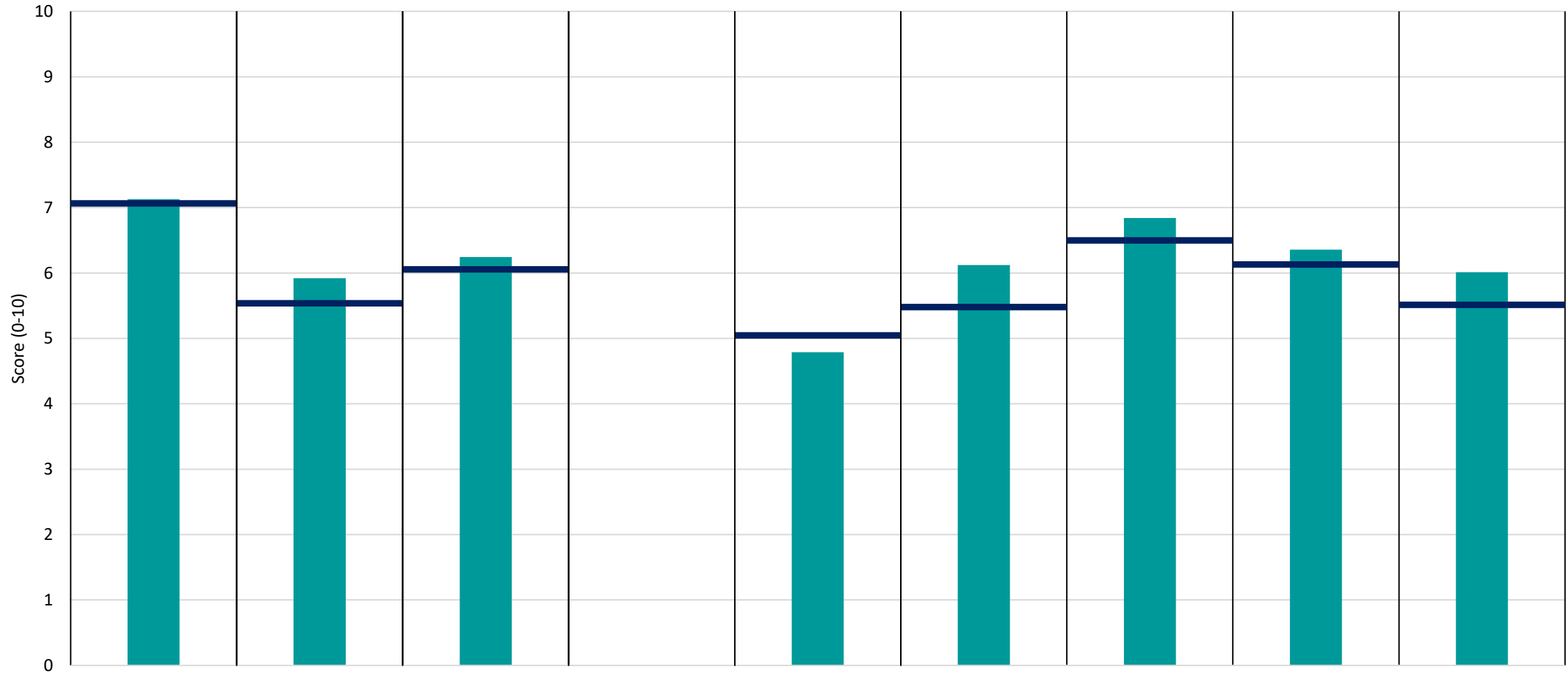
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.13	5.92	6.24	-	4.79	6.12	6.84	6.36	6.01
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 62 62 61 - 61 61 62 62 62 10

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

South Central Ambulance Service NHS Foundation Trust
2023 NHS Staff Survey



We are compassionate and inclusive



We are recognised and rewarded



We each have a voice that counts



We are safe and healthy



We are always learning



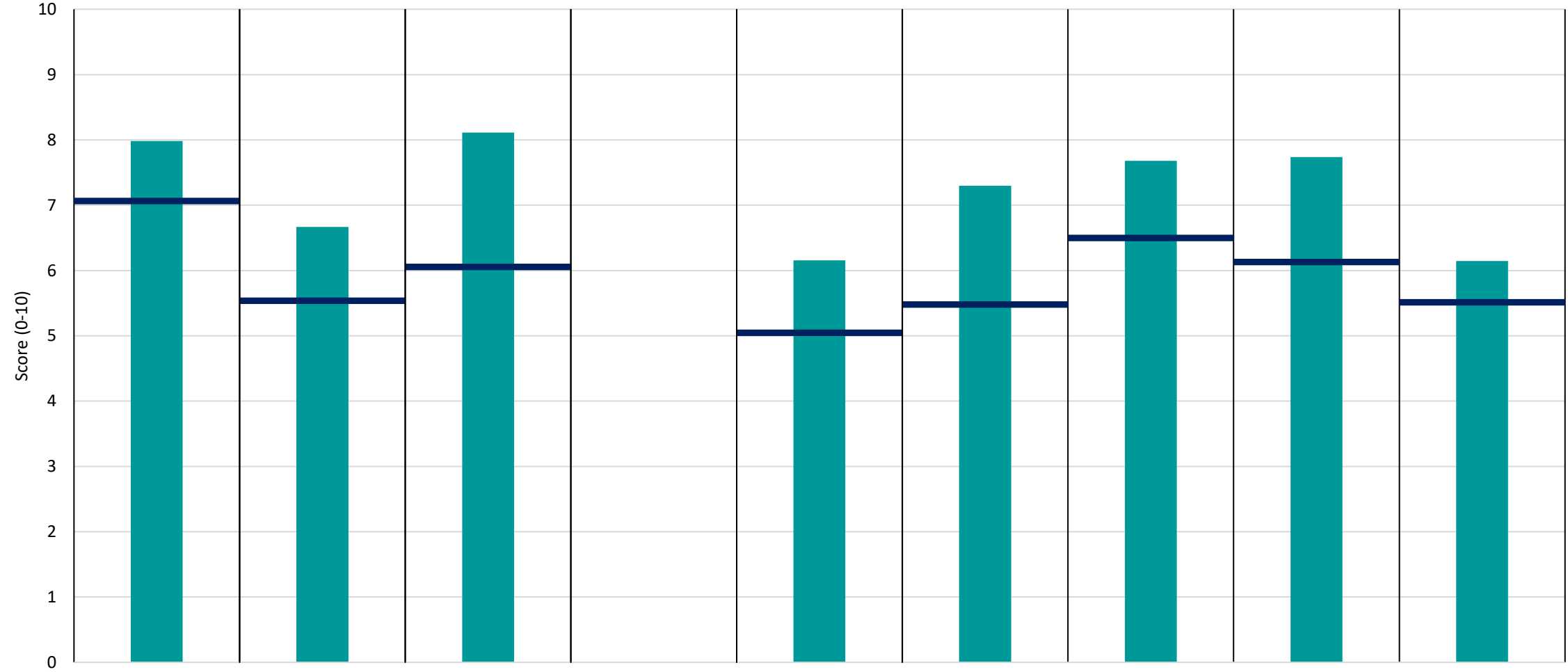
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.98	6.67	8.11	-	6.16	7.30	7.68	7.74	6.15
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	27	27	27	-	27	27	27	27	27

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



We are safe and
healthy



We are always
learning



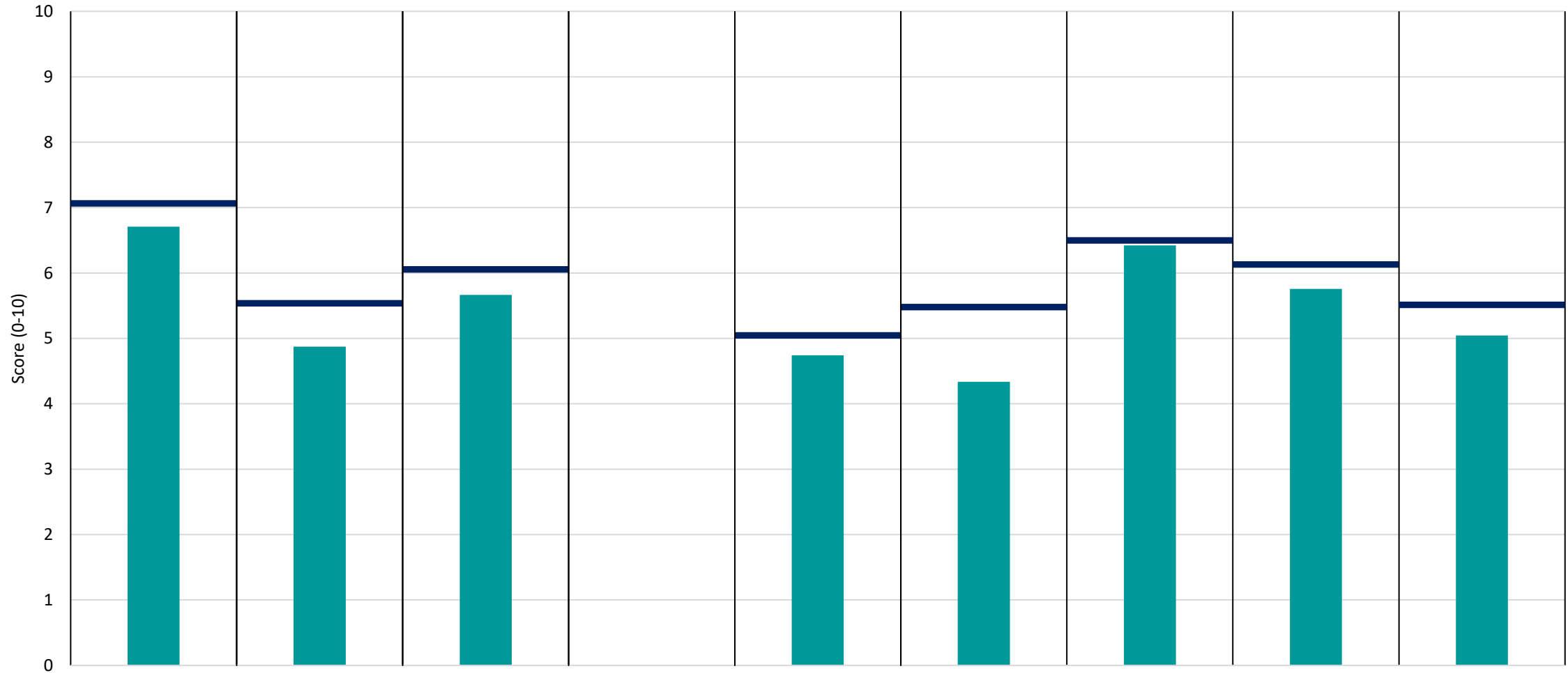
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.71	4.88	5.66	-	4.74	4.34	6.42	5.76	5.05
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	134	133	134	-	121	133	134	134	134



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



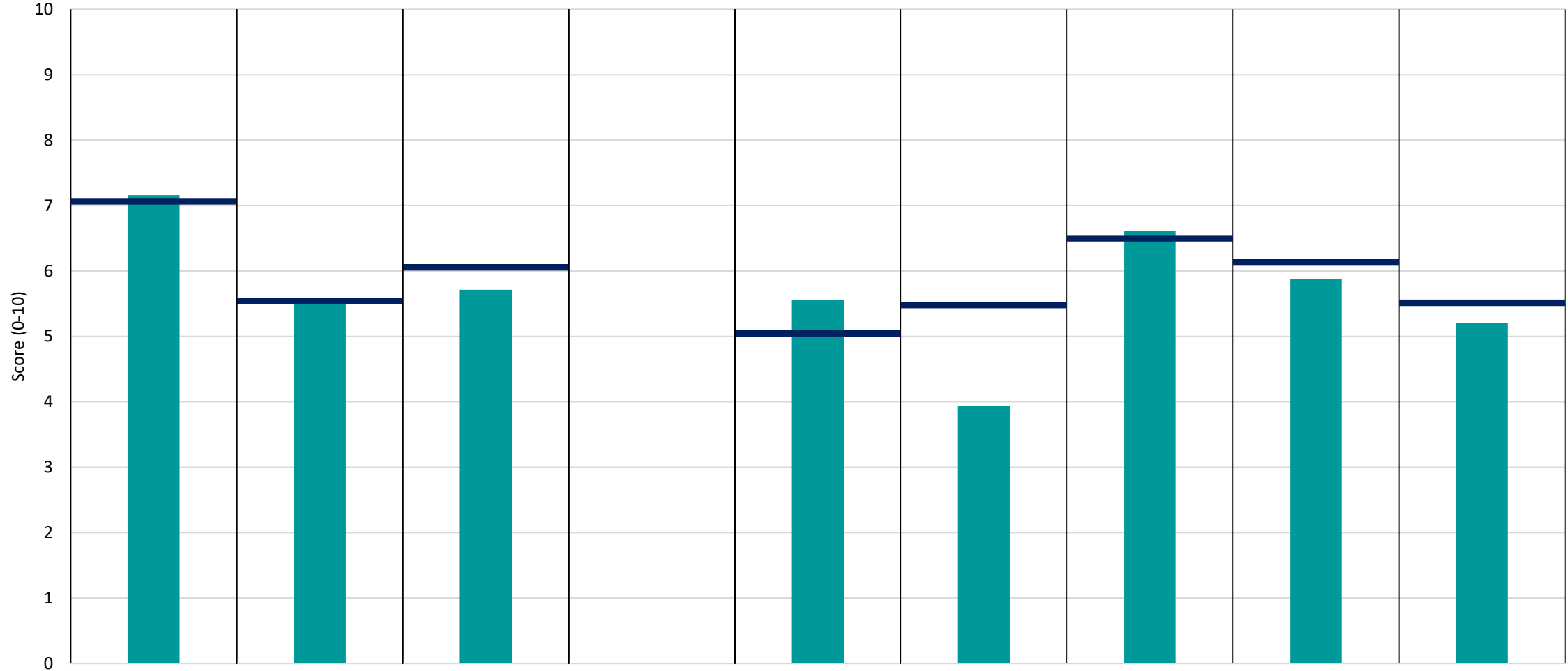
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.16	5.53	5.71	-	5.56	3.94	6.62	5.88	5.20
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 85 86 85 - 82 86 86 86 86 86 14

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



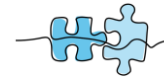
We are safe and
healthy



We are always
learning



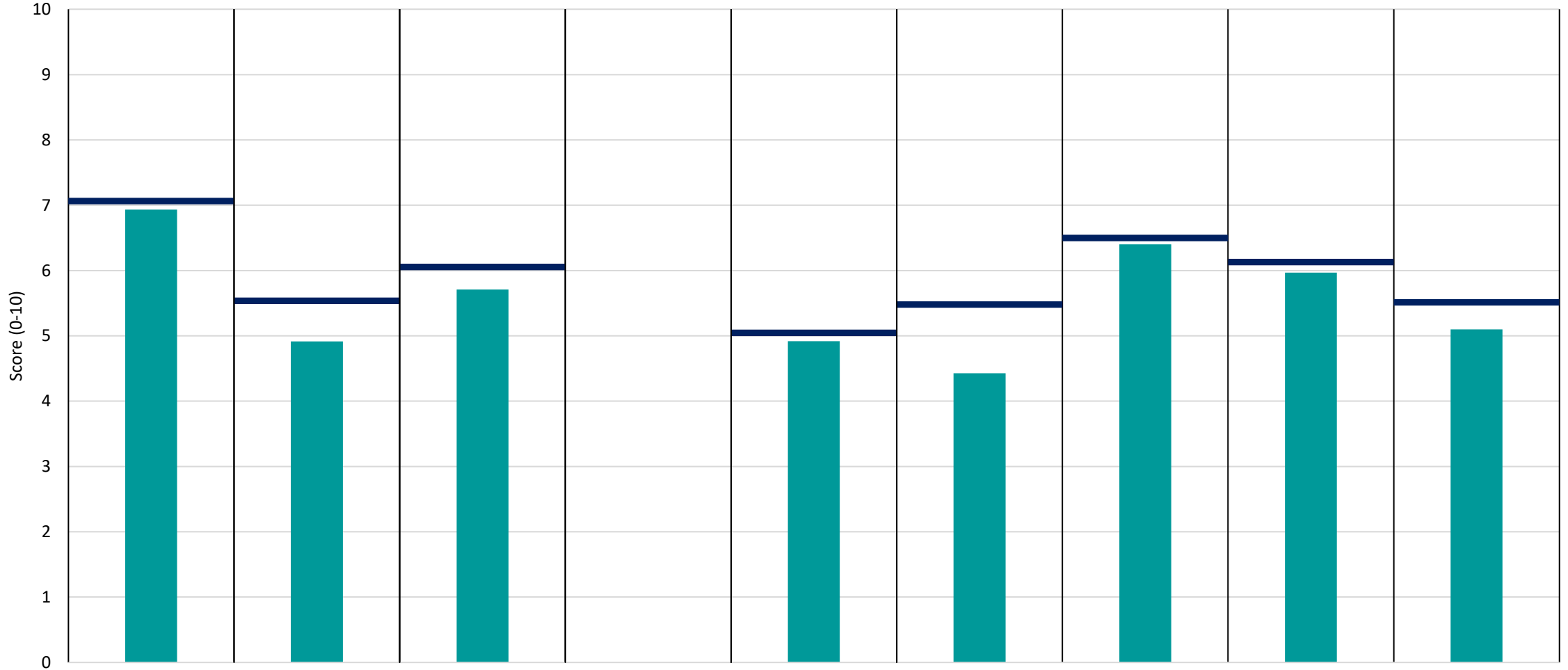
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.93	4.92	5.71	-	4.92	4.43	6.40	5.97	5.10
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	101	101	100	-	92	101	101	101	101

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



We are safe and
healthy



We are always
learning



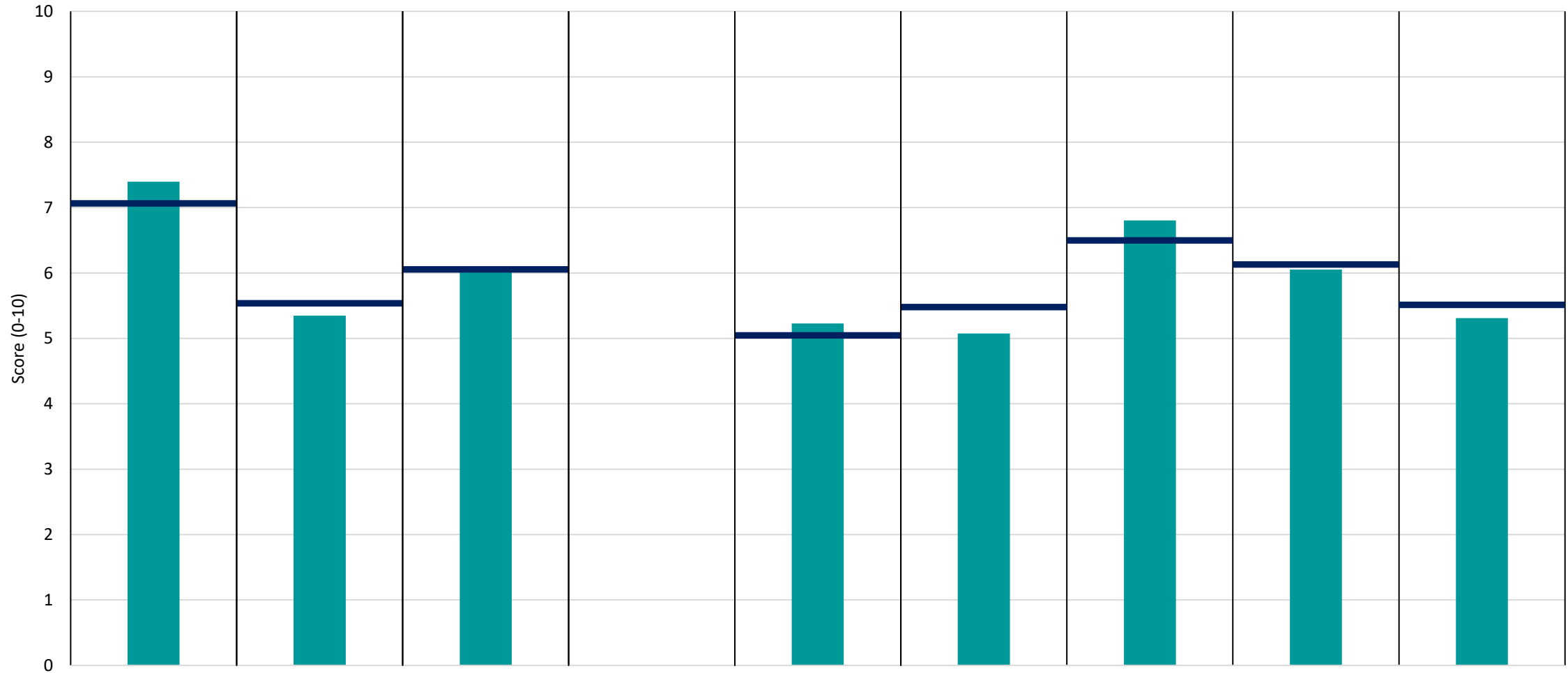
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.40	5.35	6.04	-	5.23	5.07	6.80	6.05	5.31
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 147 146 147 - 135 146 147 147 147 16

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



We are safe and
healthy



We are always
learning



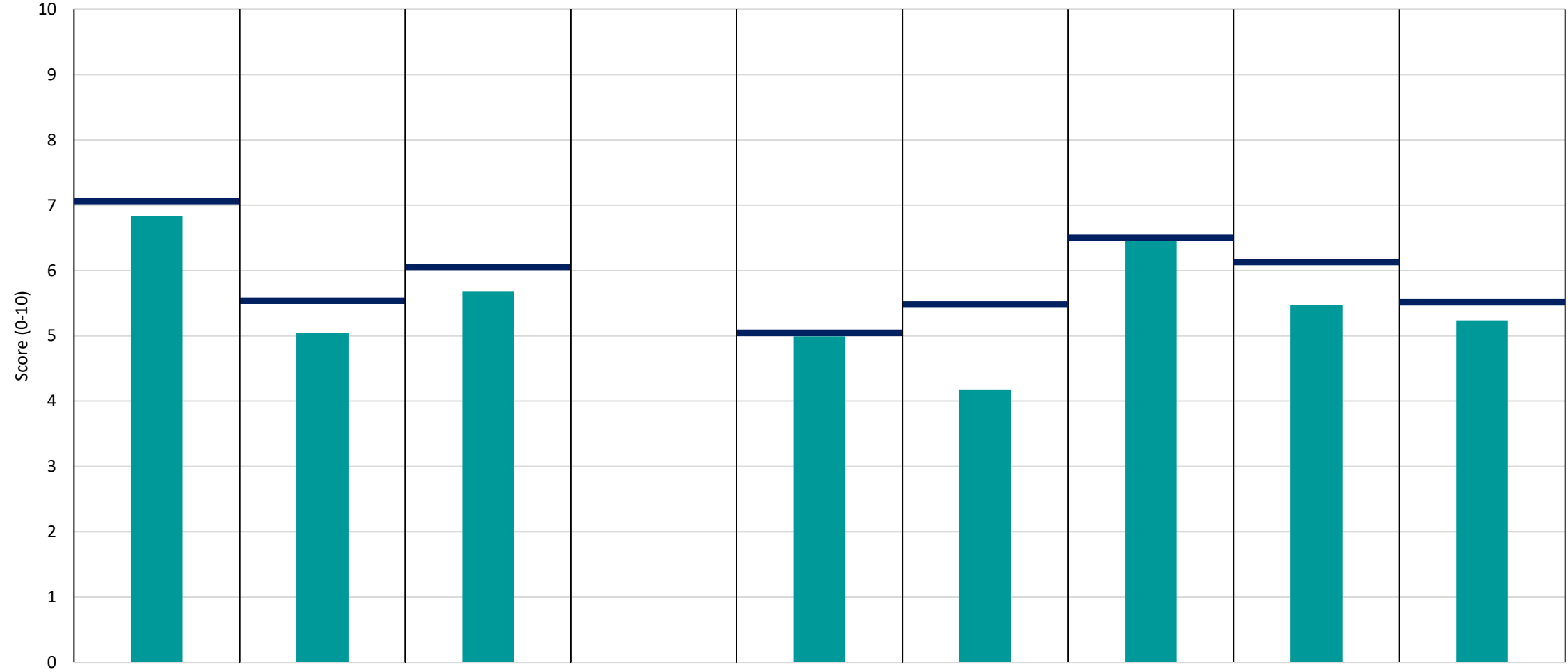
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.83	5.05	5.68	-	4.99	4.18	6.50	5.48	5.24
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	117	117	117	-	108	116	117	118	117

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



We are safe and
healthy



We are always
learning



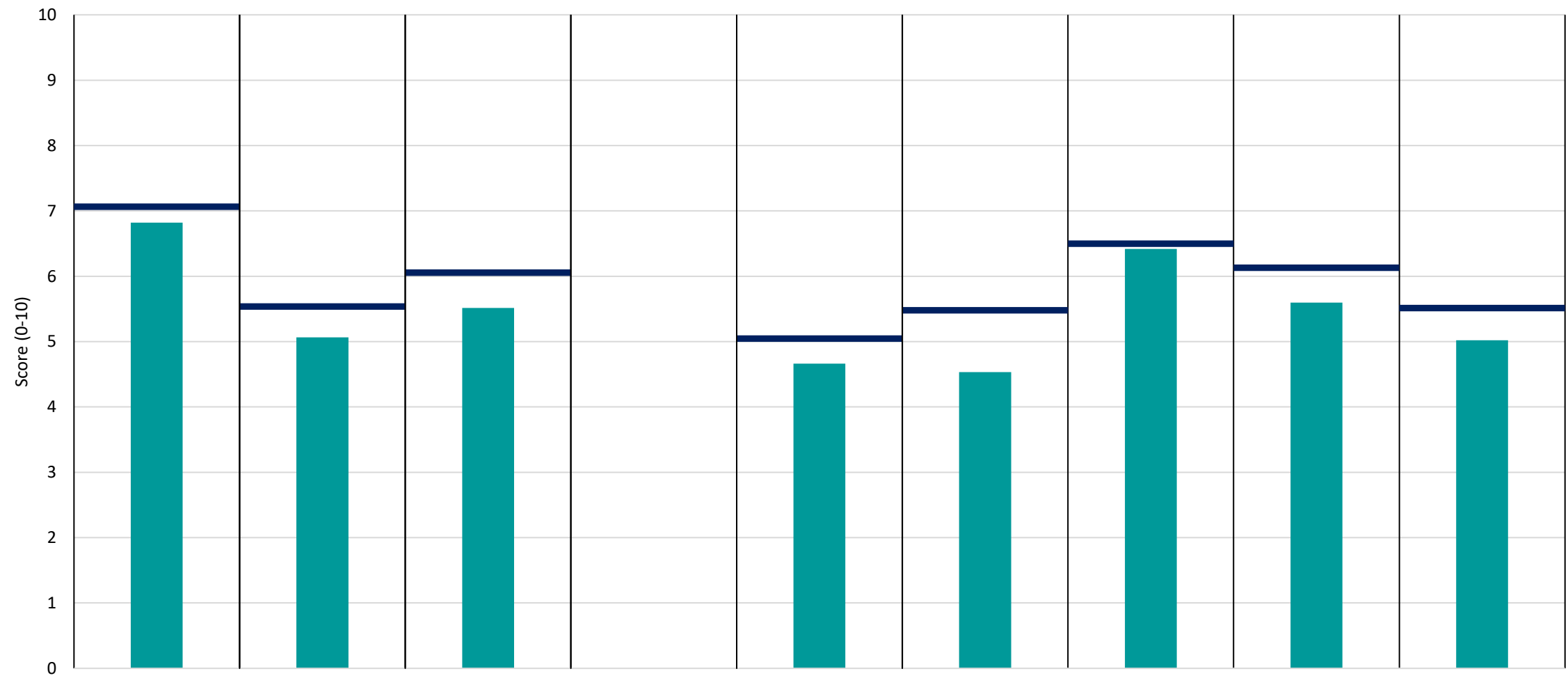
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.82	5.07	5.52	-	4.66	4.53	6.42	5.60	5.02
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	125	123	123	-	113	123	125	125	125

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



We are safe and
healthy



We are always
learning



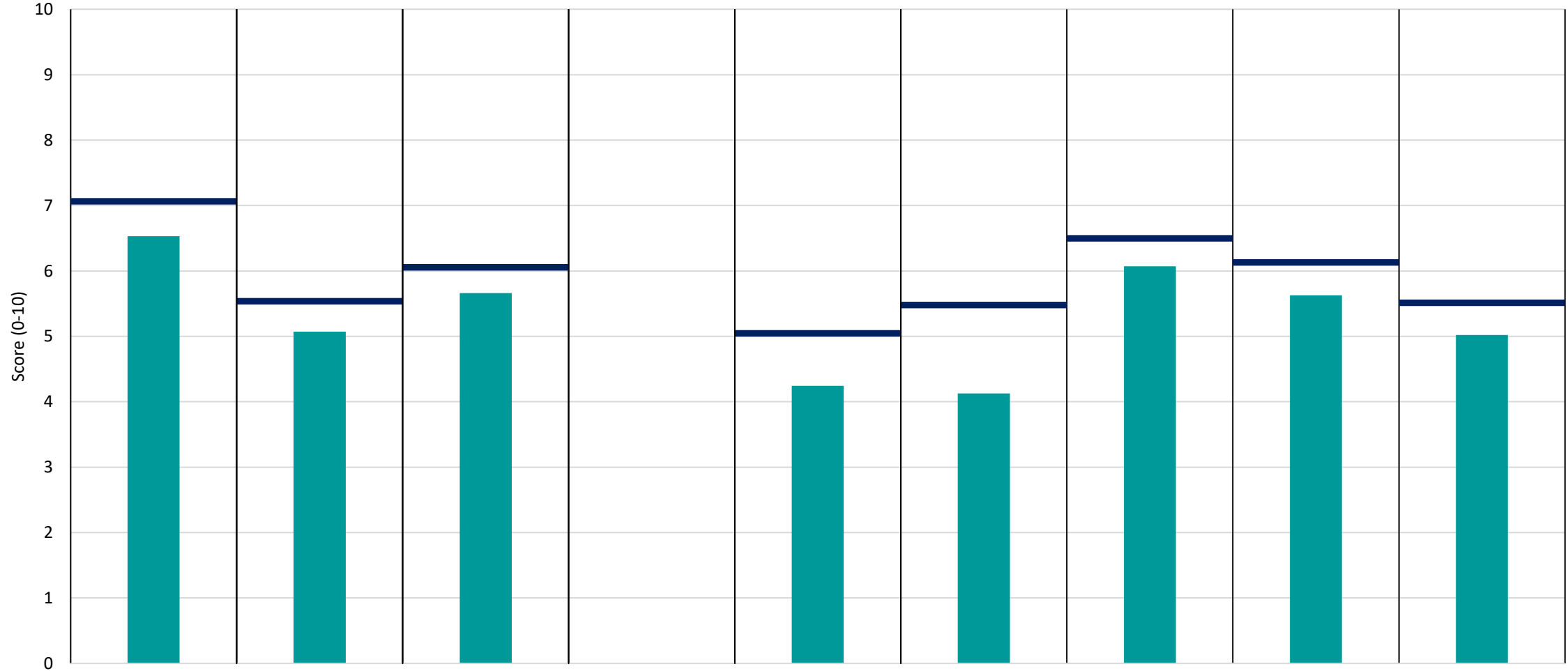
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.53	5.07	5.66	-	4.24	4.13	6.07	5.63	5.02
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 150 150 149 - 138 150 150 150 150 150 19

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



We are safe and
healthy



We are always
learning



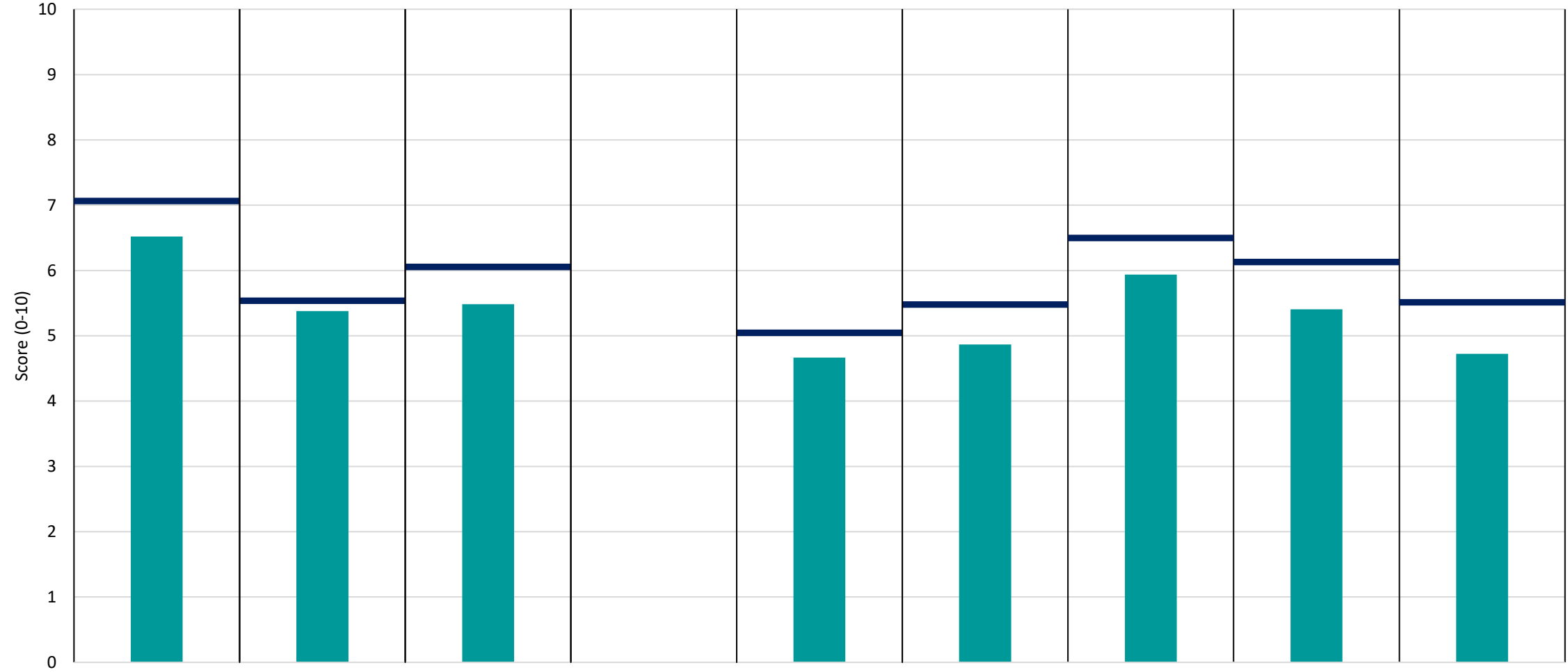
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.52	5.38	5.48	-	4.67	4.87	5.94	5.40	4.72
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	57	57	57	-	54	57	57	57	57

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



We are safe and
healthy



We are always
learning



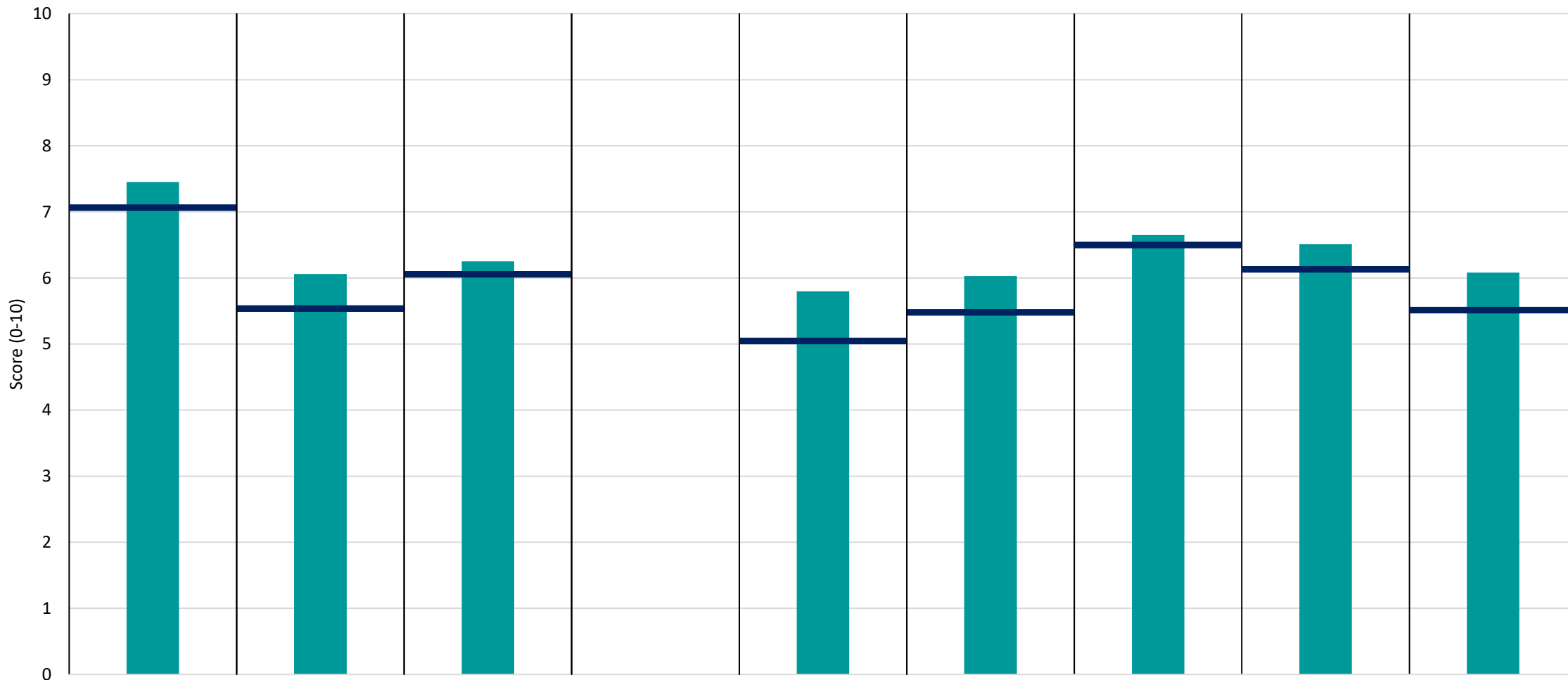
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.45	6.06	6.25	-	5.80	6.03	6.65	6.51	6.08
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	332	332	329	-	299	332	331	332	332



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



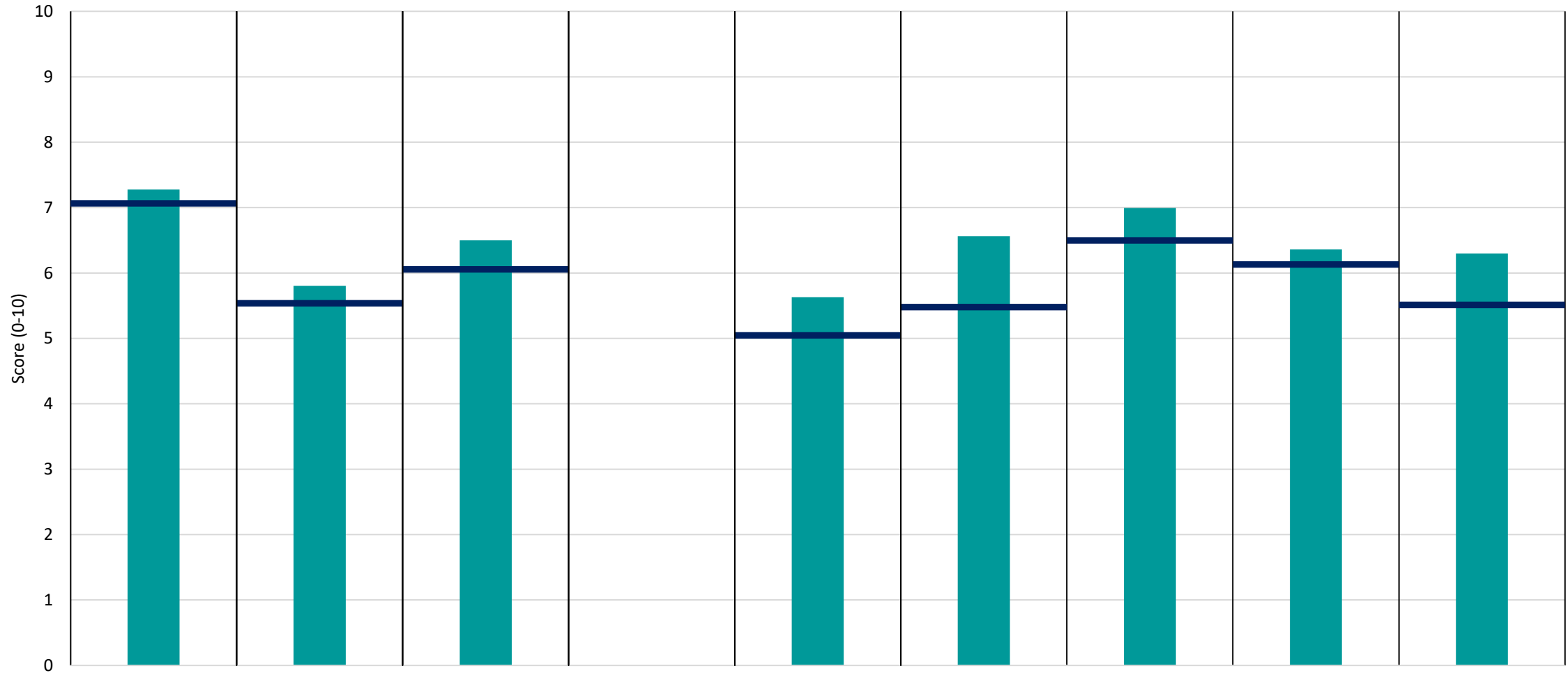
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.28	5.81	6.50	-	5.63	6.56	7.00	6.36	6.30
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 75 75 74 - 73 75 75 75 75 75 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.



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



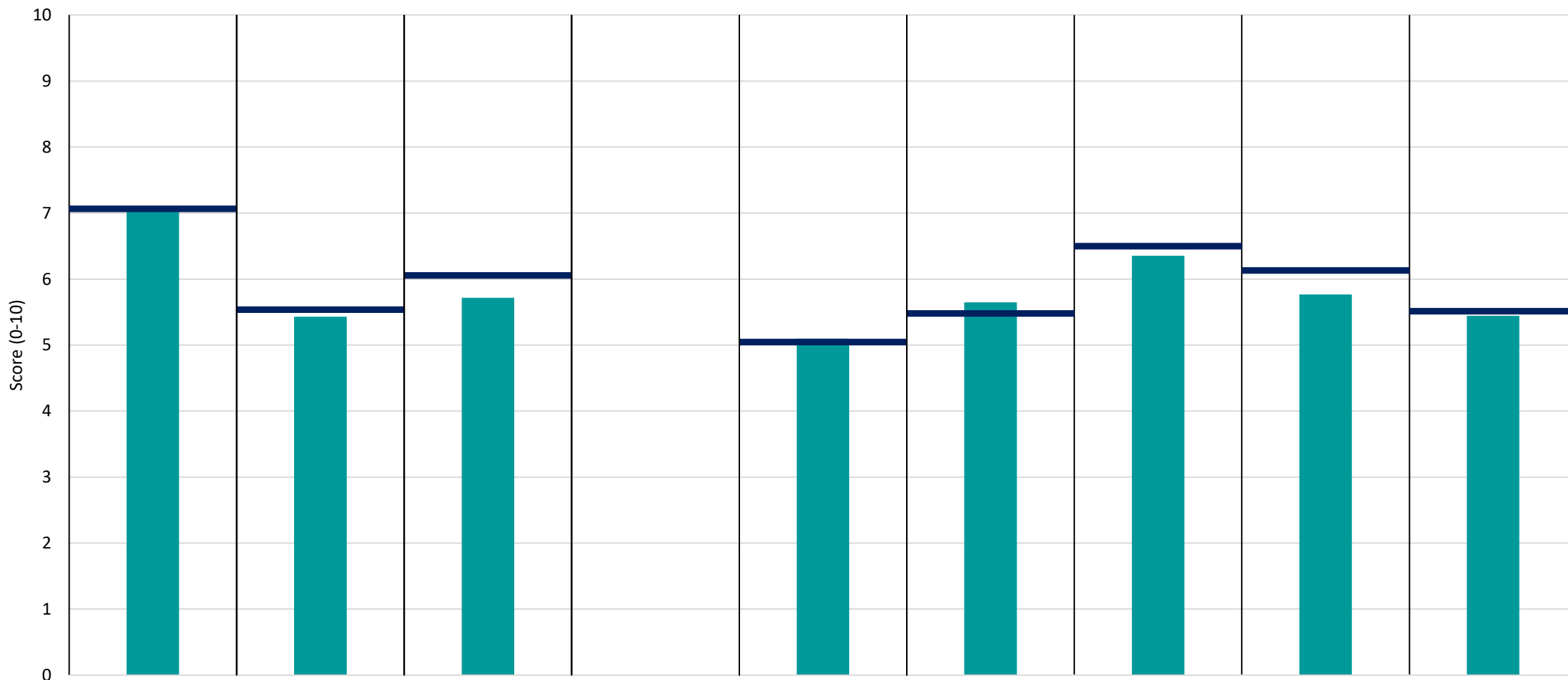
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.08	5.43	5.72	-	5.10	5.65	6.35	5.77	5.44
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	199	199	197	-	180	199	199	199	199

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



We are safe and
healthy



We are always
learning



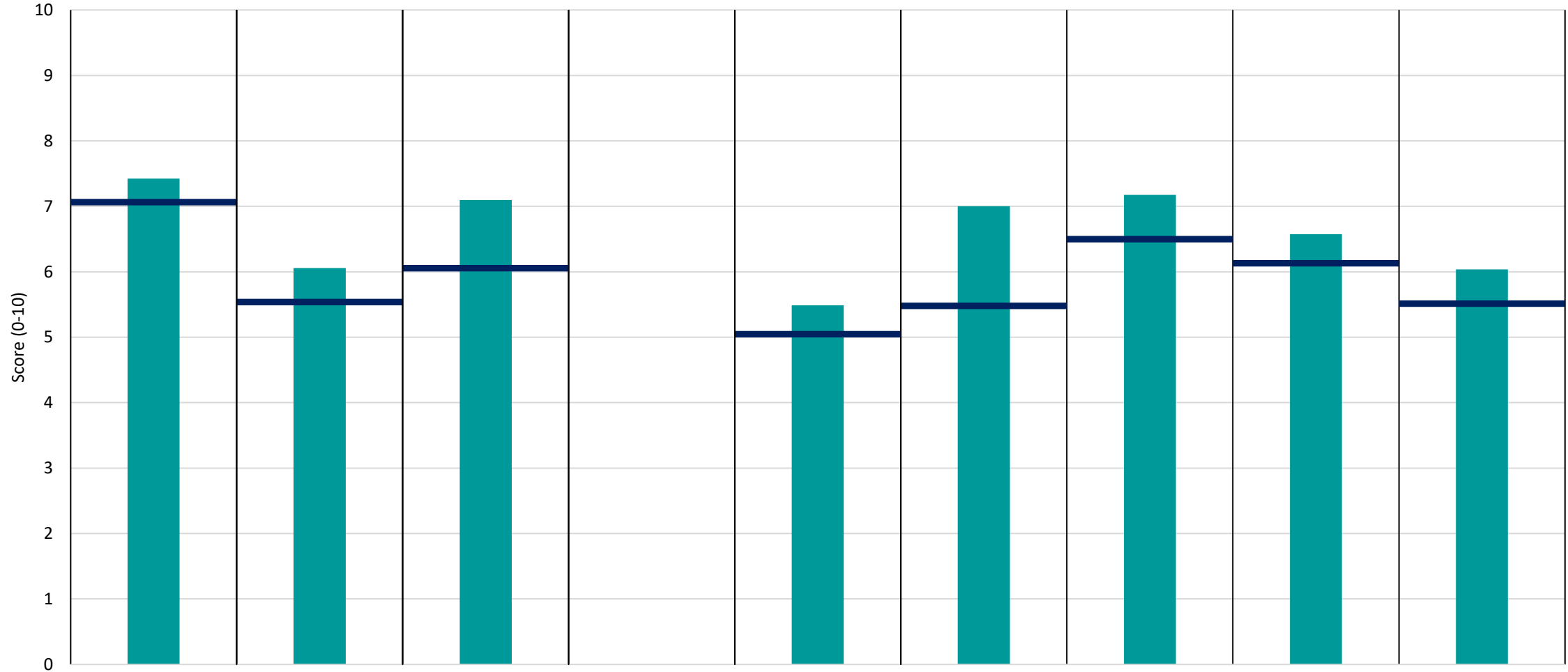
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.43	6.06	7.10	-	5.49	7.00	7.18	6.57	6.04
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 36 36 36 - 36 36 36 36 36 36 24

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



We are safe and
healthy



We are always
learning



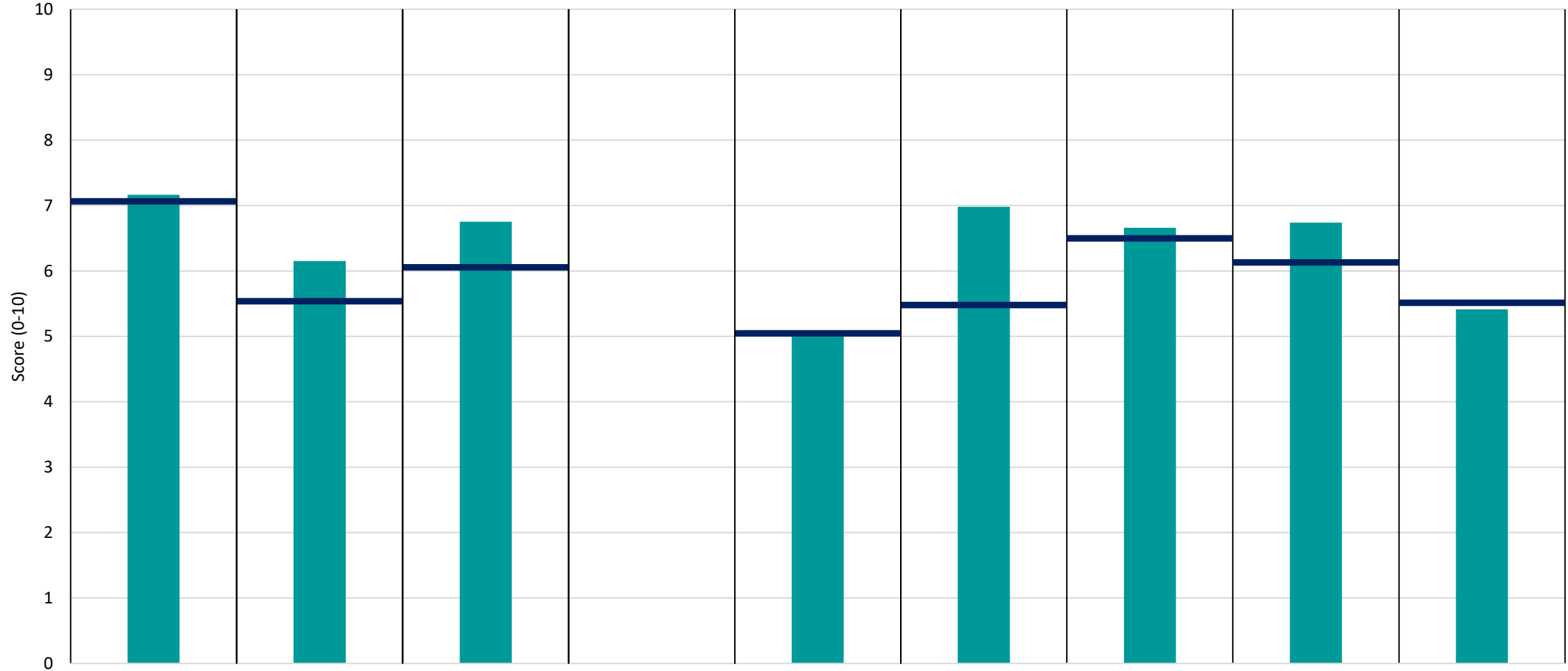
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.16	6.15	6.75	-	5.04	6.98	6.66	6.74	5.41
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 49 49 49 - 47 49 49 49 49 49 25

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



We are safe and healthy



We are always learning



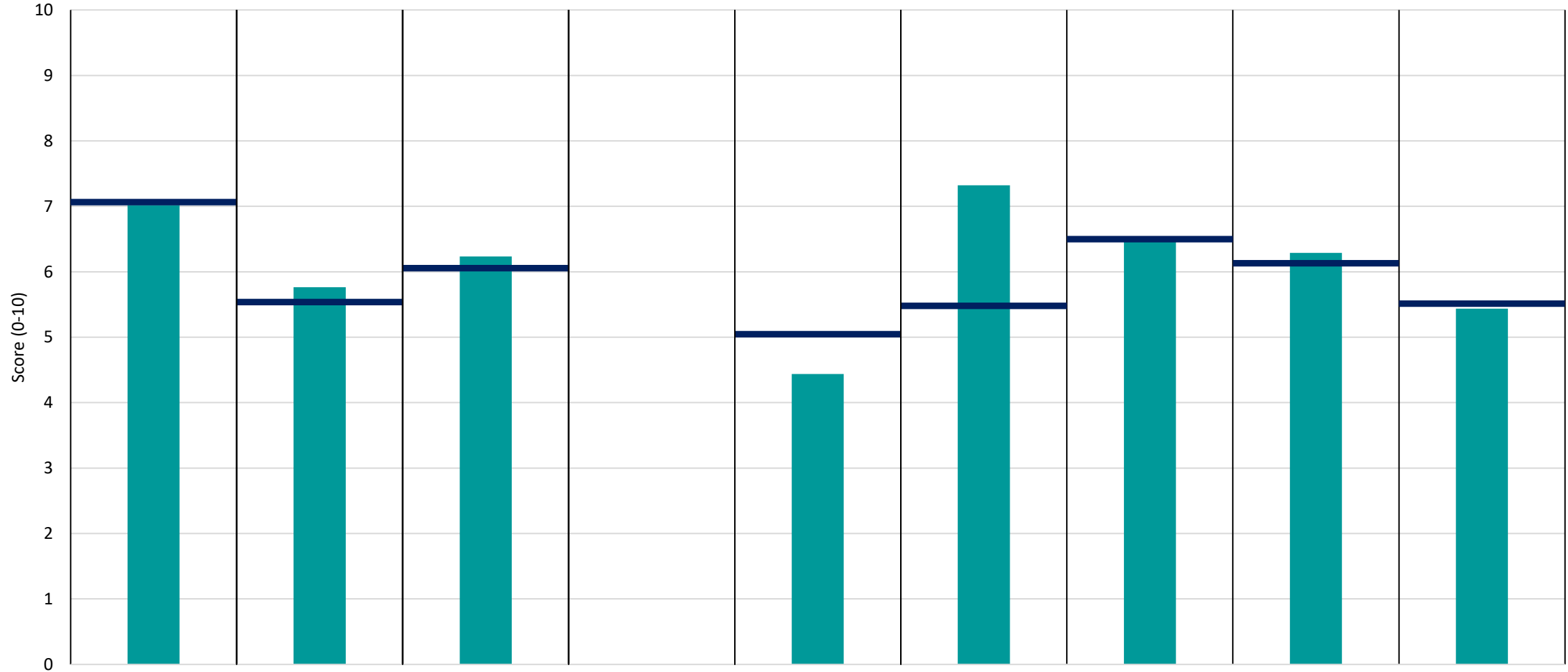
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.02	5.76	6.24	-	4.44	7.32	6.50	6.29	5.44
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 89 89 87 - 79 87 89 89 89 26

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



We are safe and
healthy



We are always
learning



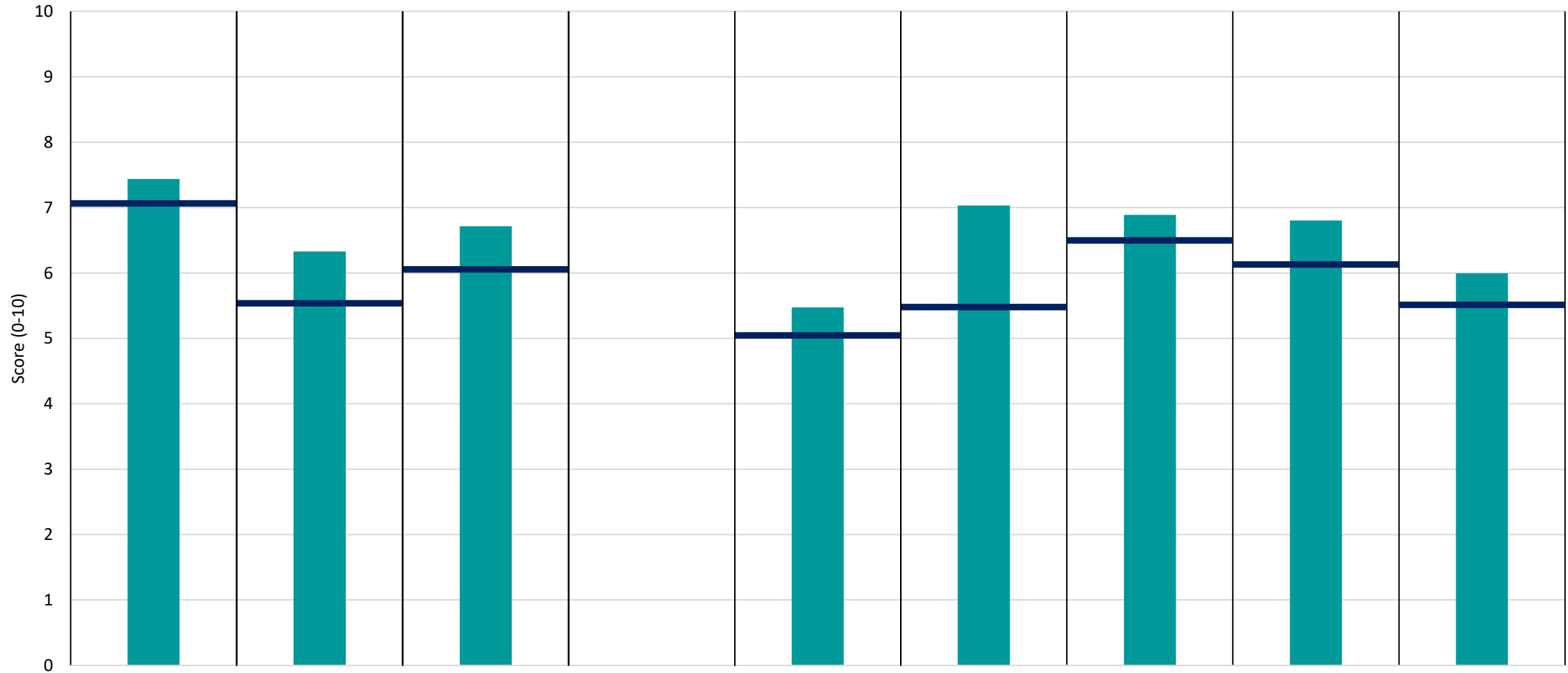
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.44	6.33	6.72	-	5.48	7.03	6.89	6.80	6.00
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	184	184	183	-	178	182	184	184	184

Indirect Resources



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



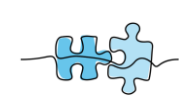
We are safe and
healthy



We are always
learning



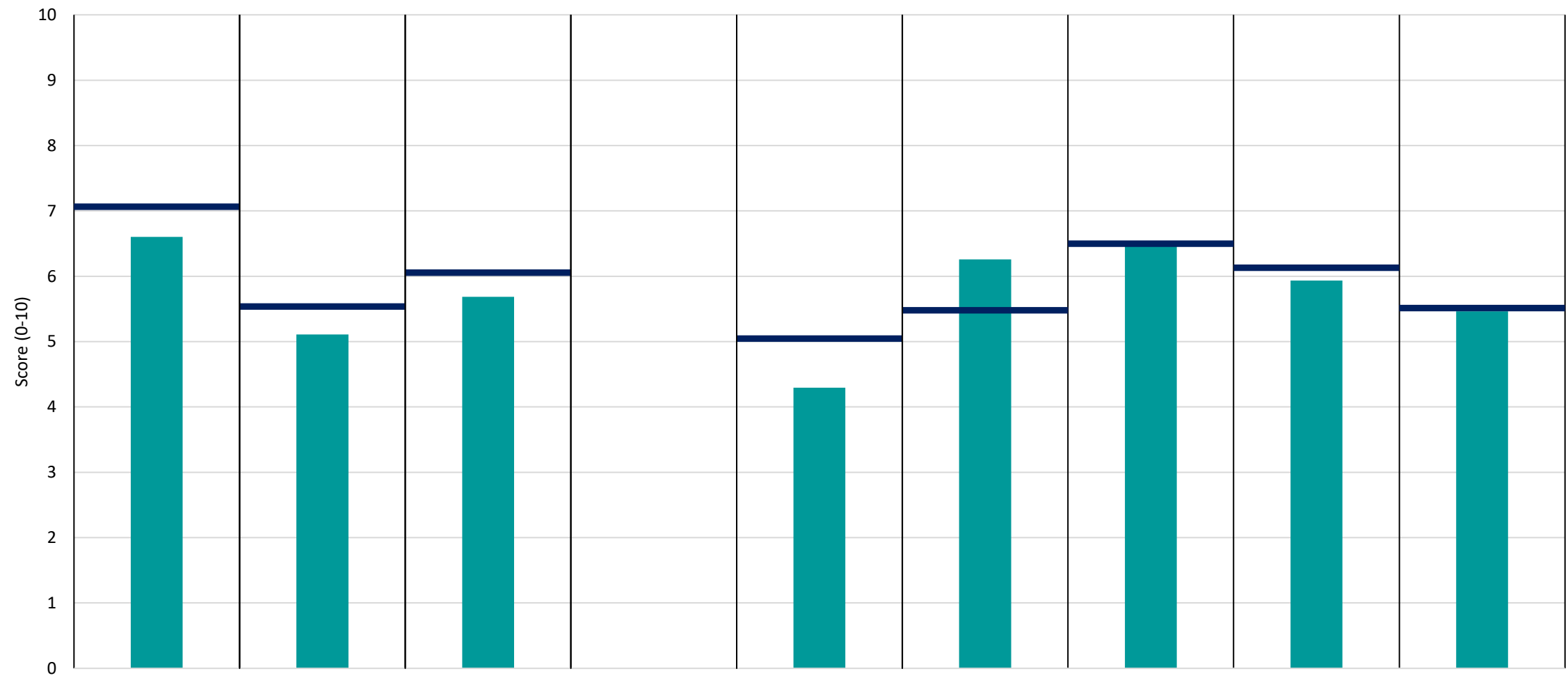
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.60	5.11	5.68	-	4.29	6.26	6.51	5.93	5.47
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	59	59	59	-	57	59	59	59	59

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.

Operational Support Services



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



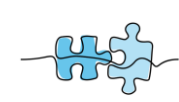
We are safe and
healthy



We are always
learning



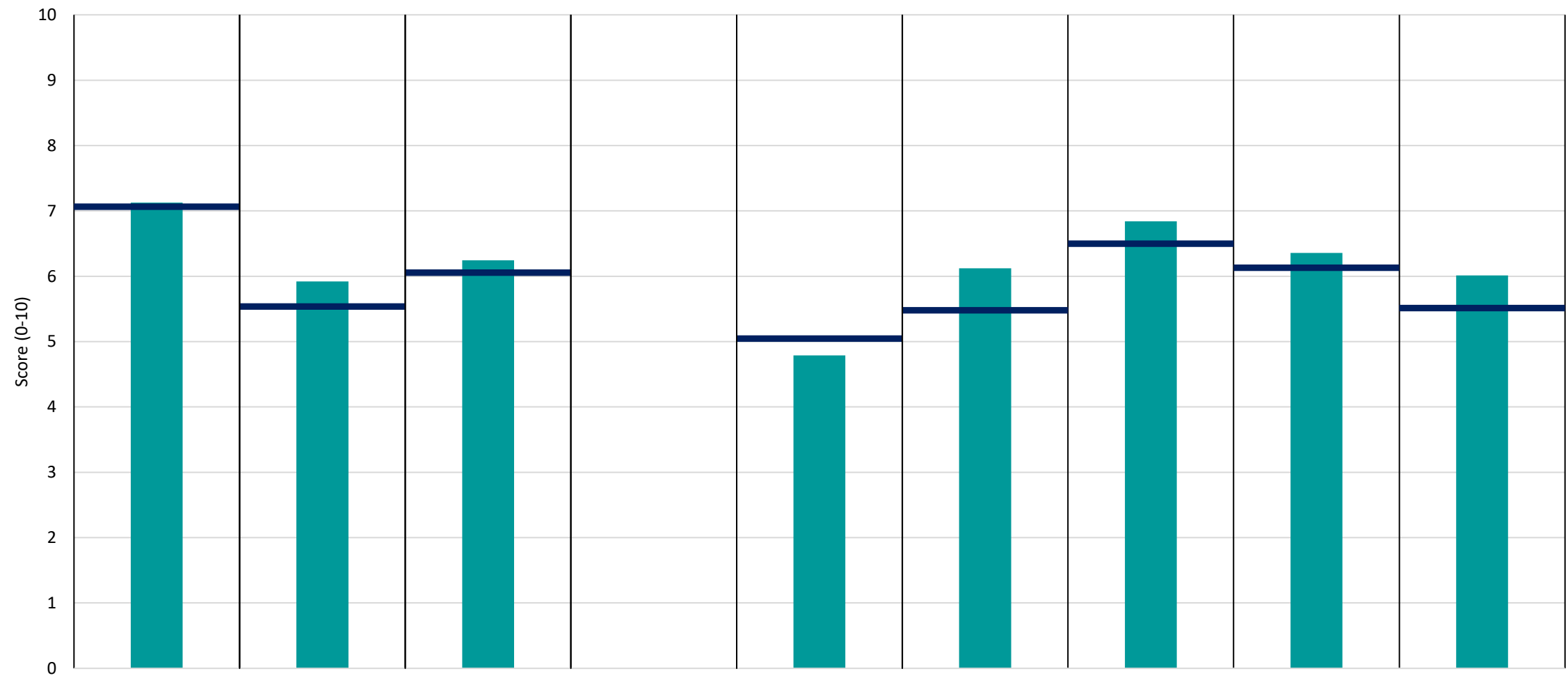
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.13	5.92	6.24	-	4.79	6.12	6.84	6.36	6.01
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	62	62	61	-	61	61	62	62	62

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



We are safe and healthy



We are always learning



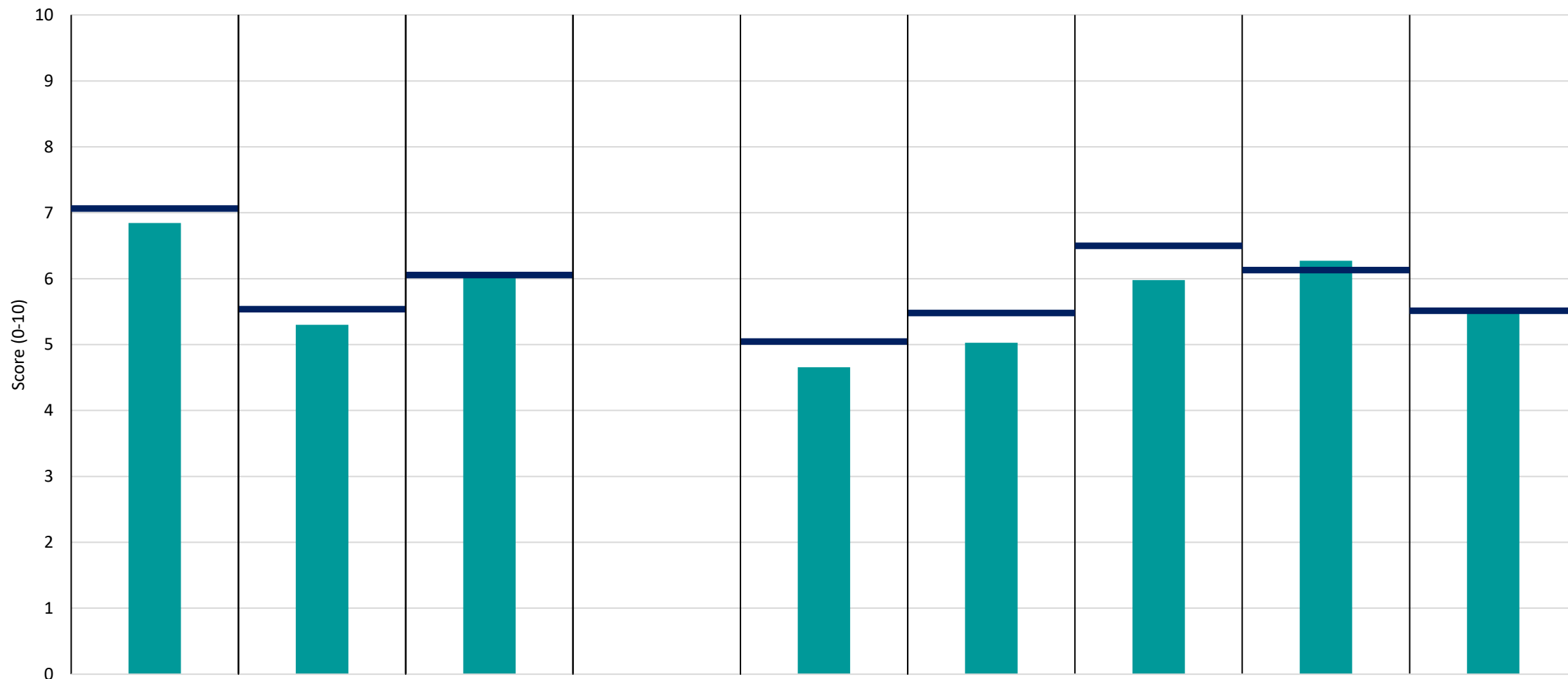
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.85	5.30	6.06	-	4.66	5.03	5.98	6.27	5.52
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51
Responses	318	318	315	-	289	317	318	318	318



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



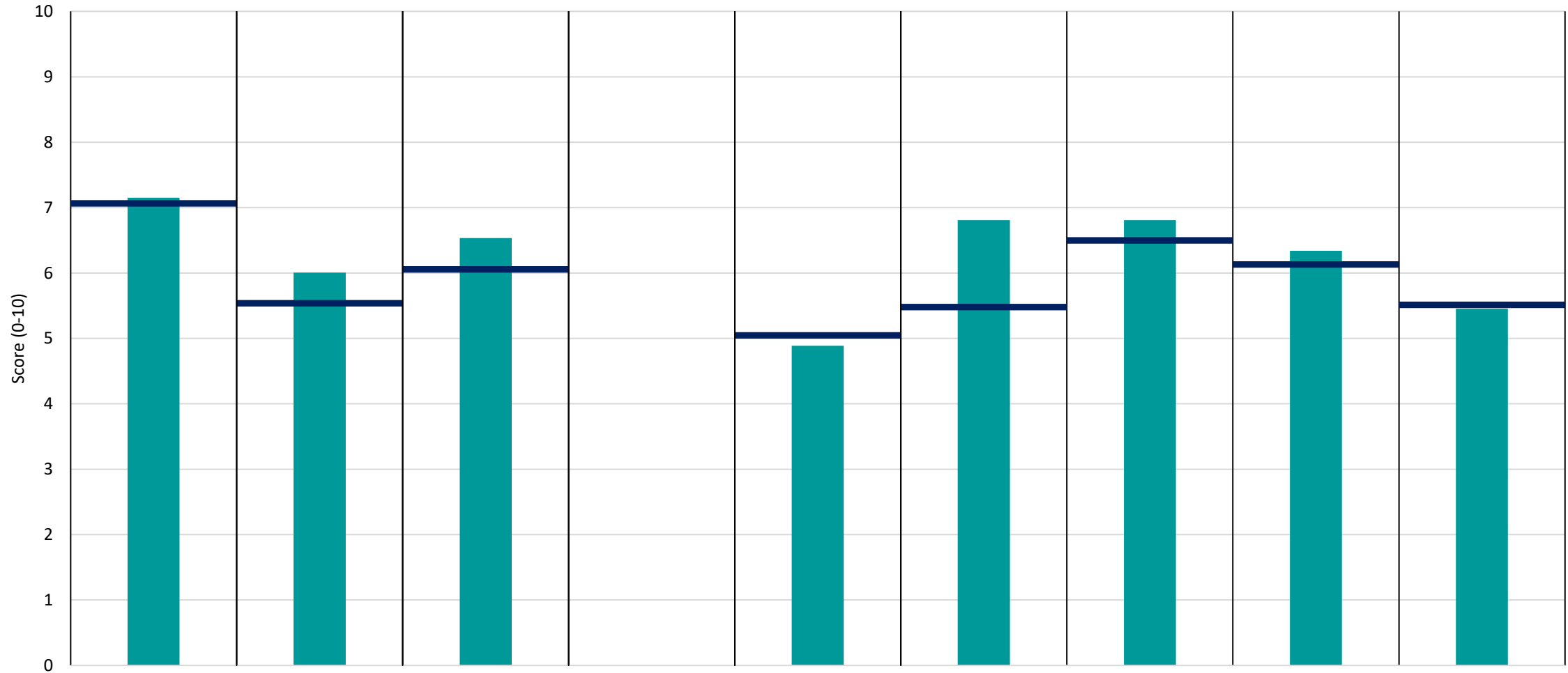
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.15	6.01	6.53	-	4.89	6.81	6.81	6.34	5.45
Your org	7.06	5.54	6.05	-	5.05	5.48	6.50	6.13	5.51

Responses 69 69 69 - 64 69 69 70 69 31

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.