



Imperial College Healthcare NHS Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Any Other Area</u>	<u>6</u>
<u>Chief Executive and Operations</u>	<u>7</u>
<u>Communications</u>	<u>8</u>
<u>Division of Surgery and Cancer</u>	<u>9</u>
<u>Estates Only</u>	<u>10</u>
<u>Facilities</u>	<u>11</u>
<u>Finance</u>	<u>12</u>
<u>ICT</u>	<u>13</u>
<u>Imaging</u>	<u>14</u>
<u>Imperial Private healthcare</u>	<u>15</u>
<u>Medical Director's Office</u>	<u>16</u>
<u>Medicine and Integrated care</u>	<u>17</u>
<u>NWLP</u>	<u>18</u>
<u>Nursing Directorate</u>	<u>19</u>
<u>People and OD</u>	<u>20</u>
<u>Pharmacy</u>	<u>21</u>
<u>R&D Areas</u>	<u>22</u>
<u>West London's Children's Healthcare (ICHT)</u>	<u>23</u>
<u>Women's, cardiac, clinical support and sexual health services</u>	<u>24</u>

<u>Any Other Areas</u>	26
<u>Blood Sciences</u>	27
<u>Cardiac</u>	28
<u>Cellular Pathology</u>	29
<u>Clinical Haematology</u>	30
<u>Critical Care</u>	31
<u>Cxh Acute & Specialistmedicine</u>	32
<u>General & Vascular Surgery</u>	33
<u>Gynaecology, Sexual Health, Reproductive & Retroviral Medicine</u>	34
<u>Hh Specialist Medicine</u>	35
<u>Infection & Immunity</u>	36
<u>Integrated Care</u>	37
<u>Maternity</u>	38
<u>Neonatology</u>	39
<u>Neurosciences & Stroke</u>	40
<u>Oncology & Palliative Care</u>	41
<u>Ophthalmology</u>	42
<u>Outpatients</u>	43
<u>Renal</u>	44
<u>Smh Acute & Specialistmedicine</u>	45
<u>Specialist Surgery</u>	46
<u>Theatres, Anaesthetics & Pain</u>	47
<u>Trauma</u>	48
<u>Urgent Care, Emergency Medicine</u>	49

This breakdown report for Imperial College Healthcare 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 Imperial College Healthcare 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

Imperial College Healthcare NHS Trust
2023 NHS Staff Survey



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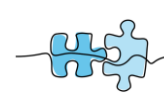
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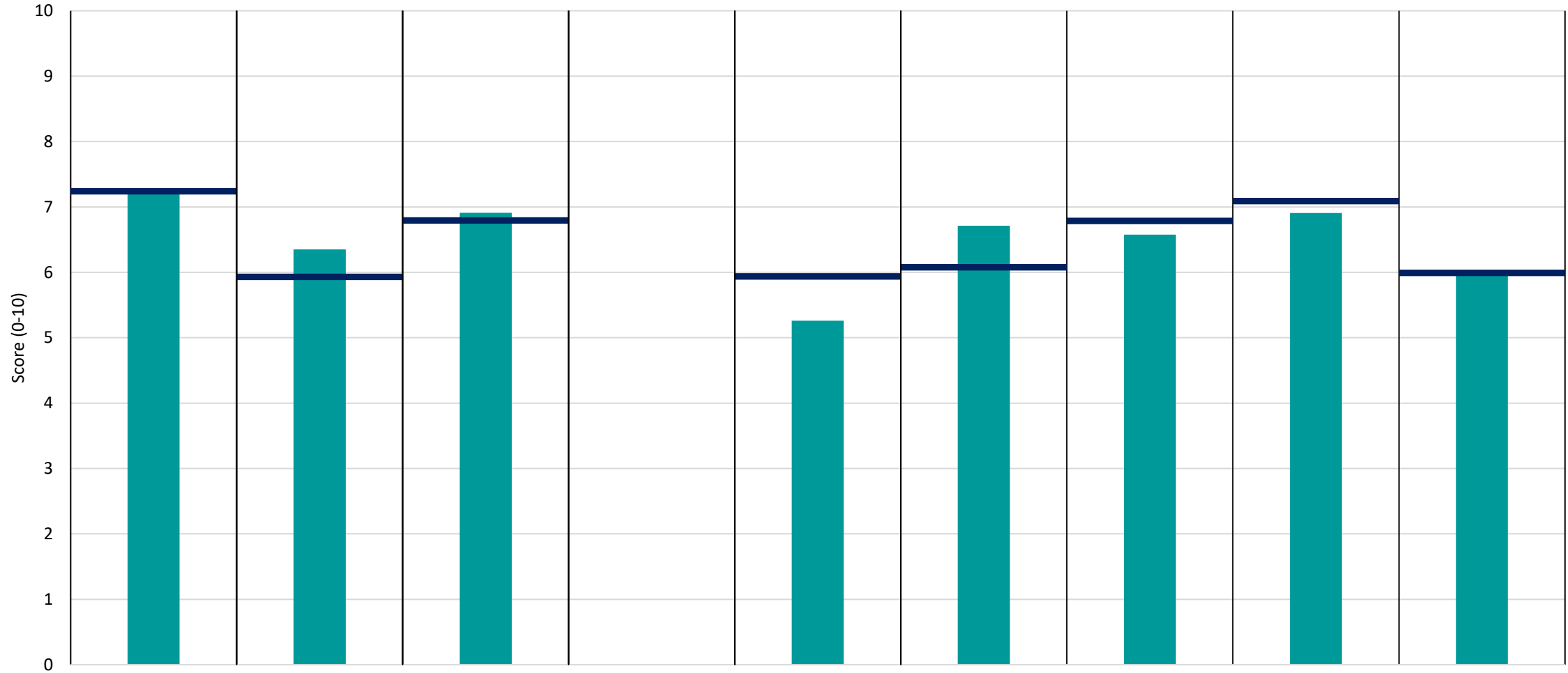
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Staff Engagement

Morale



Breakdown	7.27	6.35	6.91	-	5.26	6.71	6.58	6.91	5.97
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	46	46	46	-	43	45	46	46	46



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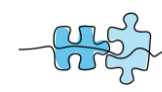
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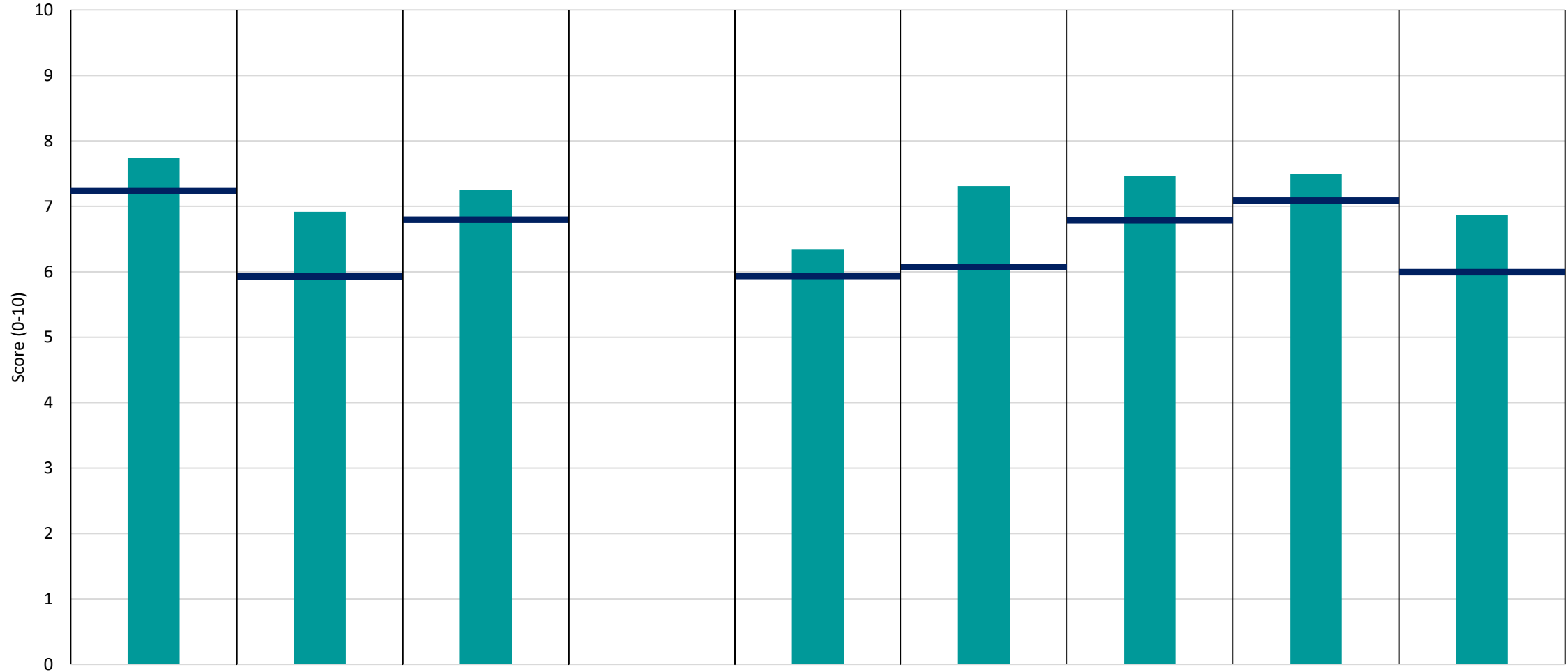
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Staff Engagement

Morale



Breakdown	7.74	6.92	7.25	-	6.35	7.31	7.46	7.49	6.86
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 63 63 63 - 58 63 63 63 63 63 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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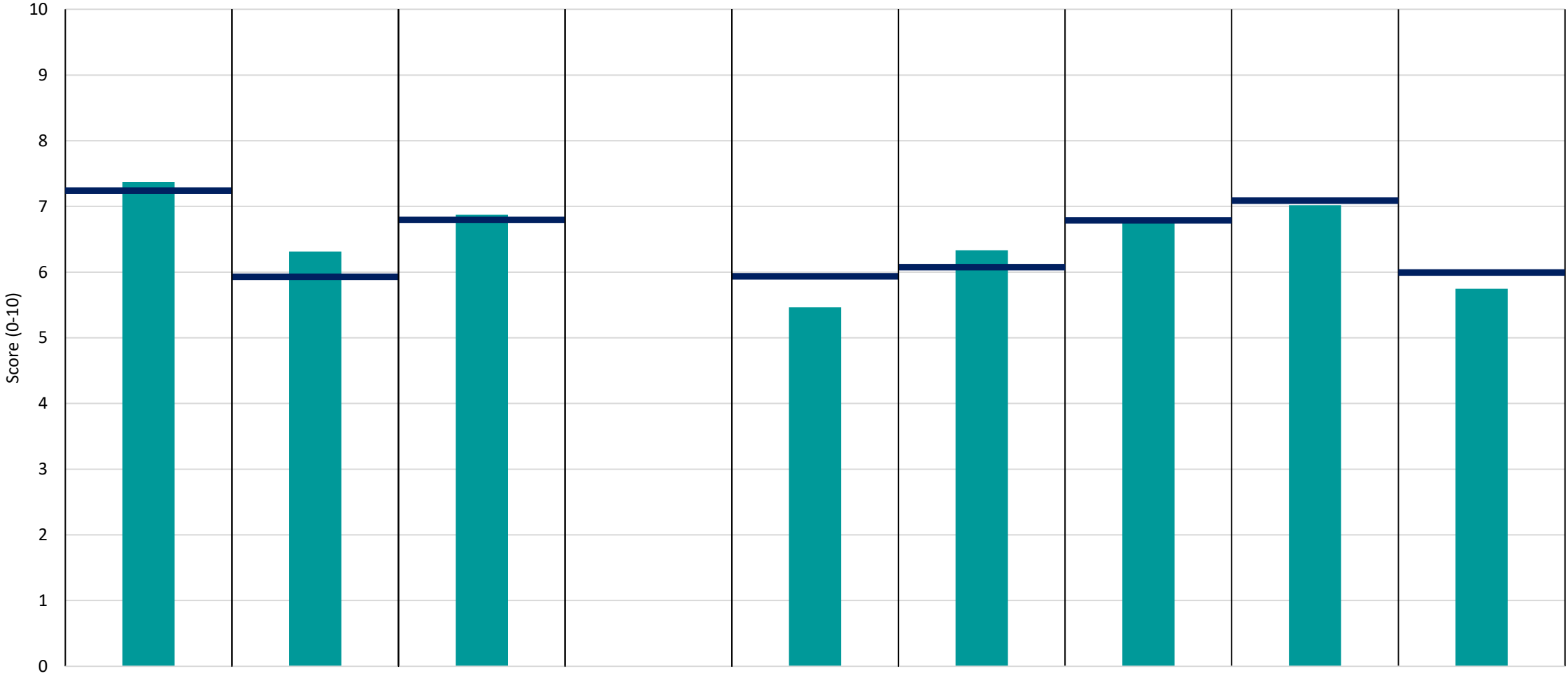
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Staff Engagement

Morale



Breakdown	7.37	6.31	6.88	-	5.47	6.33	6.82	7.02	5.75
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 55 55 54 - 53 55 55 55 55 8

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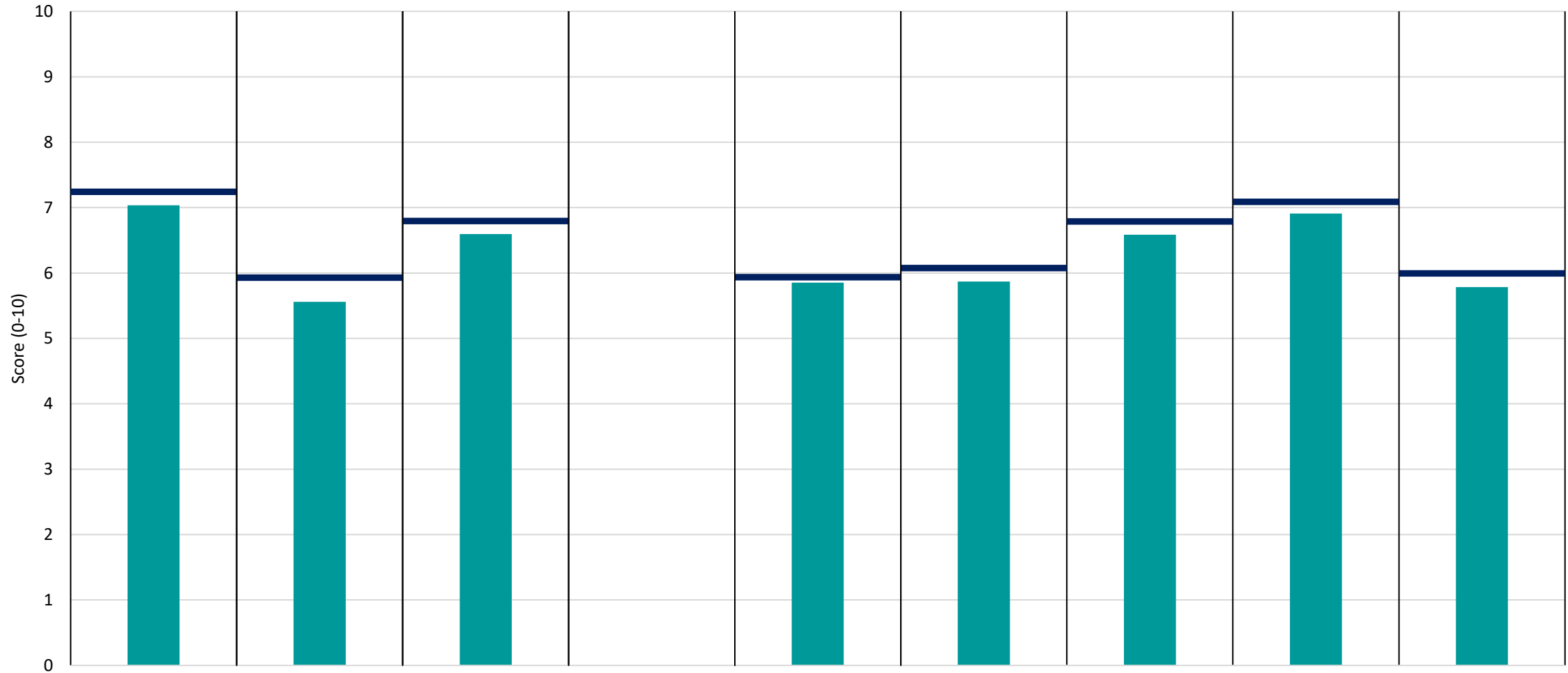
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Staff Engagement

Morale



Breakdown	7.04	5.56	6.60	-	5.85	5.87	6.59	6.91	5.79
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	2118	2116	2097	-	1948	2102	2114	2119	2121



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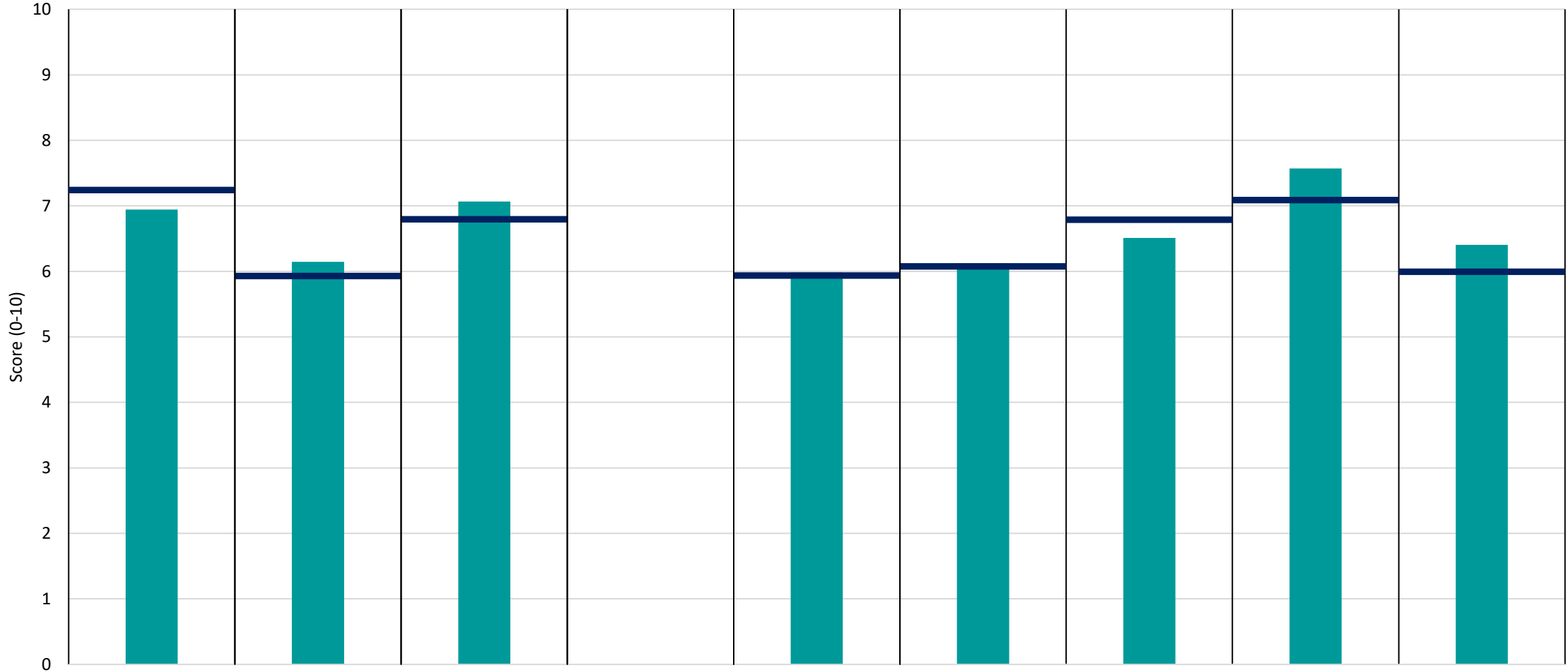
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Staff Engagement

Morale



Breakdown	6.94	6.14	7.06	-	5.98	6.12	6.51	7.57	6.40
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 52 52 51 - 48 52 52 52 52 10

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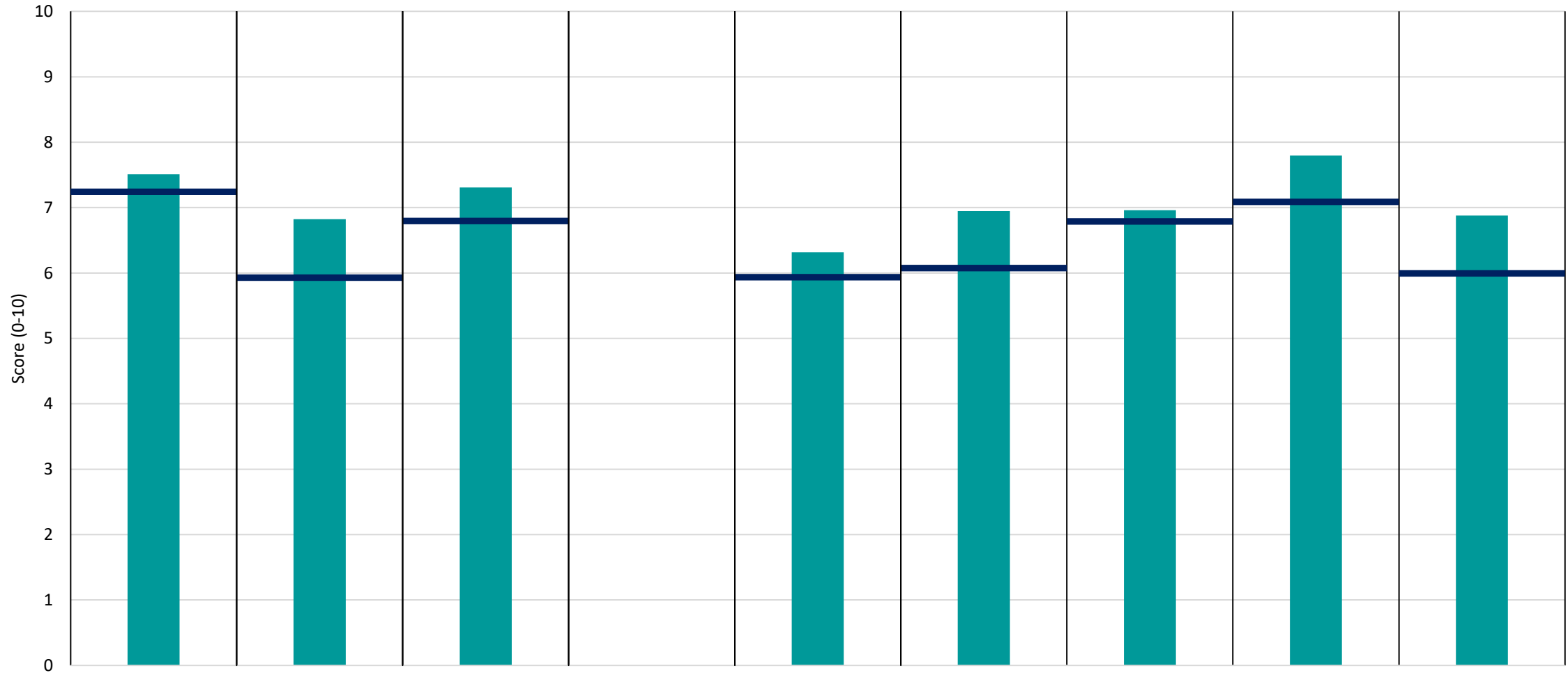
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Staff Engagement

Morale



Breakdown	7.51	6.82	7.31	-	6.32	6.95	6.96	7.80	6.88
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	750	756	691	-	554	731	743	747	754



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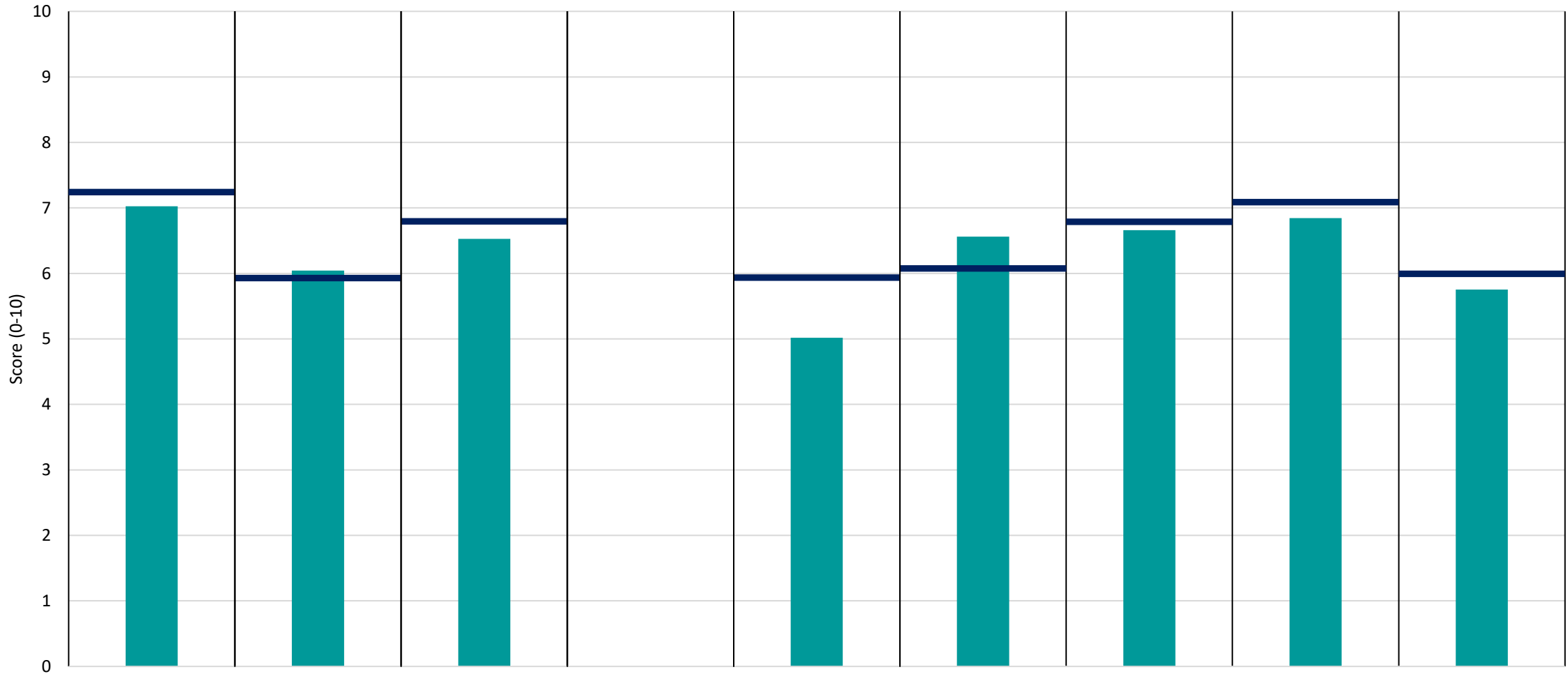
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Staff Engagement

Morale



Breakdown	7.02	6.04	6.53	-	5.02	6.56	6.66	6.84	5.75
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 90 91 88 - 89 90 90 91 91 12

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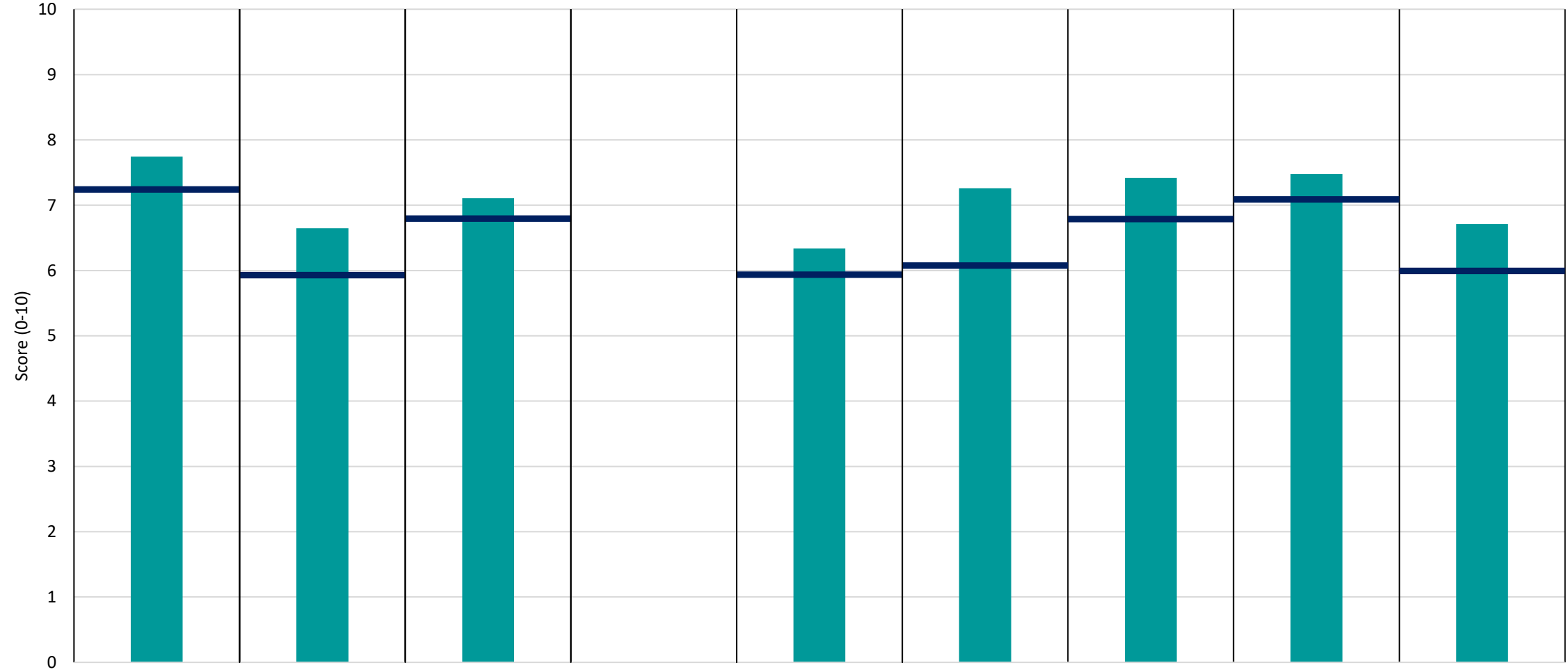
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Staff Engagement

Morale



Breakdown	7.74	6.65	7.11	-	6.33	7.26	7.42	7.48	6.71
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	228	228	223	-	217	227	227	228	228

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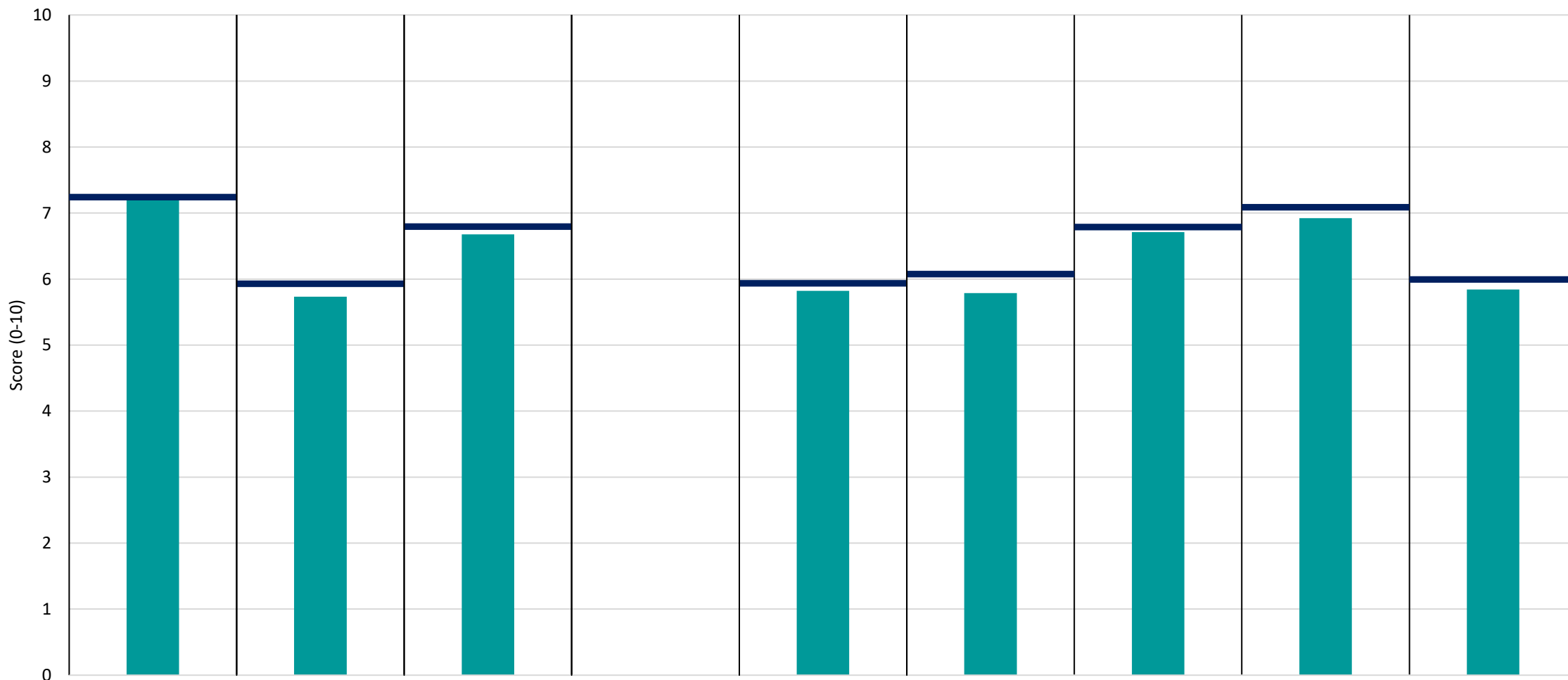
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Staff Engagement

Morale



Breakdown	7.19	5.73	6.68	-	5.82	5.79	6.71	6.92	5.84
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	362	363	356	-	339	361	362	362	363



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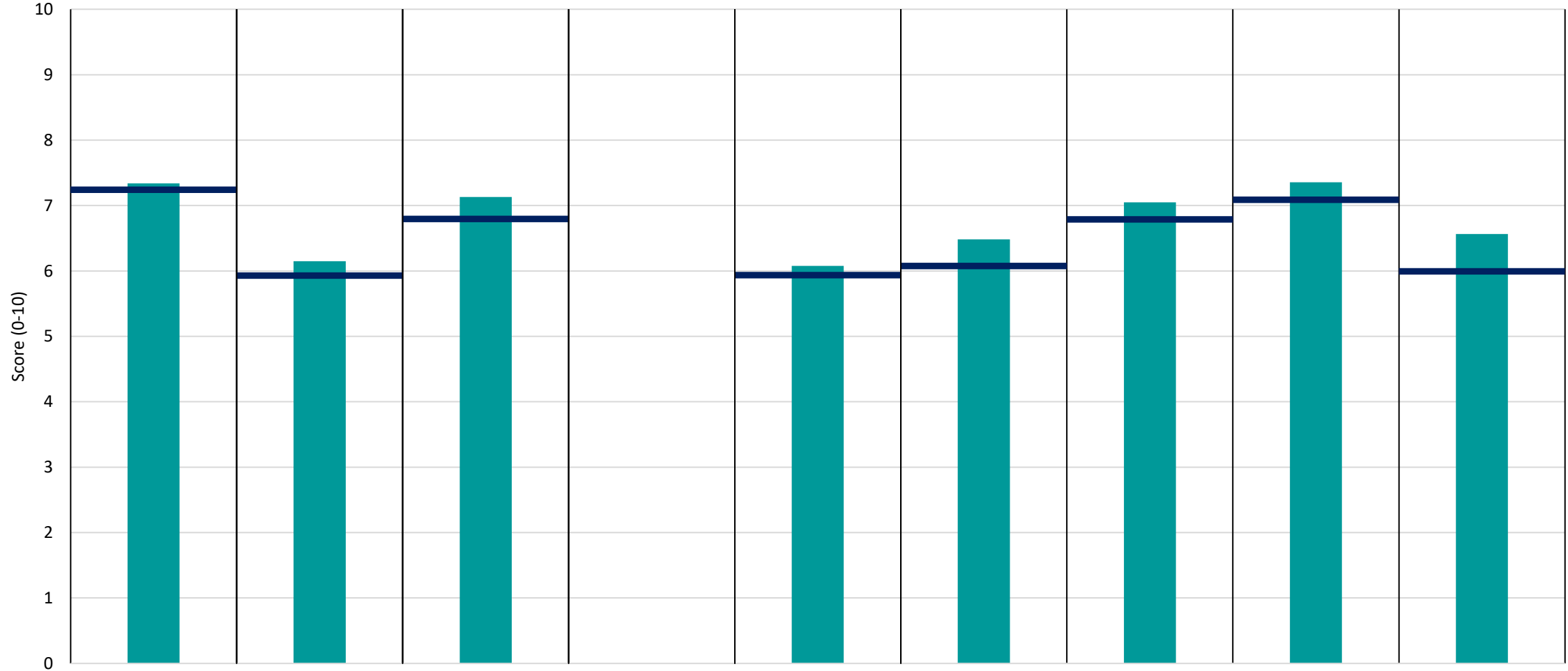
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Staff Engagement

Morale



Breakdown	7.34	6.15	7.13	-	6.08	6.48	7.05	7.36	6.56
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 196 196 194 - 186 194 195 196 196 15

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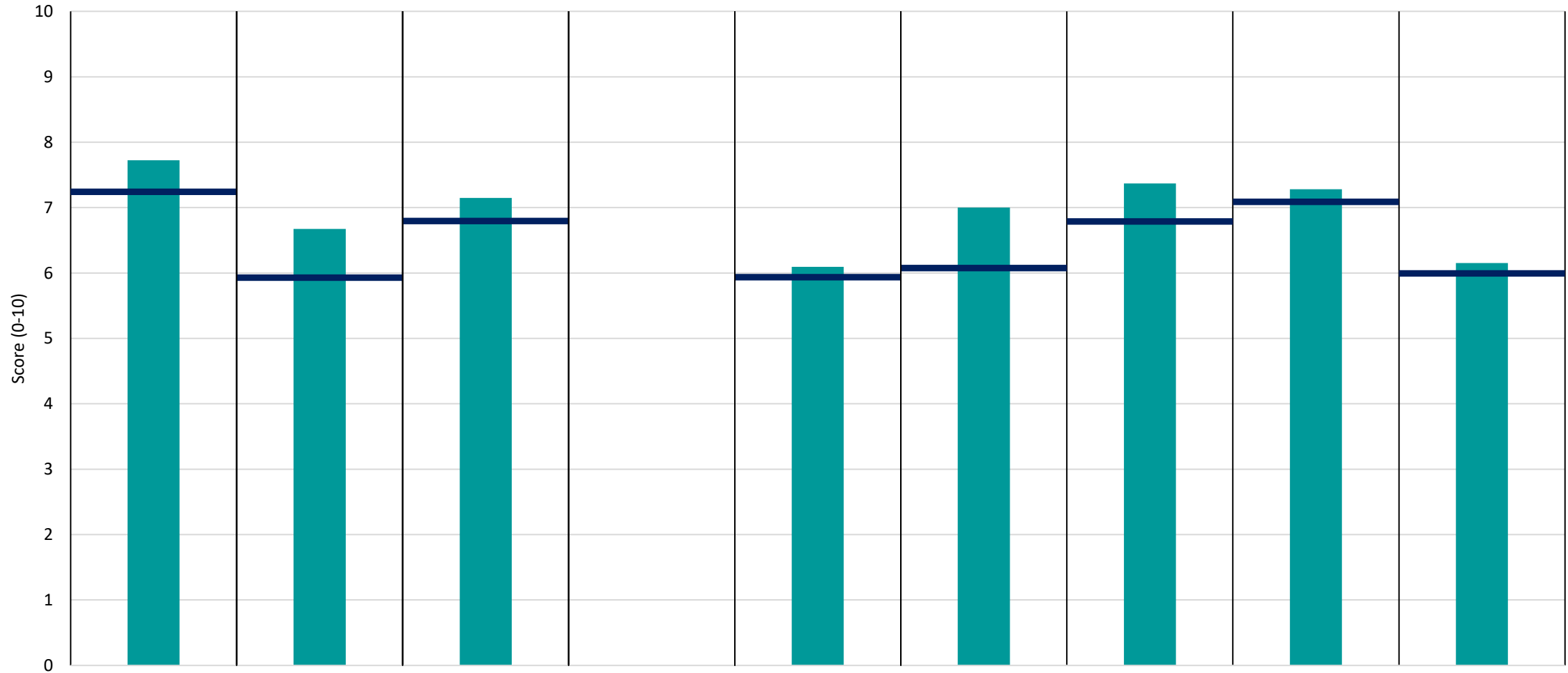
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Staff Engagement

Morale



Breakdown	7.72	6.67	7.15	-	6.10	7.00	7.37	7.28	6.15
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 93 93 92 - 88 92 92 93 93 16

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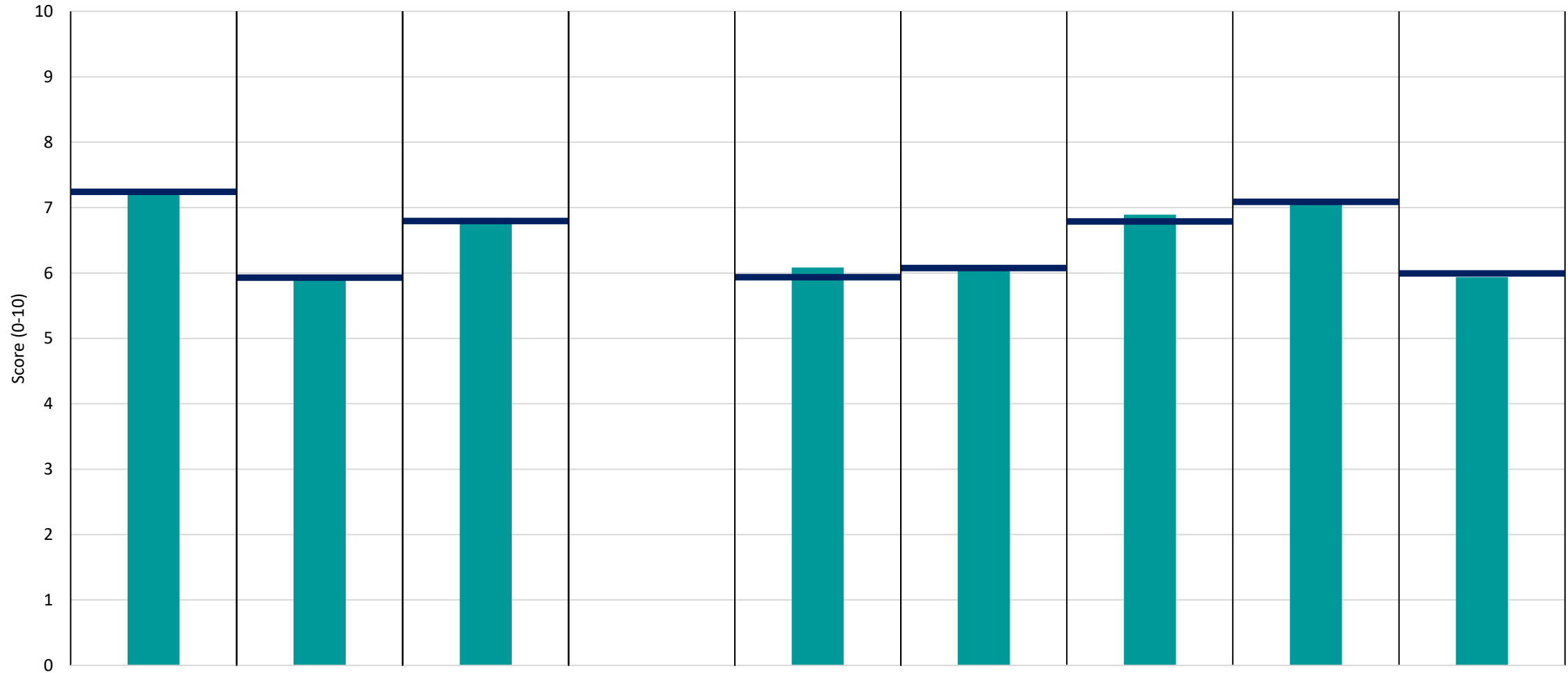
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Staff Engagement

Morale



Breakdown	7.27	5.89	6.84	-	6.09	6.07	6.89	7.12	5.94
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 1927 1927 1903 - 1786 1903 1917 1927 1928¹⁷

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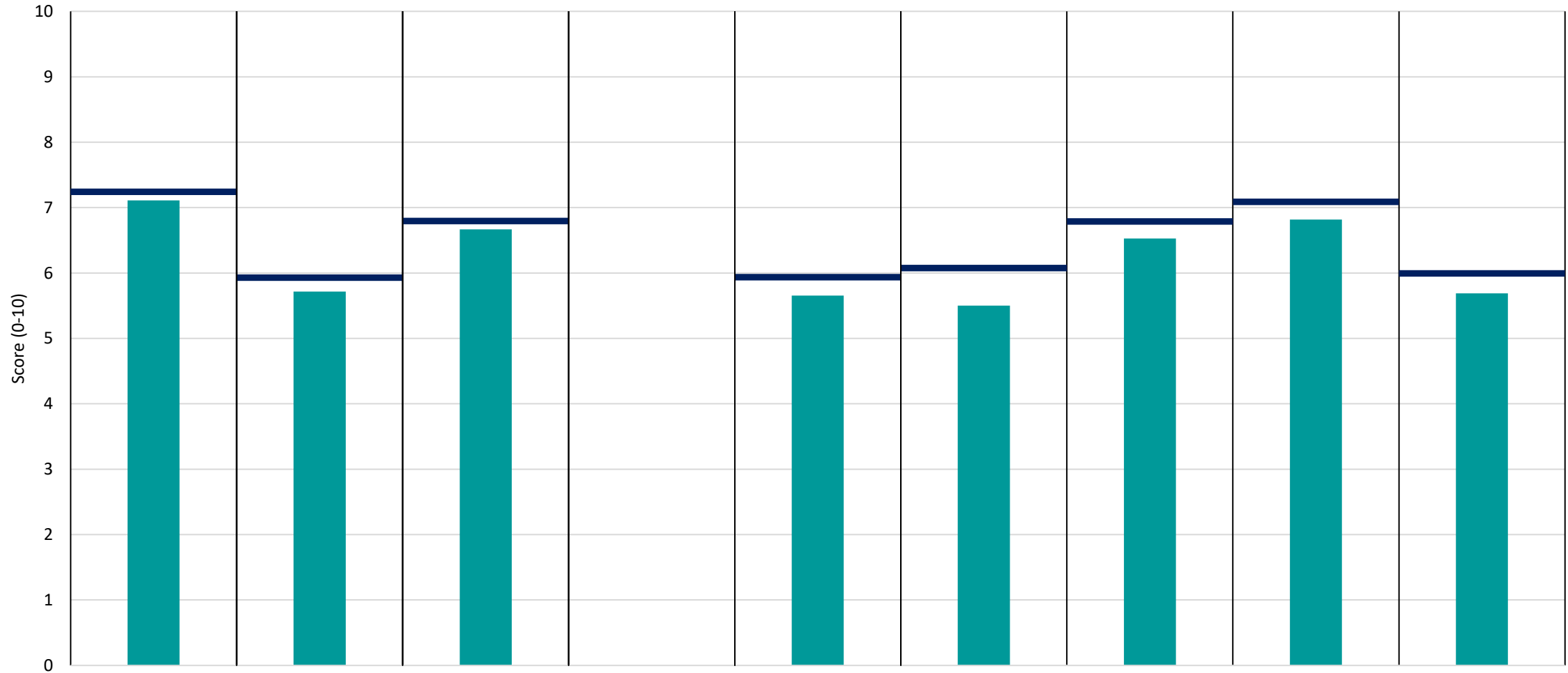
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Staff Engagement

Morale



Breakdown	7.11	5.71	6.67	-	5.66	5.50	6.53	6.82	5.69
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	649	648	640	-	606	645	650	647	649



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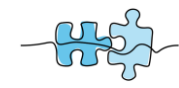
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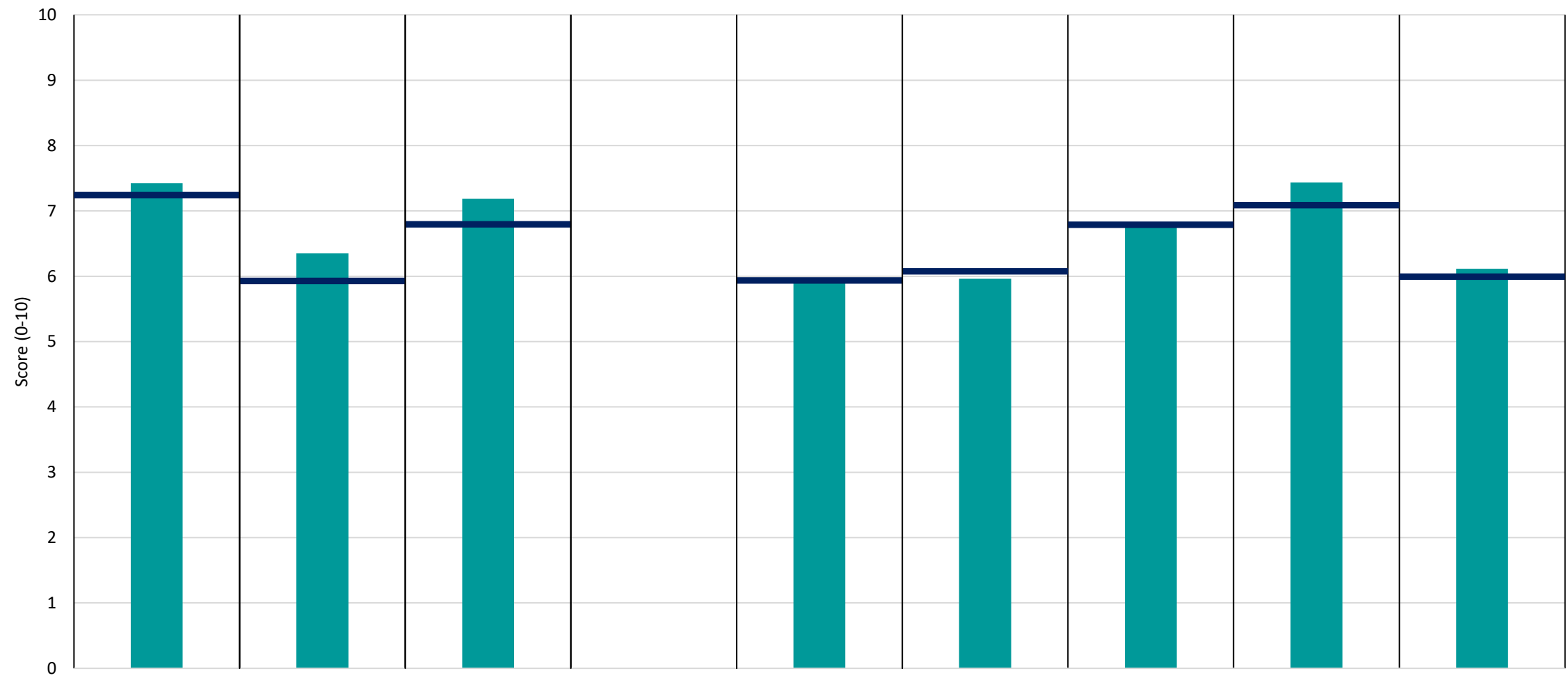
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Staff Engagement

Morale



Breakdown	7.42	6.35	7.19	-	5.89	5.96	6.81	7.43	6.11
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	58	57	55	-	56	57	58	58	58

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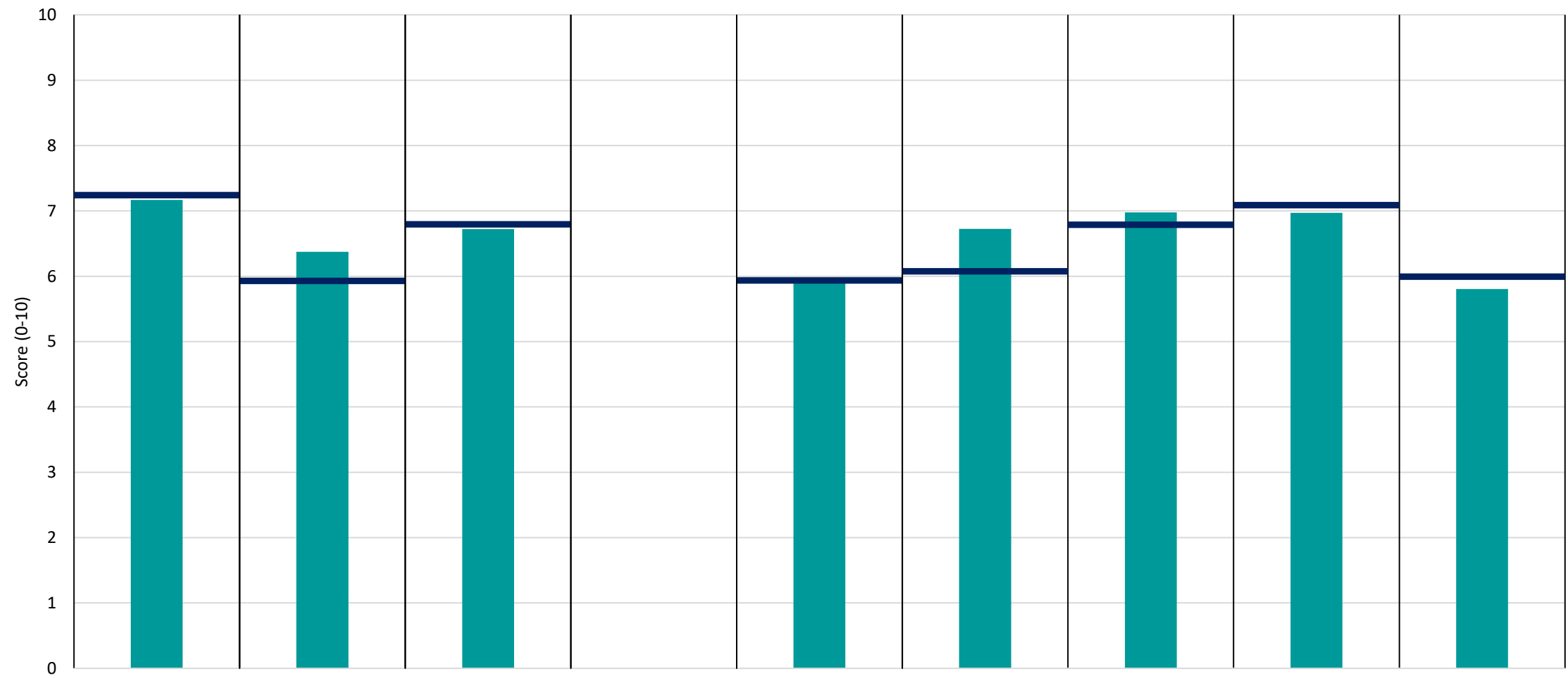
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Staff Engagement

Morale



Breakdown	7.17	6.38	6.72	-	5.92	6.72	6.98	6.97	5.81
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	113	113	109	-	105	112	113	113	113

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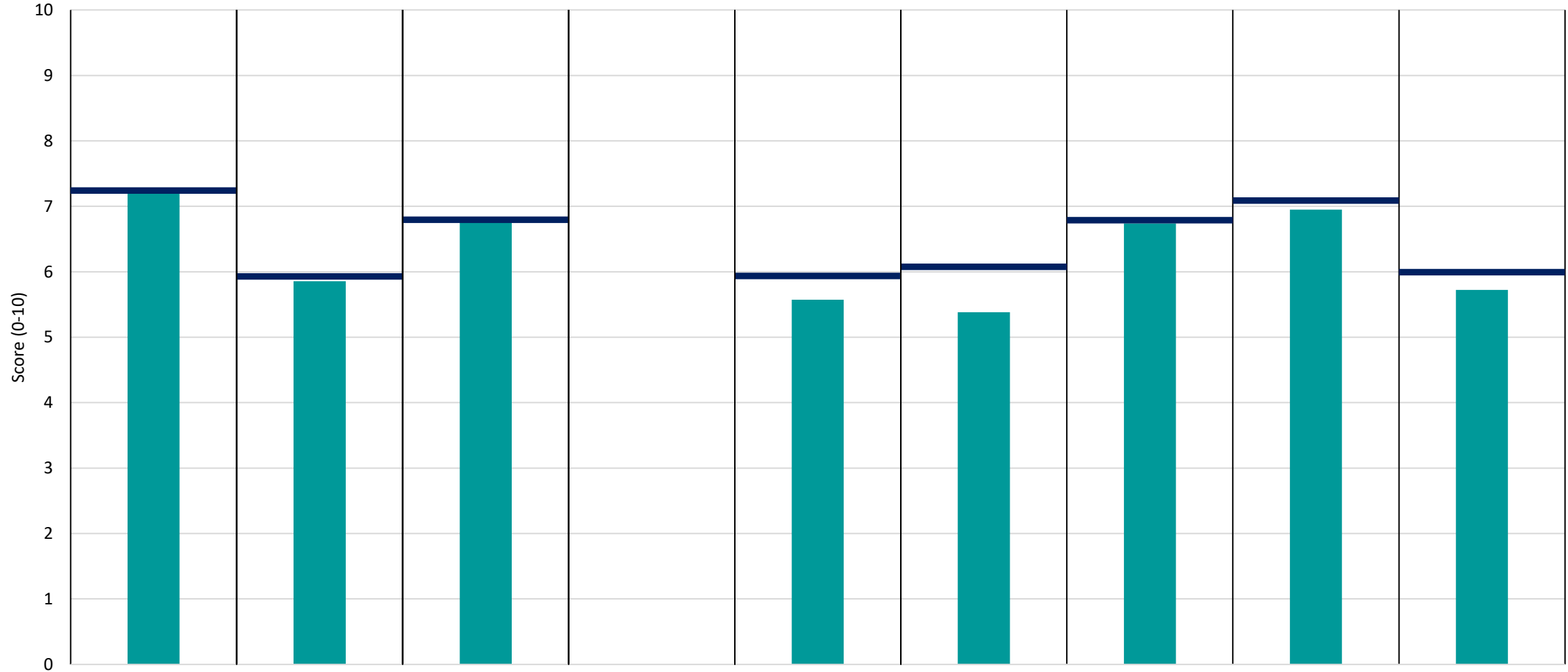
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Staff Engagement

Morale



Breakdown	7.28	5.86	6.81	-	5.57	5.38	6.74	6.95	5.72
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 157 159 154 - 151 158 159 159 159 ²¹

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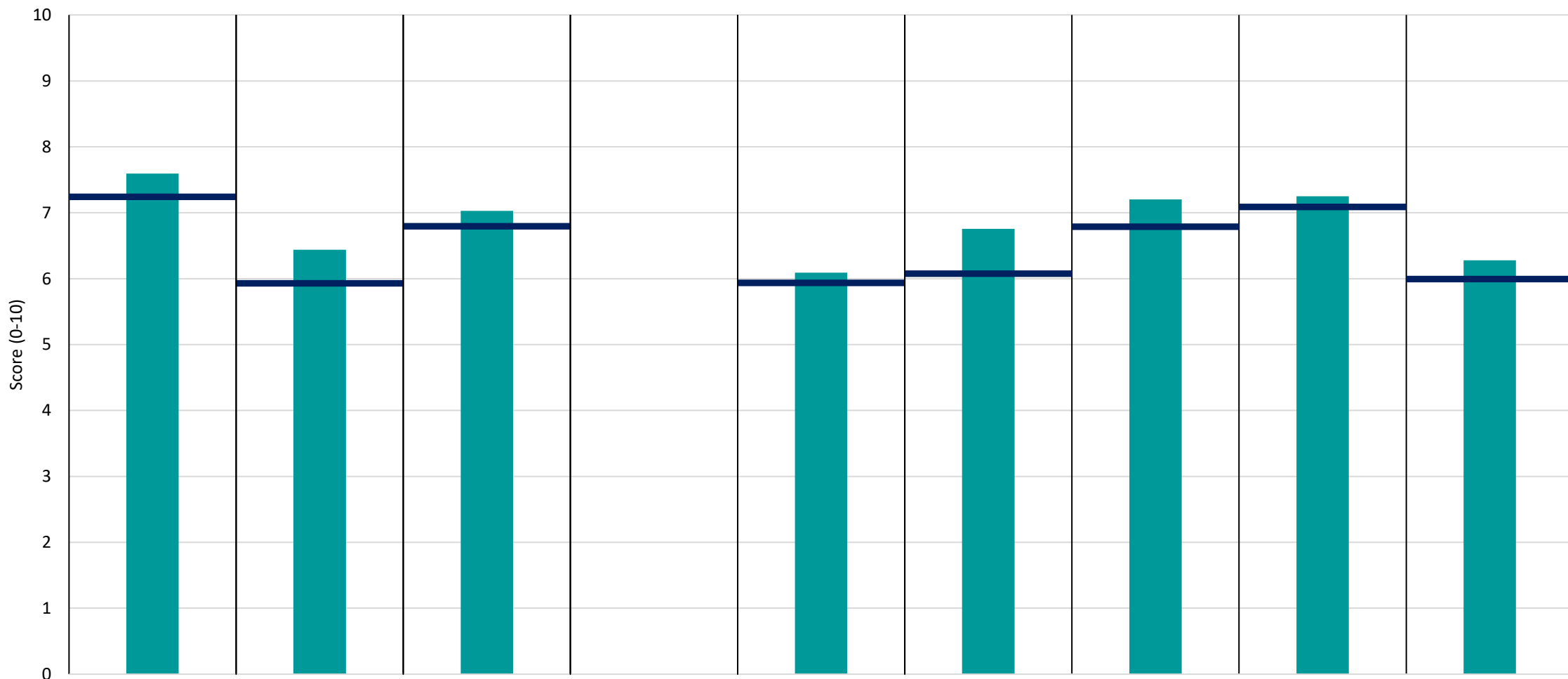
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Staff Engagement

Morale



Breakdown	7.59	6.44	7.03	-	6.09	6.76	7.20	7.25	6.28
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	218	218	215	-	209	218	217	218	218

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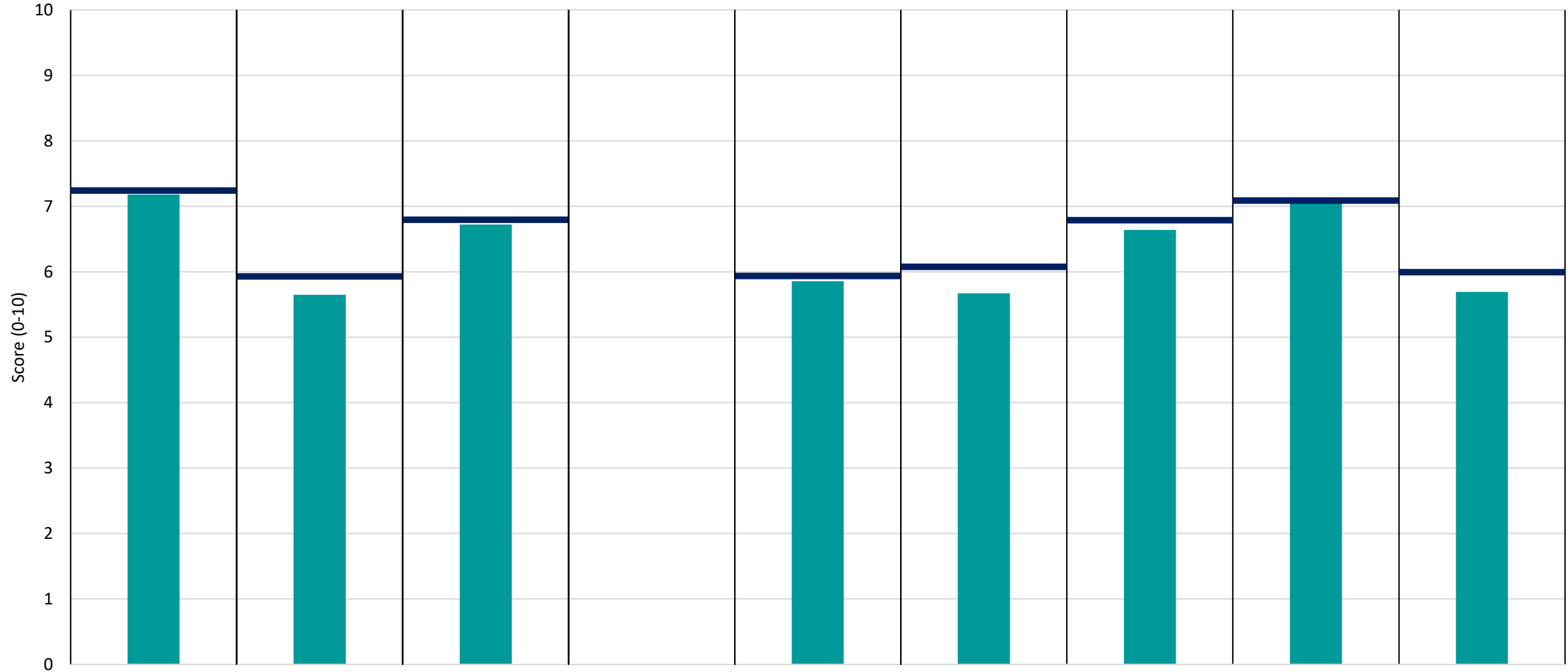
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Staff Engagement

Morale



Breakdown	7.18	5.65	6.72	-	5.85	5.67	6.64	7.06	5.69
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	200	200	199	-	189	200	200	200	200



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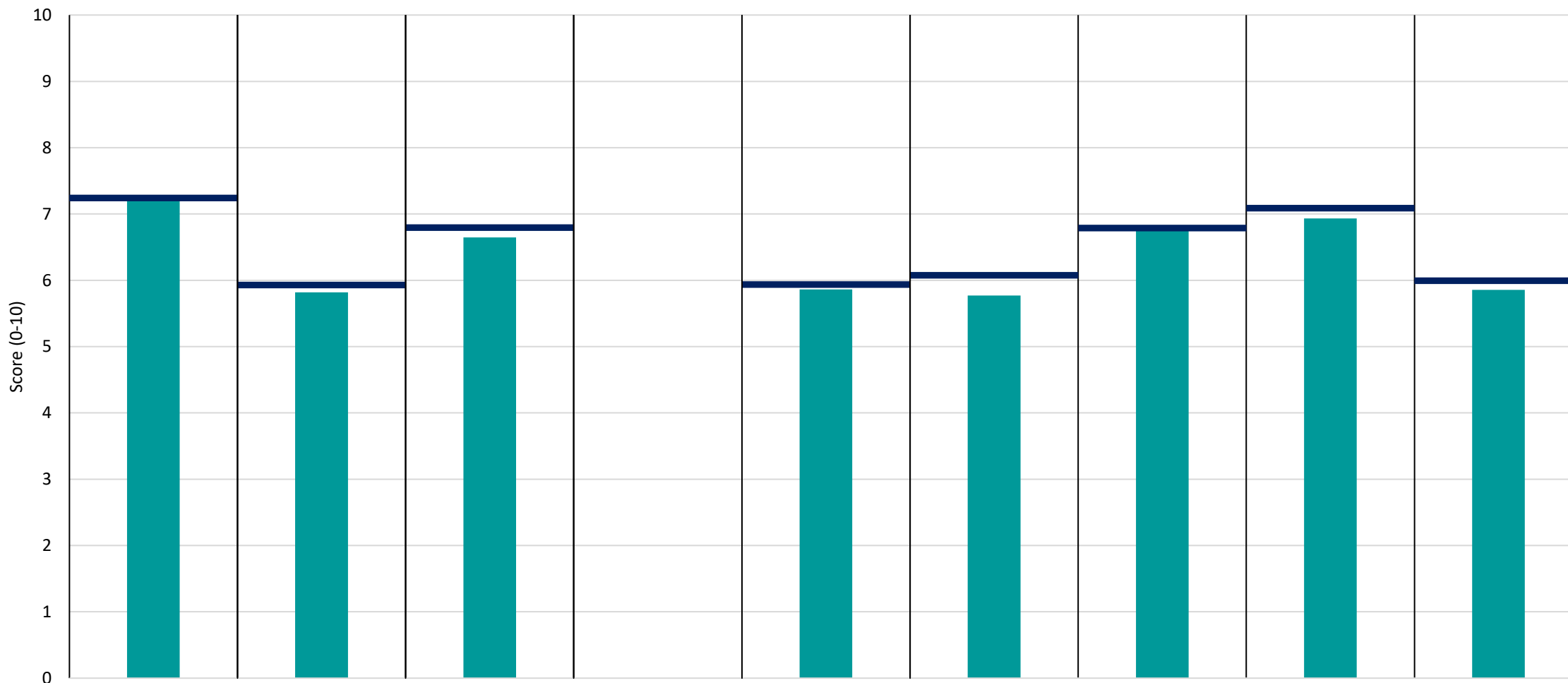
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Staff Engagement

Morale



Breakdown	7.25	5.82	6.65	-	5.86	5.77	6.75	6.93	5.86
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	1091	1089	1071	-	1025	1083	1086	1091	1092 ₂₄

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Breakdowns 2

Imperial College Healthcare NHS Trust
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Any Other Areas



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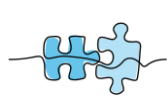
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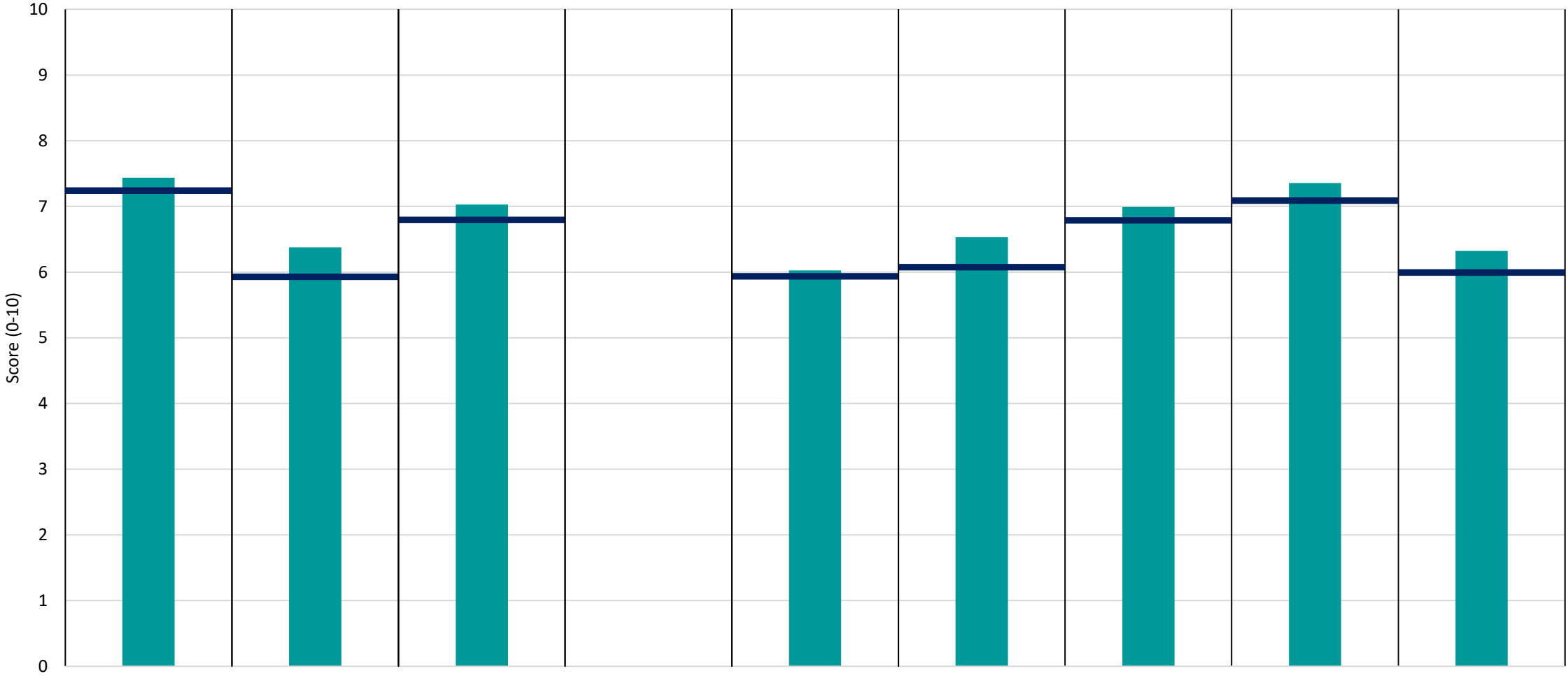
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Staff Engagement

Morale



Breakdown	7.44	6.38	7.03	-	6.03	6.53	6.99	7.36	6.32
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 2906 2915 2812 - 2599 2880 2896 2906 2914₂₆

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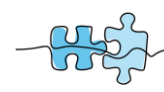
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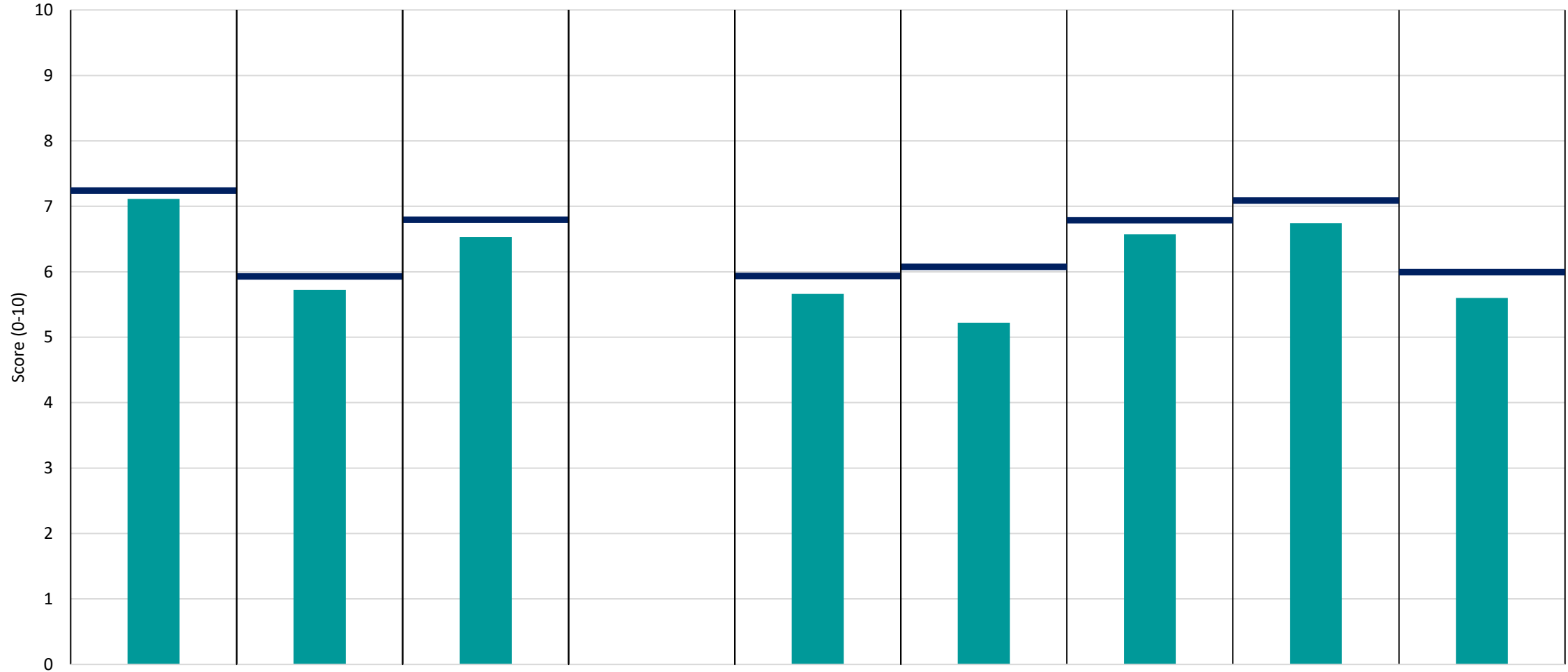
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Staff Engagement

Morale



Breakdown	7.11	5.72	6.53	-	5.66	5.22	6.57	6.74	5.60
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 321 321 315 - 293 318 322 319 321 ²⁷

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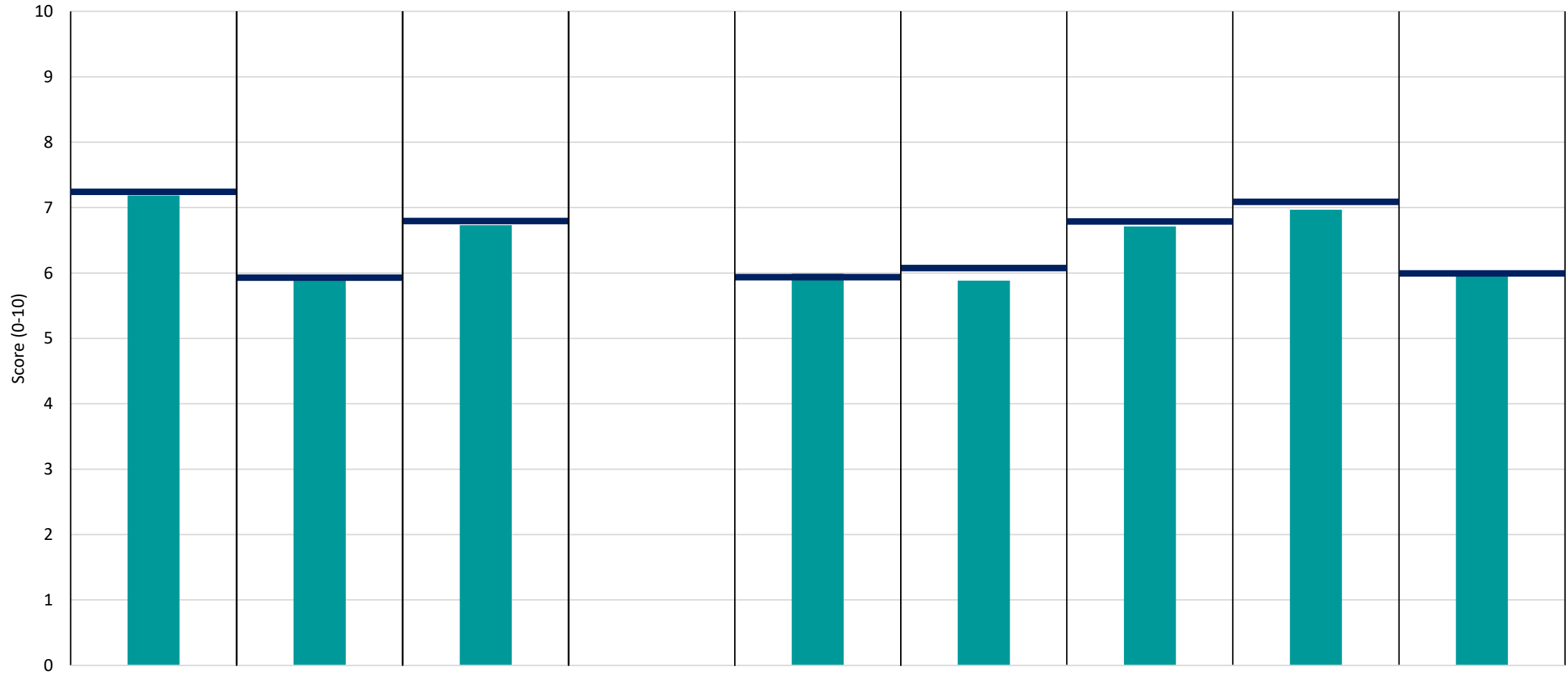
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Staff Engagement

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Breakdown	7.19	5.92	6.73	-	5.99	5.88	6.71	6.97	6.00
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	298	297	294	-	290	296	297	298	298



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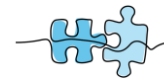
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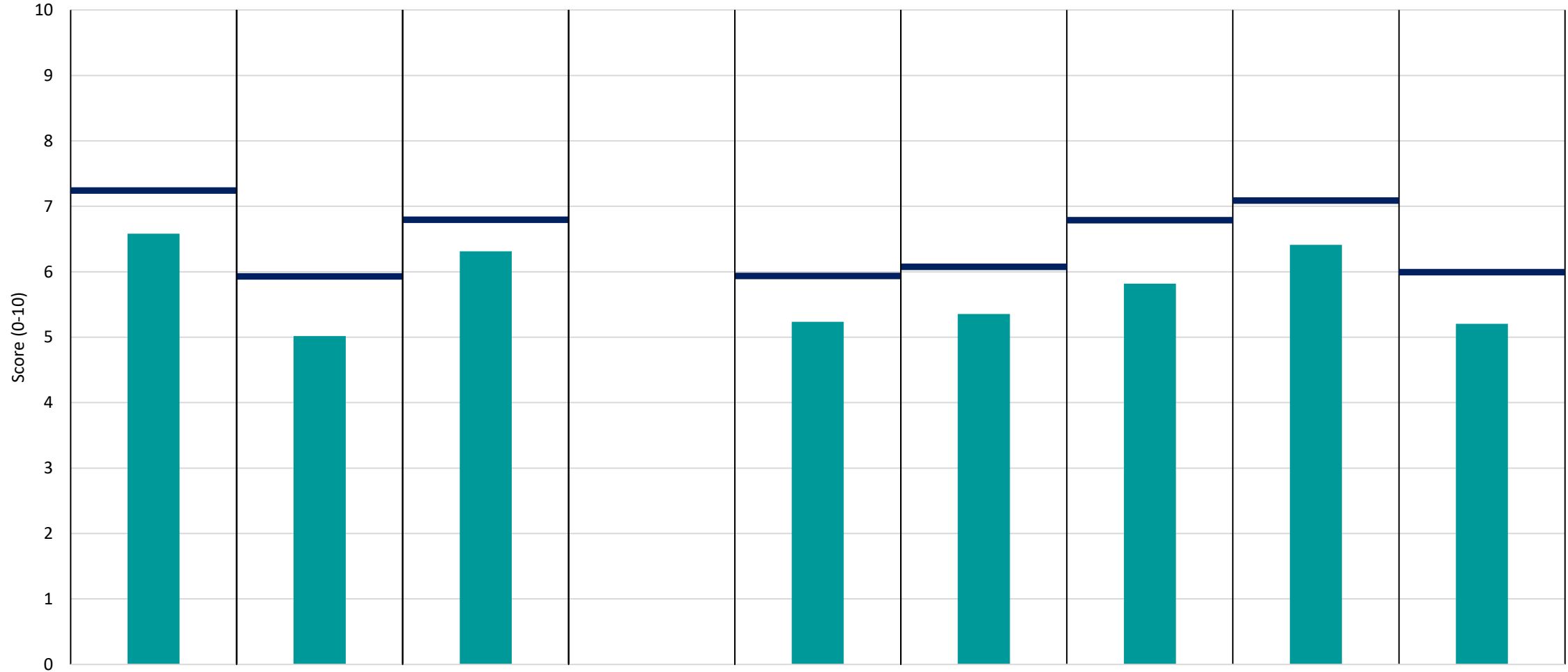
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Morale



Breakdown	6.58	5.02	6.31	-	5.23	5.36	5.82	6.41	5.21
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	145	145	143	-	135	145	145	145	145



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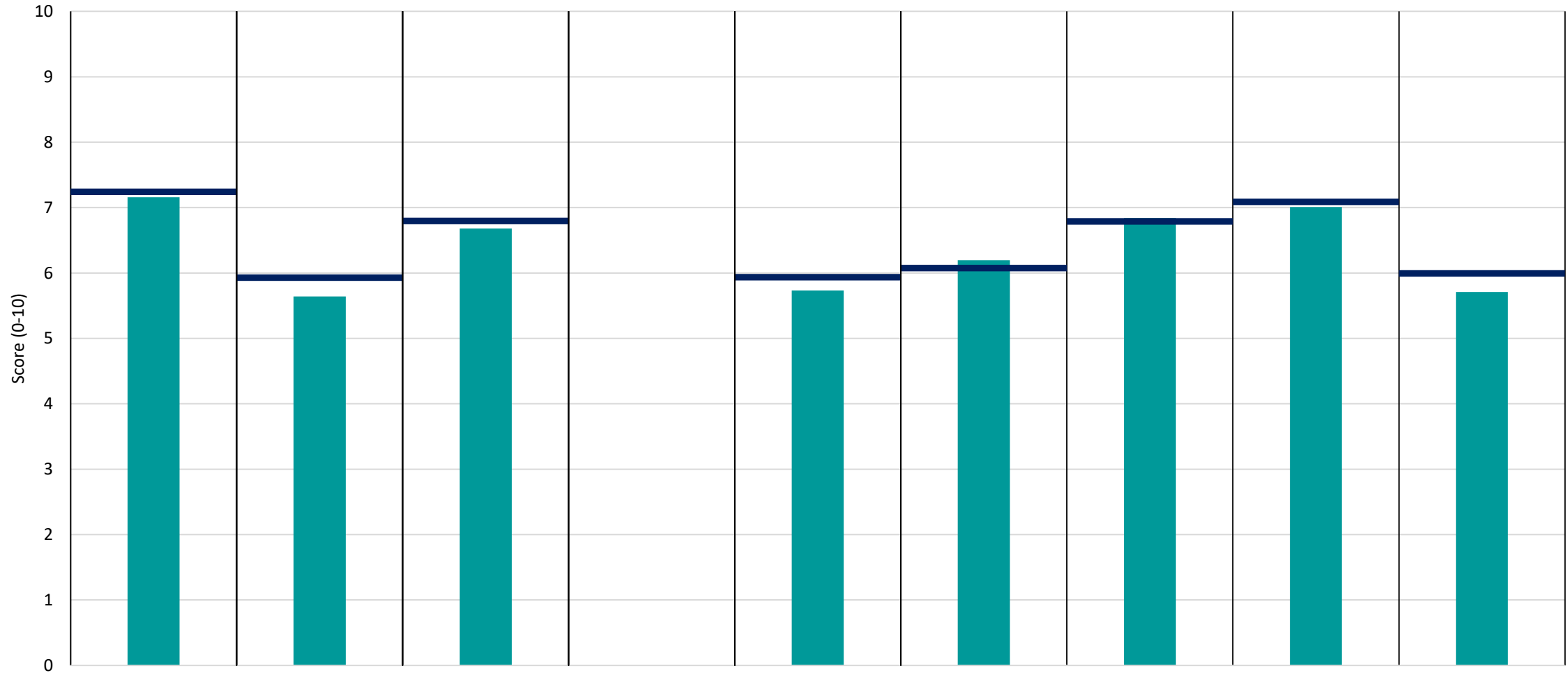
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Staff Engagement

Morale



Breakdown	7.16	5.64	6.68	-	5.73	6.20	6.84	7.01	5.71
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	134	134	133	-	127	134	134	133	134



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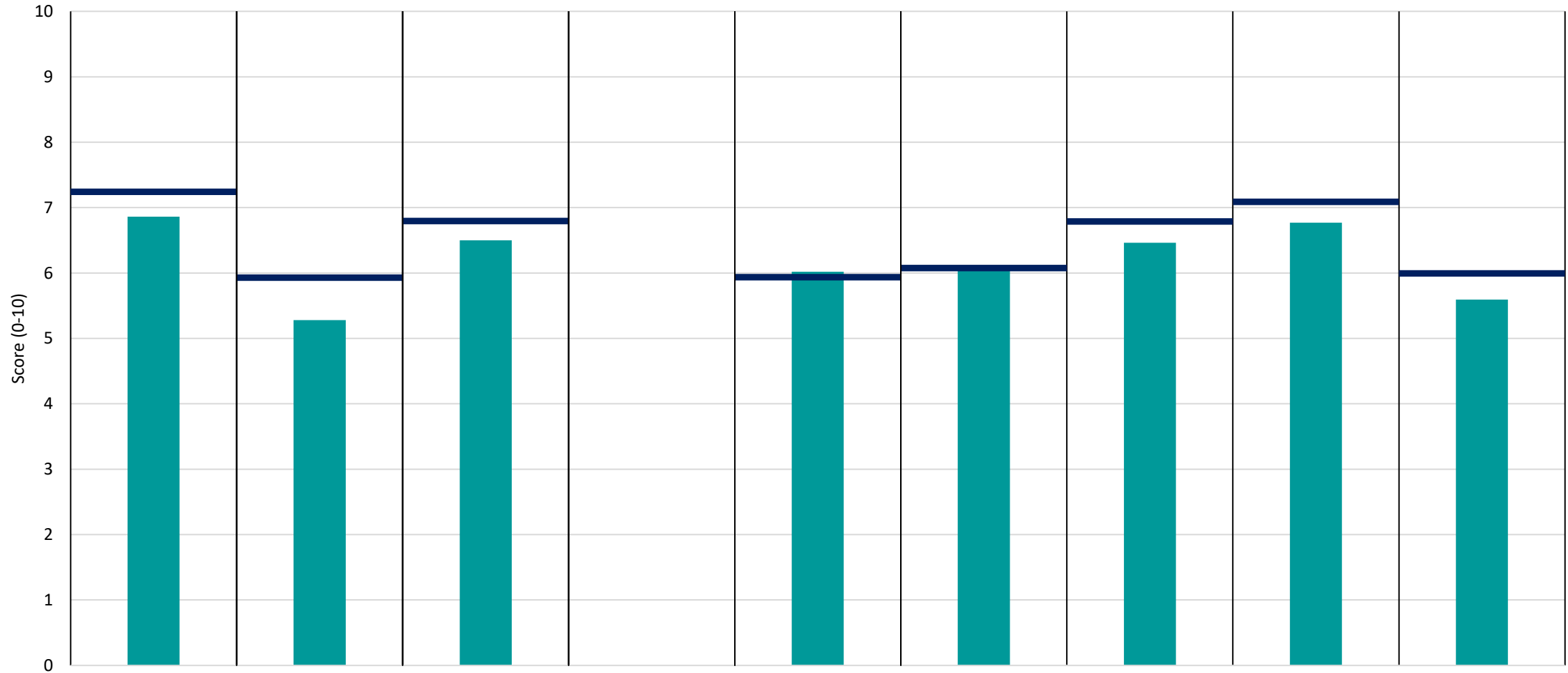
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Staff Engagement

Morale



Breakdown	6.86	5.28	6.50	-	6.02	6.09	6.46	6.77	5.59
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 514 515 508 - 465 512 511 515 516 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.



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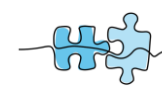
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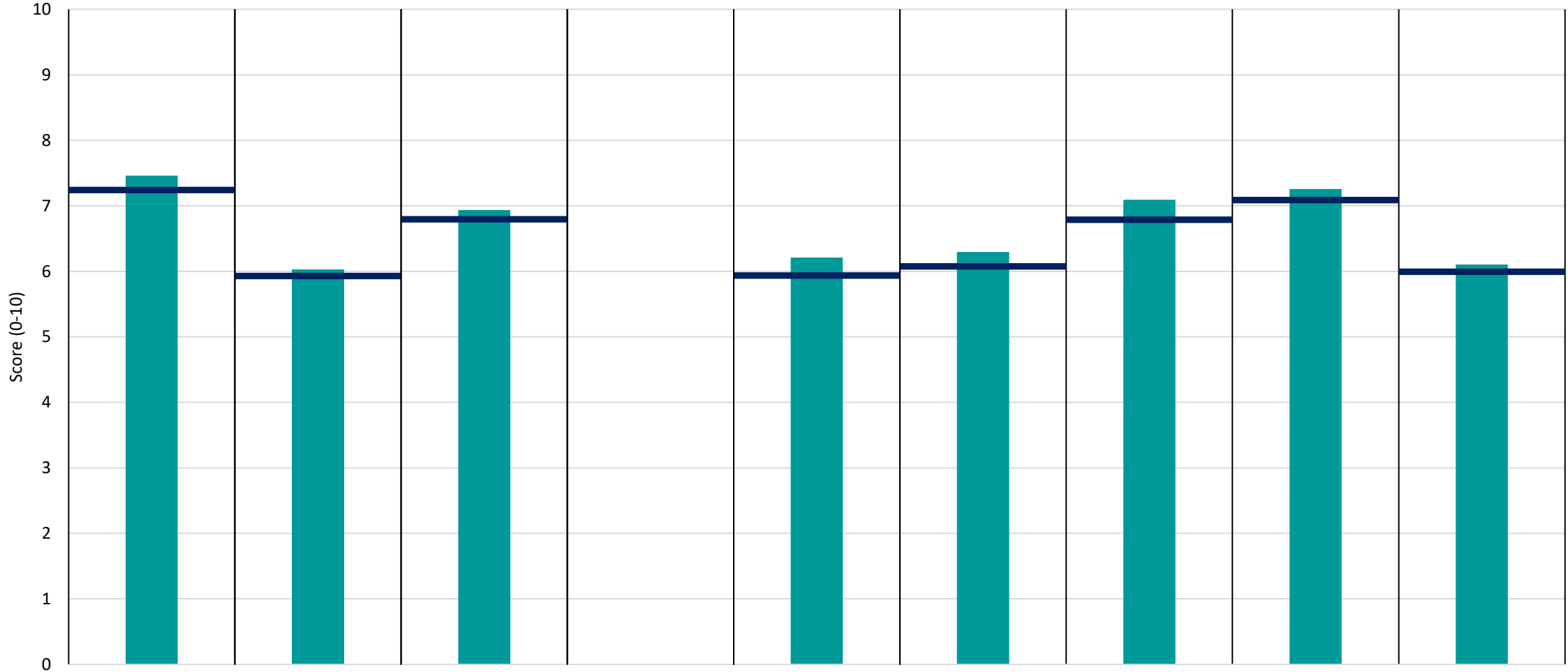
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Staff Engagement

Morale



Breakdown	7.46	6.03	6.94	-	6.21	6.30	7.09	7.26	6.10
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	447	446	440	-	405	441	442	448	448



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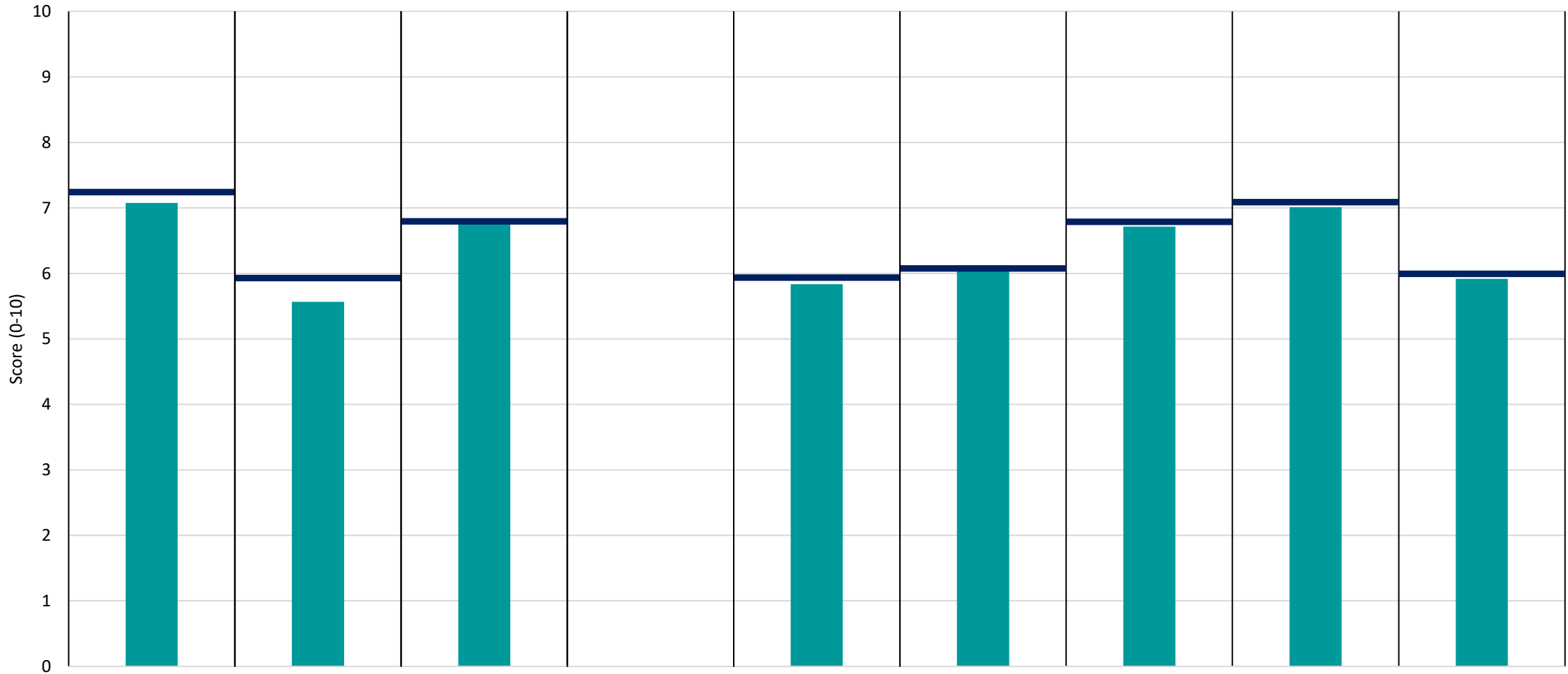
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Staff Engagement

Morale



Breakdown	7.07	5.57	6.78	-	5.84	6.05	6.71	7.01	5.92
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	249	248	246	-	227	247	249	249	249



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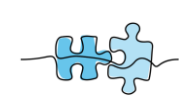
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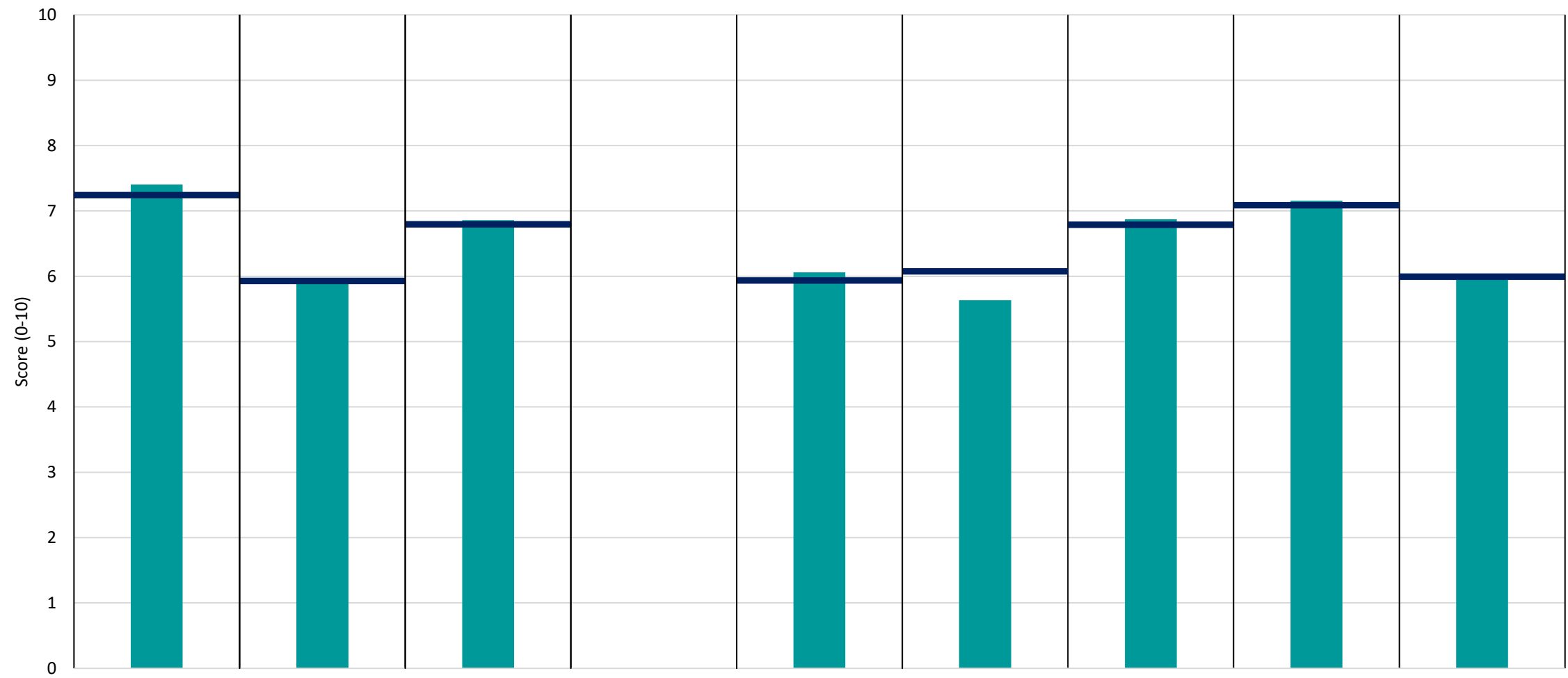
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Staff Engagement

Morale



Breakdown	7.41	5.88	6.86	-	6.06	5.63	6.87	7.15	5.97
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	195	194	191	-	184	192	195	195	195

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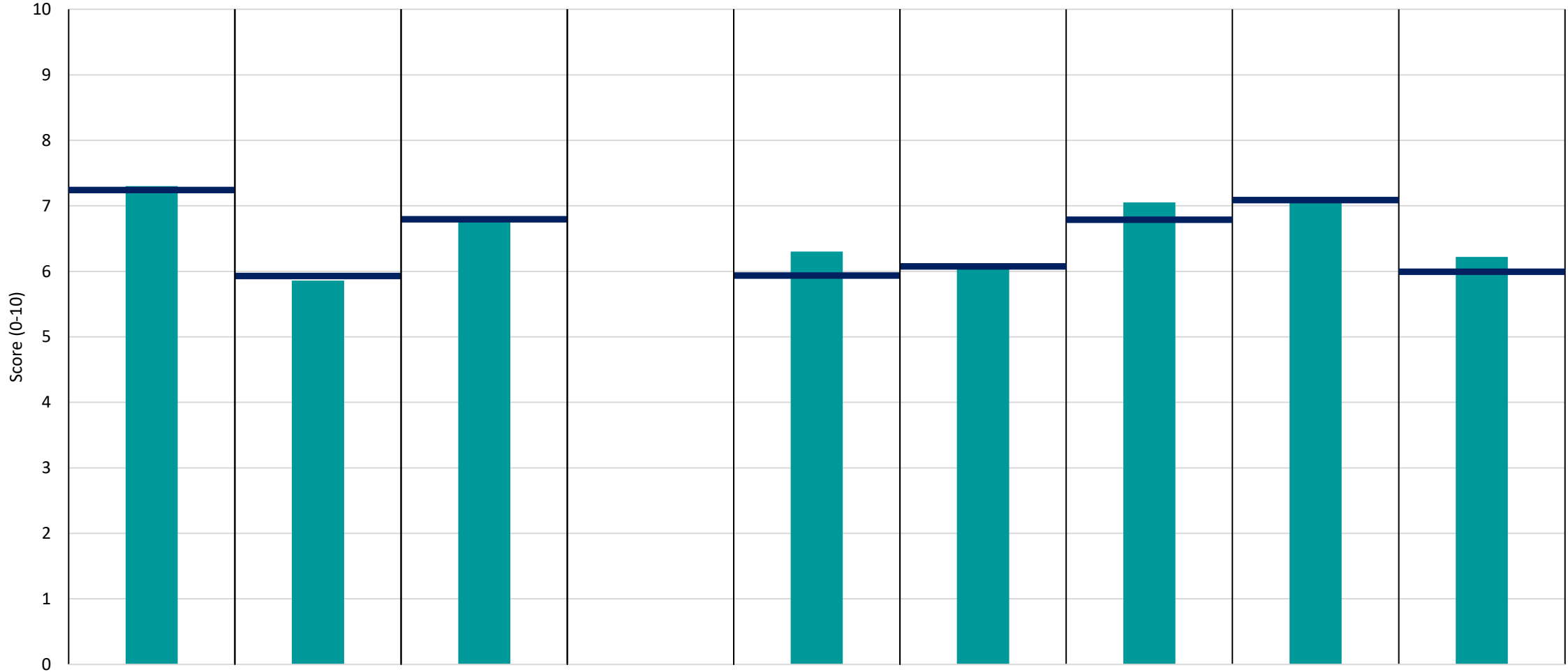
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Staff Engagement

Morale



Breakdown	7.30	5.86	6.83	-	6.30	6.10	7.05	7.10	6.22
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	191	190	187	-	177	186	190	191	191



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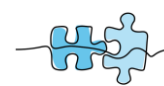
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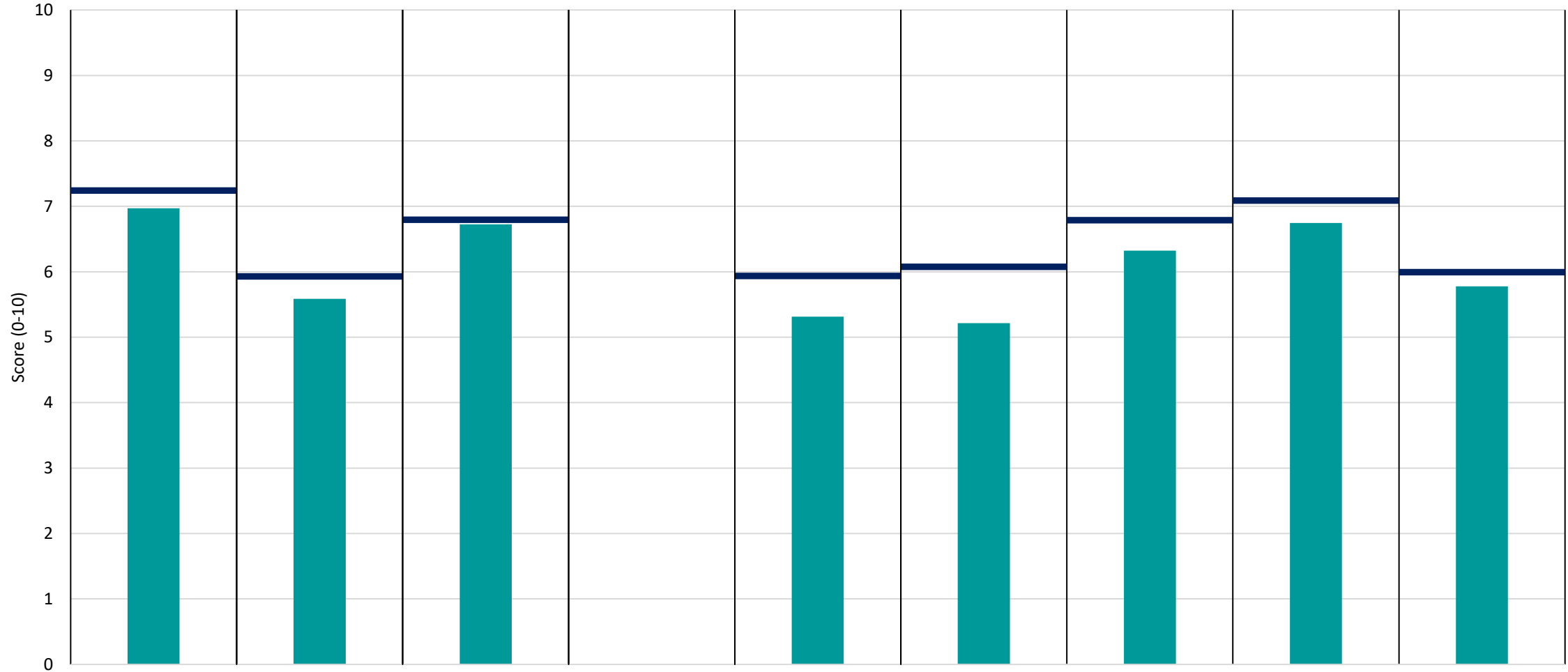
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Staff Engagement

Morale



Breakdown	6.97	5.59	6.73	-	5.31	5.21	6.32	6.74	5.78
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	112	111	112	-	109	111	112	112	112 ³⁶

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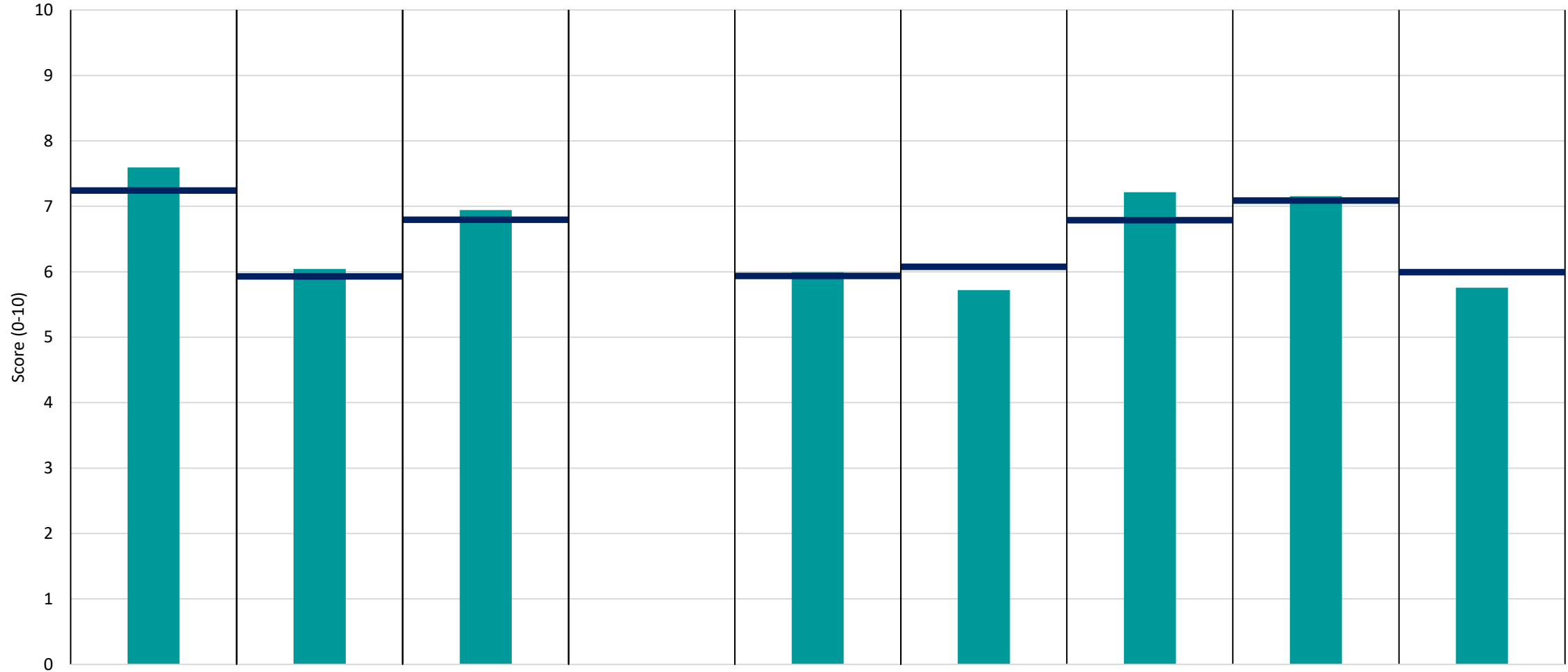
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Staff Engagement

Morale



Breakdown	7.60	6.04	6.94	-	5.99	5.72	7.21	7.16	5.76
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	264	265	262	-	252	264	263	265	265



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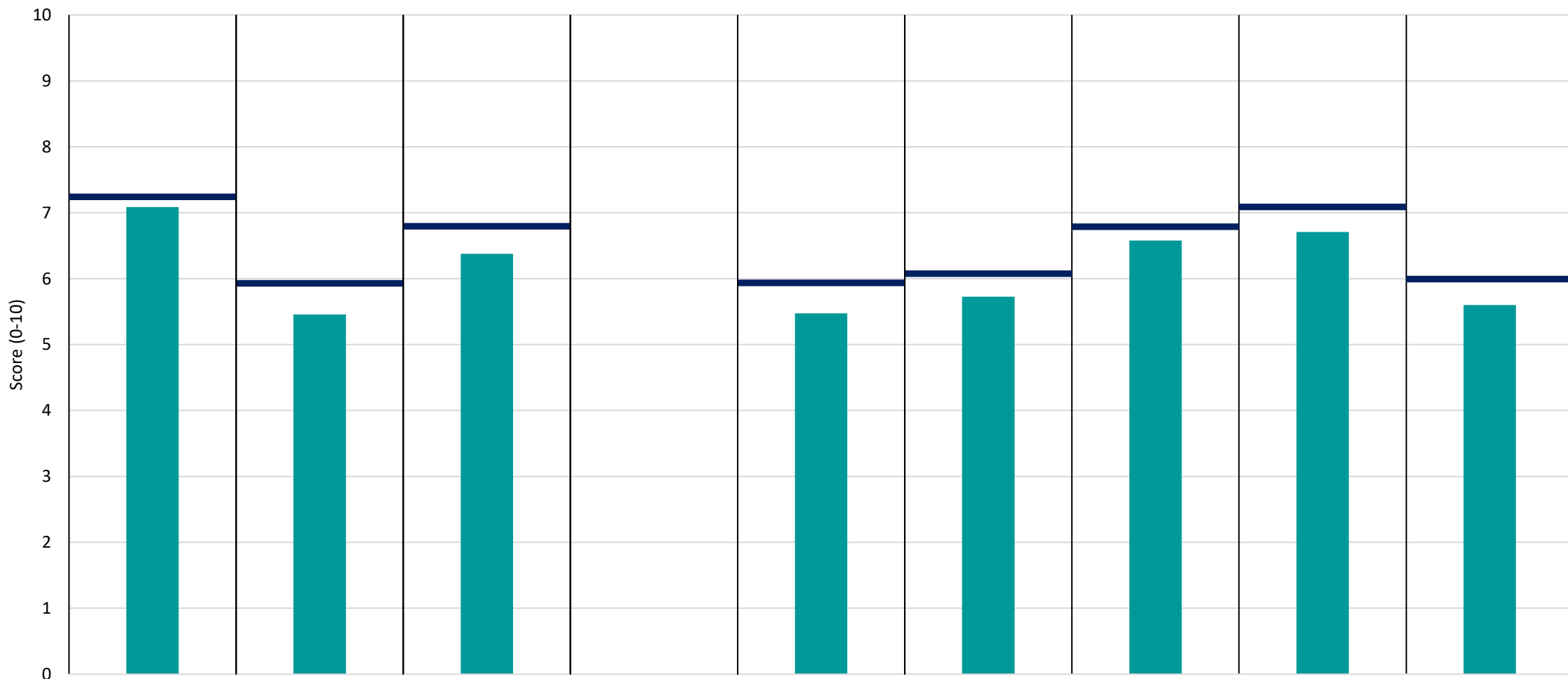
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Staff Engagement

Morale



Breakdown	7.09	5.46	6.38	-	5.47	5.72	6.58	6.71	5.60
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	365	364	359	-	338	362	364	365	365

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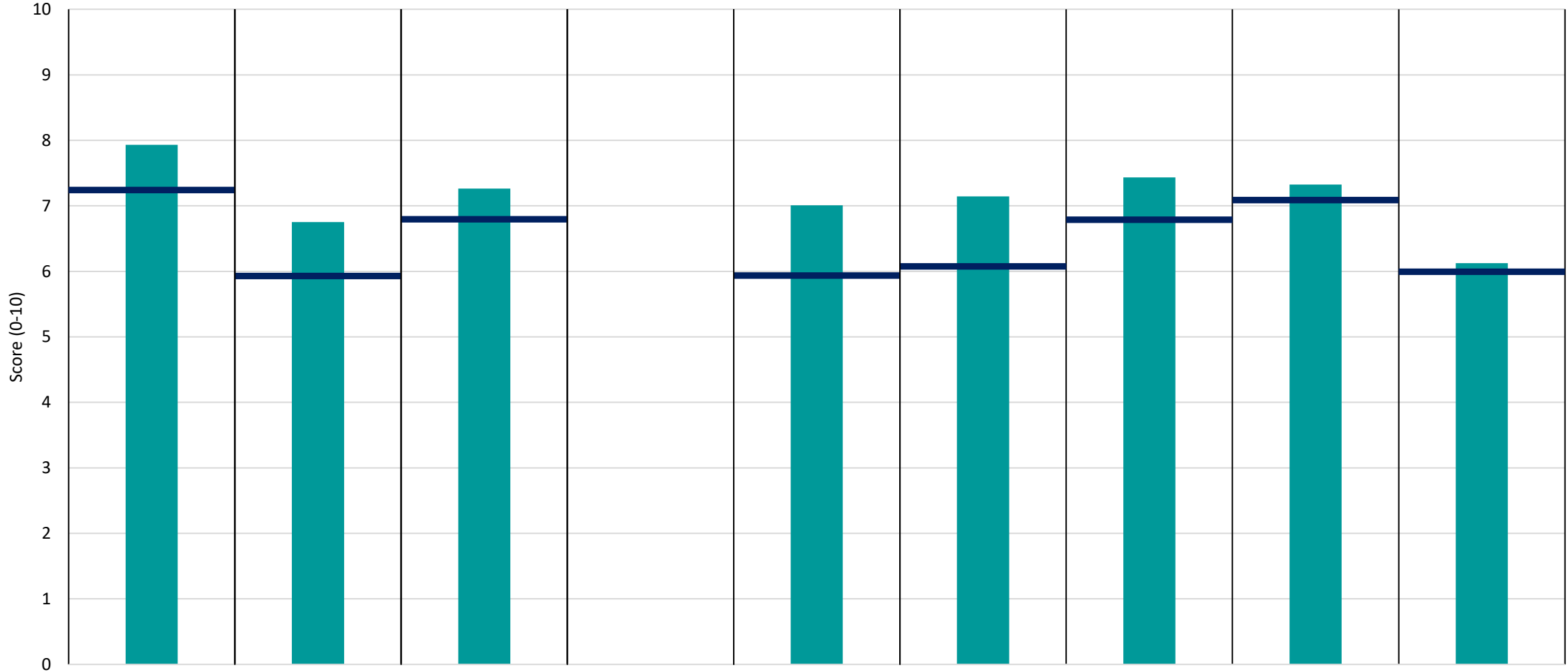
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Staff Engagement

Morale



Breakdown	7.93	6.75	7.26	-	7.01	7.15	7.43	7.33	6.13
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 39 40 37 - 37 40 38 39 40 39

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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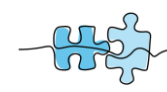
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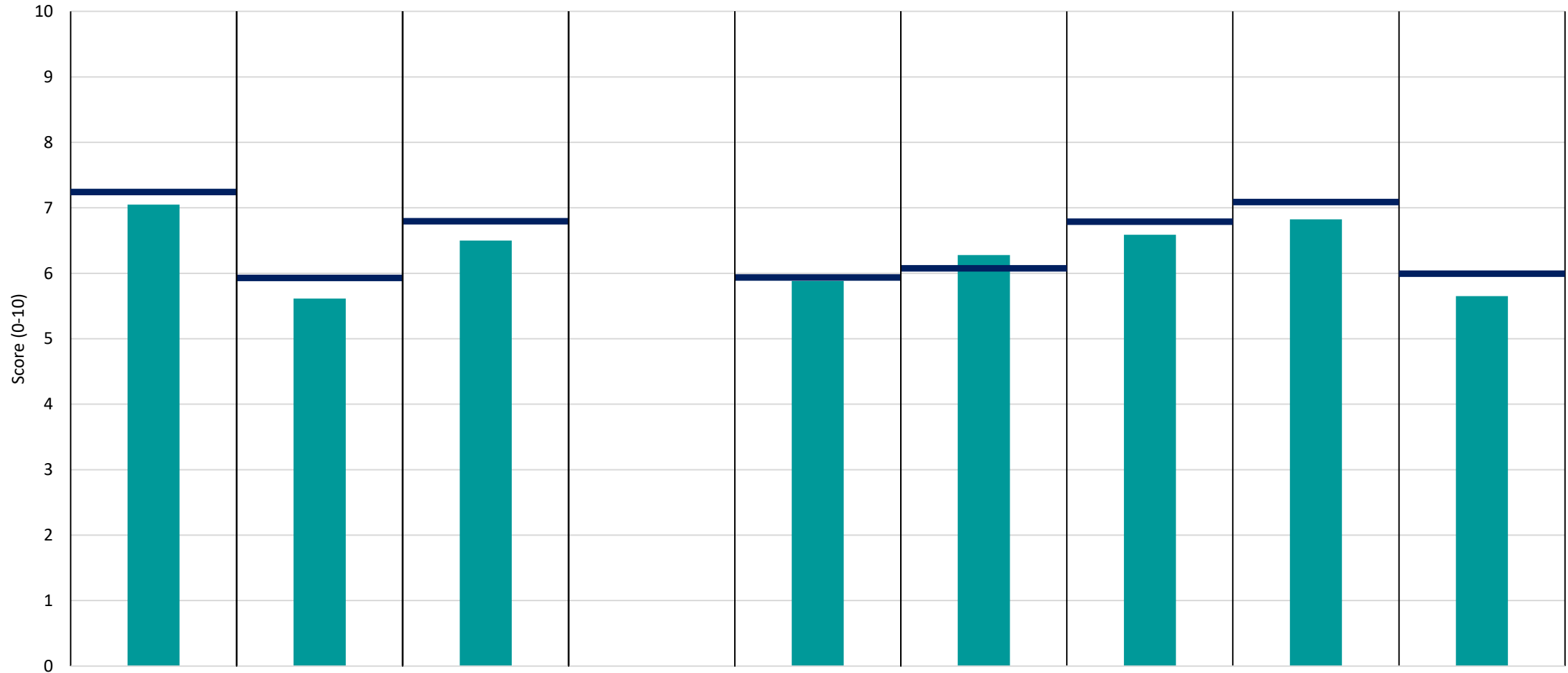
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Staff Engagement

Morale



Breakdown	7.05	5.61	6.50	-	5.88	6.28	6.59	6.83	5.65
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	225	225	223	-	205	221	223	224	224



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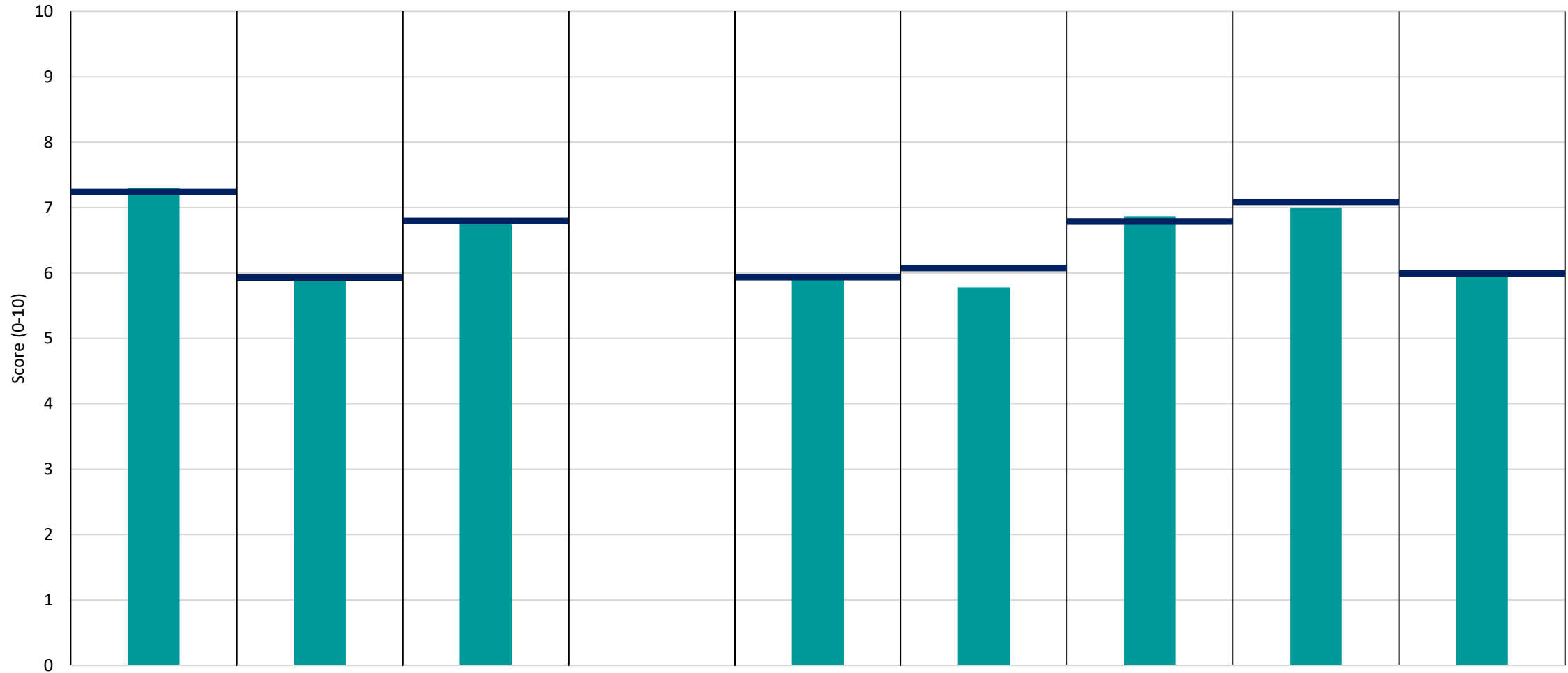
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Staff Engagement

Morale



Breakdown	7.30	5.89	6.78	-	5.91	5.78	6.87	7.00	6.02
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	215	216	214	-	201	213	217	217	216



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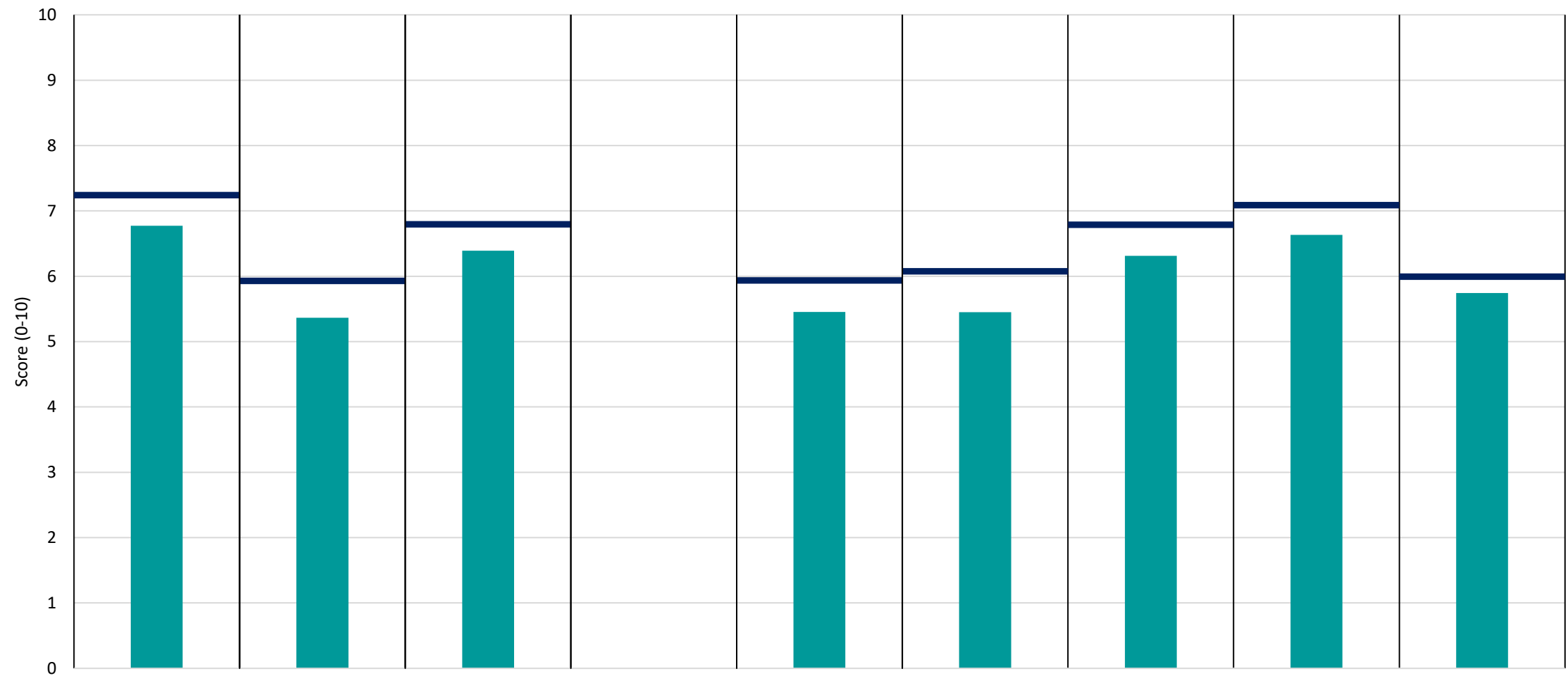
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Staff Engagement

Morale



Breakdown	6.77	5.36	6.39	-	5.45	5.45	6.31	6.63	5.74
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	102	102	102	-	96	100	102	102	102

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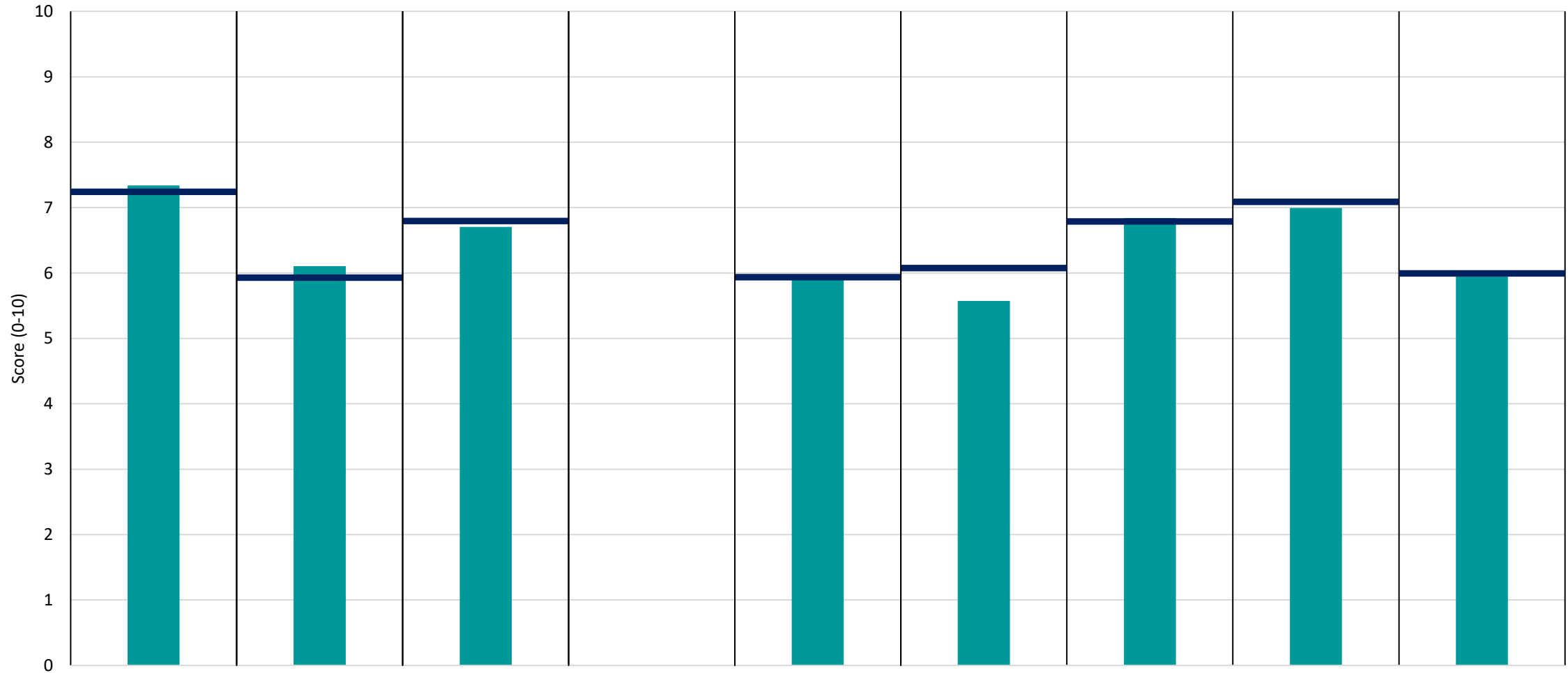
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Staff Engagement

Morale



Breakdown	7.34	6.10	6.70	-	5.93	5.57	6.84	7.00	5.98
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	186	186	182	-	168	185	184	186	186



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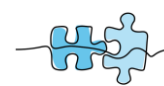
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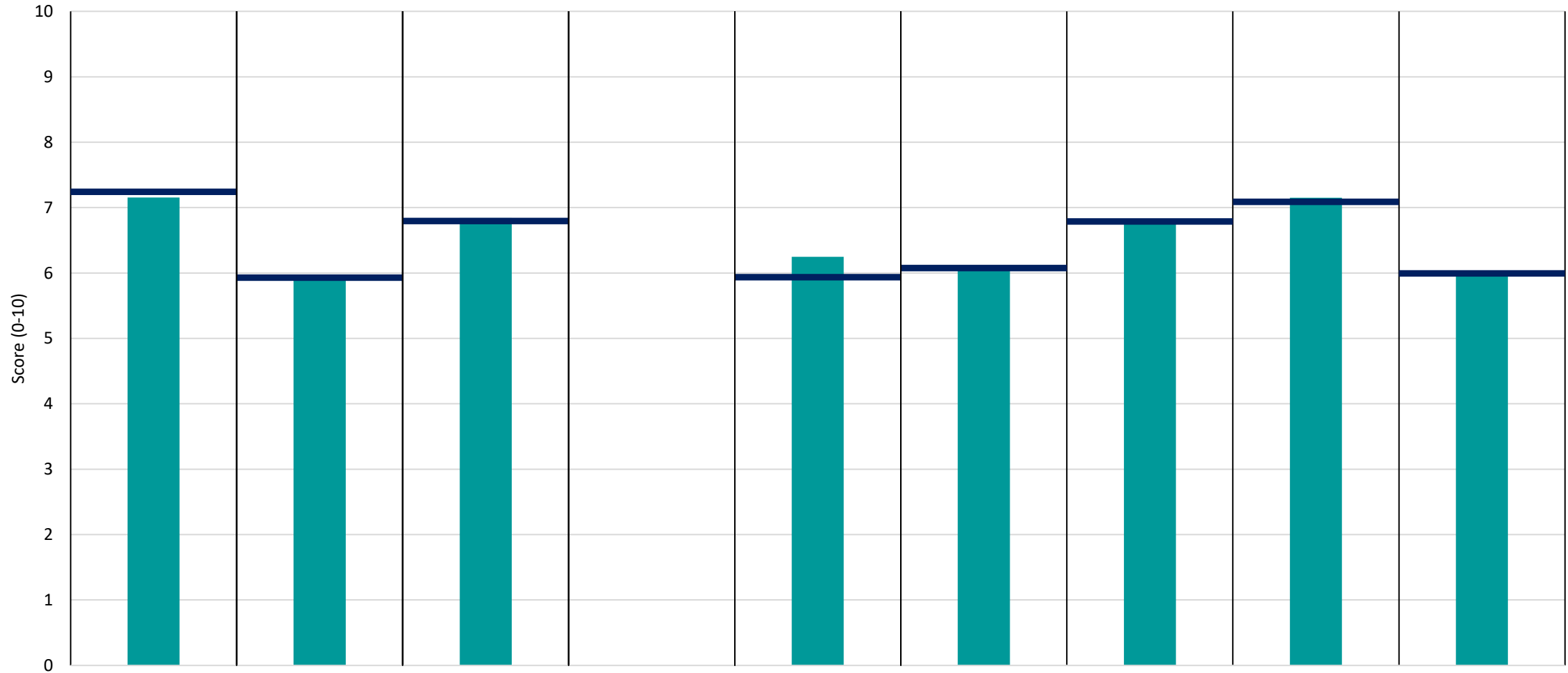
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Staff Engagement

Morale



Breakdown	7.16	5.91	6.84	-	6.25	6.12	6.79	7.15	5.95
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	375	375	372	-	351	373	374	375	375



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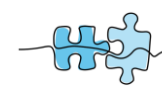
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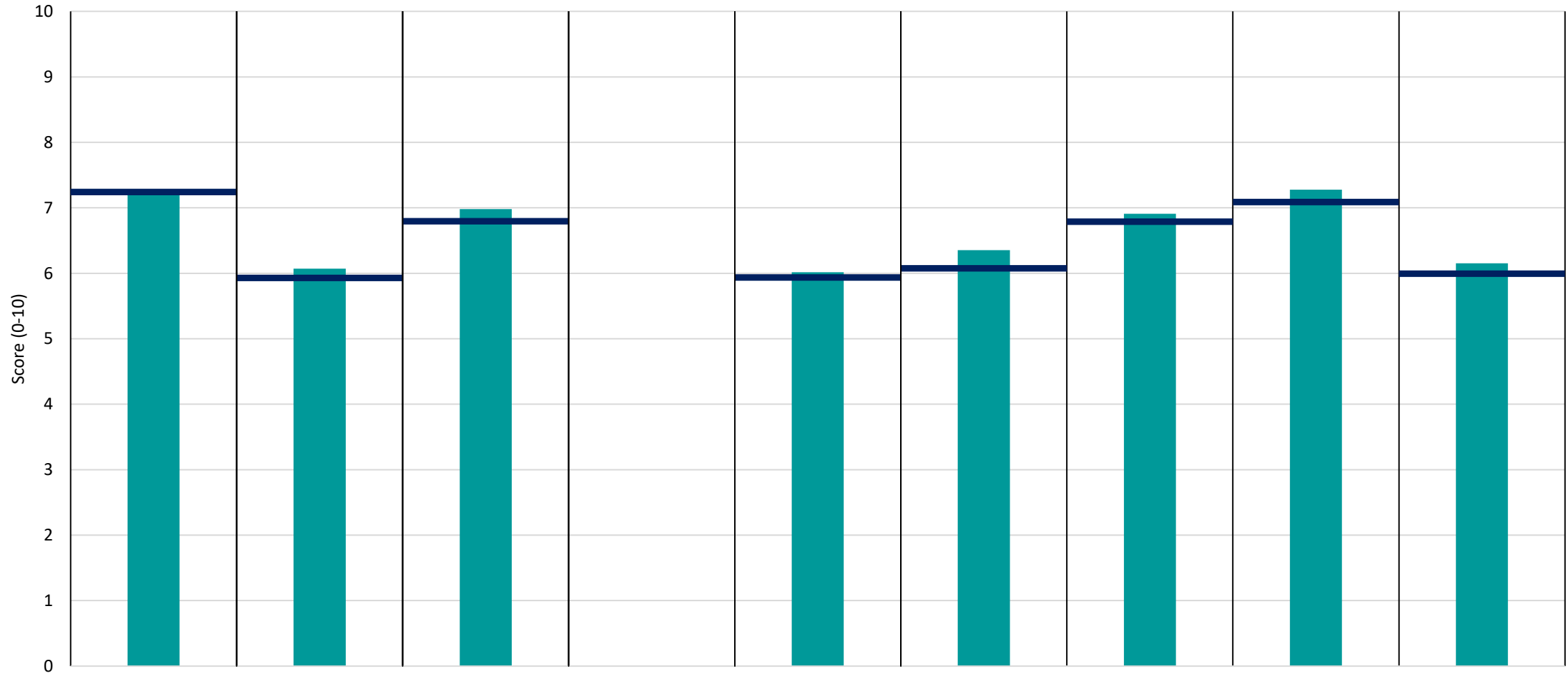
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Staff Engagement

Morale



Breakdown	7.28	6.07	6.98	-	6.01	6.35	6.91	7.28	6.15
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	213	214	209	-	197	210	214	212	213



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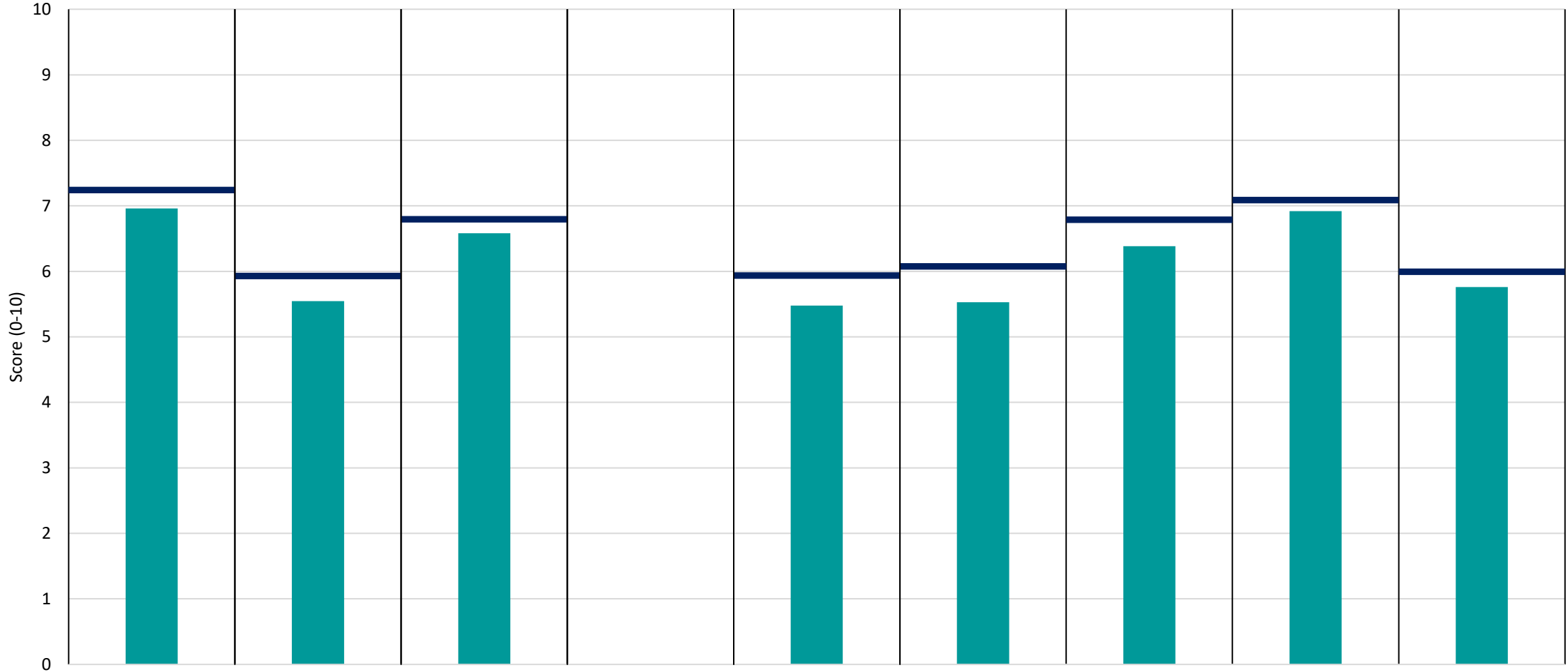
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Staff Engagement

Morale



Breakdown	6.96	5.55	6.58	-	5.48	5.53	6.39	6.92	5.76
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	219	217	217	-	197	215	218	219	219 ⁴⁶

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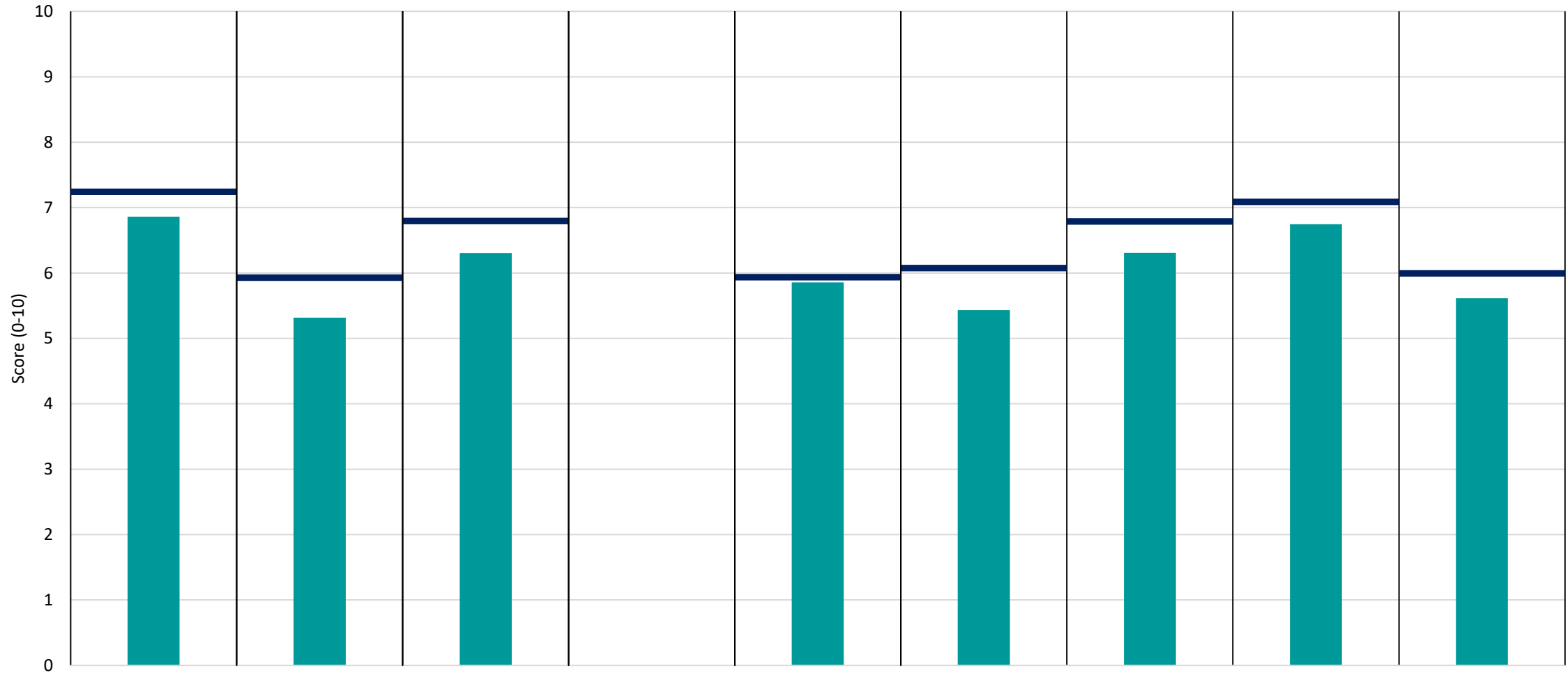
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Staff Engagement

Morale



Breakdown	6.86	5.32	6.31	-	5.86	5.43	6.31	6.74	5.61
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99

Responses 405 404 400 - 376 401 404 405 405 47

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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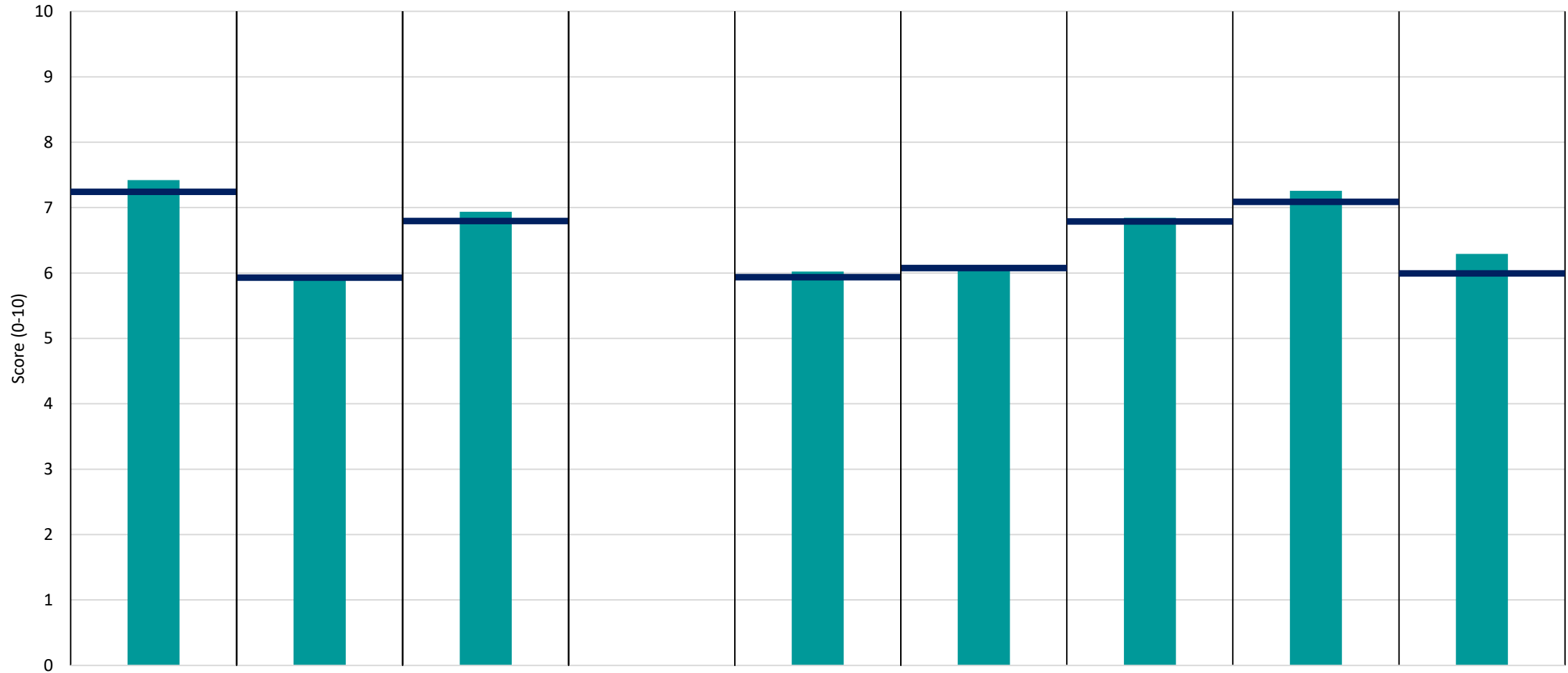
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Staff Engagement

Morale



Breakdown	7.42	5.96	6.94	-	6.02	6.06	6.84	7.26	6.29
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	146	146	144	-	133	146	146	145	146



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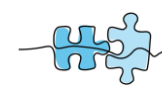
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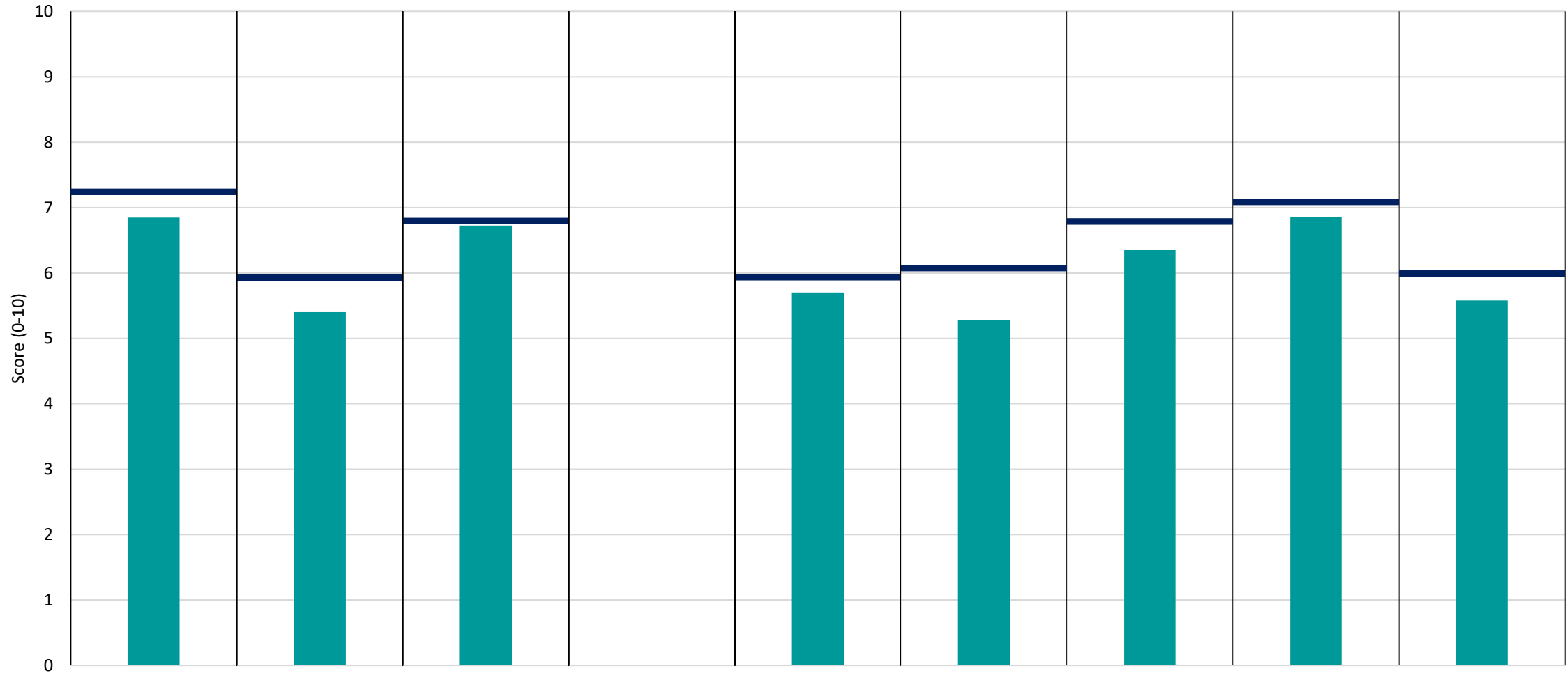
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Staff Engagement

Morale



Breakdown	6.85	5.40	6.73	-	5.70	5.28	6.35	6.86	5.58
Your org	7.24	5.93	6.79	-	5.94	6.08	6.79	7.09	5.99
Responses	200	200	199	-	188	196	199	200	200