



# University Hospitals Sussex NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>CSS Division</u>	<u>6</u>
<u>Cancer Division</u>	<u>7</u>
<u>Corporate</u>	<u>8</u>
<u>Facilities and Estates</u>	<u>9</u>
<u>Medicine (RSCH &amp; PRH) Division</u>	<u>10</u>
<u>Medicine (WOR &amp; SRH) Division</u>	<u>11</u>
<u>Specialist Division</u>	<u>12</u>
<u>Surgery (RSCH &amp; PRH) Division</u>	<u>13</u>
<u>Surgery (WOR &amp; SRH) Division</u>	<u>14</u>
<u>Womens &amp; Childrens Division</u>	<u>15</u>

<u>Add Prof Scientific and Technic</u>	17
<u>Additional Clinical Services</u>	18
<u>Administrative and Clerical</u>	19
<u>Allied Health Professionals</u>	20
<u>Estates and Ancillary</u>	21
<u>Healthcare Scientists</u>	22
<u>Medical and Dental</u>	23
<u>Nursing and Midwifery Registered</u>	24

This breakdown report for University Hospitals Sussex 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.

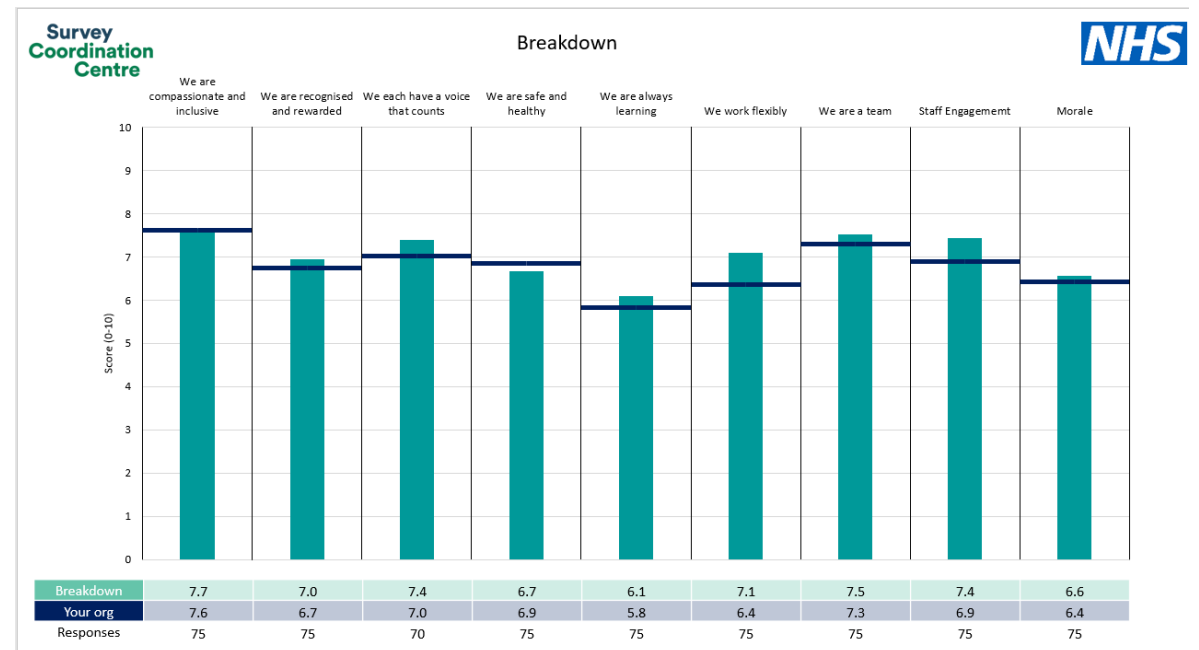
The breakdowns used in this report were provided and defined by University Hospitals Sussex NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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

University Hospitals Sussex NHS Foundation Trust  
2023 NHS Staff Survey



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



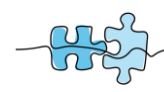
We are safe and  
healthy



We are always  
learning



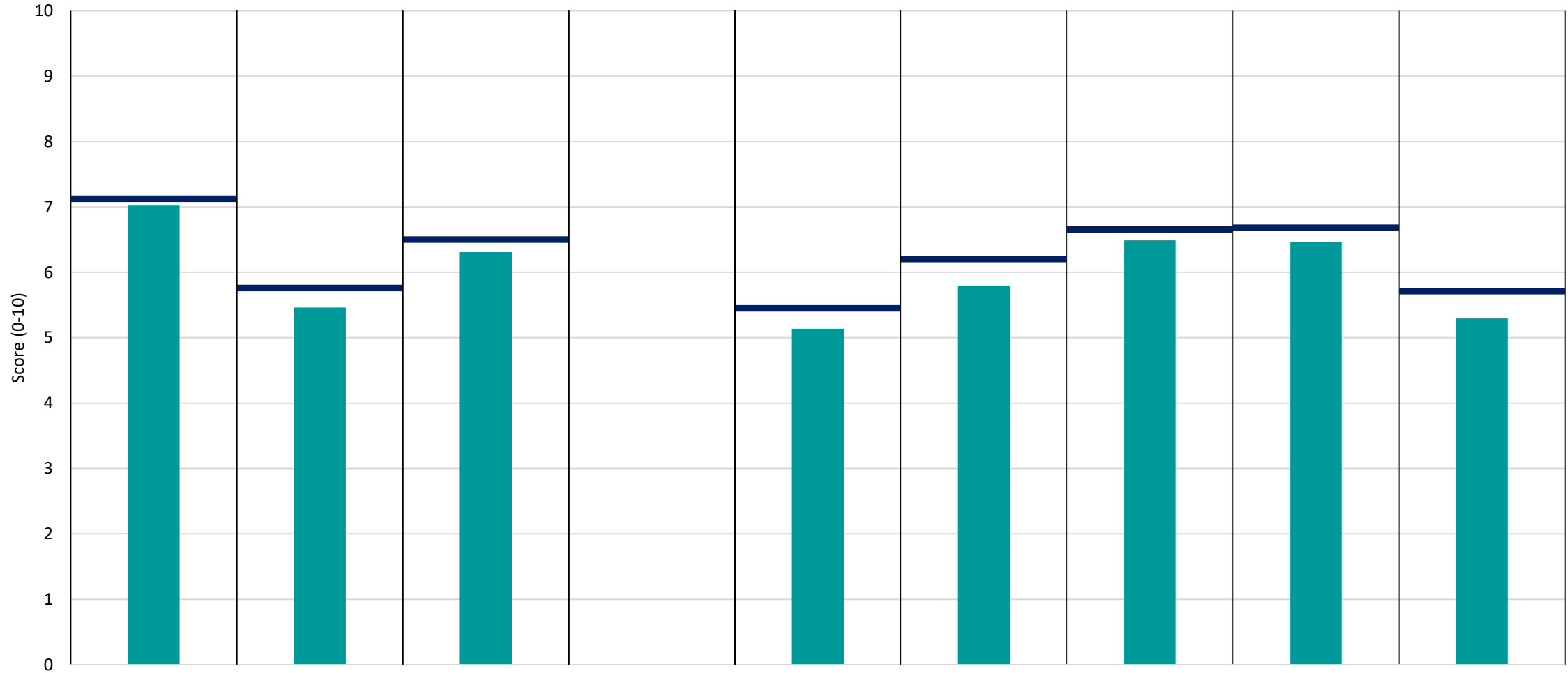
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.03	5.46	6.31	-	5.14	5.80	6.49	6.46	5.29
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	1076	1075	1069	-	1042	1071	1074	1076	1076



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



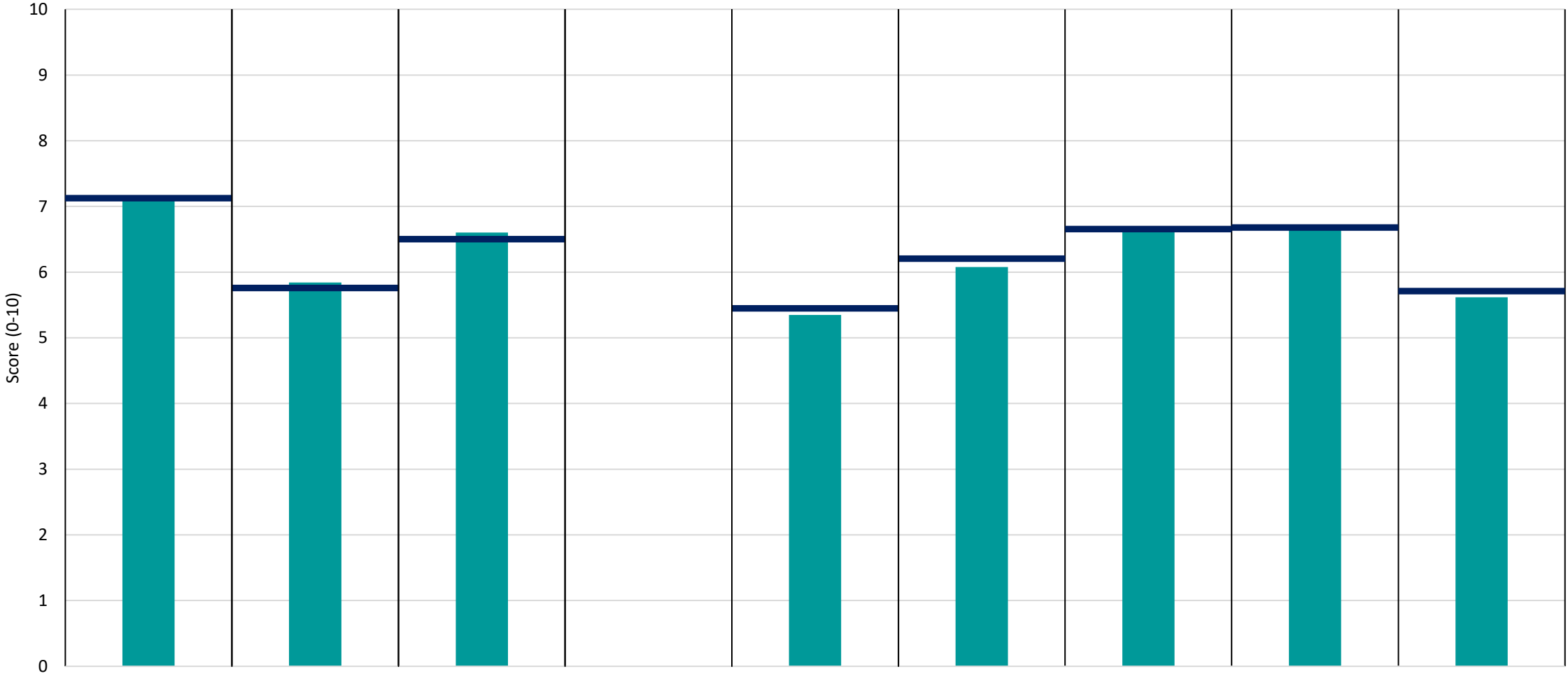
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.13	5.84	6.60	-	5.35	6.08	6.61	6.67	5.62
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	356	357	355	-	345	354	354	357	357

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



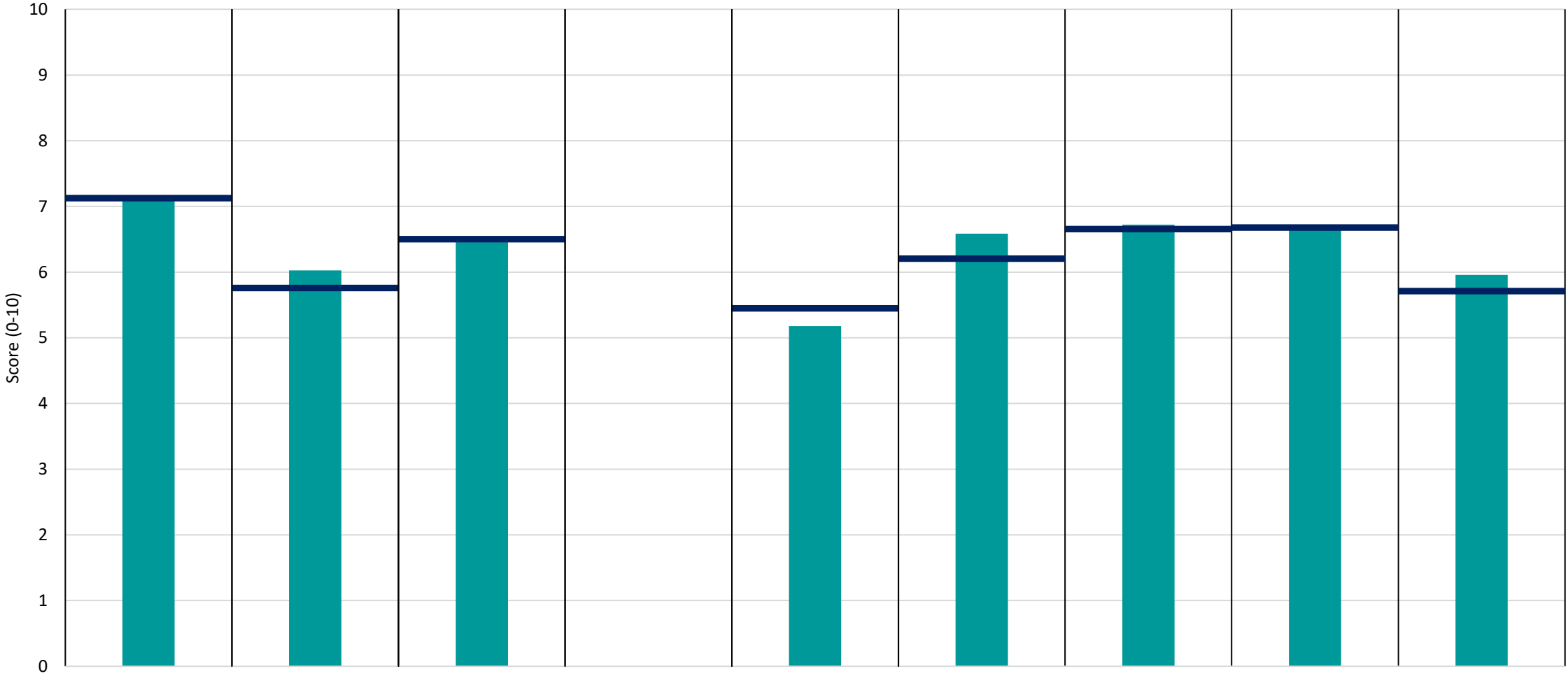
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.16	6.03	6.46	-	5.18	6.59	6.72	6.66	5.96
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	1332	1332	1315	-	1266	1320	1329	1331	1332

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



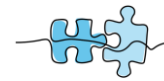
We are safe and  
healthy



We are always  
learning



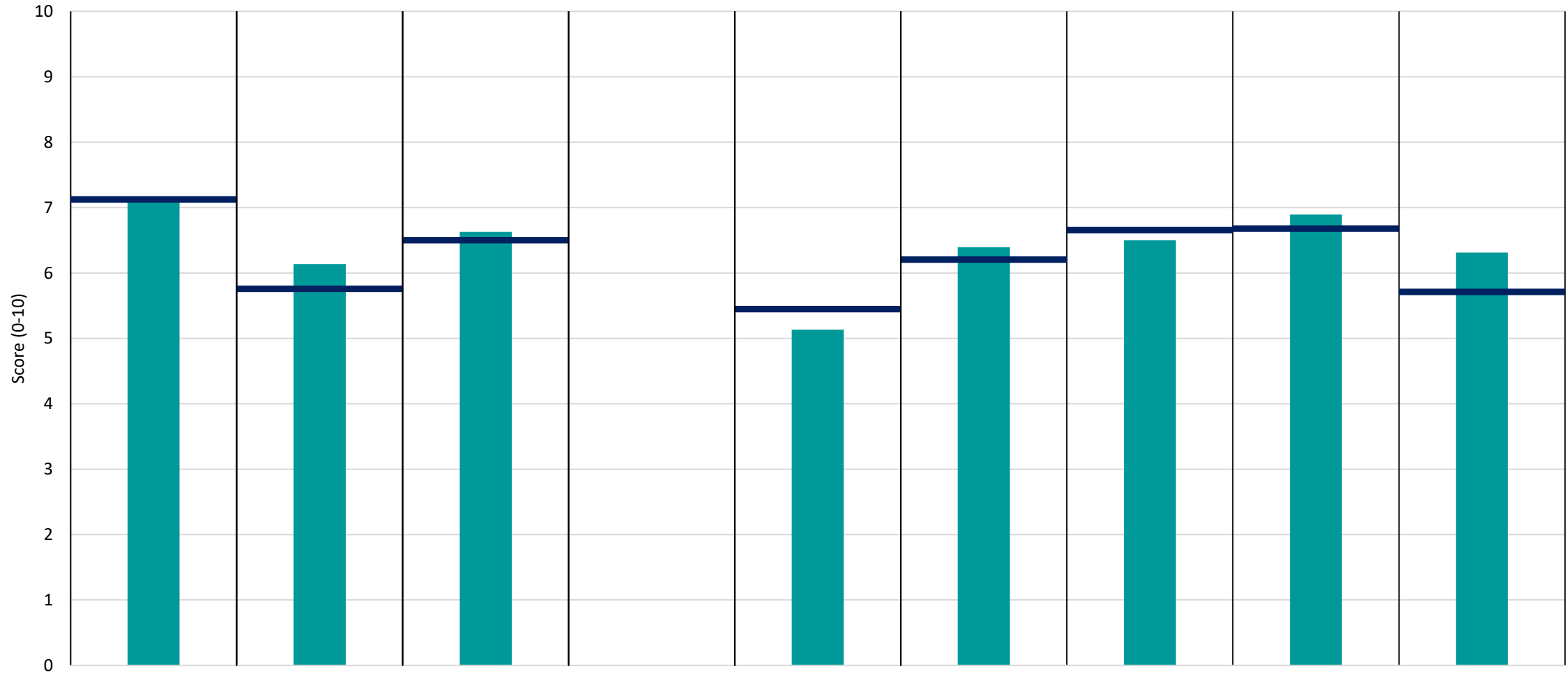
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.14	6.14	6.63	-	5.13	6.40	6.50	6.89	6.31
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	887	900	855	-	735	874	887	894	898



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



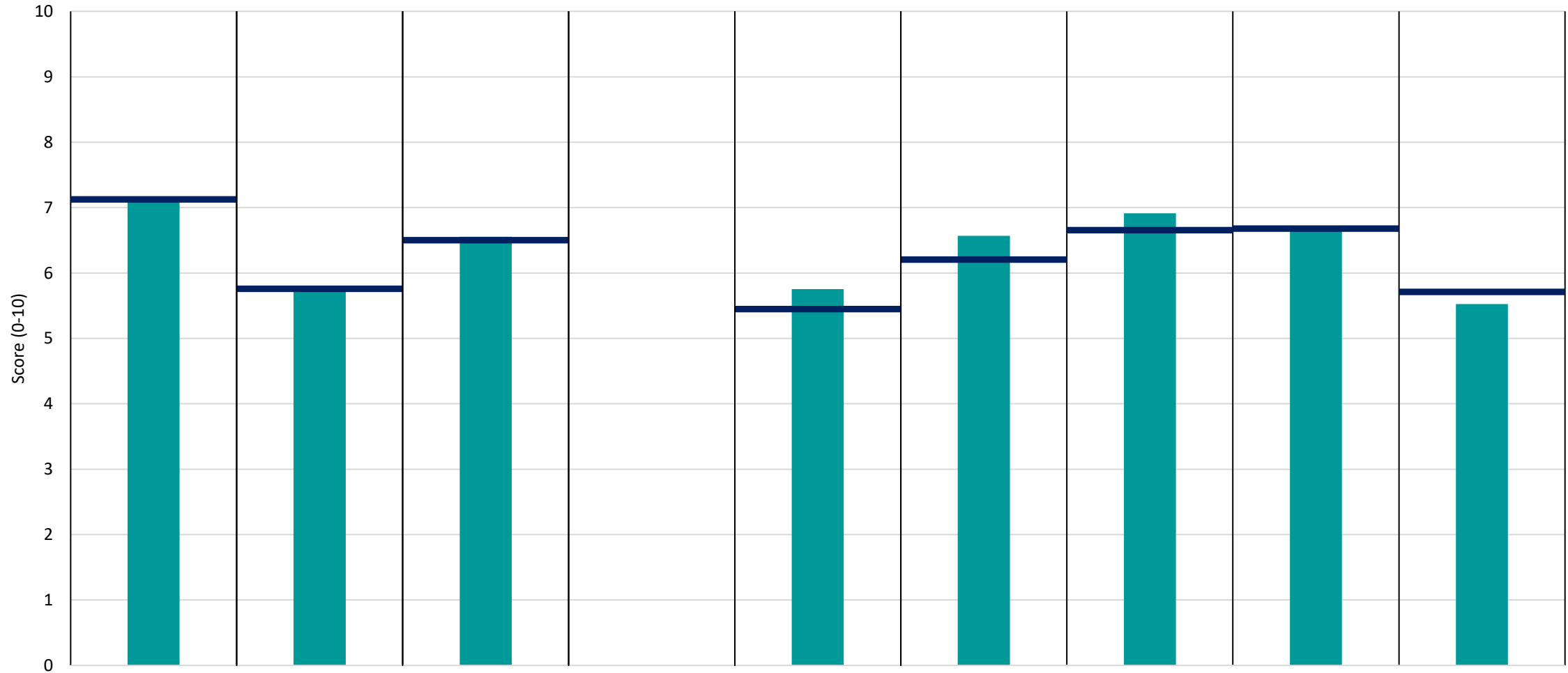
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.11	5.76	6.56	-	5.75	6.57	6.91	6.65	5.53
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	724	723	721	-	682	717	722	726	725



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



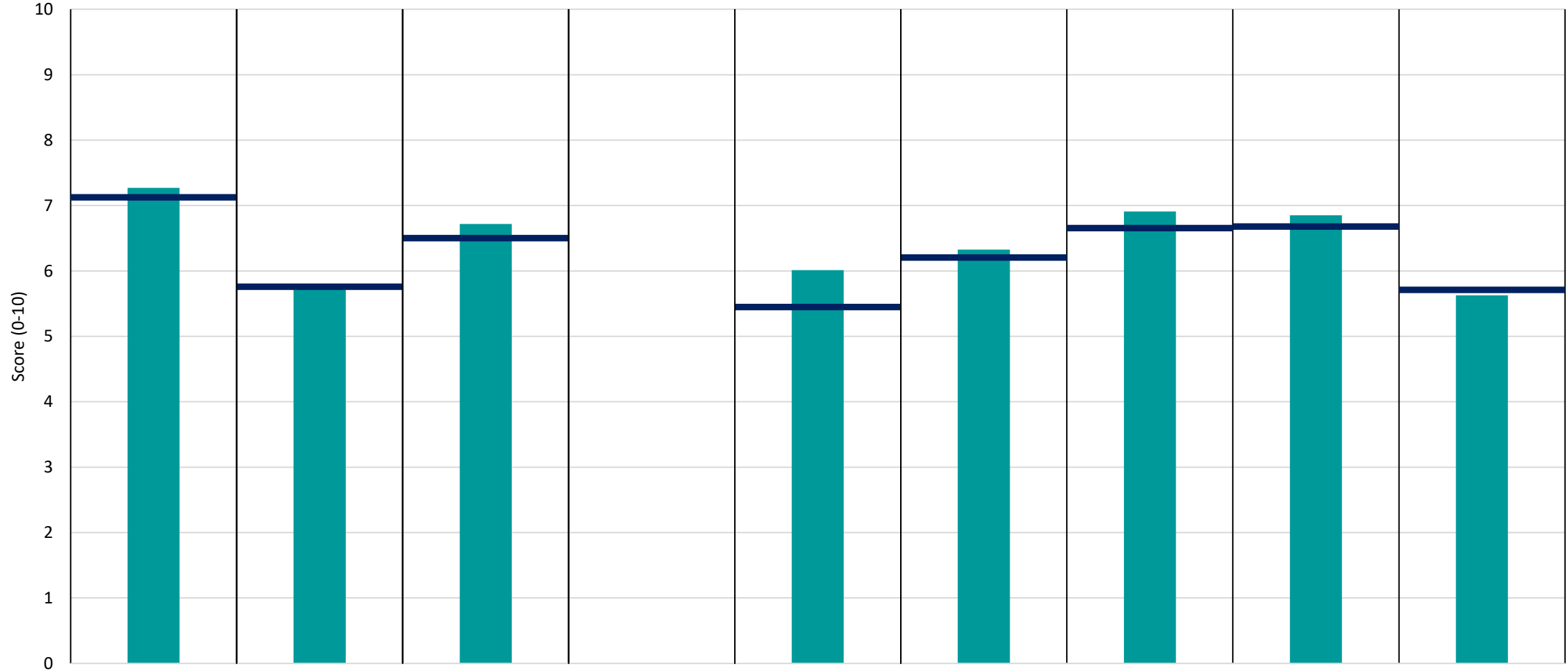
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.27	5.74	6.72	-	6.01	6.33	6.91	6.85	5.63
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	850	851	847	-	808	846	849	852	852



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



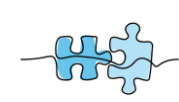
We are safe and  
healthy



We are always  
learning



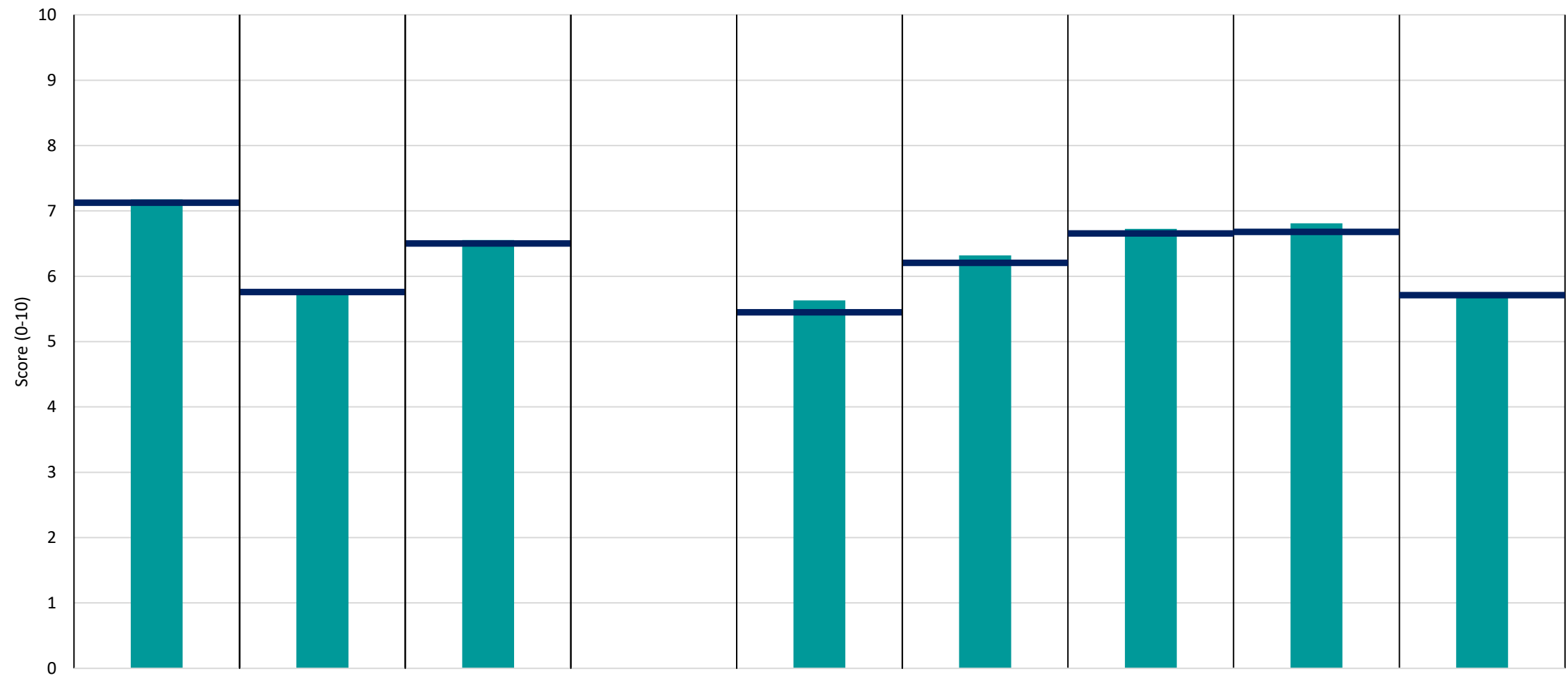
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.18	5.79	6.55	-	5.63	6.32	6.73	6.81	5.75
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	629	629	623	-	602	626	629	629	629

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



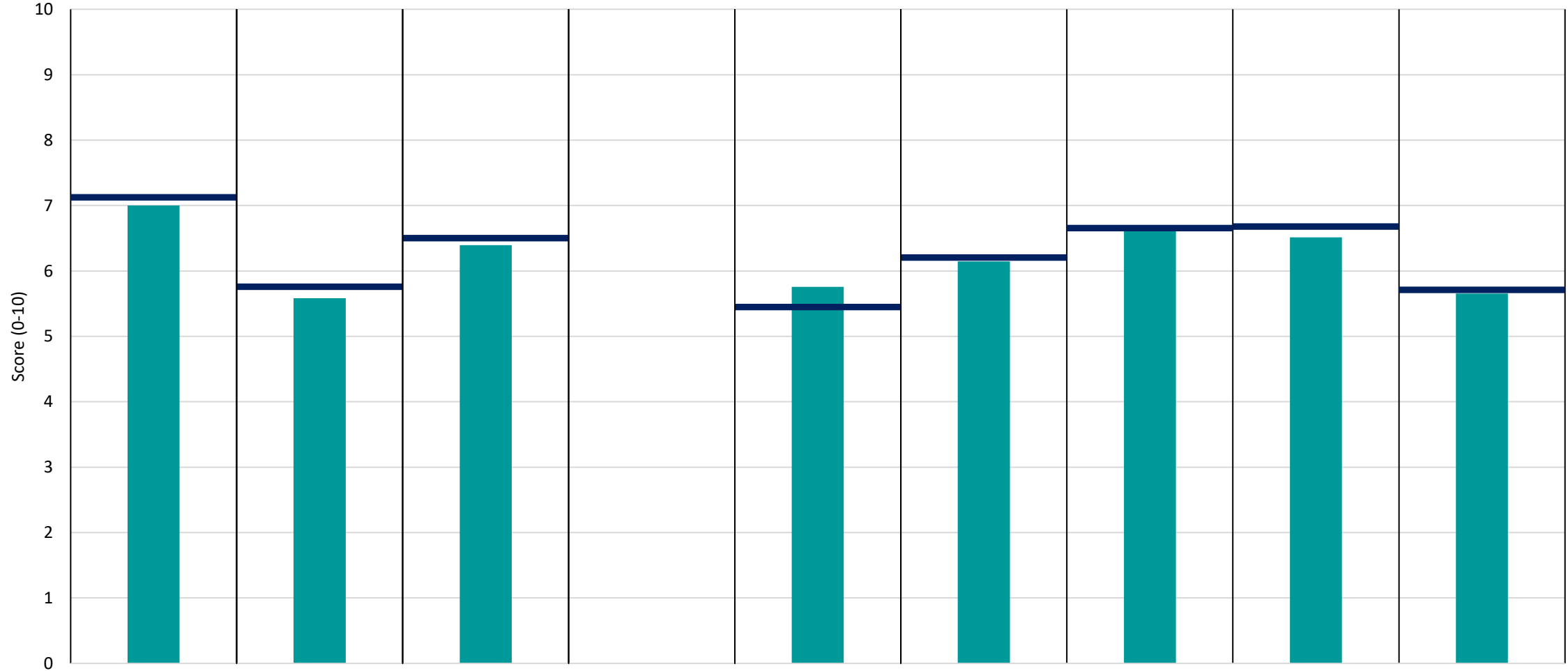
We work flexibly



We are a team

Staff Engagement

Morale



<b>Breakdown</b>	7.00	5.58	6.40	-	5.76	6.15	6.65	6.51	5.66
<b>Your org</b>	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
<b>Responses</b>	986	986	978	-	932	981	983	984	986



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



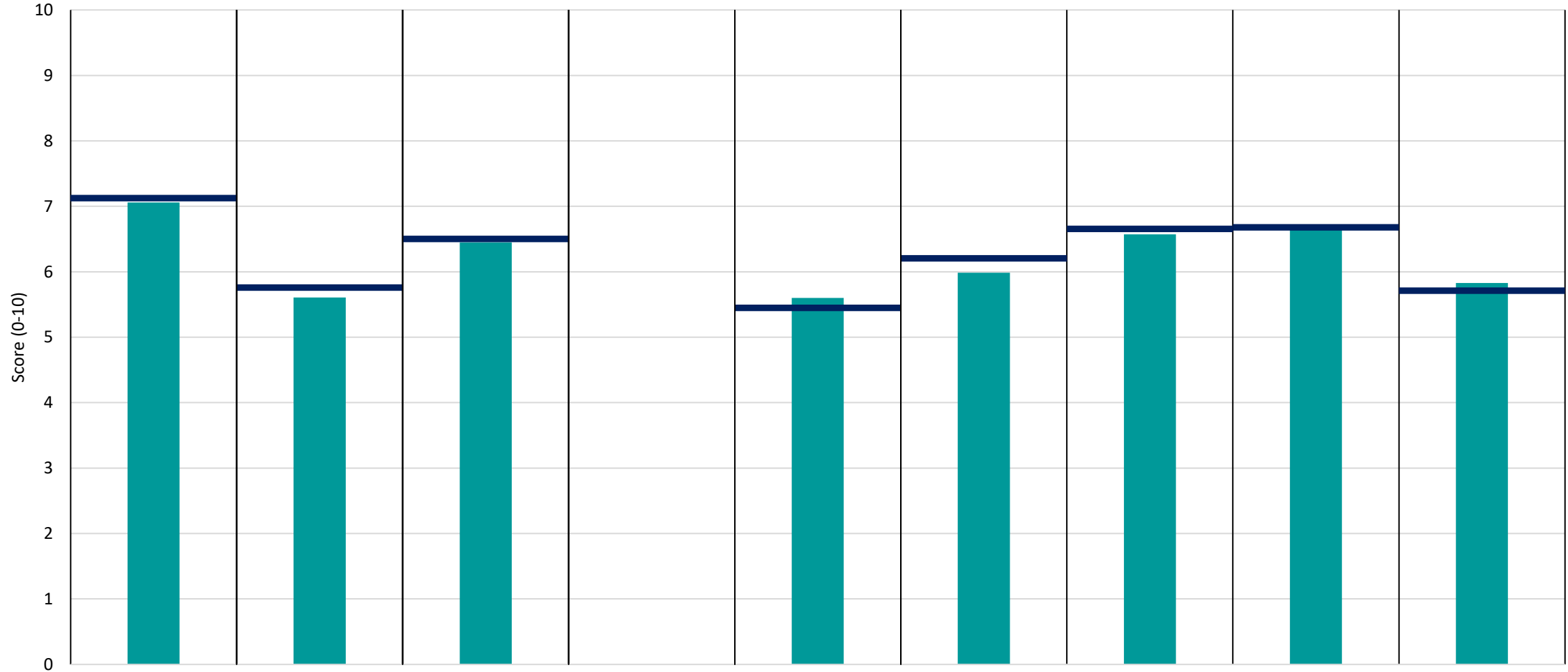
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.06	5.61	6.45	-	5.60	5.98	6.57	6.72	5.83
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	685	683	682	-	656	679	683	684	684



We are compassionate and inclusive



We are recognised and rewarded



We each have a voice that counts



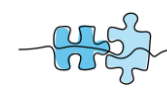
We are safe and healthy



We are always learning



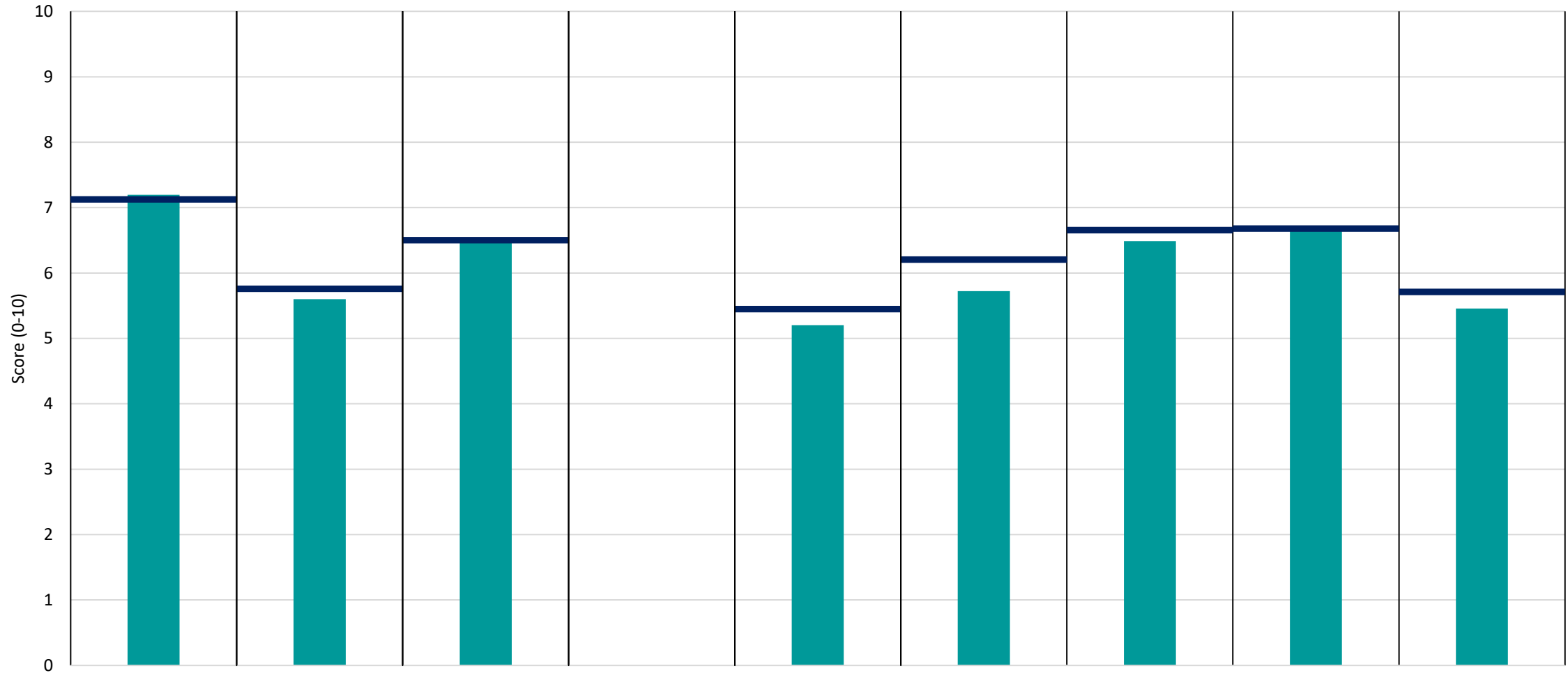
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.19	5.60	6.49	-	5.20	5.72	6.49	6.68	5.46
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	881	883	874	-	859	879	873	883	883

# Breakdowns 2

University Hospitals Sussex NHS Foundation Trust  
2023 NHS Staff Survey





We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



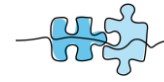
We are safe and  
healthy



We are always  
learning



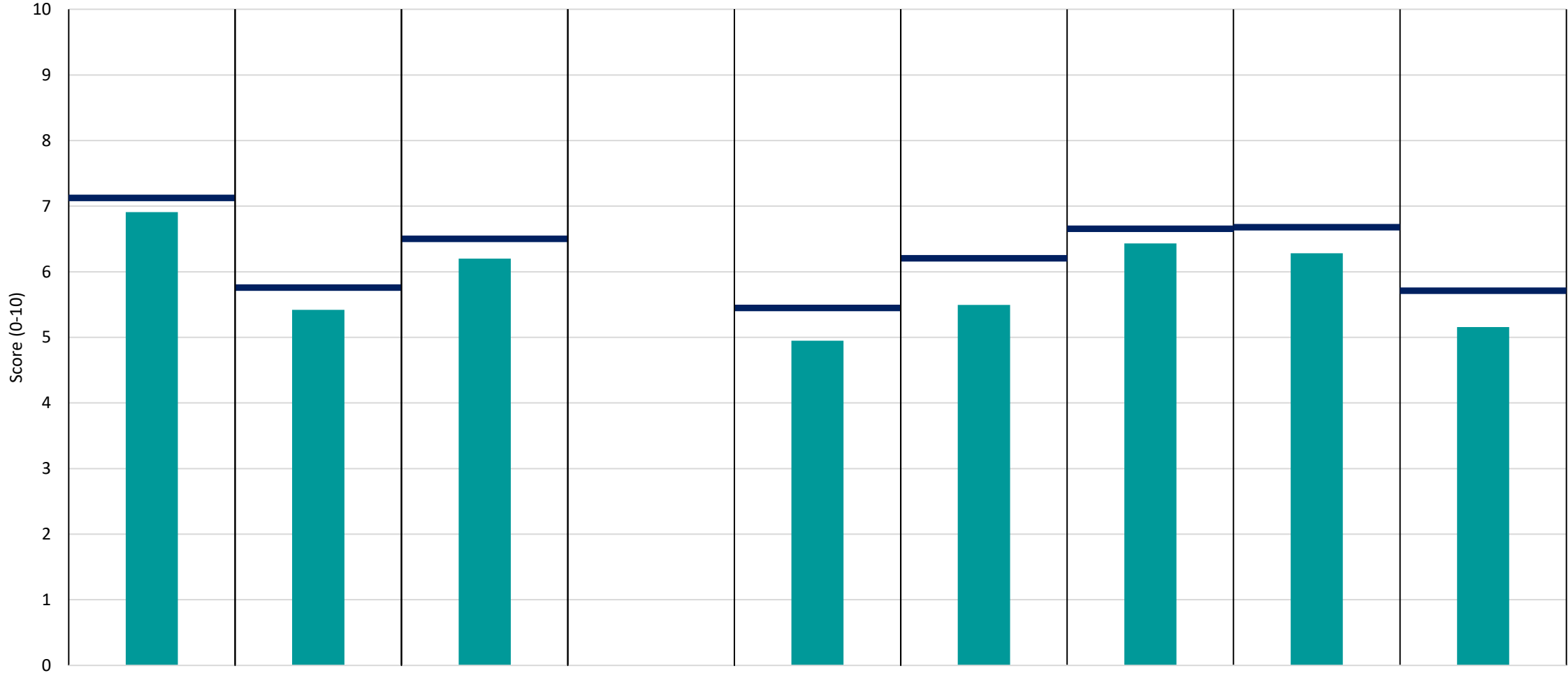
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.91	5.42	6.20	-	4.95	5.49	6.43	6.28	5.16
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71

Responses 296 296 296 - 280 296 295 296 296 296 17

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.

# Additional Clinical Services



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



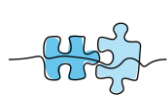
We are safe and  
healthy



We are always  
learning



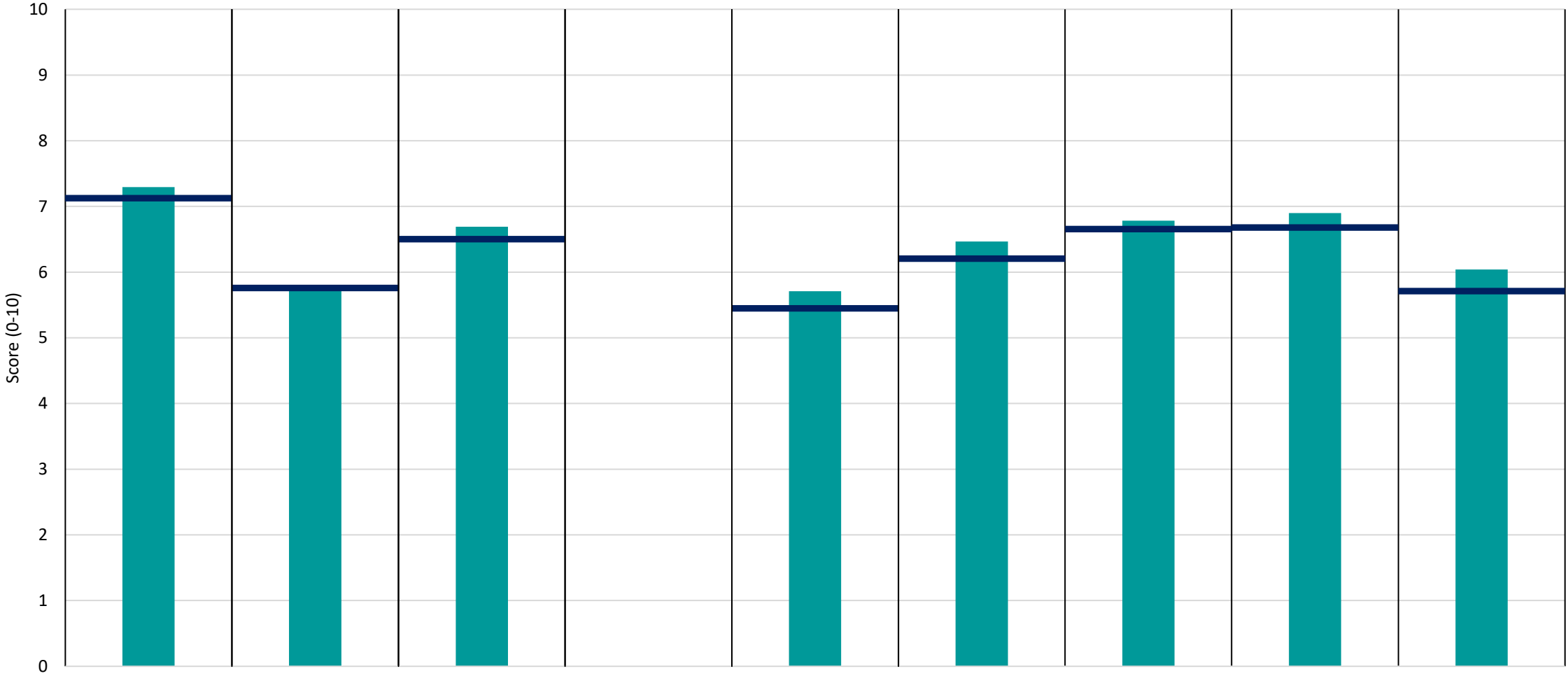
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.29	5.74	6.69	-	5.71	6.47	6.78	6.90	6.04
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	1415	1415	1407	-	1320	1404	1410	1416	1415 <sub>18</sub>

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



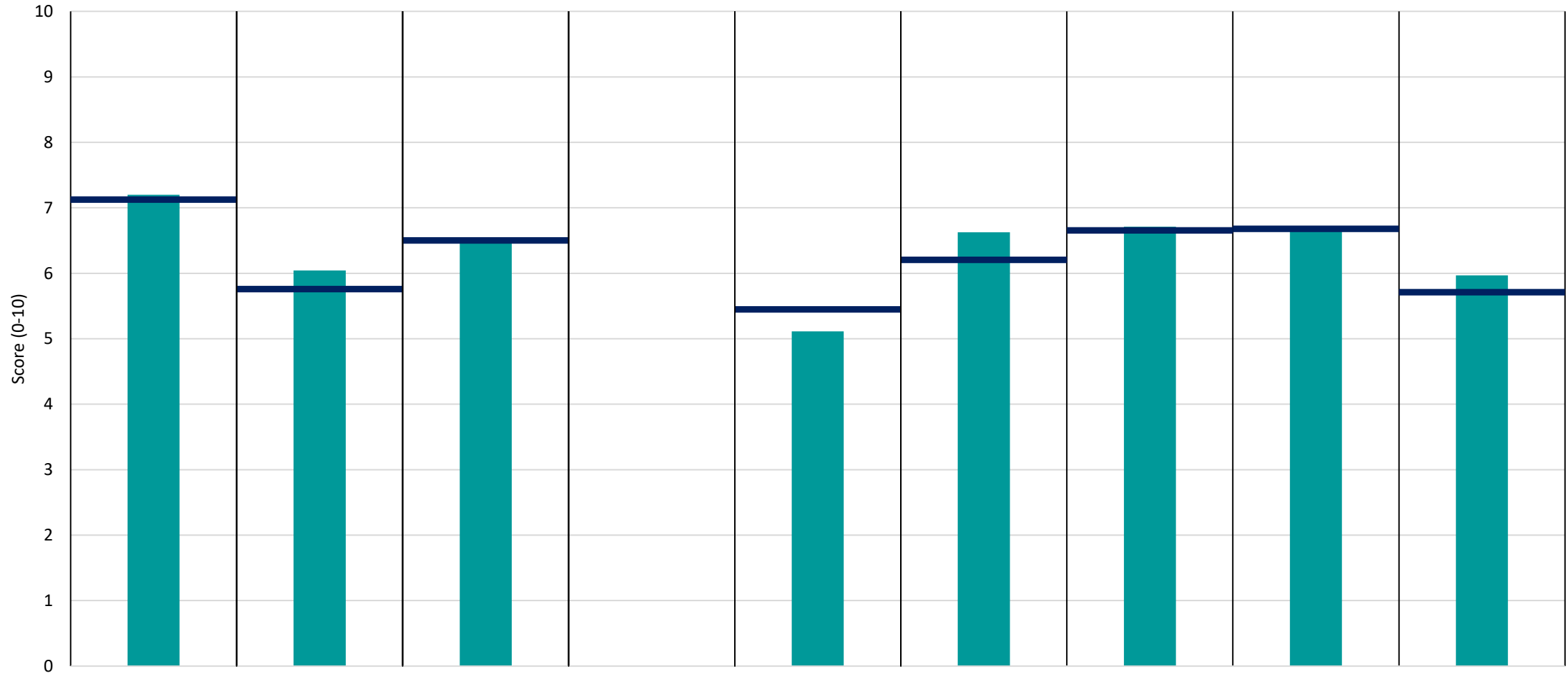
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.20	6.04	6.50	-	5.11	6.63	6.71	6.67	5.97
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	1833	1833	1811	-	1734	1821	1830	1835	1836 <sup>19</sup>

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



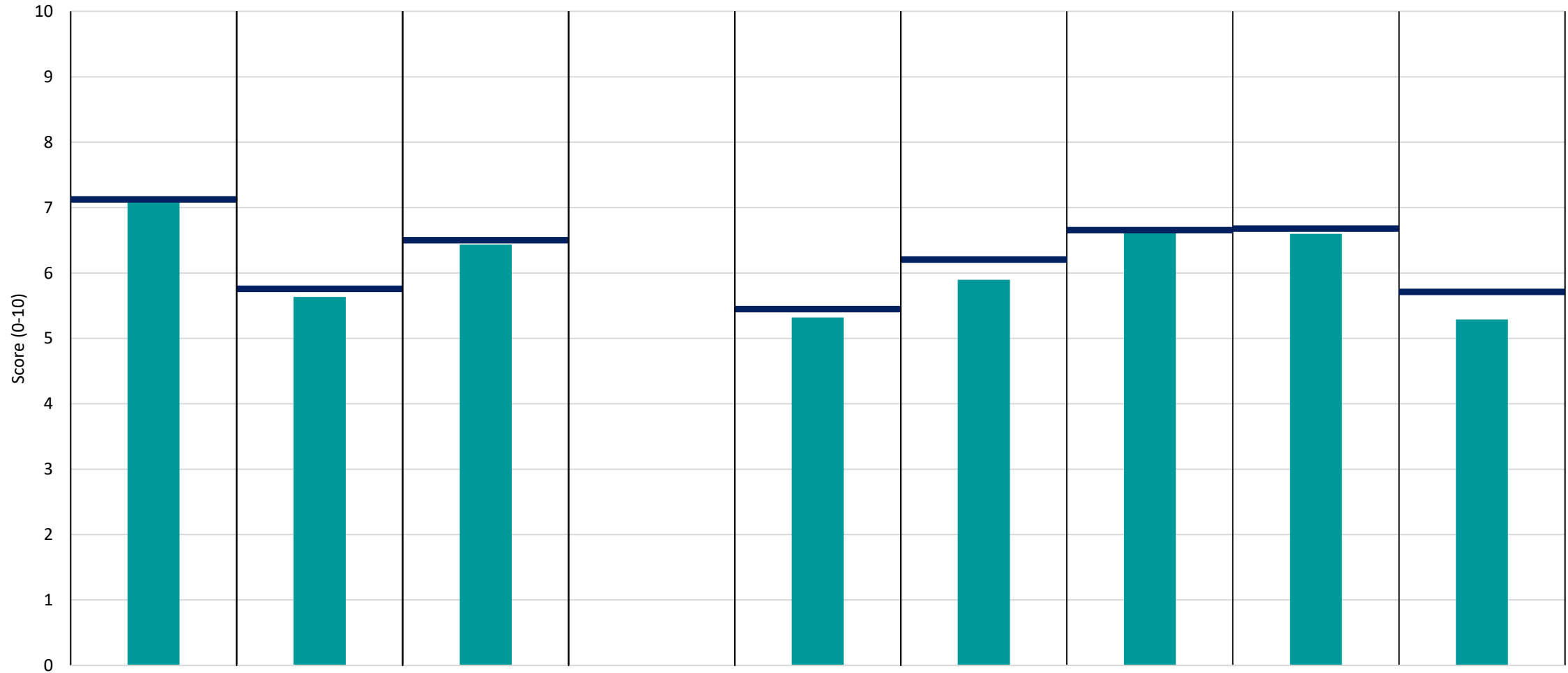
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.15	5.63	6.43	-	5.32	5.90	6.61	6.60	5.29
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	480	480	477	-	464	478	479	480	480



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



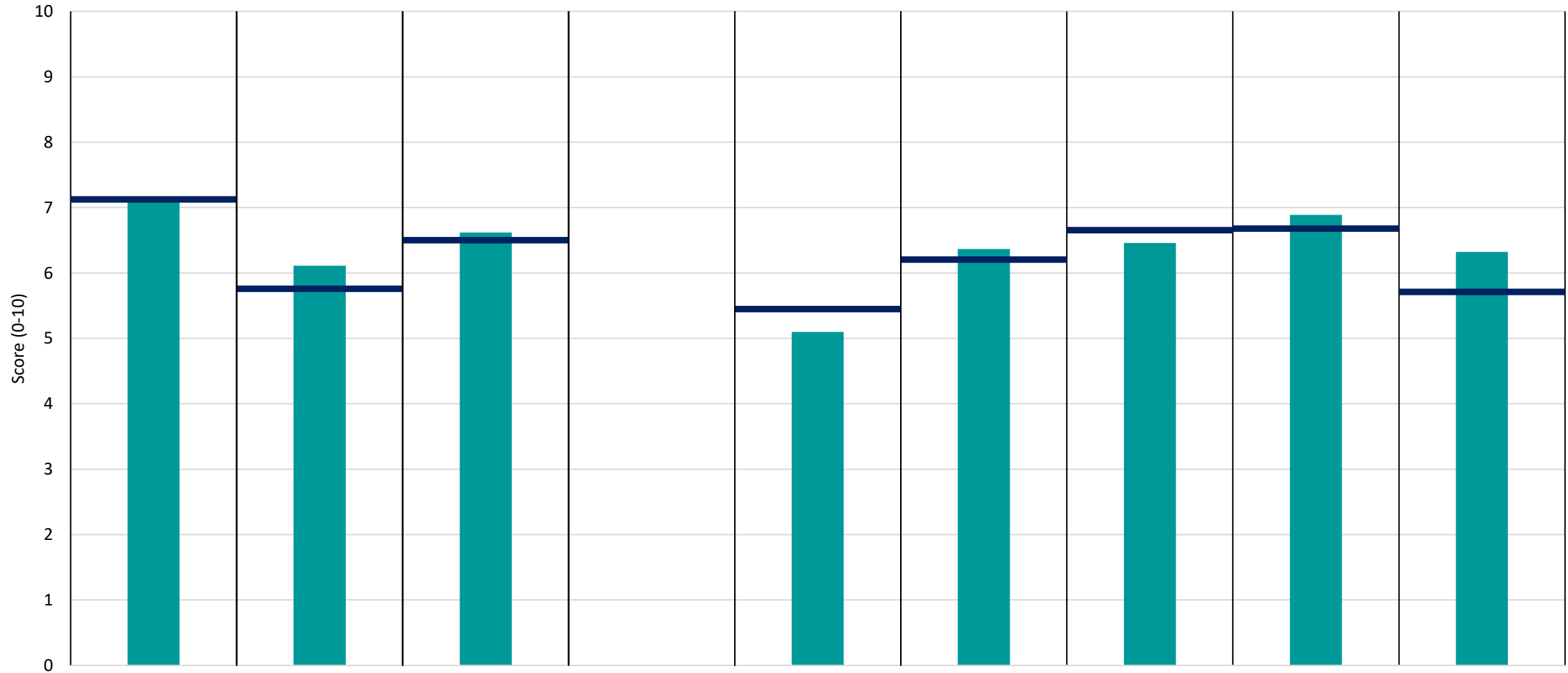
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.13	6.11	6.62	-	5.10	6.37	6.46	6.89	6.32
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	823	834	792	-	673	809	821	828	832



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



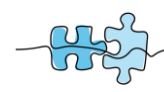
We are safe and  
healthy



We are always  
learning



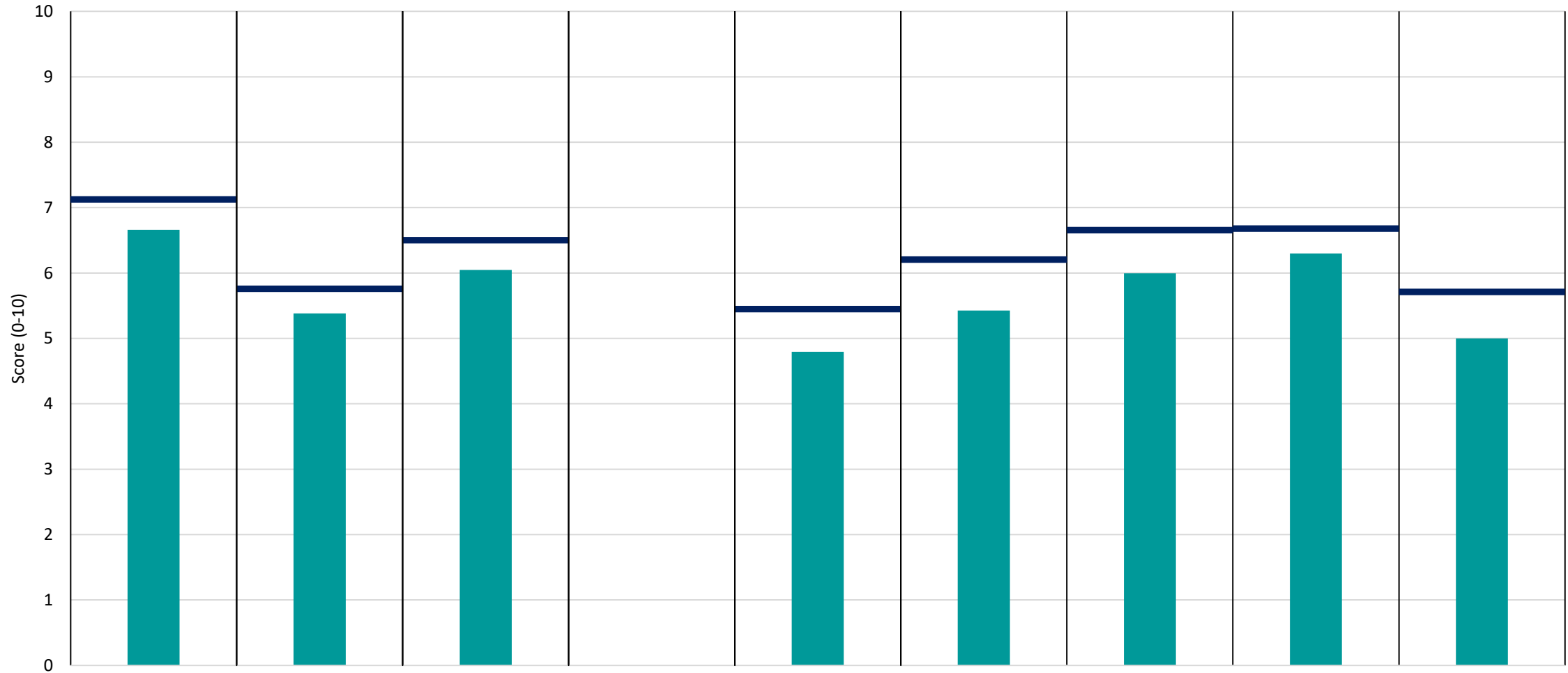
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.66	5.38	6.05	-	4.80	5.43	6.00	6.30	5.00
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	225	226	223	-	219	224	225	226	226



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



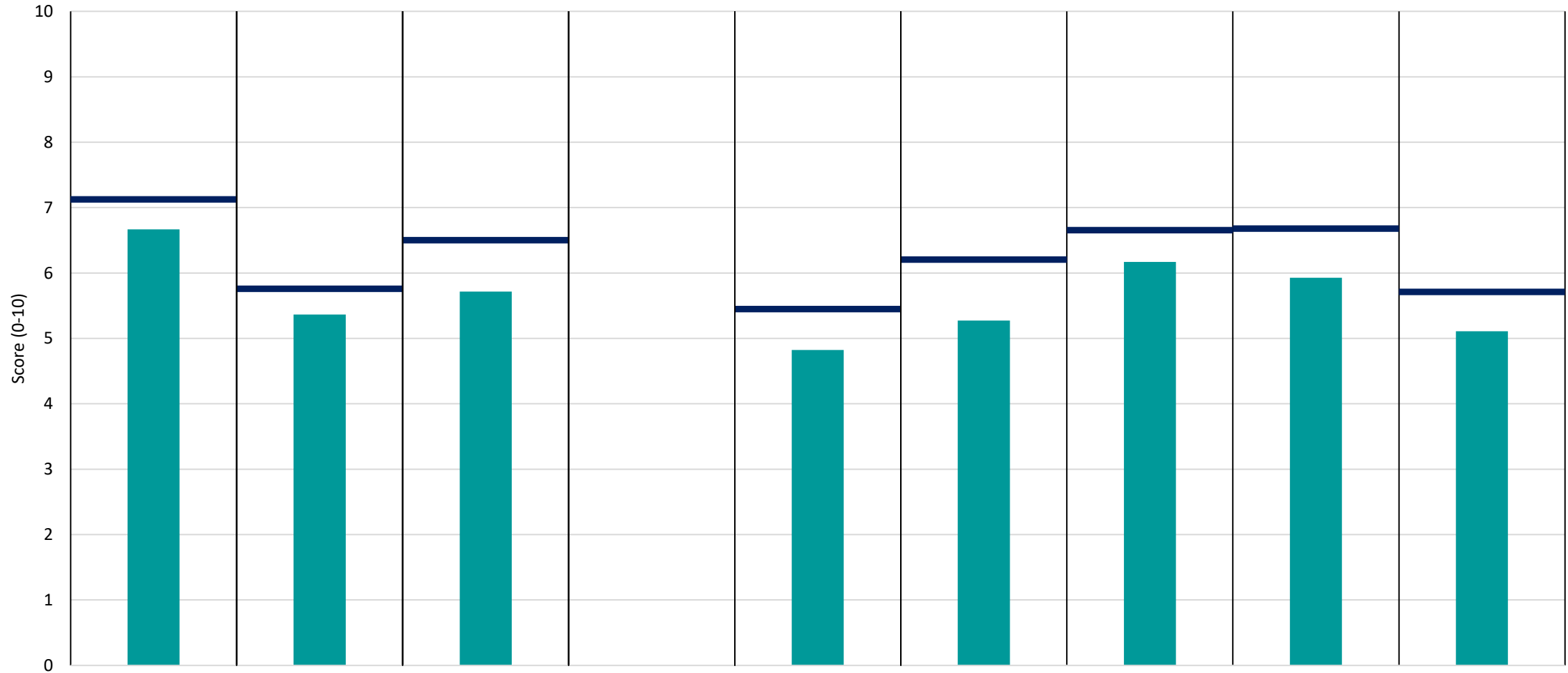
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.67	5.37	5.72	-	4.82	5.27	6.17	5.93	5.11
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	679	679	674	-	667	677	675	679	679 <sup>23</sup>

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



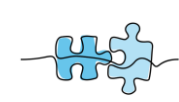
We are safe and  
healthy



We are always  
learning



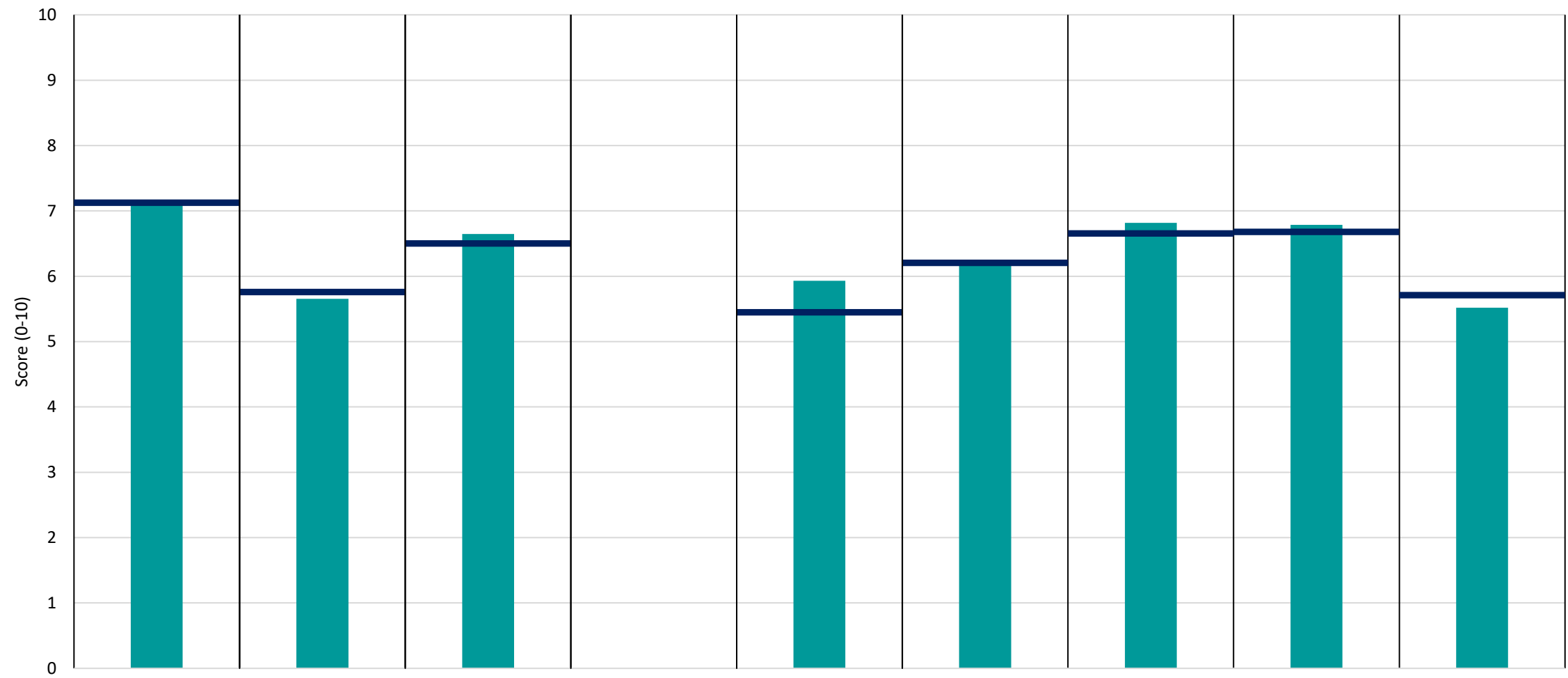
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.16	5.65	6.65	-	5.93	6.16	6.82	6.79	5.52
Your org	7.12	5.76	6.50	-	5.45	6.20	6.65	6.68	5.71
Responses	2655	2656	2639	-	2570	2638	2648	2656	2658 <sup>24</sup>

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.