



Cambridgeshire Community Services NHS Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Ambulatory Care</u>	6
<u>Beds & Luton Adult Services</u>	7
<u>Beds C&YP Services</u>	8
<u>Cambs & Norfolk C&YP Services</u>	9
<u>Luton C&YP Services</u>	10
<u>Support Services</u>	11

<u>Bedfordshire Adult Services</u>	13
<u>Chief Nurse Quality / Clinical Med</u>	14
<u>Dental Services</u>	15
<u>Dynamic Health</u>	16
<u>Healthy Child Programme, Beds</u>	17
<u>Healthy Child Programme, Cambs</u>	18
<u>Healthy Child Programme, Luton</u>	19
<u>Healthy Child Programme, Norfolk</u>	20
<u>IT & Clinical Systems</u>	21
<u>Luton Adult Services</u>	22
<u>Resources</u>	23
<u>Secretariat / Transitions / Comms</u>	24
<u>Service Redesign</u>	25
<u>Spec Childrens Services, Cambs</u>	26
<u>Spec Childrens Services, Norfolk</u>	27
<u>Specialist Children Services, Beds</u>	28
<u>Specialist Children Services, Luton</u>	29
<u>Training & Education</u>	30
<u>Workforce - Human Resources</u>	31
<u>iCaSH</u>	32

This breakdown report for Cambridgeshire Community Services 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 Cambridgeshire Community Services 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

Cambridgeshire Community Services NHS 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



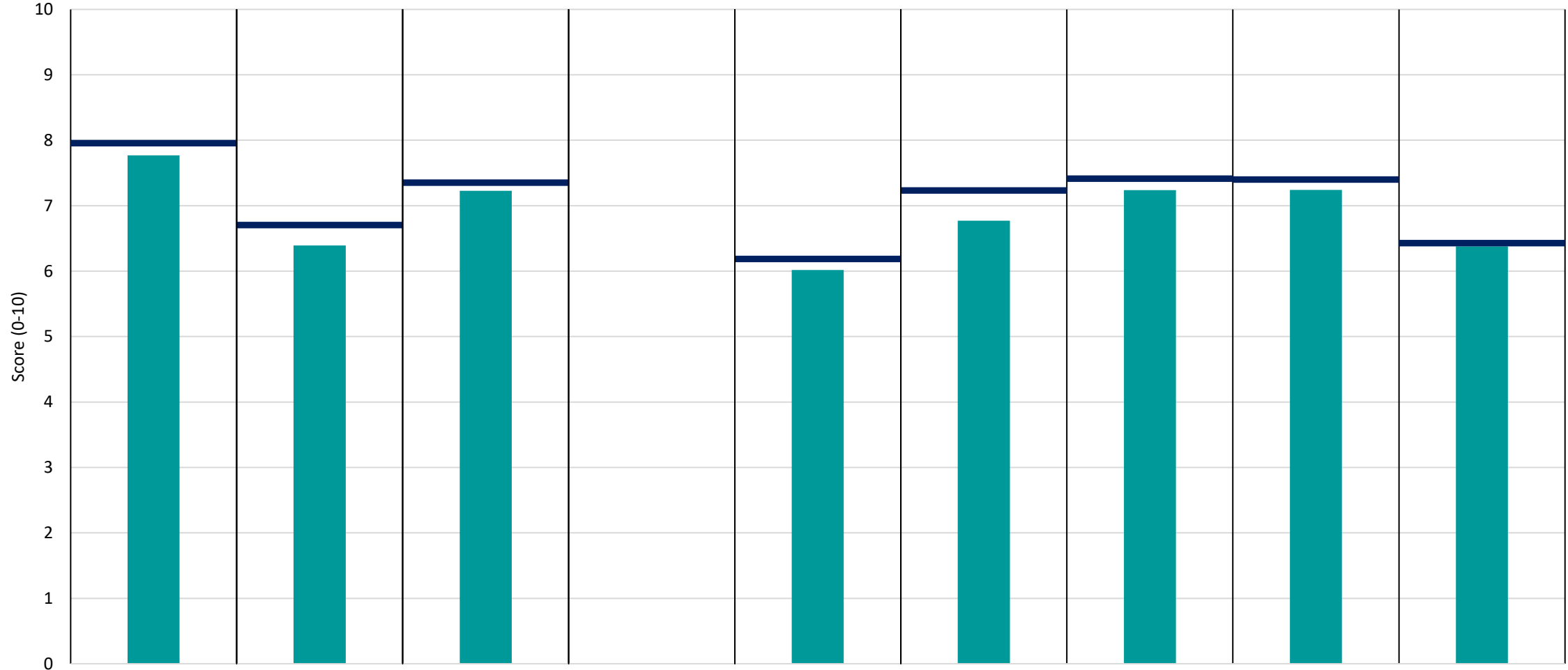
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.77	6.39	7.23	-	6.02	6.77	7.24	7.24	6.38
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	285	285	283	-	277	285	284	285	285

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



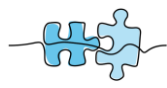
We are safe and
healthy



We are always
learning



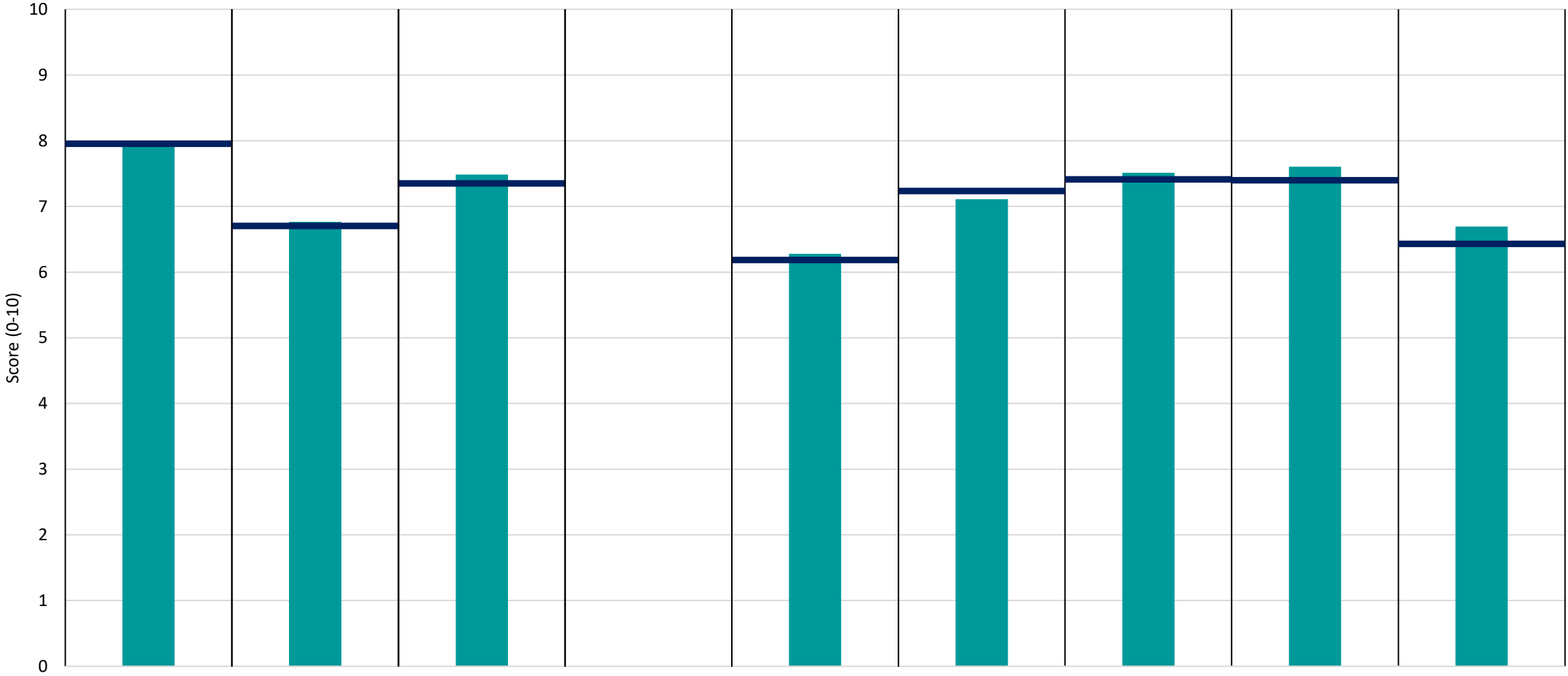
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.99	6.77	7.48	-	6.28	7.11	7.51	7.60	6.69
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	158	158	154	-	154	158	158	157	158

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



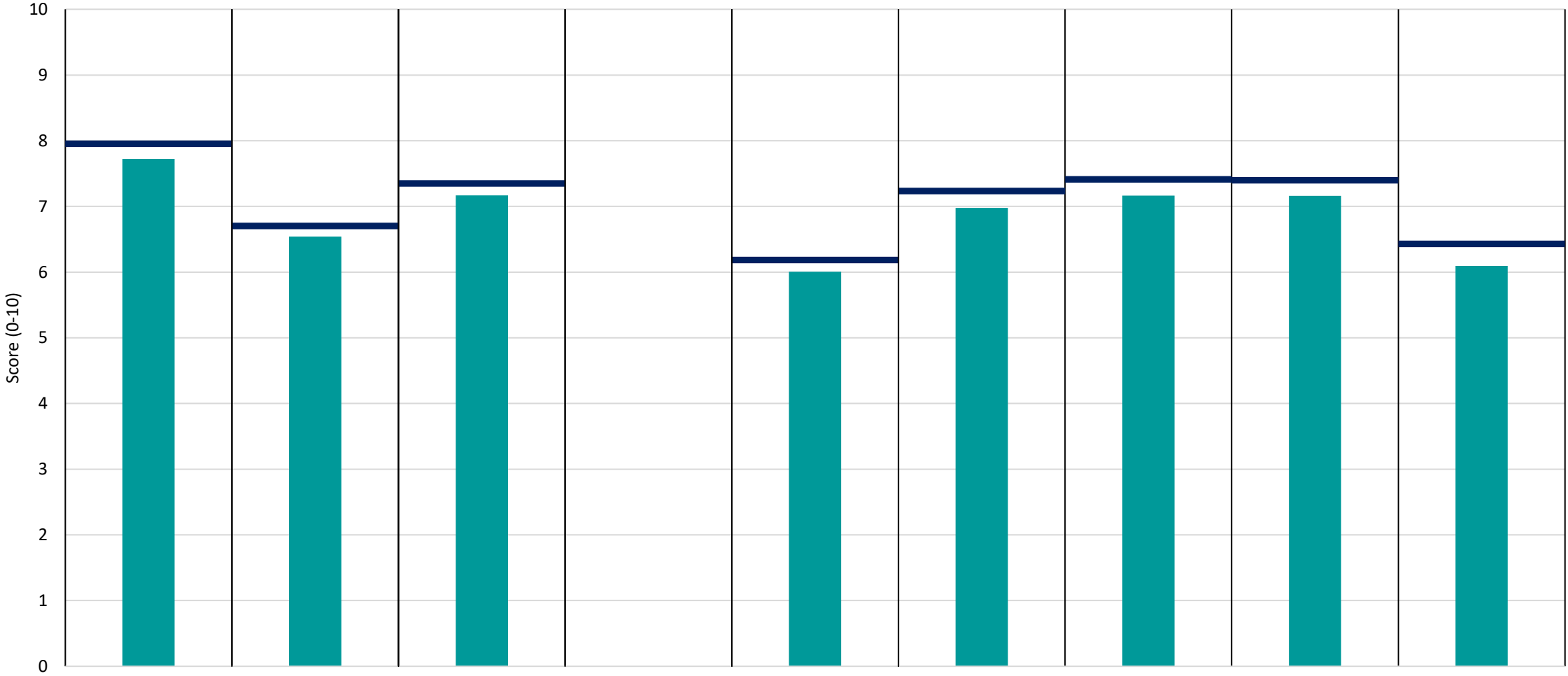
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.72	6.54	7.17	-	6.01	6.98	7.16	7.16	6.10
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	190	190	190	-	186	190	190	190	190

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



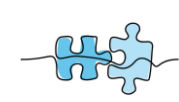
We are safe and
healthy



We are always
learning



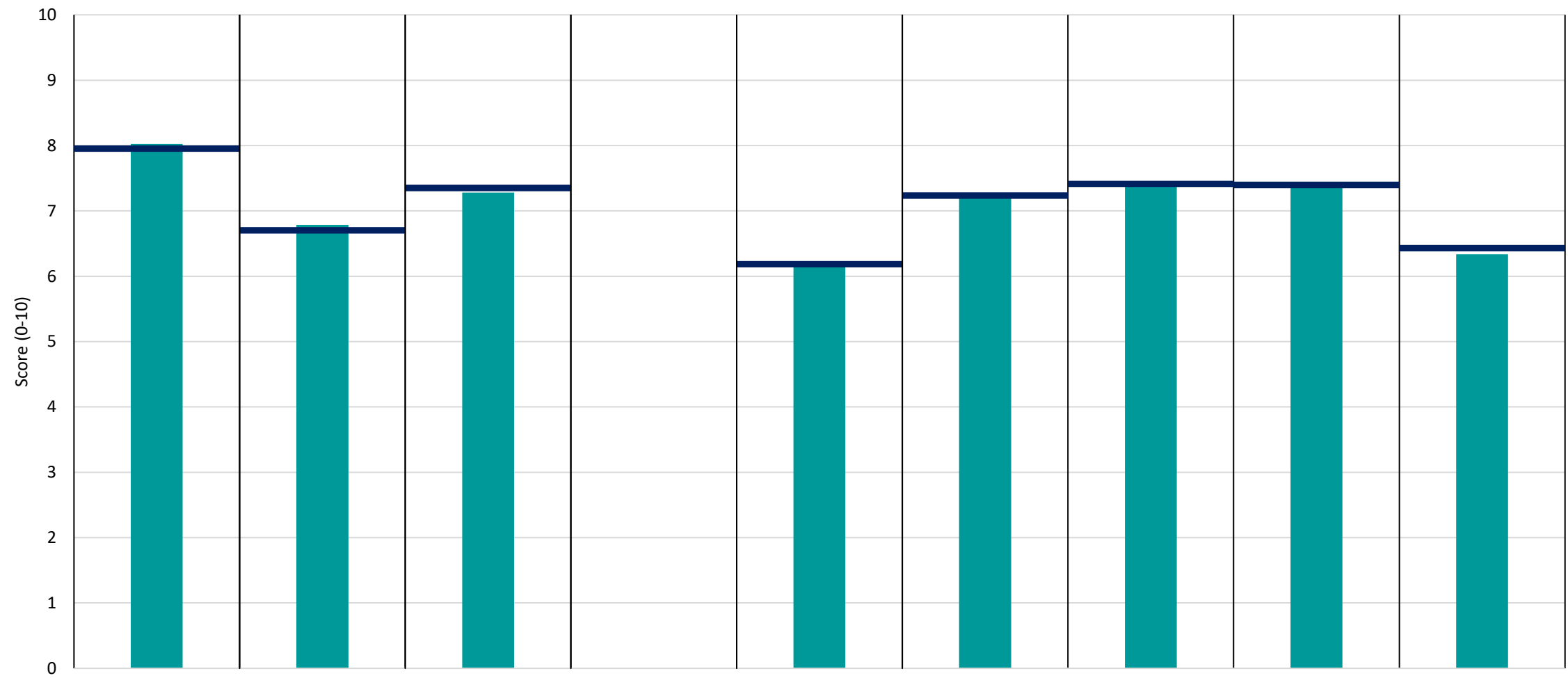
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.02	6.78	7.28	-	6.15	7.24	7.38	7.35	6.34
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	493	493	491	-	479	491	492	494	494

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



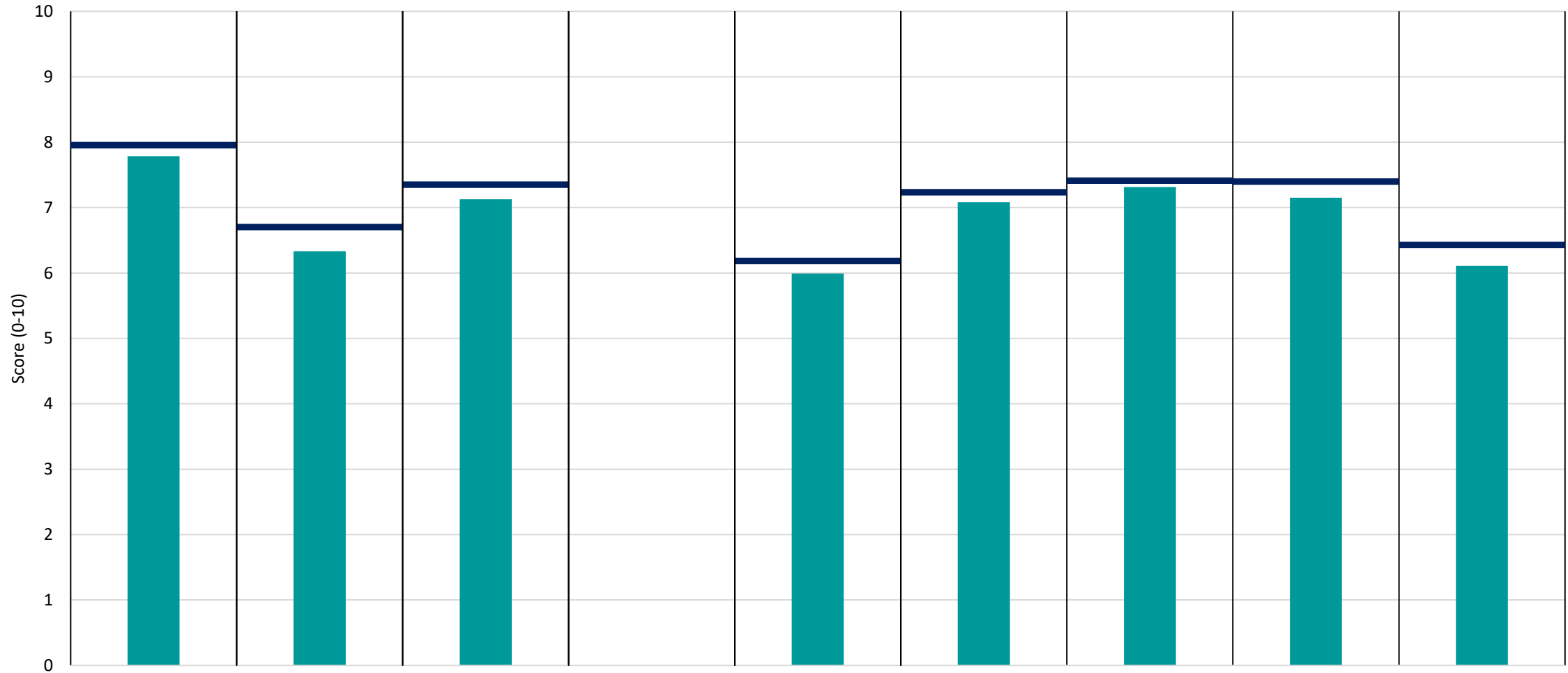
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.78	6.33	7.13	-	5.99	7.08	7.31	7.15	6.11
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	119	119	119	-	118	119	118	119	119



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



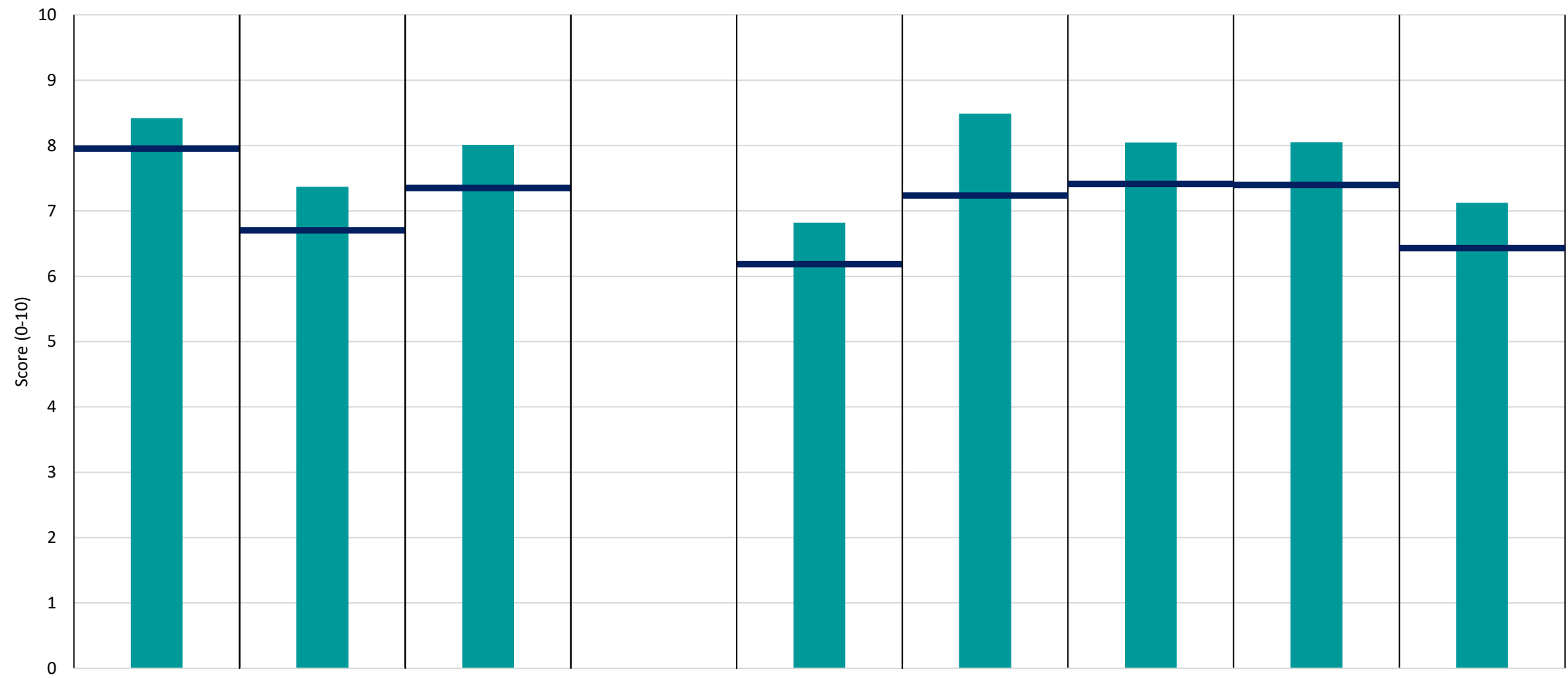
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.42	7.37	8.01	-	6.82	8.49	8.05	8.05	7.13
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	170	171	168	-	169	171	170	171	171 ¹¹

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

Cambridgeshire Community Services NHS 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



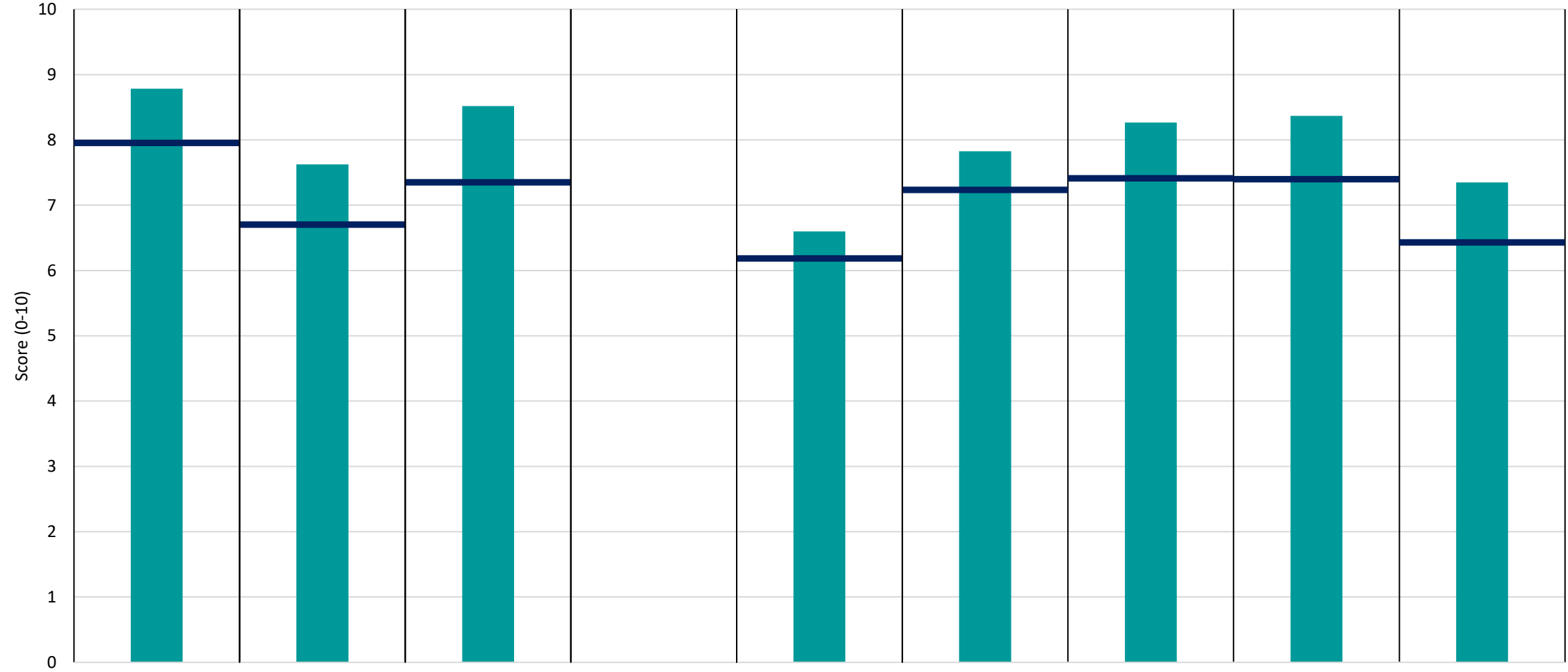
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.78	7.63	8.52	-	6.60	7.83	8.27	8.37	7.35
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	32	32	32	-	32	32	32	32	32

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



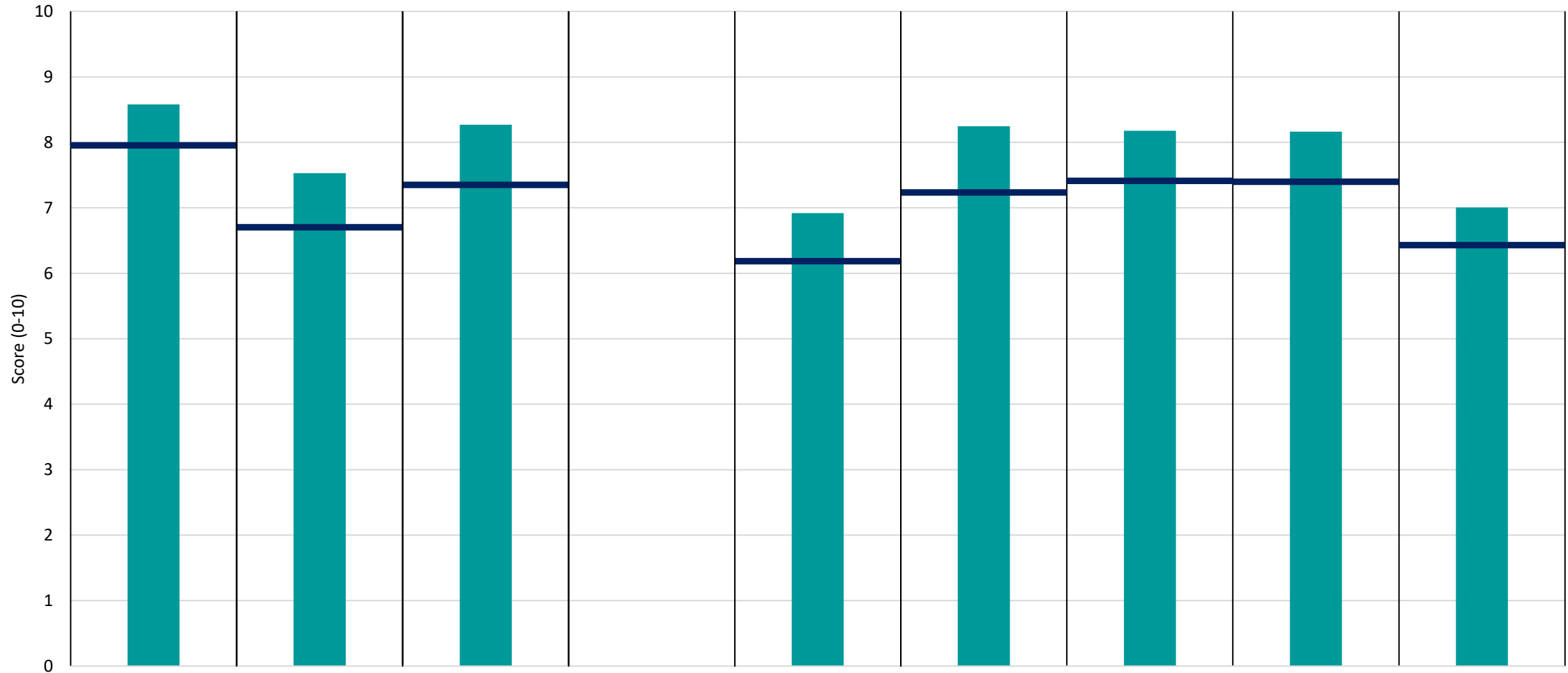
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.58	7.53	8.27	-	6.92	8.24	8.18	8.16	7.00
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 33 33 33 - 33 33 33 33 33 33 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



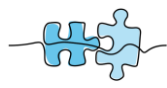
We are safe and
healthy



We are always
learning



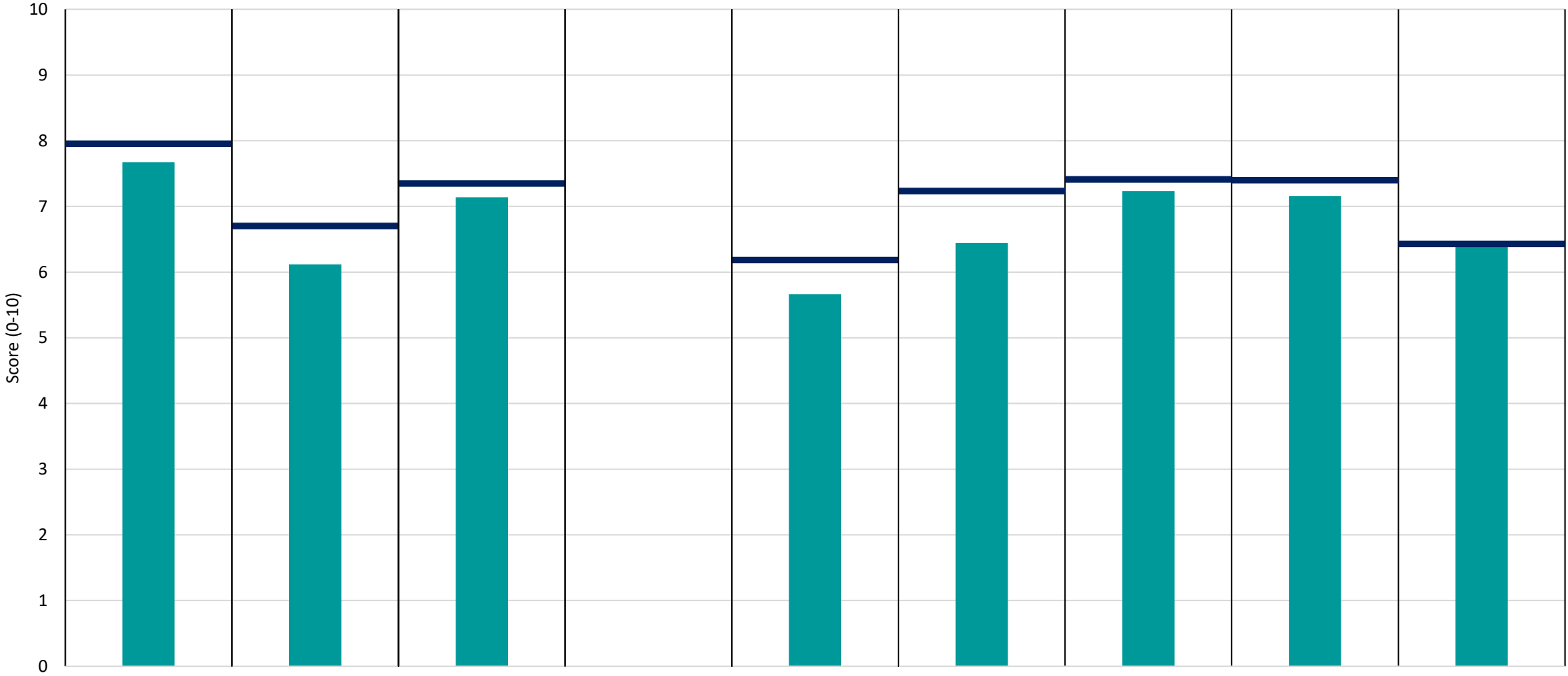
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.67	6.12	7.14	-	5.66	6.45	7.23	7.16	6.45
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 64 64 63 - 62 64 64 64 64 15

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



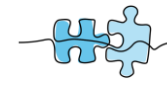
We are safe and
healthy



We are always
learning



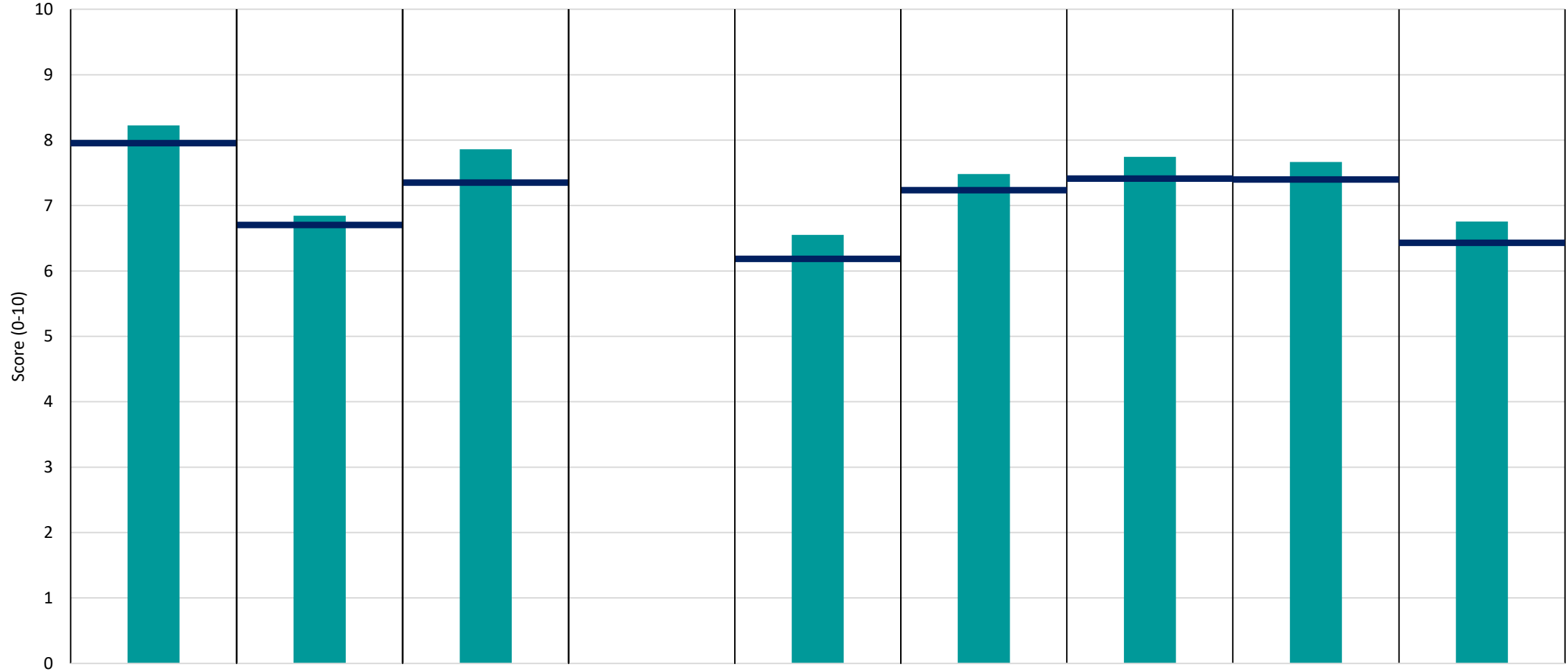
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.23	6.85	7.86	-	6.55	7.48	7.75	7.67	6.75
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 69 69 69 - 66 69 69 69 69 69 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



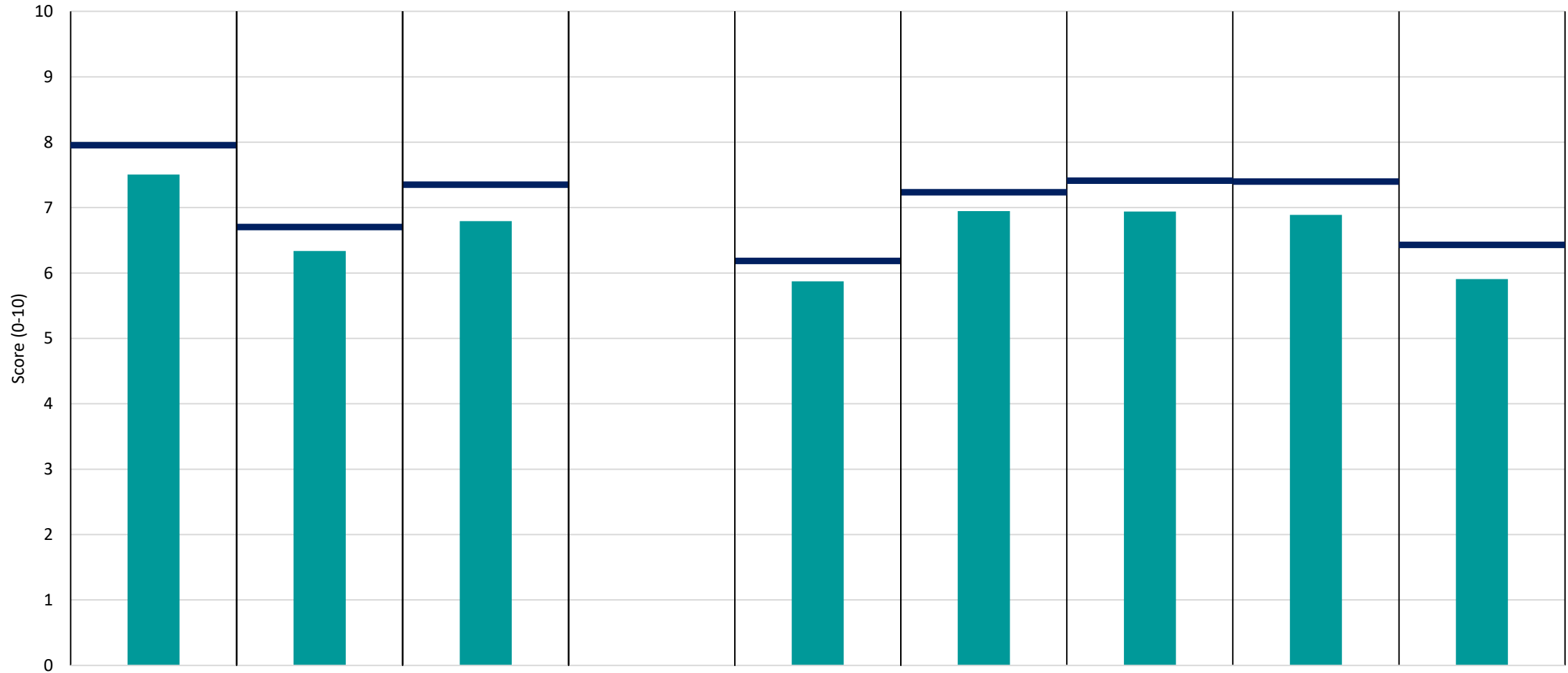
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.50	6.34	6.79	-	5.87	6.95	6.94	6.89	5.91
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 92 92 92 - 90 92 92 92 92 92 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.



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



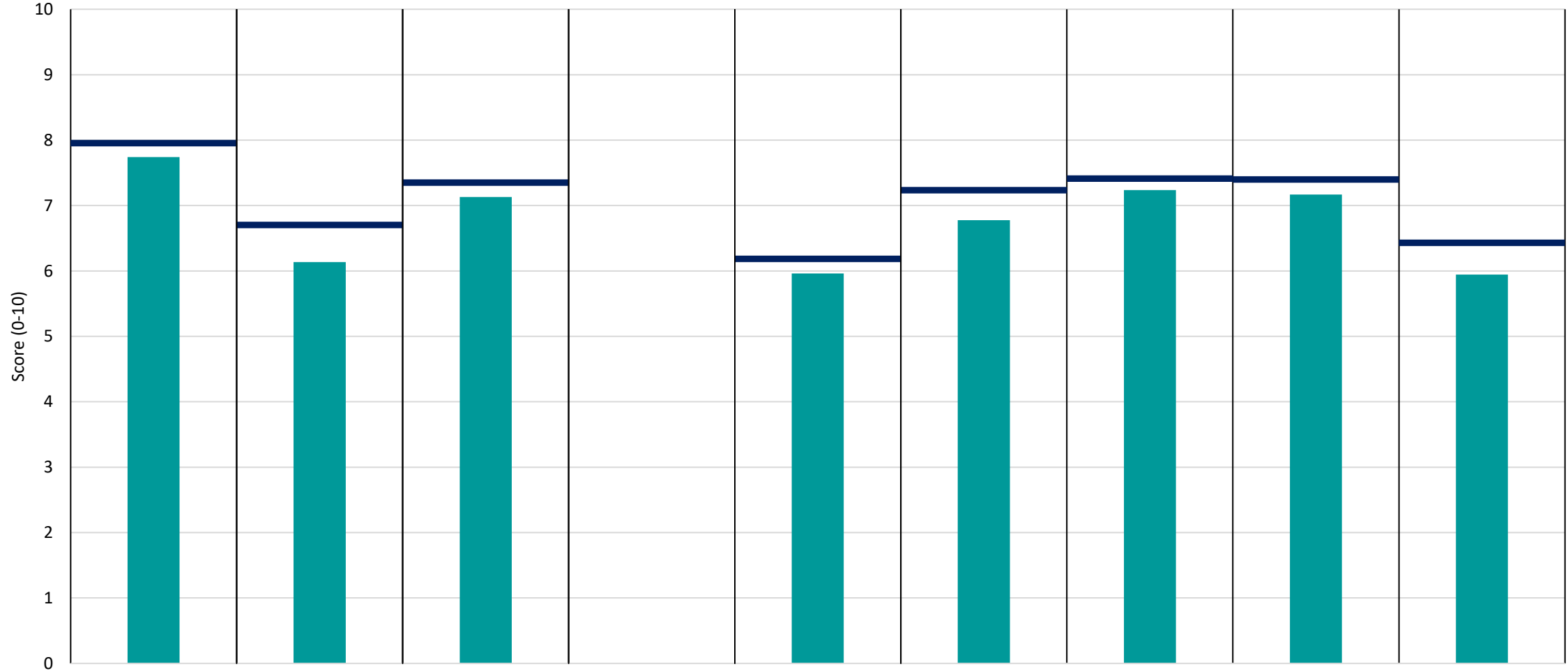
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.74	6.14	7.13	-	5.96	6.78	7.24	7.17	5.94
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	108	109	107	-	105	109	108	109	109



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



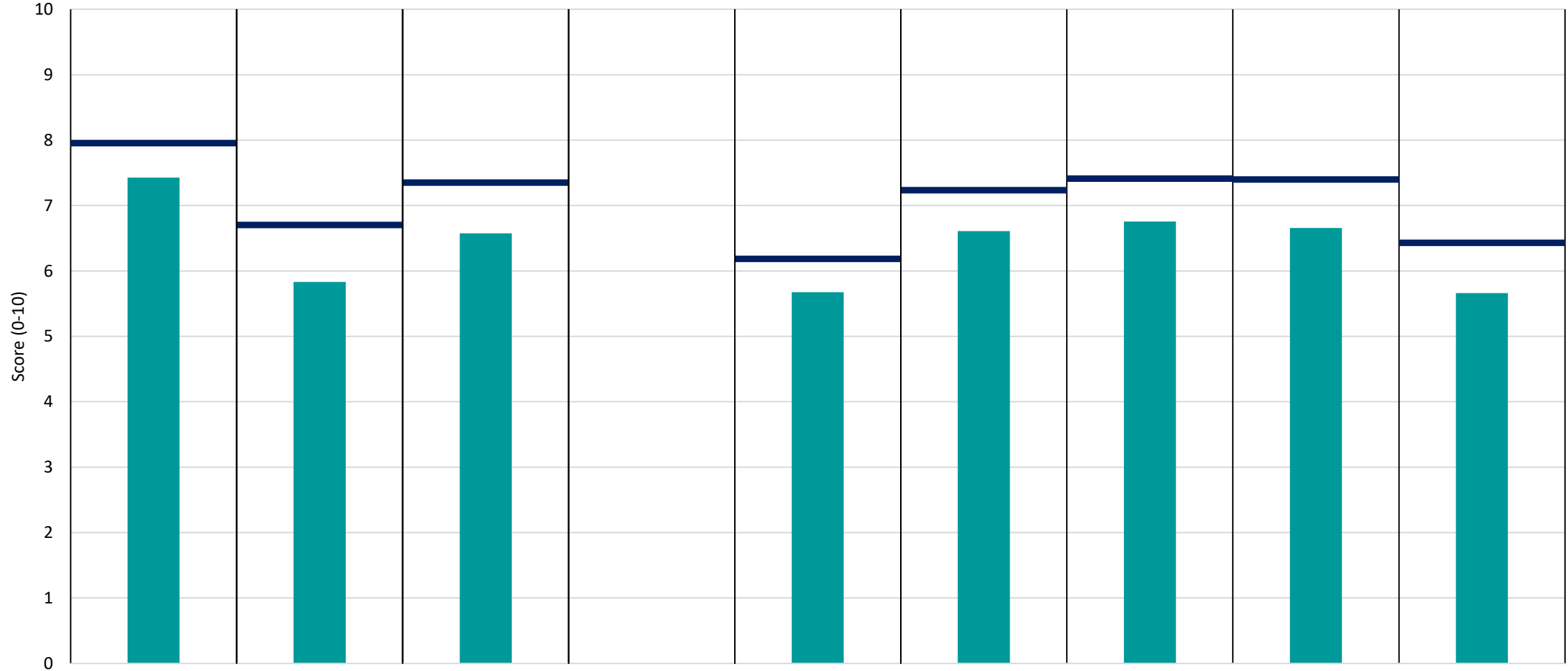
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.43	5.83	6.58	-	5.67	6.61	6.76	6.66	5.66
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 71 71 71 - 70 71 70 71 71 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



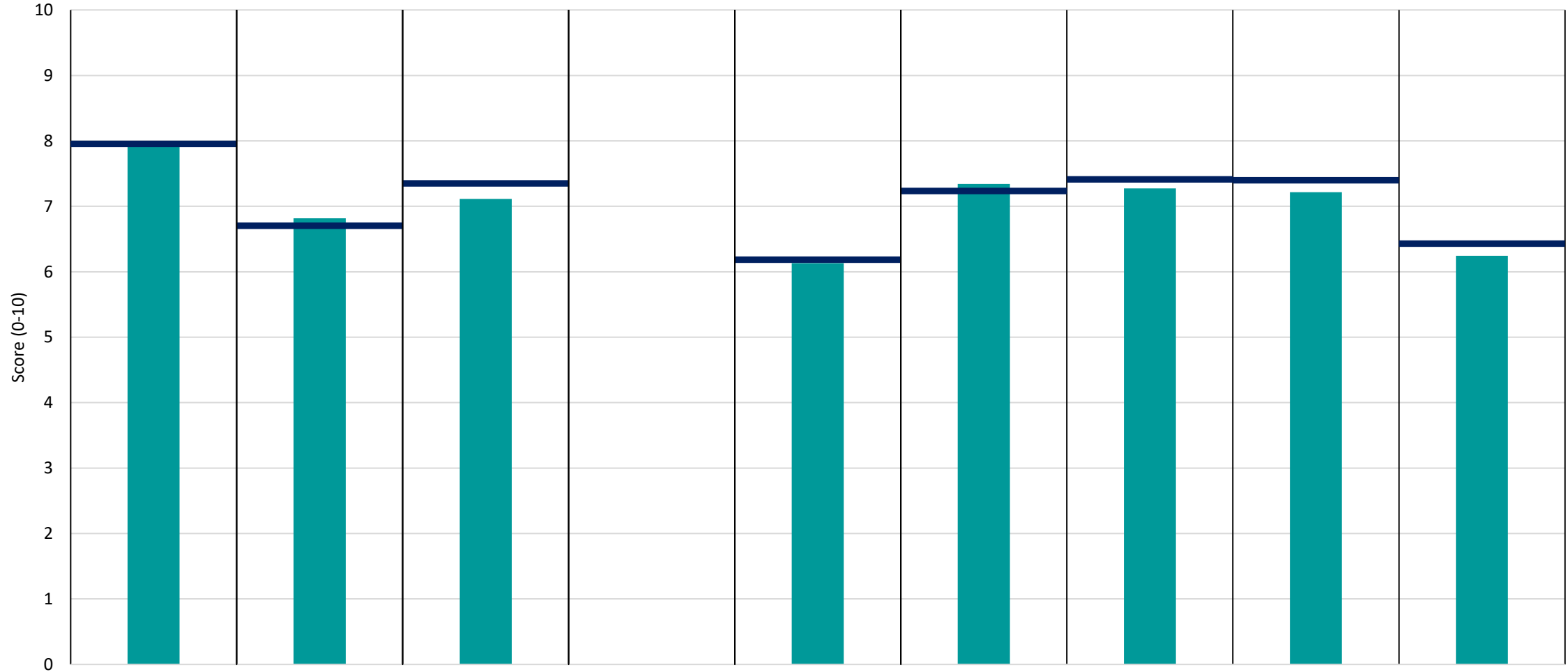
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.00	6.82	7.11	-	6.13	7.34	7.28	7.22	6.24
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 160 159 159 - 156 158 159 160 160 ²⁰

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



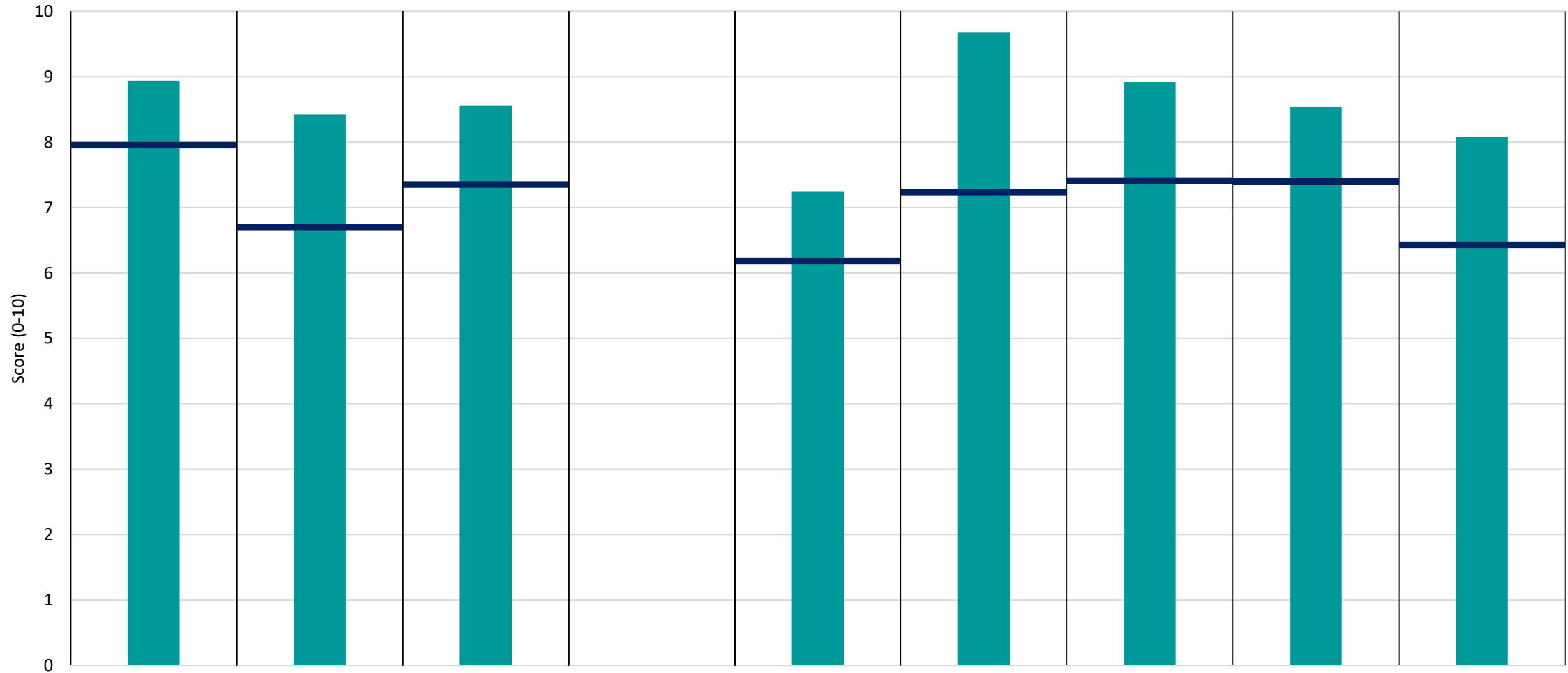
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.94	8.42	8.56	-	7.25	9.68	8.92	8.55	8.08
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 13 13 13 - 13 13 13 13 13 13 21

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



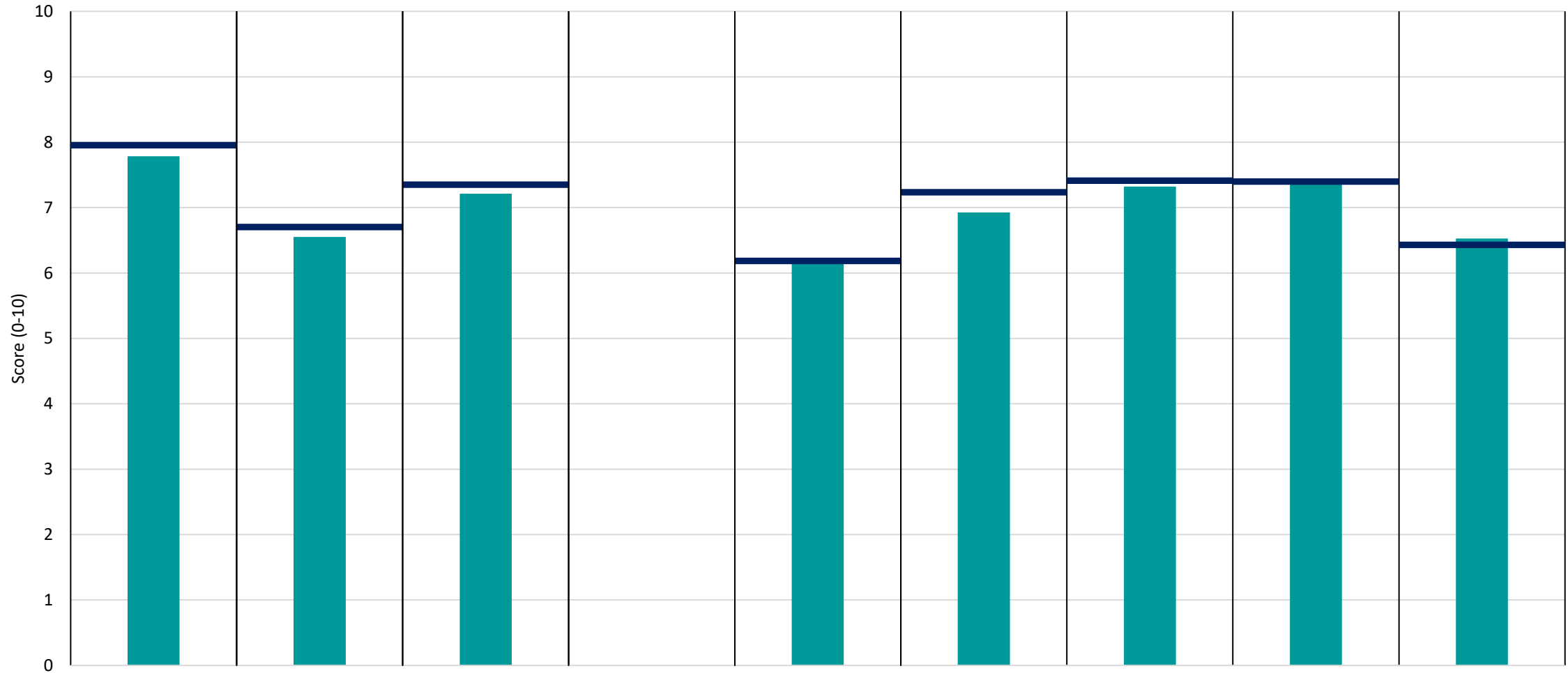
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.78	6.55	7.21	-	6.20	6.93	7.32	7.41	6.53
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	126	126	122	-	122	126	126	125	126



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



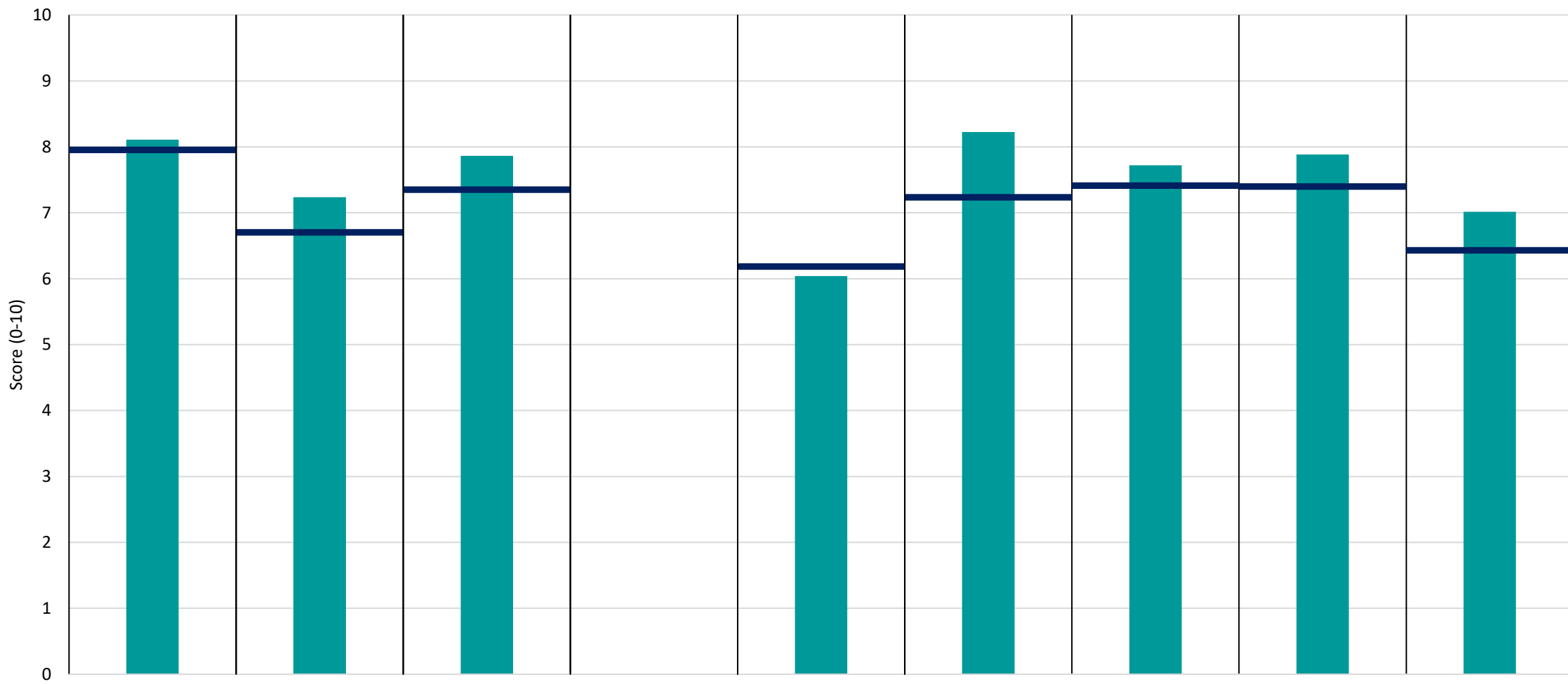
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.11	7.24	7.86	-	6.04	8.23	7.72	7.88	7.01
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	35	35	32	-	33	35	35	35	35

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



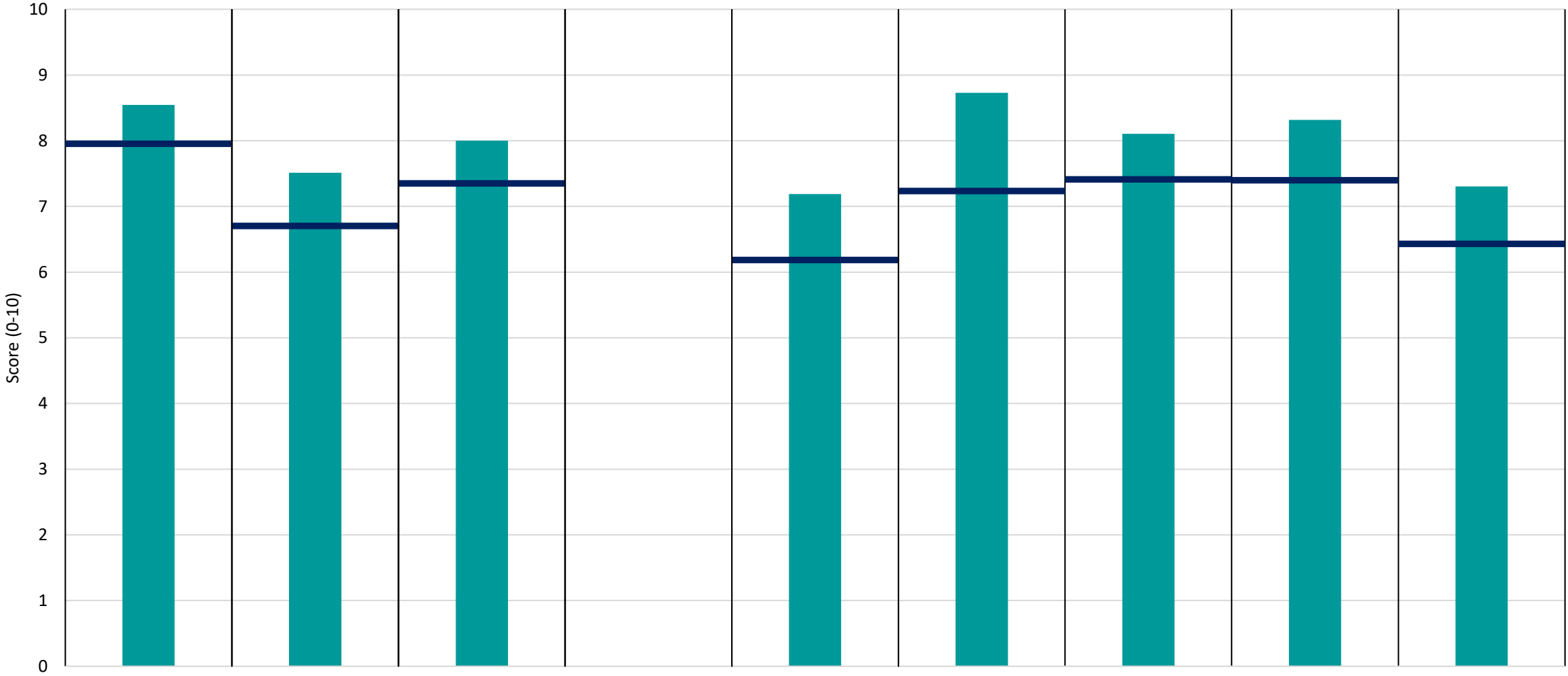
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.54	7.51	8.00	-	7.19	8.73	8.10	8.32	7.30
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	38	38	38	-	38	38	38	38	38

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



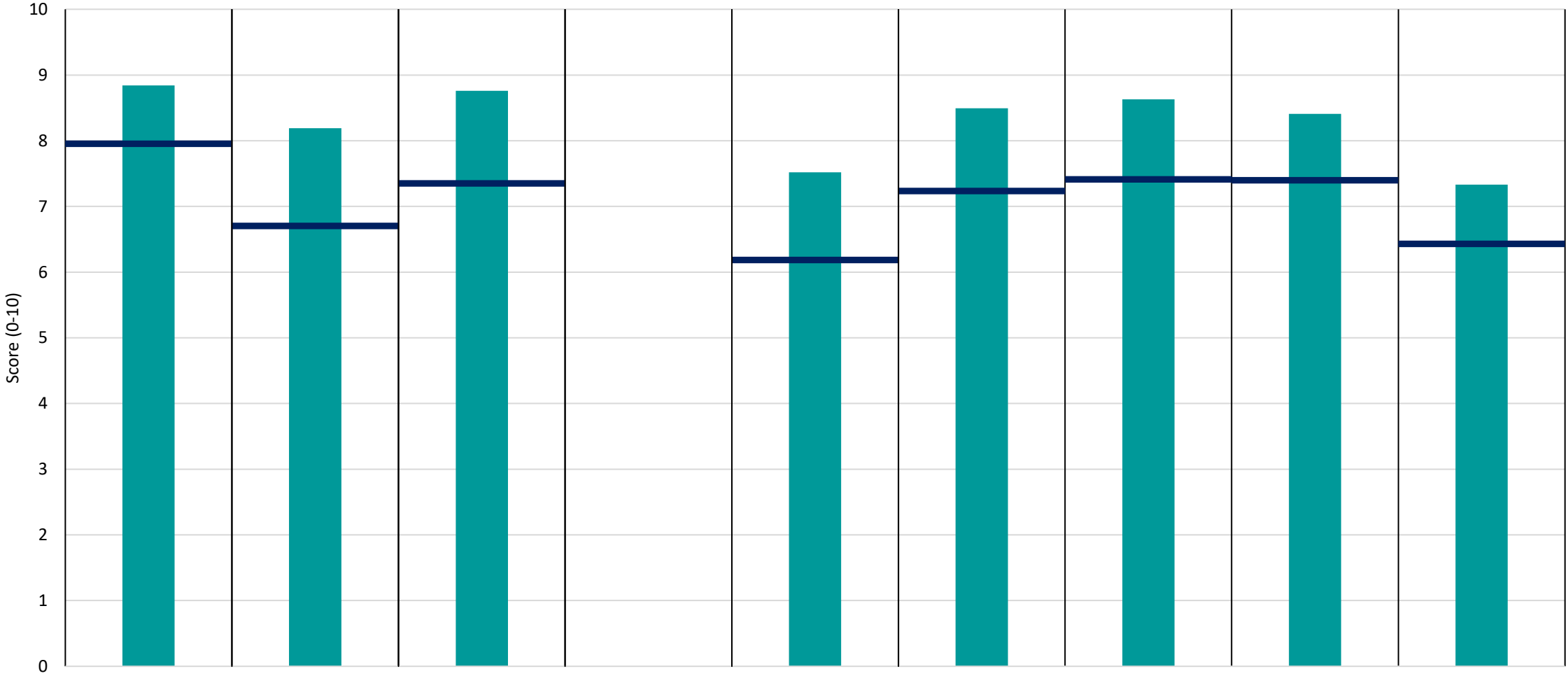
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.84	8.19	8.76	-	7.52	8.49	8.63	8.41	7.33
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 13 13 13 - 13 13 13 13 13 13 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



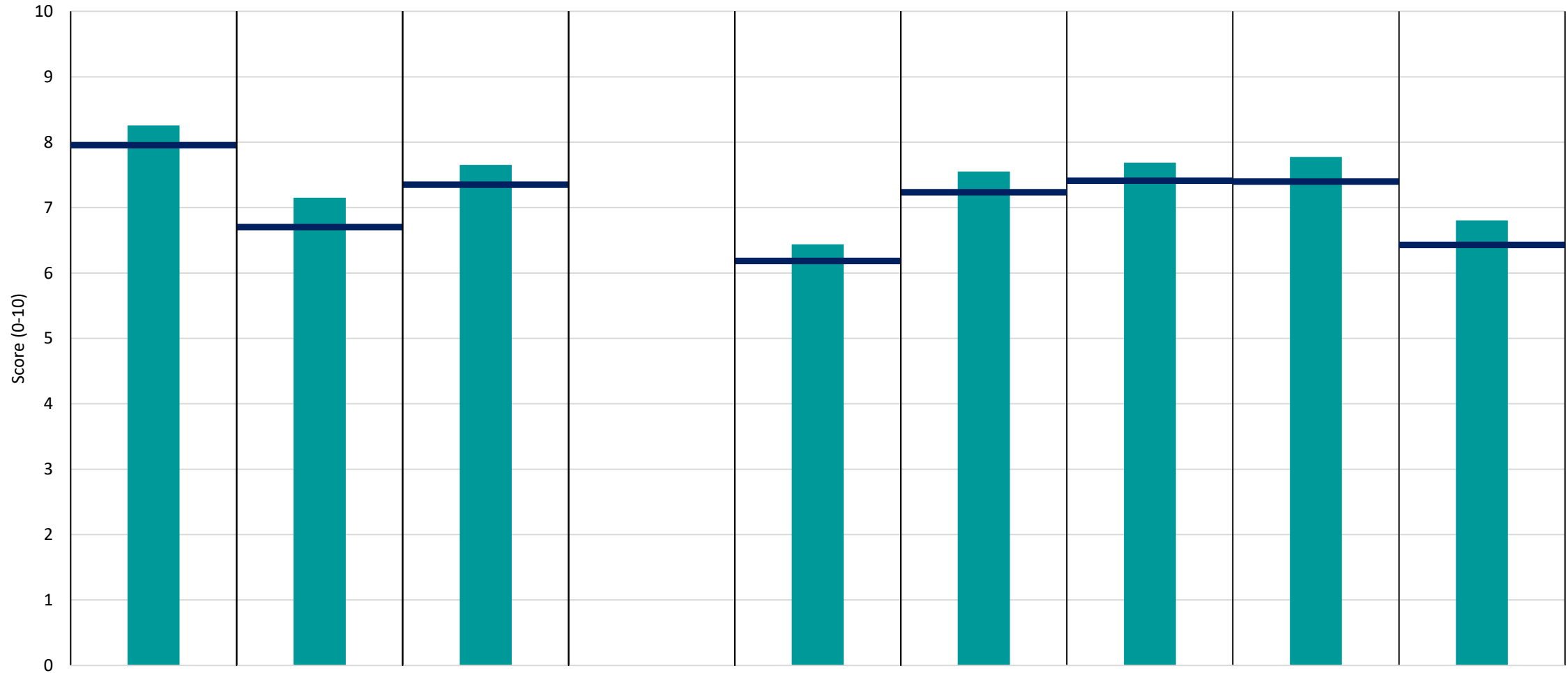
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.26	7.15	7.65	-	6.44	7.55	7.69	7.77	6.80
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 158 158 158 - 151 157 158 158 158 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



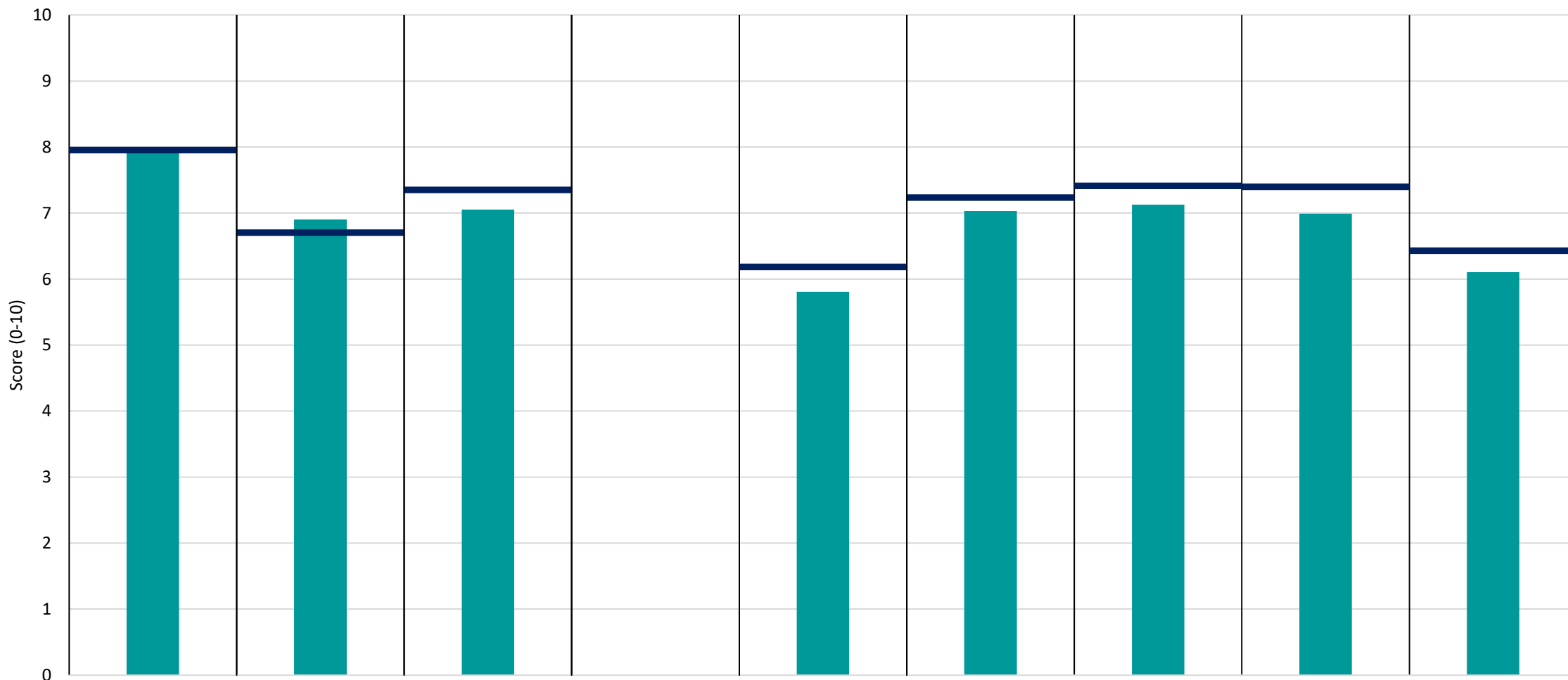
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.99	6.90	7.05	-	5.81	7.03	7.13	6.99	6.10
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	67	67	67	-	67	67	67	67	67



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



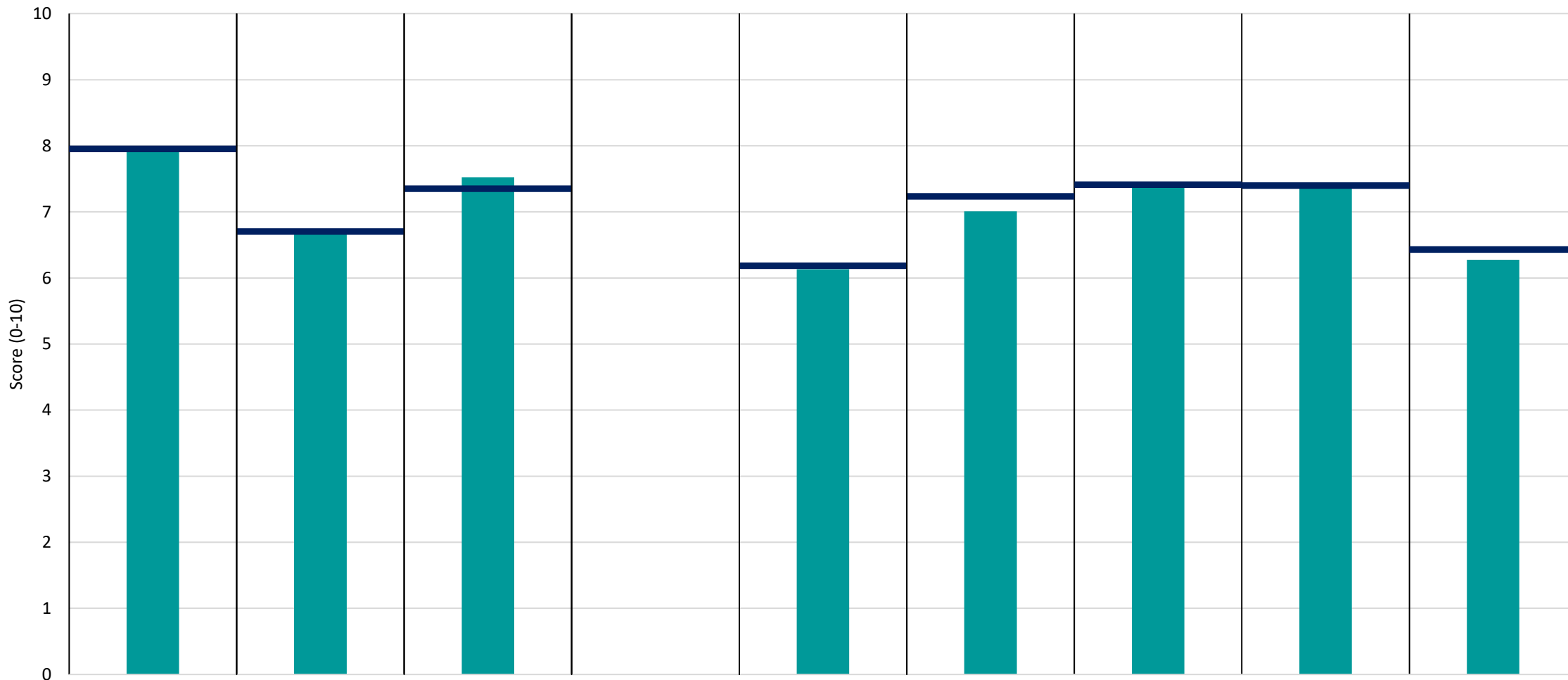
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.93	6.73	7.52	-	6.13	7.01	7.38	7.42	6.27
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	98	98	98	-	96	98	98	98	98



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



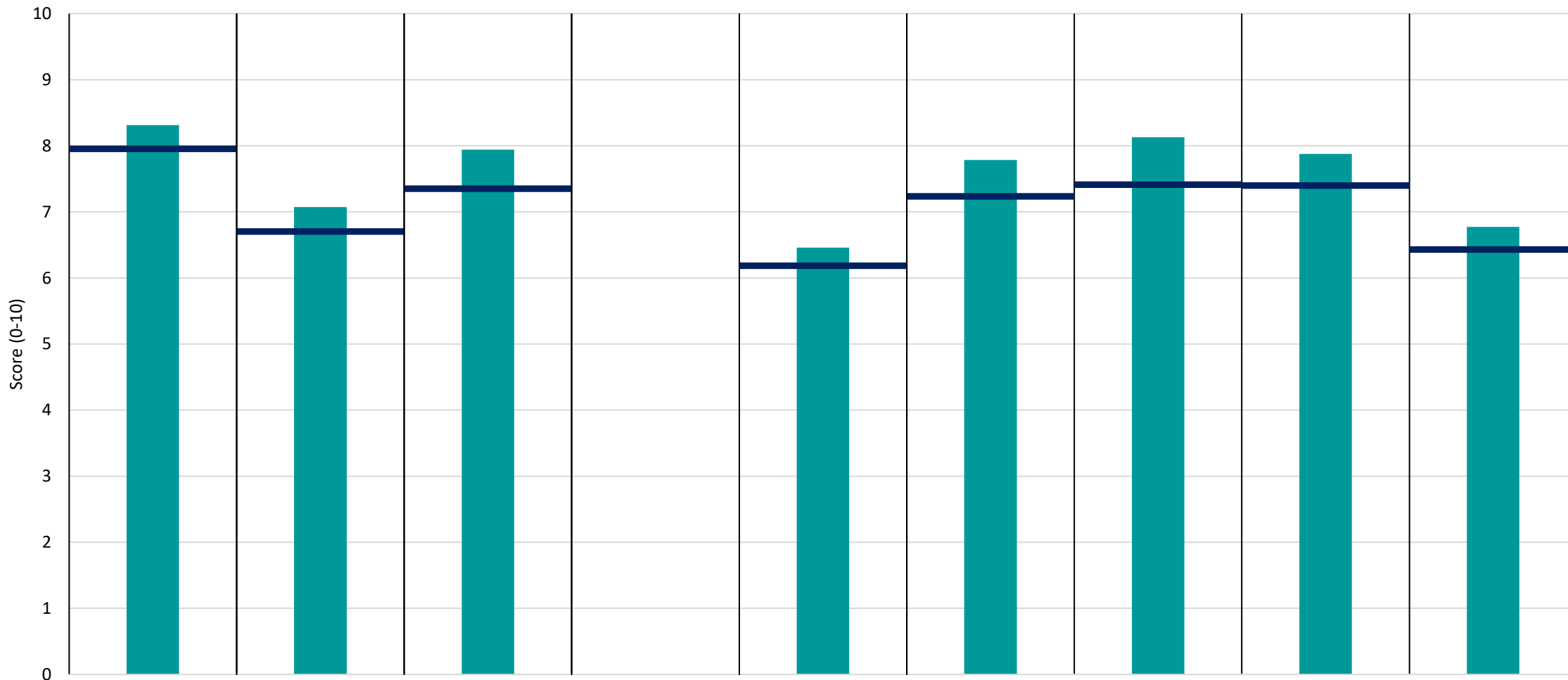
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.31	7.07	7.94	-	6.46	7.79	8.13	7.88	6.77
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43

Responses 48 48 48 - 48 48 48 48 48 48 29

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.

Training & Education



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



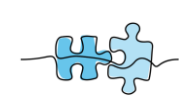
We are safe and
healthy



We are always
learning



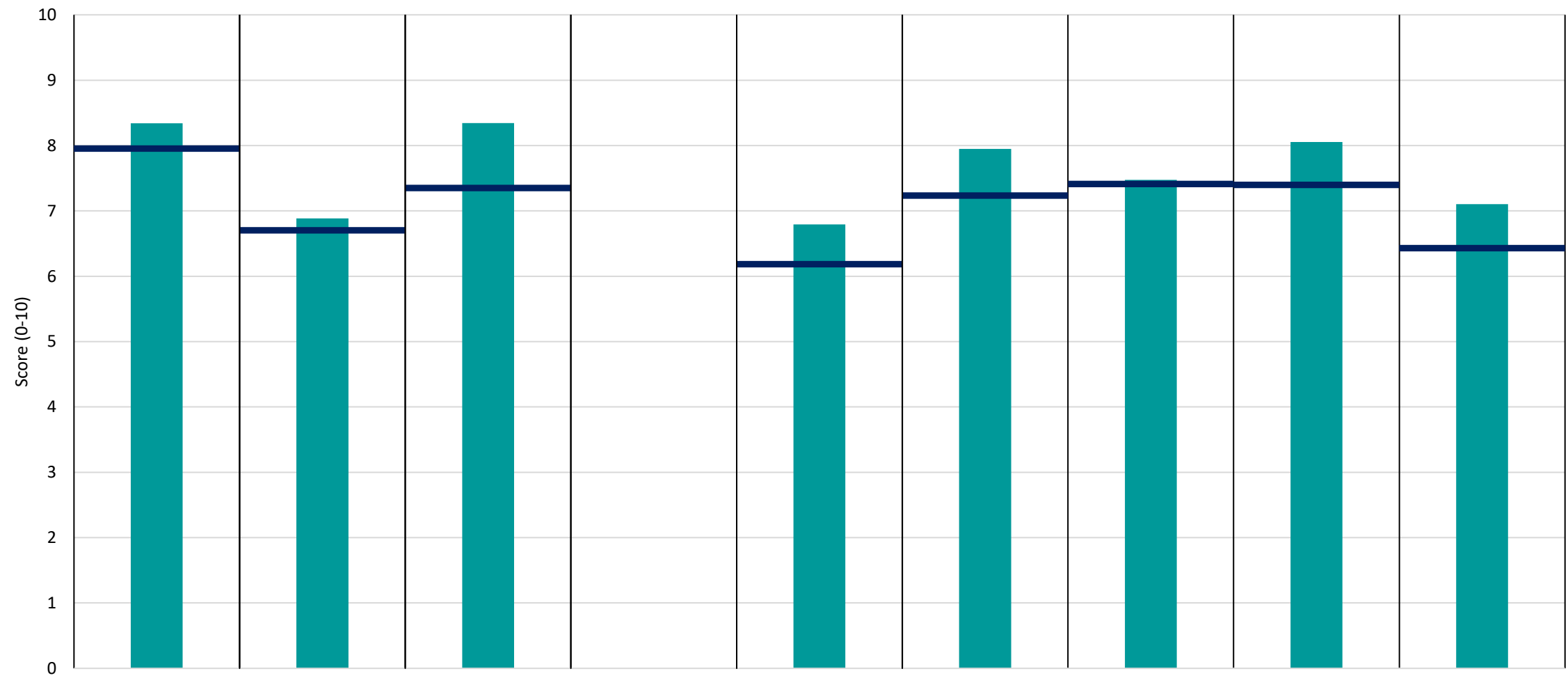
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.34	6.88	8.34	-	6.79	7.95	7.48	8.06	7.10
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	13	13	13	-	13	13	13	13	13

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



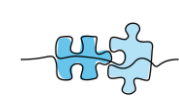
We are safe and
healthy



We are always
learning



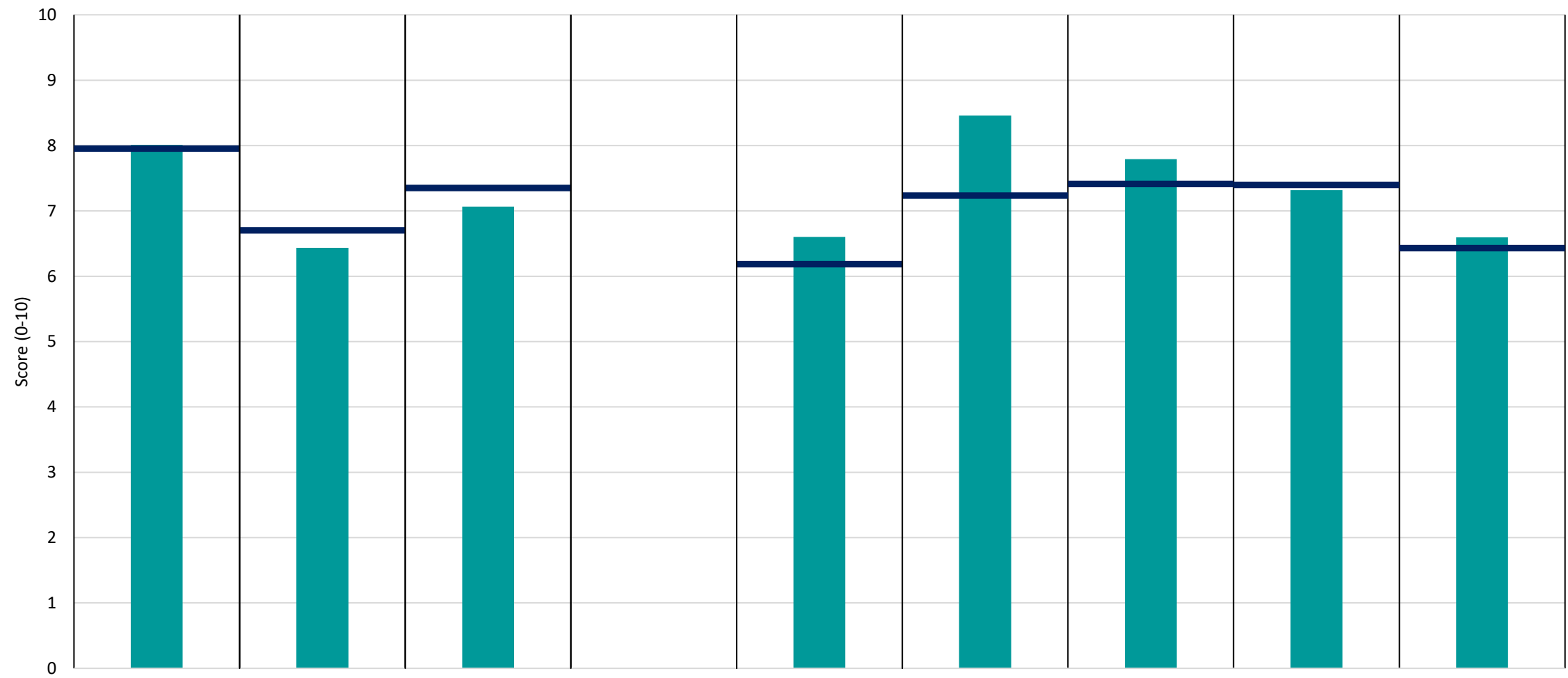
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	8.01	6.44	7.07	-	6.60	8.46	7.79	7.32	6.60
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	25	26	26	-	26	26	25	26	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



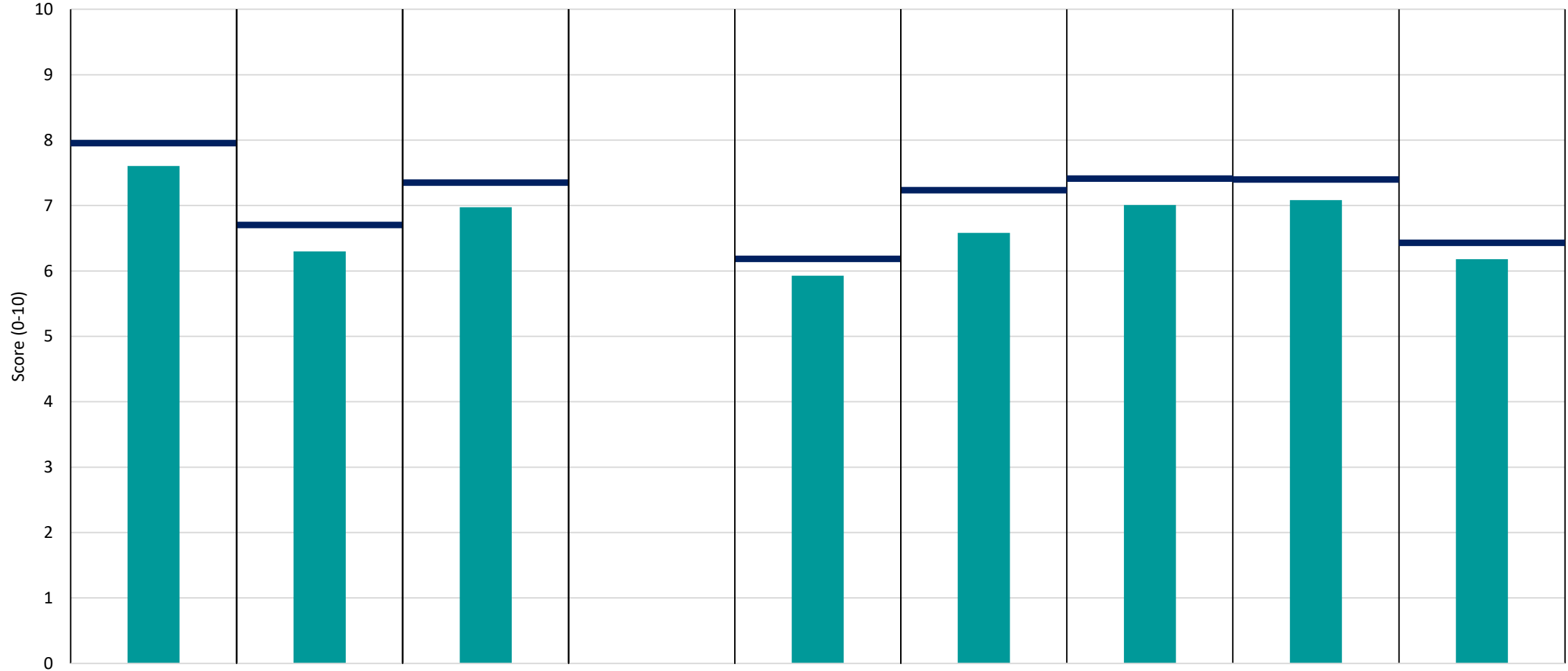
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.60	6.30	6.97	-	5.93	6.58	7.01	7.08	6.18
Your org	7.96	6.70	7.35	-	6.19	7.23	7.41	7.40	6.43
Responses	152	152	151	-	149	152	151	152	152