



# NHS Midlands and Lancashire CSU

2024 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Midlands and Lancashire CSU contains results by breakdown area for the People Promise element and theme results from the 2024 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.

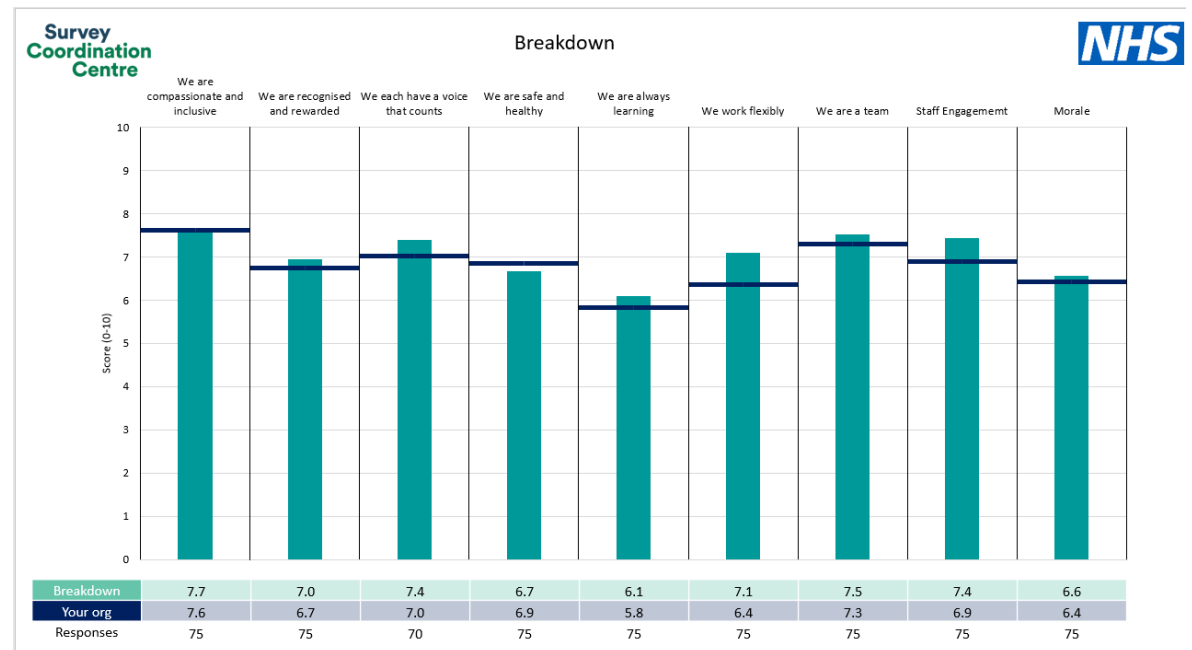
The breakdowns used in this report were provided and defined by NHS Midlands and Lancashire CSU. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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 measure and sub-scores for the **given breakdown** are specified below the table containing the breakdown and trust scores.



**! Note:** When there are fewer 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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2024 NHS Staff Survey



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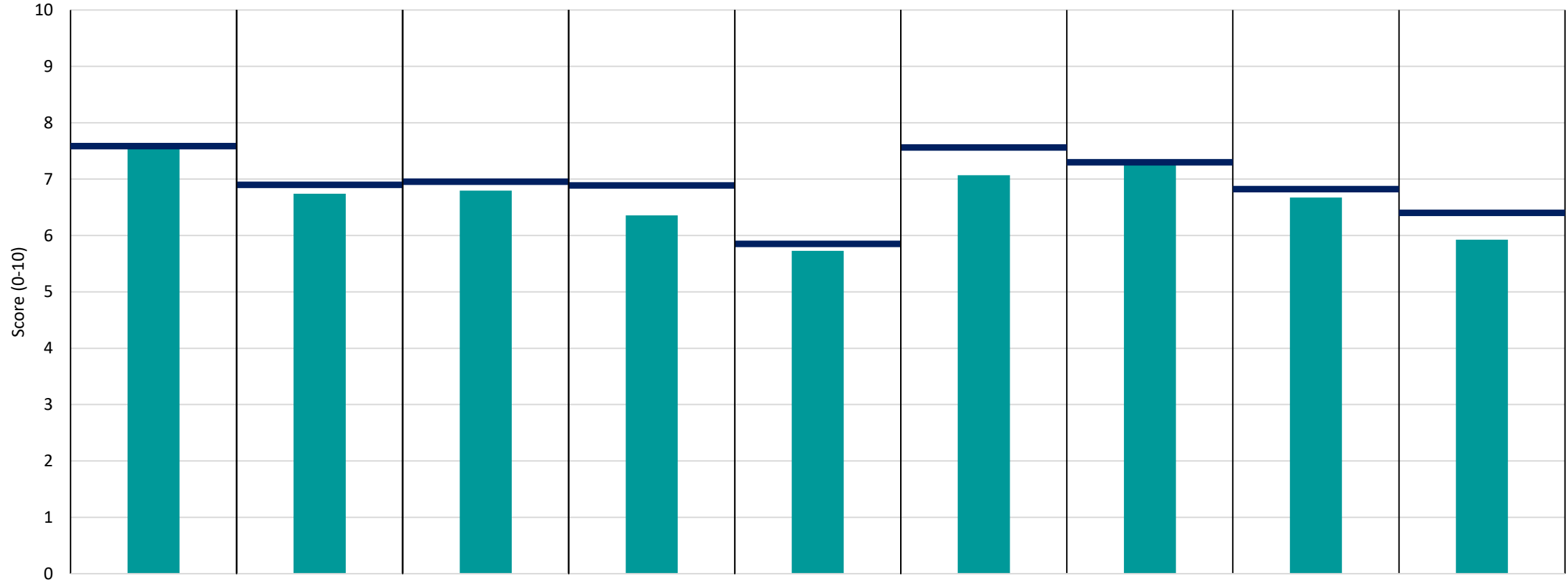
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Staff Engagement



Morale



Breakdown	7.60	6.74	6.79	6.36	5.73	7.07	7.25	6.67	5.92
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	318	318	317	317	307	317	318	318	318



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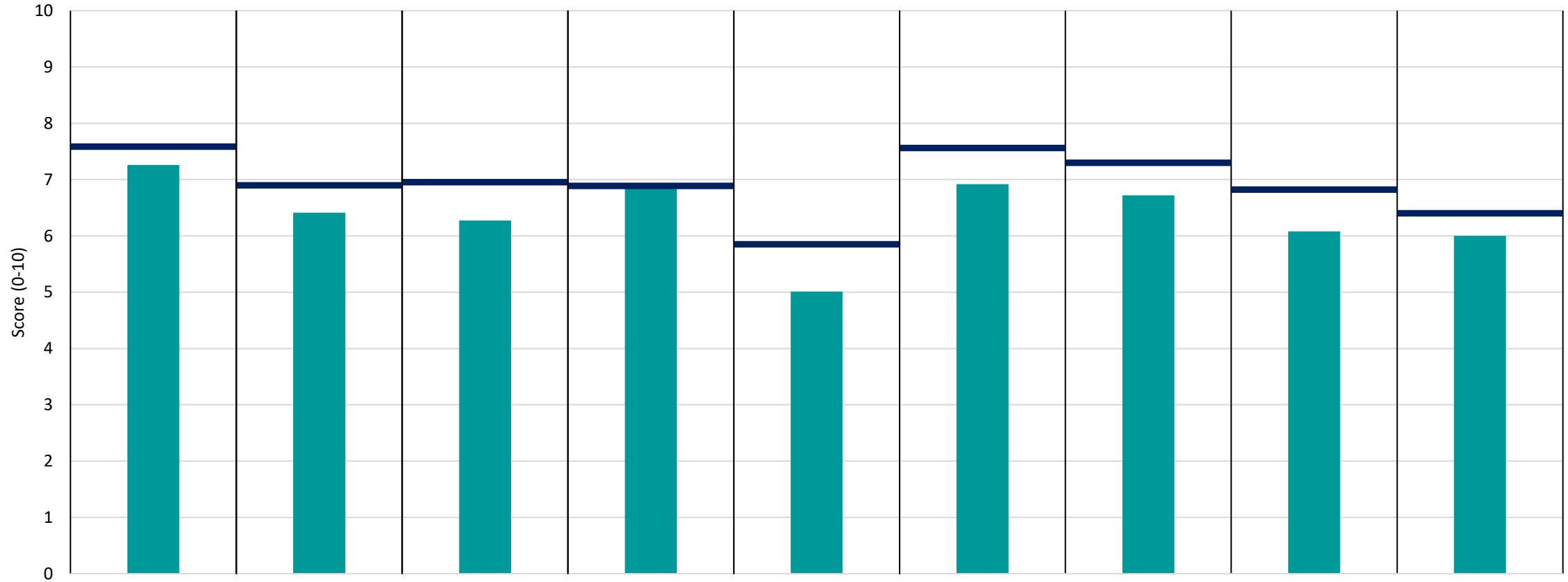
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Staff Engagement



Morale



Breakdown	7.26	6.41	6.27	6.92	5.01	6.92	6.72	6.08	6.00
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	102	102	98	102	102	101	102	102	102





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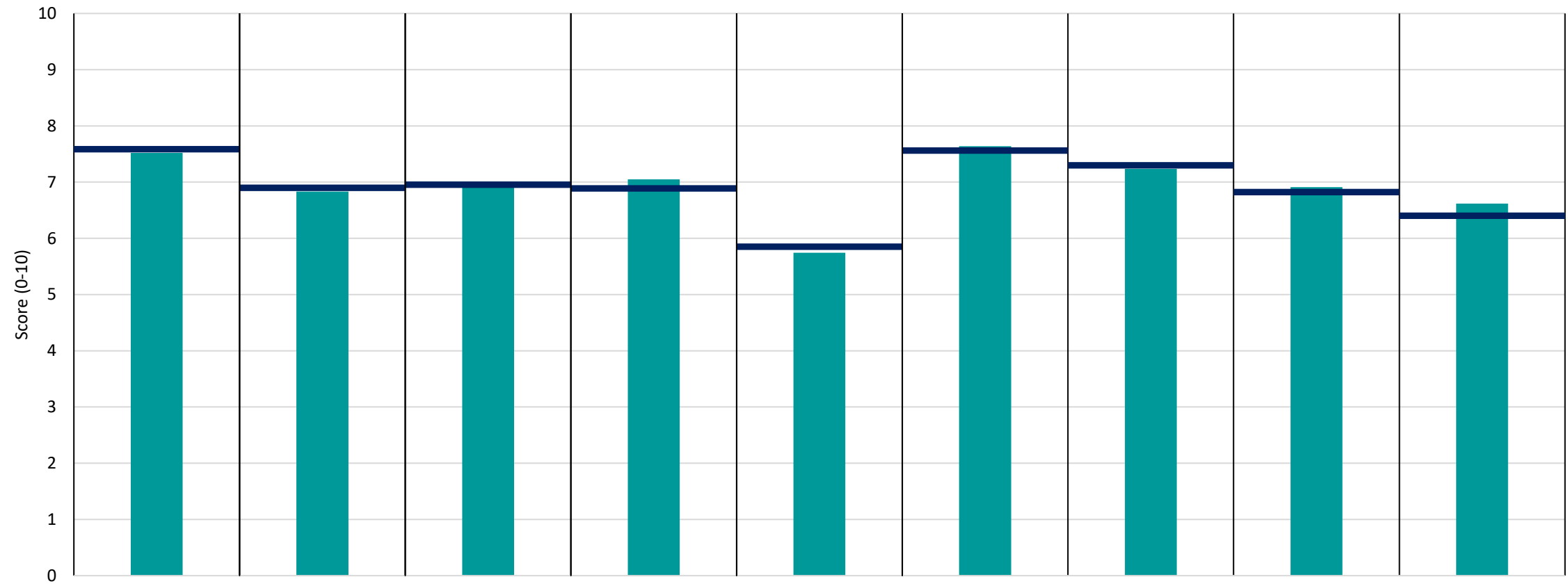
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Morale



Breakdown	7.52	6.83	7.01	7.05	5.75	7.64	7.23	6.91	6.62
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	341	341	338	341	330	339	341	341	341



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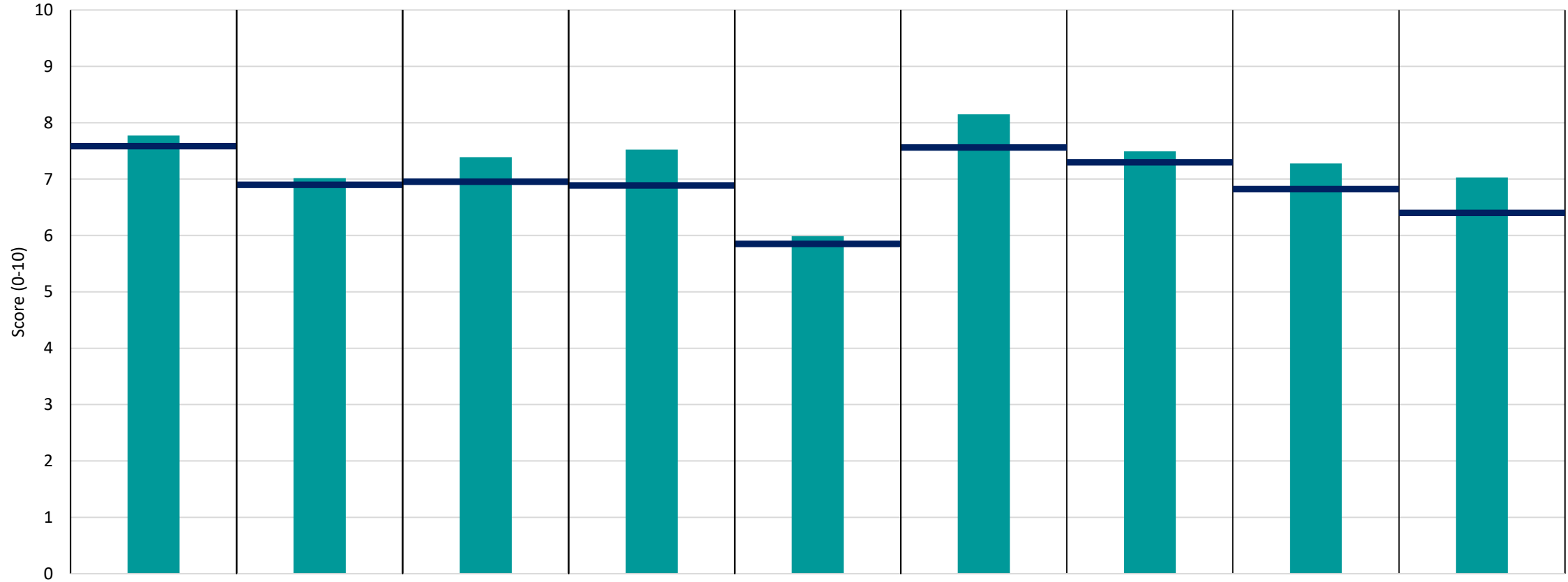
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Breakdown	7.77	7.02	7.39	7.52	5.99	8.15	7.49	7.28	7.03
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	86	85	85	86	81	84	86	86	86



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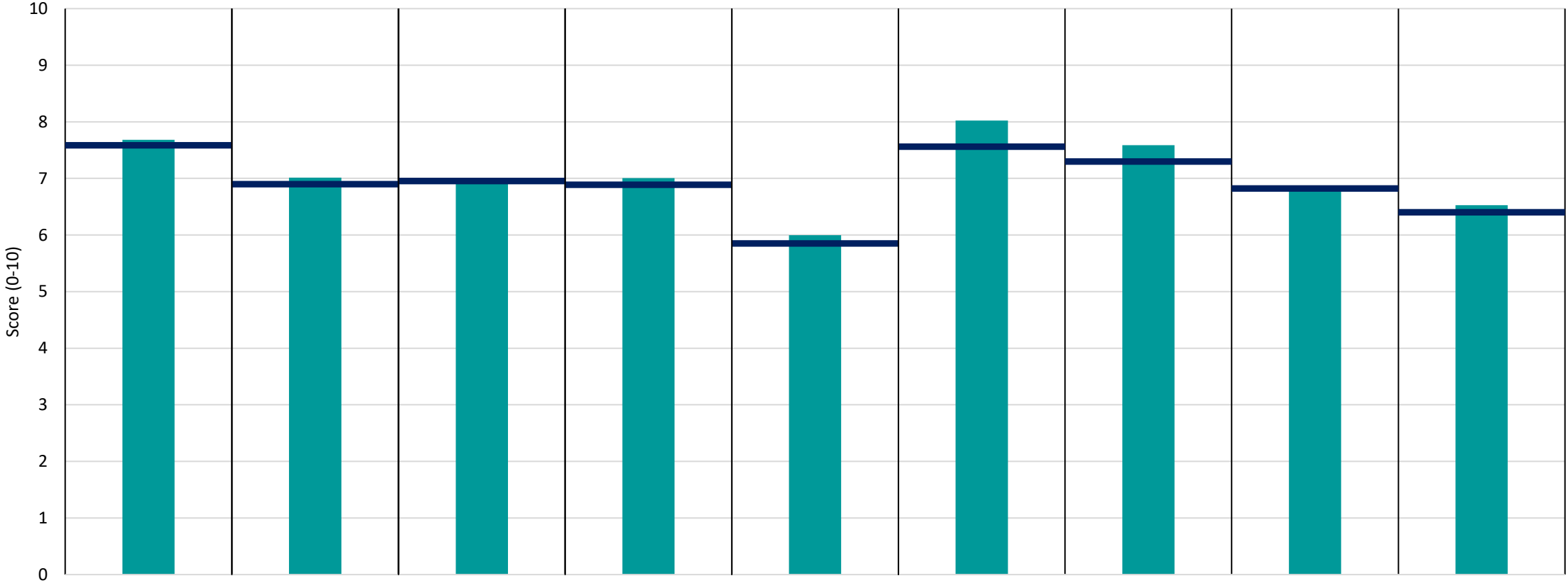
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Morale



Breakdown	7.68	7.01	6.99	7.01	6.00	8.02	7.59	6.77	6.53
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	68	68	68	68	67	68	68	68	68



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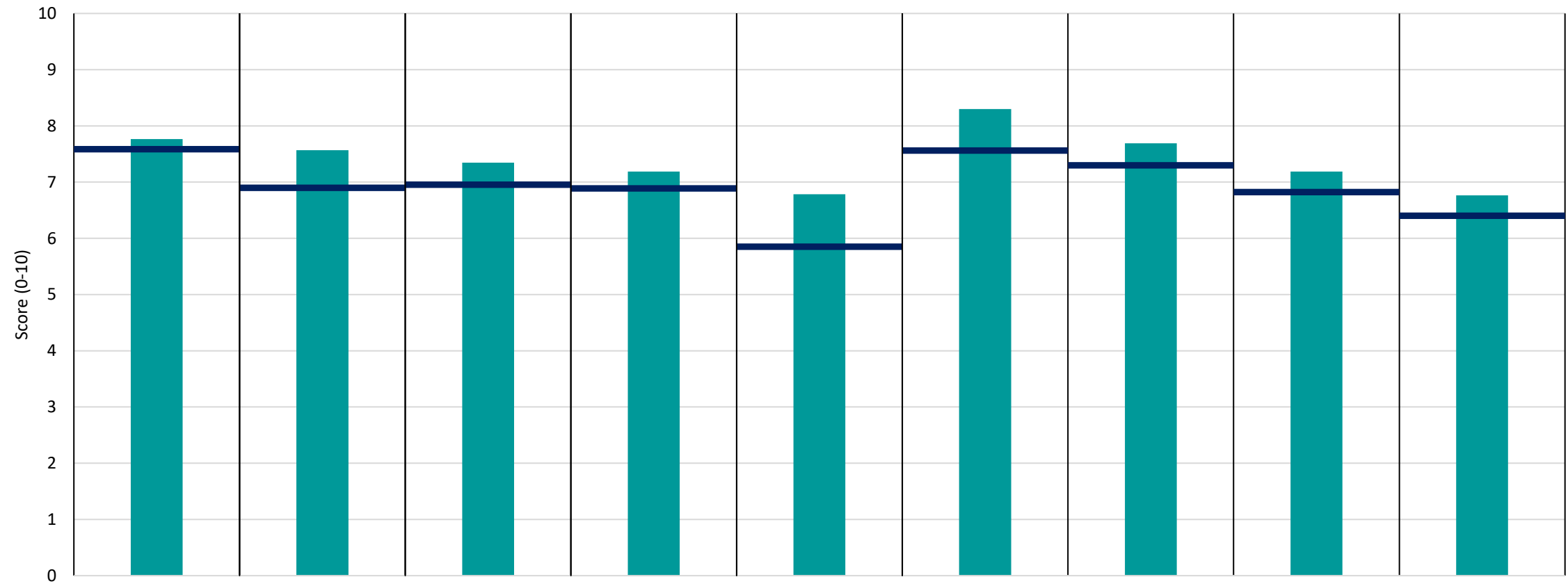
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Breakdown	7.77	7.57	7.35	7.19	6.78	8.30	7.69	7.19	6.76
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	156	156	153	156	147	155	156	156	156

# Breakdowns 2

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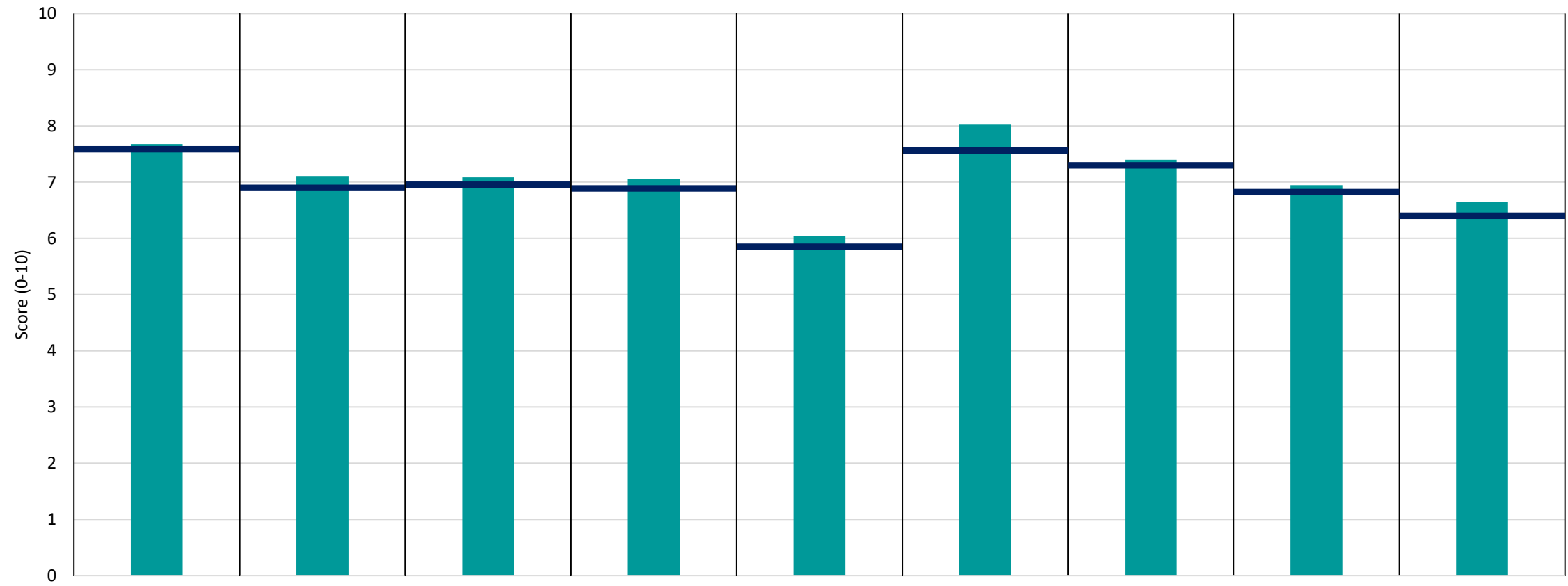
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Breakdown	7.68	7.11	7.09	7.05	6.04	8.02	7.40	6.95	6.66
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	89	89	89	89	84	89	89	89	89



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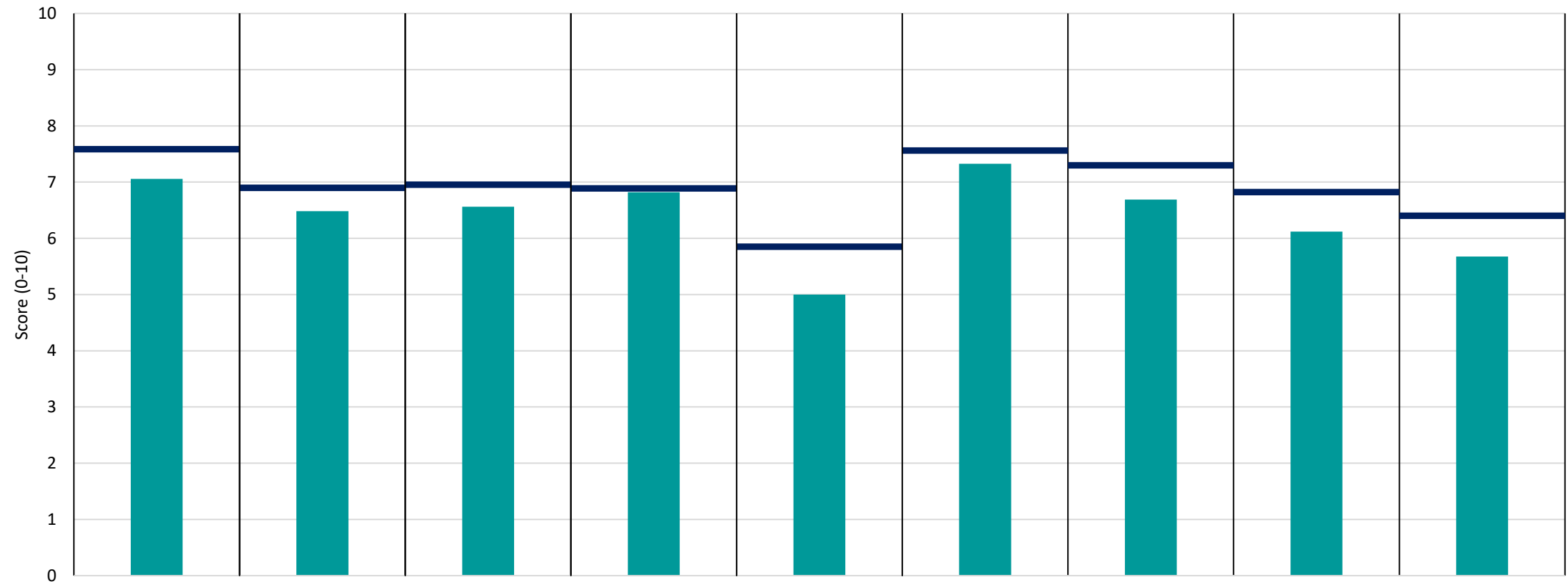
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Breakdown	7.06	6.48	6.56	6.82	5.00	7.33	6.69	6.12	5.68
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	29	29	28	29	29	29	29	29	29



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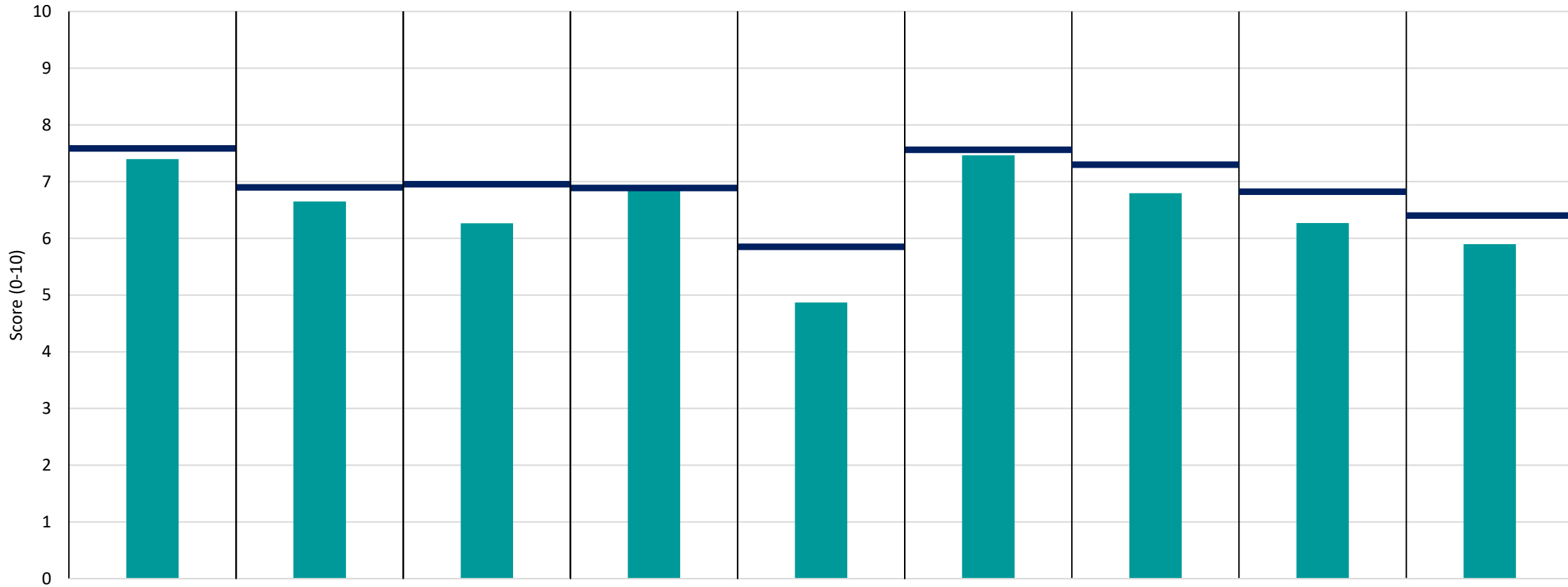
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Breakdown	7.40	6.65	6.27	6.86	4.87	7.47	6.79	6.27	5.90
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	37	37	36	37	37	37	37	37	37





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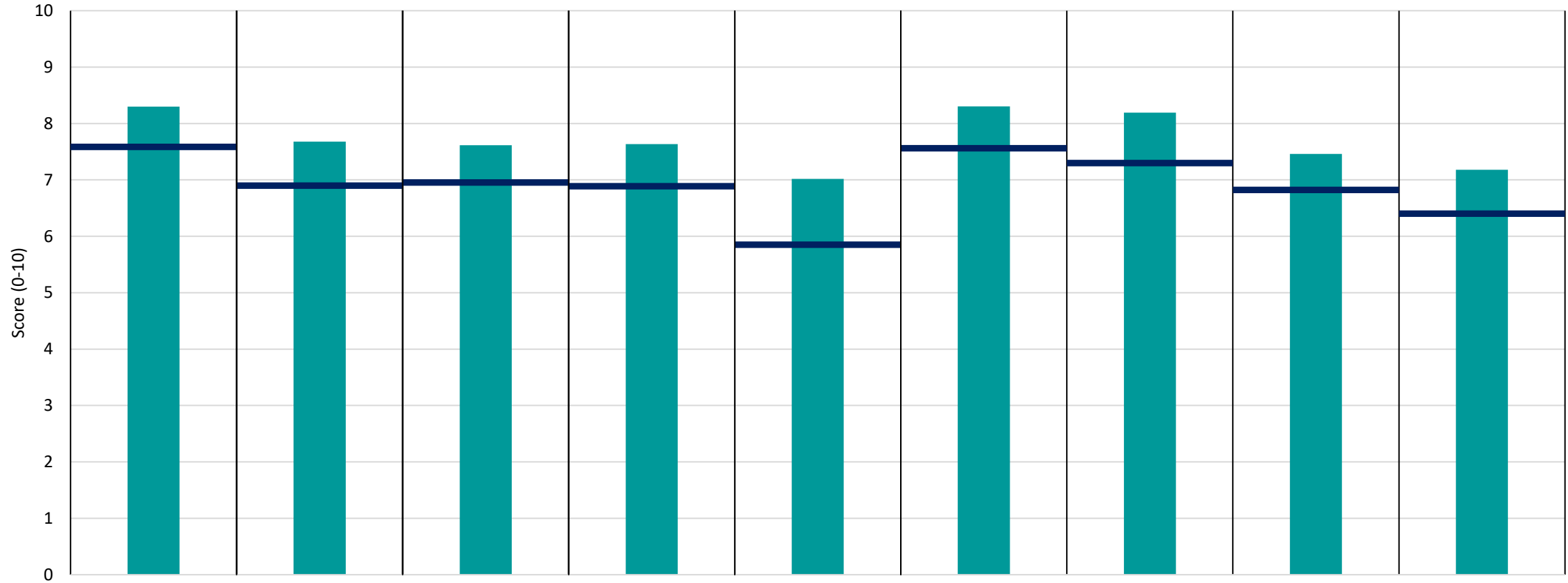
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Breakdown	8.30	7.68	7.61	7.64	7.02	8.30	8.19	7.46	7.18
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	14	14	14	14	14	14	14	14	14



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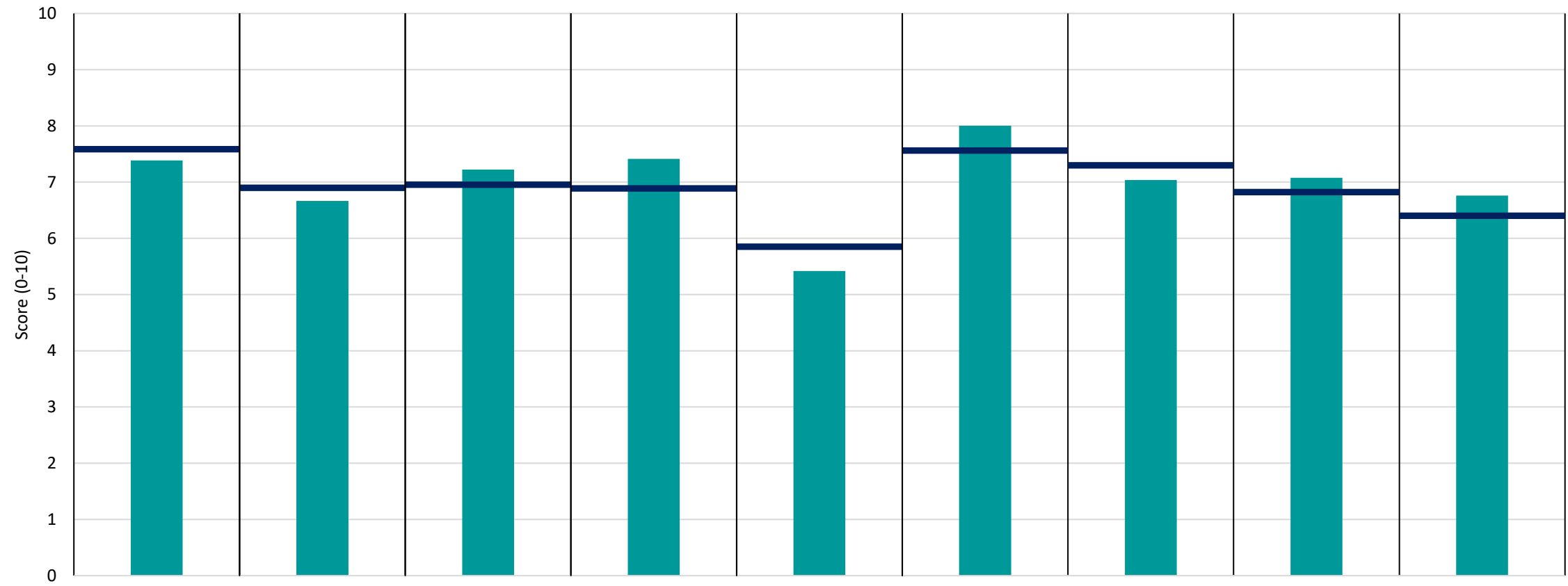
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Breakdown	7.39	6.67	7.22	7.41	5.42	8.00	7.04	7.08	6.76
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	46	45	46	46	43	44	46	46	46



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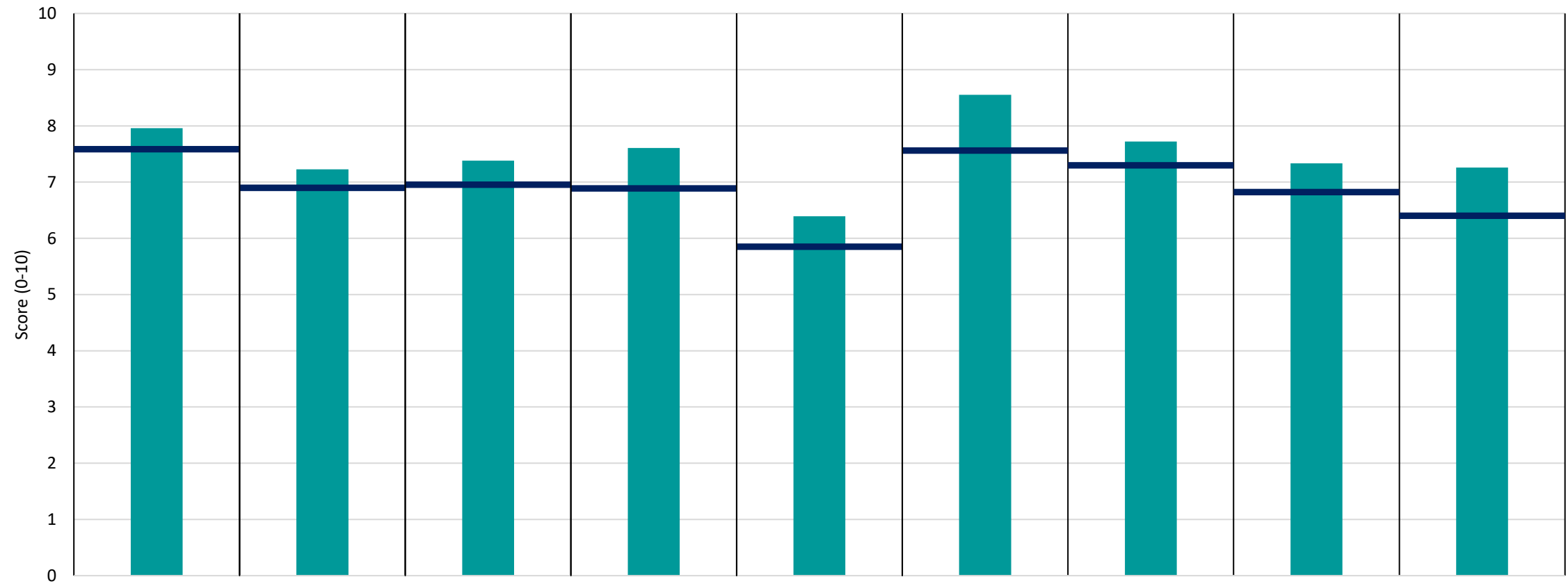
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Breakdown	7.96	7.23	7.38	7.61	6.39	8.55	7.72	7.34	7.26
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	22	22	21	22	22	21	22	22	22



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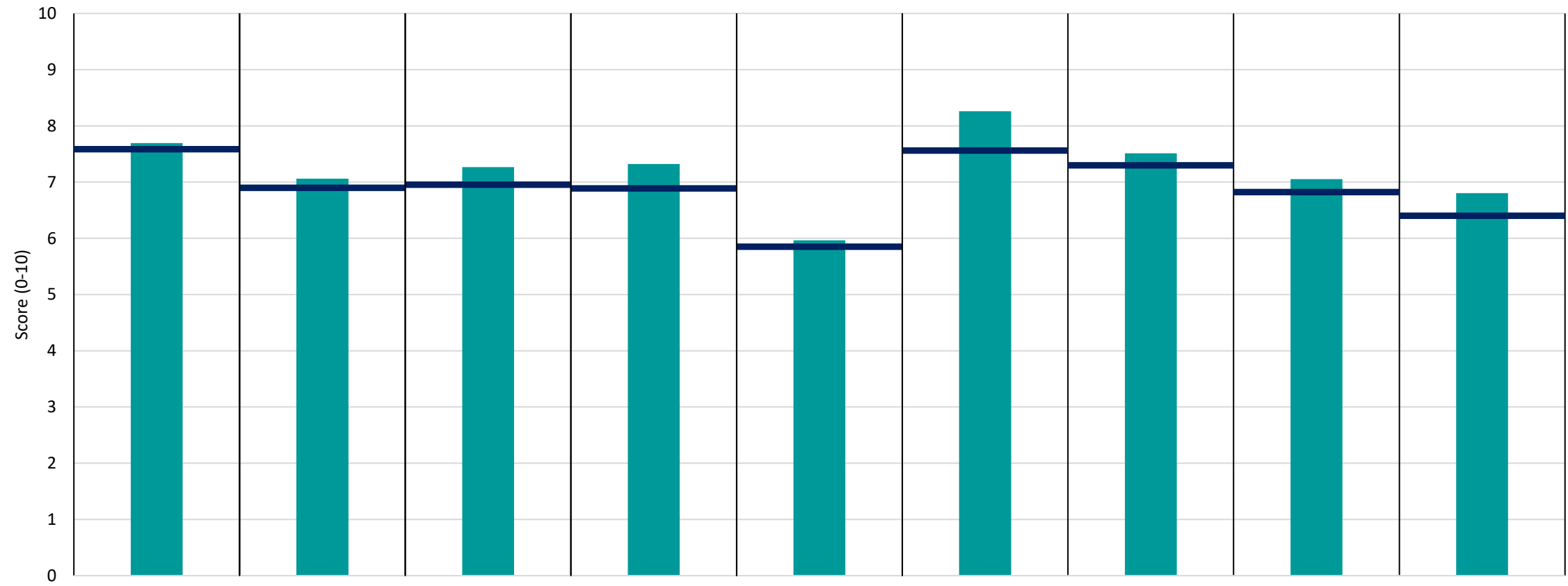
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Breakdown	7.69	7.06	7.27	7.32	5.96	8.26	7.51	7.05	6.81
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	58	58	58	58	57	58	58	58	58



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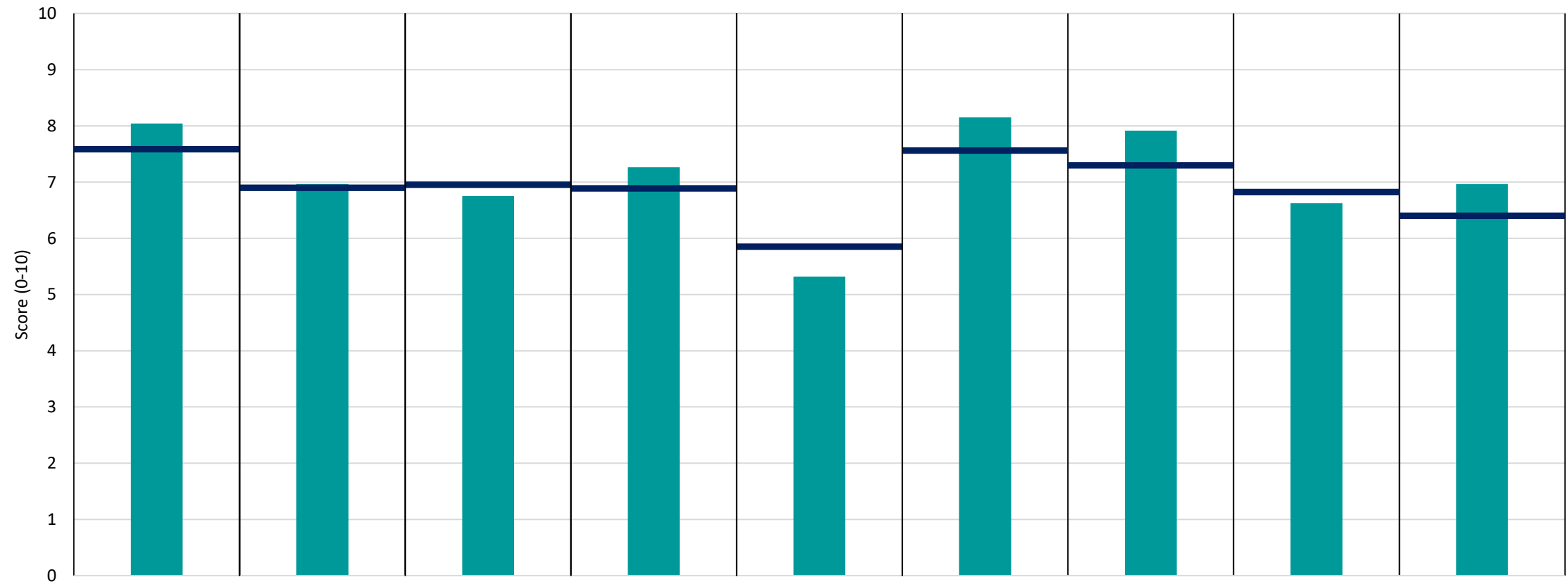
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Breakdown	8.04	6.96	6.75	7.27	5.32	8.15	7.92	6.63	6.97
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	14	14	14	14	14	14	14	14	14



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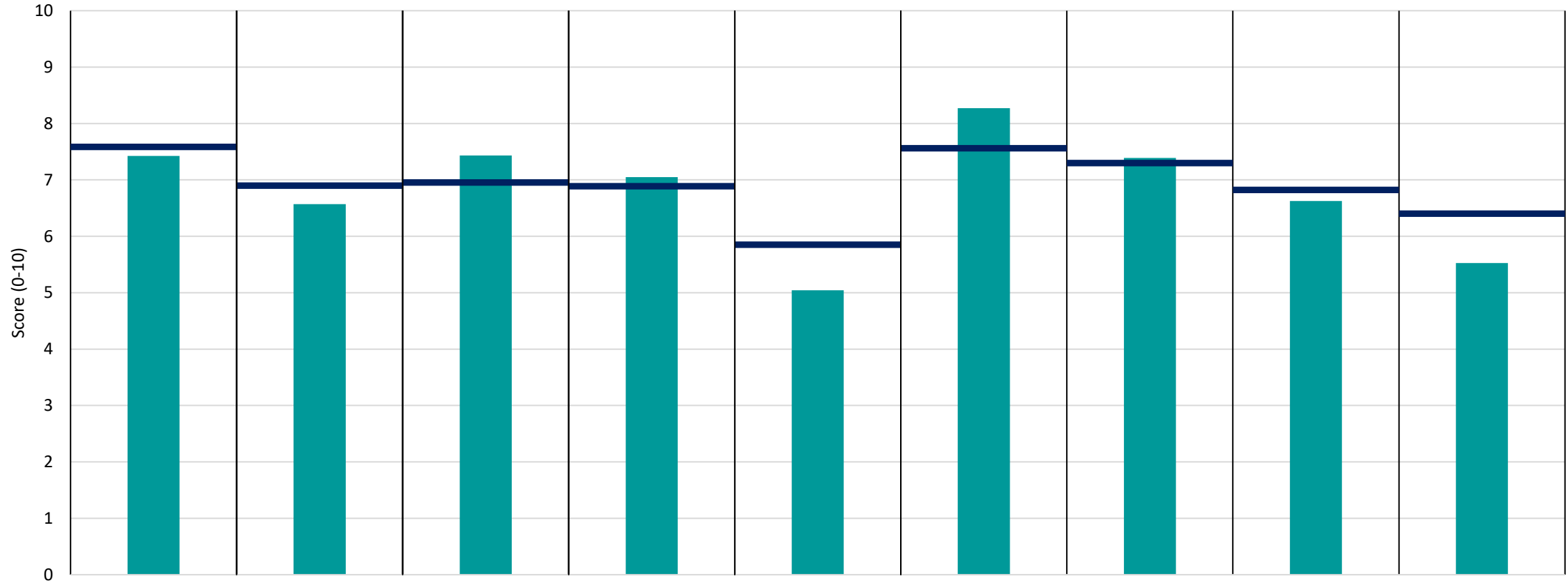
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Breakdown	7.43	6.57	7.43	7.05	5.04	8.27	7.39	6.63	5.52
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	14	14	14	14	12	14	14	14	14



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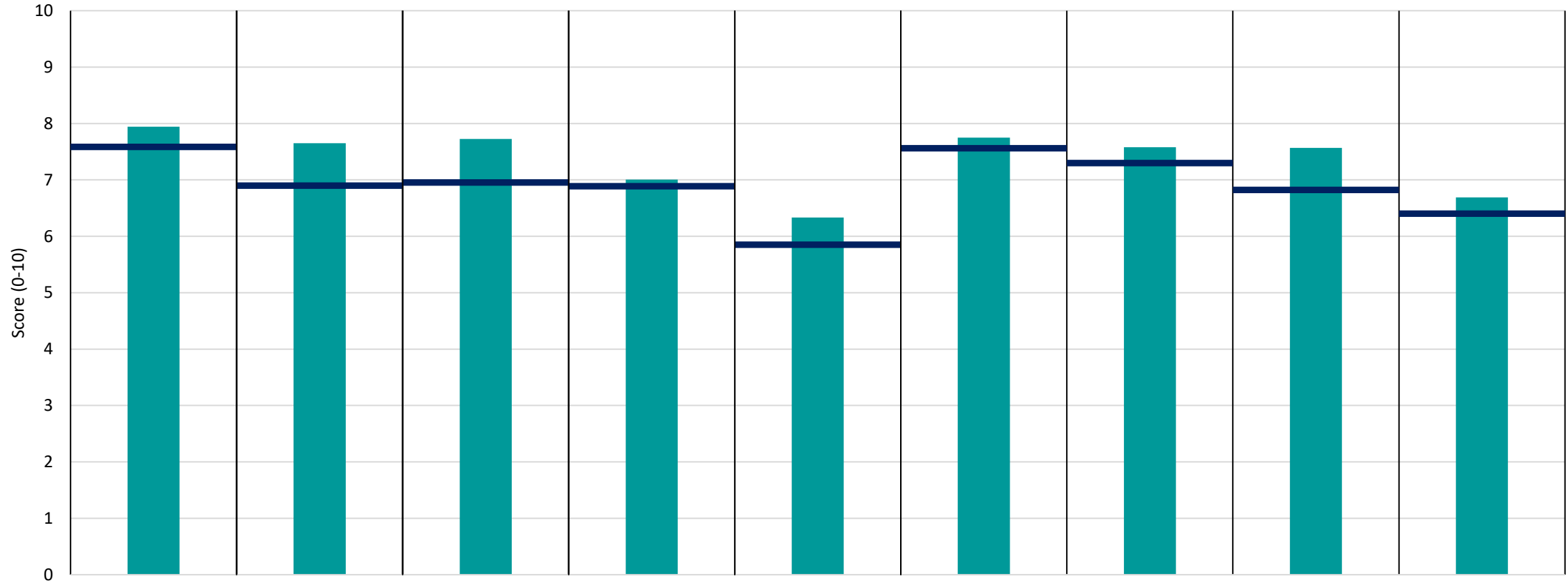
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Breakdown	7.95	7.65	7.73	7.01	6.33	7.75	7.58	7.57	6.69
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	20	20	19	20	19	20	20	20	20



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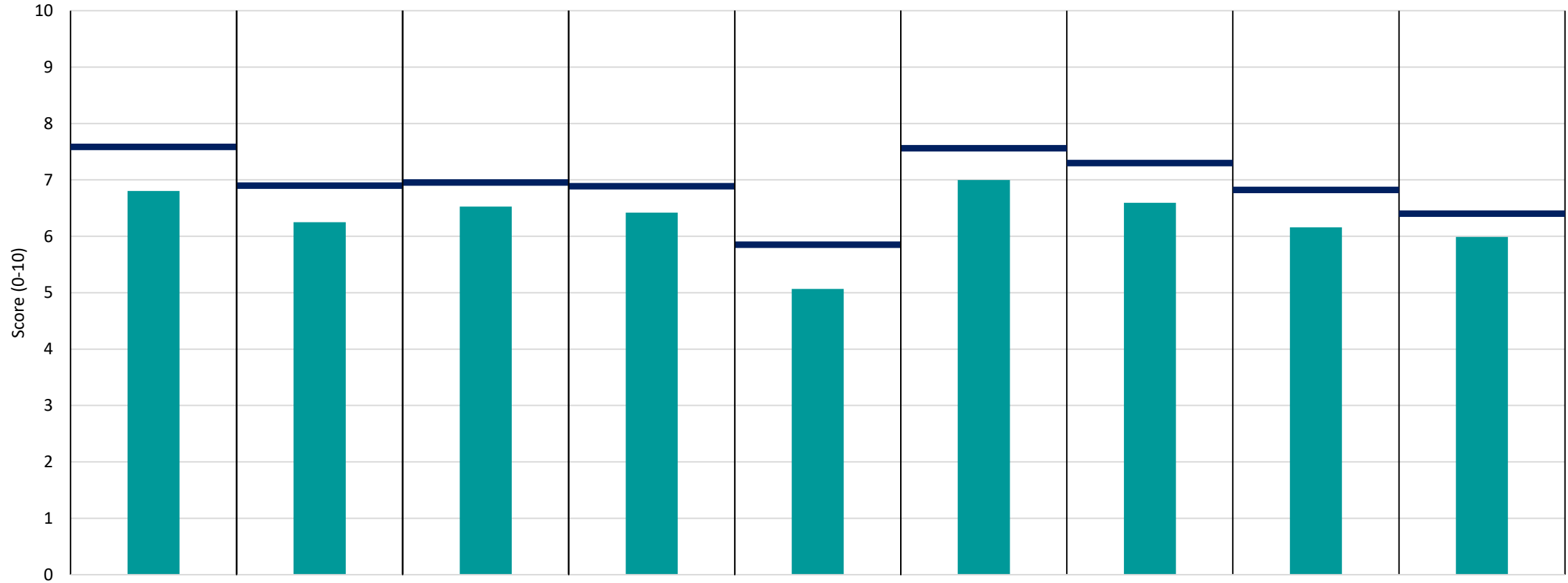
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Breakdown	6.80	6.25	6.53	6.42	5.07	7.00	6.60	6.16	5.99
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	24	24	24	24	24	24	24	24	24





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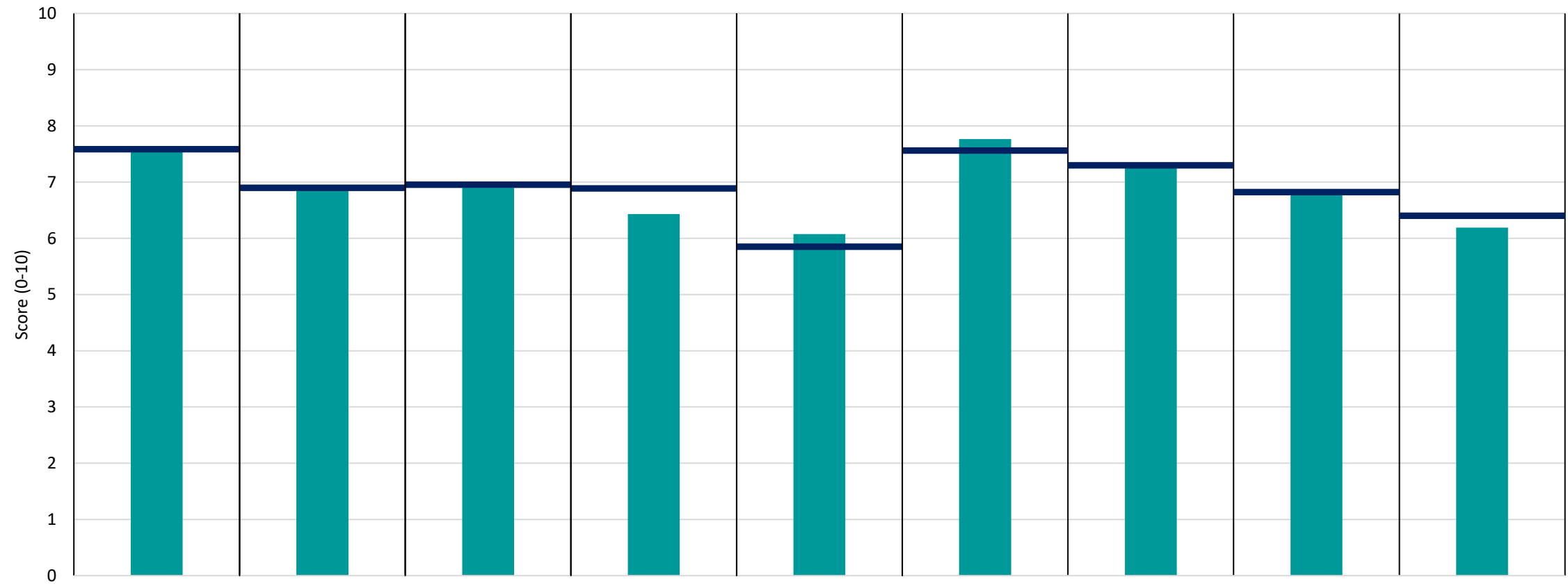
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Breakdown	7.57	6.93	6.90	6.43	6.08	7.77	7.31	6.85	6.19
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	37	37	37	36	35	36	37	37	37



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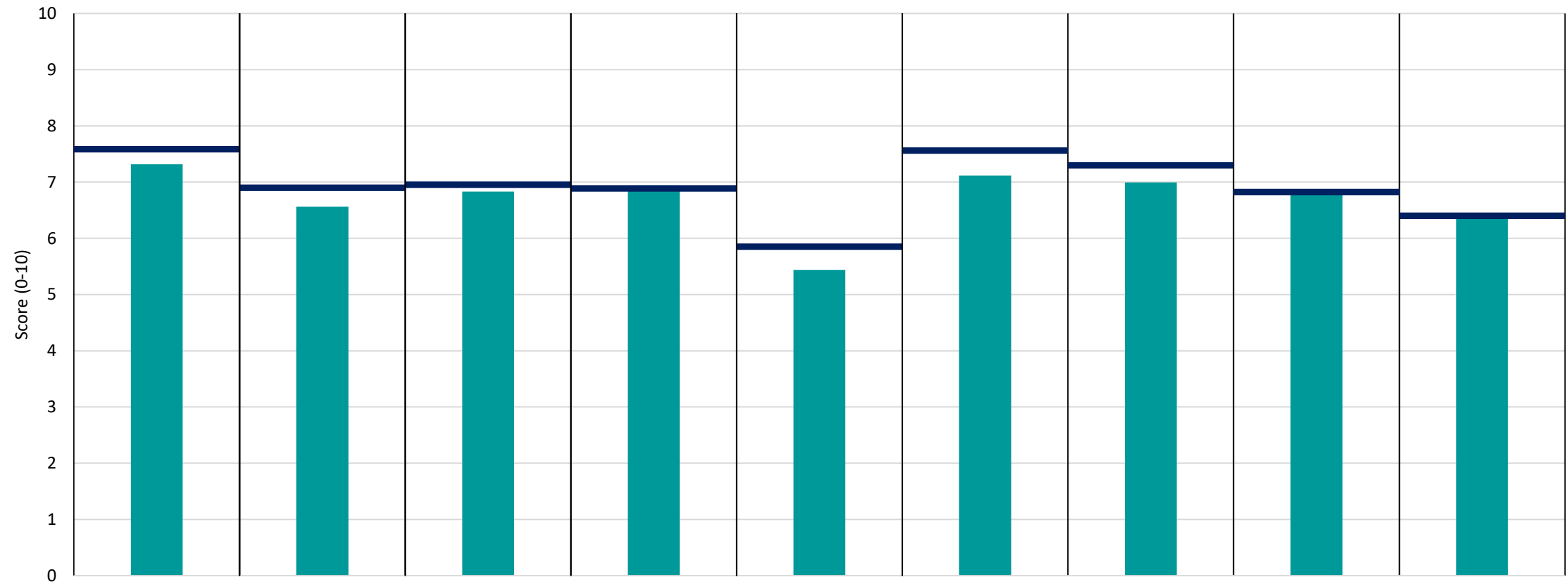
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Breakdown	7.32	6.56	6.83	6.89	5.44	7.12	6.99	6.79	6.45
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	172	172	170	172	167	171	172	172	172



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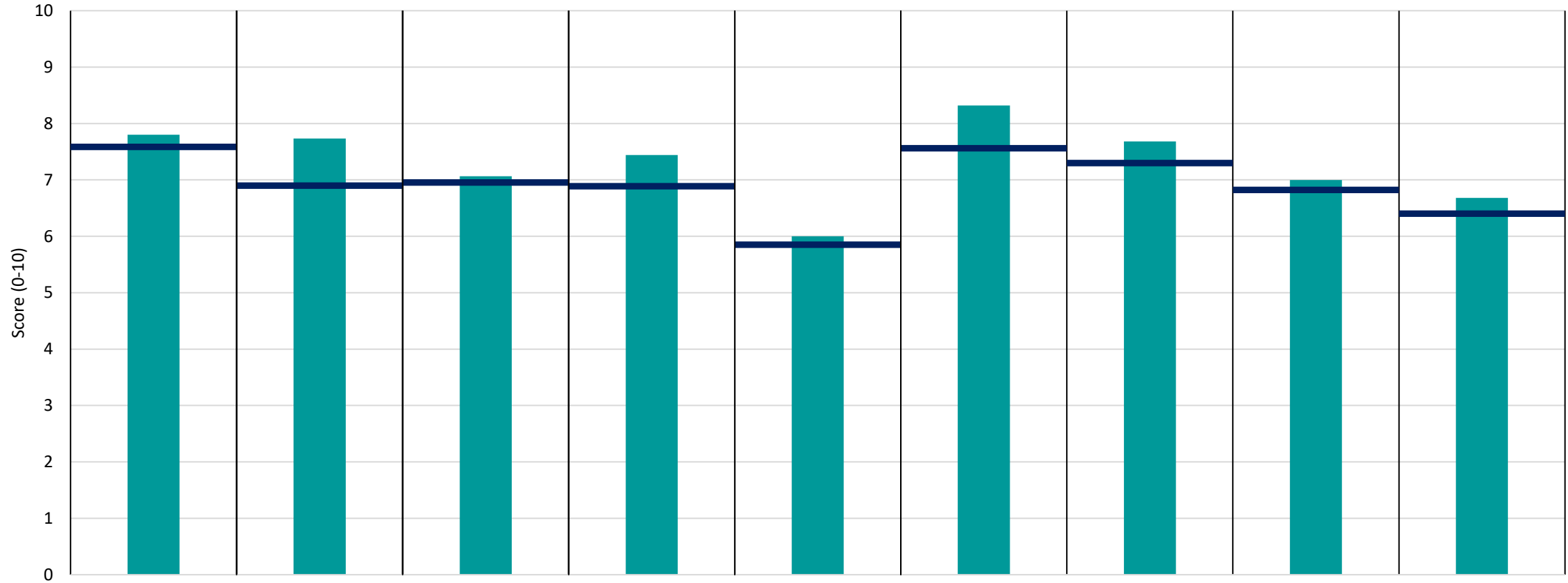
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Breakdown	7.80	7.74	7.07	7.44	6.00	8.32	7.68	7.00	6.68
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	34	34	33	34	34	34	34	34	34



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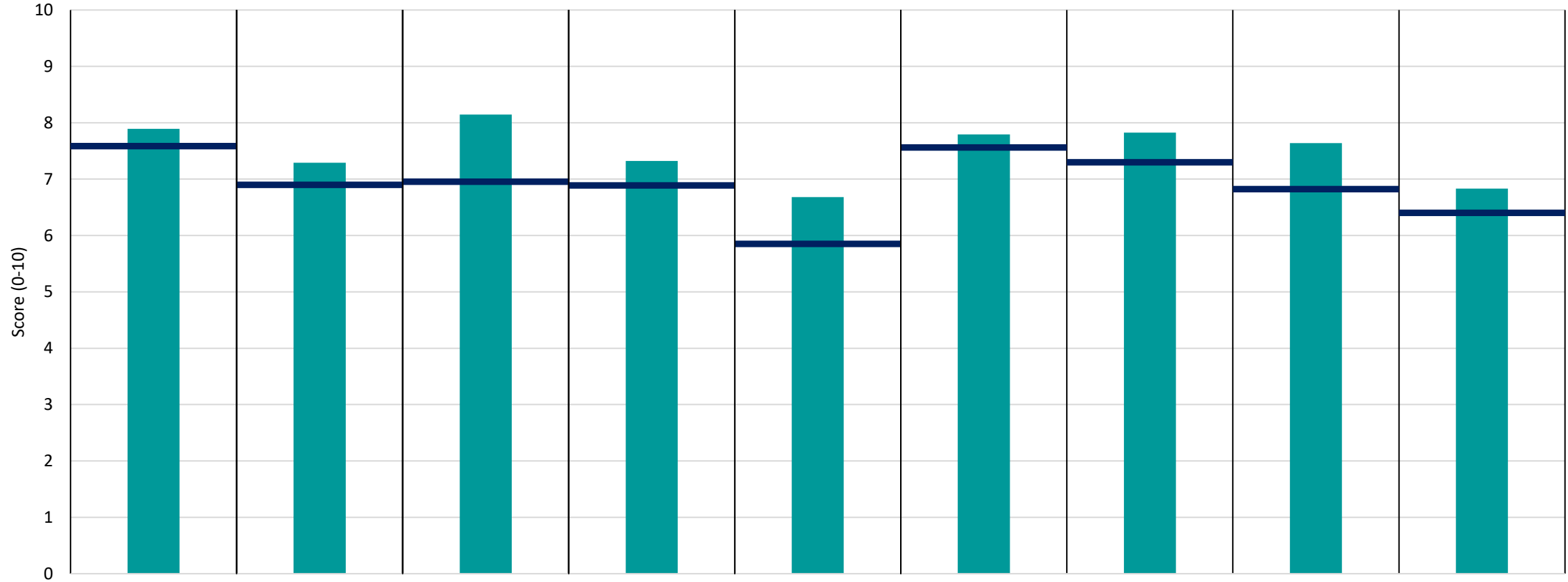
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Breakdown	7.89	7.29	8.15	7.32	6.68	7.80	7.83	7.64	6.83
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	24	24	24	24	23	24	24	24	24



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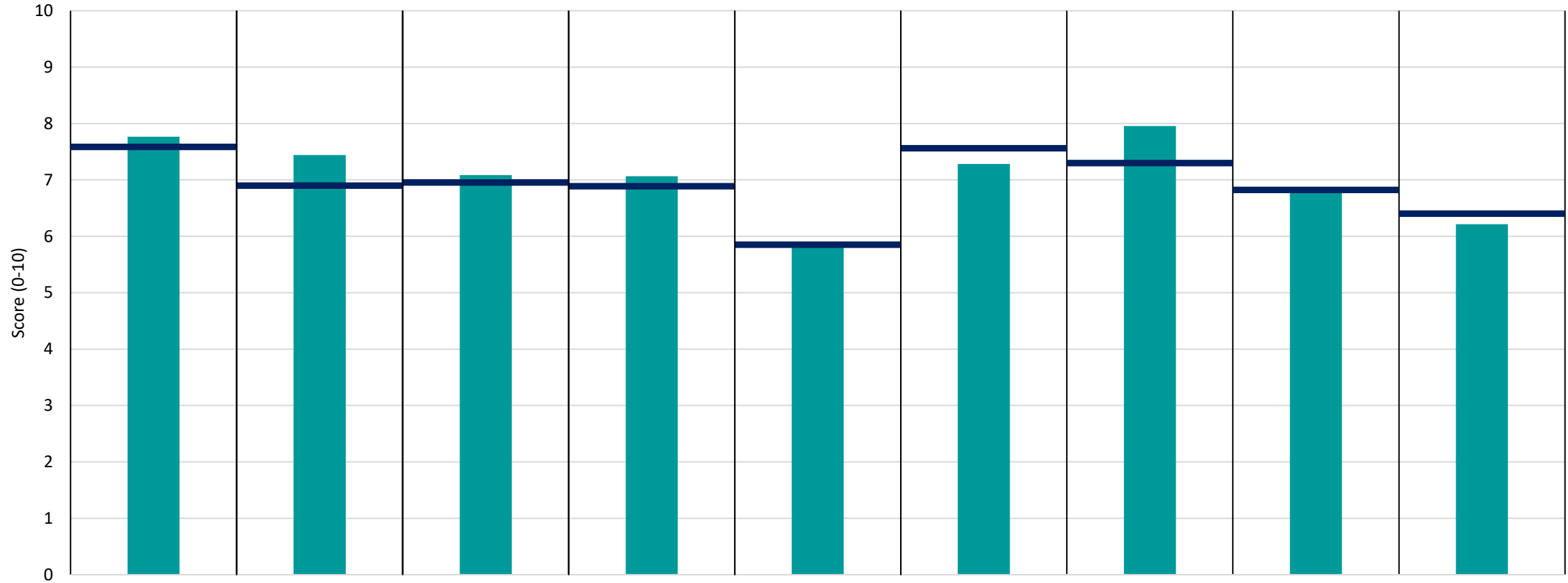
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Breakdown	7.77	7.44	7.08	7.07	5.84	7.28	7.96	6.79	6.22
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	25	25	24	25	24	25	25	25	25



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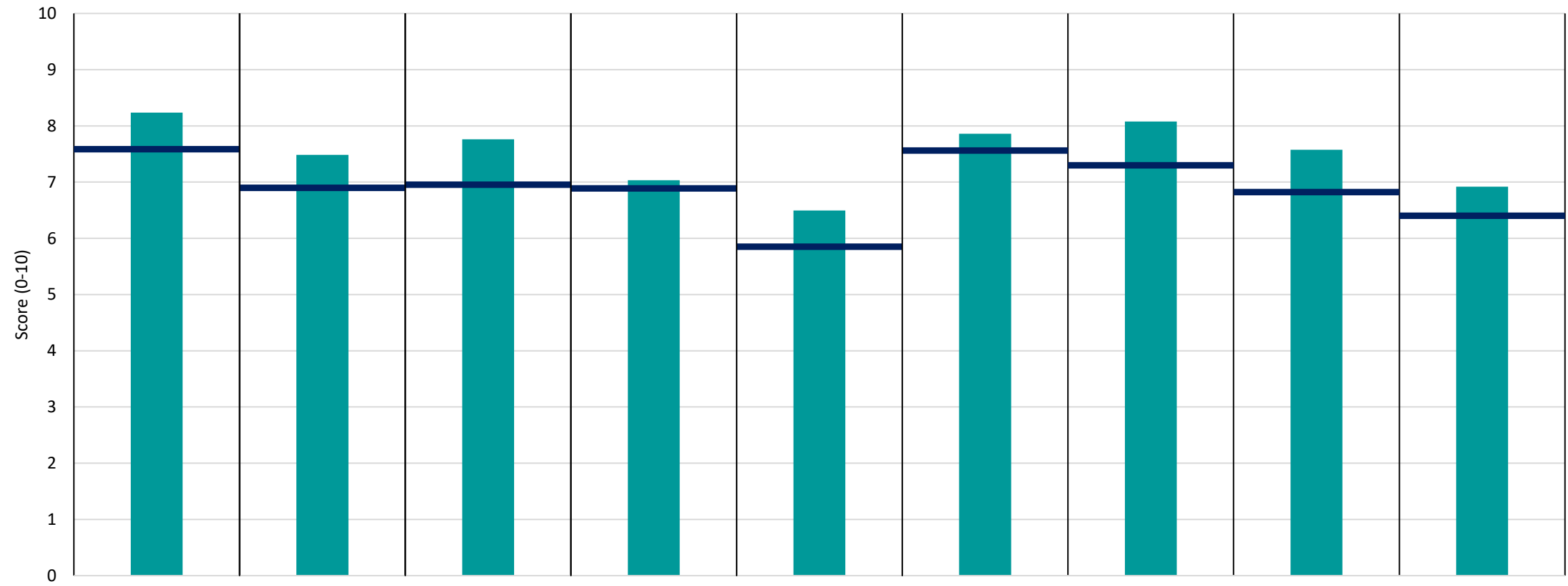
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Breakdown	8.24	7.49	7.76	7.03	6.50	7.86	8.08	7.58	6.92
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	36	36	36	36	36	36	36	36	36



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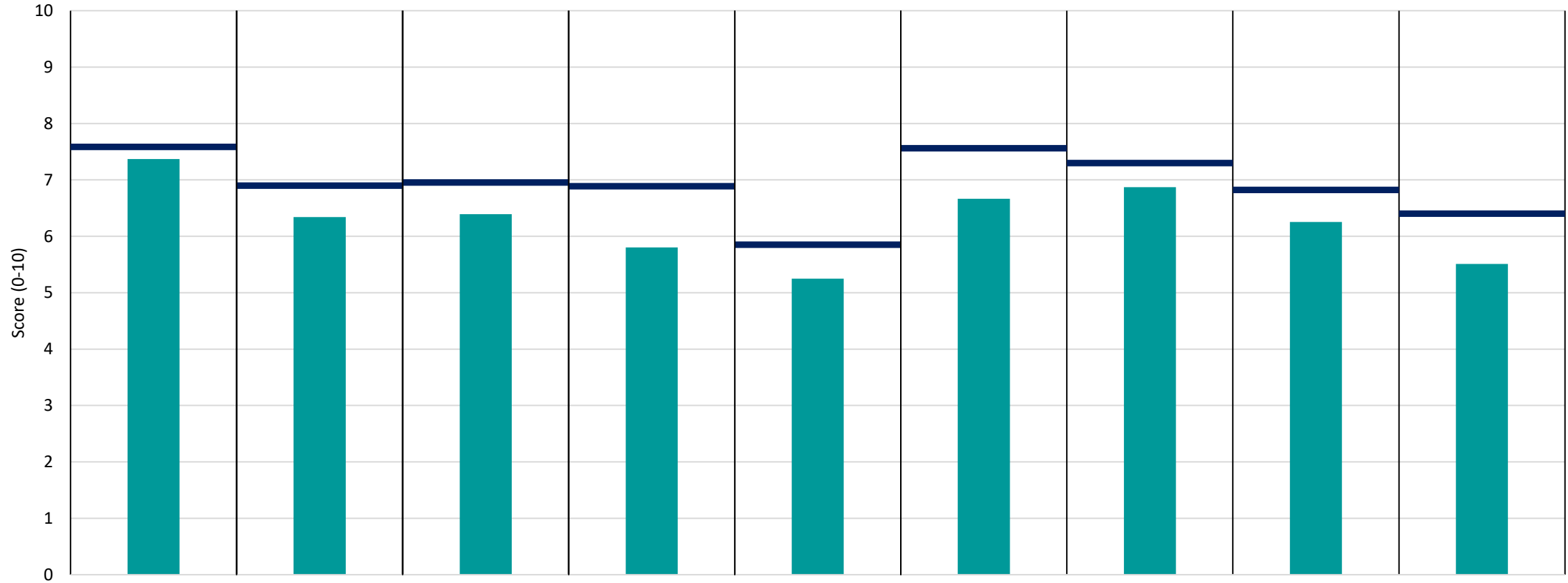
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Breakdown	7.37	6.34	6.39	5.80	5.25	6.67	6.87	6.25	5.51
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	63	63	63	63	61	63	63	63	63



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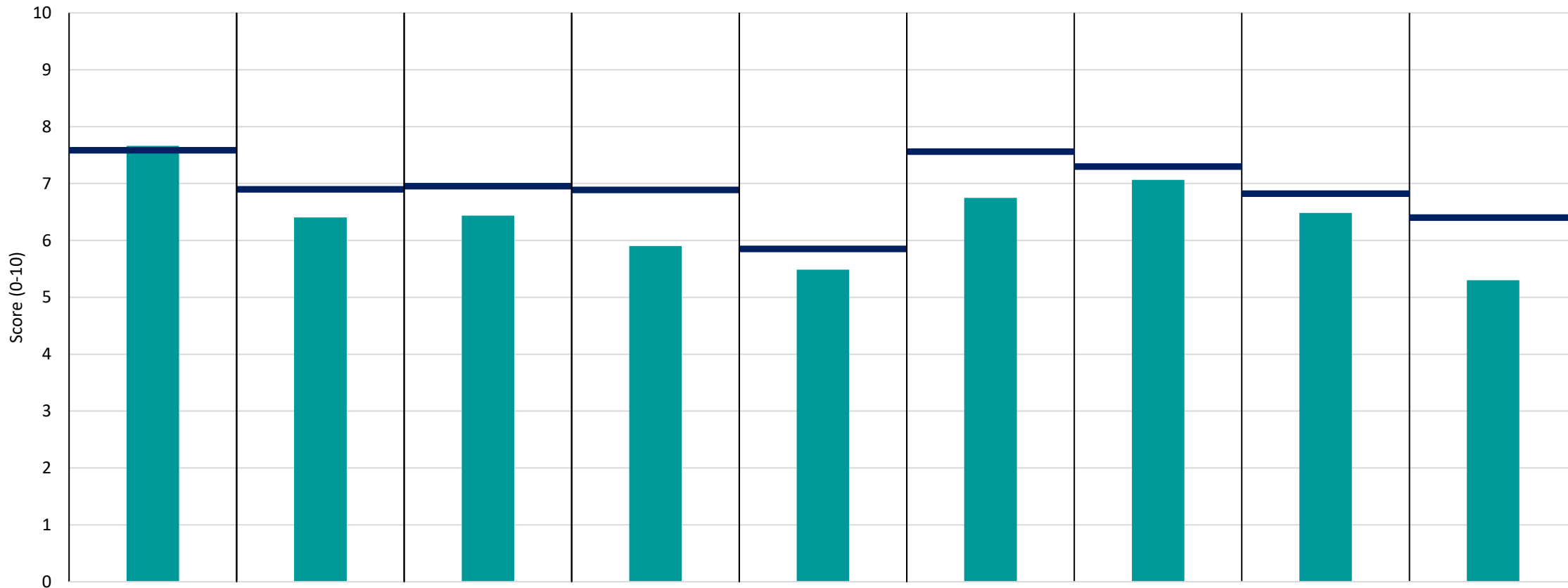
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Breakdown	7.66	6.40	6.44	5.90	5.49	6.75	7.07	6.48	5.30
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	41	41	41	41	39	41	41	41	41





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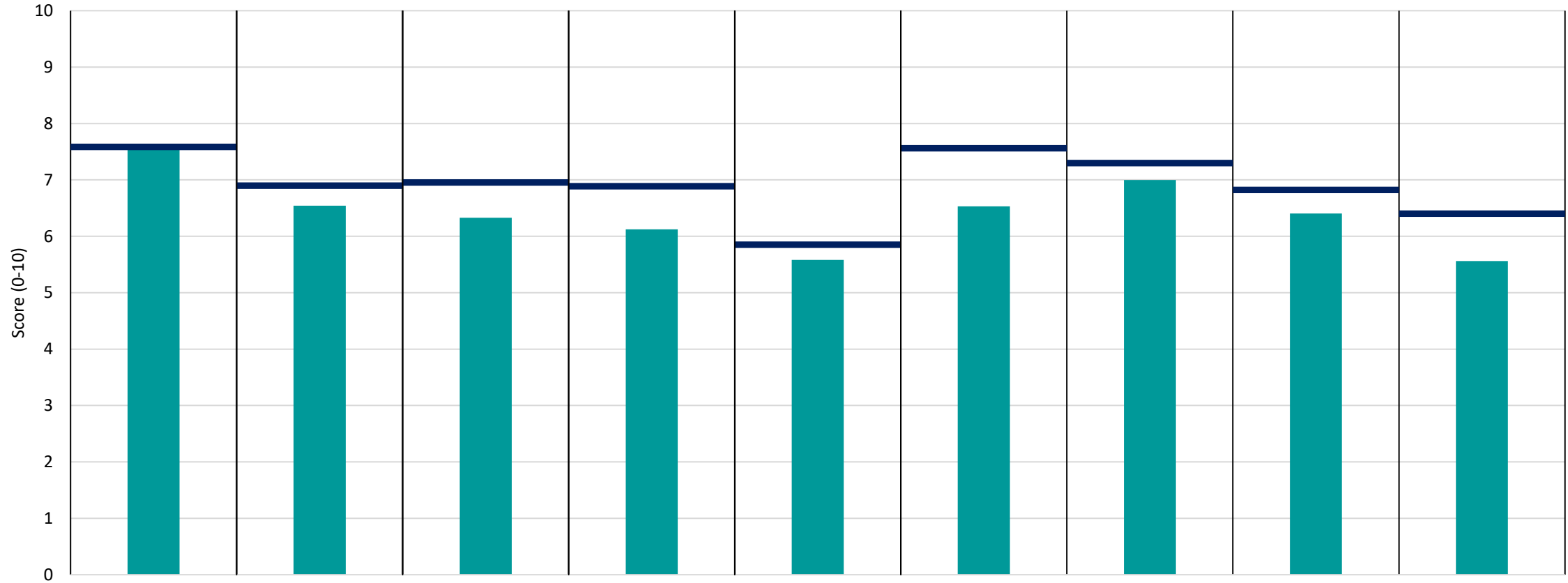
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Breakdown	7.58	6.54	6.33	6.12	5.58	6.53	7.00	6.41	5.56
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	68	68	68	68	65	68	68	68	68



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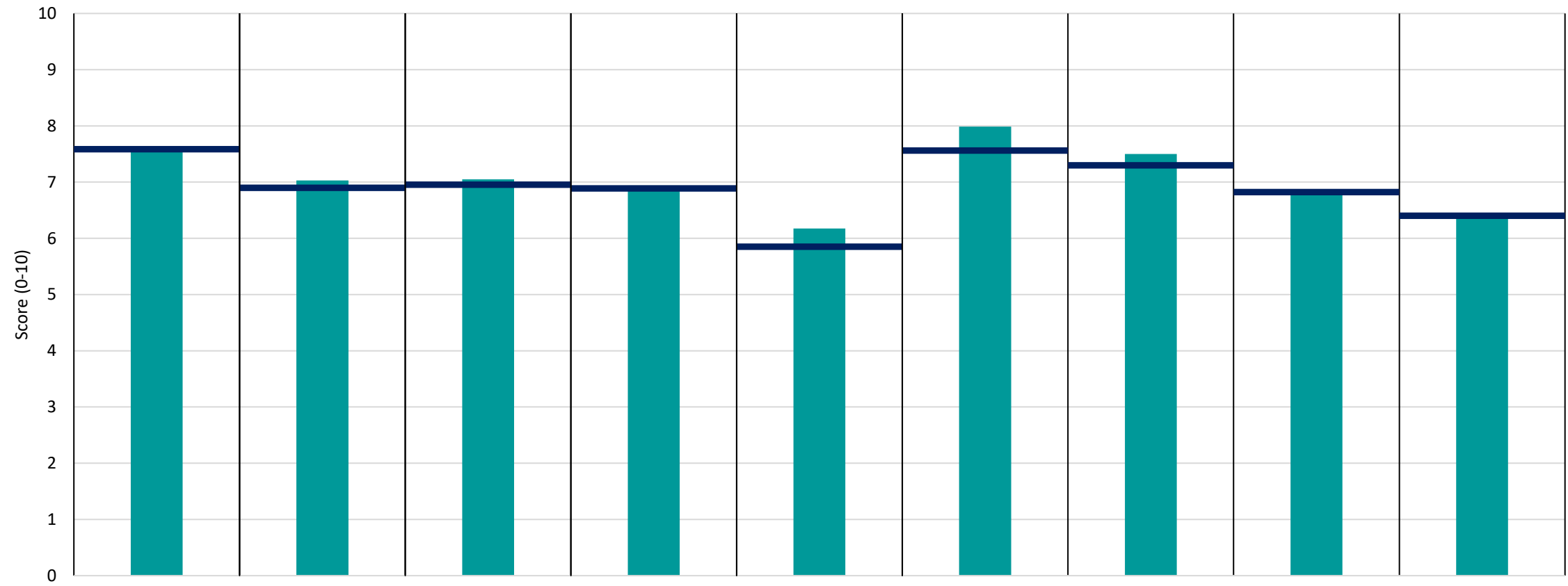
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Breakdown	7.59	7.03	7.05	6.94	6.18	7.99	7.50	6.81	6.41
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	54	54	54	54	53	54	54	54	54



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



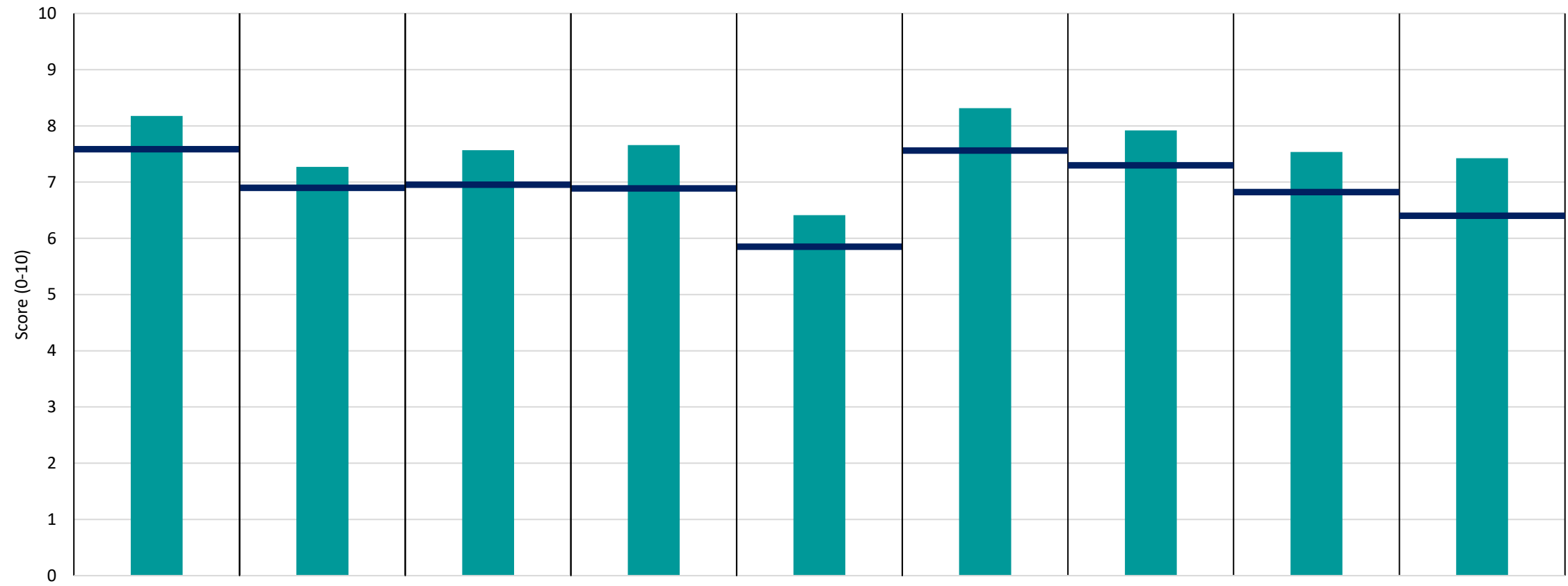
We are a team



Staff Engagement



Morale



Breakdown	8.18	7.27	7.57	7.66	6.41	8.32	7.92	7.54	7.43
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	26	26	25	26	24	26	26	26	26



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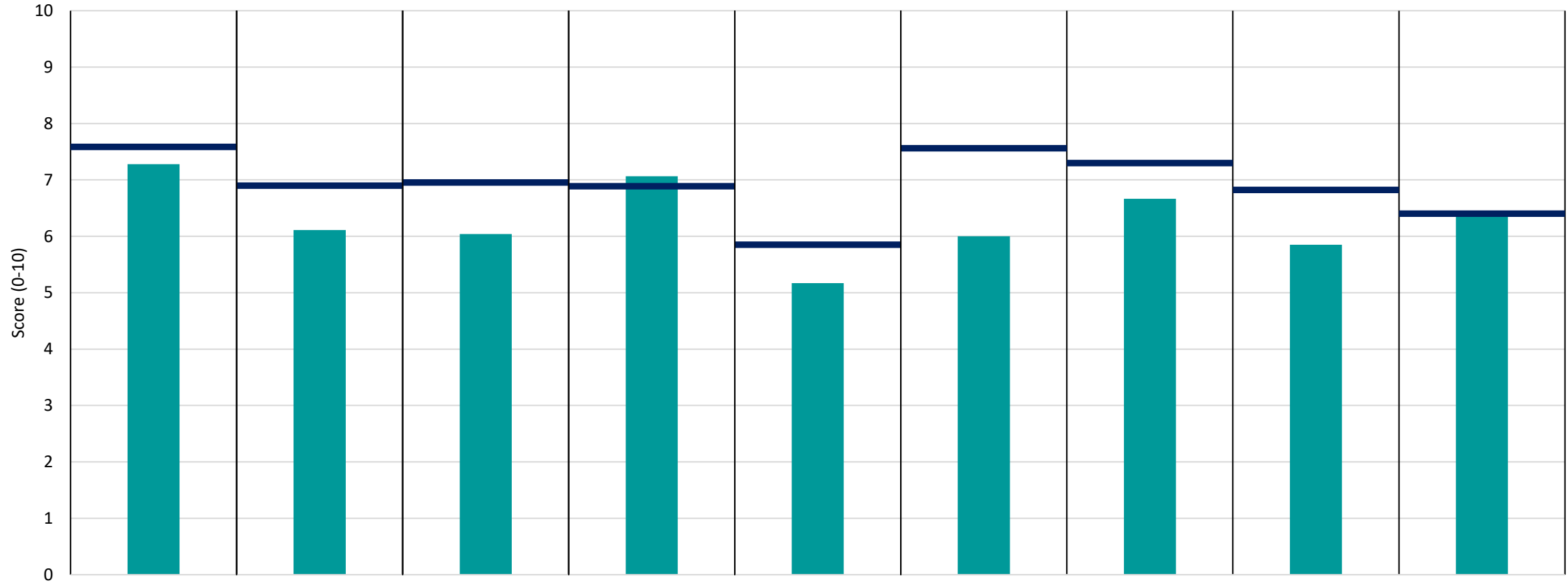
We are a team



Staff Engagement



Morale



Breakdown	7.28	6.11	6.04	7.06	5.17	6.00	6.67	5.85	6.37
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	36	36	34	36	36	35	36	36	36



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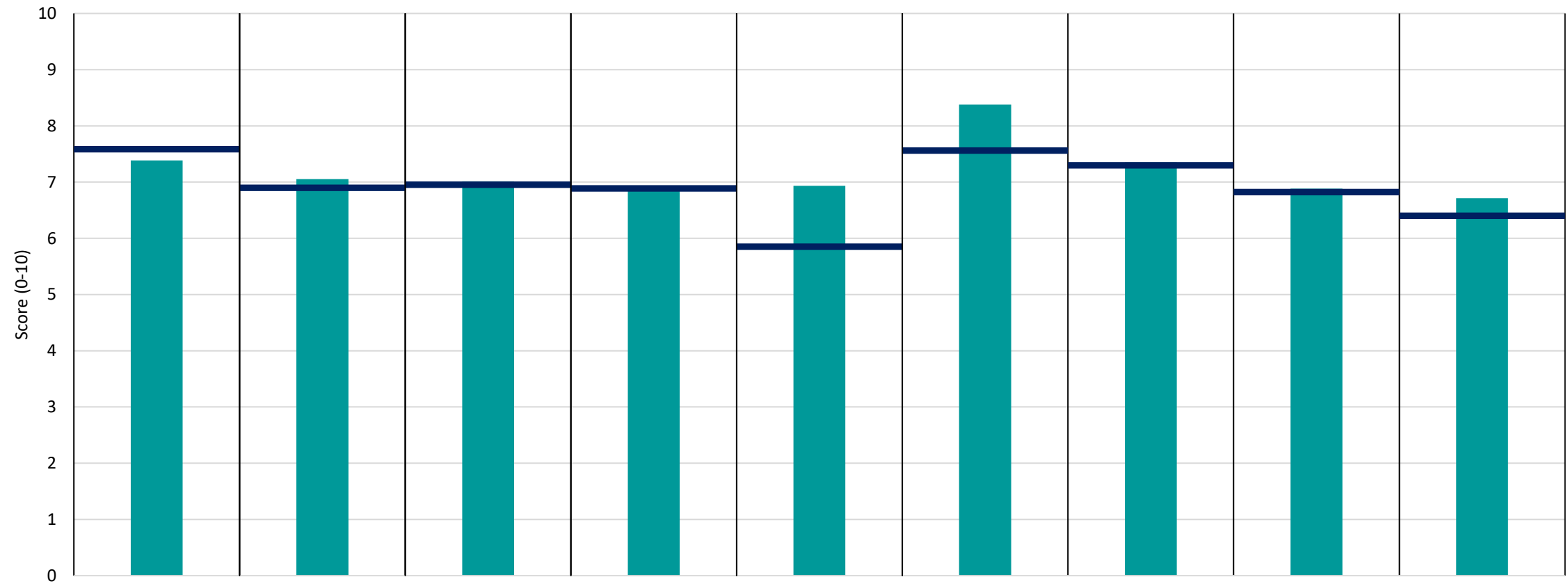
We are a team



Staff Engagement



Morale



Breakdown	7.39	7.05	7.02	6.88	6.94	8.38	7.35	6.88	6.71
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	56	56	55	56	50	55	56	56	56



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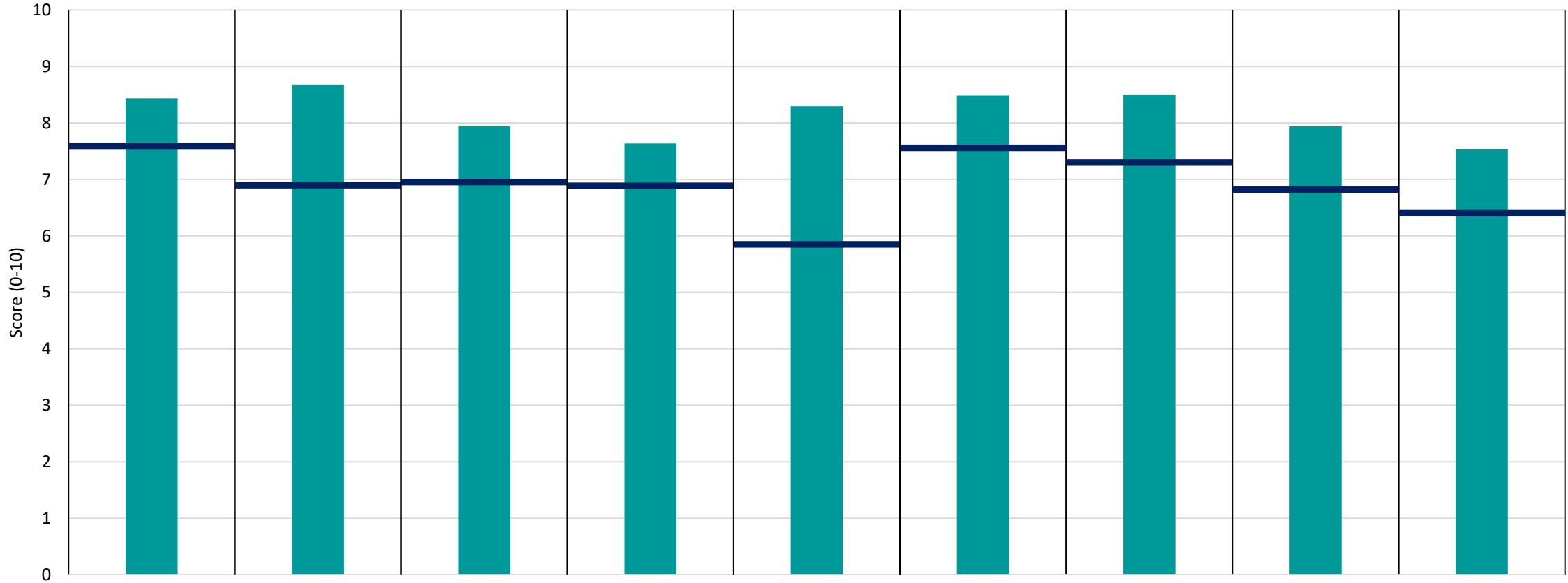
We are a team



Staff Engagement



Morale



Breakdown	8.43	8.67	7.94	7.64	8.30	8.49	8.50	7.94	7.53
Your org	7.59	6.90	6.95	6.89	5.85	7.56	7.30	6.82	6.40
Responses	32	32	32	32	32	32	32	32	32