



NHS Herefordshire and Worcestershire ICB

2024 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Herefordshire and Worcestershire ICB 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 Herefordshire and Worcestershire ICB. 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

NHS Herefordshire and Worcestershire ICB
2024 NHS Staff Survey



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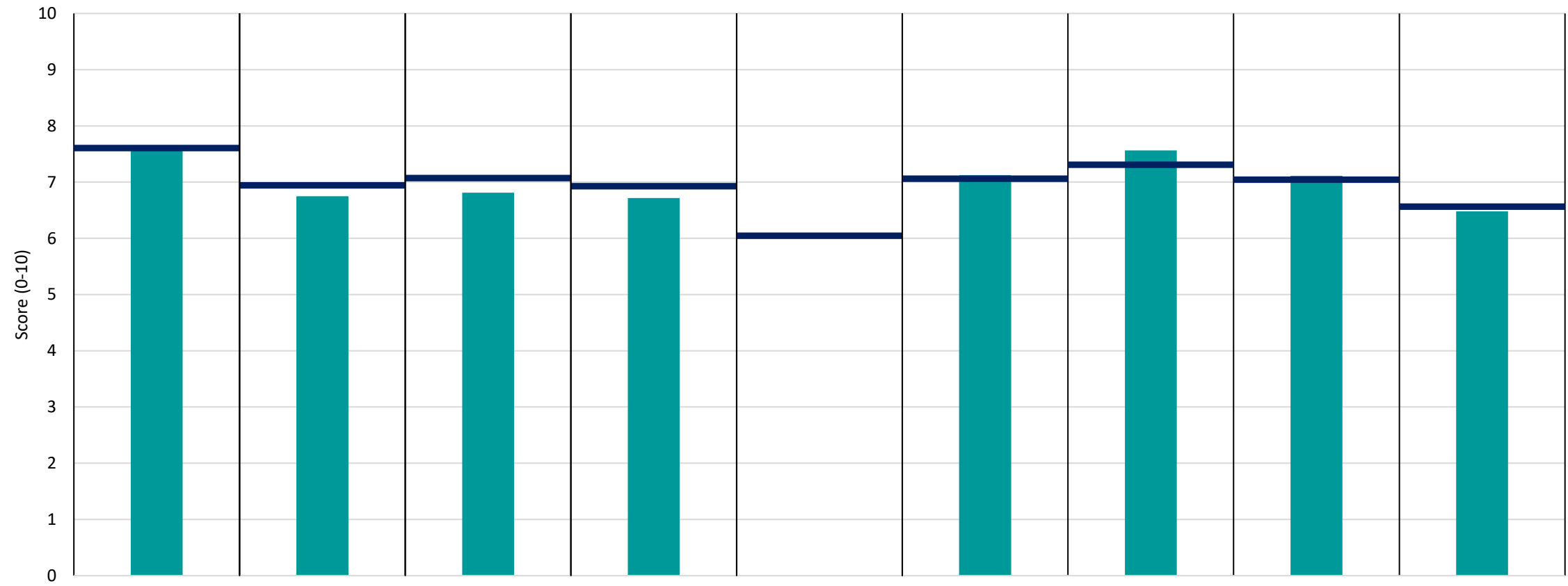
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Staff Engagement



Morale



Breakdown	7.65	6.75	6.81	6.72	-	7.13	7.56	7.11	6.48
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	10	10	10	10	-	10	10	10	10



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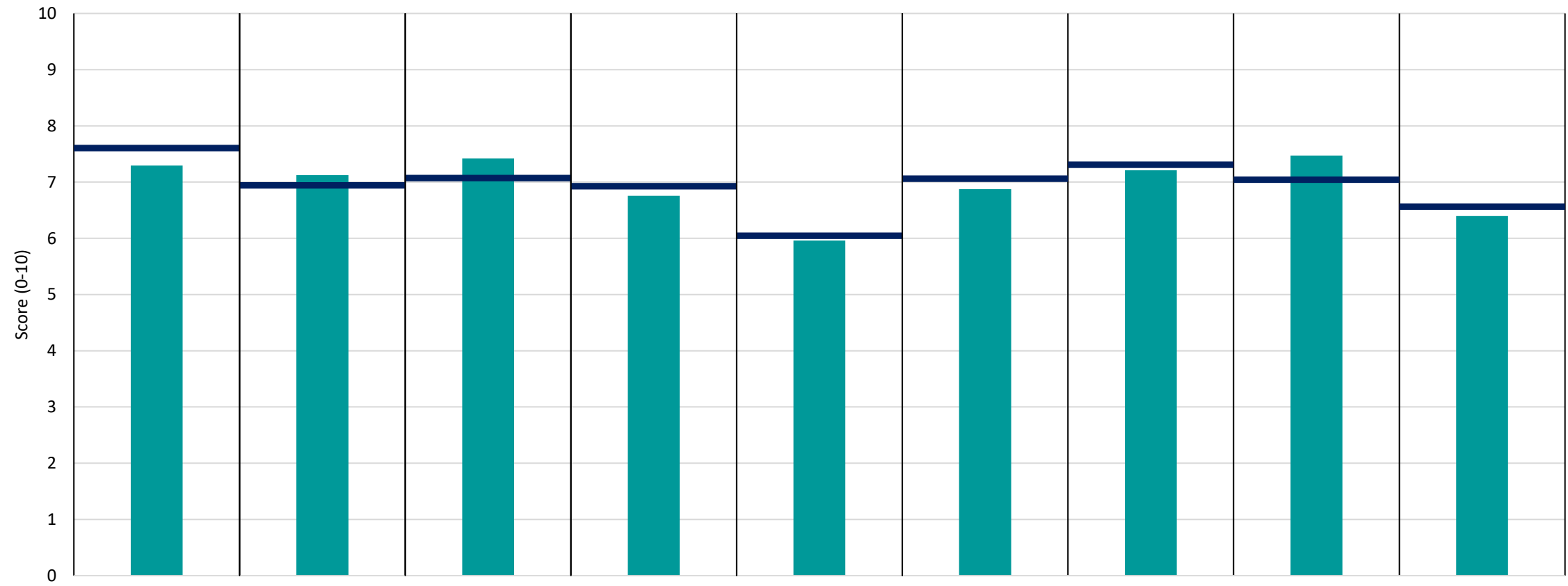
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Staff Engagement



Morale



Breakdown	7.29	7.13	7.42	6.76	5.96	6.88	7.21	7.47	6.39
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	20	20	19	20	20	20	20	20	20



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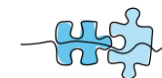
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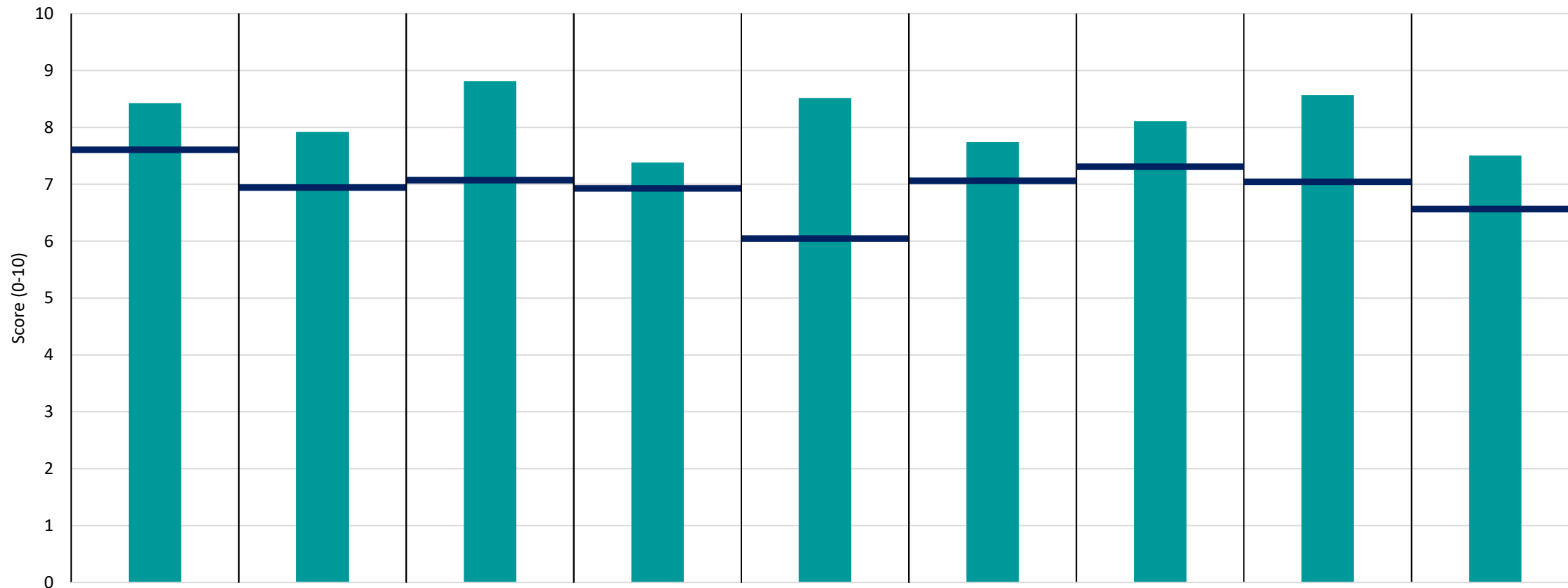
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Staff Engagement



Morale



Breakdown	8.42	7.92	8.82	7.38	8.52	7.74	8.11	8.57	7.50
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	19	19	19	19	18	19	19	19	19



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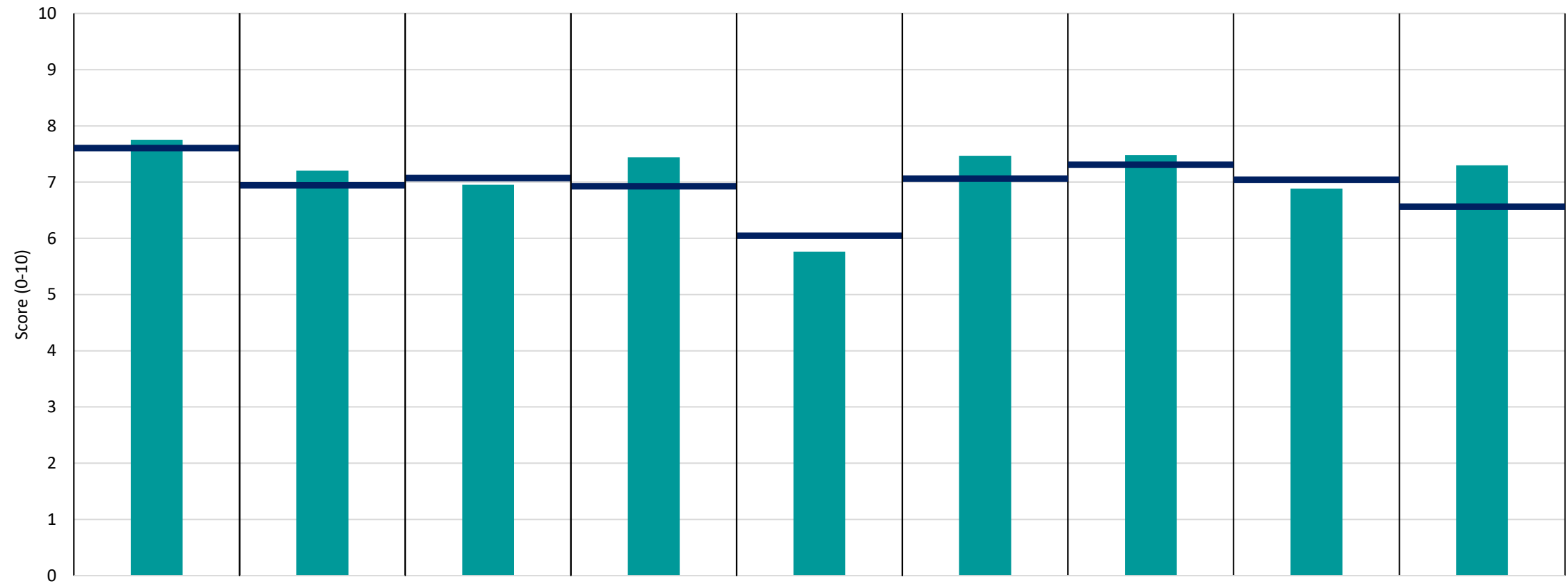
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Staff Engagement



Morale



Breakdown	7.75	7.21	6.96	7.44	5.77	7.47	7.48	6.88	7.30
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	39	39	39	39	38	39	39	39	39



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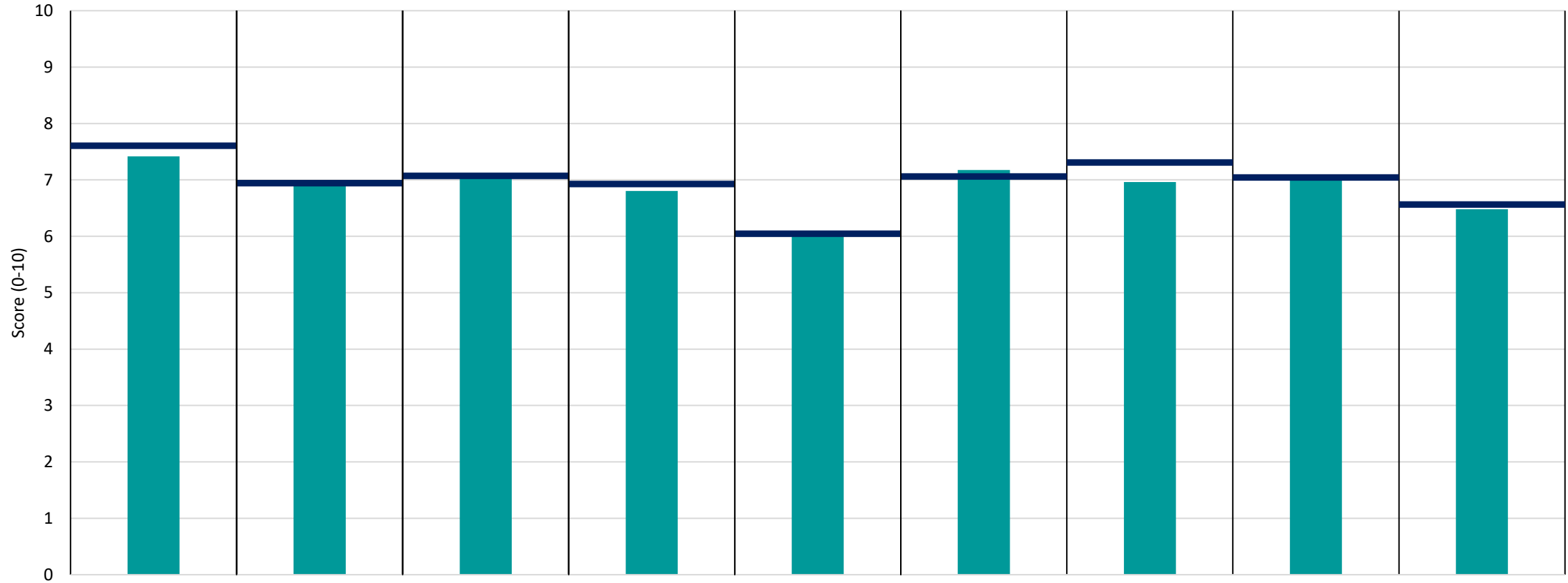
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Staff Engagement



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Breakdown	7.42	6.92	7.11	6.81	6.01	7.18	6.96	7.10	6.48
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	18	18	18	18	18	18	18	18	18



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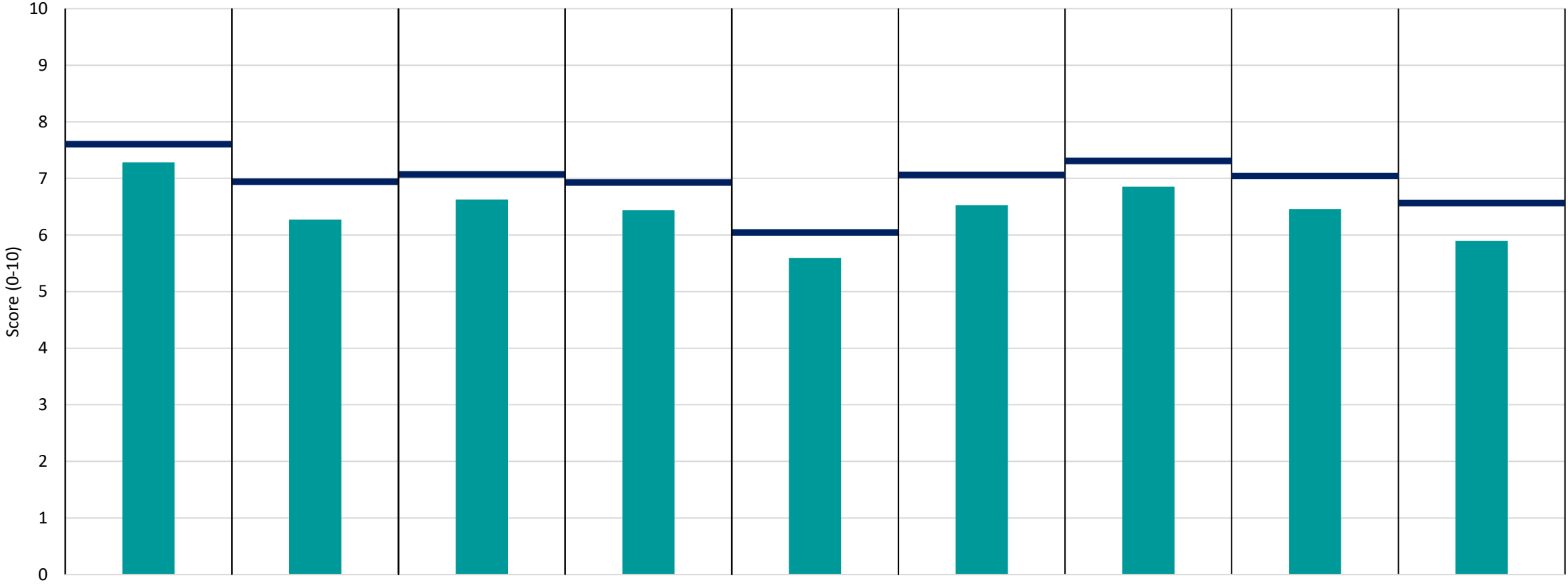
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Staff Engagement



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Breakdown	7.28	6.28	6.63	6.44	5.59	6.53	6.86	6.45	5.90
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	78	78	77	78	76	78	78	78	78



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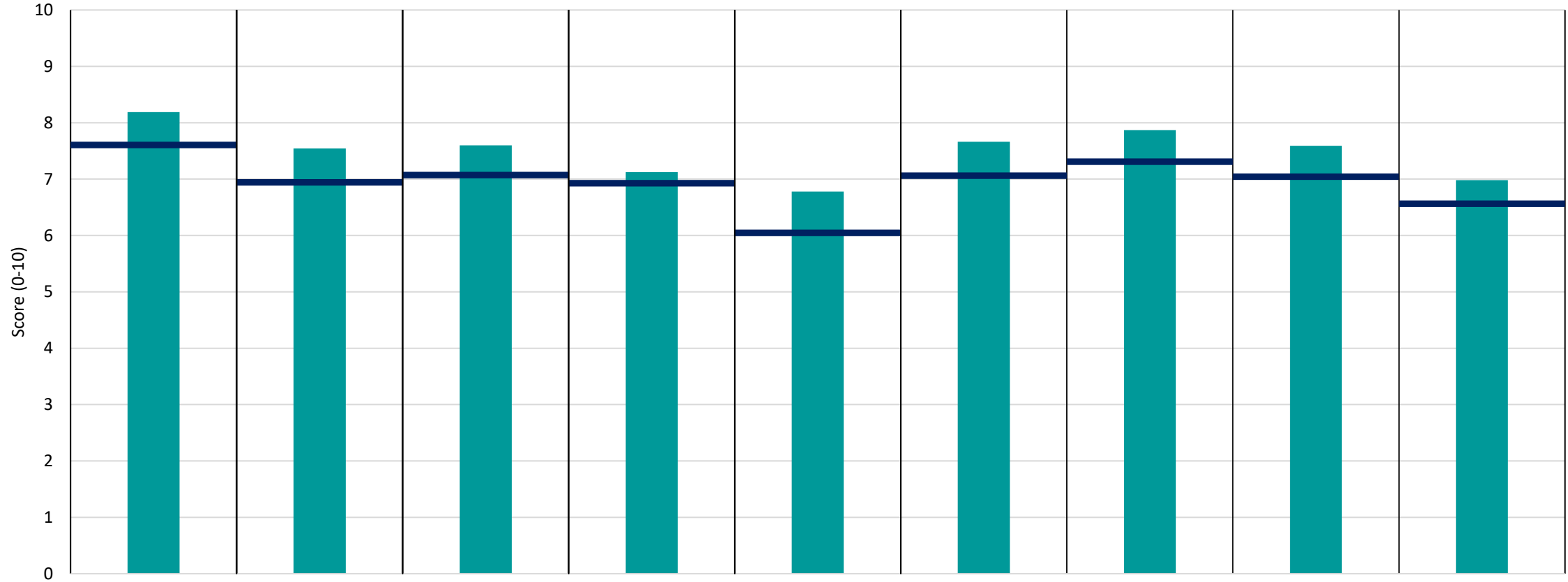
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Breakdown	8.19	7.55	7.60	7.12	6.78	7.66	7.87	7.59	6.98
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	41	41	40	41	41	41	41	41	41



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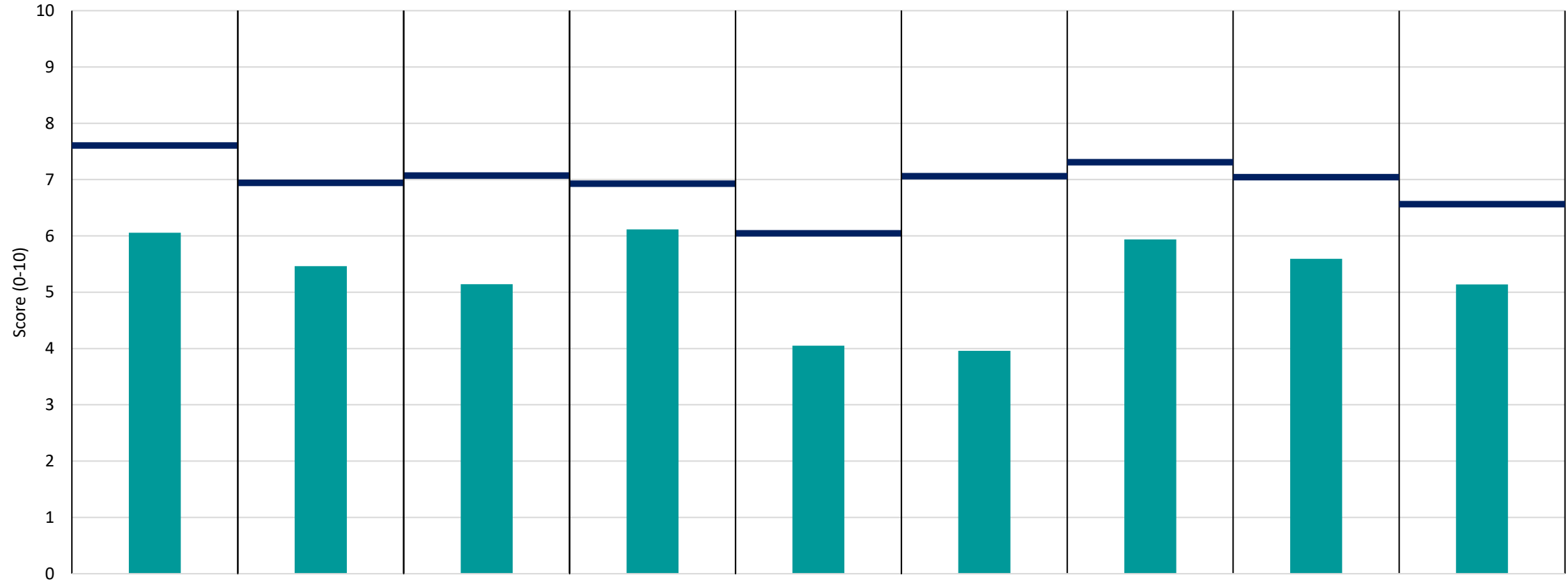
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Breakdown	6.06	5.46	5.14	6.11	4.05	3.96	5.94	5.60	5.14
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	14	14	13	14	13	14	14	14	14



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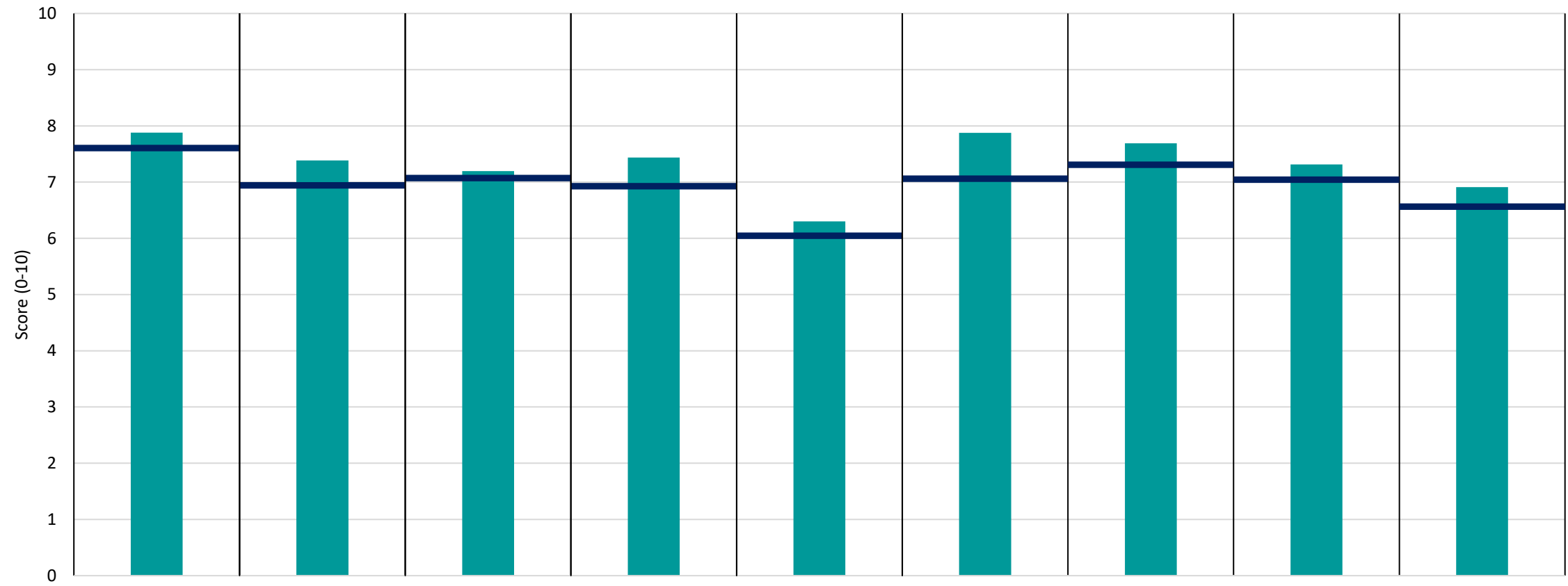
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Staff Engagement



Morale



Breakdown	7.88	7.39	7.20	7.44	6.30	7.88	7.69	7.31	6.91
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	40	40	40	40	39	40	40	40	40

Breakdowns 2

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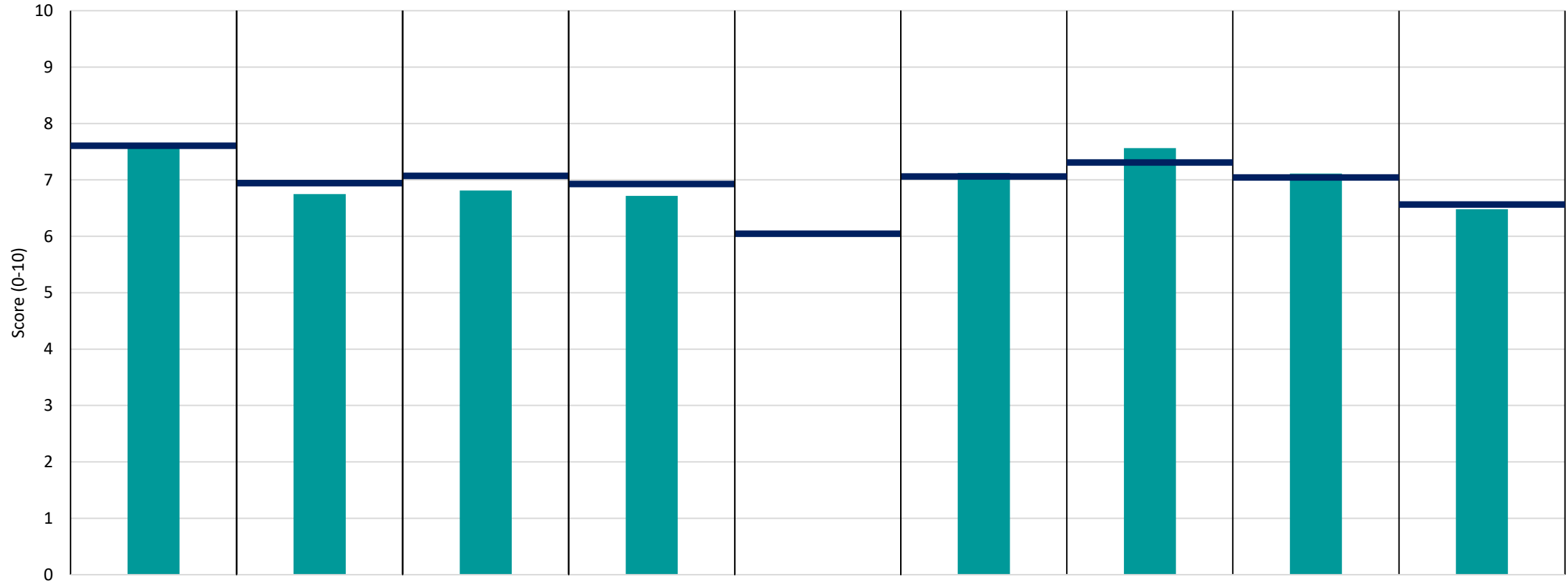
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Staff Engagement



Morale



Breakdown	7.65	6.75	6.81	6.72	-	7.13	7.56	7.11	6.48
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	10	10	10	10	-	10	10	10	10



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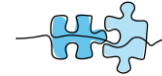
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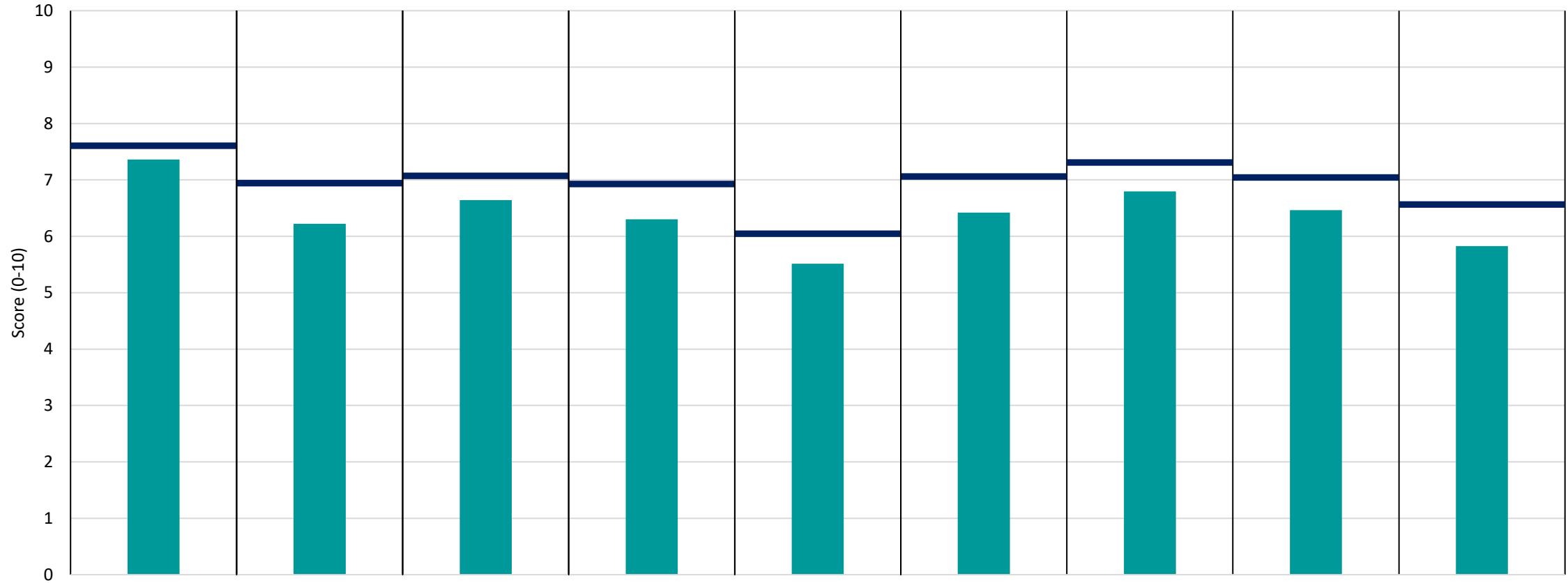
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Staff Engagement



Morale



Breakdown	7.36	6.22	6.64	6.30	5.51	6.42	6.80	6.46	5.83
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	61	61	60	61	59	61	61	61	61



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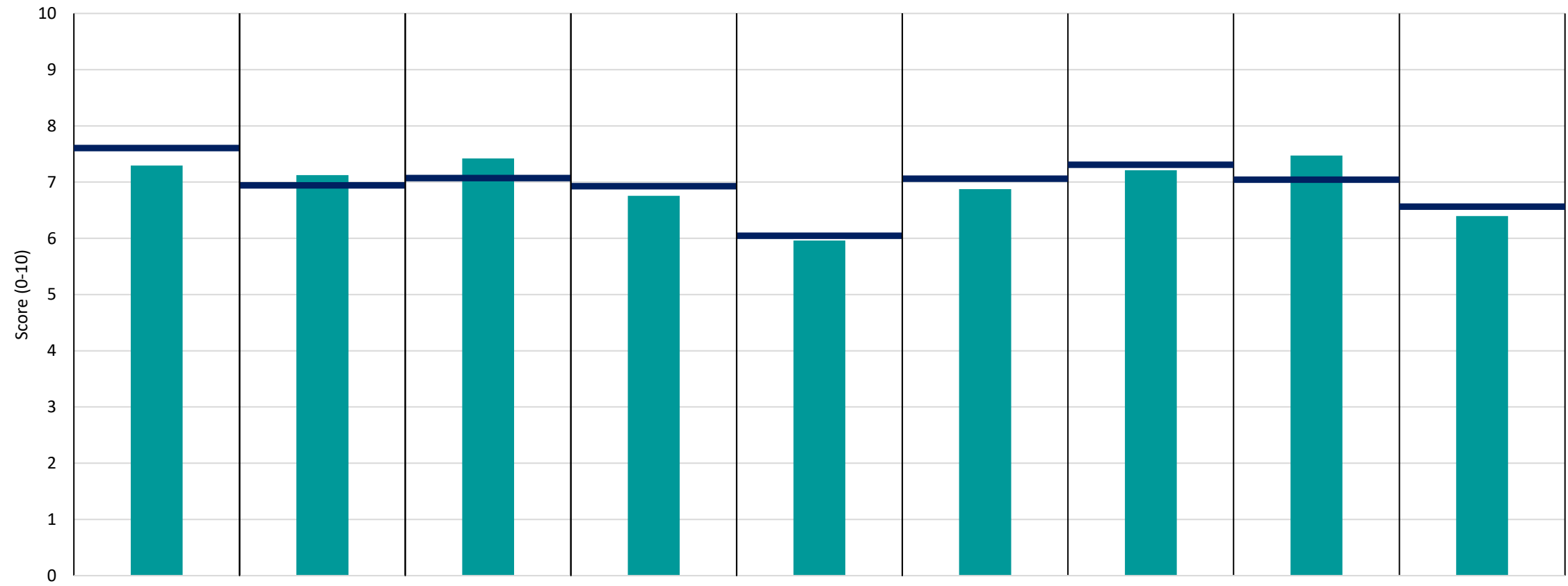
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Breakdown	7.29	7.13	7.42	6.76	5.96	6.88	7.21	7.47	6.39
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	20	20	19	20	20	20	20	20	20



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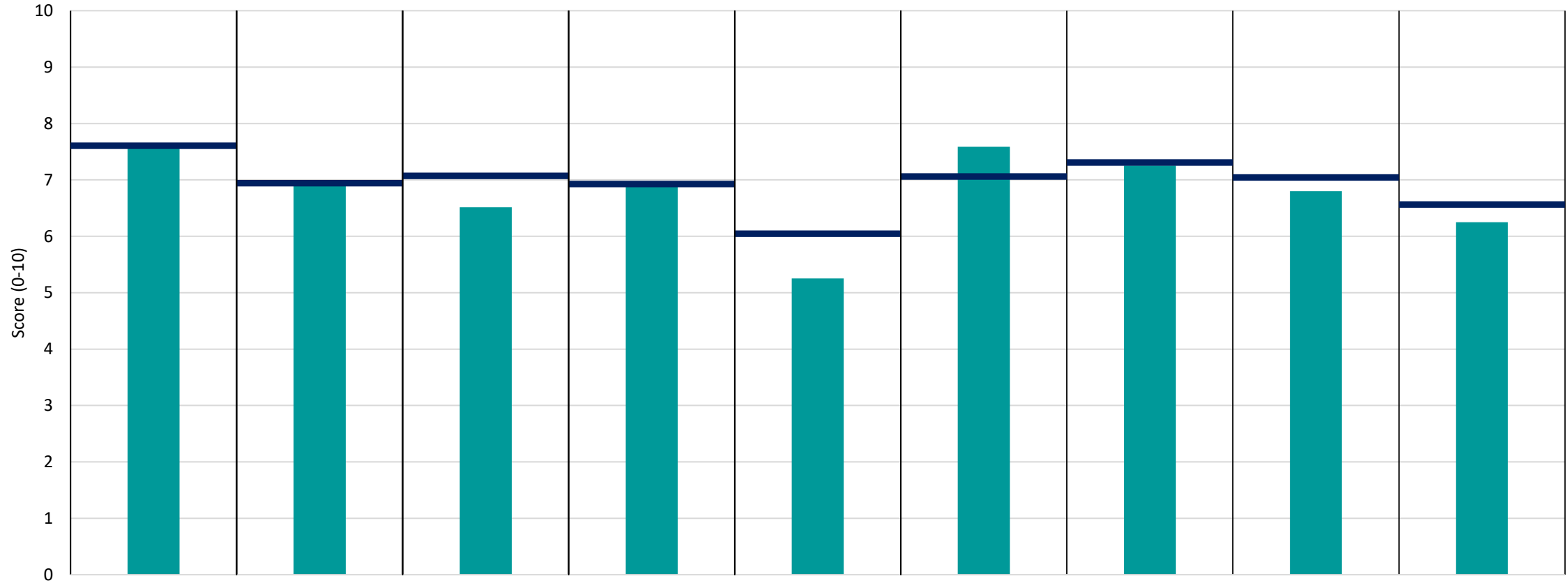
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Morale



Breakdown	7.56	6.92	6.52	6.92	5.25	7.59	7.25	6.80	6.25
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	19	19	19	19	18	19	19	19	19



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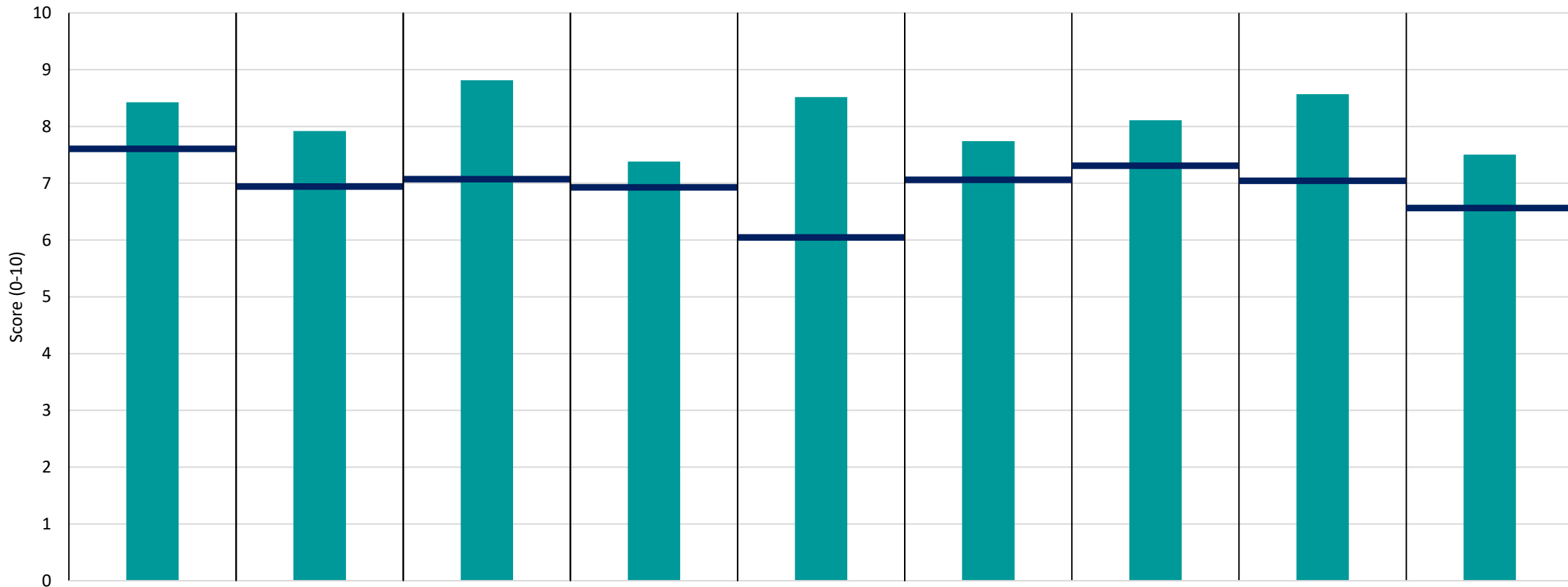
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Staff Engagement



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Breakdown	8.42	7.92	8.82	7.38	8.52	7.74	8.11	8.57	7.50
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	19	19	19	19	18	19	19	19	19



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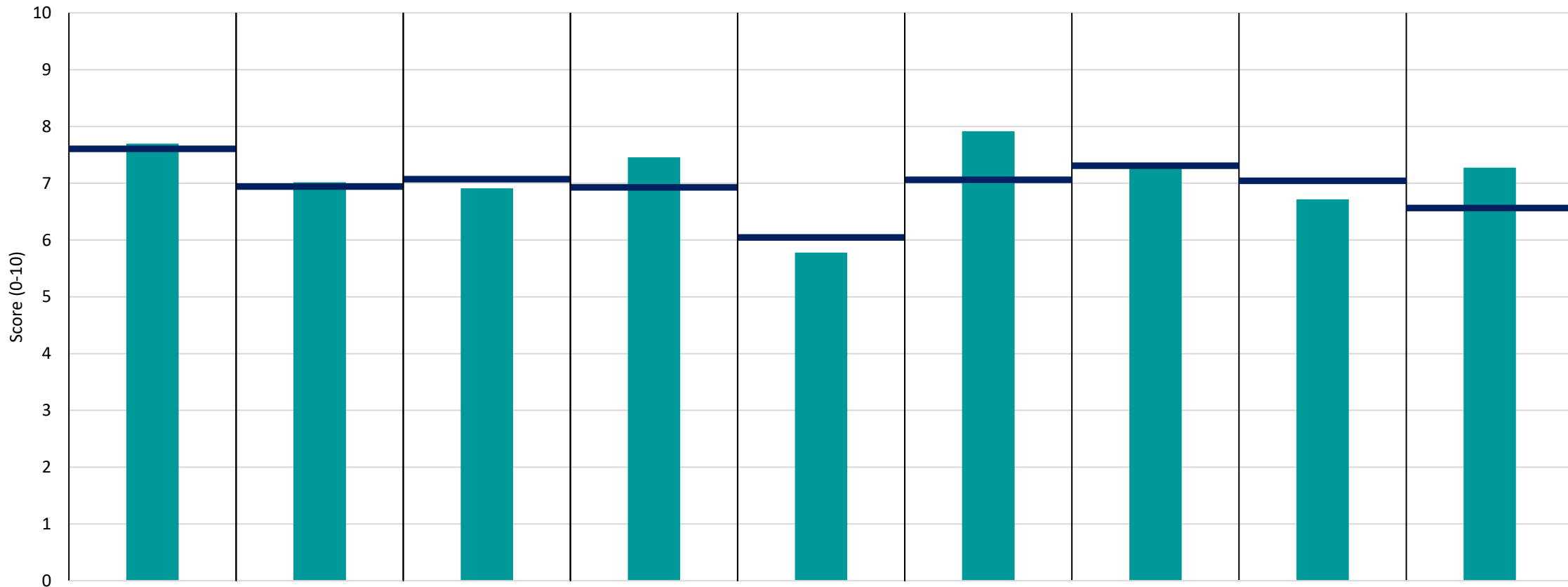
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Staff Engagement



Morale



Breakdown	7.70	7.02	6.91	7.46	5.78	7.92	7.28	6.72	7.27
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	30	30	30	30	29	30	30	30	30



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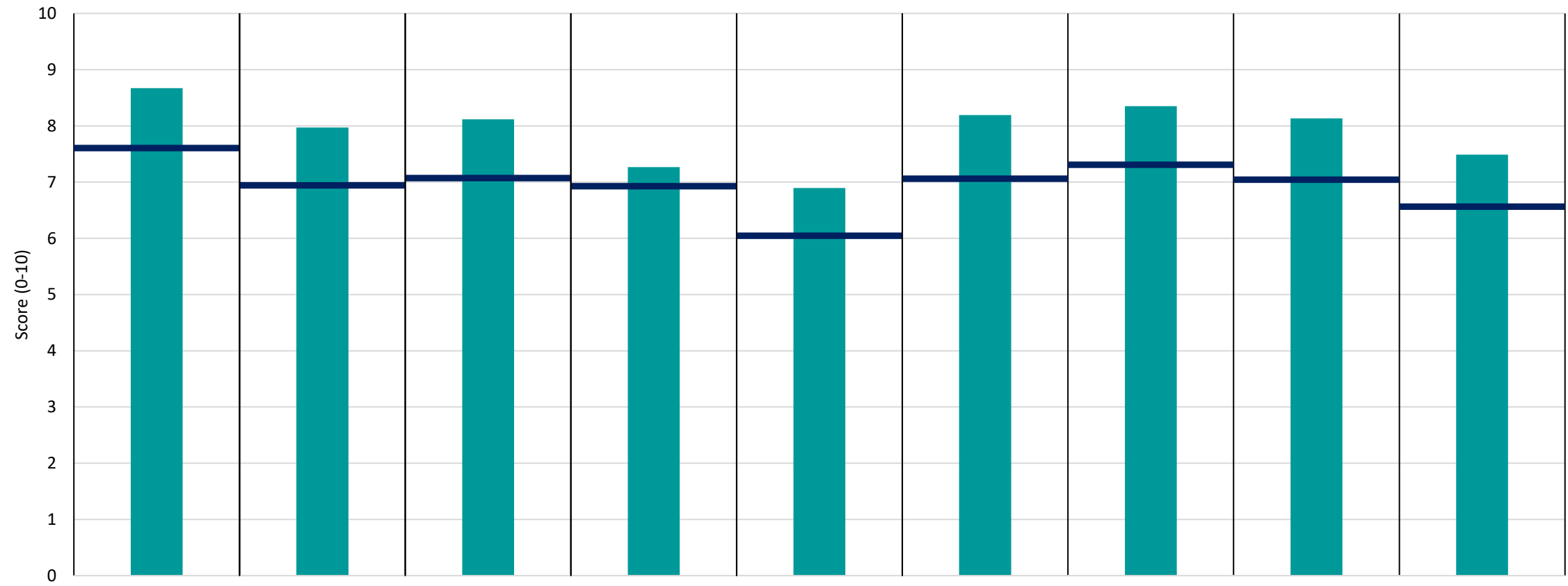
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Staff Engagement



Morale



Breakdown	8.67	7.97	8.12	7.27	6.89	8.19	8.35	8.13	7.49
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	18	18	18	18	18	18	18	18	18



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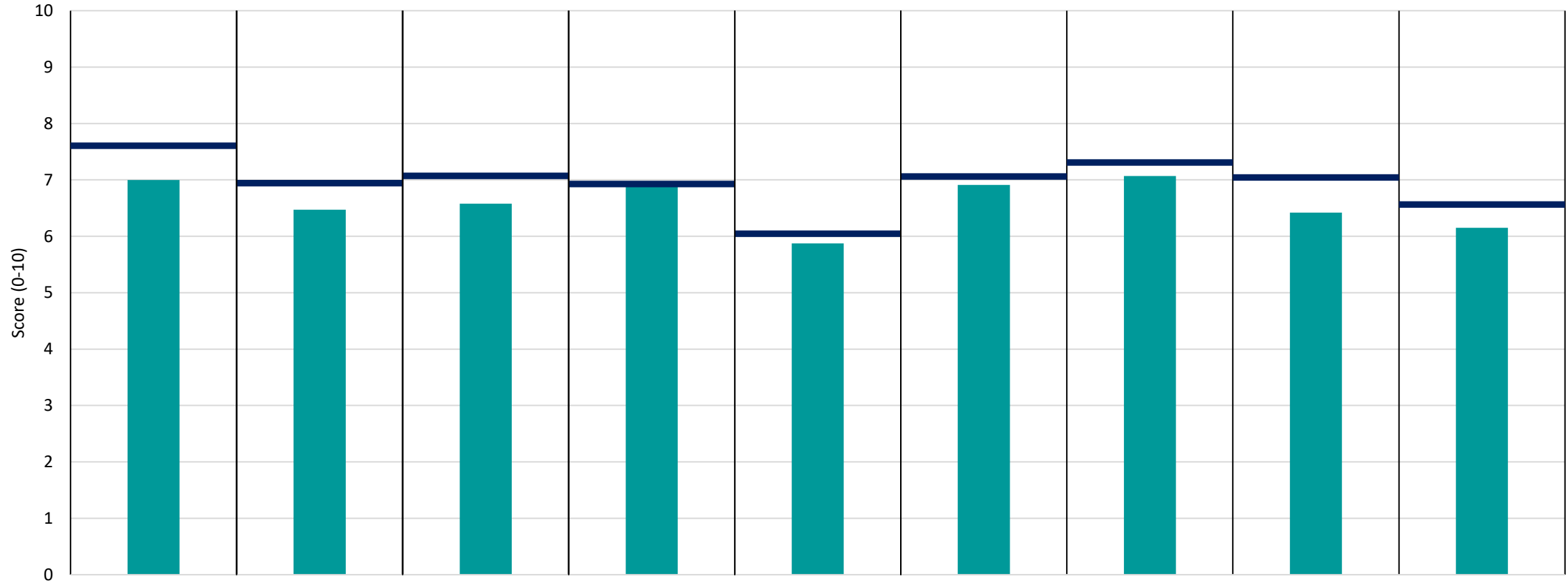
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Staff Engagement



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Breakdown	7.00	6.47	6.58	6.93	5.87	6.91	7.07	6.42	6.15
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	17	17	17	17	17	17	17	17	17



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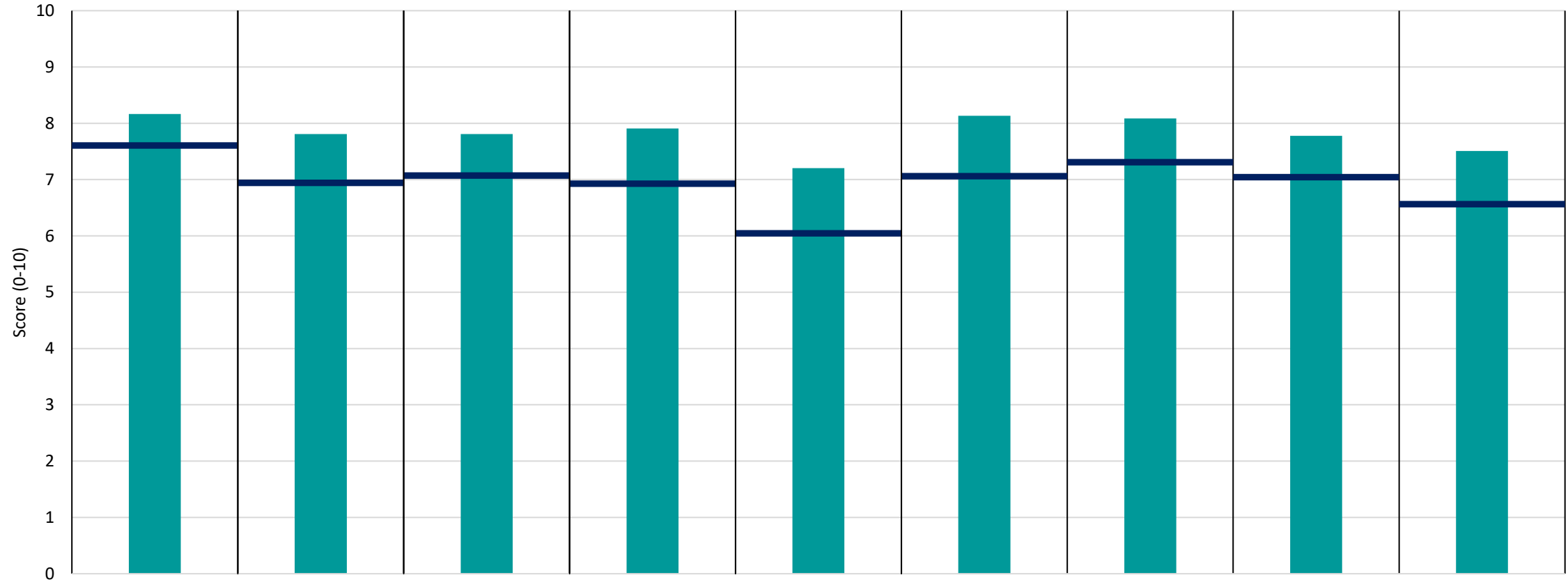
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Staff Engagement



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Breakdown	8.16	7.81	7.81	7.91	7.20	8.13	8.09	7.78	7.51
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	21	21	21	21	21	21	21	21	21



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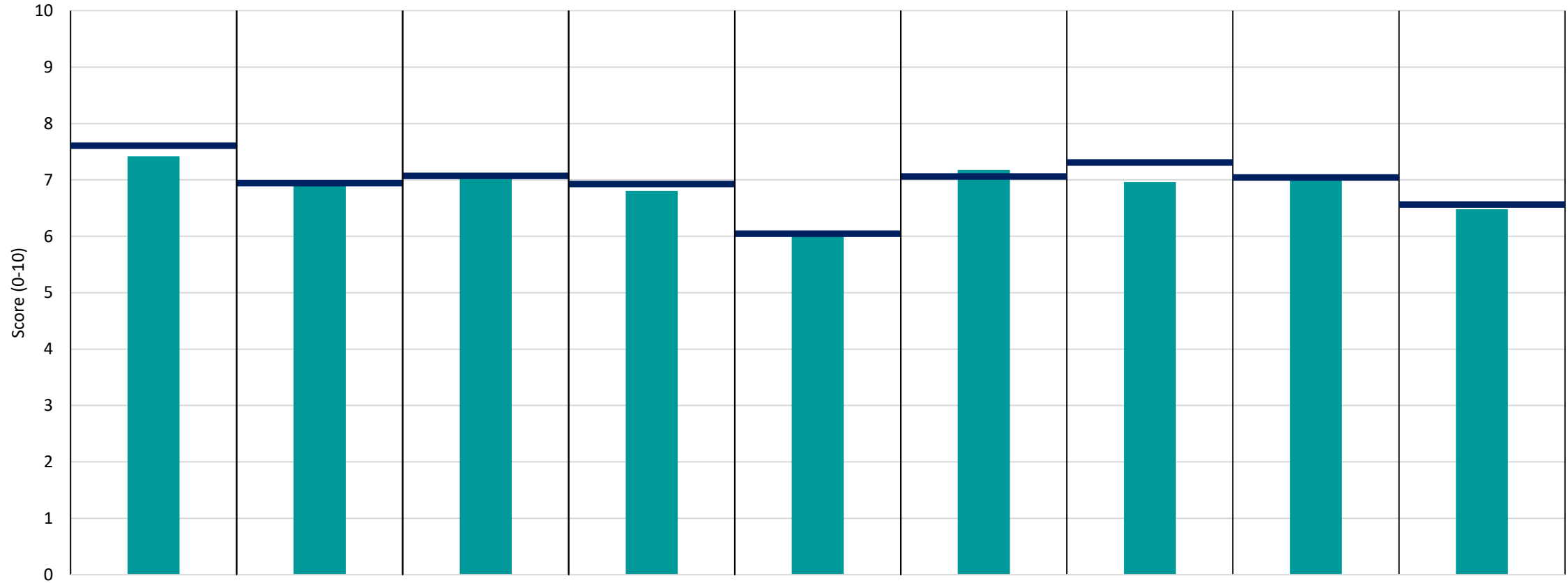
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Staff Engagement



Morale



Breakdown	7.42	6.92	7.11	6.81	6.01	7.18	6.96	7.10	6.48
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	18	18	18	18	18	18	18	18	18



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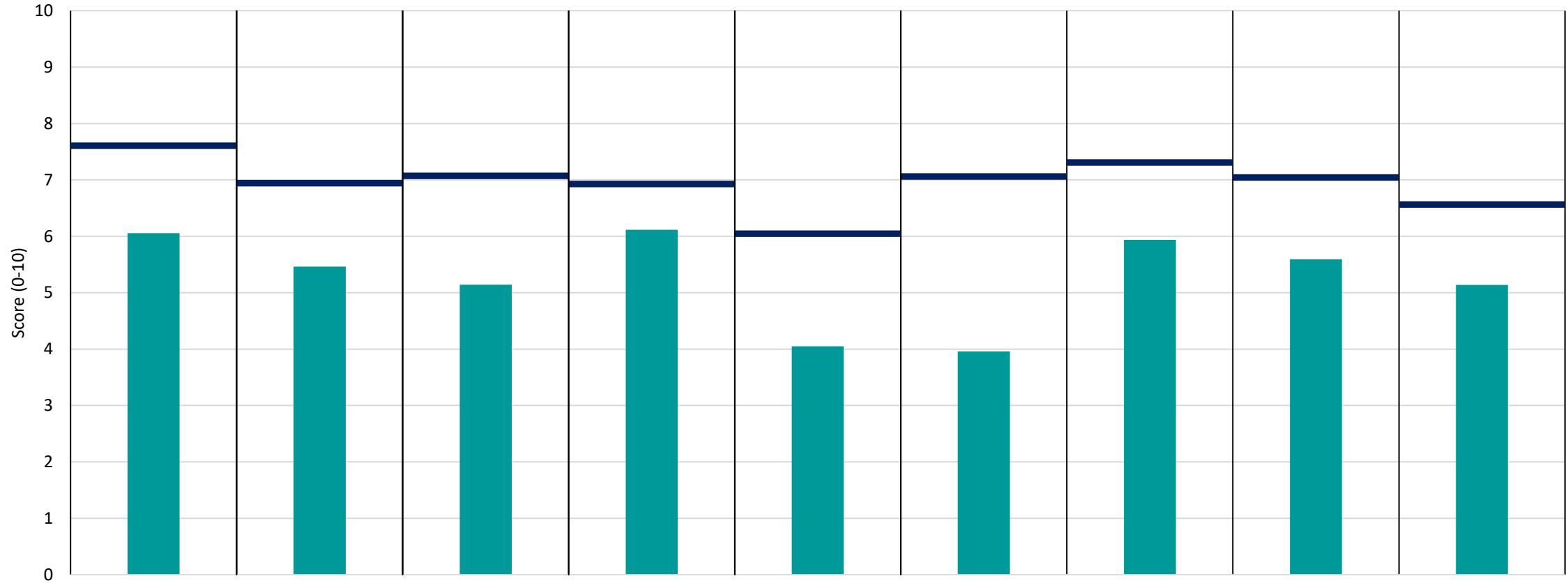
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Staff Engagement



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Breakdown	6.06	5.46	5.14	6.11	4.05	3.96	5.94	5.60	5.14
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	14	14	13	14	13	14	14	14	14



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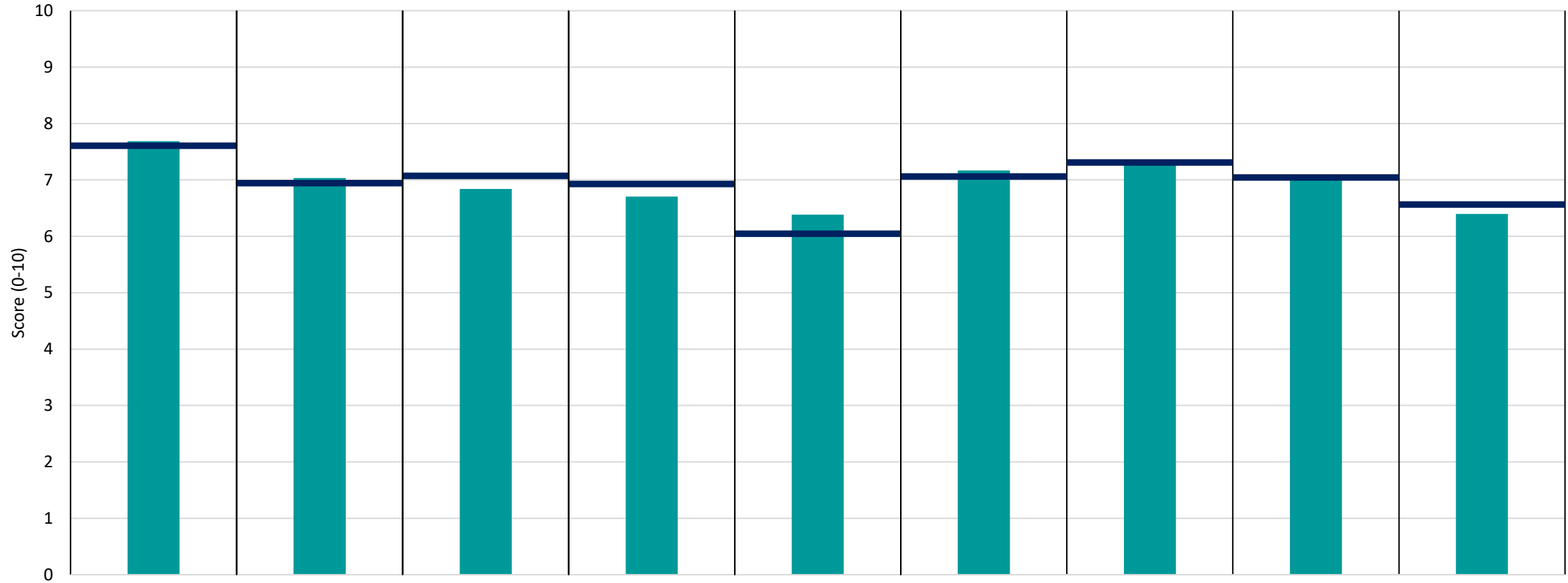
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Staff Engagement



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Breakdown	7.69	7.03	6.84	6.70	6.38	7.17	7.28	7.05	6.40
Your org	7.61	6.94	7.07	6.93	6.05	7.06	7.31	7.04	6.56
Responses	15	15	14	15	15	15	15	15	15