

# NHS North East and North Cumbria ICB

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Contracting &amp; Procurement</u>	<u>6</u>
<u>Corporate Services</u>	<u>7</u>
<u>Digital and Estates</u>	<u>8</u>
<u>Executive</u>	<u>9</u>
<u>Finance</u>	<u>10</u>
<u>Local Delivery Team</u>	<u>11</u>
<u>Medical Directorate</u>	<u>12</u>
<u>Nursing and AHP</u>	<u>13</u>
<u>People Directorate</u>	<u>14</u>
<u>Strategy</u>	<u>15</u>

<u>Ageing Well and Clinical Leads</u>	17
<u>CHC - North and South</u>	18
<u>Comms, Policy, and Involvement</u>	19
<u>Contracting, Procurement &amp; Oversight</u>	20
<u>Digital and Estates</u>	21
<u>Executive Team</u>	22
<u>Finance Team</u>	23
<u>Governance and Business Support</u>	24
<u>LDT - Newcastle &amp; Gateshead</u>	25
<u>LDT - North Cumbria</u>	26
<u>LDT - Northumberland &amp; N Tyneside</u>	27
<u>LDT - S Tyneside, Sunderland &amp; ATB</u>	28
<u>LDT - Tees</u>	29
<u>LEDER, MH, LD, Autism &amp; Complex Care</u>	30
<u>Medicines Optimisation</u>	31
<u>Other</u>	32
<u>People &amp; OD</u>	33
<u>Pharmacy, Optometry &amp; Dental</u>	34
<u>Plan/Perf, Insight, Resilience</u>	35
<u>Safeguarding, Adults and Children</u>	36
<u>Transformation and PMO</u>	37

This breakdown report for NHS North East and North Cumbria 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.

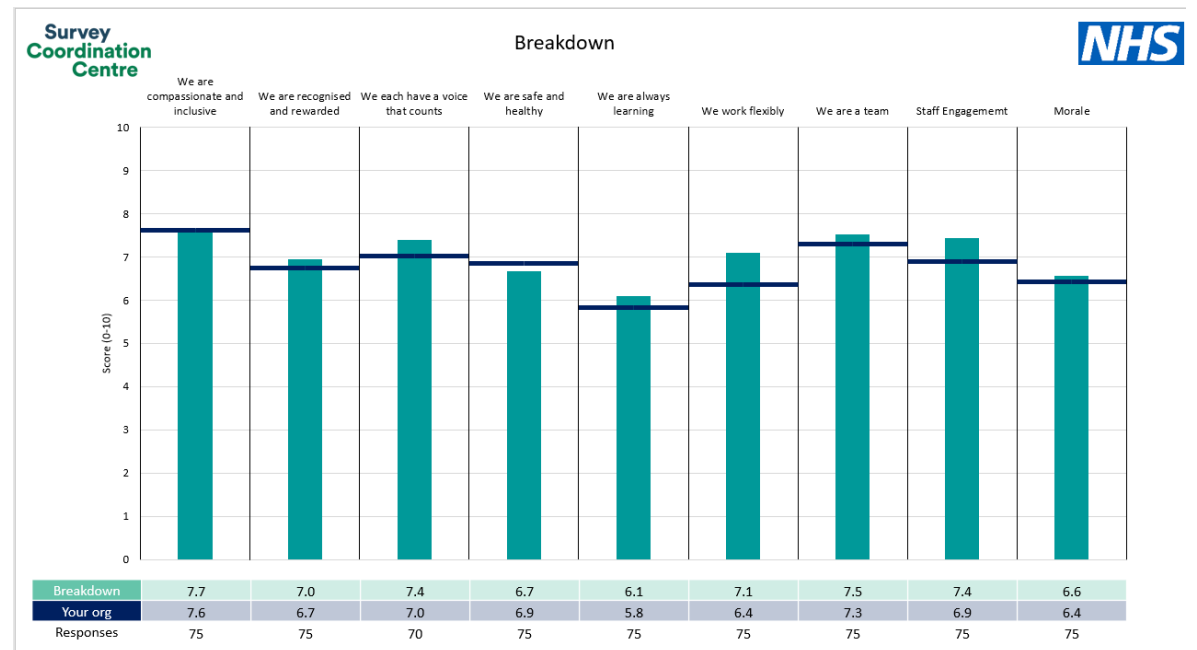
The breakdowns used in this report were provided and defined by NHS North East and North Cumbria ICB. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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 North East and North Cumbria ICB  
2024 NHS Staff Survey



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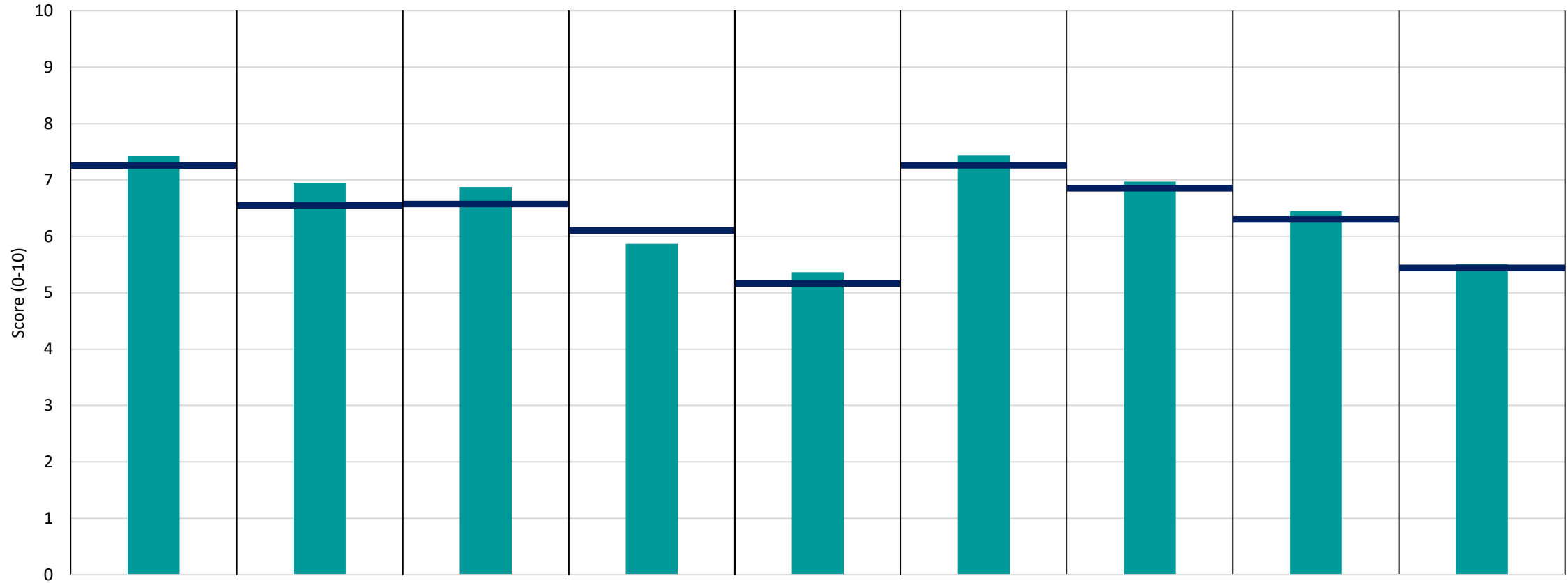
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Staff Engagement



Morale



Breakdown	7.42	6.95	6.88	5.87	5.36	7.44	6.97	6.45	5.51
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	29	29	27	28	28	29	29	29	29



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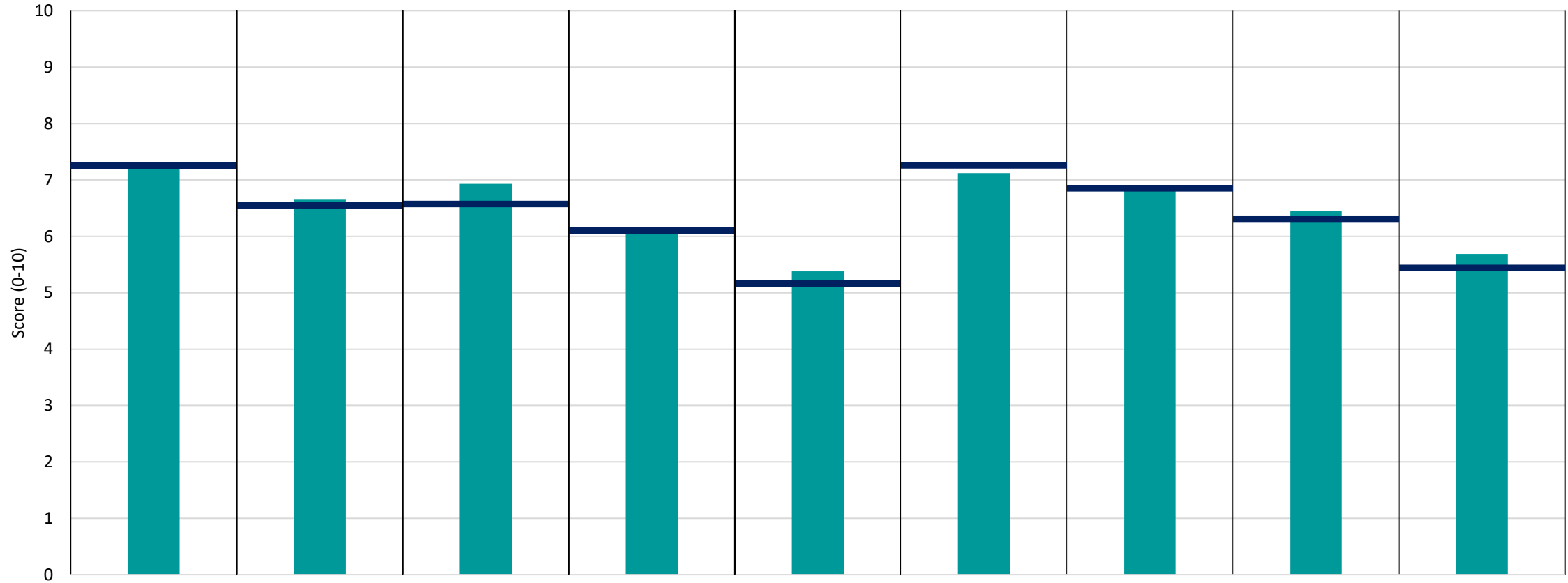
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Staff Engagement



Morale



Breakdown	7.21	6.65	6.93	6.16	5.38	7.12	6.85	6.45	5.69
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	57	57	55	56	56	56	57	57	57



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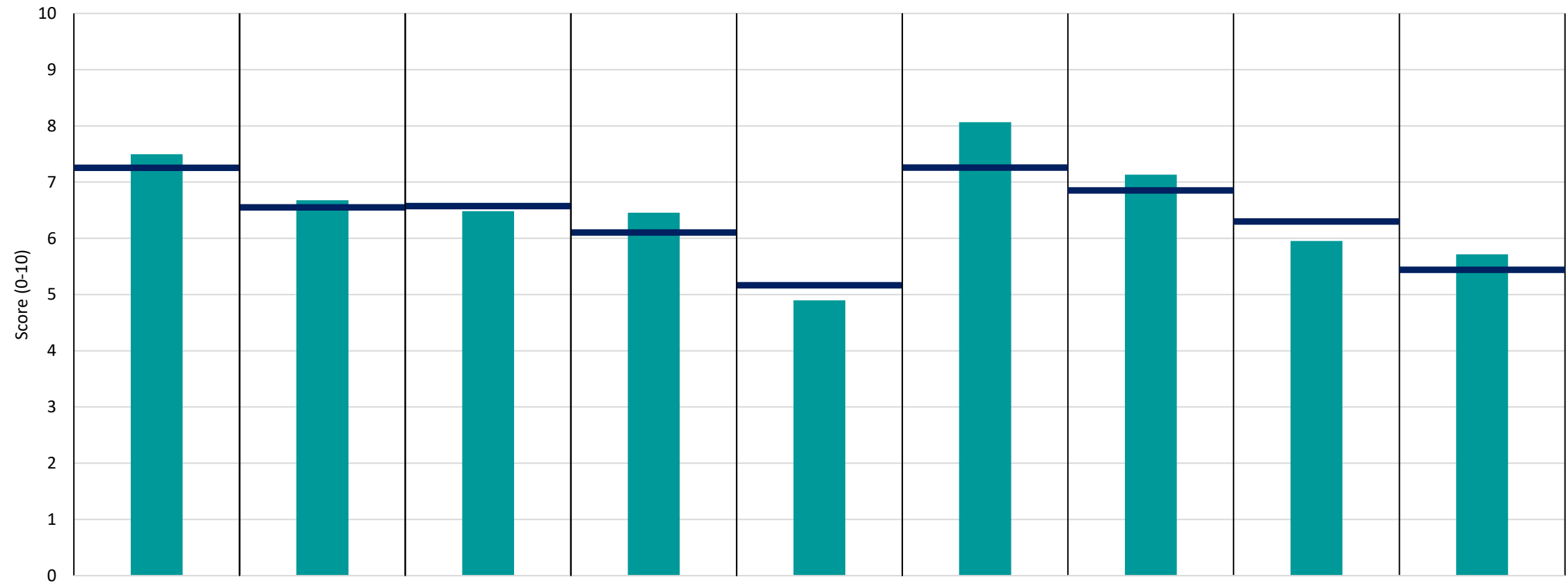
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Staff Engagement



Morale



Breakdown	7.49	6.68	6.48	6.45	4.90	8.07	7.13	5.95	5.72
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	14	14	14	14	14	14	14	14	14





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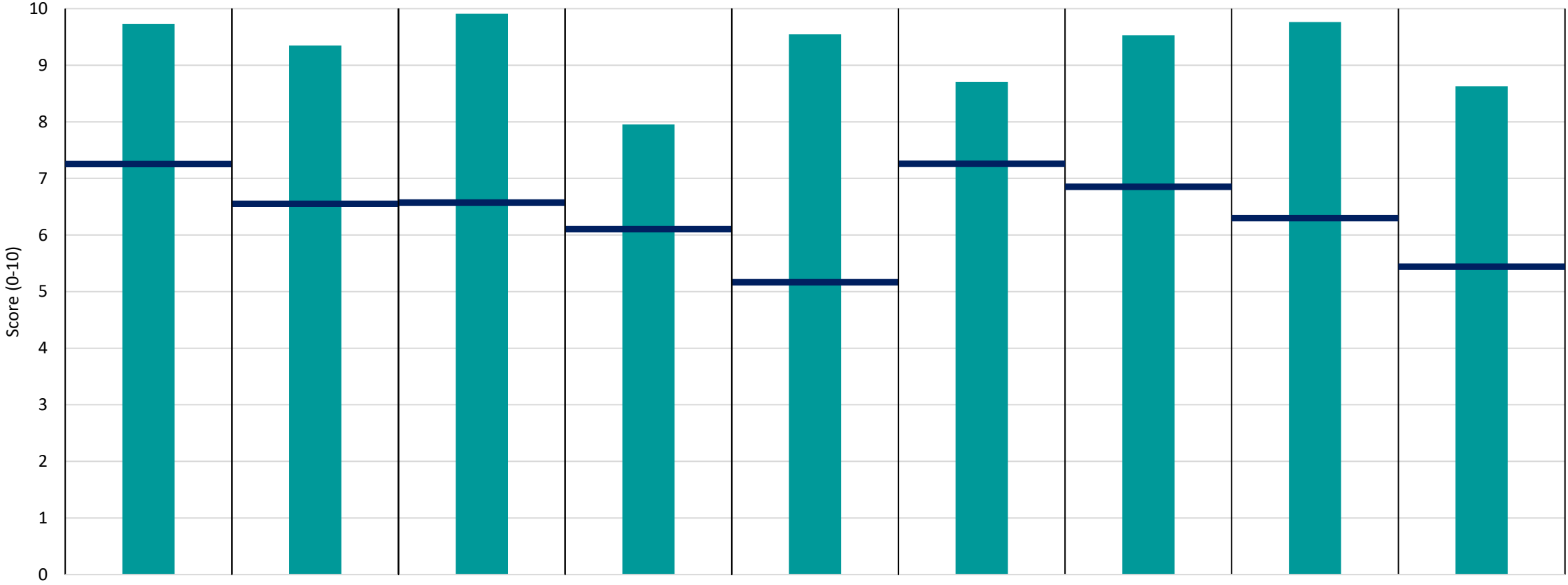
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Staff Engagement



Morale



Breakdown	9.73	9.35	9.91	7.95	9.55	8.71	9.53	9.76	8.63
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	10	10	10	10	10	10	10	10	10



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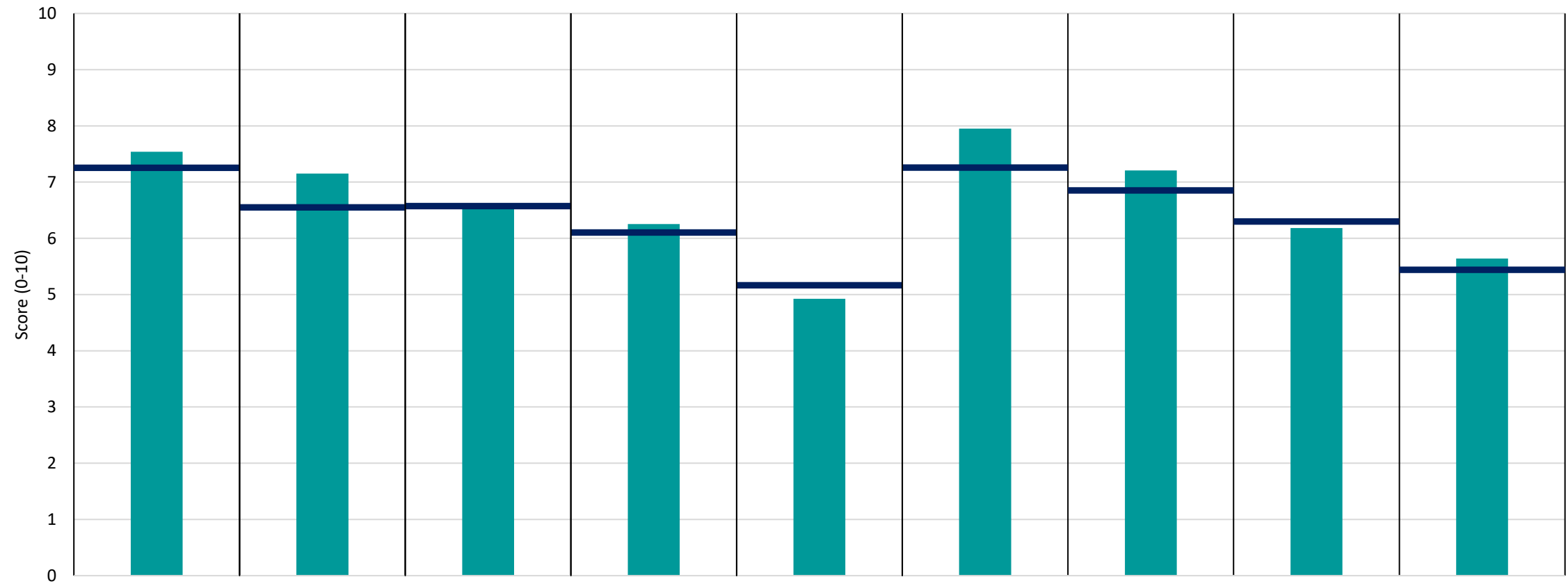
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Breakdown	7.54	7.15	6.60	6.26	4.92	7.95	7.21	6.18	5.64
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	23	23	23	23	22	23	23	23	23



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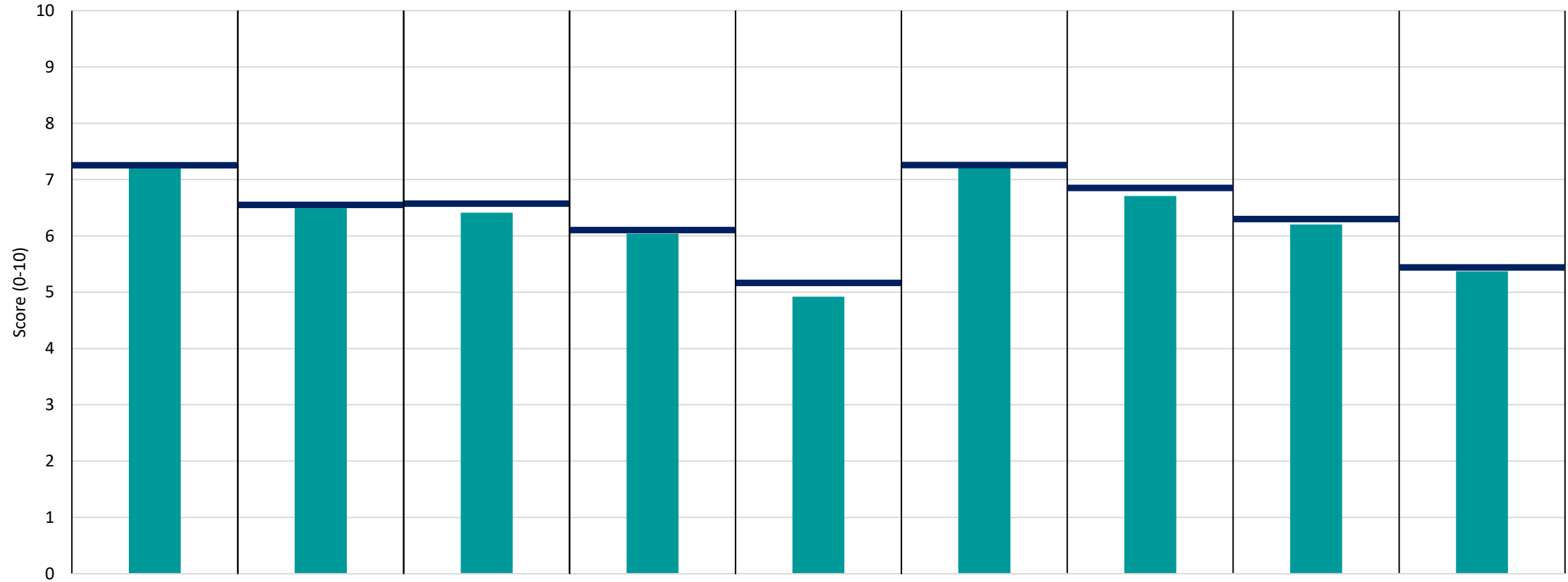
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Morale



Breakdown	7.21	6.49	6.41	6.04	4.92	7.23	6.71	6.20	5.37
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	74	74	73	74	72	73	74	74	74



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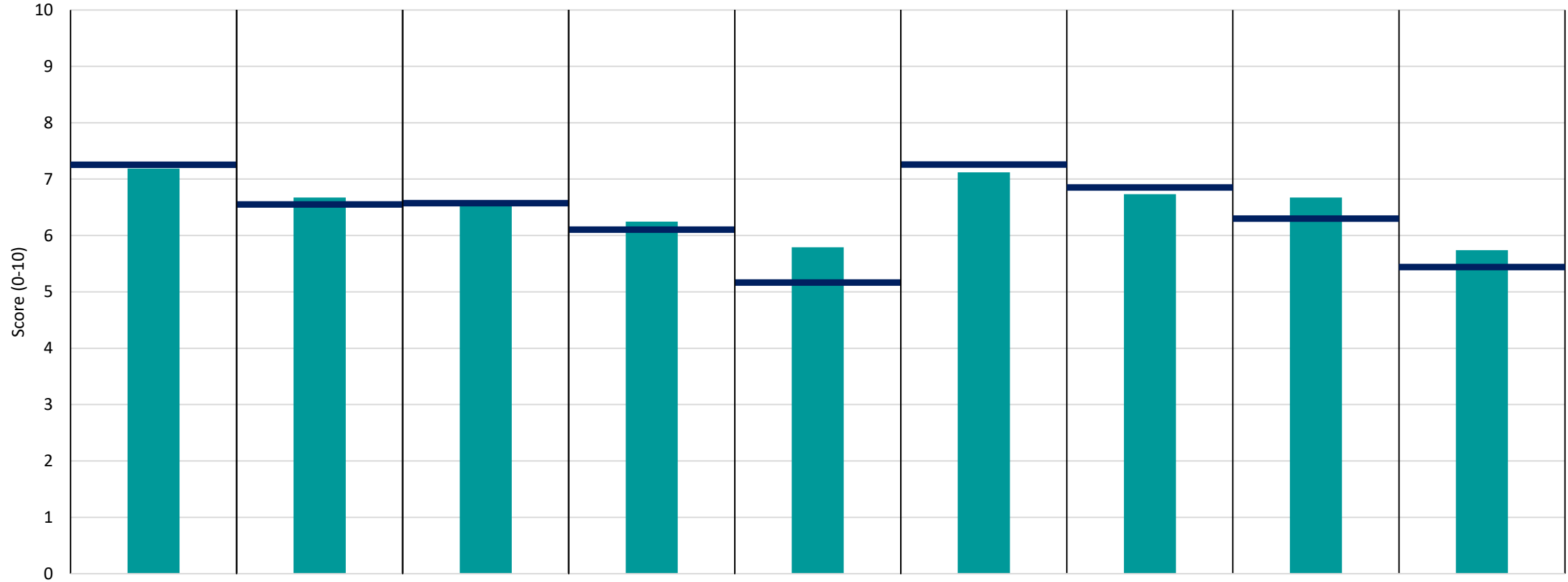
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Morale



Breakdown	7.19	6.67	6.62	6.24	5.79	7.12	6.73	6.68	5.74
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	32	32	32	32	31	32	32	32	32



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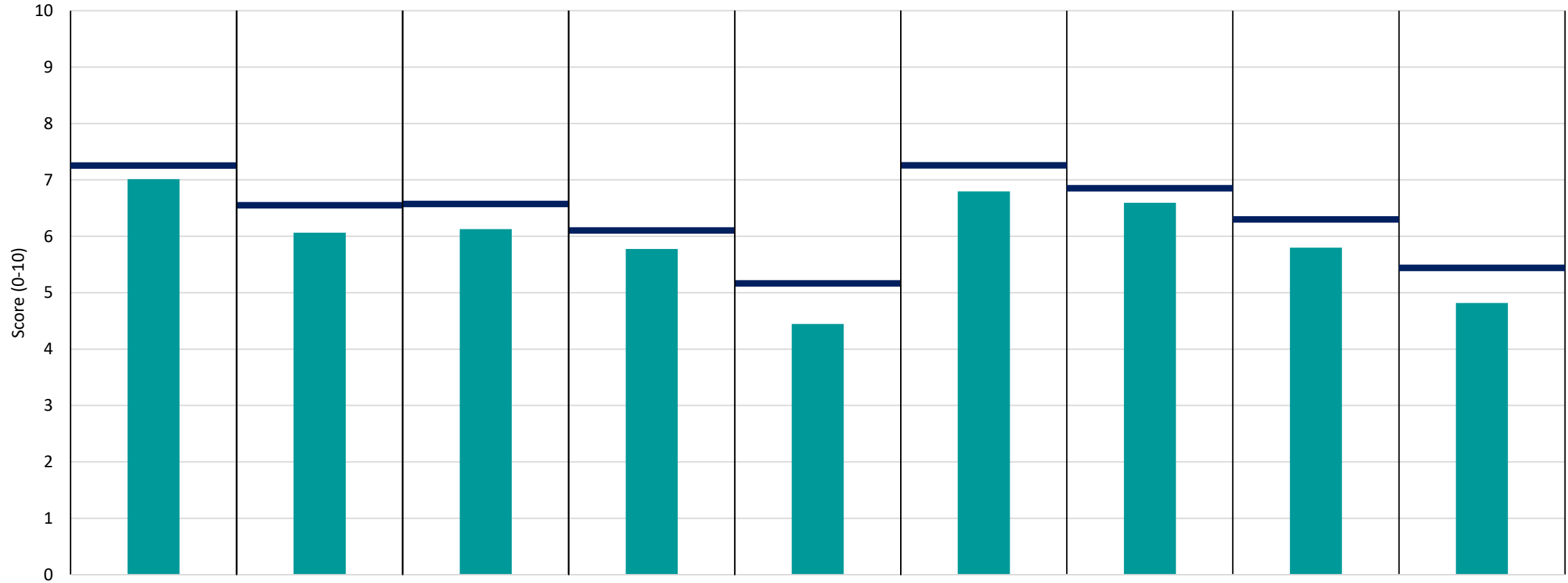
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Morale



Breakdown	7.01	6.06	6.13	5.78	4.45	6.79	6.60	5.80	4.82
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	114	114	111	114	111	114	114	114	114



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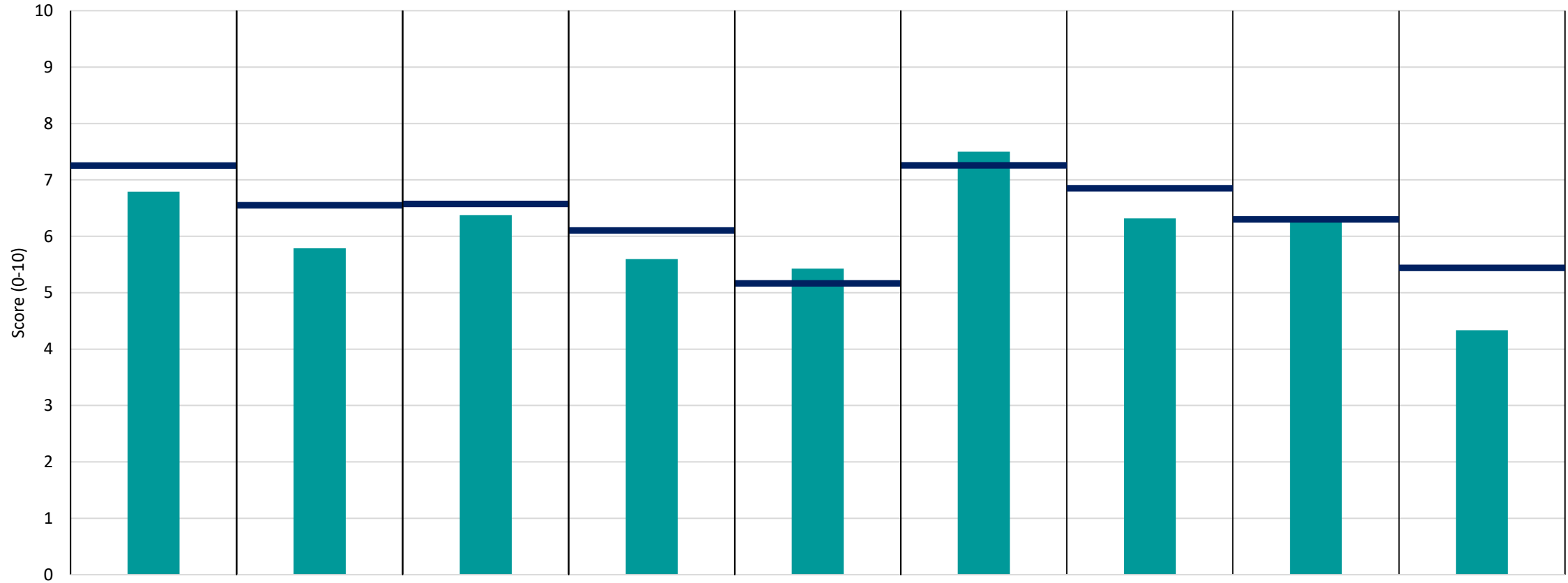
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Morale



Breakdown	6.79	5.79	6.38	5.60	5.43	7.50	6.32	6.33	4.33
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	14	14	14	14	14	14	14	14	14



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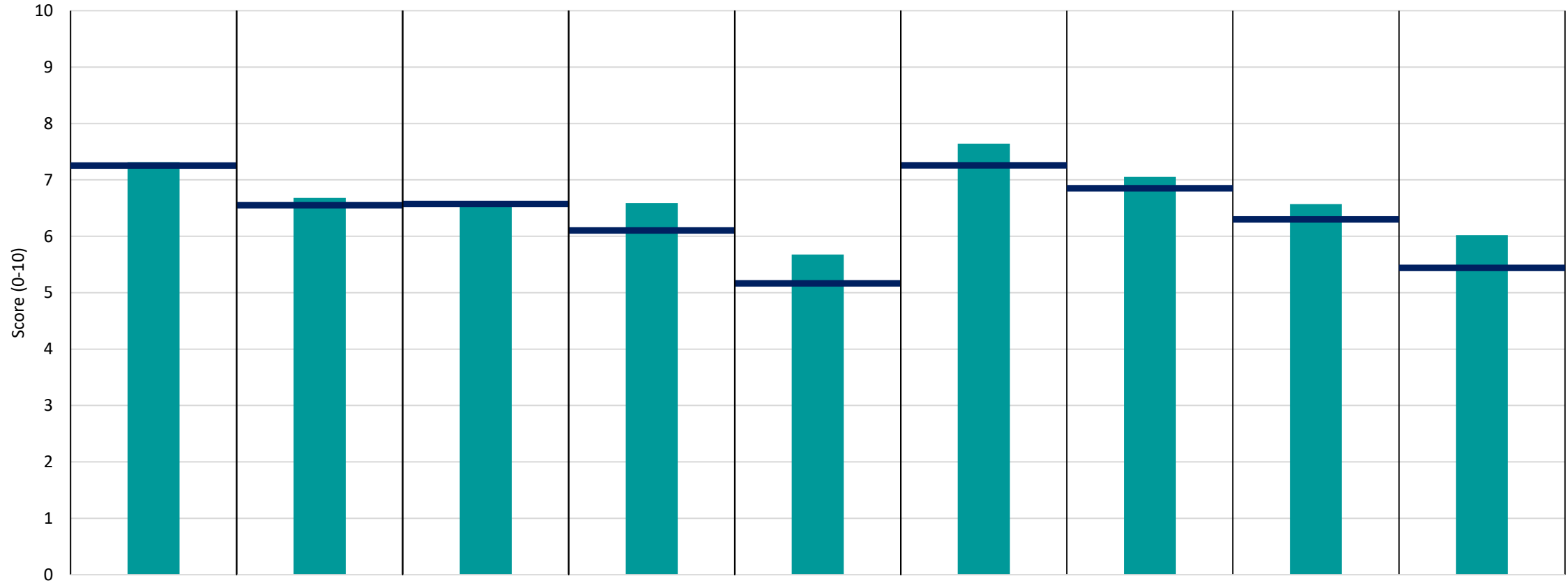
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Breakdown	7.31	6.68	6.62	6.59	5.67	7.64	7.05	6.57	6.02
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	44	44	43	44	43	44	44	44	44

# Breakdowns 2

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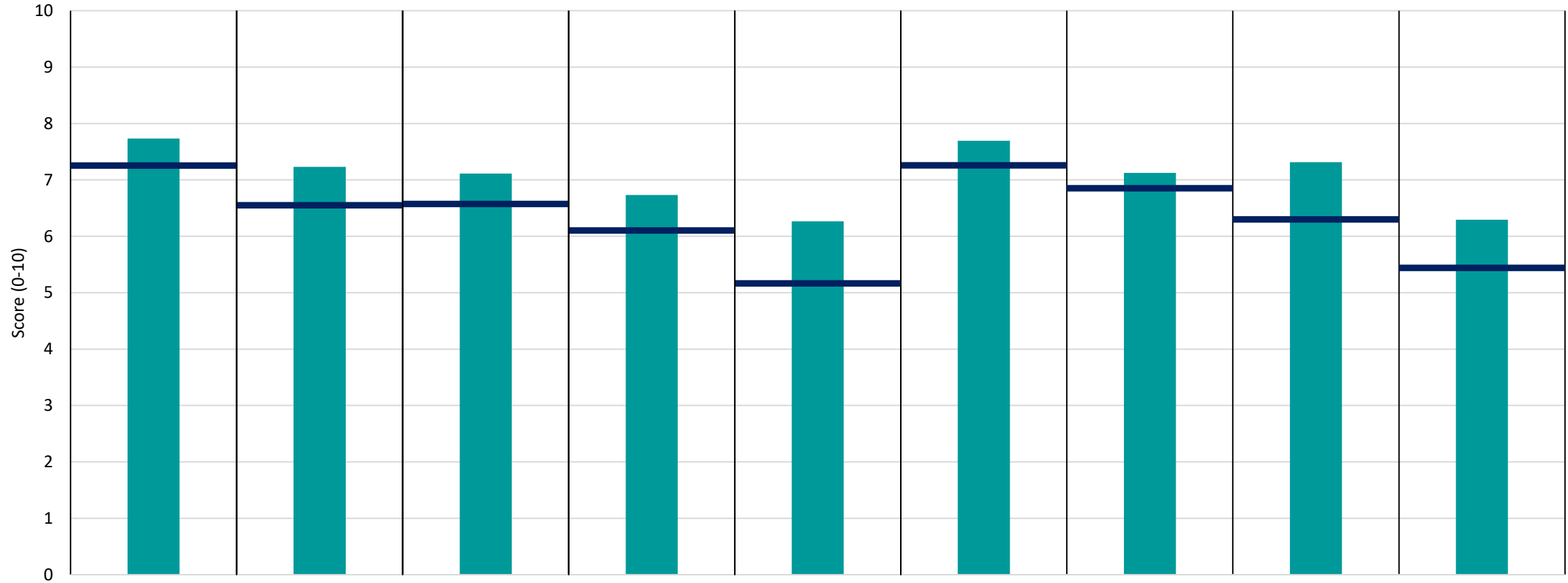
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Breakdown	7.73	7.23	7.11	6.73	6.27	7.69	7.13	7.31	6.29
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	15	15	15	15	15	15	15	15	15



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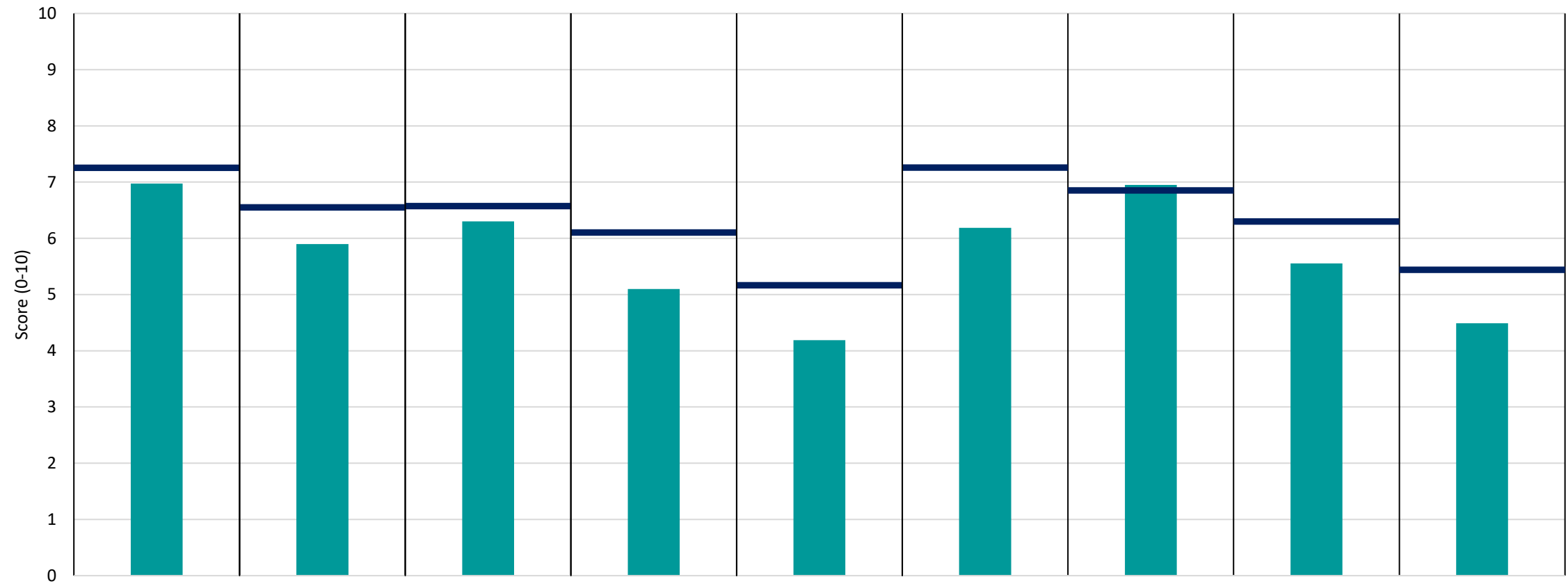
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Morale



Breakdown	6.98	5.90	6.30	5.10	4.19	6.19	6.95	5.56	4.49
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	34	34	33	34	32	34	34	34	34



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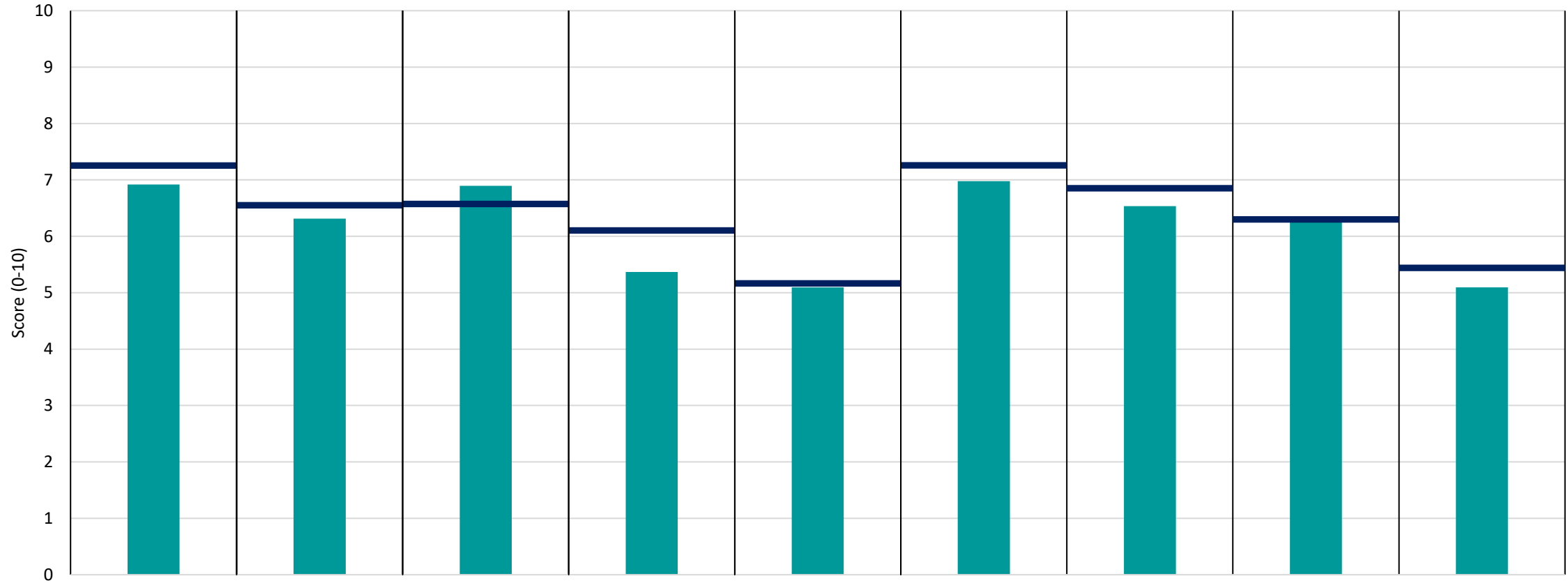
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Morale



Breakdown	6.92	6.31	6.90	5.37	5.09	6.98	6.53	6.35	5.09
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	16	16	15	16	16	16	16	16	16



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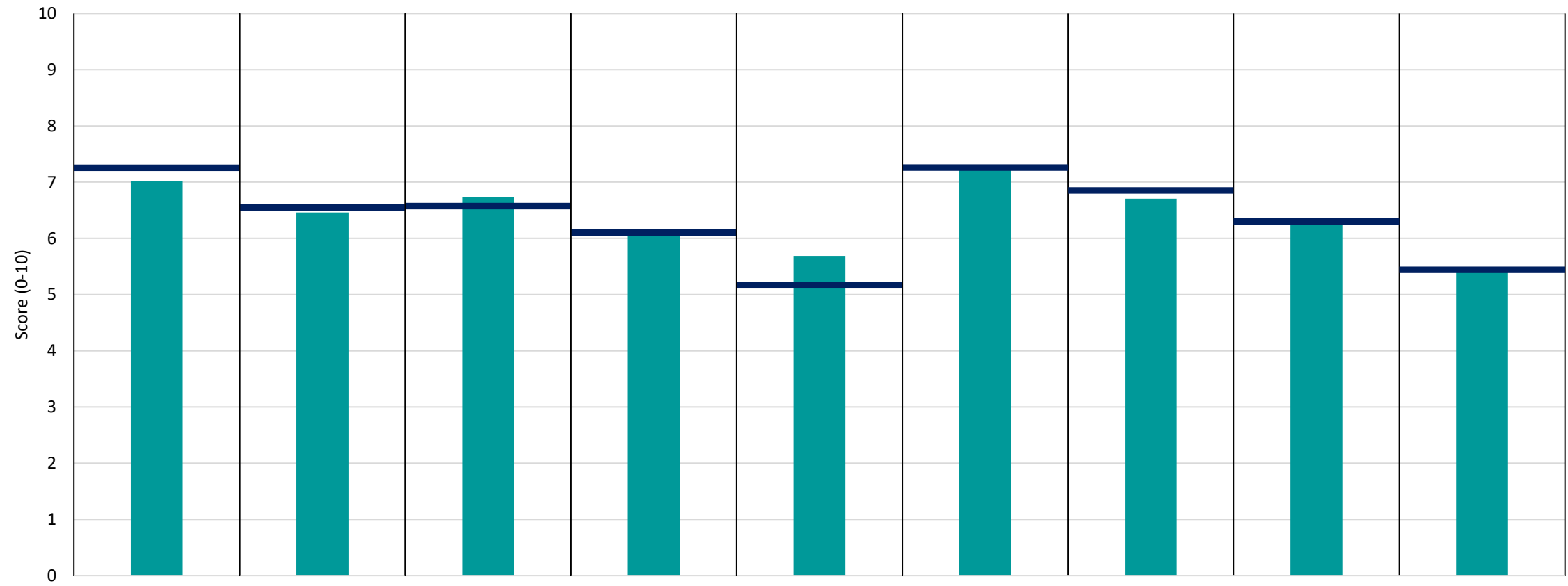
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Breakdown	7.02	6.46	6.74	6.10	5.69	7.26	6.71	6.27	5.47
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	12	12	11	11	12	12	12	12	12



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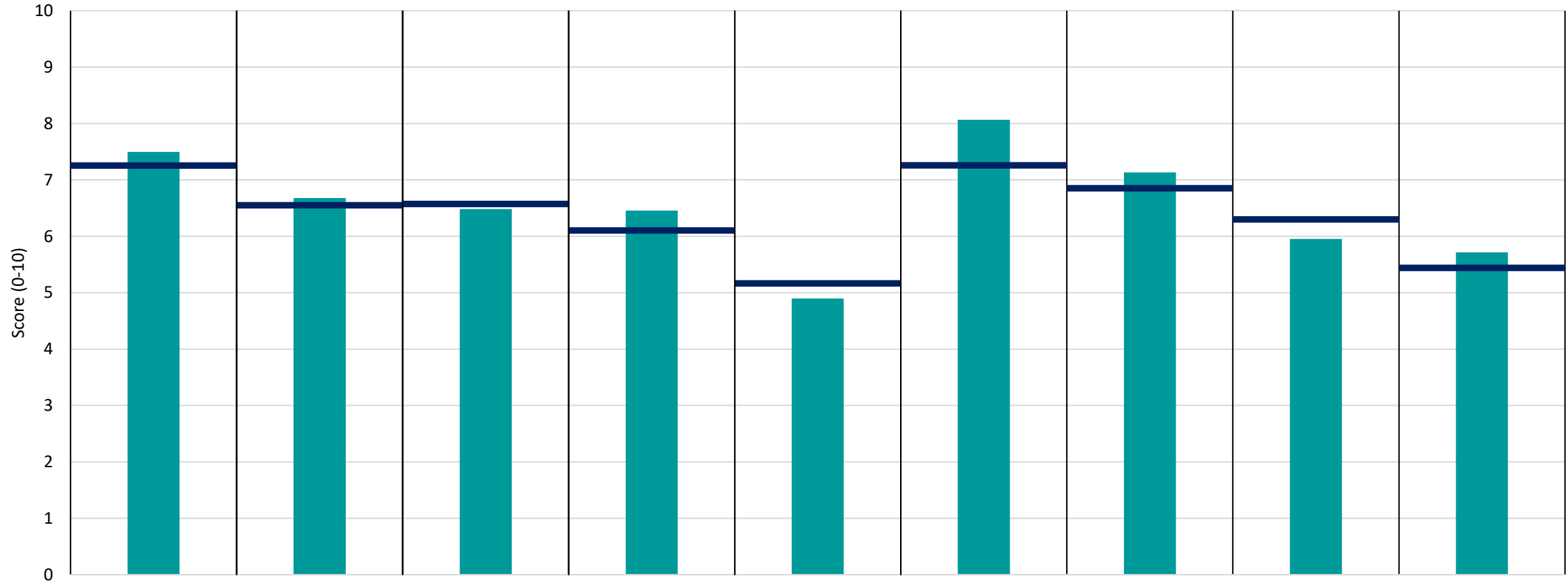
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Breakdown	7.49	6.68	6.48	6.45	4.90	8.07	7.13	5.95	5.72
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	14	14	14	14	14	14	14	14	14



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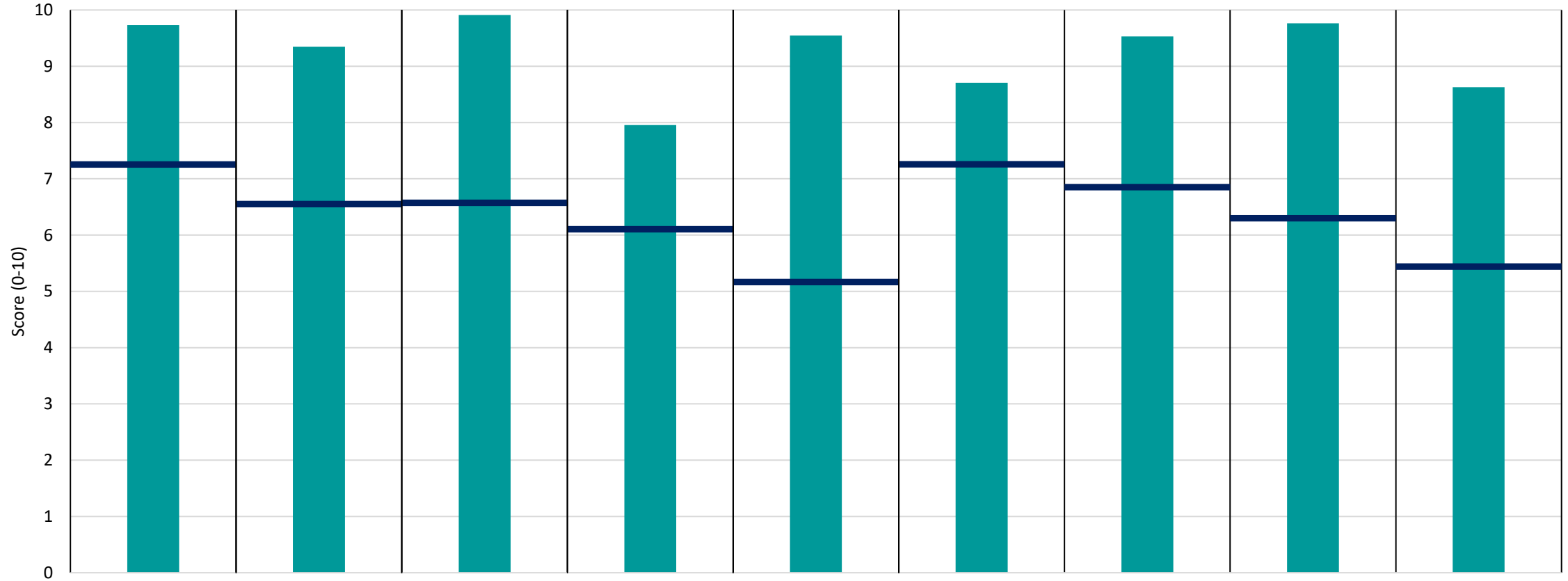
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Breakdown	9.73	9.35	9.91	7.95	9.55	8.71	9.53	9.76	8.63
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	10	10	10	10	10	10	10	10	10



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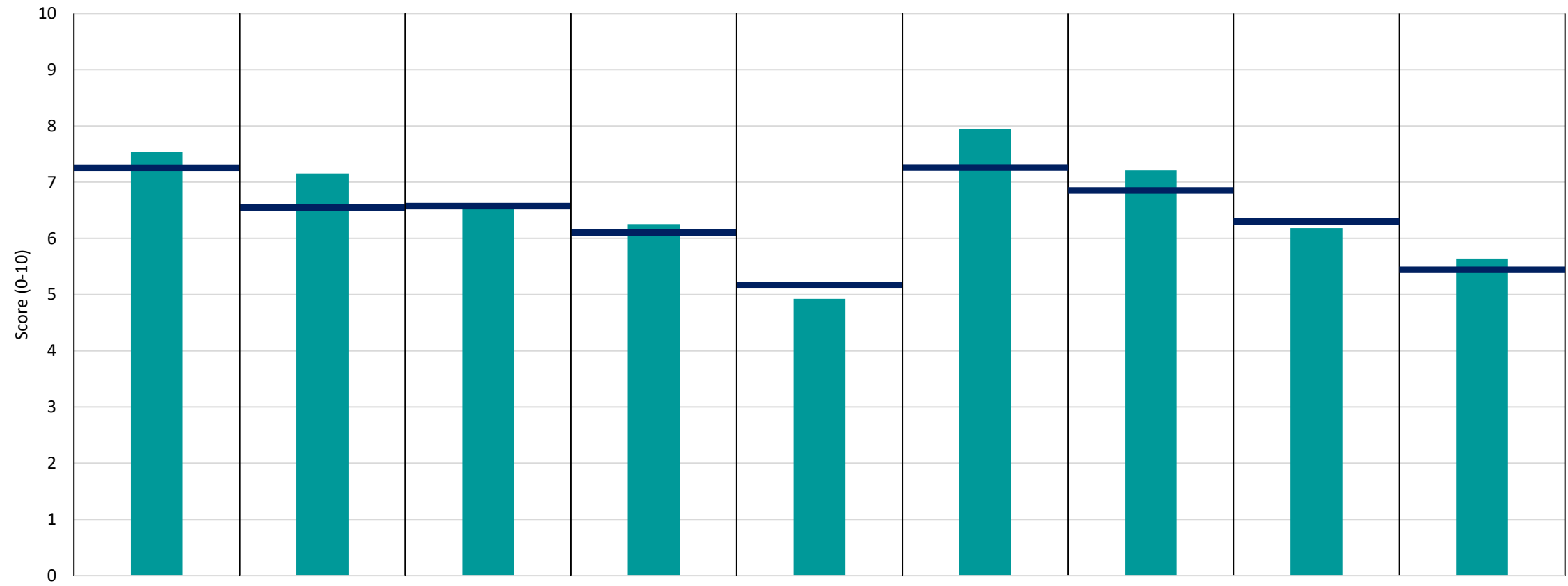
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Breakdown	7.54	7.15	6.60	6.26	4.92	7.95	7.21	6.18	5.64
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	23	23	23	23	22	23	23	23	23



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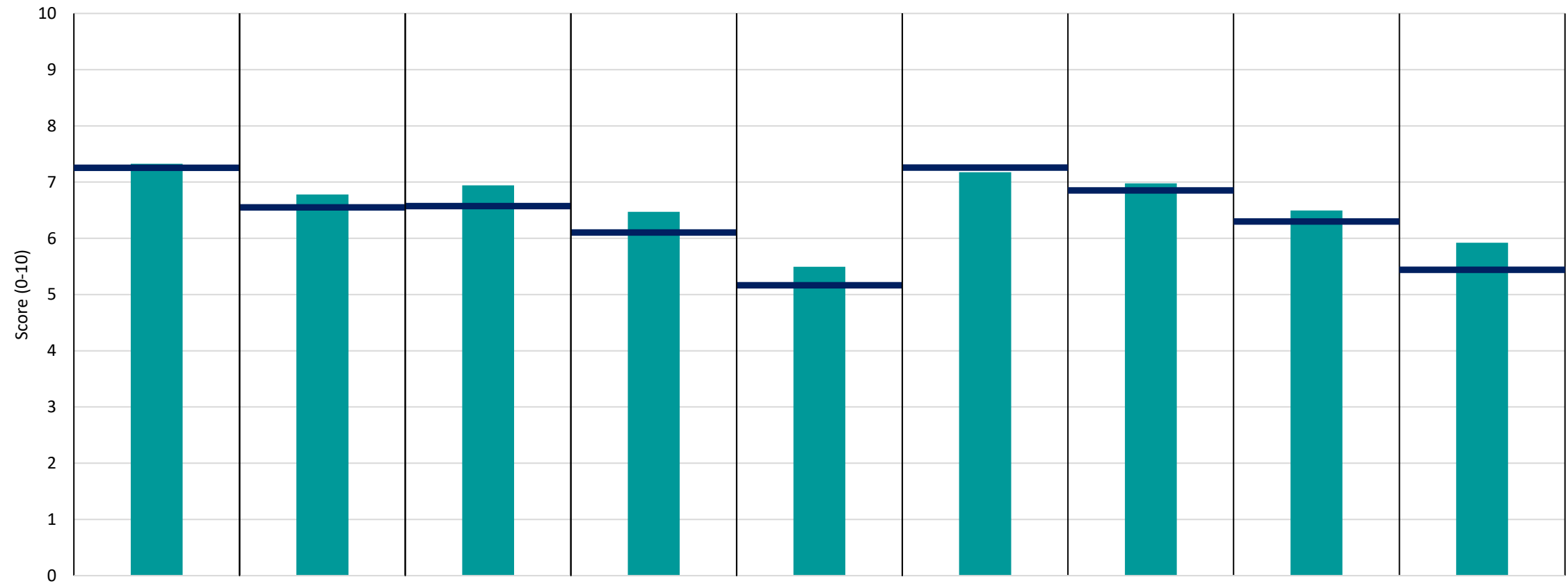
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Breakdown	7.32	6.78	6.94	6.47	5.49	7.18	6.98	6.49	5.92
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	41	41	40	40	40	40	41	41	41





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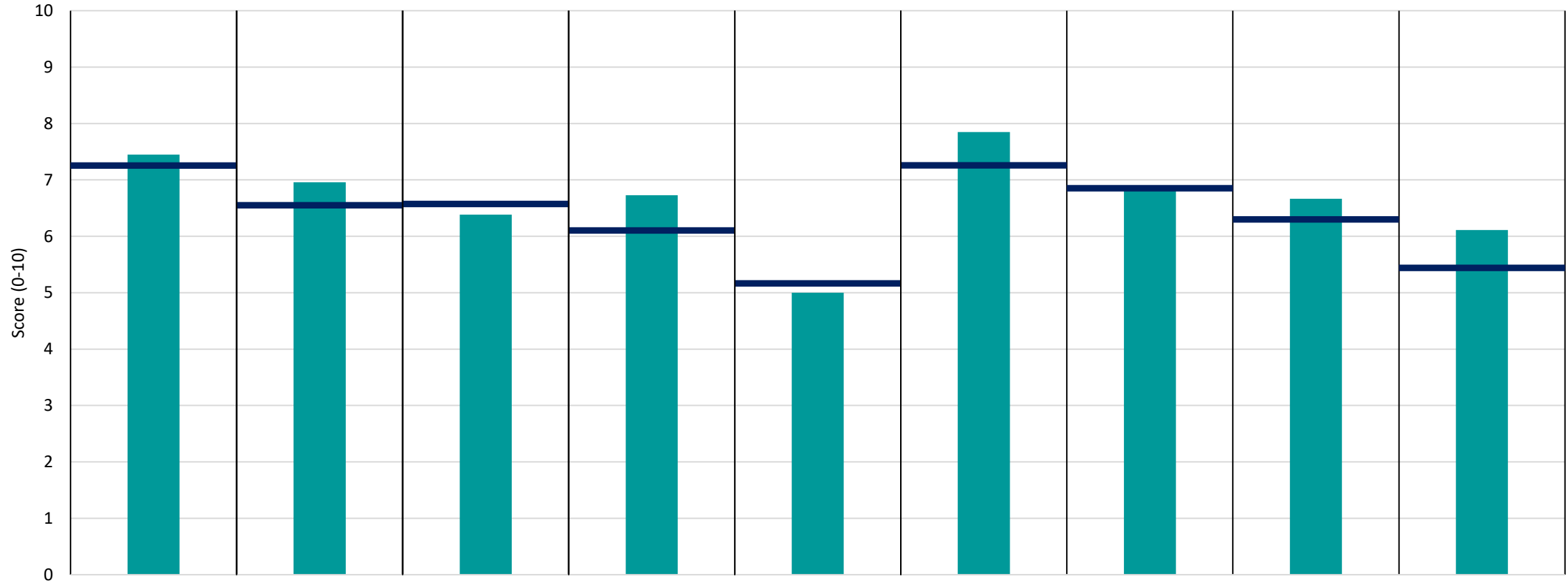
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Breakdown	7.45	6.96	6.38	6.73	5.00	7.85	6.89	6.67	6.11
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	12	12	11	12	12	12	12	12	12



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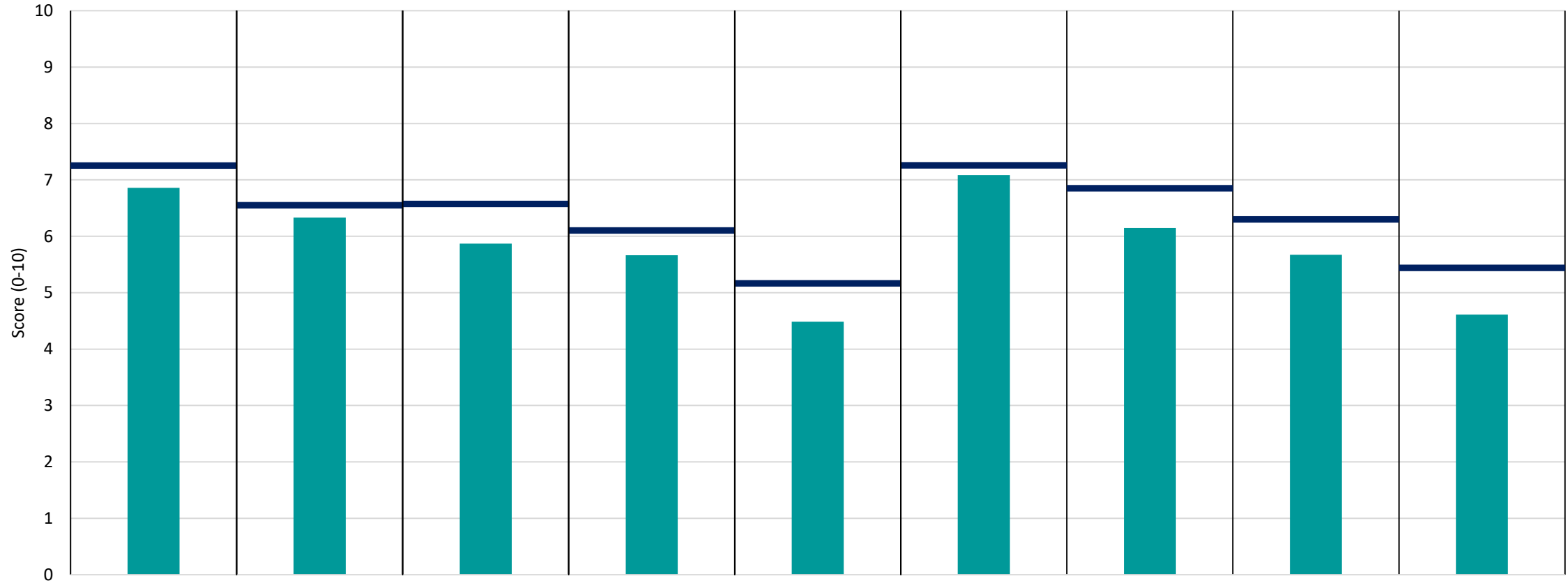
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Breakdown	6.86	6.33	5.87	5.66	4.49	7.08	6.15	5.67	4.61
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	12	12	12	12	12	12	12	12	12



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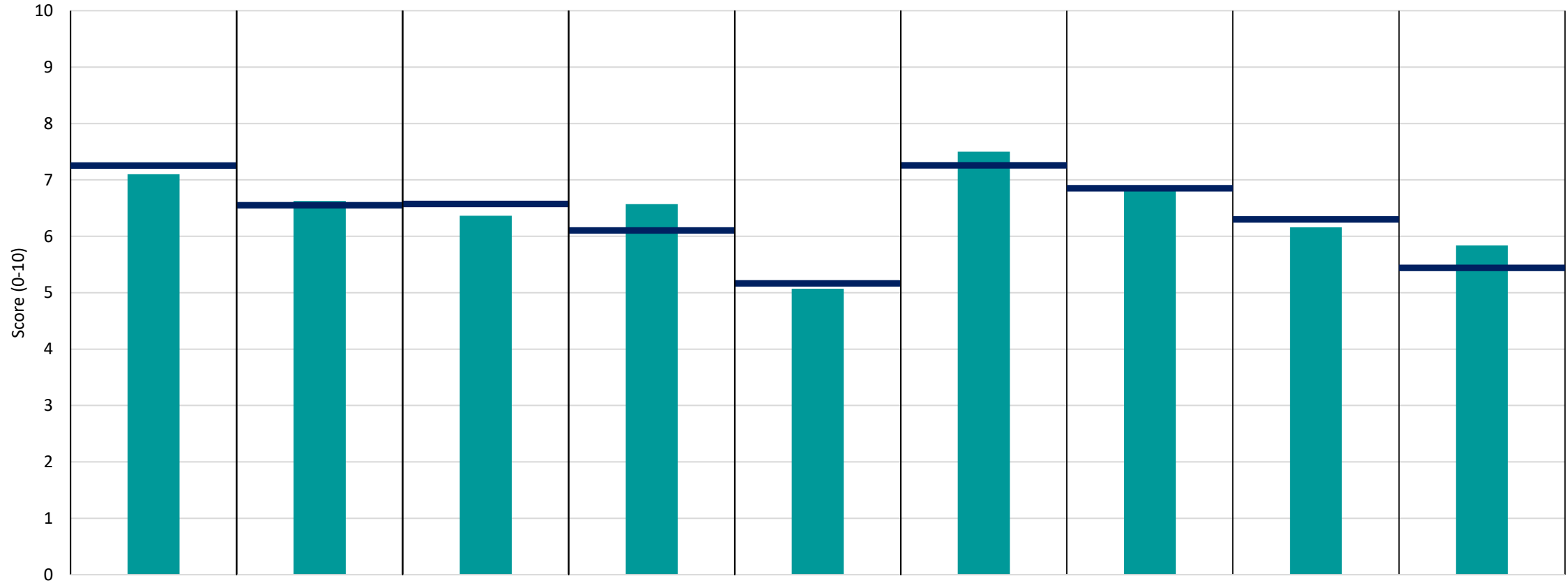
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Breakdown	7.10	6.63	6.37	6.57	5.07	7.50	6.88	6.16	5.84
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	12	12	12	12	12	12	12	12	12



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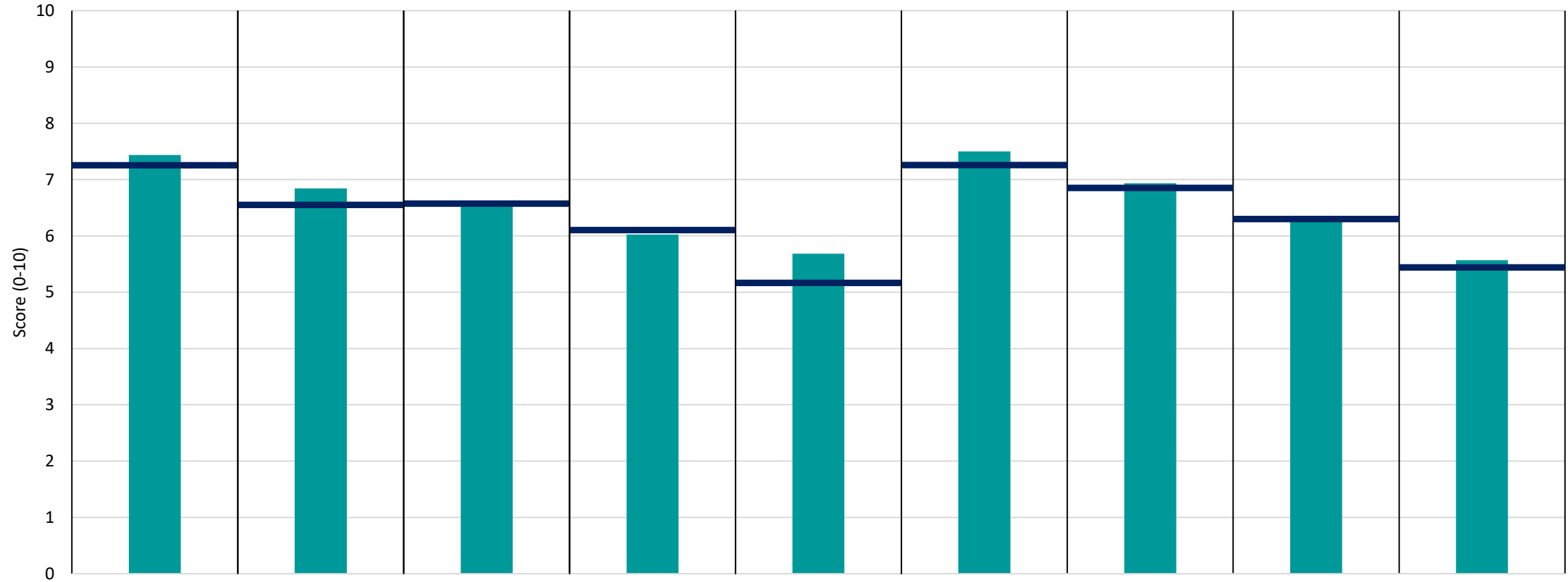
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Breakdown	7.44	6.84	6.62	6.02	5.68	7.50	6.93	6.30	5.57
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	16	16	16	16	15	16	16	16	16



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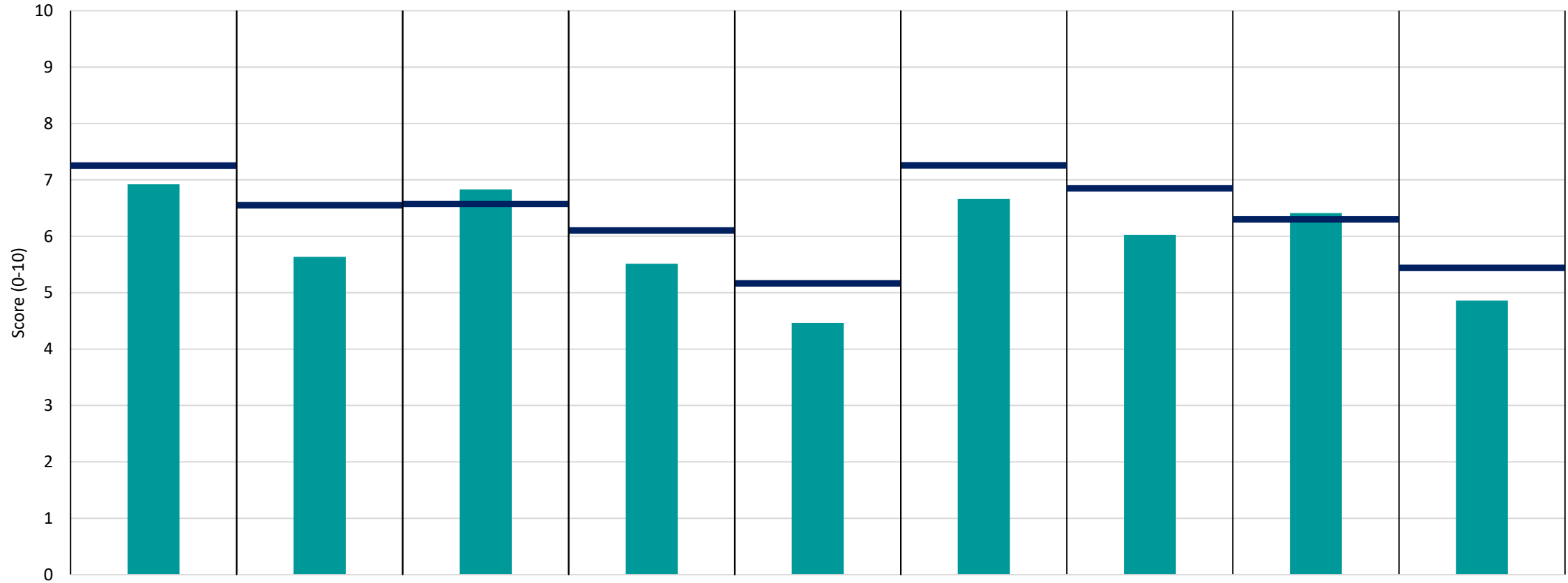
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Breakdown	6.92	5.64	6.83	5.51	4.47	6.67	6.02	6.41	4.86
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	11	11	11	11	10	11	11	11	11



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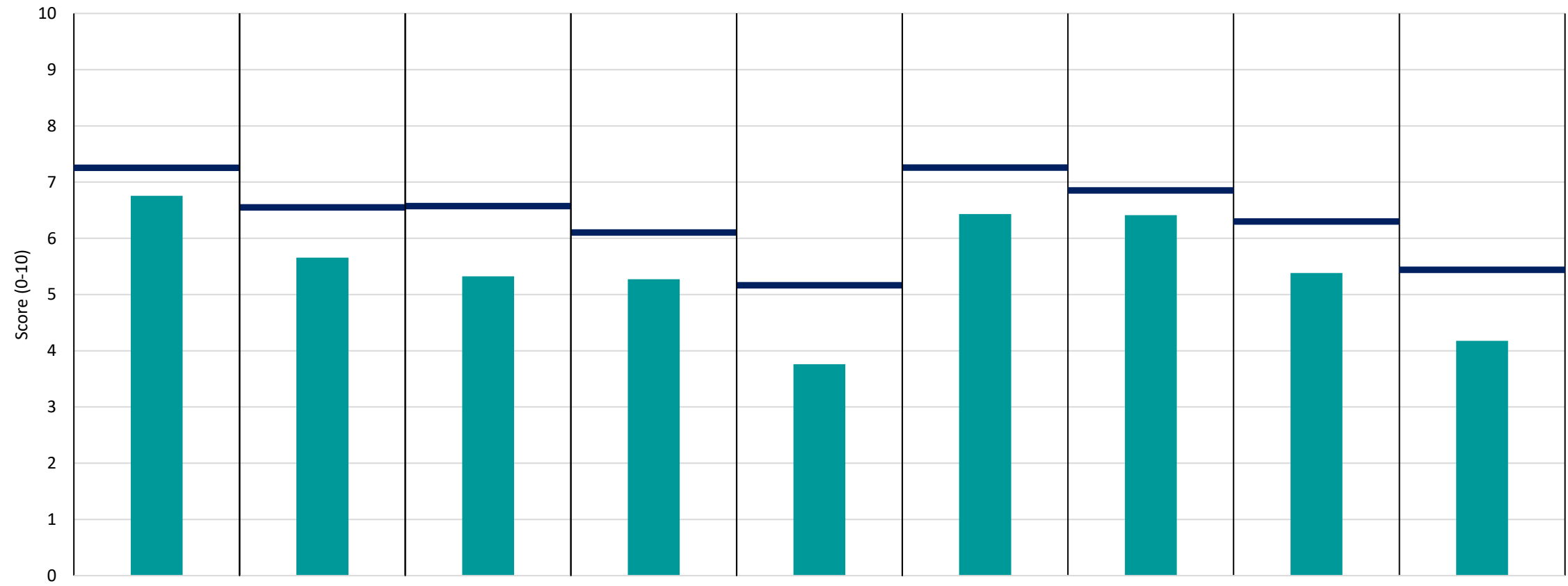
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Breakdown	6.76	5.66	5.32	5.27	3.76	6.43	6.41	5.38	4.18
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	16	16	16	16	15	16	16	16	16



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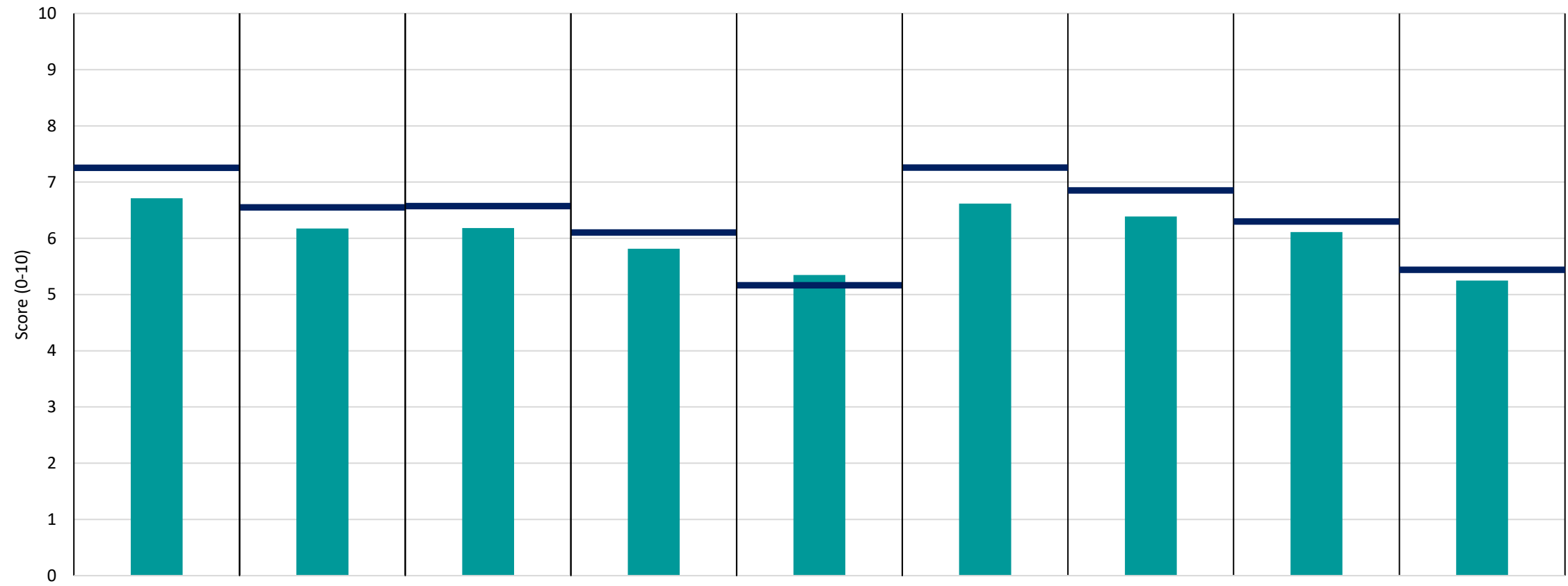
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Breakdown	6.71	6.18	6.18	5.81	5.35	6.62	6.39	6.11	5.25
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	17	17	17	17	16	17	17	17	17



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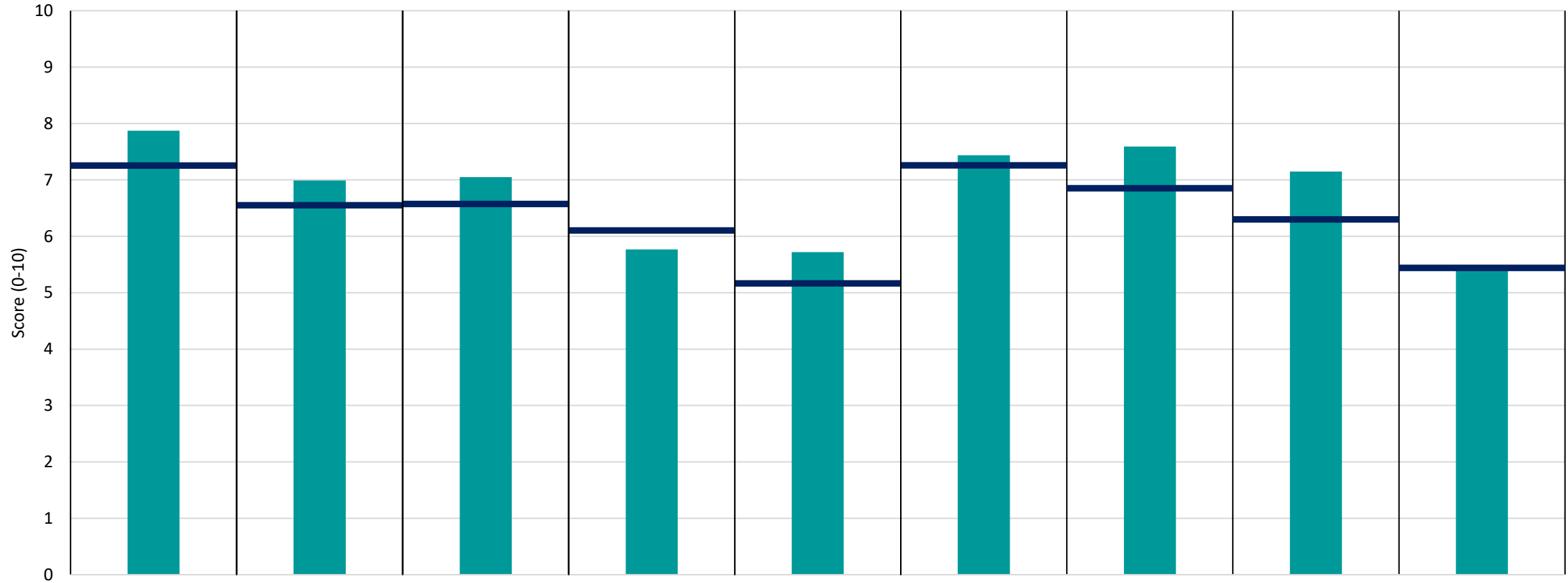
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Breakdown	7.87	6.99	7.05	5.77	5.72	7.44	7.59	7.15	5.48
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	13	13	11	13	13	13	13	13	13





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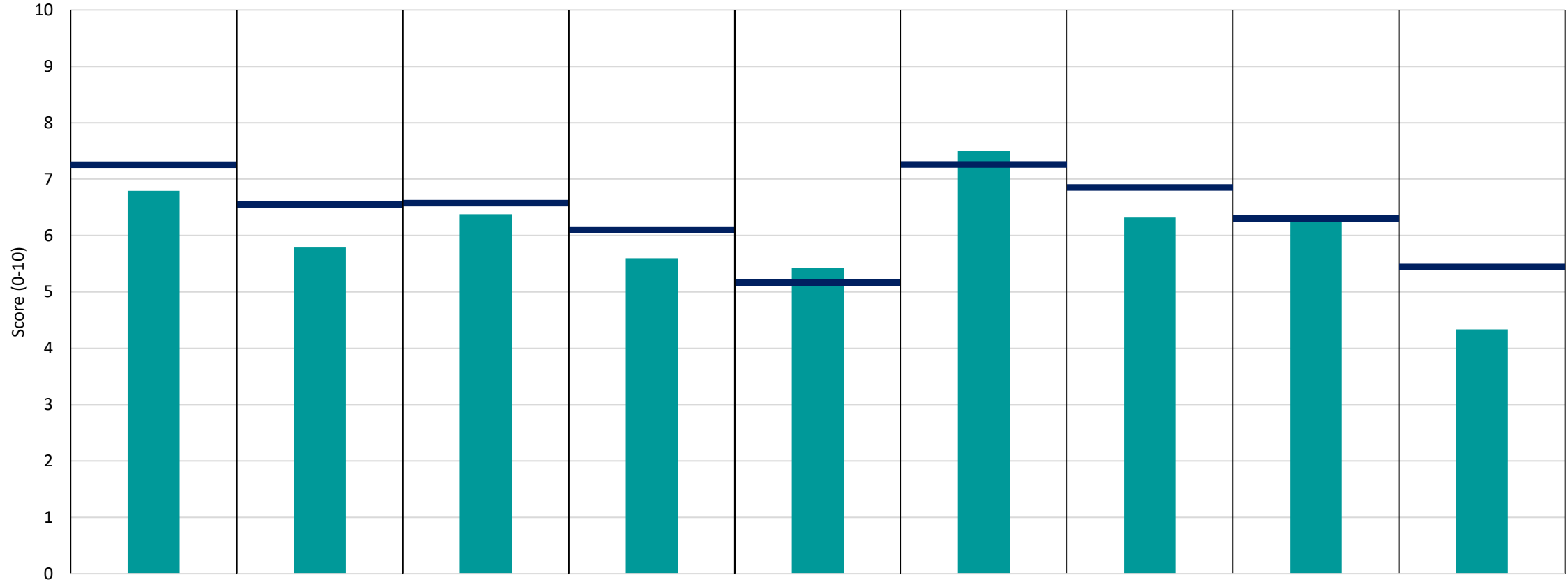
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Breakdown	6.79	5.79	6.38	5.60	5.43	7.50	6.32	6.33	4.33
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	14	14	14	14	14	14	14	14	14



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



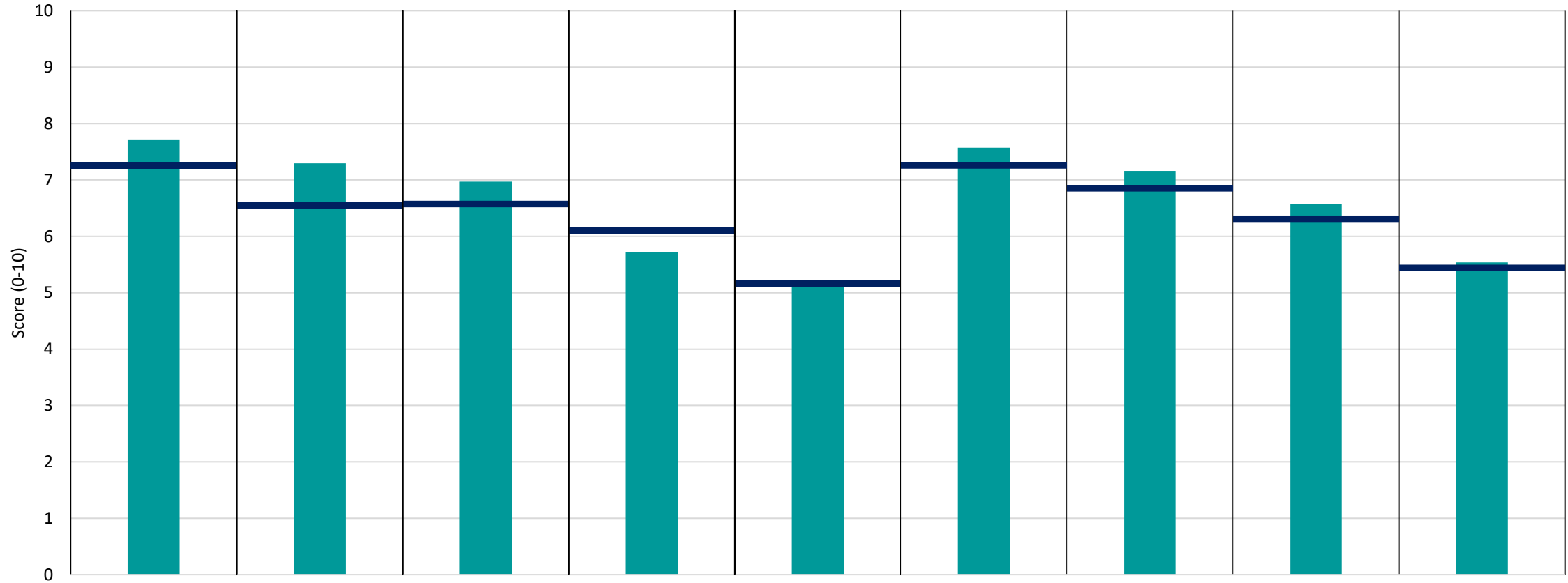
We are a team



Staff Engagement



Morale



Breakdown	7.71	7.29	6.97	5.72	5.12	7.57	7.16	6.57	5.54
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	17	17	16	17	16	17	17	17	17



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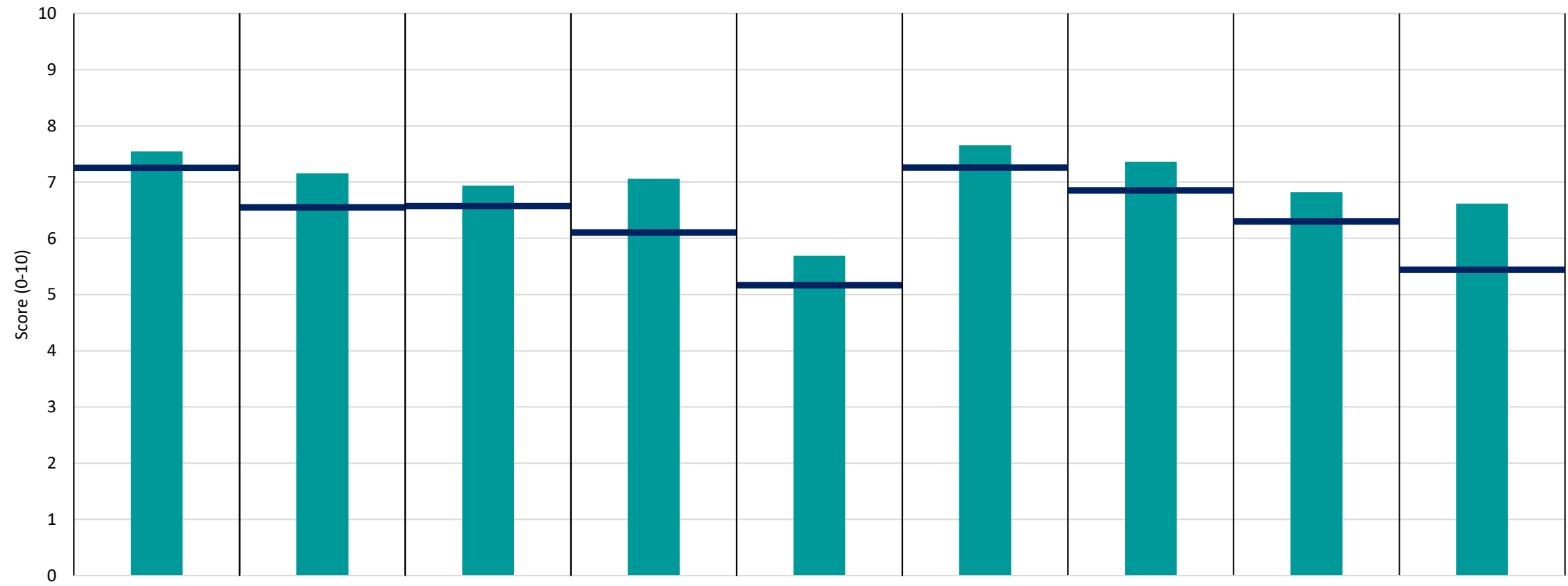
We are a team



Staff Engagement



Morale



Breakdown	7.55	7.16	6.94	7.06	5.69	7.66	7.36	6.82	6.62
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	16	16	16	16	16	16	16	16	16



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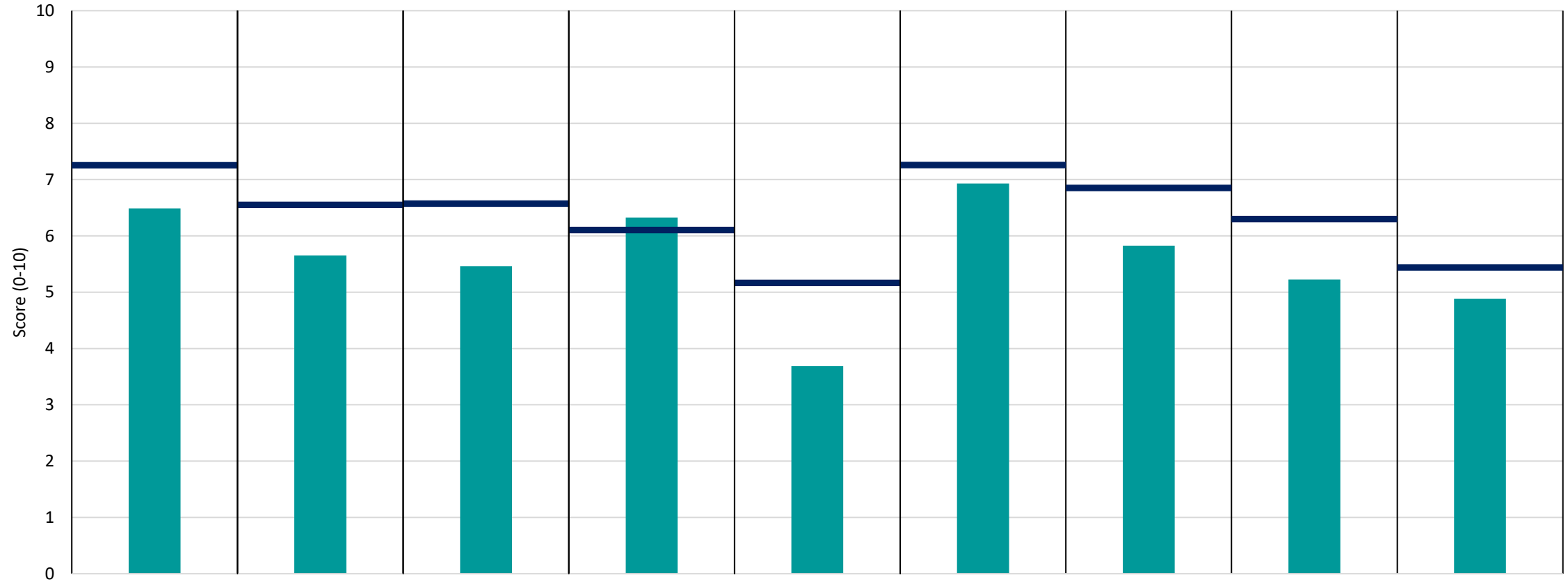
We are a team



Staff Engagement



Morale



Breakdown	6.49	5.65	5.46	6.32	3.68	6.93	5.83	5.23	4.88
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	33	33	33	33	33	33	33	33	33



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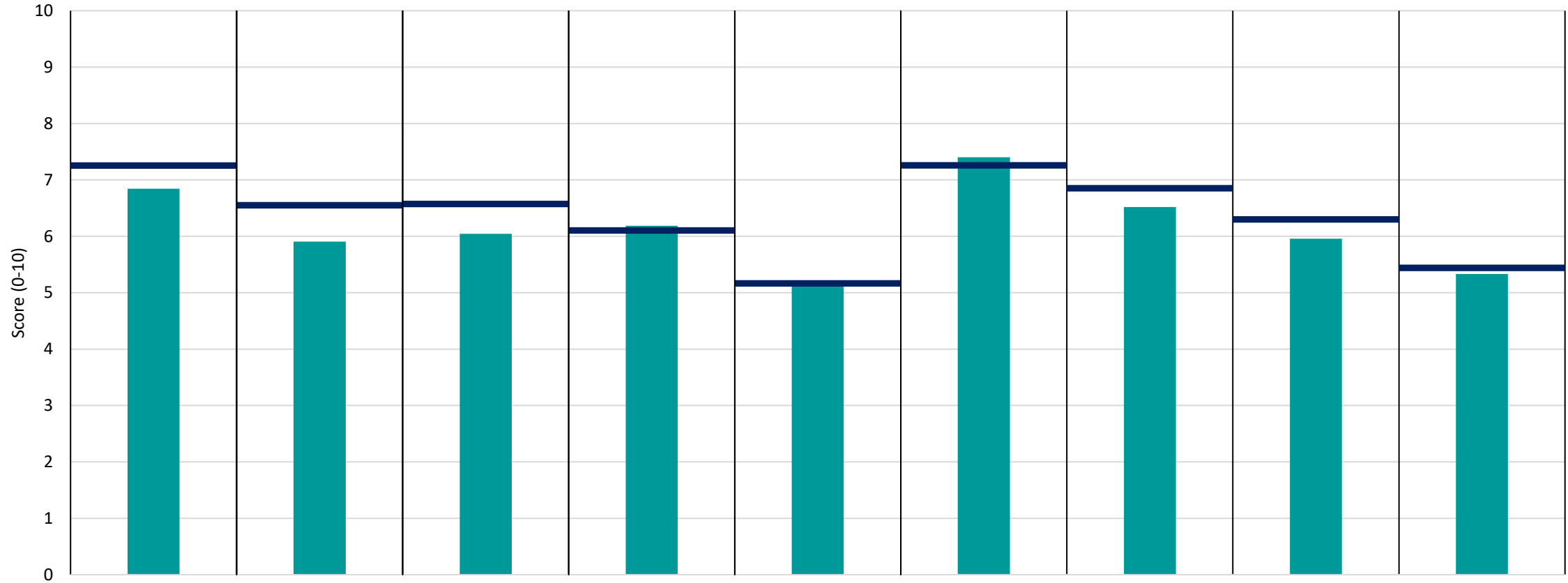
We are a team



Staff Engagement



Morale



Breakdown	6.84	5.90	6.04	6.19	5.15	7.40	6.52	5.96	5.33
Your org	7.25	6.55	6.57	6.10	5.17	7.26	6.85	6.30	5.44
Responses	21	21	20	21	20	21	21	21	21