

NHS Kent and Medway ICB

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Chief Medical Officer Division</u>	<u>6</u>
<u>Delivery and Strategic Commissioning Division</u>	<u>7</u>
<u>Finance, Contracting, Digital and Assurance Division</u>	<u>8</u>
<u>Governance, EPRR, Strategic Estate and Sustainability Division</u>	<u>9</u>
<u>Nursing and System Workforce Division</u>	<u>10</u>
<u>People, Culture, Communications and Engagement Division</u>	<u>11</u>
<u>Strategy and Partnership Division</u>	<u>12</u>

<u>All Age Continuing Care Department</u>	14
<u>Children's Services Department</u>	15
<u>Clinical Leads Department</u>	16
<u>Committees, FOI, Audit and Risk Departments</u>	17
<u>Communications and Engagement Department</u>	18
<u>Contracting Department</u>	19
<u>Digital, Data and Technology Department</u>	20
<u>Finance Department</u>	21
<u>Health and Care Partnerships</u>	22
<u>Internal People and Culture Department</u>	23
<u>Maternity and Neonatal Department</u>	24
<u>Medicines Optimisation Department</u>	25
<u>PMO, Systems Development and Oversight Departments</u>	26
<u>Planned Care Department</u>	27
<u>Primary and Community (Out of Hospital) Care Department</u>	28
<u>Quality and Safety Department</u>	29
<u>Safeguarding Department</u>	30
<u>Strategic Commissioning and Operational Planning Department</u>	31
<u>Strategy and Population Health Department</u>	32
<u>System Workforce Department</u>	33
<u>UEC and Mental Health (Unplanned Care) Department</u>	34

This breakdown report for NHS Kent and Medway 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 Kent and Medway 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 Kent and Medway ICB
2024 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



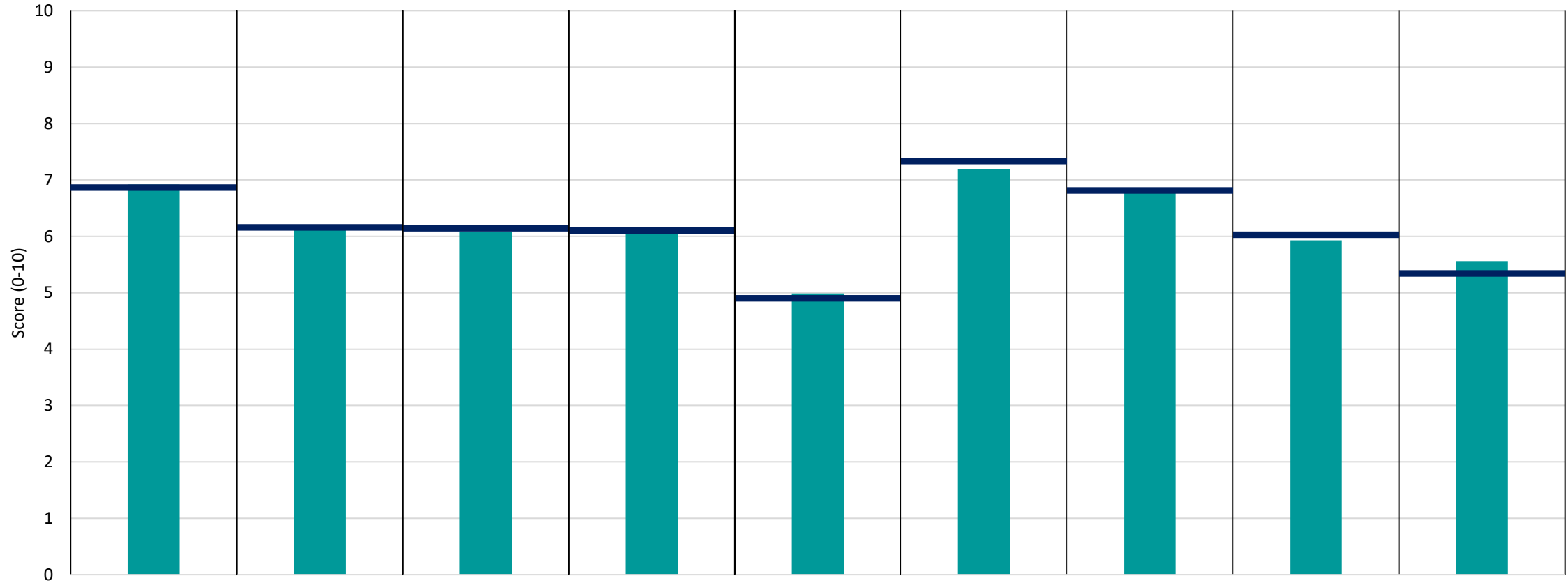
We are a team



Staff Engagement



Morale



Breakdown	6.92	6.15	6.09	6.17	4.99	7.19	6.83	5.93	5.56
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	72	72	72	72	71	72	71	72	72



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



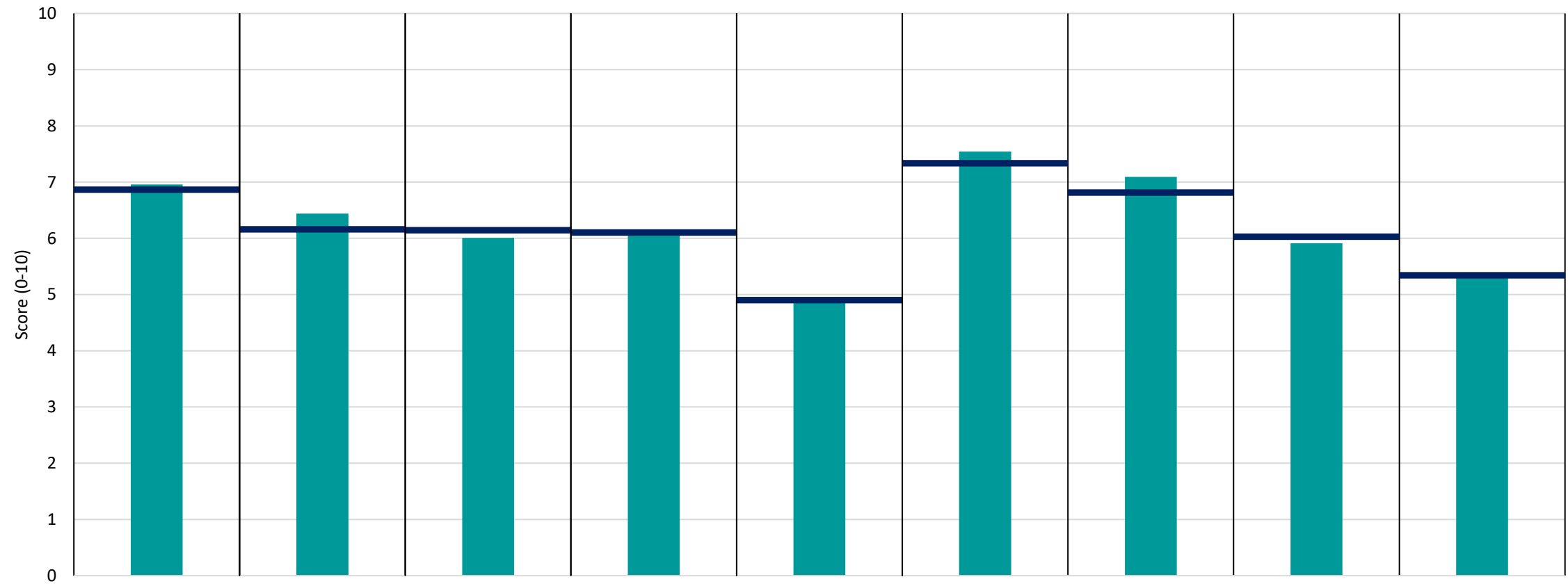
We are a team



Staff Engagement



Morale



Breakdown	6.96	6.44	6.01	6.14	4.90	7.54	7.09	5.92	5.35
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	154	154	151	153	148	151	154	154	154



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



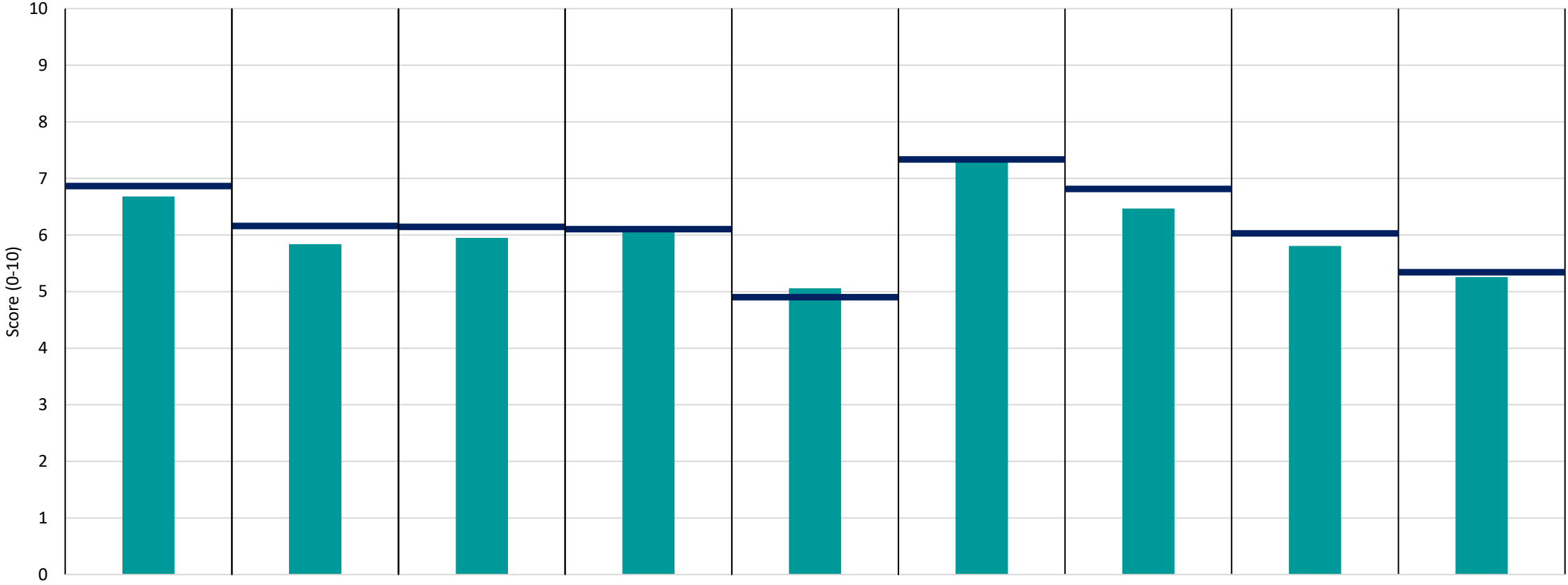
We are a team



Staff Engagement



Morale



Breakdown	6.68	5.84	5.95	6.06	5.06	7.35	6.47	5.81	5.26
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	99	99	96	99	99	99	99	99	99



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



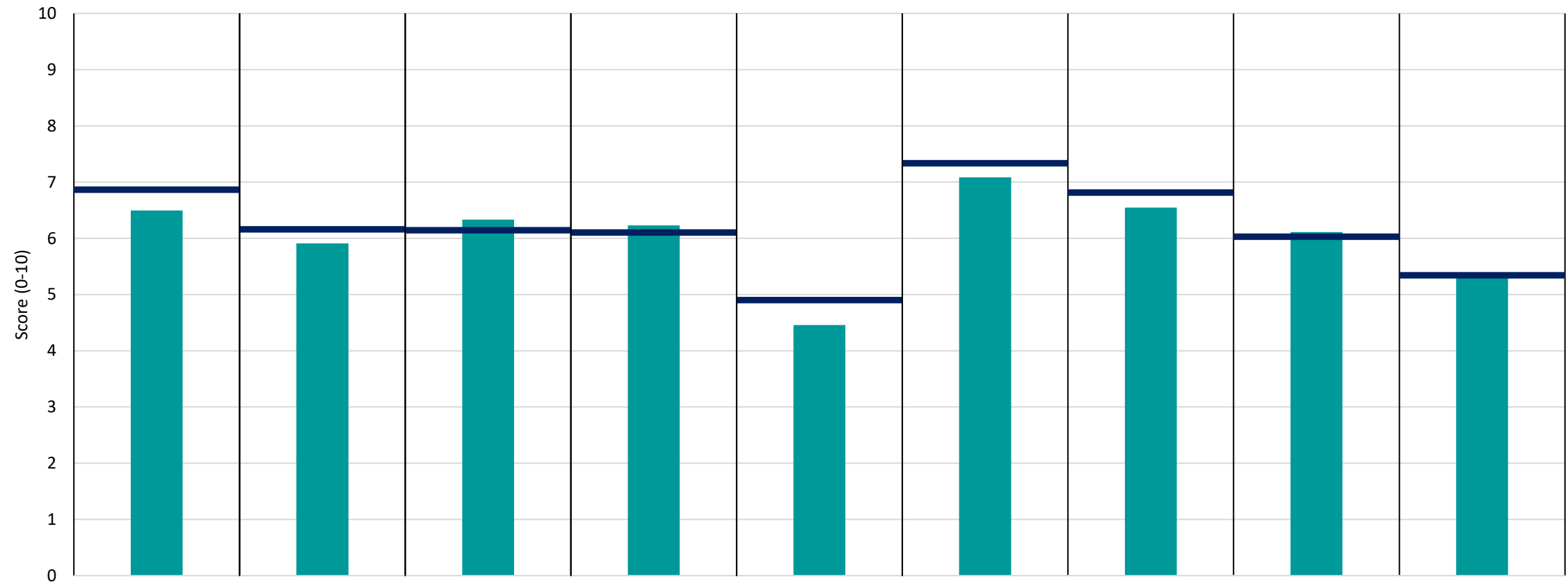
We are a team



Staff Engagement



Morale



Breakdown	6.50	5.91	6.34	6.23	4.46	7.08	6.55	6.11	5.38
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	18	17	18	18	18	17	18	18	18



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



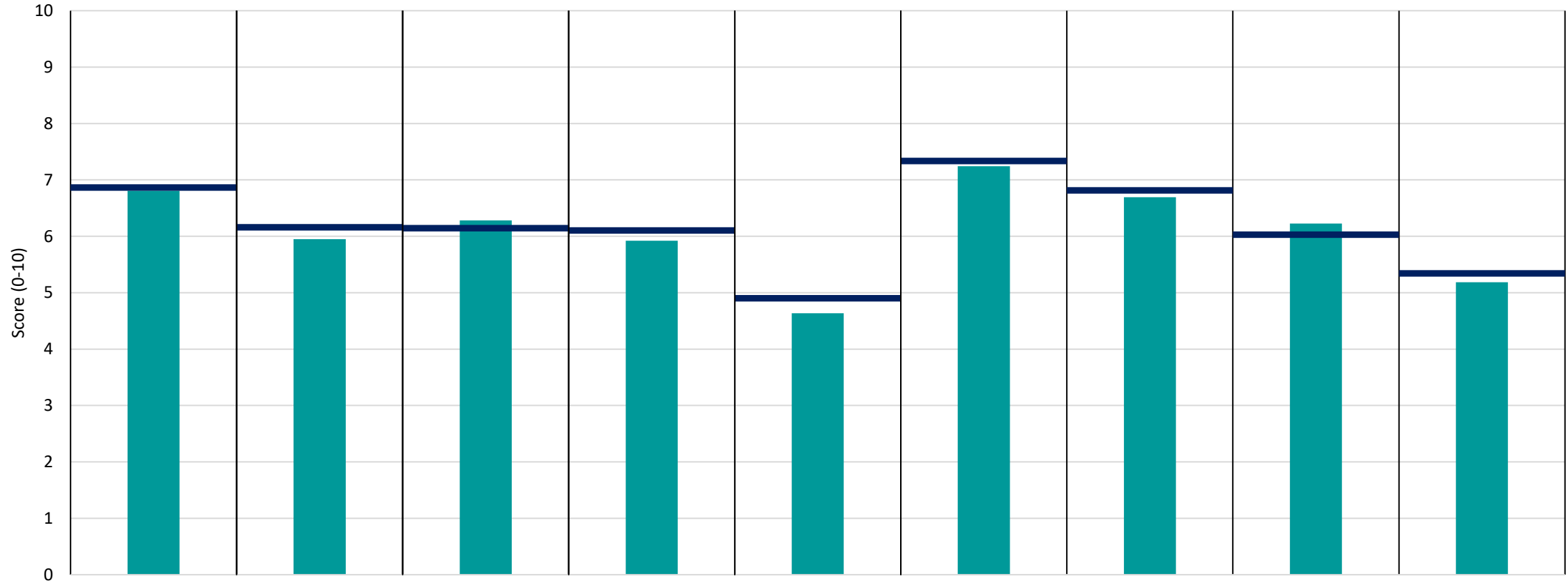
We are a team



Staff Engagement



Morale



Breakdown	6.81	5.95	6.28	5.92	4.63	7.24	6.69	6.23	5.18
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	126	126	123	125	121	126	126	126	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



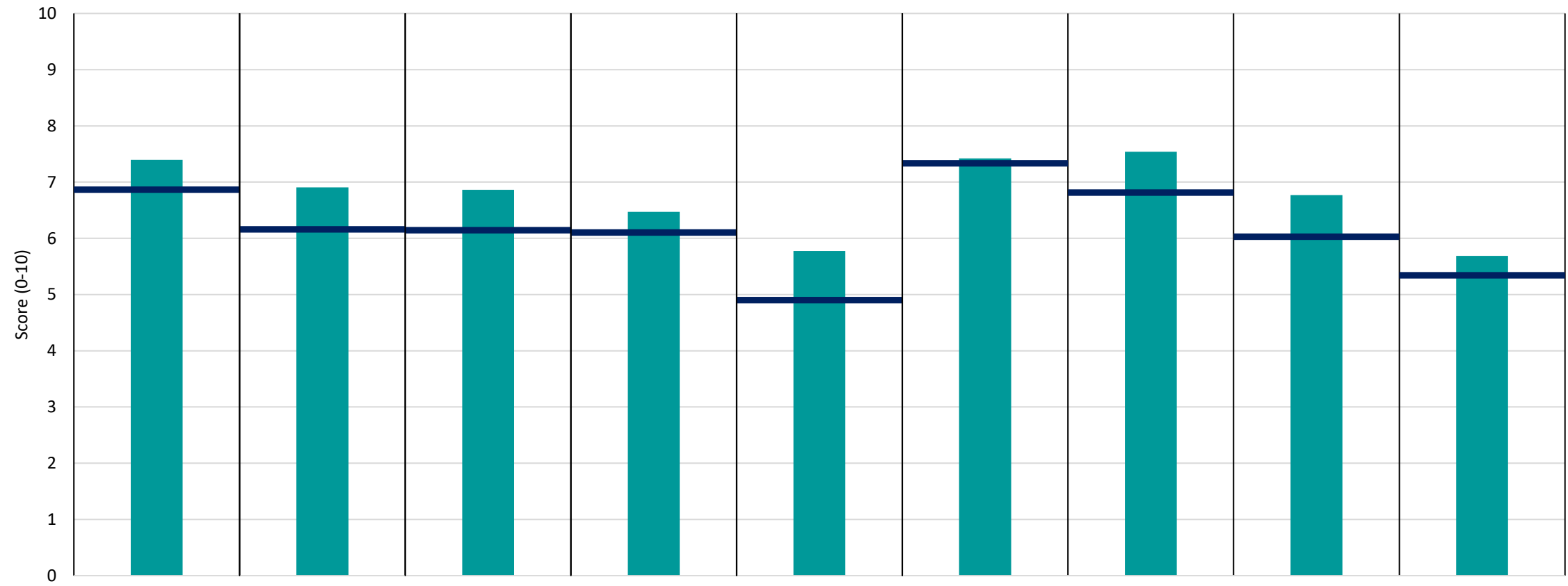
We are a team



Staff Engagement



Morale



Breakdown	7.40	6.91	6.87	6.47	5.77	7.42	7.54	6.77	5.69
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	27	27	27	27	27	27	27	27	27



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



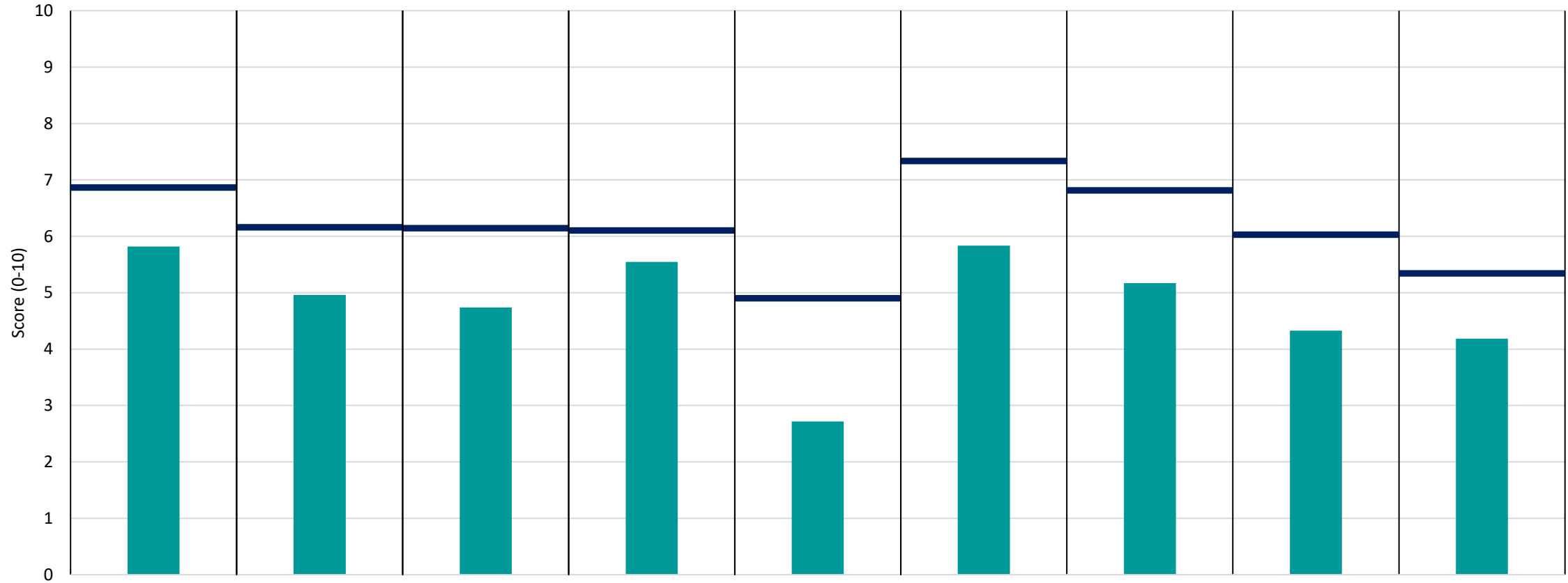
We are a team



Staff Engagement



Morale



Breakdown	5.82	4.96	4.74	5.55	2.72	5.83	5.17	4.33	4.19
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	12	12	12	12	12	12	12	12	12

Breakdowns 2

NHS Kent and Medway ICB
2024 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



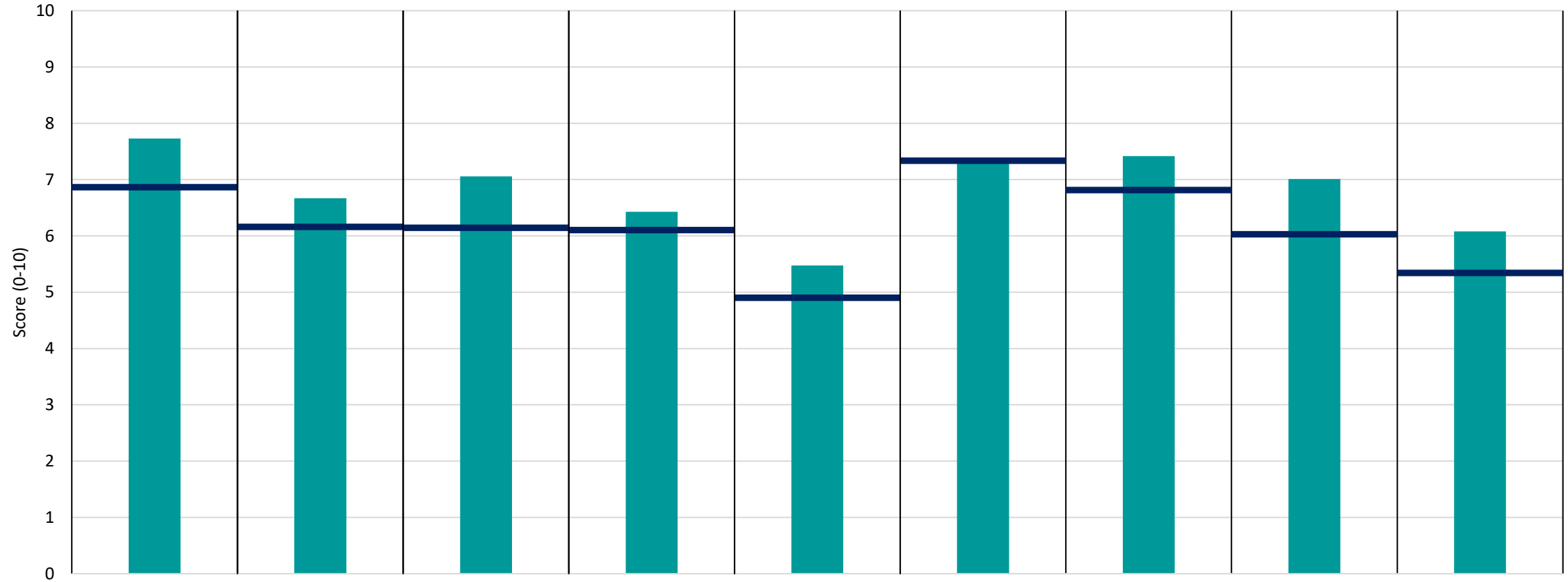
We are a team



Staff Engagement



Morale



Breakdown	7.73	6.67	7.06	6.43	5.48	7.31	7.42	7.01	6.08
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	42	42	41	42	40	42	42	42	42



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



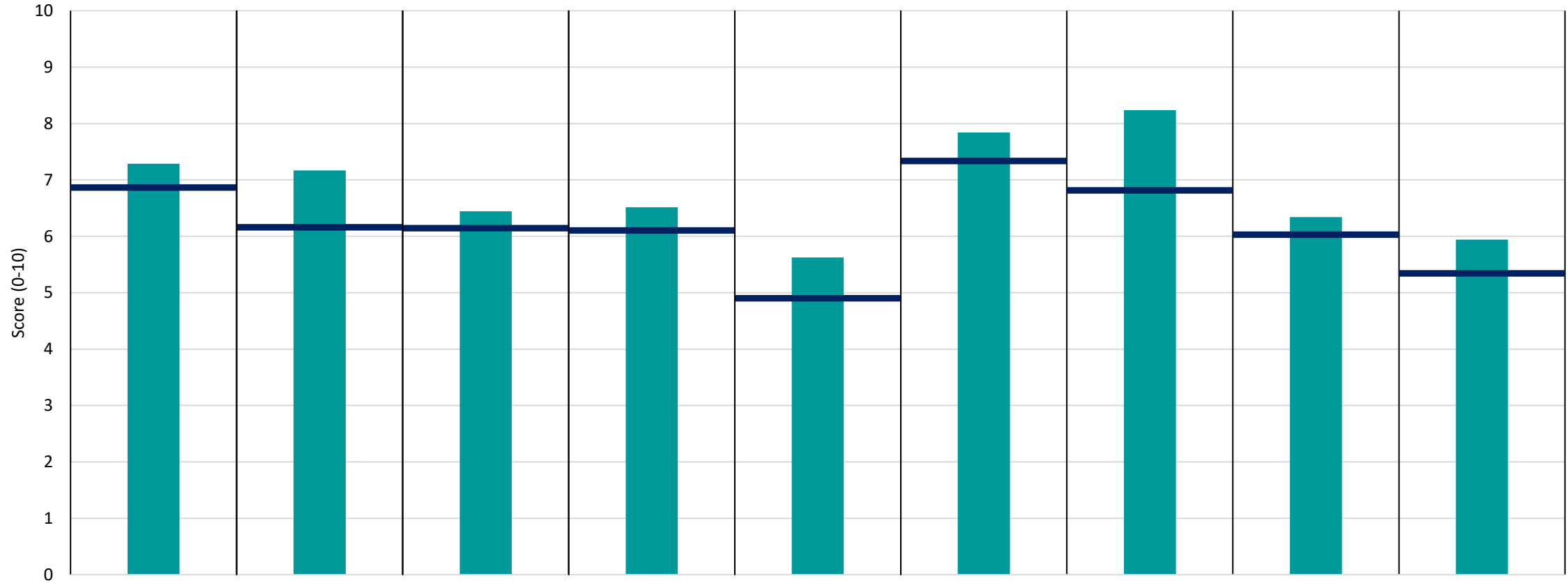
We are a team



Staff Engagement



Morale



Breakdown	7.29	7.17	6.45	6.51	5.63	7.84	8.24	6.34	5.94
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	28	28	27	28	28	28	28	28	28



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



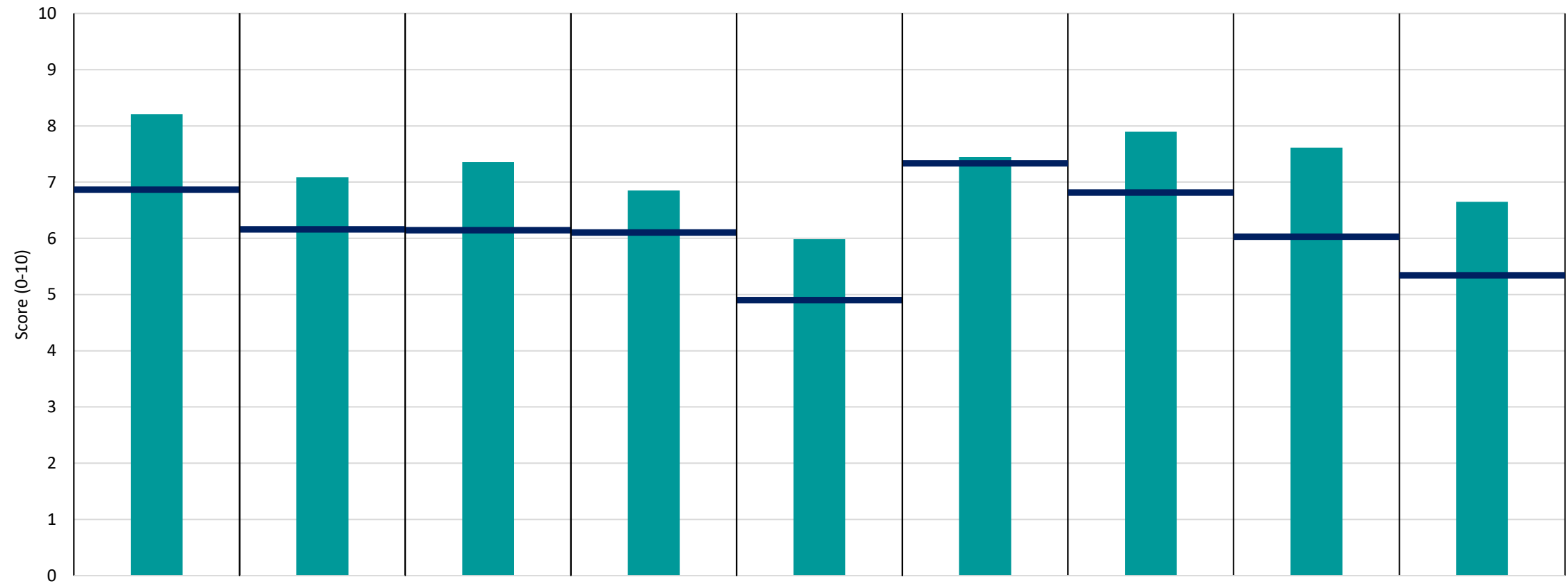
We are a team



Staff Engagement



Morale



Breakdown	8.21	7.08	7.36	6.85	5.98	7.44	7.90	7.61	6.65
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	15	15	15	15	15	15	14	15	15



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



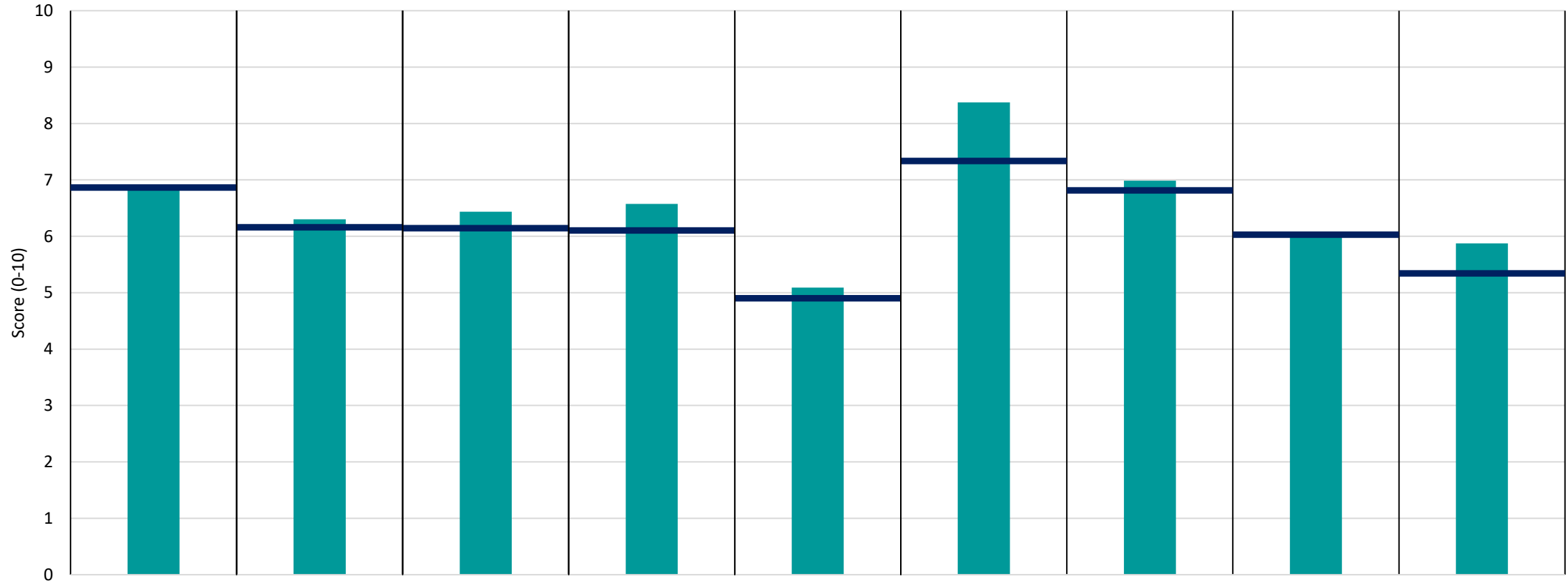
We are a team



Staff Engagement



Morale



Breakdown	6.87	6.30	6.43	6.58	5.09	8.38	6.98	6.08	5.88
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	10	10	10	10	10	10	10	10	10



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



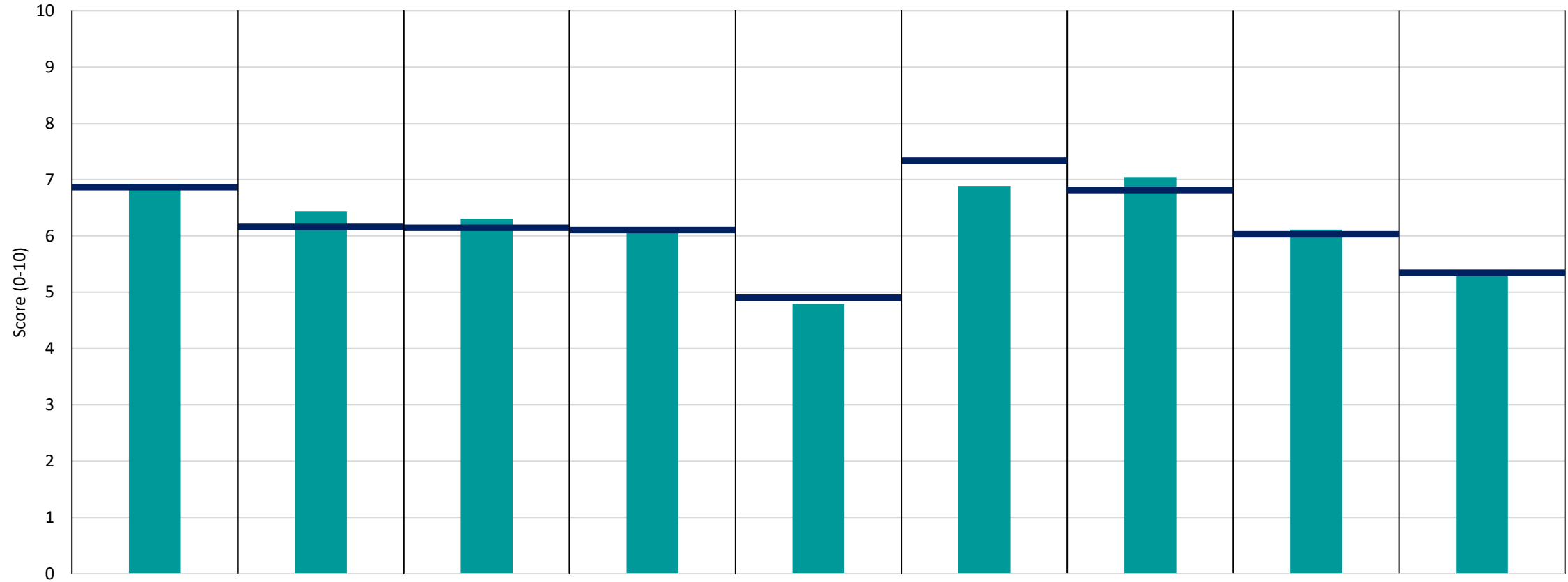
We are a team



Staff Engagement



Morale



Breakdown	6.92	6.44	6.31	6.07	4.79	6.89	7.05	6.11	5.29
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	17	17	17	17	17	17	17	17	17



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



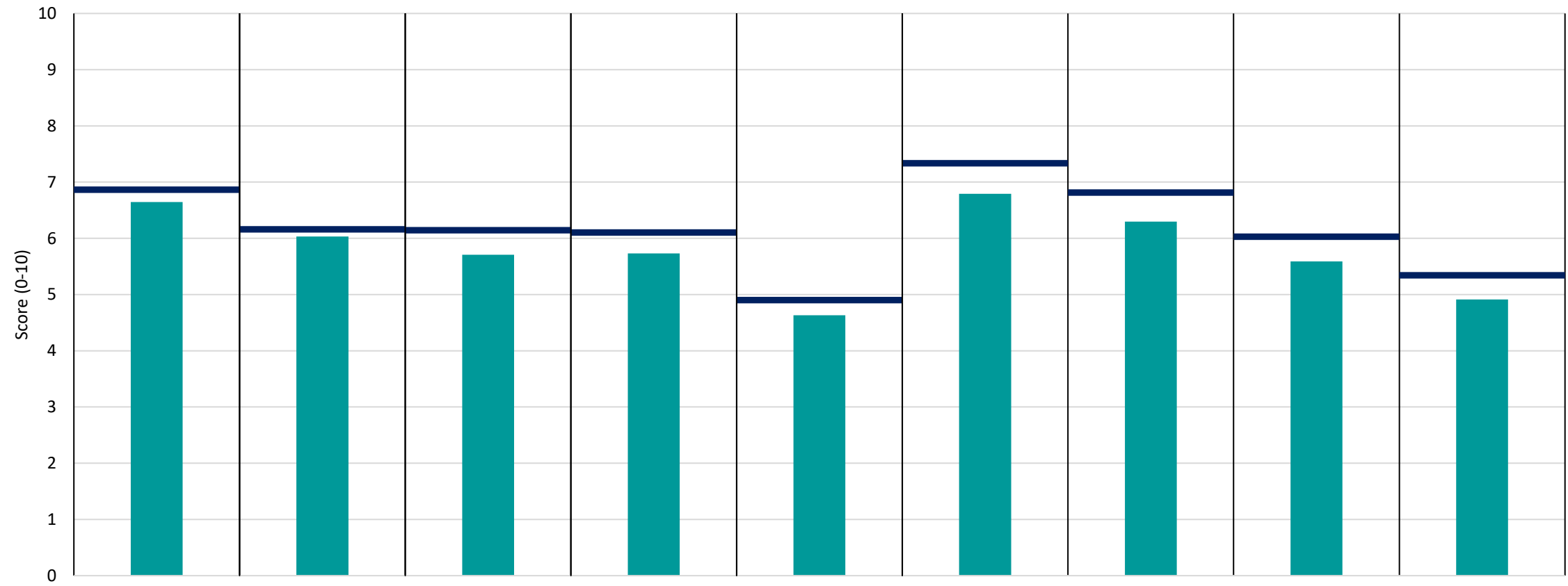
We are a team



Staff Engagement



Morale



Breakdown	6.65	6.03	5.71	5.73	4.63	6.79	6.30	5.59	4.91
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	20	20	19	20	20	20	20	20	20



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



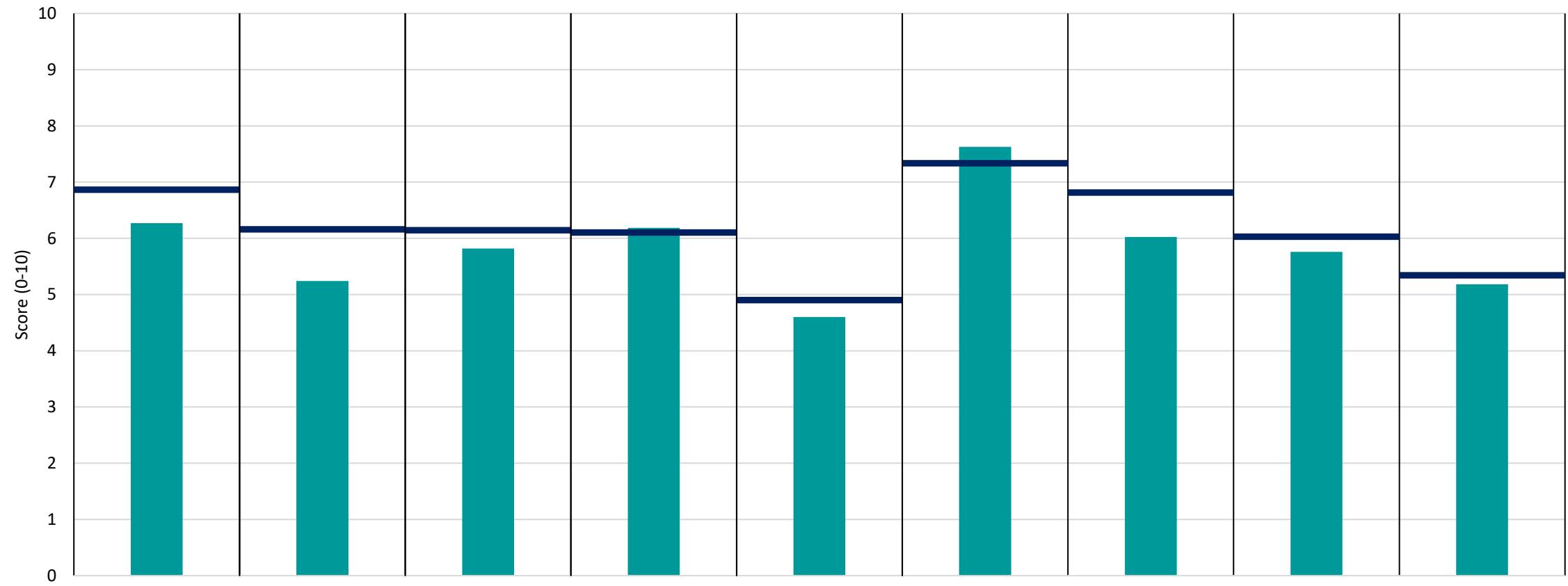
We are a team



Staff Engagement



Morale



Breakdown	6.27	5.24	5.82	6.19	4.60	7.63	6.02	5.76	5.18
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	33	33	32	33	33	33	33	33	33



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



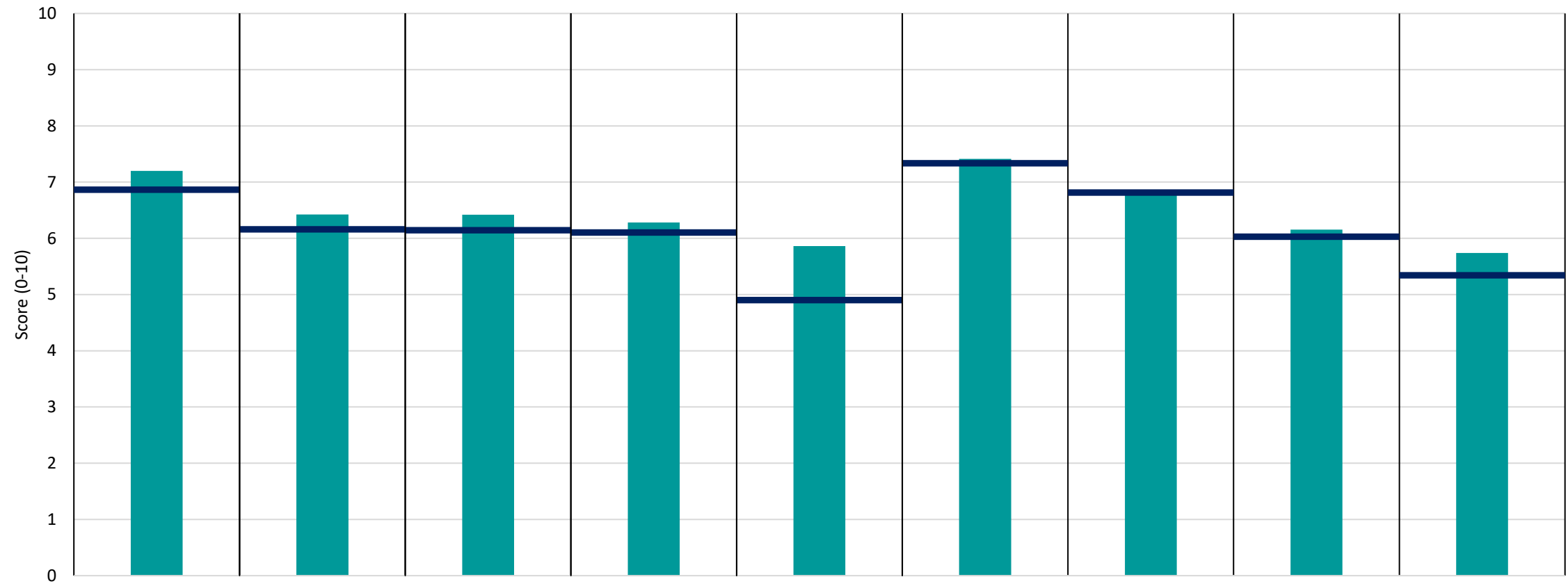
We are a team



Staff Engagement



Morale



Breakdown	7.20	6.42	6.42	6.28	5.86	7.41	6.85	6.15	5.74
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	33	33	32	33	33	33	33	33	33



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



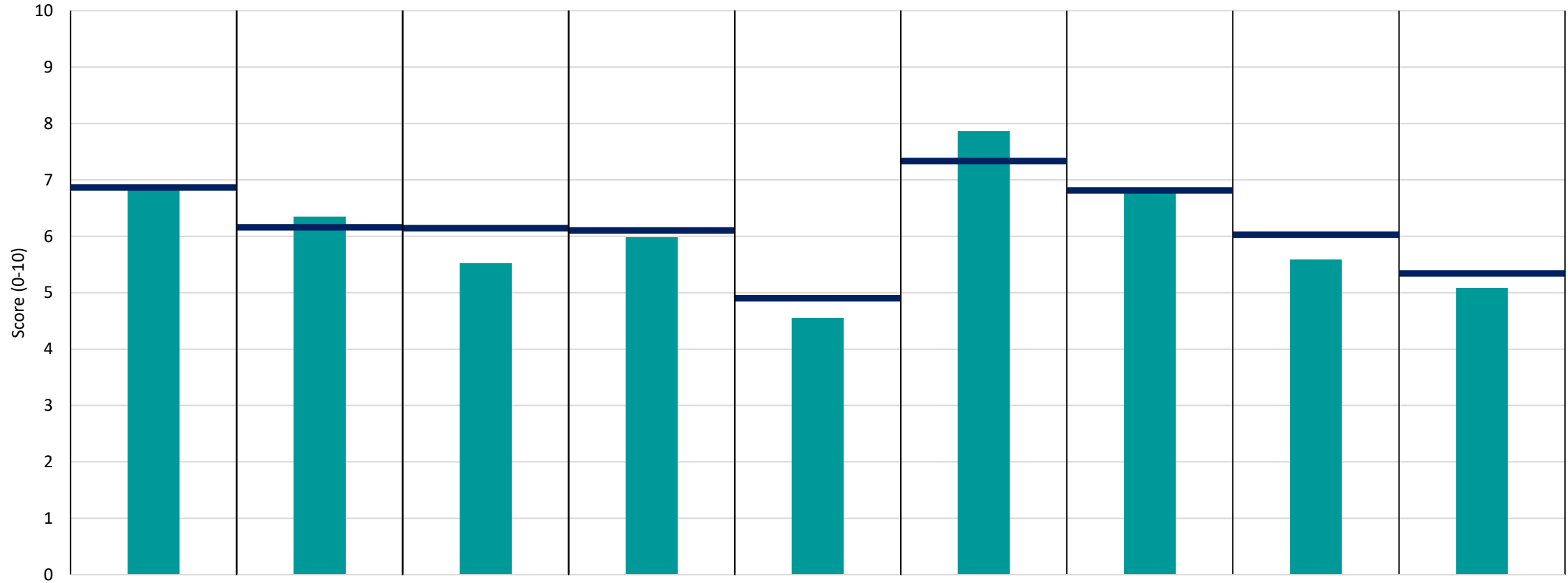
We are a team



Staff Engagement



Morale



Breakdown	6.82	6.35	5.52	5.98	4.55	7.86	6.81	5.59	5.08
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	36	36	35	35	34	35	36	36	36



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



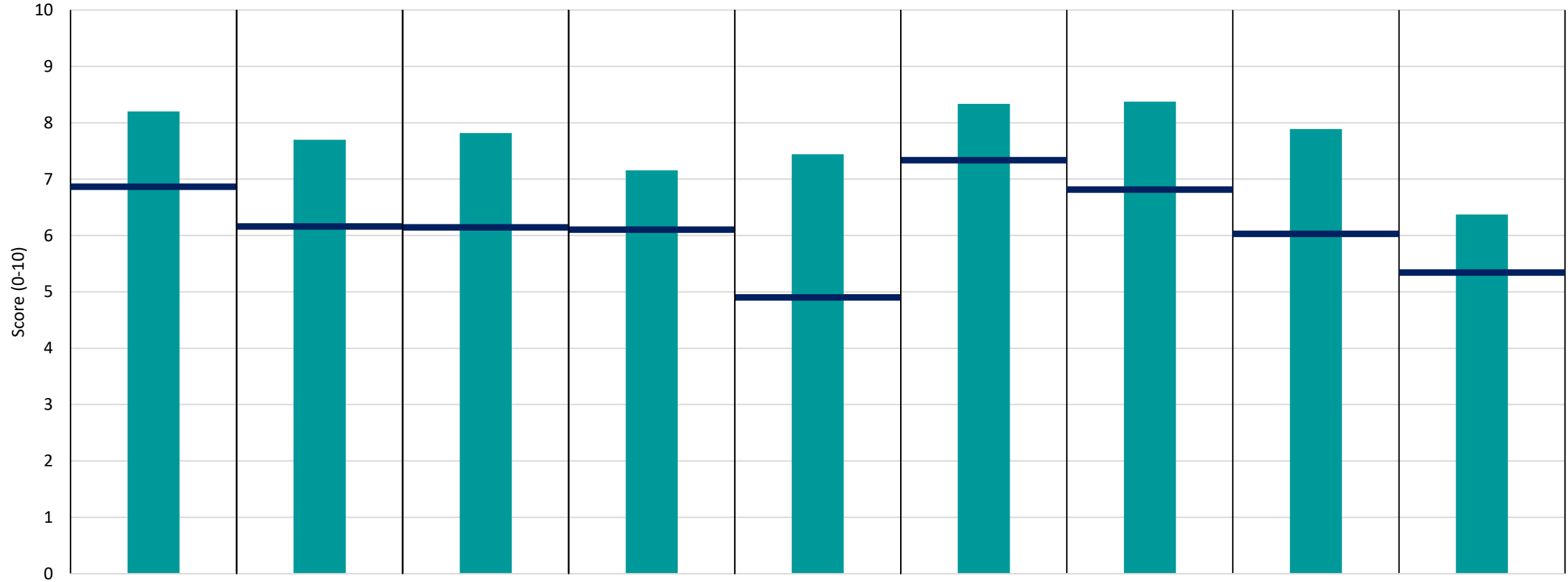
We are a team



Staff Engagement



Morale



Breakdown	8.20	7.70	7.82	7.16	7.44	8.33	8.38	7.89	6.37
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	10	10	10	10	10	10	10	10	10



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



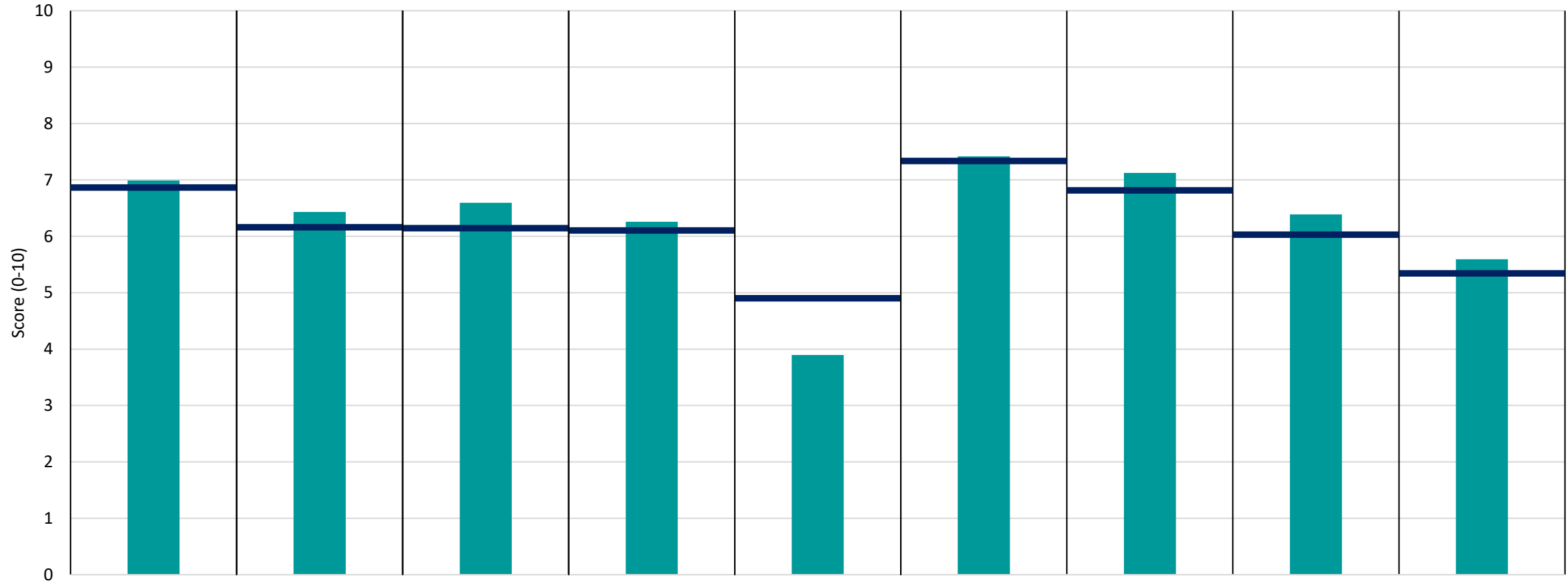
We are a team



Staff Engagement



Morale



Breakdown	6.99	6.43	6.60	6.26	3.89	7.42	7.13	6.39	5.60
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	15	15	15	15	15	15	15	15	15



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



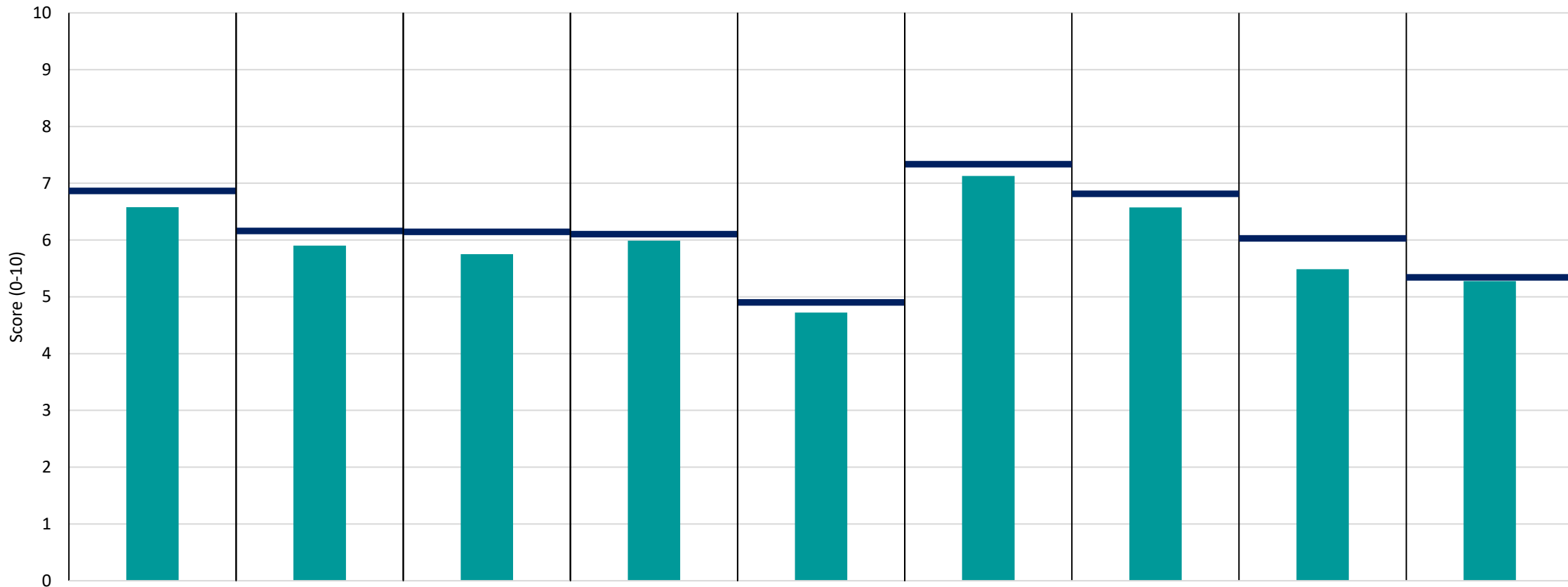
We are a team



Staff Engagement



Morale



Breakdown	6.58	5.90	5.75	5.99	4.72	7.13	6.57	5.48	5.28
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	57	57	57	57	56	57	57	57	57



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



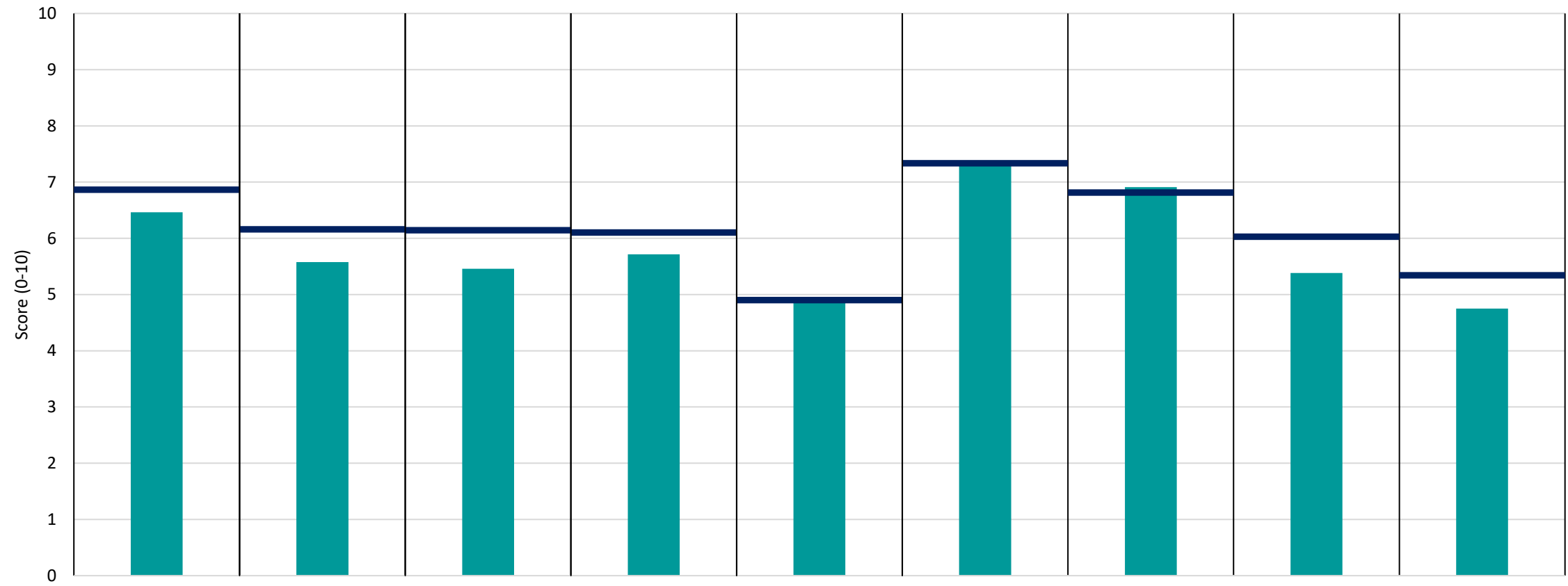
We are a team



Staff Engagement



Morale



Breakdown	6.46	5.58	5.46	5.71	4.85	7.34	6.91	5.38	4.75
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	13	13	13	13	13	13	13	13	13



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



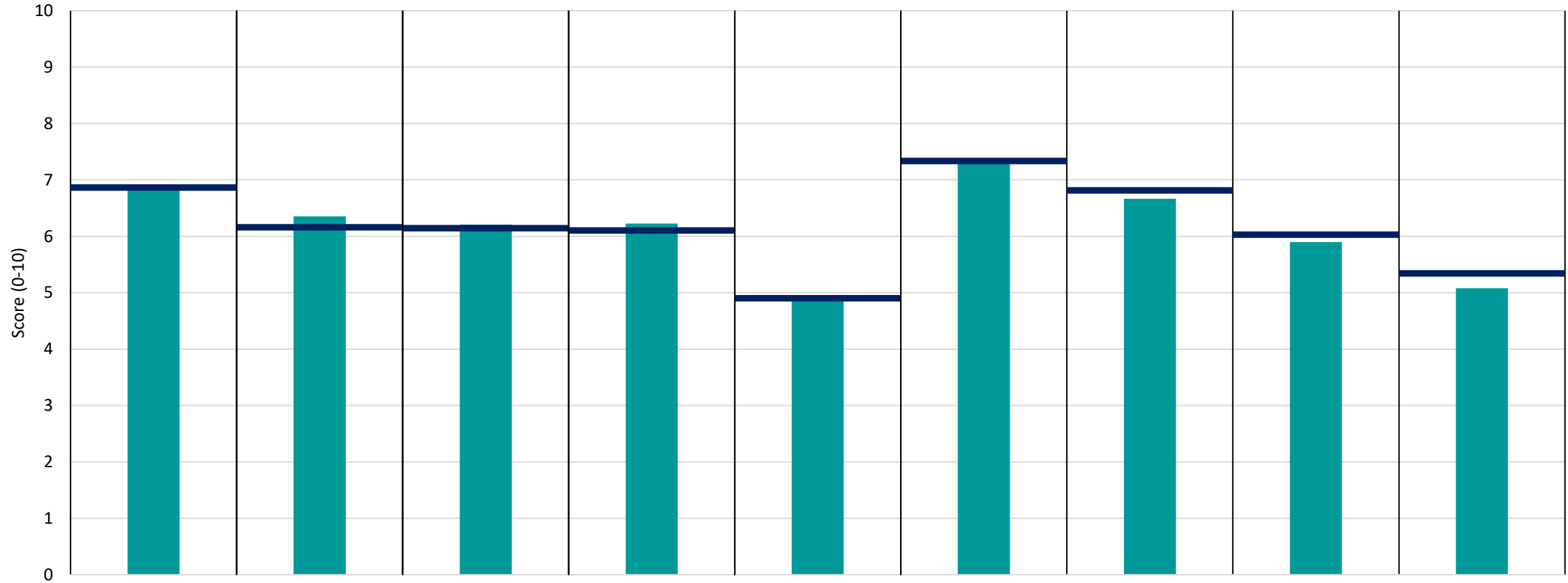
We are a team



Staff Engagement



Morale



Breakdown	6.81	6.35	6.21	6.23	4.86	7.30	6.66	5.90	5.08
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	17	17	16	17	17	17	17	17	17



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



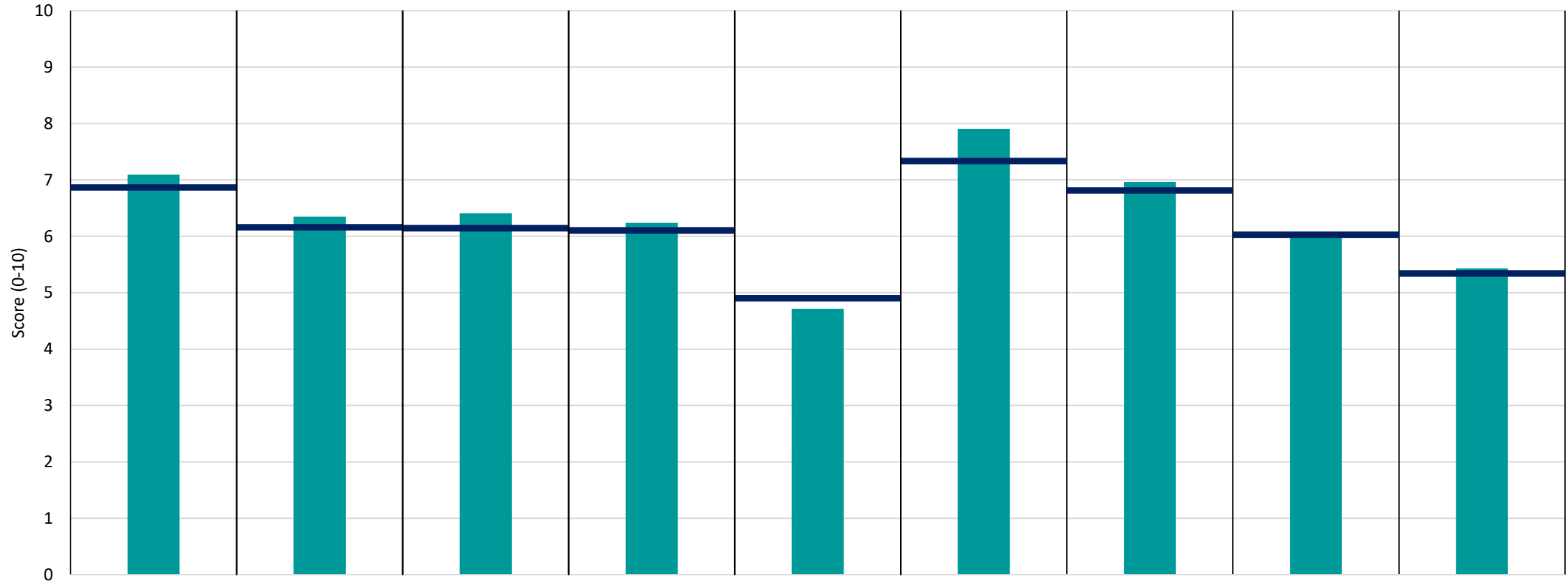
We are a team



Staff Engagement



Morale



Breakdown	7.09	6.35	6.41	6.24	4.72	7.90	6.96	6.04	5.43
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	36	36	36	36	36	35	36	36	36



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



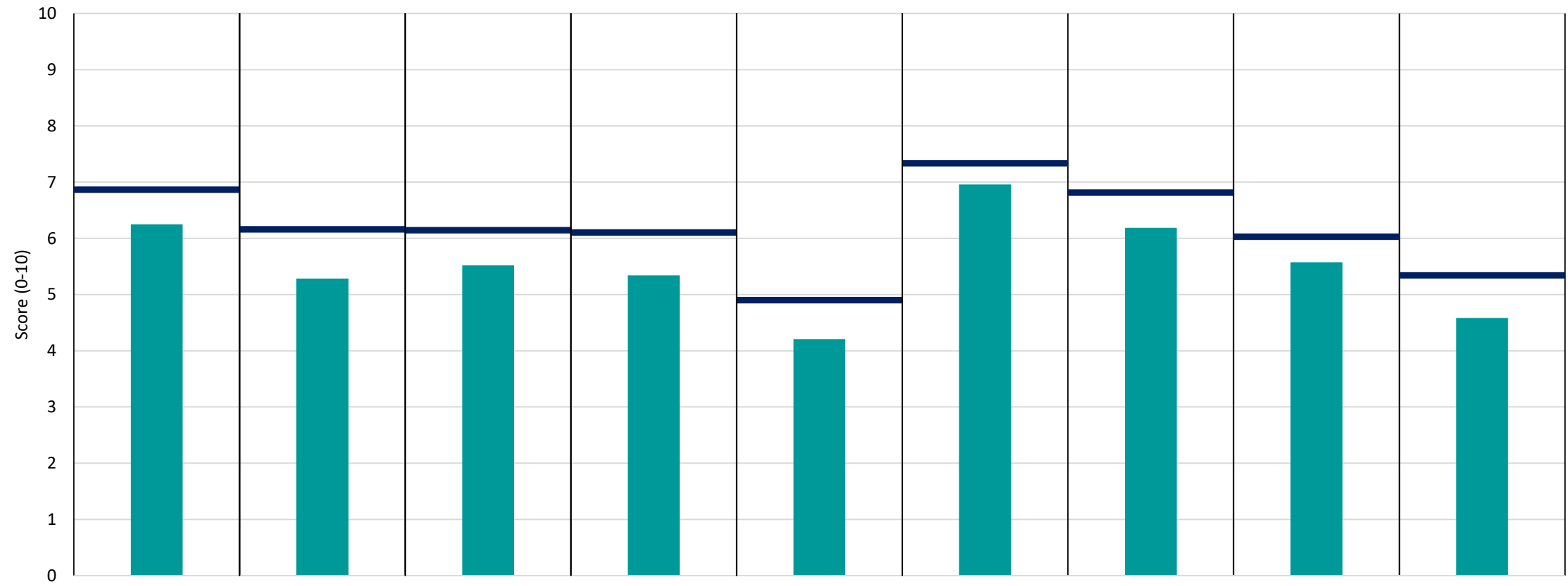
We are a team



Staff Engagement



Morale



Breakdown	6.25	5.28	5.52	5.34	4.20	6.96	6.19	5.57	4.58
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	30	30	28	29	29	30	30	30	30



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



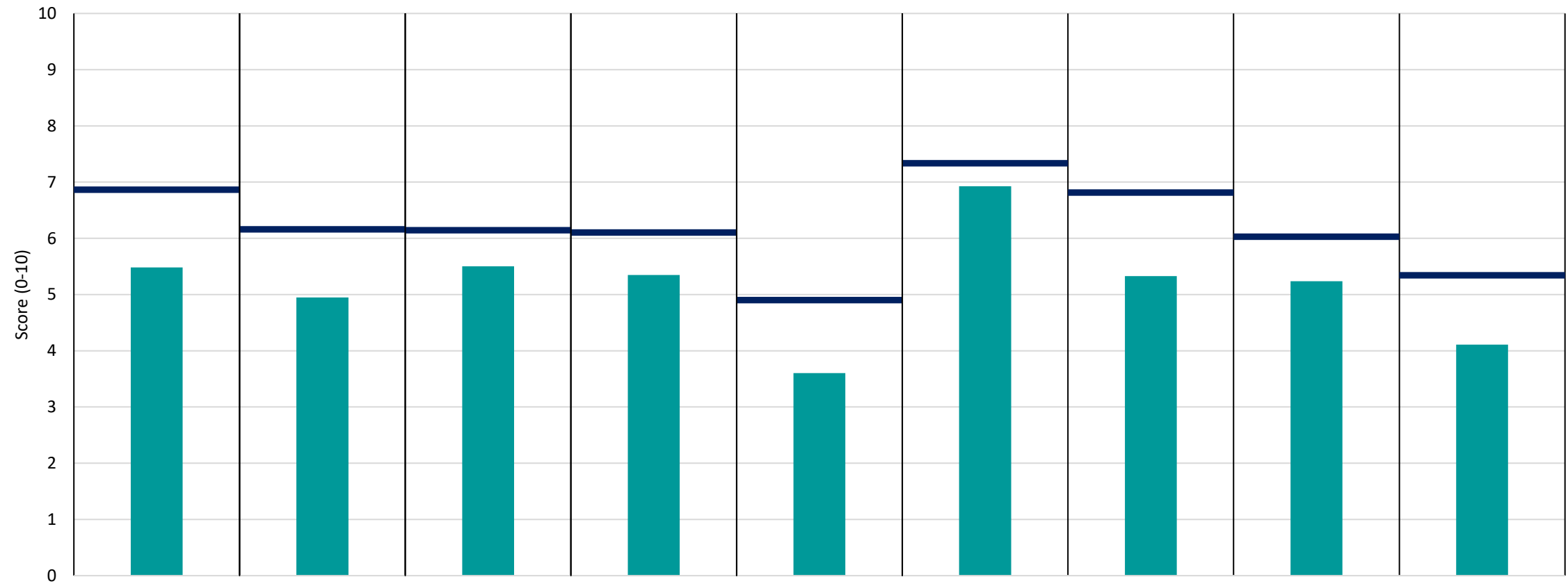
We are a team



Staff Engagement



Morale



Breakdown	5.48	4.95	5.50	5.35	3.60	6.93	5.33	5.24	4.11
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	20	20	20	20	18	20	20	20	20



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



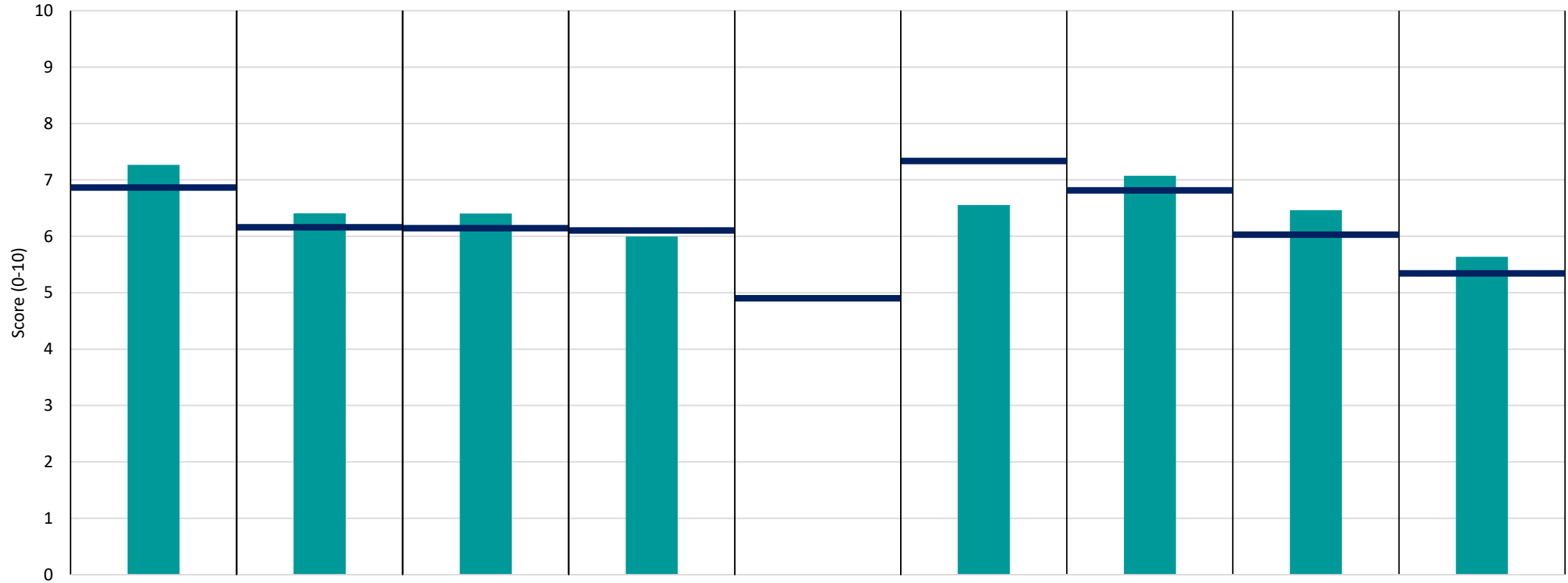
We are a team



Staff Engagement



Morale



Breakdown	7.27	6.41	6.40	6.00	-	6.55	7.07	6.46	5.63
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	11	11	11	11	-	11	11	11	11



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



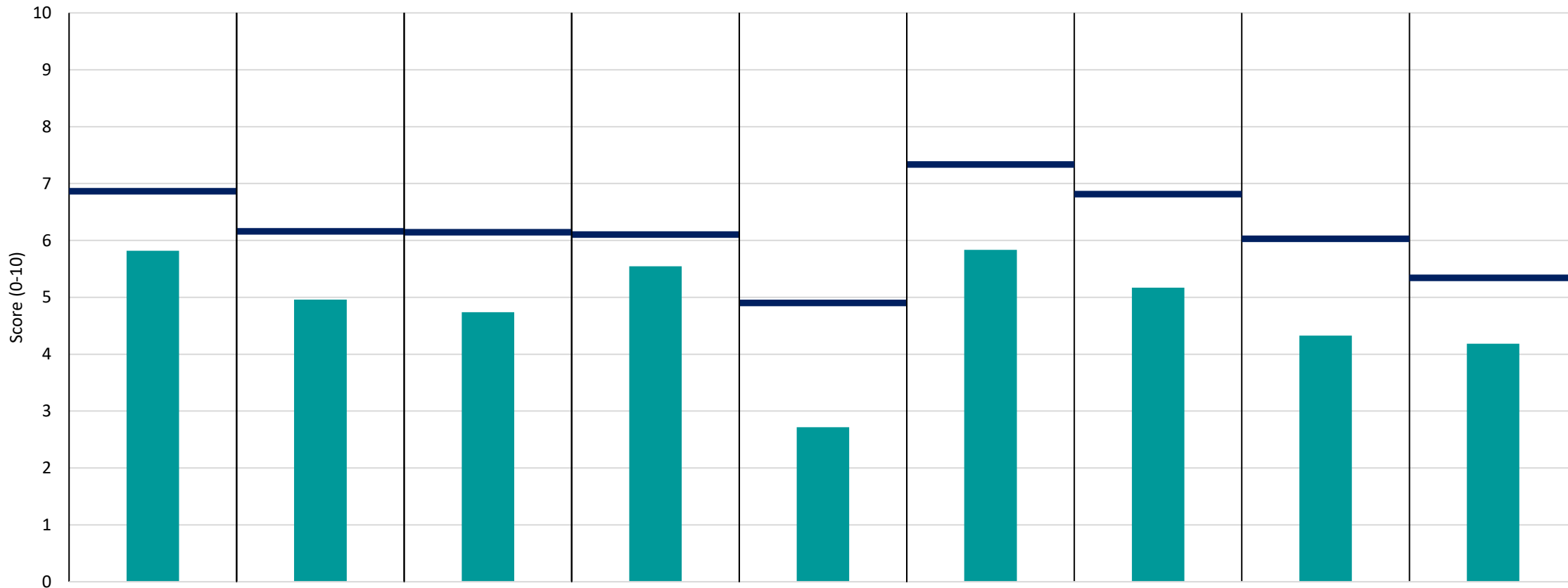
We are a team



Staff Engagement



Morale



Breakdown	5.82	4.96	4.74	5.55	2.72	5.83	5.17	4.33	4.19
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	12	12	12	12	12	12	12	12	12



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



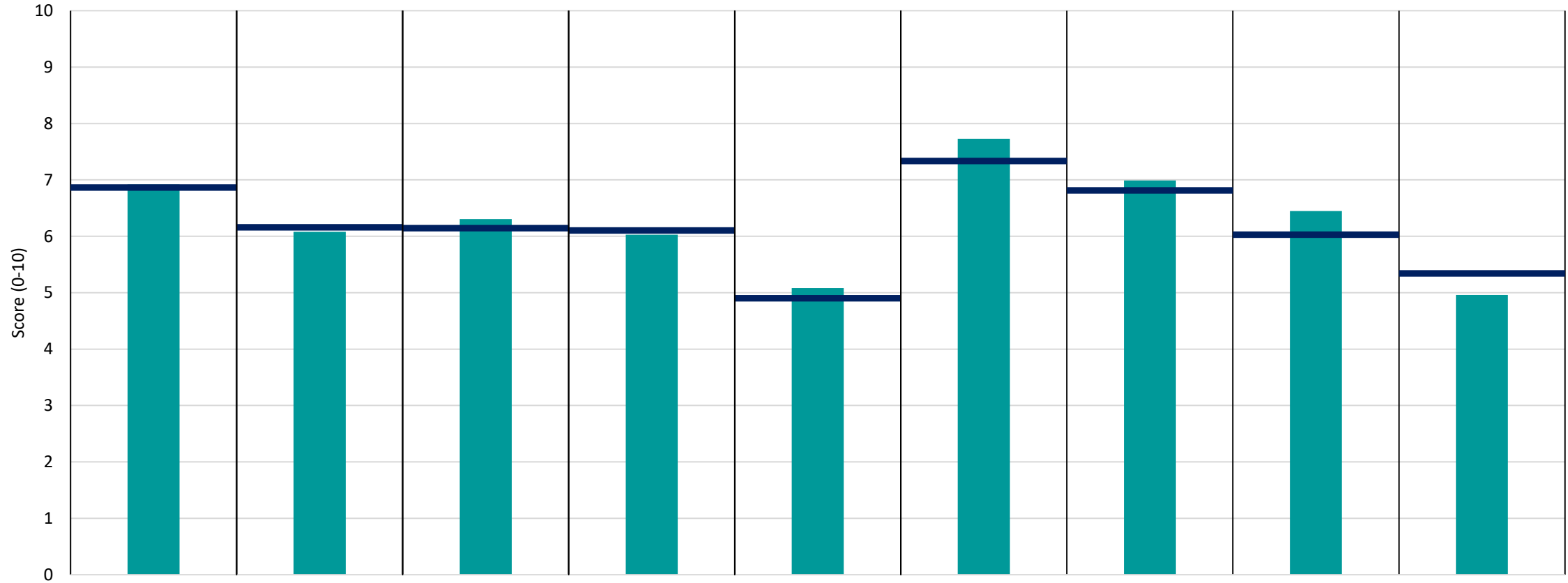
We are a team



Staff Engagement



Morale



Breakdown	6.92	6.08	6.31	6.03	5.08	7.73	6.99	6.45	4.96
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	19	19	19	19	19	19	19	19	19



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



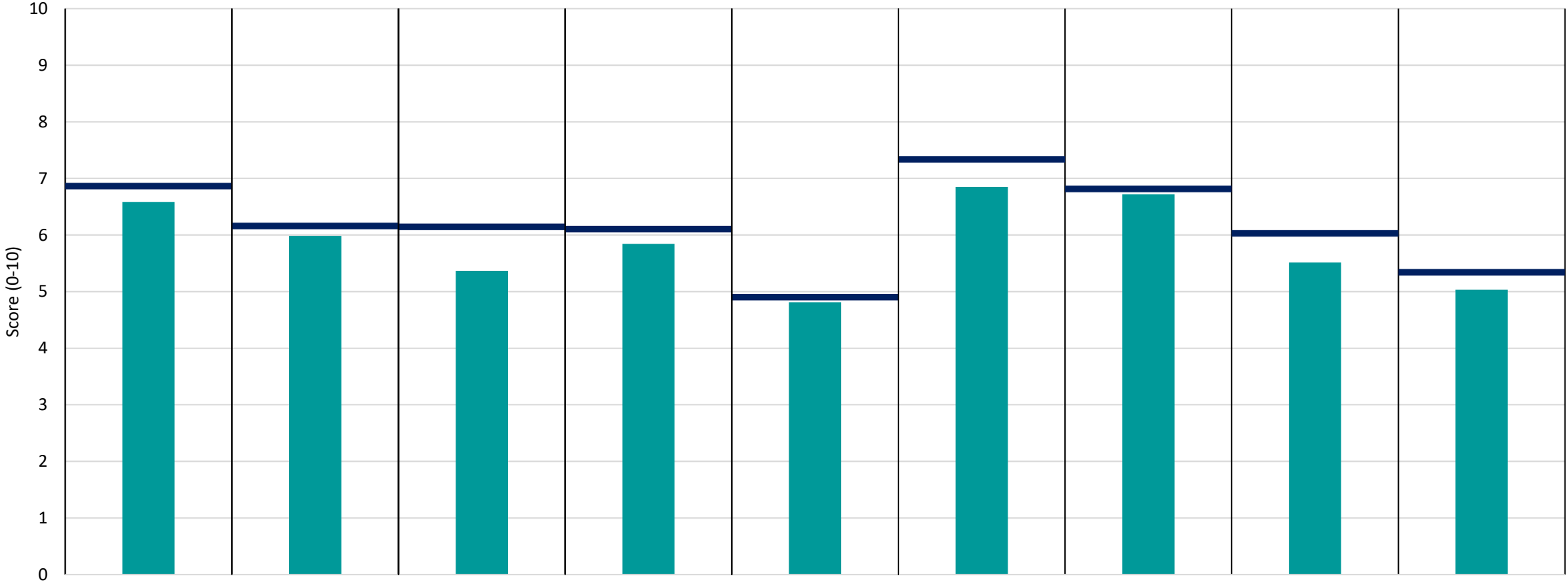
We are a team



Staff Engagement



Morale



Breakdown	6.58	5.99	5.37	5.84	4.81	6.85	6.72	5.51	5.03
Your org	6.87	6.16	6.14	6.10	4.90	7.34	6.81	6.03	5.34
Responses	26	26	26	26	26	25	26	26	26