



NHS Norfolk and Waveney ICB

2024 NHS Staff Survey

Breakdown report

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<u>ICB Director of Digital and Data</u>	<u>7</u>
<u>ICB Director of Finance</u>	<u>8</u>
<u>ICB Director of Nursing</u>	<u>9</u>
<u>ICB Director of Patient & Communities</u>	<u>10</u>
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This breakdown report for NHS Norfolk and Waveney 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 Norfolk and Waveney 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

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2024 NHS Staff Survey



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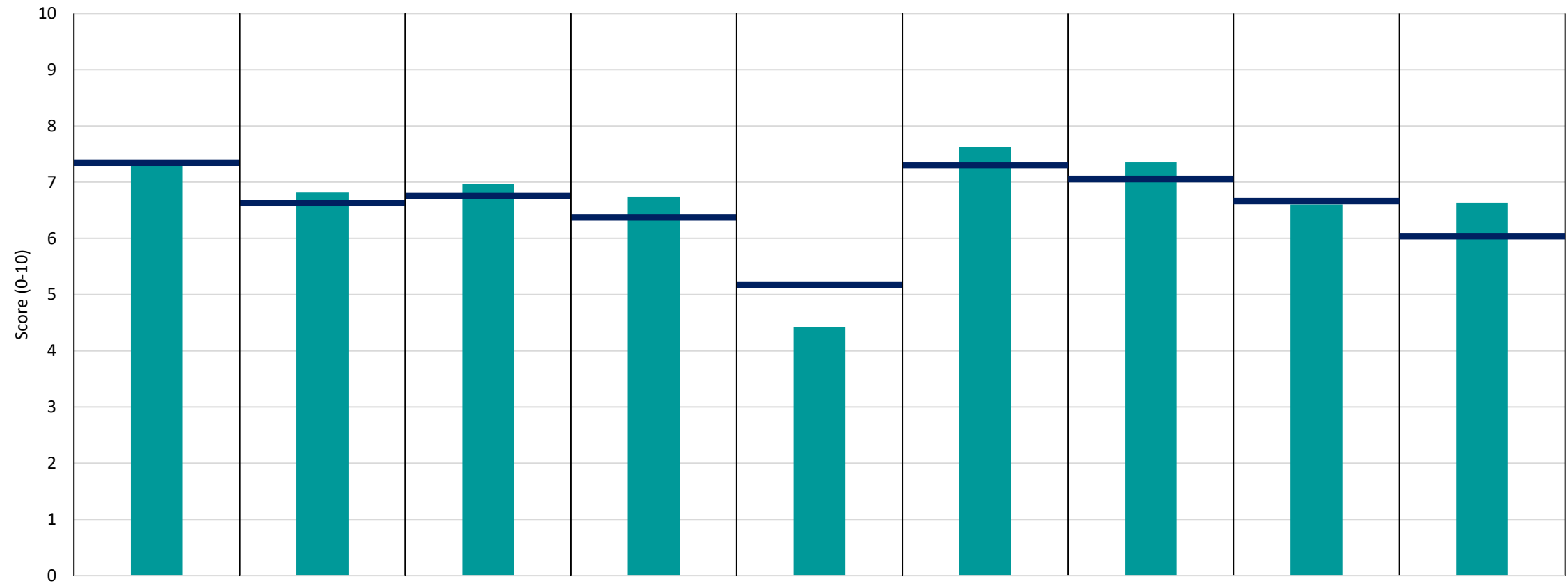
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Staff Engagement



Morale



Breakdown	7.35	6.82	6.97	6.74	4.42	7.62	7.36	6.60	6.63
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	31	31	30	31	30	31	31	31	31



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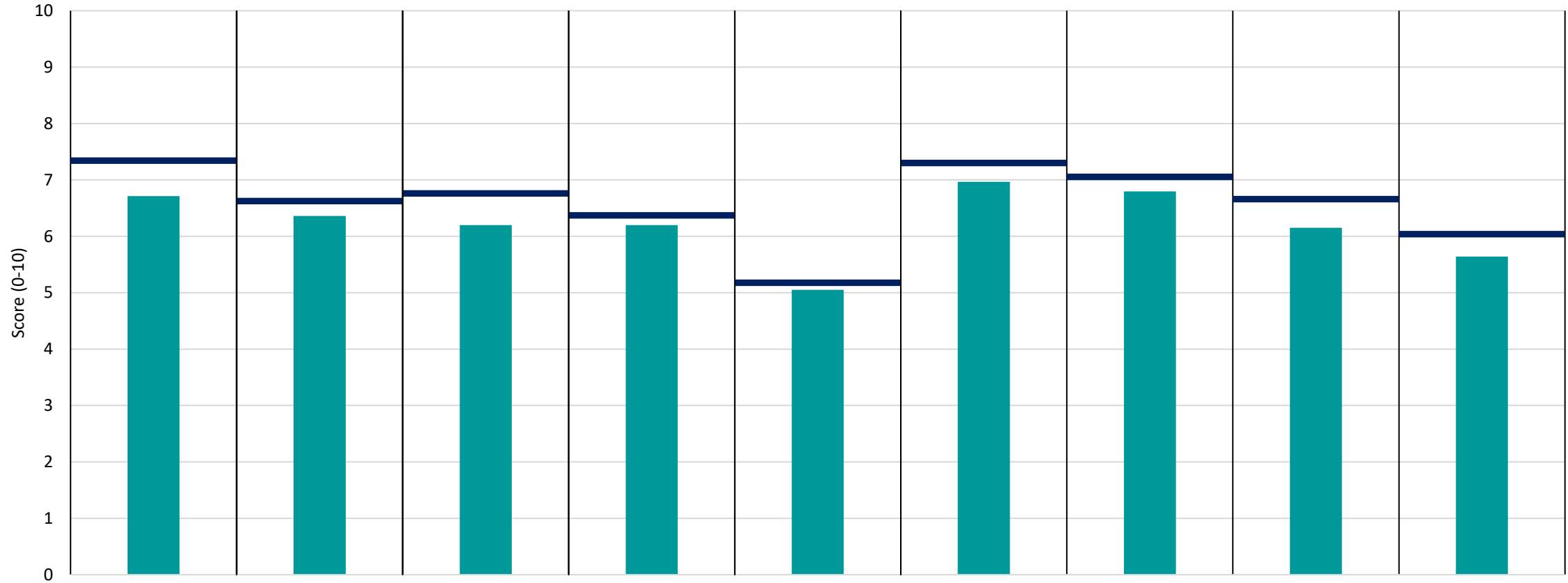
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Staff Engagement



Morale



Breakdown	6.71	6.36	6.20	6.20	5.05	6.97	6.80	6.15	5.64
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	36	36	36	36	35	36	36	36	36



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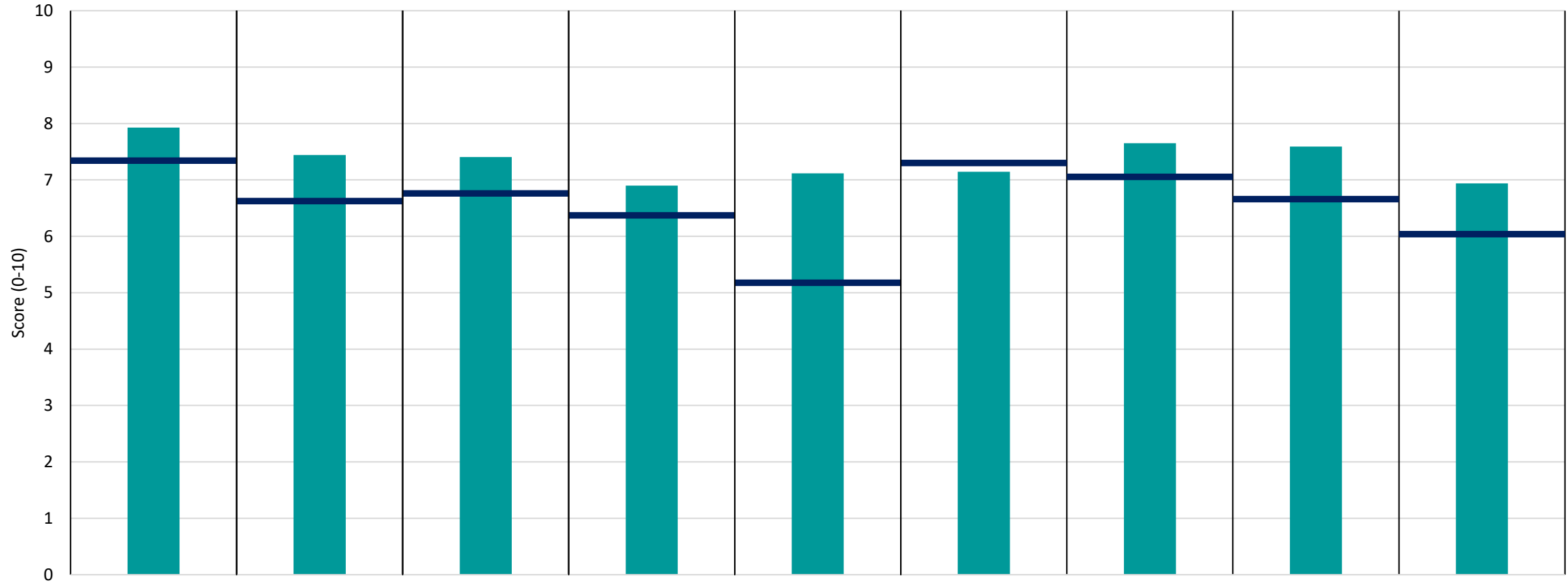
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Staff Engagement



Morale



Breakdown	7.93	7.44	7.41	6.90	7.12	7.14	7.65	7.59	6.94
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	34	34	34	34	34	34	34	34	34



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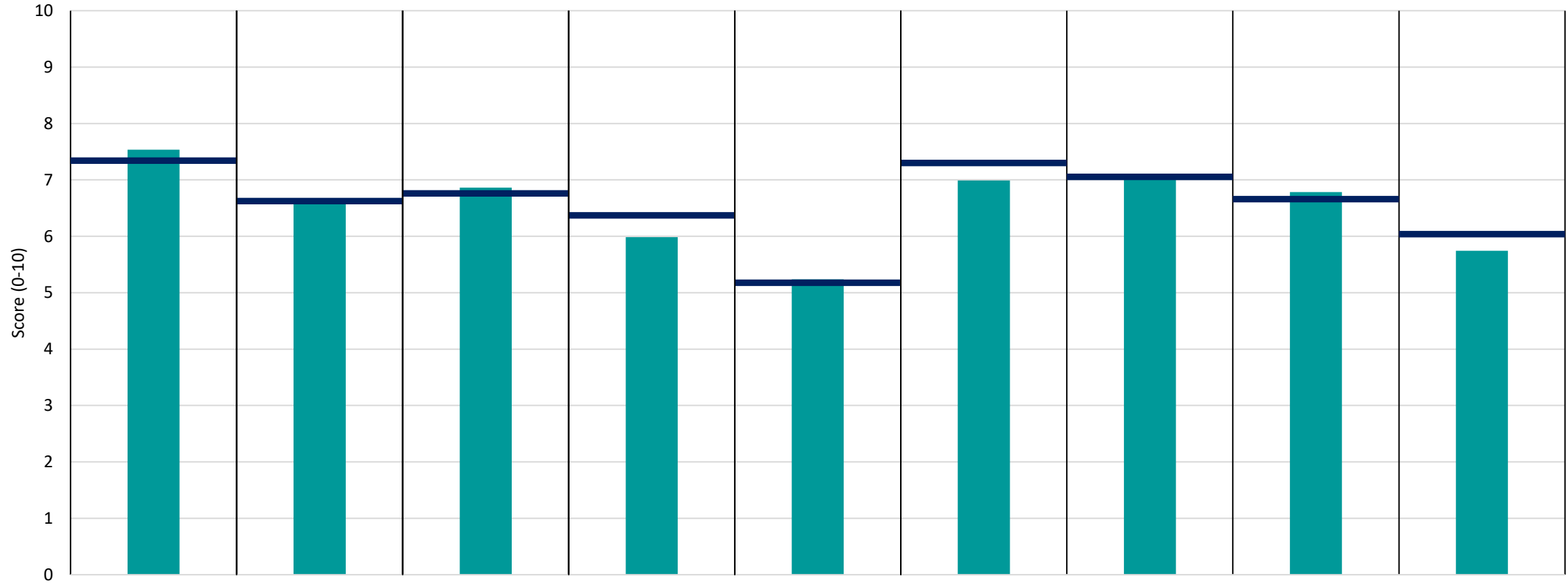
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Staff Engagement



Morale



Breakdown	7.53	6.67	6.86	5.99	5.24	6.99	7.09	6.78	5.75
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	134	134	133	134	128	134	134	134	134



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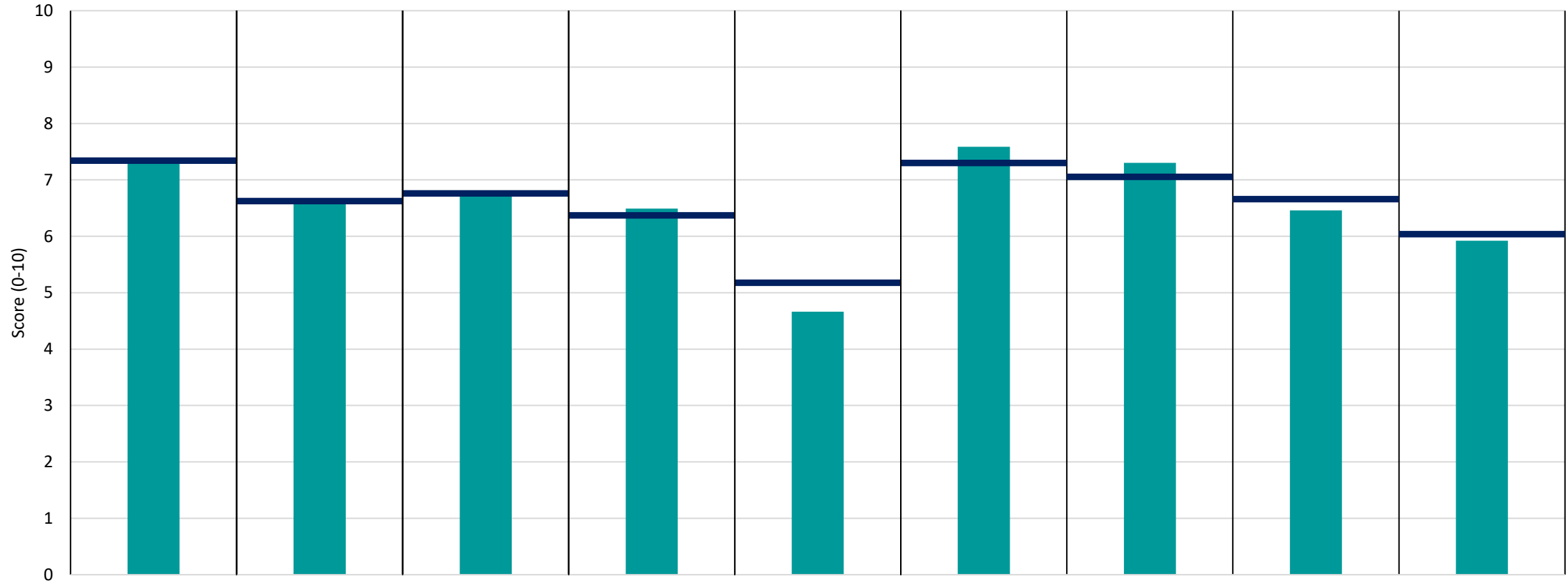
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Morale



Breakdown	7.32	6.57	6.73	6.49	4.66	7.59	7.30	6.46	5.92
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	62	61	62	61	63	61	62	63	62



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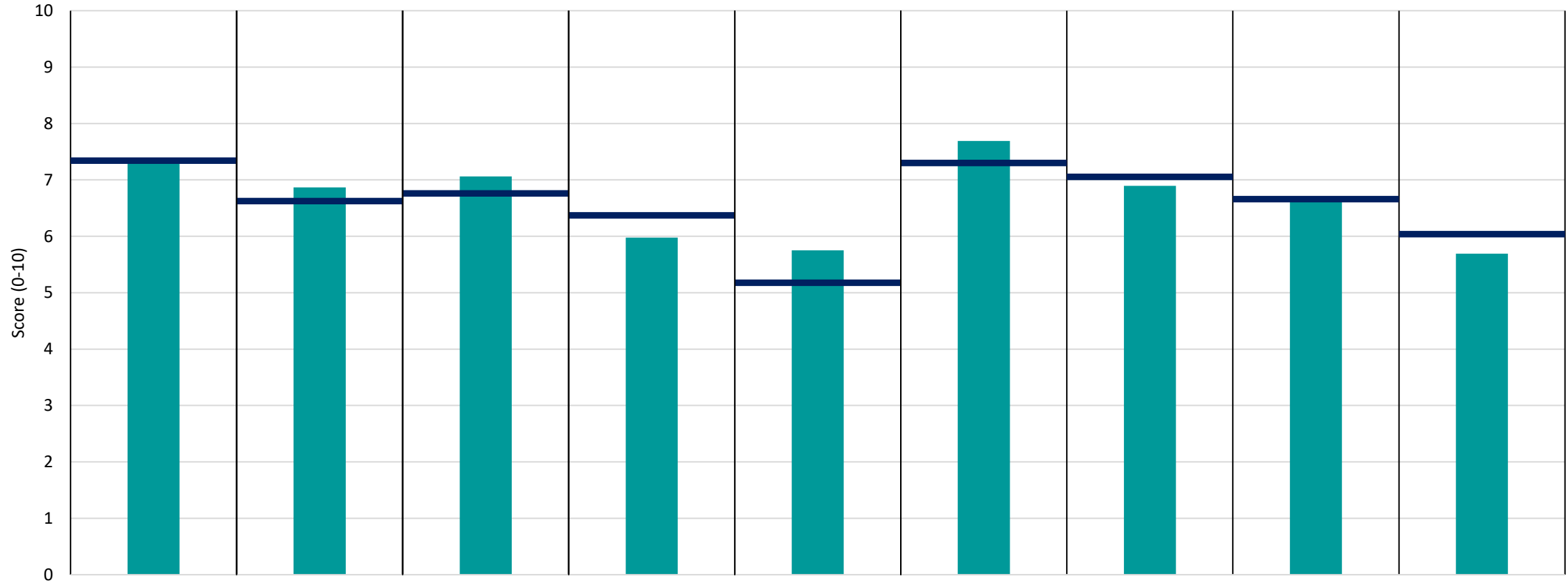
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Staff Engagement



Morale



Breakdown	7.29	6.87	7.06	5.98	5.75	7.69	6.90	6.65	5.69
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	22	22	22	22	22	22	22	22	22



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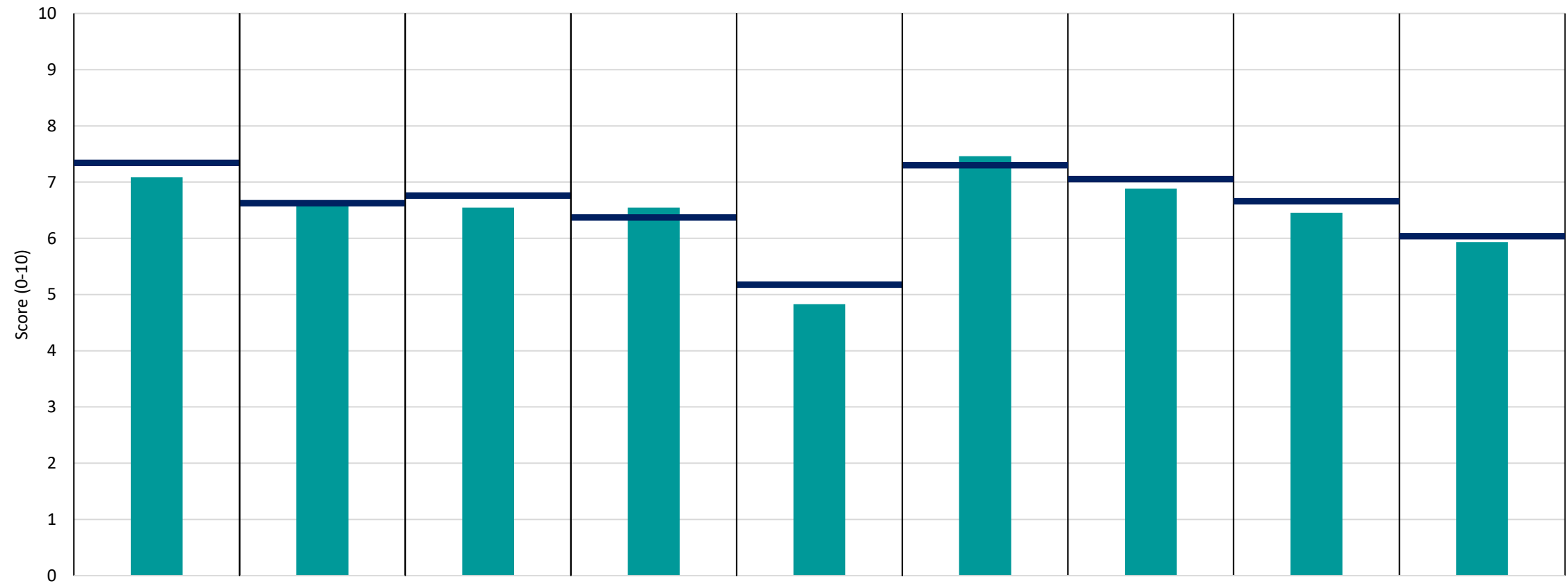
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Breakdown	7.08	6.58	6.55	6.55	4.83	7.46	6.88	6.46	5.93
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	41	41	41	41	39	41	41	41	41



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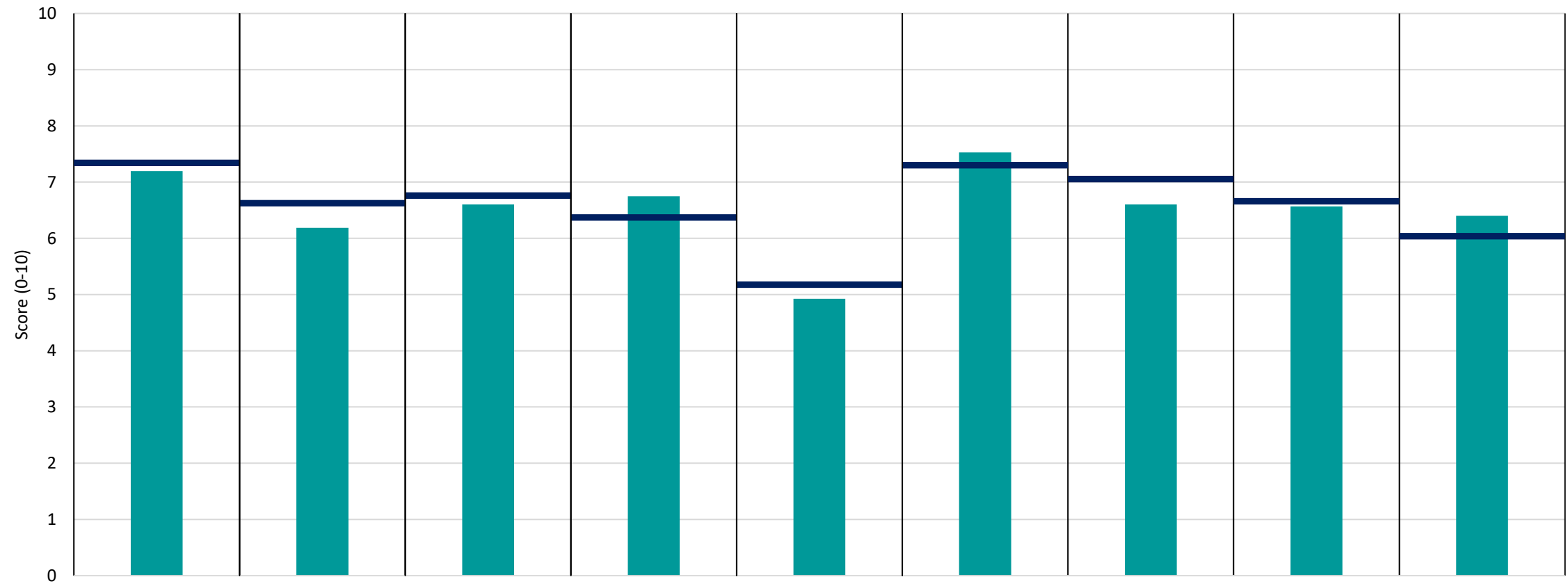
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Morale



Breakdown	7.19	6.19	6.60	6.75	4.92	7.53	6.60	6.57	6.40
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	72	72	72	72	69	71	72	72	72

Breakdowns 2

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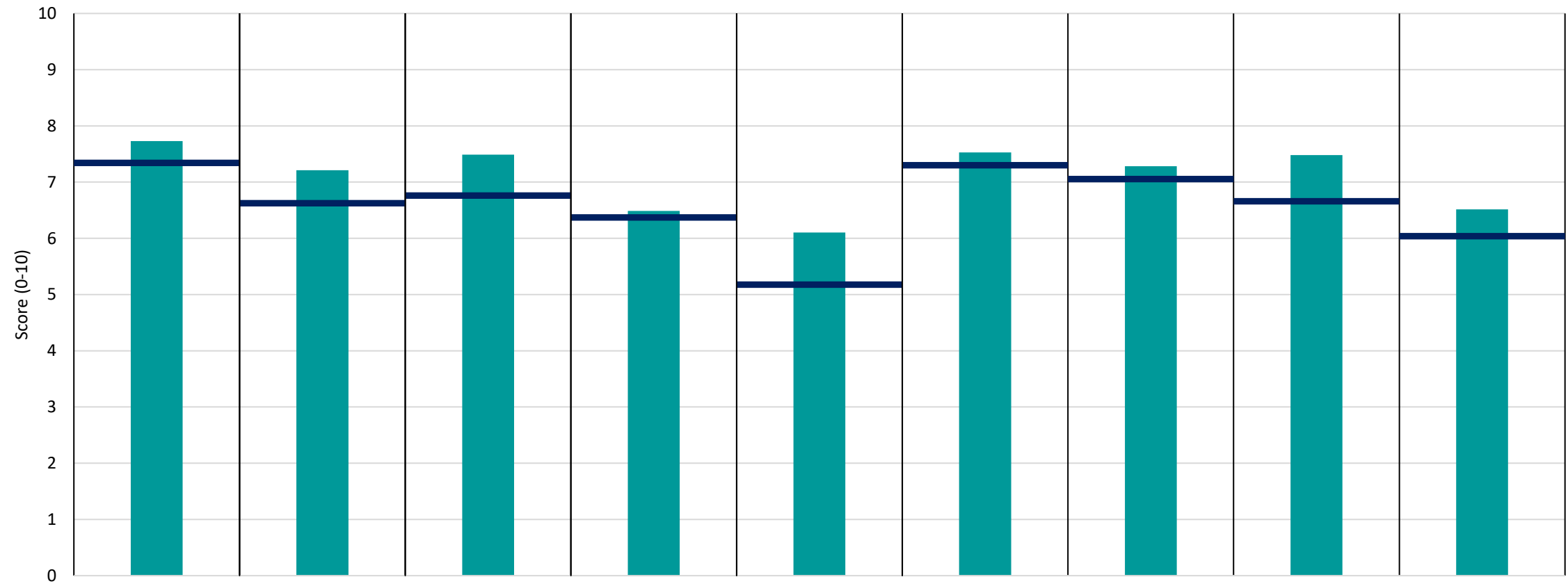
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Morale



Breakdown	7.73	7.21	7.49	6.49	6.10	7.53	7.28	7.48	6.52
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	29	29	29	29	28	29	29	29	29



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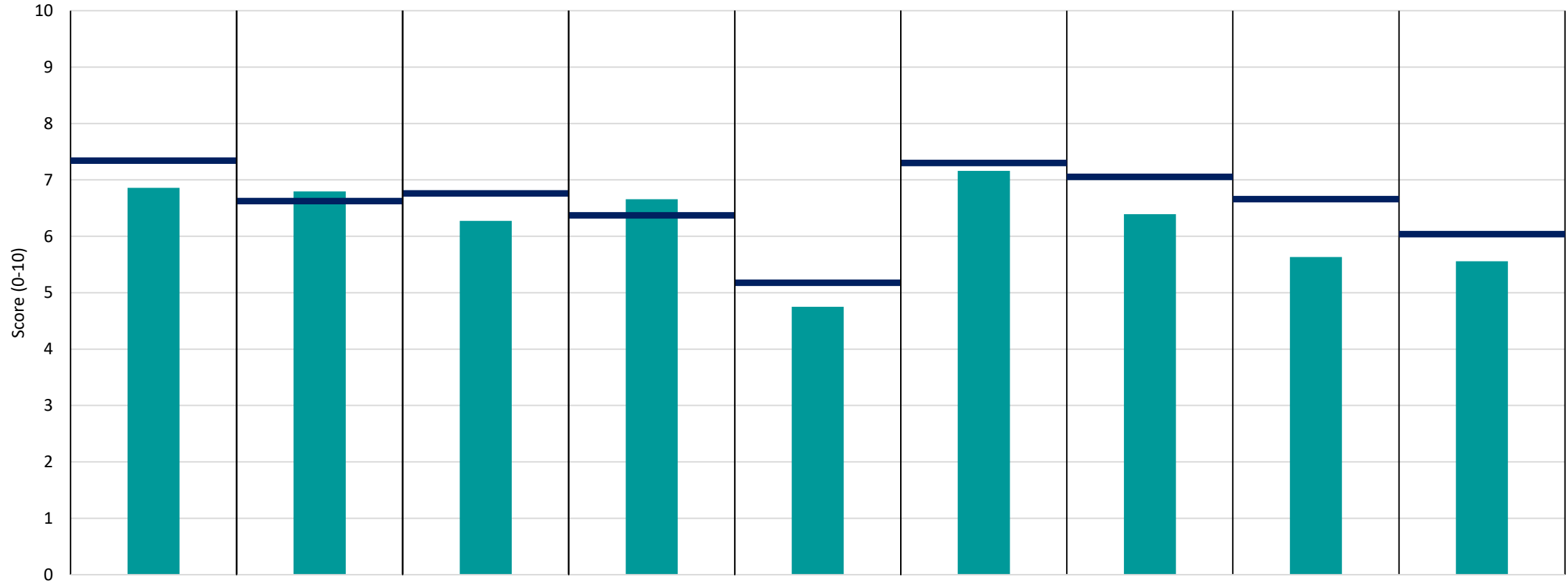
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Staff Engagement



Morale



Breakdown	6.86	6.80	6.27	6.66	4.75	7.16	6.39	5.63	5.56
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	11	11	11	11	11	11	11	11	11



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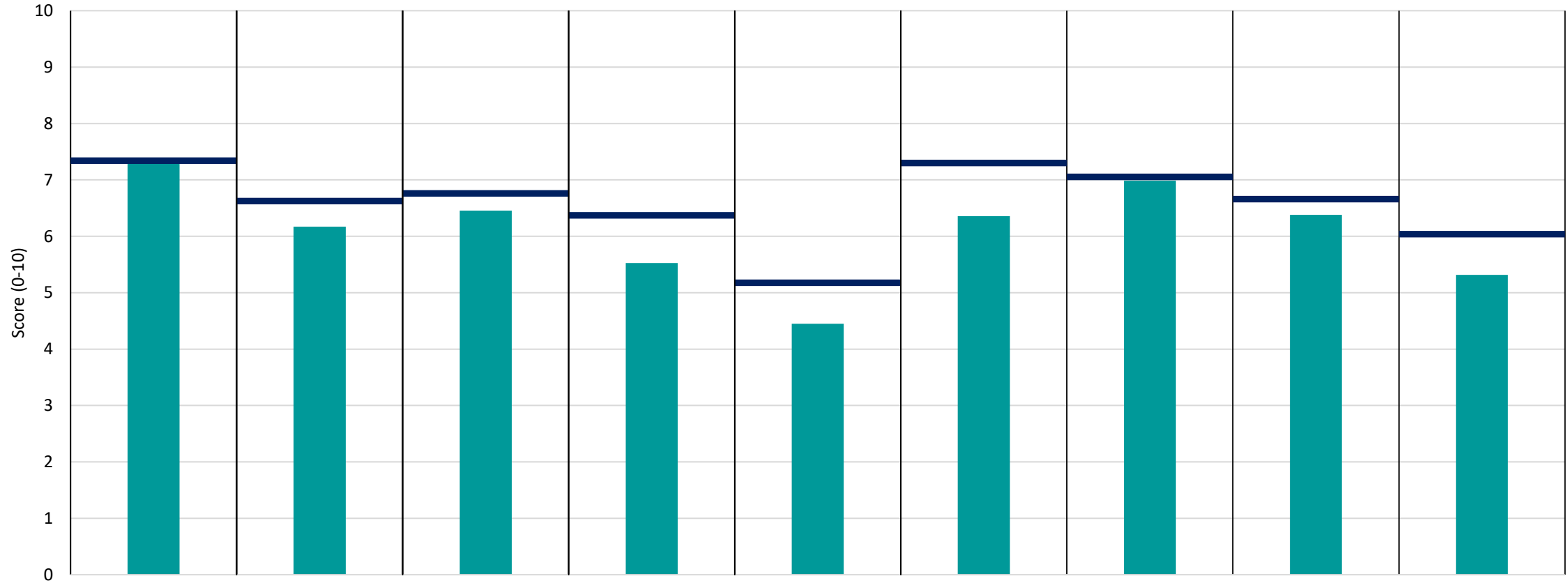
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Morale



Breakdown	7.37	6.17	6.45	5.52	4.45	6.36	6.99	6.38	5.32
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	67	67	67	67	65	67	67	67	67



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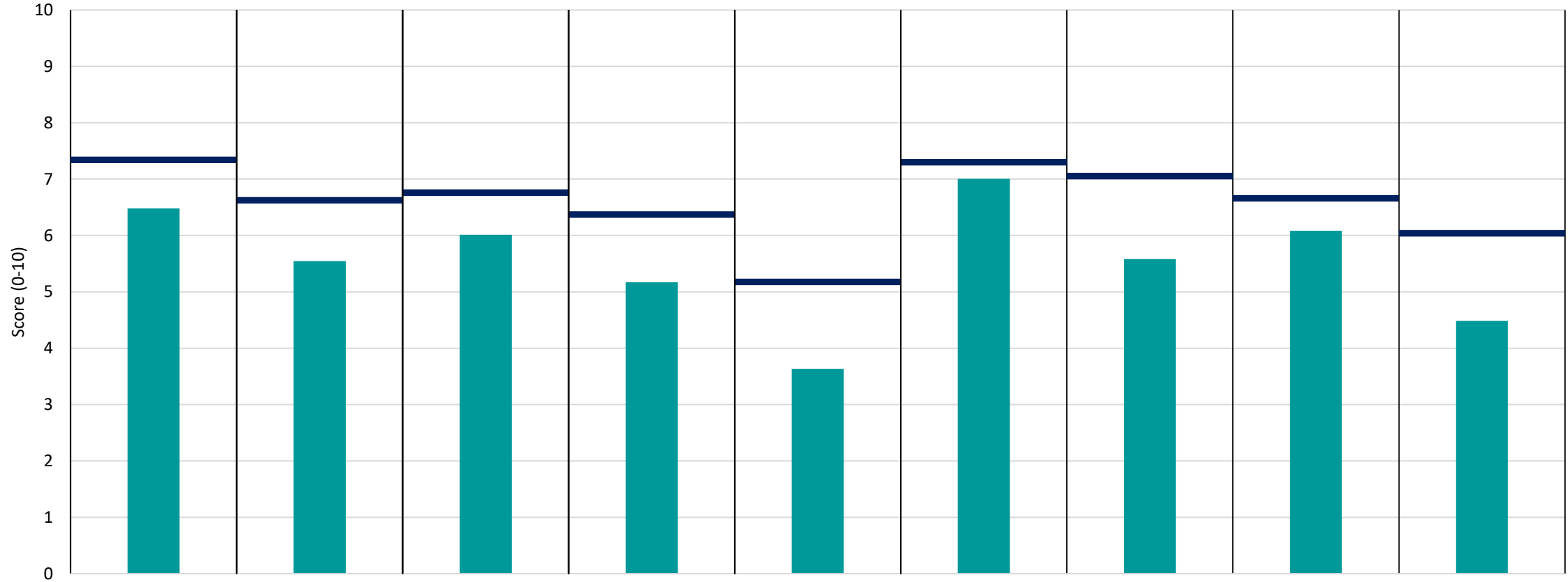
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Breakdown	6.48	5.55	6.01	5.17	3.64	7.01	5.58	6.09	4.49
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	11	11	11	11	11	11	11	11	11



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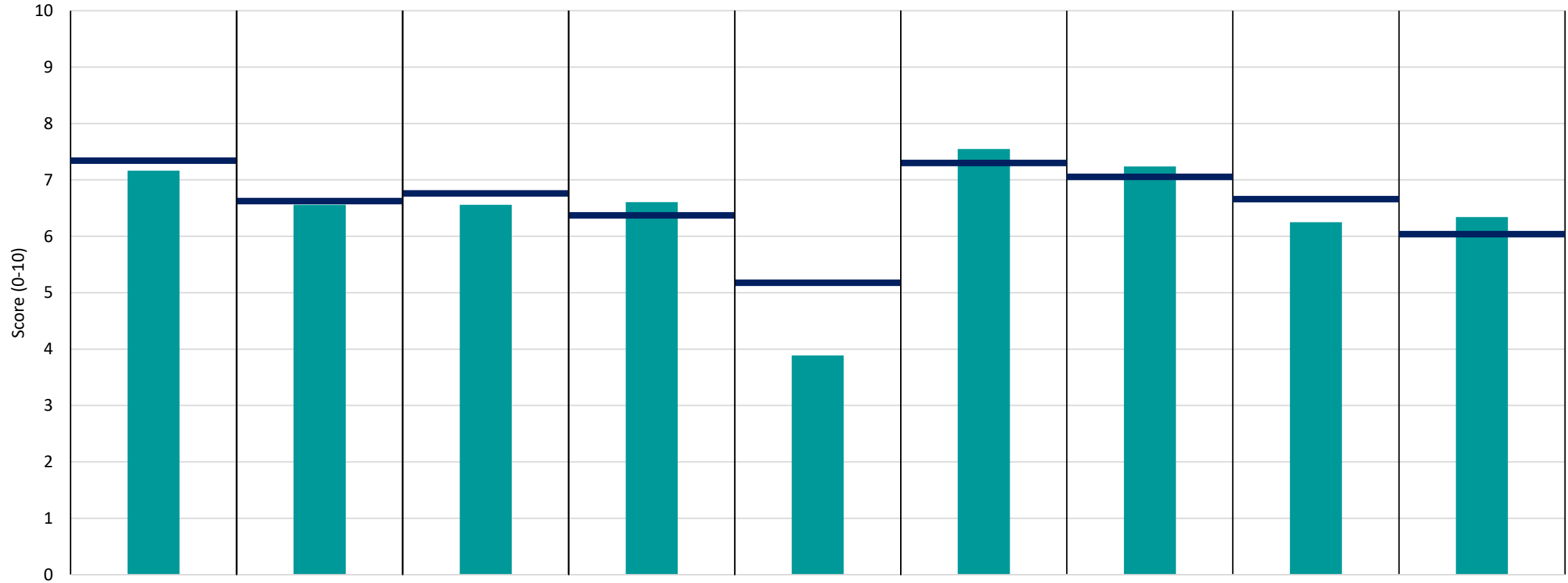
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Breakdown	7.17	6.56	6.56	6.61	3.89	7.55	7.24	6.25	6.34
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	26	26	25	26	25	26	26	26	26



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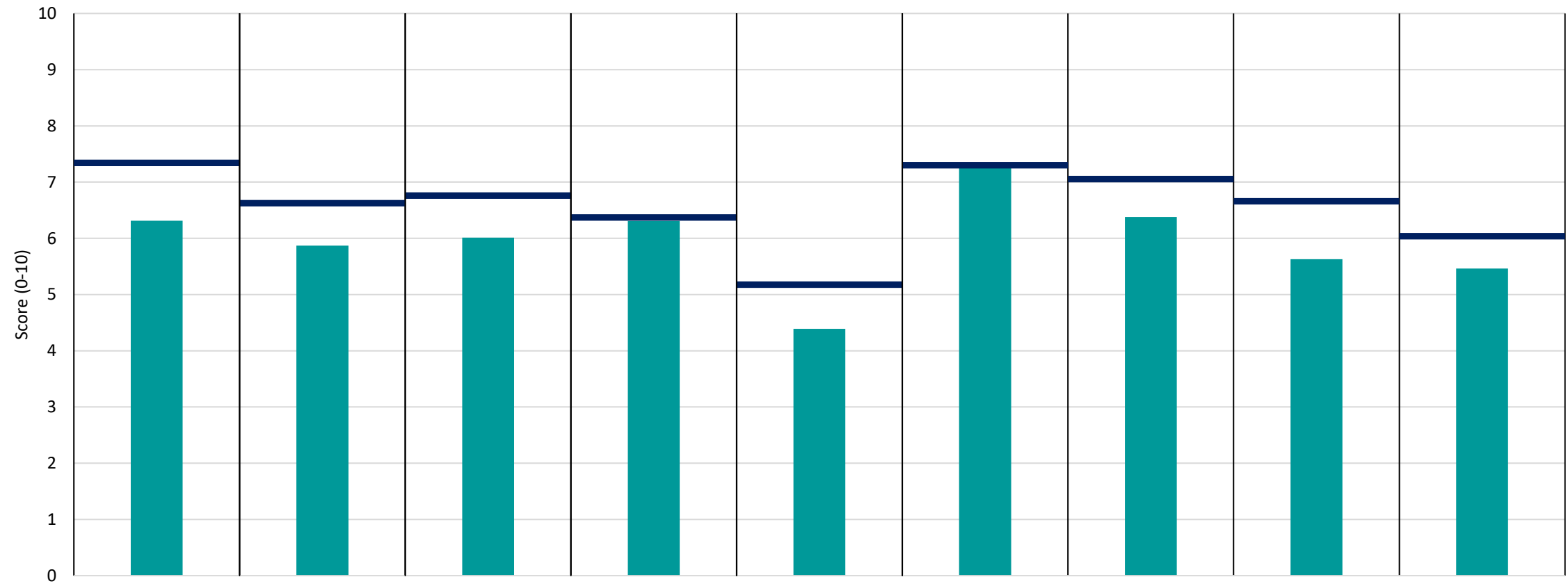
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Breakdown	6.31	5.87	6.01	6.31	4.39	7.35	6.38	5.63	5.46
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	19	19	19	19	18	19	19	19	19



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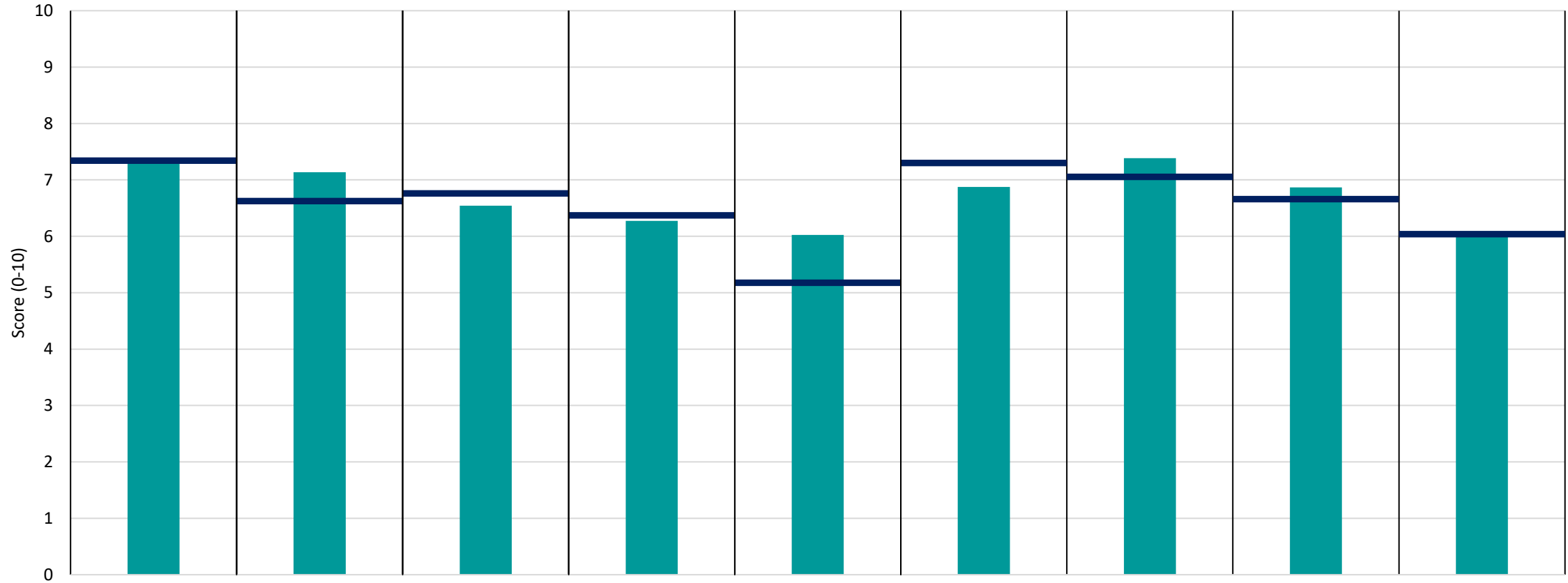
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Breakdown	7.34	7.14	6.54	6.27	6.02	6.88	7.39	6.87	6.01
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	22	22	22	22	22	22	22	22	22



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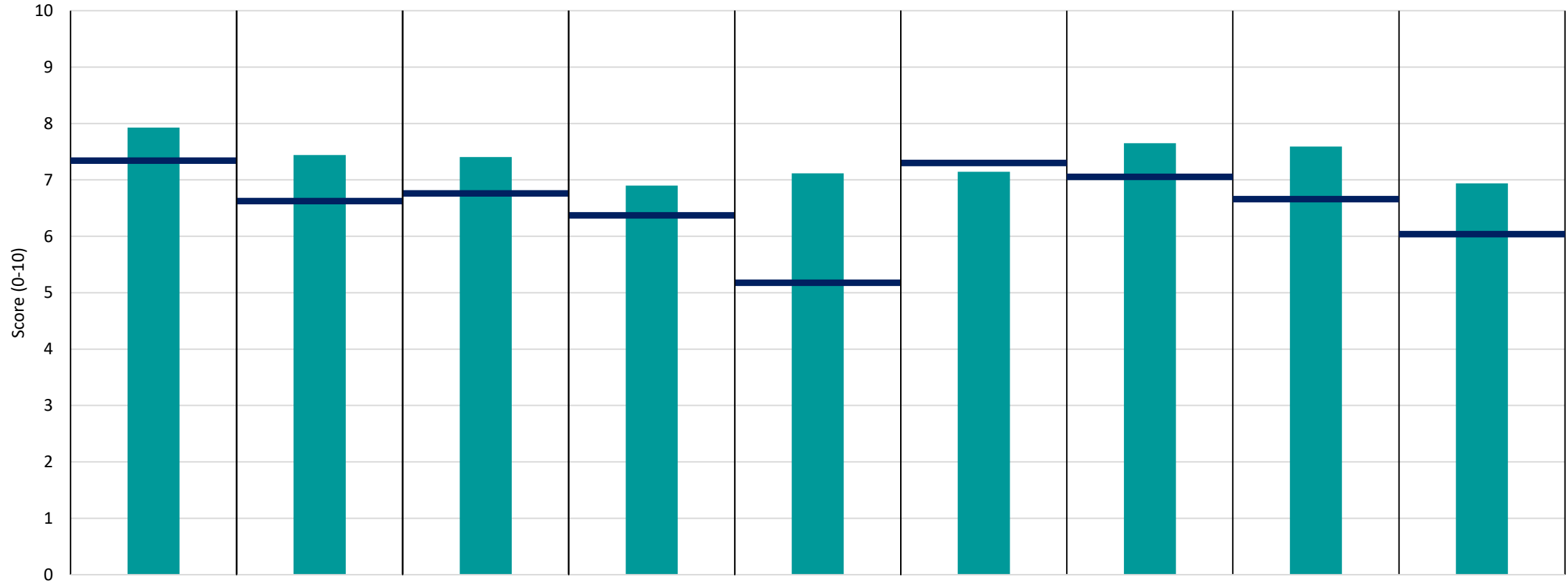
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Breakdown	7.93	7.44	7.41	6.90	7.12	7.14	7.65	7.59	6.94
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	34	34	34	34	34	34	34	34	34



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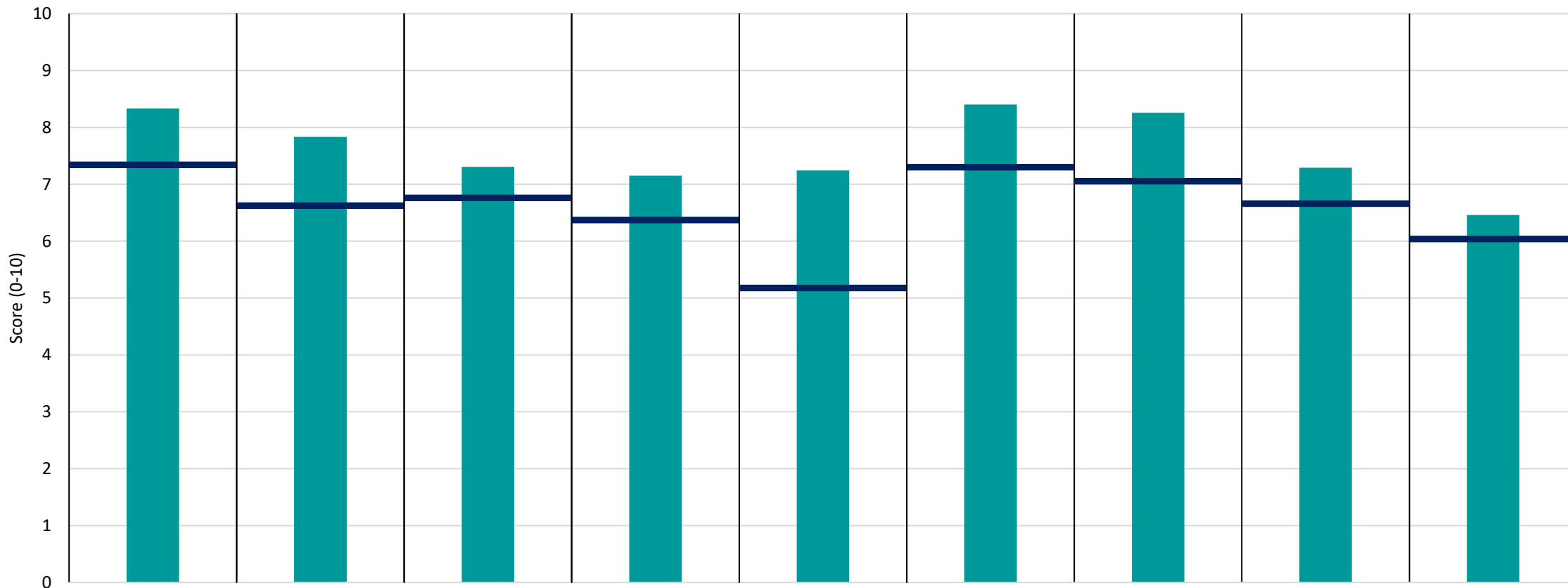
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Breakdown	8.33	7.83	7.31	7.15	7.24	8.40	8.26	7.29	6.46
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	12	12	12	12	12	12	12	12	12



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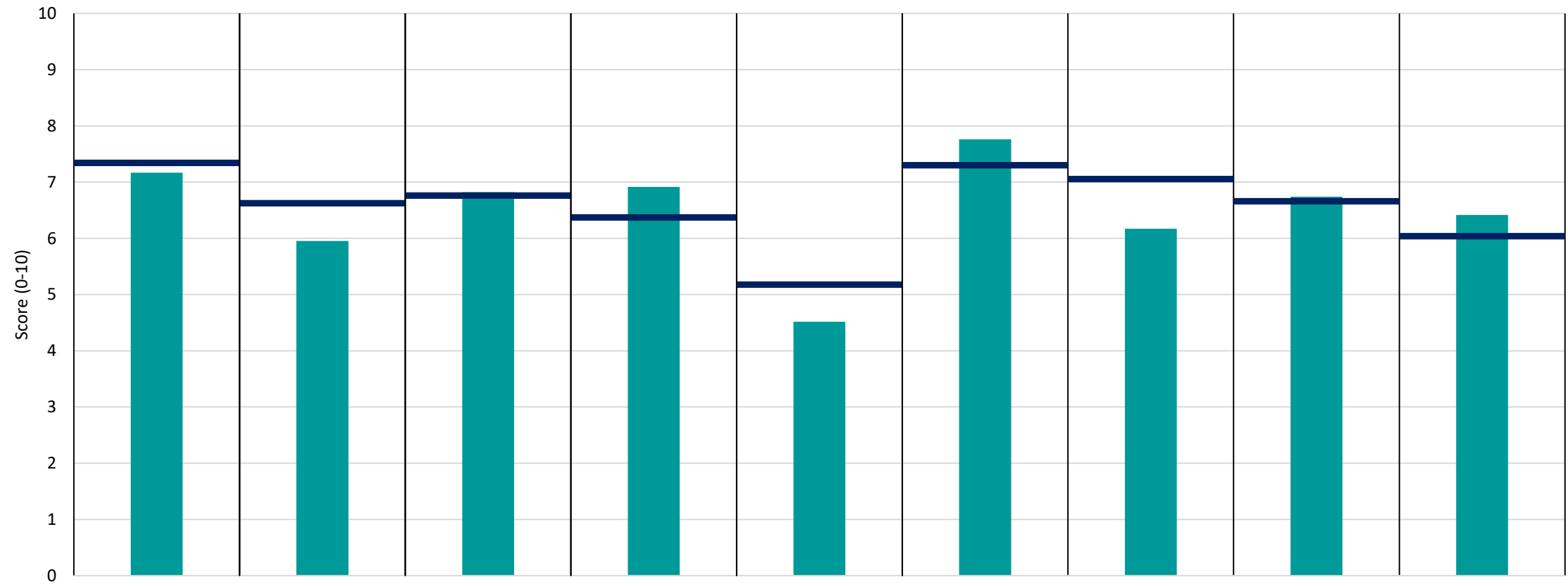
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Breakdown	7.17	5.95	6.82	6.92	4.52	7.76	6.17	6.74	6.42
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	33	33	33	33	31	32	33	33	33



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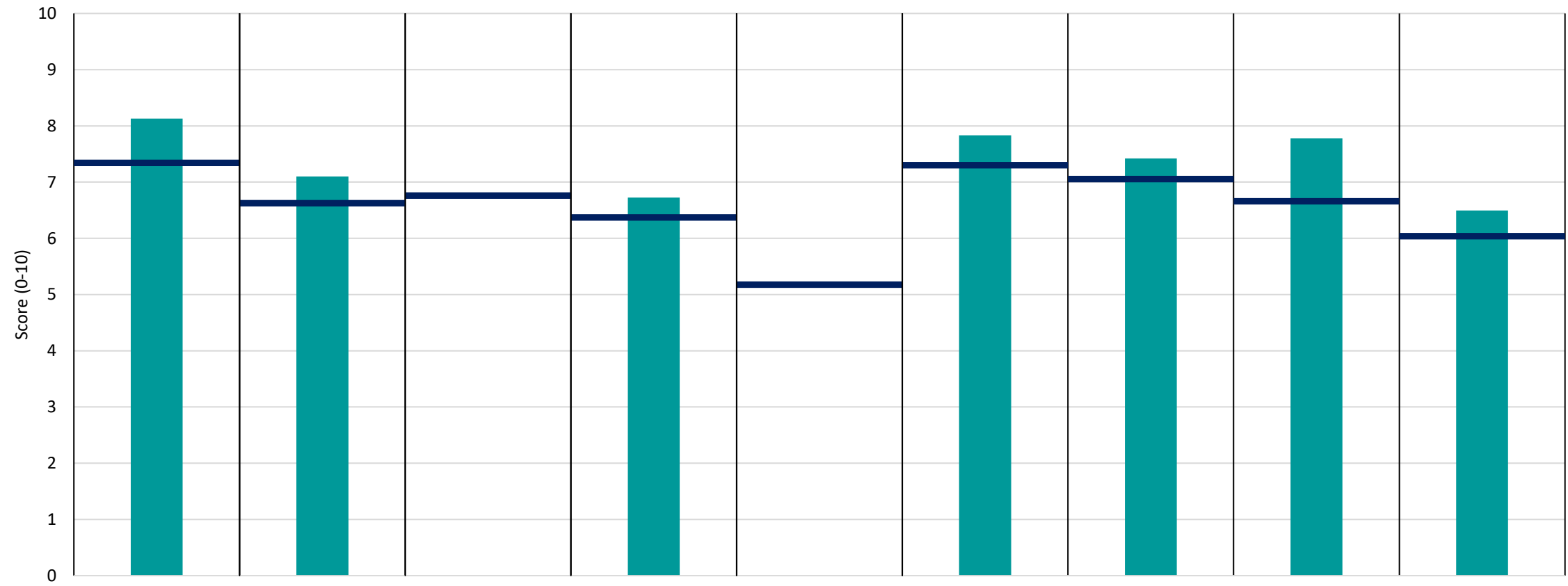
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Breakdown	8.13	7.10	-	6.73	-	7.83	7.42	7.78	6.50
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	10	10	-	10	-	10	10	10	10



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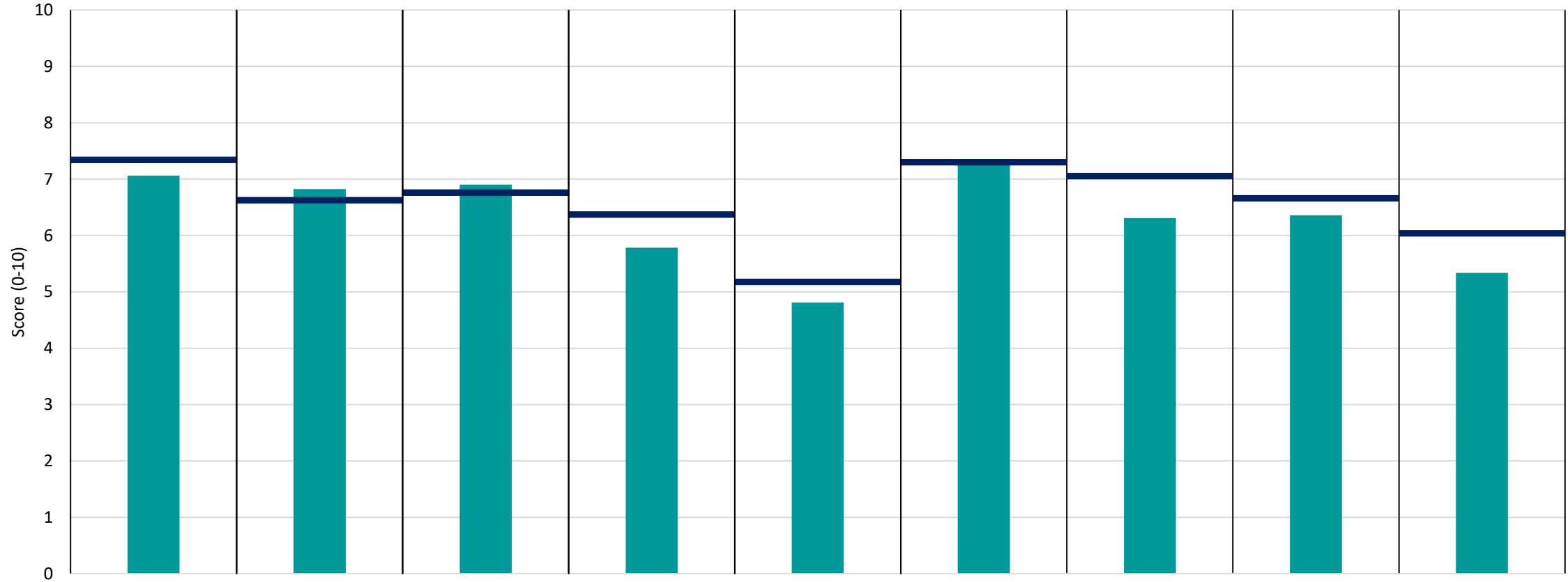
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Breakdown	7.06	6.82	6.90	5.78	4.81	7.25	6.31	6.36	5.34
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	17	17	17	17	16	17	17	17	17



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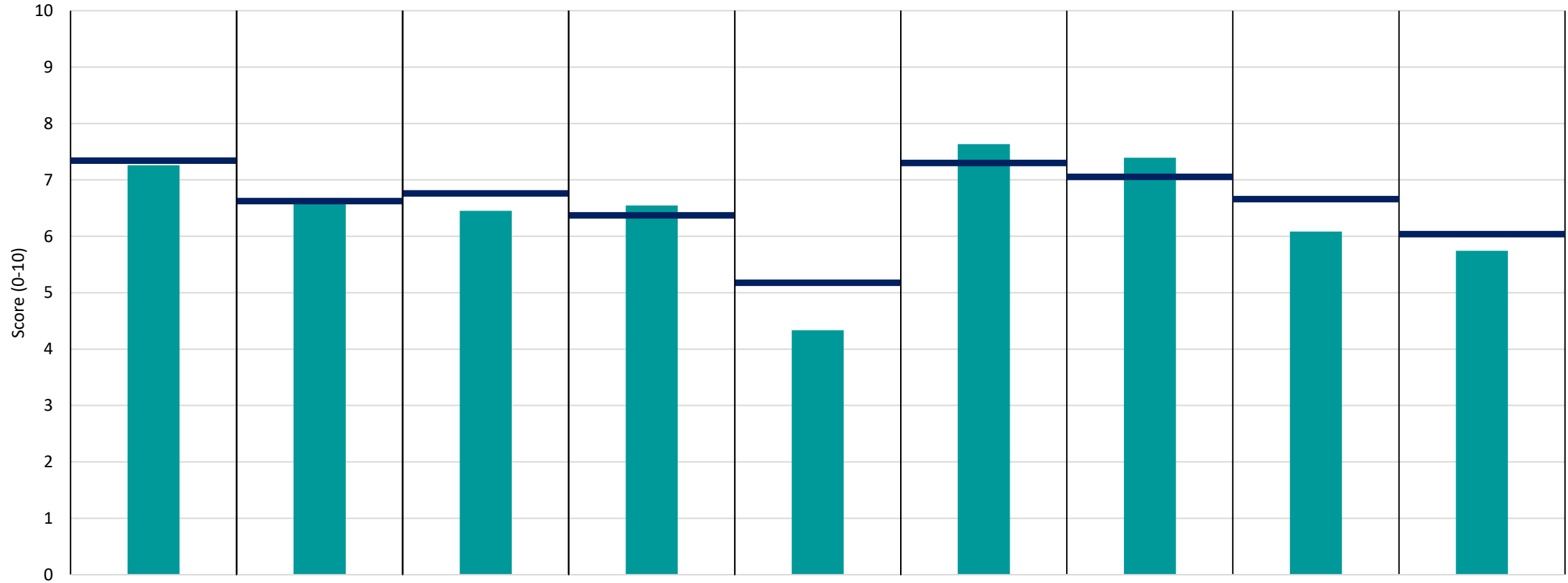
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Breakdown	7.26	6.63	6.45	6.55	4.33	7.63	7.39	6.08	5.74
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	35	34	35	34	36	34	35	36	35



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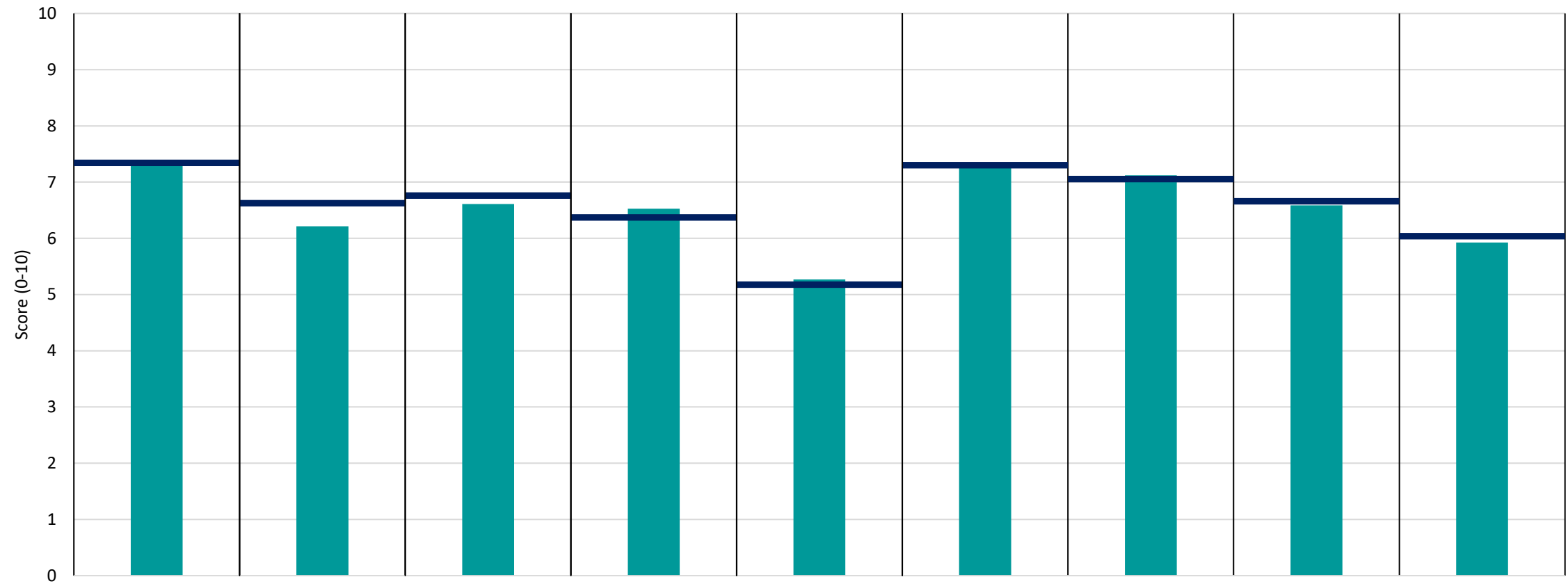
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Breakdown	7.36	6.21	6.61	6.53	5.27	7.32	7.12	6.59	5.93
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	14	14	14	14	14	14	14	14	14



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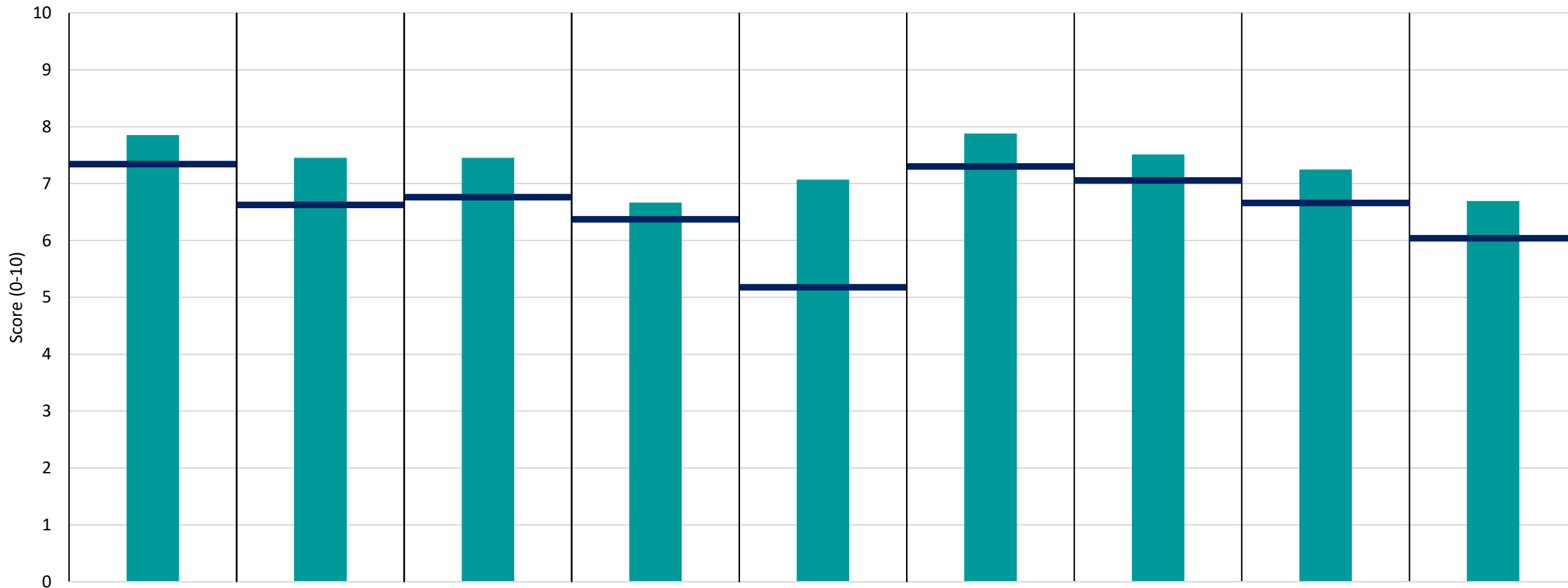
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Morale



Breakdown	7.85	7.45	7.45	6.67	7.07	7.88	7.51	7.25	6.69
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	11	11	11	11	11	11	11	11	11



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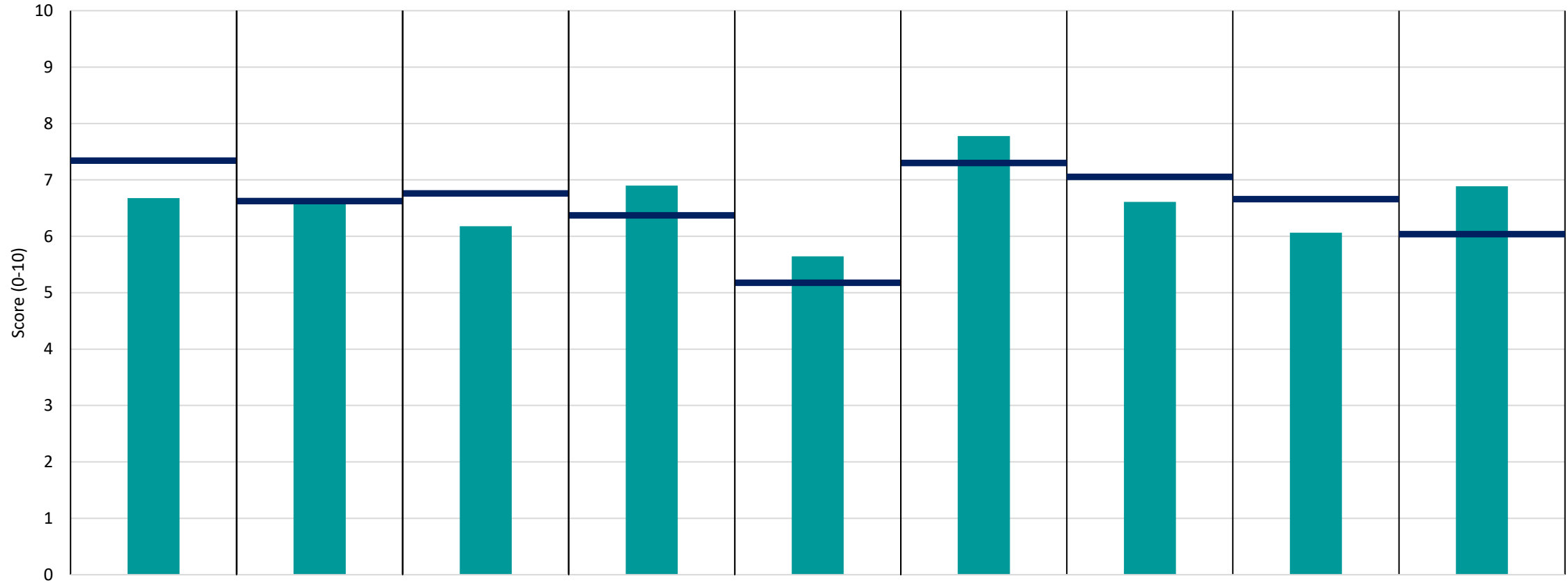
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Morale



Breakdown	6.68	6.58	6.18	6.90	5.65	7.78	6.61	6.06	6.89
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	12	12	12	12	12	12	12	12	12



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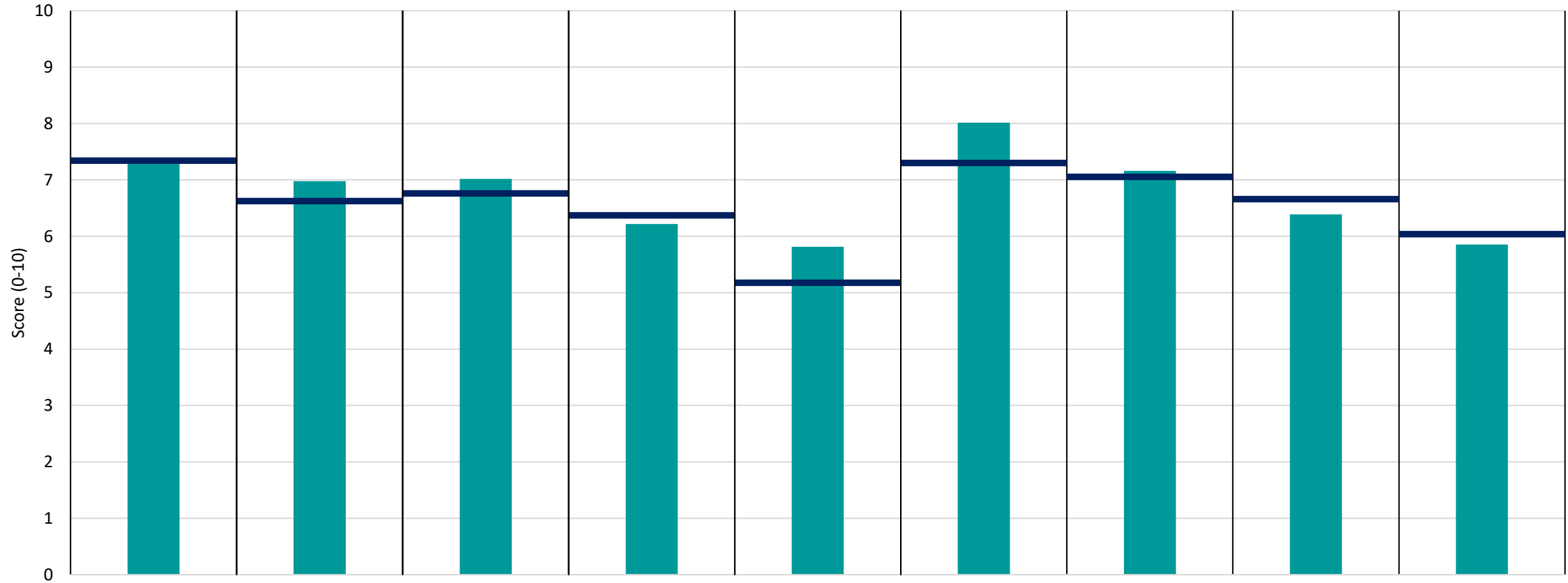
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Breakdown	7.37	6.98	7.02	6.22	5.81	8.01	7.16	6.39	5.86
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	17	17	17	17	17	17	17	17	17



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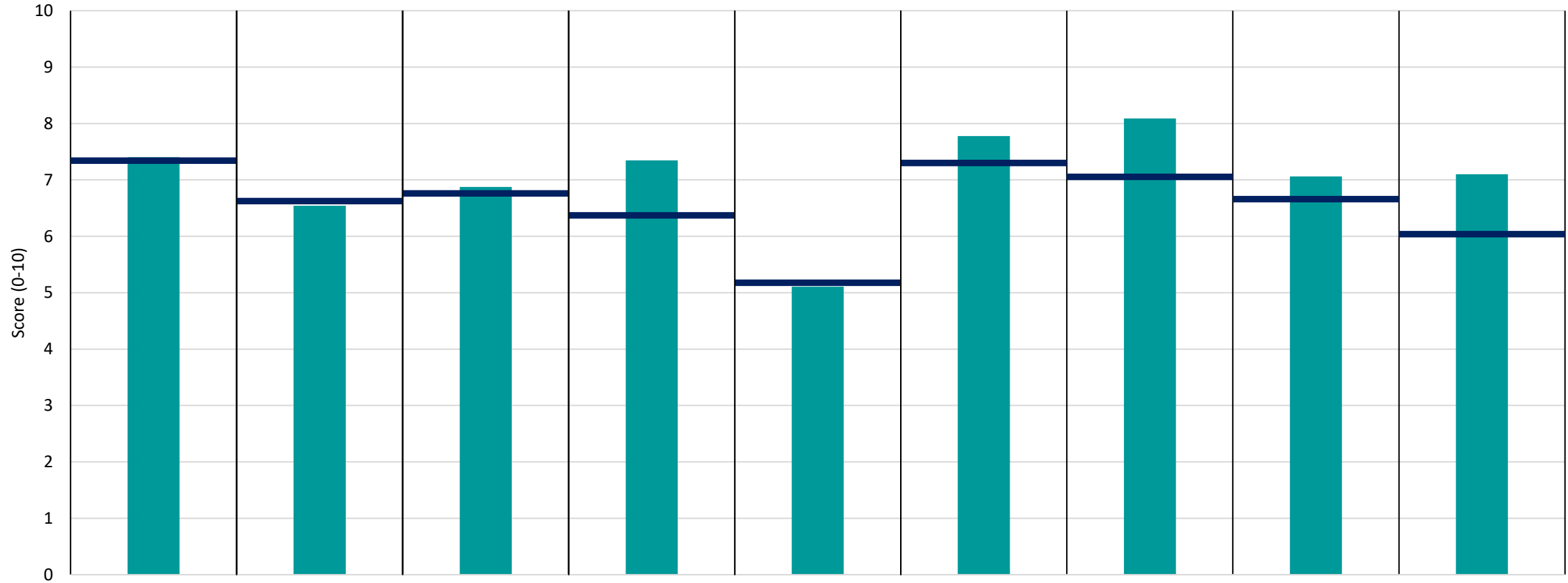
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Breakdown	7.40	6.54	6.88	7.35	5.11	7.78	8.09	7.06	7.10
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	12	12	12	12	10	12	12	12	12



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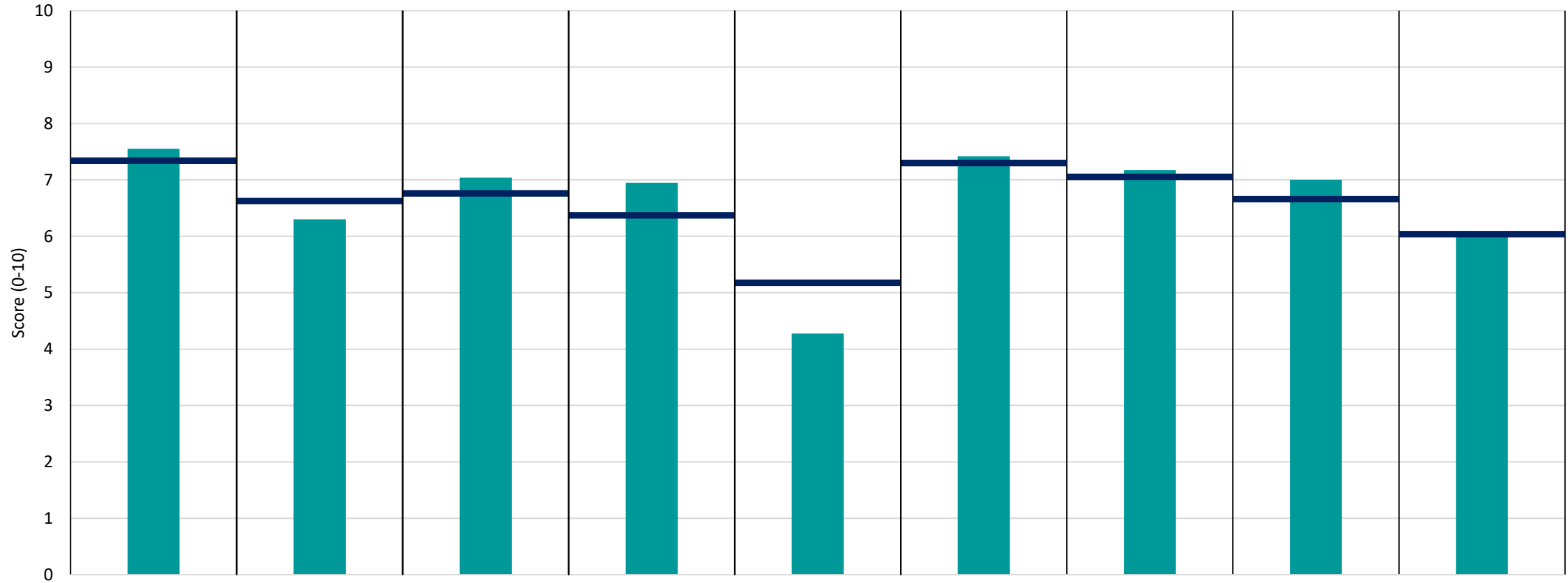
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Breakdown	7.55	6.30	7.04	6.95	4.28	7.42	7.17	7.00	6.03
Your org	7.34	6.62	6.76	6.37	5.18	7.30	7.05	6.66	6.04
Responses	10	10	10	10	10	10	10	10	10