



# NHS Shropshire, Telford and Wrekin ICB

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
BI, Performance & Planning	6
Corporate Affairs & Communications	7
Finance	8
Individual Commissioning	9
Medicines Management	10
Nursing, Quality & Safeguarding	11
Other	12
POD Team	13
People & Training Hub	14
RAS & TRAQS	15
Service Improvement	16

<u>BI, Performance &amp; Planning</u>	18
<u>Finance</u>	19
<u>Individual Commissioning</u>	20
<u>Medicines Management</u>	21
<u>Nursing, Quality &amp; Safeguarding</u>	22
<u>Other</u>	23
<u>POD Team</u>	24
<u>People &amp; Training Hub</u>	25
<u>RAS &amp; TRAQS</u>	26
<u>Service Improvement</u>	27

This breakdown report for NHS Shropshire, Telford and Wrekin 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.

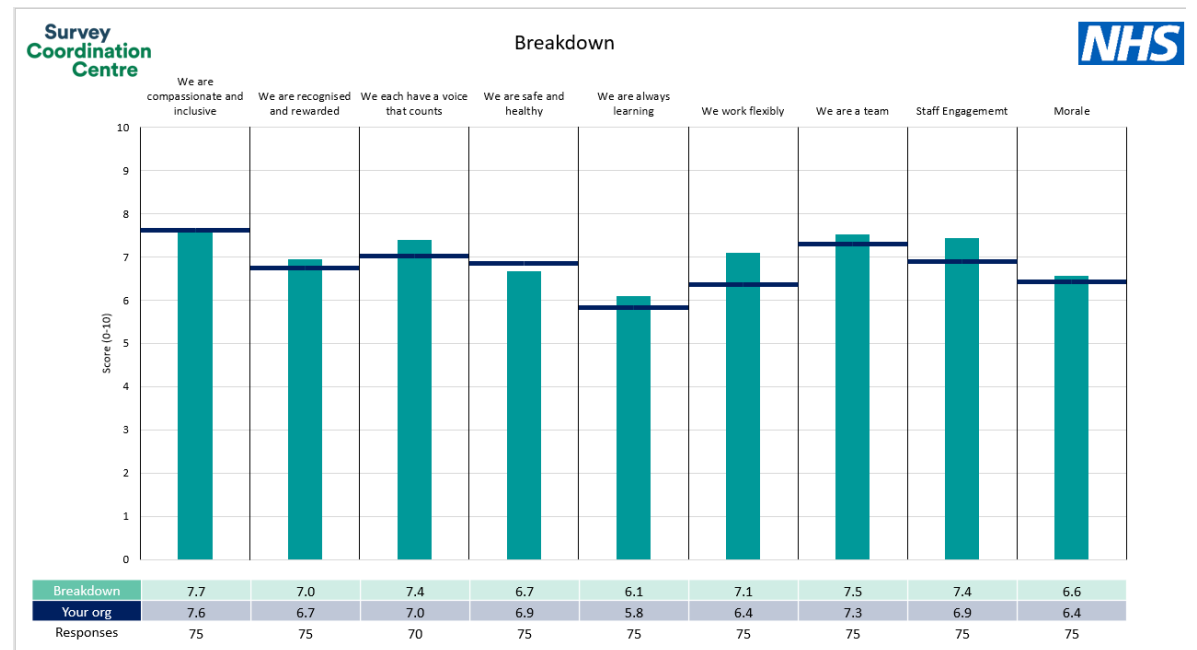
The breakdowns used in this report were provided and defined by NHS Shropshire, Telford and Wrekin ICB. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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 Shropshire, Telford and Wrekin 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



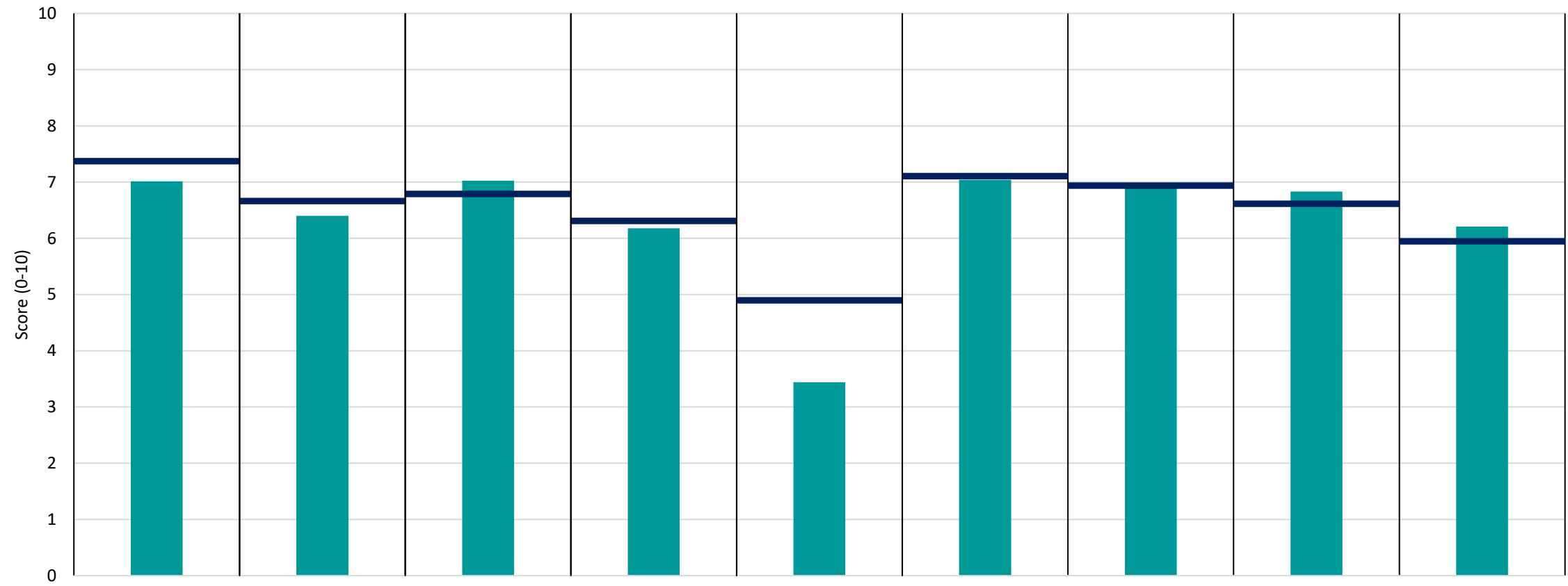
We are a team



Staff Engagement



Morale



Breakdown	7.02	6.40	7.03	6.18	3.44	7.04	6.97	6.83	6.21
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
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



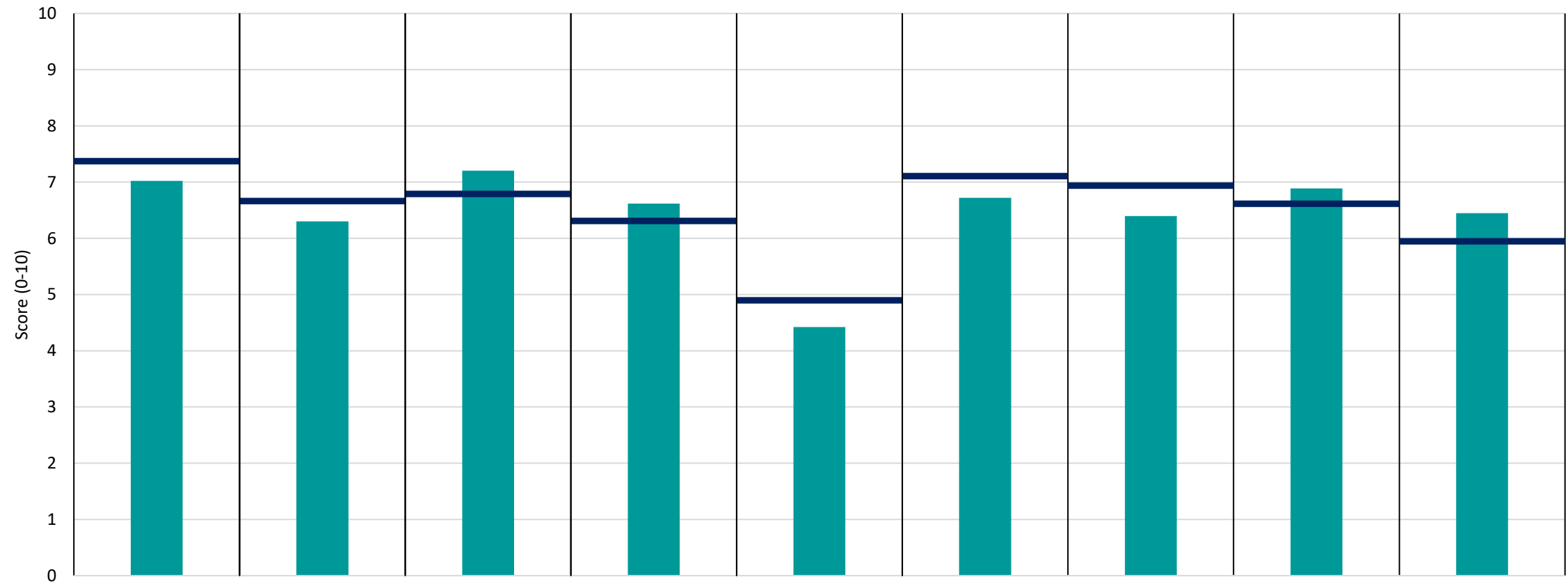
We are a team



Staff Engagement



Morale



Breakdown	7.02	6.30	7.21	6.62	4.42	6.72	6.40	6.89	6.45
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	15	15	15	15	14	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



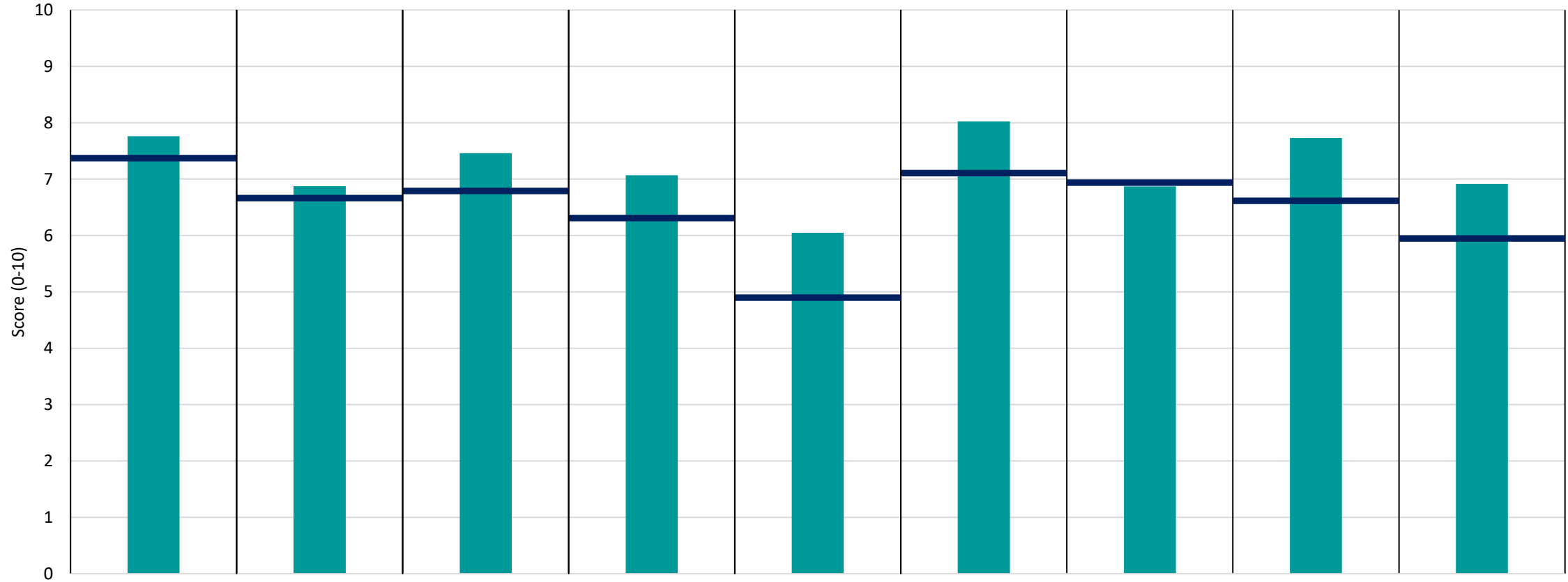
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.88	7.46	7.07	6.05	8.02	6.87	7.73	6.91
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
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



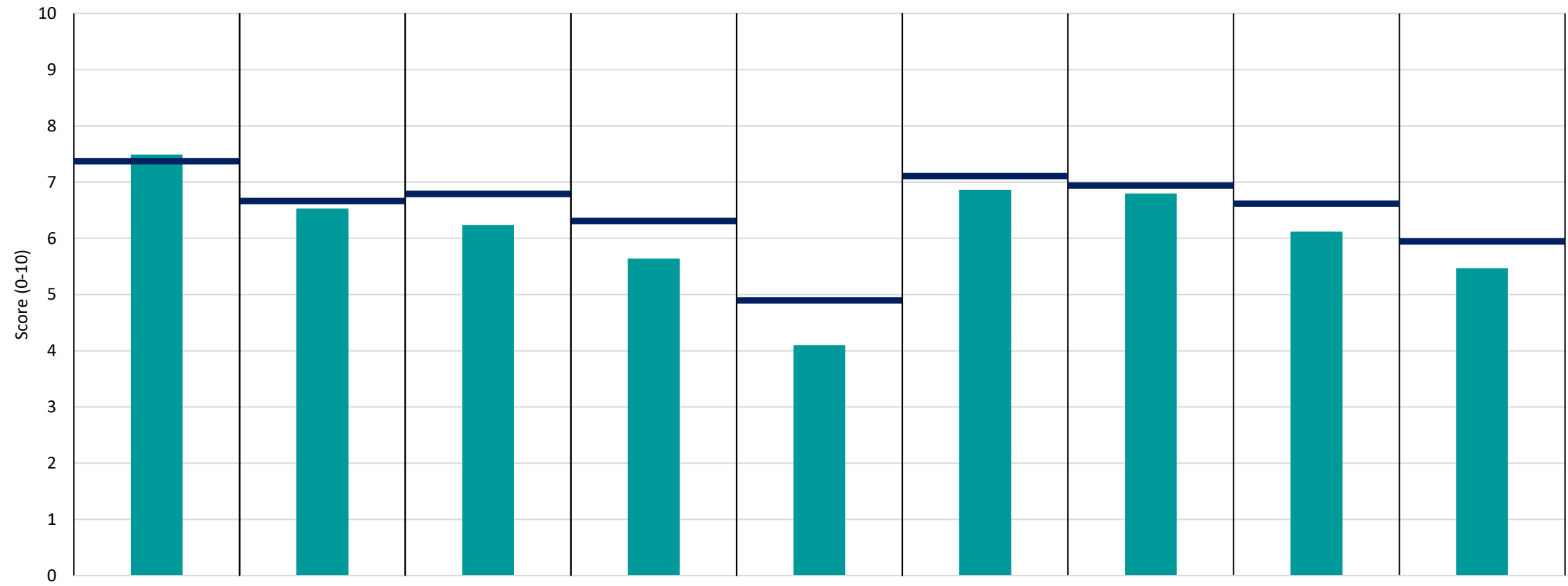
We are a team



Staff Engagement



Morale



Breakdown	7.49	6.53	6.23	5.64	4.10	6.86	6.80	6.12	5.47
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	32	32	32	32	30	32	32	32	32



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



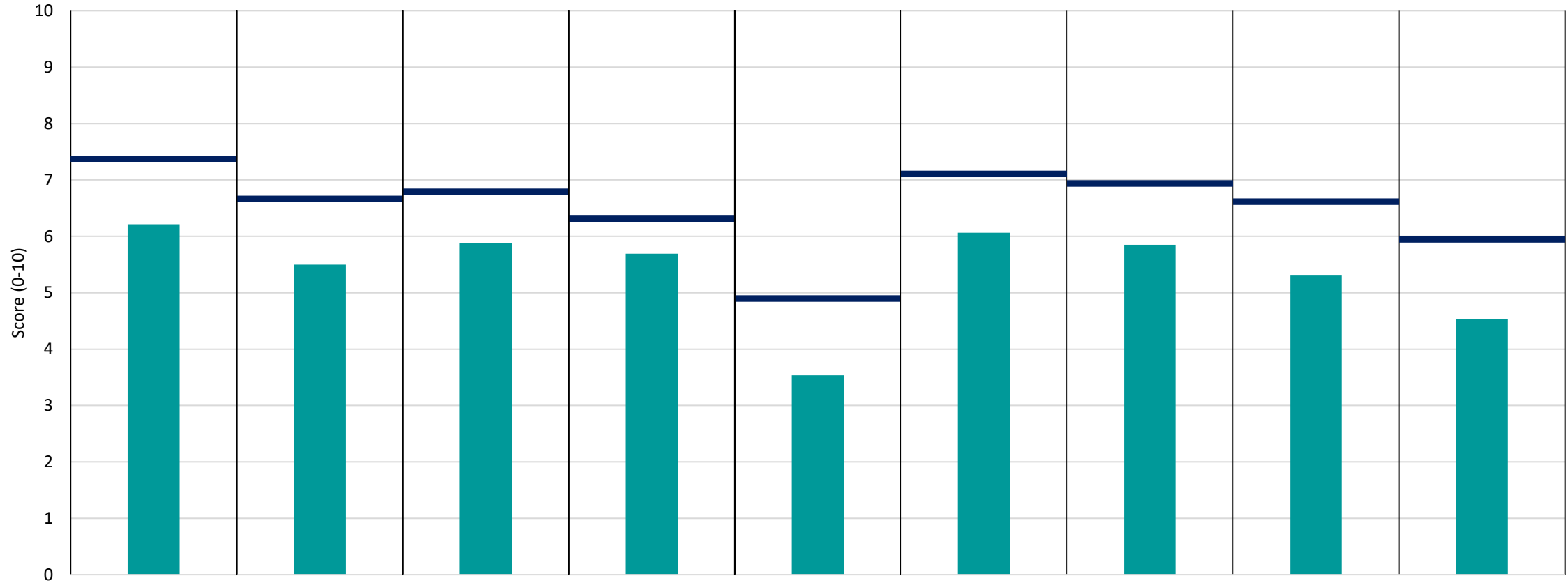
We are a team



Staff Engagement



Morale



Breakdown	6.22	5.50	5.88	5.69	3.54	6.06	5.85	5.31	4.54
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	20	20	20	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



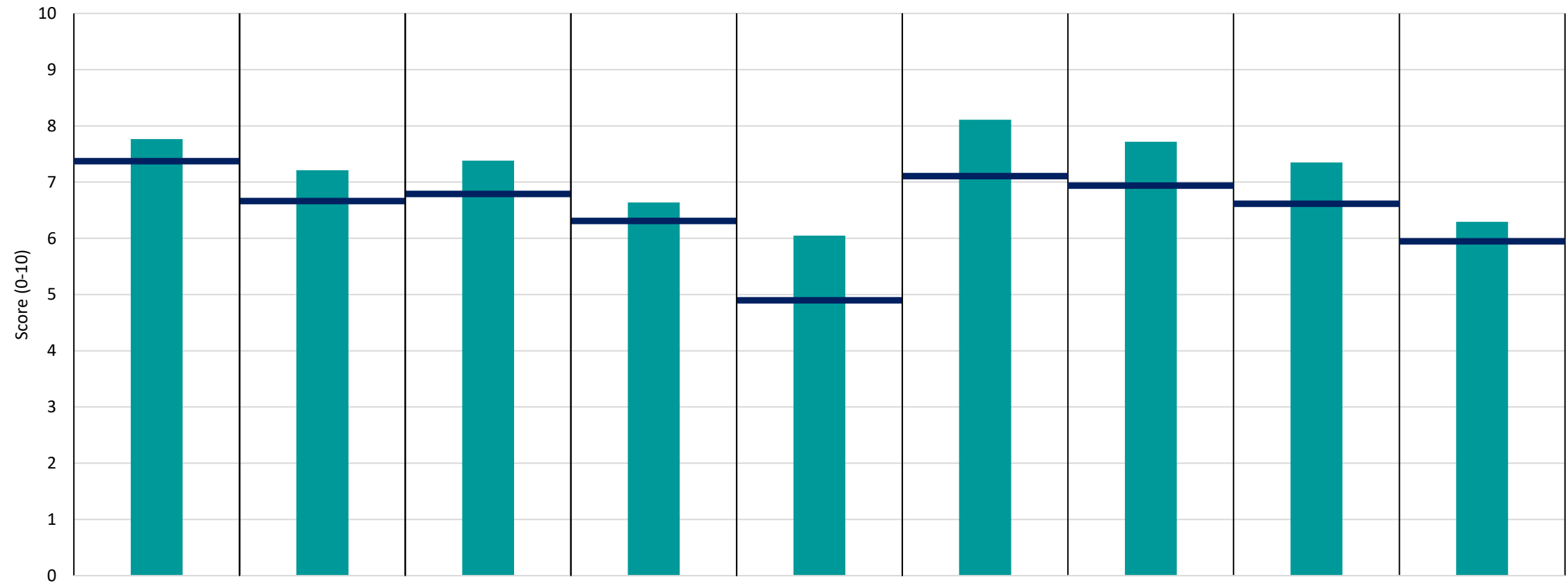
We are a team



Staff Engagement



Morale



Breakdown	7.77	7.21	7.38	6.64	6.05	8.11	7.72	7.35	6.29
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	26	26	26	26	26	26	26	26	26



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



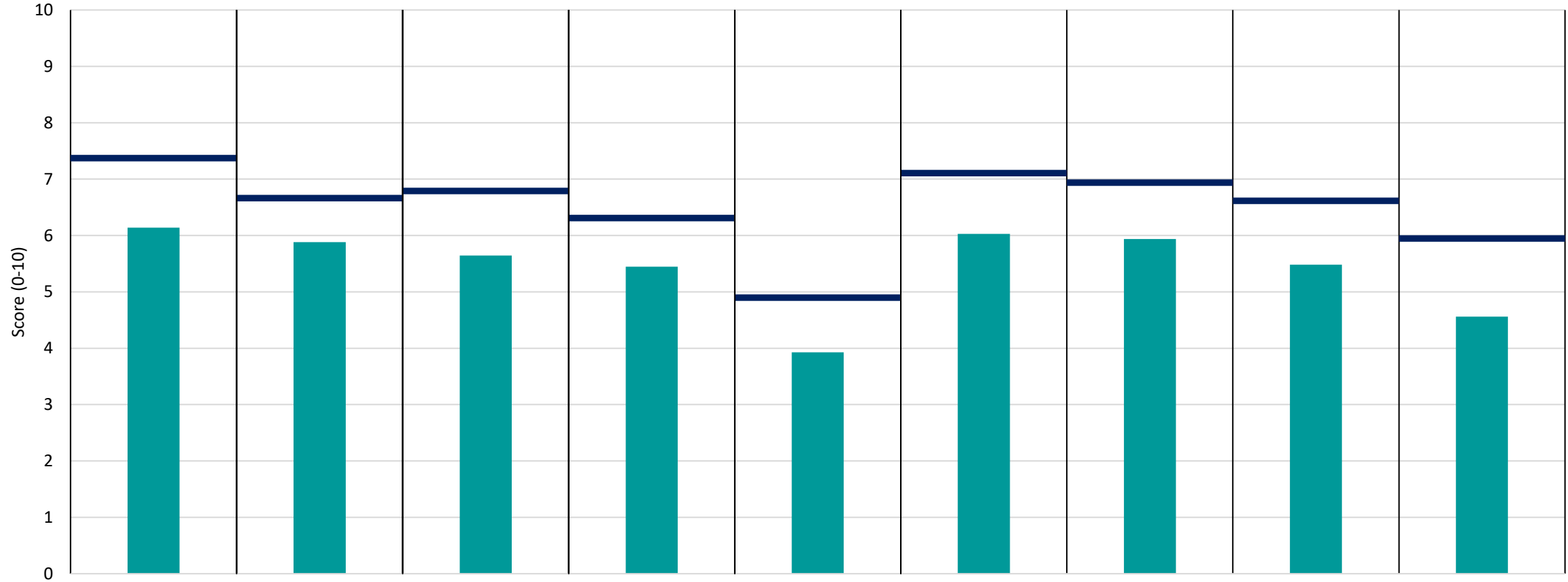
We are a team



Staff Engagement



Morale



Breakdown	6.14	5.88	5.64	5.45	3.93	6.03	5.94	5.48	4.56
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	17	17	17	17	16	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



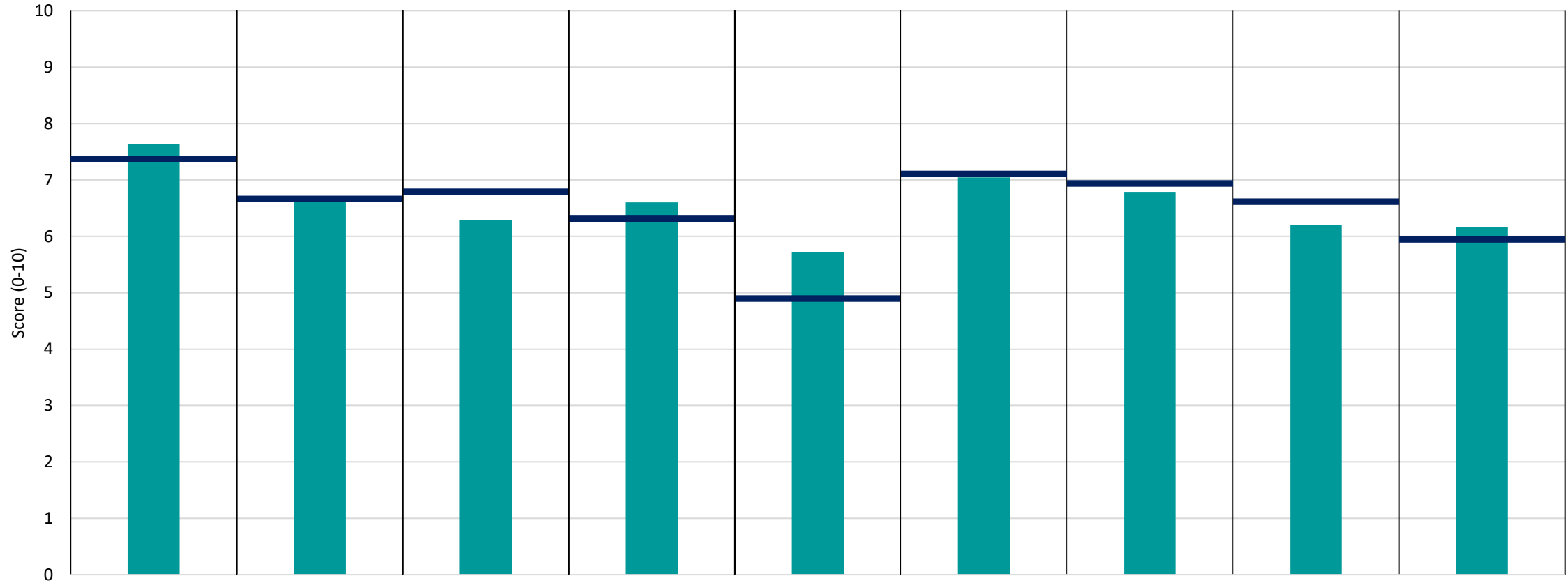
We are a team



Staff Engagement



Morale



Breakdown	7.64	6.69	6.29	6.60	5.71	7.04	6.78	6.20	6.16
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	21	21	21	21	19	21	21	21	21



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



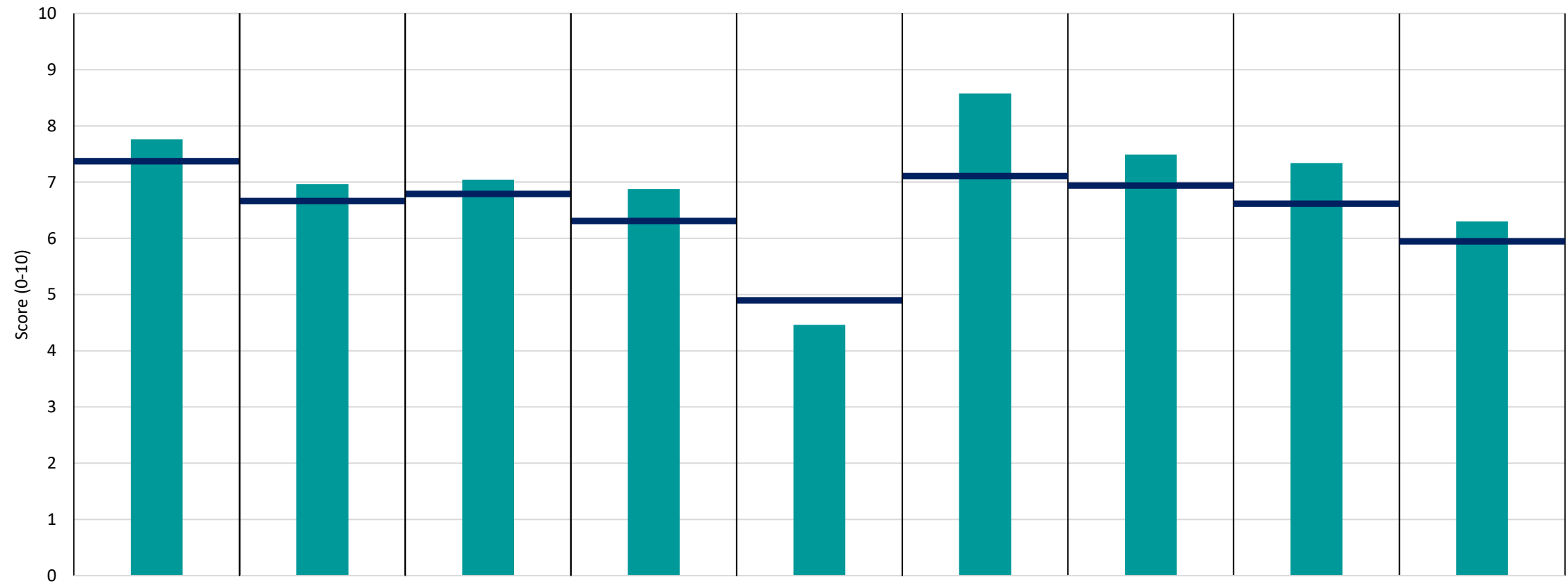
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.96	7.04	6.88	4.46	8.58	7.49	7.34	6.30
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	13	13	13	13	13	12	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



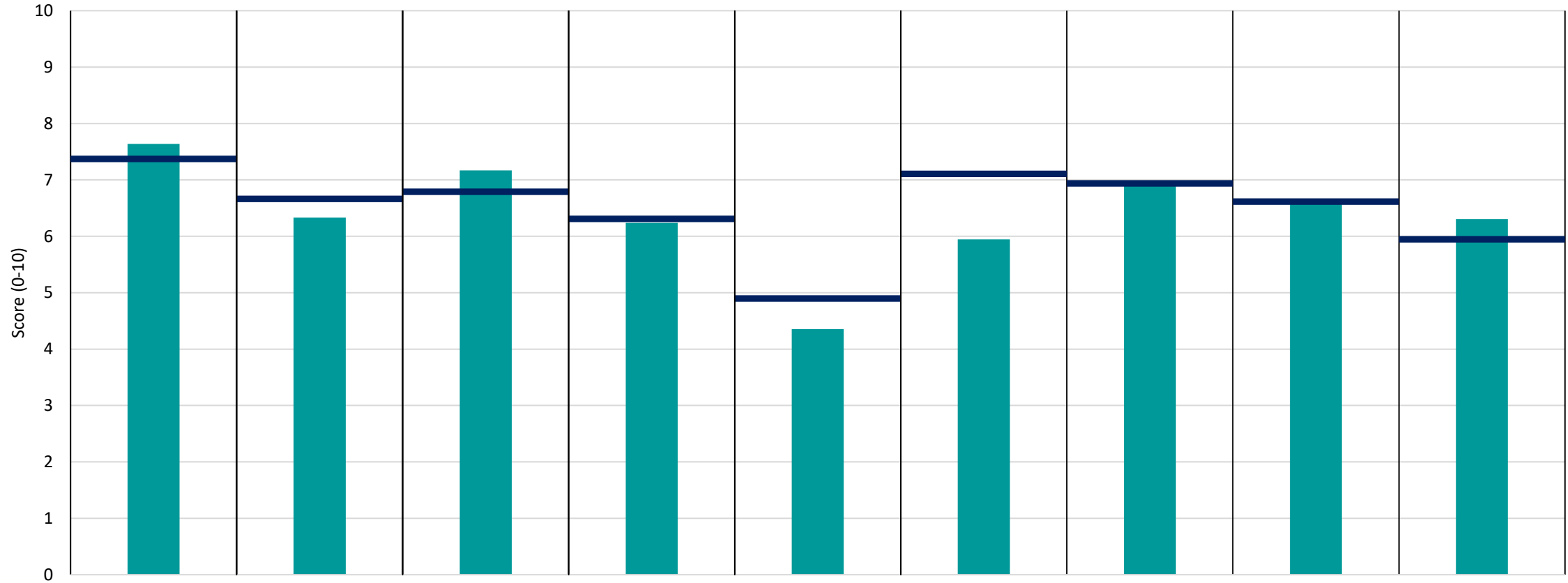
We are a team



Staff Engagement



Morale



Breakdown	7.64	6.33	7.17	6.24	4.36	5.94	6.96	6.67	6.30
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
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



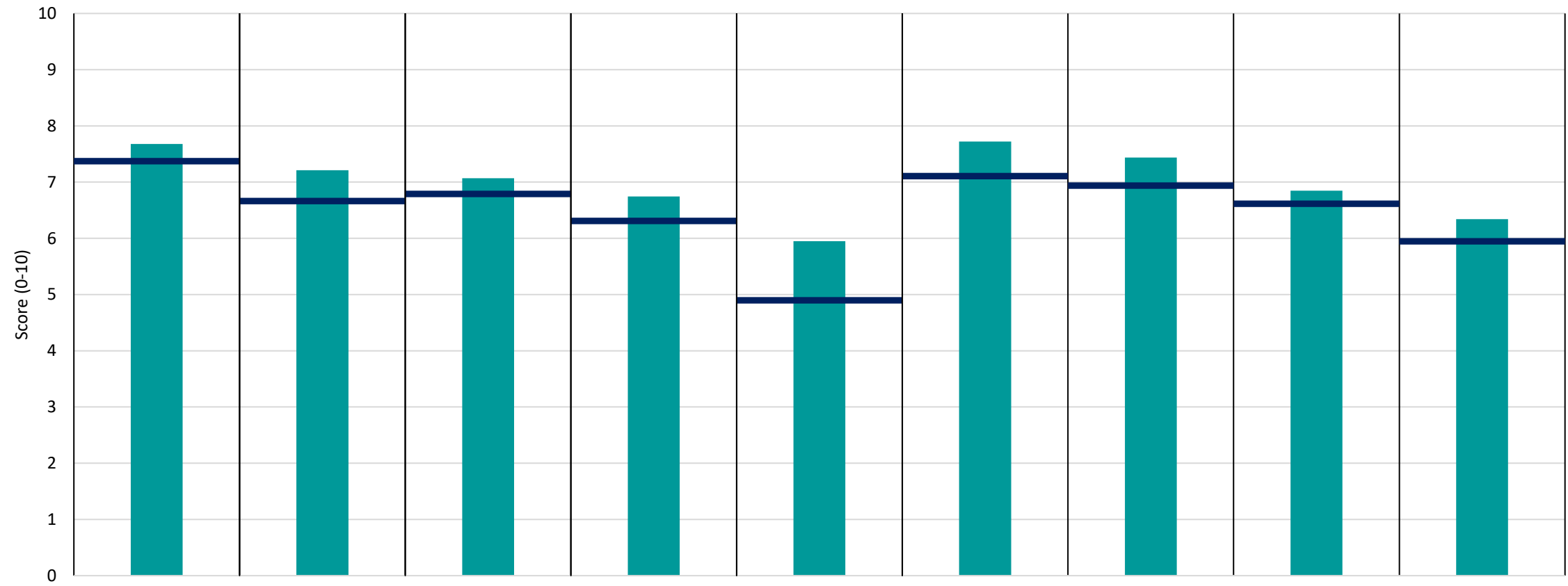
We are a team



Staff Engagement



Morale



Breakdown	7.68	7.21	7.07	6.75	5.95	7.72	7.44	6.85	6.34
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	17	17	17	17	17	17	17	17	17



# Breakdowns 2

NHS Shropshire, Telford and Wrekin 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



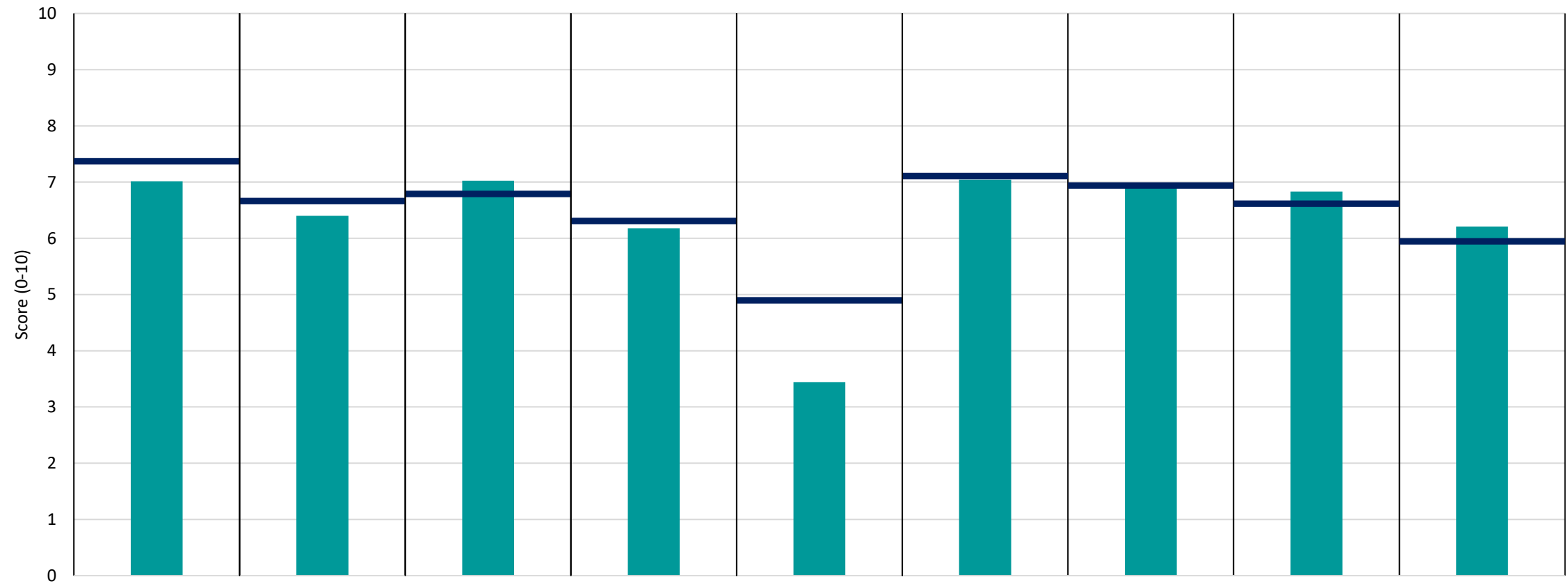
We are a team



Staff Engagement



Morale



Breakdown	7.02	6.40	7.03	6.18	3.44	7.04	6.97	6.83	6.21
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
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



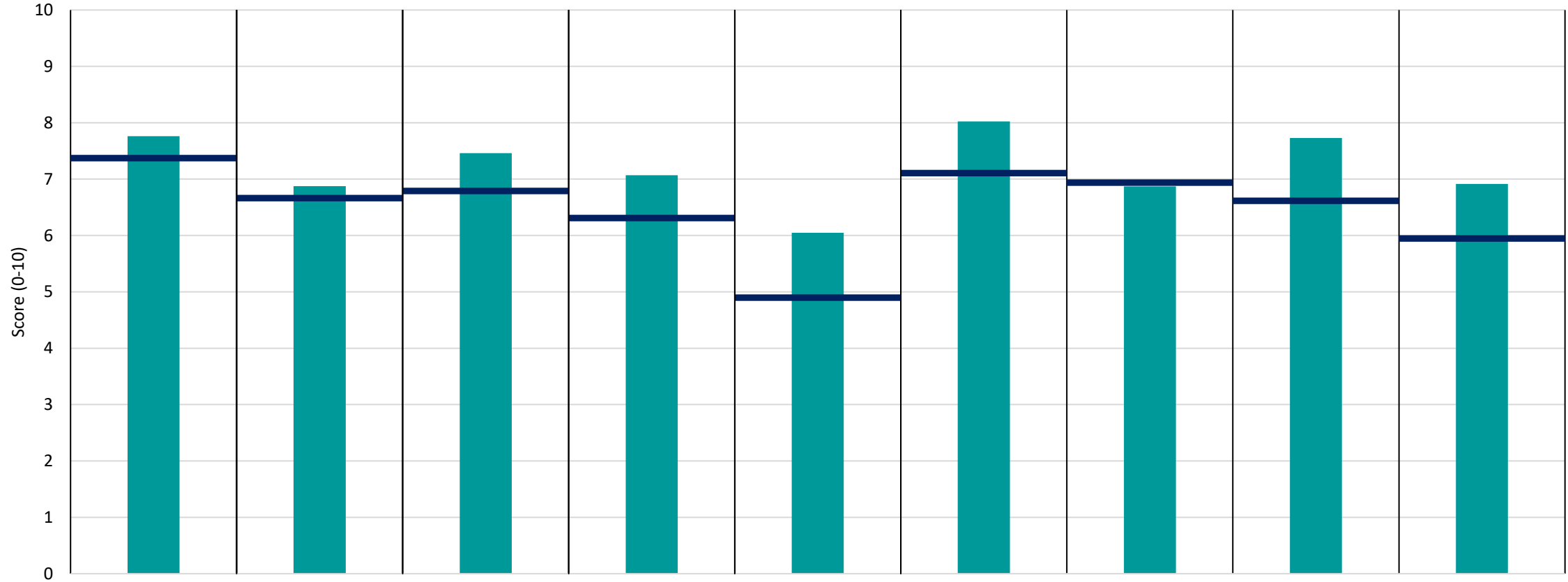
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.88	7.46	7.07	6.05	8.02	6.87	7.73	6.91
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
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



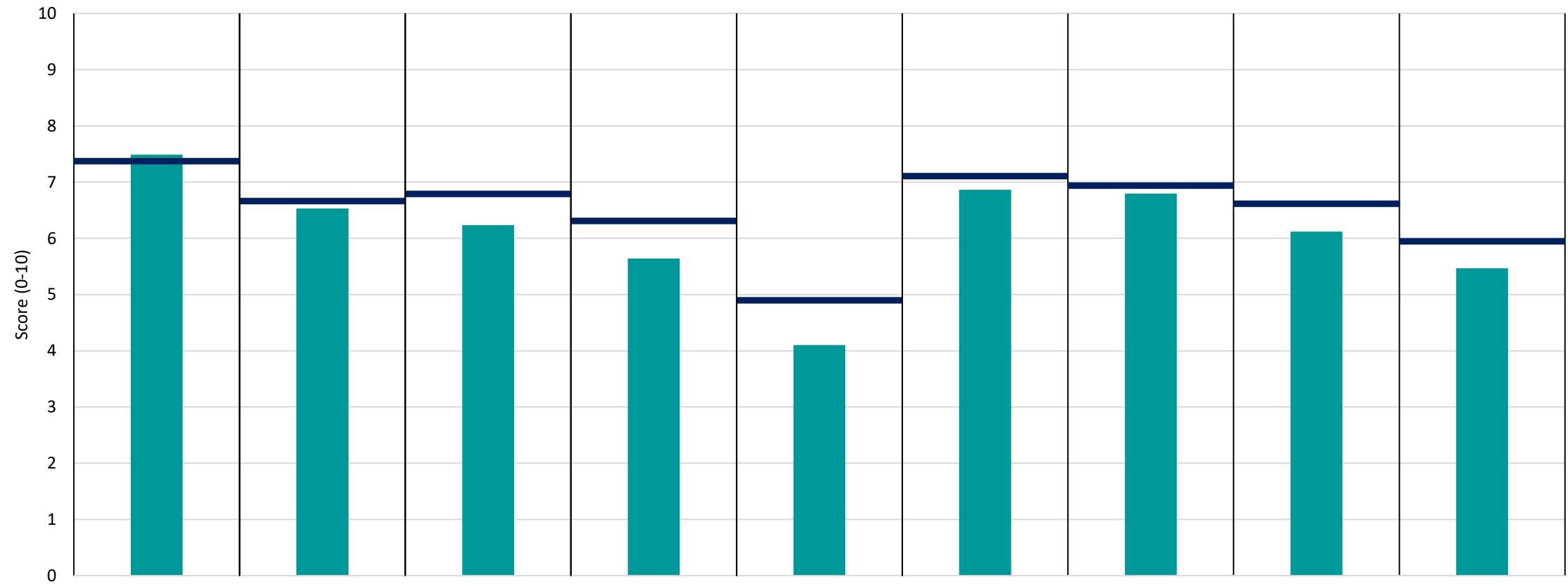
We are a team



Staff Engagement



Morale



Breakdown	7.49	6.53	6.23	5.64	4.10	6.86	6.80	6.12	5.47
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	32	32	32	32	30	32	32	32	32



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



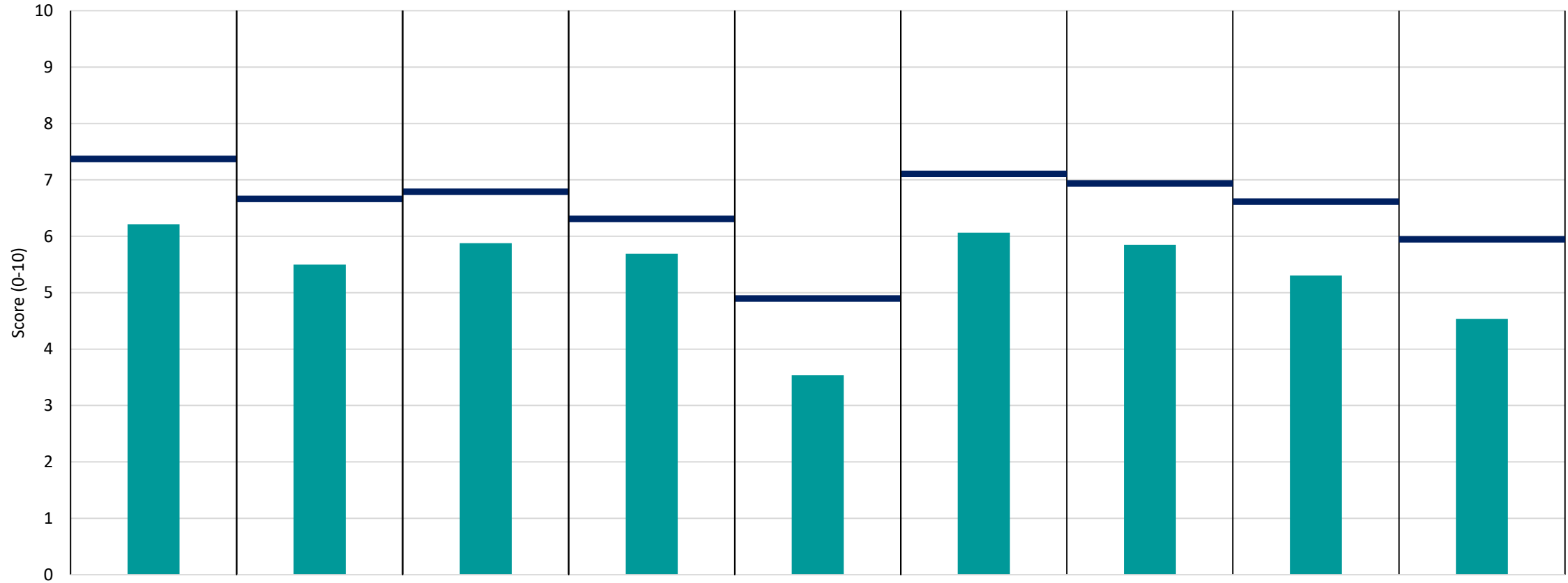
We are a team



Staff Engagement



Morale



Breakdown	6.22	5.50	5.88	5.69	3.54	6.06	5.85	5.31	4.54
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	20	20	20	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



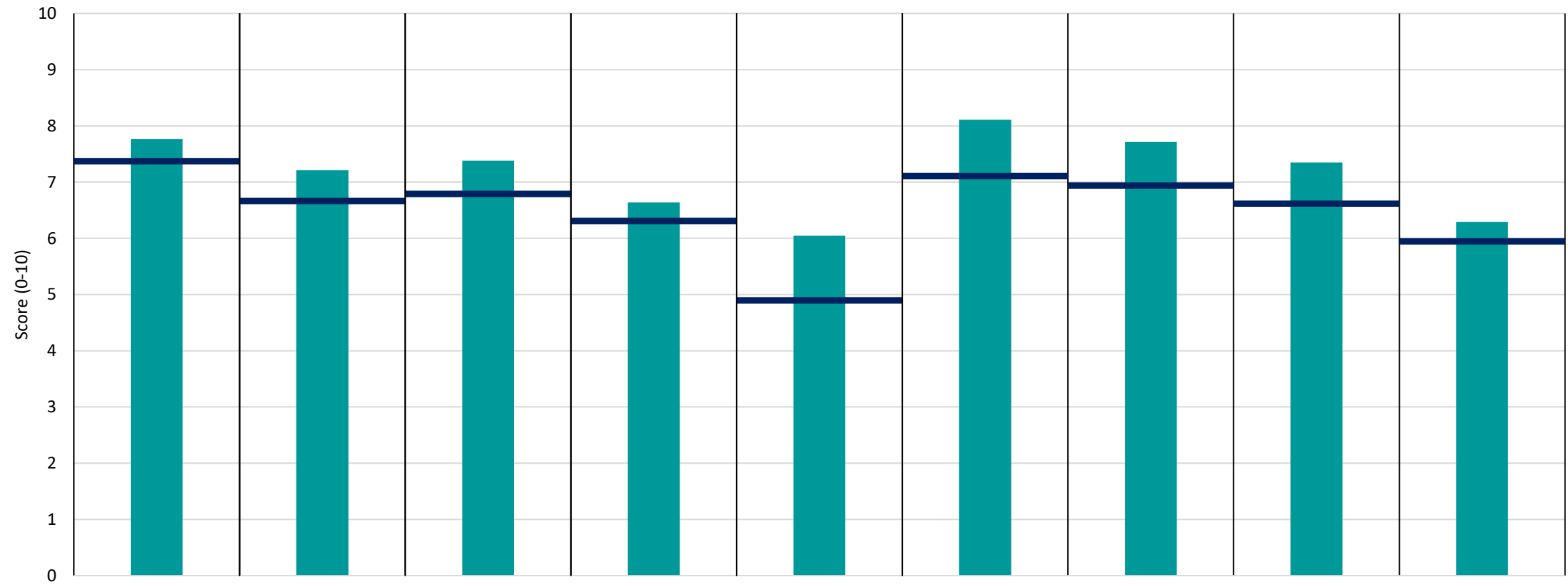
We are a team



Staff Engagement



Morale



Breakdown	7.77	7.21	7.38	6.64	6.05	8.11	7.72	7.35	6.29
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	26	26	26	26	26	26	26	26	26



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



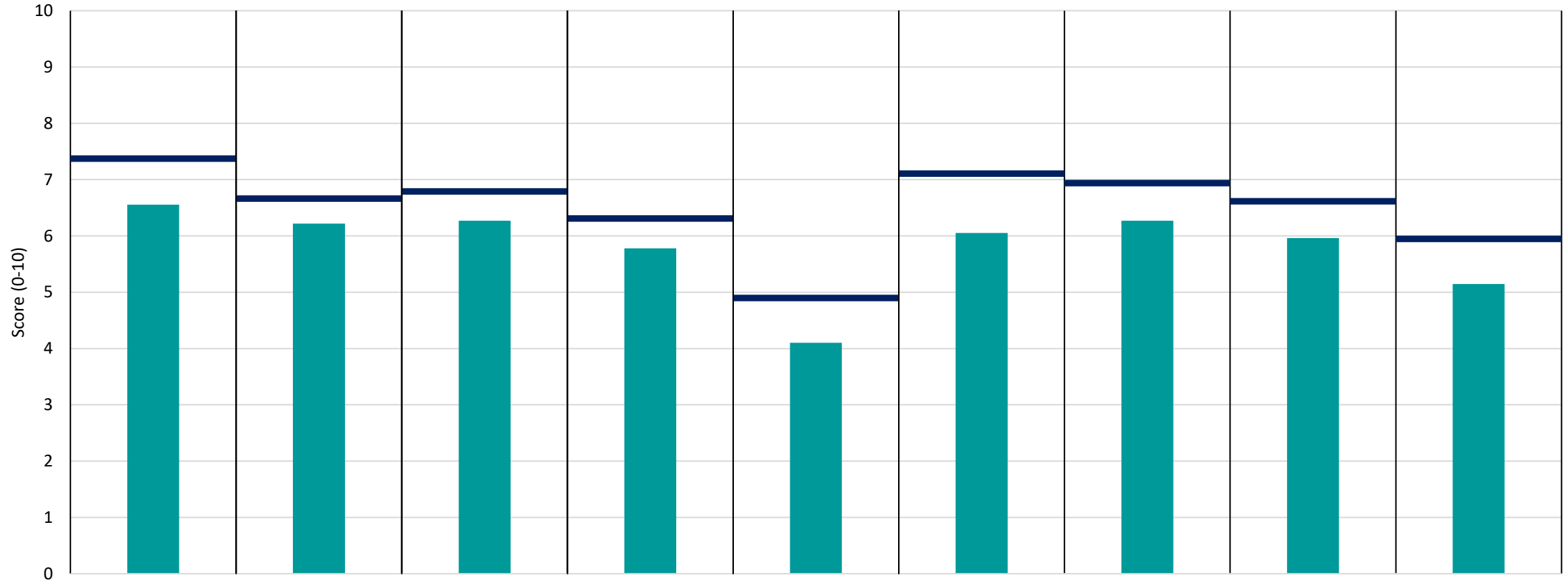
We are a team



Staff Engagement



Morale



Breakdown	6.55	6.22	6.27	5.78	4.10	6.05	6.27	5.96	5.15
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	23	23	23	23	22	23	23	23	23



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



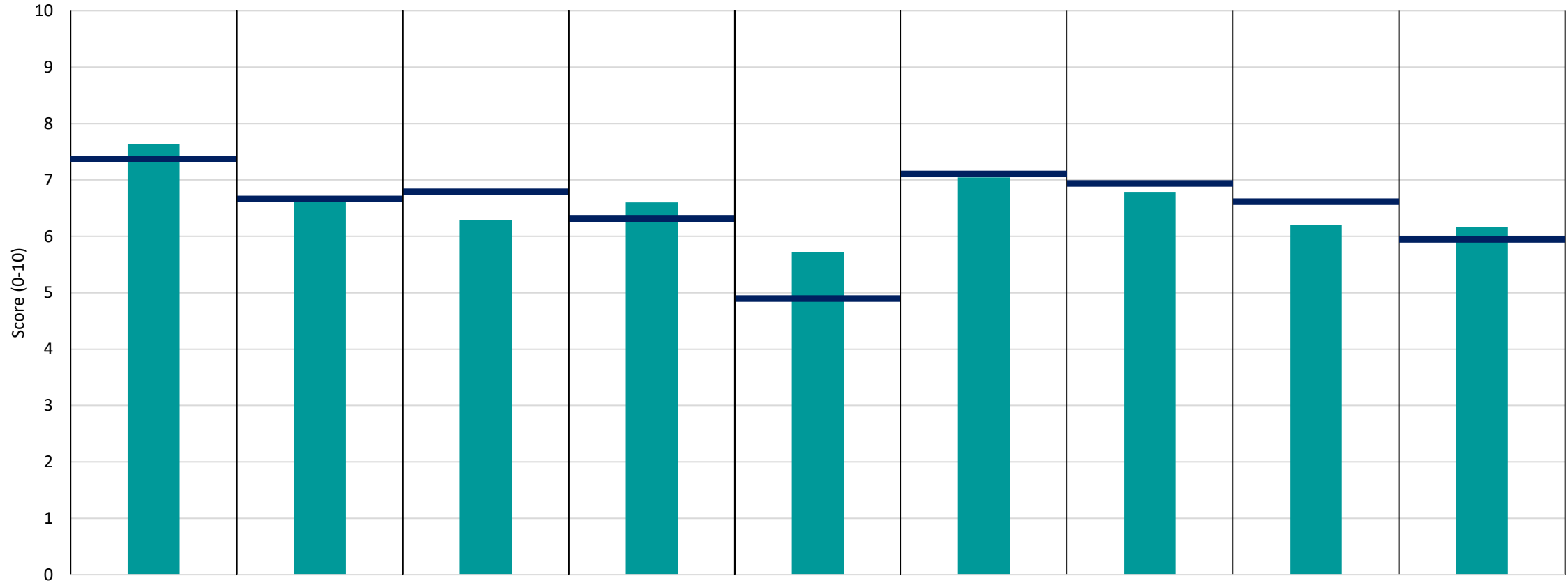
We are a team



Staff Engagement



Morale



Breakdown	7.64	6.69	6.29	6.60	5.71	7.04	6.78	6.20	6.16
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	21	21	21	21	19	21	21	21	21





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



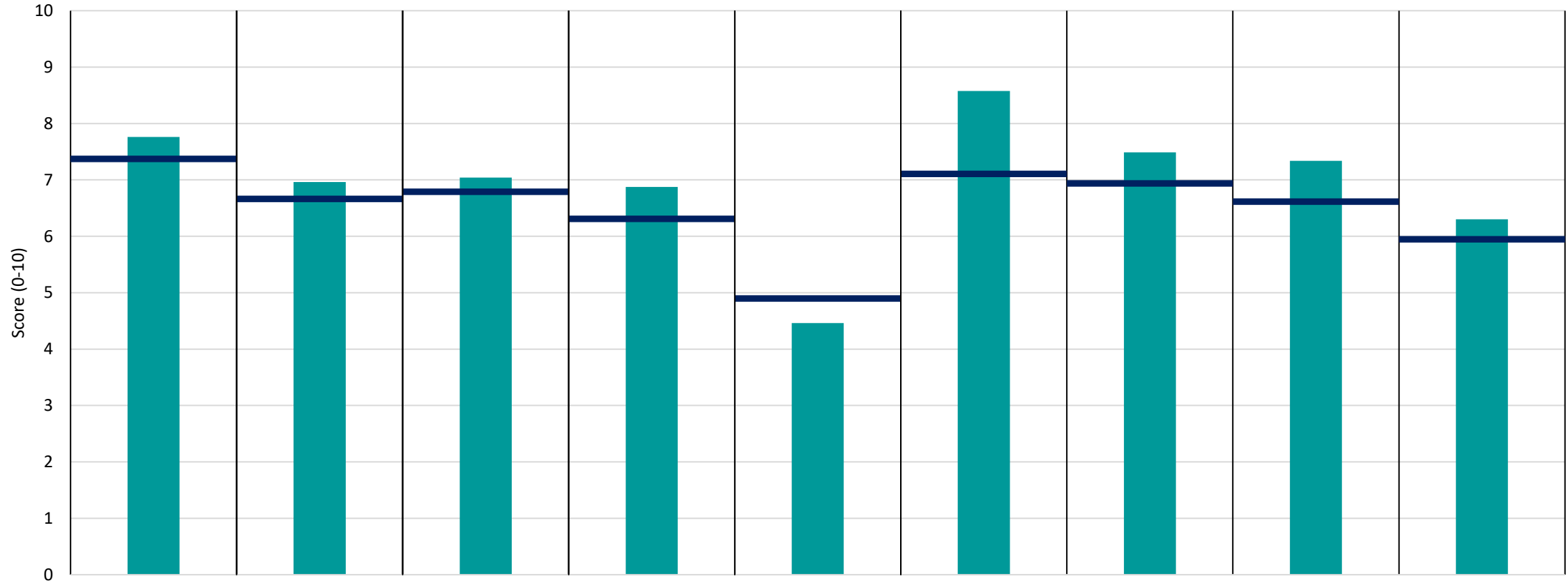
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.96	7.04	6.88	4.46	8.58	7.49	7.34	6.30
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	13	13	13	13	13	12	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



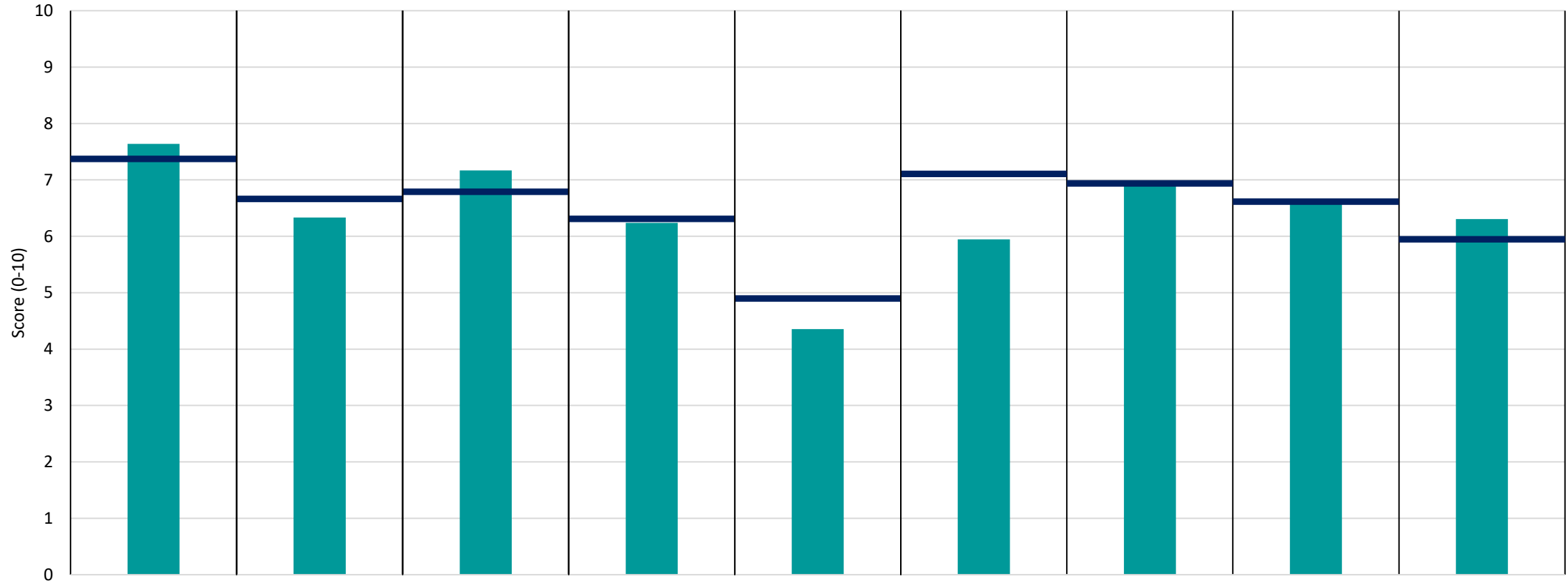
We are a team



Staff Engagement



Morale



Breakdown	7.64	6.33	7.17	6.24	4.36	5.94	6.96	6.67	6.30
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
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



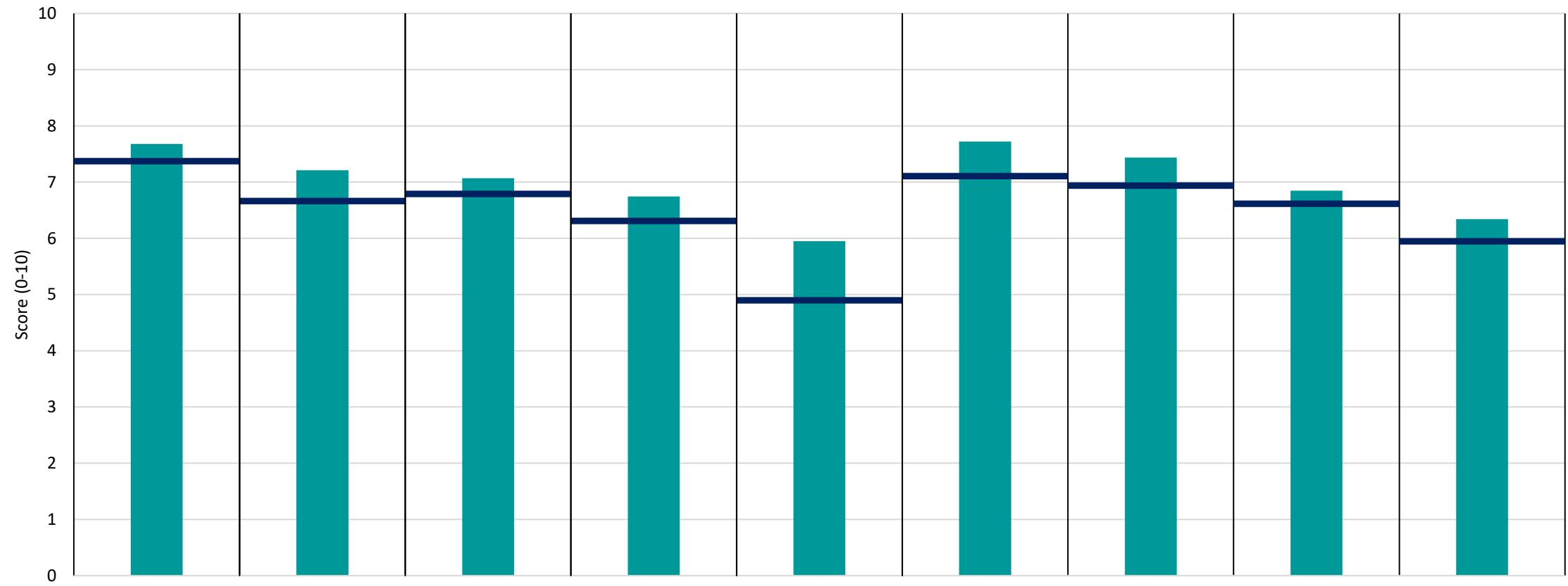
We are a team



Staff Engagement



Morale



Breakdown	7.68	7.21	7.07	6.75	5.95	7.72	7.44	6.85	6.34
Your org	7.37	6.66	6.79	6.31	4.90	7.11	6.94	6.61	5.95
Responses	17	17	17	17	17	17	17	17	17