

NHS Somerset ICB

2024 NHS Staff Survey

Breakdown report

Introduction	3
People Promise element and Theme results – Breakdowns 1	4
CHC	5
Clinical, Medicine and Primary Care	6
Corporate, Workforce and Executive	7
Digital	8
Finance, Performance and Contracting	9
Quality Improvement and Patient Safety	10
South West Commissioning Hub	11
Strategy	12

This breakdown report for NHS Somerset 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.

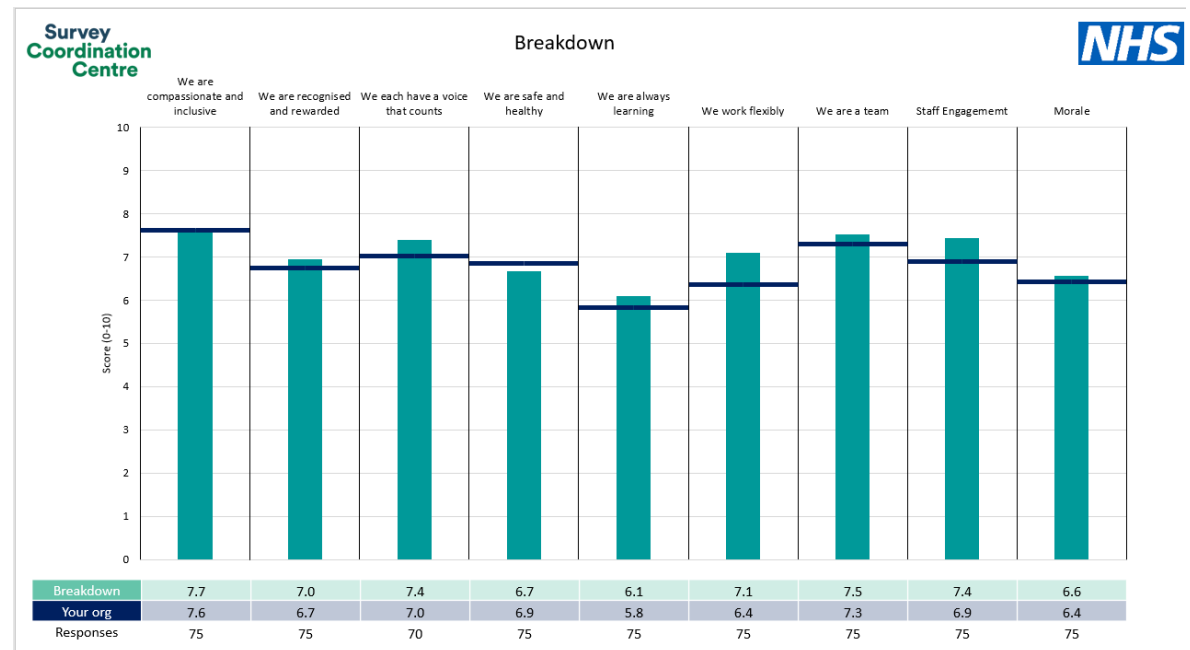
The breakdowns used in this report were provided and defined by NHS Somerset ICB. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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 Somerset 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



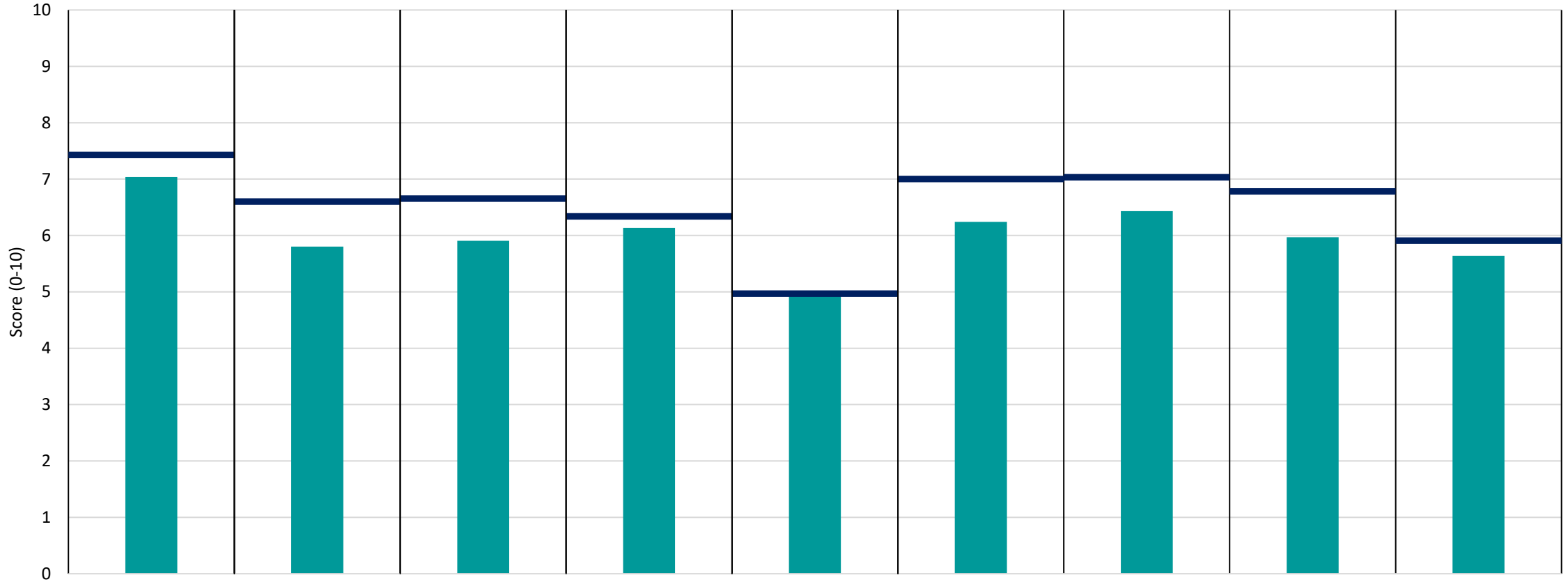
We are a team



Staff Engagement



Morale



Breakdown	7.04	5.80	5.91	6.14	4.96	6.24	6.43	5.97	5.64
Your org	7.43	6.60	6.65	6.34	4.97	7.00	7.03	6.78	5.91
Responses	43	43	42	43	42	43	43	43	43



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



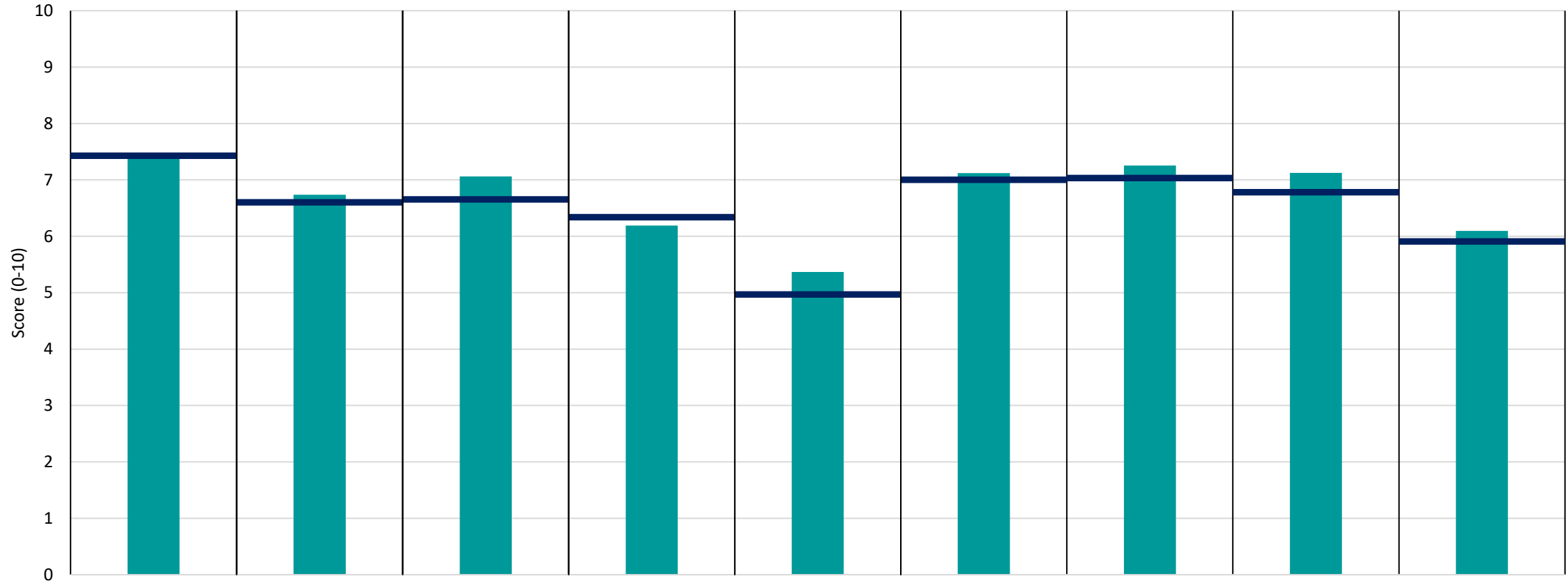
We are a team



Staff Engagement



Morale



Breakdown	7.45	6.74	7.06	6.19	5.37	7.12	7.25	7.12	6.10
Your org	7.43	6.60	6.65	6.34	4.97	7.00	7.03	6.78	5.91
Responses	34	34	34	34	32	34	34	34	34



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



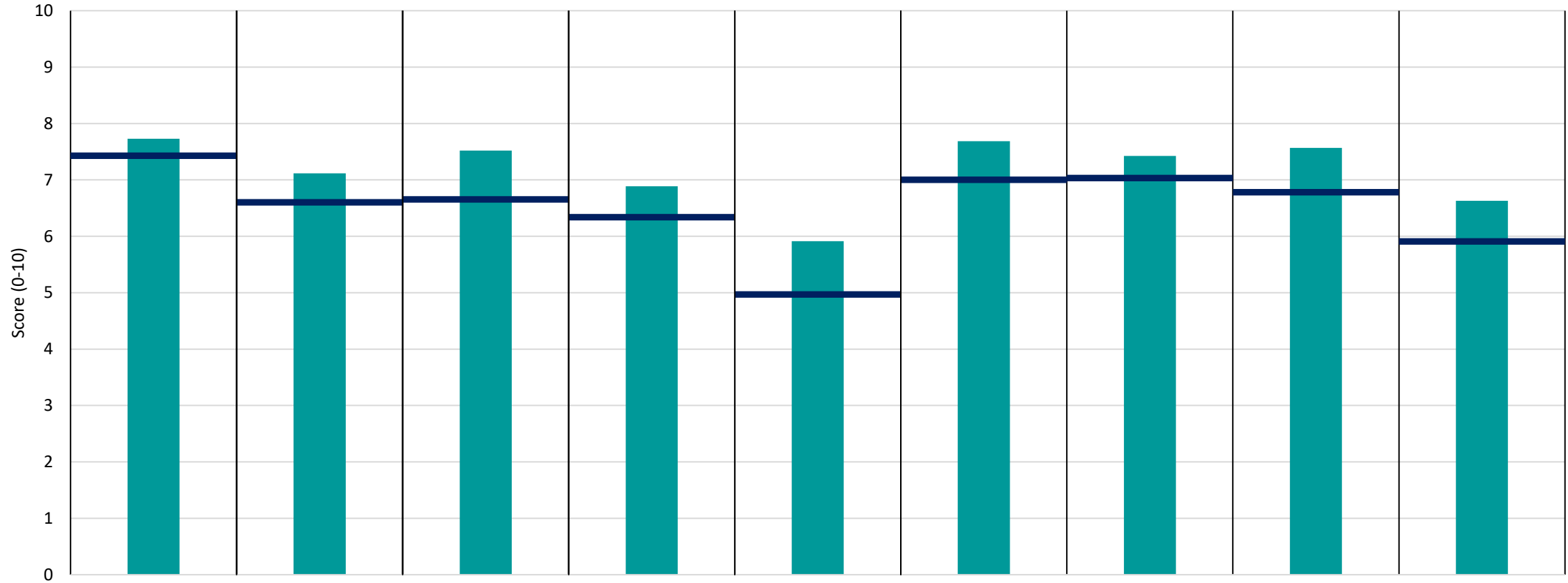
We are a team



Staff Engagement



Morale



Breakdown	7.73	7.12	7.52	6.89	5.91	7.69	7.42	7.57	6.63
Your org	7.43	6.60	6.65	6.34	4.97	7.00	7.03	6.78	5.91
Responses	29	29	29	29	27	29	29	29	29



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



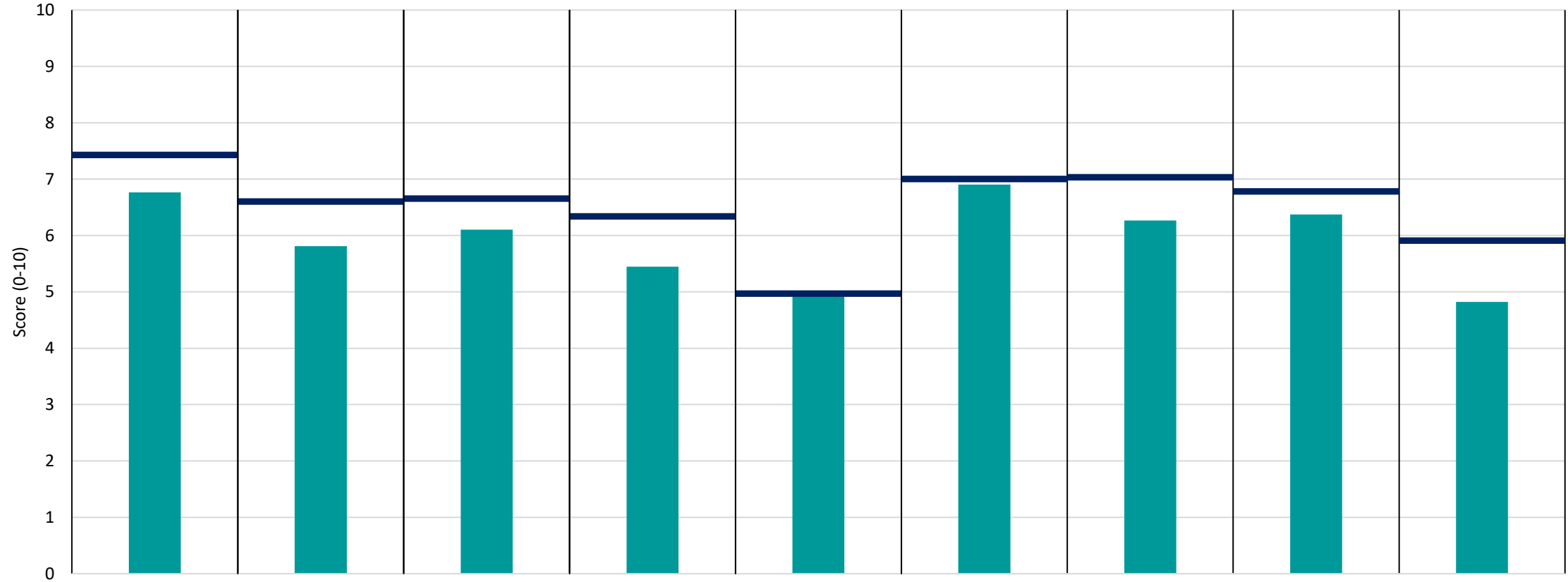
We are a team



Staff Engagement



Morale



Breakdown	6.76	5.81	6.10	5.45	4.92	6.90	6.27	6.37	4.82
Your org	7.43	6.60	6.65	6.34	4.97	7.00	7.03	6.78	5.91
Responses	16	16	16	16	16	16	16	16	16



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



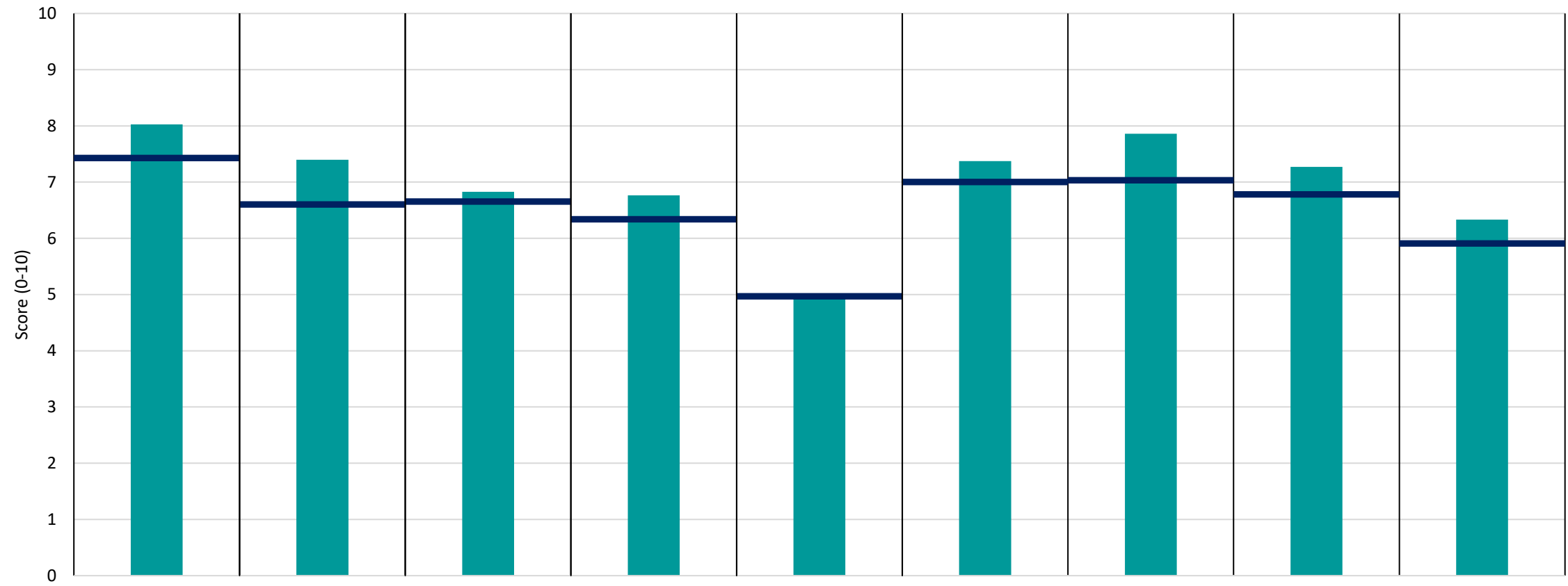
We are a team



Staff Engagement



Morale



Breakdown	8.03	7.40	6.83	6.77	4.97	7.37	7.86	7.27	6.33
Your org	7.43	6.60	6.65	6.34	4.97	7.00	7.03	6.78	5.91
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



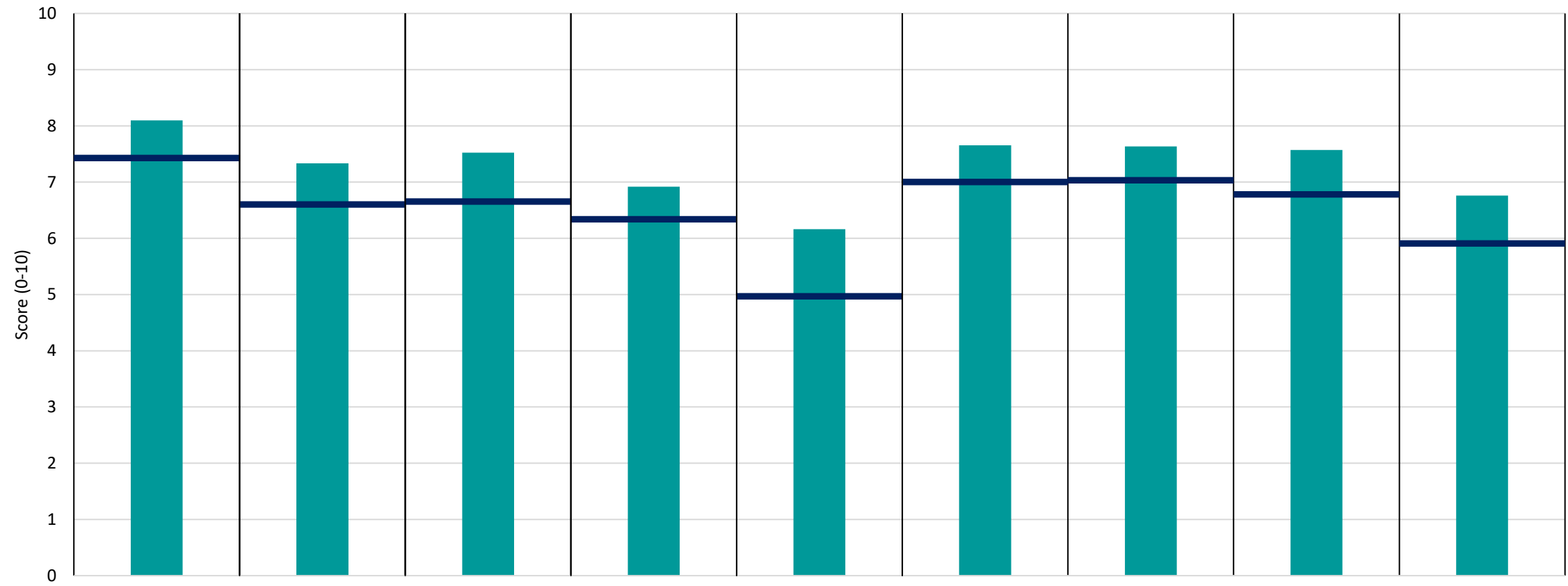
We are a team



Staff Engagement



Morale



Breakdown	8.10	7.33	7.52	6.92	6.16	7.65	7.64	7.57	6.76
Your org	7.43	6.60	6.65	6.34	4.97	7.00	7.03	6.78	5.91
Responses	39	39	39	39	39	39	39	39	39



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



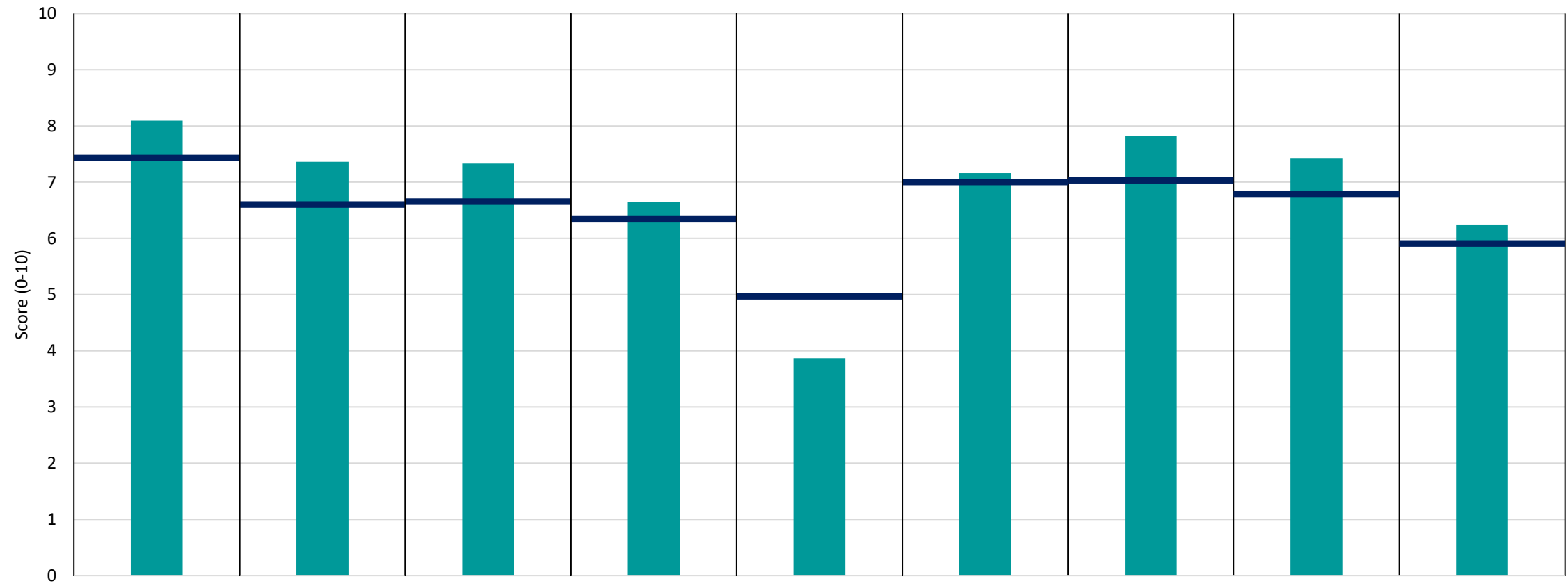
We are a team



Staff Engagement



Morale



Breakdown	8.09	7.36	7.33	6.64	3.87	7.16	7.82	7.42	6.24
Your org	7.43	6.60	6.65	6.34	4.97	7.00	7.03	6.78	5.91
Responses	34	34	34	34	32	33	34	34	34



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



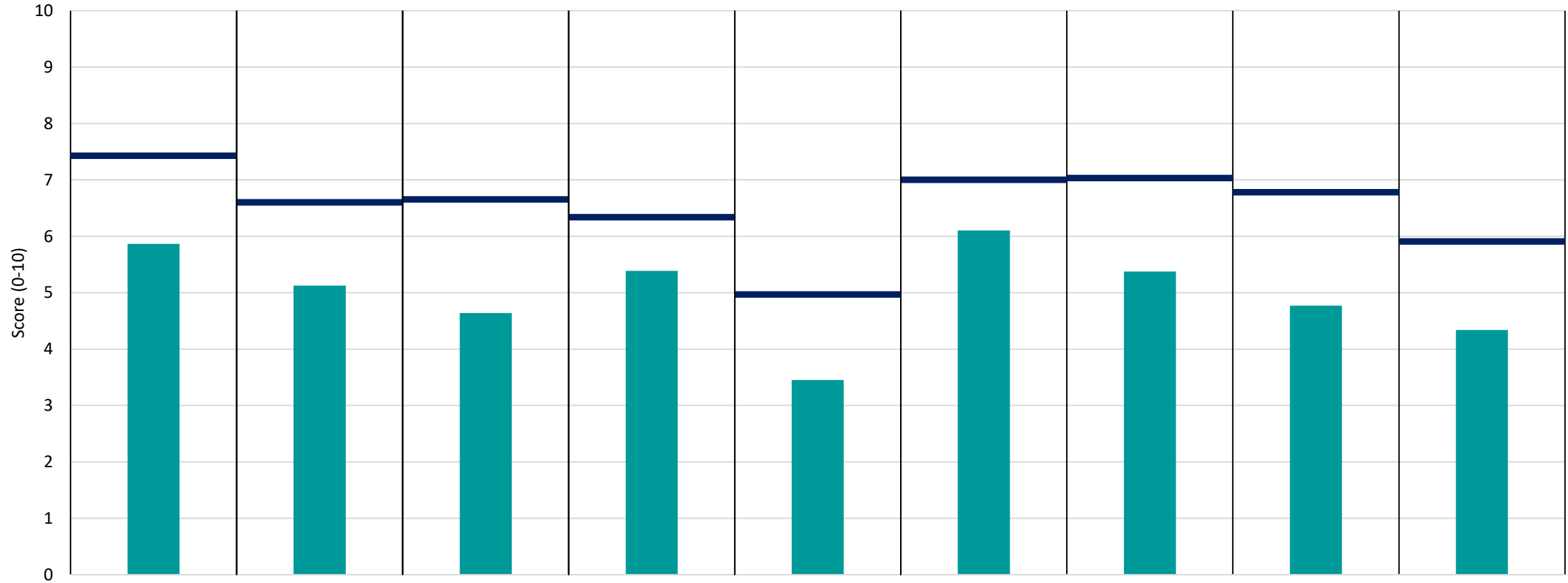
We are a team



Staff Engagement



Morale



Breakdown	5.87	5.13	4.64	5.39	3.45	6.11	5.38	4.77	4.34
Your org	7.43	6.60	6.65	6.34	4.97	7.00	7.03	6.78	5.91
Responses	24	24	24	24	21	23	24	24	24