

NHS Surrey Heartlands ICB

2024 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Surrey Heartlands 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.

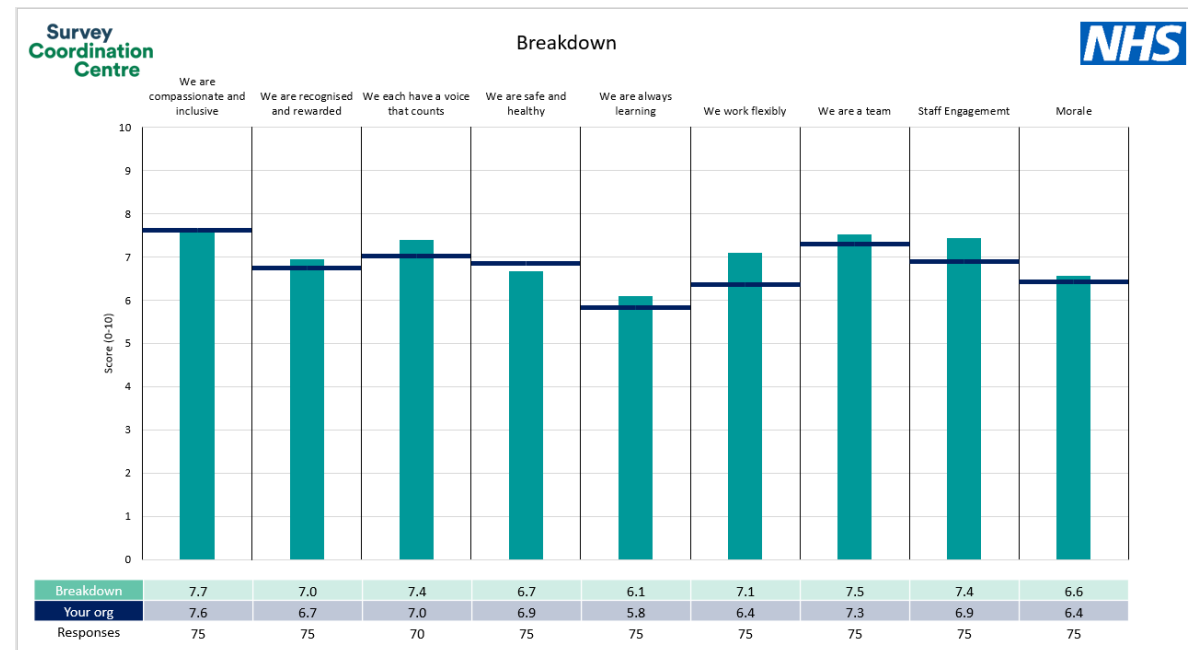
The breakdowns used in this report were provided and defined by NHS Surrey Heartlands ICB. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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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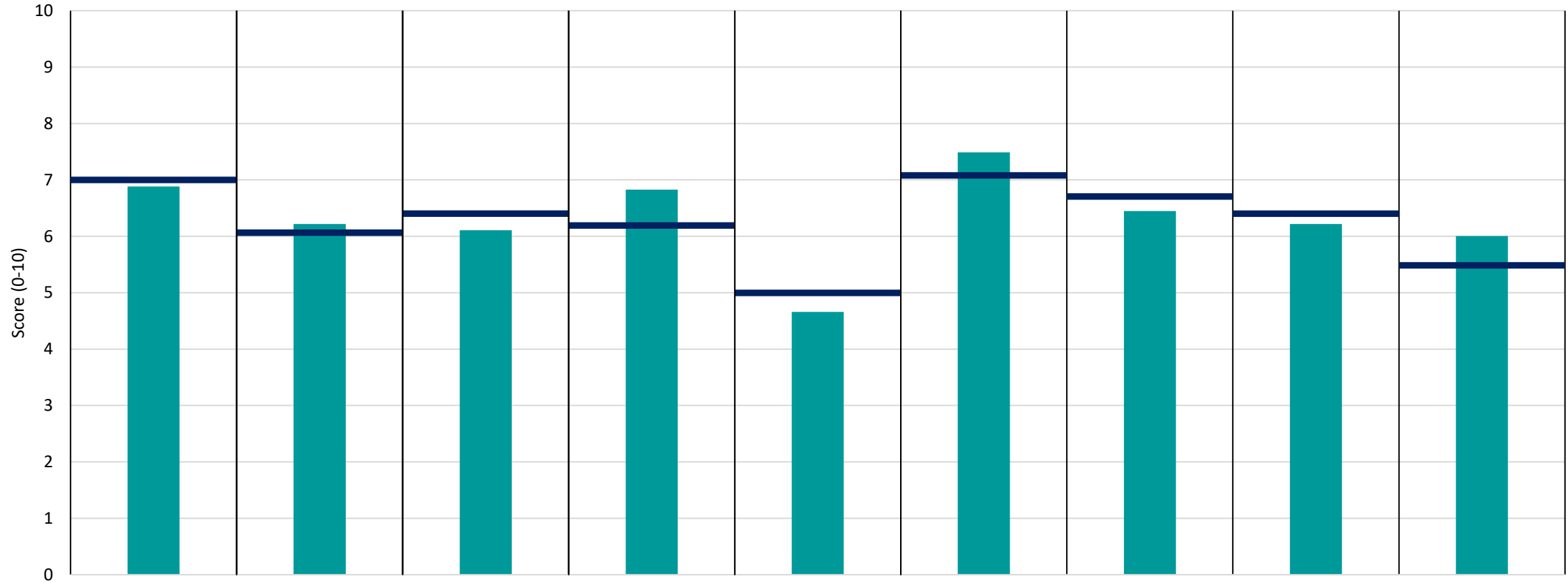
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Staff Engagement



Morale



Breakdown	6.88	6.22	6.11	6.83	4.66	7.49	6.45	6.22	6.00
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	33	32	32	32	31	32	33	32	32



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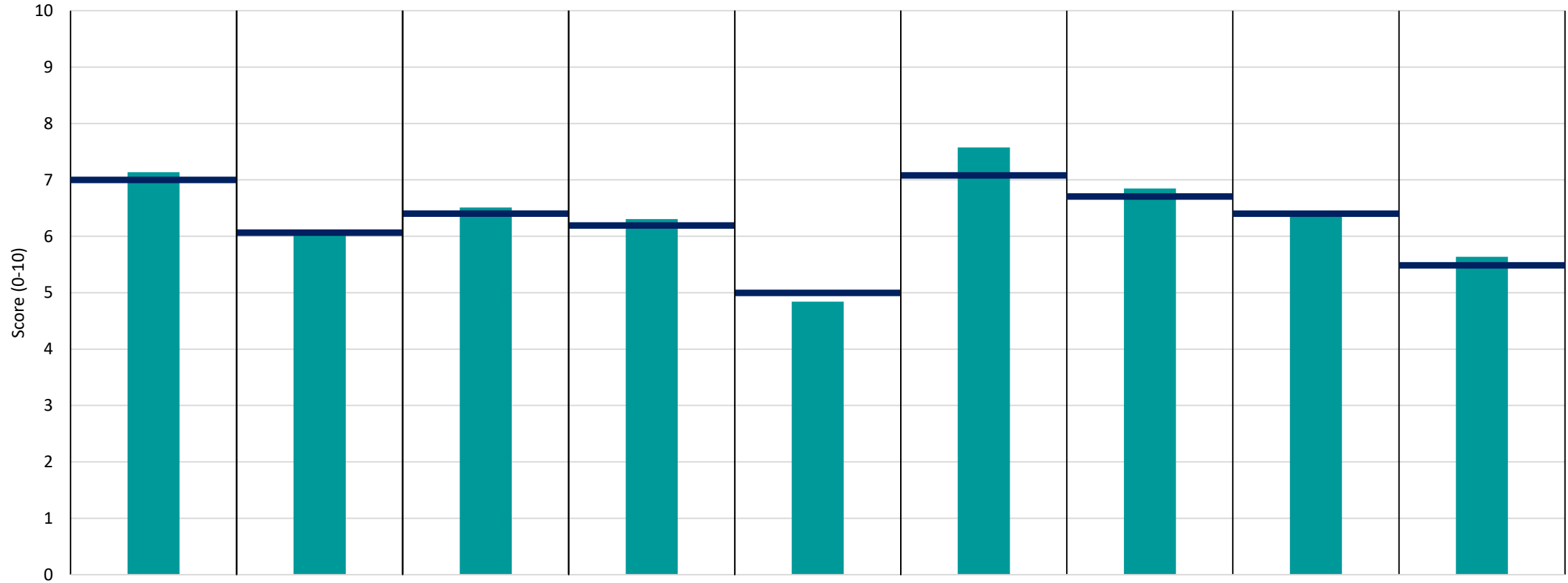
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Staff Engagement



Morale



Breakdown	7.14	6.08	6.51	6.31	4.84	7.58	6.85	6.43	5.64
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	46	46	45	45	44	44	46	46	46



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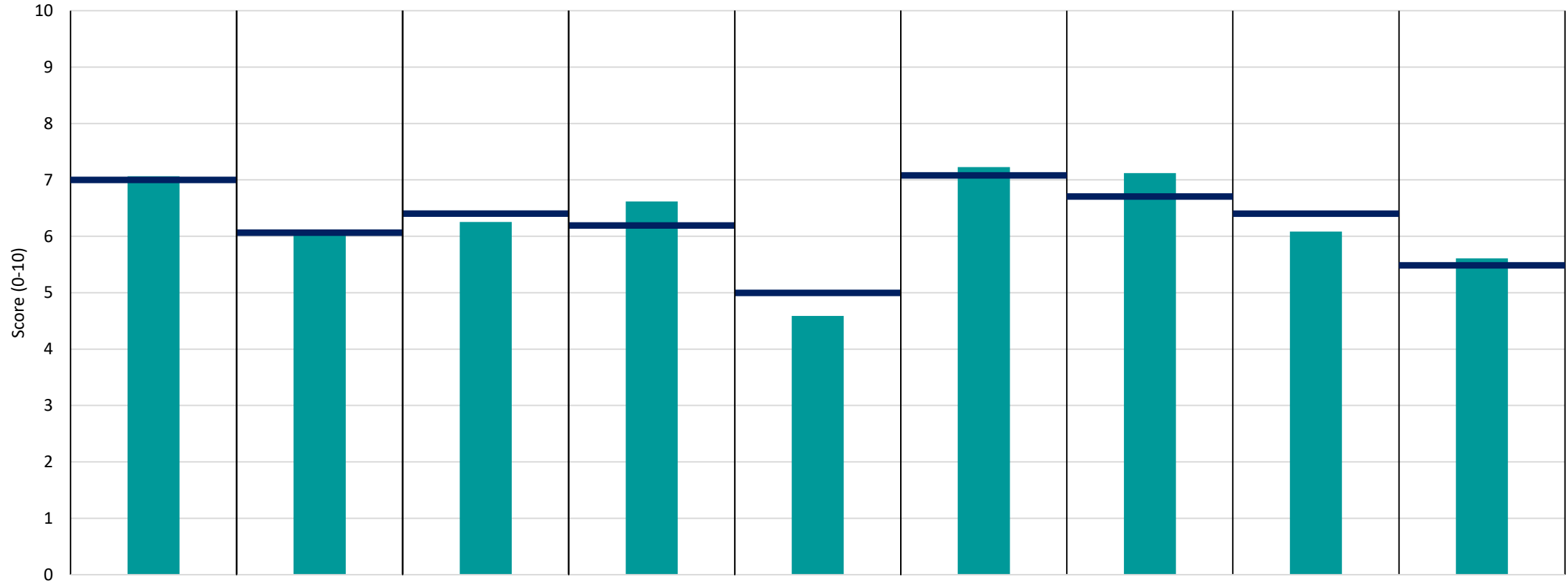
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Staff Engagement



Morale



Breakdown	7.06	6.05	6.25	6.62	4.59	7.23	7.12	6.09	5.61
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	38	38	37	38	38	38	37	38	38



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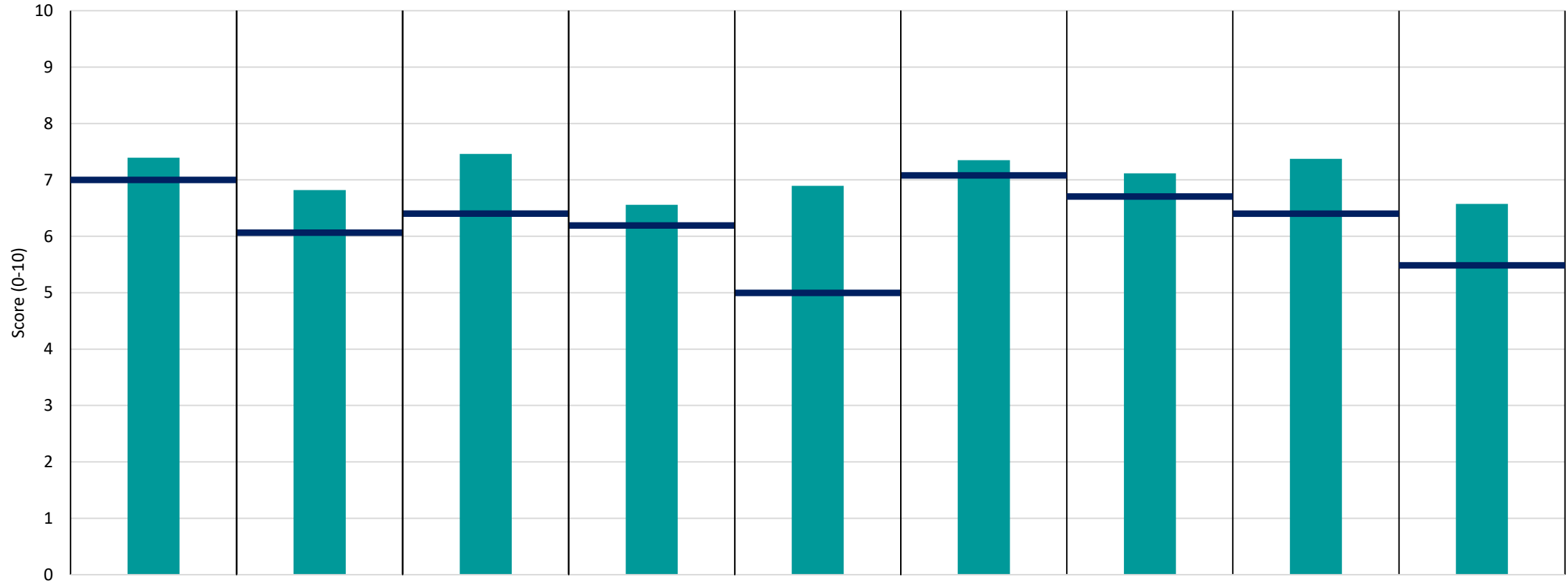
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Staff Engagement



Morale



Breakdown	7.39	6.82	7.46	6.56	6.89	7.35	7.12	7.37	6.57
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	11	11	11	11	11	11	11	11	11



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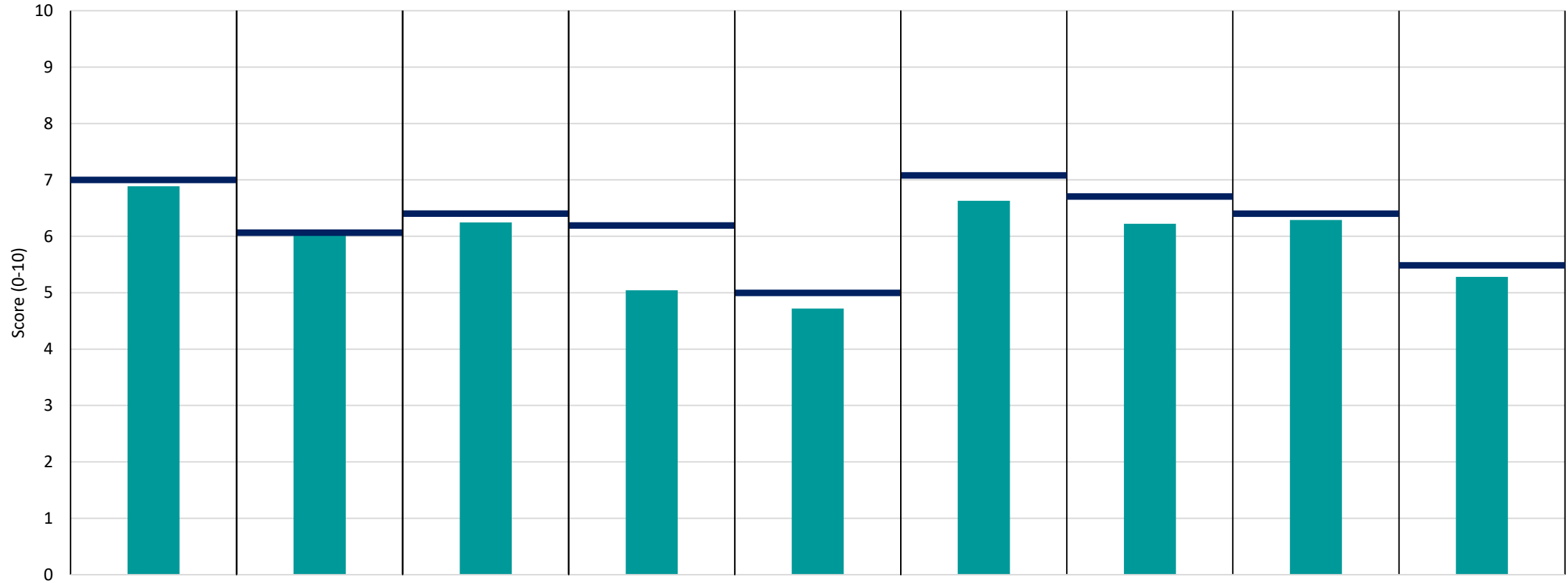
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Morale



Breakdown	6.89	6.05	6.25	5.04	4.72	6.63	6.22	6.29	5.28
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	11	11	11	11	11	11	11	11	11



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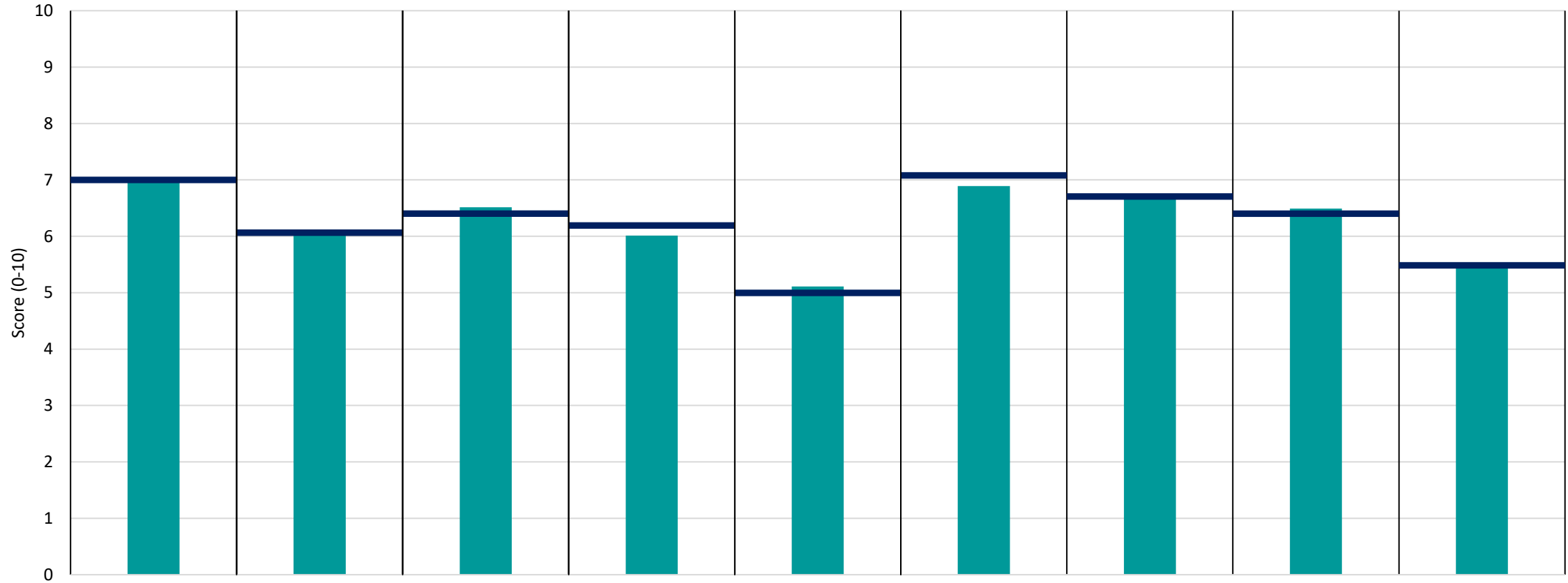
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Morale



Breakdown	6.99	6.03	6.51	6.01	5.11	6.89	6.73	6.49	5.44
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	158	158	156	158	152	157	158	158	158



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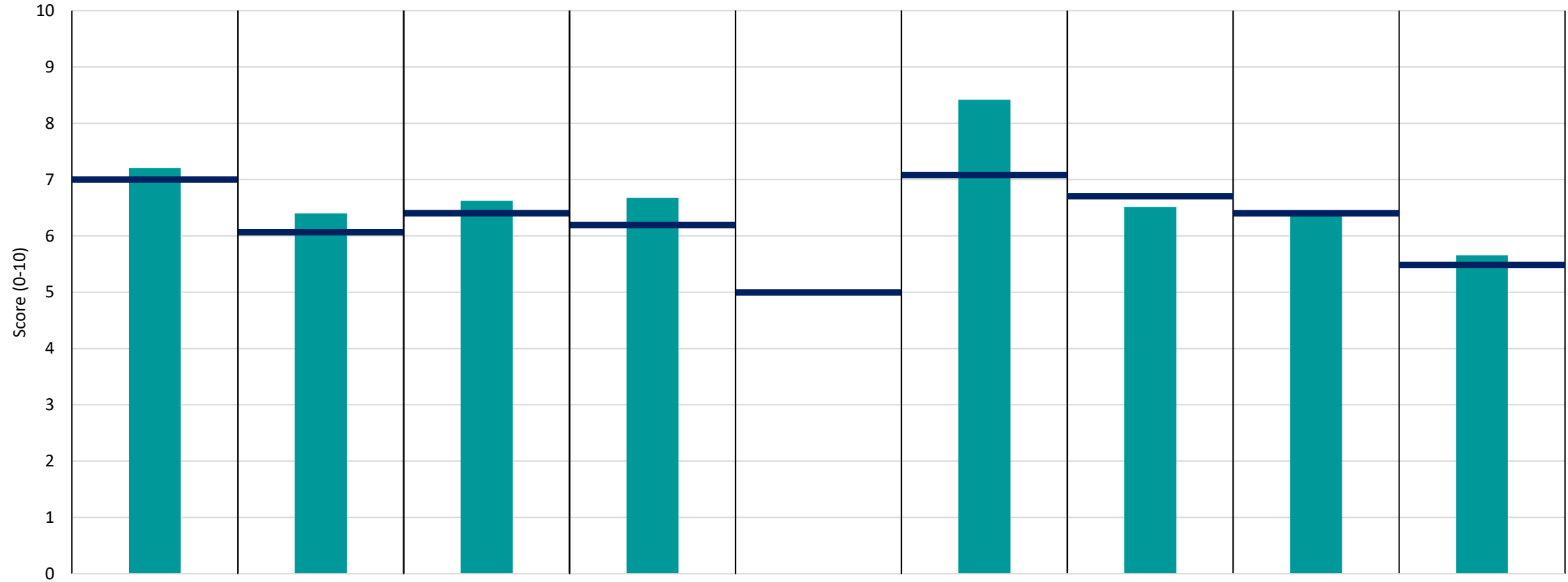
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Breakdown	7.21	6.40	6.62	6.68	-	8.42	6.52	6.42	5.65
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	10	10	10	10	-	10	10	10	10



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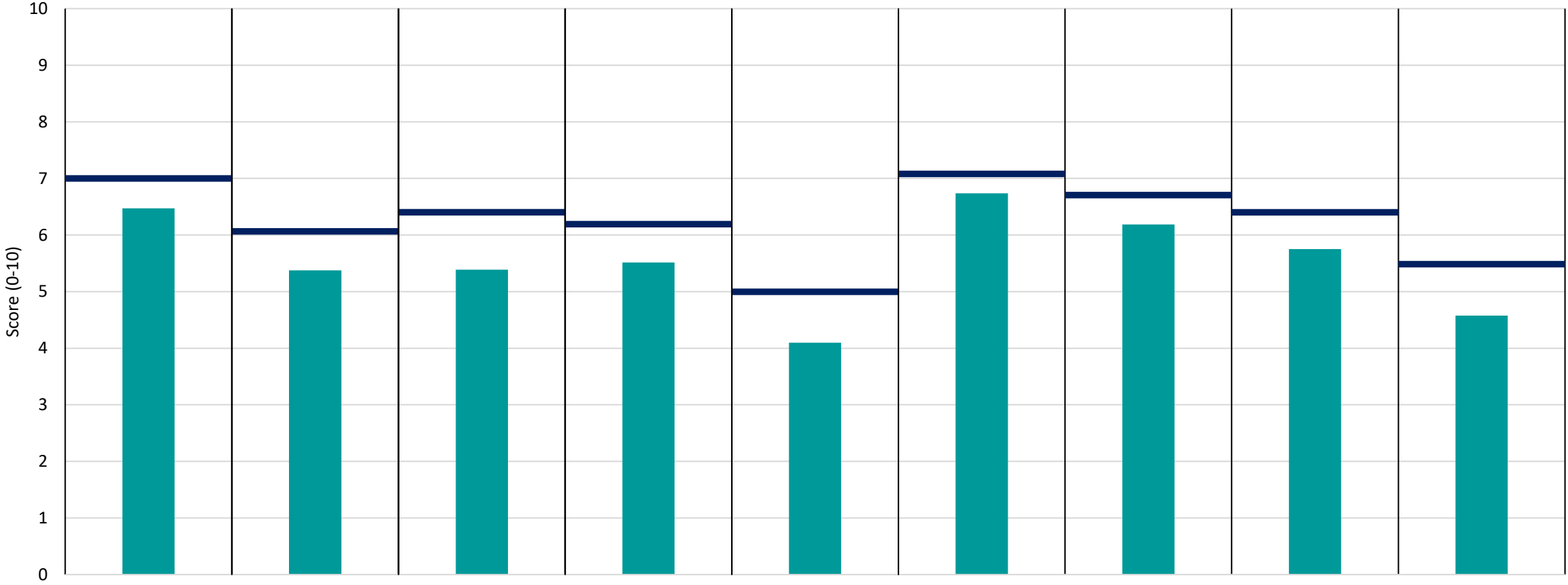
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Morale



Breakdown	6.47	5.38	5.39	5.52	4.10	6.74	6.19	5.75	4.57
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	25	24	24	25	25	24	25	25	25



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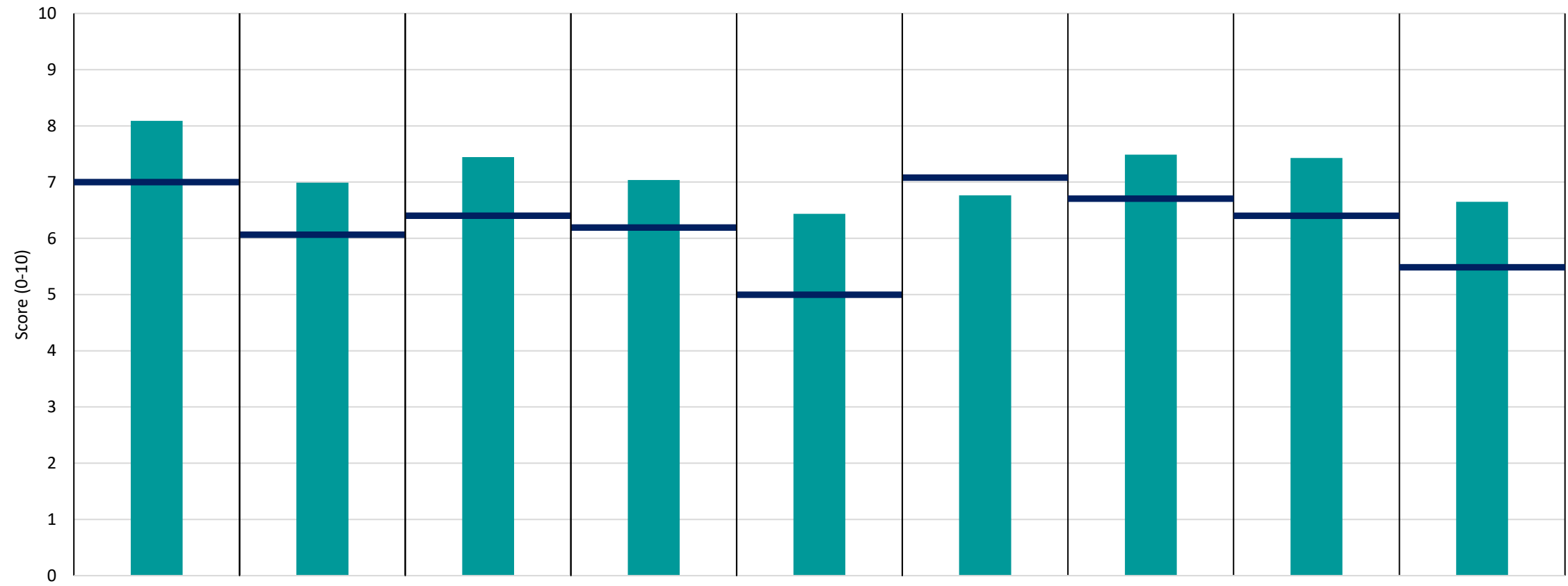
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Staff Engagement



Morale



Breakdown	8.09	6.99	7.45	7.04	6.44	6.76	7.49	7.43	6.65
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	14	14	14	14	13	13	14	14	14



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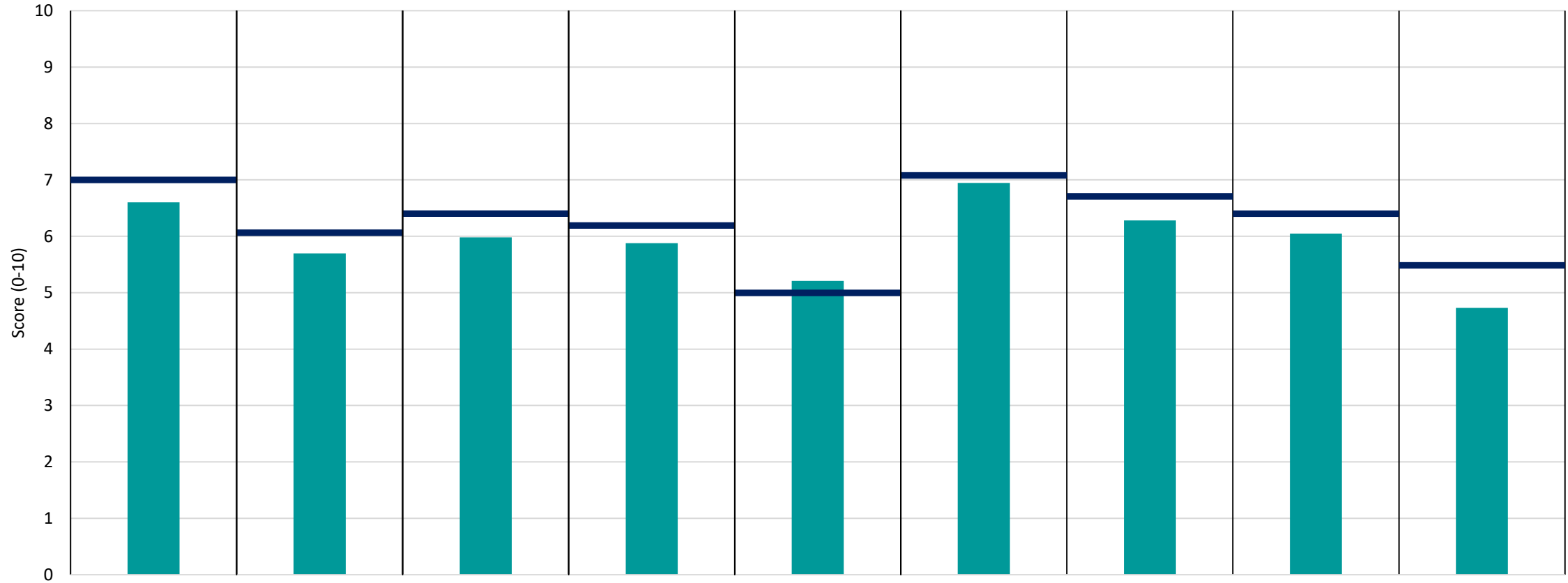
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Morale



Breakdown	6.60	5.70	5.98	5.88	5.21	6.95	6.28	6.05	4.73
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	43	43	43	43	42	43	42	43	43



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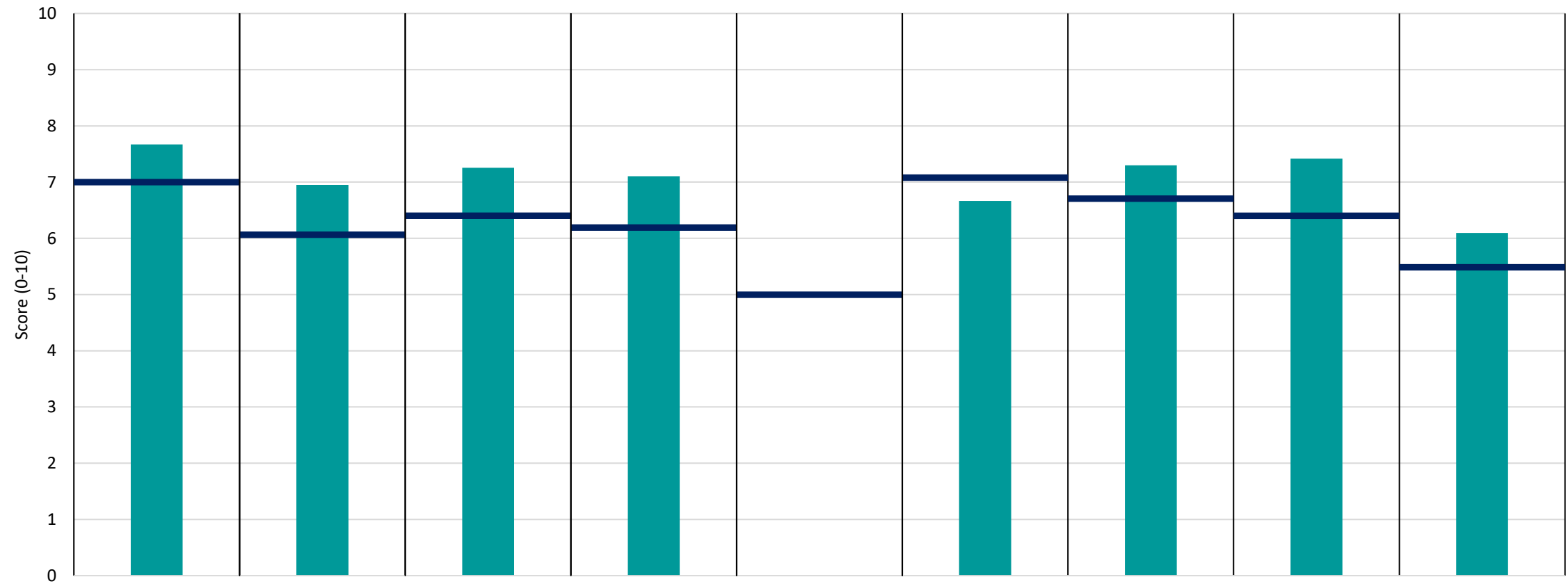
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Breakdown	7.67	6.95	7.25	7.10	-	6.67	7.30	7.42	6.10
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	10	10	10	10	-	10	10	10	10

Breakdowns 2

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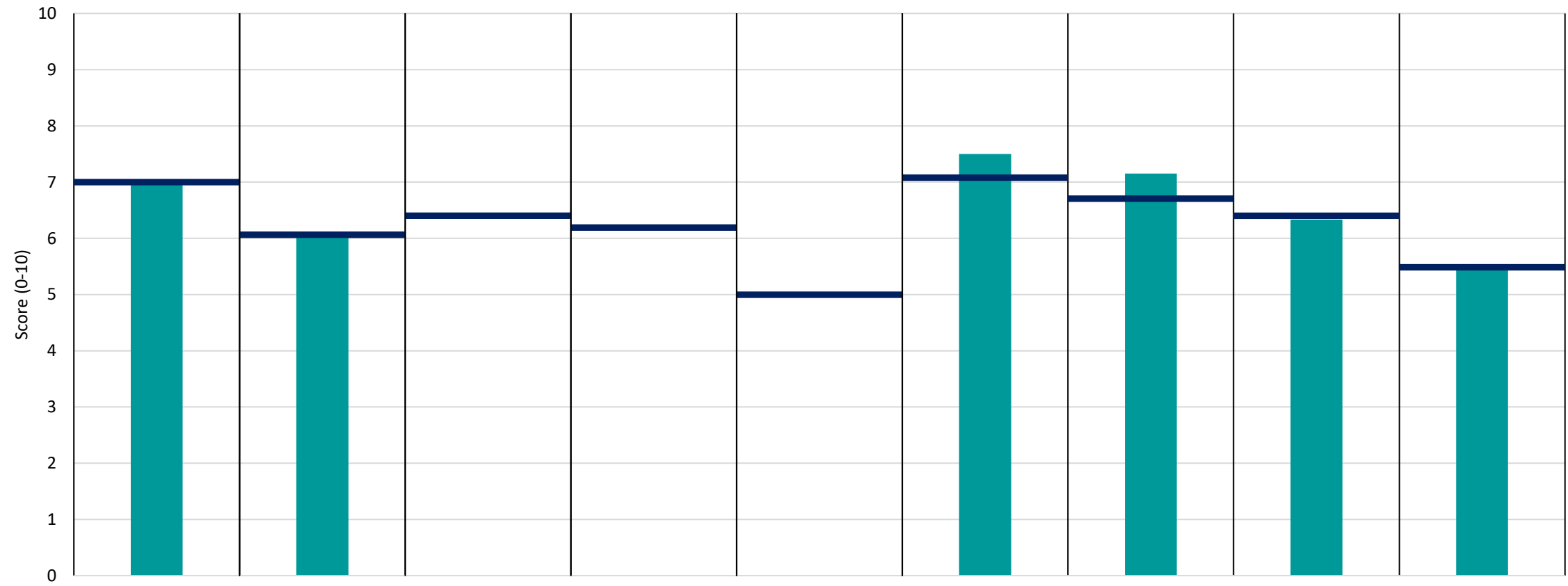
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Morale



Breakdown	7.03	6.05	-	-	-	7.50	7.15	6.33	5.46
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	10	10	-	-	-	10	10	10	10



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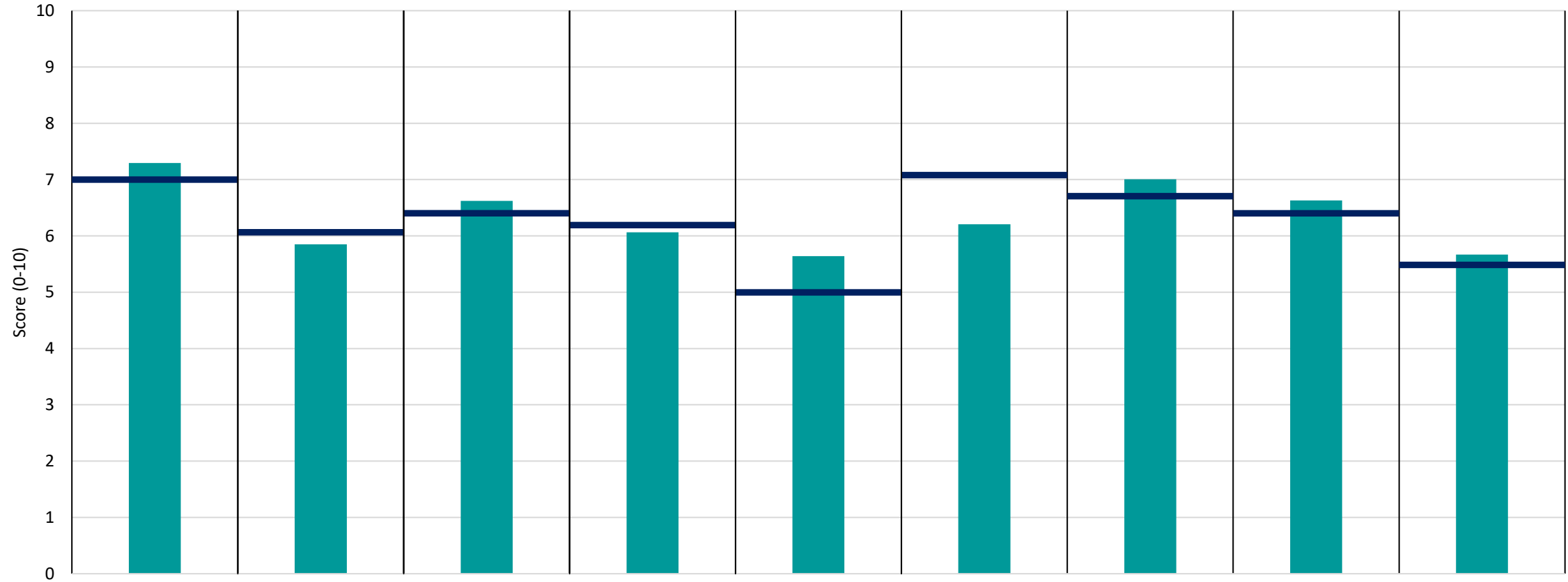
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Morale



Breakdown	7.29	5.85	6.62	6.06	5.64	6.21	7.01	6.63	5.67
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	47	47	46	47	45	47	47	47	47



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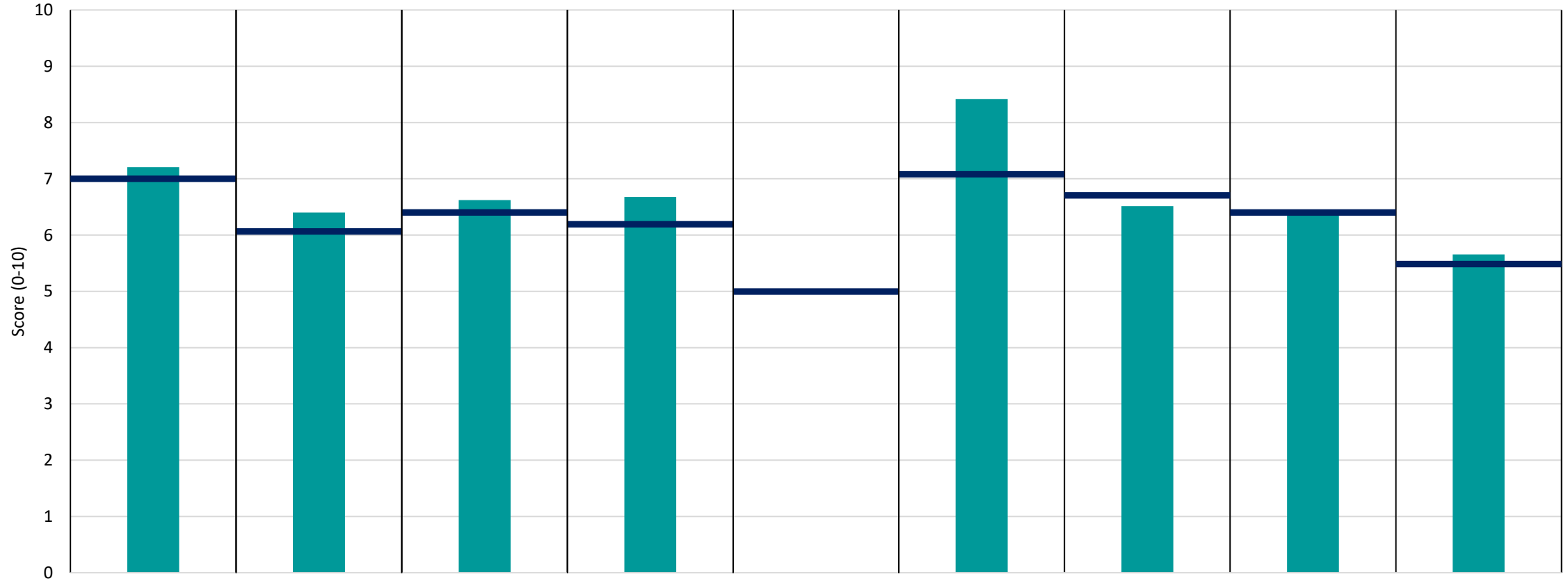
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Breakdown	7.21	6.40	6.62	6.68	-	8.42	6.52	6.42	5.65
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	10	10	10	10	-	10	10	10	10



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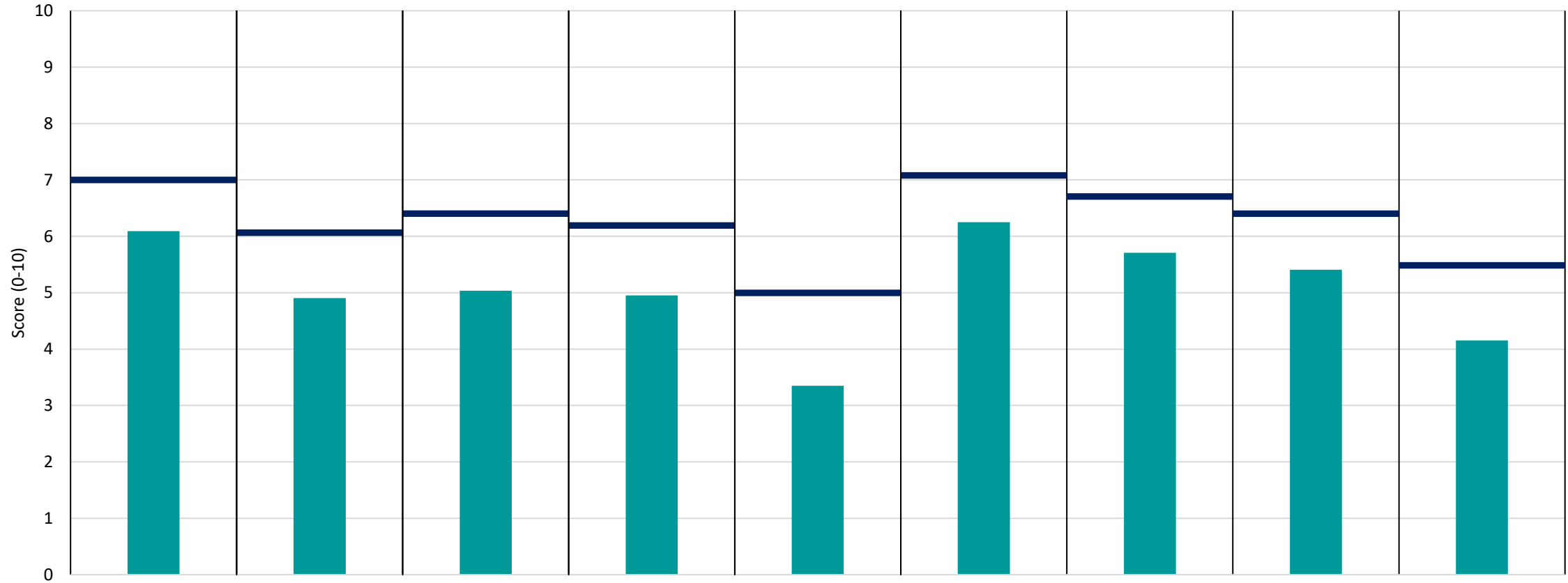
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Morale



Breakdown	6.09	4.91	5.04	4.95	3.35	6.25	5.71	5.41	4.15
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	17	16	16	17	17	16	17	17	17



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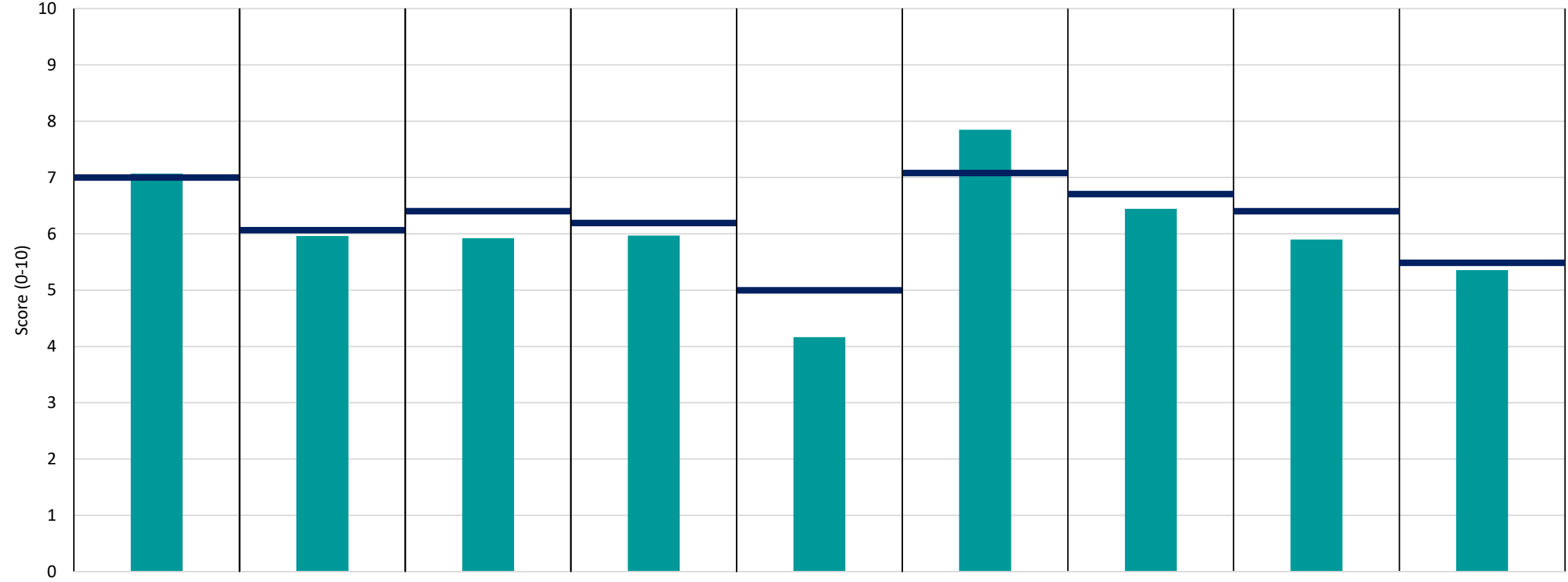
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Breakdown	7.07	5.96	5.92	5.97	4.17	7.85	6.44	5.90	5.35
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	13	13	13	13	12	12	13	13	13



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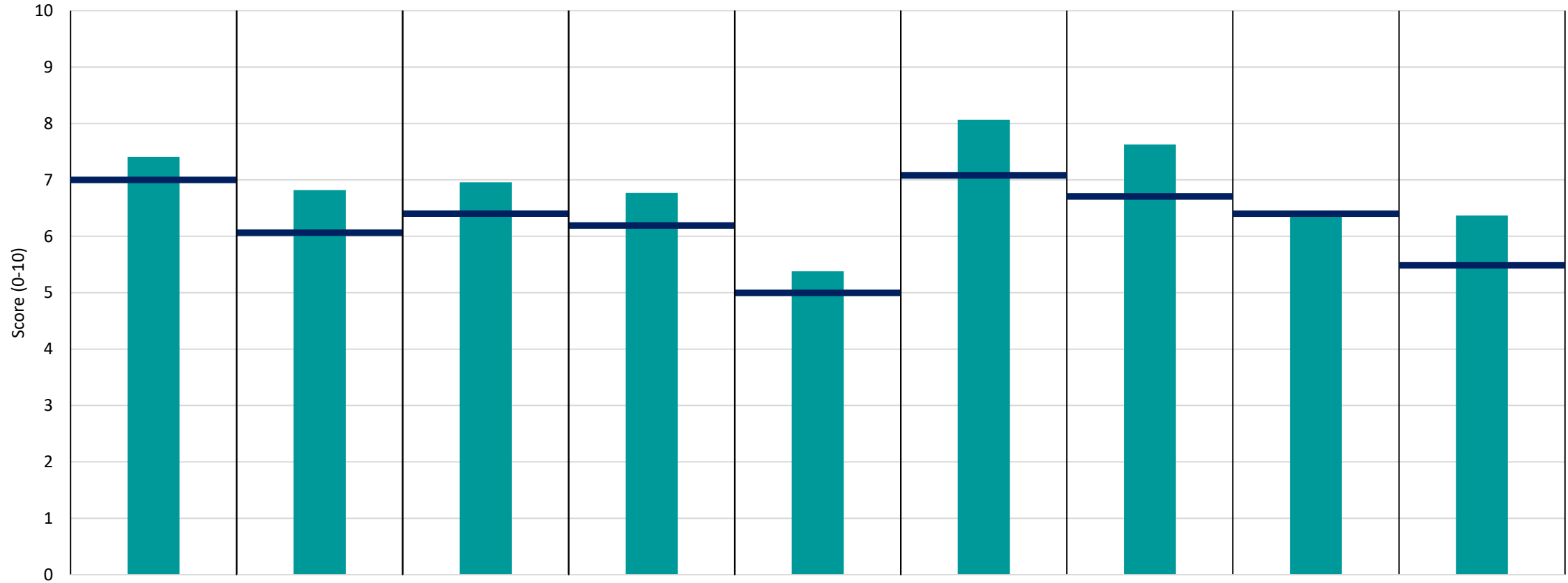
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Breakdown	7.41	6.82	6.96	6.77	5.38	8.07	7.63	6.36	6.37
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	11	11	10	11	11	11	11	11	11



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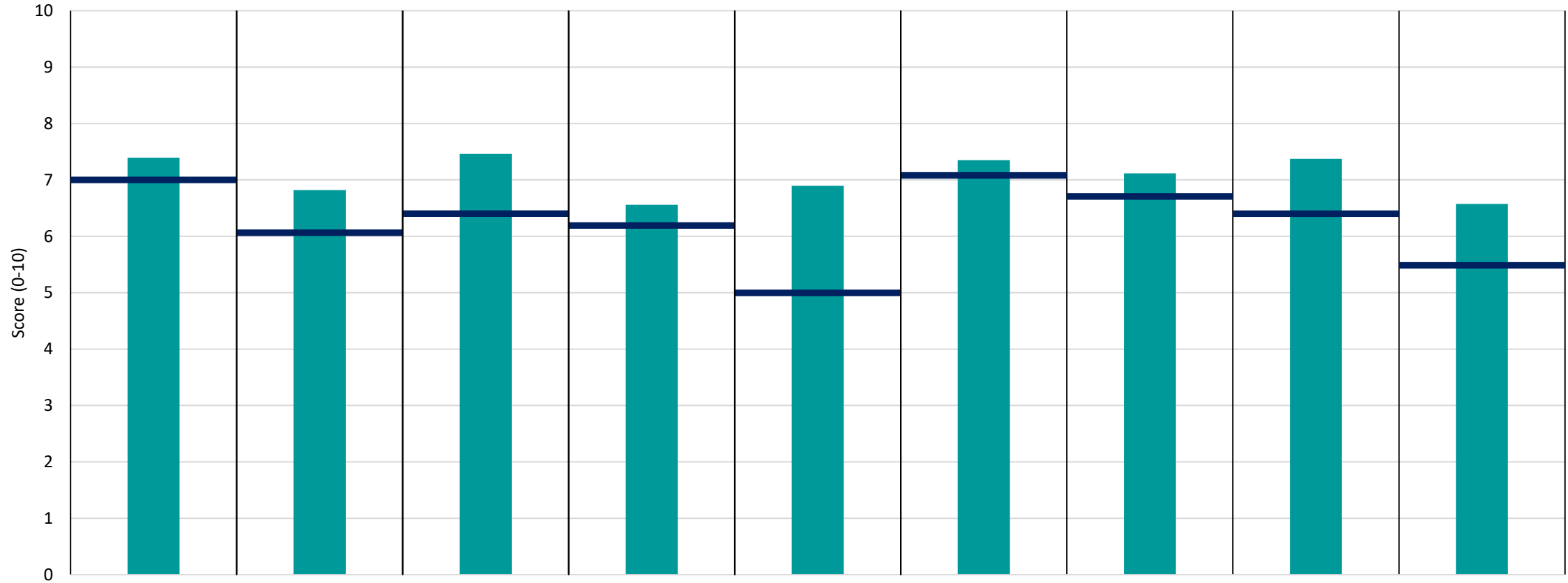
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Breakdown	7.39	6.82	7.46	6.56	6.89	7.35	7.12	7.37	6.57
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	11	11	11	11	11	11	11	11	11



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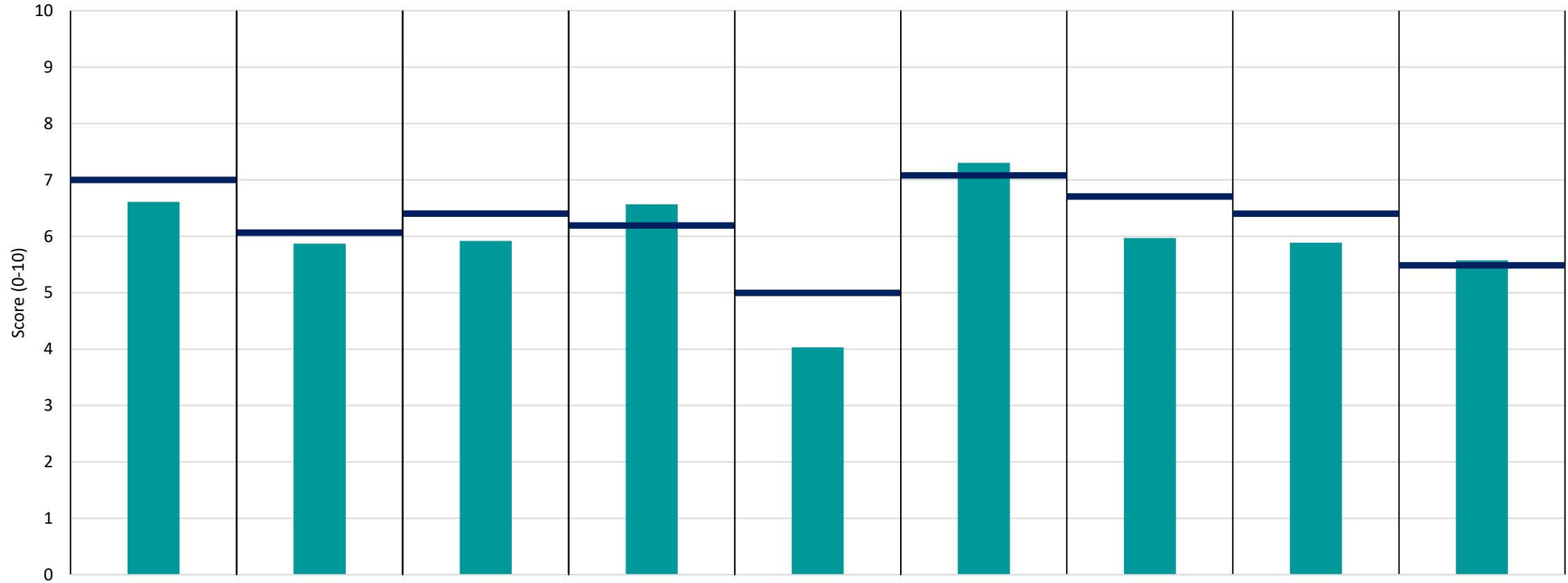
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Morale



Breakdown	6.61	5.87	5.92	6.57	4.03	7.30	5.97	5.89	5.57
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	23	23	23	23	21	23	23	23	23



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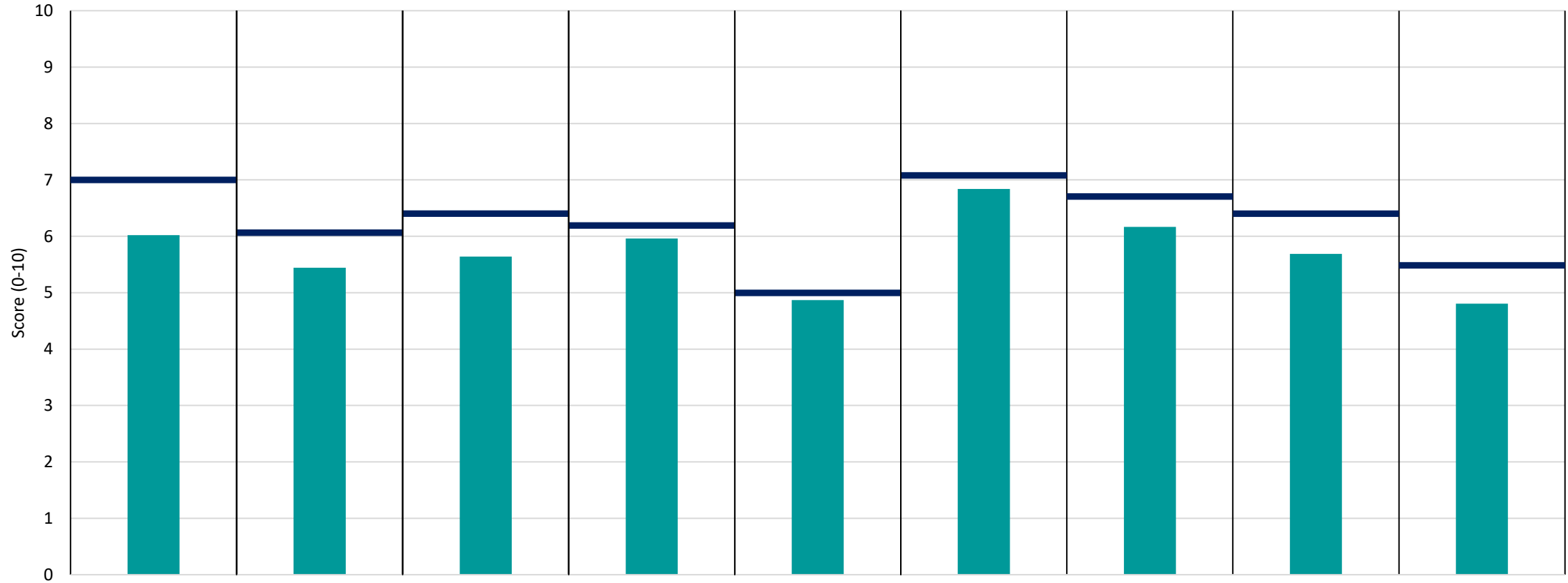
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Breakdown	6.02	5.44	5.64	5.96	4.87	6.84	6.17	5.69	4.81
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	17	17	17	17	17	17	17	17	17



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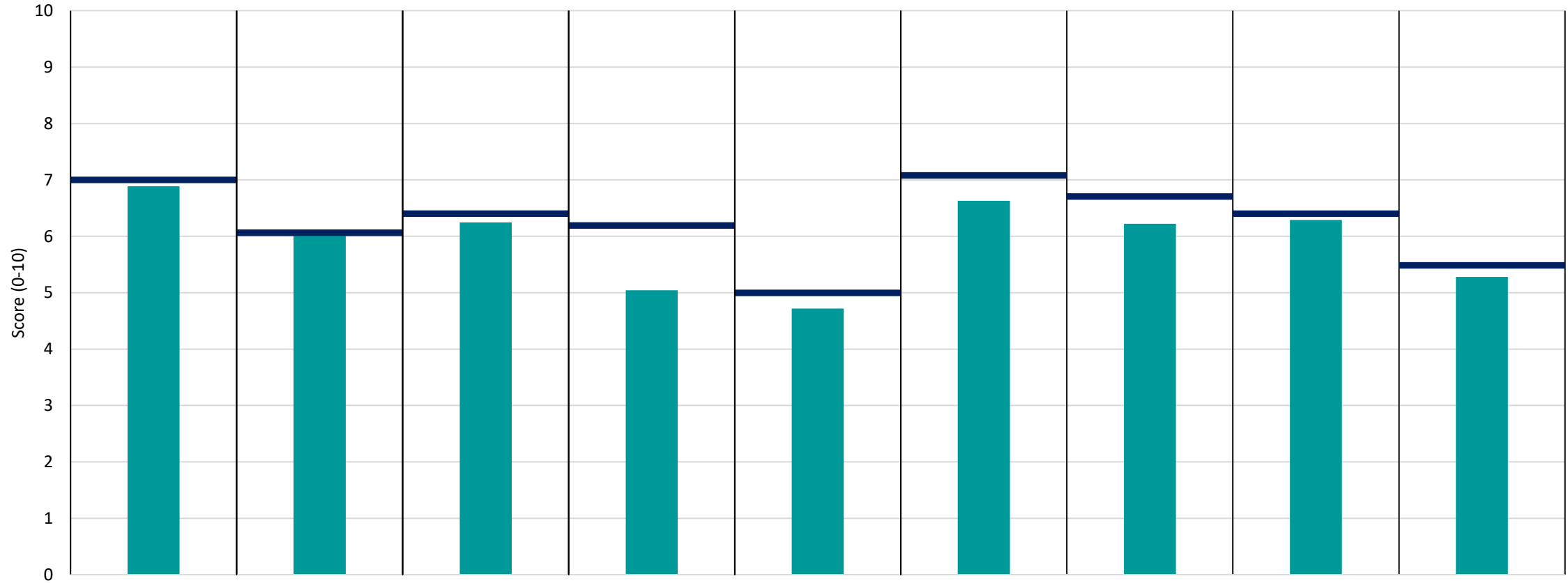
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Breakdown	6.89	6.05	6.25	5.04	4.72	6.63	6.22	6.29	5.28
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	11	11	11	11	11	11	11	11	11



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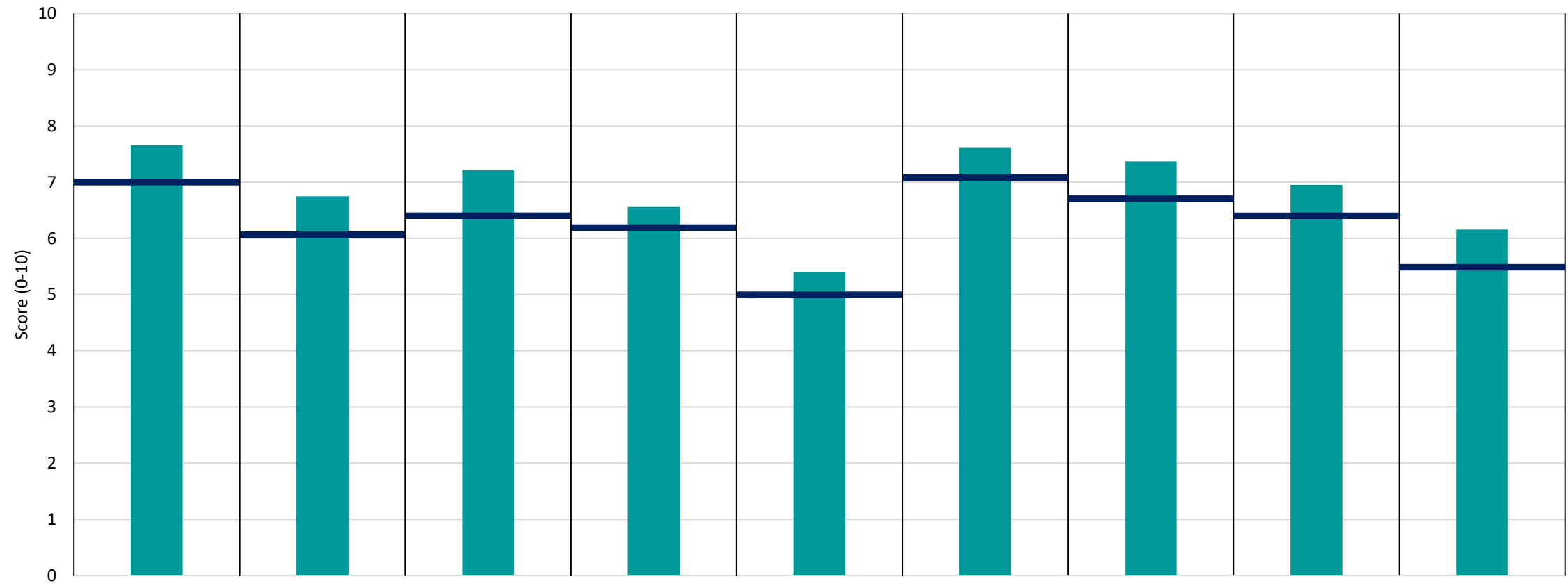
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Morale



Breakdown	7.66	6.75	7.21	6.56	5.40	7.61	7.37	6.95	6.15
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	42	42	42	42	41	41	42	42	42



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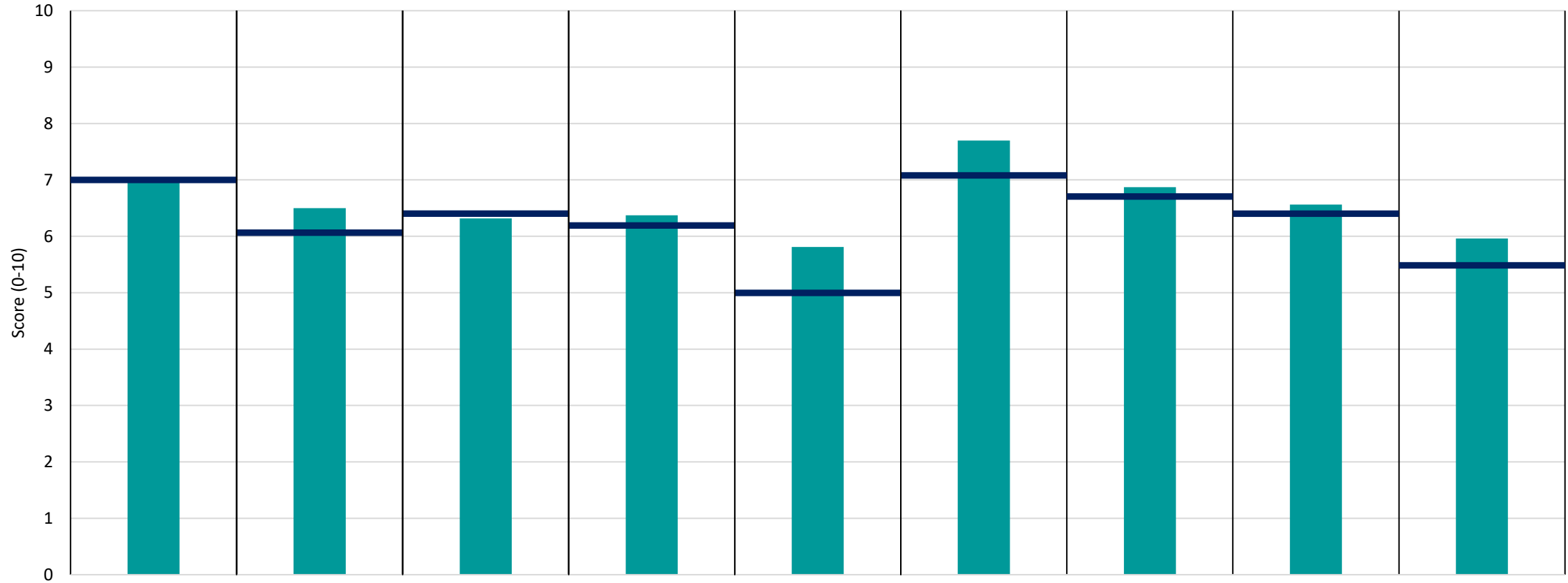
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Breakdown	6.95	6.50	6.32	6.37	5.81	7.70	6.87	6.56	5.96
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	20	19	18	19	20	19	20	19	19



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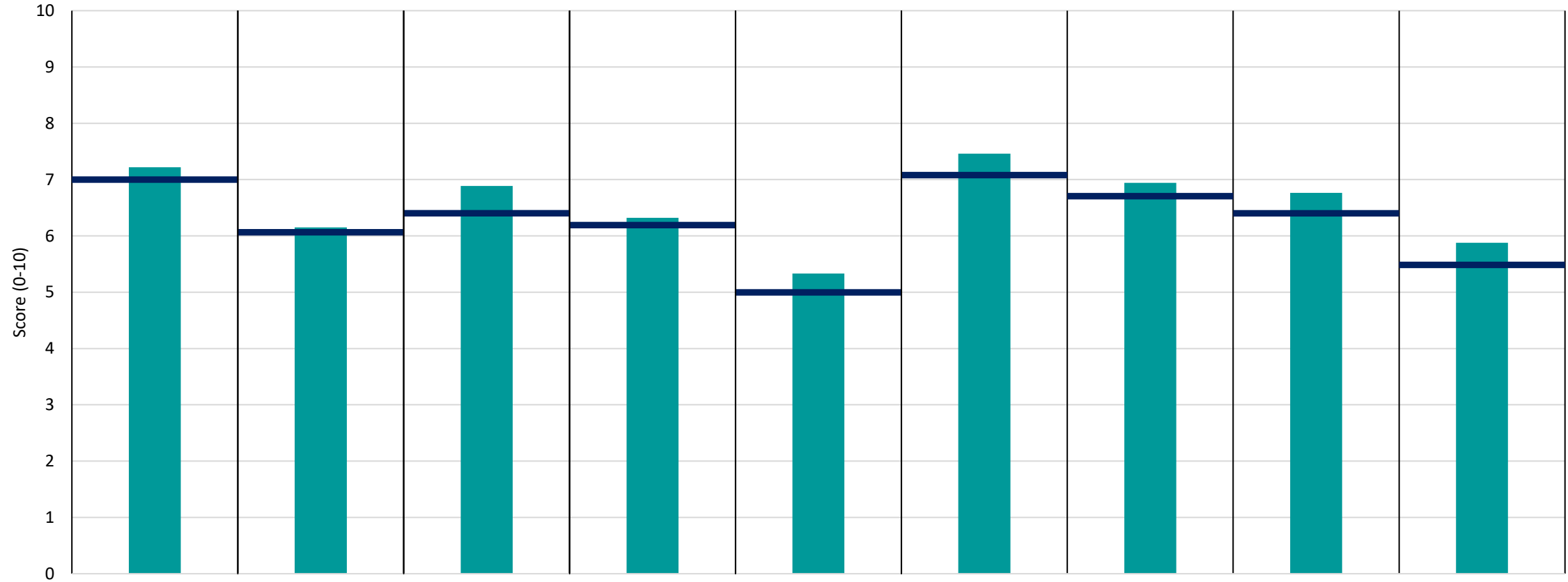
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Breakdown	7.22	6.15	6.89	6.32	5.33	7.46	6.94	6.76	5.88
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	23	23	23	23	23	22	23	23	23



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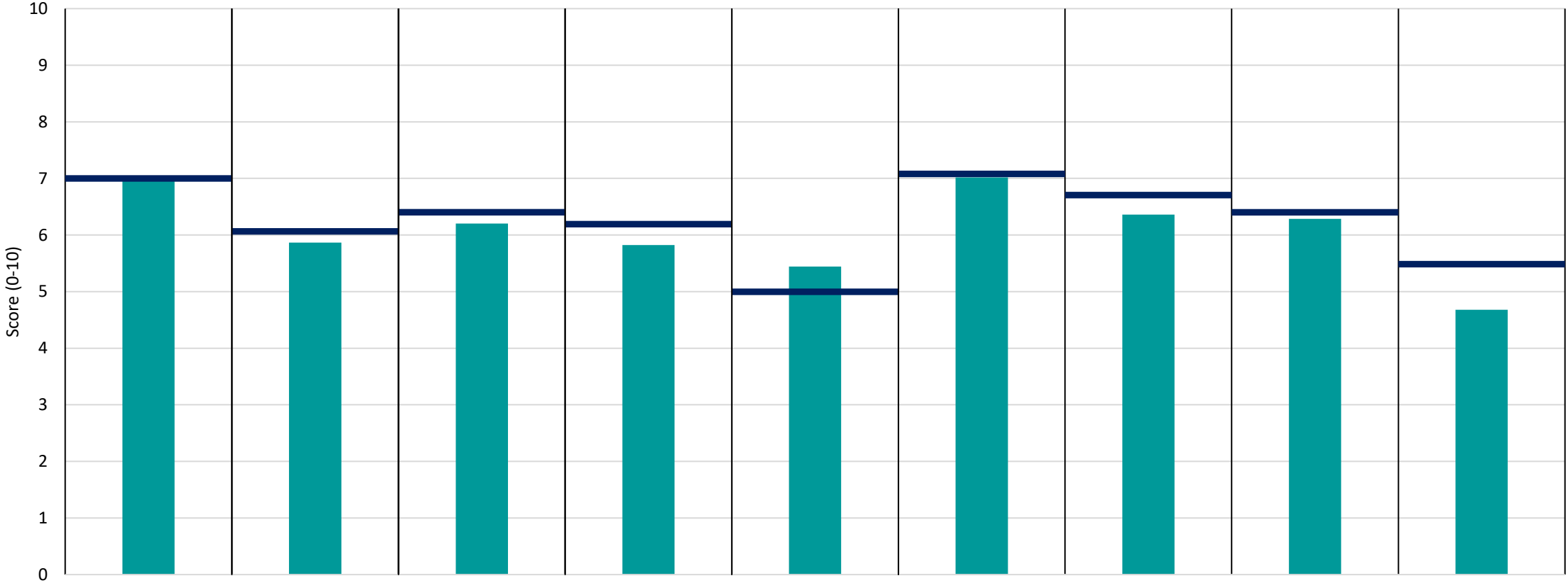
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Breakdown	6.98	5.87	6.20	5.82	5.44	7.02	6.36	6.29	4.68
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	26	26	26	26	25	26	25	26	26



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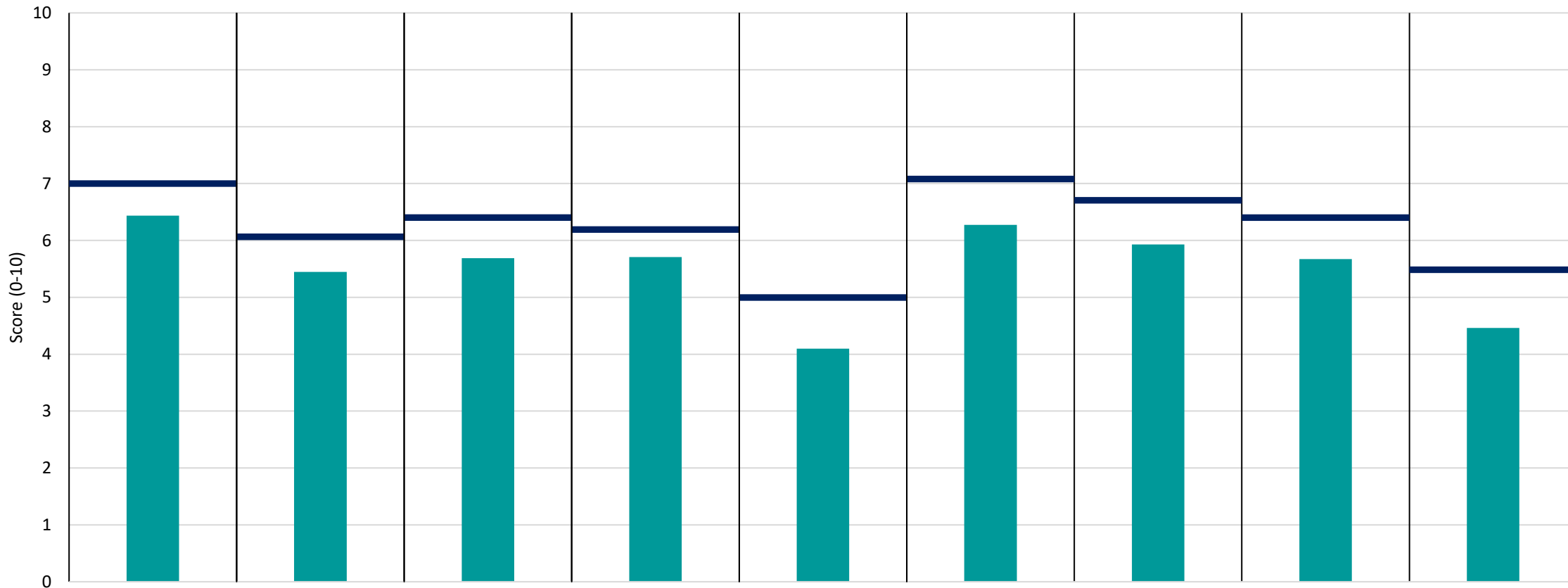
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Breakdown	6.44	5.45	5.69	5.71	4.10	6.27	5.93	5.67	4.46
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	19	19	19	19	19	19	19	19	19



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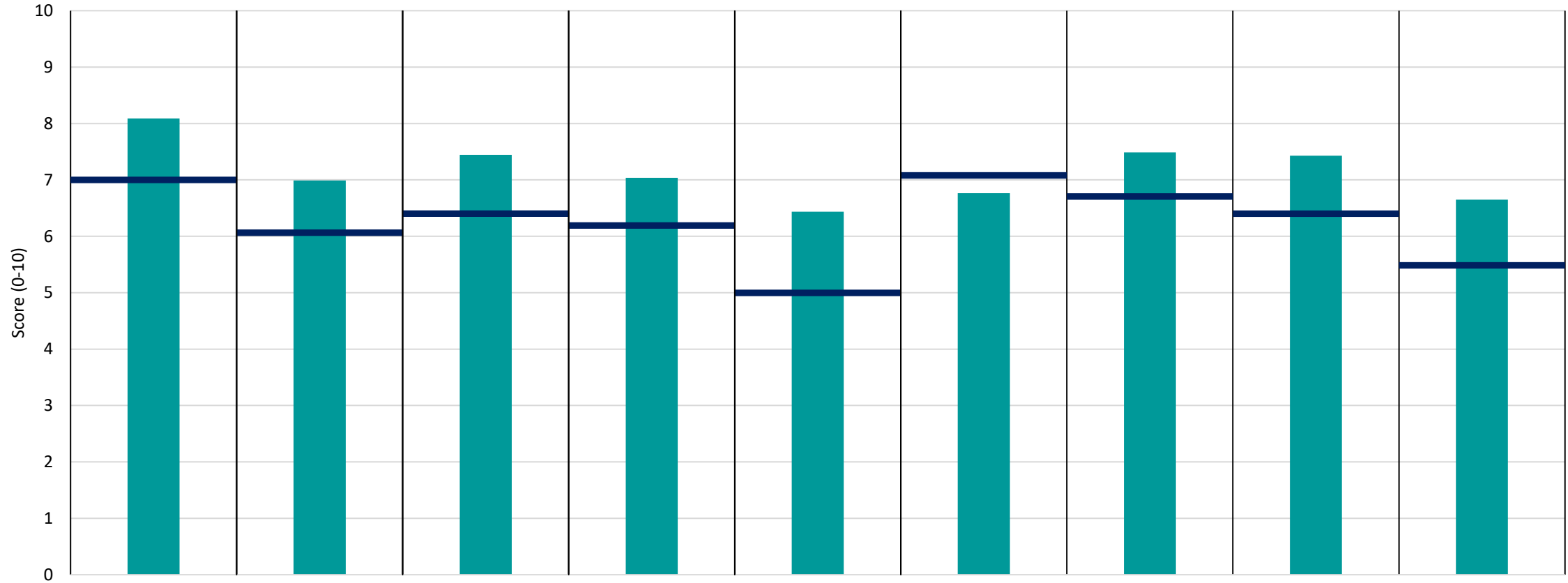
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Breakdown	8.09	6.99	7.45	7.04	6.44	6.76	7.49	7.43	6.65
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	14	14	14	14	13	13	14	14	14



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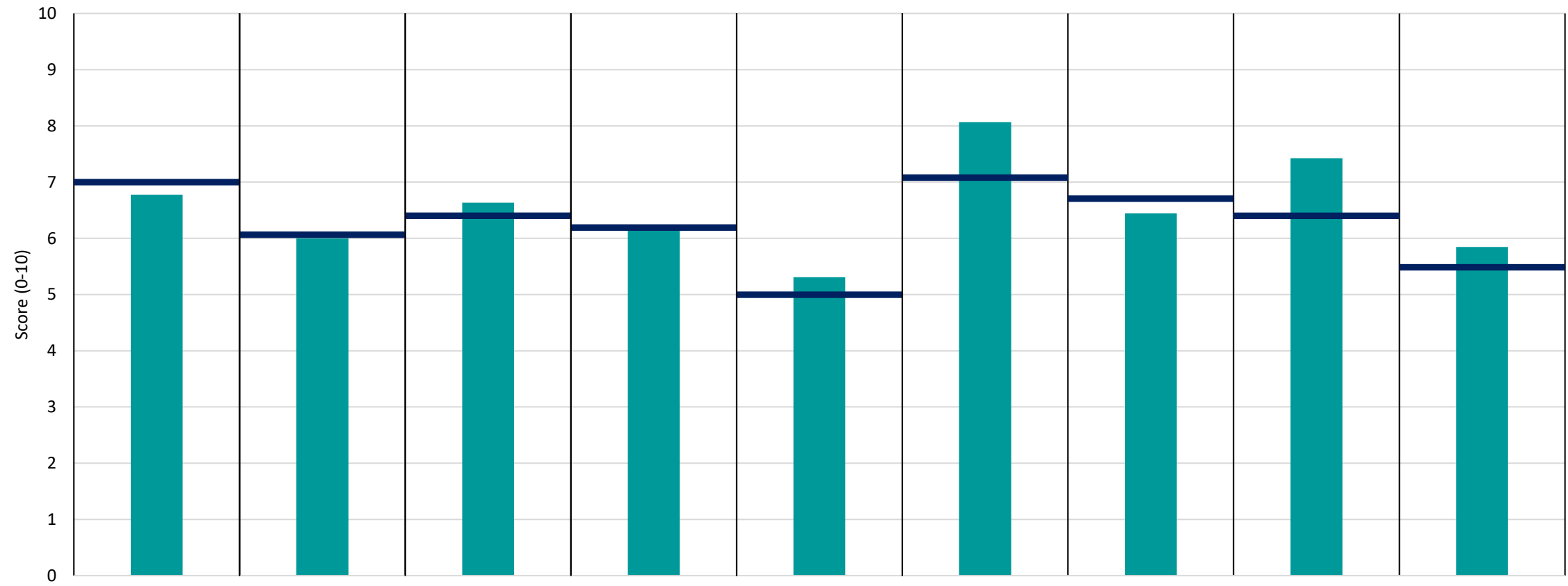
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Breakdown	6.78	6.00	6.64	6.24	5.31	8.07	6.44	7.42	5.85
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	11	11	11	11	10	11	11	11	11



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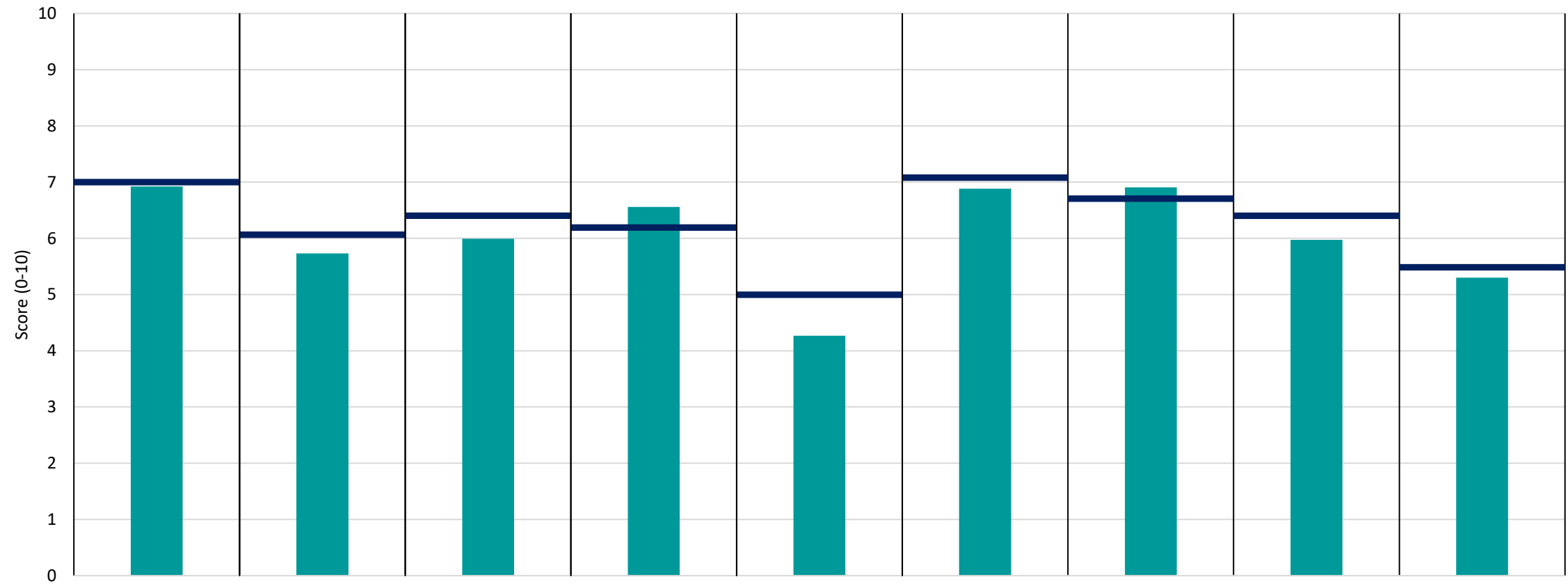
We are a team



Staff Engagement



Morale



Breakdown	6.92	5.73	5.99	6.56	4.27	6.88	6.91	5.97	5.30
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	27	27	27	27	27	27	26	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



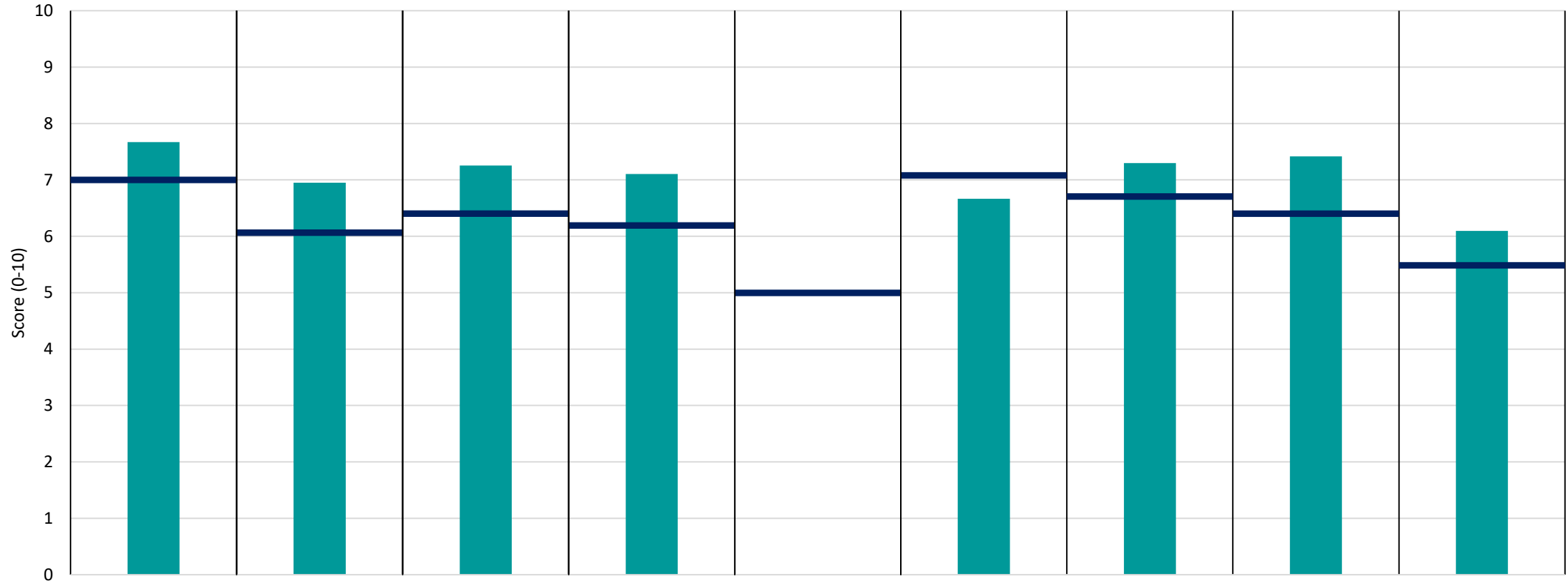
We are a team



Staff Engagement



Morale



Breakdown	7.67	6.95	7.25	7.10	-	6.67	7.30	7.42	6.10
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	10	10	10	10	-	10	10	10	10



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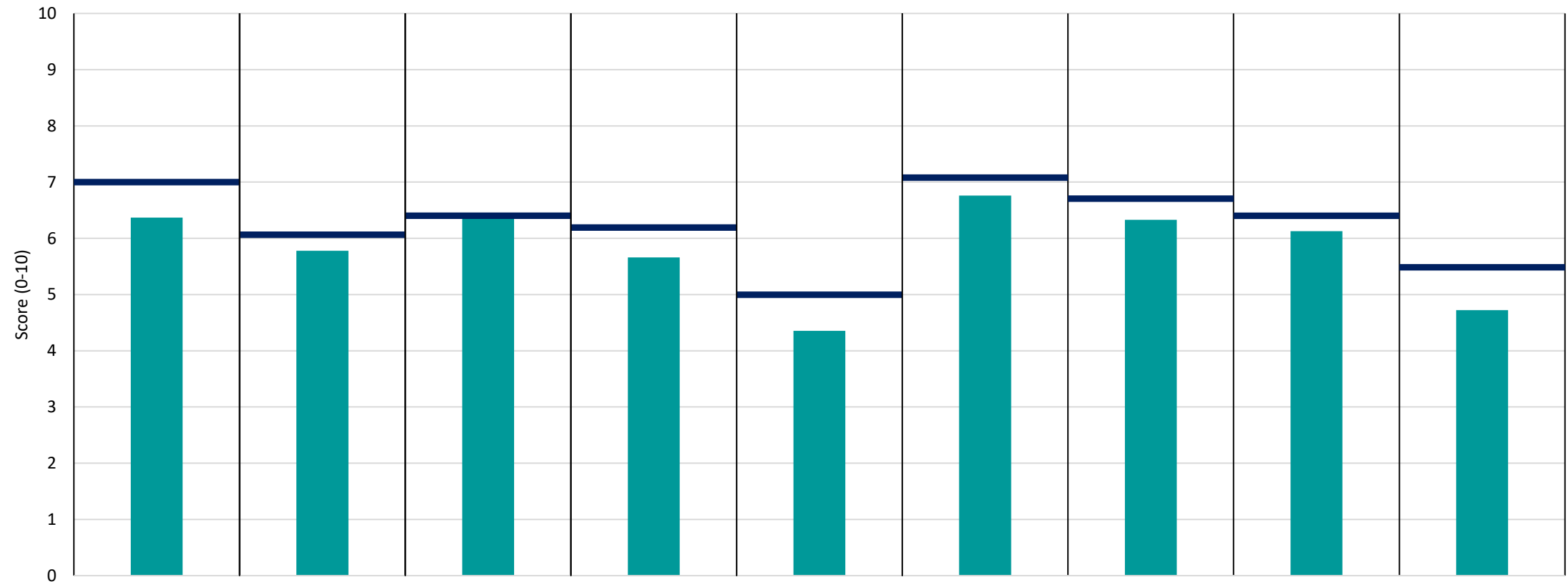
We are a team



Staff Engagement



Morale



Breakdown	6.37	5.78	6.40	5.66	4.35	6.76	6.33	6.13	4.72
Your org	7.00	6.06	6.40	6.19	5.00	7.08	6.71	6.40	5.49
Responses	18	18	18	18	17	18	18	18	18