

University Hospital Southampton NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

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This breakdown report for University Hospital Southampton NHS Foundation Trust 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.

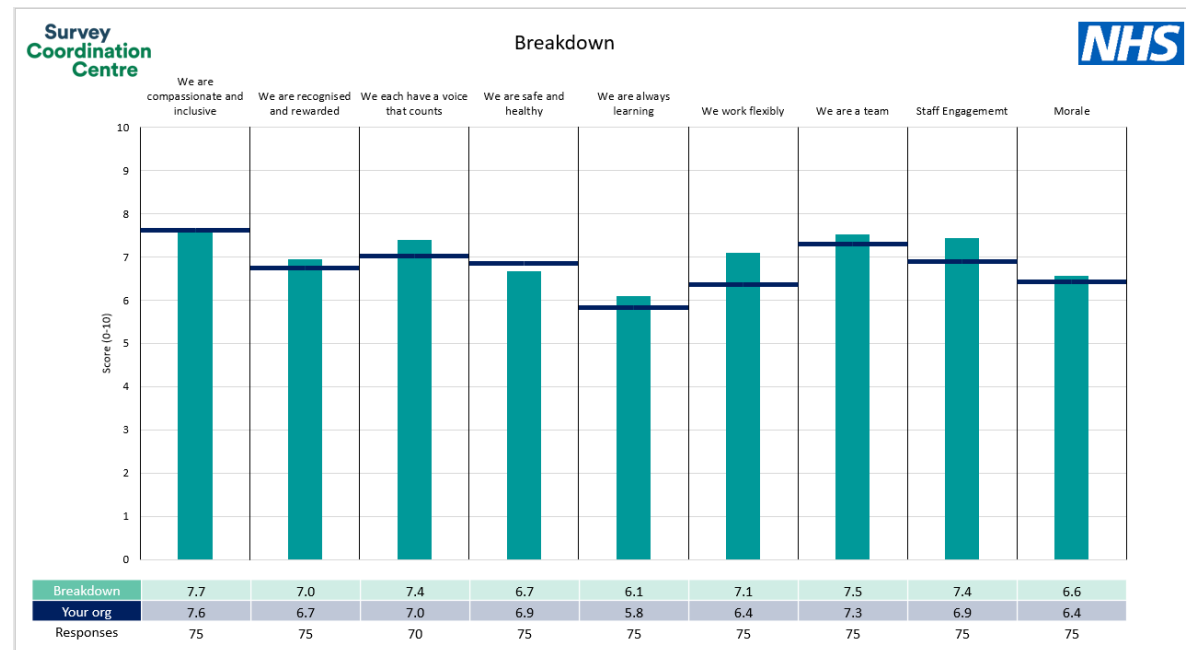
The breakdowns used in this report were provided and defined by University Hospital Southampton NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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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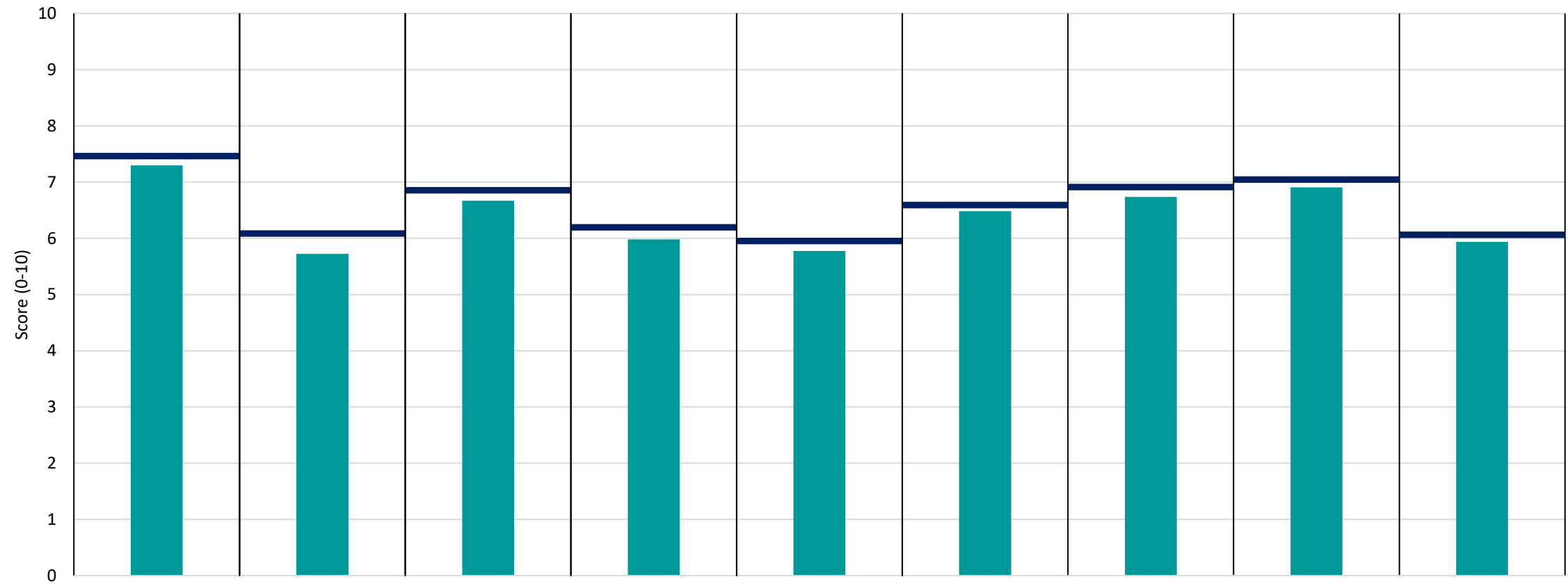
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Staff Engagement



Morale



Breakdown	7.30	5.72	6.67	5.98	5.78	6.49	6.74	6.91	5.94
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	925	927	921	920	868	923	924	927	927



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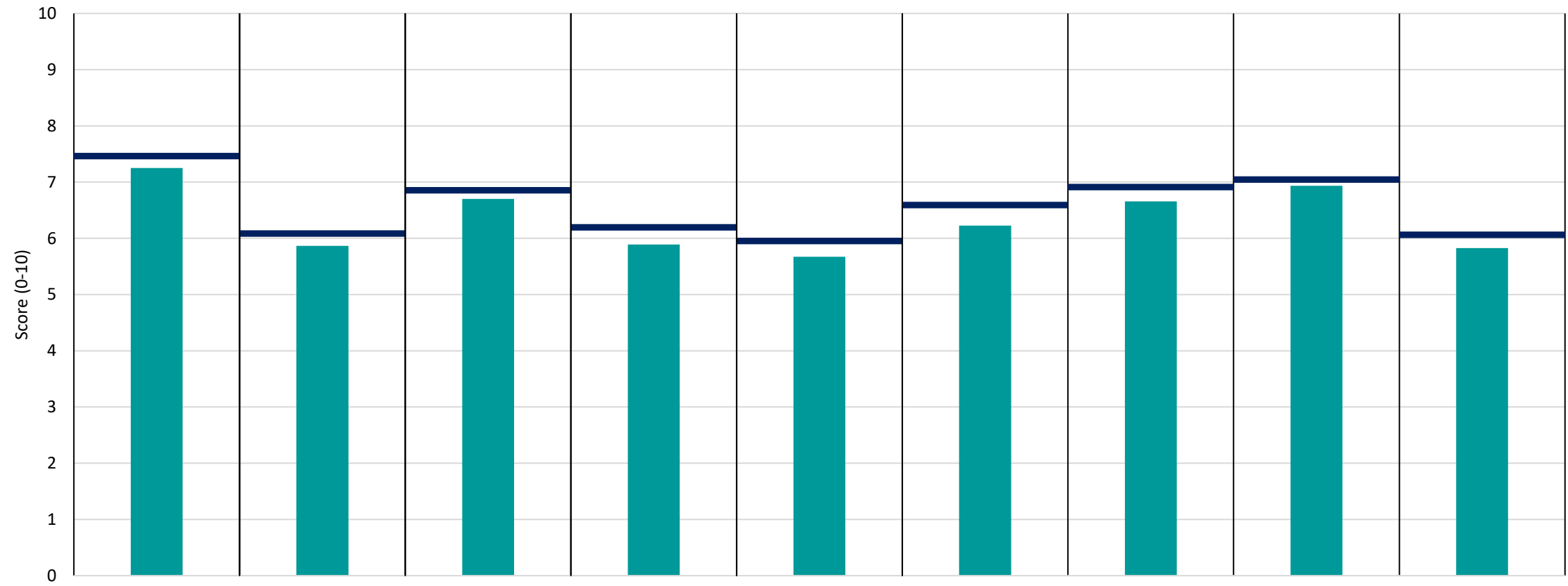
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Staff Engagement



Morale



Breakdown	7.25	5.87	6.70	5.89	5.67	6.23	6.66	6.93	5.83
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	1107	1108	1097	1105	1054	1097	1105	1108	1108



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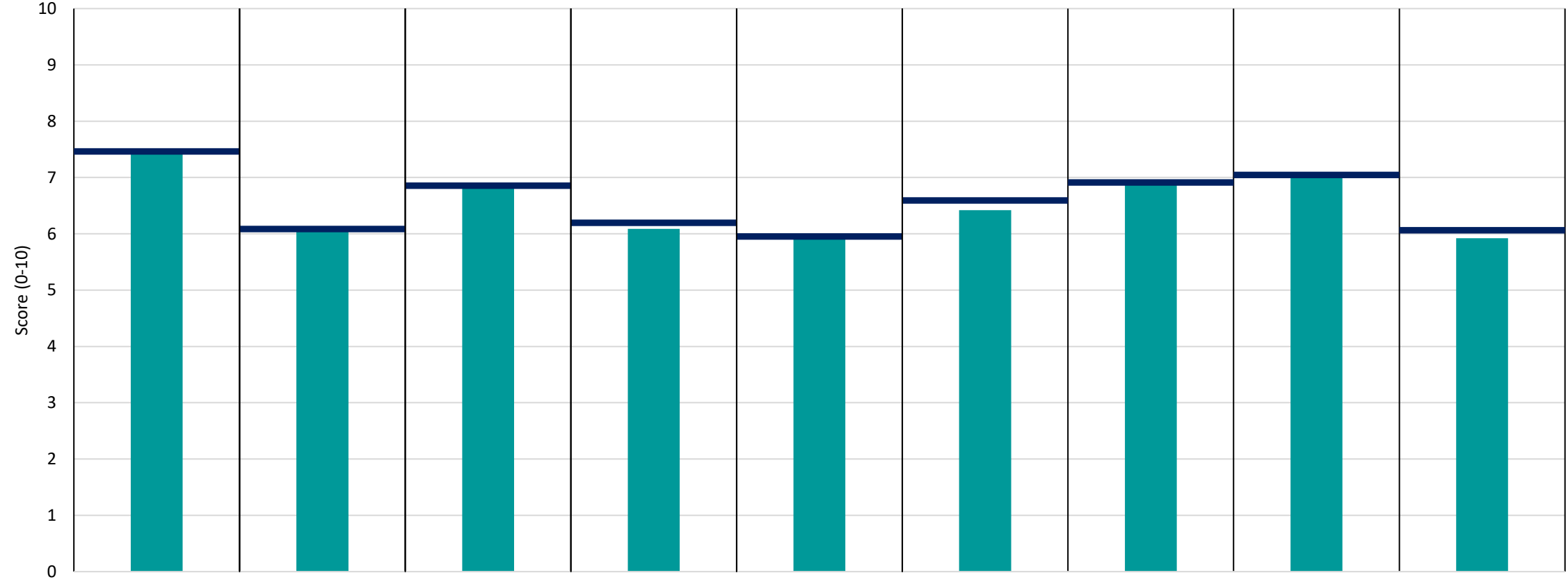
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Staff Engagement



Morale



Breakdown	7.51	6.09	6.83	6.09	5.92	6.42	6.94	7.02	5.92
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	1136	1135	1129	1134	1084	1133	1135	1135	1136



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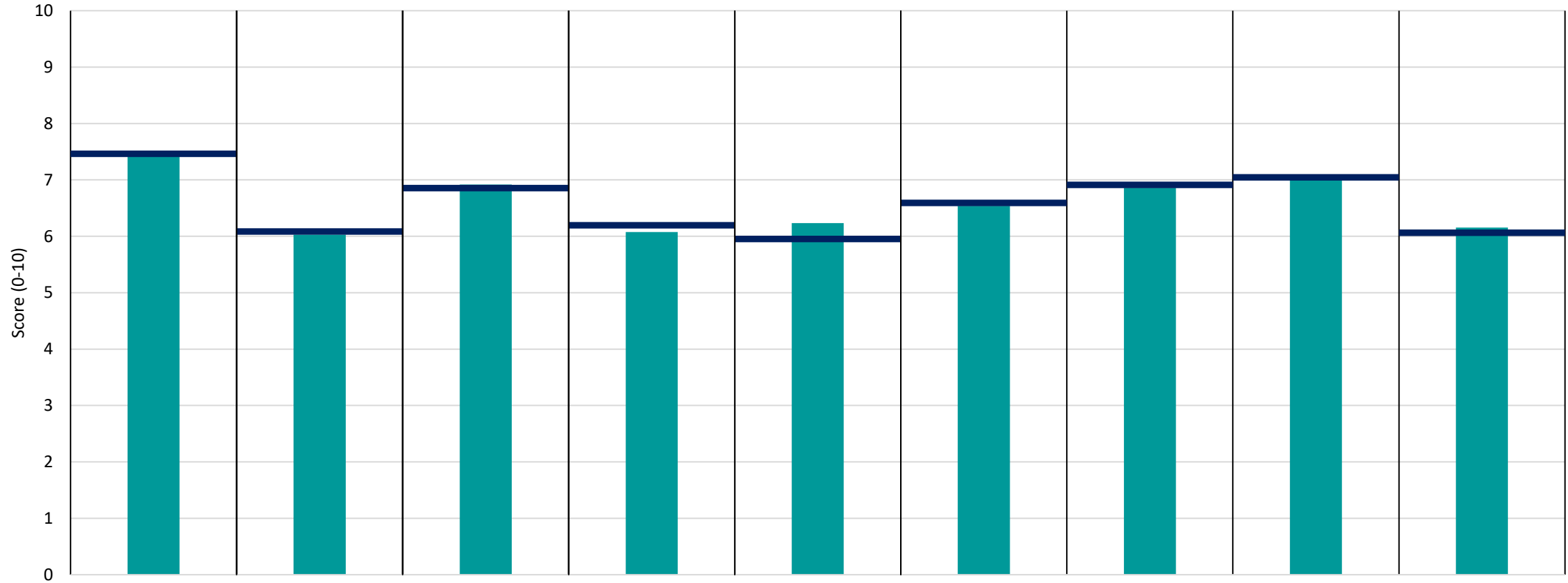
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Morale



Breakdown	7.46	6.03	6.92	6.08	6.23	6.54	6.86	7.07	6.16
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	985	985	978	980	940	981	982	985	985



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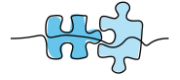
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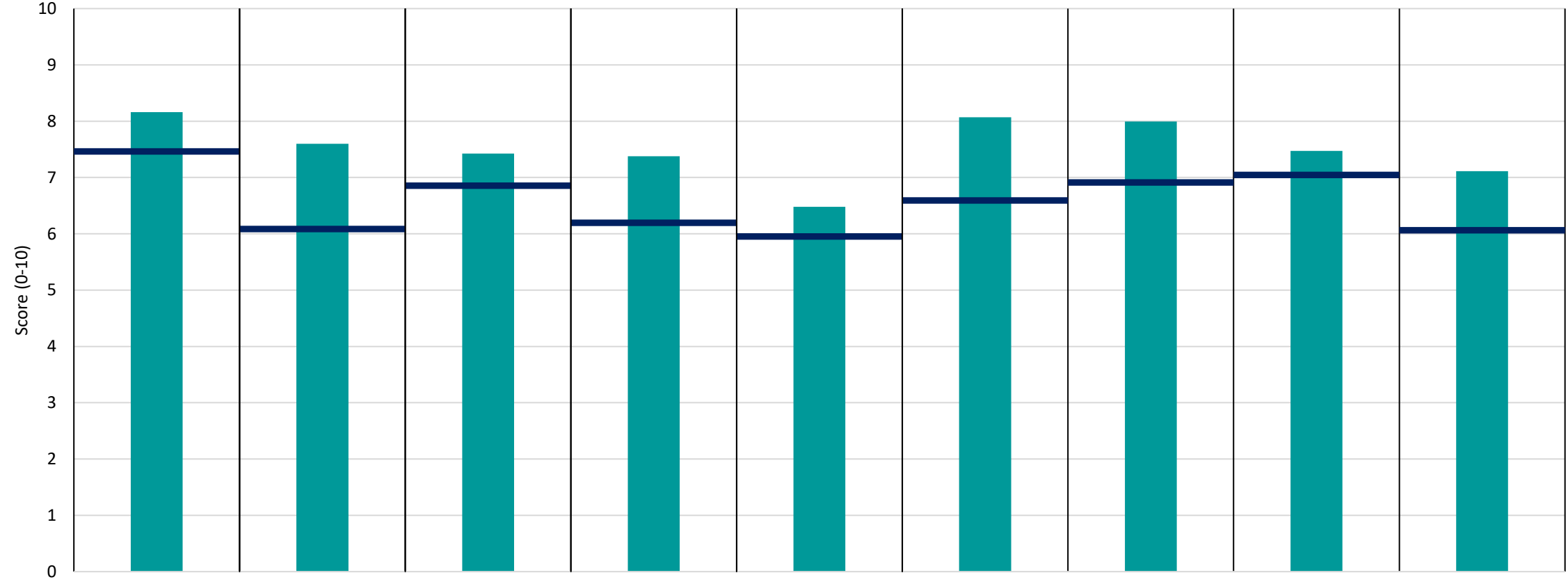
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Morale



Breakdown	8.16	7.60	7.43	7.38	6.48	8.07	8.00	7.47	7.11
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	41	41	41	41	39	41	41	41	41



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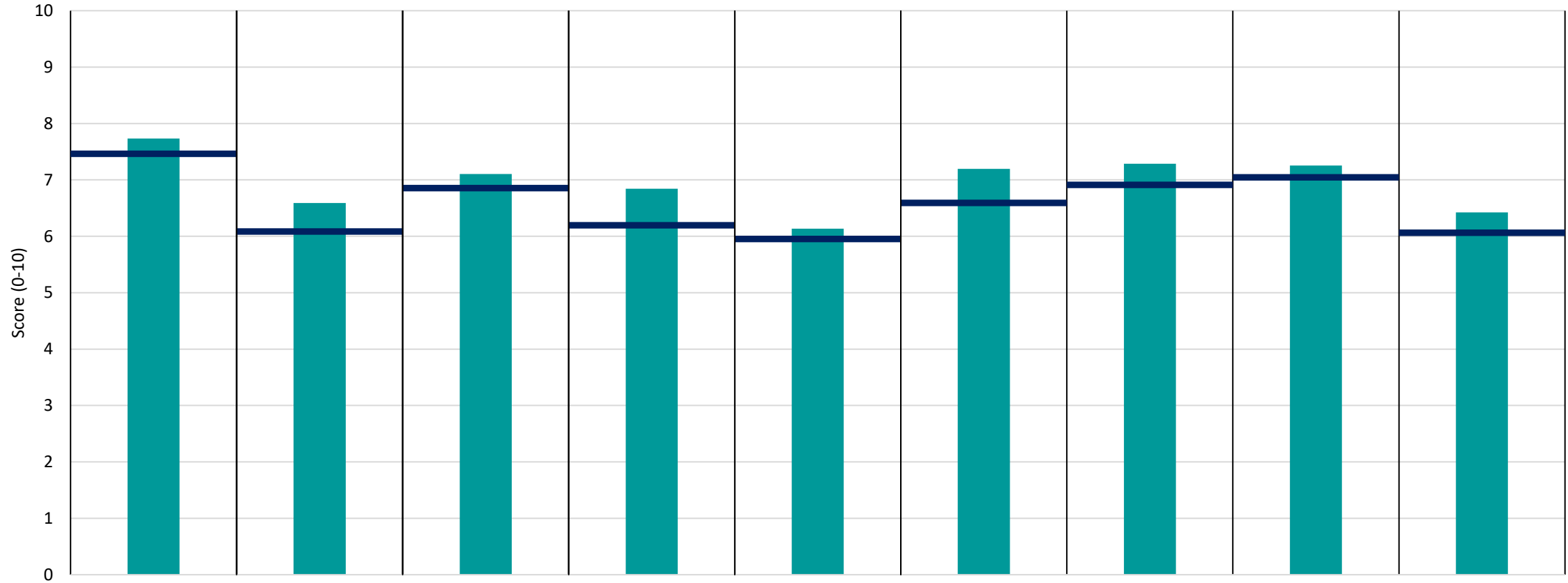
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Breakdown	7.73	6.59	7.10	6.84	6.13	7.20	7.29	7.25	6.42
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	1134	1133	1128	1127	1076	1131	1131	1134	1133

Breakdowns 2

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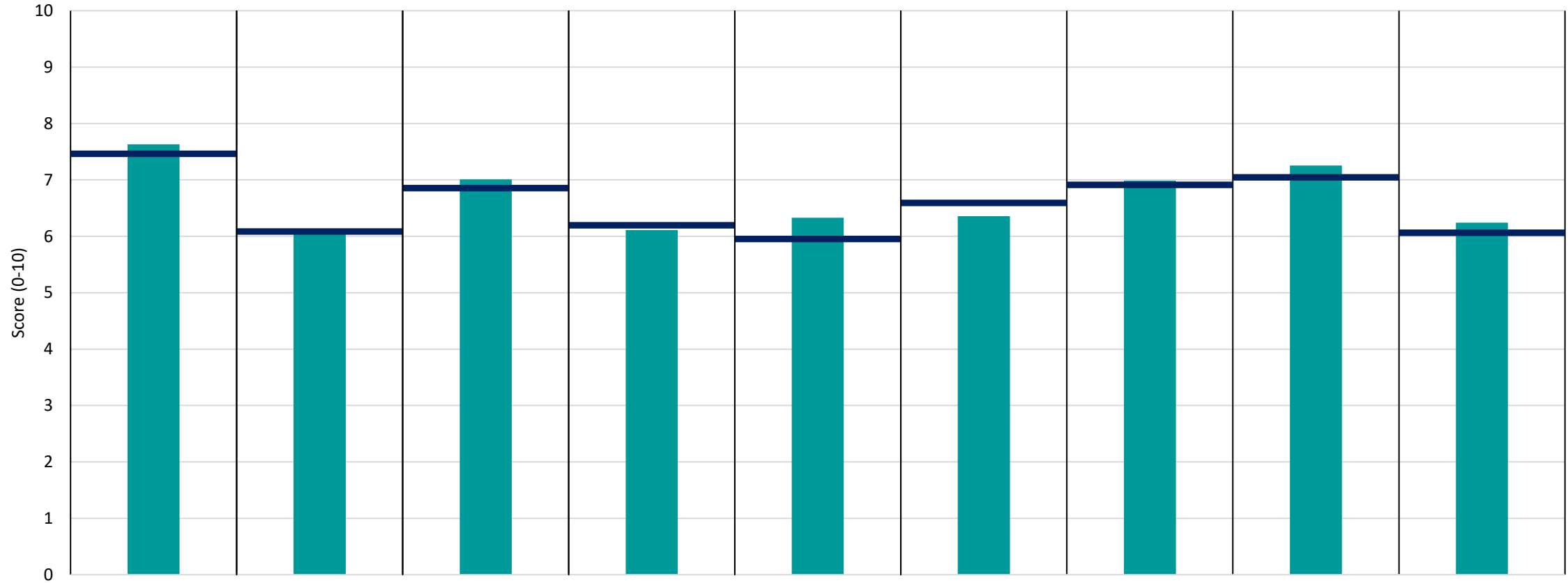
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Morale



Breakdown	7.63	6.08	7.01	6.11	6.33	6.36	6.98	7.25	6.24
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	295	295	293	292	285	295	295	295	295



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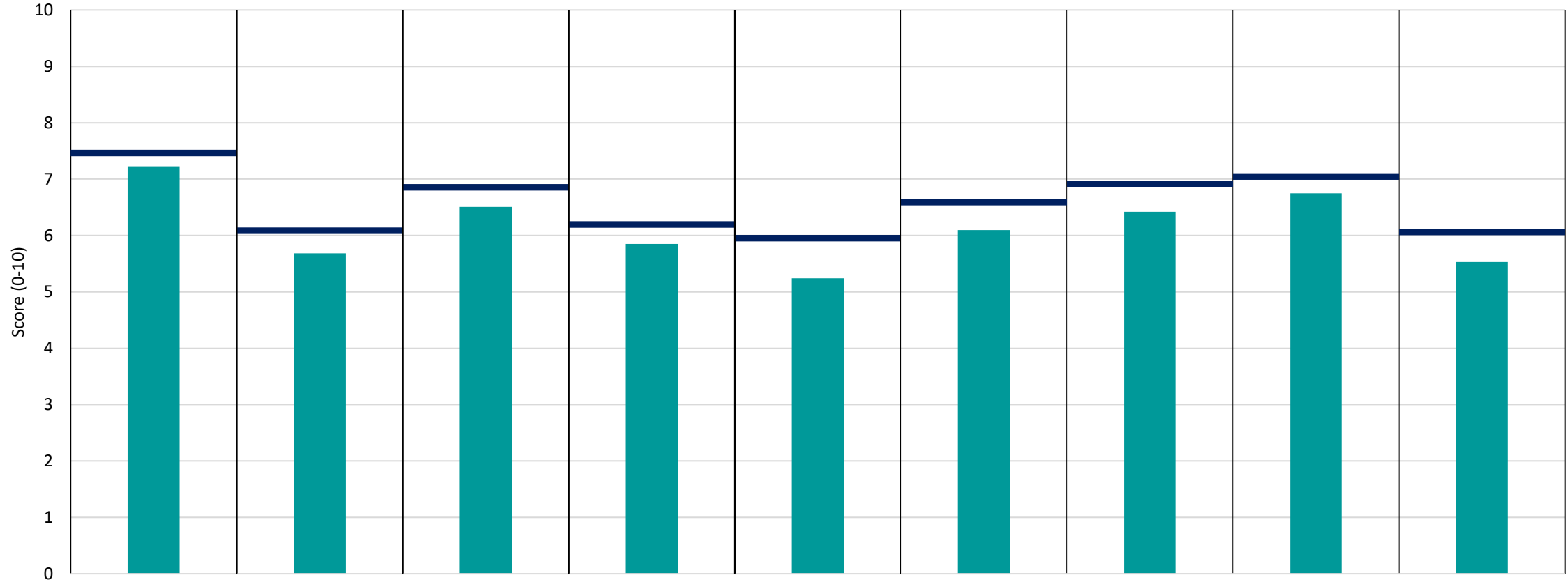
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Morale



Breakdown	7.23	5.68	6.51	5.85	5.24	6.10	6.42	6.75	5.53
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	223	223	222	222	212	221	222	223	223



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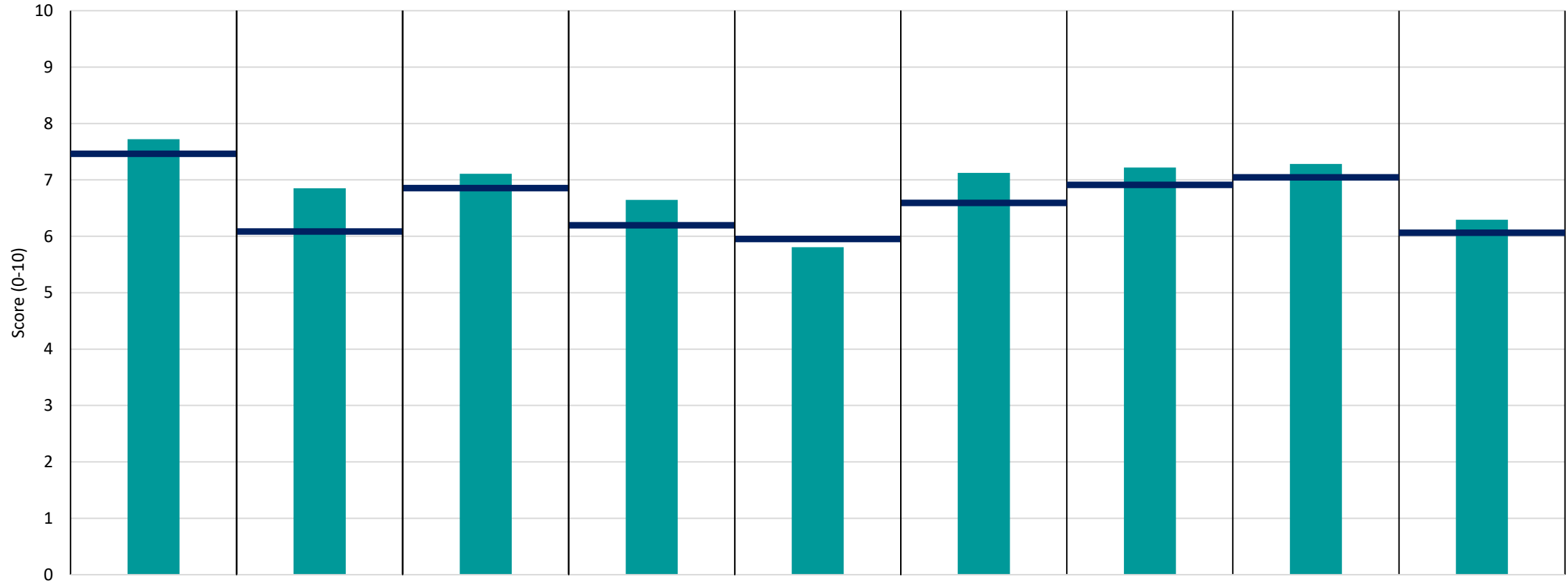
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Breakdown	7.72	6.85	7.11	6.65	5.81	7.12	7.22	7.28	6.29
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	104	104	104	104	100	104	104	104	104



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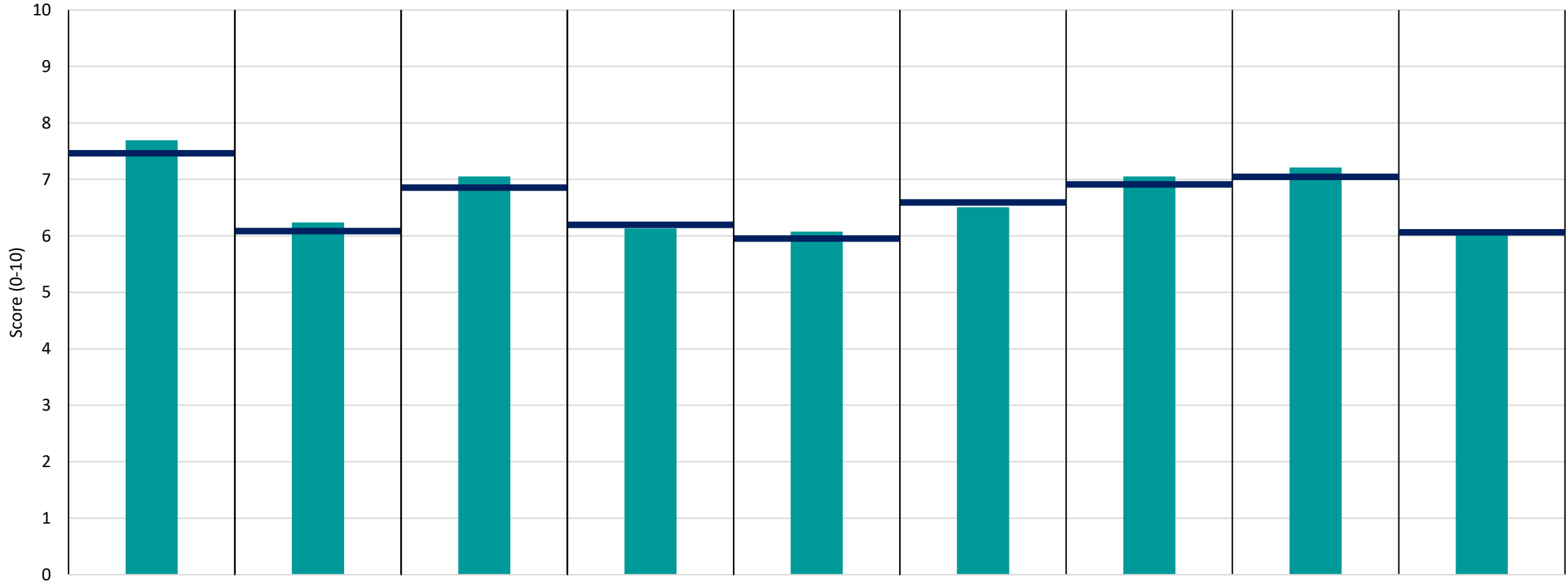
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Morale



Breakdown	7.69	6.24	7.05	6.13	6.08	6.51	7.05	7.21	6.08
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	320	319	316	318	309	318	320	319	319



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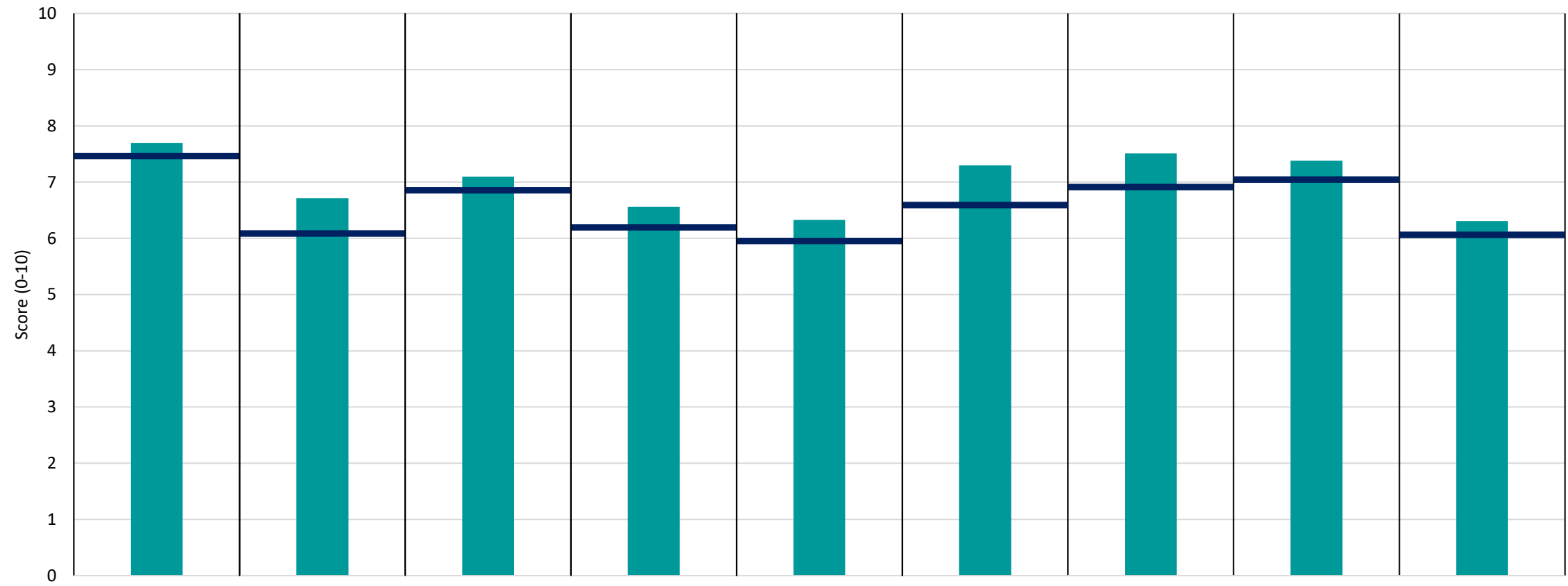
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Breakdown	7.69	6.71	7.10	6.56	6.33	7.30	7.51	7.38	6.30
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	128	127	128	128	122	127	128	128	128



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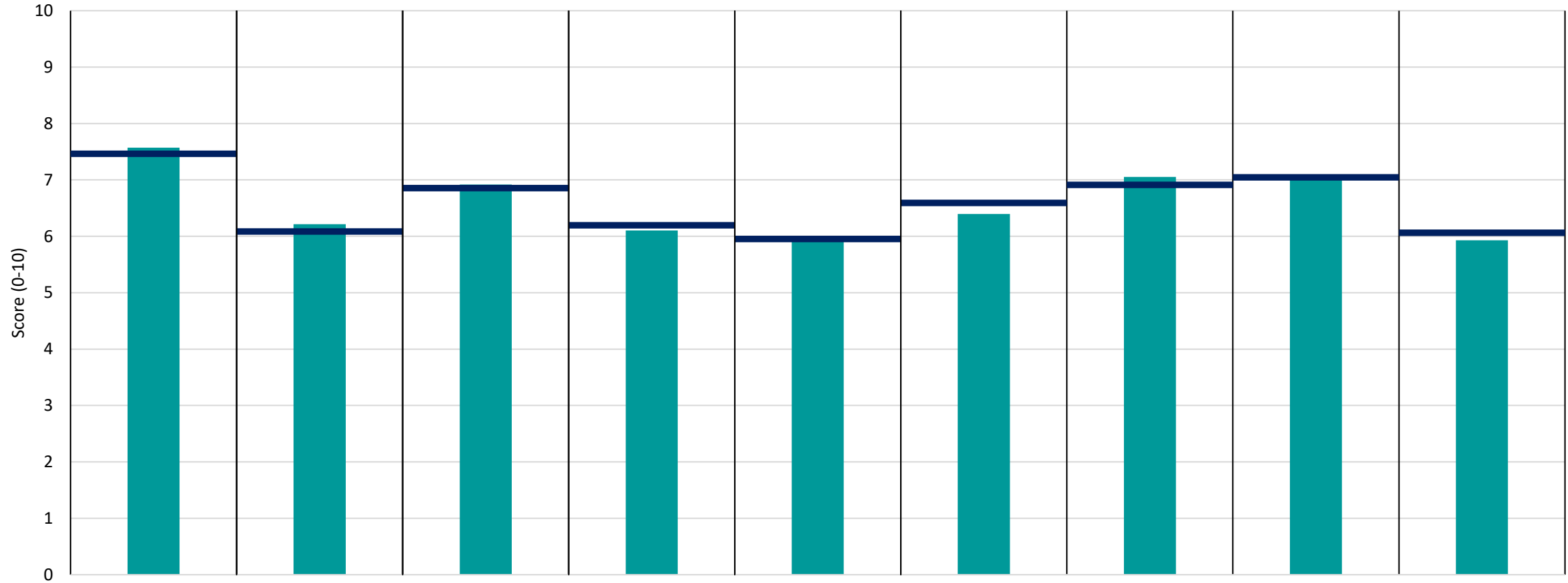
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Breakdown	7.57	6.21	6.92	6.10	5.91	6.40	7.05	7.06	5.93
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	427	427	425	426	410	427	426	427	427



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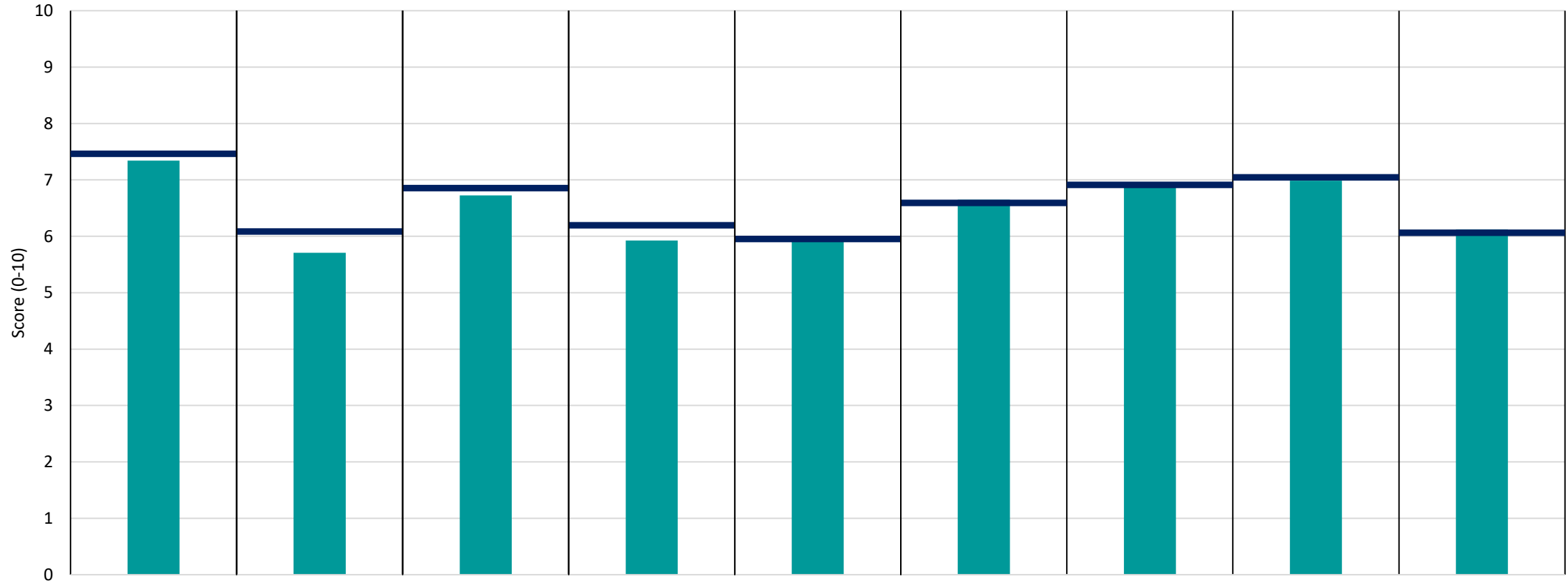
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Breakdown	7.34	5.71	6.72	5.92	5.99	6.65	6.91	6.98	6.12
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	243	244	241	242	231	243	243	244	244



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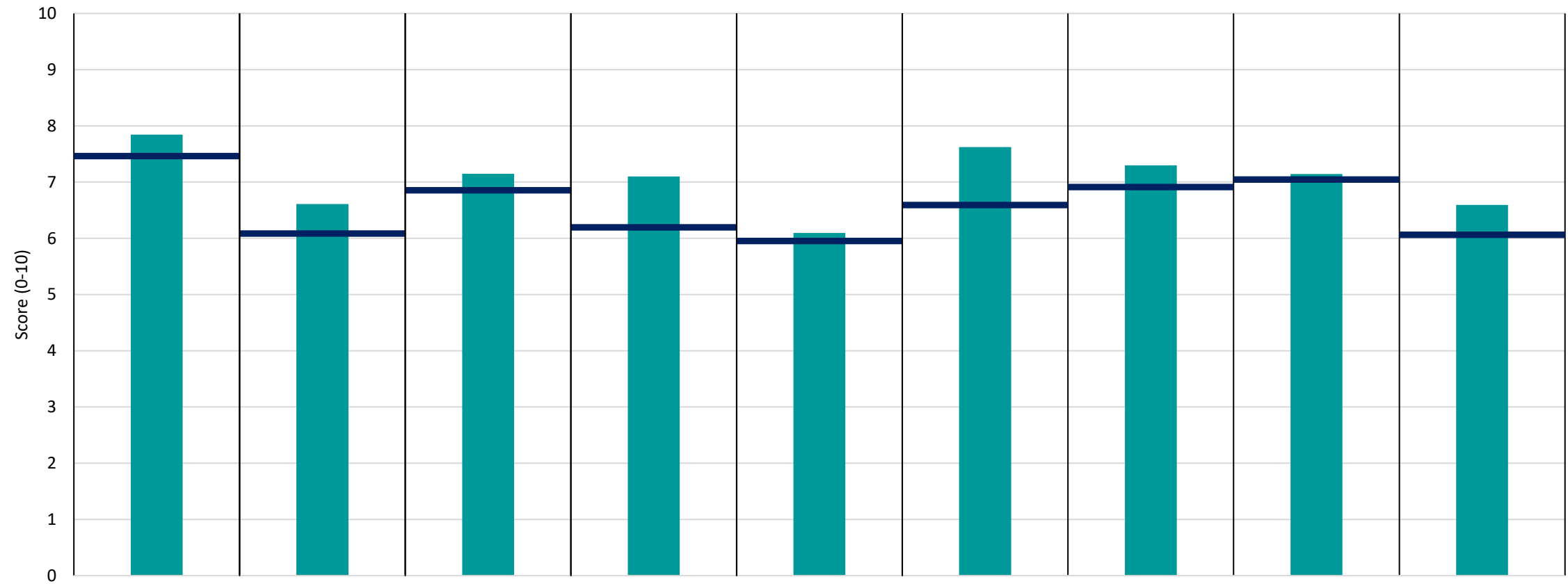
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Morale



Breakdown	7.84	6.61	7.15	7.10	6.10	7.62	7.30	7.14	6.59
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	201	201	200	201	187	201	201	201	201



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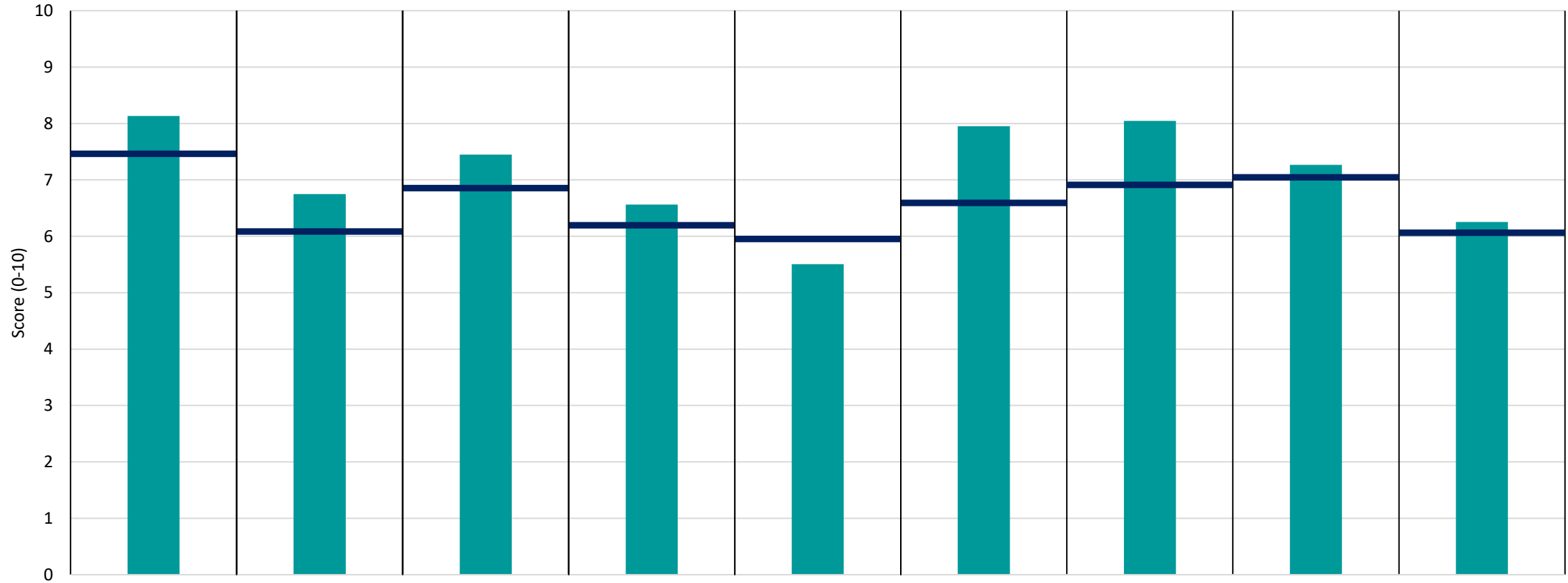
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Morale



Breakdown	8.14	6.75	7.45	6.56	5.51	7.95	8.05	7.27	6.25
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	12	12	12	12	11	12	12	12	12



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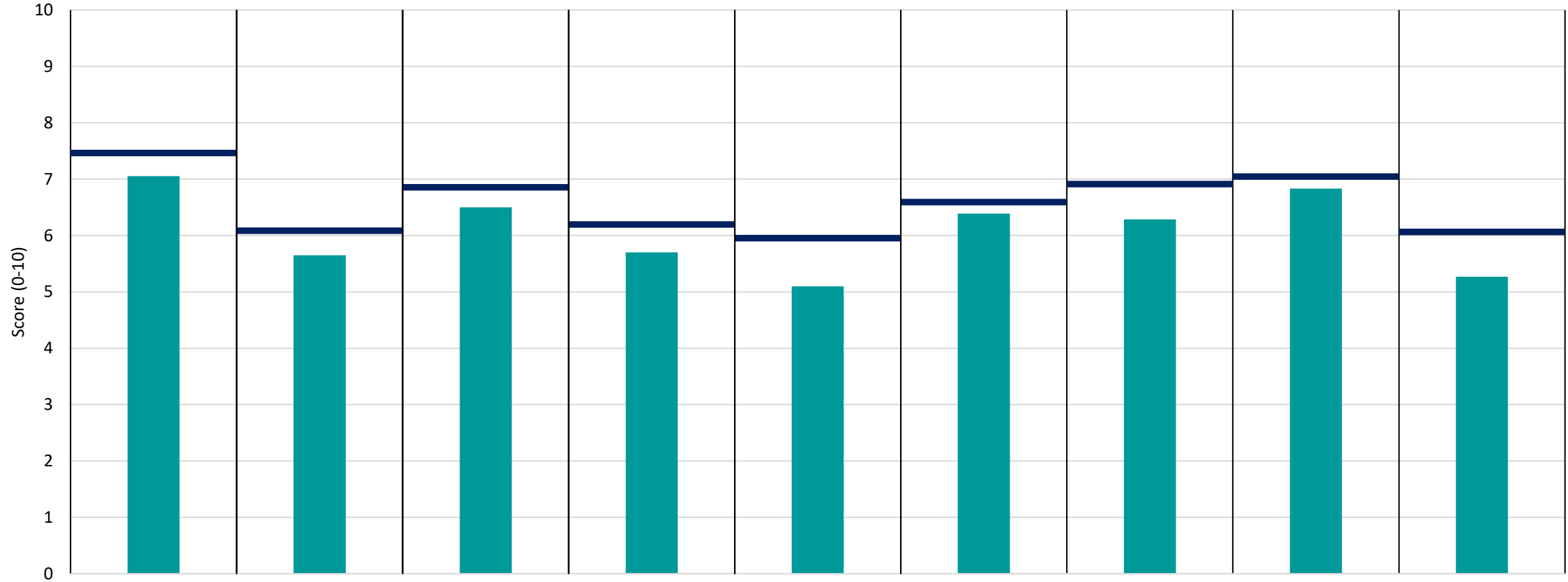
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Breakdown	7.06	5.65	6.50	5.70	5.10	6.39	6.29	6.83	5.27
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	30	30	30	30	30	30	30	30	30



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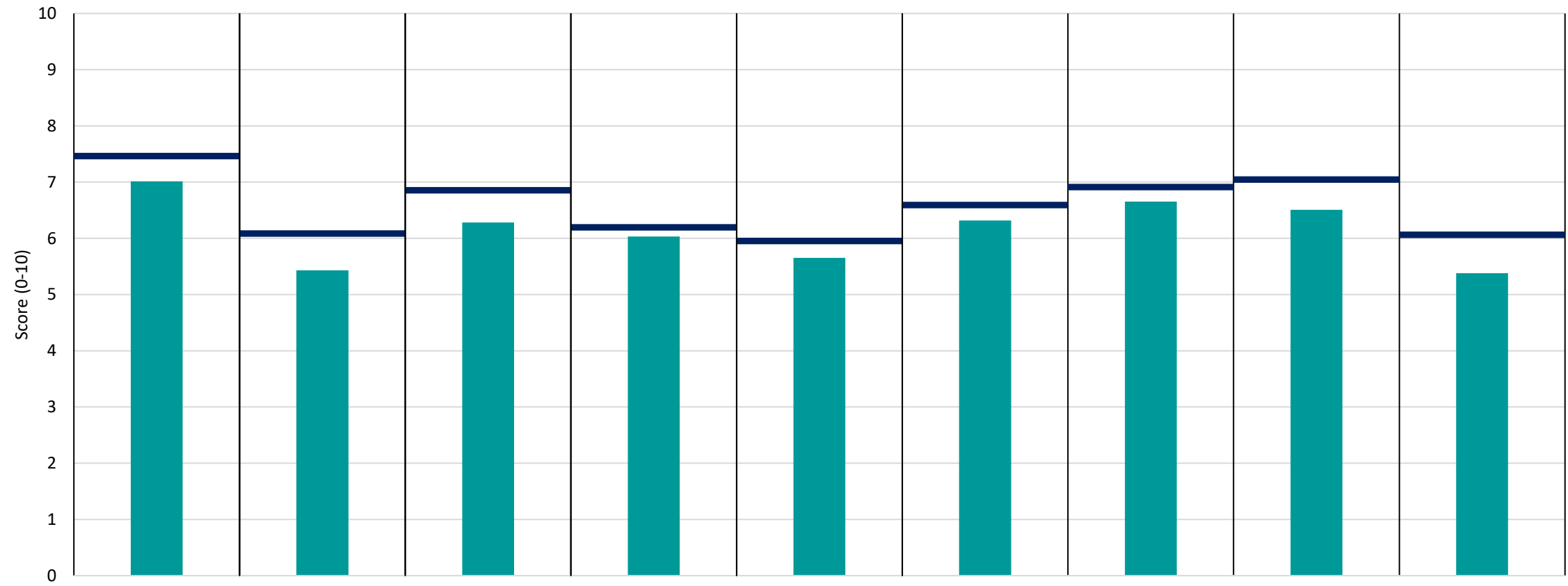
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Breakdown	7.01	5.43	6.28	6.03	5.65	6.32	6.65	6.51	5.38
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	87	87	87	87	77	87	87	87	87



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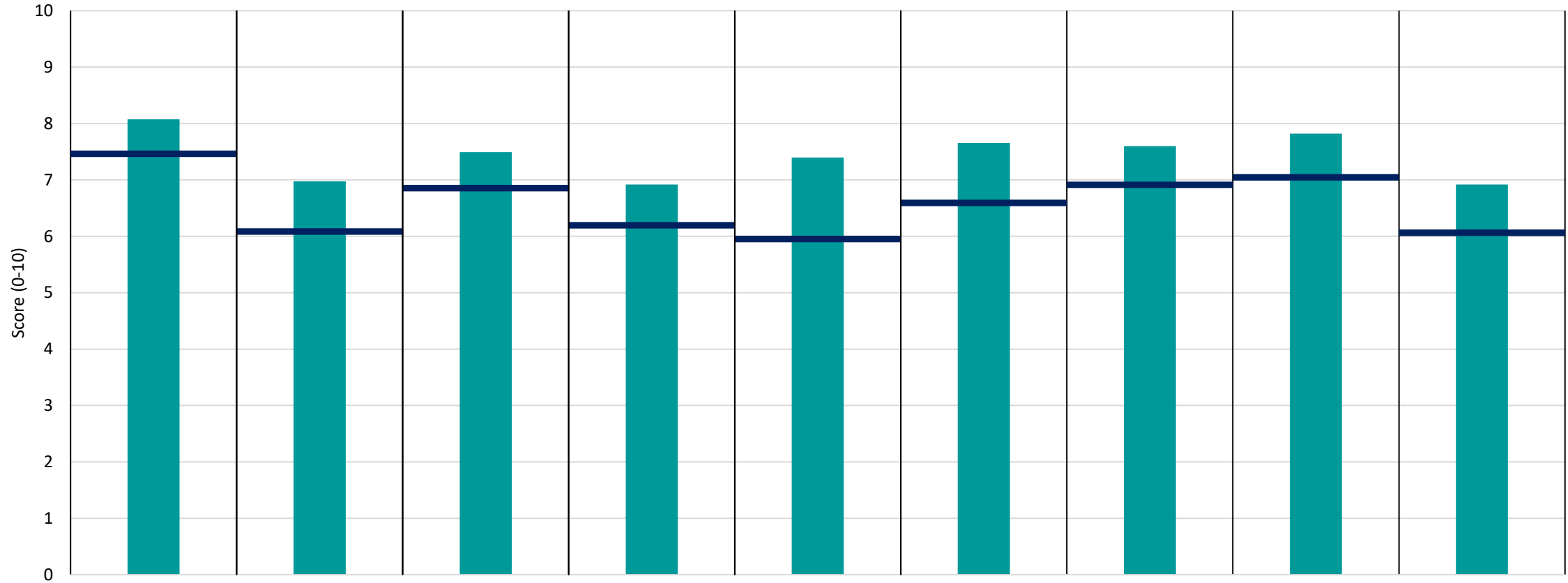
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Morale



Breakdown	8.08	6.97	7.49	6.92	7.40	7.65	7.60	7.82	6.92
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	19	19	19	19	19	19	19	19	19



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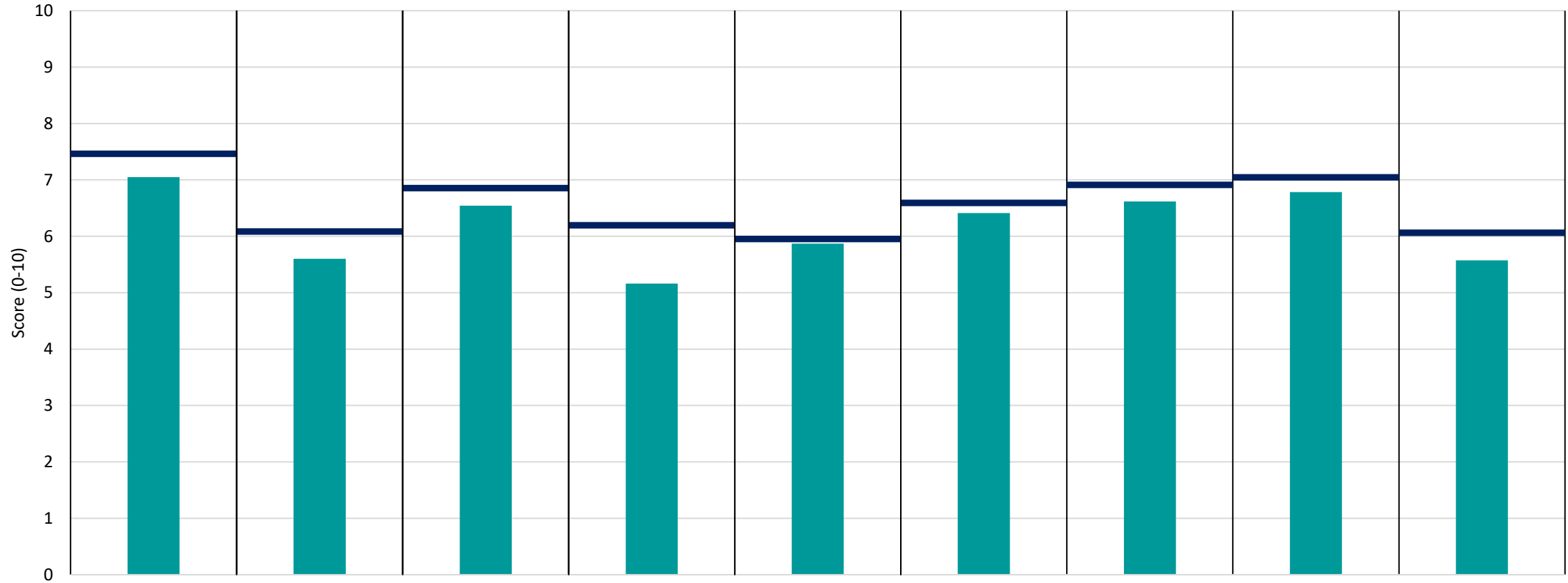
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Breakdown	7.05	5.60	6.54	5.16	5.87	6.41	6.62	6.79	5.57
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	133	133	131	133	123	131	133	133	133



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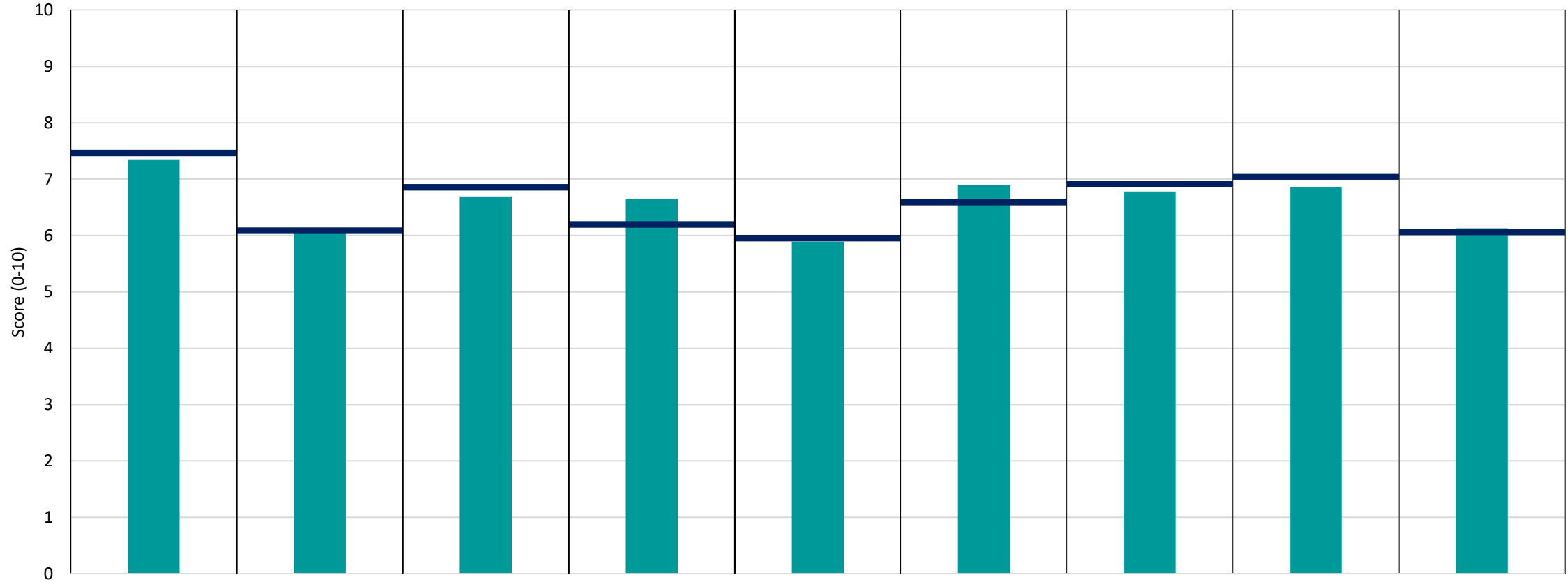
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Breakdown	7.35	6.07	6.69	6.64	5.89	6.90	6.78	6.86	6.13
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	216	216	212	210	200	214	214	216	215



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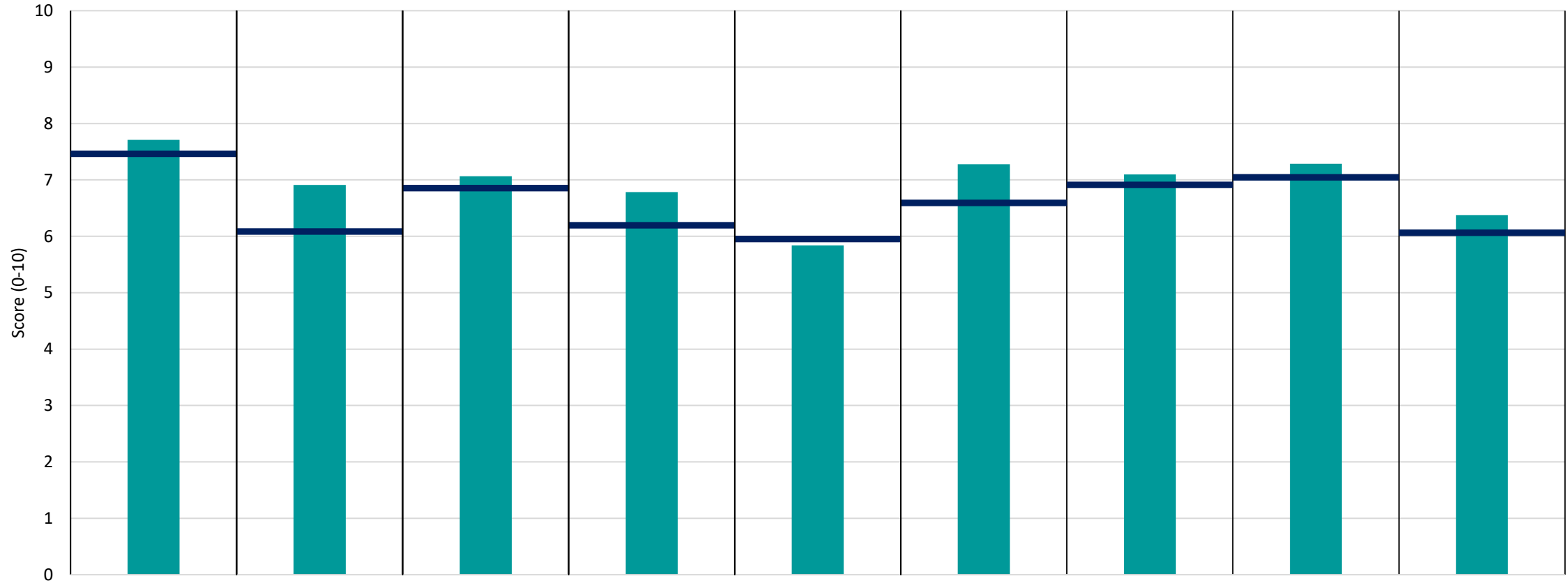
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Morale



Breakdown	7.71	6.91	7.07	6.78	5.84	7.28	7.10	7.29	6.37
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	17	17	17	17	16	17	17	17	17



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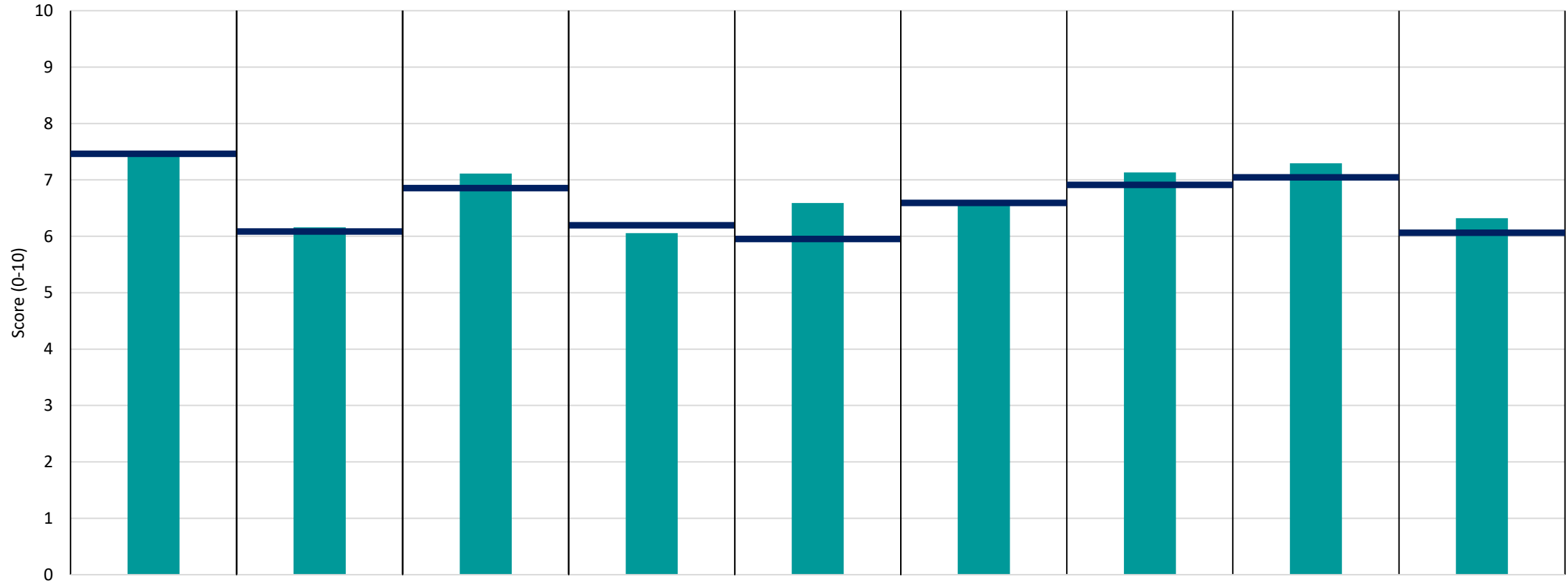
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Morale



Breakdown	7.44	6.16	7.11	6.05	6.59	6.54	7.13	7.29	6.32
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	225	226	221	226	221	225	225	226	226



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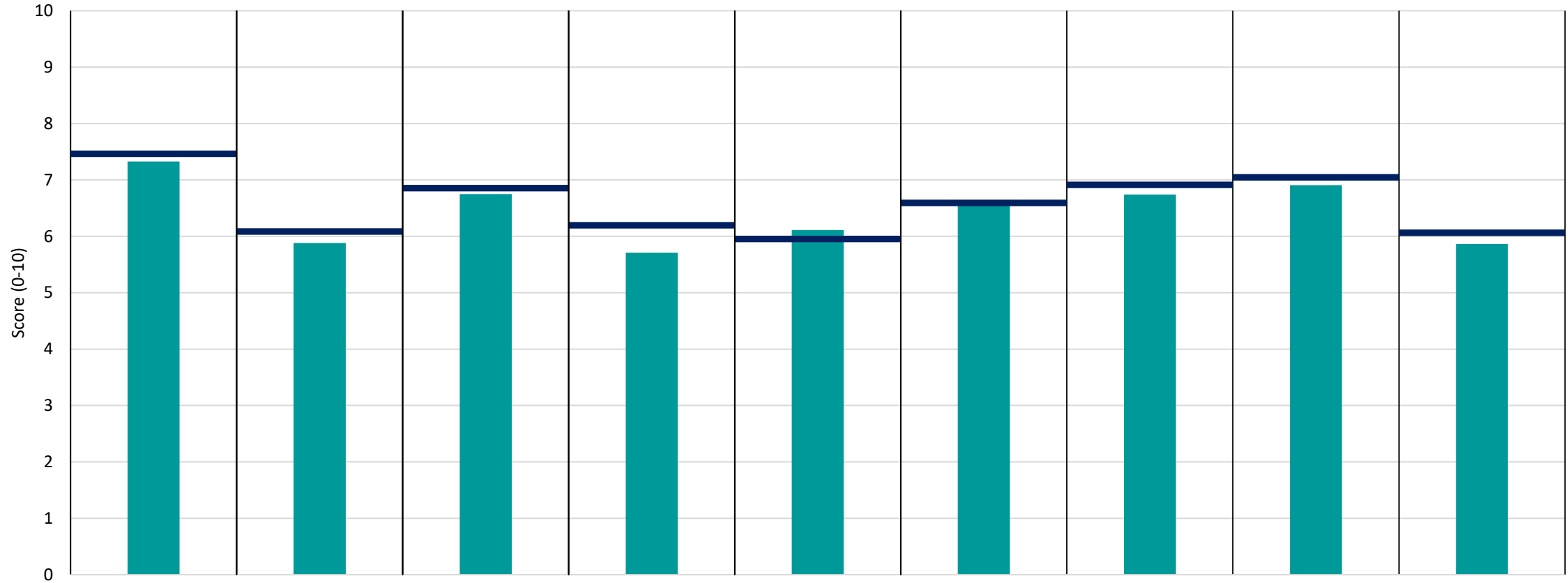
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Morale



Breakdown	7.32	5.88	6.75	5.71	6.11	6.59	6.74	6.91	5.86
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	284	284	281	282	260	284	282	284	284



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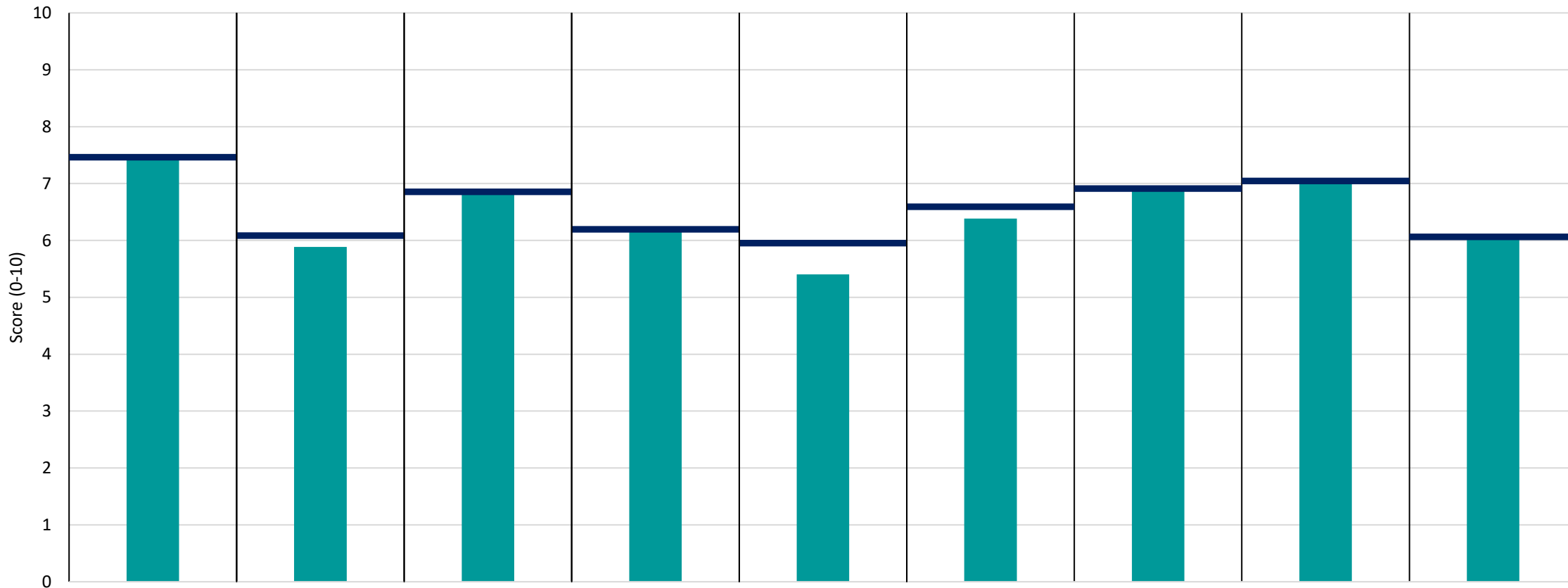
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Breakdown	7.48	5.89	6.80	6.20	5.40	6.39	6.88	7.03	6.08
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	190	191	190	189	168	191	190	191	191



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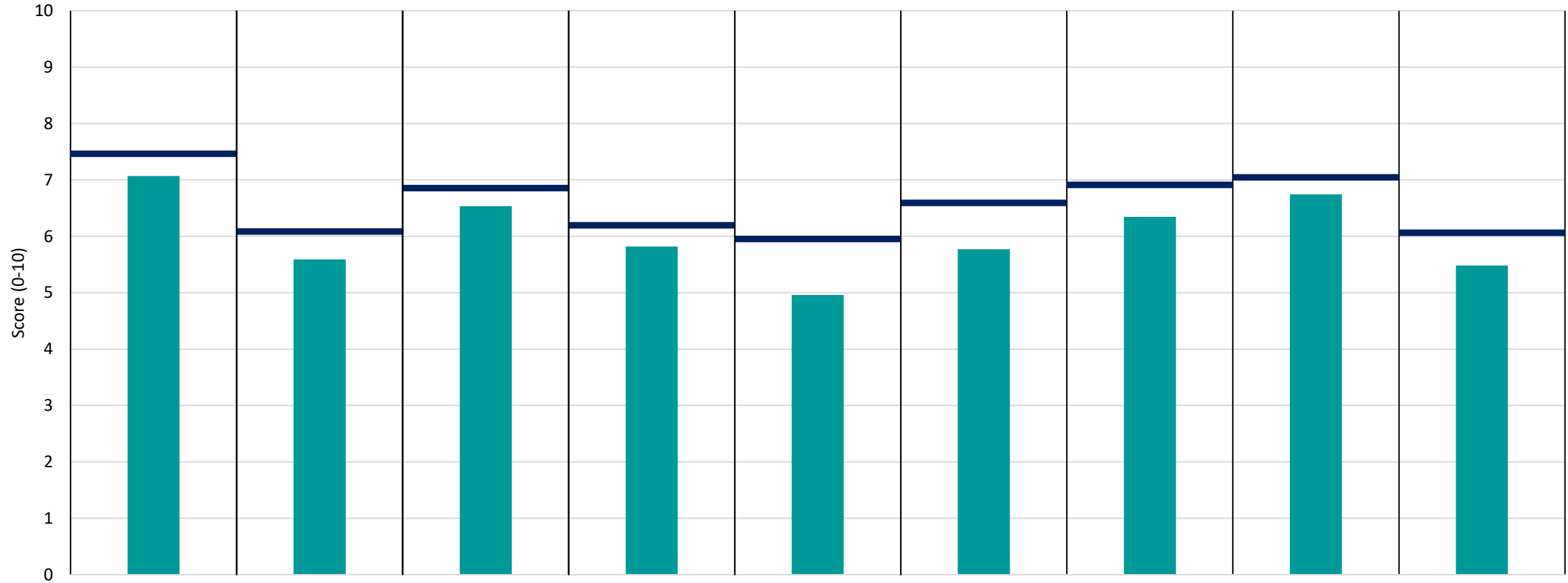
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Breakdown	7.07	5.59	6.54	5.82	4.96	5.77	6.35	6.75	5.48
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	230	230	227	229	215	226	230	230	230



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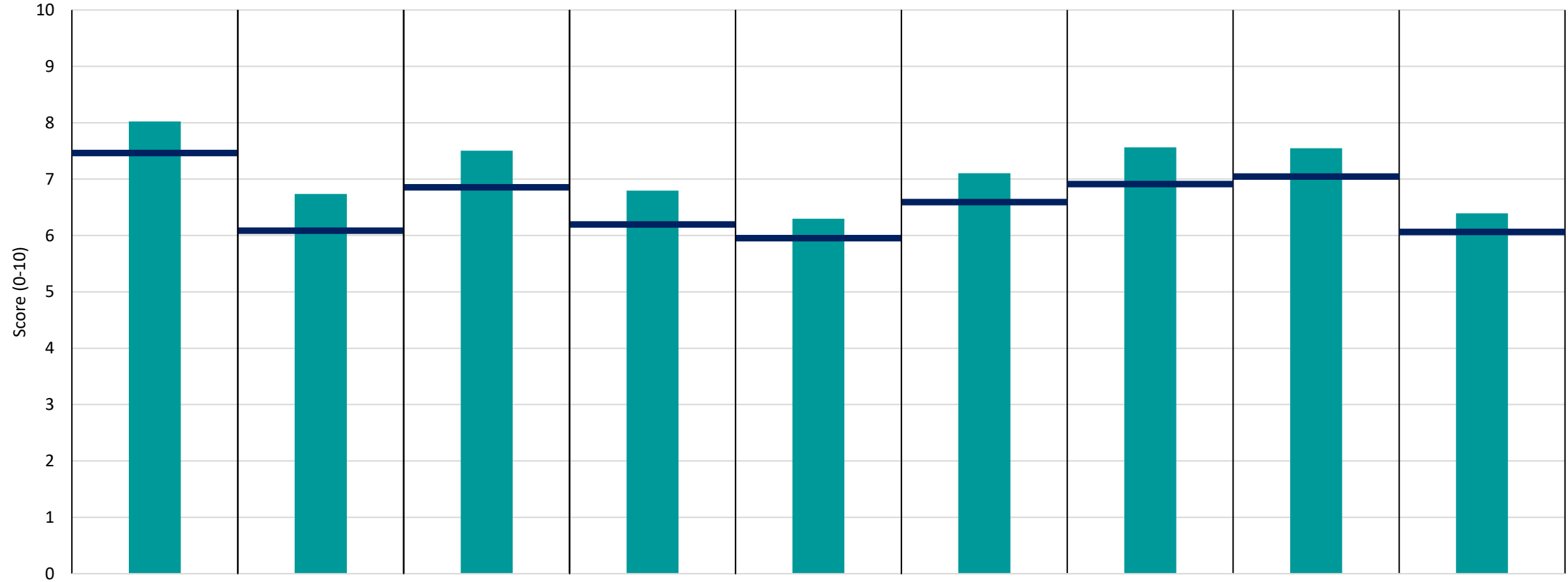
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Breakdown	8.02	6.74	7.51	6.80	6.30	7.10	7.56	7.55	6.39
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	141	141	141	141	134	141	141	141	141



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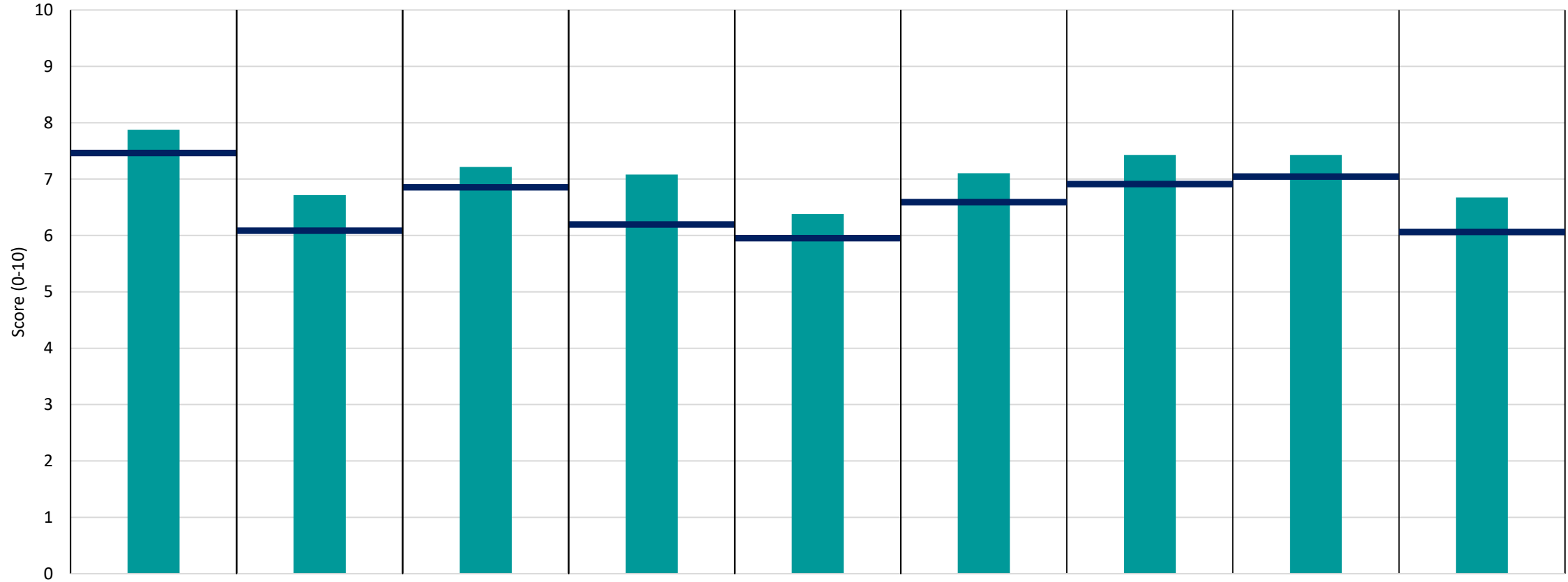
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Breakdown	7.87	6.72	7.22	7.08	6.38	7.11	7.43	7.43	6.68
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	251	251	250	250	244	251	251	251	251



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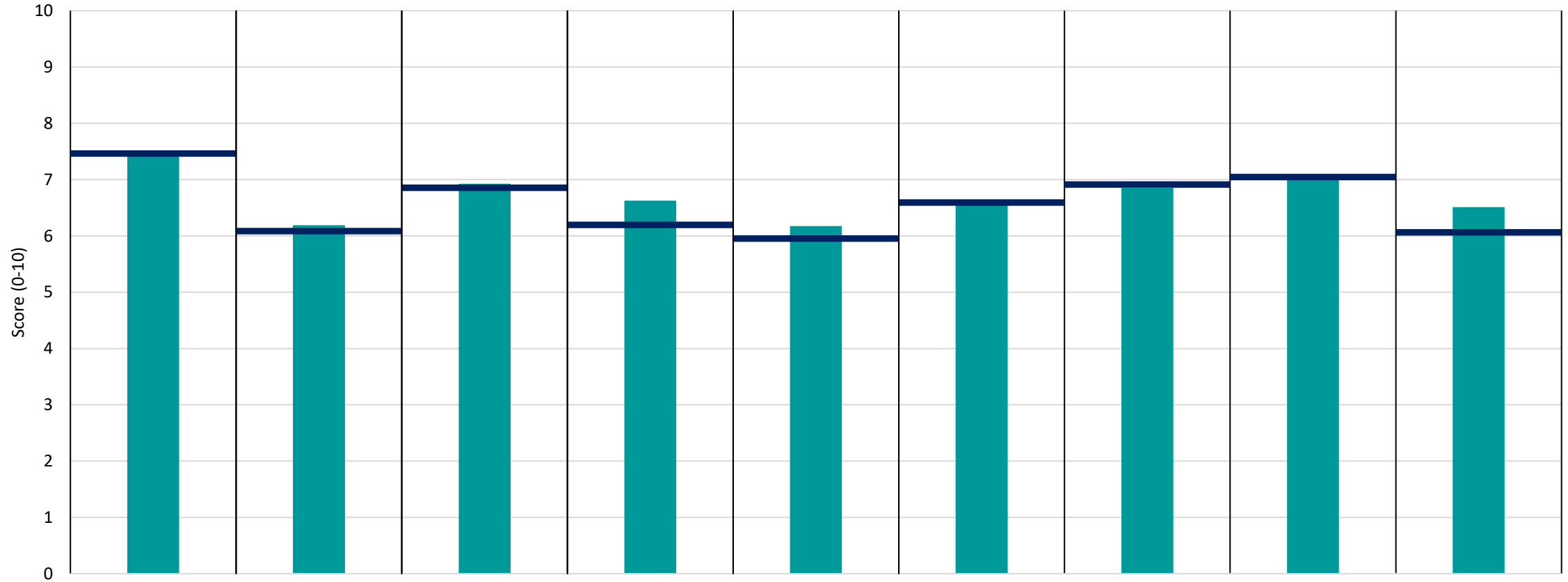
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Breakdown	7.48	6.19	6.93	6.63	6.17	6.57	6.85	6.99	6.51
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	201	201	200	201	196	199	201	201	201



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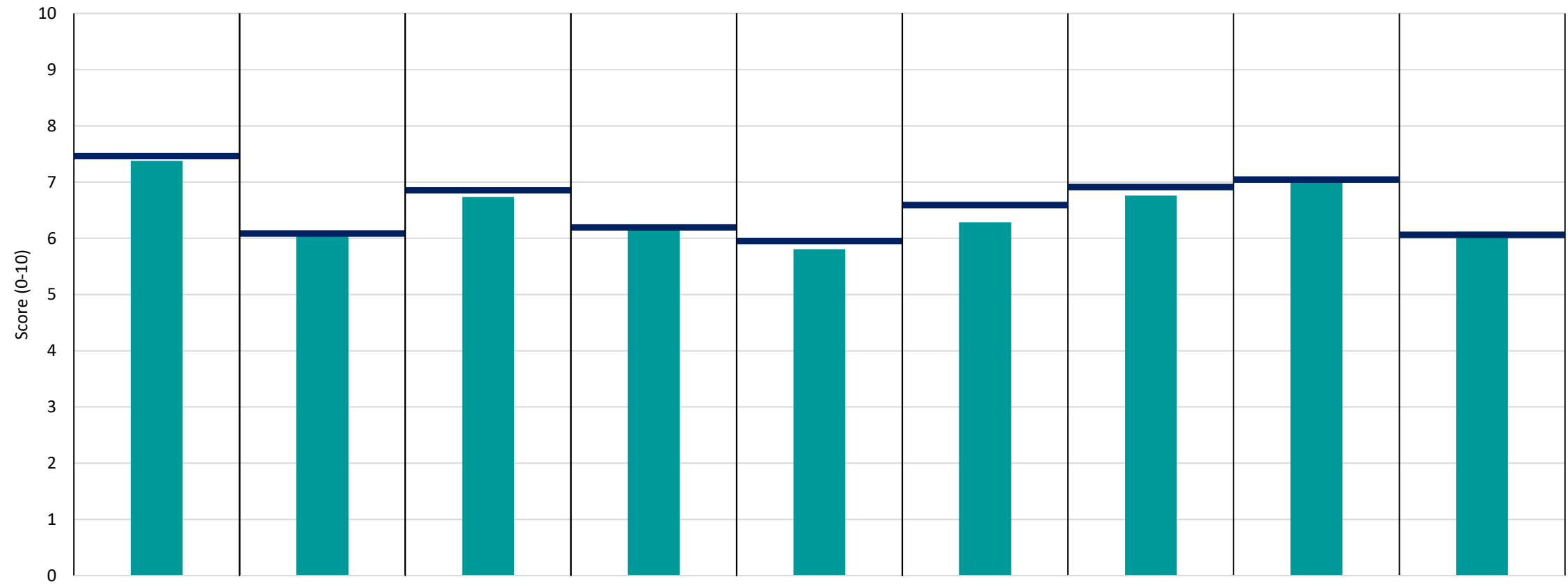
We are a team



Staff Engagement



Morale



Breakdown	7.38	6.12	6.74	6.19	5.81	6.28	6.76	7.01	6.12
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	249	249	249	248	237	247	248	249	249



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



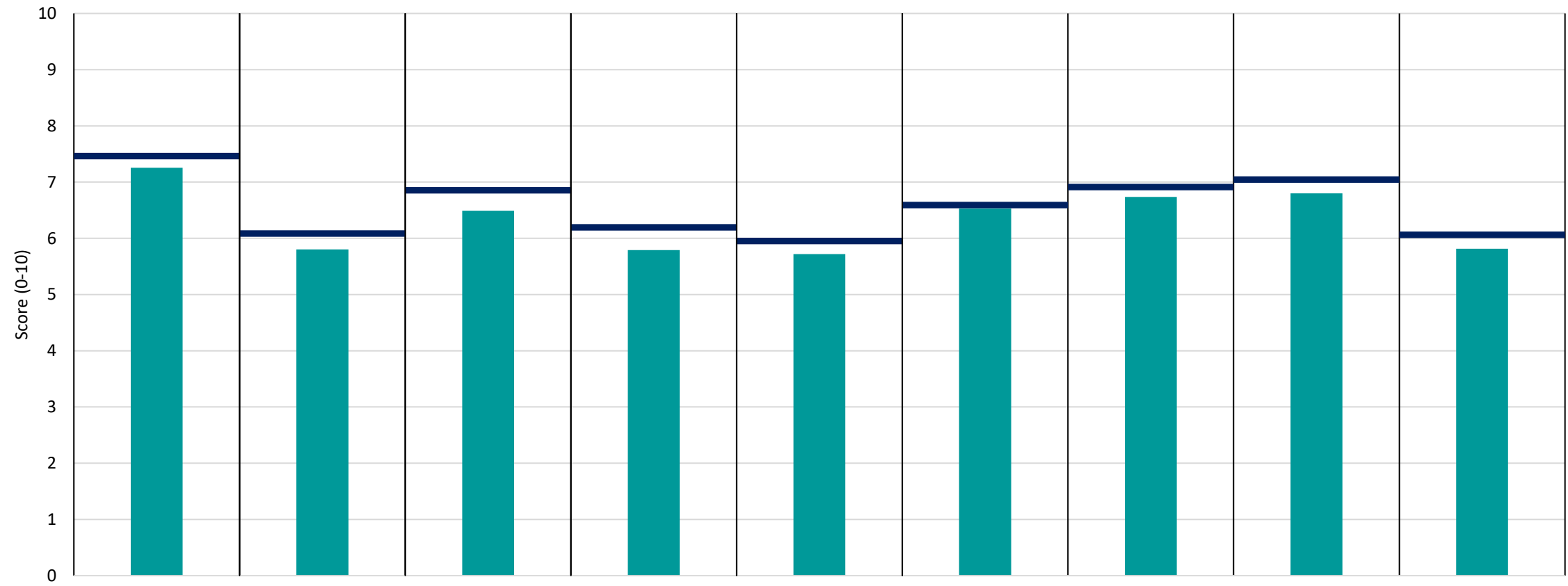
We are a team



Staff Engagement



Morale



Breakdown	7.26	5.80	6.49	5.79	5.72	6.53	6.74	6.80	5.81
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	196	196	196	194	188	193	196	196	196



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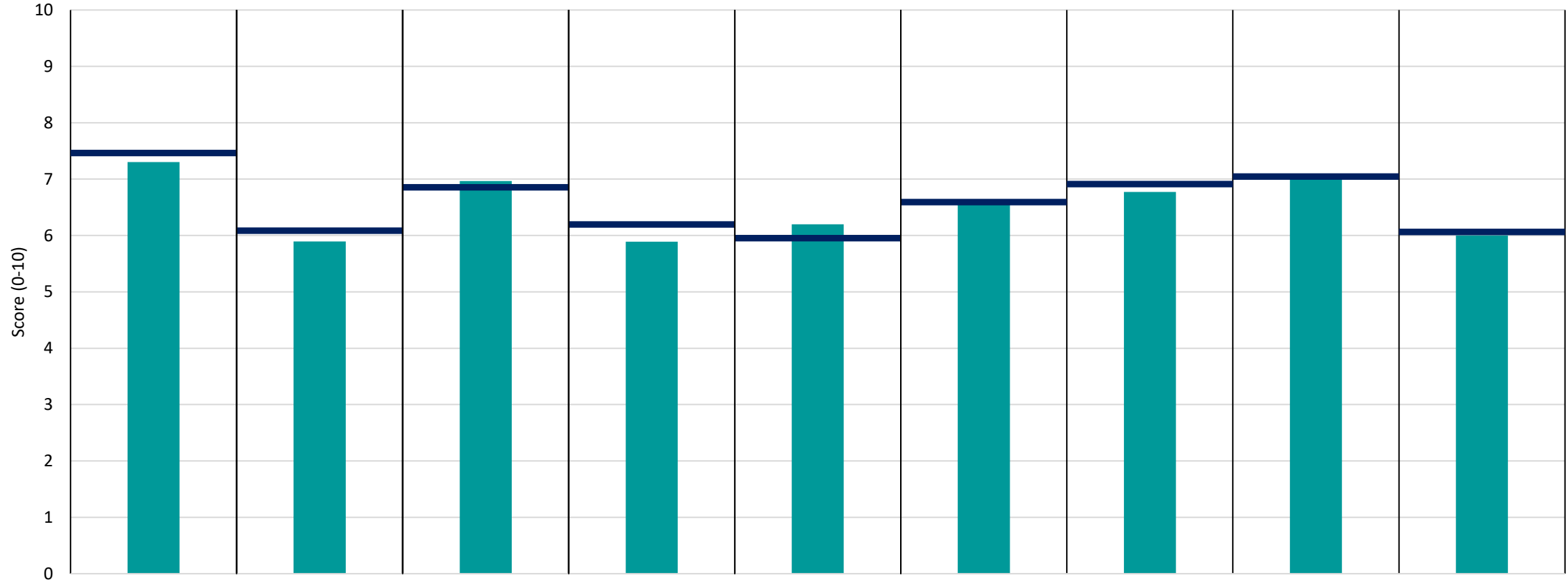
We are a team



Staff Engagement



Morale



Breakdown	7.30	5.90	6.96	5.89	6.20	6.60	6.77	7.04	6.00
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	186	186	185	186	180	184	185	186	186



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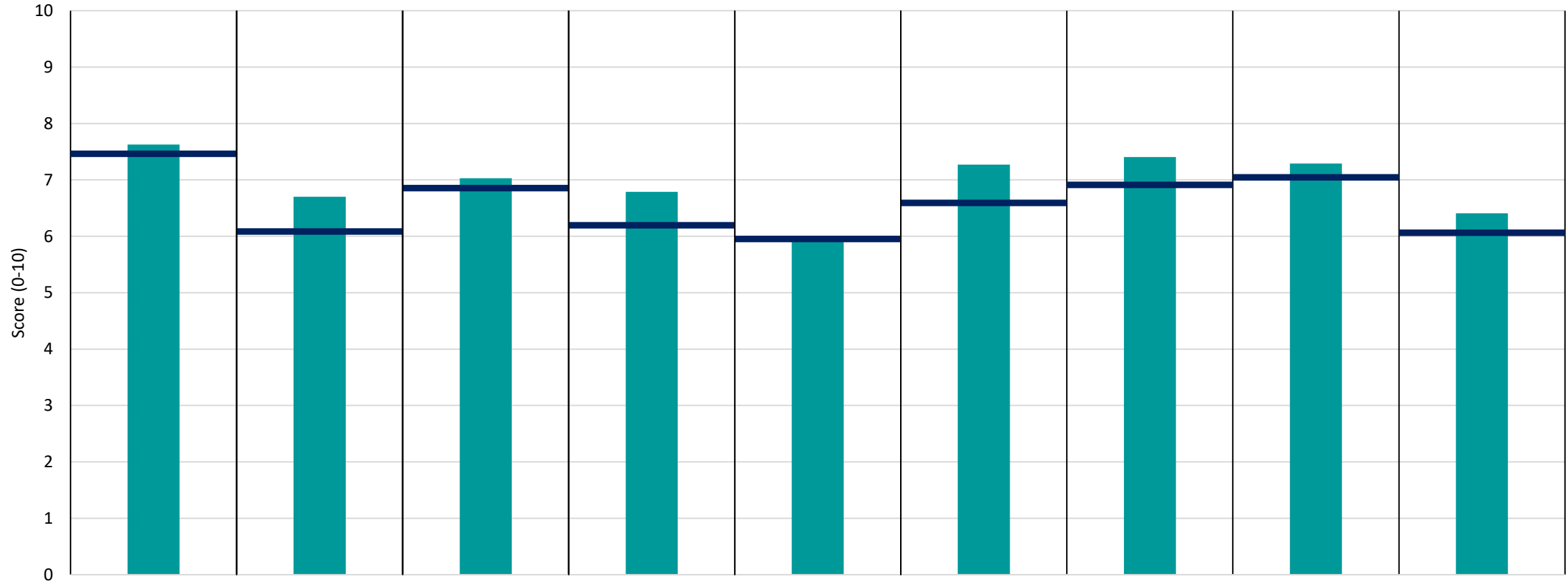
We are a team



Staff Engagement



Morale



Breakdown	7.63	6.70	7.03	6.79	5.94	7.27	7.41	7.29	6.41
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	93	93	93	93	89	93	92	93	93



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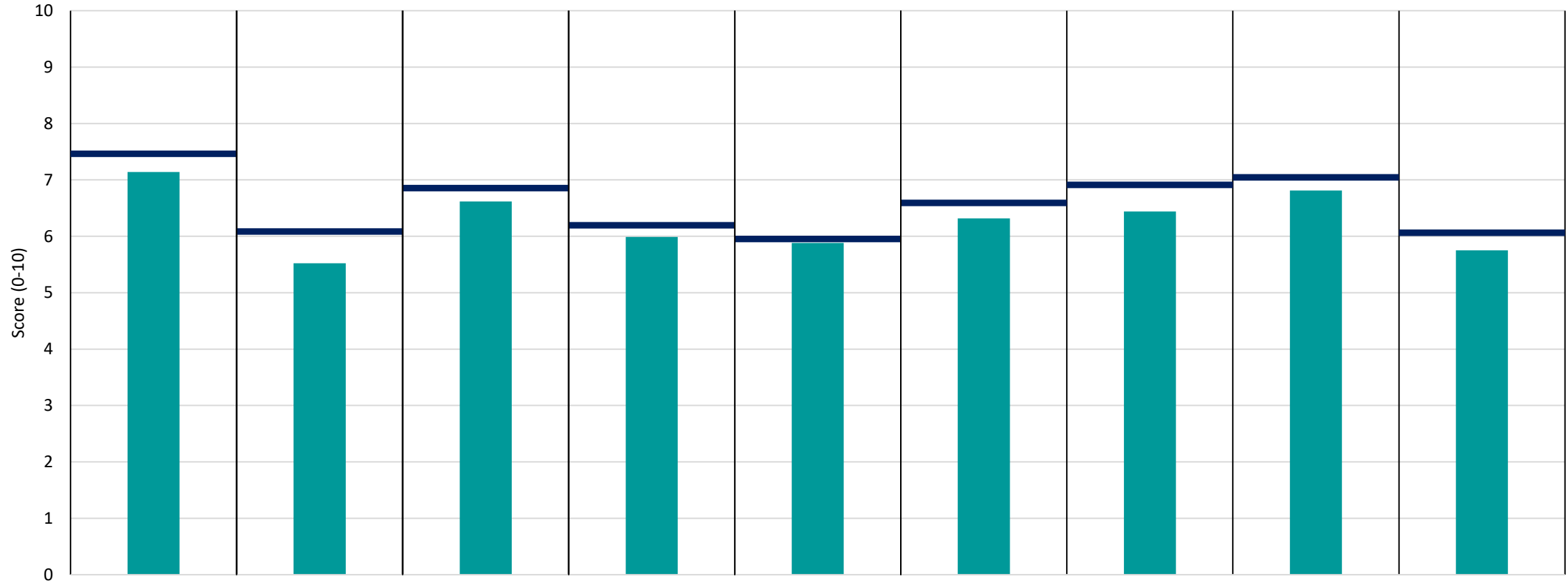
We are a team



Staff Engagement



Morale



Breakdown	7.14	5.52	6.62	5.99	5.88	6.32	6.44	6.81	5.75
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	284	284	282	283	270	284	283	284	284



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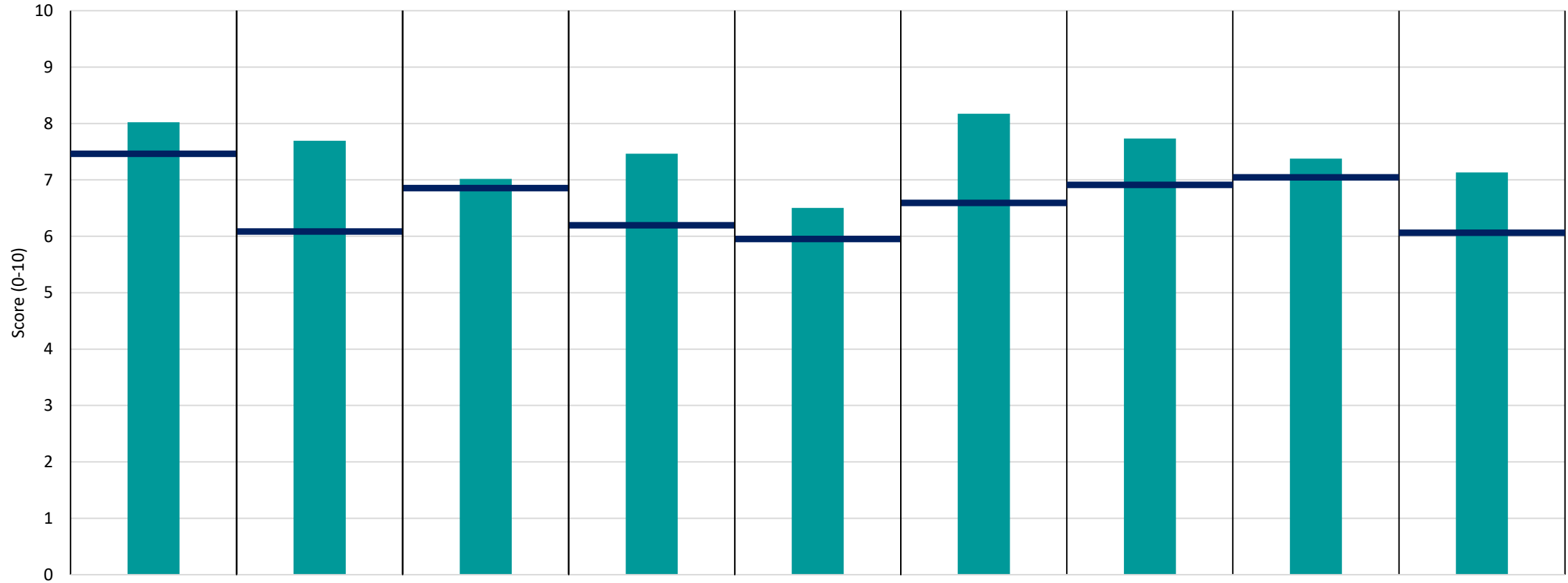
We are a team



Staff Engagement



Morale



Breakdown	8.02	7.69	7.02	7.46	6.50	8.17	7.73	7.38	7.13
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	18	18	18	18	17	18	18	18	18



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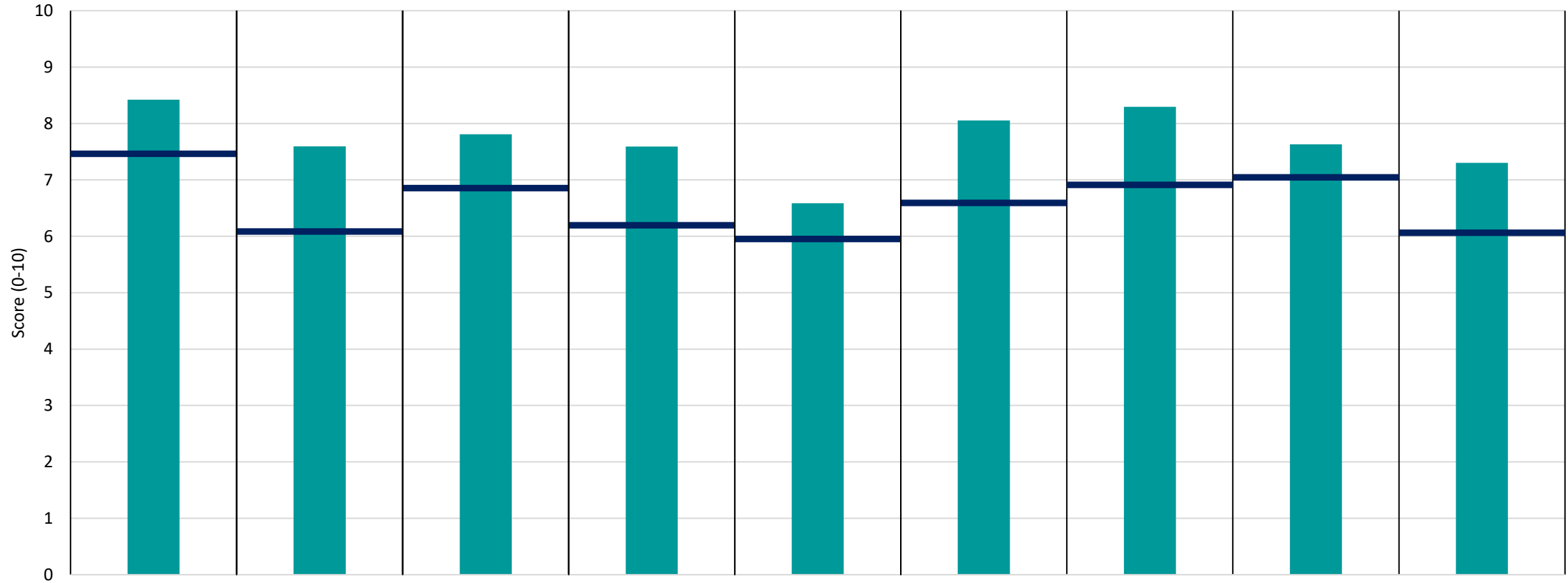
We are a team



Staff Engagement



Morale



Breakdown	8.42	7.60	7.81	7.59	6.59	8.06	8.30	7.63	7.30
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	21	21	21	21	20	21	21	21	21



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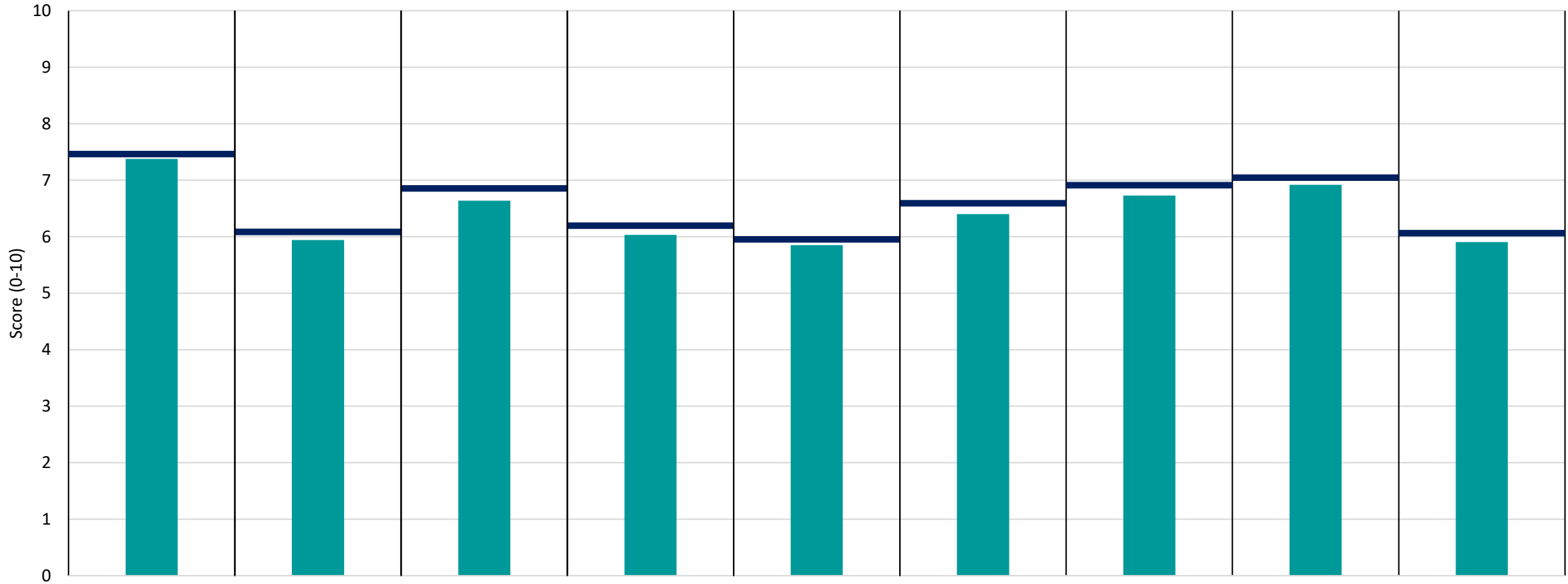
We are a team



Staff Engagement



Morale



Breakdown	7.38	5.94	6.64	6.03	5.85	6.40	6.73	6.92	5.91
Your org	7.46	6.09	6.85	6.20	5.95	6.59	6.91	7.05	6.06
Responses	302	302	301	303	288	301	302	302	303