



University Hospitals Coventry and Warwickshire NHS Trust

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Add Prof Scientific and Technic</u>	<u>6</u>
<u>Additional Clinical Services</u>	<u>7</u>
<u>Administrative and Clerical</u>	<u>8</u>
<u>Allied Health Professionals</u>	<u>9</u>
<u>Healthcare Scientists</u>	<u>10</u>
<u>Medical and Dental</u>	<u>11</u>
<u>Nursing and Midwifery Registered</u>	<u>12</u>

<u>Clinical Diagnostics</u>	14
<u>Clinical Support Services</u>	15
<u>Community Services Group</u>	16
<u>Core Services</u>	17
<u>Emergency Medicine</u>	18
<u>Medicine</u>	19
<u>Surgical Services</u>	20
<u>Trauma and Neuro Services</u>	21
<u>Women and Children</u>	22

This breakdown report for University Hospitals Coventry and Warwickshire NHS 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 Hospitals Coventry and Warwickshire NHS 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

University Hospitals Coventry and Warwickshire NHS Trust
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



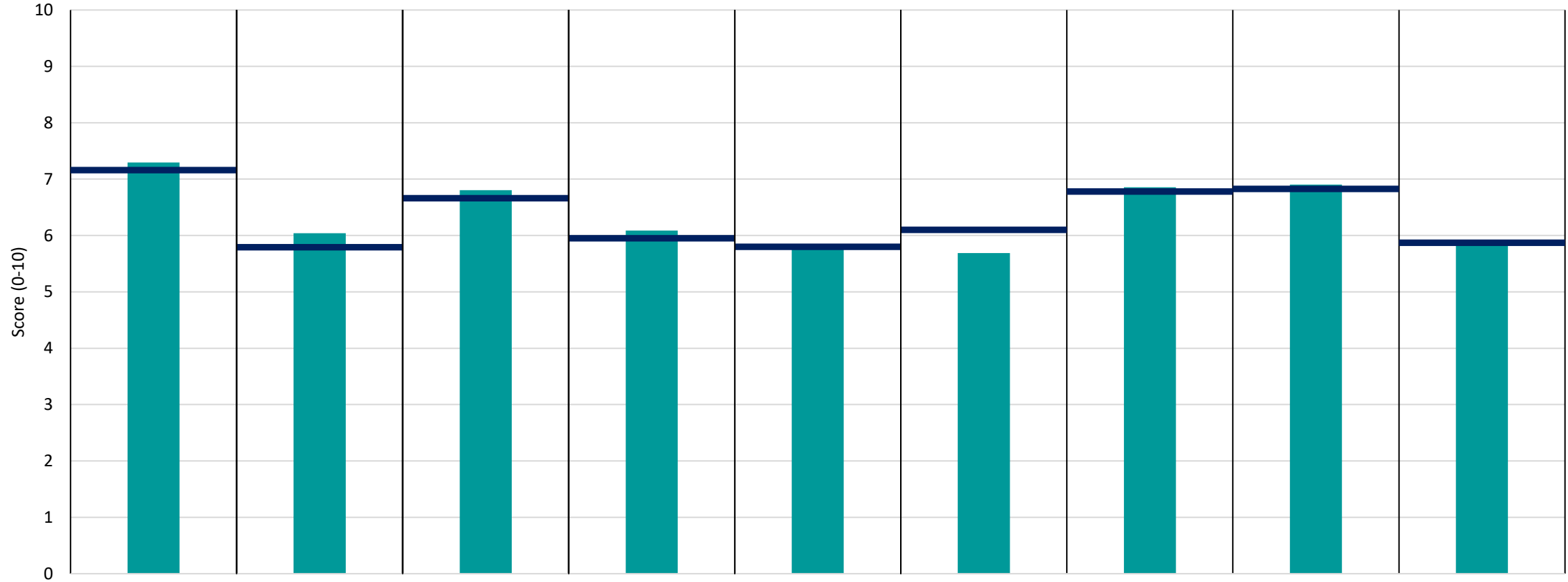
We are a team



Staff Engagement



Morale



Breakdown	7.29	6.04	6.81	6.09	5.76	5.69	6.85	6.90	5.90
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	157	157	154	157	153	157	157	157	157



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



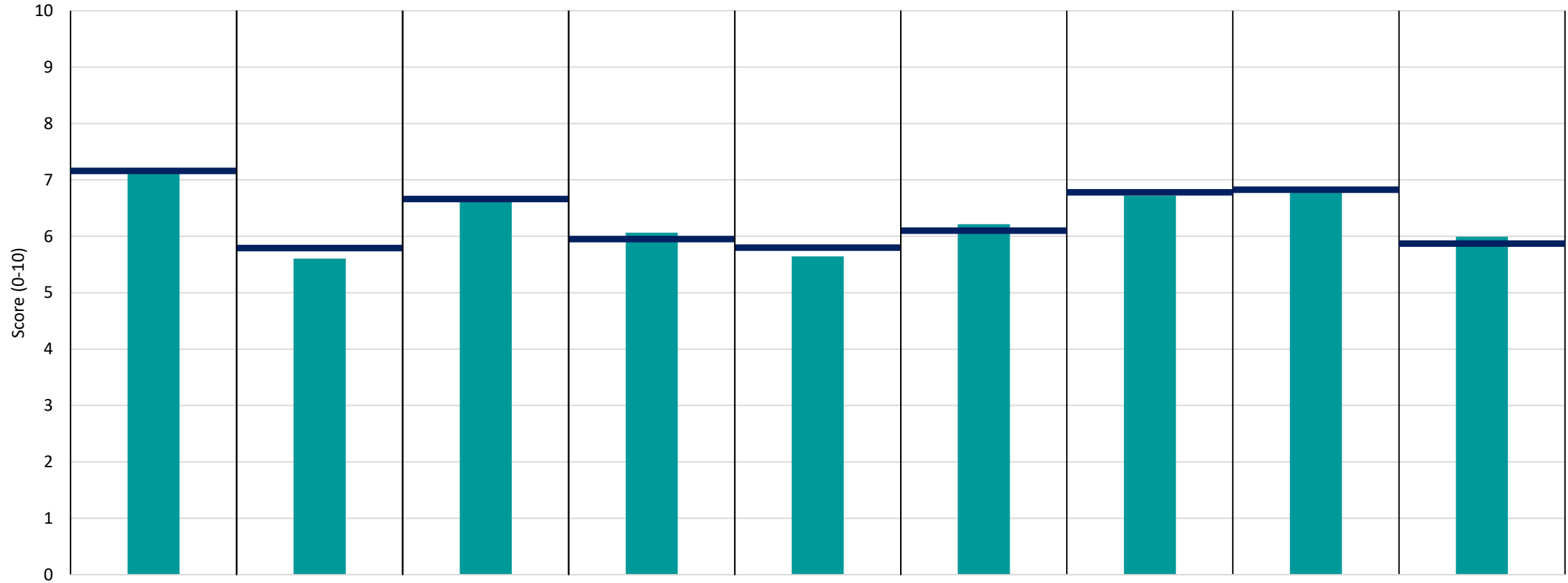
We are a team



Staff Engagement



Morale



Breakdown	7.17	5.61	6.65	6.07	5.64	6.22	6.72	6.79	5.99
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	1310	1318	1282	1273	1195	1303	1309	1315	1316



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



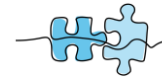
We are safe and
healthy



We are always
learning



We work flexibly



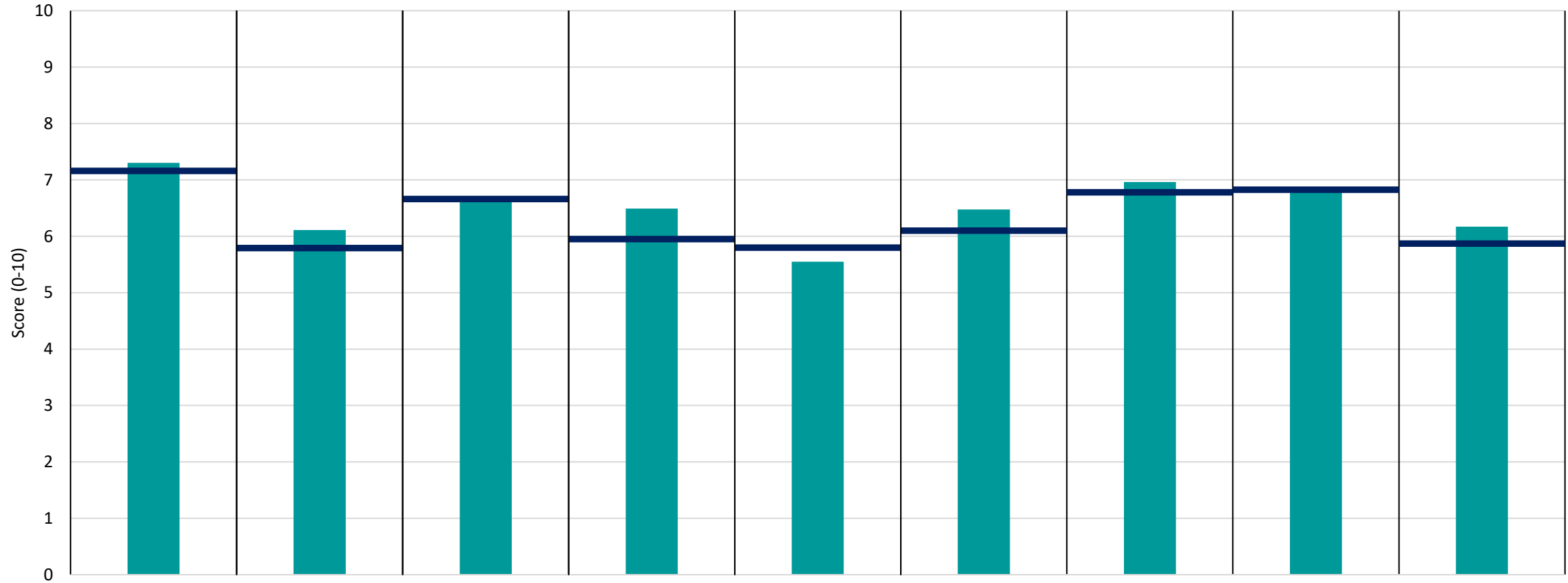
We are a team



Staff Engagement



Morale



Breakdown	7.30	6.11	6.70	6.49	5.55	6.48	6.96	6.86	6.17
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	1425	1425	1411	1417	1348	1416	1425	1427	1426



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



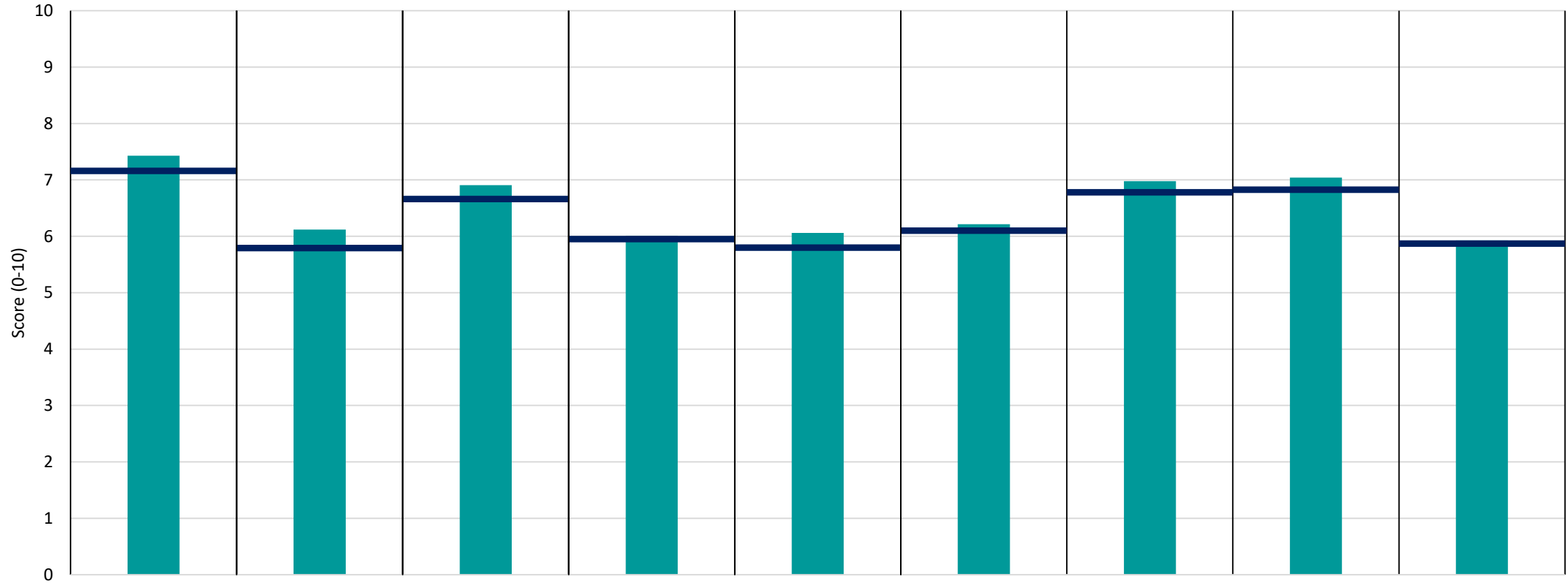
We are a team



Staff Engagement



Morale



Breakdown	7.43	6.12	6.91	6.01	6.06	6.21	6.98	7.04	5.93
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	548	548	546	546	535	547	547	548	548



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



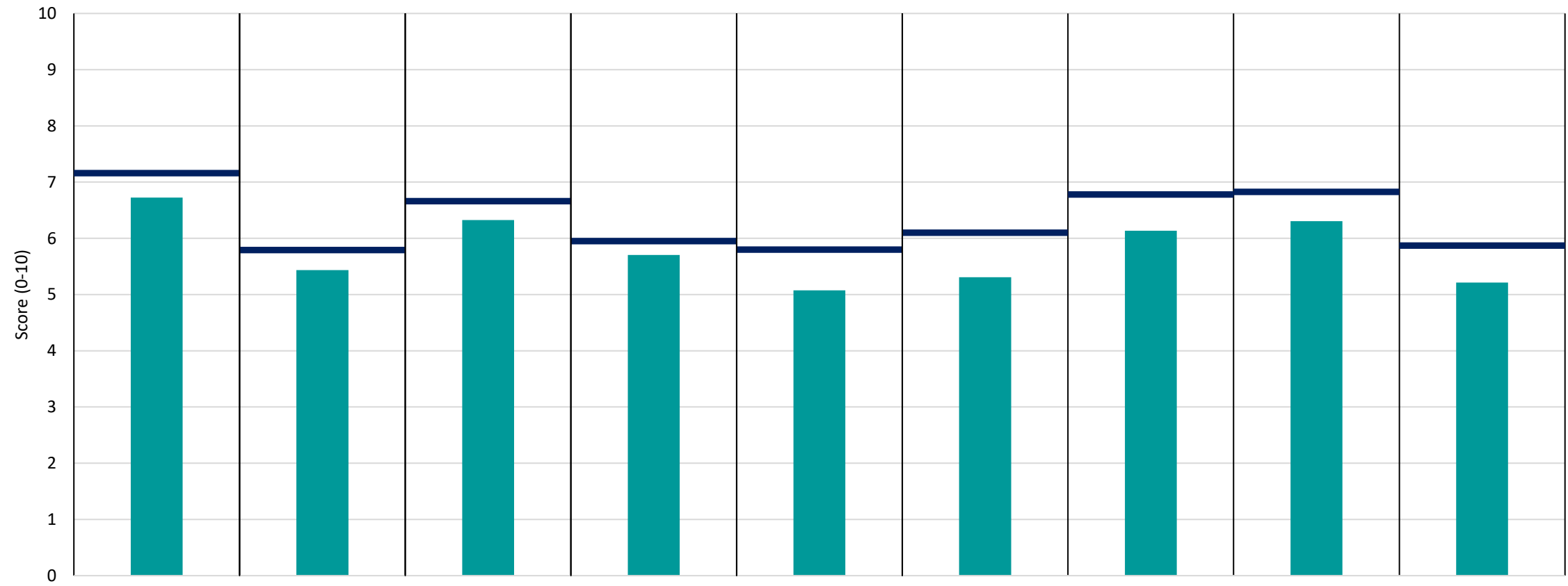
We are a team



Staff Engagement



Morale



Breakdown	6.72	5.43	6.33	5.71	5.08	5.31	6.14	6.31	5.21
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	247	247	245	247	236	247	244	247	247



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



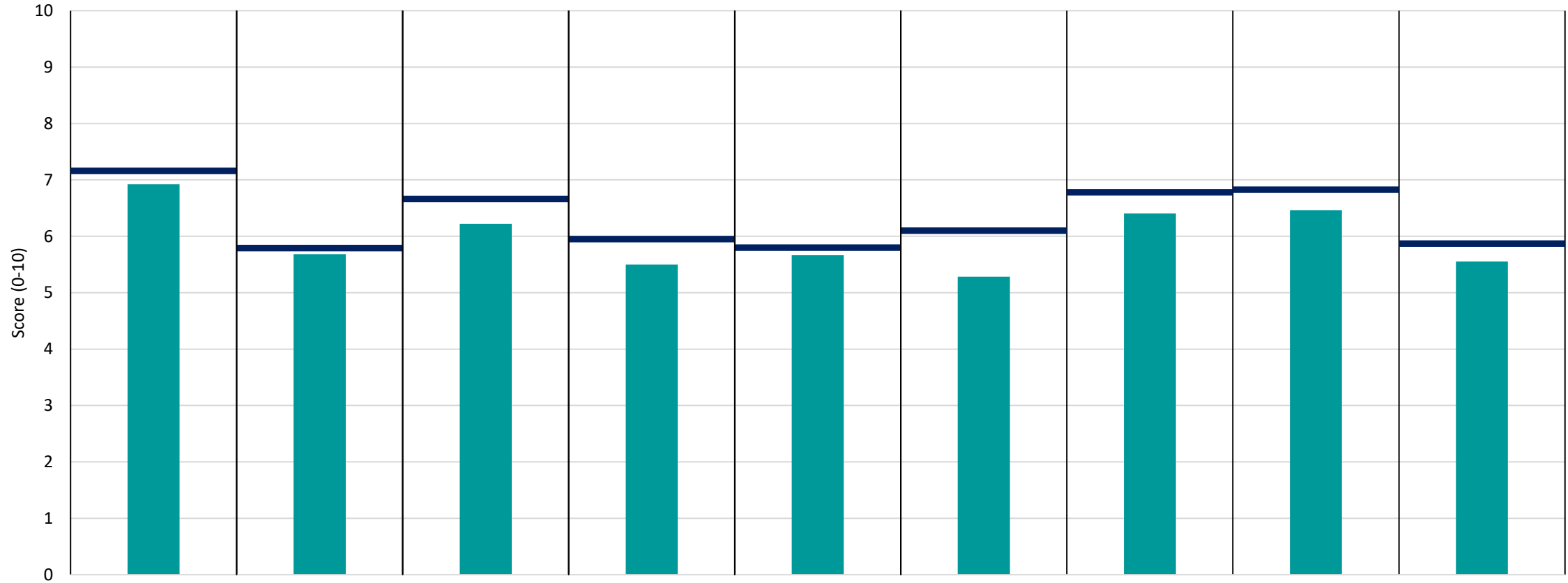
We are a team



Staff Engagement



Morale



Breakdown	6.92	5.69	6.22	5.50	5.66	5.29	6.40	6.46	5.55
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	609	610	603	608	582	607	608	610	610



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



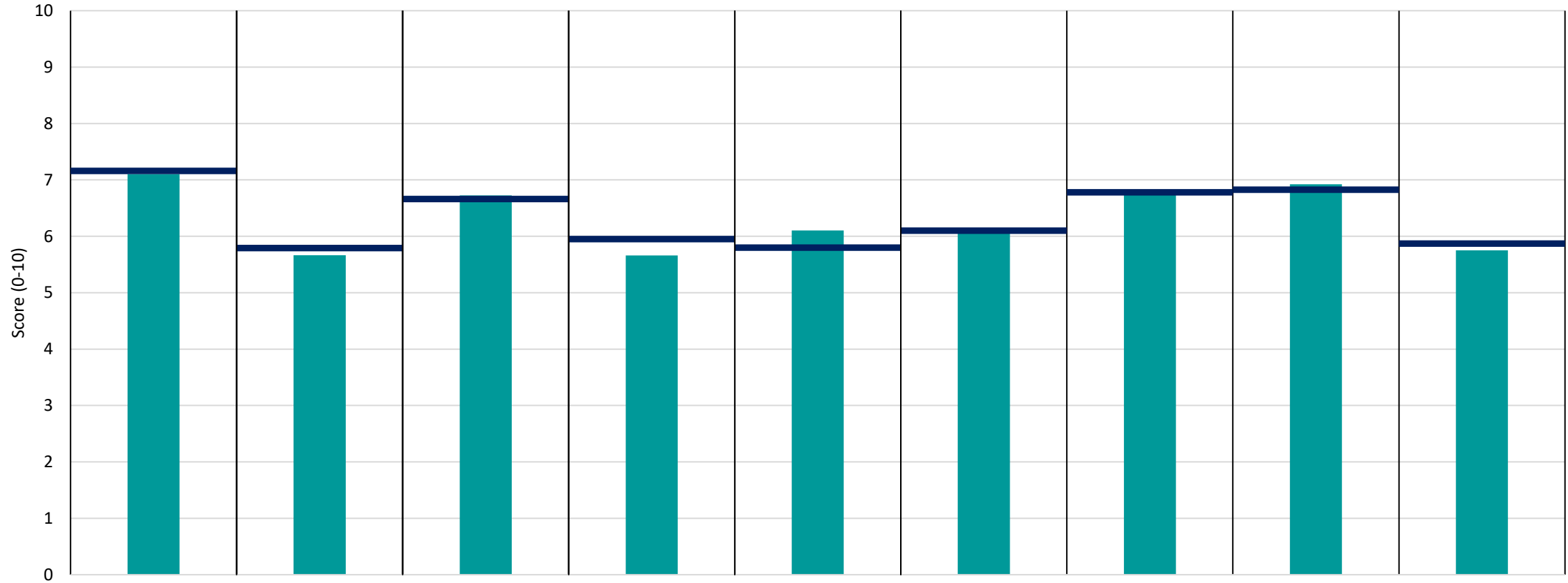
We are a team



Staff Engagement



Morale



Breakdown	7.10	5.66	6.73	5.66	6.11	6.11	6.82	6.92	5.75
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	2188	2191	2162	2165	2084	2173	2186	2193	2194

Breakdowns 2

University Hospitals Coventry and Warwickshire NHS Trust
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



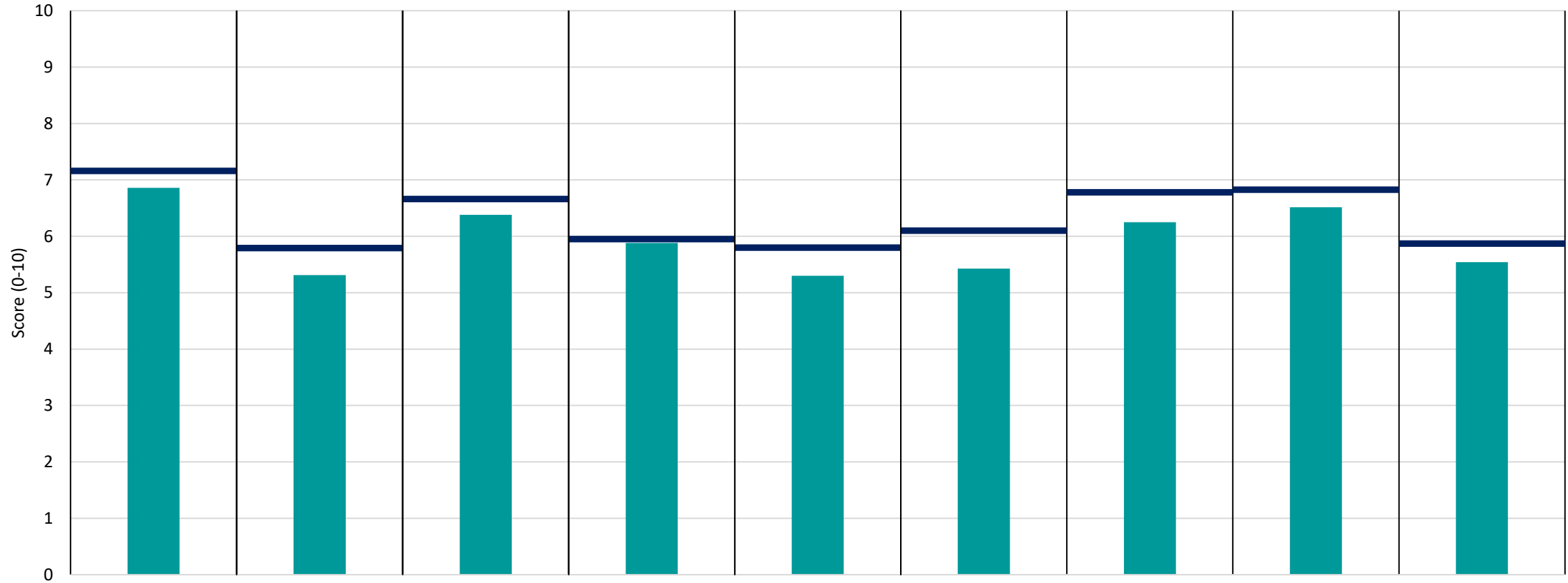
We are a team



Staff Engagement



Morale



Breakdown	6.86	5.31	6.38	5.88	5.30	5.43	6.25	6.52	5.54
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	686	689	677	677	652	688	683	687	688



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



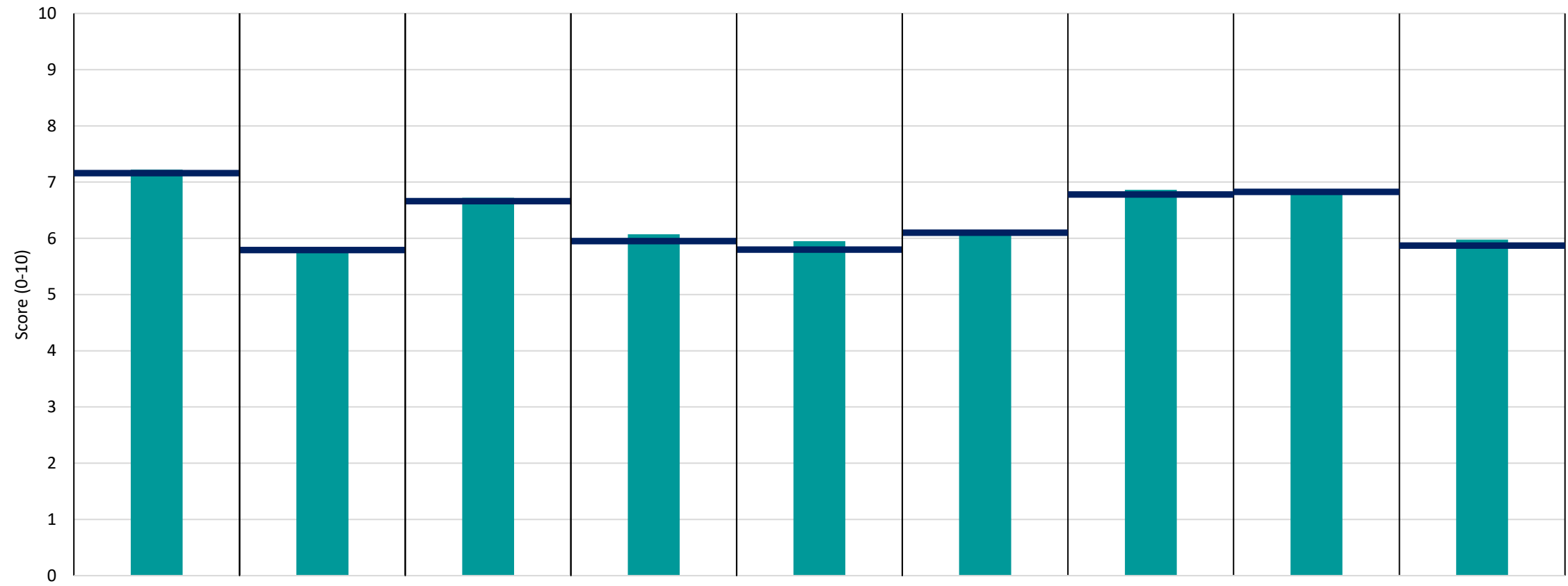
We are a team



Staff Engagement



Morale



Breakdown	7.23	5.84	6.72	6.07	5.95	6.12	6.86	6.85	5.98
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	1187	1186	1171	1180	1138	1182	1185	1188	1190



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



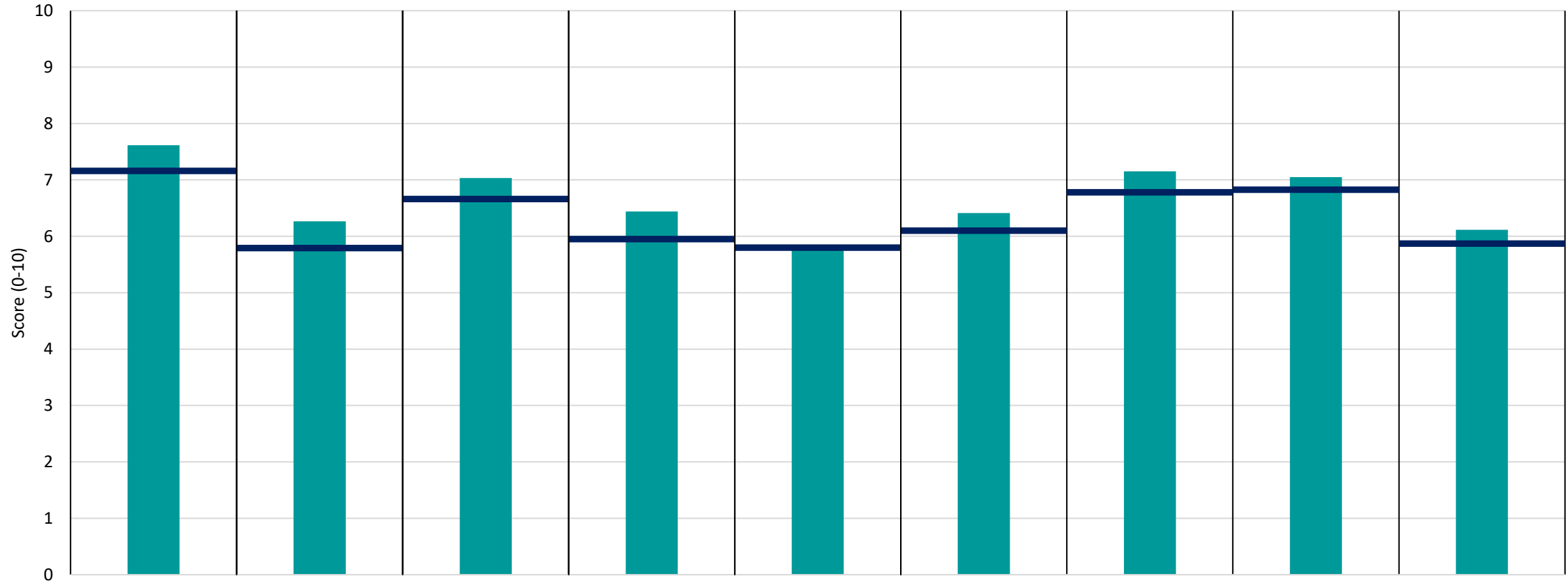
We are a team



Staff Engagement



Morale



Breakdown	7.62	6.27	7.03	6.44	5.76	6.41	7.15	7.05	6.11
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	349	348	348	348	329	346	349	348	349



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



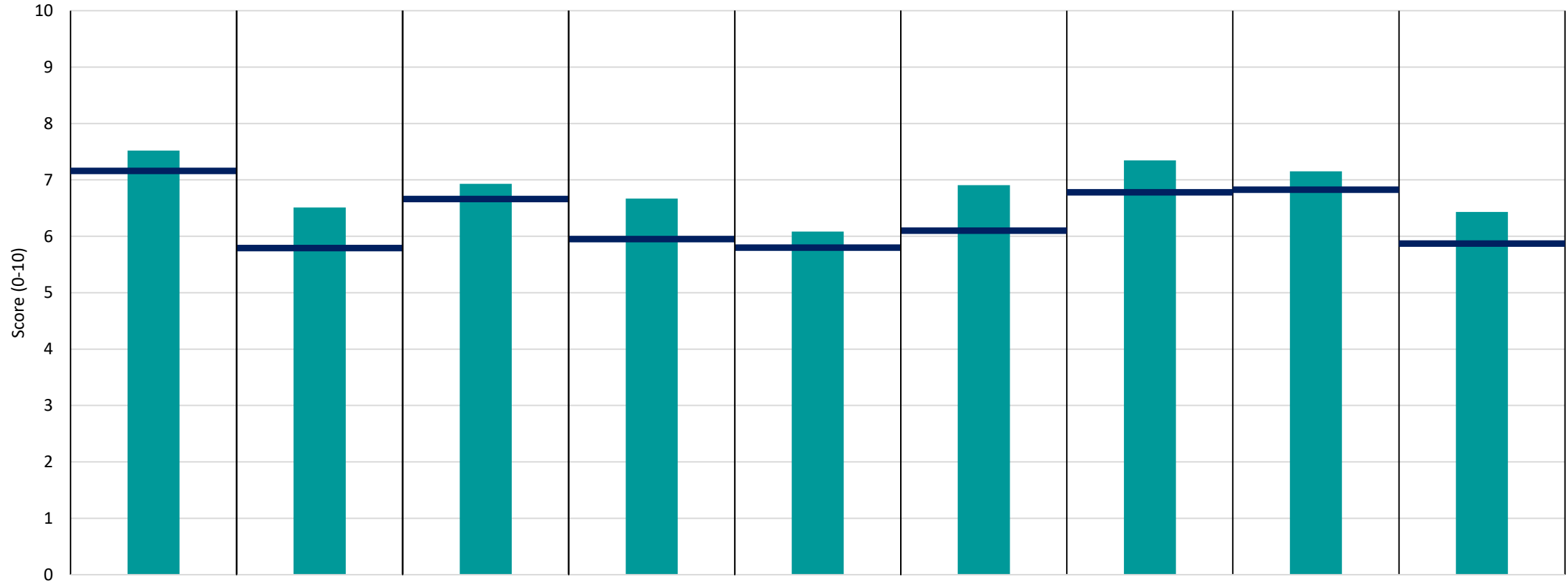
We are a team



Staff Engagement



Morale



Breakdown	7.52	6.51	6.93	6.67	6.08	6.91	7.35	7.15	6.43
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	1015	1019	1010	1009	959	1011	1016	1019	1019



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



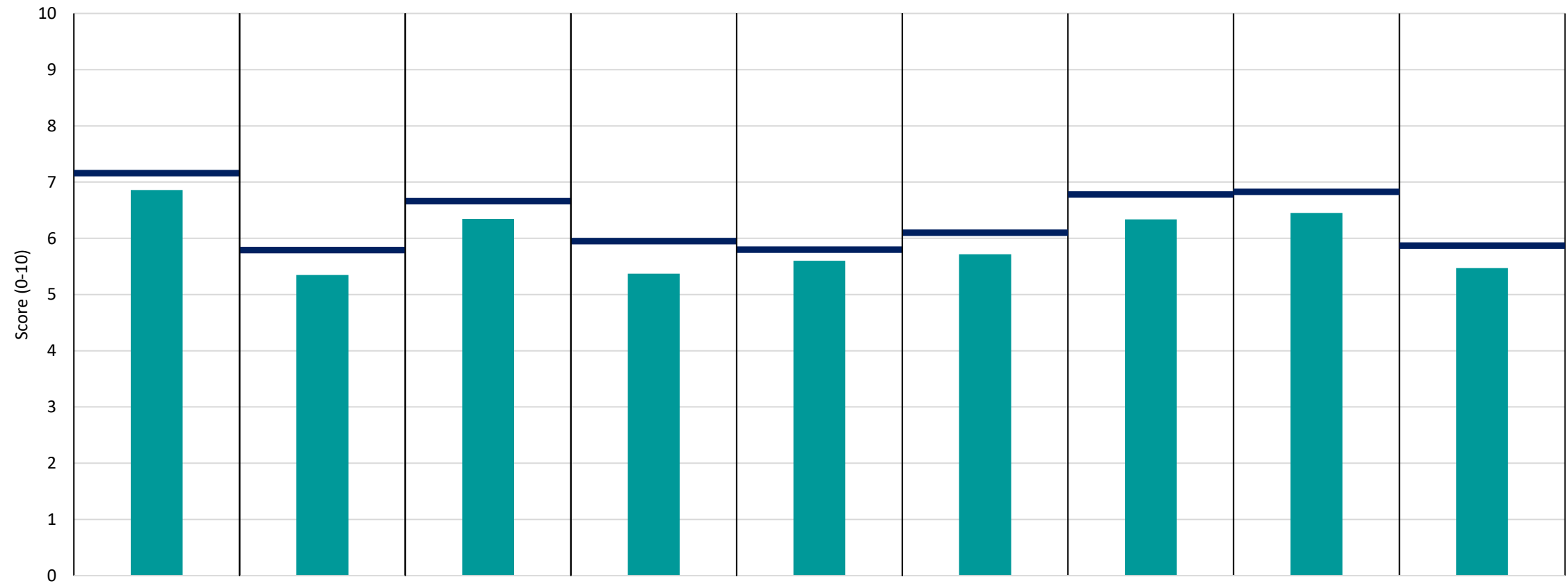
We are a team



Staff Engagement



Morale



Breakdown	6.86	5.35	6.35	5.37	5.60	5.71	6.34	6.45	5.47
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	551	551	545	545	520	543	549	551	552



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



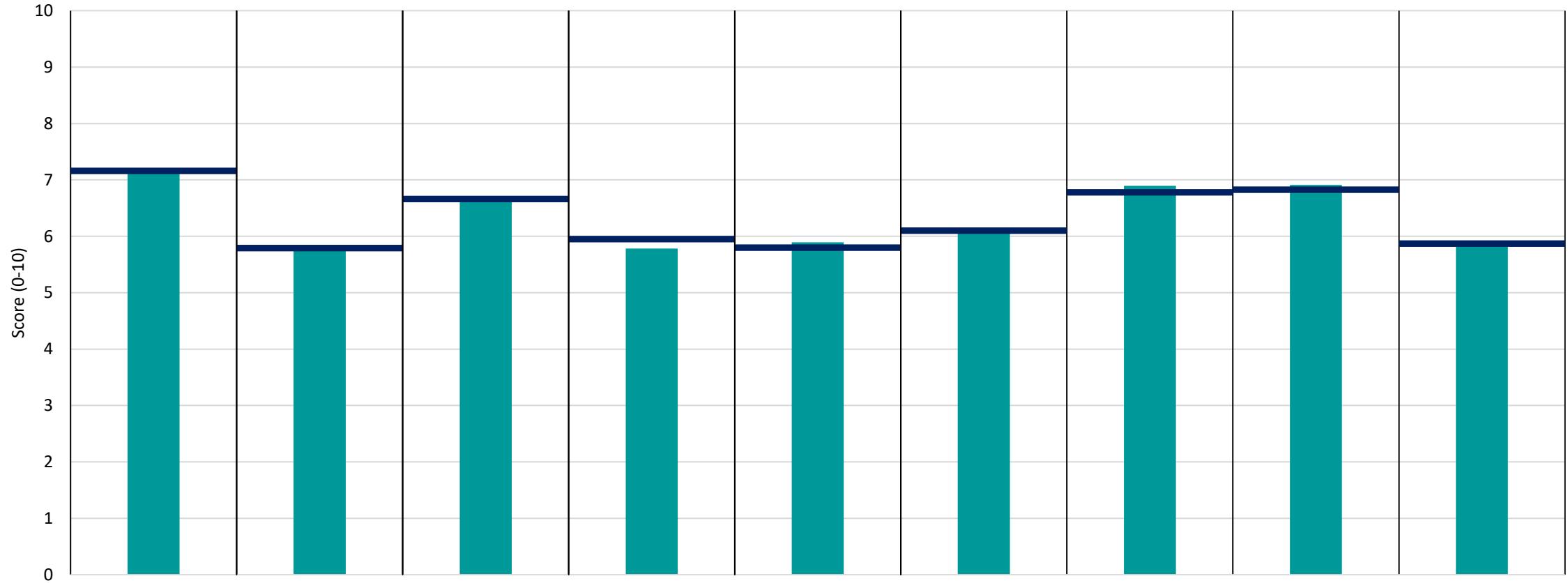
We are a team



Staff Engagement



Morale



Breakdown	7.12	5.80	6.67	5.78	5.89	6.15	6.89	6.91	5.88
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	1042	1043	1021	1017	975	1035	1039	1043	1042



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



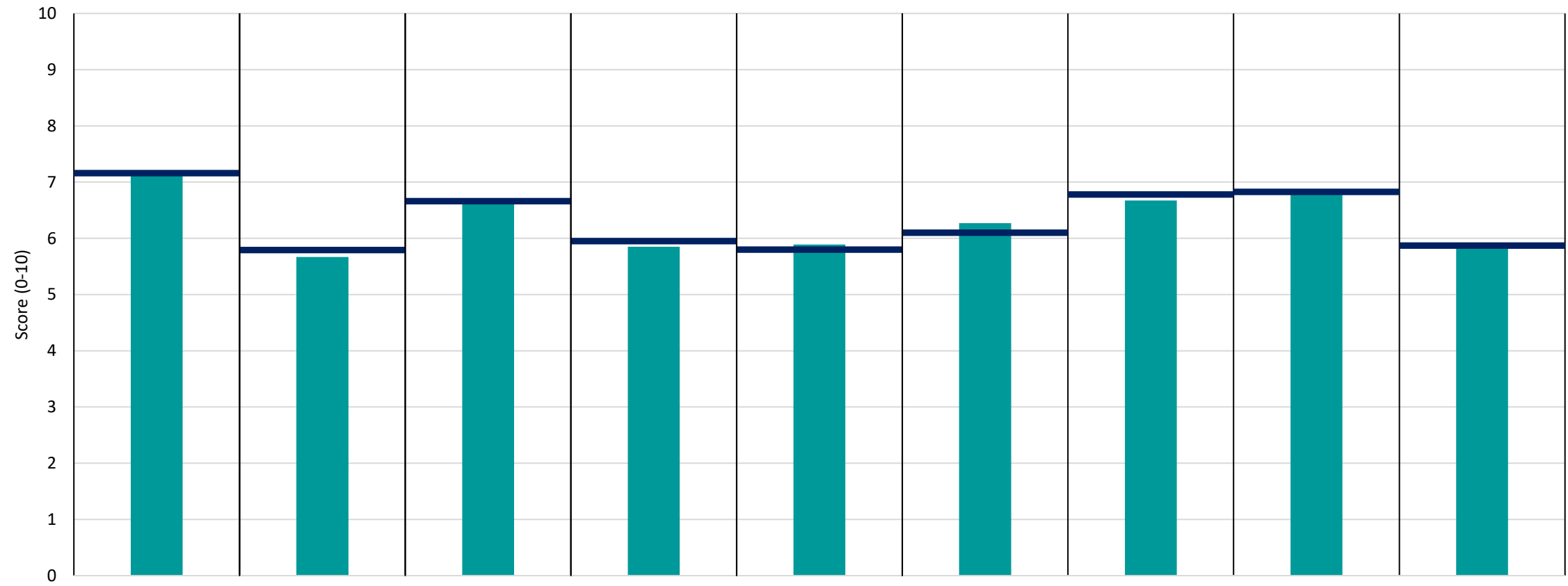
We are a team



Staff Engagement



Morale



Breakdown	7.12	5.67	6.66	5.85	5.89	6.27	6.67	6.83	5.86
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	526	528	512	520	481	523	526	528	527



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



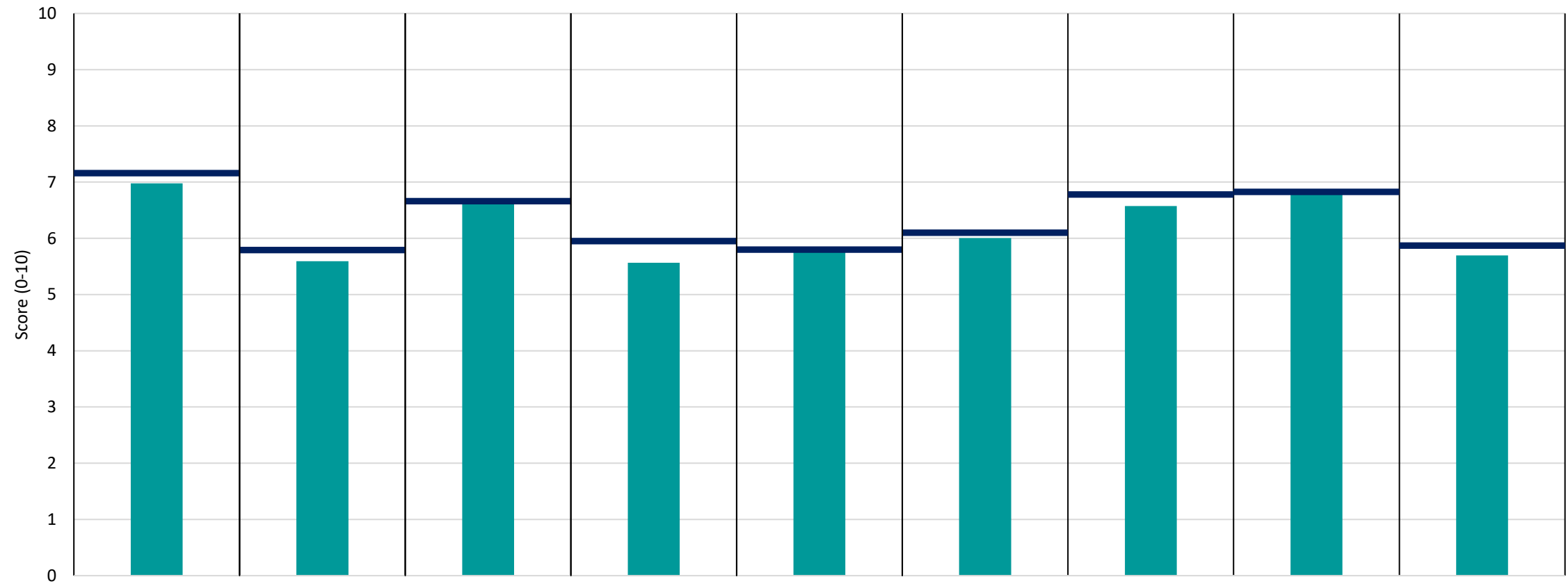
We are a team



Staff Engagement



Morale



Breakdown	6.98	5.59	6.63	5.57	5.78	6.01	6.58	6.85	5.70
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	553	556	545	543	523	549	555	556	555



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



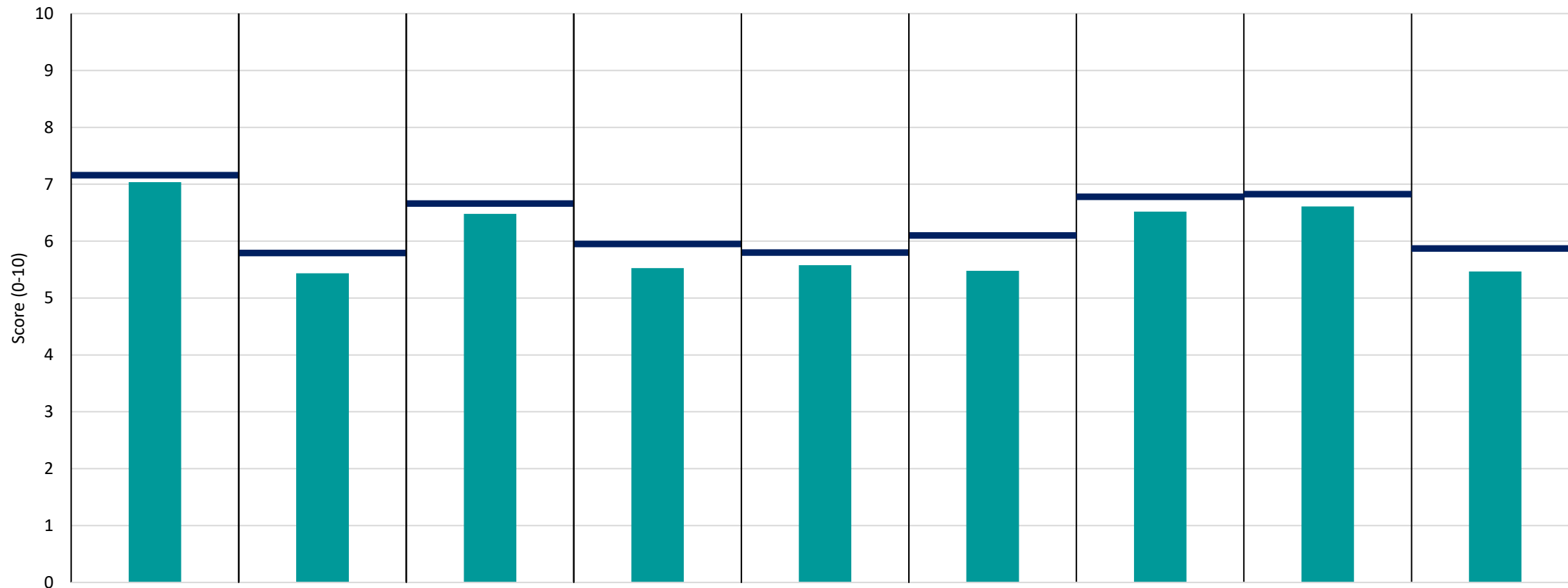
We are a team



Staff Engagement



Morale



Breakdown	7.04	5.44	6.48	5.53	5.58	5.48	6.52	6.61	5.47
Your org	7.16	5.79	6.66	5.95	5.80	6.10	6.78	6.83	5.87
Responses	575	576	574	574	556	573	574	577	576