



# Tameside and Glossop Integrated Care NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Childrens Services</u>	<u>6</u>
<u>Clinical Support Services</u>	<u>7</u>
<u>Corp - Finance Directorate</u>	<u>8</u>
<u>Corp - Human Resources , Learning &amp; OD Directorate</u>	<u>9</u>
<u>Corp - Nursing Directorate</u>	<u>10</u>
<u>Corp - Service Planning &amp; Performance Dir</u>	<u>11</u>
<u>Corp - Tameside Hosp NHS Foundation Trust Board &amp; Supp</u>	<u>12</u>
<u>Estates and Facilities</u>	<u>13</u>
<u>Intermediate Tier Services</u>	<u>14</u>
<u>Medicine</u>	<u>15</u>
<u>Surgery</u>	<u>16</u>
<u>Urgent Care</u>	<u>17</u>
<u>Womens Services</u>	<u>18</u>

<u>Add Prof Scientific and Technic</u>	20
<u>Additional Clinical Services</u>	21
<u>Administrative and Clerical</u>	22
<u>Allied Health Professionals</u>	23
<u>Estates and Ancillary</u>	24
<u>Healthcare Scientists</u>	25
<u>Medical and Dental</u>	26
<u>Nursing and Midwifery Registered</u>	27

This breakdown report for Tameside and Glossop Integrated Care 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 Tameside and Glossop Integrated Care 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

Tameside and Glossop Integrated Care NHS Foundation 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



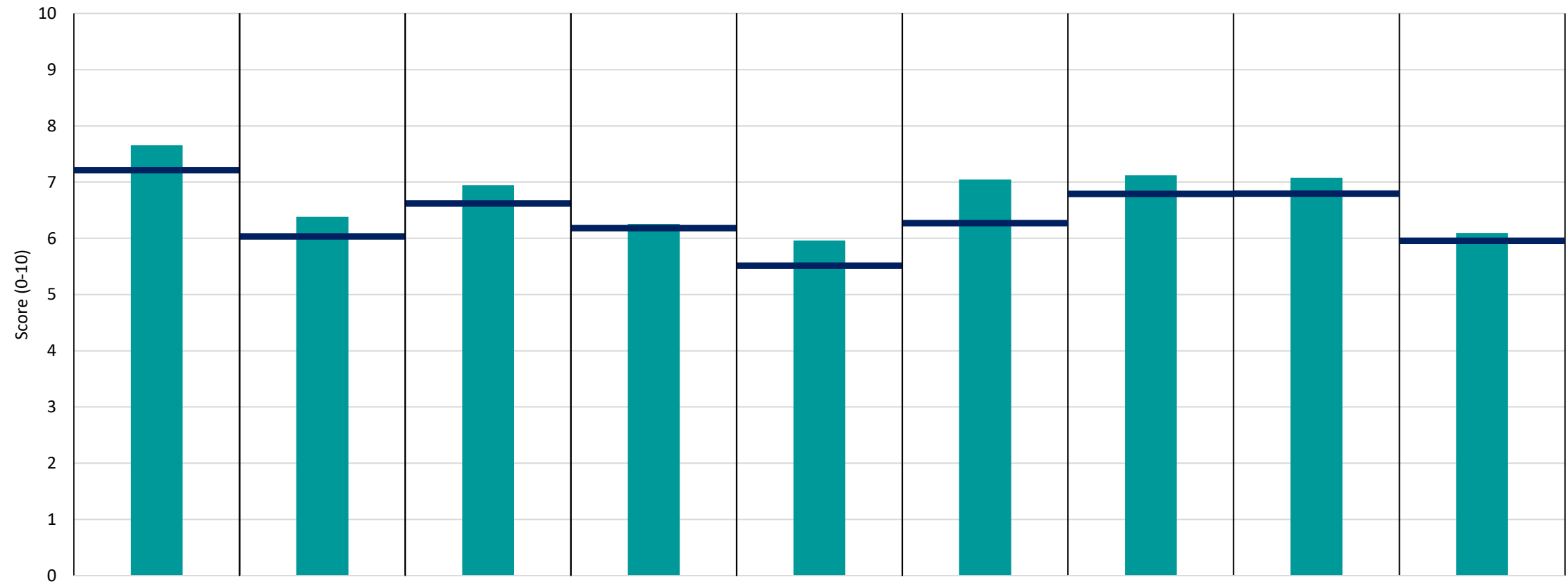
We are a team



Staff Engagement



Morale



Breakdown	7.66	6.38	6.95	6.26	5.96	7.04	7.12	7.08	6.10
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	206	206	204	205	201	204	204	206	206



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



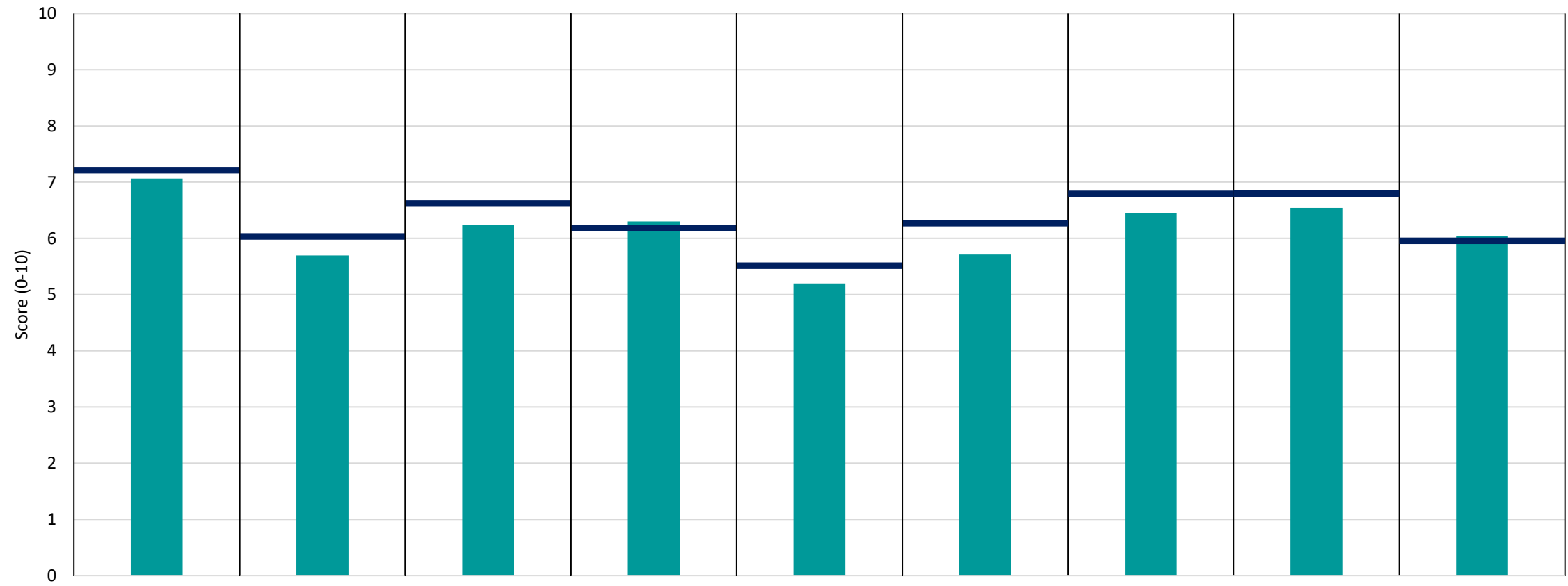
We are a team



Staff Engagement



Morale



Breakdown	7.07	5.70	6.24	6.30	5.20	5.71	6.44	6.54	6.04
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	354	352	351	349	339	349	353	354	354



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



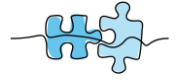
We are safe and  
healthy



We are always  
learning



We work flexibly



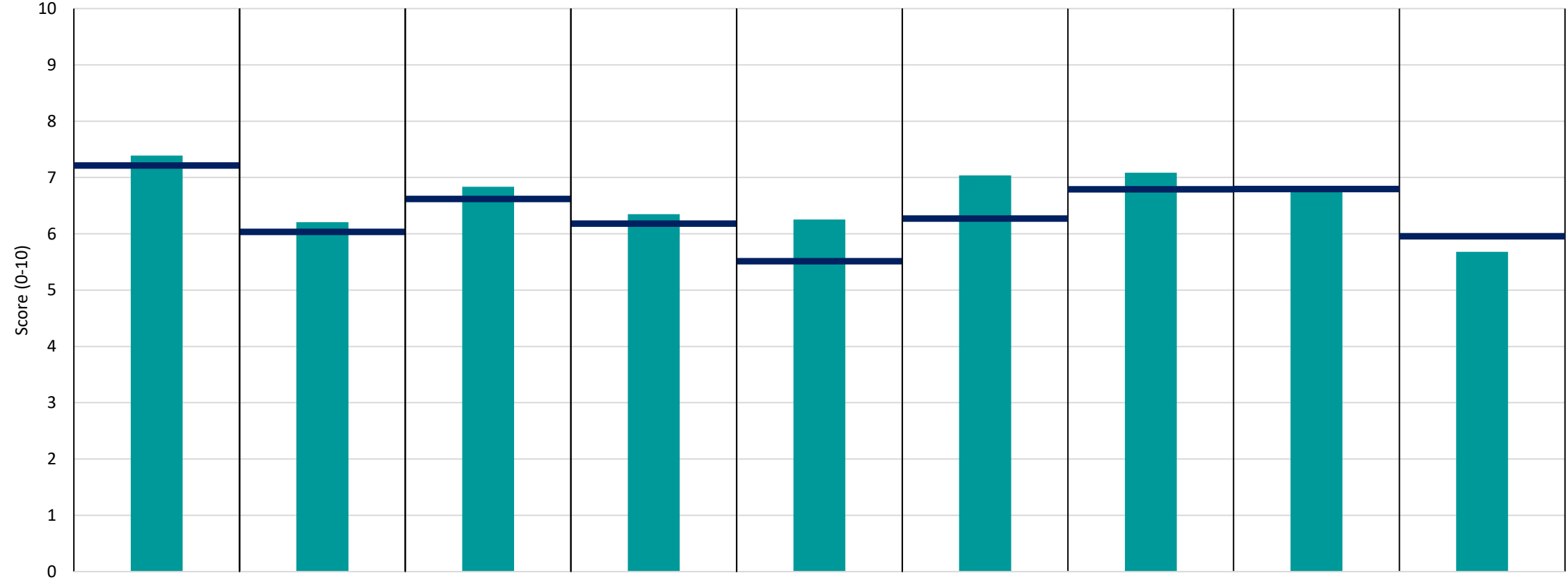
We are a team



Staff Engagement



Morale



Breakdown	7.39	6.21	6.84	6.35	6.25	7.04	7.08	6.79	5.68
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	36	36	36	36	34	35	36	36	36





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



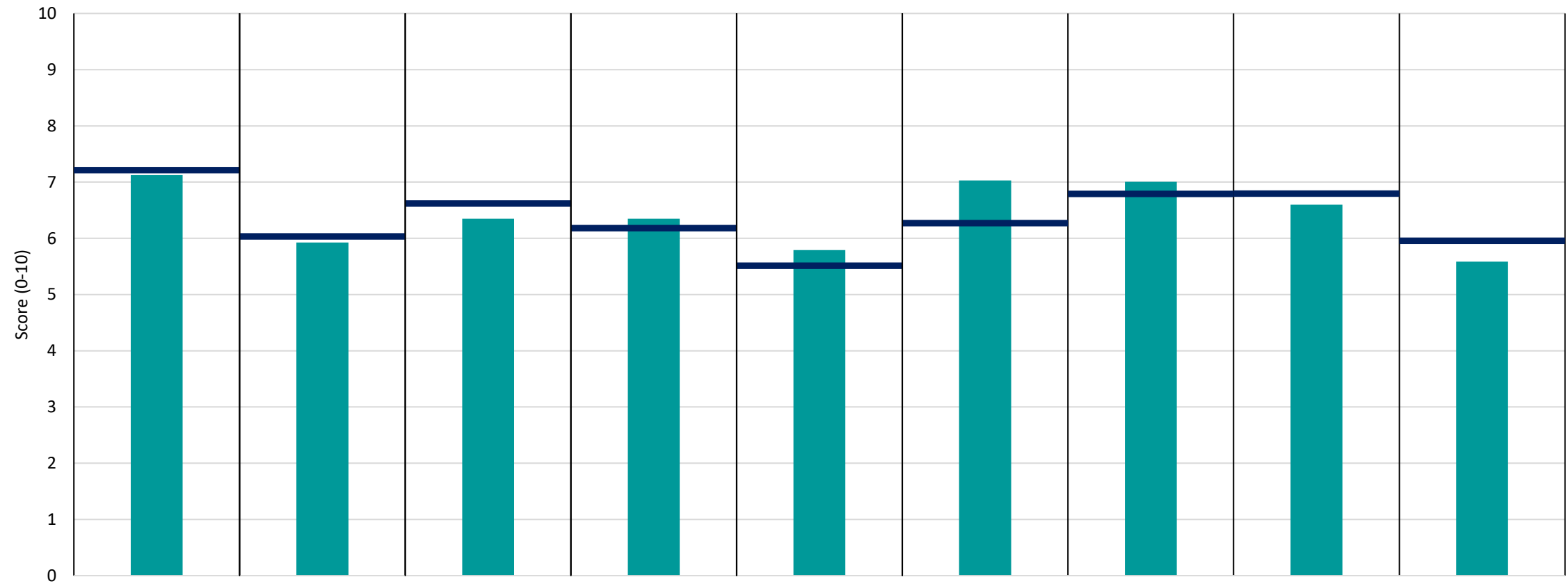
We are a team



Staff Engagement



Morale



Breakdown	7.12	5.93	6.35	6.35	5.79	7.03	7.00	6.60	5.58
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	69	69	68	69	68	69	69	69	69



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



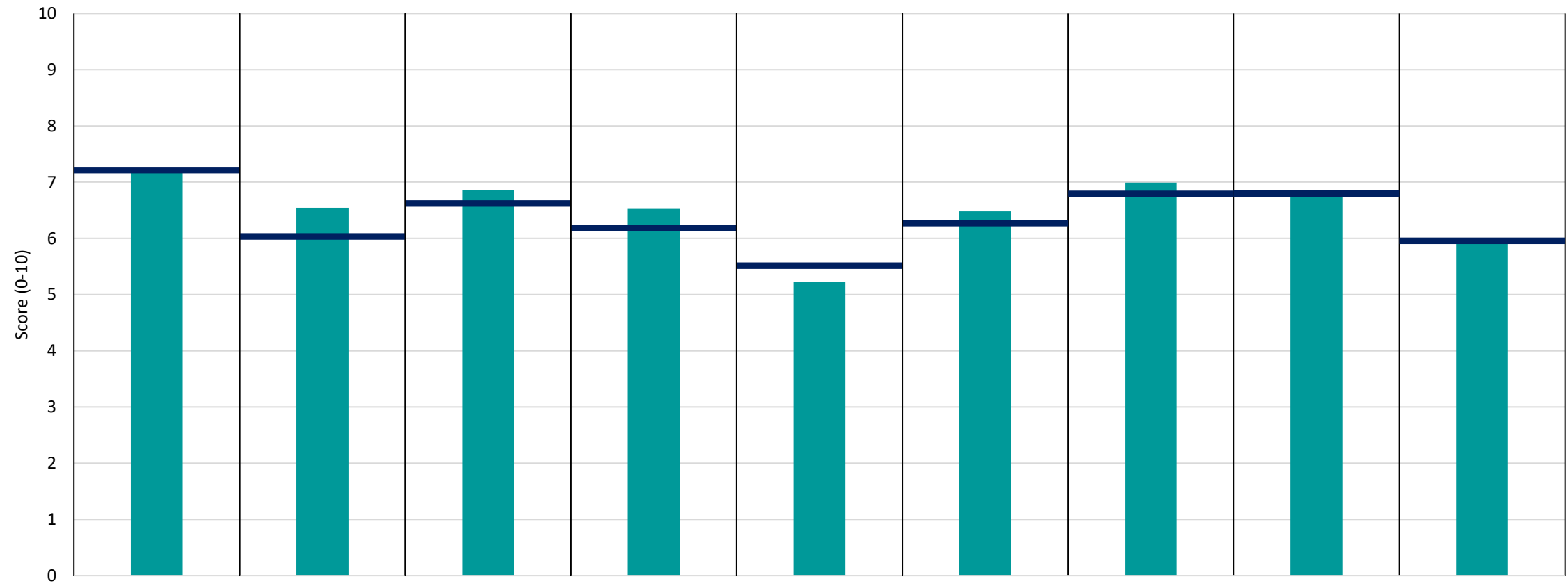
We are a team



Staff Engagement



Morale



Breakdown	7.26	6.54	6.86	6.54	5.23	6.48	6.99	6.83	5.92
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	73	73	72	72	73	73	71	73	73



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



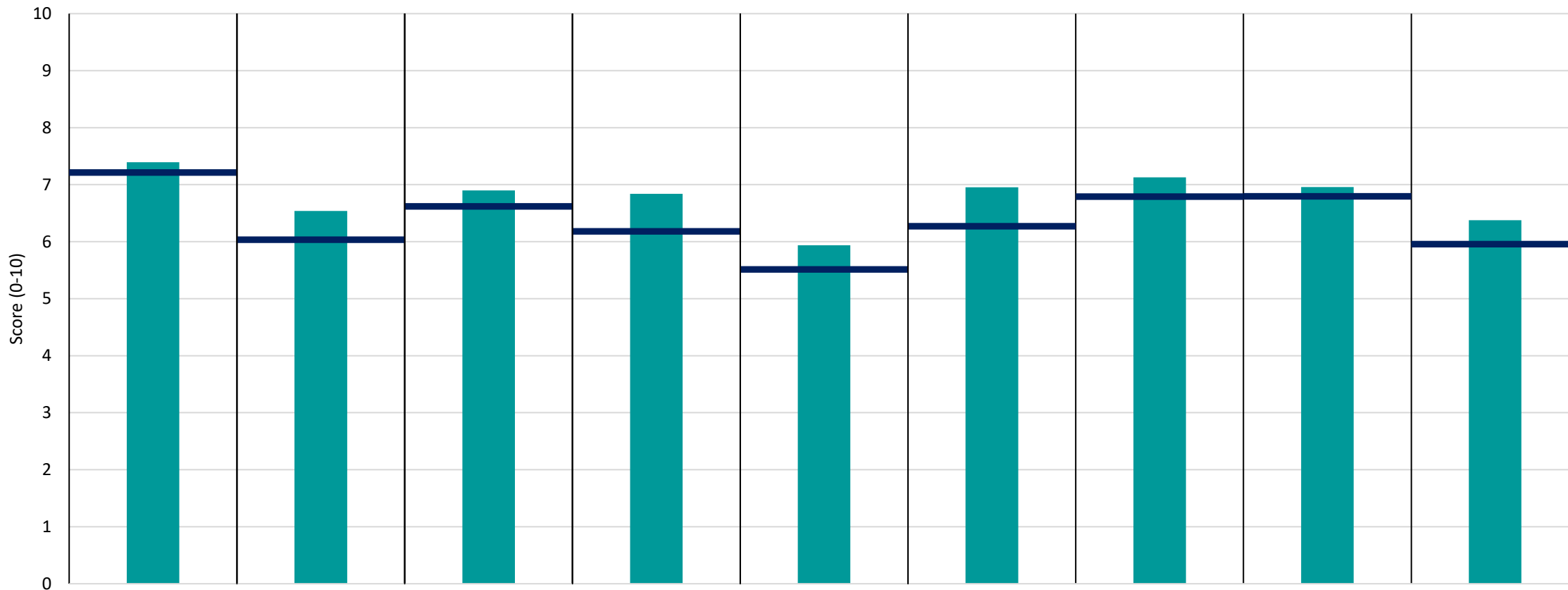
We are a team



Staff Engagement



Morale



Breakdown	7.39	6.54	6.90	6.84	5.94	6.96	7.13	6.96	6.38
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	114	114	108	114	112	114	114	114	114



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



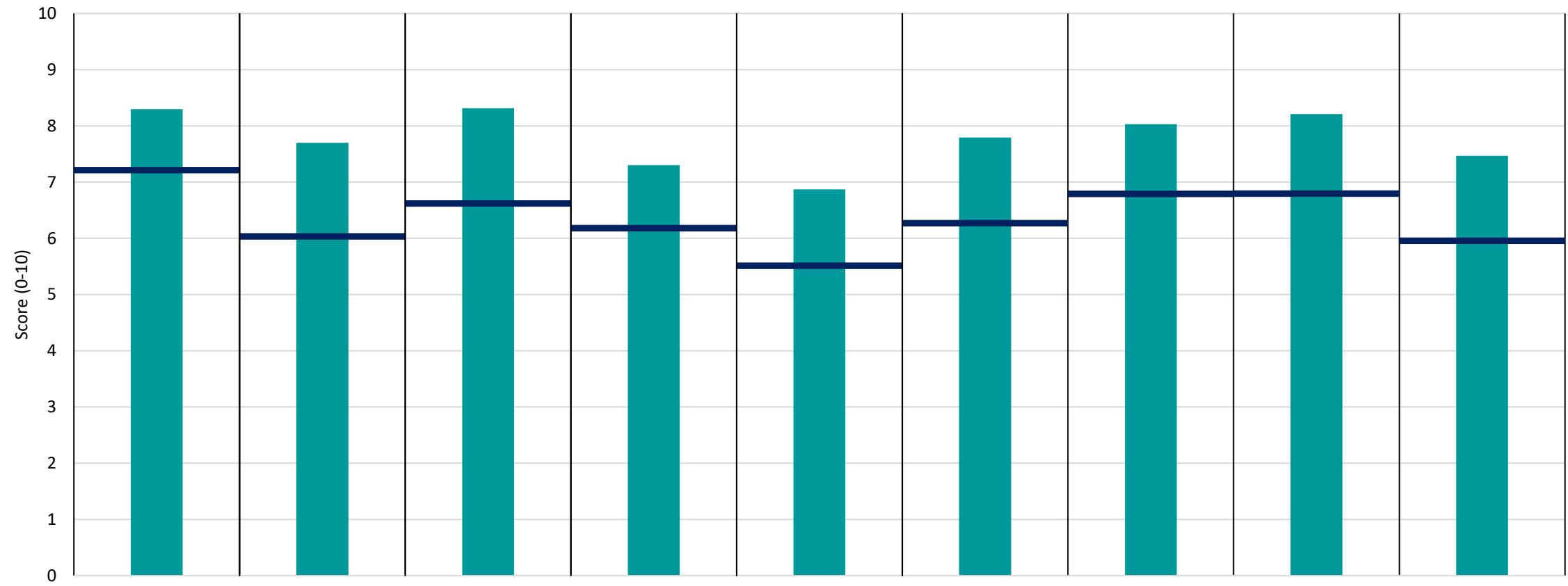
We are a team



Staff Engagement



Morale



Breakdown	8.30	7.70	8.32	7.30	6.87	7.79	8.03	8.21	7.47
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	30	30	30	29	30	30	30	30	30



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



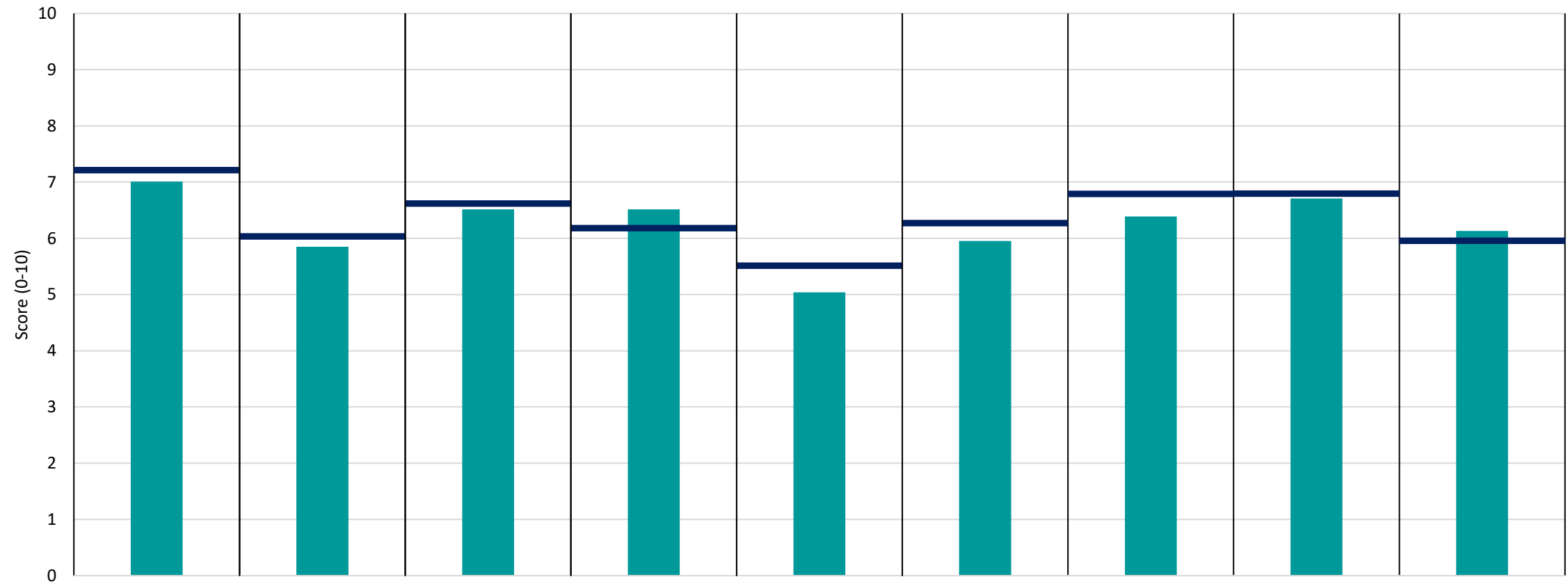
We are a team



Staff Engagement



Morale



Breakdown	7.01	5.85	6.52	6.51	5.04	5.95	6.39	6.71	6.13
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	242	247	230	231	215	237	242	247	248



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



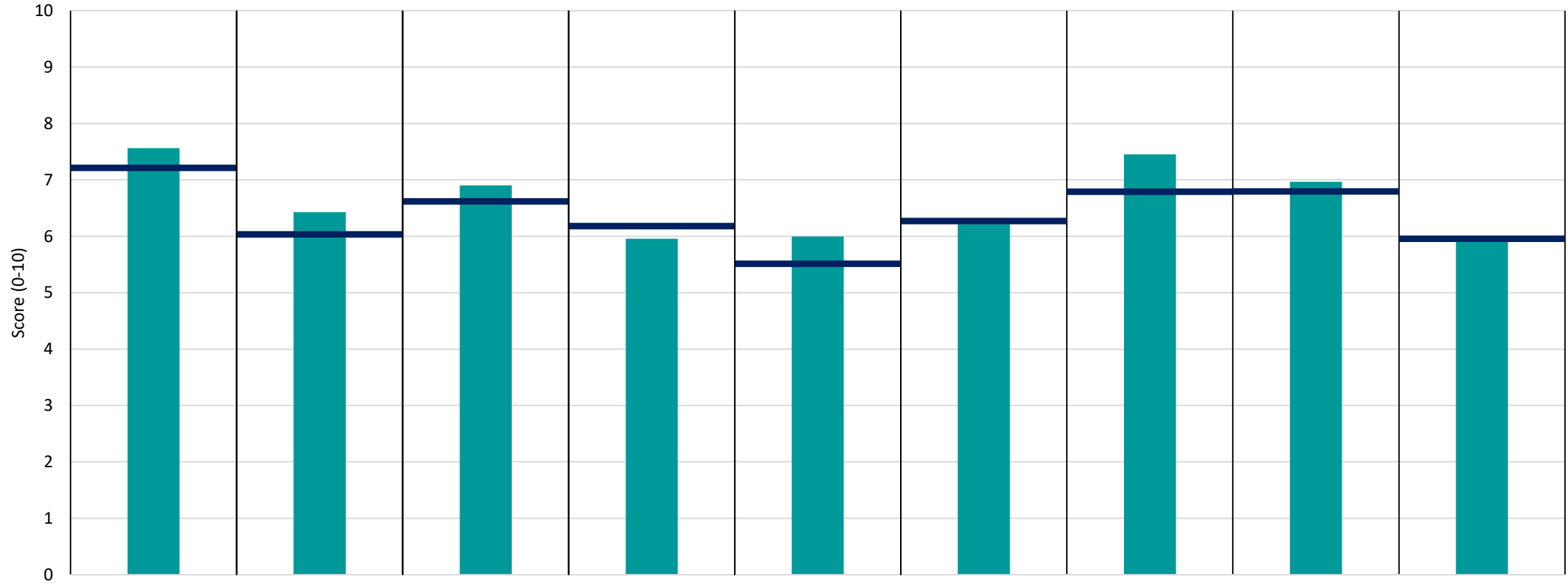
We are a team



Staff Engagement



Morale



Breakdown	7.56	6.43	6.90	5.96	6.00	6.22	7.45	6.97	5.99
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	291	291	288	290	286	291	289	292	292



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



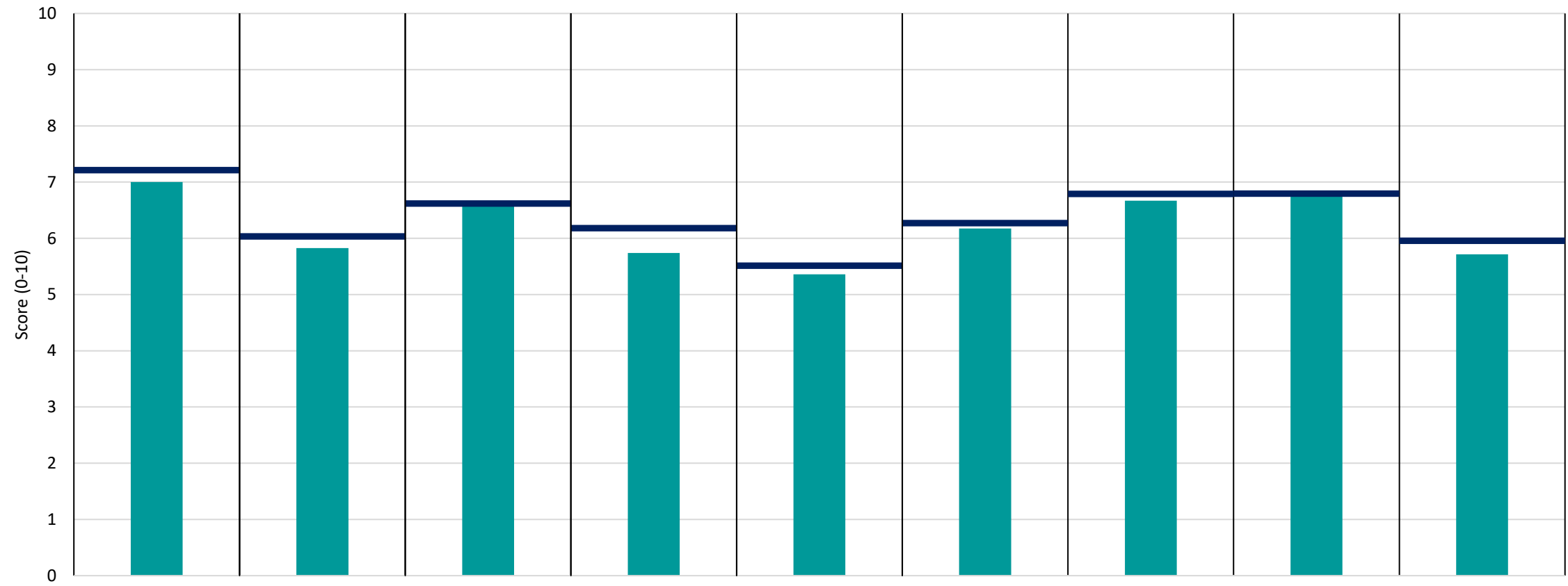
We are a team



Staff Engagement



Morale



Breakdown	7.00	5.83	6.63	5.74	5.36	6.18	6.67	6.81	5.72
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	166	165	164	166	159	162	166	165	166



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



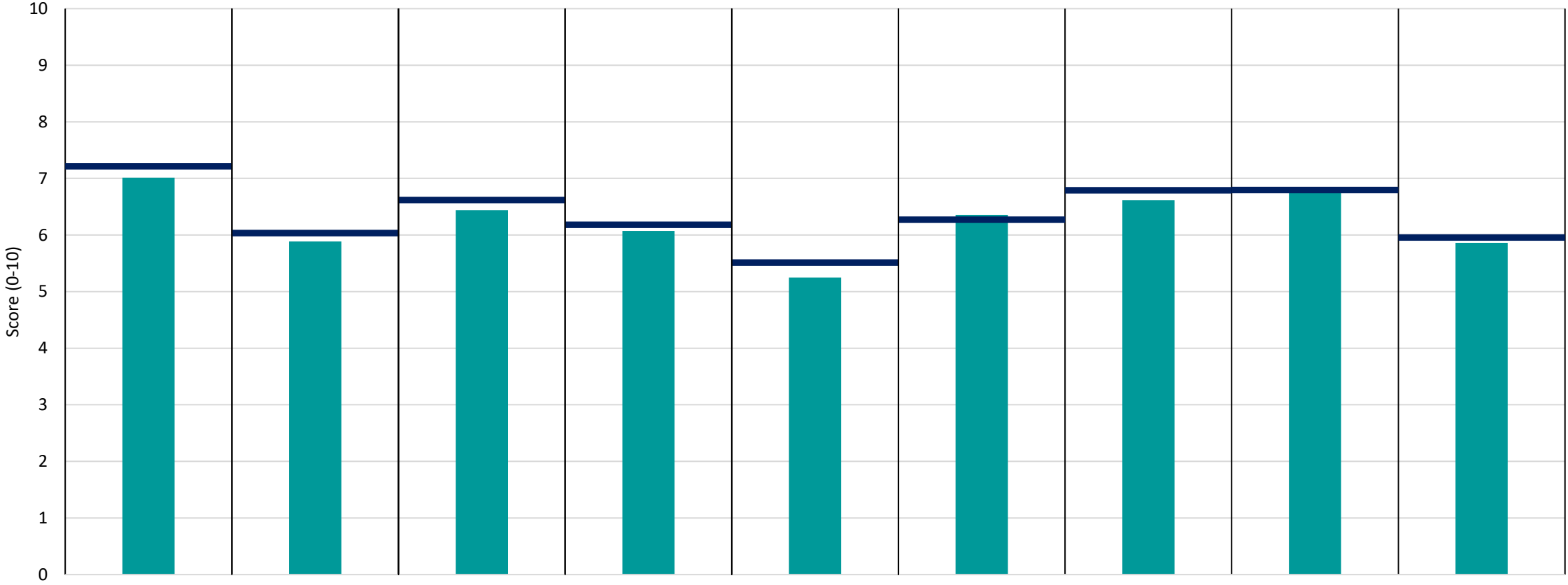
We are a team



Staff Engagement



Morale



Breakdown	7.01	5.89	6.44	6.07	5.25	6.36	6.62	6.77	5.86
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	207	207	207	207	202	207	206	207	207





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



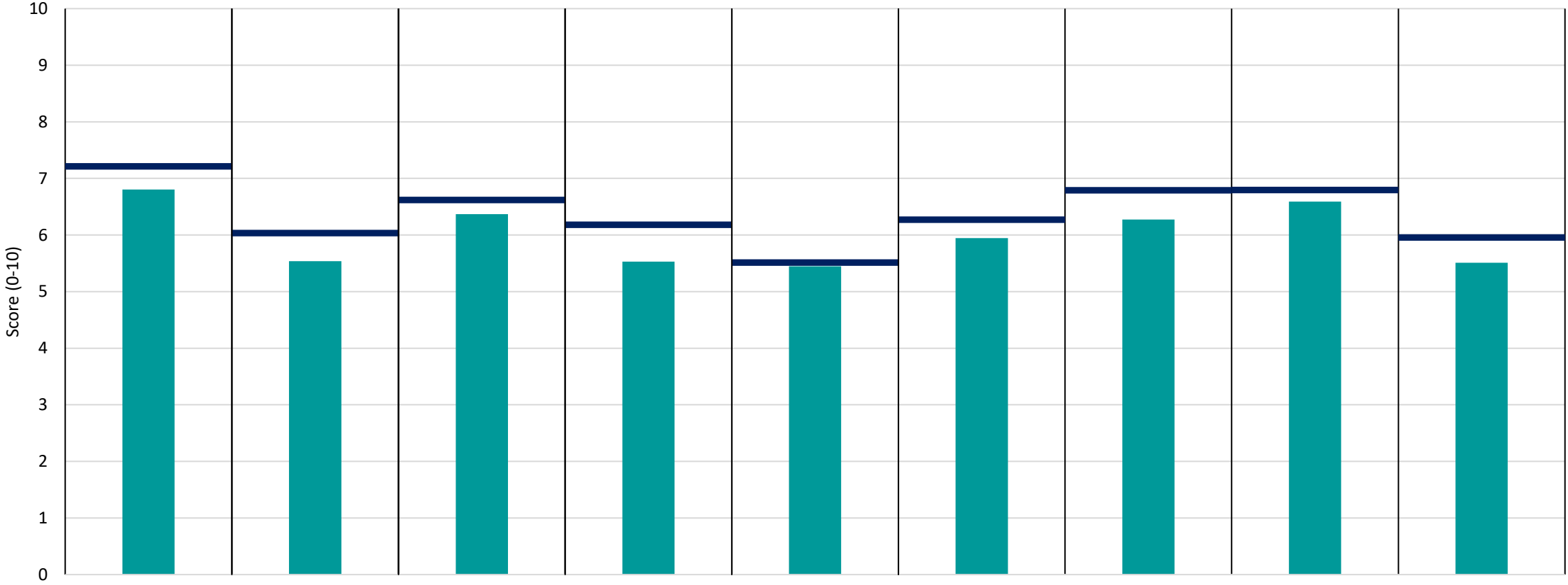
We are a team



Staff Engagement



Morale



Breakdown	6.80	5.54	6.37	5.53	5.45	5.95	6.28	6.59	5.51
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	124	124	123	124	115	123	123	124	124



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



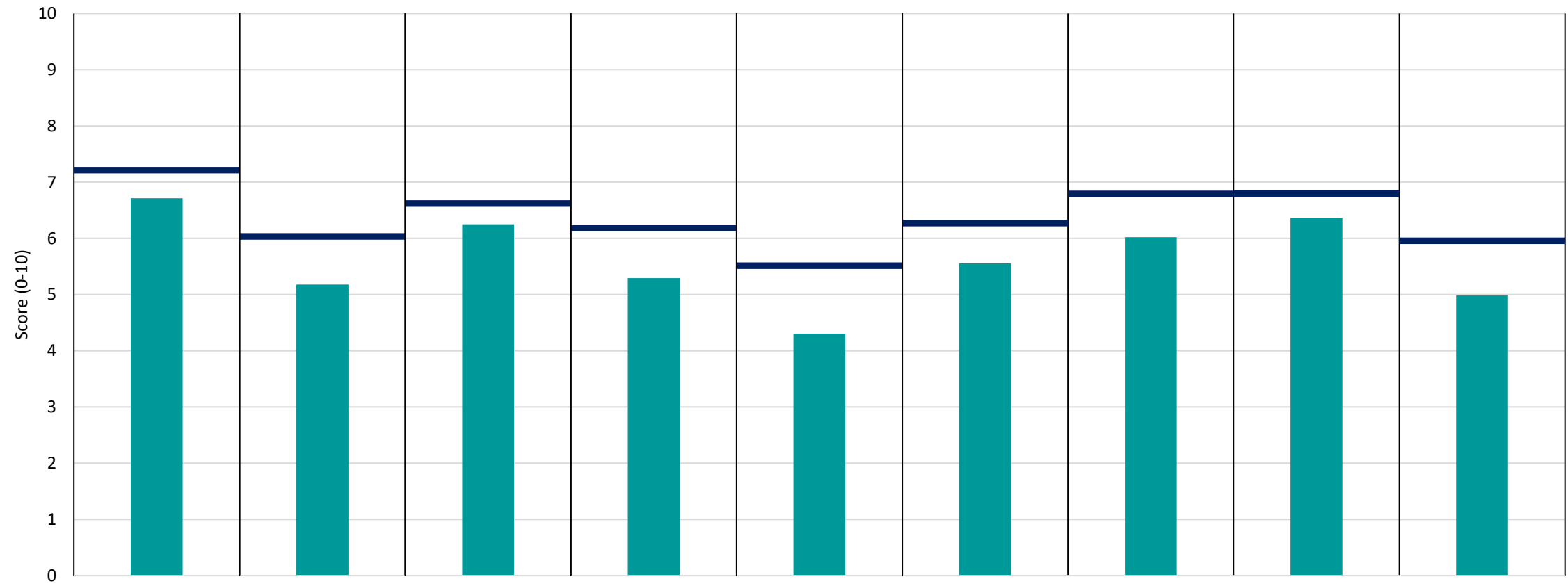
We are a team



Staff Engagement



Morale



Breakdown	6.71	5.18	6.25	5.29	4.30	5.55	6.02	6.37	4.98
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	53	53	53	52	50	53	53	53	53

# Breakdowns 2

Tameside and Glossop Integrated Care NHS Foundation 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



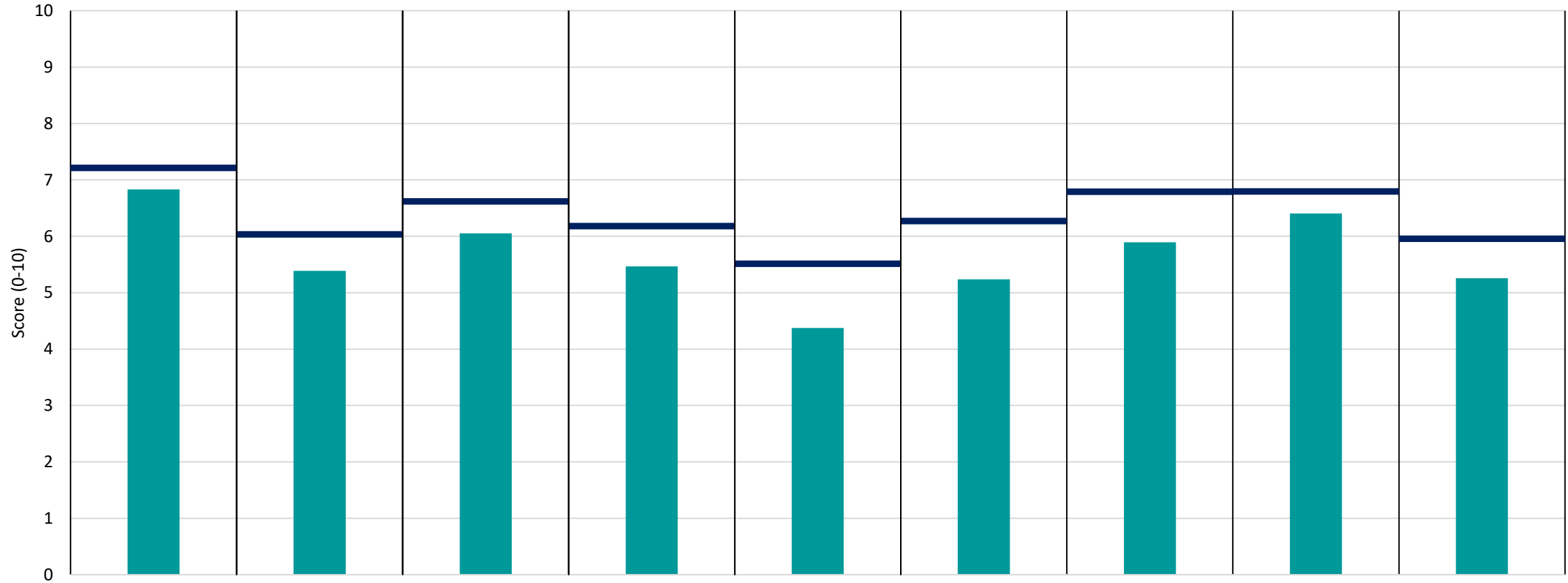
We are a team



Staff Engagement



Morale



Breakdown	6.83	5.39	6.05	5.47	4.38	5.24	5.90	6.40	5.26
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	35	35	35	35	33	35	35	35	35



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



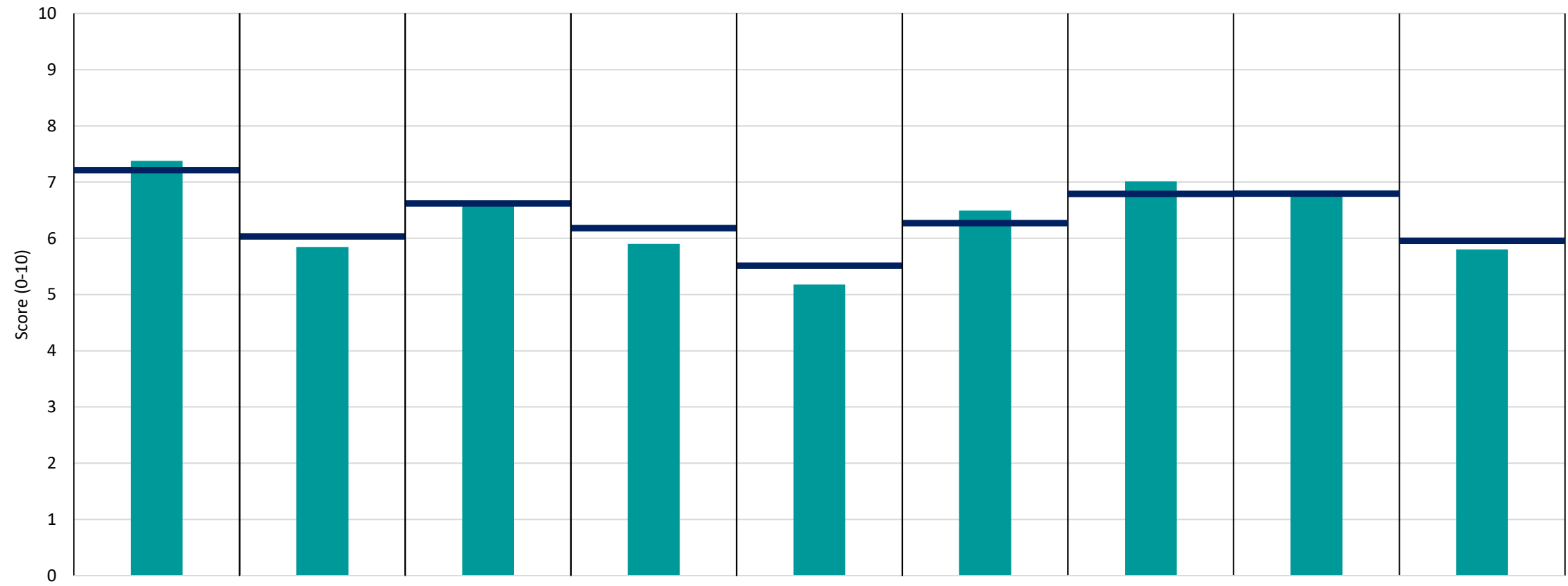
We are a team



Staff Engagement



Morale



Breakdown	7.38	5.85	6.65	5.90	5.18	6.50	7.01	6.76	5.80
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	251	251	248	247	240	247	248	250	251



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



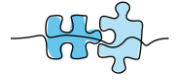
We are safe and  
healthy



We are always  
learning



We work flexibly



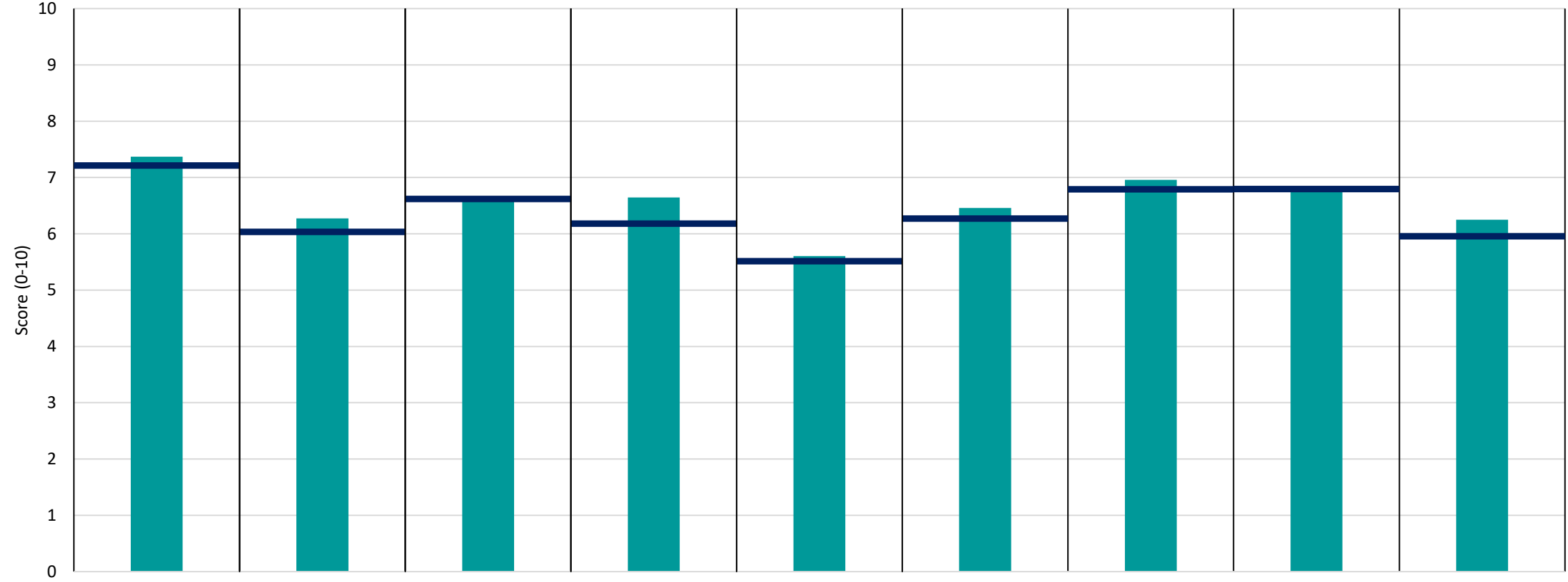
We are a team



Staff Engagement



Morale



Breakdown	7.37	6.27	6.67	6.65	5.60	6.46	6.96	6.83	6.25
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	630	628	619	625	612	625	626	630	630



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



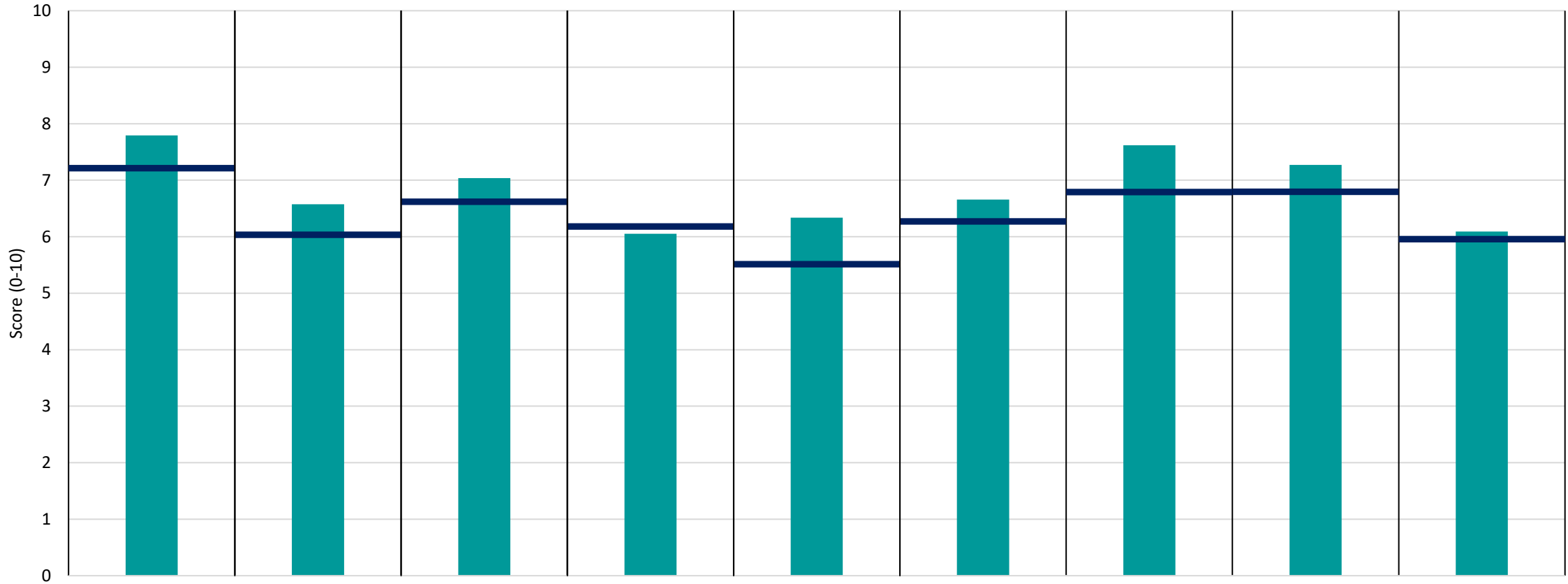
We are a team



Staff Engagement



Morale



<b>Breakdown</b>	7.80	6.57	7.04	6.05	6.34	6.66	7.62	7.27	6.09
<b>Your org</b>	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
<b>Responses</b>	151	151	149	151	148	151	151	152	152



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



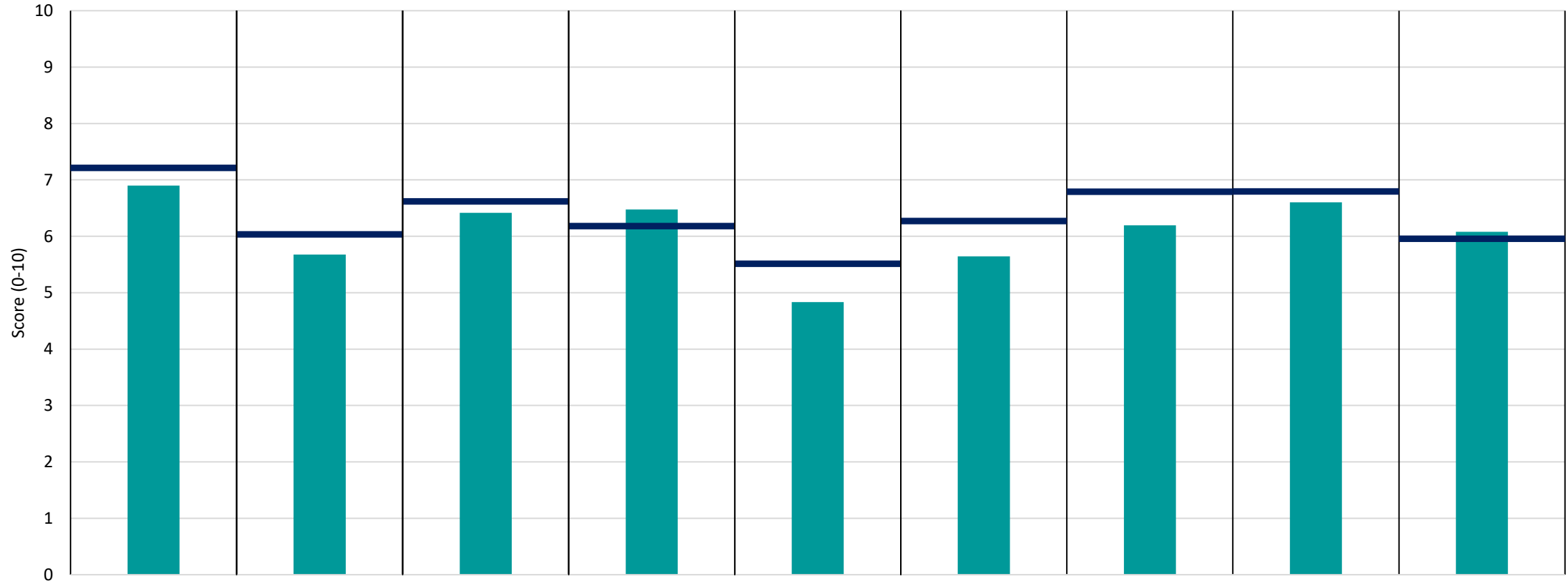
We are a team



Staff Engagement



Morale



Breakdown	6.90	5.68	6.42	6.48	4.83	5.65	6.20	6.60	6.08
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	217	222	205	206	192	212	218	222	223





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



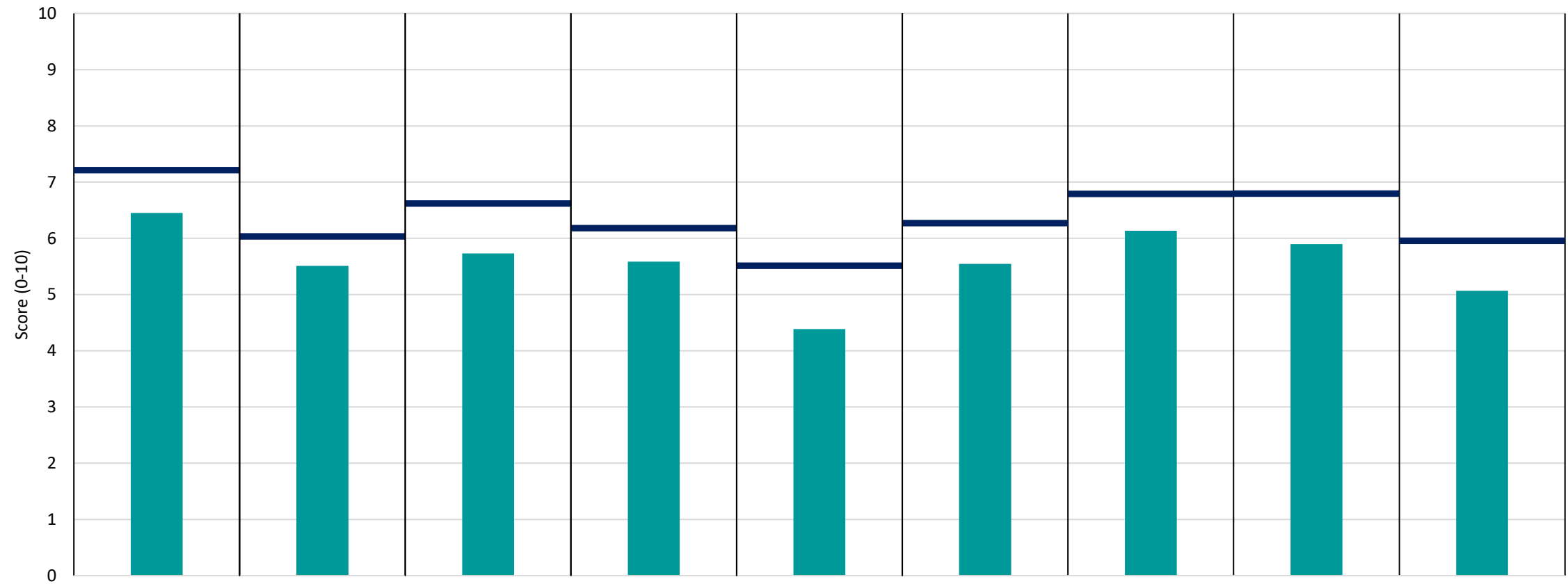
We are a team



Staff Engagement



Morale



Breakdown	6.45	5.51	5.73	5.59	4.38	5.54	6.14	5.90	5.07
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
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



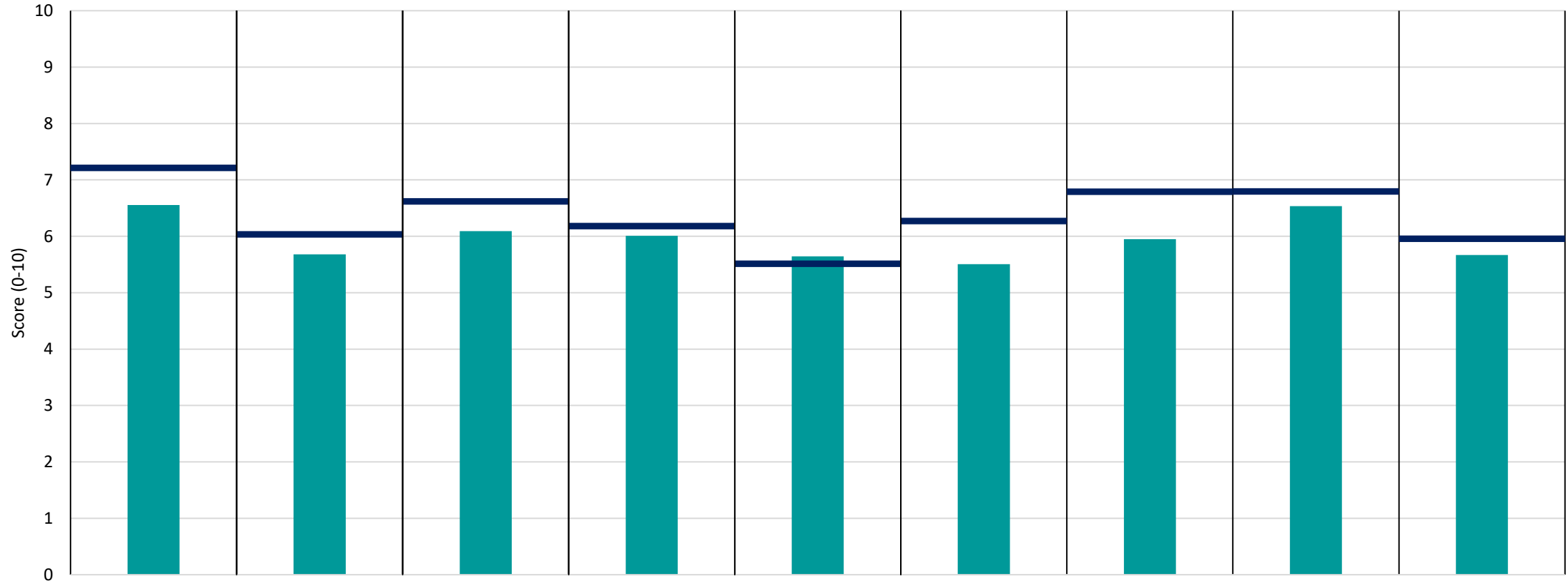
We are a team



Staff Engagement



Morale



Breakdown	6.56	5.68	6.09	6.01	5.65	5.50	5.95	6.54	5.67
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	138	137	138	138	133	137	138	138	138



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



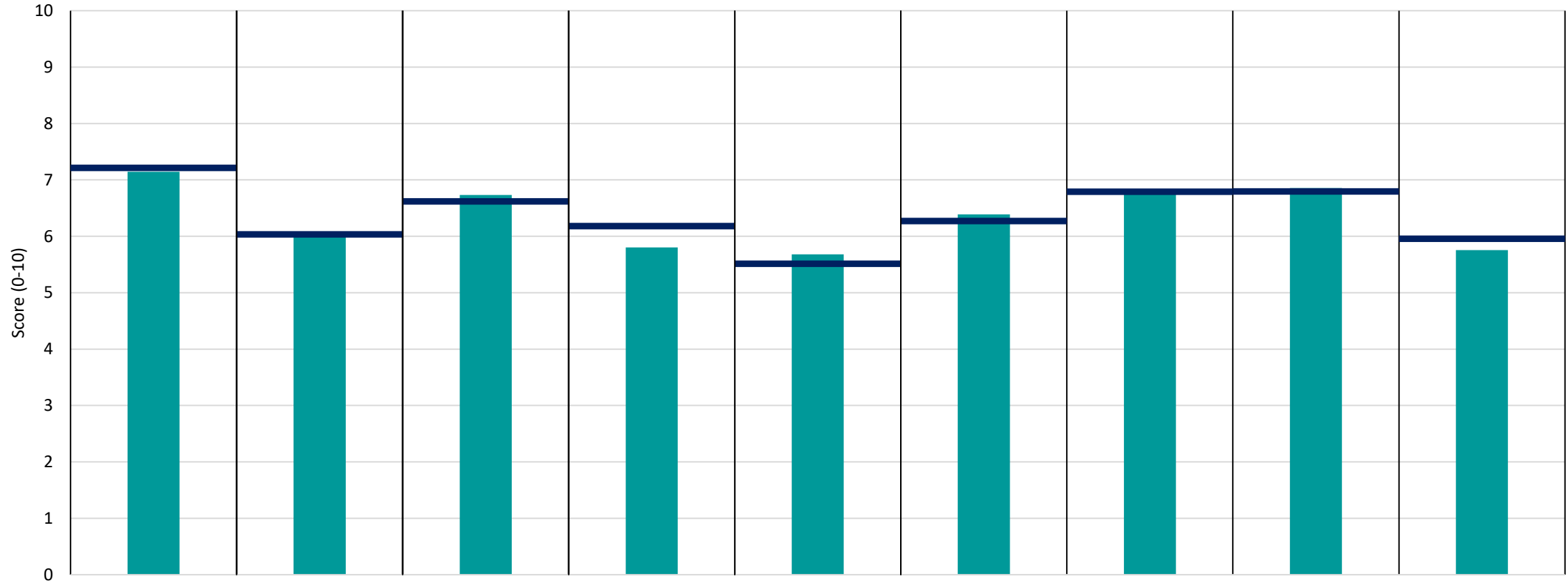
We are a team



Staff Engagement



Morale



Breakdown	7.14	6.00	6.73	5.80	5.68	6.39	6.81	6.86	5.75
Your org	7.21	6.03	6.62	6.18	5.51	6.27	6.79	6.80	5.96
Responses	525	525	522	524	507	522	522	525	525