



# The Dudley Group NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

Introduction	5
People Promise element and Theme results – Breakdowns 1	6
<u>253 Clinical Support</u>	7
<u>253 Corporate / Mgt</u>	8
<u>253 Medicine &amp; Integrated Care</u>	9
<u>253 Surgery</u>	10

<u>253 Ambulatory Dir</u>	12
<u>253 Breast Screening Service Dir</u>	13
<u>253 CORRE Dir</u>	14
<u>253 Cancer Services Management Dir</u>	15
<u>253 Chief Executive Dir</u>	16
<u>253 Discharge Team Dir</u>	17
<u>253 Finance Information and Estate Dir</u>	18
<u>253 G-HOPE Dir</u>	19
<u>253 GEMS Dir</u>	20
<u>253 Human Resources Dir</u>	21
<u>253 Imaging Dir</u>	22
<u>253 Information Technology Dir</u>	23
<u>253 Integrated Care Dir</u>	24
<u>253 Maternity Services Dir</u>	25
<u>253 Medical Director Dir</u>	26
<u>253 Medicine Division Management Dir</u>	27
<u>253 Midlands Orthopaedic Centre Dir</u>	28
<u>253 Nursing Directorate Dir</u>	29
<u>253 OPD Dir</u>	30
<u>253 Operations Management Dir</u>	31
<u>253 Pathology Dir</u>	32
<u>253 Pharmacy Dir</u>	33
<u>253 Specialist Surgery Dir</u>	34
<u>253 Strategy &amp; Transformation Dir</u>	35

<u>253 Surgery Division Mgmt Dir</u>	36
<u>253 Surgery Urology &amp; Vascular Dir</u>	37
<u>253 Theatres Anaes &amp; Crit Care Dir</u>	38
<u>253 Urgent &amp; Acute Care Dir</u>	39
<u>253 Women and Children Dir</u>	40

This breakdown report for The Dudley Group 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.

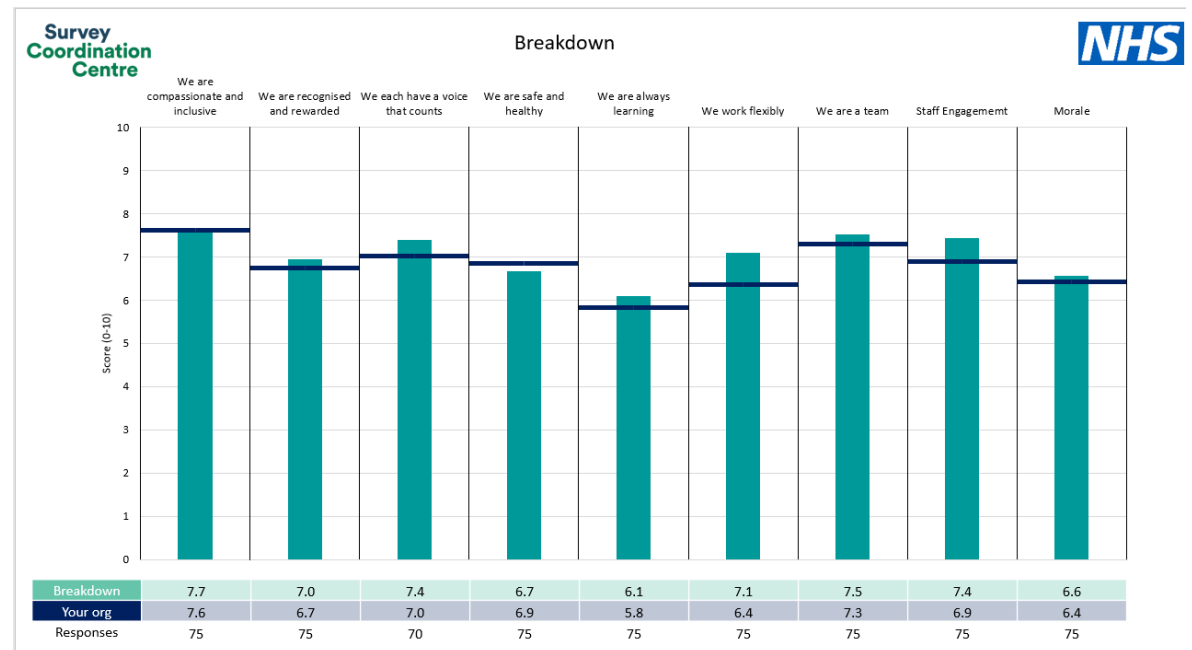
The breakdowns used in this report were provided and defined by The Dudley Group NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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

The Dudley Group 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



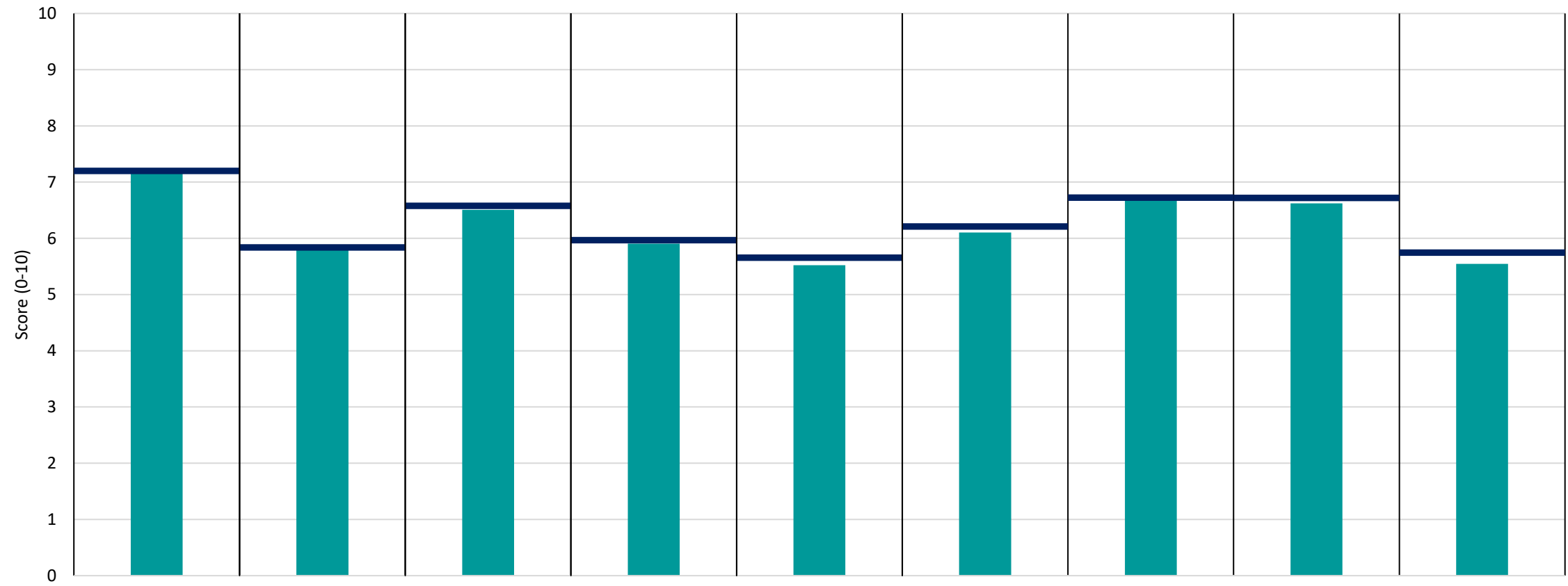
We are a team



Staff Engagement



Morale



Breakdown	7.17	5.80	6.51	5.91	5.52	6.10	6.69	6.62	5.54
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	699	699	695	695	669	698	700	700	700



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



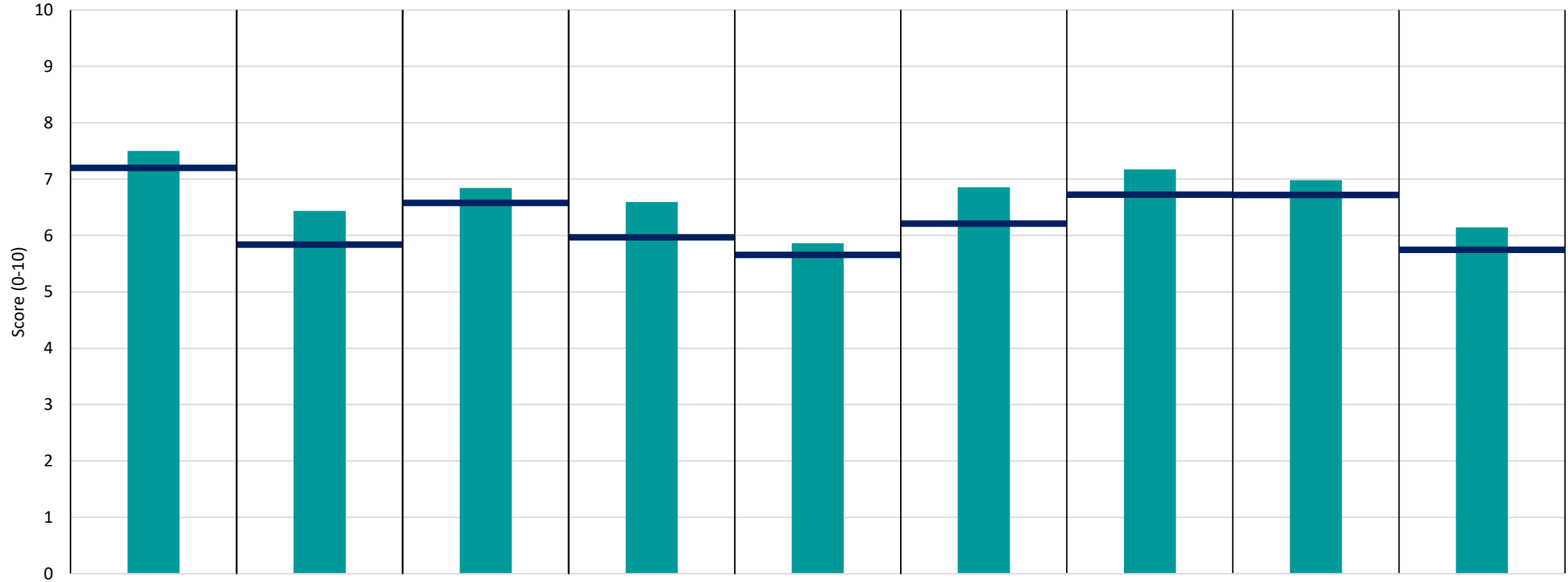
We are a team



Staff Engagement



Morale



Breakdown	7.50	6.44	6.85	6.59	5.86	6.86	7.17	6.98	6.14
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	533	533	531	532	519	532	533	533	533





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



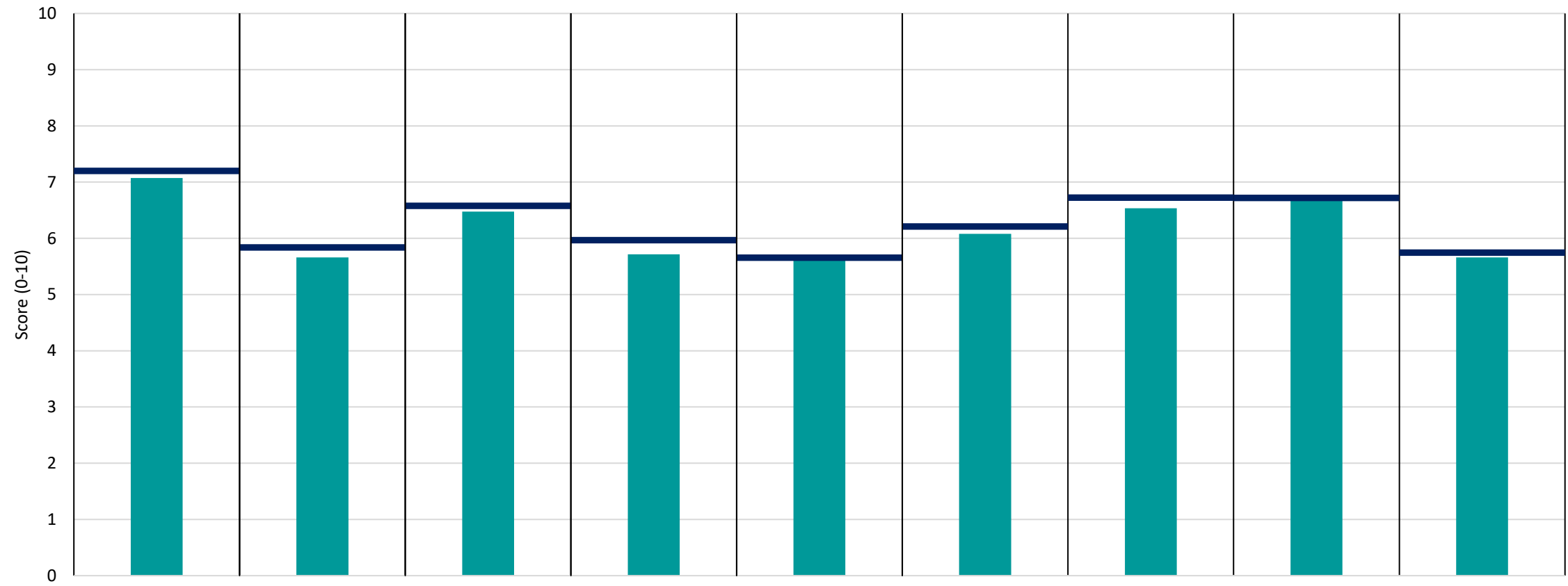
We are a team



Staff Engagement



Morale



Breakdown	7.07	5.66	6.48	5.71	5.64	6.08	6.53	6.70	5.66
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	695	697	692	692	660	694	695	697	697



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



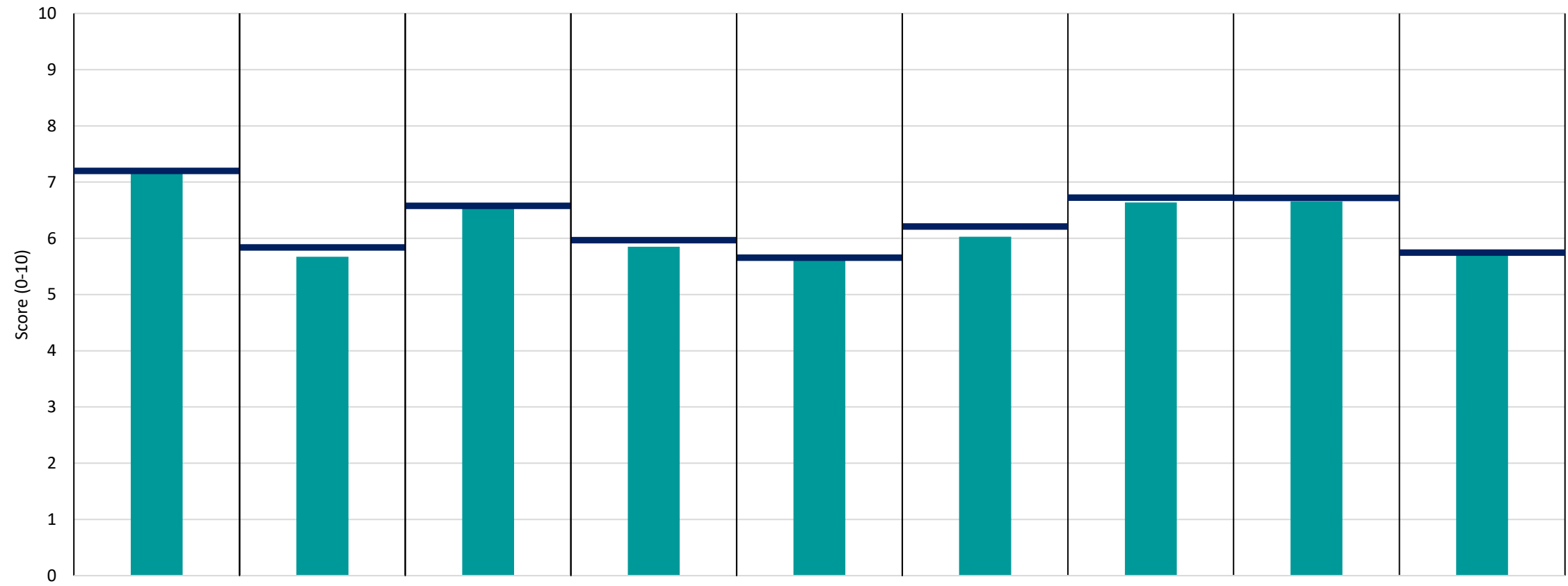
We are a team



Staff Engagement



Morale



Breakdown	7.15	5.67	6.55	5.85	5.65	6.03	6.64	6.66	5.74
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	994	994	987	988	950	992	993	995	995

# Breakdowns 2

The Dudley Group 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



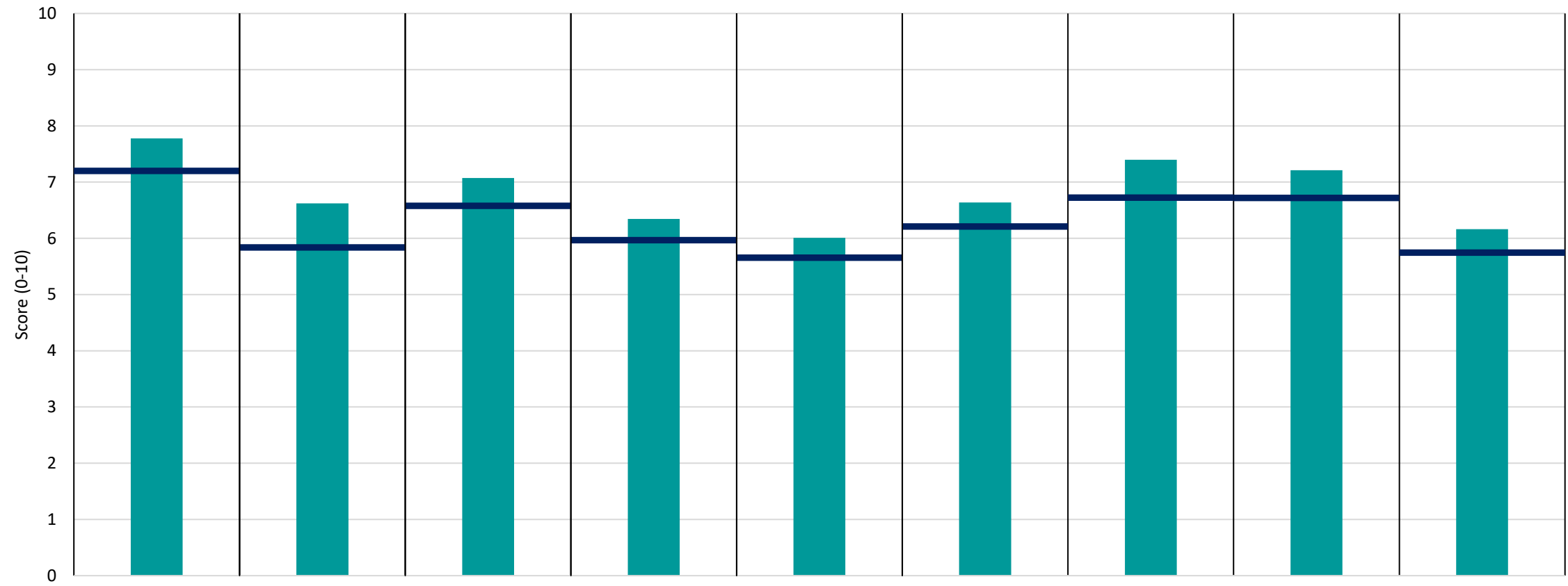
We are a team



Staff Engagement



Morale



Breakdown	7.78	6.62	7.07	6.35	6.01	6.64	7.40	7.21	6.16
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	44	45	44	44	43	45	45	45	45



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



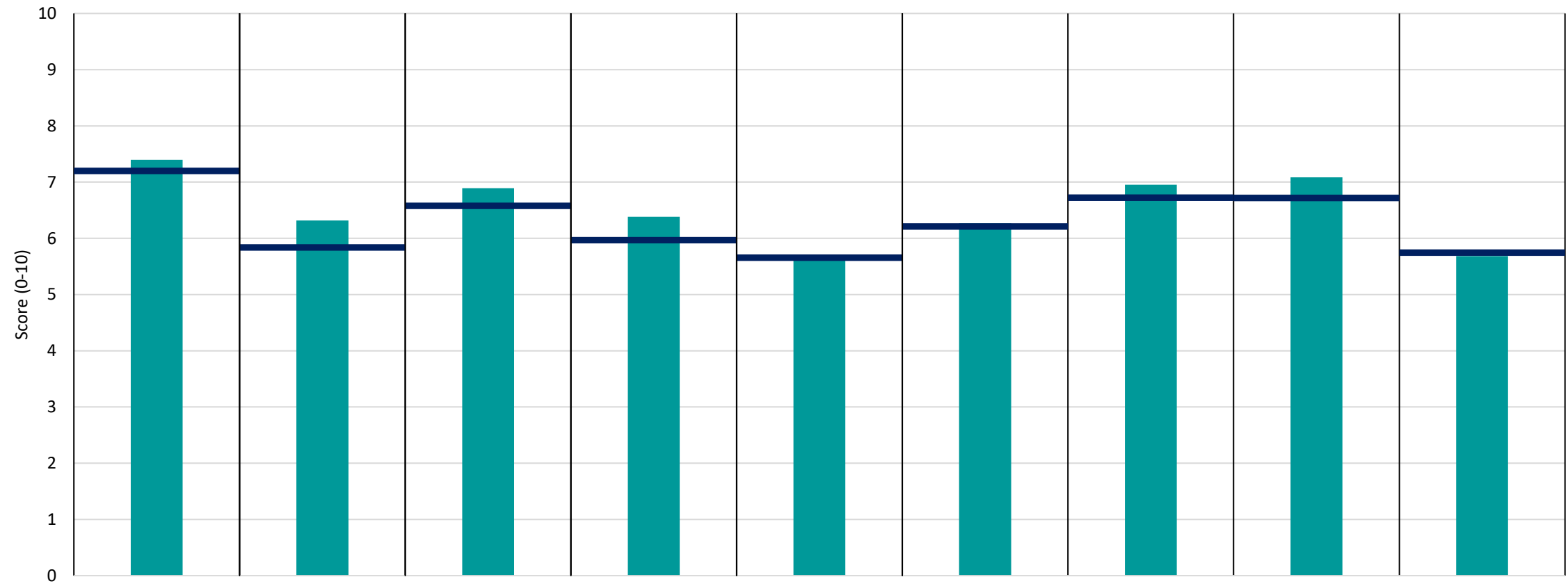
We are a team



Staff Engagement



Morale



Breakdown	7.40	6.32	6.89	6.39	5.65	6.26	6.95	7.08	5.68
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	30	29	30	30	28	28	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



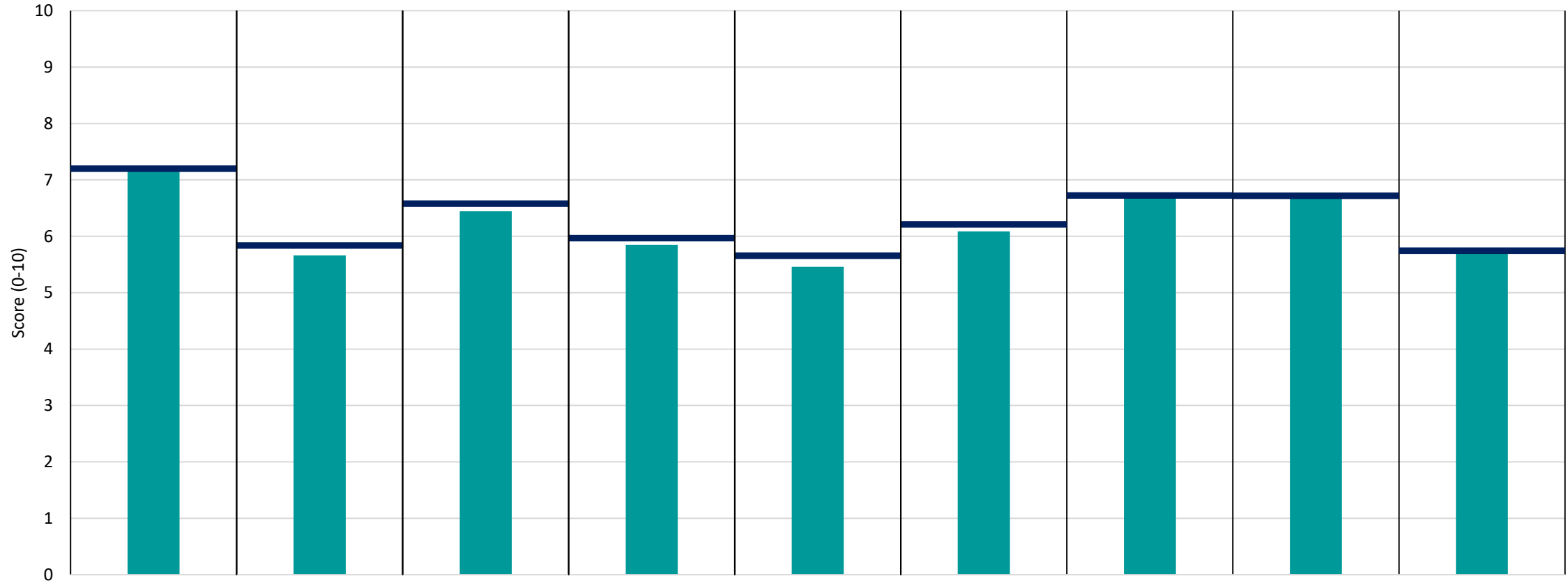
We are a team



Staff Engagement



Morale



Breakdown	7.18	5.66	6.44	5.85	5.46	6.09	6.68	6.74	5.71
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	206	206	205	203	195	205	205	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



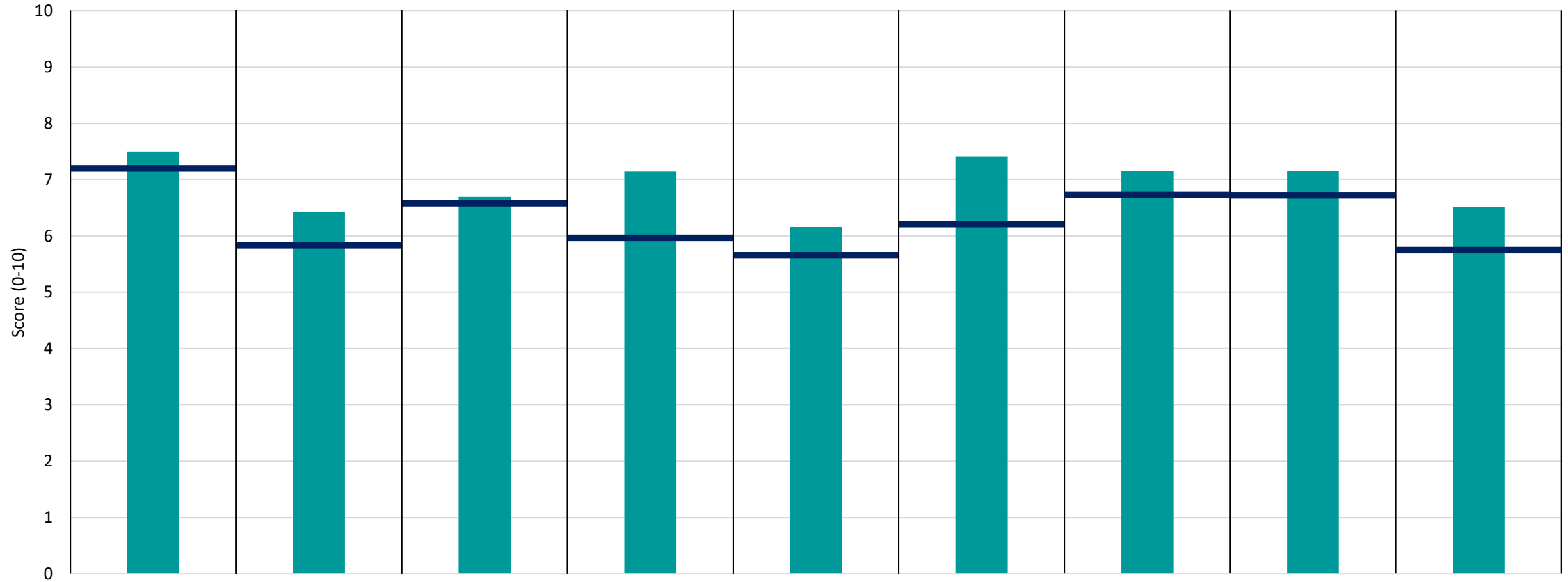
We are a team



Staff Engagement



Morale



Breakdown	7.50	6.42	6.69	7.14	6.16	7.41	7.15	7.15	6.51
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	19	19	19	19	19	19	19	19	19



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



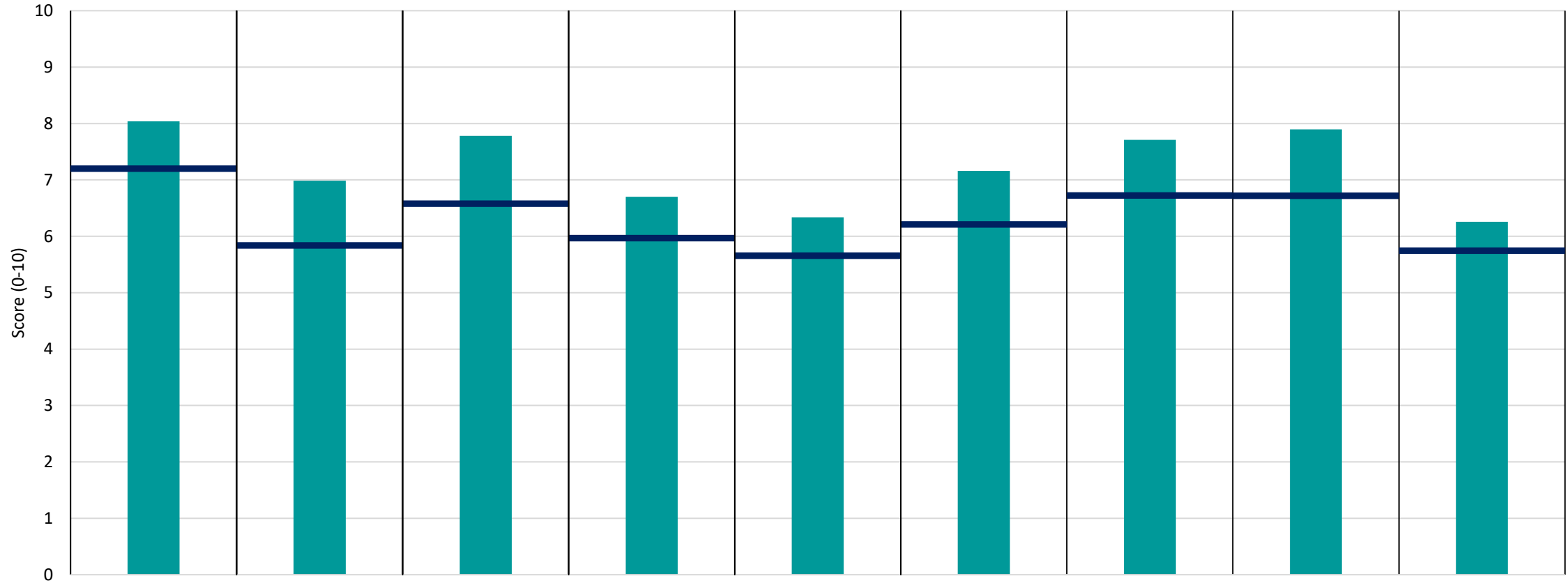
We are a team



Staff Engagement



Morale



Breakdown	8.04	6.98	7.78	6.70	6.34	7.16	7.71	7.90	6.26
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	33	33	33	33	32	33	33	33	33





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



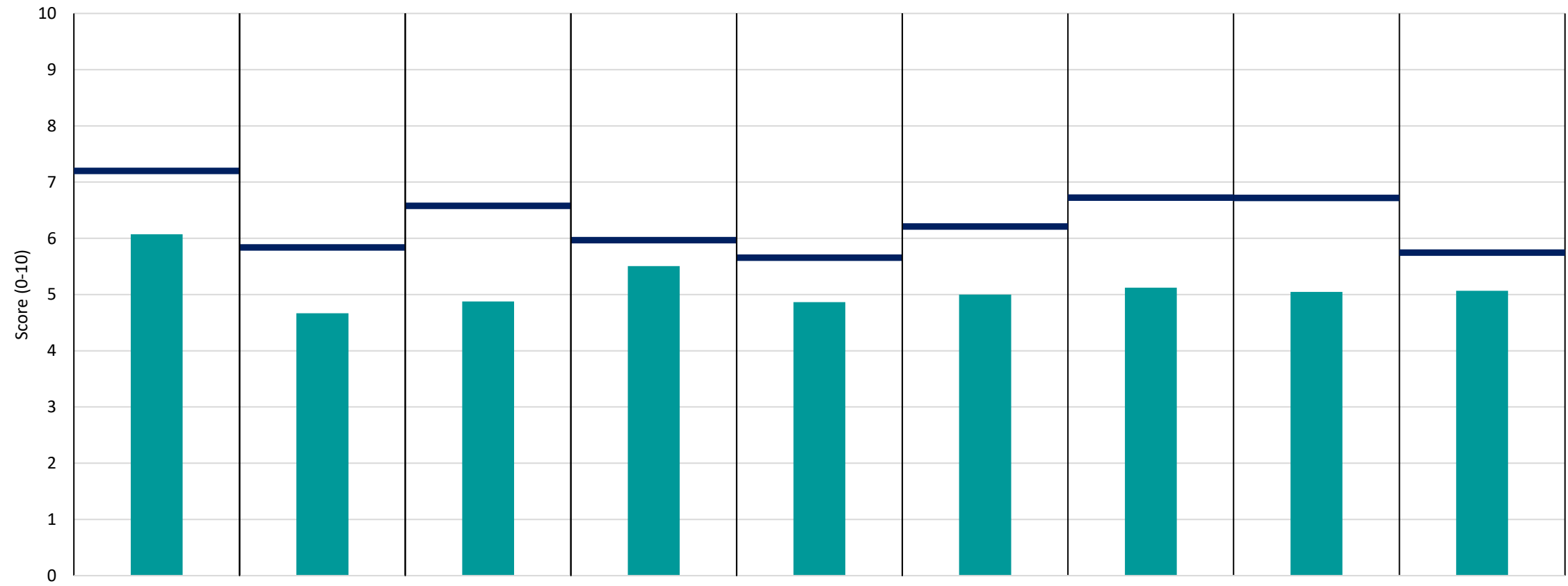
We are a team



Staff Engagement



Morale



Breakdown	6.07	4.67	4.88	5.51	4.87	5.00	5.12	5.05	5.07
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	12	12	12	12	10	12	12	12	12



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



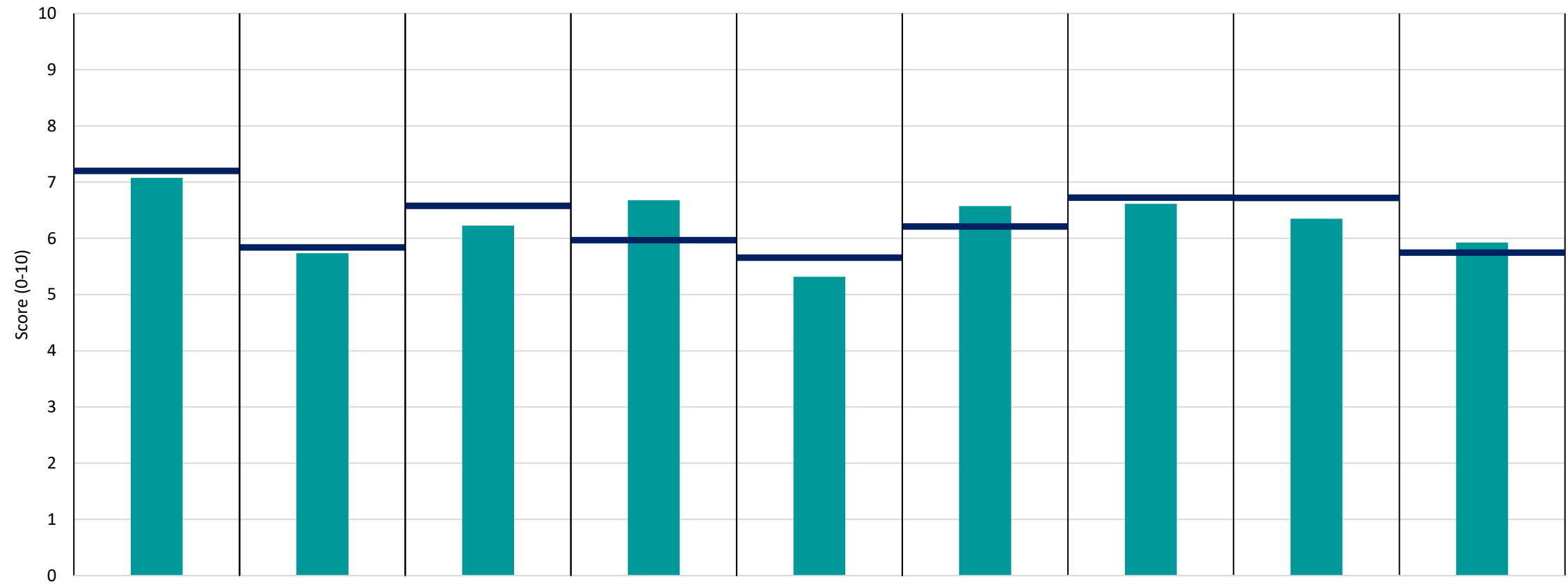
We are a team



Staff Engagement



Morale



Breakdown	7.08	5.73	6.23	6.68	5.32	6.57	6.62	6.35	5.92
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	111	111	111	111	110	111	111	111	111



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



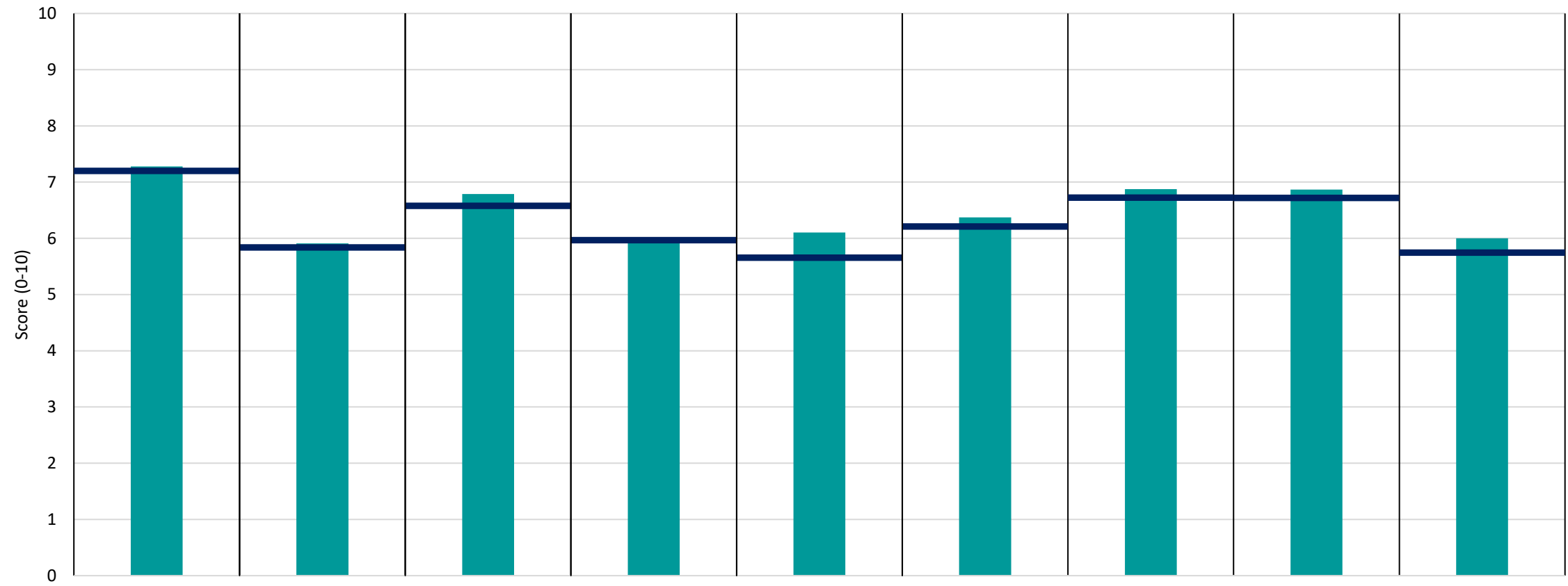
We are a team



Staff Engagement



Morale



Breakdown	7.28	5.91	6.79	5.96	6.10	6.37	6.87	6.87	6.00
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	120	120	119	119	113	120	120	120	120



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



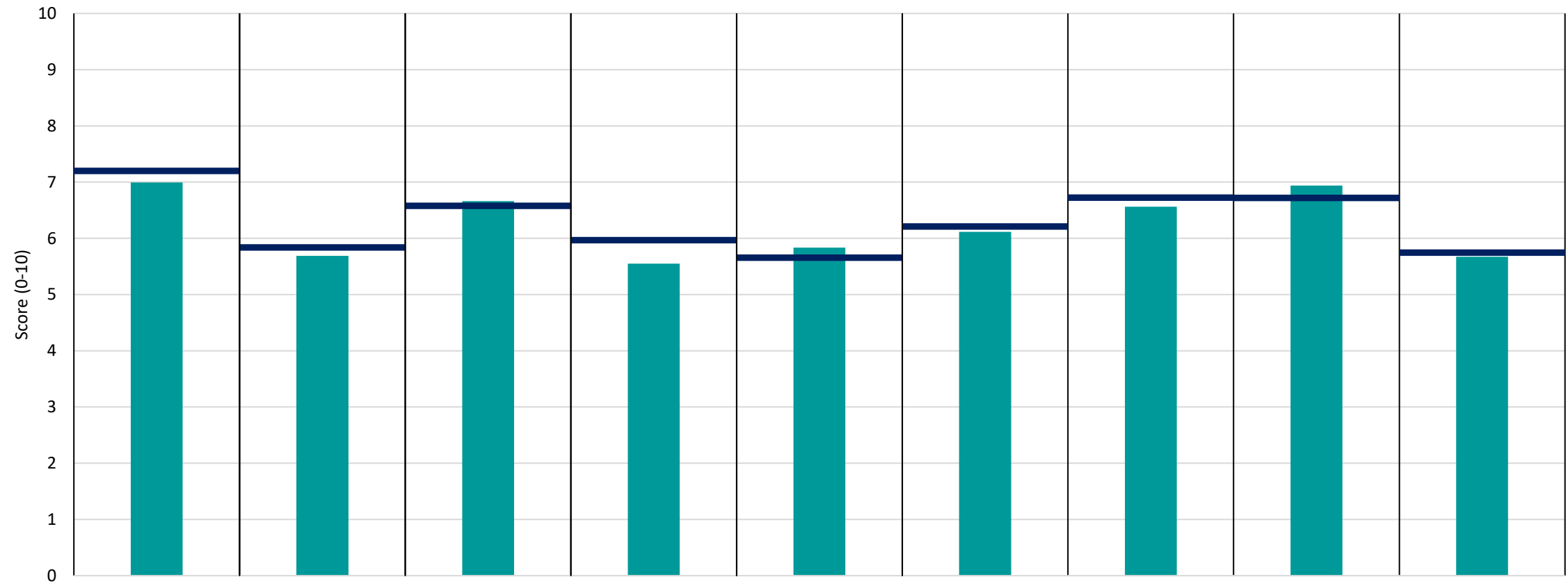
We are a team



Staff Engagement



Morale



Breakdown	6.99	5.69	6.66	5.55	5.83	6.11	6.56	6.94	5.67
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	82	82	82	82	78	81	82	82	82



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



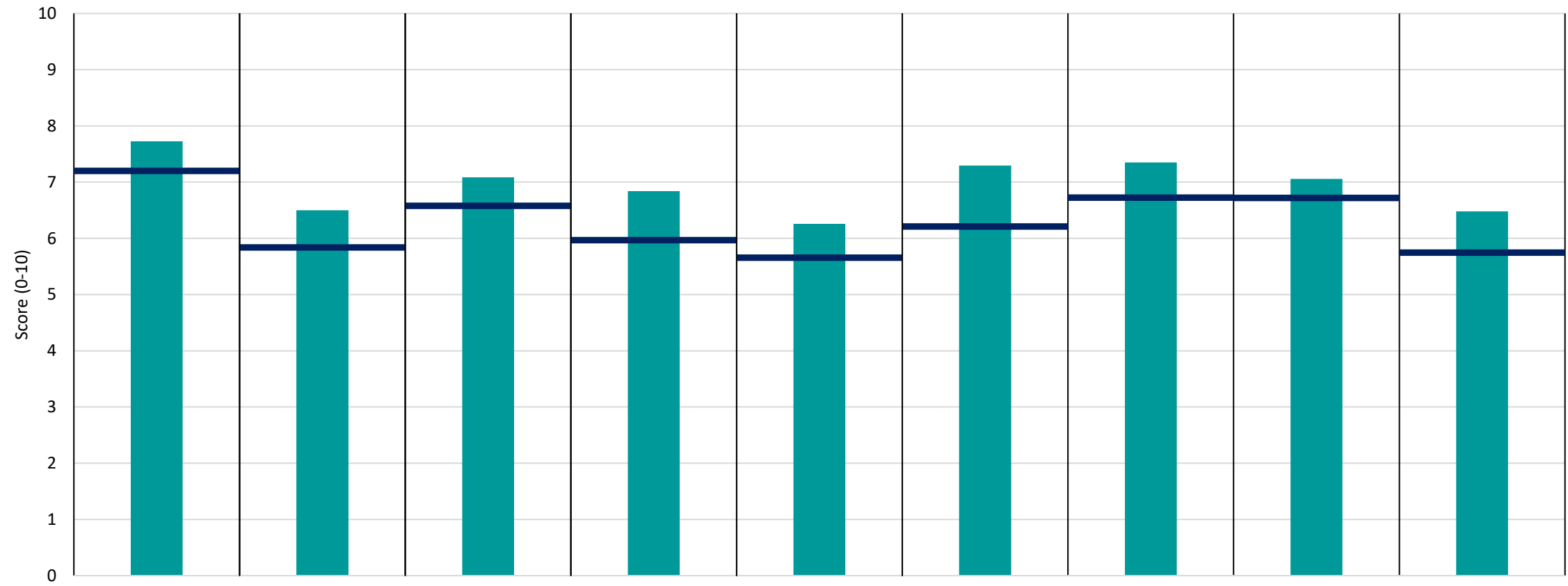
We are a team



Staff Engagement



Morale



Breakdown	7.72	6.50	7.09	6.84	6.26	7.29	7.35	7.06	6.48
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	77	77	77	77	75	77	77	77	77



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



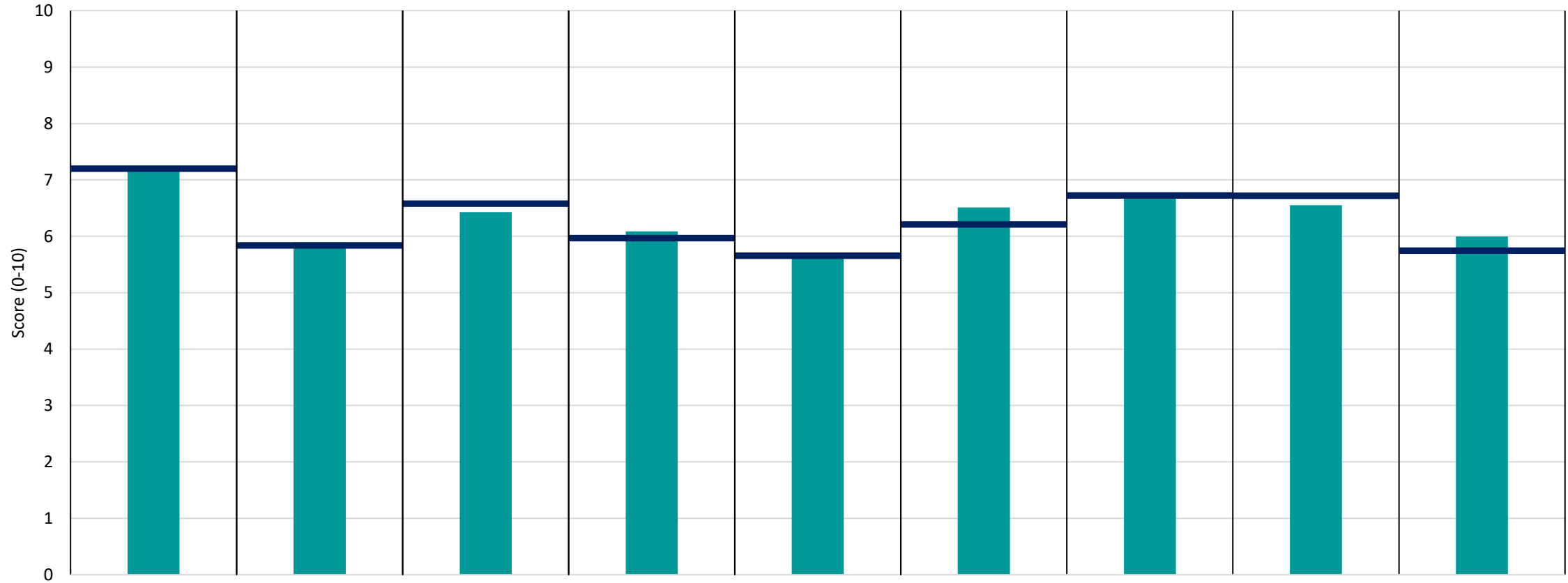
We are a team



Staff Engagement



Morale



Breakdown	7.21	5.89	6.43	6.09	5.63	6.51	6.72	6.55	6.00
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	159	159	157	159	154	159	159	159	159



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



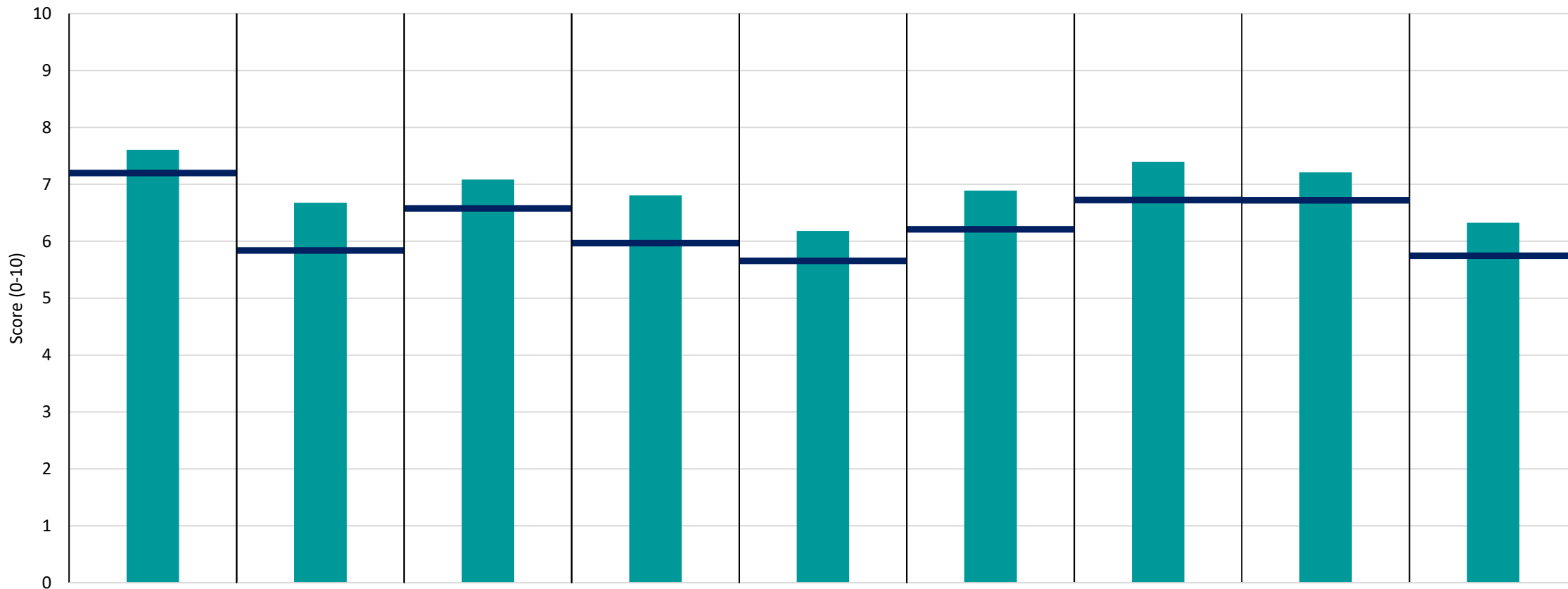
We are a team



Staff Engagement



Morale



Breakdown	7.61	6.68	7.08	6.81	6.18	6.89	7.40	7.21	6.32
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	87	87	87	86	85	87	87	87	87



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



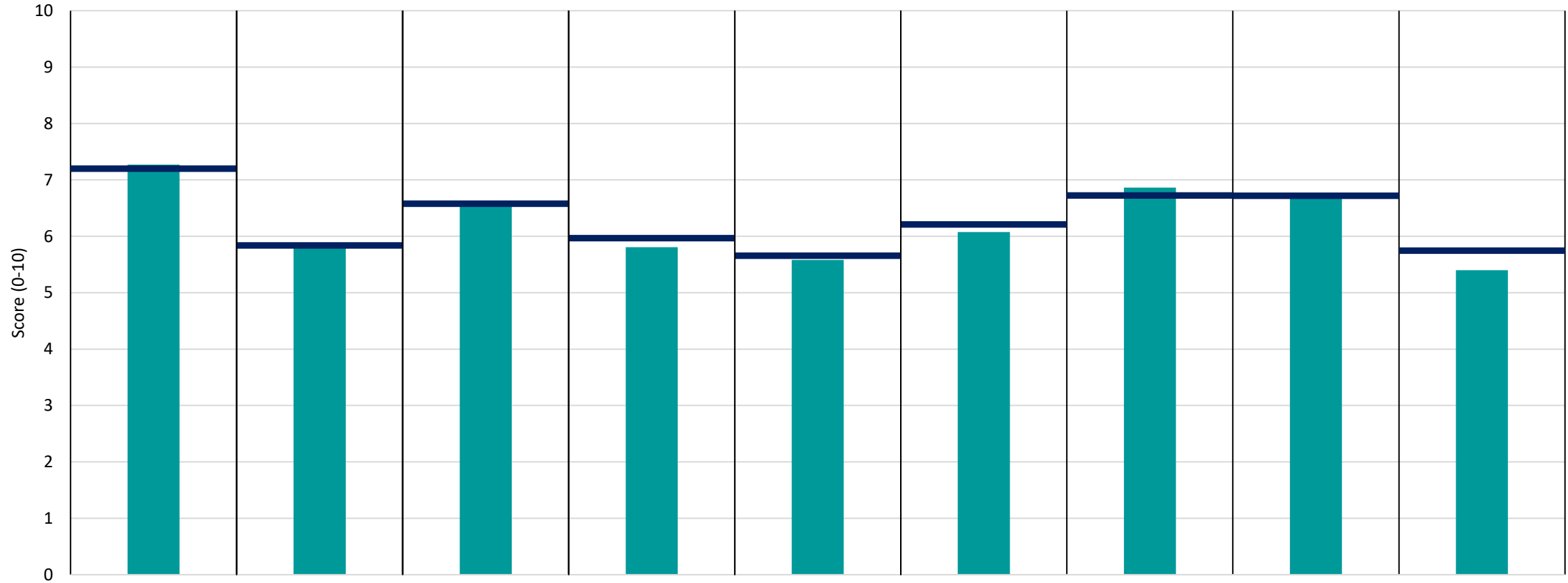
We are a team



Staff Engagement



Morale



Breakdown	7.27	5.84	6.63	5.81	5.58	6.08	6.87	6.71	5.40
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	370	371	370	367	359	371	371	371	371





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



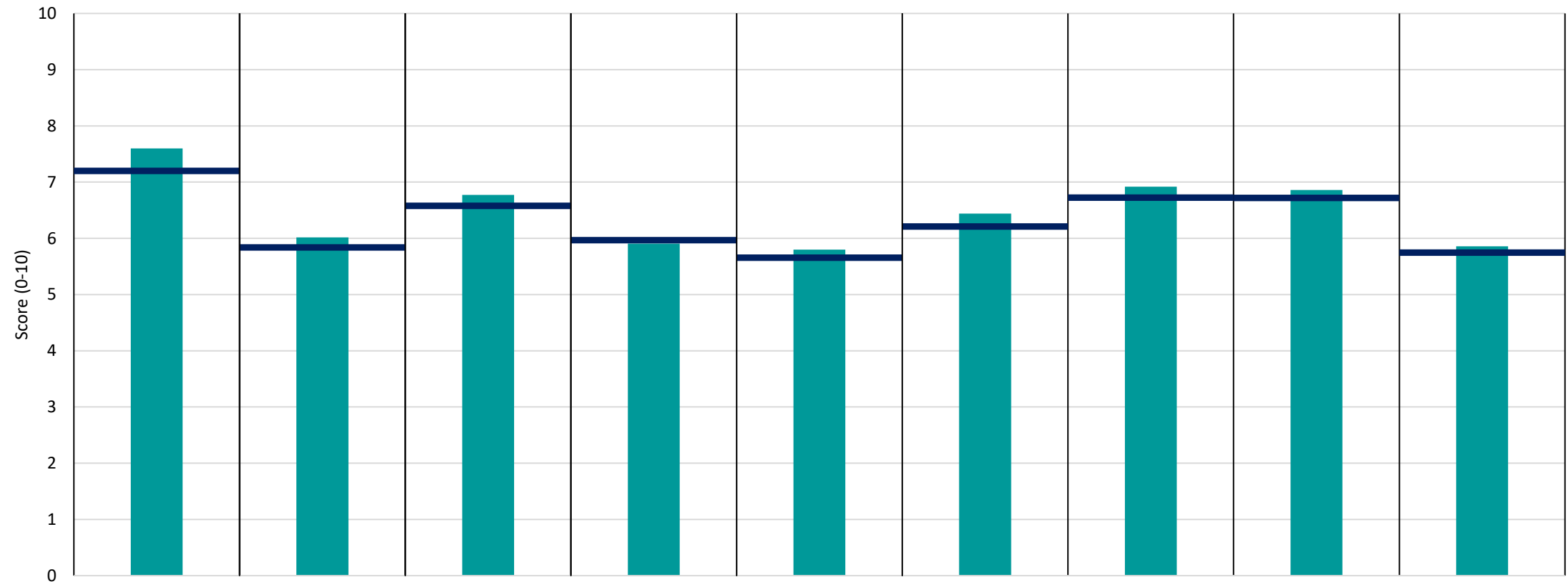
We are a team



Staff Engagement



Morale



Breakdown	7.60	6.02	6.77	5.90	5.80	6.44	6.92	6.86	5.86
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	138	138	137	138	138	138	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



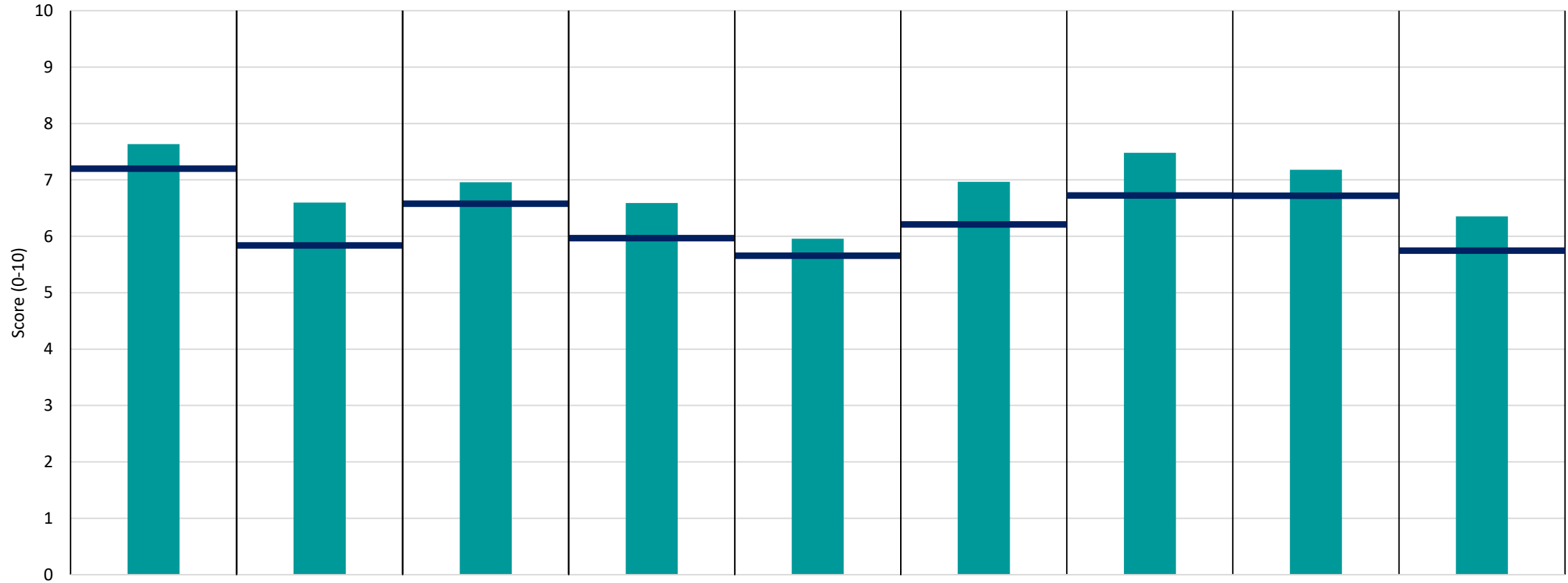
We are a team



Staff Engagement



Morale



Breakdown	7.64	6.60	6.96	6.59	5.96	6.97	7.48	7.18	6.35
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	85	85	85	85	82	85	85	85	85



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



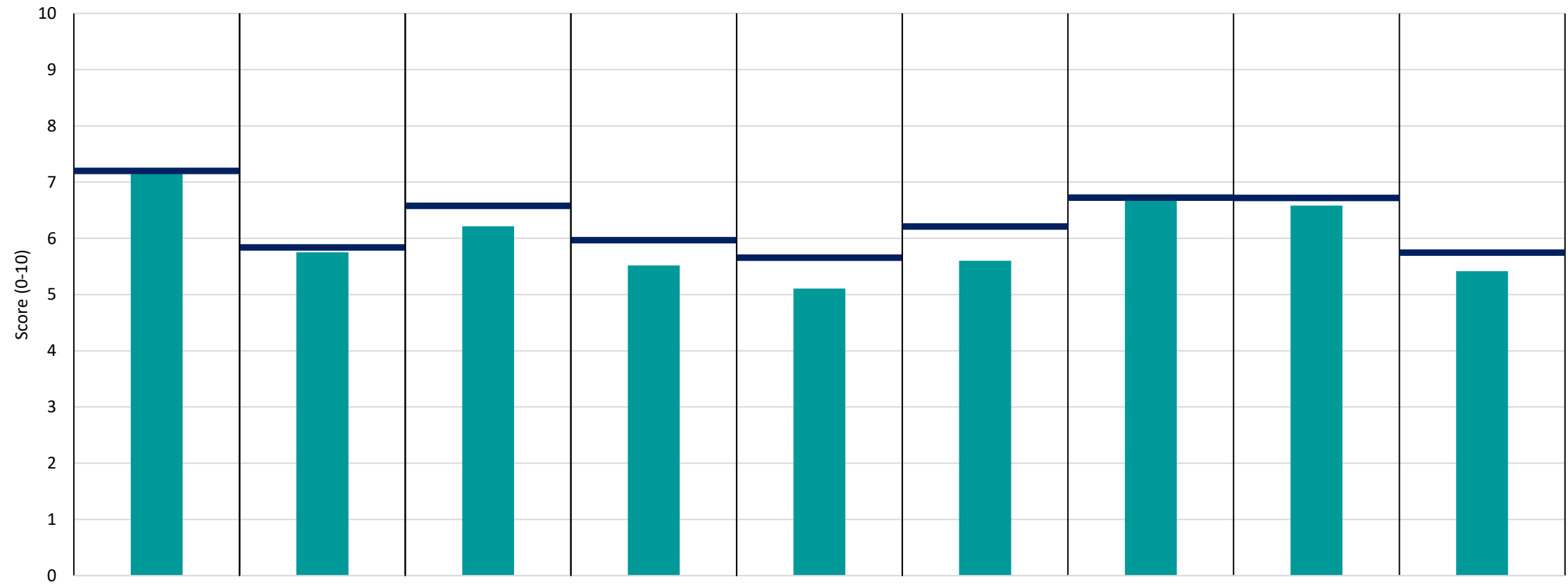
We are a team



Staff Engagement



Morale



Breakdown	7.16	5.75	6.21	5.52	5.11	5.60	6.73	6.58	5.42
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	26	26	26	26	24	25	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



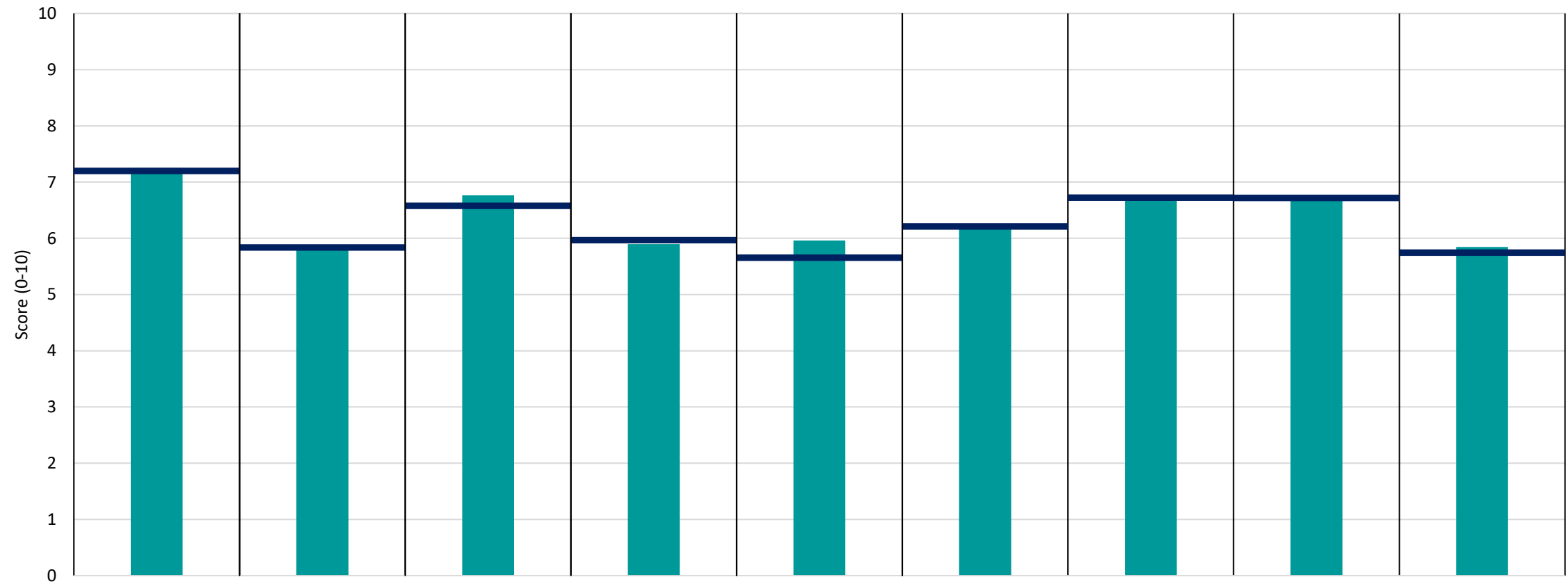
We are a team



Staff Engagement



Morale



Breakdown	7.25	5.86	6.76	5.90	5.96	6.18	6.72	6.70	5.85
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	74	74	73	74	72	74	74	74	74



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



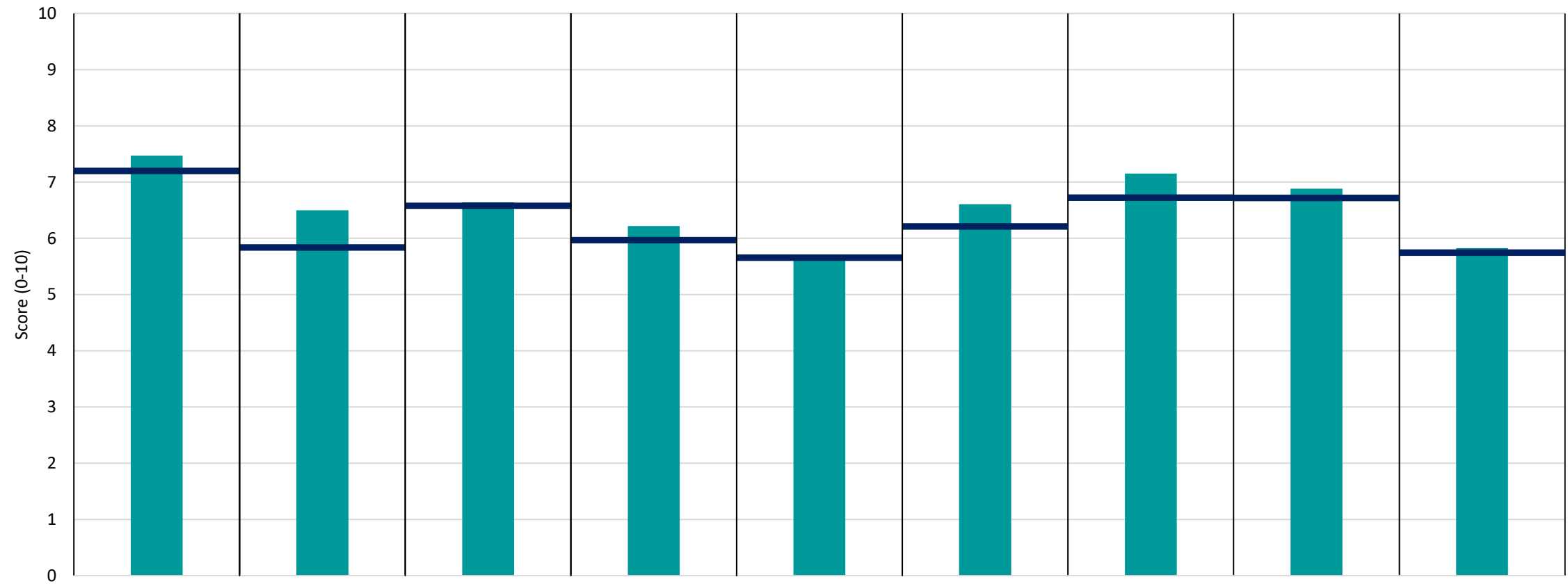
We are a team



Staff Engagement



Morale



Breakdown	7.47	6.50	6.64	6.22	5.65	6.61	7.15	6.88	5.83
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	98	98	98	98	96	97	98	98	98



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



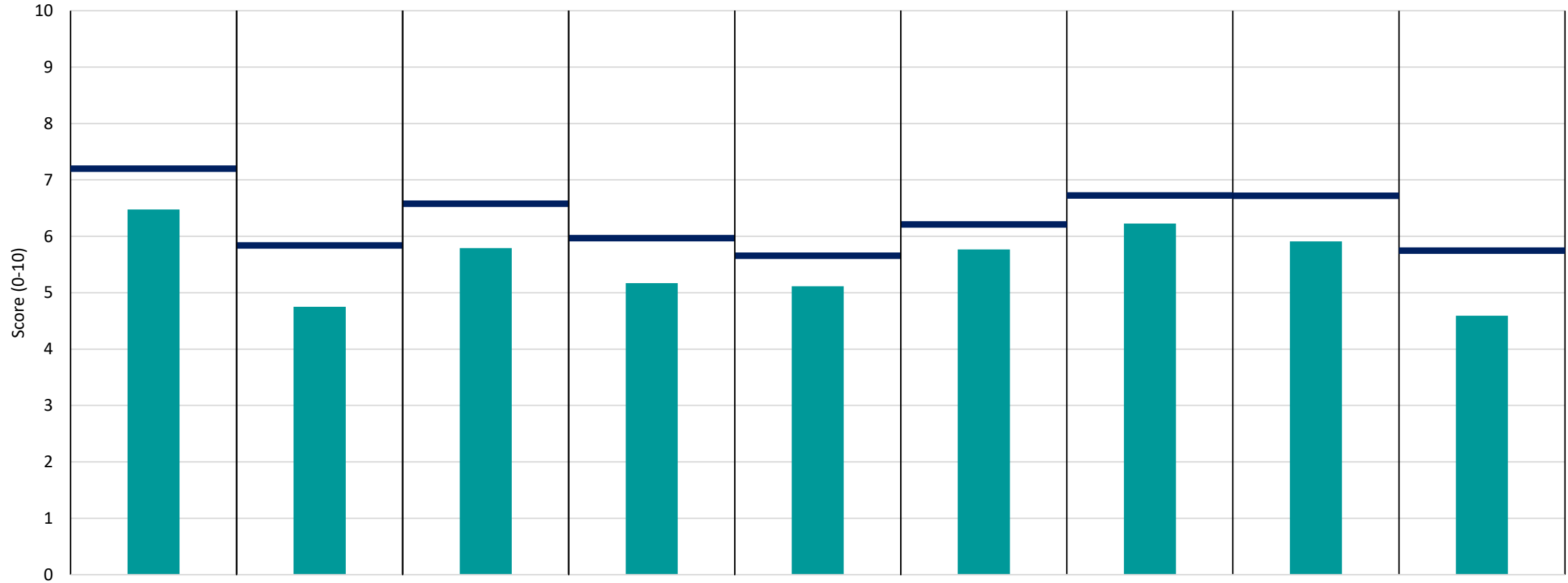
We are a team



Staff Engagement



Morale



Breakdown	6.48	4.75	5.79	5.17	5.11	5.77	6.23	5.91	4.59
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	26	26	26	26	25	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



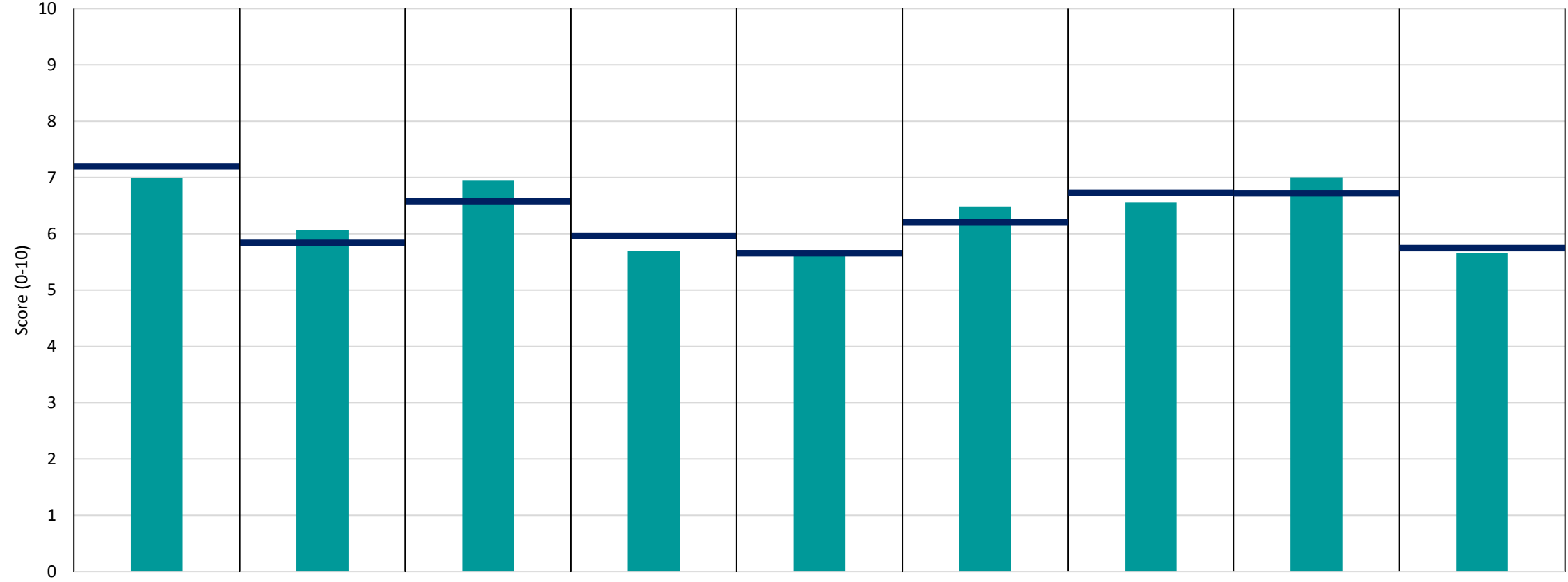
We are a team



Staff Engagement



Morale



Breakdown	6.99	6.07	6.95	5.69	5.63	6.49	6.56	7.00	5.66
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	23	23	22	23	21	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



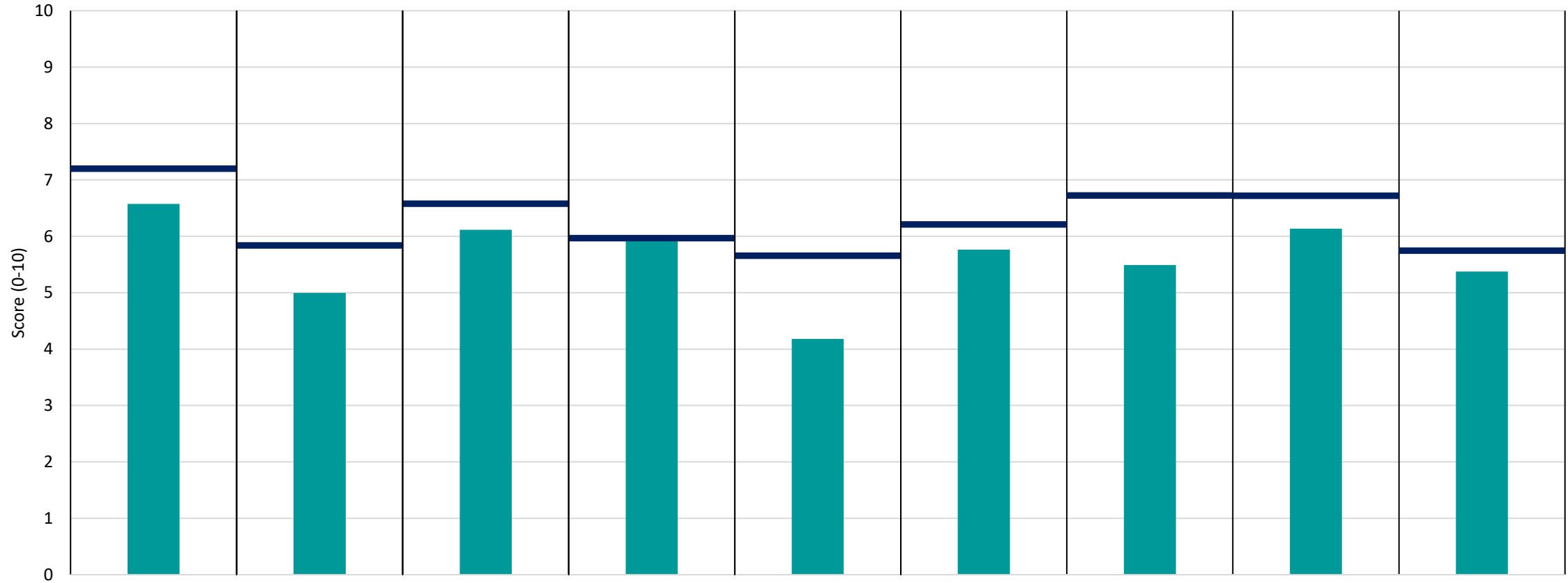
We are a team



Staff Engagement



Morale



Breakdown	6.57	4.99	6.12	5.91	4.18	5.76	5.49	6.13	5.38
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	24	24	23	23	23	24	24	24	24





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



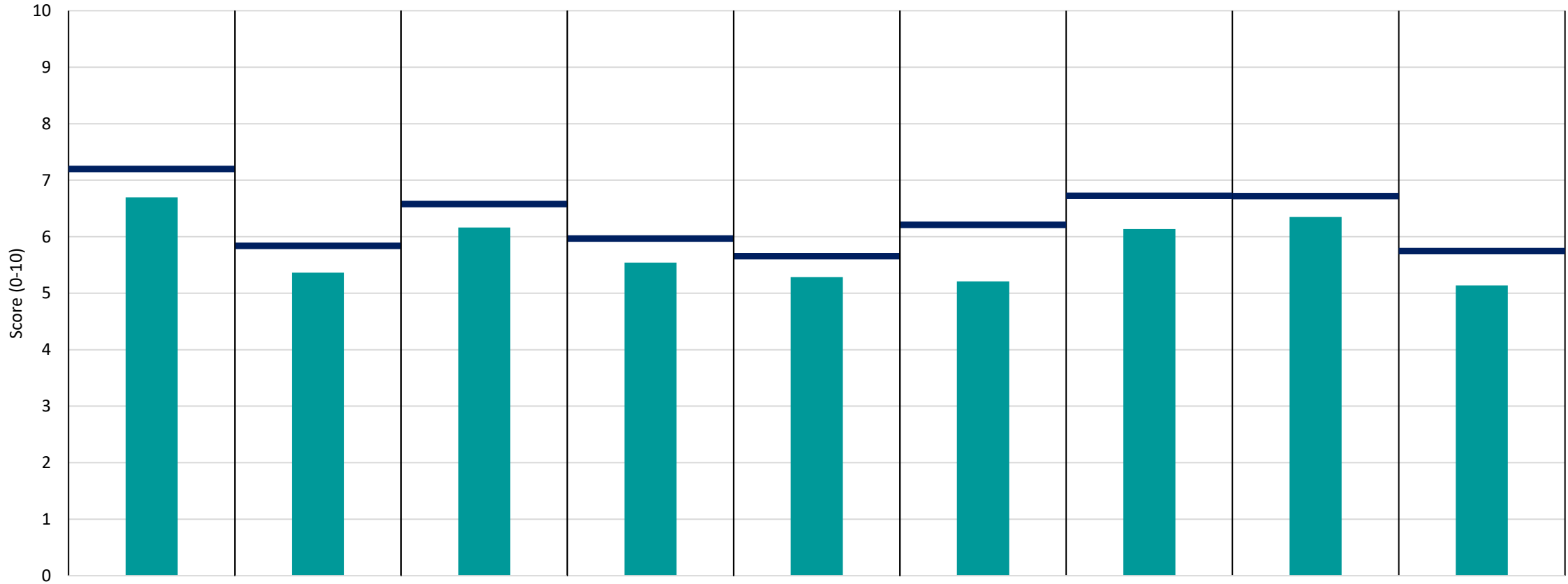
We are a team



Staff Engagement



Morale



Breakdown	6.70	5.37	6.16	5.54	5.29	5.21	6.14	6.35	5.14
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	78	78	78	78	69	78	78	78	78



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



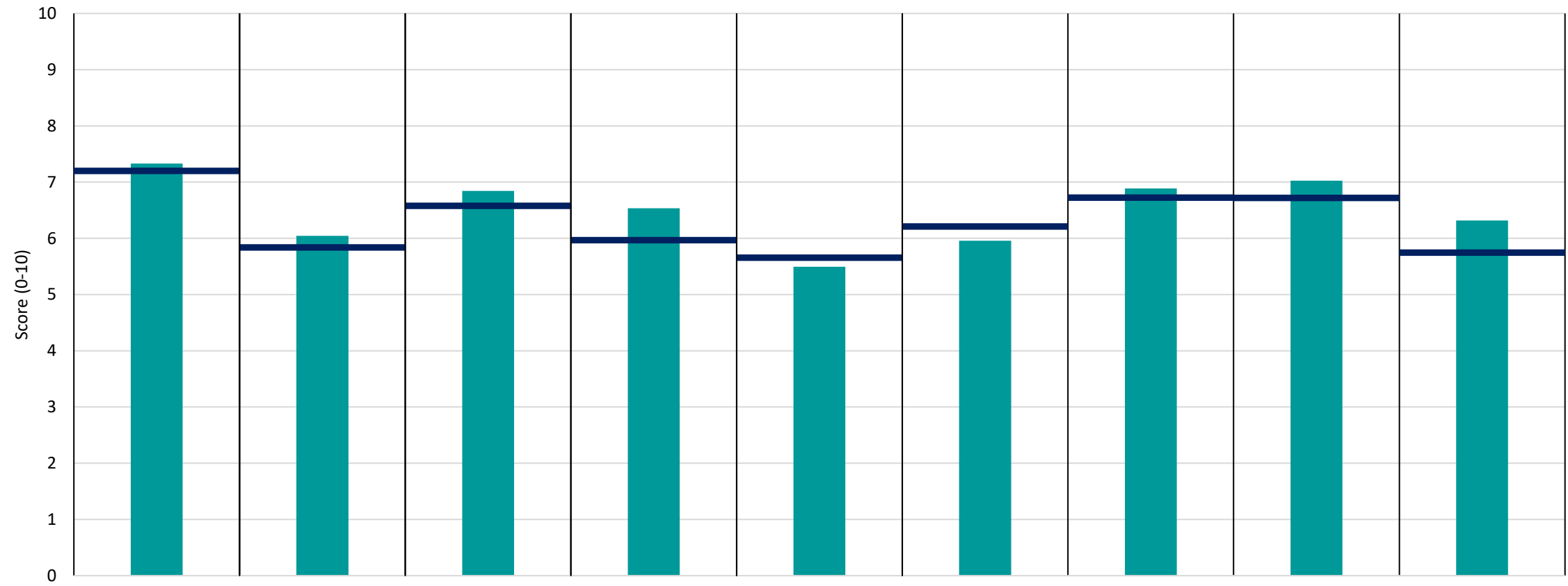
We are a team



Staff Engagement



Morale



Breakdown	7.33	6.04	6.84	6.54	5.50	5.96	6.89	7.03	6.32
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	94	94	94	93	90	94	94	94	94



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



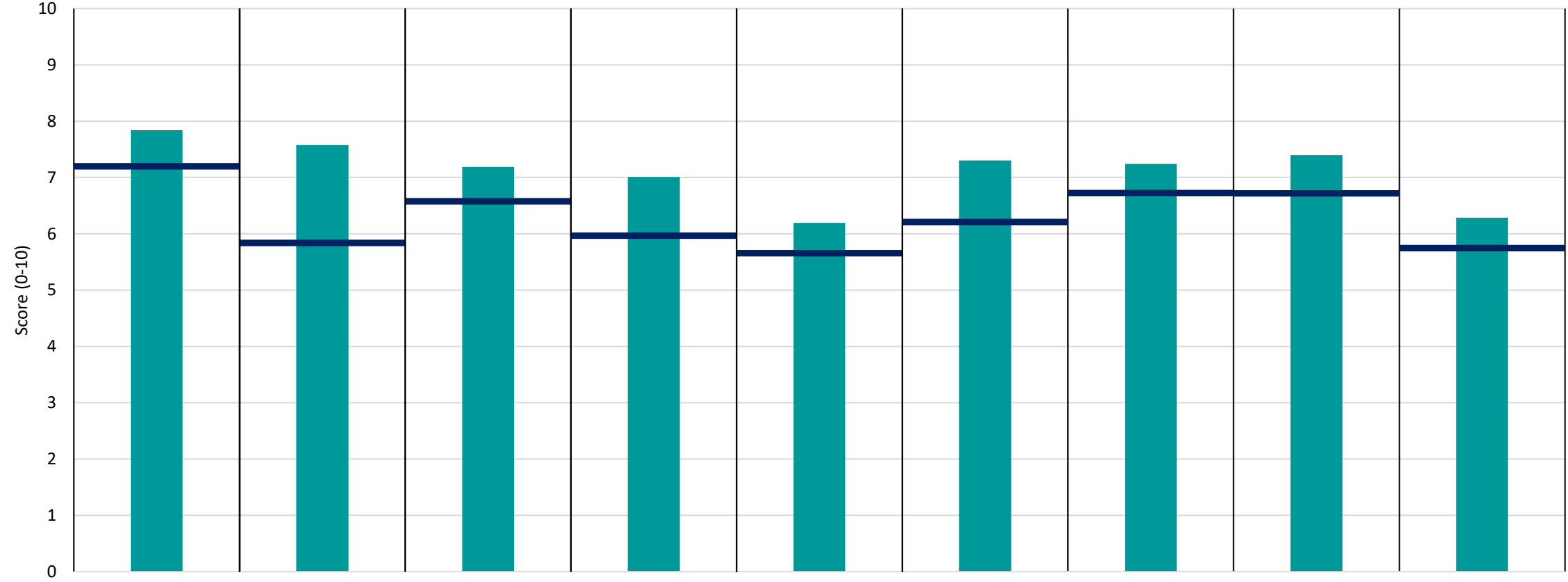
We are a team



Staff Engagement



Morale



Breakdown	7.84	7.58	7.19	7.01	6.19	7.30	7.24	7.40	6.29
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	19	19	18	19	18	19	19	19	19



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



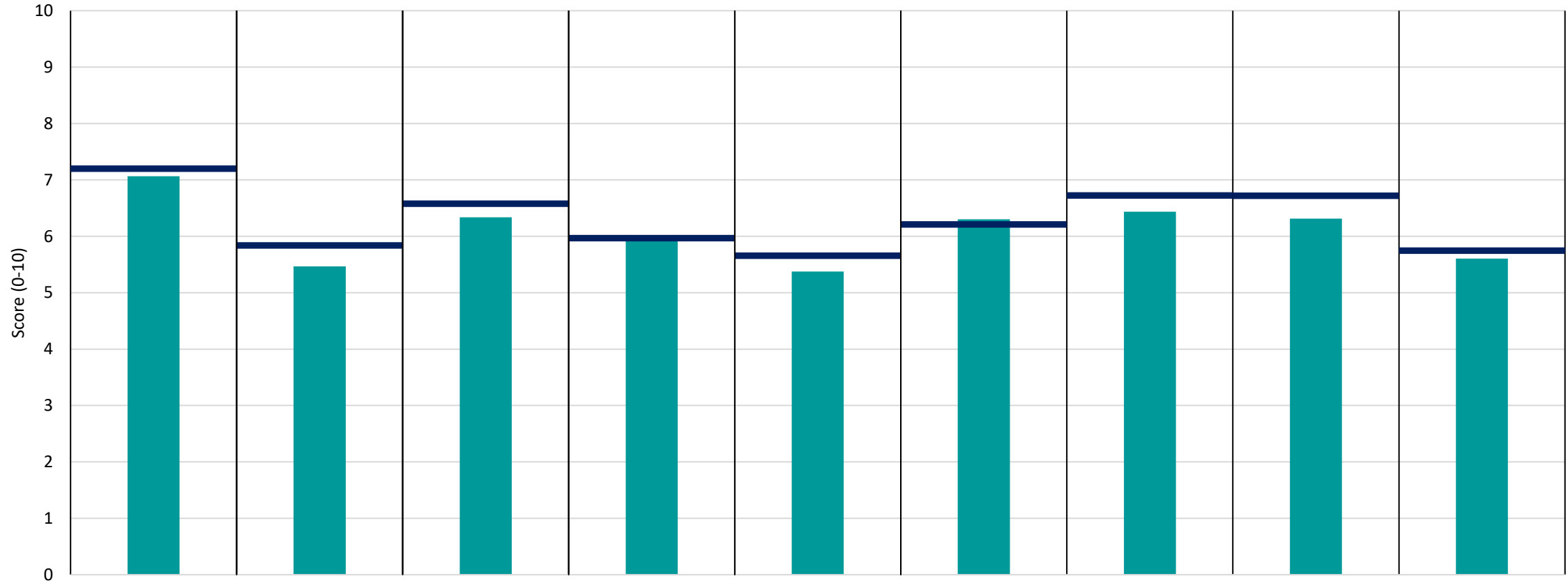
We are a team



Staff Engagement



Morale



Breakdown	7.07	5.47	6.34	5.94	5.38	6.30	6.44	6.31	5.60
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	103	103	101	102	100	102	103	103	103



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



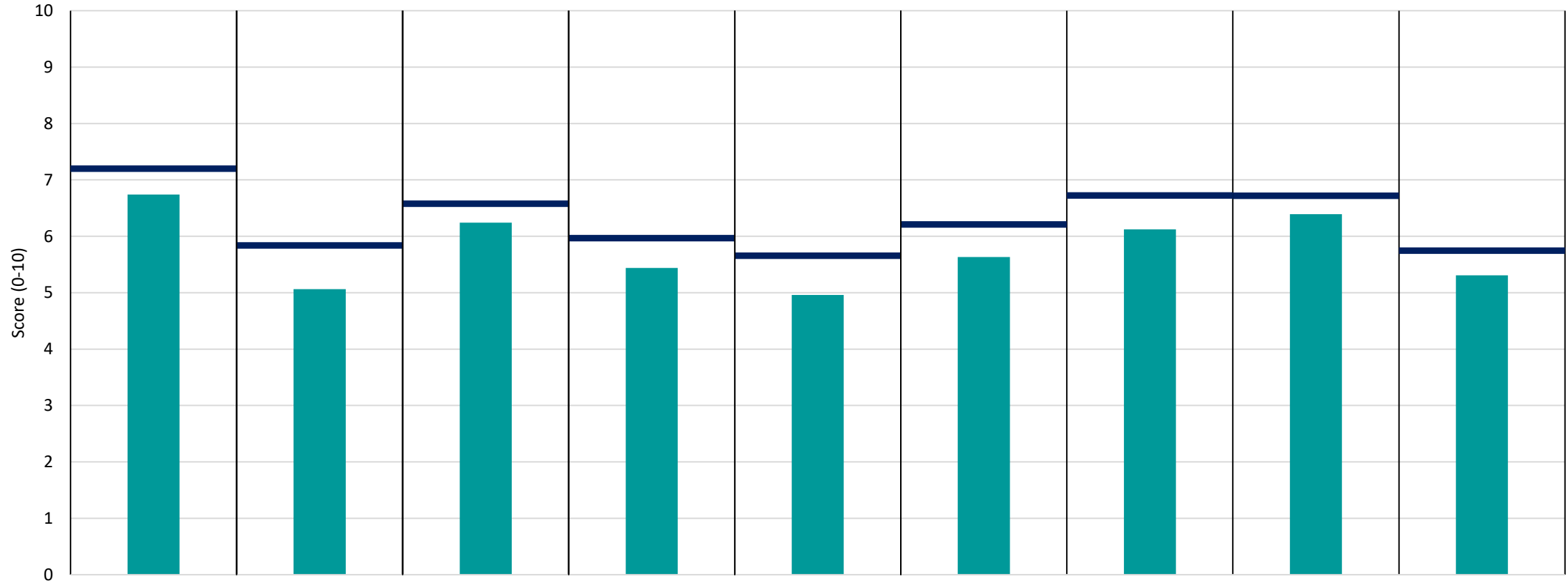
We are a team



Staff Engagement



Morale



Breakdown	6.74	5.06	6.24	5.44	4.96	5.63	6.12	6.39	5.31
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	130	130	130	130	123	130	130	130	130



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



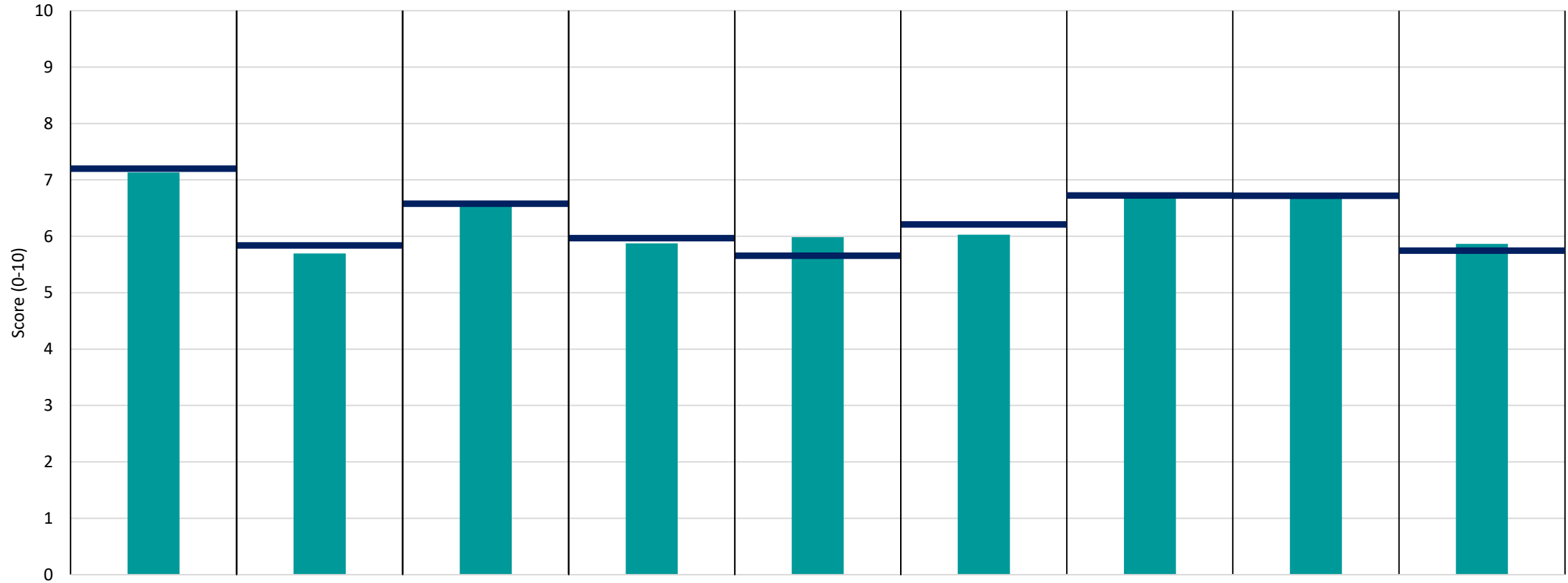
We are a team



Staff Engagement



Morale



Breakdown	7.13	5.70	6.60	5.87	5.98	6.03	6.77	6.69	5.87
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	288	287	287	286	269	286	287	288	288



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



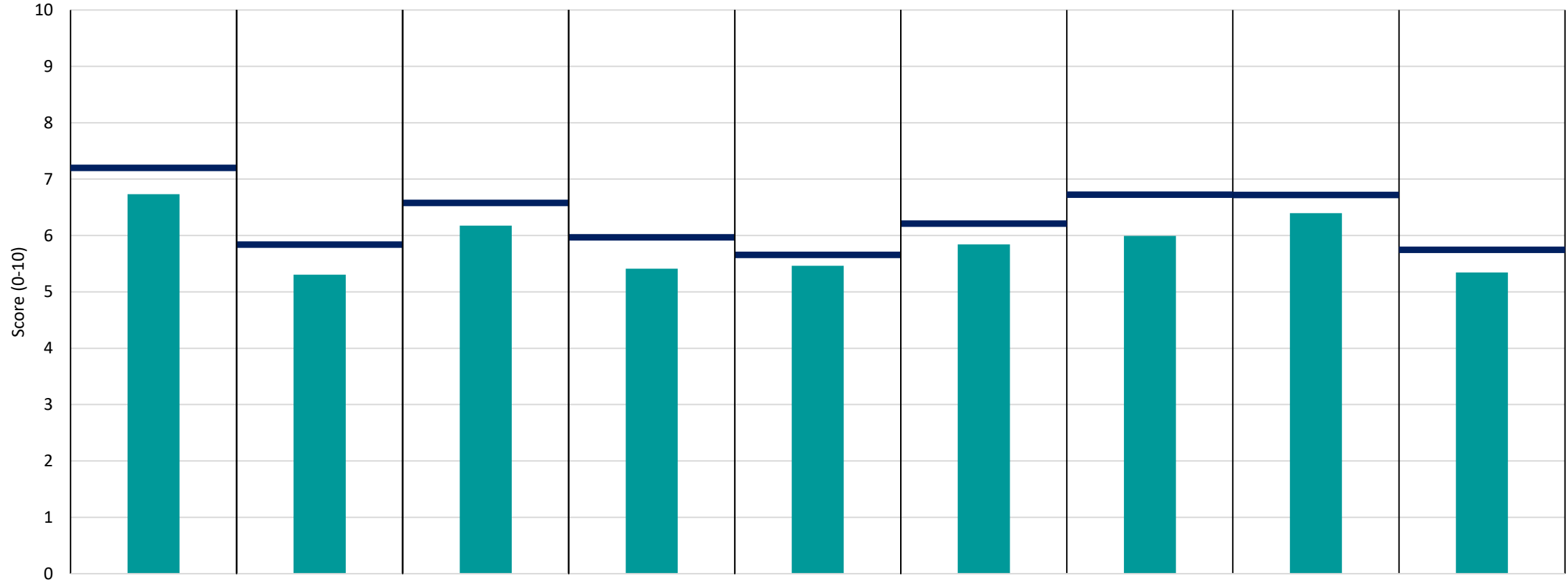
We are a team



Staff Engagement



Morale



Breakdown	6.73	5.30	6.18	5.41	5.46	5.84	5.99	6.40	5.35
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	217	218	216	218	207	218	217	218	218



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



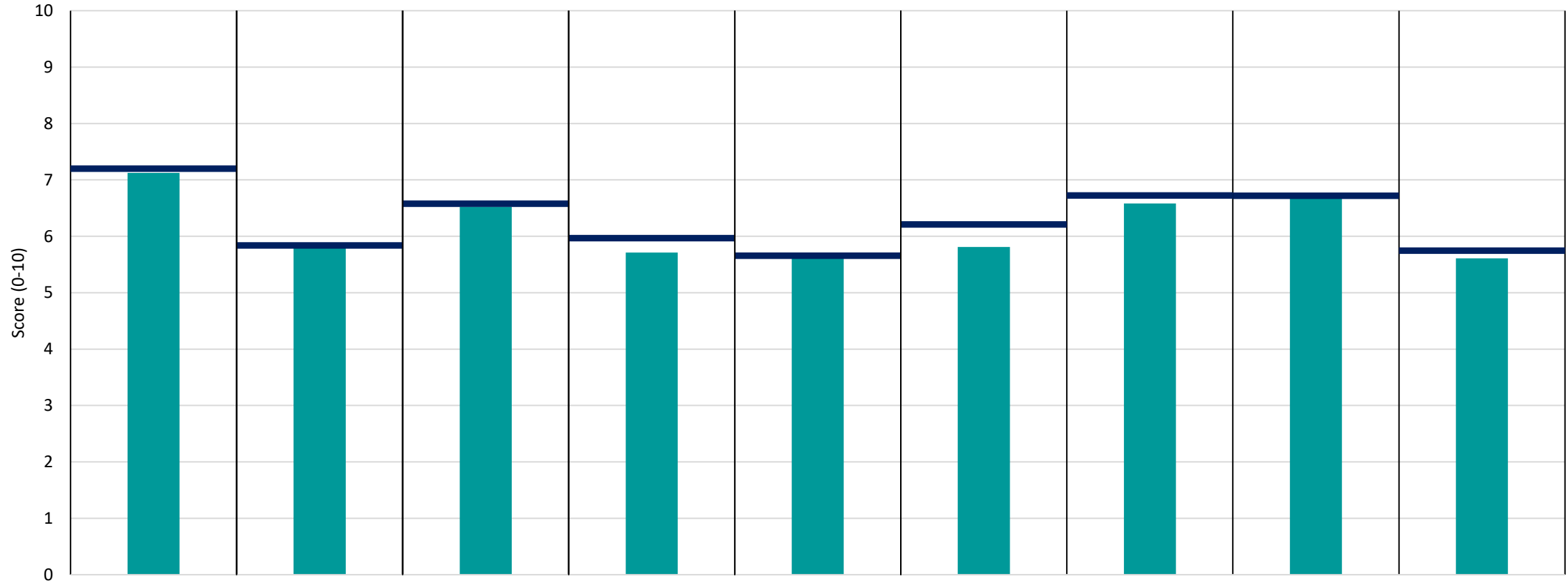
We are a team



Staff Engagement



Morale



Breakdown	7.12	5.82	6.53	5.71	5.70	5.81	6.58	6.75	5.61
Your org	7.20	5.84	6.58	5.97	5.66	6.21	6.72	6.72	5.75
Responses	141	142	139	139	133	142	141	142	142