Surrey and Sussex Healthcare NHS Trust

2024 NHS Staff Survey

Breakdown report

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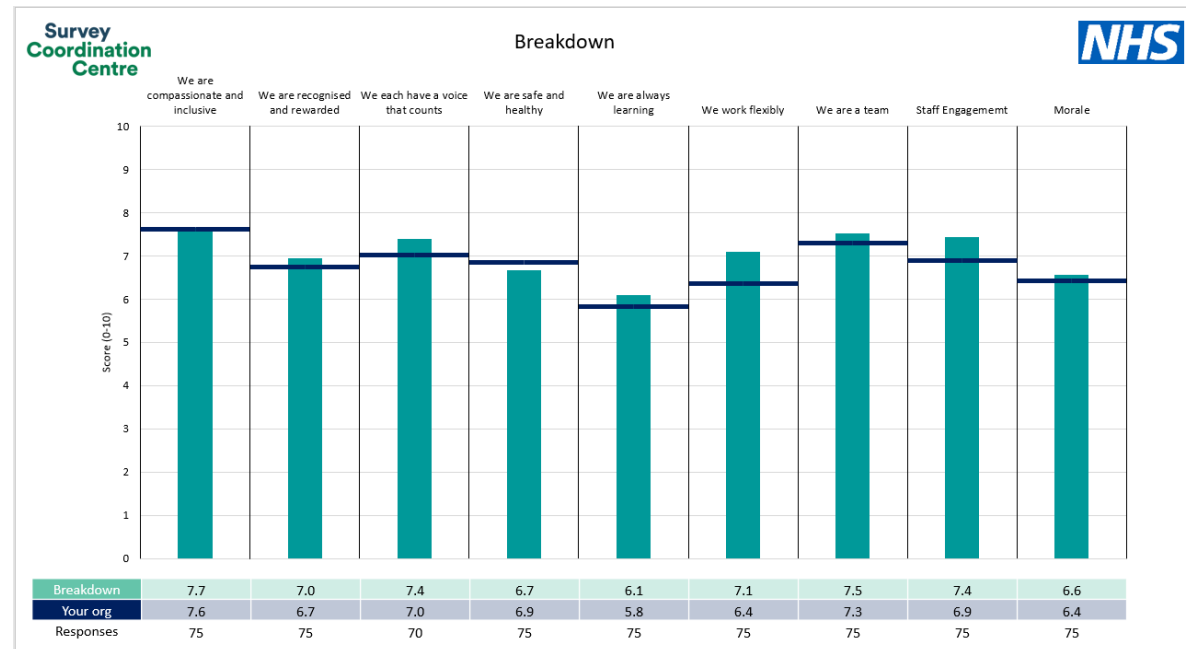
The breakdowns used in this report were provided and defined by Surrey and Sussex Healthcare NHS Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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.

	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 Engagememt	Morale
Breakdown	7.7	7.0	7.4	6.7	6.1	7.1	7.5	7.4	6.6
Your org	7.6	6.7	7.0	6.9	5.8	6.4	7.3	6.9	6.4
Responses	75	75	70	75	75	75	75	75	75

! 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.

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Breakdowns 1

Surrey and Sussex Healthcare NHS Trust

2024 NHS Staff Survey

Cancer and Diagnostics (Dir)

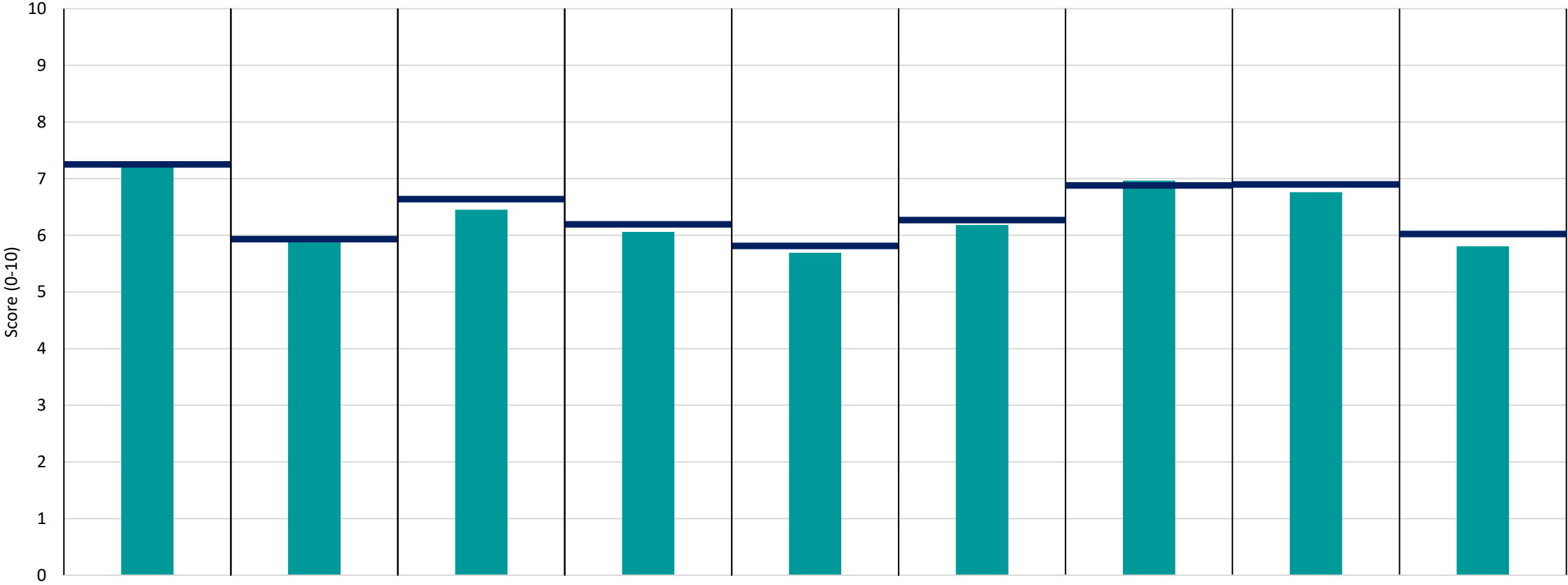|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.30	5.92	6.45	6.06	5.69	6.18	6.96	6.76	5.81
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	350	350	349	348	330	348	349	350	350

Score (0-10)

Chief Exec Office (Dir)

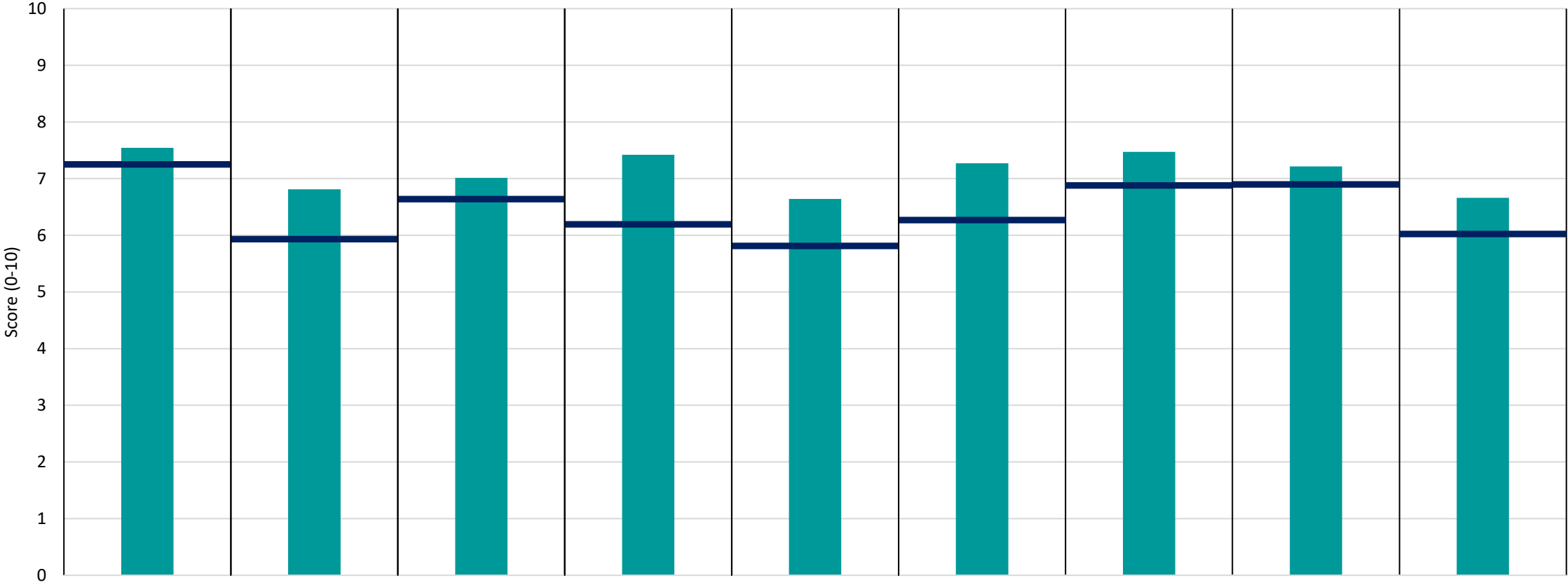|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.54	6.81	7.01	7.42	6.64	7.27	7.47	7.21	6.66
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	33	33	33	33	32	33	33	33	33

Corporate Affairs (Dir)

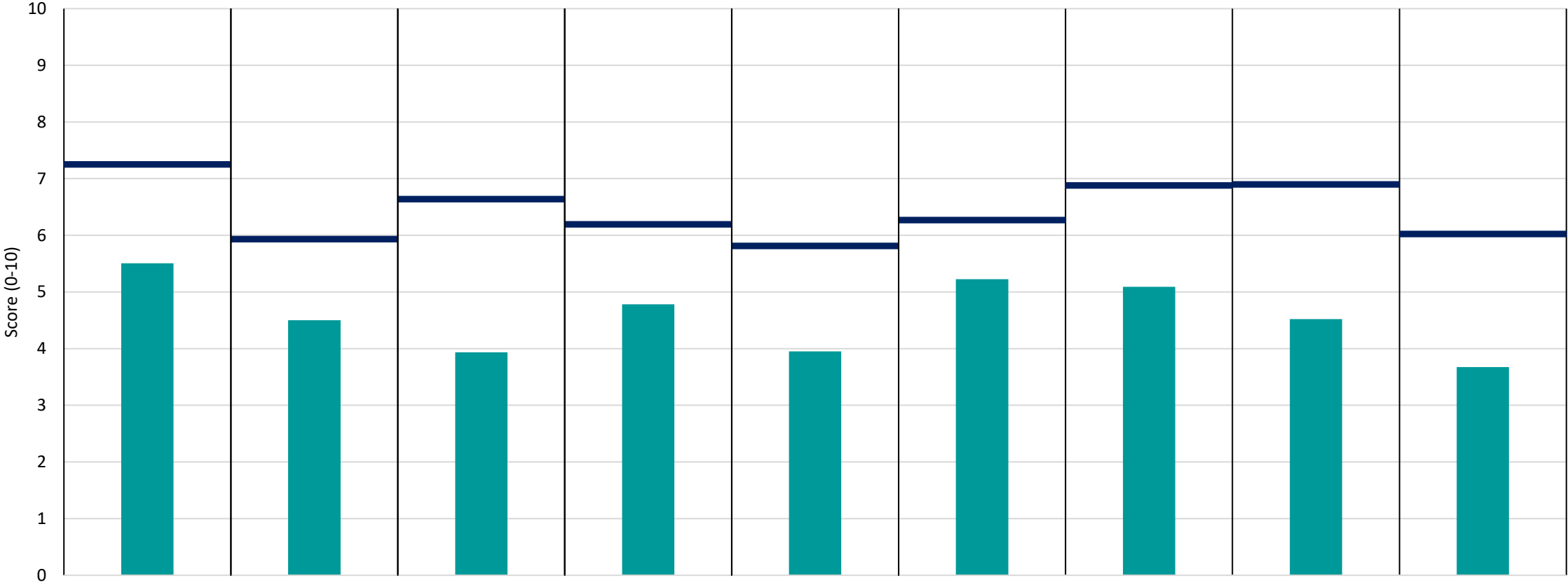|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	5.50	4.50	3.93	4.78	3.95	5.23	5.09	4.52	3.67
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	11	11	10	11	10	11	11	11	11

Digital (Dir)

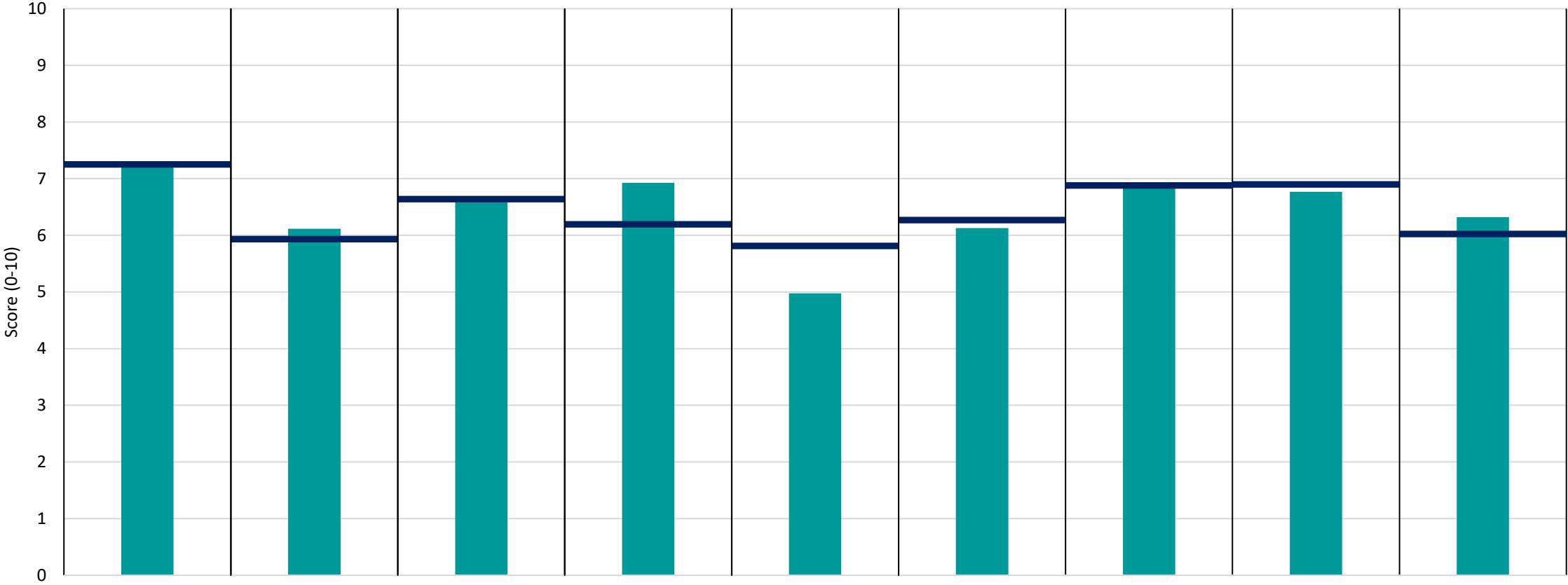|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.20	6.12	6.65	6.93	4.98	6.13	6.88	6.77	6.32
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	66	65	65	65	61	64	66	65	65

Estates & Facilities (Dir)

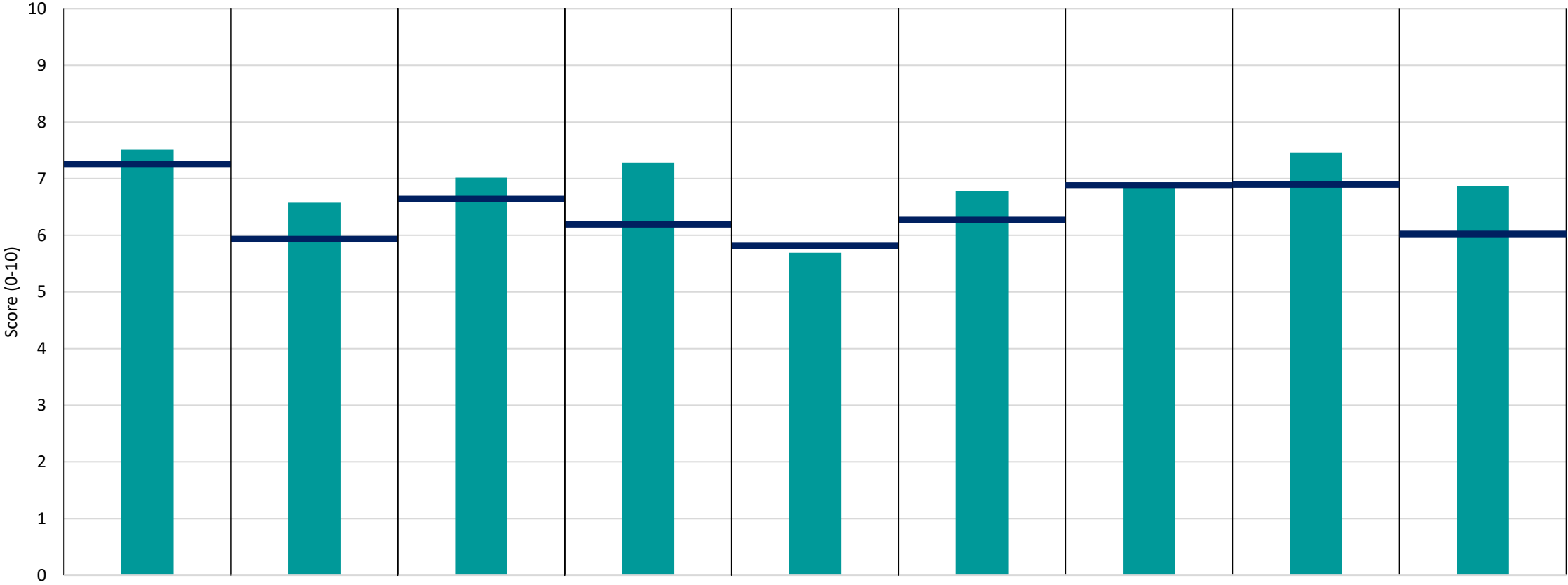|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.51	6.57	7.02	7.29	5.69	6.78	6.93	7.46	6.87
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	331	342	319	318	266	334	335	340	340

Finance (Dir)

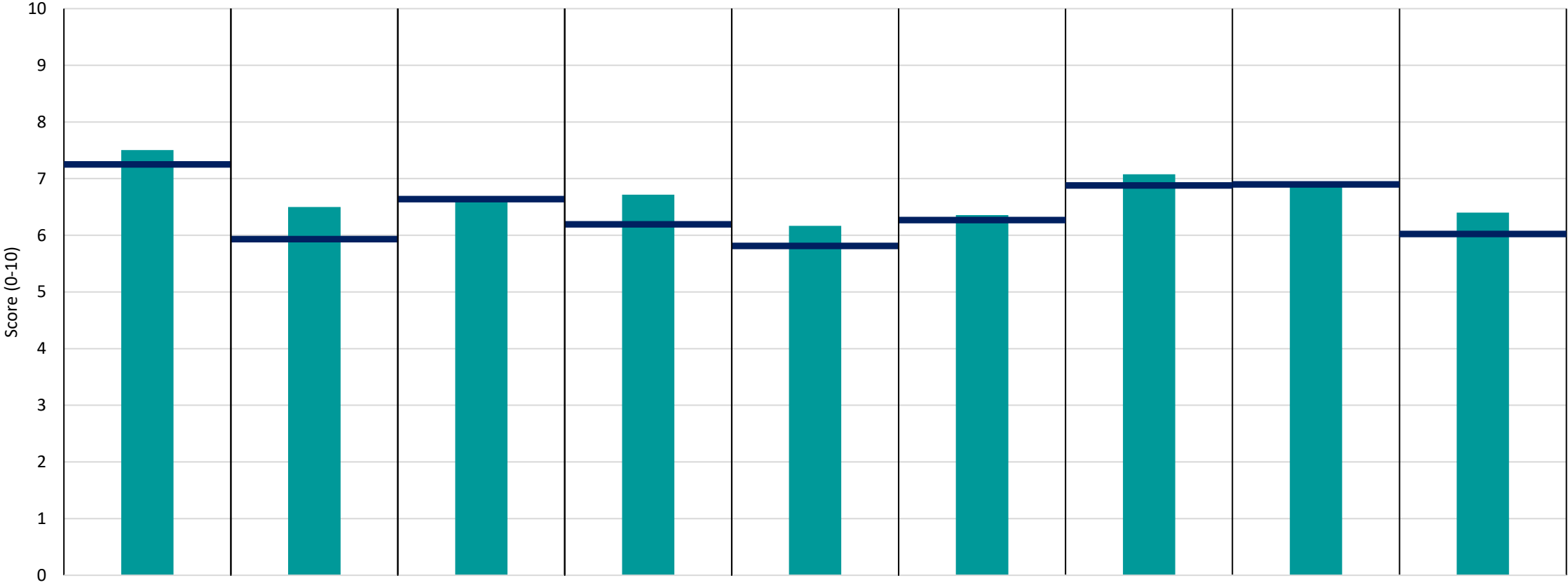|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.50	6.50	6.66	6.72	6.17	6.36	7.08	6.88	6.40
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	27	27	27	27	24	27	27	27	27

Hospital Site Services (Dir)

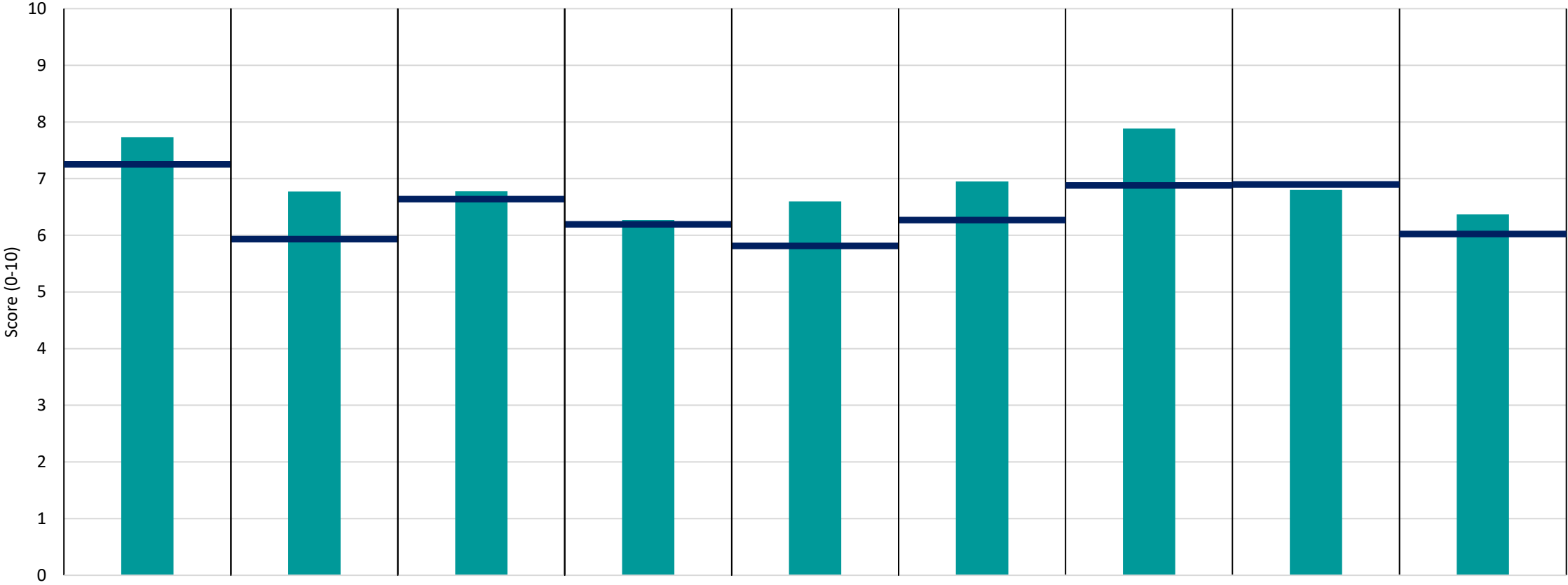|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.73	6.77	6.78	6.27	6.60	6.95	7.88	6.81	6.37
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	22	22	21	21	22	22	22	22	22

Human Resources (Dir)

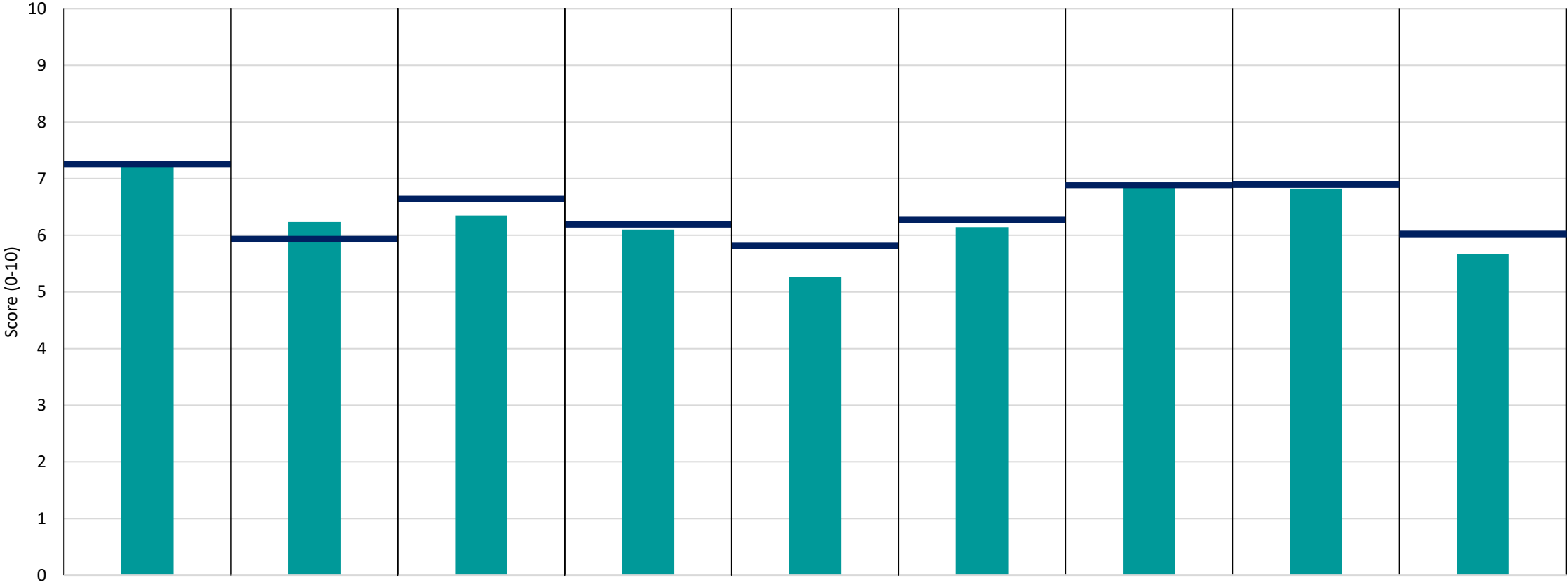|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.23	6.23	6.35	6.10	5.27	6.14	6.92	6.81	5.67
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	94	94	92	94	86	94	94	94	94

Medicine (Dir)

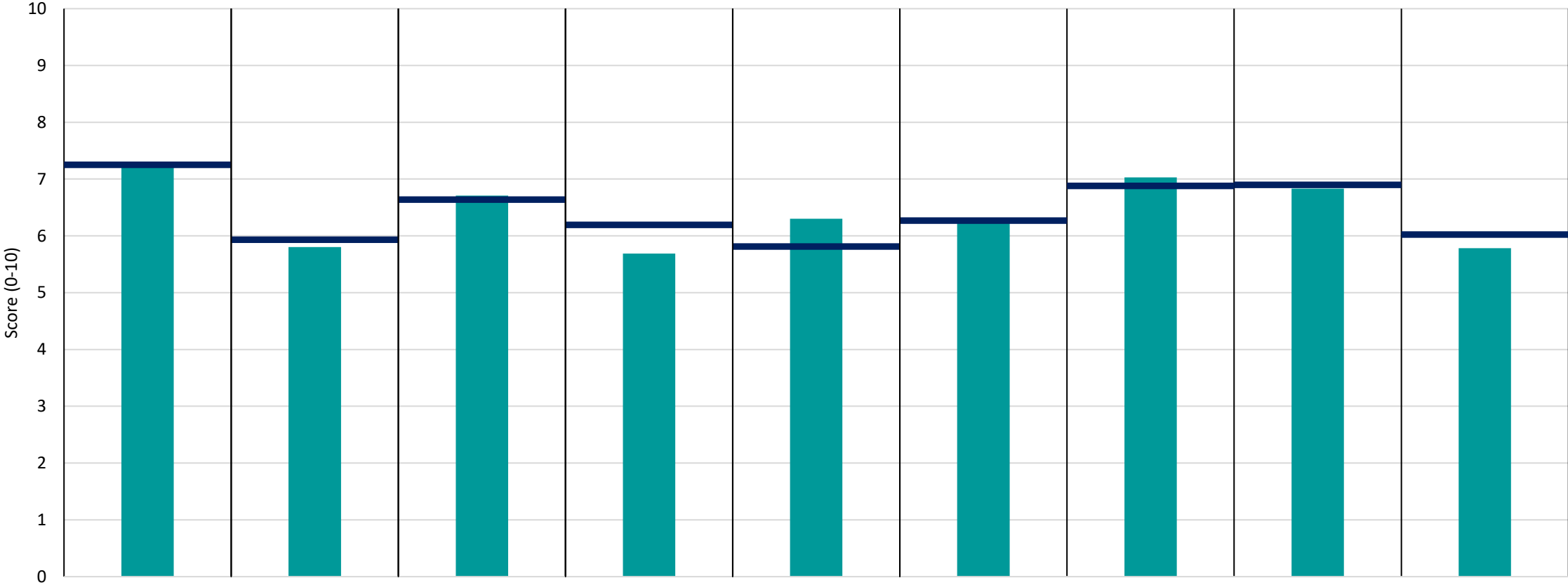|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.28	5.80	6.71	5.69	6.30	6.24	7.03	6.83	5.78
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	552	552	541	542	509	549	550	553	553

Nursing (Dir)

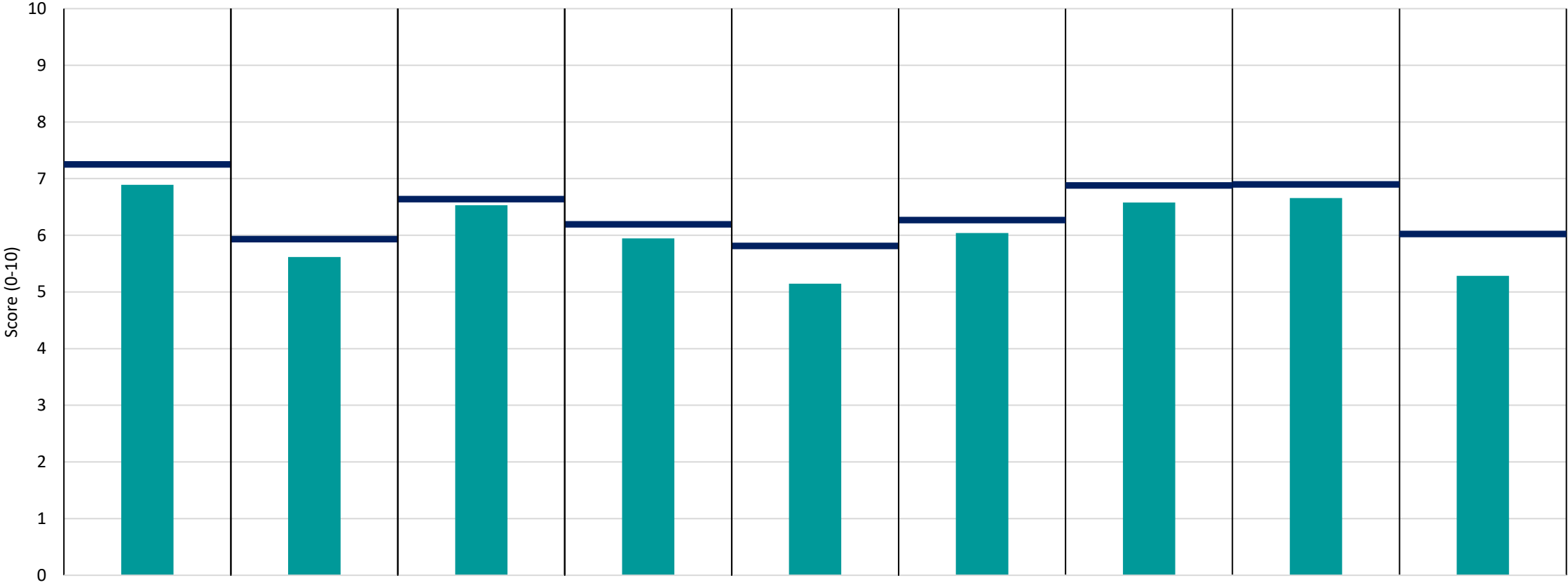|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.89	5.62	6.53	5.95	5.15	6.04	6.58	6.66	5.28
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	38	38	38	38	37	36	38	38	38

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Pathology (Dir)

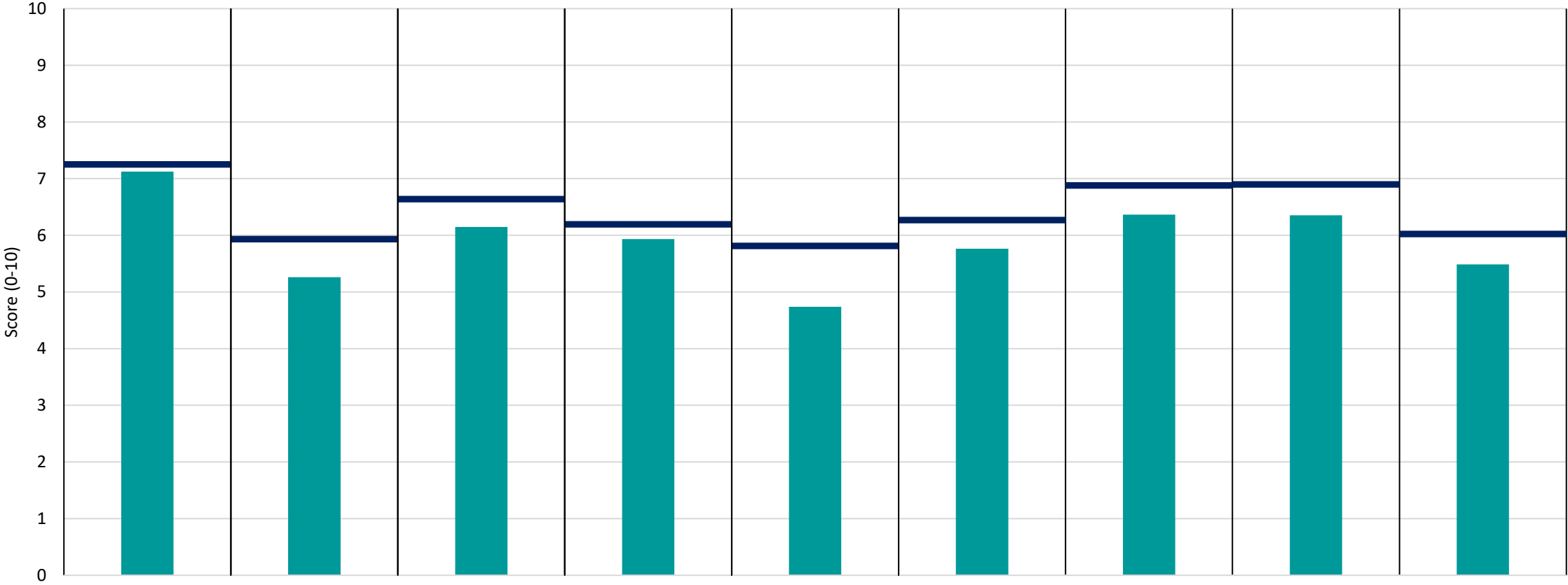|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.12	5.26	6.15	5.93	4.74	5.76	6.37	6.35	5.49
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	48	48	47	46	44	48	48	48	48

Strategy & Information (Dir)

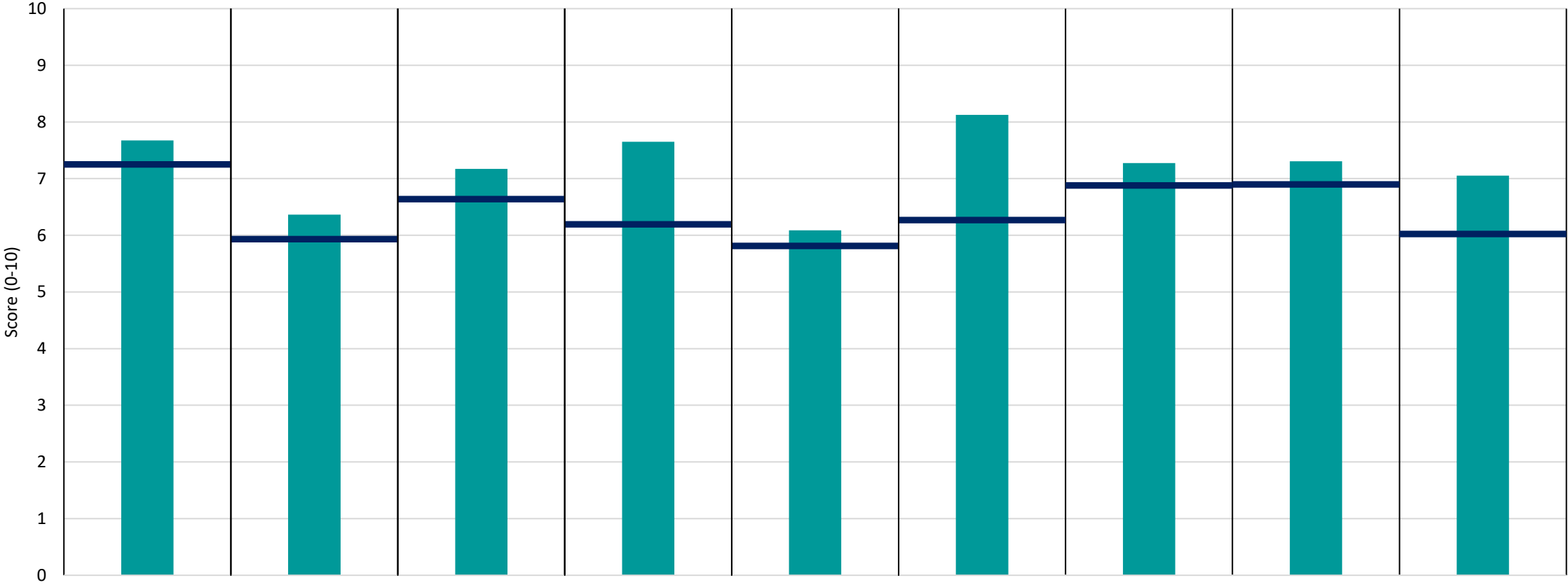|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.67	6.37	7.17	7.65	6.09	8.13	7.27	7.31	7.05
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	26	26	26	26	26	26	26	26	26

Surgical (Dir)

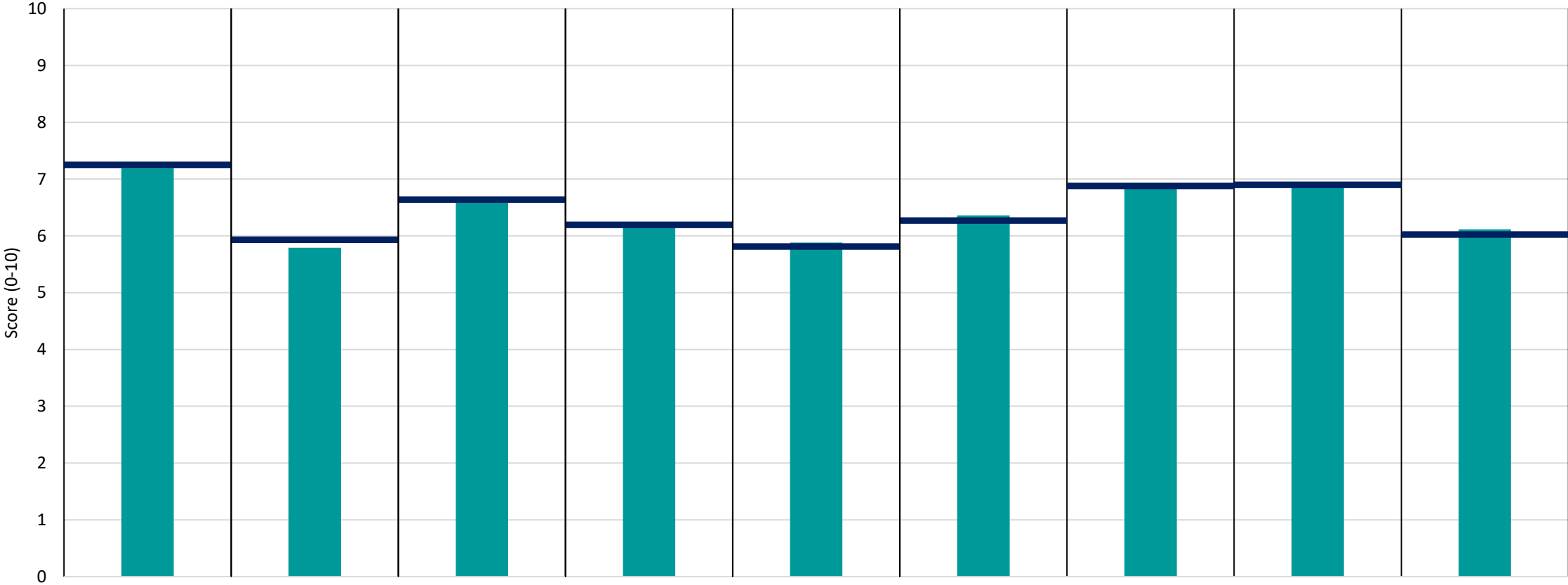|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.19	5.79	6.62	6.14	5.88	6.36	6.89	6.92	6.11
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	612	612	597	600	558	609	613	611	613

WACH (Dir)

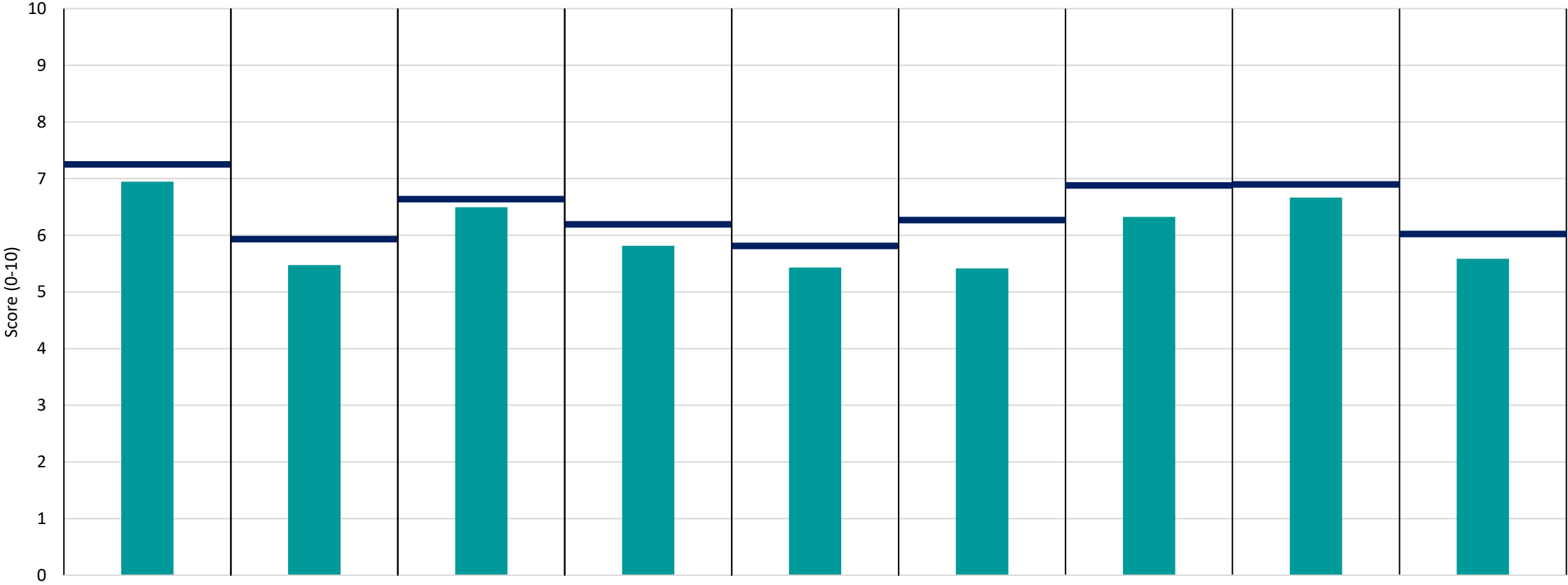|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.95	5.48	6.50	5.81	5.43	5.41	6.32	6.67	5.58
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	249	248	249	249	242	248	249	249	249

Breakdowns 2

Surrey and Sussex Healthcare NHS Trust

2024 NHS Staff Survey

Add Prof Scientific and Technic

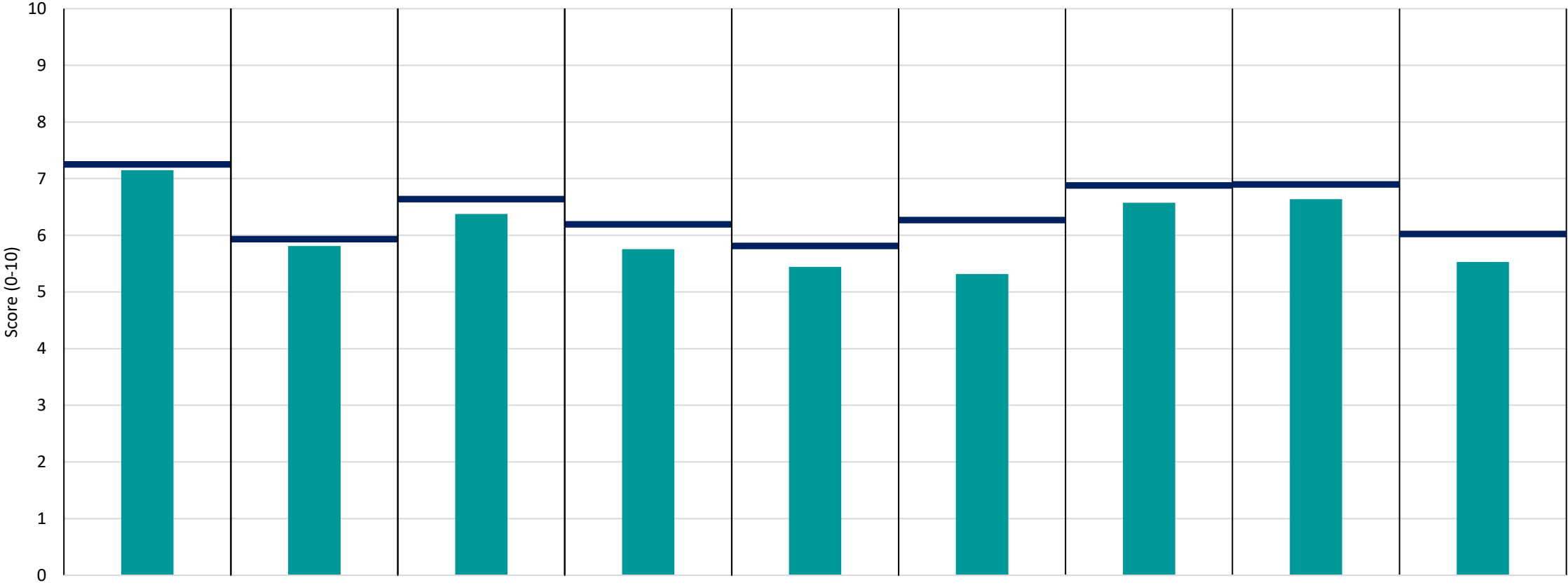|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.15	5.81	6.38	5.76	5.44	5.31	6.58	6.64	5.53
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	58	58	58	58	56	57	58	58	58

Additional Clinical Services
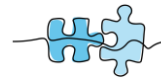
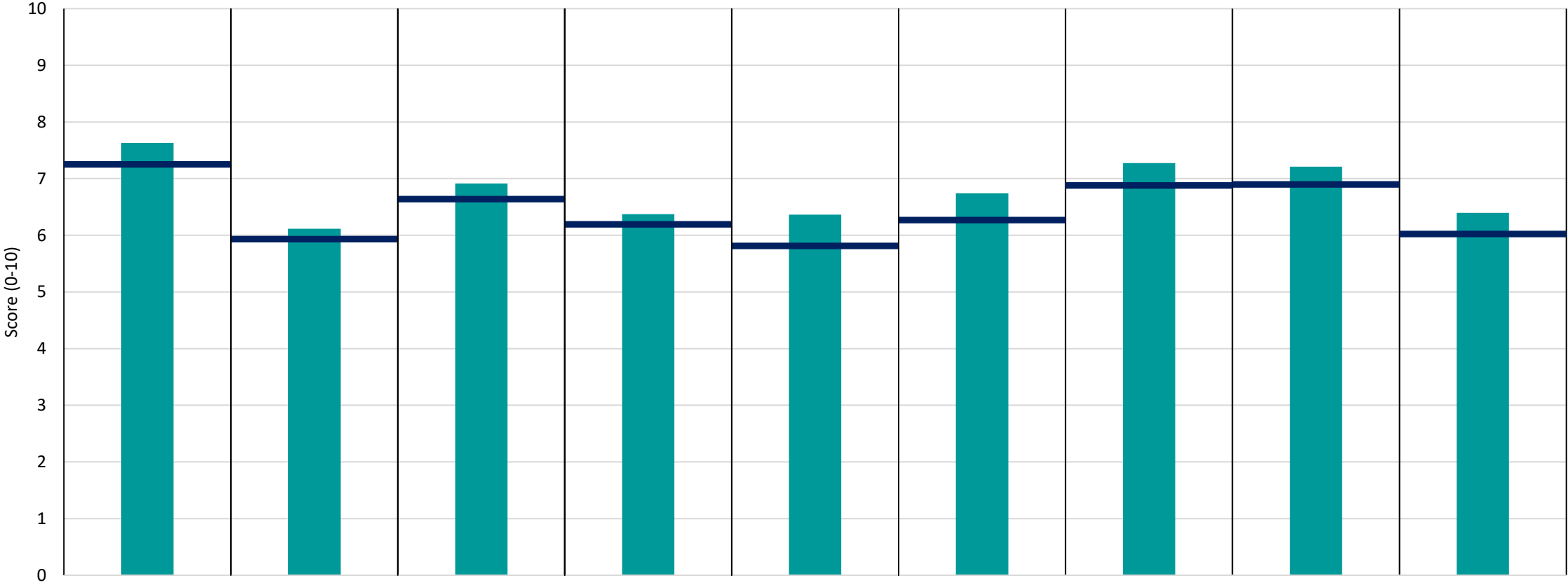|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.63	6.12	6.92	6.37	6.37	6.74	7.27	7.21	6.40
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	411	410	399	399	356	407	412	410	412

Administrative and Clerical

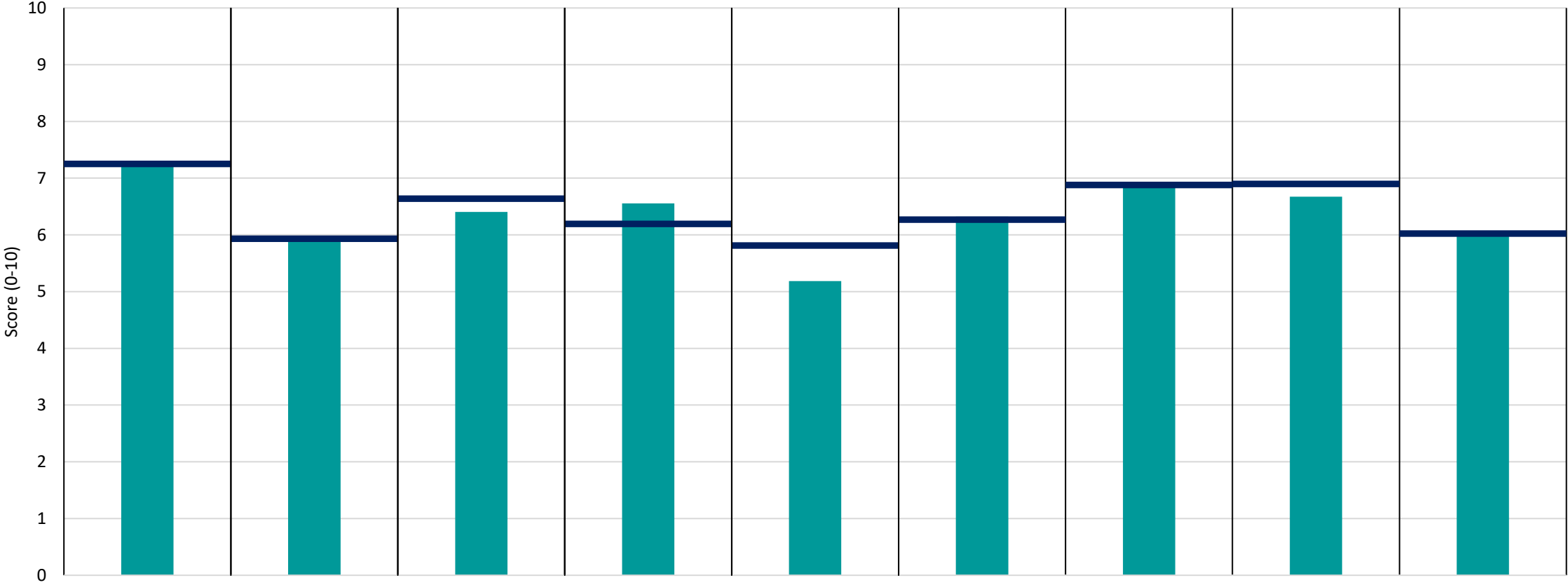|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.20	5.94	6.40	6.56	5.19	6.32	6.84	6.67	6.05
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	567	566	562	562	539	565	567	567	567

Allied Health Professionals

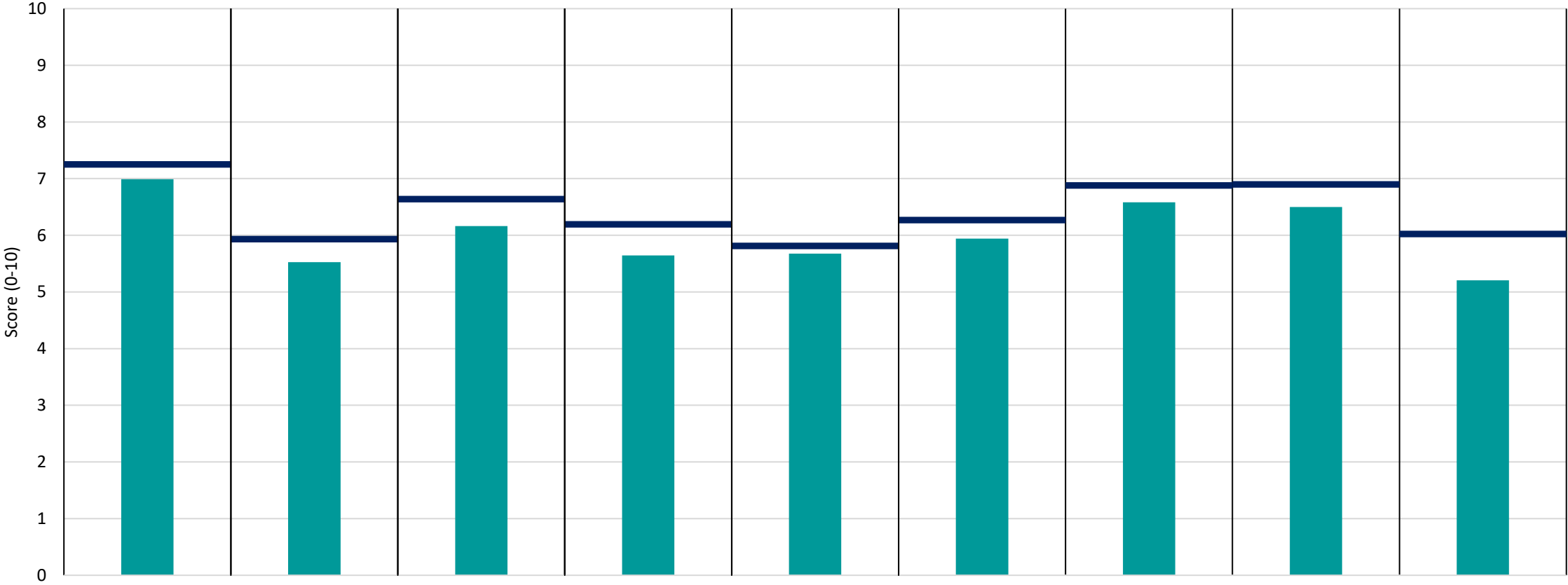|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.99	5.53	6.16	5.64	5.67	5.94	6.58	6.50	5.20
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	119	119	119	118	113	118	119	119	119

Estates and Ancillary

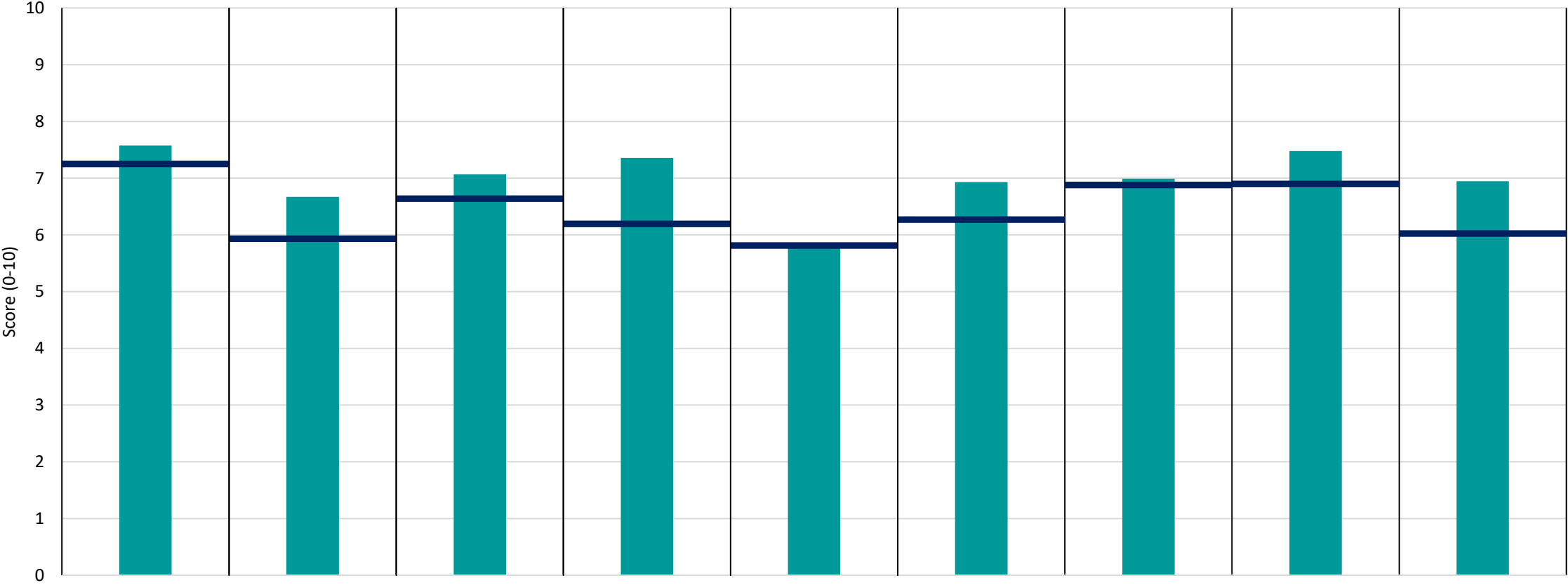|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.58	6.67	7.07	7.36	5.86	6.93	6.99	7.48	6.94
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	315	325	302	301	250	317	318	323	323

Healthcare Scientists

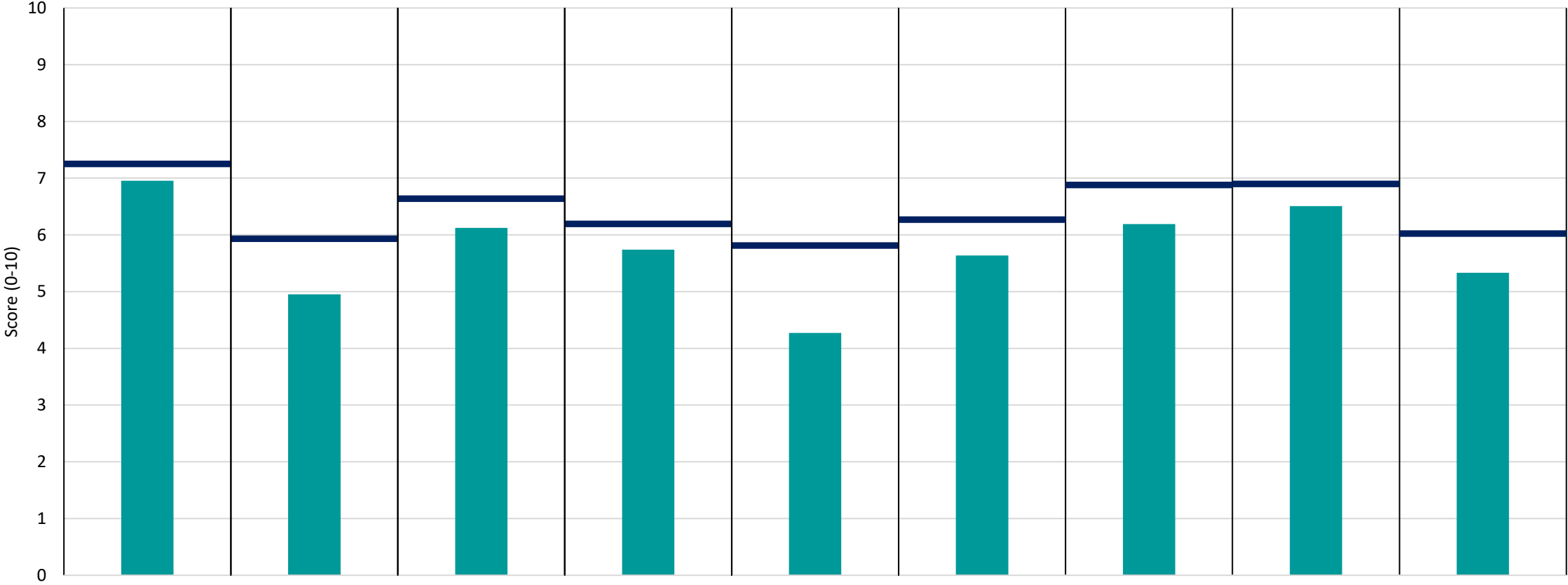|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.95	4.95	6.12	5.74	4.27	5.64	6.19	6.51	5.33
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	32	32	32	31	30	32	32	32	32

Medical and Dental

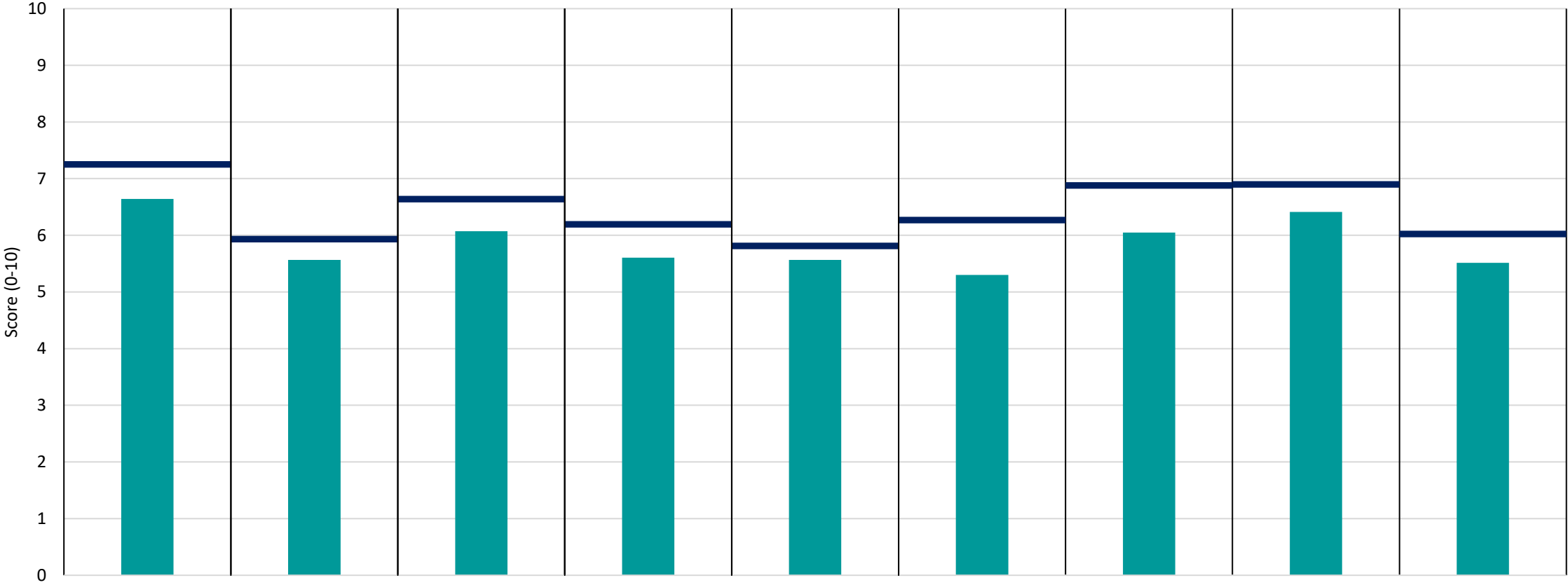|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.64	5.57	6.07	5.61	5.57	5.30	6.05	6.41	5.52
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	183	183	182	181	173	182	183	183	183

Nursing and Midwifery Registered

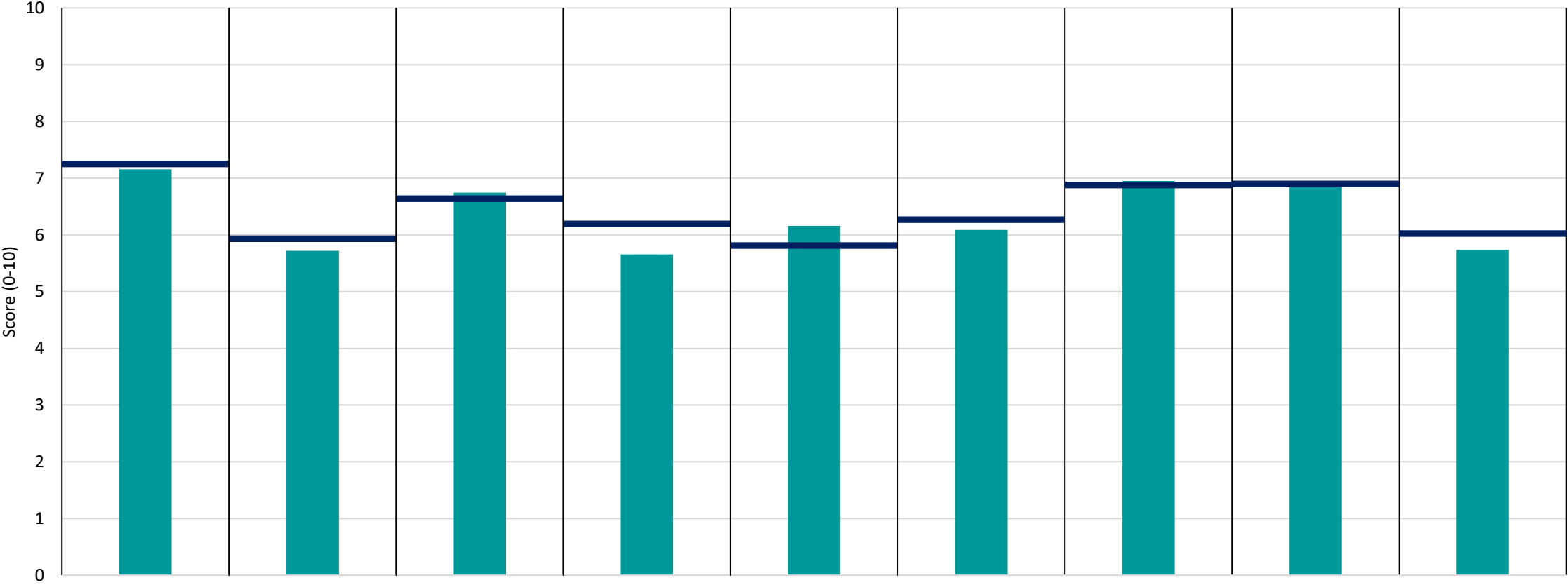|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.16	5.72	6.74	5.66	6.16	6.09	6.95	6.86	5.73
Your org	7.25	5.93	6.64	6.19	5.81	6.27	6.88	6.90	6.02
Responses	780	781	766	773	736	777	778	781	781