



# South Tees Hospitals NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

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This breakdown report for South Tees Hospitals 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.

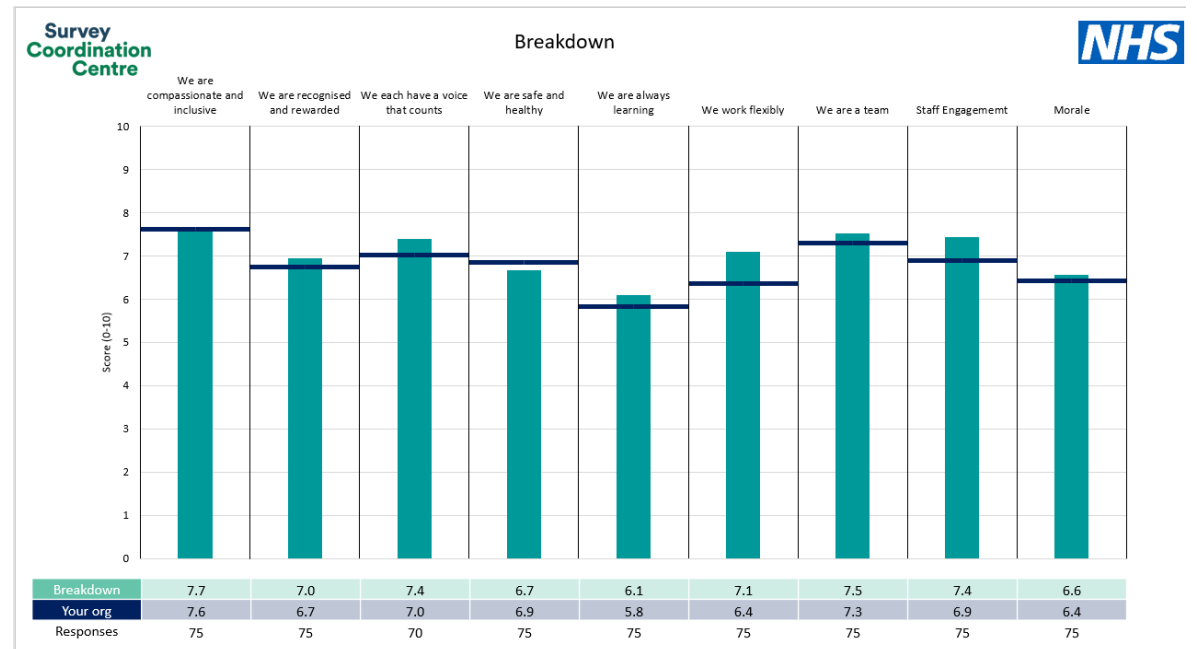
The breakdowns used in this report were provided and defined by South Tees Hospitals NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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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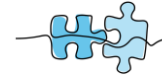
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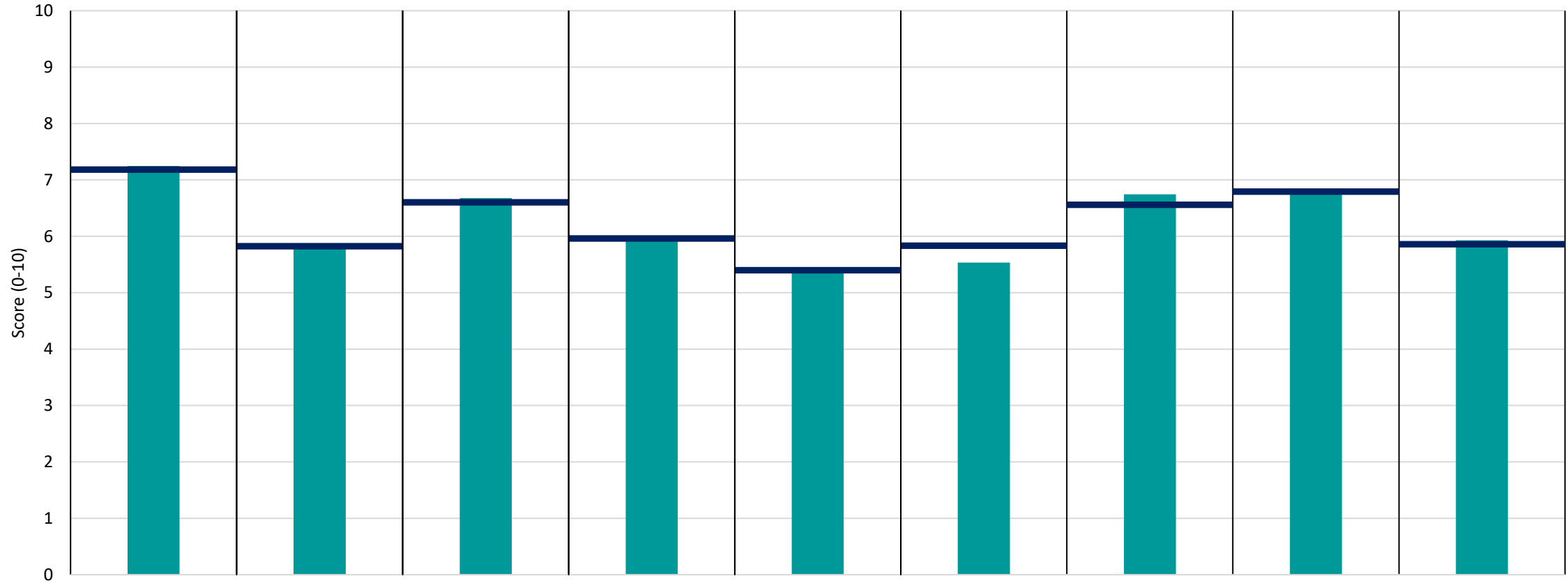
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Staff Engagement



Morale



Breakdown	7.25	5.77	6.68	5.92	5.40	5.53	6.75	6.81	5.93
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	189	189	188	188	176	188	189	189	189



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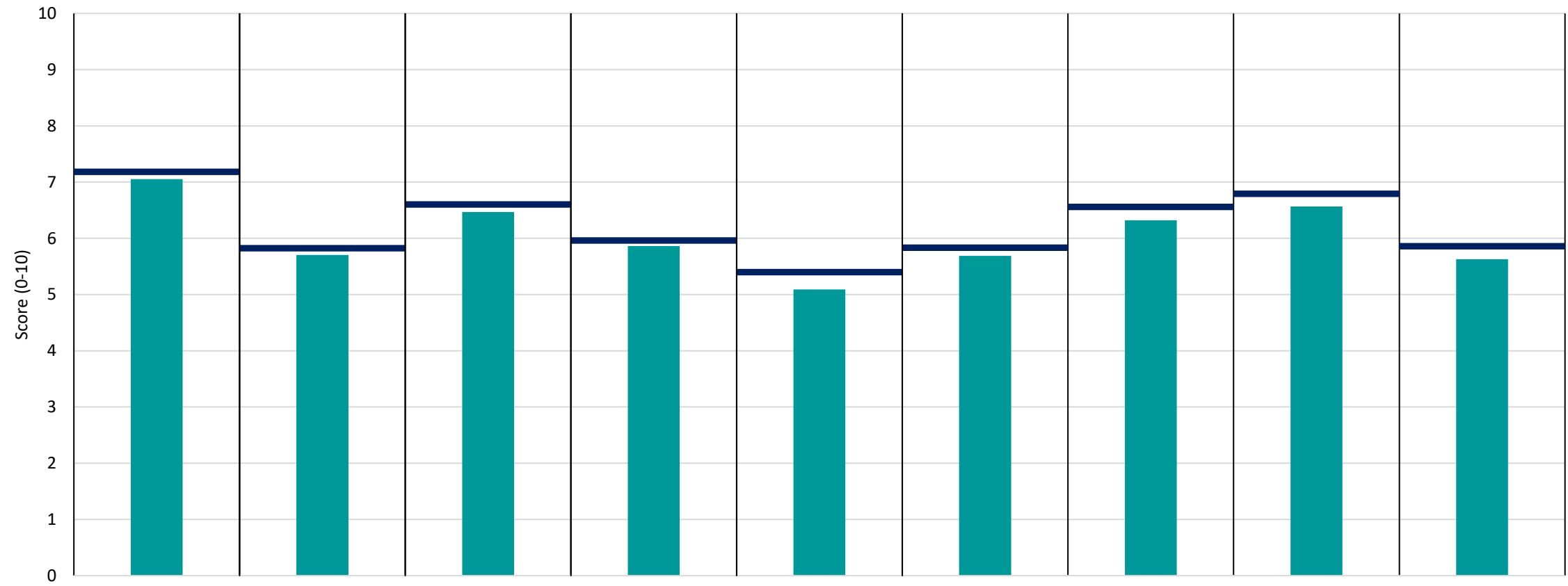
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Staff Engagement



Morale



Breakdown	7.05	5.70	6.47	5.86	5.09	5.69	6.32	6.57	5.63
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	299	298	299	298	282	296	298	299	299





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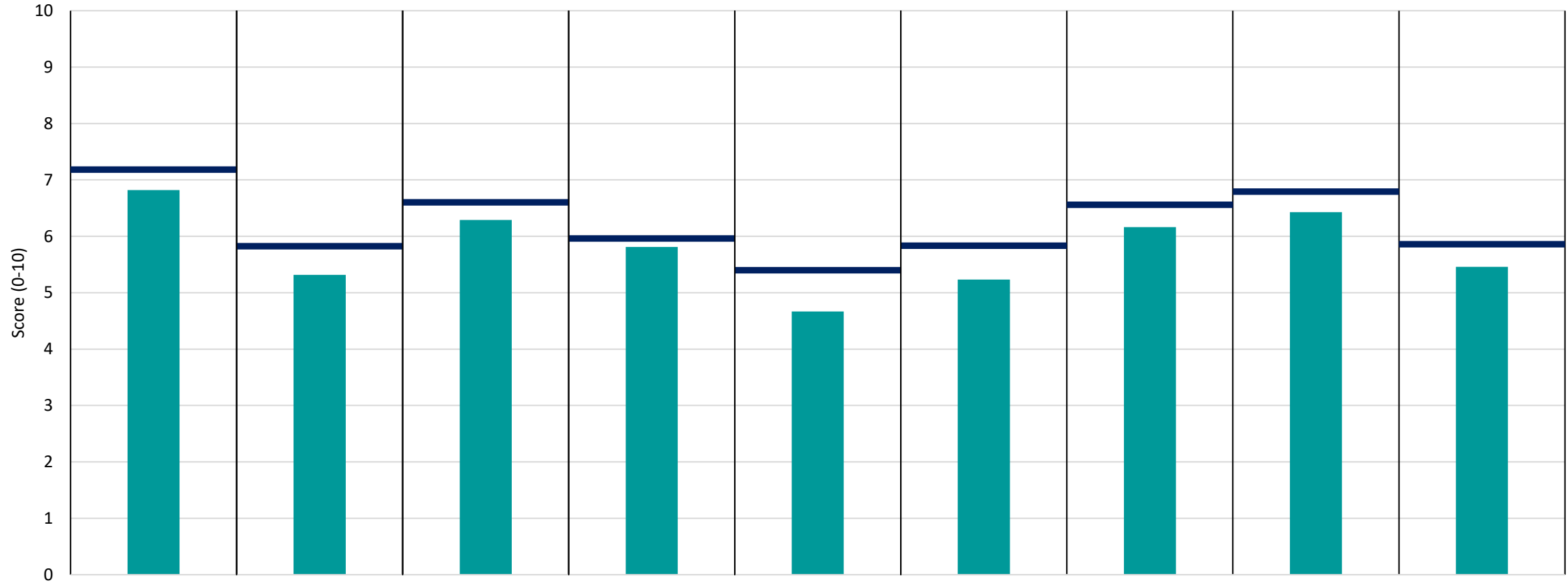
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Morale



Breakdown	6.82	5.32	6.29	5.81	4.67	5.23	6.16	6.43	5.46
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	162	162	159	162	154	160	162	162	162



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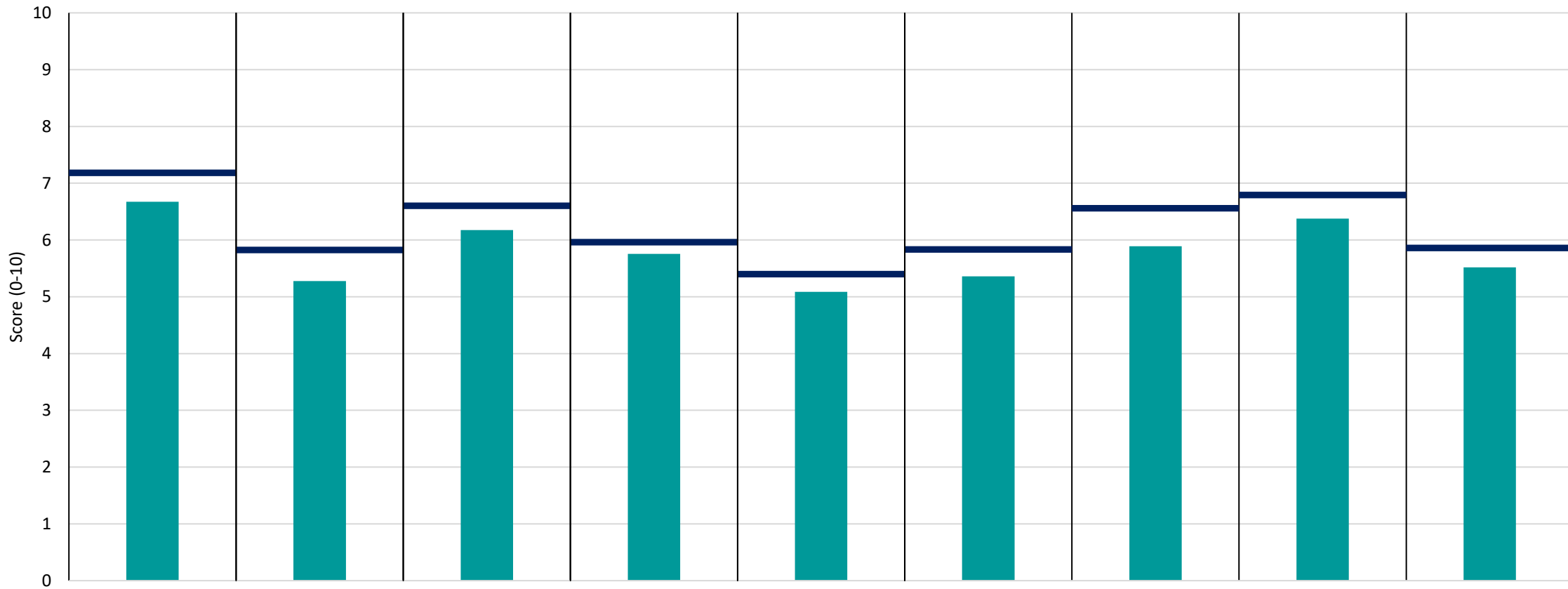
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Breakdown	6.67	5.28	6.18	5.76	5.08	5.36	5.89	6.38	5.52
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	146	146	143	144	138	144	146	146	146



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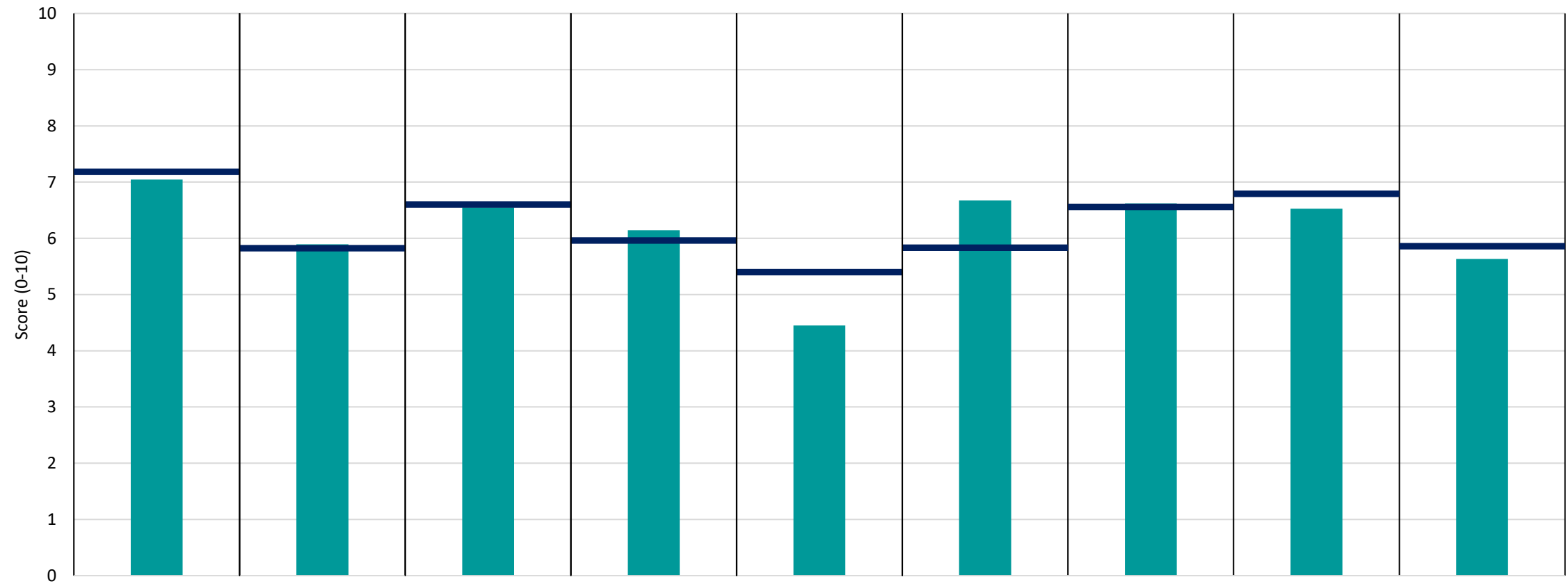
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Breakdown	7.04	5.90	6.55	6.14	4.45	6.68	6.62	6.53	5.63
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	48	48	47	48	48	48	48	48	48



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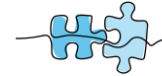
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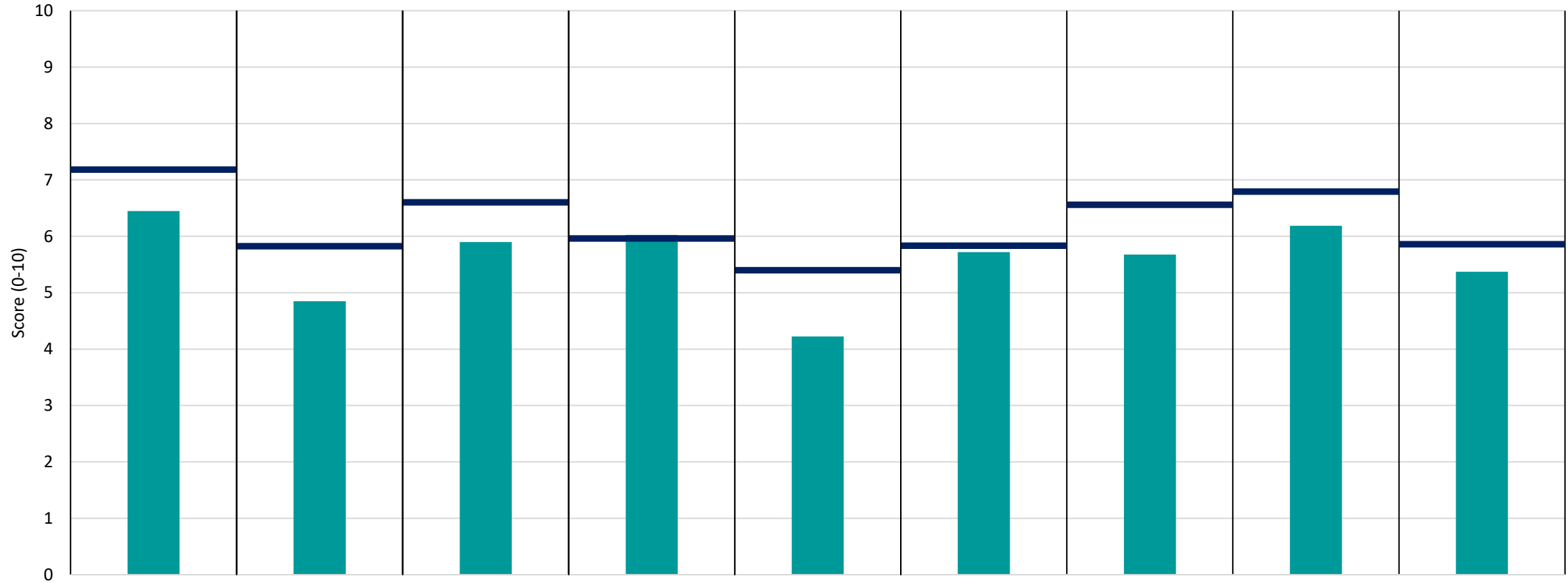
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Breakdown	6.45	4.85	5.90	6.03	4.22	5.72	5.67	6.19	5.37
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	61	62	60	60	59	59	60	61	61



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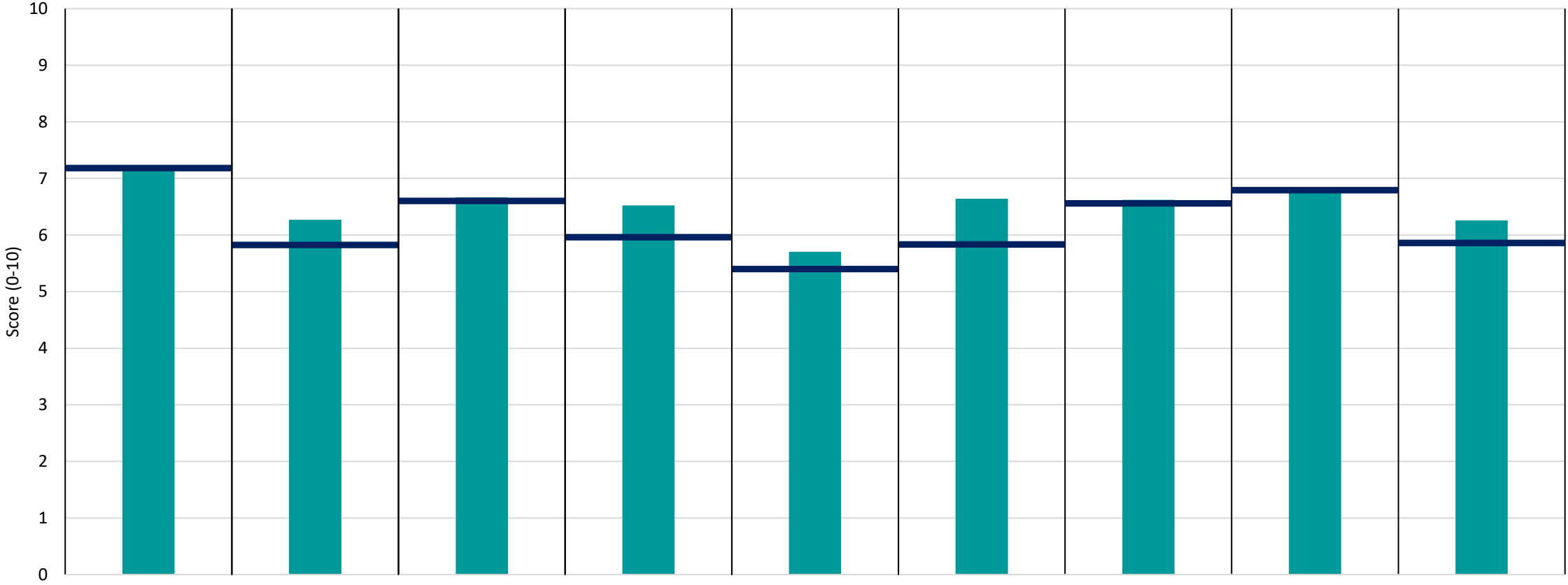
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Breakdown	7.19	6.27	6.67	6.52	5.71	6.64	6.62	6.81	6.26
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	96	96	94	95	91	96	96	95	96



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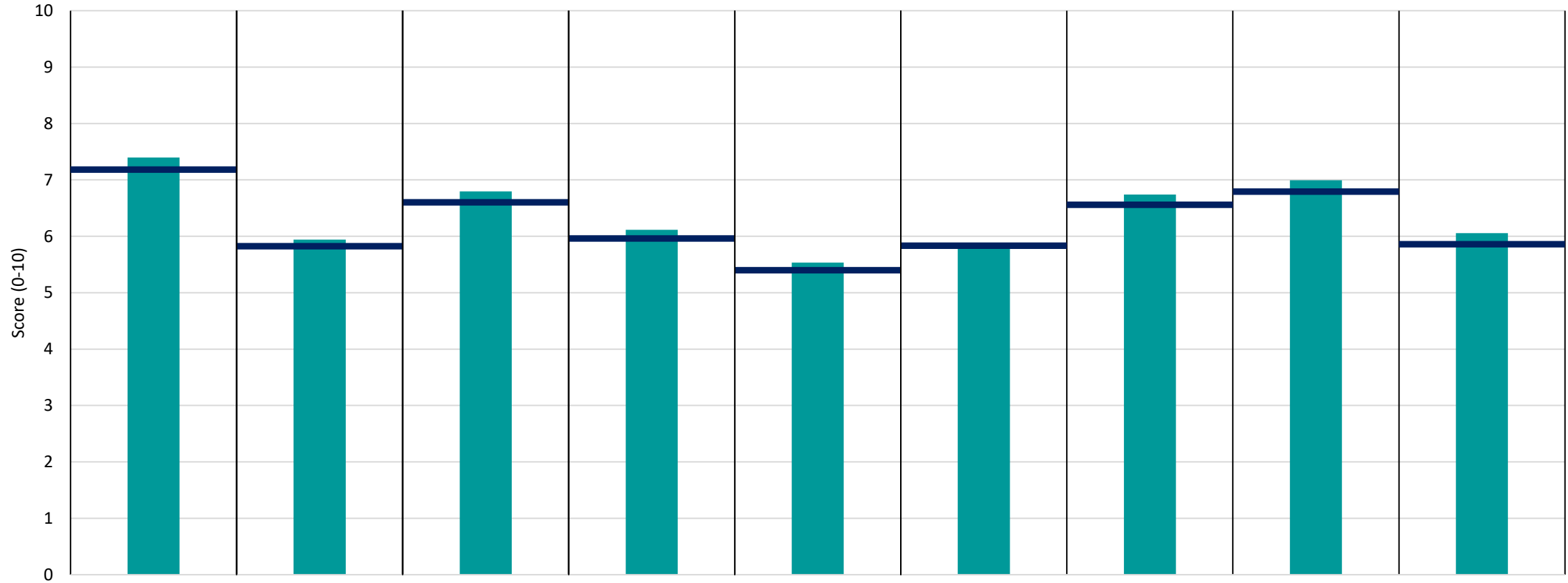
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Breakdown	7.40	5.94	6.80	6.12	5.53	5.82	6.74	7.00	6.06
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	413	412	406	409	403	411	413	411	412



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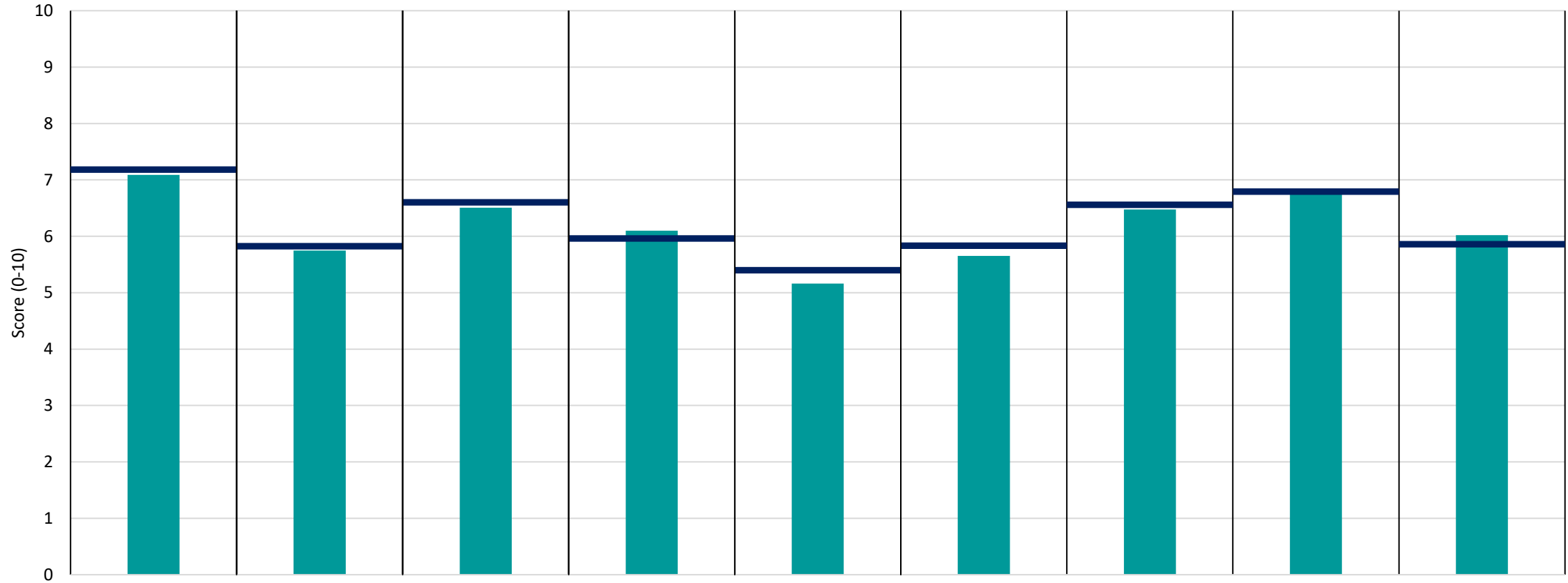
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Breakdown	7.09	5.75	6.51	6.10	5.16	5.65	6.48	6.79	6.02
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	231	231	230	231	224	231	231	231	231



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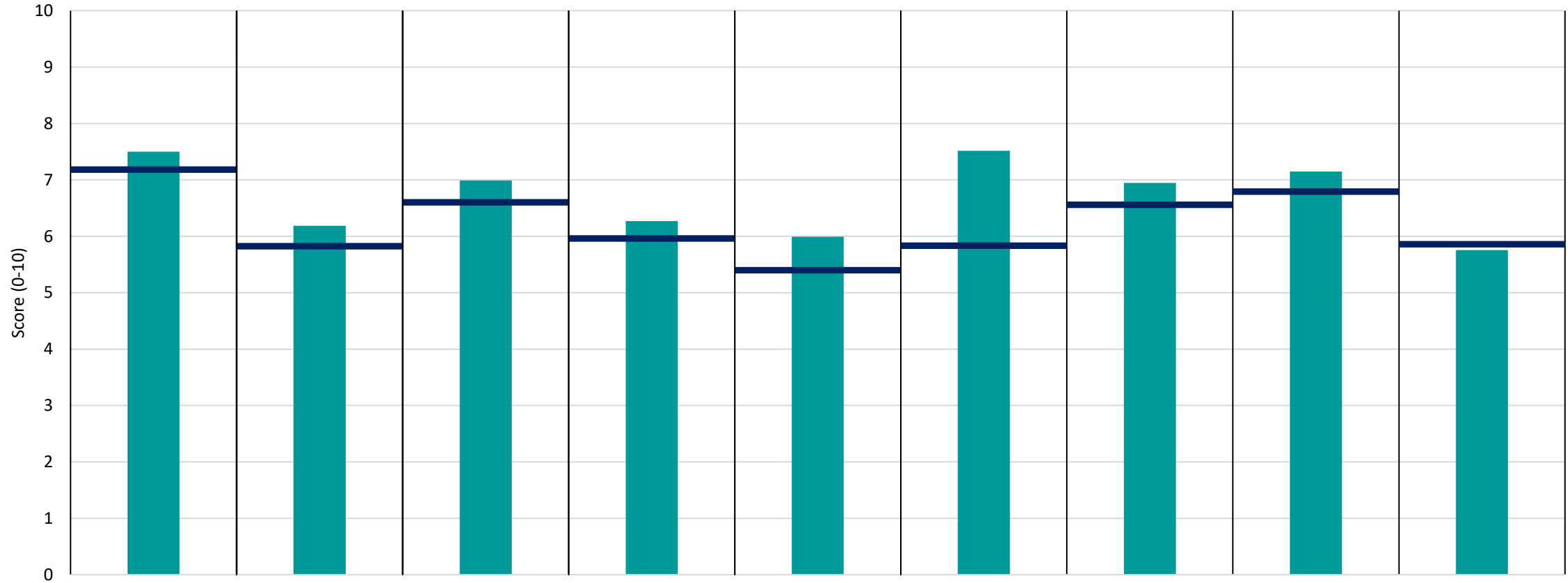
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Breakdown	7.50	6.19	6.99	6.27	5.99	7.52	6.95	7.15	5.75
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	49	50	49	49	48	50	49	50	50





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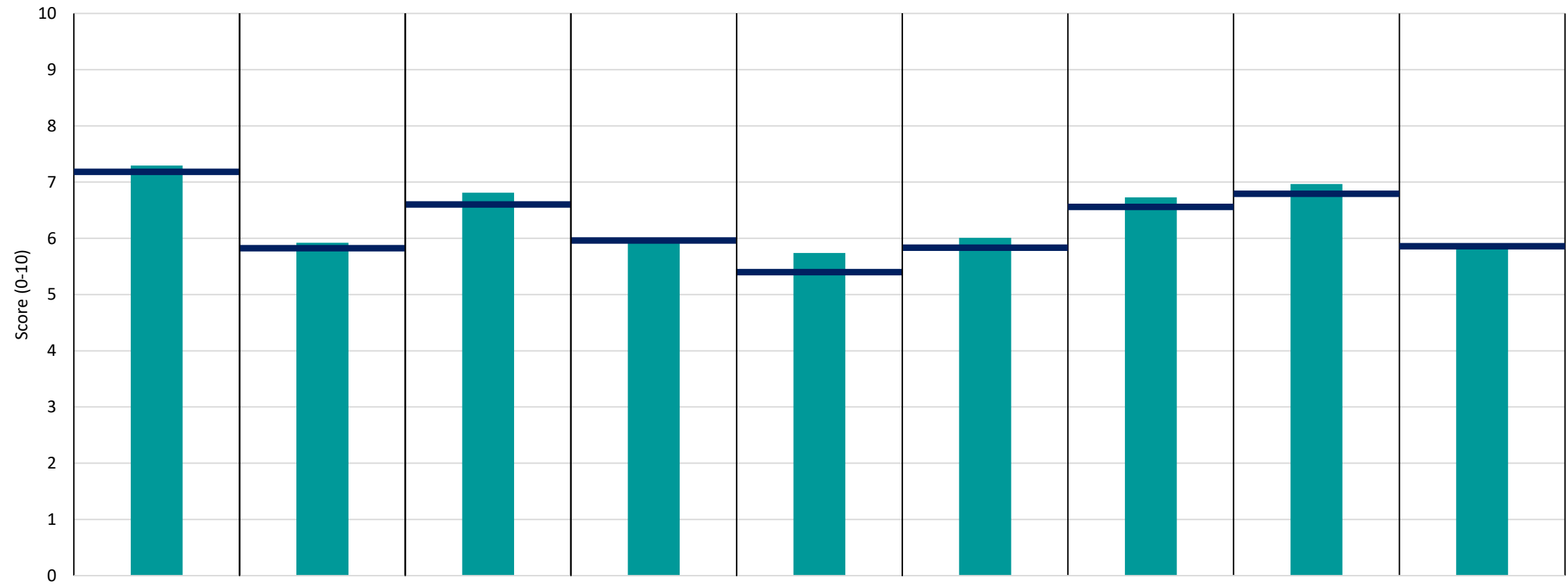
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Breakdown	7.30	5.92	6.81	5.91	5.74	6.01	6.73	6.97	5.89
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	185	185	185	184	184	184	185	185	185



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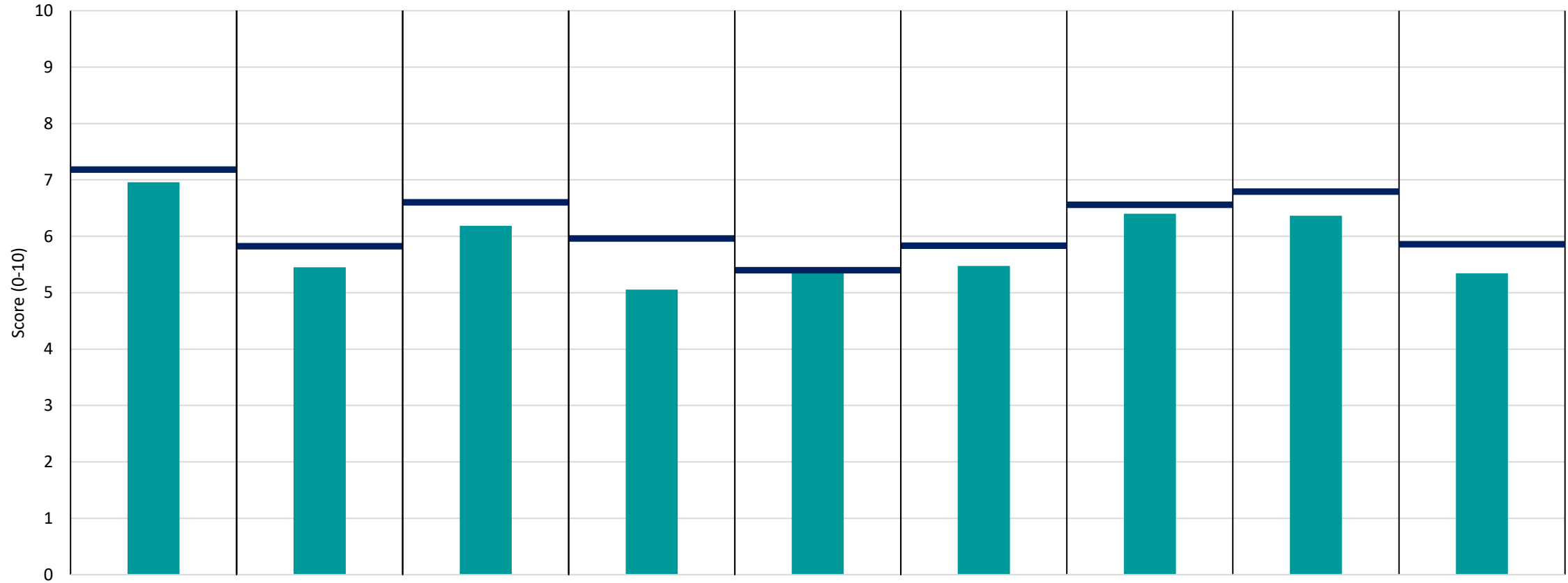
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Breakdown	6.96	5.45	6.19	5.05	5.39	5.48	6.40	6.37	5.34
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	223	222	222	223	215	221	222	223	223



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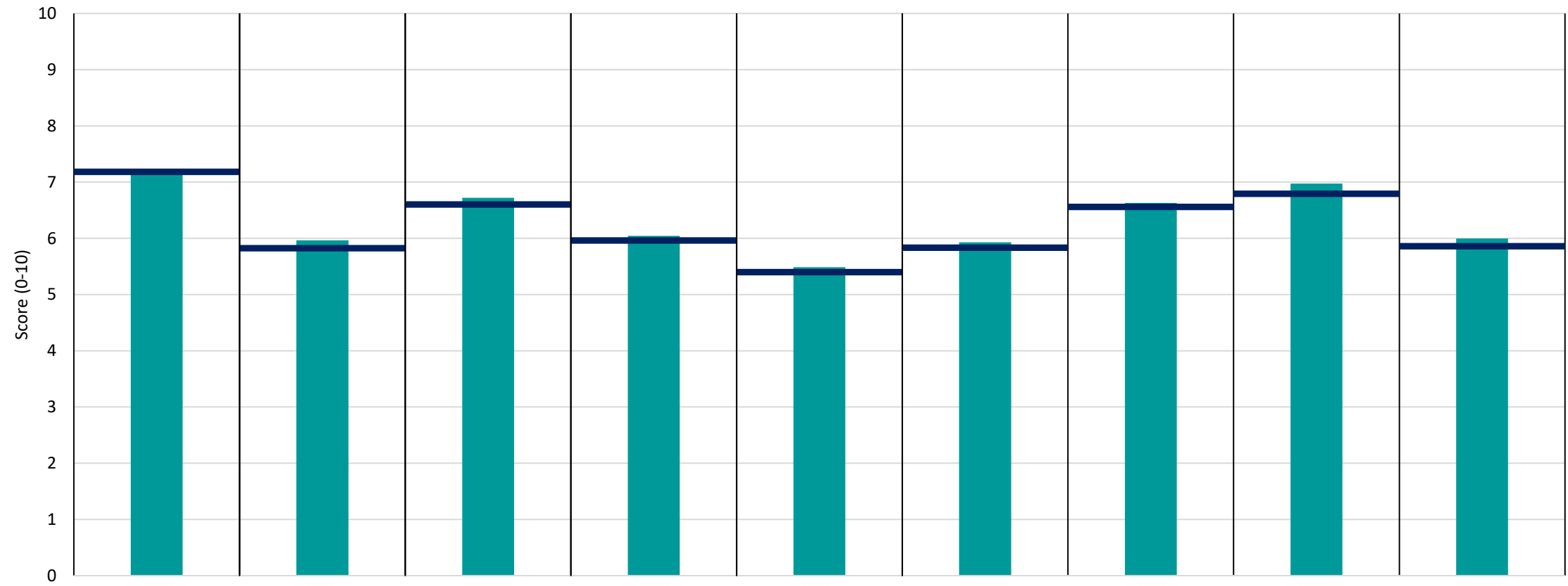
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Breakdown	7.22	5.96	6.72	6.05	5.49	5.93	6.63	6.97	6.00
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	162	162	160	161	152	160	161	162	162



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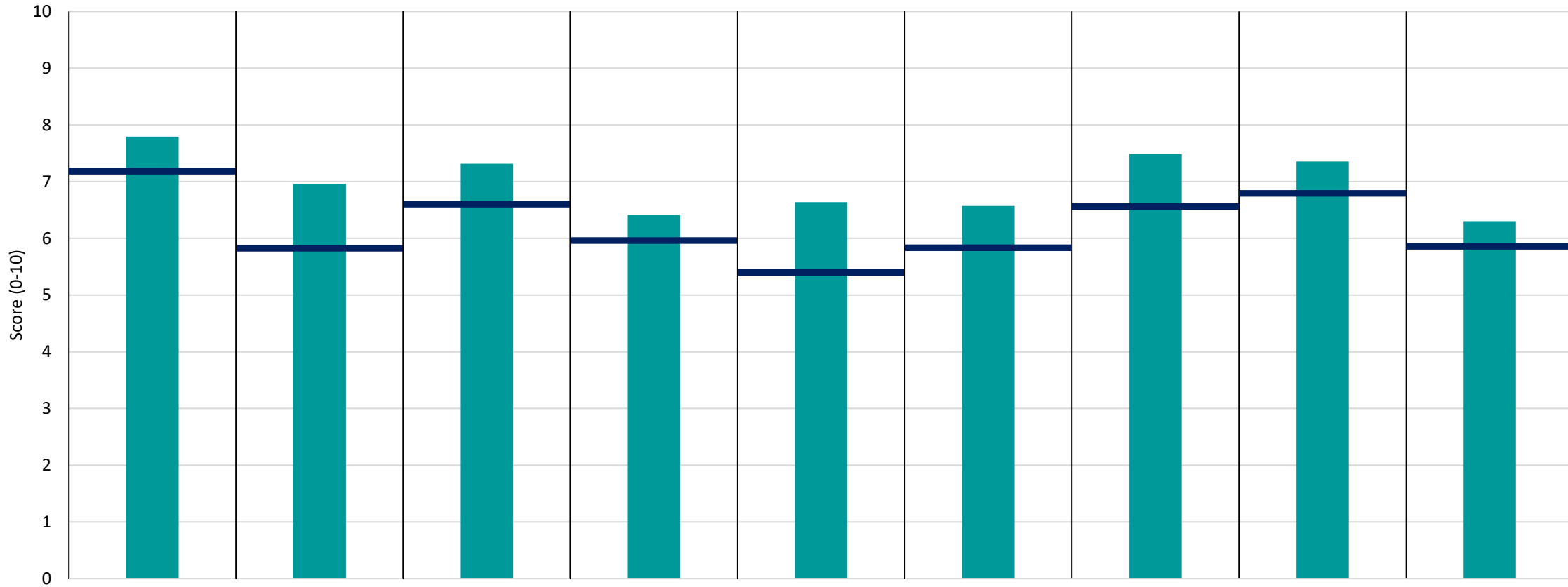
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Breakdown	7.79	6.96	7.31	6.41	6.64	6.57	7.48	7.35	6.30
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	128	128	126	125	125	127	128	128	128



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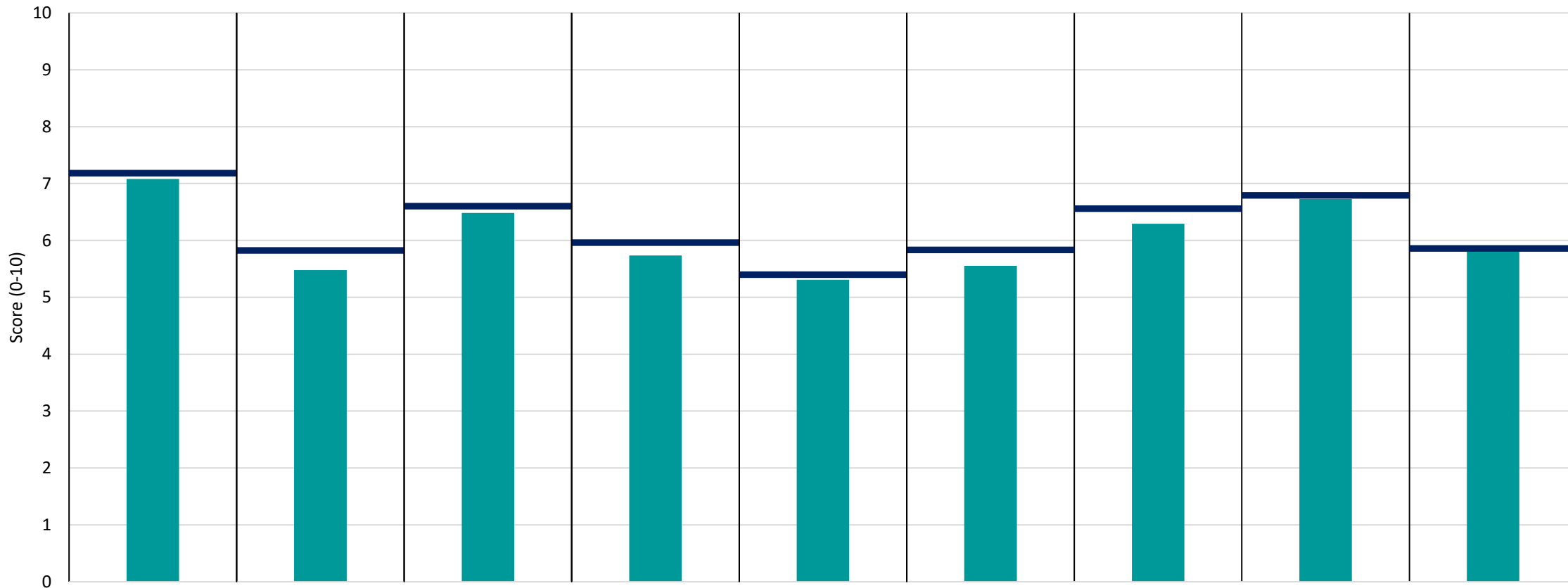
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Breakdown	7.08	5.48	6.48	5.74	5.31	5.56	6.30	6.73	5.90
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	220	220	219	219	214	219	220	219	220



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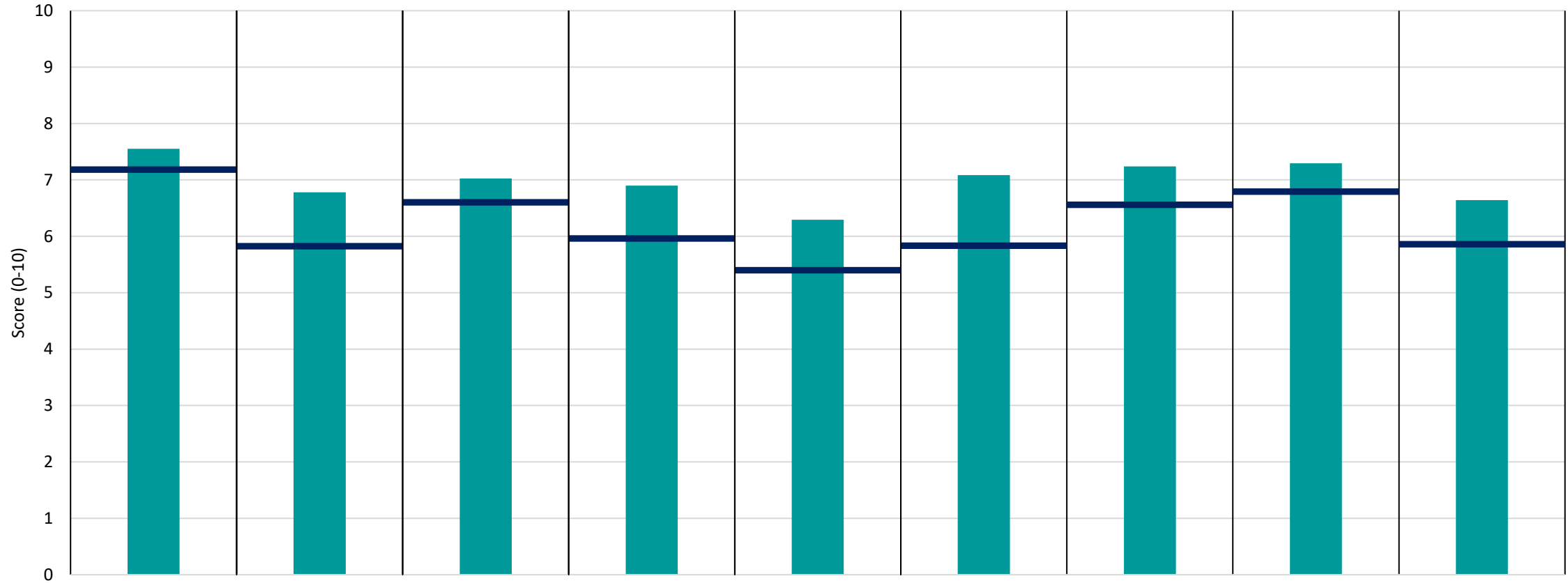
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Breakdown	7.55	6.78	7.02	6.90	6.29	7.08	7.24	7.30	6.64
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	130	129	130	129	129	129	130	130	130



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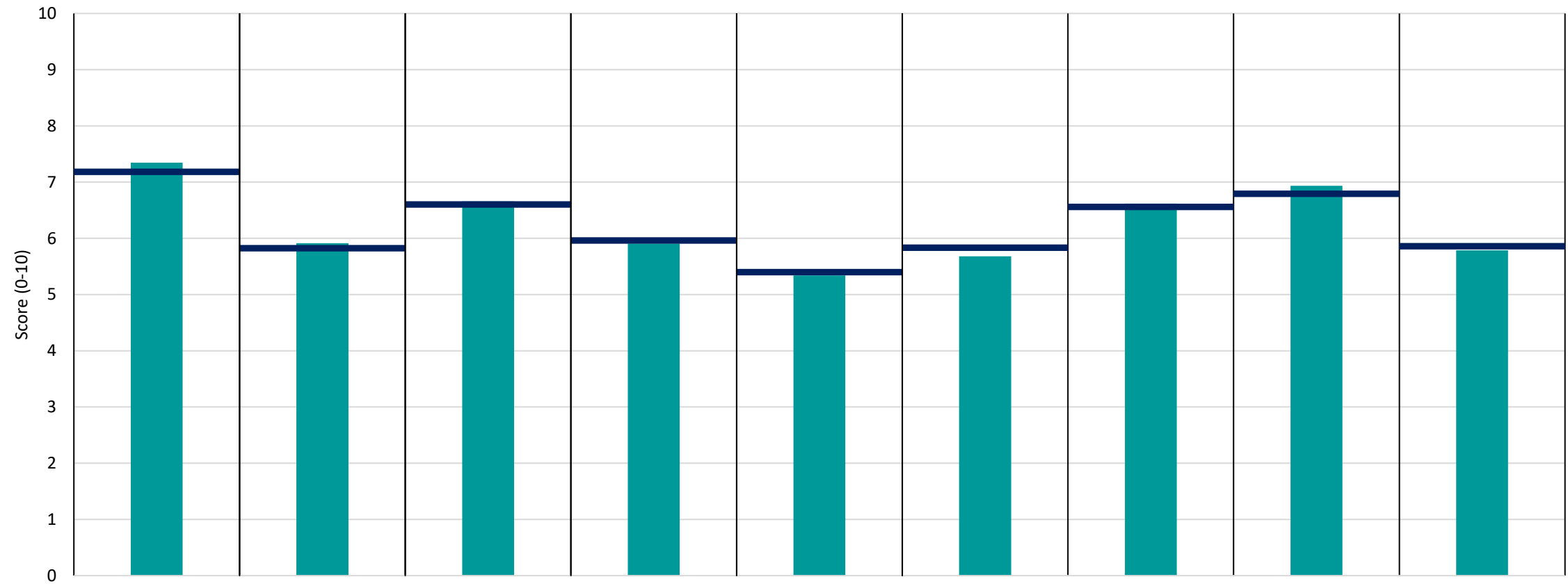
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Breakdown	7.34	5.91	6.66	5.91	5.34	5.68	6.62	6.93	5.79
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	294	294	293	294	284	293	293	294	294

# Breakdowns 2

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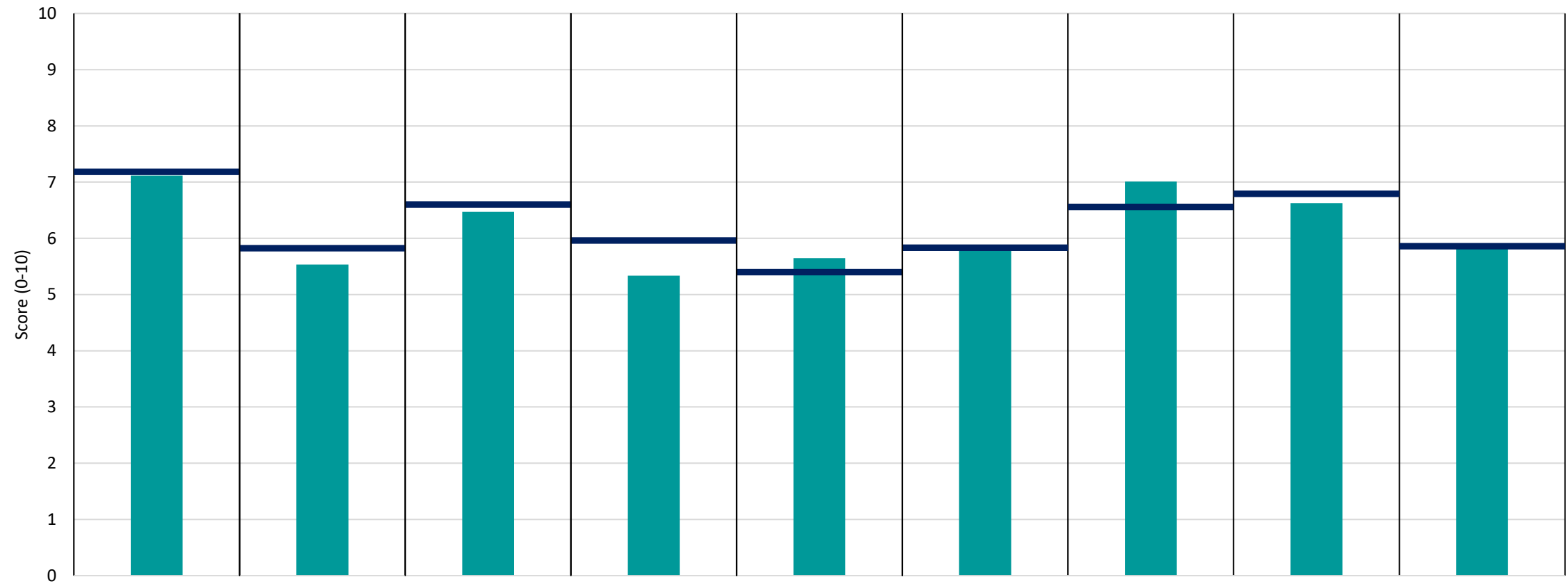
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Breakdown	7.12	5.53	6.47	5.34	5.65	5.78	7.01	6.63	5.85
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	48	48	48	48	48	48	48	48	48



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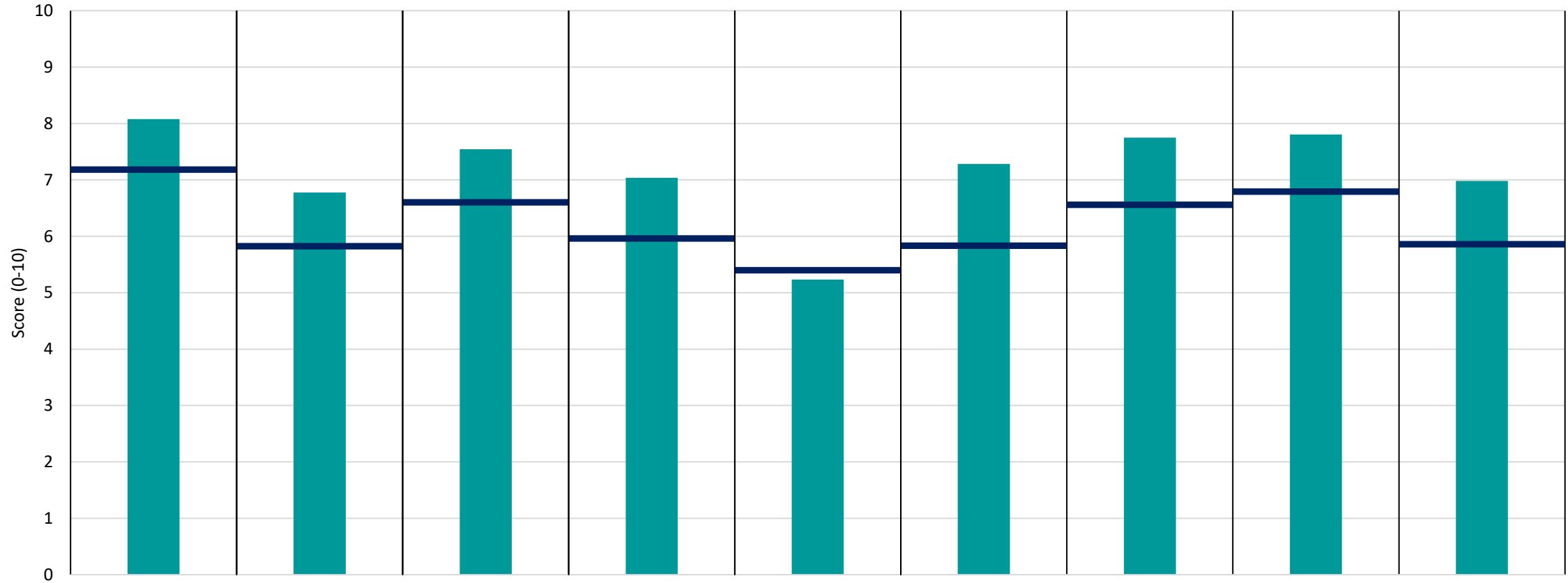
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Breakdown	8.08	6.78	7.55	7.04	5.23	7.28	7.75	7.81	6.98
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	20	20	19	20	19	20	20	20	20



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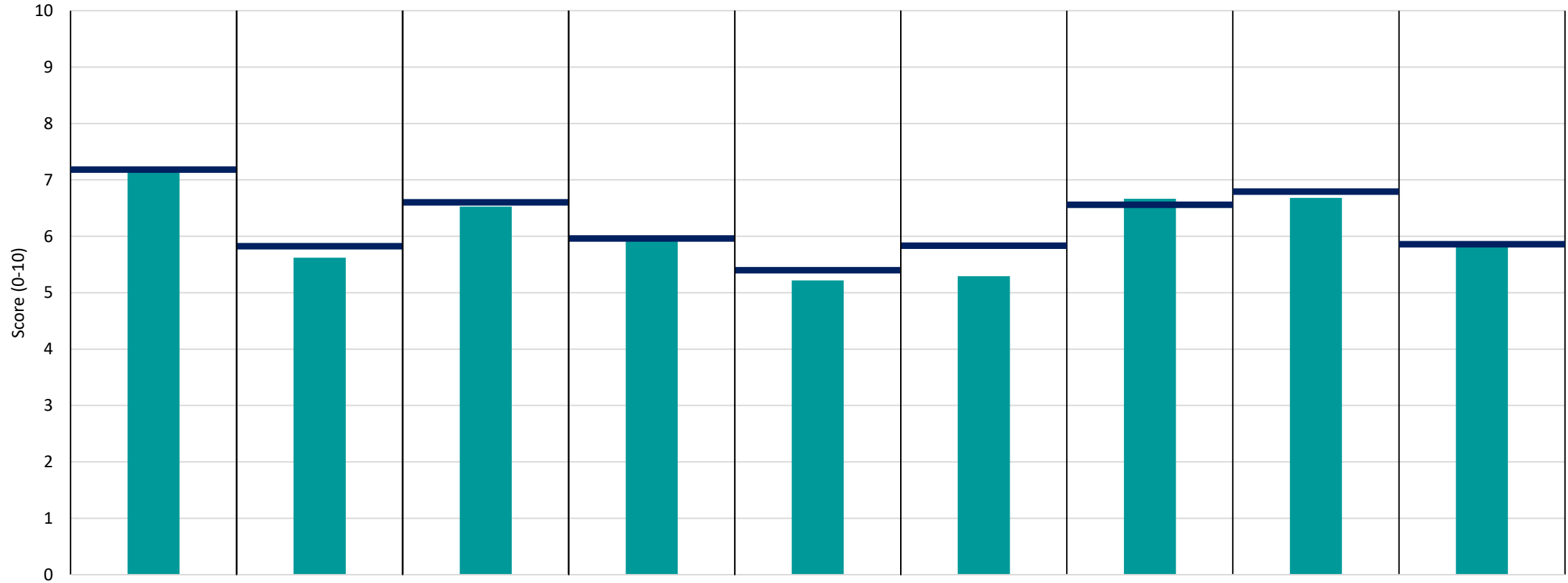
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Breakdown	7.19	5.62	6.53	5.99	5.22	5.29	6.67	6.68	5.81
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	97	97	97	96	90	97	97	97	97



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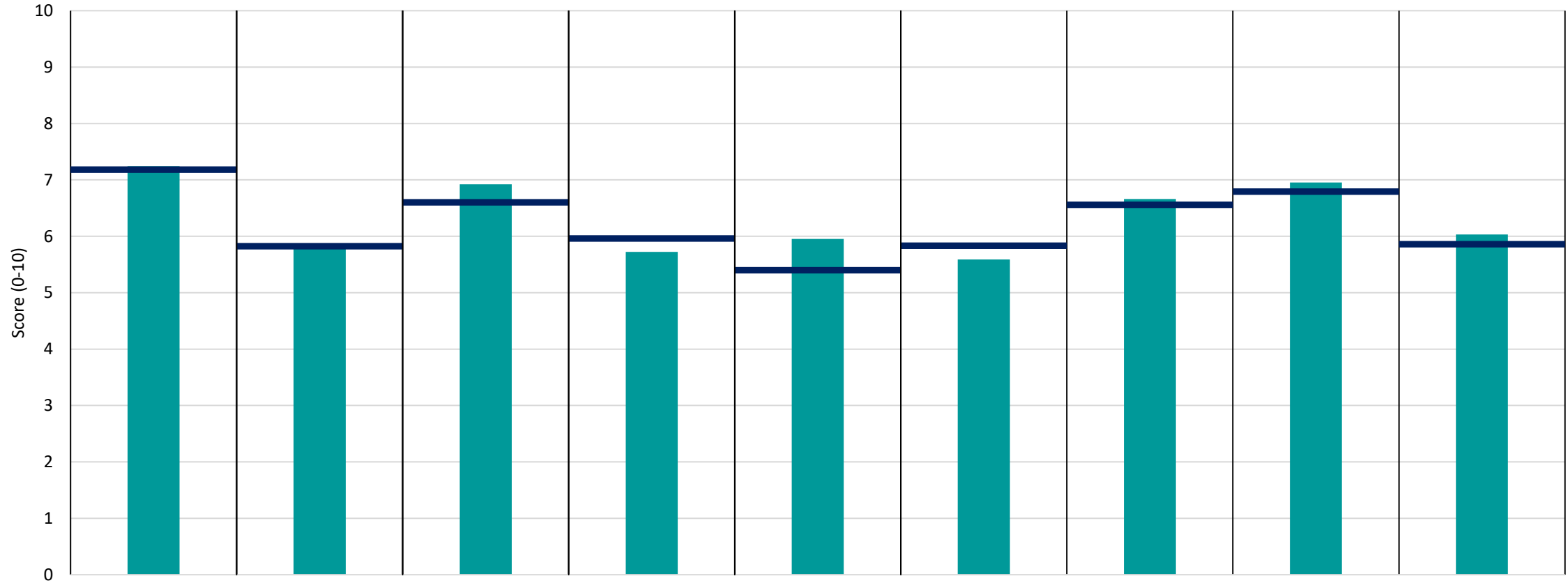
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Breakdown	7.24	5.81	6.92	5.72	5.96	5.59	6.66	6.95	6.03
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	59	59	59	59	55	58	59	59	59



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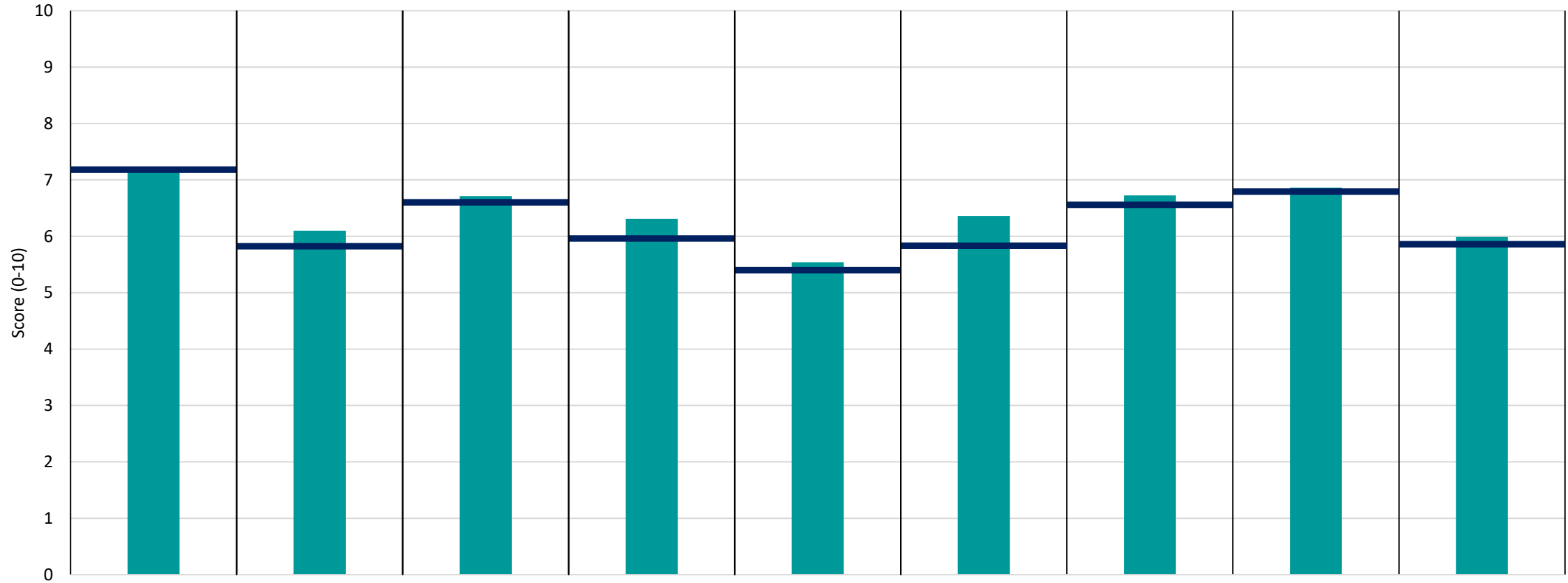
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Breakdown	7.23	6.10	6.71	6.31	5.54	6.36	6.72	6.86	5.99
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	679	680	670	673	659	674	678	679	680



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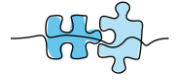
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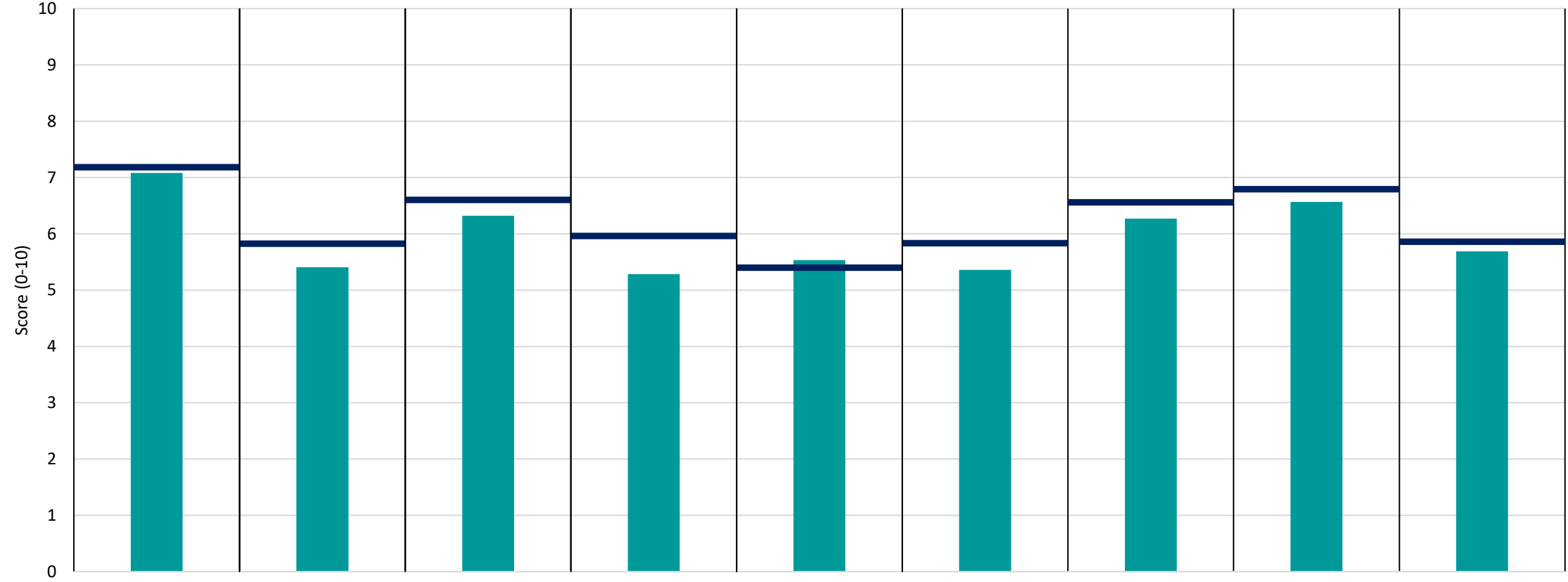
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Breakdown	7.08	5.41	6.32	5.28	5.53	5.36	6.27	6.57	5.69
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	75	75	74	74	71	75	75	74	75



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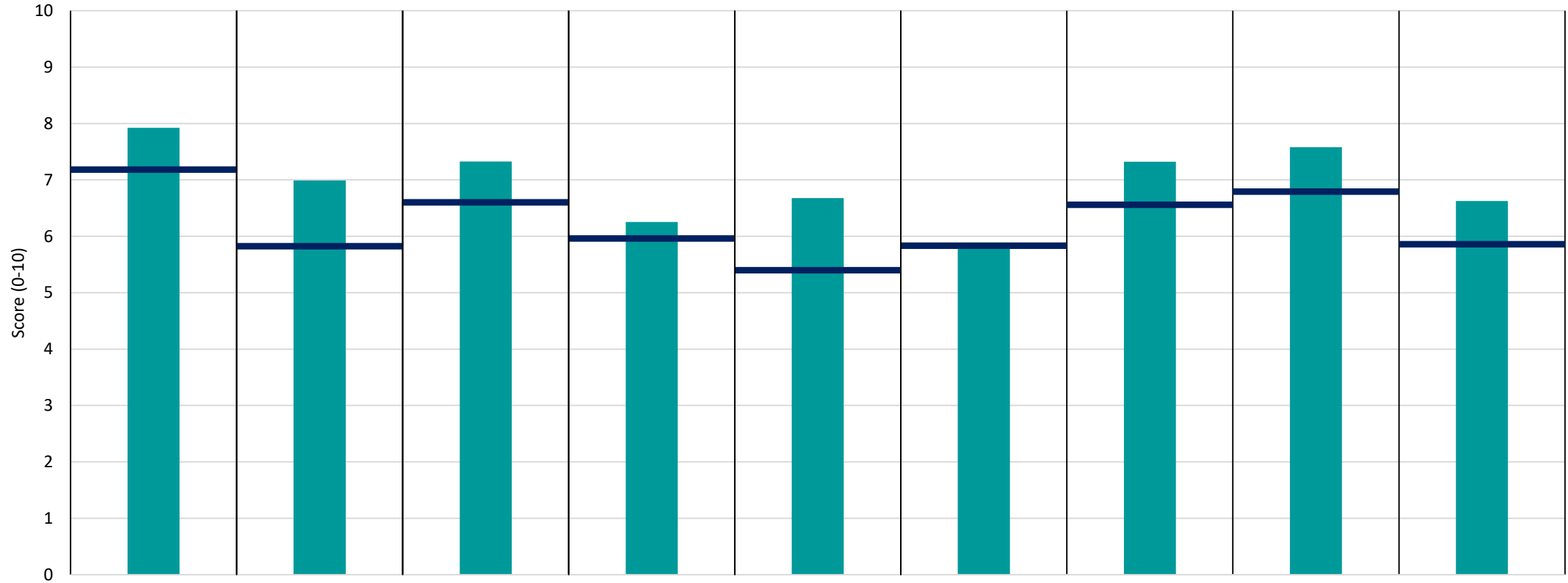
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Breakdown	7.92	6.99	7.33	6.25	6.68	5.86	7.32	7.58	6.62
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	14	14	14	14	14	14	14	14	14



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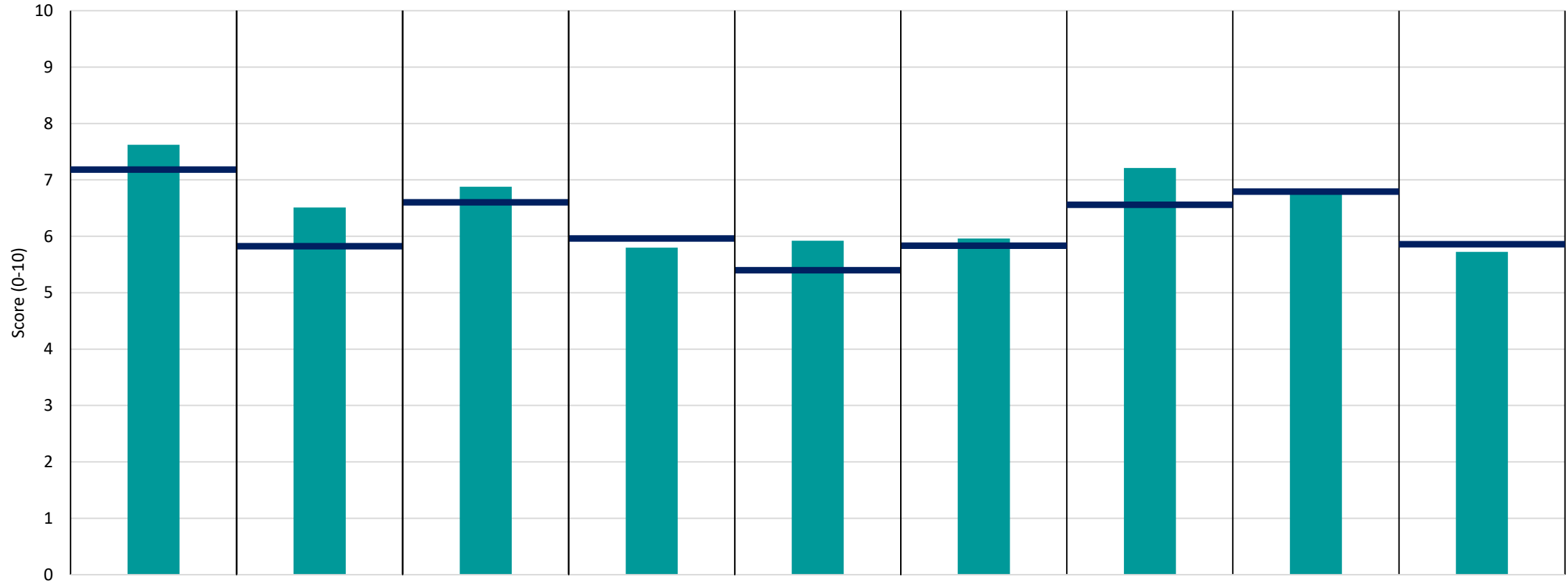
We are a team



Staff Engagement



Morale



Breakdown	7.62	6.51	6.88	5.80	5.92	5.96	7.21	6.83	5.72
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	46	46	46	46	46	46	46	46	46





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inclusive



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and rewarded



We each have a voice  
that counts



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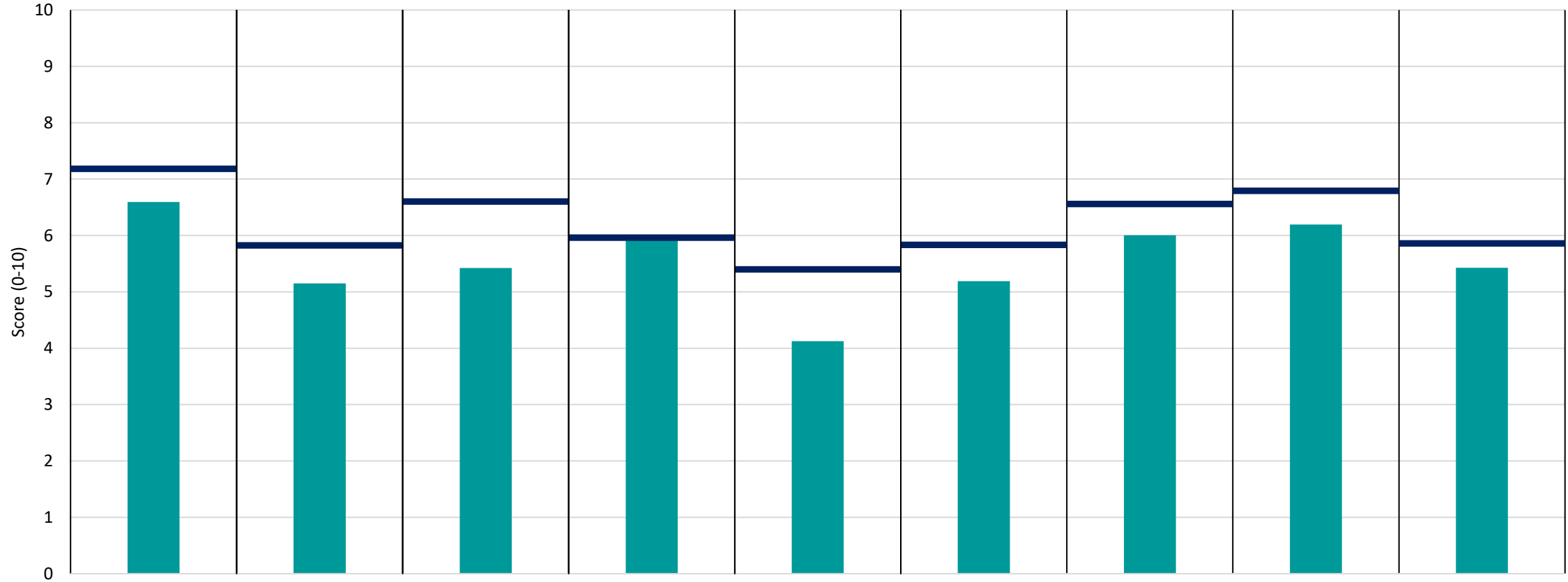
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Staff Engagement



Morale



Breakdown	6.60	5.15	5.42	5.98	4.12	5.19	6.01	6.19	5.43
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	37	37	36	37	35	37	37	37	37



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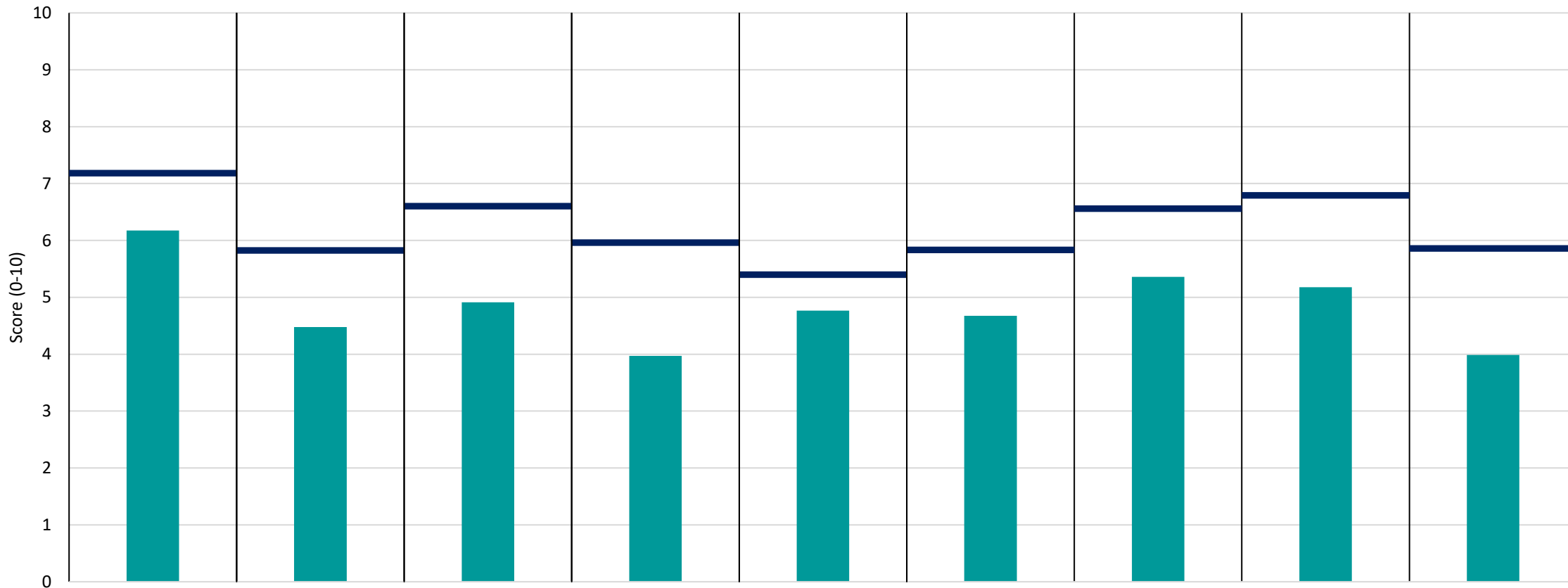
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Staff Engagement



Morale



Breakdown	6.17	4.48	4.91	3.97	4.77	4.67	5.36	5.18	3.99
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	61	61	60	61	57	60	61	61	61



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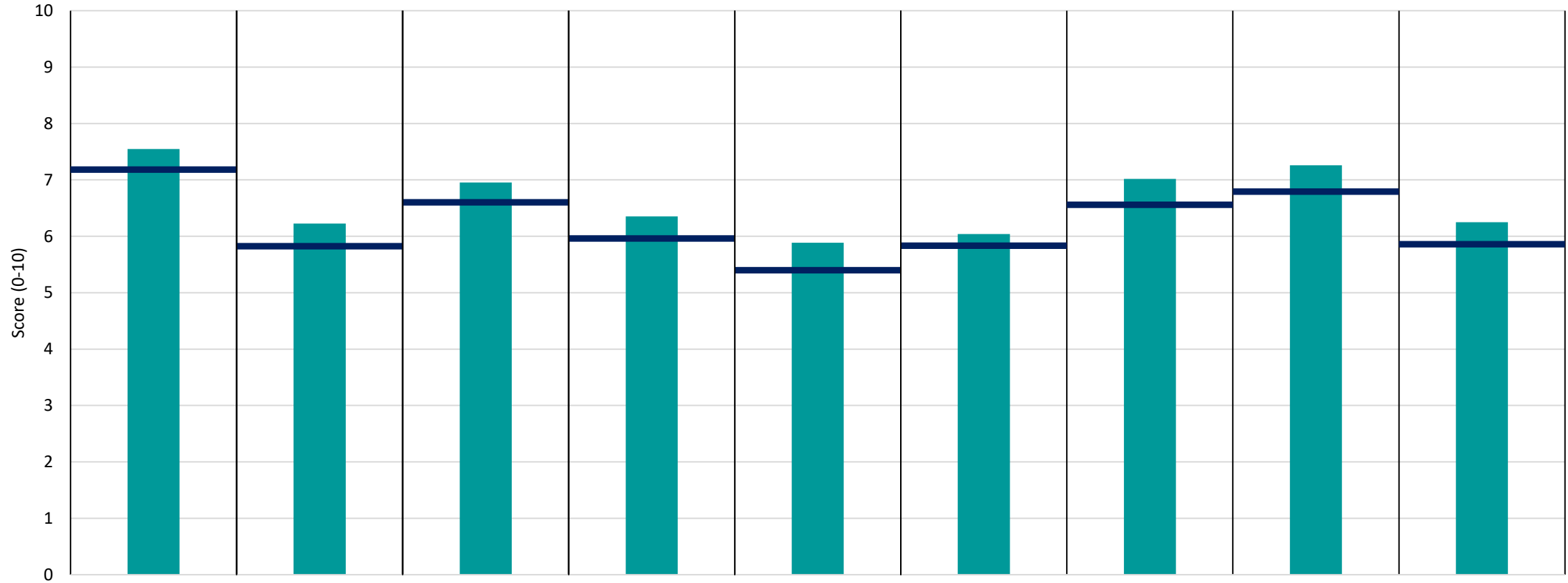
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Staff Engagement



Morale



Breakdown	7.55	6.22	6.96	6.35	5.89	6.04	7.02	7.26	6.25
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	167	166	164	164	163	165	167	165	166



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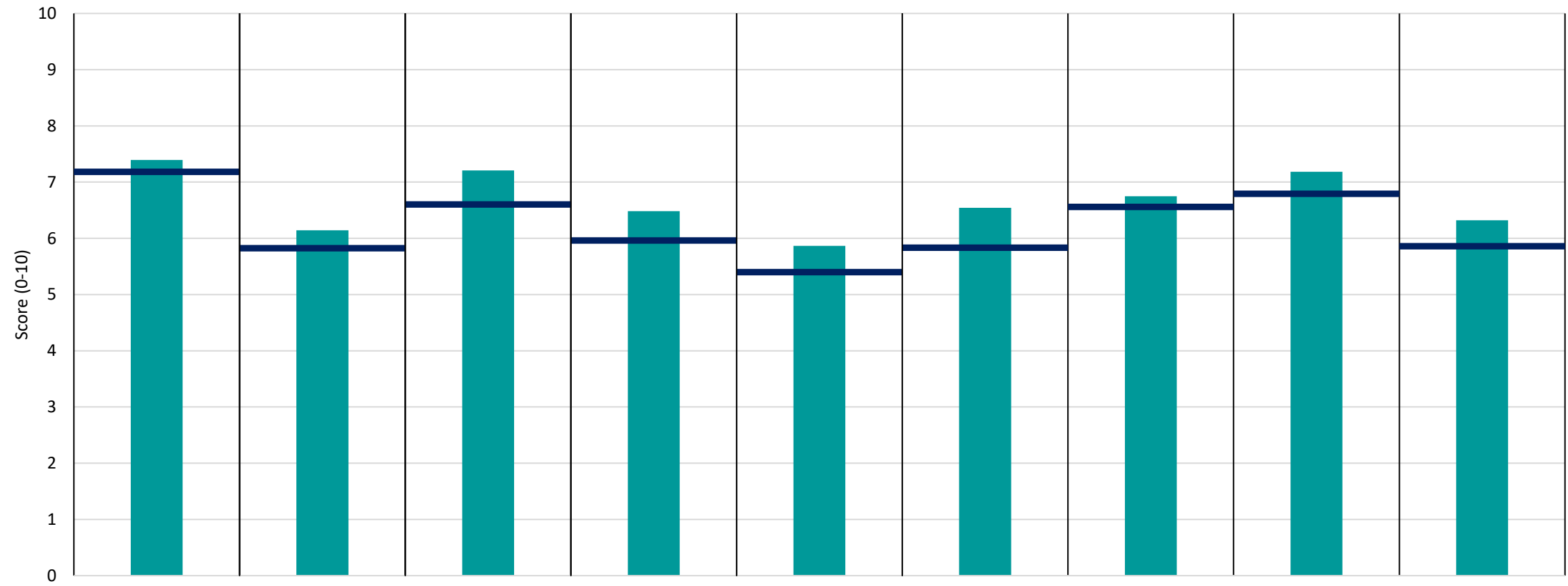
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Staff Engagement



Morale



Breakdown	7.39	6.14	7.21	6.48	5.87	6.54	6.75	7.19	6.32
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	30	30	30	30	30	30	30	30	30



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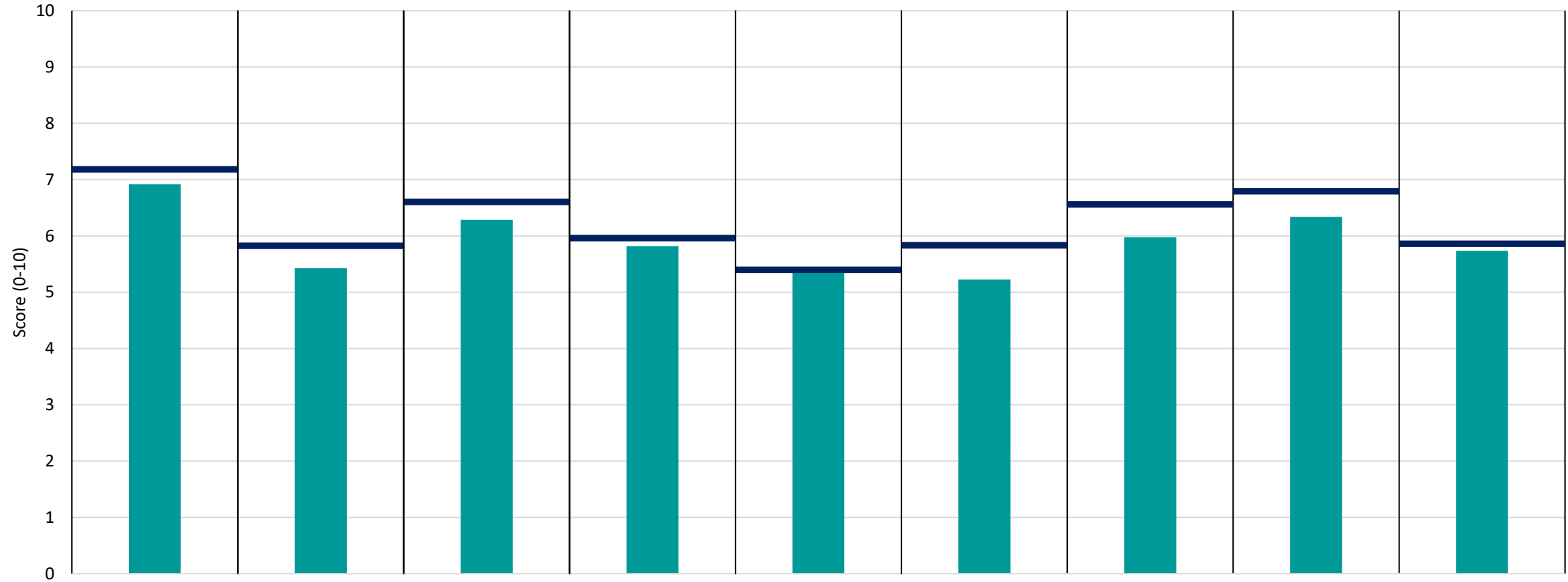
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Staff Engagement



Morale



Breakdown	6.92	5.43	6.29	5.82	5.34	5.22	5.98	6.34	5.74
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	41	41	41	41	40	39	41	41	41



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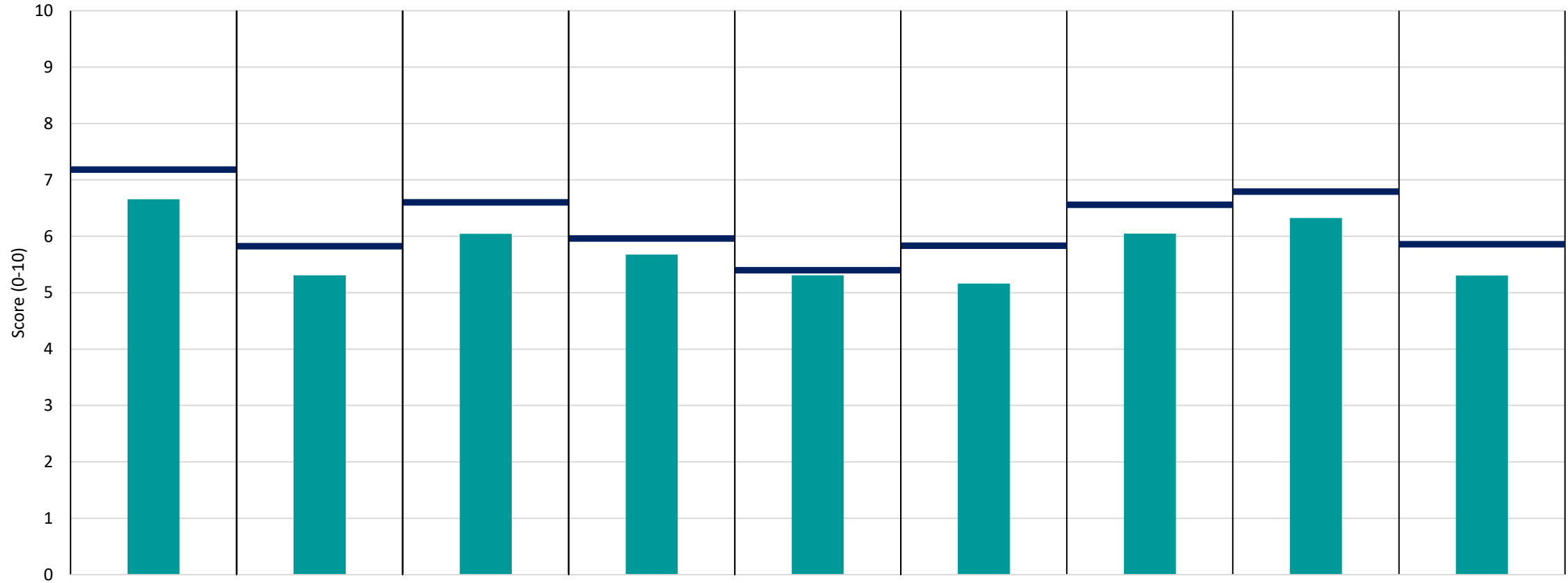
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Staff Engagement



Morale



Breakdown	6.66	5.31	6.04	5.68	5.31	5.16	6.05	6.33	5.30
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	64	64	63	63	60	64	64	64	64



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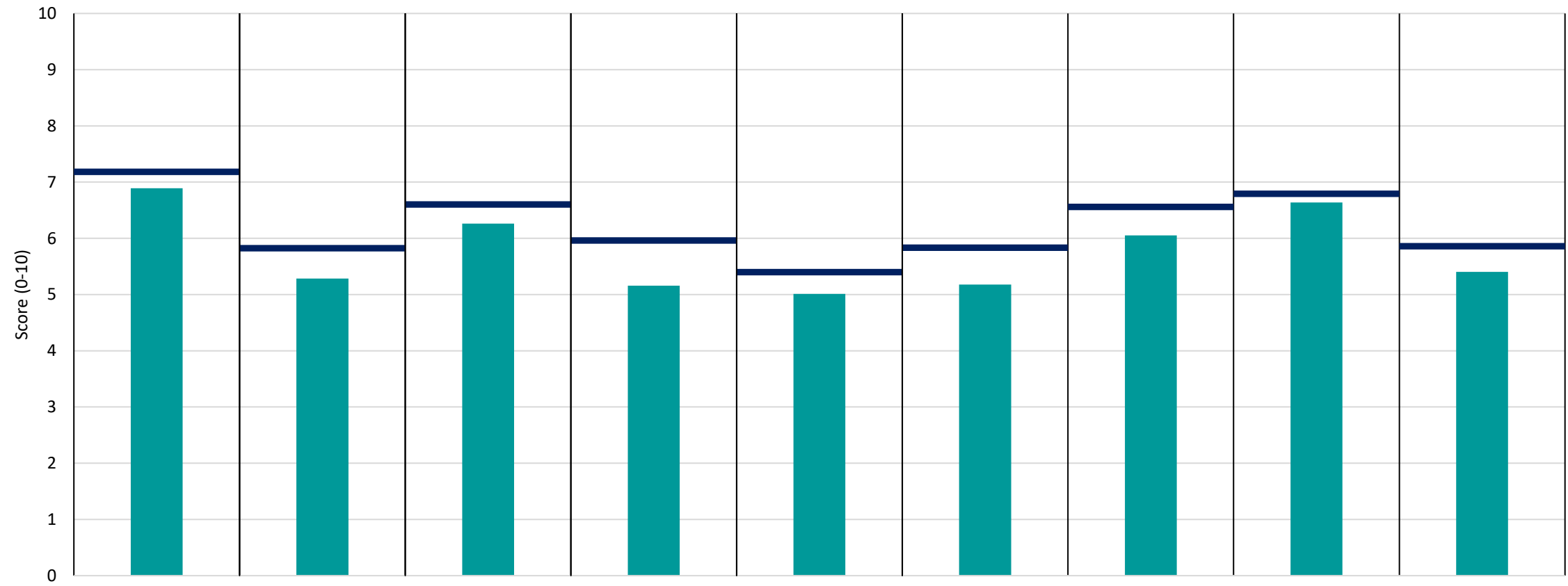
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Staff Engagement



Morale



Breakdown	6.89	5.29	6.26	5.16	5.01	5.18	6.05	6.64	5.40
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	28	28	28	28	27	28	28	28	28



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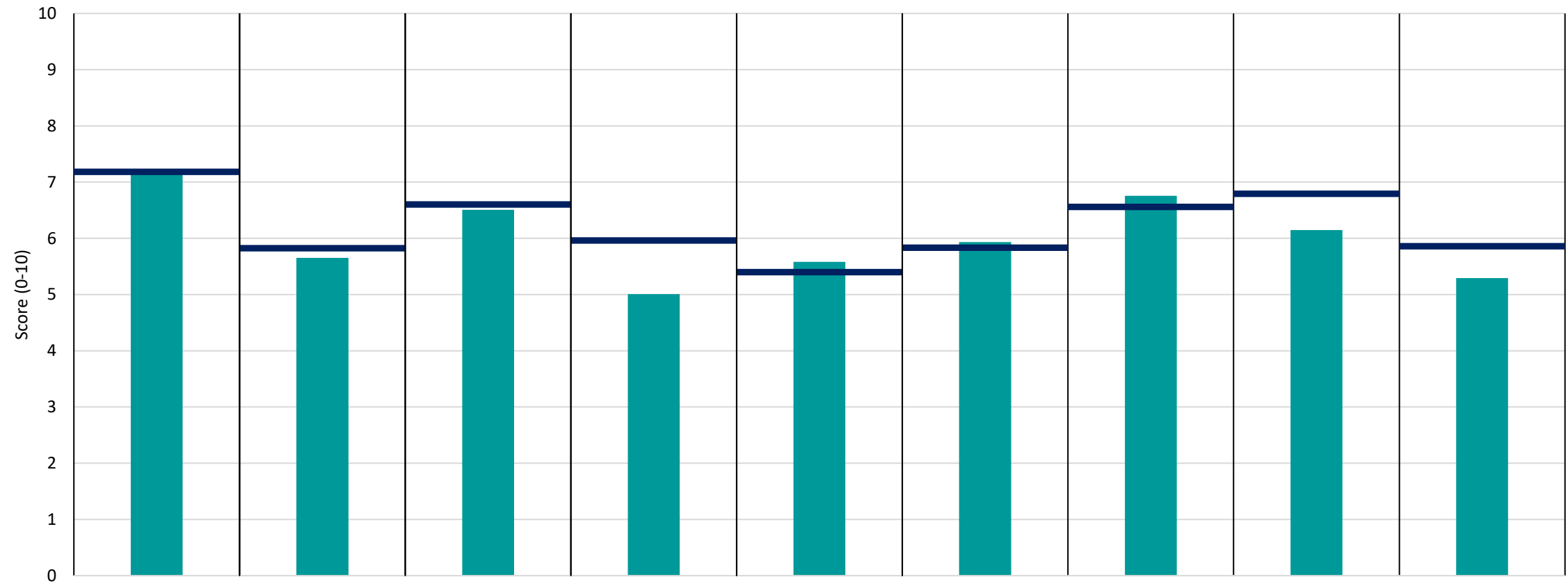
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Staff Engagement



Morale



Breakdown	7.18	5.65	6.51	5.01	5.58	5.93	6.76	6.15	5.29
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	23	23	23	23	22	23	23	23	23





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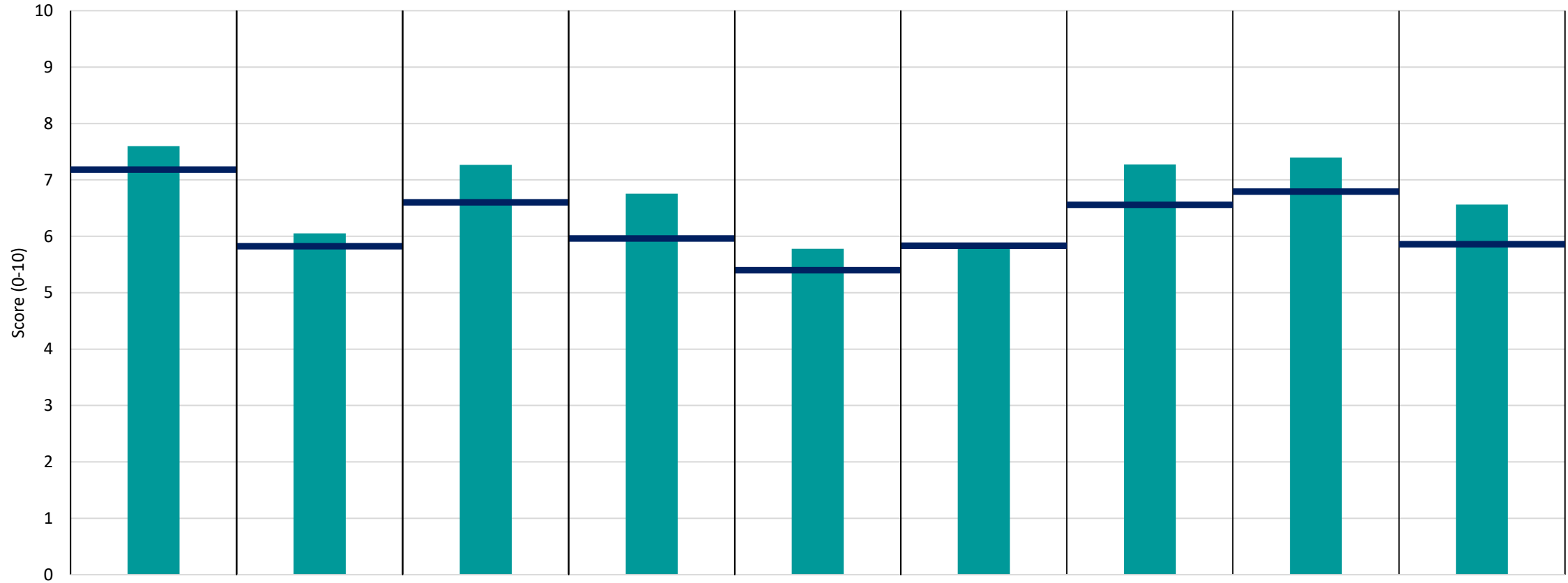
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Staff Engagement



Morale



Breakdown	7.60	6.05	7.27	6.76	5.78	5.86	7.27	7.40	6.56
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	19	19	19	19	19	19	19	19	19



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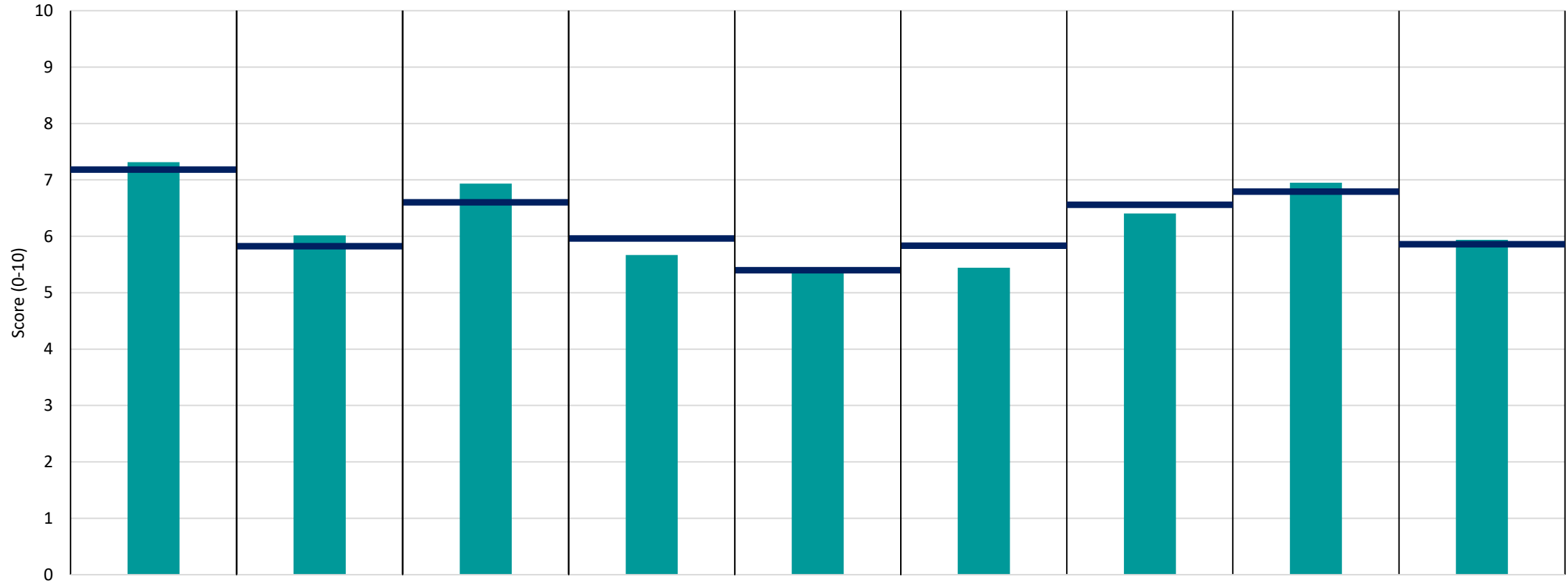
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Morale



Breakdown	7.31	6.02	6.93	5.67	5.37	5.44	6.41	6.95	5.94
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	33	33	33	33	33	33	32	33	33



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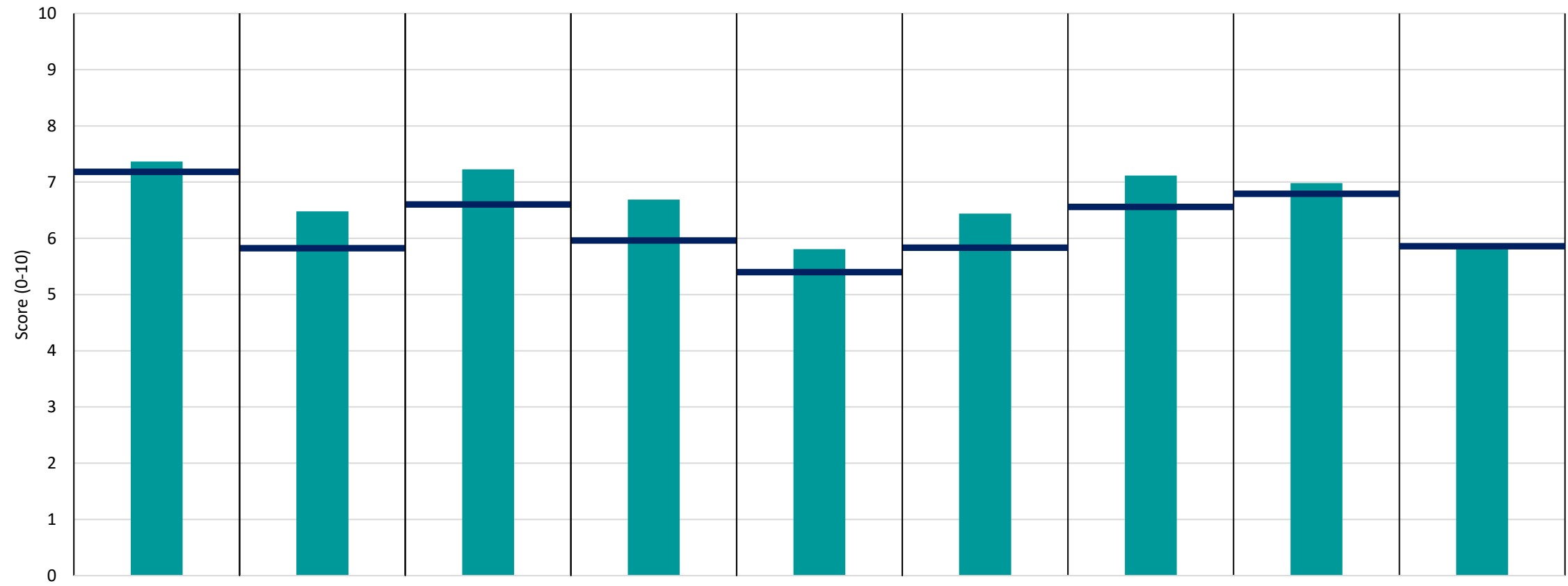
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Morale



Breakdown	7.37	6.48	7.23	6.69	5.81	6.44	7.12	6.98	5.84
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	23	23	23	23	23	22	23	23	23



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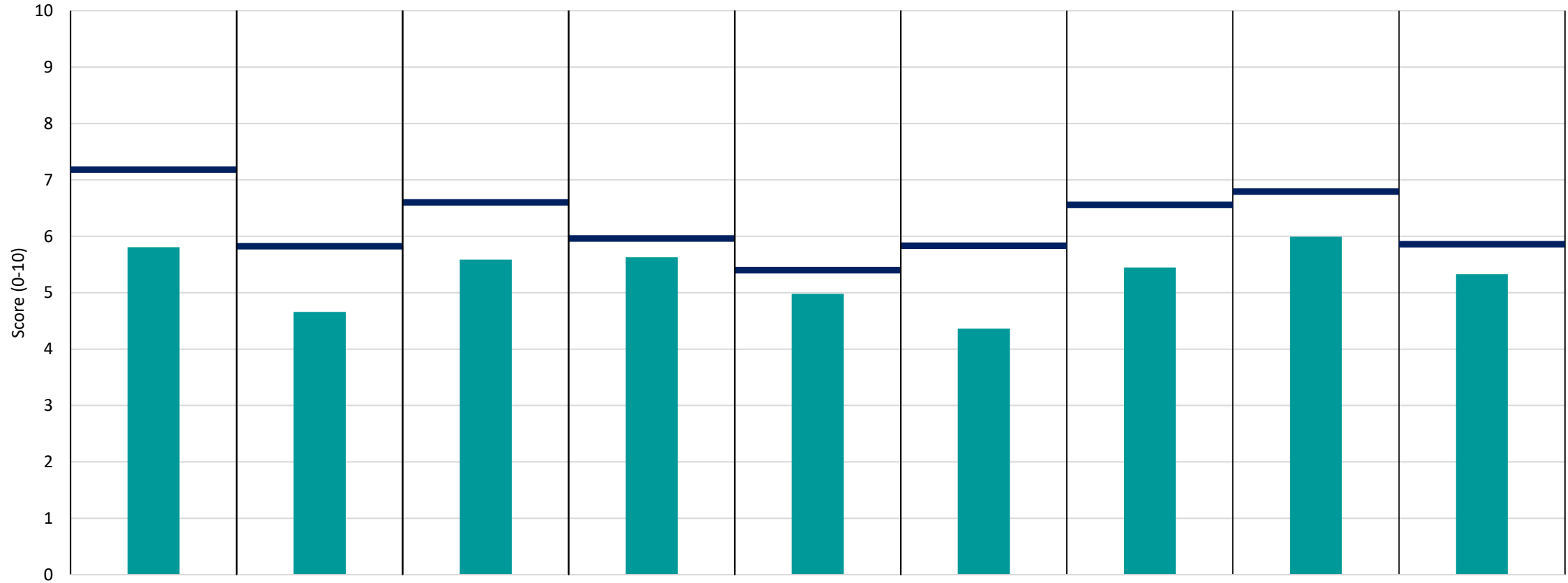
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Staff Engagement



Morale



Breakdown	5.81	4.66	5.59	5.63	4.98	4.36	5.45	5.99	5.33
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	19	19	18	19	16	19	19	19	19



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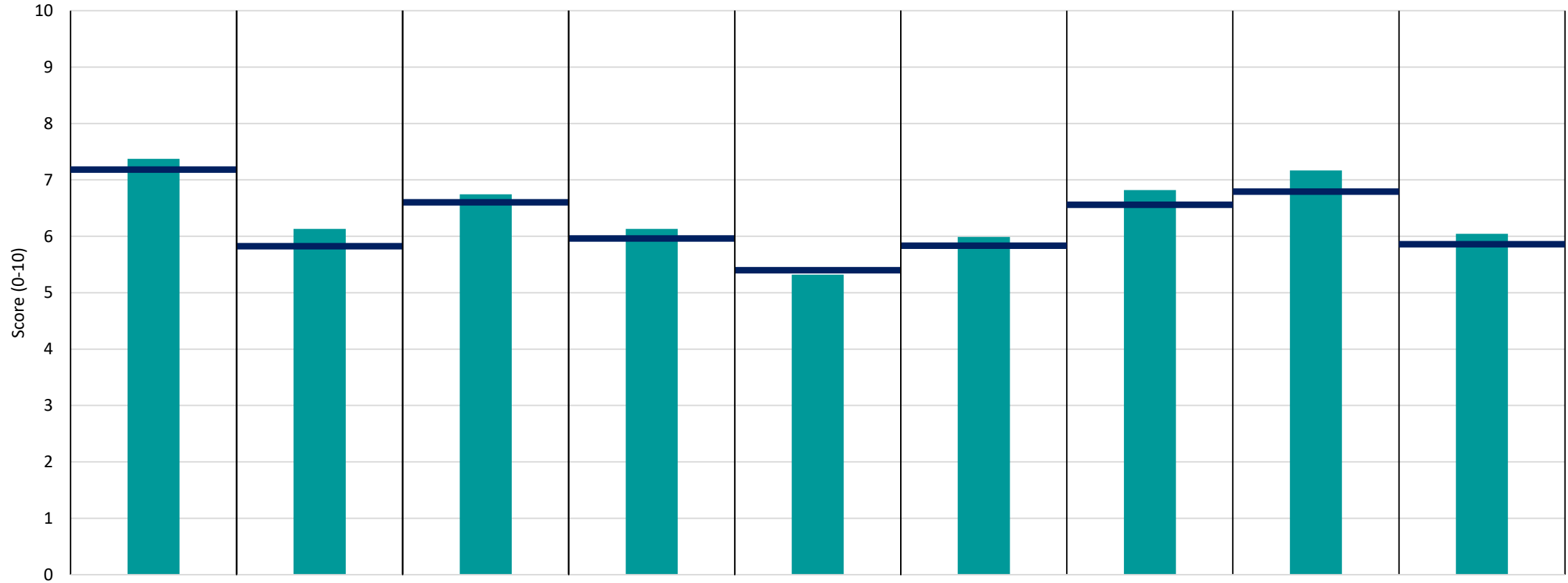
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Staff Engagement



Morale



Breakdown	7.37	6.13	6.74	6.13	5.32	5.99	6.82	7.17	6.04
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	42	42	42	42	38	40	41	42	42



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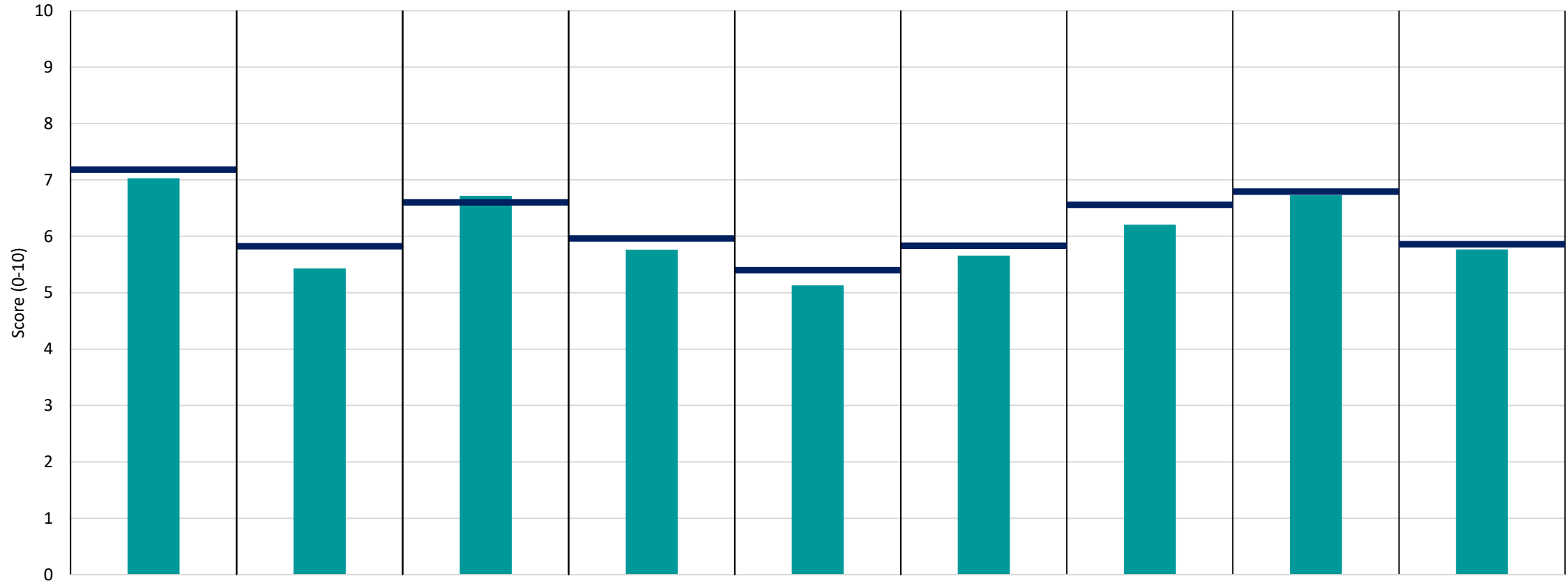
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Staff Engagement



Morale



Breakdown	7.03	5.43	6.72	5.76	5.13	5.66	6.21	6.73	5.77
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	54	54	54	53	52	54	54	54	54



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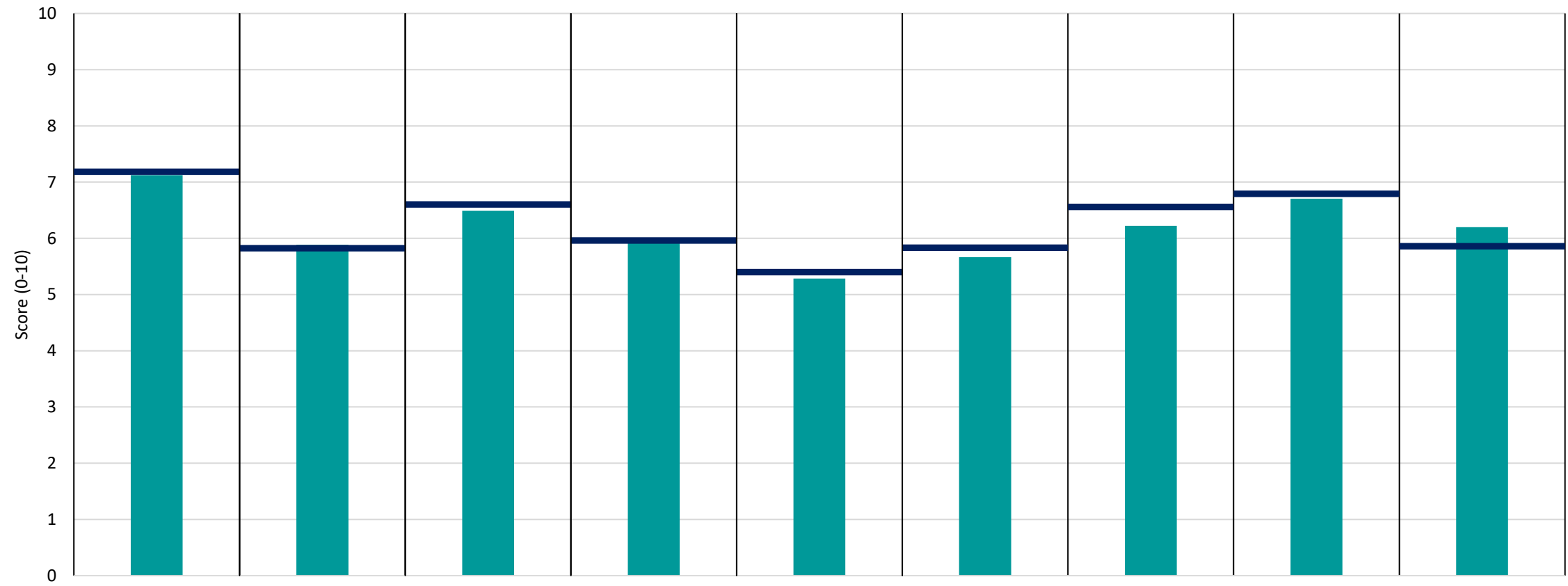
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Staff Engagement



Morale



Breakdown	7.12	5.89	6.49	5.99	5.28	5.66	6.22	6.70	6.20
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	22	22	22	22	22	22	22	22	22



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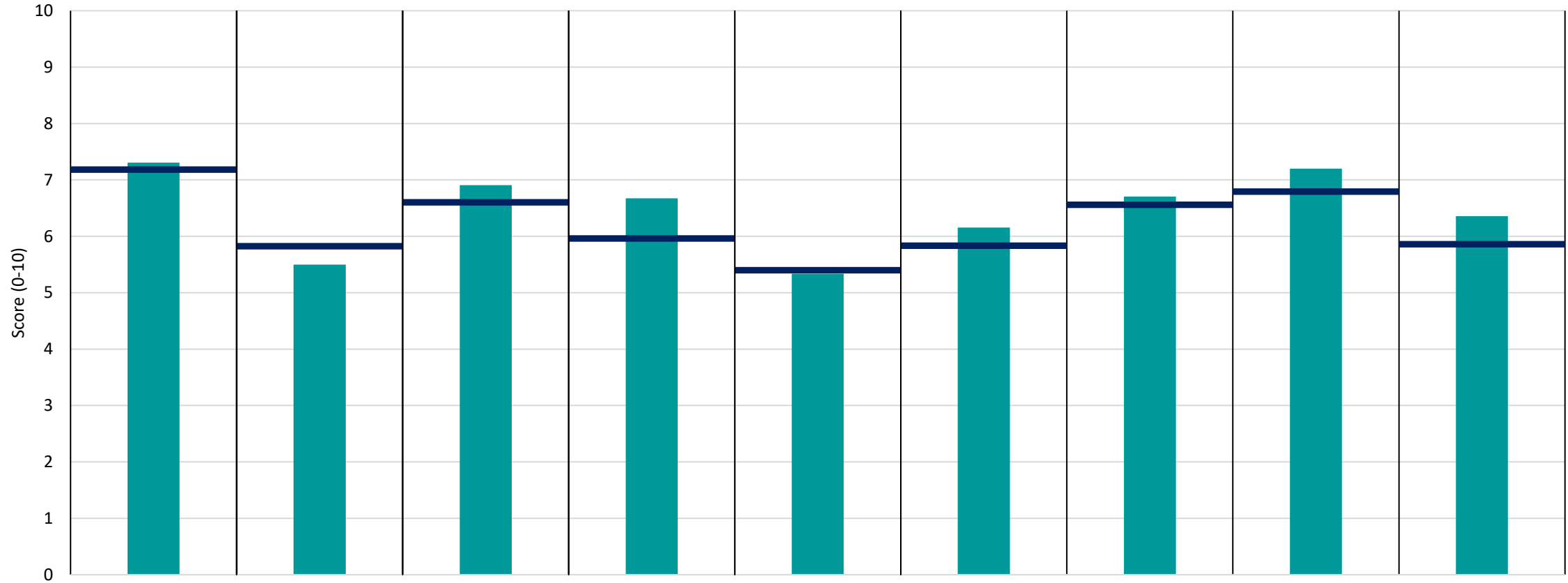
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Staff Engagement



Morale



Breakdown	7.31	5.50	6.91	6.67	5.34	6.15	6.71	7.20	6.36
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	13	13	13	13	13	13	13	13	13





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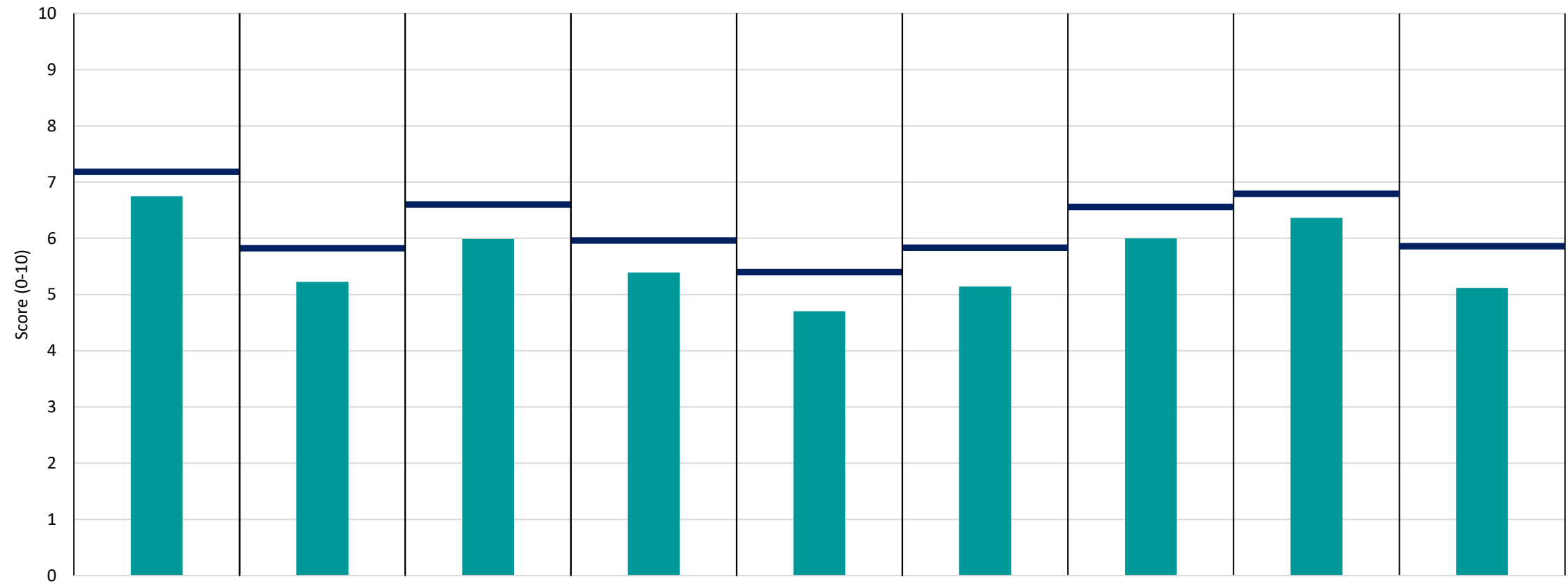
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Staff Engagement



Morale



Breakdown	6.75	5.23	5.99	5.39	4.70	5.14	6.00	6.37	5.12
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	136	136	136	136	130	136	135	136	136



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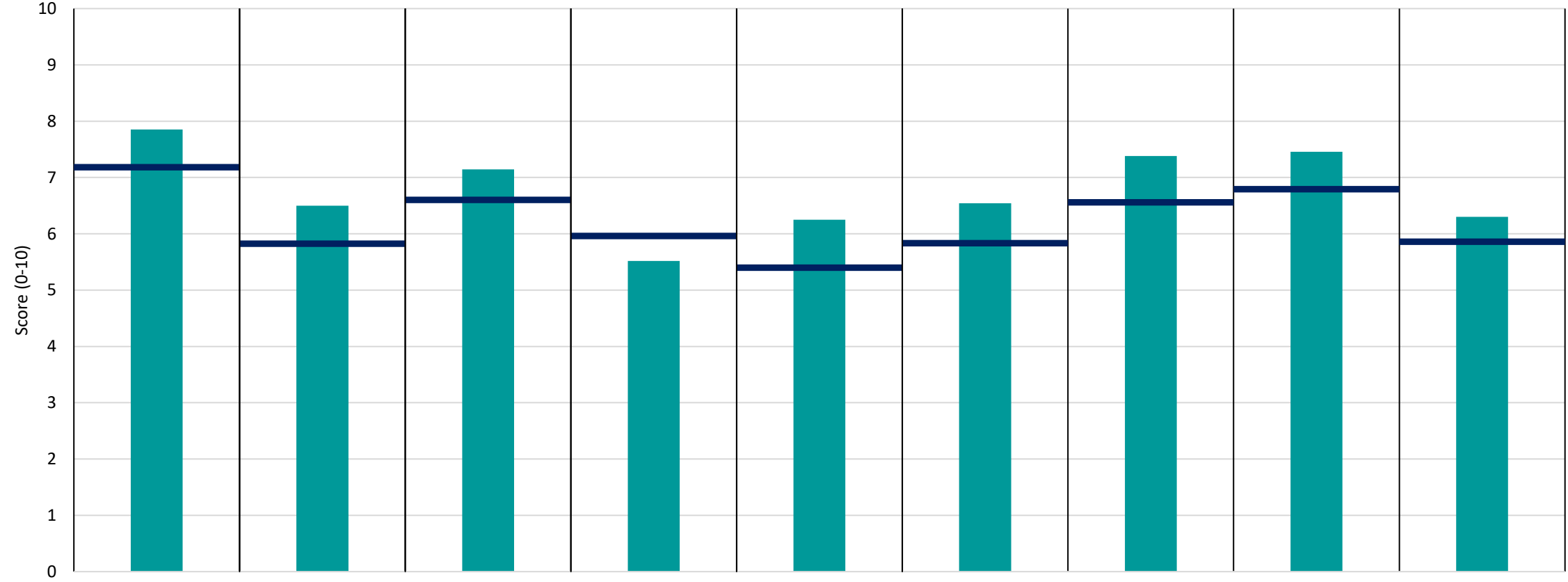
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Staff Engagement



Morale



Breakdown	7.85	6.50	7.14	5.52	6.25	6.54	7.38	7.46	6.30
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	20	20	20	20	17	20	20	20	20



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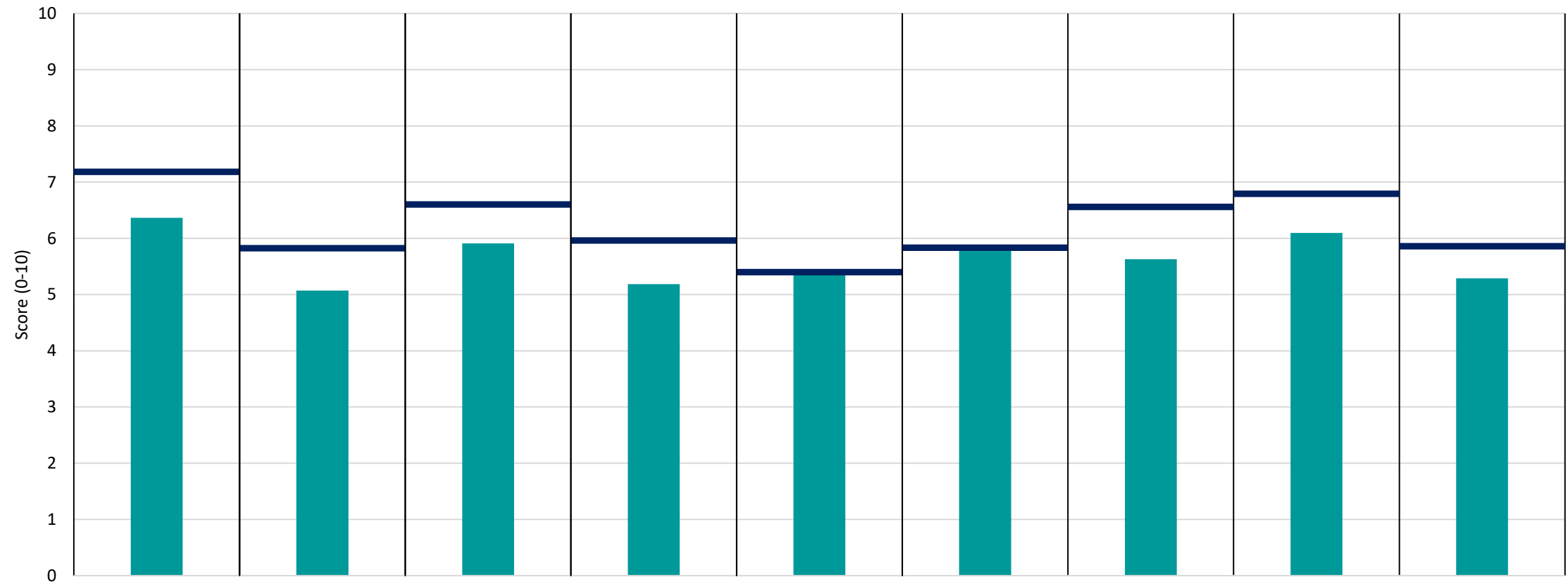
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Staff Engagement



Morale



Breakdown	6.37	5.07	5.91	5.18	5.41	5.83	5.63	6.10	5.29
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	36	36	36	36	36	36	36	36	36



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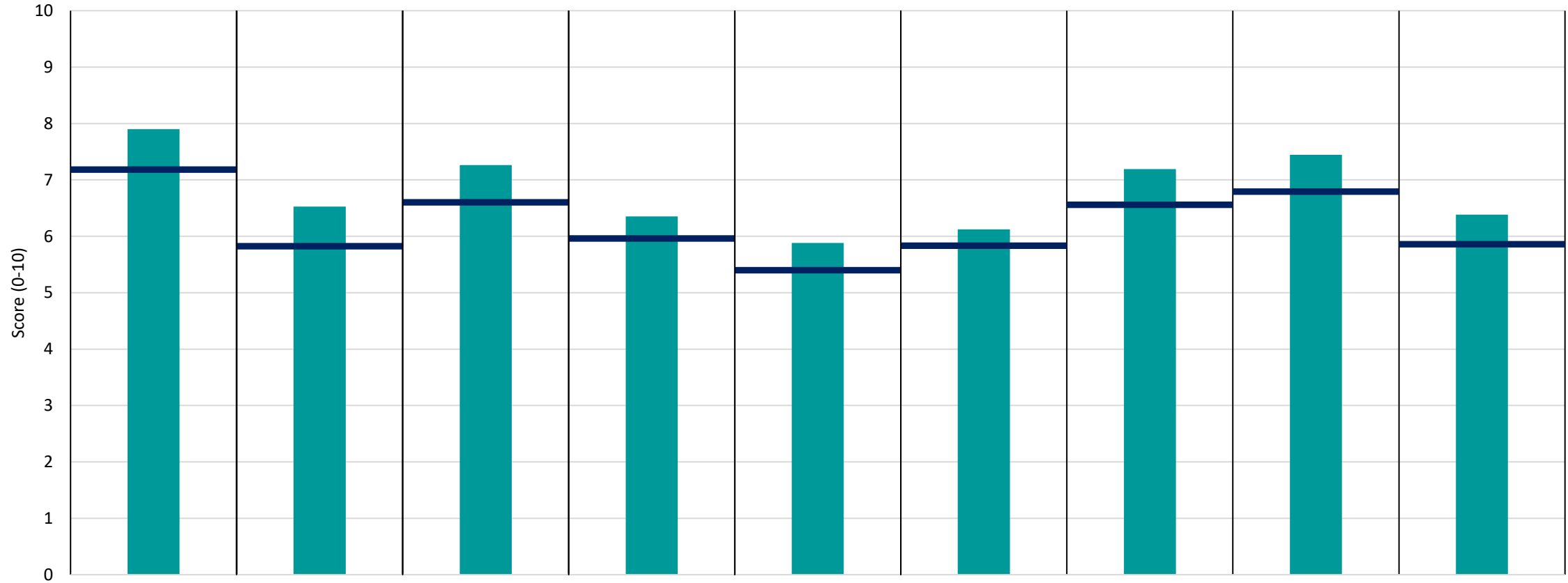
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Staff Engagement



Morale



Breakdown	7.90	6.53	7.26	6.35	5.88	6.12	7.19	7.44	6.39
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	155	155	154	155	152	154	155	155	155



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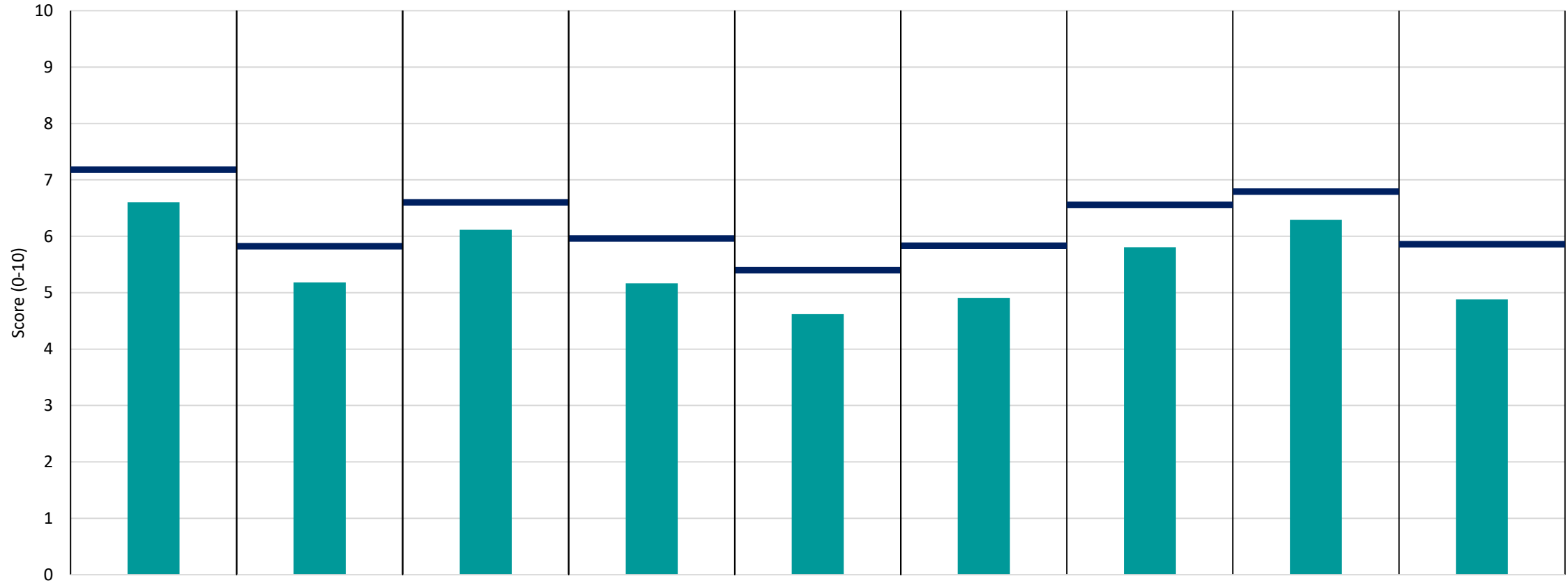
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Staff Engagement



Morale



Breakdown	6.60	5.18	6.12	5.17	4.62	4.91	5.81	6.29	4.88
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	114	113	114	114	109	113	114	114	114



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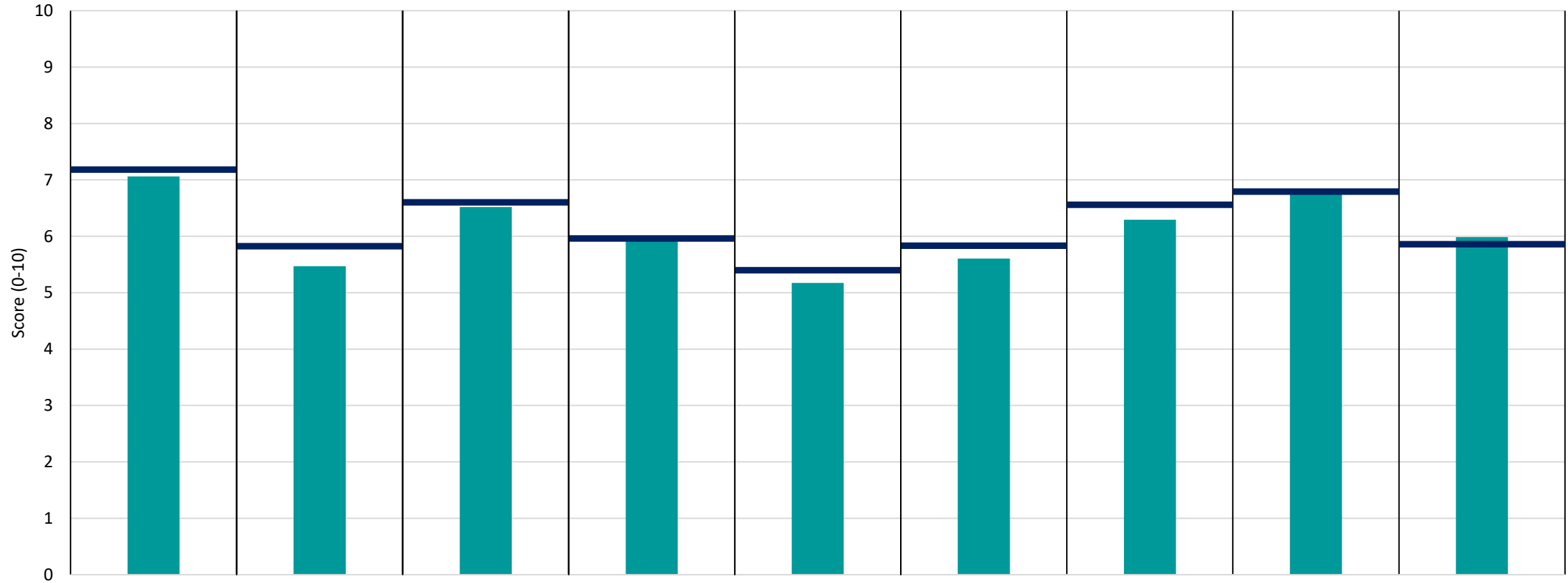
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Staff Engagement



Morale



Breakdown	7.06	5.47	6.52	5.93	5.17	5.60	6.29	6.76	5.99
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	139	139	139	139	137	138	139	139	139



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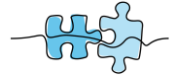
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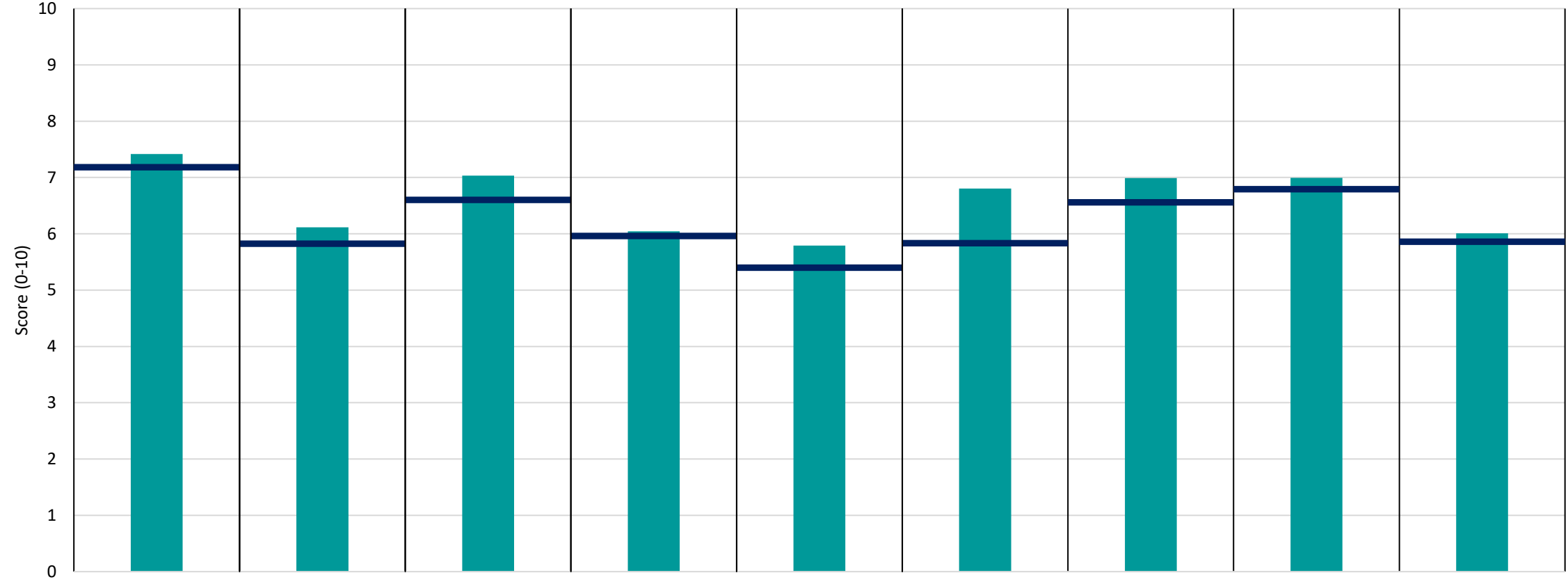
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Morale



Breakdown	7.42	6.12	7.03	6.04	5.79	6.80	6.99	7.00	6.01
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	73	73	73	73	68	73	73	73	73



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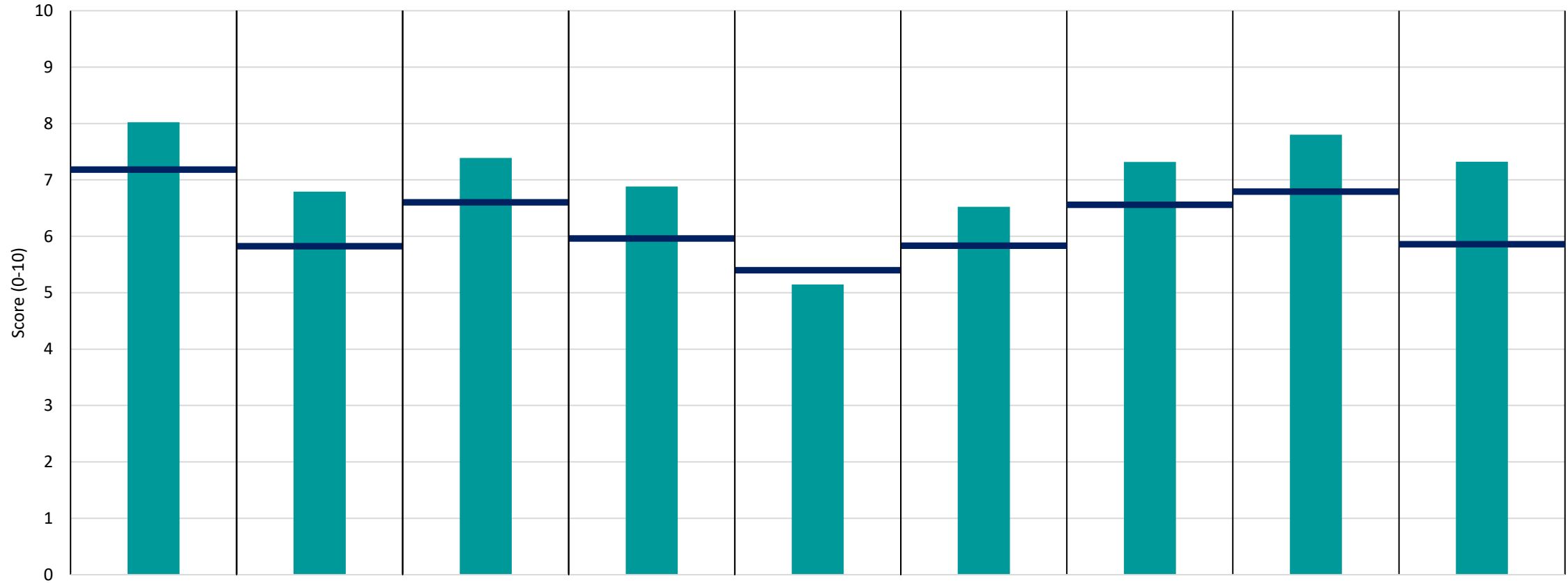
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Morale



Breakdown	8.02	6.79	7.39	6.88	5.15	6.52	7.32	7.80	7.32
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	23	23	23	23	22	23	23	23	23





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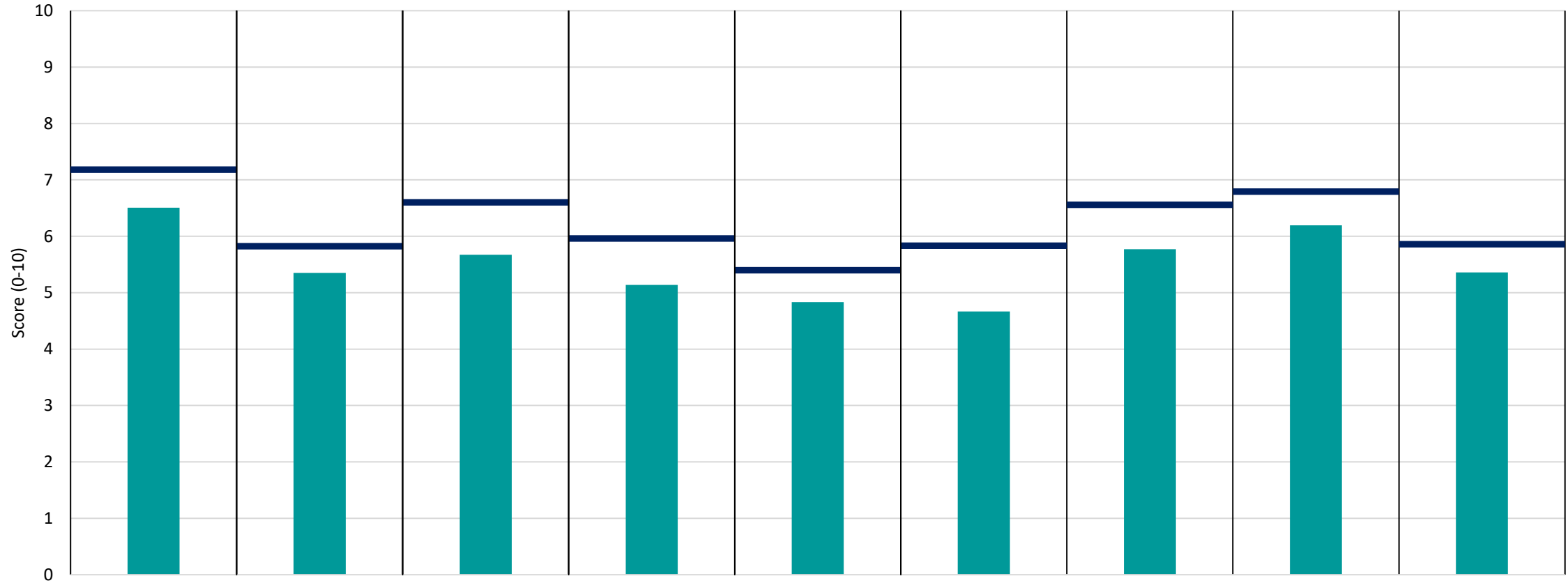
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Staff Engagement



Morale



Breakdown	6.51	5.35	5.67	5.14	4.83	4.67	5.77	6.19	5.36
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	10	10	10	10	10	10	10	10	10



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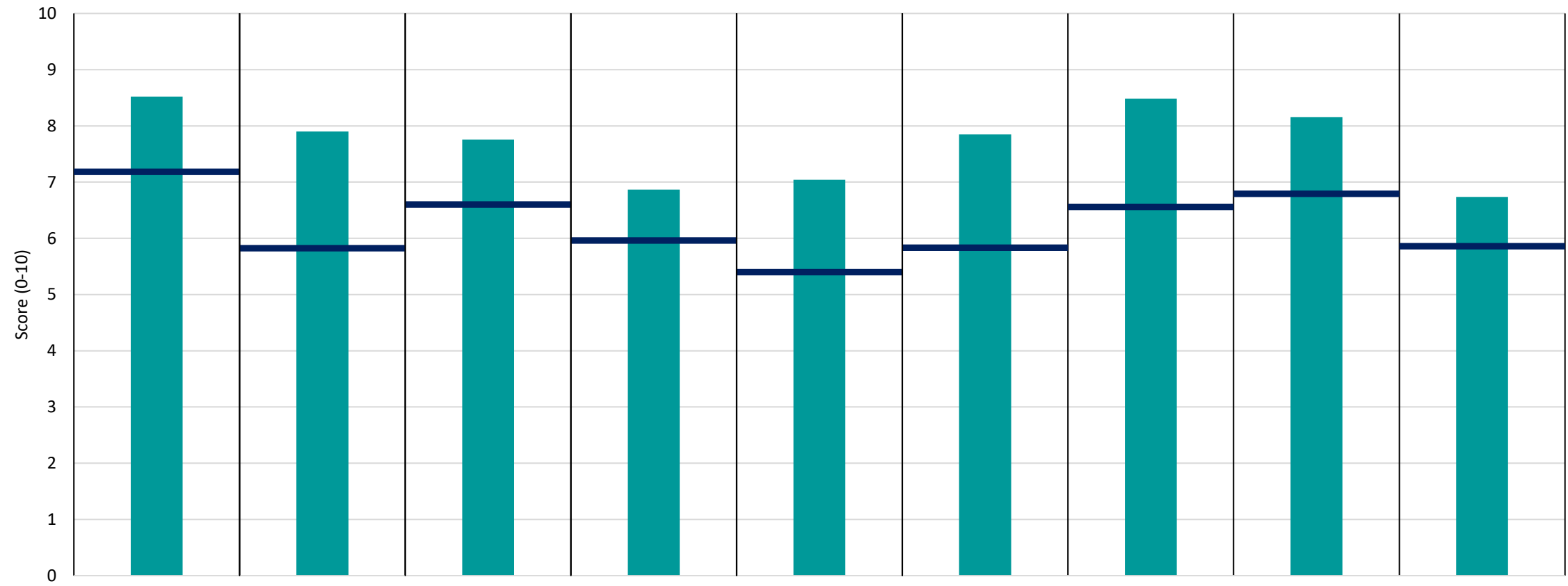
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Morale



Breakdown	8.52	7.90	7.76	6.87	7.04	7.85	8.49	8.16	6.74
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	25	25	24	25	24	25	25	25	25



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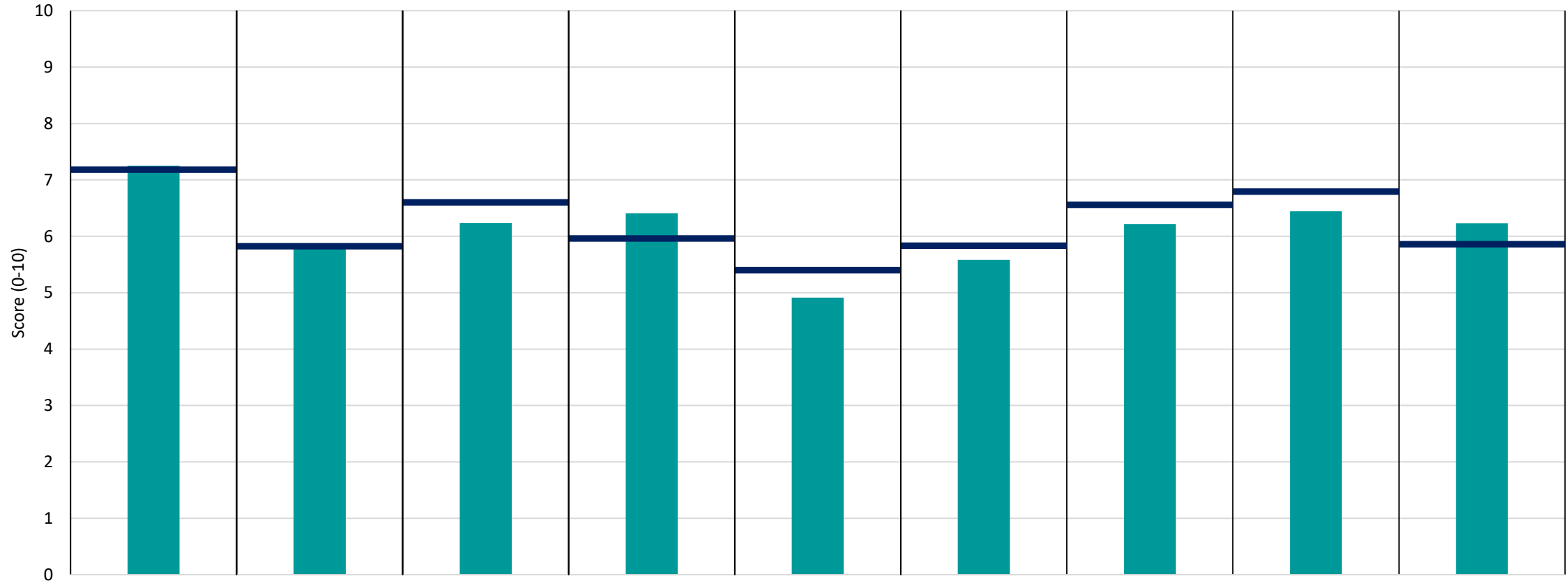
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Morale



Breakdown	7.25	5.82	6.24	6.41	4.91	5.58	6.22	6.44	6.23
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	88	88	88	87	81	87	87	88	88



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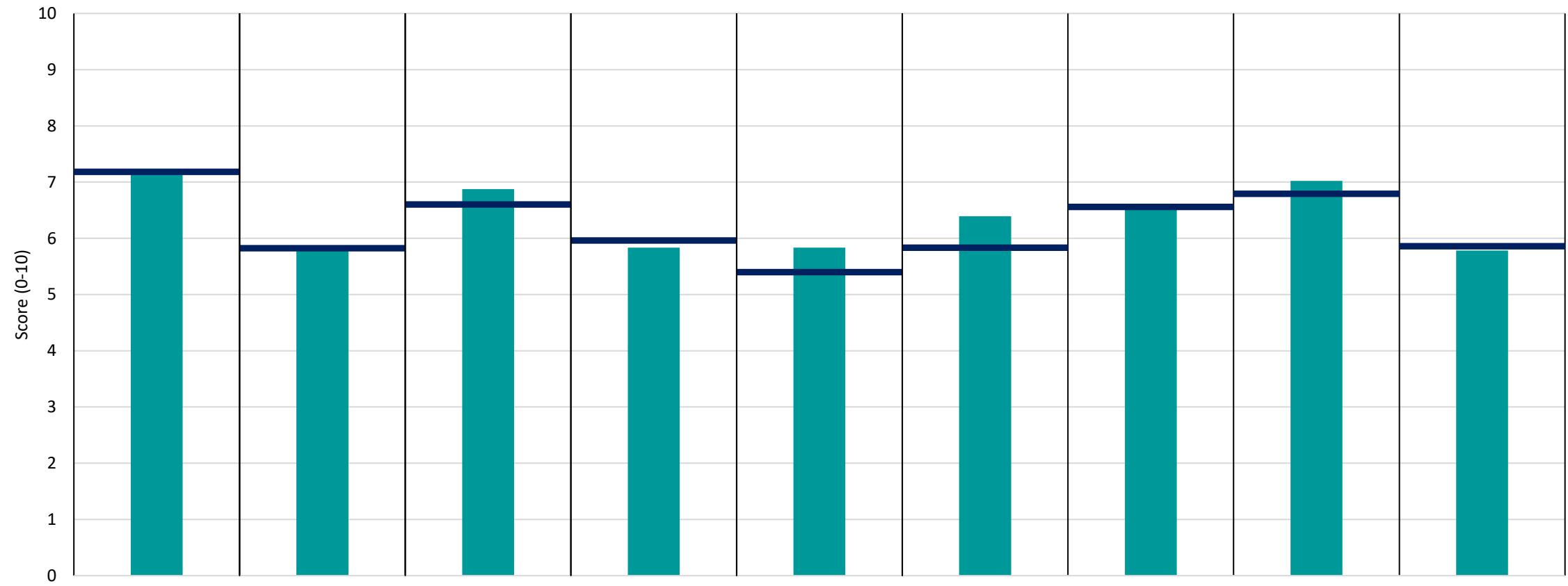
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Breakdown	7.17	5.85	6.87	5.83	5.83	6.39	6.60	7.02	5.78
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	55	55	55	54	55	55	55	55	55



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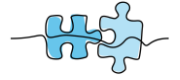
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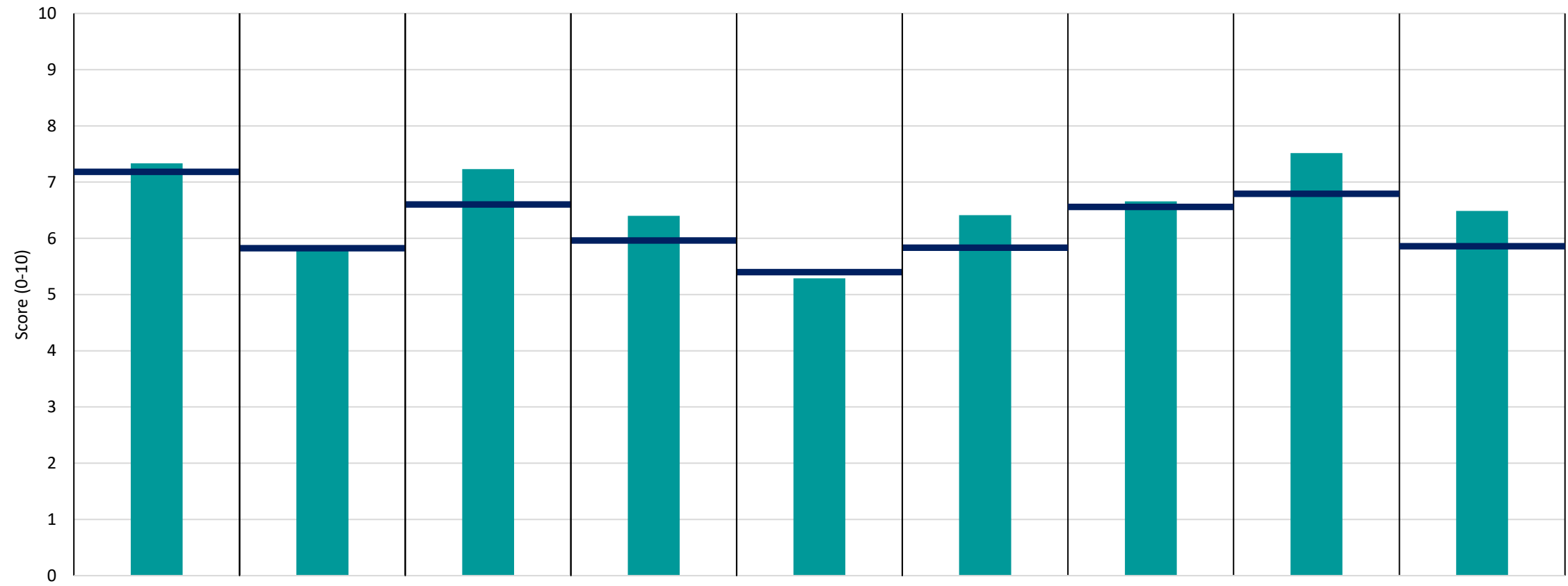
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Breakdown	7.34	5.87	7.23	6.40	5.29	6.41	6.66	7.51	6.49
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	19	19	19	19	19	18	19	19	19



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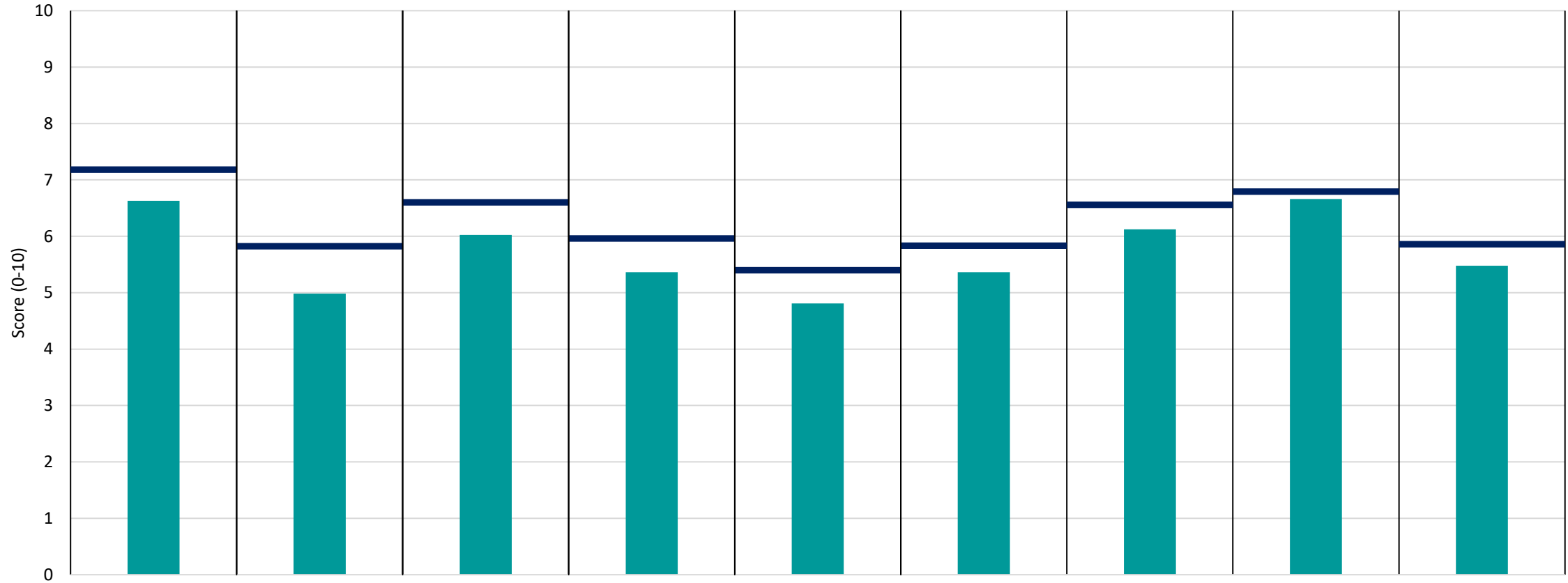
We are a team



Staff Engagement



Morale



Breakdown	6.63	4.99	6.02	5.37	4.81	5.36	6.12	6.66	5.48
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	24	23	24	24	24	23	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



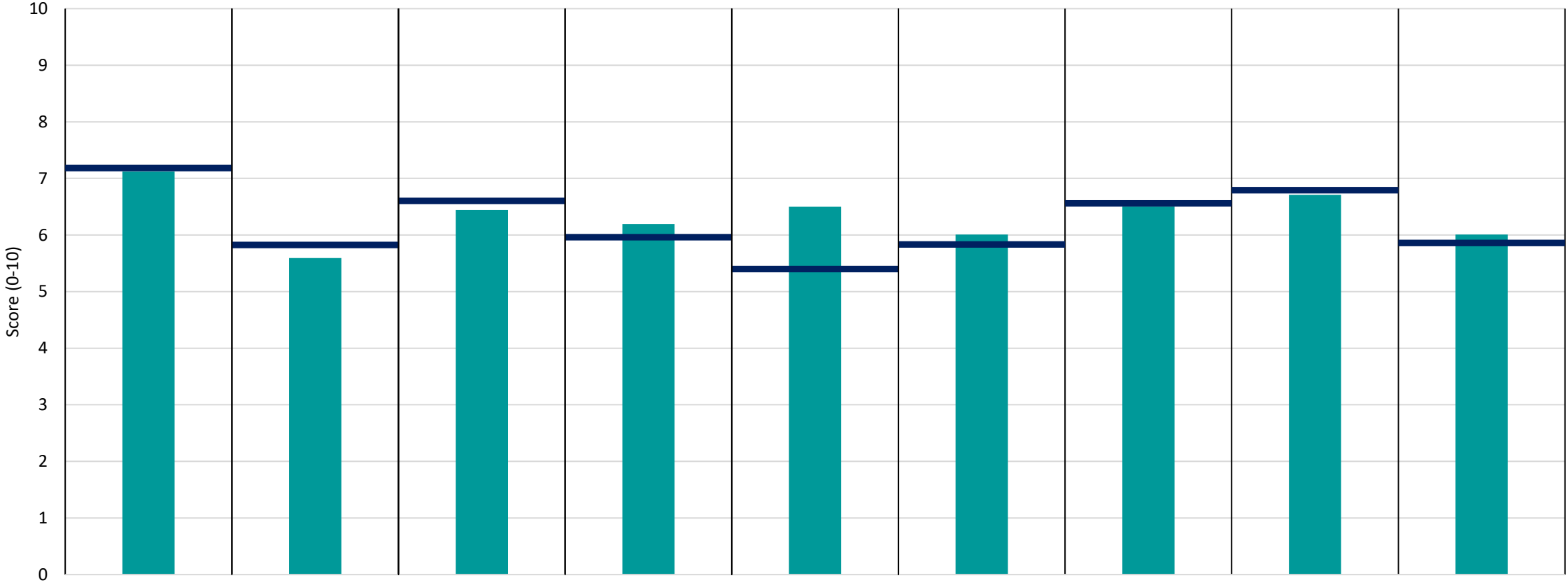
We are a team



Staff Engagement



Morale



Breakdown	7.12	5.59	6.44	6.19	6.50	6.01	6.50	6.71	6.01
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	19	19	19	19	19	19	19	19	19



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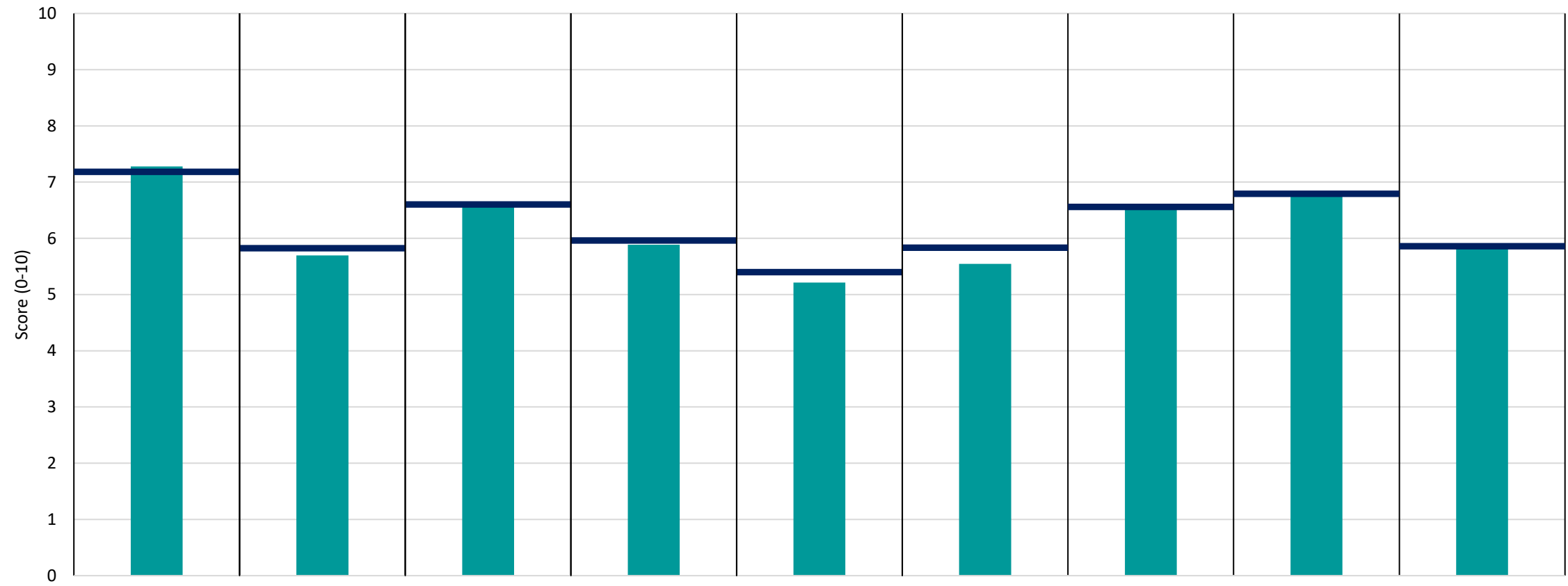
We are a team



Staff Engagement



Morale



Breakdown	7.28	5.70	6.62	5.89	5.21	5.55	6.52	6.77	5.87
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	216	216	212	215	210	216	216	216	216





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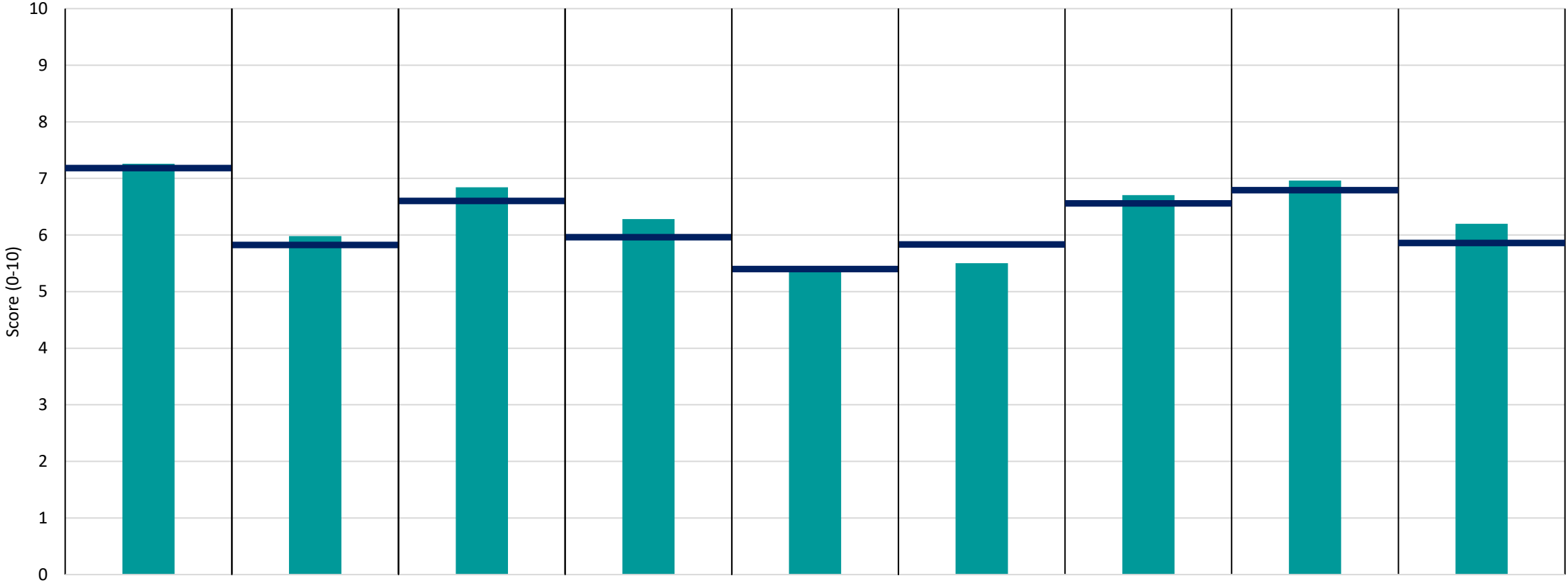
We are a team



Staff Engagement



Morale



Breakdown	7.26	5.98	6.84	6.28	5.35	5.50	6.70	6.96	6.20
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	105	105	105	105	101	105	105	105	105



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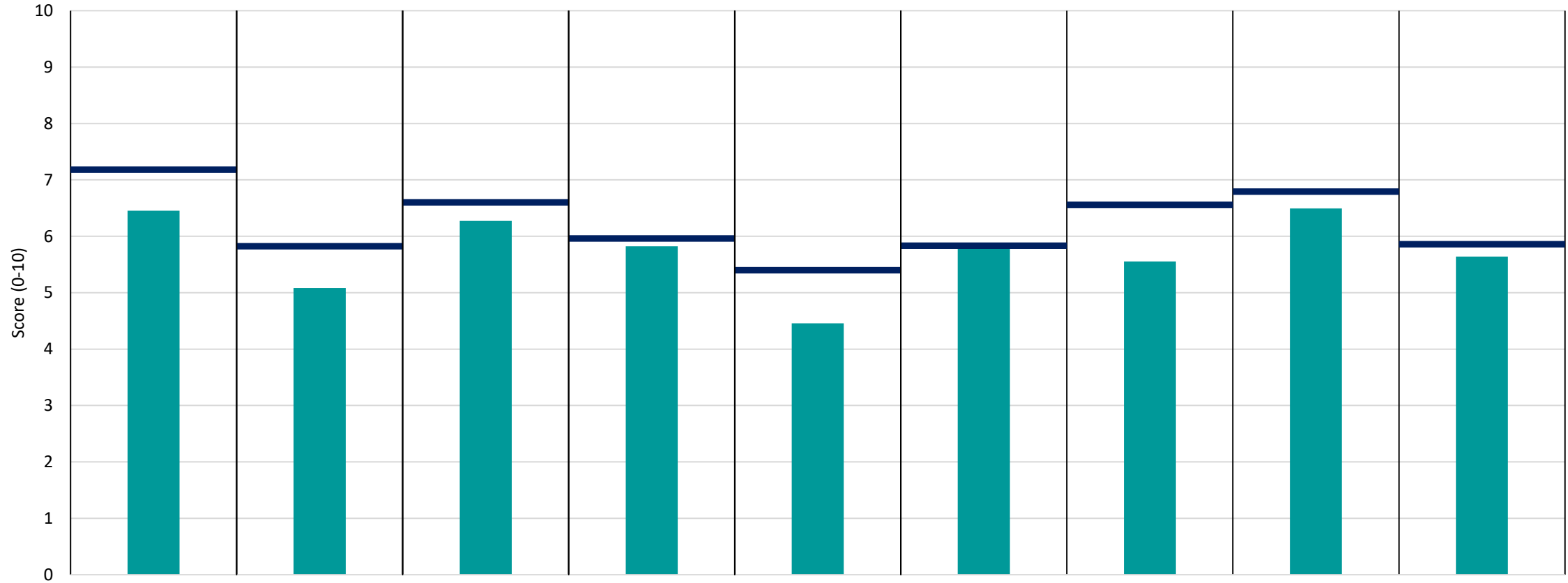
We are a team



Staff Engagement



Morale



Breakdown	6.46	5.08	6.28	5.82	4.46	5.79	5.55	6.50	5.64
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	41	41	39	40	38	41	41	41	41



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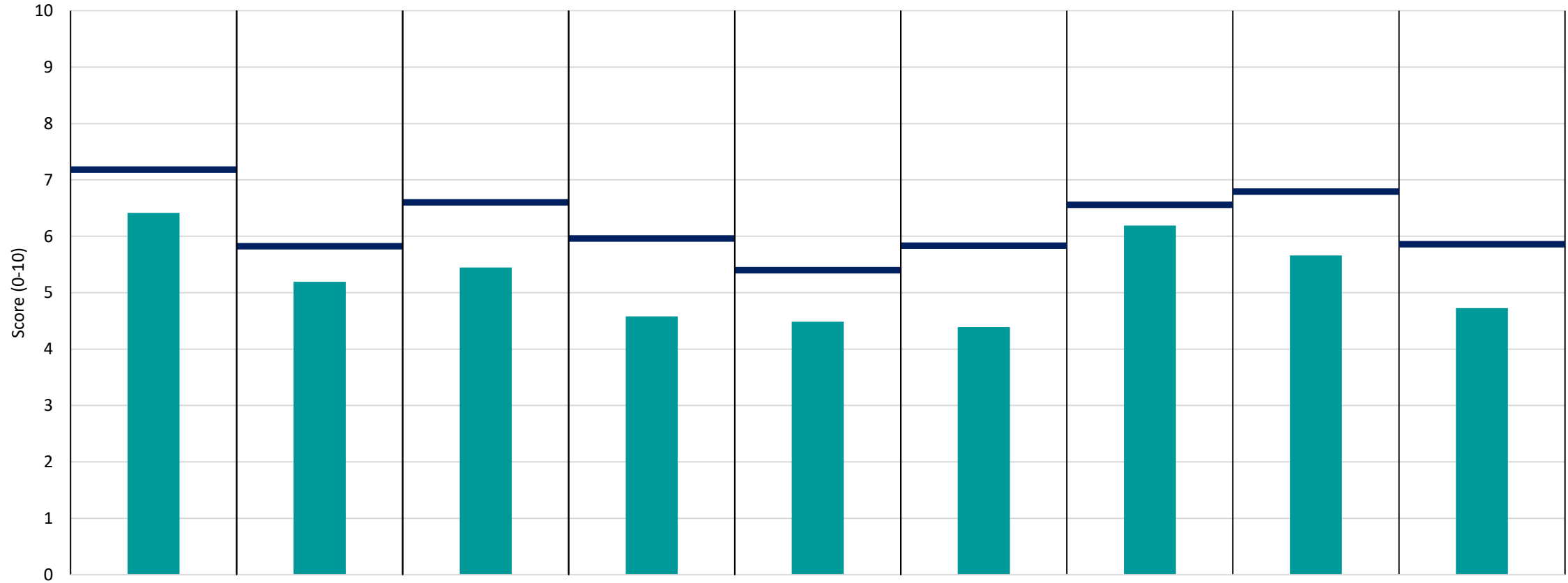
We are a team



Staff Engagement



Morale



Breakdown	6.42	5.19	5.45	4.58	4.49	4.39	6.19	5.66	4.73
Your org	7.18	5.82	6.60	5.96	5.40	5.83	6.56	6.79	5.86
Responses	13	13	13	13	12	13	13	13	13