



East Sussex Healthcare NHS Trust

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
Chief Operating Officer	6
Community Health & Integrated Care Division	7
Core Services Division Other	8
Corporate Other	9
Diagnostics, Anaes & Surgery Division	10
Estates & Facilities	11
Finance	12
Human Resources Directorate	13
IT	14
Medicine Division	15
Nursing & Governance	16
Outpatients	17
Paediatrics	18
Pathology	19
Pharmacy	20
Radiology	21
Sussex Premier Health	22
Theatres & Anaesthetics	23
Urgent Care	24
Women Children & Sexual Health Division	25

<u>Add Prof Scientific and Technic</u>	27
<u>Additional Clinical Services</u>	28
<u>Administrative and Clerical</u>	29
<u>Allied Health Professionals</u>	30
<u>Estates and Ancillary</u>	31
<u>Healthcare Scientists</u>	32
<u>Medical and Dental</u>	33
<u>Nursing and Midwifery Registered</u>	34

This breakdown report for East 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.

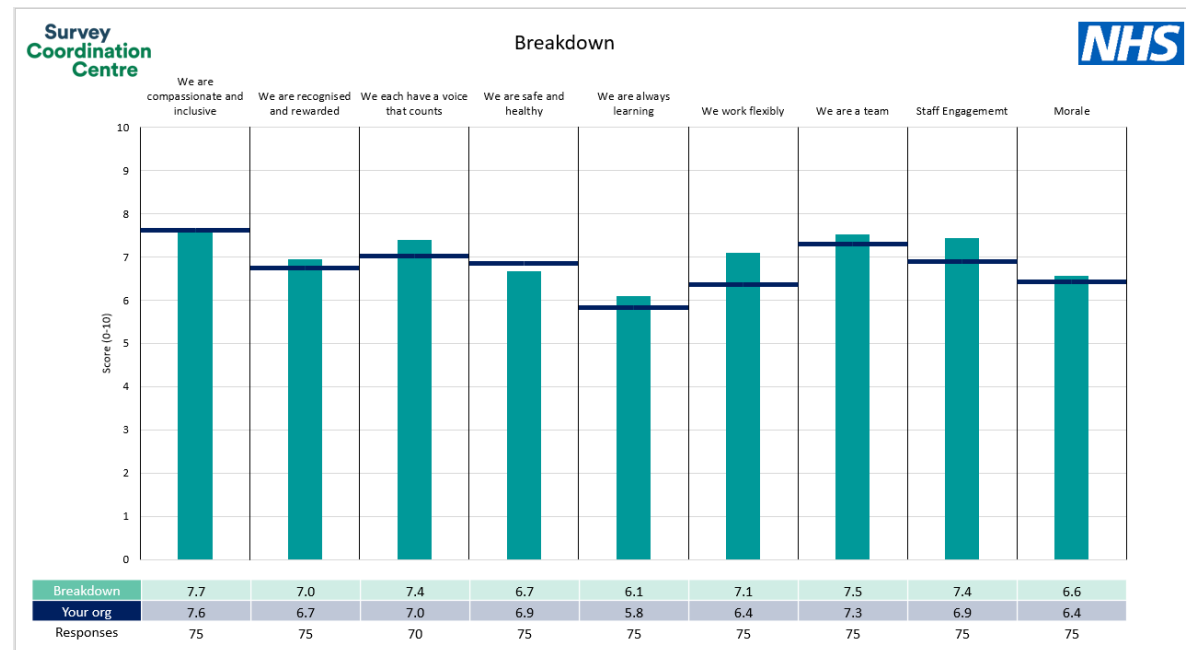
The breakdowns used in this report were provided and defined by East Sussex Healthcare NHS Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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.



! 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

East Sussex Healthcare 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



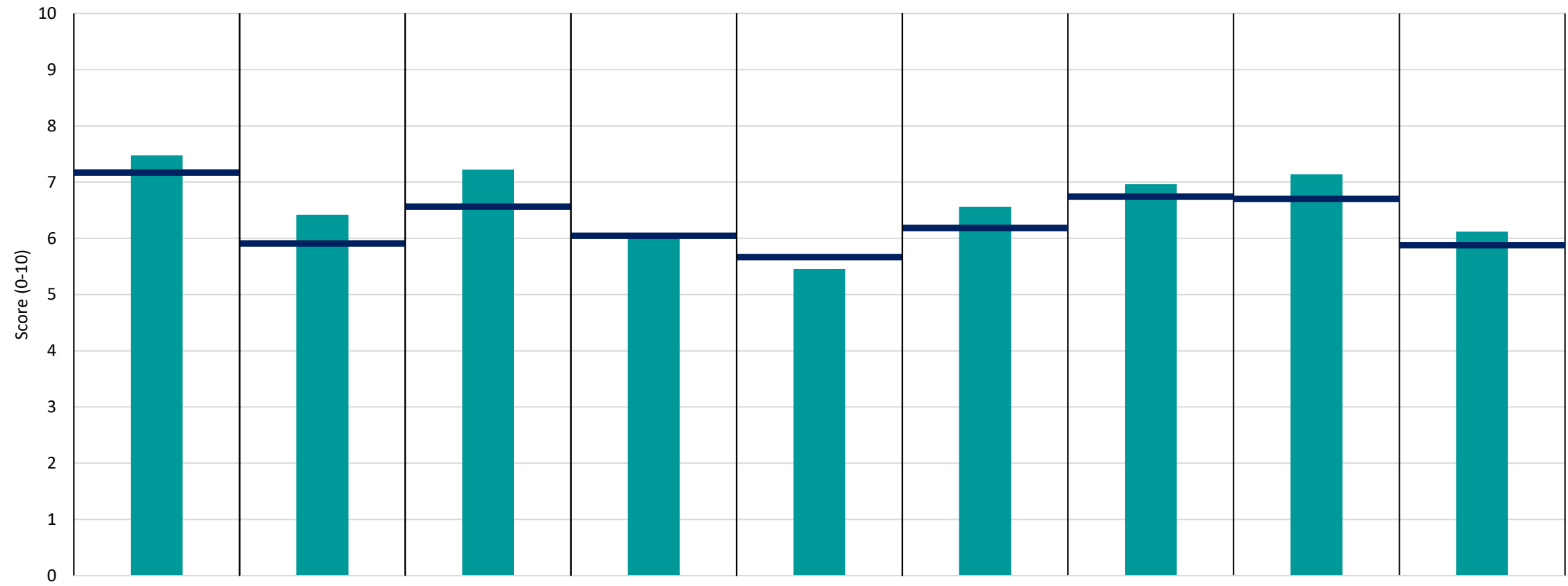
We are a team



Staff Engagement



Morale



Breakdown	7.48	6.42	7.22	6.10	5.46	6.56	6.96	7.14	6.12
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	27	27	27	27	26	27	27	27	27



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



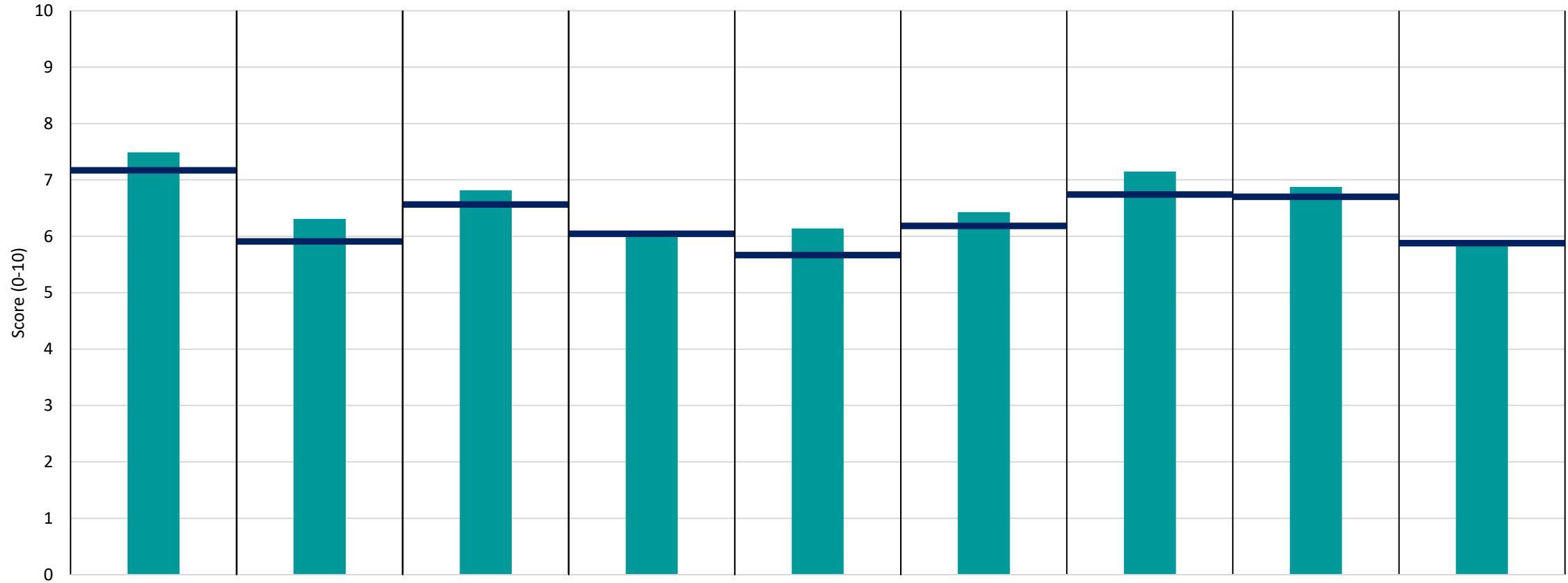
We are a team



Staff Engagement



Morale



Breakdown	7.49	6.31	6.82	6.03	6.14	6.43	7.15	6.87	5.85
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	657	658	652	657	646	656	654	658	658



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



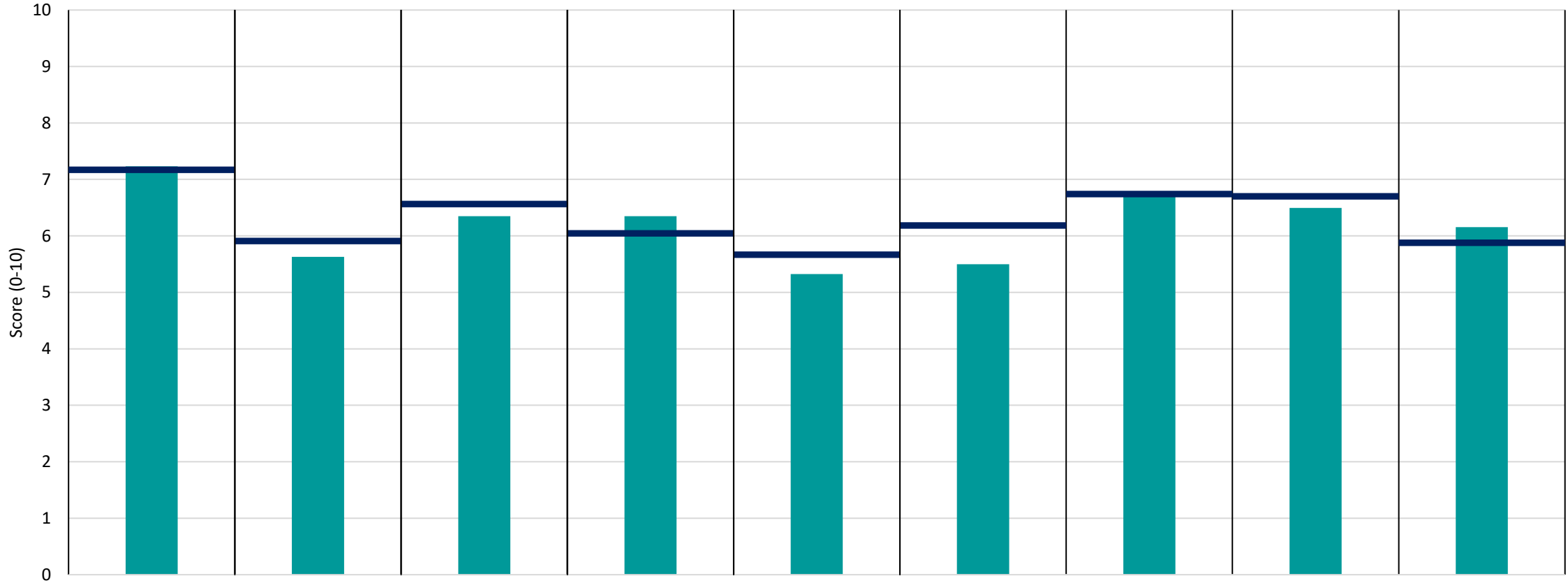
We are a team



Staff Engagement



Morale



Breakdown	7.23	5.63	6.35	6.35	5.32	5.50	6.72	6.50	6.16
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	203	204	202	203	190	202	203	204	204



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



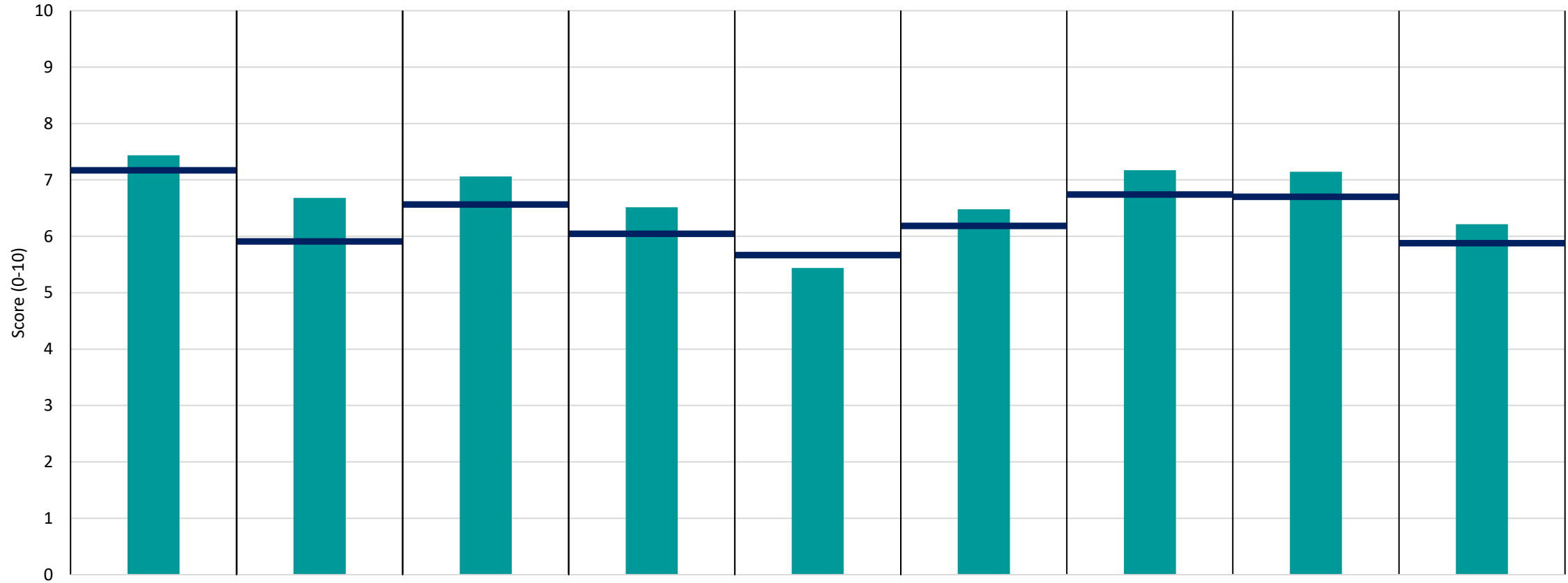
We are a team



Staff Engagement



Morale



Breakdown	7.44	6.68	7.06	6.51	5.44	6.48	7.17	7.14	6.21
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
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



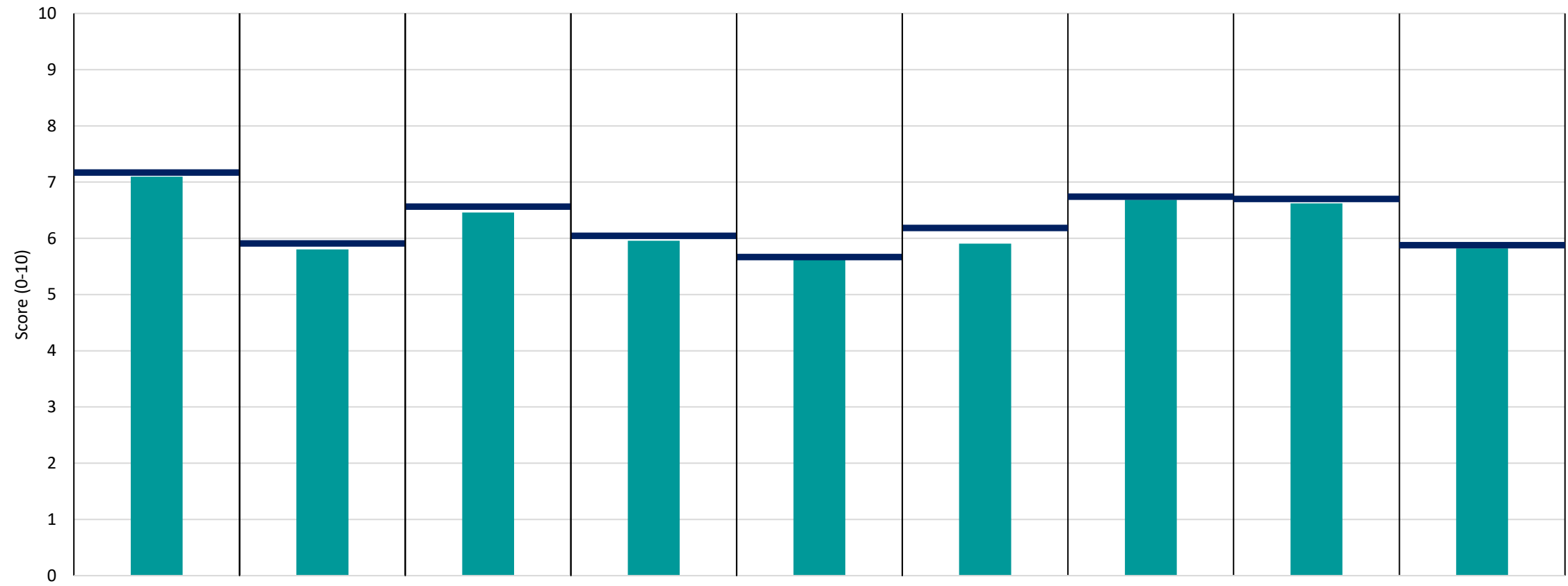
We are a team



Staff Engagement



Morale



Breakdown	7.10	5.80	6.46	5.96	5.64	5.90	6.69	6.62	5.82
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	402	404	402	401	388	402	403	404	404



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



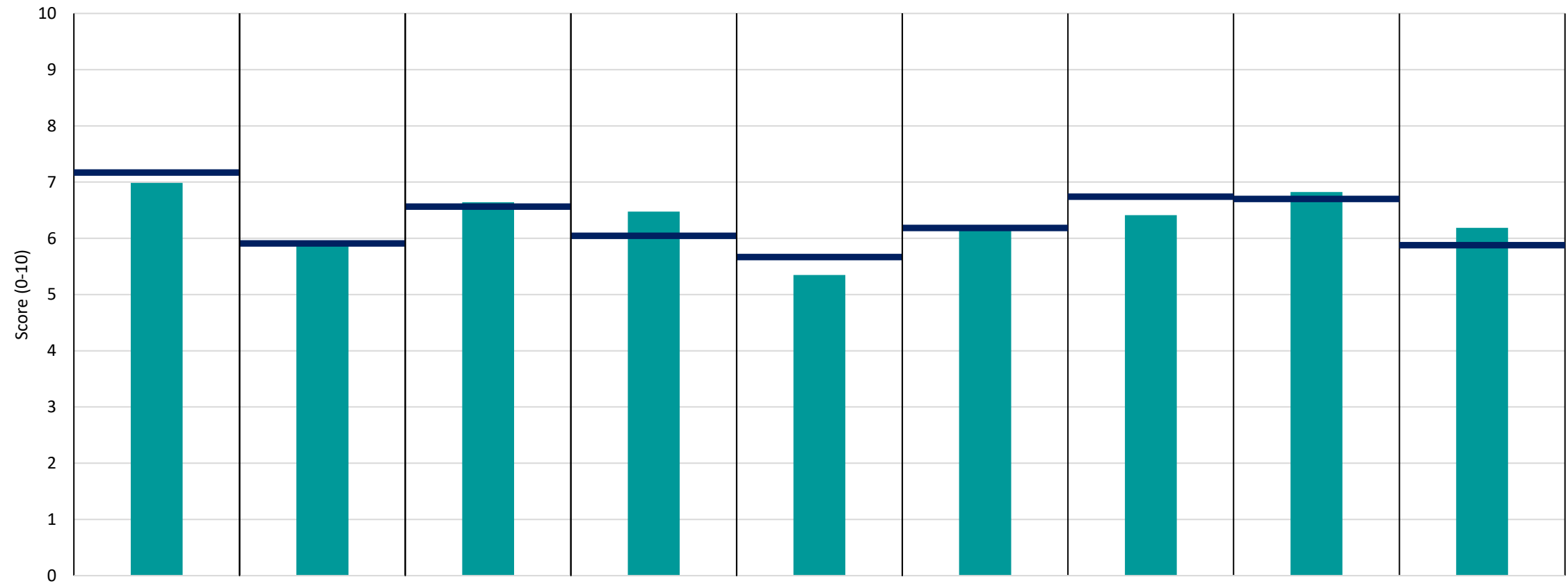
We are a team



Staff Engagement



Morale



Breakdown	6.98	5.96	6.64	6.48	5.35	6.23	6.41	6.83	6.19
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	392	397	369	377	331	387	390	395	396



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



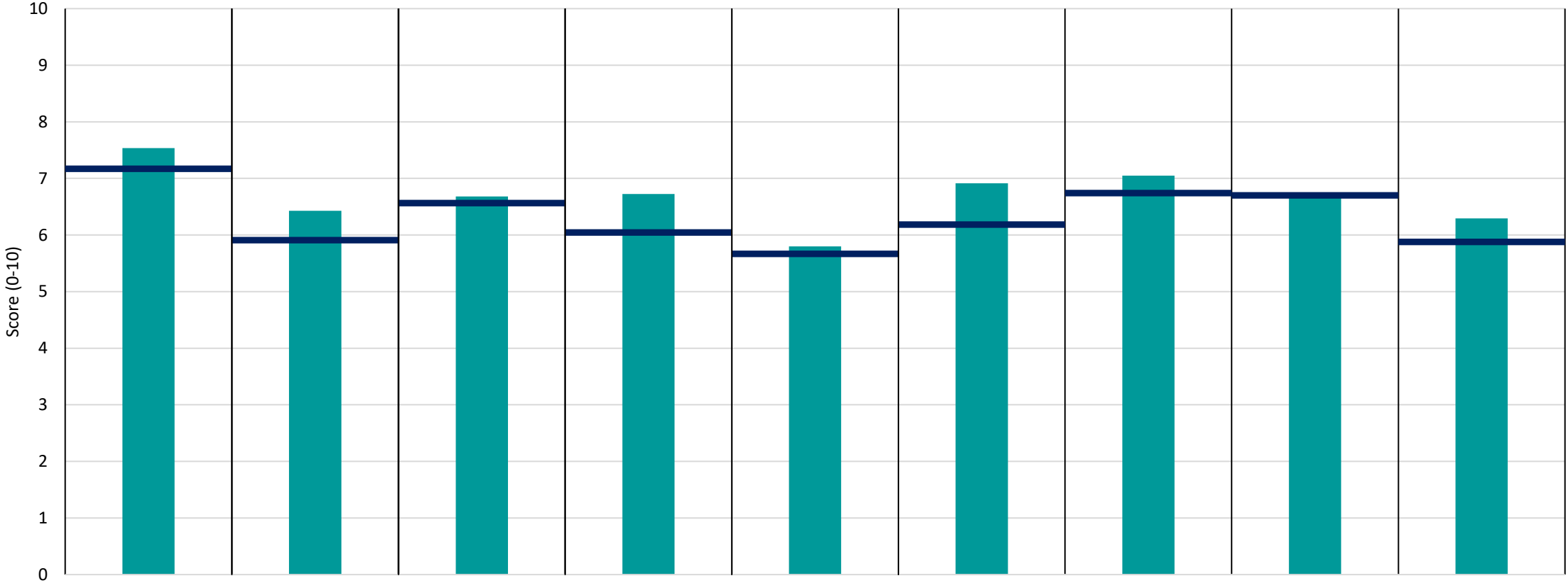
We are a team



Staff Engagement



Morale



Breakdown	7.53	6.43	6.68	6.73	5.80	6.91	7.05	6.71	6.29
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	92	92	90	91	92	92	92	92	92



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



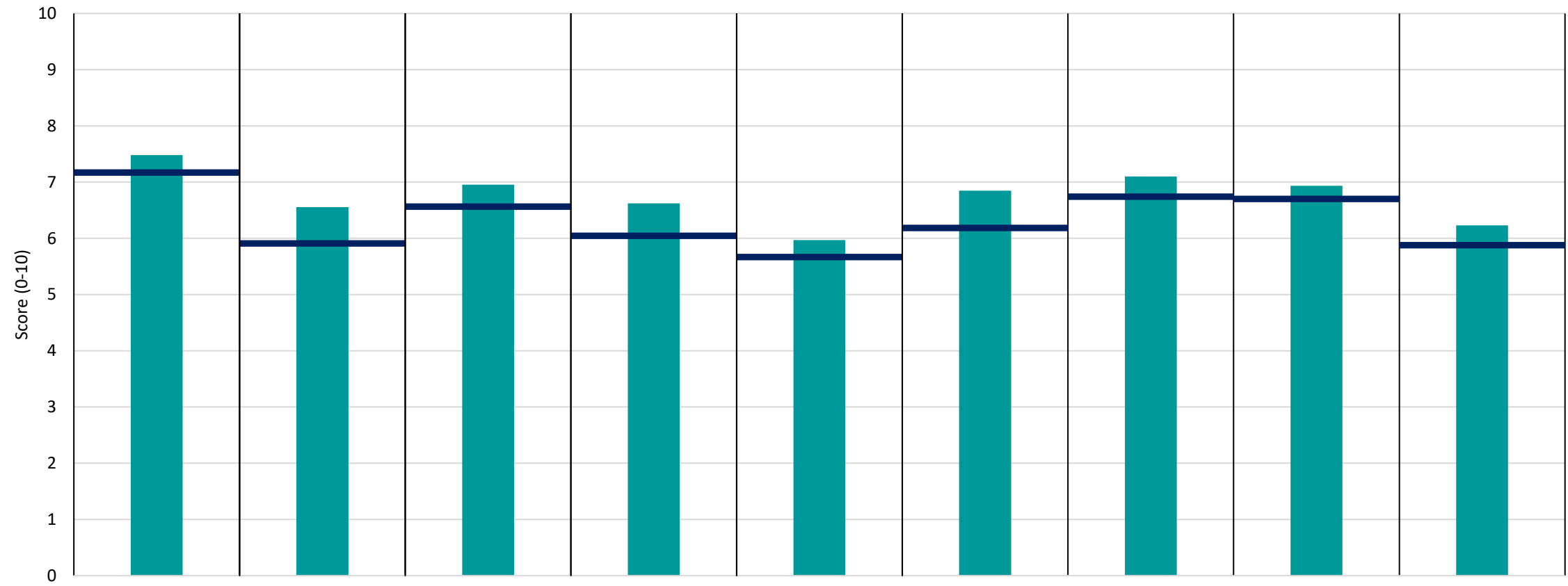
We are a team



Staff Engagement



Morale



Breakdown	7.48	6.55	6.95	6.62	5.97	6.85	7.10	6.94	6.23
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	143	143	142	143	141	143	142	143	143



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



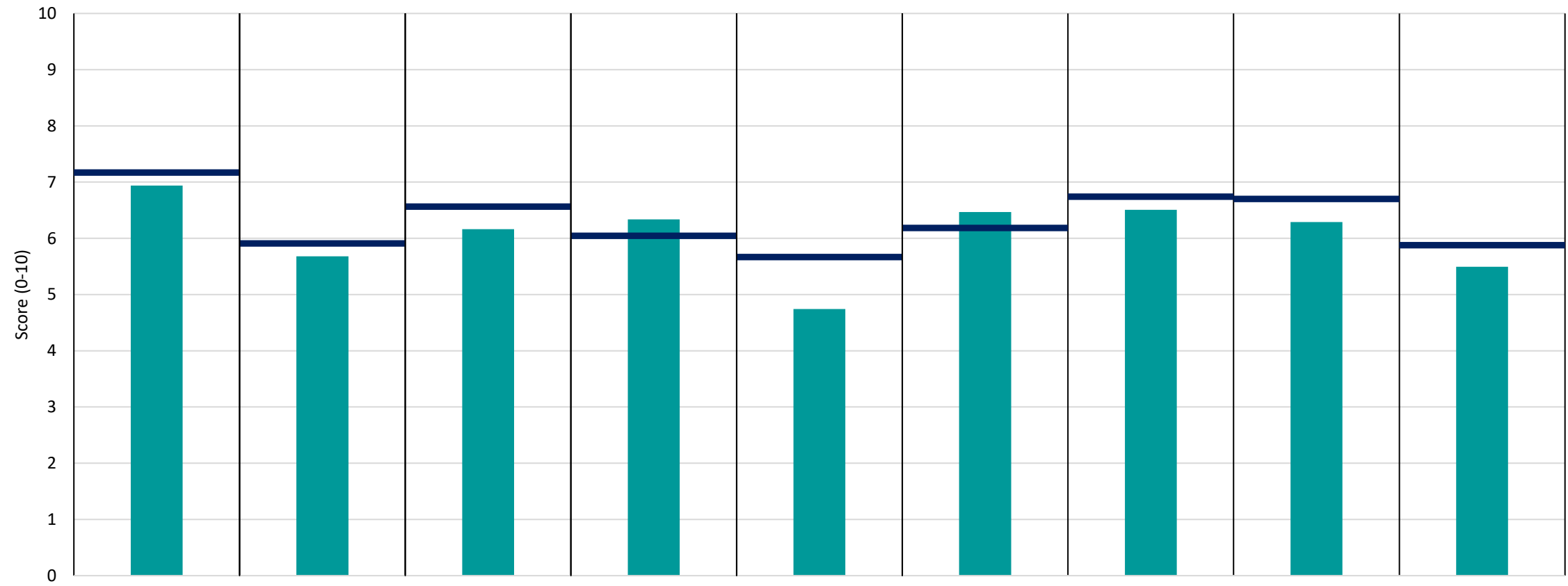
We are a team



Staff Engagement



Morale



Breakdown	6.94	5.68	6.16	6.34	4.74	6.47	6.51	6.29	5.49
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	126	127	125	125	121	124	126	127	127



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



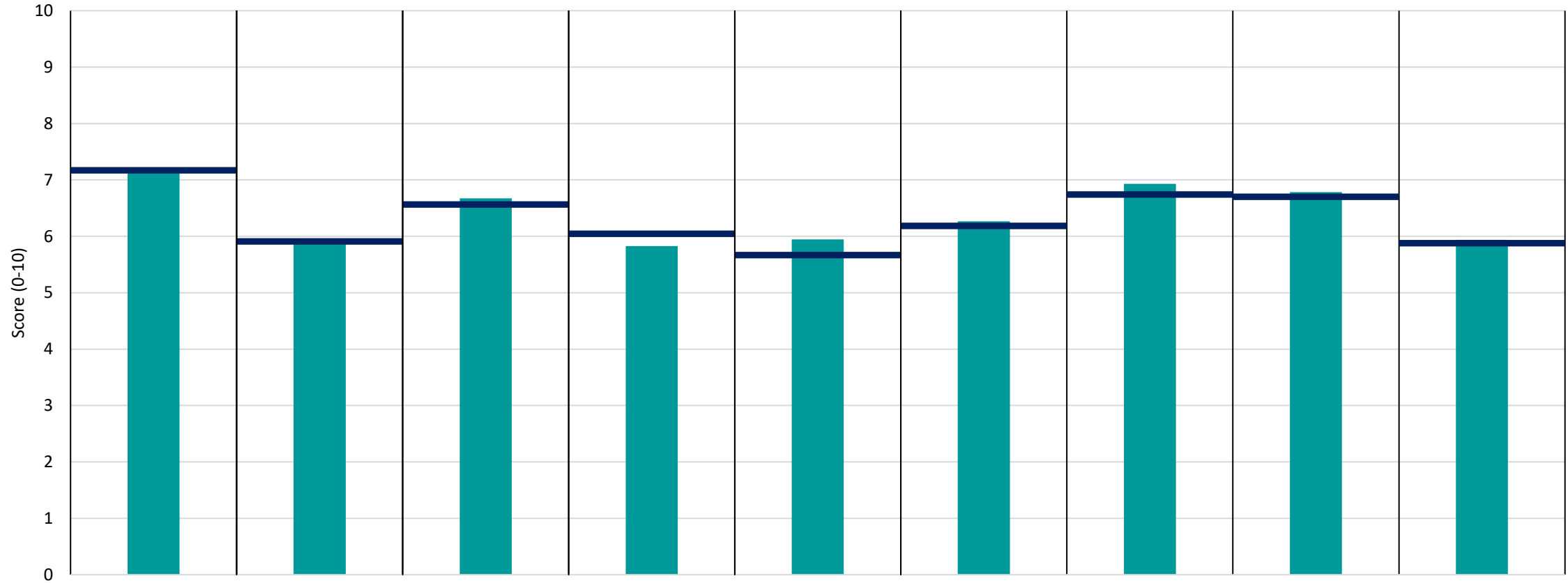
We are a team



Staff Engagement



Morale



Breakdown	7.16	5.90	6.67	5.83	5.94	6.27	6.93	6.78	5.94
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	457	458	453	456	444	454	457	458	457



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



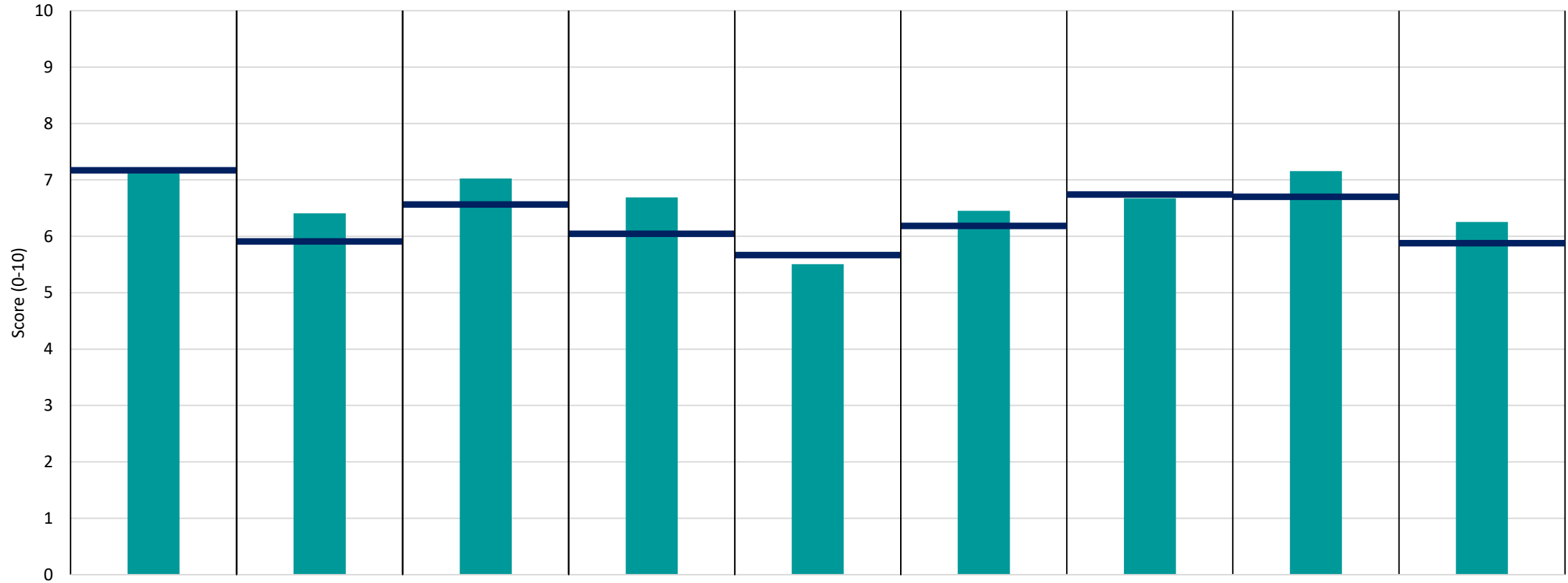
We are a team



Staff Engagement



Morale



Breakdown	7.11	6.41	7.03	6.69	5.51	6.45	6.68	7.15	6.26
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	41	41	41	41	41	41	40	41	41



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



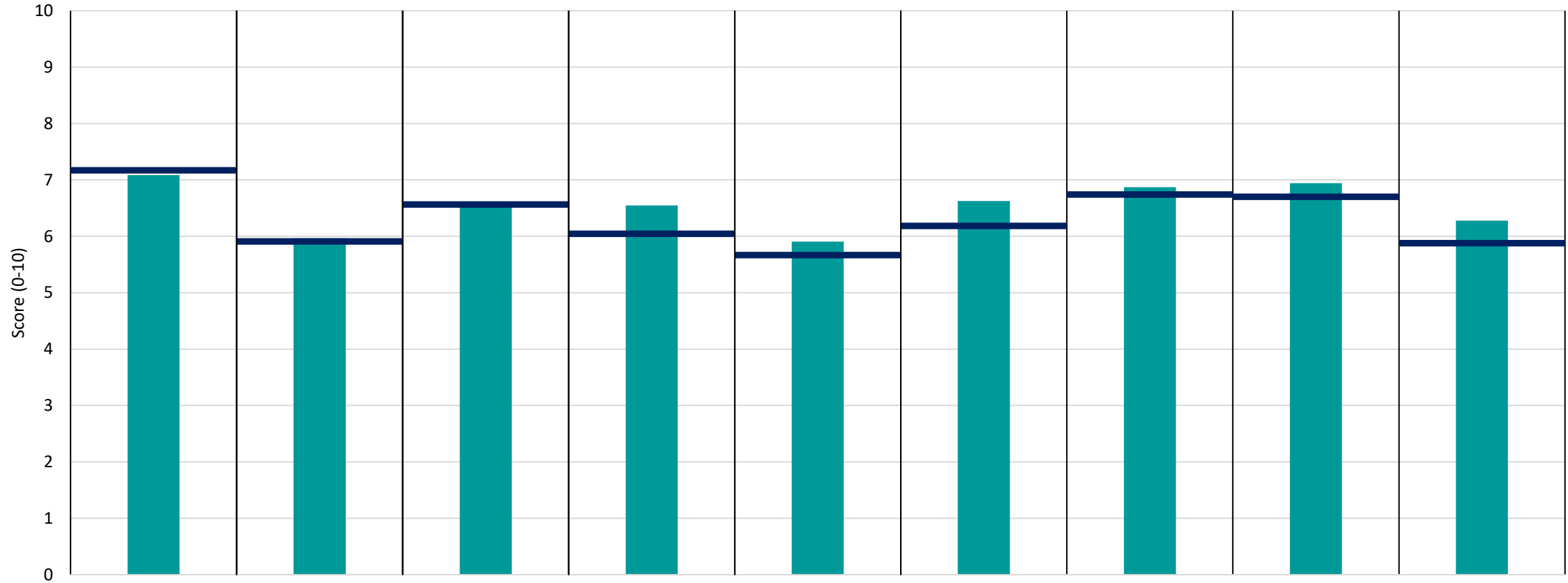
We are a team



Staff Engagement



Morale



Breakdown	7.08	5.96	6.54	6.55	5.90	6.62	6.87	6.94	6.28
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	84	84	82	80	80	84	84	83	84



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



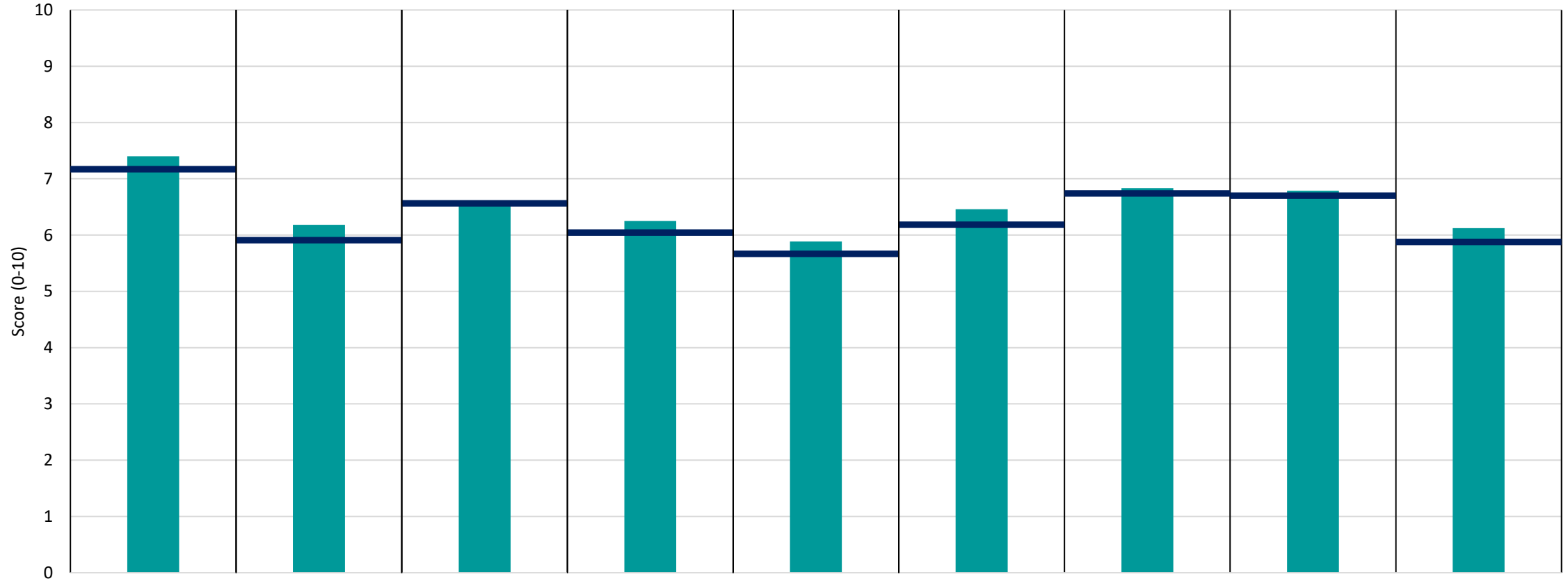
We are a team



Staff Engagement



Morale



Breakdown	7.40	6.18	6.56	6.25	5.89	6.46	6.84	6.79	6.12
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	192	192	191	191	184	190	192	192	192



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



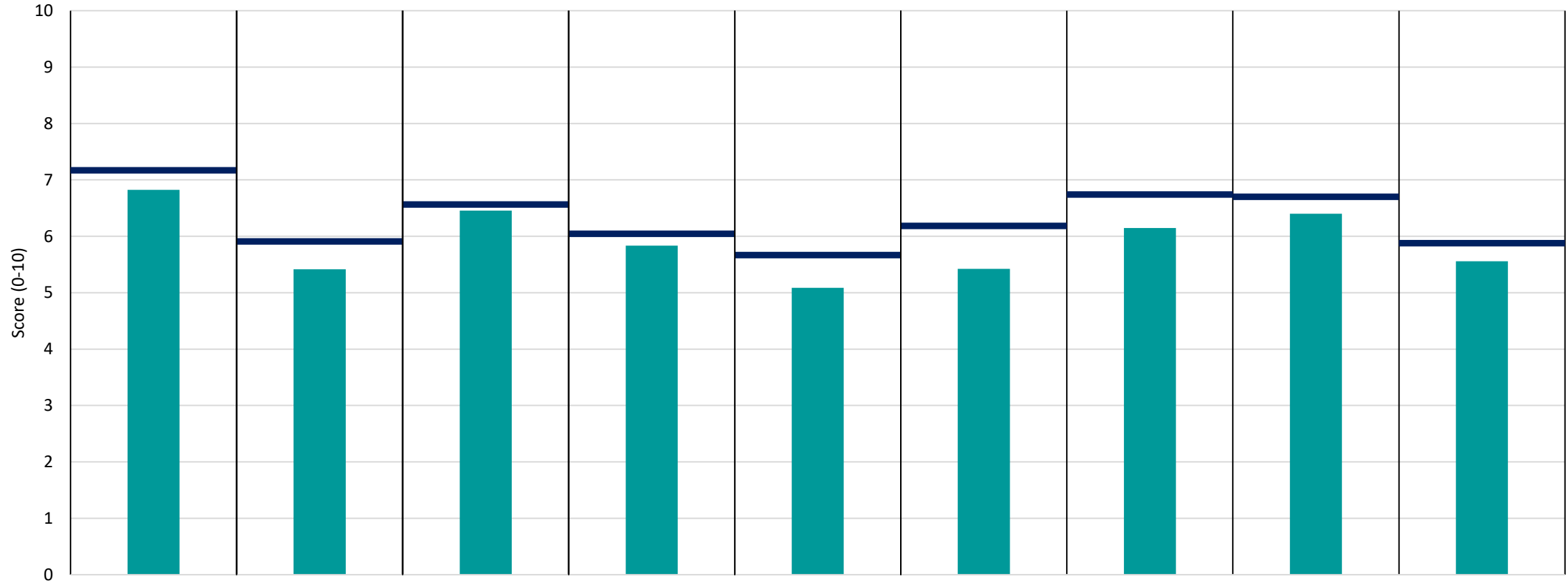
We are a team



Staff Engagement



Morale



Breakdown	6.83	5.41	6.46	5.84	5.09	5.42	6.15	6.40	5.56
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	151	151	149	150	147	151	151	151	151



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



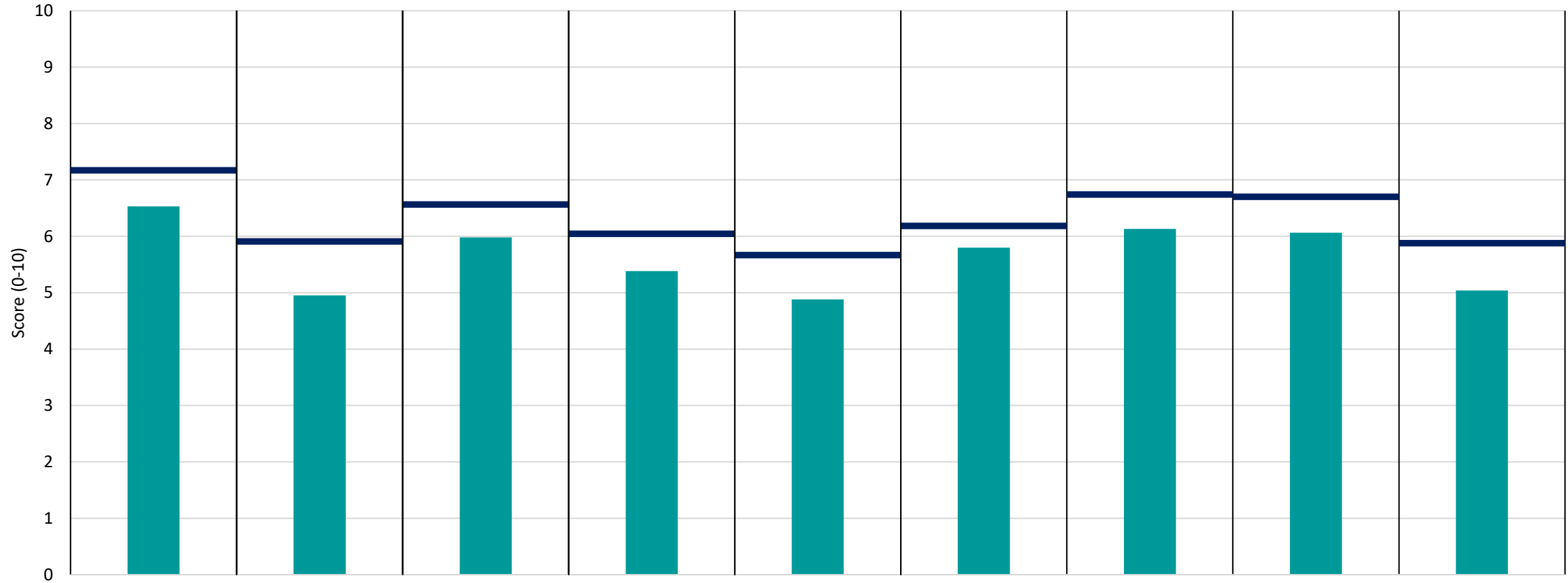
We are a team



Staff Engagement



Morale



Breakdown	6.53	4.95	5.98	5.38	4.88	5.80	6.13	6.06	5.04
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	93	92	93	93	89	92	93	93	93



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



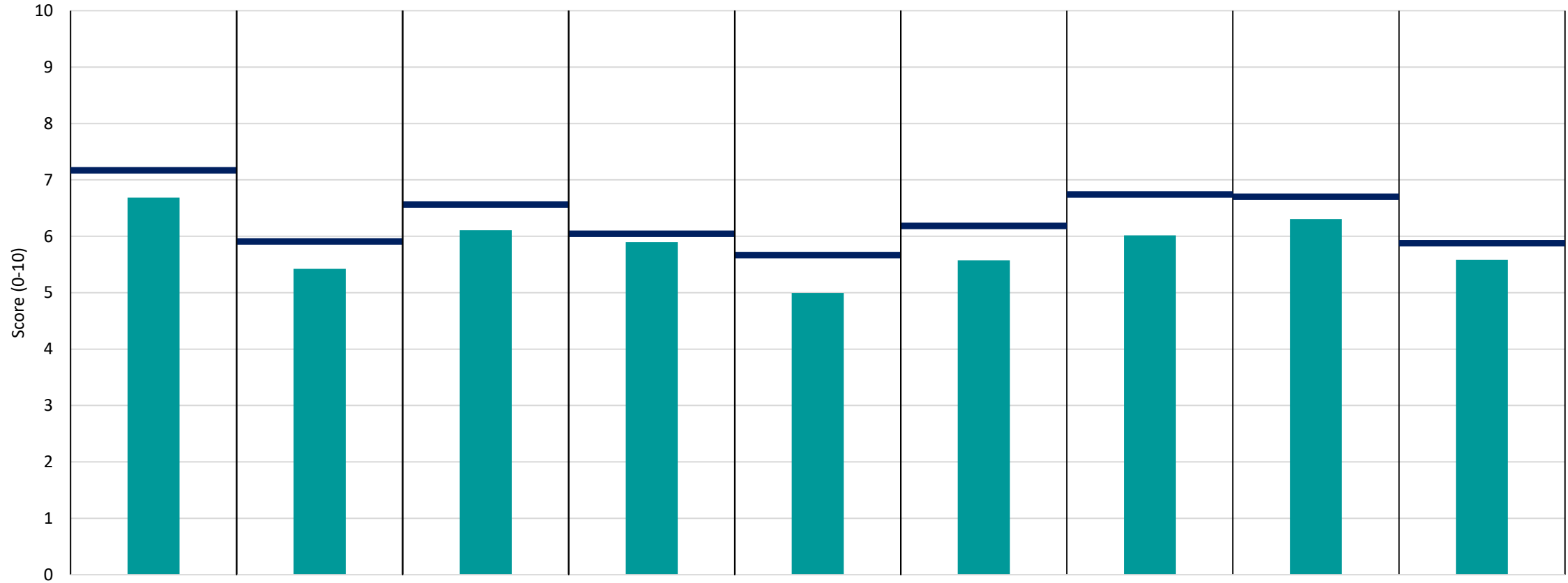
We are a team



Staff Engagement



Morale



Breakdown	6.68	5.42	6.11	5.90	5.00	5.57	6.02	6.30	5.58
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	151	153	149	150	149	153	153	153	153



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



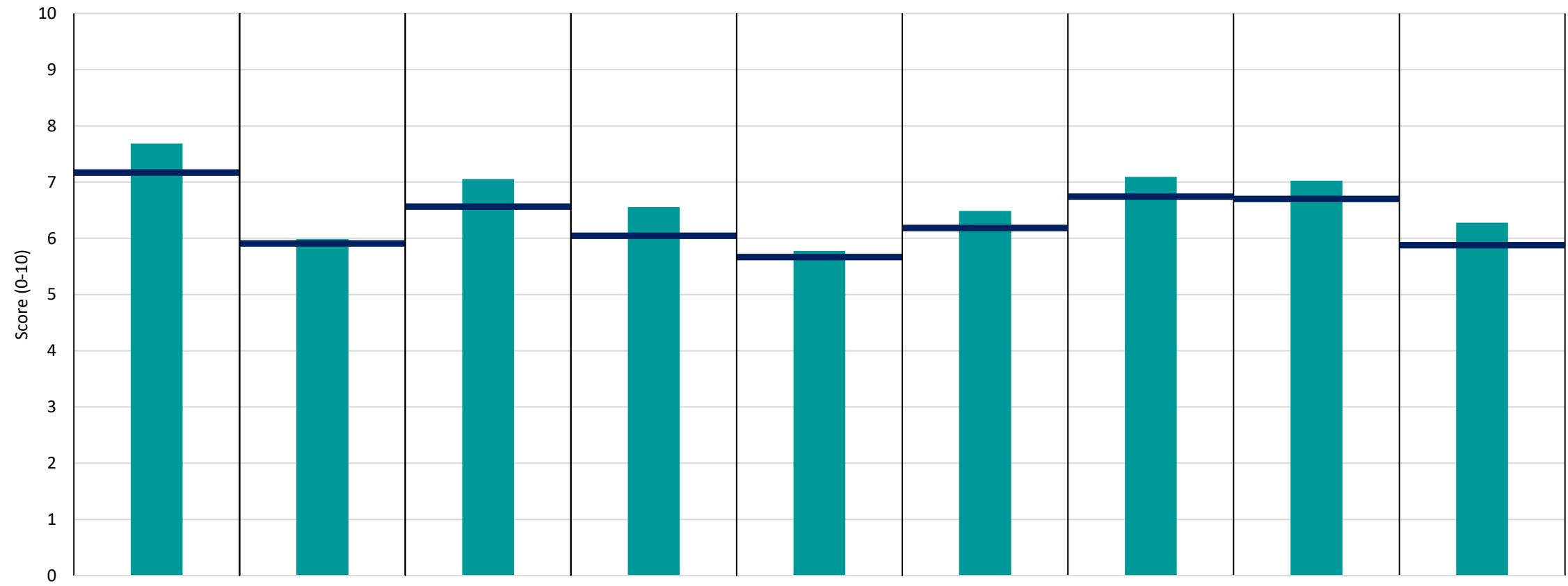
We are a team



Staff Engagement



Morale



Breakdown	7.69	5.99	7.05	6.56	5.78	6.49	7.09	7.02	6.28
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	102	102	101	102	96	101	102	102	102



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



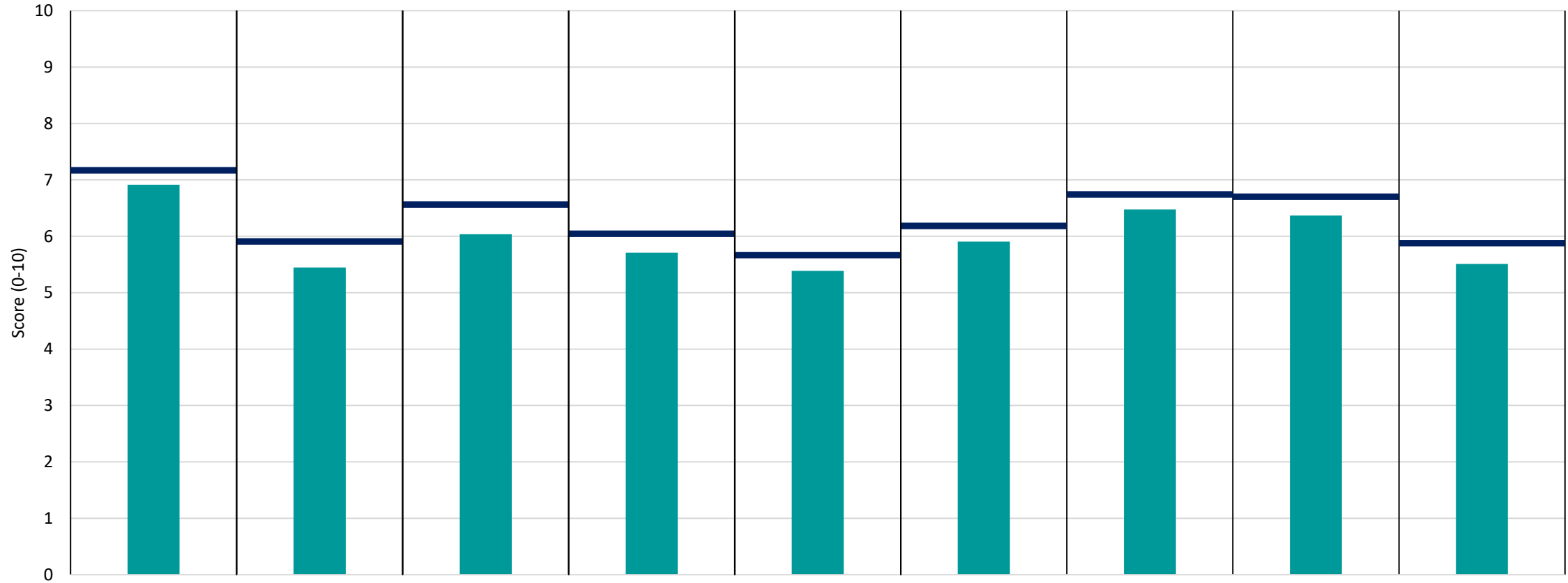
We are a team



Staff Engagement



Morale



Breakdown	6.91	5.45	6.04	5.71	5.39	5.91	6.48	6.37	5.51
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	132	132	131	132	127	132	131	133	132



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



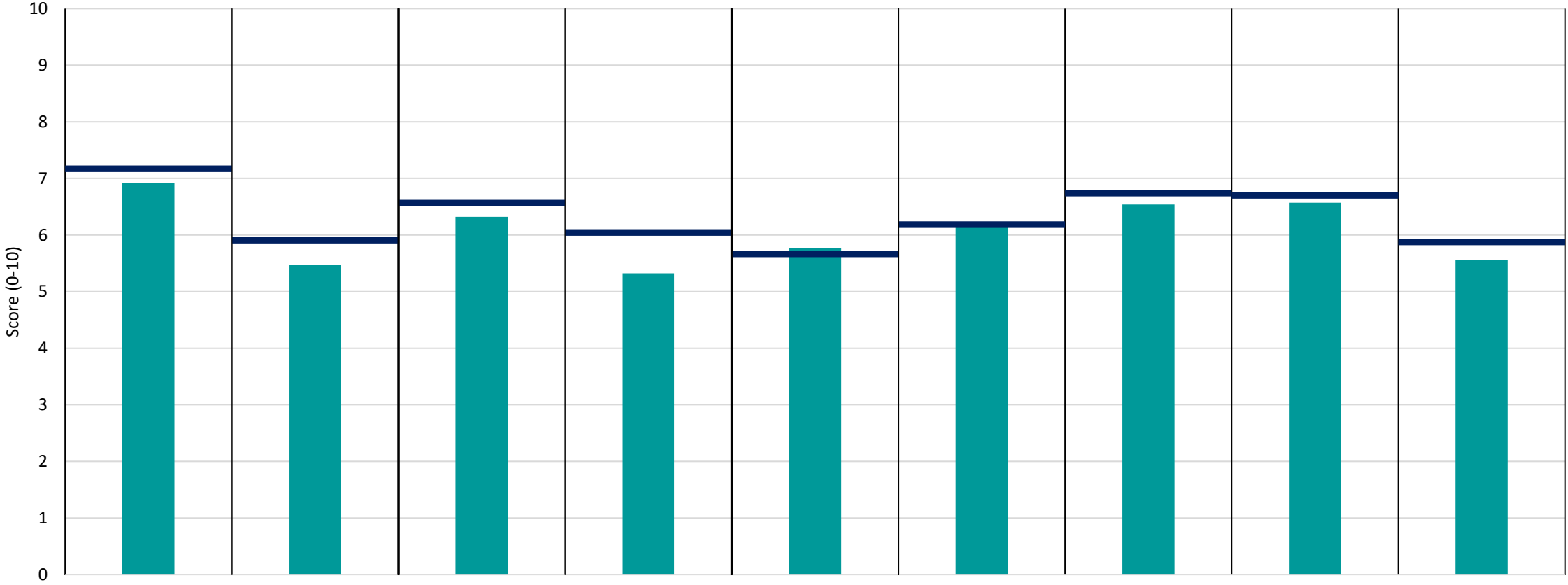
We are a team



Staff Engagement



Morale



Breakdown	6.92	5.48	6.32	5.32	5.78	6.17	6.54	6.57	5.56
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	318	318	314	313	301	314	318	319	319



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



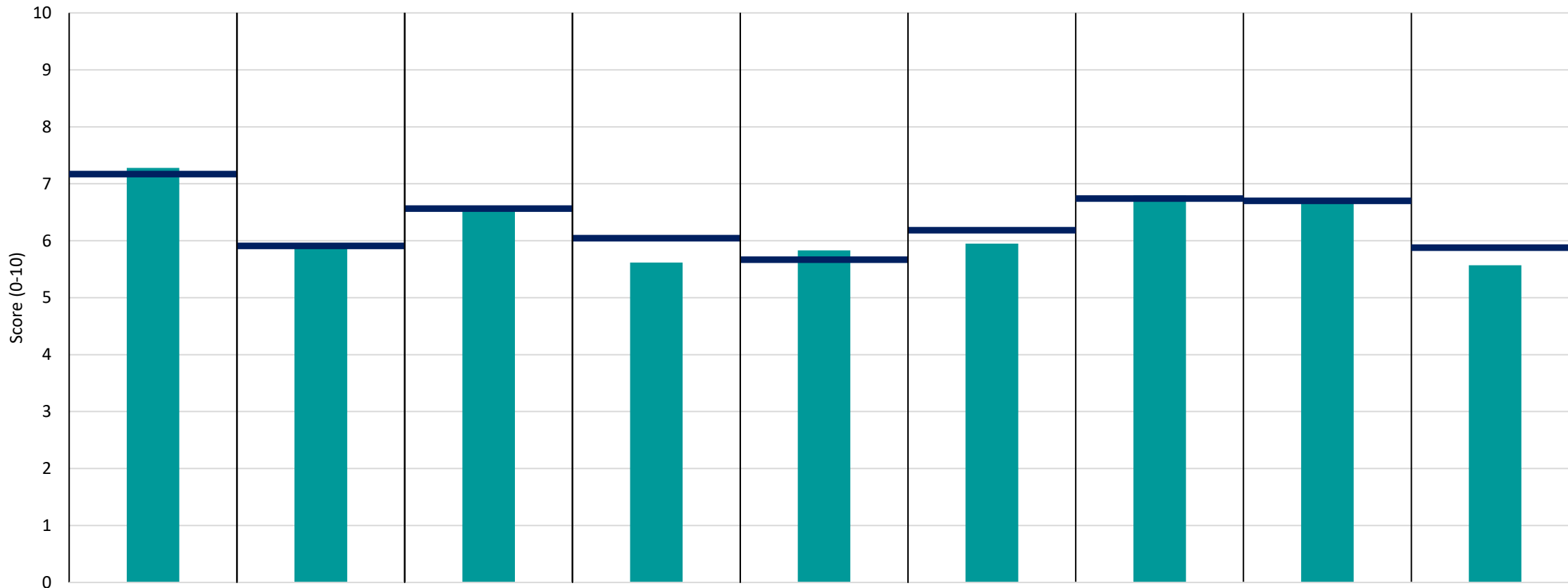
We are a team



Staff Engagement



Morale



Breakdown	7.28	5.86	6.52	5.62	5.83	5.95	6.79	6.75	5.57
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	162	162	162	162	160	161	161	162	162

Breakdowns 2

East Sussex Healthcare NHS Trust
2024 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



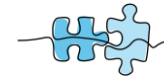
We are safe and
healthy



We are always
learning



We work flexibly



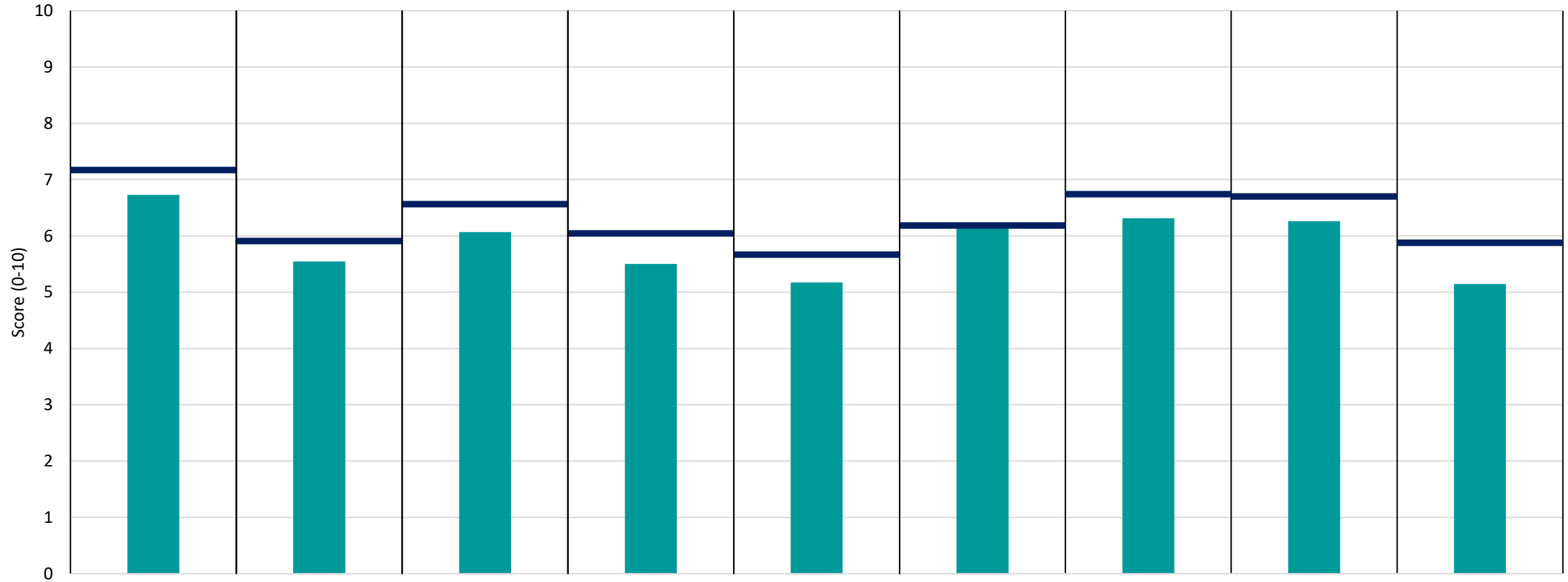
We are a team



Staff Engagement



Morale



Breakdown	6.73	5.54	6.07	5.50	5.17	6.21	6.31	6.26	5.15
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	71	71	71	71	66	71	71	71	71



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



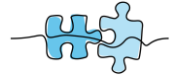
We are safe and
healthy



We are always
learning



We work flexibly



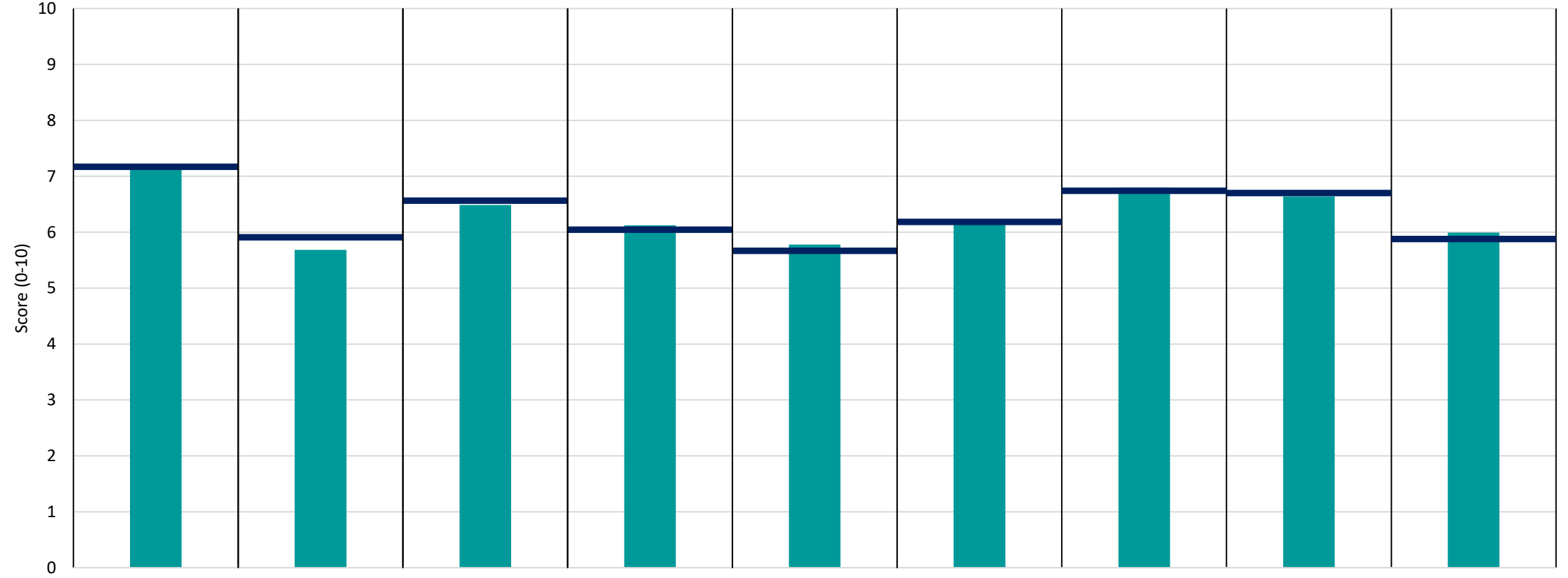
We are a team



Staff Engagement



Morale



Breakdown	7.21	5.68	6.49	6.12	5.78	6.22	6.80	6.64	5.99
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	700	701	692	692	668	698	700	700	701



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



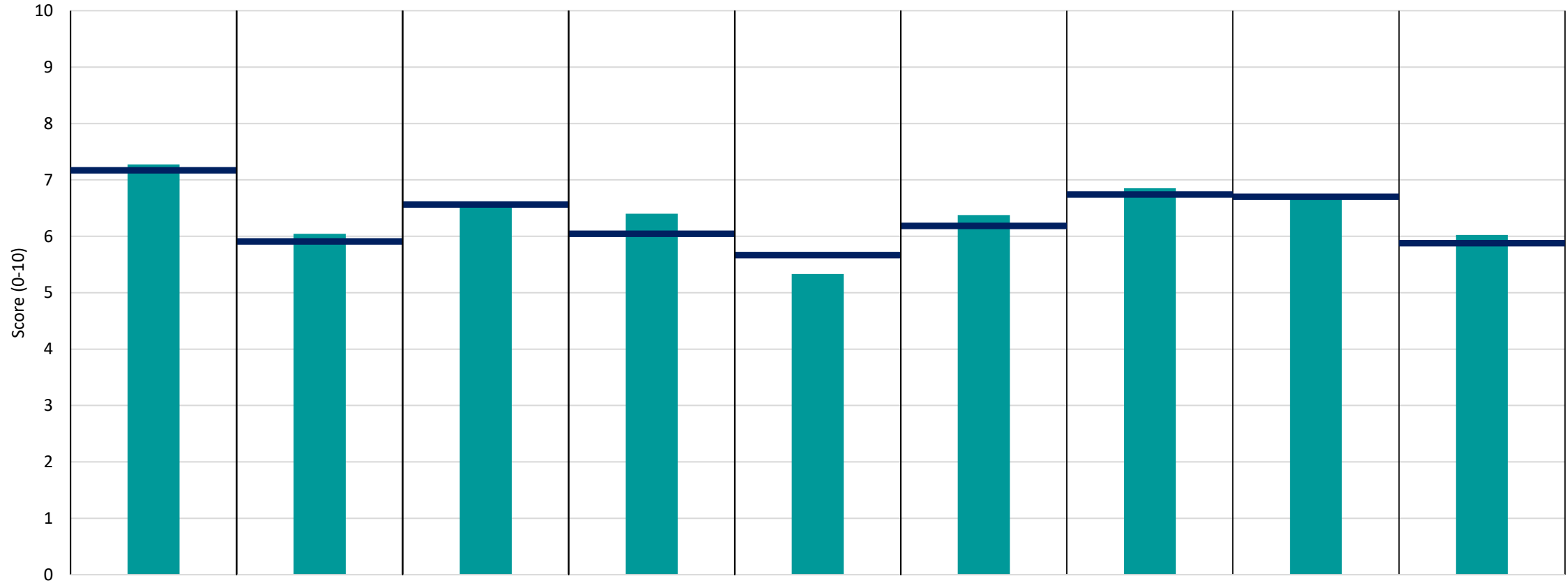
We are a team



Staff Engagement



Morale



Breakdown	7.27	6.04	6.57	6.40	5.33	6.38	6.85	6.66	6.03
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	1150	1153	1135	1145	1112	1145	1150	1153	1152



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



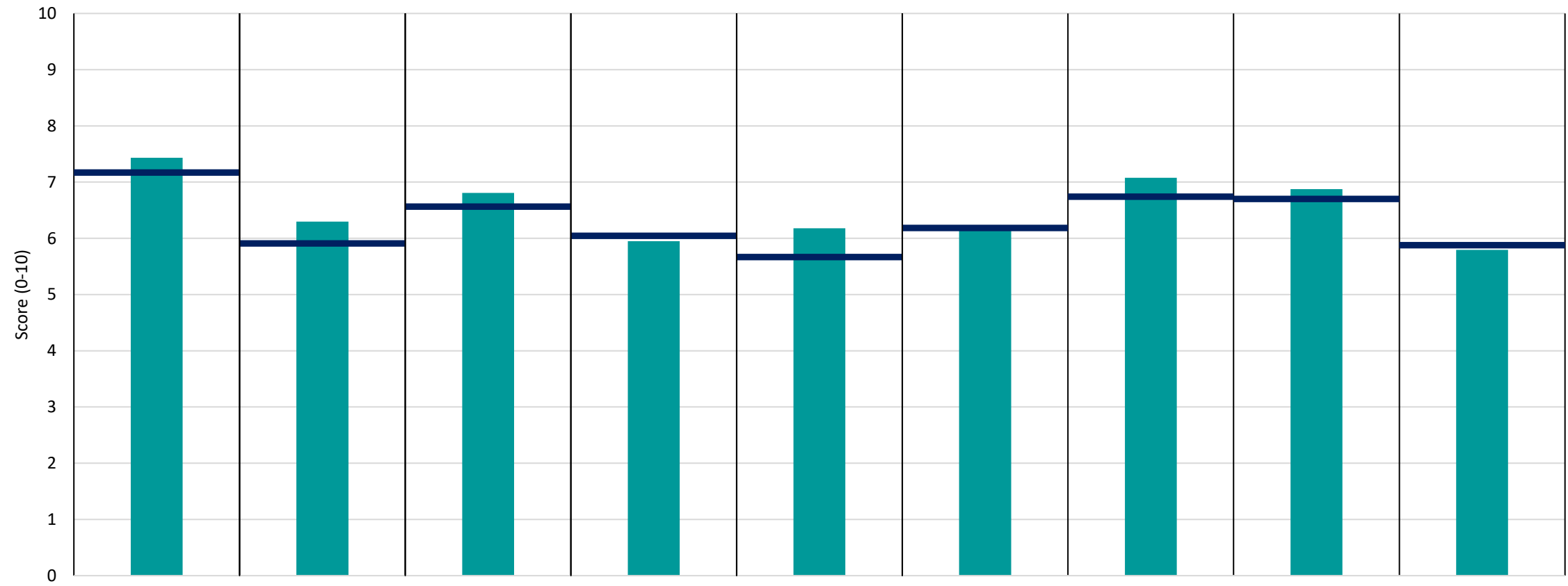
We are a team



Staff Engagement



Morale



Breakdown	7.43	6.30	6.81	5.95	6.18	6.23	7.08	6.87	5.80
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	358	359	356	357	354	357	356	359	359



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



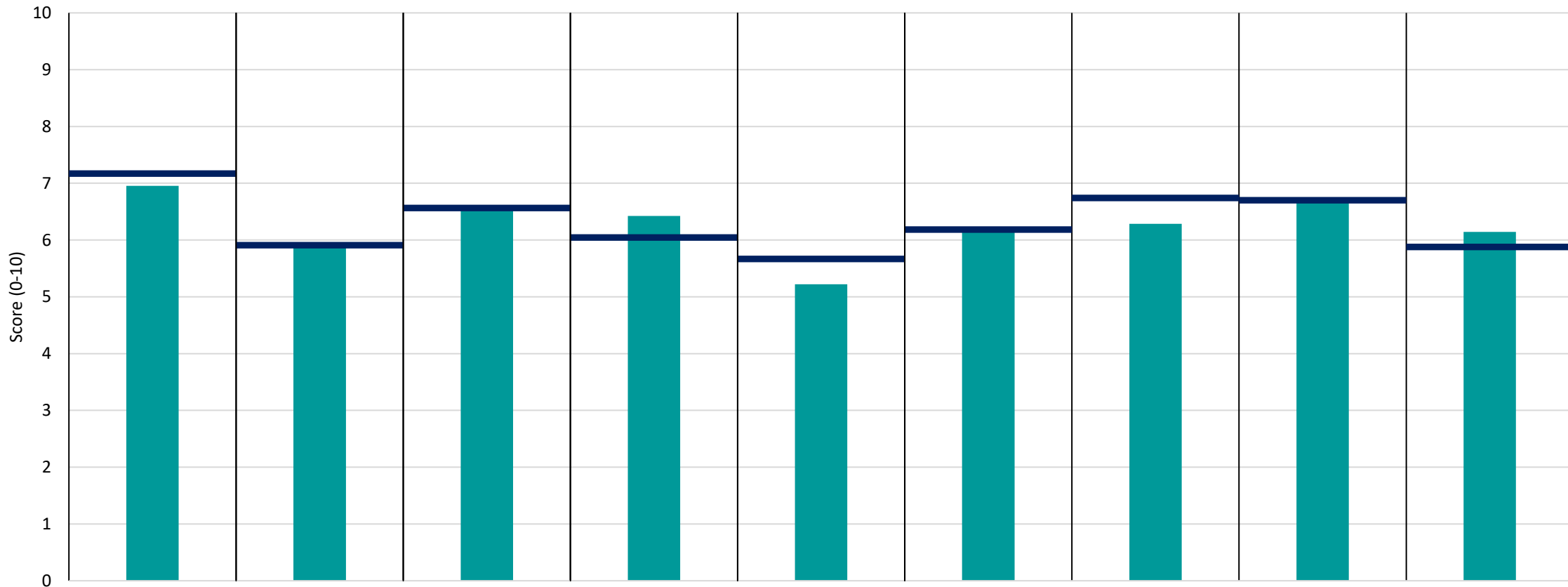
We are a team



Staff Engagement



Morale



Breakdown	6.95	5.88	6.59	6.42	5.22	6.18	6.29	6.70	6.15
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	354	359	331	340	296	348	352	357	358



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



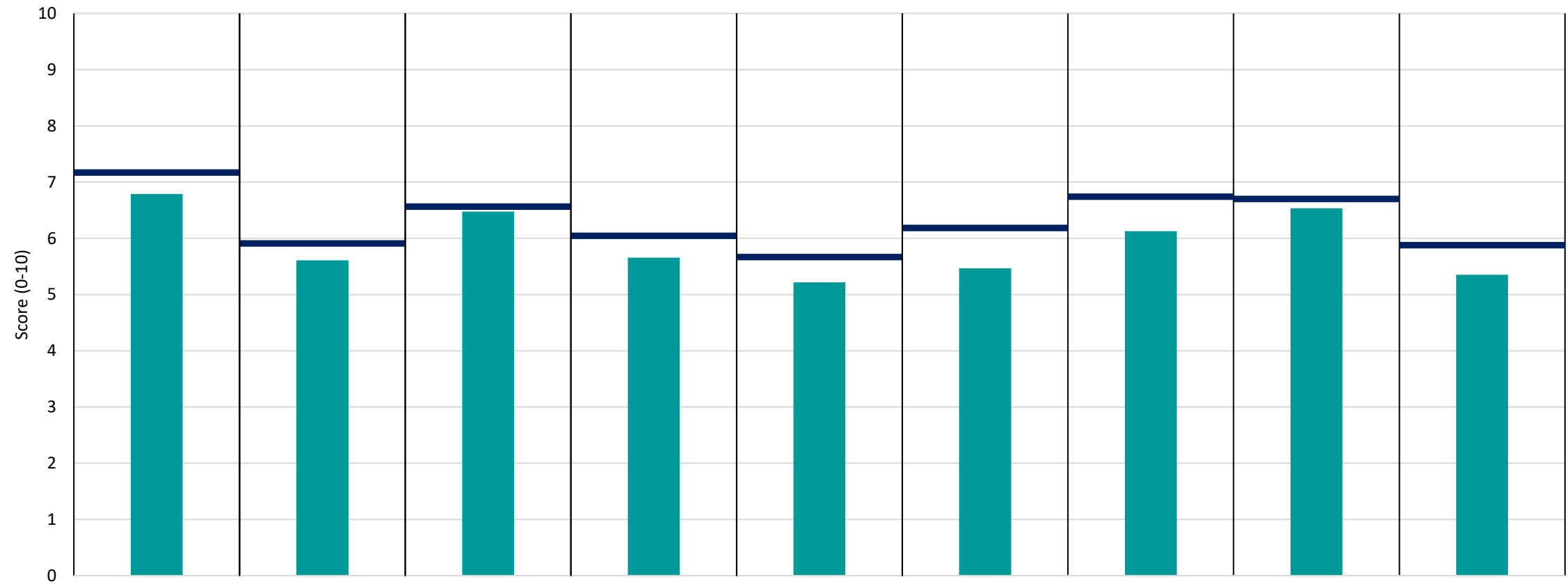
We are a team



Staff Engagement



Morale



Breakdown	6.79	5.61	6.48	5.66	5.22	5.47	6.13	6.54	5.35
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	106	106	106	105	100	106	106	106	106



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



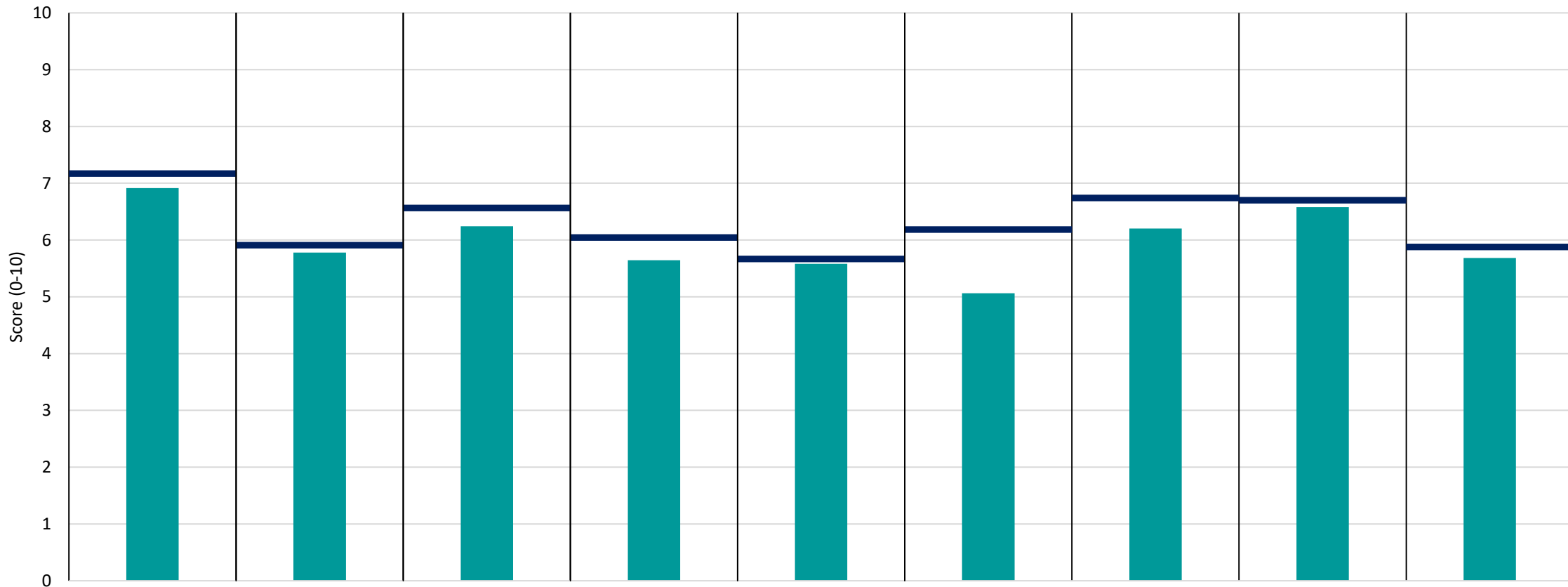
We are a team



Staff Engagement



Morale



Breakdown	6.92	5.78	6.24	5.64	5.58	5.06	6.20	6.58	5.68
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	226	226	224	225	220	226	225	226	226



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



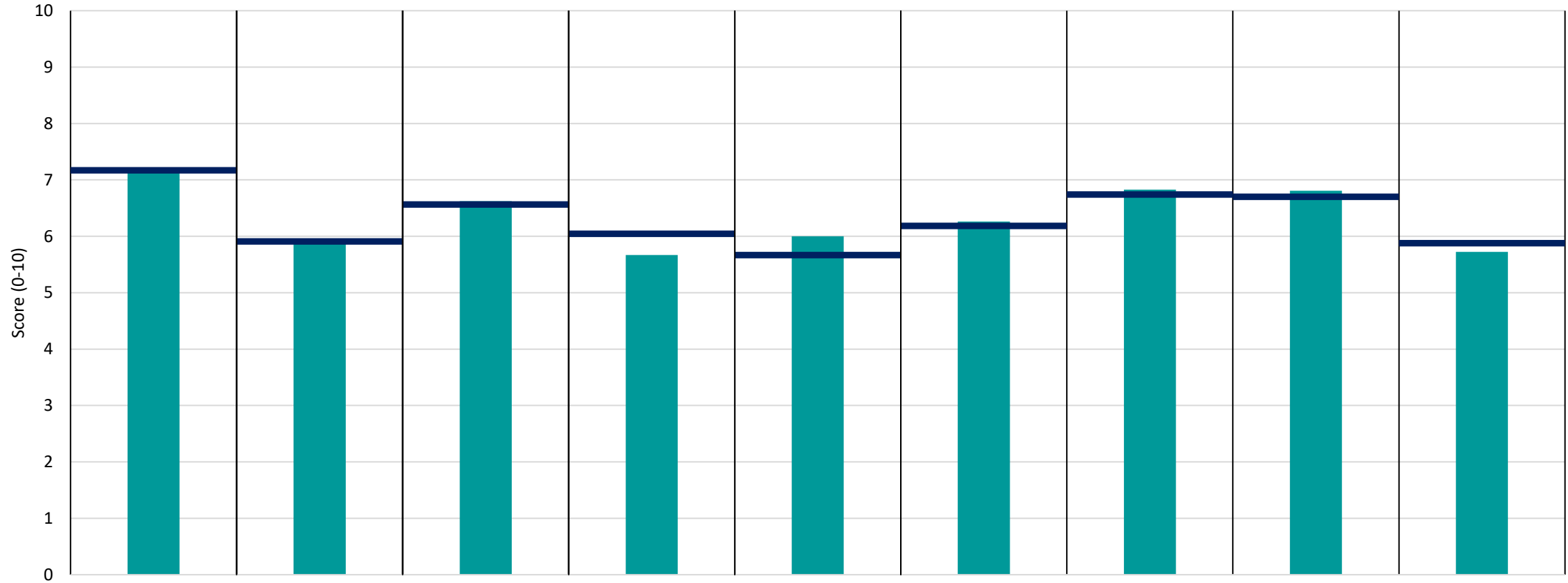
We are a team



Staff Engagement



Morale



Breakdown	7.13	5.88	6.62	5.67	6.00	6.26	6.83	6.81	5.72
Your org	7.17	5.91	6.56	6.05	5.67	6.18	6.74	6.70	5.88
Responses	1027	1029	1026	1026	1002	1022	1026	1032	1031