



Derbyshire Healthcare NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Corporate Services</u>	<u>6</u>
<u>Operational Services</u>	<u>7</u>

<u>Adult Care Acute</u>	9
<u>Adult Care Community</u>	10
<u>Business Improvement +Transformation</u>	11
<u>Children's Services</u>	12
<u>Clinical Serv Management</u>	13
<u>Corporate Central</u>	14
<u>Estates + Facilities</u>	15
<u>F+R and Specialist Services</u>	16
<u>Finance Services</u>	17
<u>Med Education & CRD</u>	18
<u>Neuro Developmental</u>	19
<u>Nursing + Quality</u>	20
<u>Older Peoples Care</u>	21
<u>Ops Support</u>	22
<u>People + Inclusion</u>	23
<u>Psychology</u>	24

This breakdown report for Derbyshire Healthcare 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.

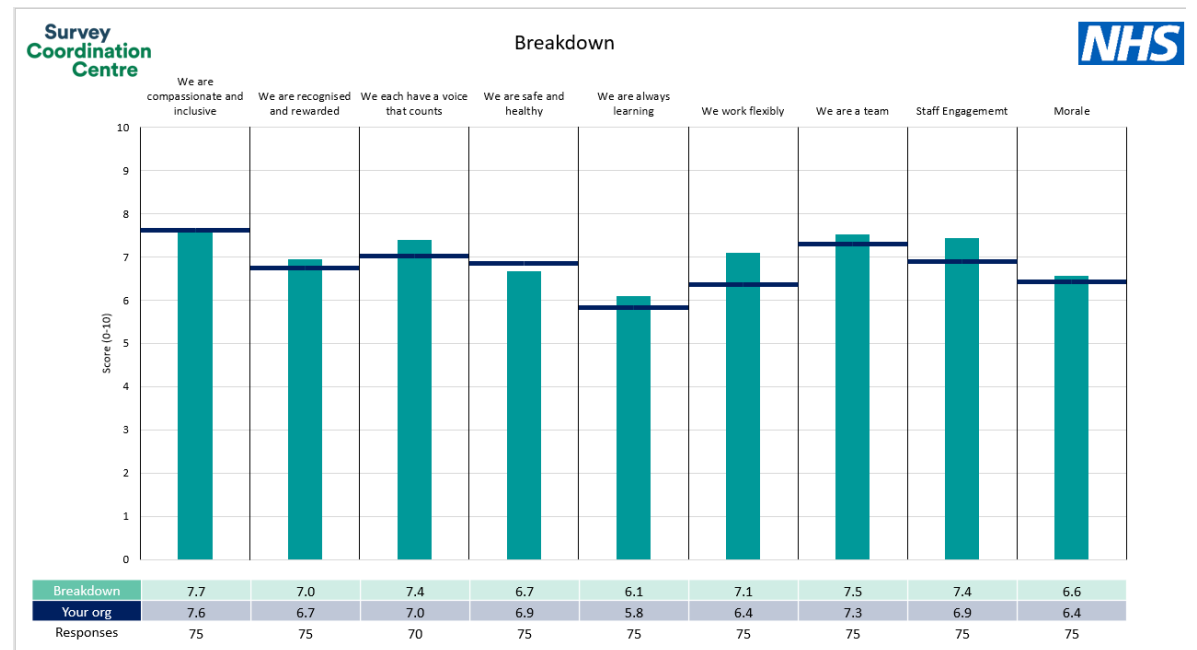
The breakdowns used in this report were provided and defined by Derbyshire Healthcare NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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

Derbyshire Healthcare 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



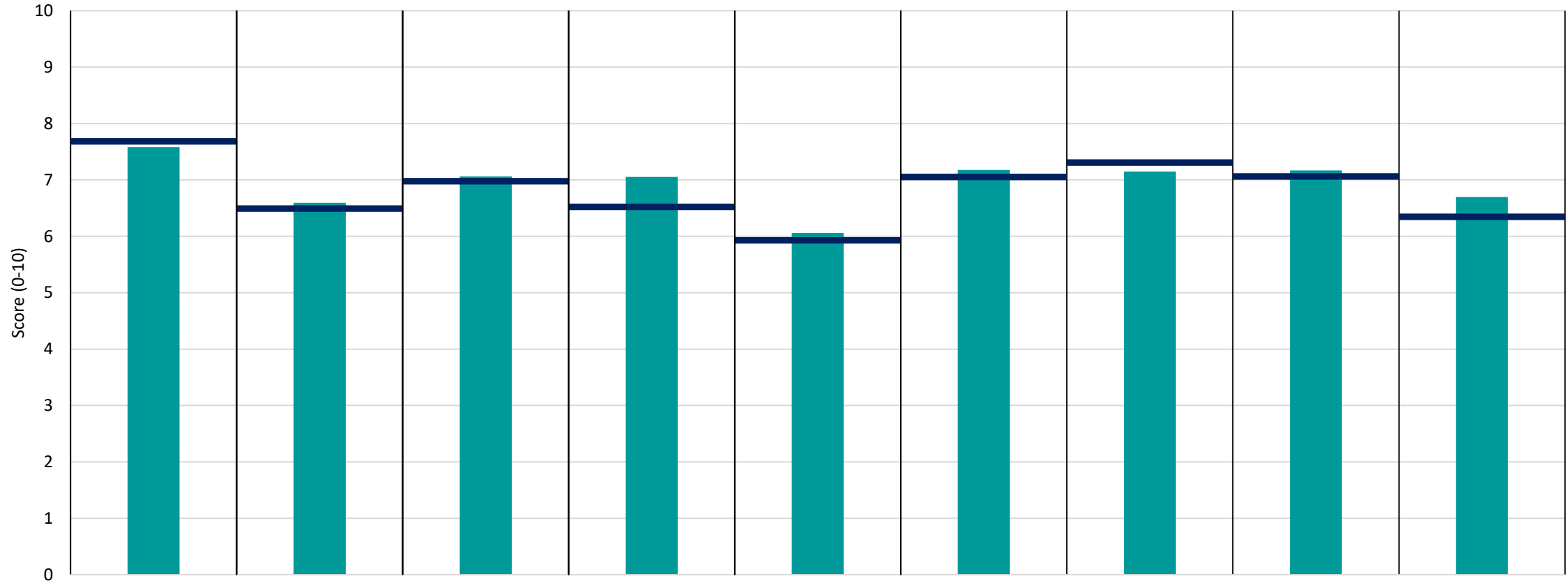
We are a team



Staff Engagement



Morale



Breakdown	7.58	6.60	7.06	7.05	6.06	7.18	7.15	7.17	6.70
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	381	381	378	377	357	379	379	381	381



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



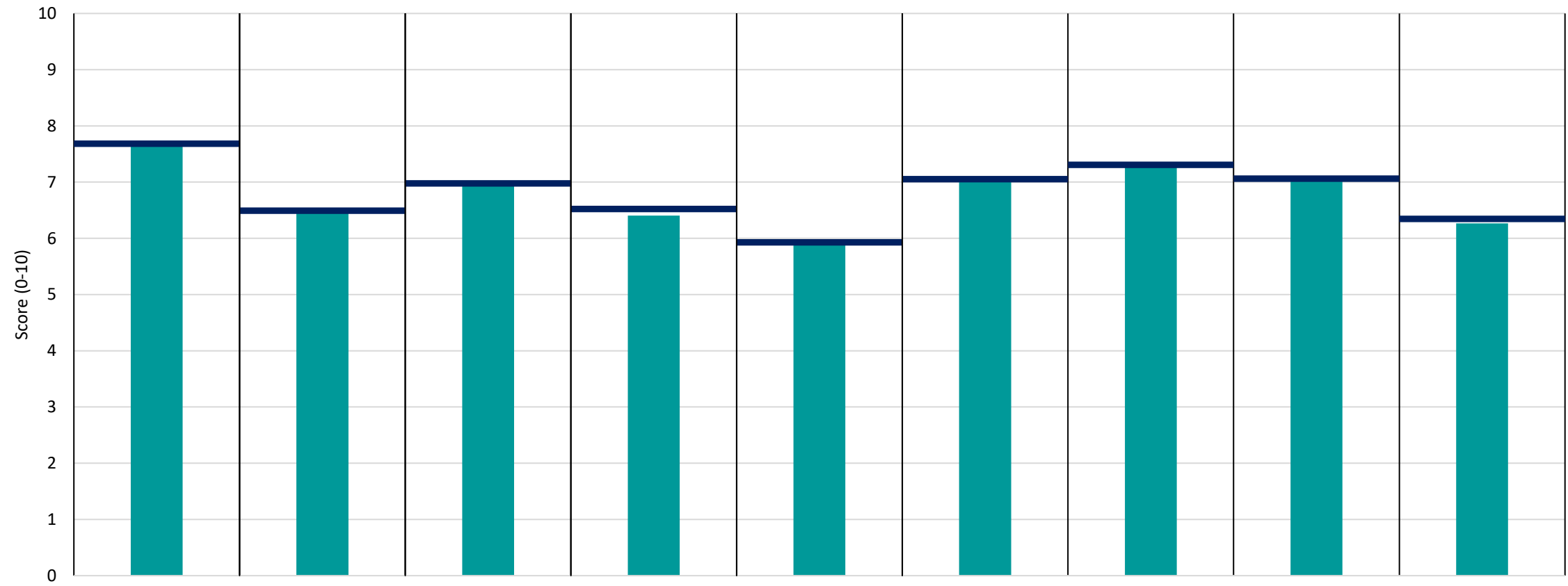
We are a team



Staff Engagement



Morale



Breakdown	7.71	6.47	6.96	6.40	5.90	7.02	7.34	7.04	6.27
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	1696	1695	1685	1686	1582	1687	1693	1695	1696

Breakdowns 2

Derbyshire Healthcare 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



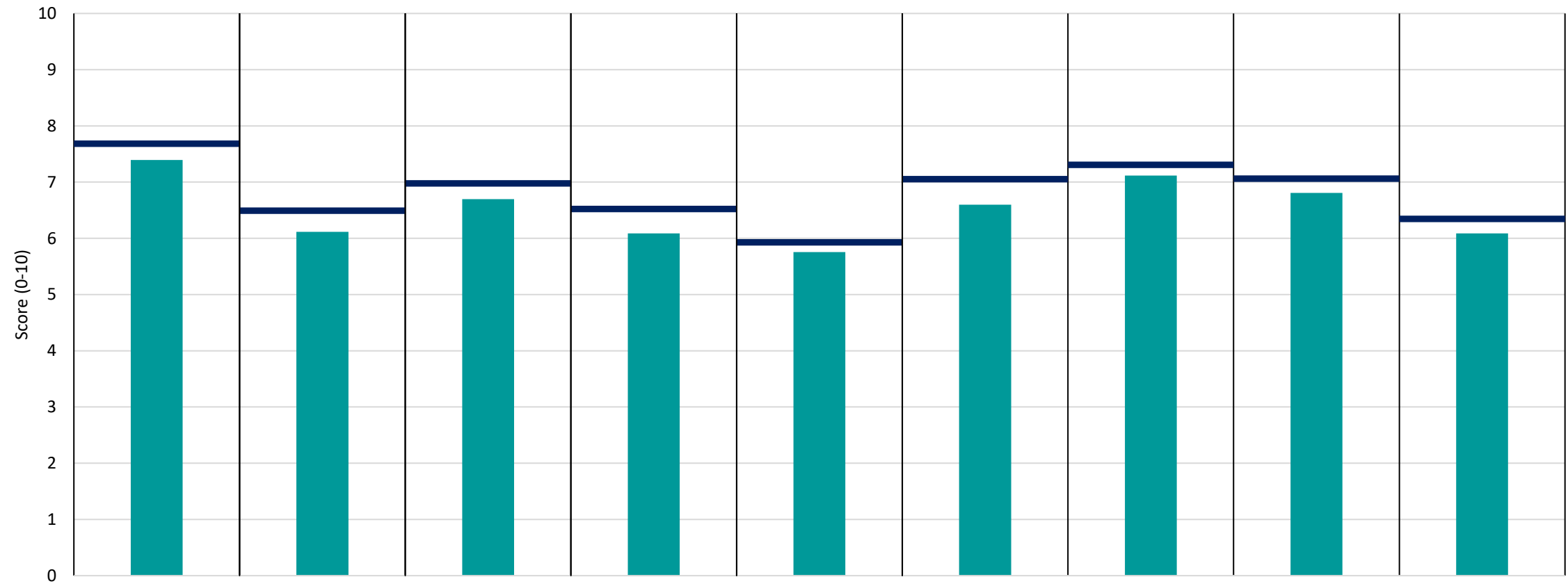
We are a team



Staff Engagement



Morale



Breakdown	7.39	6.12	6.70	6.09	5.76	6.60	7.12	6.81	6.09
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	277	277	276	276	255	274	277	276	277



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



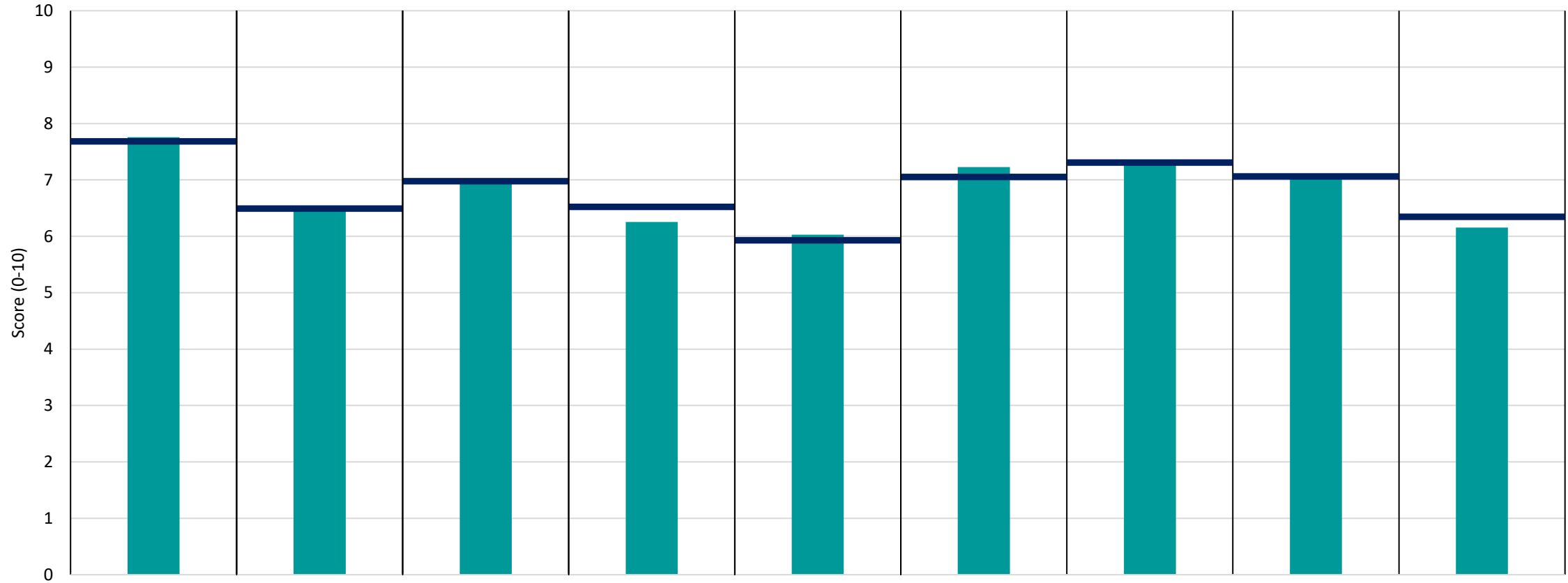
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.46	7.01	6.25	6.03	7.23	7.29	7.04	6.15
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	318	318	317	316	289	318	318	318	318



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



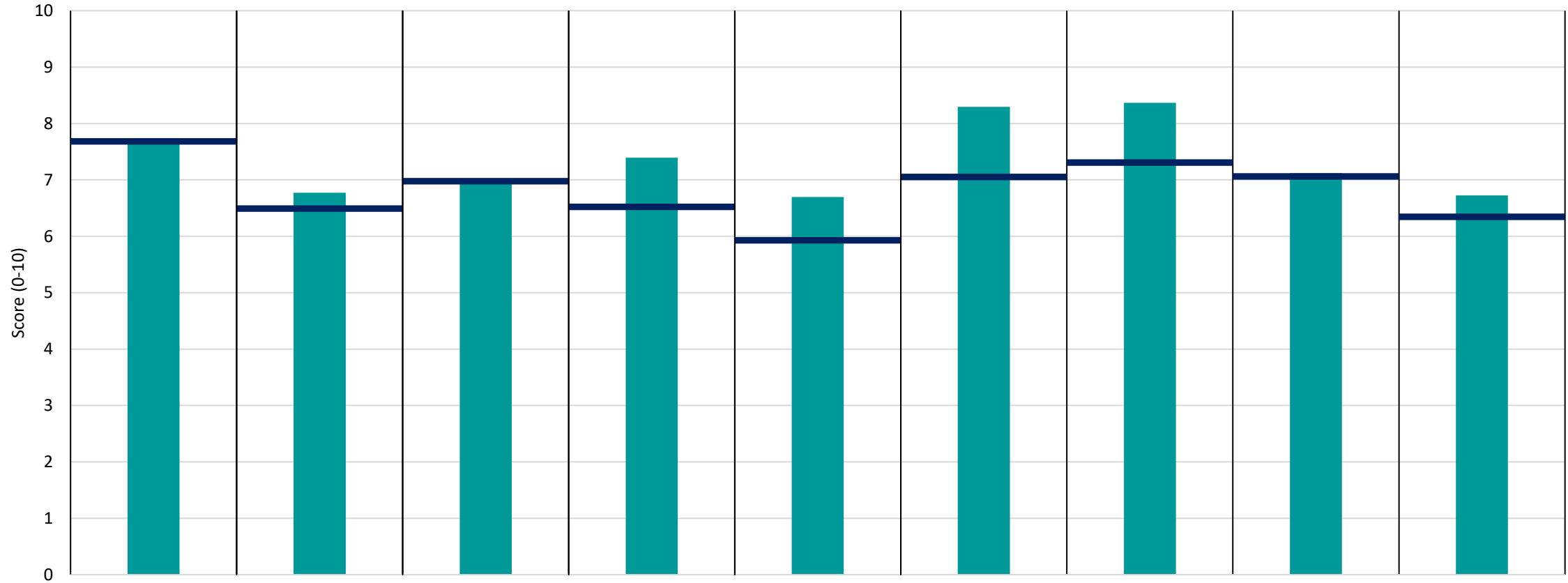
We are a team



Staff Engagement



Morale



Breakdown	7.71	6.77	7.00	7.40	6.70	8.30	8.37	7.12	6.72
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	11	11	11	11	11	11	11	11	11



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



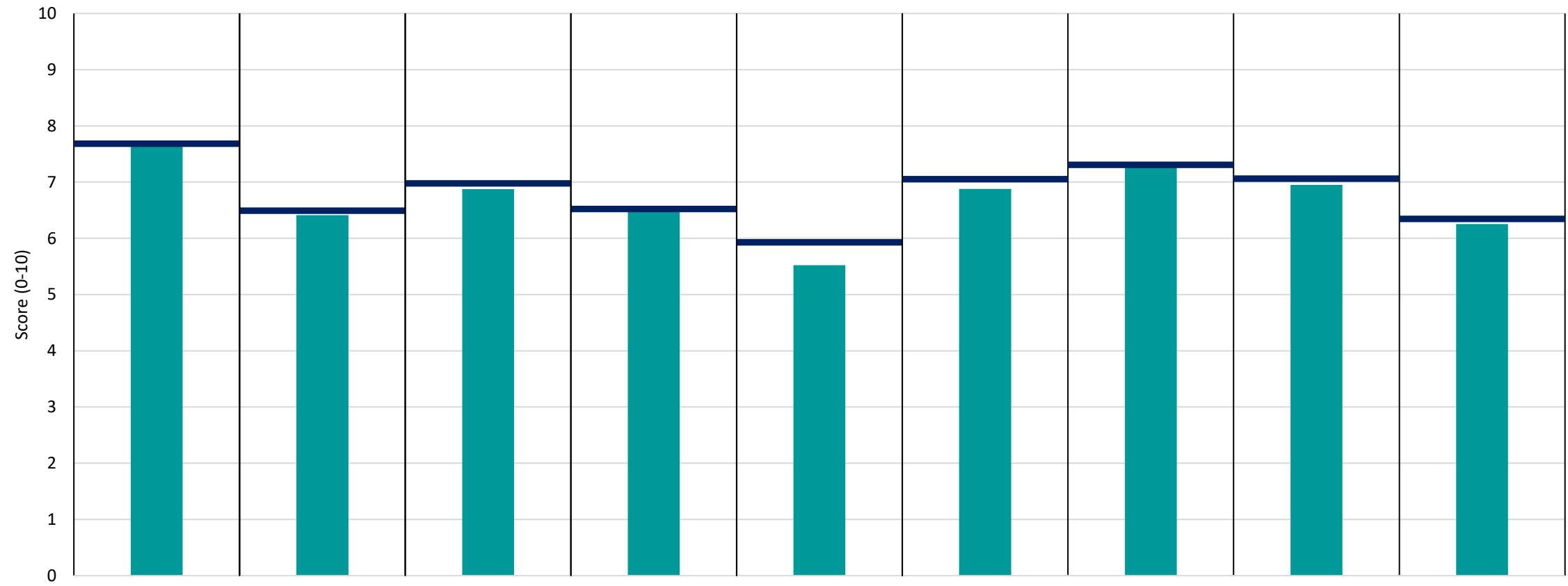
We are a team



Staff Engagement



Morale



Breakdown	7.71	6.41	6.87	6.52	5.52	6.88	7.33	6.95	6.26
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	350	350	348	349	336	350	349	350	350



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



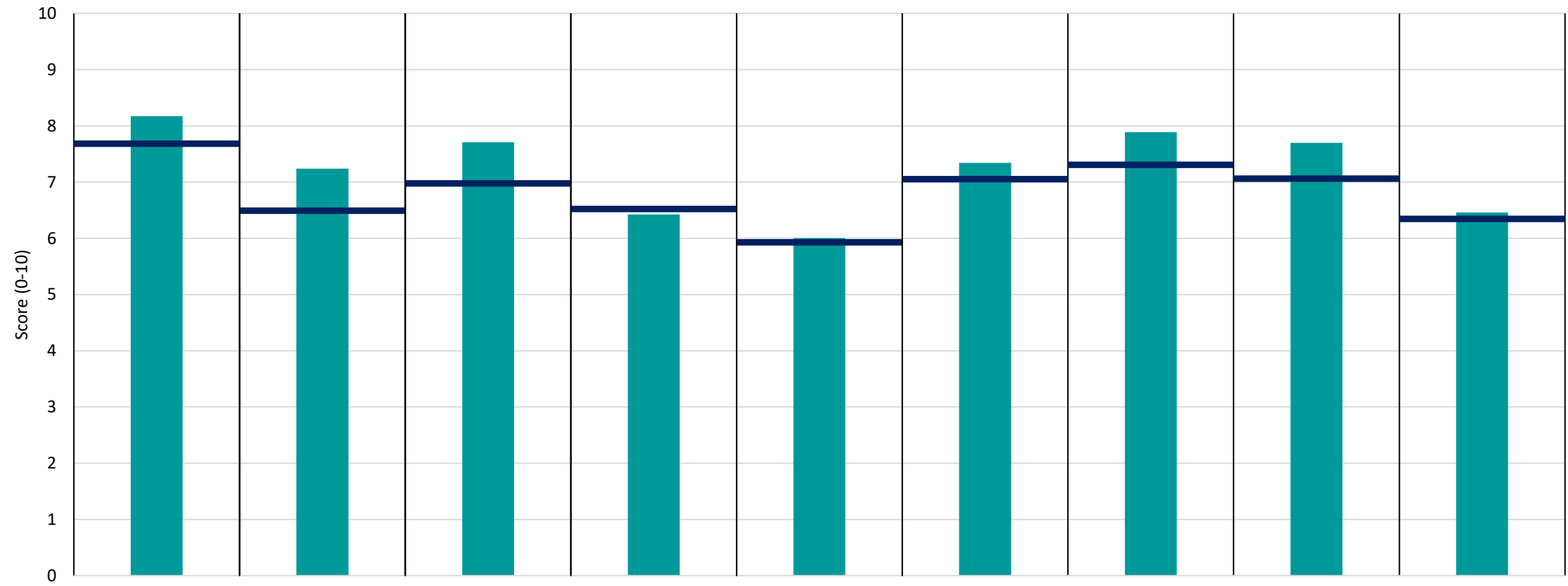
We are a team



Staff Engagement



Morale



Breakdown	8.17	7.24	7.71	6.42	6.00	7.34	7.89	7.70	6.46
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	21	21	21	21	21	21	21	21	21



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



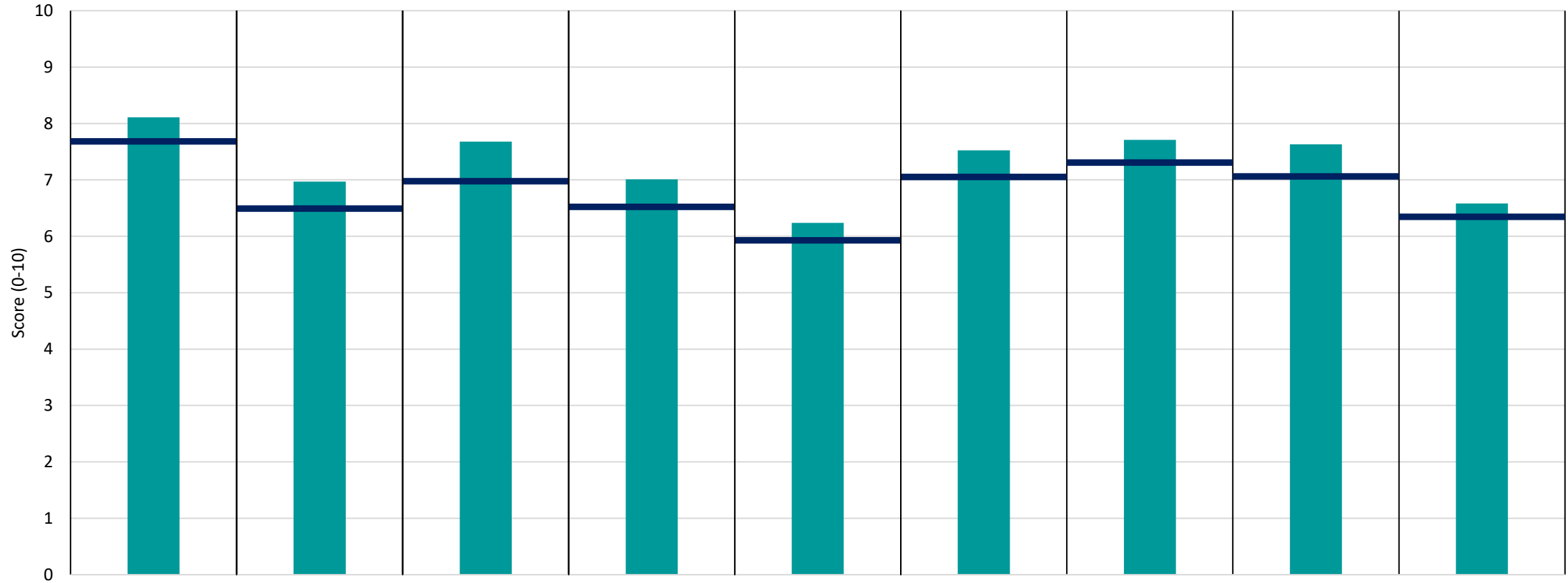
We are a team



Staff Engagement



Morale



Breakdown	8.11	6.97	7.68	7.01	6.24	7.52	7.71	7.63	6.58
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	34	34	34	33	34	34	34	34	34



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



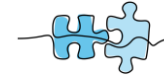
We are safe and
healthy



We are always
learning



We work flexibly



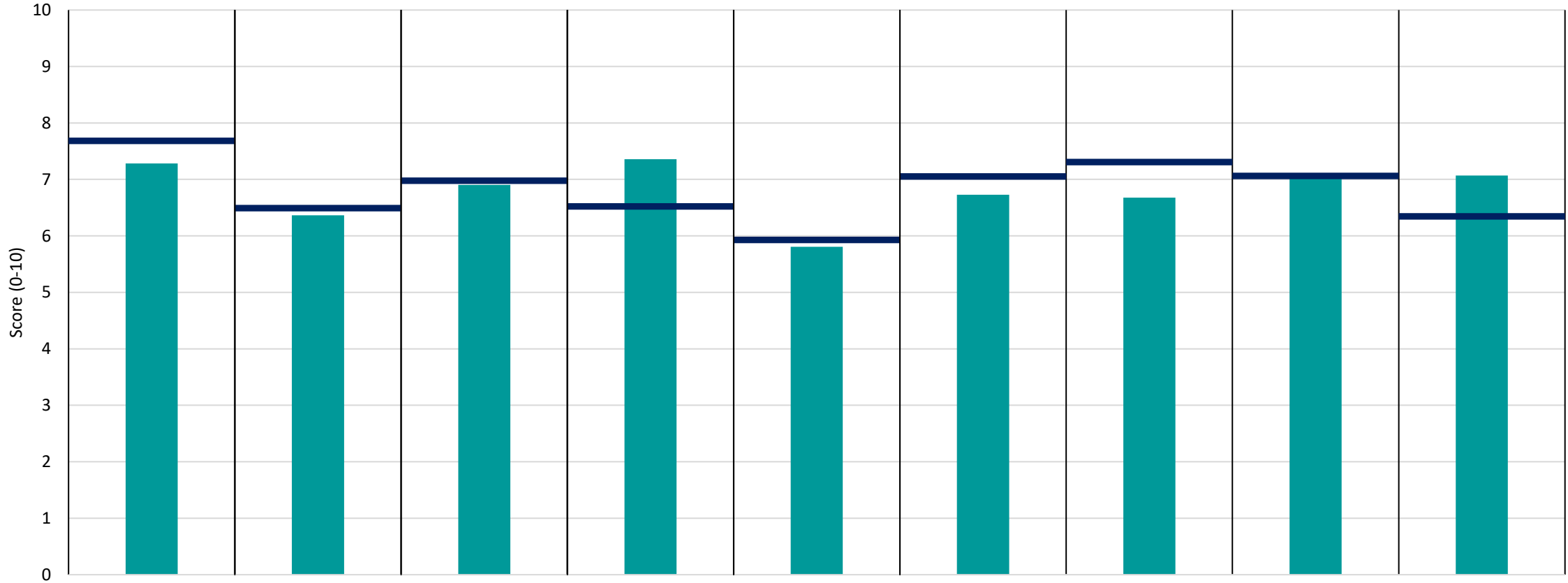
We are a team



Staff Engagement



Morale



Breakdown	7.28	6.36	6.90	7.36	5.81	6.73	6.68	7.11	7.07
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	122	122	119	120	105	121	120	122	122



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



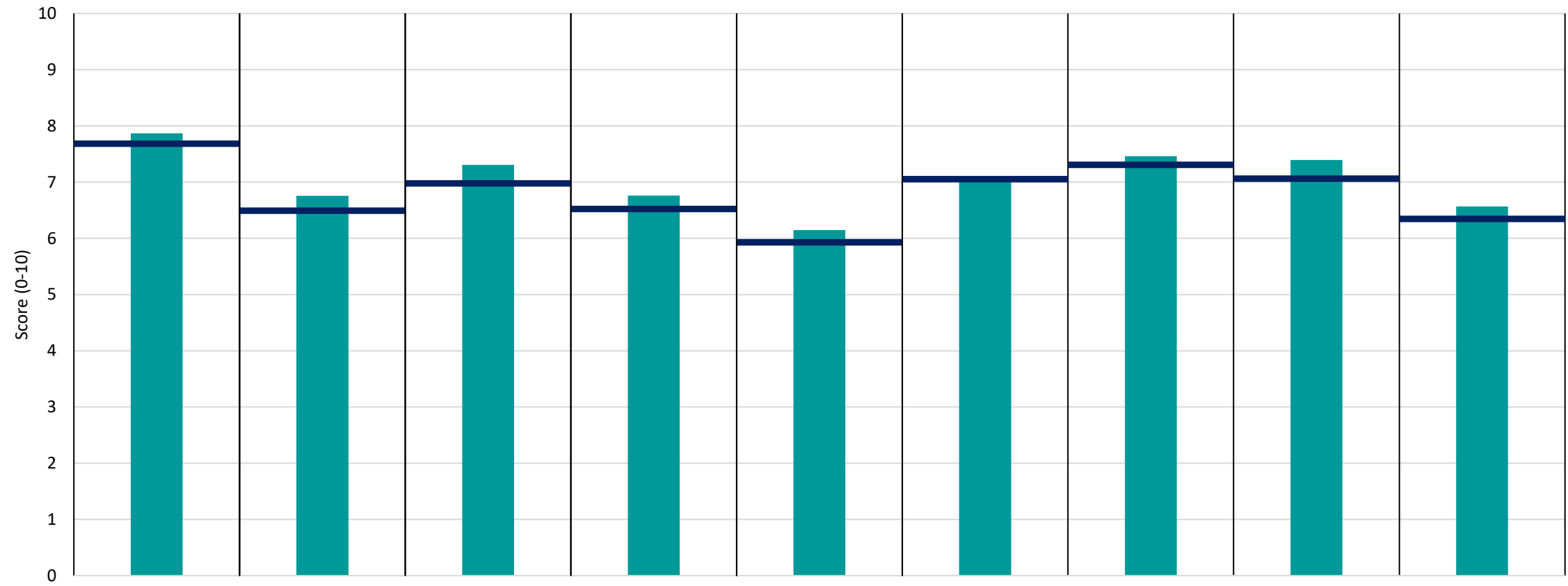
We are a team



Staff Engagement



Morale



Breakdown	7.87	6.76	7.31	6.76	6.15	7.06	7.46	7.39	6.57
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	207	207	206	207	195	207	205	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



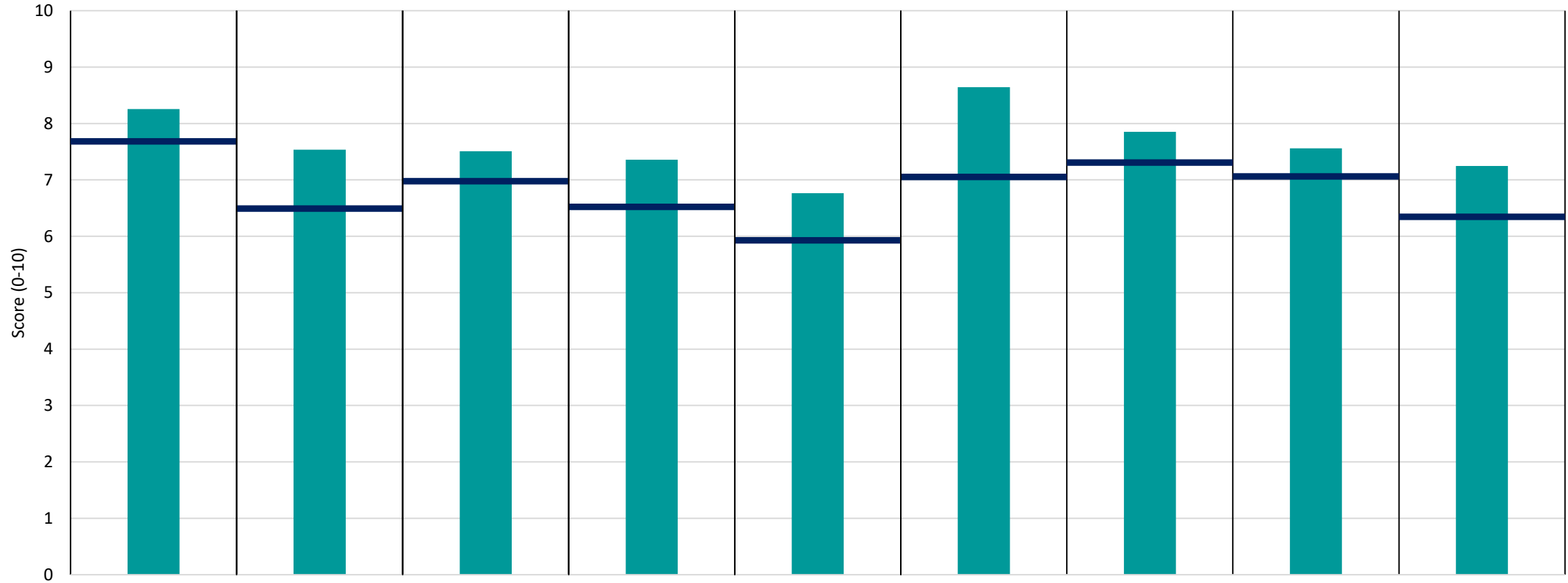
We are a team



Staff Engagement



Morale



Breakdown	8.26	7.54	7.51	7.36	6.77	8.64	7.85	7.56	7.25
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
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



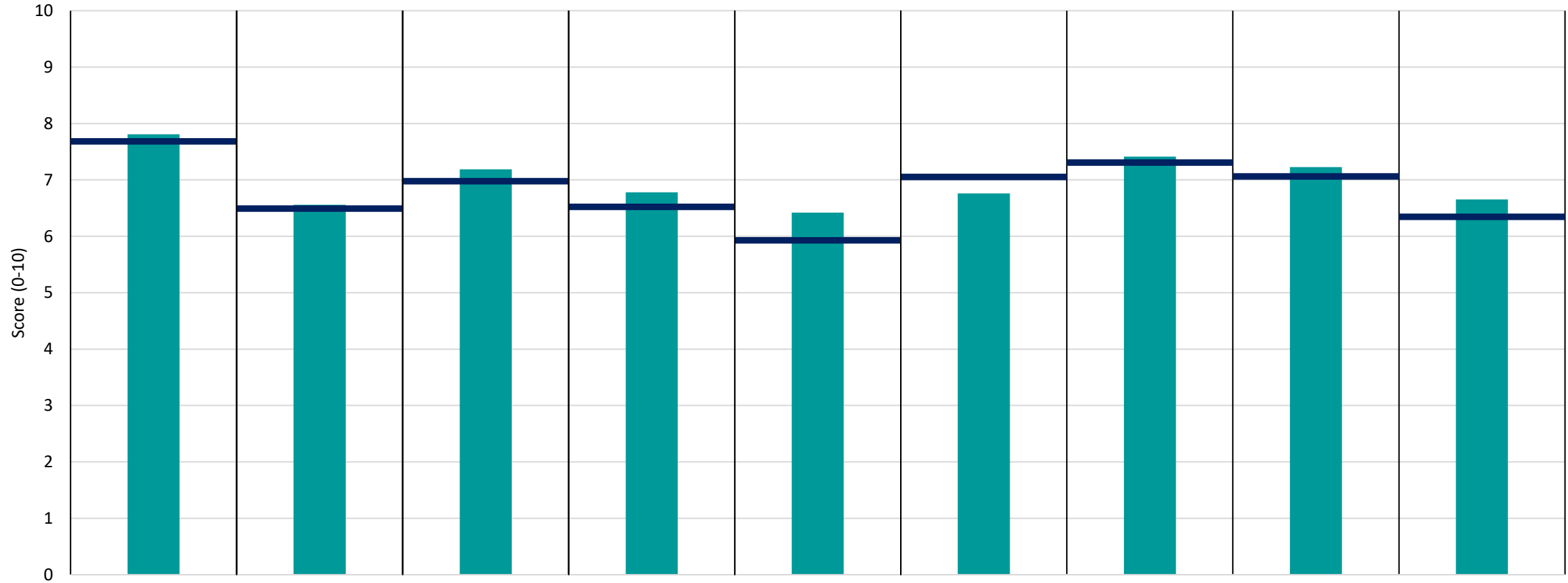
We are a team



Staff Engagement



Morale



Breakdown	7.81	6.56	7.19	6.78	6.42	6.76	7.41	7.23	6.65
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	85	85	85	85	81	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



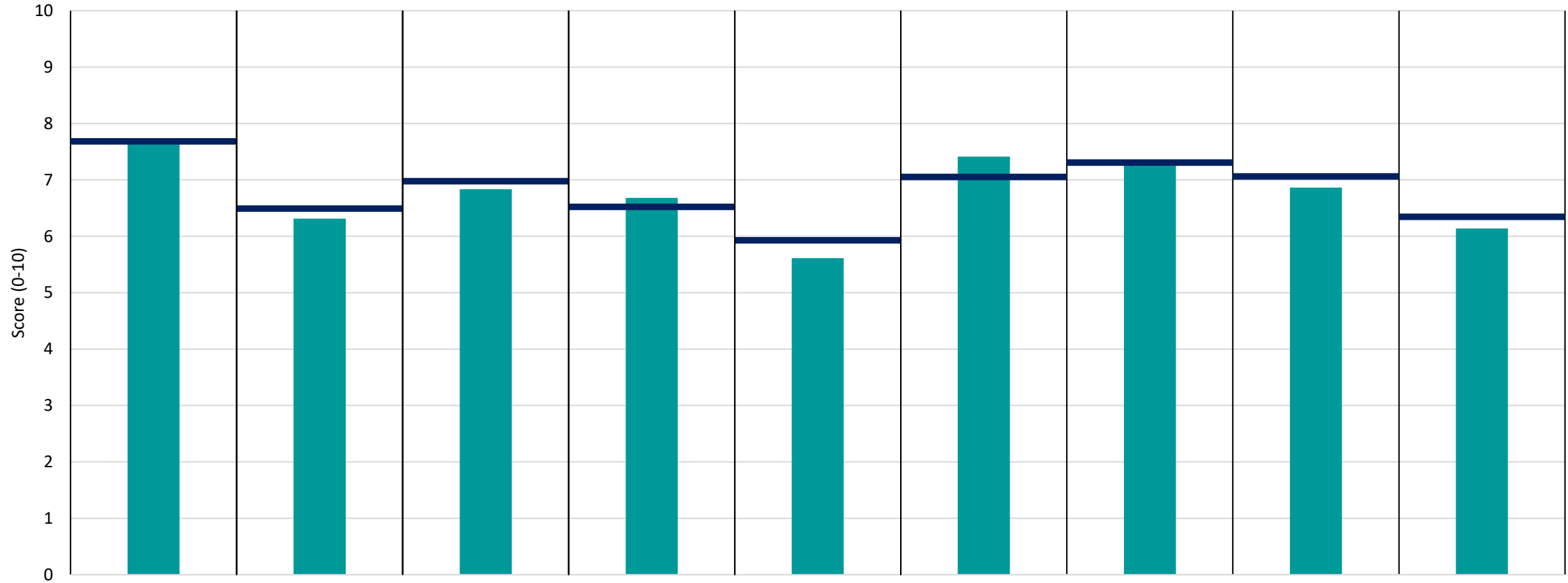
We are a team



Staff Engagement



Morale



Breakdown	7.72	6.32	6.84	6.68	5.61	7.41	7.33	6.86	6.14
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	74	73	73	74	68	73	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



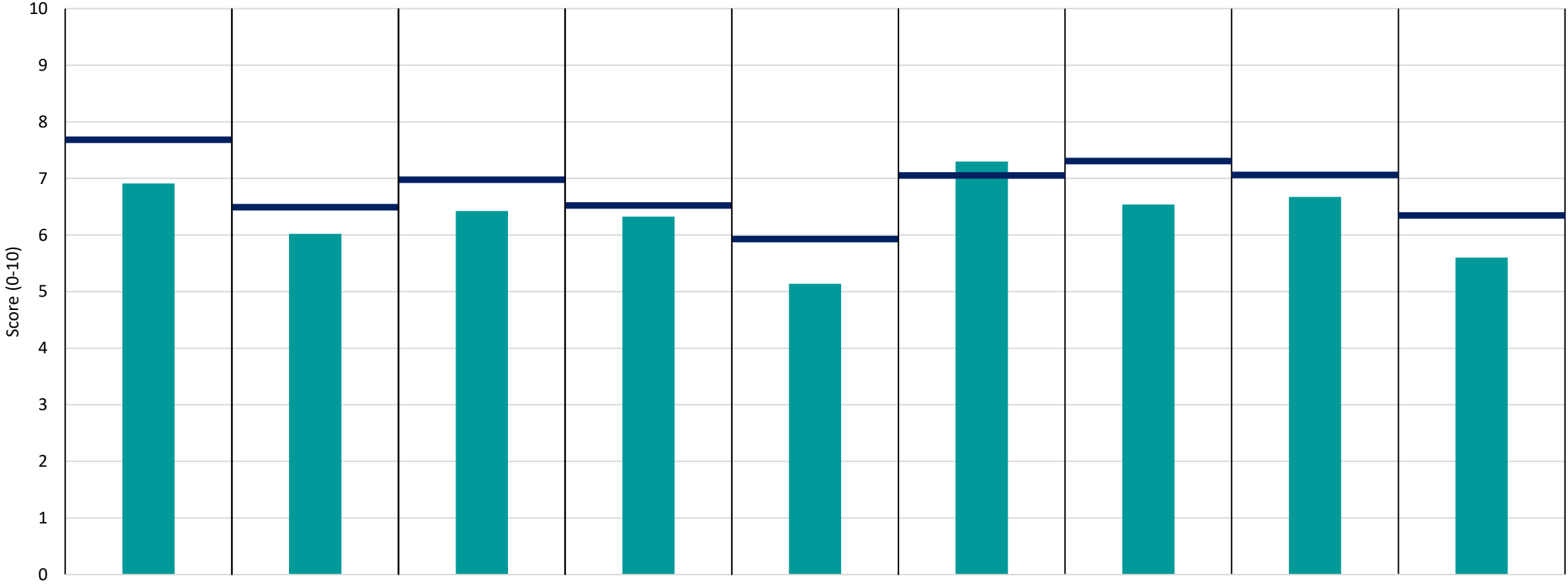
We are a team



Staff Engagement



Morale



Breakdown	6.91	6.02	6.42	6.32	5.14	7.30	6.54	6.67	5.60
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	48	48	48	47	46	48	48	48	48



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



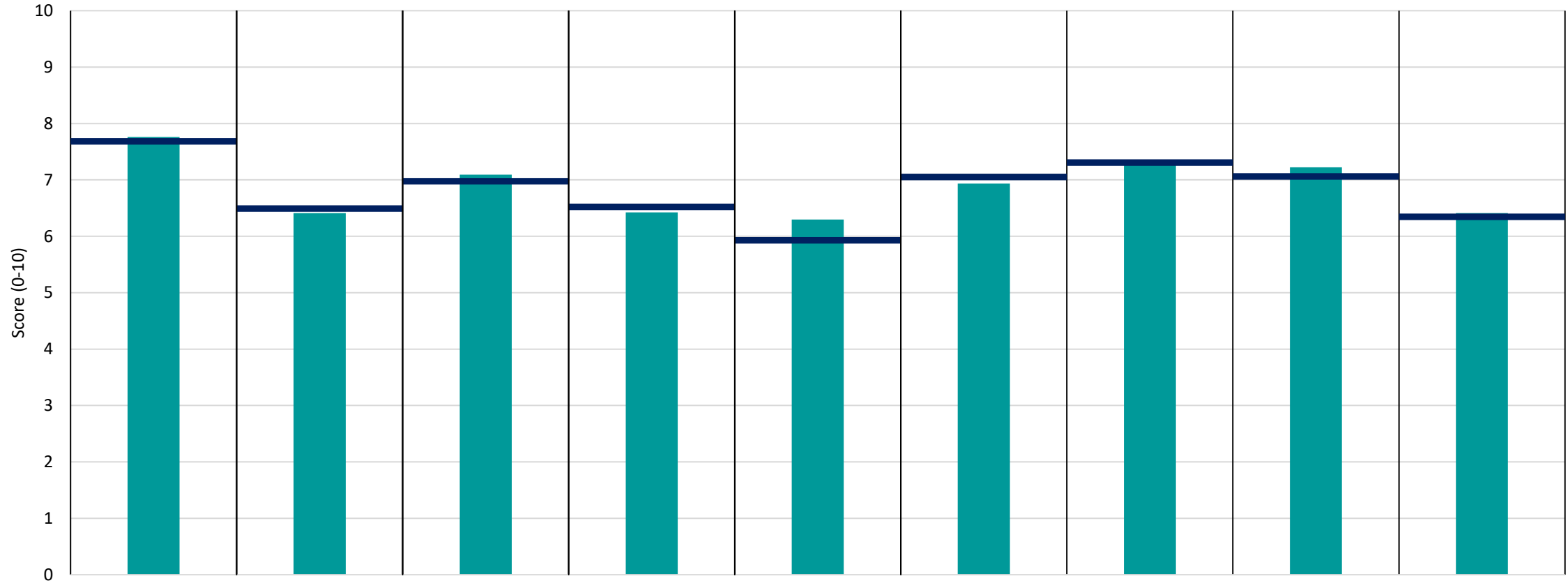
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.41	7.09	6.42	6.30	6.94	7.36	7.22	6.41
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	275	274	270	268	256	271	274	274	274



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



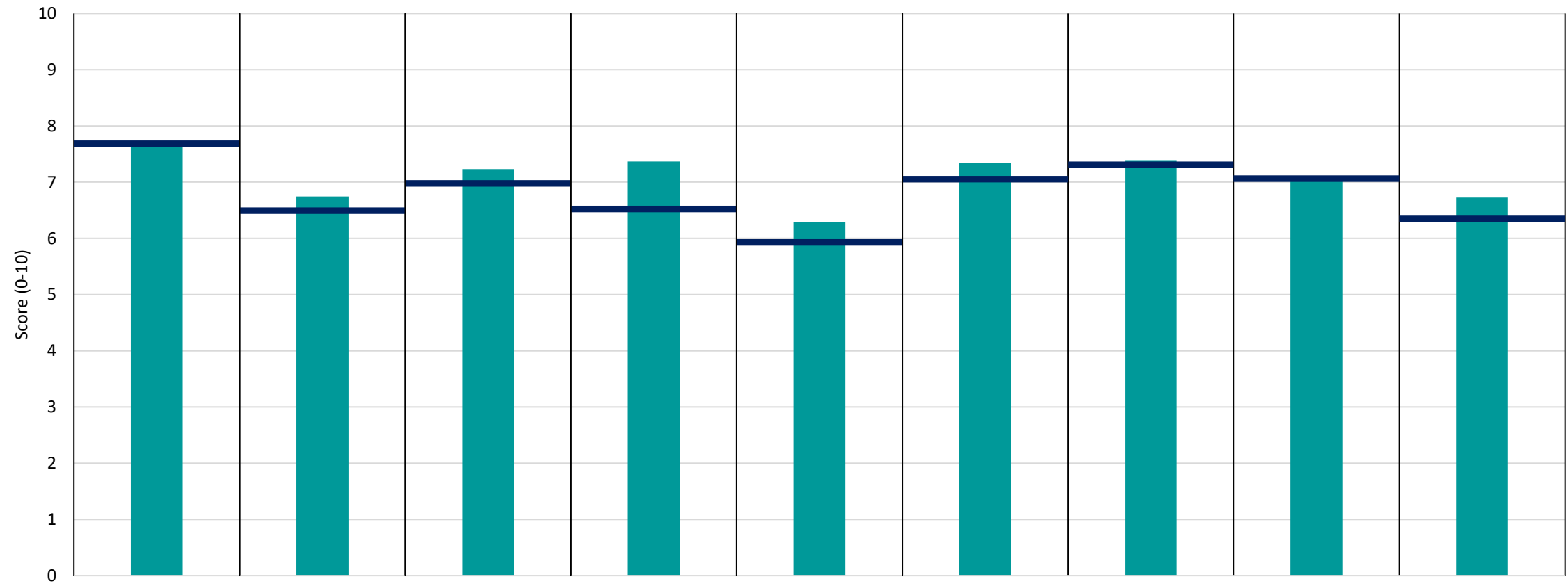
We are a team



Staff Engagement



Morale



Breakdown	7.70	6.74	7.23	7.37	6.29	7.34	7.39	7.10	6.73
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	39	39	39	39	39	38	39	39	39



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



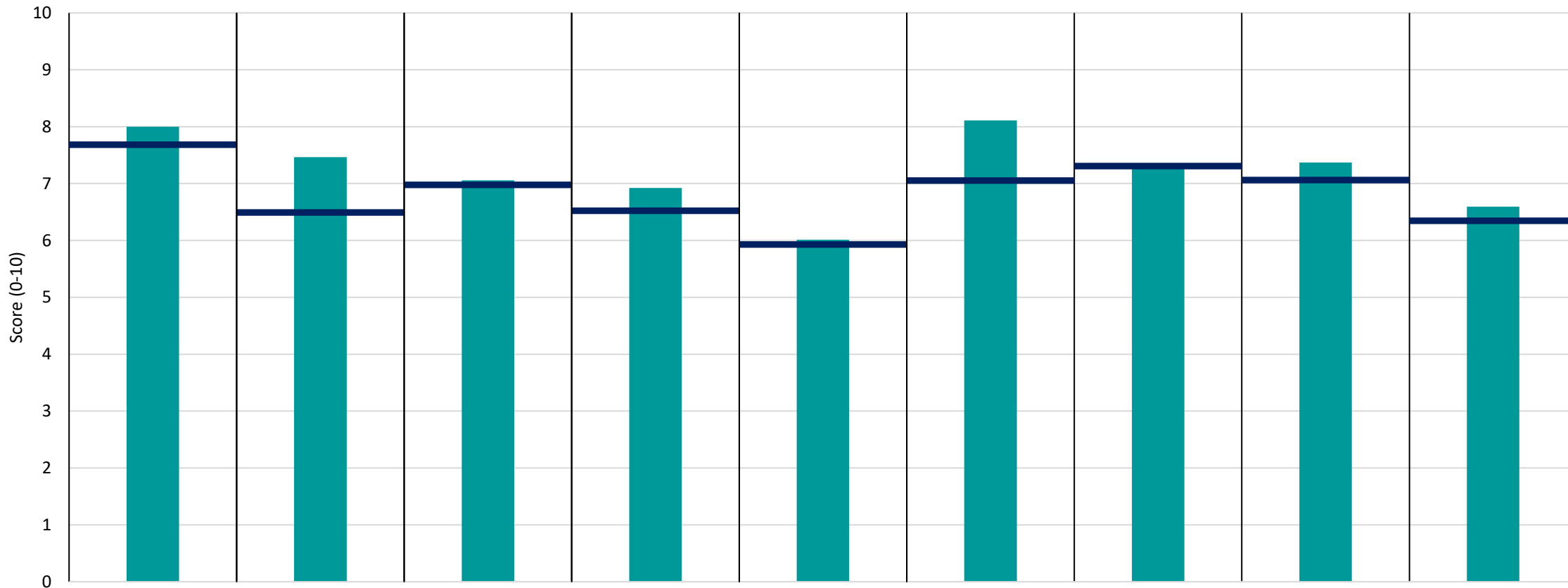
We are a team



Staff Engagement



Morale



Breakdown	8.00	7.47	7.06	6.92	6.01	8.11	7.26	7.37	6.60
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	15	15	15	15	15	15	15	15	15



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



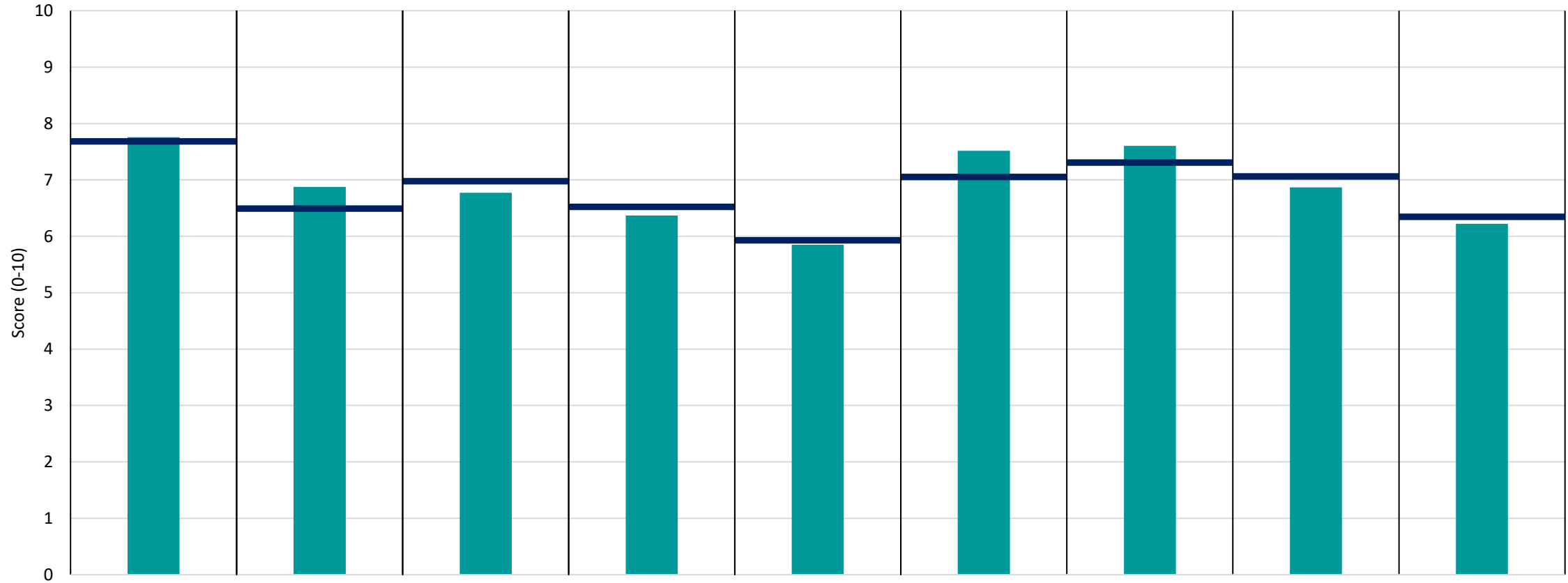
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.88	6.77	6.37	5.85	7.52	7.60	6.87	6.22
Your org	7.68	6.49	6.98	6.52	5.93	7.05	7.31	7.06	6.35
Responses	174	175	174	175	162	173	175	175	175