

Hounslow and Richmond Community Healthcare NHS Trust

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
Band 2	6
Band 3	7
Band 4	8
Band 5	9
Band 6	10
Band 7	11
Band 8a+	12

<u>Chief Digital Information Officer</u>	14
<u>Chief Nurse</u>	15
<u>Director of Estates & Facilities</u>	16
<u>Other Corporate Areas</u>	17
<u>Richmond Adults Planned/Inpatient Svs</u>	18
<u>Richmond Adults URR Services</u>	19
<u>Richmond District Nursing</u>	20
<u>Richmond Paediatric Services</u>	21
<u>Richmond Paediatric Therapies</u>	22
<u>Richmond Planned Care</u>	23
<u>Richmond Support Services</u>	24

This breakdown report for Hounslow and Richmond Community 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 Hounslow and Richmond Community 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

Hounslow and Richmond Community 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



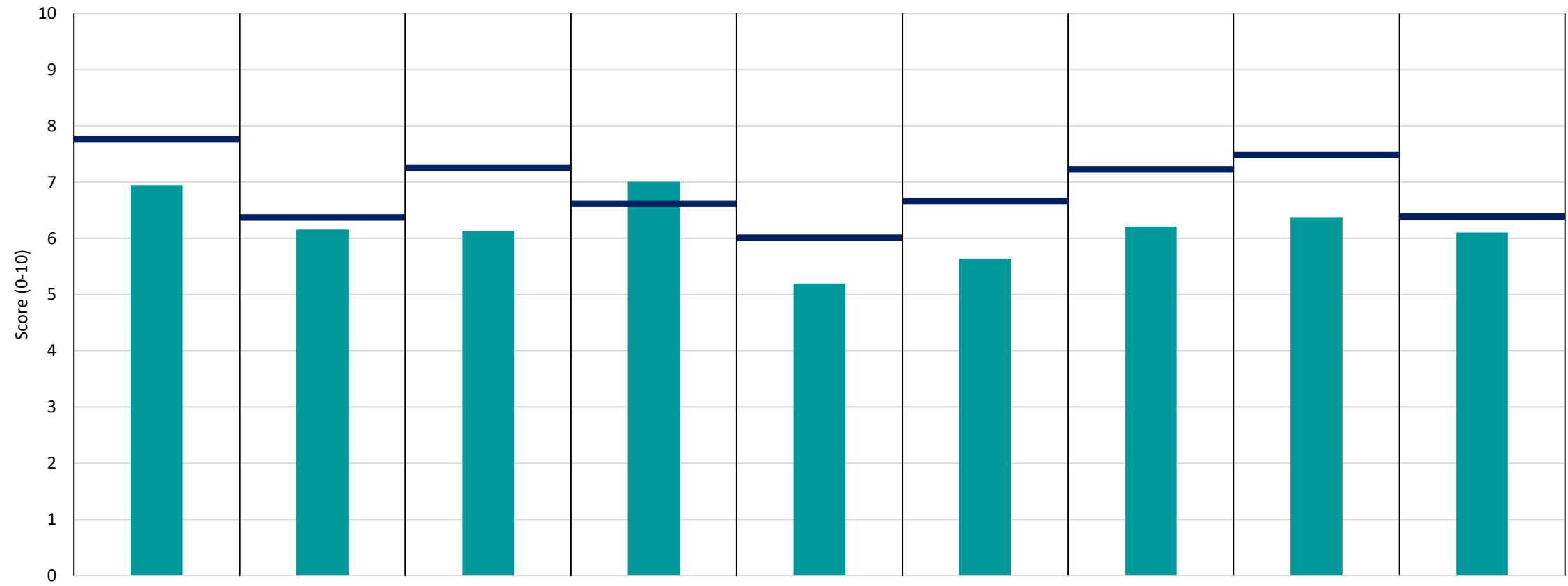
We are a team



Staff Engagement



Morale



Breakdown	6.95	6.15	6.13	7.01	5.20	5.64	6.21	6.38	6.10
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	13	13	13	13	11	13	12	13	13



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



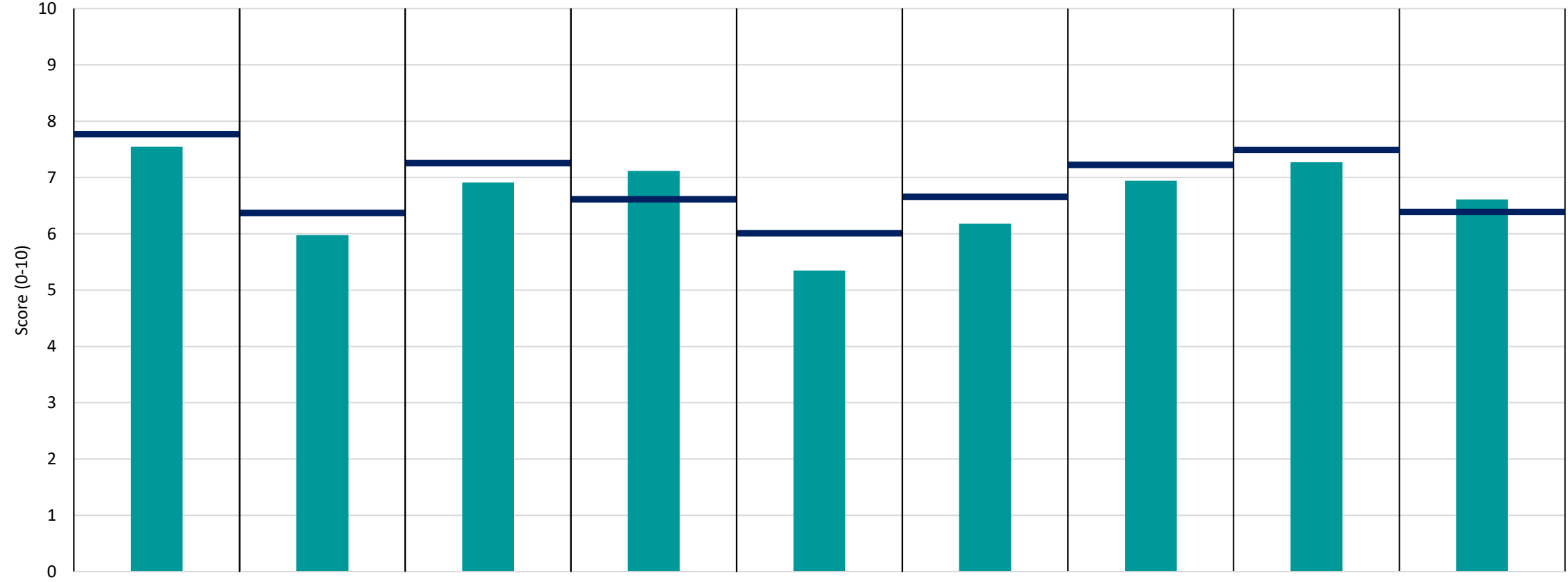
We are a team



Staff Engagement



Morale



Breakdown	7.55	5.98	6.91	7.12	5.35	6.18	6.94	7.27	6.61
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	101	101	99	100	92	100	101	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



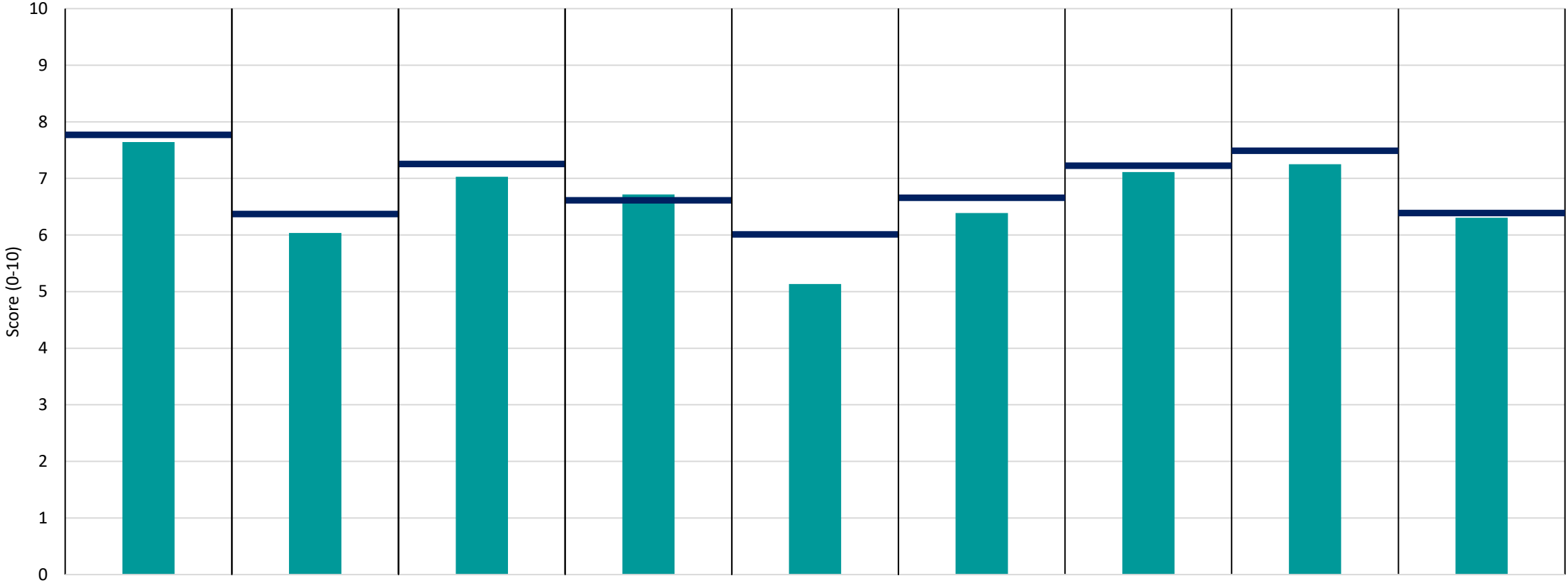
We are a team



Staff Engagement



Morale



Breakdown	7.64	6.04	7.03	6.72	5.14	6.39	7.11	7.25	6.31
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	30	30	30	30	29	30	29	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



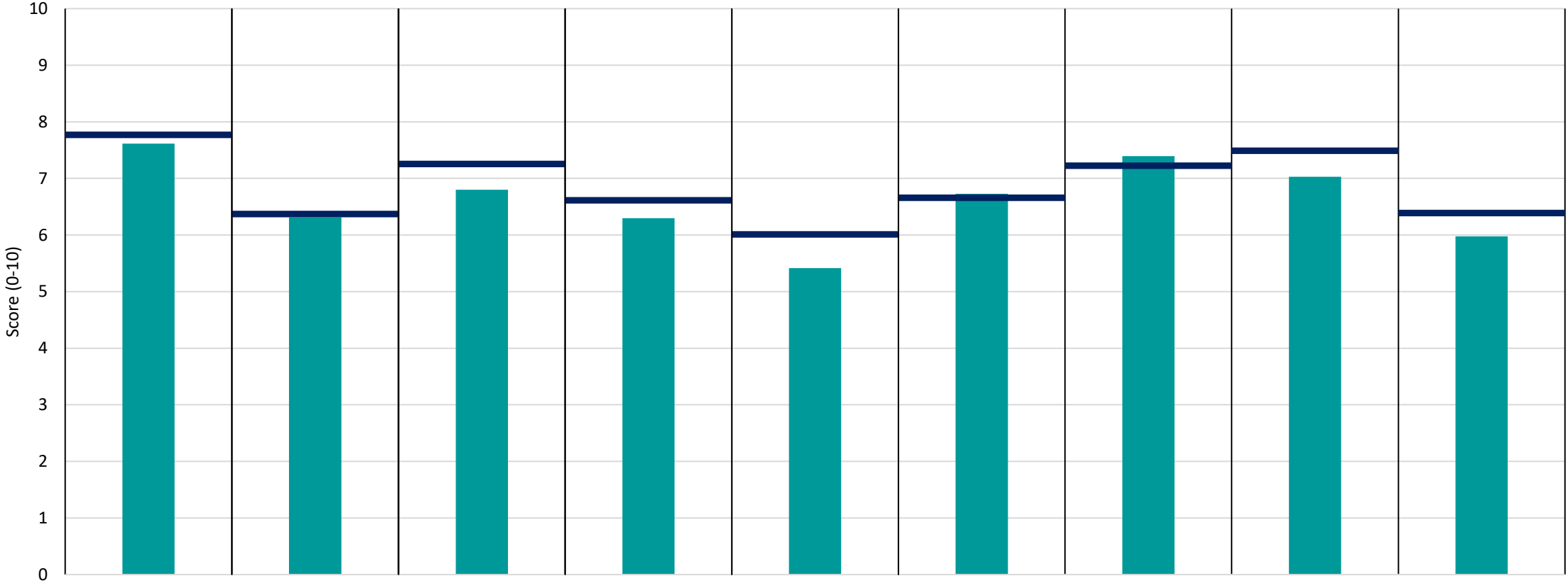
We are a team



Staff Engagement



Morale



Breakdown	7.62	6.31	6.80	6.30	5.41	6.73	7.39	7.03	5.98
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	40	40	40	40	38	40	40	40	40



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



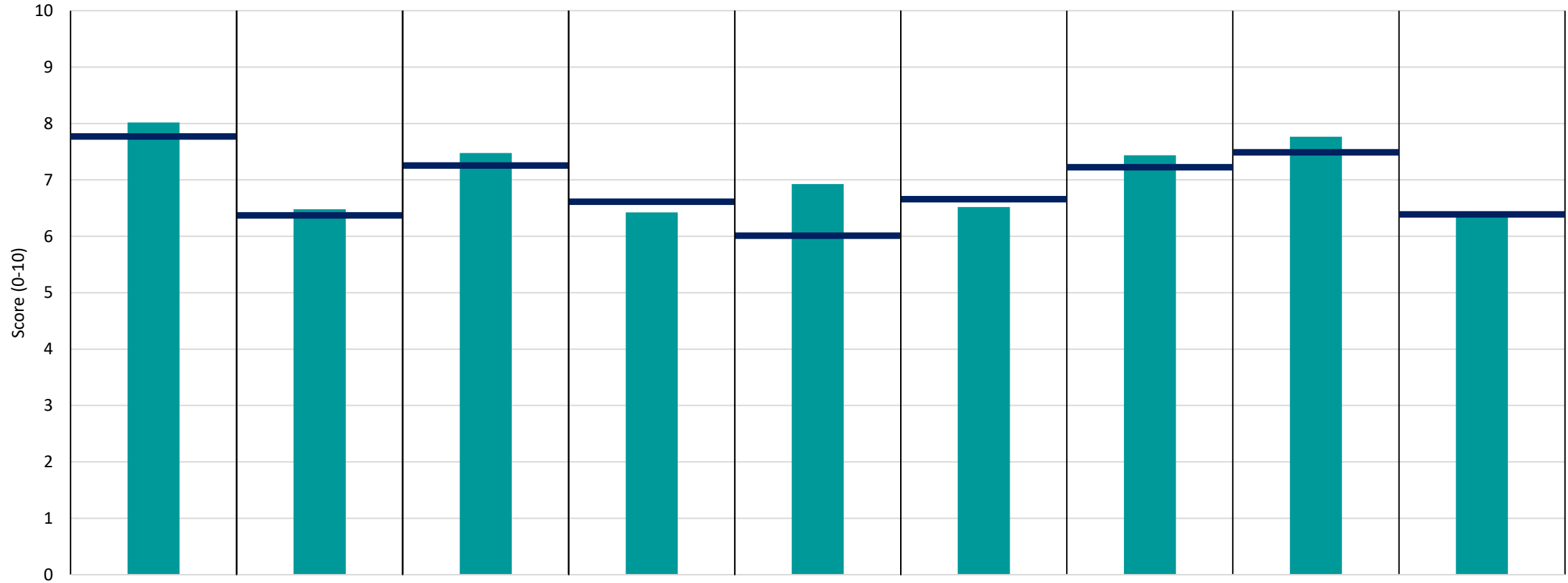
We are a team



Staff Engagement



Morale



Breakdown	8.02	6.48	7.48	6.42	6.93	6.52	7.44	7.77	6.39
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	77	77	77	77	74	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



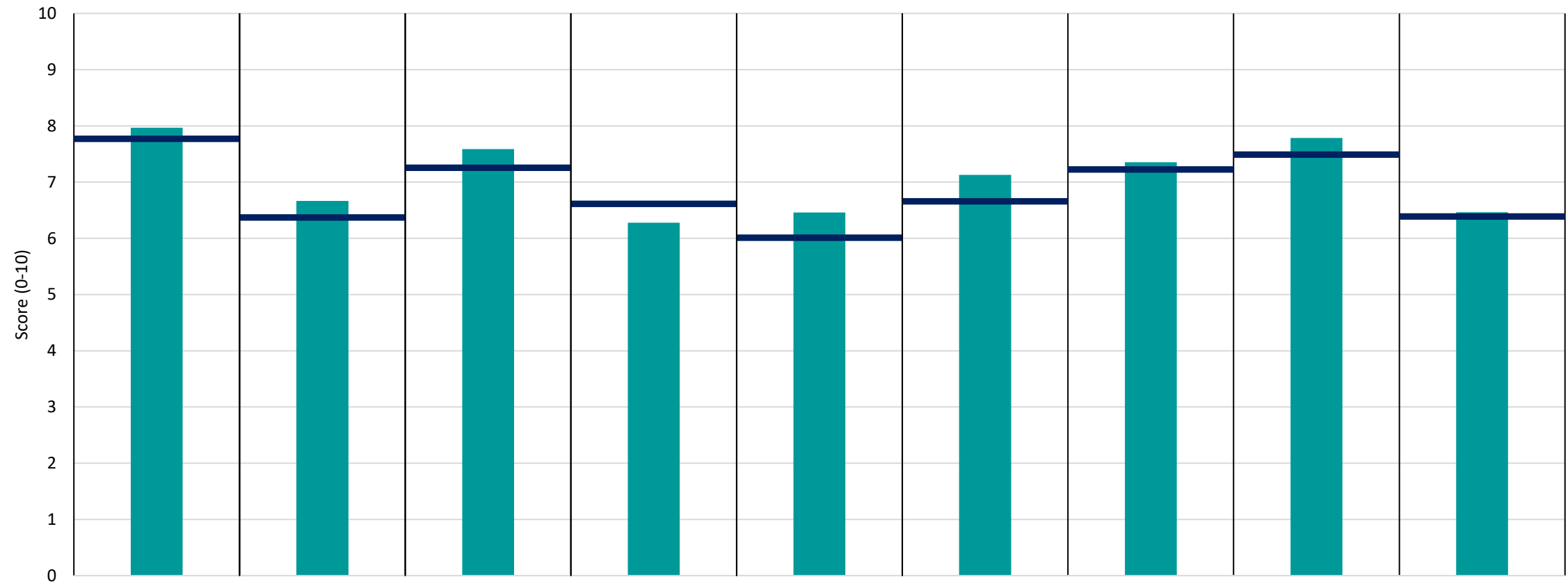
We are a team



Staff Engagement



Morale



Breakdown	7.97	6.66	7.59	6.28	6.46	7.13	7.35	7.79	6.46
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	90	90	90	89	89	90	90	90	90



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



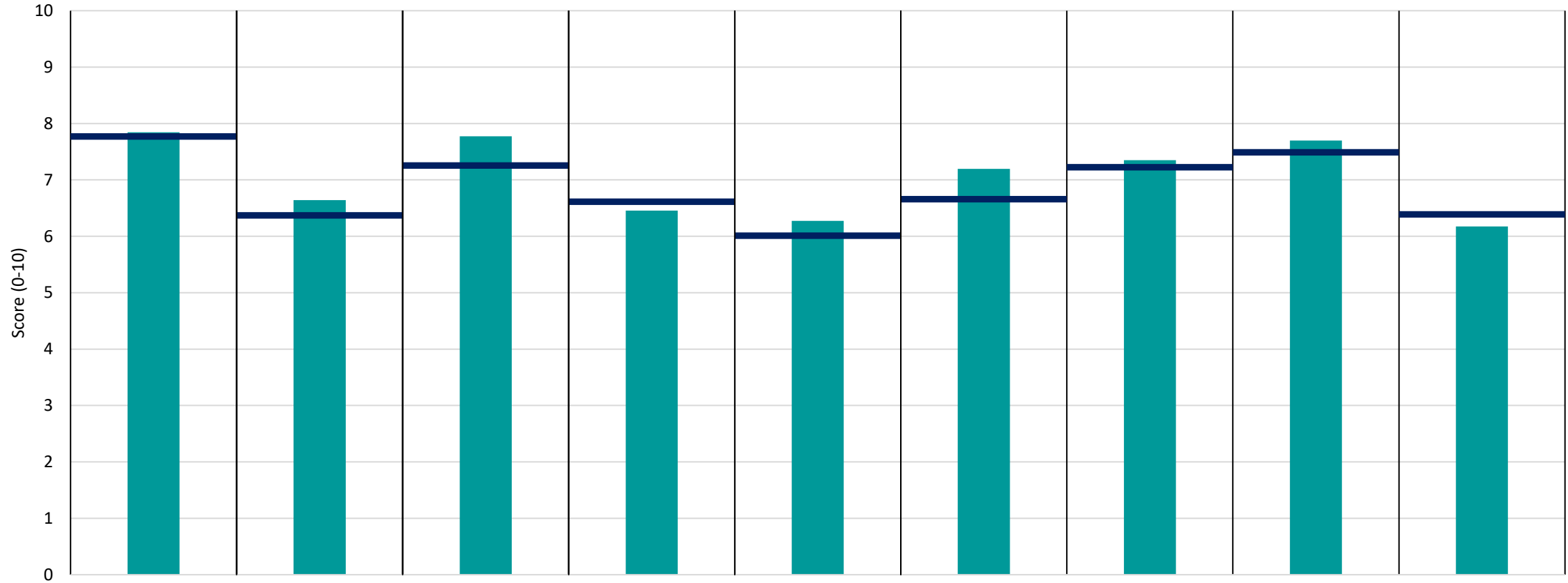
We are a team



Staff Engagement



Morale



Breakdown	7.85	6.64	7.77	6.46	6.27	7.20	7.35	7.70	6.18
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	48	48	48	48	45	48	47	48	48

Breakdowns 2

Hounslow and Richmond Community 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



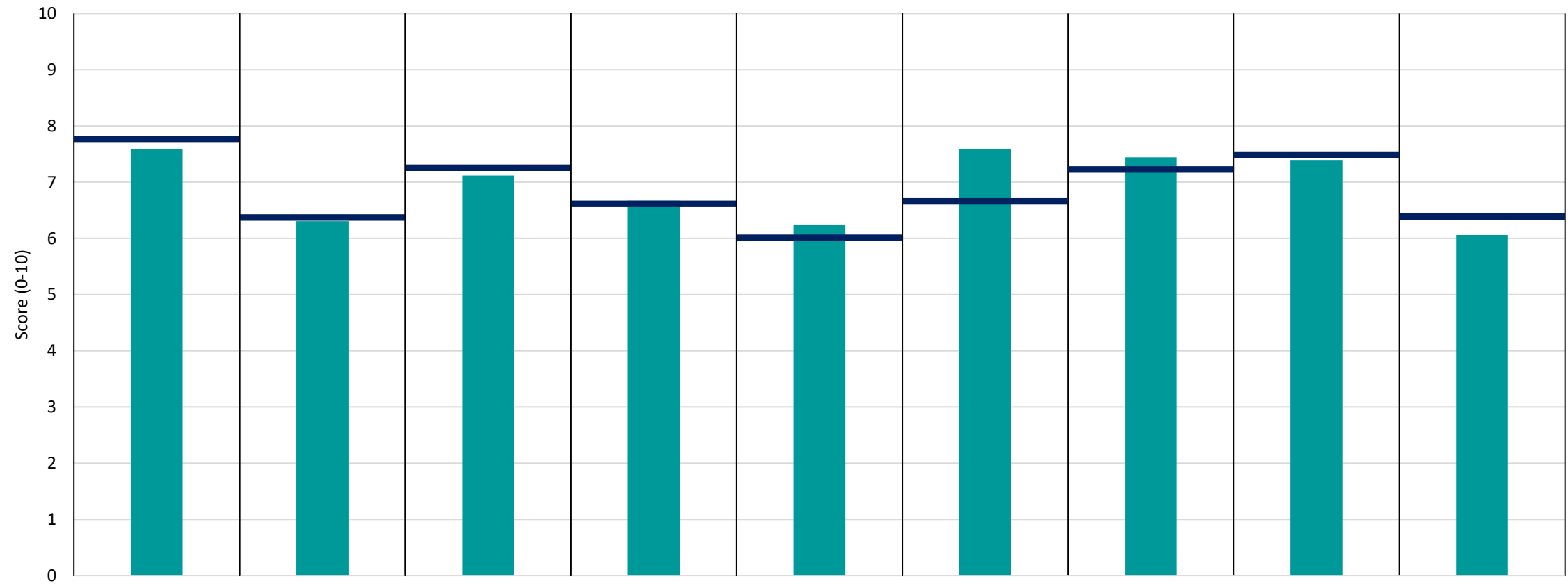
We are a team



Staff Engagement



Morale



Breakdown	7.59	6.31	7.12	6.67	6.24	7.59	7.44	7.39	6.06
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	18	18	18	18	16	18	18	18	18



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



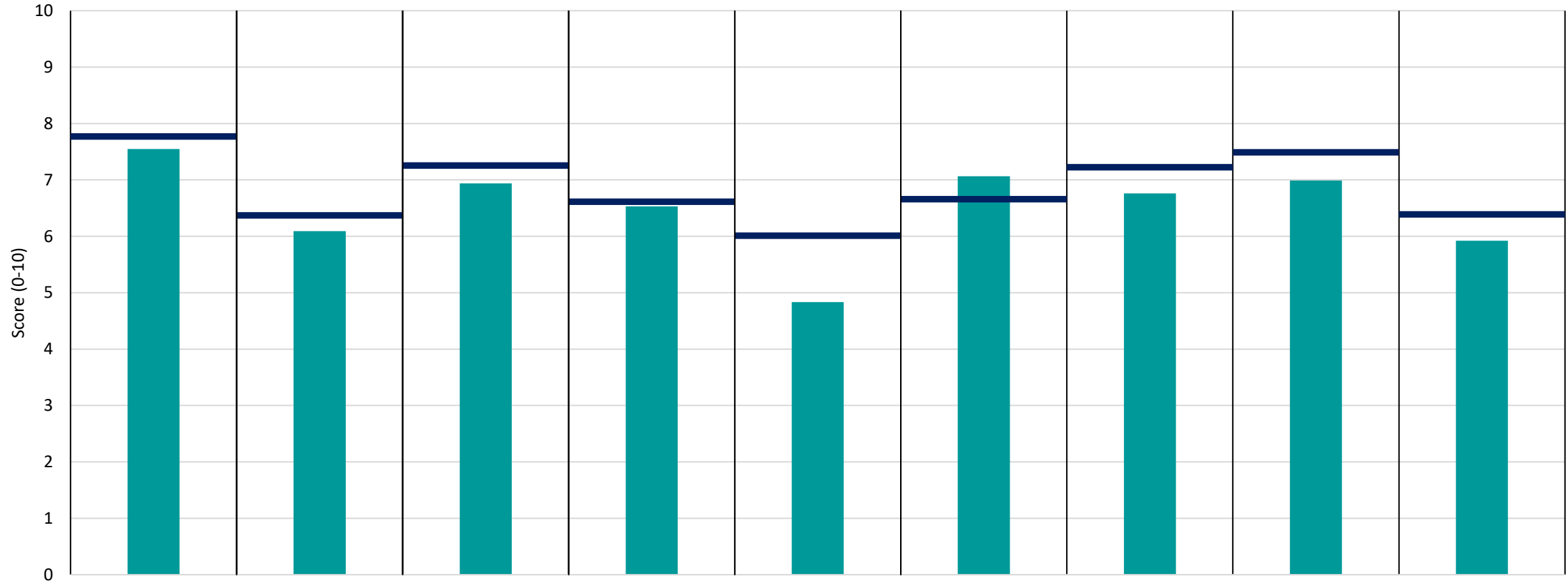
We are a team



Staff Engagement



Morale



Breakdown	7.55	6.09	6.94	6.53	4.83	7.06	6.76	6.99	5.92
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	22	22	22	22	22	22	22	22	22



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



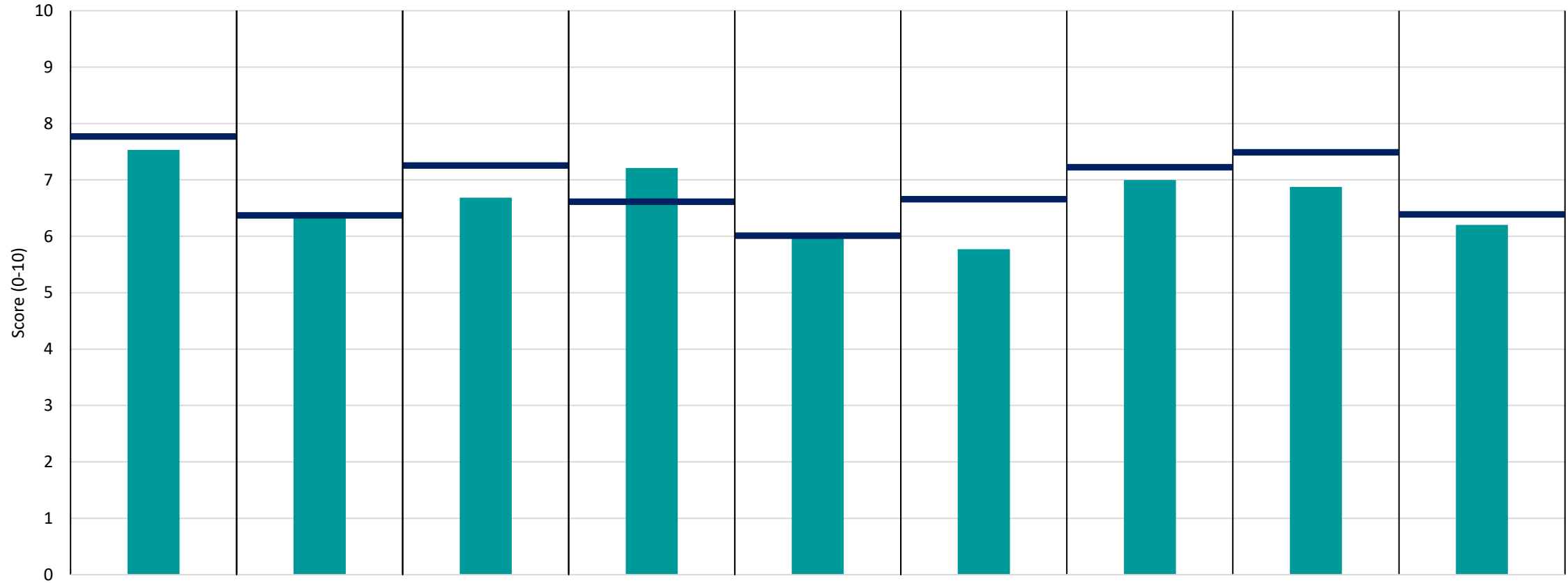
We are a team



Staff Engagement



Morale



Breakdown	7.53	6.43	6.69	7.21	6.04	5.77	7.00	6.88	6.20
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	20	20	20	20	16	20	19	20	20



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



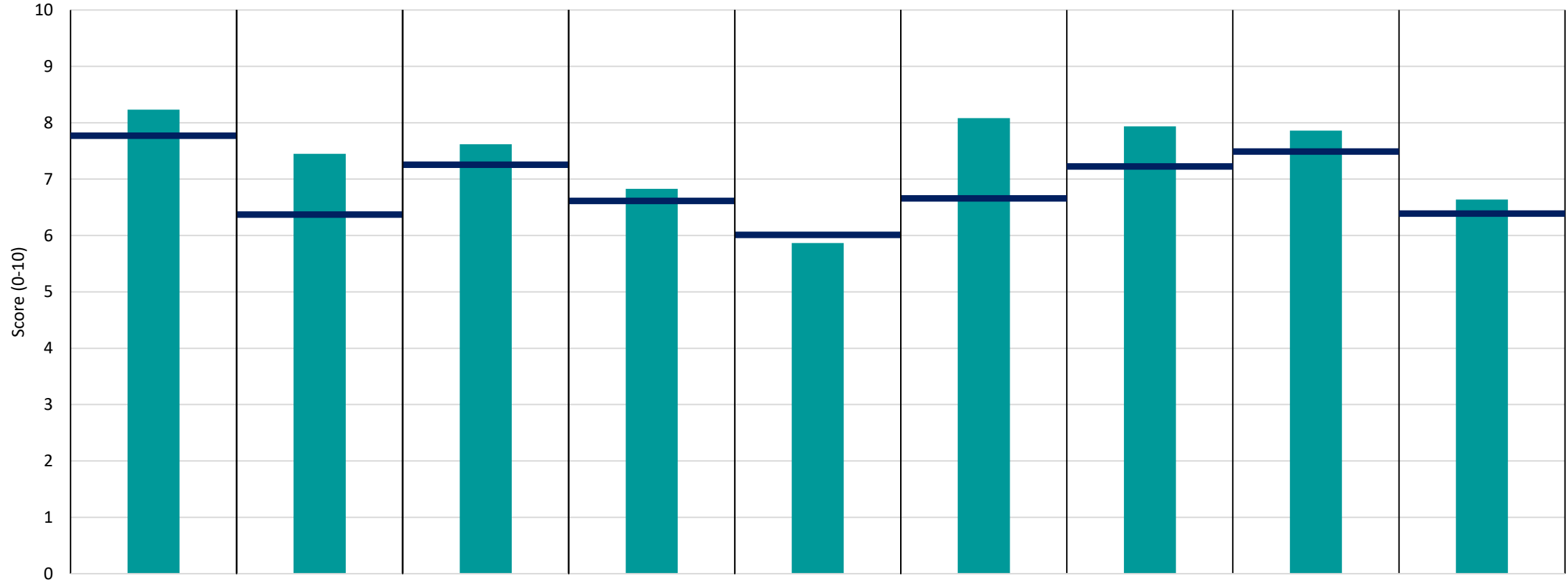
We are a team



Staff Engagement



Morale



Breakdown	8.23	7.45	7.62	6.83	5.87	8.08	7.94	7.86	6.64
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	10	10	10	10	10	10	10	10	10



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



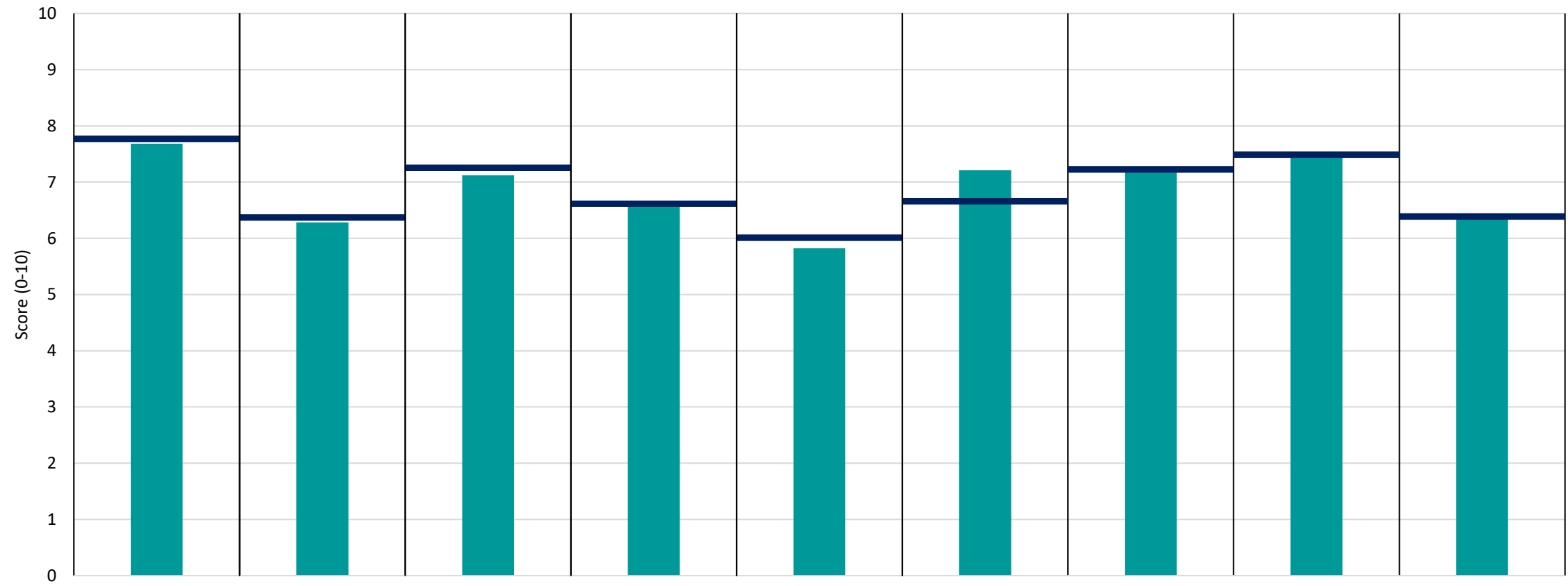
We are a team



Staff Engagement



Morale



Breakdown	7.68	6.28	7.12	6.56	5.82	7.21	7.22	7.49	6.37
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	55	55	55	55	53	55	55	55	55



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



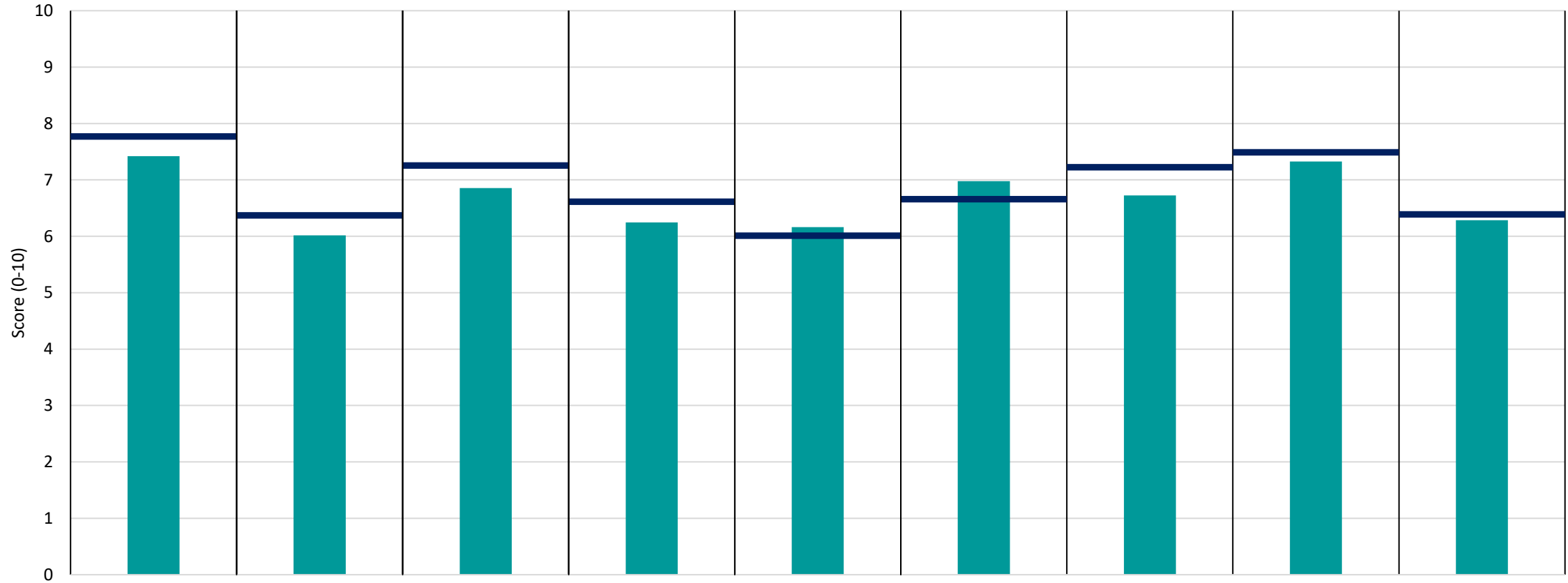
We are a team



Staff Engagement



Morale



Breakdown	7.42	6.02	6.86	6.25	6.16	6.98	6.73	7.33	6.29
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	56	56	56	55	52	56	56	56	56



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



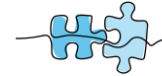
We are safe and
healthy



We are always
learning



We work flexibly



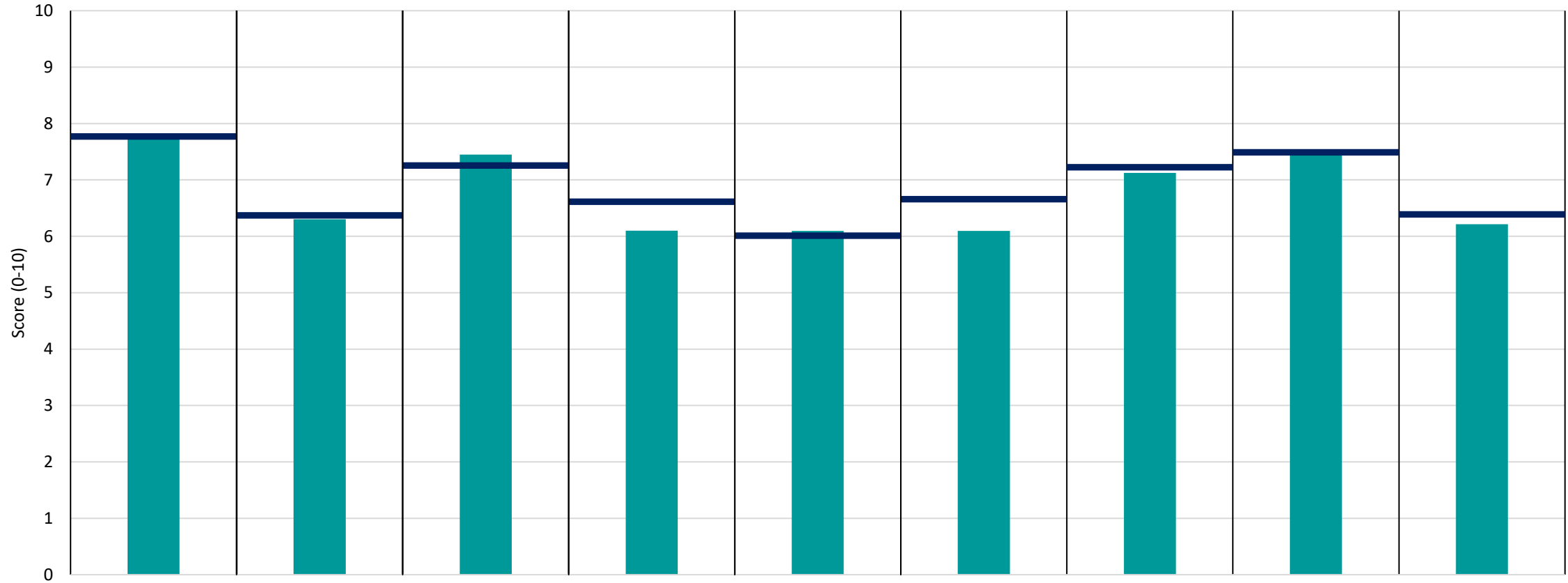
We are a team



Staff Engagement



Morale



Breakdown	7.81	6.30	7.45	6.10	6.10	6.10	7.13	7.53	6.21
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	35	35	35	35	34	35	34	35	35



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



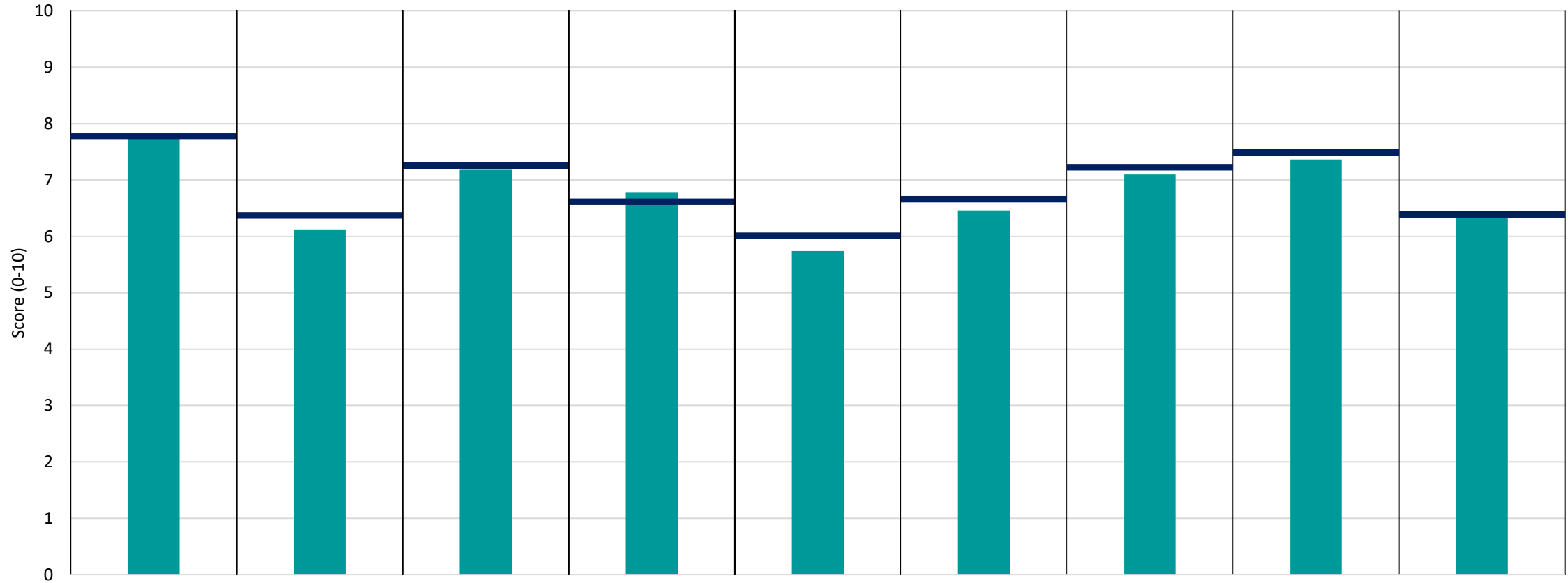
We are a team



Staff Engagement



Morale



Breakdown	7.73	6.11	7.18	6.77	5.74	6.46	7.10	7.36	6.37
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	81	81	79	80	74	81	81	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



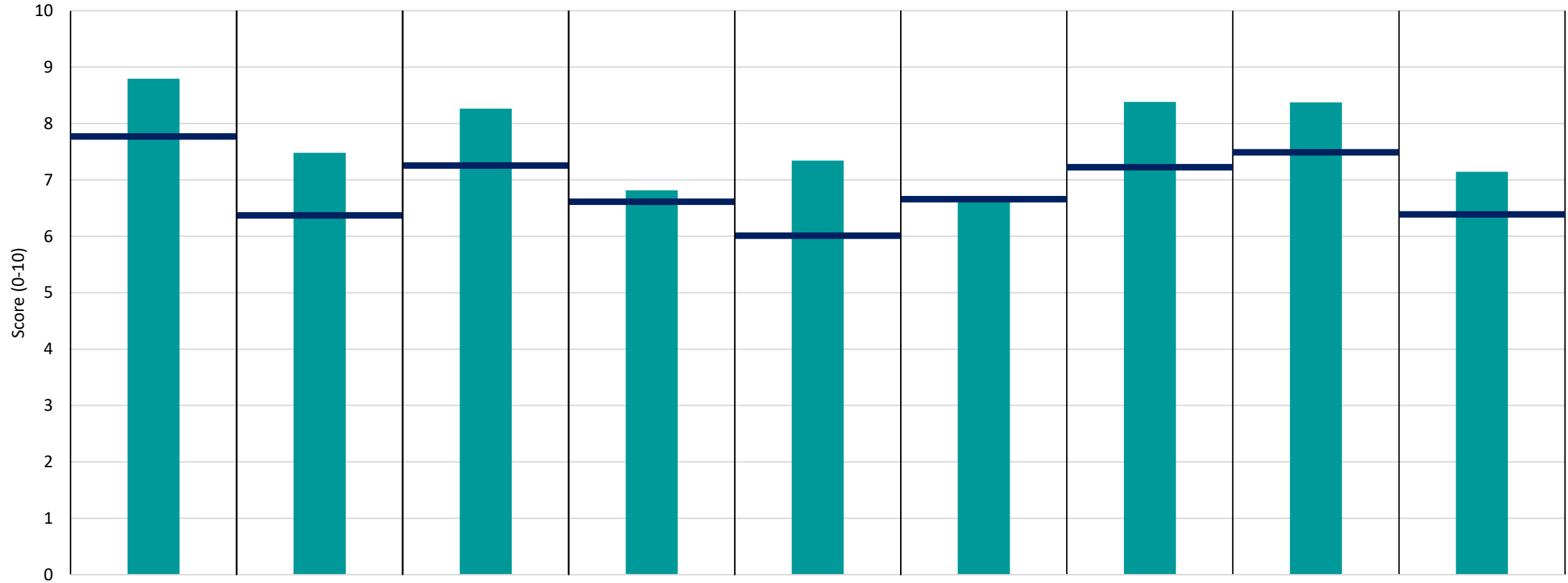
We are a team



Staff Engagement



Morale



Breakdown	8.80	7.48	8.26	6.82	7.34	6.62	8.38	8.38	7.14
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	39	39	39	39	39	39	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



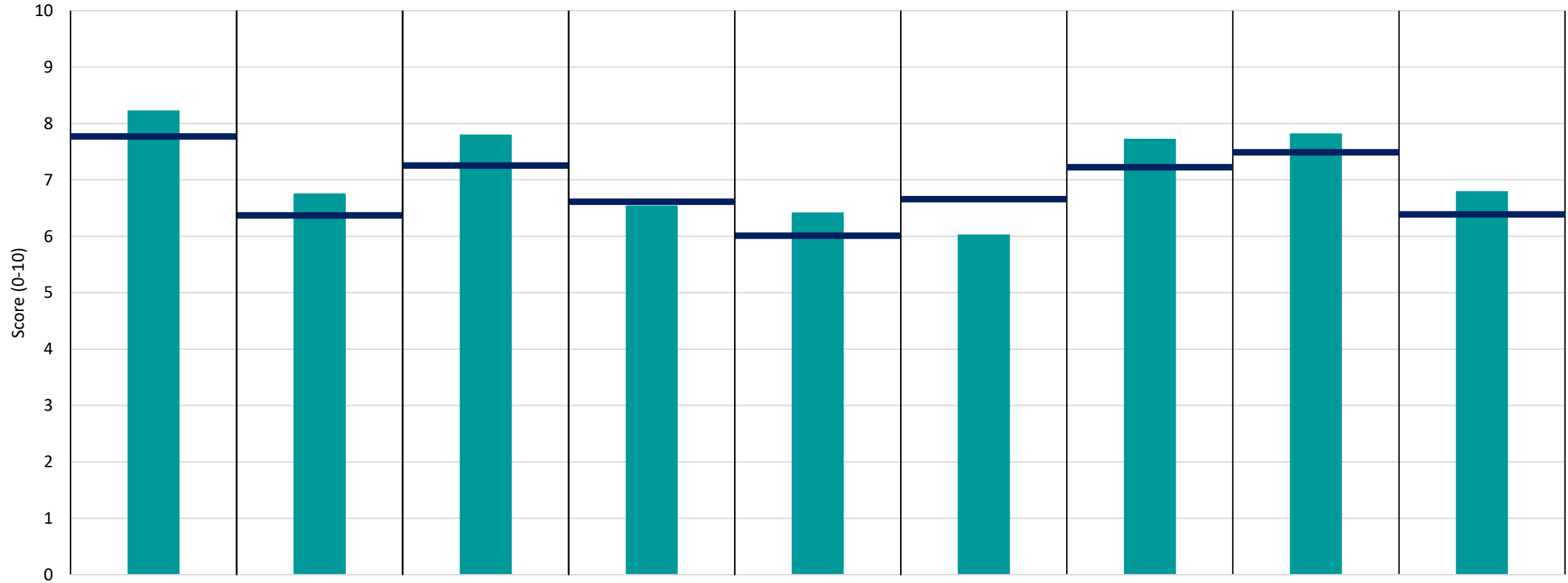
We are a team



Staff Engagement



Morale



Breakdown	8.23	6.76	7.81	6.55	6.42	6.03	7.73	7.83	6.80
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	23	23	23	23	23	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



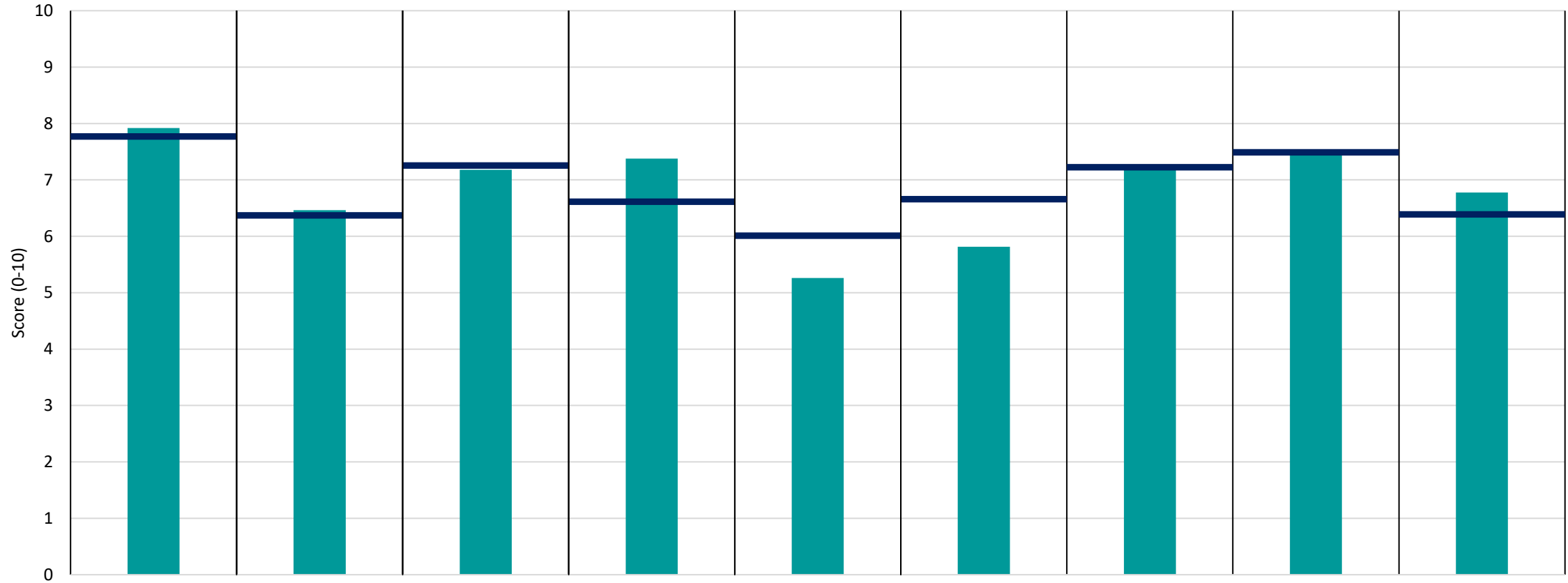
We are a team



Staff Engagement



Morale



Breakdown	7.92	6.46	7.18	7.38	5.26	5.82	7.25	7.49	6.78
Your org	7.77	6.37	7.26	6.61	6.01	6.66	7.22	7.49	6.39
Responses	24	24	24	24	24	23	23	24	24