

# Solent NHS Trust

2018 NHS Staff Survey

**Directorate Report**

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This directorate report for Solent NHS Trust contains results by directorate for themes from the 2018 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 directorate 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 directorate breakdowns used in this report were provided and defined by Solent NHS Trust. Details of how the theme scores were calculated are included in the Technical Document, available to download from our [results website](#).

## Key features

Breakdown type and **directorate name** are specified in the header. Black text in the header is hyperlinked: clicking on '2018 NHS Staff Survey Results' navigates back to the contents page.

Directorate results are presented in the context of the (unweighted) **organisation average ('Your org')**, so it is easy to tell if a directorate is performing better or worse than the organisation average. For all themes, a higher score is a better result than a lower score.

The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.

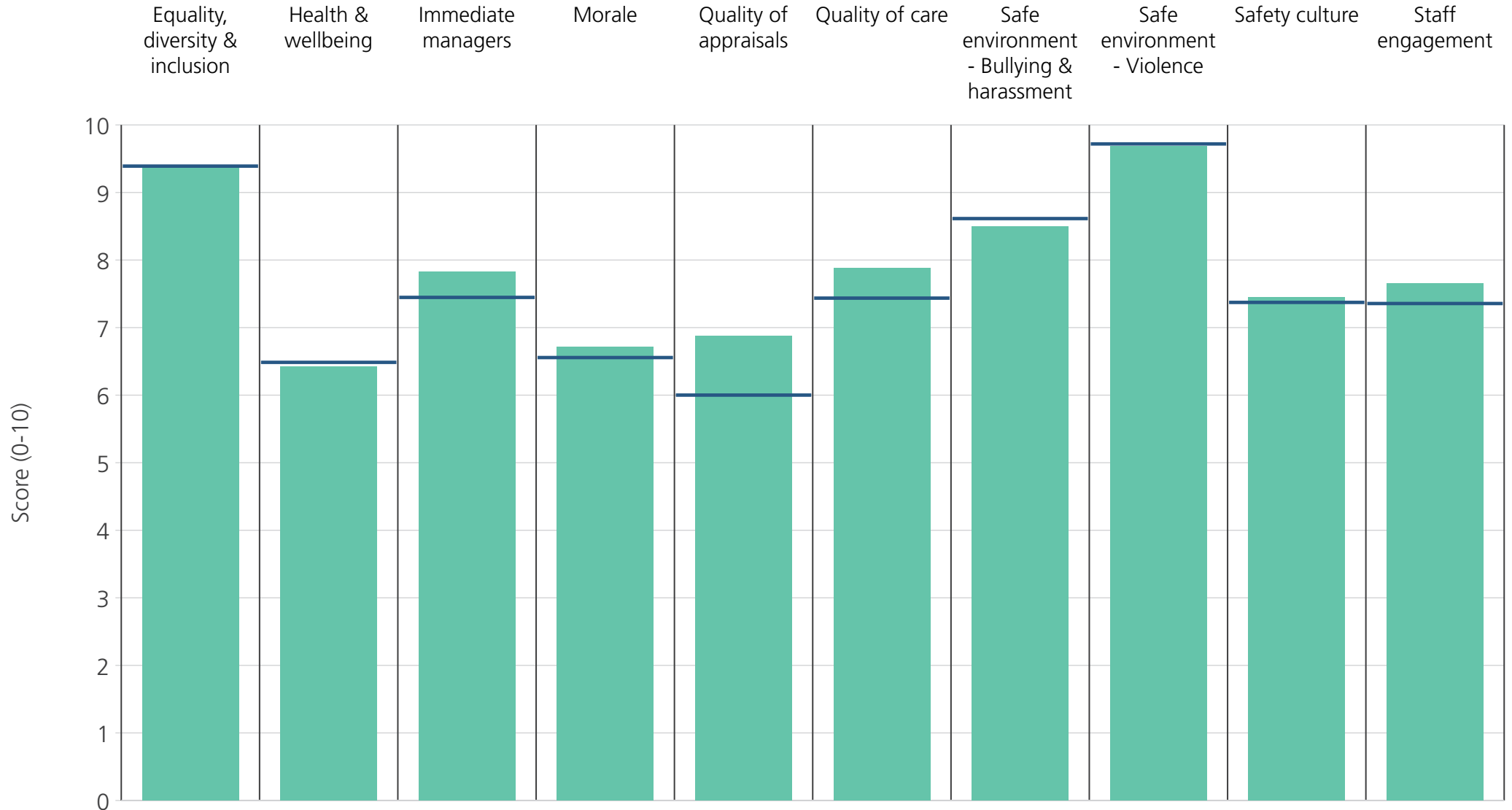


**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

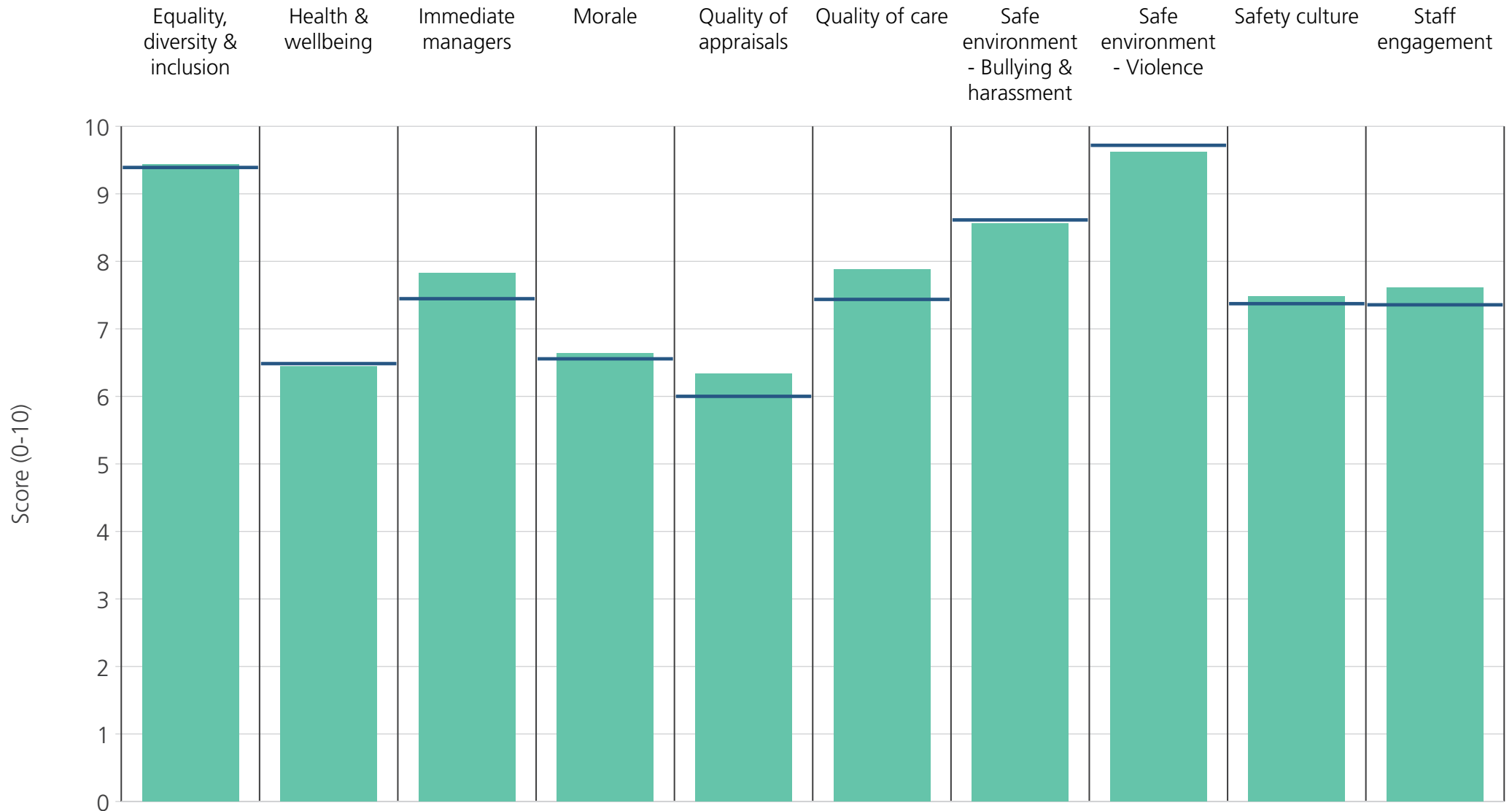
# Directorates 1

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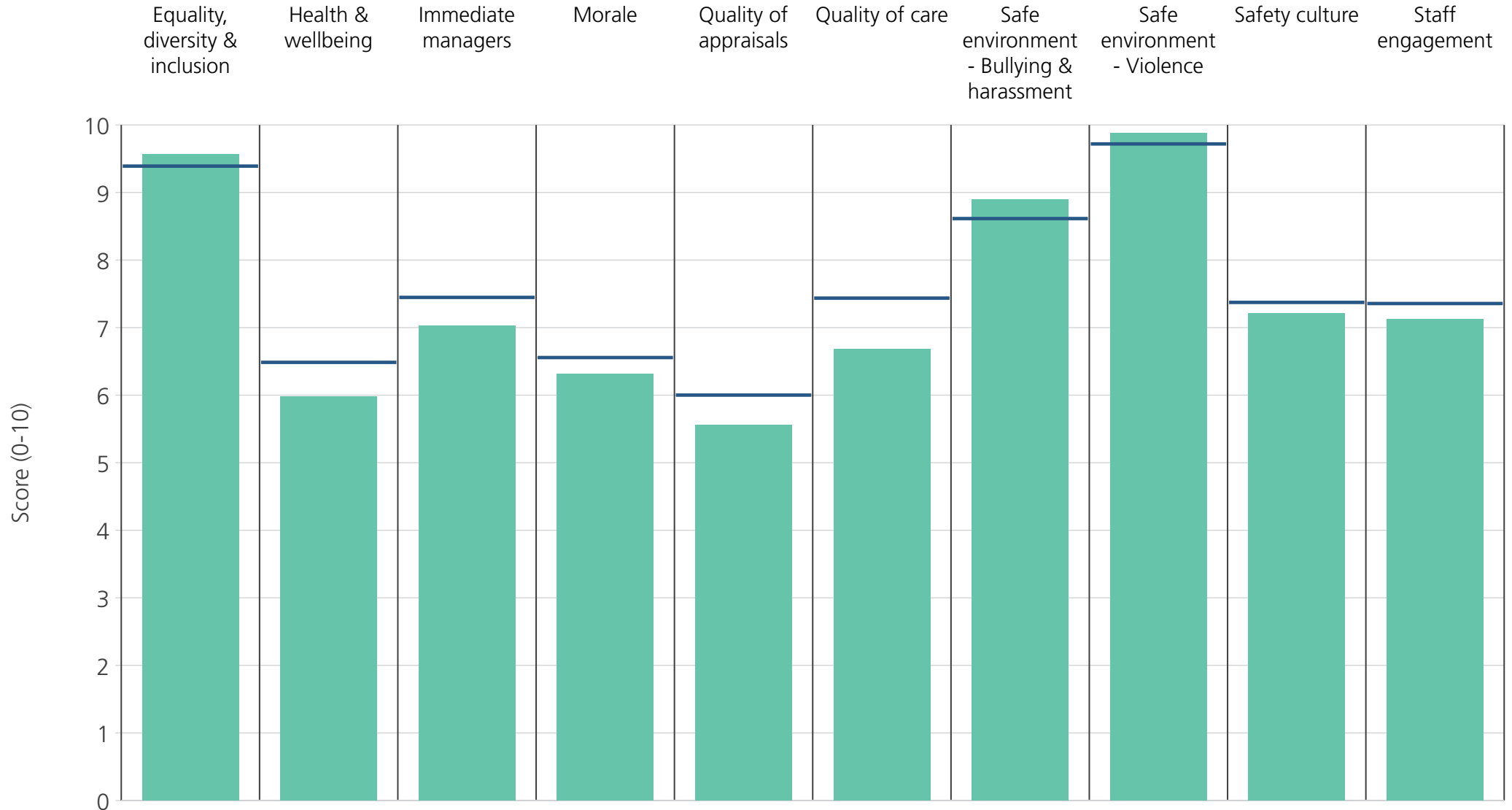
2018 NHS Staff Survey Results



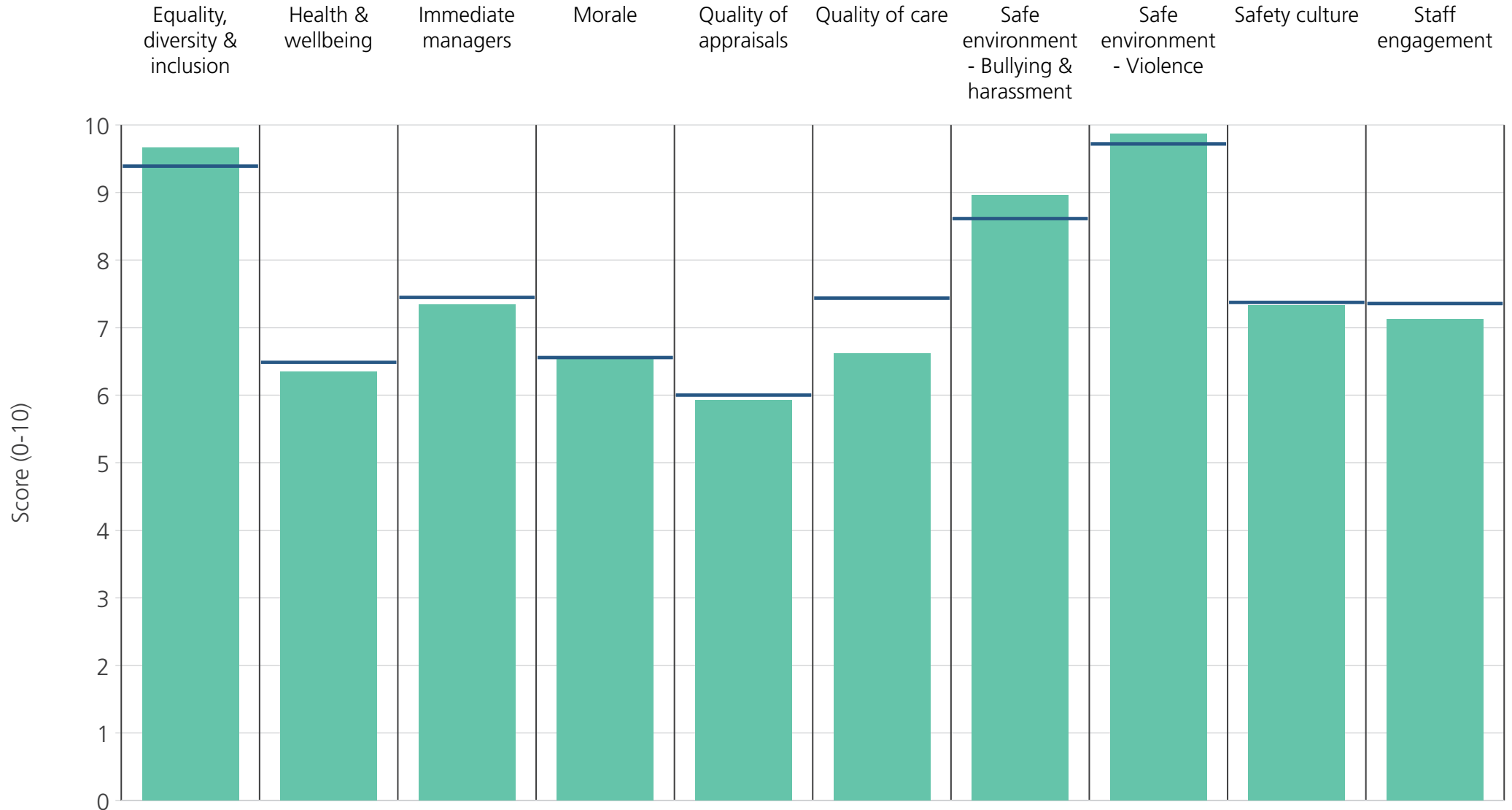
Directorate	9.4	6.4	7.8	6.7	6.9	7.9	8.5	9.7	7.4	7.6
Your org	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
Responses	224	224	226	225	213	210	226	225	226	228



<b>Directorate</b>	9.4	6.4	7.8	6.6	6.3	7.9	8.6	9.6	7.5	7.6
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	330	332	331	330	315	307	329	325	332	333

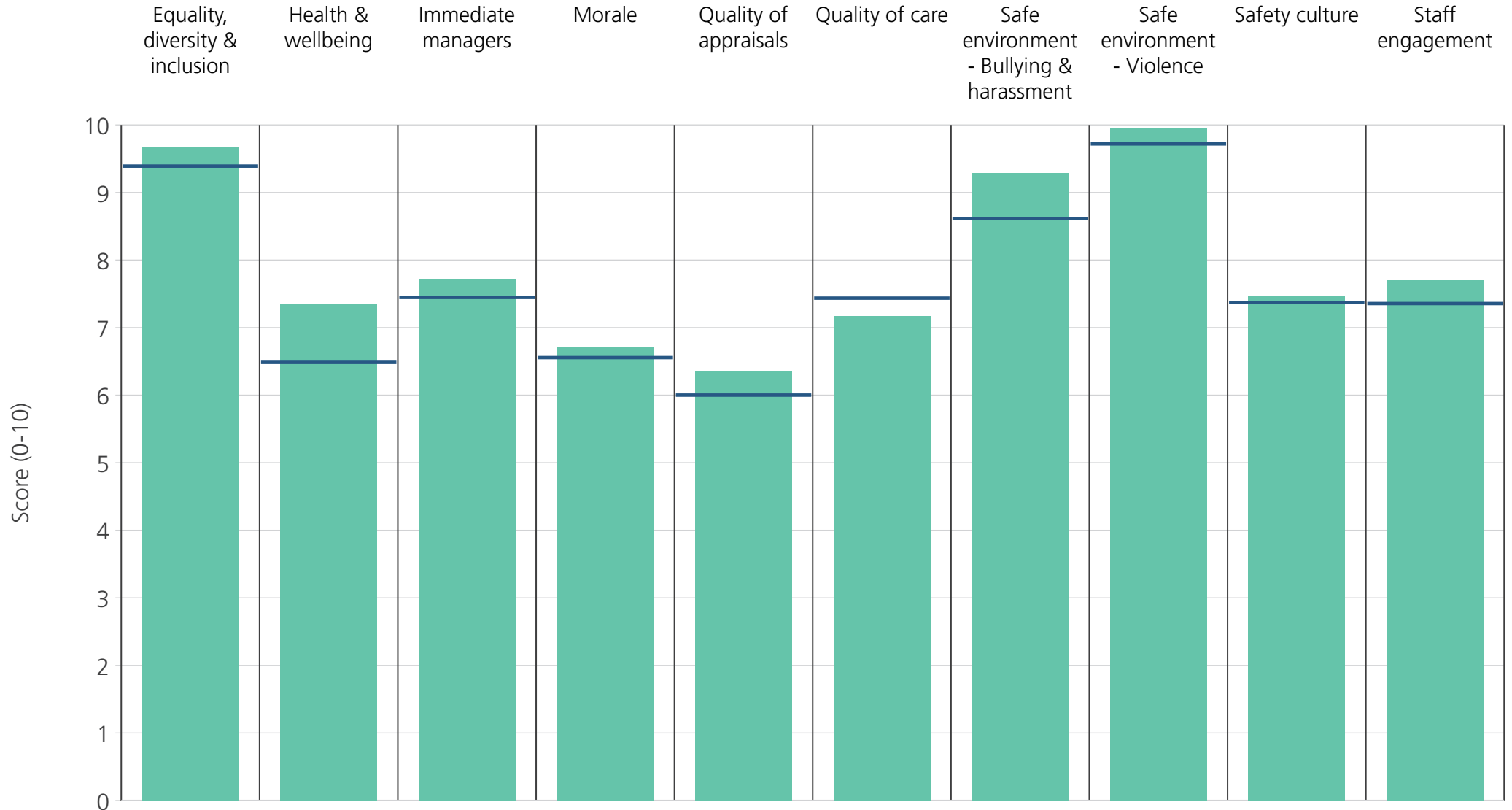


<b>Directorate</b>	9.6	6.0	7.0	6.3	5.6	6.7	8.9	9.9	7.2	7.1
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	185	185	187	185	174	169	185	185	185	187

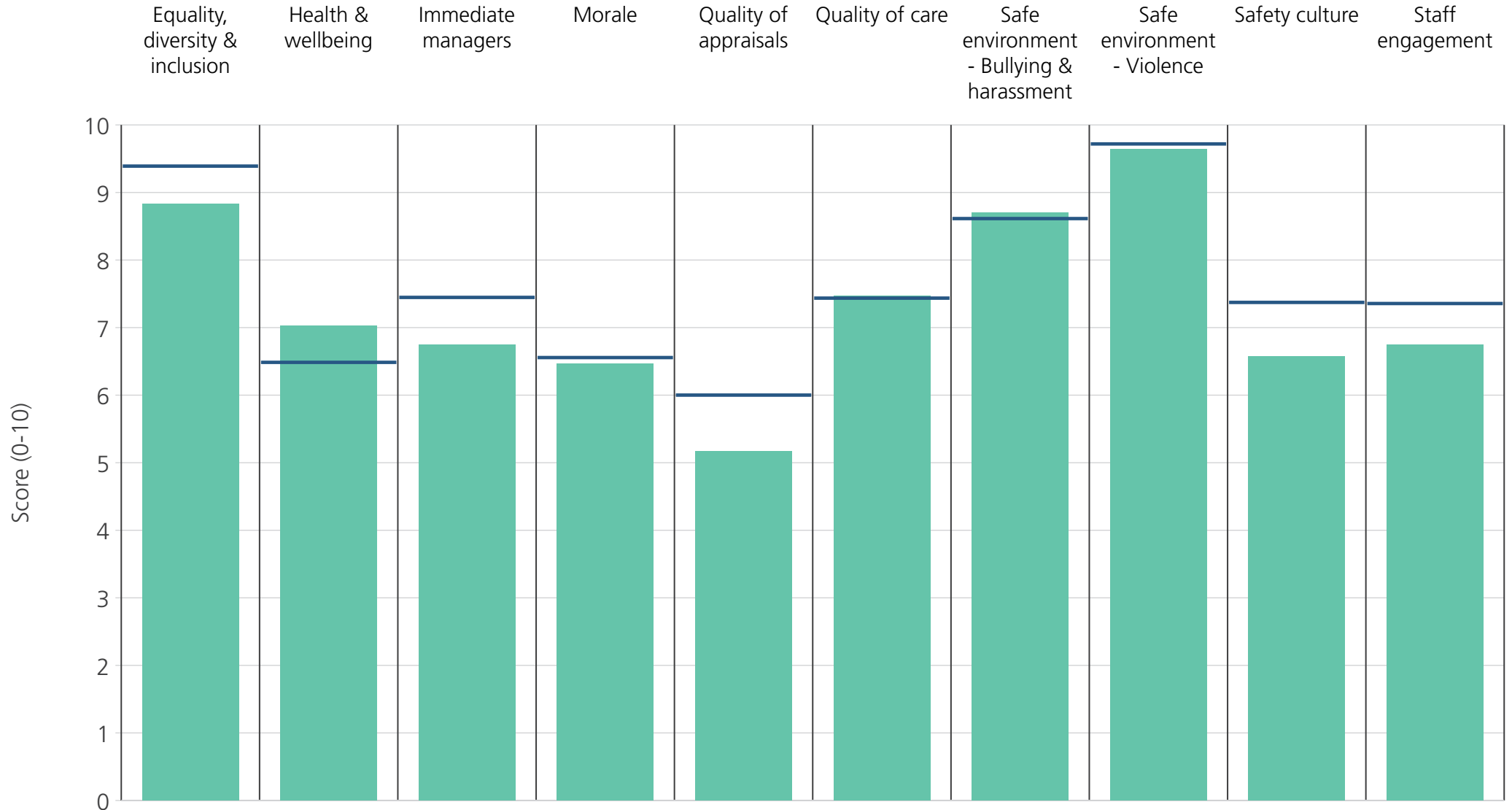


<b>Directorate</b>	9.7	6.3	7.3	6.5	5.9	6.6	9.0	9.9	7.3	7.1
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	261	264	265	262	246	245	259	261	263	265

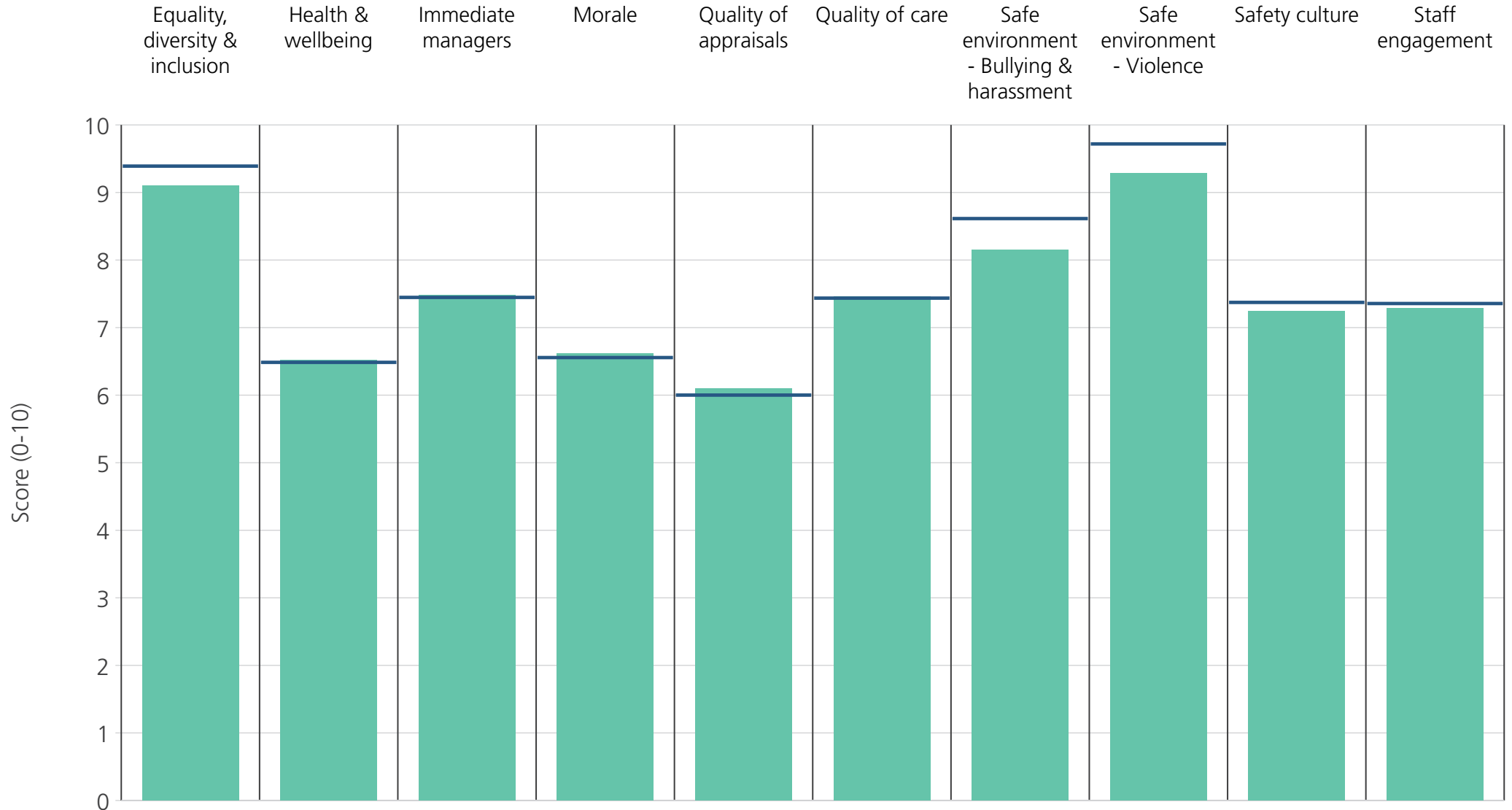




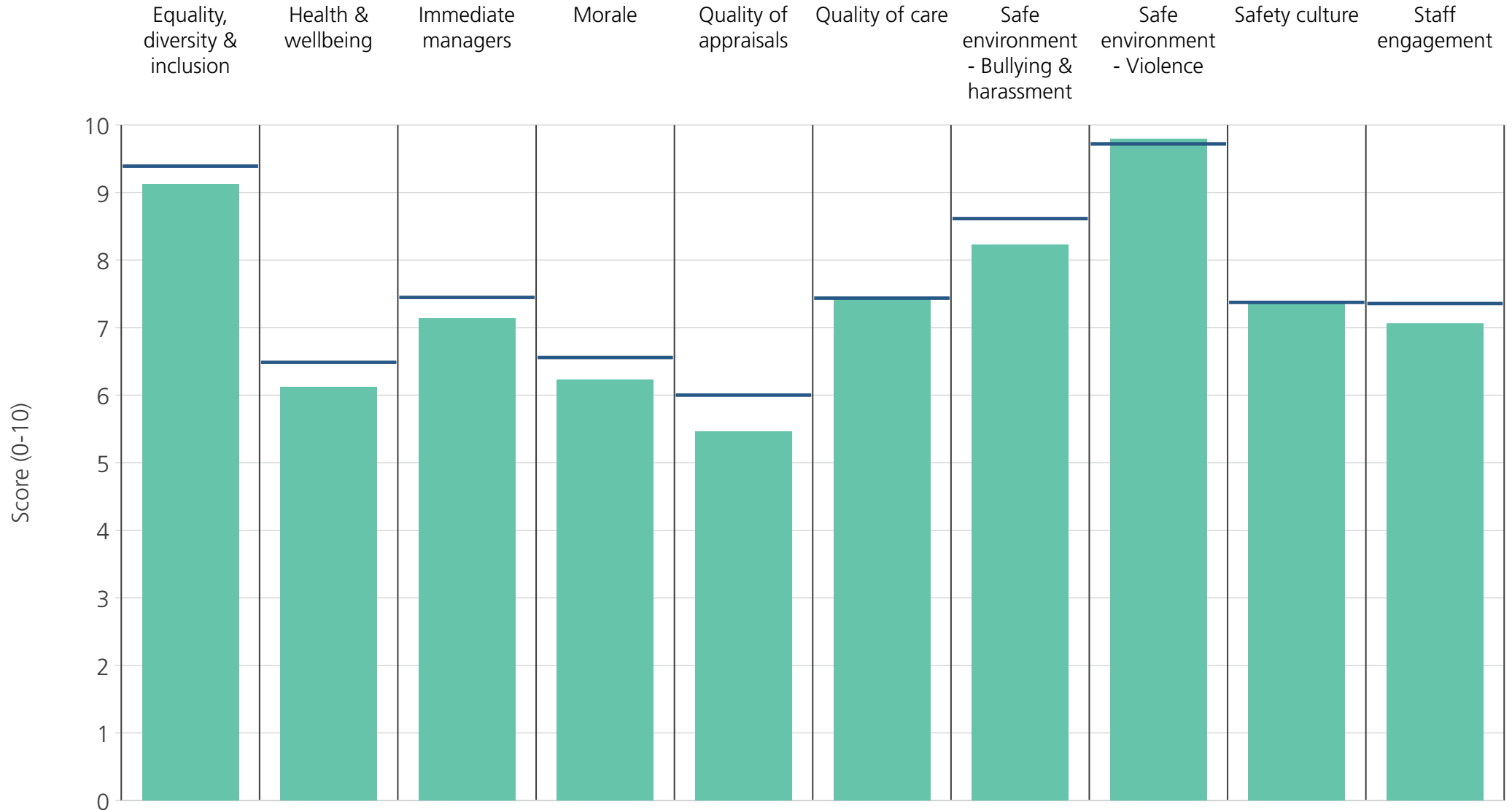
<b>Directorate</b>	9.7	7.4	7.7	6.7	6.3	7.2	9.3	10.0	7.5	7.7
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	246	245	246	245	233	105	245	244	246	246



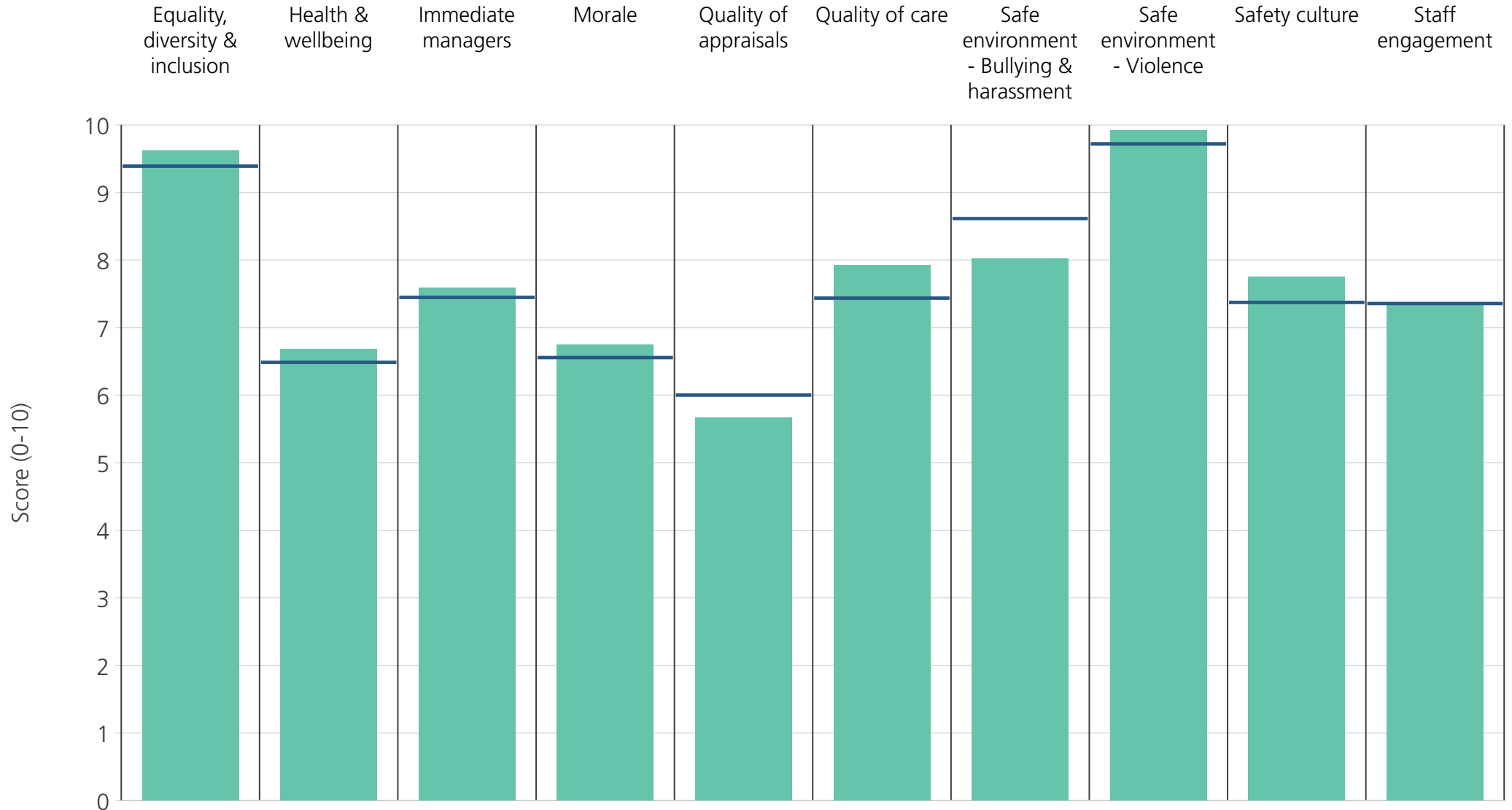
<b>Directorate</b>	8.8	7.0	6.7	6.5	5.2	7.5	8.7	9.6	6.6	6.7
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	135	134	132	126	108	91	132	131	135	134



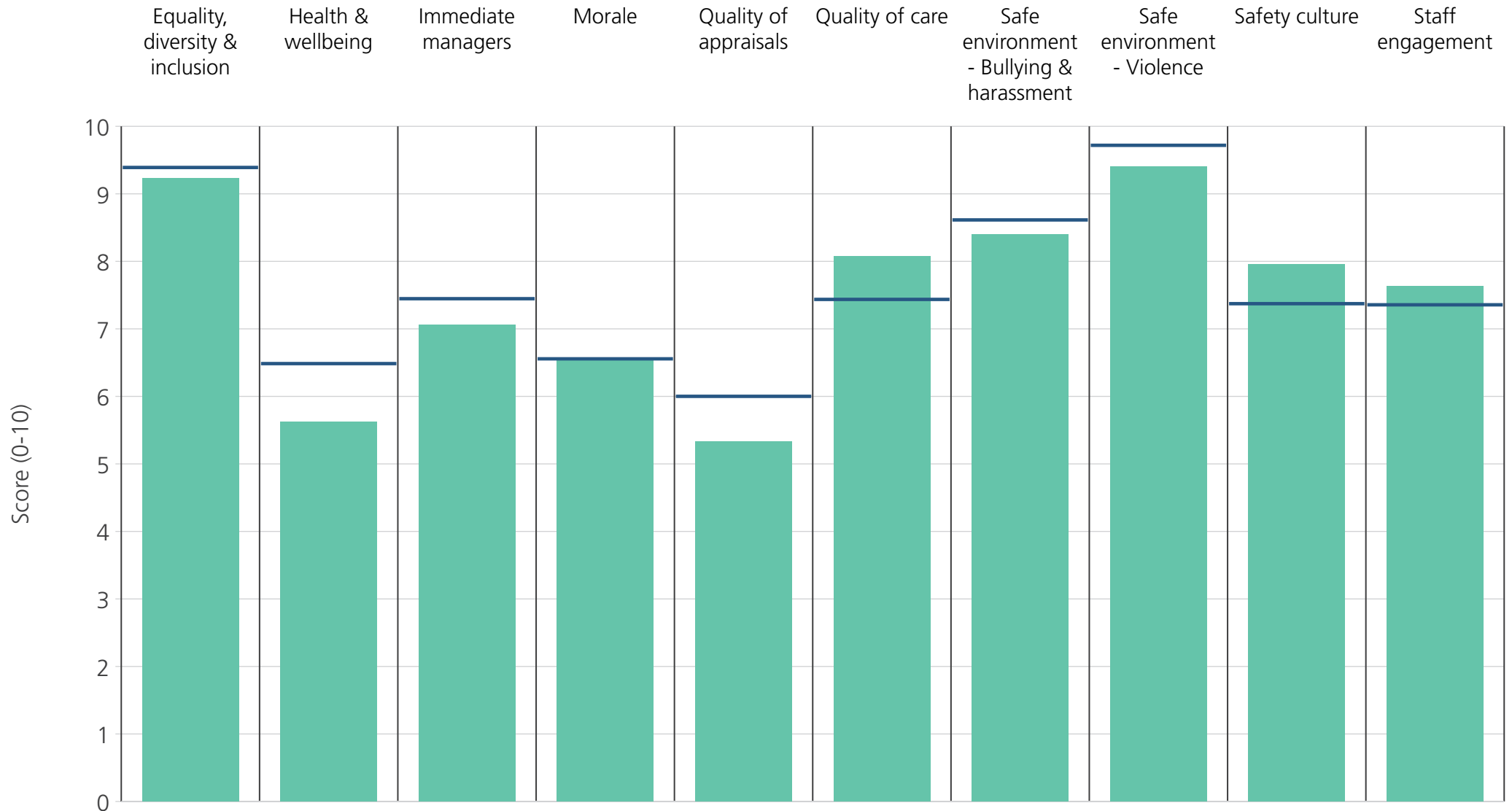
Directorate	9.1	6.5	7.5	6.6	6.1	7.5	8.1	9.3	7.2	7.3
Your org	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
Responses	205	206	207	204	195	184	206	206	205	207



<b>Directorate</b>	9.1	6.1	7.1	6.2	5.5	7.4	8.2	9.8	7.4	7.1
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	211	209	209	210	190	198	210	210	210	211



<b>Directorate</b>	9.6	6.7	7.6	6.7	5.7	7.9	8.0	9.9	7.7	7.4
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	128	127	128	125	117	118	127	127	128	128

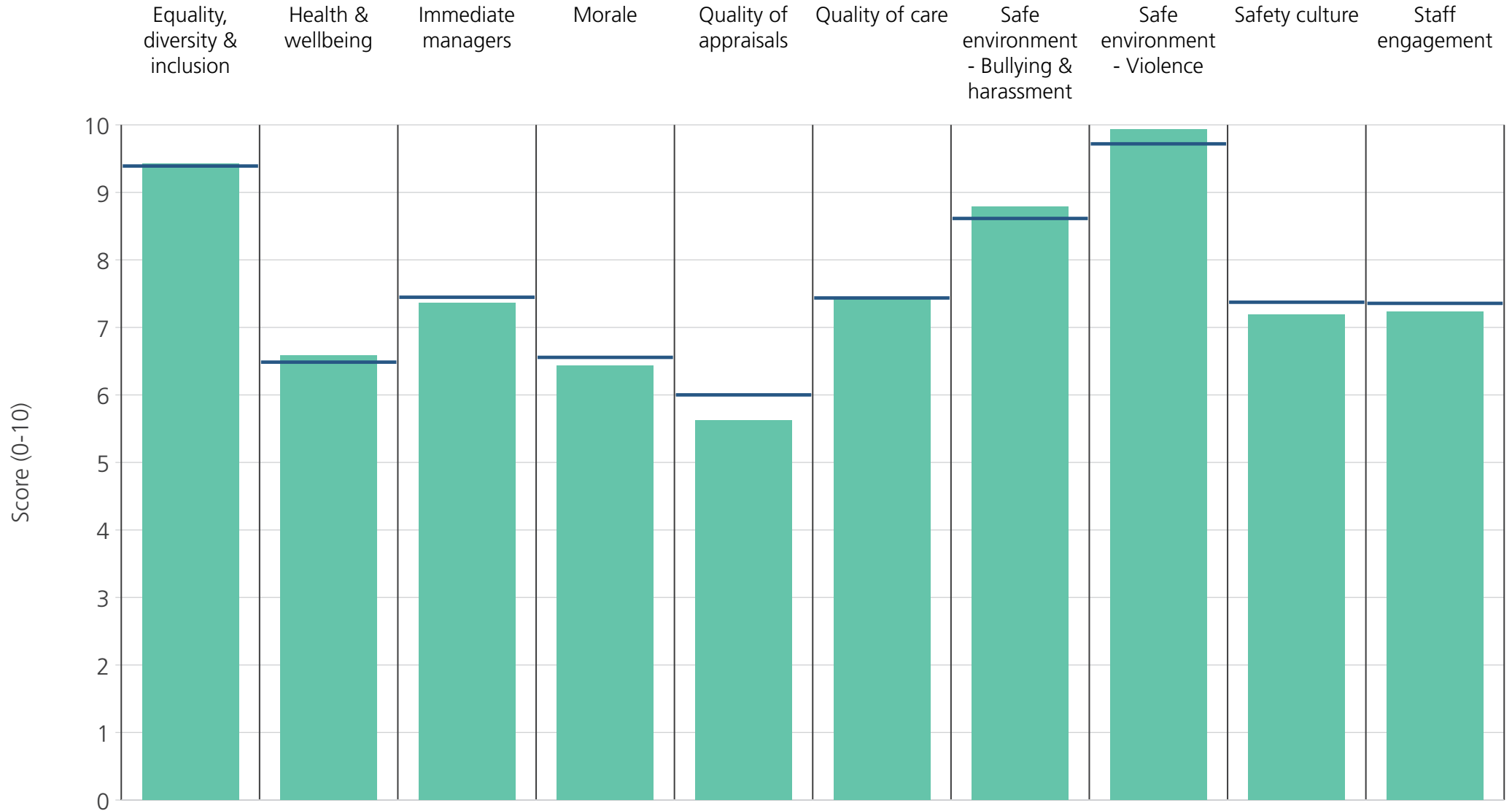


<b>Directorate</b>	9.2	5.6	7.1	6.6	5.3	8.1	8.4	9.4	8.0	7.6
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	97	97	96	97	93	92	96	95	97	97

# Directorates 2

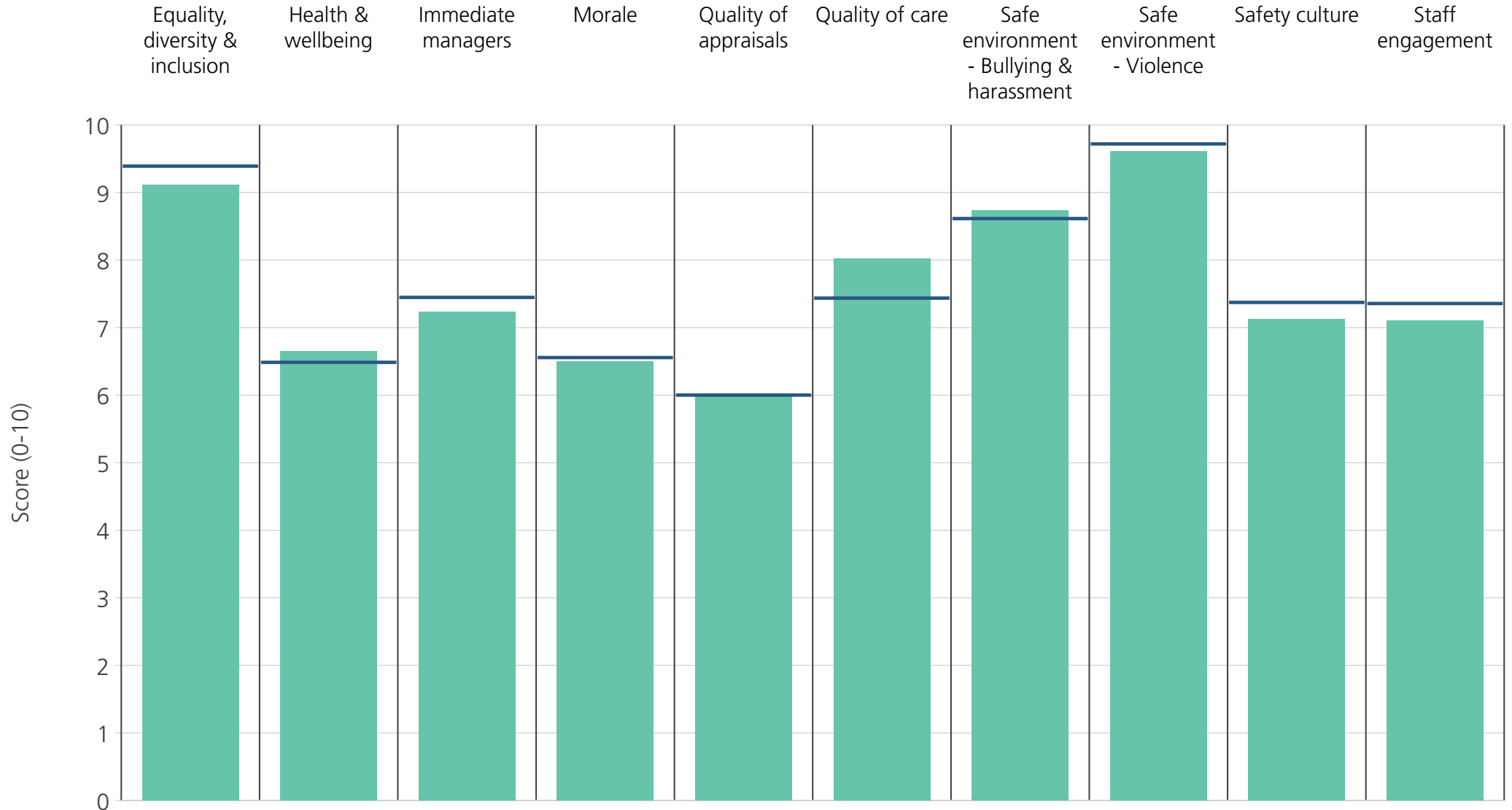
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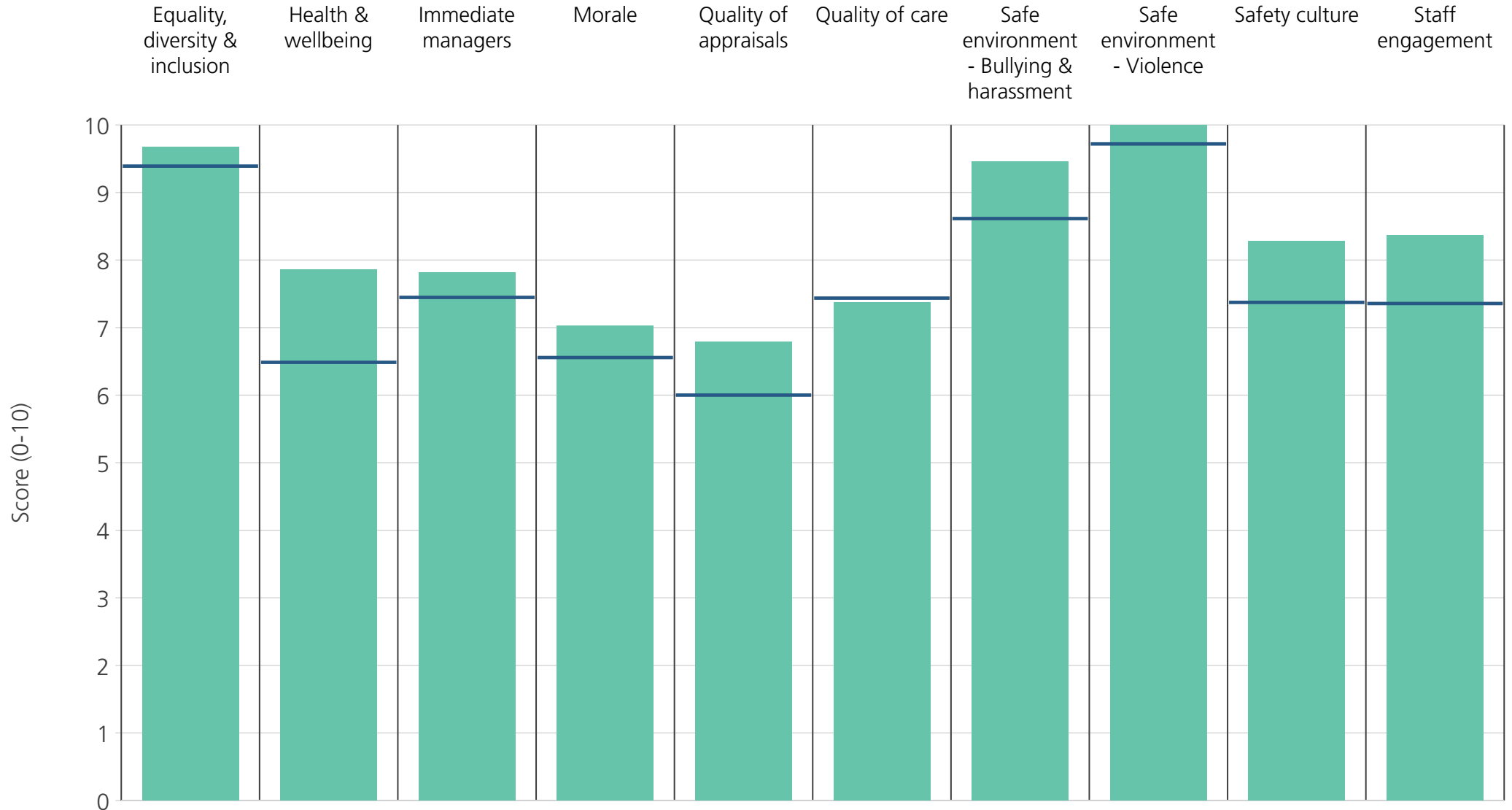


<b>Directorate</b>	9.4	6.6	7.4	6.4	5.6	7.4	8.8	9.9	7.2	7.2
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	565	563	564	557	527	342	559	558	562	567

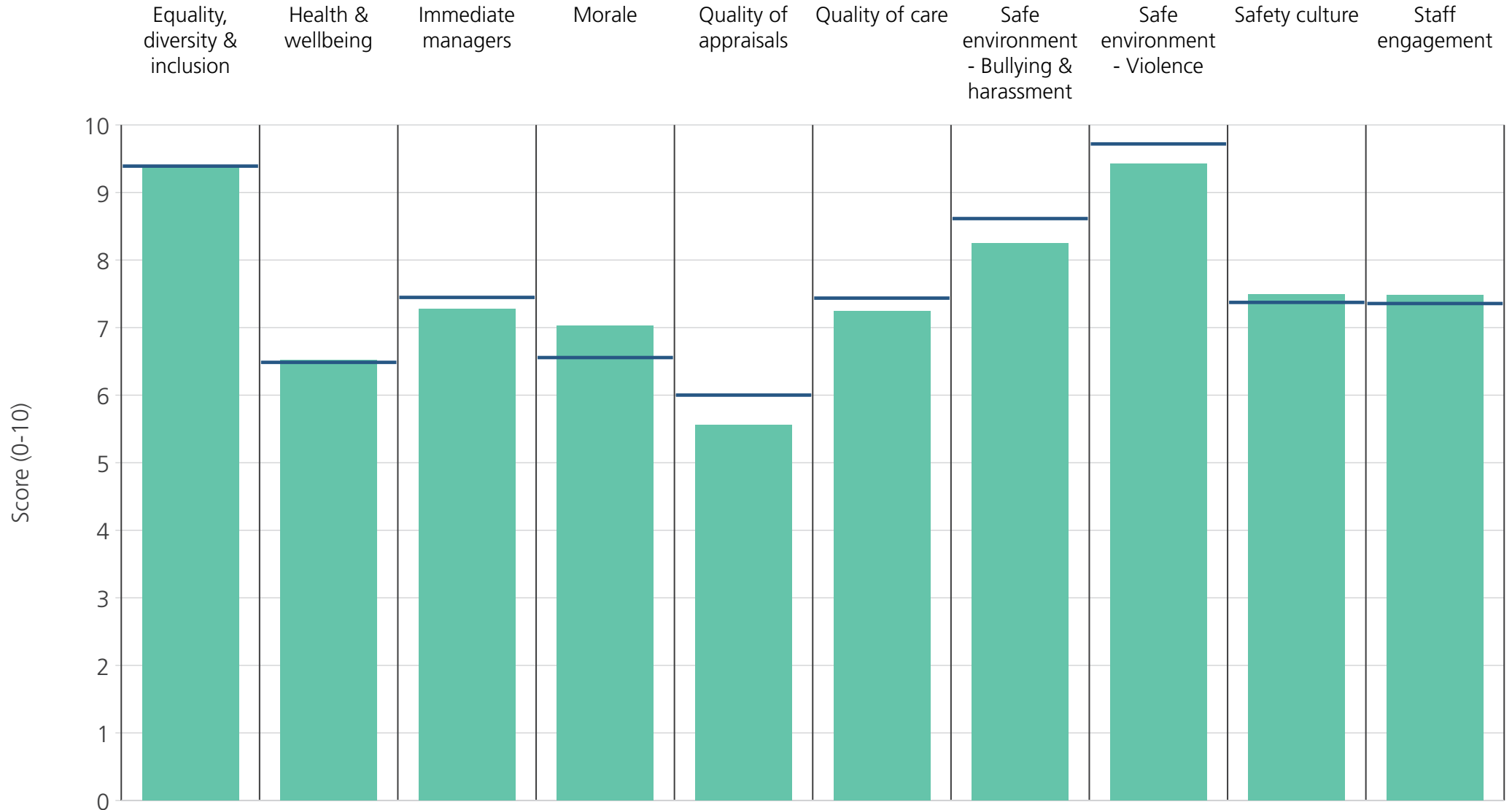




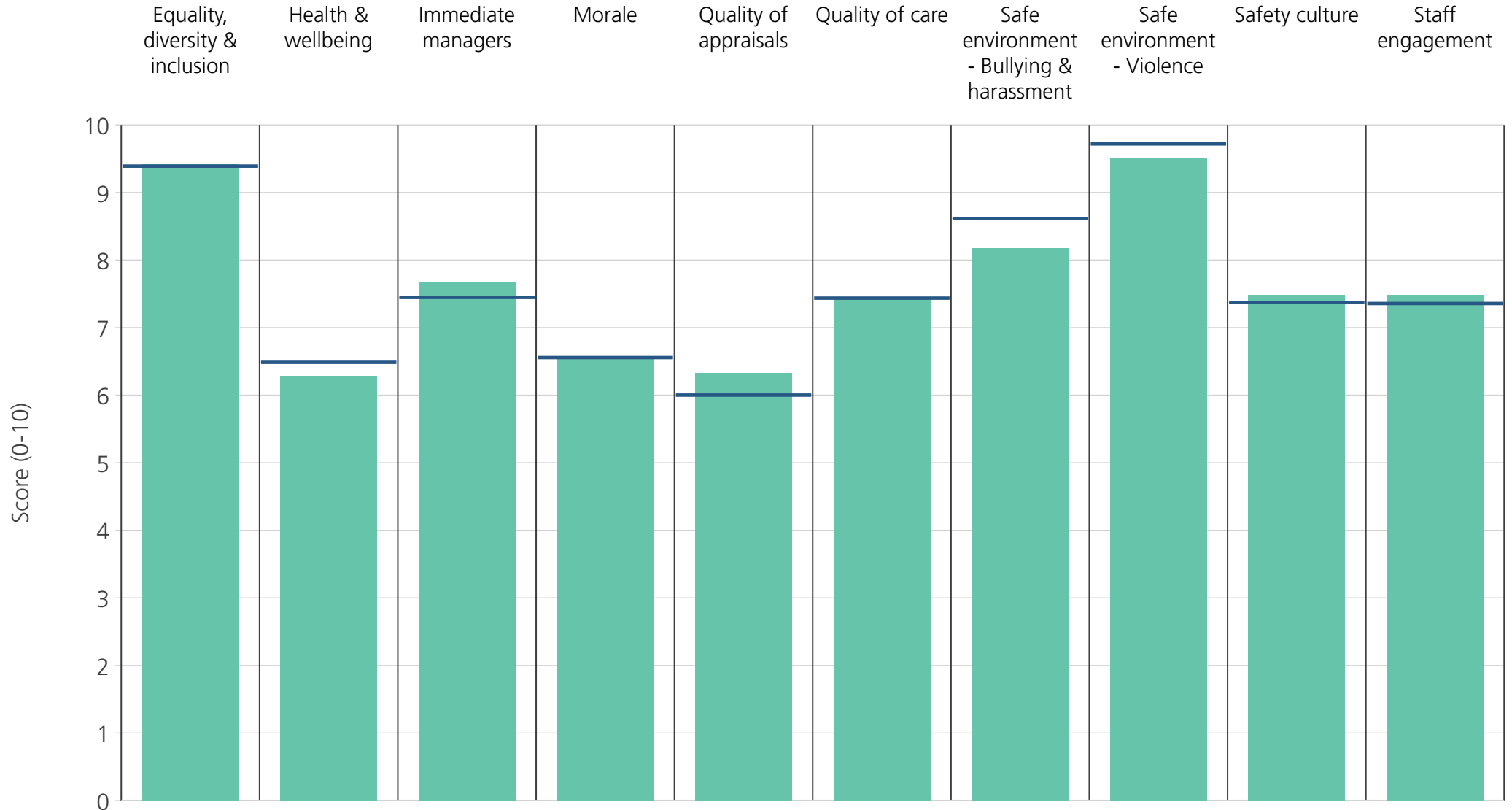
<b>Directorate</b>	9.1	6.6	7.2	6.5	6.0	8.0	8.7	9.6	7.1	7.1
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	371	368	369	361	319	343	367	364	372	371



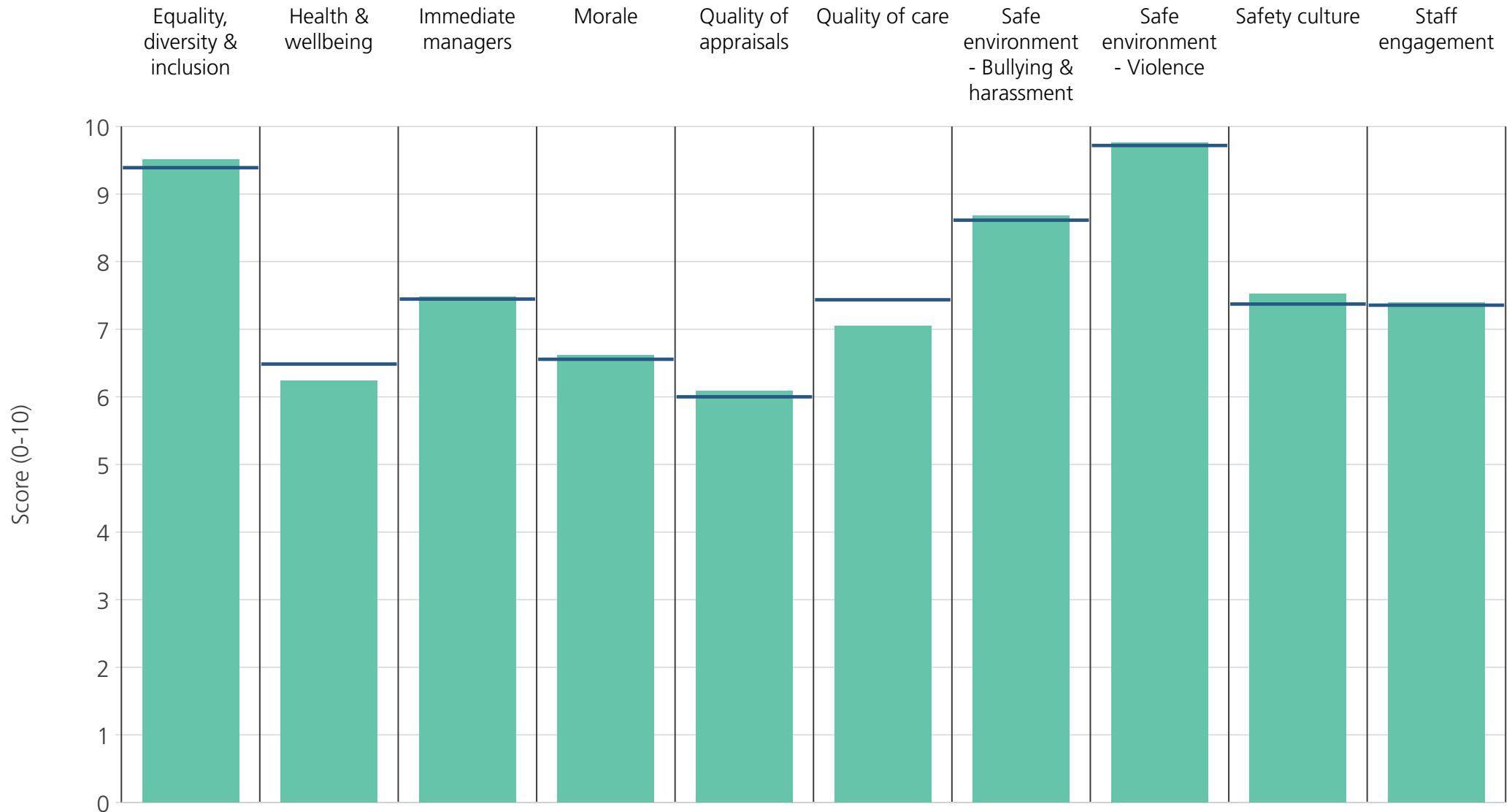
Category	Directorate	Your org	Responses
Equality, diversity & inclusion	9.7	9.4	73
Health & wellbeing	7.9	6.5	73
Immediate managers	7.8	7.4	73
Morale	7.0	6.6	73
Quality of appraisals	6.8	6.0	65
Quality of care	7.4	7.4	20
Safe environment - Bullying & harassment	9.5	8.6	73
Safe environment - Violence	10.0	9.7	73
Safety culture	8.3	7.4	73
Staff engagement	8.4	7.4	73



<b>Directorate</b>	9.4	6.5	7.3	7.0	5.6	7.2	8.2	9.4	7.5	7.5
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	77	77	77	77	69	77	76	75	77	77



<b>Directorate</b>	9.4	6.3	7.7	6.5	6.3	7.4	8.2	9.5	7.5	7.5
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	471	475	475	474	456	470	472	471	475	477



<b>Directorate</b>	9.5	6.2	7.5	6.6	6.1	7.0	8.7	9.8	7.5	7.4
<b>Your org</b>	9.4	6.5	7.4	6.6	6.0	7.4	8.6	9.7	7.4	7.4
<b>Responses</b>	465	467	469	467	448	467	468	468	468	471