

Barking, Havering and Redbridge University Hospitals NHS Trust

2018 NHS Staff Survey

Directorate Report

Contents

Introduction	3	Gastroenterology	26
Themes – Directorates 1	4	Paediatrics	27
Clinical Support Division	5	Assessment & Ambulatory Care	28
Corporate Division	6	Cardiology	29
Women & Child Health Division	7	Gynaecology	30
Specialist Medicine Division	8	Finance	31
Acute Medicine Division	9	Orthopaedics	32
Anaesthetics Division	10	Respiratory	33
Surgery Division	11	Workforce and Health & Wellbeing	34
Themes – Directorates 2	12	Anaesthetics	35
OTHER	13	Diabetes + Endocrinology	36
Midwifery	14		
Diagnostic Imaging	15		
Care of the Elderly	16		
Emergency	17		
Pathology	18		
Oncology	19		
General Surgery	20		
Theatres	21		
Critical Care	22		
Outpatients	23		
Therapies	24		
Pharmacy	25		

This directorate report for Barking, Havering and Redbridge University Hospitals 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 Barking, Havering and Redbridge University Hospitals 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.

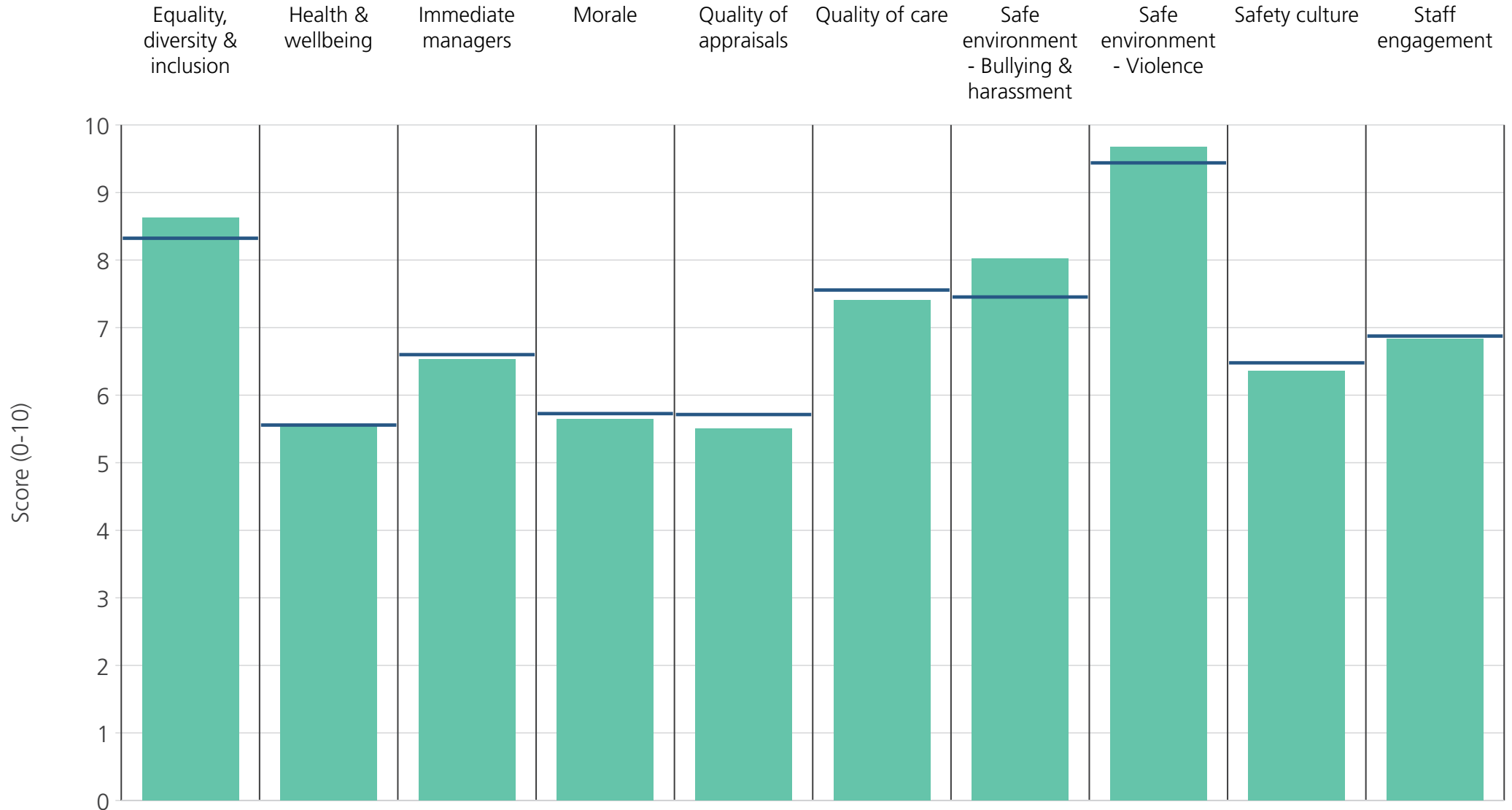
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



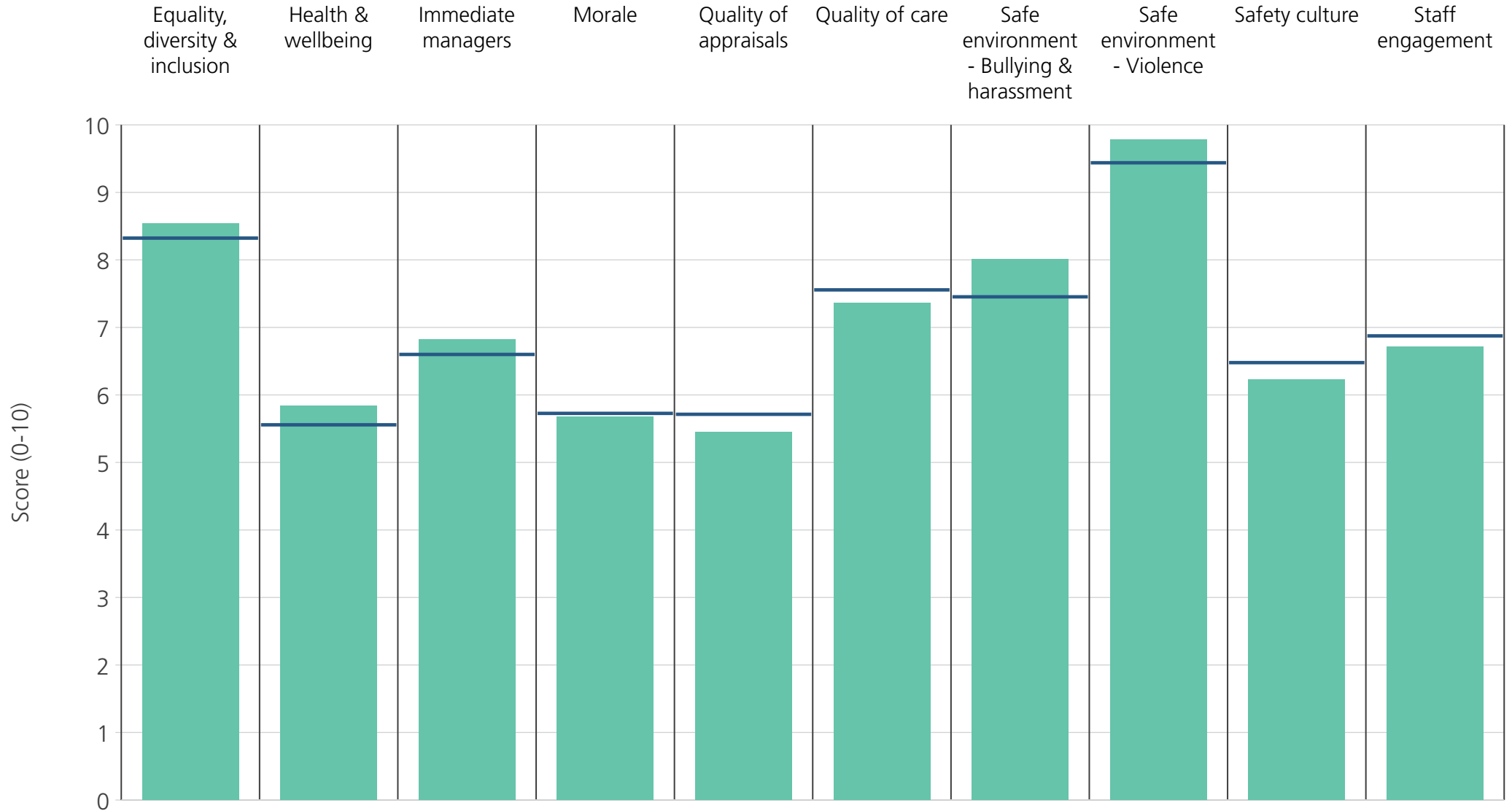
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

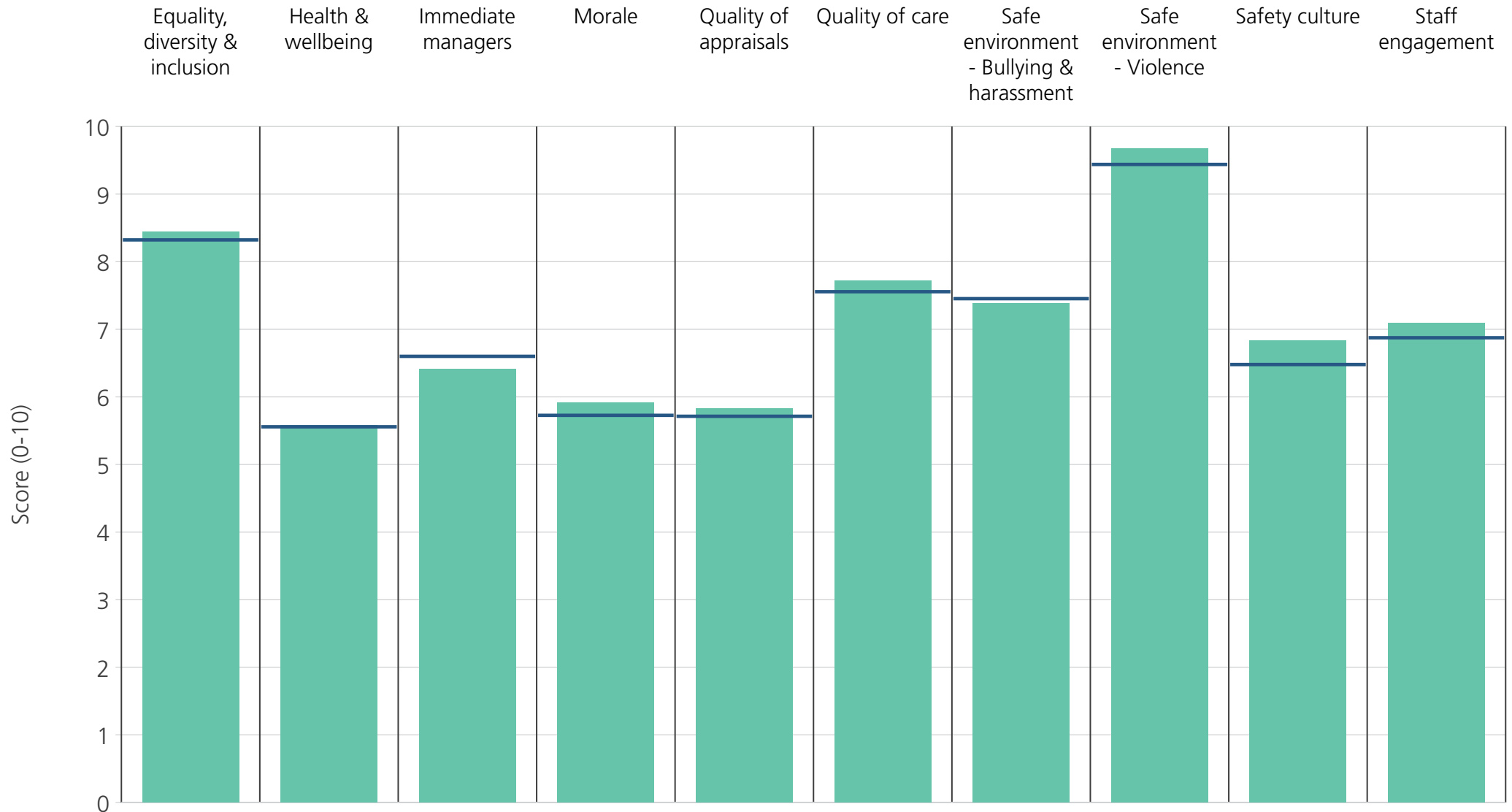
Barking, Havering and Redbridge University Hospitals NHS Trust
2018 NHS Staff Survey Results



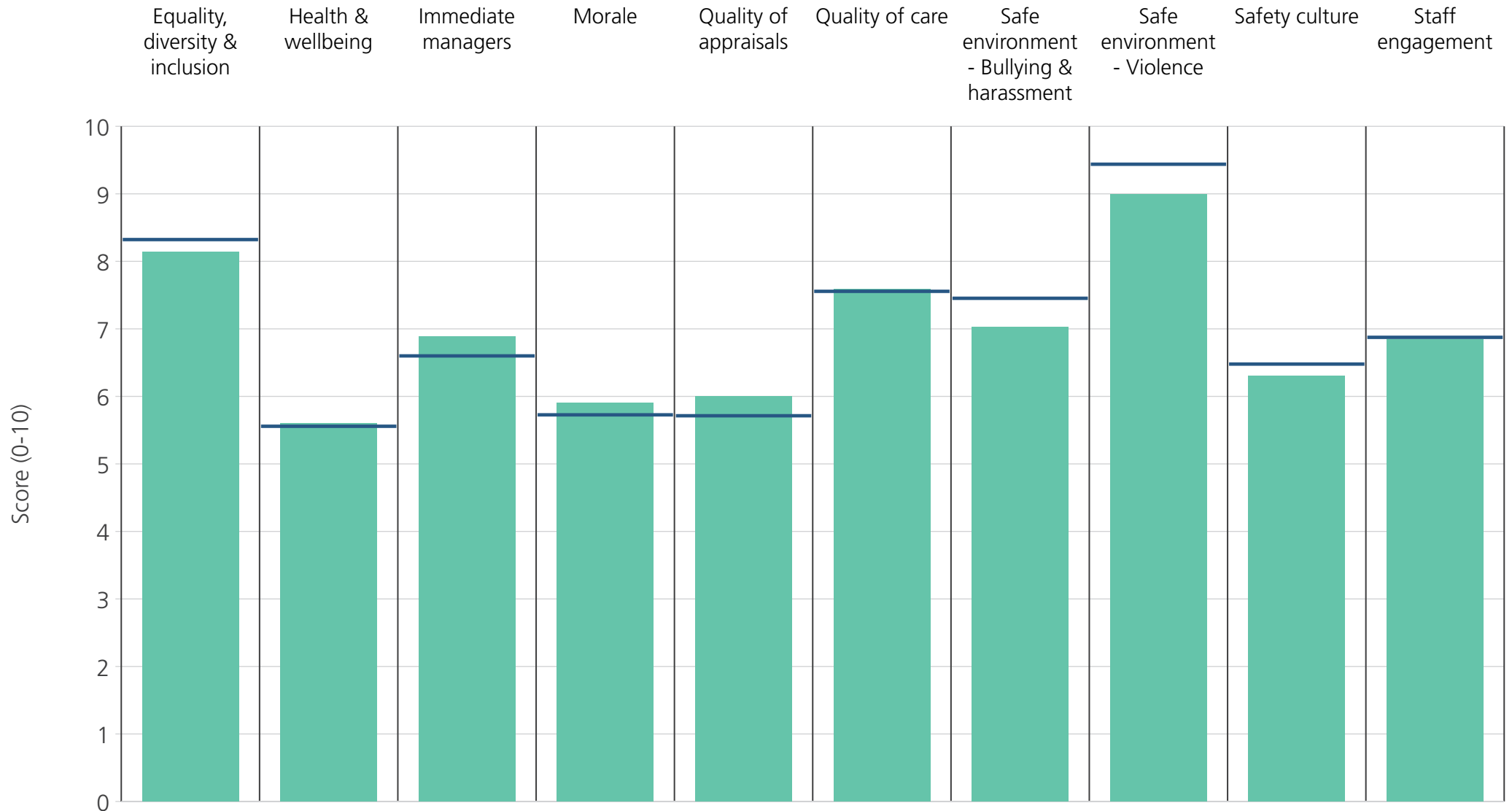
Category	Directorate	Your org	Responses
Equality, diversity & inclusion	8.6	8.3	617
Health & wellbeing	5.5	5.6	627
Immediate managers	6.5	6.6	627
Morale	5.6	5.7	616
Quality of appraisals	5.5	5.7	571
Quality of care	7.4	7.6	604
Safe environment - Bullying & harassment	8.0	7.5	617
Safe environment - Violence	9.7	9.4	615
Safety culture	6.4	6.5	616
Staff engagement	6.8	6.9	645



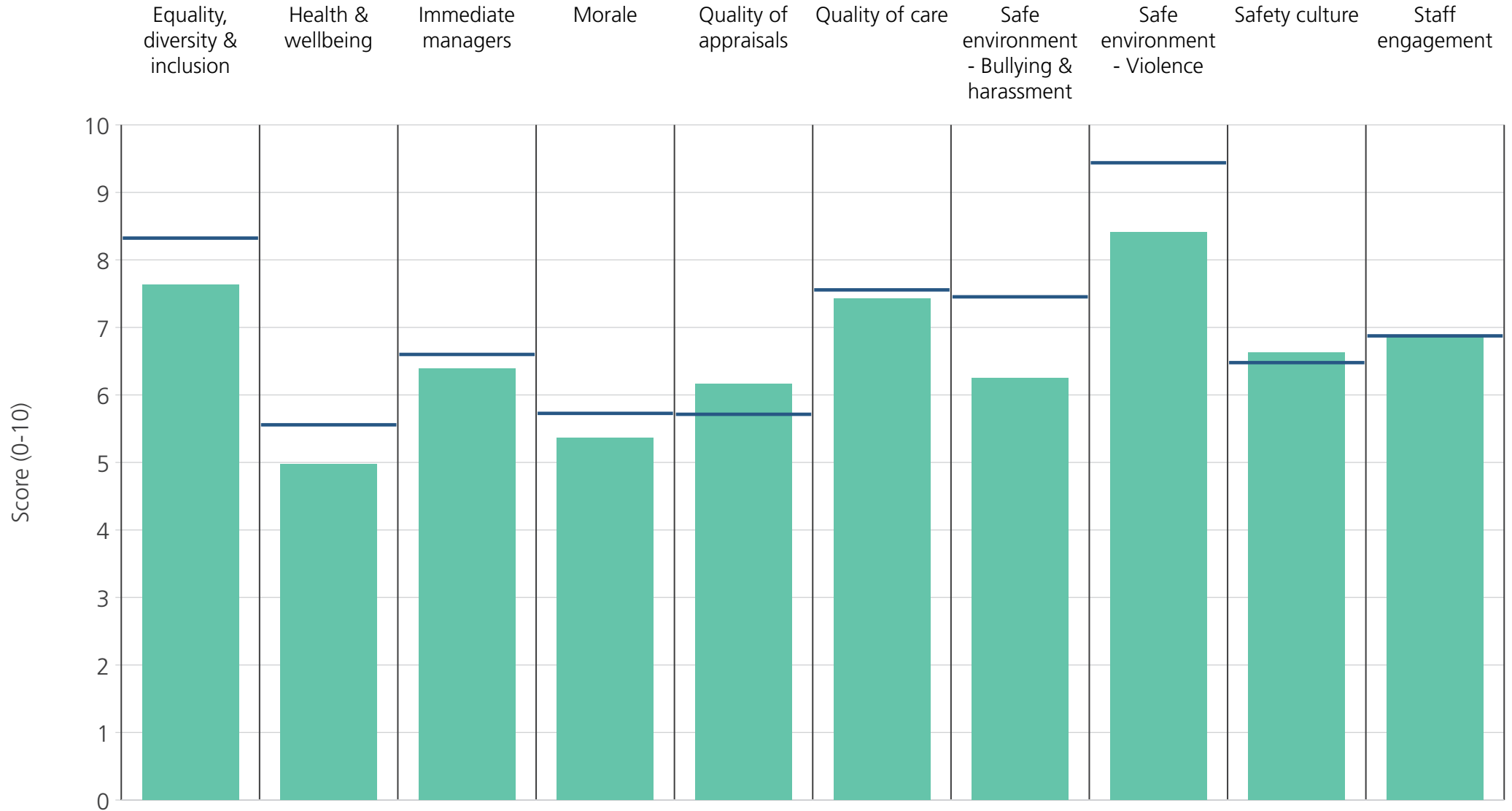
Directorate	8.5	5.8	6.8	5.7	5.5	7.4	8.0	9.8	6.2	6.7
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	570	580	579	558	500	393	563	558	567	584



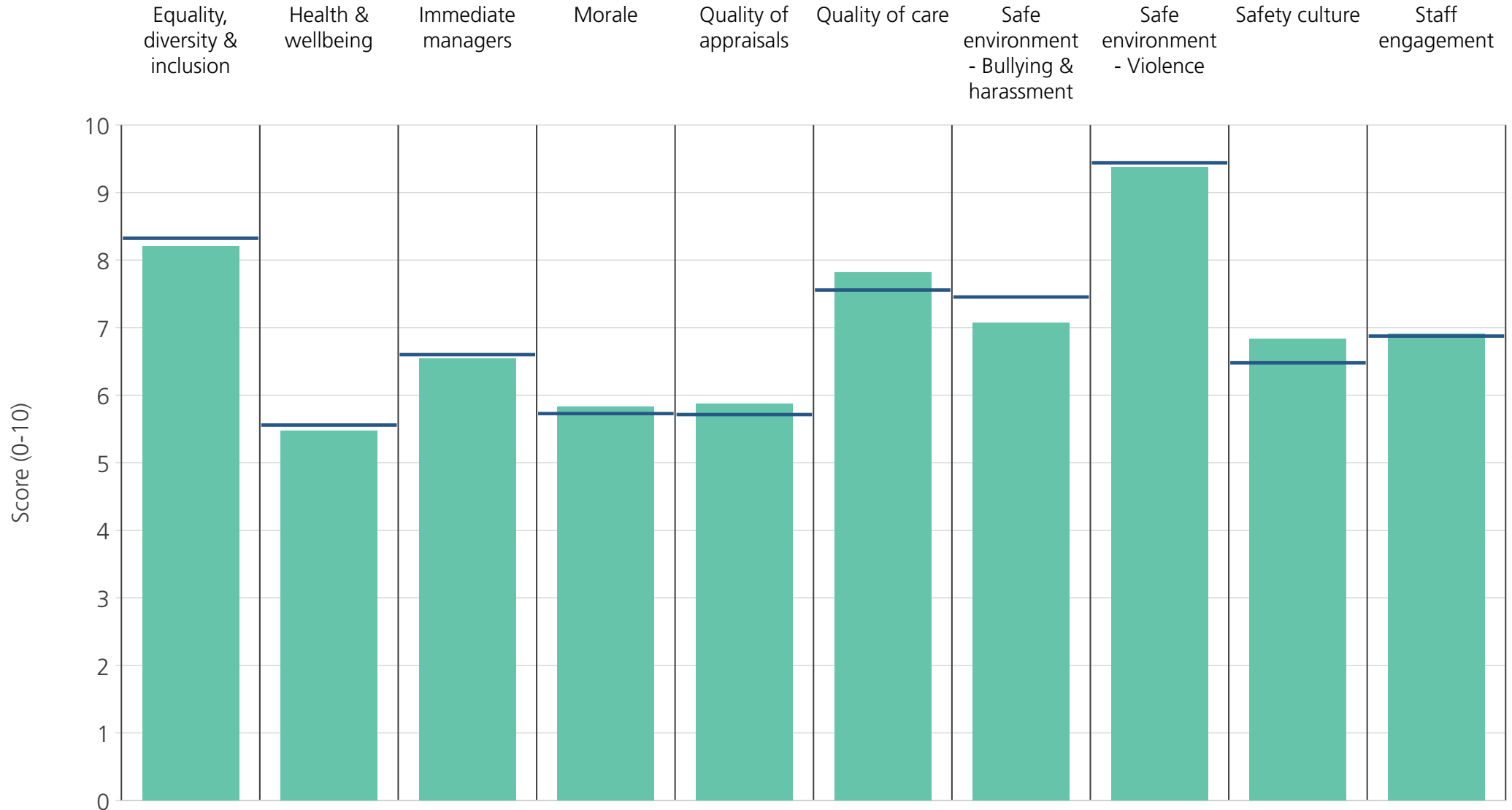
Directorate	8.4	5.6	6.4	5.9	5.8	7.7	7.4	9.7	6.8	7.1
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	390	396	400	384	371	398	391	388	392	415



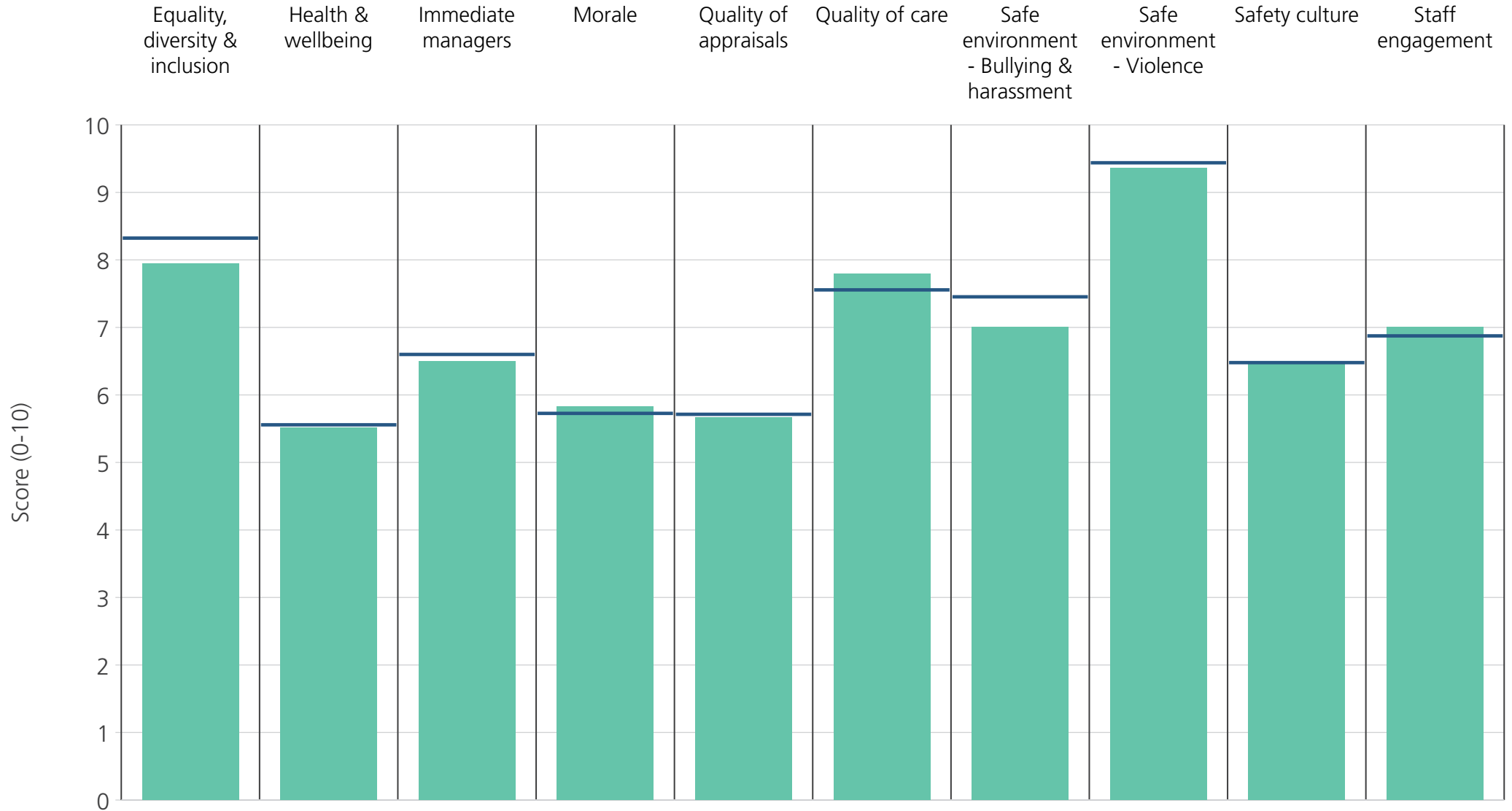
Directorate	8.1	5.6	6.9	5.9	6.0	7.6	7.0	9.0	6.3	6.8
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	302	311	310	300	278	304	303	301	305	320



Directorate	7.6	5.0	6.4	5.4	6.2	7.4	6.3	8.4	6.6	6.9
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	256	258	264	253	224	261	253	252	254	276



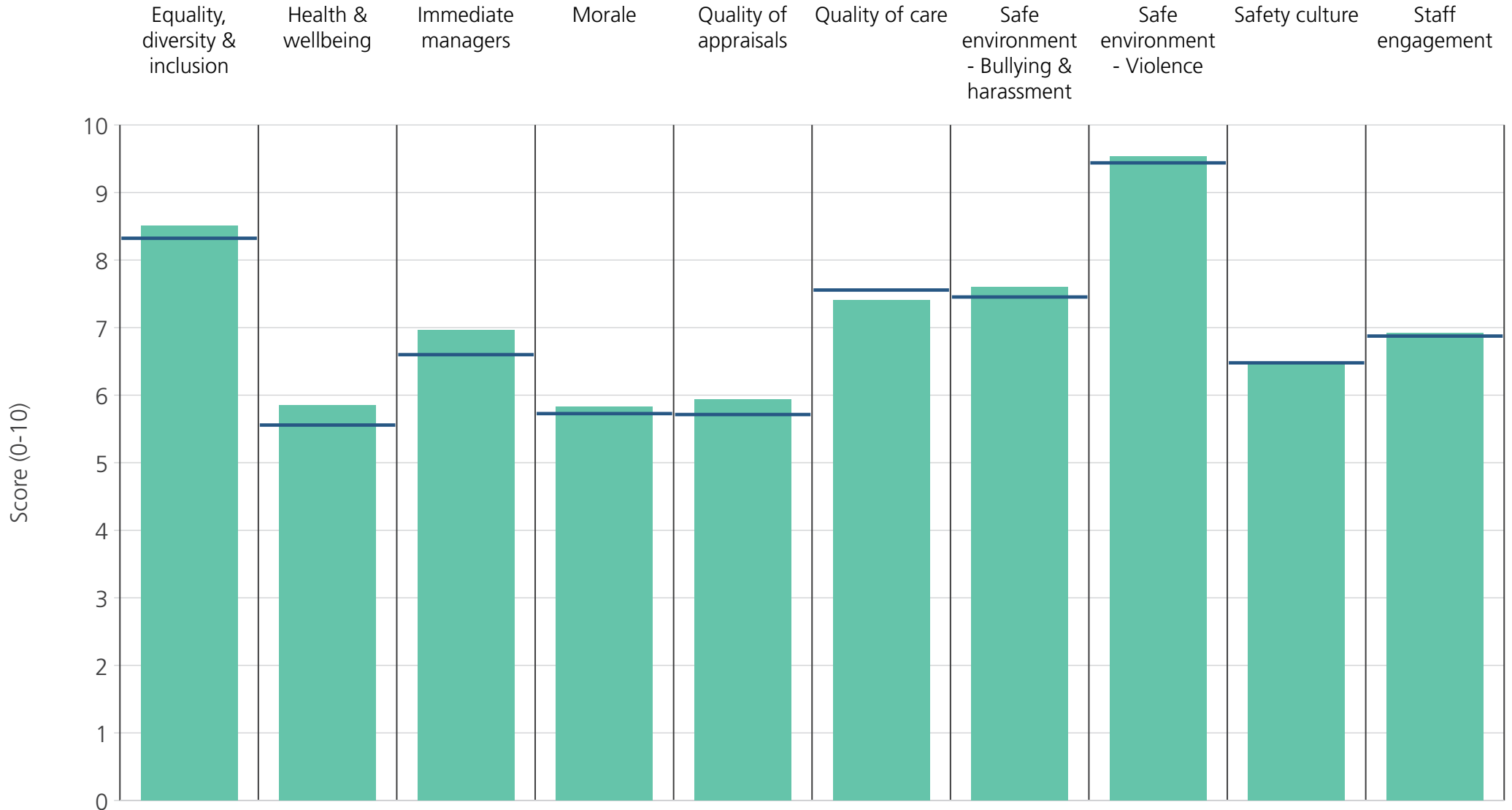
Directorate	8.2	5.5	6.5	5.8	5.9	7.8	7.1	9.4	6.8	6.9
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	256	263	266	258	240	262	253	253	259	272



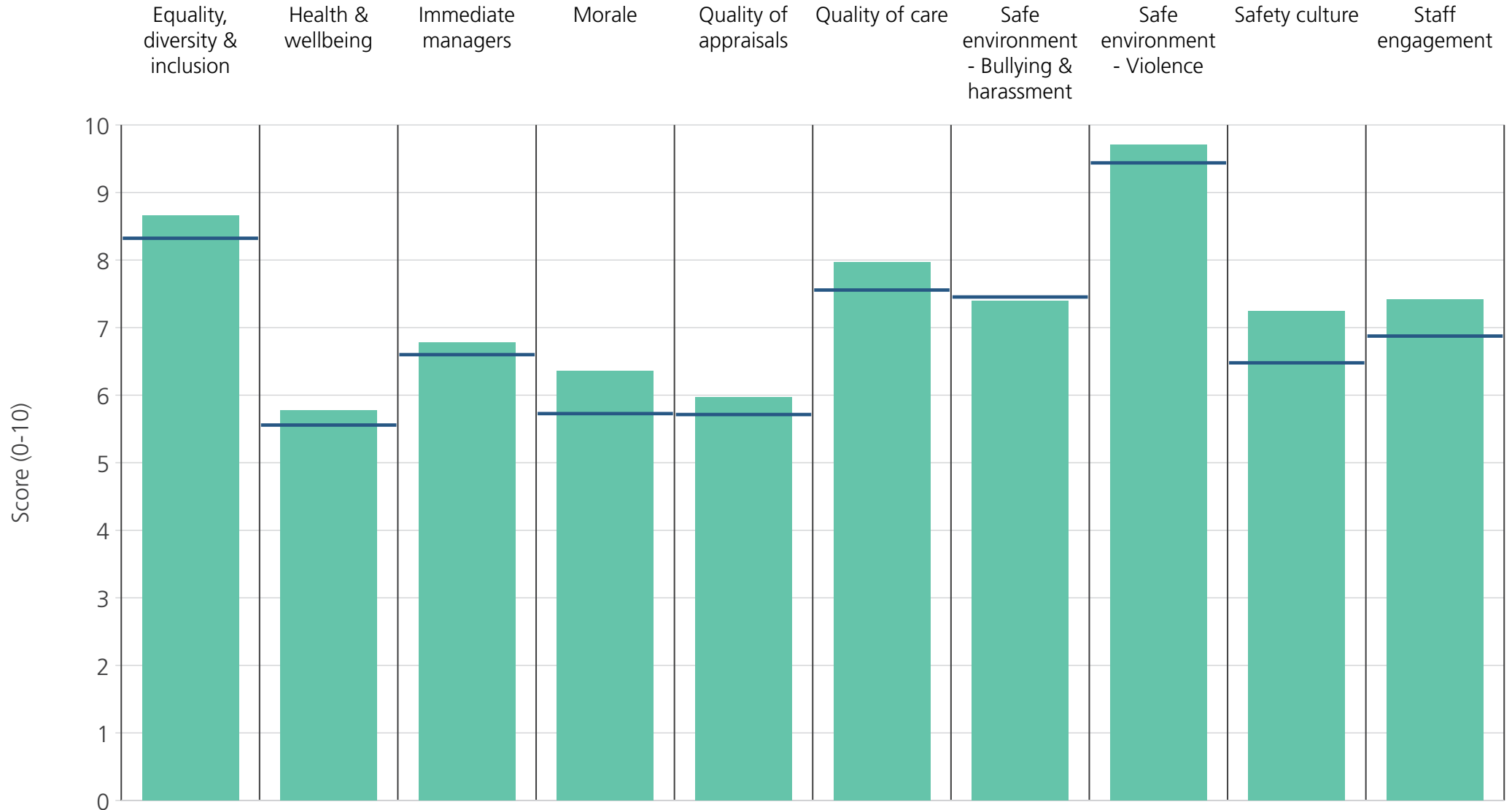
Directorate	7.9	5.5	6.5	5.8	5.7	7.8	7.0	9.4	6.5	7.0
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	247	250	253	243	228	251	240	239	246	262

Directorates 2

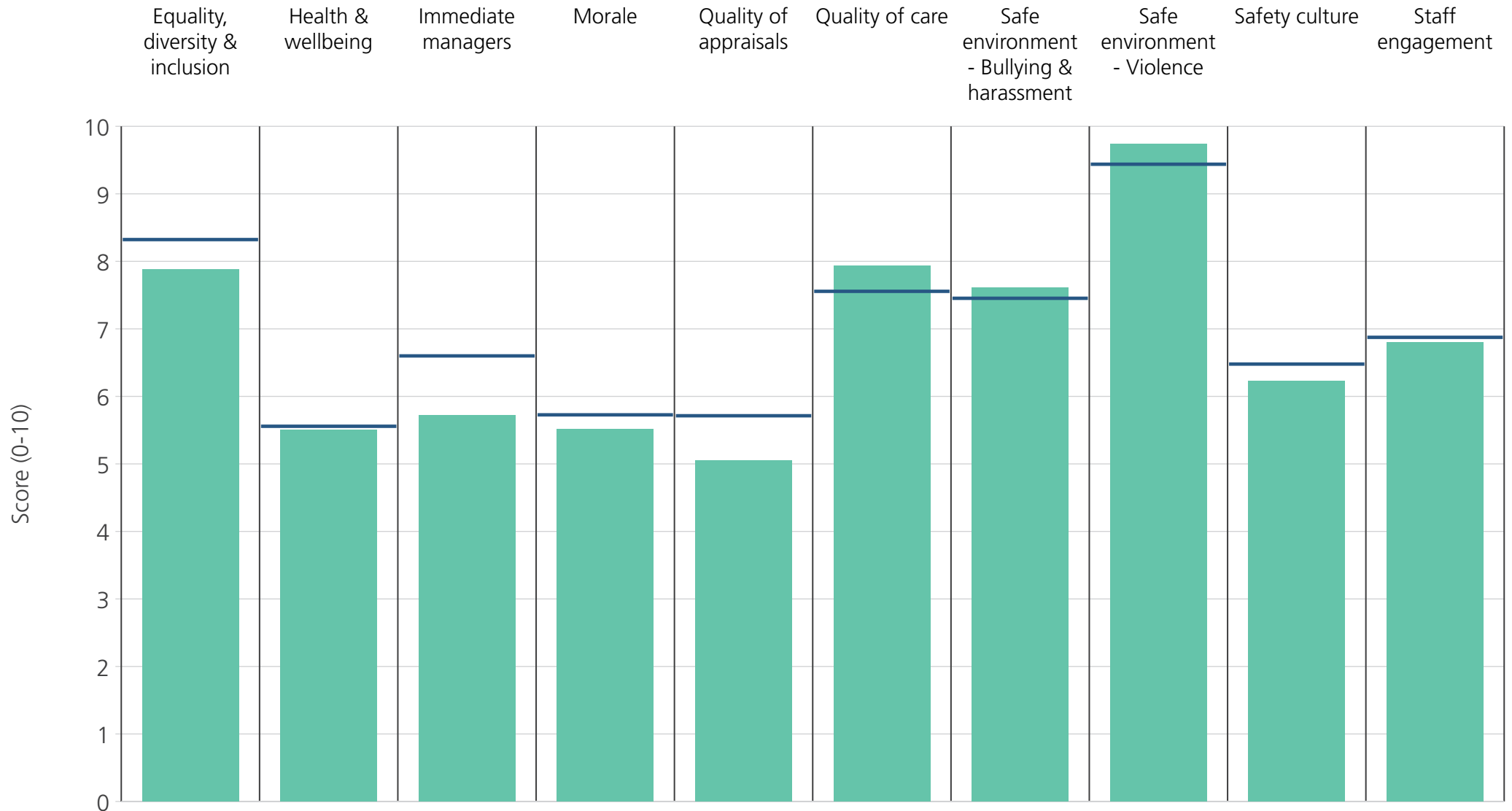
Barking, Havering and Redbridge University Hospitals NHS Trust
2018 NHS Staff Survey Results



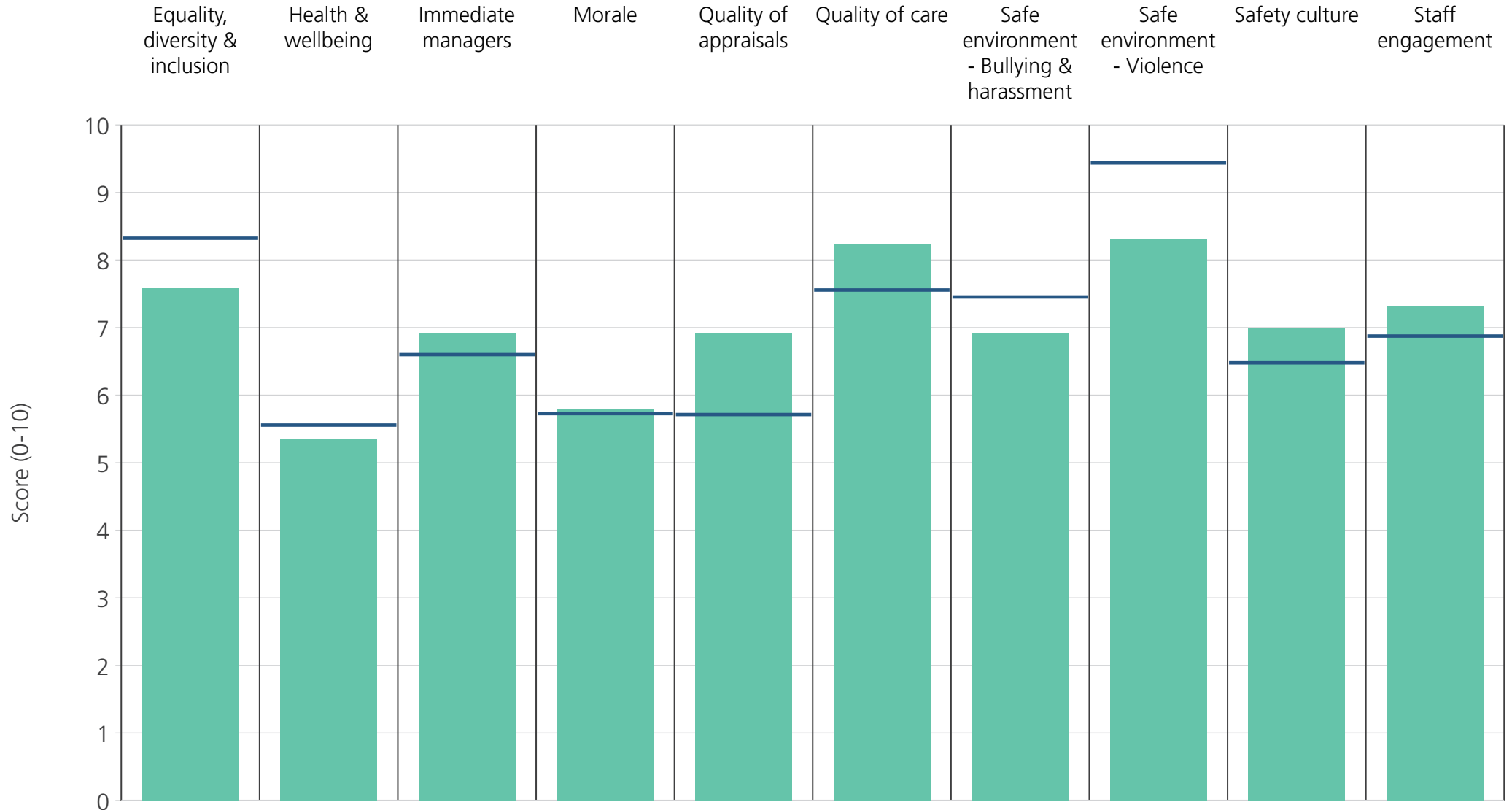
Directorate	8.5	5.8	7.0	5.8	5.9	7.4	7.6	9.5	6.5	6.9
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	712	729	728	710	655	611	707	702	716	741



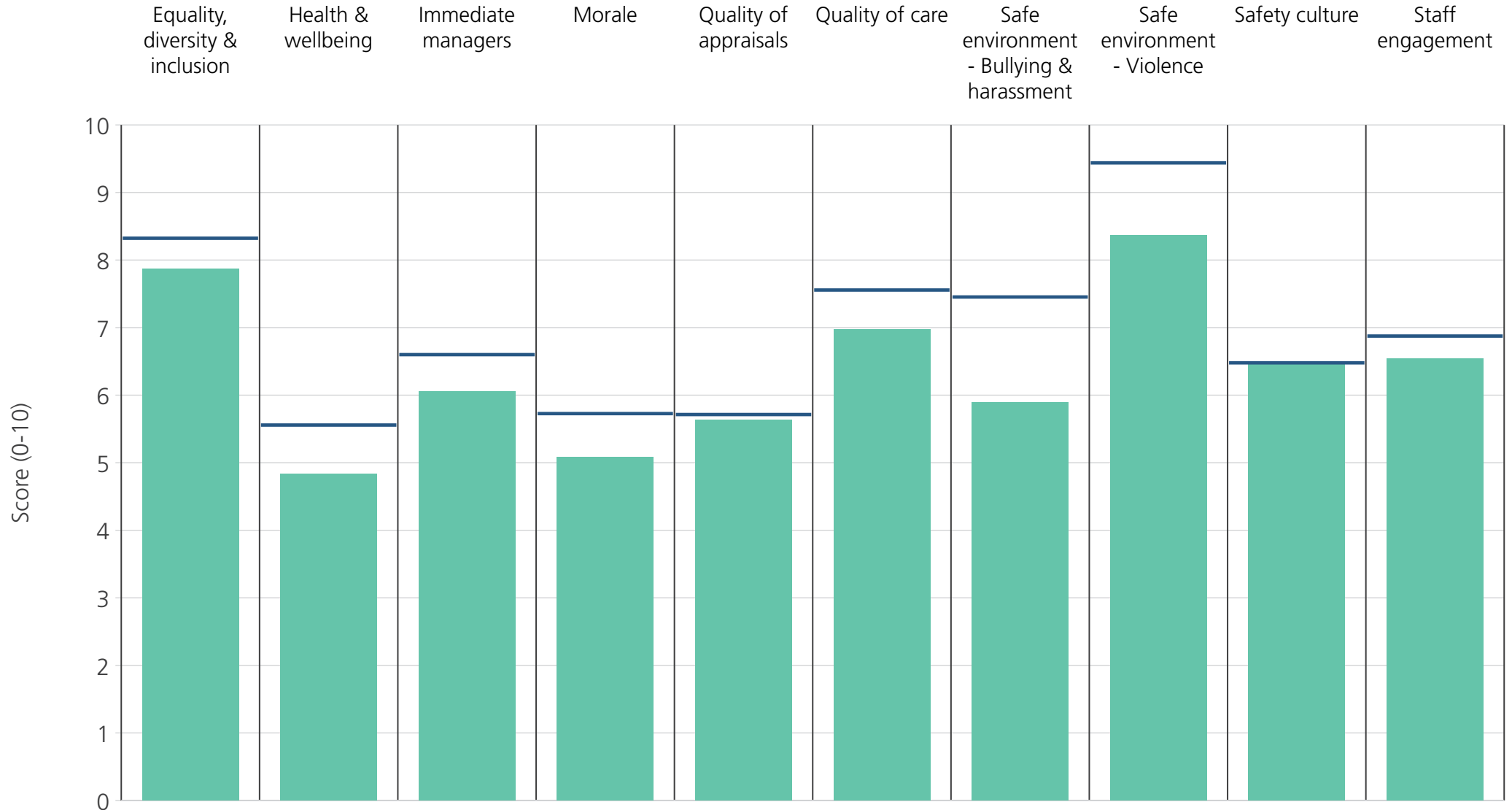
Directorate	8.7	5.8	6.8	6.4	6.0	8.0	7.4	9.7	7.2	7.4
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	195	198	201	196	192	198	196	193	199	210



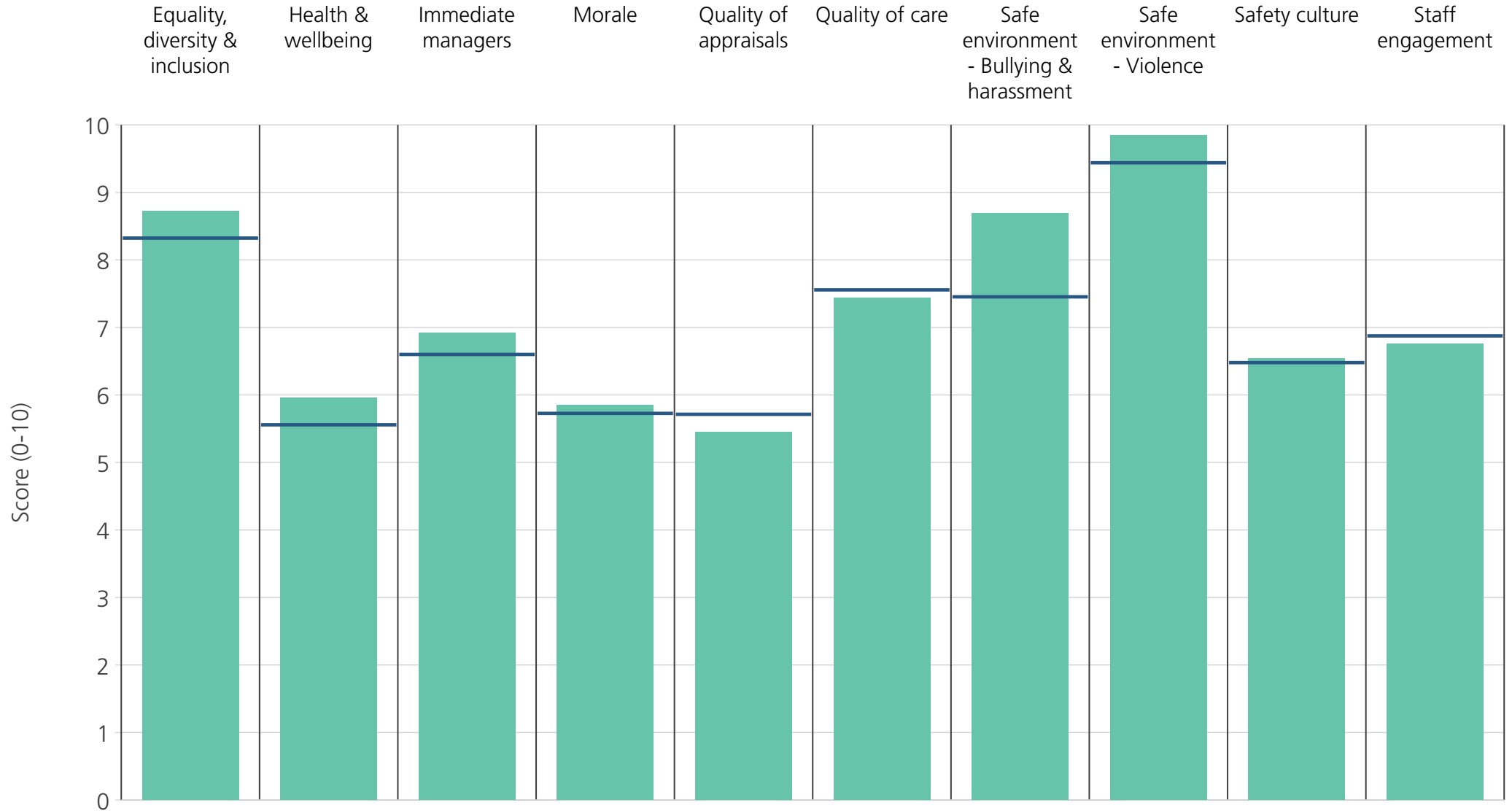
Directorate	7.9	5.5	5.7	5.5	5.1	7.9	7.6	9.7	6.2	6.8
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	123	125	126	124	114	125	126	126	124	131



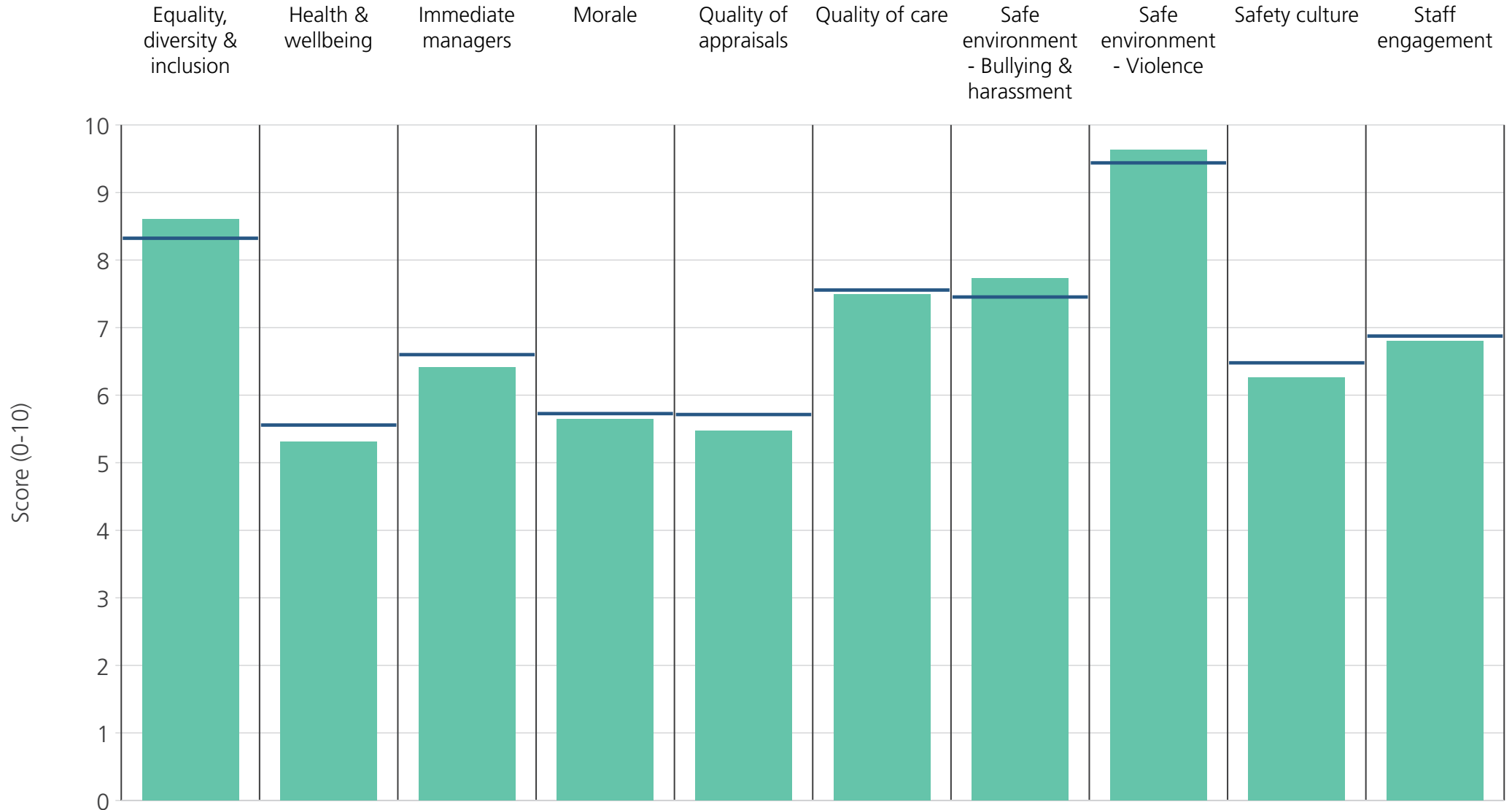
Directorate	7.6	5.3	6.9	5.8	6.9	8.2	6.9	8.3	7.0	7.3
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	94	93	97	93	82	99	91	91	94	101



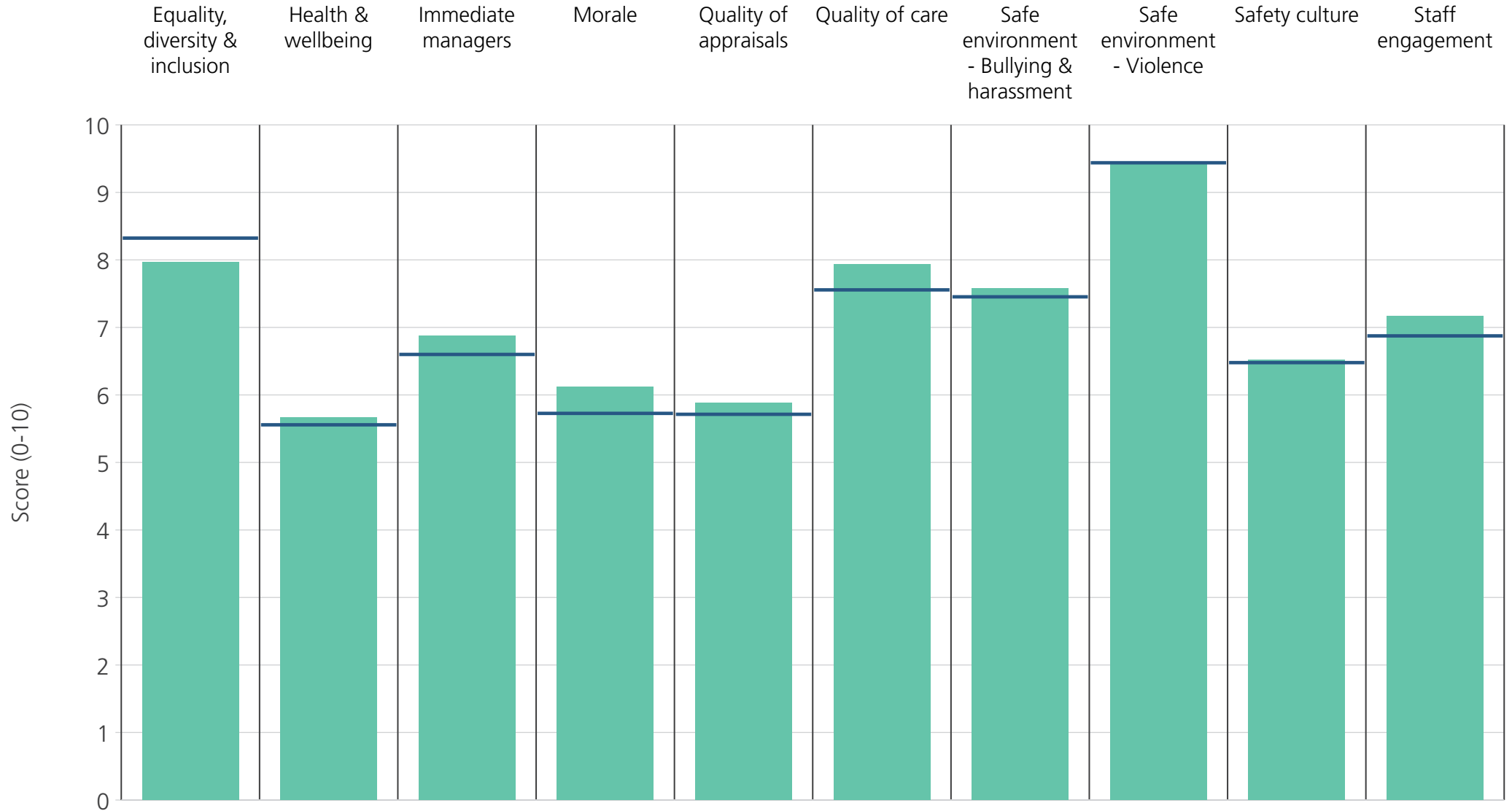
Directorate	7.9	4.8	6.1	5.1	5.6	7.0	5.9	8.4	6.5	6.5
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	108	110	112	106	95	108	108	108	106	117



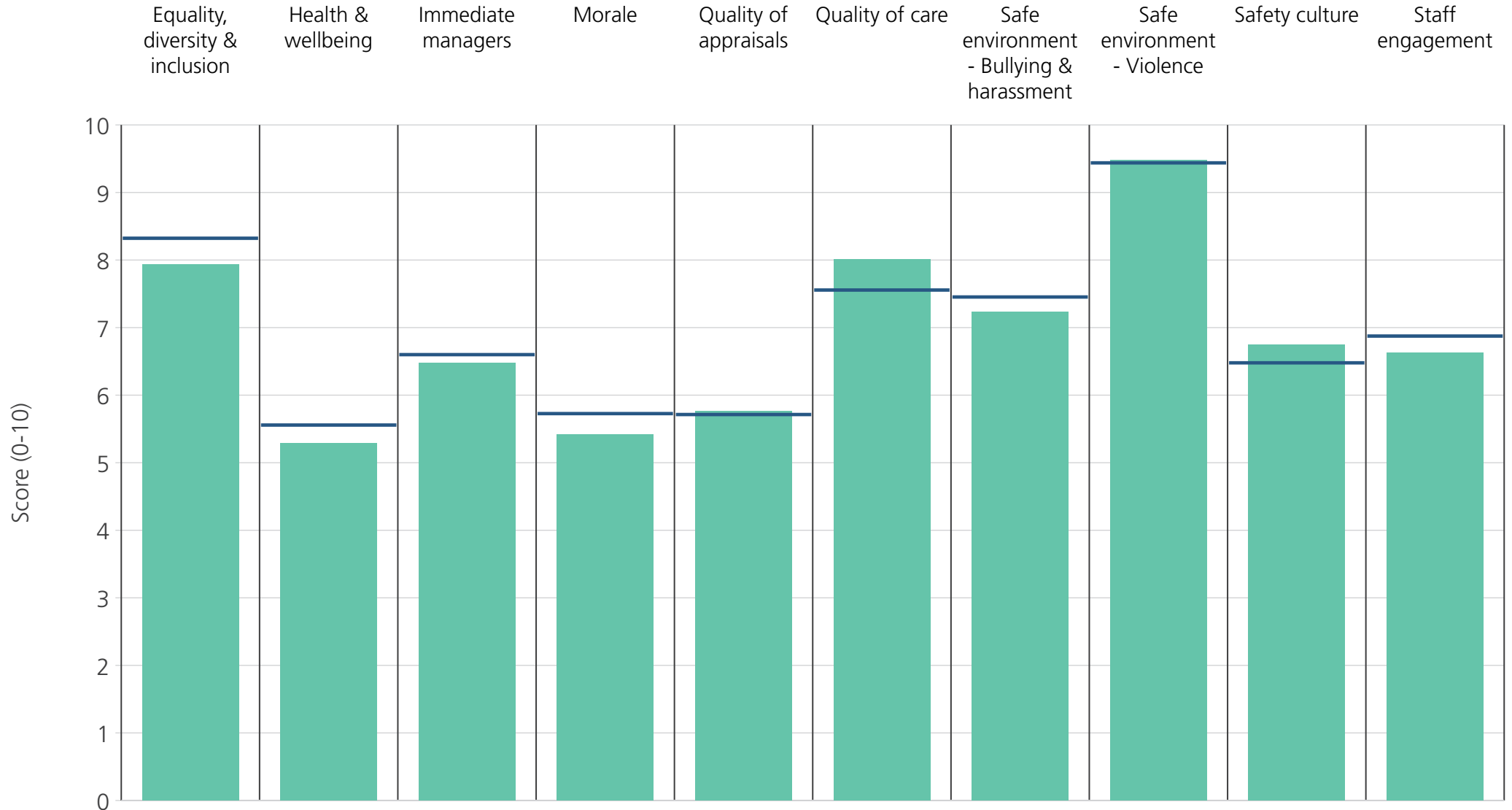
Directorate	8.7	6.0	6.9	5.8	5.5	7.4	8.7	9.8	6.5	6.8
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	112	113	112	109	99	107	109	108	111	119



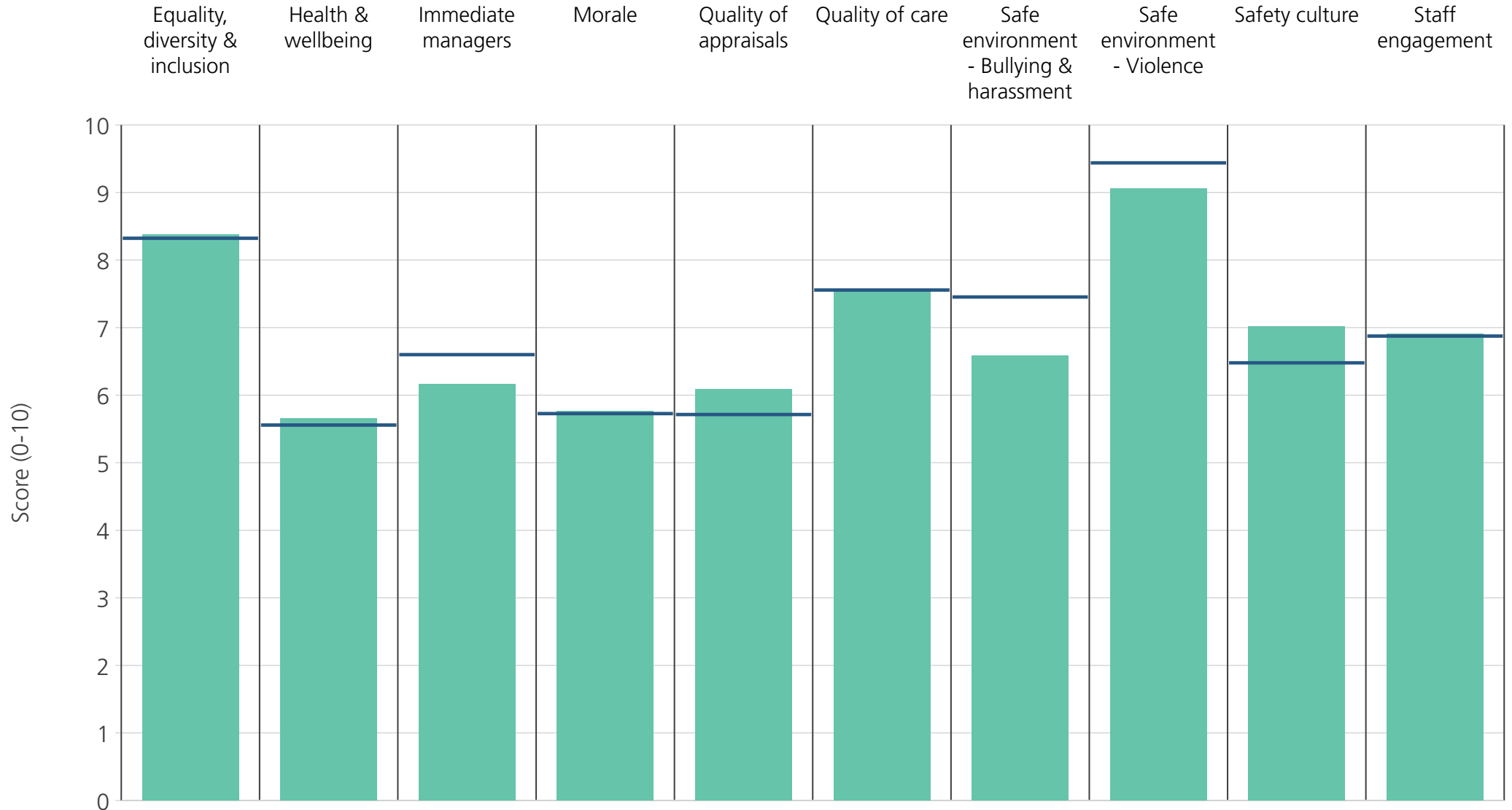
Directorate	8.6	5.3	6.4	5.6	5.5	7.5	7.7	9.6	6.3	6.8
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	140	143	144	138	126	138	138	136	139	148



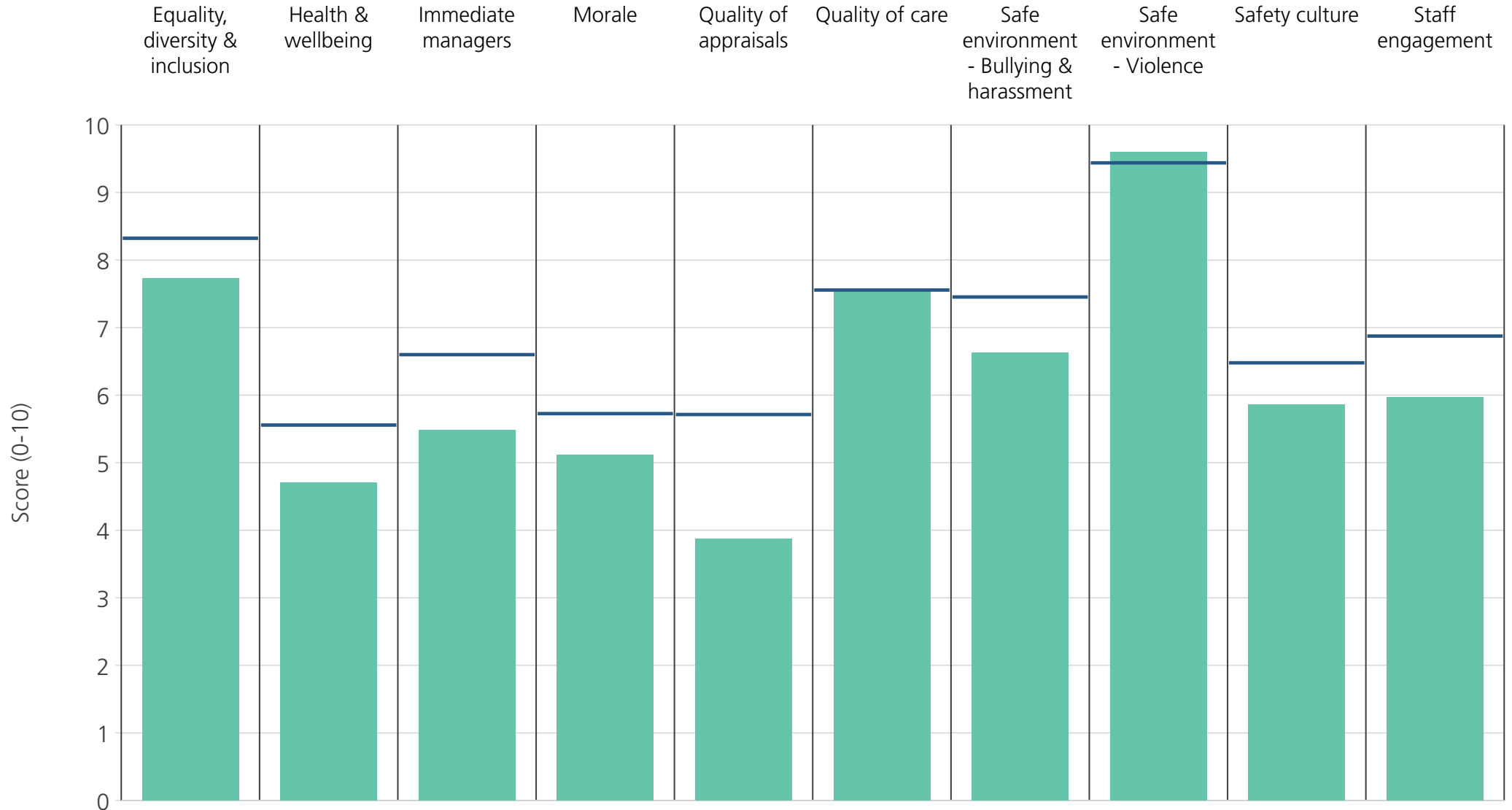
Directorate	8.0	5.7	6.9	6.1	5.9	7.9	7.6	9.4	6.5	7.2
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	100	100	99	97	88	100	95	96	98	105



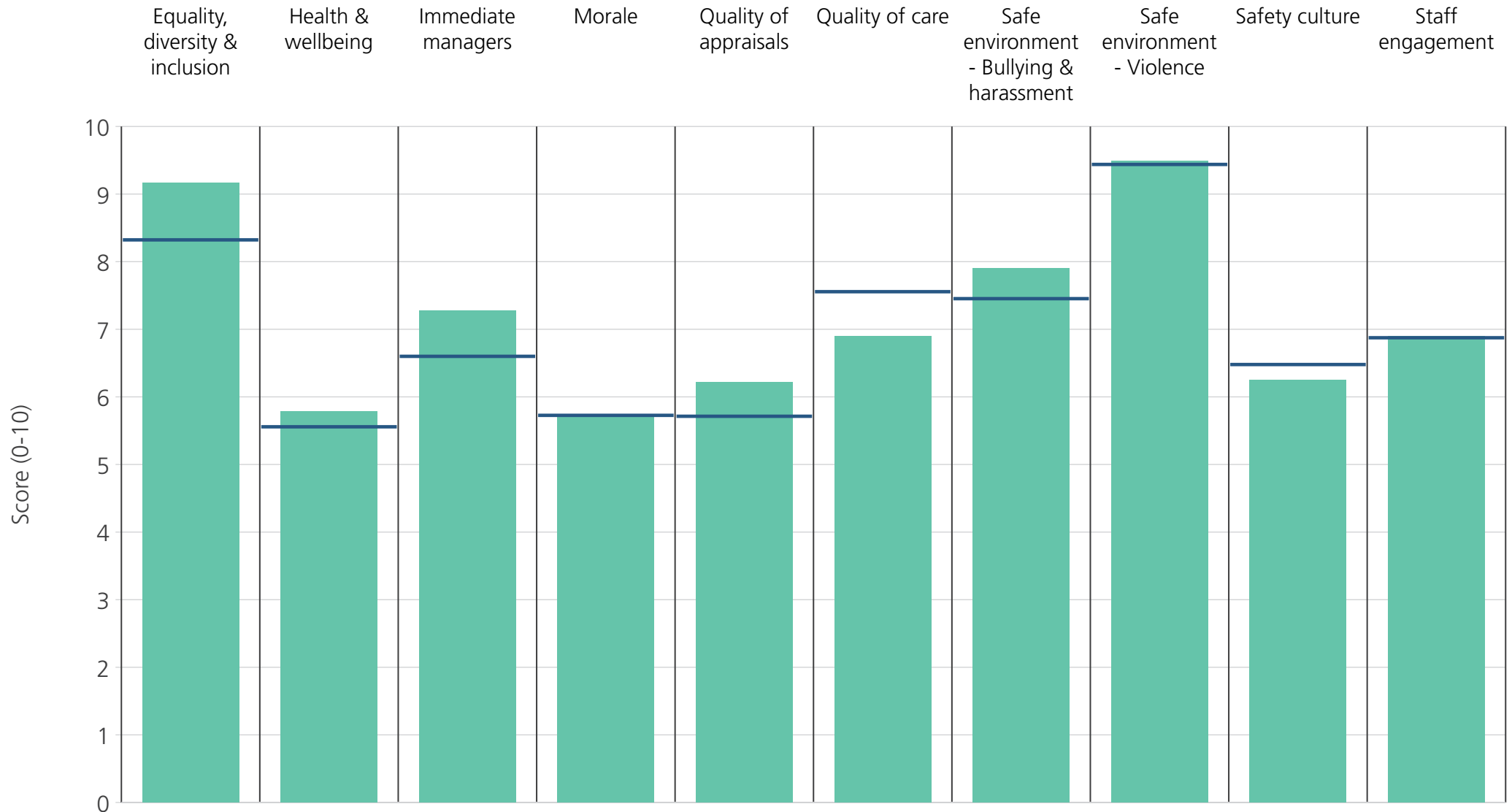
Directorate	7.9	5.3	6.5	5.4	5.8	8.0	7.2	9.5	6.7	6.6
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	92	94	97	92	84	97	94	95	93	98



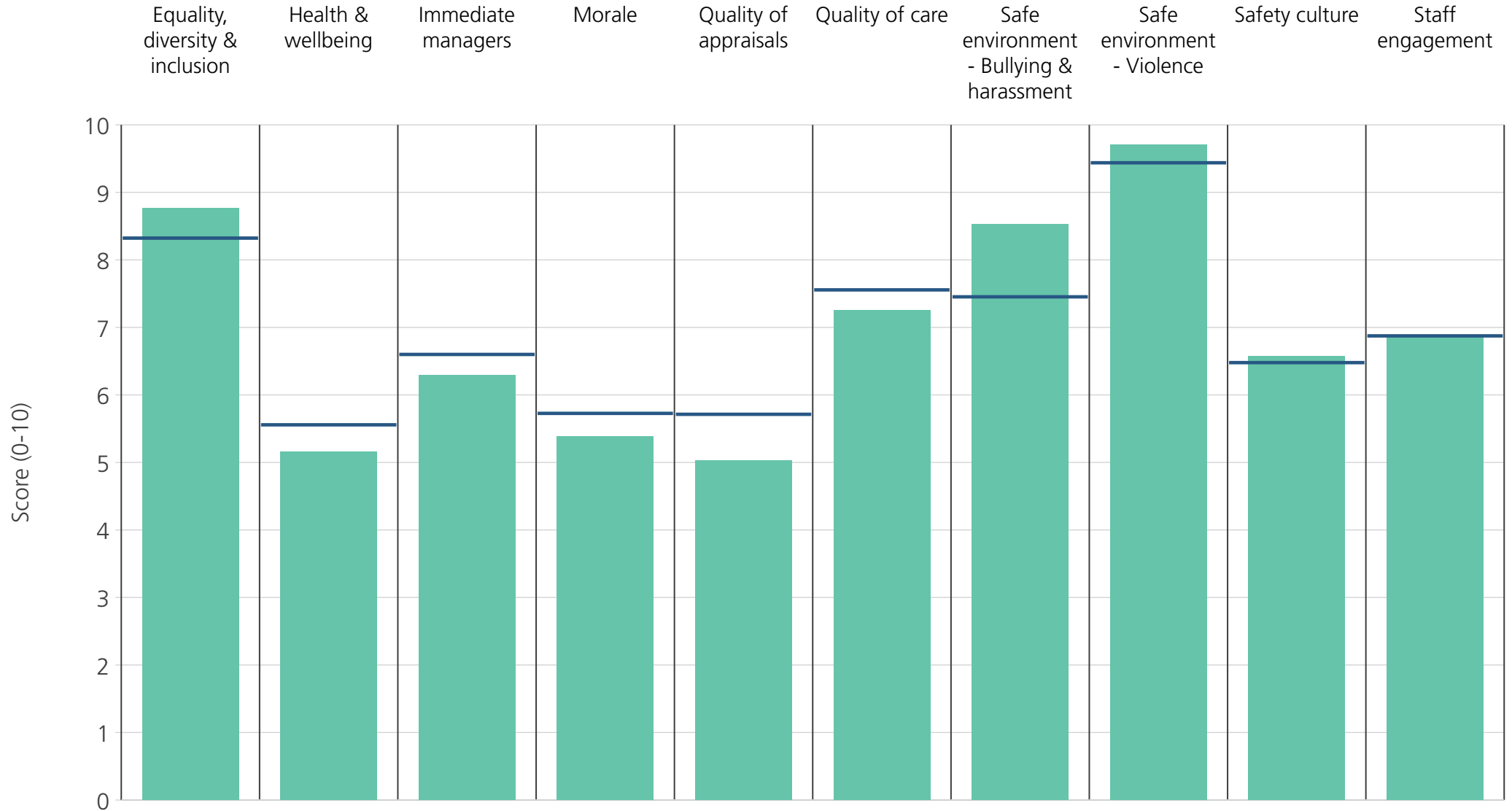
Directorate	8.4	5.7	6.2	5.8	6.1	7.6	6.6	9.1	7.0	6.9
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	87	89	89	88	83	88	84	83	89	90



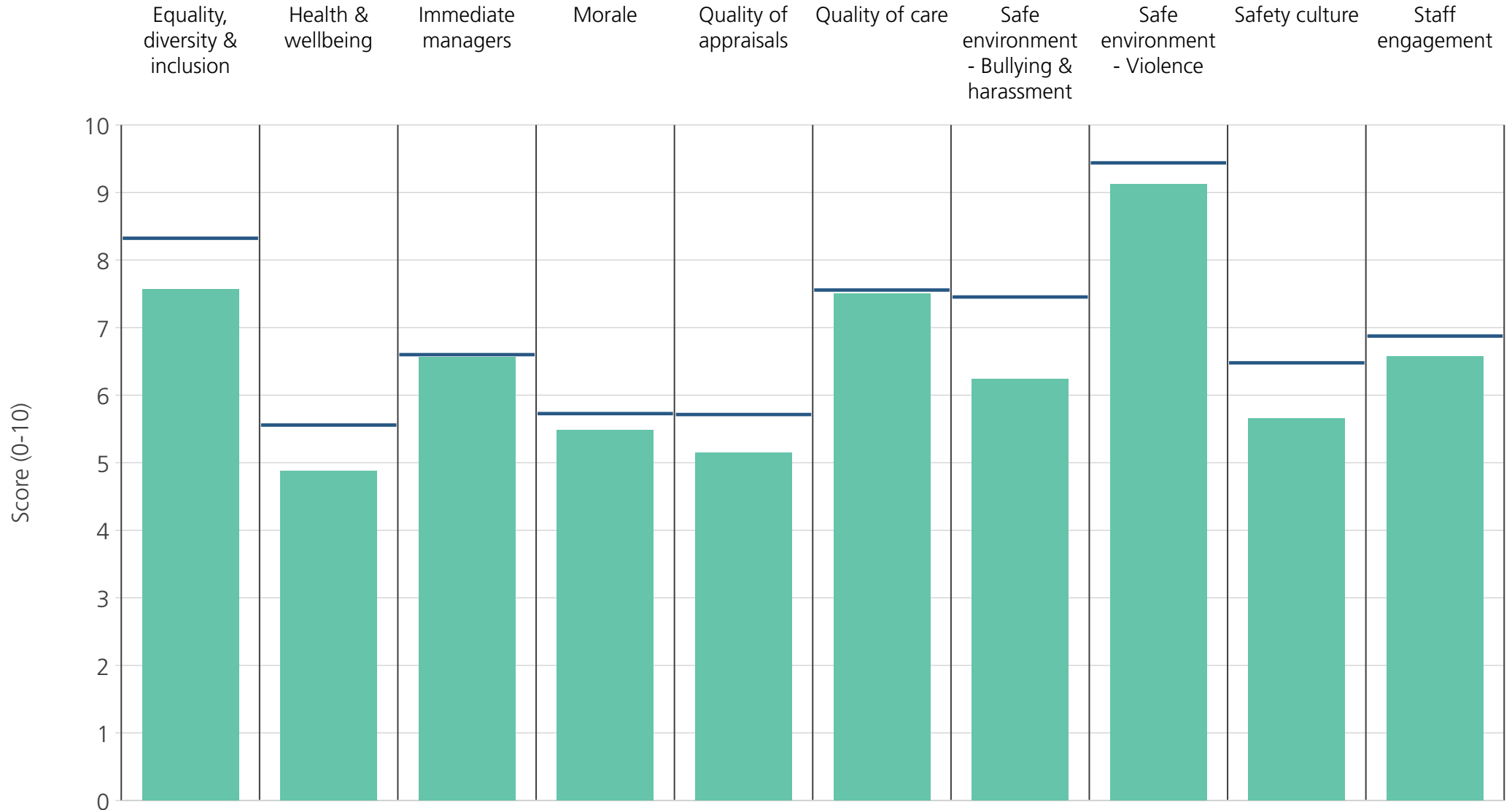
Directorate	7.7	4.7	5.5	5.1	3.9	7.5	6.6	9.6	5.9	6.0
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	99	102	103	91	88	95	94	91	96	103



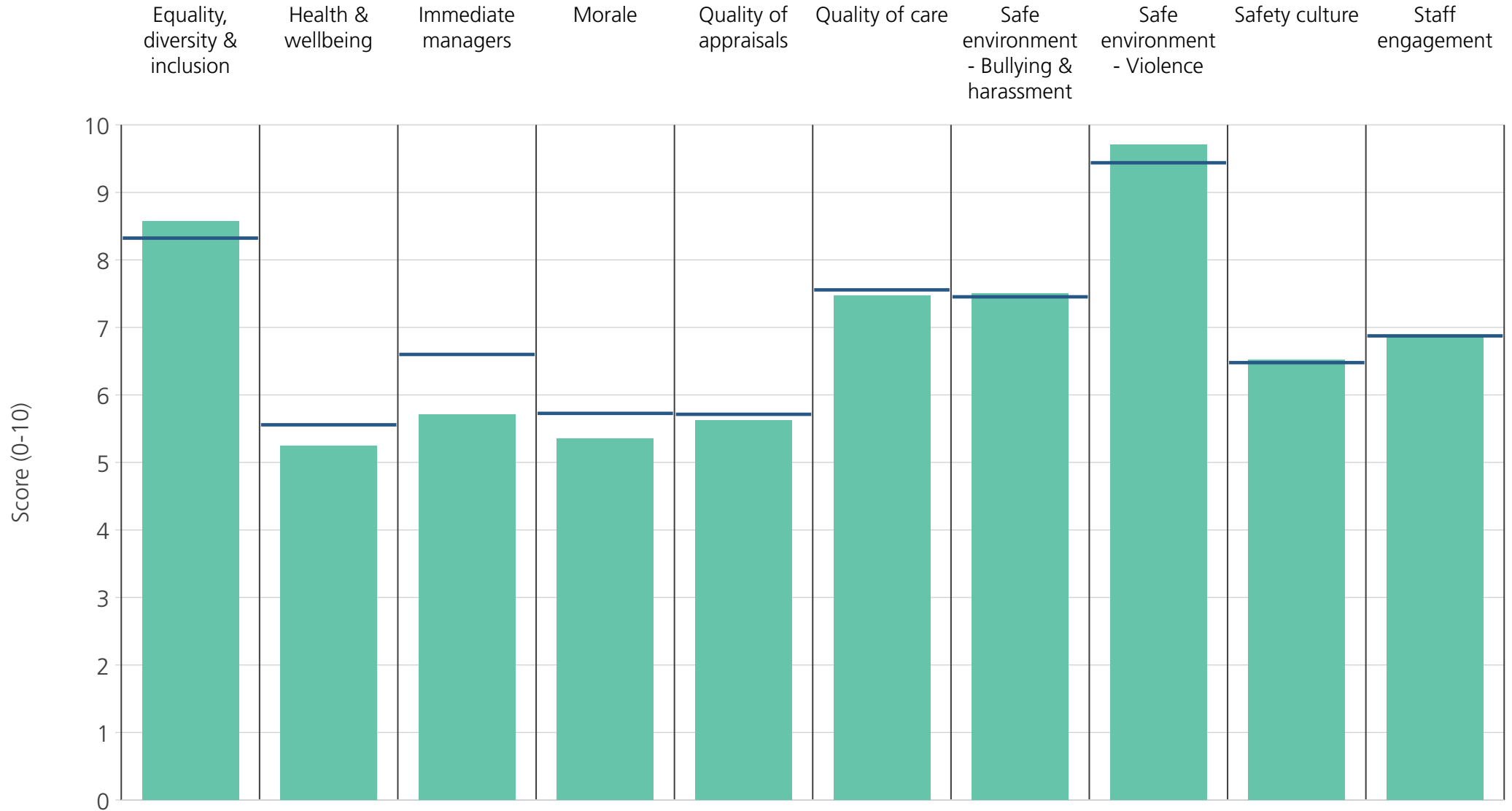
Directorate	9.2	5.8	7.3	5.7	6.2	6.9	7.9	9.5	6.2	6.9
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	134	136	135	135	130	133	135	136	135	137



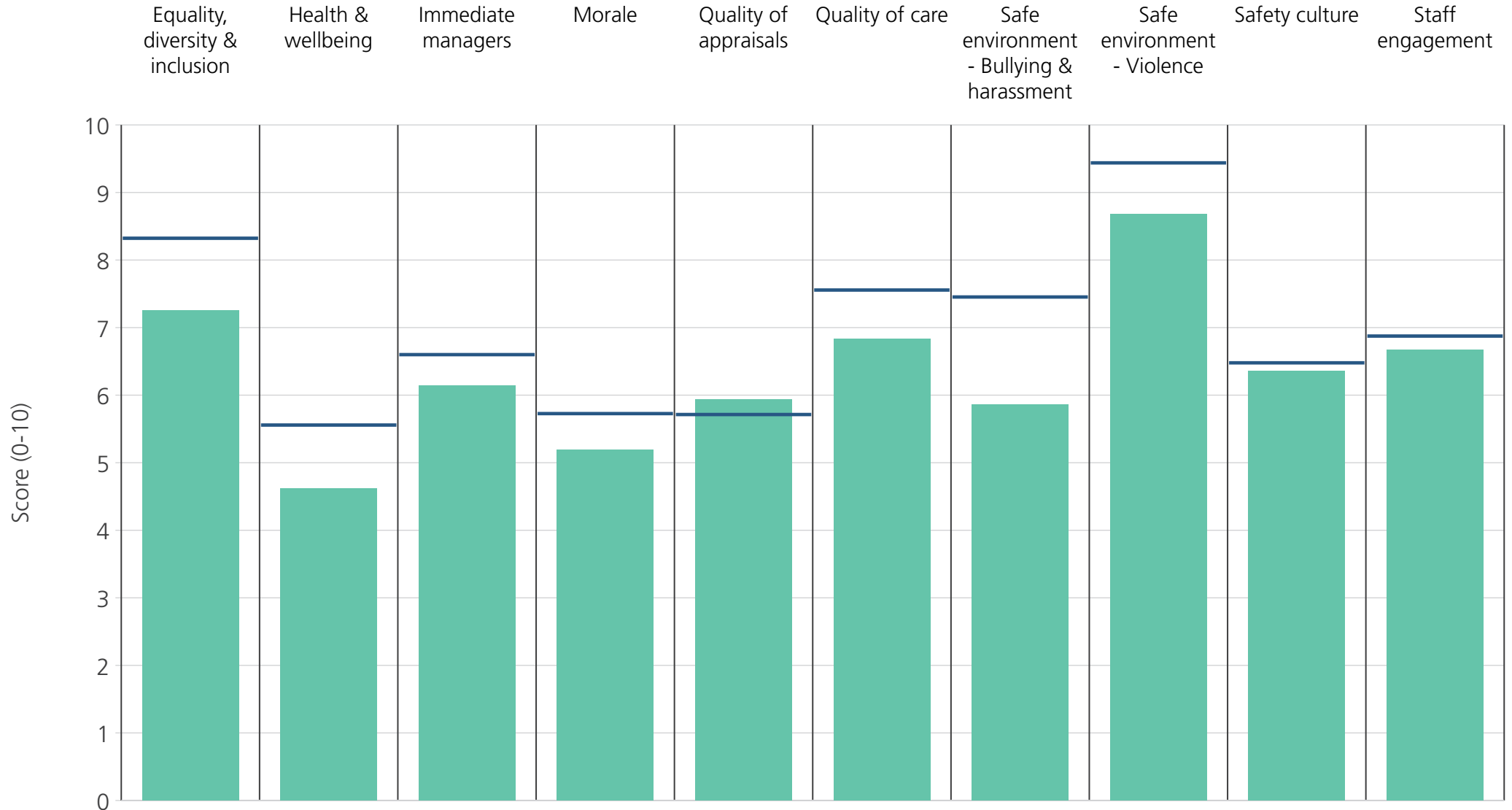
Directorate	8.8	5.2	6.3	5.4	5.0	7.3	8.5	9.7	6.6	6.9
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	101	103	103	103	95	95	102	102	100	103



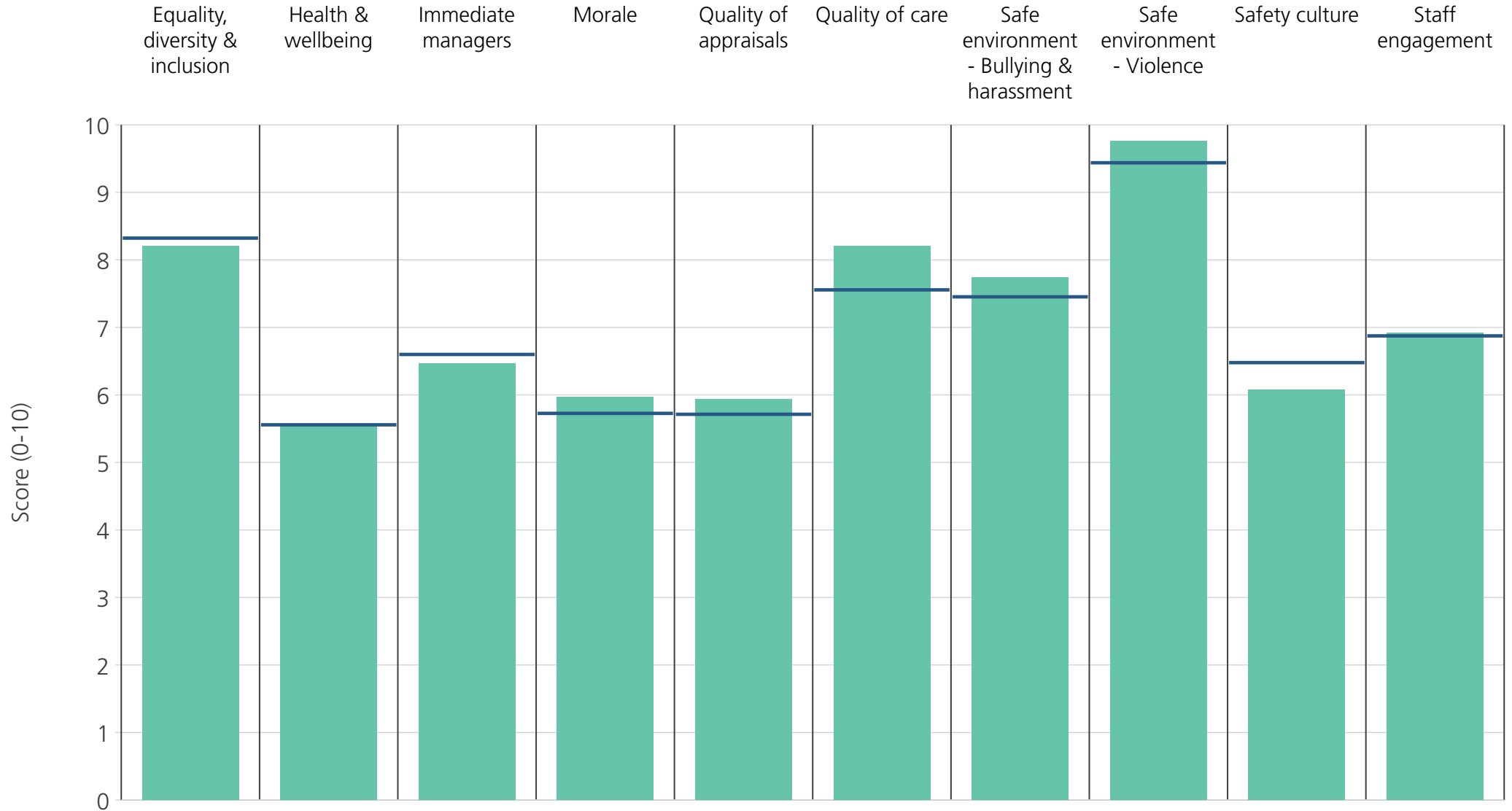
Directorate	7.6	4.9	6.6	5.5	5.1	7.5	6.2	9.1	5.7	6.6
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	39	40	40	38	37	41	39	38	39	43



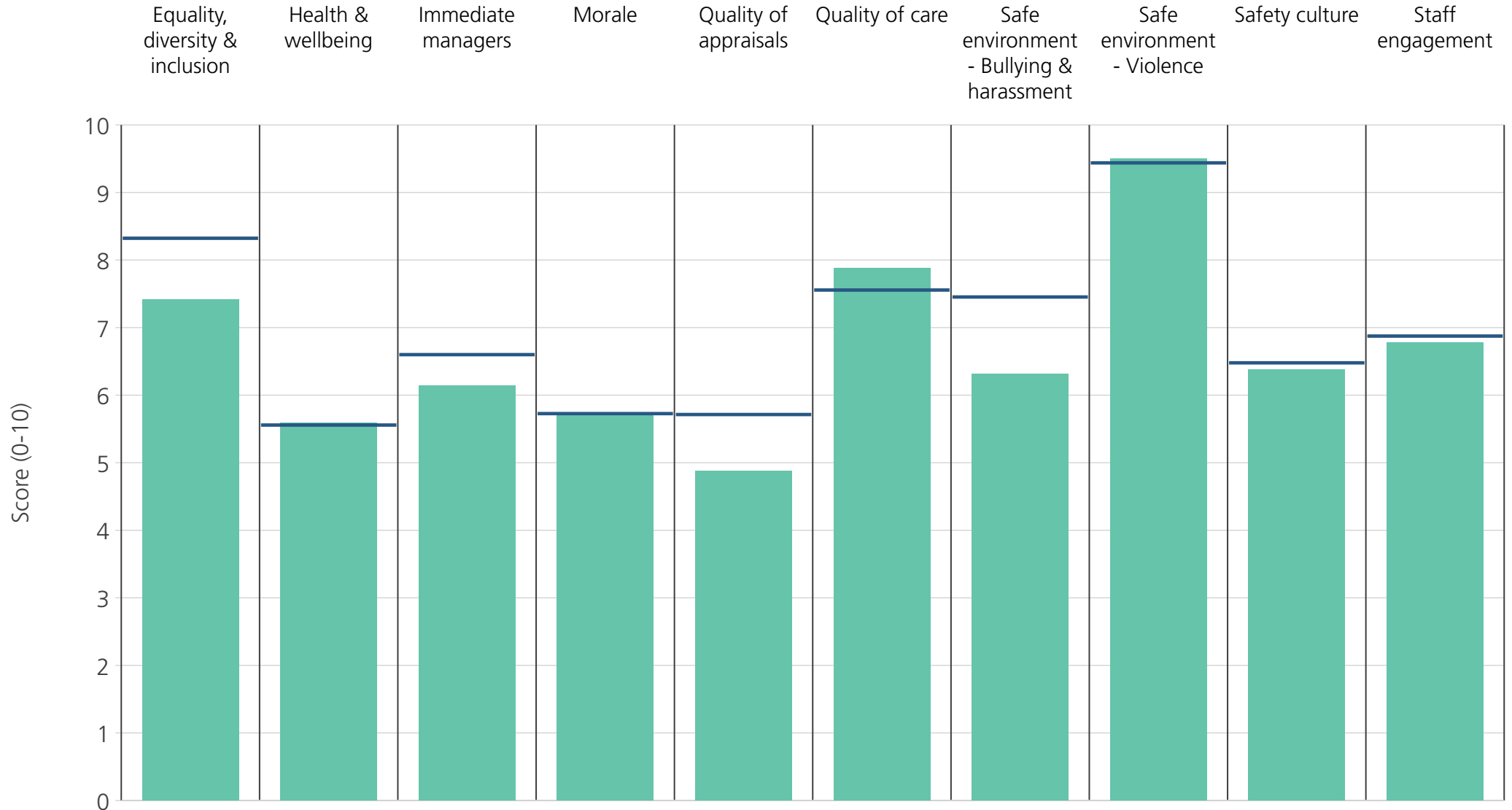
Directorate	8.6	5.2	5.7	5.4	5.6	7.5	7.5	9.7	6.5	6.9
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	57	57	59	55	48	59	58	57	57	60



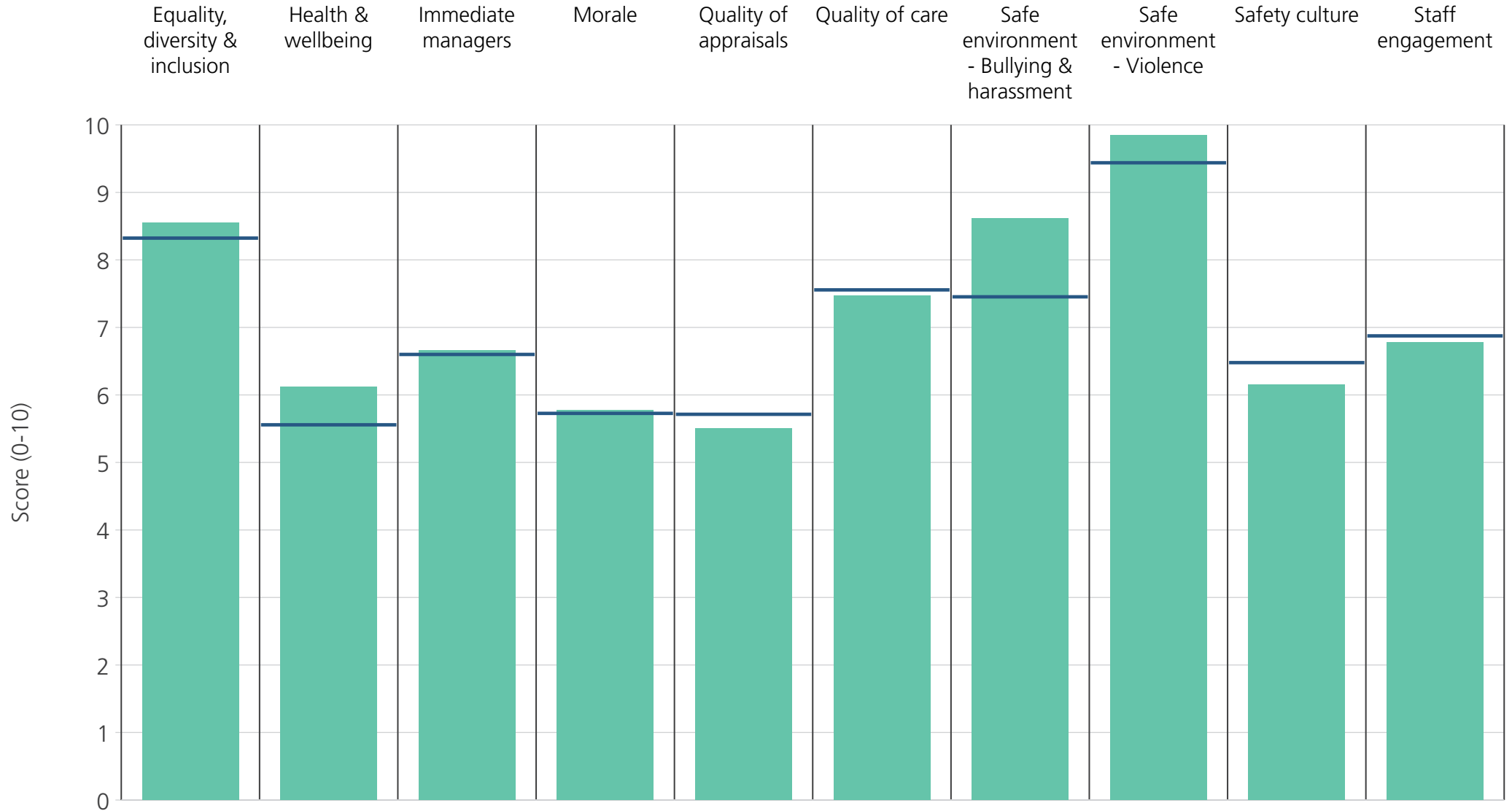
Directorate	7.3	4.6	6.1	5.2	5.9	6.8	5.9	8.7	6.4	6.7
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	54	55	55	54	47	54	54	53	54	58



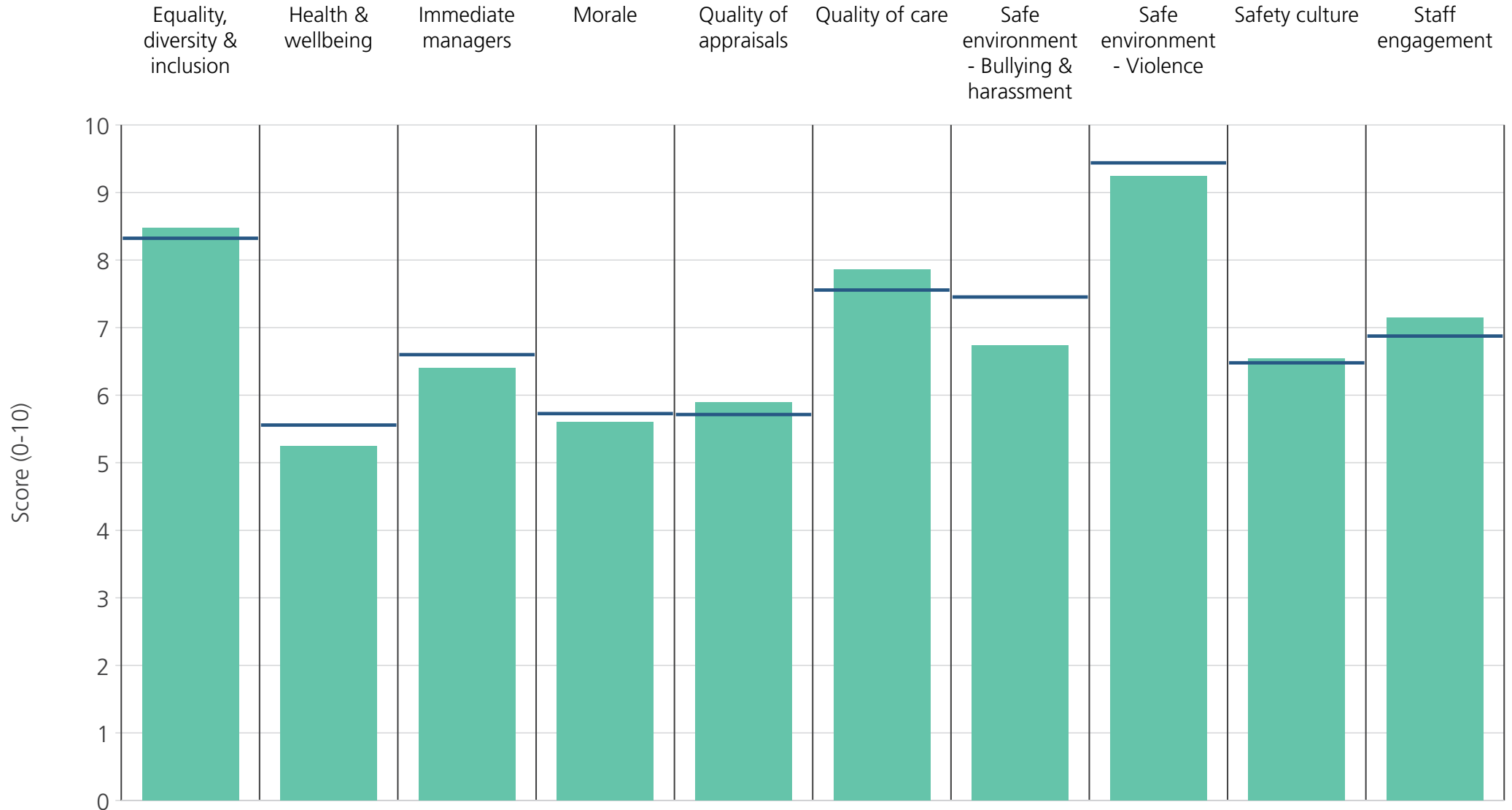
Directorate	8.2	5.5	6.5	6.0	5.9	8.2	7.7	9.8	6.1	6.9
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	58	58	57	54	51	57	56	56	56	59



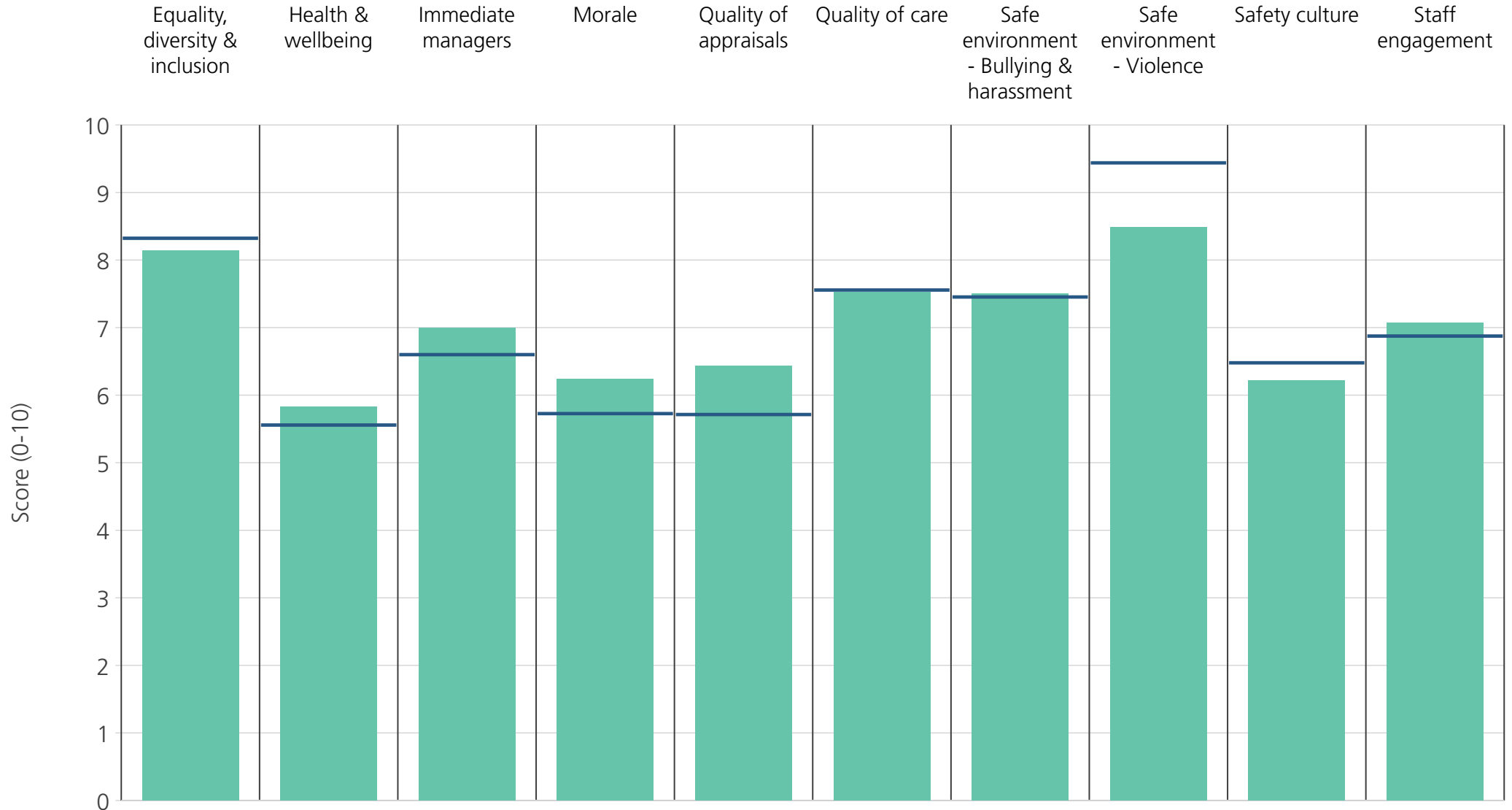
Directorate	7.4	5.6	6.1	5.7	4.9	7.9	6.3	9.5	6.4	6.8
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	47	49	48	44	41	51	47	47	45	52



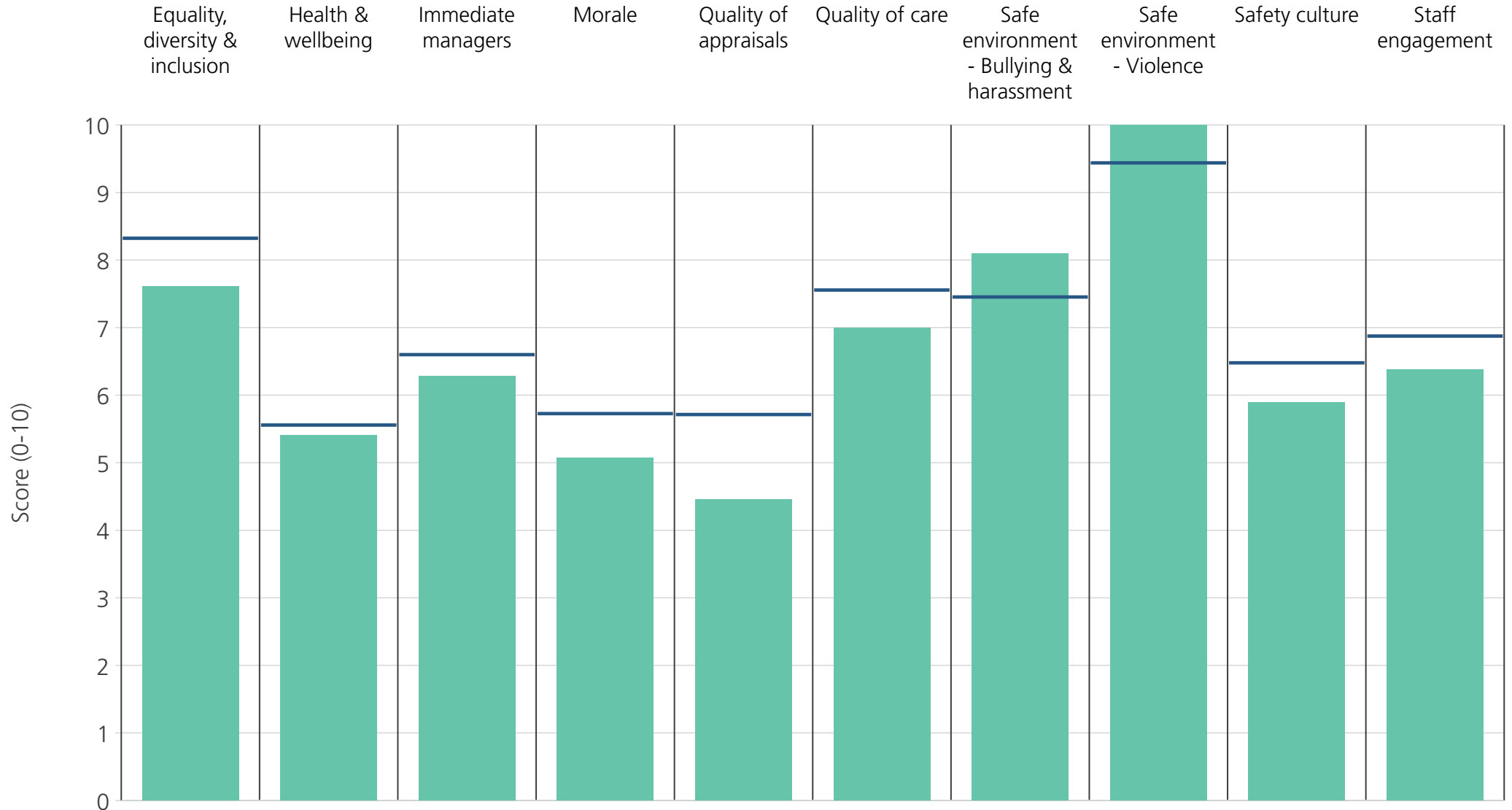
Directorate	8.5	6.1	6.7	5.8	5.5	7.5	8.6	9.8	6.1	6.8
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	66	67	67	65	57	31	65	65	65	66



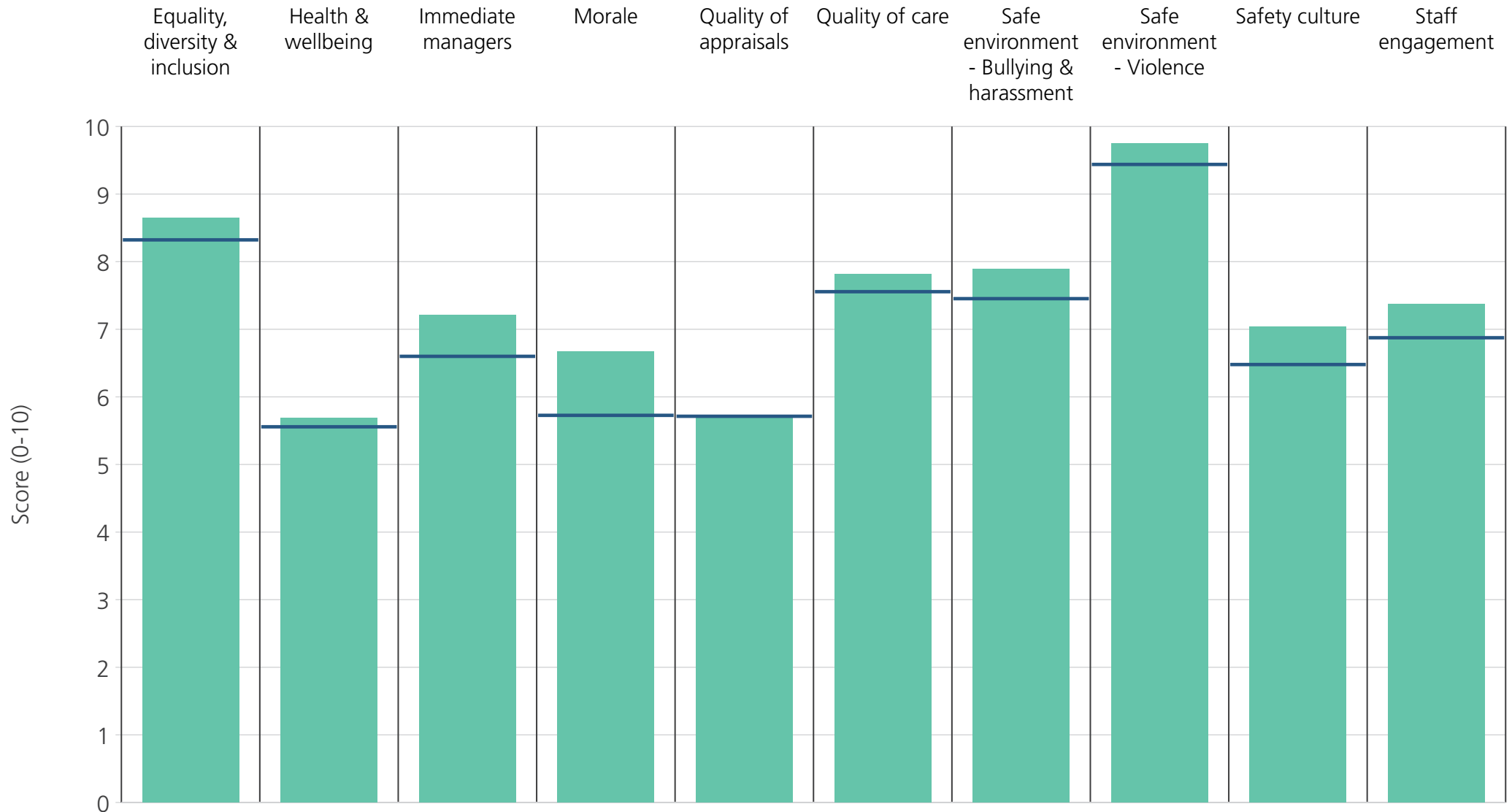
Directorate	8.5	5.2	6.4	5.6	5.9	7.9	6.7	9.2	6.5	7.1
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	47	48	50	48	47	49	47	48	49	51



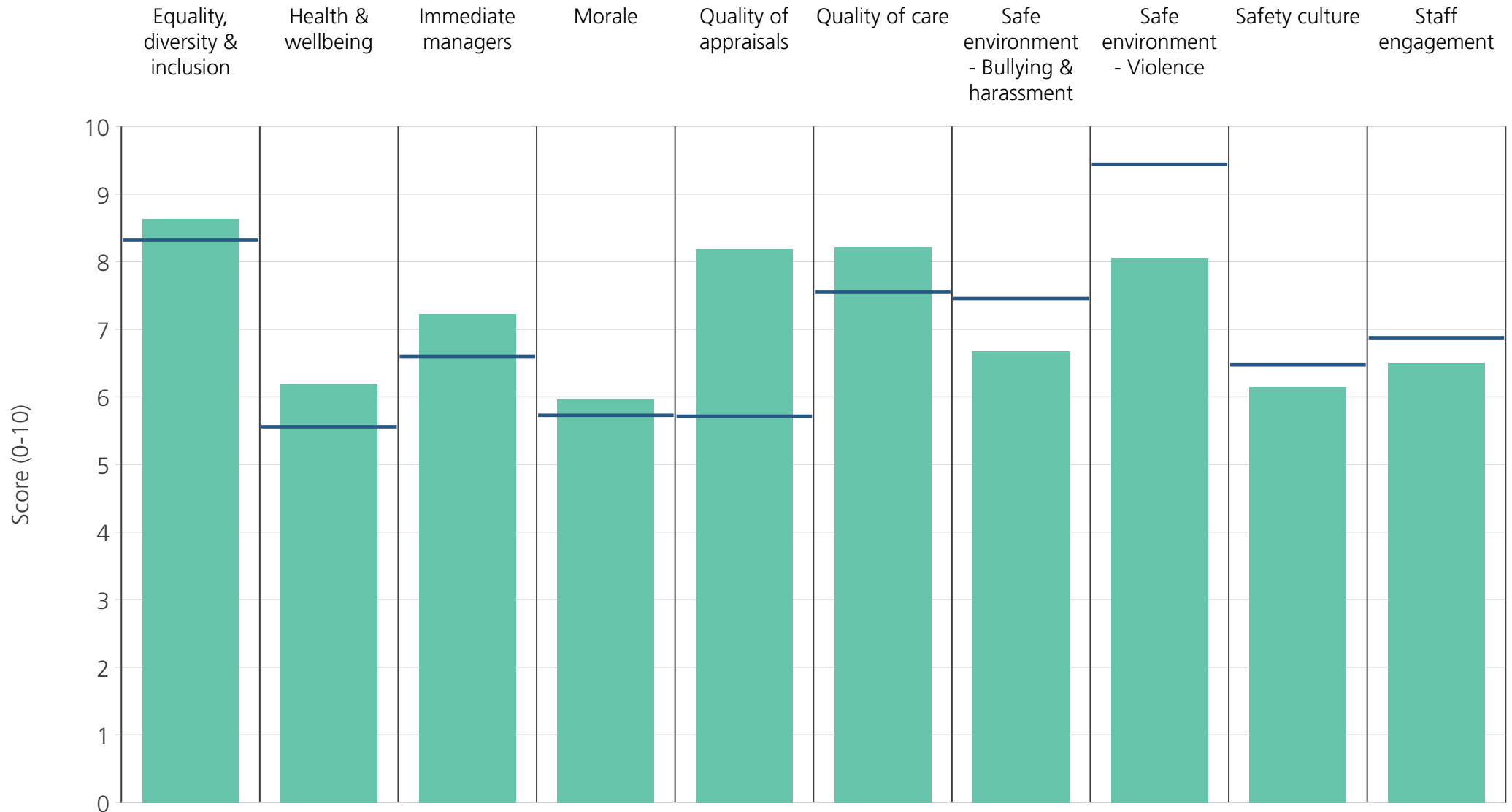
Directorate	8.1	5.8	7.0	6.2	6.4	7.5	7.5	8.5	6.2	7.1
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	42	43	44	43	40	44	44	44	44	45



Directorate	7.6	5.4	6.3	5.1	4.5	7.0	8.1	10.0	5.9	6.4
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	71	71	71	70	60	38	70	69	71	73



Directorate	8.6	5.7	7.2	6.7	5.7	7.8	7.9	9.7	7.0	7.4
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	37	38	39	37	33	34	38	39	37	40



Directorate	8.6	6.2	7.2	6.0	8.2	8.2	6.7	8.0	6.1	6.5
Your org	8.3	5.6	6.6	5.7	5.7	7.6	7.5	9.4	6.5	6.9
Responses	23	24	23	22	20	21	23	23	22	24