

# Lancashire Care NHS Foundation Trust

2018 NHS Staff Survey

**Directorate Report**

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This directorate report for Lancashire Care NHS Foundation 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 Lancashire Care NHS Foundation 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.

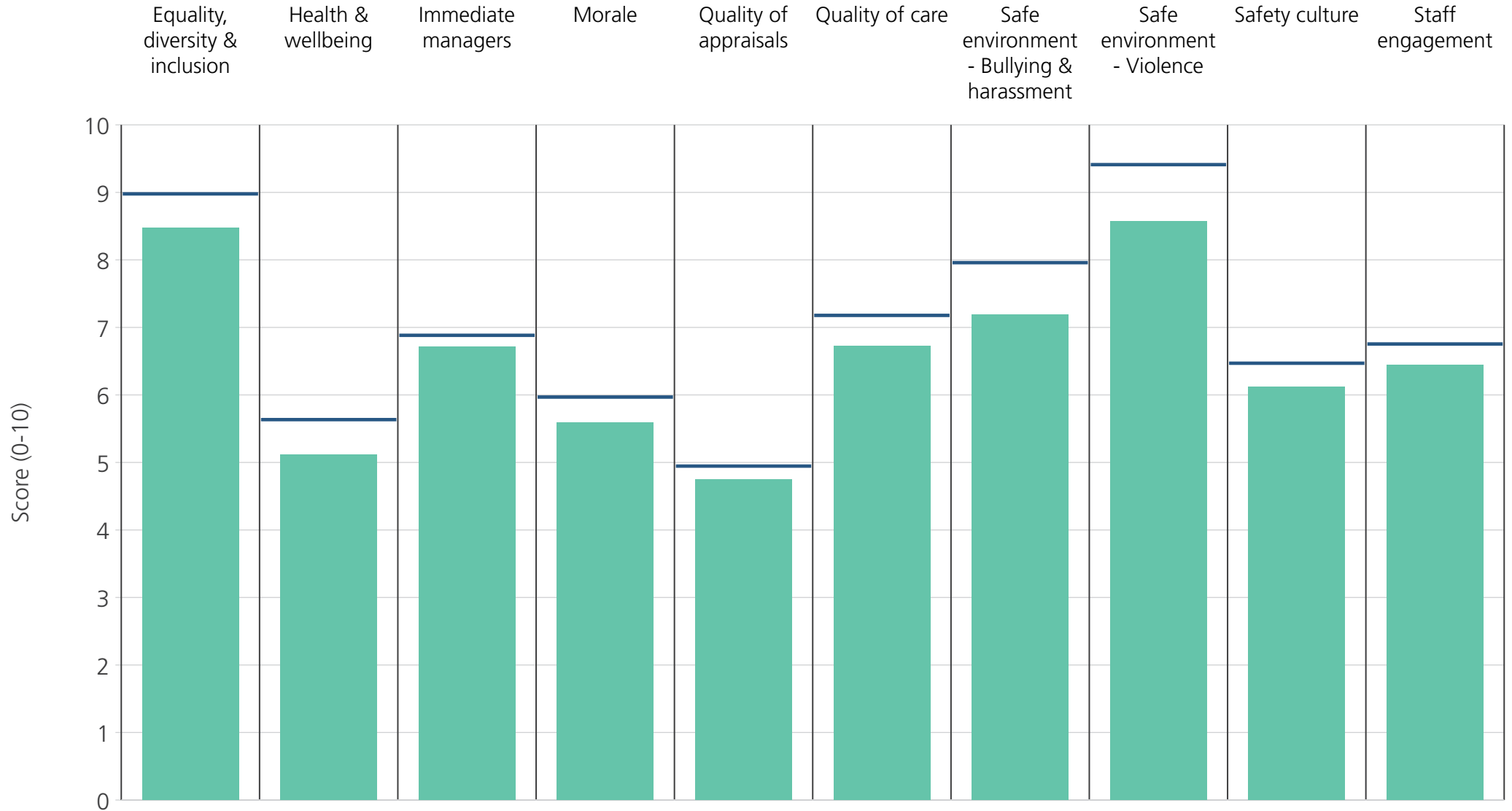
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



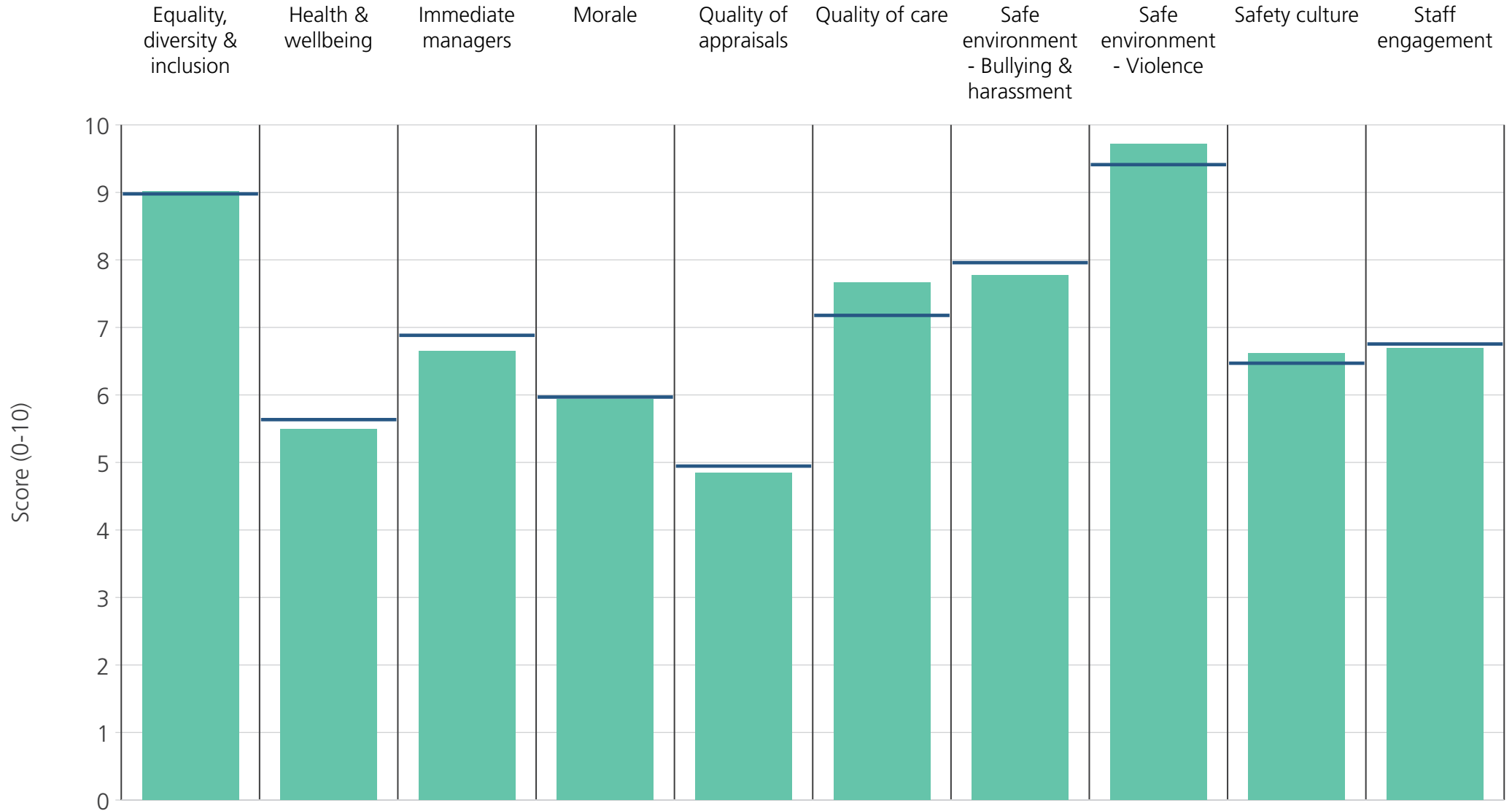
**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

# Directorates 1

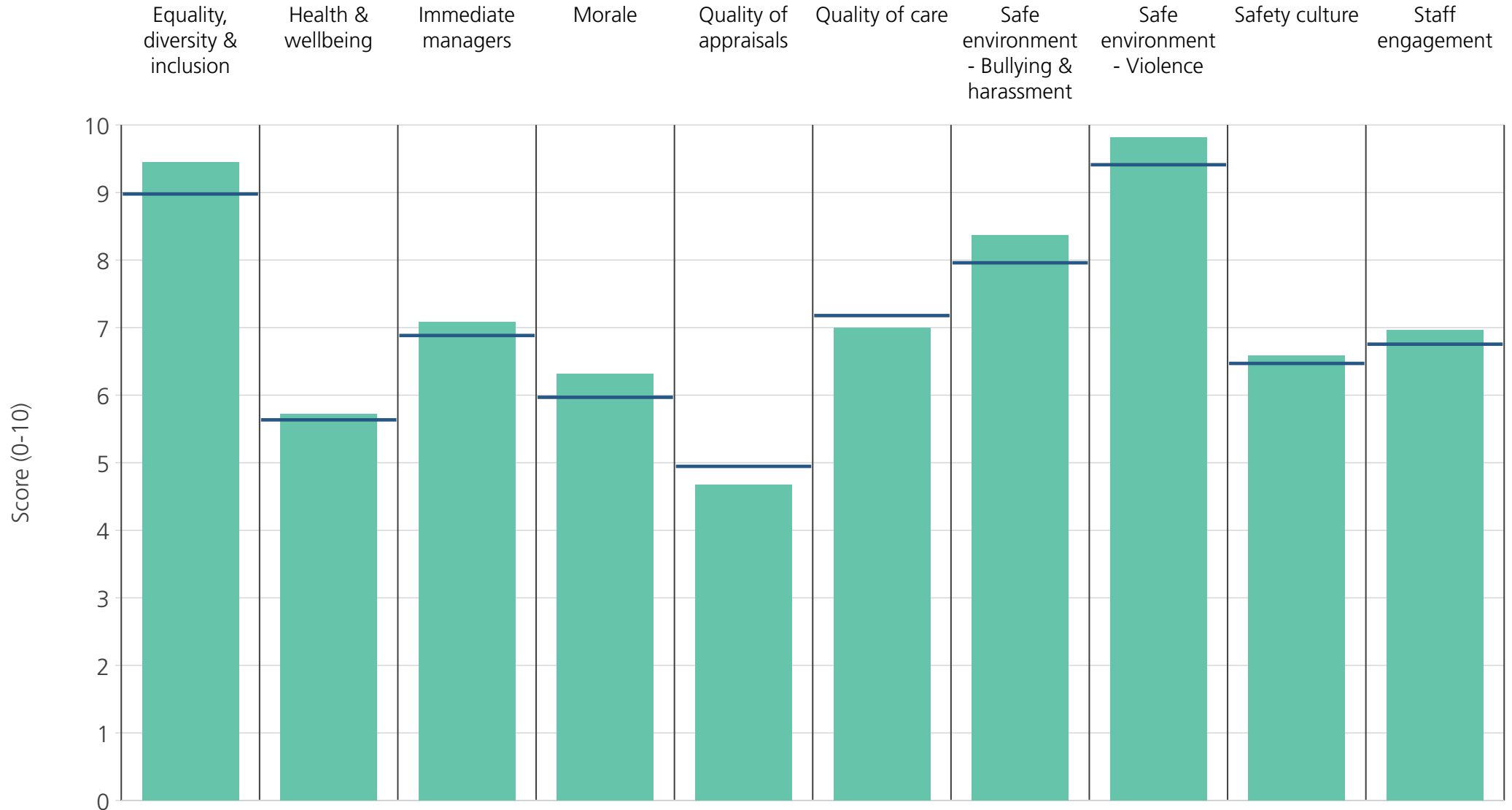
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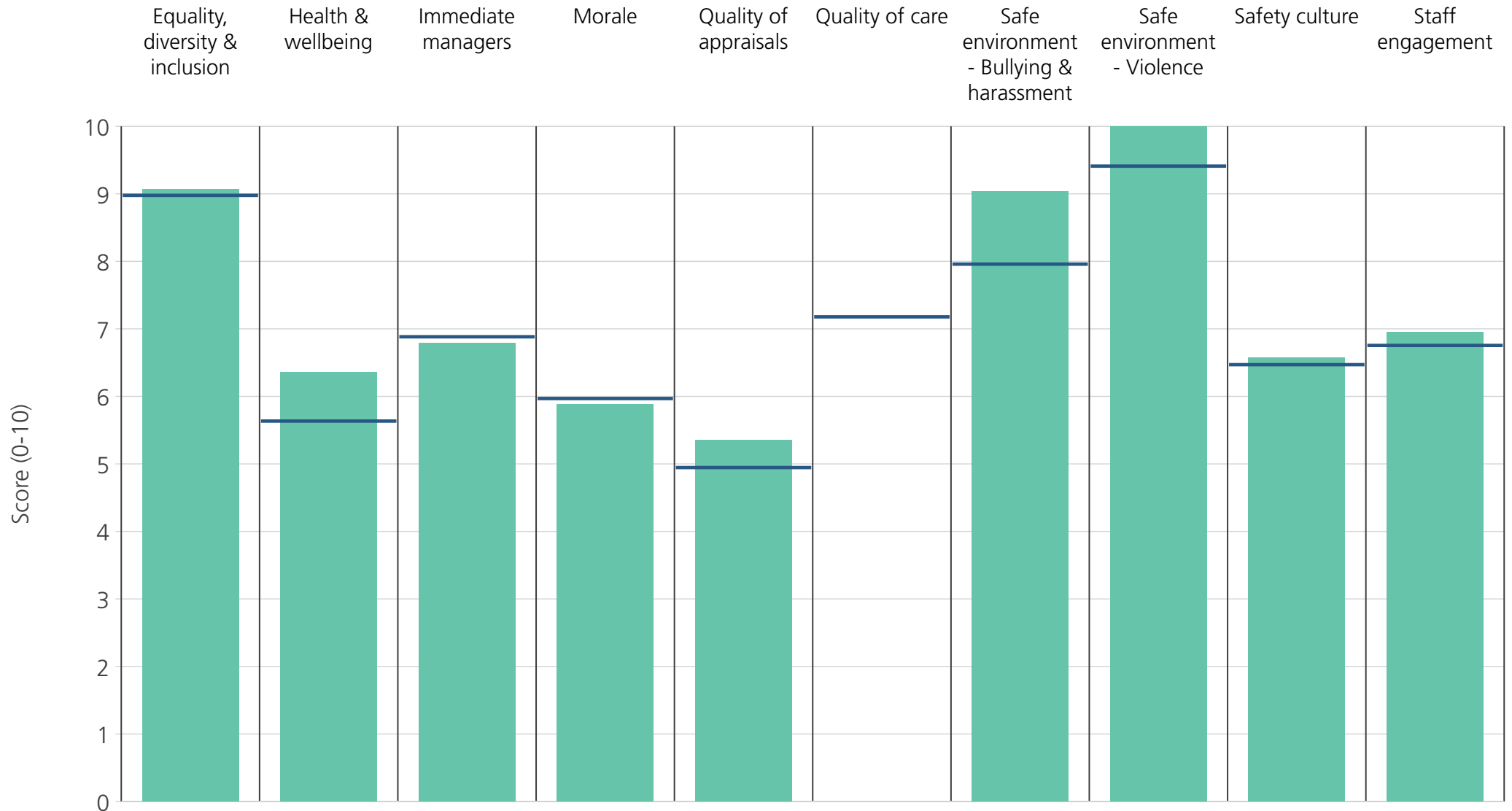
Category	Directorate	Your org	Responses
Equality, diversity & inclusion	8.5	9.0	164
Health & wellbeing	5.1	5.6	163
Immediate managers	6.7	6.9	163
Morale	5.6	6.0	163
Quality of appraisals	4.7	4.9	125
Quality of care	6.7	7.2	153
Safe environment - Bullying & harassment	7.2	8.0	164
Safe environment - Violence	8.6	9.4	163
Safety culture	6.1	6.5	165
Staff engagement	6.4	6.8	166



<b>Directorate</b>	9.0	5.5	6.6	5.9	4.8	7.7	7.8	9.7	6.6	6.7
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	149	150	151	149	136	145	148	148	149	156

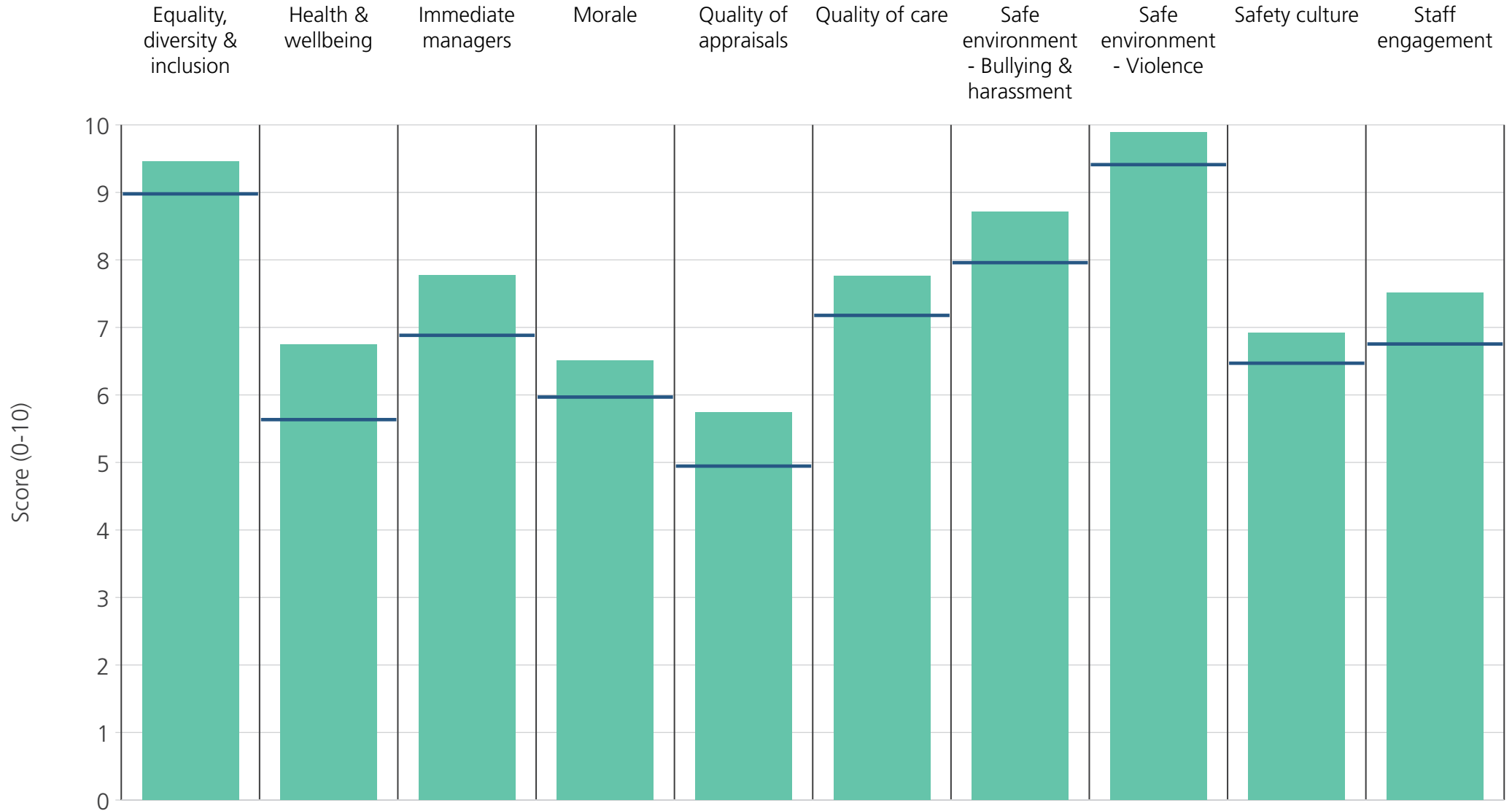


<b>Directorate</b>	9.4	5.7	7.1	6.3	4.7	7.0	8.4	9.8	6.6	7.0
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	91	92	92	91	83	90	90	90	91	96

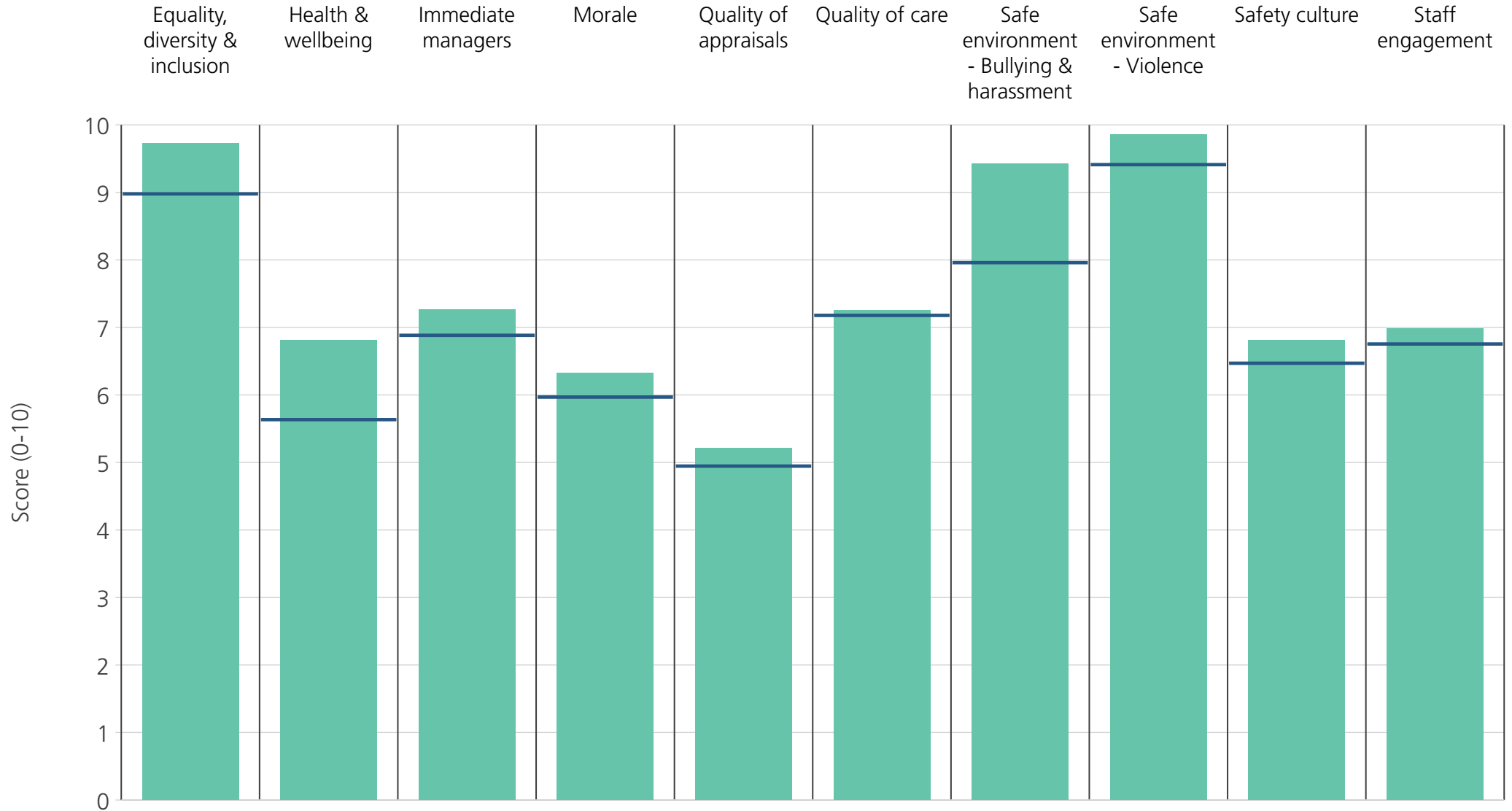


<b>Directorate</b>	9.1	6.4	6.8	5.9	5.4	7.2	9.0	10.0	6.6	6.9
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	33	32	33	33	28	7	31	32	33	33

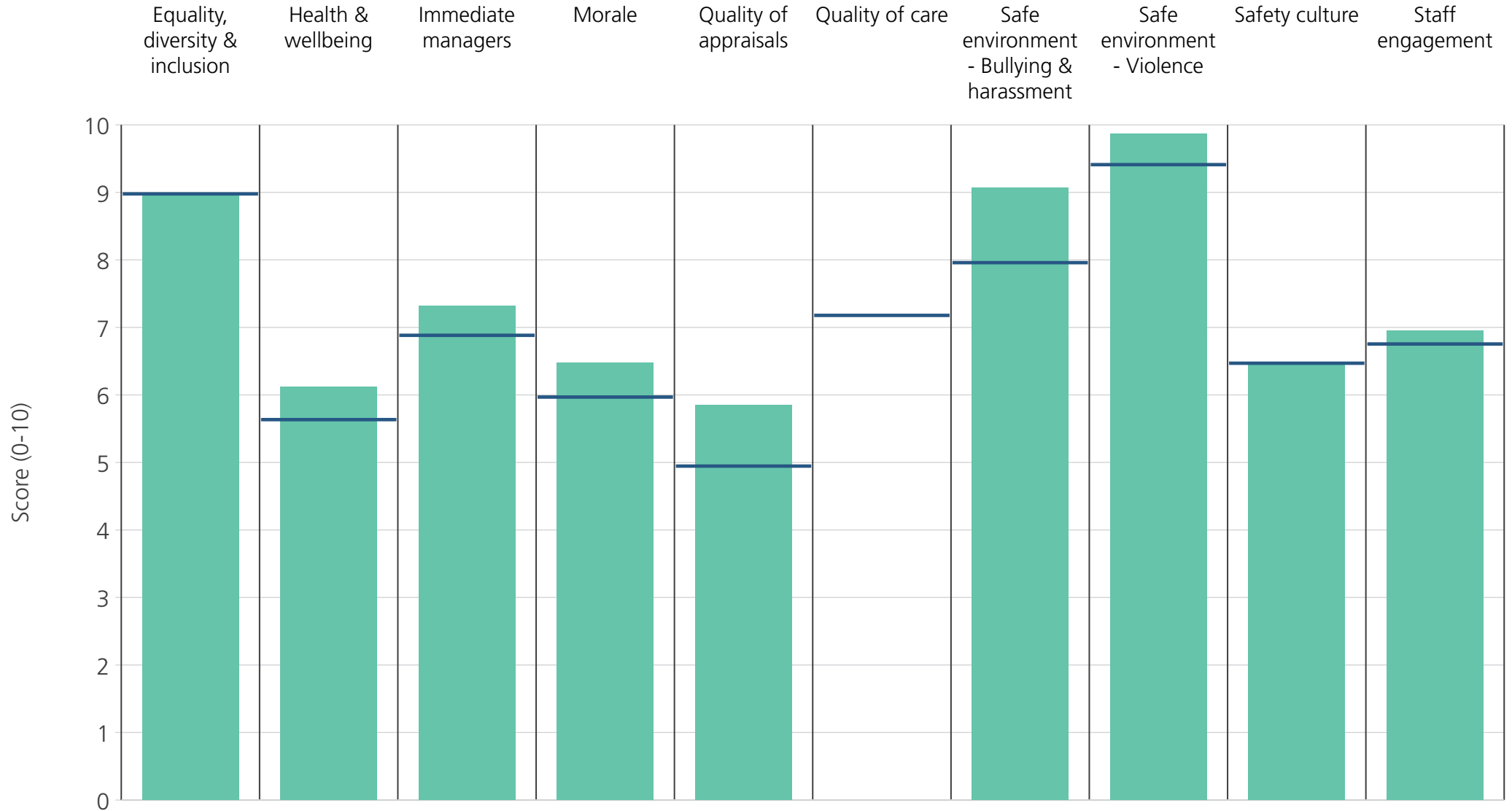




<b>Directorate</b>	9.5	6.7	7.8	6.5	5.7	7.8	8.7	9.9	6.9	7.5
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	29	31	31	30	27	22	31	31	31	31



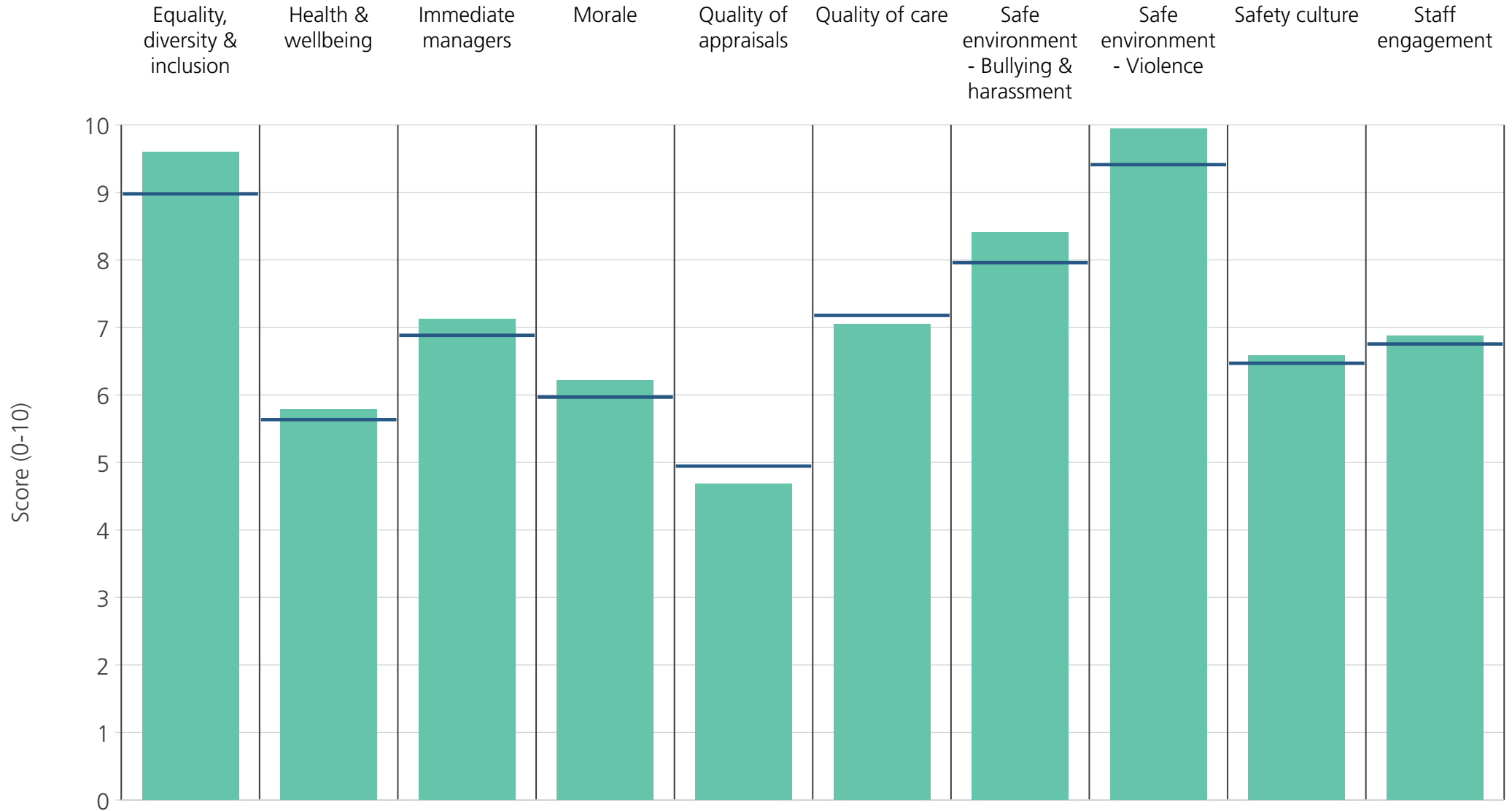
<b>Directorate</b>	9.7	6.8	7.3	6.3	5.2	7.3	9.4	9.9	6.8	7.0
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	24	24	23	23	23	15	23	23	24	25



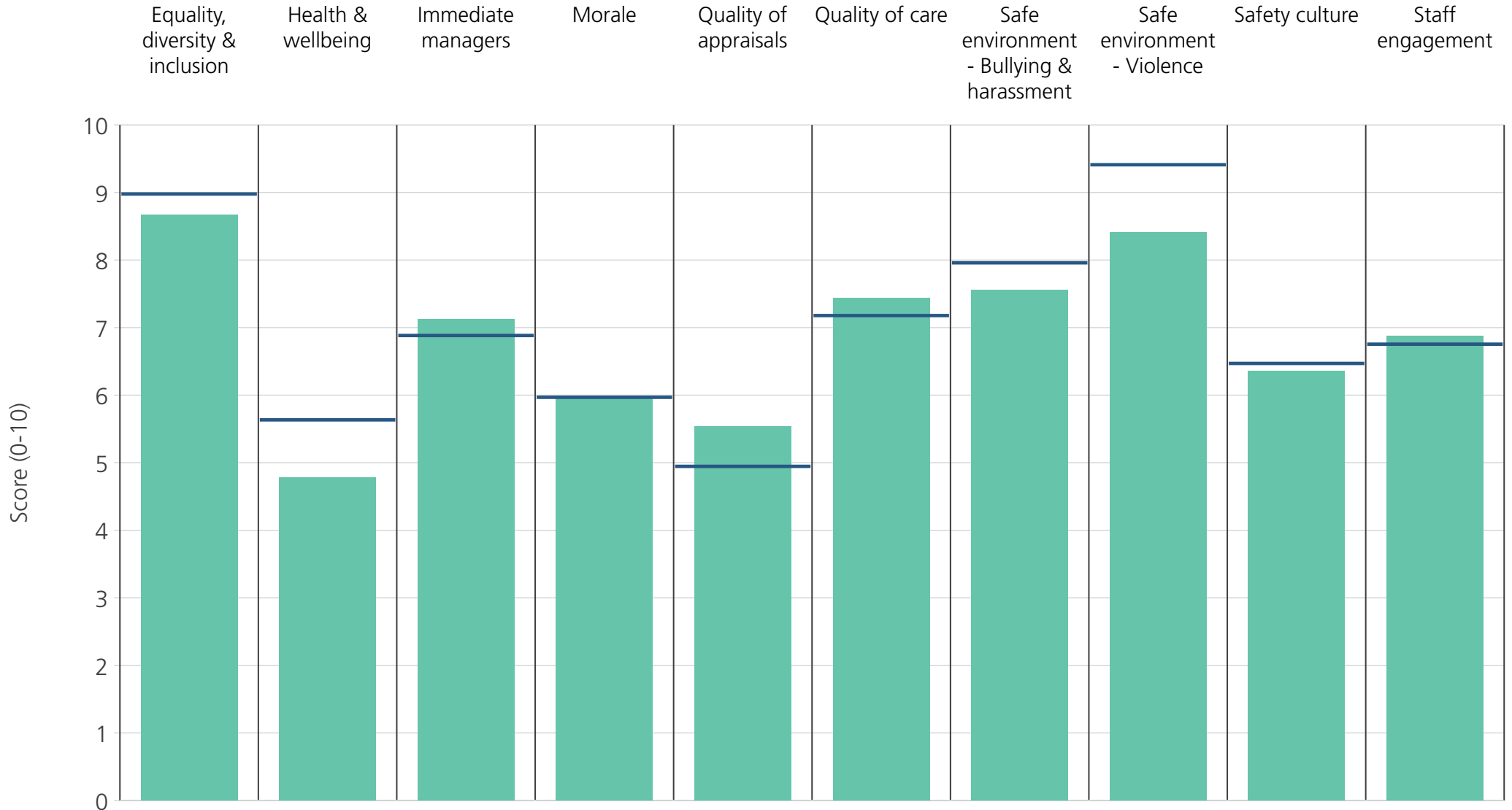
<b>Directorate</b>	9.0	6.1	7.3	6.5	5.8	-	9.1	9.9	6.4	7.0
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	26	25	26	26	25	3	25	25	26	26

# Directorates 2

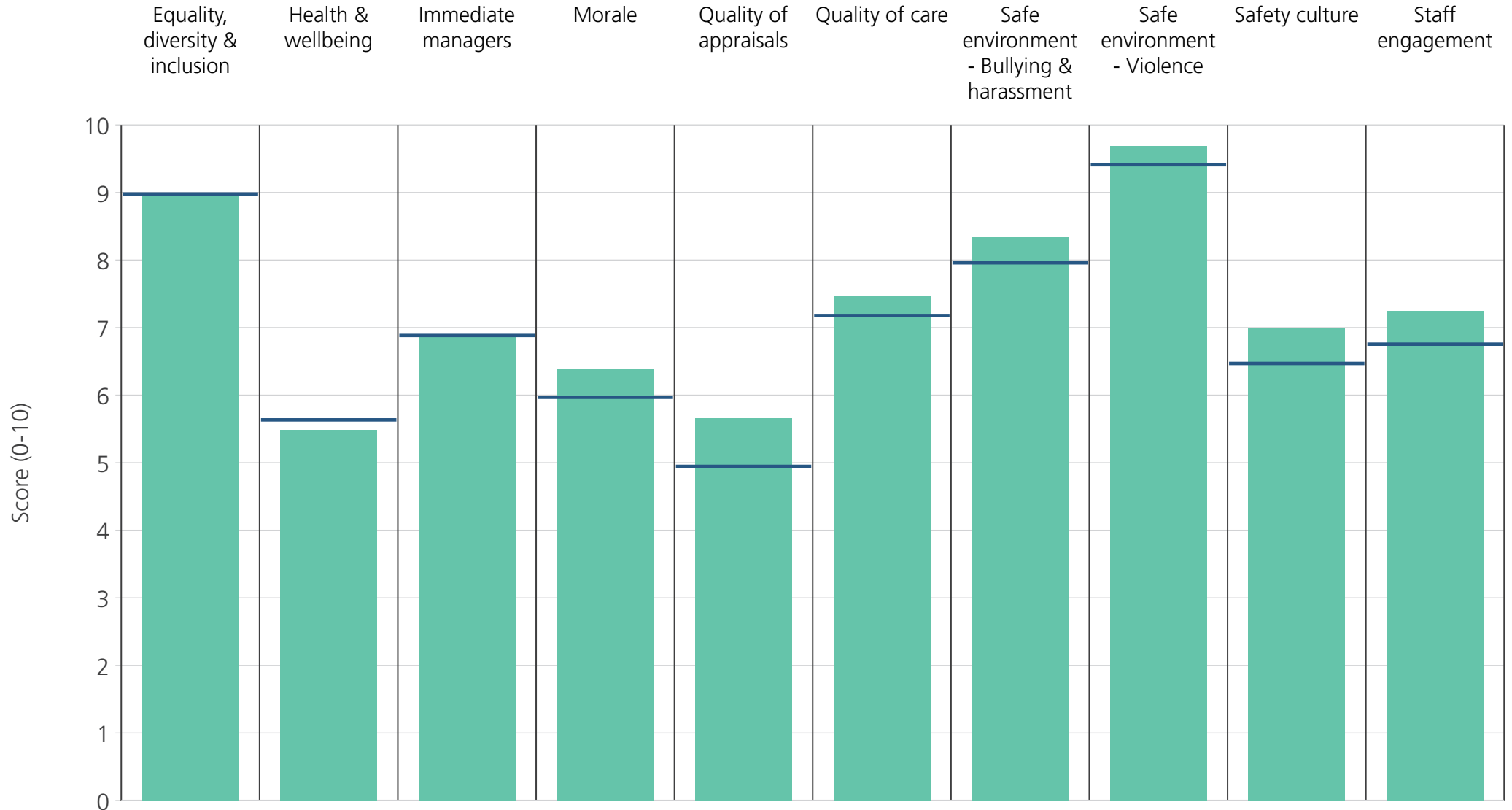
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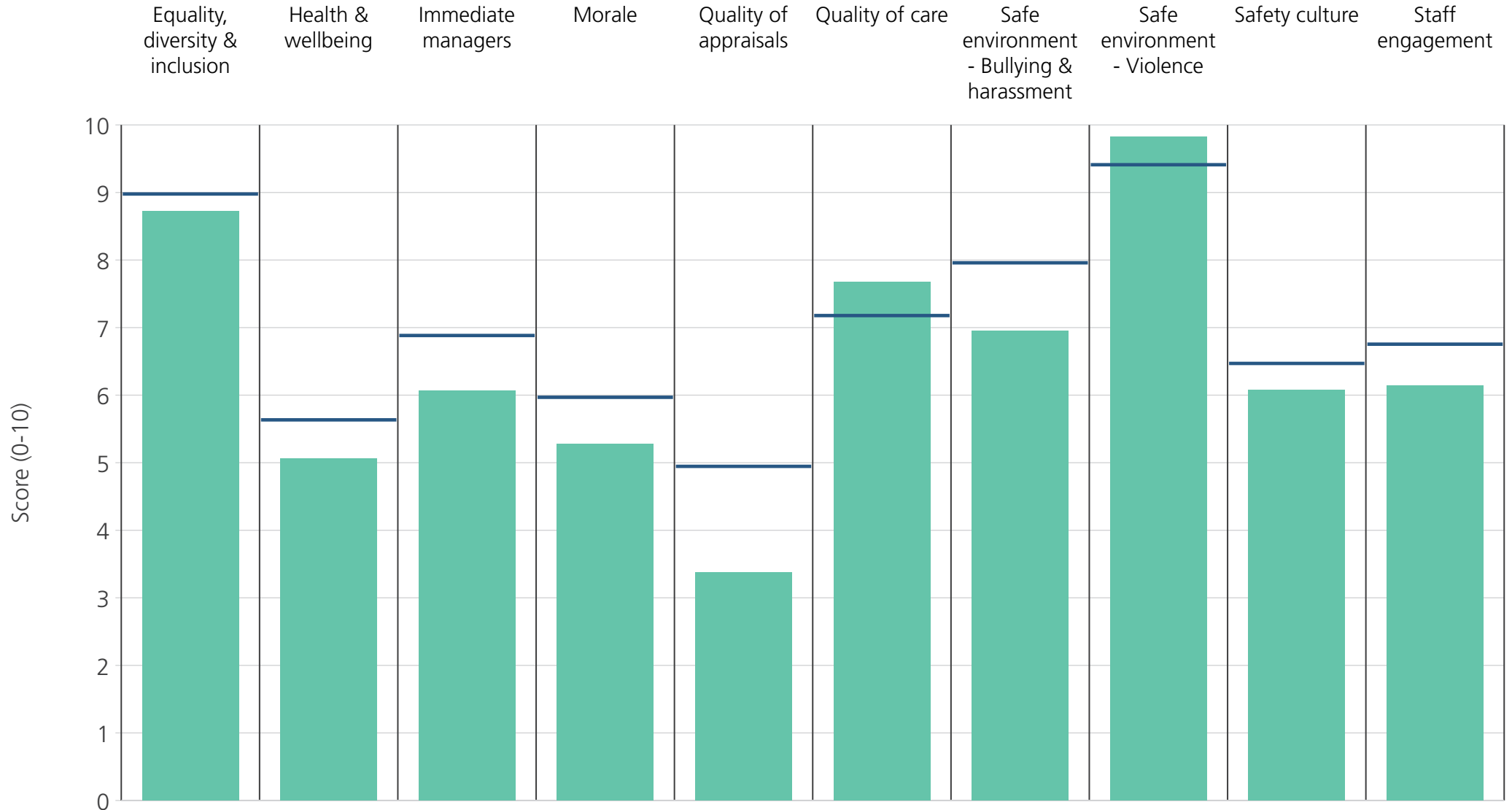
<b>Directorate</b>	9.6	5.8	7.1	6.2	4.7	7.1	8.4	9.9	6.6	6.9
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	66	66	66	65	60	64	65	65	65	69



<b>Directorate</b>	8.7	4.8	7.1	6.0	5.5	7.4	7.6	8.4	6.4	6.9
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	45	44	44	43	39	43	45	44	45	44

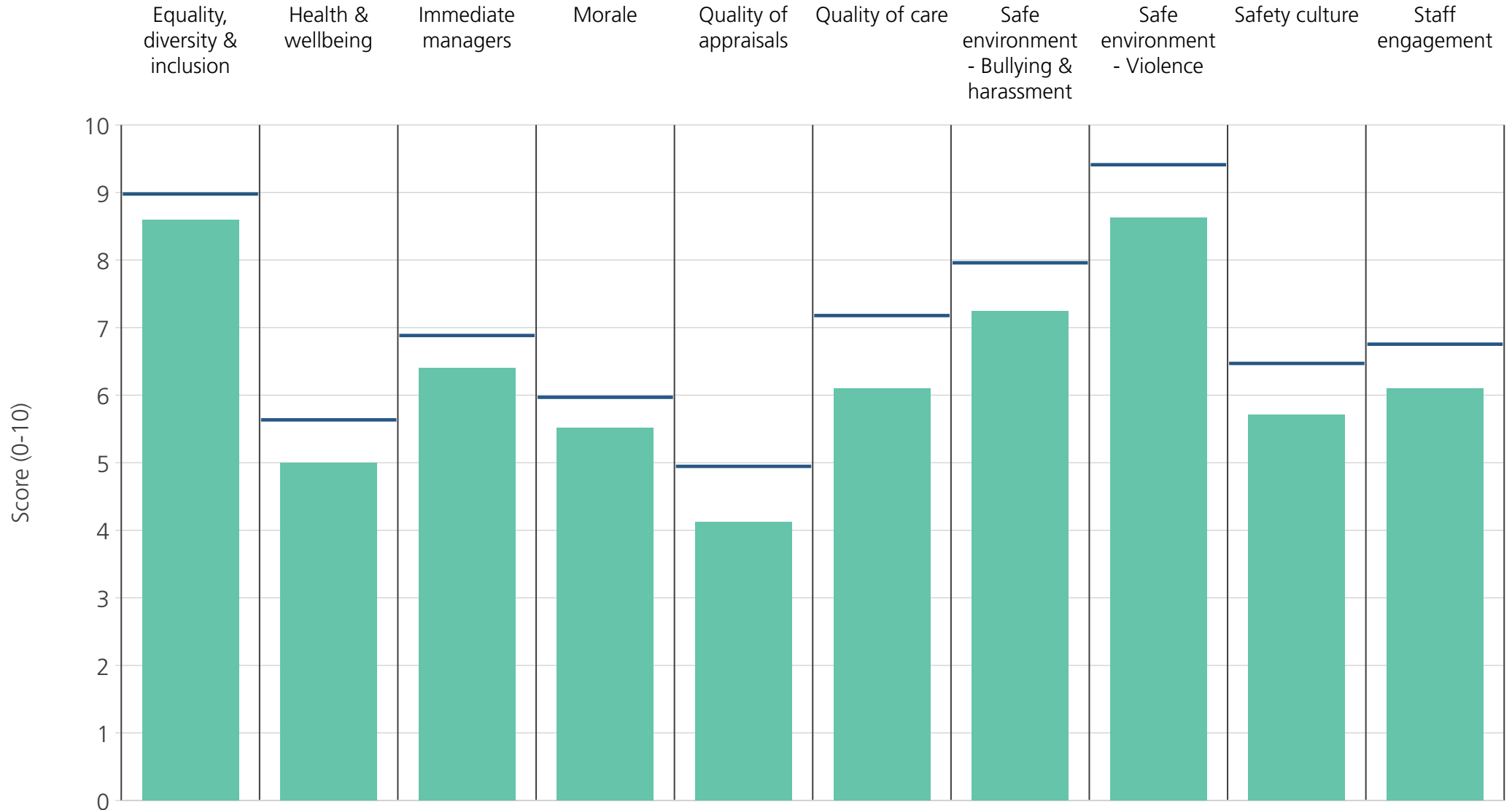


<b>Directorate</b>	9.0	5.5	6.9	6.4	5.7	7.5	8.3	9.7	7.0	7.2
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	52	52	52	51	46	45	52	52	51	53

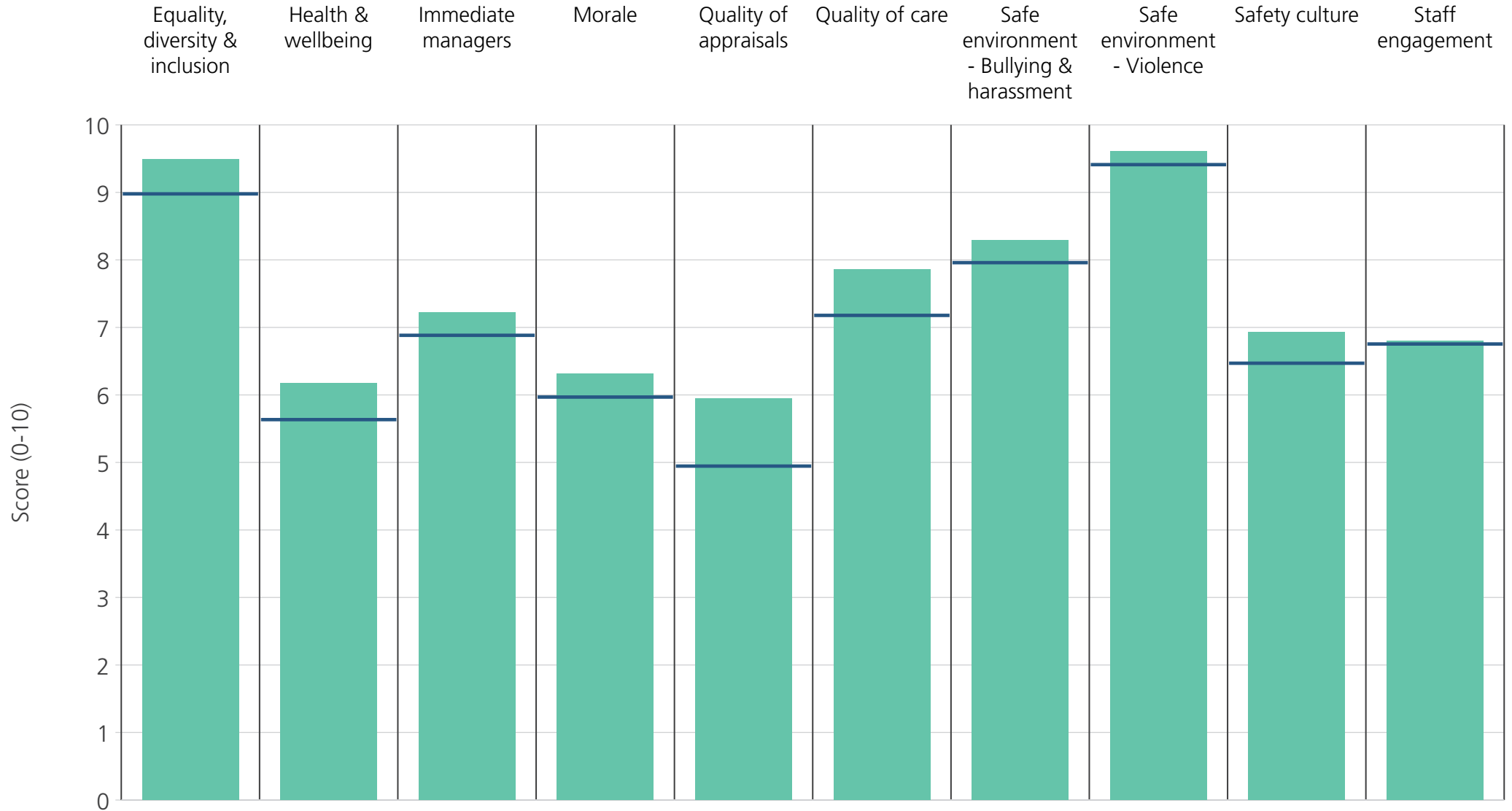


<b>Directorate</b>	8.7	5.1	6.1	5.3	3.4	7.7	6.9	9.8	6.1	6.1
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	58	59	59	58	53	61	59	58	58	61

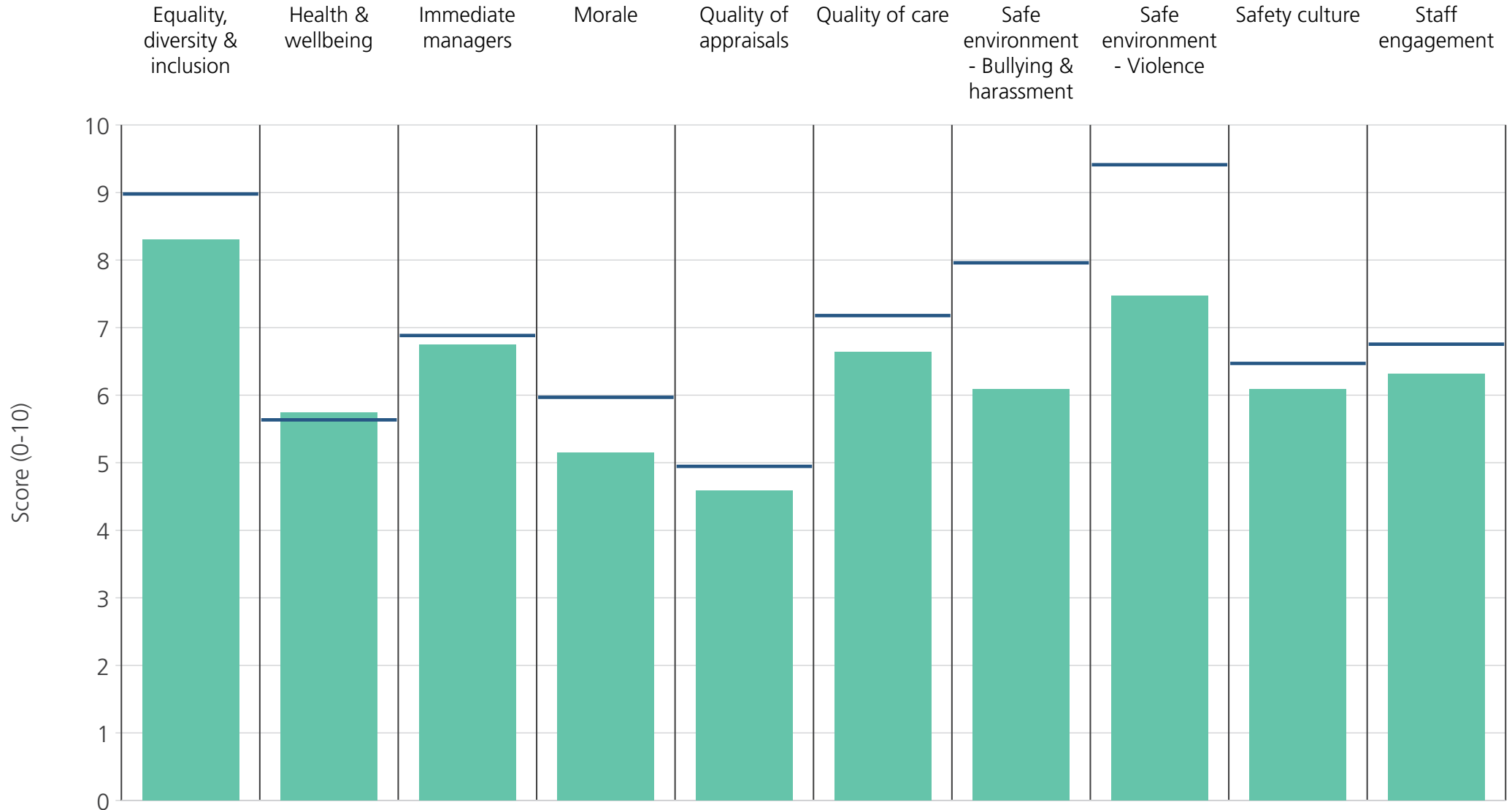




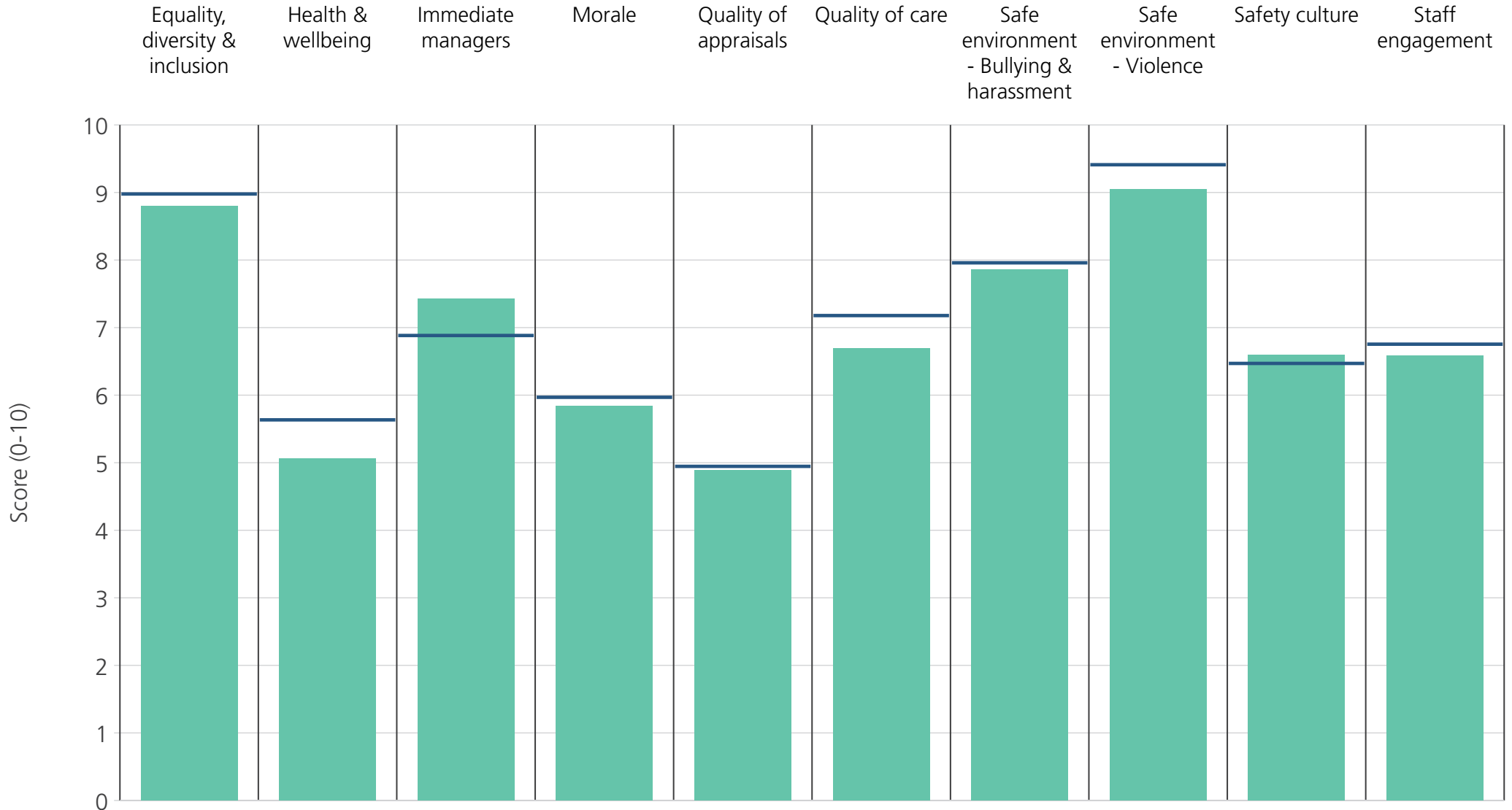
<b>Directorate</b>	8.6	5.0	6.4	5.5	4.1	6.1	7.2	8.6	5.7	6.1
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	29	29	28	29	20	28	29	29	29	29



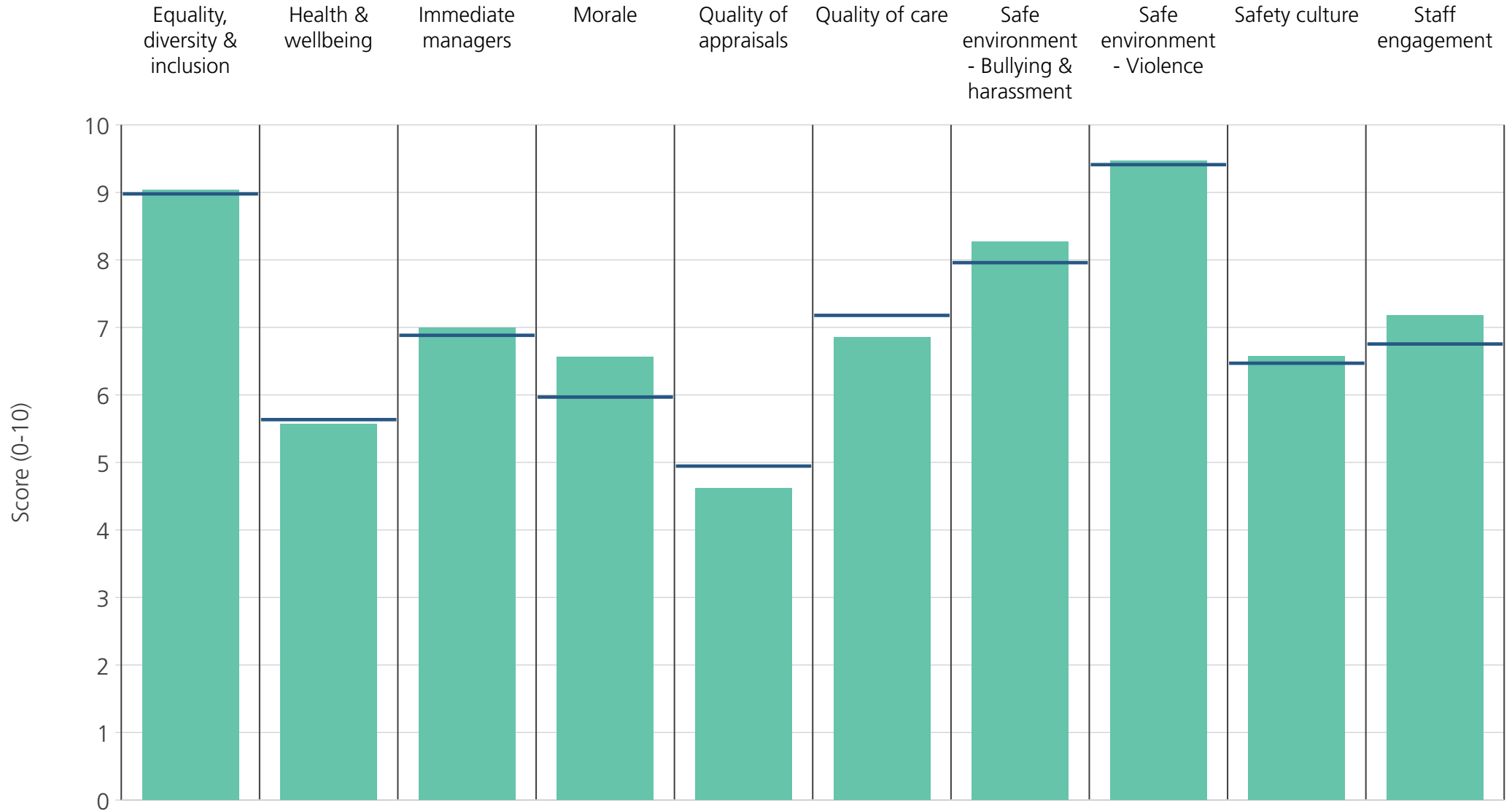
<b>Directorate</b>	9.5	6.2	7.2	6.3	5.9	7.9	8.3	9.6	6.9	6.8
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	39	39	40	40	37	39	37	38	40	42



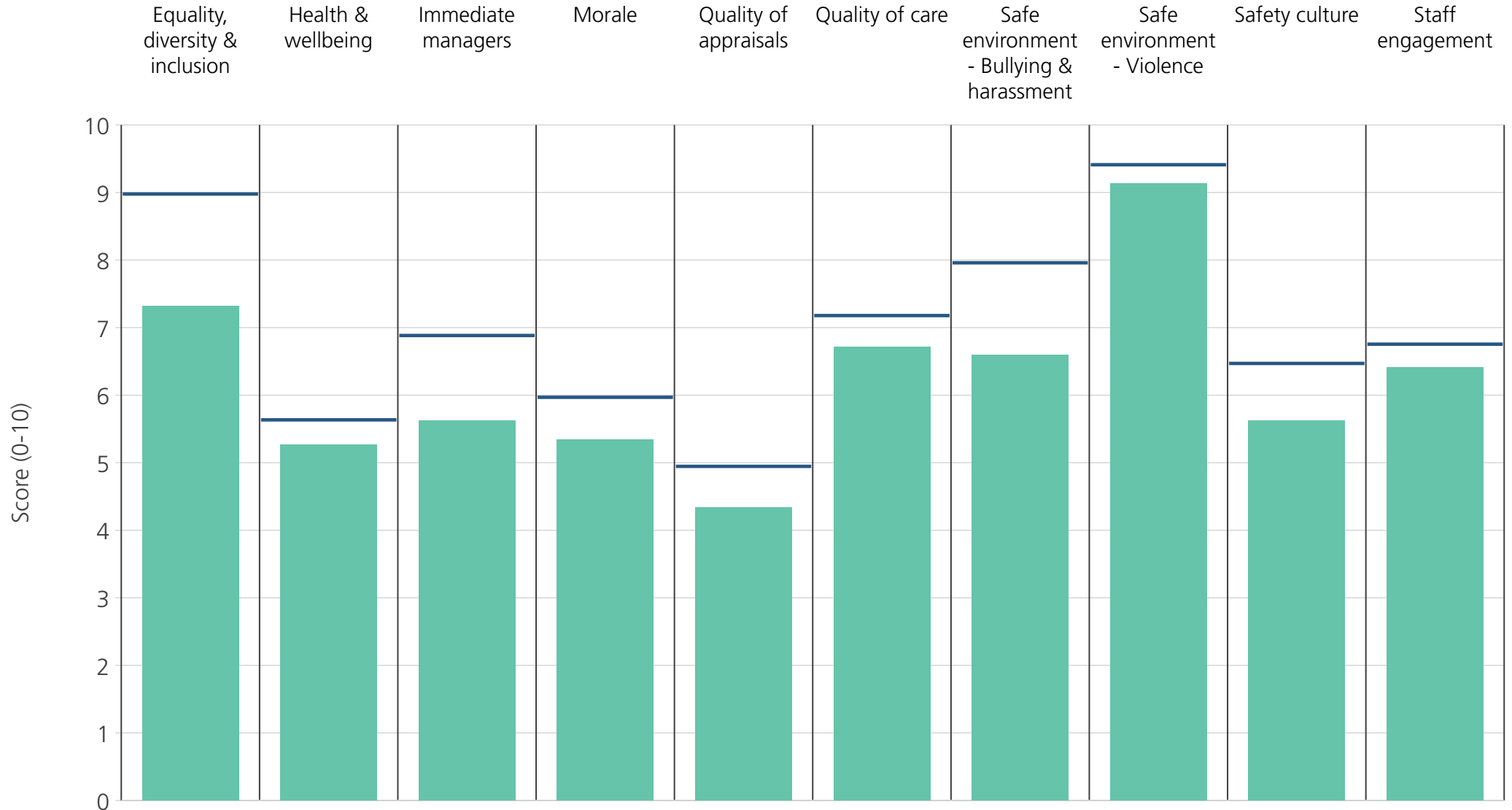
<b>Directorate</b>	8.3	5.7	6.7	5.2	4.6	6.6	6.1	7.5	6.1	6.3
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	28	29	28	29	18	26	29	29	29	30



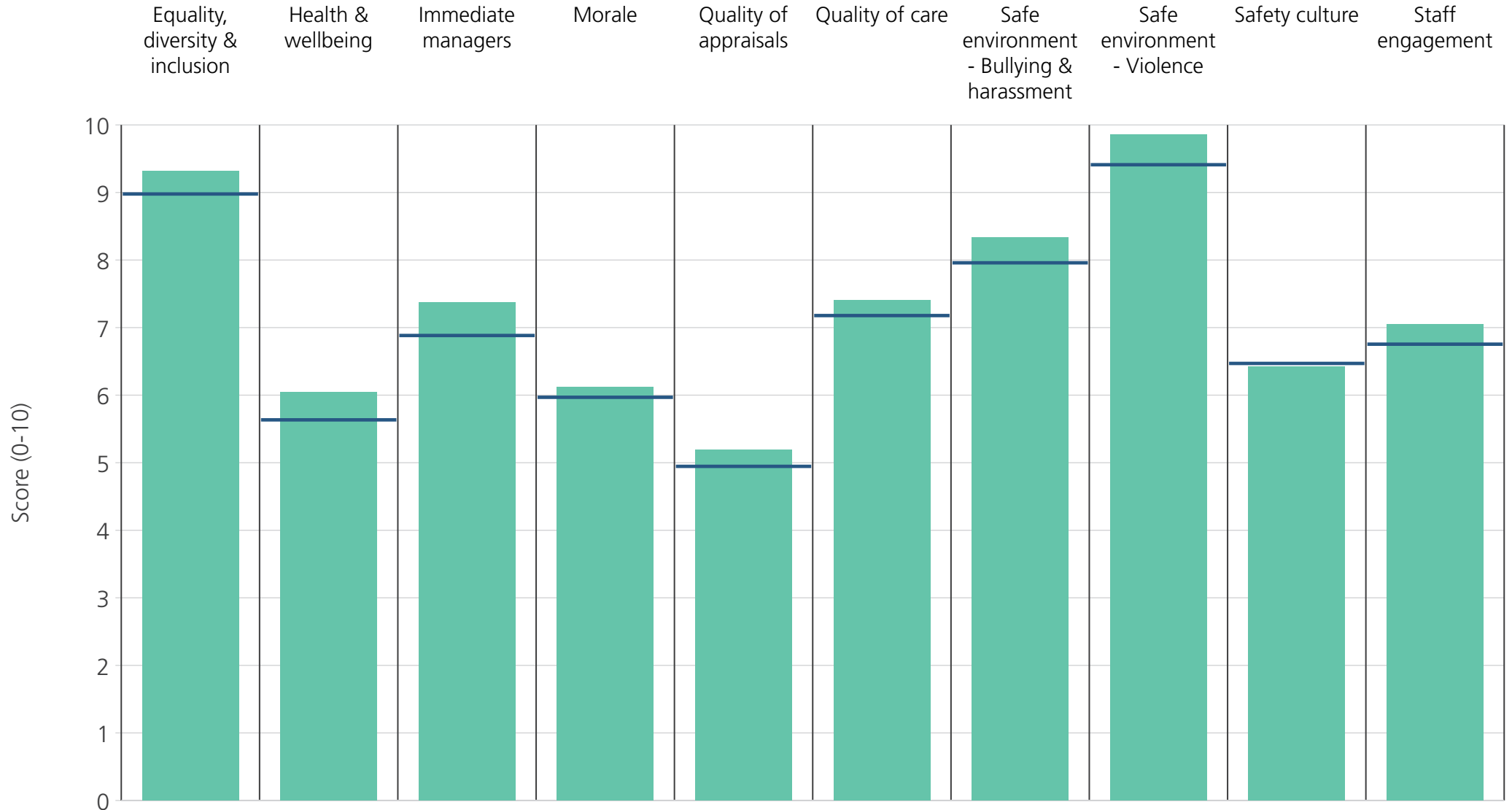
<b>Directorate</b>	8.8	5.1	7.4	5.8	4.9	6.7	7.9	9.0	6.6	6.6
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	29	29	30	29	22	29	28	28	29	30



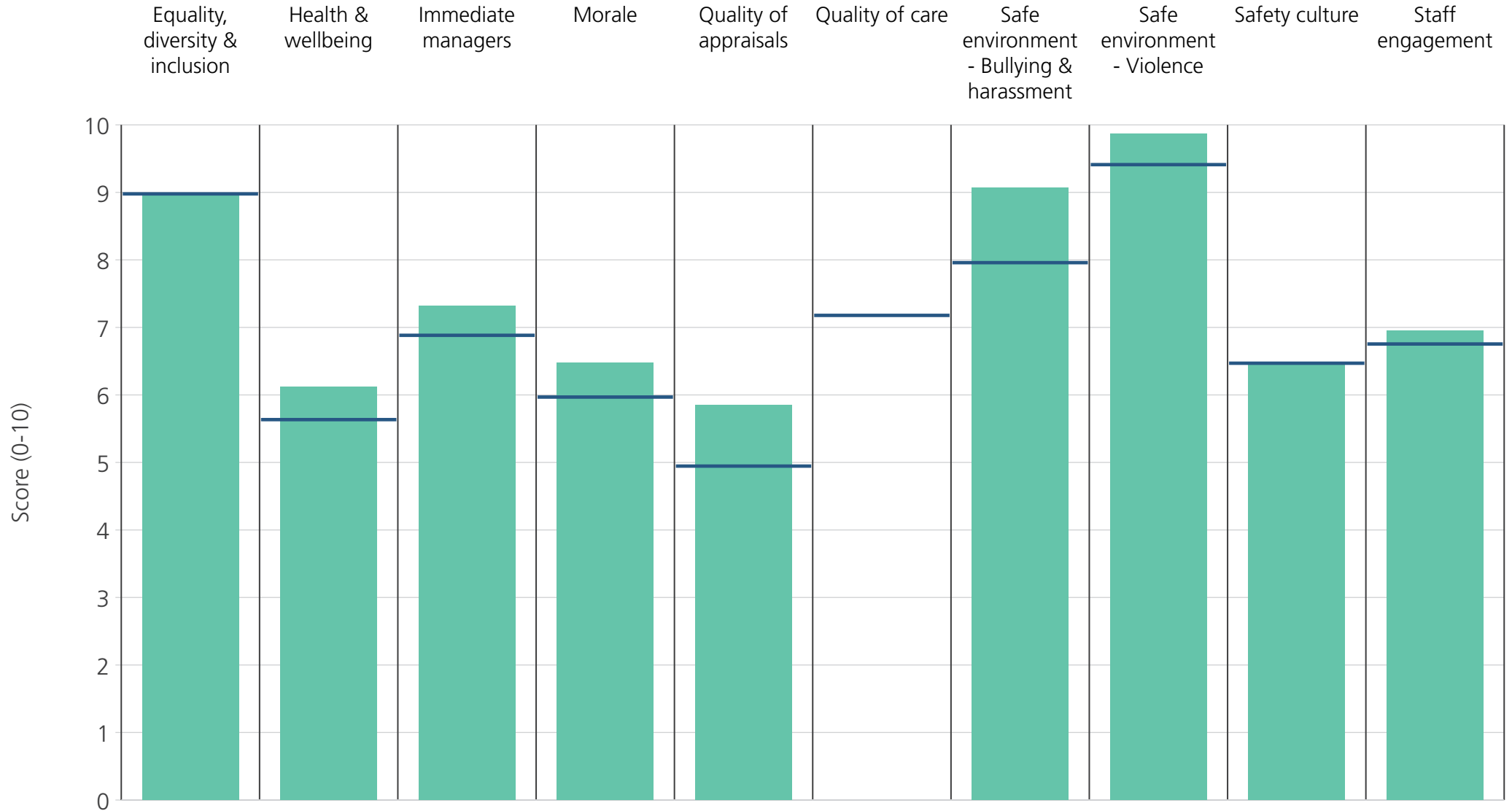
<b>Directorate</b>	9.0	5.6	7.0	6.6	4.6	6.9	8.3	9.5	6.6	7.2
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	25	26	26	26	23	26	25	25	26	27



<b>Directorate</b>	7.3	5.3	5.6	5.3	4.3	6.7	6.6	9.1	5.6	6.4
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	23	23	23	23	17	20	23	23	23	23

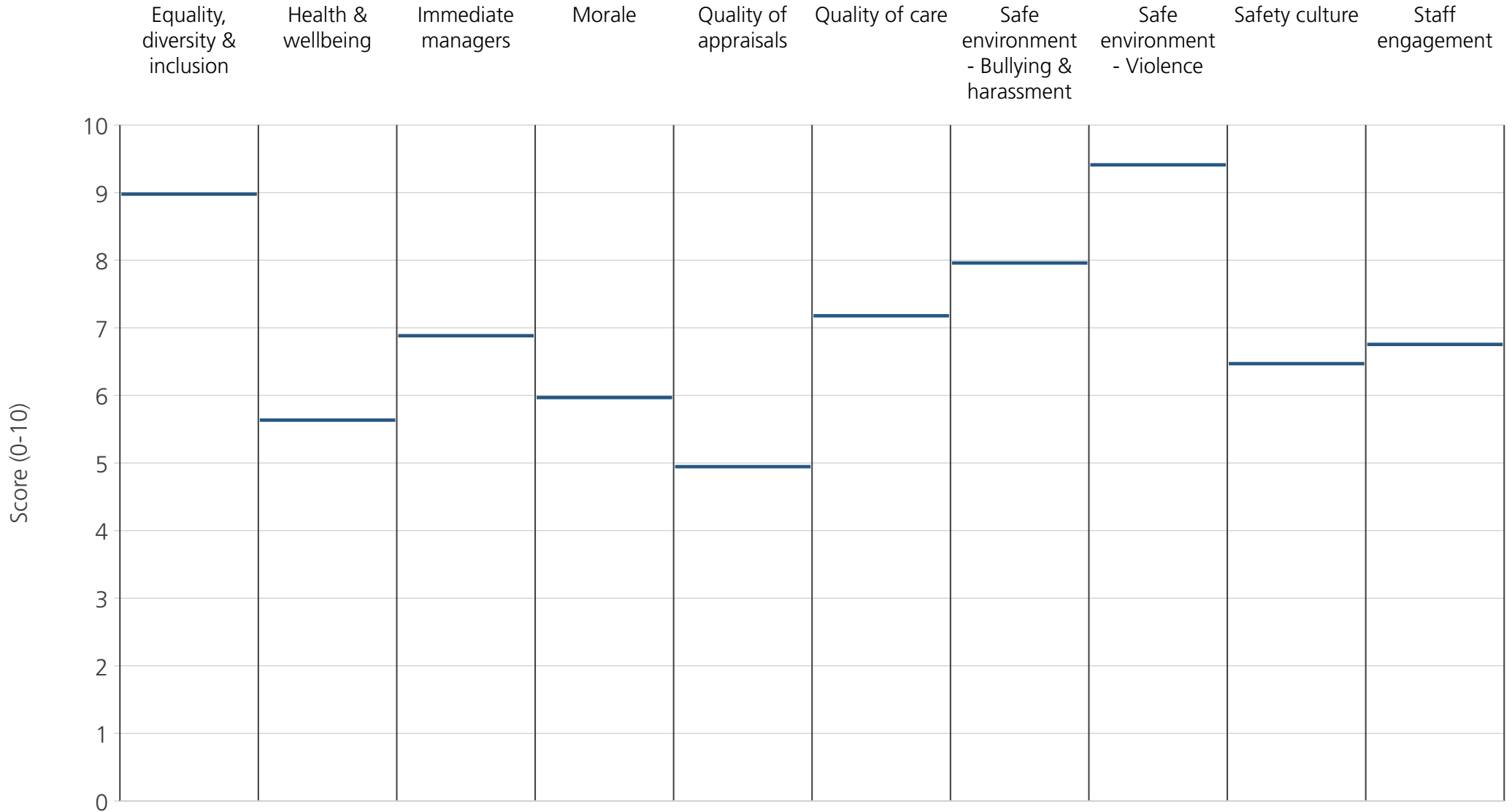


<b>Directorate</b>	9.3	6.0	7.4	6.1	5.2	7.4	8.3	9.9	6.4	7.0
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	23	24	24	22	20	13	24	24	24	24

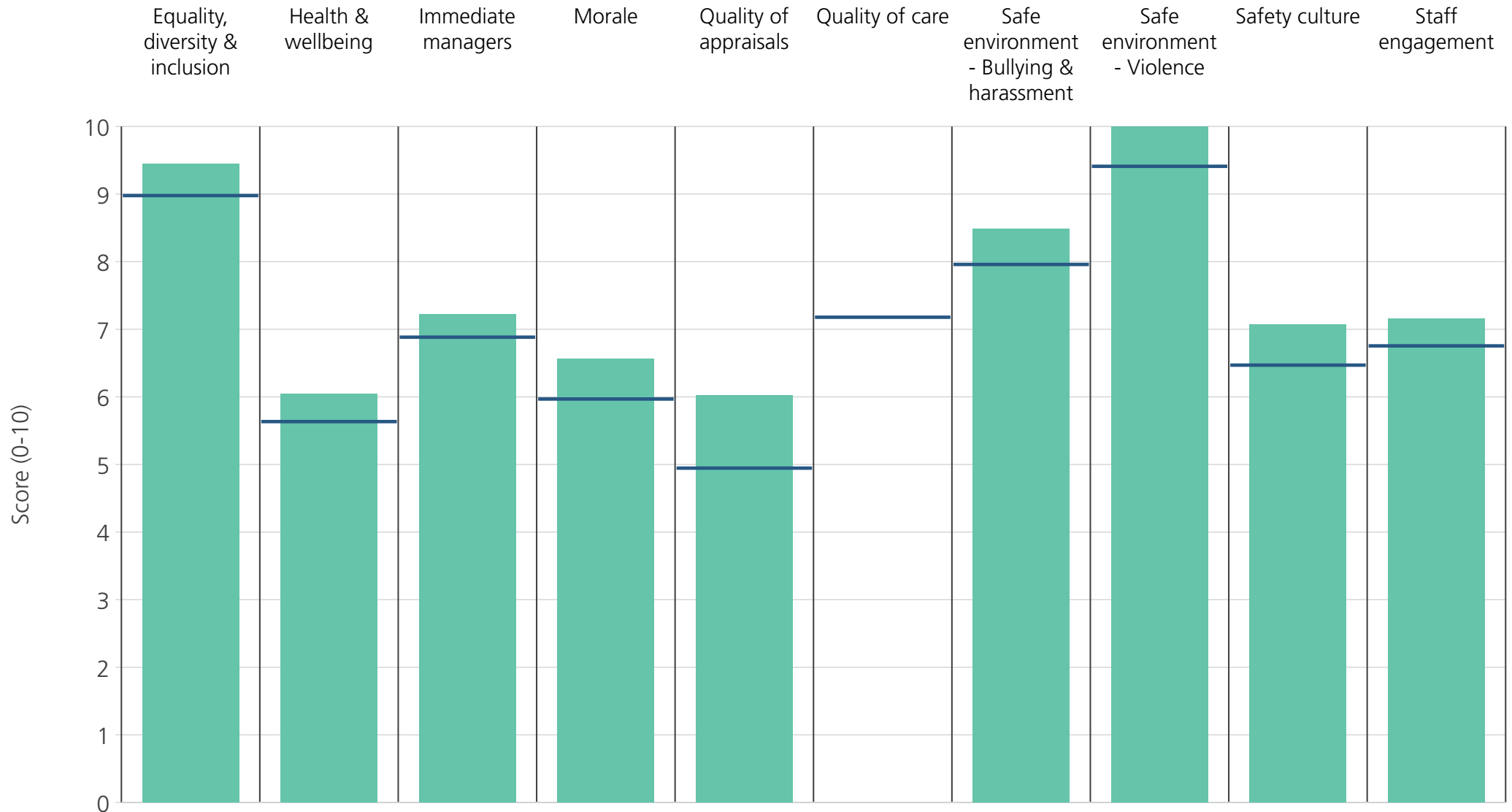


<b>Directorate</b>	9.0	6.1	7.3	6.5	5.8		9.1	9.9	6.4	7.0
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	26	25	26	26	25	3	25	25	26	26

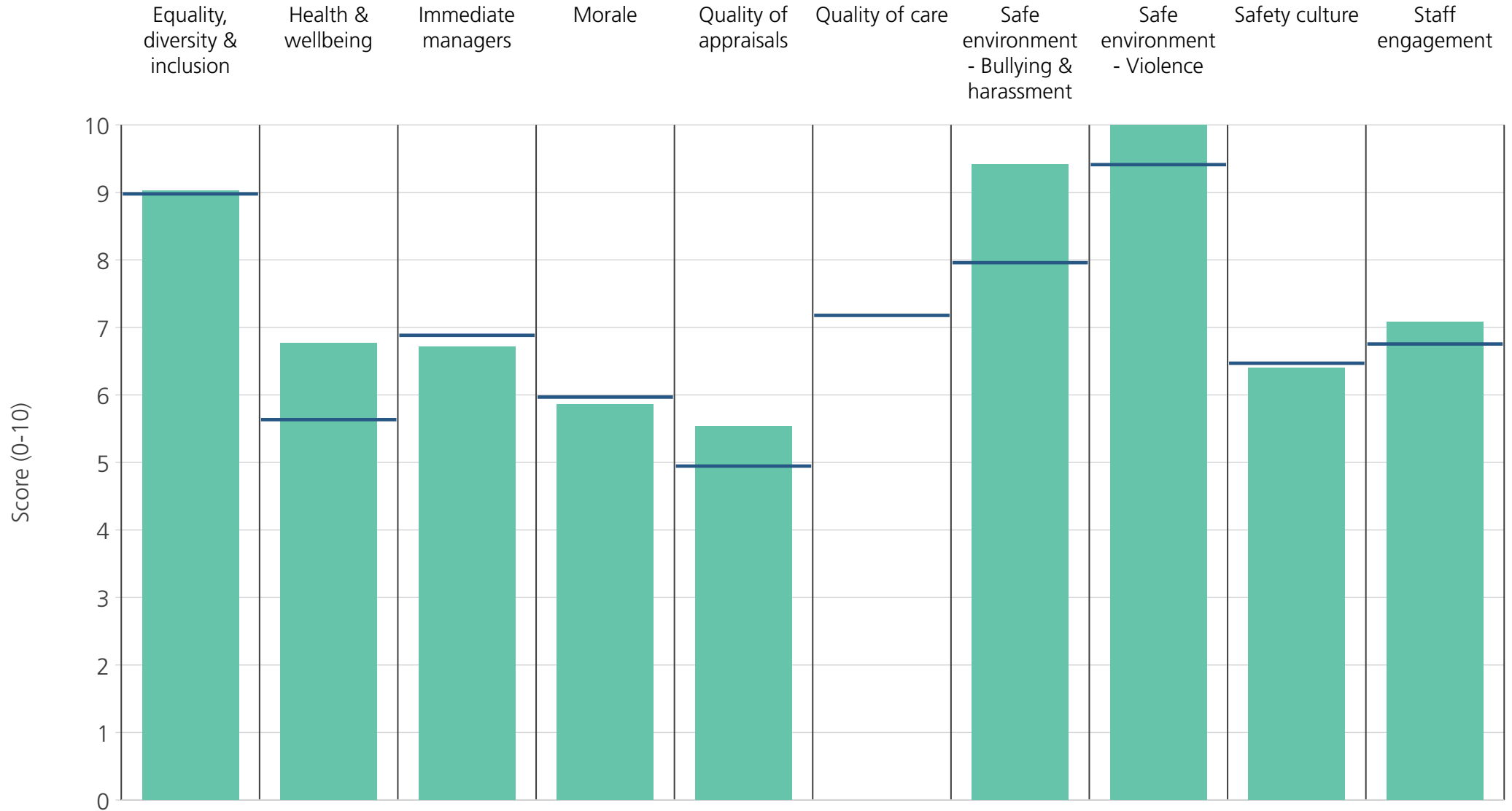




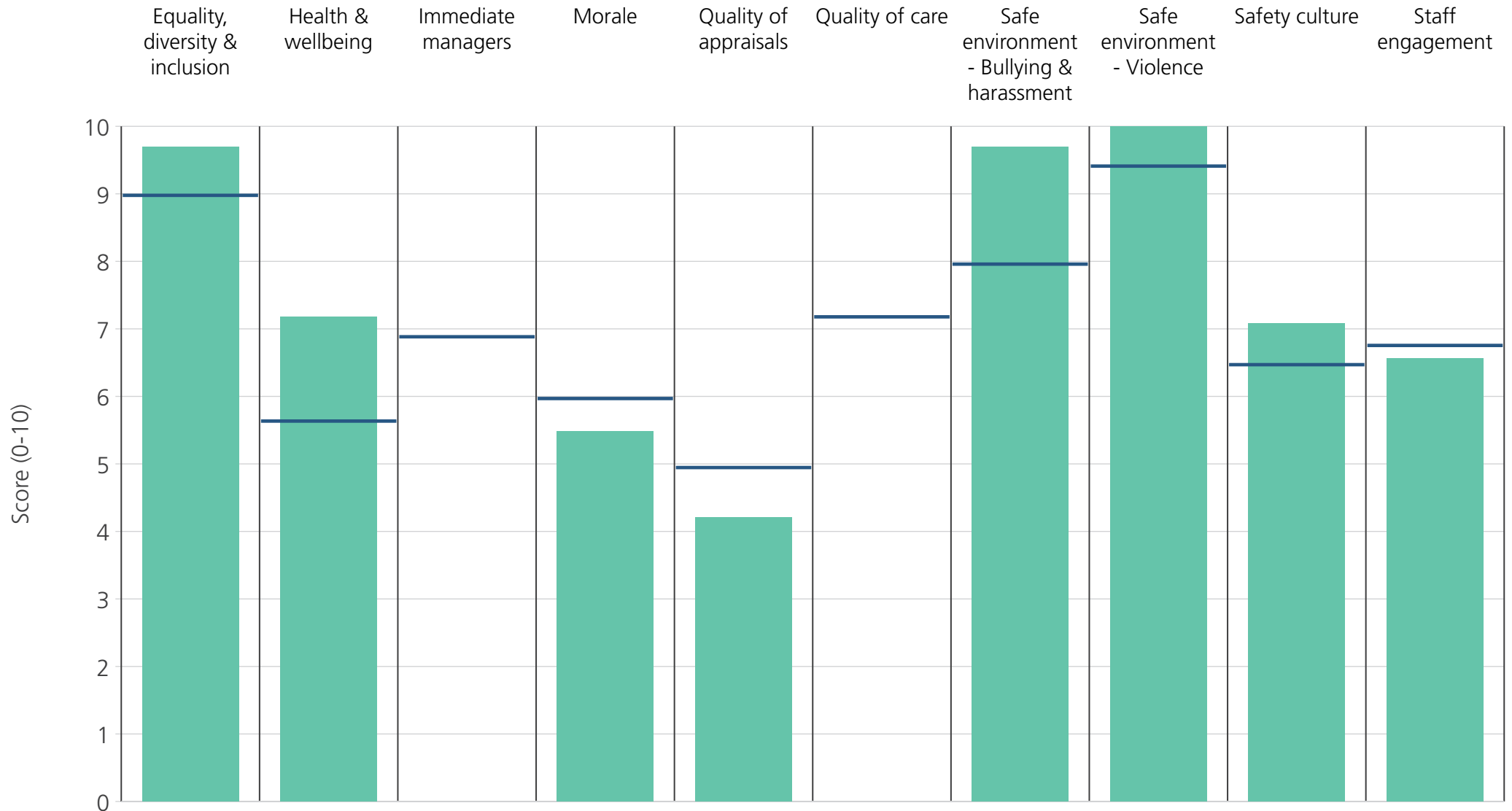
Directorate	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
Your org	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
Responses	10	9	10	10	9	7	10	10	10	10



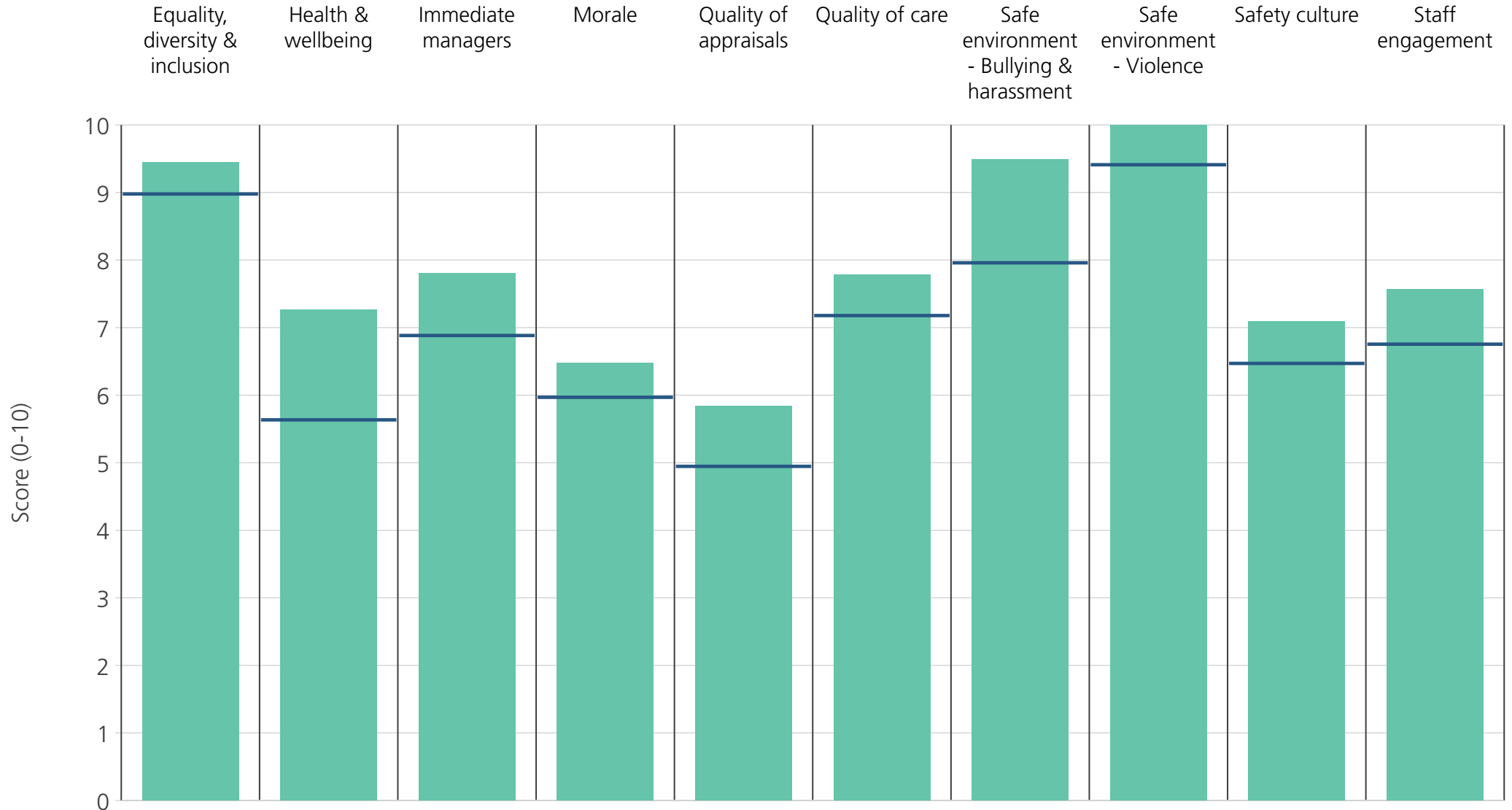
<b>Directorate</b>	9.4	6.0	7.2	6.6	6.0	7.2	8.5	10.0	7.1	7.2
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	12	12	12	12	11	4	11	12	12	12



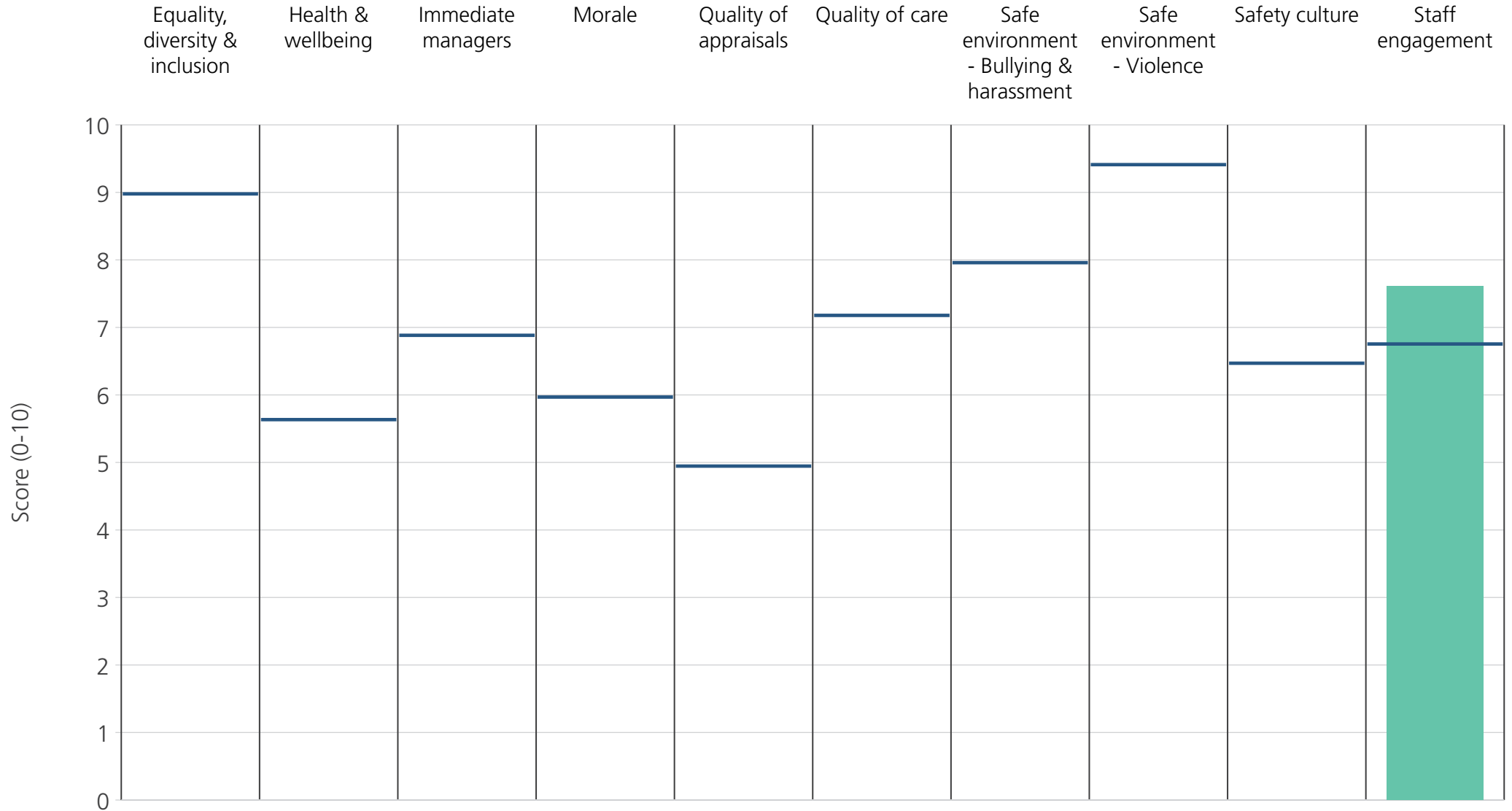
<b>Directorate</b>	9.0	6.8	6.7	5.9	5.5		9.4	10.0	6.4	7.1
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	18	17	18	18	14	2	17	17	18	18



<b>Directorate</b>	9.7	7.2	6.9	5.5	4.2	7.2	9.7	10.0	7.1	6.6
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	11	11	10	11	11	6	11	11	11	11



<b>Directorate</b>	9.4	7.3	7.8	6.5	5.8	7.8	9.5	10.0	7.1	7.6
<b>Your org</b>	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5	6.8
<b>Responses</b>	12	13	13	13	12	12	13	13	13	13



Directorate											7.6
Your org	9.0	5.6	6.9	6.0	4.9	7.2	8.0	9.4	6.5		6.8
Responses	10	10	10	10	10	7	9	9	10		11