

# Birmingham and Solihull Mental Health NHS Foundation Trust

2018 NHS Staff Survey

**Directorate Report**

**Contents**

Introduction . . . . .	3	Birmingham Healthy Minds Area . . . . .	26
Themes – Directorates 1 . . . . .	4	Home Treatment Area . . . . .	27
Secure Services and Offender Health Locality . . . . .	5	AOT Area . . . . .	28
ICCR Locality . . . . .	6	Urgent Care Area . . . . .	29
Acute & Urgent Care Service Locality . . . . .	7	Psychology Services Area . . . . .	30
Specialties Locality . . . . .	8	Offender Health Area . . . . .	31
Exec Director - Resources Locality . . . . .	9	ICCR Other Area . . . . .	32
Exec Director - Nursing Locality . . . . .	10	Workforce Area . . . . .	33
Exec Director - Medical Locality . . . . .	11	Addictions Area . . . . .	34
Corporate Psychology Locality . . . . .	12	Research & Innovation Area . . . . .	35
Exec Director - Workforce Locality . . . . .	13	Other Acute Services Area . . . . .	36
Chief Executive Locality . . . . .	14	Psychotherapy Area . . . . .	37
Themes – Directorates 2 . . . . .	15	Chief Executive and Corporate Area . . . . .	38
Secure Services Area . . . . .	16	Other Primary Care & Dementia Service Area . . . . .	39
Inpatients Area . . . . .	17		
CMHT Area . . . . .	18		
Older People Area . . . . .	19		
Resources Directorate Area . . . . .	20		
Specialties Area . . . . .	21		
NAIPS Area . . . . .	22		
Nursing and Quality Area . . . . .	23		
Medical Directorate Area . . . . .	24		
Solihull Area . . . . .	25		

This directorate report for Birmingham and Solihull Mental Health 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 Birmingham and Solihull Mental Health 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.

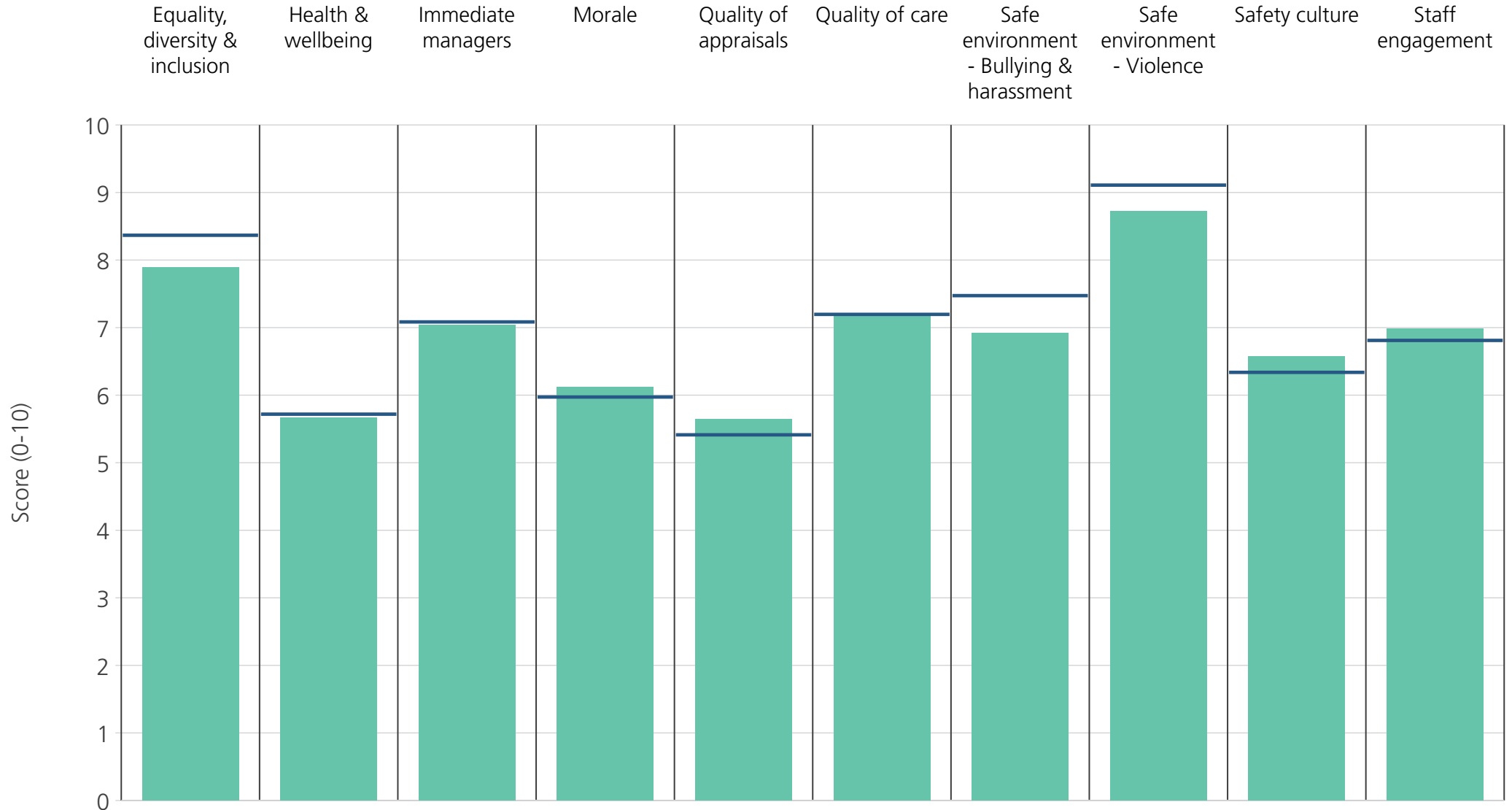
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



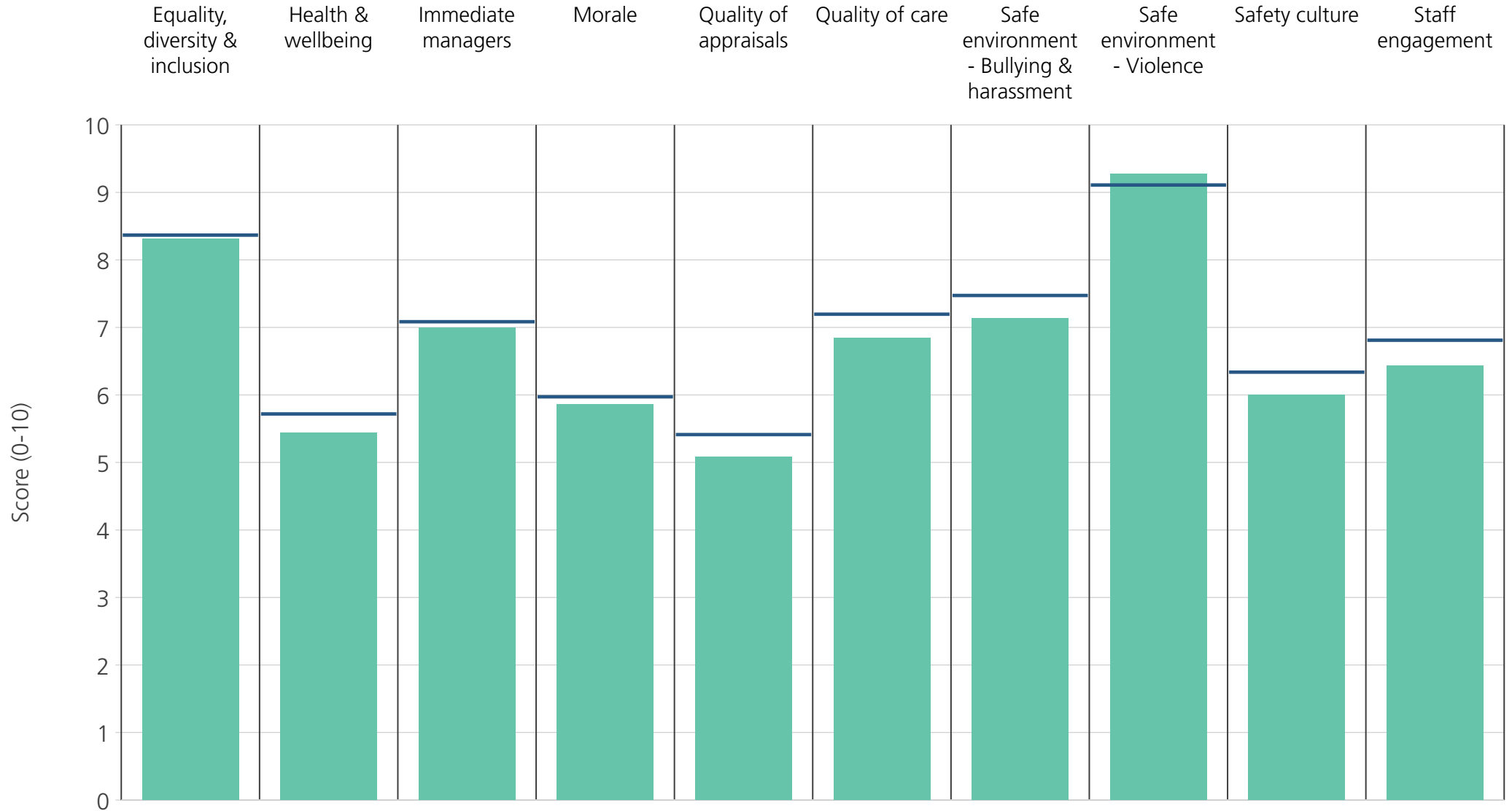
**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

# Directorates 1

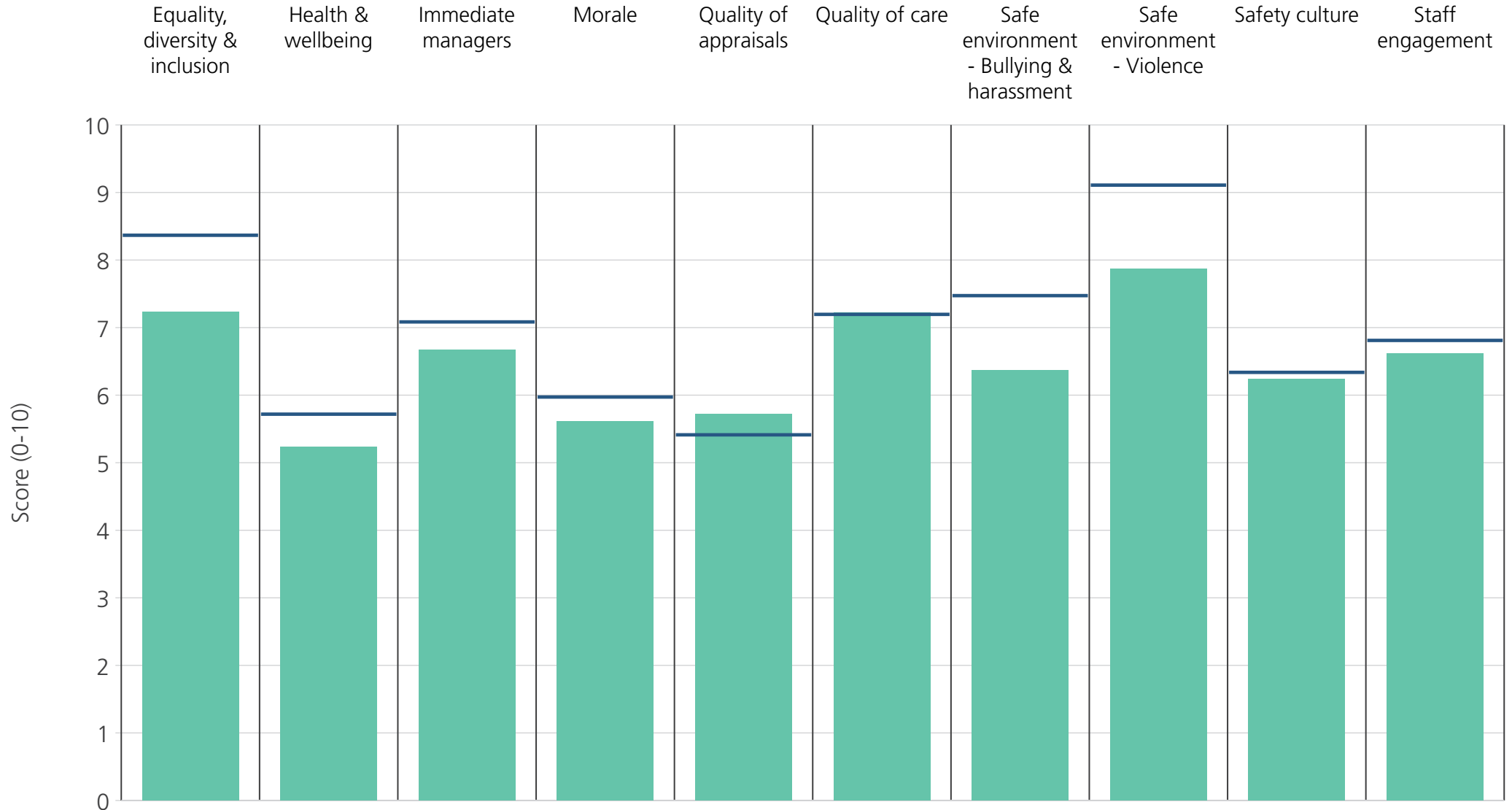
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2018 NHS Staff Survey Results



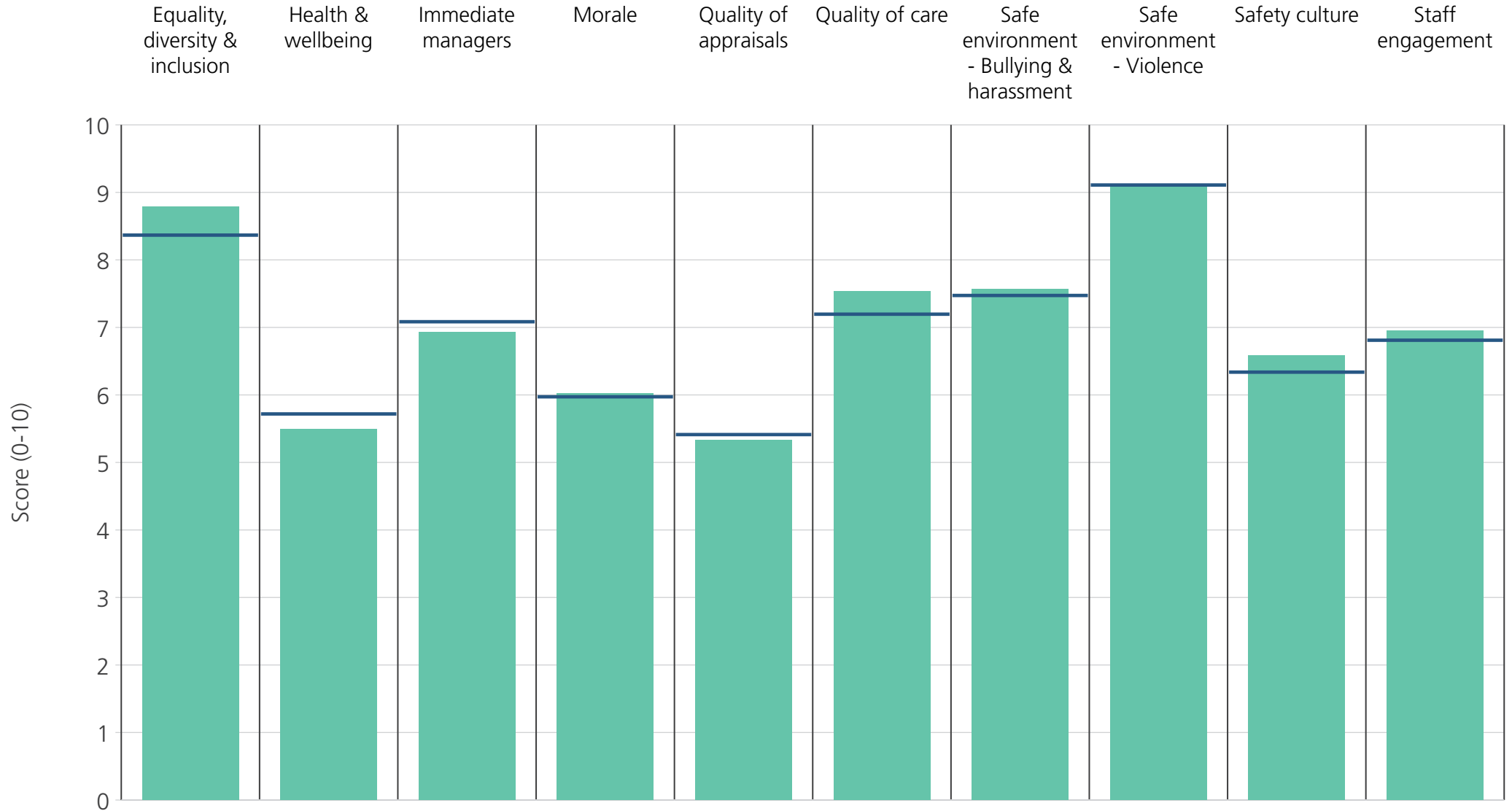
<b>Directorate</b>	7.9	5.7	7.0	6.1	5.6	7.2	6.9	8.7	6.6	7.0
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	272	282	284	263	243	276	270	271	268	293



<b>Directorate</b>	8.3	5.4	7.0	5.9	5.1	6.8	7.1	9.3	6.0	6.4
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	313	316	317	307	284	296	308	307	315	324

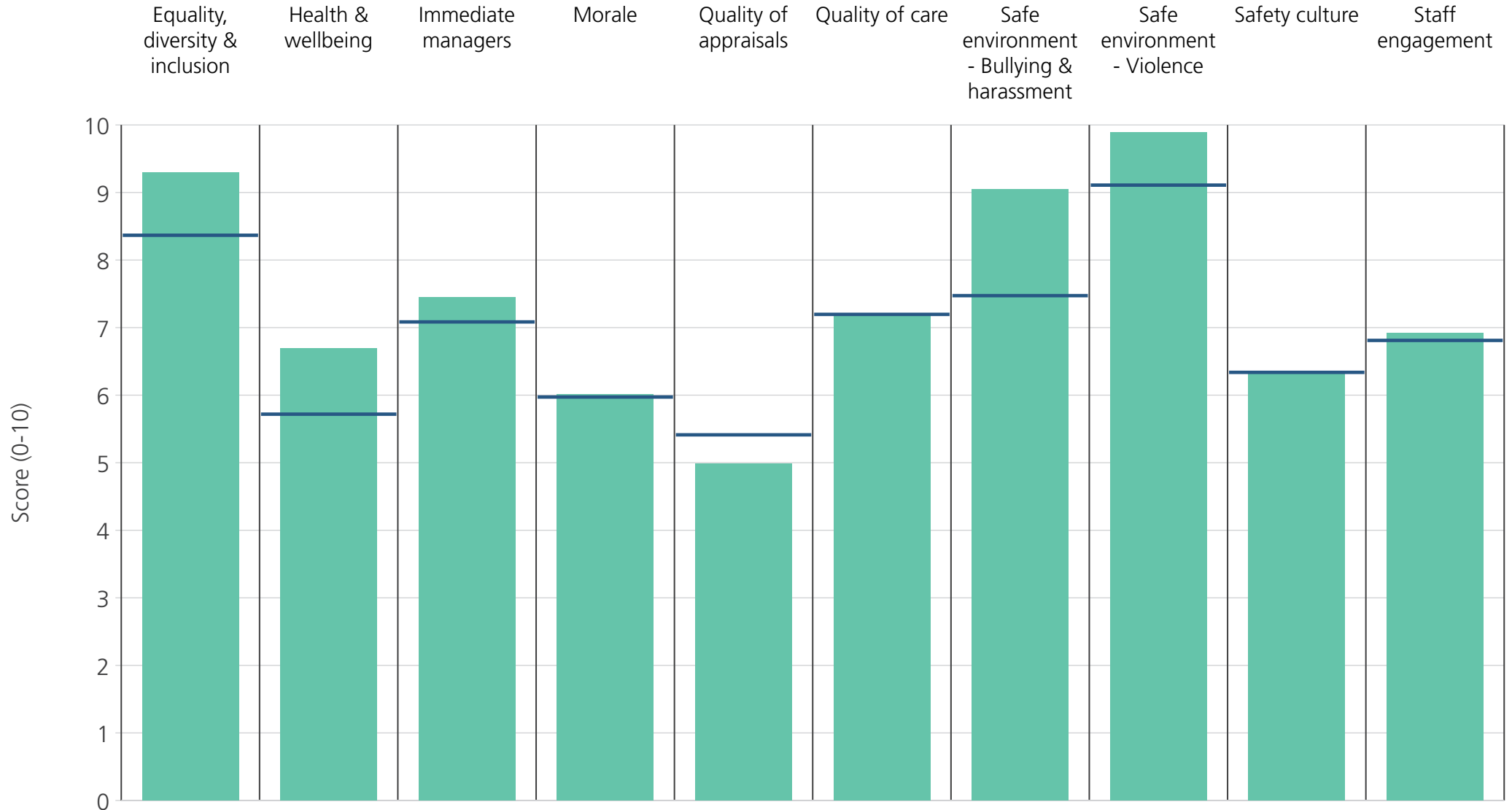


<b>Directorate</b>	7.2	5.2	6.7	5.6	5.7	7.2	6.4	7.9	6.2	6.6
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	182	187	188	170	148	180	176	173	176	195

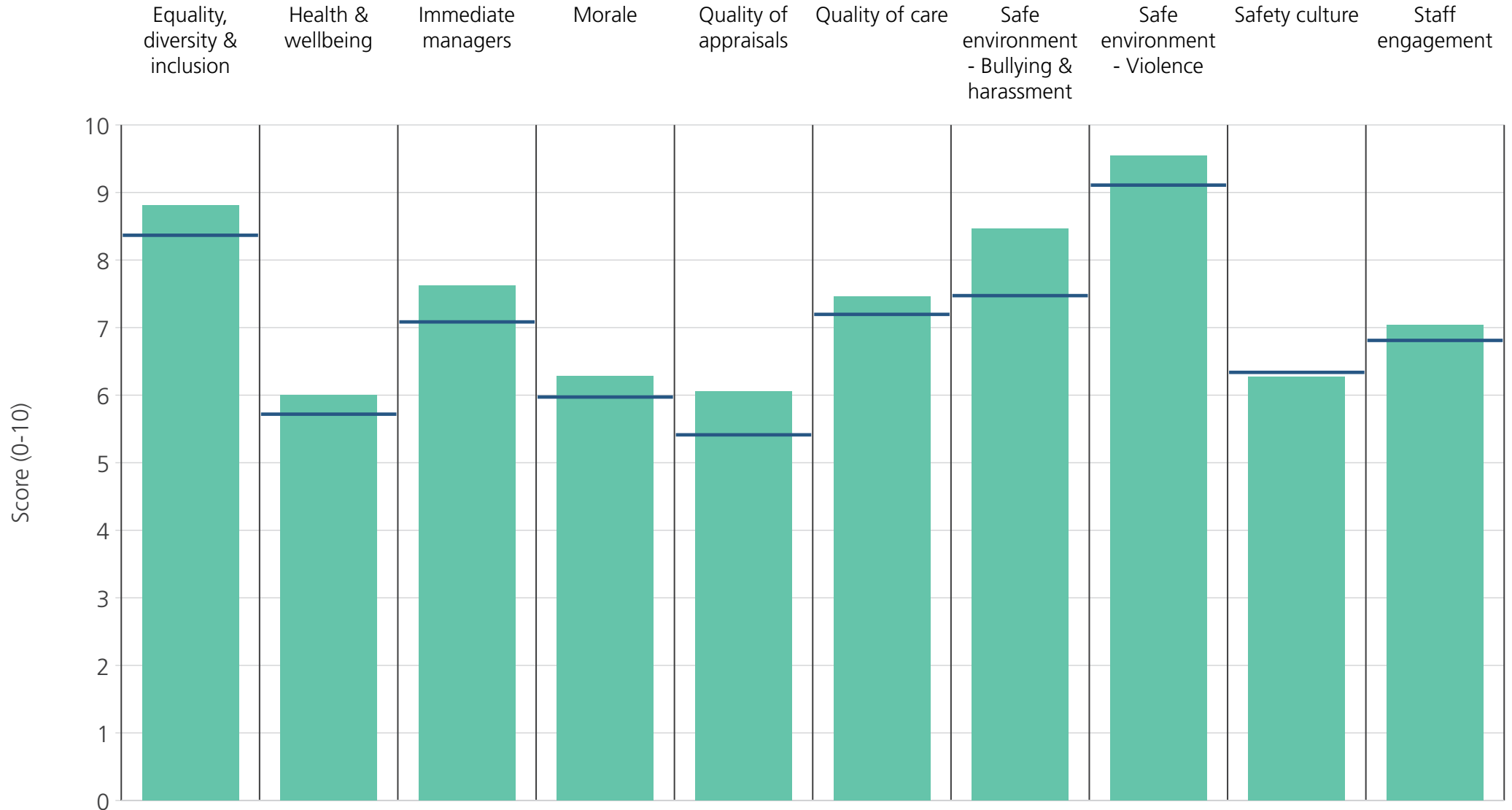


<b>Directorate</b>	8.8	5.5	6.9	6.0	5.3	7.5	7.6	9.1	6.6	7.0
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	248	249	252	245	228	244	244	244	248	257

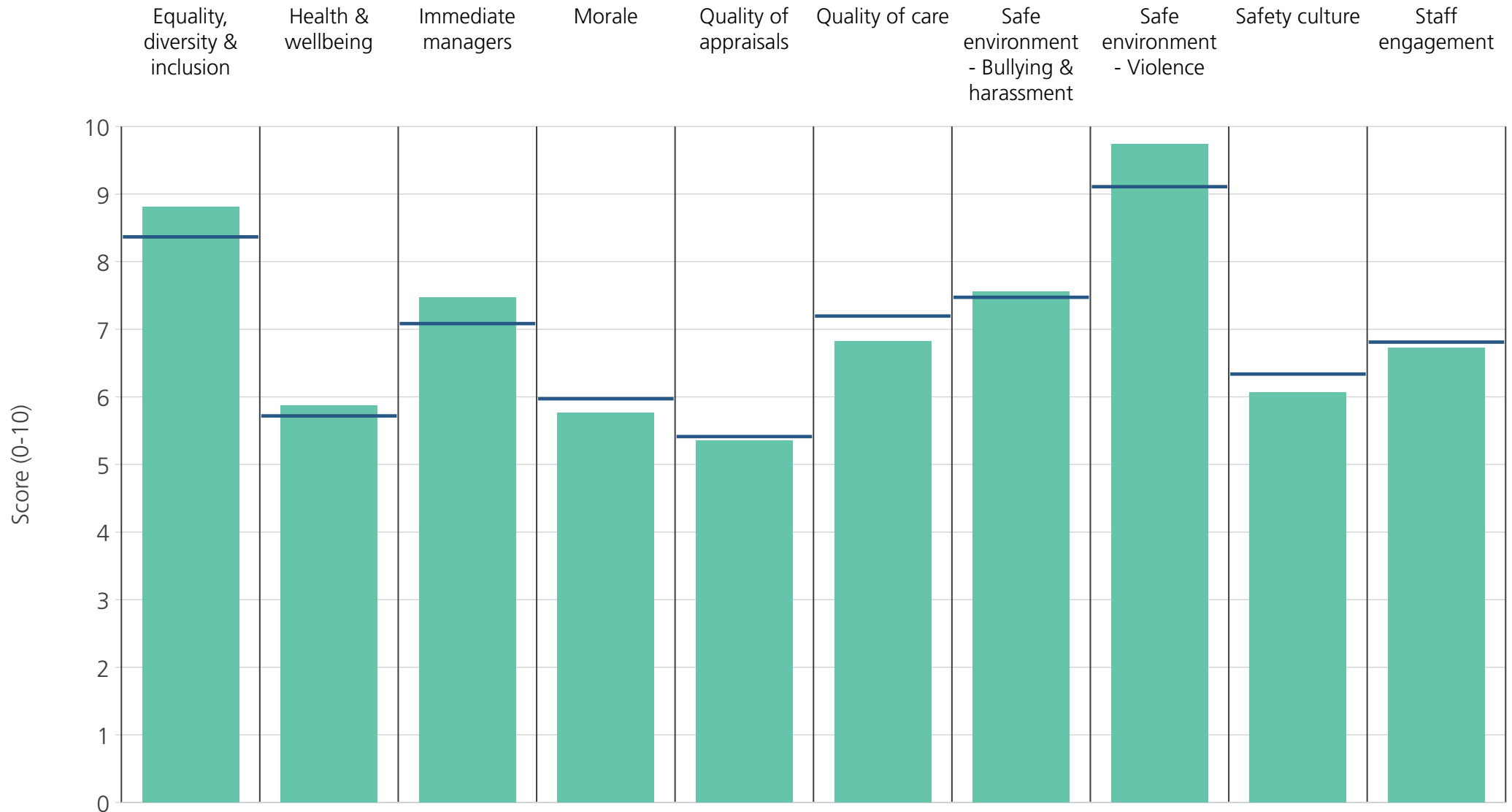




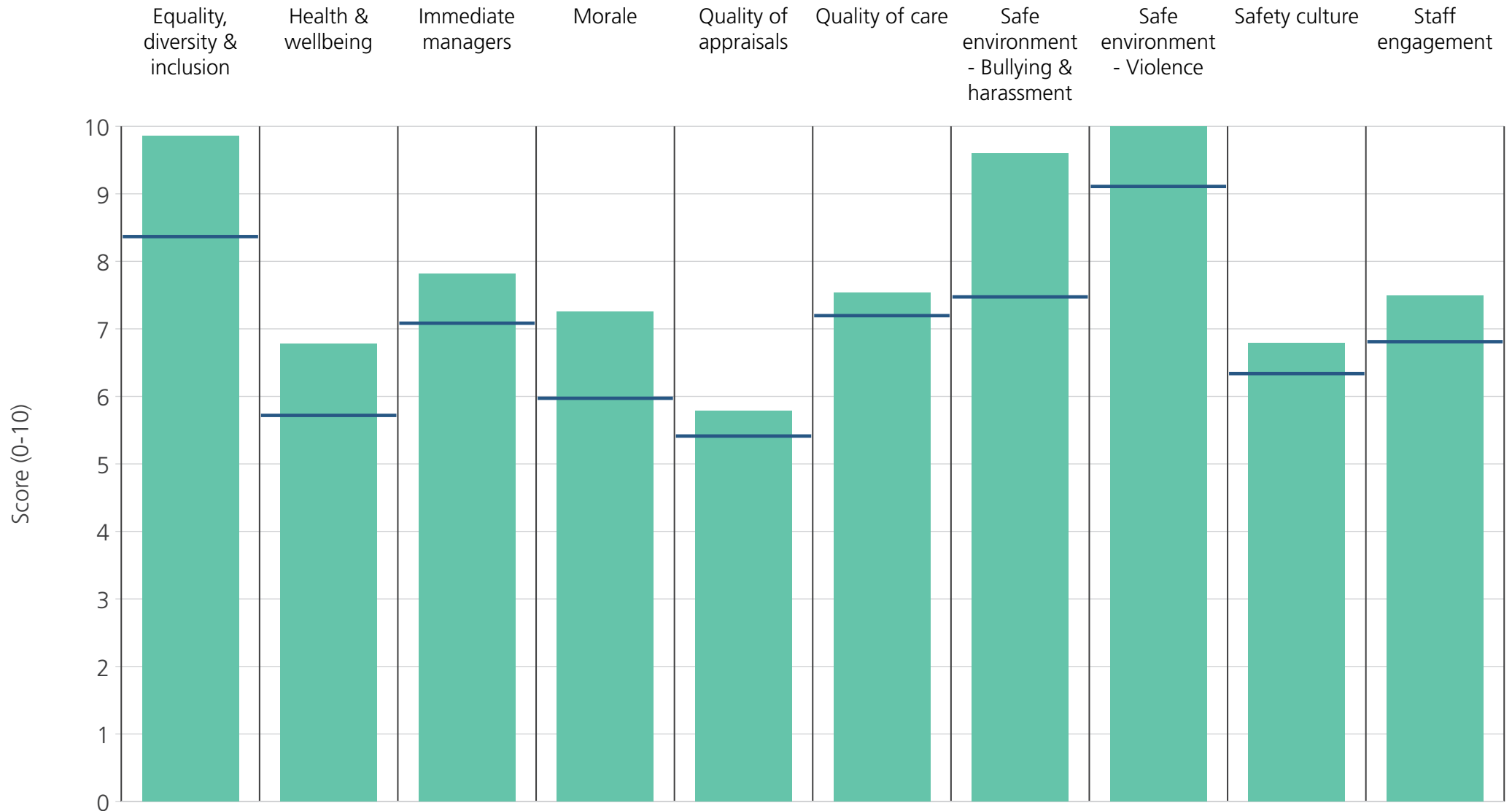
<b>Directorate</b>	9.3	6.7	7.5	6.0	5.0	7.2	9.1	9.9	6.4	6.9
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	145	148	147	146	130	40	144	144	145	148



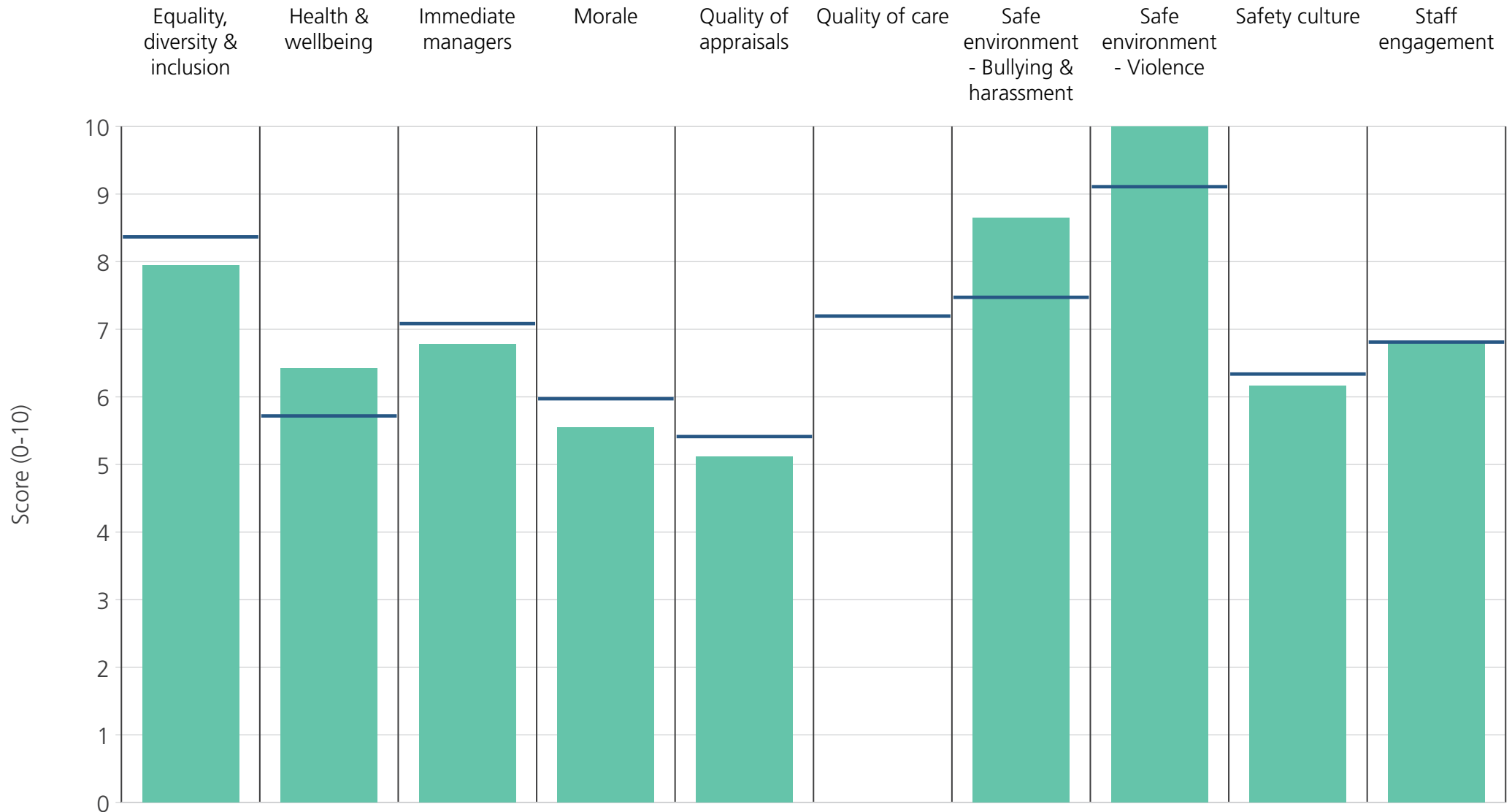
<b>Directorate</b>	8.8	6.0	7.6	6.3	6.1	7.5	8.5	9.5	6.3	7.0
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	103	104	105	101	85	82	102	102	101	107



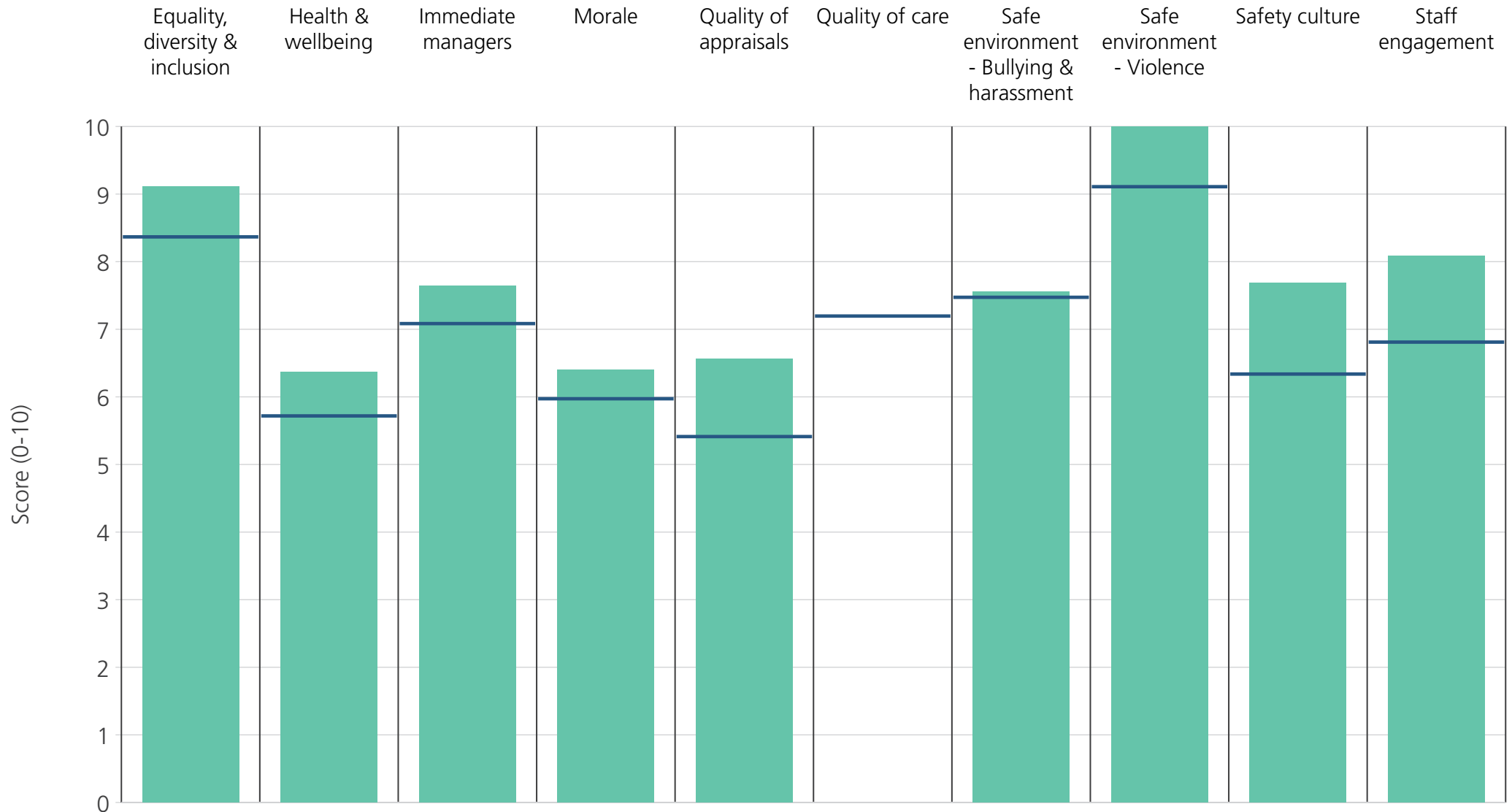
<b>Directorate</b>	8.8	5.9	7.5	5.8	5.3	6.8	7.6	9.7	6.1	6.7
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	80	82	82	79	72	57	79	77	81	83



<b>Directorate</b>	9.9	6.8	7.8	7.3	5.8	7.5	9.6	10.0	6.8	7.5
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	24	25	25	25	19	24	25	25	25	26



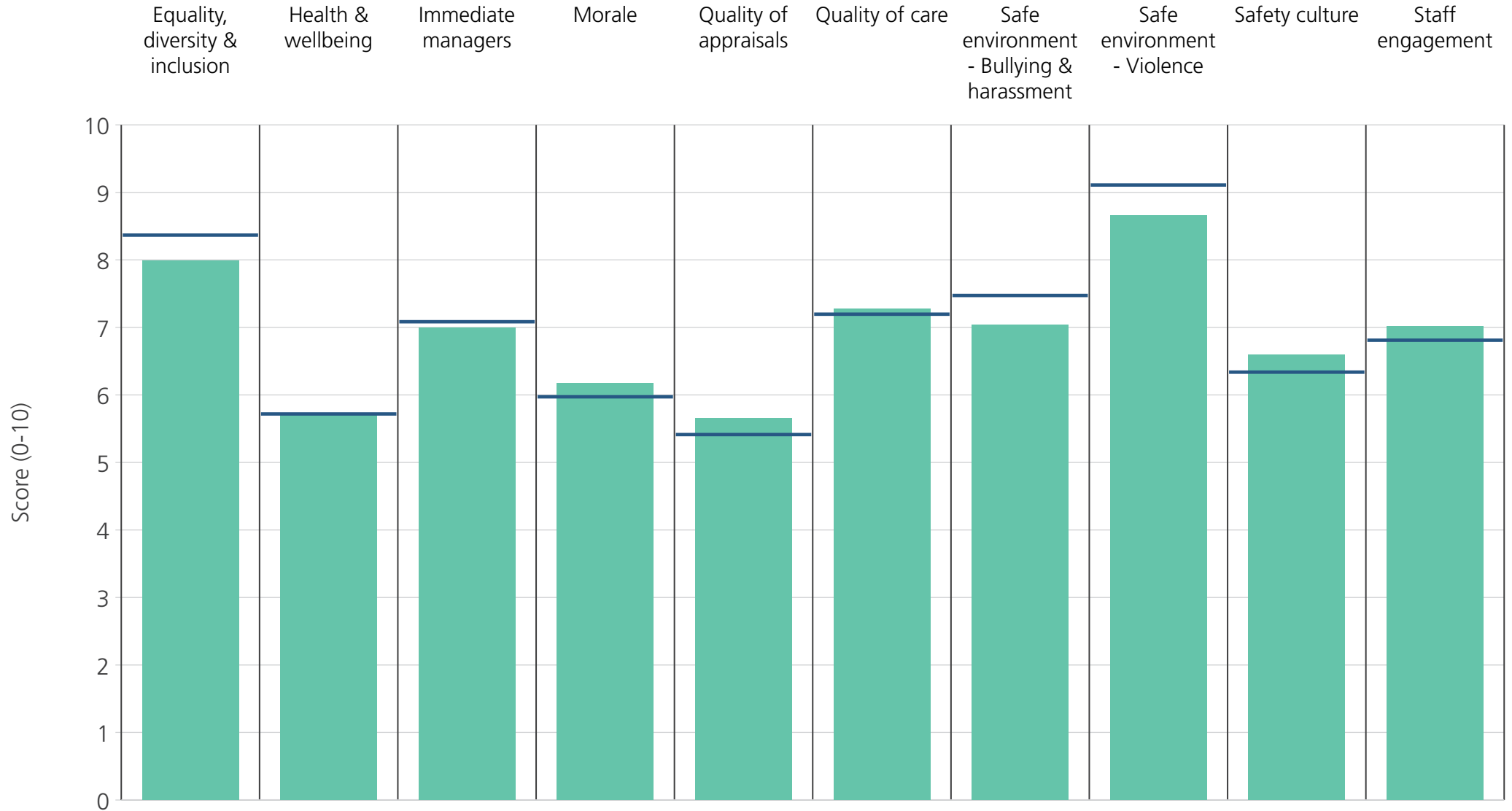
Directorate	7.9	6.4	6.8	5.5	5.1		8.6	10.0	6.2	6.8
Your org	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
Responses	34	34	34	34	21	10	32	32	34	34



<b>Directorate</b>	9.1	6.4	7.6	6.4	6.6	7.2	7.6	10.0	7.7	8.1
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	15	15	15	15	12	7	15	15	15	16

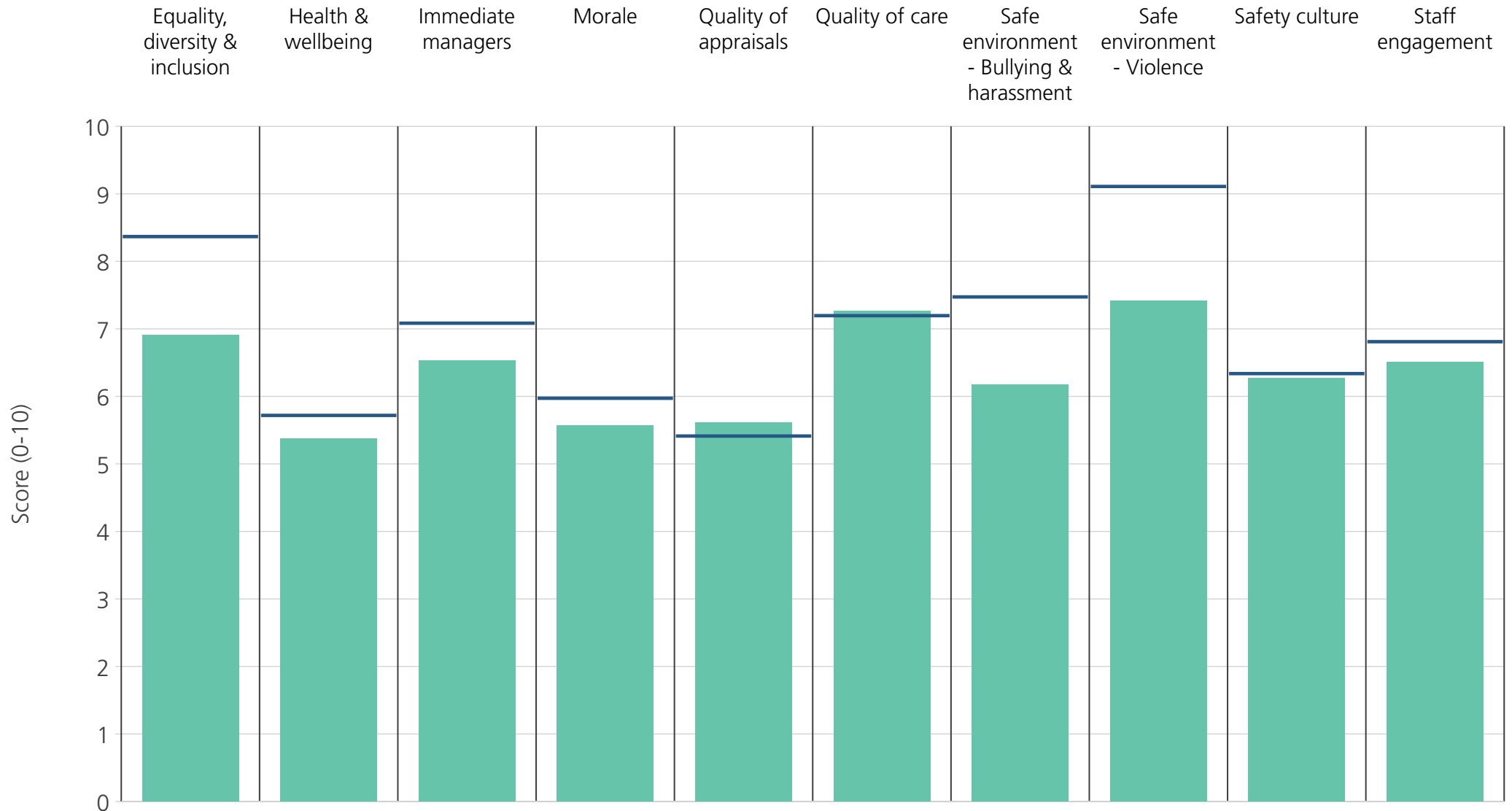
# Directorates 2

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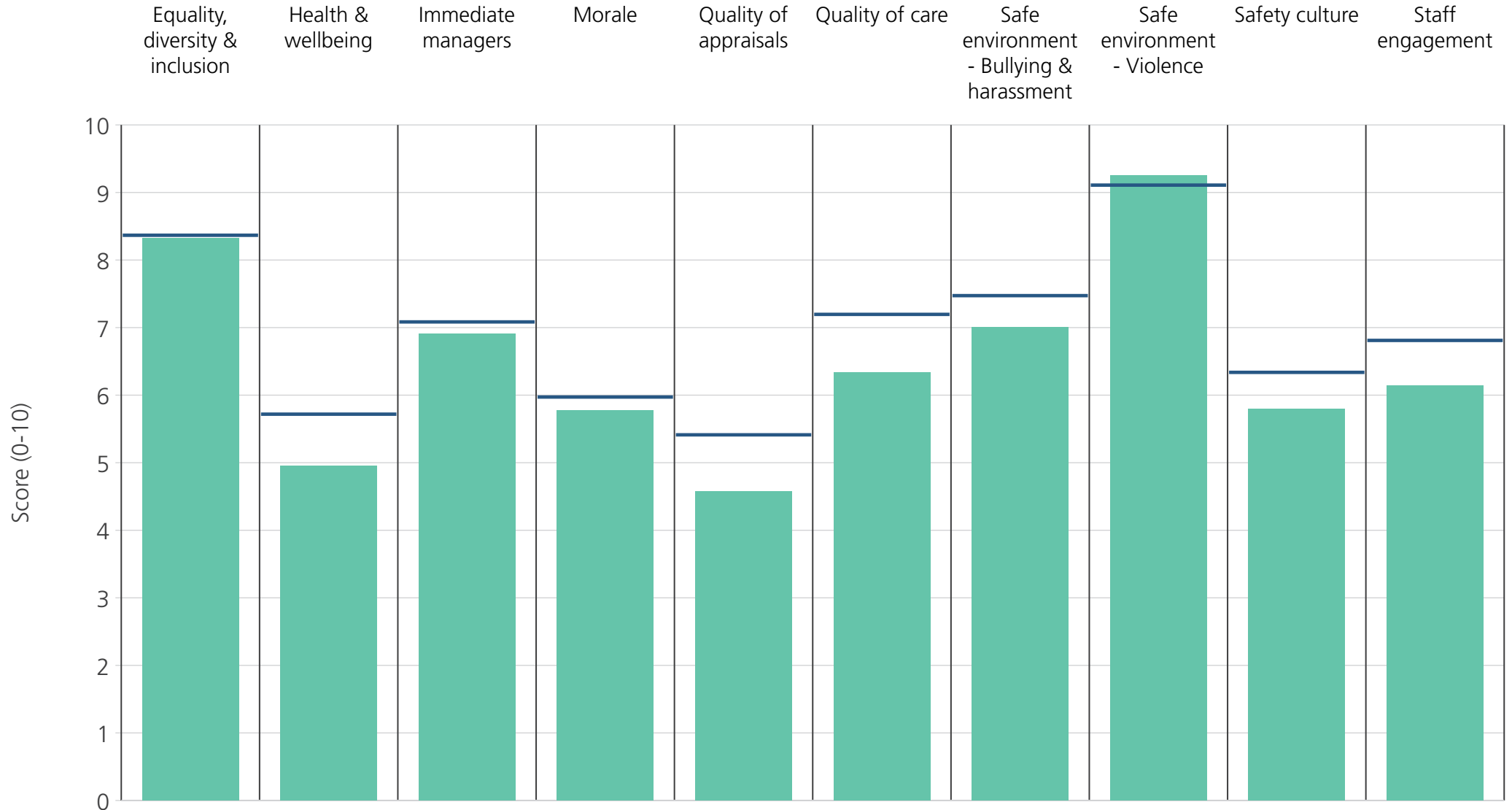


<b>Directorate</b>	8.0	5.7	7.0	6.2	5.7	7.3	7.0	8.7	6.6	7.0
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	244	253	256	235	216	250	242	244	240	264

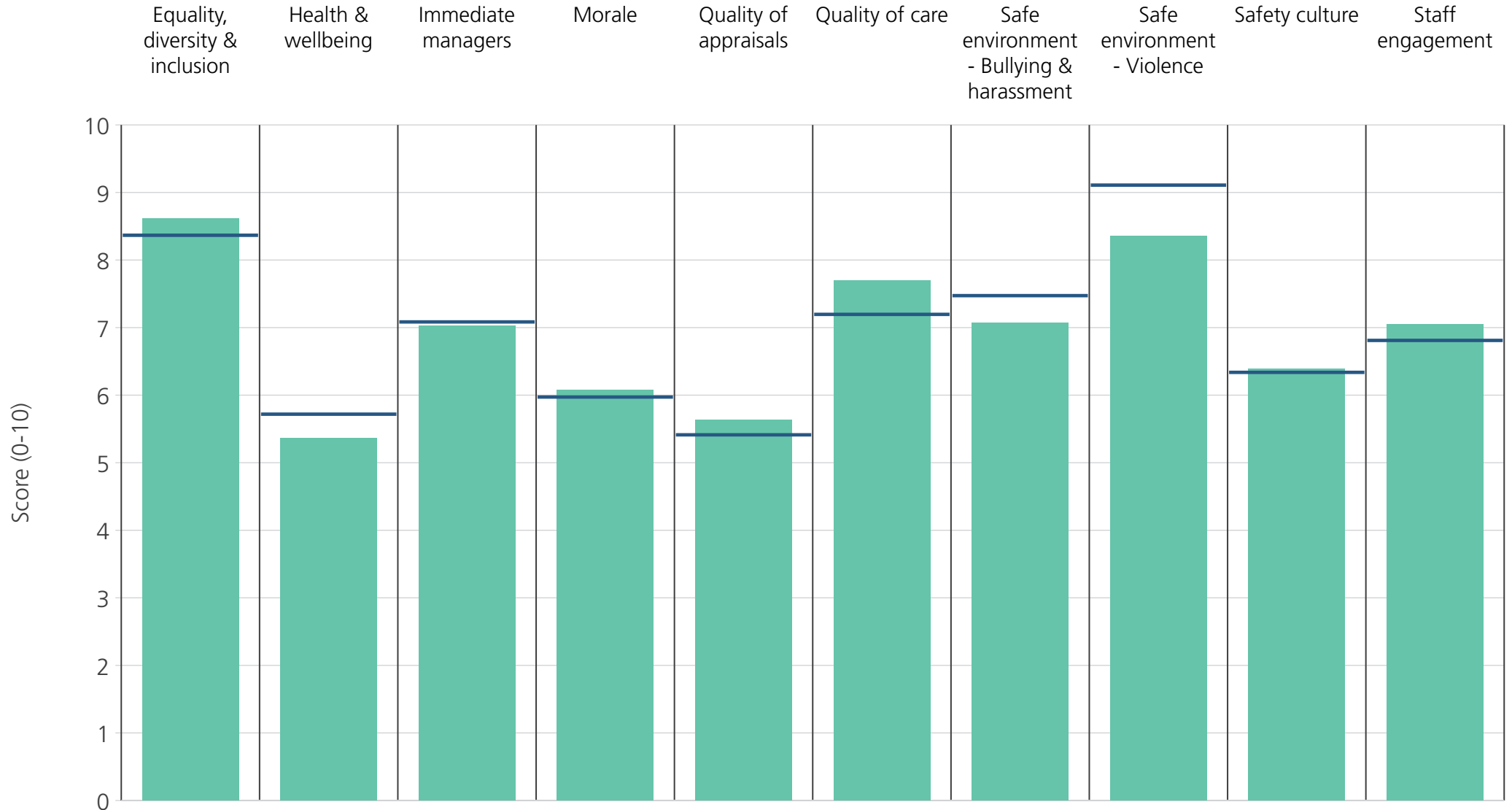




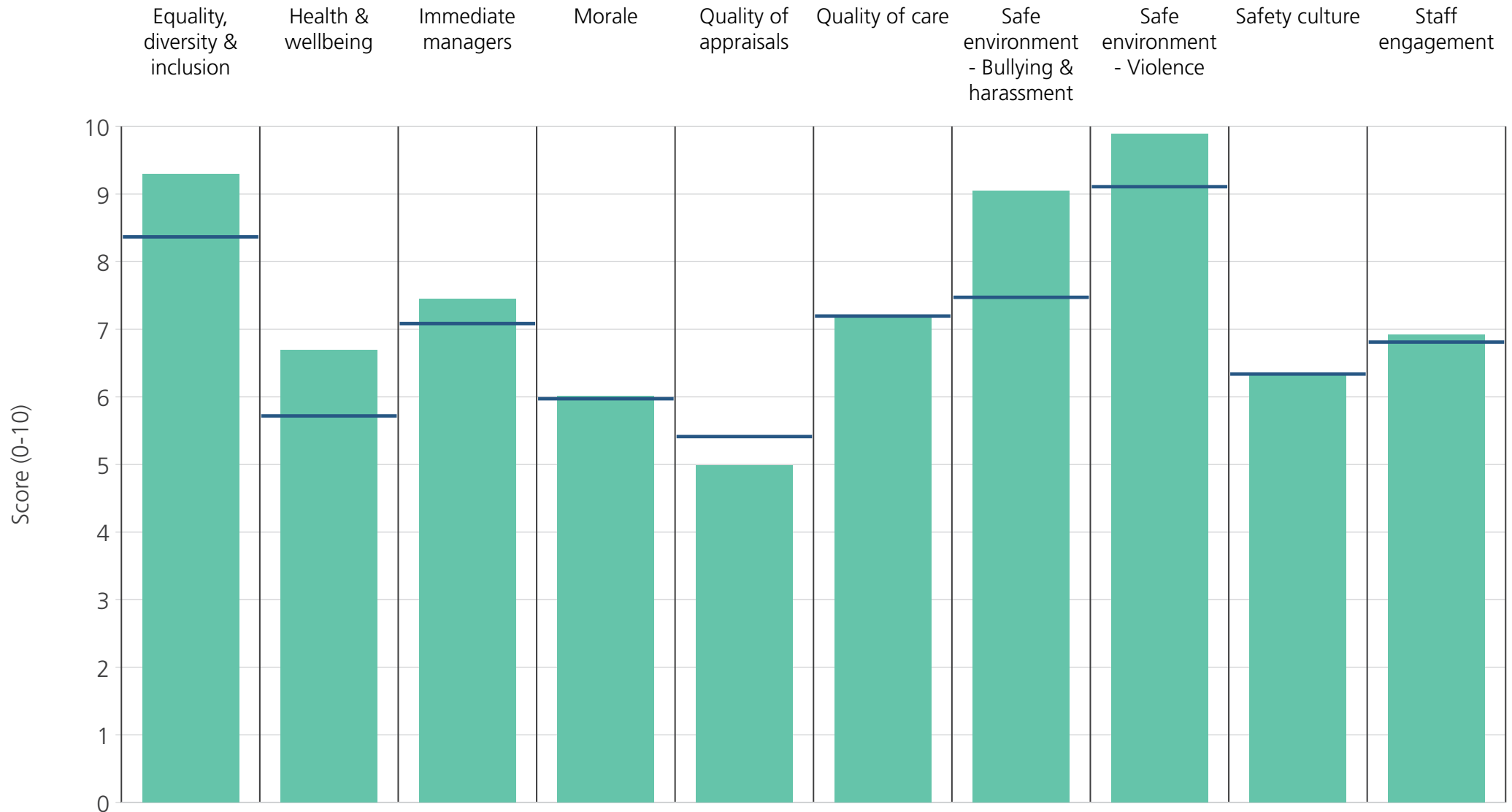
<b>Directorate</b>	6.9	5.4	6.5	5.6	5.6	7.3	6.2	7.4	6.3	6.5
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	111	116	117	105	88	113	107	104	107	124



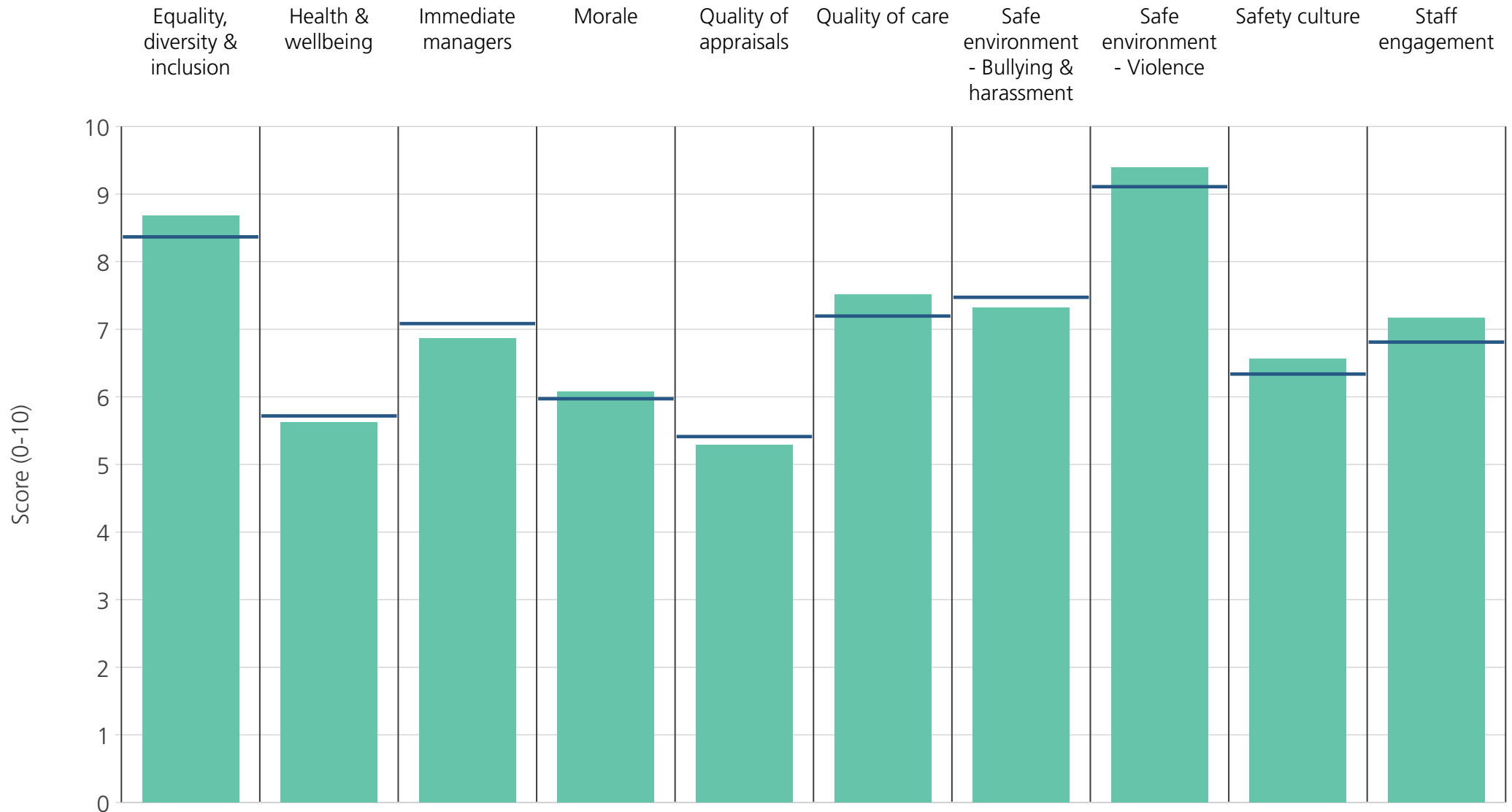
<b>Directorate</b>	8.3	5.0	6.9	5.8	4.6	6.3	7.0	9.2	5.8	6.1
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	127	127	128	125	117	122	124	124	127	132



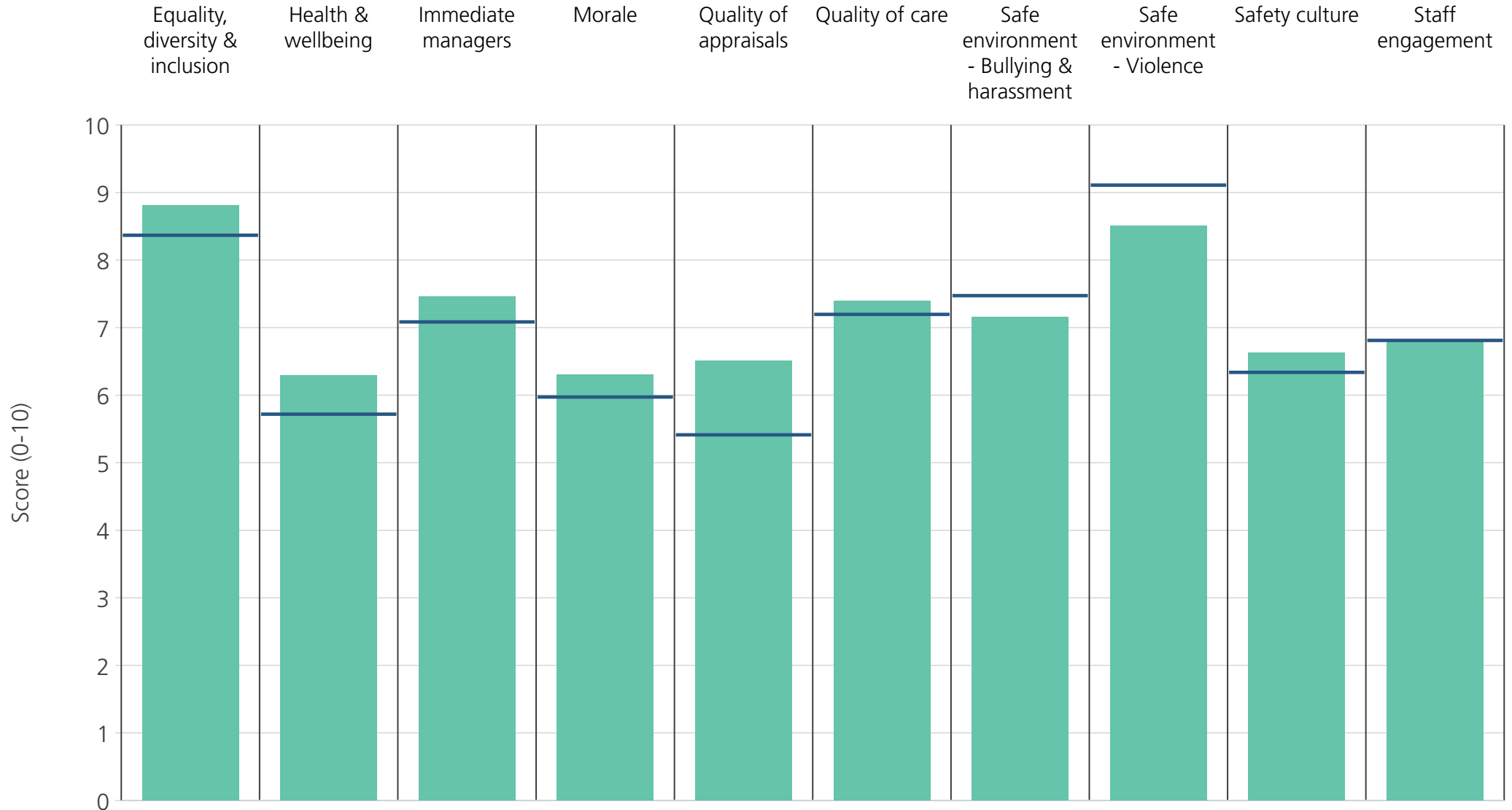
<b>Directorate</b>	8.6	5.4	7.0	6.1	5.6	7.7	7.1	8.4	6.4	7.0
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	98	98	100	99	92	95	98	98	100	102



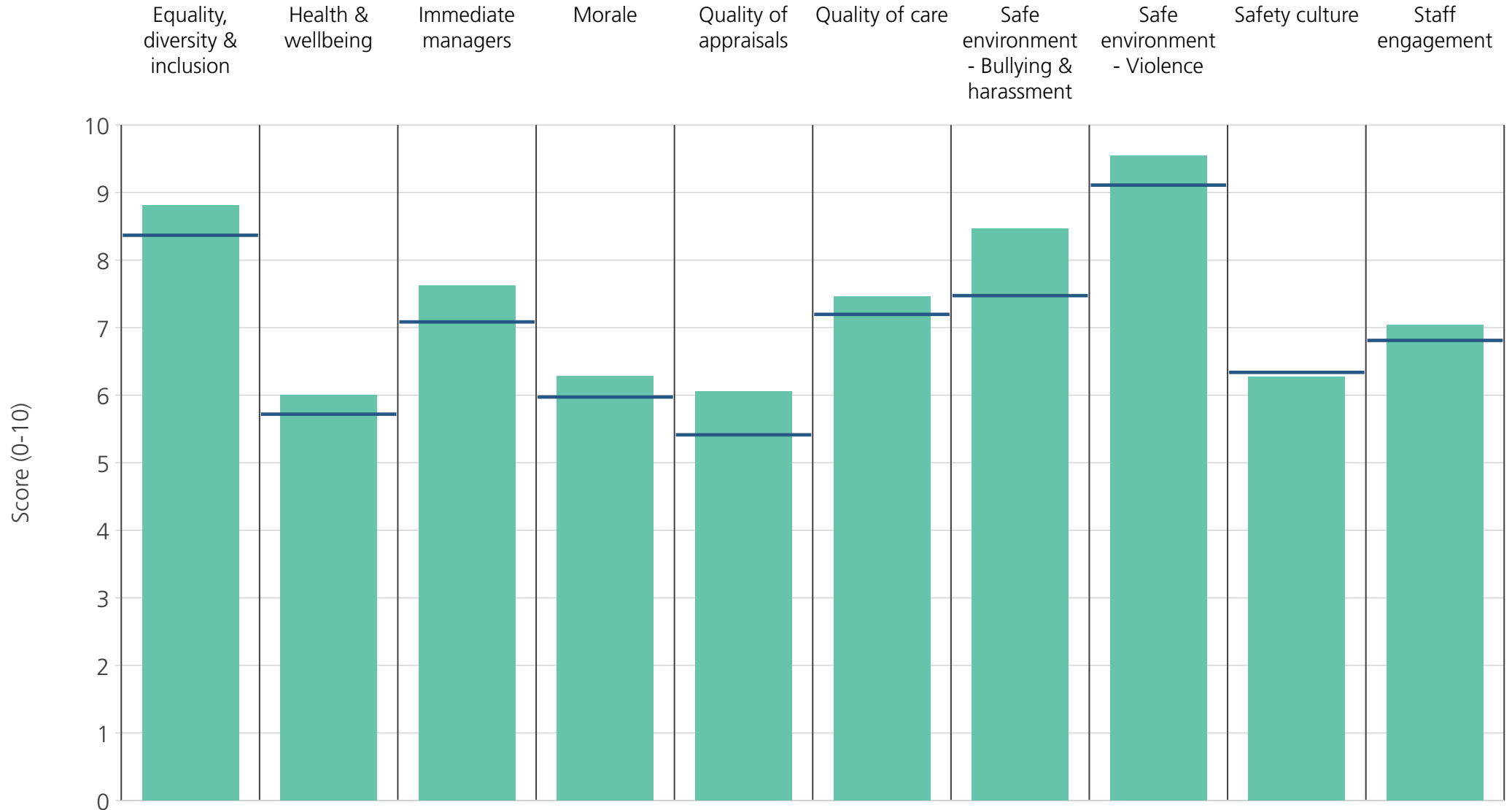
<b>Directorate</b>	9.3	6.7	7.5	6.0	5.0	7.2	9.1	9.9	6.4	6.9
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	145	148	147	146	130	40	144	144	145	148



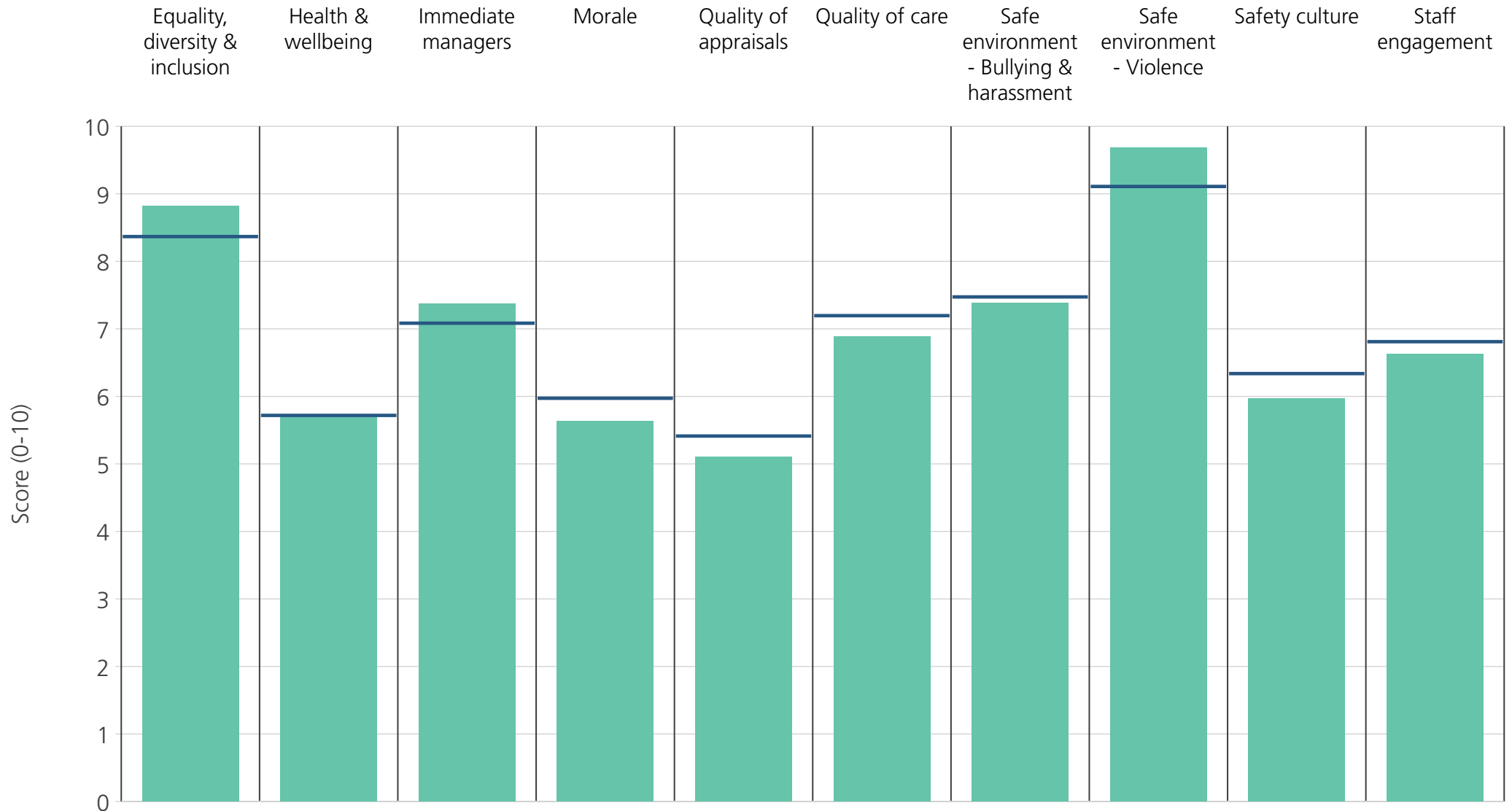
<b>Directorate</b>	8.7	5.6	6.9	6.1	5.3	7.5	7.3	9.4	6.6	7.2
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	67	68	69	64	62	65	67	66	66	67



<b>Directorate</b>	8.8	6.3	7.5	6.3	6.5	7.4	7.2	8.5	6.6	6.8
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	59	60	59	57	54	58	58	58	60	60

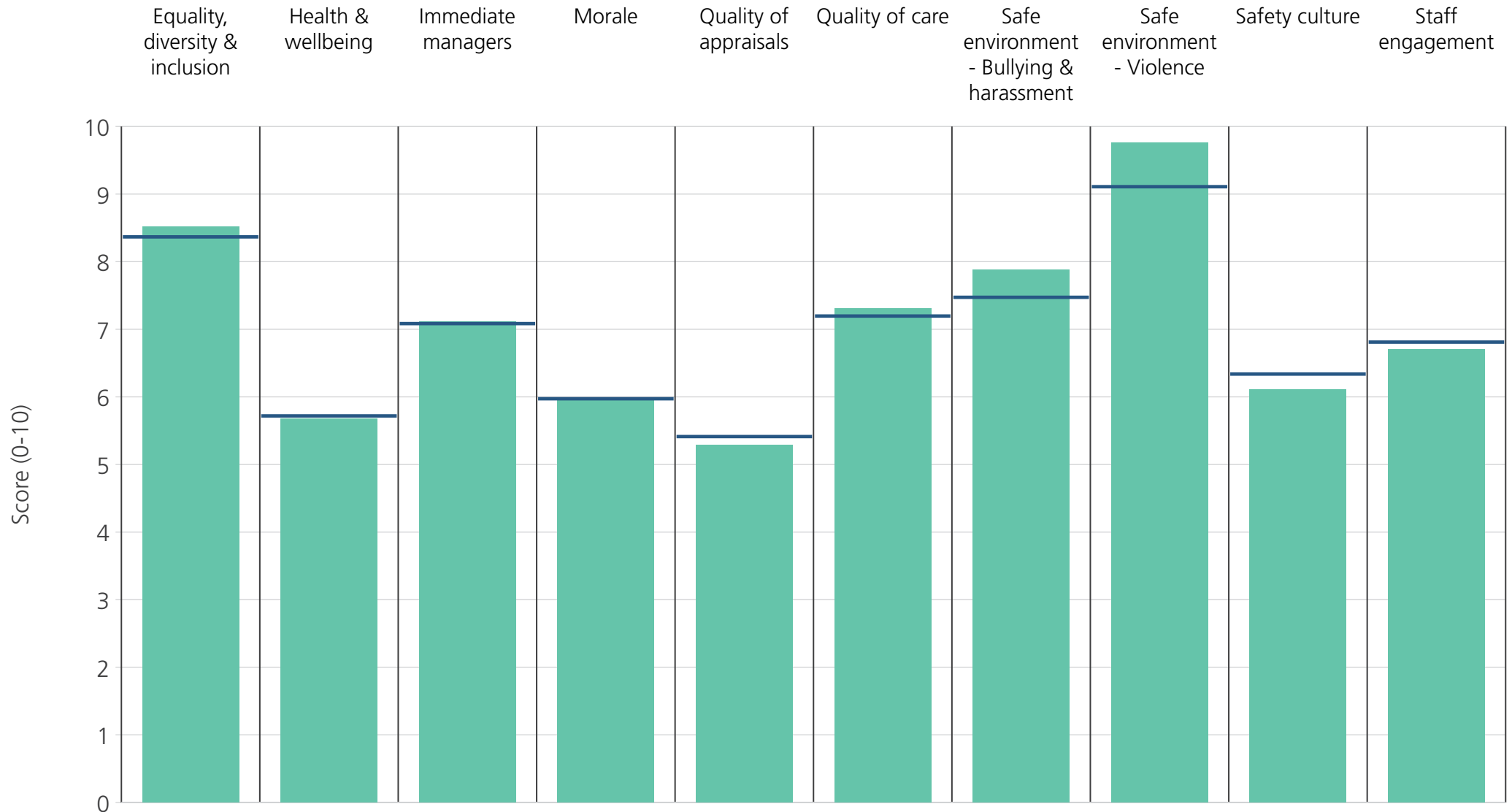


<b>Directorate</b>	8.8	6.0	7.6	6.3	6.1	7.5	8.5	9.5	6.3	7.0
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	103	104	105	101	85	82	102	102	101	107

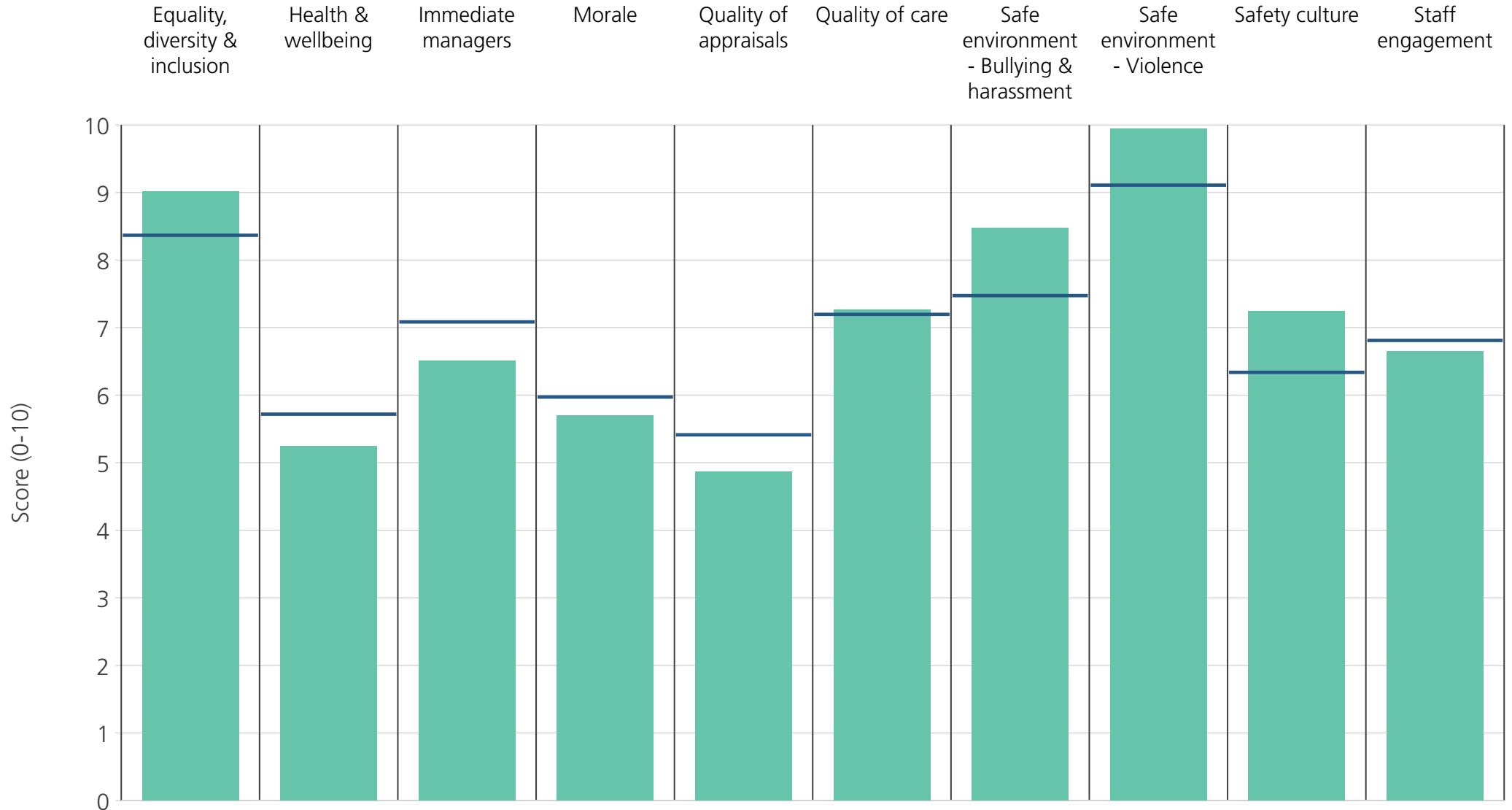


<b>Directorate</b>	8.8	5.7	7.4	5.6	5.1	6.9	7.4	9.7	6.0	6.6
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	65	67	67	64	59	50	65	63	66	67

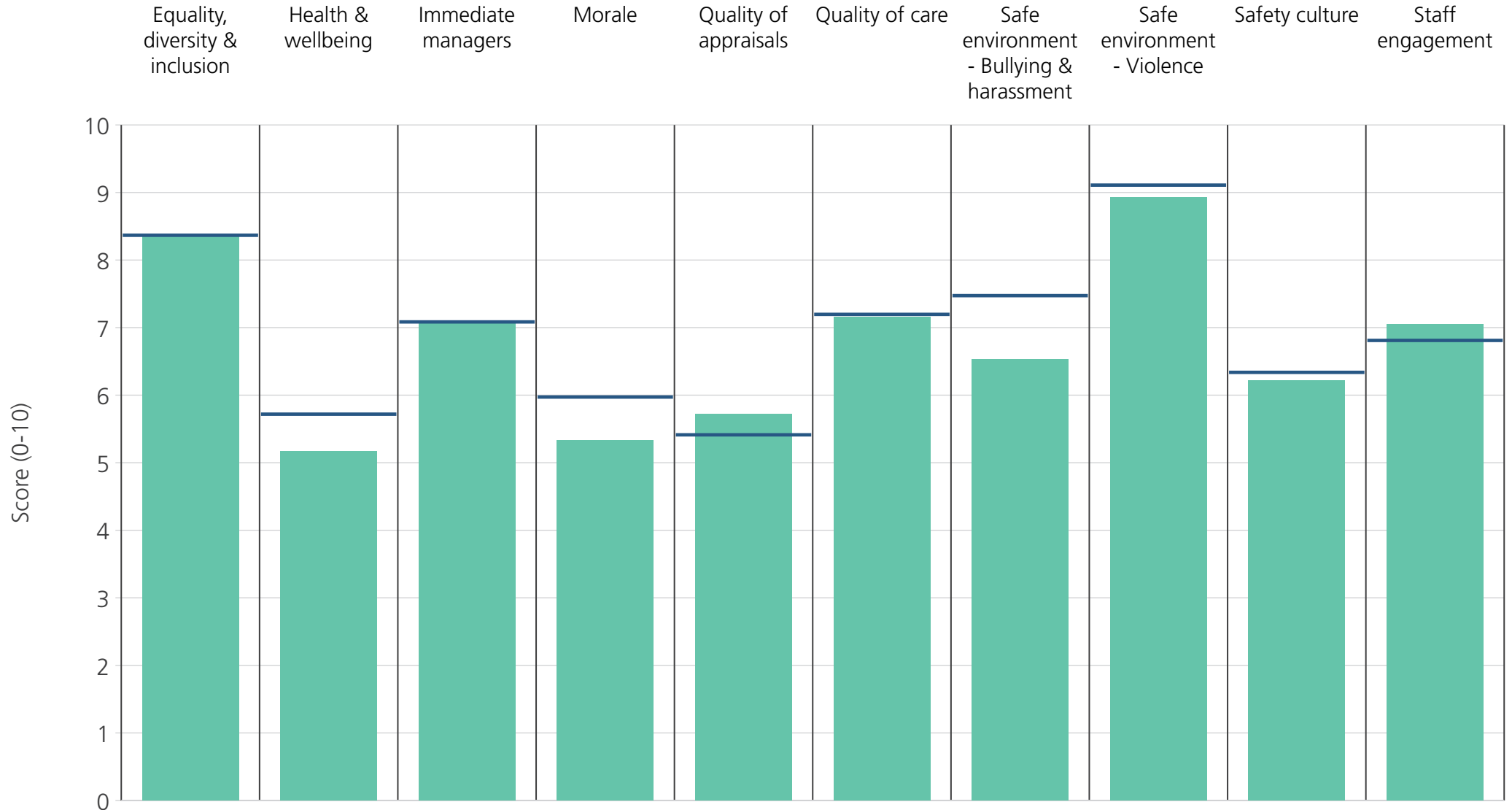




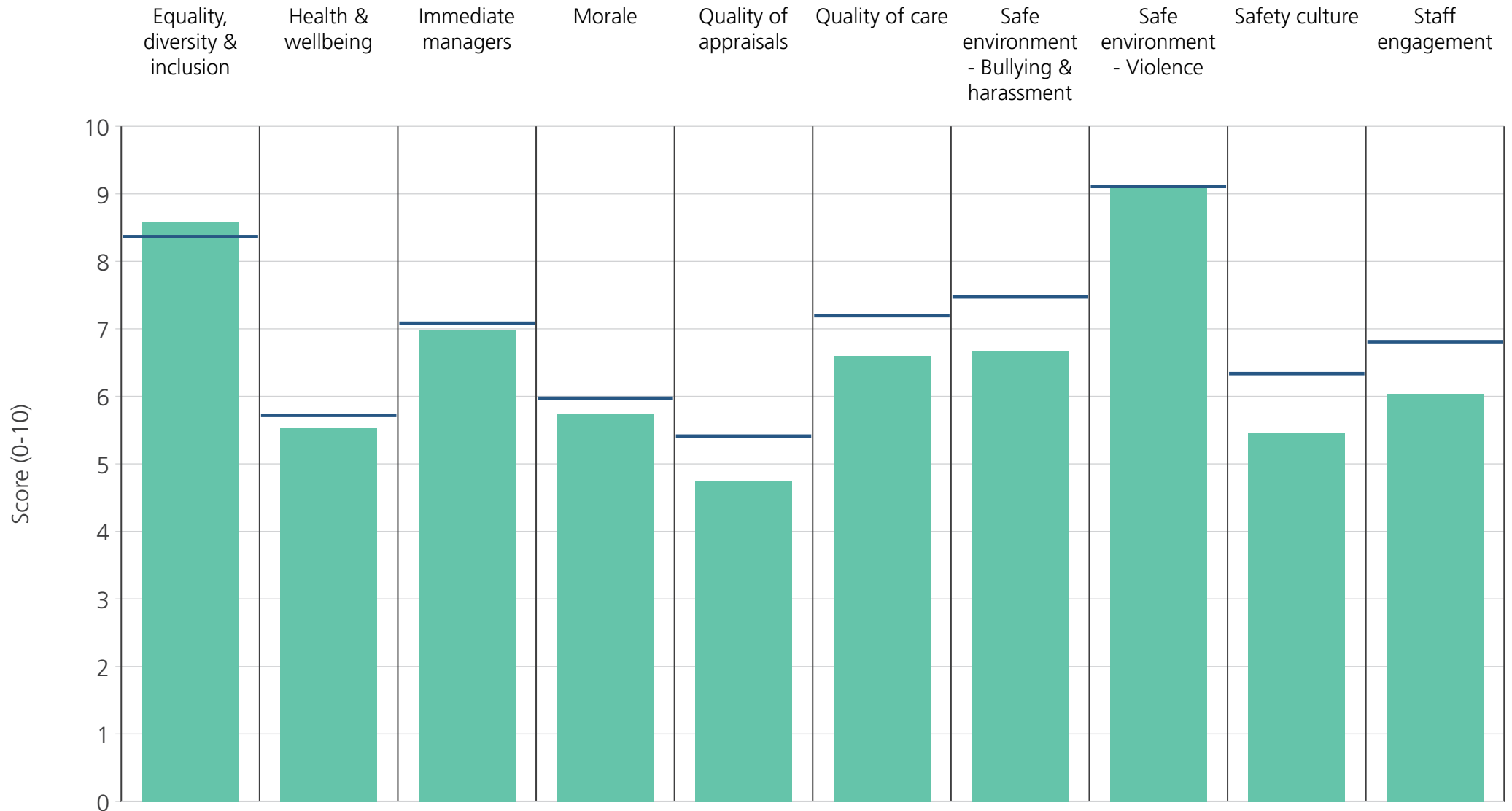
<b>Directorate</b>	8.5	5.7	7.1	5.9	5.3	7.3	7.9	9.8	6.1	6.7
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	55	55	55	54	47	51	55	56	56	56



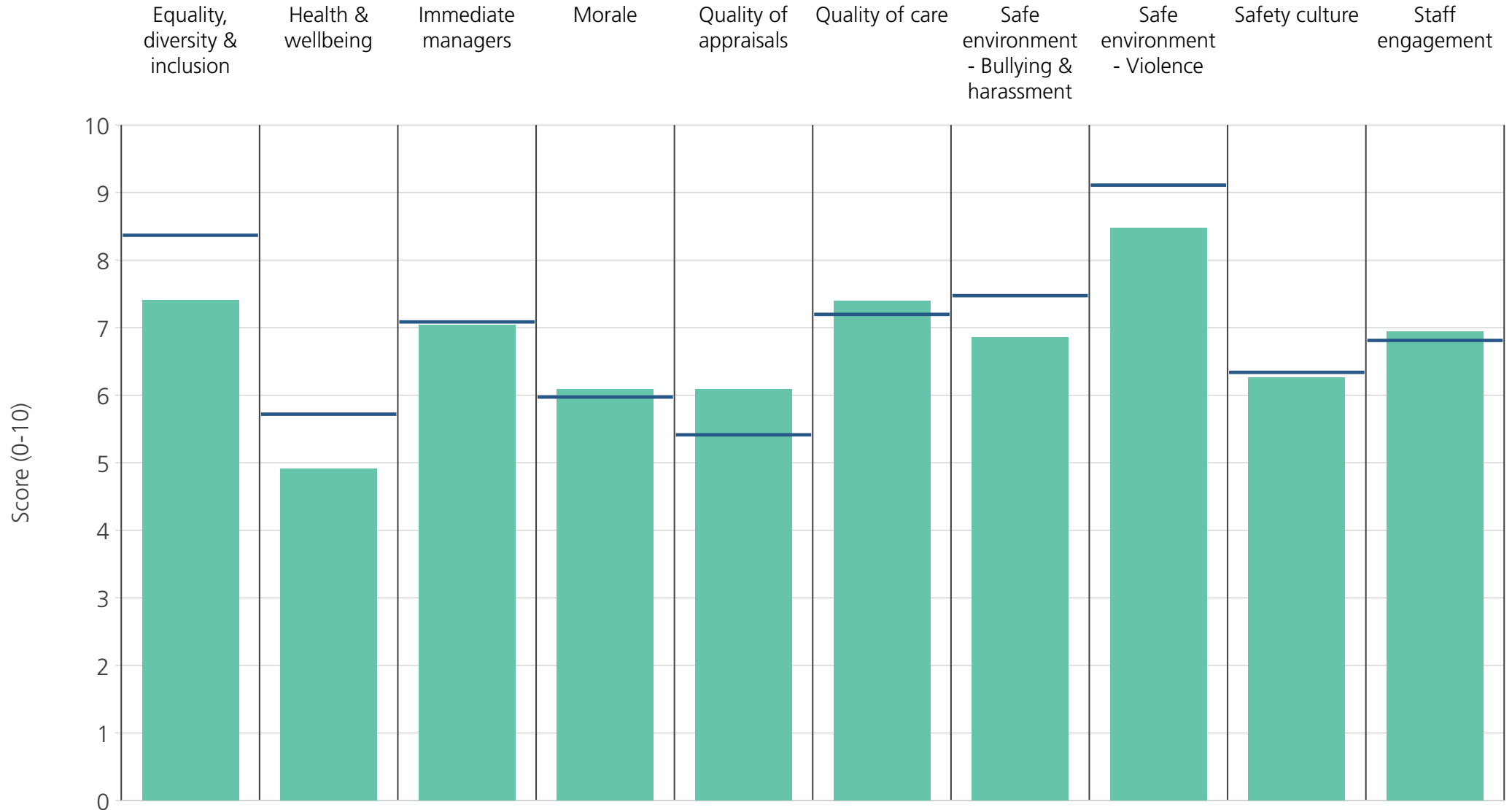
<b>Directorate</b>	9.0	5.2	6.5	5.7	4.9	7.3	8.5	9.9	7.2	6.6
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	61	61	61	60	55	63	57	58	60	66



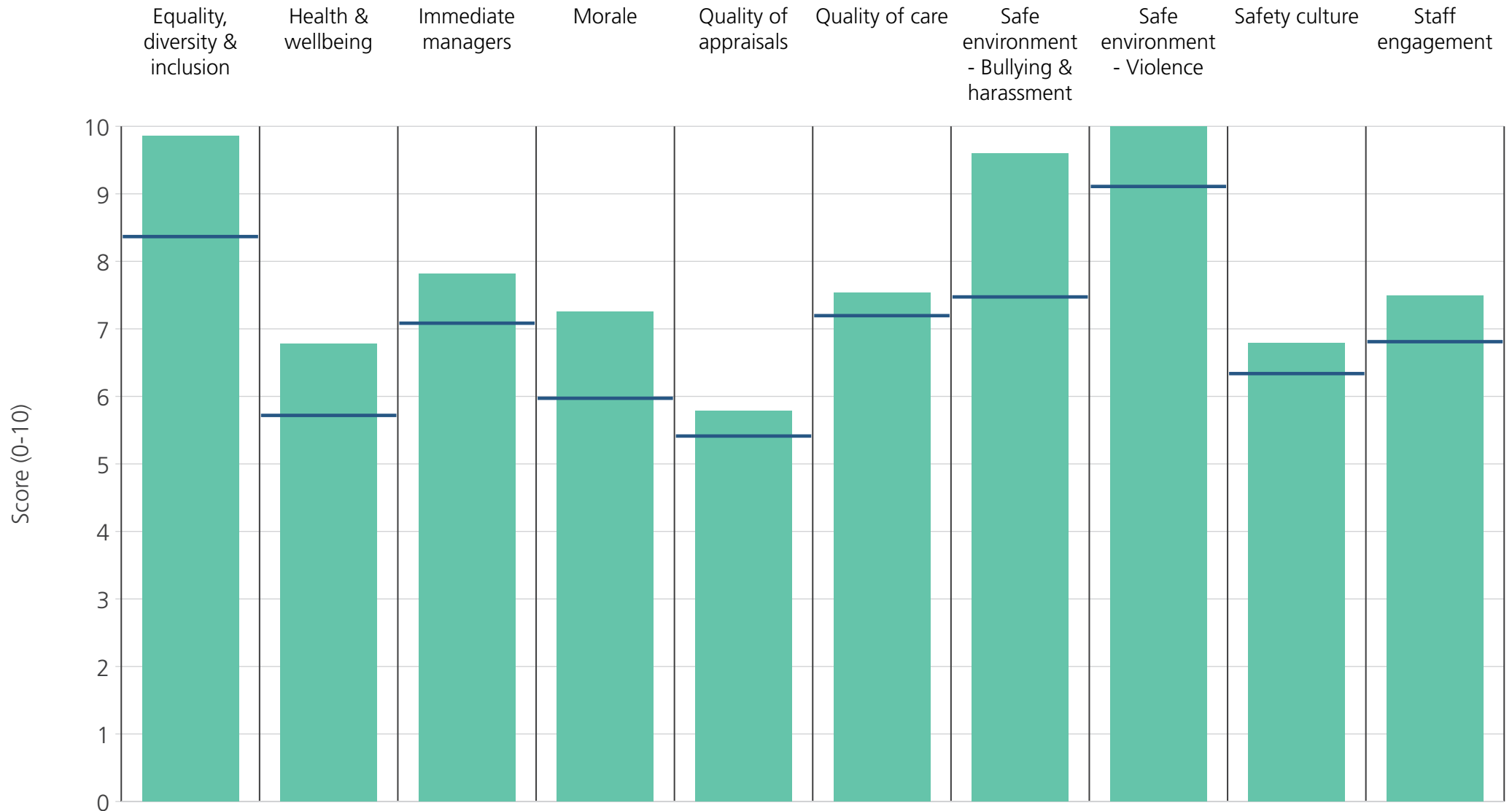
<b>Directorate</b>	8.4	5.2	7.1	5.3	5.7	7.2	6.5	8.9	6.2	7.0
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	27	27	27	21	22	27	25	25	25	27



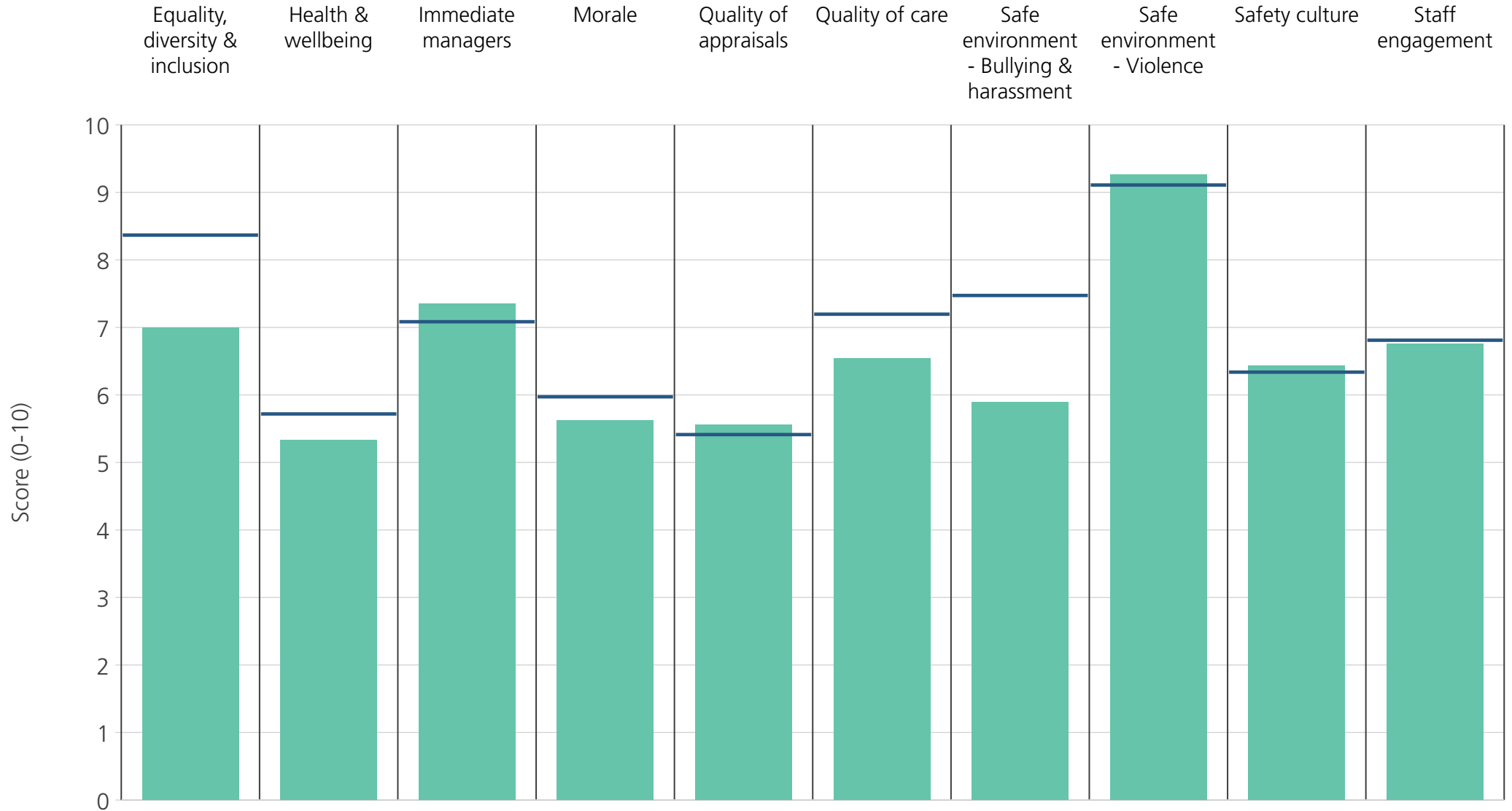
<b>Directorate</b>	8.6	5.5	7.0	5.7	4.8	6.6	6.7	9.1	5.5	6.0
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	21	24	24	22	20	22	22	20	22	24



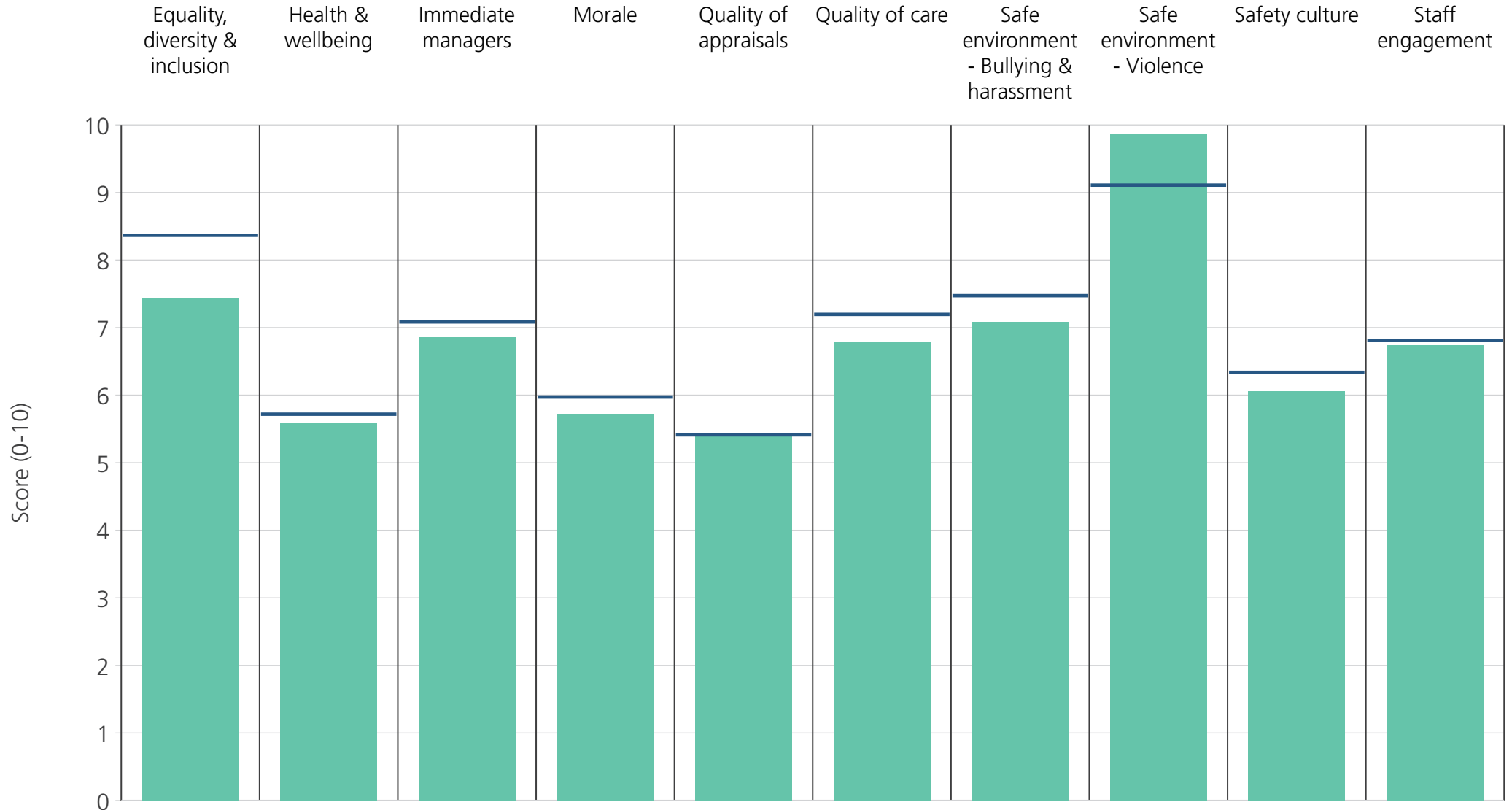
<b>Directorate</b>	7.4	4.9	7.0	6.1	6.1	7.4	6.9	8.5	6.3	6.9
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	35	35	35	35	31	32	35	35	35	35



<b>Directorate</b>	9.9	6.8	7.8	7.3	5.8	7.5	9.6	10.0	6.8	7.5
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	24	25	25	25	19	24	25	25	25	26

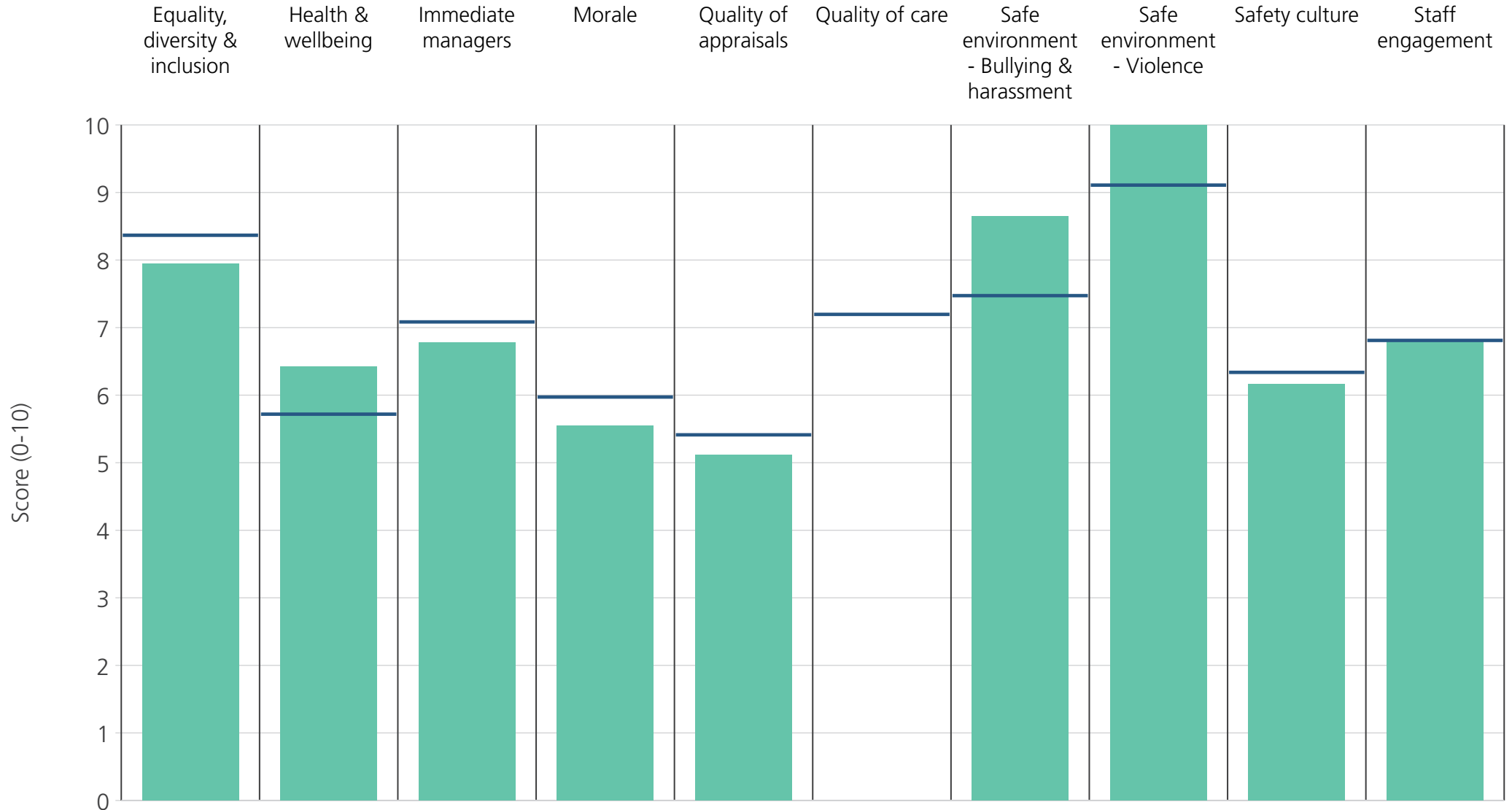


<b>Directorate</b>	7.0	5.3	7.4	5.6	5.6	6.5	5.9	9.3	6.4	6.8
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	28	29	28	28	27	26	28	27	28	29

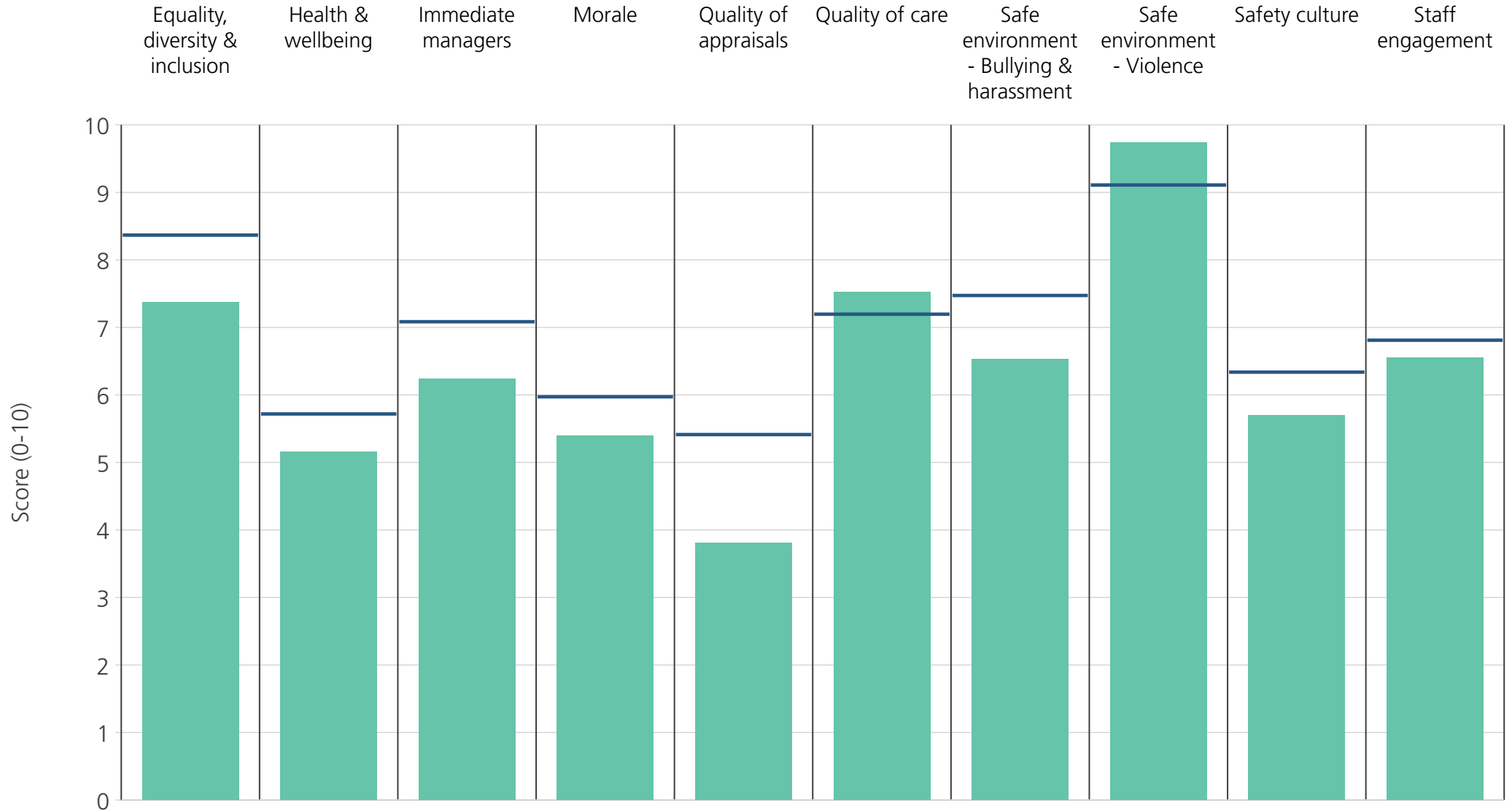


<b>Directorate</b>	7.4	5.6	6.8	5.7	5.4	6.8	7.1	9.9	6.1	6.7
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	25	25	25	25	24	21	24	24	25	25

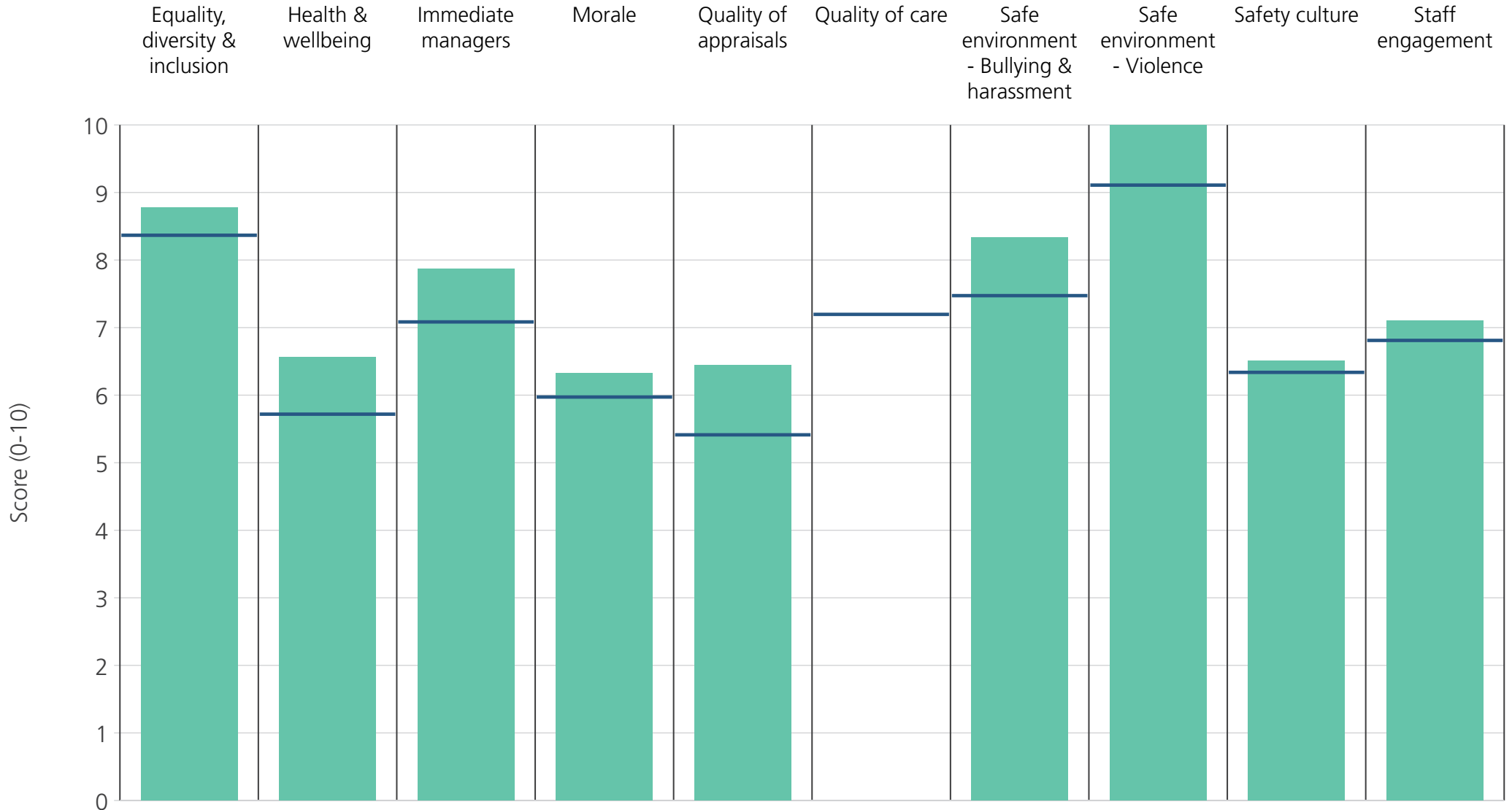




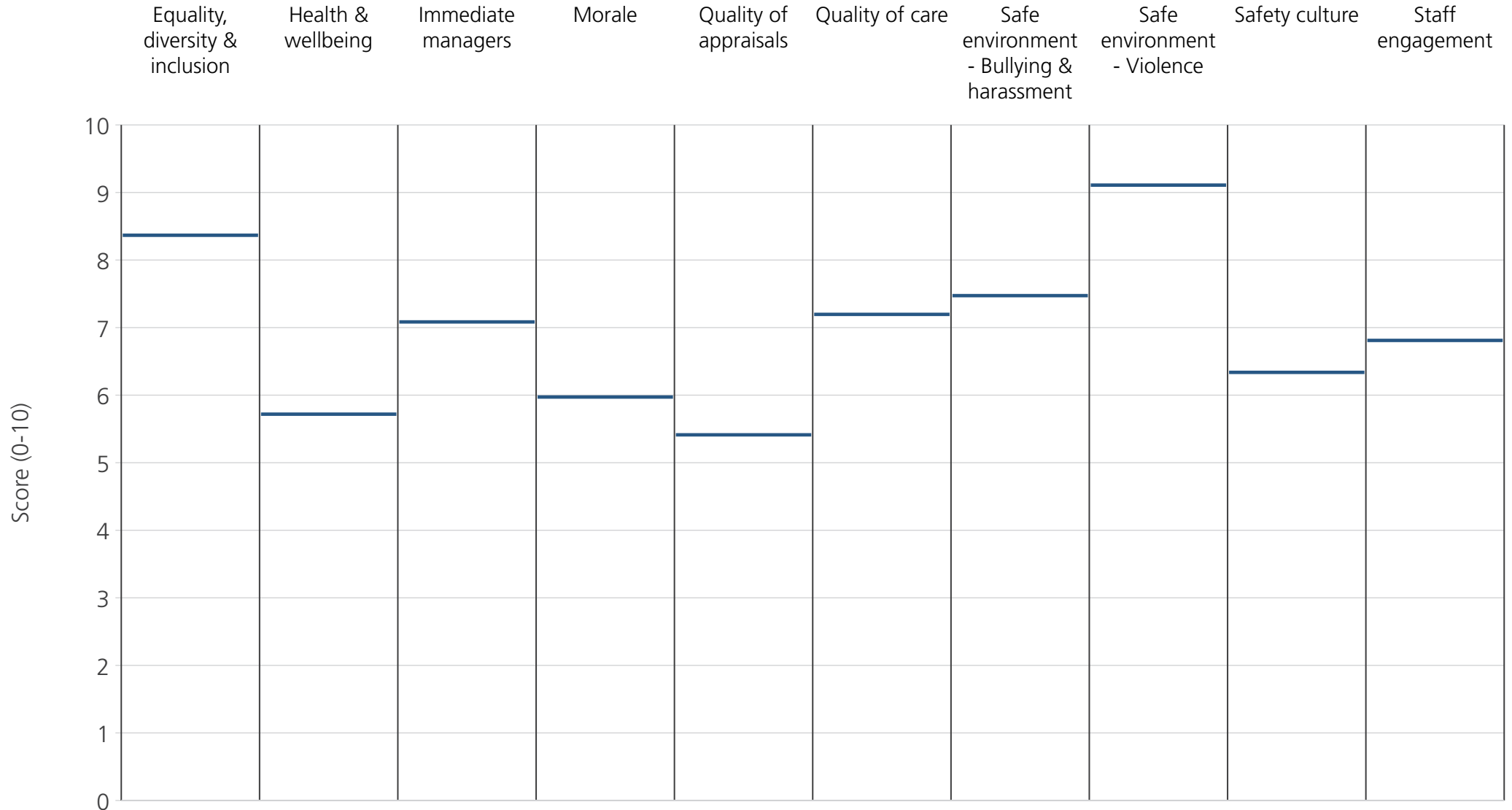
<b>Directorate</b>	7.9	6.4	6.8	5.5	5.1	7.2	8.6	10.0	6.2	6.8
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	34	34	34	34	21	10	32	32	34	34



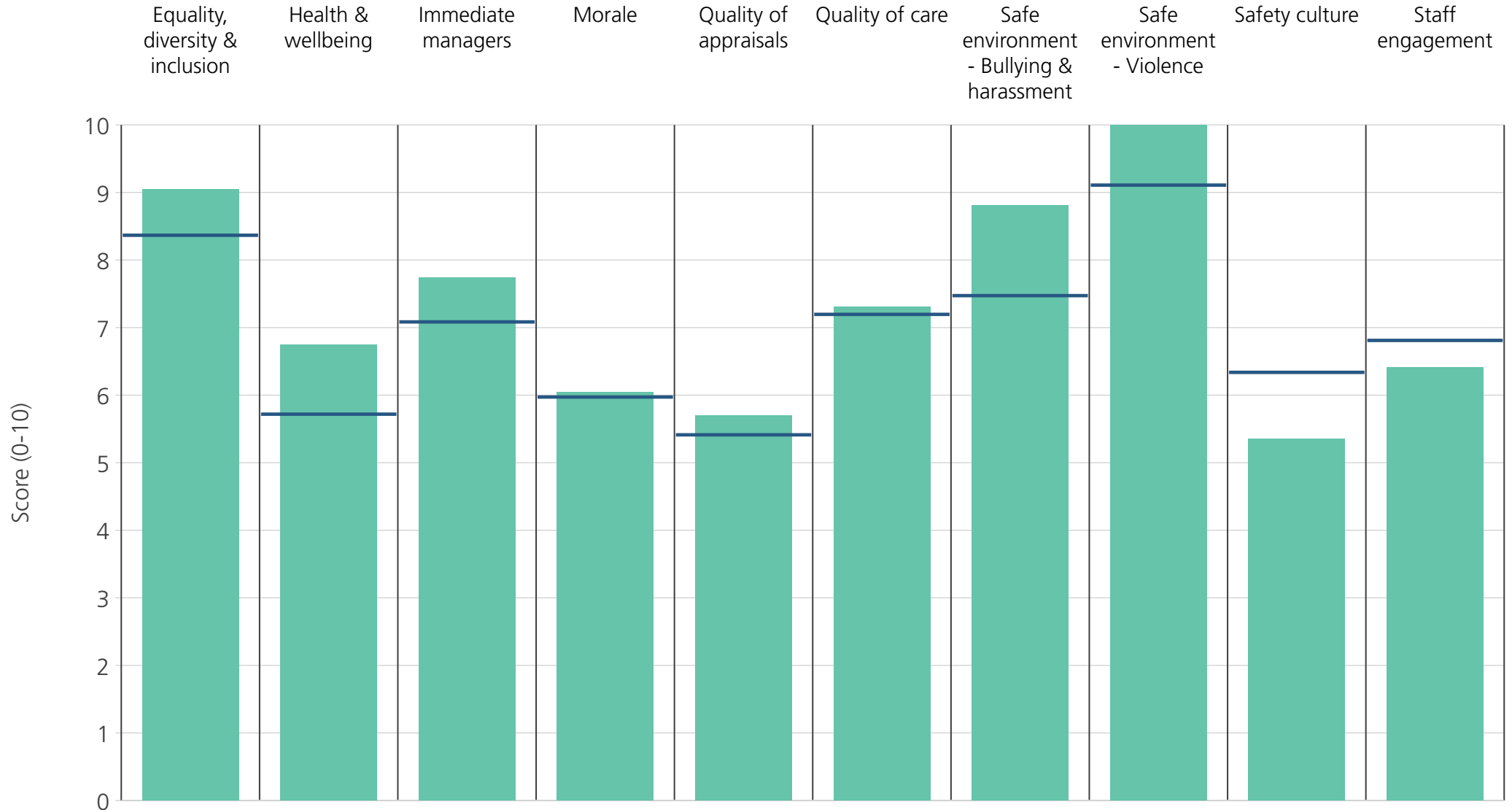
<b>Directorate</b>	7.4	5.2	6.2	5.4	3.8	7.5	6.5	9.7	5.7	6.6
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	26	25	26	24	22	22	25	25	25	27



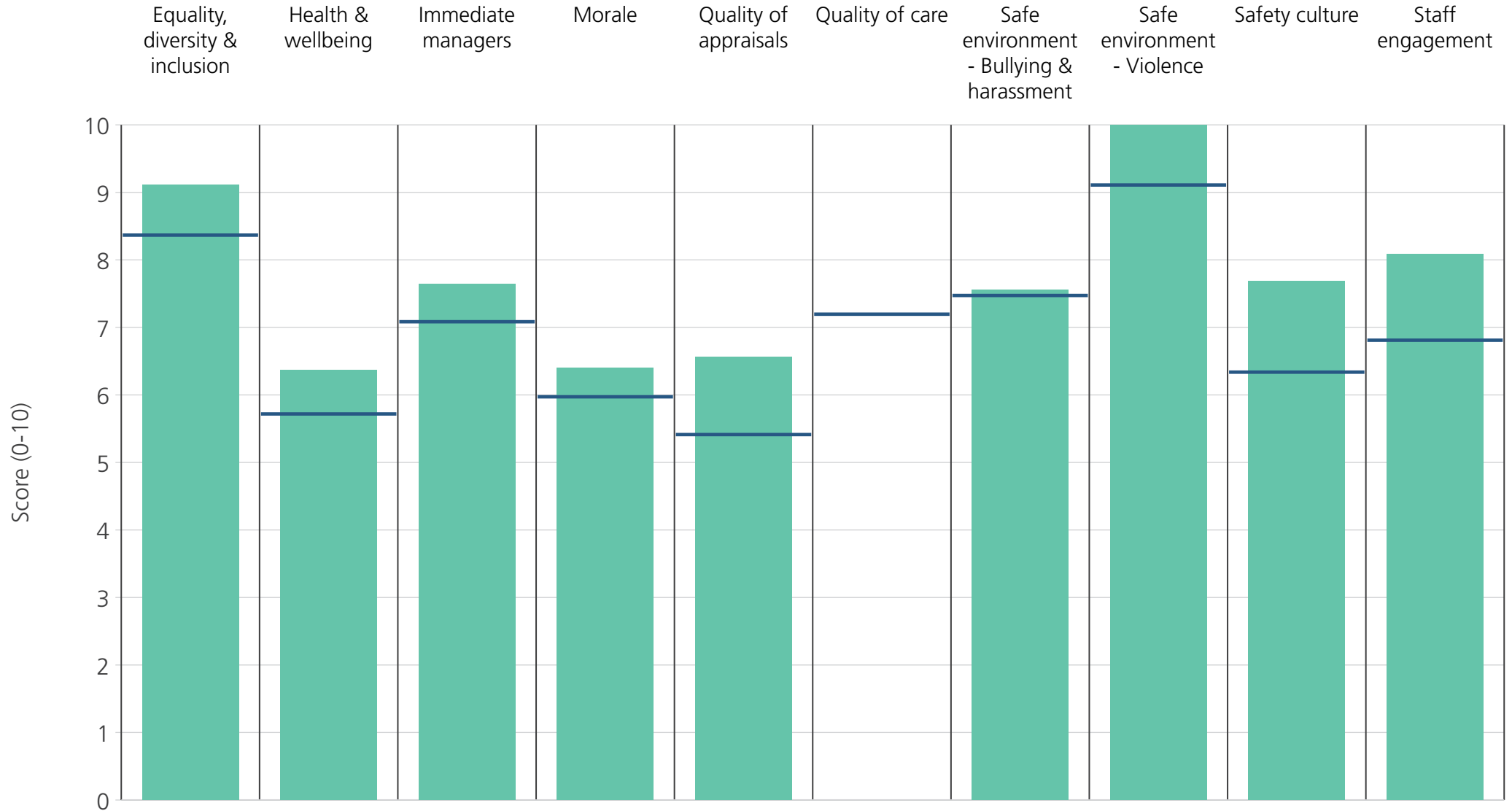
<b>Directorate</b>	8.8	6.6	7.9	6.3	6.4		8.3	10.0	6.5	7.1
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	15	15	15	15	13	7	14	14	15	16



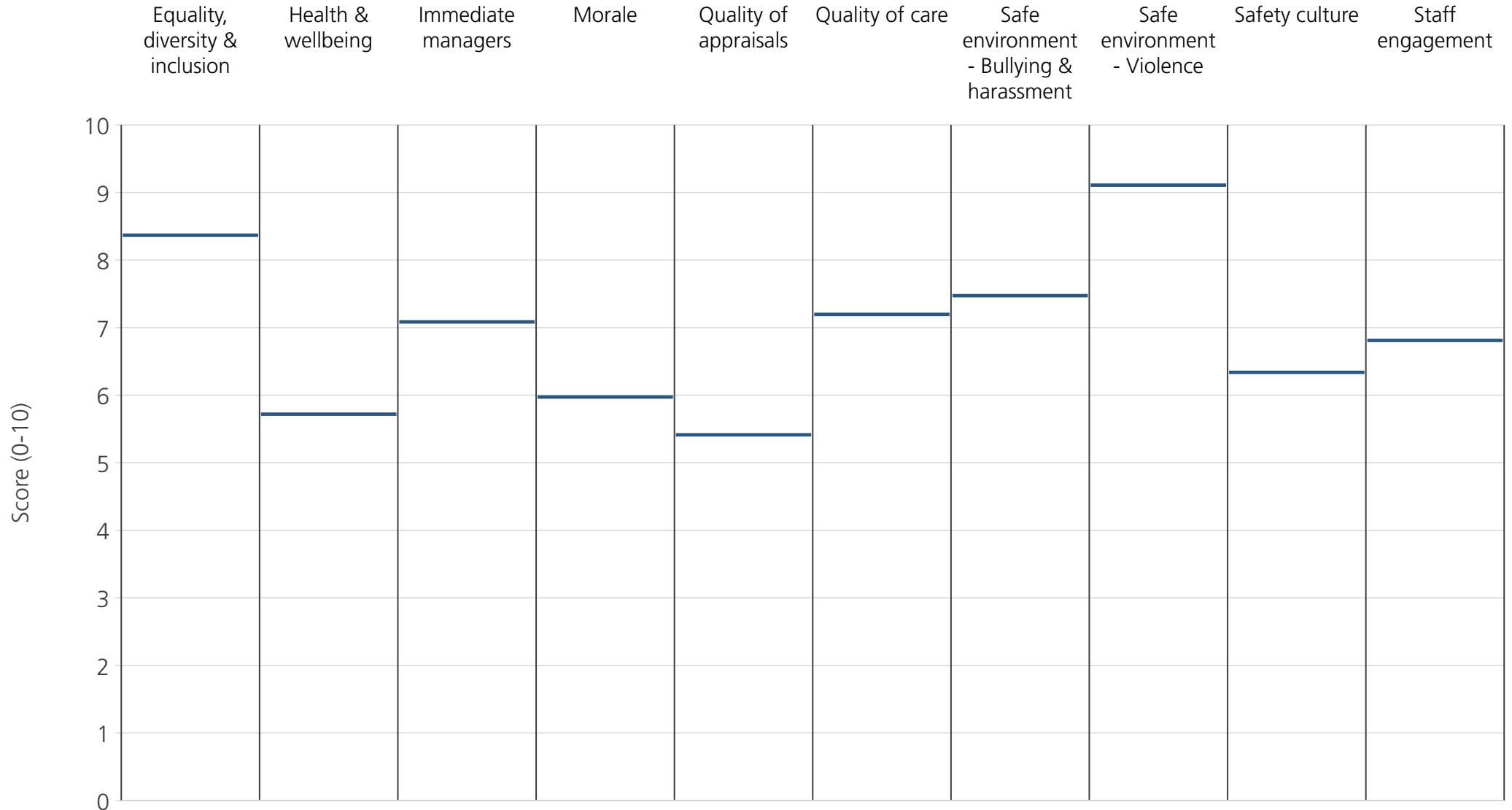
<b>Directorate</b>										
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	9	9	9	9	7	8	9	9	9	9



<b>Directorate</b>	9.0	6.8	7.7	6.0	5.7	7.3	8.8	10.0	5.3	6.4
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	14	14	14	14	12	13	14	14	14	14



<b>Directorate</b>	9.1	6.4	7.6	6.4	6.6		7.6	10.0	7.7	8.1
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	15	15	15	15	12	7	15	15	15	16



<b>Directorate</b>										
<b>Your org</b>	8.4	5.7	7.1	6.0	5.4	7.2	7.5	9.1	6.3	6.8
<b>Responses</b>	8	8	8	8	7	8	8	8	8	8