

Kent and Medway NHS and Social Care Partnership Trust

2018 NHS Staff Survey

Directorate Report

Contents

Introduction	3	SS - Transformation & IM+T	26
Themes – Directorates 1	4	CR - Secondary Care Psych Serv	27
Community Recovery	5	SS - Workforce & OD	28
Older Adults	6	CR - MHLD	29
Acute	7	Acute Other	30
Support Services	8	SS - Operations & Dir Mgmt	31
Forensic & Specialist	9	CR - Management	32
Themes – Directorates 2	10	CR - SPOA	33
CR - CMHT	11	SS - Chief Exec + Board	34
Acute Inpatient	12		
OPMH Acute Inpatient	13		
OPMH - Community	14		
SS - Finance & Estates	15		
Forensic Medium Secure BU	16		
Forensic Specialist Service BU	17		
Forensic Low Secure BU	18		
Acute CRHT	19		
CR - Rehabilitation Services	20		
OPMH - Management & Admin	21		
SS - Medical Directorate	22		
SS - Exec Nursing & Governance	23		
CR - Early Intervention Service	24		
Acute Liaison Services	25		

This directorate report for Kent and Medway NHS and Social Care Partnership 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.

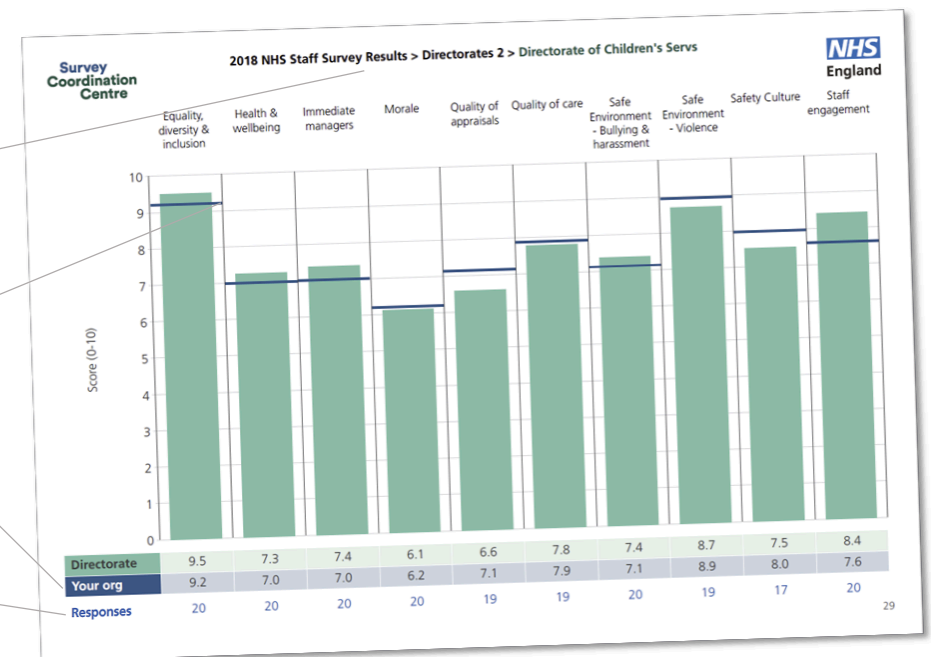
The directorate breakdowns used in this report were provided and defined by Kent and Medway NHS and Social Care Partnership Trust. Details of how the theme scores were calculated are included in the Technical Document, available to download from our [results website](#).

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.

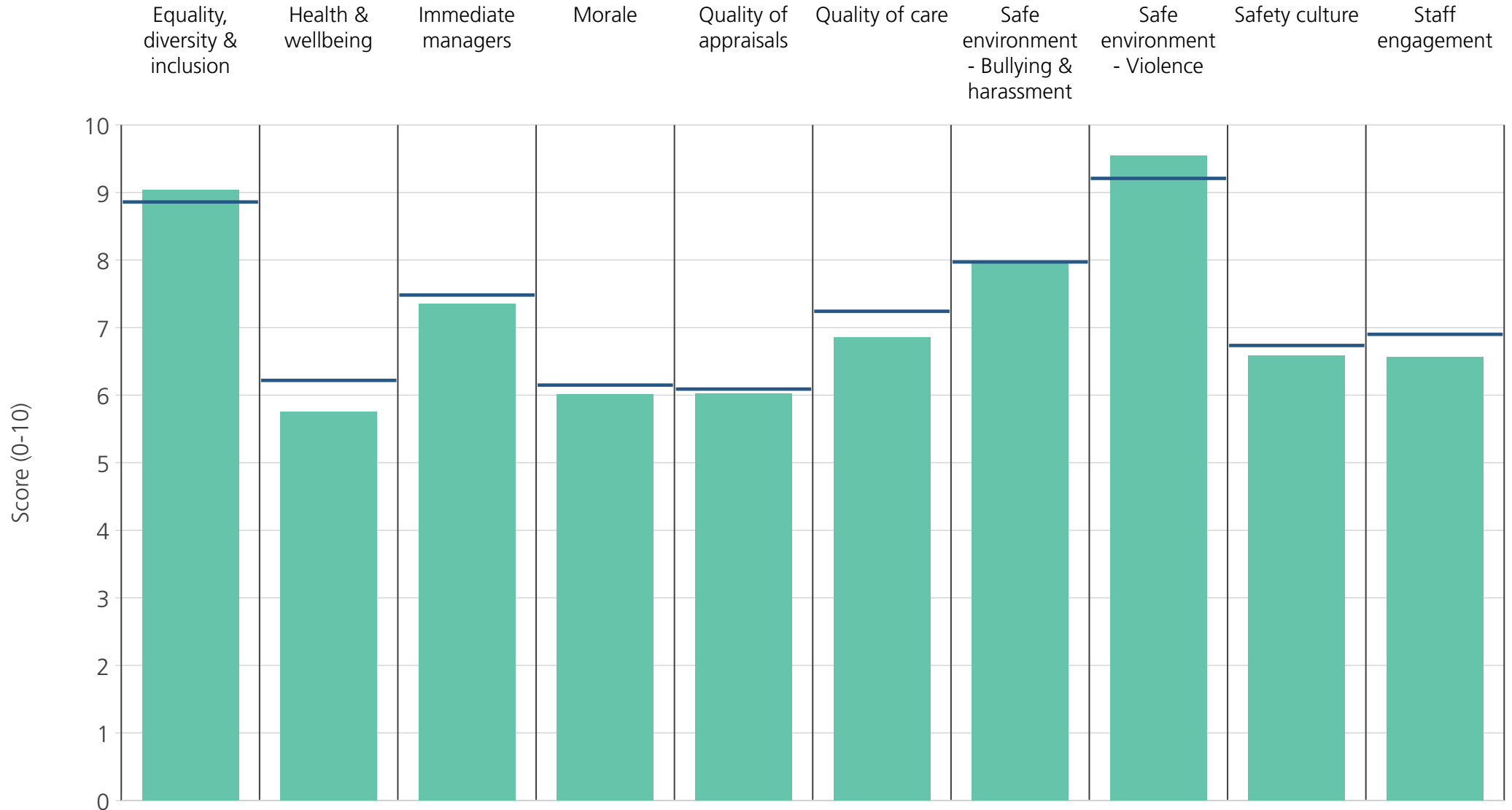
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



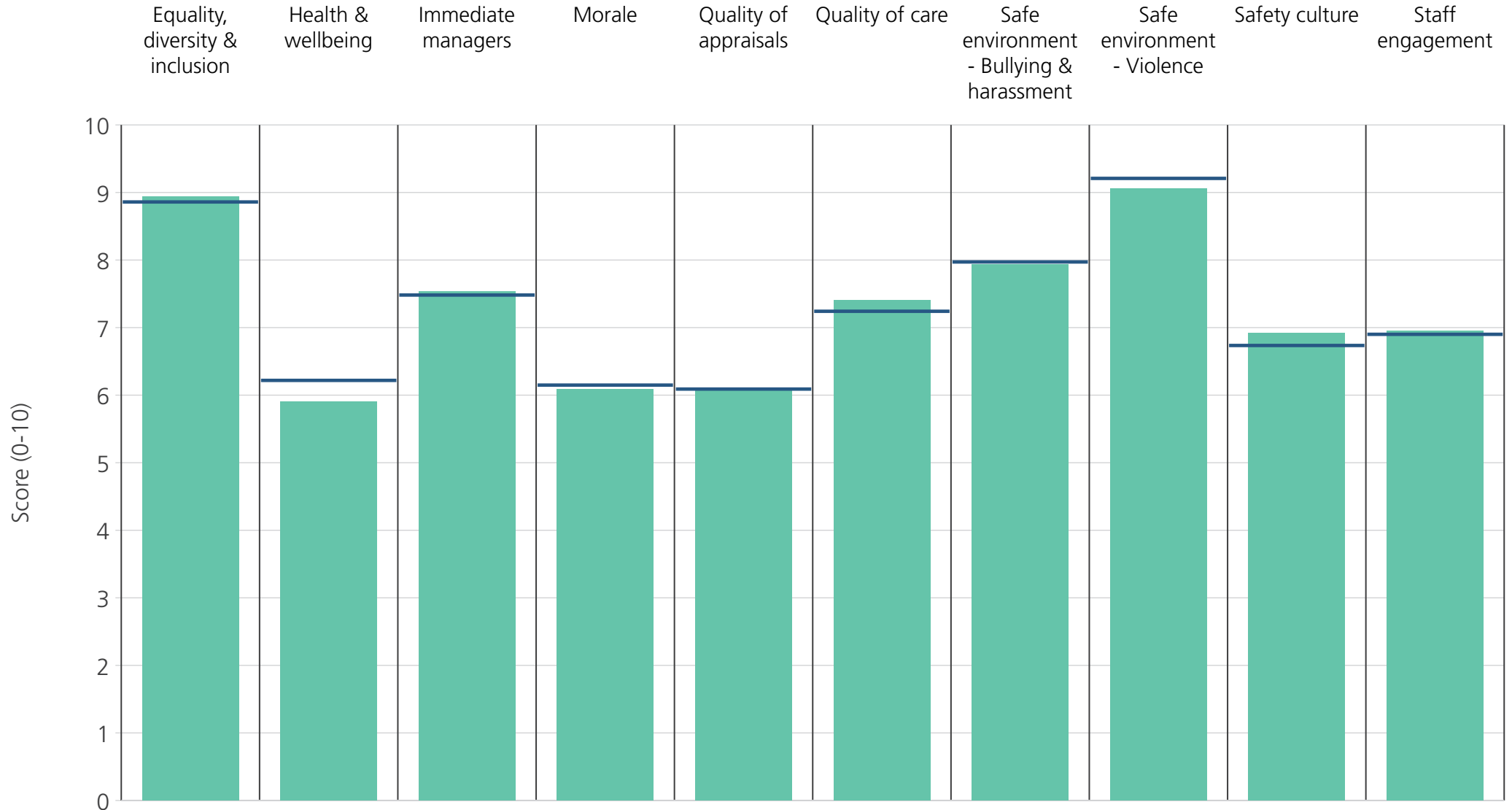
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

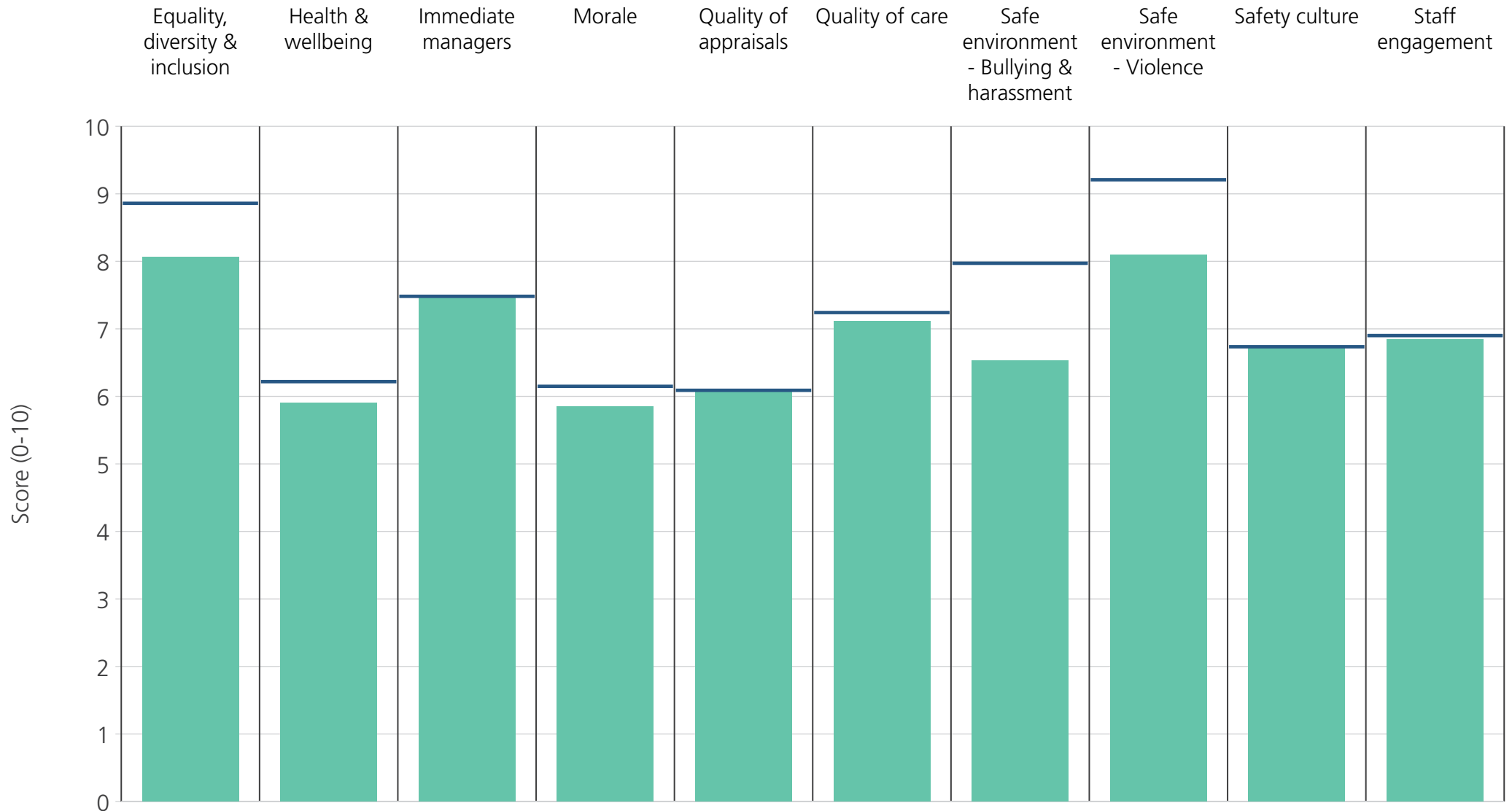
Kent and Medway NHS and Social Care Partnership Trust
2018 NHS Staff Survey Results



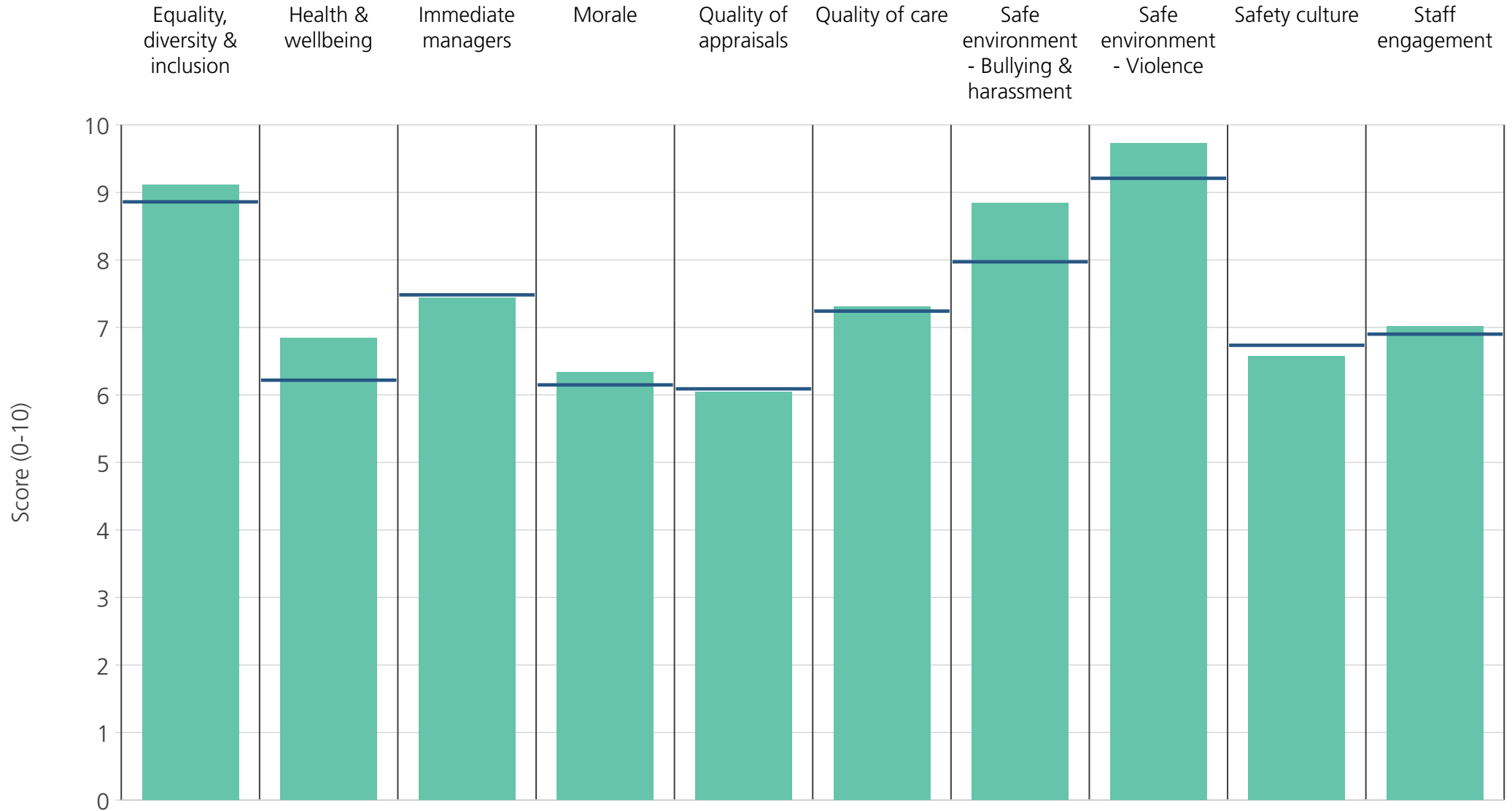
Directorate	9.0	5.8	7.3	6.0	6.0	6.9	8.0	9.5	6.6	6.6
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	384	388	385	373	348	359	381	384	385	393



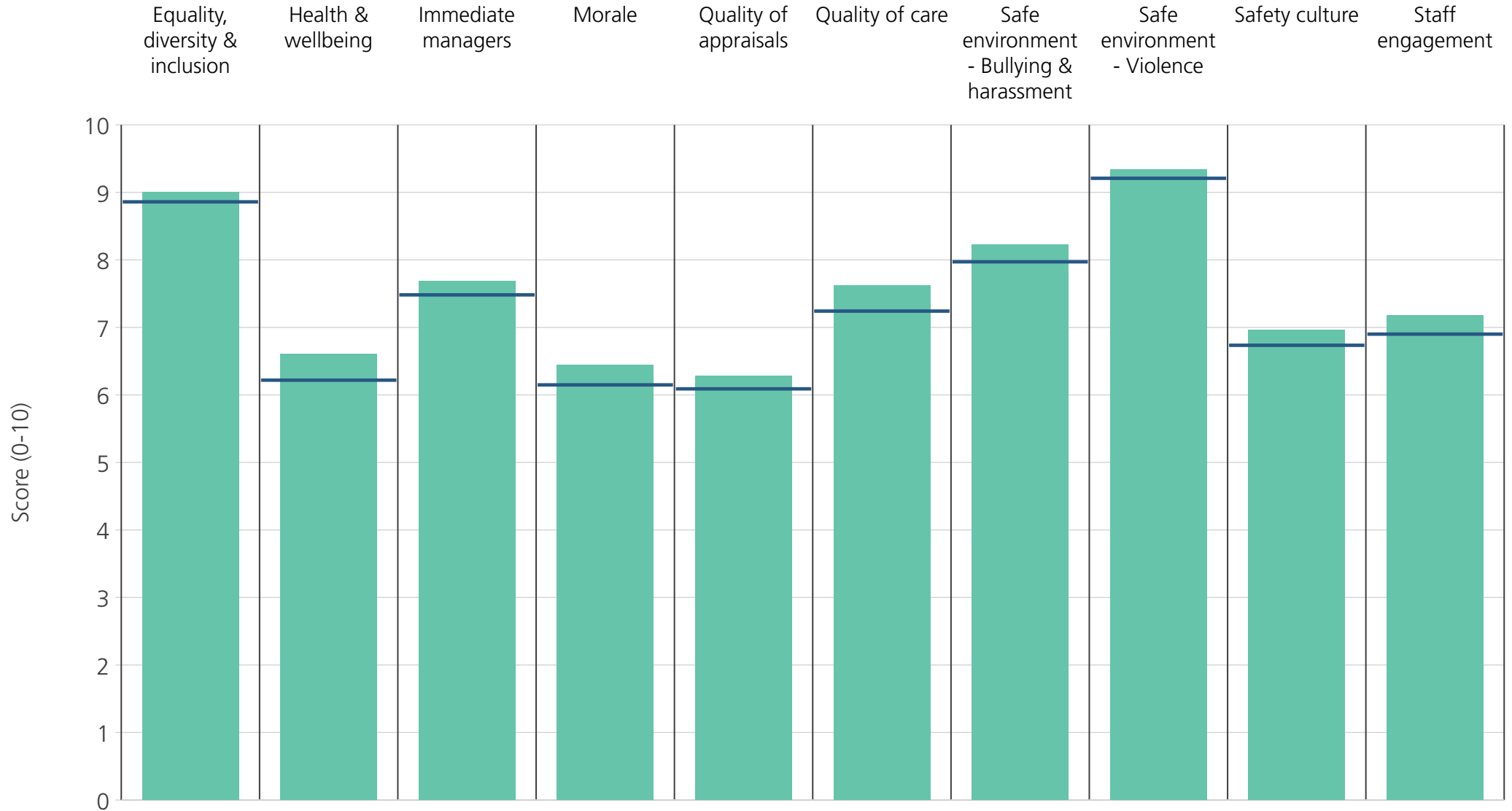
Directorate	8.9	5.9	7.5	6.1	6.1	7.4	7.9	9.1	6.9	6.9
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	333	339	337	331	321	321	332	335	335	341



Directorate	8.1	5.9	7.5	5.8	6.1	7.1	6.5	8.1	6.7	6.8
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	309	313	318	306	282	302	310	306	309	323



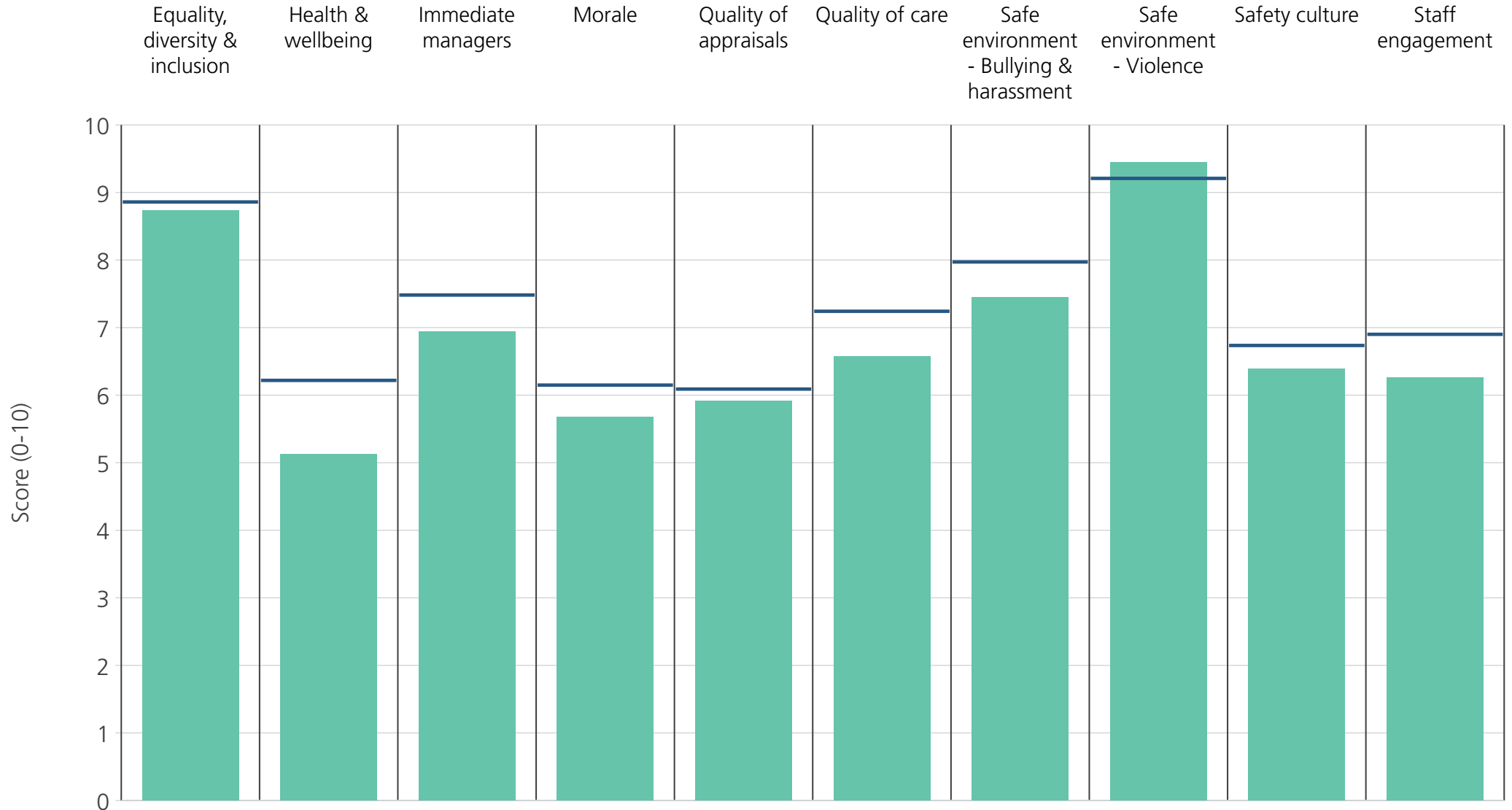
Directorate	9.1	6.8	7.4	6.3	6.0	7.3	8.8	9.7	6.6	7.0
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	429	431	431	424	392	197	427	424	429	435



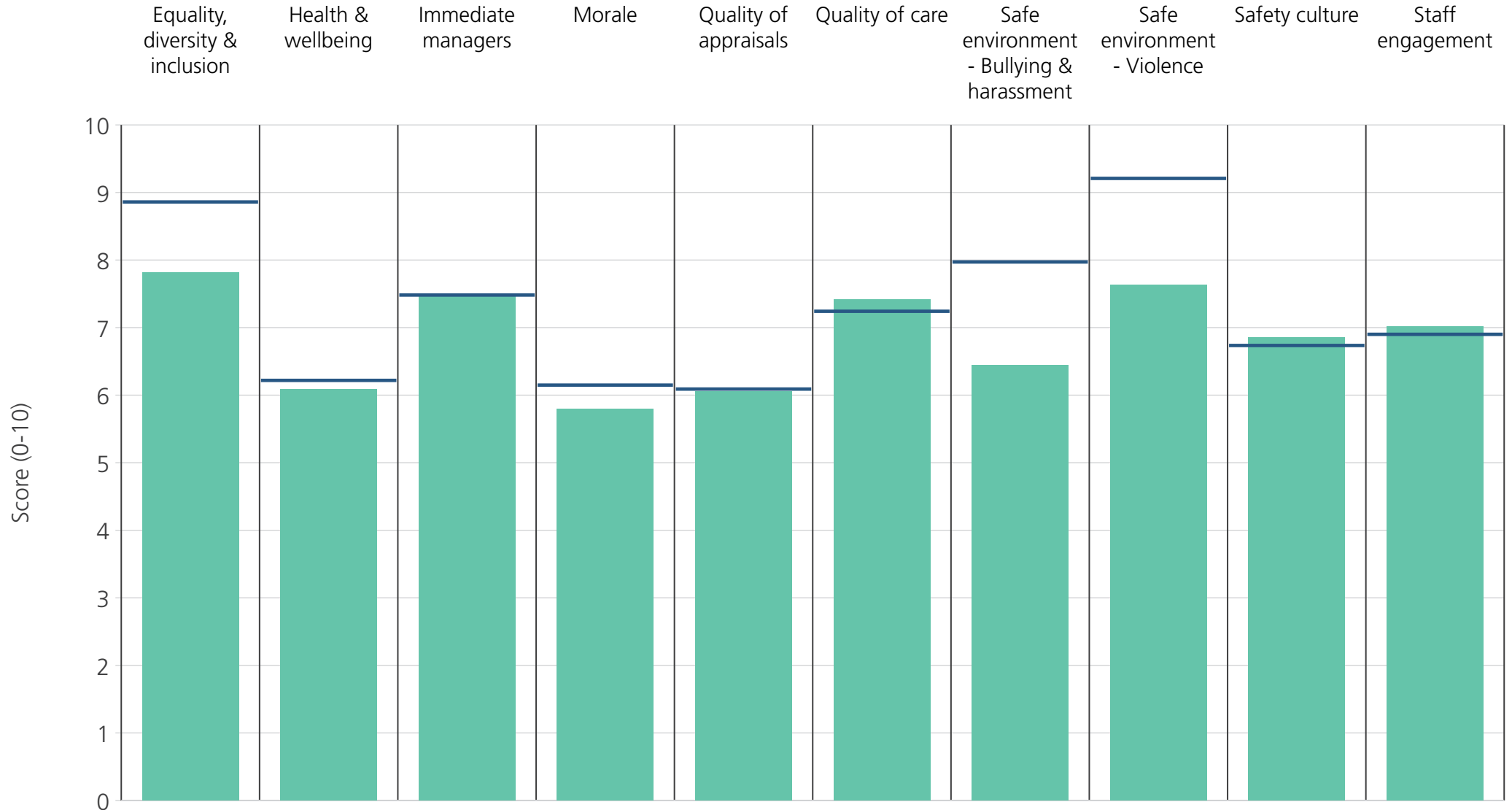
Directorate	9.0	6.6	7.7	6.4	6.3	7.6	8.2	9.3	7.0	7.2
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	307	312	309	303	282	293	301	299	309	314

Directorates 2

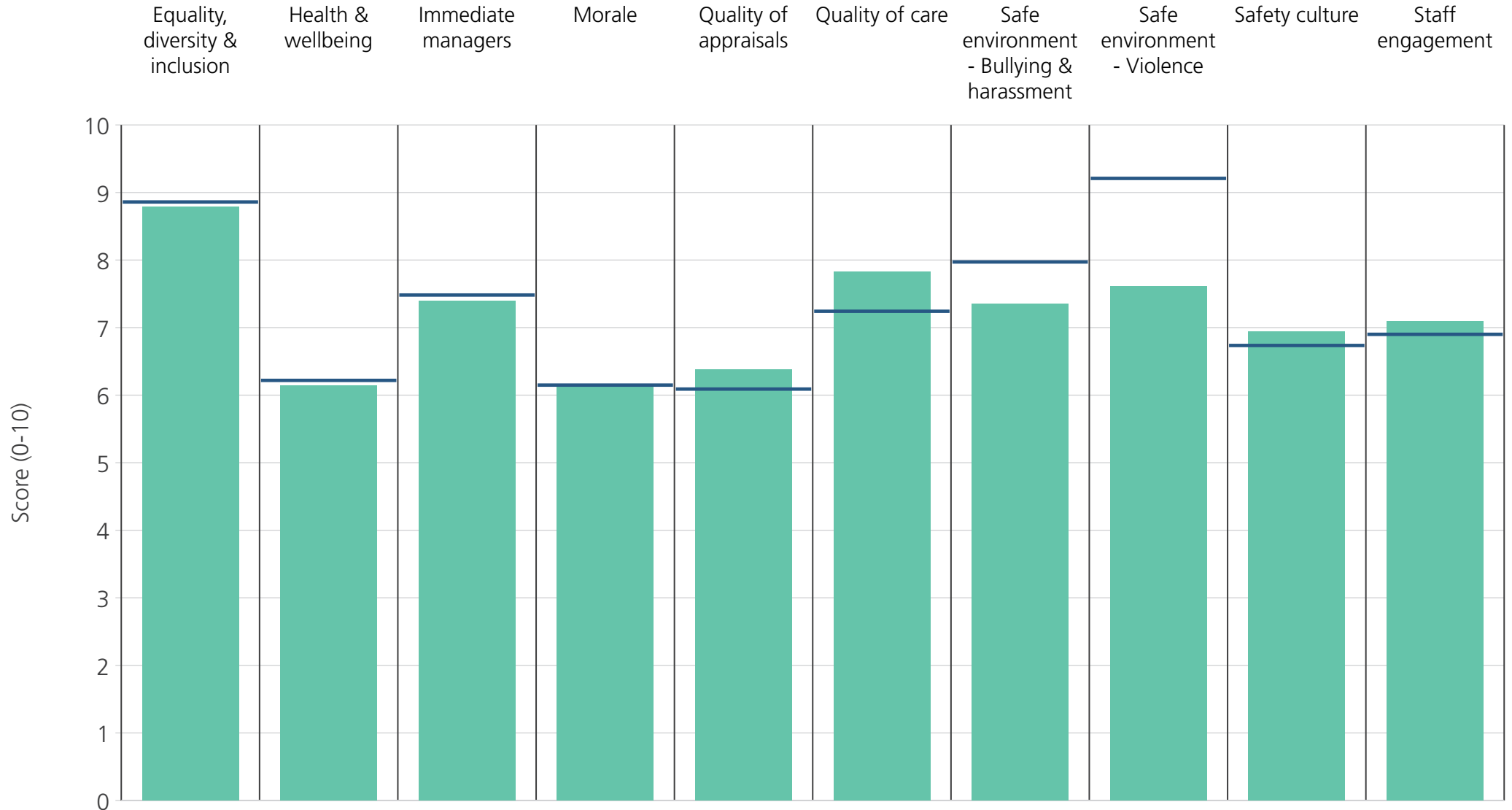
Kent and Medway NHS and Social Care Partnership Trust
2018 NHS Staff Survey Results



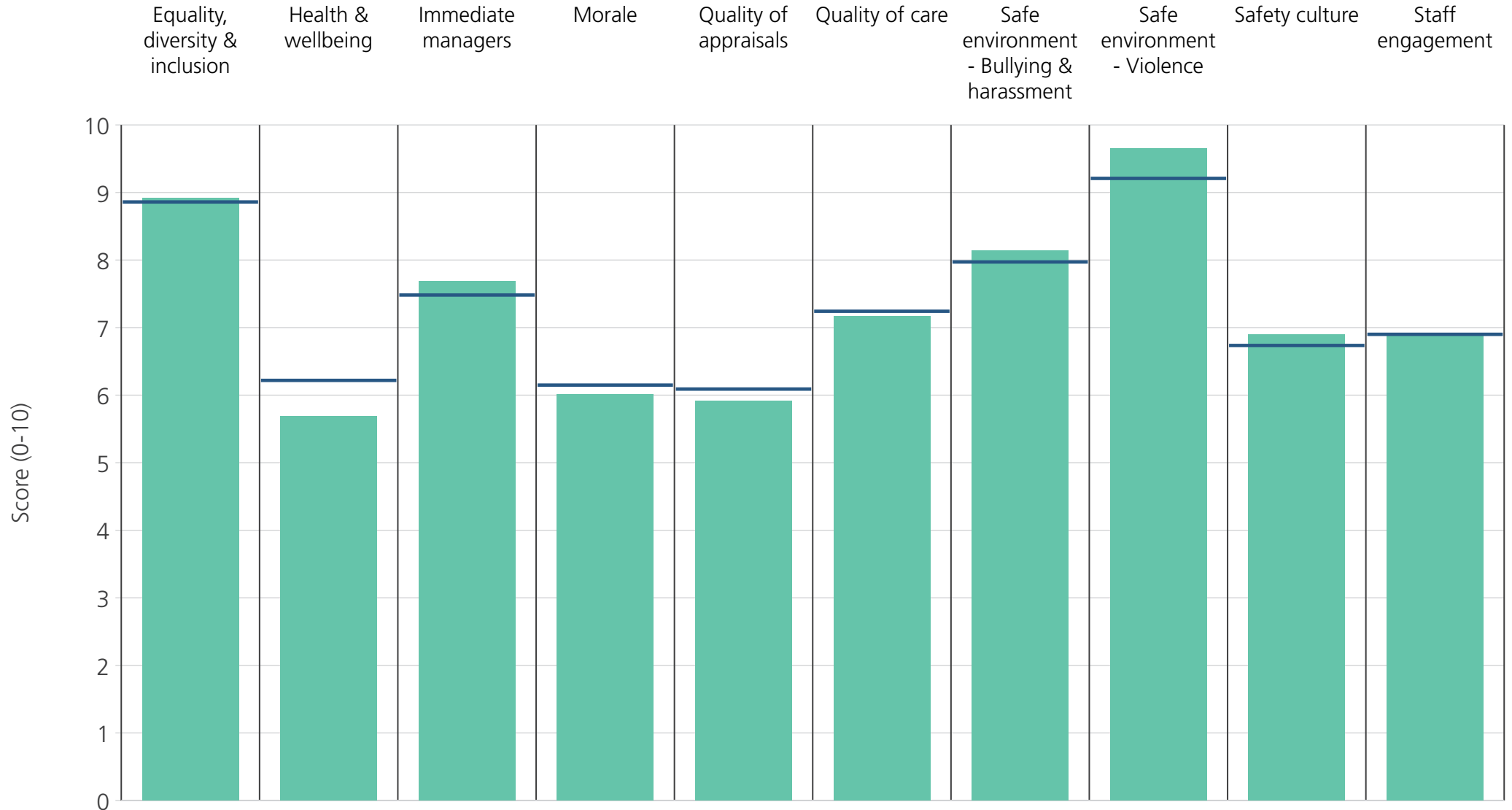
Directorate	8.7	5.1	6.9	5.7	5.9	6.6	7.4	9.4	6.4	6.3
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	190	192	190	180	172	175	188	191	190	195



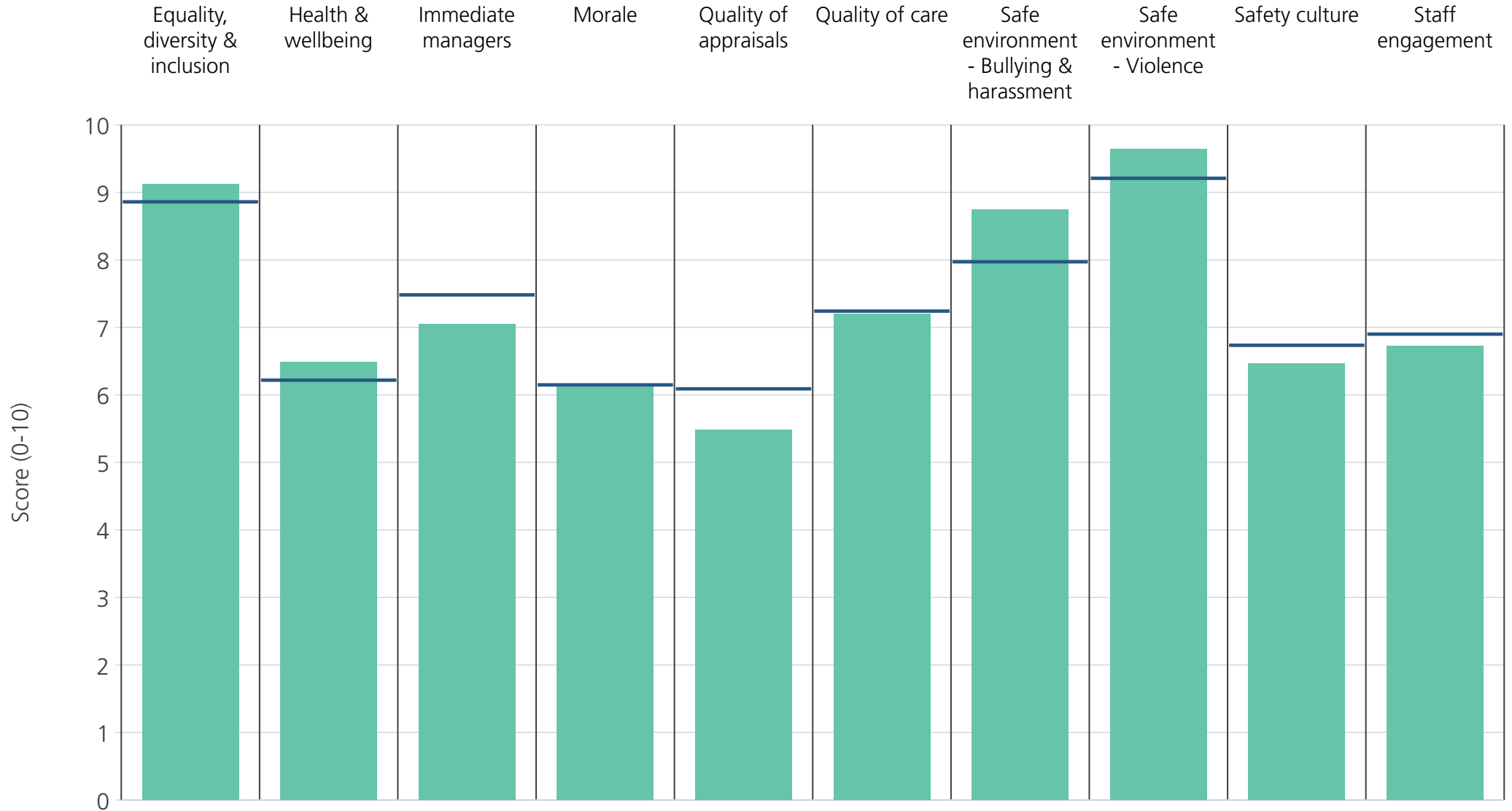
Directorate	7.8	6.1	7.5	5.8	6.1	7.4	6.4	7.6	6.9	7.0
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	157	161	164	156	144	159	156	155	157	168



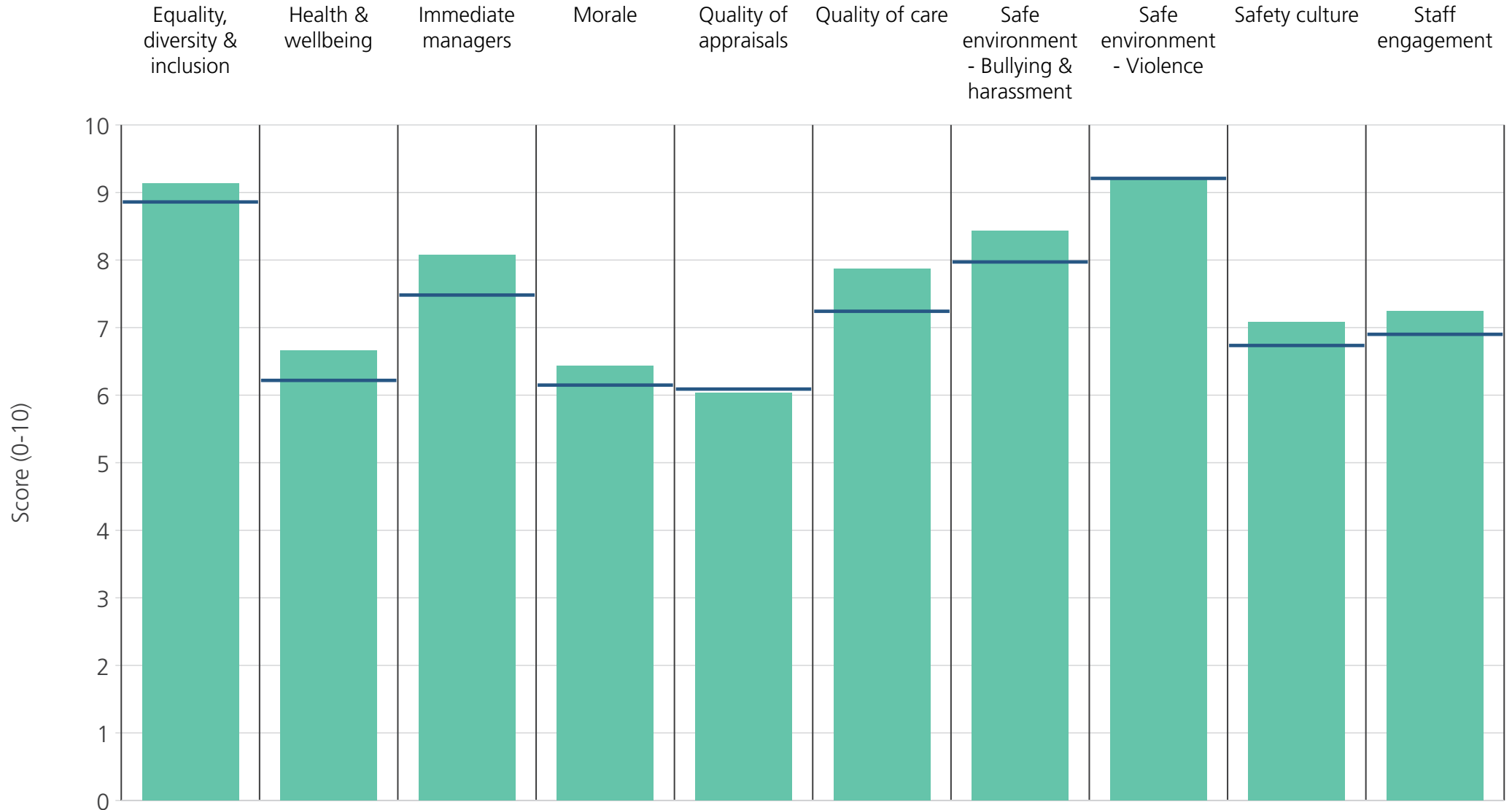
Directorate	8.8	6.1	7.4	6.1	6.4	7.8	7.4	7.6	6.9	7.1
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	104	107	105	103	100	100	104	106	106	104



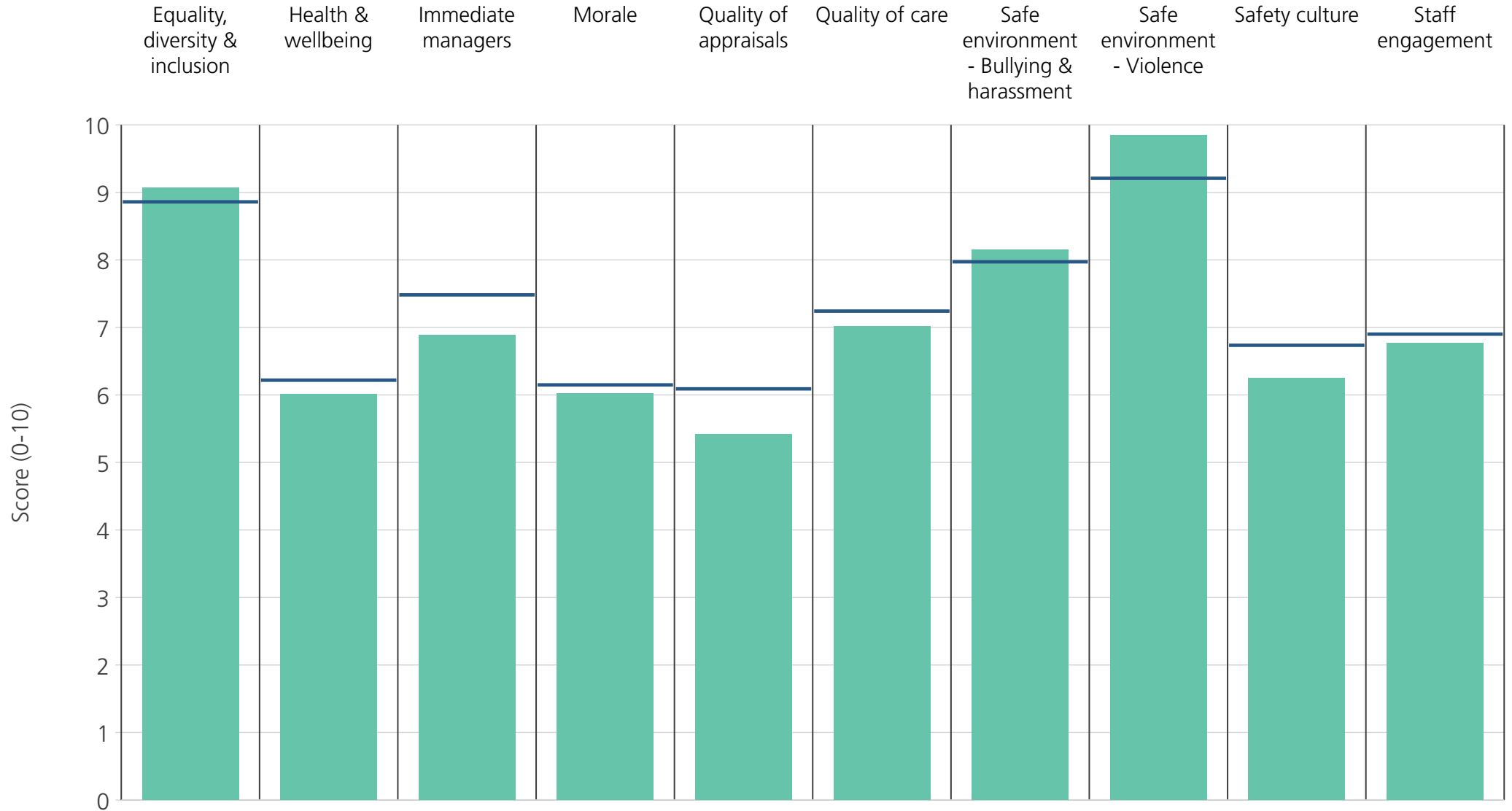
Directorate	8.9	5.7	7.7	6.0	5.9	7.2	8.1	9.6	6.9	6.9
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	160	163	163	160	154	166	160	161	160	167



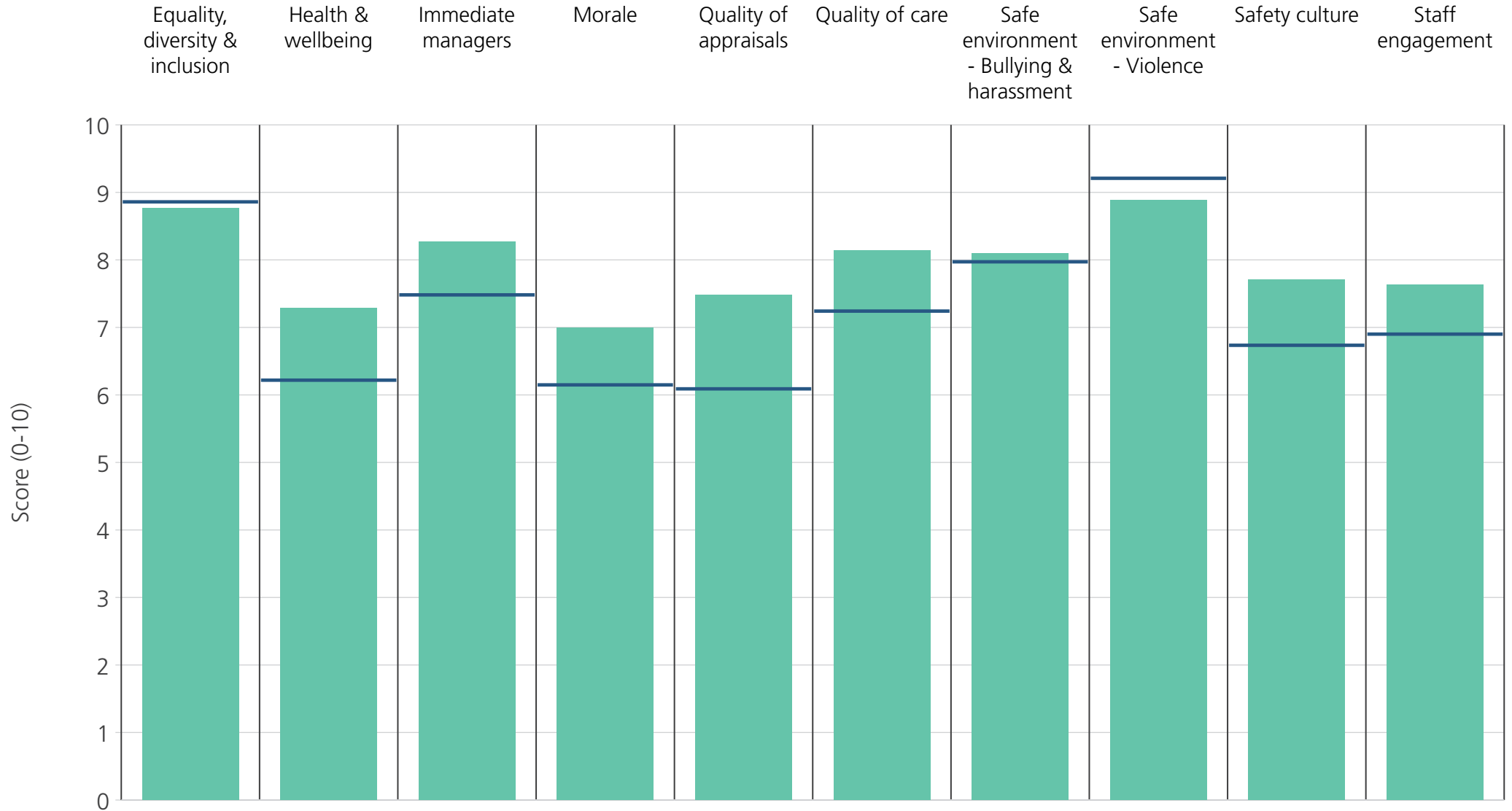
Directorate	9.1	6.5	7.0	6.2	5.5	7.2	8.7	9.6	6.5	6.7
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	162	164	162	158	144	72	162	160	162	163



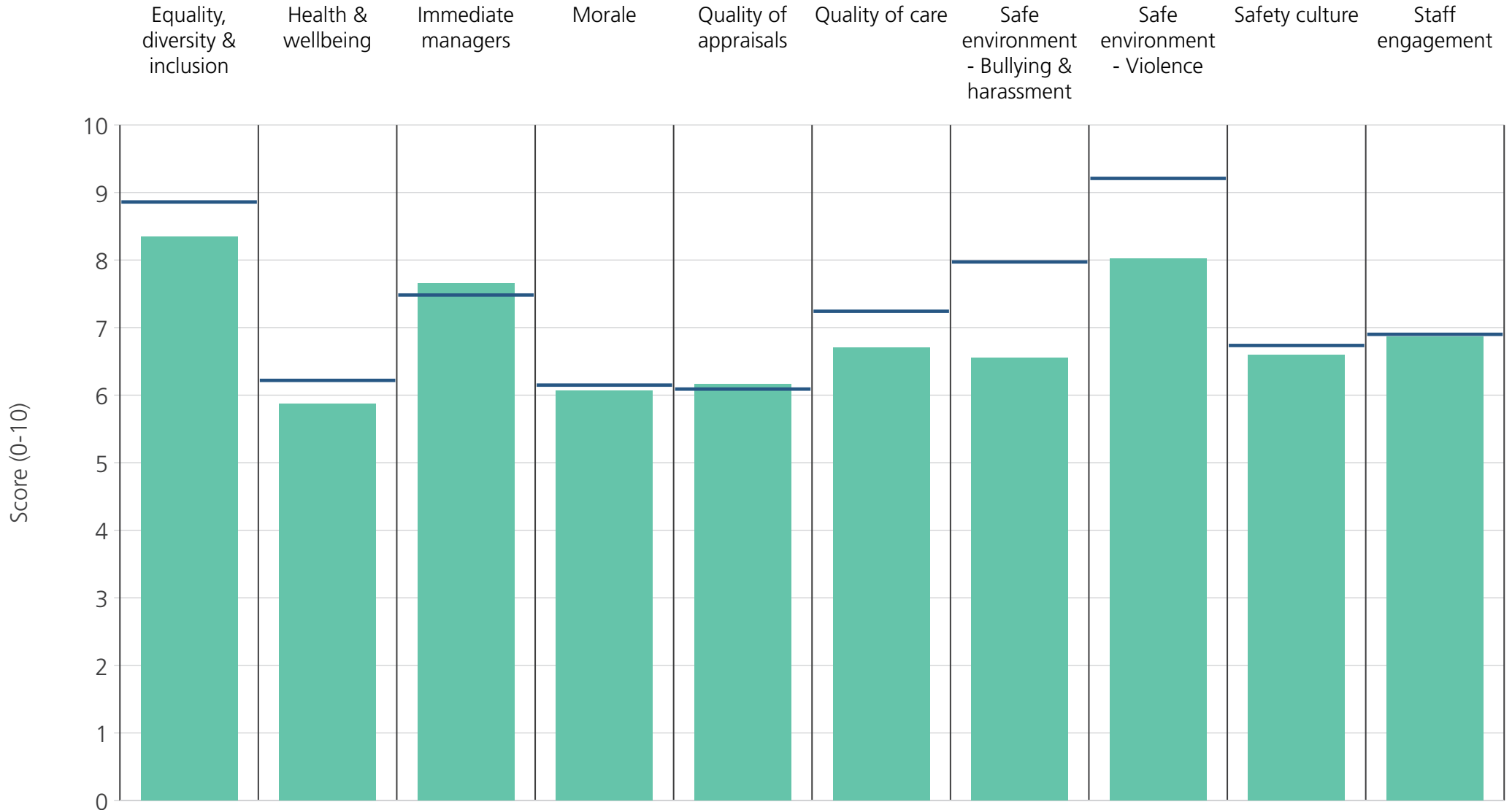
Directorate	9.1	6.7	8.1	6.4	6.0	7.9	8.4	9.2	7.1	7.2
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	102	104	105	100	96	92	100	100	102	105



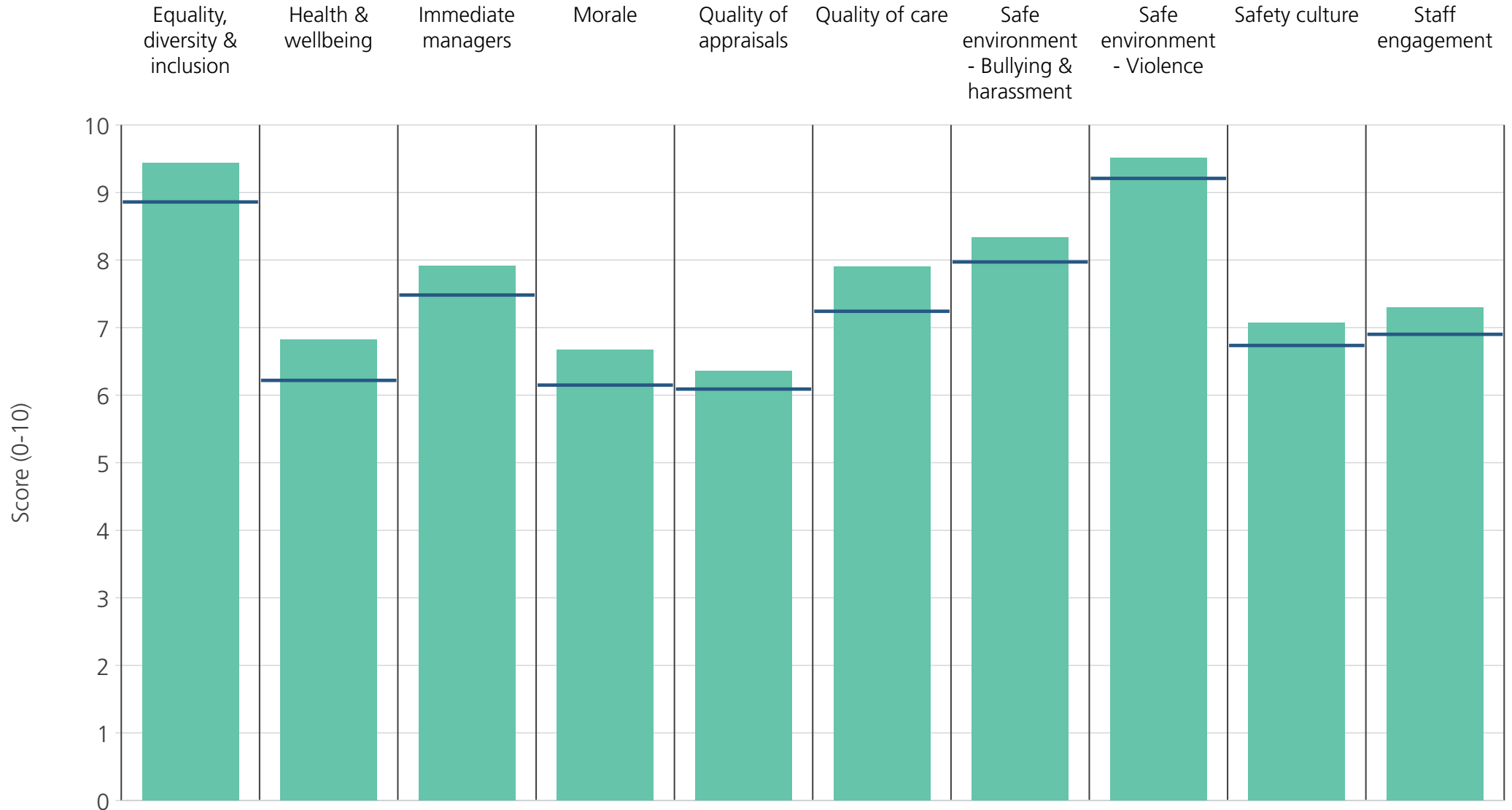
Directorate	9.1	6.0	6.9	6.0	5.4	7.0	8.2	9.8	6.3	6.8
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	115	116	114	115	97	113	110	109	116	118



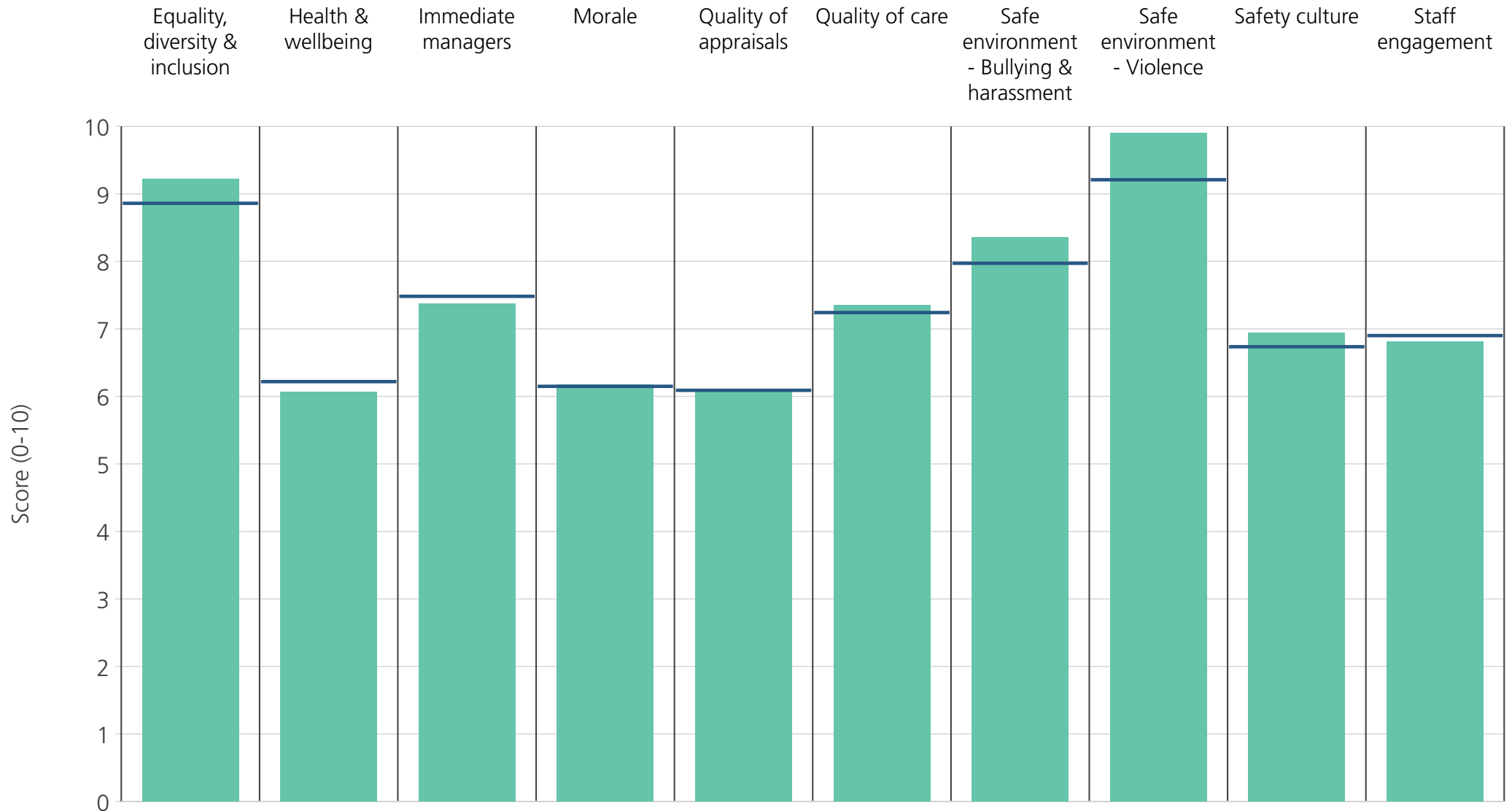
Directorate	8.8	7.3	8.3	7.0	7.5	8.1	8.1	8.9	7.7	7.6
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	90	92	90	88	89	88	91	90	91	91



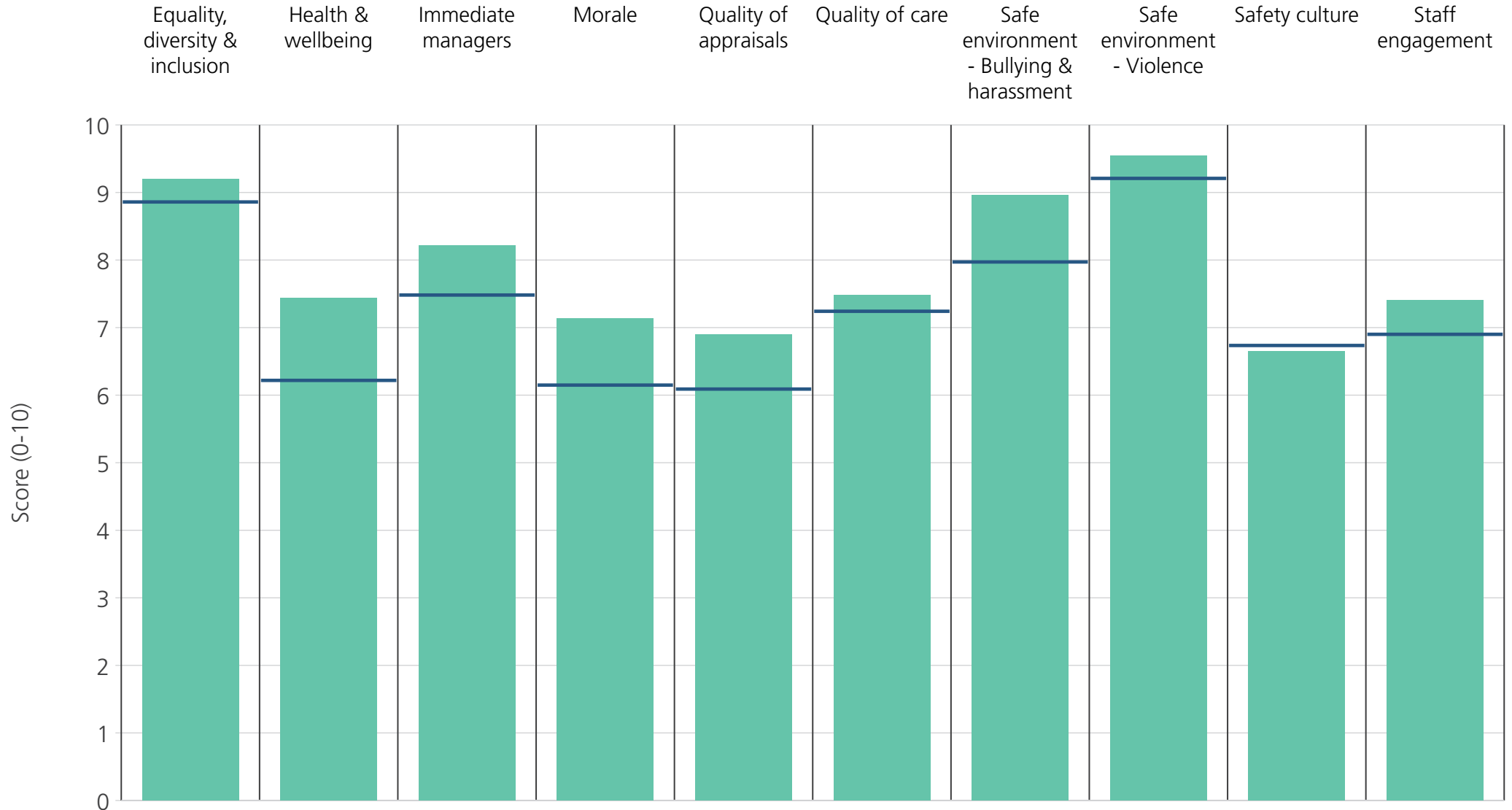
Directorate	8.3	5.9	7.6	6.1	6.2	6.7	6.5	8.0	6.6	6.9
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	82	82	83	81	76	83	83	81	82	84



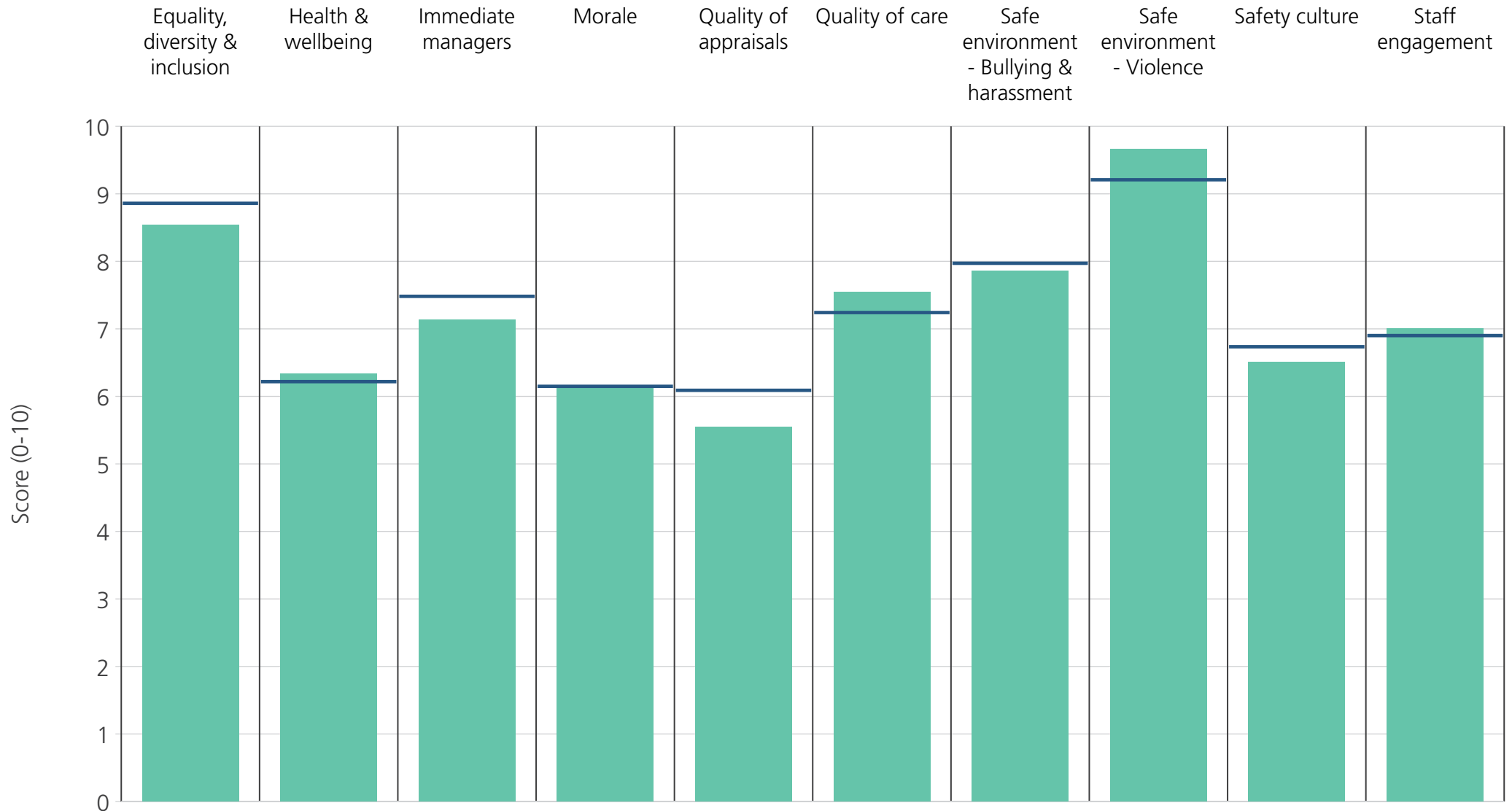
Directorate	9.4	6.8	7.9	6.7	6.4	7.9	8.3	9.5	7.1	7.3
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	61	61	61	60	59	60	61	61	61	61



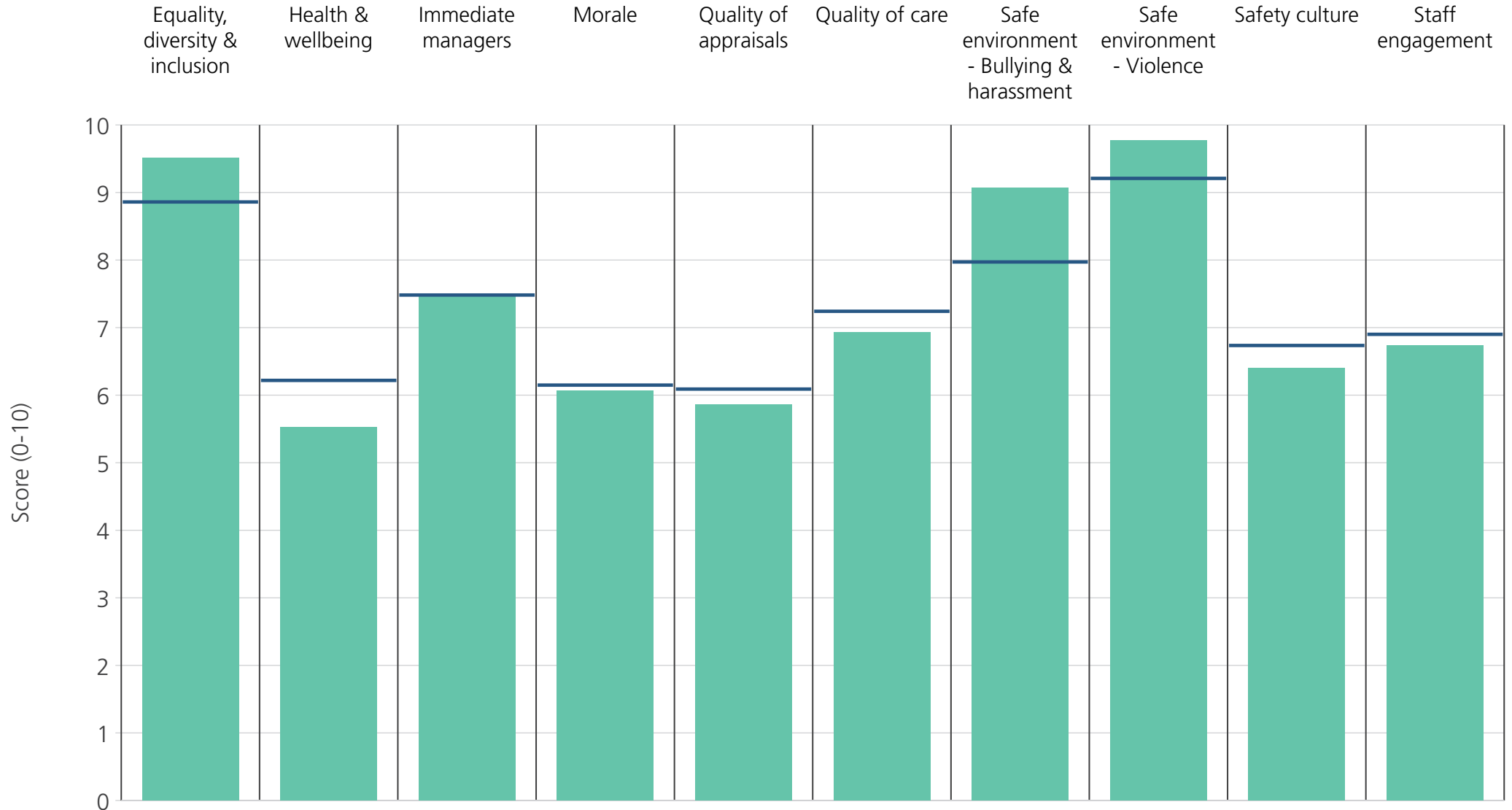
Directorate	9.2	6.1	7.4	6.2	6.1	7.3	8.4	9.9	6.9	6.8
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	69	69	69	68	67	55	68	68	69	70



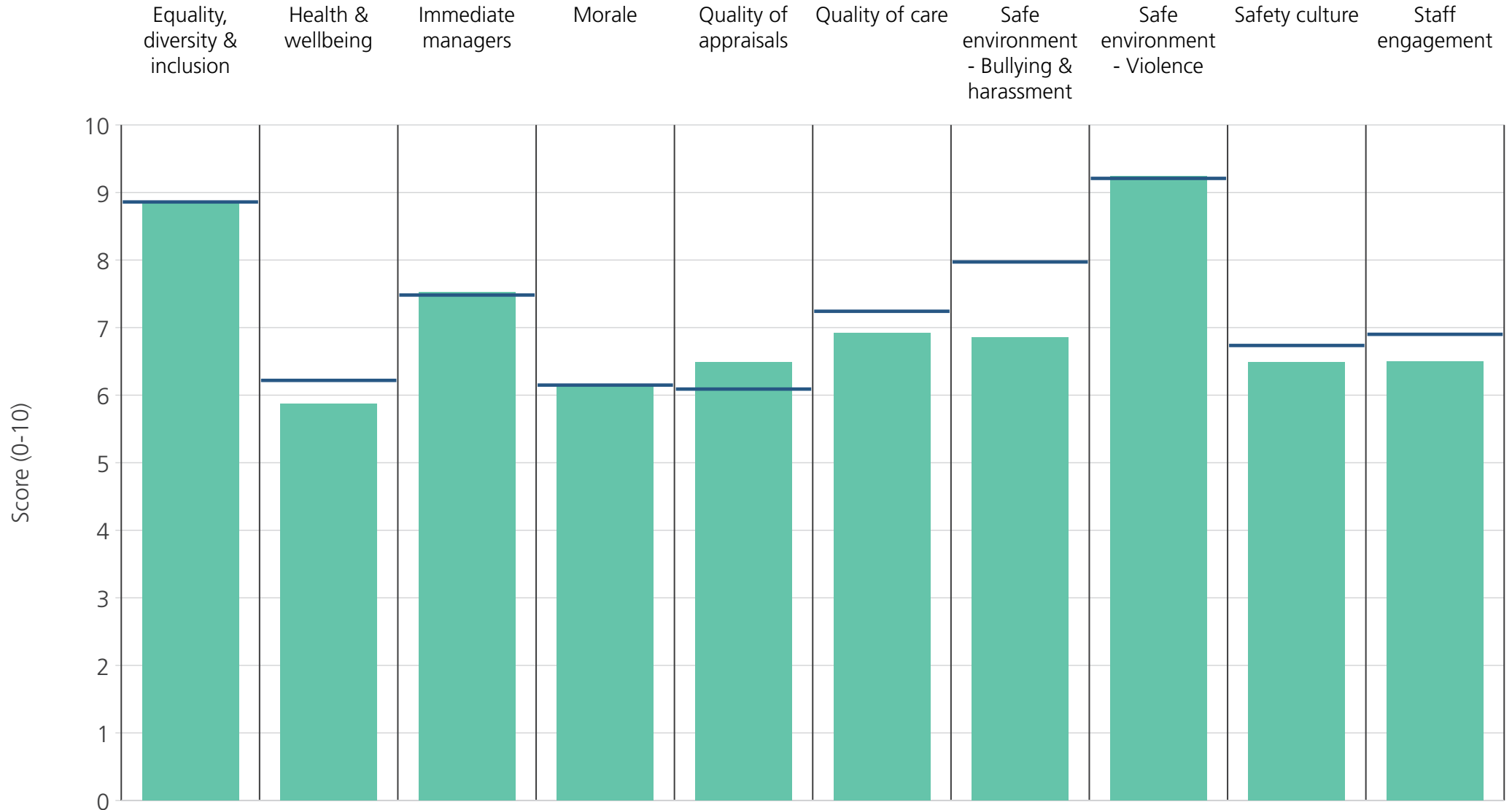
Directorate	9.2	7.4	8.2	7.1	6.9	7.5	9.0	9.5	6.6	7.4
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	58	58	58	57	54	45	58	58	58	60



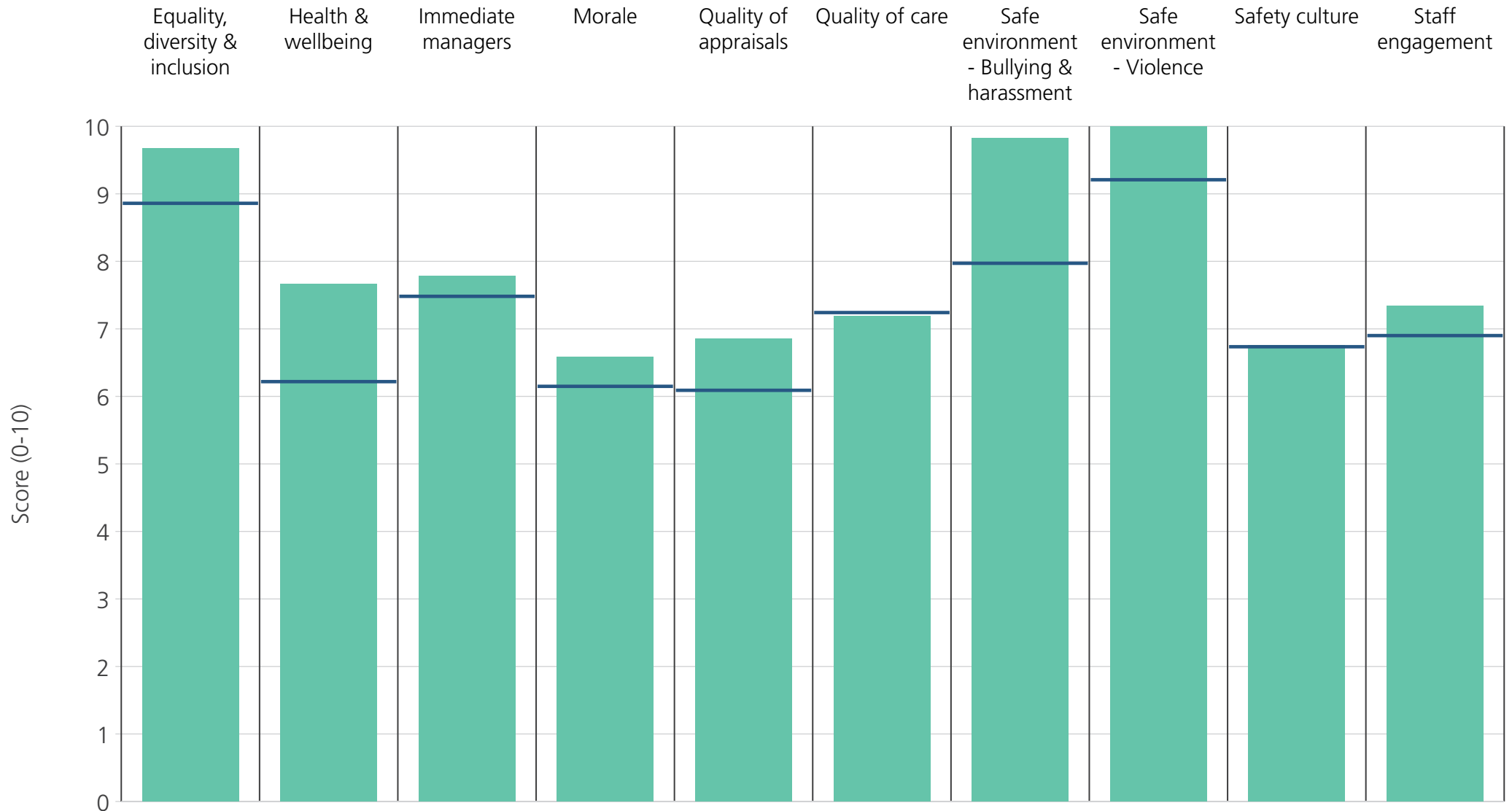
Directorate	8.5	6.3	7.1	6.1	5.5	7.5	7.9	9.7	6.5	7.0
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	61	63	63	61	60	40	60	60	62	63



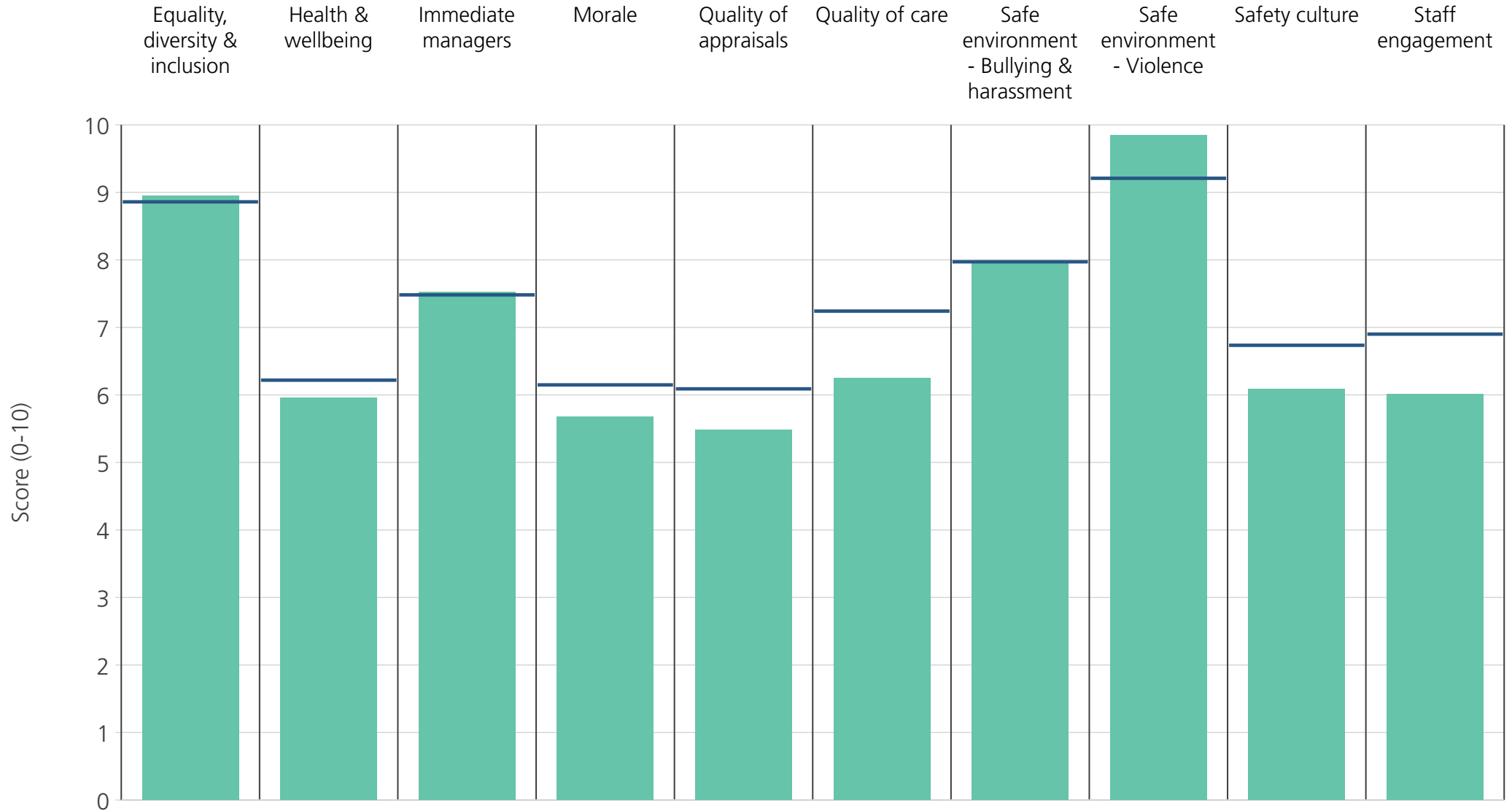
Directorate	9.5	5.5	7.5	6.1	5.9	6.9	9.1	9.8	6.4	6.7
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	43	43	43	42	39	41	43	43	43	44



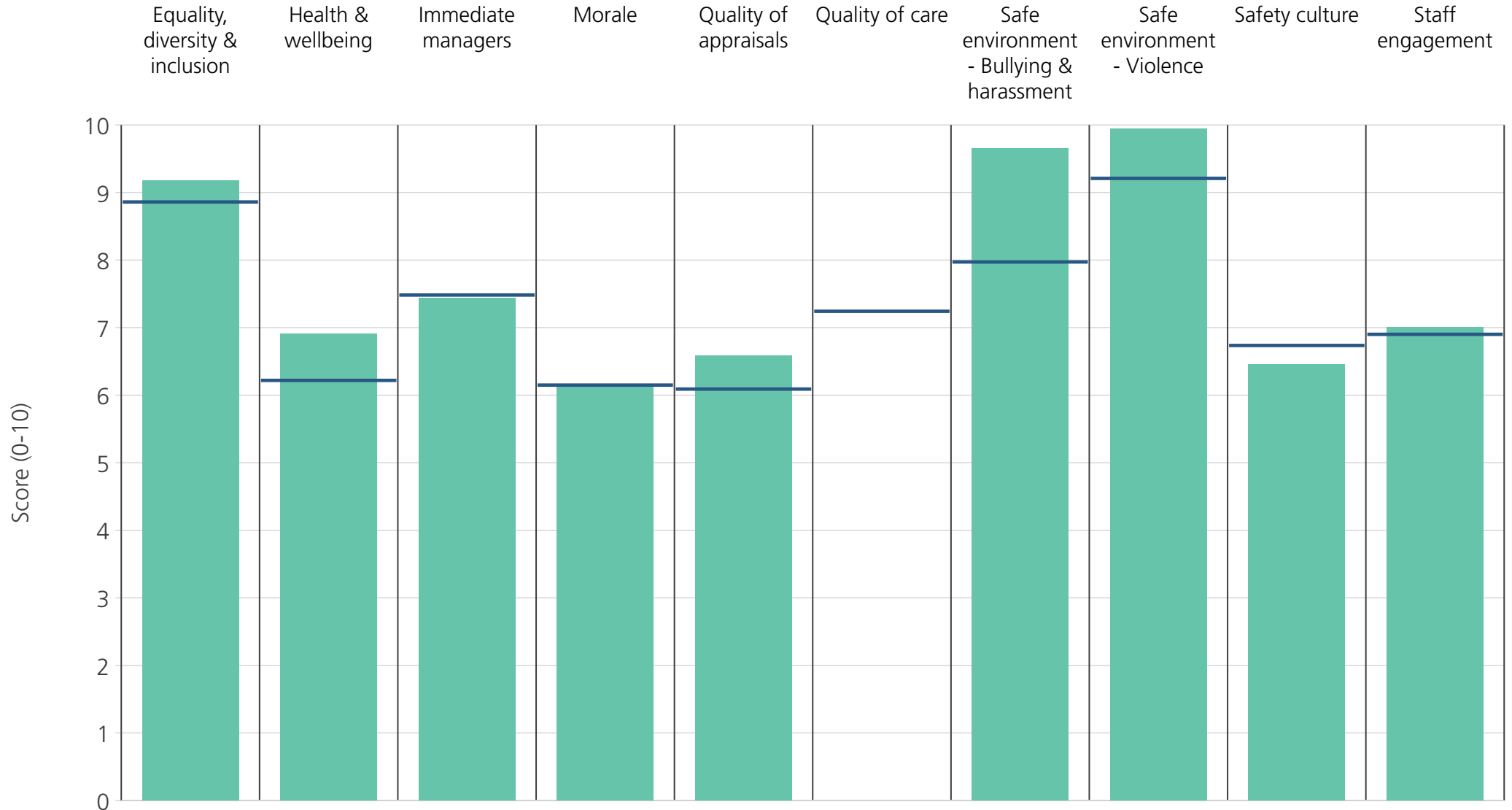
Directorate	8.9	5.9	7.5	6.1	6.5	6.9	6.9	9.2	6.5	6.5
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	52	52	53	51	48	47	53	53	52	53



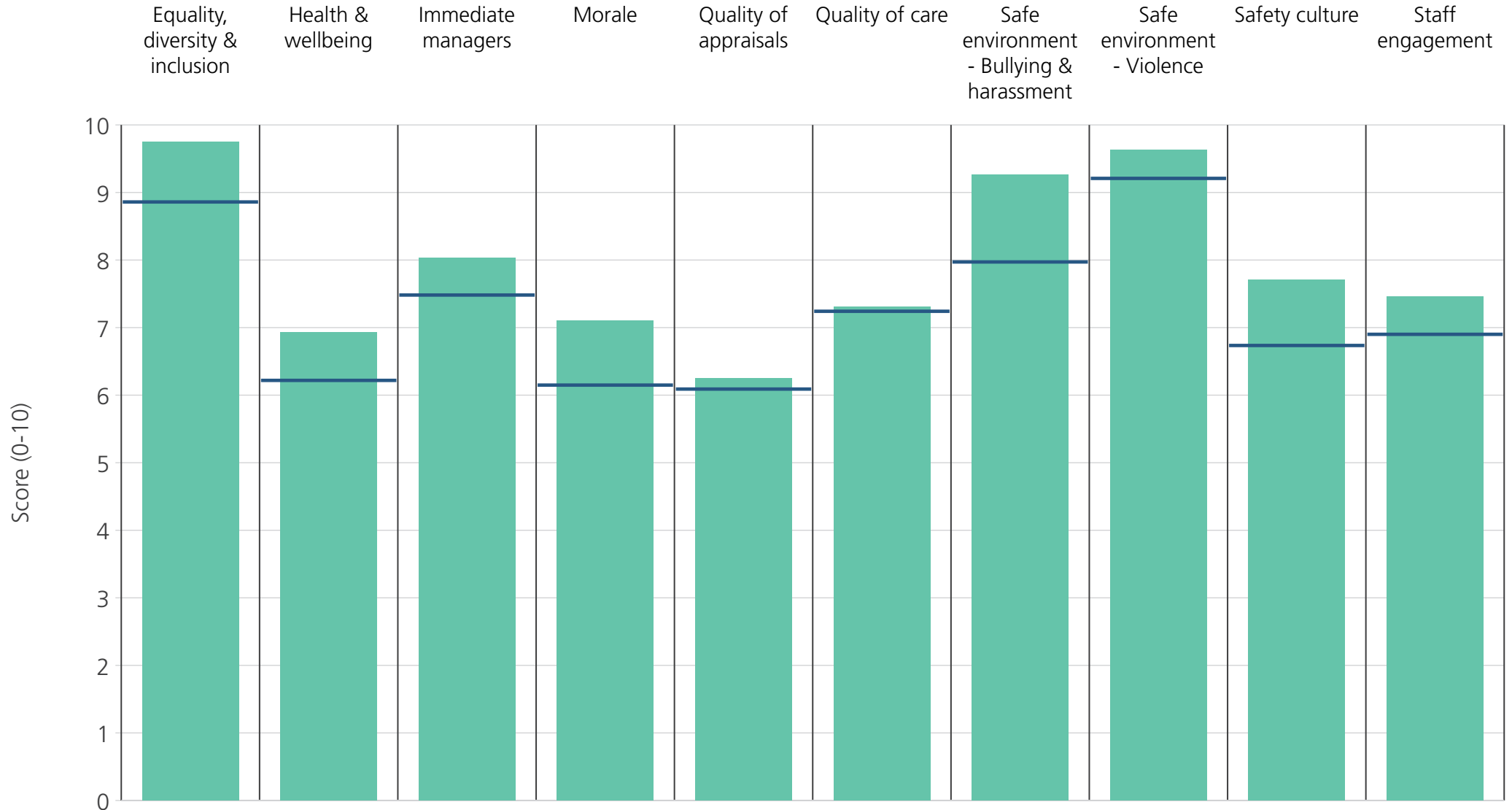
Directorate	9.7	7.7	7.8	6.6	6.9	7.2	9.8	10.0	6.8	7.3
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	59	57	59	59	54	19	58	58	58	60



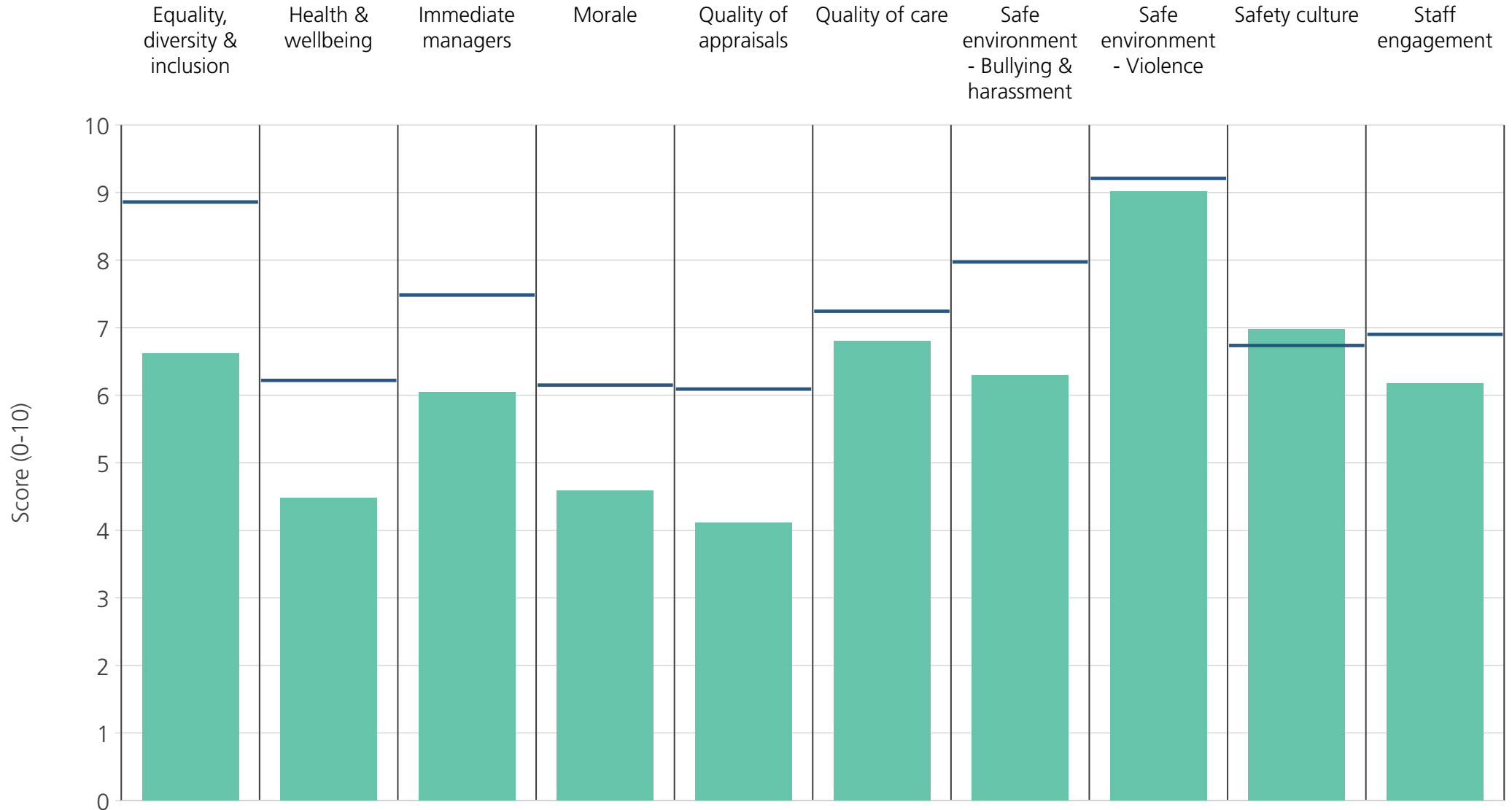
Directorate	8.9	6.0	7.5	5.7	5.5	6.3	8.0	9.8	6.1	6.0
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	45	45	44	45	36	44	44	44	45	46



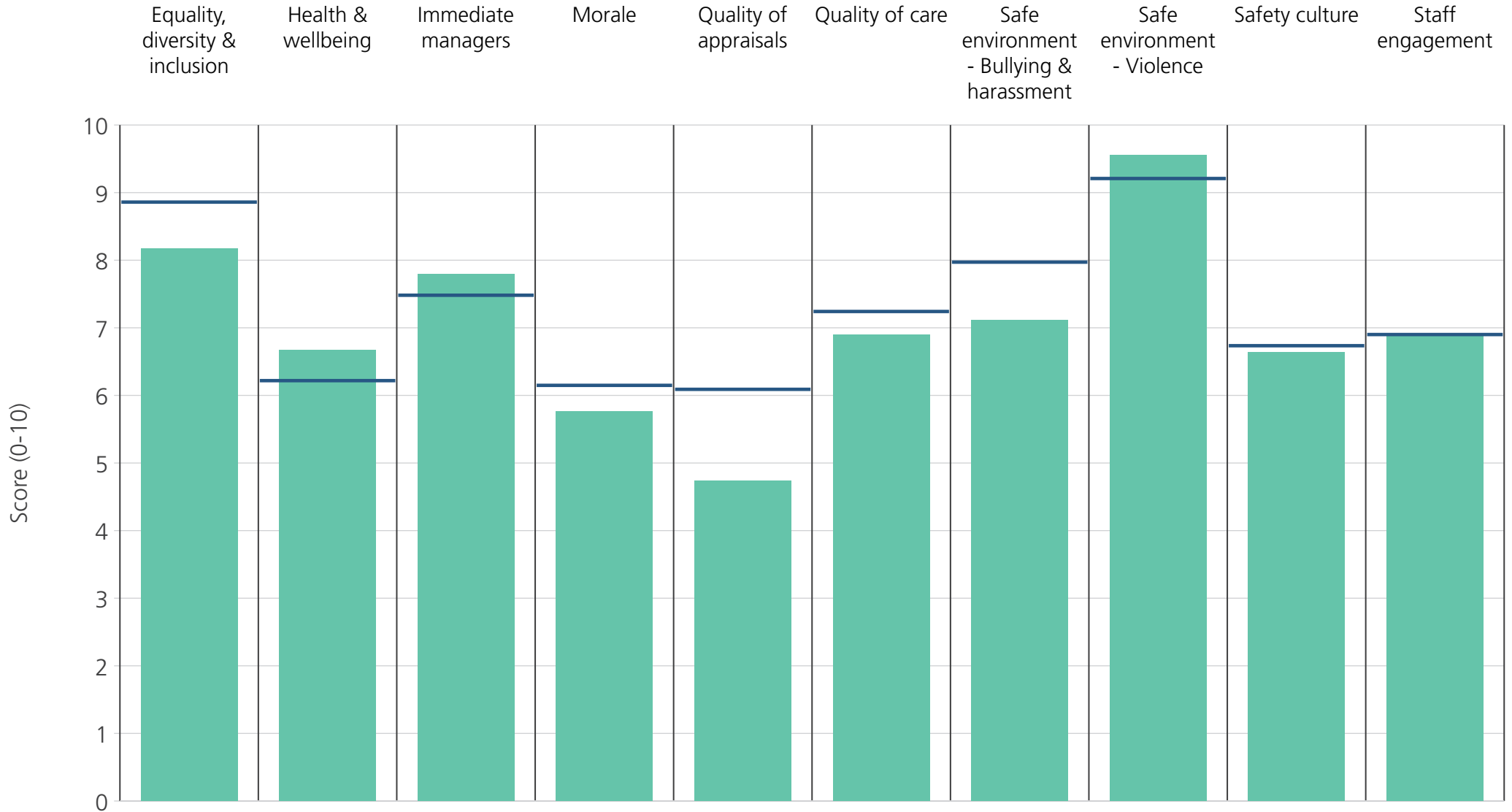
Directorate	9.2	6.9	7.4	6.2	6.6		9.7	9.9	6.5	7.0
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	58	58	58	58	53	8	58	57	58	58



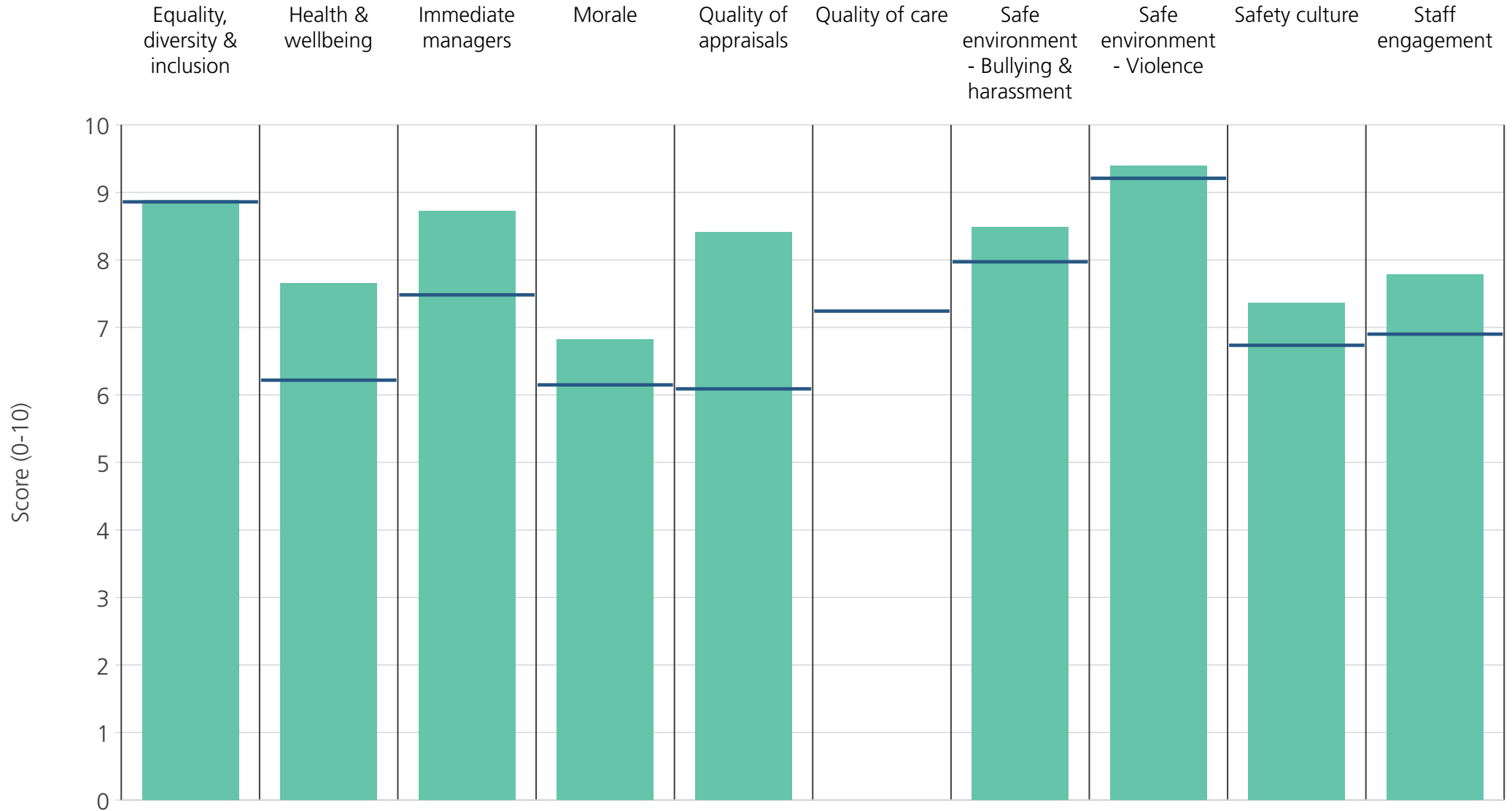
Directorate	9.8	6.9	8.0	7.1	6.3	7.3	9.3	9.6	7.7	7.5
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	27	27	27	27	25	26	27	27	27	27



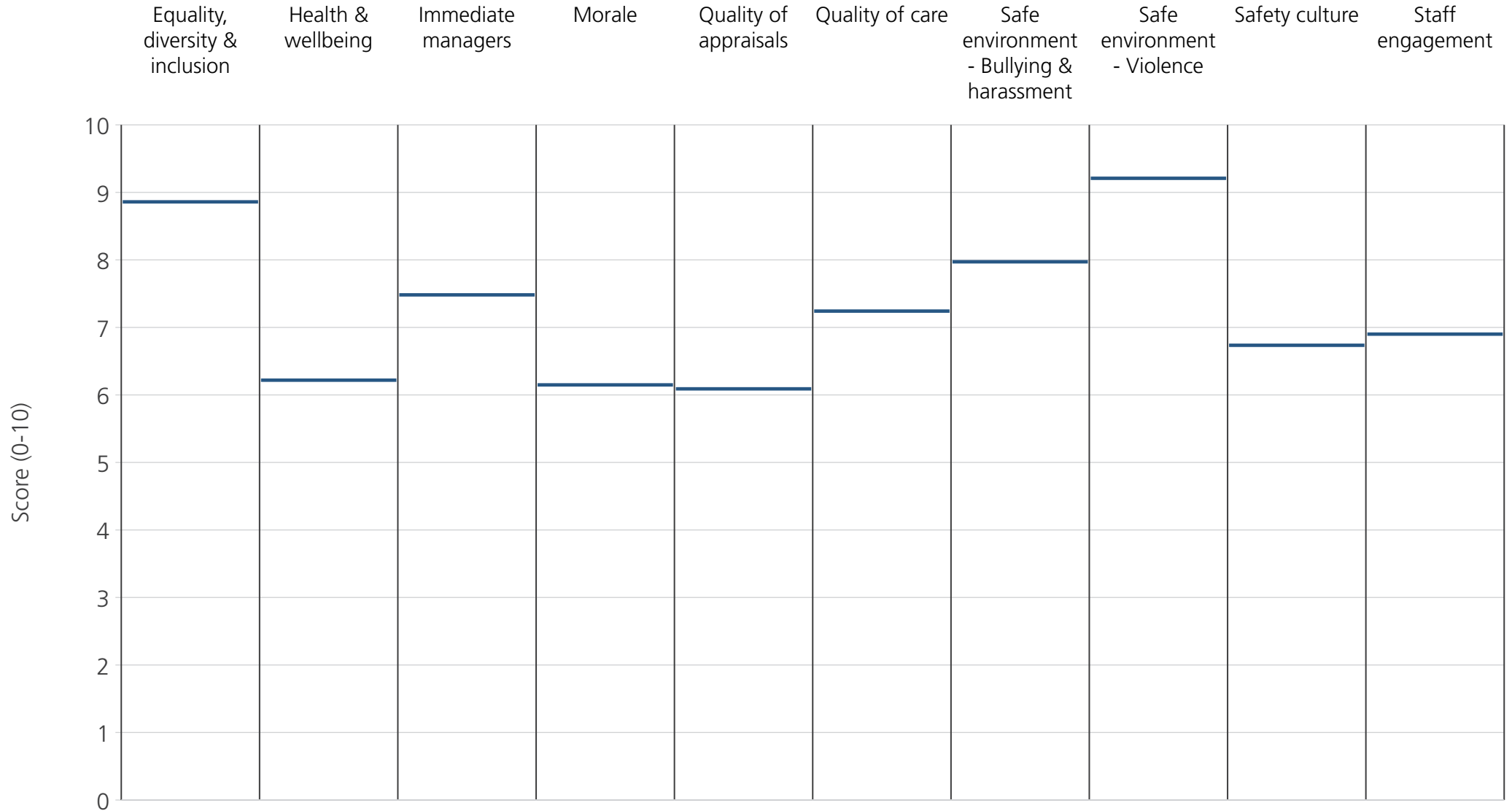
Directorate	6.6	4.5	6.0	4.6	4.1	6.8	6.3	9.0	7.0	6.2
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	18	18	18	18	14	13	18	17	18	18



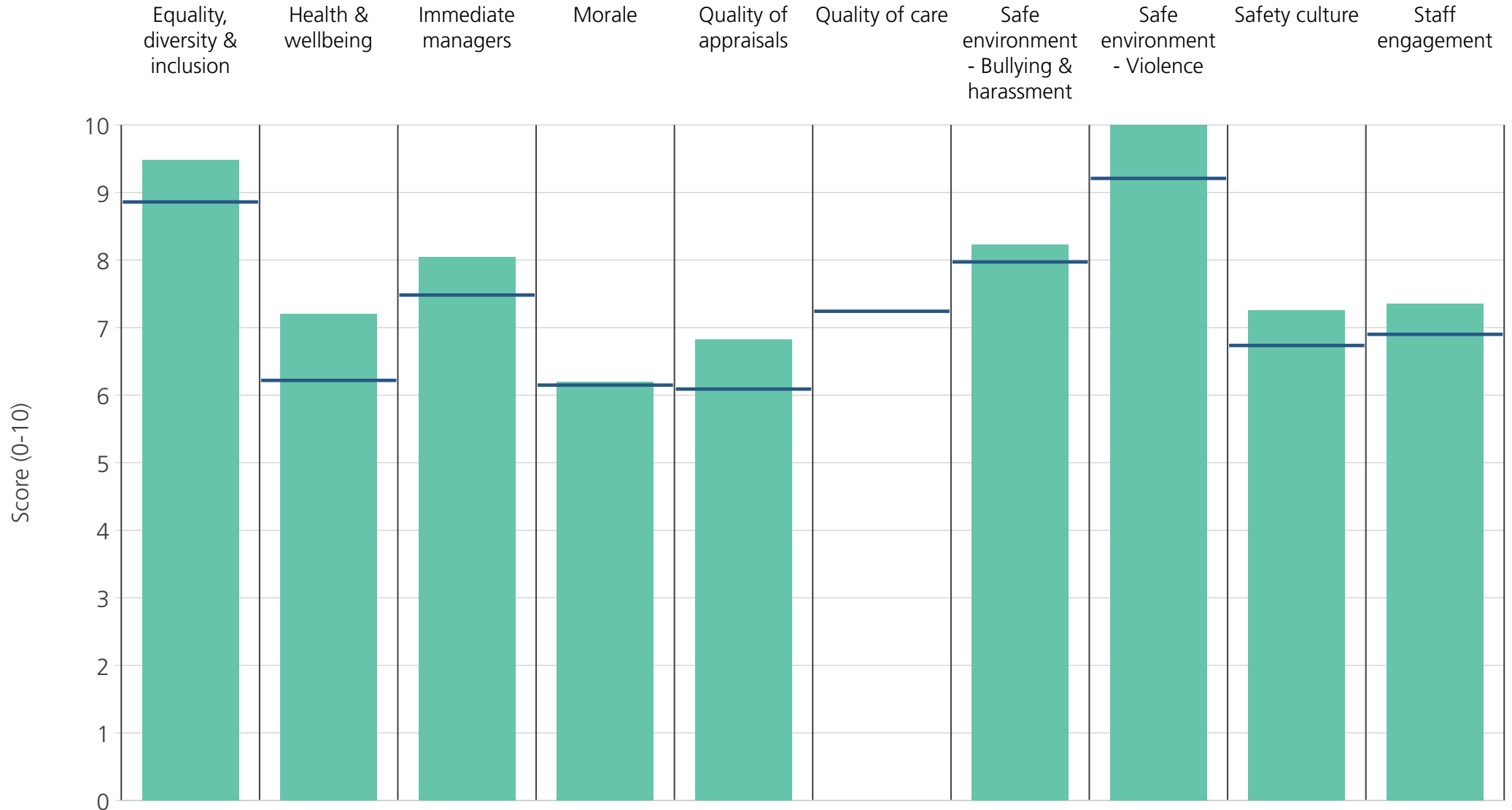
Directorate	8.2	6.7	7.8	5.8	4.7	6.9	7.1	9.6	6.6	6.9
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	15	15	15	15	14	11	15	15	15	15



Directorate	8.9	7.7	8.7	6.8	8.4		8.5	9.4	7.4	7.8
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	12	13	13	12	11	8	11	11	12	13



Directorate										
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	6	7	7	7	6	5	7	7	7	7



Directorate	9.5	7.2	8.0	6.2	6.8		8.2	10.0	7.3	7.4
Your org	8.9	6.2	7.5	6.1	6.1	7.2	8.0	9.2	6.7	6.9
Responses	16	16	16	16	13	2	16	16	16	16