

# Harrogate and District NHS Foundation Trust

2019 NHS Staff Survey

**Directorate Report**

**Contents**

Introduction . . . . .	3
Themes – Directorates 1 . . . . .	4
CCWCC . . . . .	5
Corporate . . . . .	6
LTUC . . . . .	7
P&S . . . . .	8
Themes – Directorates 2 . . . . .	9
Adult Community and support teams . . . . .	10
Bowel Screening, OPD, Therapies . . . . .	11
Cancer, IPC, Path, Pharm, Rad, SpNur . . . . .	12
CC&Th, Mat, MedStff, Orth&Surg Ward . . . . .	13
Chair, CE, Finance, N&M, Planning . . . . .	14
Childrens Services . . . . .	15
Chronic Pain, Podiatry & Therapies . . . . .	16
Dental, SMT, MedStff & Paeds . . . . .	17
ED, SMT, MedStff, MIU, OOH & Resus . . . . .	18
HR, IT, MedDir, ReschAcc & Imp&Tran . . . . .	19
LTUC Wards . . . . .	20
SMT & Research Accounts . . . . .	21

This directorate report for Harrogate and District NHS Foundation Trust contains results by directorate for themes from the 2019 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 Harrogate and District 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 '2019 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.

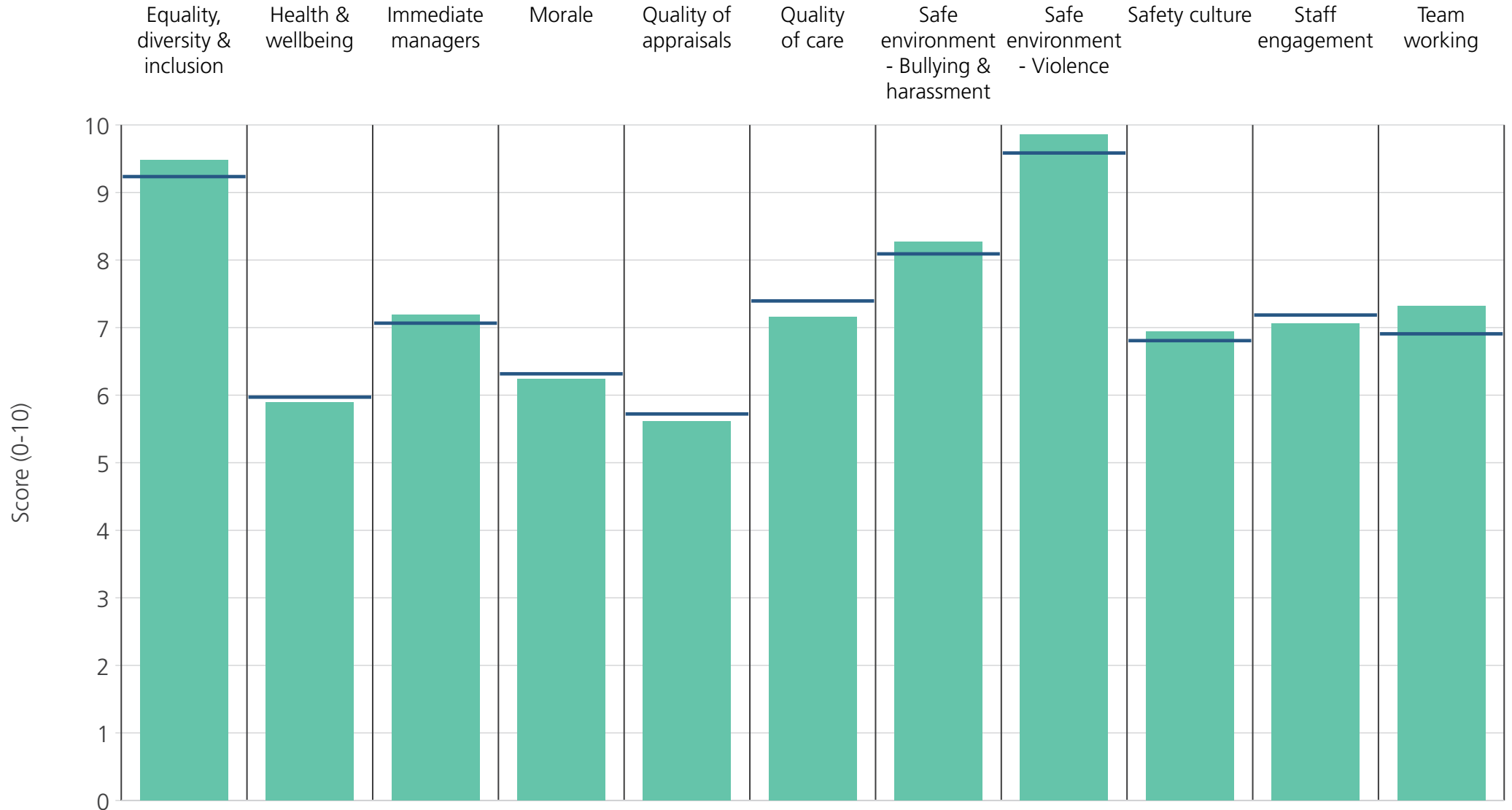
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



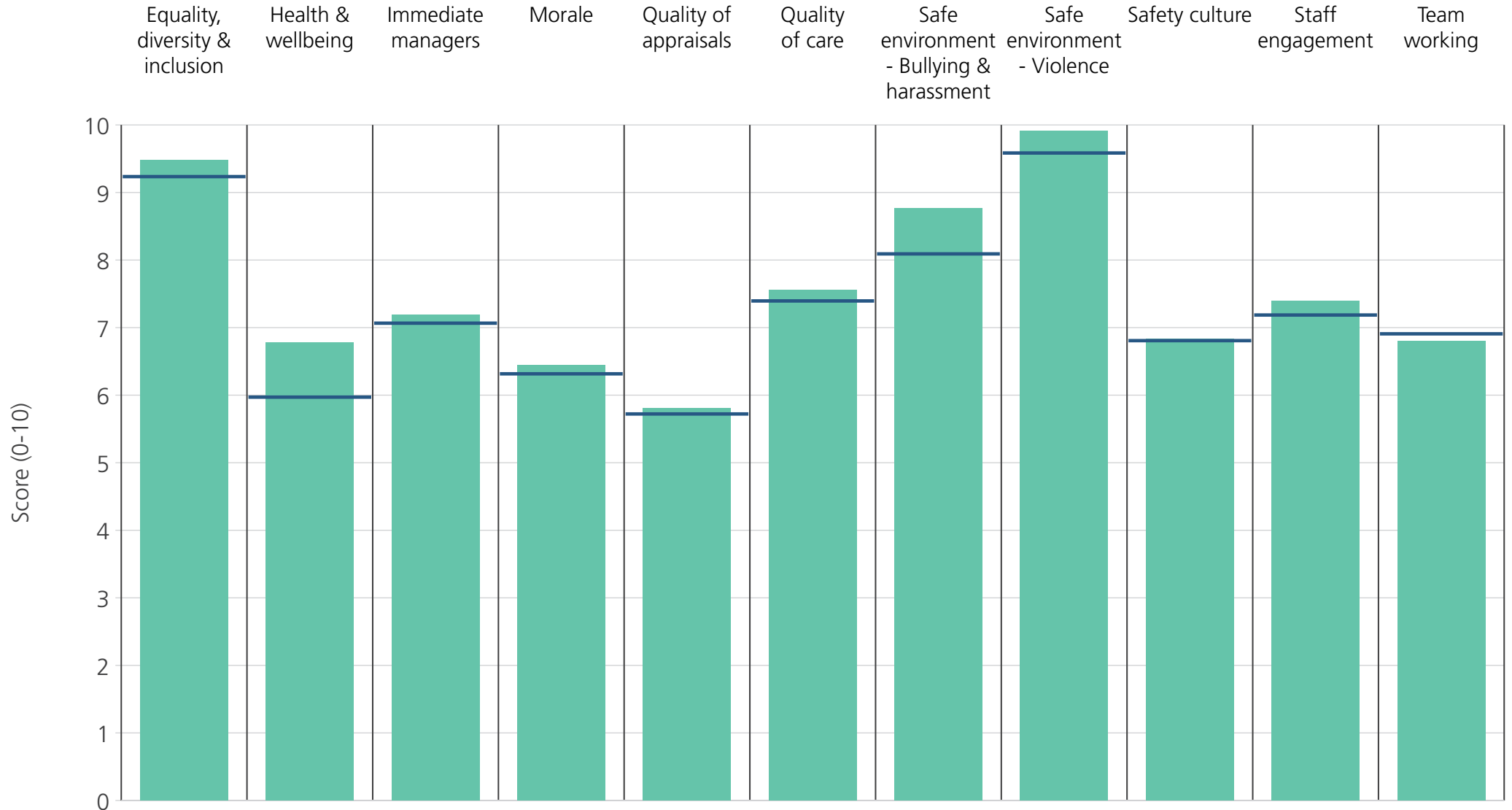
**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

# Directorates 1

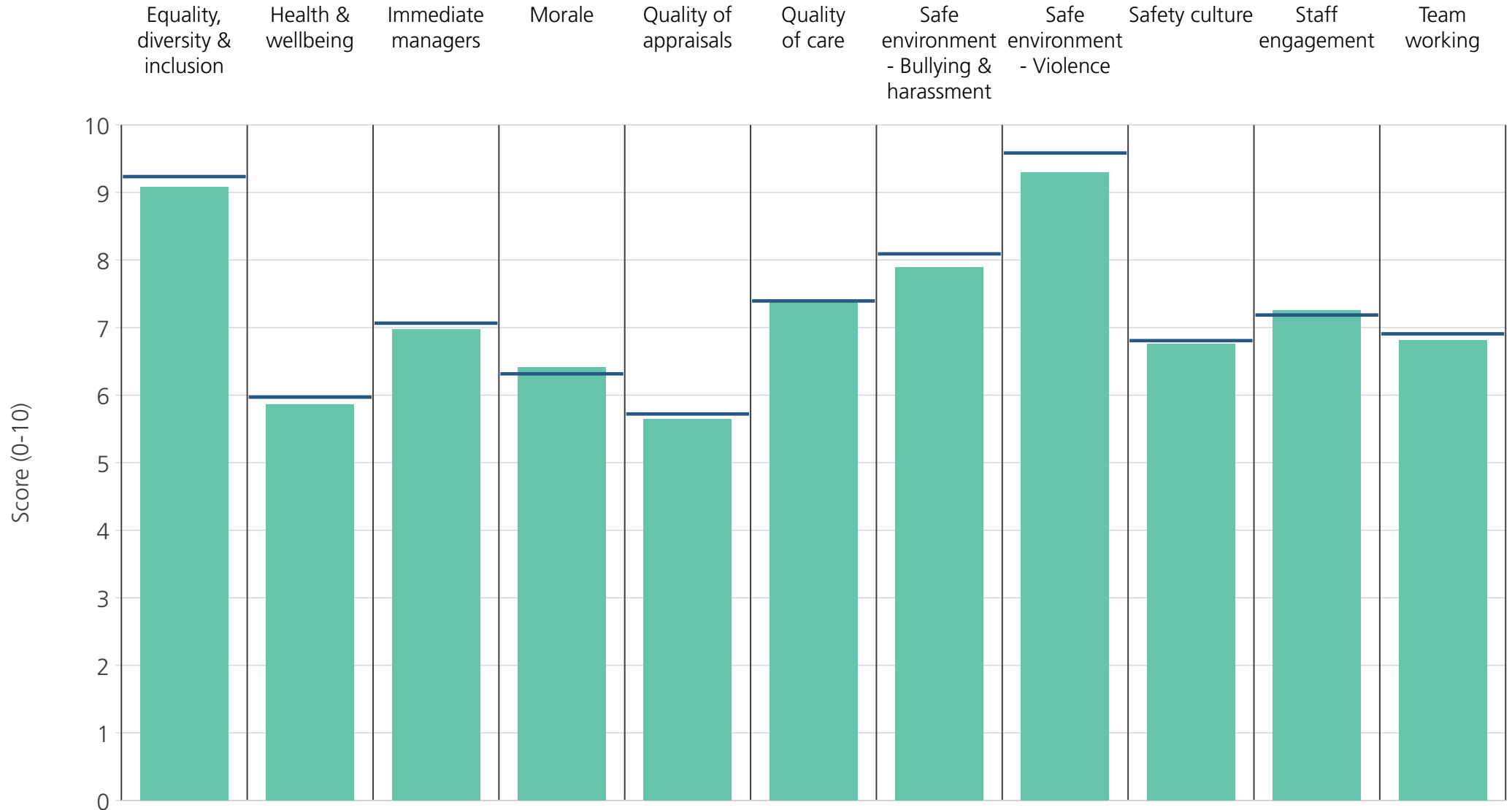
Harrogate and District NHS Foundation Trust  
2019 NHS Staff Survey Results



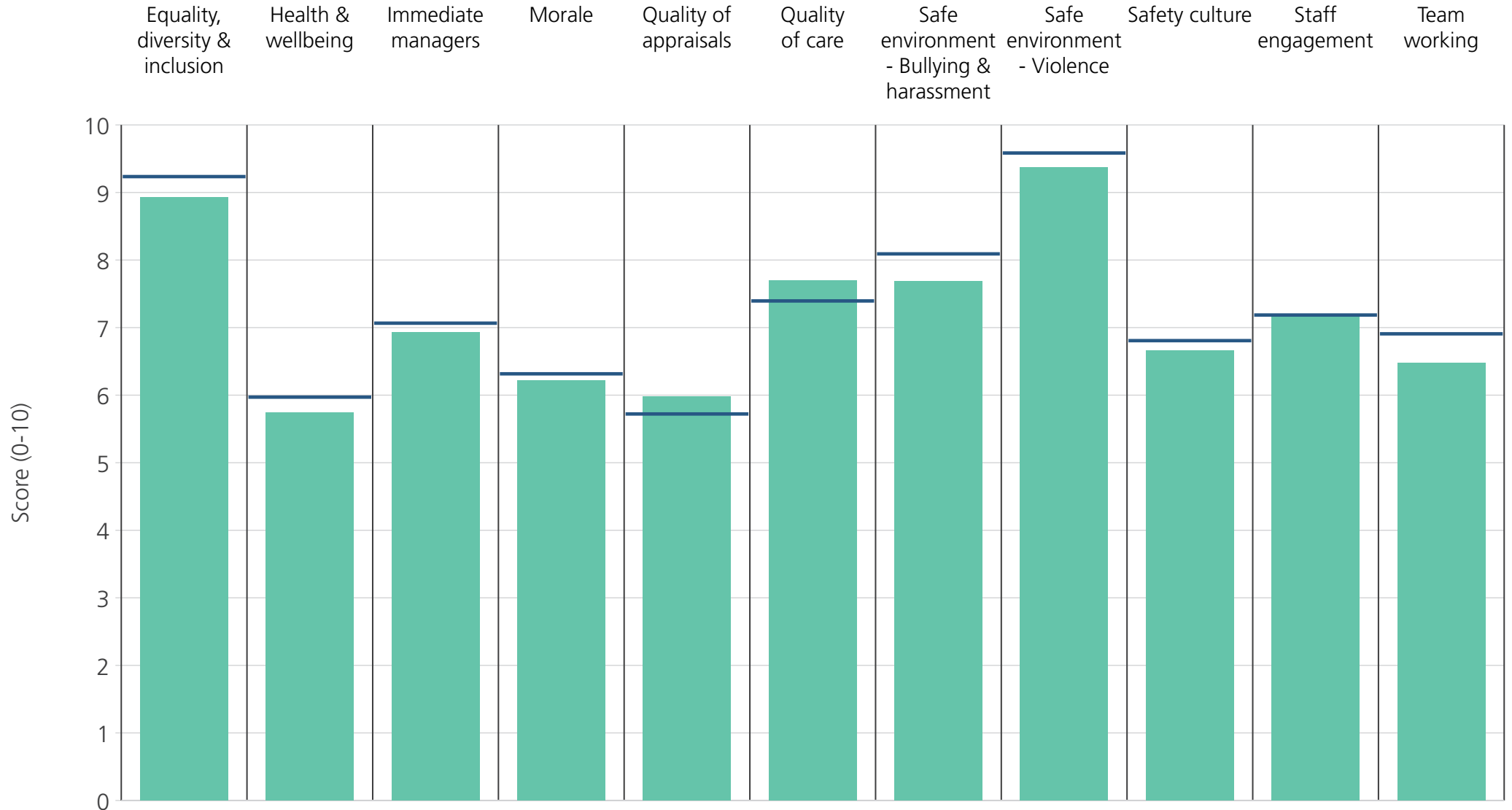
<b>Directorate</b>	9.5	5.9	7.2	6.2	5.6	7.2	8.3	9.9	6.9	7.1	7.3
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	551	555	554	553	511	528	552	553	554	555	553



<b>Directorate</b>	9.5	6.8	7.2	6.4	5.8	7.6	8.8	9.9	6.8	7.4	6.8
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	223	223	222	222	182	123	222	223	222	223	222



<b>Directorate</b>	9.1	5.9	7.0	6.4	5.6	7.4	7.9	9.3	6.8	7.3	6.8
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	515	517	513	516	466	496	513	515	516	516	511

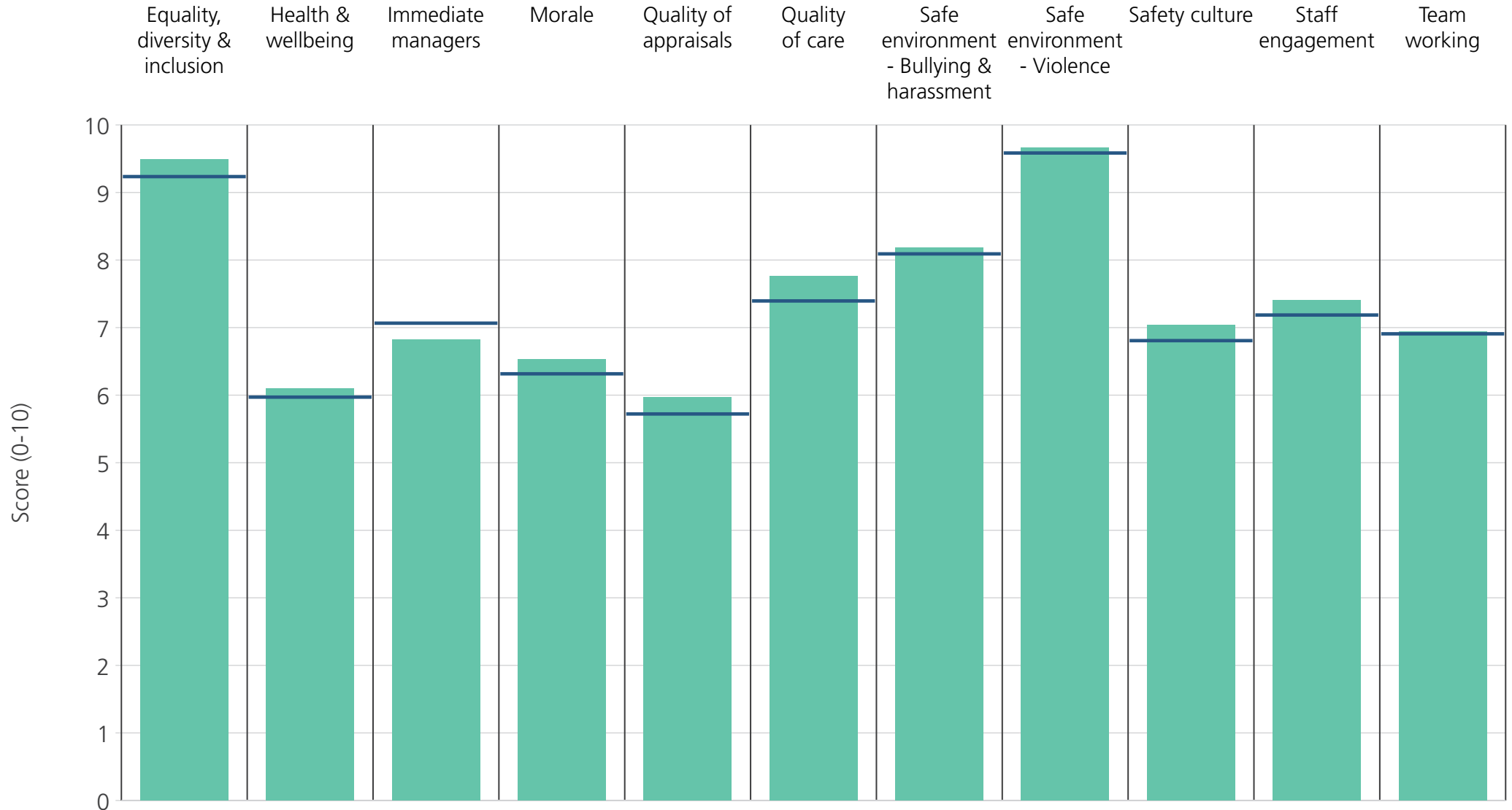


<b>Directorate</b>	8.9	5.7	6.9	6.2	6.0	7.7	7.7	9.4	6.7	7.2	6.5
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	353	358	358	358	312	347	358	358	358	359	356

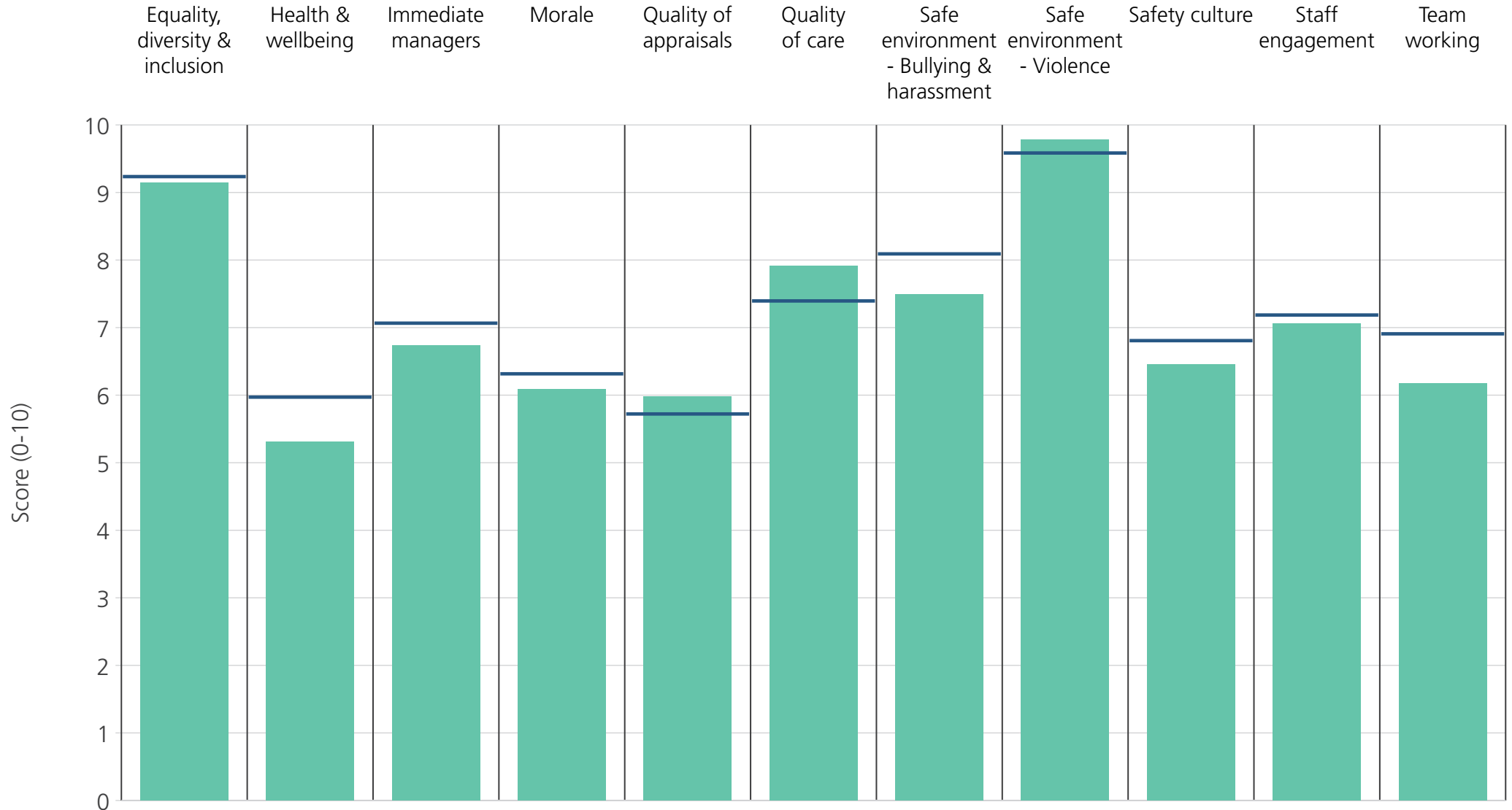


# Directorates 2

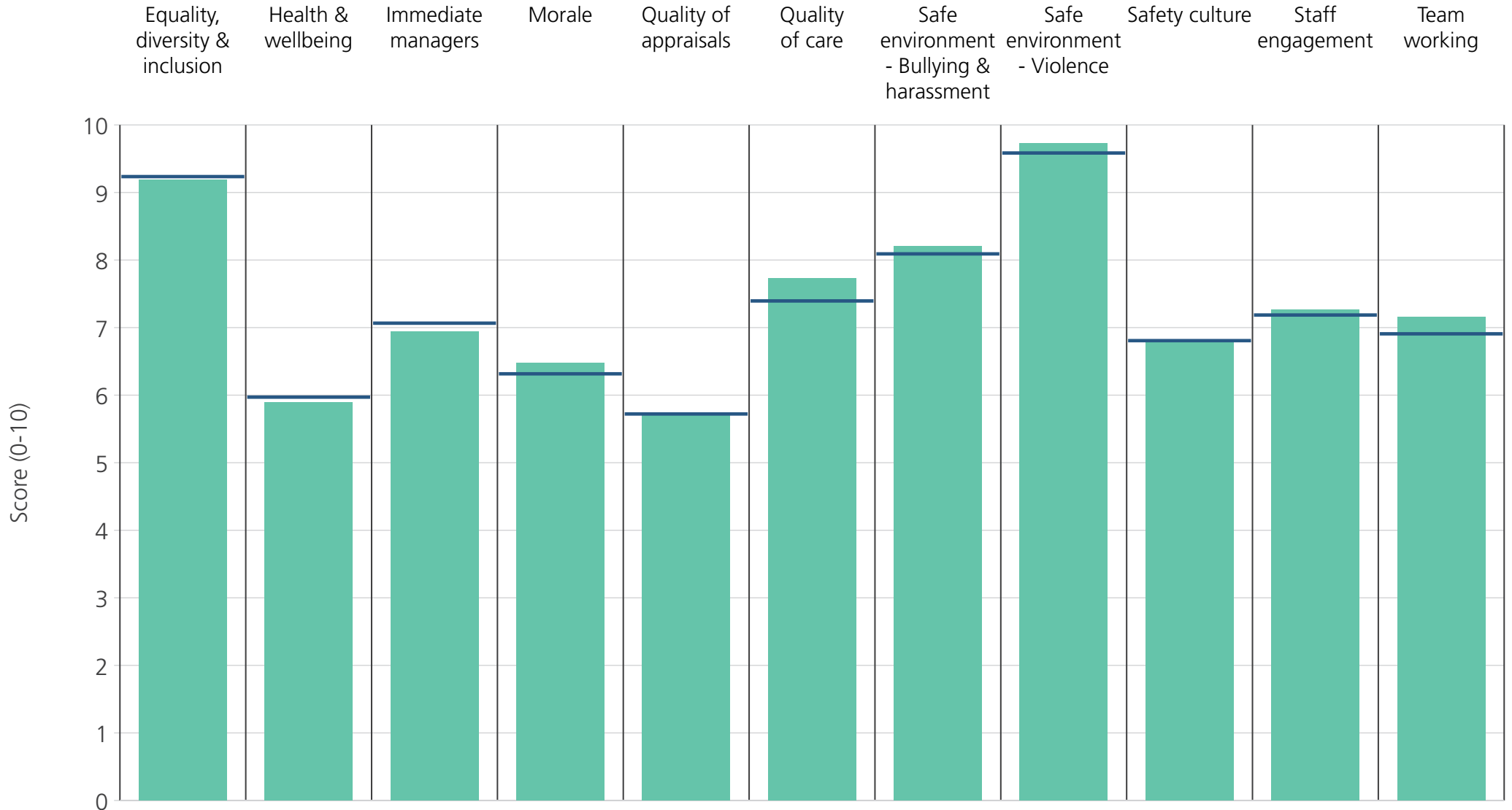
Harrogate and District NHS Foundation Trust  
2019 NHS Staff Survey Results



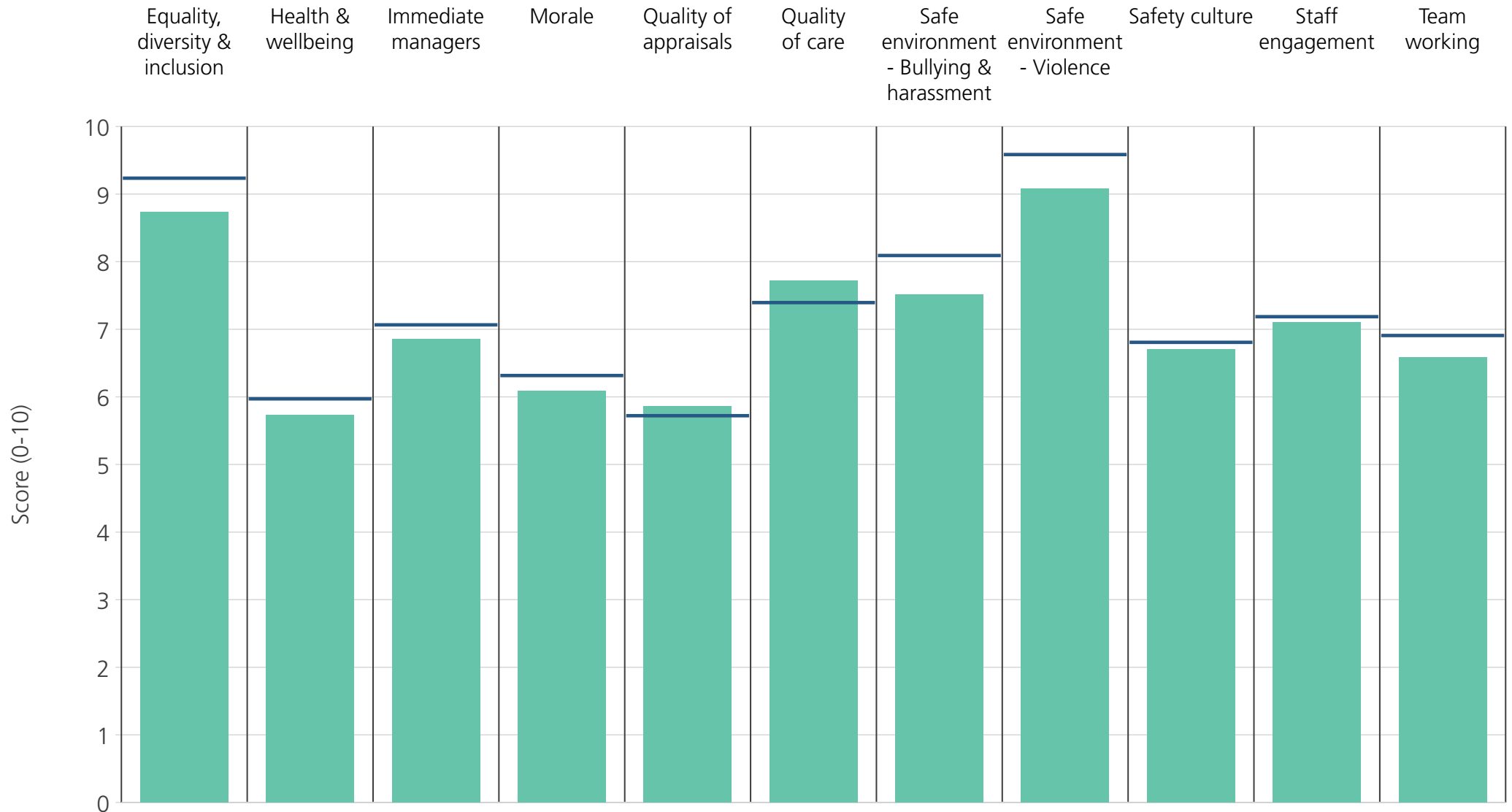
<b>Directorate</b>	9.5	6.1	6.8	6.5	6.0	7.8	8.2	9.7	7.0	7.4	6.9
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	99	99	99	99	96	96	99	98	99	99	98



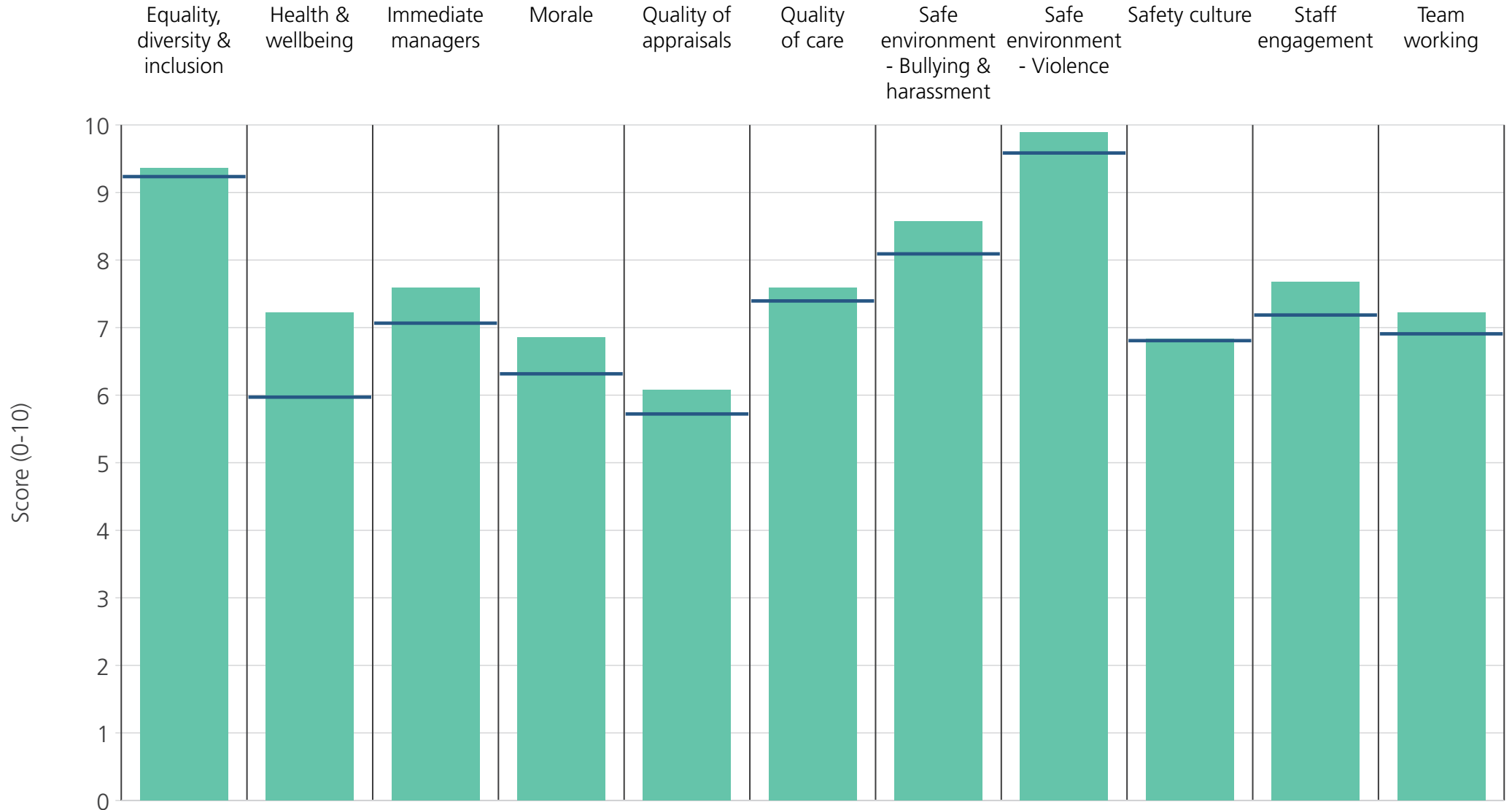
<b>Directorate</b>	9.1	5.3	6.7	6.1	6.0	7.9	7.5	9.8	6.5	7.1	6.2
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	91	93	93	93	78	93	93	93	93	93	92



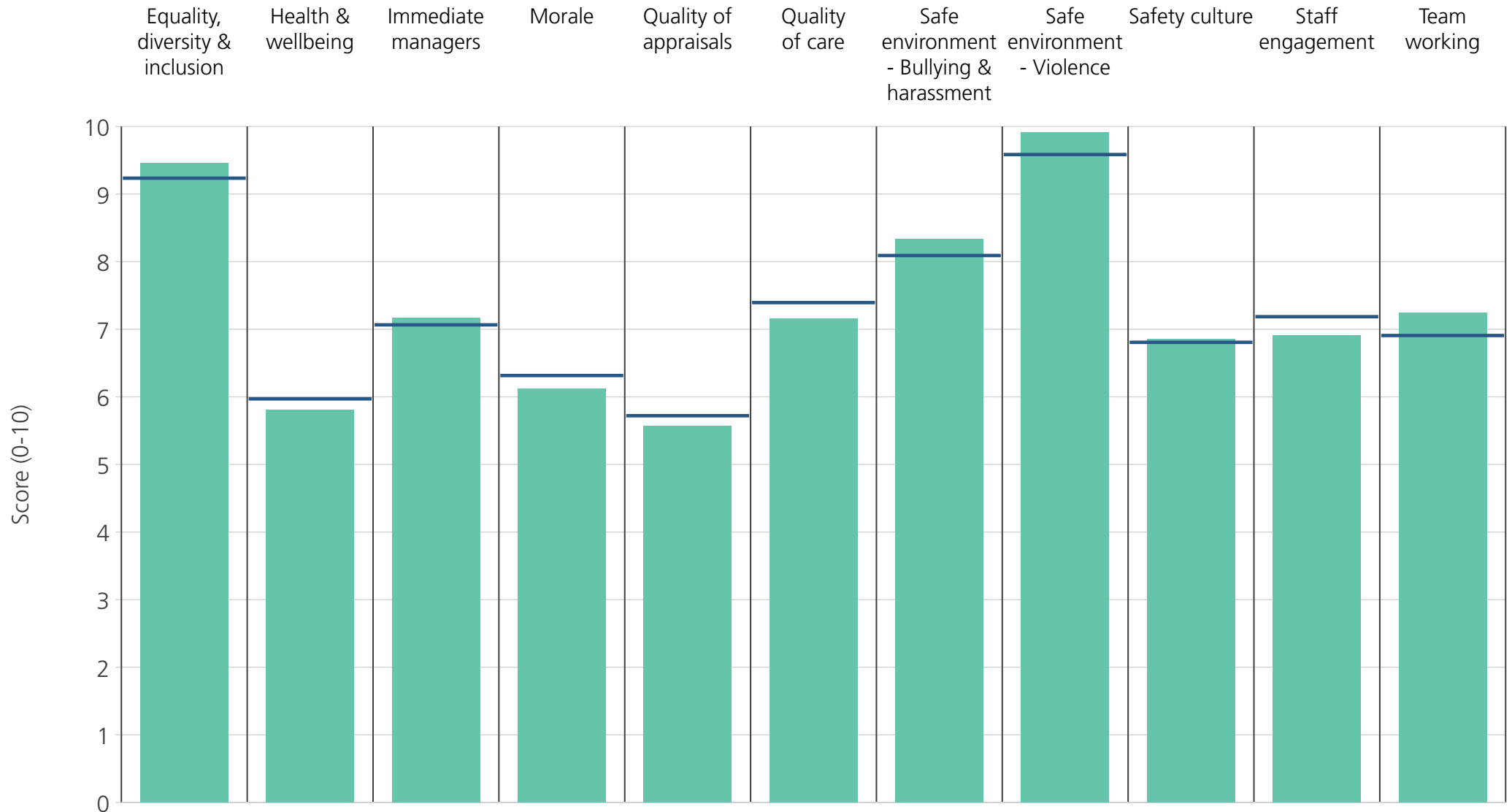
<b>Directorate</b>	9.2	5.9	6.9	6.5	5.7	7.7	8.2	9.7	6.8	7.3	7.2
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	196	197	196	197	190	188	195	196	196	197	194



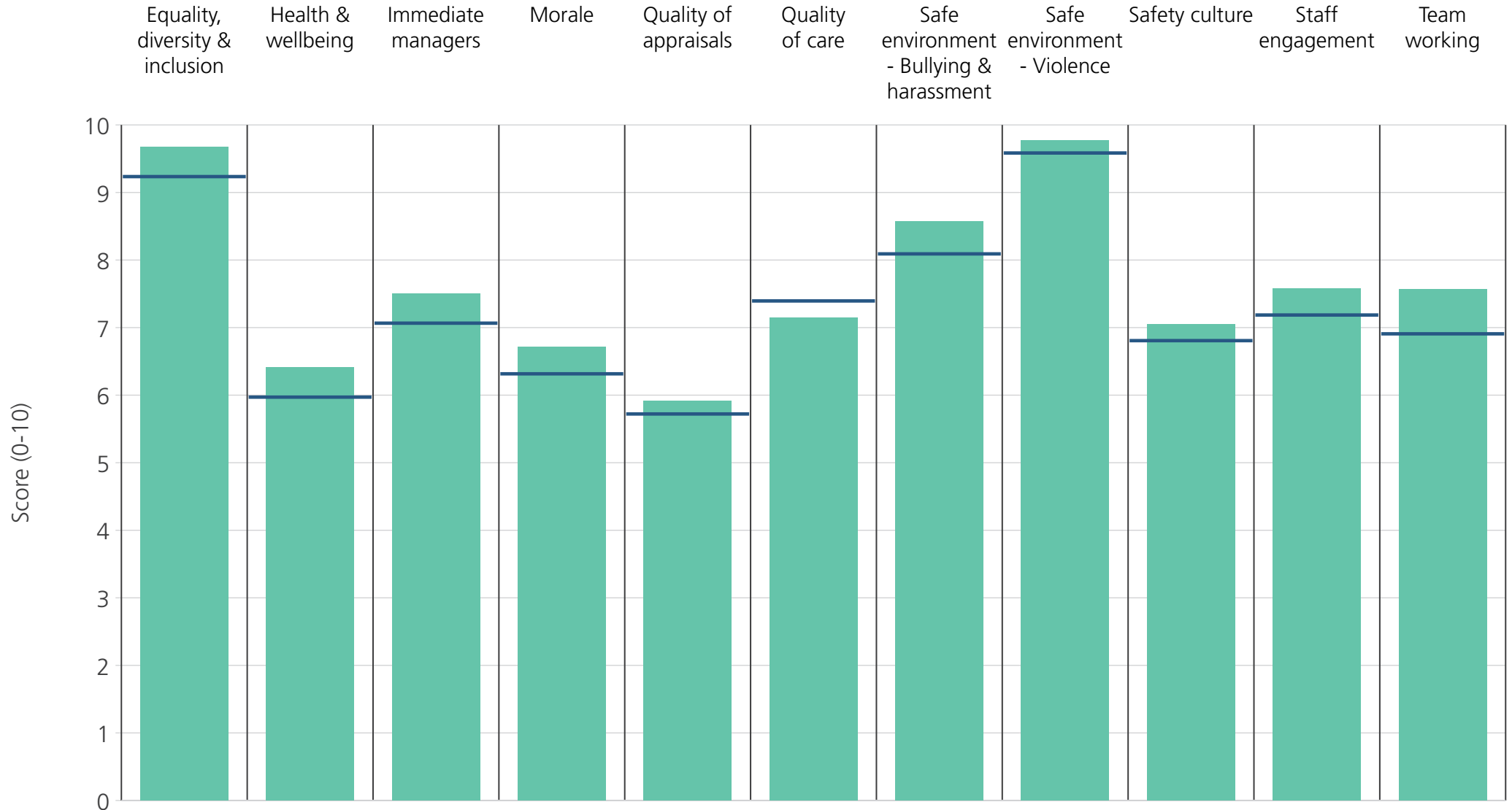
<b>Directorate</b>	8.7	5.7	6.9	6.1	5.9	7.7	7.5	9.1	6.7	7.1	6.6
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	208	211	211	211	184	210	211	211	211	212	210



<b>Directorate</b>	9.4	7.2	7.6	6.9	6.1	7.6	8.6	9.9	6.8	7.7	7.2
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	63	63	63	62	50	24	63	63	63	63	63

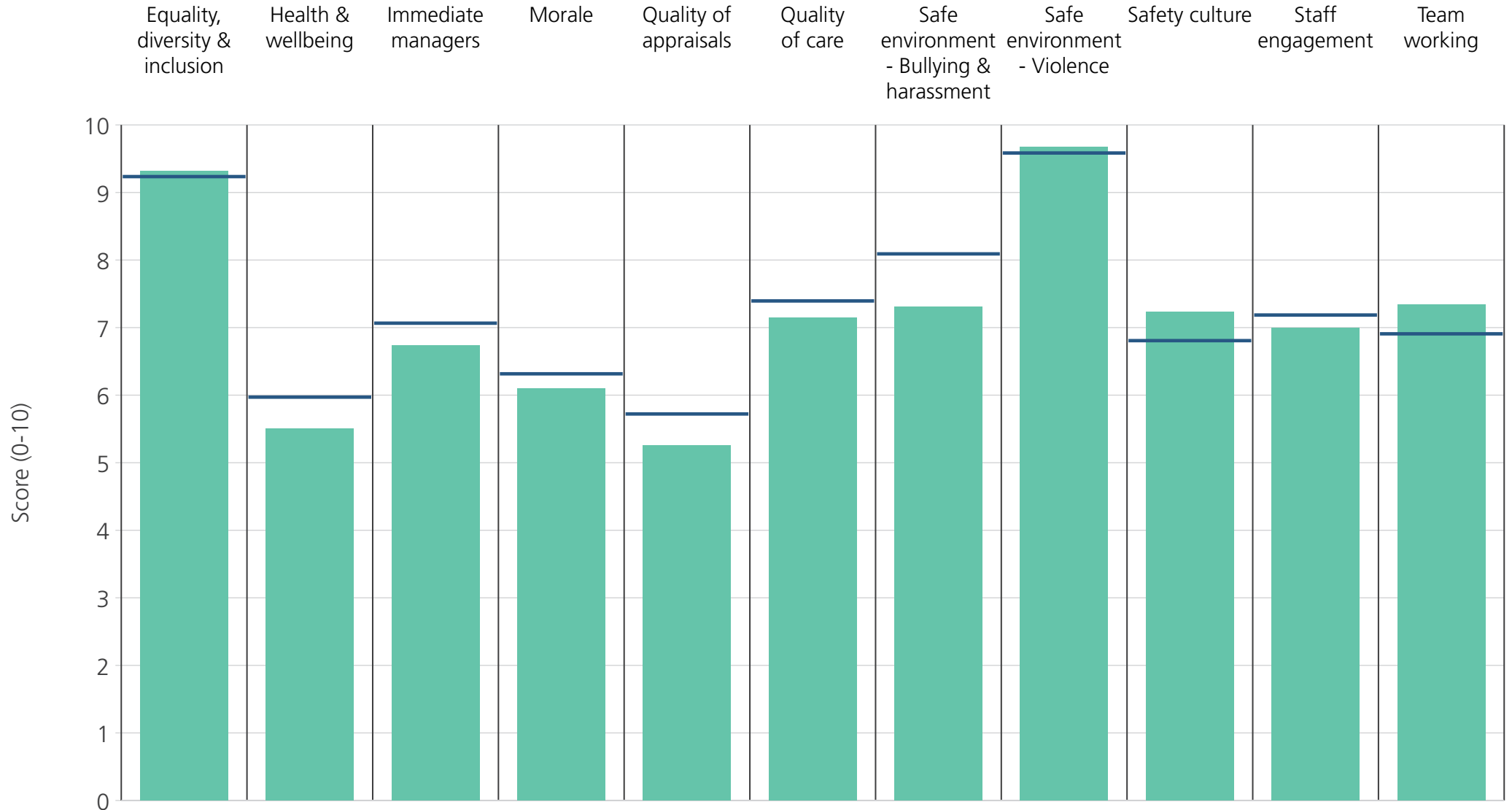


<b>Directorate</b>	9.5	5.8	7.2	6.1	5.6	7.2	8.3	9.9	6.9	6.9	7.2
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	374	376	376	374	355	359	373	375	375	376	374

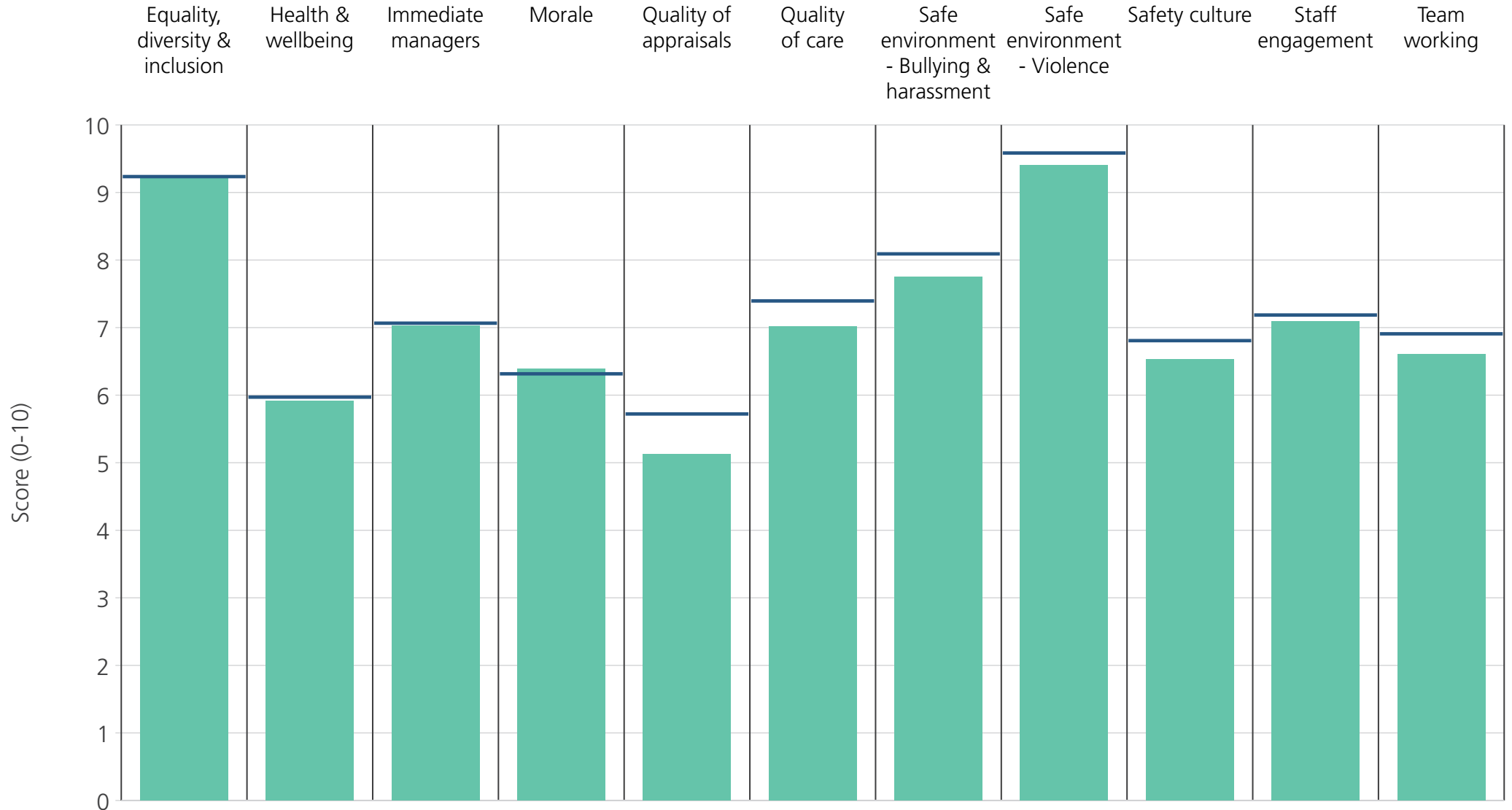


<b>Directorate</b>	9.7	6.4	7.5	6.7	5.9	7.2	8.6	9.8	7.1	7.6	7.6
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	116	117	117	117	103	112	117	116	117	117	117

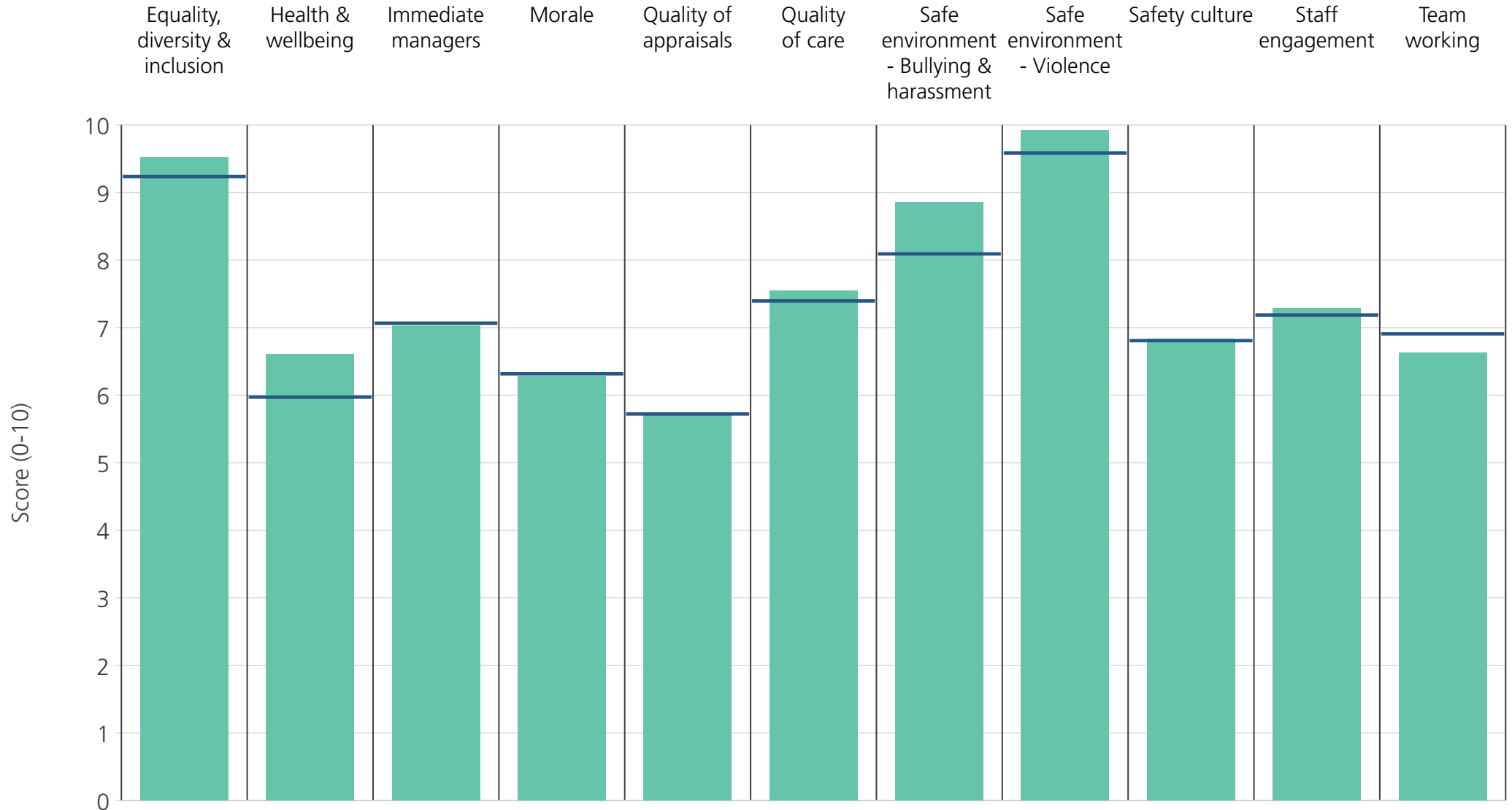




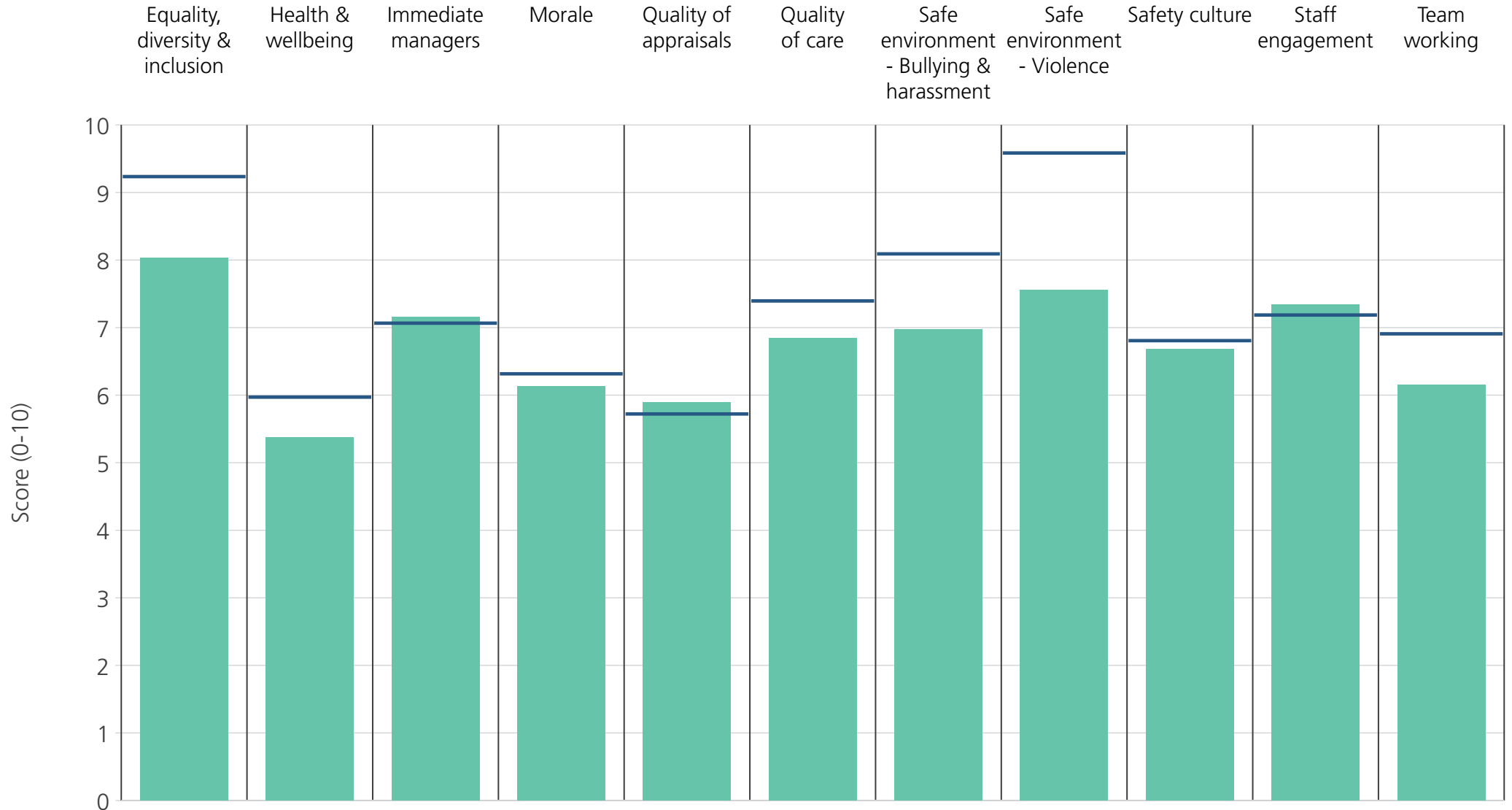
<b>Directorate</b>	9.3	5.5	6.7	6.1	5.3	7.1	7.3	9.7	7.2	7.0	7.3
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	61	62	61	62	53	57	62	62	62	62	62



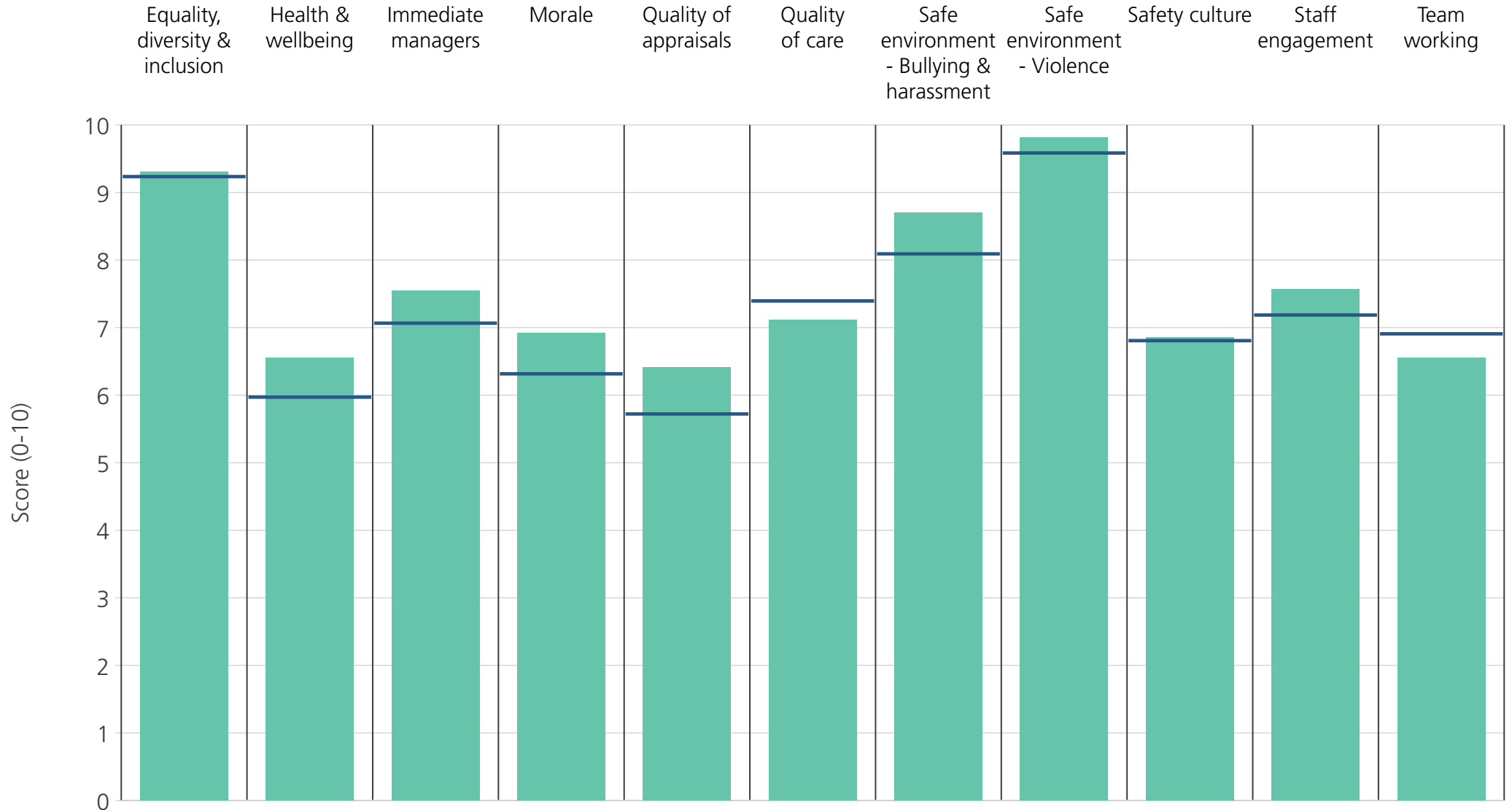
<b>Directorate</b>	9.2	5.9	7.0	6.4	5.1	7.0	7.7	9.4	6.5	7.1	6.6
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	143	144	144	144	121	136	142	144	144	144	143



<b>Directorate</b>	9.5	6.6	7.0	6.3	5.7	7.5	8.8	9.9	6.8	7.3	6.6
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	160	160	159	160	132	99	159	160	159	160	159



<b>Directorate</b>	8.0	5.4	7.2	6.1	5.9	6.8	7.0	7.6	6.7	7.3	6.2
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	77	77	74	76	59	76	77	77	77	76	76



<b>Directorate</b>	9.3	6.5	7.5	6.9	6.4	7.1	8.7	9.8	6.8	7.6	6.6
<b>Your org</b>	9.2	6.0	7.1	6.3	5.7	7.4	8.1	9.6	6.8	7.2	6.9
<b>Responses</b>	54	54	54	54	50	44	54	54	54	54	54