

Poole Hospital NHS Foundation Trust

2019 NHS Staff Survey

Directorate Report

Contents

Introduction	3	Office of the Medical Director	26
Themes – Directorates 1	4	Outpatients L3	27
Clinical & Operational Support CG L2	5	Pharmacy L3	28
Corporate Services	6	Specialty Medical Services	29
Medical Care Group L2	7	Surgery L3	30
Surgical Care Group L2	8	Therapy Services L3	31
Women, Children's & Oncology Care Group L2	9	Trauma L3	32
Themes – Directorates 2	10		
Critical Care Directorate	11		
Directorate of Child Health L3	12		
Directorate of Finance/IT/Estates	13		
Directorate of Gynaecology L3	14		
Directorate of Human Resources	15		
Directorate of Maternity Services L3	16		
Directorate of Med for the Elderly	17		
Directorate of Medicine	18		
Directorate of Oncology	19		
Directorate of Operations L3	20		
Directorate of Pathology	21		
Directorate of Radiology	22		
Emergency Care	23		
Executive Board and Services	24		
Nursing & Patient Services	25		

This directorate report for Poole Hospital 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 Poole Hospital 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.

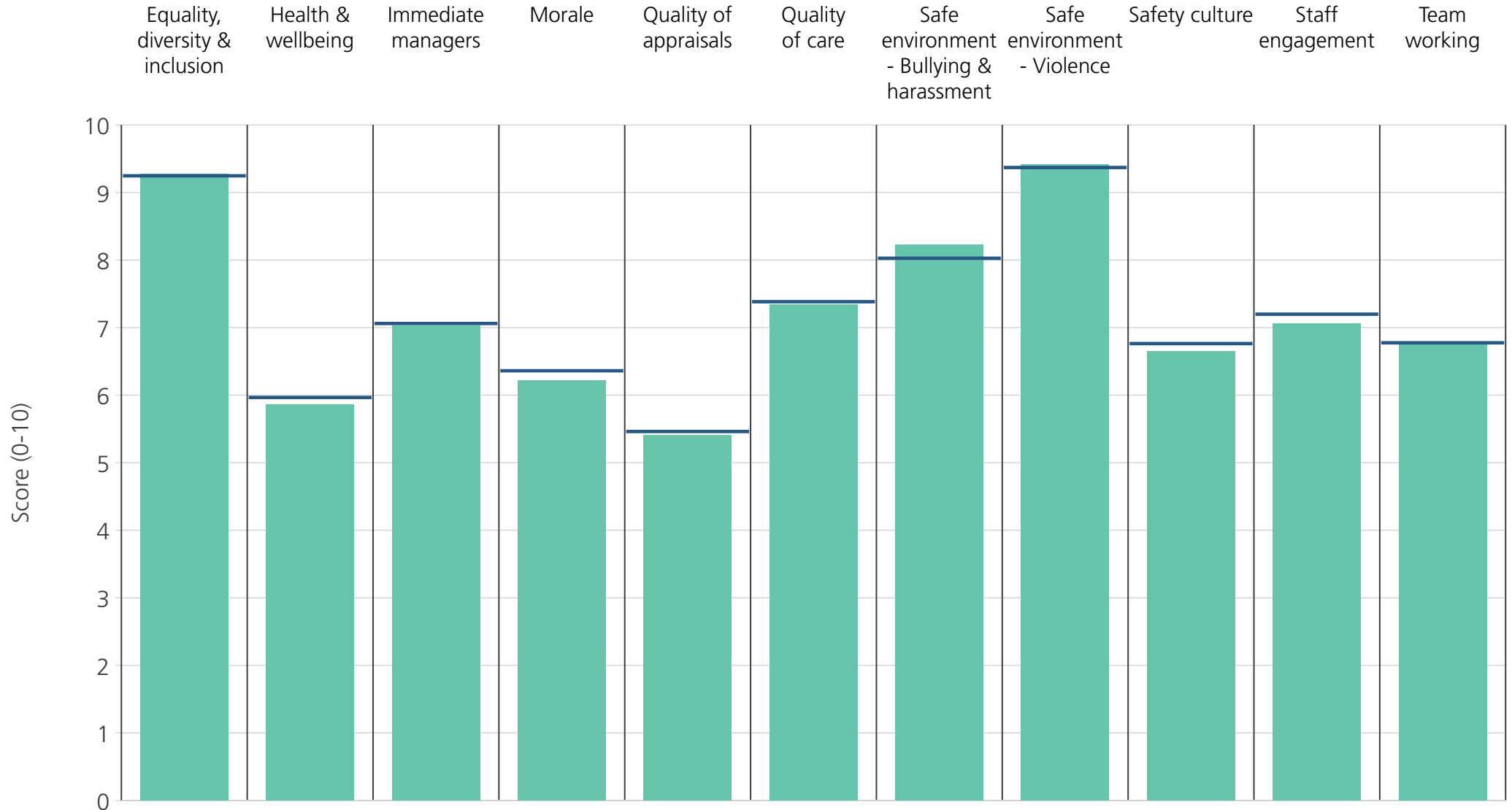
Directorate results are presented in the context of the (unweighted) **organisation average ('Your org')**, so it is easy to tell if a directorate is performing better or worse than the organisation average. For all themes, a higher score is a better result than a lower score.

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

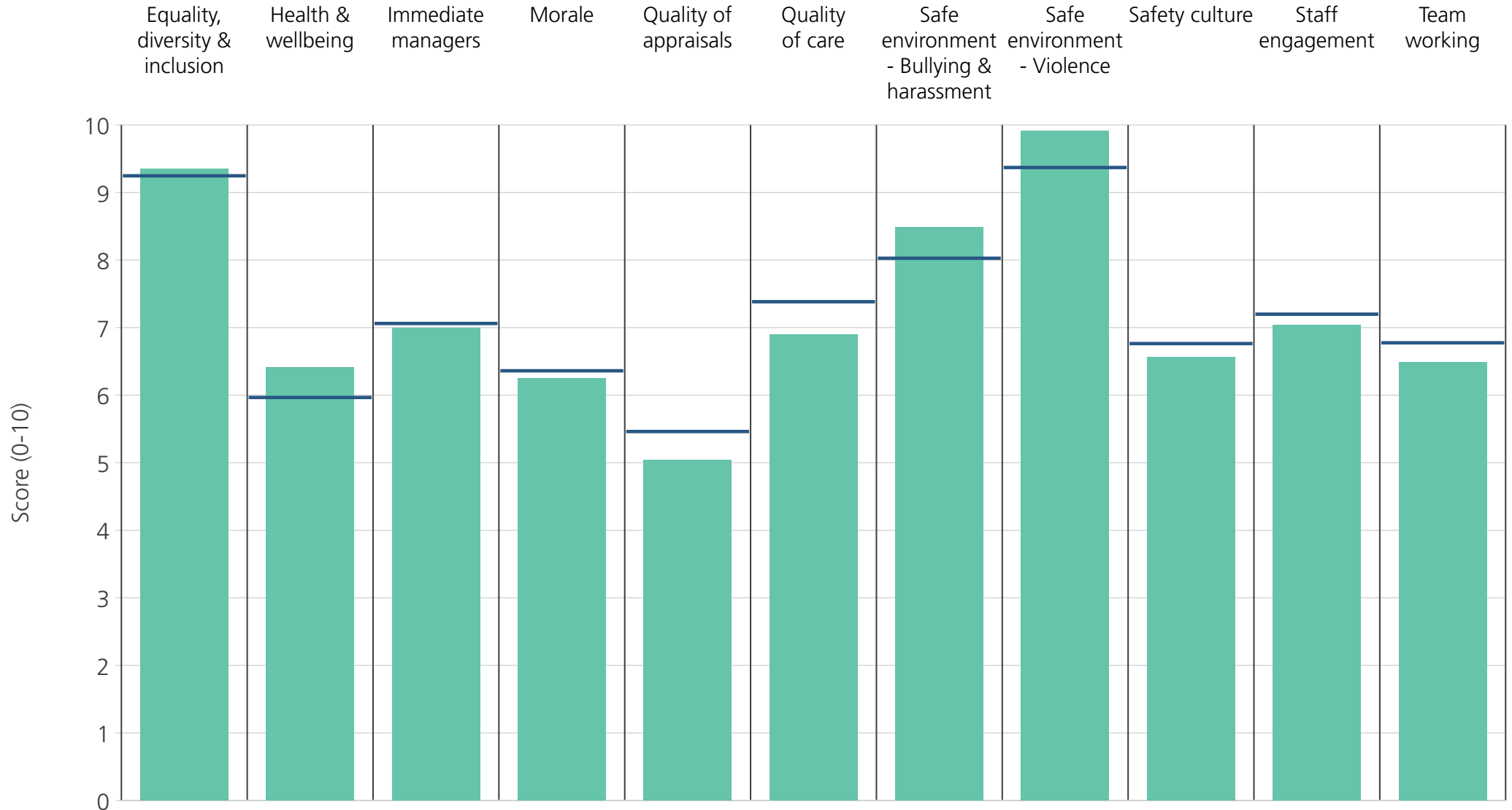


! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

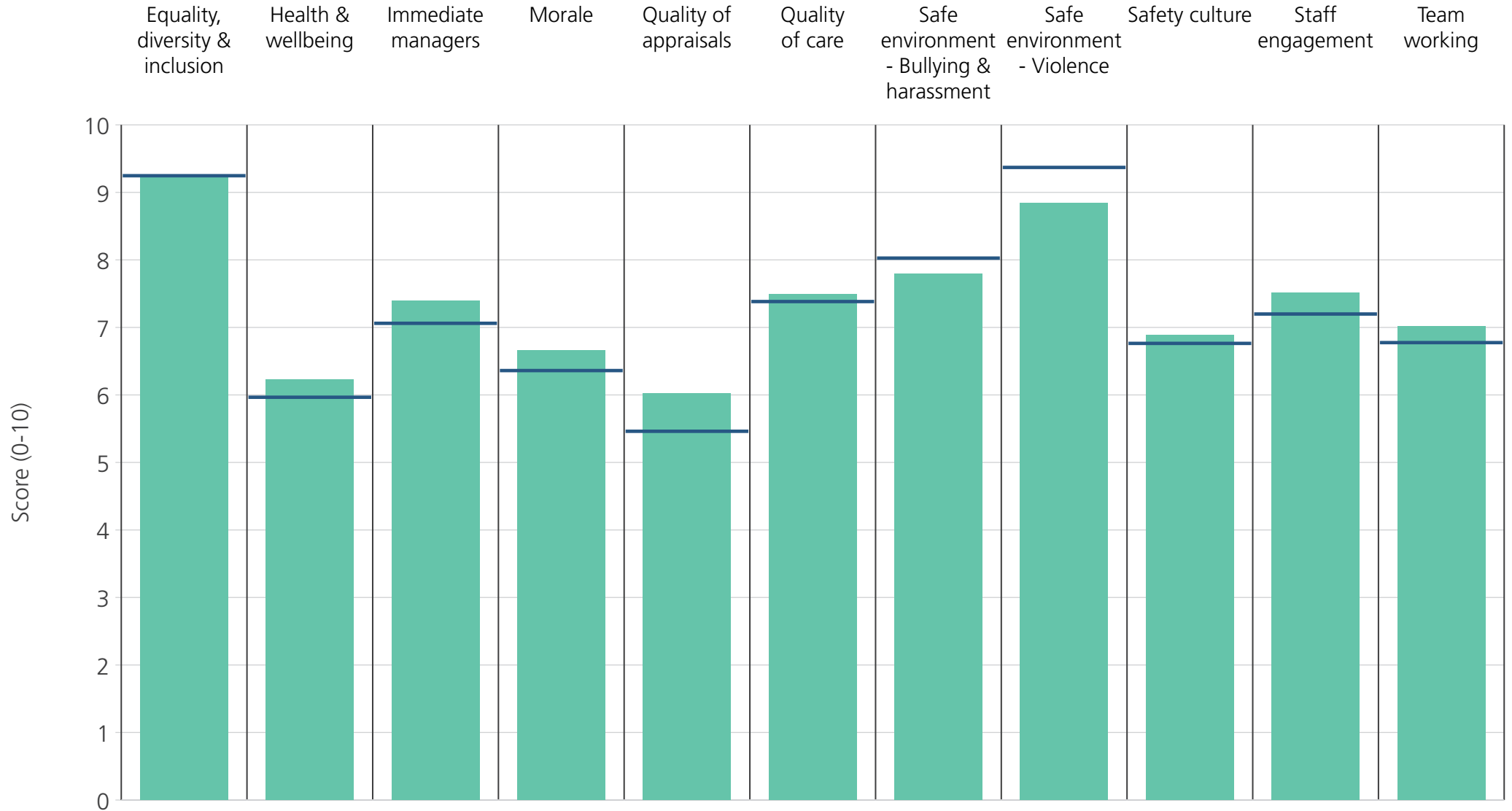
Directorates 1



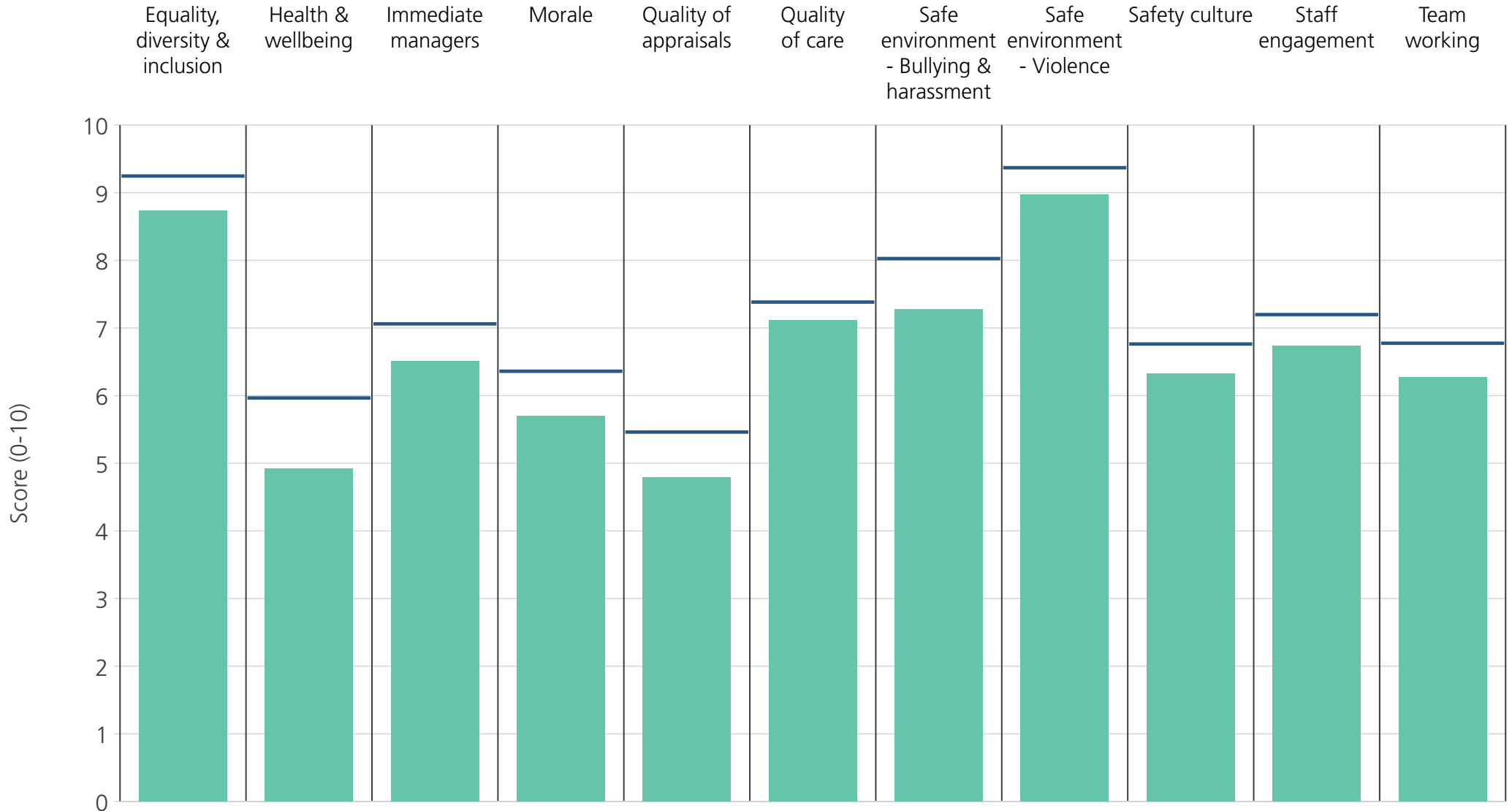
Directorate	9.3	5.9	7.0	6.2	5.4	7.3	8.2	9.4	6.6	7.1	6.8
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	467	470	470	464	433	443	468	465	468	471	466



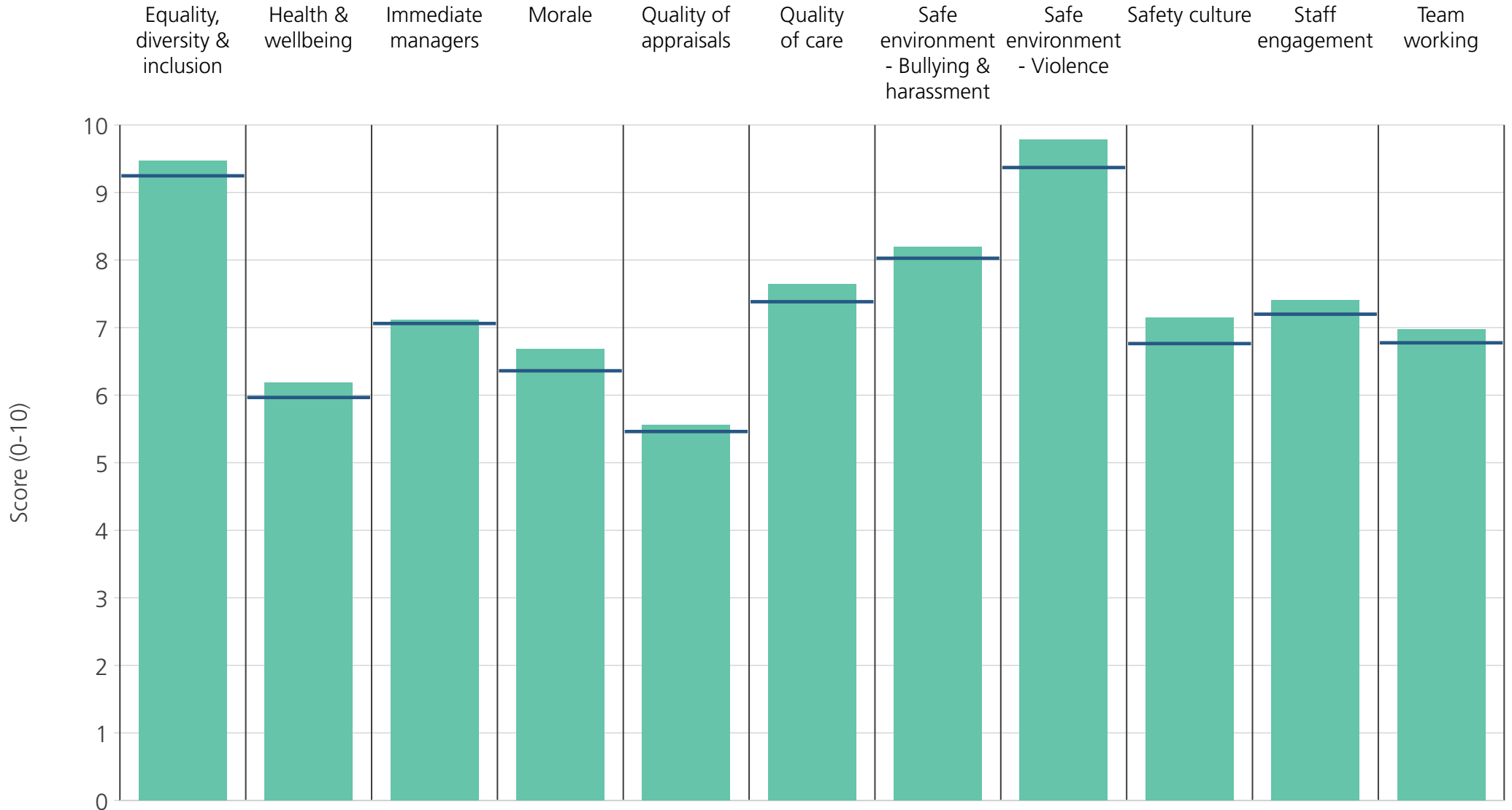
Directorate	9.4	6.4	7.0	6.3	5.0	6.9	8.5	9.9	6.6	7.0	6.5
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	216	216	217	216	178	122	216	217	216	218	217



Directorate	9.2	6.2	7.4	6.7	6.0	7.5	7.8	8.8	6.9	7.5	7.0
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	392	391	393	384	354	372	392	391	392	394	390

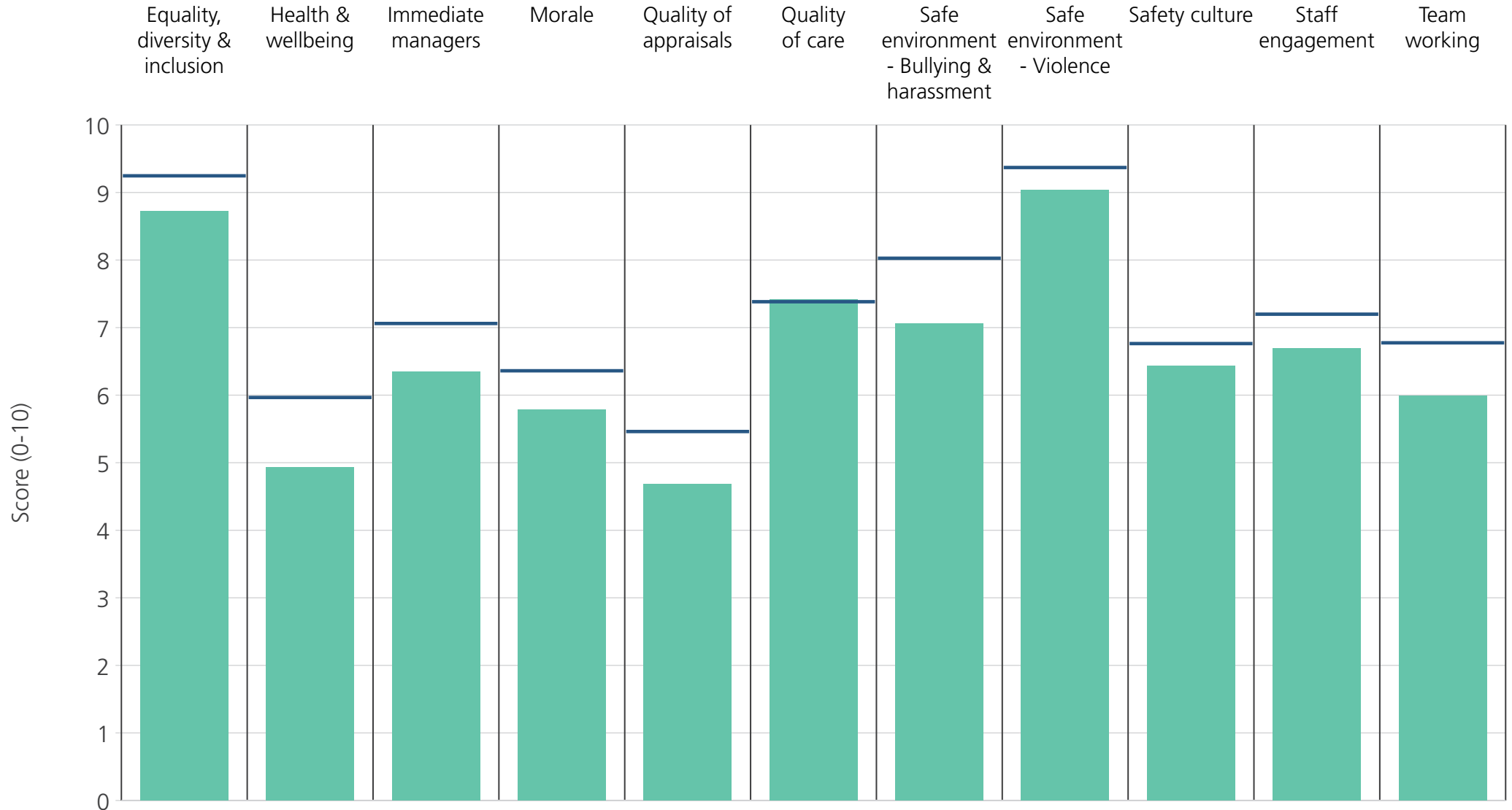


Directorate	8.7	4.9	6.5	5.7	4.8	7.1	7.3	9.0	6.3	6.7	6.3
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	223	224	226	223	200	216	223	223	222	227	223

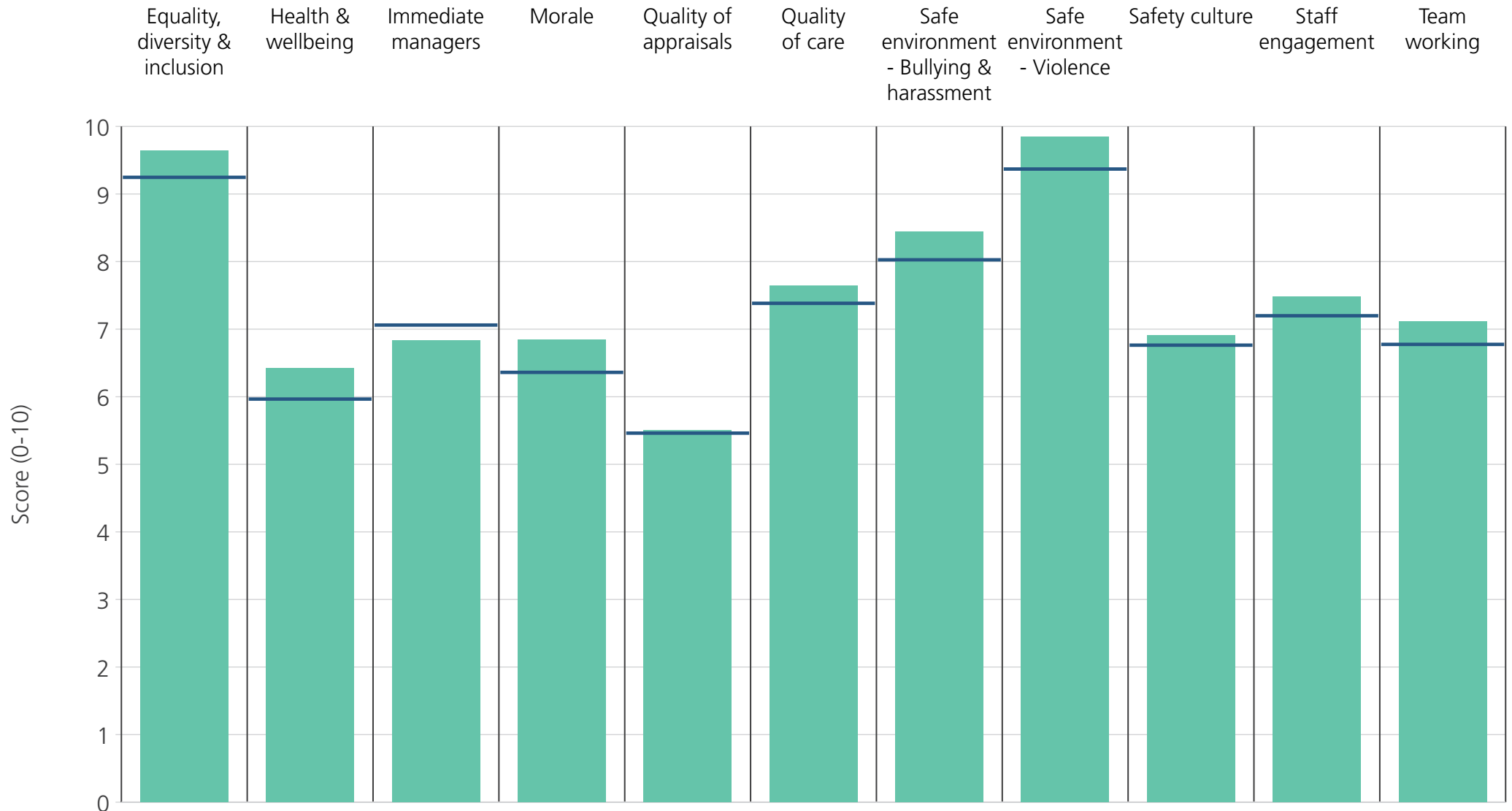


Directorate	9.5	6.2	7.1	6.7	5.6	7.6	8.2	9.8	7.2	7.4	7.0
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	386	387	389	385	366	378	385	388	386	390	388

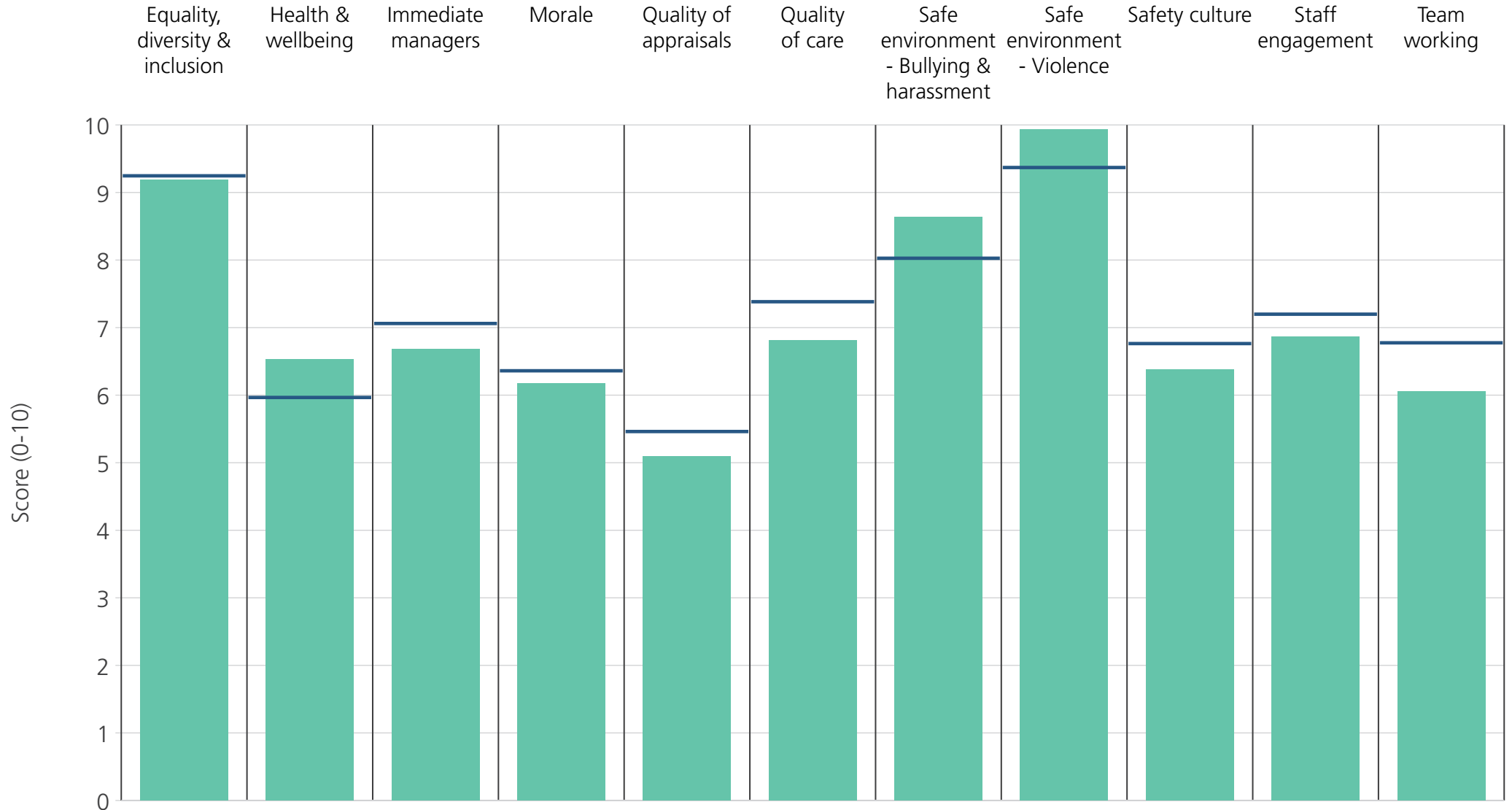
Directorates 2



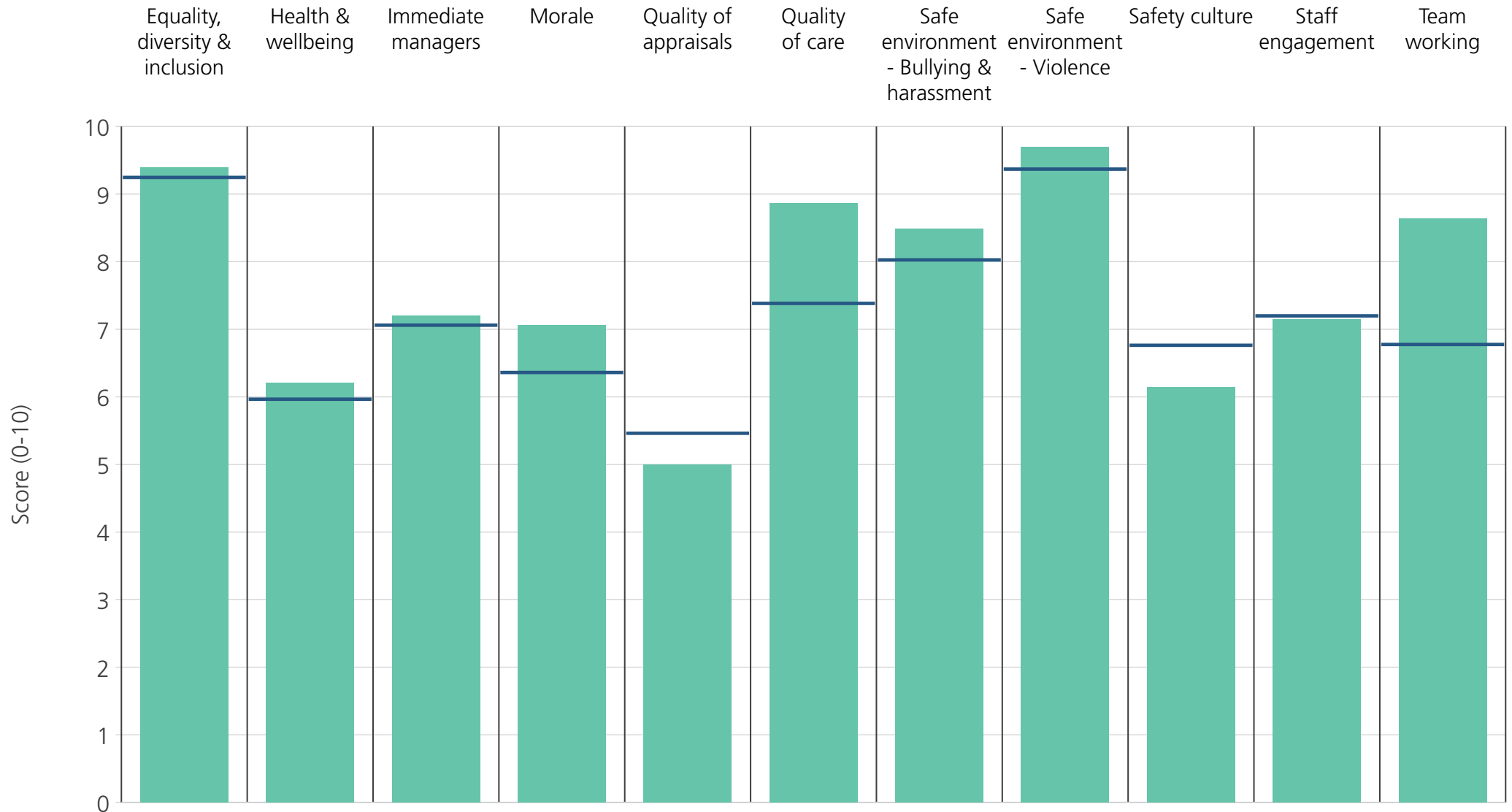
Directorate	8.7	4.9	6.3	5.8	4.7	7.4	7.1	9.0	6.4	6.7	6.0
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	117	118	120	117	103	114	118	118	118	120	118



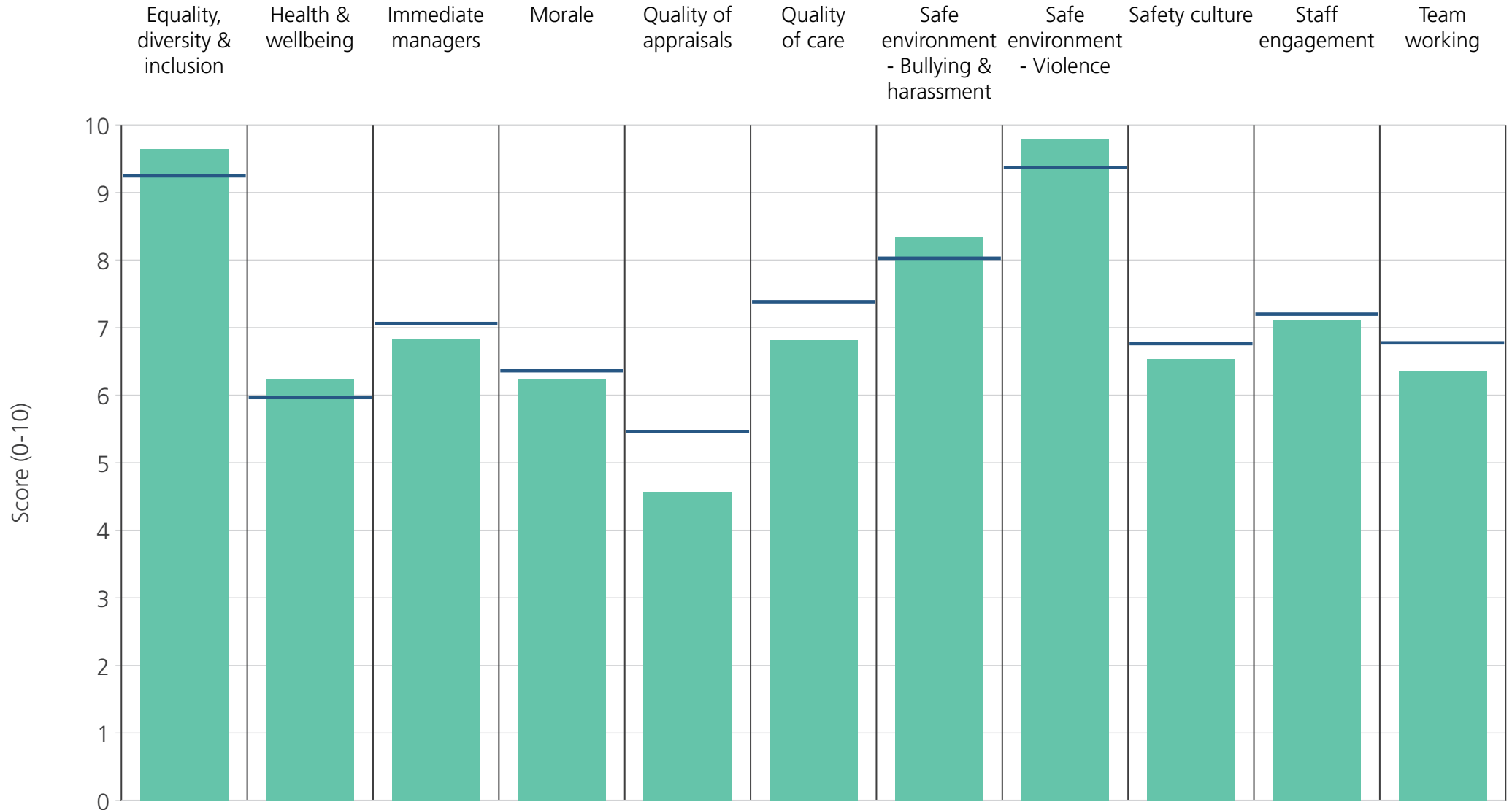
Directorate	9.6	6.4	6.8	6.8	5.5	7.6	8.4	9.8	6.9	7.5	7.1
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	110	111	111	110	102	105	111	111	110	111	109



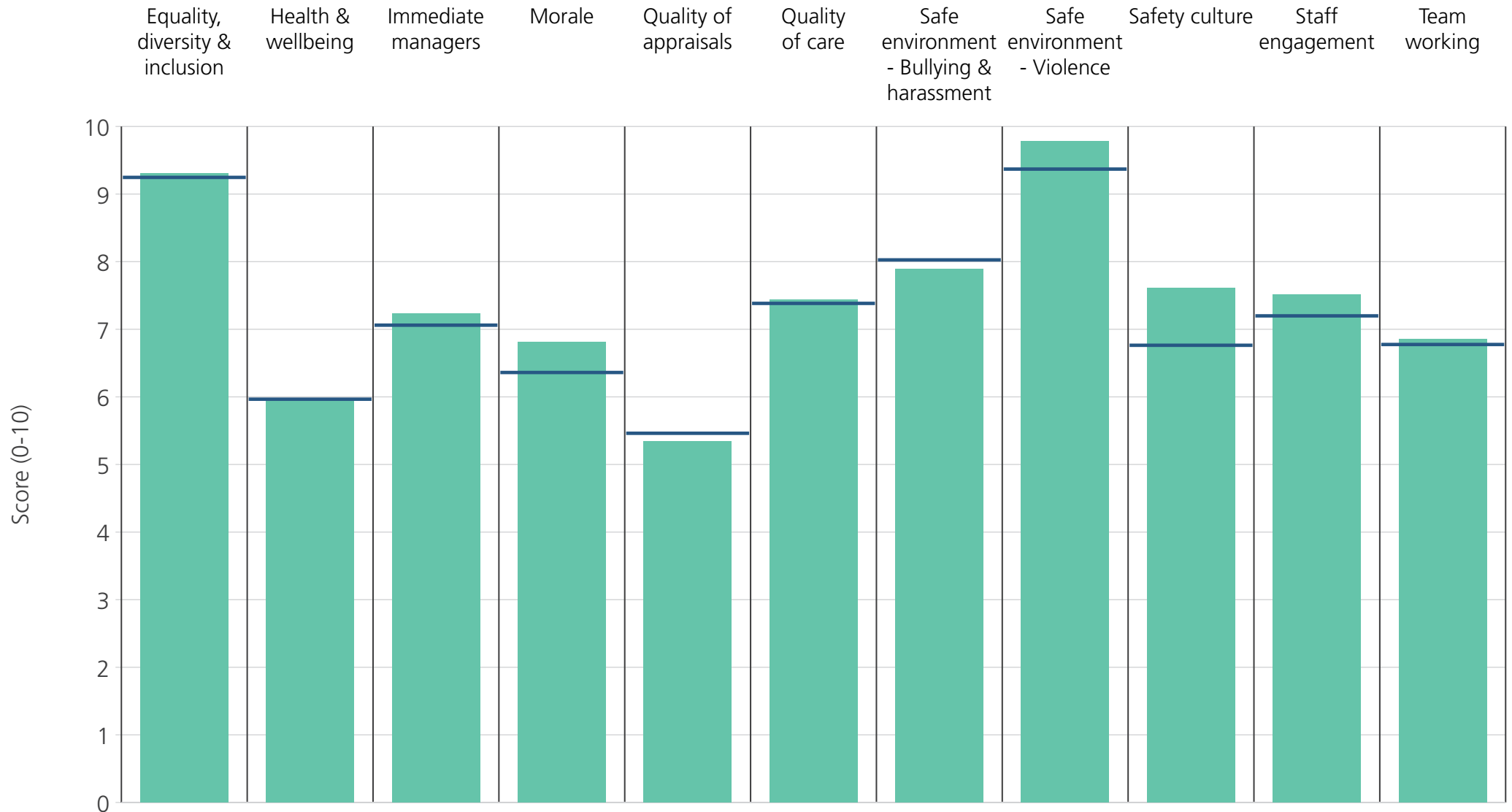
Directorate	9.2	6.5	6.7	6.2	5.1	6.8	8.6	9.9	6.4	6.9	6.1
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	99	98	99	98	77	48	98	99	98	100	100



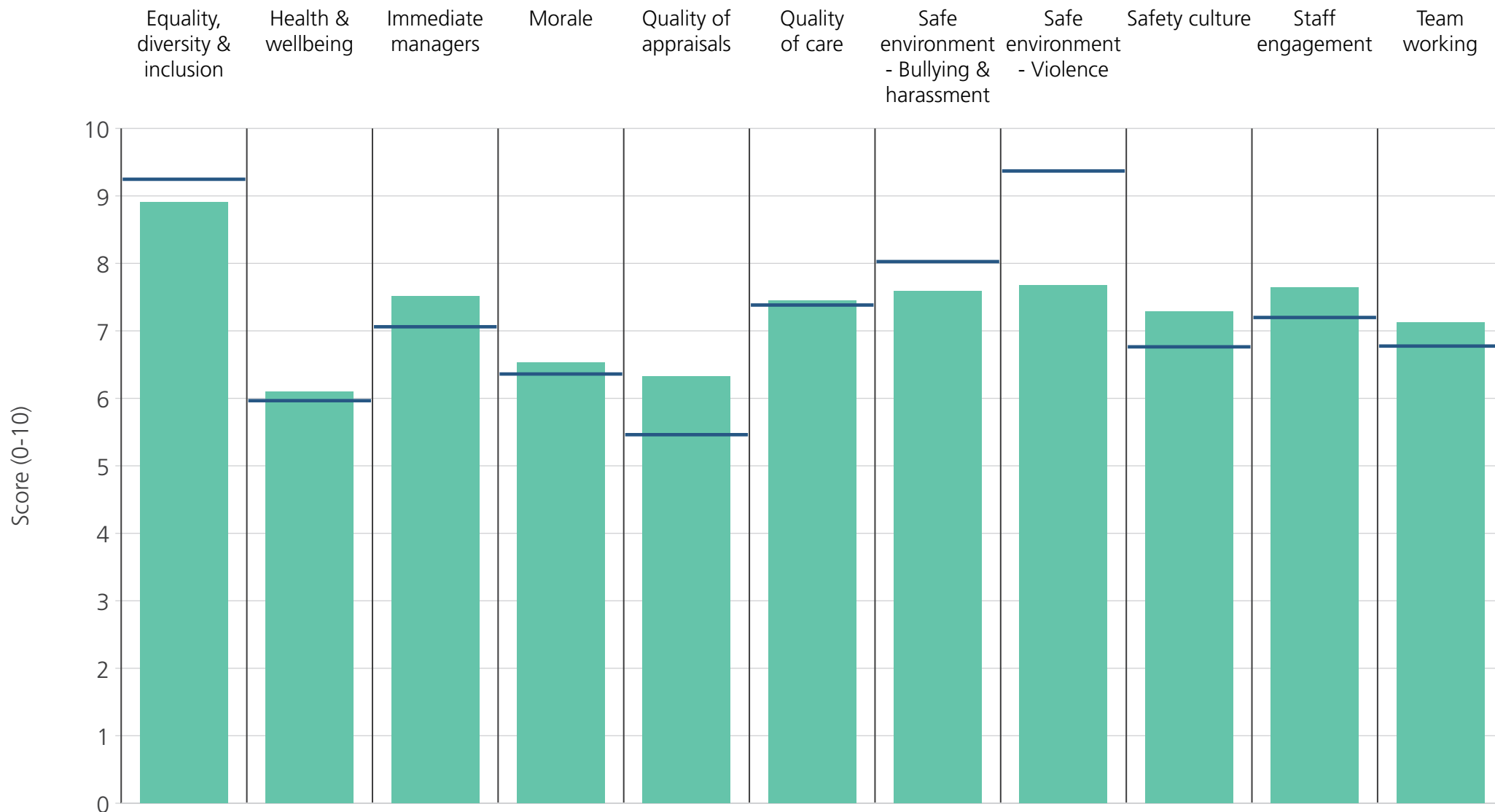
Directorate	9.4	6.2	7.2	7.1	5.0	8.9	8.5	9.7	6.1	7.1	8.6
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	11	11	11	11	11	11	11	11	11	11	11



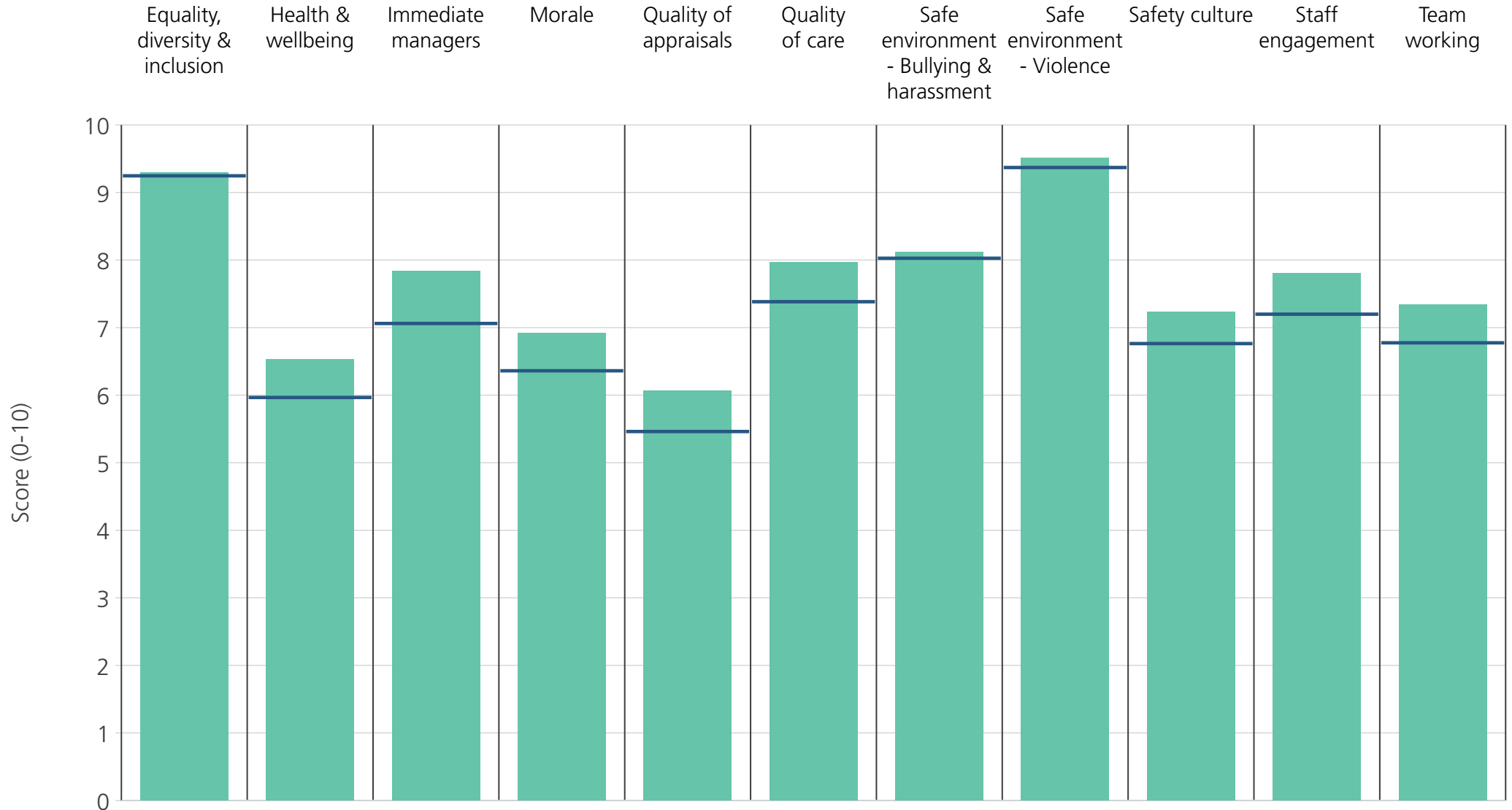
Directorate	9.6	6.2	6.8	6.2	4.6	6.8	8.3	9.8	6.5	7.1	6.4
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	47	48	48	48	40	30	48	48	48	48	47



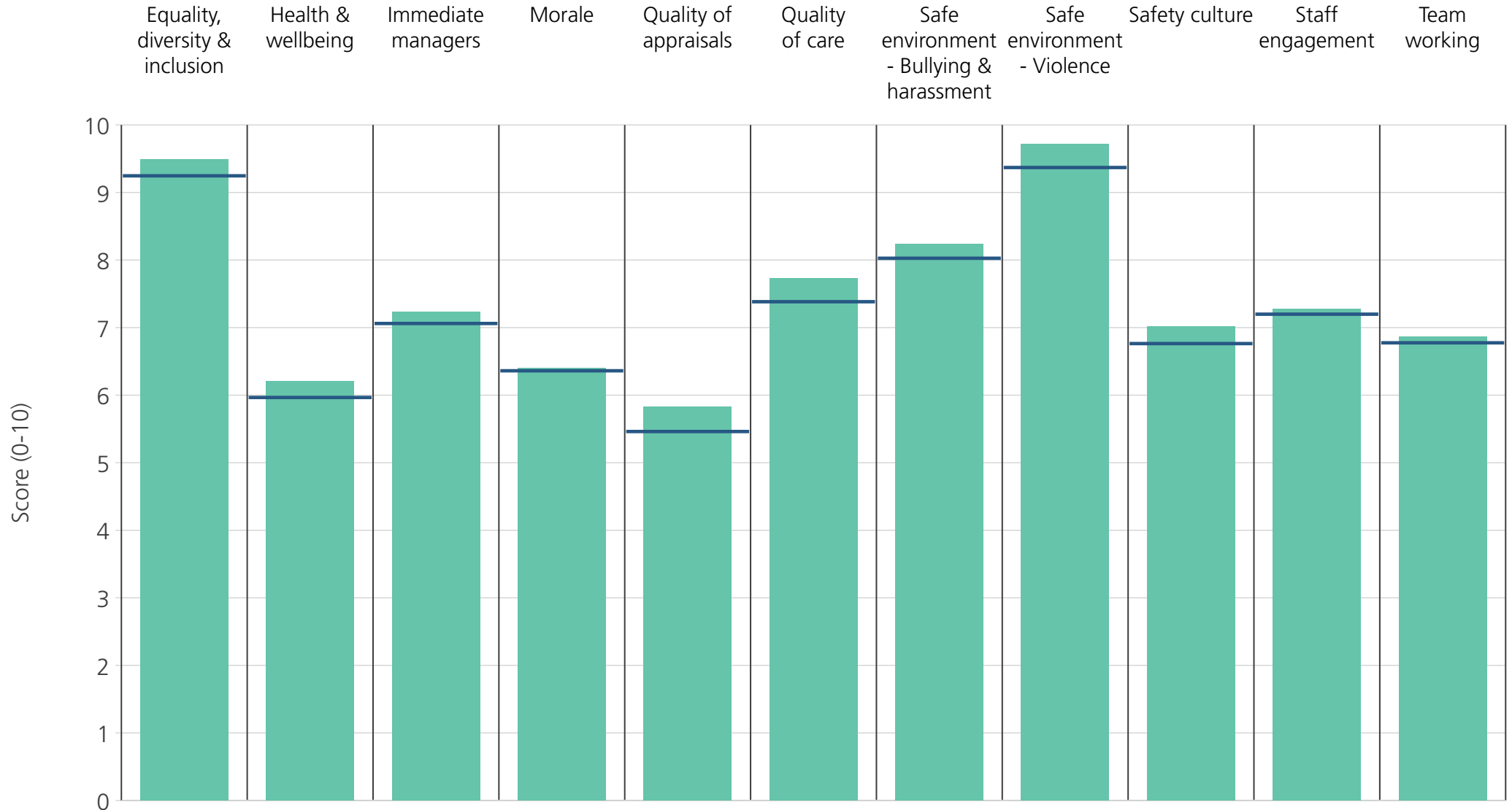
Directorate	9.3	5.9	7.2	6.8	5.3	7.4	7.9	9.8	7.6	7.5	6.9
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	124	125	126	124	119	124	123	125	125	127	127



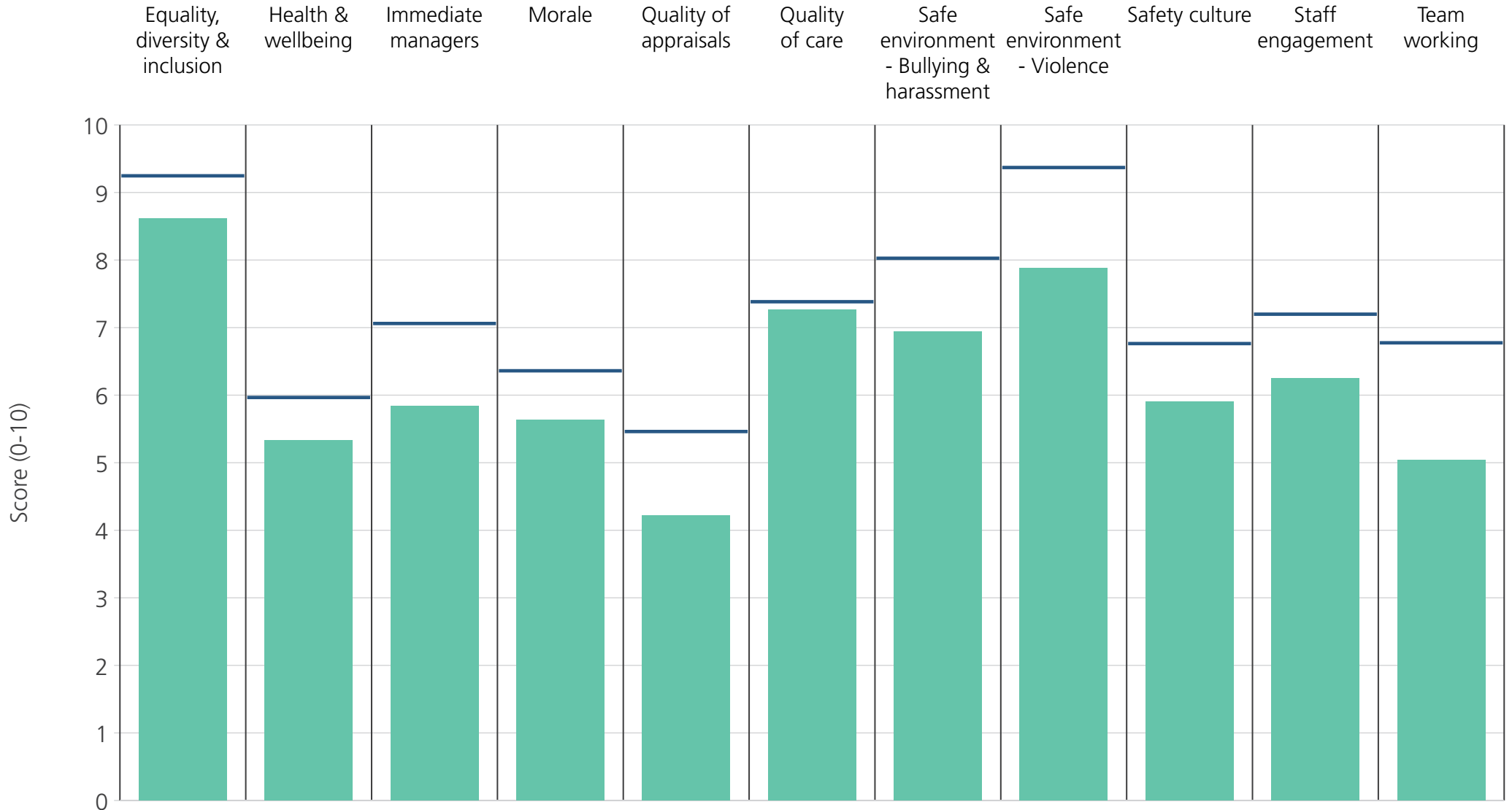
Directorate	8.9	6.1	7.5	6.5	6.3	7.4	7.6	7.7	7.3	7.6	7.1
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	127	127	127	122	112	124	127	127	127	127	125



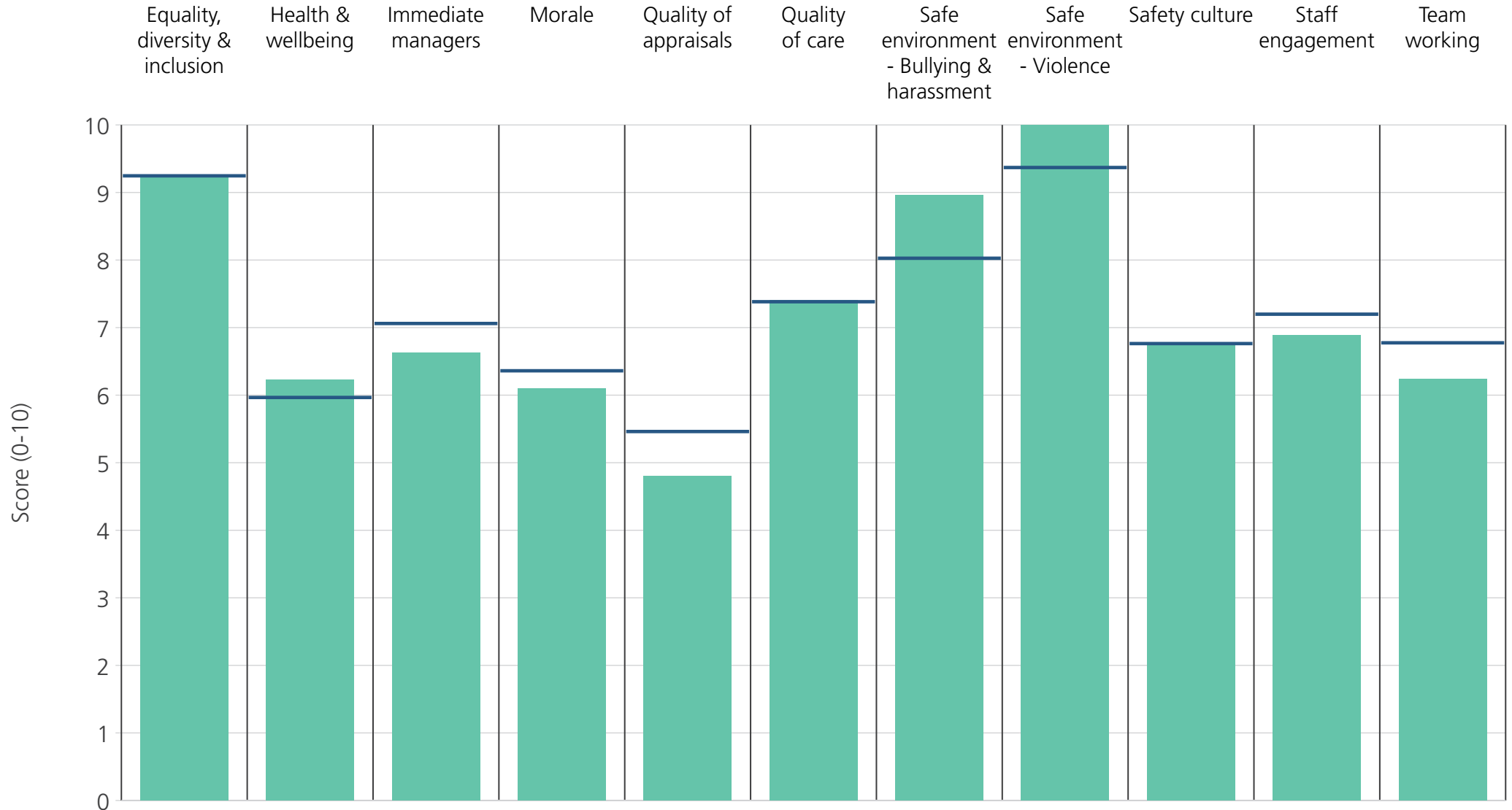
Directorate	9.3	6.5	7.8	6.9	6.1	8.0	8.1	9.5	7.2	7.8	7.3
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	110	110	110	109	99	100	110	110	110	111	111



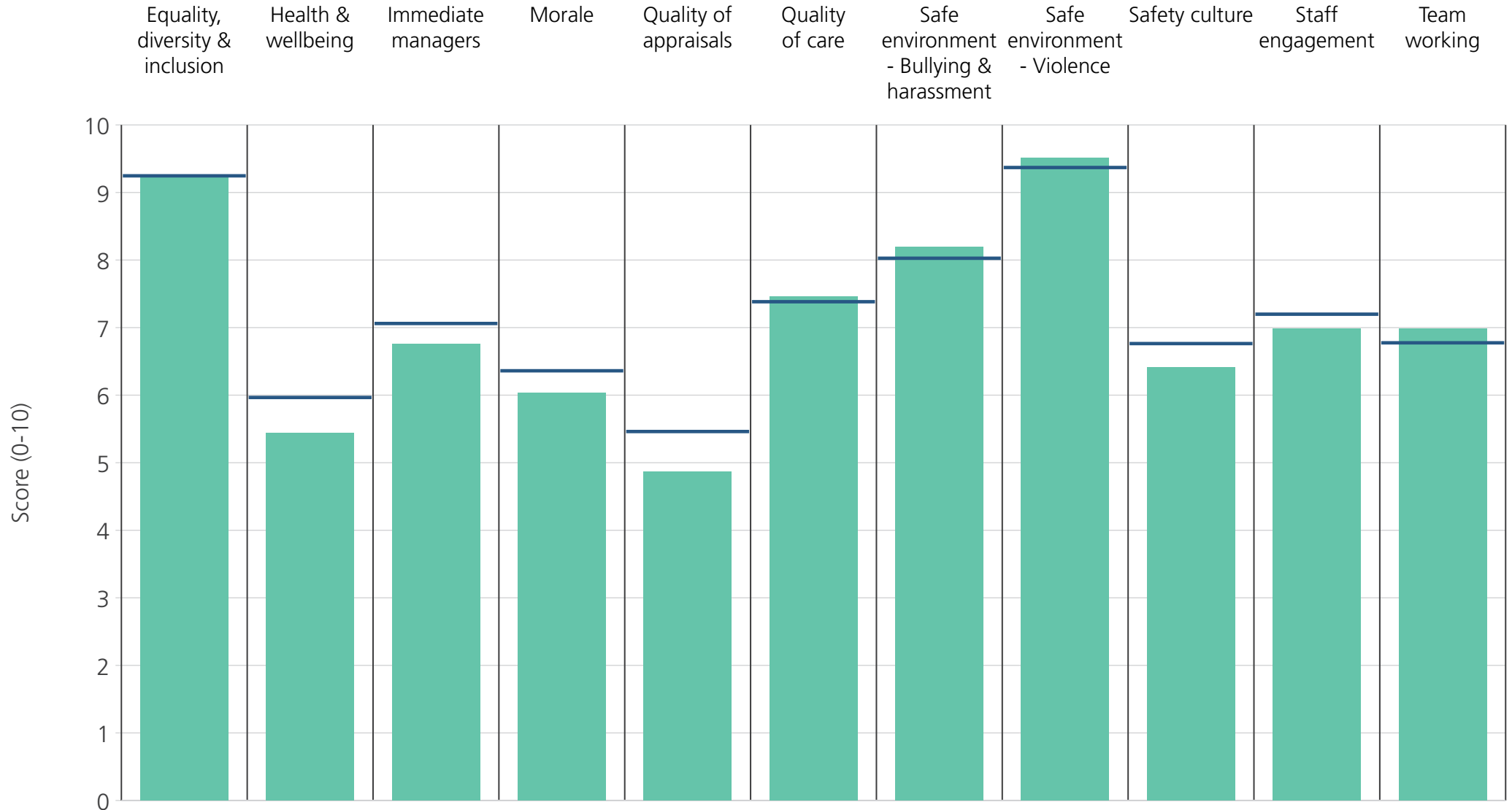
Directorate	9.5	6.2	7.2	6.4	5.8	7.7	8.2	9.7	7.0	7.3	6.9
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	141	140	141	140	134	138	140	141	140	141	141



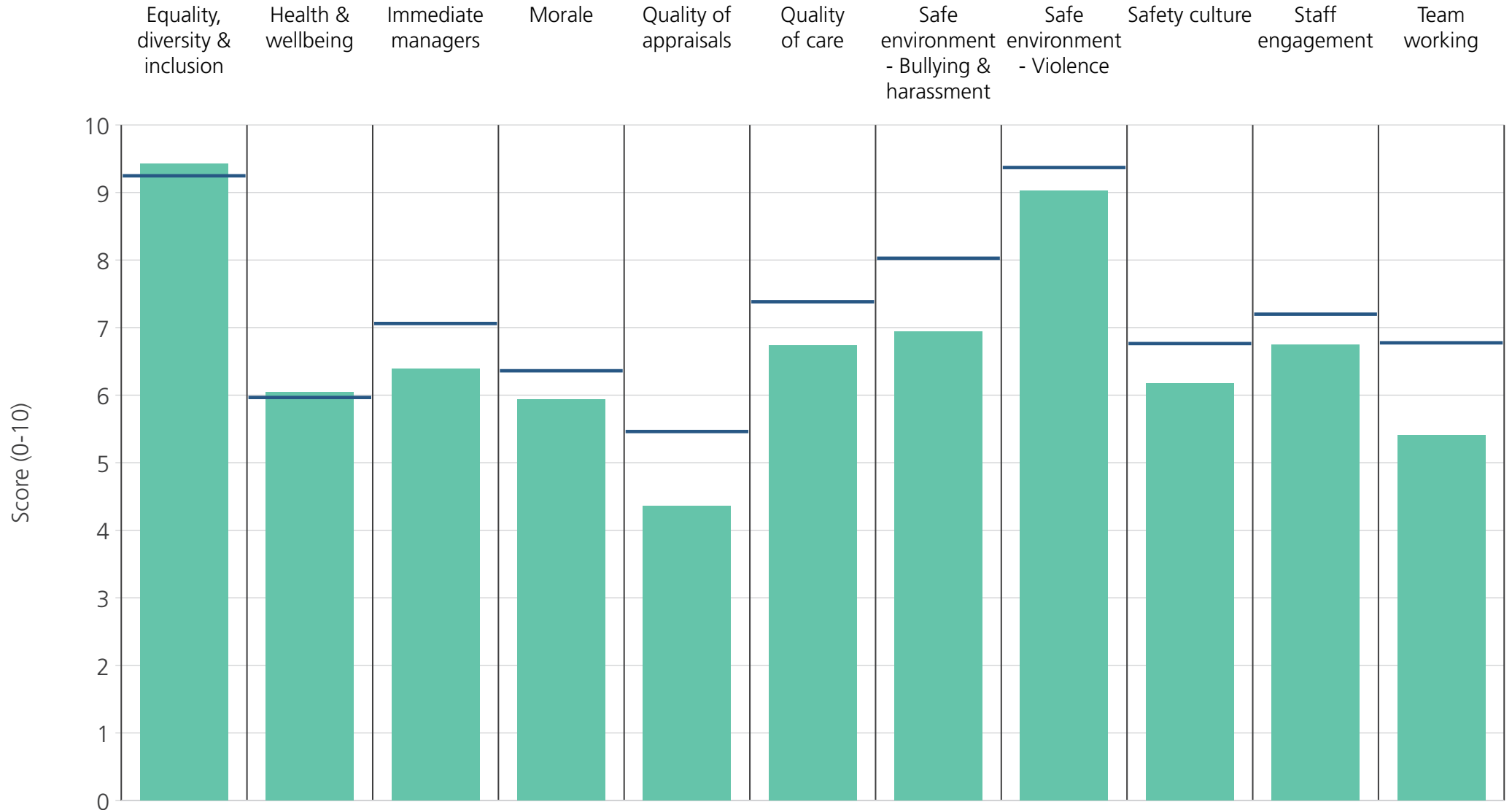
Directorate	8.6	5.3	5.8	5.6	4.2	7.3	6.9	7.9	5.9	6.3	5.0
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	66	67	67	66	56	58	67	66	66	68	67



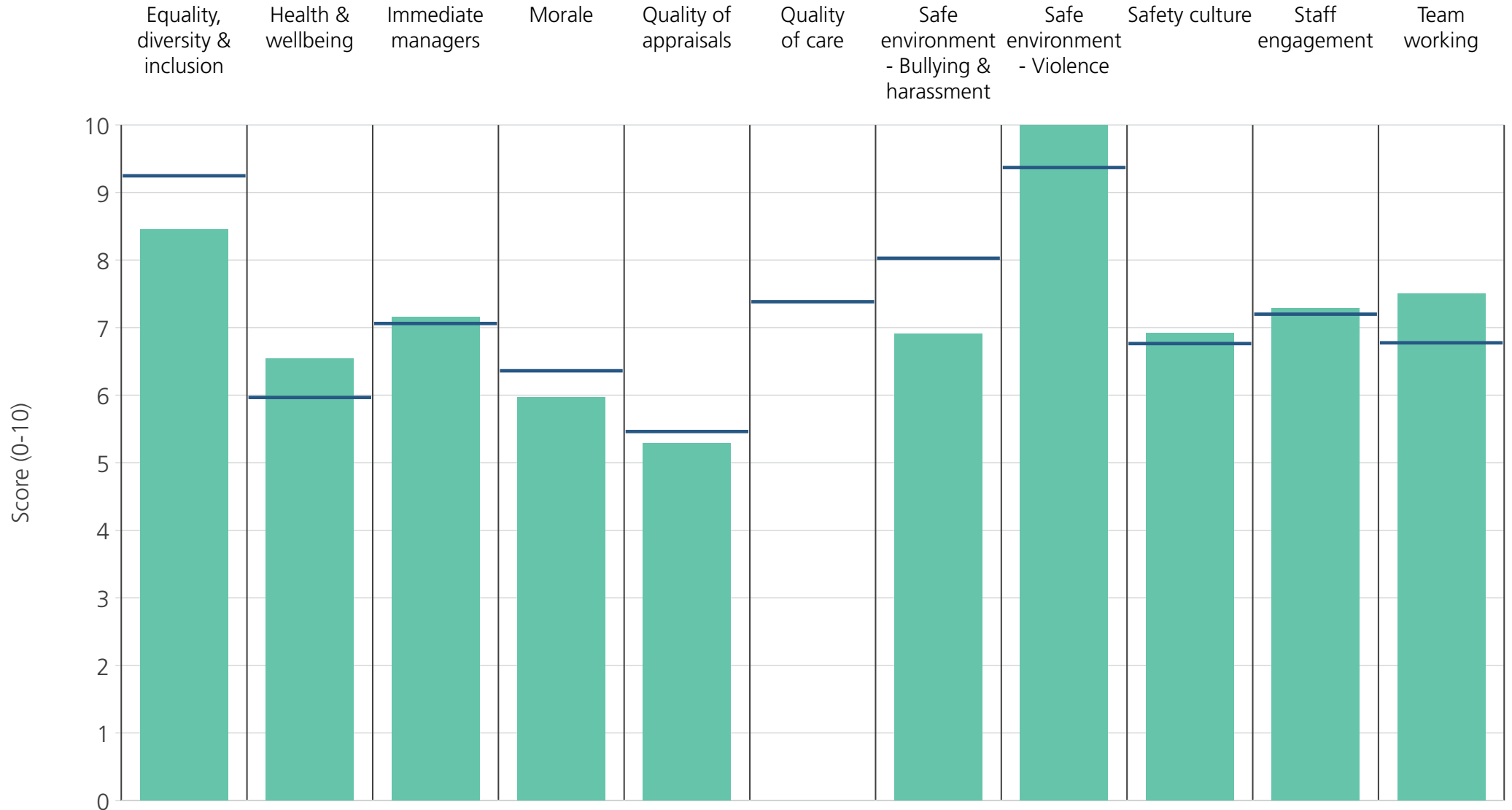
Directorate	9.3	6.2	6.6	6.1	4.8	7.4	9.0	10.0	6.7	6.9	6.2
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	73	73	73	71	70	63	72	72	73	73	73



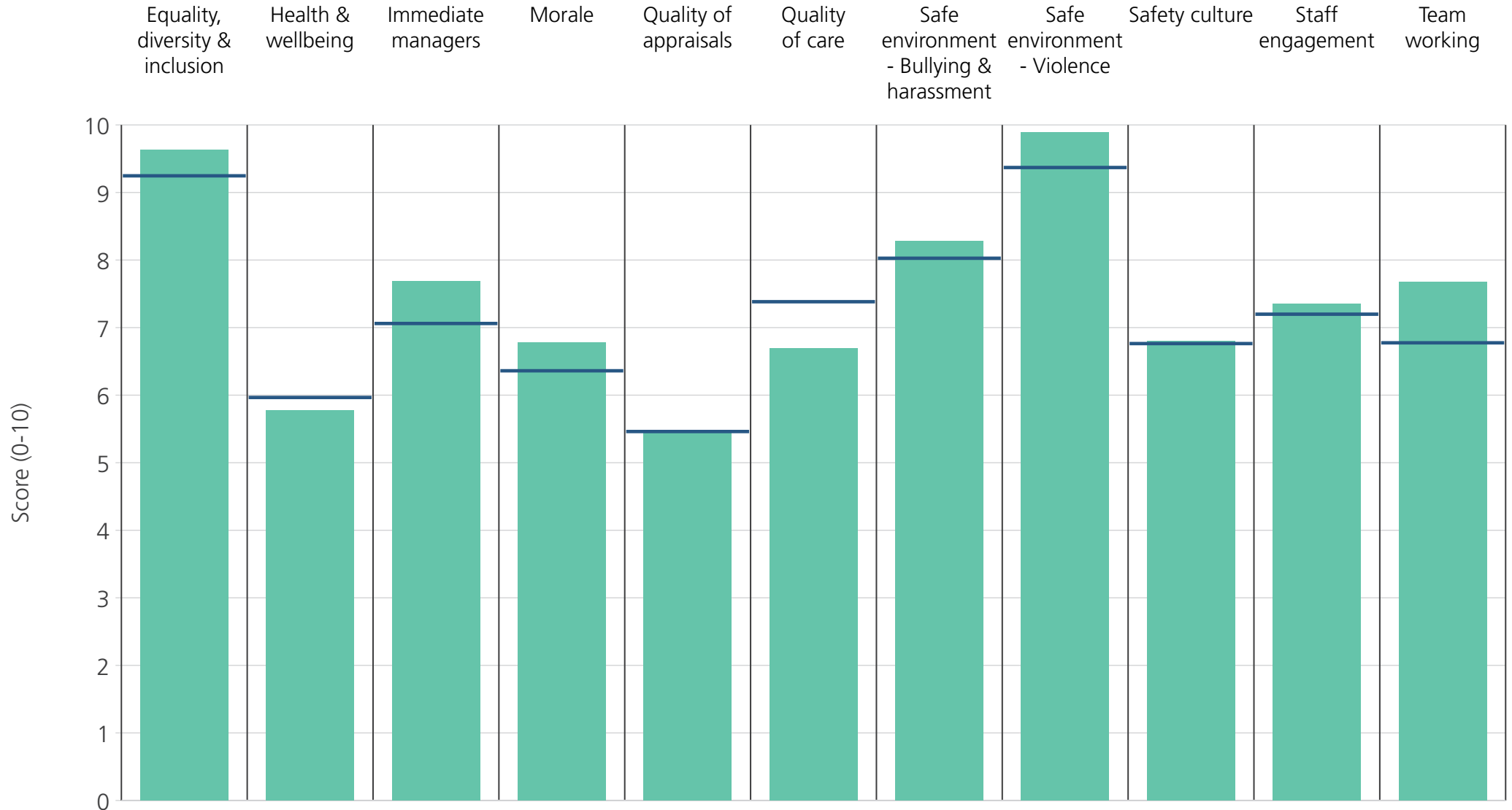
Directorate	9.2	5.4	6.8	6.0	4.9	7.5	8.2	9.5	6.4	7.0	7.0
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	116	117	117	113	103	114	116	116	116	116	114



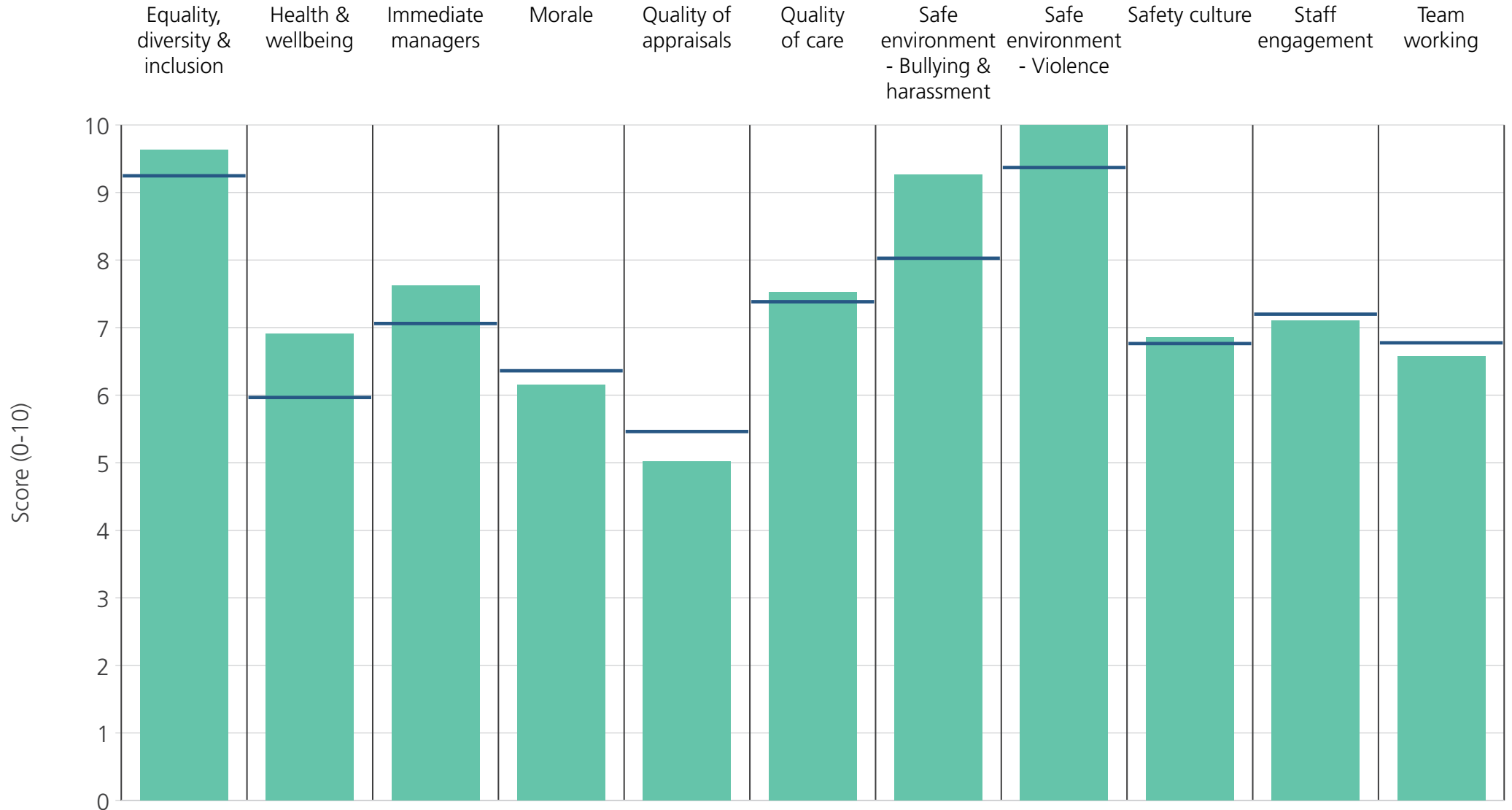
Directorate	9.4	6.0	6.4	5.9	4.4	6.7	6.9	9.0	6.2	6.8	5.4
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	49	49	50	49	44	46	49	48	50	50	49



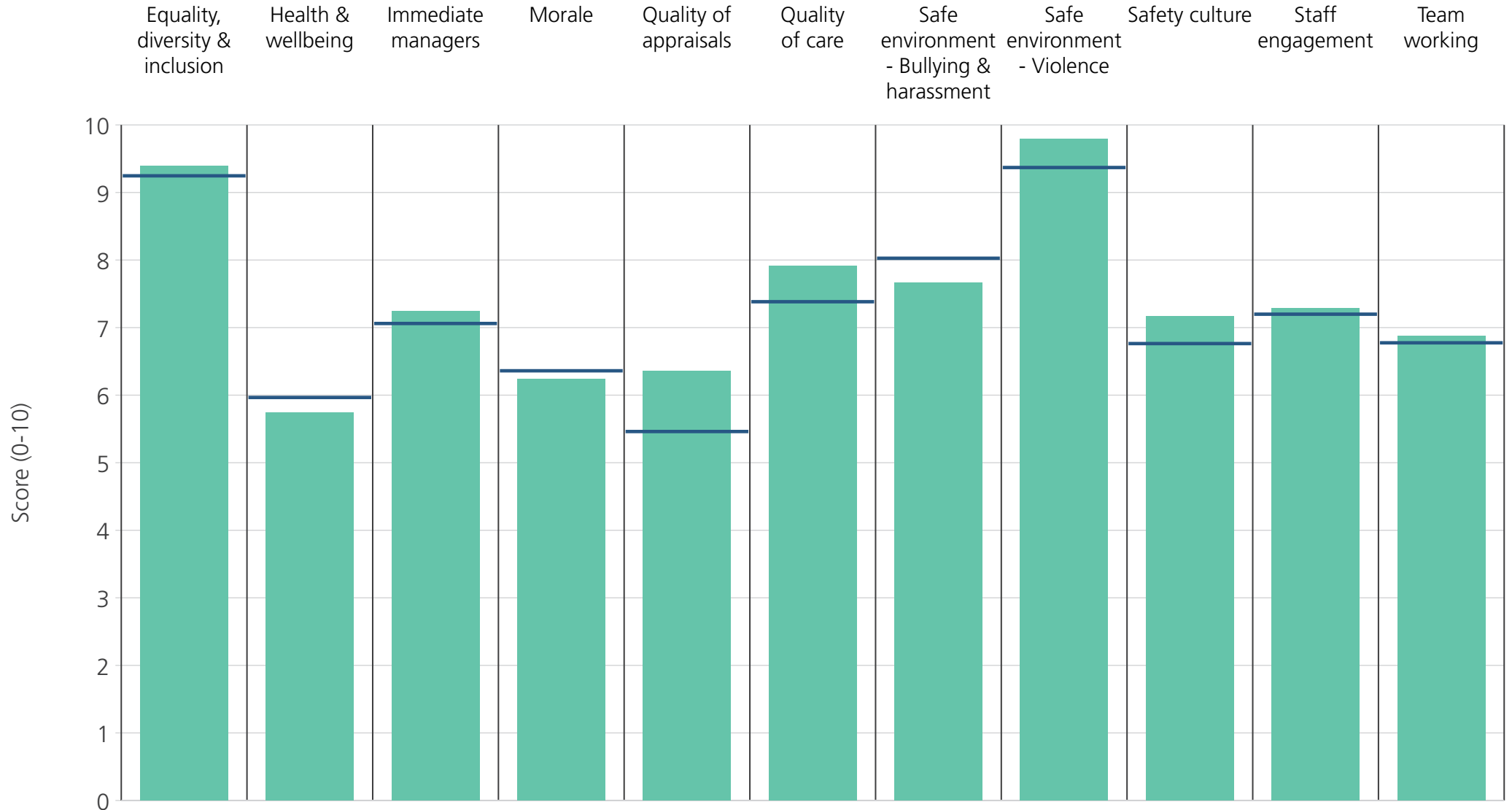
Directorate	8.5	6.5	7.2	6.0	5.3		6.9	10.0	6.9	7.3	7.5
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	14	14	14	14	13	9	14	14	14	14	14



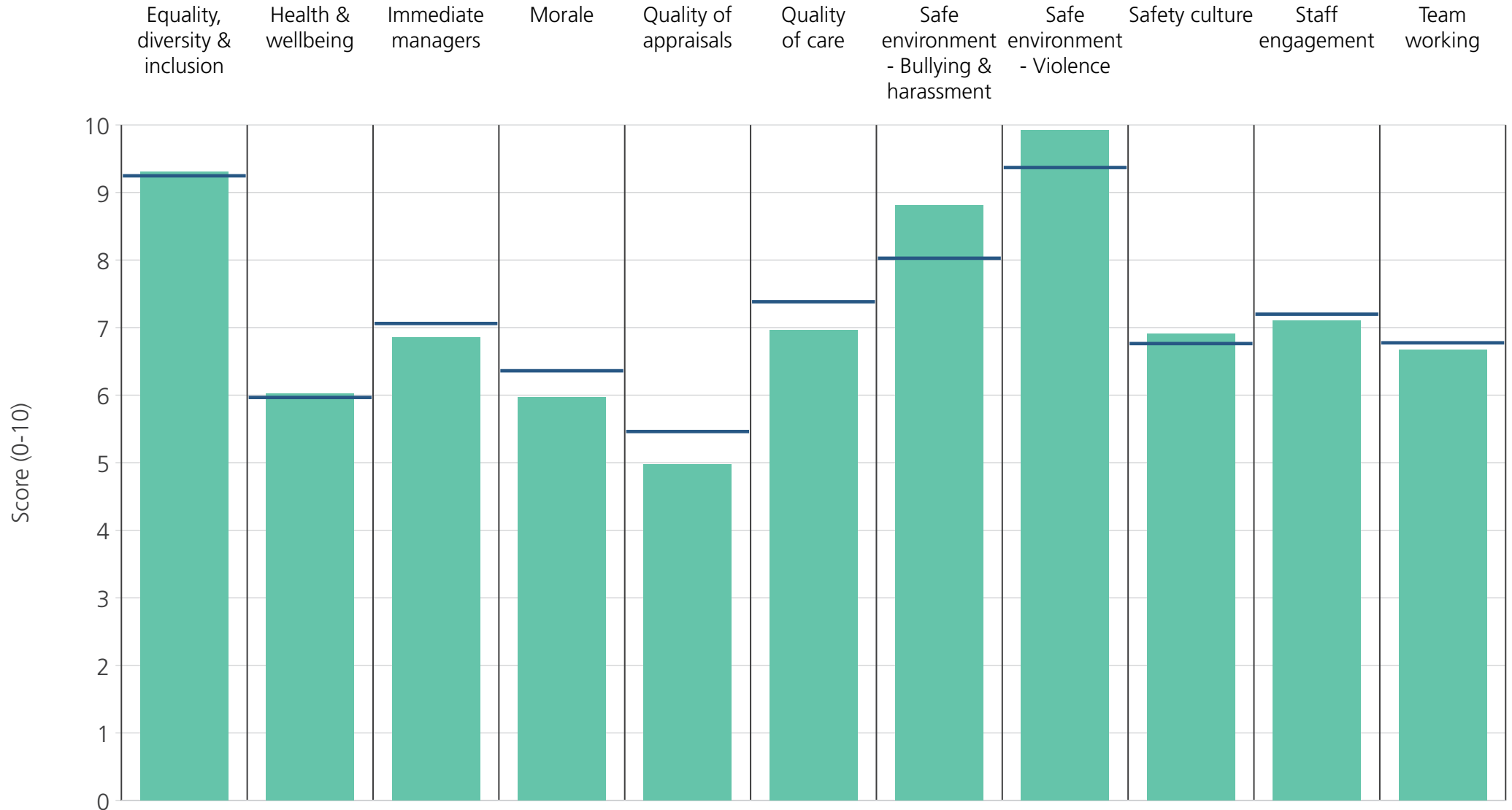
Directorate	9.6	5.8	7.7	6.8	5.5	6.7	8.3	9.9	6.8	7.4	7.7
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	29	29	29	29	26	19	29	29	29	29	29



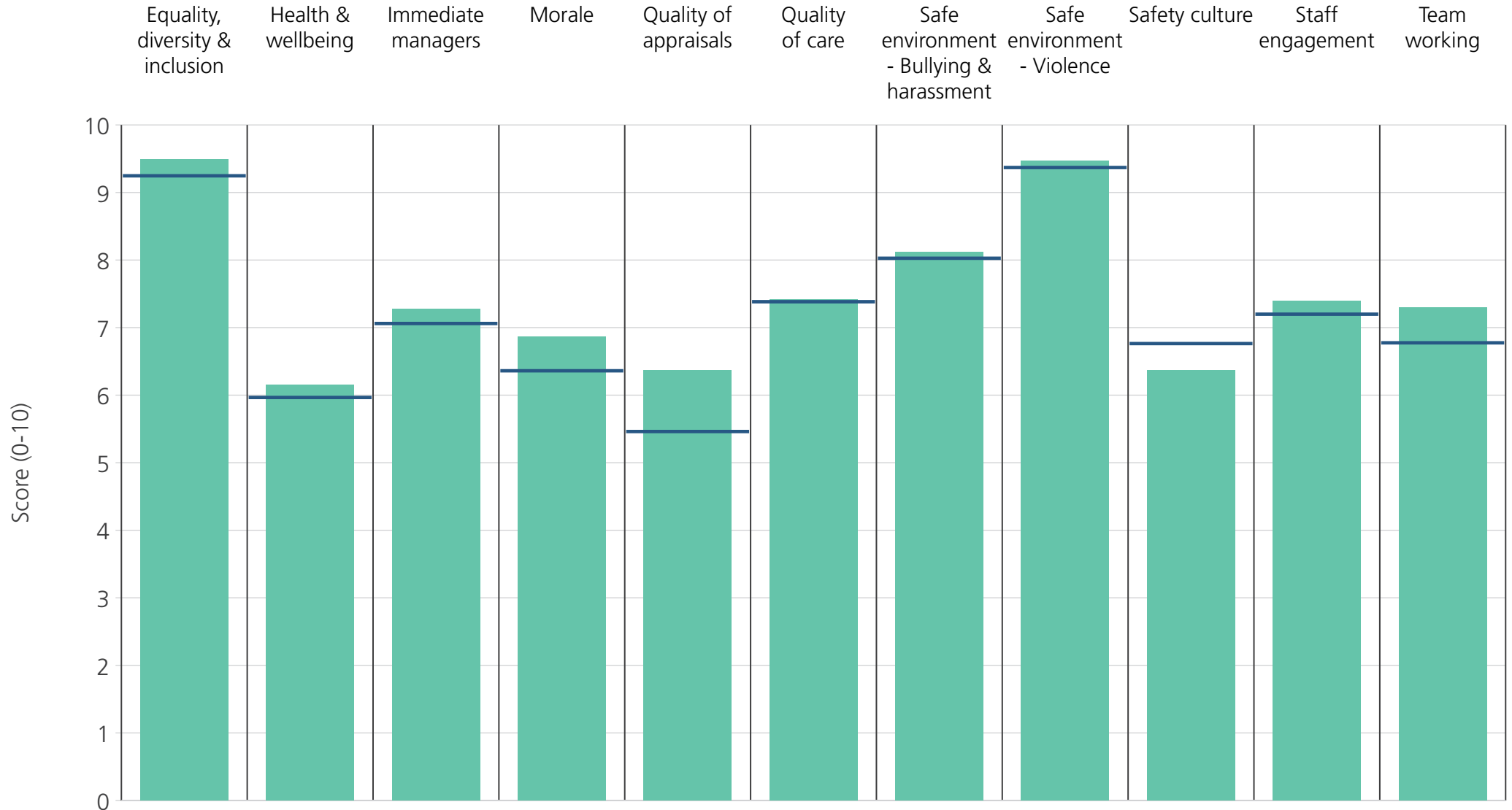
Directorate	9.6	6.9	7.6	6.1	5.0	7.5	9.3	10.0	6.8	7.1	6.6
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	27	27	27	27	22	16	27	27	27	27	27



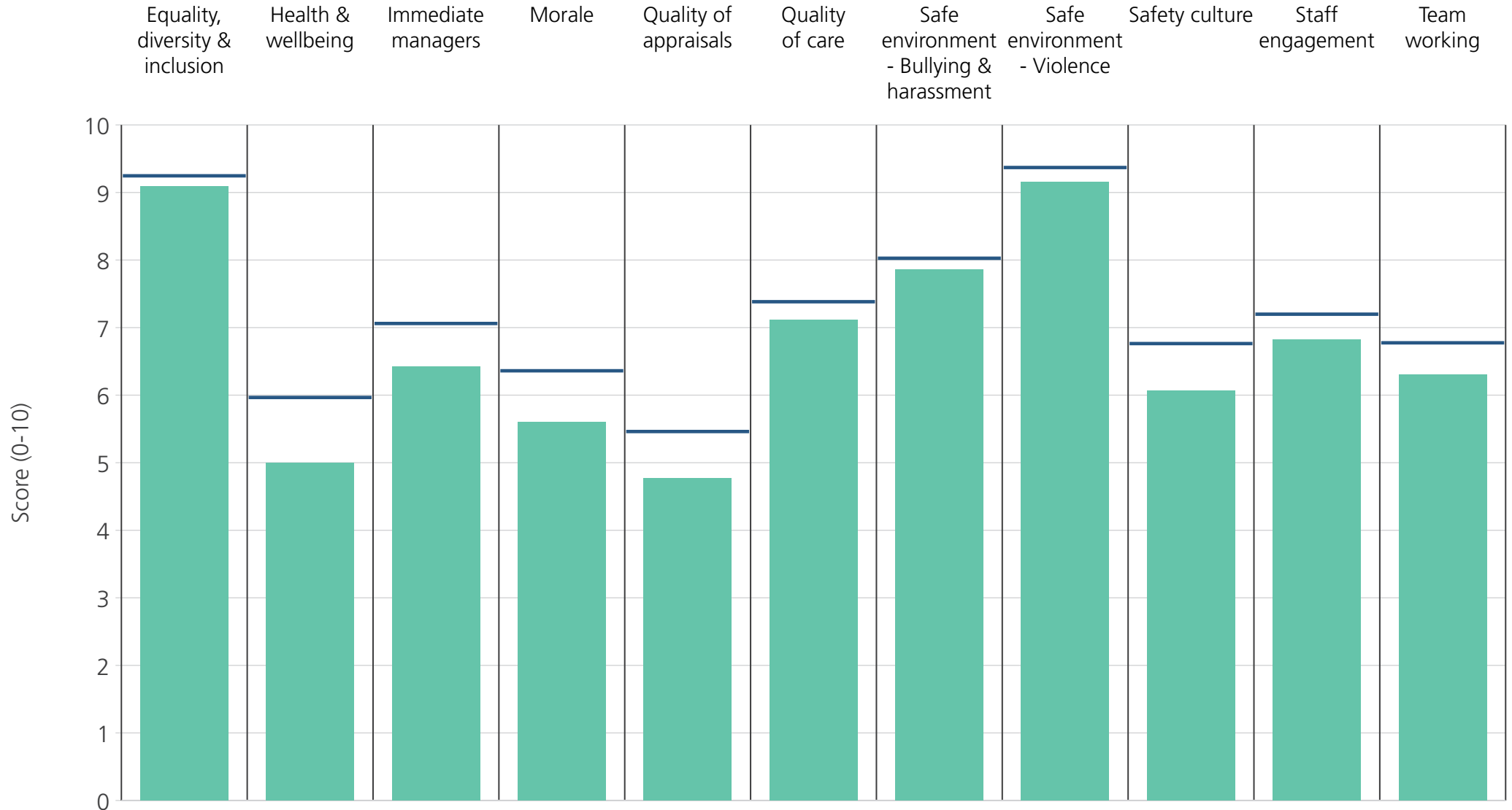
Directorate	9.4	5.7	7.2	6.2	6.4	7.9	7.7	9.8	7.2	7.3	6.9
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	47	47	46	47	45	47	47	47	47	47	46



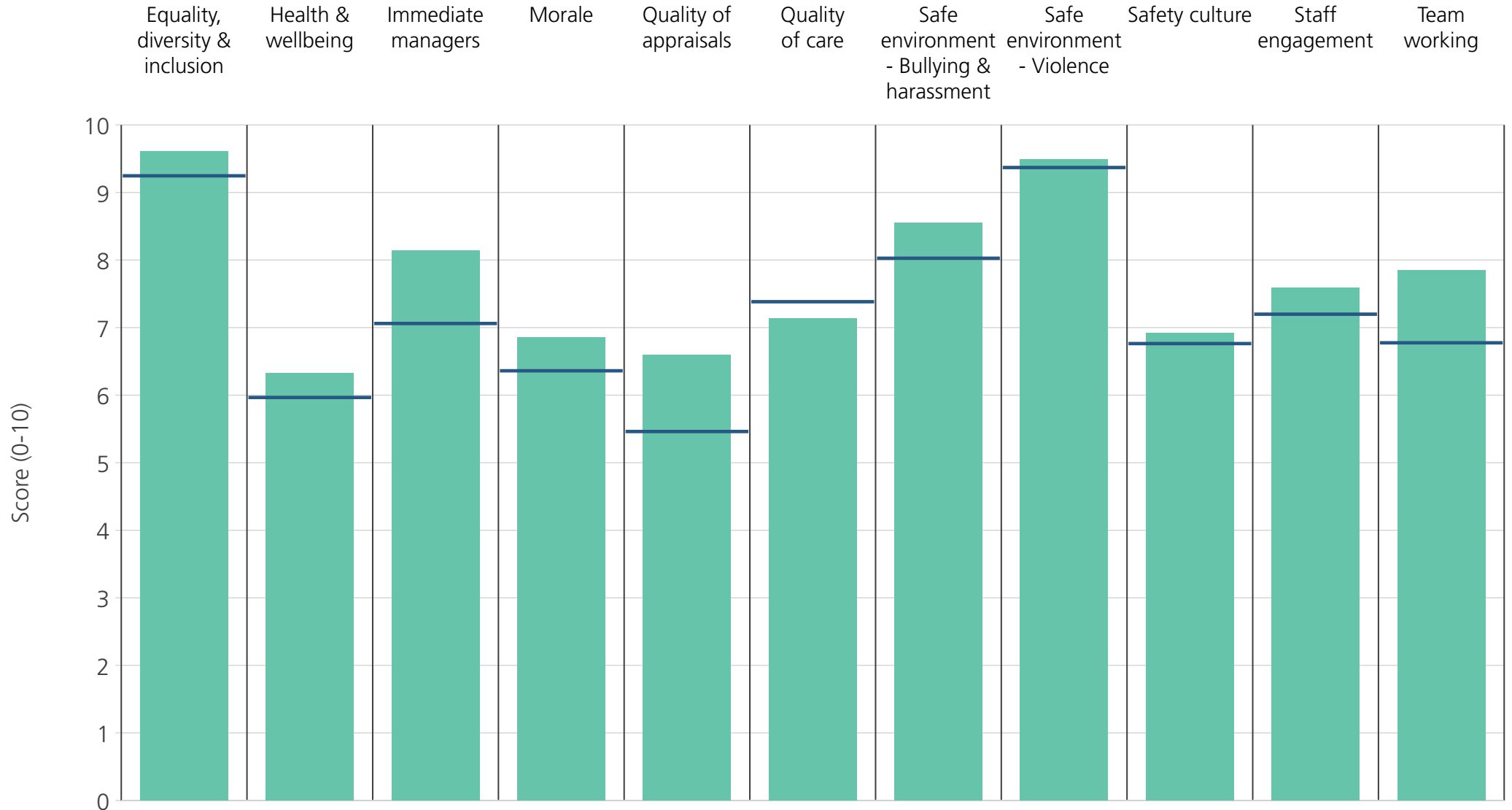
Directorate	9.3	6.0	6.9	6.0	5.0	7.0	8.8	9.9	6.9	7.1	6.7
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	42	42	42	42	40	39	42	41	42	42	42



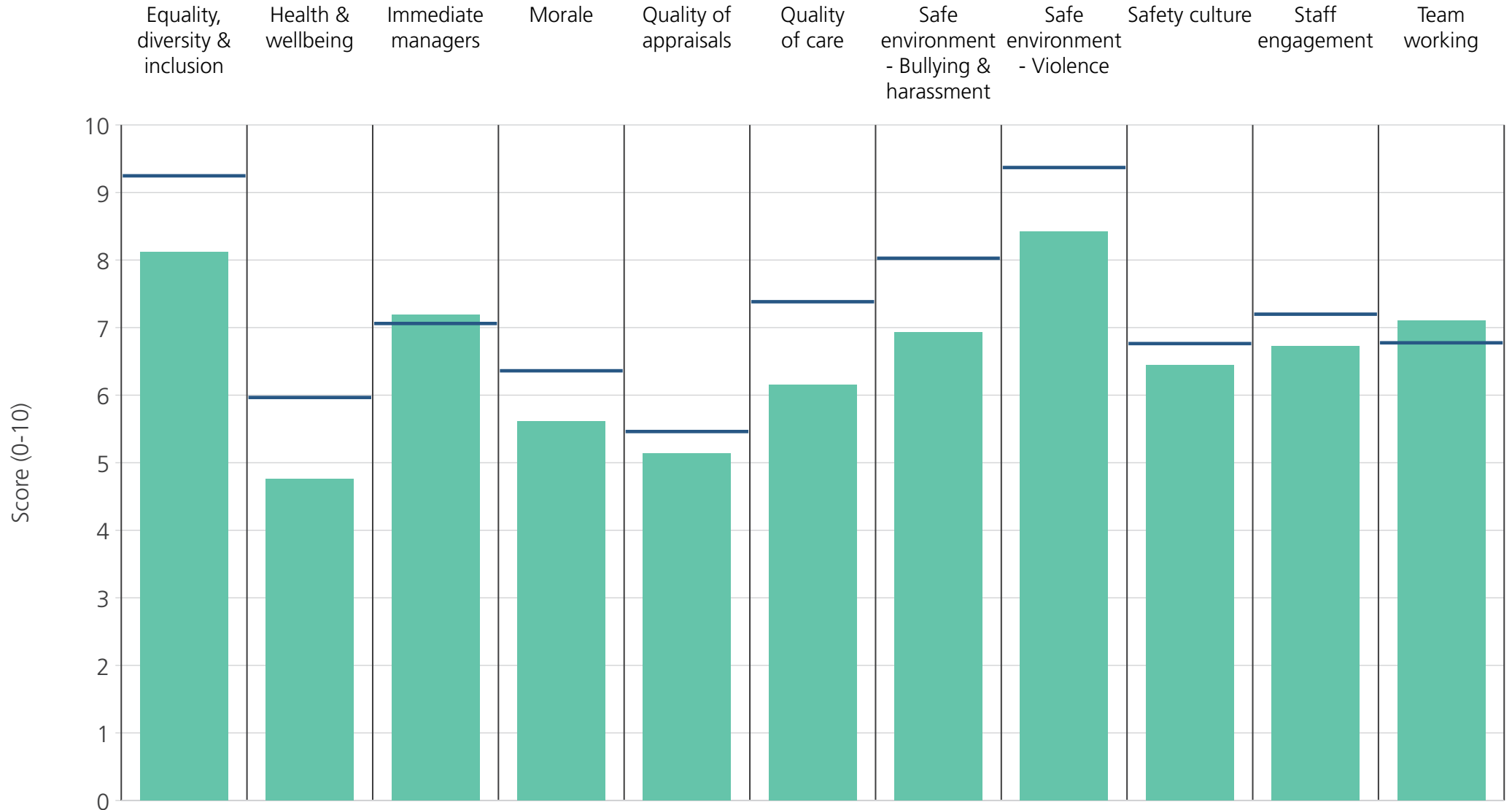
Directorate	9.5	6.2	7.3	6.9	6.4	7.4	8.1	9.5	6.4	7.4	7.3
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	106	105	106	104	99	102	106	106	105	106	105



Directorate	9.1	5.0	6.4	5.6	4.8	7.1	7.9	9.2	6.1	6.8	6.3
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	67	67	67	67	60	65	67	67	67	68	67



Directorate	9.6	6.3	8.1	6.9	6.6	7.1	8.5	9.5	6.9	7.6	7.8
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	123	124	125	125	119	122	124	123	124	125	124



Directorate	8.1	4.8	7.2	5.6	5.1	6.1	6.9	8.4	6.4	6.7	7.1
Your org	9.2	6.0	7.1	6.4	5.5	7.4	8.0	9.4	6.8	7.2	6.8
Responses	39	39	39	39	37	37	38	38	37	39	38