

Hertfordshire Partnership University NHS Foundation Trust

2019 NHS Staff Survey

Directorate Report

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This directorate report for Hertfordshire Partnership University 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 Hertfordshire Partnership University 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.

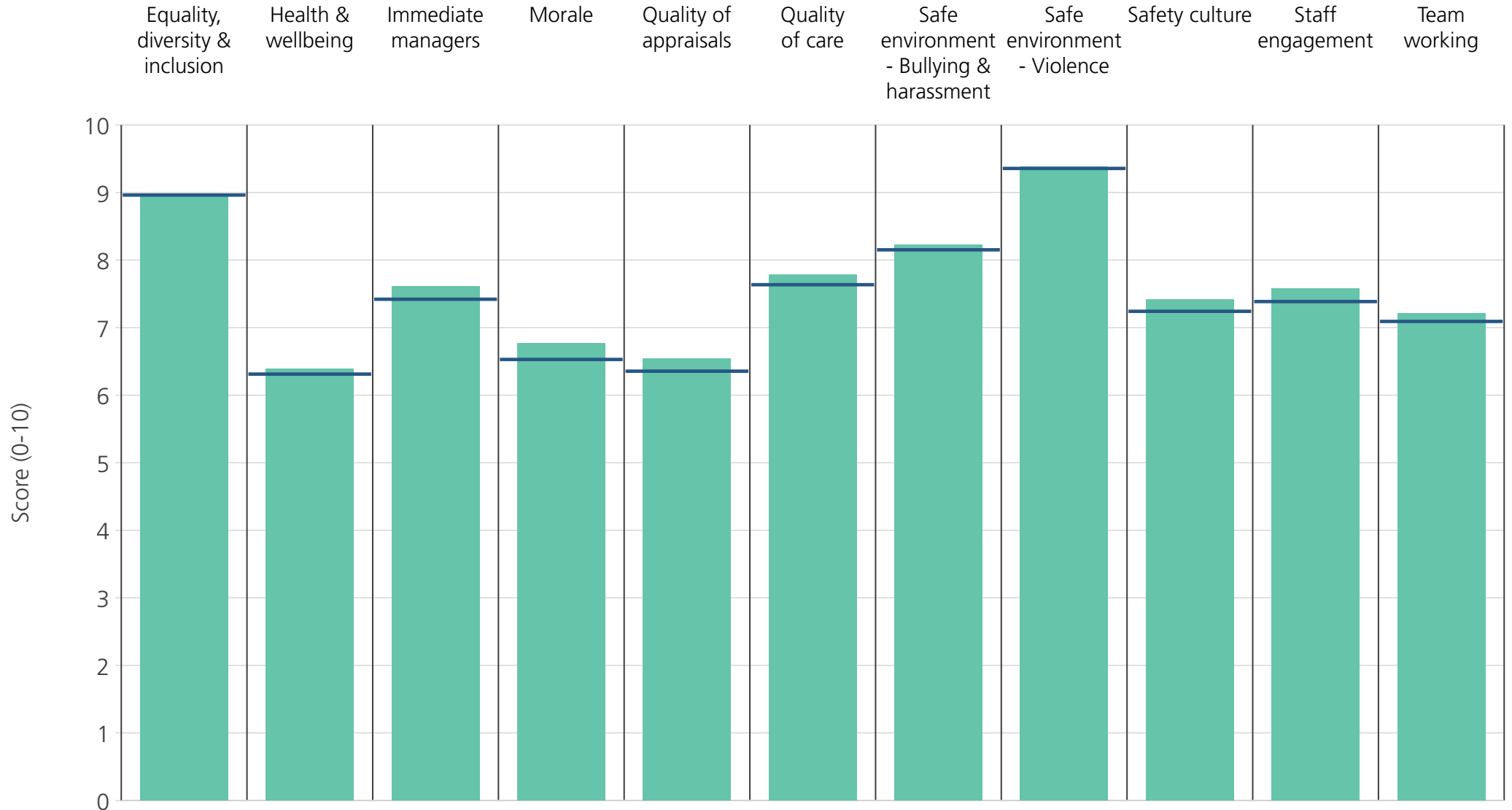
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



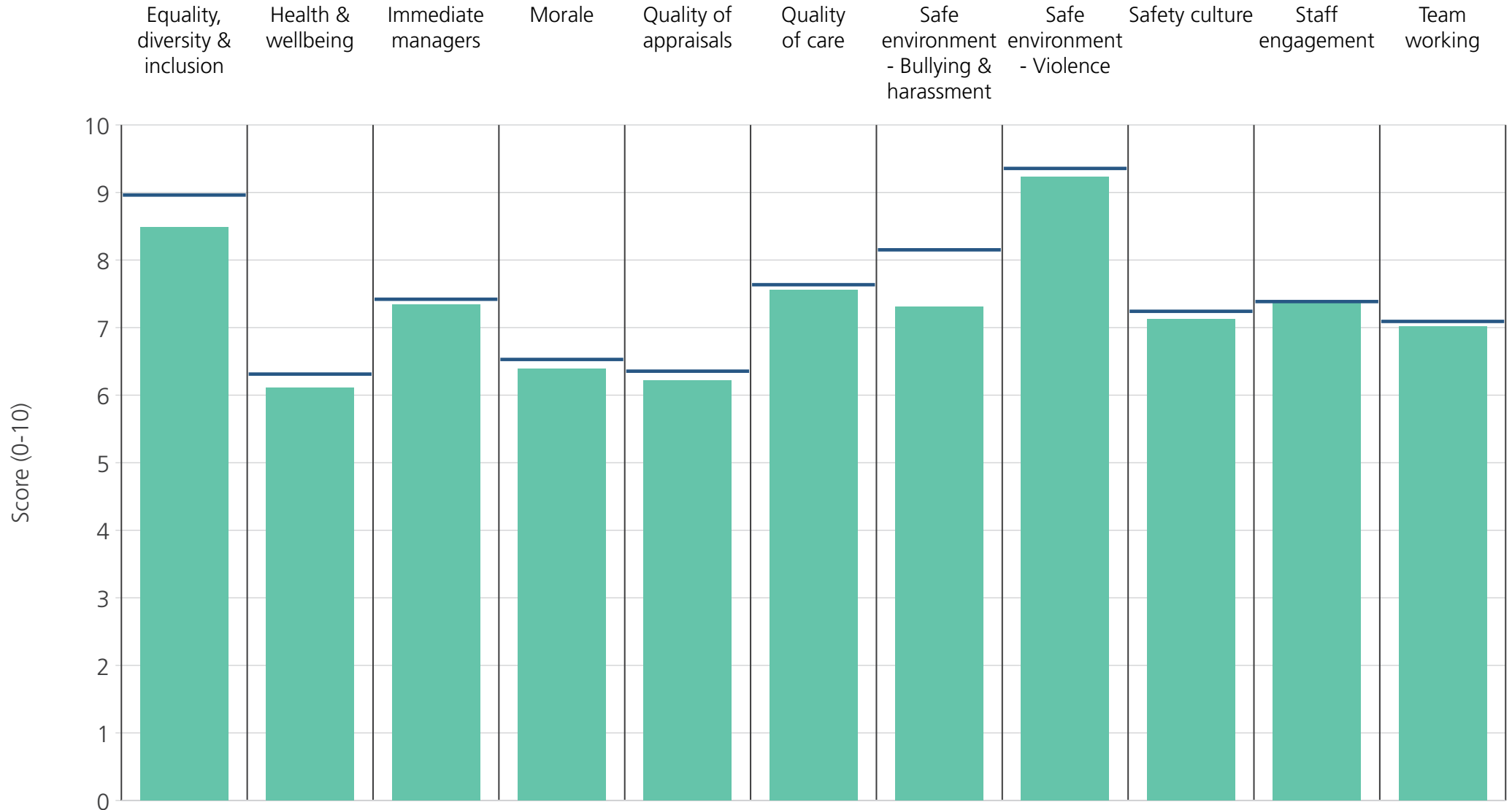
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

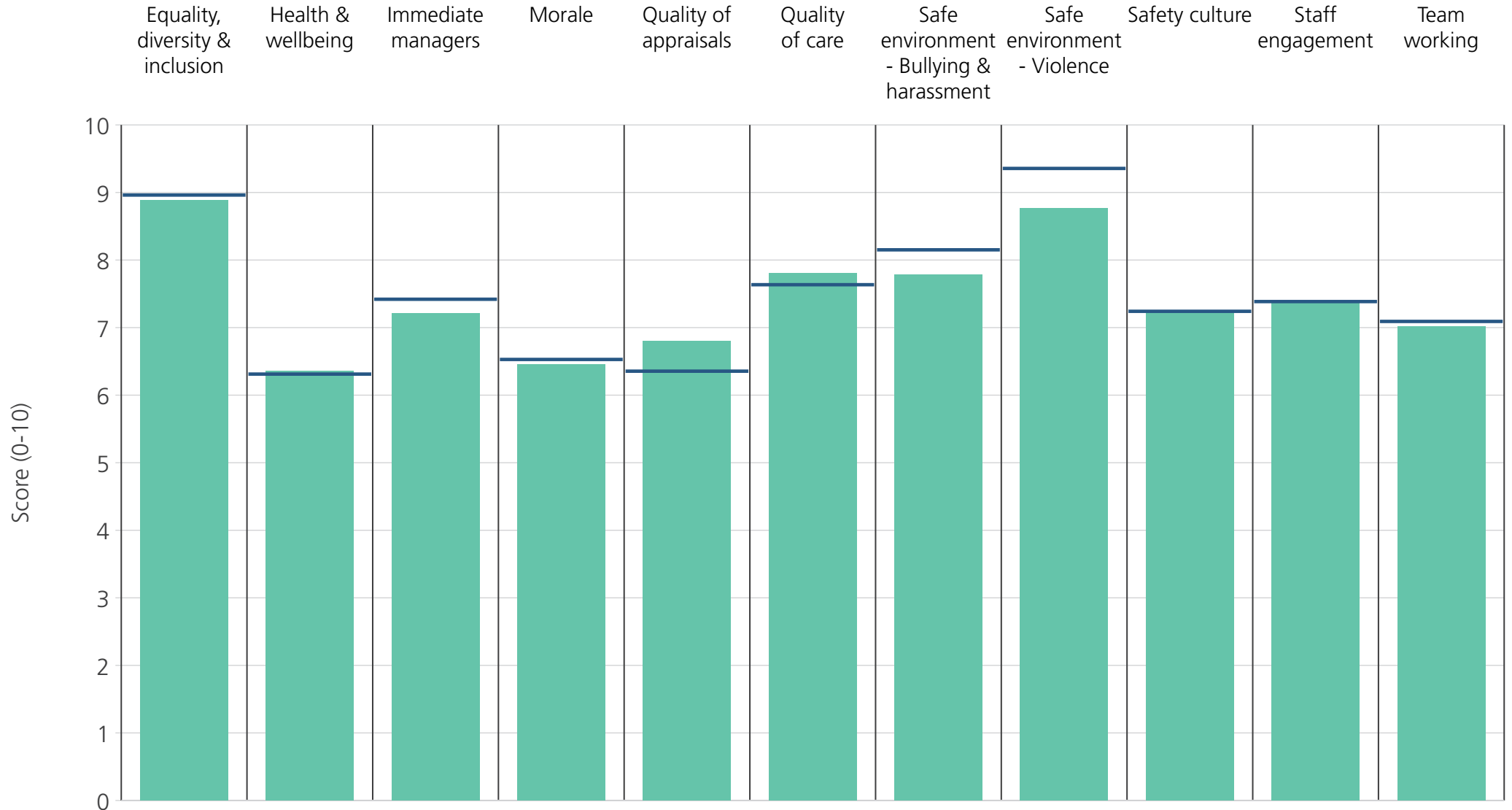
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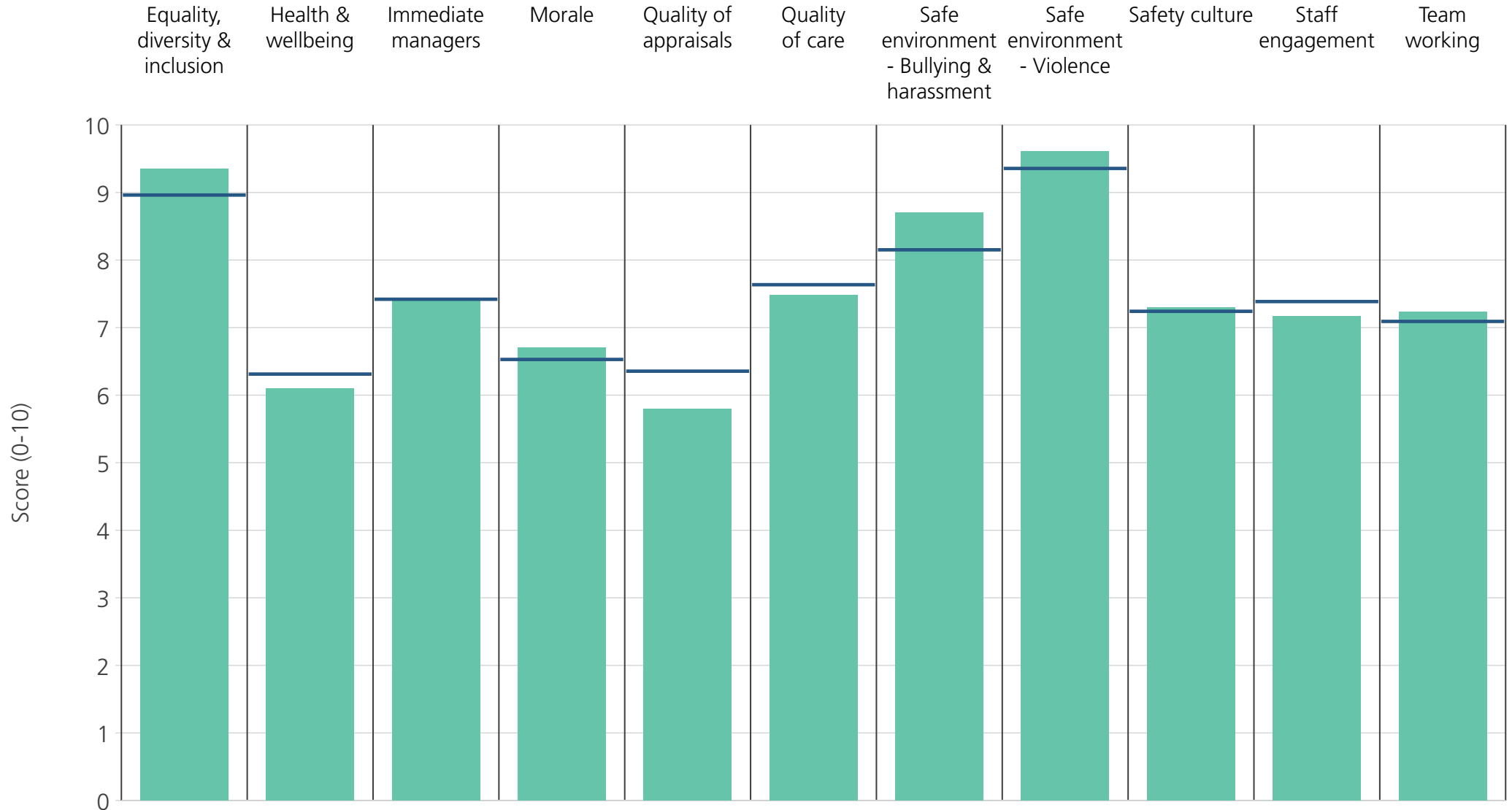
Directorate	9.0	6.4	7.6	6.8	6.5	7.8	8.2	9.4	7.4	7.6	7.2
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	532	531	531	524	461	498	528	530	531	535	529



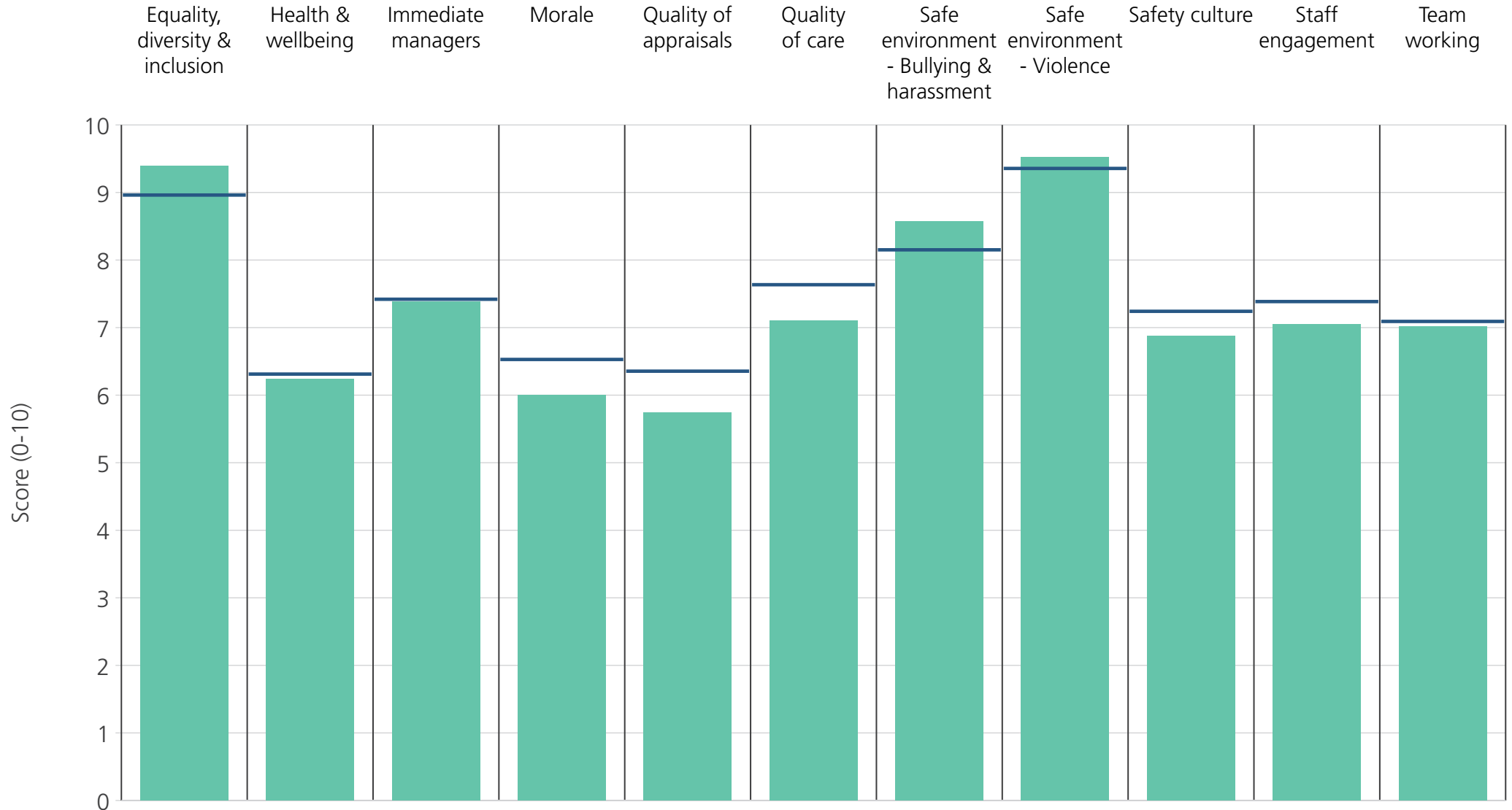
Directorate	8.5	6.1	7.3	6.4	6.2	7.6	7.3	9.2	7.1	7.4	7.0
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	377	380	379	369	317	356	376	377	376	379	373



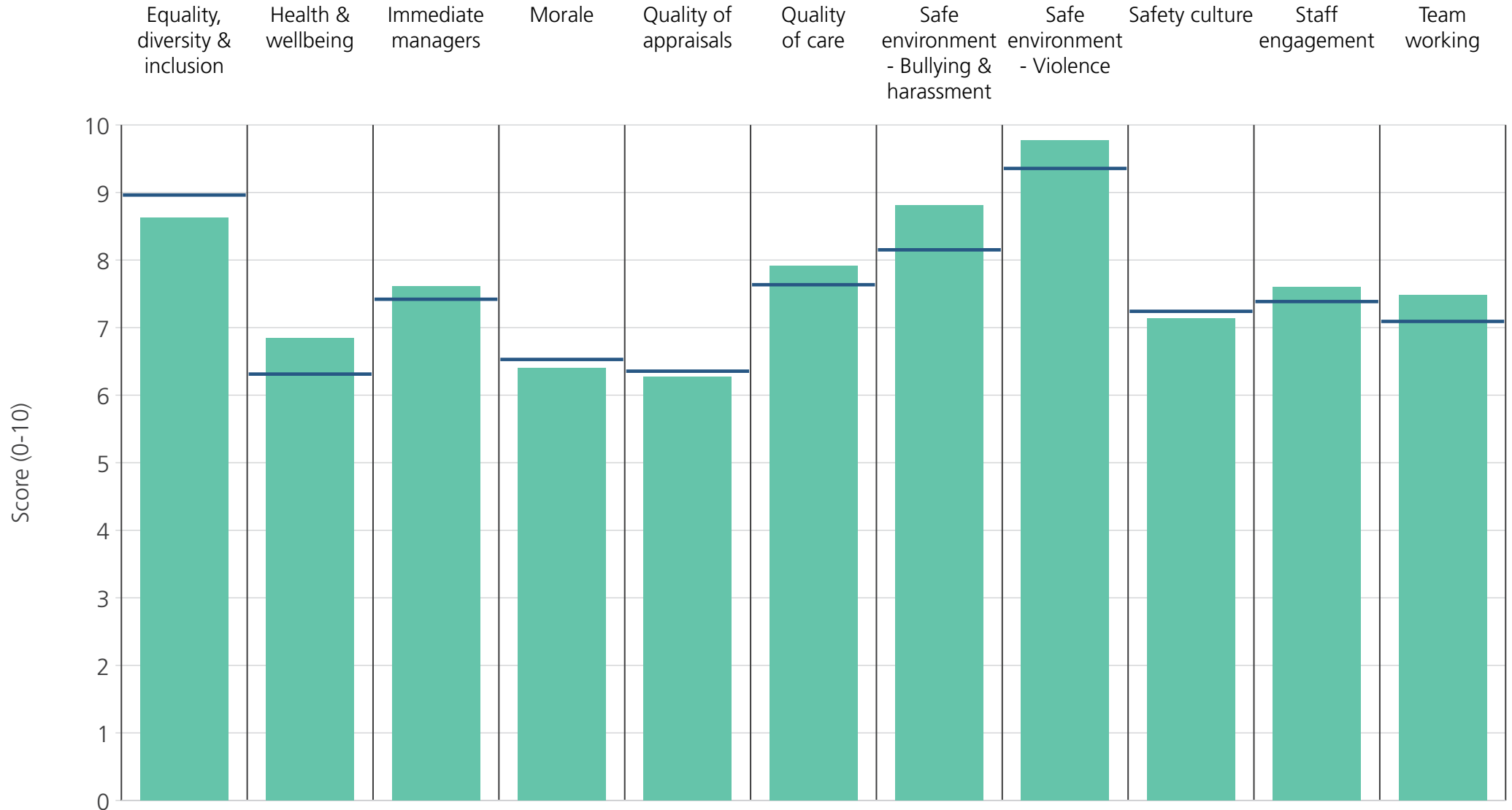
Directorate	8.9	6.4	7.2	6.5	6.8	7.8	7.8	8.8	7.3	7.4	7.0
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	302	306	306	297	249	287	296	296	300	309	307



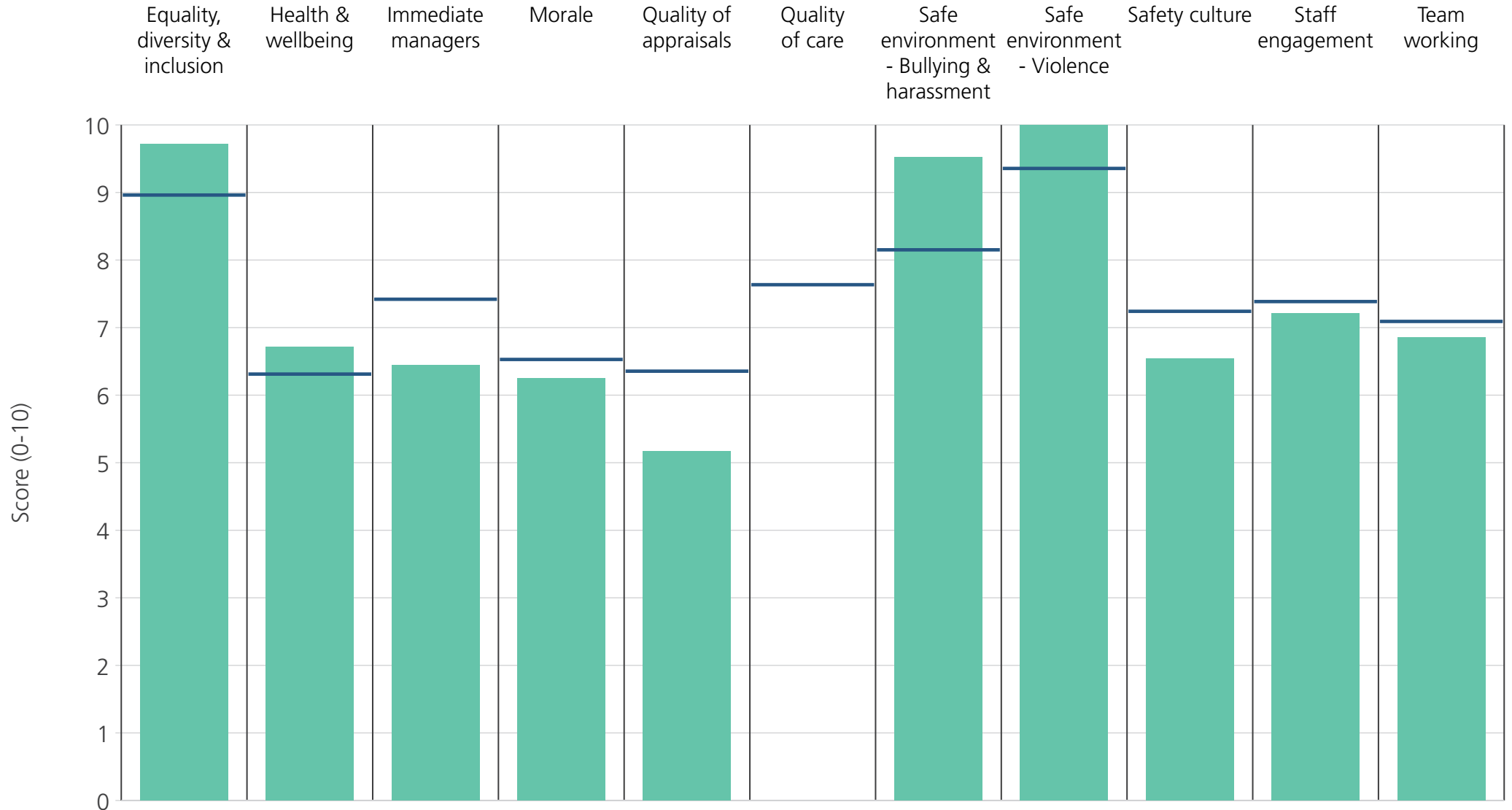
Directorate	9.3	6.1	7.4	6.7	5.8	7.5	8.7	9.6	7.3	7.2	7.2
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	281	283	283	279	215	273	282	282	282	285	280



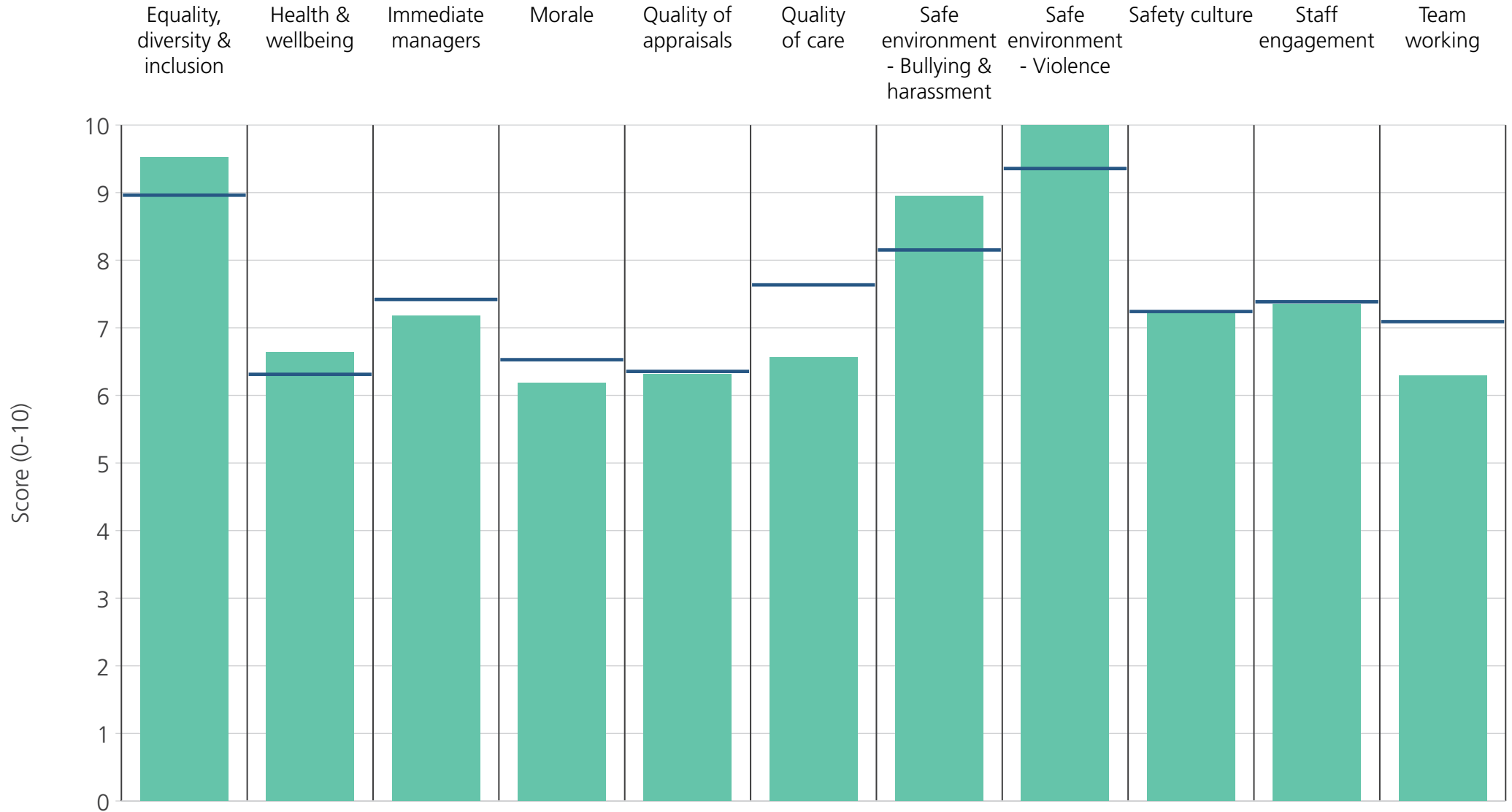
Directorate	9.4	6.2	7.4	6.0	5.7	7.1	8.6	9.5	6.9	7.1	7.0
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	49	48	48	48	37	42	49	49	49	50	49



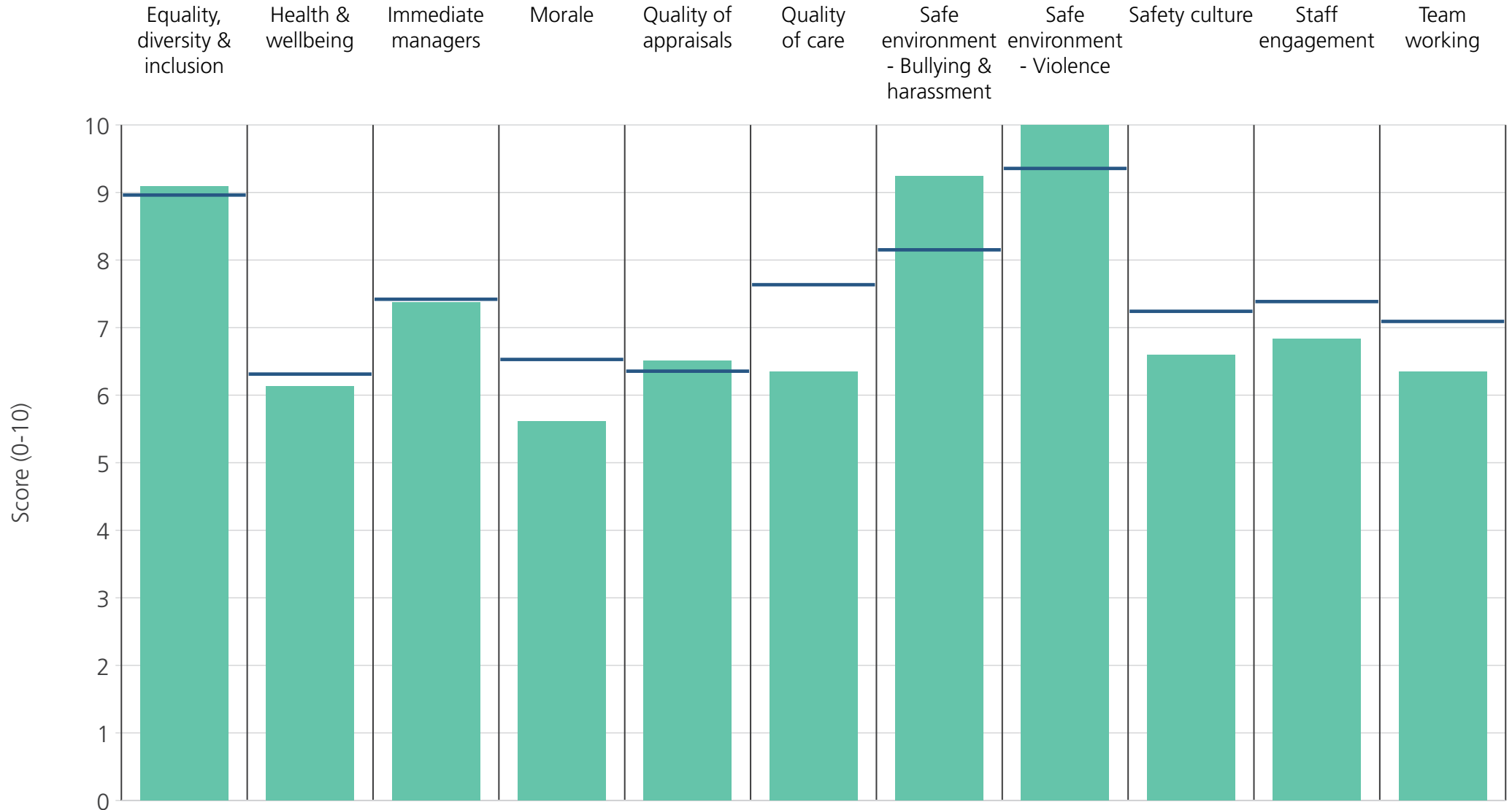
Directorate	8.6	6.8	7.6	6.4	6.3	7.9	8.8	9.8	7.1	7.6	7.5
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	55	57	57	57	51	36	56	57	57	57	57



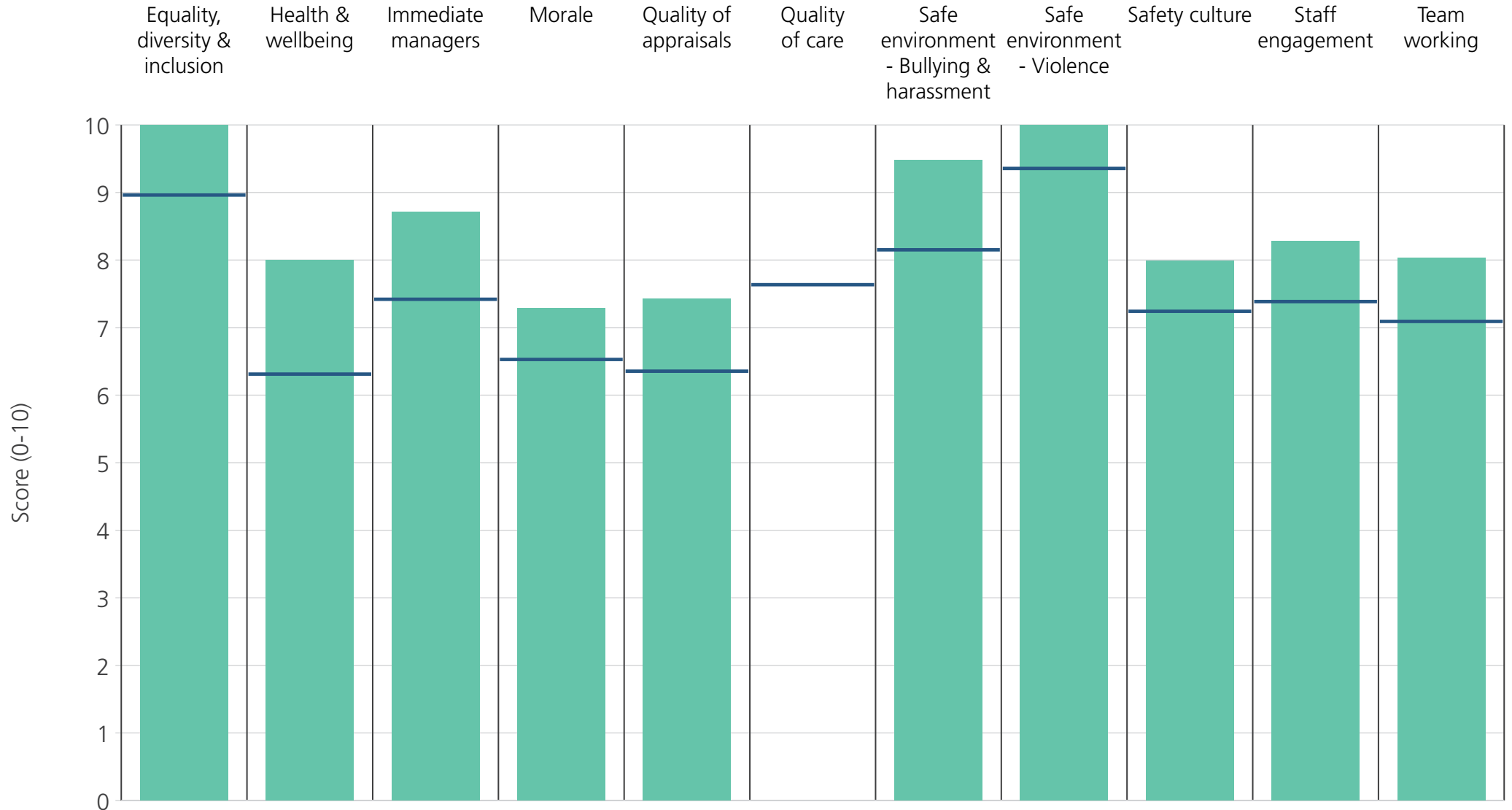
Directorate	9.7	6.7	6.4	6.2	5.2	-	9.5	10.0	6.5	7.2	6.9
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	35	35	35	35	22	9	35	35	35	35	35



Directorate	9.5	6.6	7.2	6.2	6.3	6.6	9.0	10.0	7.2	7.3	6.3
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	54	54	54	53	42	12	54	54	53	54	54



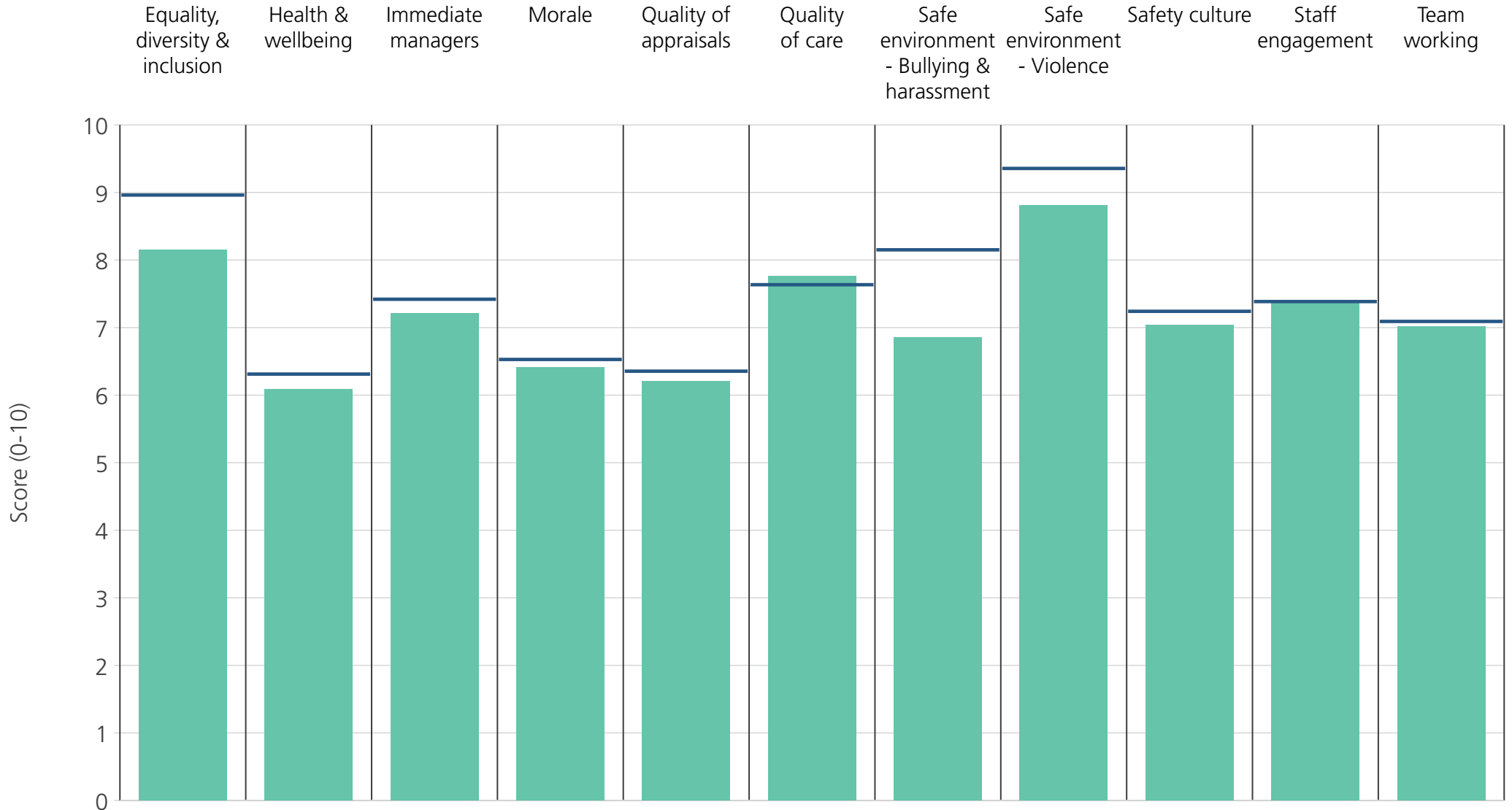
Directorate	9.1	6.1	7.4	5.6	6.5	6.3	9.2	10.0	6.6	6.8	6.3
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	53	53	53	53	39	13	53	53	53	53	53



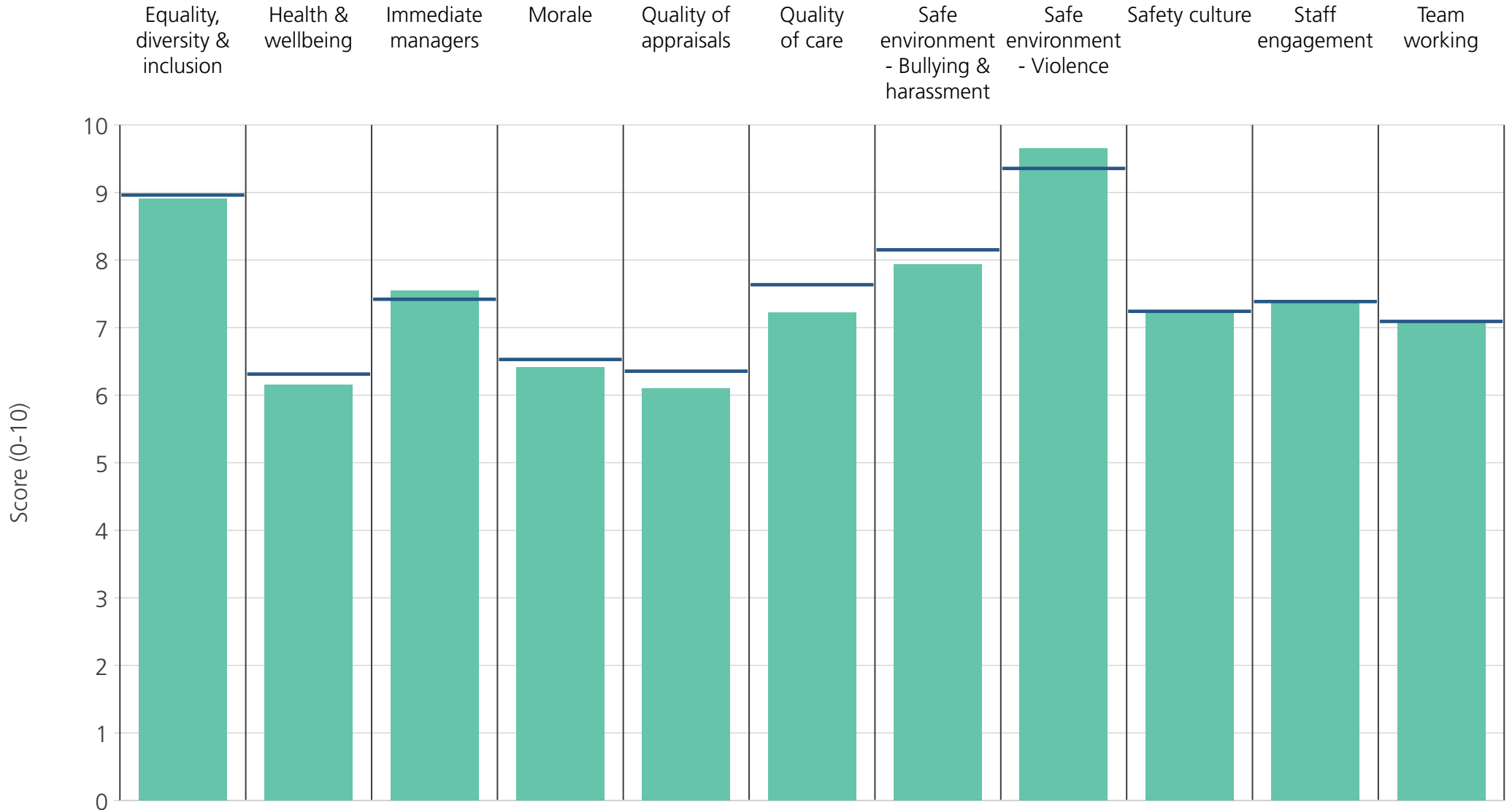
Directorate	10.0	8.0	8.7	7.3	7.4		9.5	10.0	8.0	8.3	8.0
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	19	19	19	19	17	7	19	19	19	19	19

Directorates 2

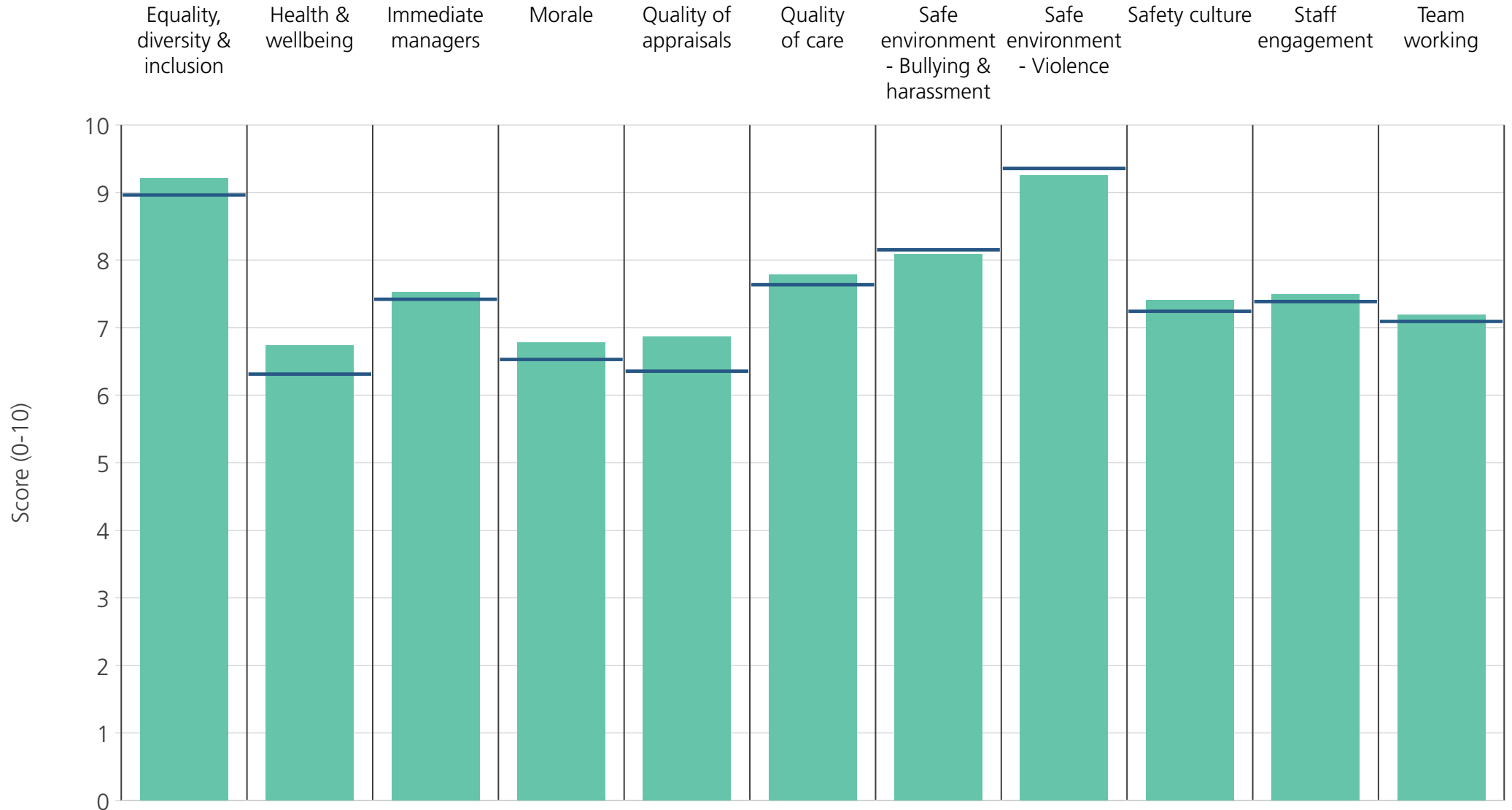
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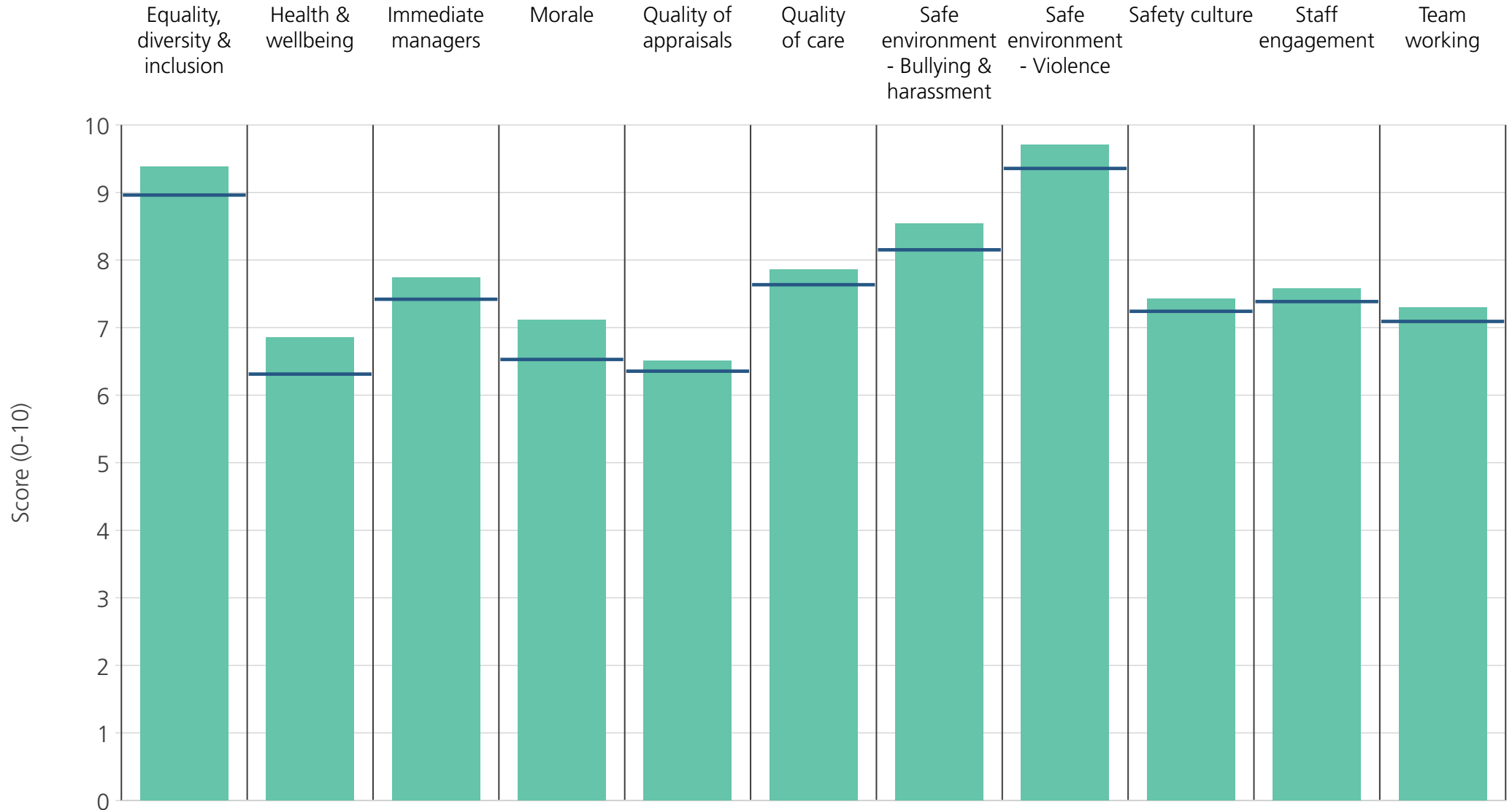
Directorate	8.2	6.1	7.2	6.4	6.2	7.8	6.9	8.8	7.0	7.4	7.0
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	200	202	201	193	164	190	199	200	199	202	200



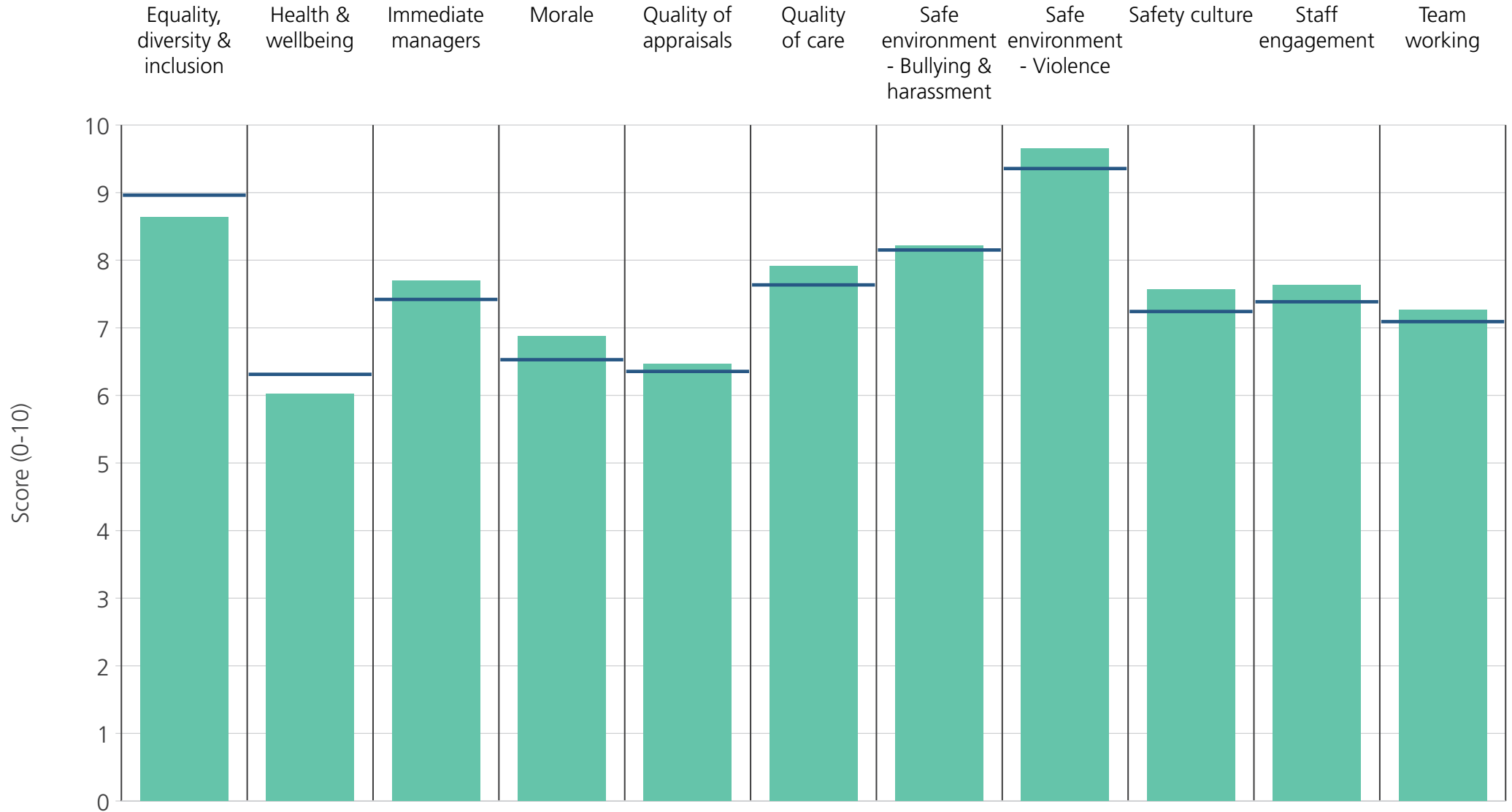
Directorate	8.9	6.2	7.5	6.4	6.1	7.2	7.9	9.6	7.2	7.4	7.1
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	142	143	143	141	123	132	142	142	142	142	139



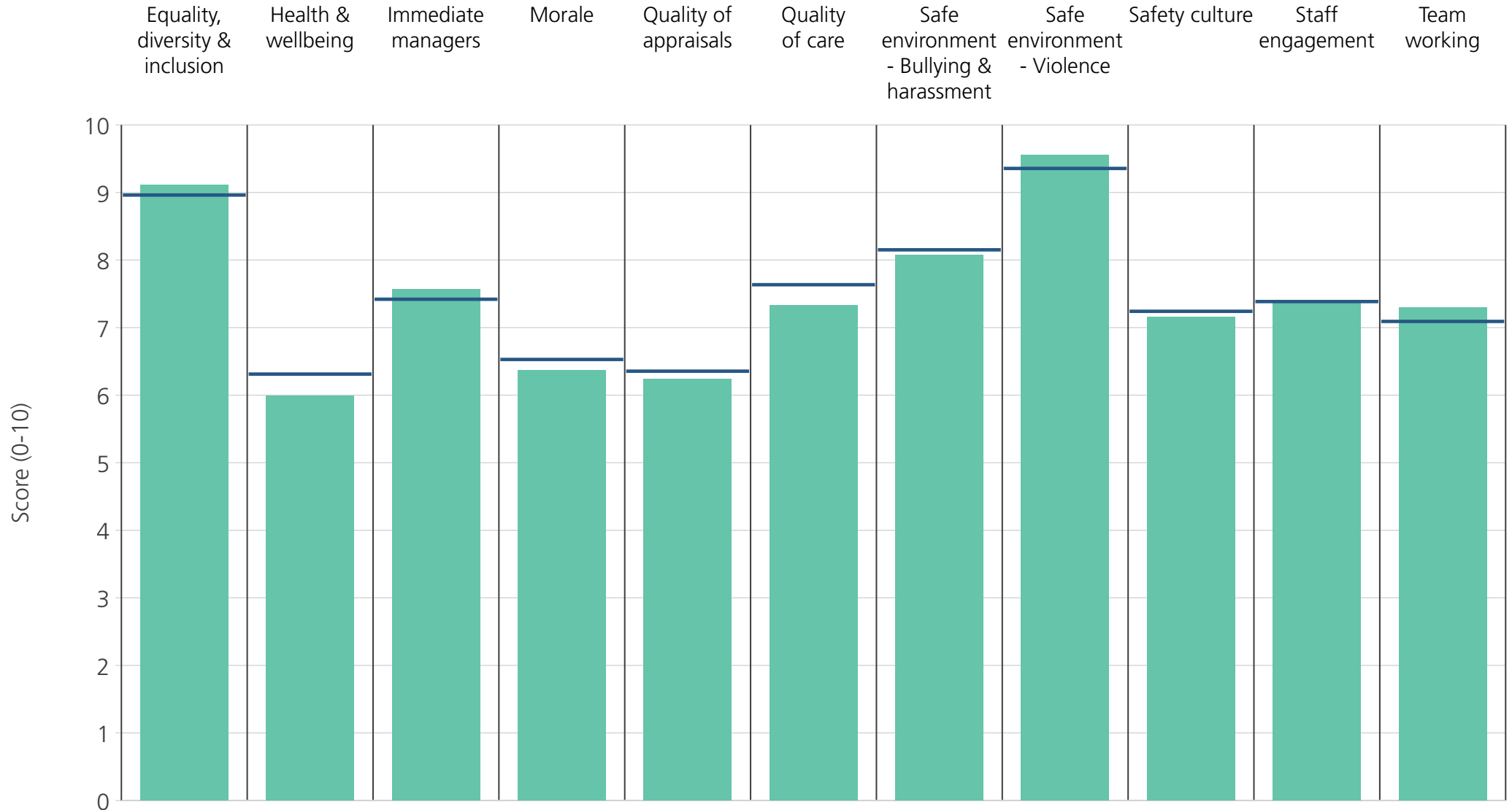
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Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	132	135	135	133	115	123	133	131	134	137	137



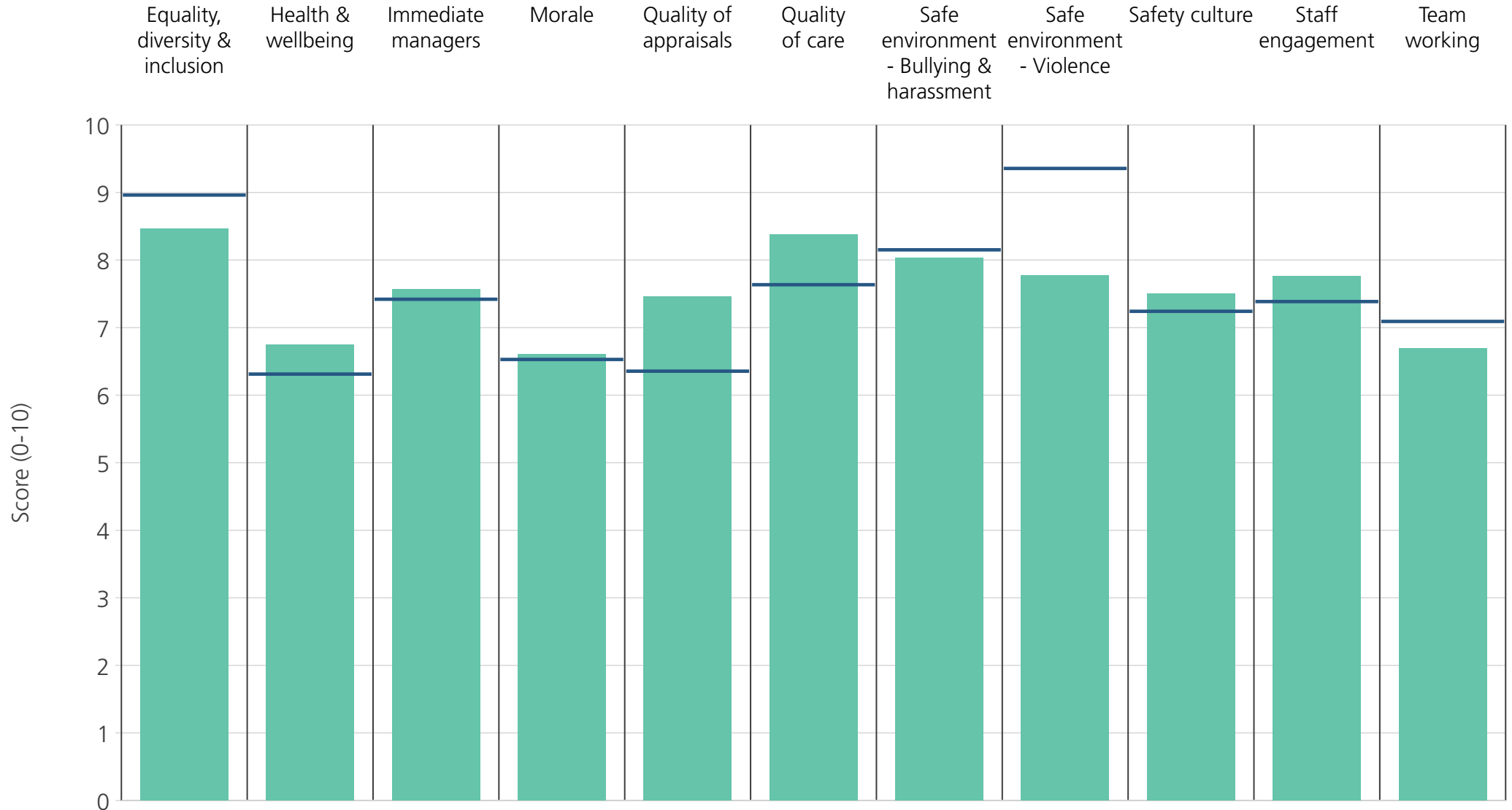
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Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	156	156	155	153	141	150	155	156	156	158	158



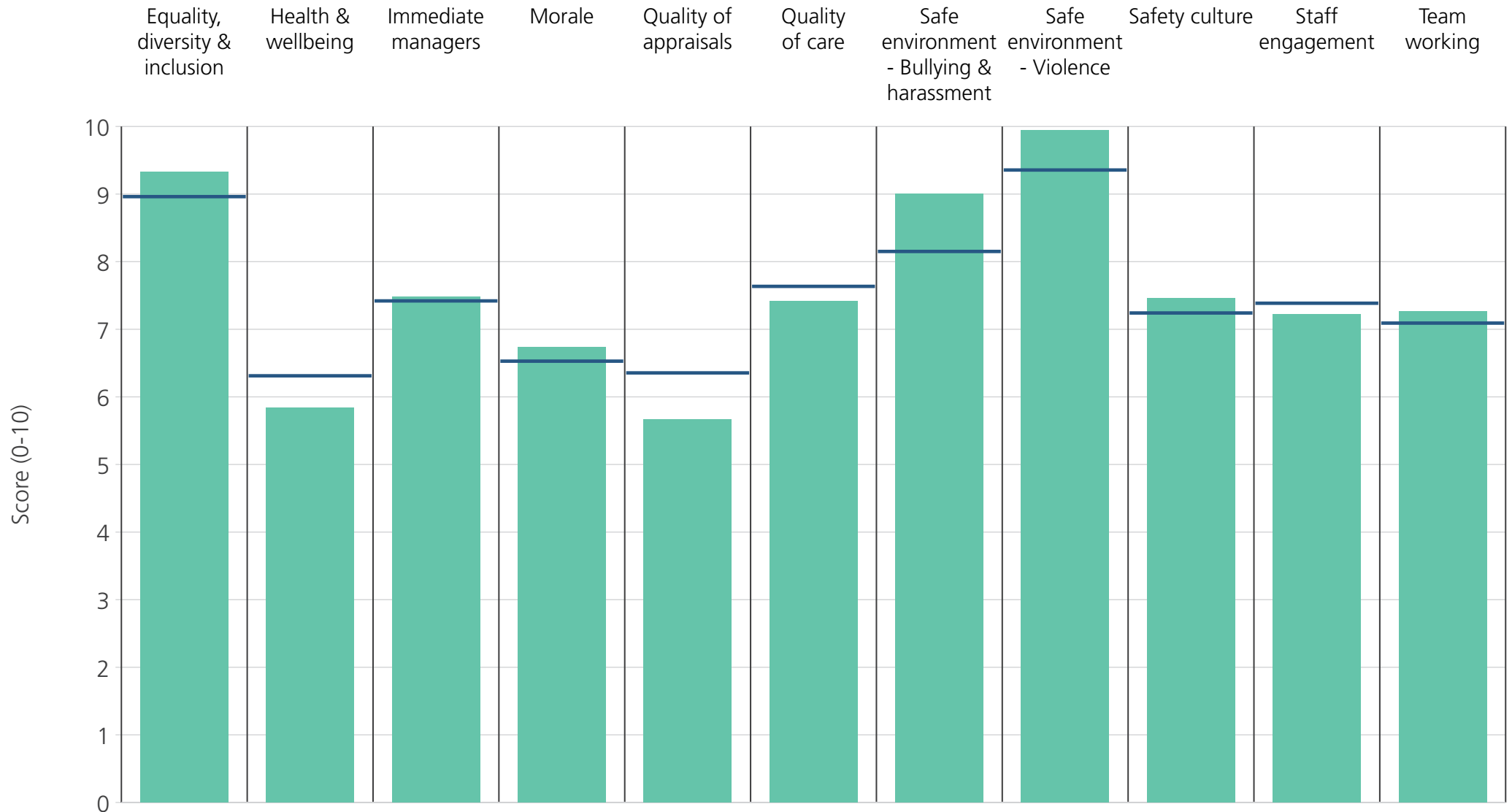
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Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	138	137	138	138	123	129	137	136	138	139	138



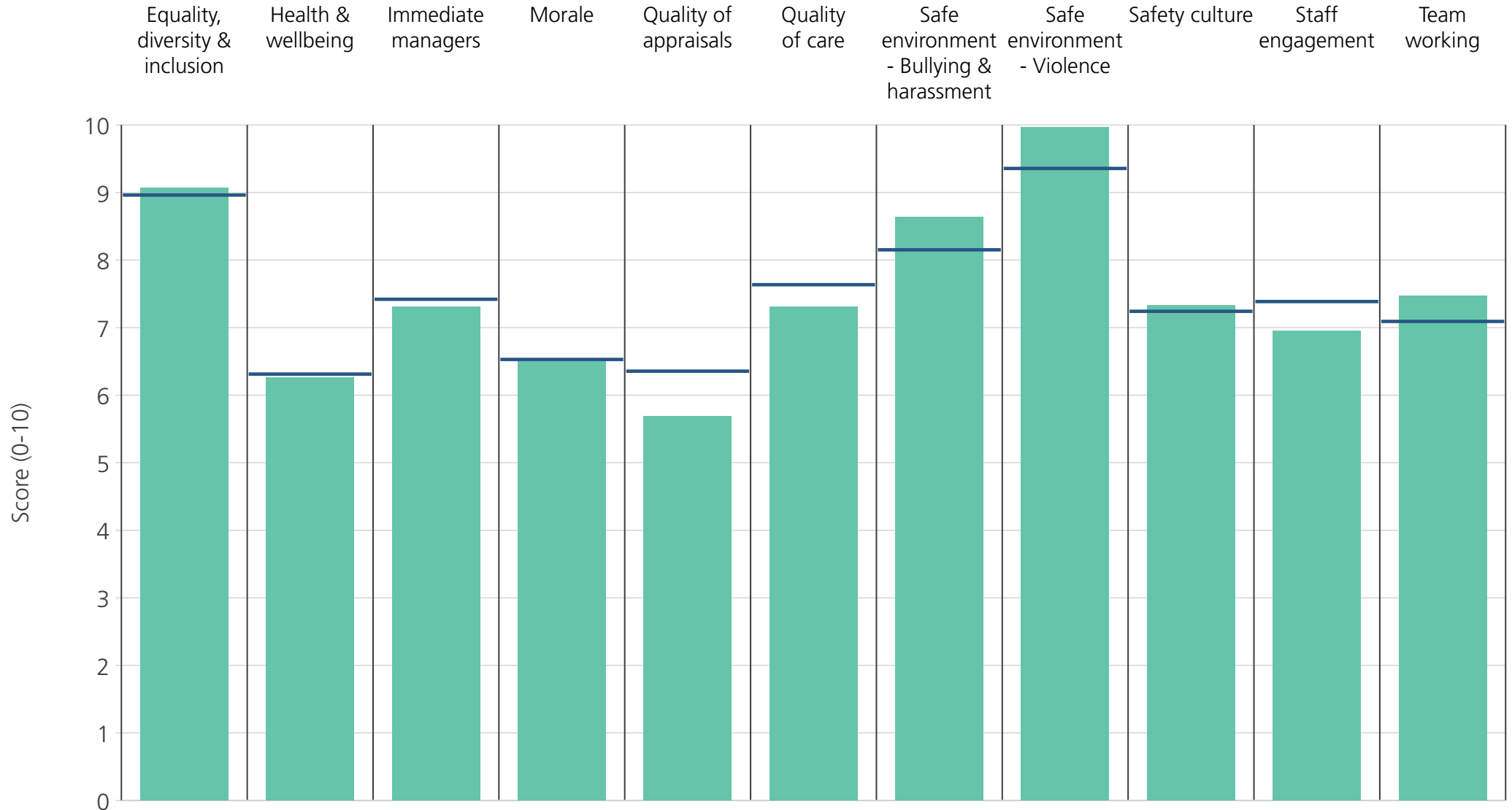
Directorate	9.1	6.0	7.6	6.4	6.2	7.3	8.1	9.6	7.2	7.4	7.3
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	143	143	143	140	114	139	142	143	142	143	142



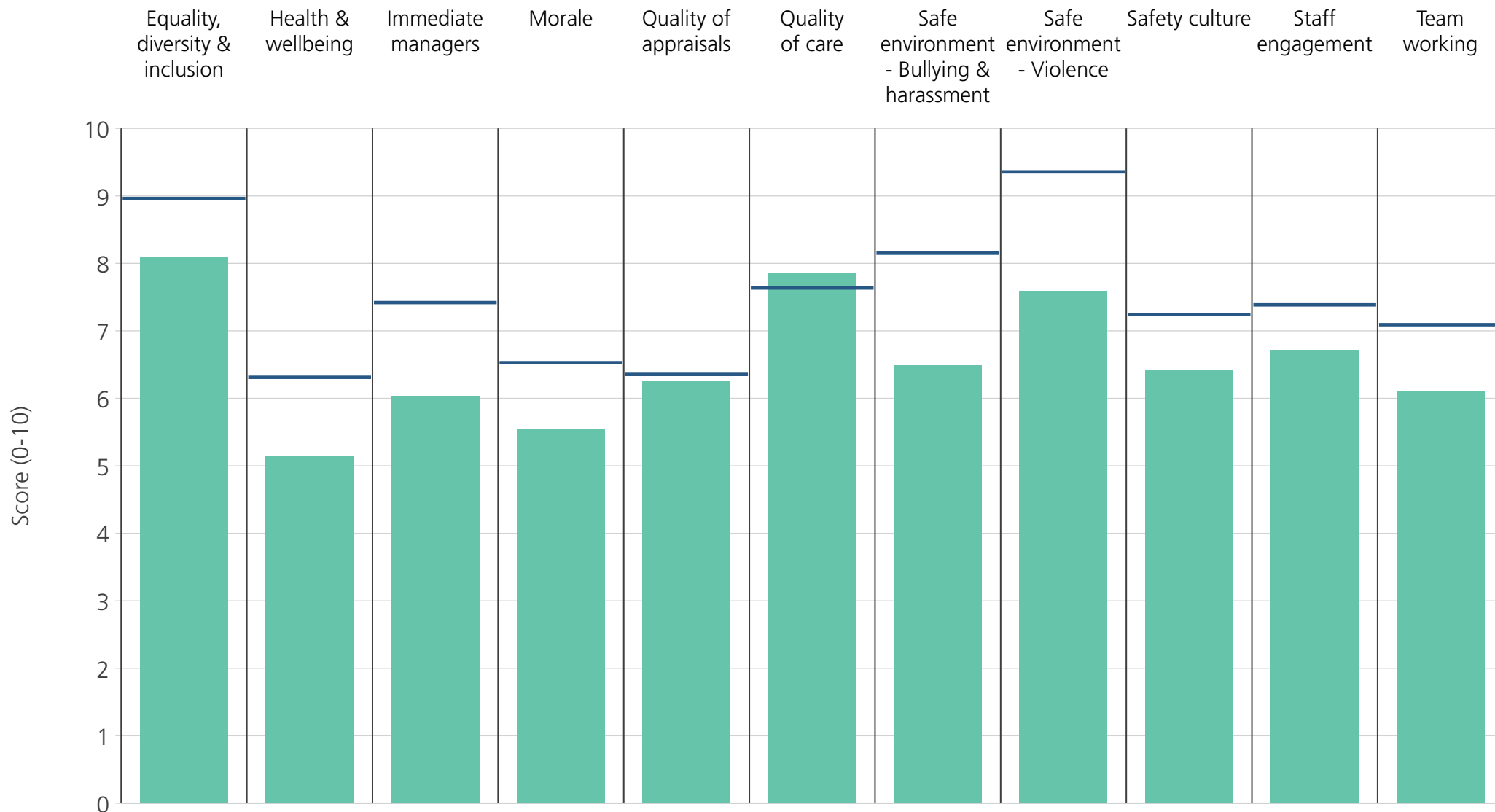
Directorate	8.5	6.7	7.6	6.6	7.5	8.4	8.0	7.8	7.5	7.8	6.7
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	77	77	77	75	66	70	76	77	77	77	74



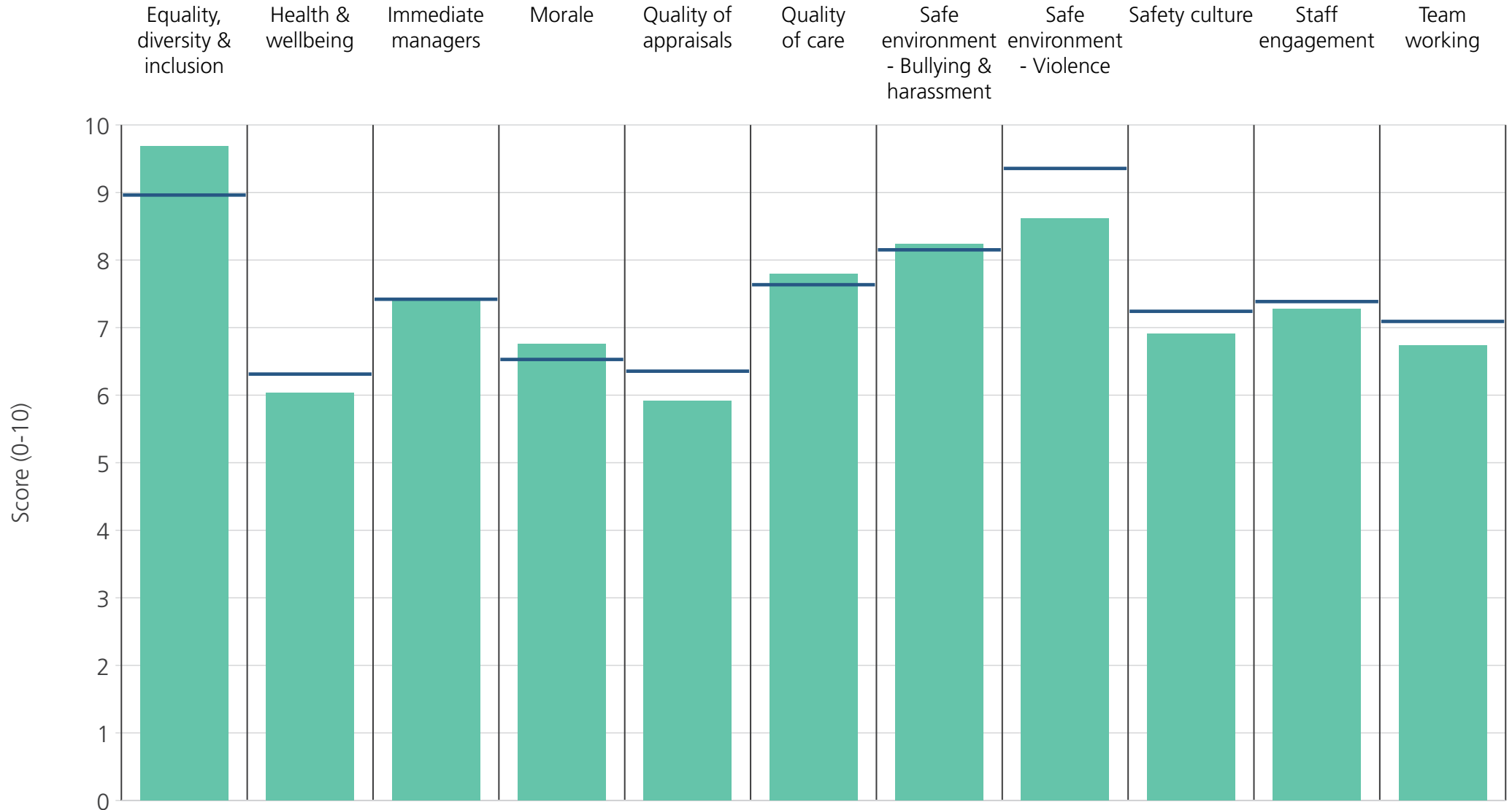
Directorate	9.3	5.8	7.5	6.7	5.7	7.4	9.0	9.9	7.5	7.2	7.3
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	114	114	114	114	81	114	114	113	114	116	115



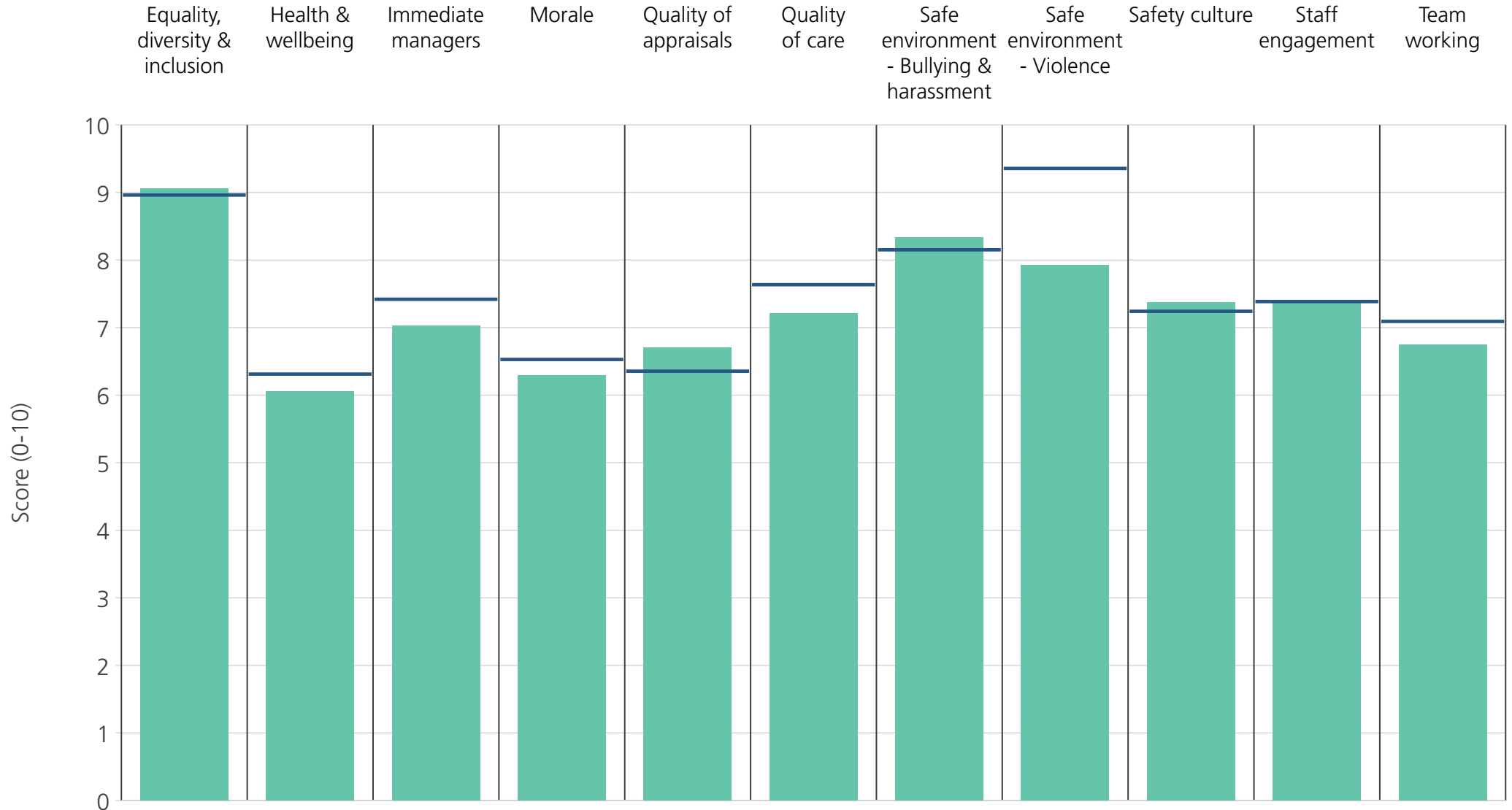
Directorate	9.1	6.3	7.3	6.5	5.7	7.3	8.6	10.0	7.3	7.0	7.5
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	92	93	93	92	73	91	93	93	93	93	90



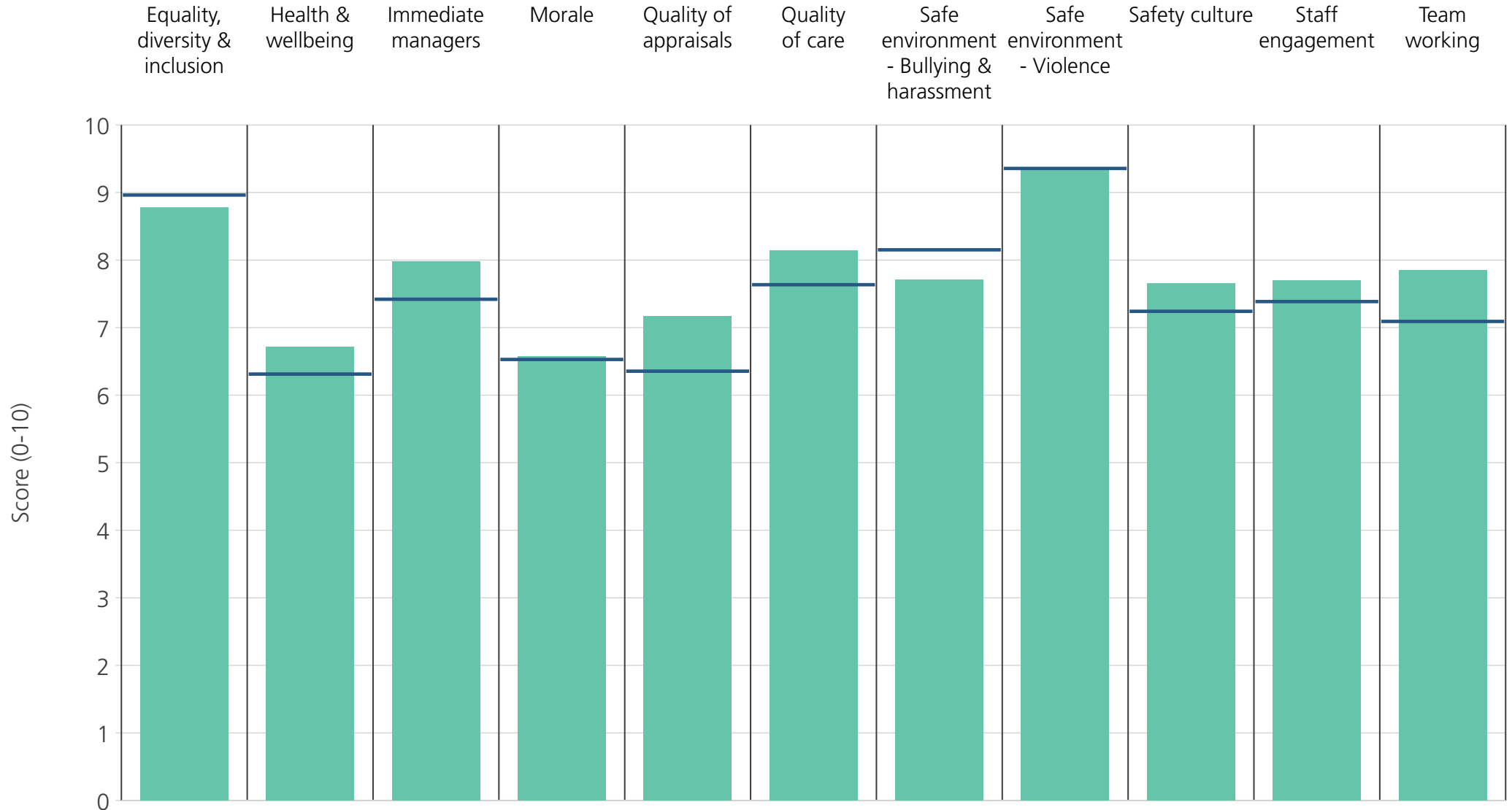
Directorate	8.1	5.1	6.0	5.5	6.3	7.8	6.5	7.6	6.4	6.7	6.1
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	61	62	62	59	41	62	57	58	59	63	61



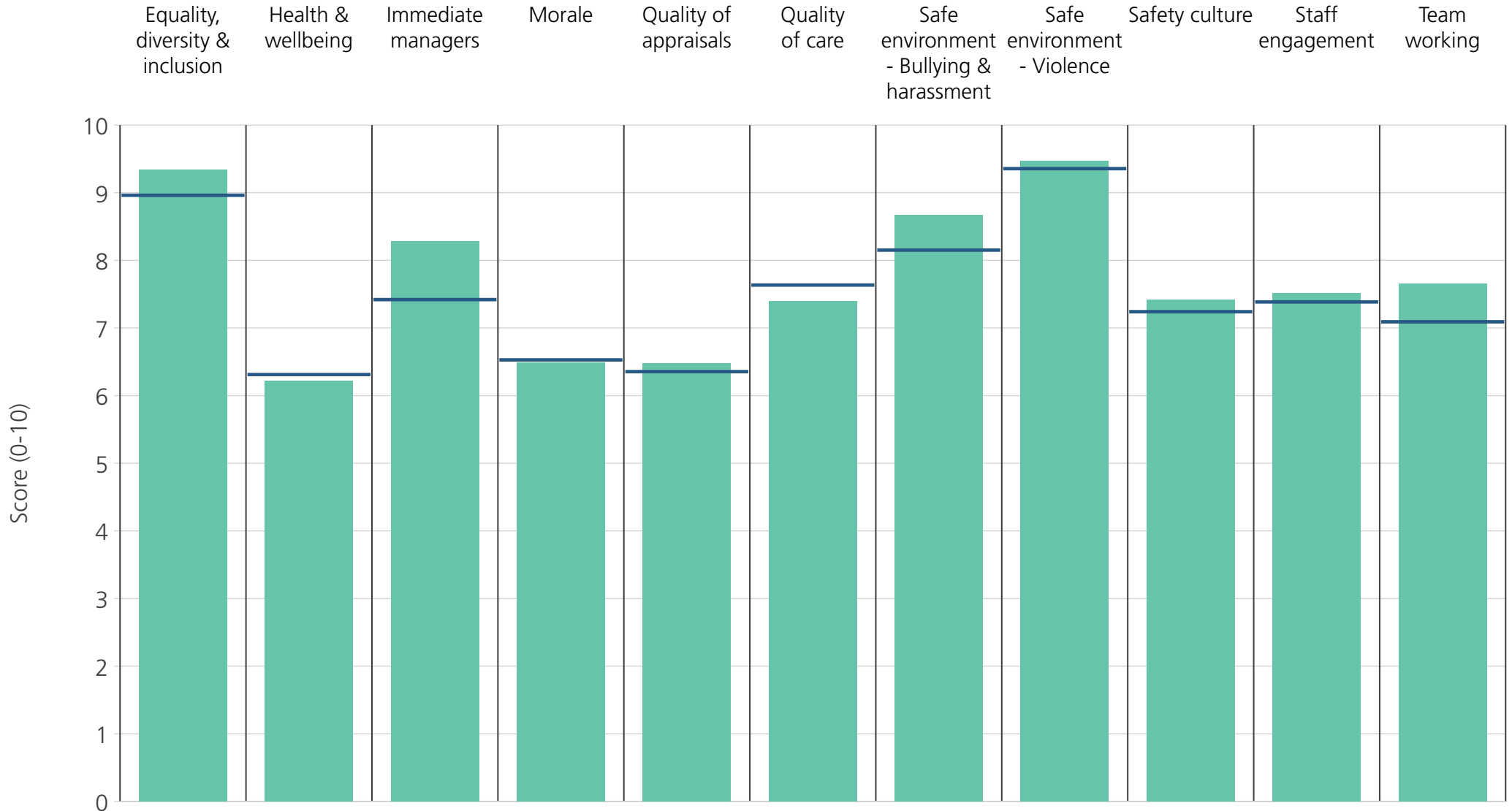
Directorate	9.7	6.0	7.4	6.8	5.9	7.8	8.2	8.6	6.9	7.3	6.7
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	69	70	70	67	56	64	69	70	69	70	69



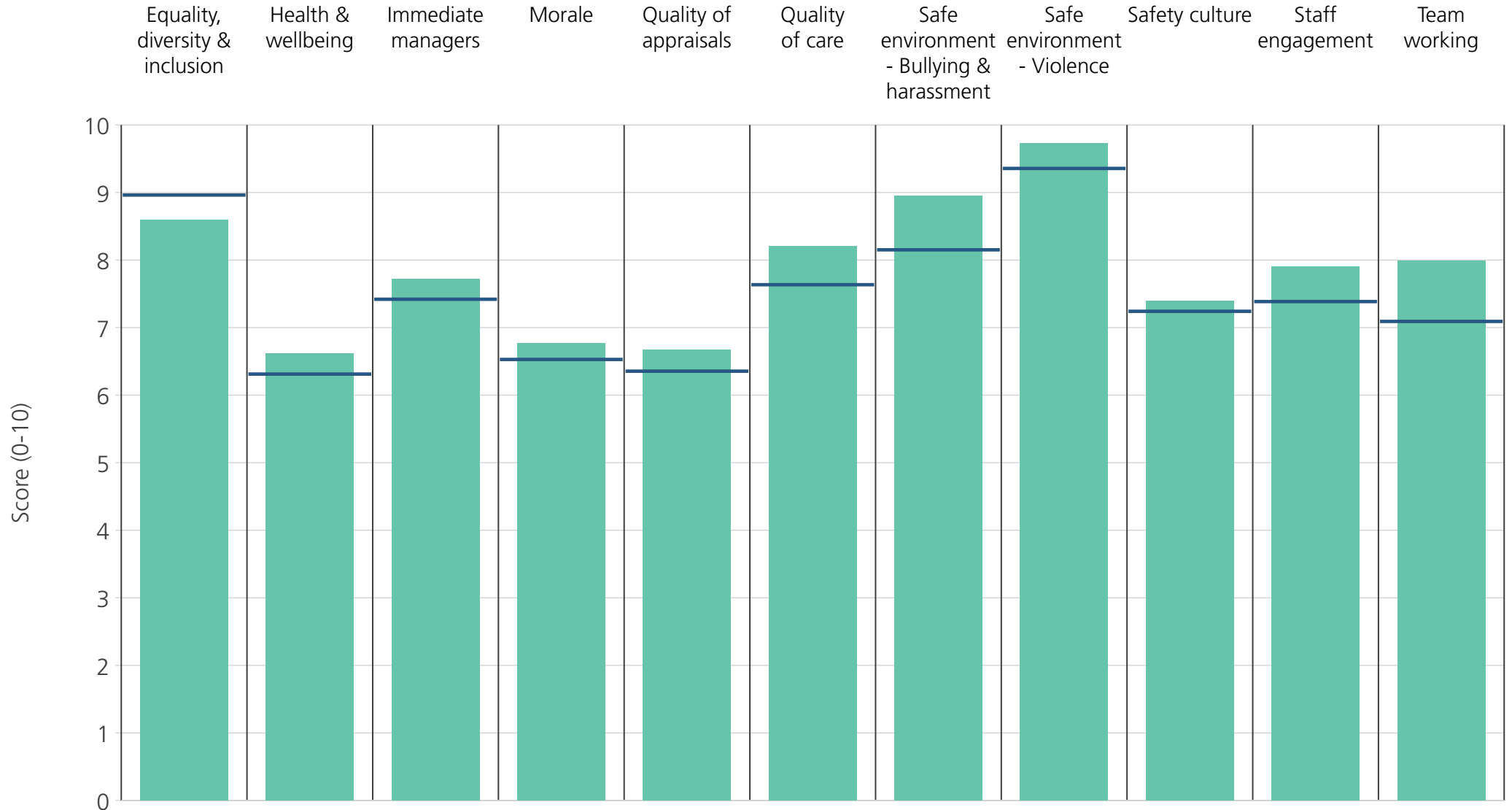
Directorate	9.1	6.1	7.0	6.3	6.7	7.2	8.3	7.9	7.4	7.4	6.8
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	46	46	46	46	40	43	44	45	46	46	45



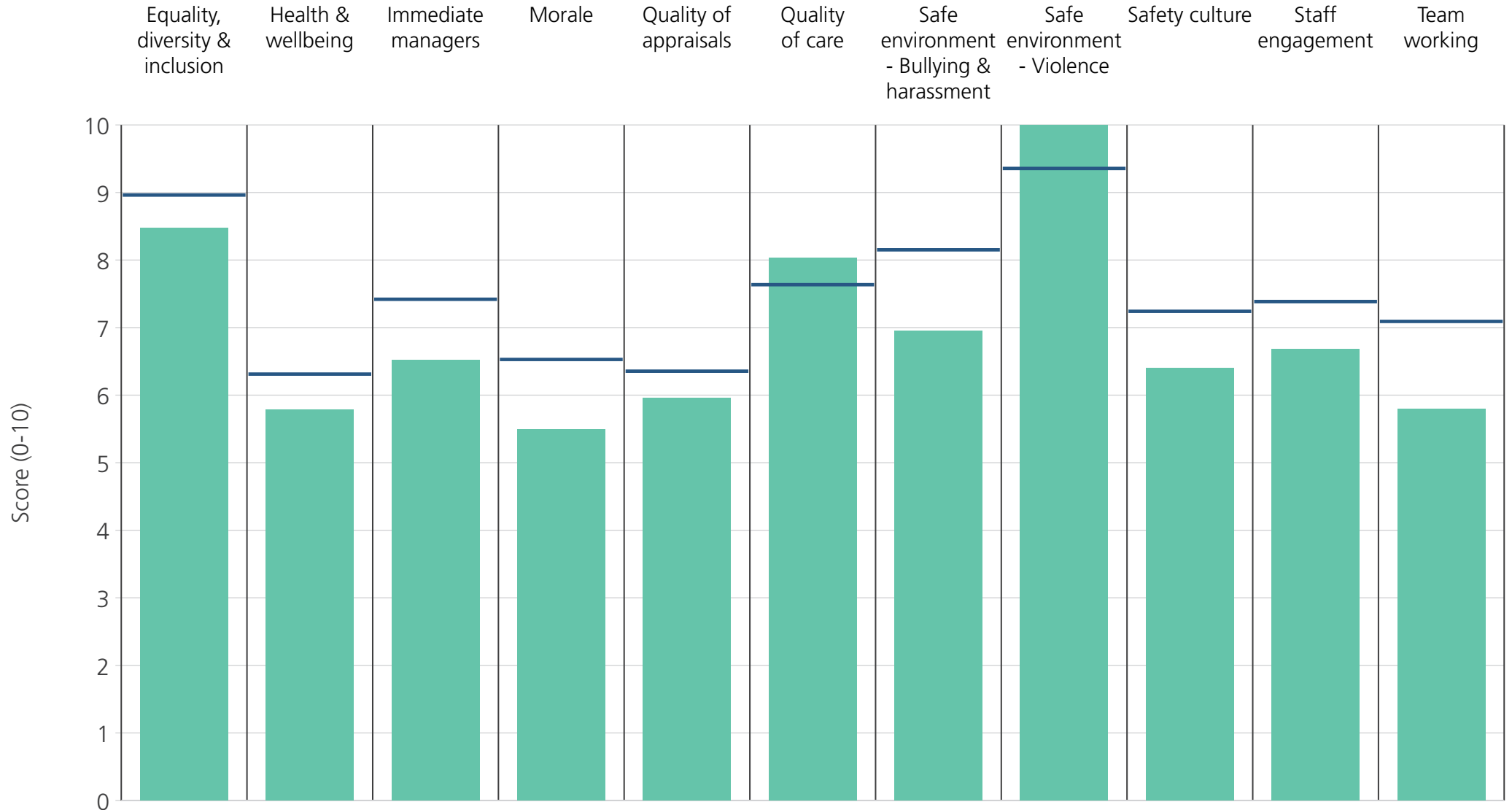
Directorate	8.8	6.7	8.0	6.6	7.2	8.1	7.7	9.4	7.7	7.7	7.8
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	49	49	49	45	41	48	48	48	47	49	50



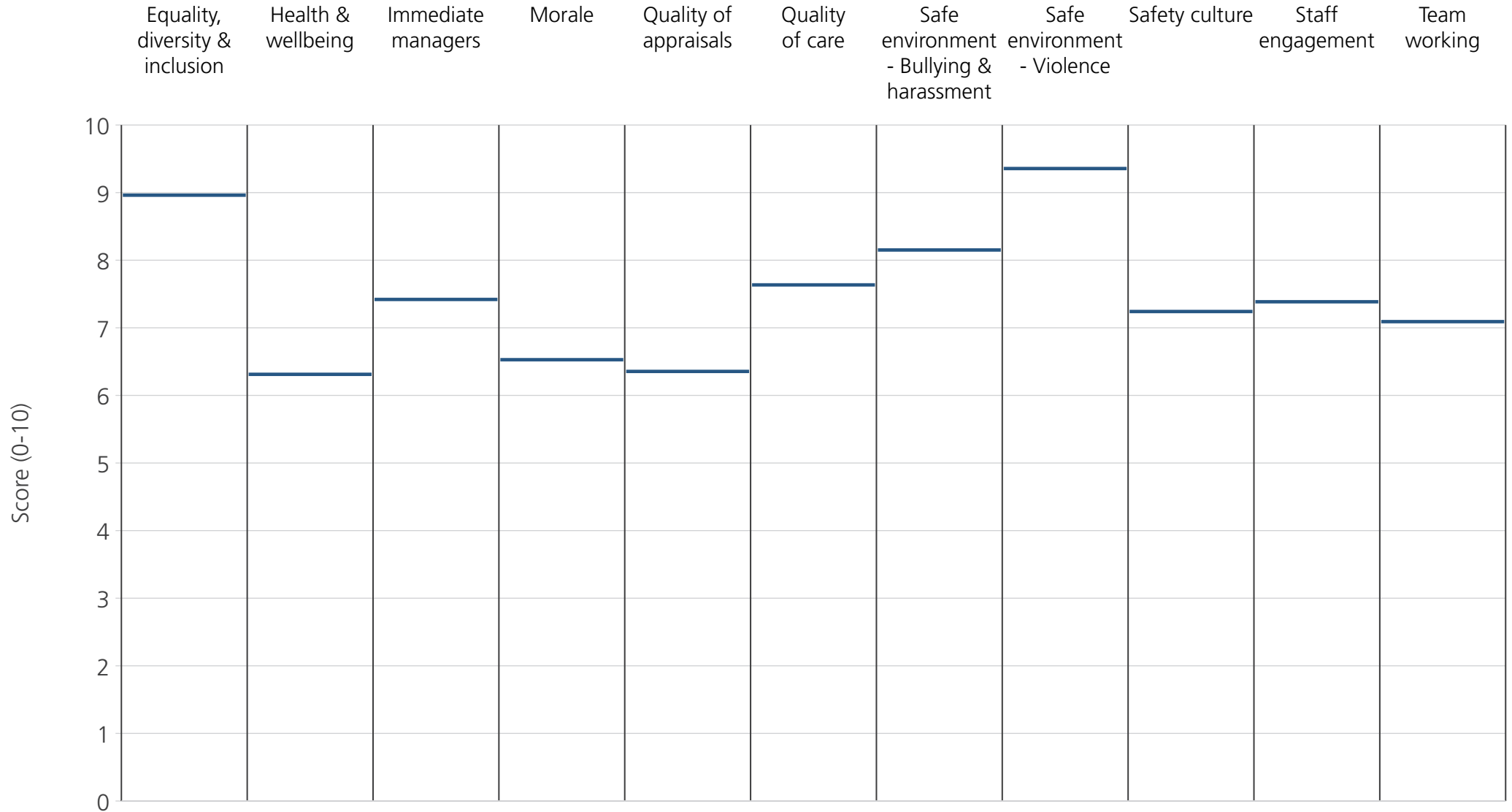
Directorate	9.3	6.2	8.3	6.5	6.5	7.4	8.7	9.5	7.4	7.5	7.7
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	25	25	25	25	17	24	25	25	25	26	25



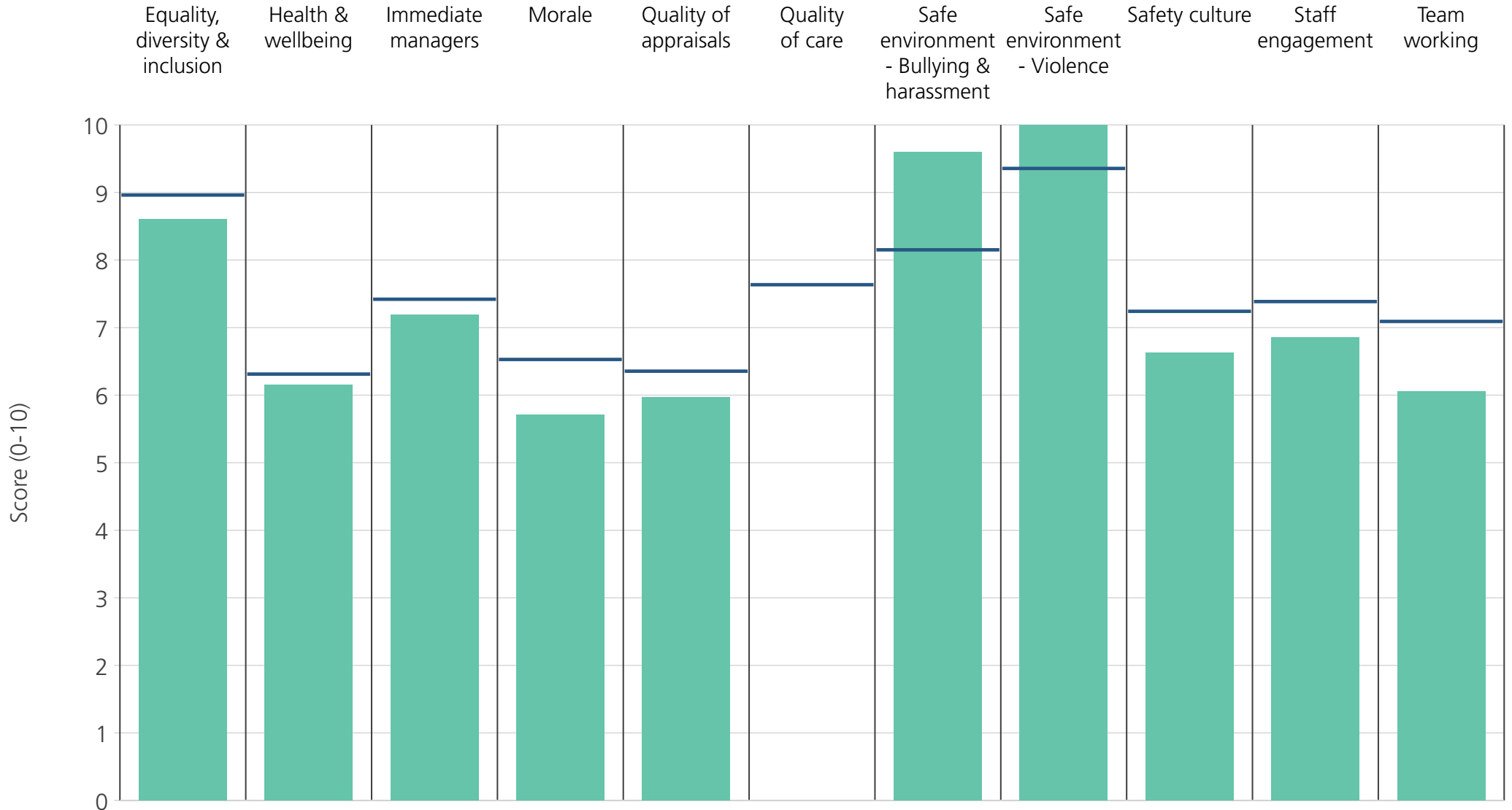
Directorate	8.6	6.6	7.7	6.8	6.7	8.2	9.0	9.7	7.4	7.9	8.0
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	35	36	36	36	33	29	35	36	36	36	36



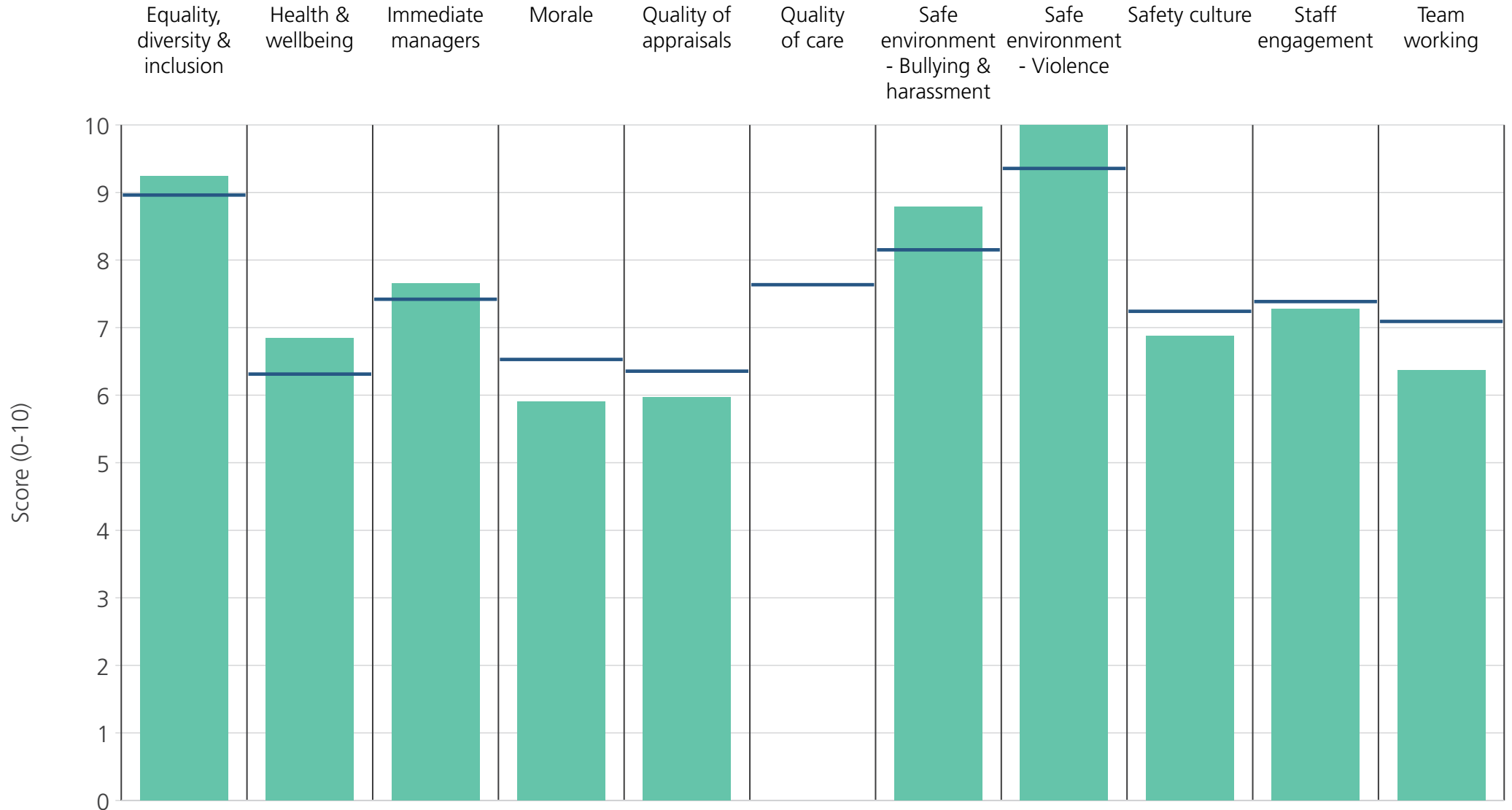
Directorate	8.5	5.8	6.5	5.5	6.0	8.0	7.0	10.0	6.4	6.7	5.8
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	23	23	23	23	21	22	23	23	23	23	22



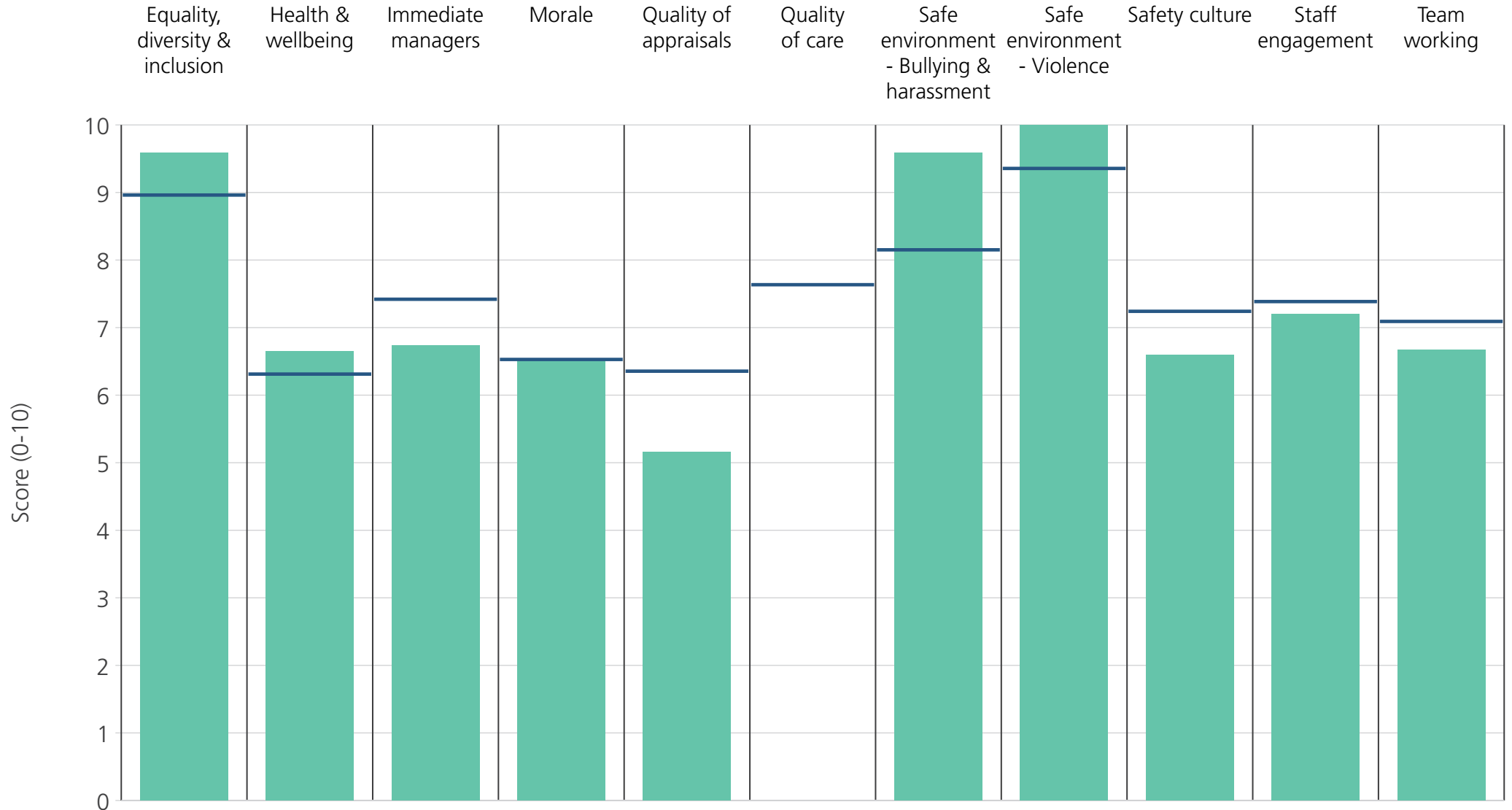
Directorate	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	4	4	4	4	2	2	4	4	4	4	4



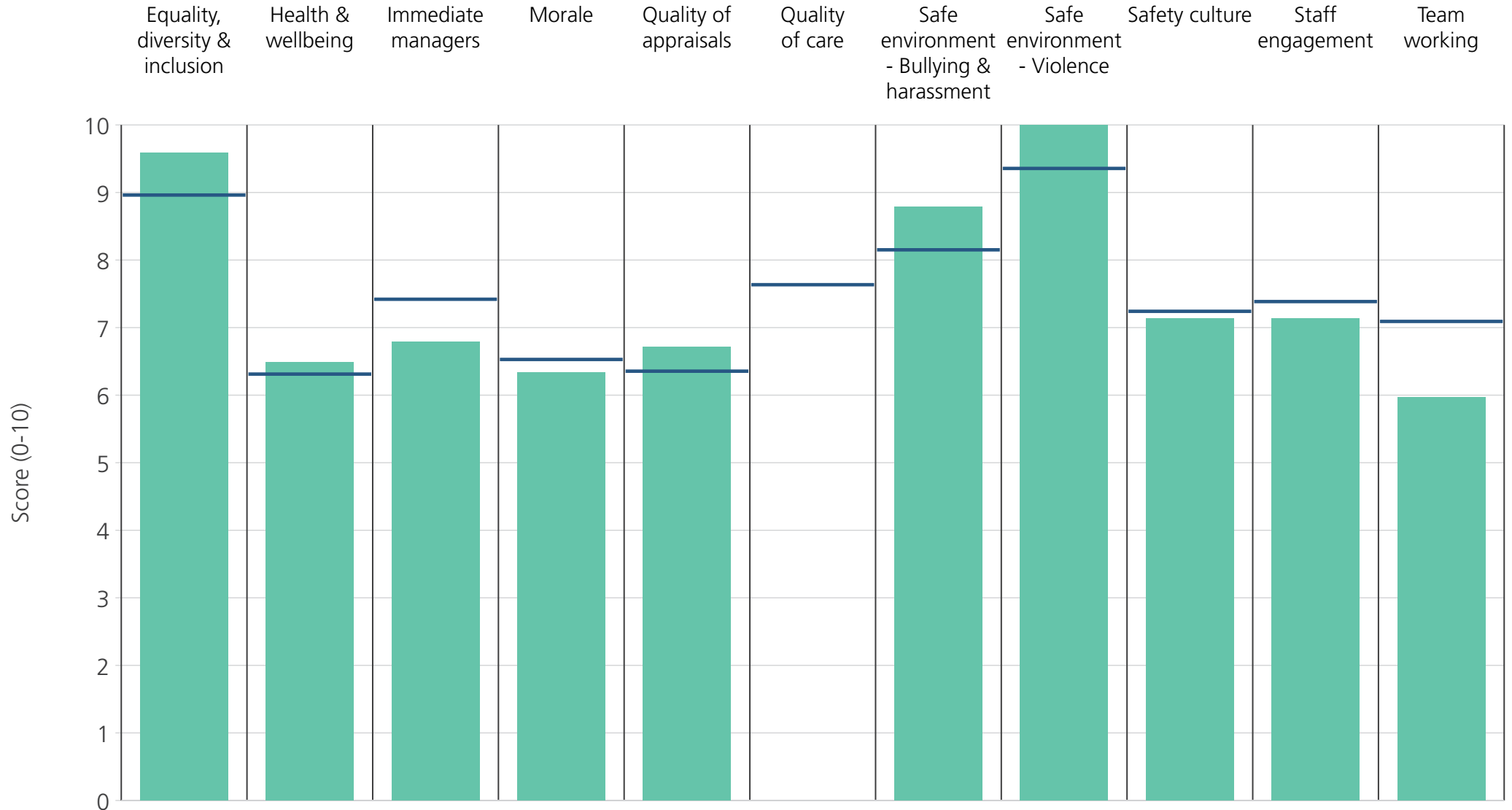
Directorate	8.6	6.2	7.2	5.7	6.0		9.6	10.0	6.6	6.9	6.1
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	25	25	25	25	18	5	25	25	25	25	25



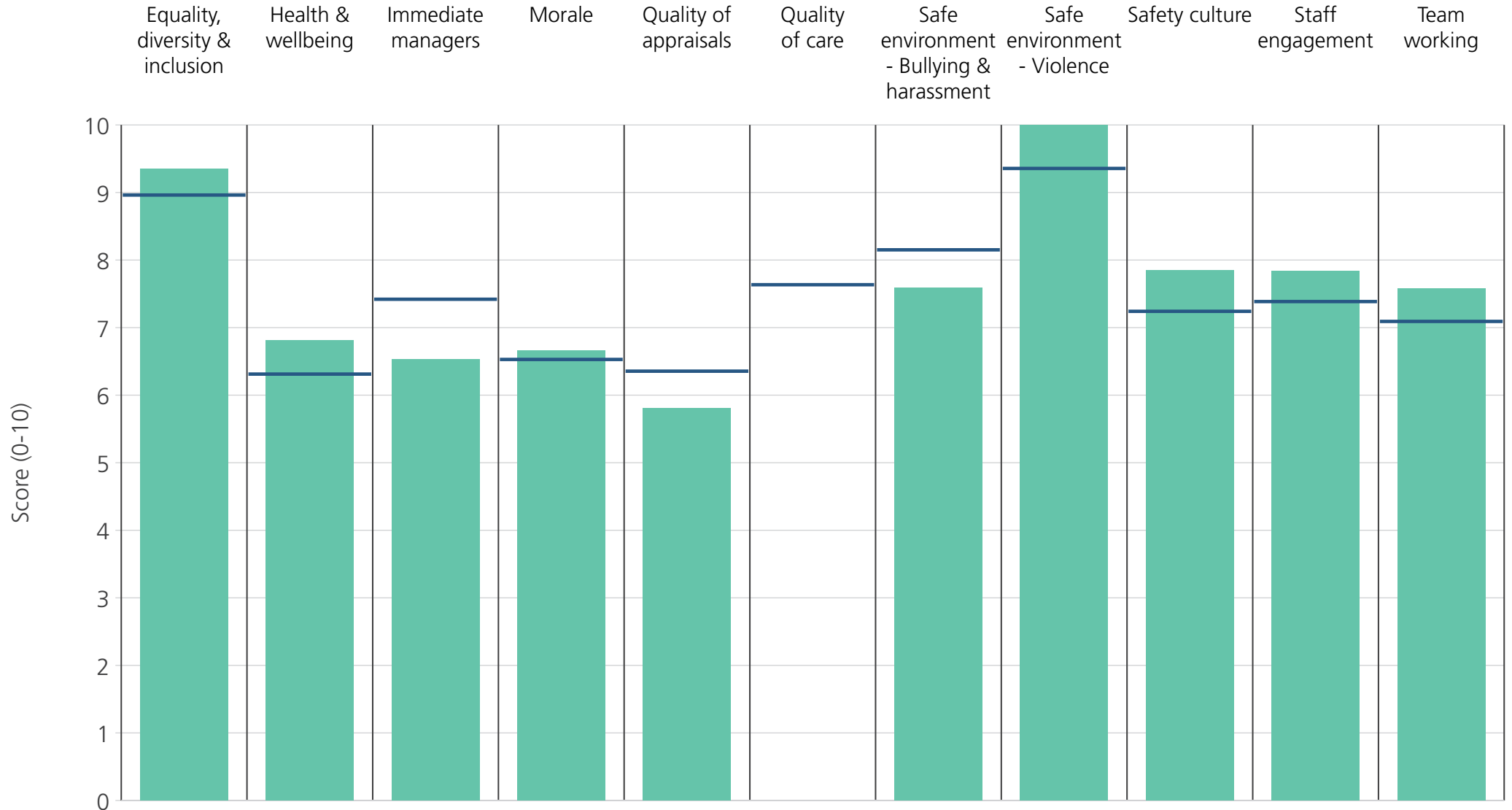
Directorate	9.2	6.8	7.7	5.9	6.0		8.8	10.0	6.9	7.3	6.4
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	22	22	22	21	18	5	22	22	21	22	22



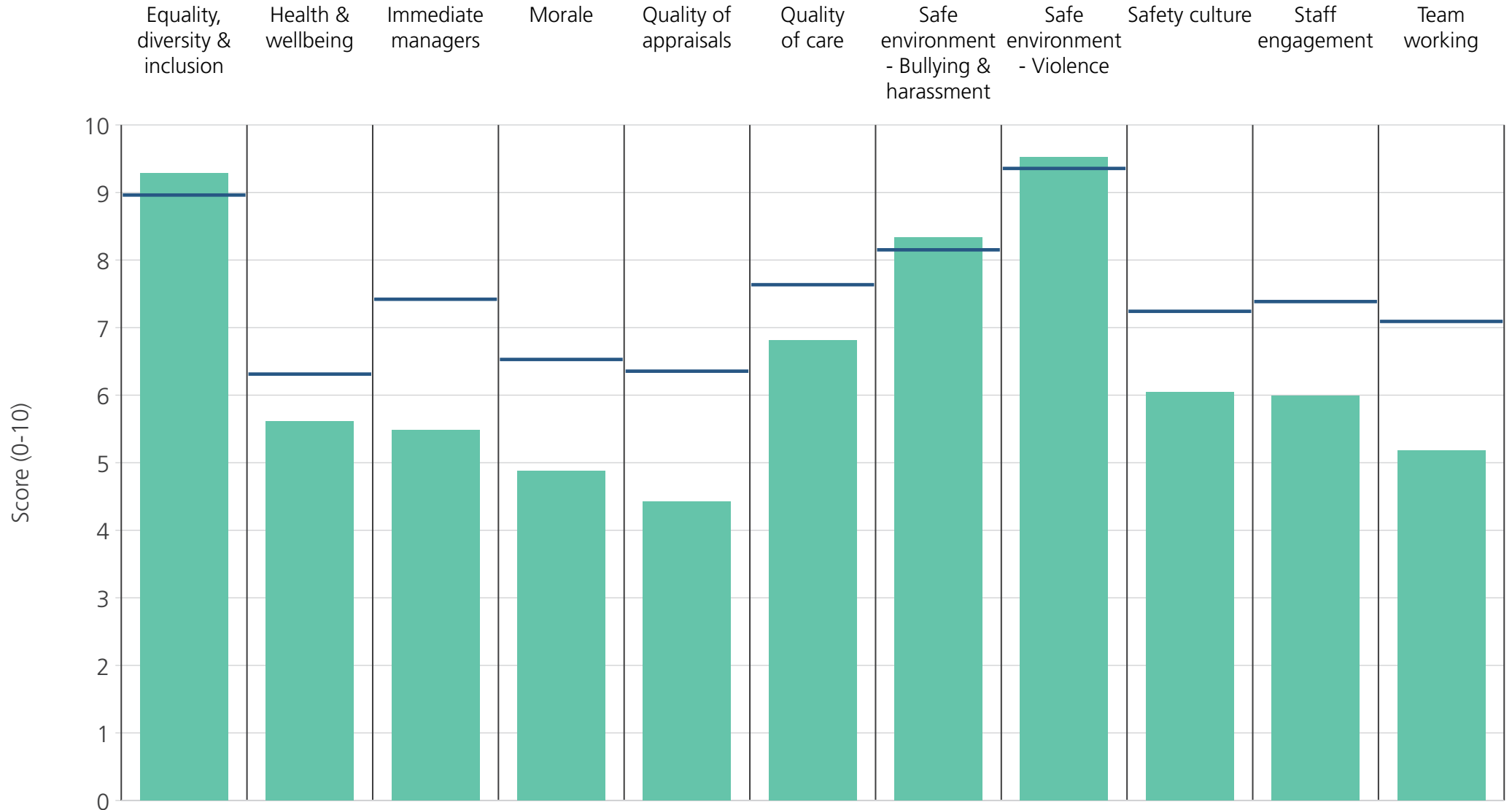
Directorate	9.6	6.7	6.7	6.5	5.2		9.6	10.0	6.6	7.2	6.7
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	24	24	24	24	16	7	24	24	24	24	24



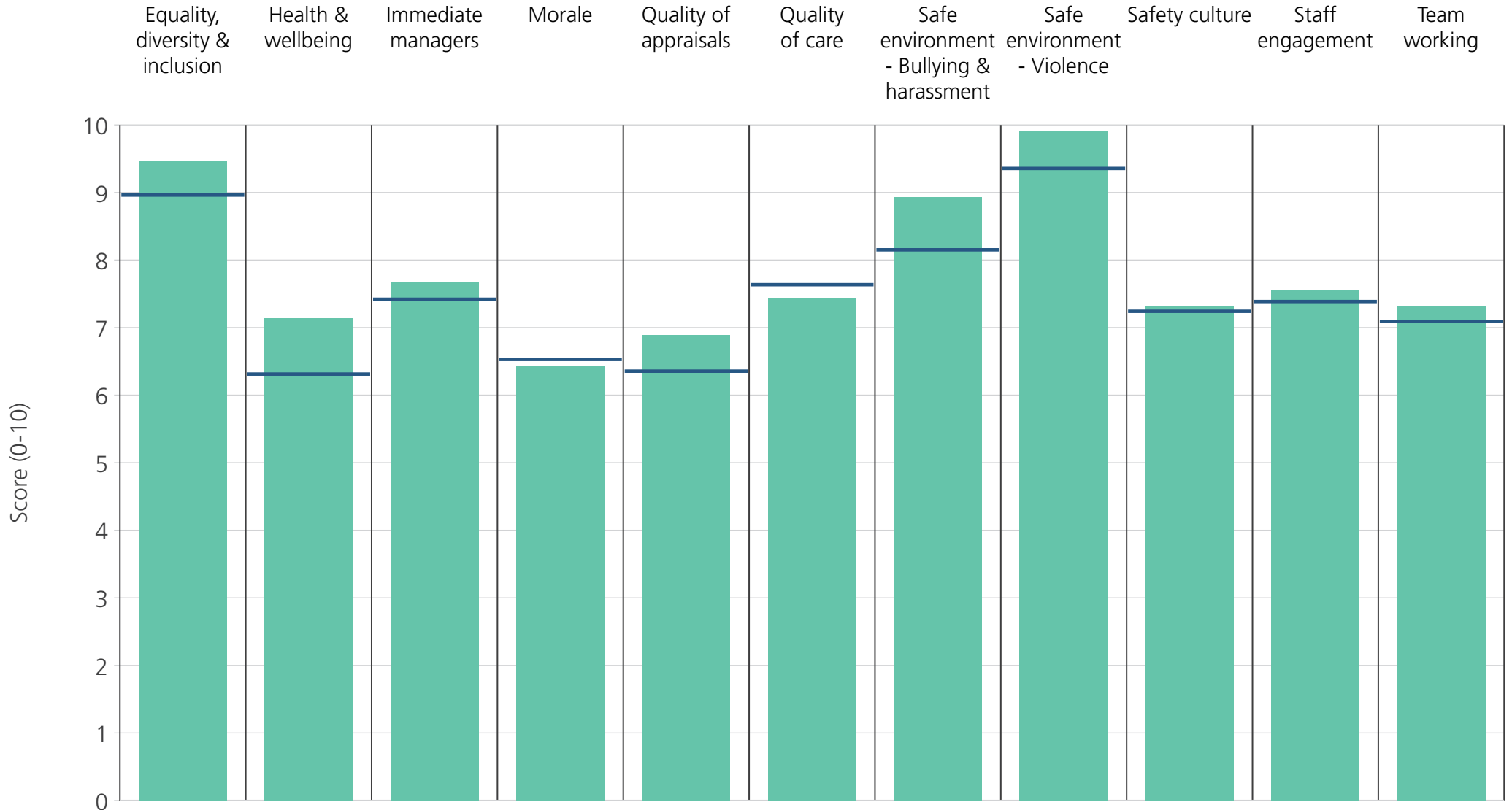
Directorate	9.6	6.5	6.8	6.3	6.7		8.8	10.0	7.1	7.1	6.0
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	22	22	22	22	16	5	22	22	22	22	22



Directorate	9.4	6.8	6.5	6.7	5.8	7.6	10.0	7.8	7.8	7.6
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	7.2	7.4	7.1
Responses	18	18	18	18	17	10	18	18	18	17



Directorate	9.3	5.6	5.5	4.9	4.4	6.8	8.3	9.5	6.0	6.0	5.2
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	14	13	13	13	13	12	14	14	14	14	14



Directorate	9.5	7.1	7.7	6.4	6.9	7.4	8.9	9.9	7.3	7.6	7.3
Your org	9.0	6.3	7.4	6.5	6.4	7.6	8.2	9.4	7.2	7.4	7.1
Responses	126	127	127	127	101	57	127	127	127	127	127