

# Tees, Esk and Wear Valleys NHS Foundation Trust

2019 NHS Staff Survey

**Directorate Report**

**Contents**

Introduction . . . . .	3	H&J . . . . .	26
Themes – Directorates 1 . . . . .	4	HR . . . . .	27
Central . . . . .	5	Information . . . . .	28
D&D . . . . .	6	KPO . . . . .	29
EFM . . . . .	7	LD . . . . .	30
Finance & Information . . . . .	8	LD Adult . . . . .	31
Forensic . . . . .	9	Management . . . . .	32
HR . . . . .	10	MD . . . . .	33
KPO . . . . .	11	MHSOP . . . . .	34
MD . . . . .	12	N&G . . . . .	35
N&G . . . . .	13	OHC . . . . .	36
NY&Y . . . . .	14	Other . . . . .	37
Other . . . . .	15	Pharmacy . . . . .	38
Pharmacy . . . . .	16	Planning & Performance . . . . .	39
Planning & Performance . . . . .	17	SIS . . . . .	40
Tees . . . . .	18		
Themes – Directorates 2 . . . . .	19		
AMH . . . . .	20		
C&YPS . . . . .	21		
Central . . . . .	22		
EFM . . . . .	23		
Estates . . . . .	24		
Finance . . . . .	25		

This directorate report for Tees, Esk and Wear Valleys 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 Tees, Esk and Wear Valleys 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.

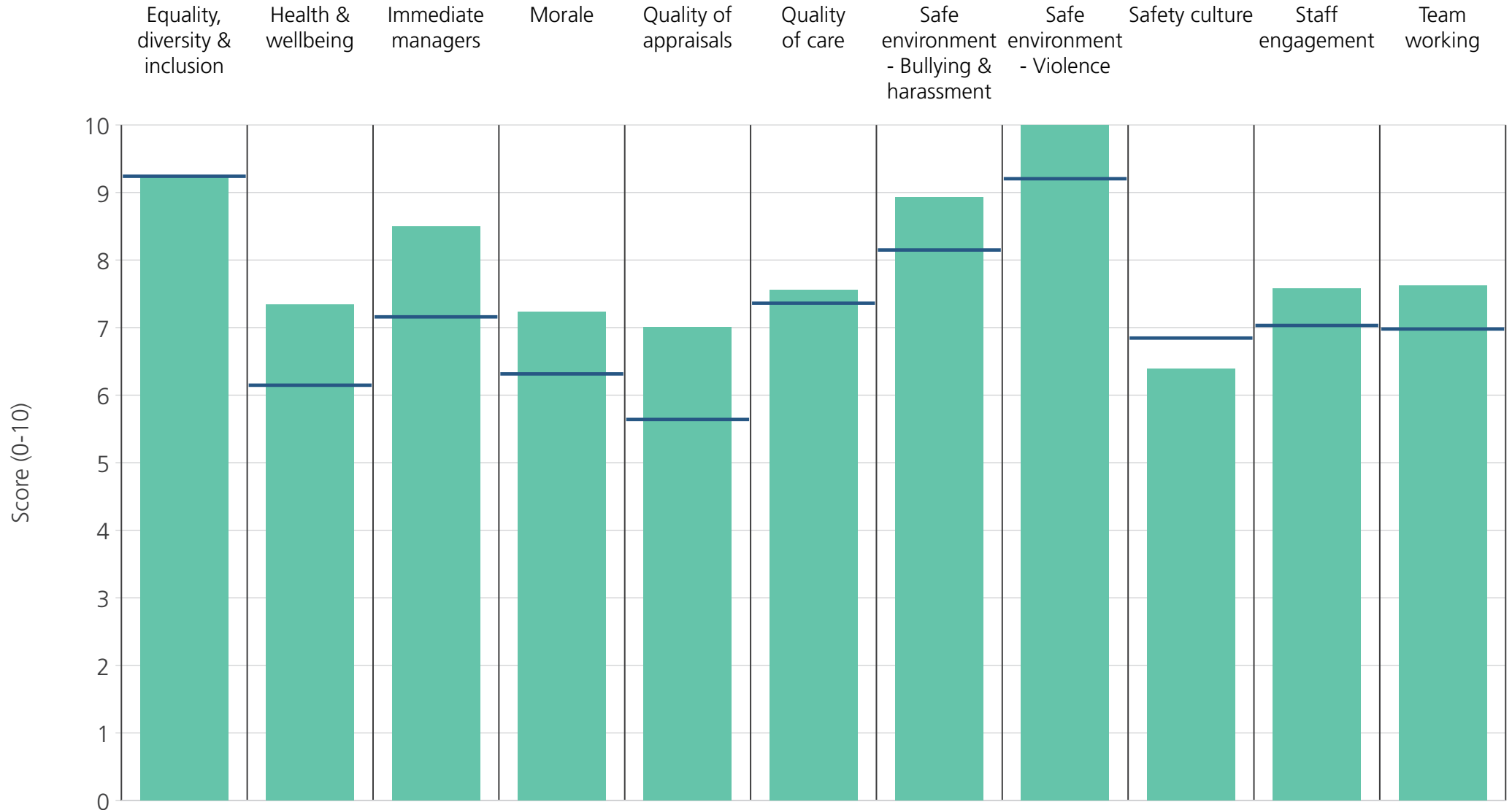
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



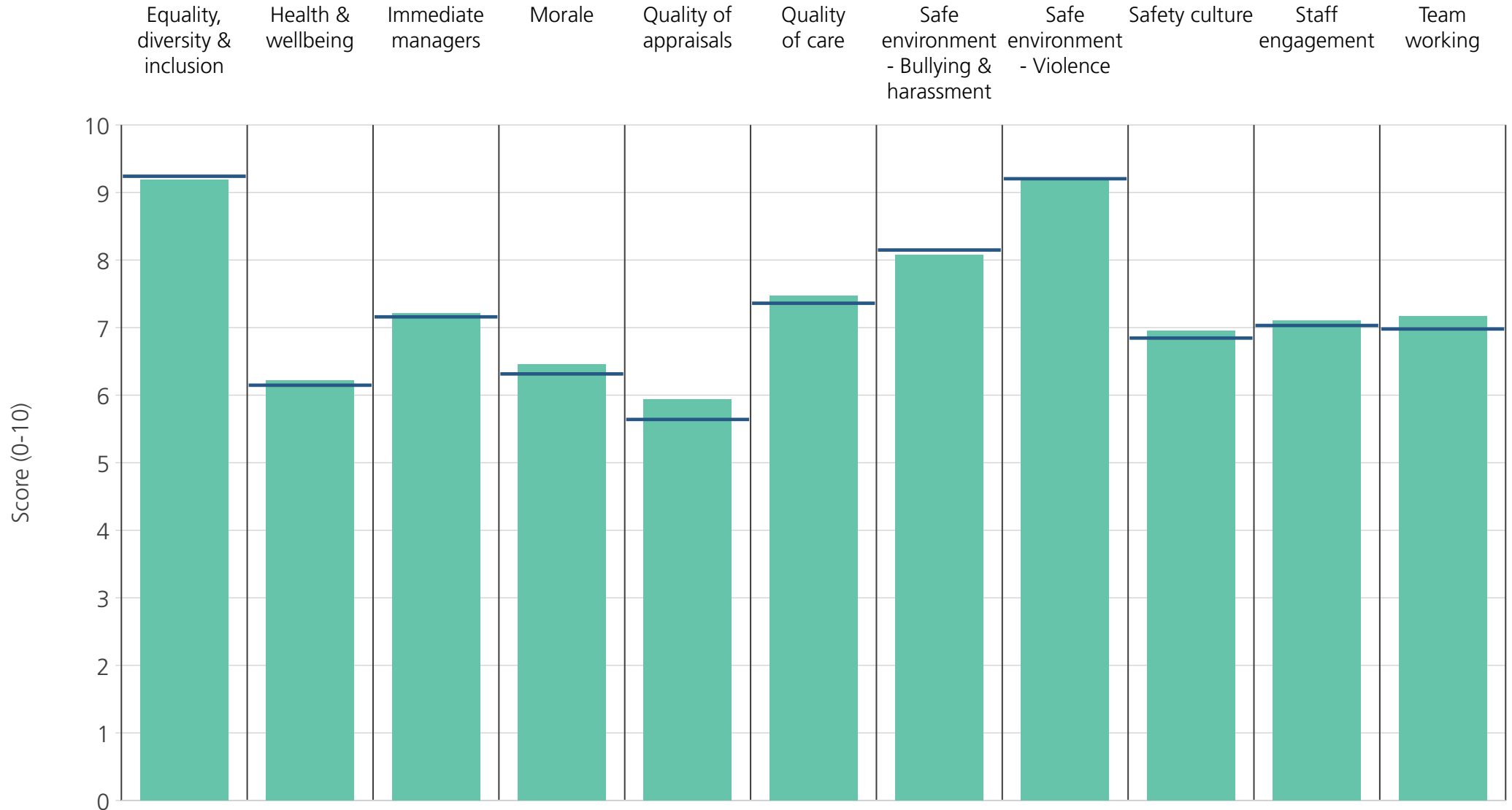
**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

# Directorates 1

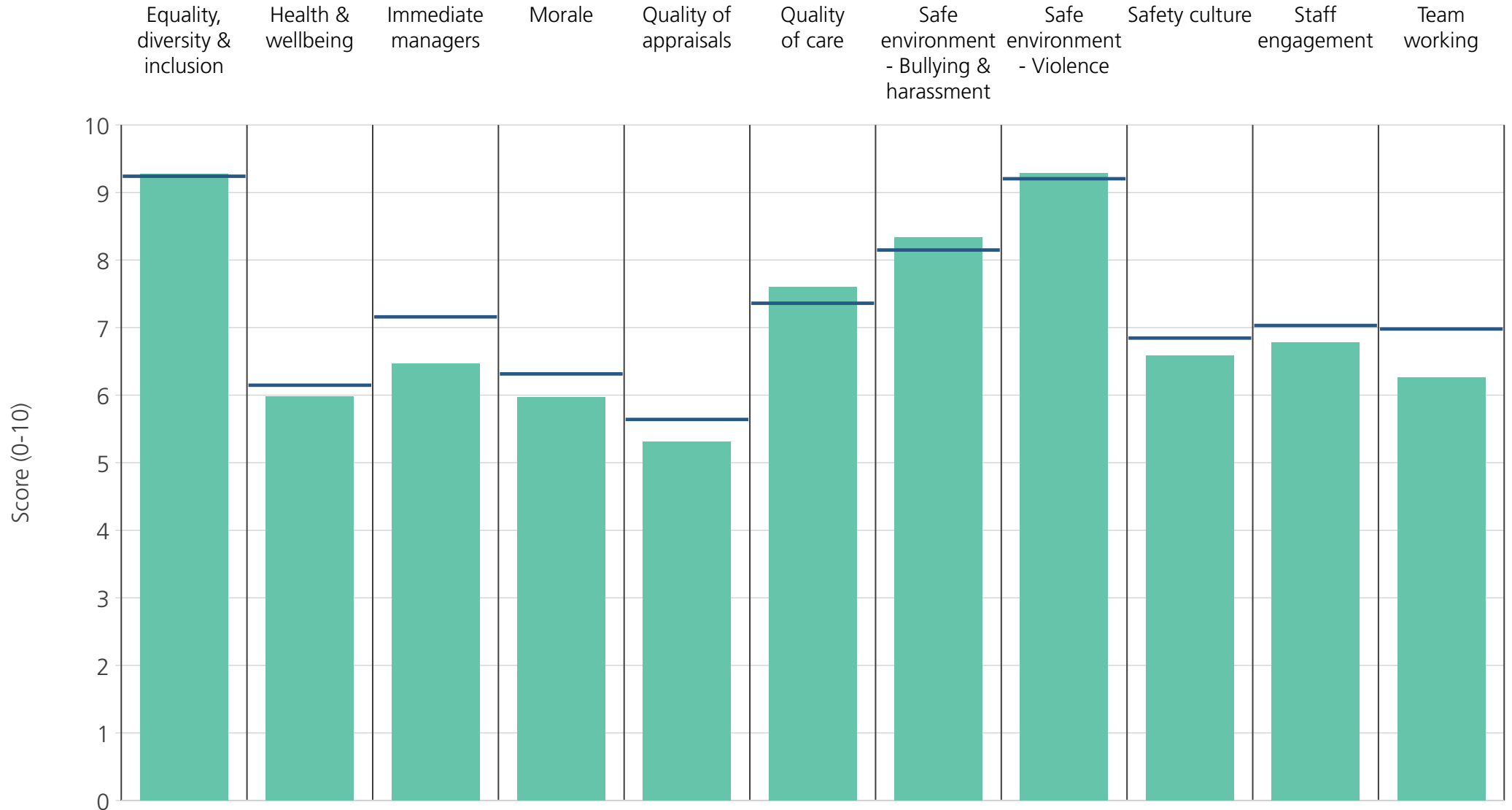
Tees, Esk and Wear Valleys NHS Foundation Trust  
2019 NHS Staff Survey Results



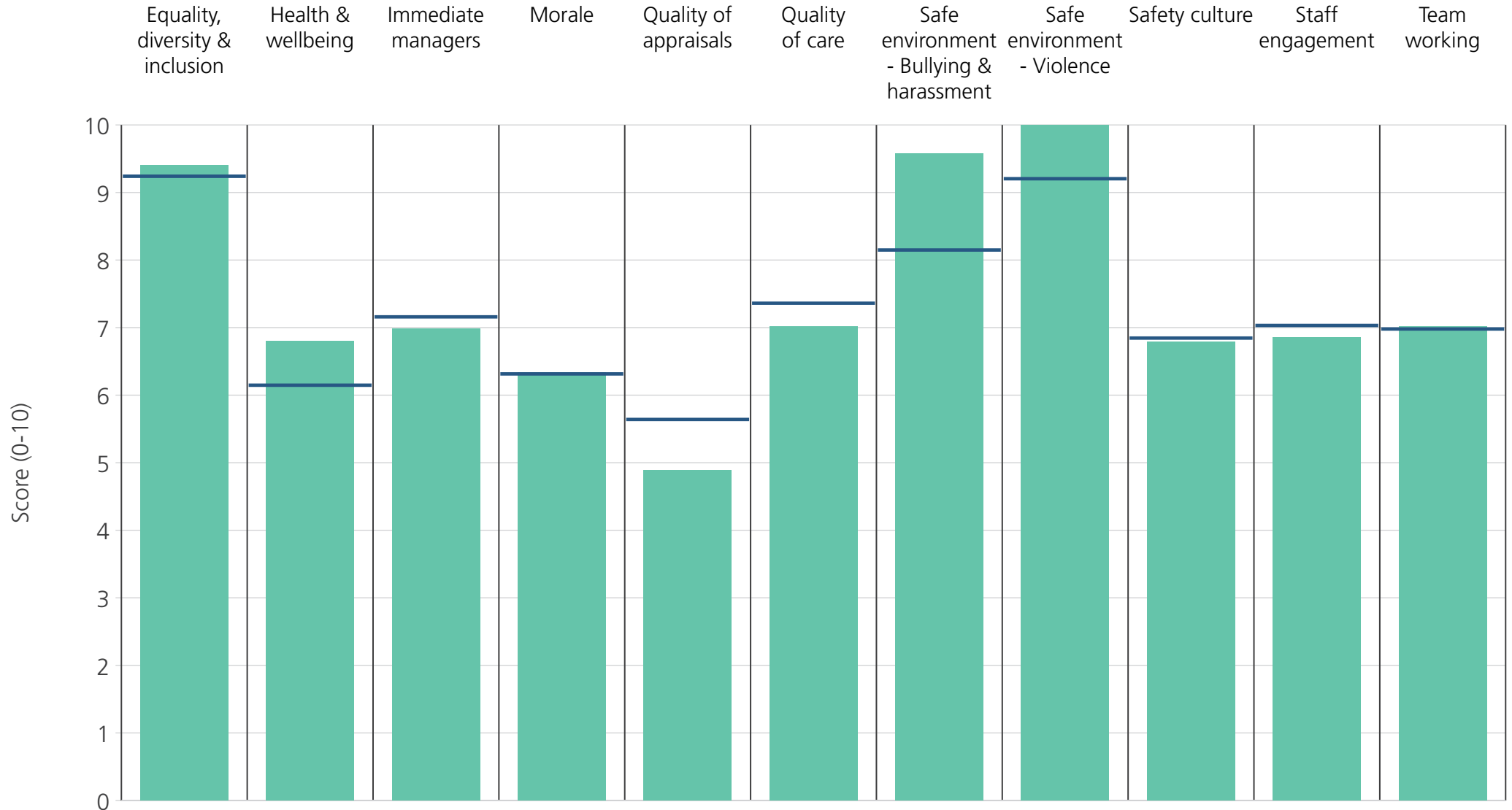
<b>Directorate</b>	9.2	7.3	8.5	7.2	7.0	7.6	8.9	10.0	6.4	7.6	7.6
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	31	31	31	31	28	21	31	31	31	31	31



<b>Directorate</b>	9.2	6.2	7.2	6.4	5.9	7.5	8.1	9.2	6.9	7.1	7.2
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	681	684	686	663	609	649	679	672	674	694	687

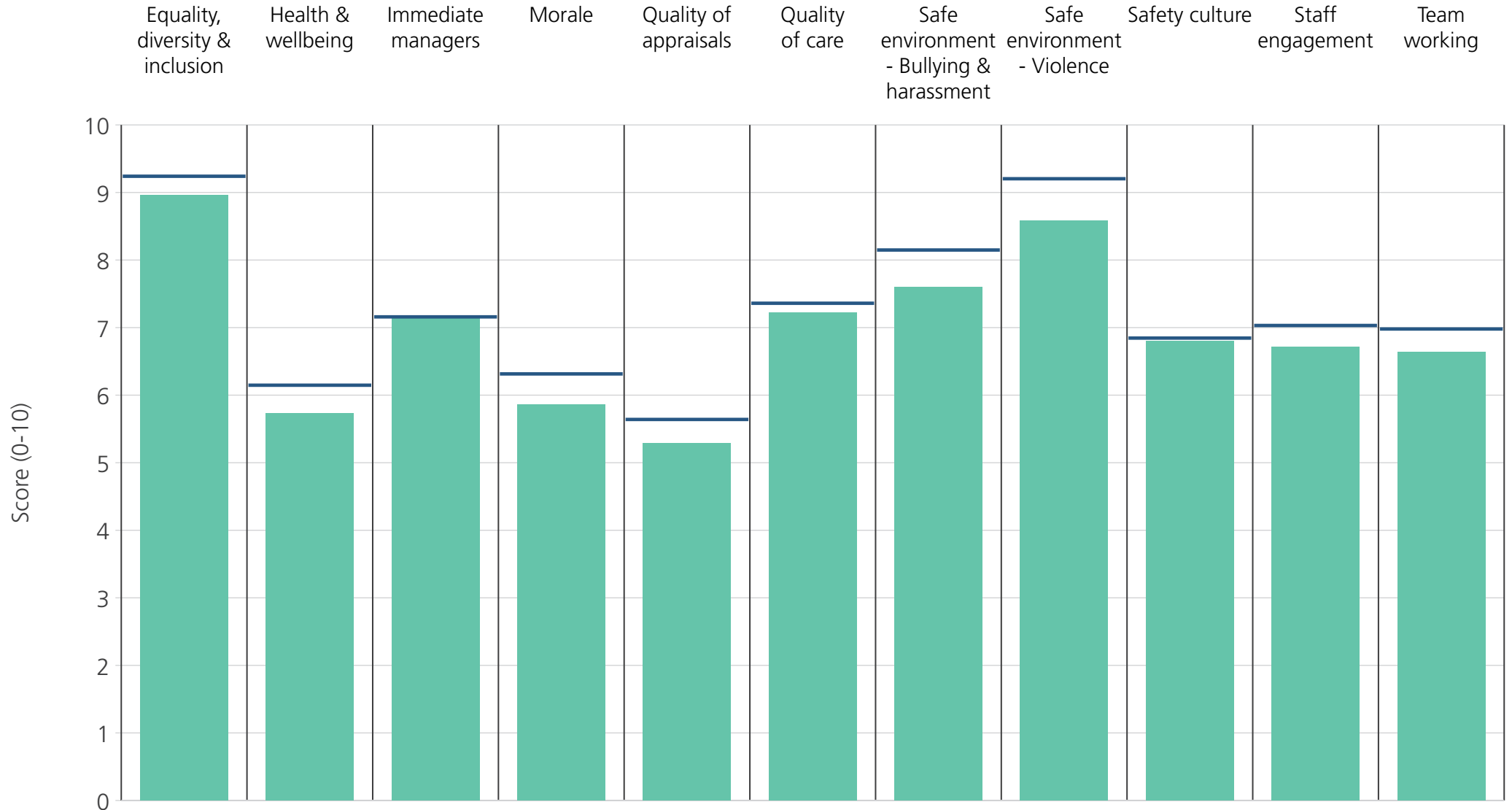


<b>Directorate</b>	9.3	6.0	6.5	6.0	5.3	7.6	8.3	9.3	6.6	6.8	6.3
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	157	158	158	150	137	111	152	153	157	160	157

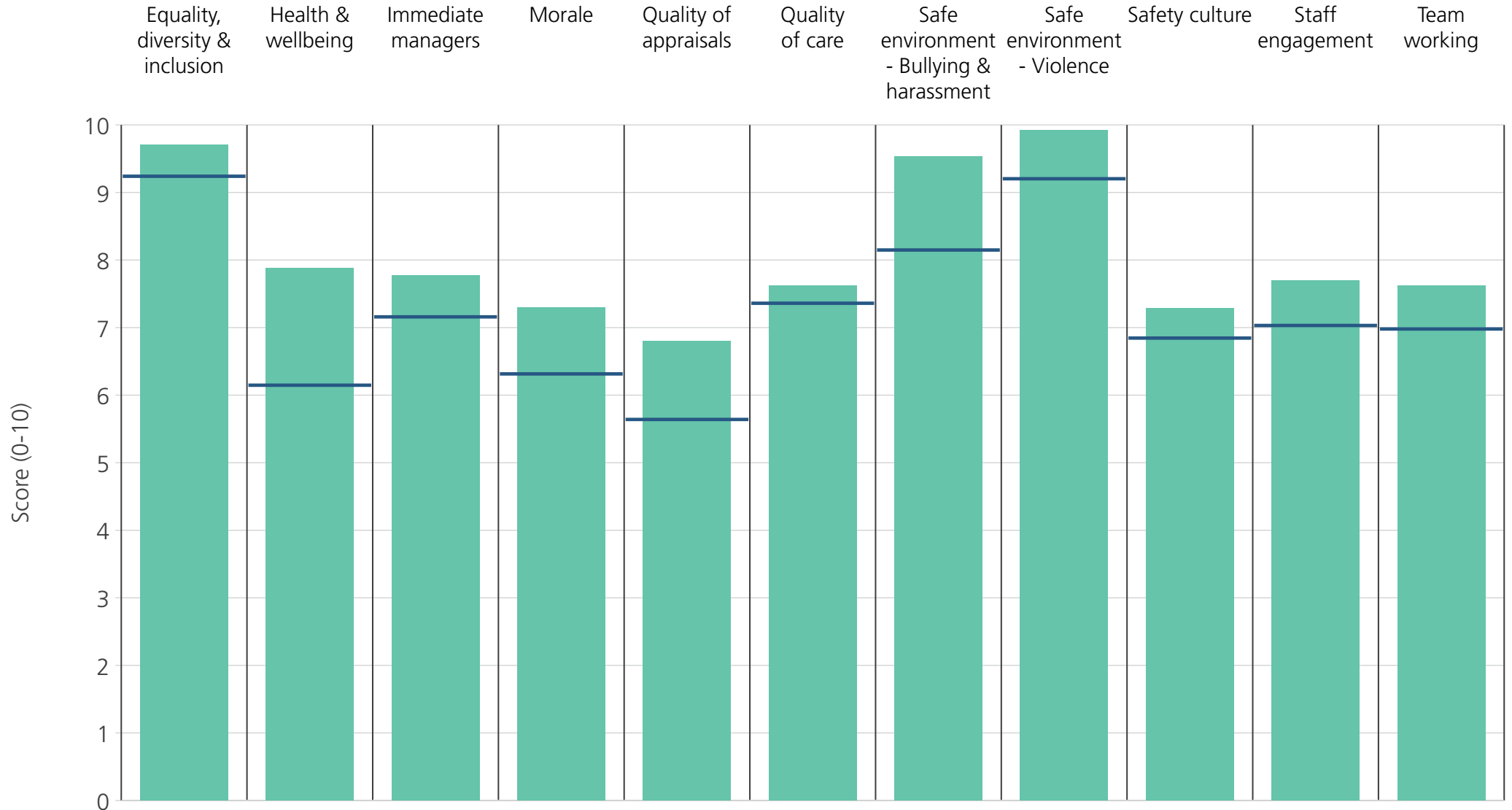


<b>Directorate</b>	9.4	6.8	7.0	6.3	4.9	7.0	9.6	10.0	6.8	6.8	7.0
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	119	119	119	118	104	20	118	119	118	120	120

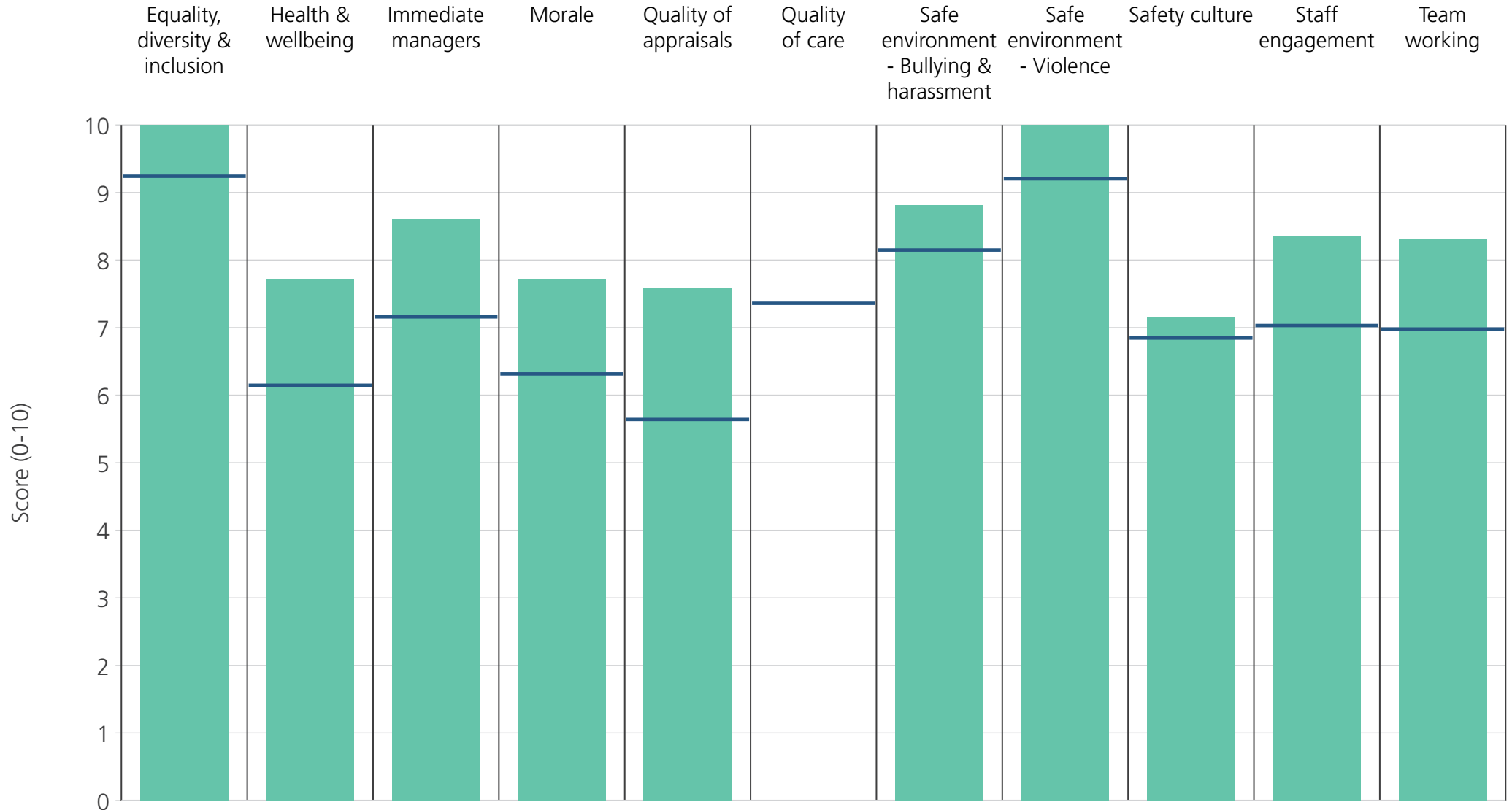




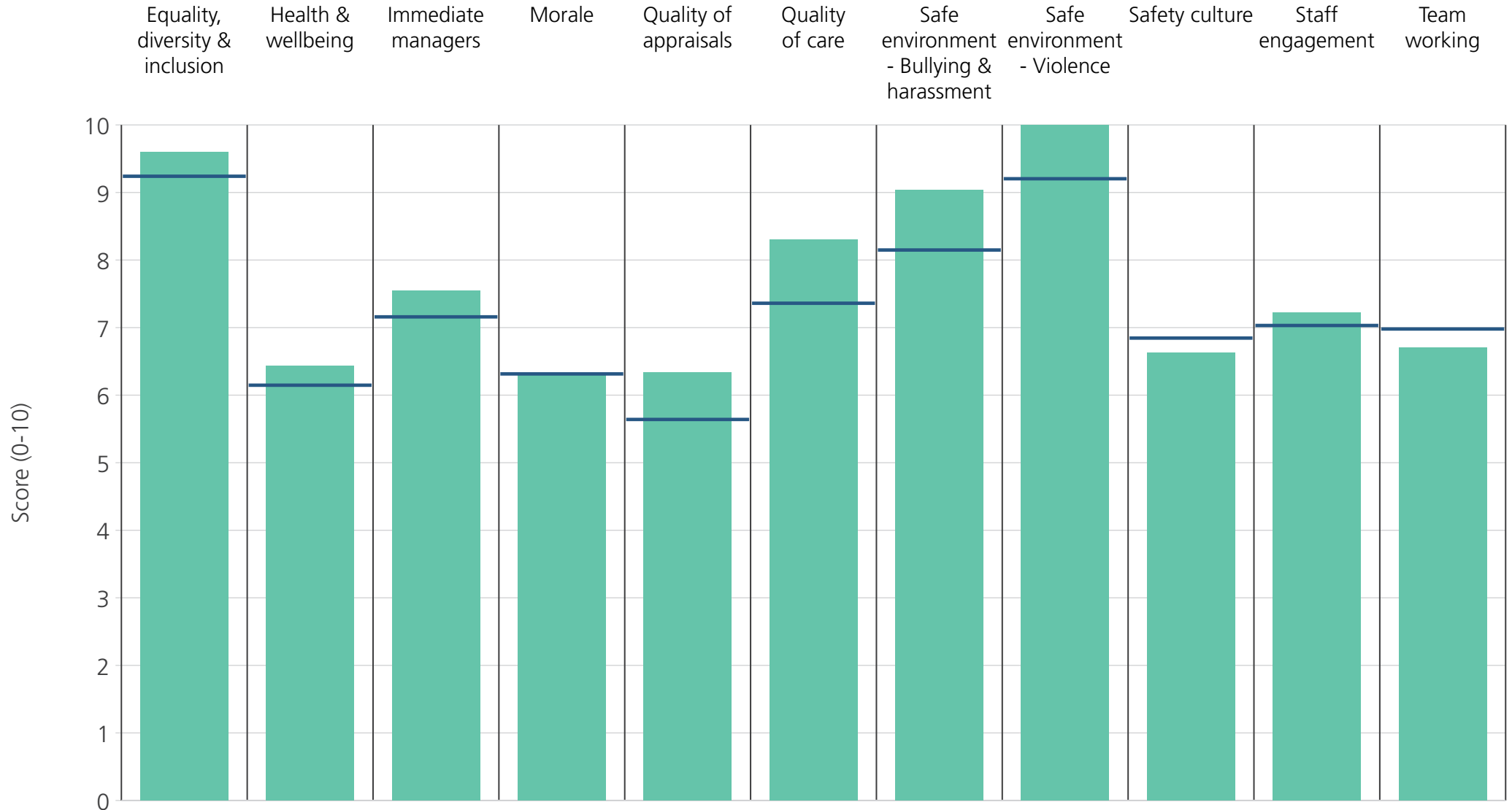
<b>Directorate</b>	9.0	5.7	7.1	5.9	5.3	7.2	7.6	8.6	6.8	6.7	6.6
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	338	340	341	338	318	324	335	335	339	345	340



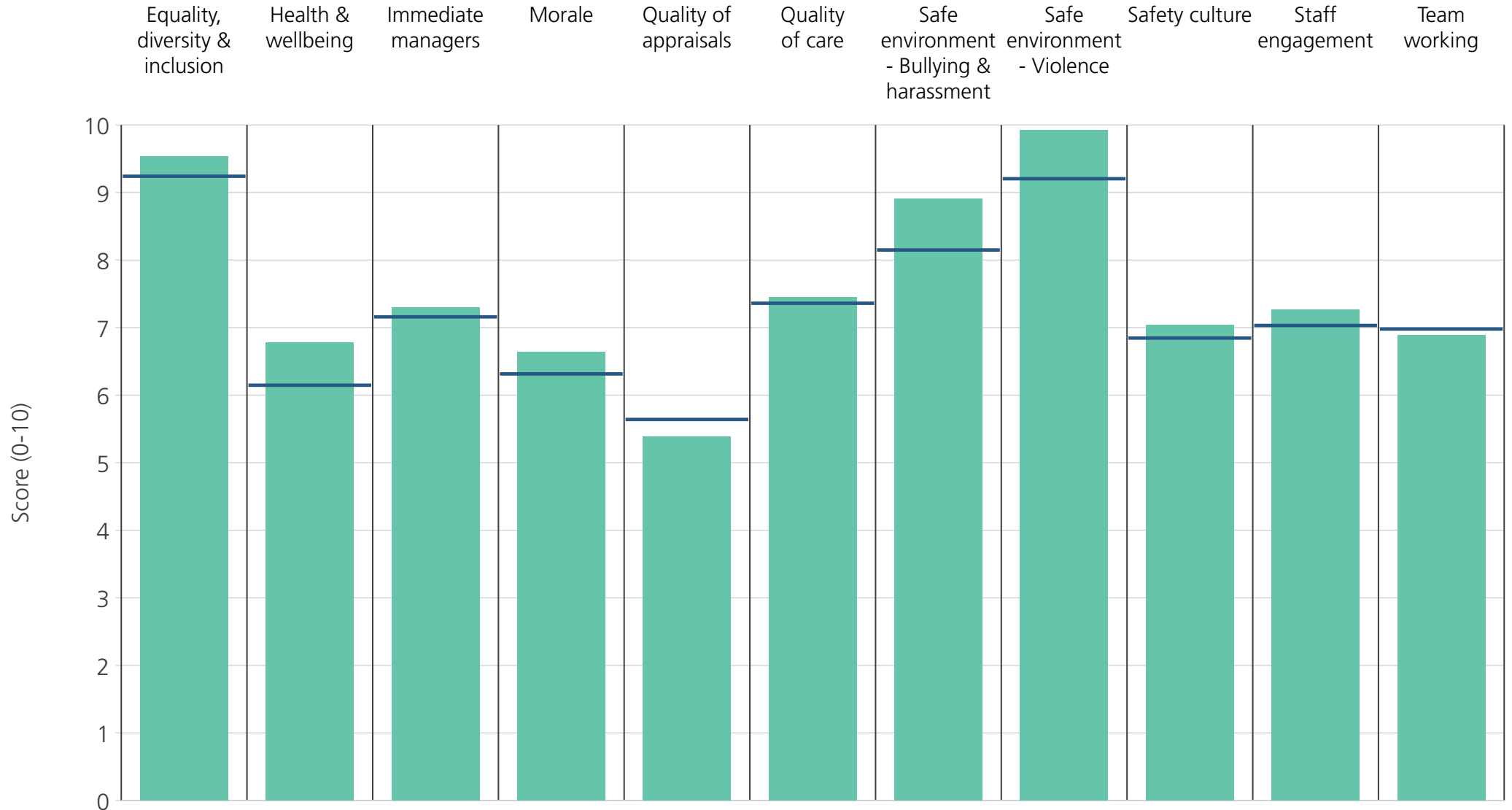
<b>Directorate</b>	9.7	7.9	7.8	7.3	6.8	7.6	9.5	9.9	7.3	7.7	7.6
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	83	84	84	84	76	31	83	84	83	84	83



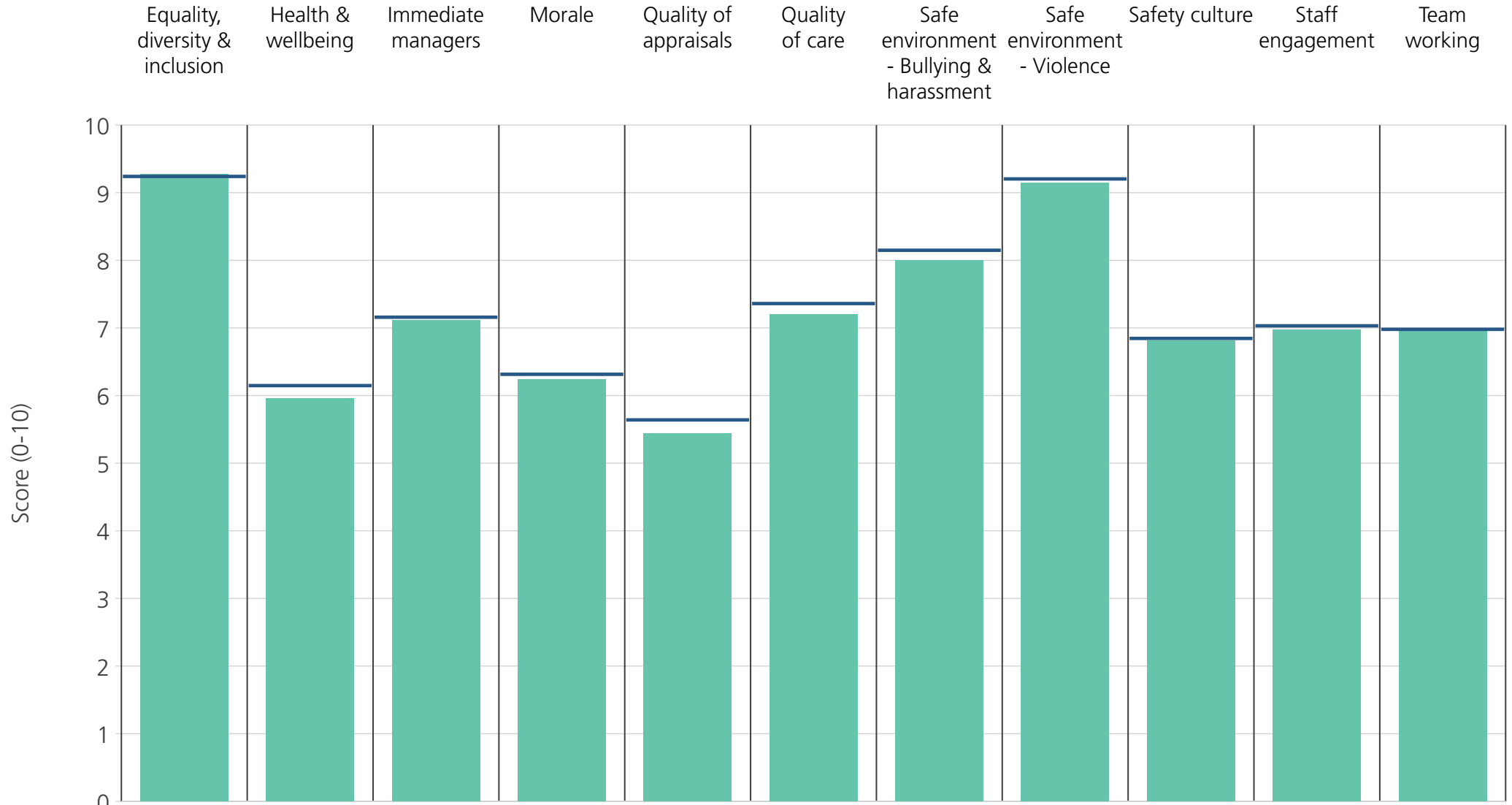
<b>Directorate</b>	10.0	7.7	8.6	7.7	7.6		8.8	10.0	7.2	8.3	8.3
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	14	14	14	14	14	4	14	14	14	14	14



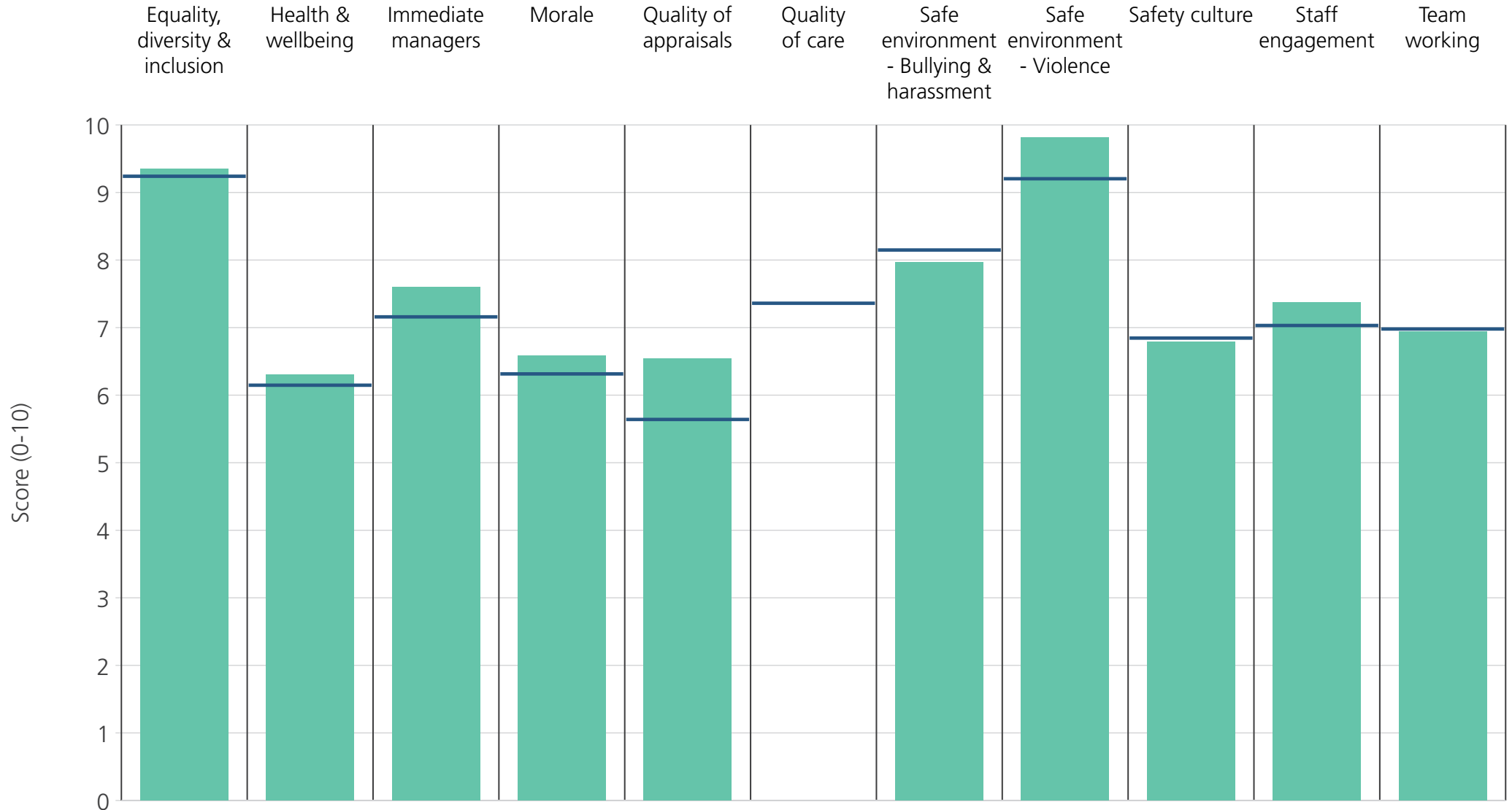
<b>Directorate</b>	9.6	6.4	7.5	6.3	6.3	8.3	9.0	10.0	6.6	7.2	6.7
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	33	33	33	32	30	12	33	33	31	33	33



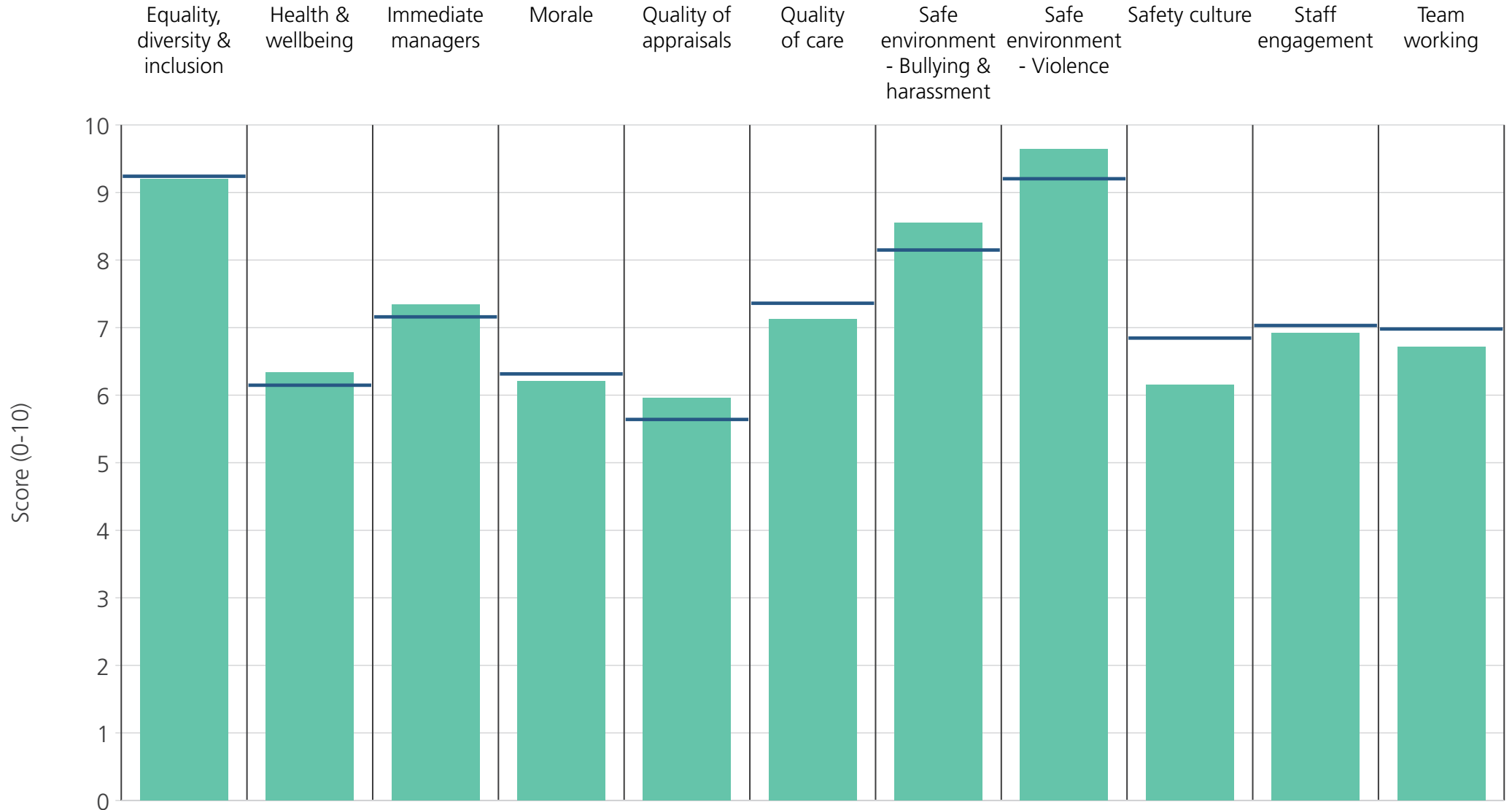
<b>Directorate</b>	9.5	6.8	7.3	6.6	5.4	7.5	8.9	9.9	7.0	7.3	6.9
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	90	91	91	91	85	52	91	91	90	92	91



<b>Directorate</b>	9.3	6.0	7.1	6.2	5.4	7.2	8.0	9.1	6.8	7.0	7.0
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	623	625	625	604	557	602	621	621	619	639	621

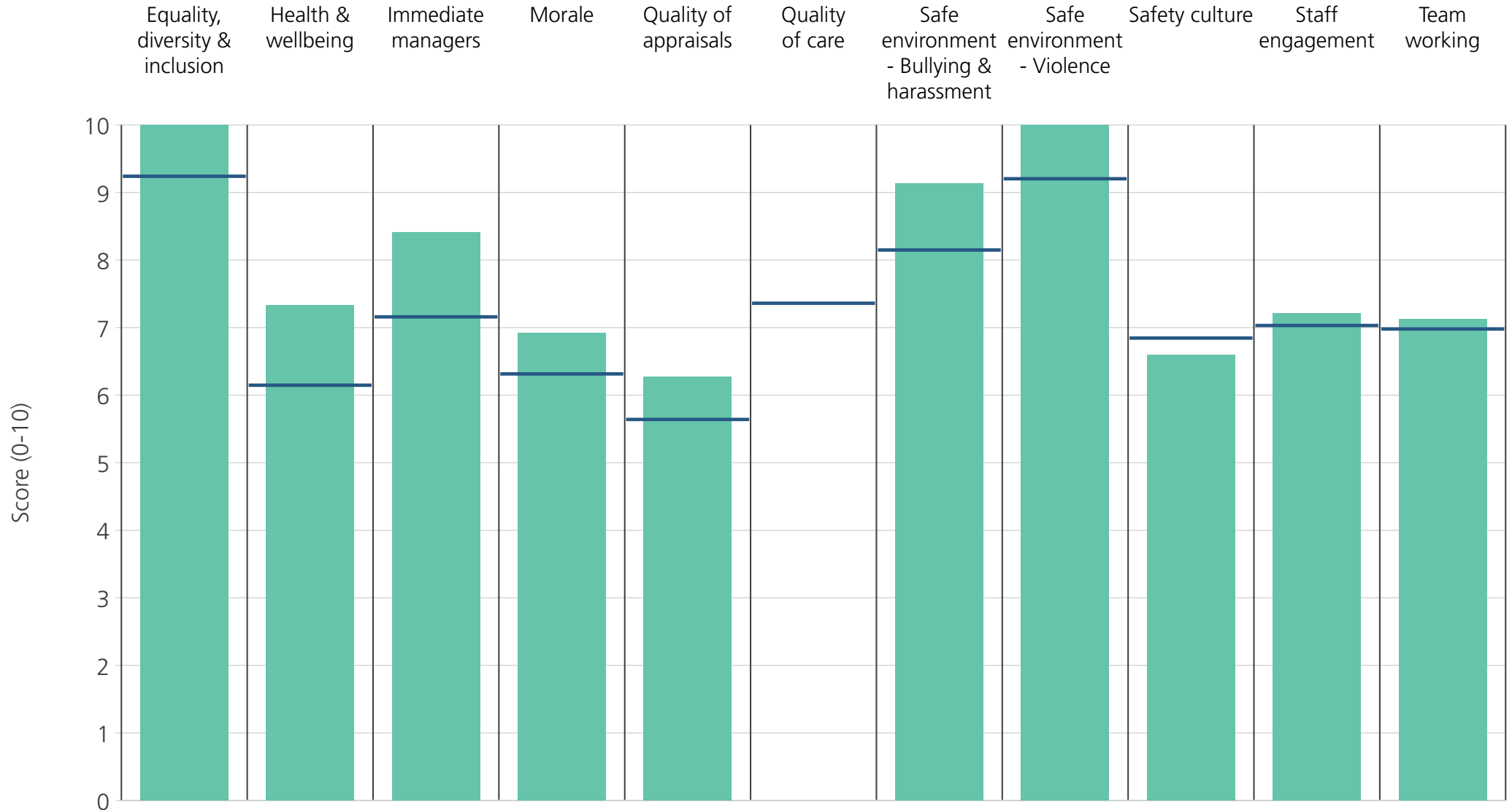


<b>Directorate</b>	9.4	6.3	7.6	6.6	6.5	7.4	8.0	9.8	6.8	7.4	6.9
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	18	18	18	18	17	9	18	18	18	18	18

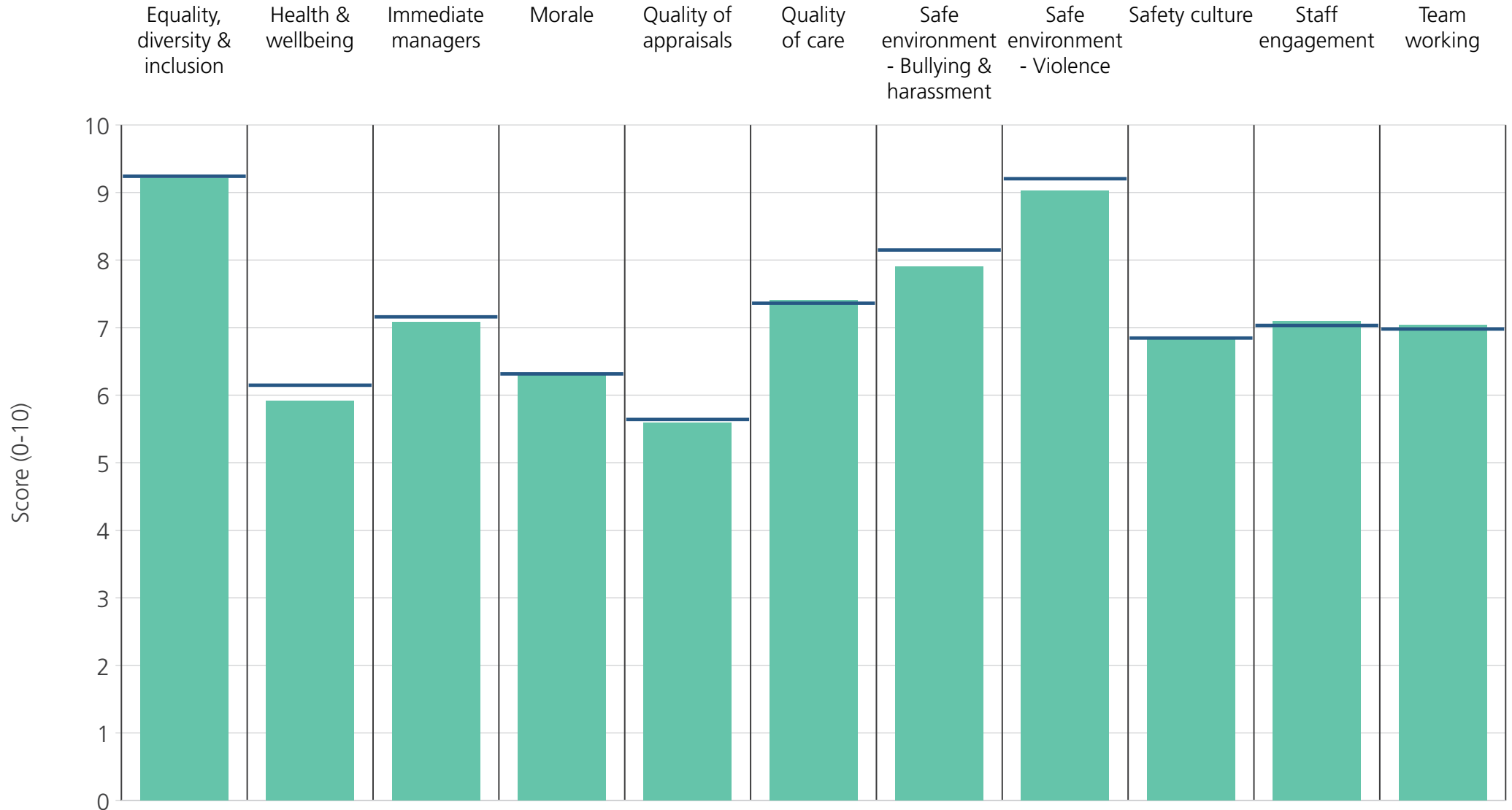


<b>Directorate</b>	9.2	6.3	7.3	6.2	6.0	7.1	8.6	9.6	6.2	6.9	6.7
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	46	46	46	45	42	43	46	46	45	46	43





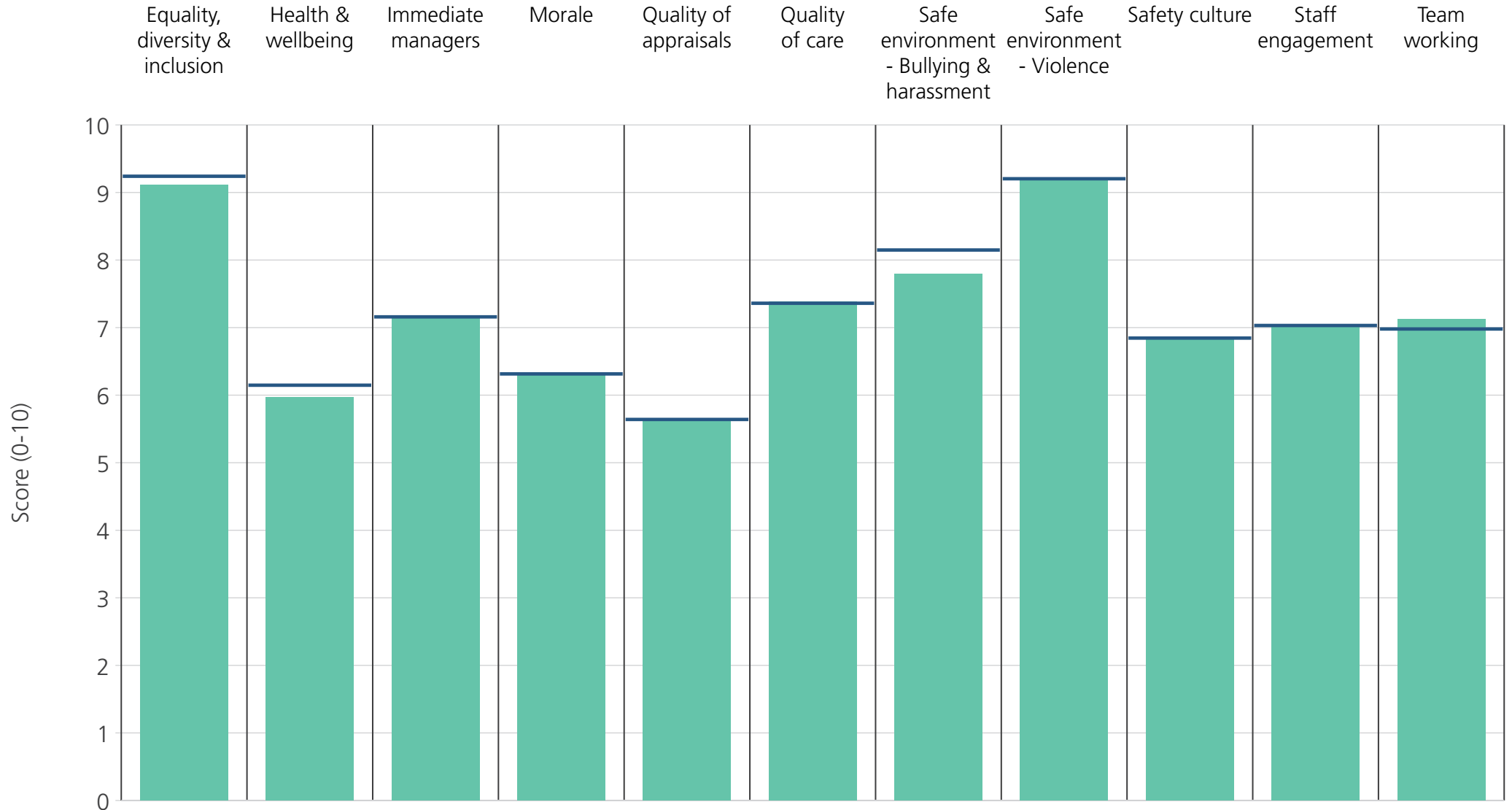
<b>Directorate</b>	10.0	7.3	8.4	6.9	6.3		9.1	10.0	6.6	7.2	7.1
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	23	23	23	23	23	1	23	23	23	23	23



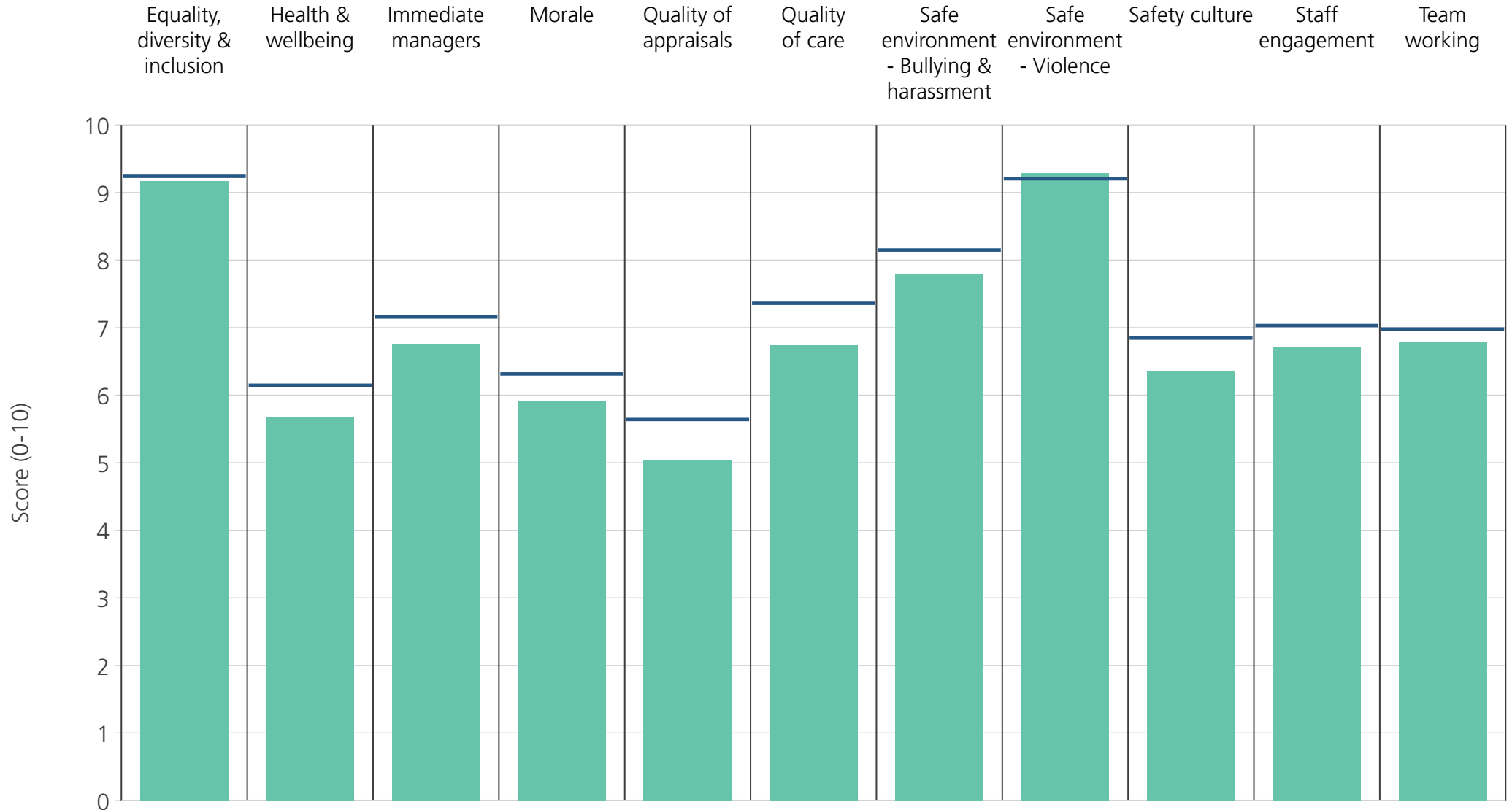
<b>Directorate</b>	9.2	5.9	7.1	6.3	5.6	7.4	7.9	9.0	6.9	7.1	7.0
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	653	655	654	639	591	611	651	643	648	664	656

# Directorates 2

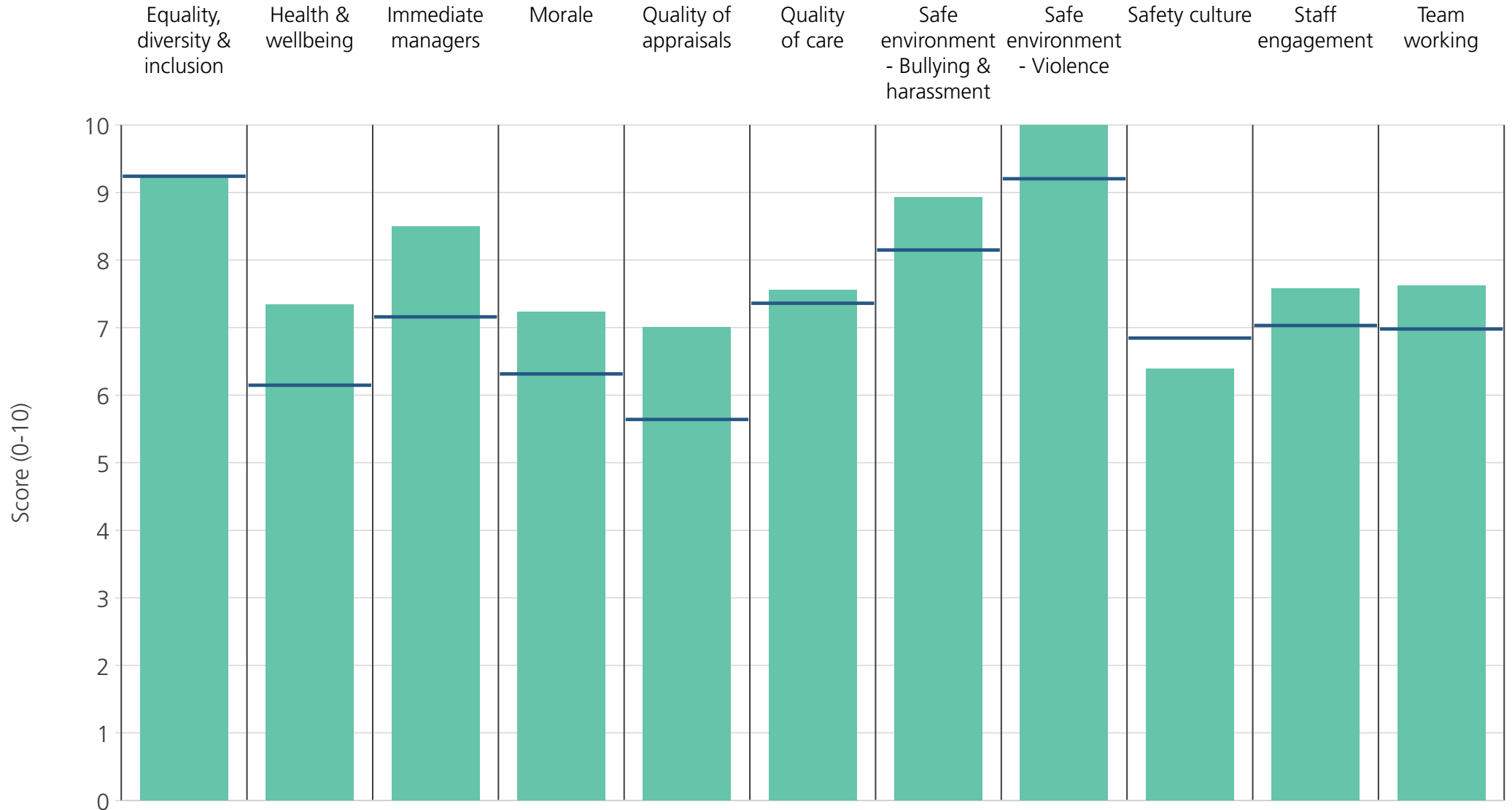
Tees, Esk and Wear Valleys NHS Foundation Trust  
2019 NHS Staff Survey Results



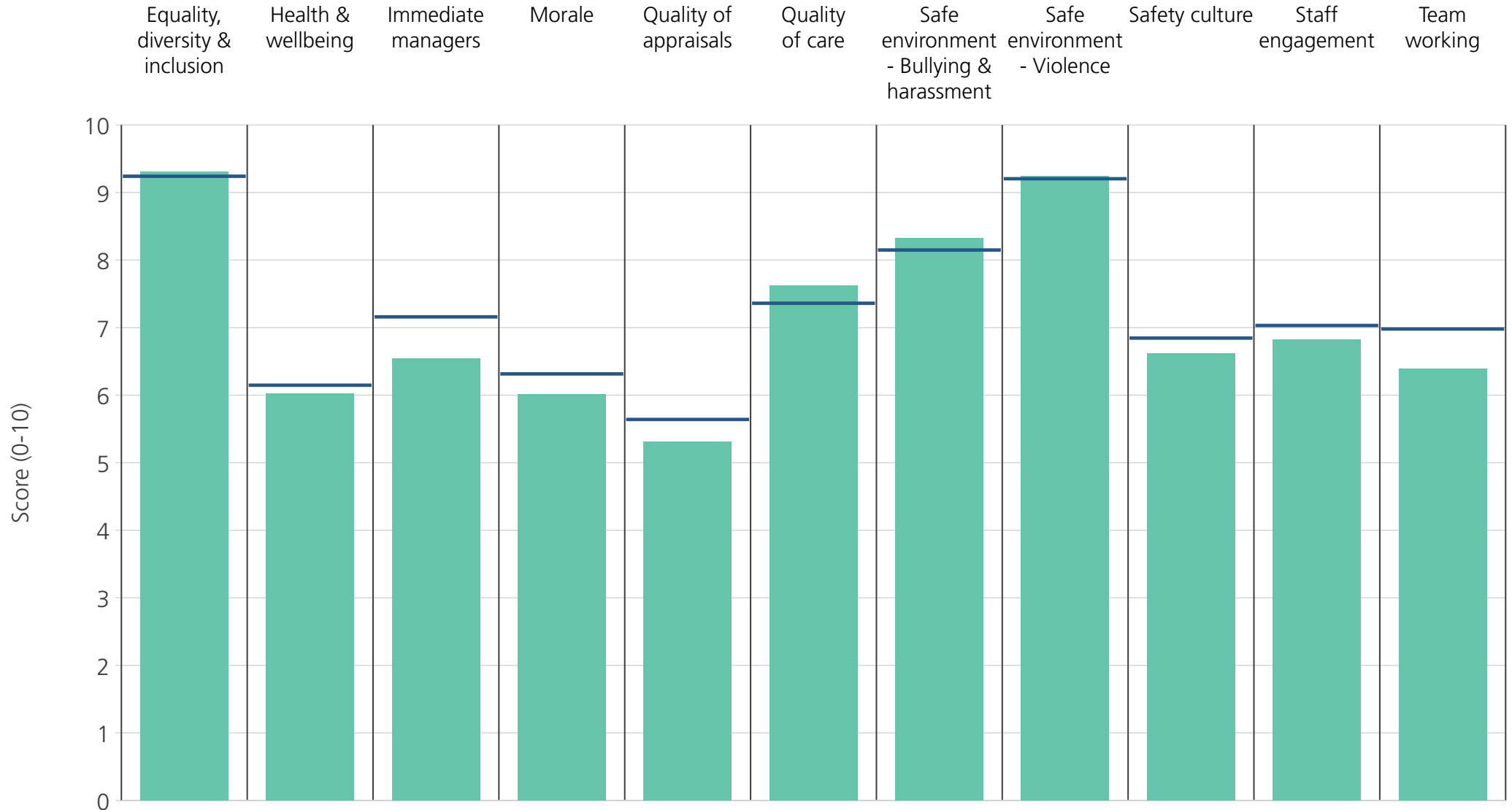
<b>Directorate</b>	9.1	6.0	7.2	6.3	5.6	7.4	7.8	9.2	6.8	7.0	7.1
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	887	893	893	864	792	858	886	879	880	908	897



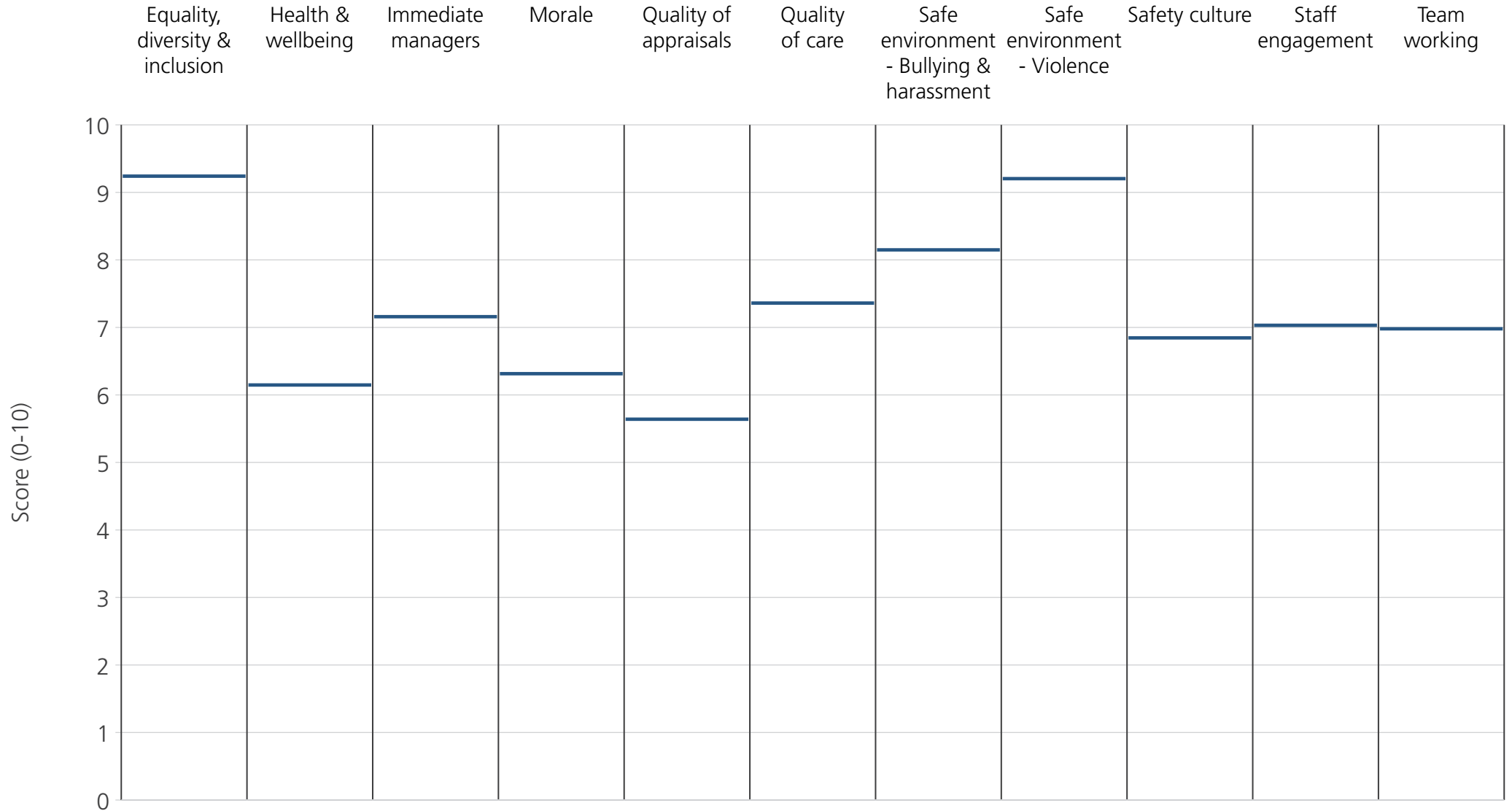
<b>Directorate</b>	9.2	5.7	6.8	5.9	5.0	6.7	7.8	9.3	6.4	6.7	6.8
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	305	306	306	299	269	287	303	302	303	311	309



<b>Directorate</b>	9.2	7.3	8.5	7.2	7.0	7.6	8.9	10.0	6.4	7.6	7.6
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	31	31	31	31	28	21	31	31	31	31	31

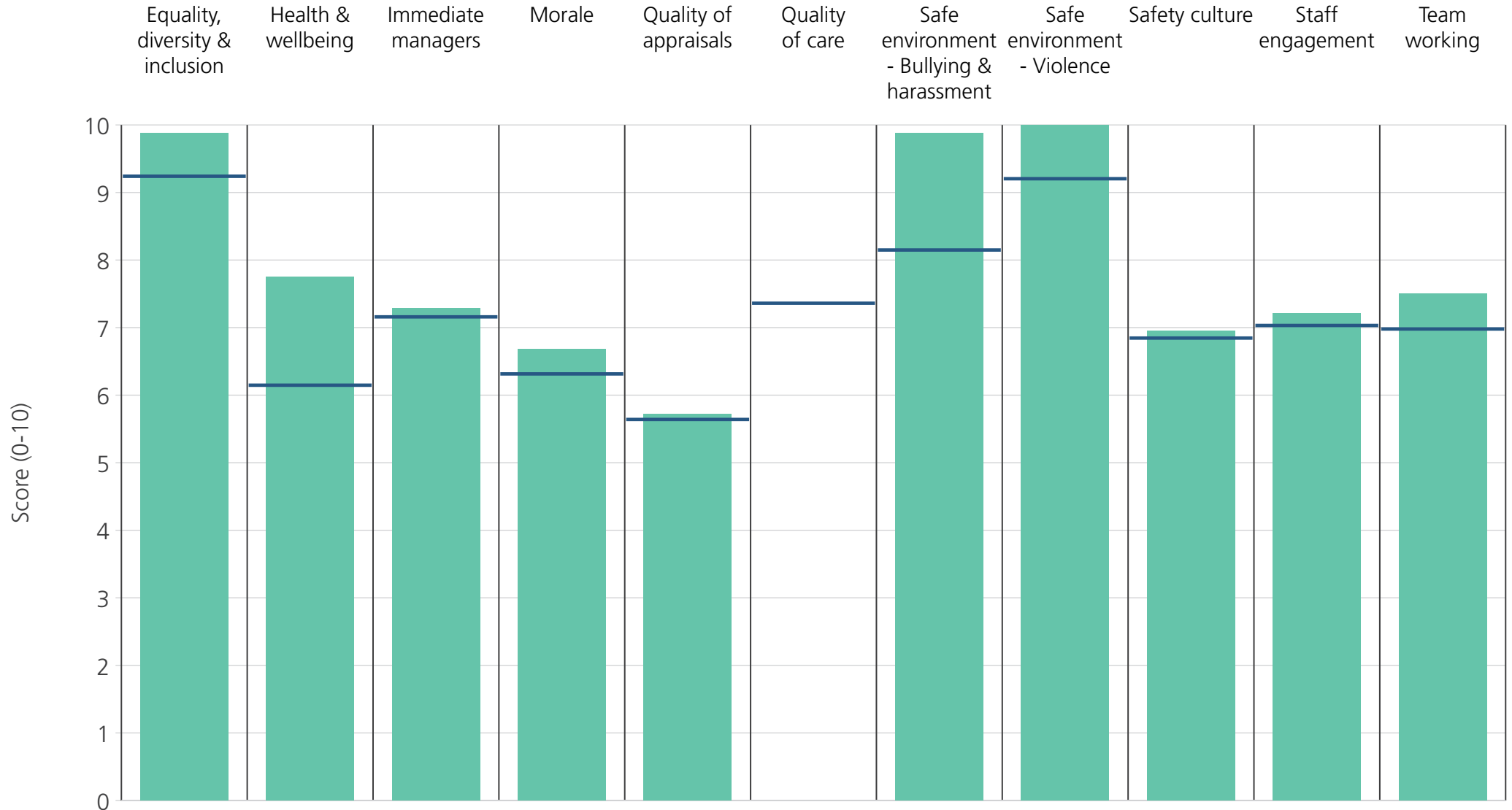


<b>Directorate</b>	9.3	6.0	6.5	6.0	5.3	7.6	8.3	9.2	6.6	6.8	6.4
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	148	149	149	143	130	108	143	144	149	151	149

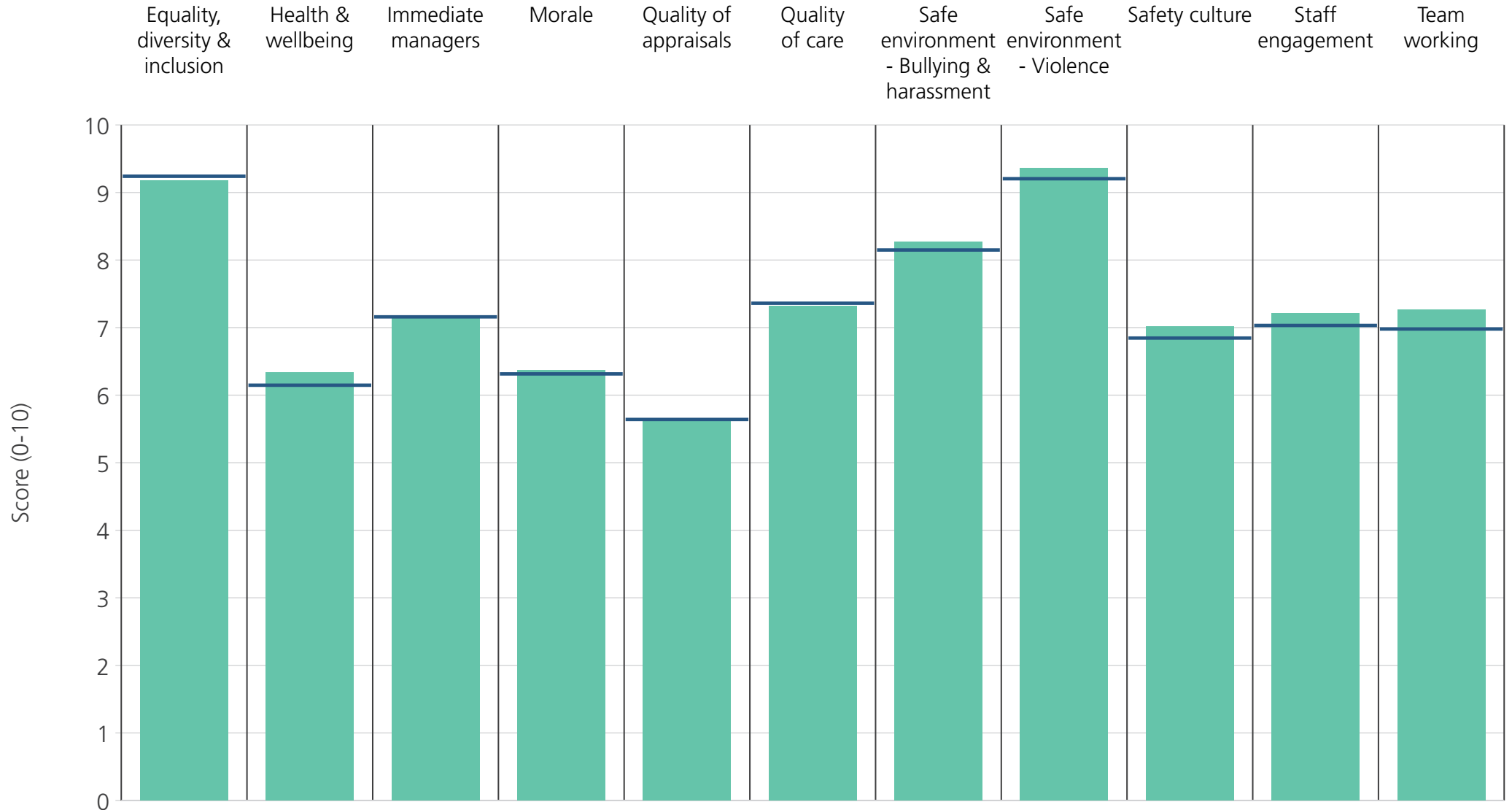


Directorate	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	9	9	9	7	7	3	9	9	8	9	8

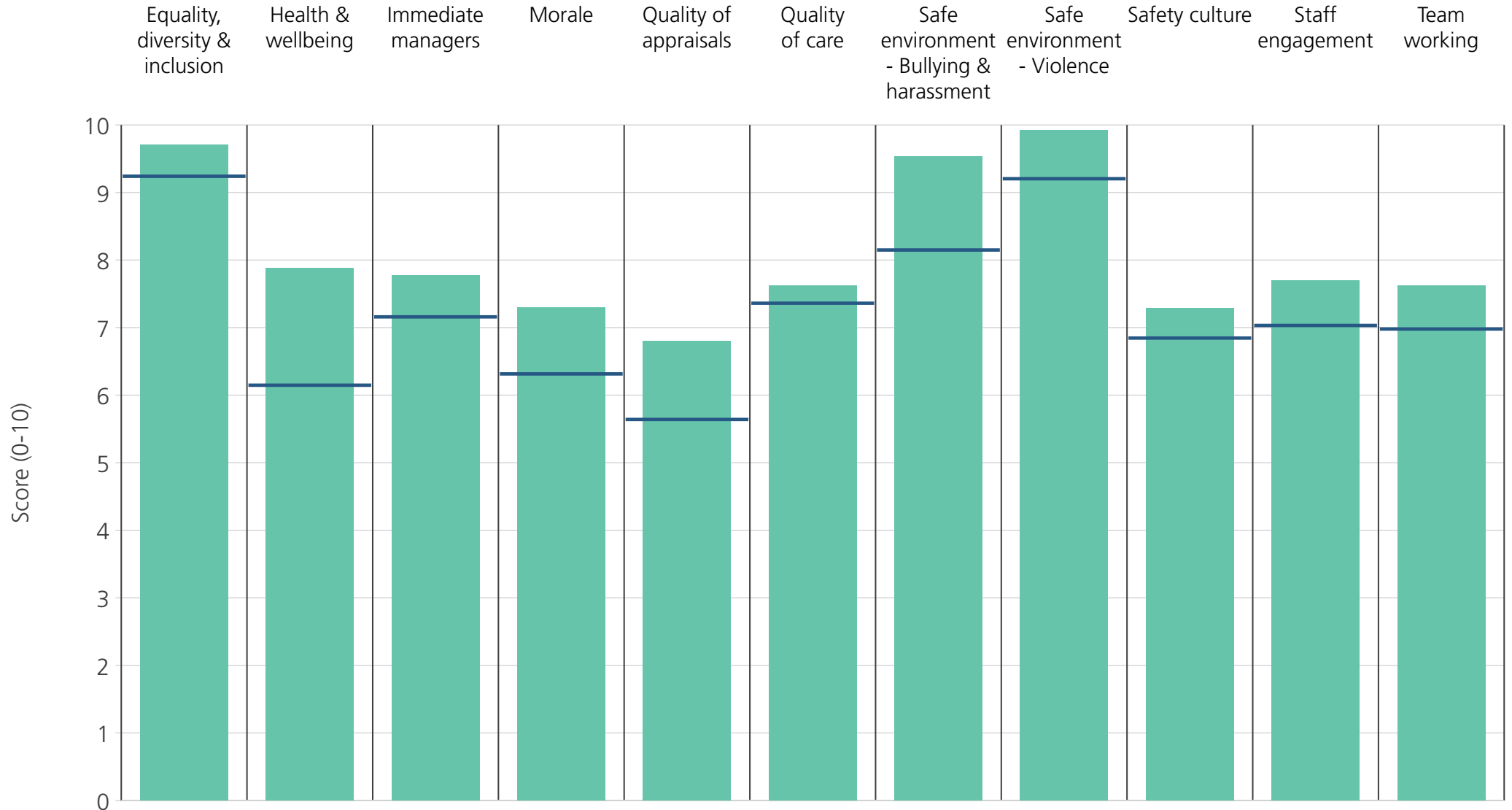




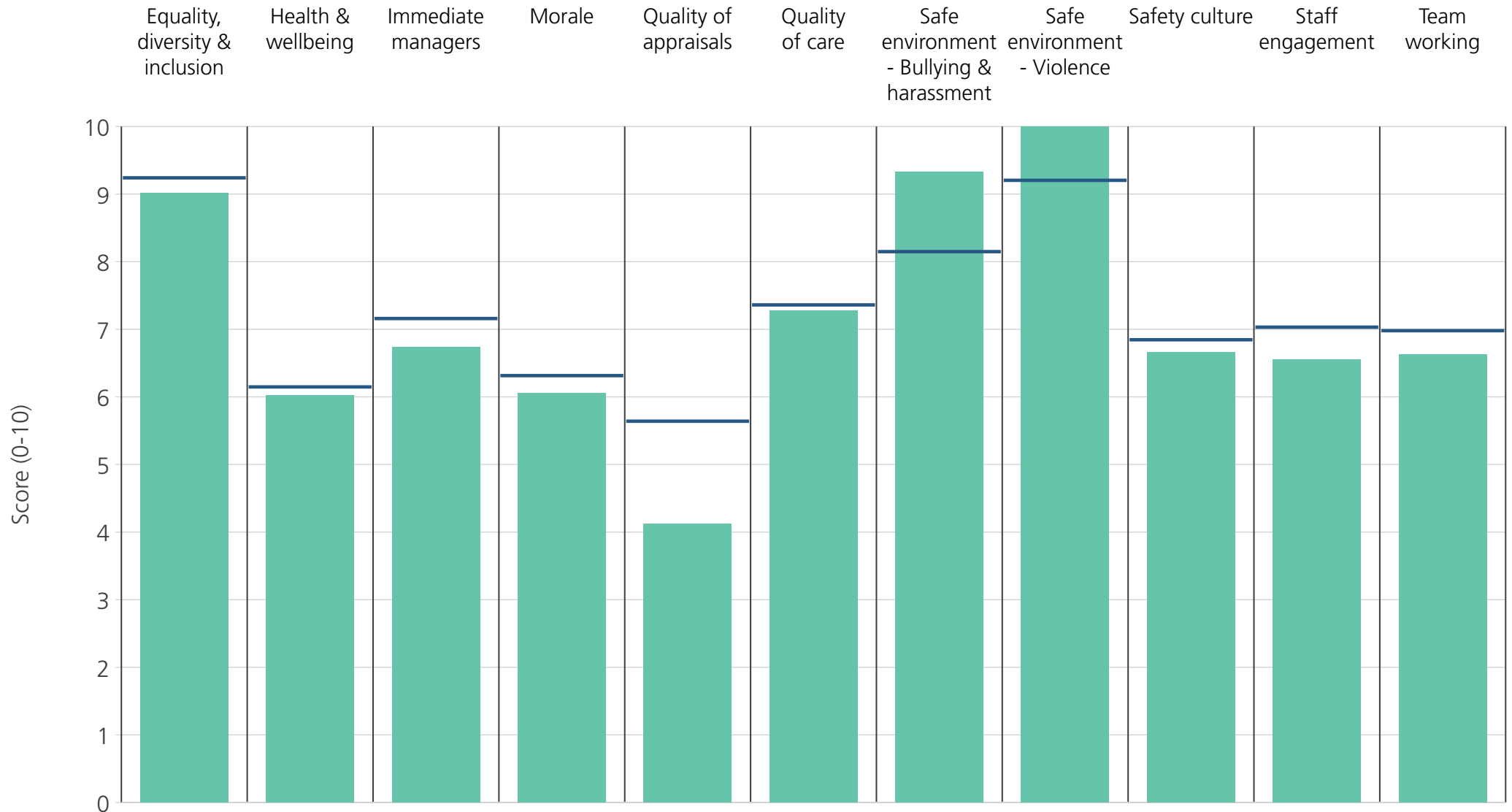
<b>Directorate</b>	9.9	7.8	7.3	6.7	5.7	7.4	9.9	10.0	7.0	7.2	7.5
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	54	54	54	54	50	9	54	54	54	54	54



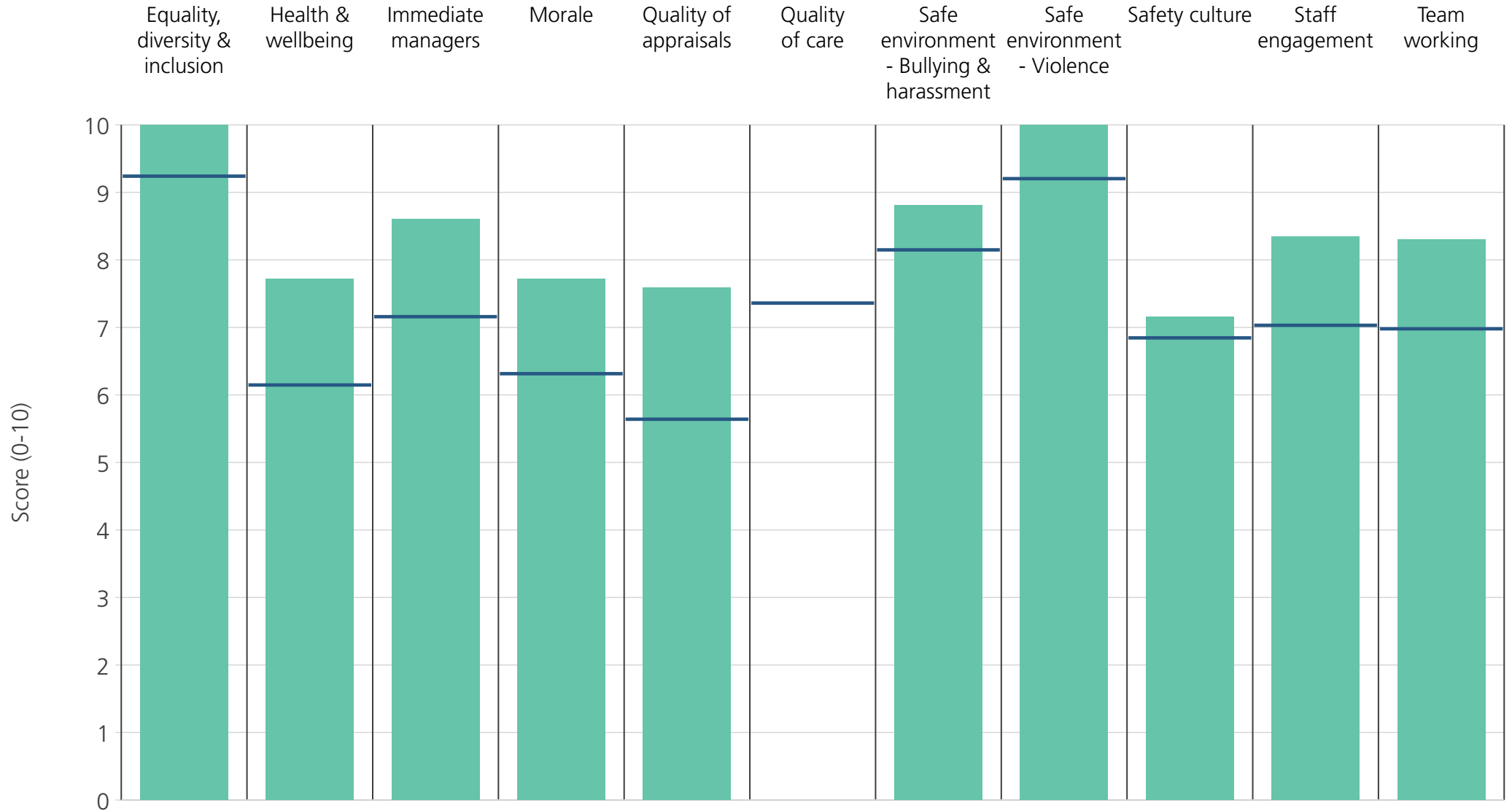
<b>Directorate</b>	9.2	6.3	7.1	6.4	5.6	7.3	8.3	9.4	7.0	7.2	7.3
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	111	111	111	110	102	107	110	110	111	112	112



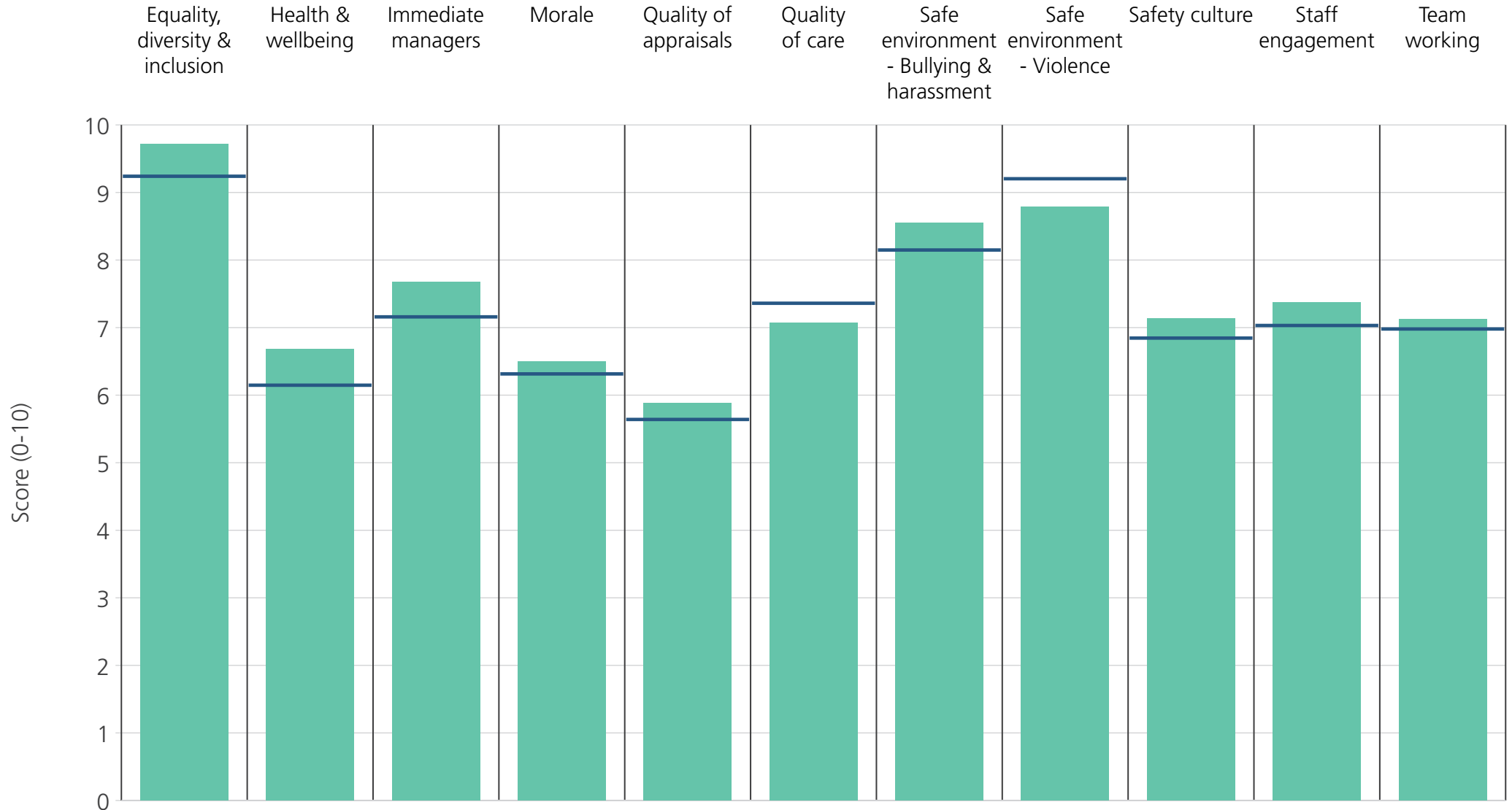
<b>Directorate</b>	9.7	7.9	7.8	7.3	6.8	7.6	9.5	9.9	7.3	7.7	7.6
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	83	84	84	84	76	31	83	84	83	84	83



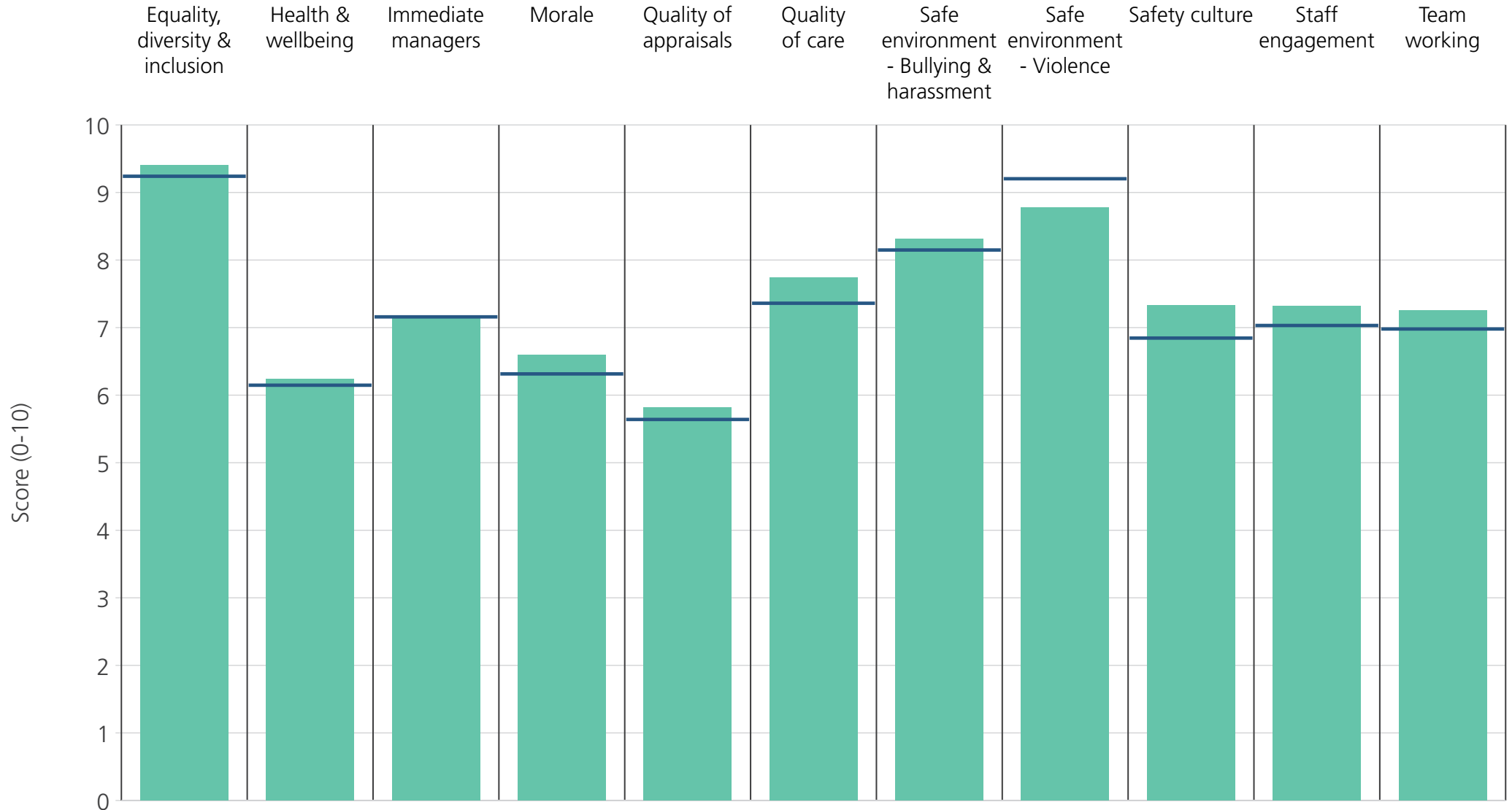
<b>Directorate</b>	9.0	6.0	6.7	6.1	4.1	7.3	9.3	10.0	6.7	6.5	6.6
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	65	65	65	64	54	11	64	65	64	66	66



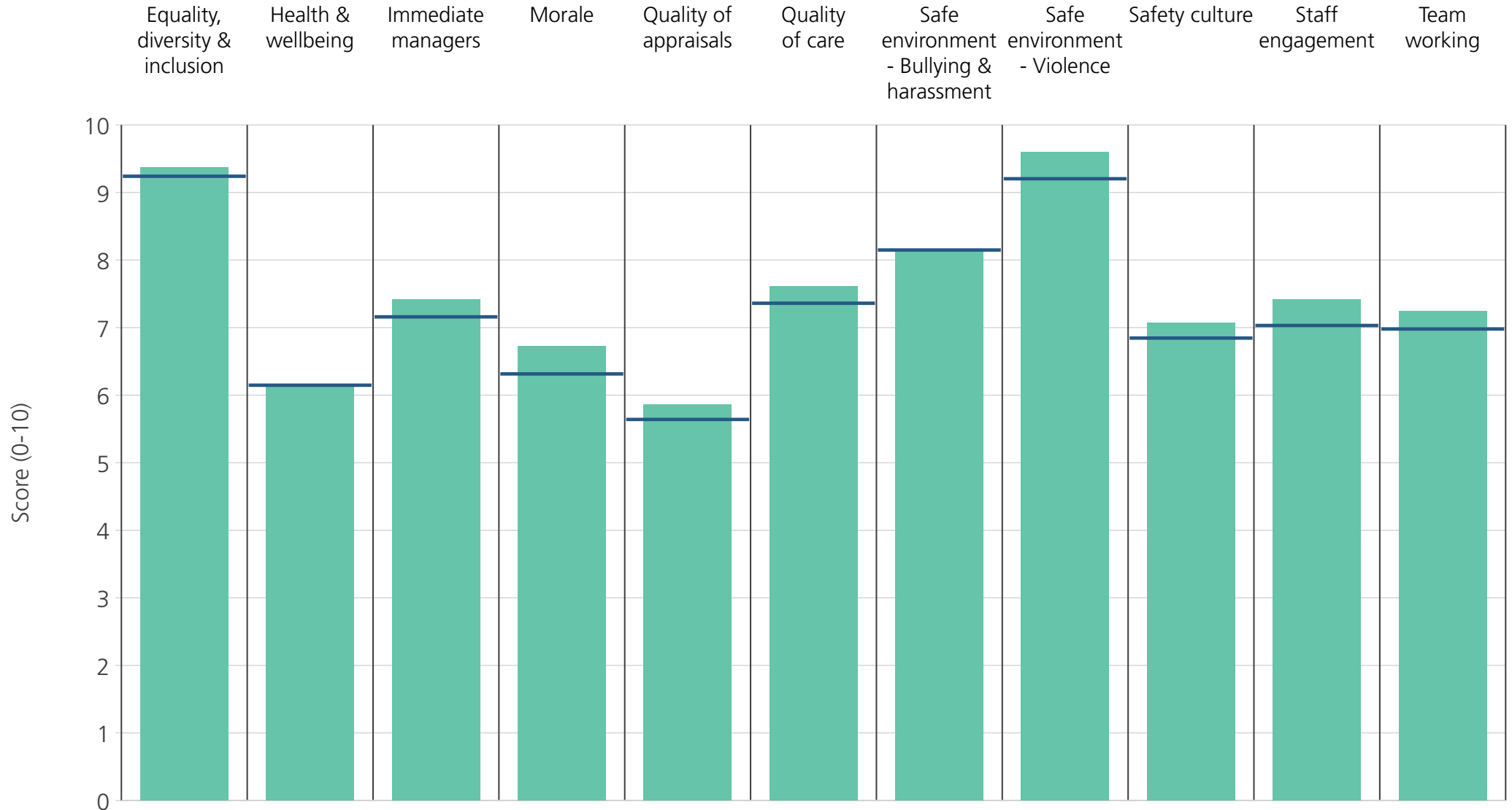
<b>Directorate</b>	10.0	7.7	8.6	7.7	7.6		8.8	10.0	7.2	8.3	8.3
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	14	14	14	14	14	4	14	14	14	14	14



<b>Directorate</b>	9.7	6.7	7.7	6.5	5.9	7.1	8.5	8.8	7.1	7.4	7.1
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	55	56	57	52	51	54	55	55	55	59	56

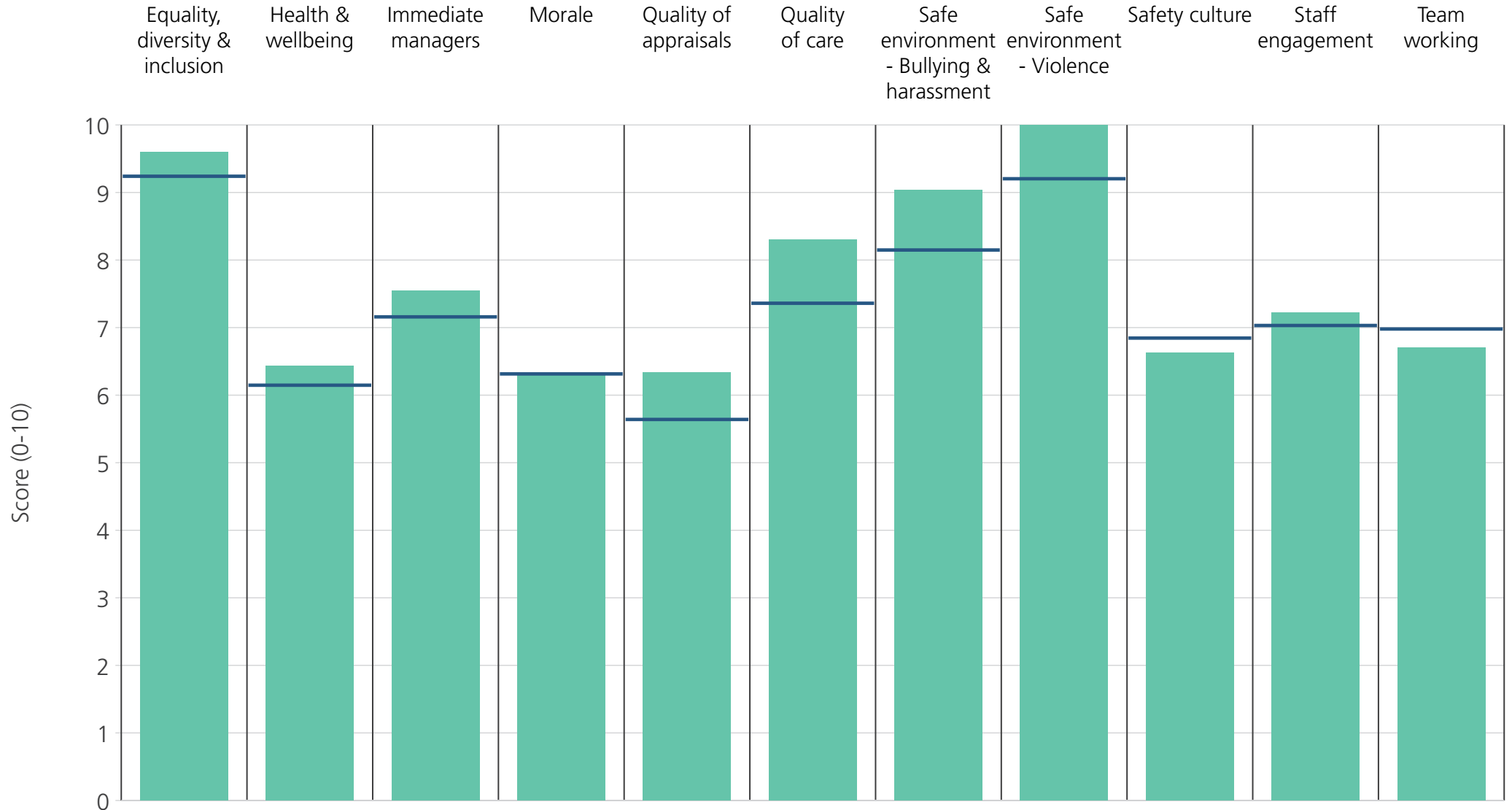


<b>Directorate</b>	9.4	6.2	7.2	6.6	5.8	7.7	8.3	8.8	7.3	7.3	7.3
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	199	199	200	193	184	194	199	197	196	205	200

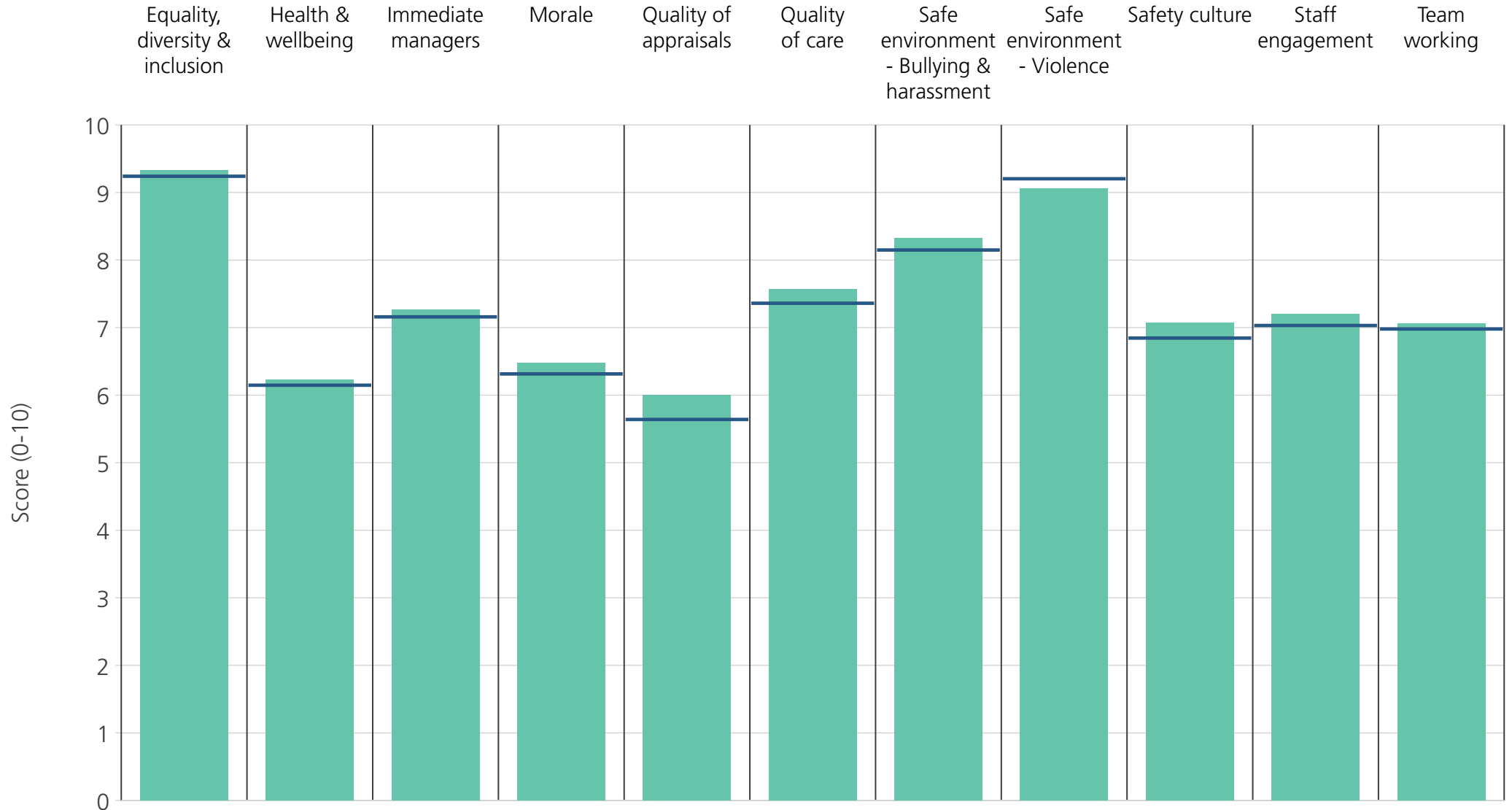


<b>Directorate</b>	9.4	6.1	7.4	6.7	5.9	7.6	8.2	9.6	7.1	7.4	7.2
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	49	50	50	50	47	39	47	50	50	50	48

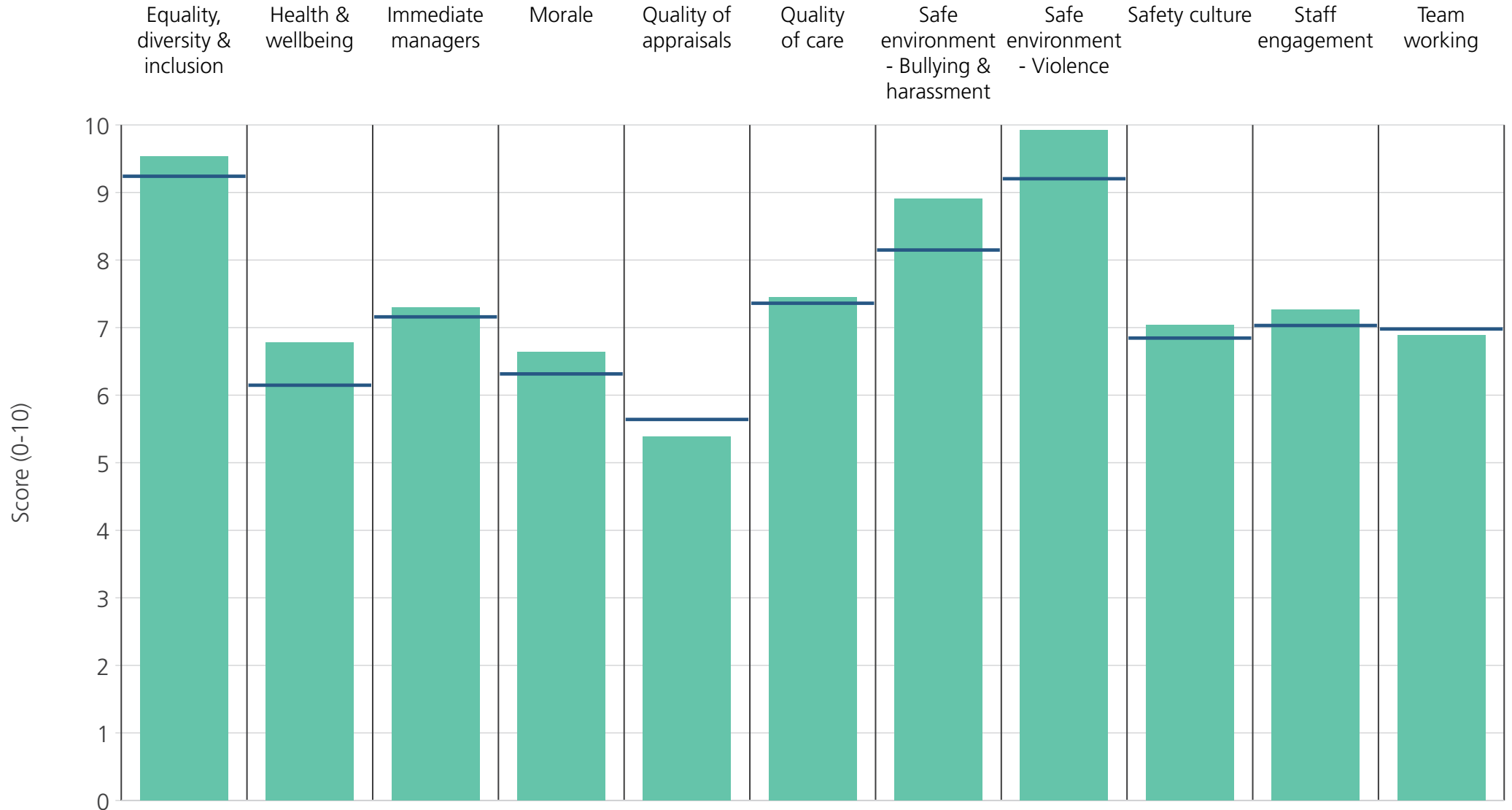




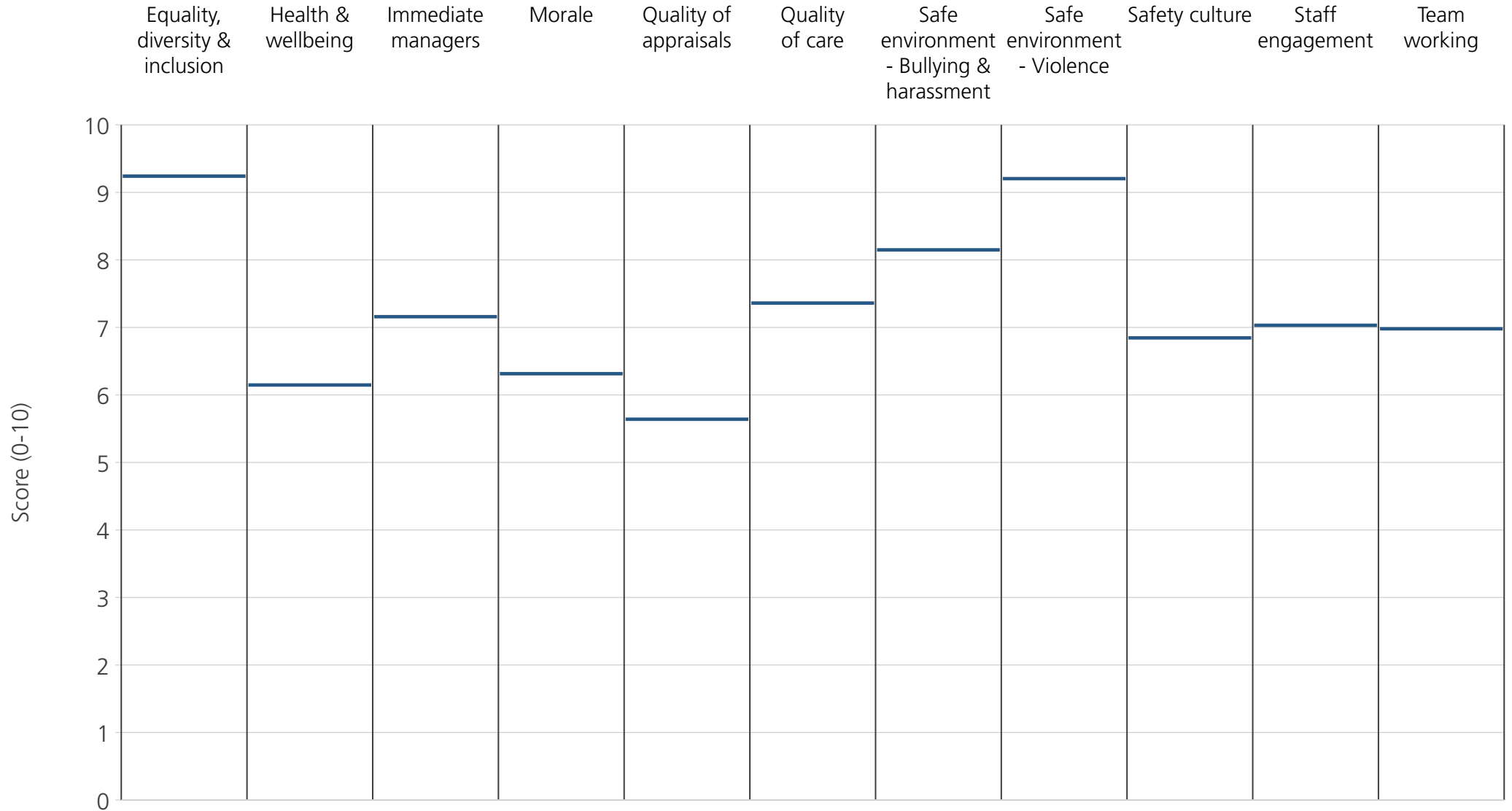
<b>Directorate</b>	9.6	6.4	7.5	6.3	6.3	8.3	9.0	10.0	6.6	7.2	6.7
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	33	33	33	32	30	12	33	33	31	33	33



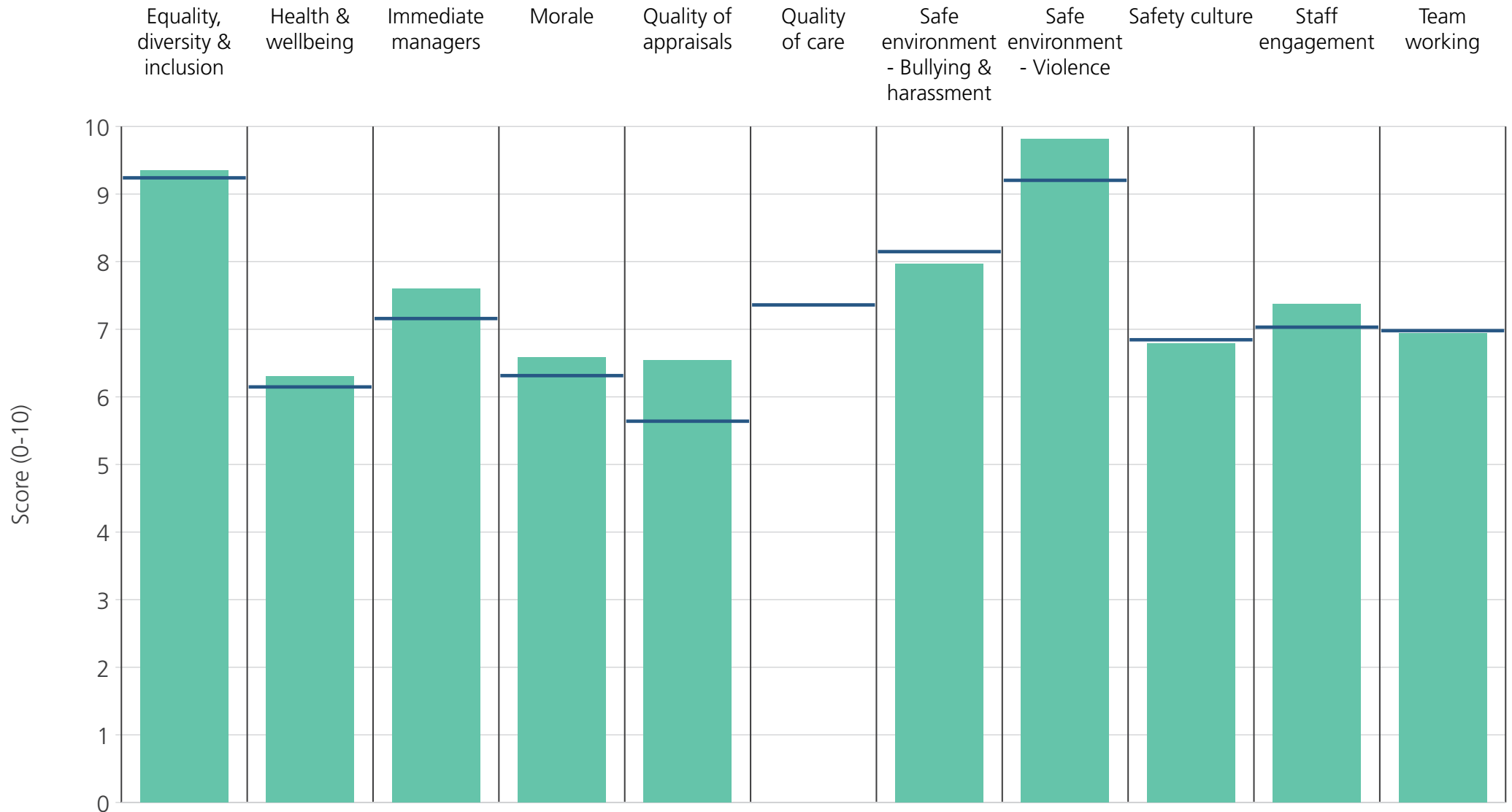
<b>Directorate</b>	9.3	6.2	7.3	6.5	6.0	7.6	8.3	9.1	7.1	7.2	7.1
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	491	490	489	478	444	453	489	483	487	494	483



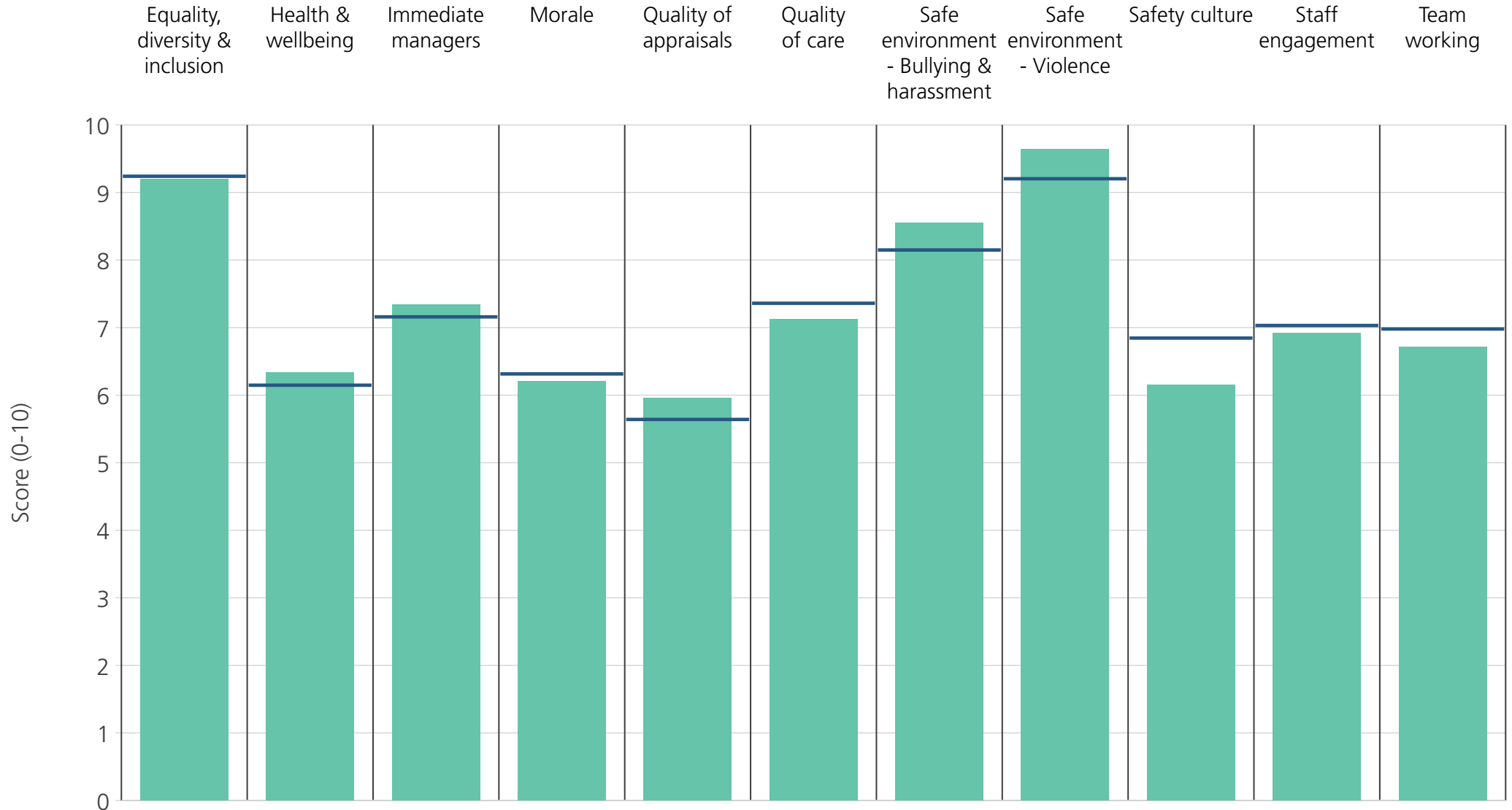
<b>Directorate</b>	9.5	6.8	7.3	6.6	5.4	7.5	8.9	9.9	7.0	7.3	6.9
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	90	91	91	91	85	52	91	91	90	92	91



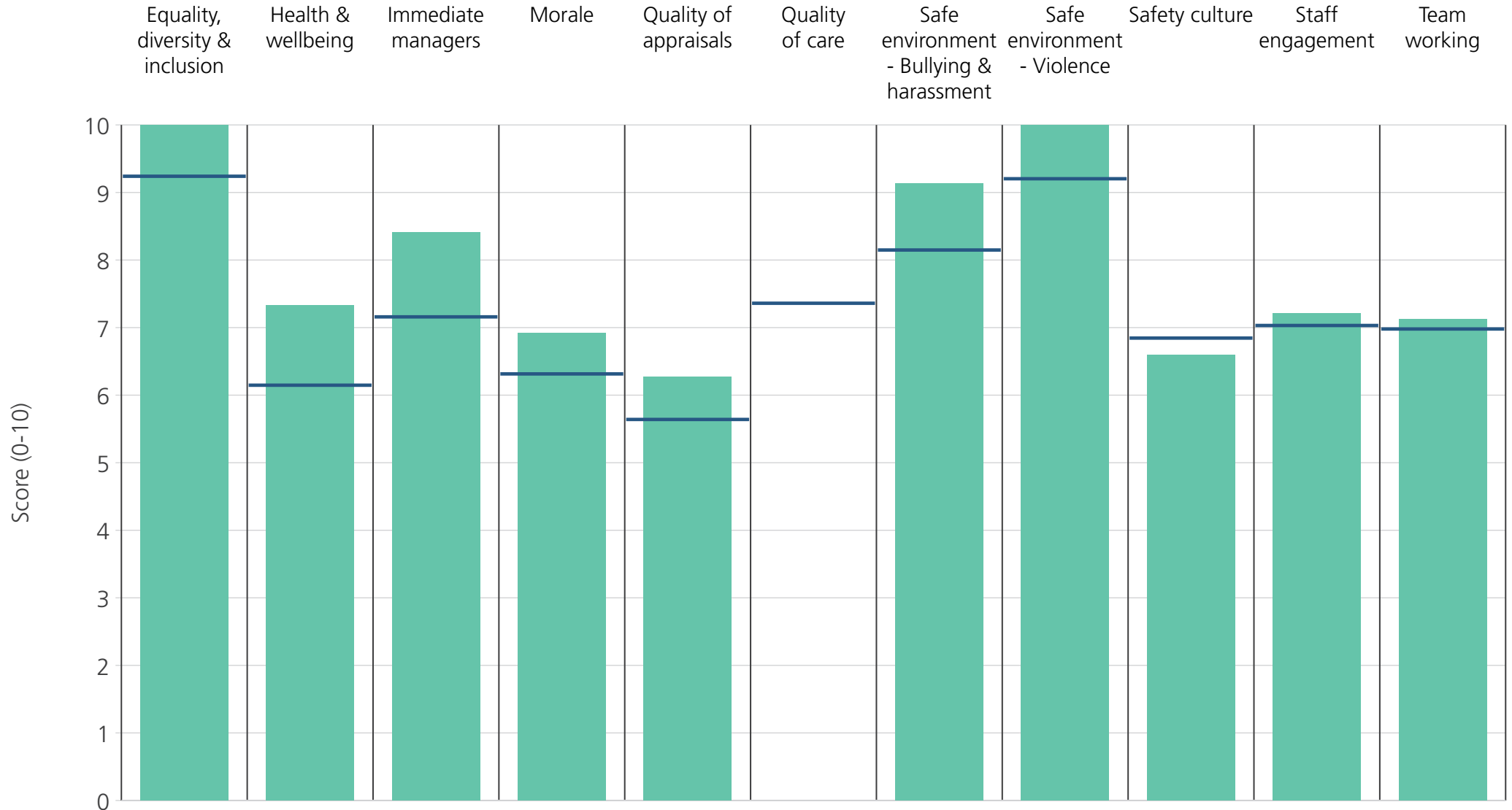
Directorate	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
Responses	6	6	6	6	4	6	6	6	6	6	6



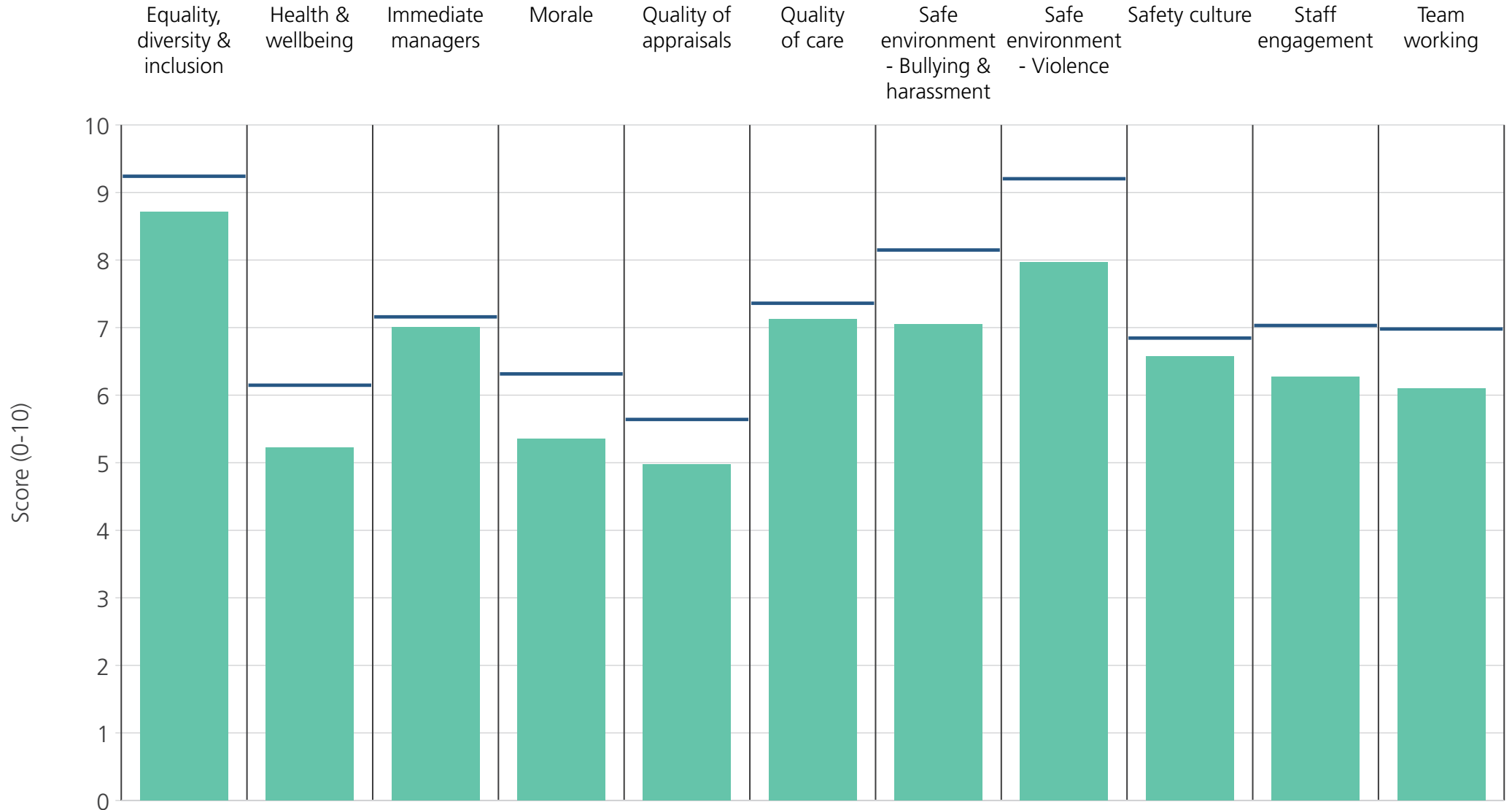
<b>Directorate</b>	9.4	6.3	7.6	6.6	6.5		8.0	9.8	6.8	7.4	6.9
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	18	18	18	18	17	9	18	18	18	18	18



<b>Directorate</b>	9.2	6.3	7.3	6.2	6.0	7.1	8.6	9.6	6.2	6.9	6.7
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	46	46	46	45	42	43	46	46	45	46	43



<b>Directorate</b>	10.0	7.3	8.4	6.9	6.3		9.1	10.0	6.6	7.2	7.1
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	23	23	23	23	23	1	23	23	23	23	23



<b>Directorate</b>	8.7	5.2	7.0	5.3	5.0	7.1	7.1	8.0	6.6	6.3	6.1
<b>Your org</b>	9.2	6.1	7.2	6.3	5.6	7.4	8.1	9.2	6.8	7.0	7.0
<b>Responses</b>	192	193	194	192	182	188	191	189	192	197	193