

# NHS Bristol, North Somerset and South Gloucestershire CCG

2019 NHS Staff Survey

**Directorate Report**

**Contents**

Introduction . . . . .	3	461 BNSSG Corporate, Finance Planning and PMO . . . . .	26
Themes – Directorates 1 . . . . .	4		
461 BNSSG Finance Directorate . . . . .	5		
461 BNSSG Commissioning Directorate . . . . .	6		
461 BNSSG Medical (Clinical Effectiveness) Directorate . . . . .	7		
461 BNSSG Nursing & Quality Directorate . . . . .	8		
461 BNSSG Transformation Directorate . . . . .	9		
461 BNSSG CEO / Clinical Leads . . . . .	10		
461 BNSSG Area Team Directorate . . . . .	11		
461 BNSSG Medical (Commissioning & Primary Care) Directorate . . . . .	12		
Themes – Directorates 2 . . . . .	13		
461 BNSSG Referral & Pathway Management . . . . .	14		
461 BNSSG Medicines Optimisation . . . . .	15		
461 BNSSG Business Intelligence . . . . .	16		
461 BNSSG Contracts & Procurement . . . . .	17		
461 BNSSG Chief Executive . . . . .	18		
461 BNSSG Area Team Directorate . . . . .	19		
461 BNSSG Continuing Health Care . . . . .	20		
461 BNSSG Finance . . . . .	21		
461 BNSSG Nursing & Quality . . . . .	22		
461 BNSSG Clinical and Research Effectiveness . . . . .	23		
461 BNSSG Planning & Performance Improvement . . . . .	24		
461 BNSSG Communications & Engagement . . . . .	25		

This directorate report for NHS Bristol, North Somerset and South Gloucestershire CCG contains results by directorate for themes from the 2019 NHS Staff Survey. These results are compared to the unweighted average for your organisation.

The directorate breakdowns used in this report were provided and defined by NHS Bristol, North Somerset and South Gloucestershire CCG. 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.

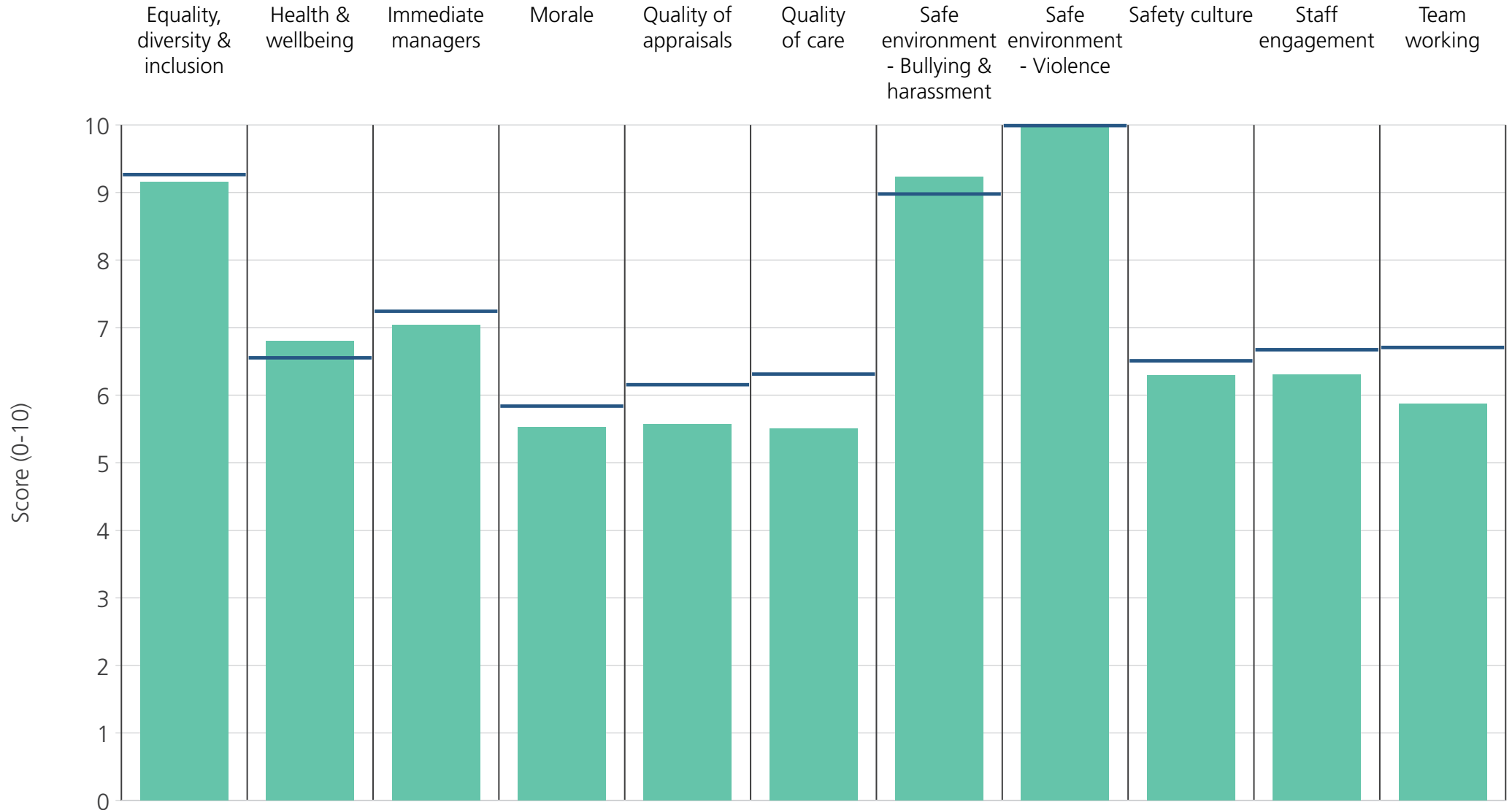
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



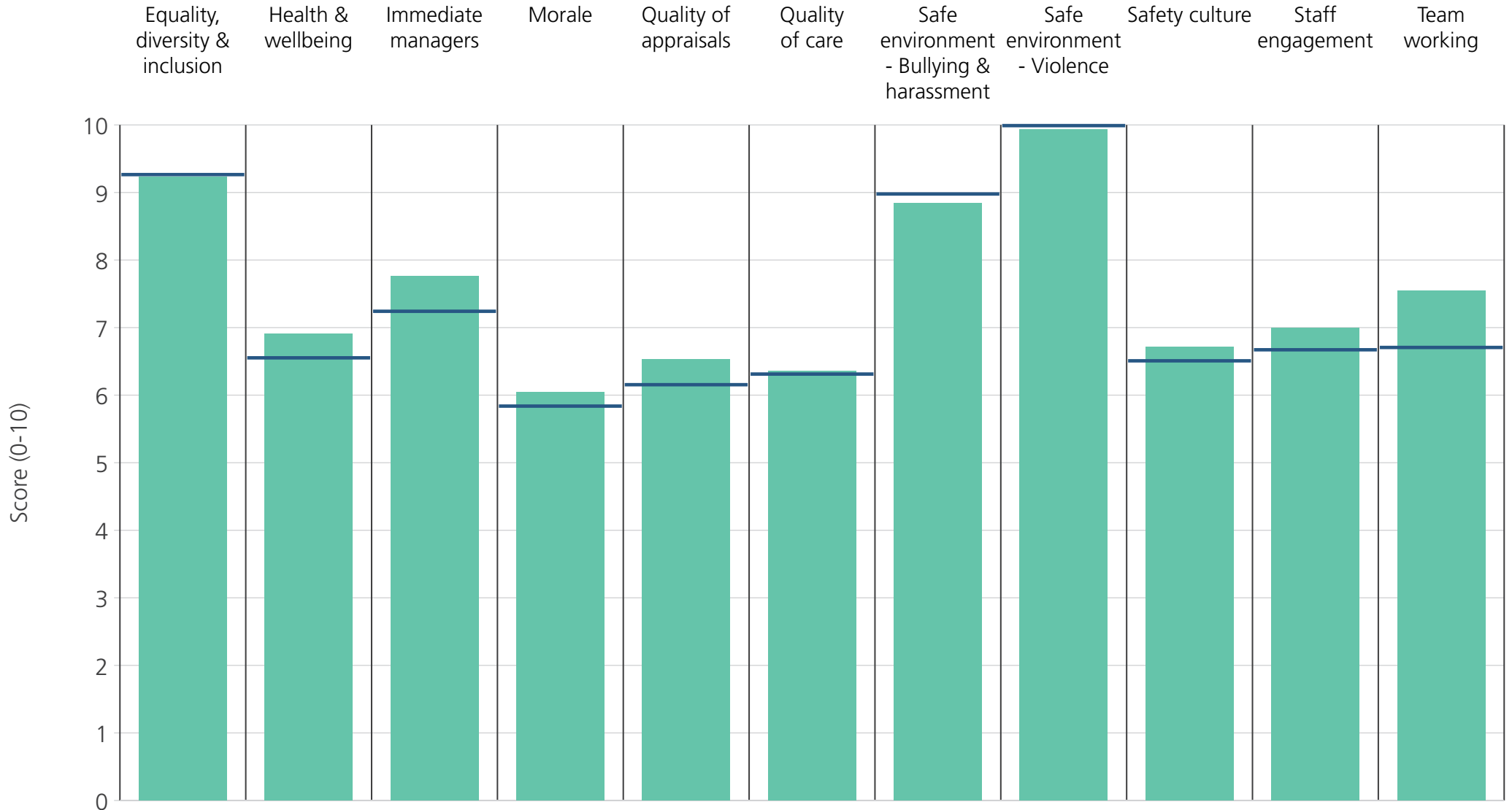
**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

# Directorates 1

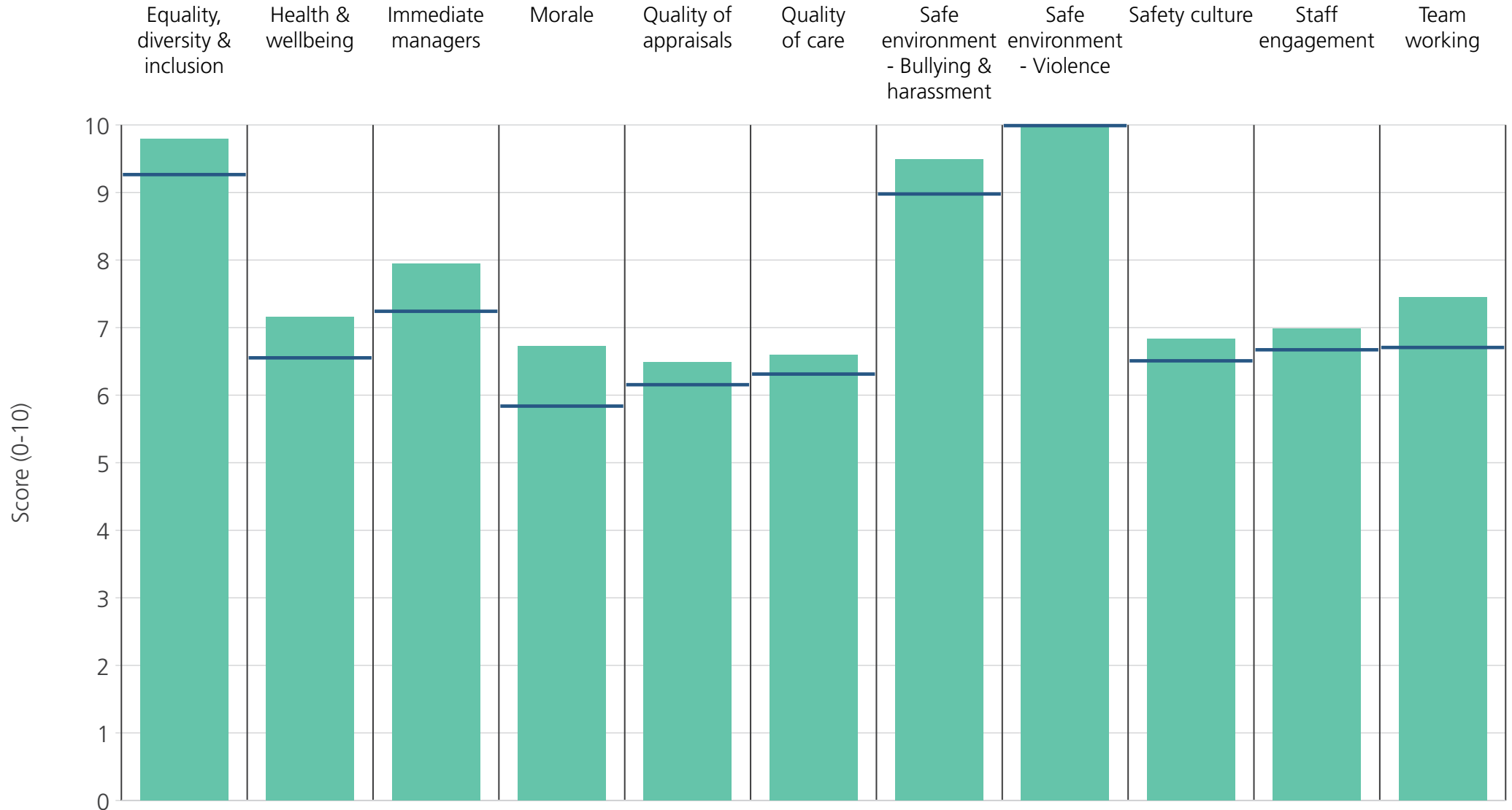
NHS Bristol, North Somerset and South Gloucestershire CCG  
2019 NHS Staff Survey Results



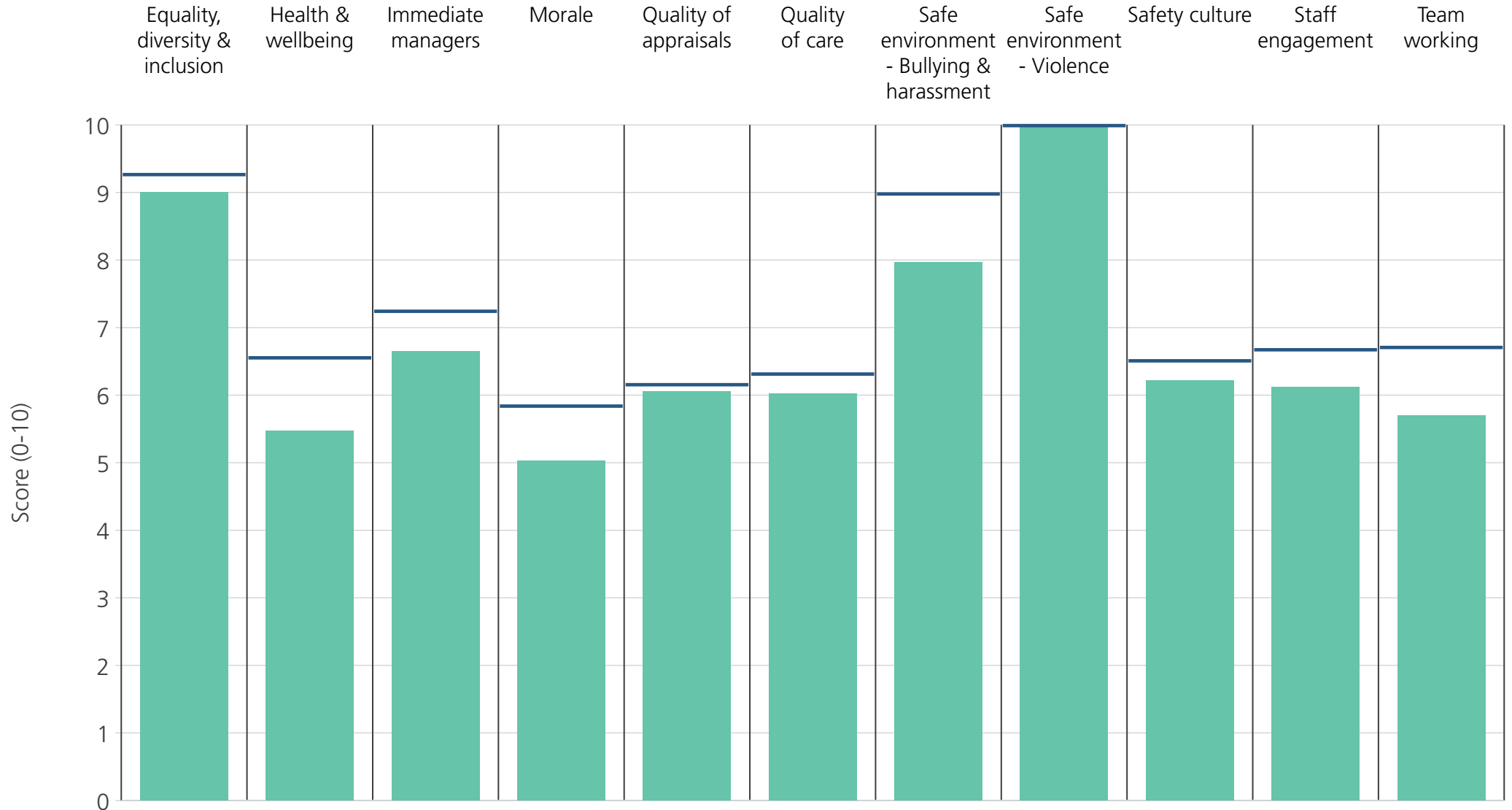
<b>Directorate</b>	9.2	6.8	7.0	5.5	5.6	5.5	9.2	10.0	6.3	6.3	5.9
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	61	61	61	61	42	15	61	61	60	61	60



<b>Directorate</b>	9.2	6.9	7.8	6.0	6.5	6.4	8.8	9.9	6.7	7.0	7.5
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	52	52	52	51	44	34	52	52	50	53	53

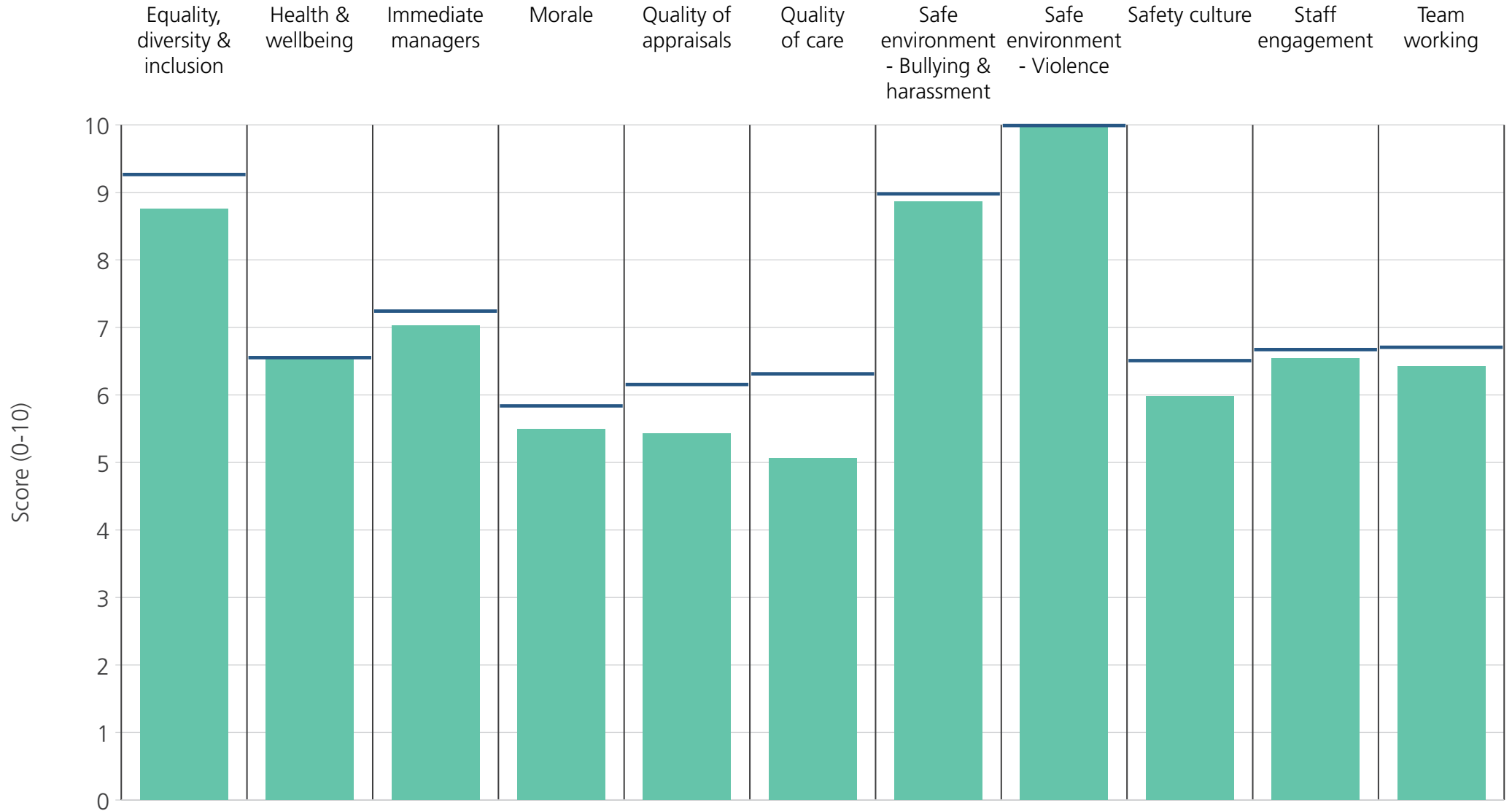


<b>Directorate</b>	9.8	7.2	7.9	6.7	6.5	6.6	9.5	10.0	6.8	7.0	7.5
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	52	52	52	50	48	35	52	52	51	52	52

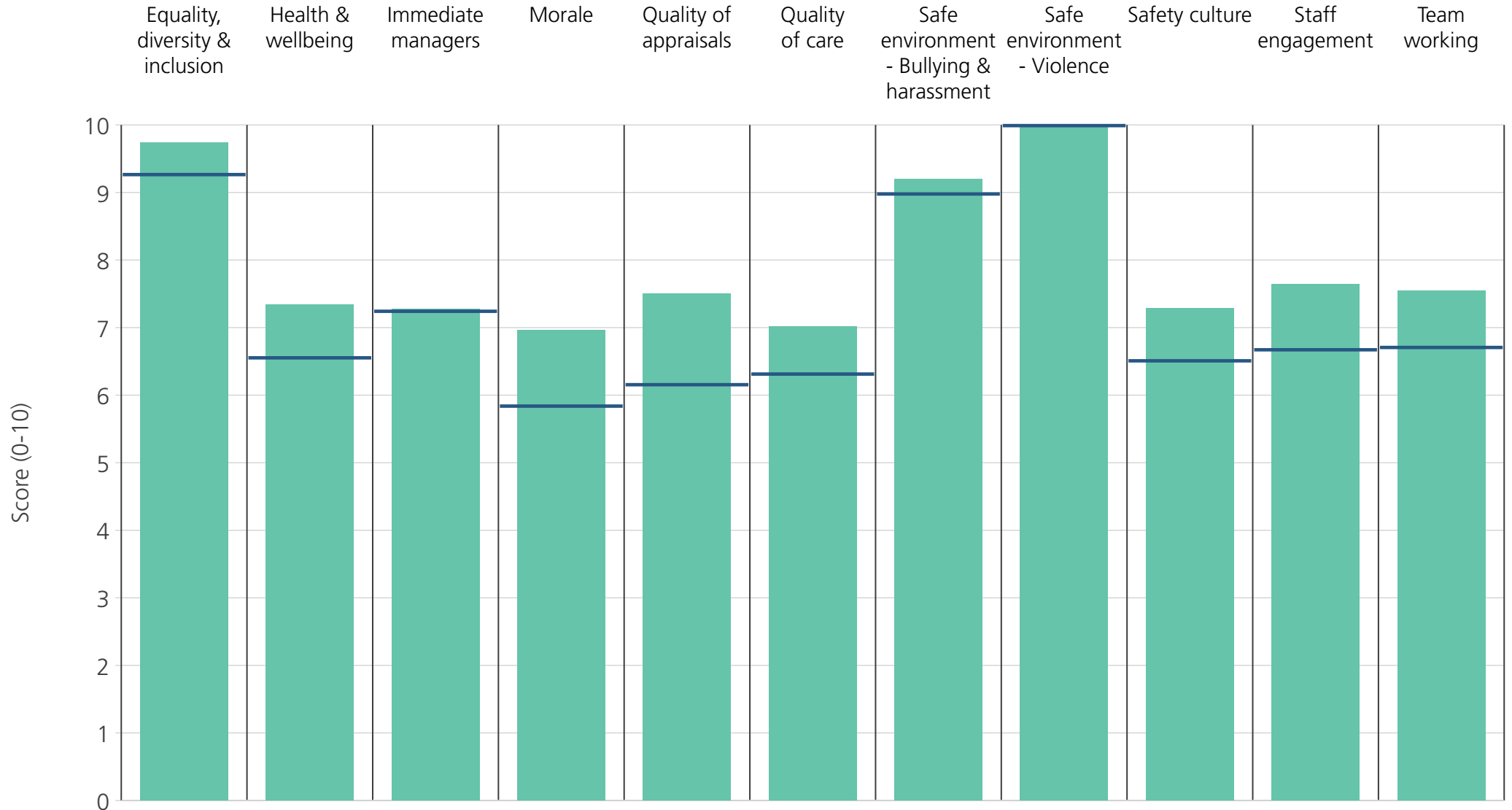


<b>Directorate</b>	9.0	5.5	6.6	5.0	6.1	6.0	8.0	10.0	6.2	6.1	5.7
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	45	45	45	45	25	35	45	45	45	45	43

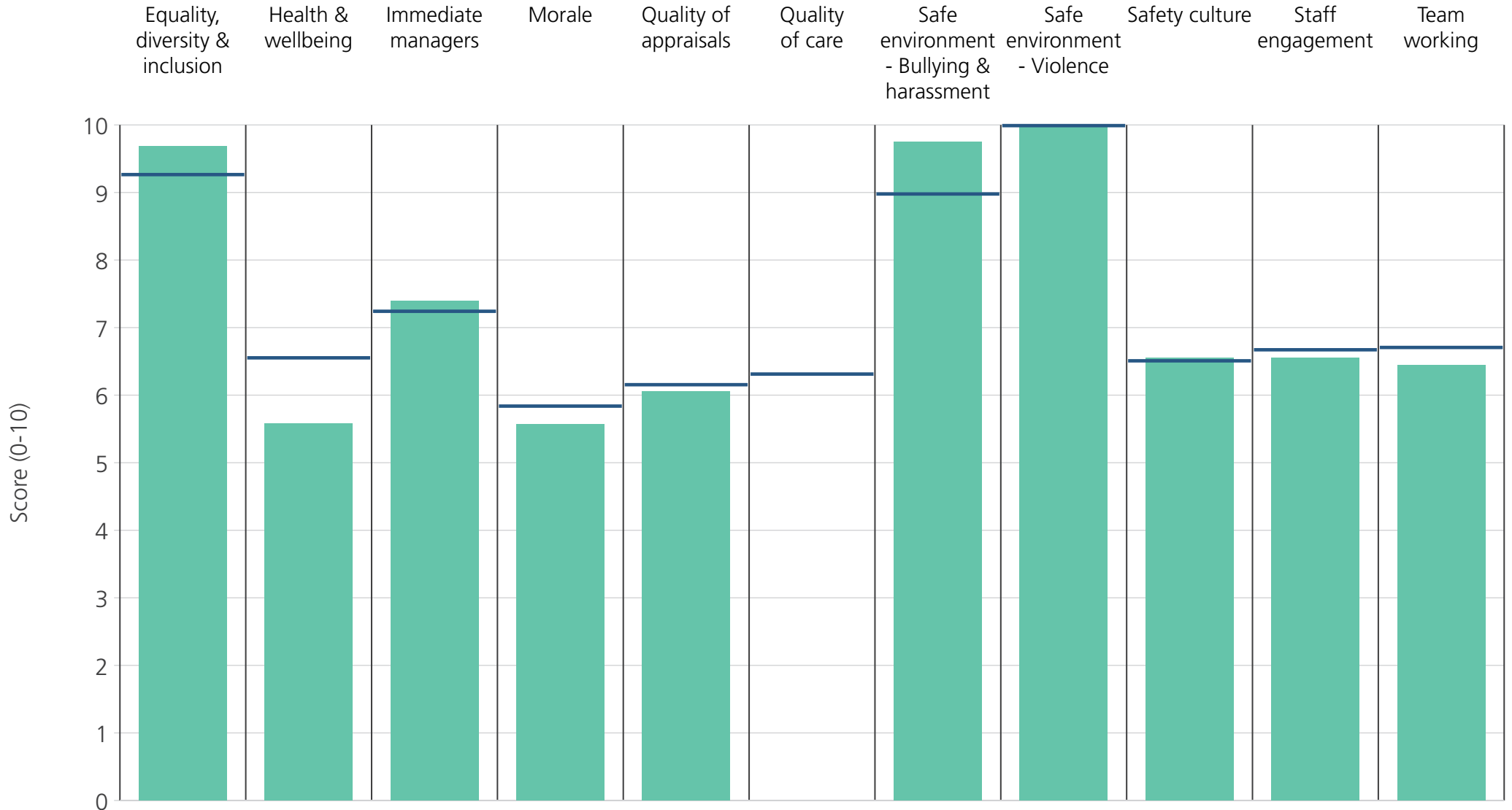




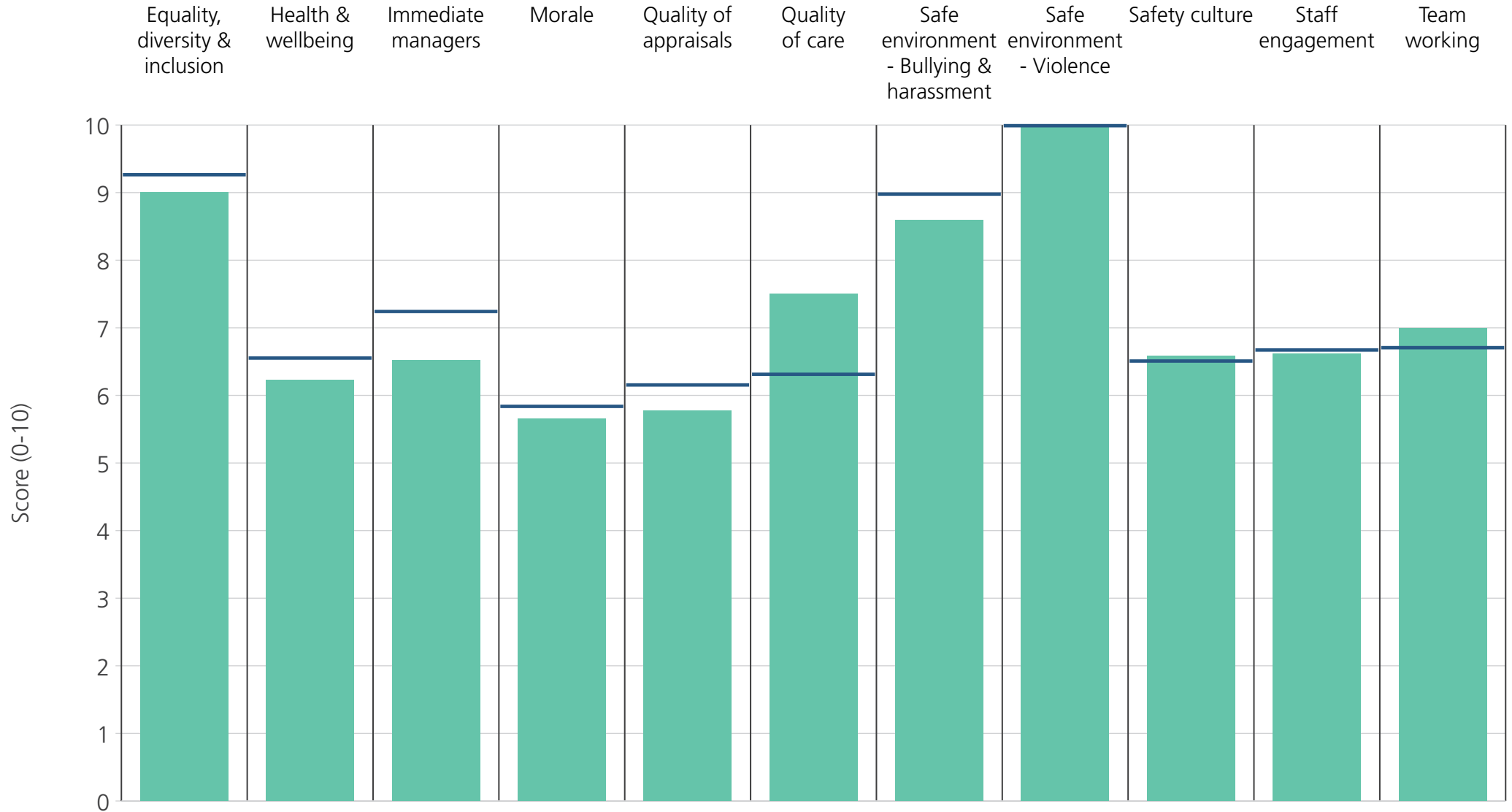
<b>Directorate</b>	8.8	6.5	7.0	5.5	5.4	5.1	8.9	10.0	6.0	6.5	6.4
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	44	44	44	44	26	15	44	43	43	44	43



<b>Directorate</b>	9.7	7.3	7.3	7.0	7.5	7.0	9.2	10.0	7.3	7.6	7.6
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	25	25	25	24	18	20	25	25	24	25	25



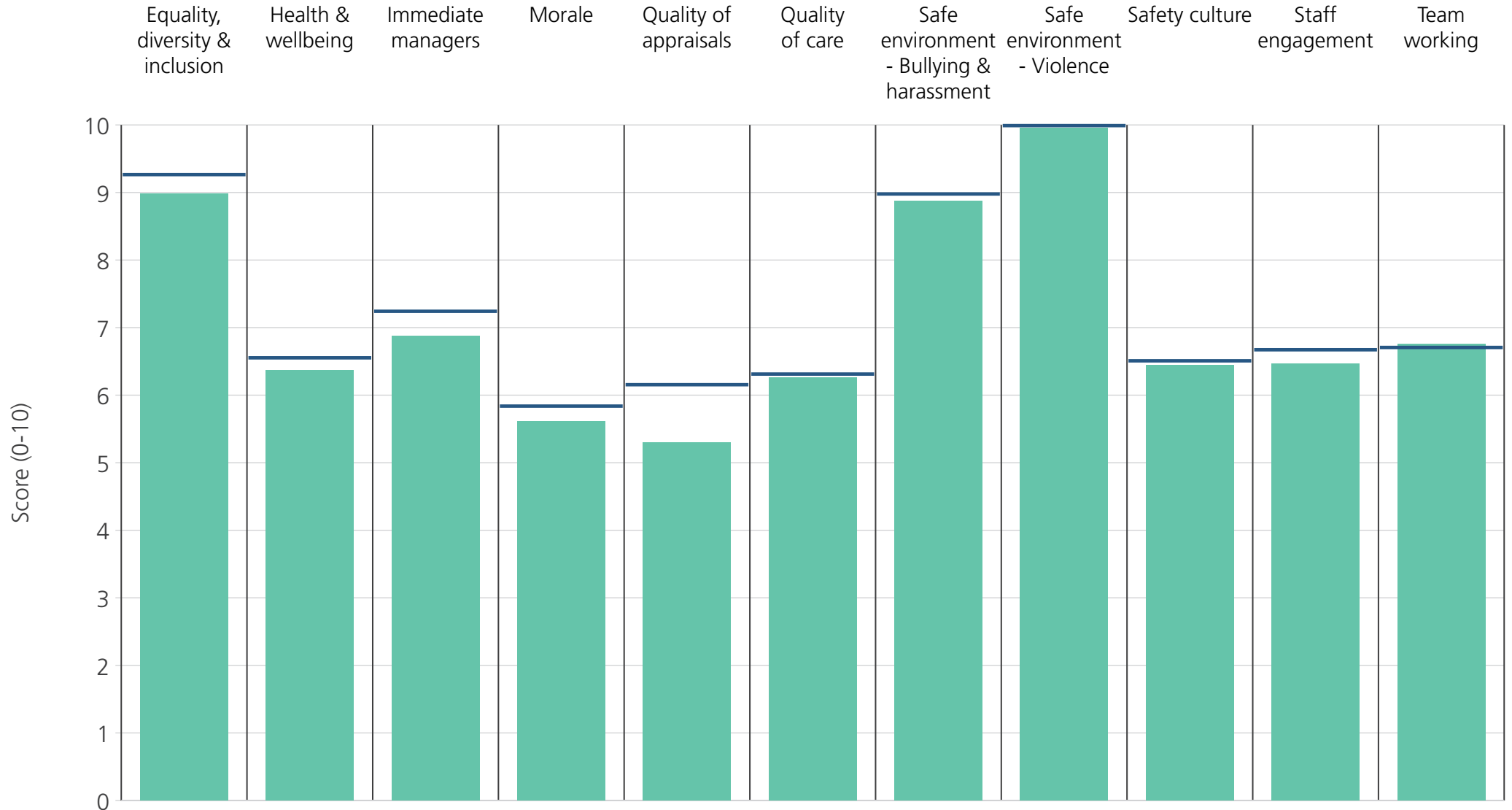
<b>Directorate</b>	9.7	5.6	7.4	5.6	6.1	6.3	9.7	10.0	6.6	6.5	6.4
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	26	26	26	25	25	9	26	26	26	26	26



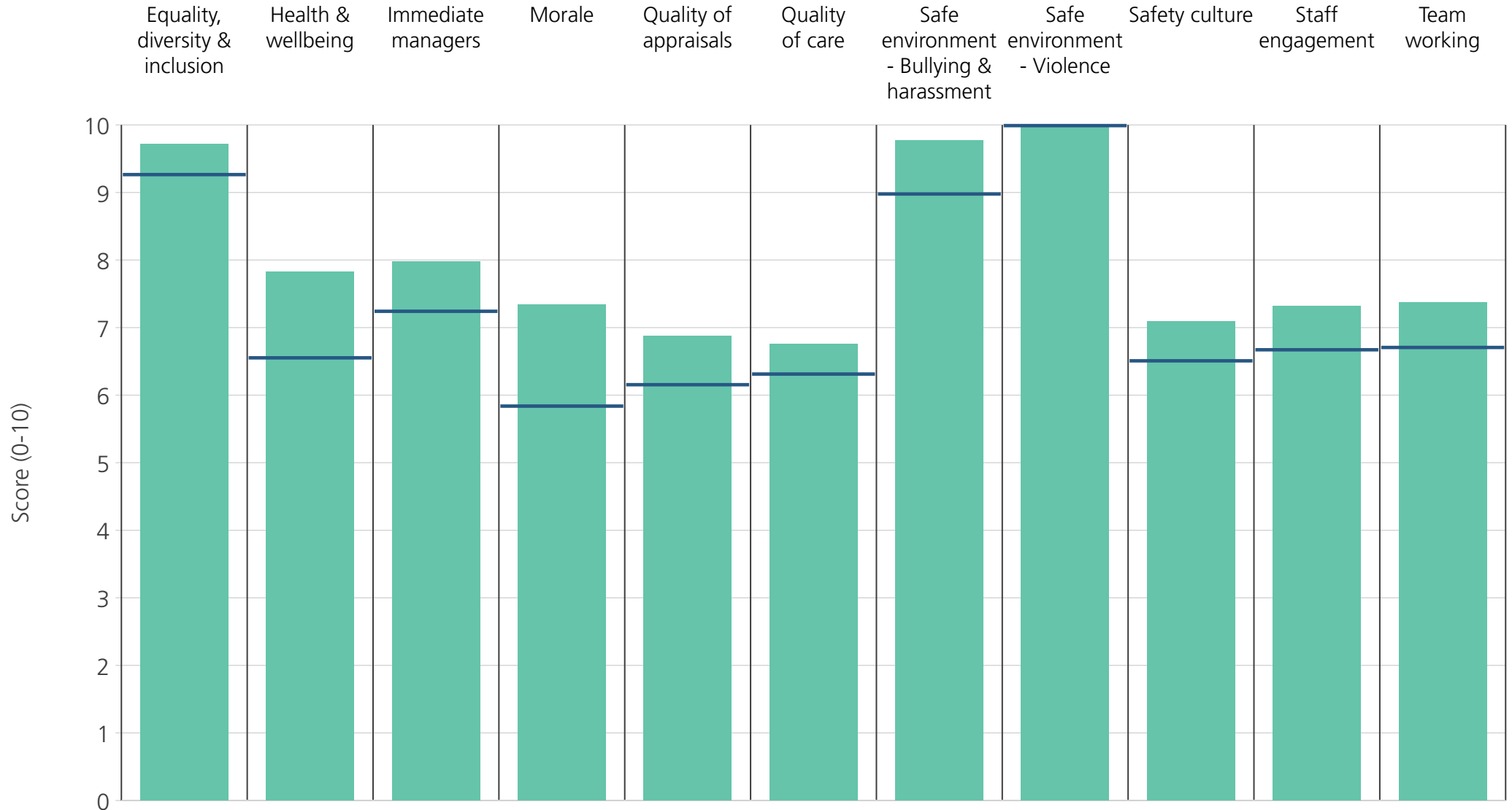
<b>Directorate</b>	9.0	6.2	6.5	5.7	5.8	7.5	8.6	10.0	6.6	6.6	7.0
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	26	27	27	25	21	18	26	26	26	27	27

# Directorates 2

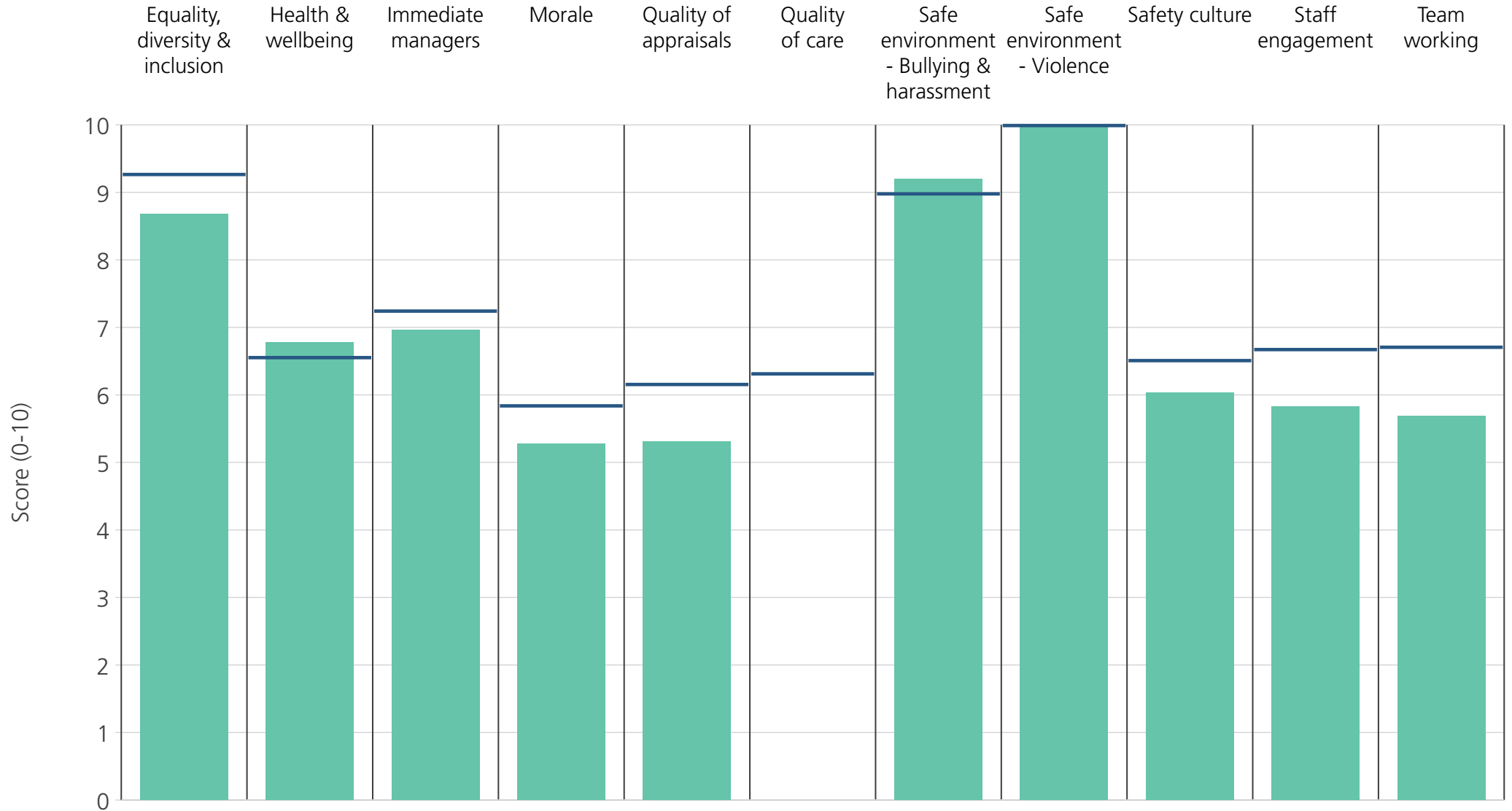
NHS Bristol, North Somerset and South Gloucestershire CCG  
2019 NHS Staff Survey Results



<b>Directorate</b>	9.0	6.4	6.9	5.6	5.3	6.3	8.9	10.0	6.4	6.5	6.8
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	71	72	72	69	50	43	71	70	69	72	71

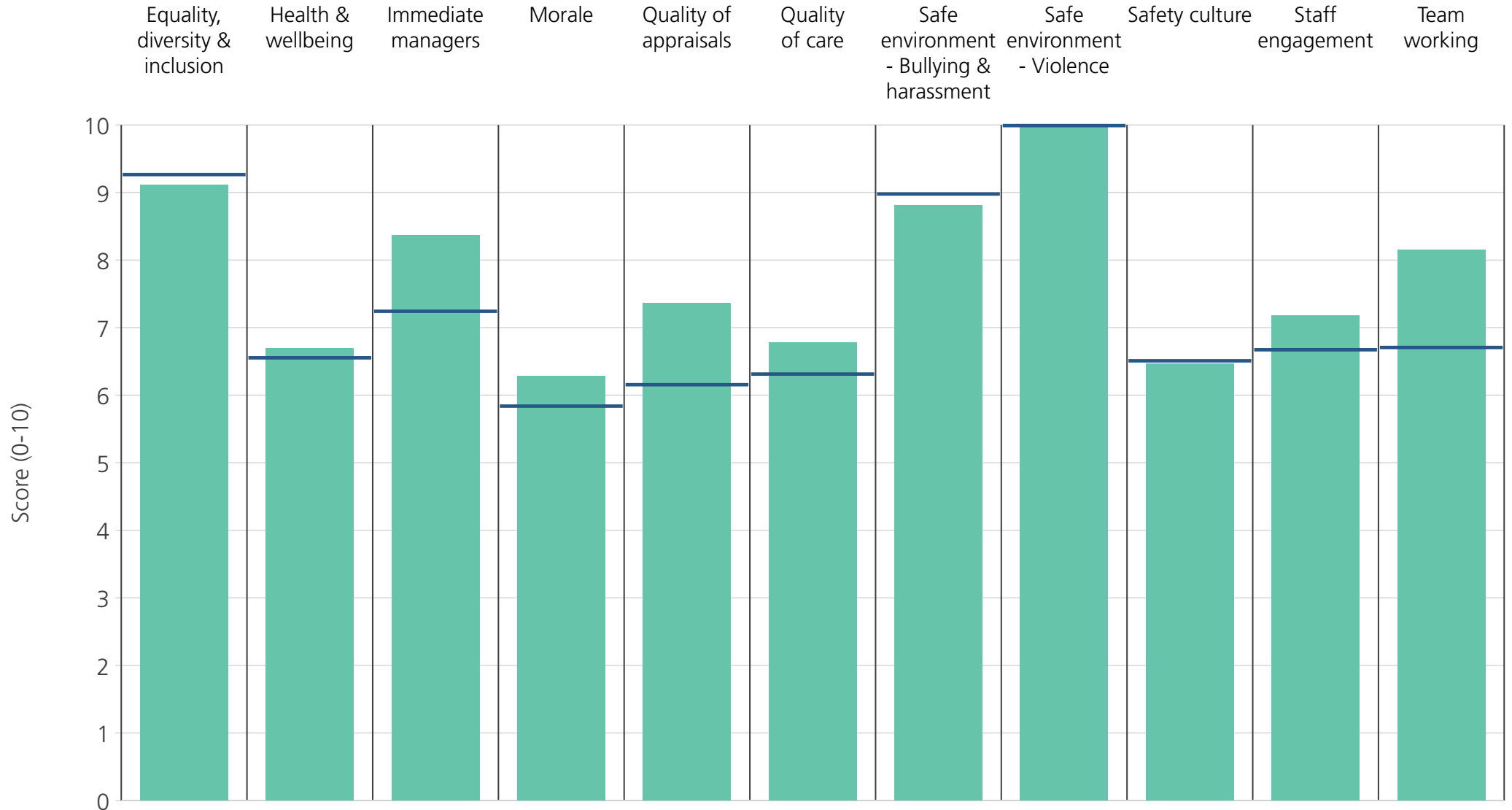


<b>Directorate</b>	9.7	7.8	8.0	7.3	6.9	6.8	9.8	10.0	7.1	7.3	7.4
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	29	29	29	28	28	23	29	29	29	29	29

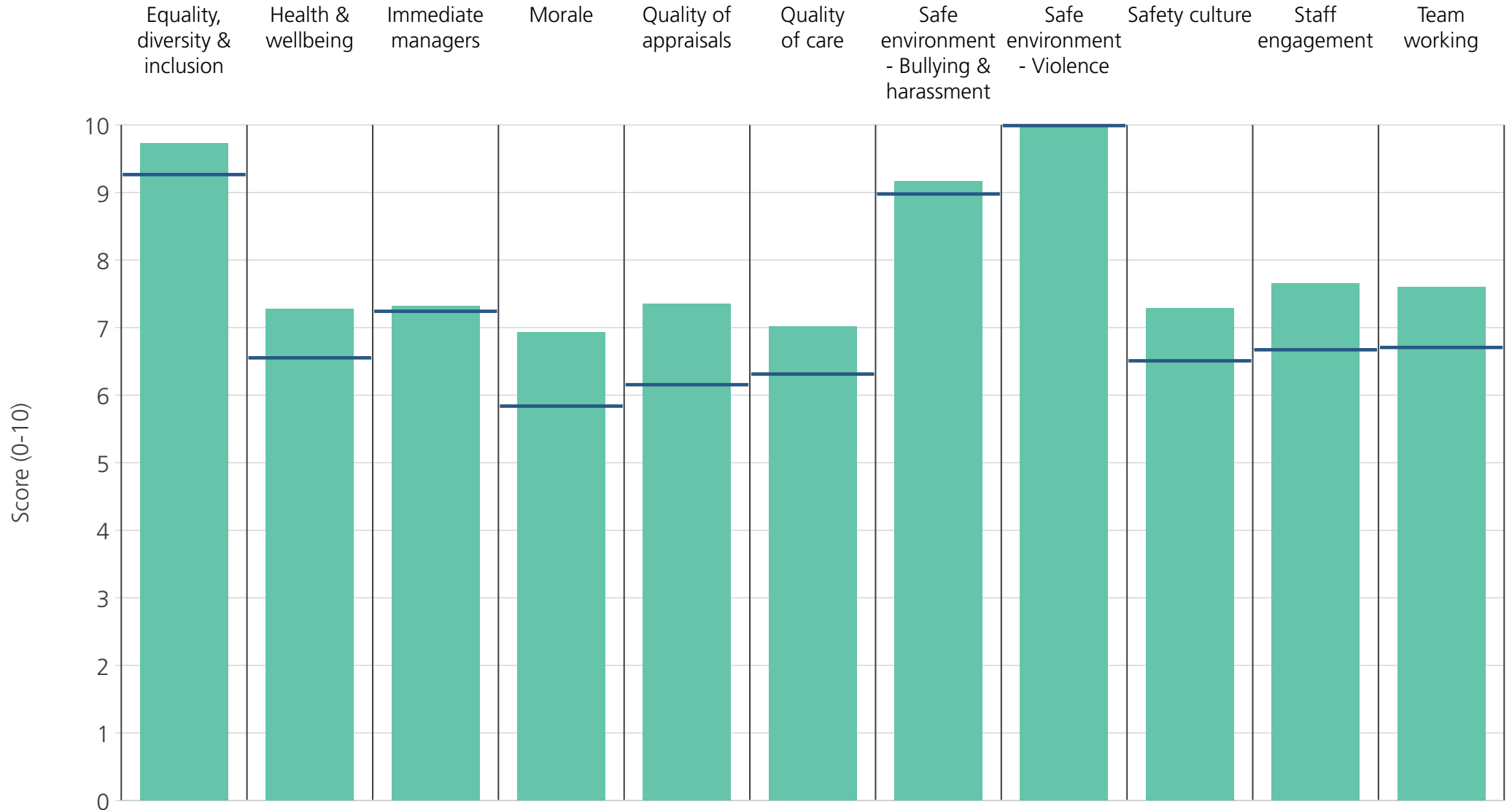


<b>Directorate</b>	8.7	6.8	7.0	5.3	5.3		9.2	10.0	6.0	5.8	5.7
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	29	29	29	29	24	5	29	29	28	29	29

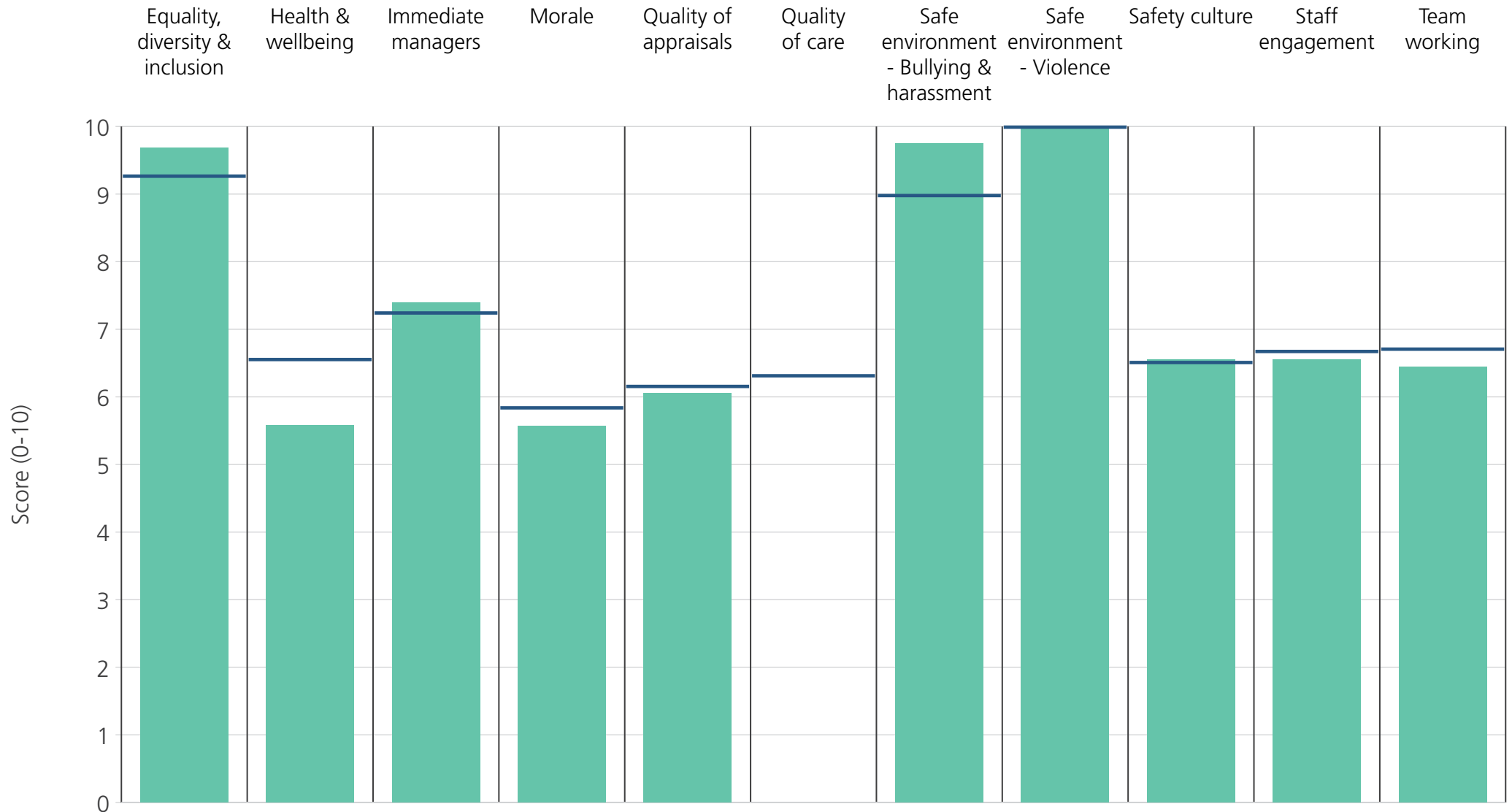




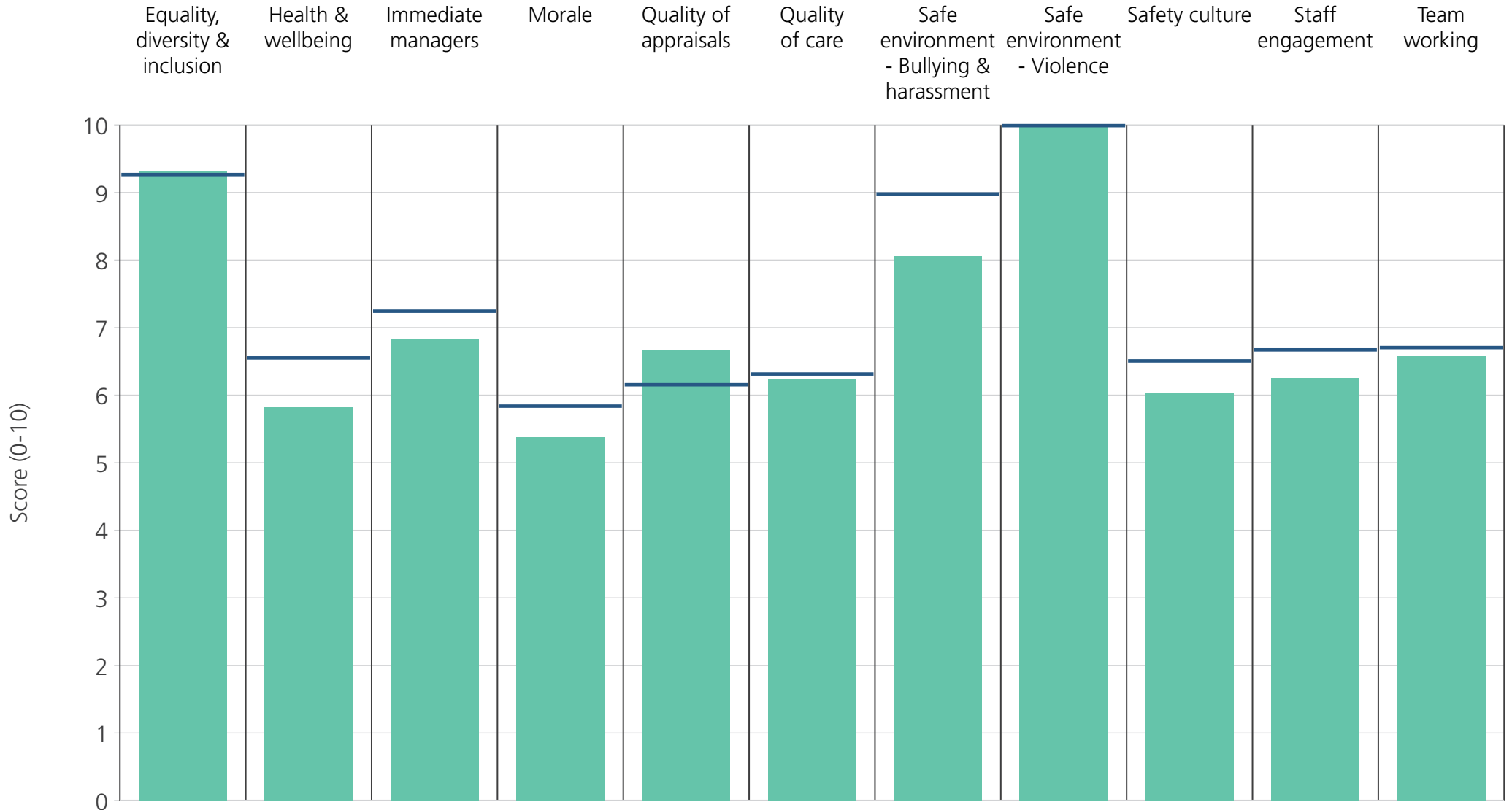
<b>Directorate</b>	9.1	6.7	8.4	6.3	7.4	6.8	8.8	10.0	6.5	7.2	8.1
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	28	28	28	28	27	19	28	28	27	29	29



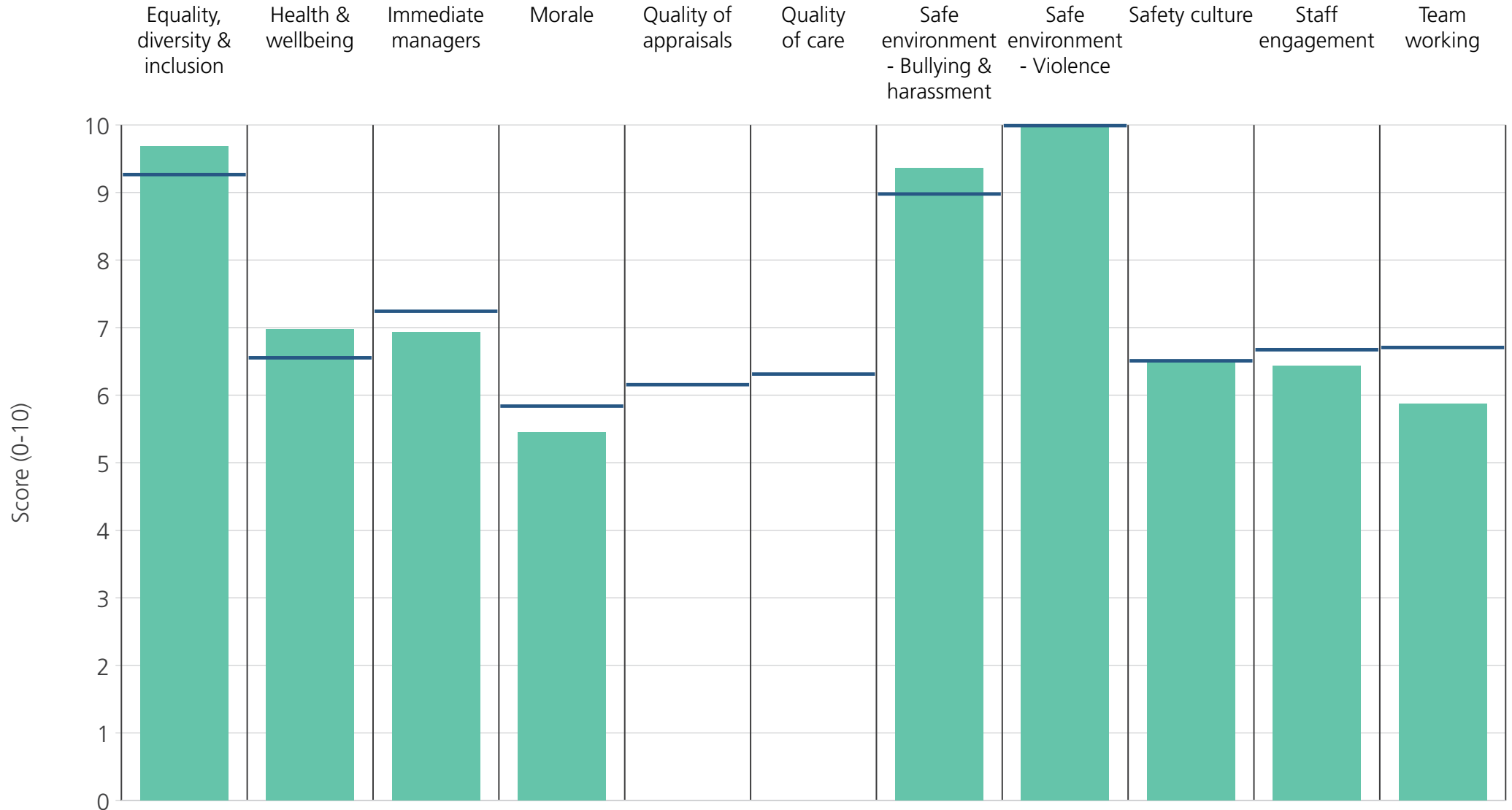
<b>Directorate</b>	9.7	7.3	7.3	6.9	7.4	7.0	9.2	10.0	7.3	7.7	7.6
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	24	24	24	23	17	20	24	24	23	24	24



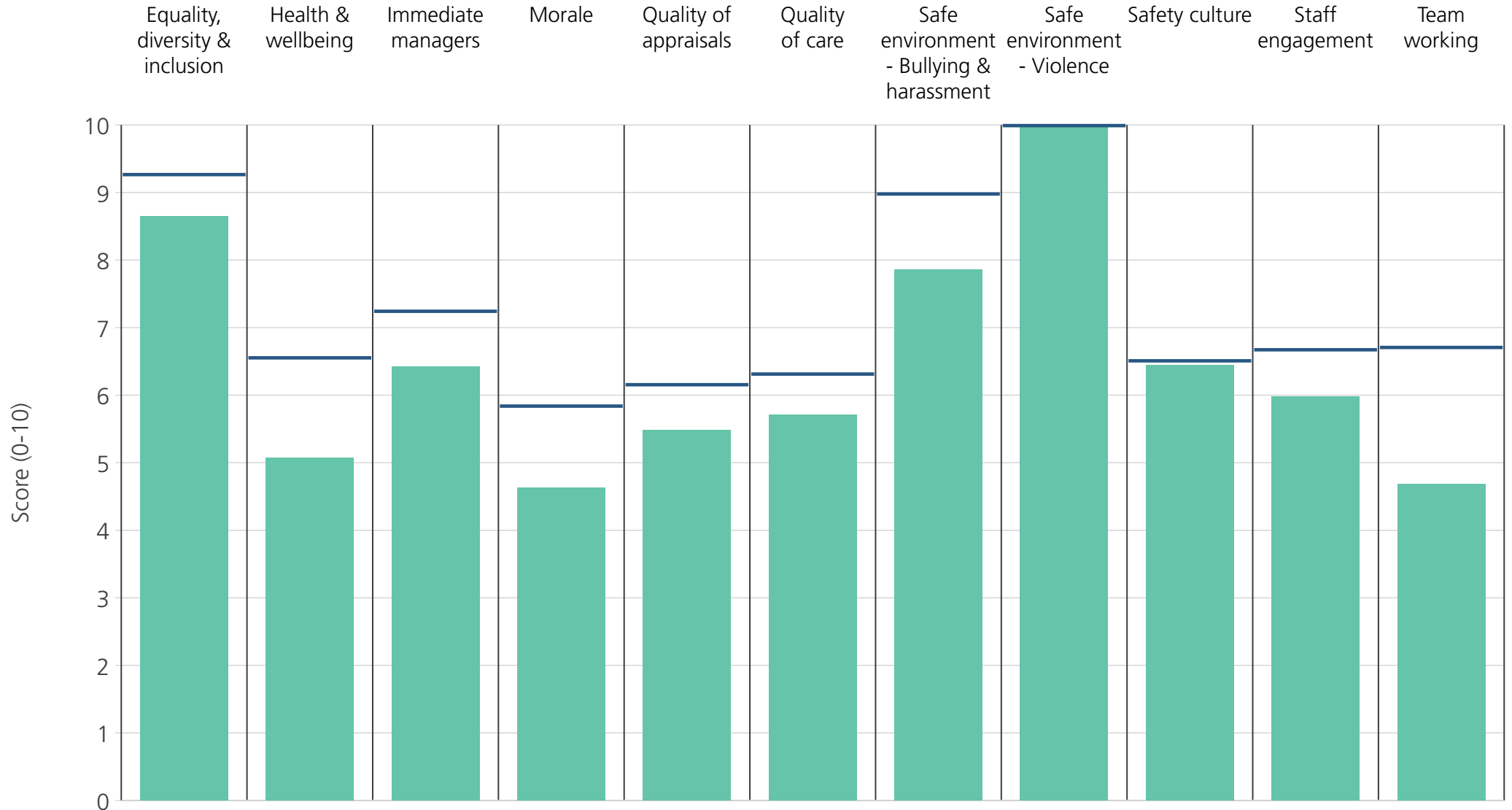
<b>Directorate</b>	9.7	5.6	7.4	5.6	6.1	6.3	9.7	10.0	6.6	6.5	6.4
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	26	26	26	25	25	9	26	26	26	26	26



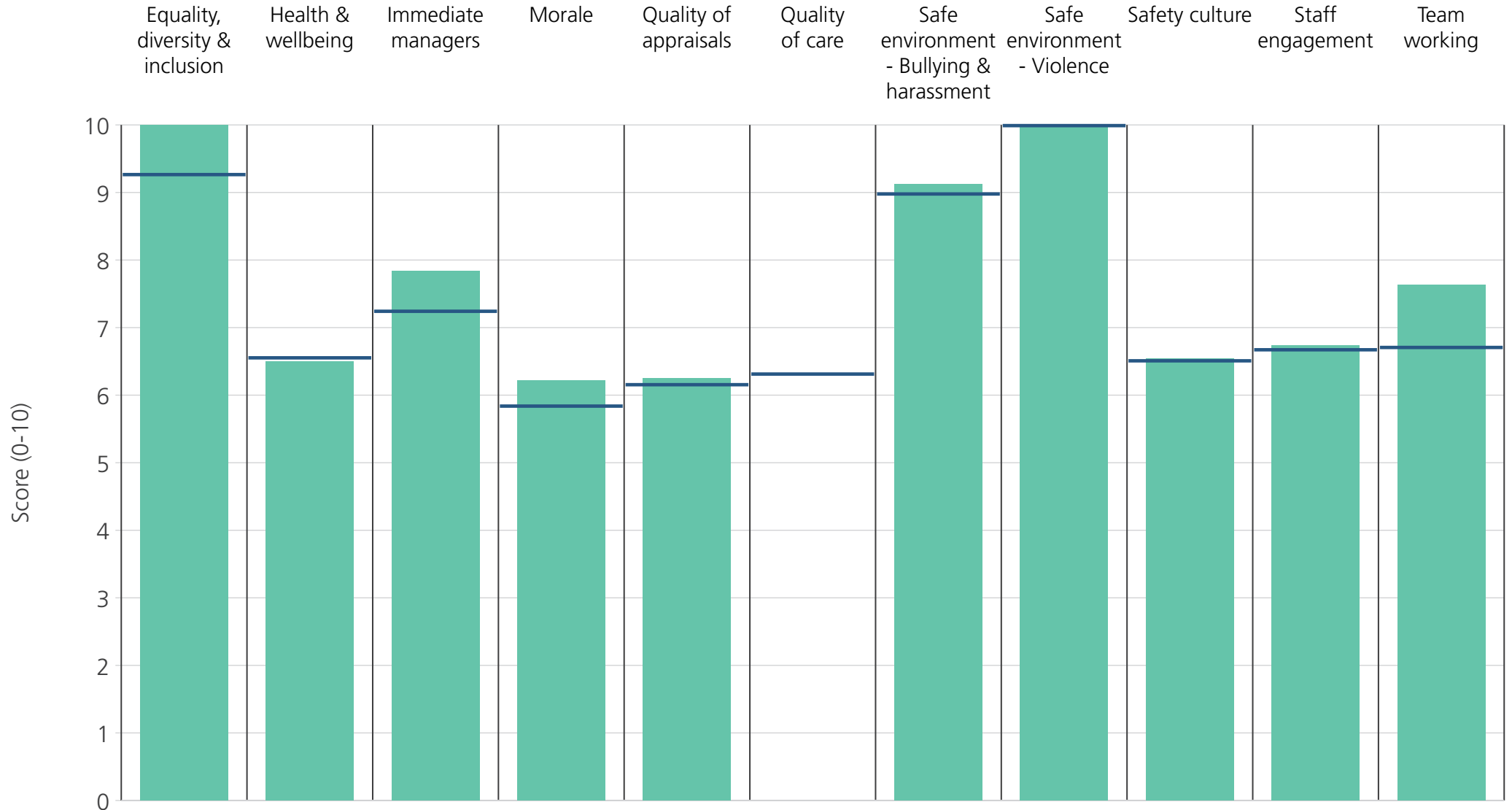
<b>Directorate</b>	9.3	5.8	6.8	5.4	6.7	6.2	8.1	10.0	6.0	6.3	6.6
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	24	24	24	24	12	21	24	24	24	24	23



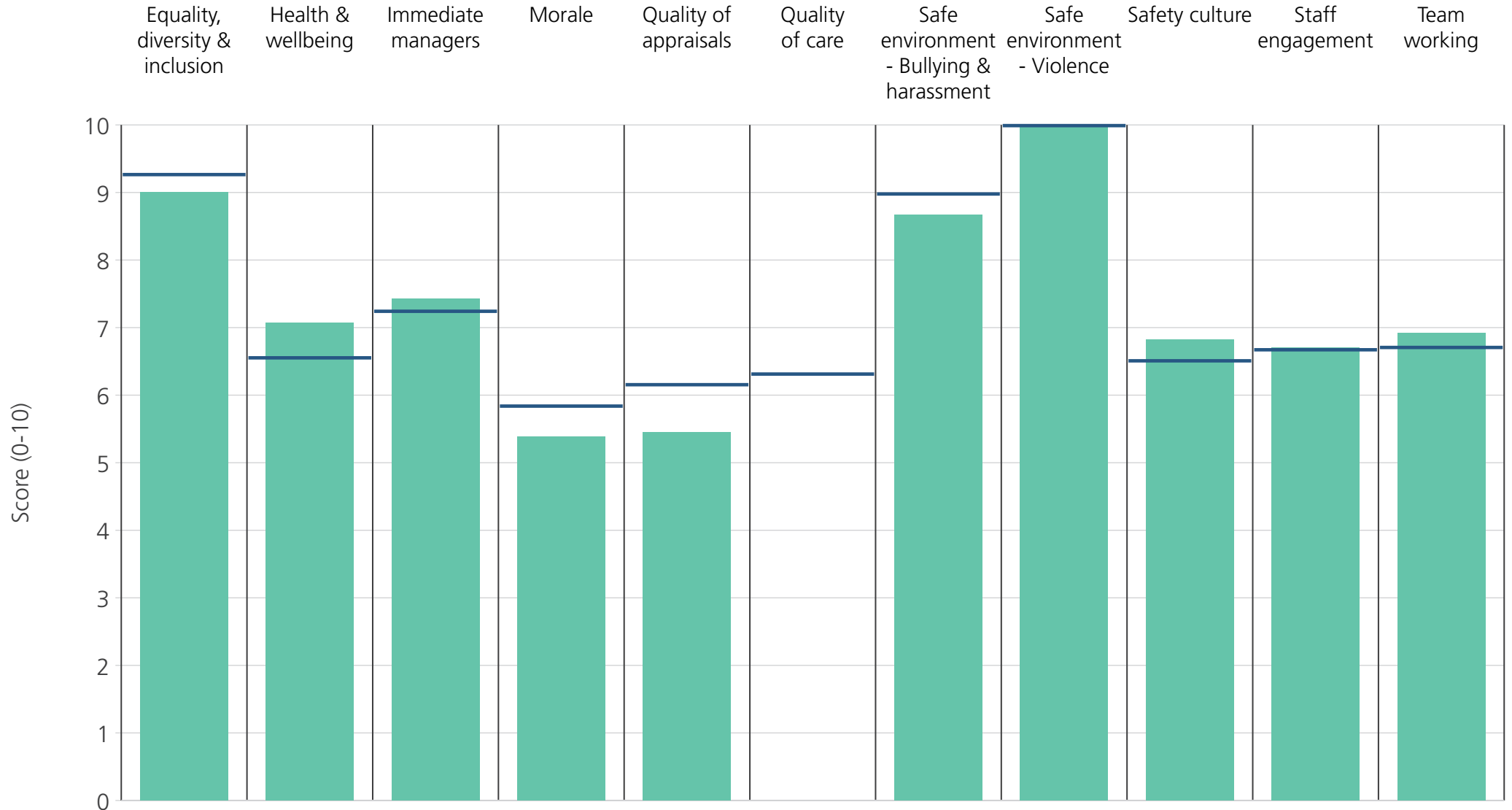
<b>Directorate</b>	9.7	7.0	6.9	5.4			9.4	10.0	6.5	6.4	5.9
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	21	21	21	21	9	8	21	21	21	21	20



<b>Directorate</b>	8.7	5.1	6.4	4.6	5.5	5.7	7.9	10.0	6.4	6.0	4.7
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	21	21	21	21	13	14	21	21	21	21	20

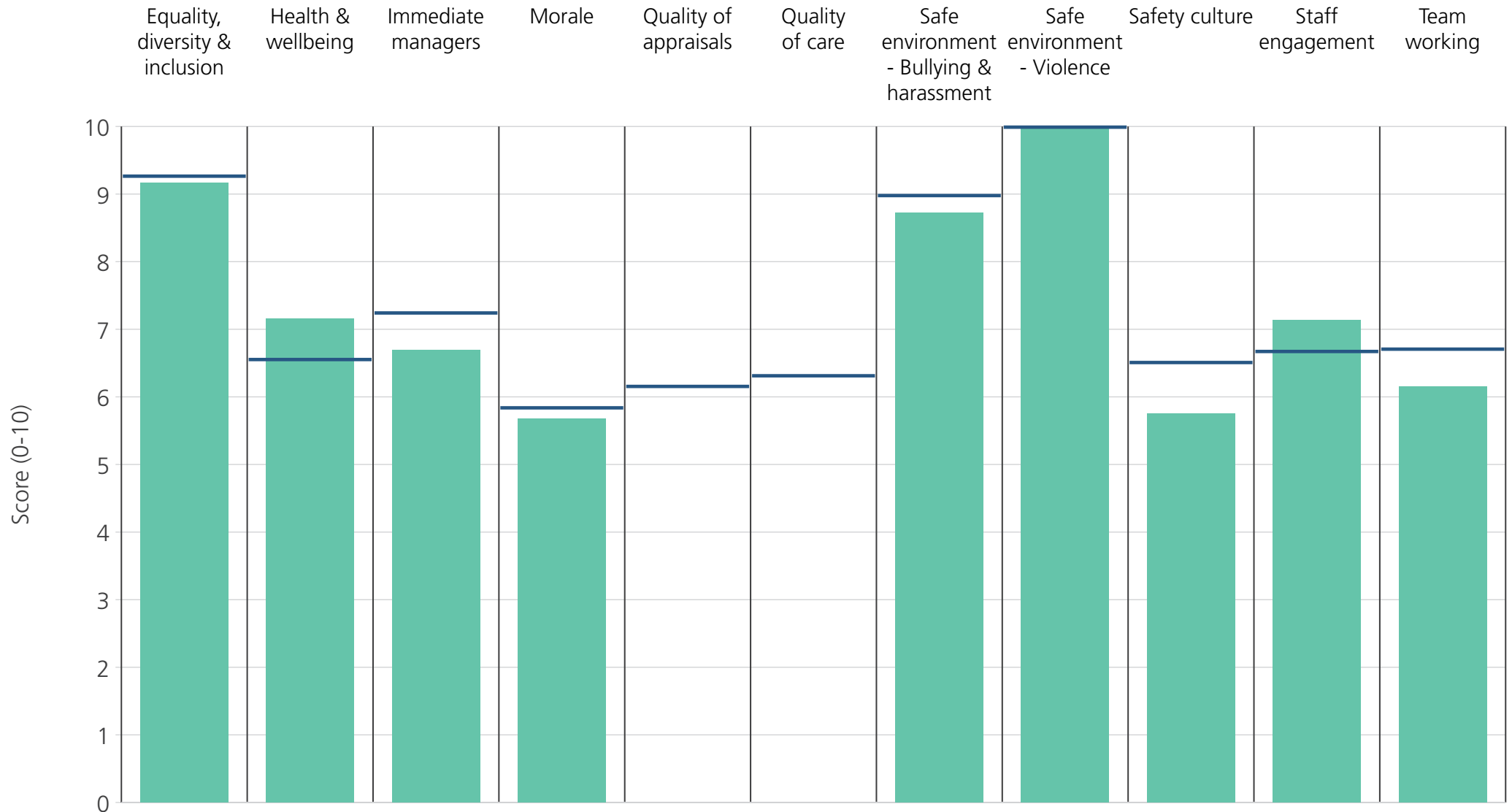


<b>Directorate</b>	10.0	6.5	7.8	6.2	6.3		9.1	10.0	6.5	6.7	7.6
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	19	19	19	18	17	10	19	19	18	19	19

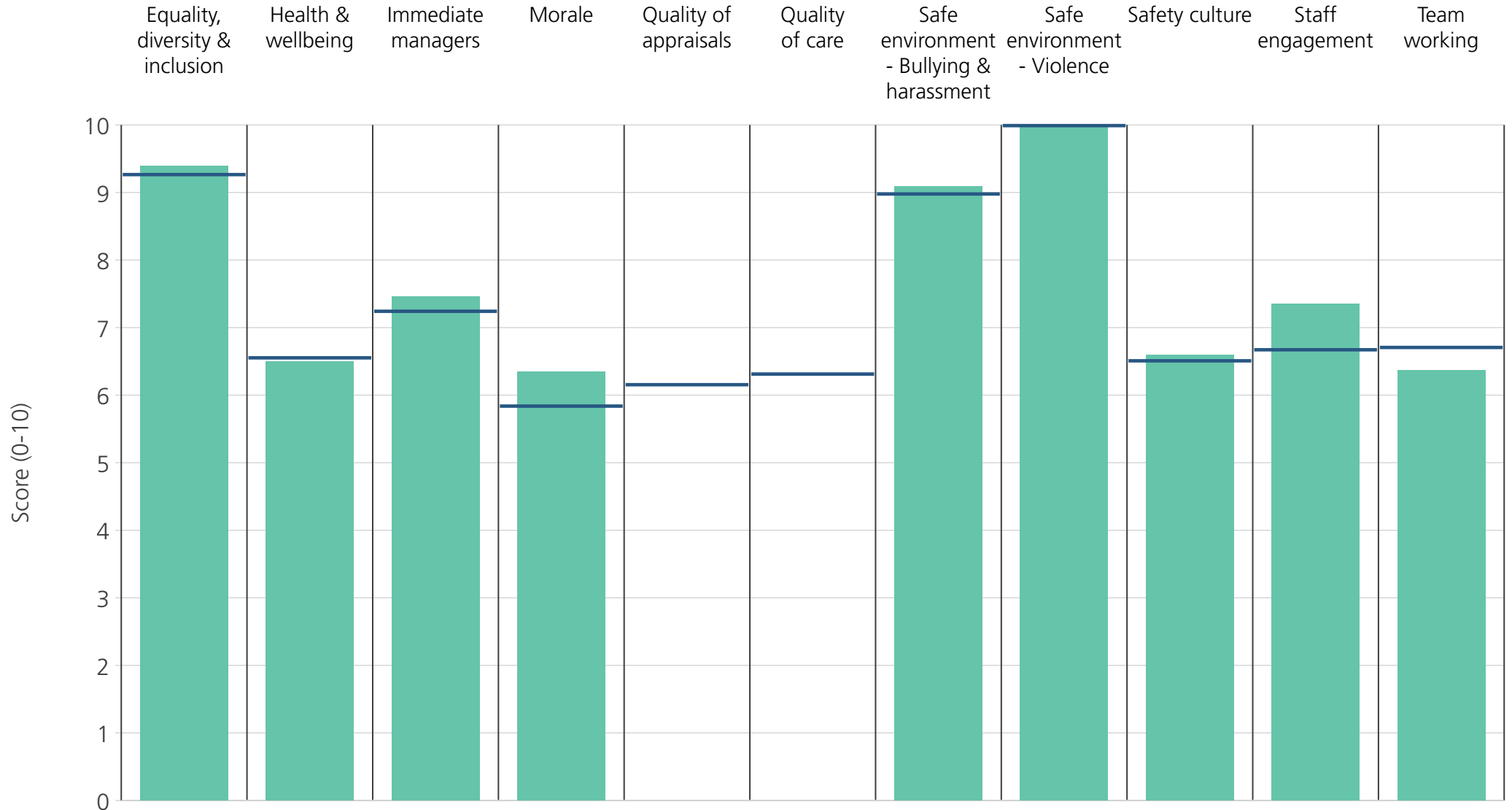


<b>Directorate</b>	9.0	7.1	7.4	5.4	5.5	6.3	8.7	10.0	6.8	6.7	6.9
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	15	15	15	15	11	6	15	15	15	15	15





<b>Directorate</b>	9.2	7.2	6.7	5.7			8.7	10.0	5.8	7.1	6.2
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	13	13	13	13	7	1	13	13	13	13	13



<b>Directorate</b>	9.4	6.5	7.5	6.3			9.1	10.0	6.6	7.3	6.4
<b>Your org</b>	9.3	6.6	7.2	5.8	6.2	6.3	9.0	10.0	6.5	6.7	6.7
<b>Responses</b>	11	11	11	11	9	2	11	11	11	11	11