

University Hospital Southampton NHS Foundation Trust

2019 NHS Staff Survey

Directorate Report

Contents

Introduction	3	Pathology	26
Themes – Directorates 1	4	Estates	27
Div C	5	R & D	28
Div A	6	THQ other services	29
Div B	7	Clinical Development	30
Div D	8	Informatics	31
THQ	9	Ophthalmology	32
Hosted Services	10	HR	33
Themes – Directorates 2	11	Chief Finance Officer	34
Women & Newborn	12		
Clinical Support	13		
Theatres & Anaesthetics	14		
Child Health	15		
CV & T	16		
Medicine	17		
Cancer Care	18		
Emergency Care	19		
Surgery	20		
Critical Care	21		
Neuro	22		
Specialist Medicine	23		
Radiology	24		
T & O	25		

This directorate report for University Hospital Southampton 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 University Hospital Southampton 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.

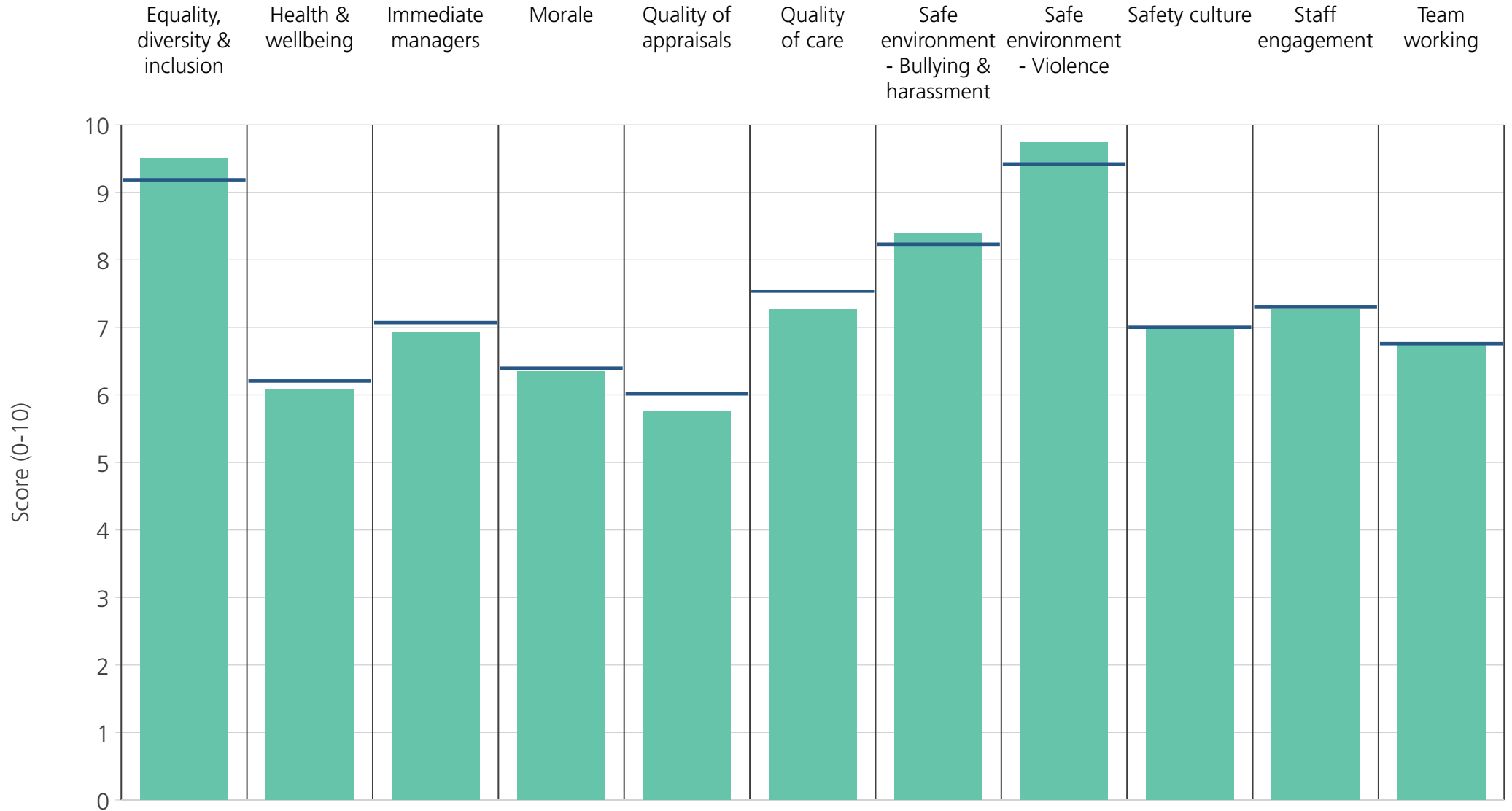
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



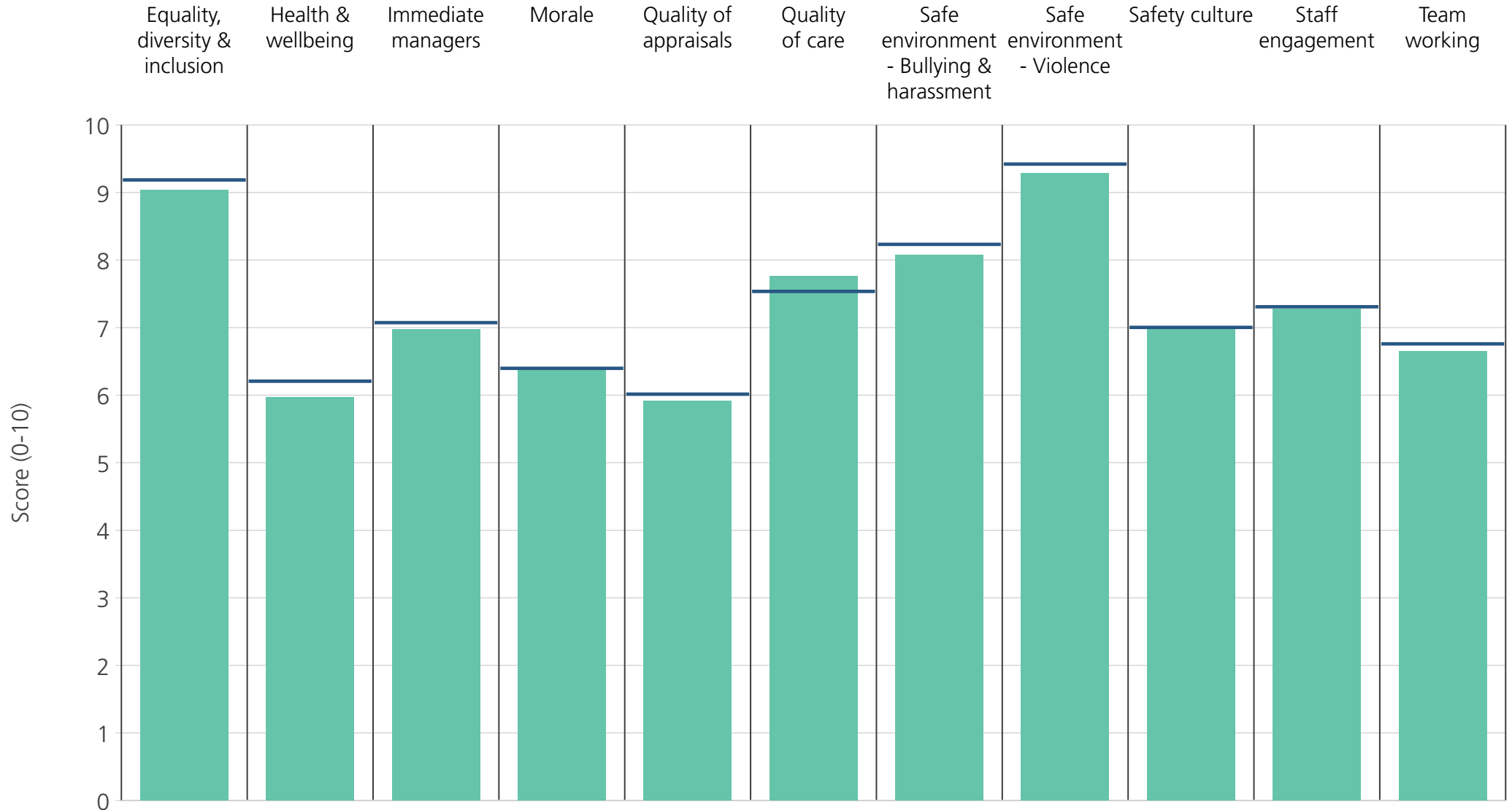
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

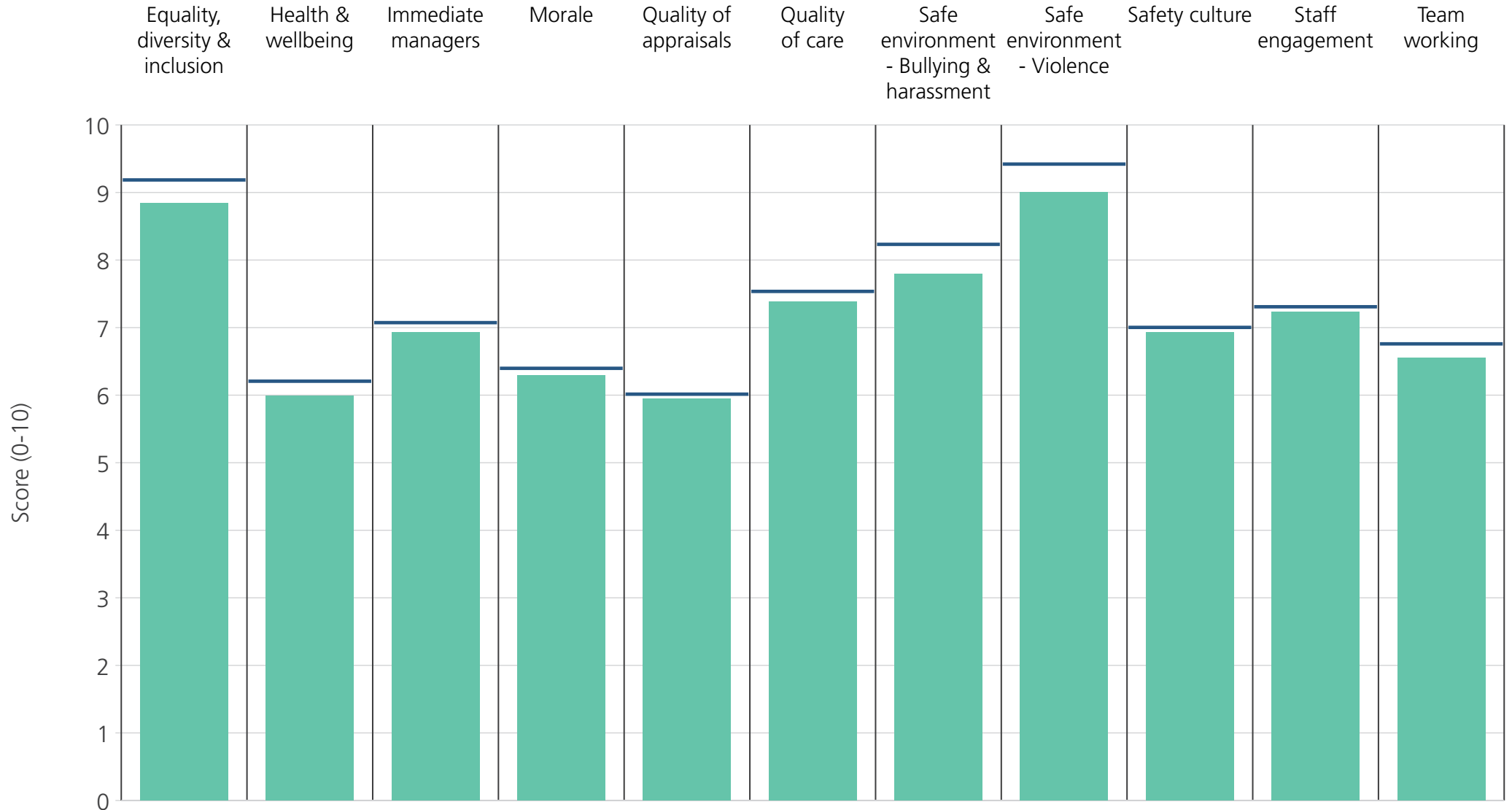
University Hospital Southampton NHS Foundation Trust
2019 NHS Staff Survey Results



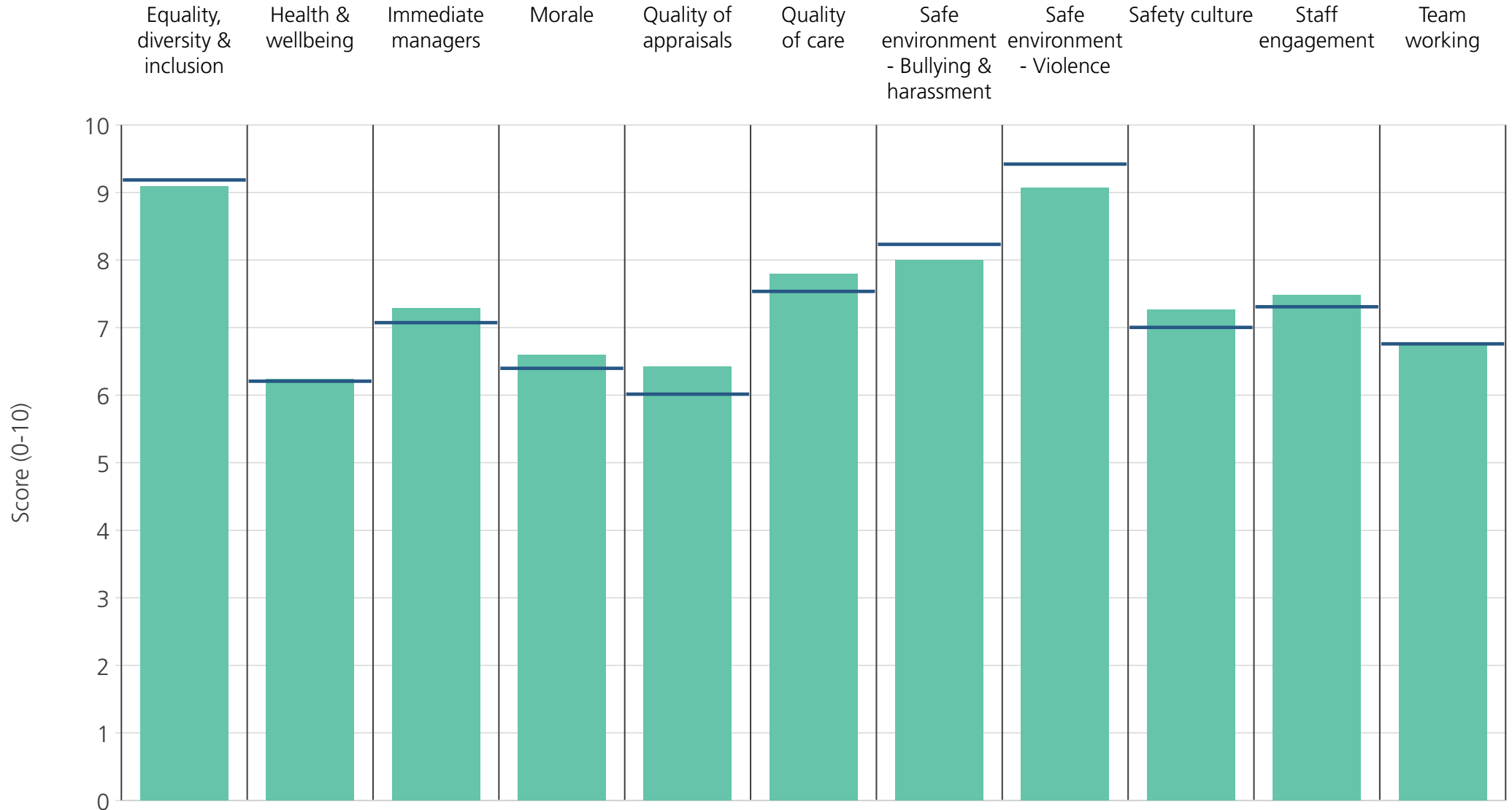
Directorate	9.5	6.1	6.9	6.4	5.8	7.3	8.4	9.7	7.0	7.3	6.8
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	1321	1332	1335	1303	1152	1275	1312	1321	1318	1349	1333



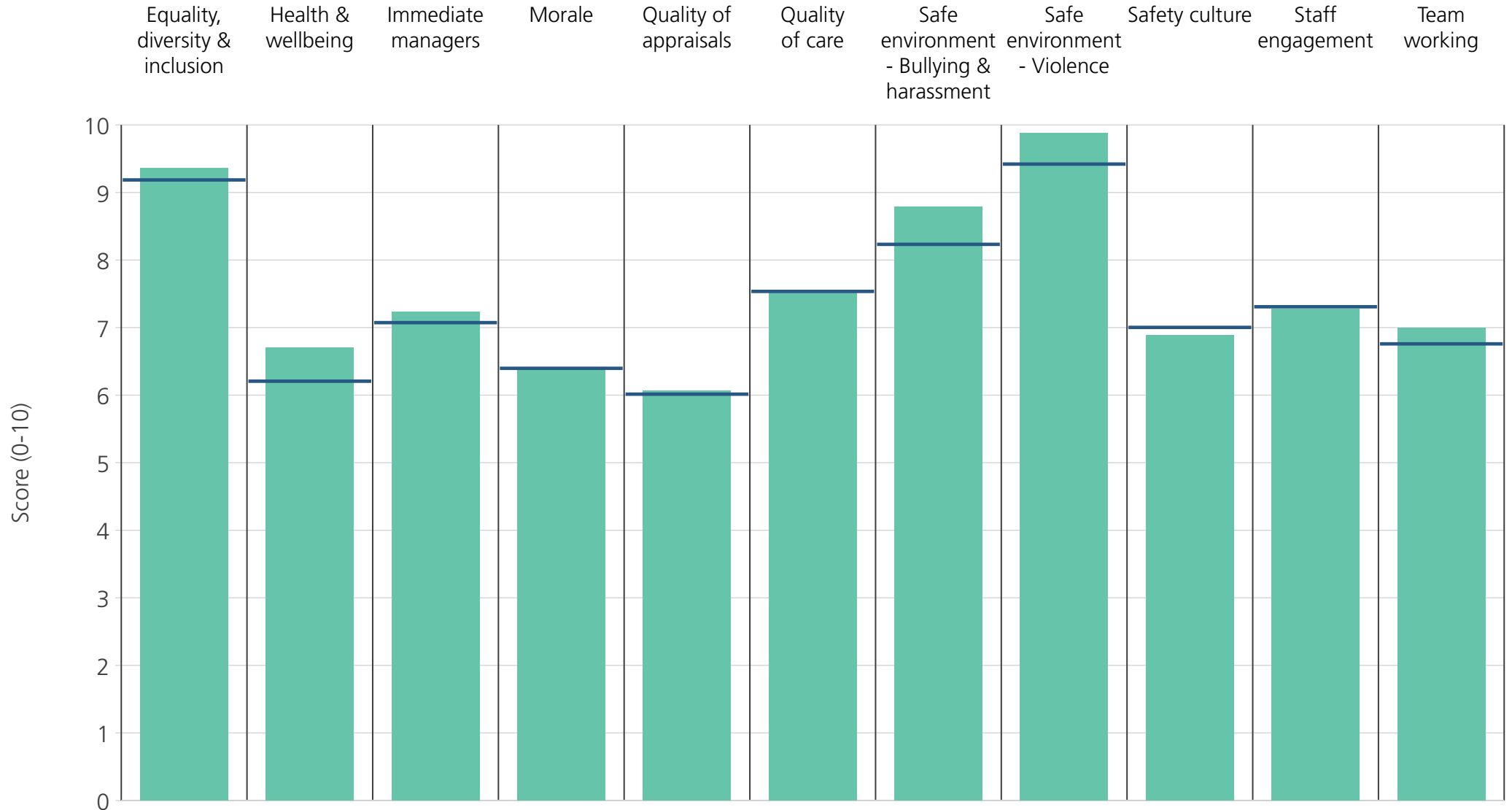
Directorate	9.0	6.0	7.0	6.4	5.9	7.8	8.1	9.3	7.0	7.3	6.6
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	1152	1164	1162	1136	991	1122	1148	1150	1149	1178	1158



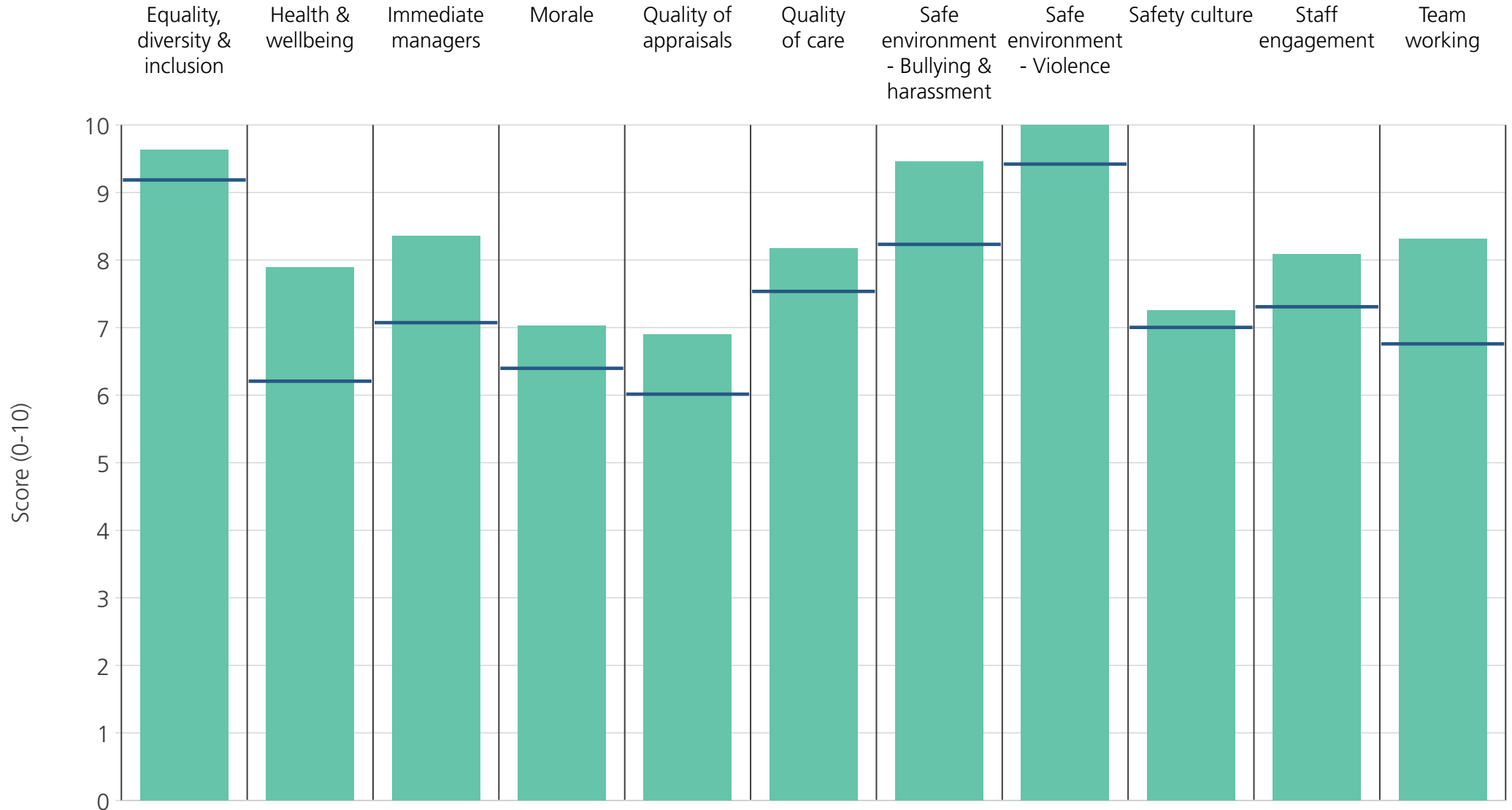
Directorate	8.8	6.0	6.9	6.3	5.9	7.4	7.8	9.0	6.9	7.2	6.5
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	1047	1054	1050	1028	808	1019	1038	1043	1039	1067	1042



Directorate	9.1	6.2	7.3	6.6	6.4	7.8	8.0	9.1	7.3	7.5	6.8
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	1030	1037	1040	1009	883	1002	1025	1026	1029	1058	1034



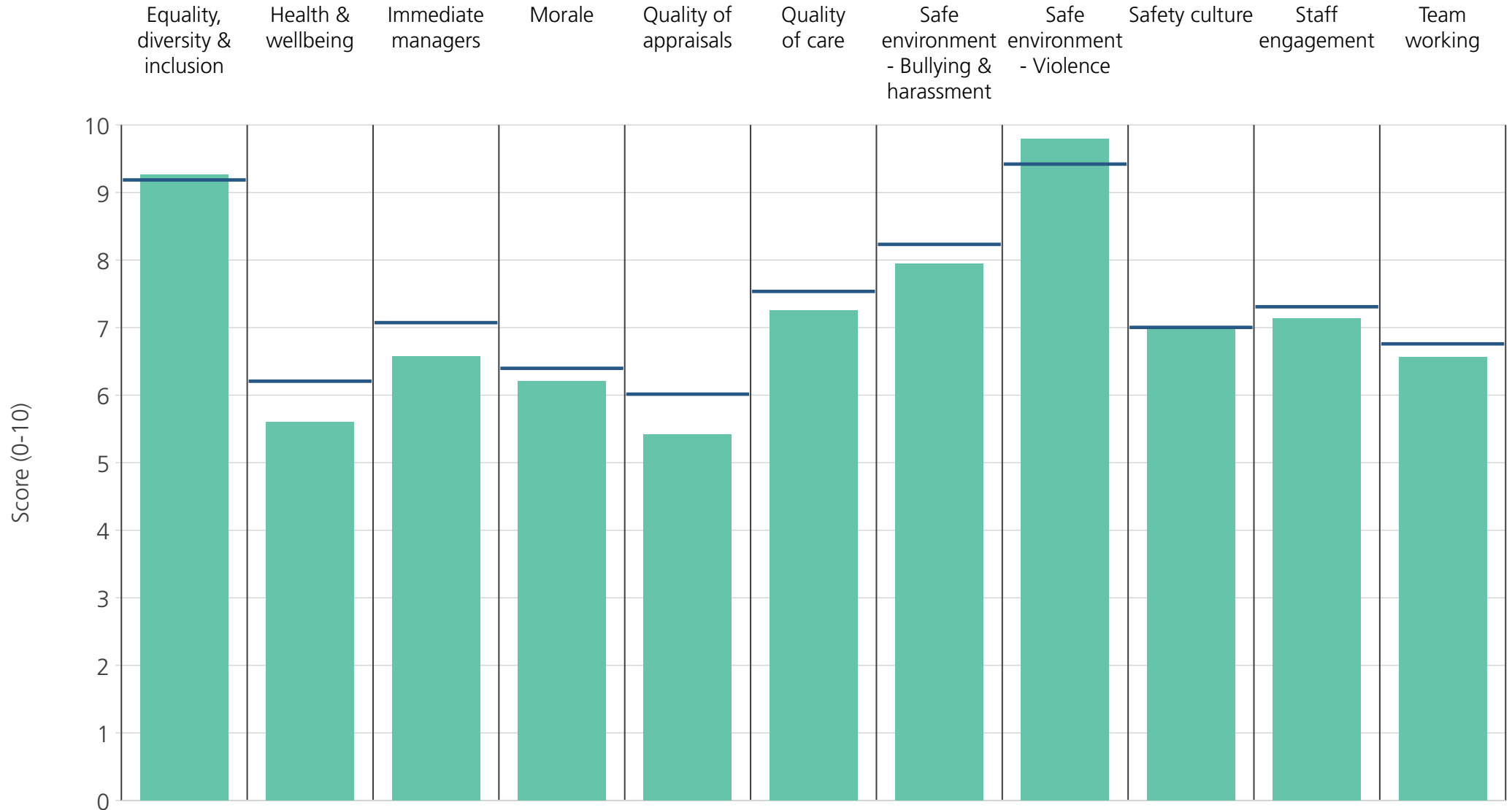
Directorate	9.4	6.7	7.2	6.4	6.1	7.5	8.8	9.9	6.9	7.3	7.0
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	1091	1090	1092	1084	962	764	1080	1089	1087	1106	1092



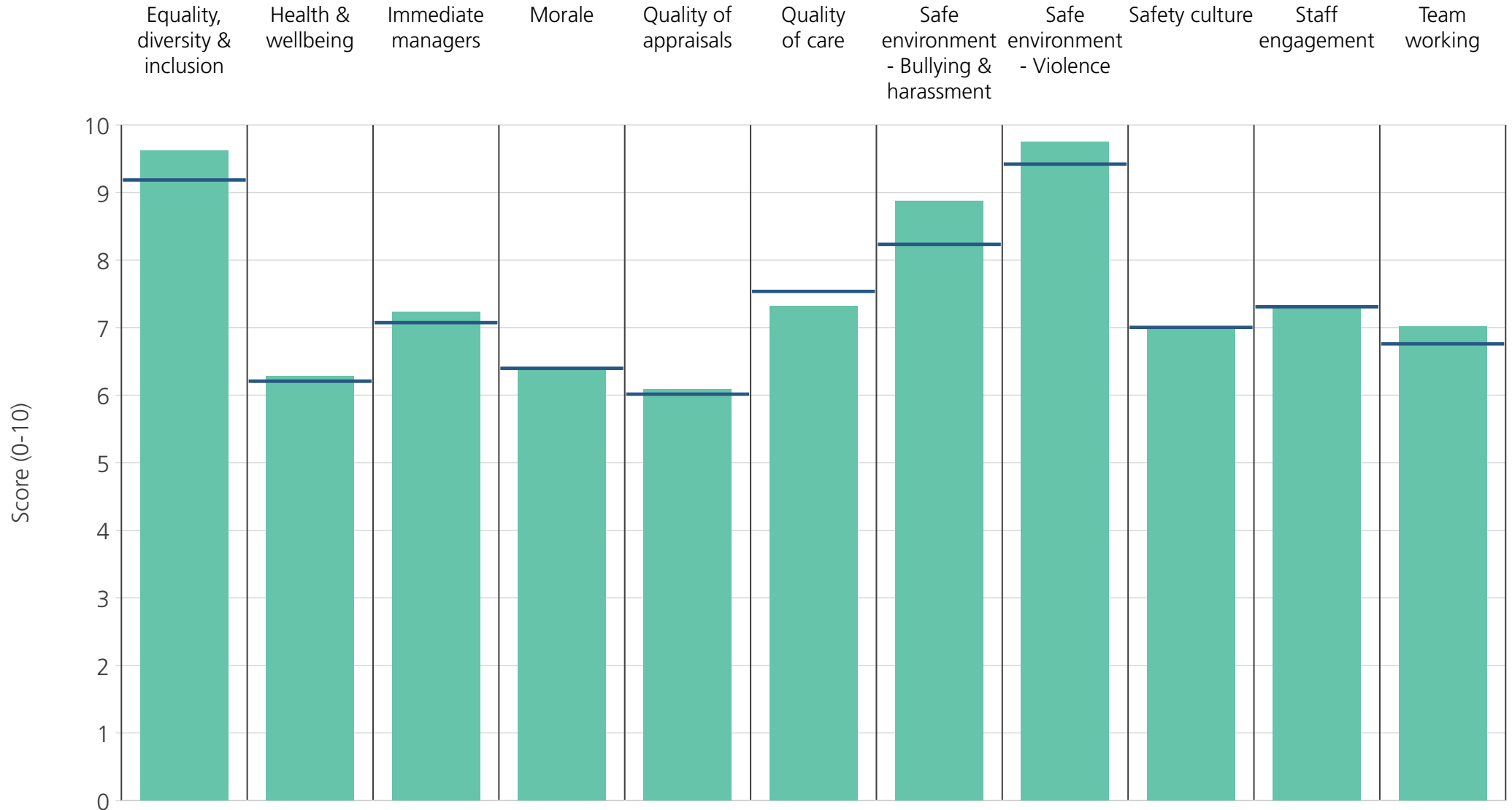
Directorate	9.6	7.9	8.4	7.0	6.9	8.2	9.5	10.0	7.2	8.1	8.3
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	52	52	52	52	50	18	52	52	52	52	52

Directorates 2

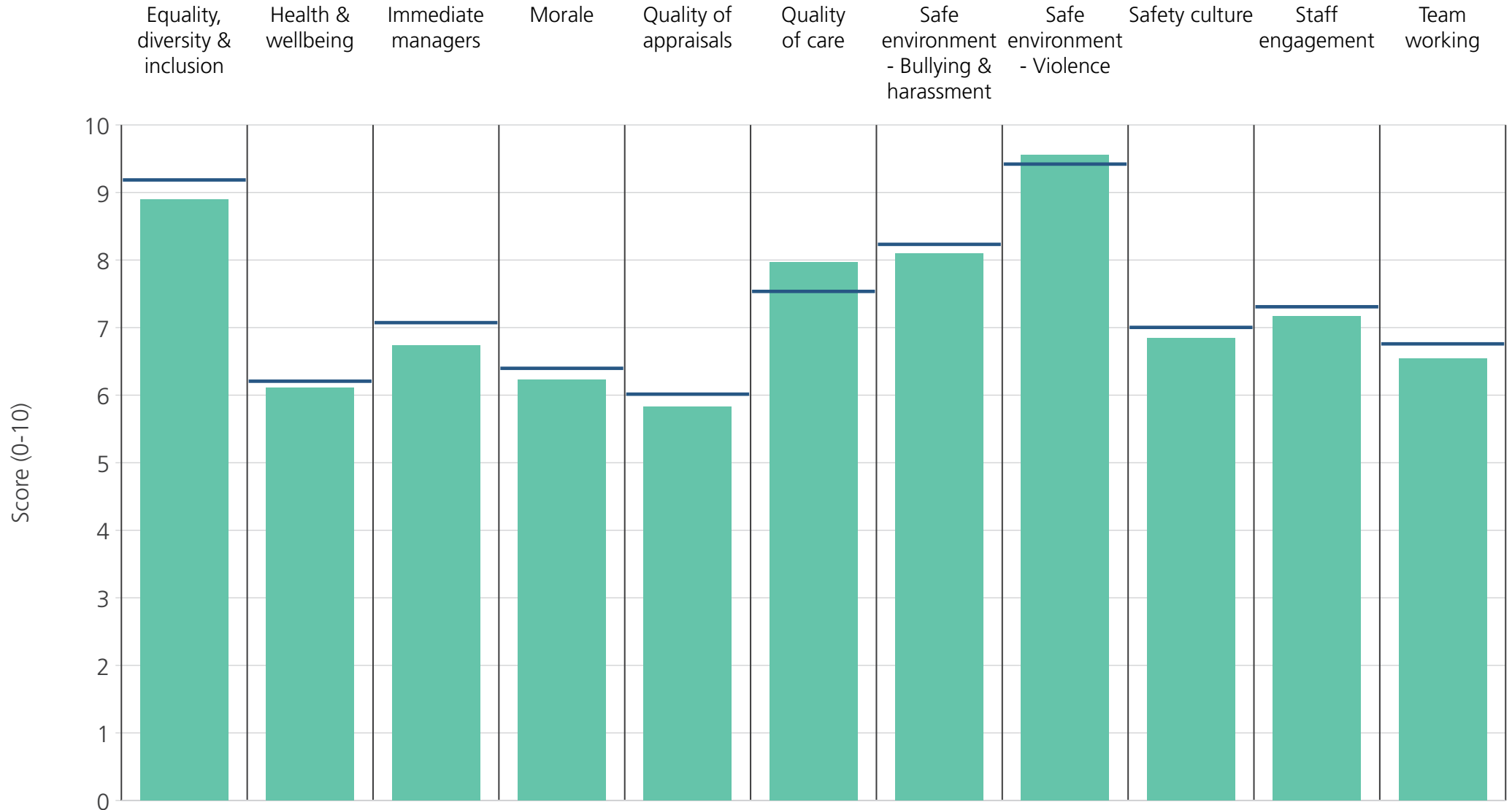
University Hospital Southampton NHS Foundation Trust
2019 NHS Staff Survey Results



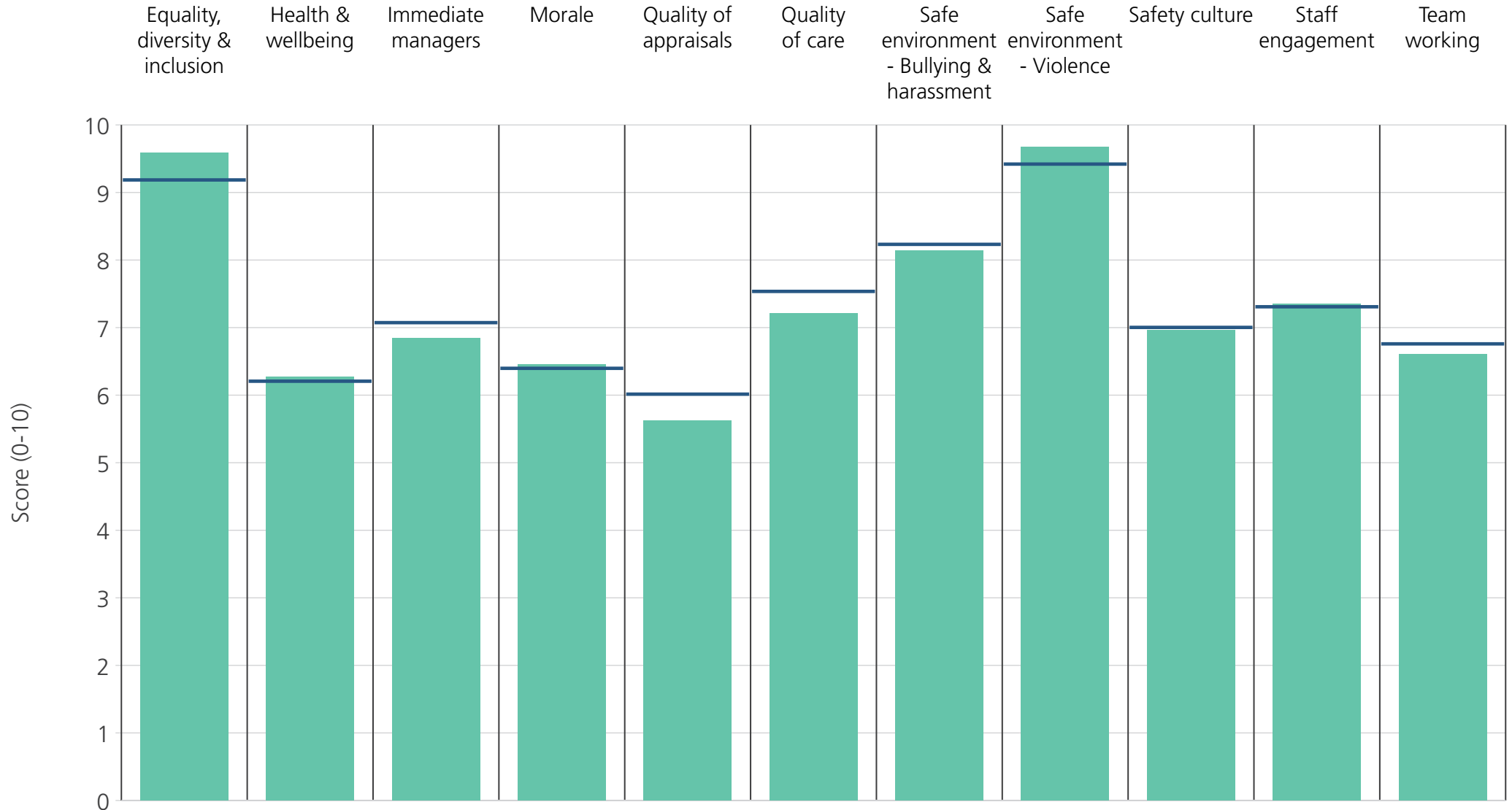
Directorate	9.3	5.6	6.6	6.2	5.4	7.3	7.9	9.8	7.0	7.1	6.6
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	385	388	390	370	326	380	377	383	380	396	391



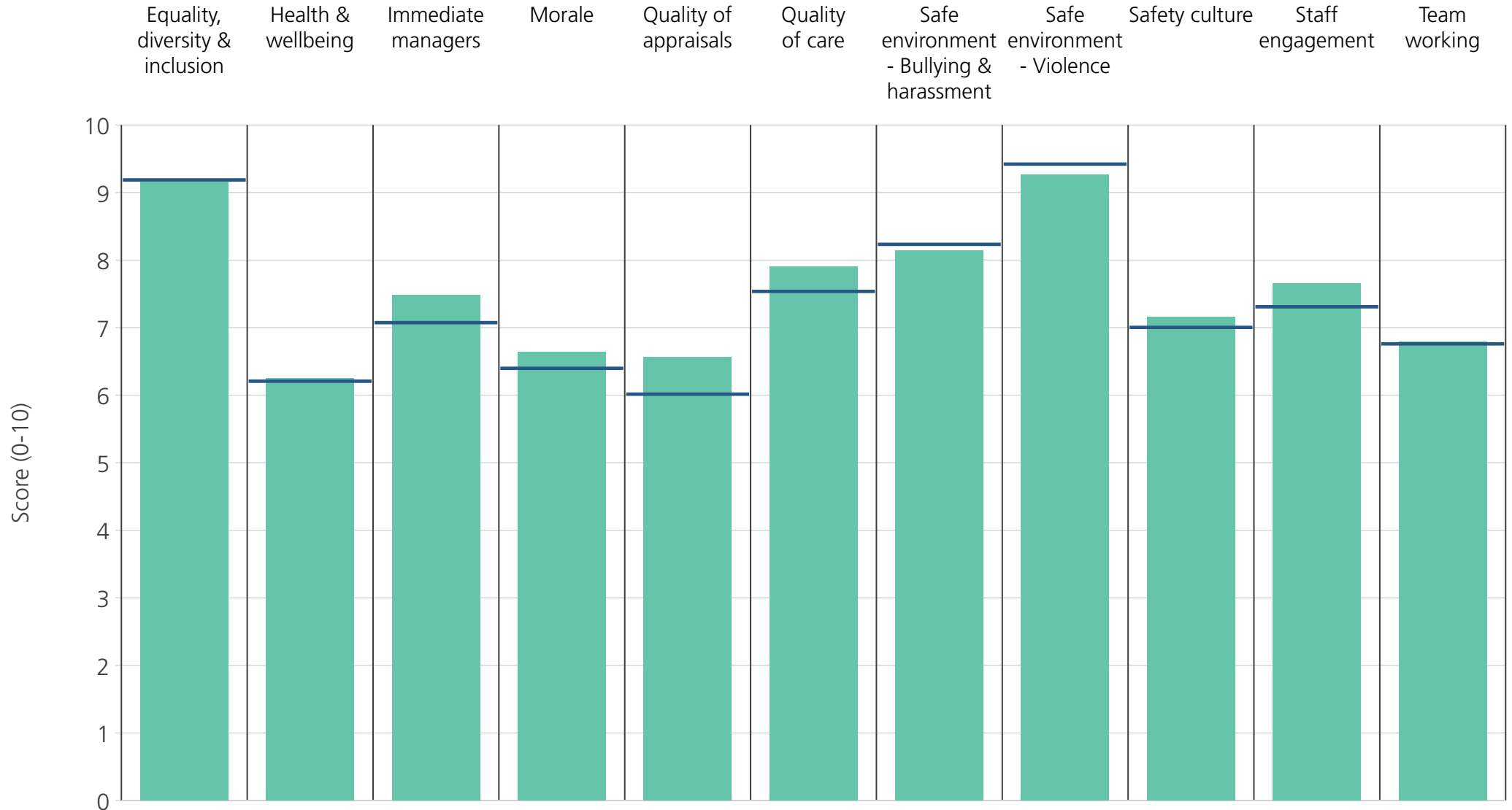
Directorate	9.6	6.3	7.2	6.4	6.1	7.3	8.9	9.7	7.0	7.3	7.0
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	543	546	548	541	492	515	543	544	544	553	546



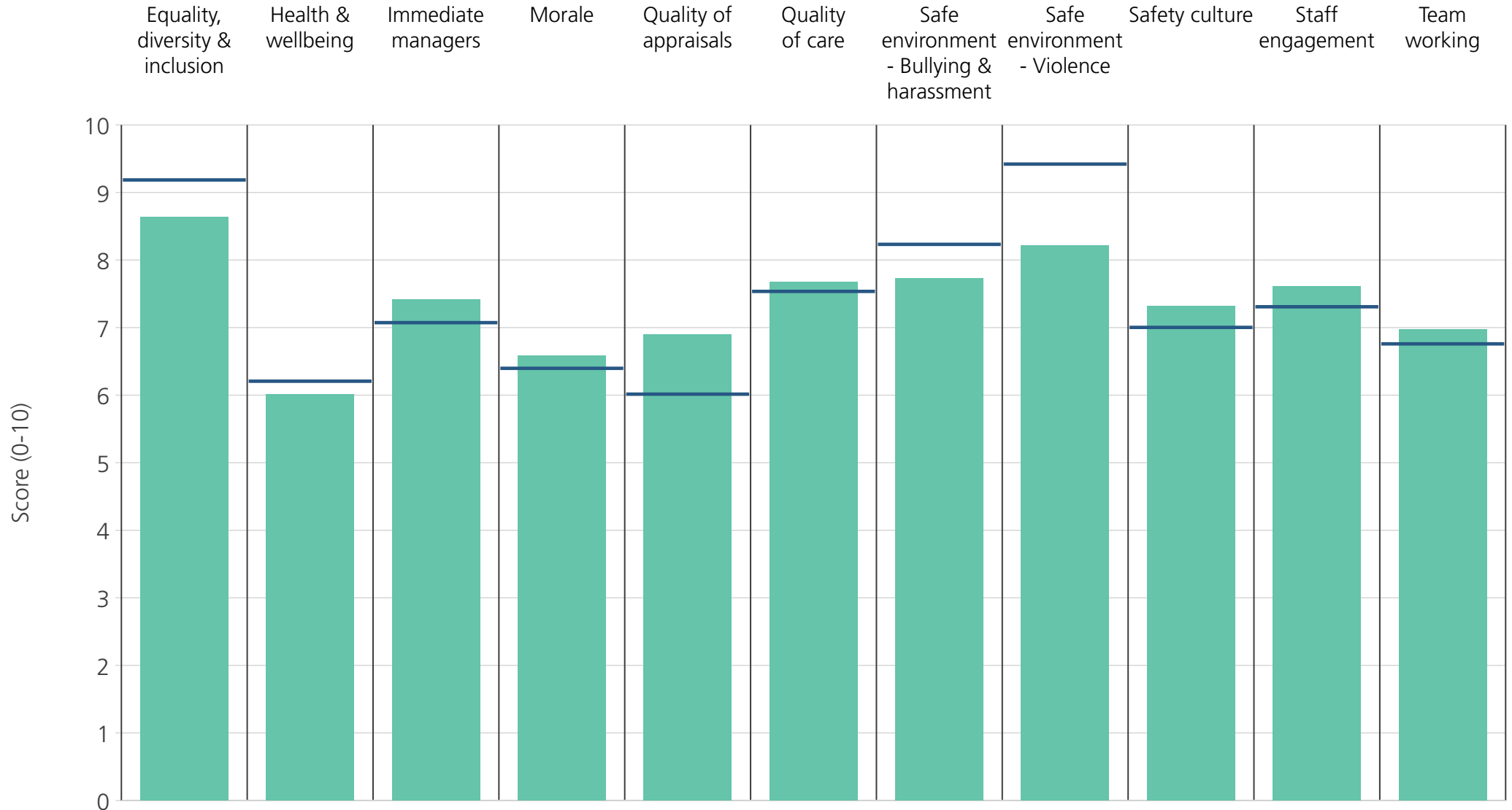
Directorate	8.9	6.1	6.7	6.2	5.8	8.0	8.1	9.6	6.8	7.2	6.5
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	346	354	355	339	290	343	345	346	347	361	357



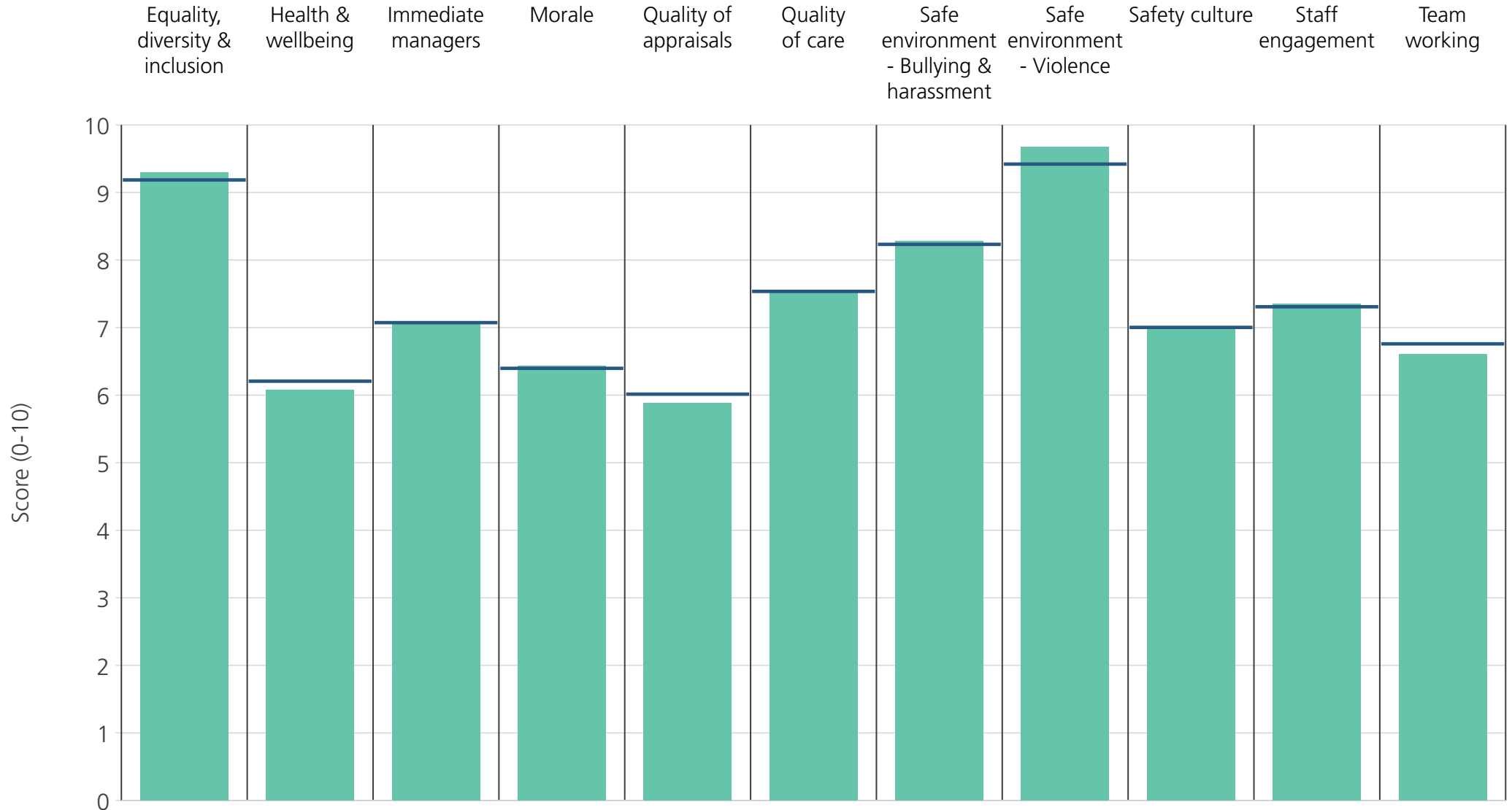
Directorate	9.6	6.3	6.8	6.5	5.6	7.2	8.1	9.7	7.0	7.3	6.6
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	393	398	397	392	334	380	392	394	394	400	396



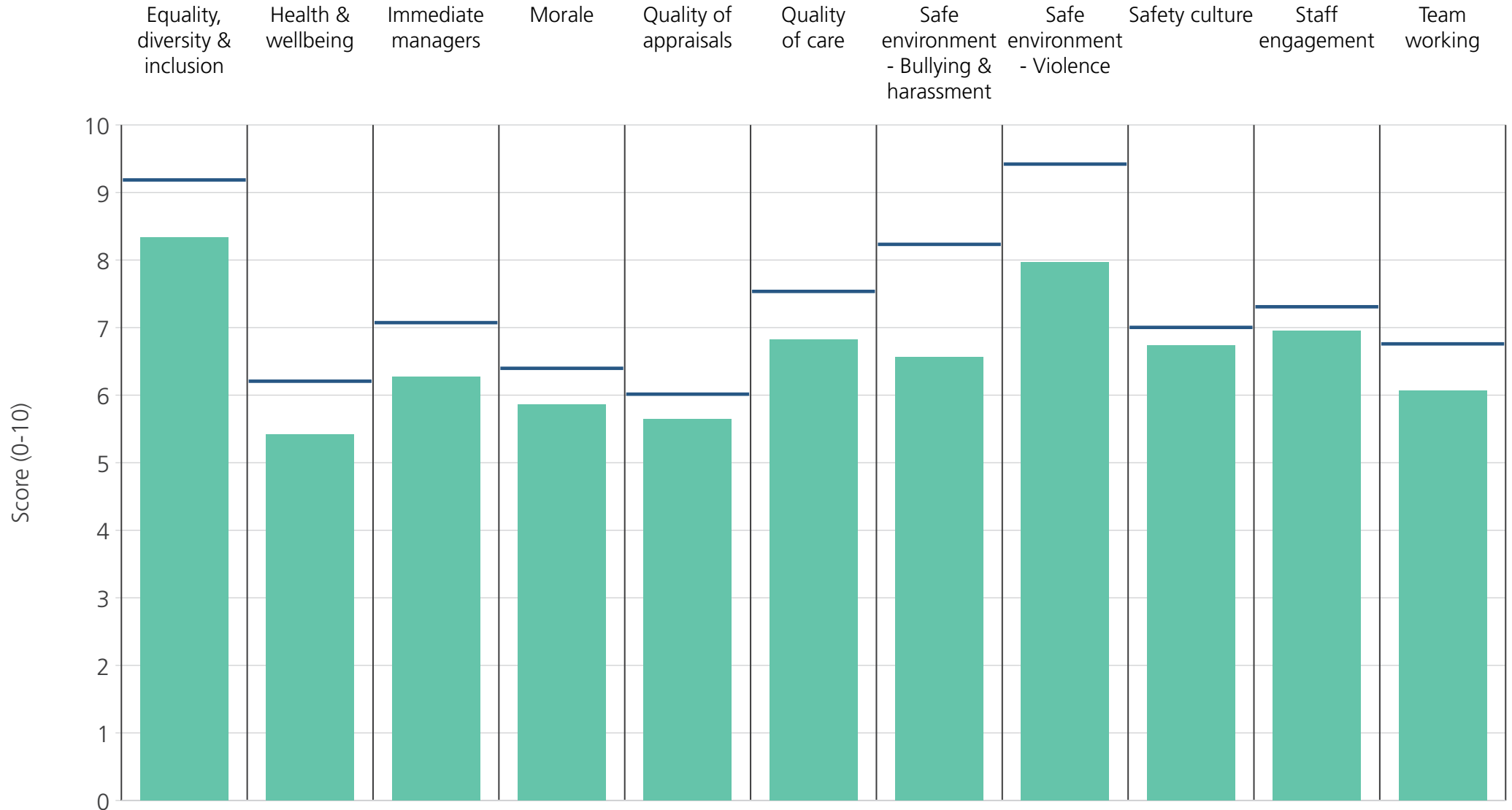
Directorate	9.2	6.2	7.5	6.6	6.6	7.9	8.1	9.3	7.2	7.7	6.8
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	286	286	287	279	244	278	283	284	285	293	285



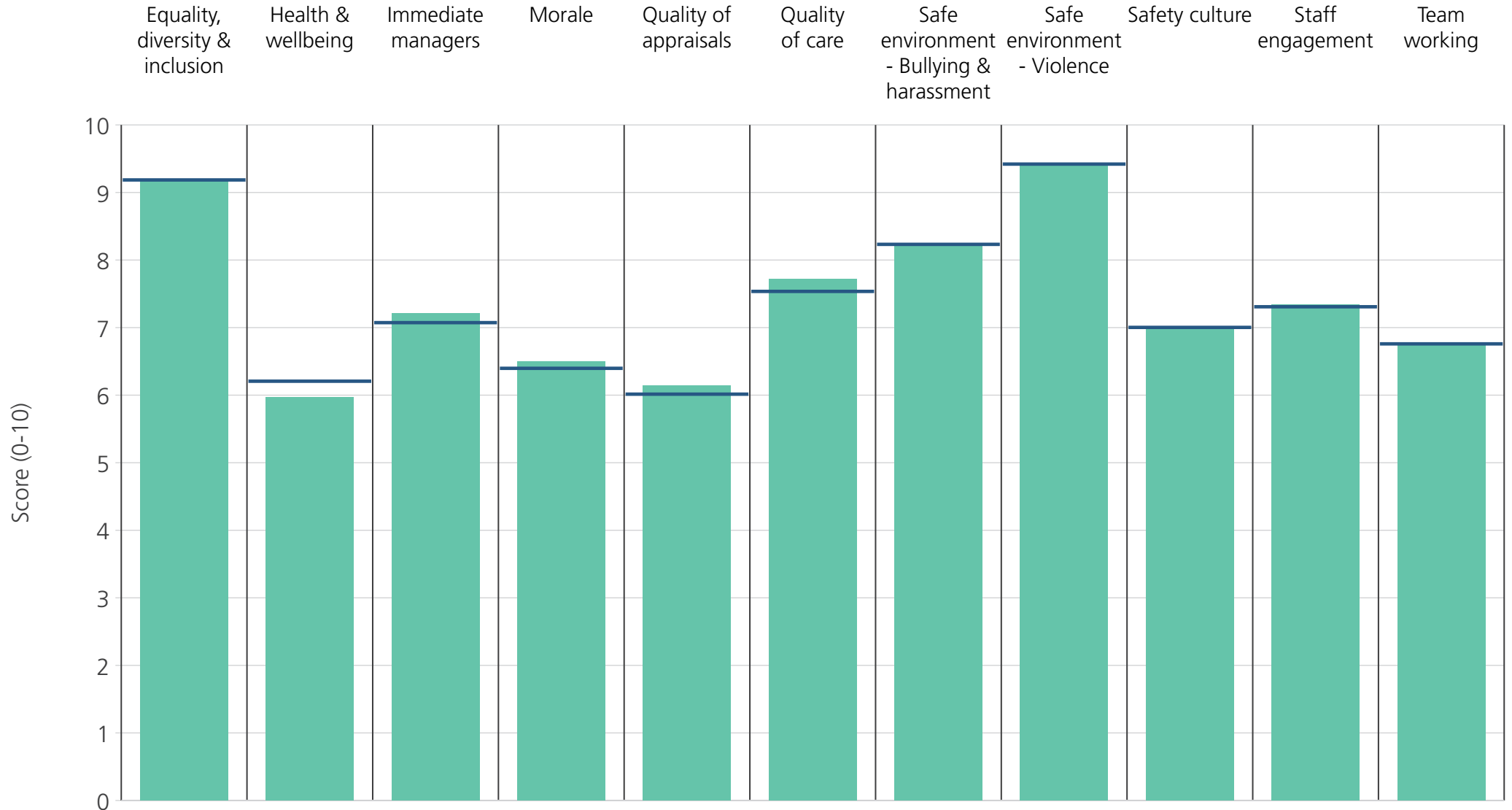
Directorate	8.6	6.0	7.4	6.6	6.9	7.7	7.7	8.2	7.3	7.6	7.0
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	268	273	274	264	215	270	264	264	265	281	275



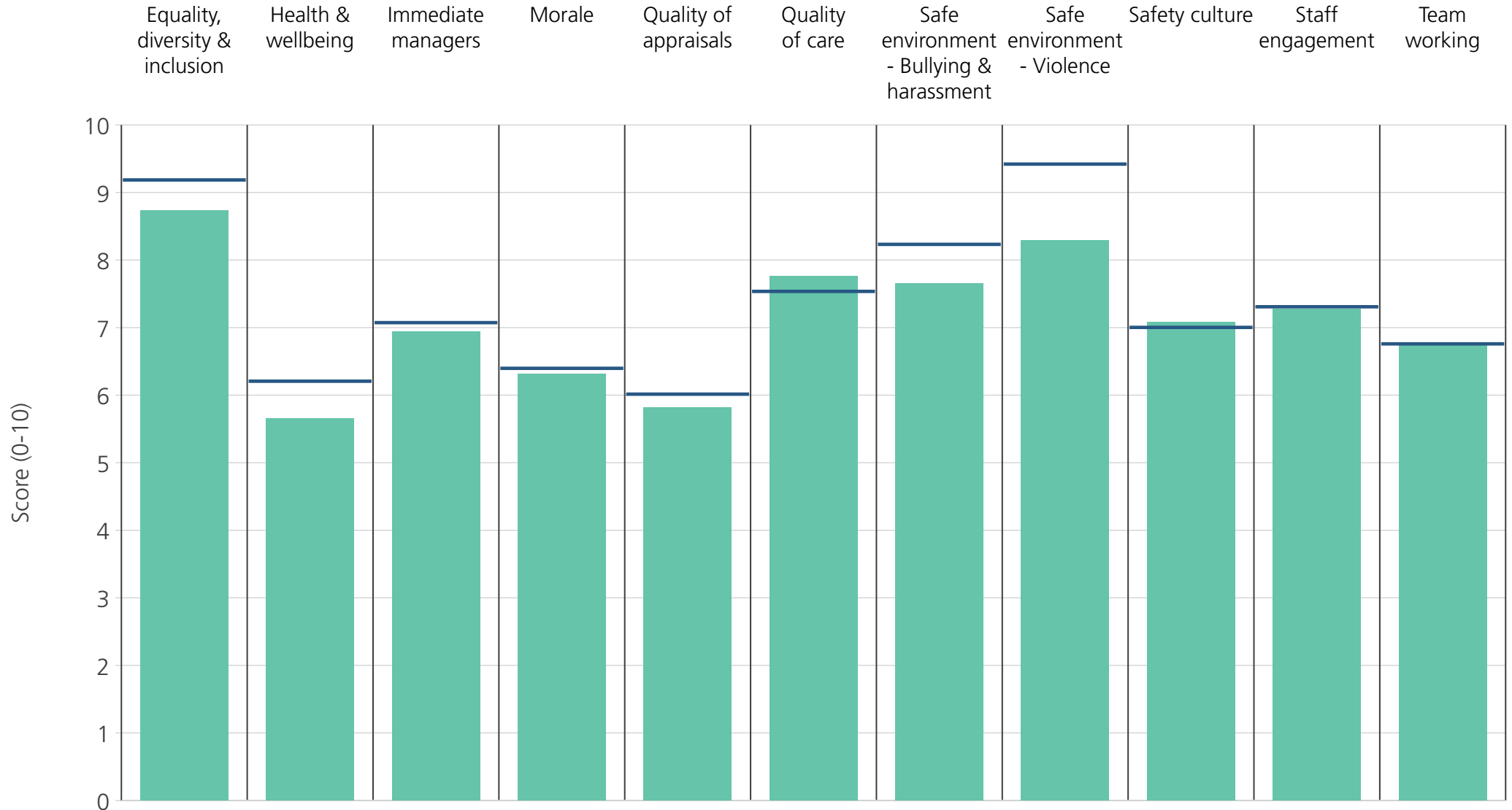
Directorate	9.3	6.1	7.1	6.4	5.9	7.6	8.3	9.7	7.0	7.3	6.6
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	289	291	291	288	256	279	289	290	290	291	287



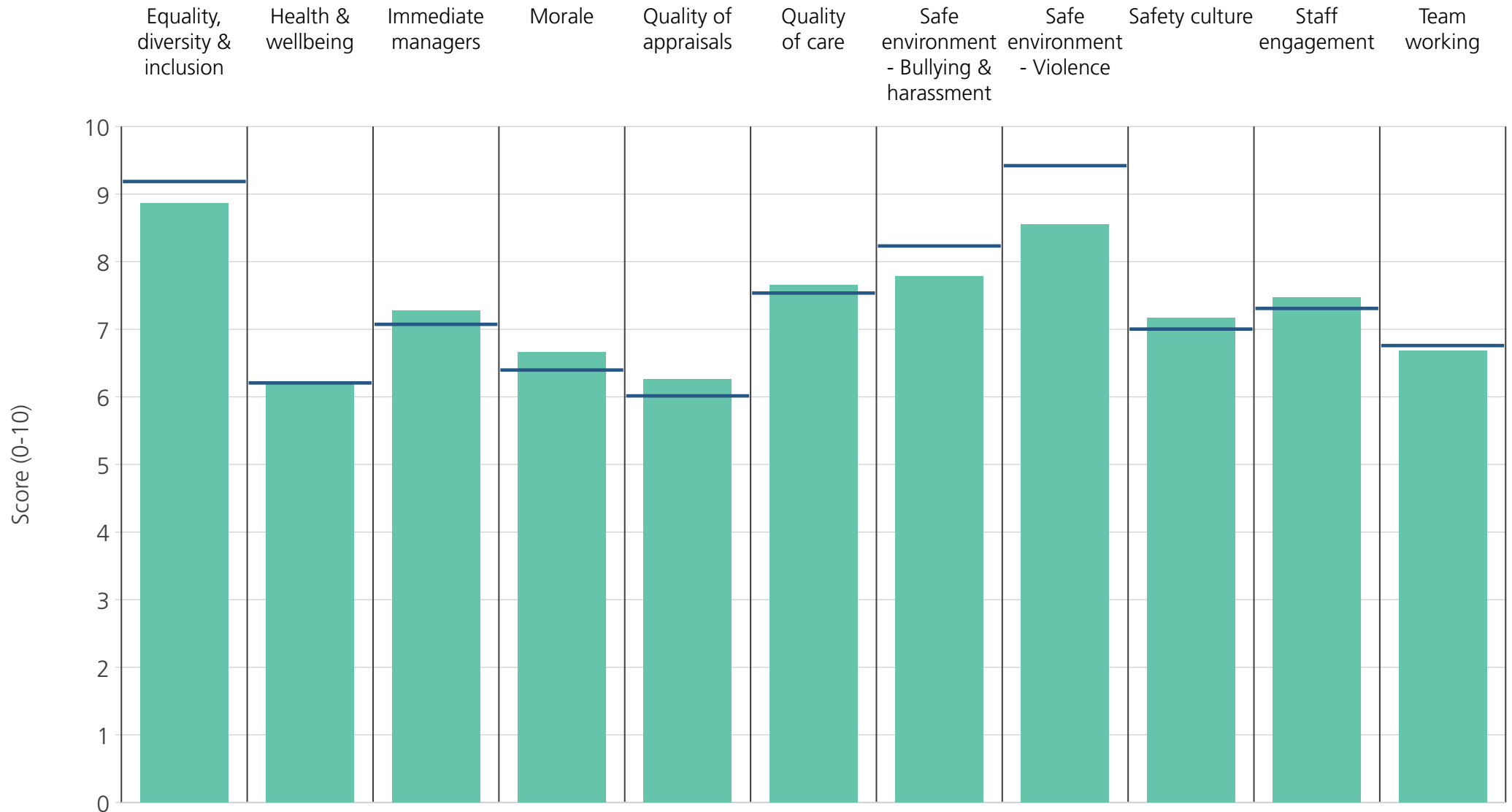
Directorate	8.3	5.4	6.3	5.9	5.6	6.8	6.6	8.0	6.7	6.9	6.1
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	229	229	229	223	170	221	225	228	226	232	227



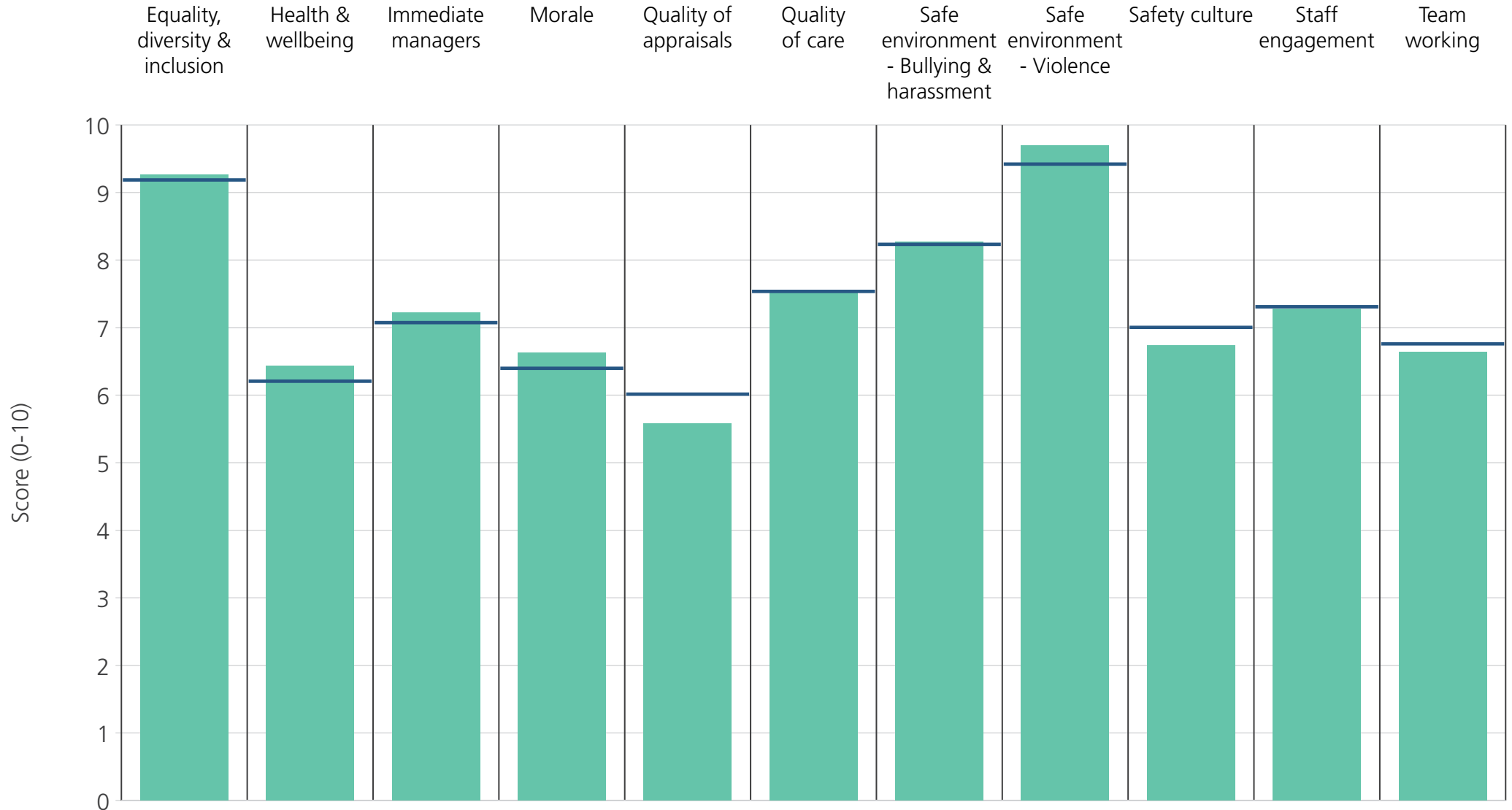
Directorate	9.2	6.0	7.2	6.5	6.1	7.7	8.2	9.4	7.0	7.3	6.8
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	275	277	275	269	225	264	272	272	271	283	277



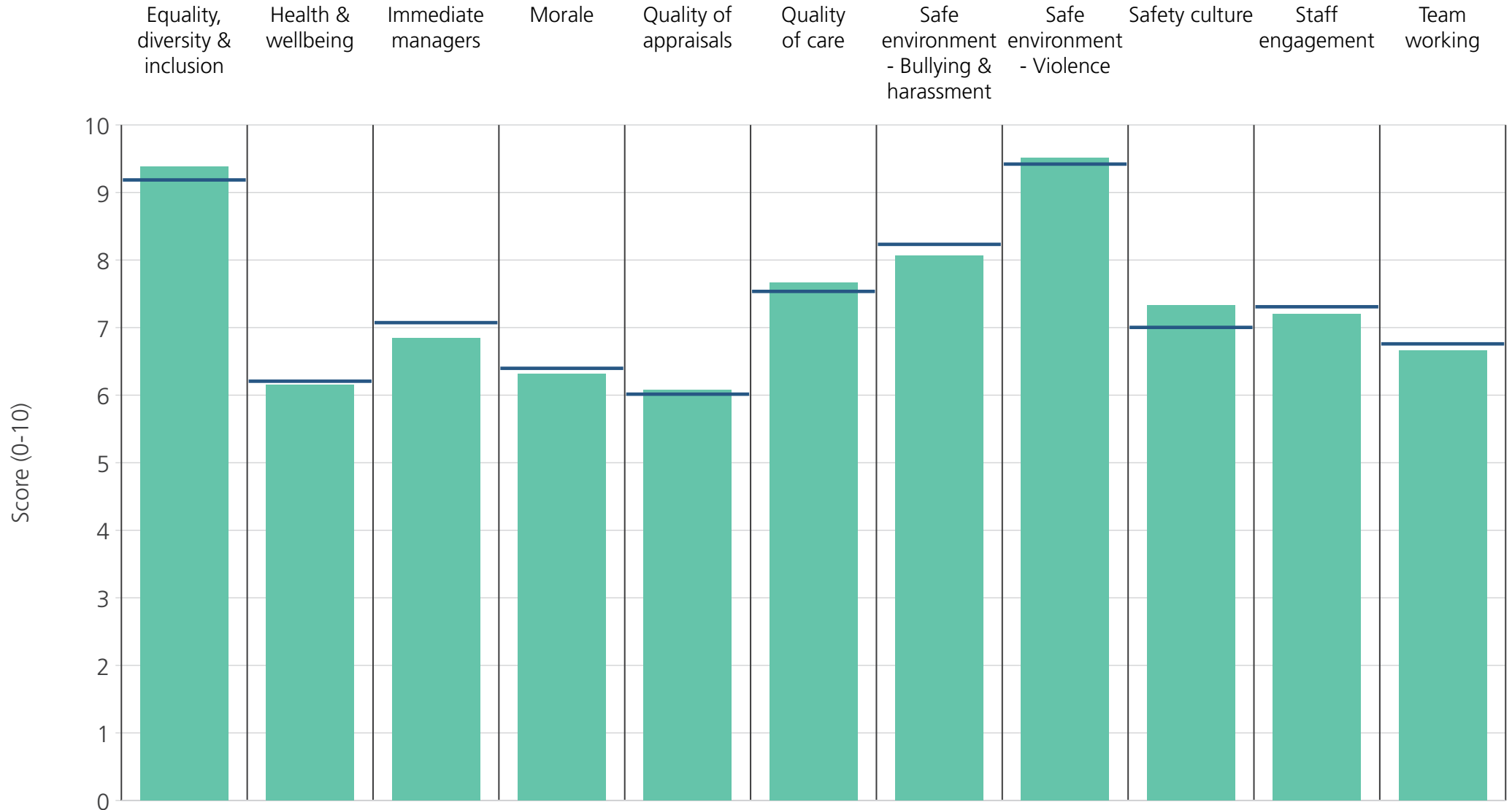
Directorate	8.7	5.7	6.9	6.3	5.8	7.8	7.7	8.3	7.1	7.3	6.7
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	242	242	241	240	220	236	242	242	241	243	237



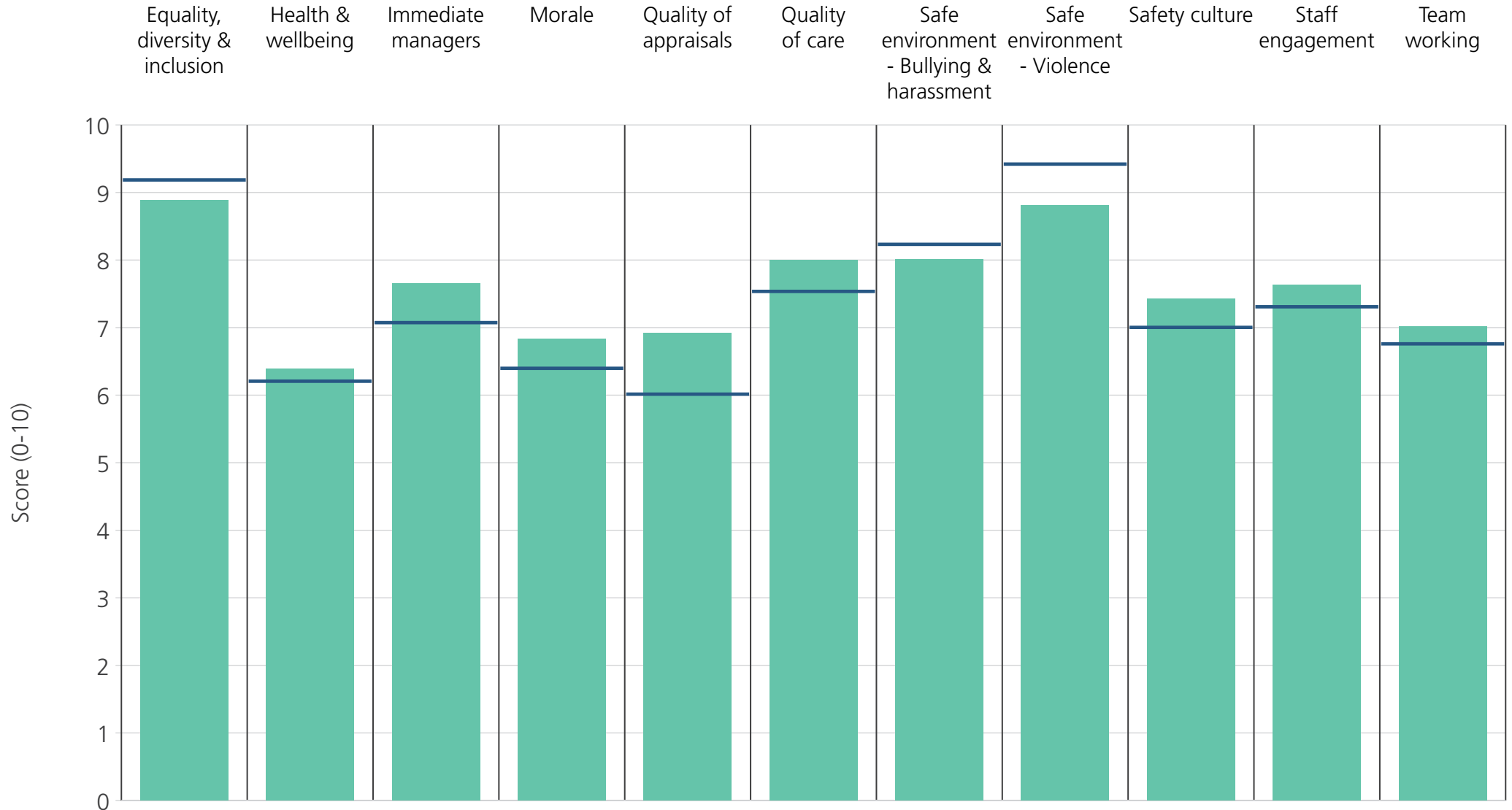
Directorate	8.9	6.2	7.3	6.7	6.3	7.7	7.8	8.6	7.2	7.5	6.7
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	252	254	255	242	215	243	249	250	251	258	252



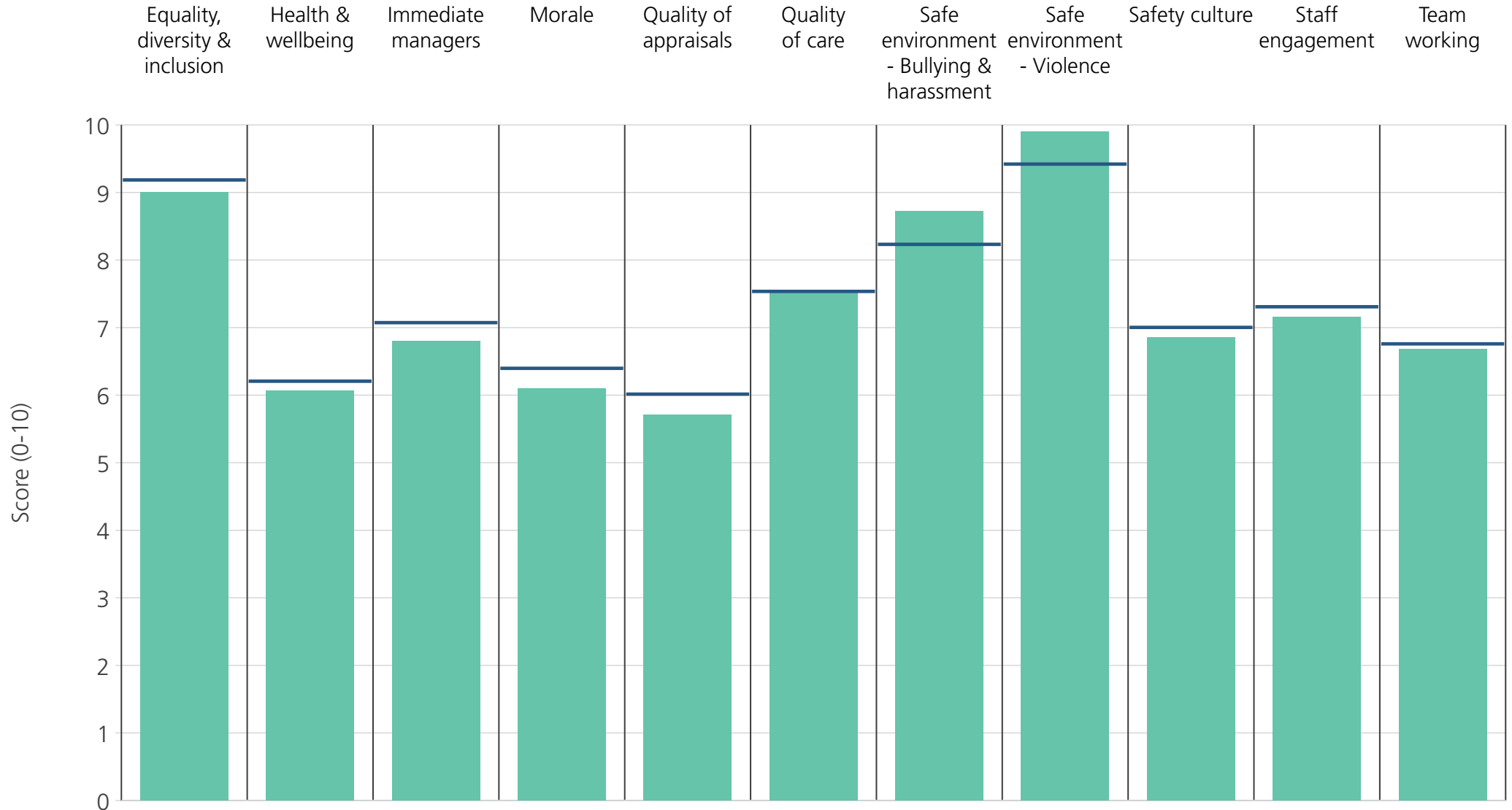
Directorate	9.3	6.4	7.2	6.6	5.6	7.5	8.3	9.7	6.7	7.3	6.6
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	238	238	235	235	193	232	235	237	237	240	235



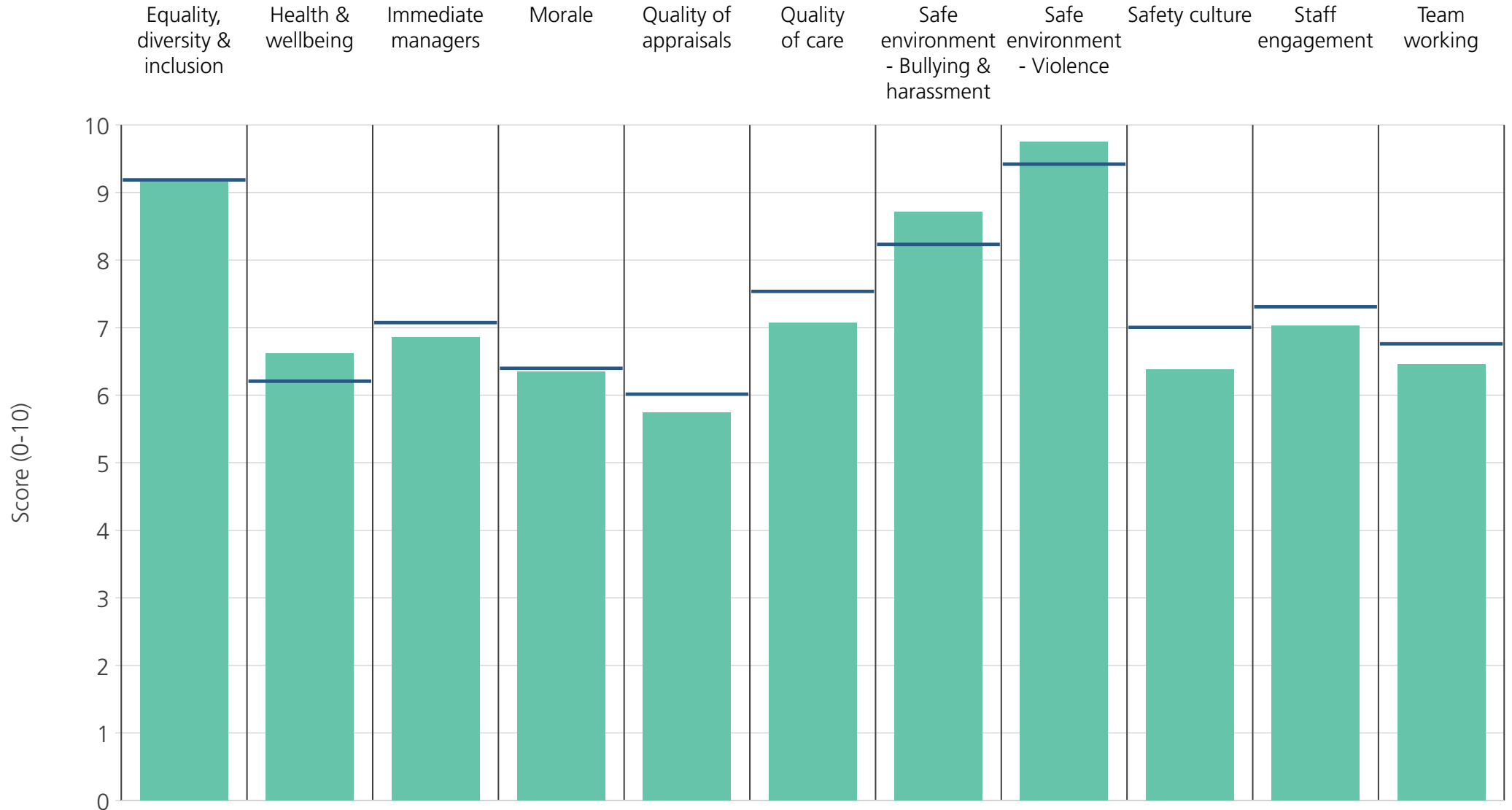
Directorate	9.4	6.2	6.8	6.3	6.1	7.7	8.1	9.5	7.3	7.2	6.7
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	283	289	289	284	257	283	285	287	286	296	289



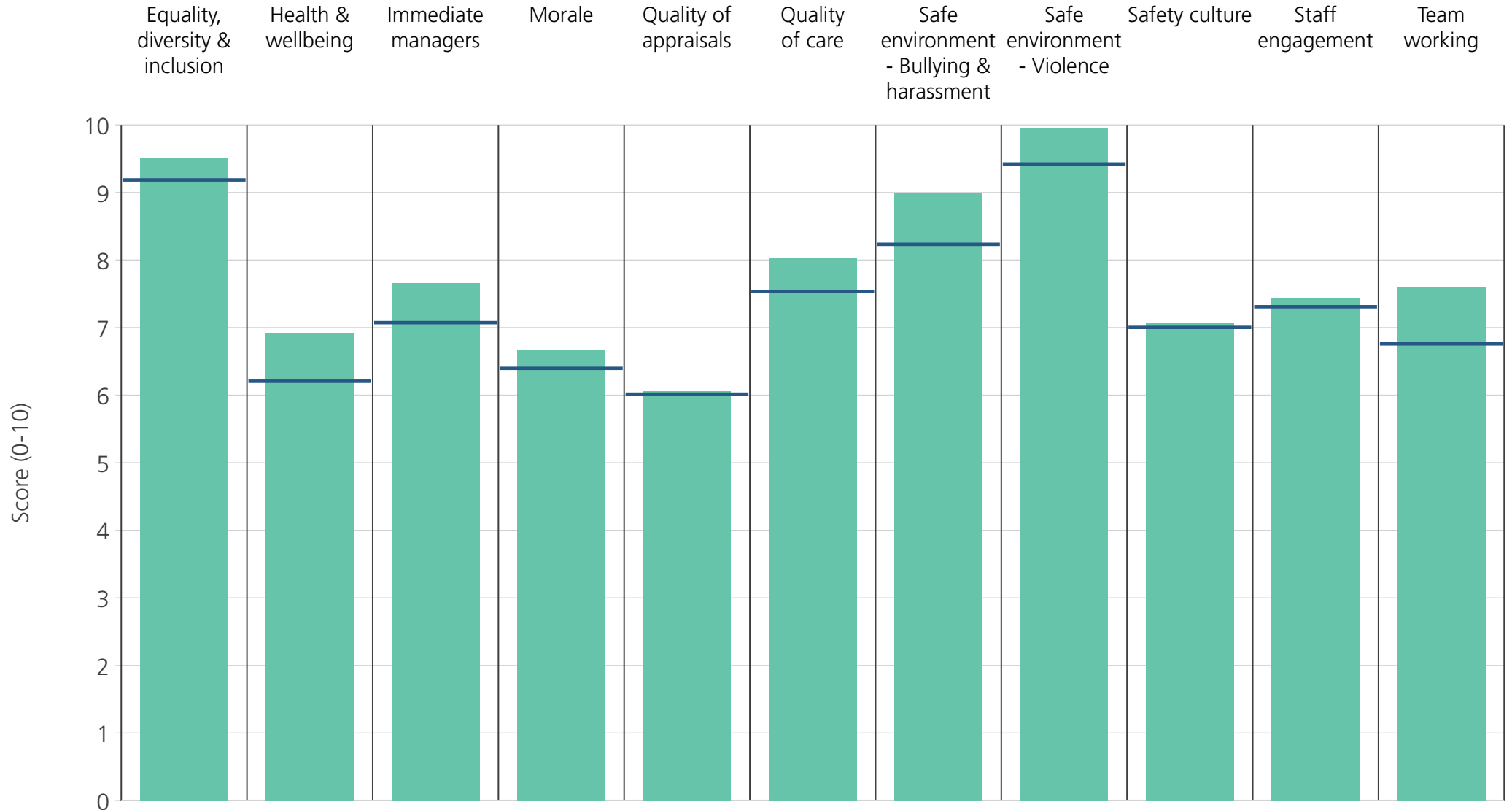
Directorate	8.9	6.4	7.7	6.8	6.9	8.0	8.0	8.8	7.4	7.6	7.0
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	209	208	209	204	167	198	208	205	207	211	208



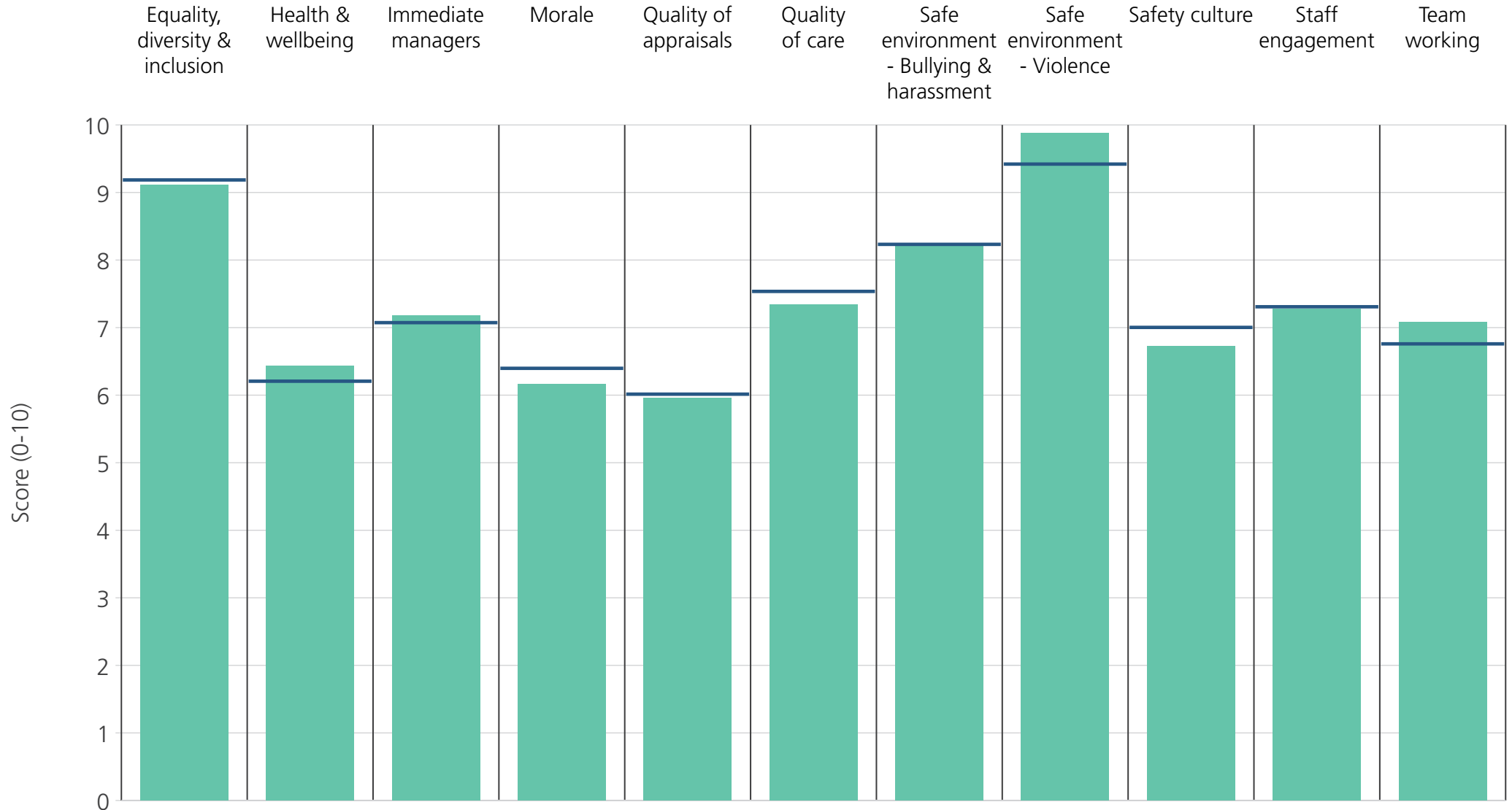
Directorate	9.0	6.1	6.8	6.1	5.7	7.5	8.7	9.9	6.9	7.2	6.7
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	193	195	193	189	149	178	195	195	194	195	190



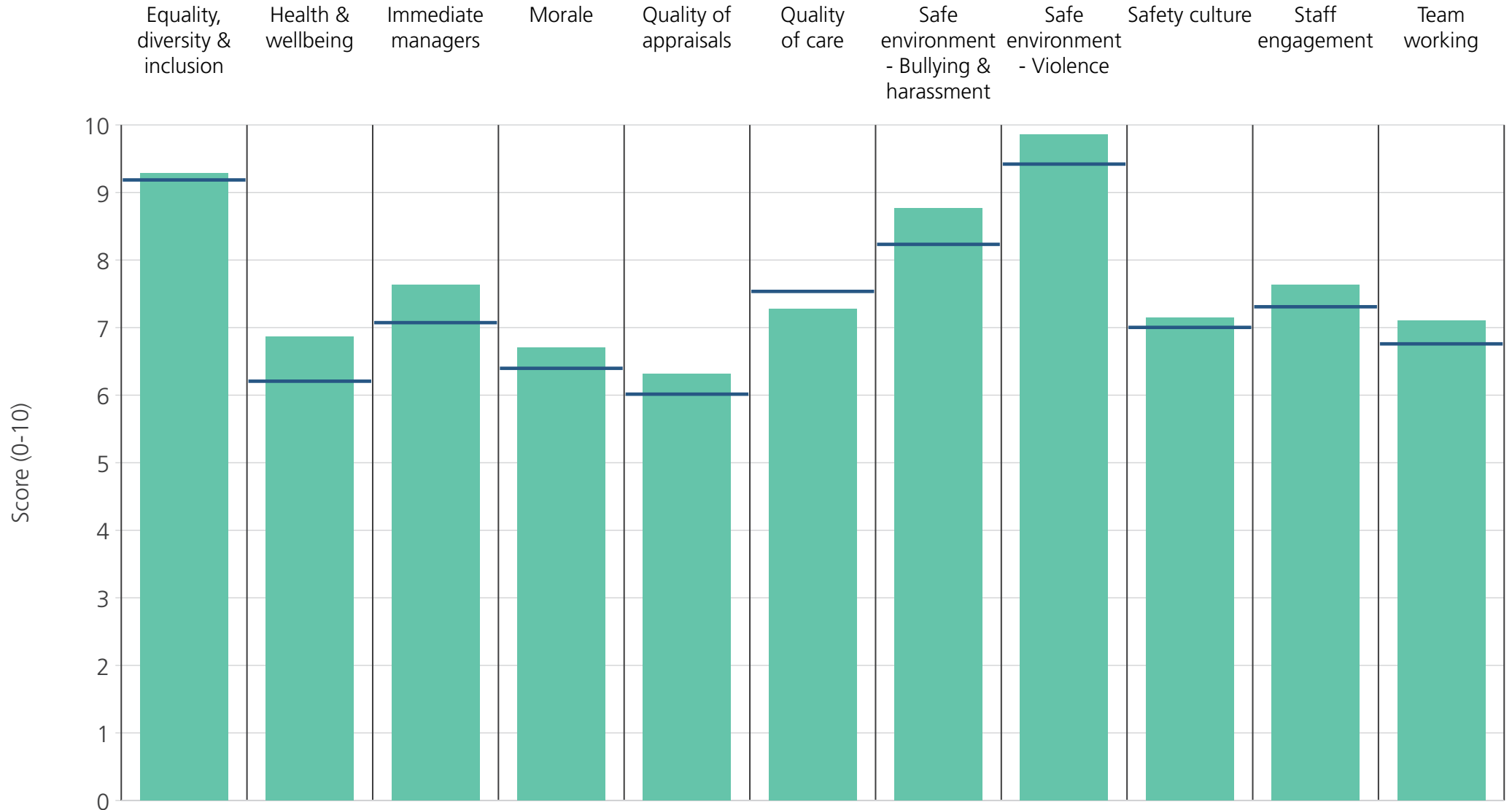
Directorate	9.2	6.6	6.9	6.3	5.7	7.1	8.7	9.7	6.4	7.0	6.5
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	175	174	174	172	144	117	173	173	174	176	174



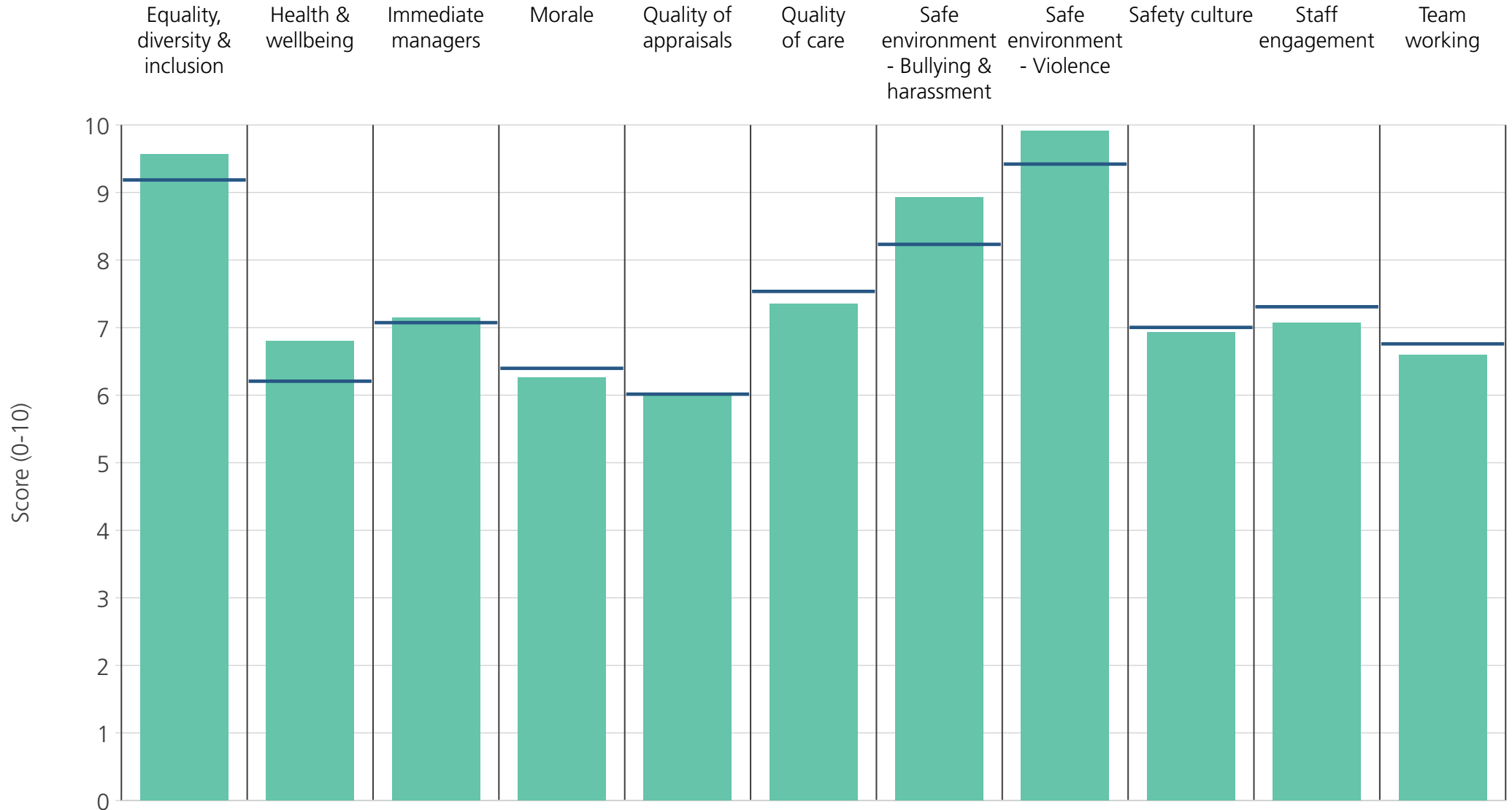
Directorate	9.5	6.9	7.7	6.7	6.1	8.0	9.0	9.9	7.1	7.4	7.6
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	256	255	256	254	239	214	255	256	254	259	257



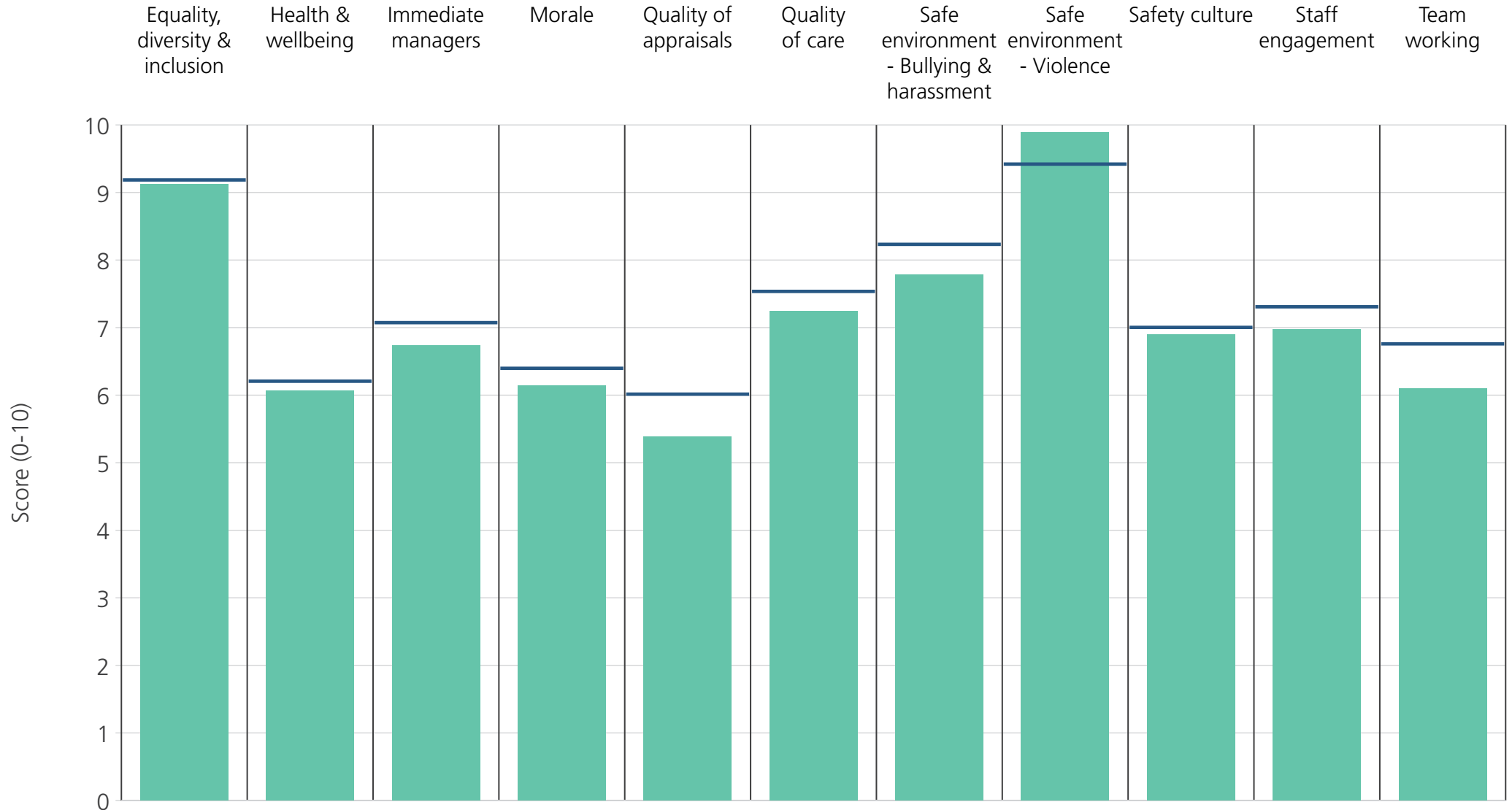
Directorate	9.1	6.4	7.2	6.2	6.0	7.3	8.3	9.9	6.7	7.3	7.1
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	189	189	189	188	169	120	186	189	190	192	193



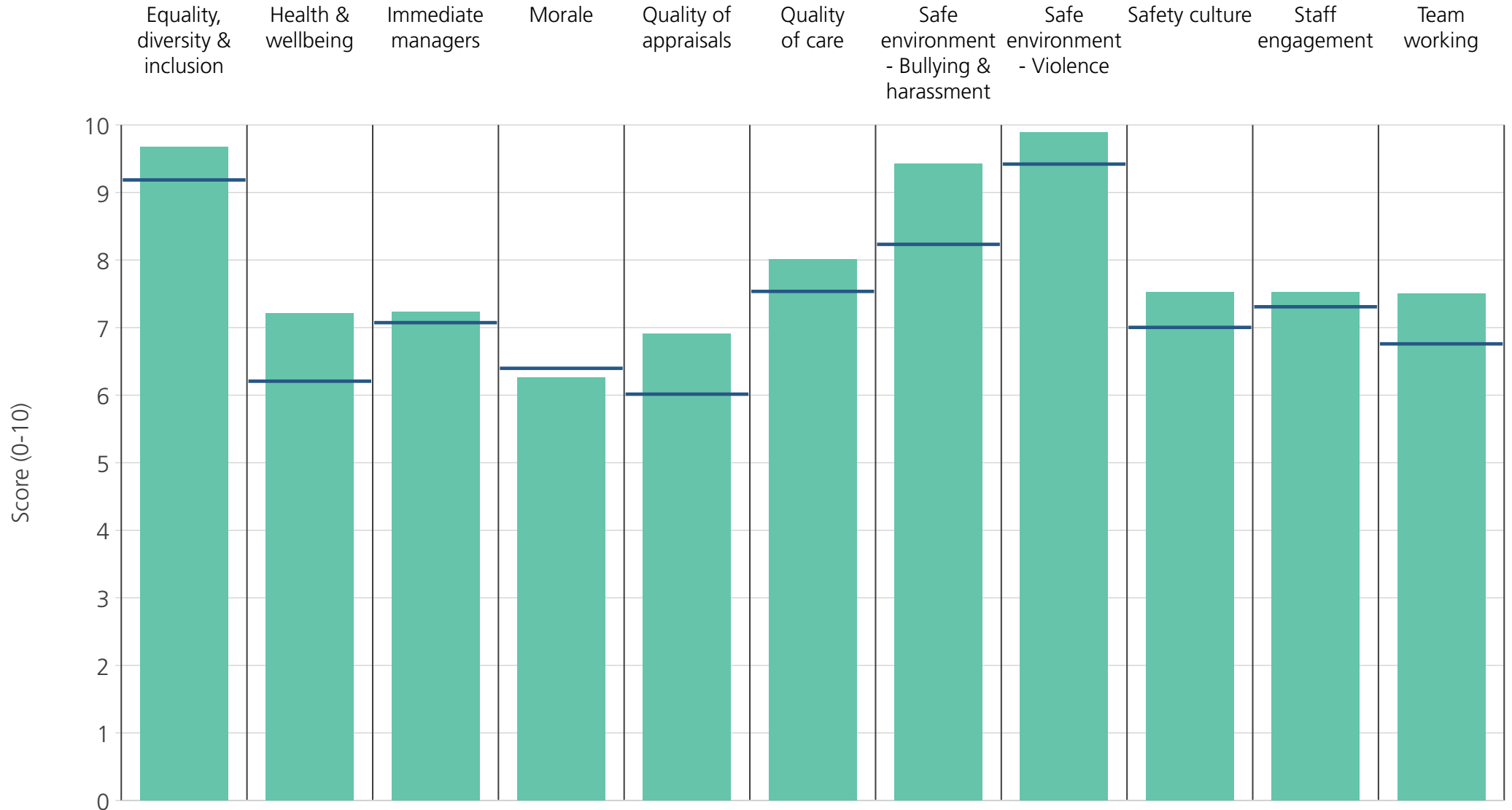
Directorate	9.3	6.9	7.6	6.7	6.3	7.3	8.8	9.9	7.1	7.6	7.1
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	162	162	162	160	148	113	159	161	160	166	162



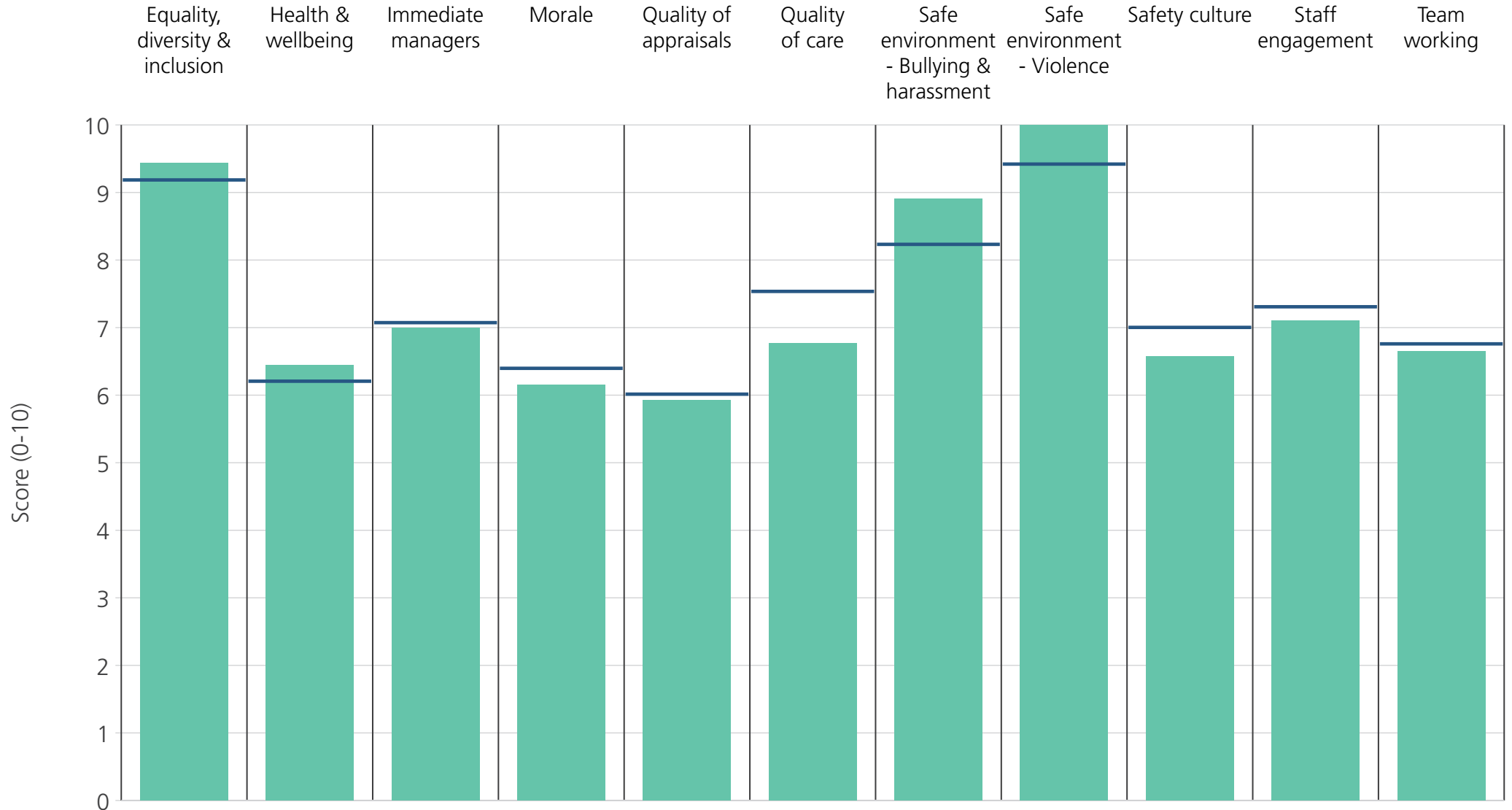
Directorate	9.6	6.8	7.1	6.3	6.0	7.4	8.9	9.9	6.9	7.1	6.6
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	155	155	155	155	141	96	155	155	153	157	155



Directorate	9.1	6.1	6.7	6.1	5.4	7.2	7.8	9.9	6.9	7.0	6.1
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	119	119	119	117	81	118	119	119	117	119	115



Directorate	9.7	7.2	7.2	6.3	6.9	8.0	9.4	9.9	7.5	7.5	7.5
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	120	120	120	120	105	84	119	120	120	120	116



Directorate	9.4	6.4	7.0	6.1	5.9	6.8	8.9	10.0	6.6	7.1	6.7
Your org	9.2	6.2	7.1	6.4	6.0	7.5	8.2	9.4	7.0	7.3	6.8
Responses	86	87	88	87	66	38	85	87	88	88	87