

# Guy's and St Thomas' NHS Foundation Trust

2019 NHS Staff Survey

**Directorate Report**

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This directorate report for Guy's and St Thomas' 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 Guy's and St Thomas' 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.

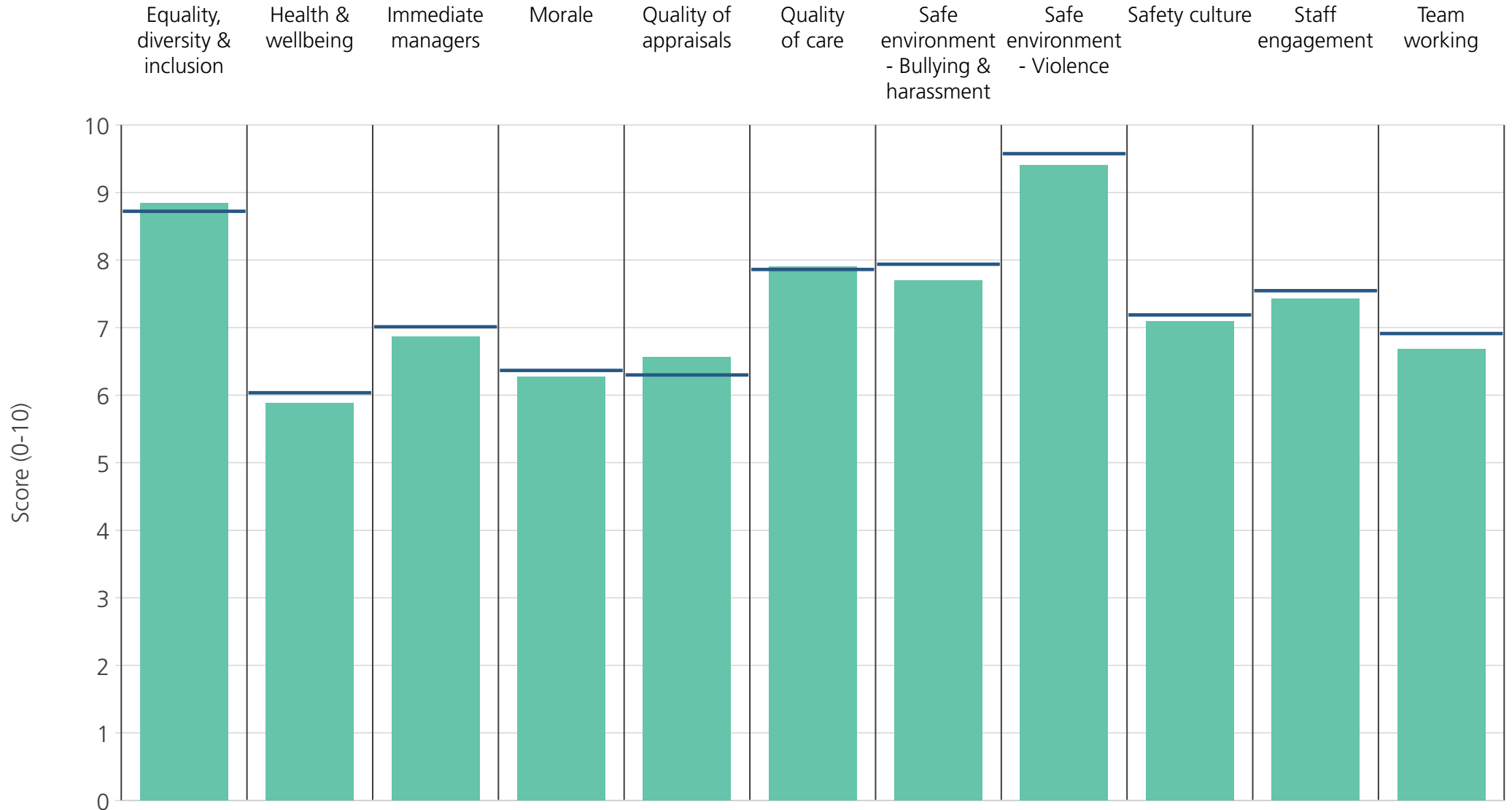
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



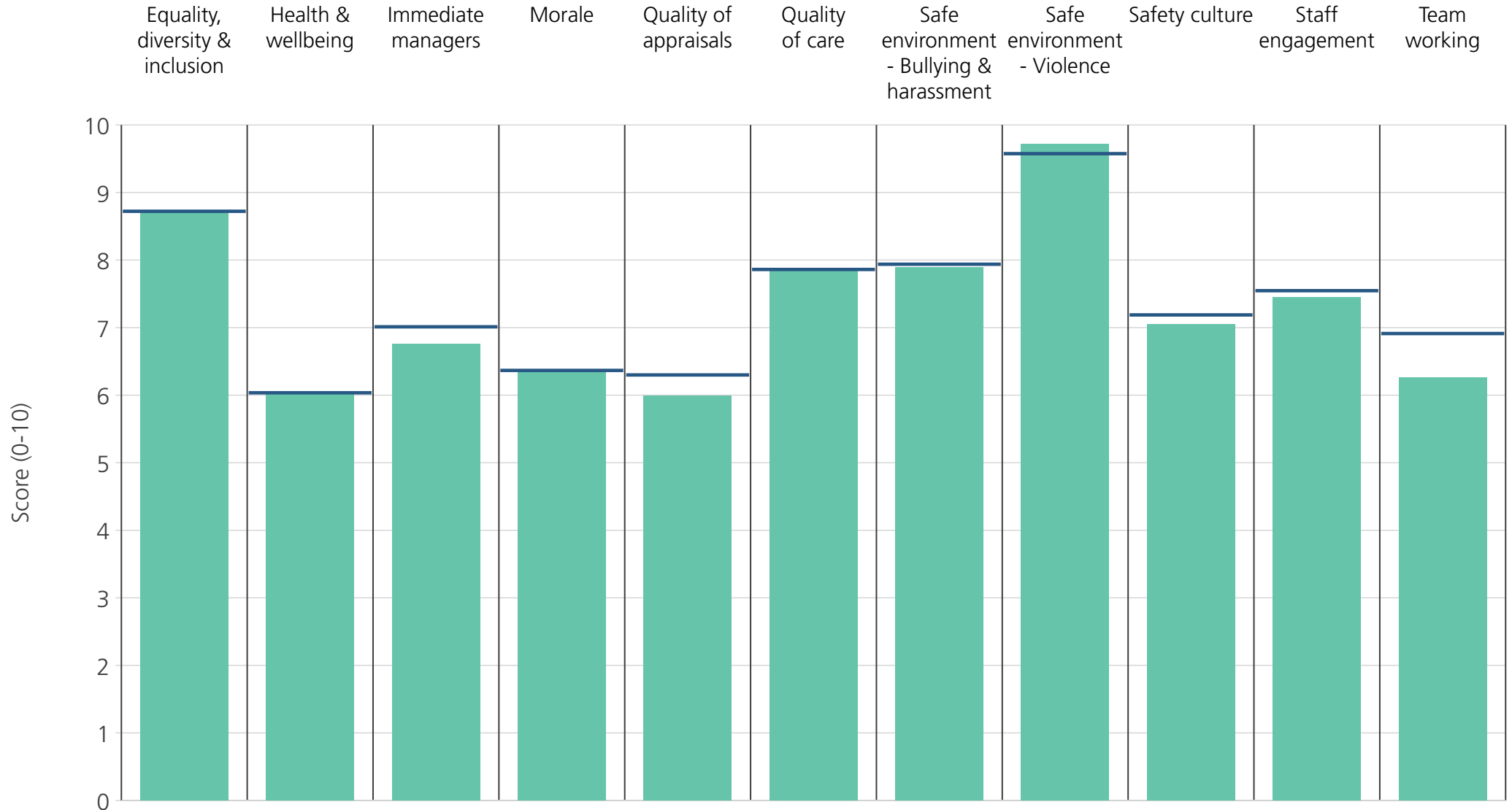
**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

# Directorates 1

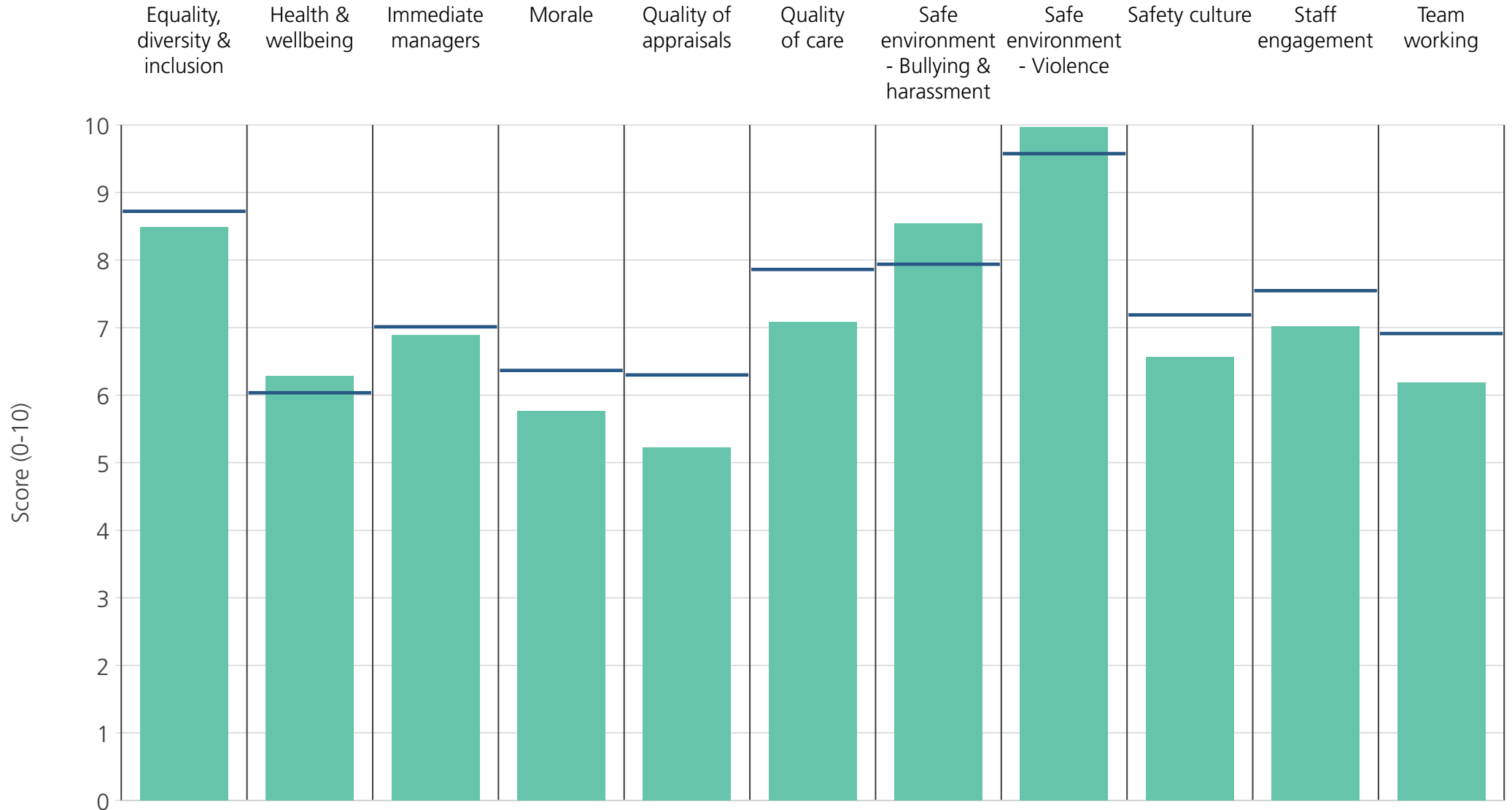
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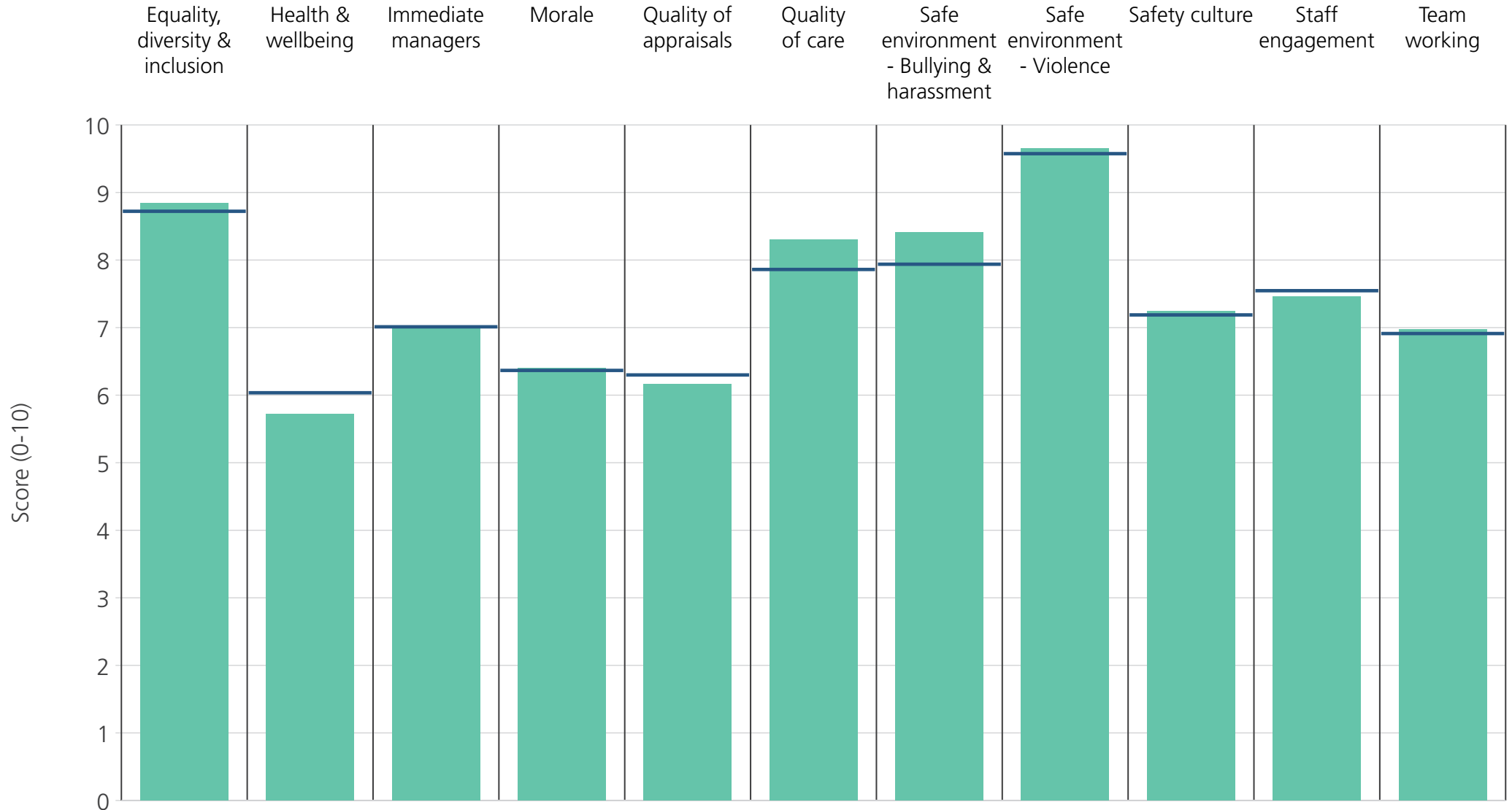
<b>Directorate</b>	8.8	5.9	6.9	6.3	6.6	7.9	7.7	9.4	7.1	7.4	6.7
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	246	254	254	250	200	247	252	251	250	256	252



<b>Directorate</b>	8.7	6.0	6.8	6.4	6.0	7.9	7.9	9.7	7.0	7.4	6.3
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	223	225	225	224	192	205	224	225	225	228	226

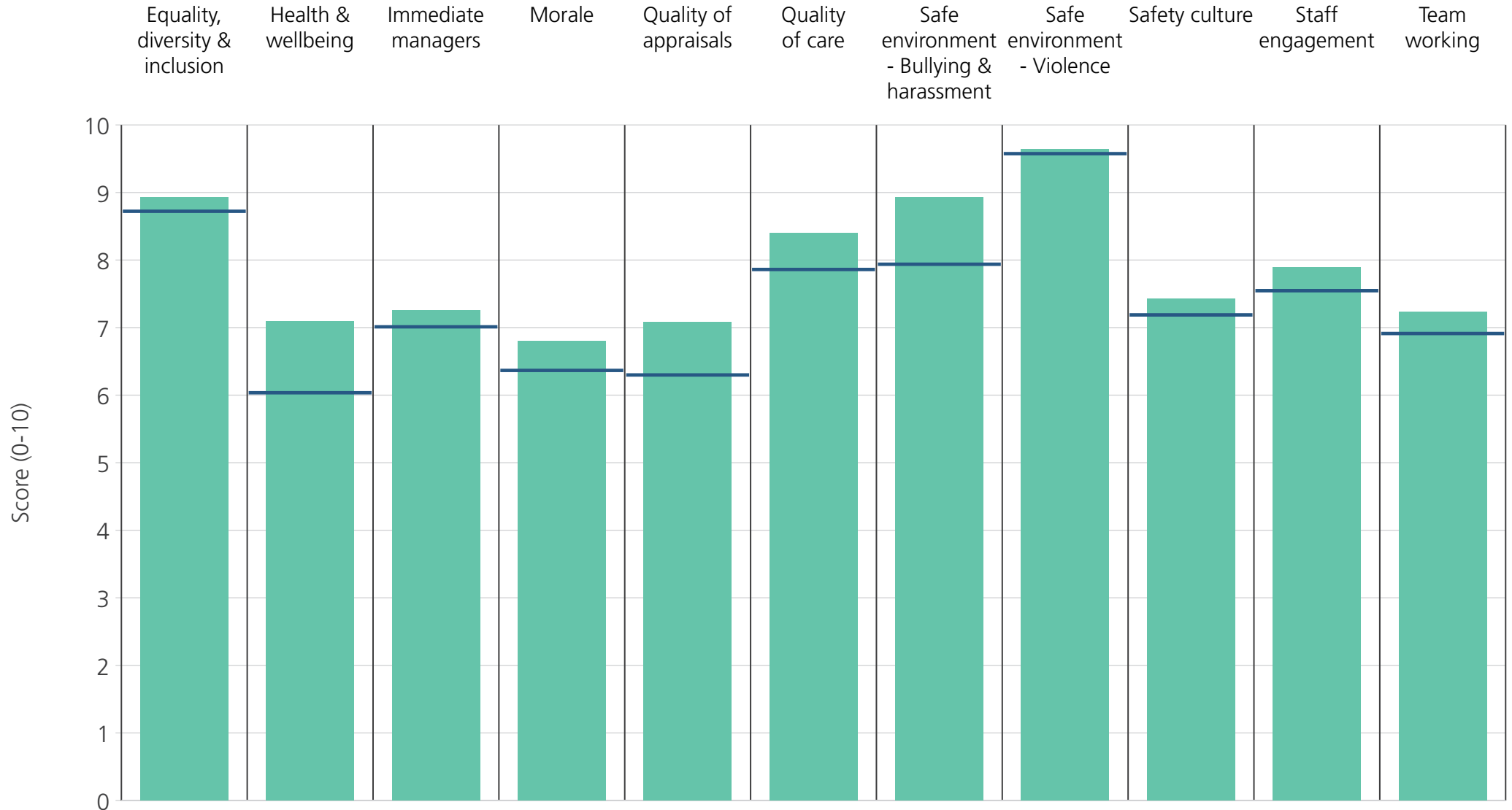


<b>Directorate</b>	8.5	6.3	6.9	5.8	5.2	7.1	8.5	10.0	6.6	7.0	6.2
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	178	177	181	177	149	97	176	177	178	184	185

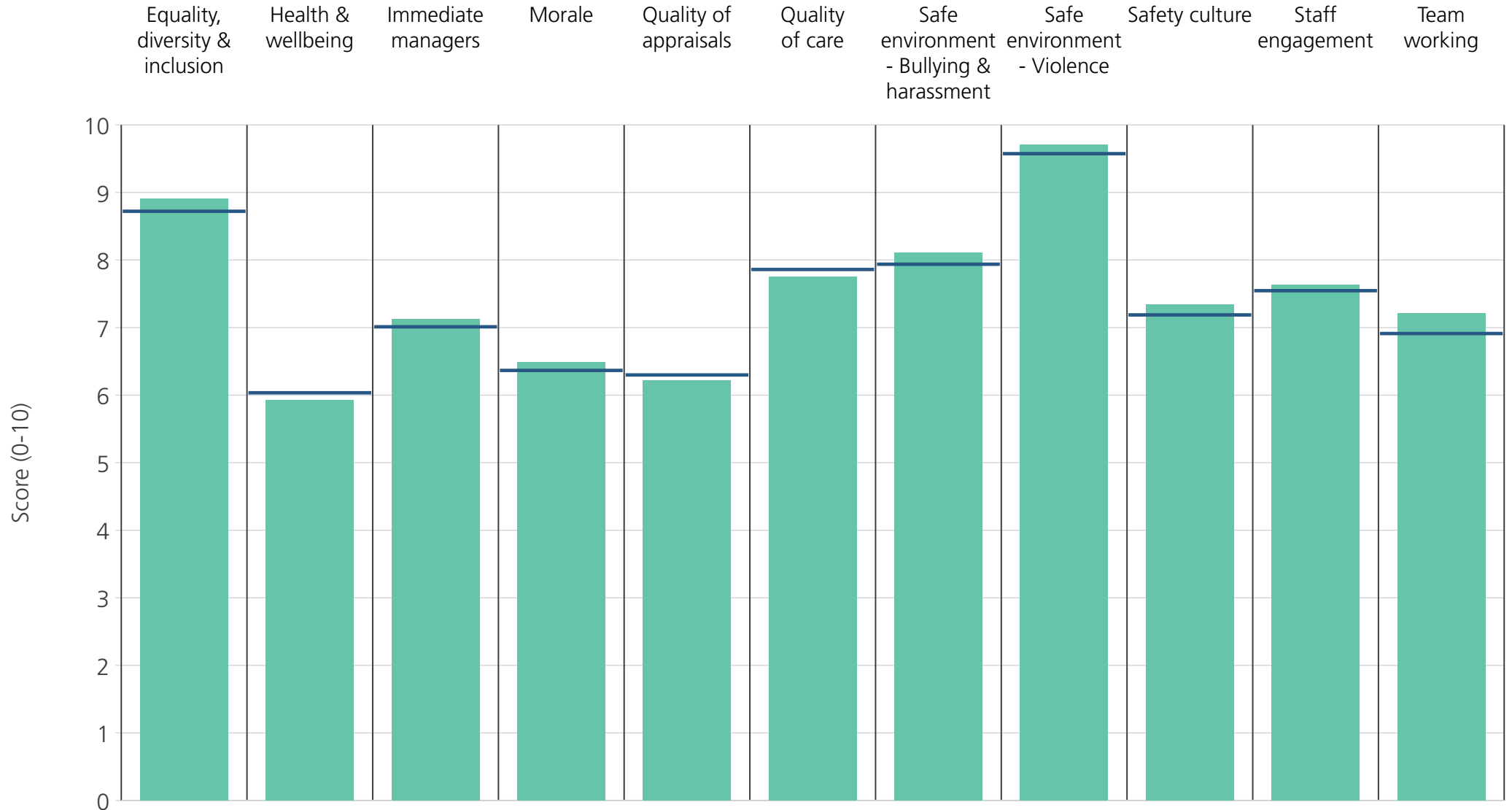


<b>Directorate</b>	8.8	5.7	7.0	6.4	6.2	8.3	8.4	9.7	7.2	7.5	7.0
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	246	252	251	246	204	240	247	252	249	253	253

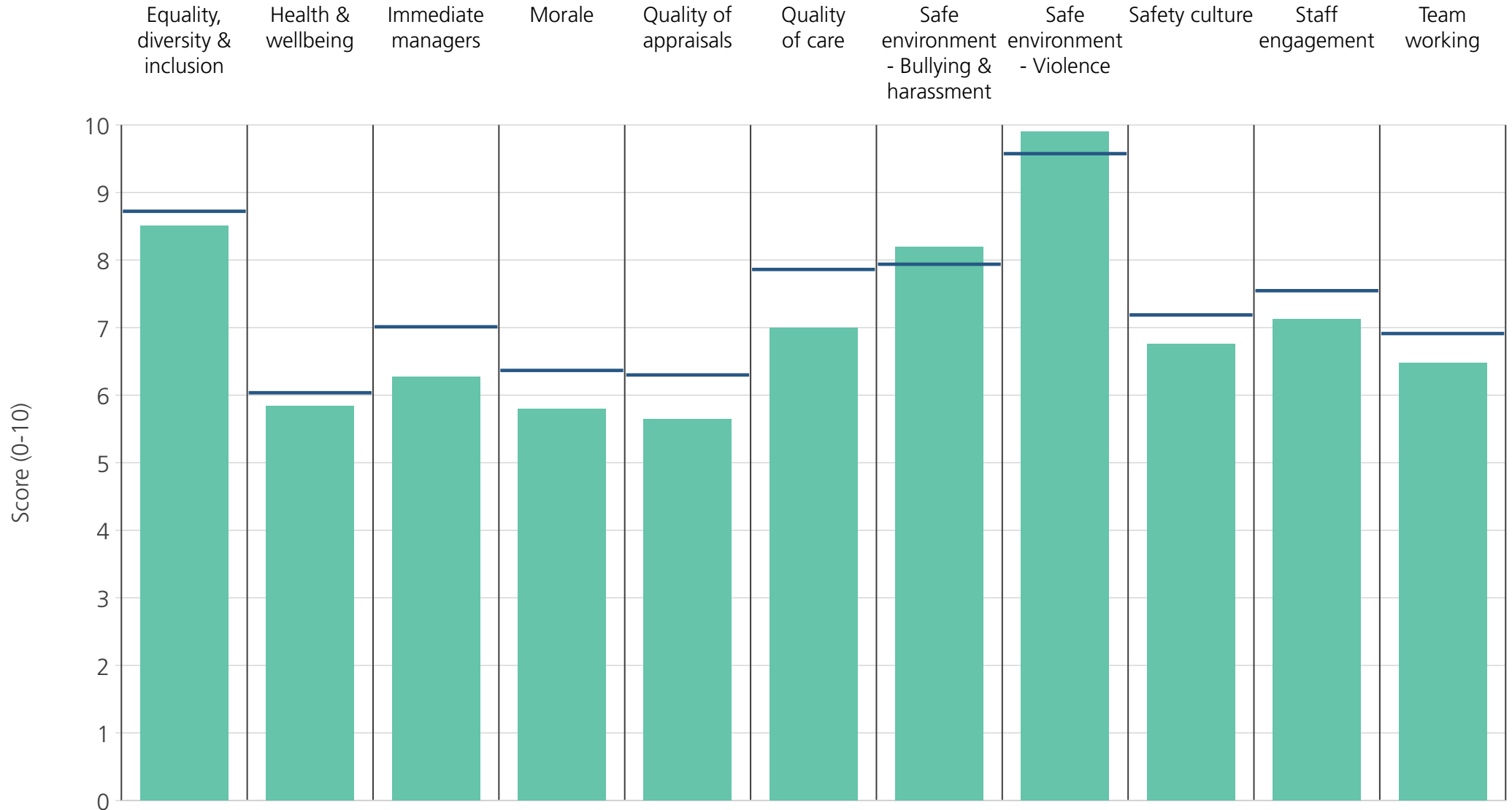




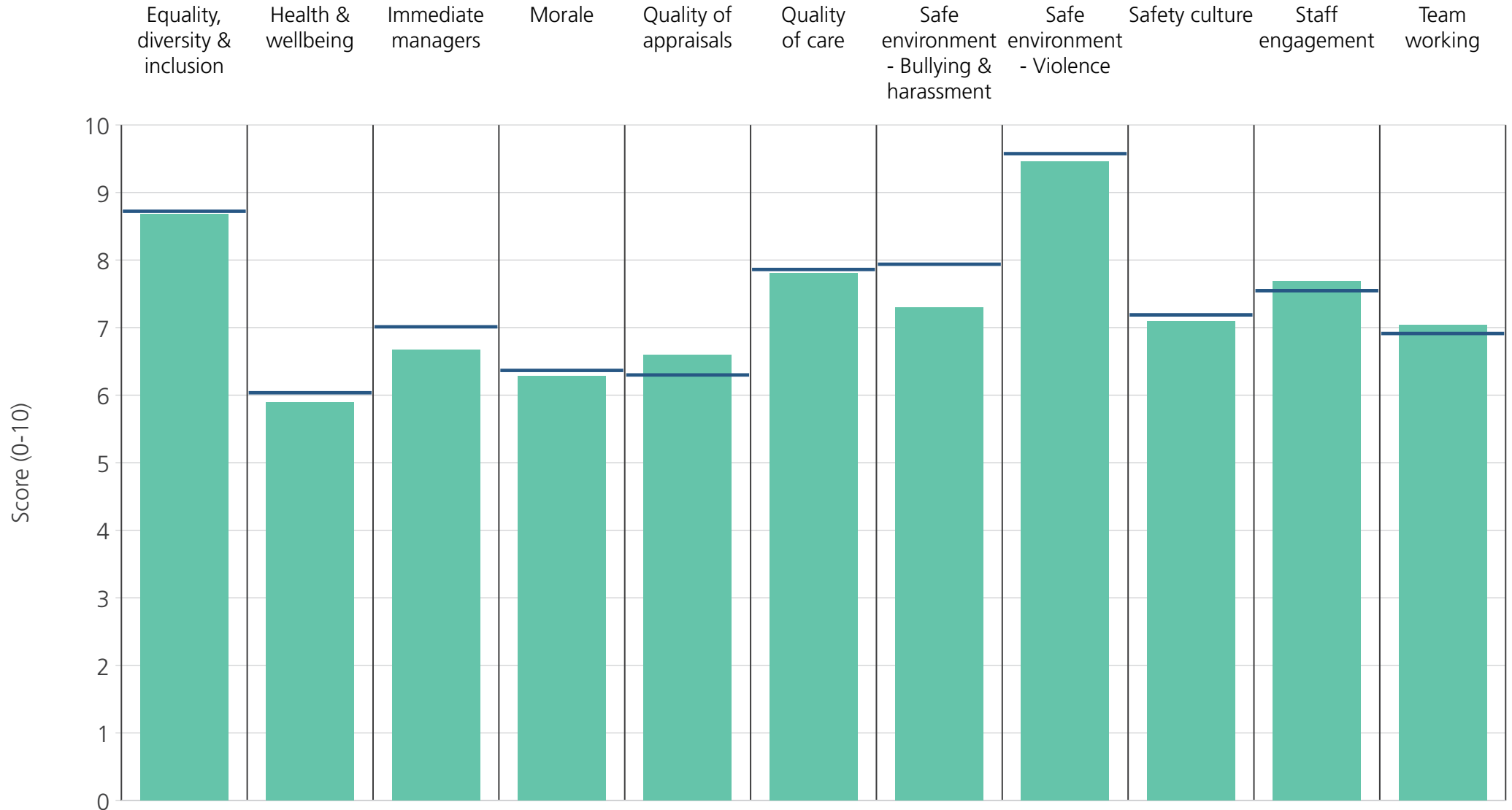
<b>Directorate</b>	8.9	7.1	7.2	6.8	7.1	8.4	8.9	9.6	7.4	7.9	7.2
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	673	670	673	658	577	521	666	659	670	672	655



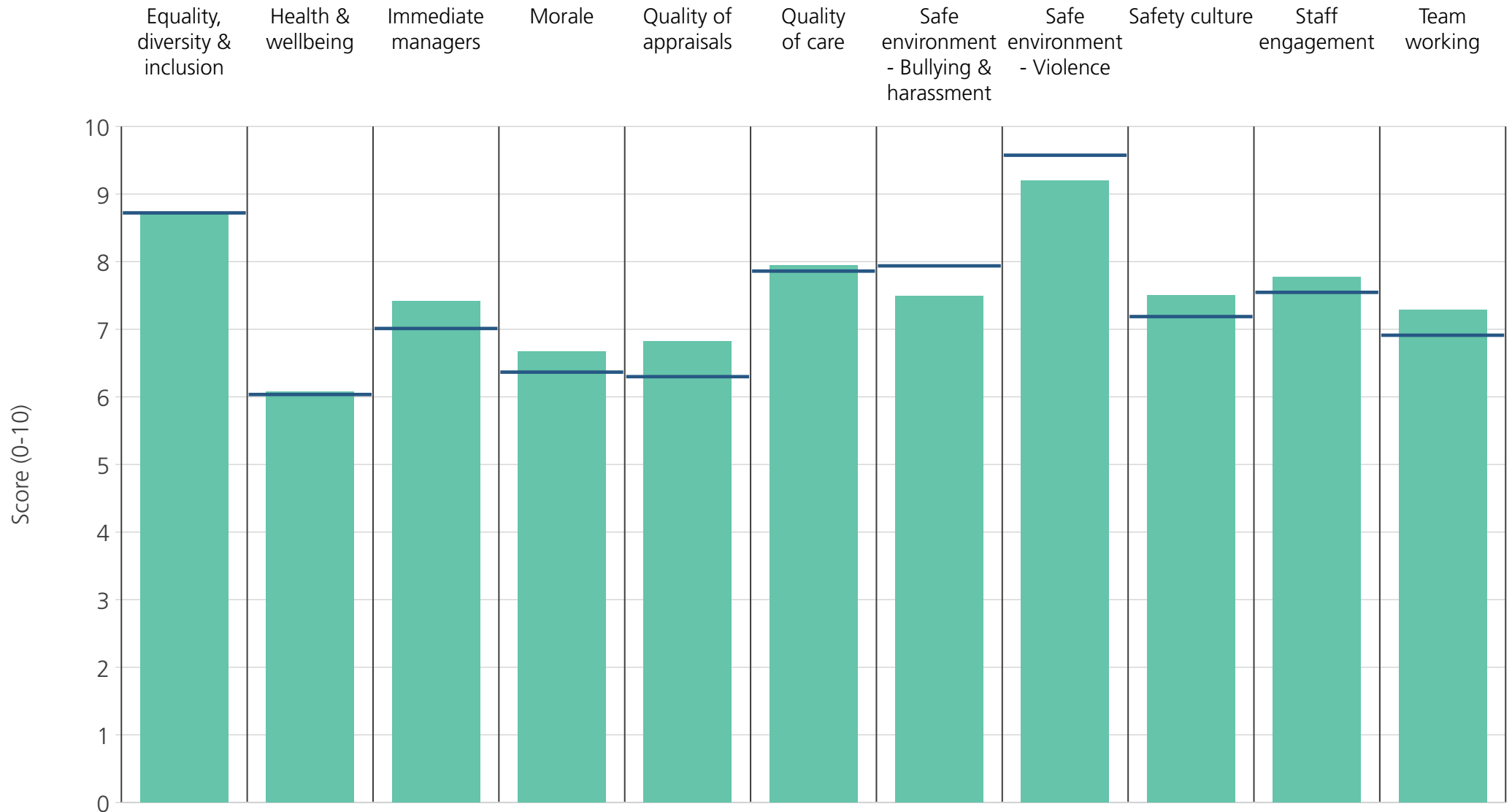
<b>Directorate</b>	8.9	5.9	7.1	6.5	6.2	7.7	8.1	9.7	7.3	7.6	7.2
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	944	955	954	949	891	912	953	951	953	961	949



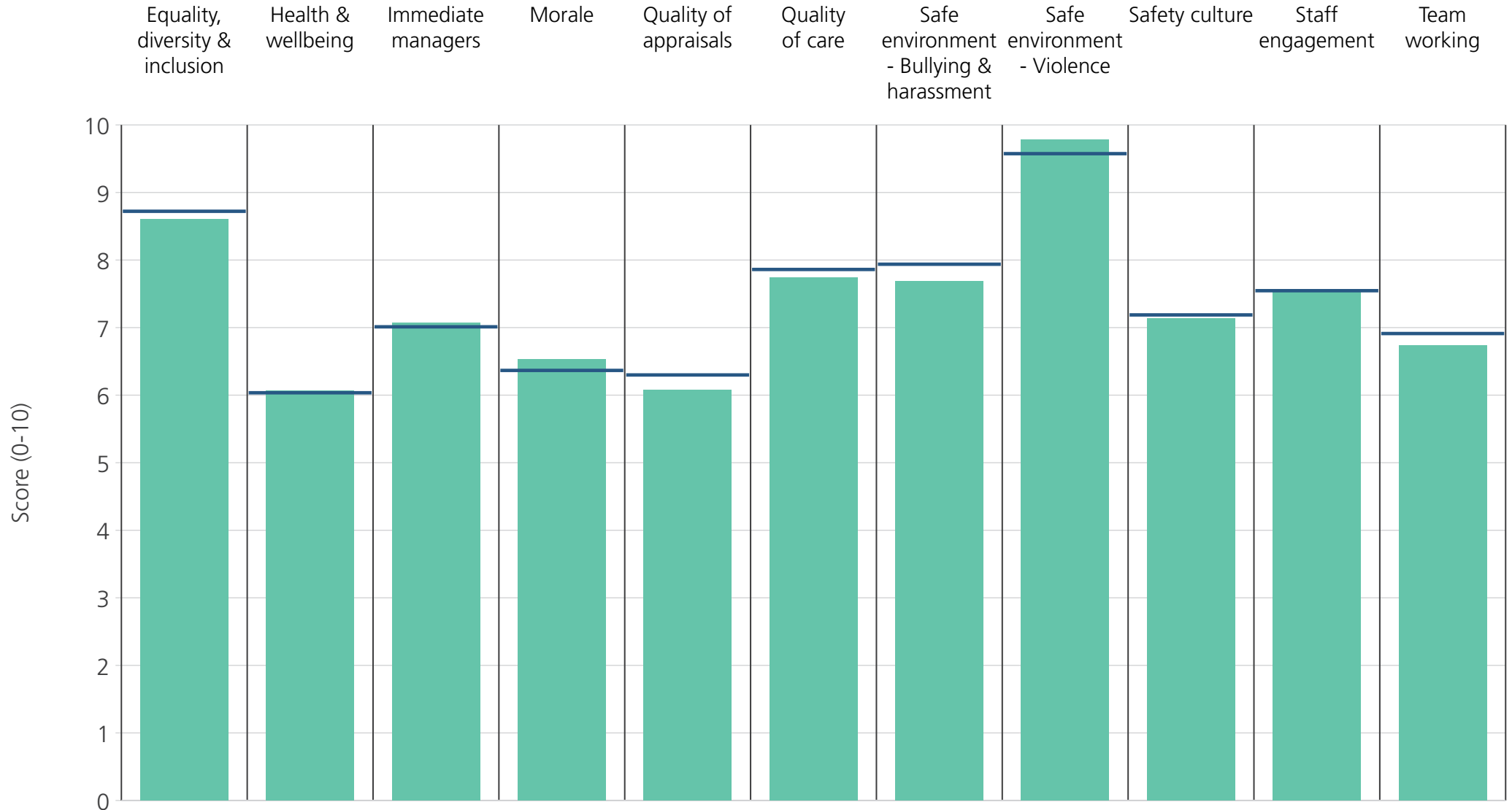
<b>Directorate</b>	8.5	5.8	6.3	5.8	5.6	7.0	8.2	9.9	6.8	7.1	6.5
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	166	167	167	161	133	72	164	163	163	167	164



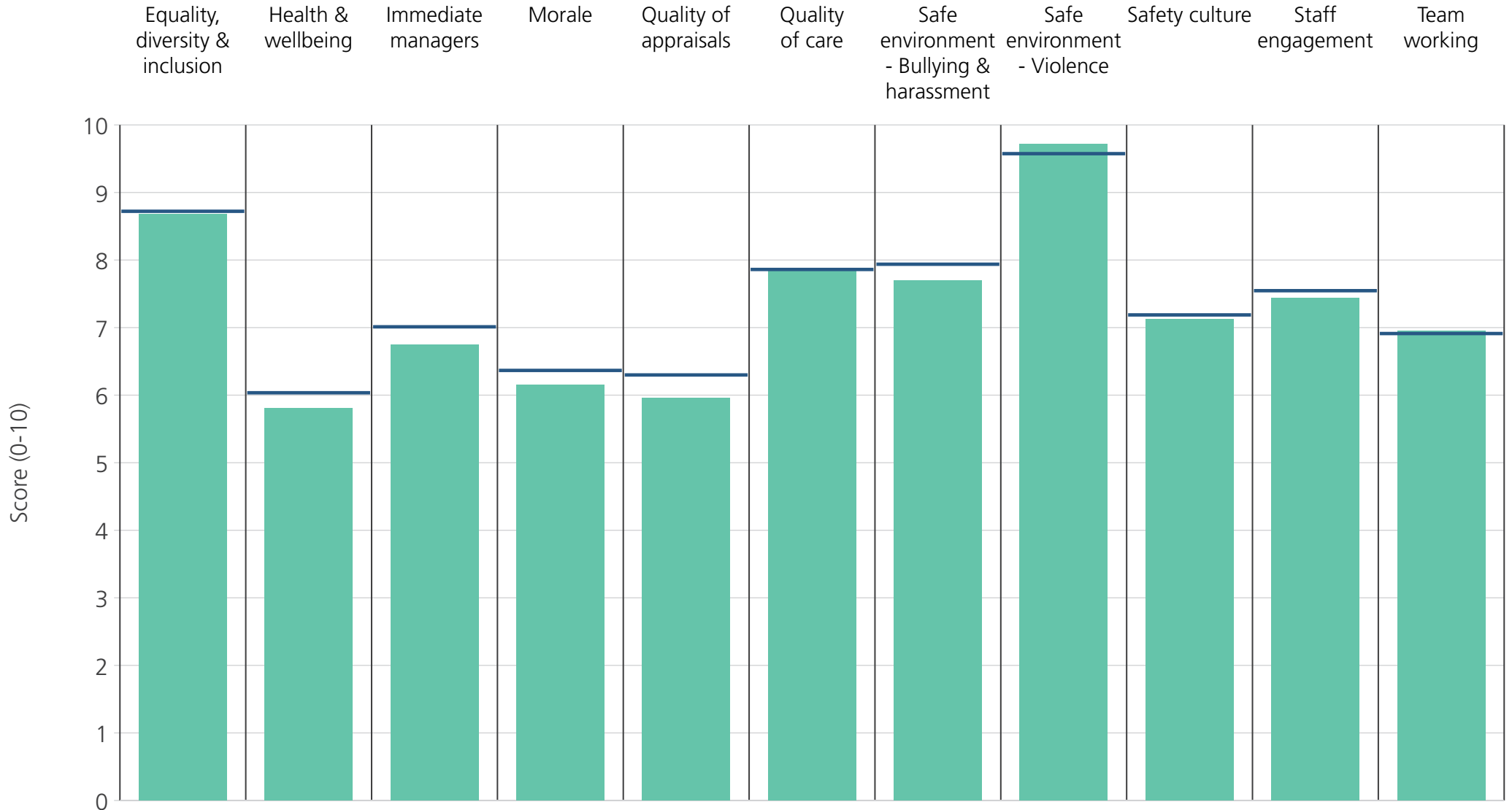
<b>Directorate</b>	8.7	5.9	6.7	6.3	6.6	7.8	7.3	9.5	7.1	7.7	7.0
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	120	121	123	119	100	120	122	122	122	123	122



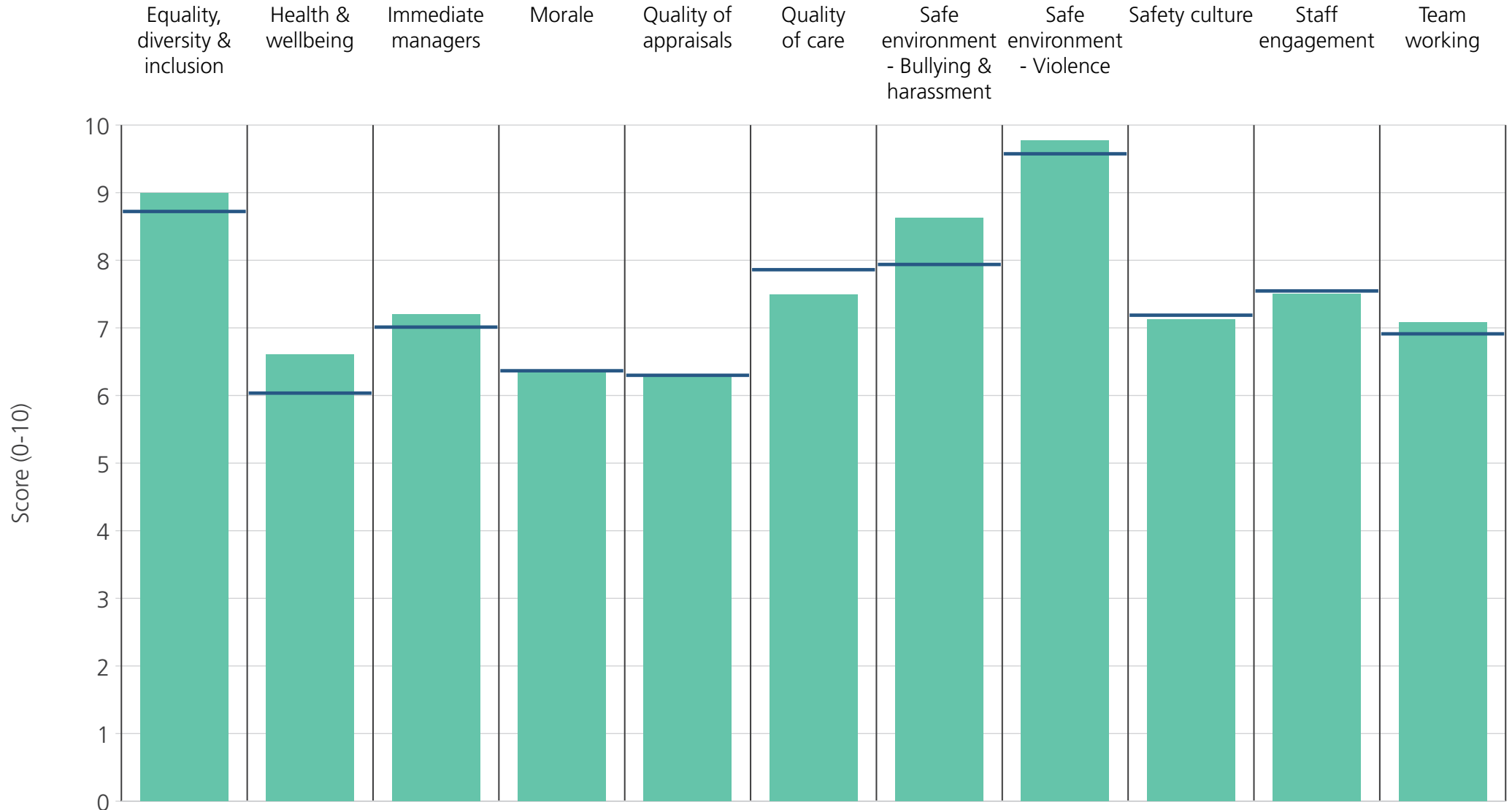
<b>Directorate</b>	8.7	6.1	7.4	6.7	6.8	7.9	7.5	9.2	7.5	7.8	7.3
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	885	894	899	880	786	856	889	890	890	910	892



<b>Directorate</b>	8.6	6.1	7.1	6.5	6.1	7.7	7.7	9.8	7.1	7.5	6.7
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	254	256	257	247	220	244	257	255	255	262	256

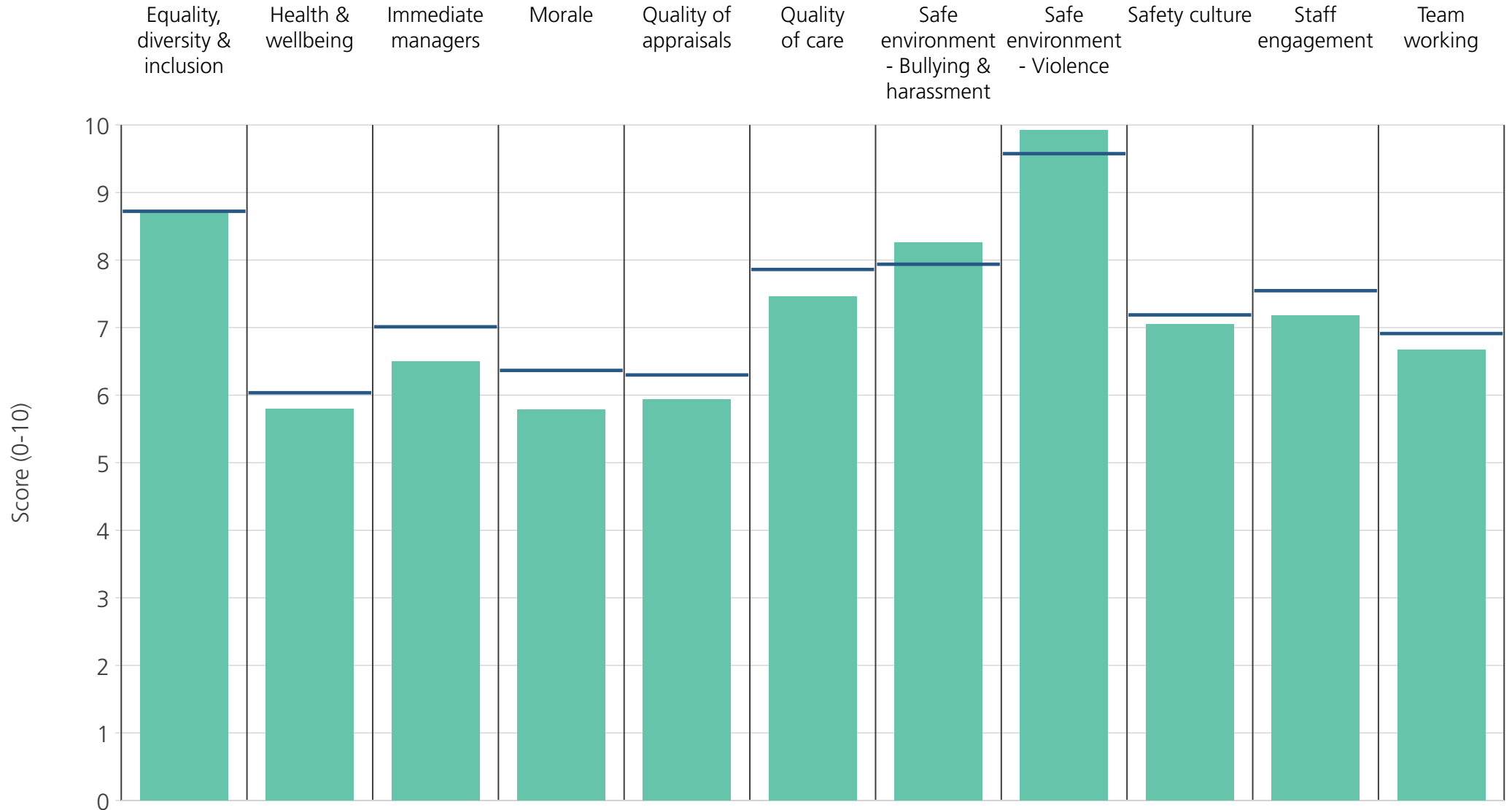


<b>Directorate</b>	8.7	5.8	6.7	6.1	6.0	7.9	7.7	9.7	7.1	7.4	7.0
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	482	488	487	483	410	471	480	483	486	490	482

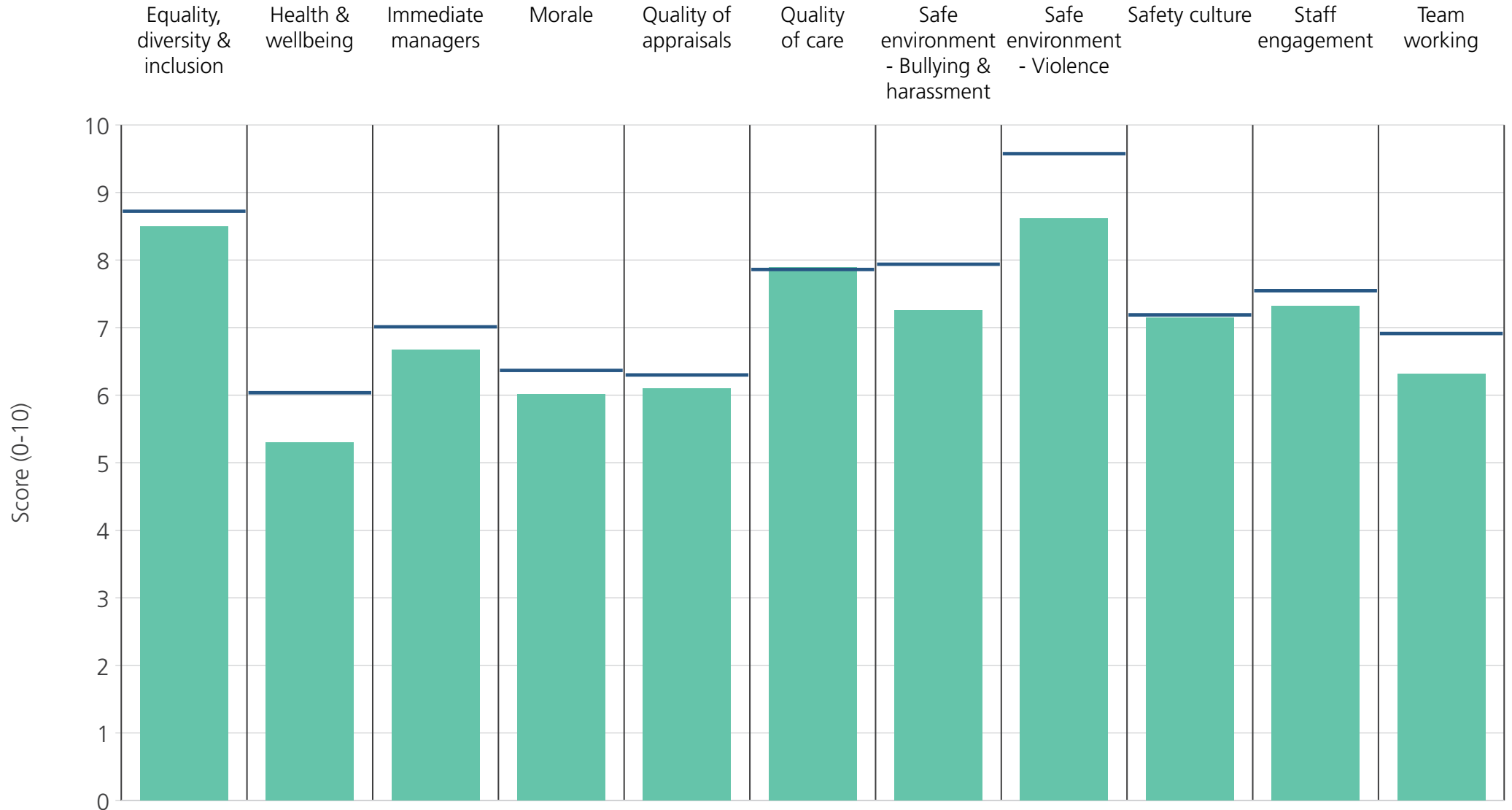


<b>Directorate</b>	9.0	6.6	7.2	6.4	6.3	7.5	8.6	9.8	7.1	7.5	7.1
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	511	519	524	516	429	305	519	519	513	527	517

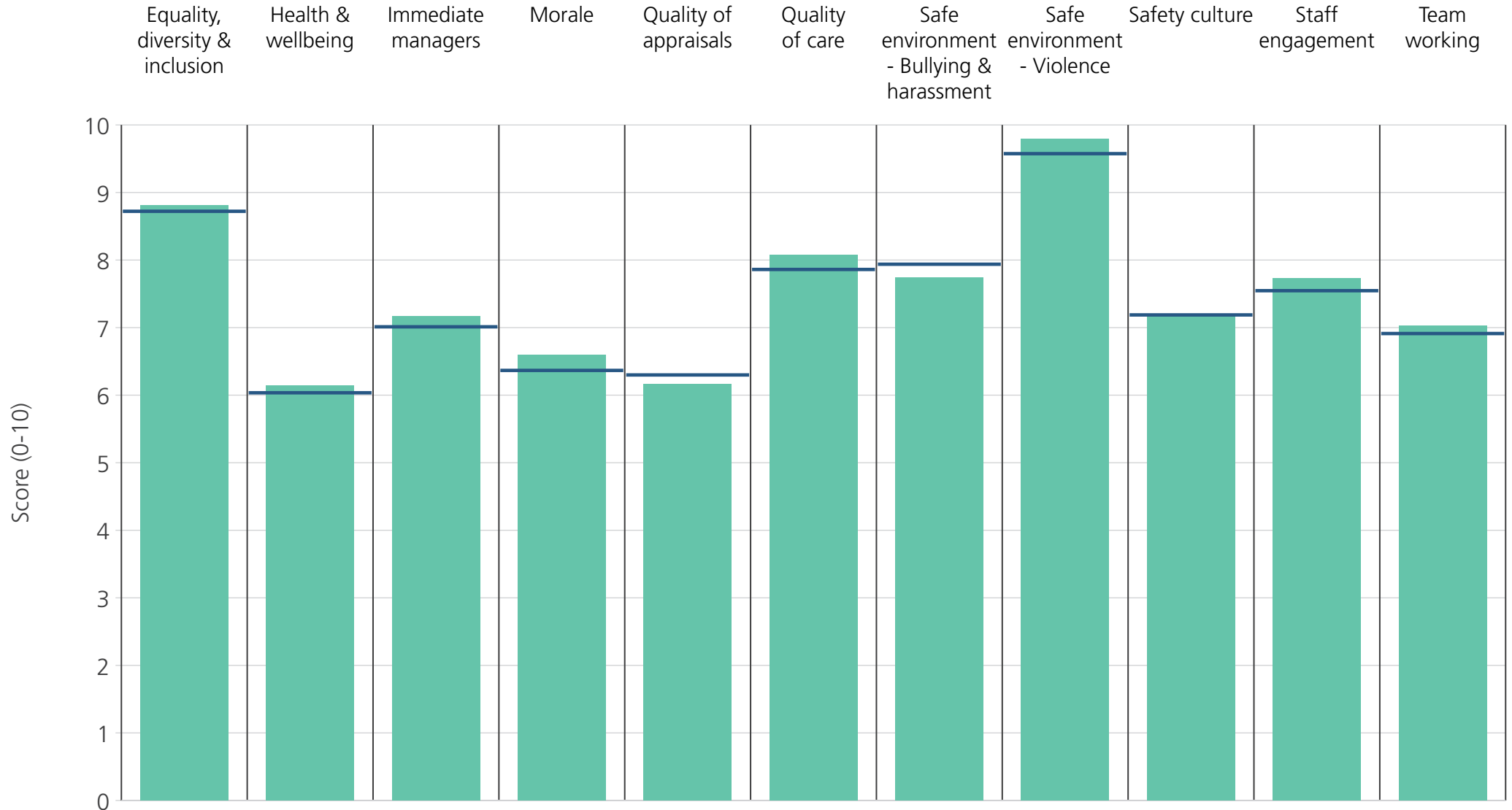




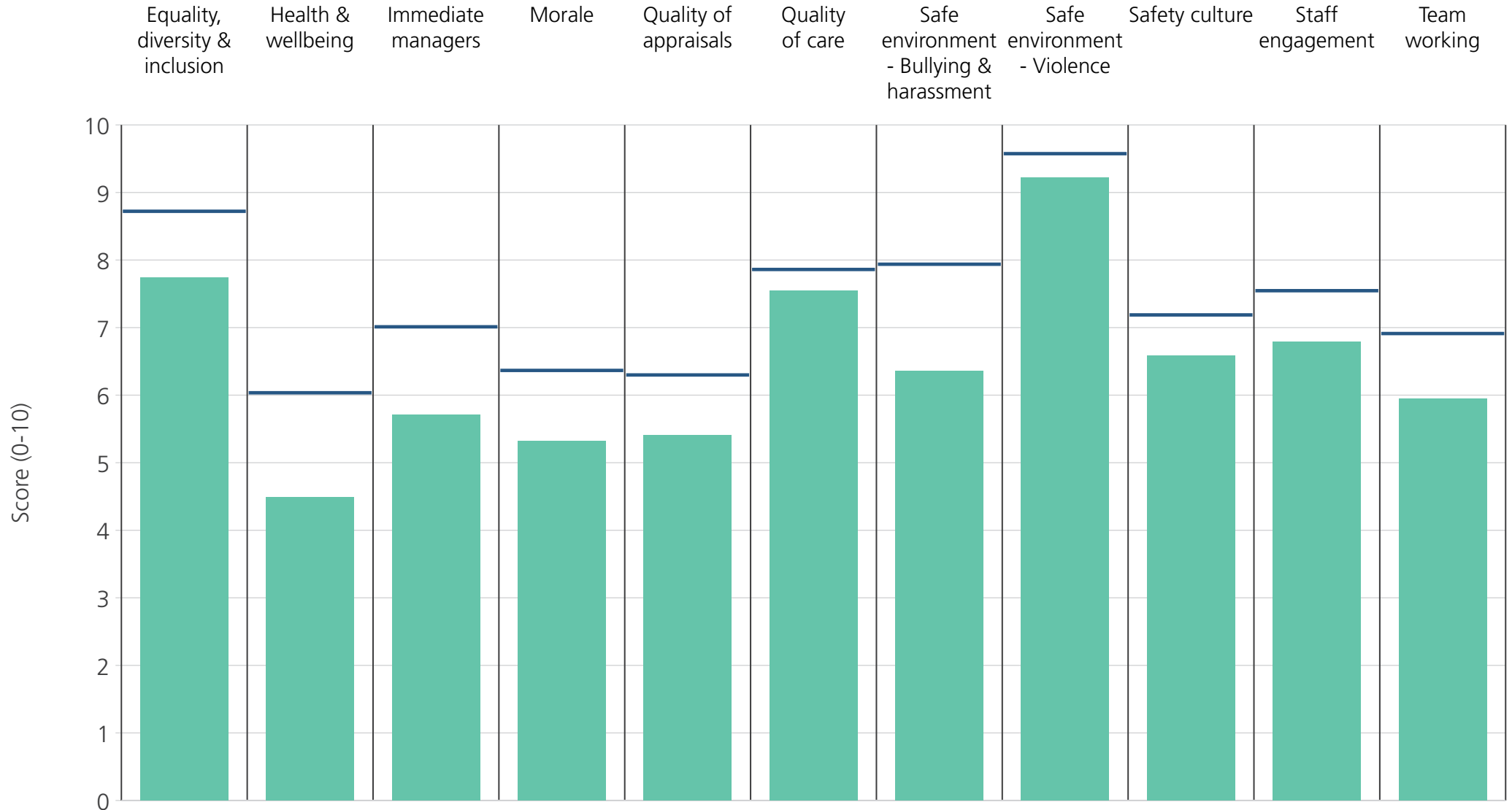
<b>Directorate</b>	8.7	5.8	6.5	5.8	5.9	7.5	8.3	9.9	7.0	7.2	6.7
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	165	164	166	166	141	147	167	165	167	167	165



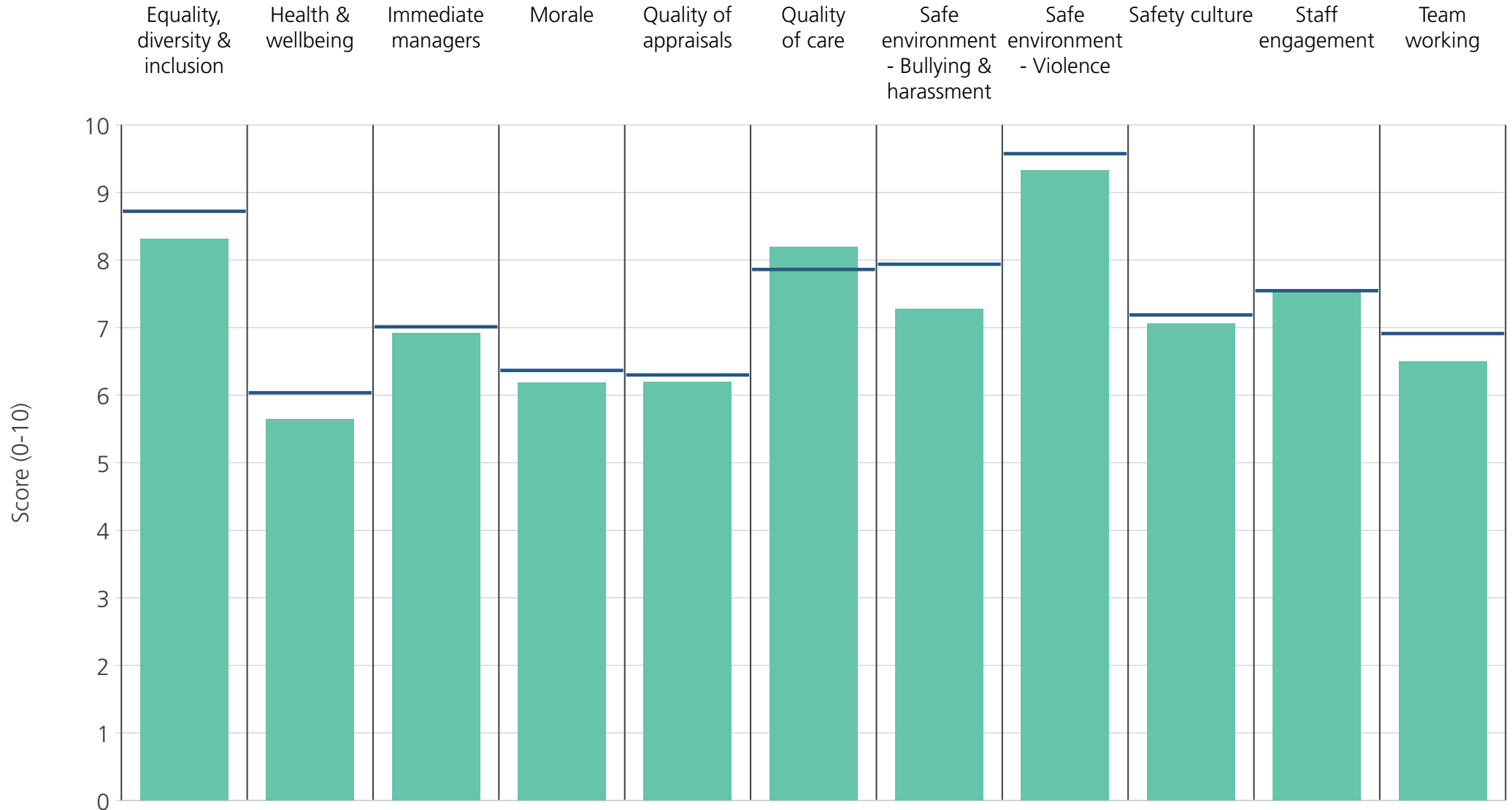
<b>Directorate</b>	8.5	5.3	6.7	6.0	6.1	7.9	7.3	8.6	7.1	7.3	6.3
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	291	293	294	290	252	287	293	292	292	294	290



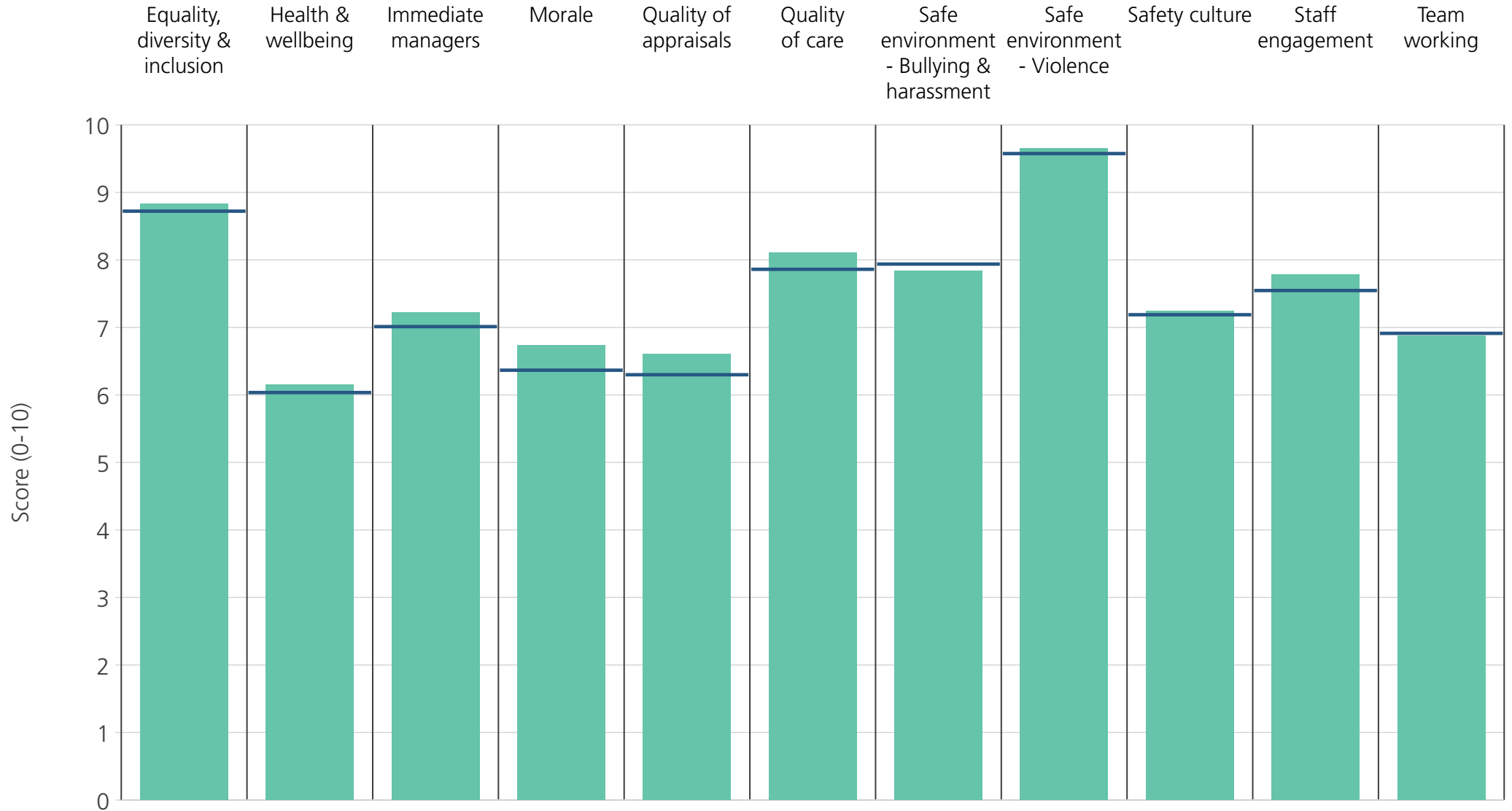
<b>Directorate</b>	8.8	6.1	7.2	6.6	6.2	8.1	7.7	9.8	7.2	7.7	7.0
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	310	313	315	309	285	302	313	314	314	314	309



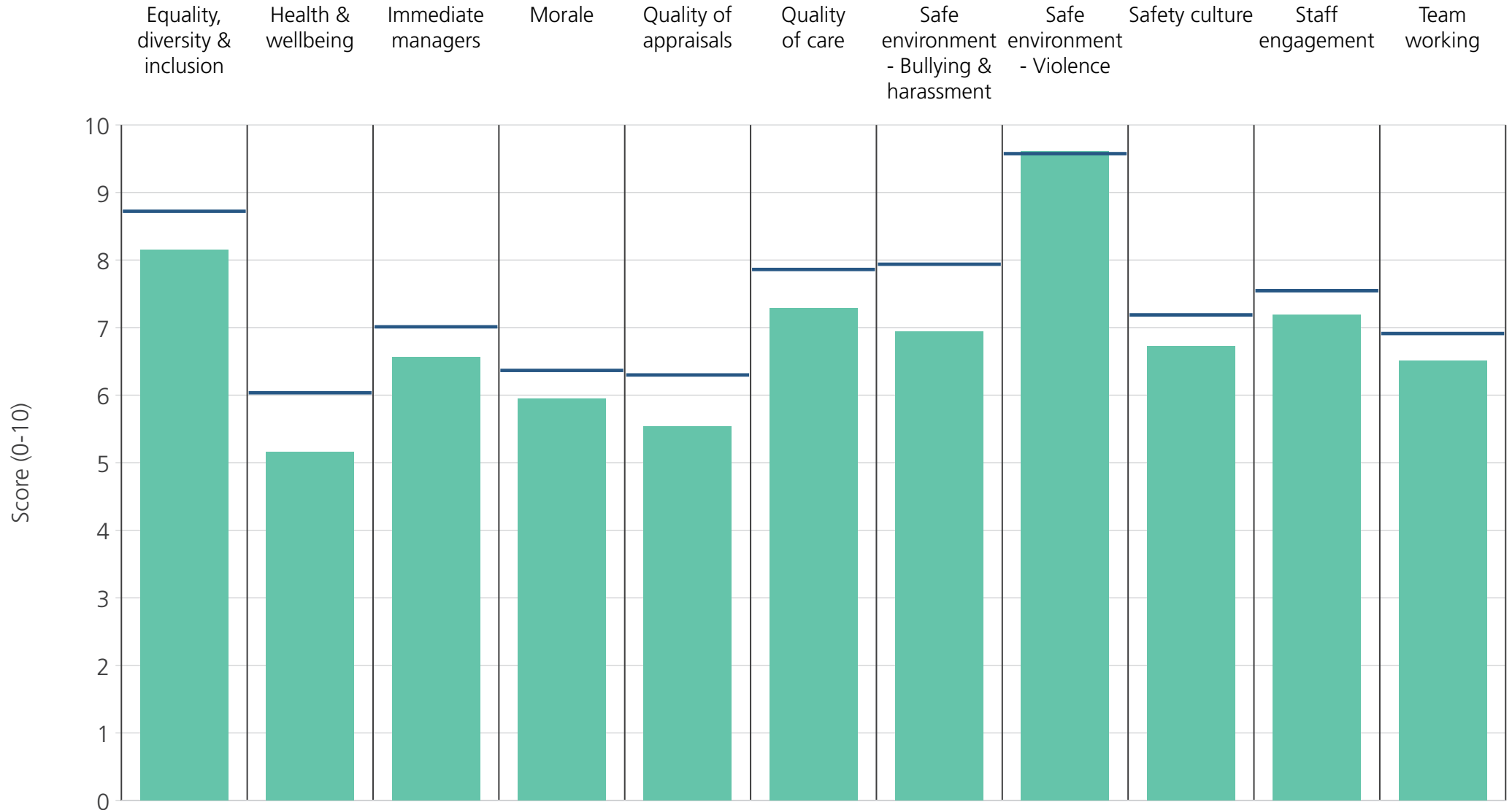
<b>Directorate</b>	7.7	4.5	5.7	5.3	5.4	7.5	6.4	9.2	6.6	6.8	5.9
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	80	82	82	79	59	78	81	81	81	83	81



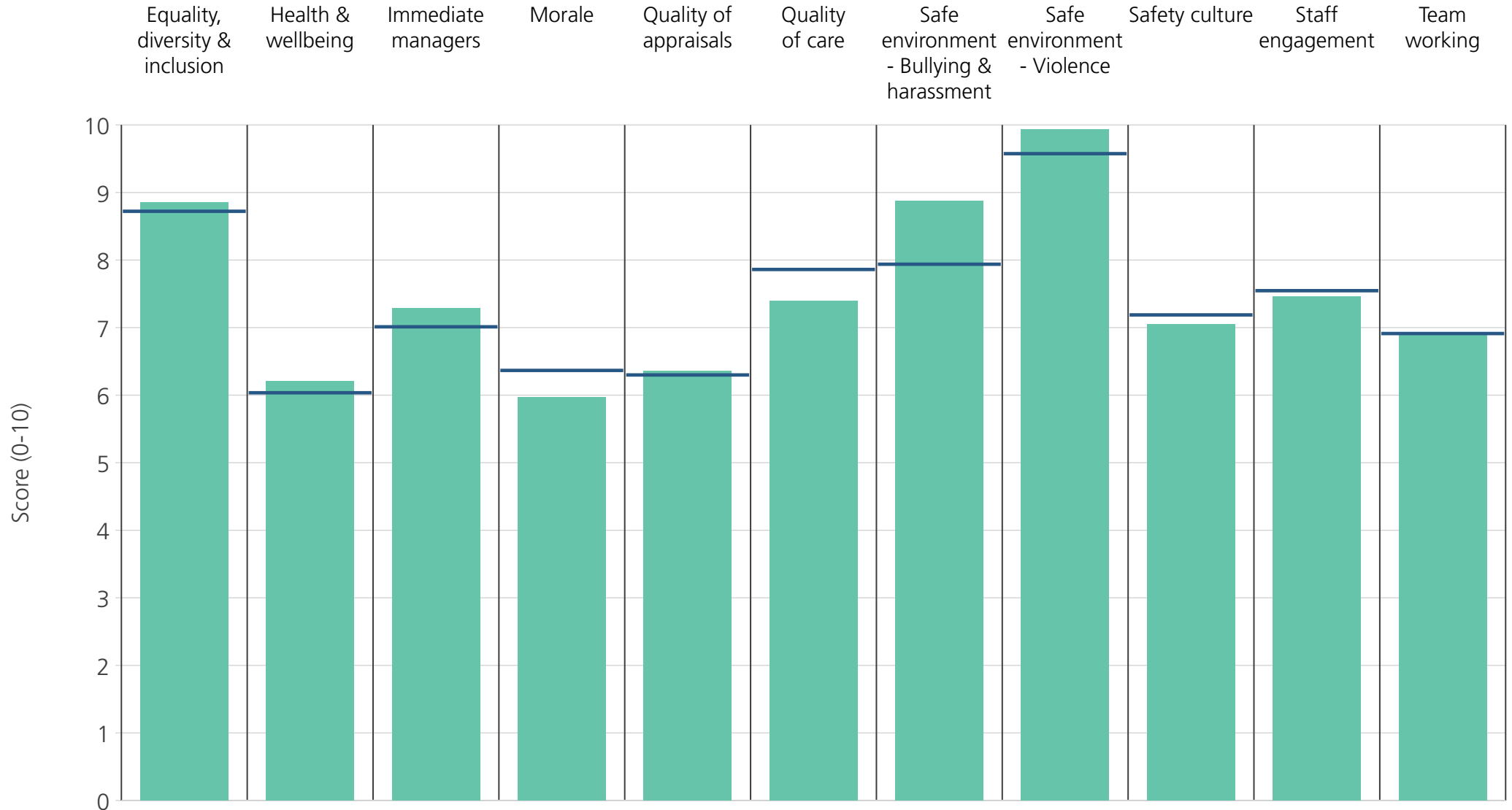
<b>Directorate</b>	8.3	5.6	6.9	6.2	6.2	8.2	7.3	9.3	7.1	7.5	6.5
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	312	314	315	312	260	316	313	312	313	320	313



<b>Directorate</b>	8.8	6.1	7.2	6.7	6.6	8.1	7.8	9.7	7.2	7.8	6.9
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	184	184	185	182	160	182	182	182	184	187	184



<b>Directorate</b>	8.2	5.2	6.6	6.0	5.5	7.3	6.9	9.6	6.7	7.2	6.5
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	305	309	310	300	244	304	308	306	305	310	304

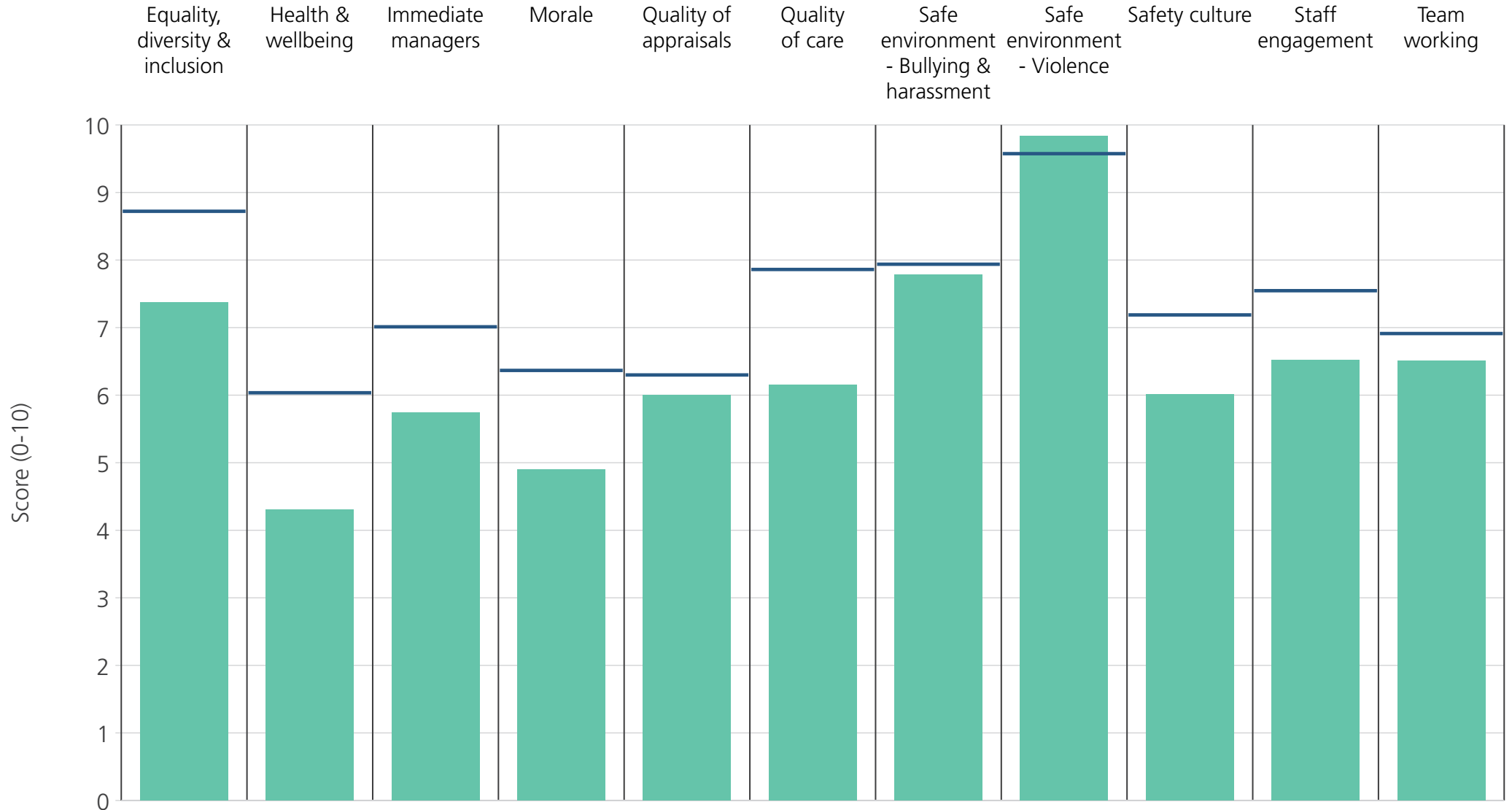


<b>Directorate</b>	8.9	6.2	7.3	6.0	6.4	7.4	8.9	9.9	7.1	7.5	6.9
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	161	162	163	158	138	93	160	161	160	163	161

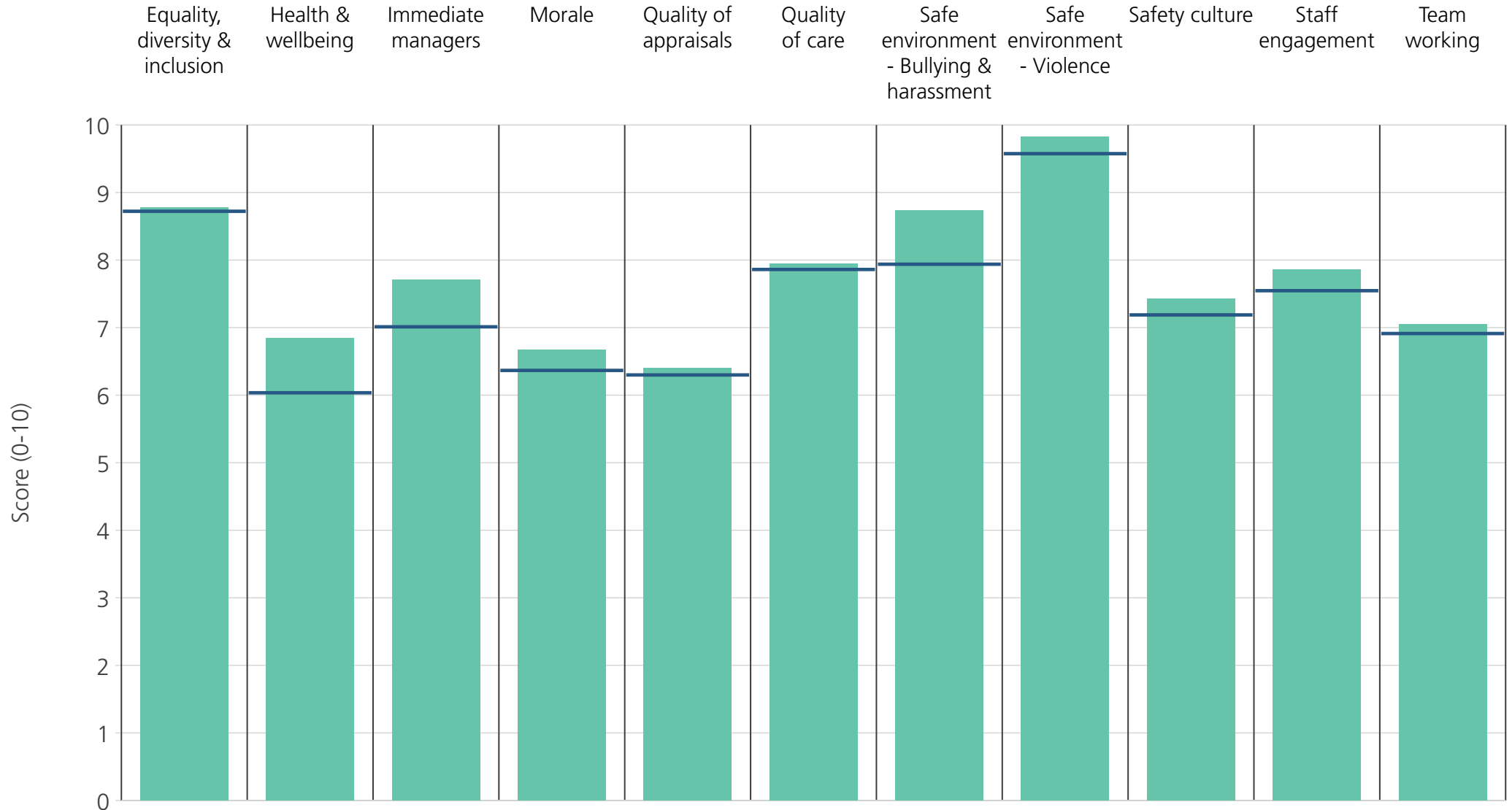


# Directorates 2

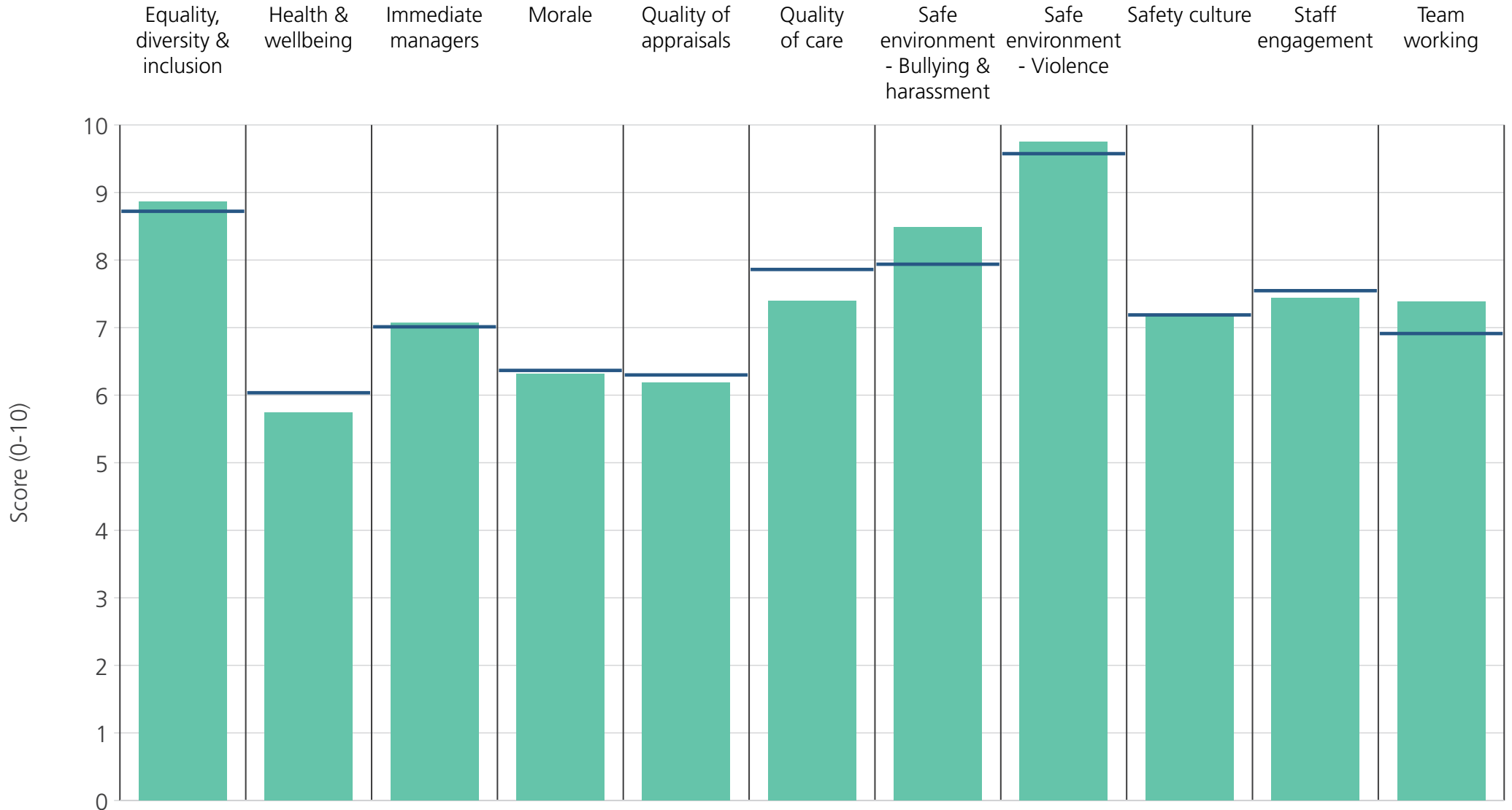
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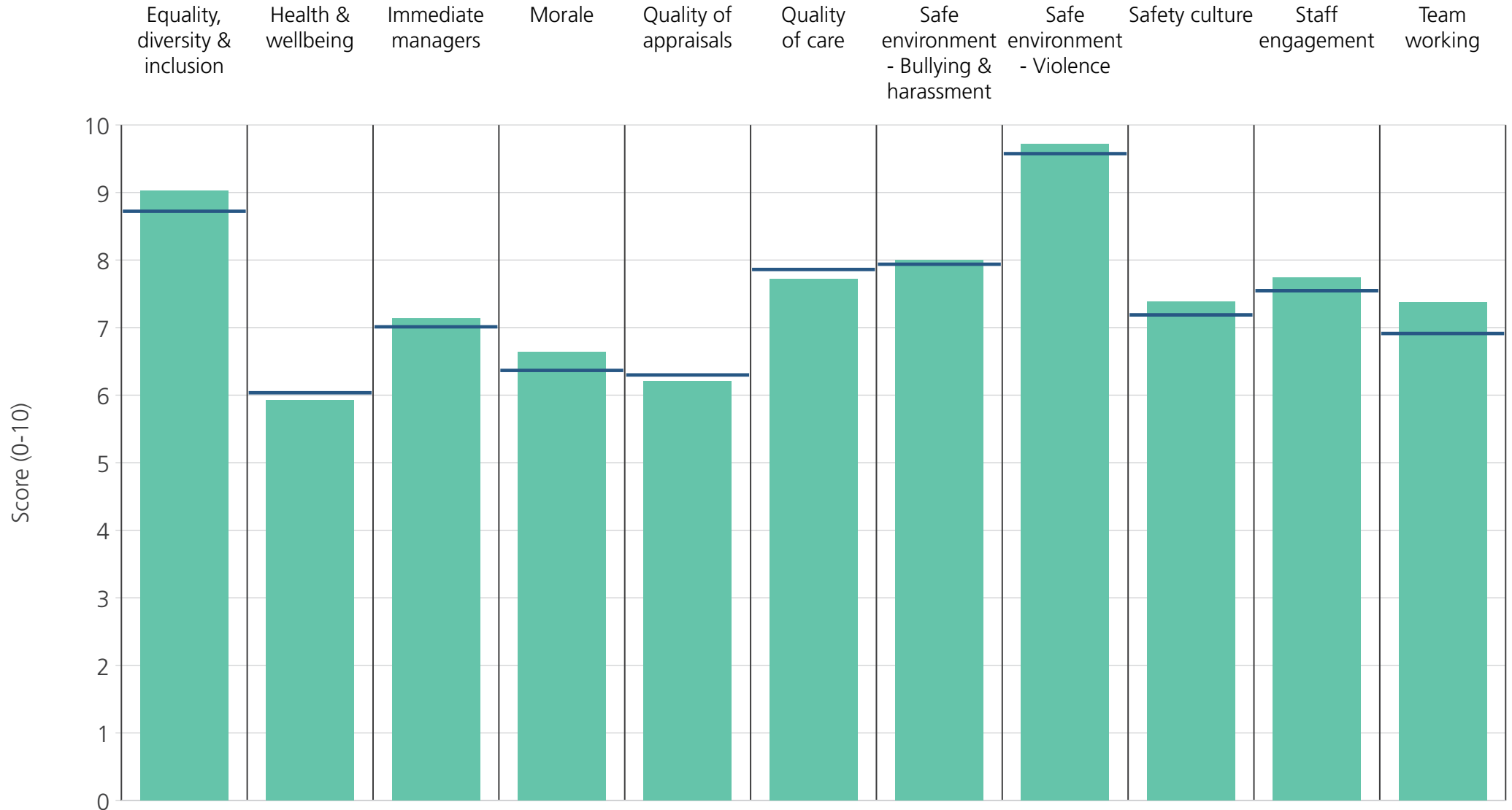
<b>Directorate</b>	7.4	4.3	5.7	4.9	6.0	6.2	7.8	9.8	6.0	6.5	6.5
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	20	21	21	21	15	21	21	20	21	21	19



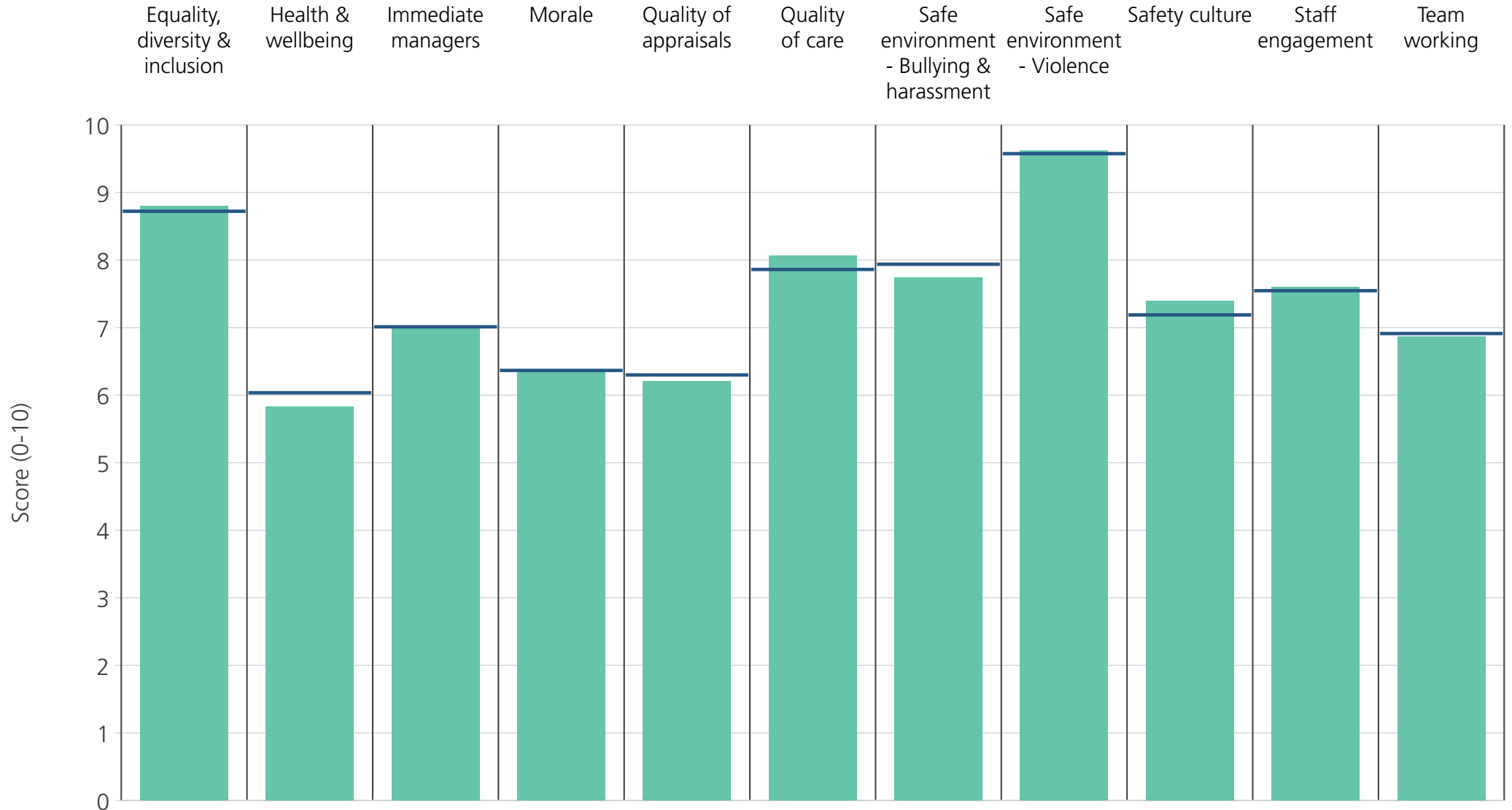
<b>Directorate</b>	8.8	6.8	7.7	6.7	6.4	7.9	8.7	9.8	7.4	7.9	7.1
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	73	75	76	75	68	52	75	75	74	76	75



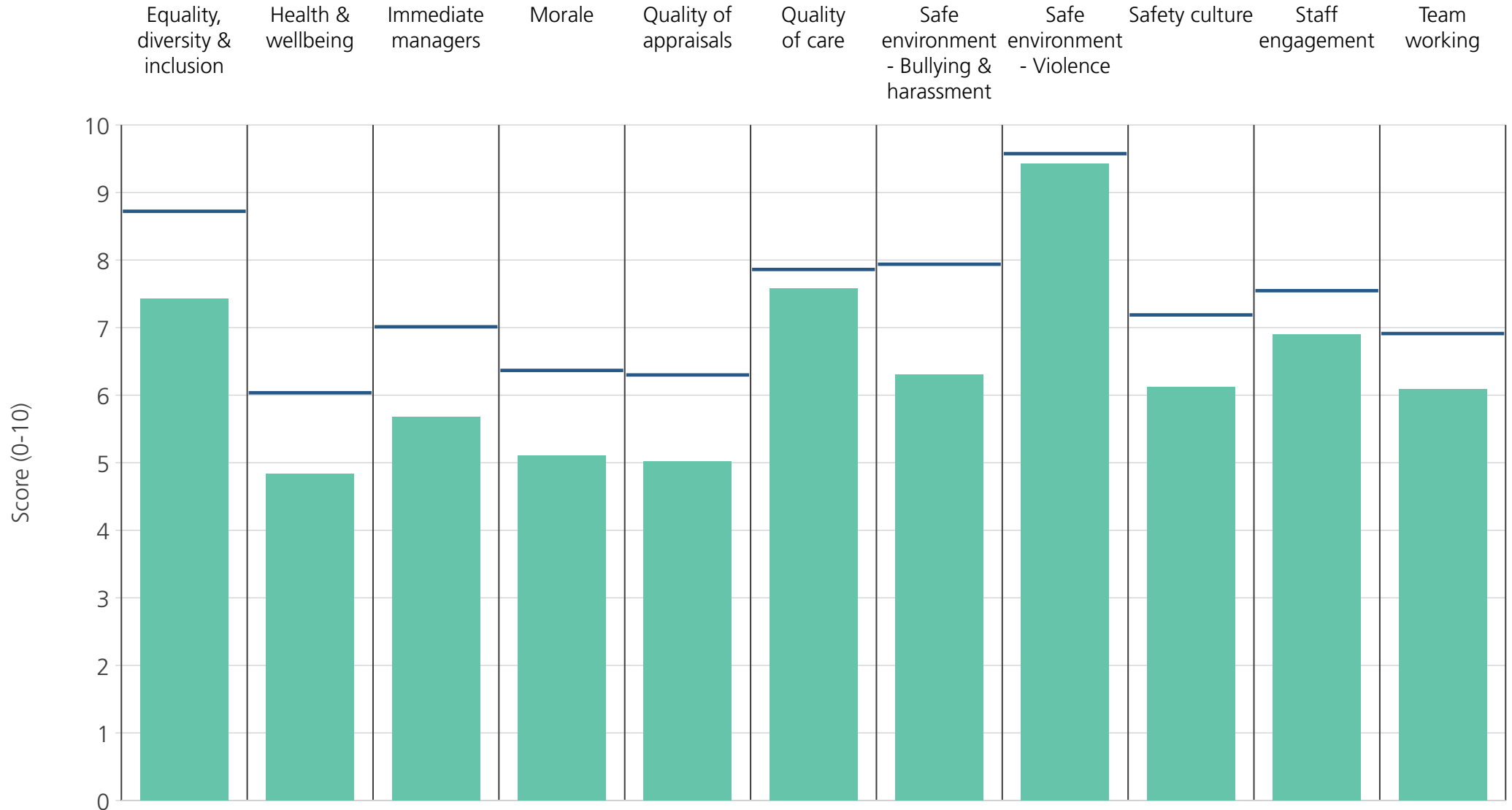
<b>Directorate</b>	8.9	5.7	7.1	6.3	6.2	7.4	8.5	9.8	7.2	7.4	7.4
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	243	246	246	246	232	237	246	244	245	249	245



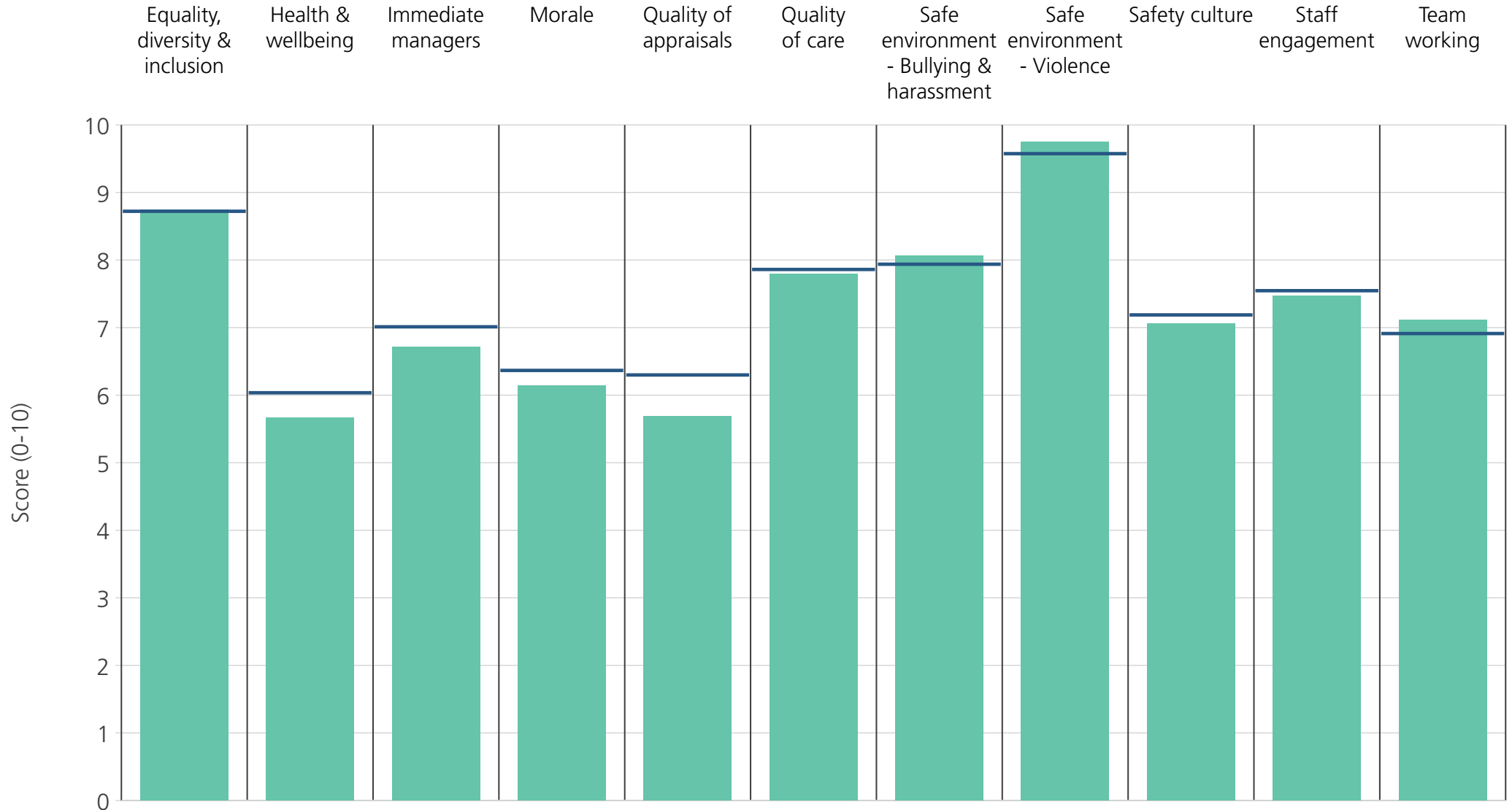
<b>Directorate</b>	9.0	5.9	7.1	6.6	6.2	7.7	8.0	9.7	7.4	7.7	7.4
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	365	368	367	365	341	362	367	366	367	369	367



<b>Directorate</b>	8.8	5.8	7.0	6.4	6.2	8.1	7.7	9.6	7.4	7.6	6.9
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	263	266	265	263	250	261	265	266	267	267	262

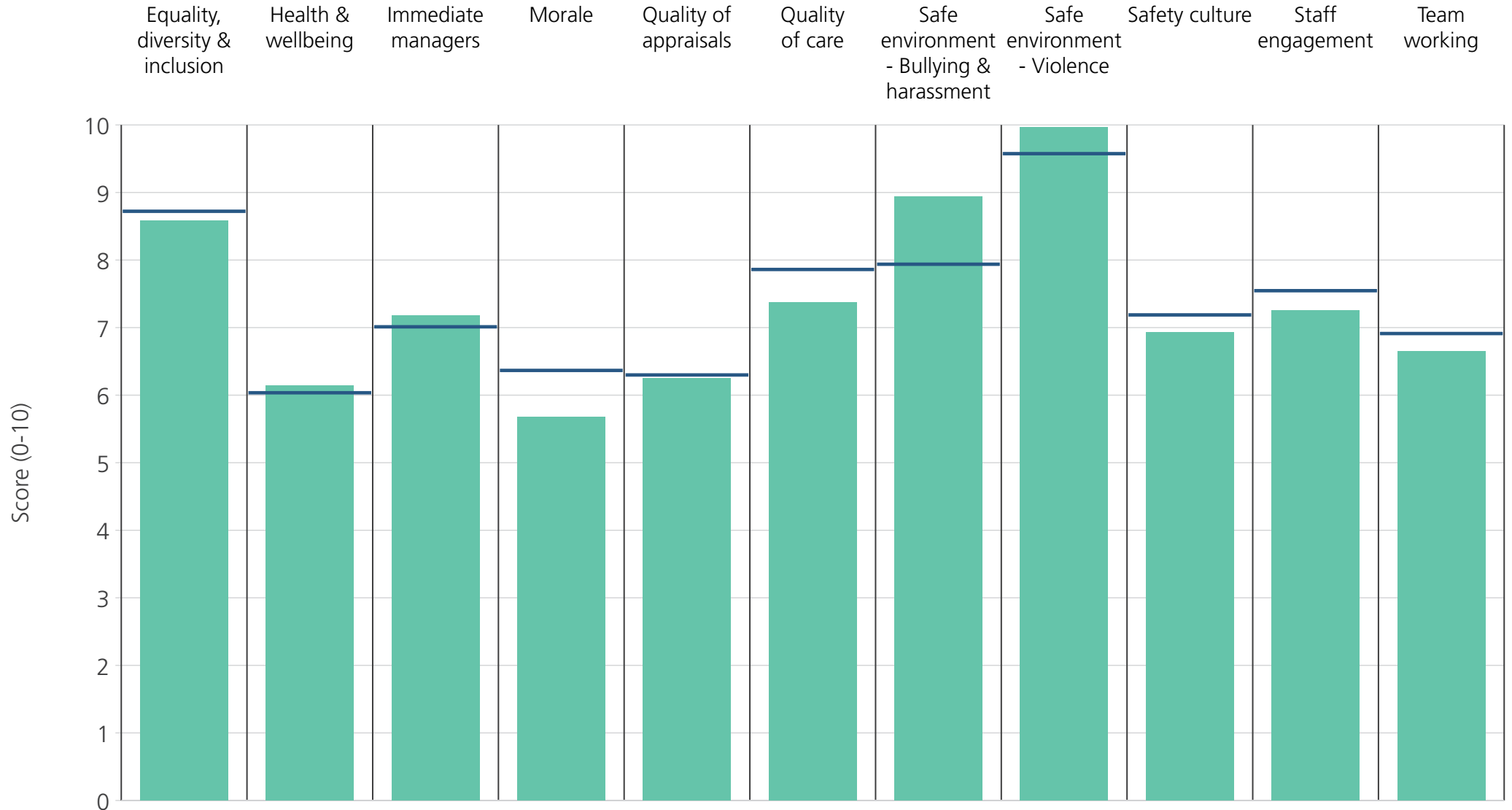


Category	Directorate	Your org	Responses
Equality, diversity & inclusion	7.4	8.7	45
Health & wellbeing	4.8	6.0	46
Immediate managers	5.7	7.0	46
Morale	5.1	6.4	44
Quality of appraisals	5.0	6.3	31
Quality of care	7.6	7.9	46
Safe environment - Bullying & harassment	6.3	7.9	46
Safe environment - Violence	9.4	9.6	46
Safety culture	6.1	7.2	44
Staff engagement	6.9	7.5	46
Team working	6.1	6.9	46

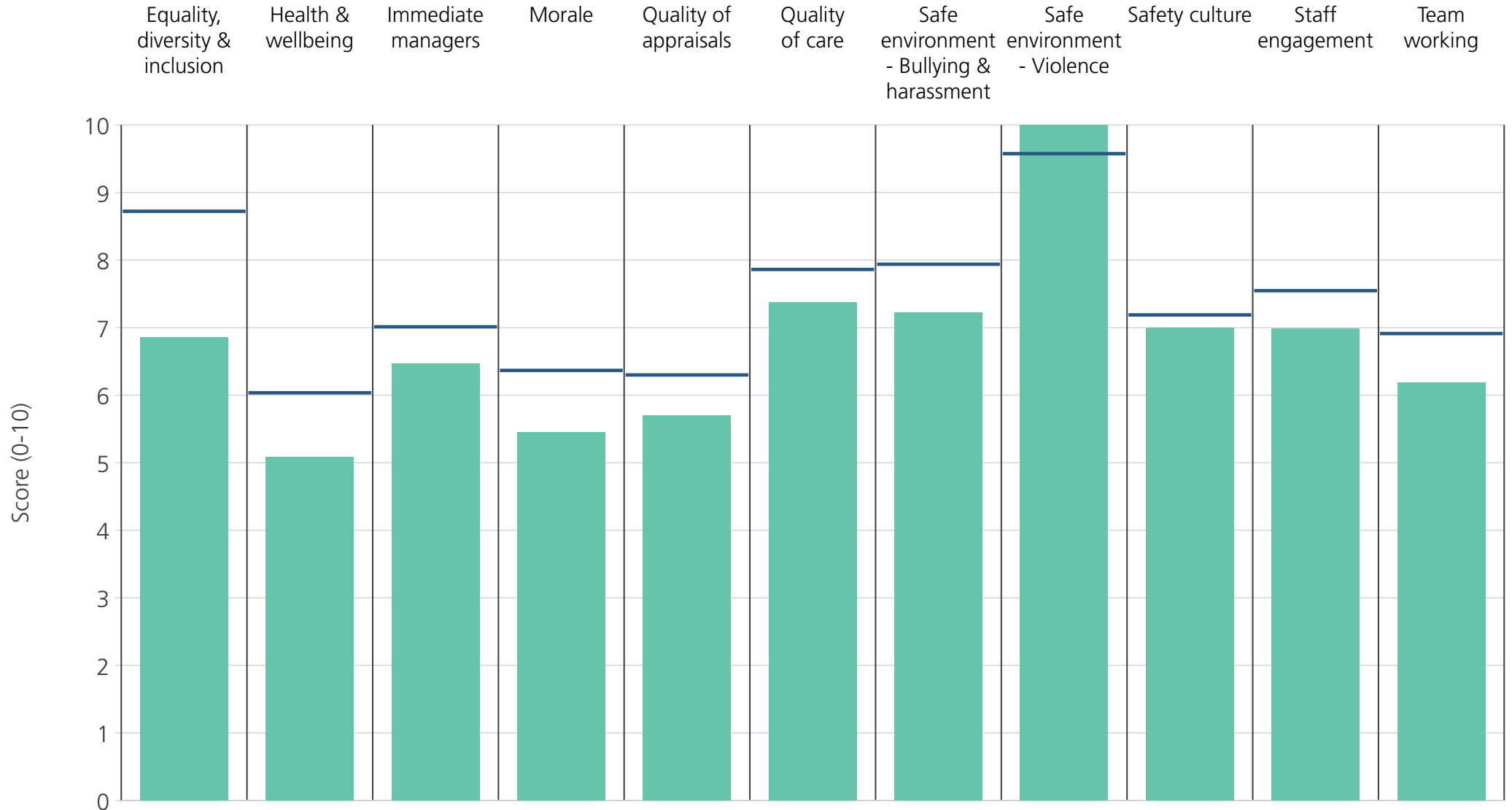


<b>Directorate</b>	8.7	5.7	6.7	6.1	5.7	7.8	8.1	9.8	7.1	7.5	7.1
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	132	134	134	133	111	132	132	134	135	135	132

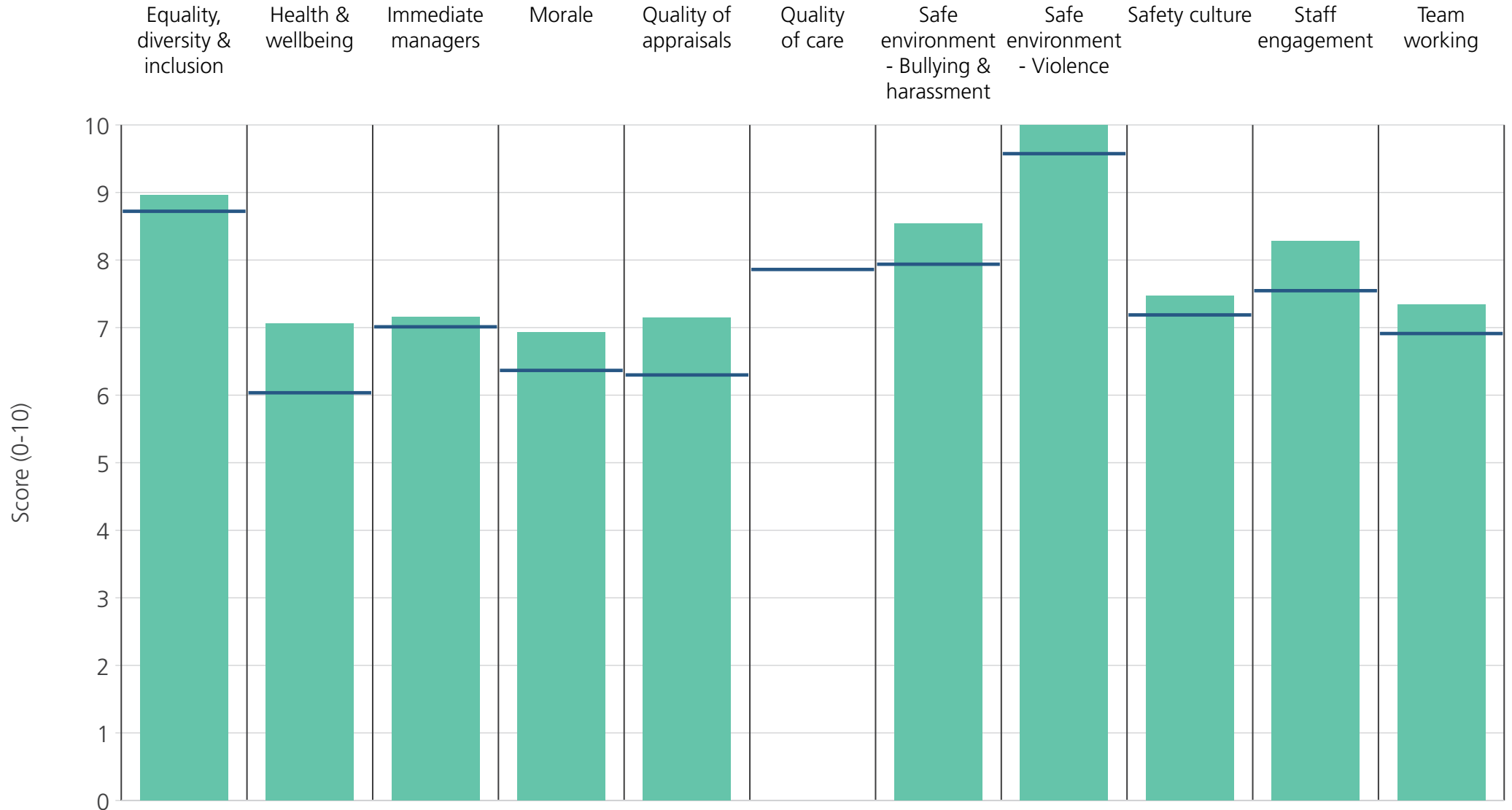




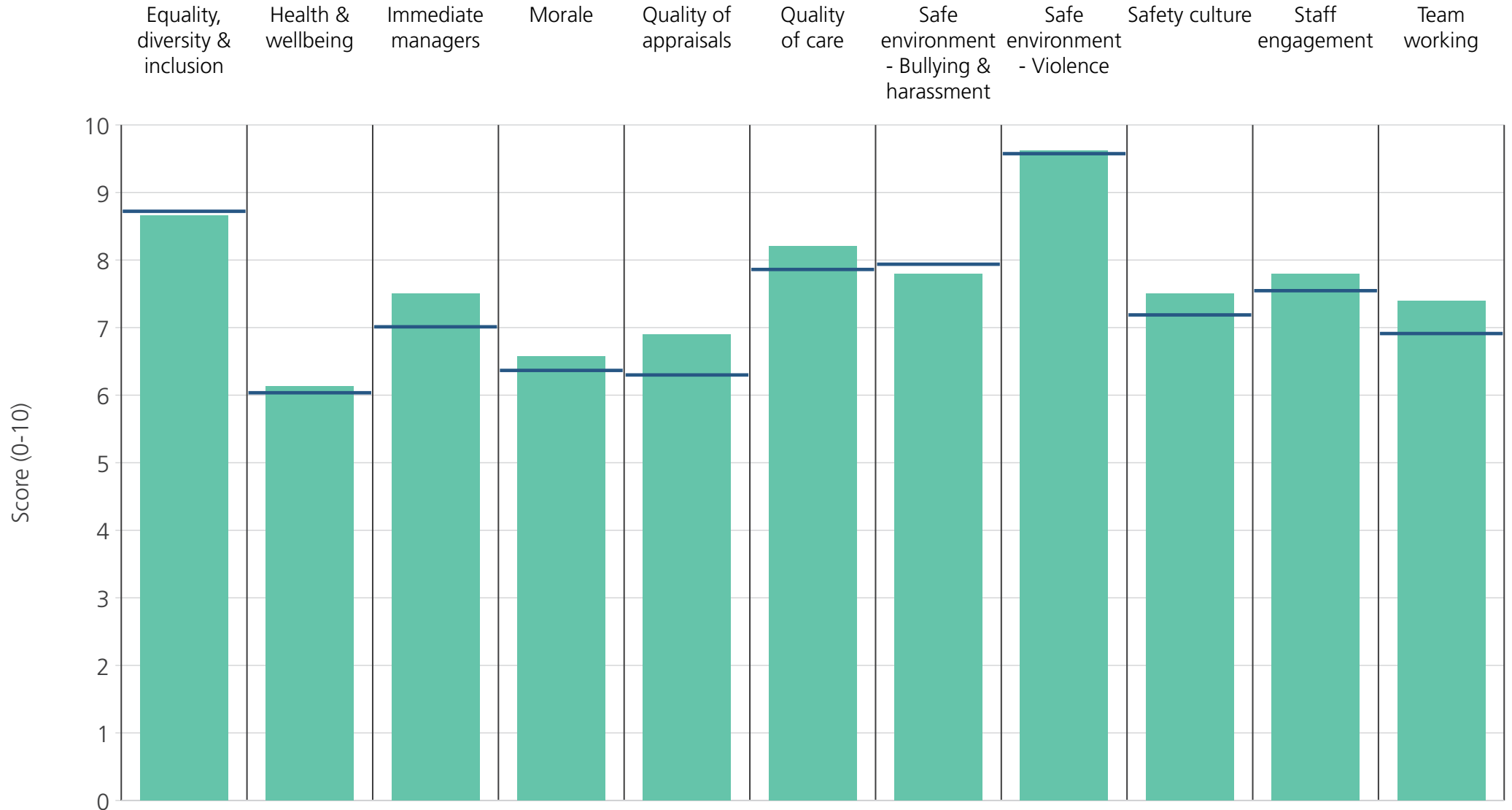
<b>Directorate</b>	8.6	6.1	7.2	5.7	6.3	7.4	8.9	10.0	6.9	7.3	6.7
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	90	90	91	88	74	42	88	89	90	90	87



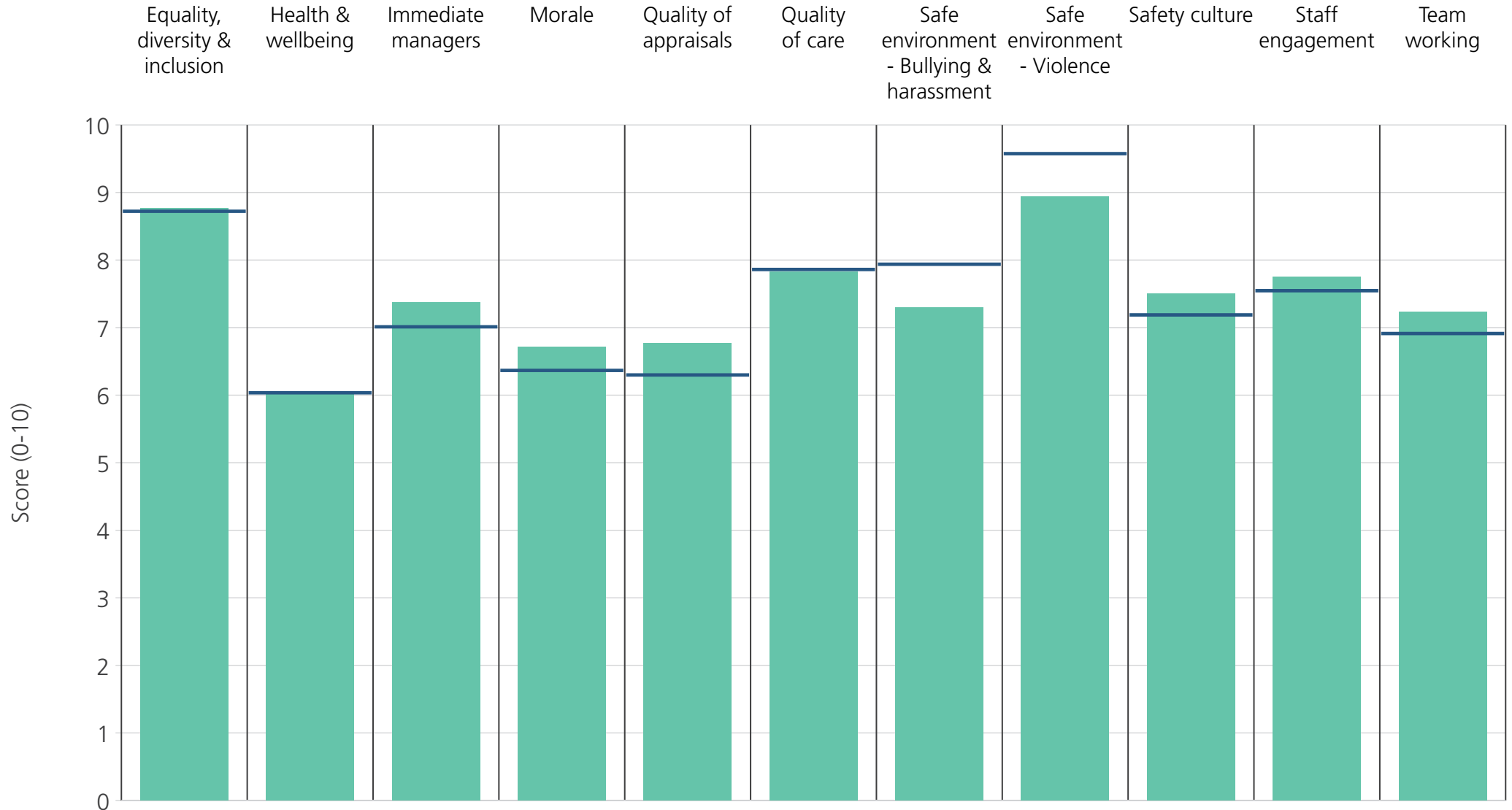
<b>Directorate</b>	6.9	5.1	6.5	5.4	5.7	7.4	7.2	10.0	7.0	7.0	6.2
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	18	18	20	18	16	13	18	17	18	19	20



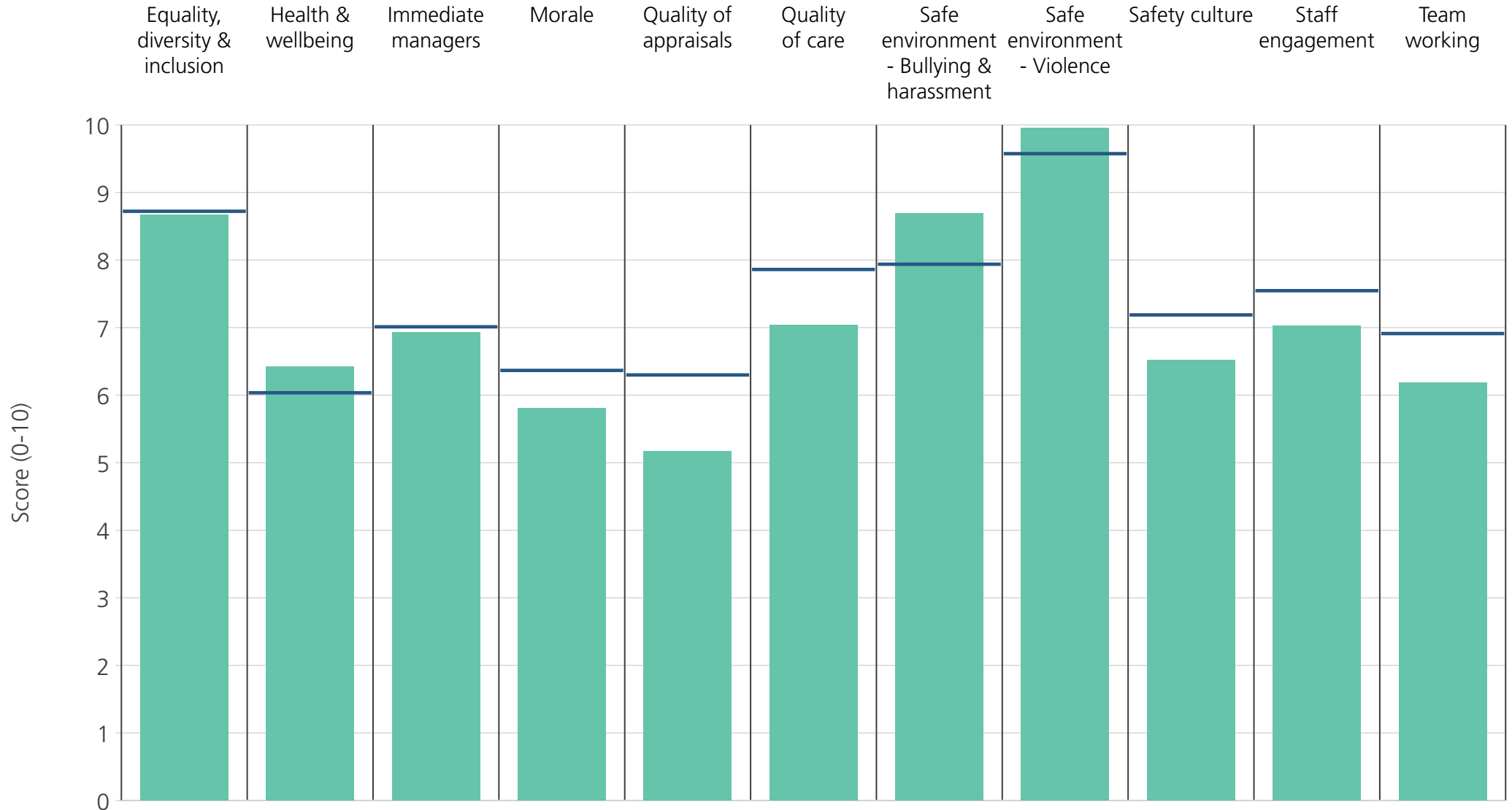
<b>Directorate</b>	9.0	7.1	7.2	6.9	7.1	7.9	8.5	10.0	7.5	8.3	7.3
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	16	16	16	16	14	7	16	16	16	16	16



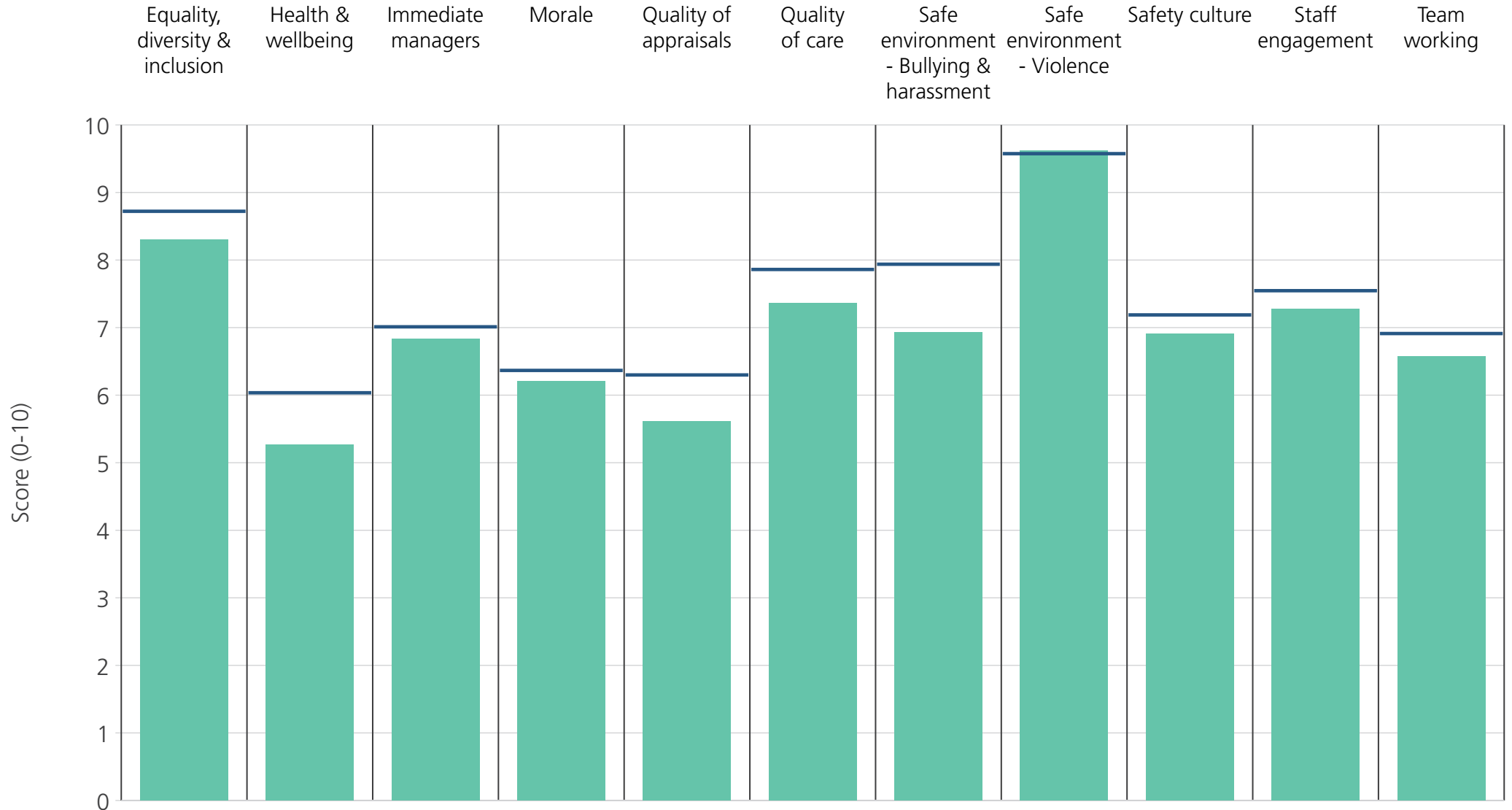
<b>Directorate</b>	8.7	6.1	7.5	6.6	6.9	8.2	7.8	9.6	7.5	7.8	7.4
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	303	306	308	298	271	284	305	305	303	314	305



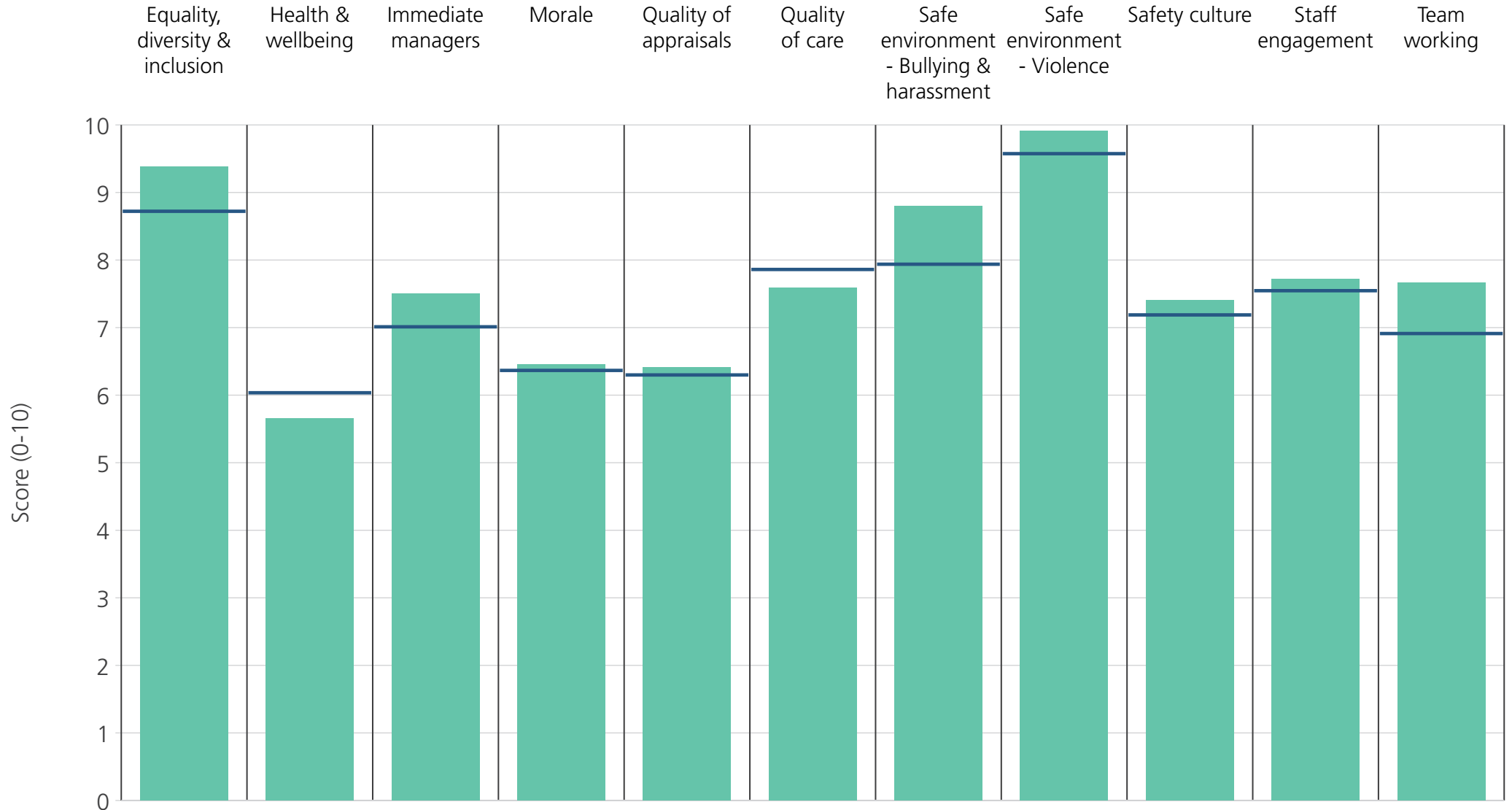
Directorate	8.8	6.0	7.4	6.7	6.8	7.8	7.3	8.9	7.5	7.8	7.2
Your org	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
Responses	566	572	575	566	501	565	568	569	571	580	571



<b>Directorate</b>	8.7	6.4	6.9	5.8	5.2	7.0	8.7	10.0	6.5	7.0	6.2
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	160	159	161	159	133	84	158	160	160	165	165

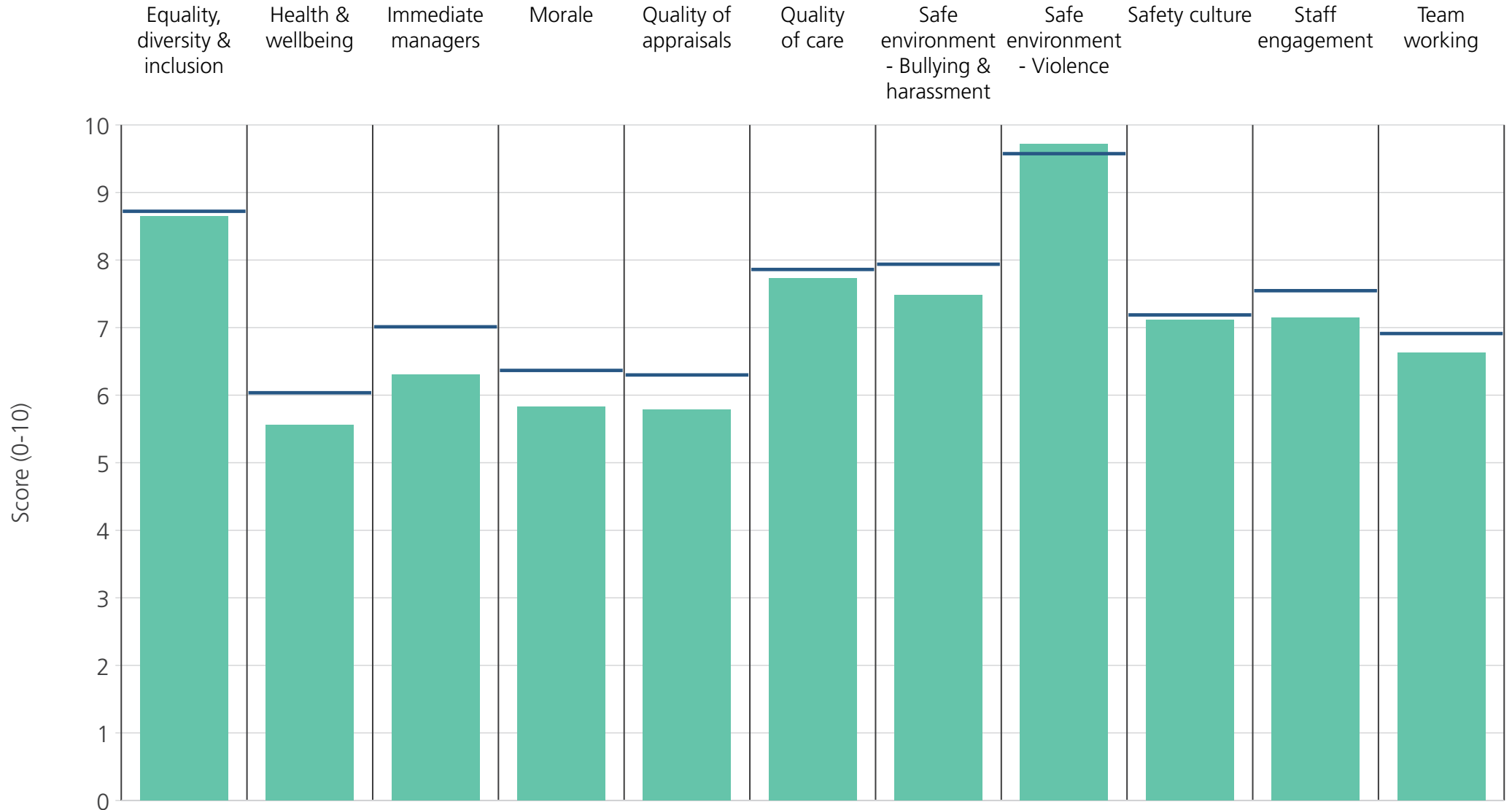


<b>Directorate</b>	8.3	5.3	6.8	6.2	5.6	7.4	6.9	9.6	6.9	7.3	6.6
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	229	231	232	224	191	227	230	229	229	232	228

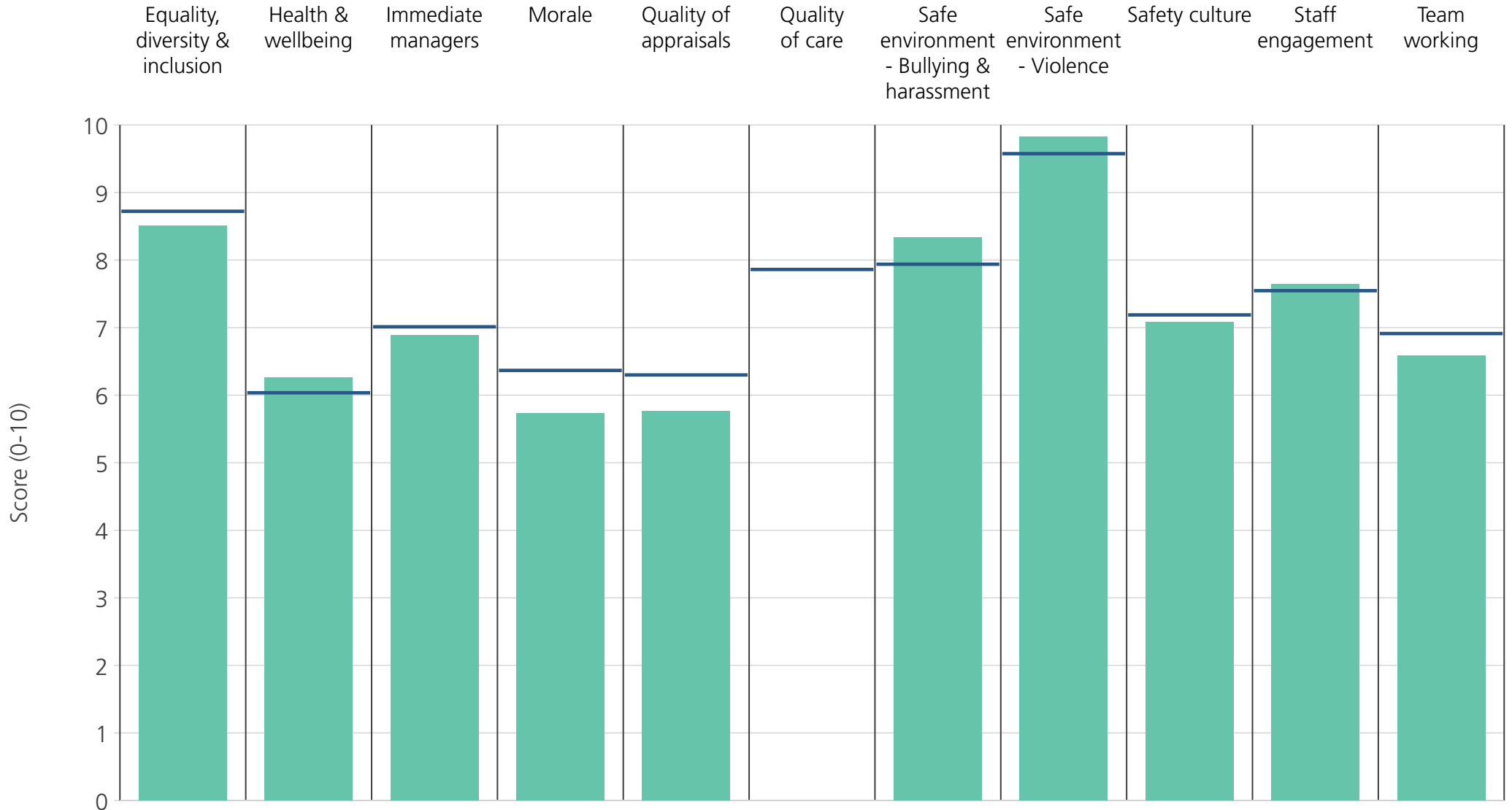


<b>Directorate</b>	9.4	5.7	7.5	6.5	6.4	7.6	8.8	9.9	7.4	7.7	7.7
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	35	36	36	35	31	34	36	36	35	36	37

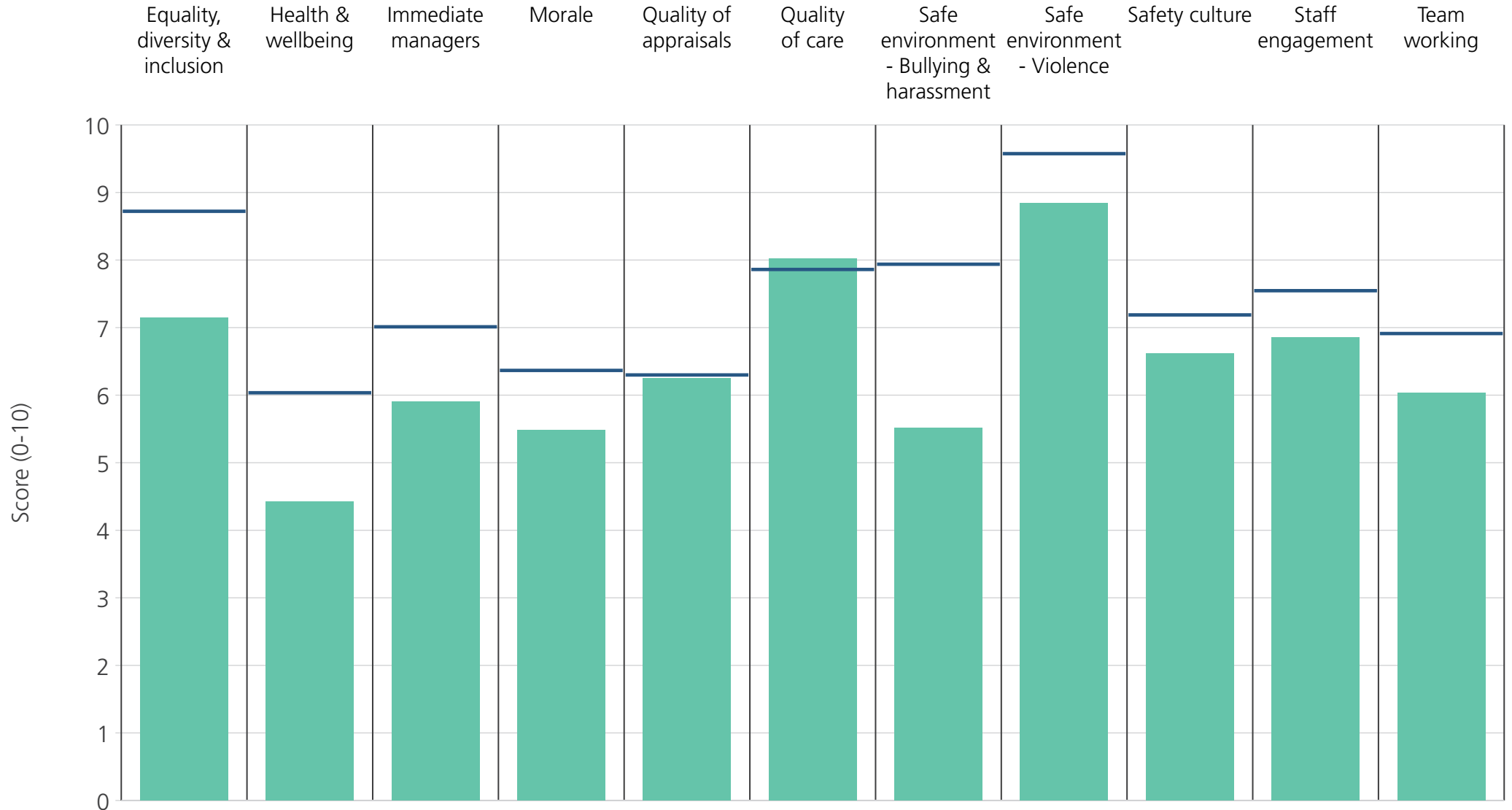




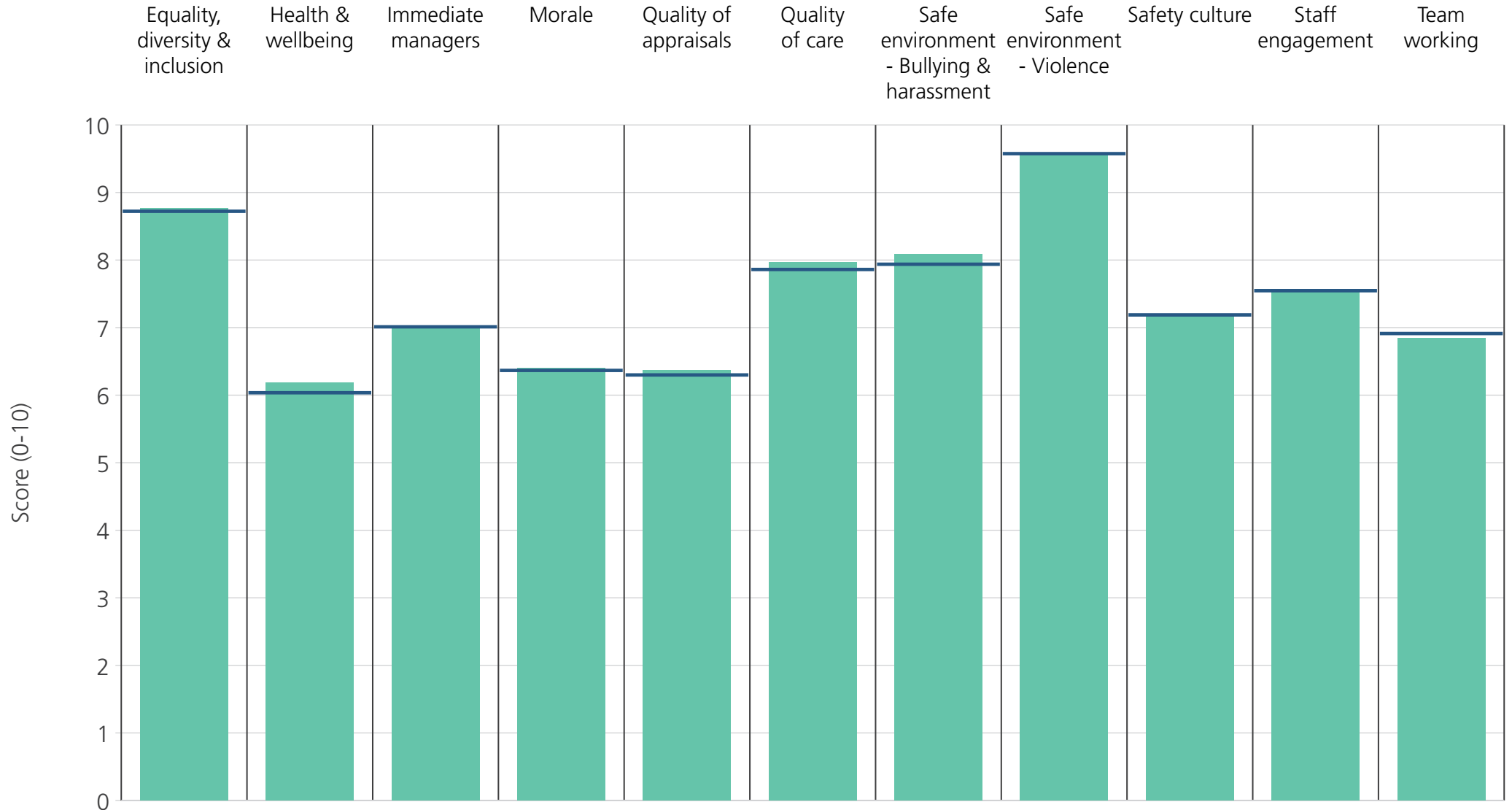
<b>Directorate</b>	8.6	5.6	6.3	5.8	5.8	7.7	7.5	9.7	7.1	7.1	6.6
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	174	175	174	174	152	170	172	172	174	175	172



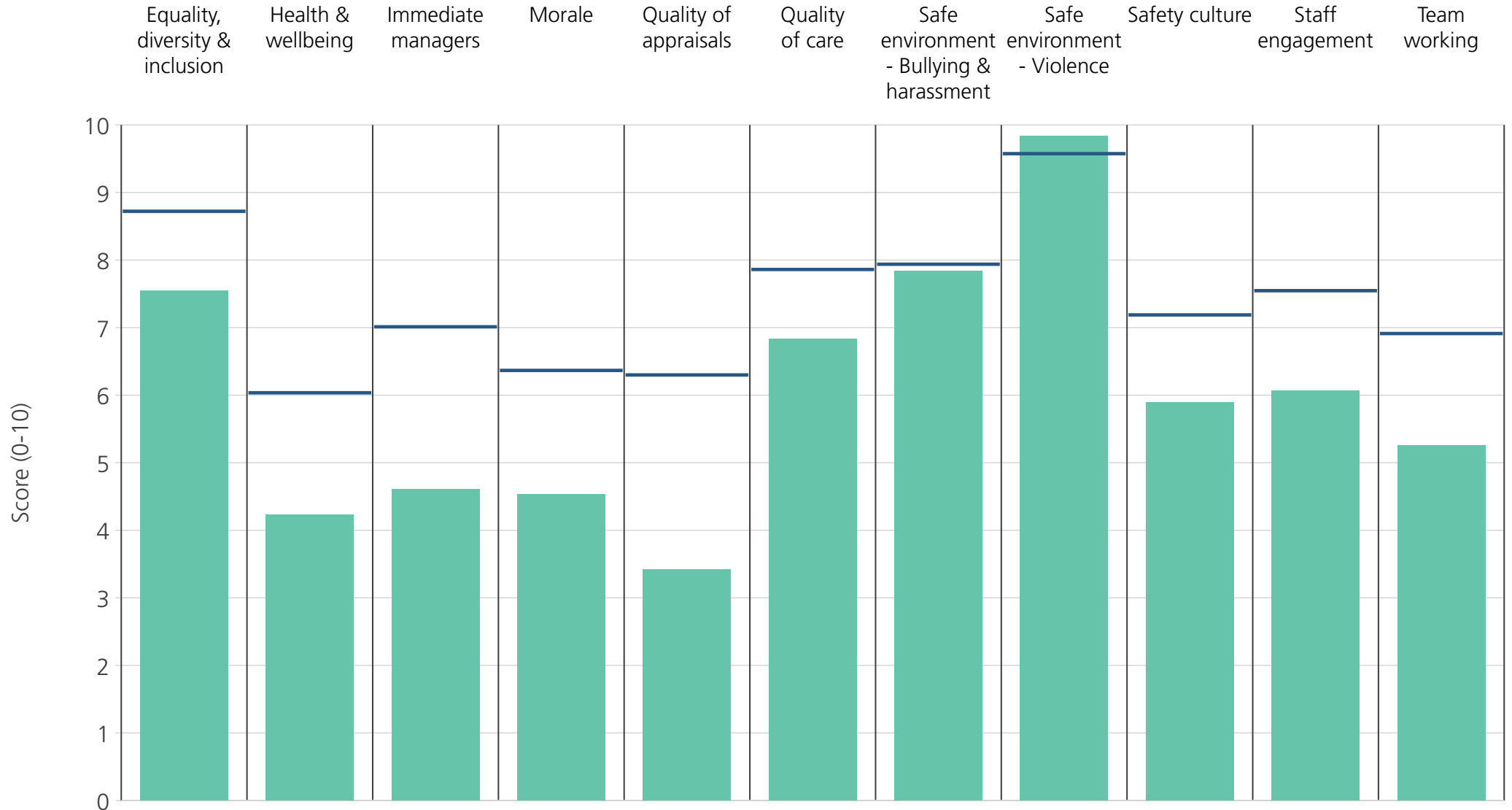
<b>Directorate</b>	8.5	6.3	6.9	5.7	5.8		8.3	9.8	7.1	7.6	6.6
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	19	19	19	18	18	10	19	19	18	19	19



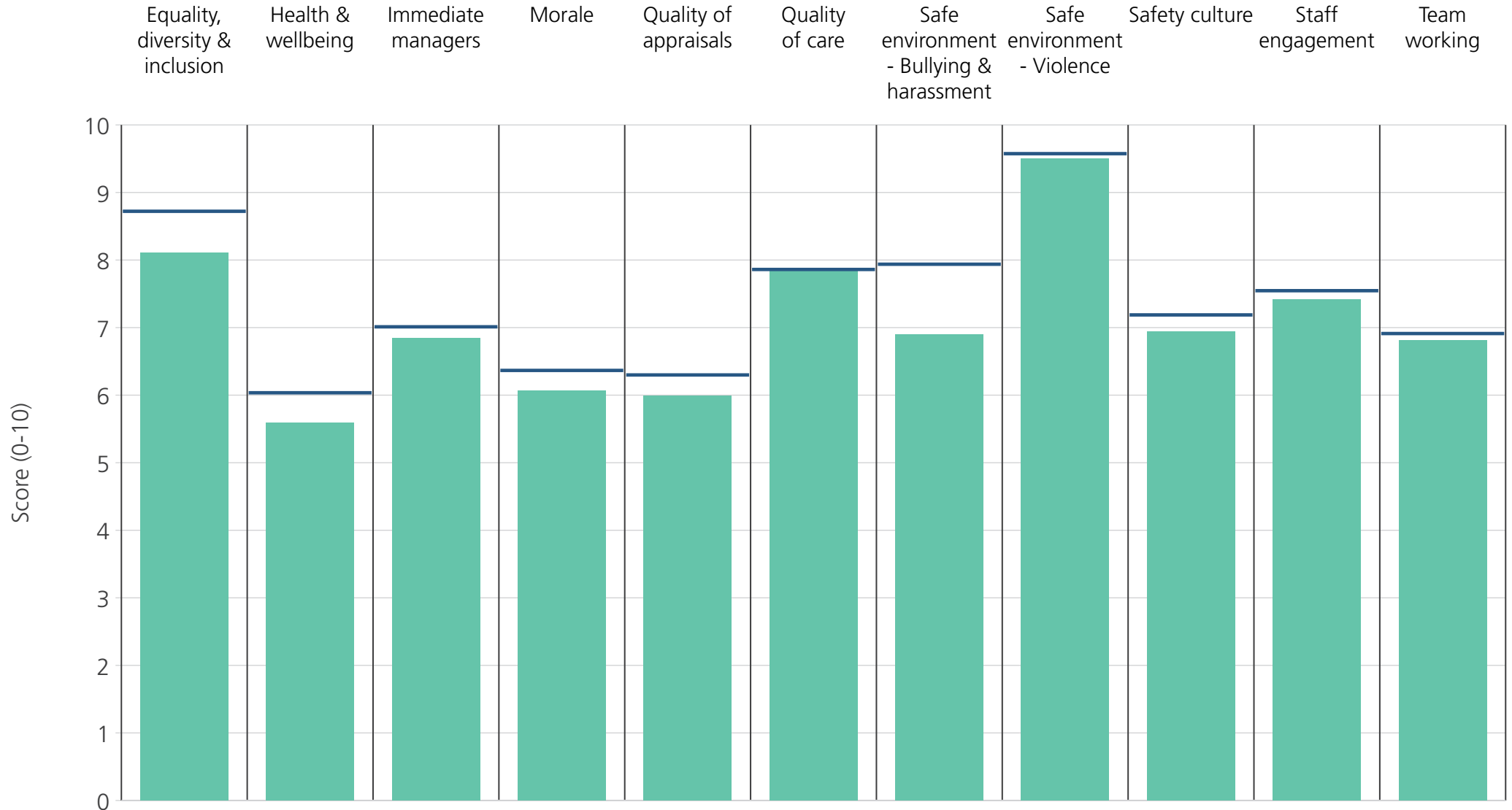
<b>Directorate</b>	7.1	4.4	5.9	5.5	6.3	8.0	5.5	8.8	6.6	6.9	6.0
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	45	46	47	44	30	44	45	46	46	47	45



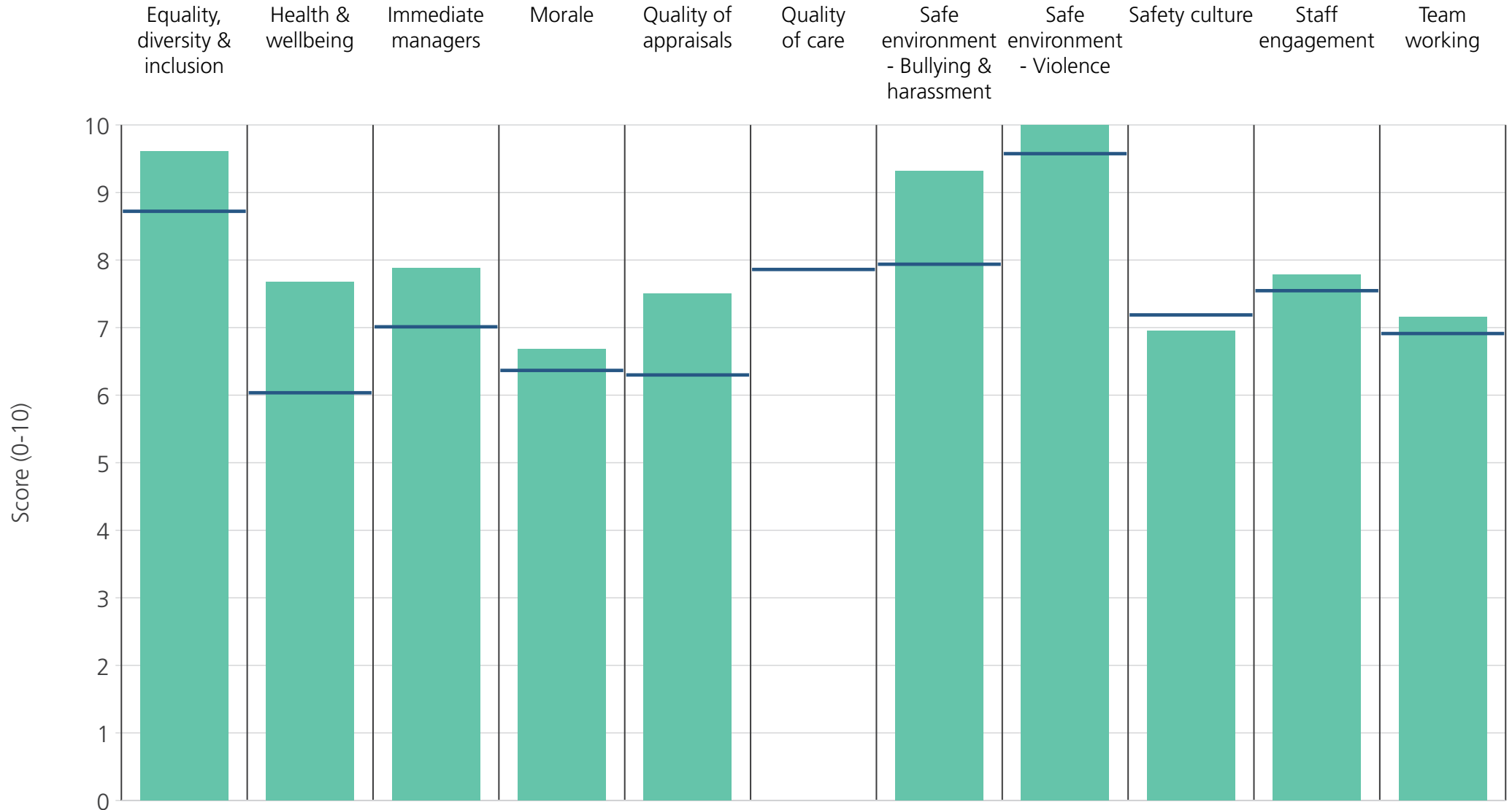
<b>Directorate</b>	8.8	6.2	7.0	6.4	6.4	8.0	8.1	9.6	7.2	7.6	6.8
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	3804	3836	3853	3783	3239	3280	3821	3813	3820	3874	3809



<b>Directorate</b>	7.5	4.2	4.6	4.5	3.4	6.8	7.8	9.8	5.9	6.1	5.3
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	19	20	19	19	15	20	20	20	19	20	20



<b>Directorate</b>	8.1	5.6	6.8	6.1	6.0	7.9	6.9	9.5	6.9	7.4	6.8
<b>Your org</b>	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
<b>Responses</b>	100	102	102	100	82	101	101	101	101	103	102



Directorate	9.6	7.7	7.9	6.7	7.5	7.9	9.3	10.0	6.9	7.8	7.2
Your org	8.7	6.0	7.0	6.4	6.3	7.9	7.9	9.6	7.2	7.5	6.9
Responses	17	17	17	17	15	7	17	17	17	18	18