

North Staffordshire Combined Healthcare NHS Trust

2019 NHS Staff Survey

Directorate Report

Contents

Introduction	3	Substance Misuse - Spec	26
Themes – Directorates 1	4	Urgent Care	27
Add Prof Scientific and Technic	5	Workforce and Leadership Directorate	28
Additional Clinical Services	6		
Administrative and Clerical	7		
Allied Health Professionals	8		
Estates and Ancillary	9		
Medical and Dental	10		
Nursing and Midwifery Registered	11		
Themes – Directorates 2	12		
Acute Services	13		
Business Development and Strategy	14		
Chief Executives Office	15		
Directorate of Medicine and Clinical Effectiveness	16		
Directorate of Nursing and Quality	17		
Finance, Performance & Estates Directorate	18		
LD & CAMHS Inpatients - Spec	19		
Moorlands - NStaffs	20		
Neuro & Rehab - Spec	21		
Newcastle - NStaffs	22		
North Stoke - Stoke	23		
Senior Clinical Directorate Management	24		
South Stoke - Stoke	25		

This directorate report for North Staffordshire Combined Healthcare NHS 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 North Staffordshire Combined Healthcare NHS 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.

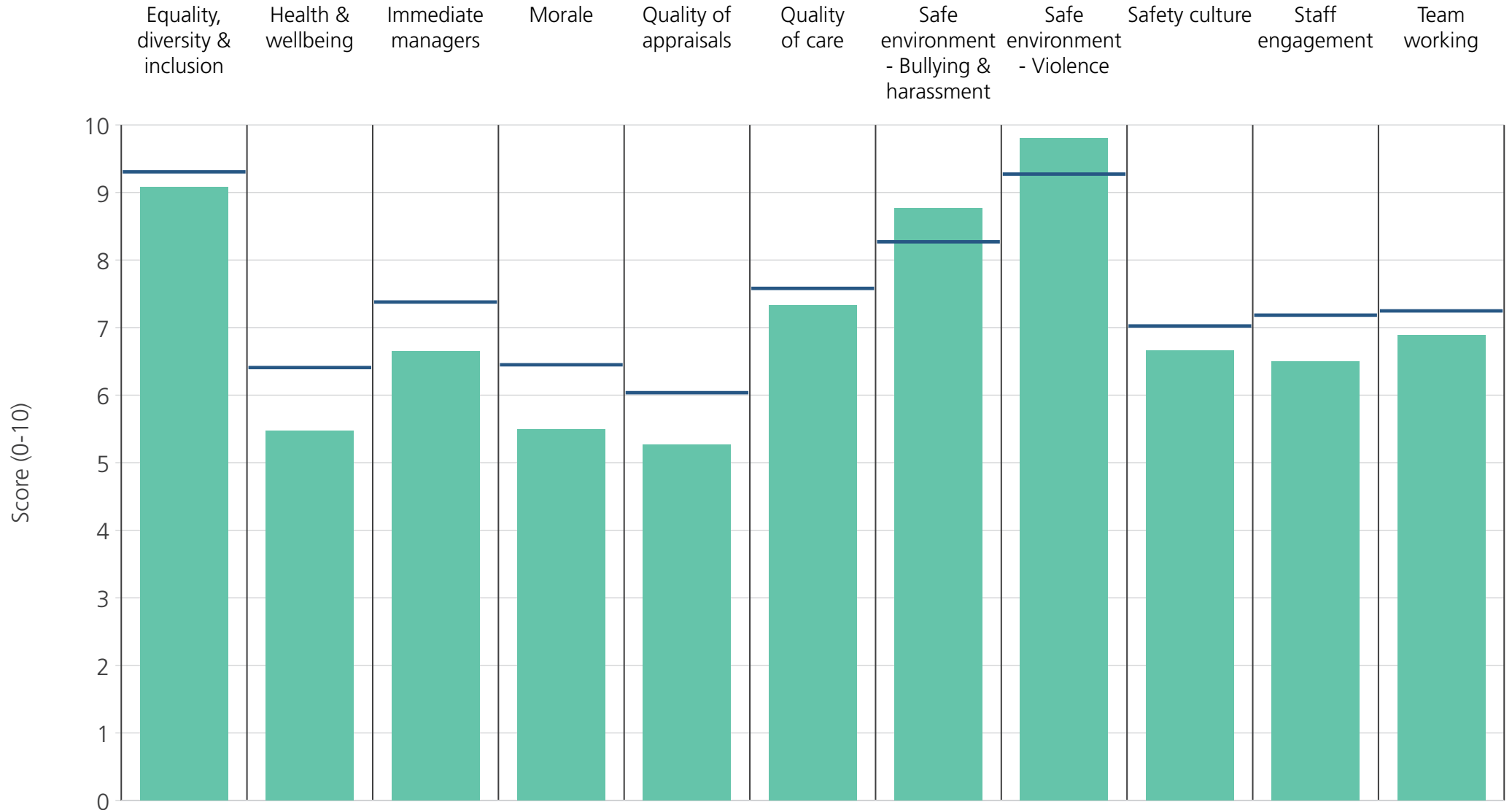
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



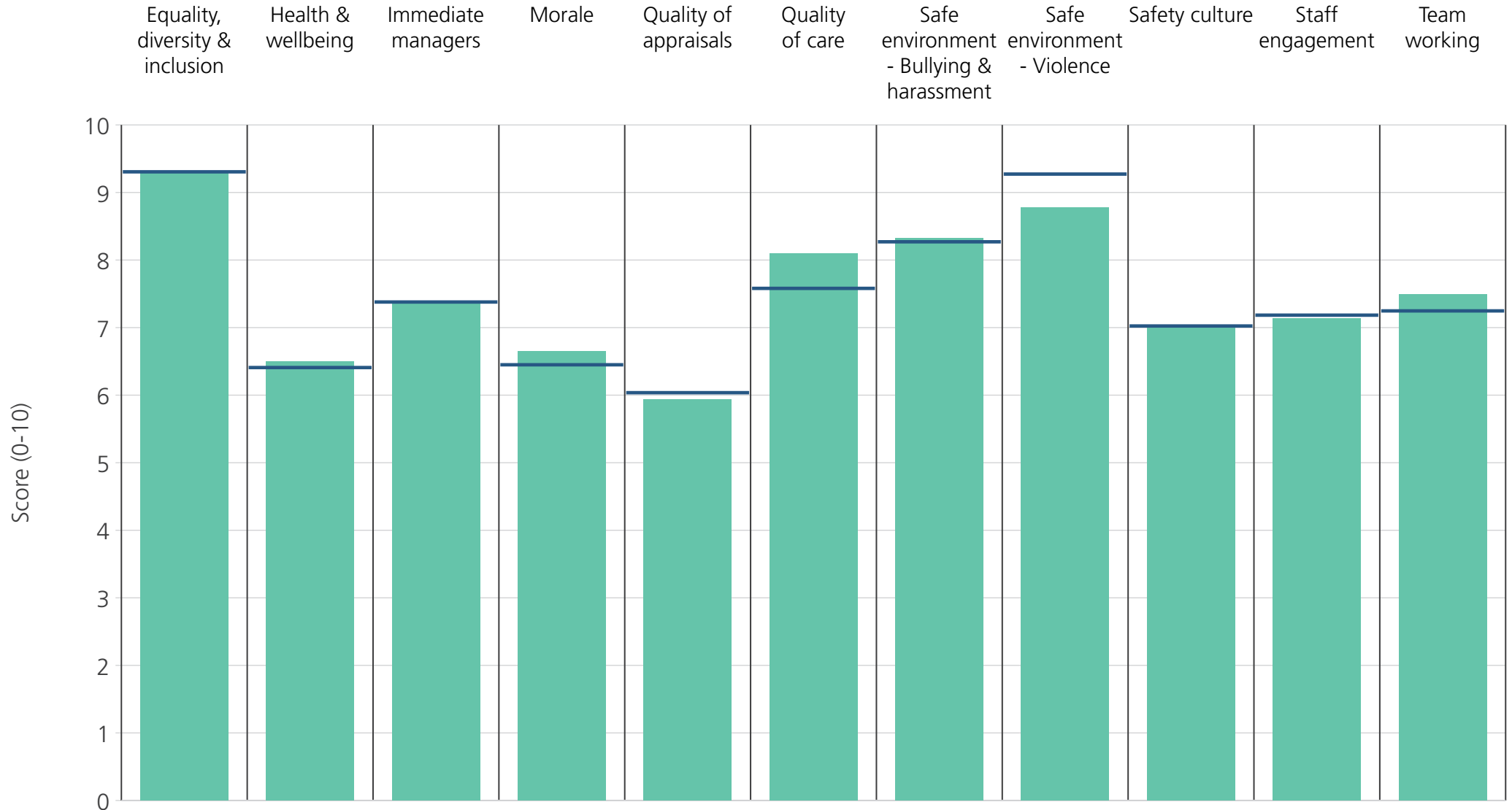
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

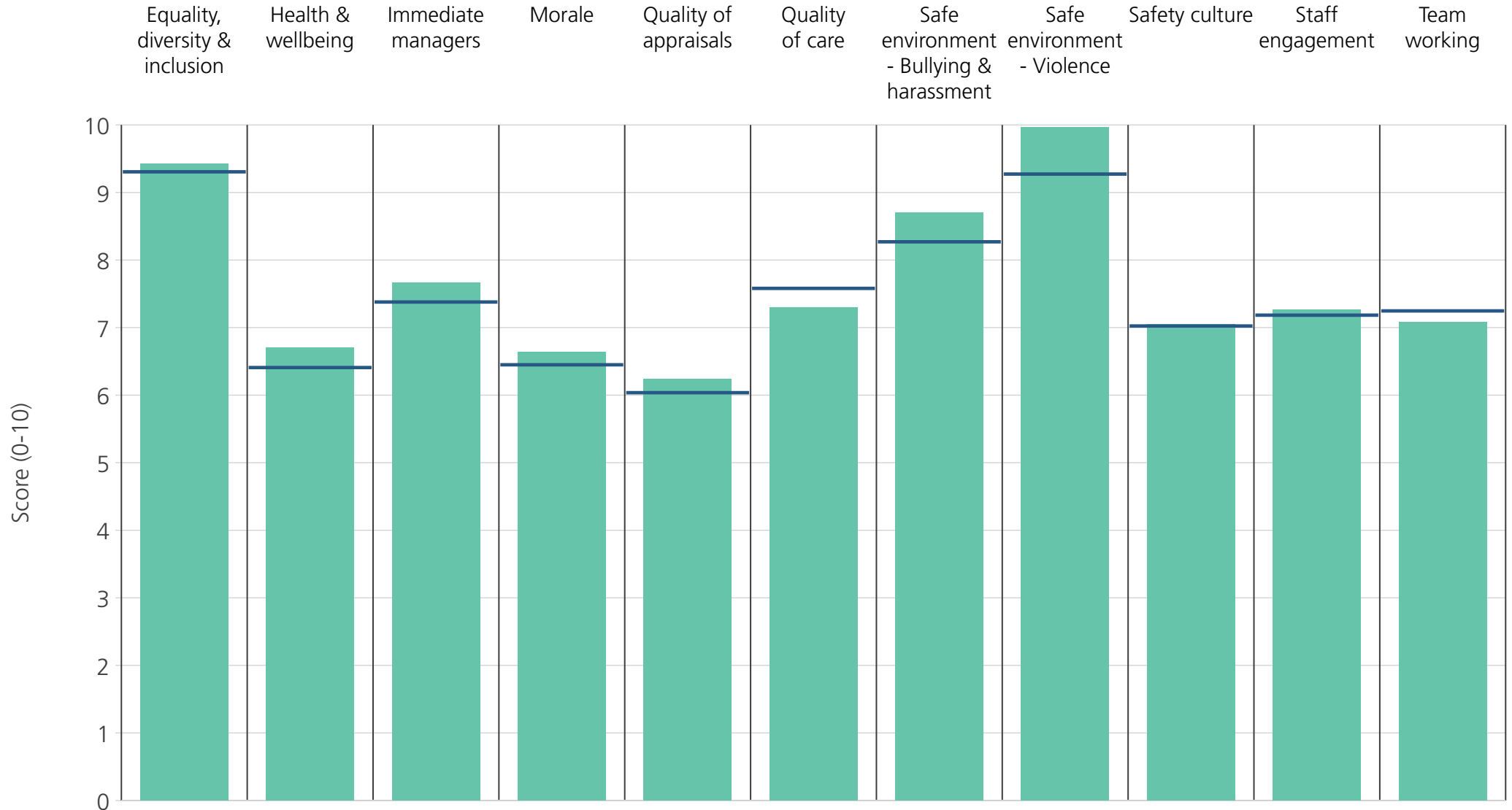
North Staffordshire Combined Healthcare NHS Trust
2019 NHS Staff Survey Results



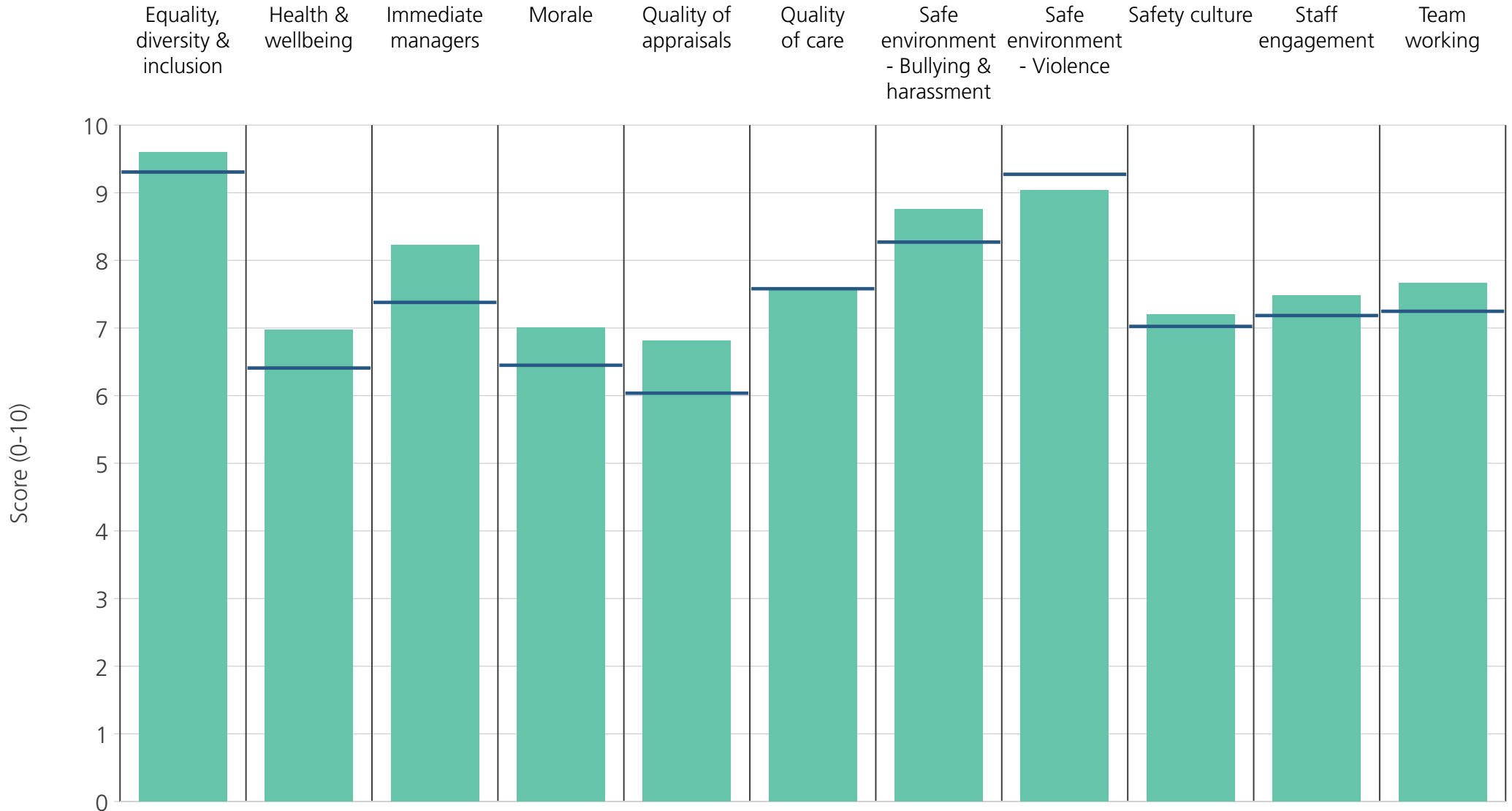
Directorate	9.1	5.5	6.6	5.5	5.3	7.3	8.8	9.8	6.7	6.5	6.9
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	81	84	84	81	76	84	84	83	82	84	84



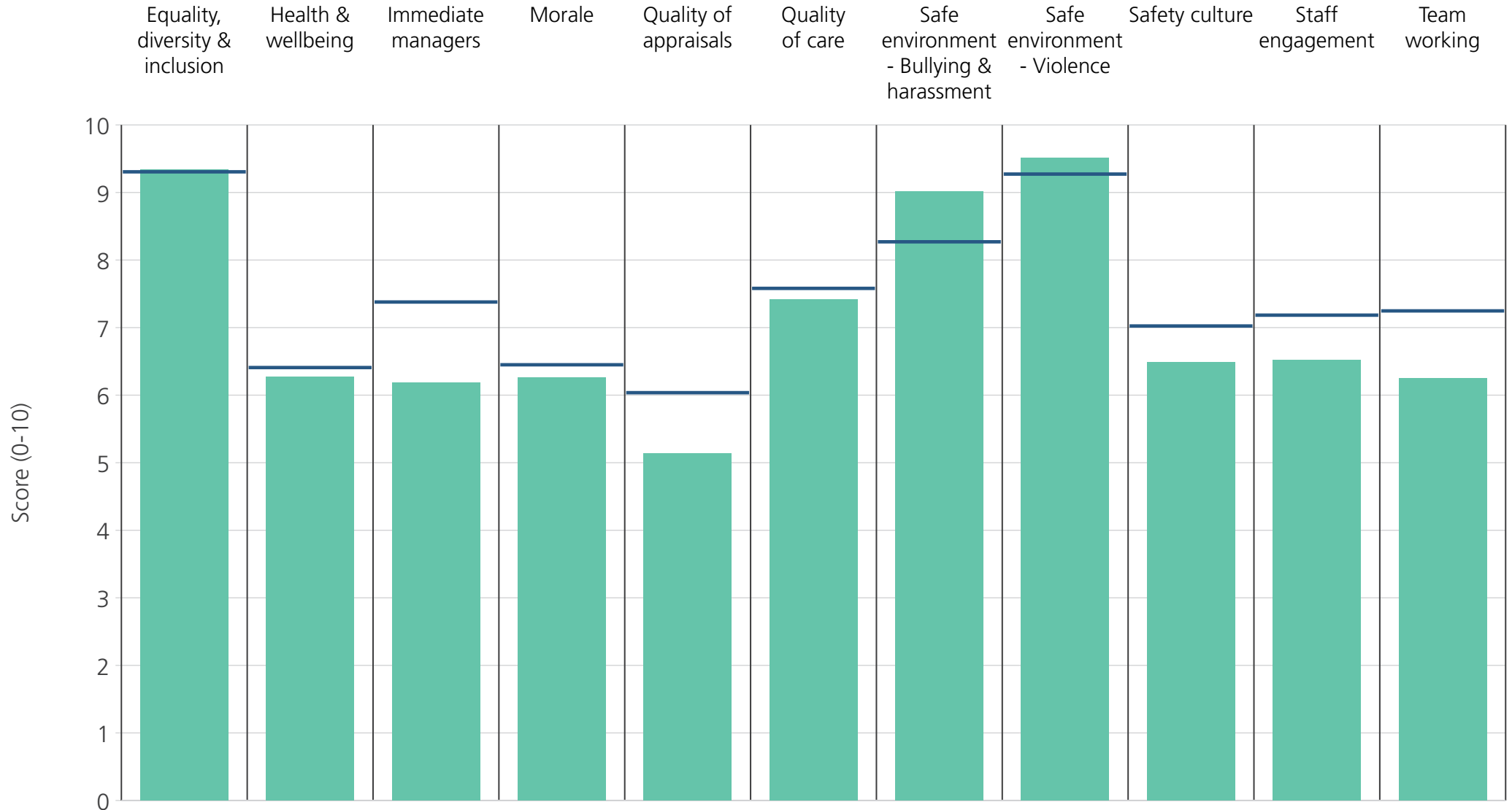
Directorate	9.3	6.5	7.3	6.6	5.9	8.1	8.3	8.8	7.0	7.1	7.5
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	132	136	136	133	116	135	131	132	134	136	137



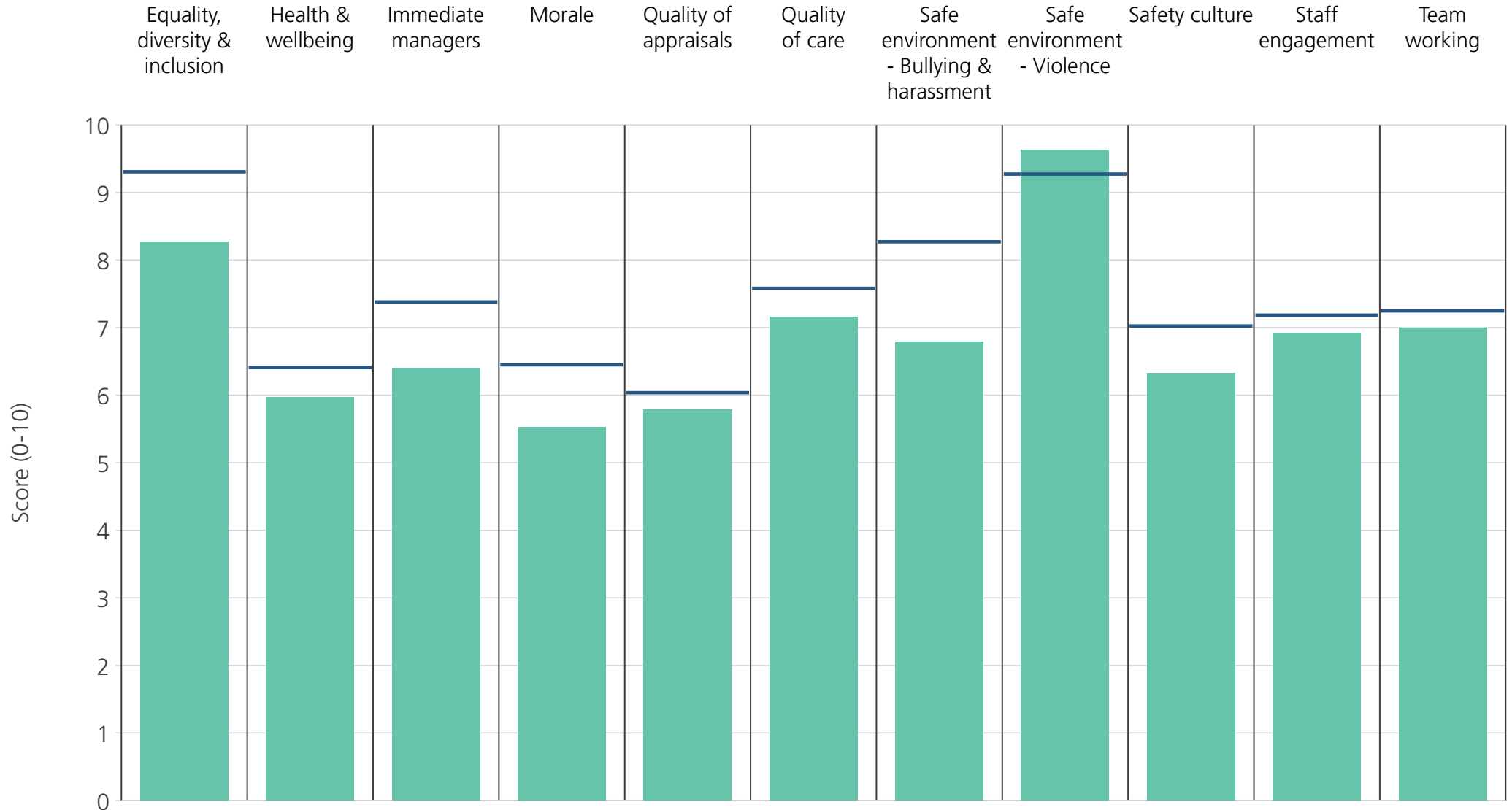
Directorate	9.4	6.7	7.7	6.6	6.2	7.3	8.7	10.0	7.0	7.3	7.1
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	211	216	218	214	190	88	215	215	213	218	215



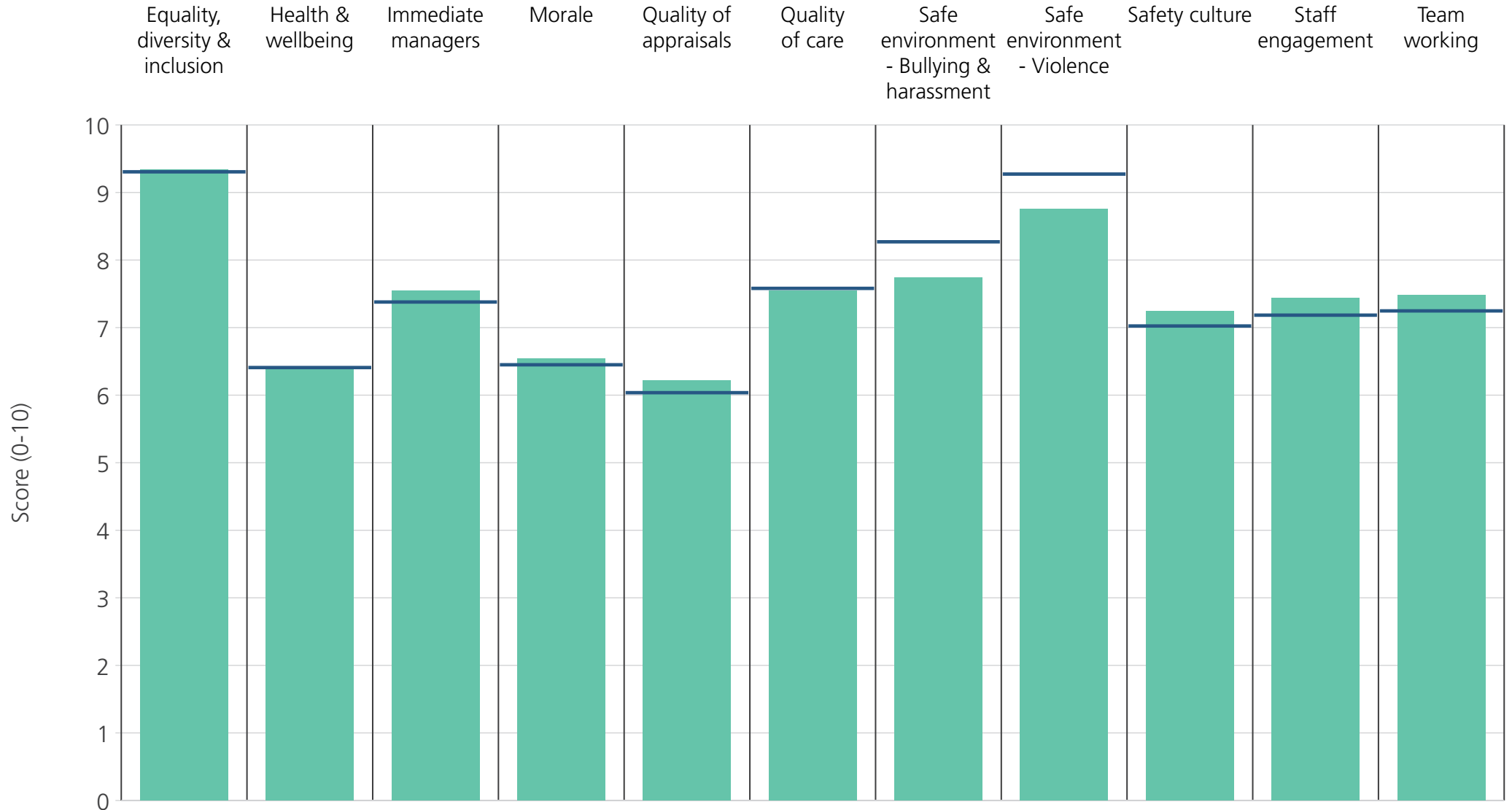
Directorate	9.6	7.0	8.2	7.0	6.8	7.6	8.8	9.0	7.2	7.5	7.7
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	31	32	32	32	29	31	32	31	32	32	31



Directorate	9.3	6.3	6.2	6.3	5.1	7.4	9.0	9.5	6.5	6.5	6.3
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	35	35	35	33	28	19	34	34	35	35	35



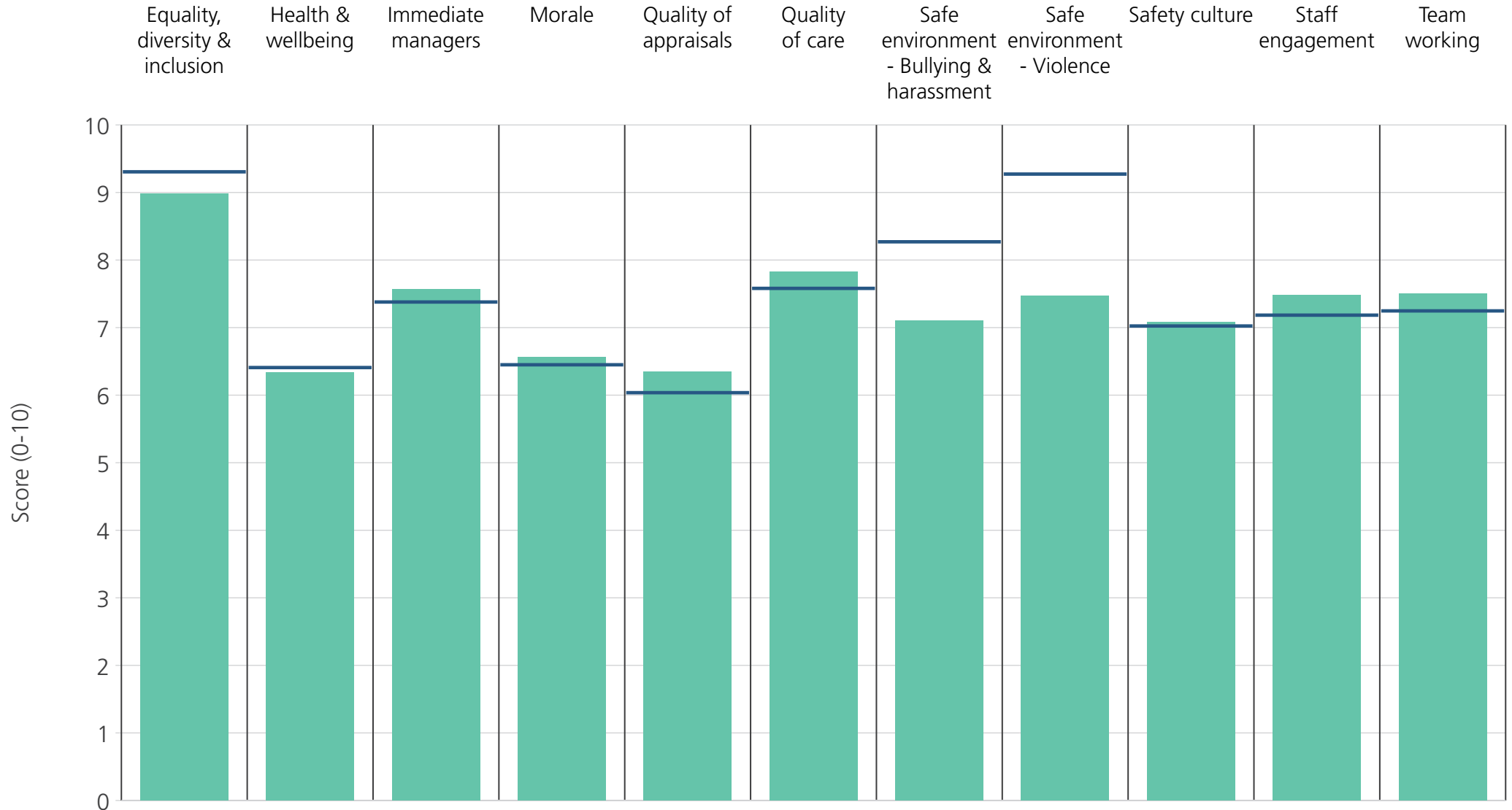
Directorate	8.3	6.0	6.4	5.5	5.8	7.2	6.8	9.6	6.3	6.9	7.0
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	25	27	27	26	24	27	27	27	27	27	27



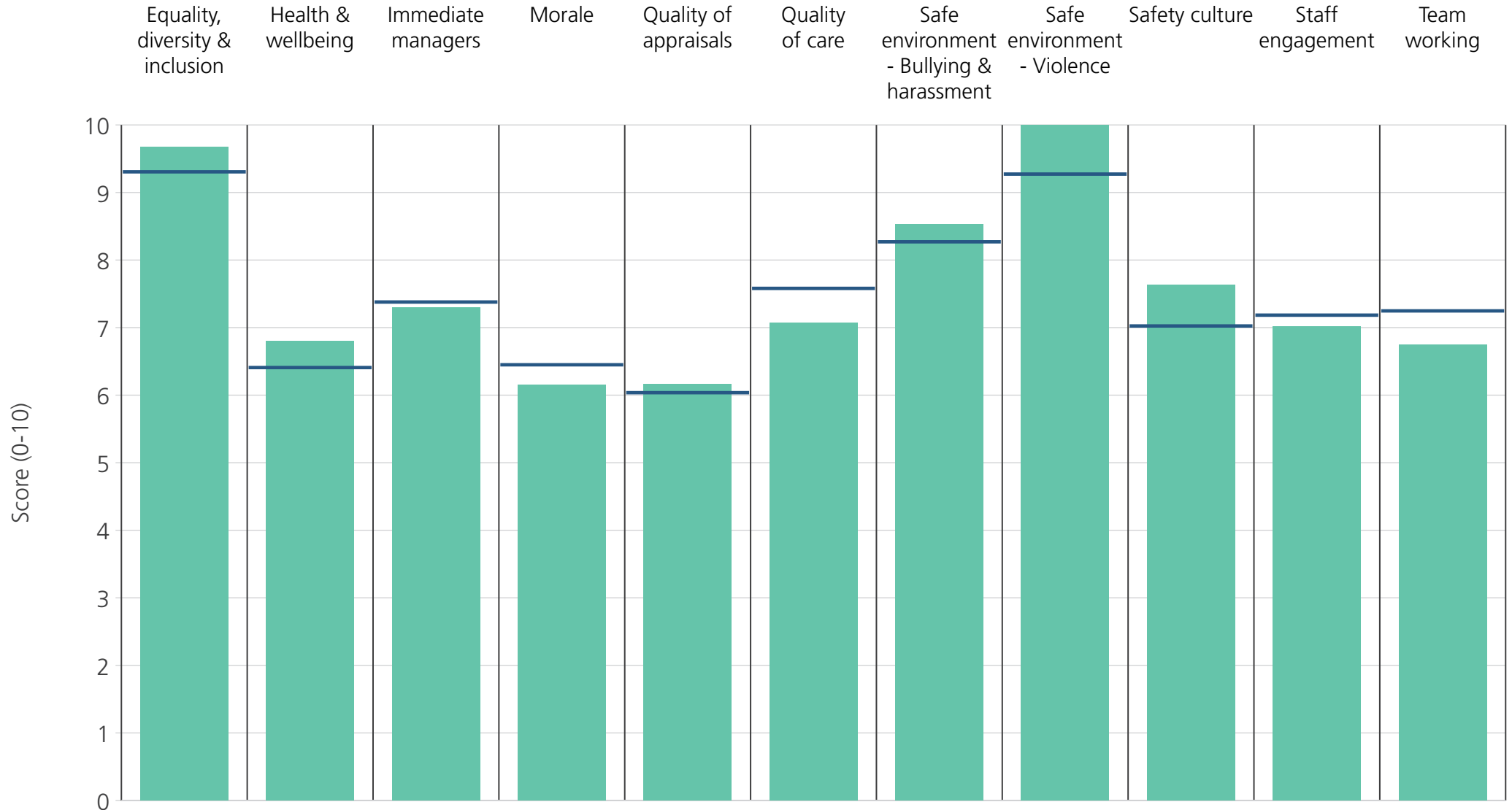
Directorate	9.3	6.4	7.5	6.5	6.2	7.5	7.7	8.8	7.2	7.4	7.5
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	263	267	267	264	232	262	266	266	266	268	267

Directorates 2

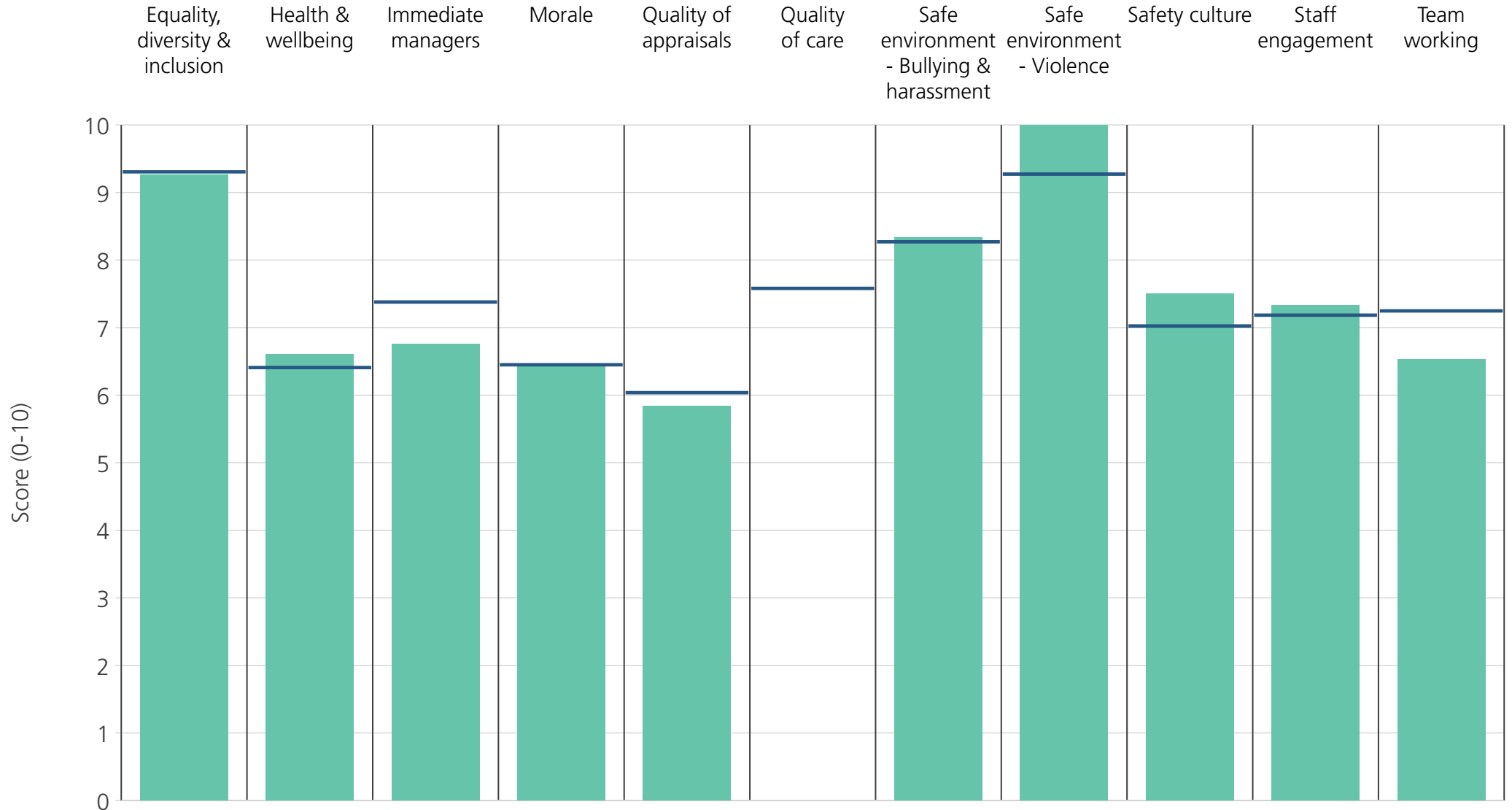
North Staffordshire Combined Healthcare NHS Trust
2019 NHS Staff Survey Results



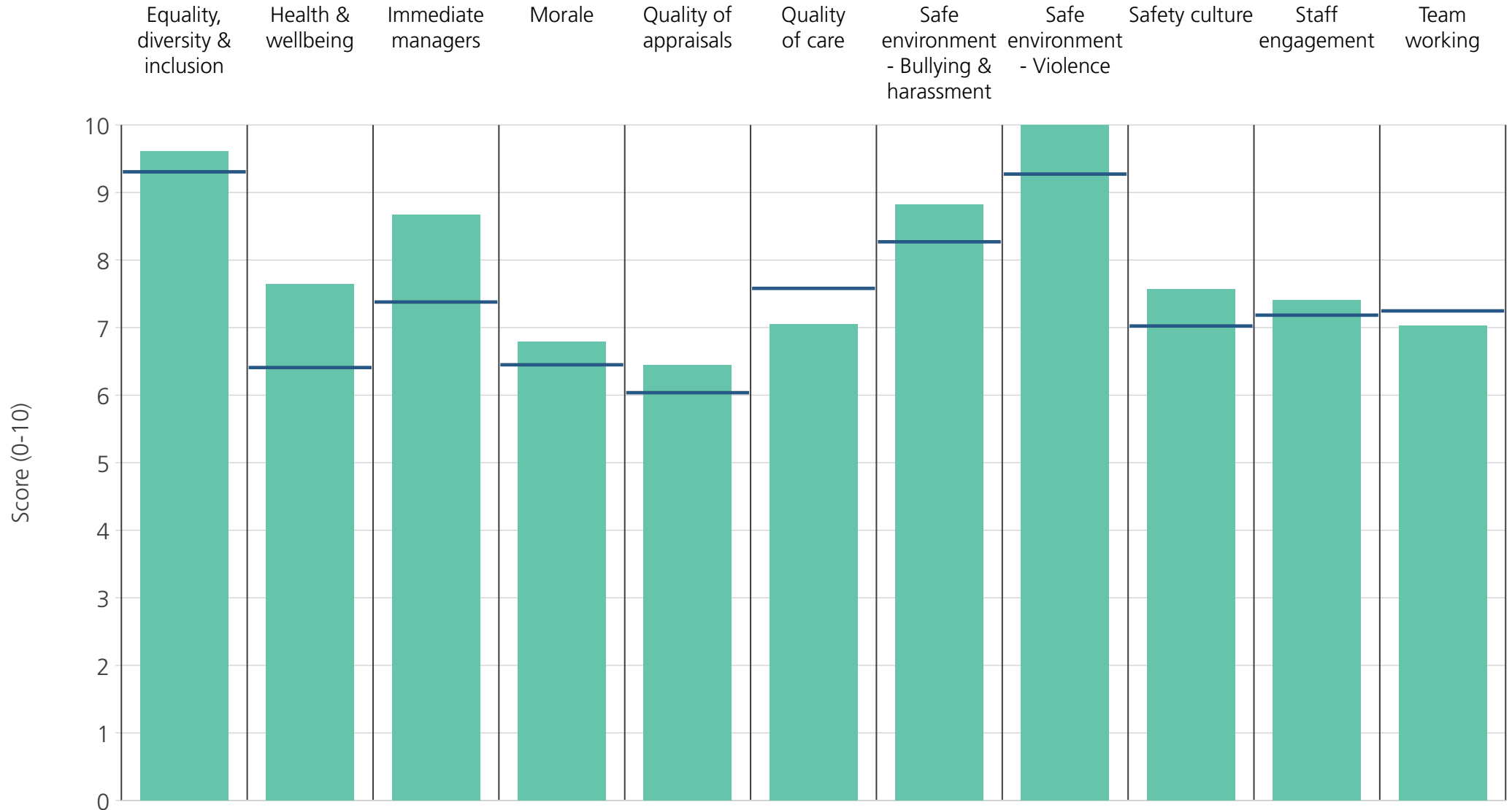
Directorate	9.0	6.3	7.6	6.6	6.3	7.8	7.1	7.5	7.1	7.5	7.5
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	94	100	100	100	87	98	100	99	100	101	101



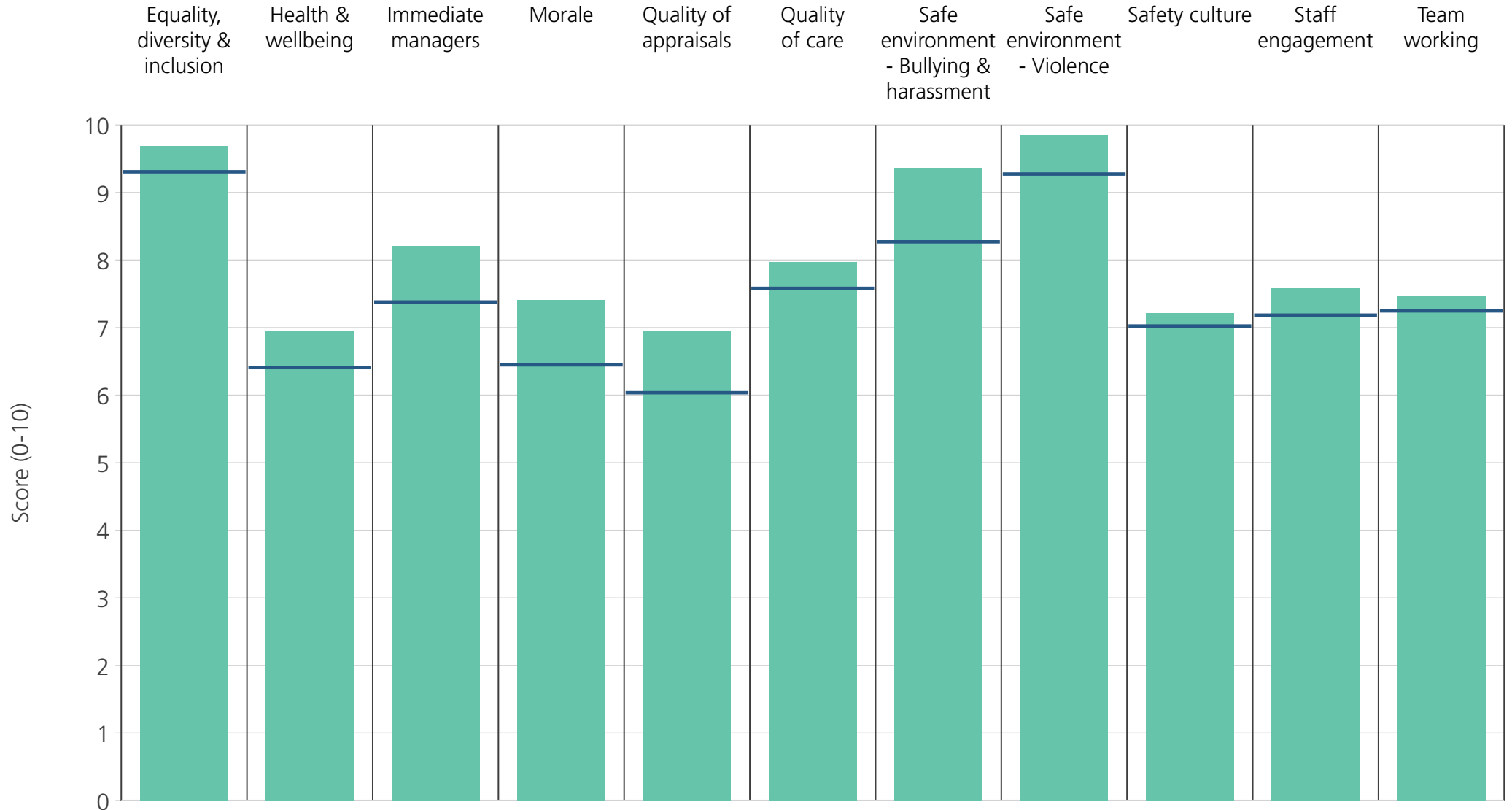
Directorate	9.7	6.8	7.3	6.2	6.2	7.1	8.5	10.0	7.6	7.0	6.7
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	41	43	44	41	36	28	43	42	42	44	43



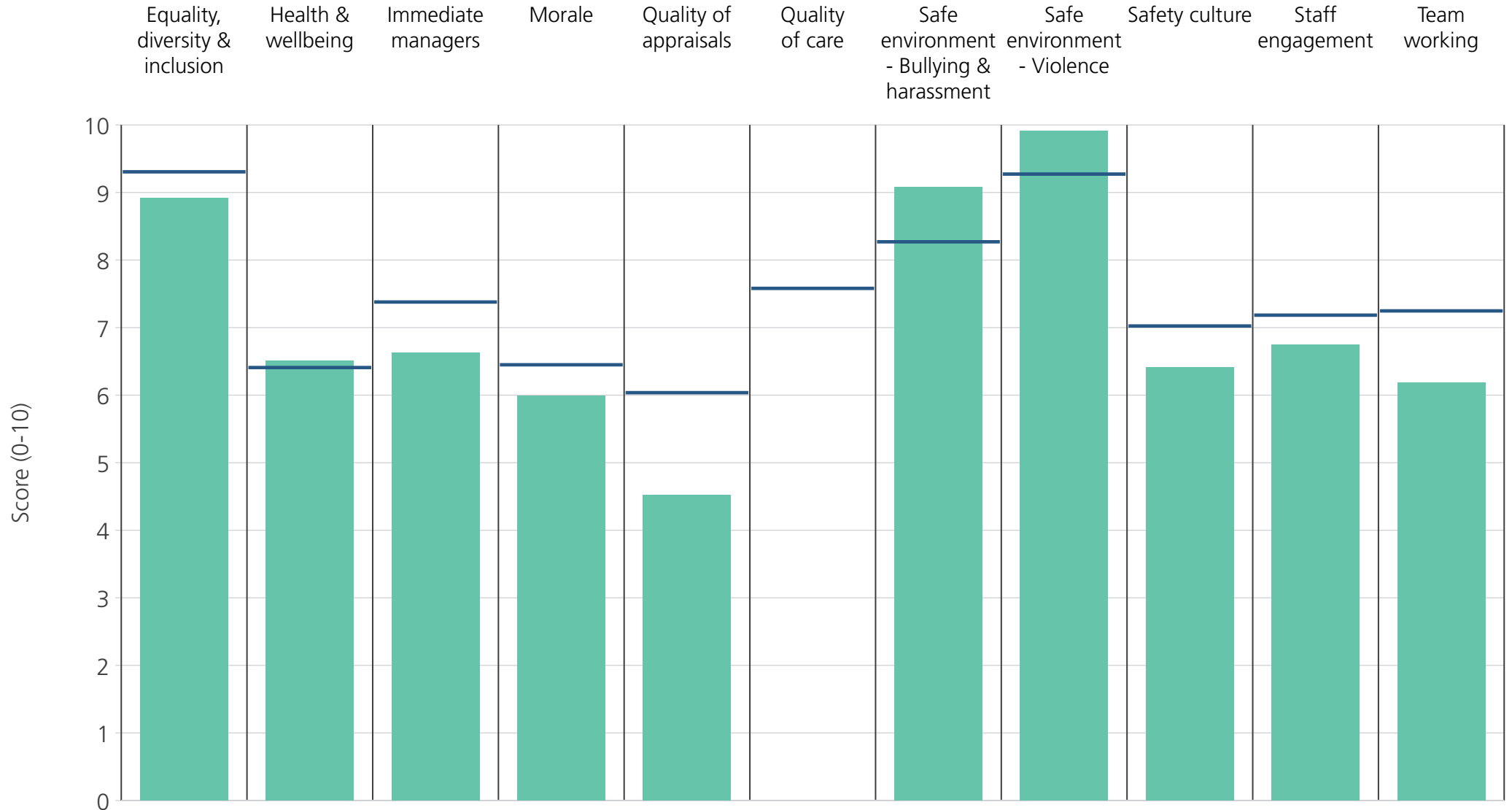
Directorate	9.3	6.6	6.8	6.5	5.8		8.3	10.0	7.5	7.3	6.5
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	18	18	18	18	15	5	18	18	18	18	18



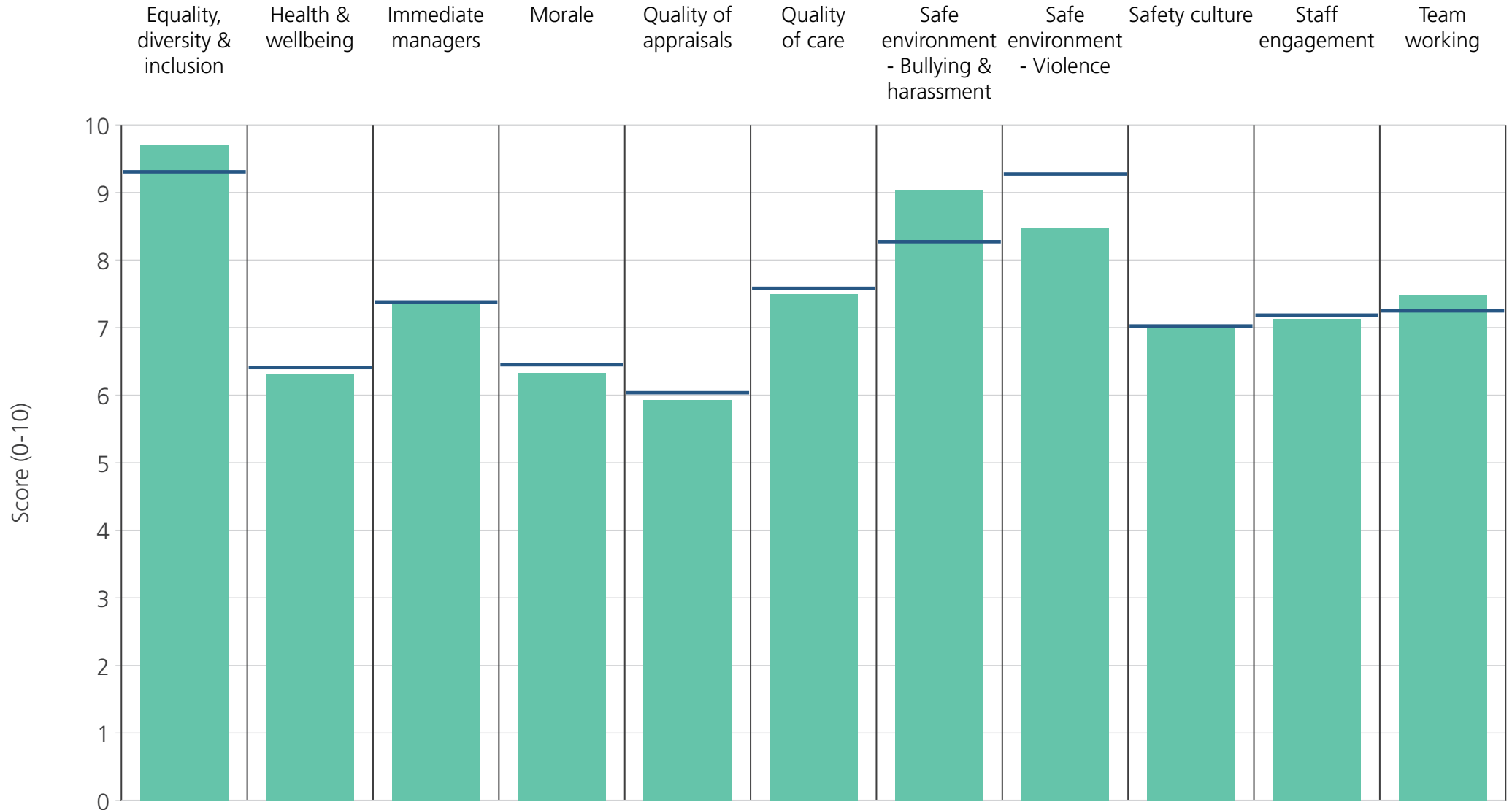
Directorate	9.6	7.6	8.7	6.8	6.4	7.0	8.8	10.0	7.6	7.4	7.0
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	17	17	17	17	13	11	17	17	17	17	16



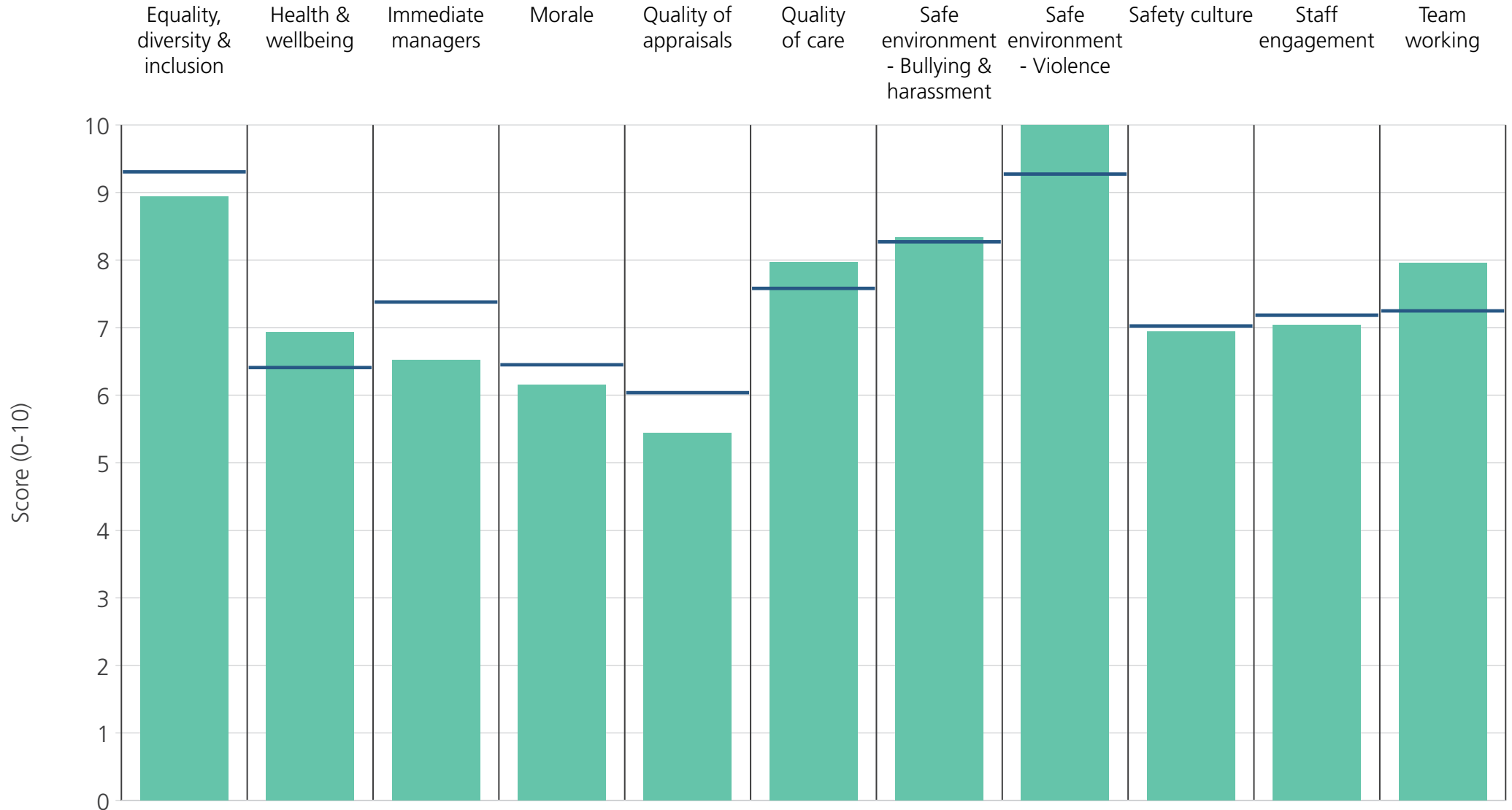
Directorate	9.7	6.9	8.2	7.4	7.0	8.0	9.4	9.8	7.2	7.6	7.5
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	42	42	42	40	39	18	42	42	42	42	42



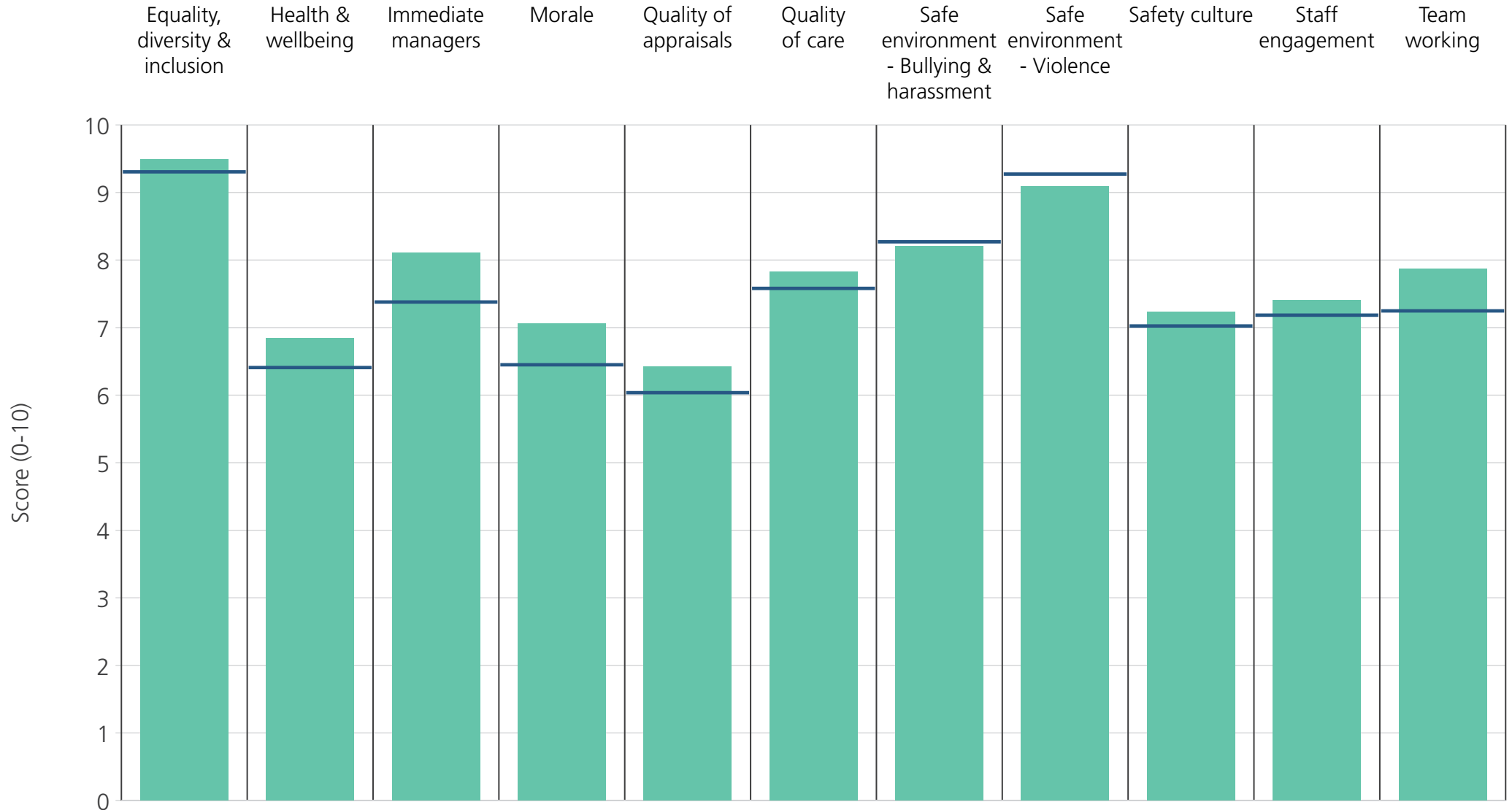
Directorate	8.9	6.5	6.6	6.0	4.5	7.6	9.1	9.9	6.4	6.7	6.2
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	37	36	37	37	33	7	36	36	36	37	36



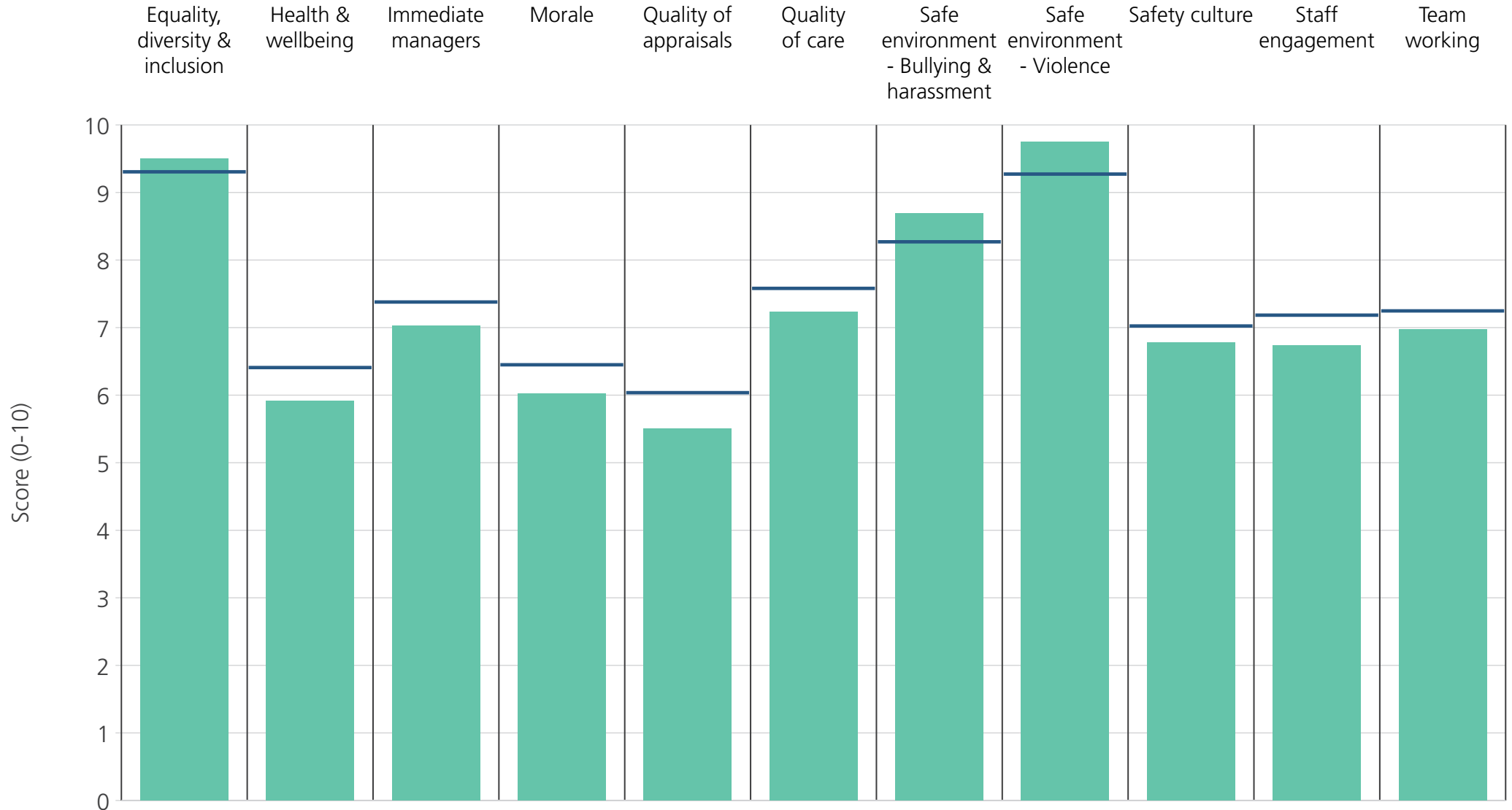
Directorate	9.7	6.3	7.3	6.3	5.9	7.5	9.0	8.5	7.0	7.1	7.5
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	80	80	80	79	73	75	79	80	80	80	80



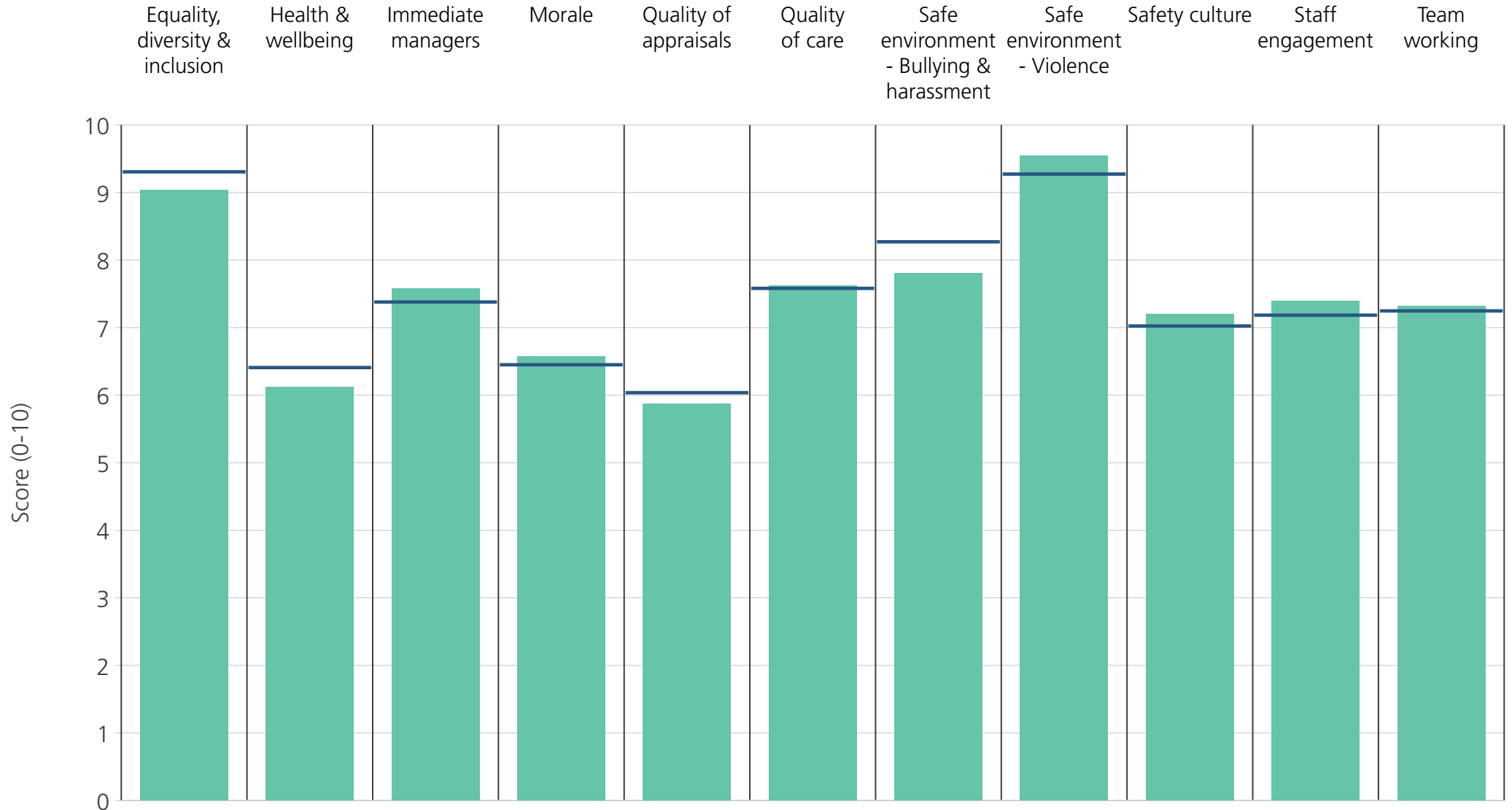
Directorate	8.9	6.9	6.5	6.2	5.4	8.0	8.3	10.0	6.9	7.0	8.0
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	22	22	22	22	20	18	22	22	22	22	22



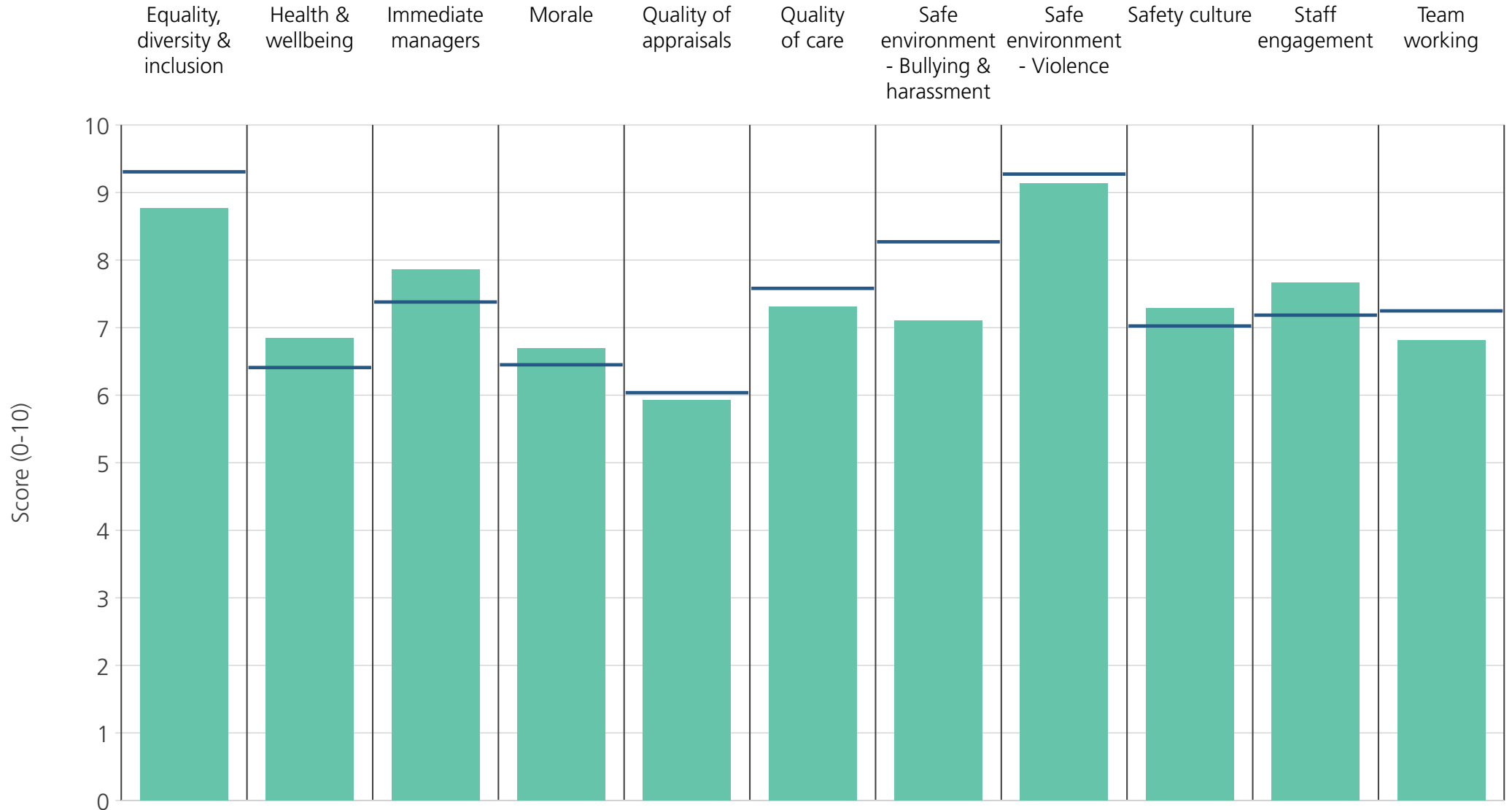
Directorate	9.5	6.8	8.1	7.1	6.4	7.8	8.2	9.1	7.2	7.4	7.9
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	66	67	67	66	65	64	65	66	66	67	67



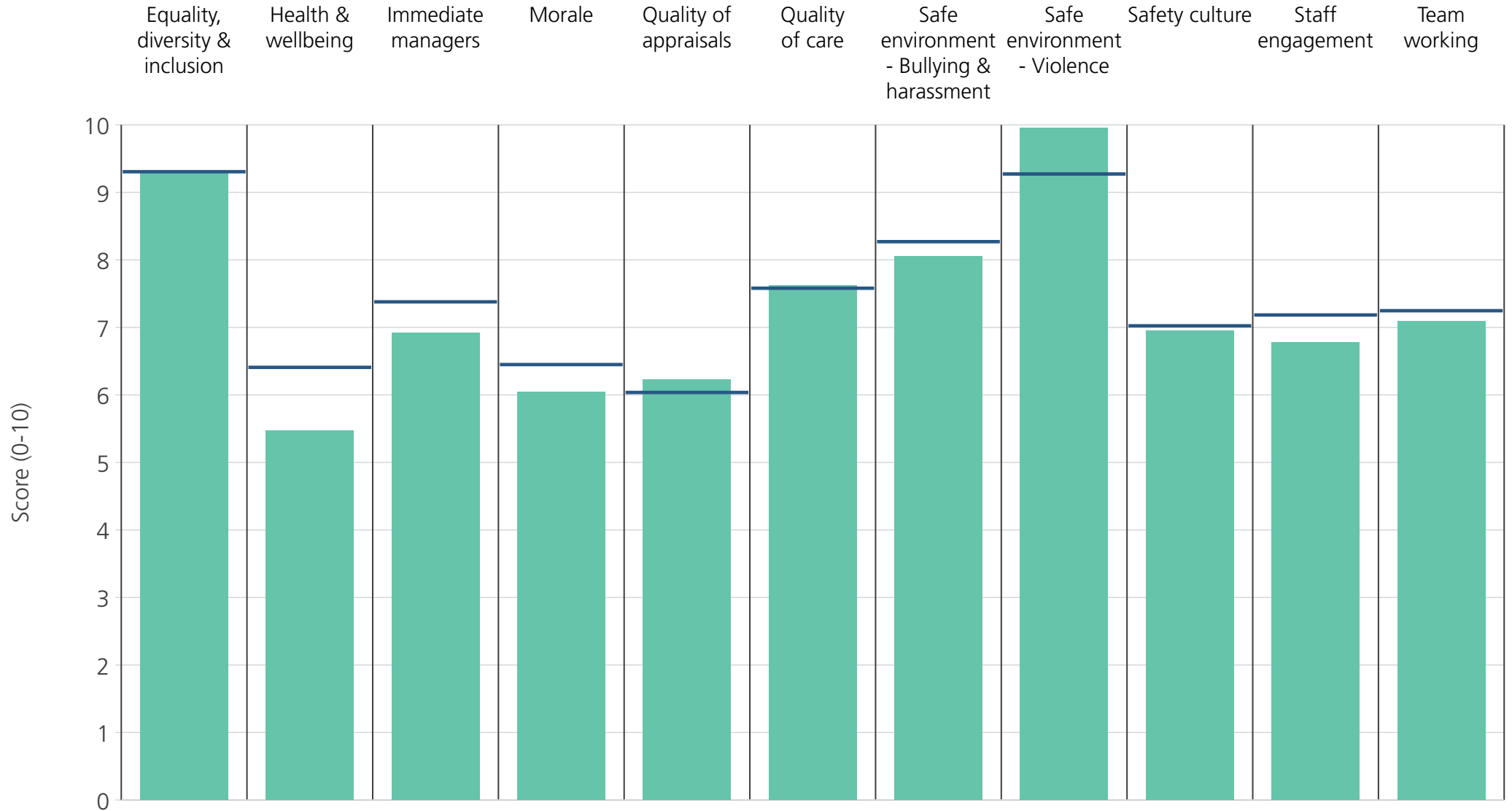
Directorate	9.5	5.9	7.0	6.0	5.5	7.2	8.7	9.7	6.8	6.7	7.0
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	77	79	79	76	65	77	79	79	77	78	79



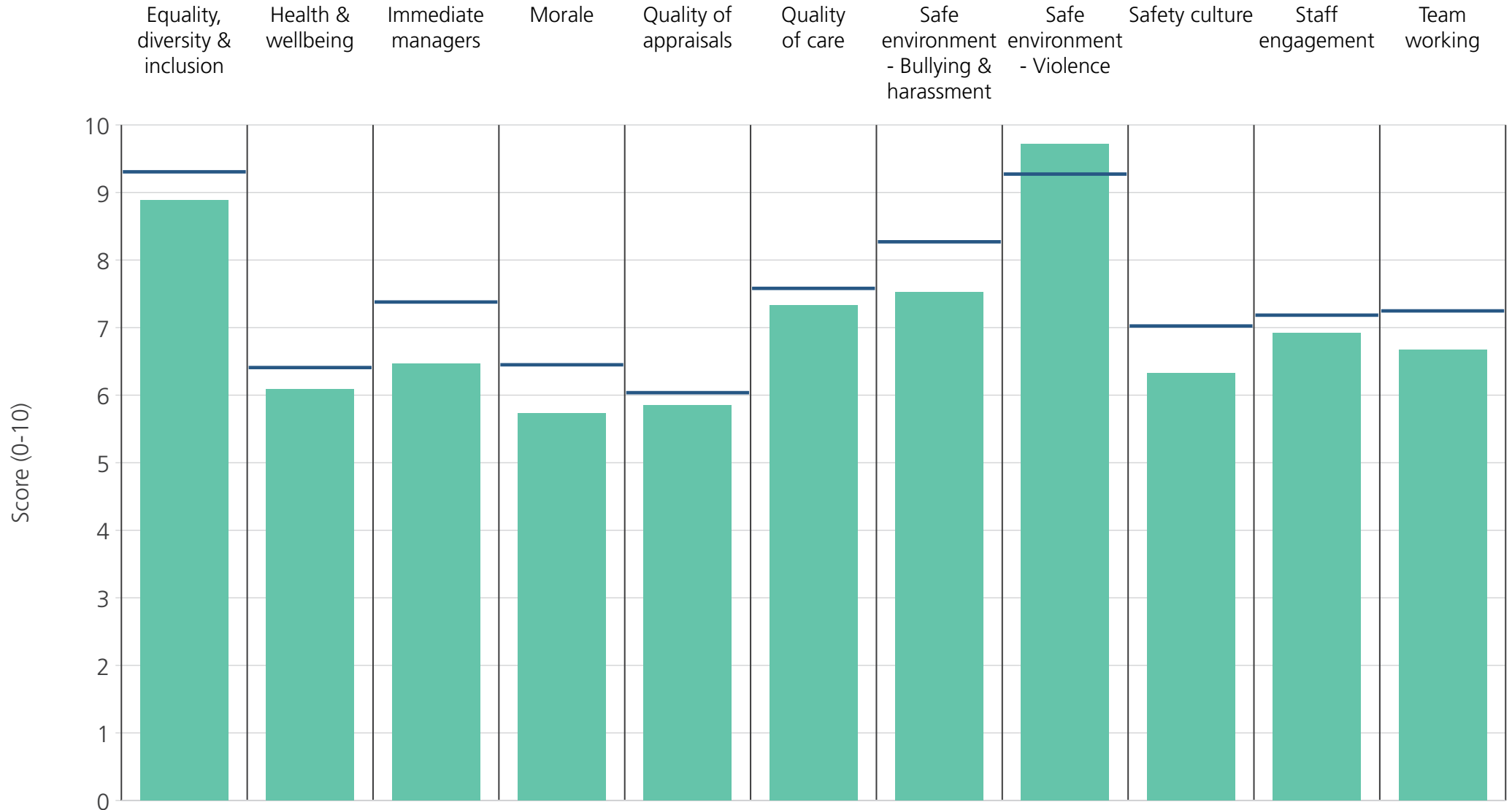
Directorate	9.0	6.1	7.6	6.6	5.9	7.6	7.8	9.5	7.2	7.4	7.3
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	69	70	70	68	60	68	70	69	69	70	68



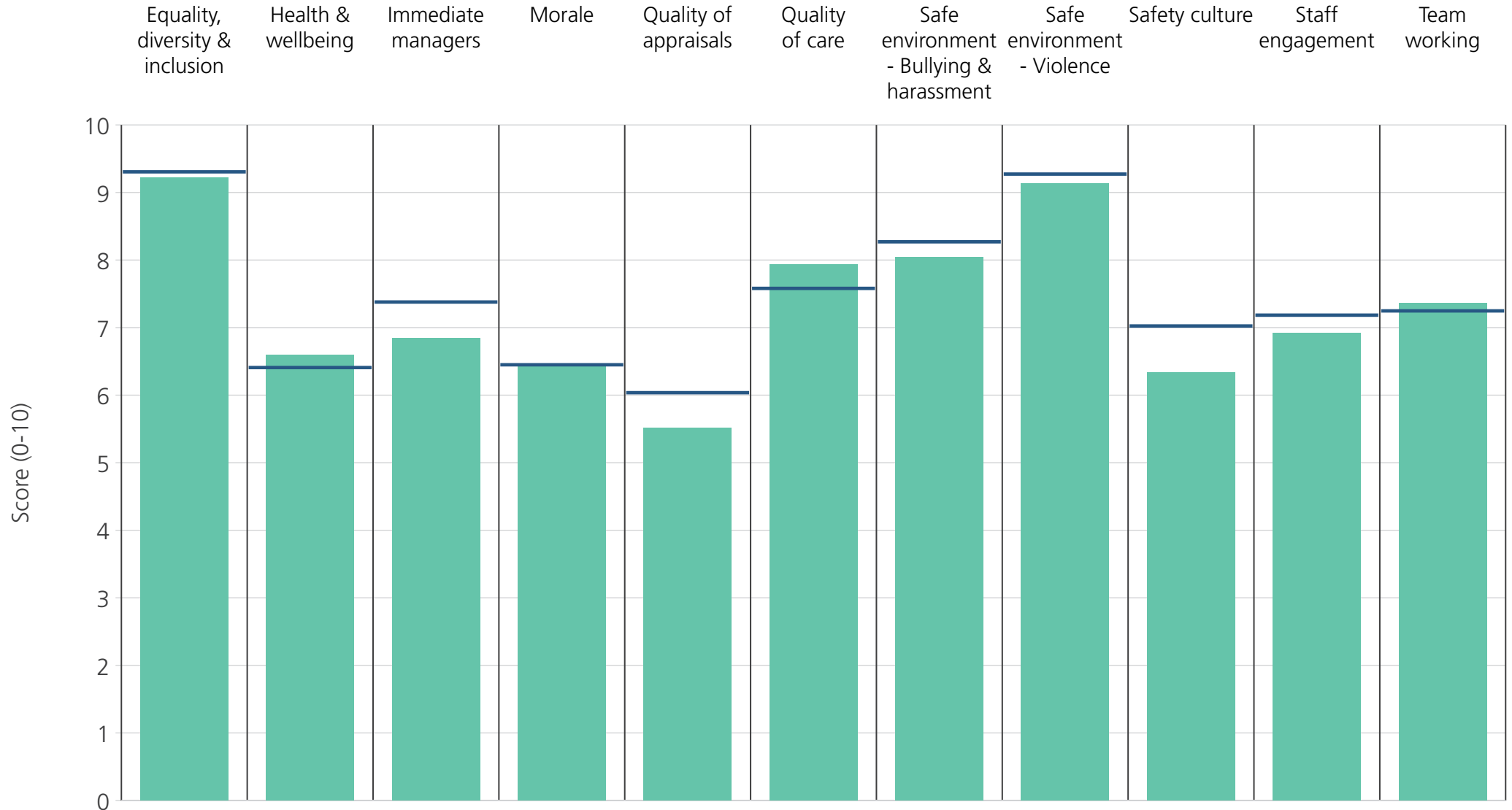
Directorate	8.8	6.8	7.9	6.7	5.9	7.3	7.1	9.1	7.3	7.7	6.8
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	27	27	27	27	23	17	27	27	27	27	27



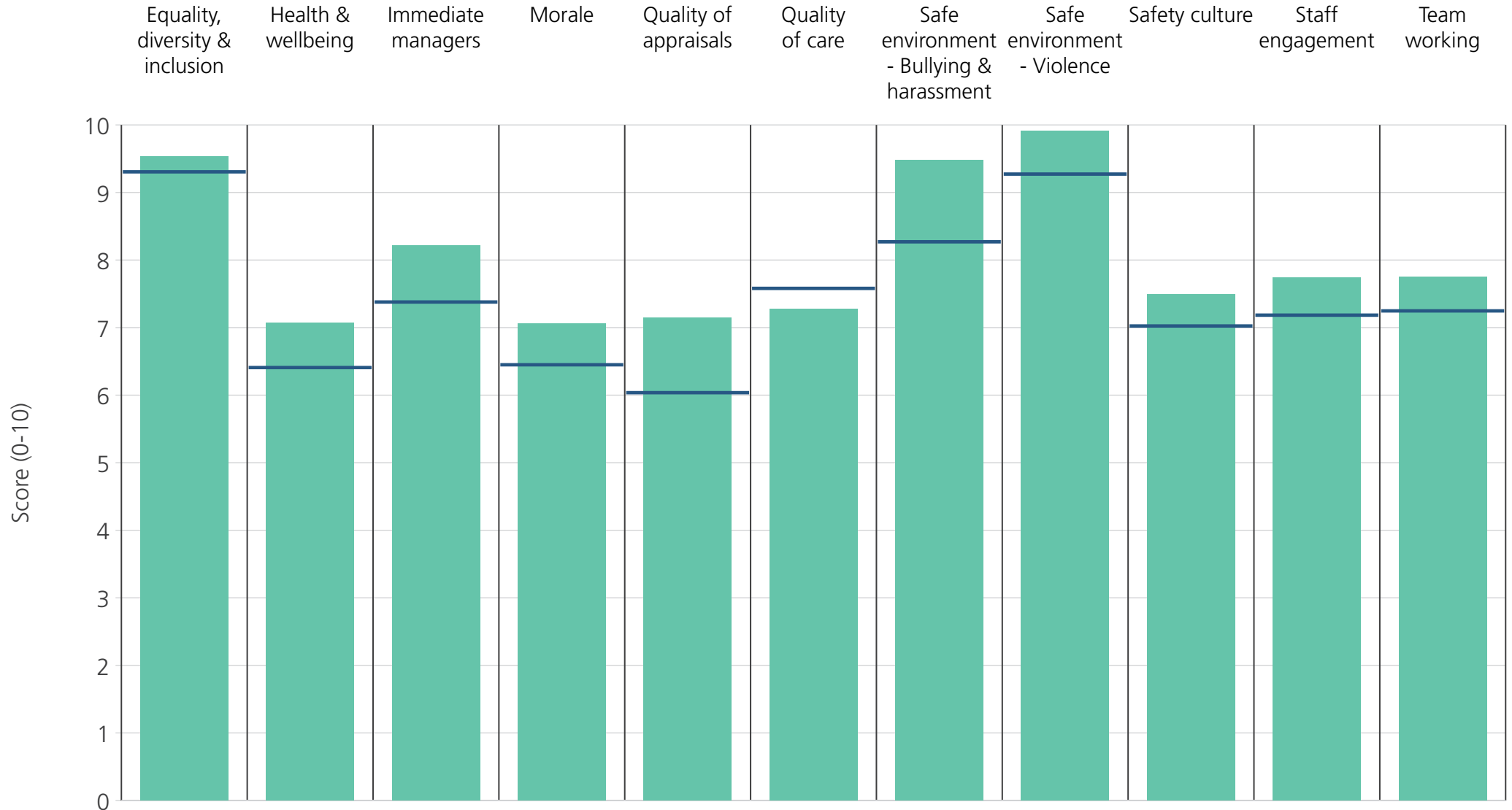
Directorate	9.3	5.5	6.9	6.0	6.2	7.6	8.1	10.0	7.0	6.8	7.1
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	71	74	74	72	61	73	72	72	72	74	74



Directorate	8.9	6.1	6.5	5.7	5.8	7.3	7.5	9.7	6.3	6.9	6.7
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	33	36	36	35	28	35	35	35	36	36	36



Directorate	9.2	6.6	6.8	6.4	5.5	7.9	8.0	9.1	6.3	6.9	7.4
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	45	47	47	47	42	41	46	46	47	47	47



Directorate	9.5	7.1	8.2	7.1	7.1	7.3	9.5	9.9	7.5	7.7	7.8
Your org	9.3	6.4	7.4	6.4	6.0	7.6	8.3	9.3	7.0	7.2	7.2
Responses	39	39	39	38	35	11	38	38	38	40	40