

United Lincolnshire Hospitals NHS Trust

2019 NHS Staff Survey

Directorate Report

Contents

Introduction	3	Chief Exec and Deputy Chief Exec	26
Themes – Directorates 1	4	Estates	27
Facilities and portering	5	Other	28
Theatres and critical care	6	Themes – Directorates 2	29
Surgery (inc Gen surg, vascular, urology)	7	Nursing and Midwifery Registered	30
Specialty medicine	8	Administrative and Clerical	31
Outpatients	9	Unregistered Nurses	32
Womens health and breast	10	Estates and Ancillary	33
Cardiovascular	11	Medical and Dental	34
Diagnostics - Endoscopy and Radiology	12	Allied Health Professionals	35
Urgent and emergency care	13	Additional Clinical Services	36
Children and young person	14	Add Prof Scientific and Technic	37
Cancer	15	Healthcare Scientists	38
Therapies and Rehabilitation	16		
Trauma and Orthopaedics and ophthalmology	17		
Medicine Division Management	18		
Diagnostics - Other	19		
Finance and digital	20		
Human resources	21		
Pharmacy and Medicines Management	22		
Medical Director	23		
Head and Neck	24		
Nursing	25		

This directorate report for United Lincolnshire Hospitals 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 United Lincolnshire Hospitals 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.

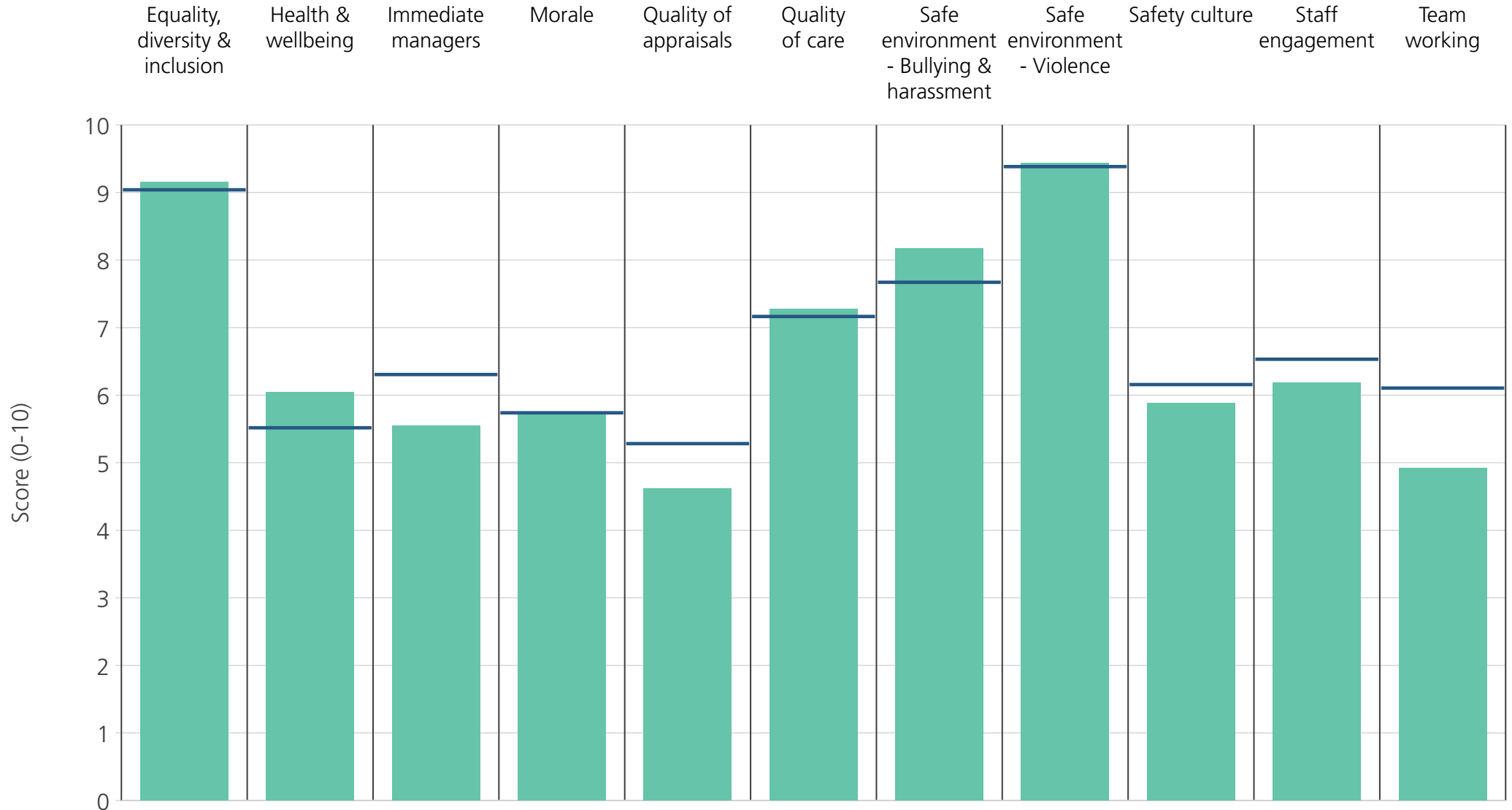
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



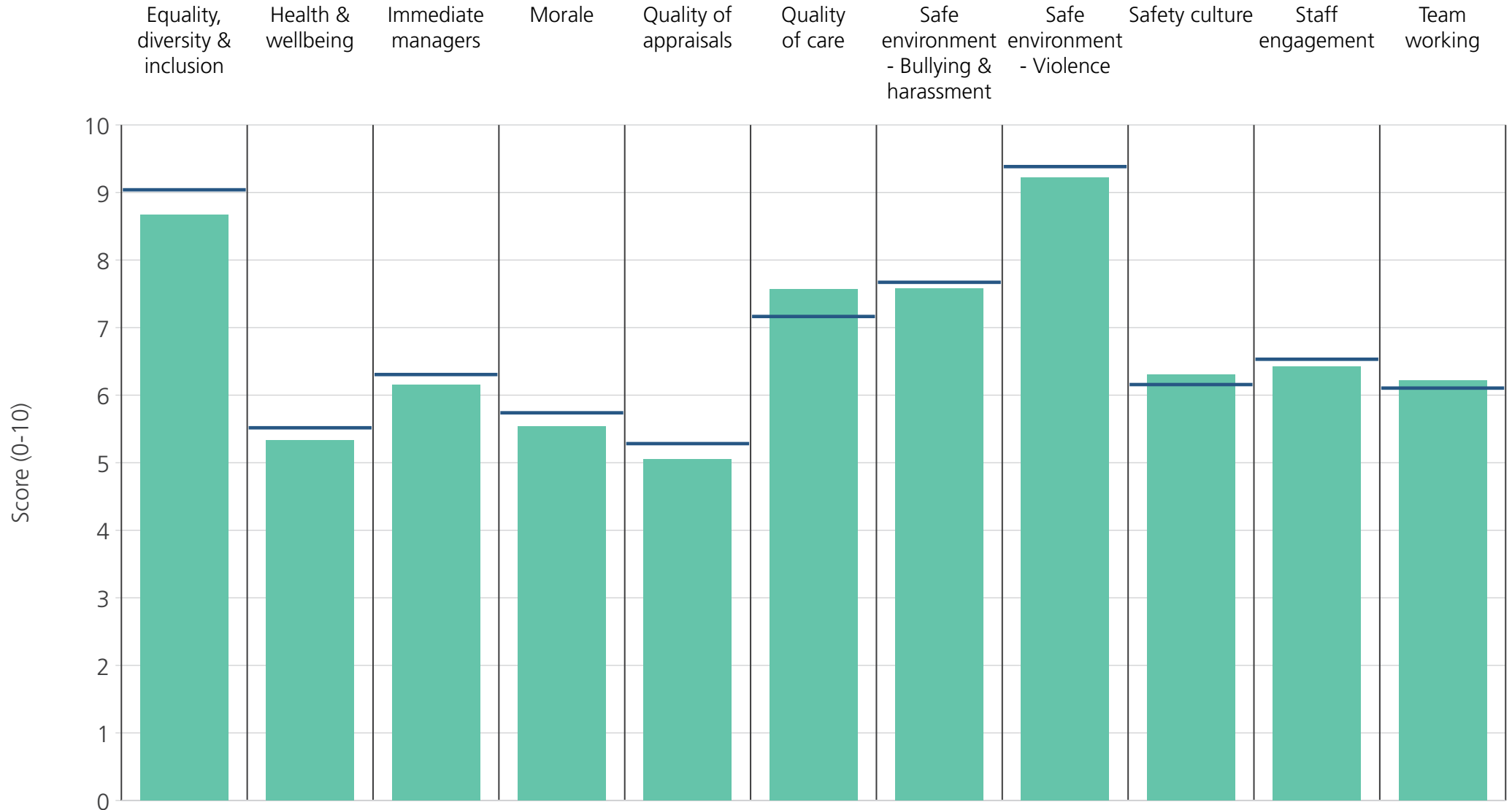
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

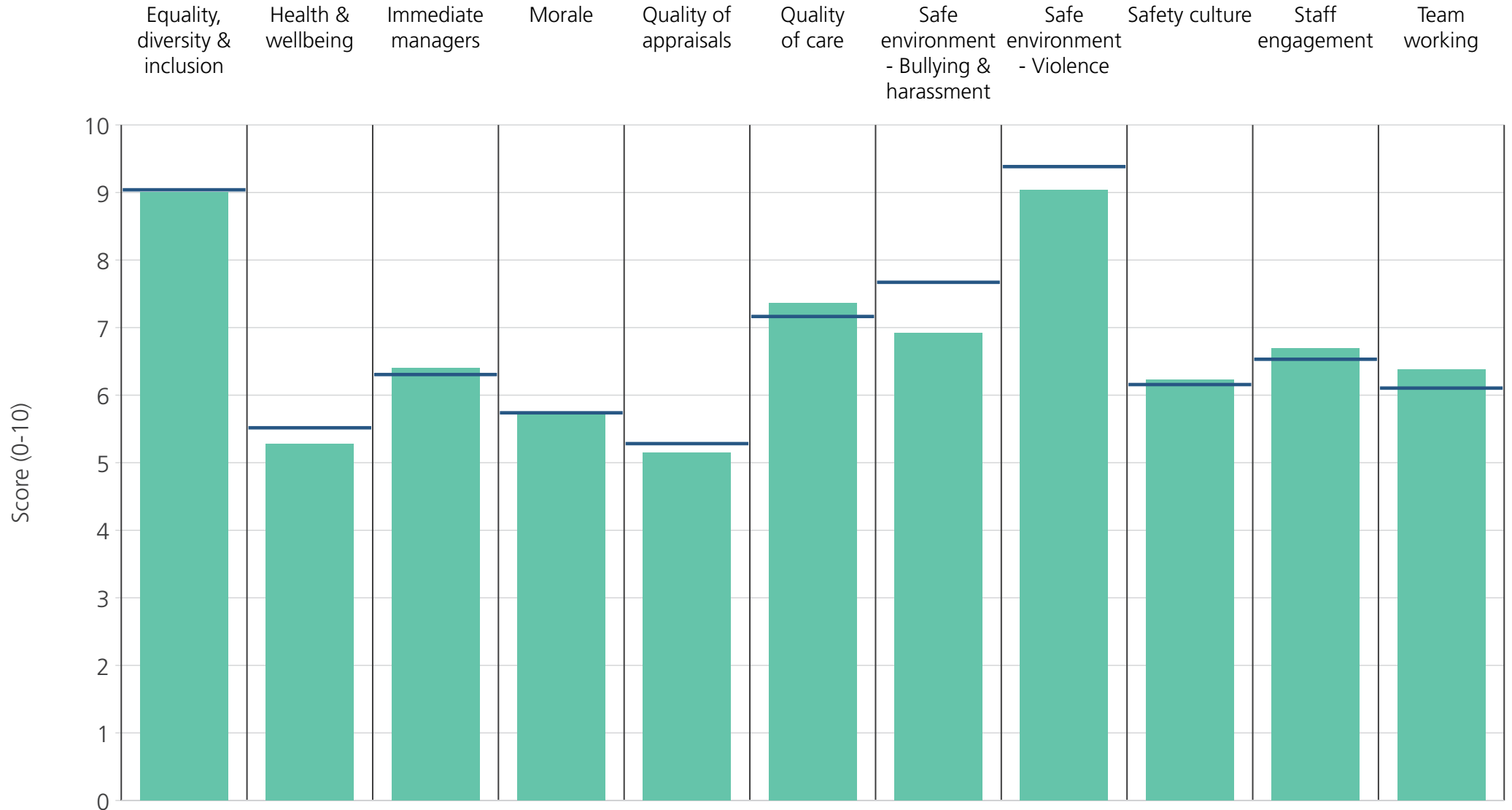
United Lincolnshire Hospitals NHS Trust
2019 NHS Staff Survey Results



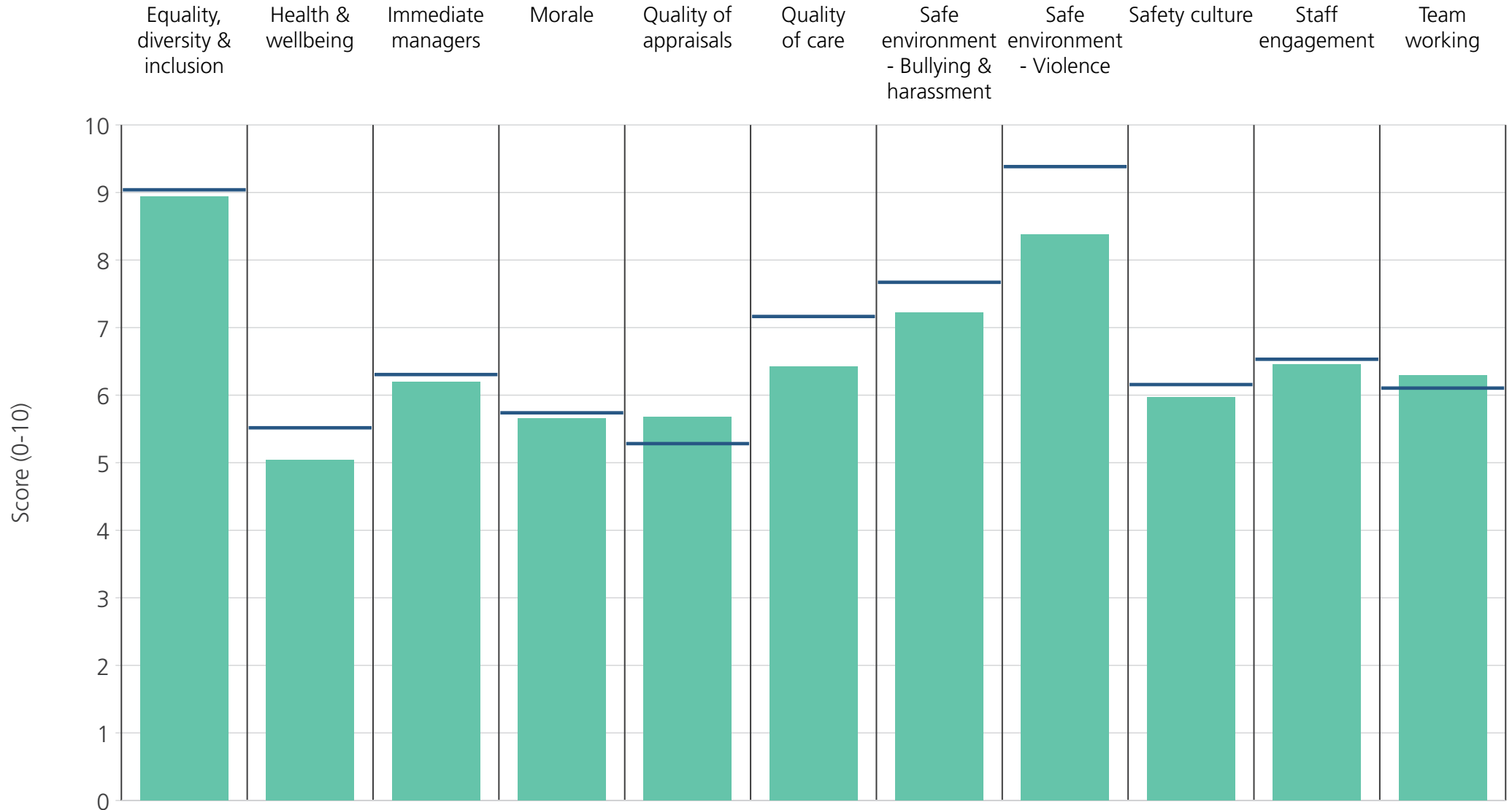
Directorate	9.2	6.0	5.5	5.7	4.6	7.3	8.2	9.4	5.9	6.2	4.9
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	332	334	334	331	248	241	332	330	329	336	328



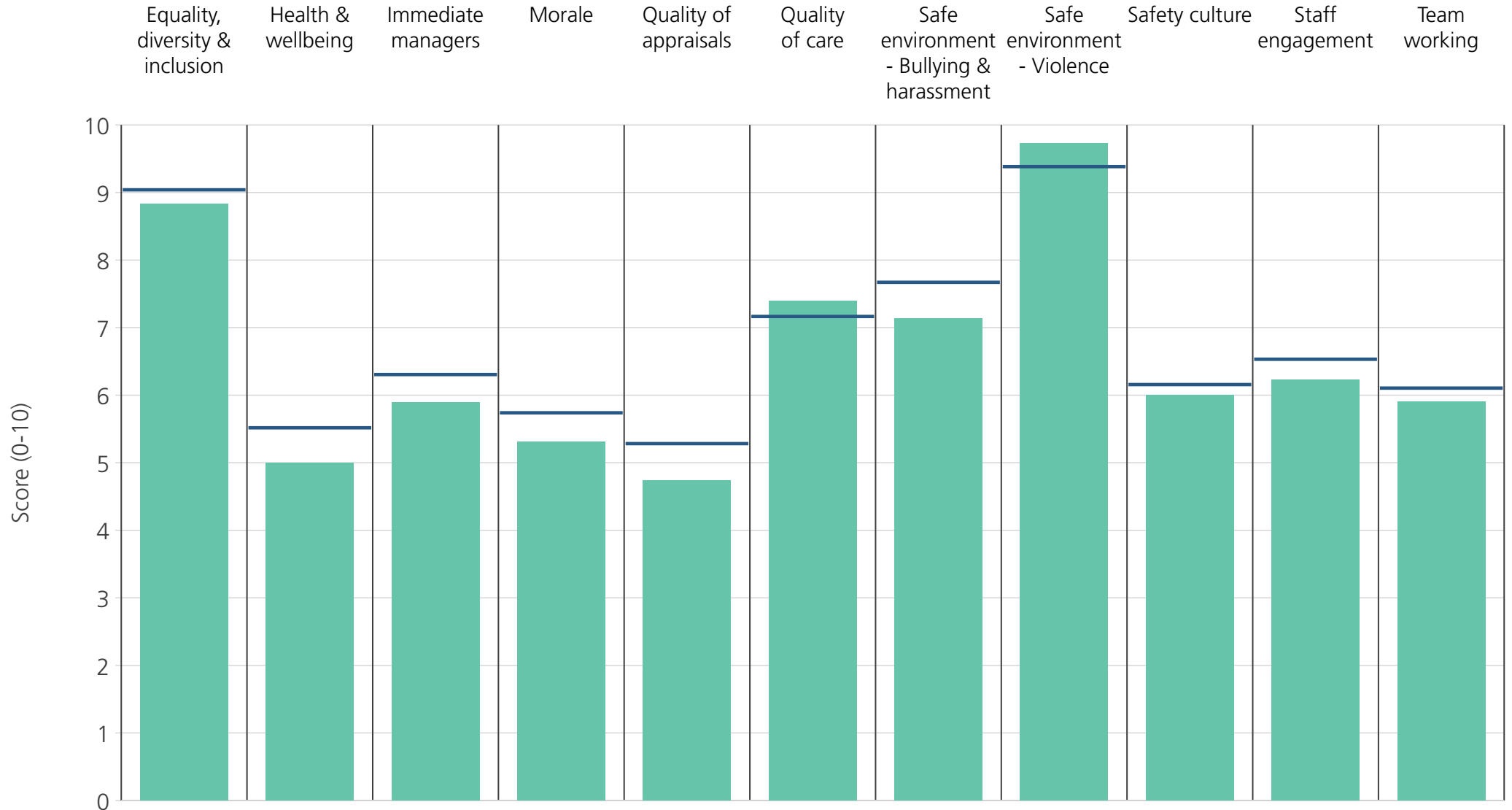
Directorate	8.7	5.3	6.1	5.5	5.0	7.6	7.6	9.2	6.3	6.4	6.2
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	299	304	304	297	268	299	298	301	301	306	303



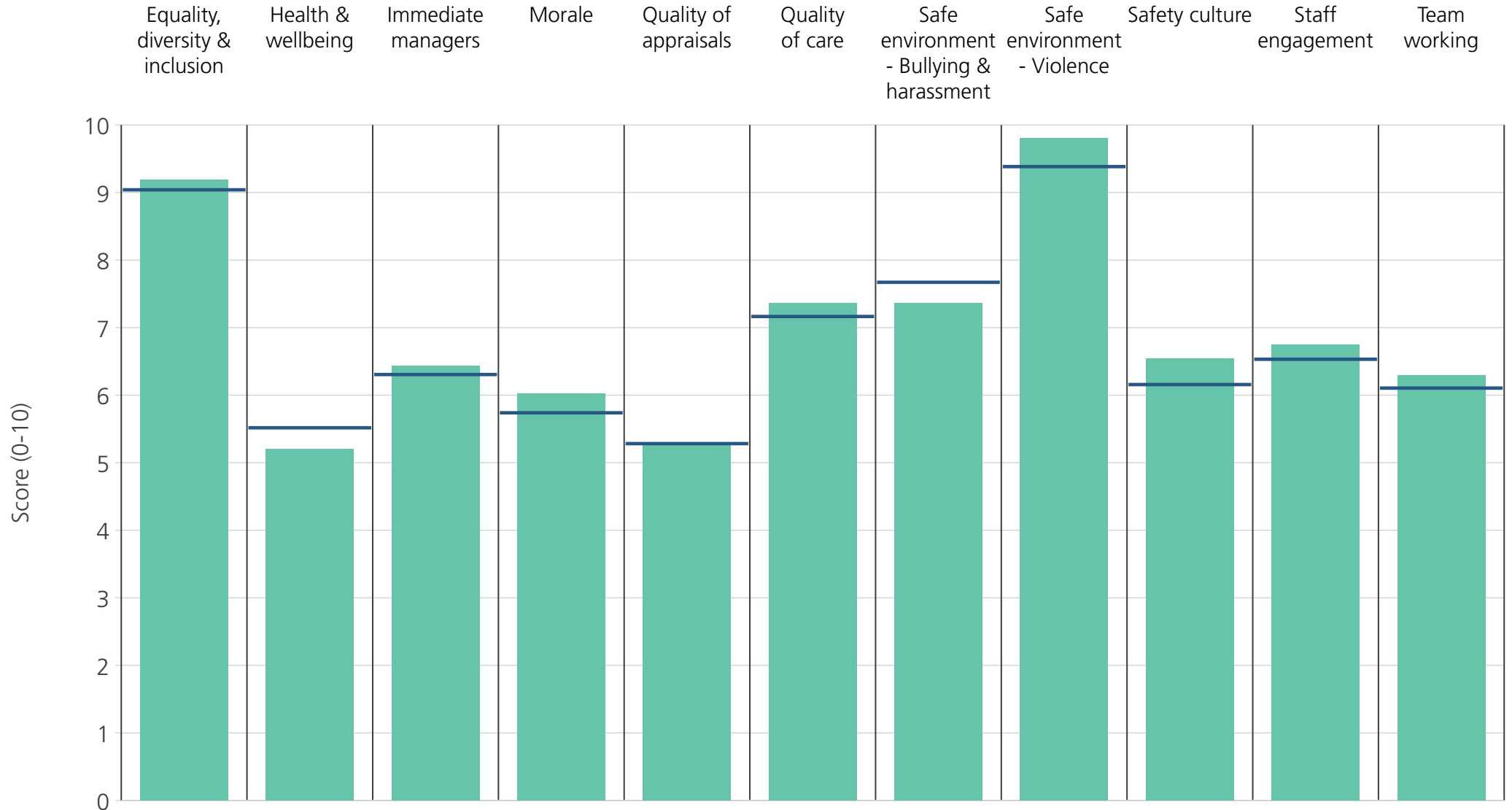
Directorate	9.0	5.3	6.4	5.7	5.1	7.4	6.9	9.0	6.2	6.7	6.4
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	236	238	238	232	191	235	235	235	235	243	235



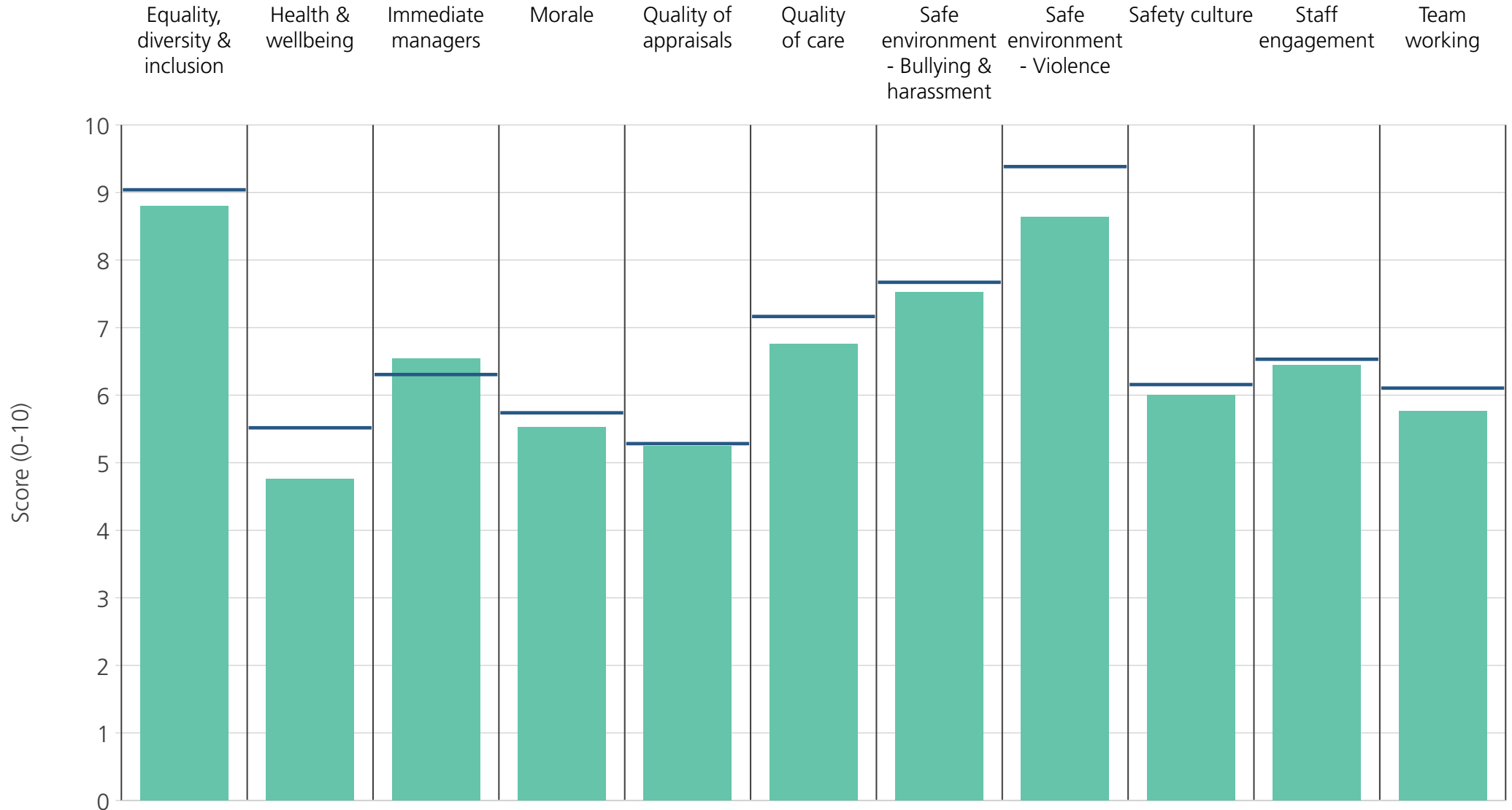
Directorate	8.9	5.0	6.2	5.7	5.7	6.4	7.2	8.4	6.0	6.5	6.3
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	176	177	175	171	121	175	176	175	174	180	175



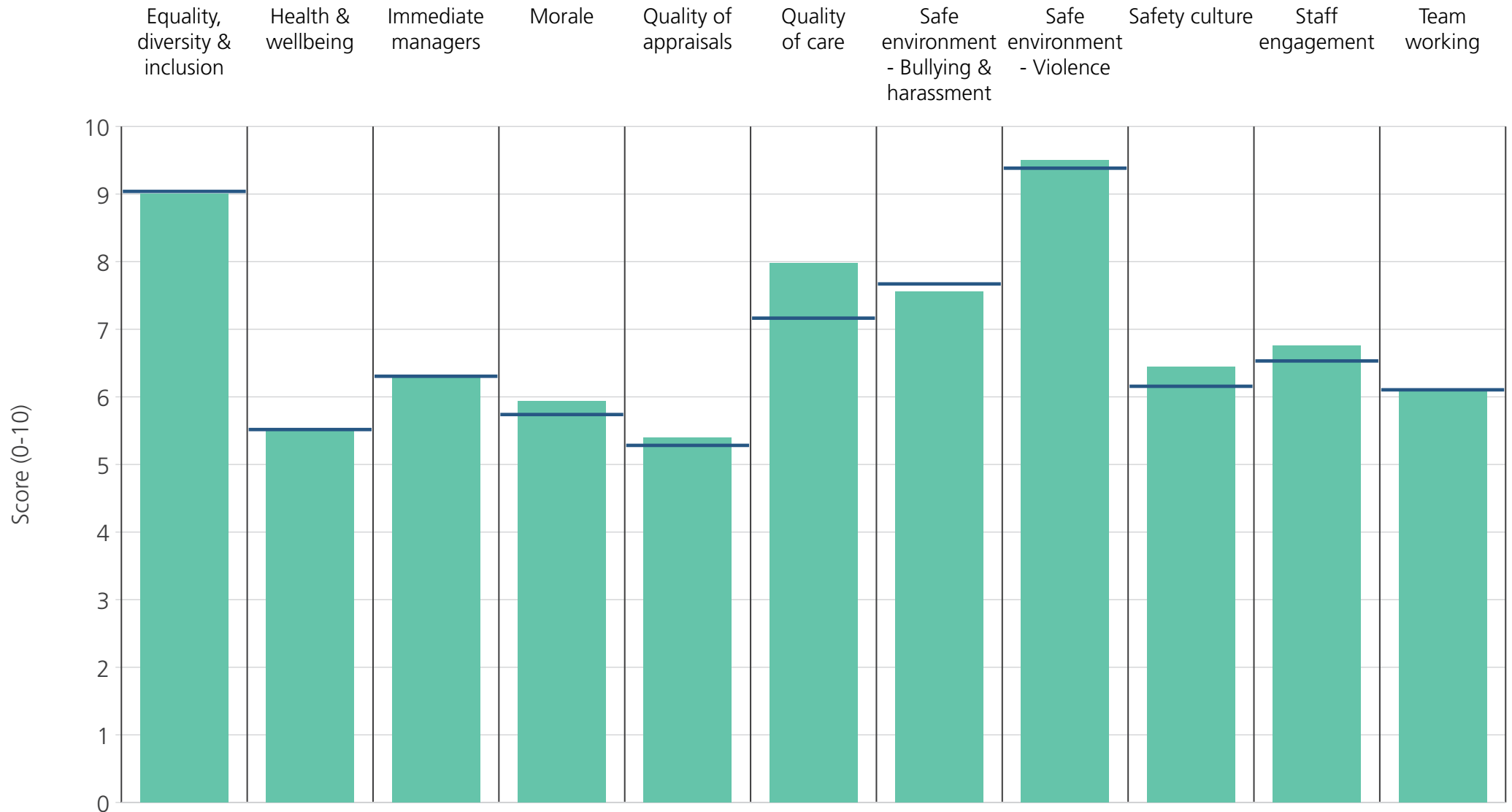
Directorate	8.8	5.0	5.9	5.3	4.7	7.4	7.1	9.7	6.0	6.2	5.9
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	281	284	283	278	233	262	279	282	281	286	277



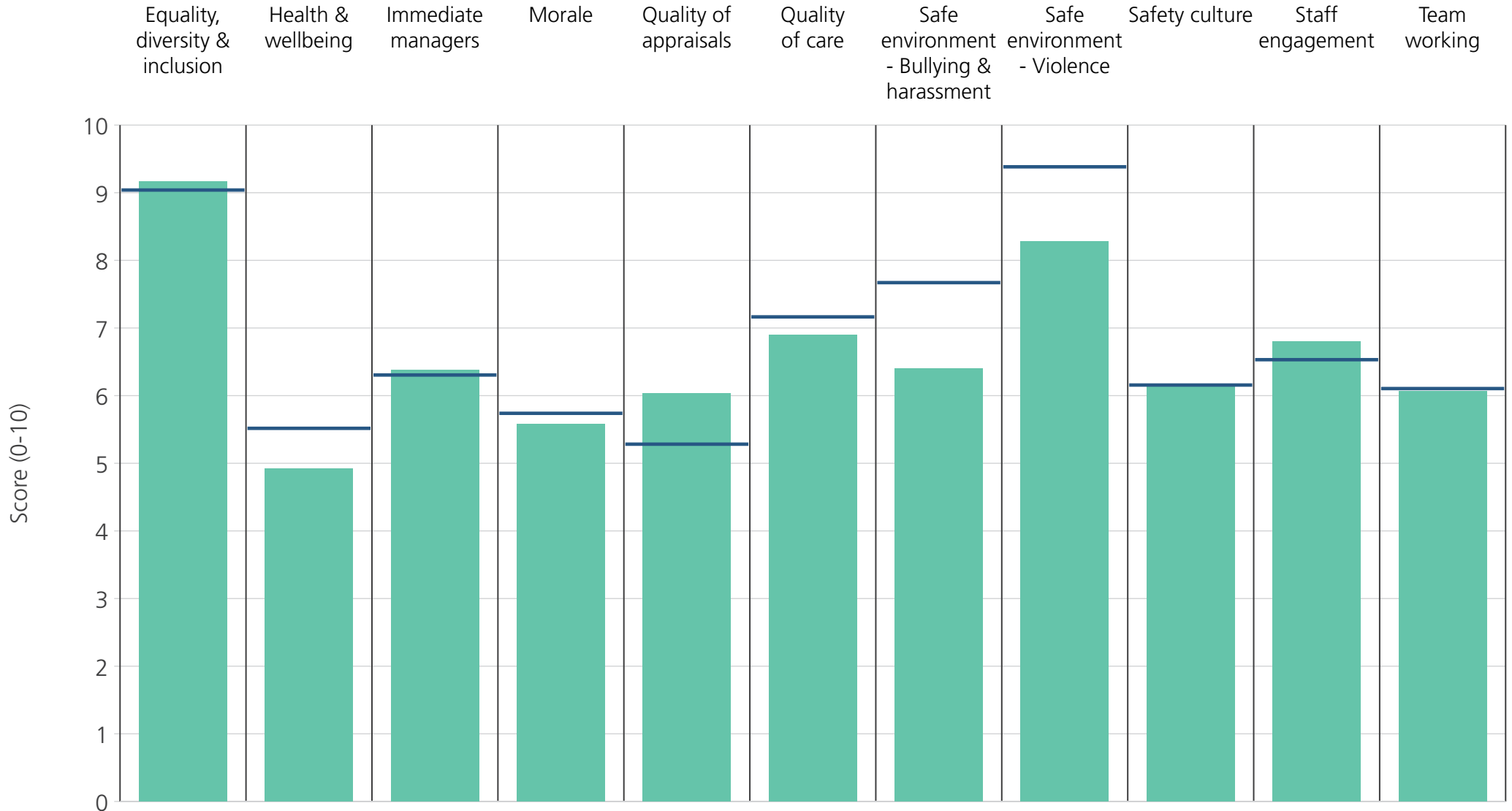
Directorate	9.2	5.2	6.4	6.0	5.3	7.4	7.4	9.8	6.5	6.7	6.3
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	217	222	221	215	188	214	216	220	219	227	221



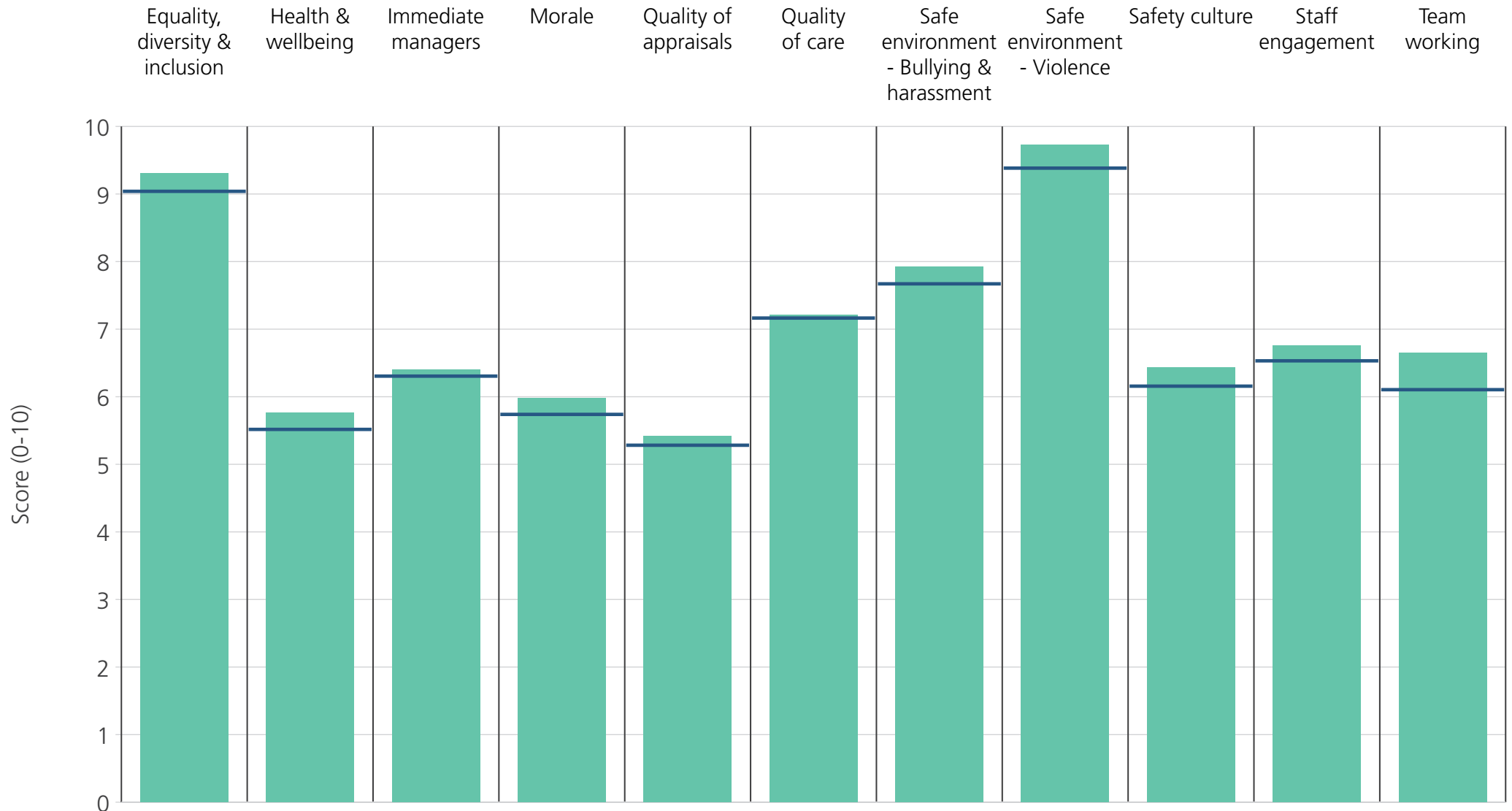
Directorate	8.8	4.8	6.5	5.5	5.2	6.8	7.5	8.6	6.0	6.4	5.8
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	191	191	191	183	128	186	190	188	187	192	185



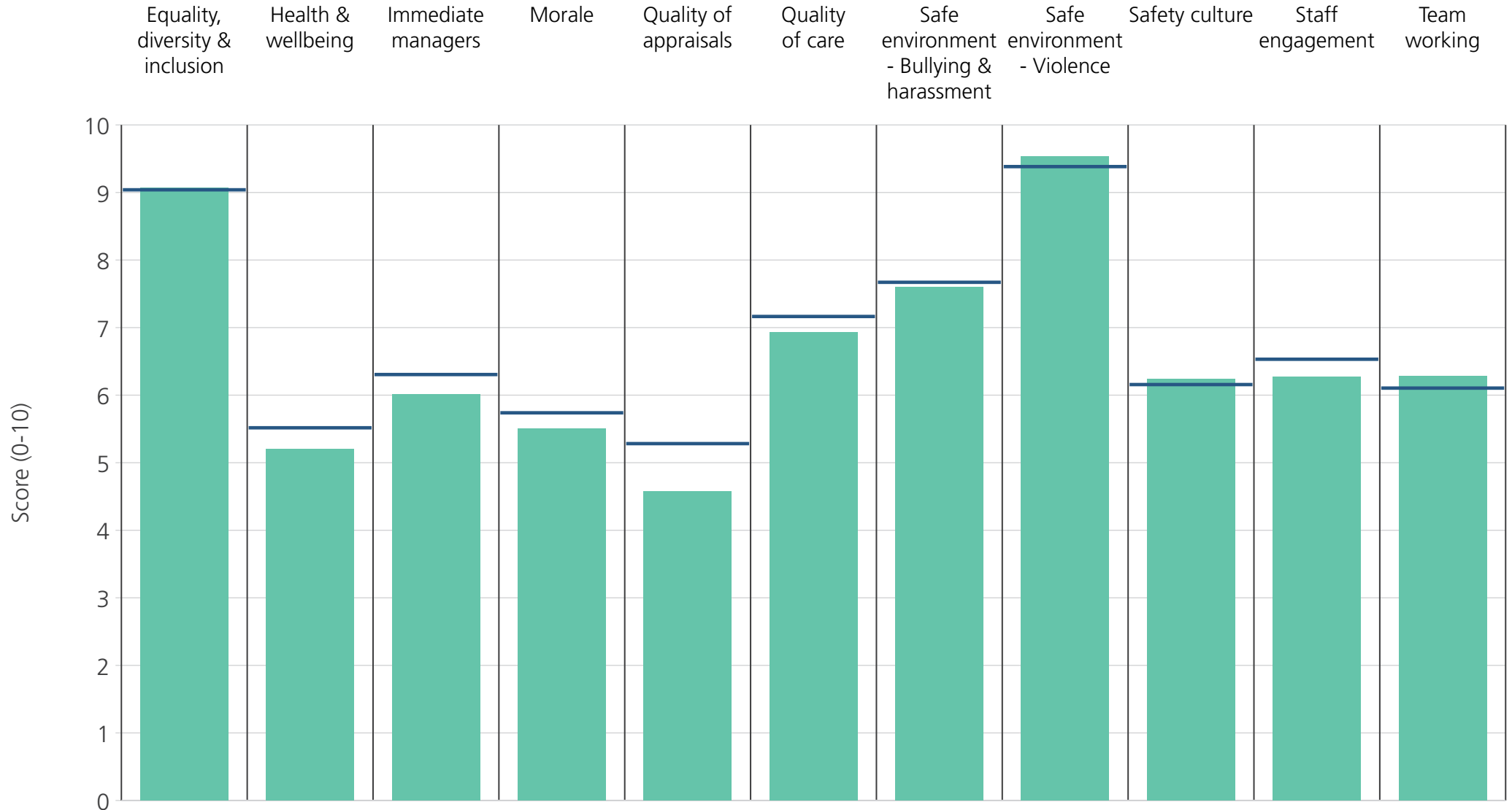
Directorate	9.0	5.5	6.3	5.9	5.4	8.0	7.6	9.5	6.4	6.8	6.1
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	174	178	179	171	151	178	177	177	174	184	180



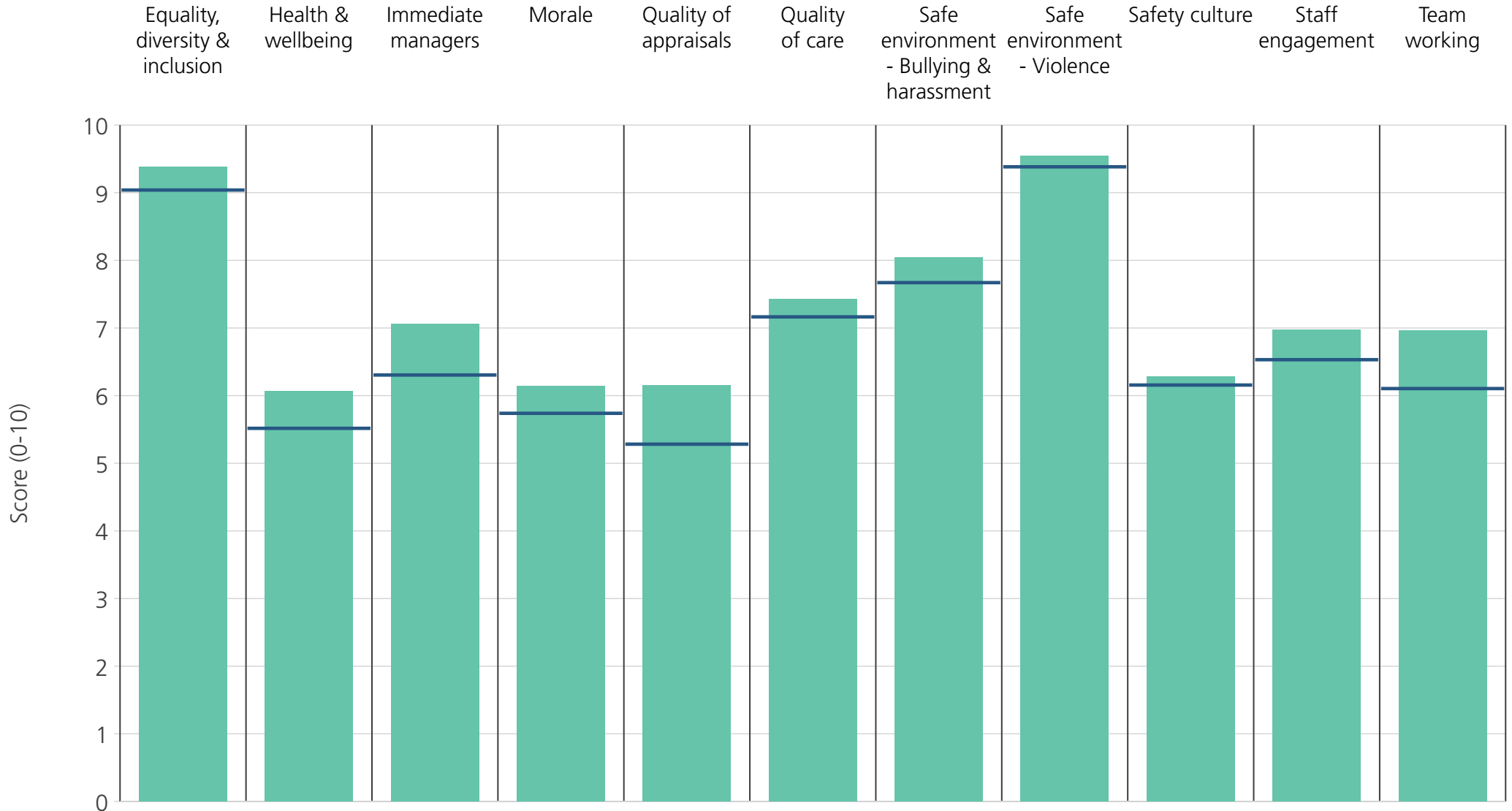
Directorate	9.2	4.9	6.4	5.6	6.0	6.9	6.4	8.3	6.2	6.8	6.1
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	125	126	125	120	86	124	124	122	124	128	127



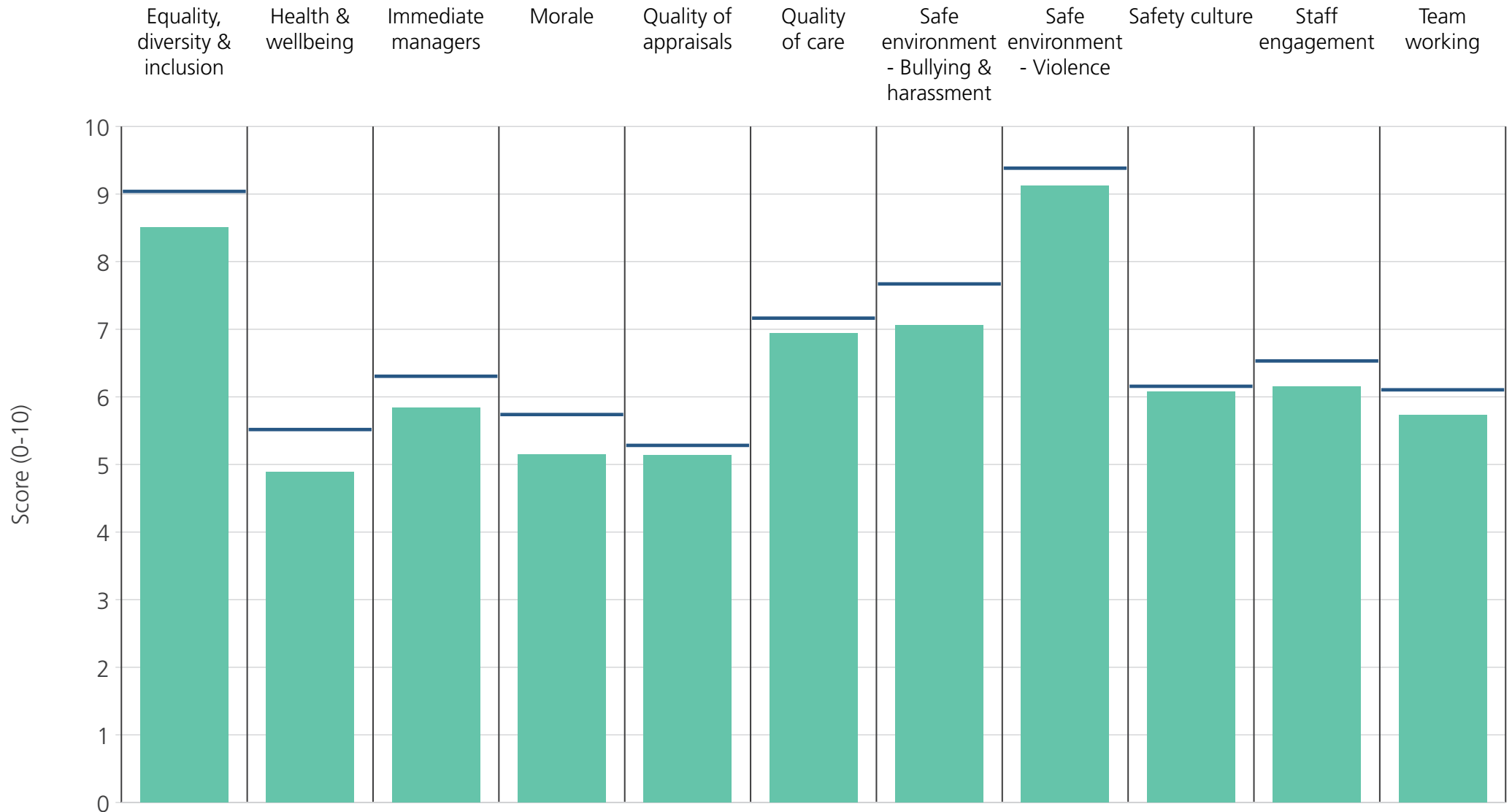
Directorate	9.3	5.8	6.4	6.0	5.4	7.2	7.9	9.7	6.4	6.8	6.7
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	173	175	175	169	143	170	173	174	173	178	174



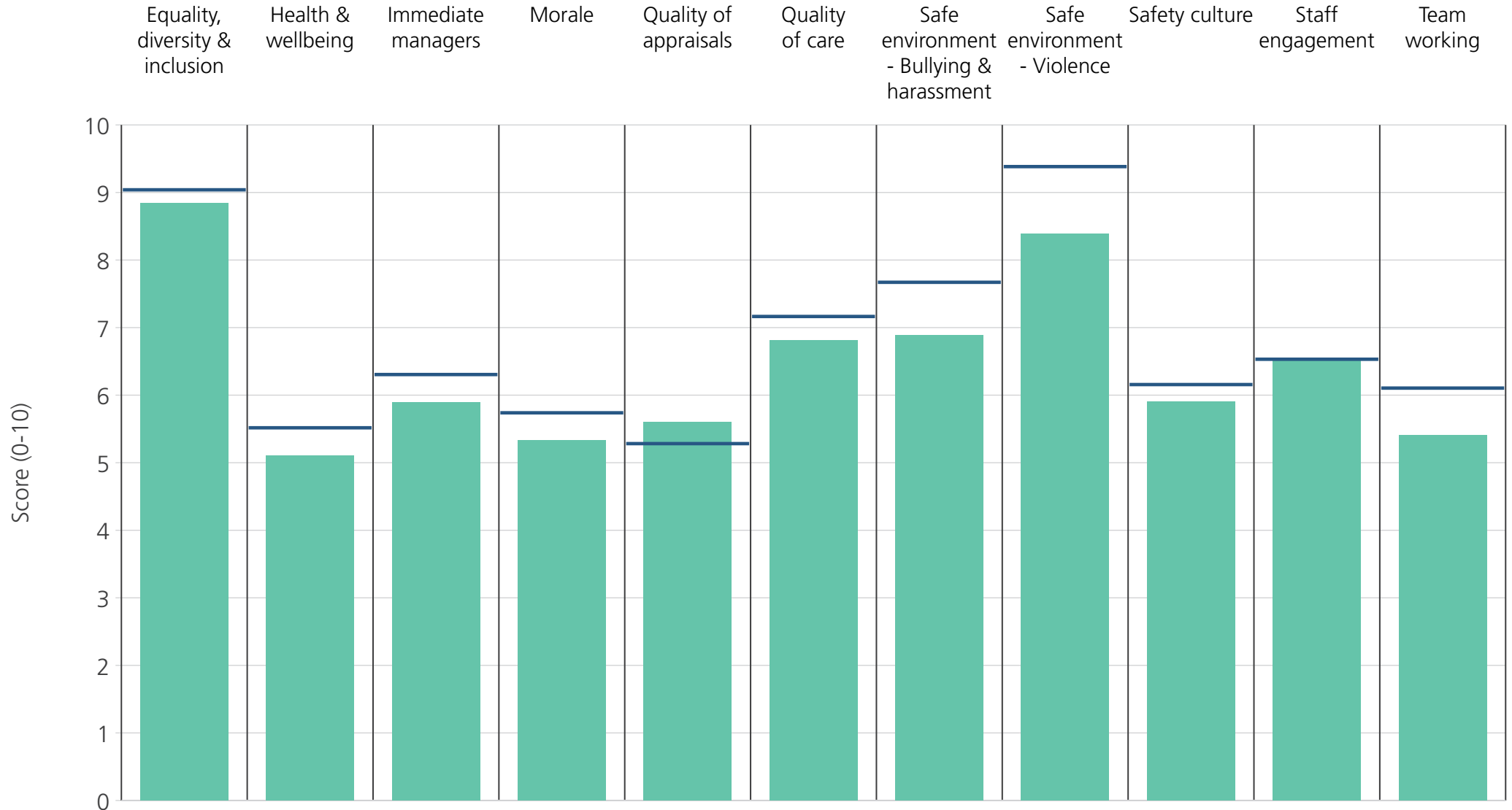
Directorate	9.1	5.2	6.0	5.5	4.6	6.9	7.6	9.5	6.2	6.3	6.3
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	184	185	185	182	145	177	185	184	185	185	184



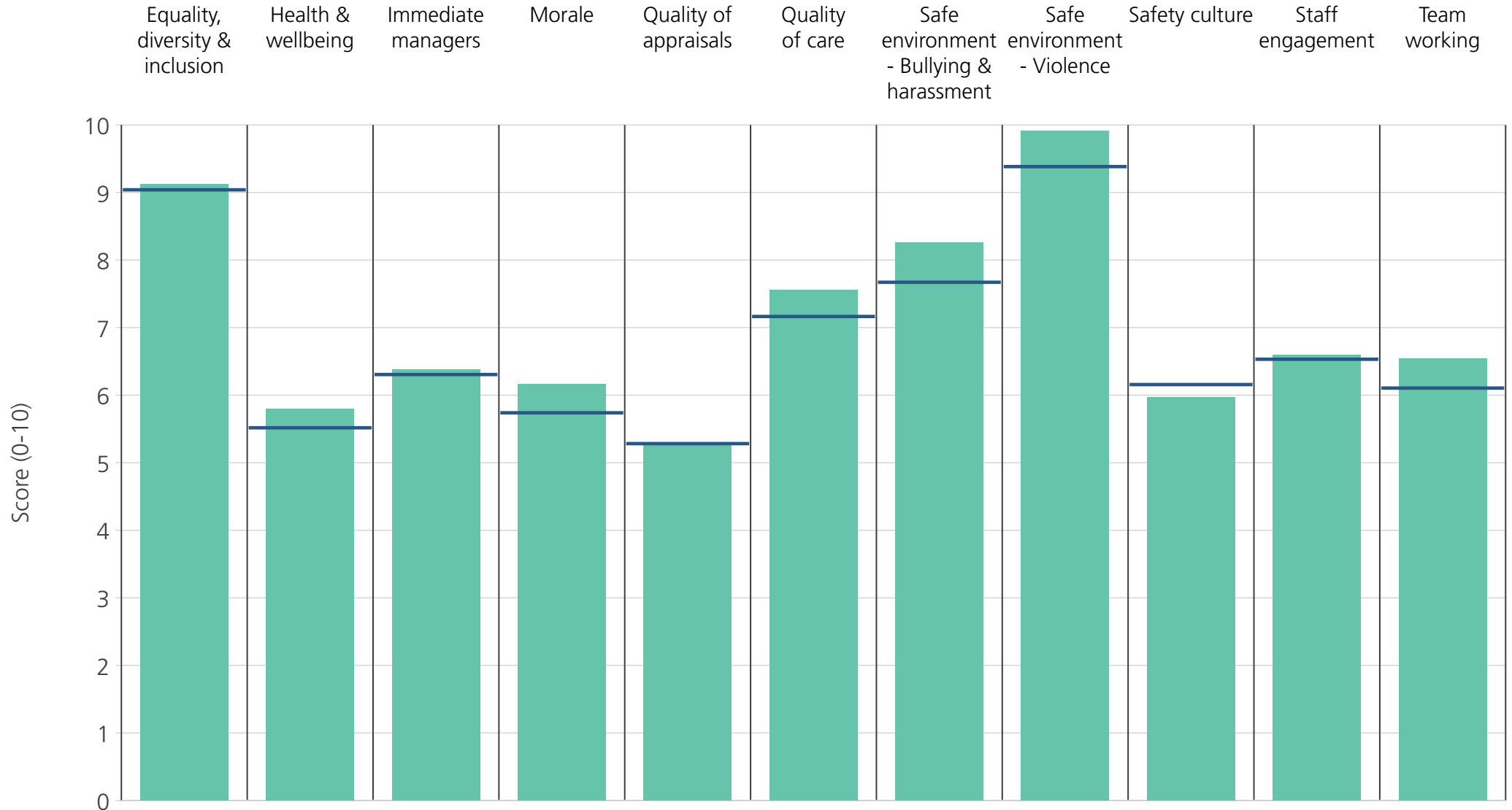
Directorate	9.4	6.1	7.1	6.1	6.2	7.4	8.0	9.5	6.3	7.0	7.0
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	187	189	190	187	160	188	189	189	188	192	185



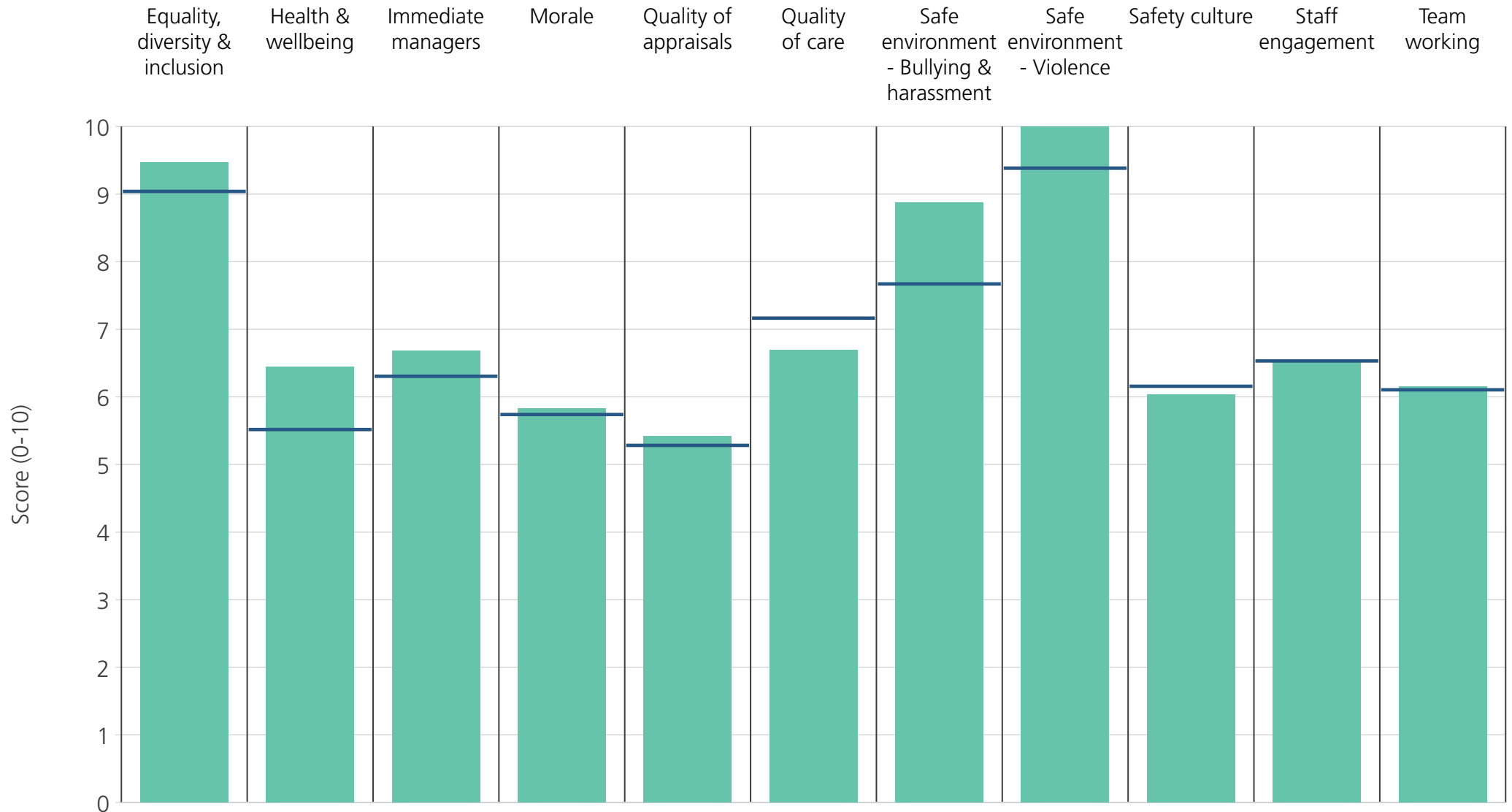
Directorate	8.5	4.9	5.8	5.1	5.1	6.9	7.1	9.1	6.1	6.1	5.7
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	184	186	186	180	151	182	185	185	183	185	177



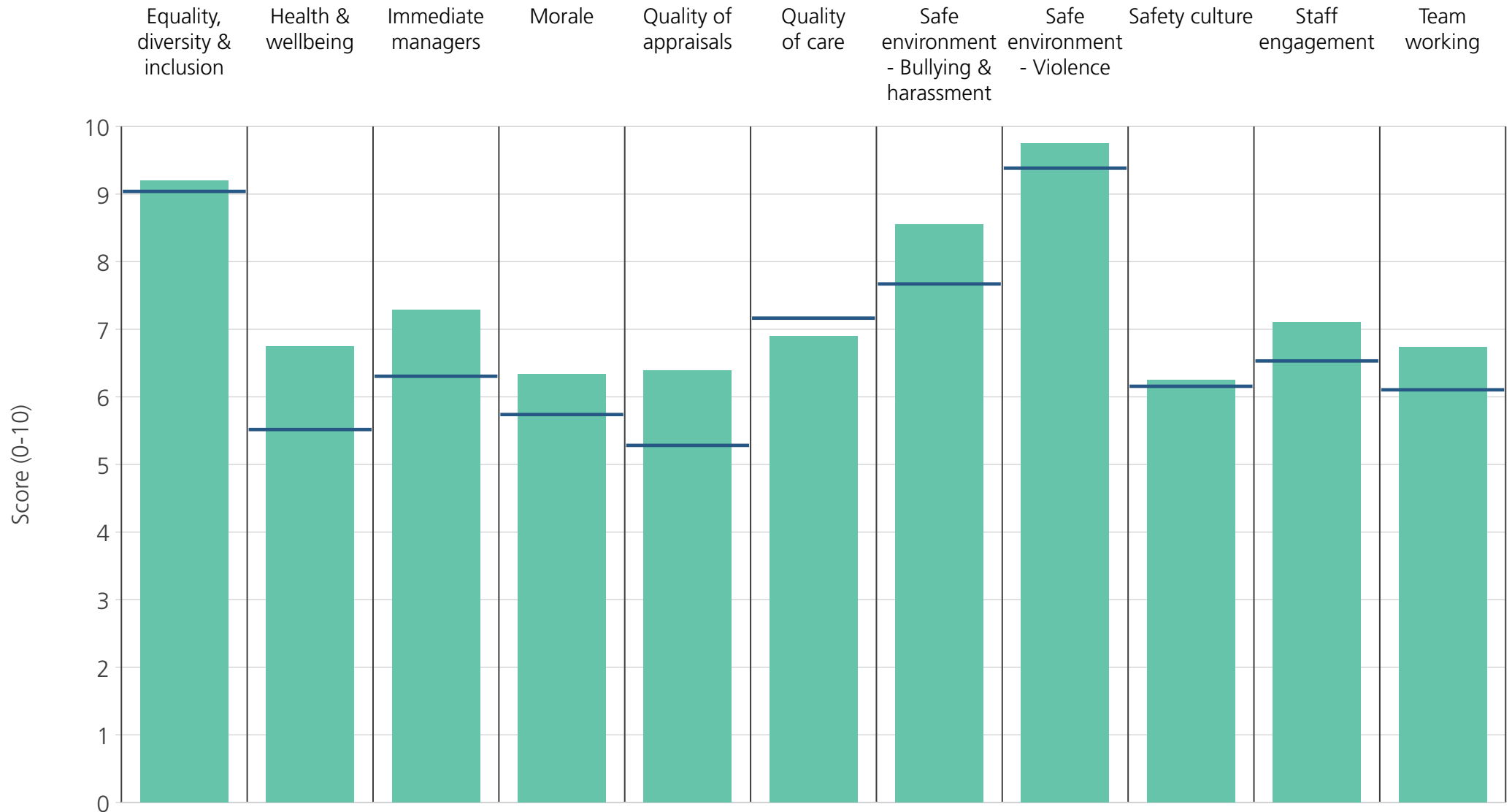
Directorate	8.8	5.1	5.9	5.3	5.6	6.8	6.9	8.4	5.9	6.5	5.4
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	91	92	93	87	58	90	91	91	88	94	95



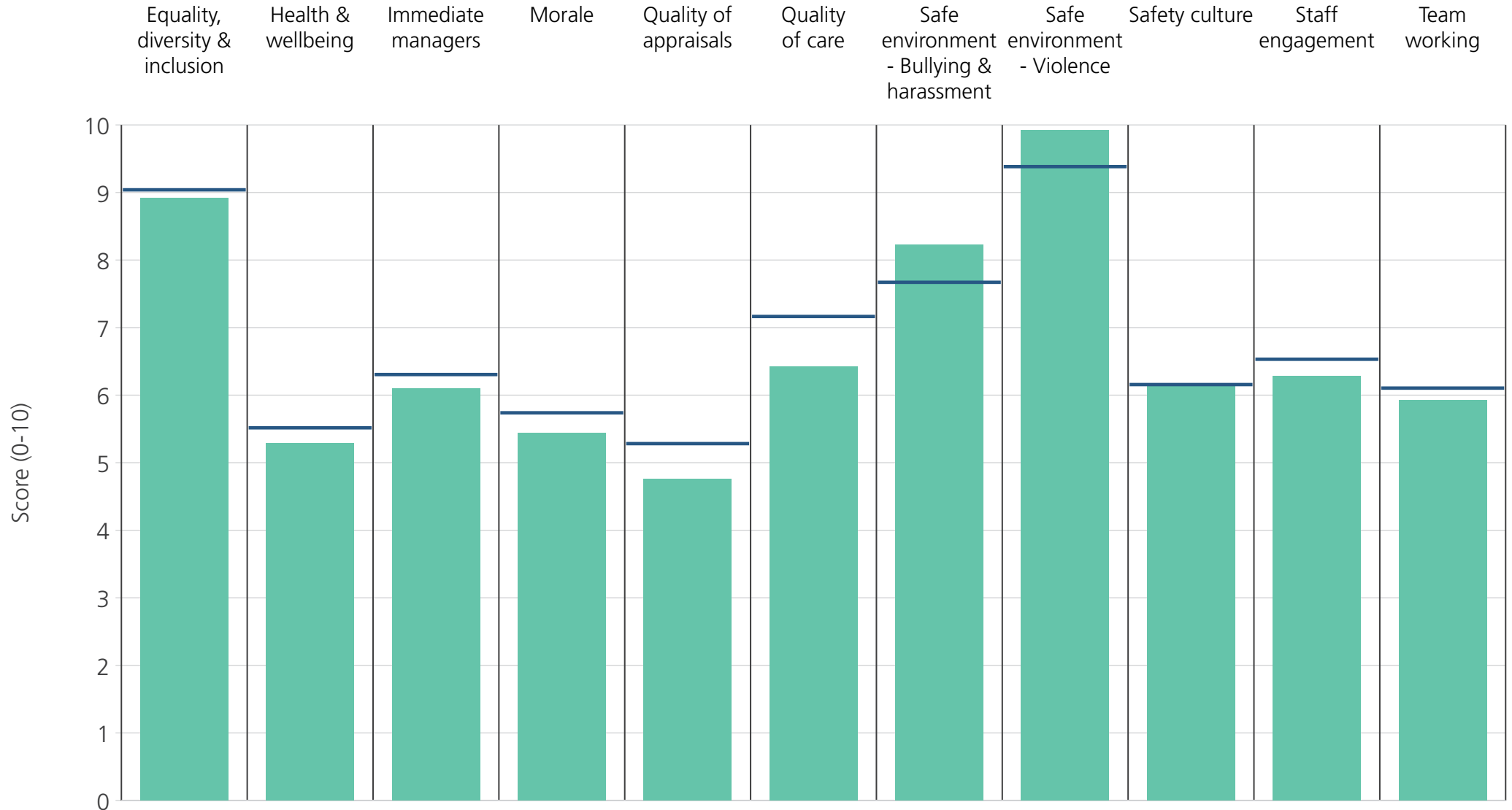
Directorate	9.1	5.8	6.4	6.2	5.3	7.6	8.3	9.9	6.0	6.6	6.5
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	145	145	146	143	116	140	145	145	145	146	143



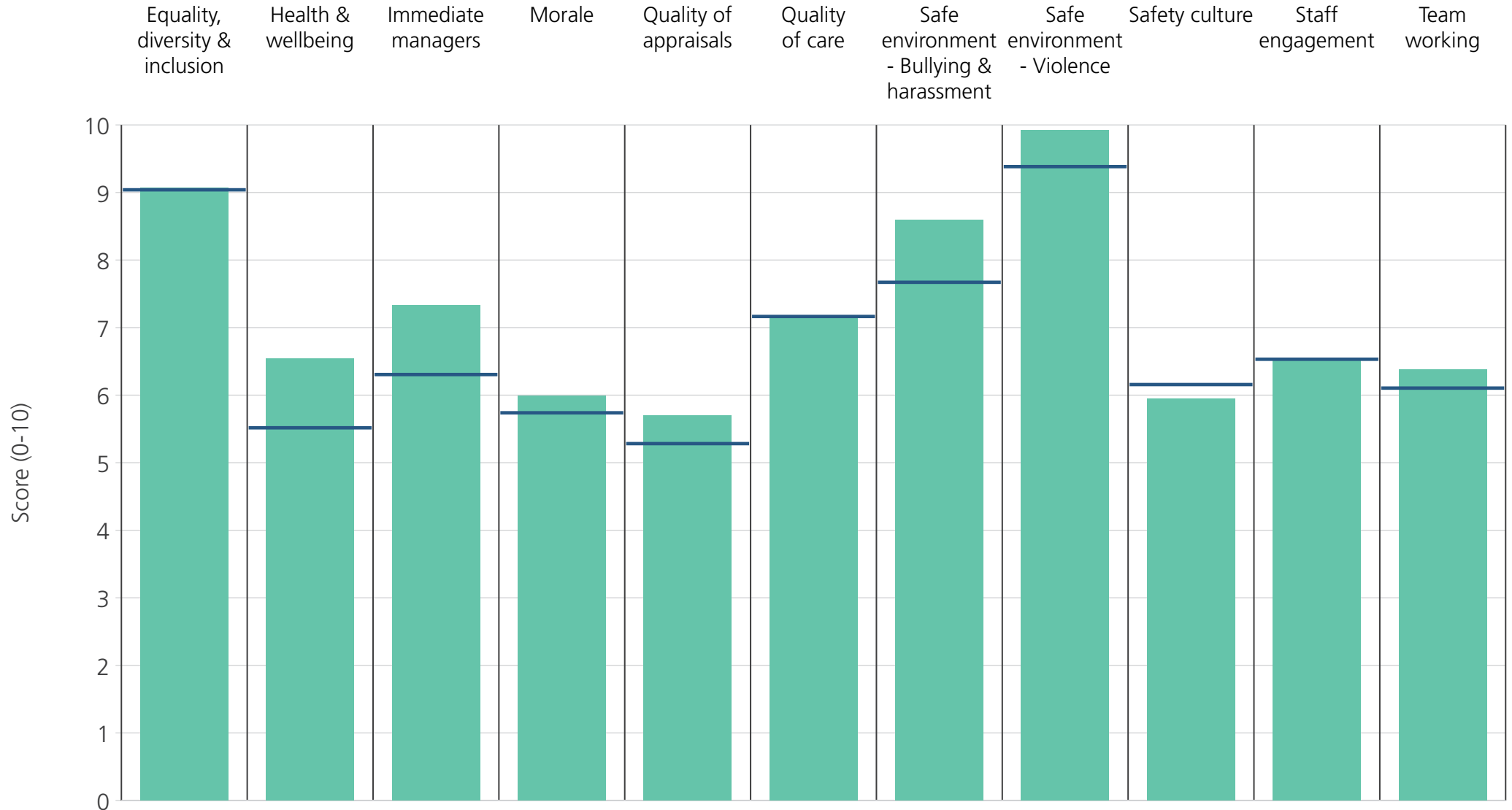
Directorate	9.5	6.4	6.7	5.8	5.4	6.7	8.9	10.0	6.0	6.5	6.2
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	151	153	153	152	131	72	153	153	151	156	156



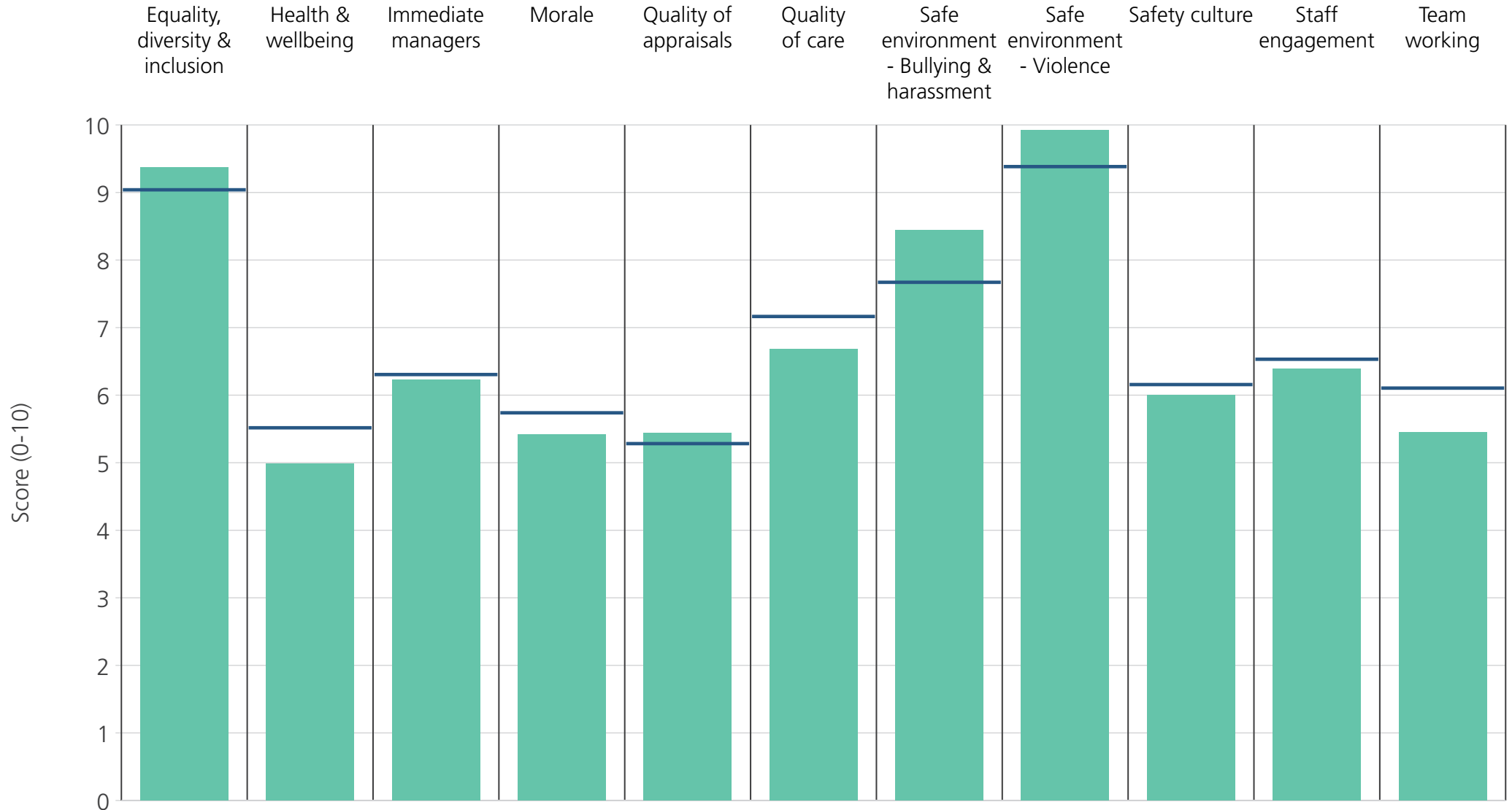
Directorate	9.2	6.7	7.3	6.3	6.4	6.9	8.5	9.7	6.3	7.1	6.7
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	132	133	133	131	90	77	131	133	132	133	130



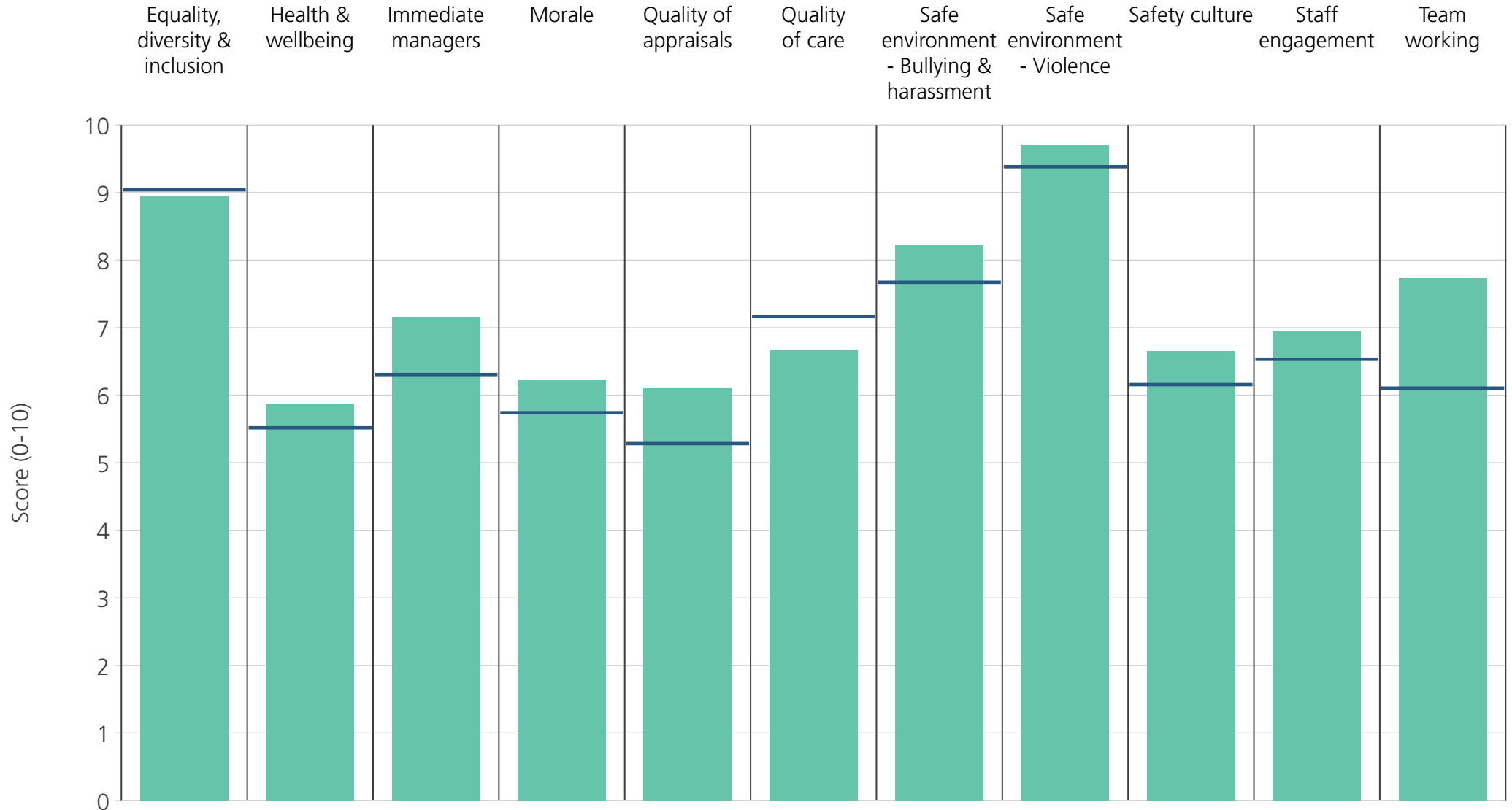
Directorate	8.9	5.3	6.1	5.4	4.8	6.4	8.2	9.9	6.2	6.3	5.9
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	82	82	84	81	62	80	81	81	80	88	88



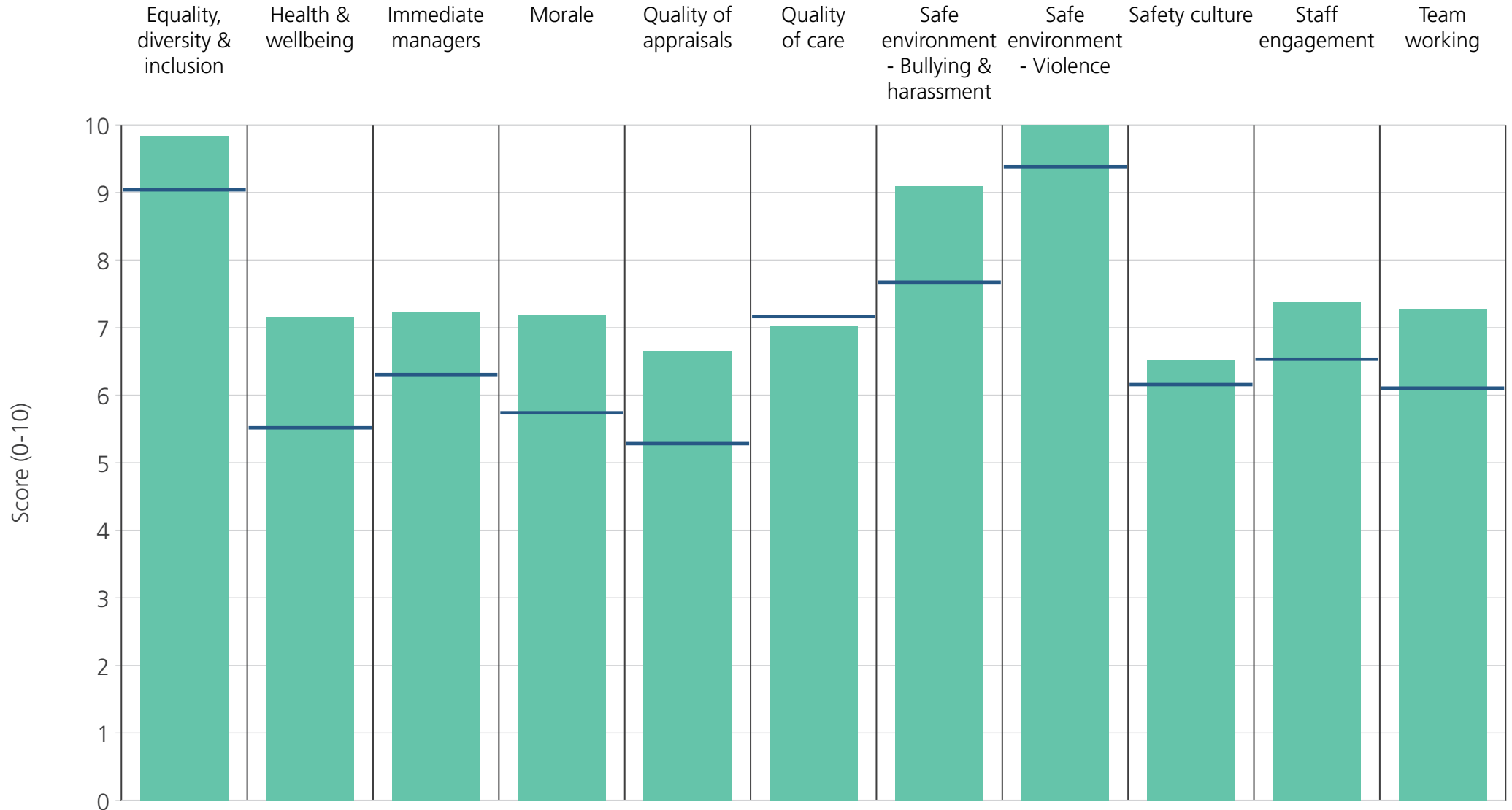
Directorate	9.1	6.5	7.3	6.0	5.7	7.1	8.6	9.9	5.9	6.5	6.4
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	88	88	88	87	77	46	88	88	88	88	88



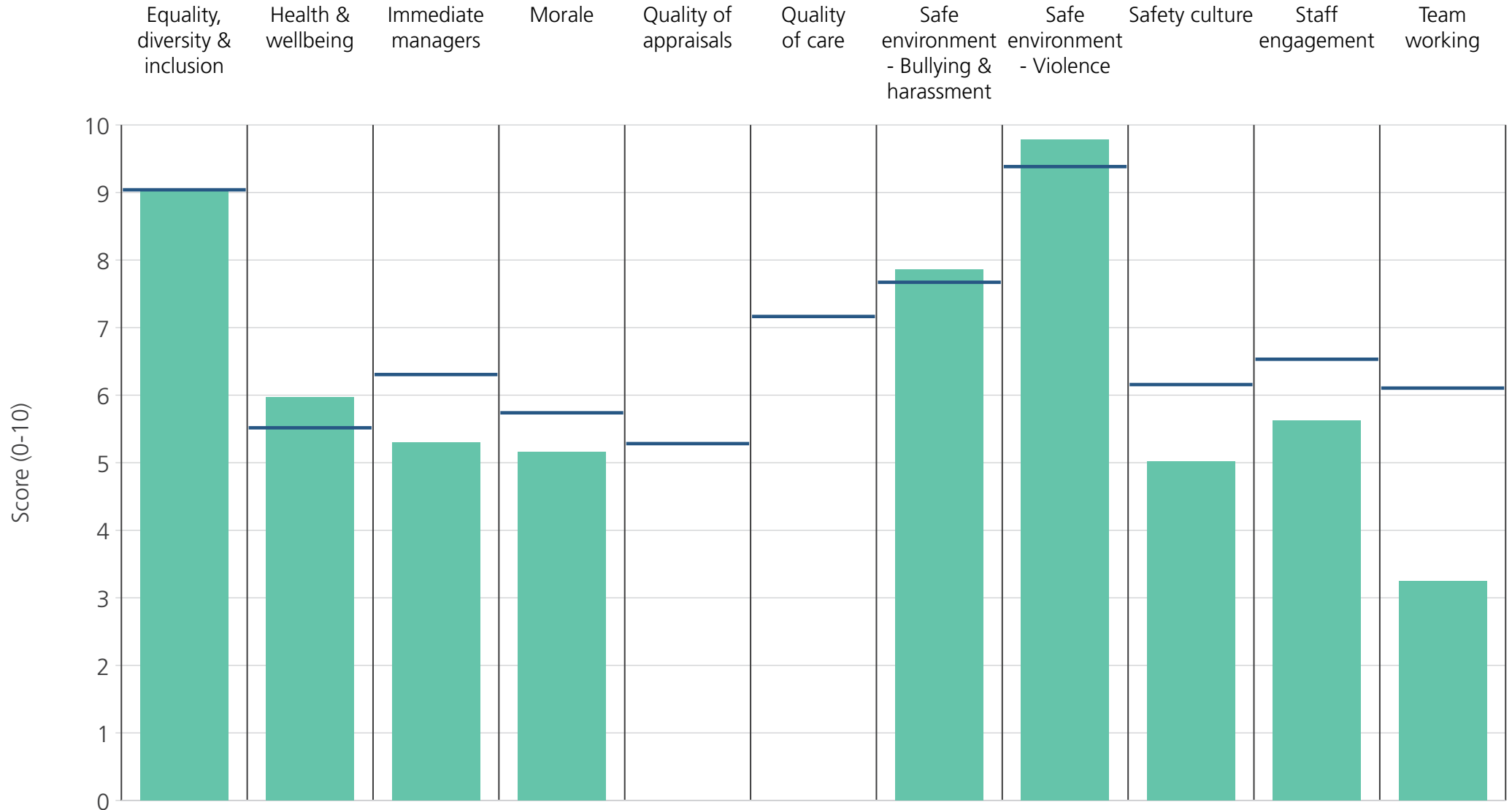
Directorate	9.4	5.0	6.2	5.4	5.4	6.7	8.4	9.9	6.0	6.4	5.4
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	45	45	45	45	34	43	45	45	44	46	45



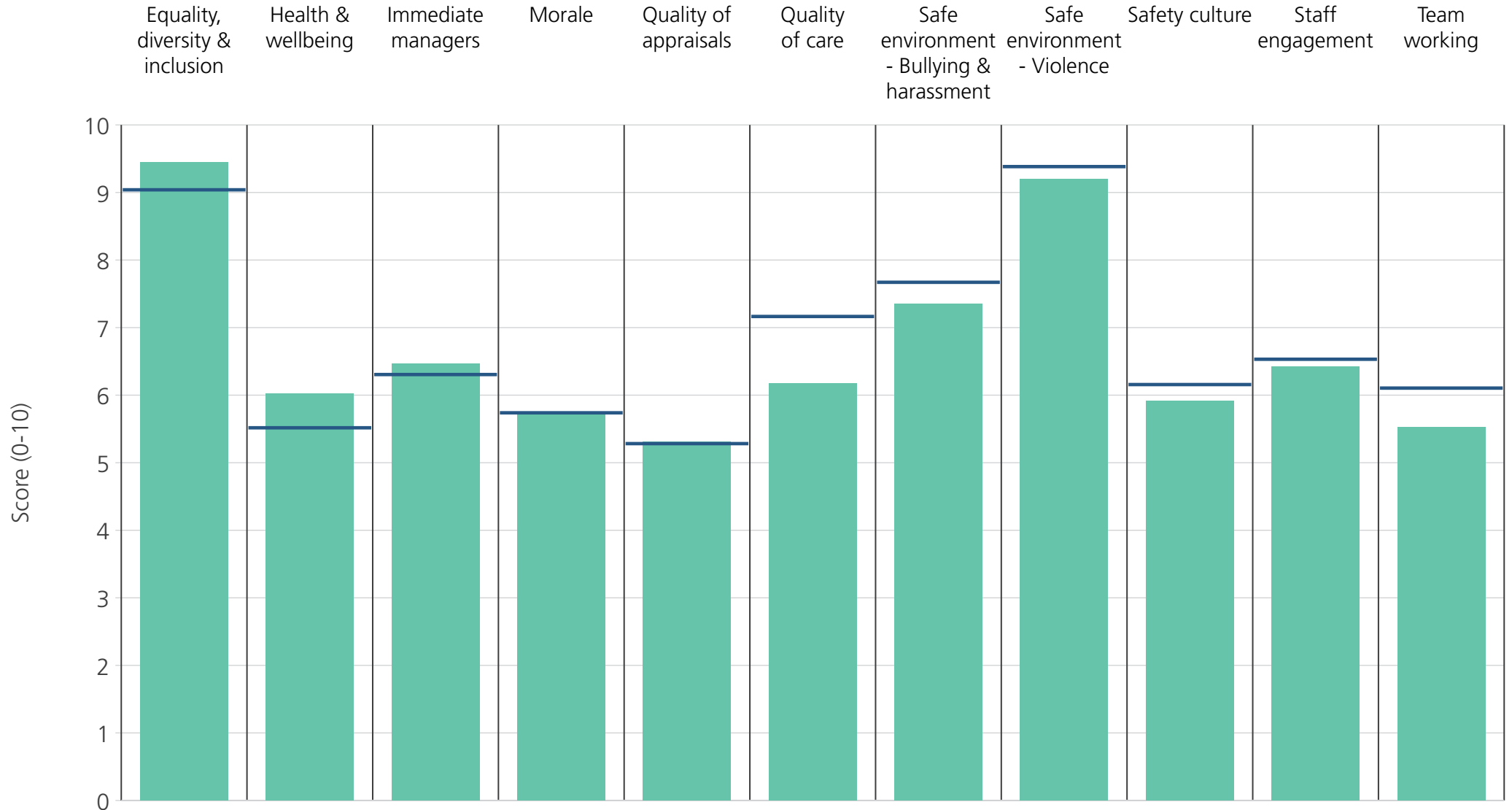
Directorate	9.0	5.9	7.2	6.2	6.1	6.7	8.2	9.7	6.7	6.9	7.7
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	43	43	43	43	33	28	43	43	43	44	43



Directorate	9.8	7.2	7.2	7.2	6.6	7.0	9.1	10.0	6.5	7.4	7.3
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	51	51	51	51	47	20	51	51	51	51	50



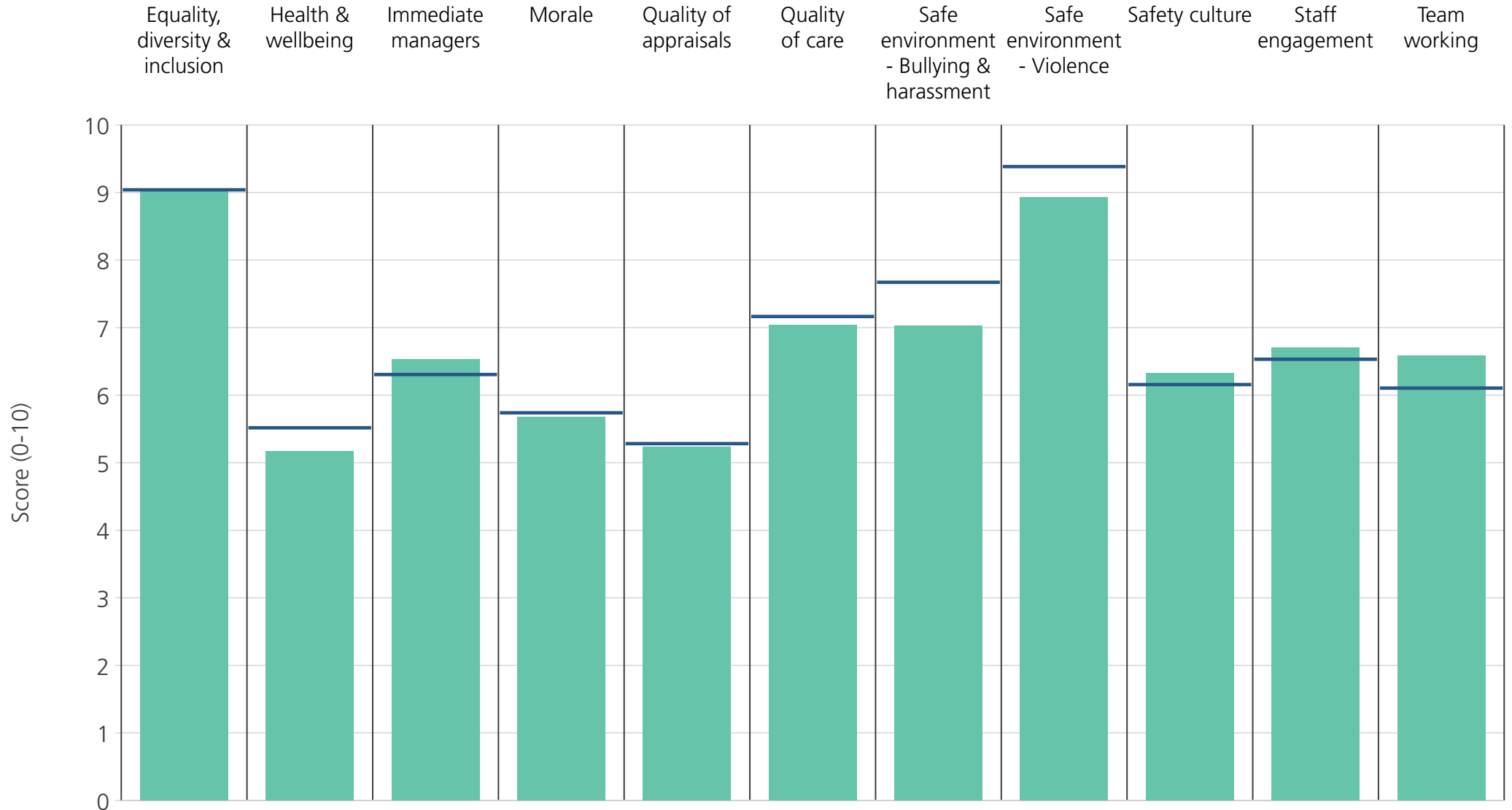
Directorate	9.0	6.0	5.3	5.2	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	14	14	15	15	6	4	14	15	13	15	15



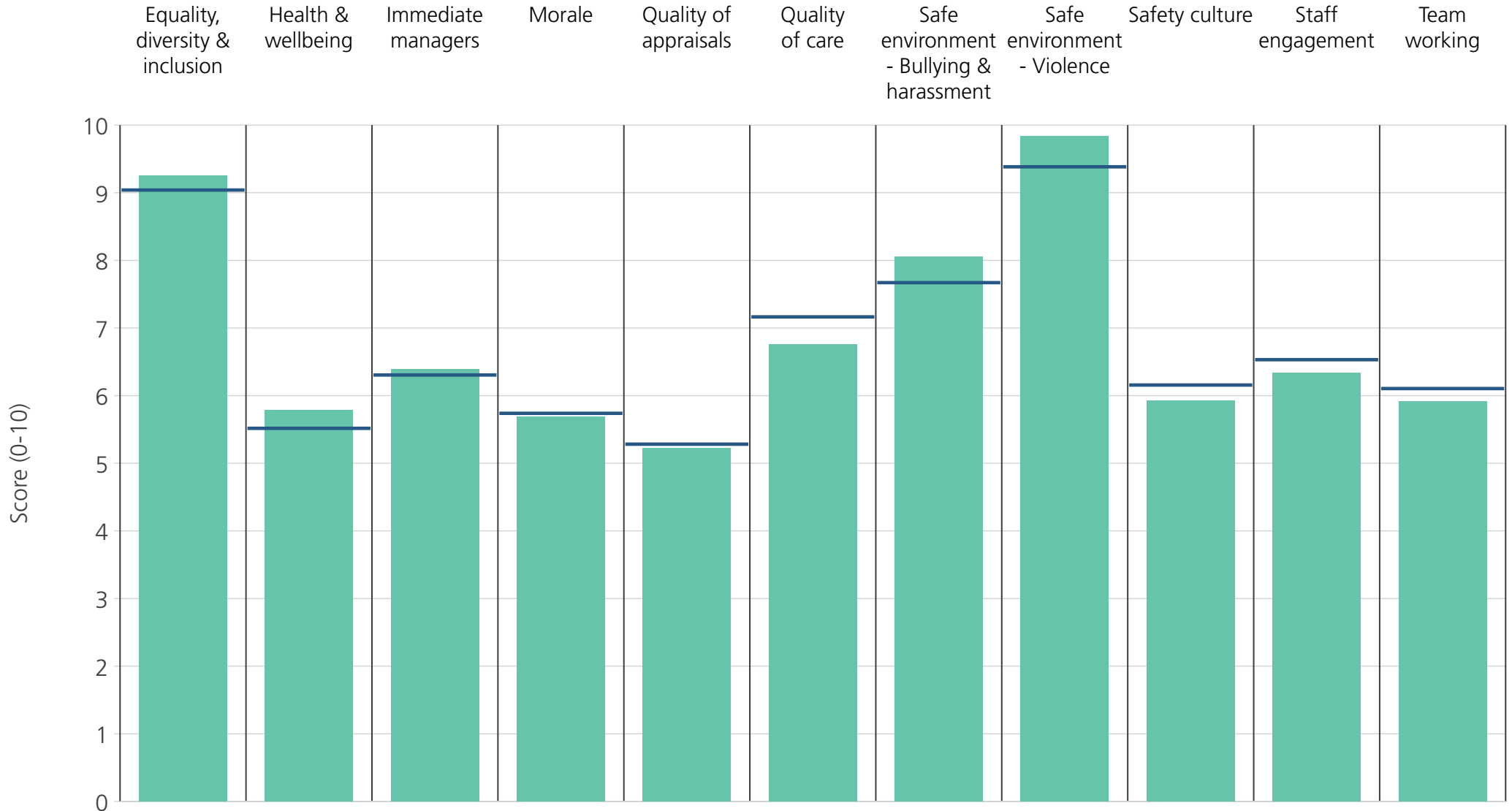
Directorate	9.4	6.0	6.5	5.7	5.3	6.2	7.3	9.2	5.9	6.4	5.5
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	54	54	54	54	32	47	54	54	54	55	55

Directorates 2

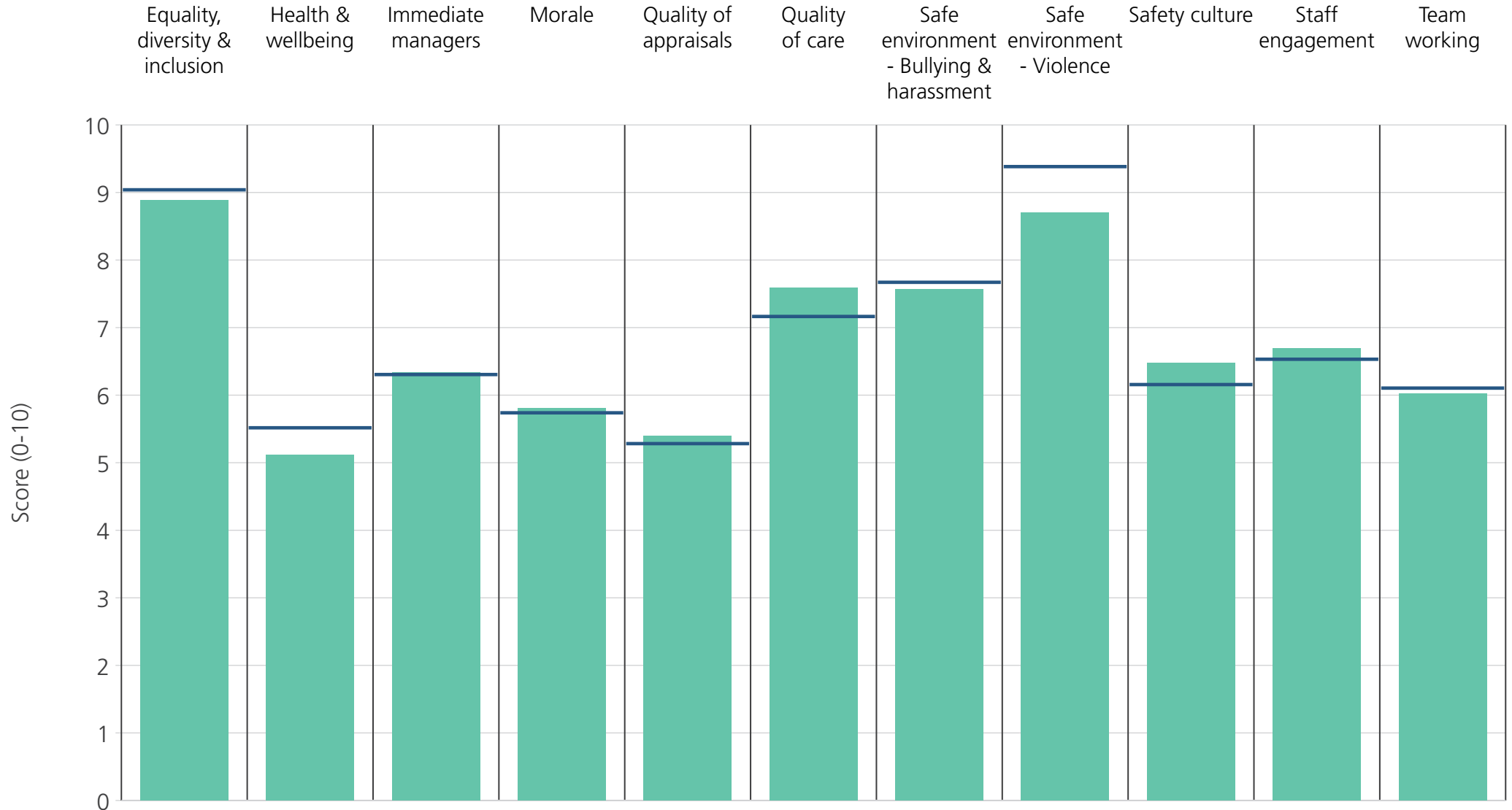
United Lincolnshire Hospitals NHS Trust
2019 NHS Staff Survey Results



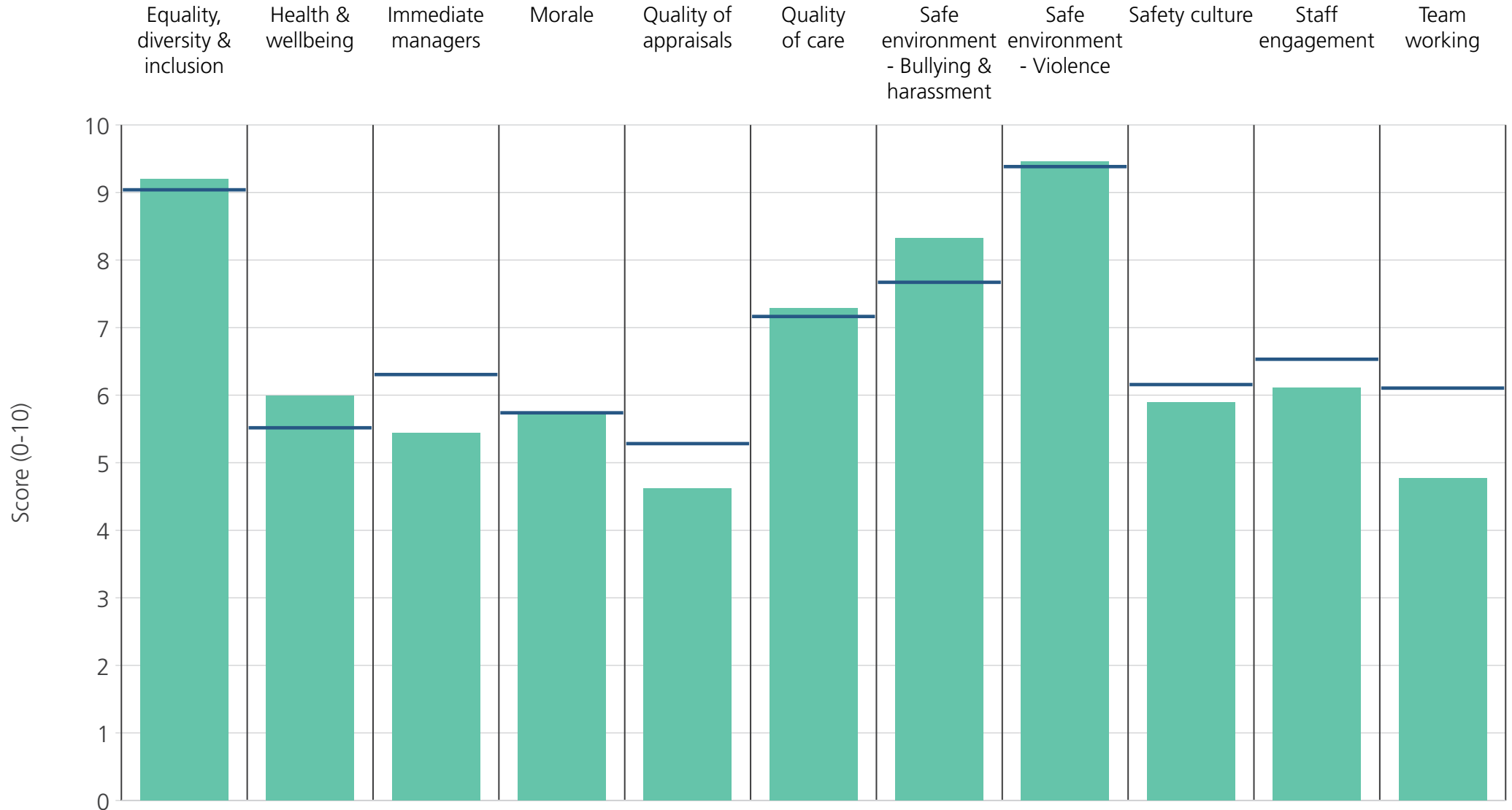
Directorate	9.1	5.2	6.5	5.7	5.2	7.0	7.0	8.9	6.3	6.7	6.6
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	935	943	941	917	786	936	935	936	932	955	934



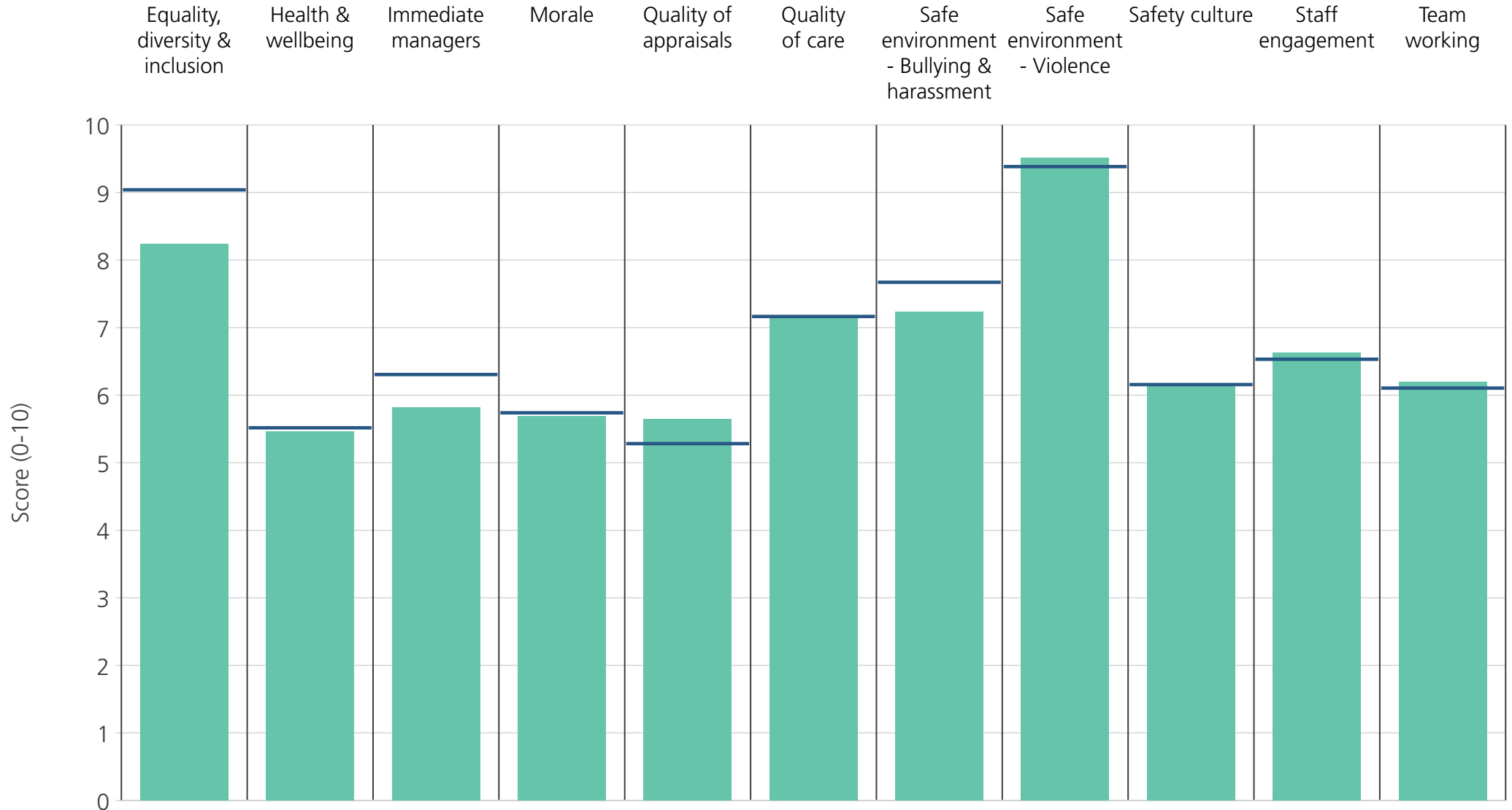
Directorate	9.3	5.8	6.4	5.7	5.2	6.8	8.1	9.8	5.9	6.3	5.9
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	1083	1094	1093	1078	796	772	1083	1089	1081	1105	1080



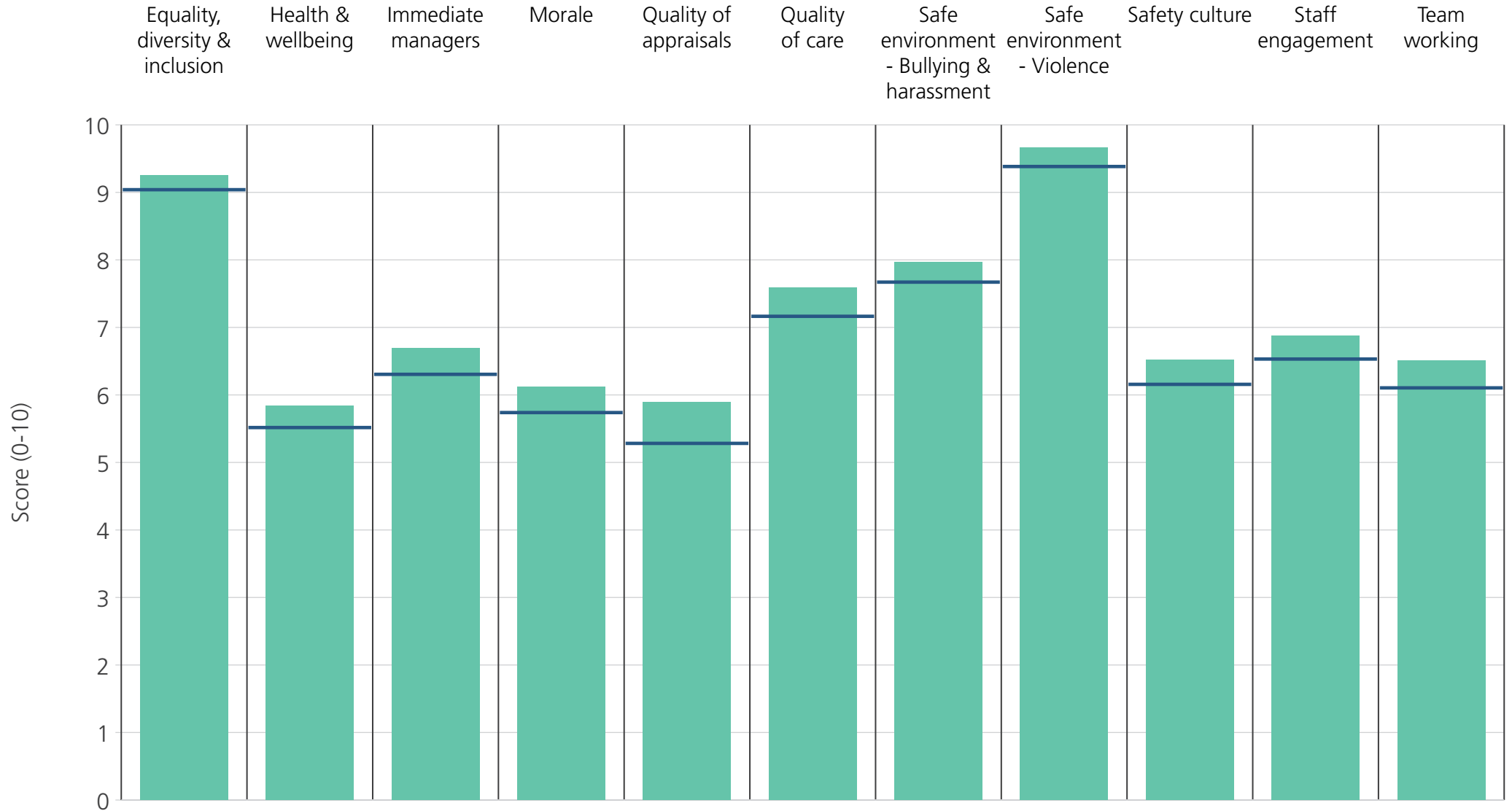
Directorate	8.9	5.1	6.3	5.8	5.4	7.6	7.6	8.7	6.5	6.7	6.0
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	405	409	409	386	313	409	401	402	400	414	397



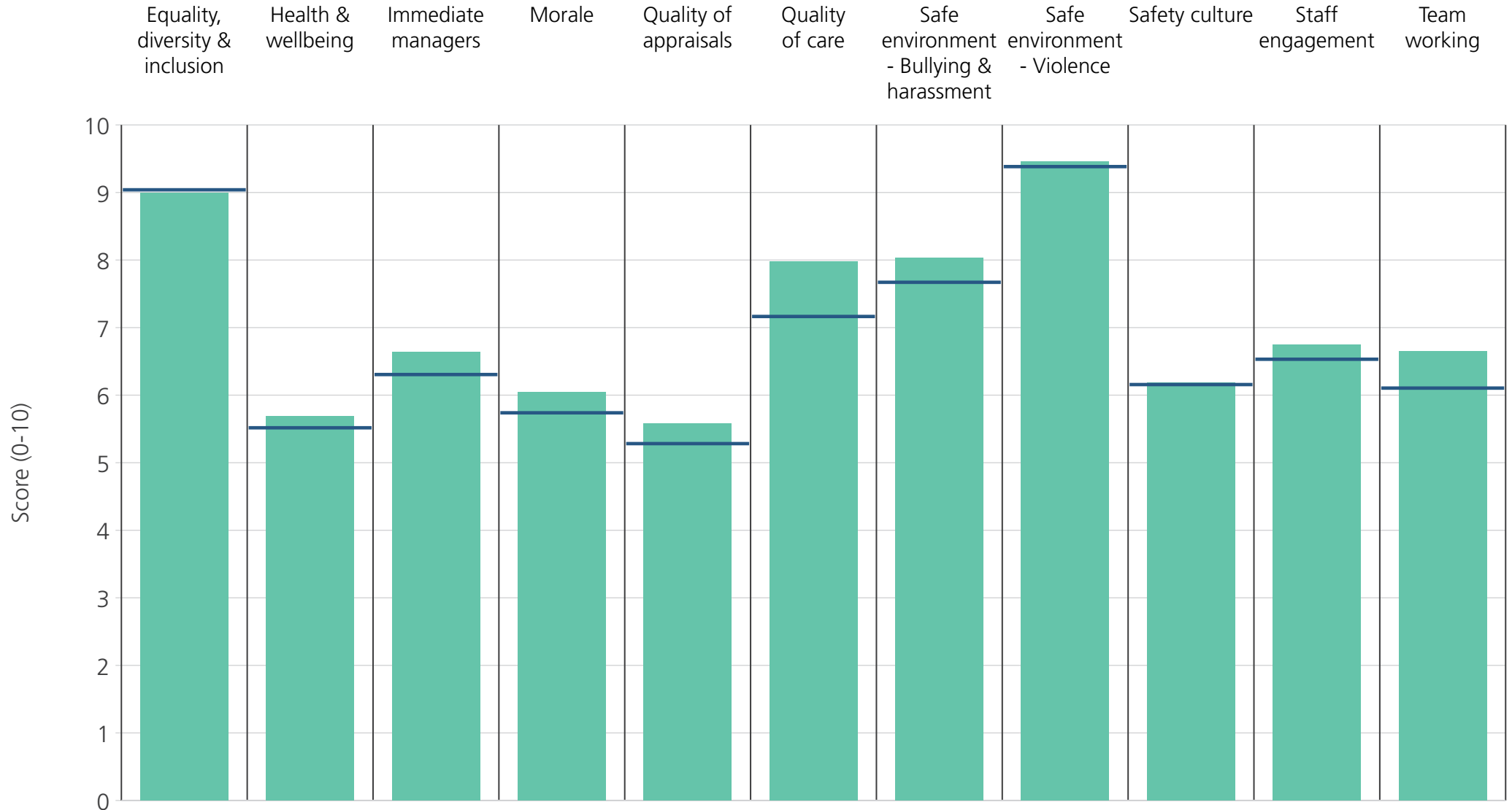
Category	Directorate	Your org	Responses
Equality, diversity & inclusion	9.2	9.0	306
Health & wellbeing	6.0	5.5	308
Immediate managers	5.4	6.3	309
Morale	5.7	5.7	306
Quality of appraisals	4.6	5.3	228
Quality of care	7.3	7.2	229
Safe environment - Bullying & harassment	8.3	7.7	306
Safe environment - Violence	9.5	9.4	305
Safety culture	5.9	6.2	302
Staff engagement	6.1	6.5	311
Team working	4.8	6.1	305



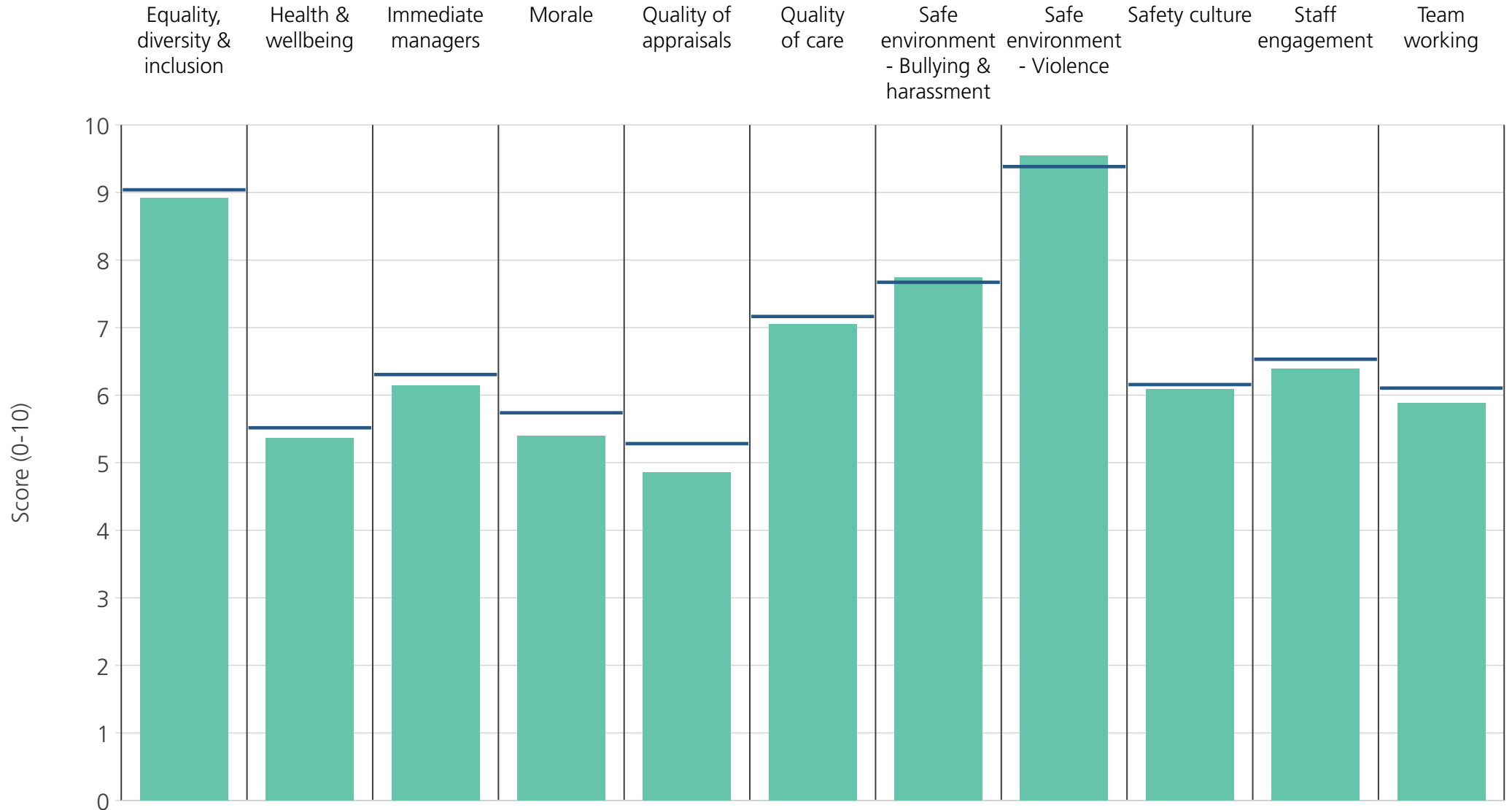
Directorate	8.2	5.5	5.8	5.7	5.6	7.2	7.2	9.5	6.2	6.6	6.2
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	324	328	327	320	288	328	325	324	322	332	331



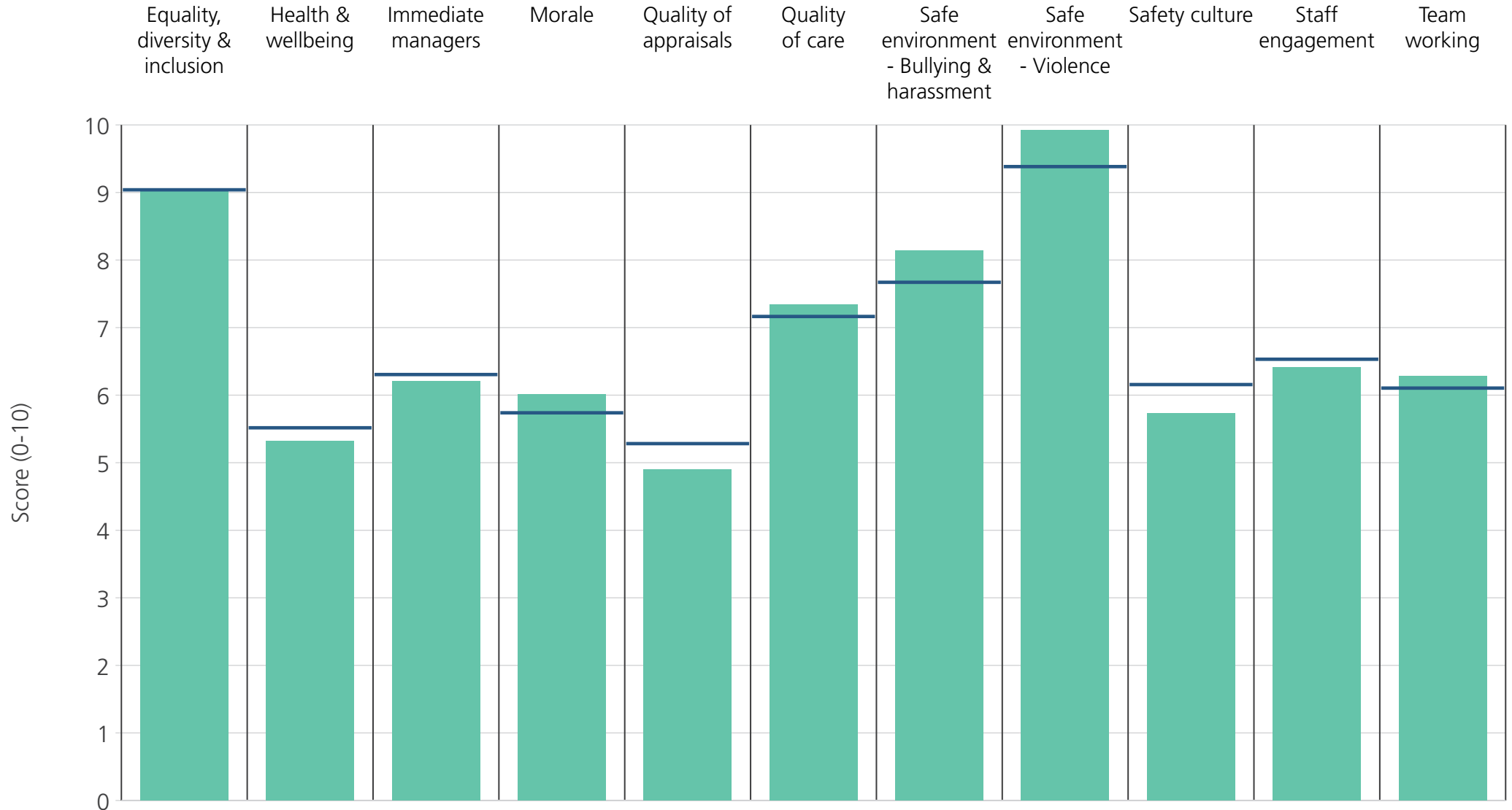
Directorate	9.2	5.8	6.7	6.1	5.9	7.6	8.0	9.7	6.5	6.9	6.5
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	242	244	244	240	204	245	243	244	244	246	241



Directorate	9.0	5.7	6.6	6.0	5.6	8.0	8.0	9.5	6.2	6.7	6.6
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	148	149	153	148	123	146	150	148	149	158	155



Directorate	8.9	5.4	6.1	5.4	4.9	7.0	7.7	9.5	6.1	6.4	5.9
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	124	126	127	123	104	127	124	125	124	129	128



Directorate	9.0	5.3	6.2	6.0	4.9	7.3	8.1	9.9	5.7	6.4	6.3
Your org	9.0	5.5	6.3	5.7	5.3	7.2	7.7	9.4	6.2	6.5	6.1
Responses	88	88	88	87	57	86	88	88	88	88	88