

Birmingham and Solihull Mental Health NHS Foundation Trust

2019 NHS Staff Survey

Directorate Report

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This directorate report for Birmingham and Solihull Mental Health 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 Birmingham and Solihull Mental Health 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.

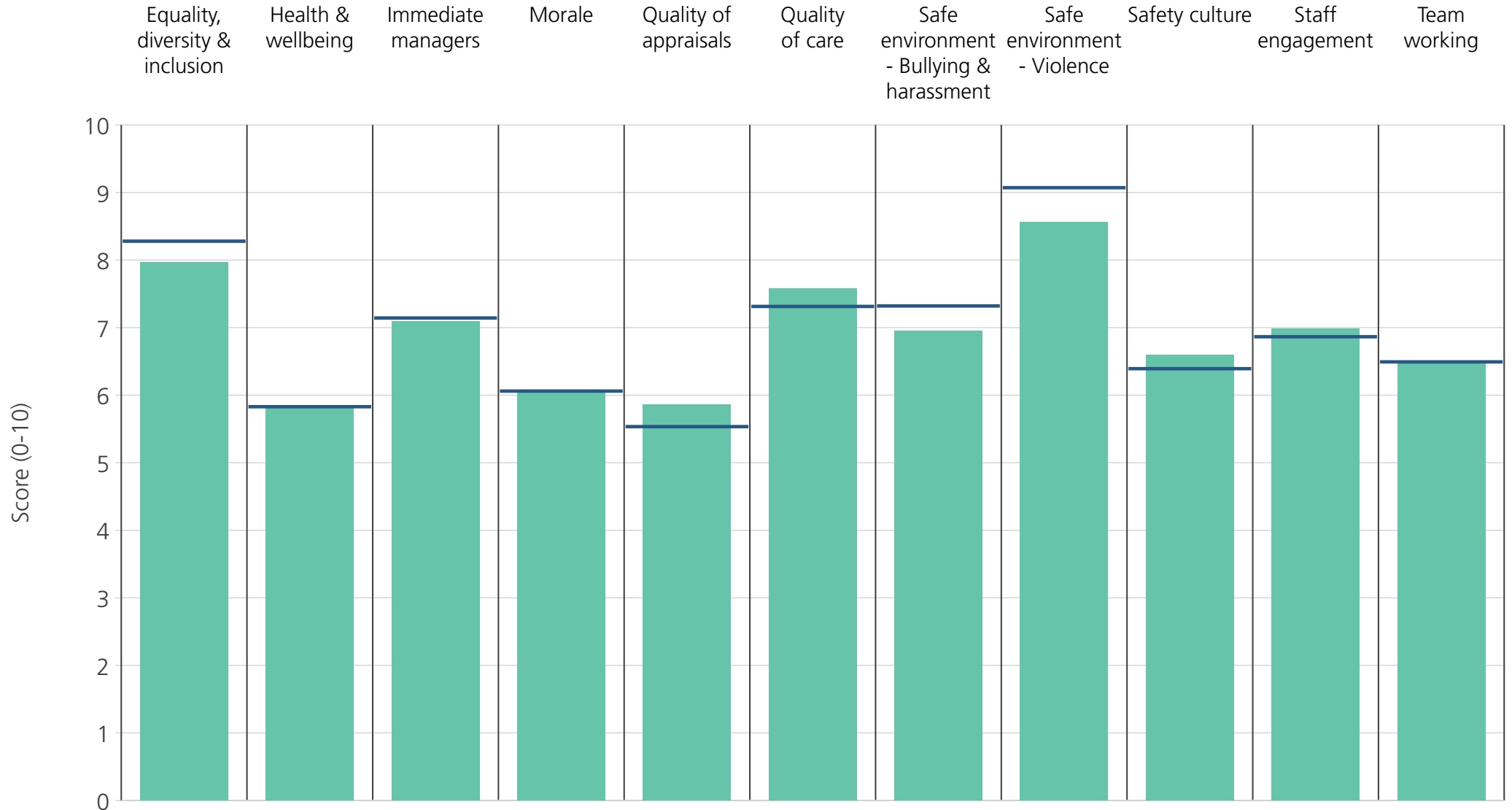
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



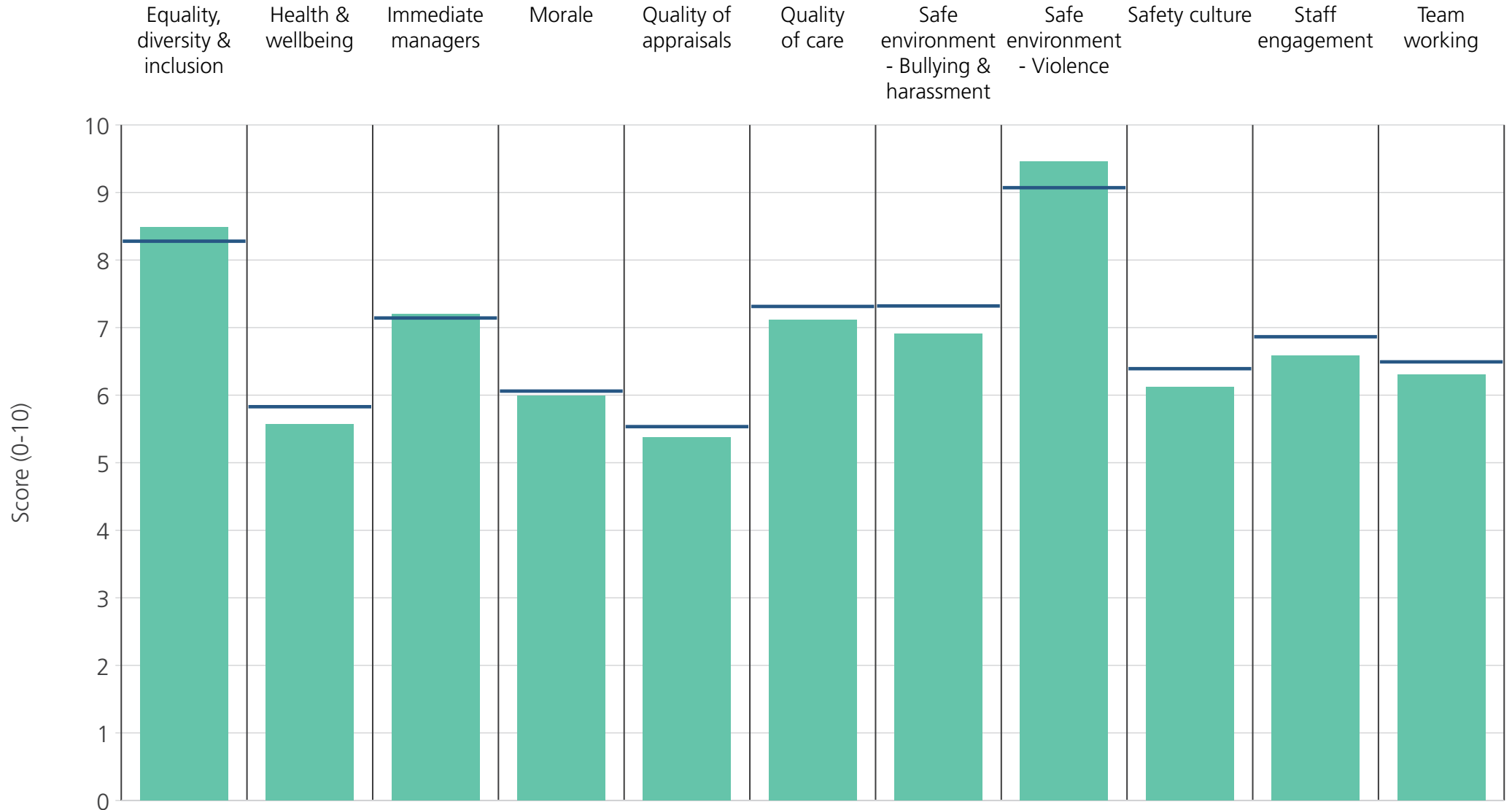
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

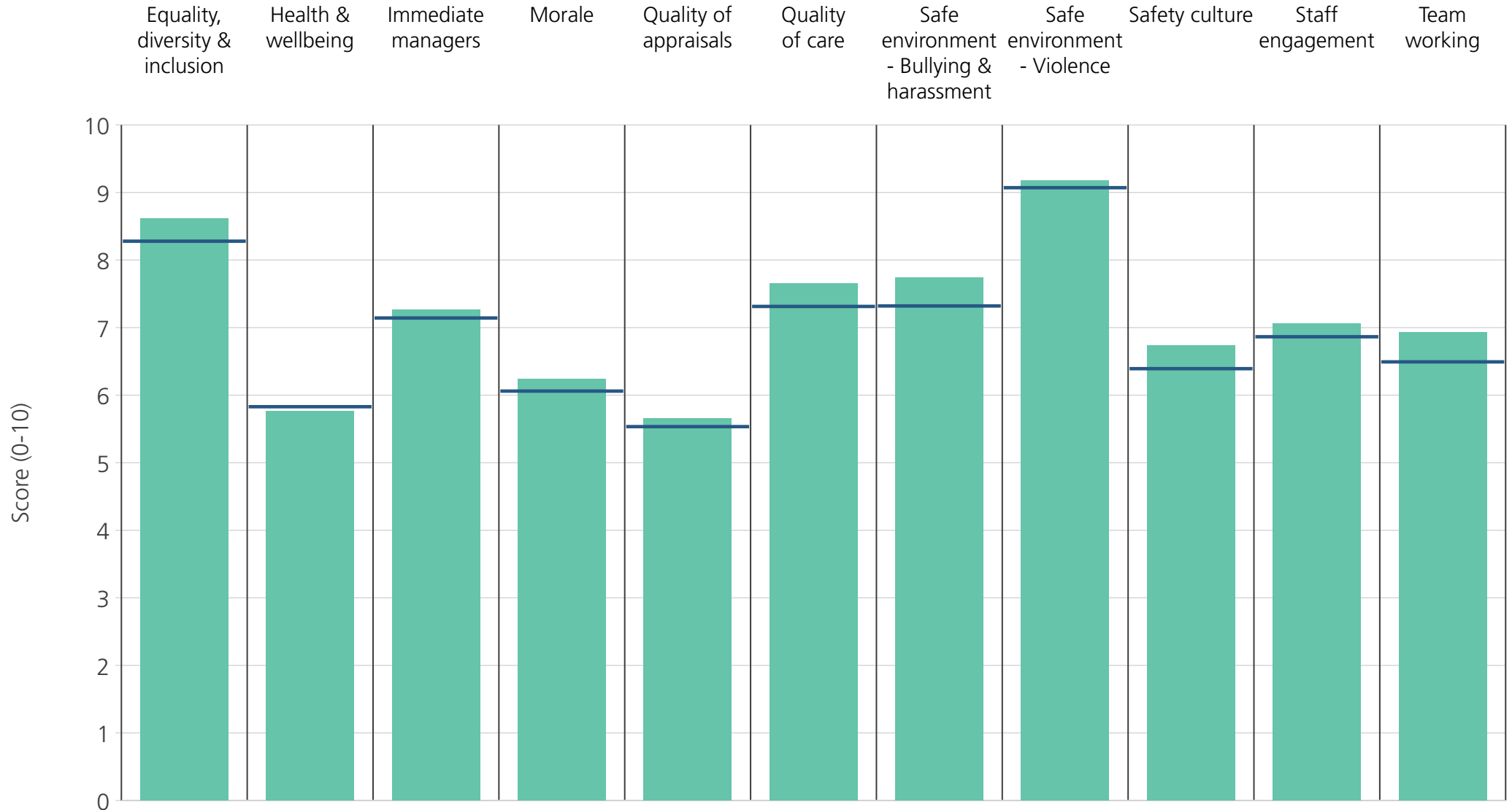
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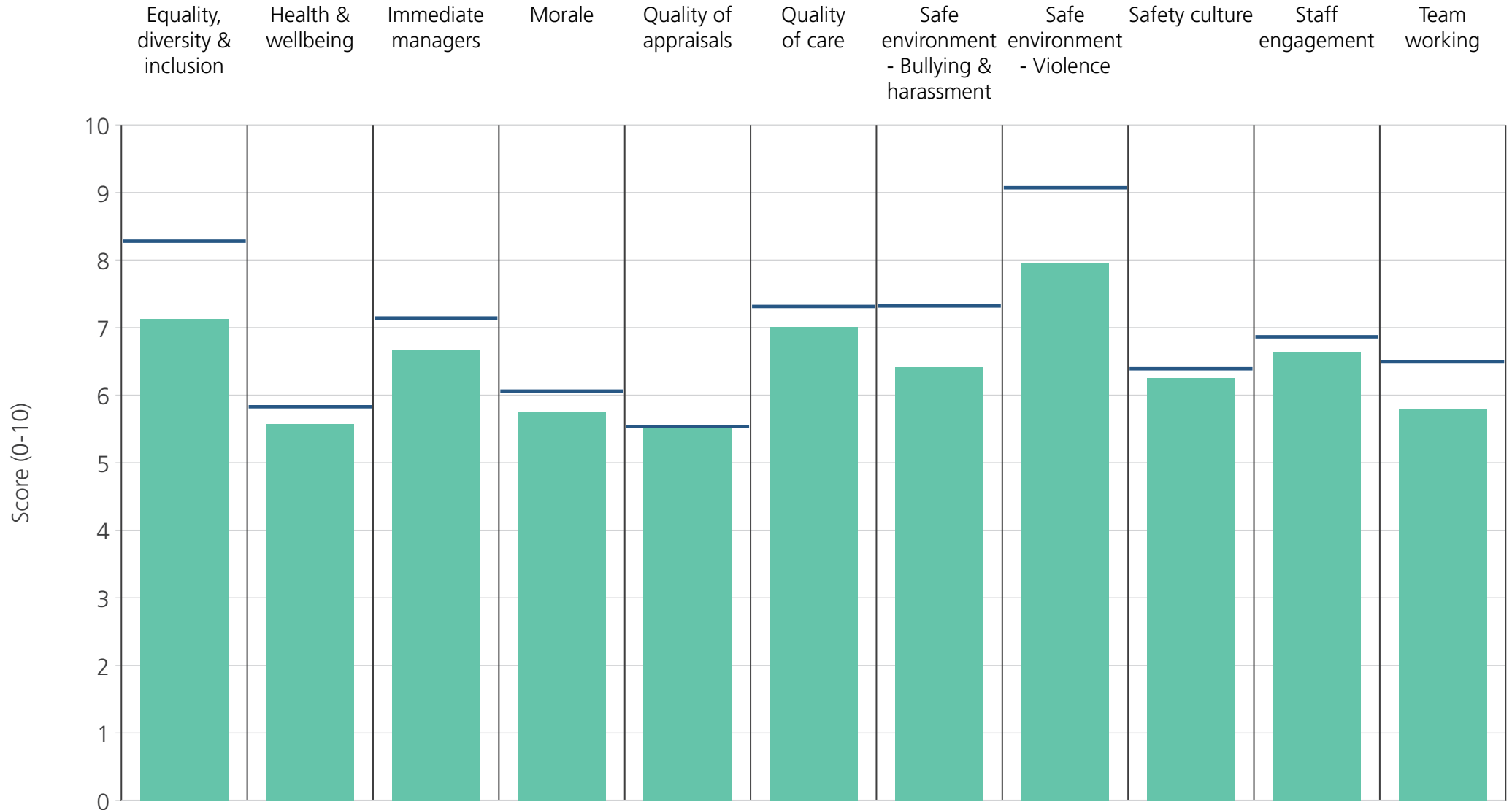
Directorate	8.0	5.8	7.1	6.1	5.9	7.6	7.0	8.6	6.6	7.0	6.5
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	404	409	411	389	356	399	398	400	396	422	417



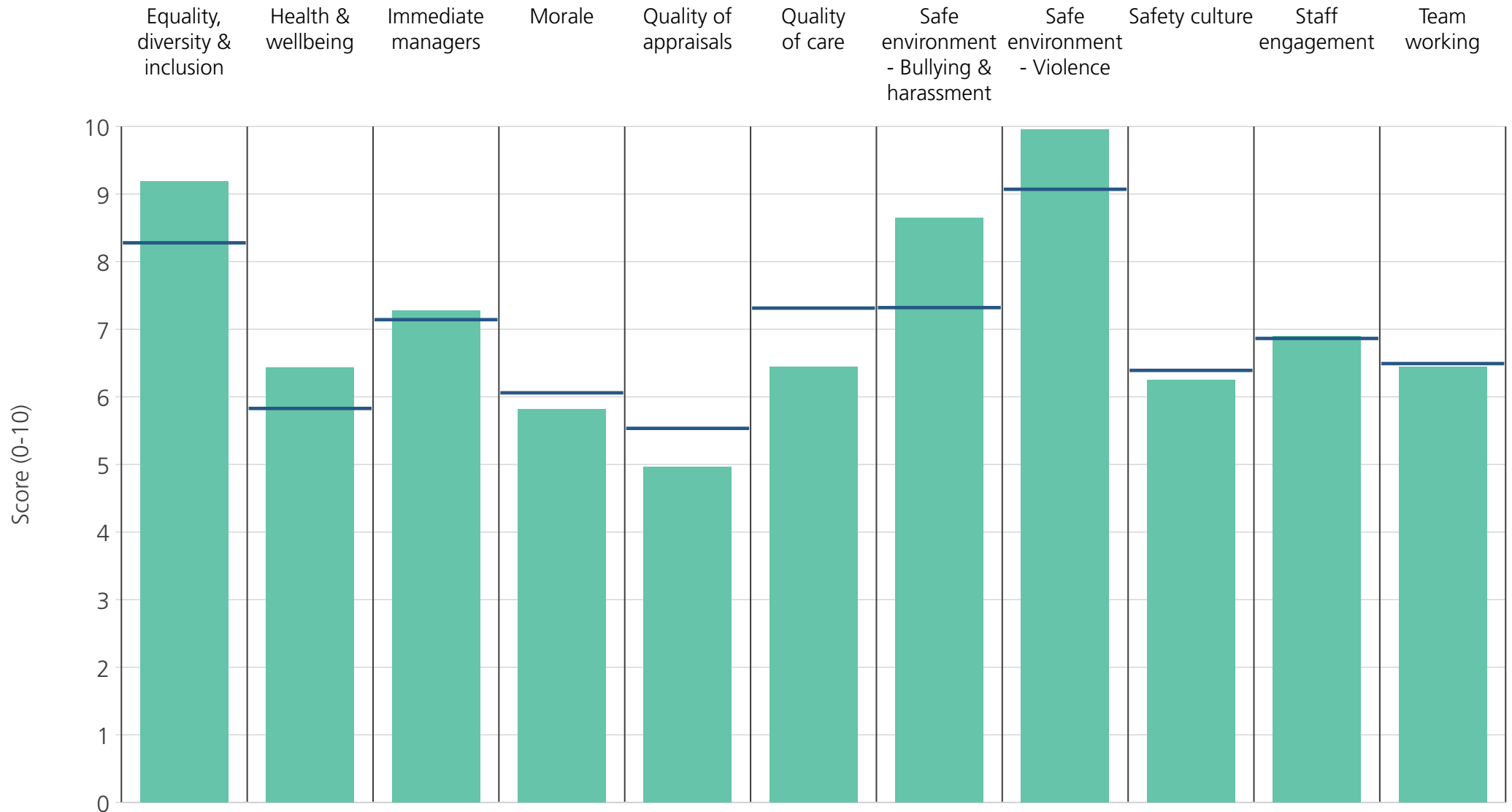
Directorate	8.5	5.6	7.2	6.0	5.4	7.1	6.9	9.5	6.1	6.6	6.3
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	376	380	381	372	343	365	375	374	375	391	385



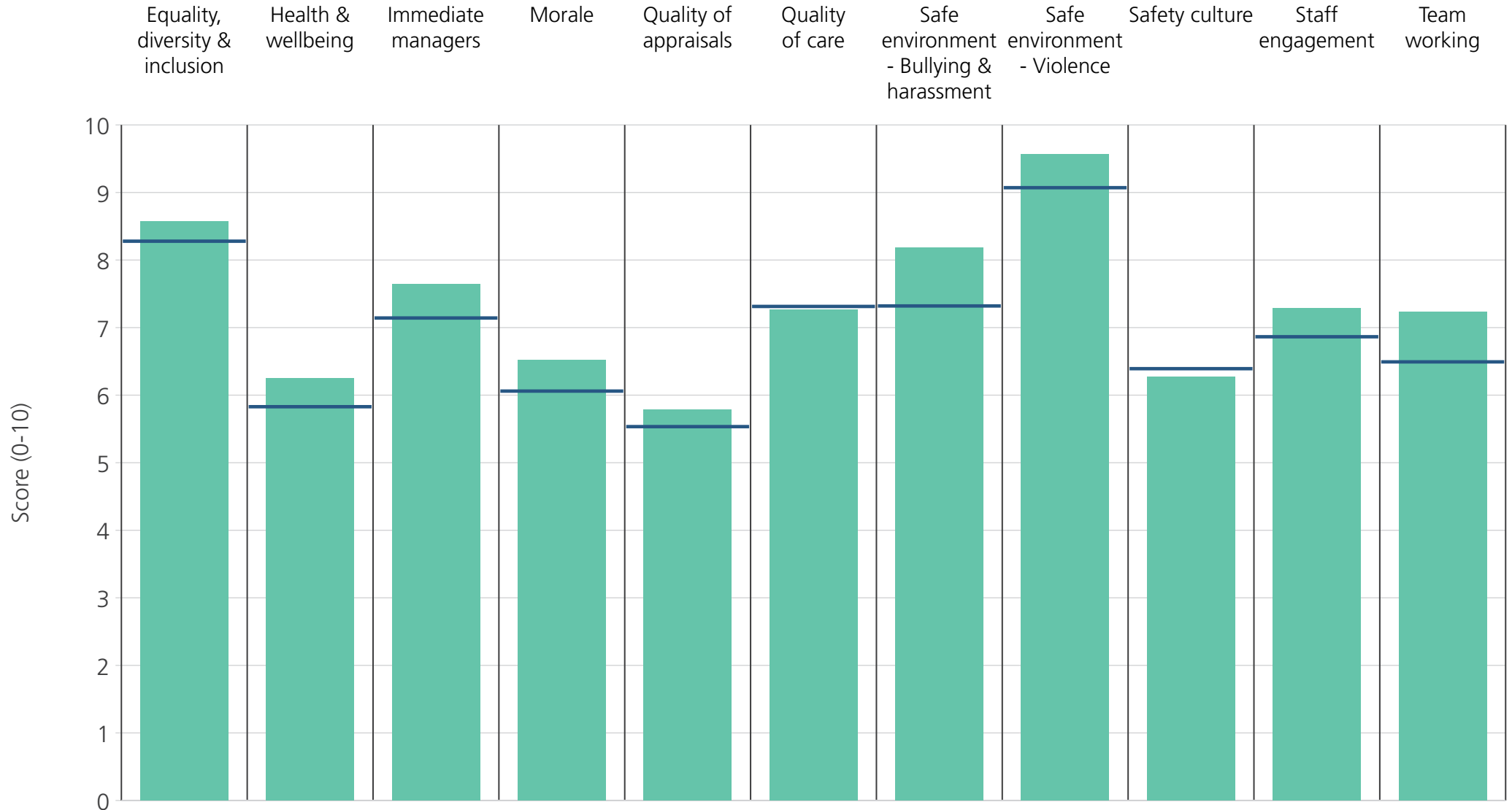
Directorate	8.6	5.8	7.3	6.2	5.7	7.7	7.7	9.2	6.7	7.1	6.9
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	310	312	312	304	278	302	308	306	310	313	307



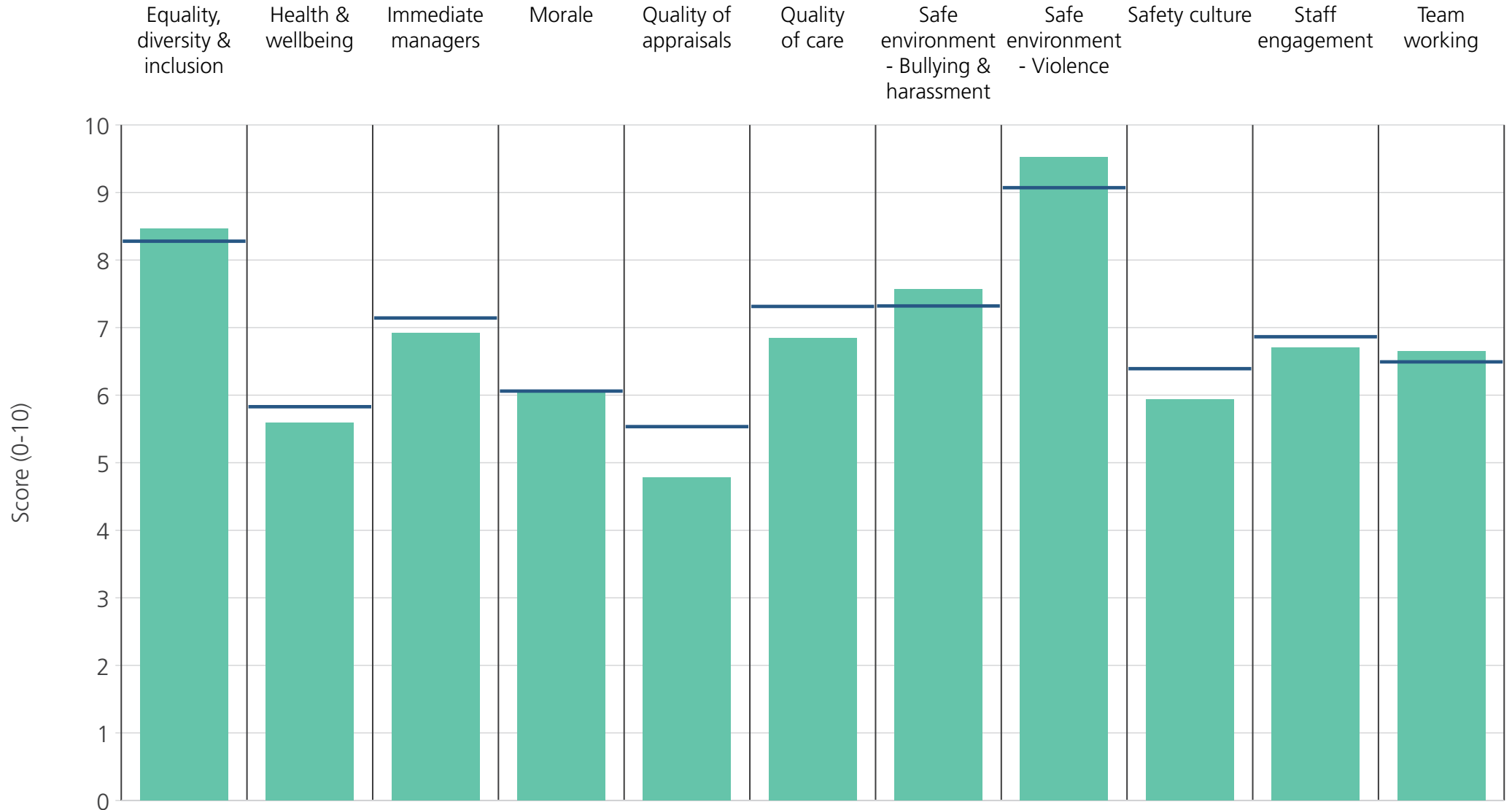
Directorate	7.1	5.6	6.7	5.7	5.5	7.0	6.4	8.0	6.3	6.6	5.8
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	219	223	226	216	182	215	218	218	222	230	228



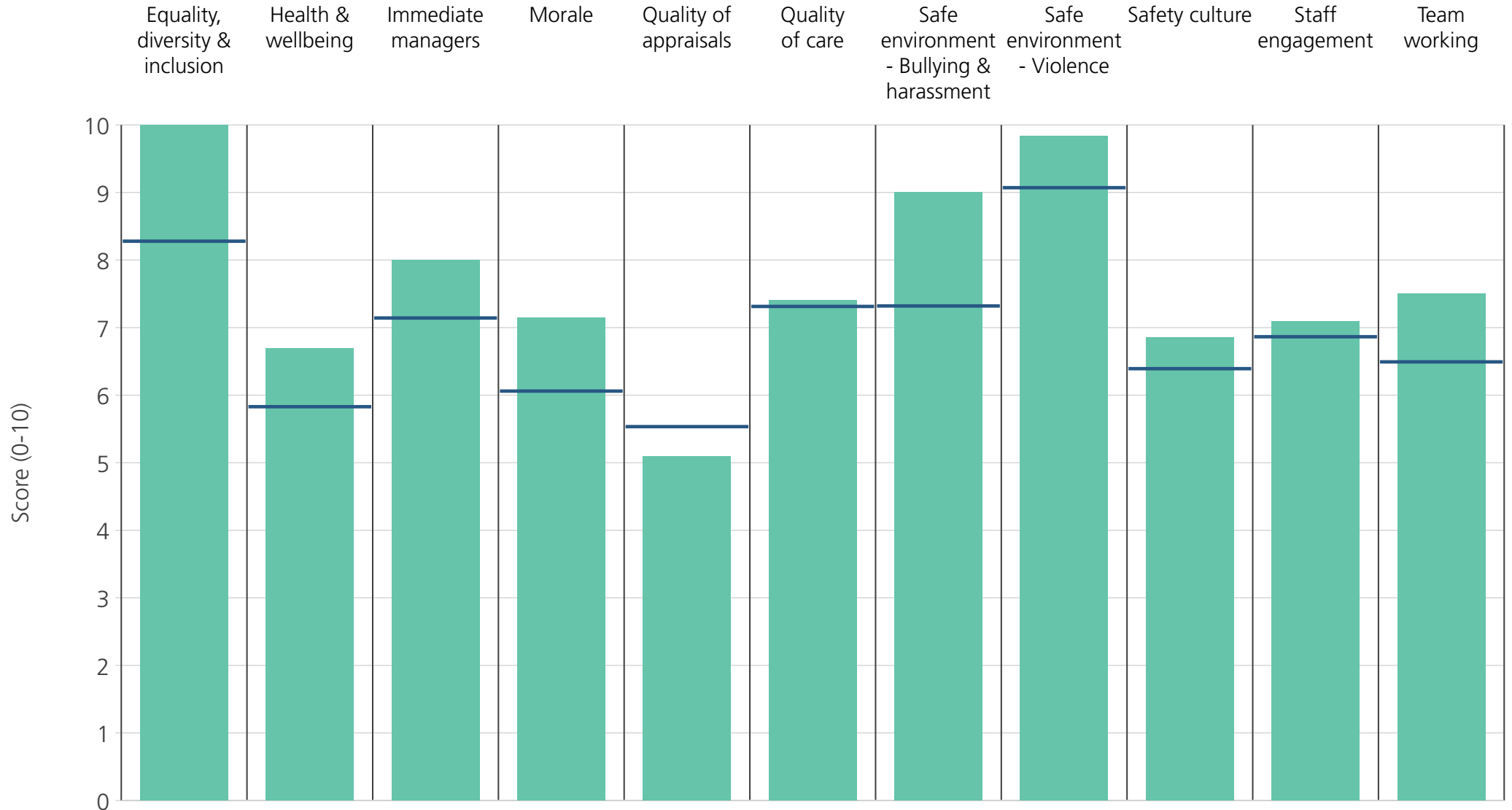
Directorate	9.2	6.4	7.3	5.8	5.0	6.4	8.6	10.0	6.2	6.9	6.4
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	135	135	135	135	110	35	135	135	134	136	136



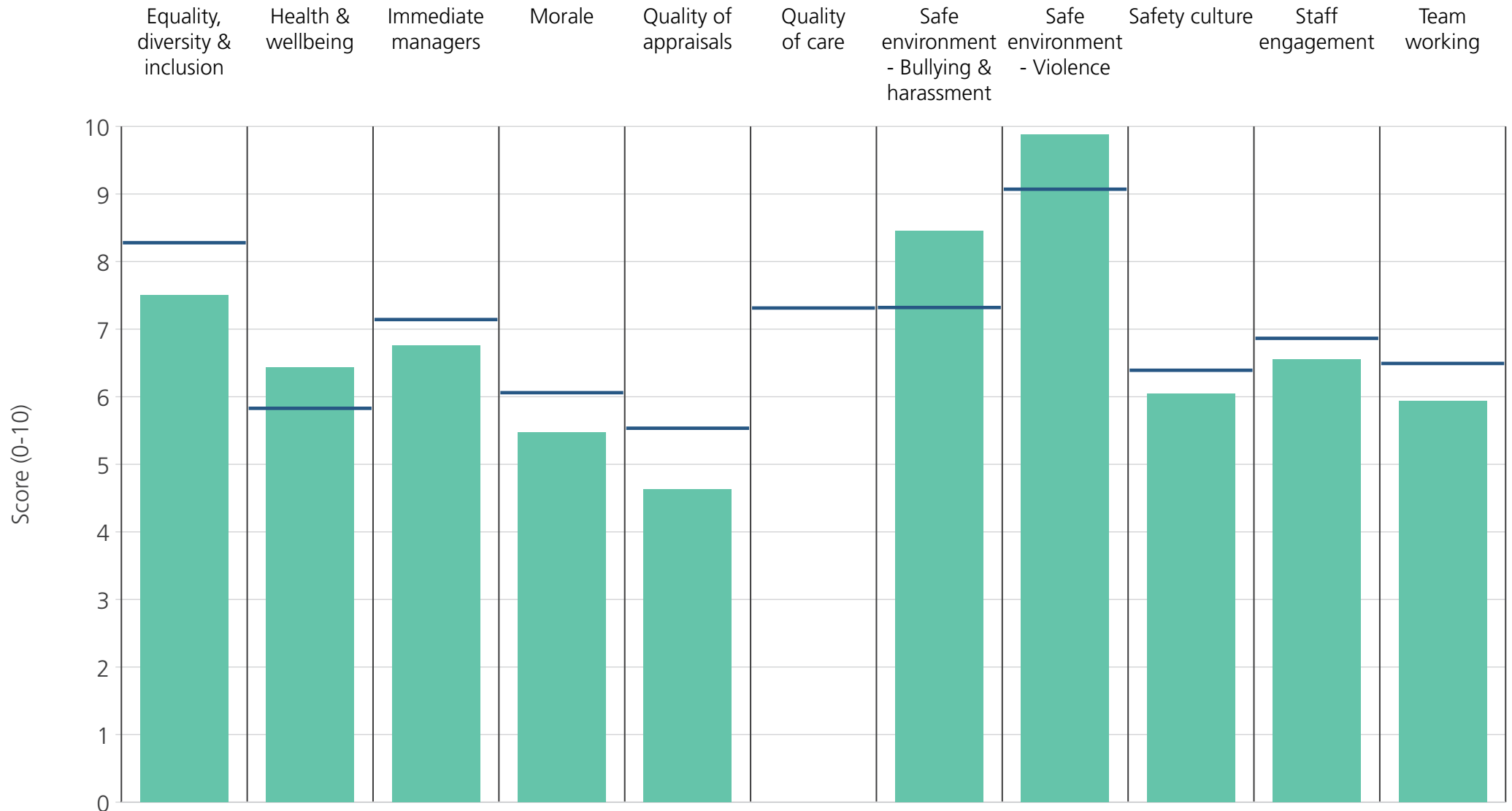
Directorate	8.6	6.3	7.6	6.5	5.8	7.3	8.2	9.6	6.3	7.3	7.2
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	124	124	124	122	107	92	122	124	123	124	124



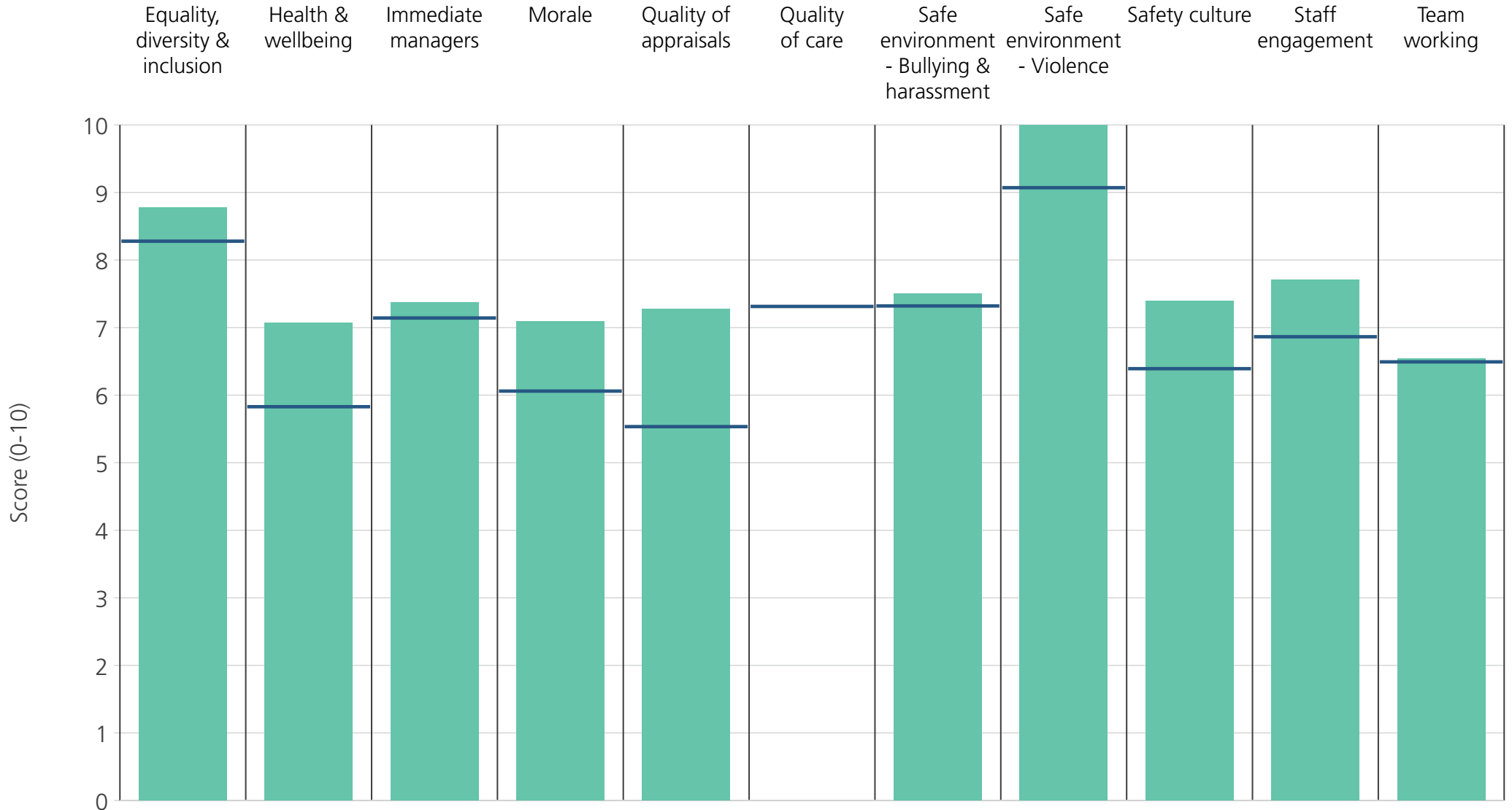
Directorate	8.5	5.6	6.9	6.0	4.8	6.8	7.6	9.5	5.9	6.7	6.6
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	82	85	85	83	74	73	83	84	83	86	85



Directorate	10.0	6.7	8.0	7.1	5.1	7.4	9.0	9.8	6.9	7.1	7.5
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	20	20	20	20	13	18	20	20	20	21	20



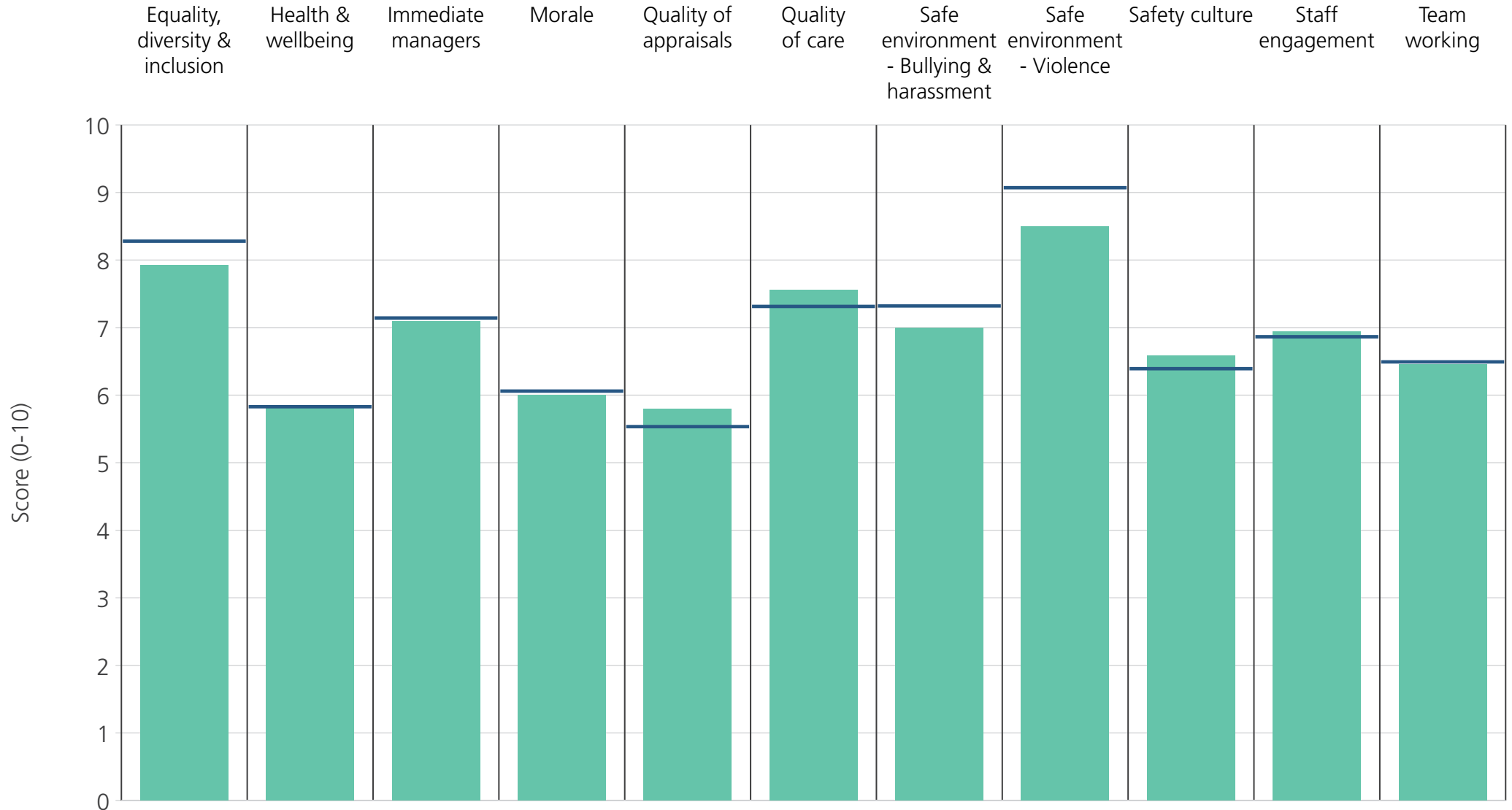
Directorate	7.5	6.4	6.8	5.5	4.6	7.3	8.5	9.9	6.0	6.6	5.9
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	28	28	28	28	20	9	28	28	28	28	28



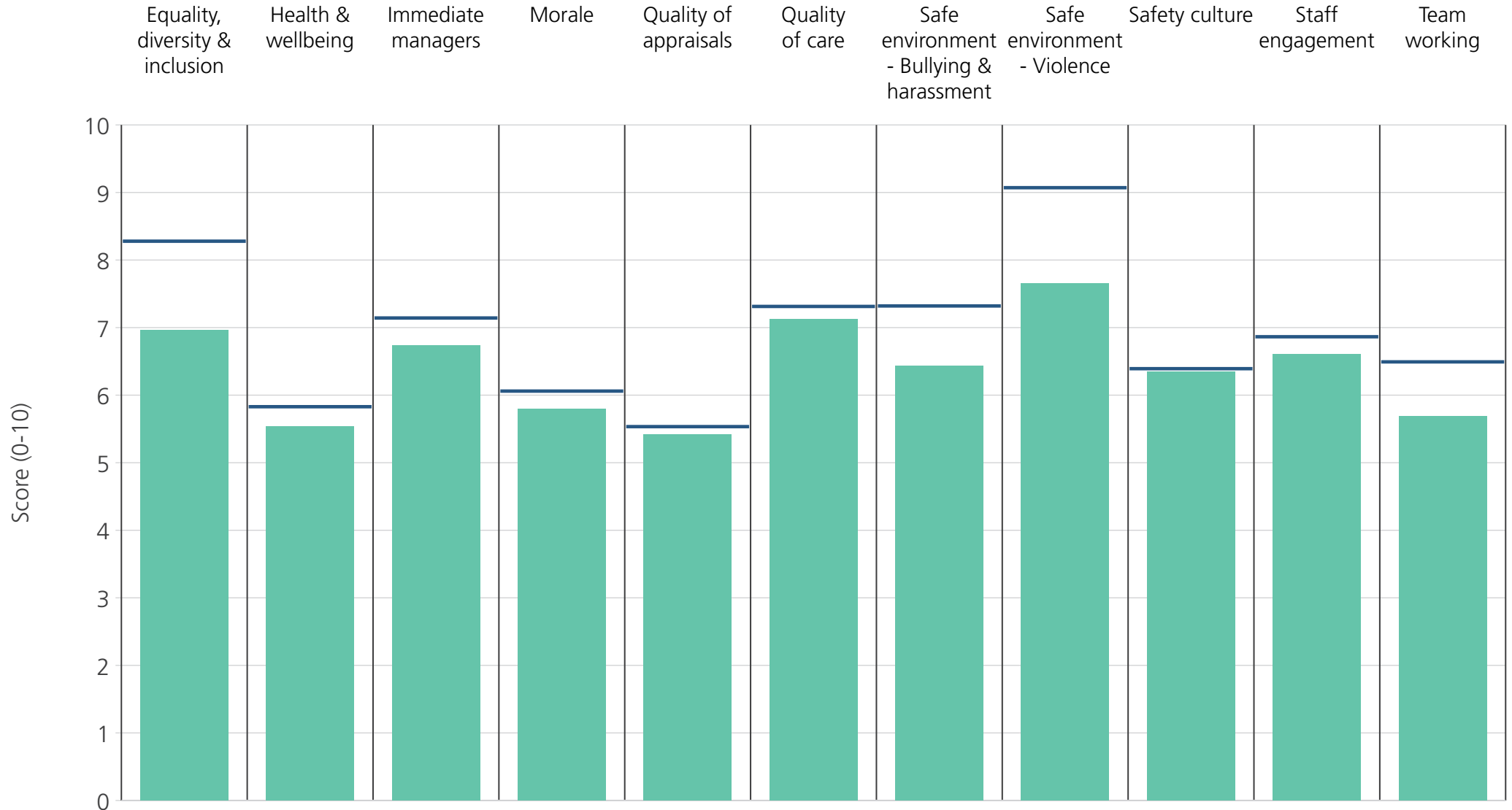
Directorate	8.8	7.1	7.4	7.1	7.3		7.5	10.0	7.4	7.7	6.5
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	17	17	17	16	11	6	16	17	17	17	17

Directorates 2

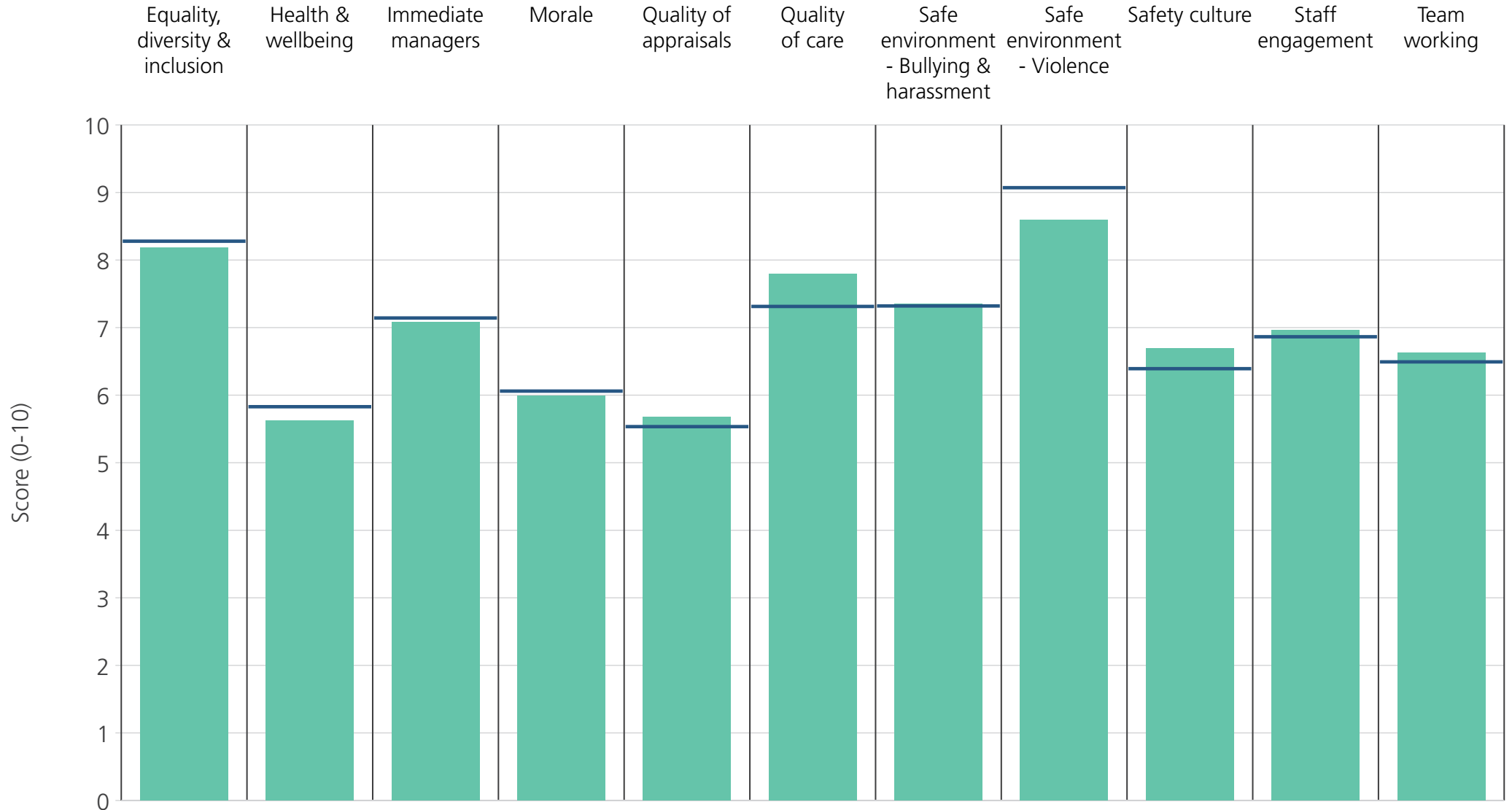
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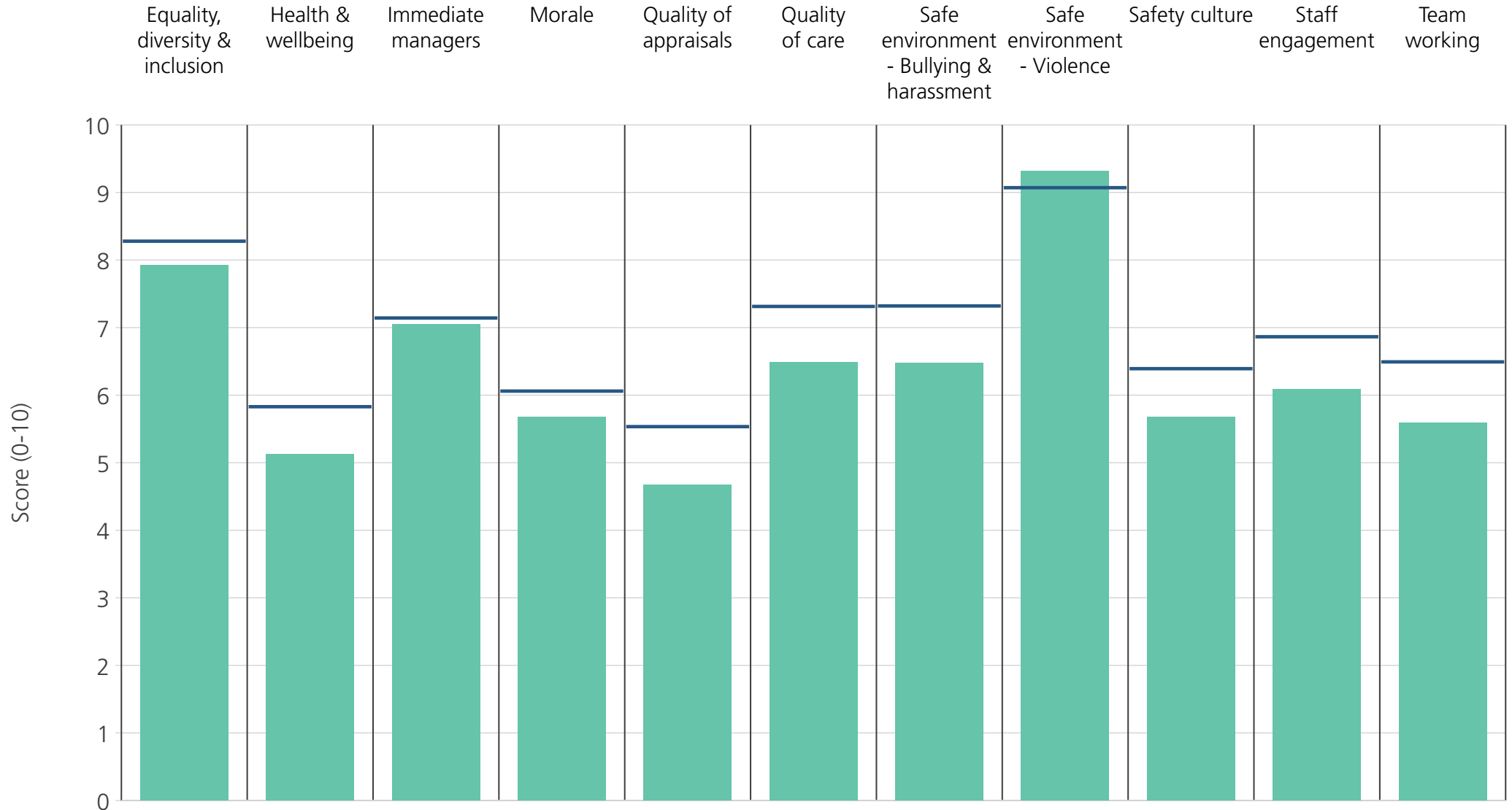
Directorate	7.9	5.8	7.1	6.0	5.8	7.6	7.0	8.5	6.6	6.9	6.5
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	376	381	383	362	334	372	371	373	370	394	389



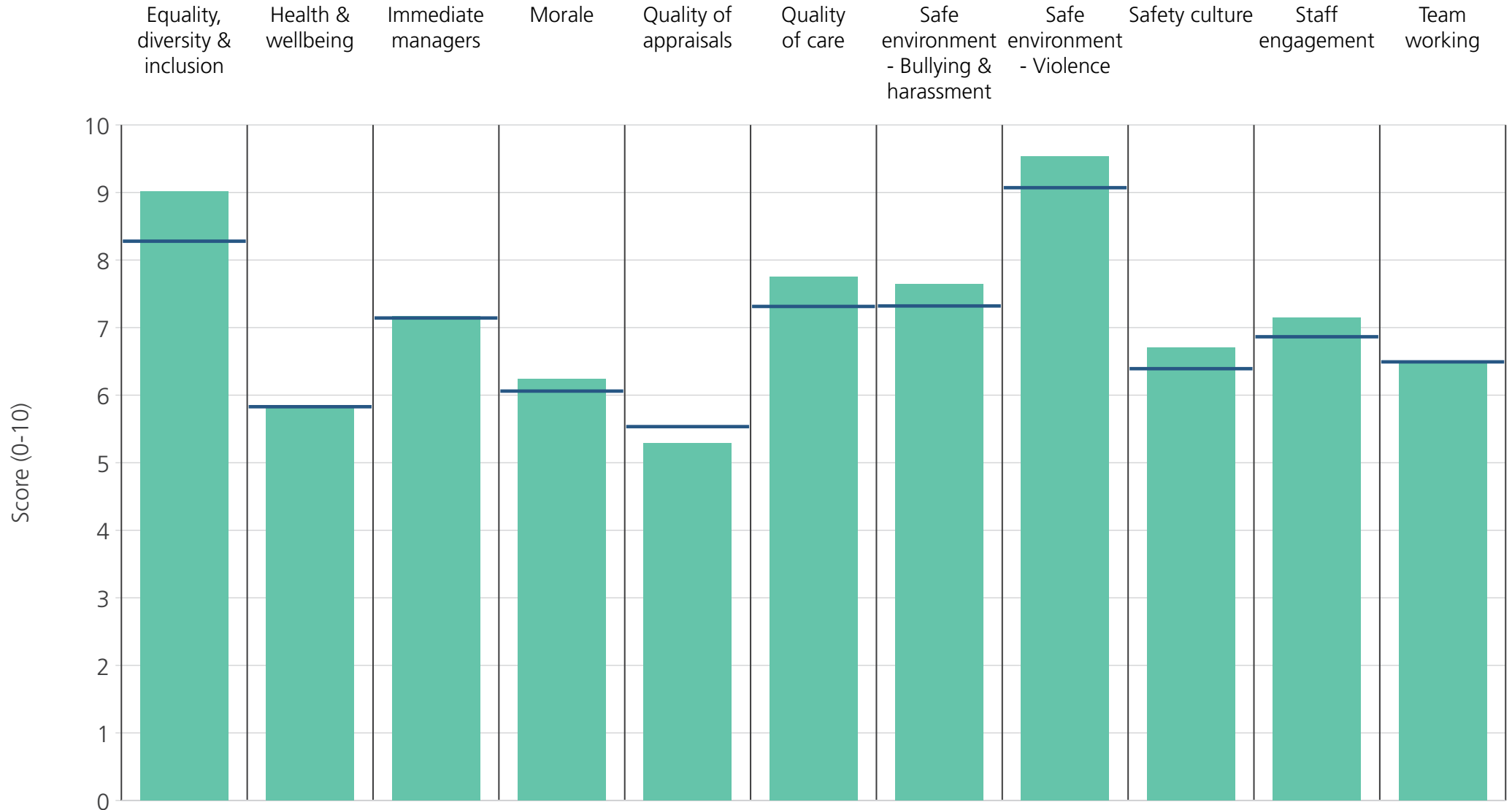
Directorate	7.0	5.5	6.7	5.8	5.4	7.1	6.4	7.6	6.3	6.6	5.7
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	160	160	162	153	128	156	157	156	159	166	163



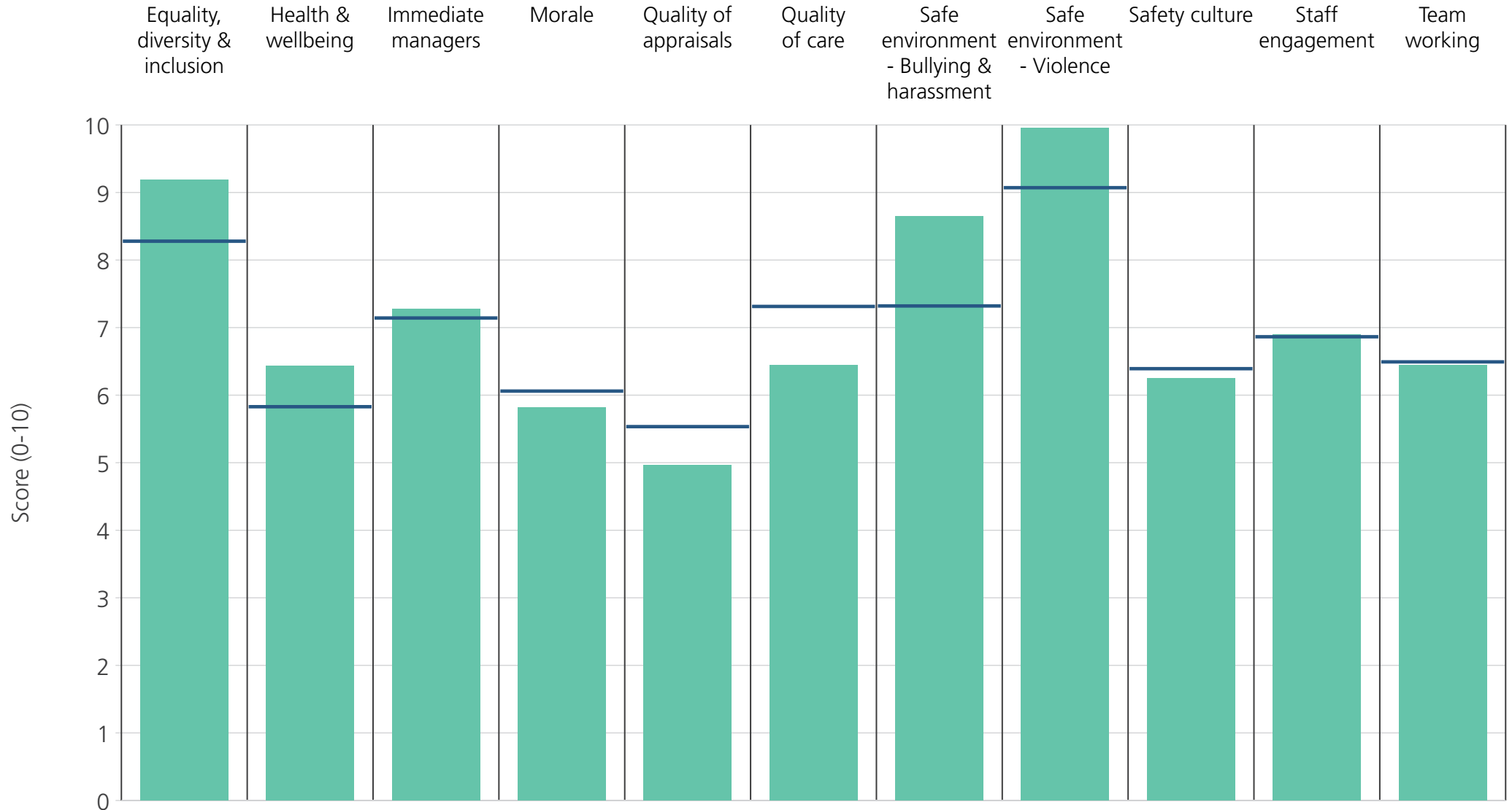
Directorate	8.2	5.6	7.1	6.0	5.7	7.8	7.4	8.6	6.7	7.0	6.6
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	147	147	147	143	131	141	146	145	148	147	144



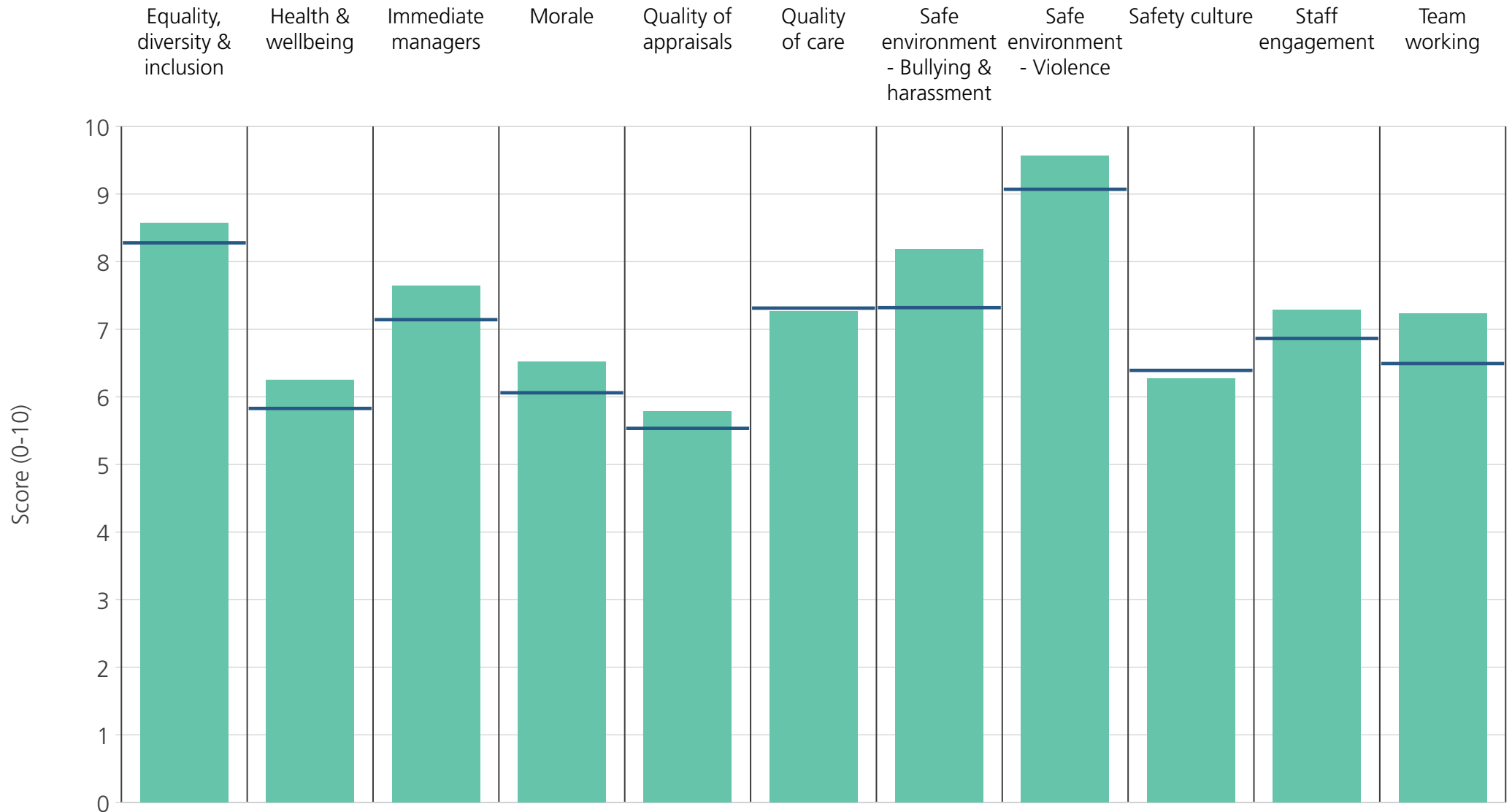
Directorate	7.9	5.1	7.0	5.7	4.7	6.5	6.5	9.3	5.7	6.1	5.6
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	121	123	124	119	115	124	122	122	121	130	129



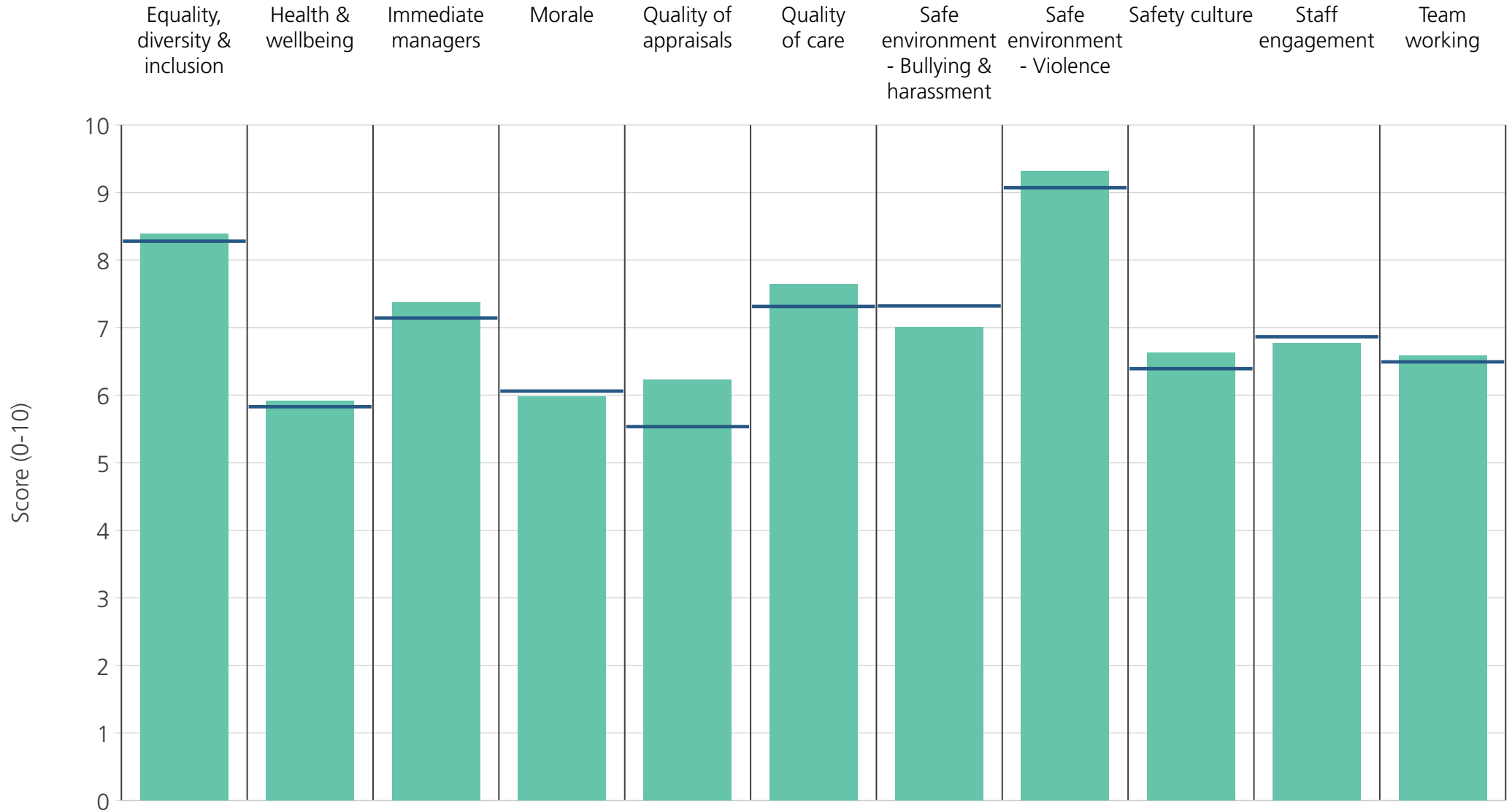
Directorate	9.0	5.8	7.2	6.2	5.3	7.7	7.6	9.5	6.7	7.1	6.5
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	80	82	82	79	70	78	79	78	80	82	81



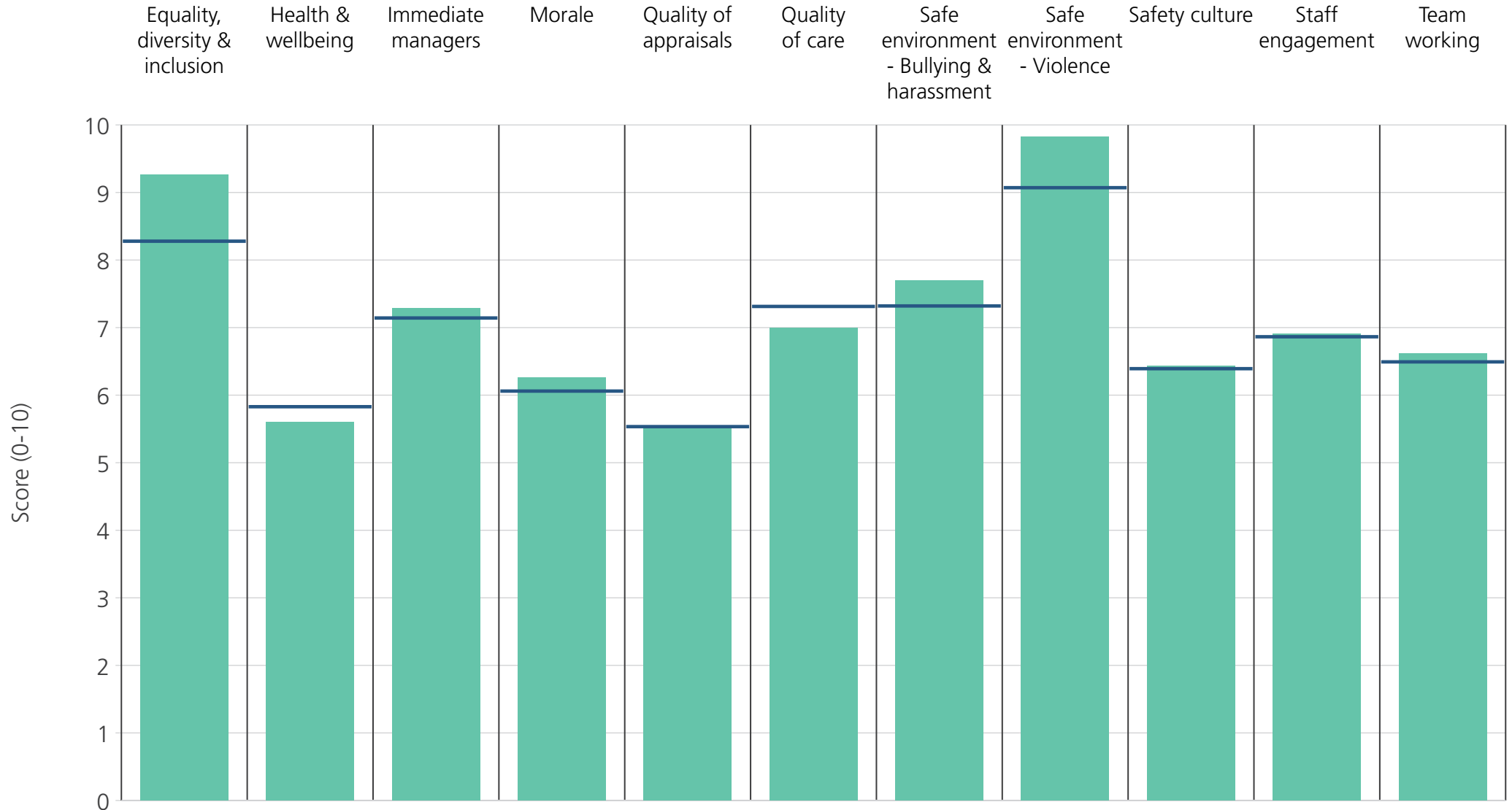
Directorate	9.2	6.4	7.3	5.8	5.0	6.4	8.6	10.0	6.2	6.9	6.4
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	135	135	135	135	110	35	135	135	134	136	136



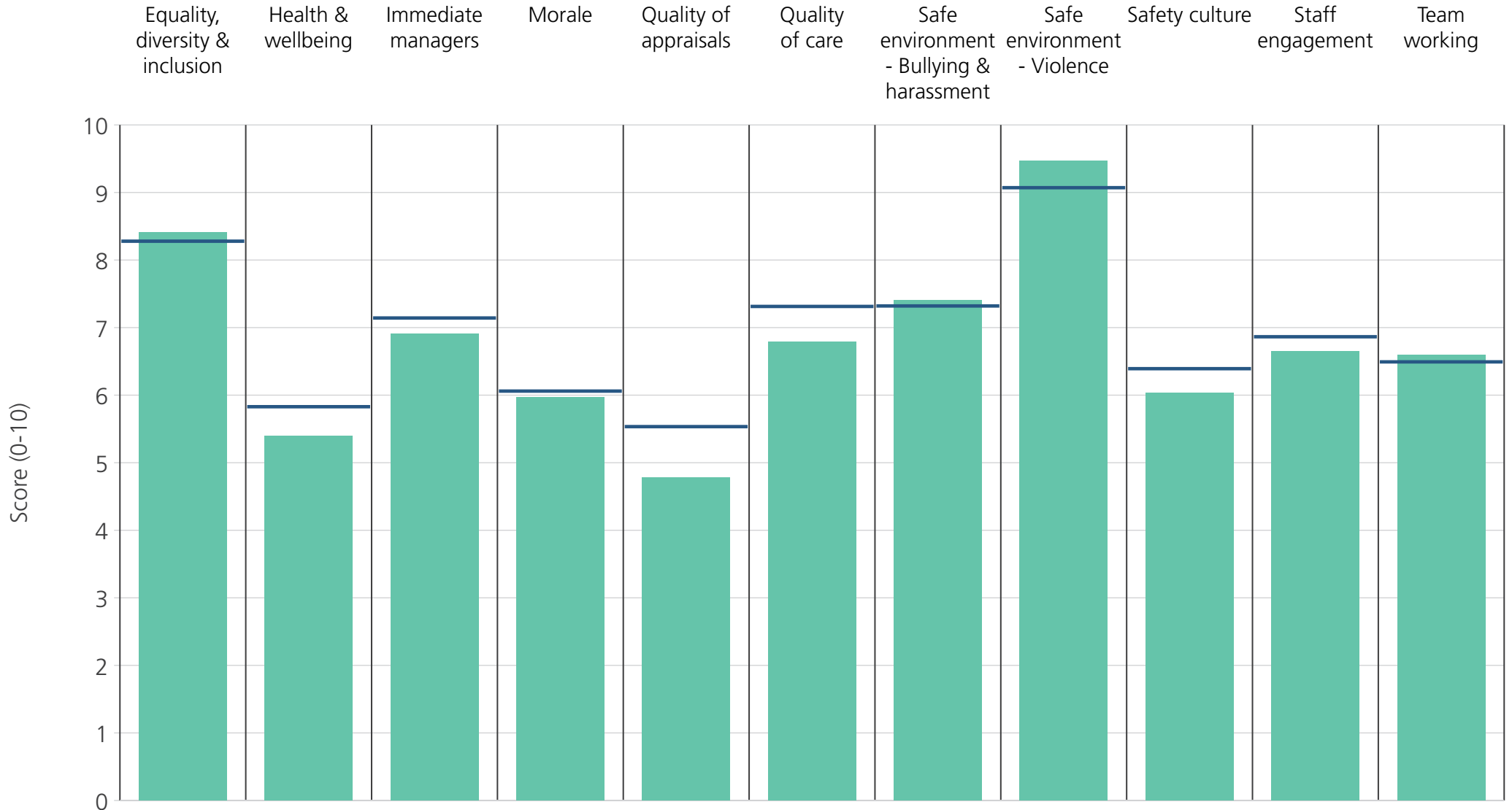
Directorate	8.6	6.3	7.6	6.5	5.8	7.3	8.2	9.6	6.3	7.3	7.2
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	124	124	124	122	107	92	122	124	123	124	124



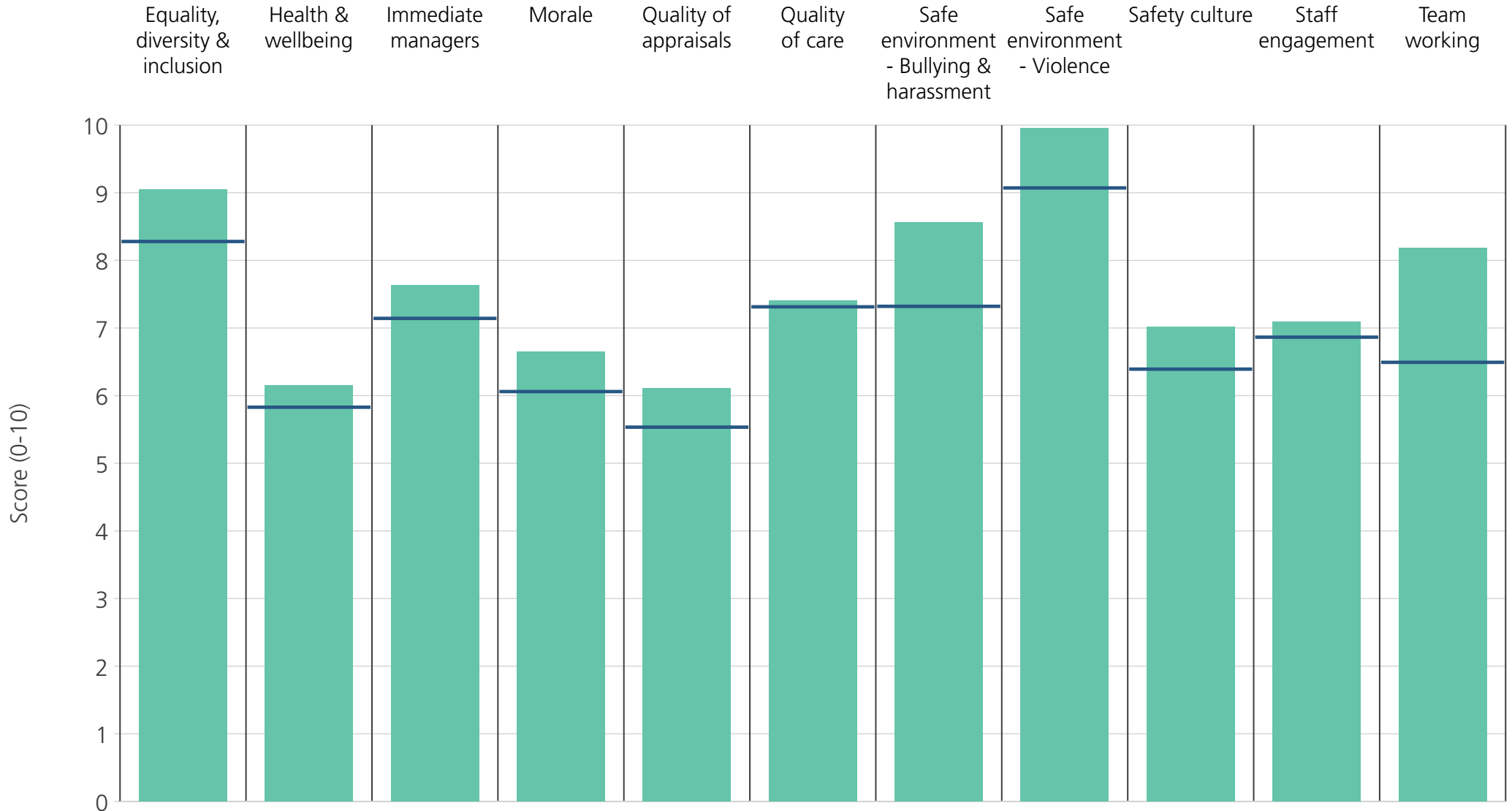
Directorate	8.4	5.9	7.4	6.0	6.2	7.6	7.0	9.3	6.6	6.8	6.6
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	72	72	72	71	64	71	70	68	72	73	71



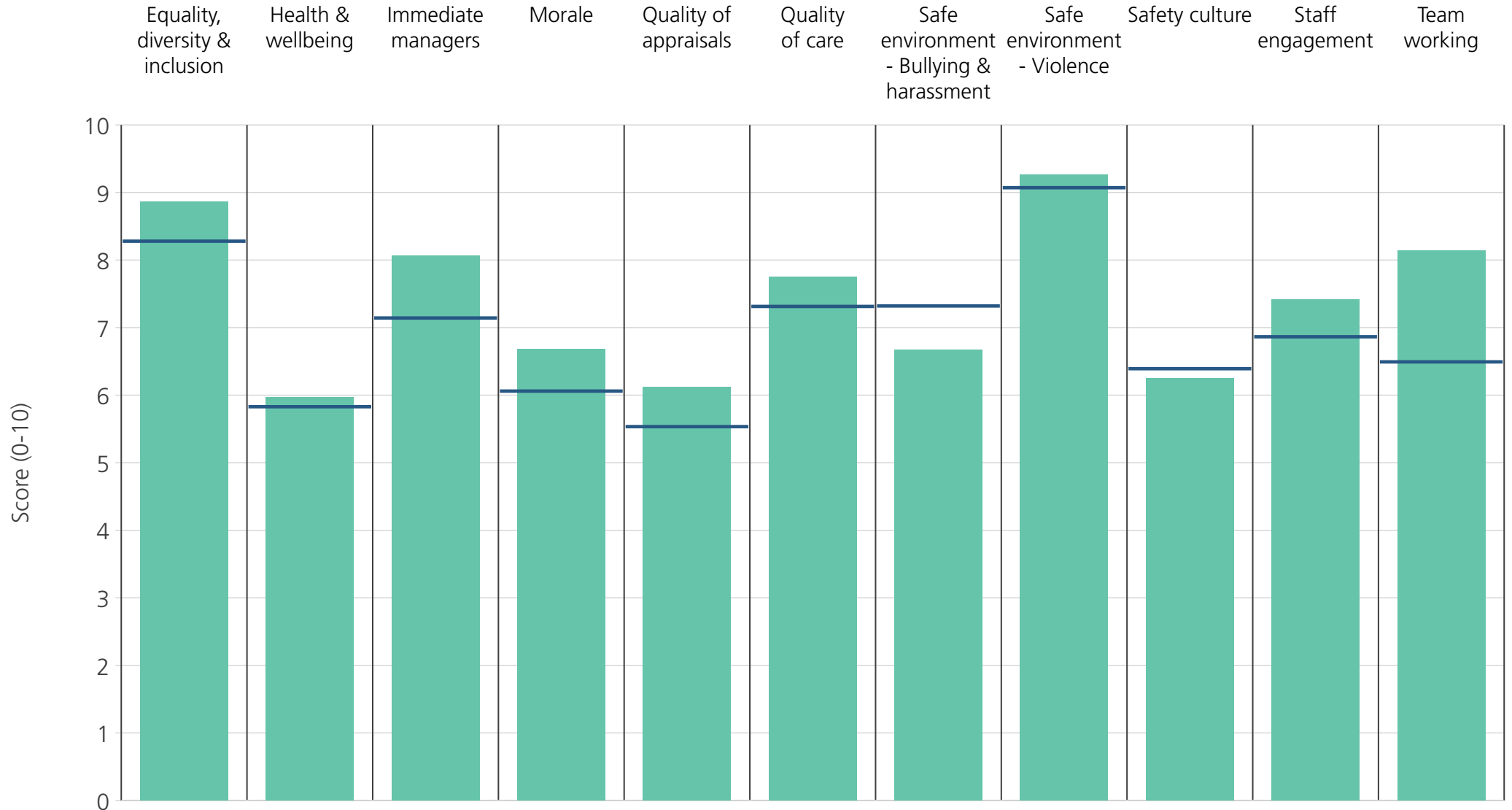
Directorate	9.3	5.6	7.3	6.3	5.5	7.0	7.7	9.8	6.4	6.9	6.6
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	78	78	78	77	70	74	78	78	77	79	79



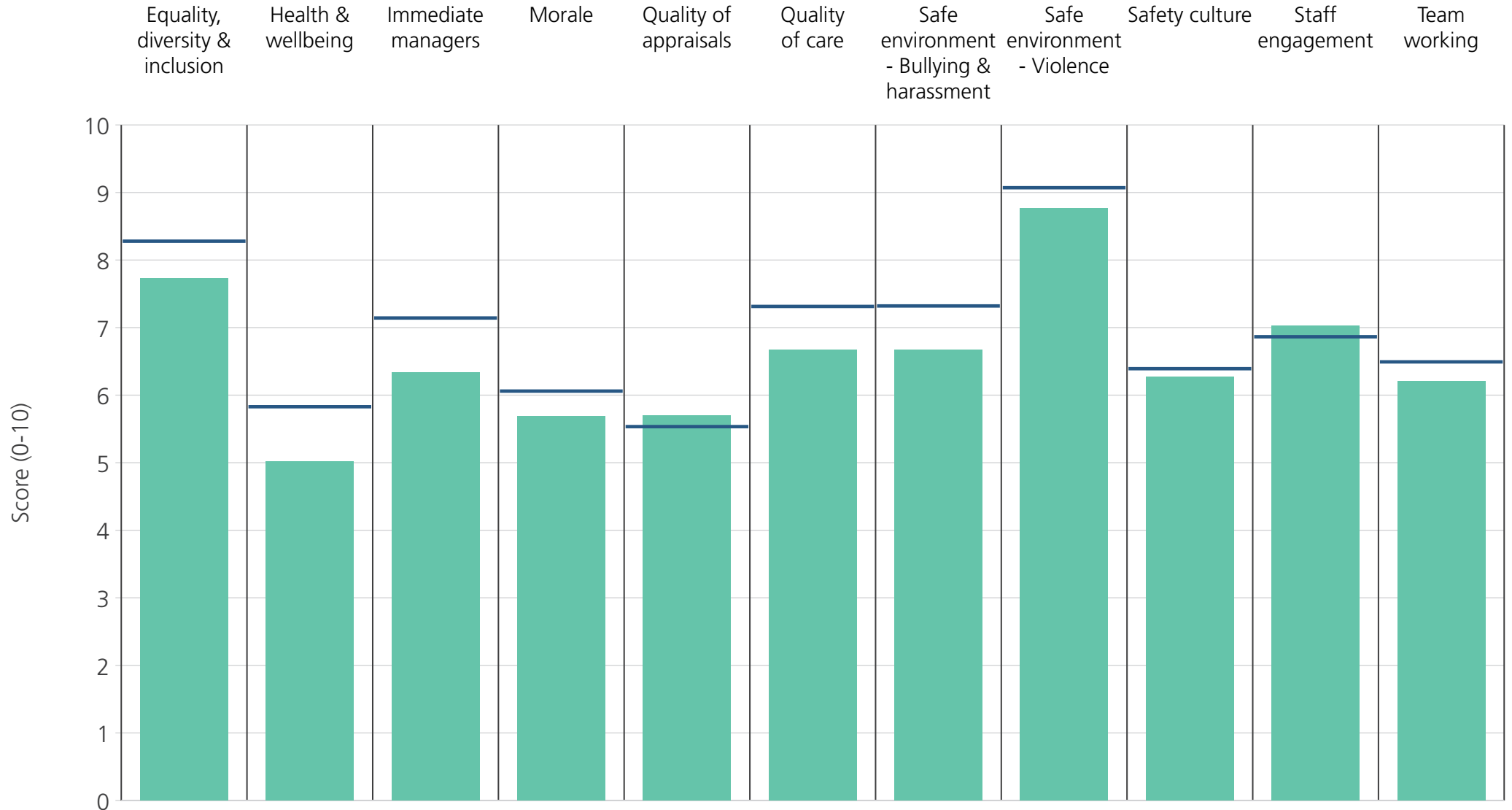
Directorate	8.4	5.4	6.9	6.0	4.8	6.8	7.4	9.5	6.0	6.6	6.6
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	73	76	76	74	67	66	74	75	74	77	76



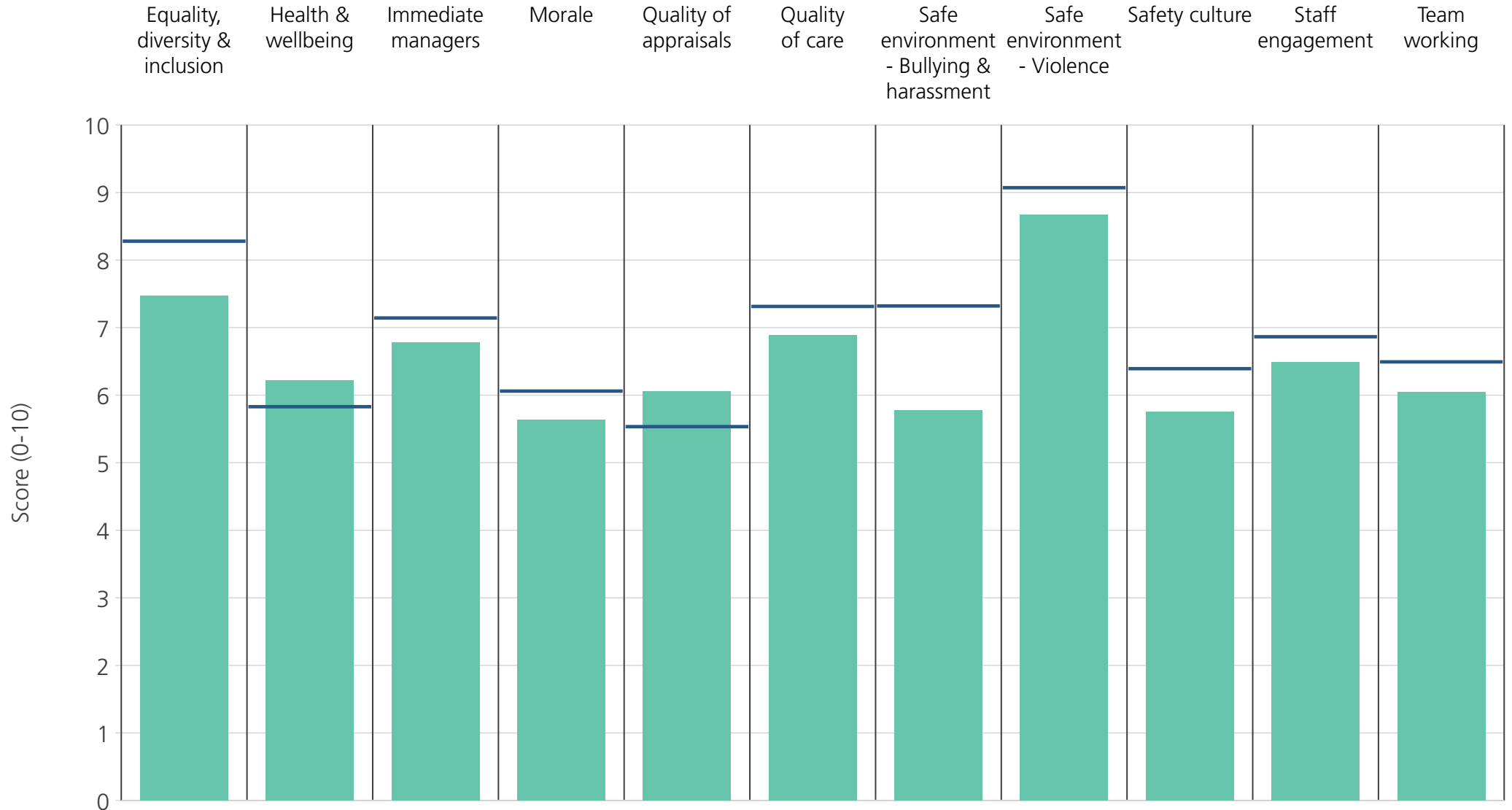
Directorate	9.0	6.1	7.6	6.6	6.1	7.4	8.6	10.0	7.0	7.1	8.2
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	67	67	67	66	61	67	67	67	66	68	66



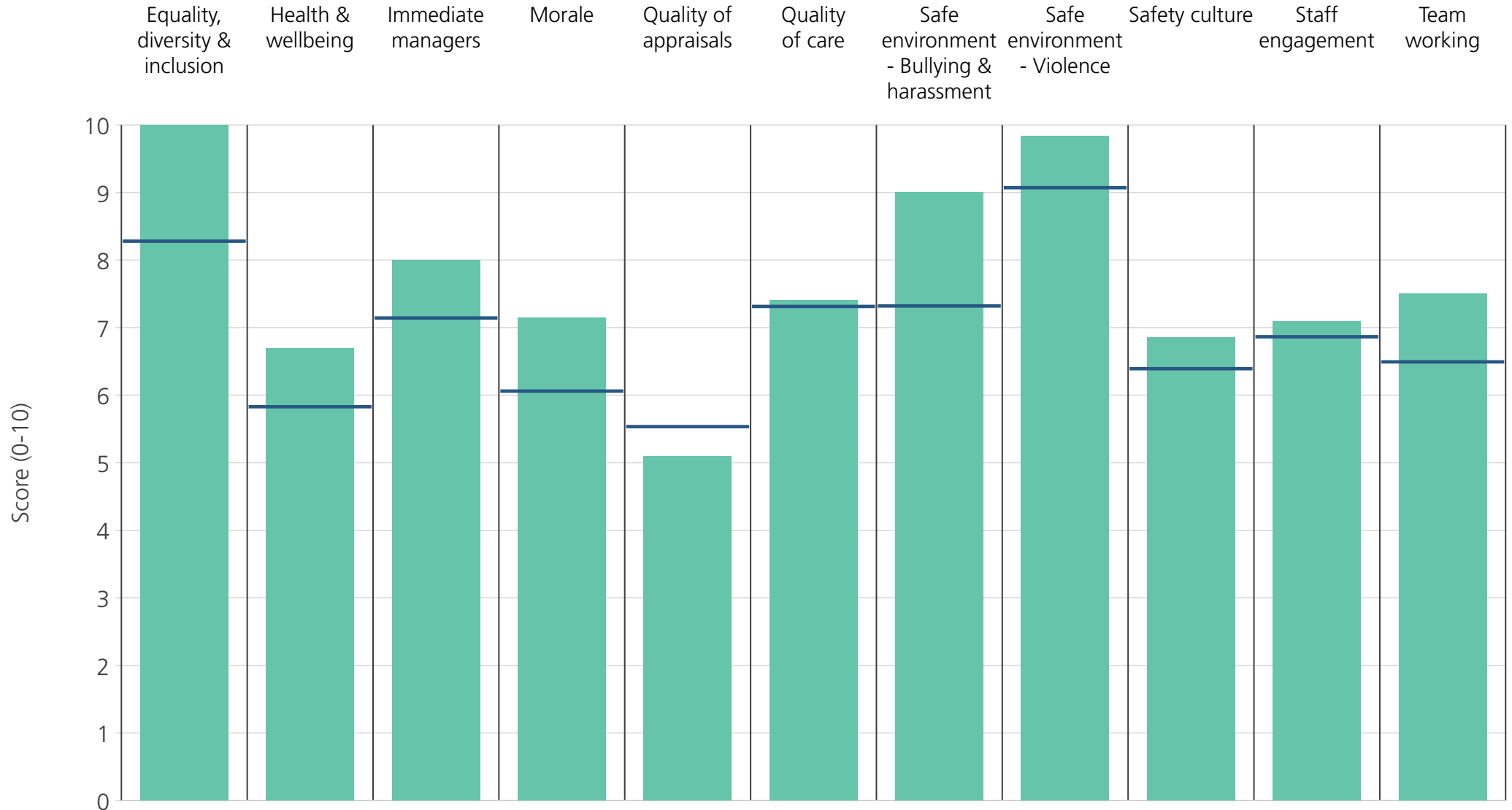
Directorate	8.9	6.0	8.1	6.7	6.1	7.8	6.7	9.3	6.2	7.4	8.1
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	36	37	37	36	32	36	37	36	36	38	37



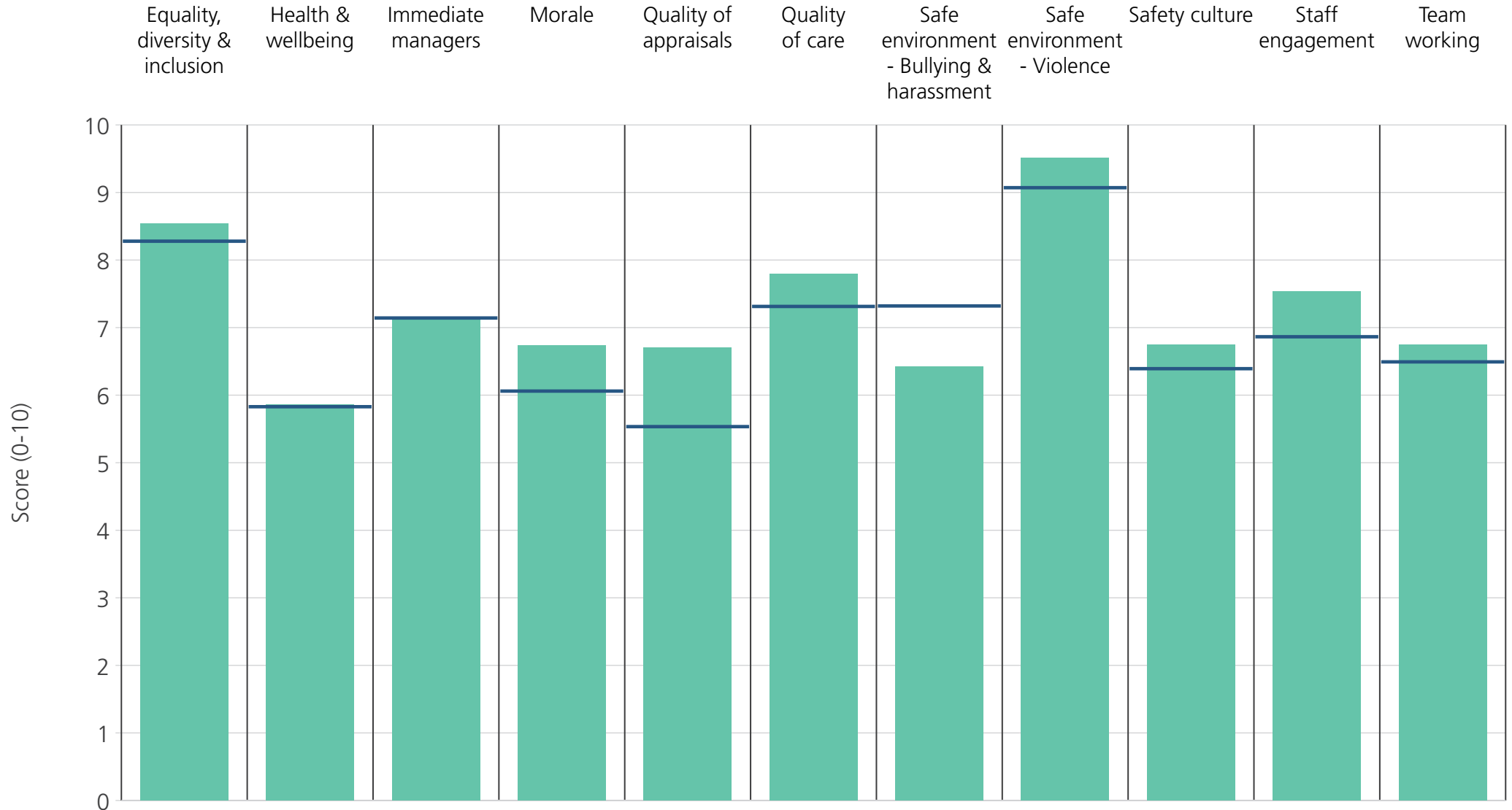
Directorate	7.7	5.0	6.3	5.7	5.7	6.7	6.7	8.8	6.3	7.0	6.2
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	26	28	28	28	25	26	26	27	28	28	28



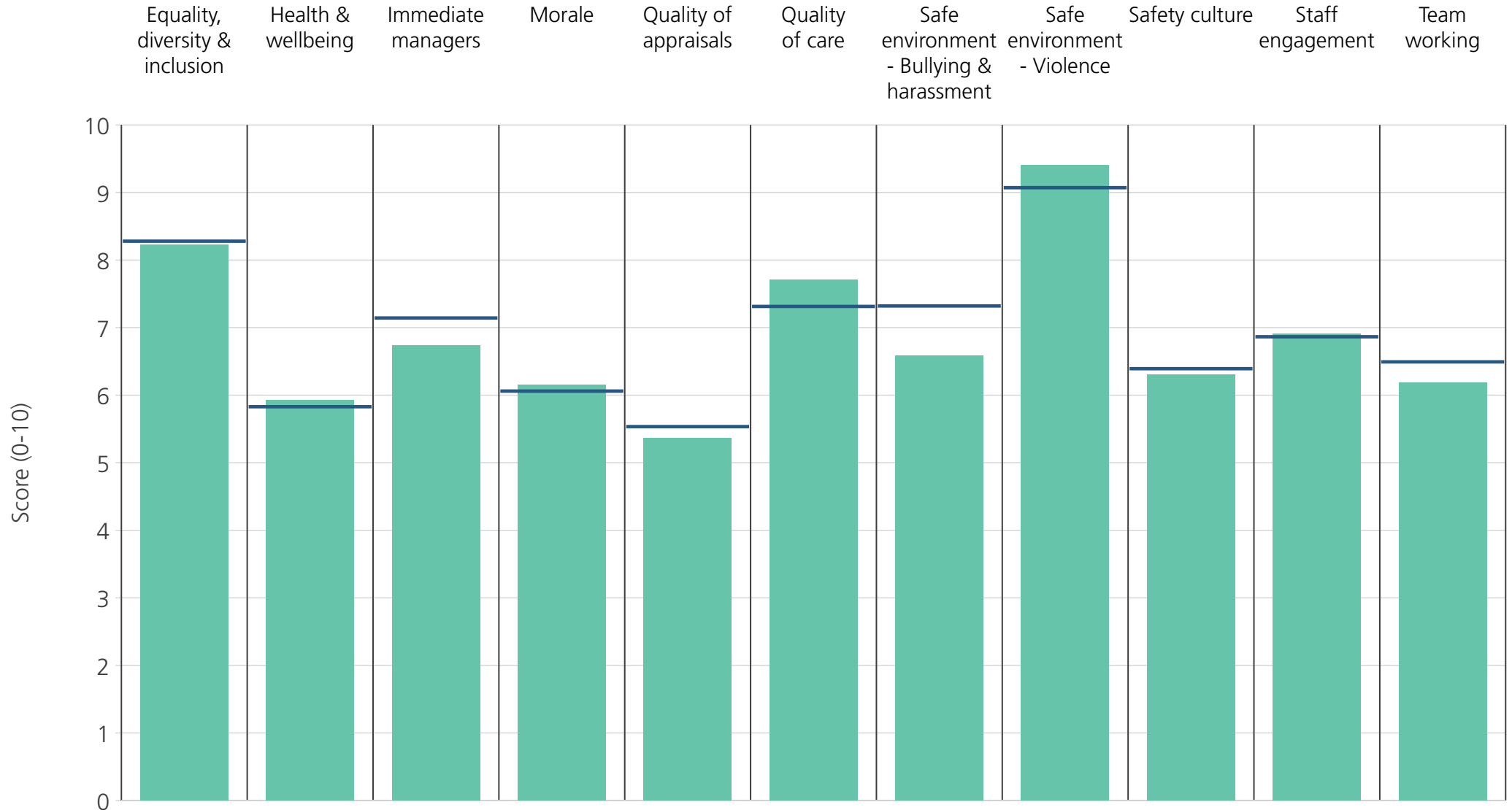
Directorate	7.5	6.2	6.8	5.6	6.1	6.9	5.8	8.7	5.8	6.5	6.0
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	28	30	30	30	26	27	30	30	30	31	31



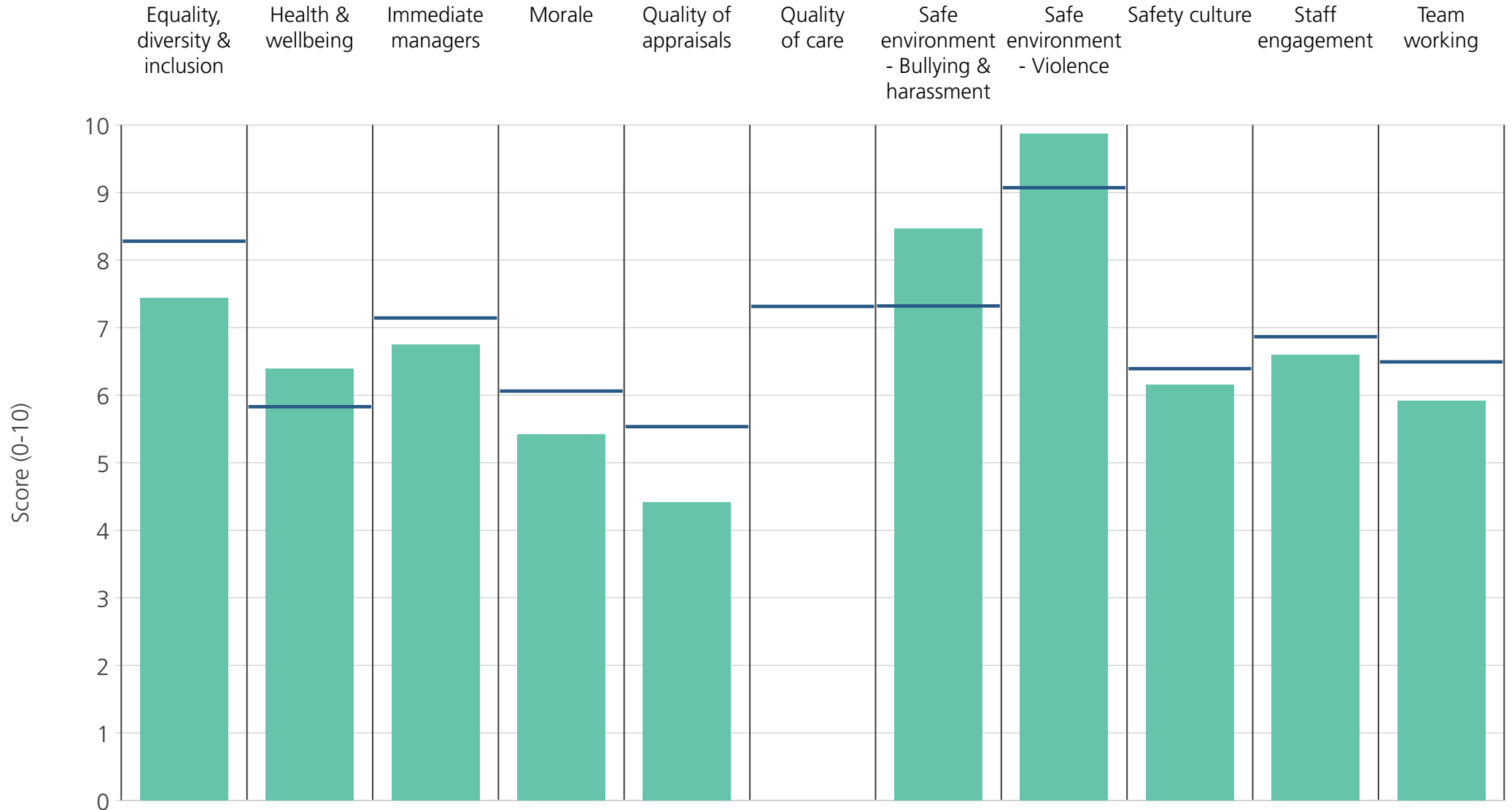
Directorate	10.0	6.7	8.0	7.1	5.1	7.4	9.0	9.8	6.9	7.1	7.5
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	20	20	20	20	13	18	20	20	20	21	20



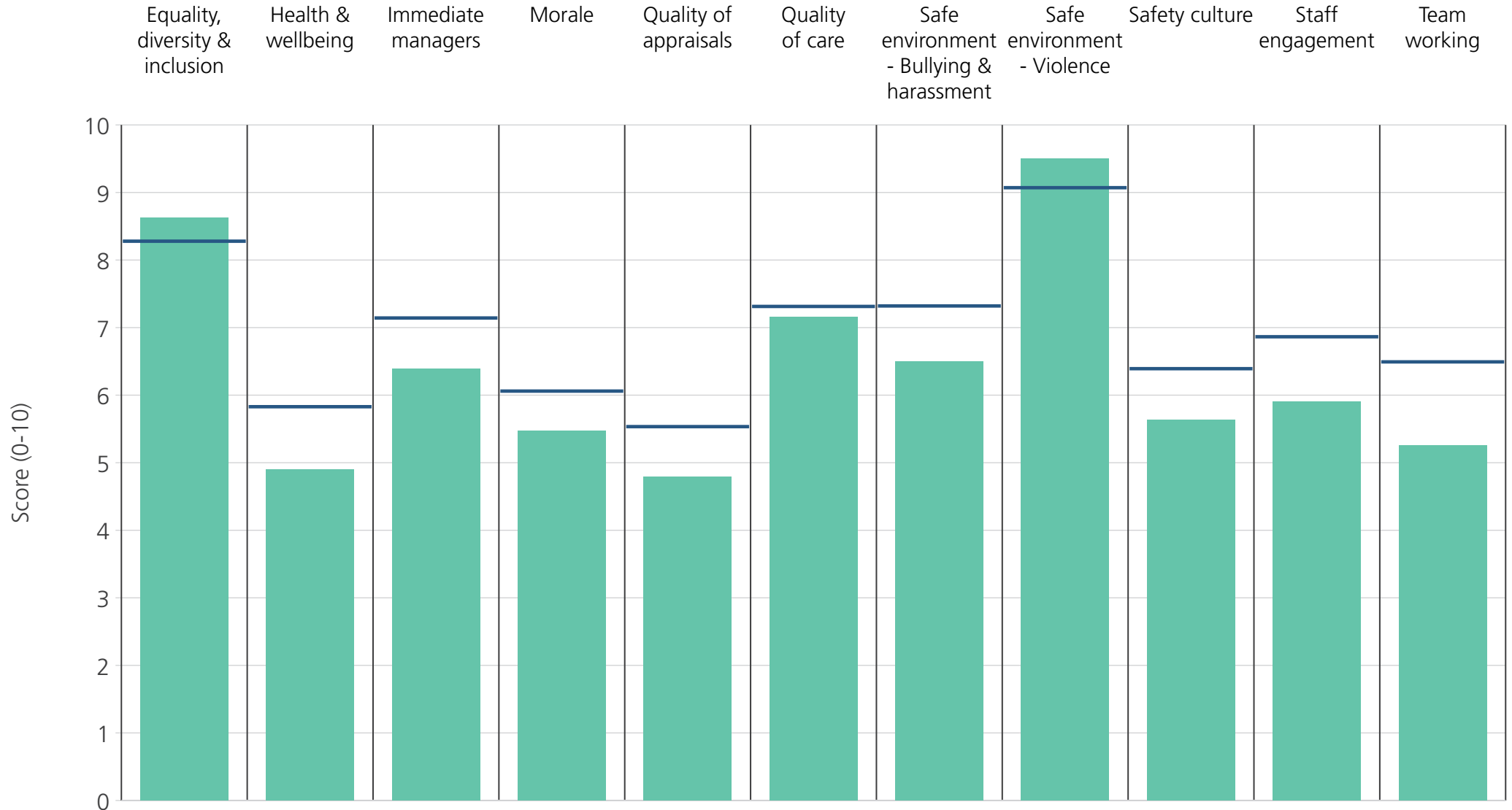
Directorate	8.5	5.9	7.1	6.7	6.7	7.8	6.4	9.5	6.8	7.5	6.7
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	28	28	28	27	22	27	27	27	26	28	28



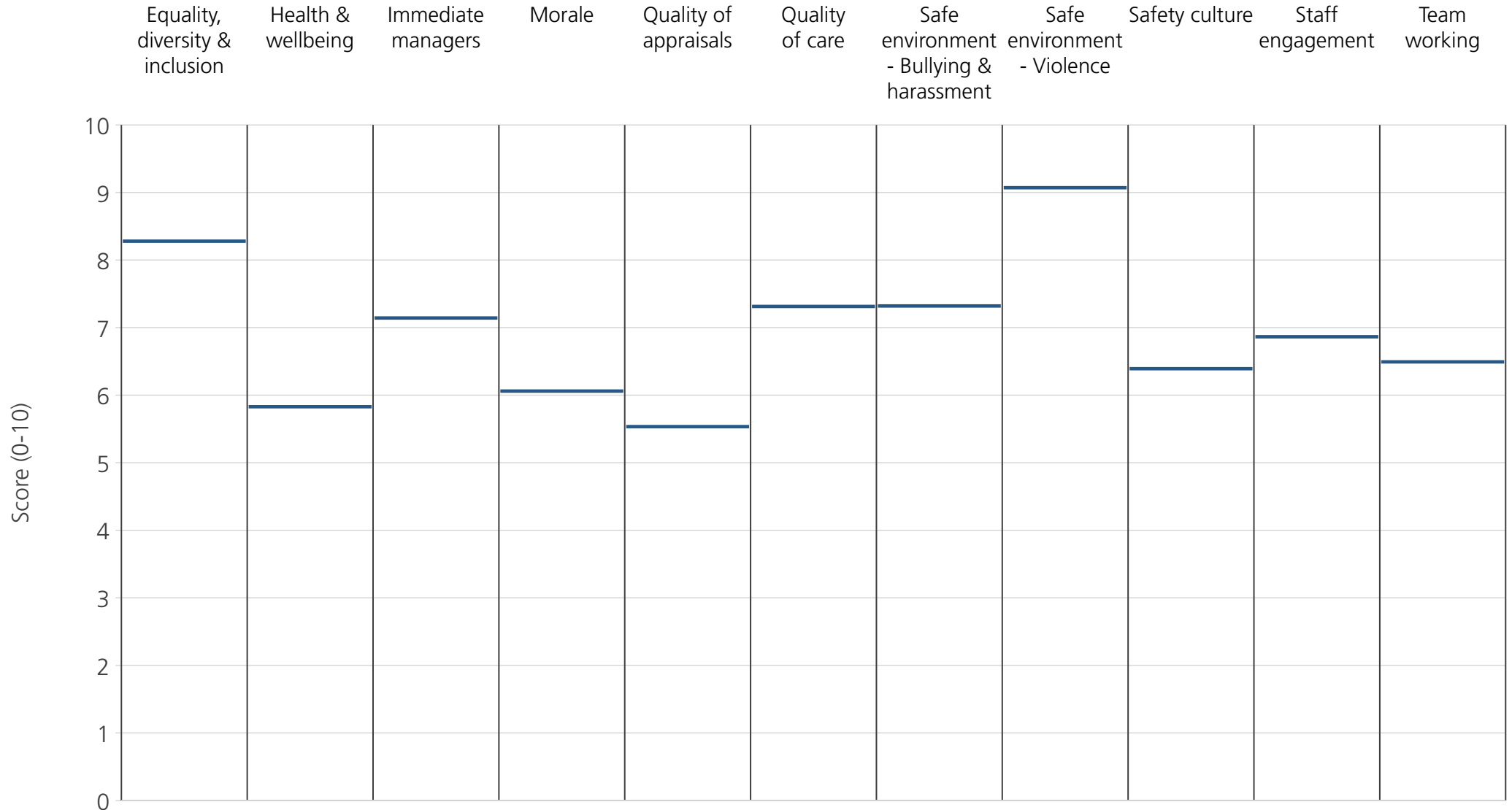
Directorate	8.2	5.9	6.7	6.2	5.4	7.7	6.6	9.4	6.3	6.9	6.2
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	39	39	39	38	36	34	39	39	38	39	38



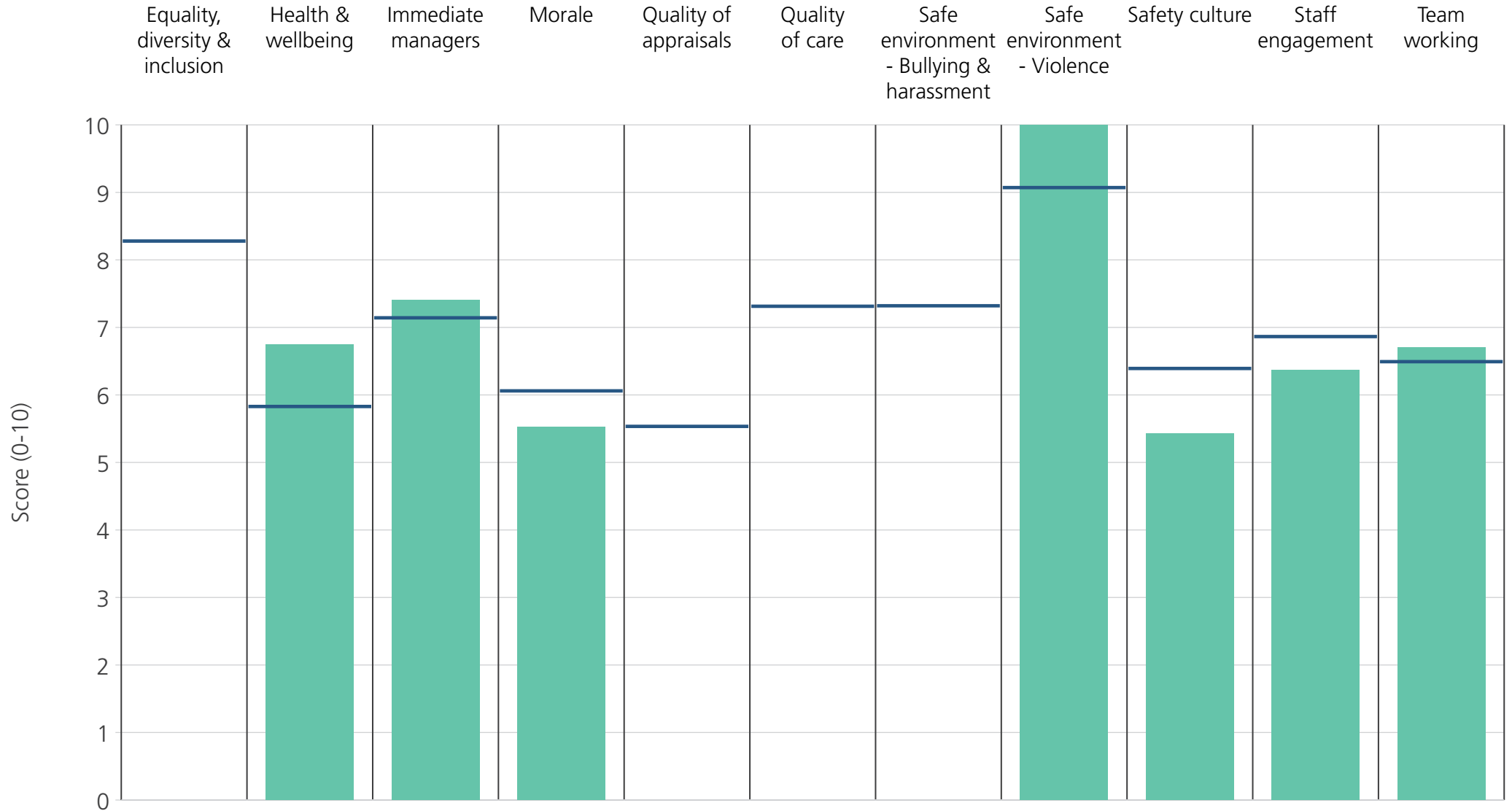
Directorate	7.4	6.4	6.7	5.4	4.4	7.3	8.5	9.9	6.2	6.6	5.9
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	26	26	26	26	19	7	26	26	26	26	26



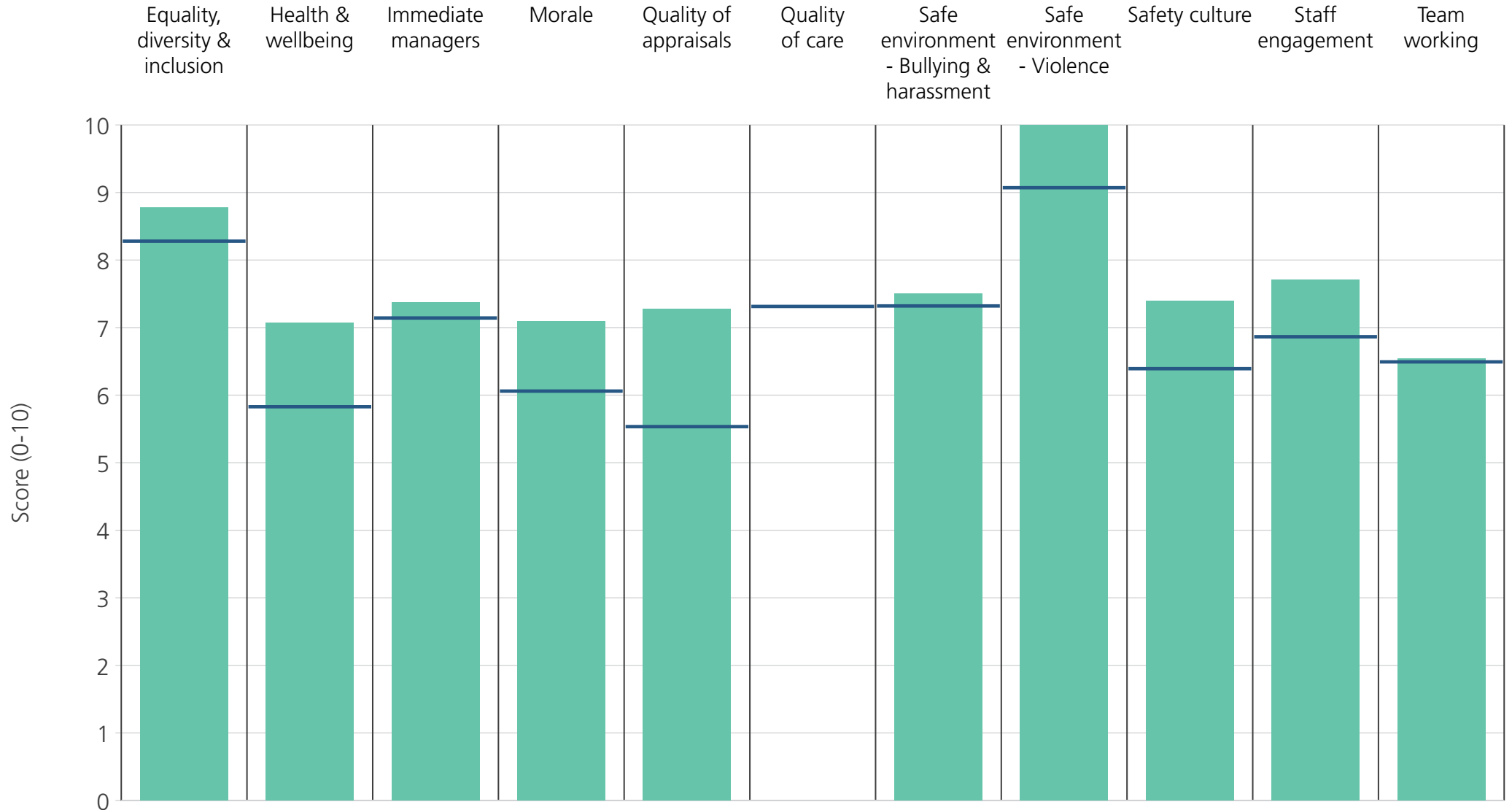
Directorate	8.6	4.9	6.4	5.5	4.8	7.2	6.5	9.5	5.6	5.9	5.3
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	20	20	20	20	18	16	20	20	20	21	20



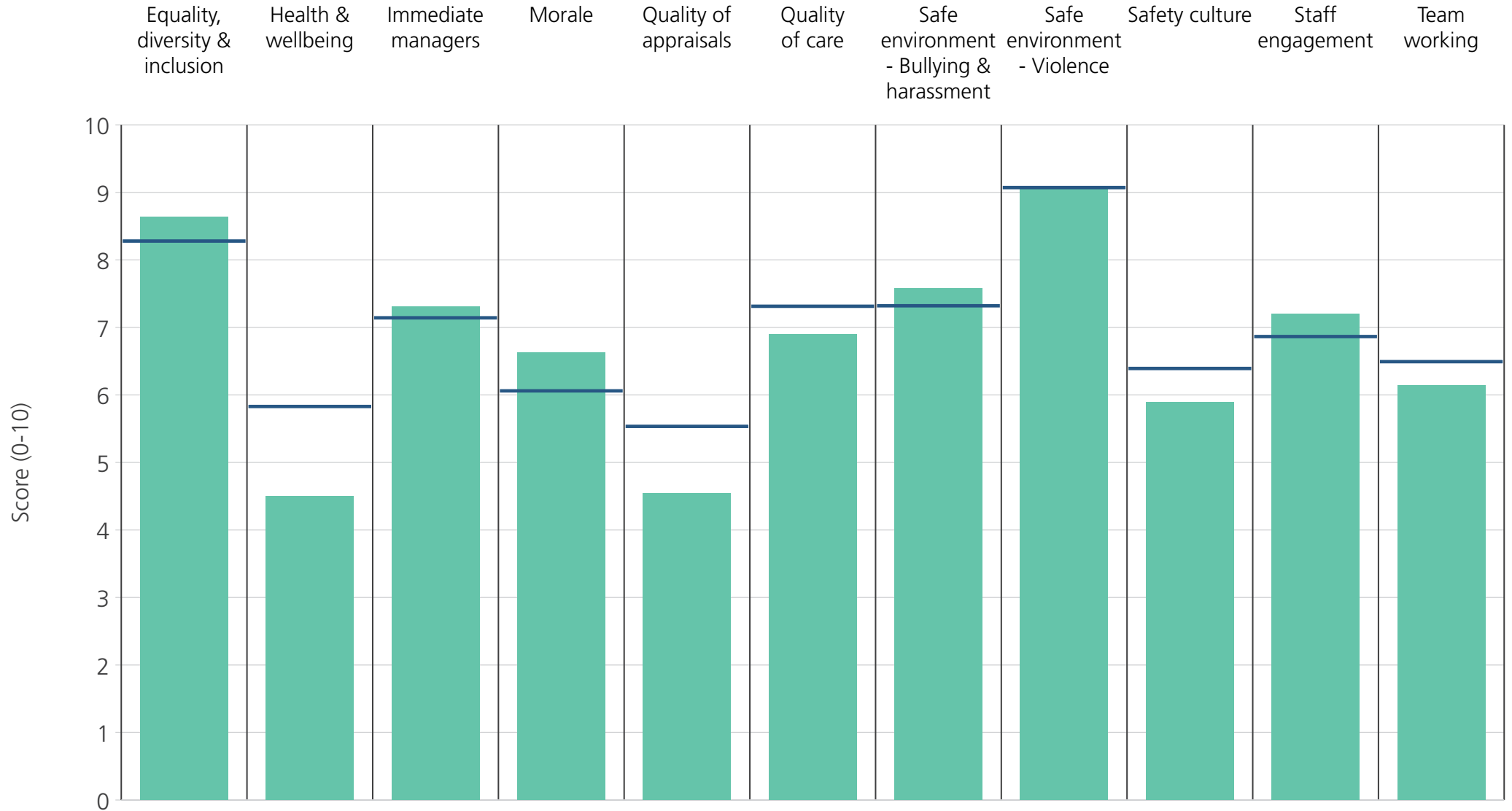
Directorate											
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	9	9	9	9	7	7	9	9	9	9	9



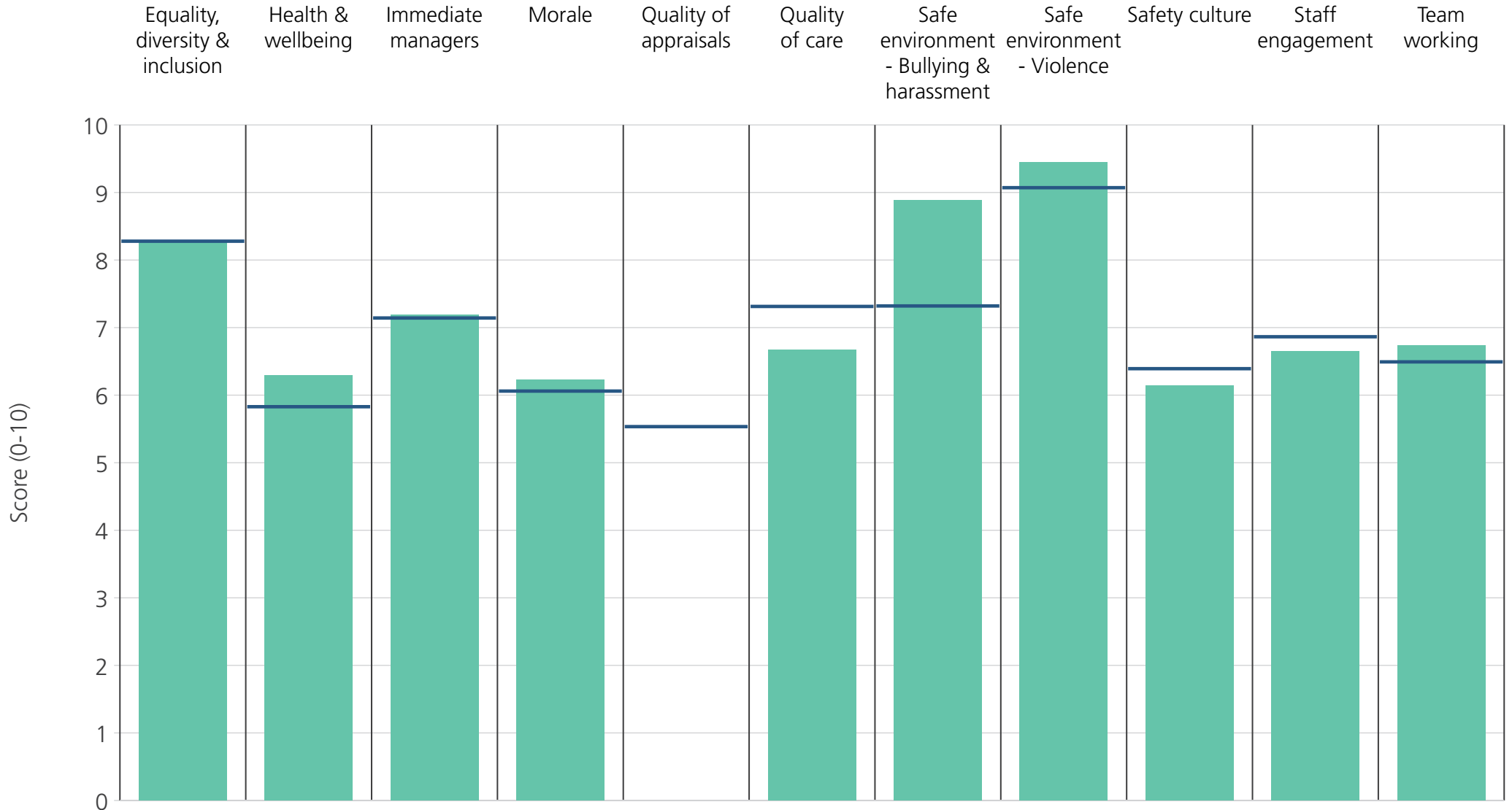
Directorate		6.8	7.4	5.5			10.0	5.4	6.4	6.7	
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	10	11	11	11	8	10	9	11	11	11	11



Directorate	8.8	7.1	7.4	7.1	7.3		7.5	10.0	7.4	7.7	6.5
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	17	17	17	16	11	6	16	17	17	17	17



Directorate	8.6	4.5	7.3	6.6	4.5	6.9	7.6	9.1	5.9	7.2	6.1
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	11	11	11	11	11	11	11	11	11	11	11



Directorate	8.3	6.3	7.2	6.2		6.7	8.9	9.4	6.1	6.6	6.7
Your org	8.3	5.8	7.1	6.1	5.5	7.3	7.3	9.1	6.4	6.9	6.5
Responses	12	12	13	12	9	13	12	12	12	12	13