

# Norfolk Community Health and Care NHS Trust

2019 NHS Staff Survey

**Directorate Report**

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This directorate report for Norfolk Community Health and Care 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.

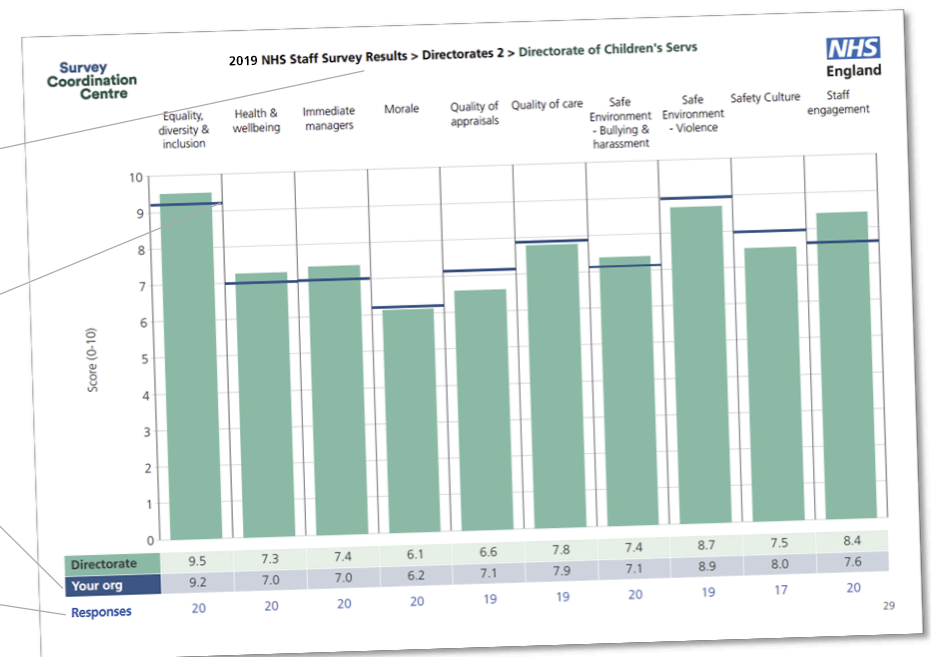
The directorate breakdowns used in this report were provided and defined by Norfolk Community Health and Care NHS Trust. Details of how the theme scores were calculated are included in the Technical Document, available to download from our [results website](#).

## 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.

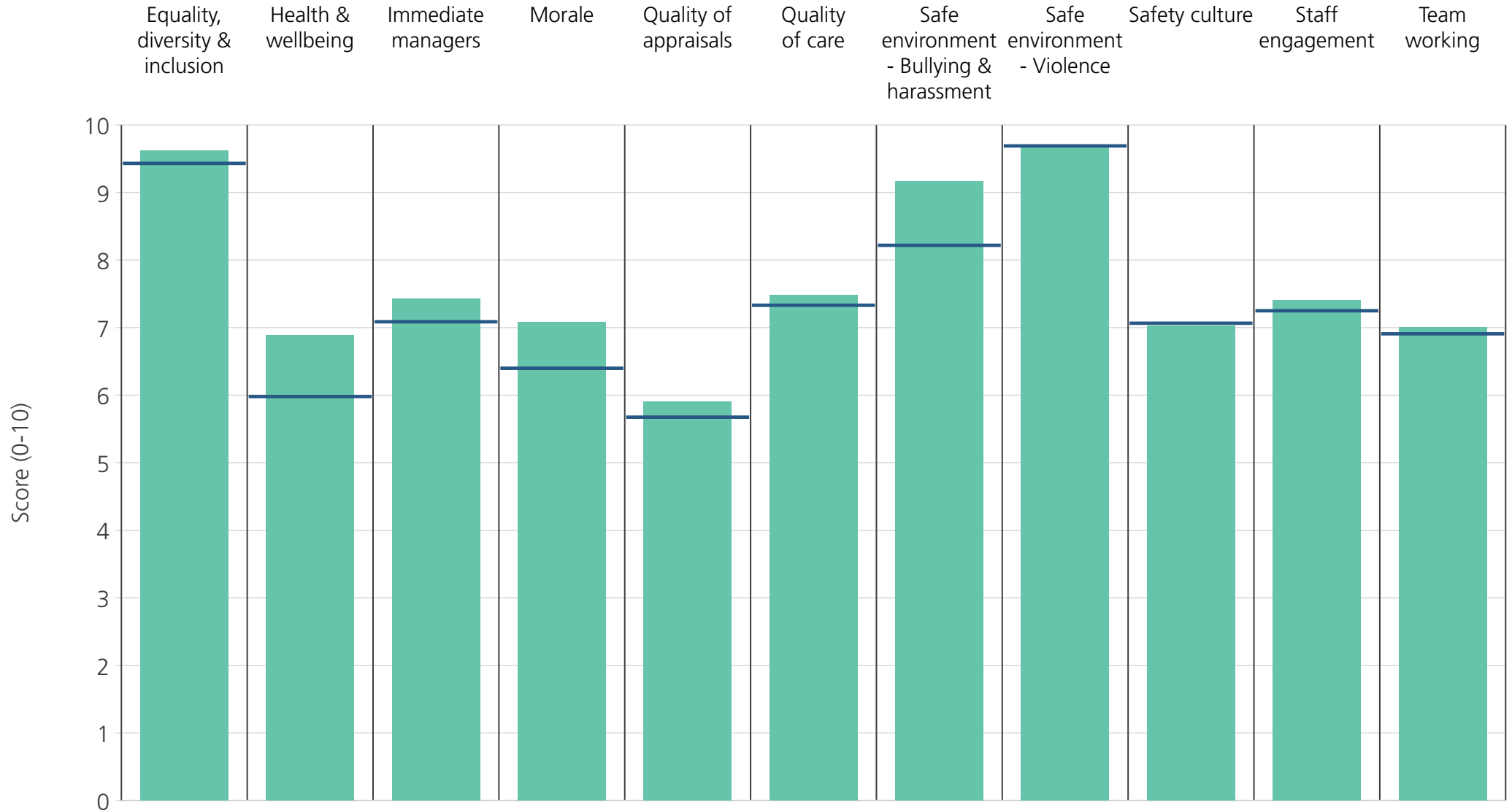
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



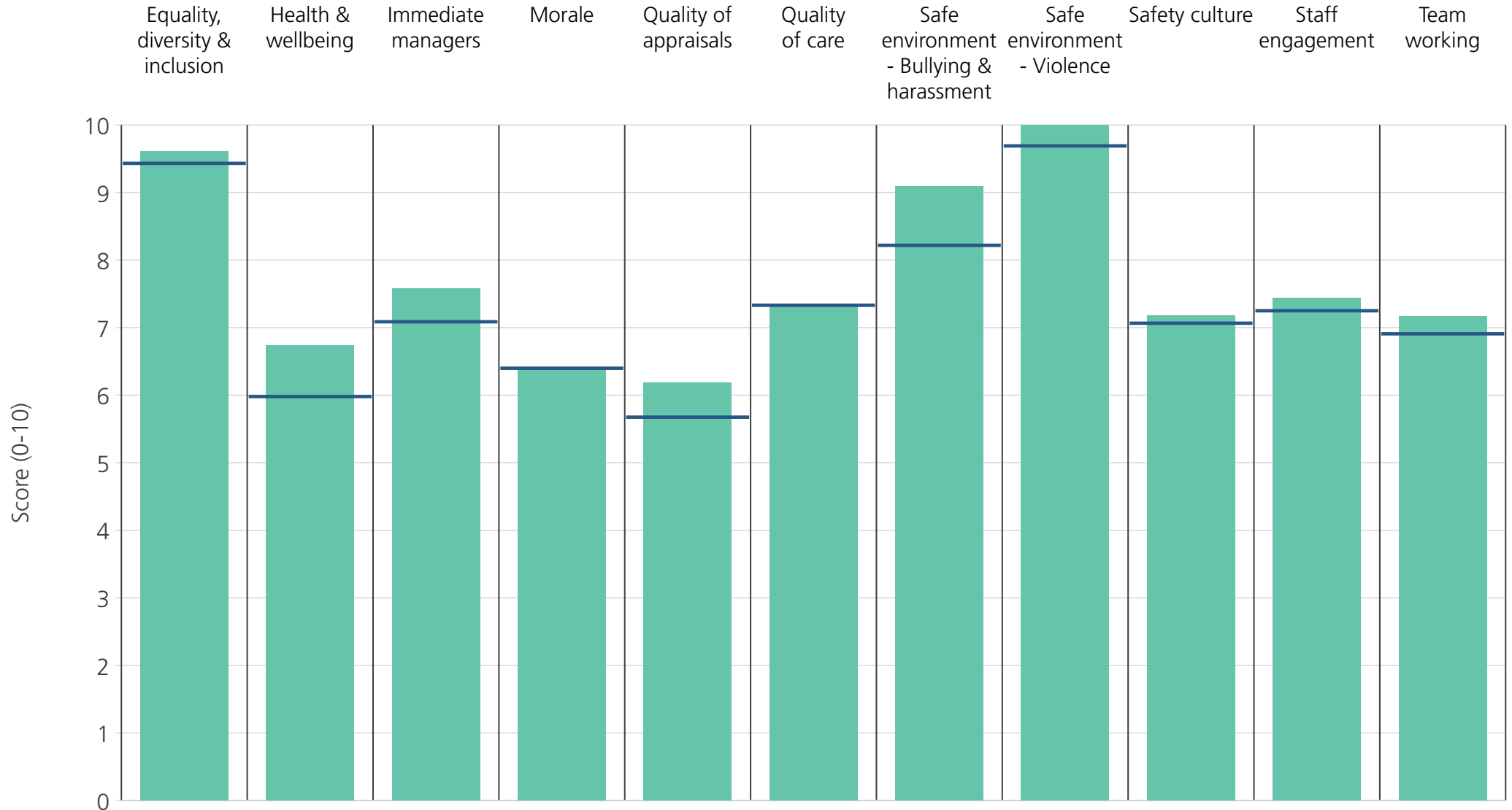
**! Note:** when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

# Directorates 1

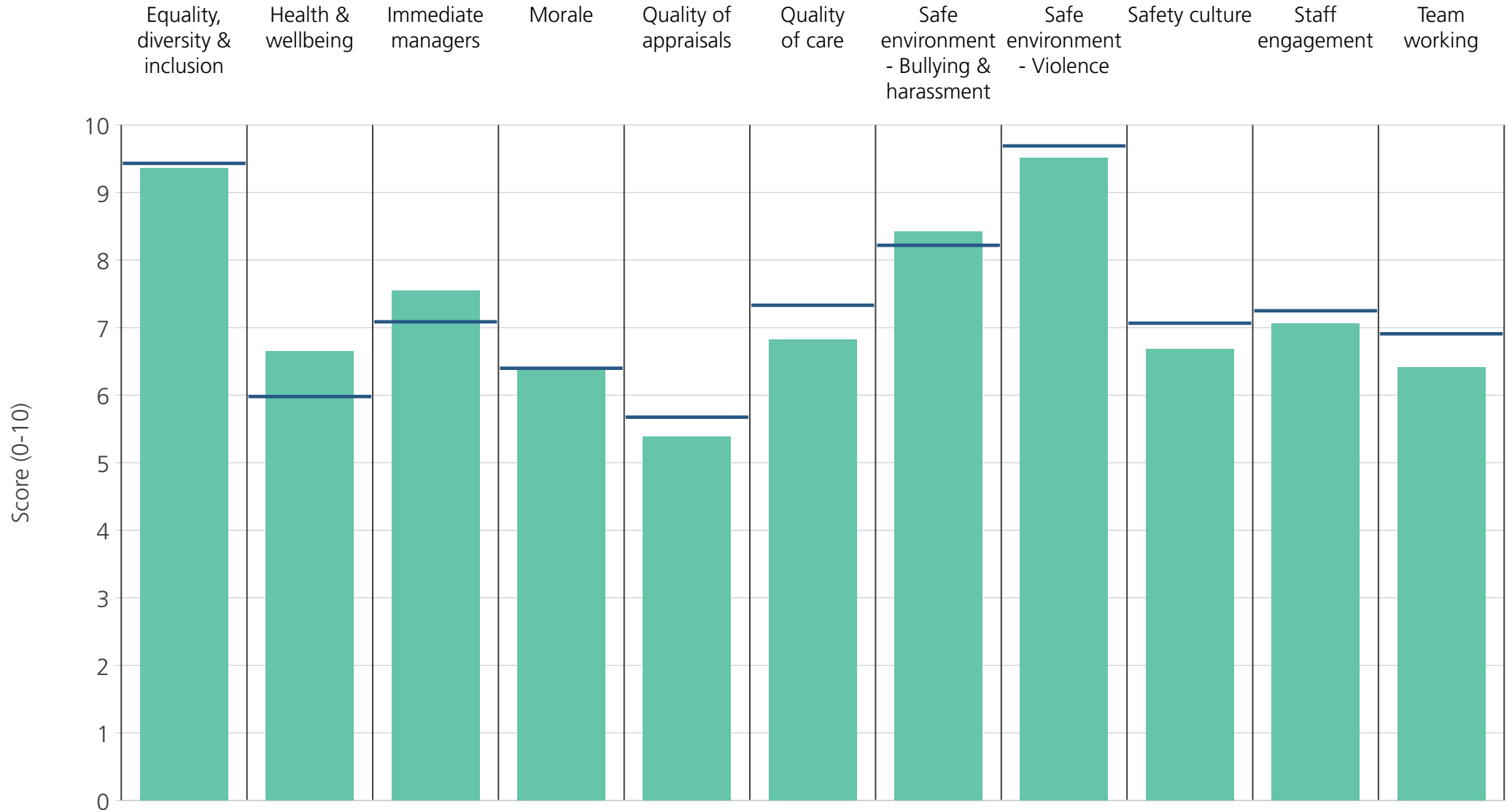
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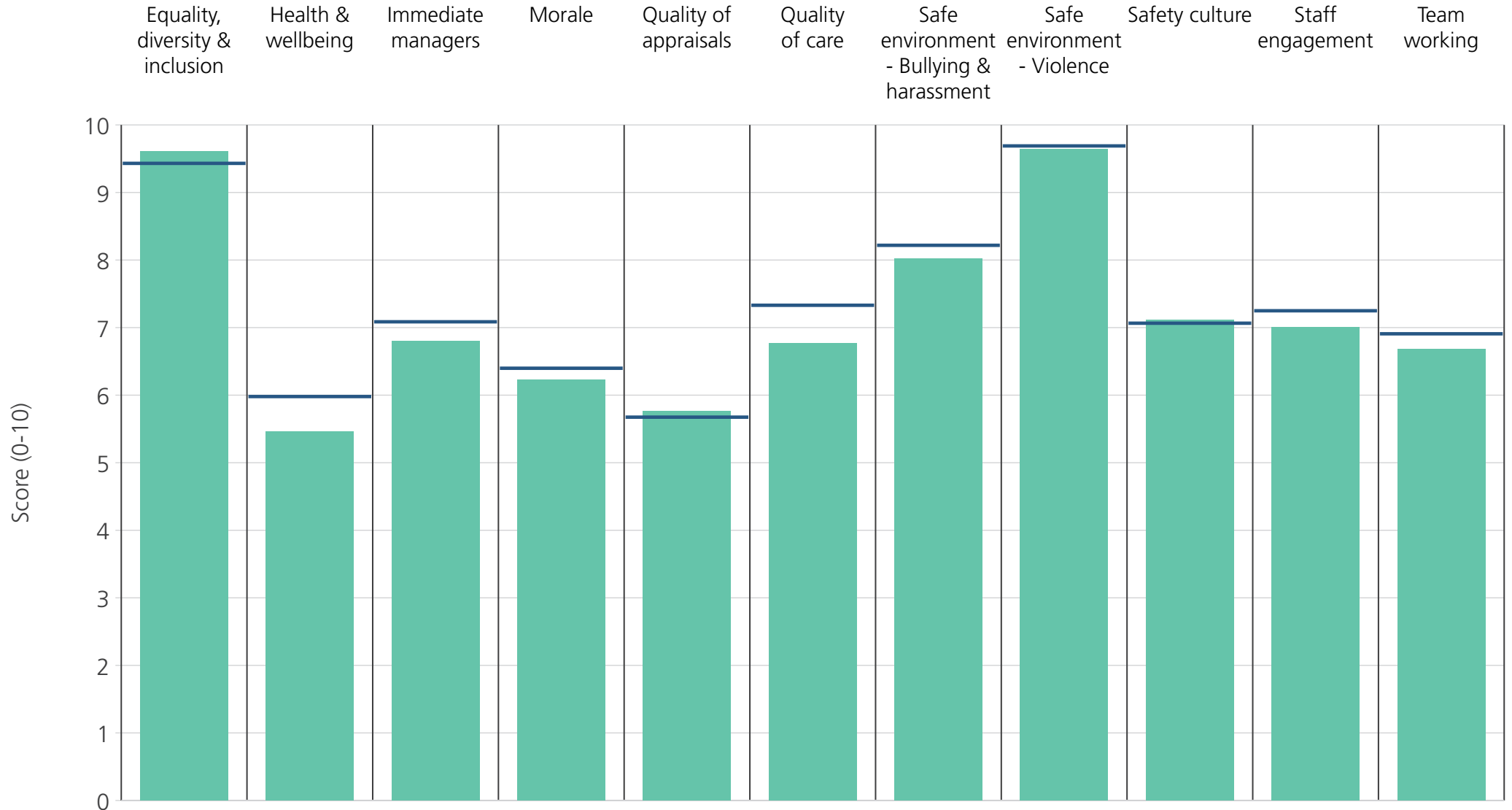
<b>Directorate</b>	9.6	6.9	7.4	7.1	5.9	7.5	9.2	9.7	7.0	7.4	7.0
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	54	56	56	56	47	56	56	56	56	56	56



<b>Directorate</b>	9.6	6.7	7.6	6.4	6.2	7.3	9.1	10.0	7.2	7.4	7.2
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	189	191	191	190	171	80	190	191	190	192	192

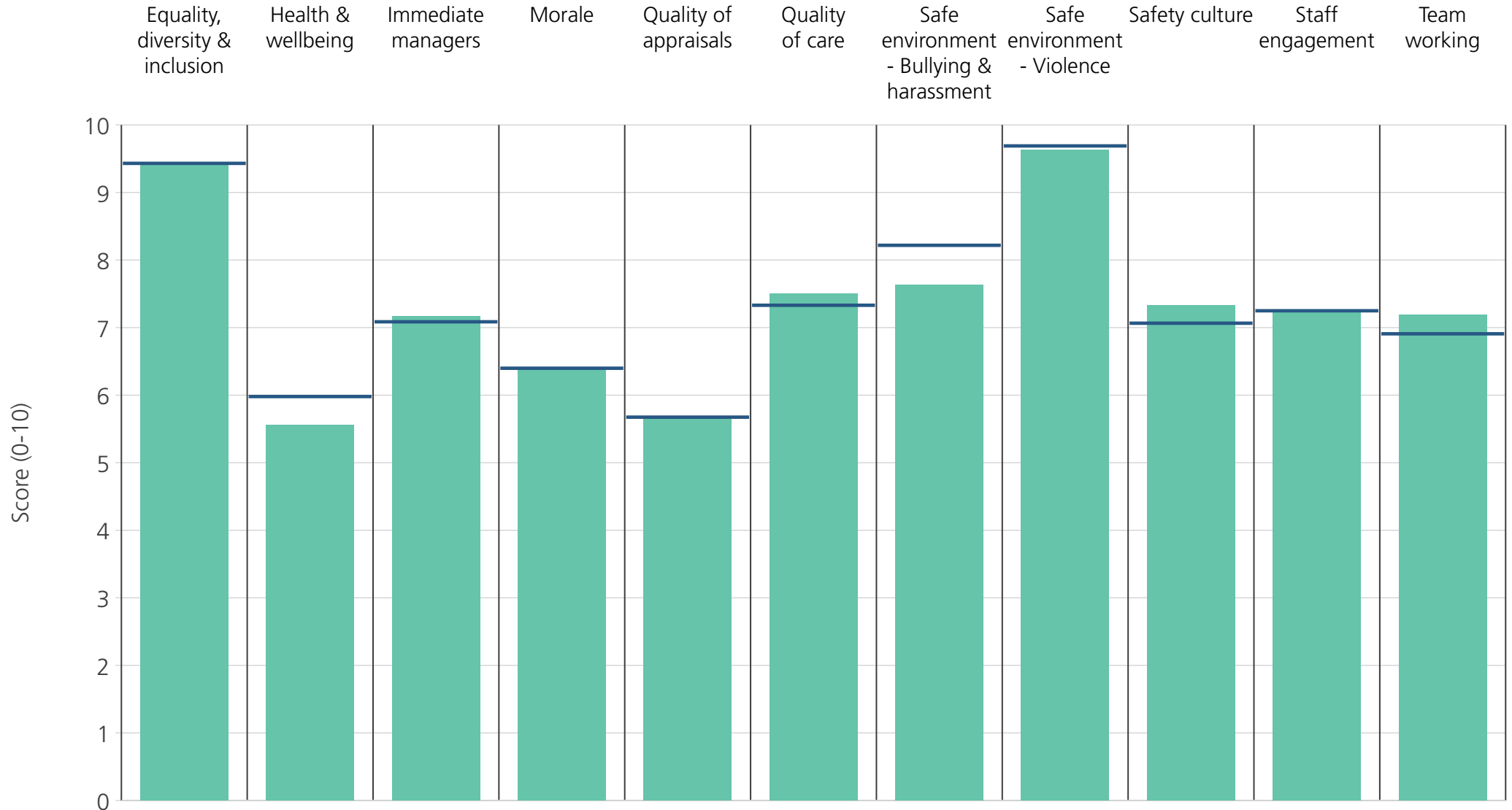


<b>Directorate</b>	9.4	6.7	7.5	6.4	5.4	6.8	8.4	9.5	6.7	7.1	6.4
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	61	60	61	61	59	57	61	61	61	61	61

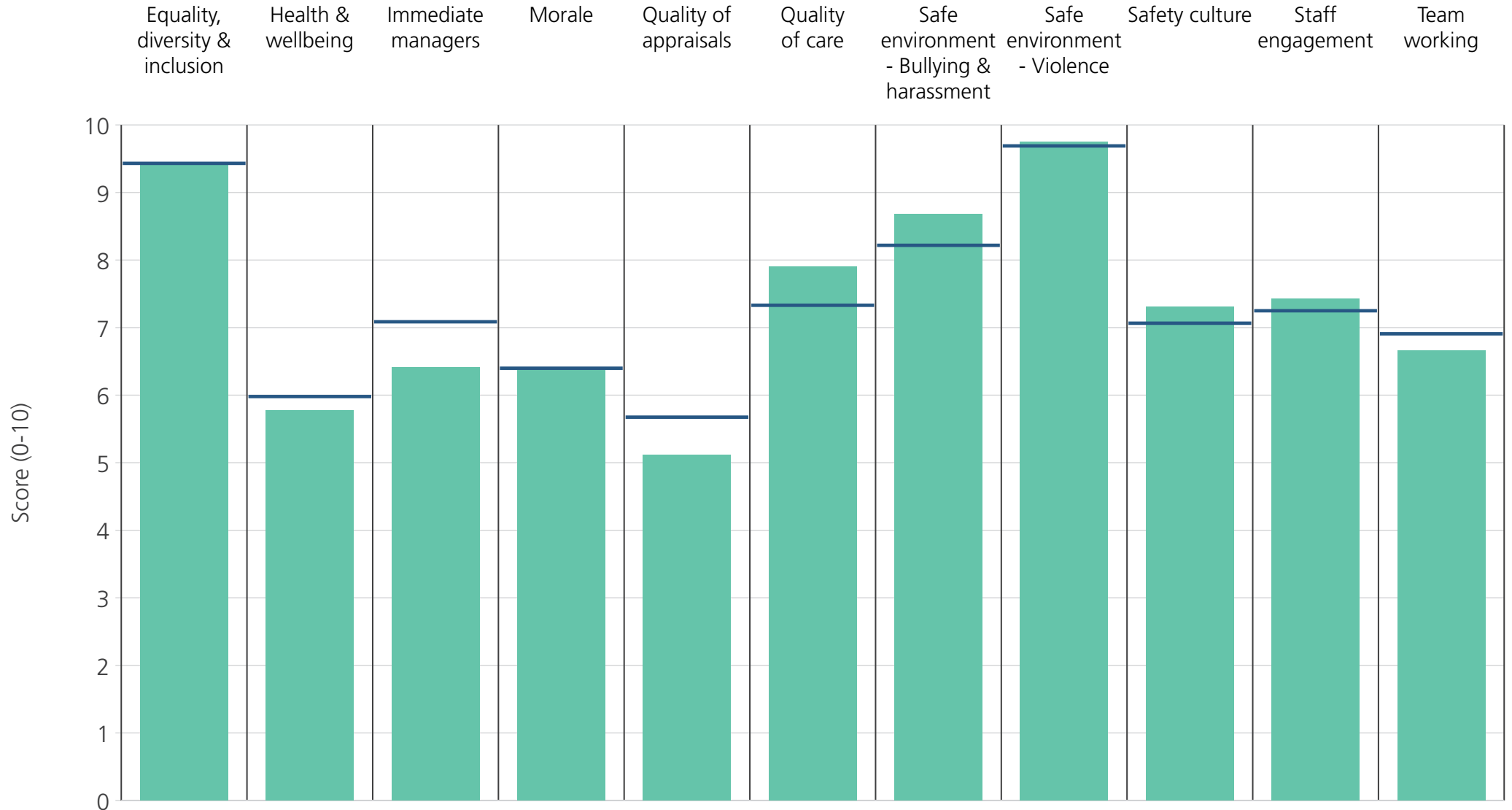


<b>Directorate</b>	9.6	5.5	6.8	6.2	5.8	6.8	8.0	9.6	7.1	7.0	6.7
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	162	163	163	163	149	163	163	163	163	164	163

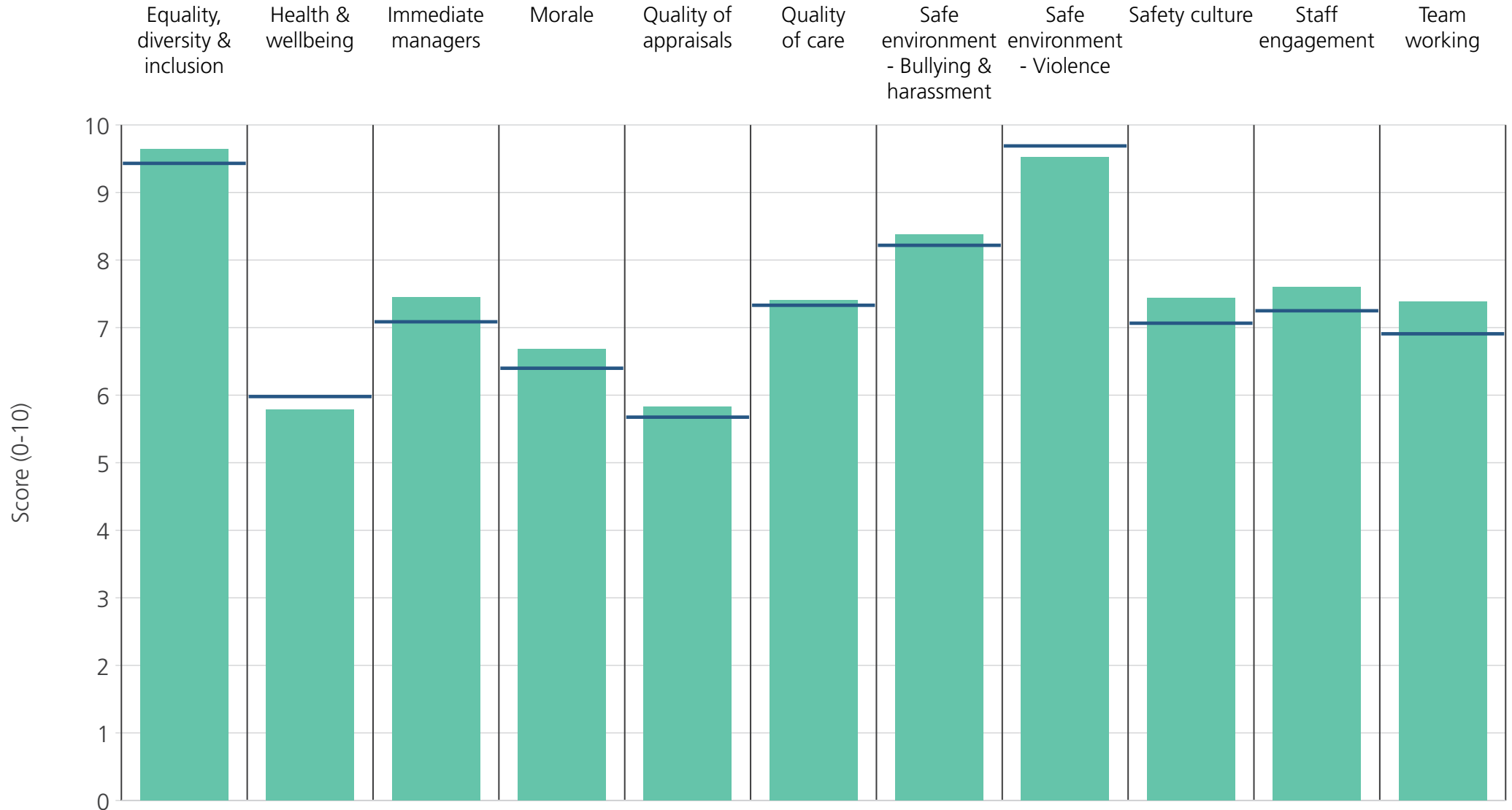




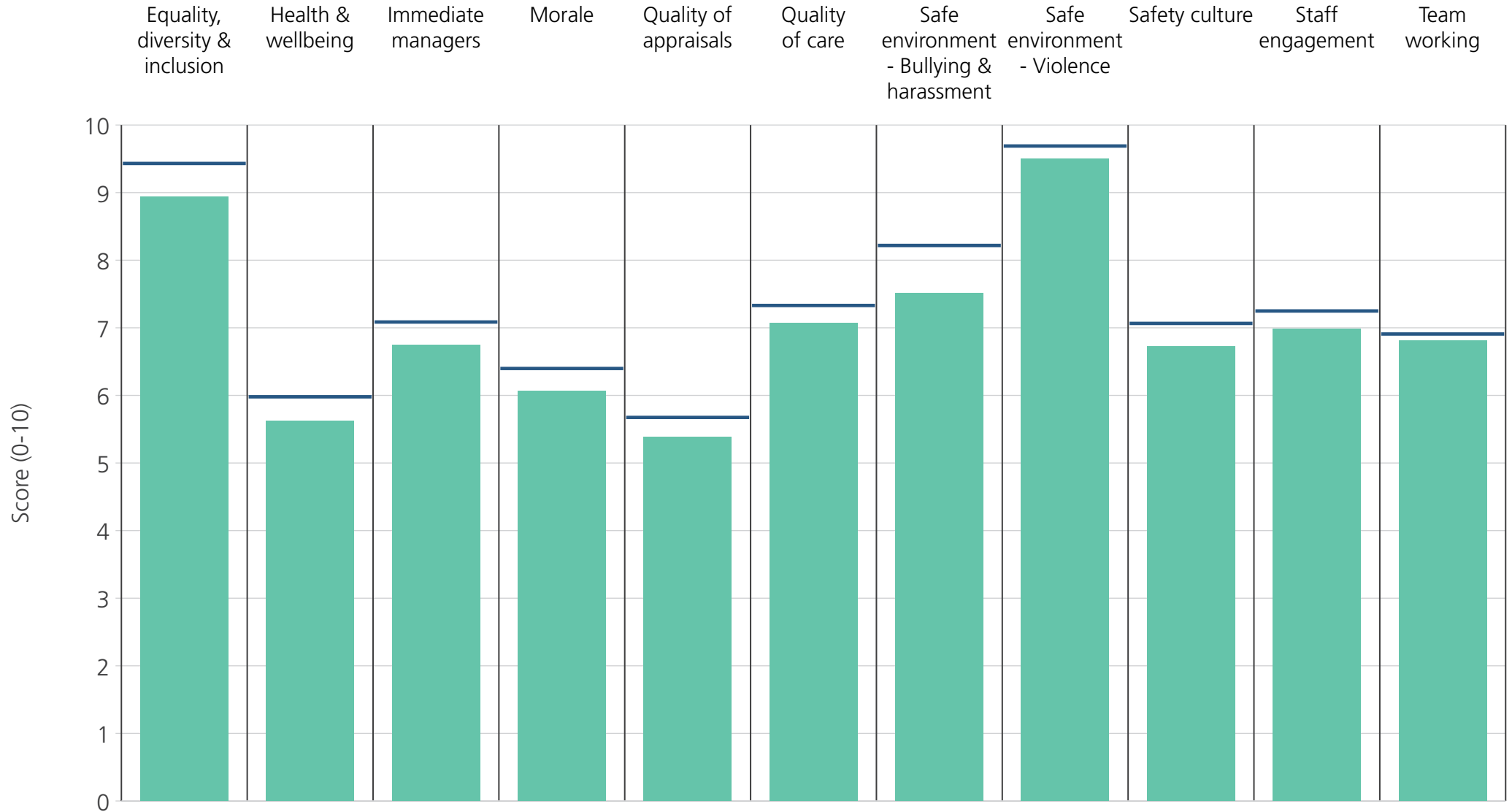
<b>Directorate</b>	9.4	5.6	7.2	6.4	5.7	7.5	7.6	9.6	7.3	7.3	7.2
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	136	136	137	136	120	136	136	137	136	137	134



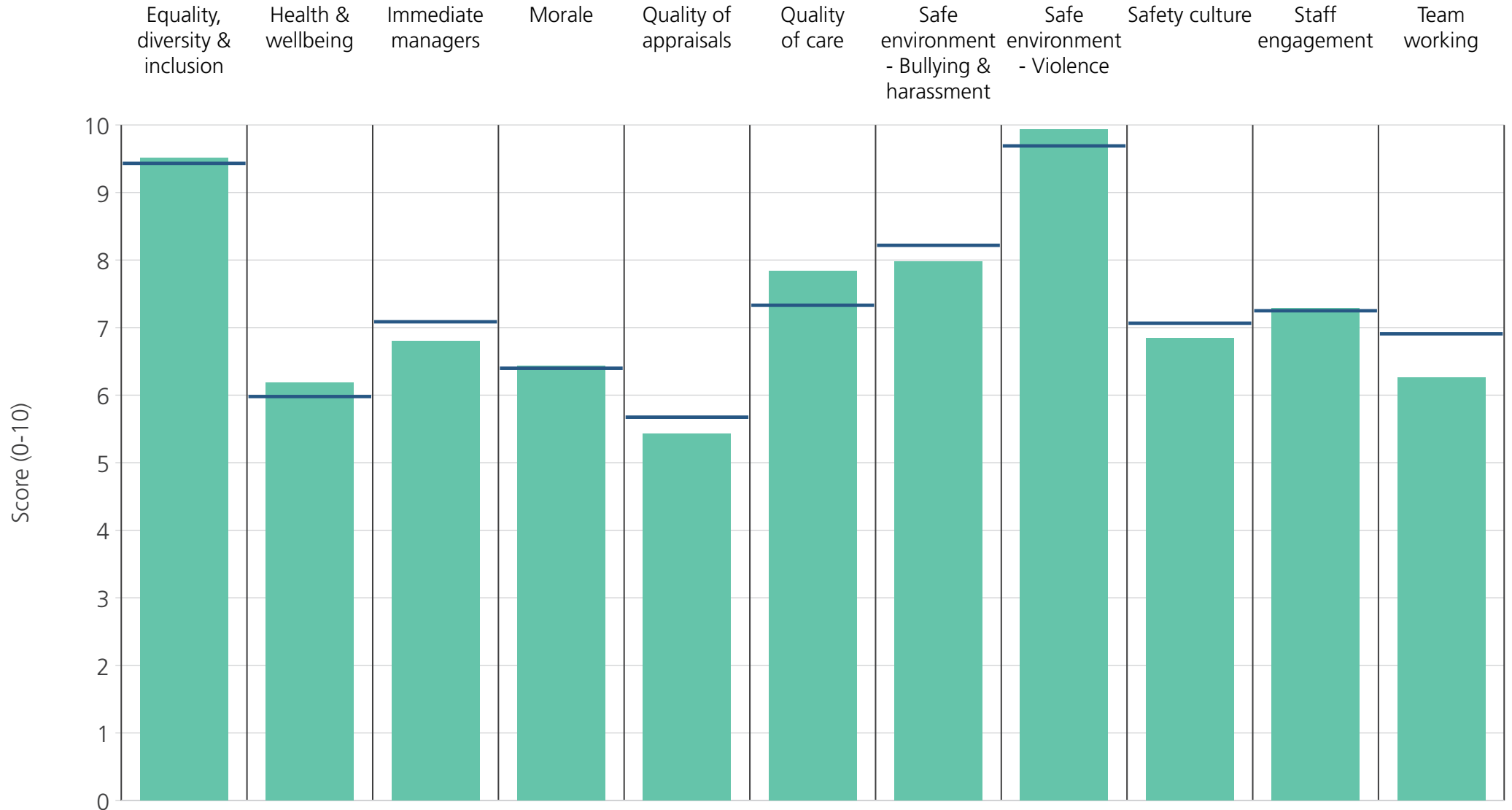
<b>Directorate</b>	9.4	5.8	6.4	6.4	5.1	7.9	8.7	9.8	7.3	7.4	6.7
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	81	81	82	82	74	79	81	80	81	82	82



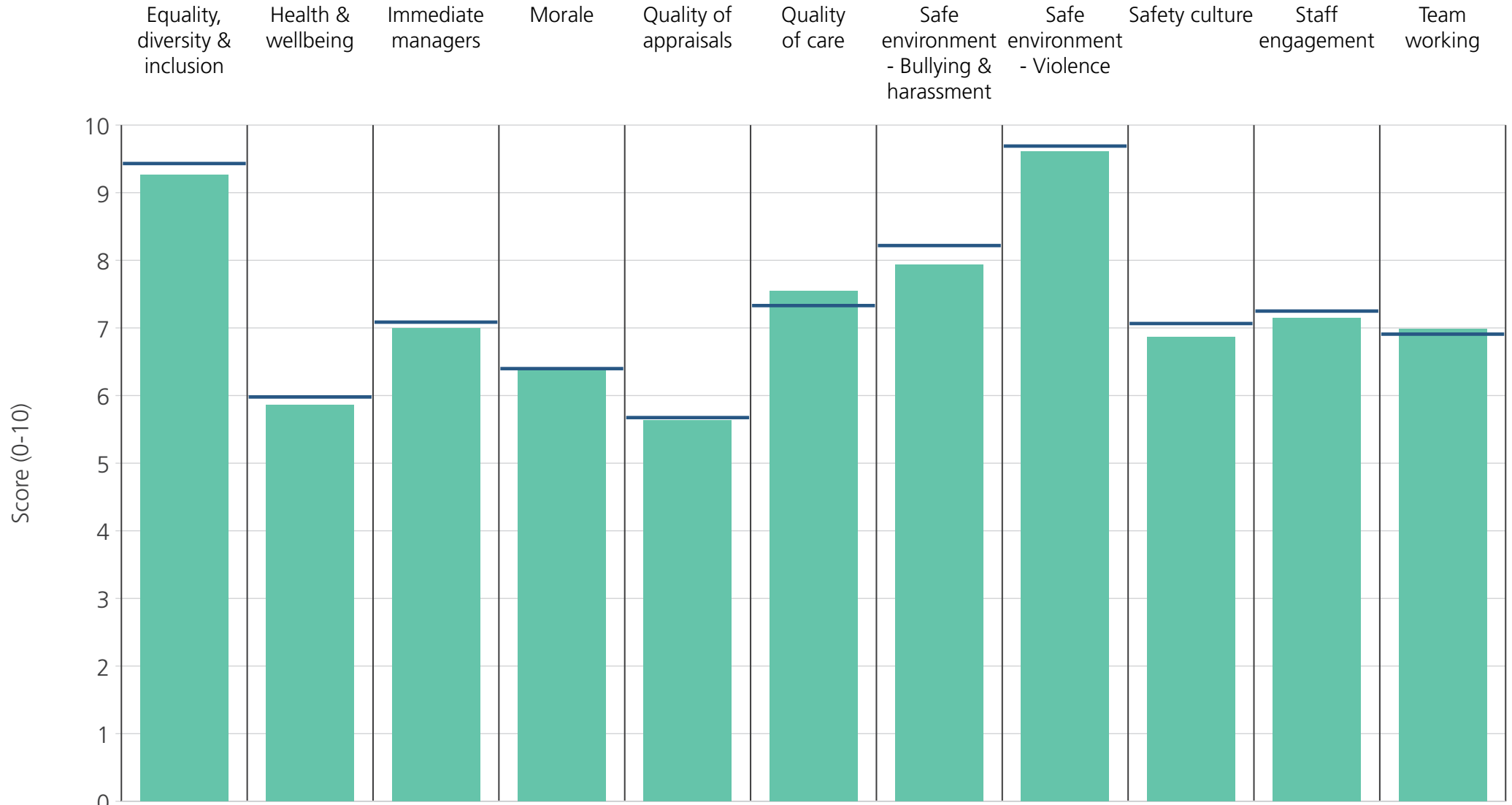
<b>Directorate</b>	9.6	5.8	7.4	6.7	5.8	7.4	8.4	9.5	7.4	7.6	7.4
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	126	126	128	128	117	125	126	126	125	129	128



<b>Directorate</b>	8.9	5.6	6.7	6.1	5.4	7.1	7.5	9.5	6.7	7.0	6.8
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	154	155	156	154	141	152	154	155	155	156	156



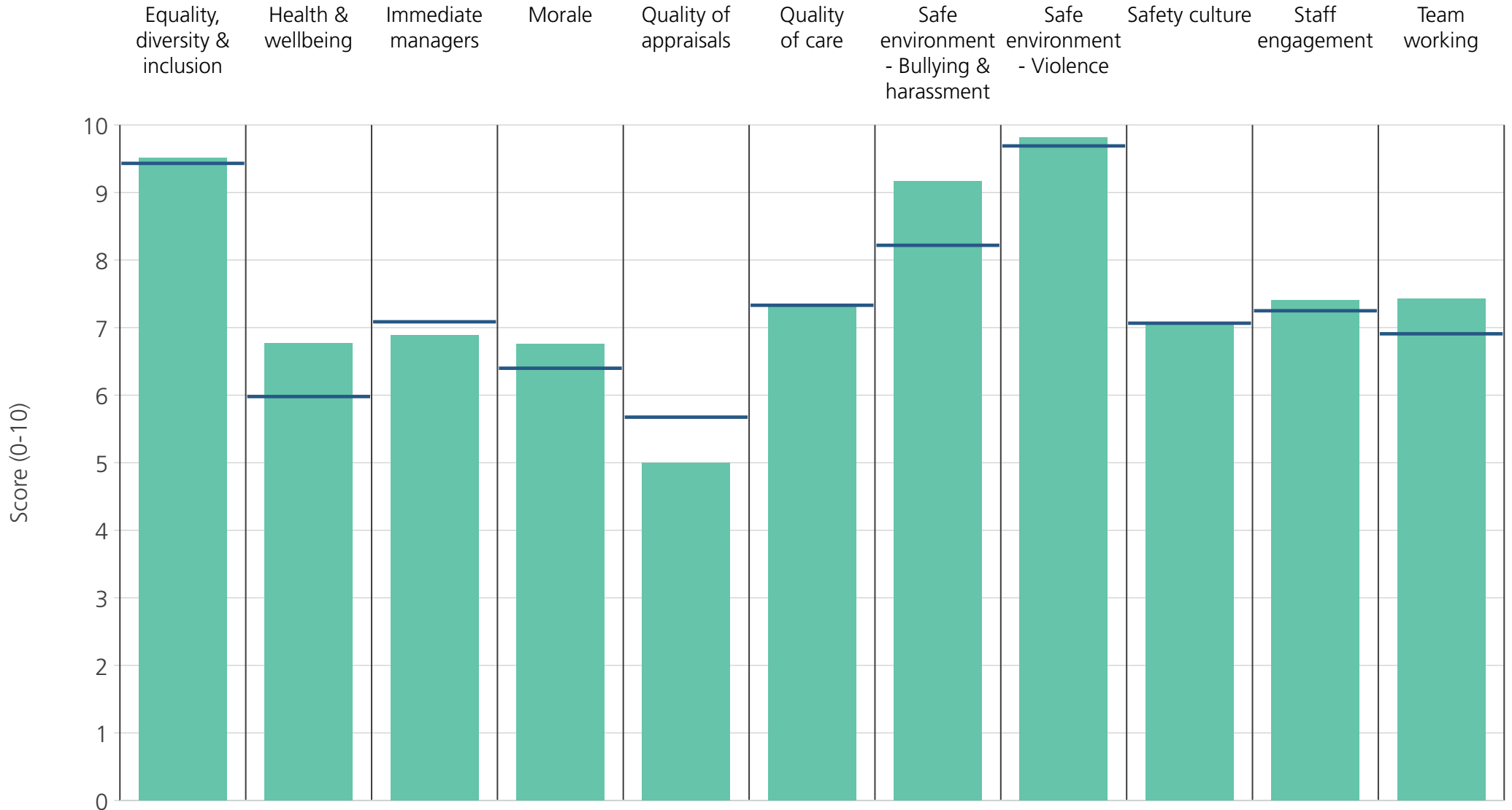
<b>Directorate</b>	9.5	6.2	6.8	6.4	5.4	7.8	8.0	9.9	6.8	7.3	6.3
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	97	98	99	98	88	78	97	95	98	99	99



<b>Directorate</b>	9.3	5.9	7.0	6.4	5.6	7.5	7.9	9.6	6.9	7.1	7.0
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	153	154	155	154	142	154	152	154	154	155	154

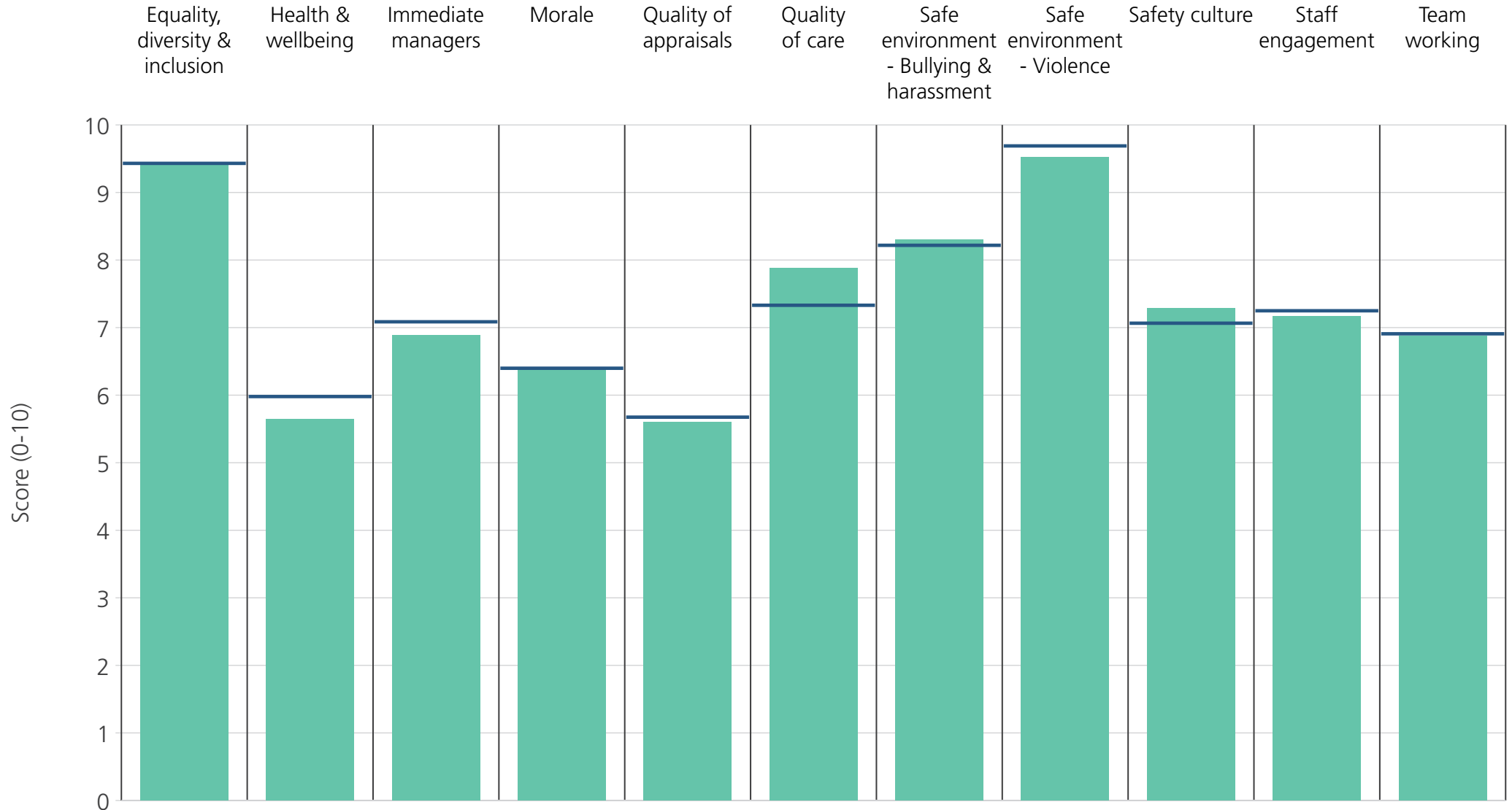
# Directorates 2

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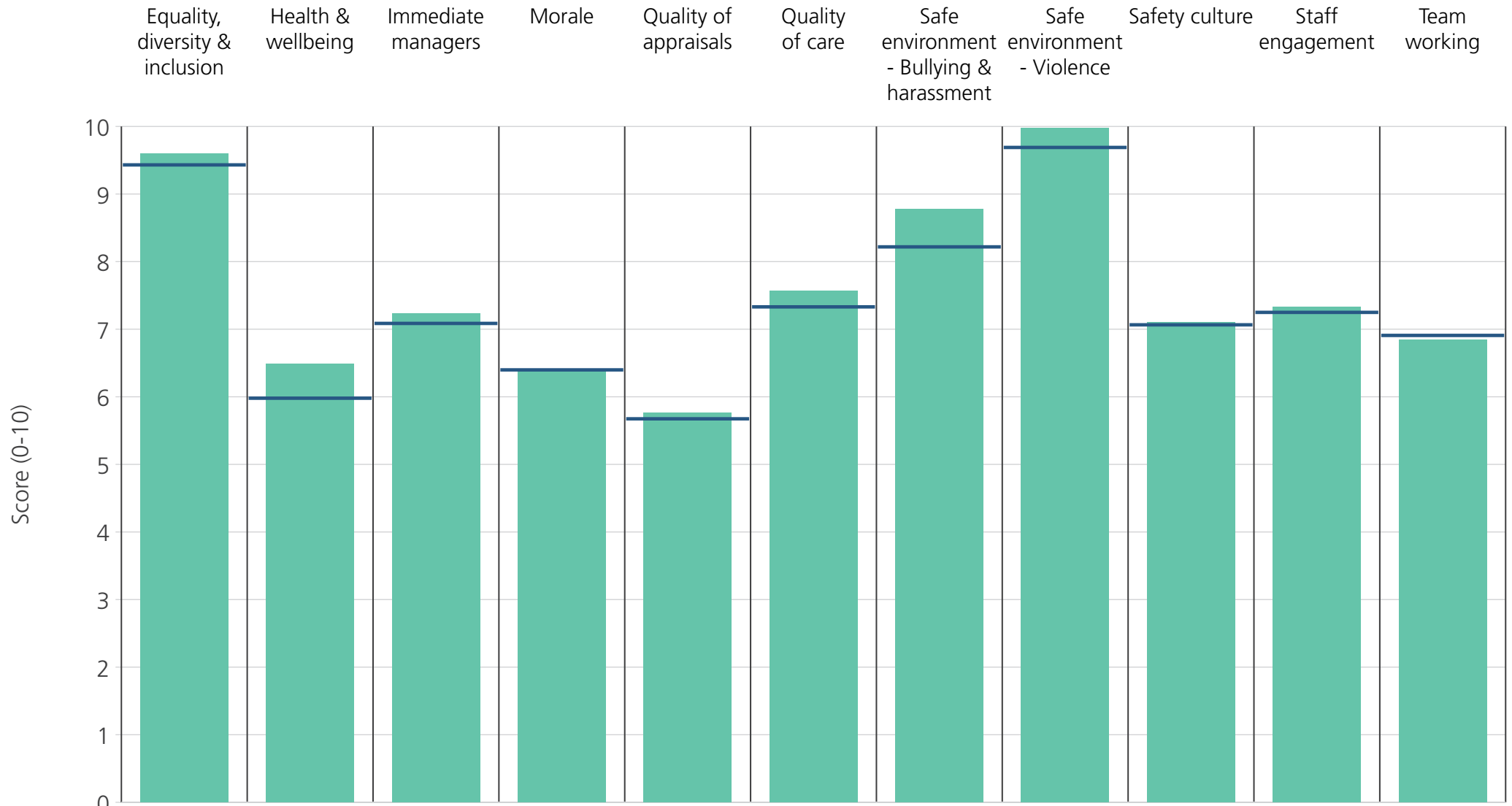


<b>Directorate</b>	9.5	6.8	6.9	6.8	5.0	7.3	9.2	9.8	7.1	7.4	7.4
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	17	18	18	18	16	18	18	18	18	18	18

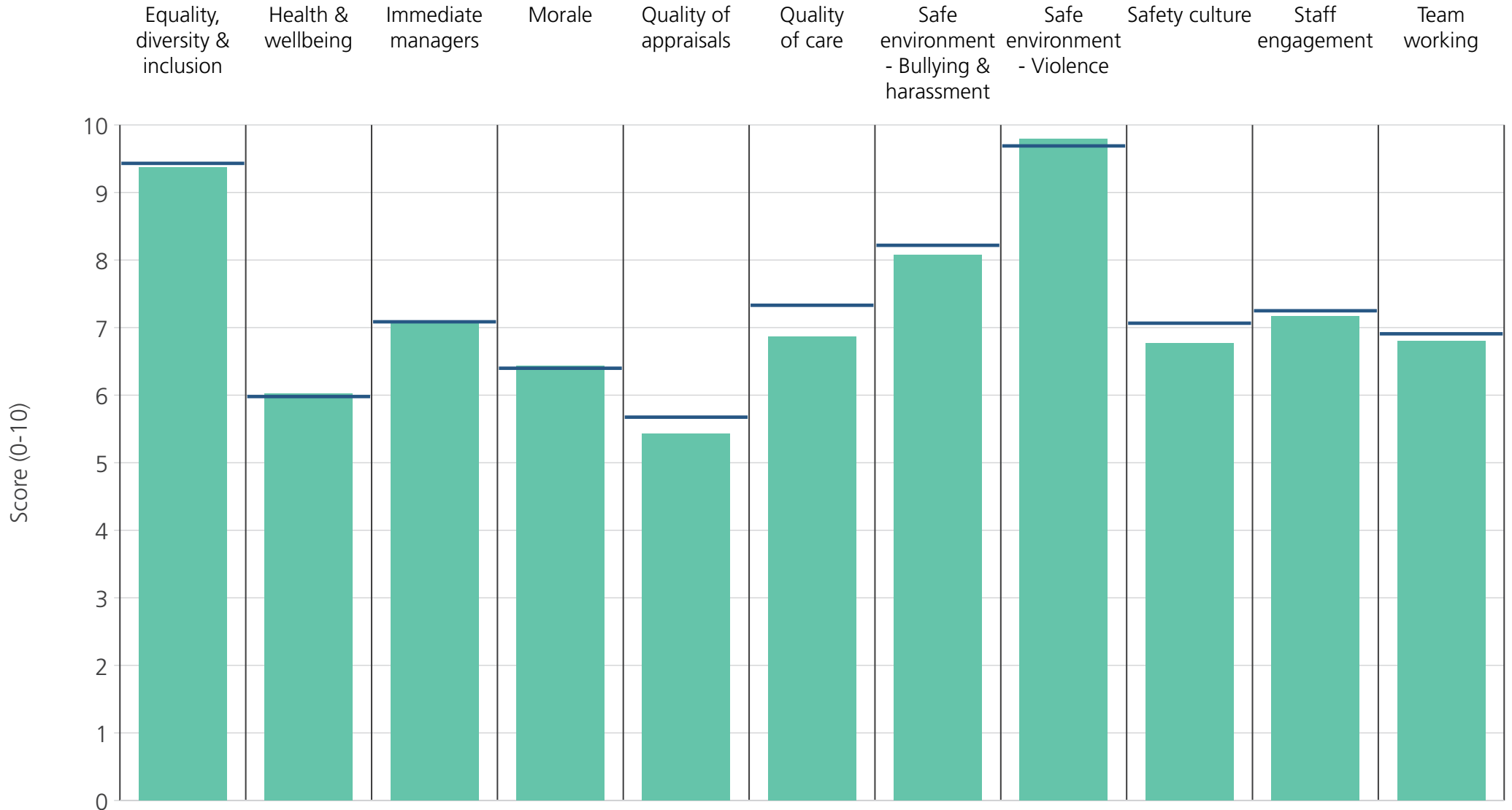




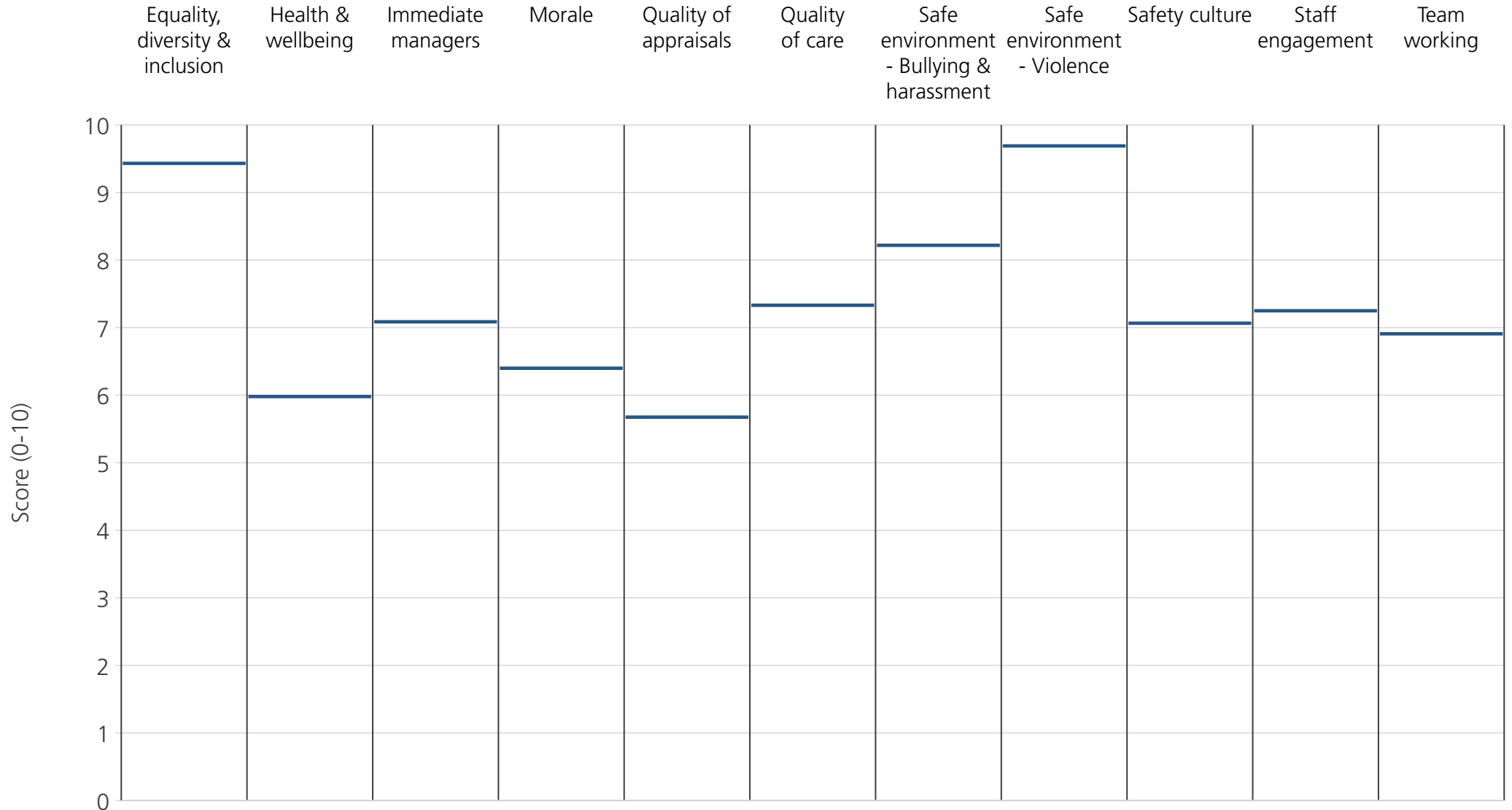
<b>Directorate</b>	9.4	5.6	6.9	6.4	5.6	7.9	8.3	9.5	7.3	7.2	6.9
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	280	284	286	283	244	285	283	284	284	286	284



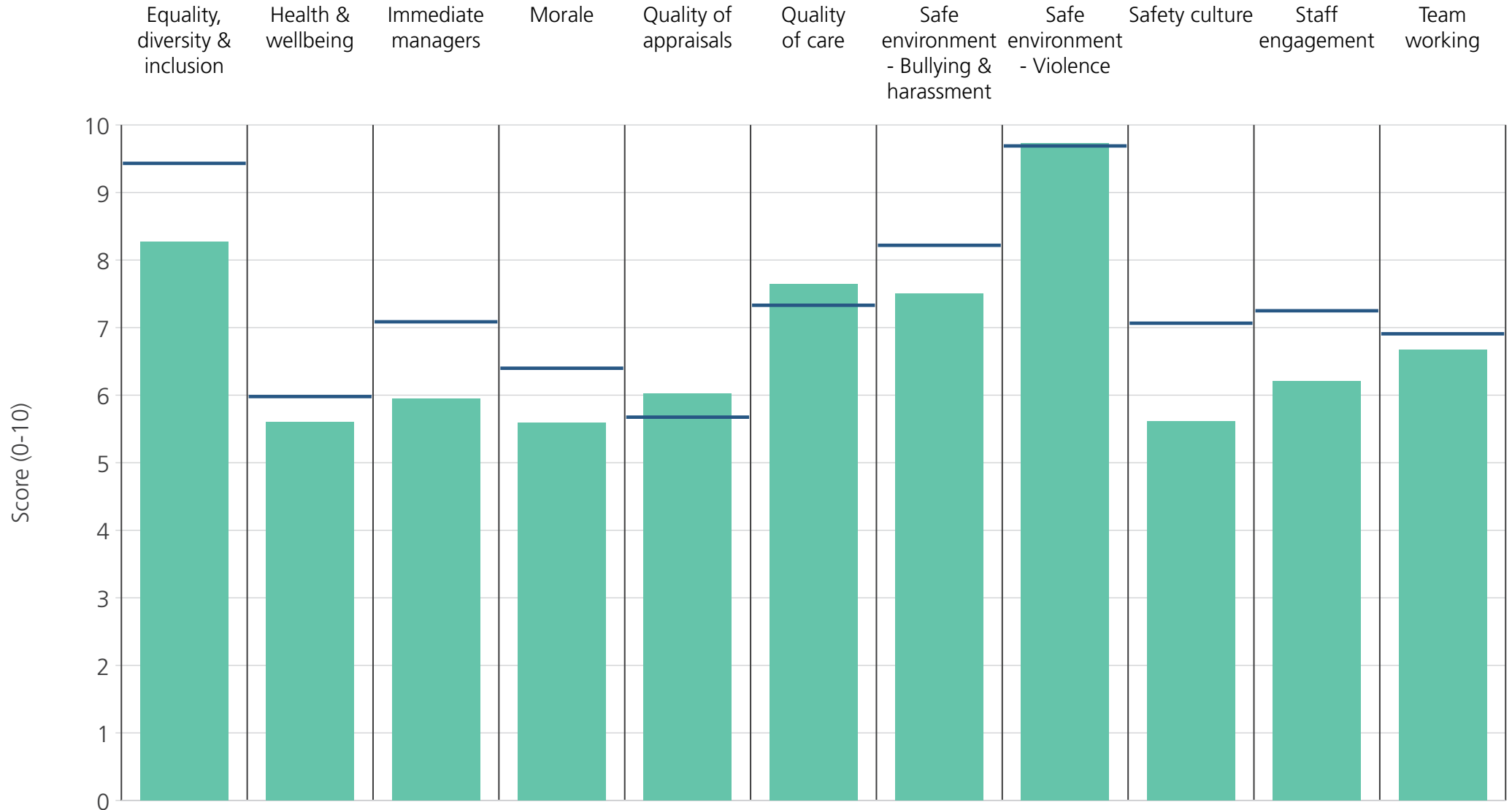
<b>Directorate</b>	9.6	6.5	7.2	6.4	5.8	7.6	8.8	10.0	7.1	7.3	6.8
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	308	310	311	309	282	176	308	307	309	312	312



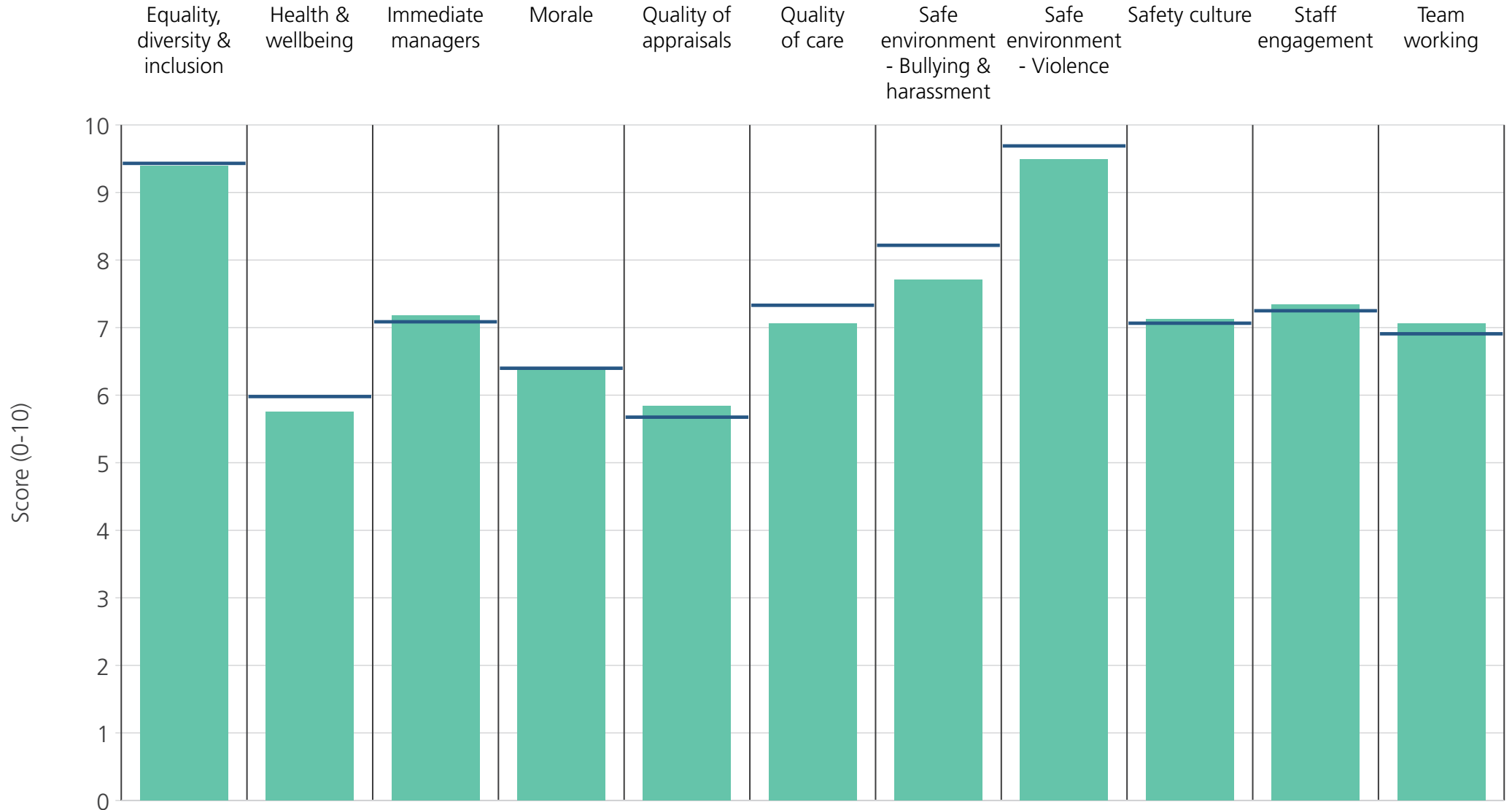
<b>Directorate</b>	9.4	6.0	7.1	6.4	5.4	6.9	8.1	9.8	6.8	7.2	6.8
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	237	237	237	237	226	234	236	237	237	239	238



Directorate	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	8	8	8	8	6	6	8	8	8	8	8



<b>Directorate</b>	8.3	5.6	5.9	5.6	6.0	7.6	7.5	9.7	5.6	6.2	6.7
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	12	12	12	12	11	12	12	12	12	12	12



<b>Directorate</b>	9.4	5.8	7.2	6.4	5.8	7.1	7.7	9.5	7.1	7.3	7.1
<b>Your org</b>	9.4	6.0	7.1	6.4	5.7	7.3	8.2	9.7	7.1	7.2	6.9
<b>Responses</b>	351	351	356	355	323	349	351	352	351	356	353