

Oxford University Hospitals NHS Foundation Trust

2020 NHS Staff Survey

Directorate Report

Contents

Introduction	3	Gastroenterology Endoscopy and Theatres	25
Themes – Directorates 1	4	Gynaecology	26
Clinical Support Services	5	JR and WW Theatres	27
Corporate	6	Maternity	28
Education and Training	7	Neurosciences	29
Estates	8	Oncology	30
Hosted Services DIV	9	Operational Services Dir	31
Medicine Rehabilitation and Cardiac	10	Orthopaedics	32
Neurosciences Orthopaedics Trauma and Specialist Surgery	11	Other	33
Operational Services	12	Pathology and Laboratories	34
Research and Development	13	Pharmacy	35
Surgery and Oncology	14	Radiology Imaging	36
Trust Other	15	Renal	37
Themes – Directorates 2	16	Specialist Medicine	38
Acute Medicine and Rehabilitation	17	Specialist Surgery	39
Cardiology Cardiac and Thoracic Surgery	18	Surgery	40
Chief Nurse Patient Services and Education	19		
Childrens	20		
Critical Care Anaesthetics PreOperative Assessment Pain Relief Unit Resuscitation and Outpatient	21		
Digital and Partnership	22		
Estates and Facilities	23		
Finance and Procurement	24		

This directorate report for Oxford University Hospitals NHS Foundation Trust contains results by directorate for themes from the 2020 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 Oxford University Hospitals 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 '2020 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.

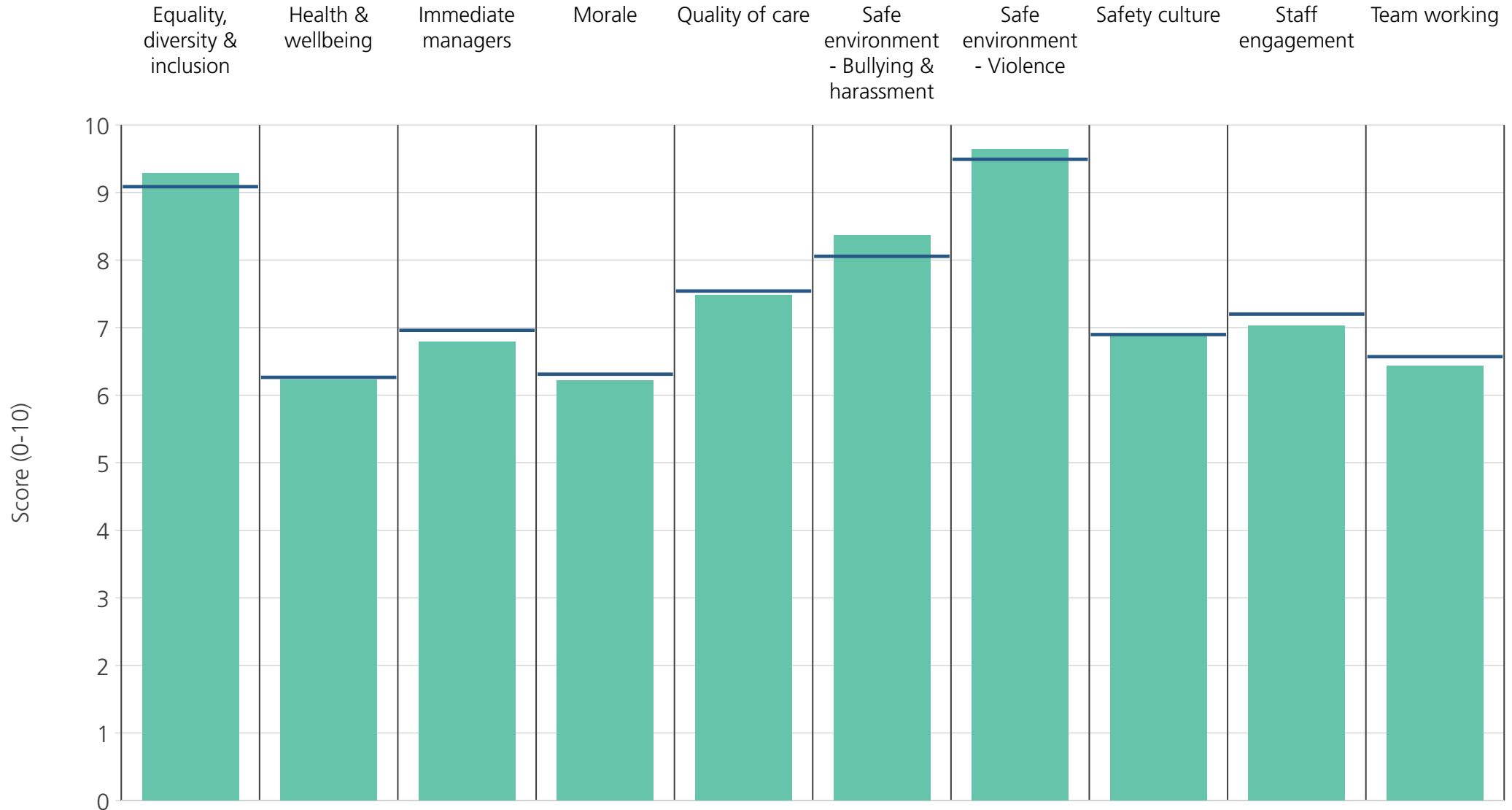
The **number of responses** feeding into each theme score **for the given directorate** is specified below the table containing the directorate and trust scores.



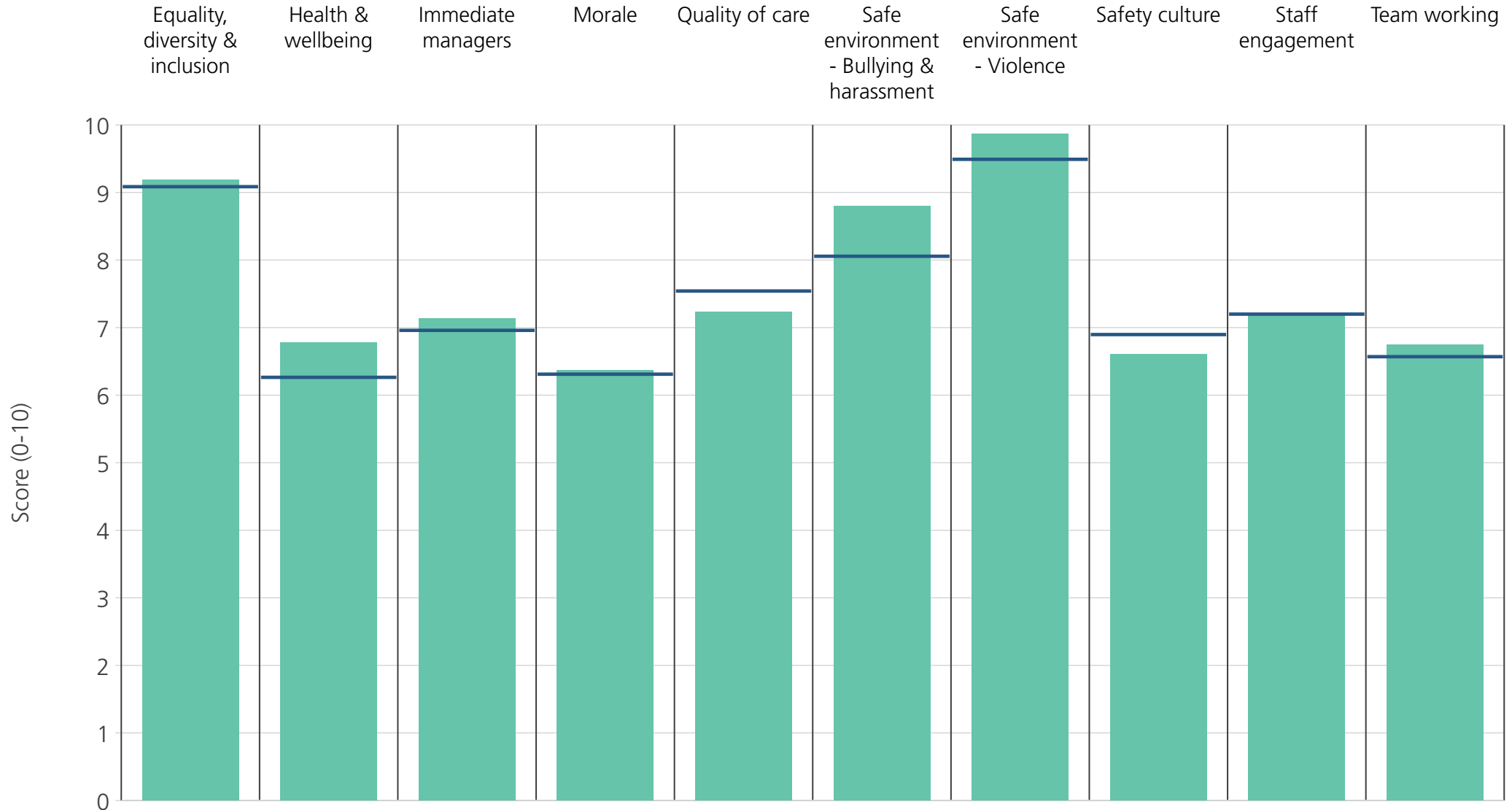
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality

Directorates 1

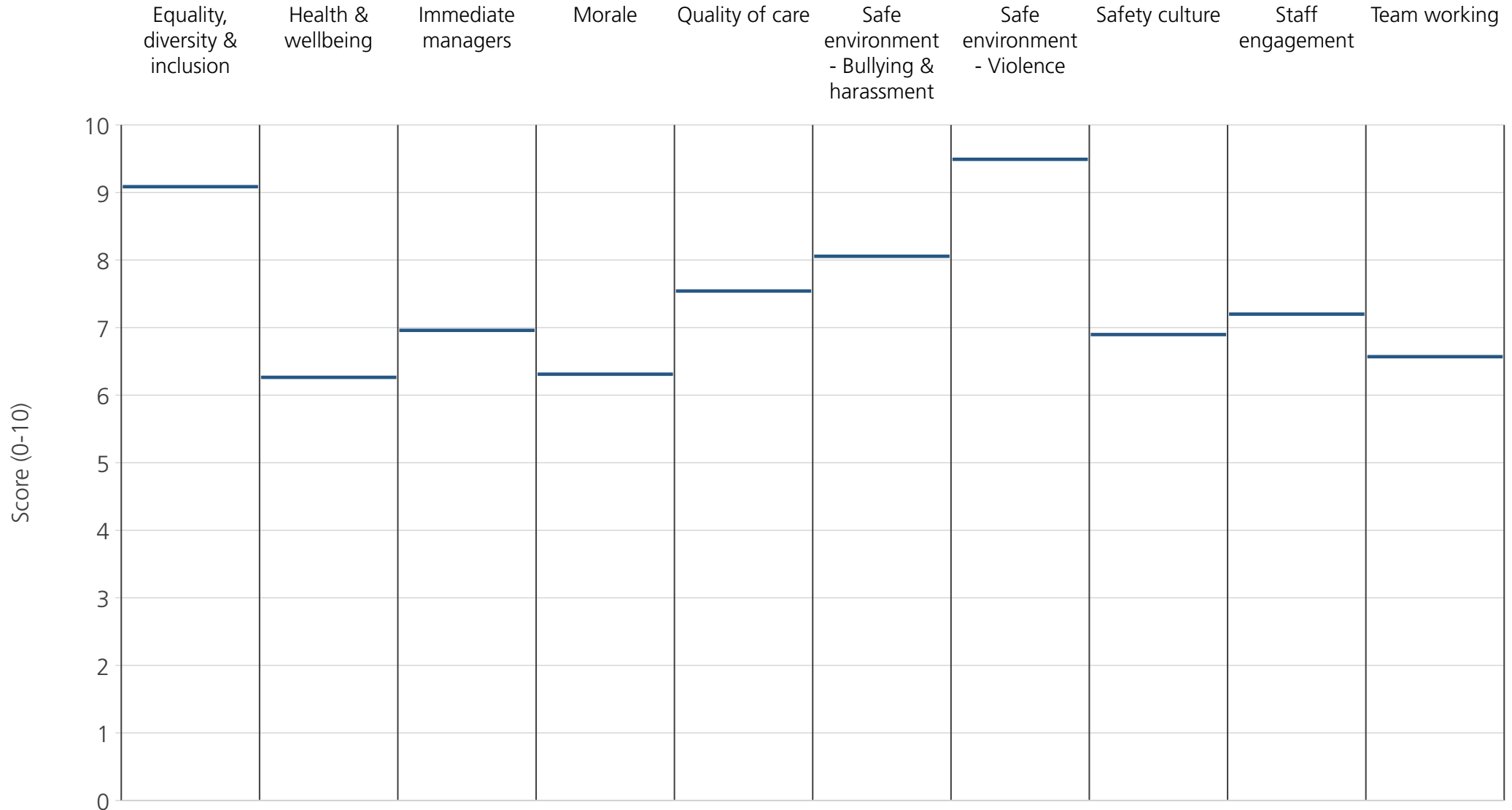
Oxford University Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results



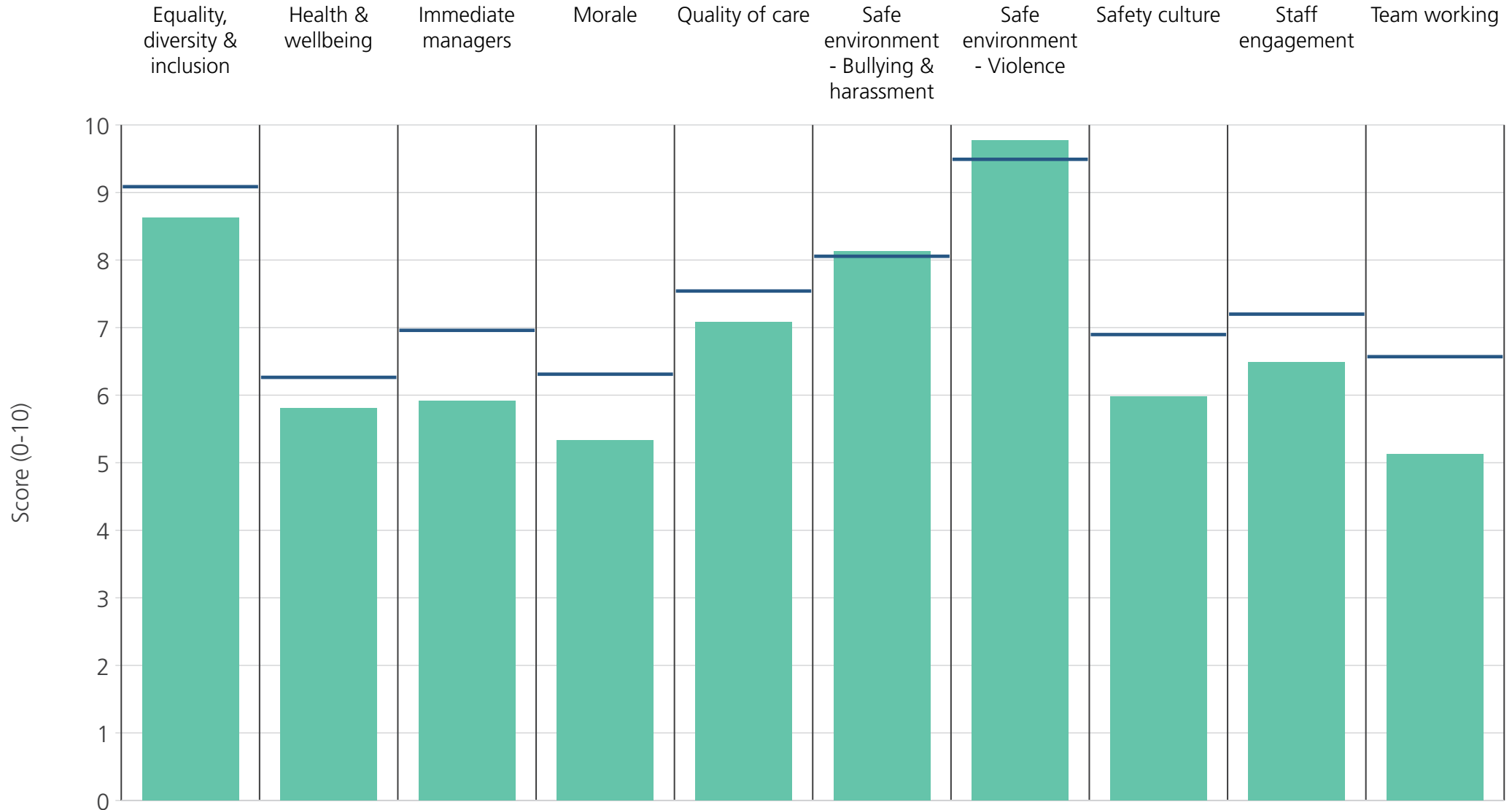
Directorate	9.3	6.2	6.8	6.2	7.5	8.4	9.6	6.9	7.0	6.4
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	1127	1133	1135	1118	1077	1104	1133	1127	1152	1141



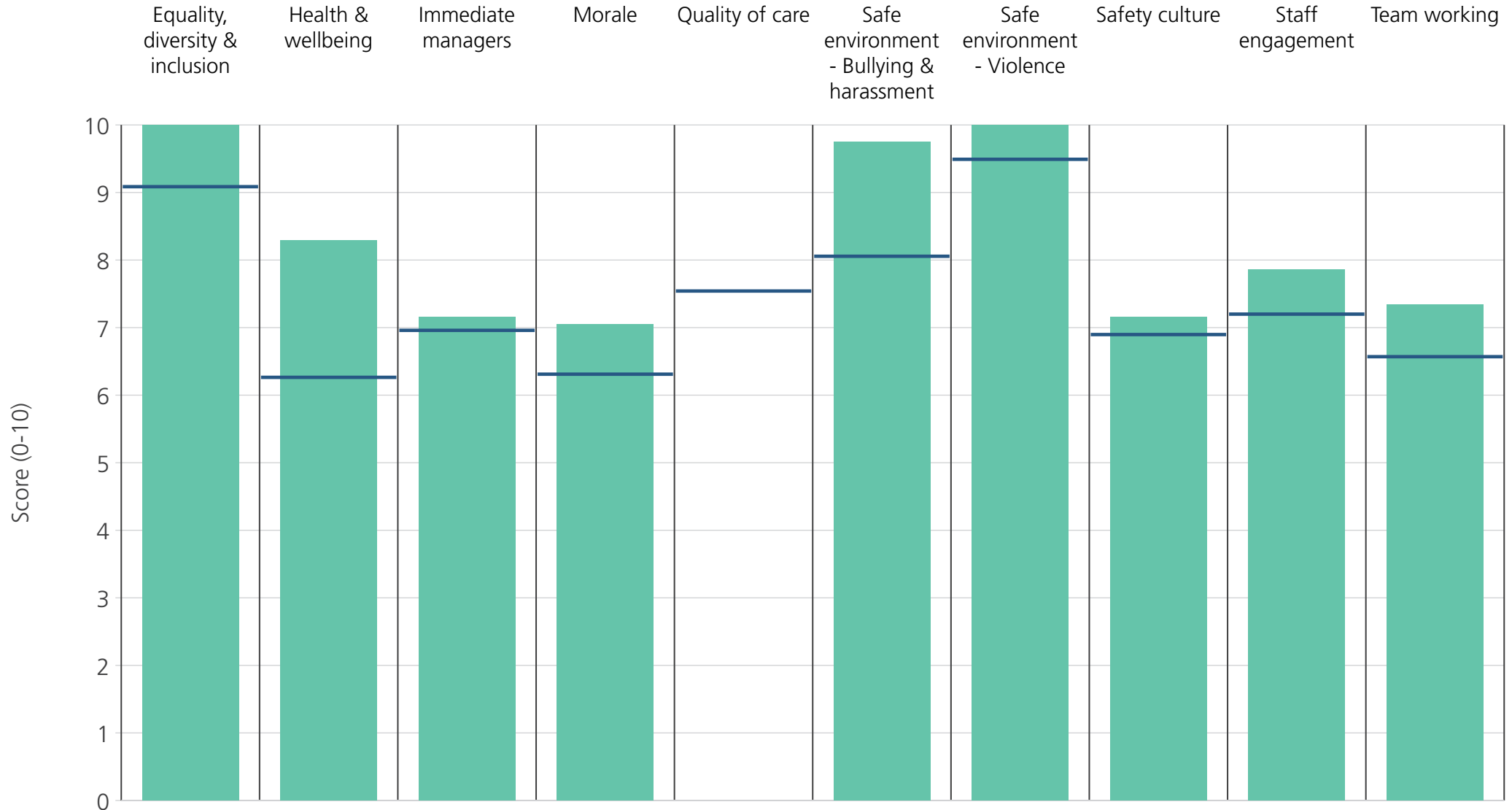
Directorate	9.2	6.8	7.1	6.4	7.2	8.8	9.9	6.6	7.2	6.7
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	559	564	565	556	364	553	561	557	568	565



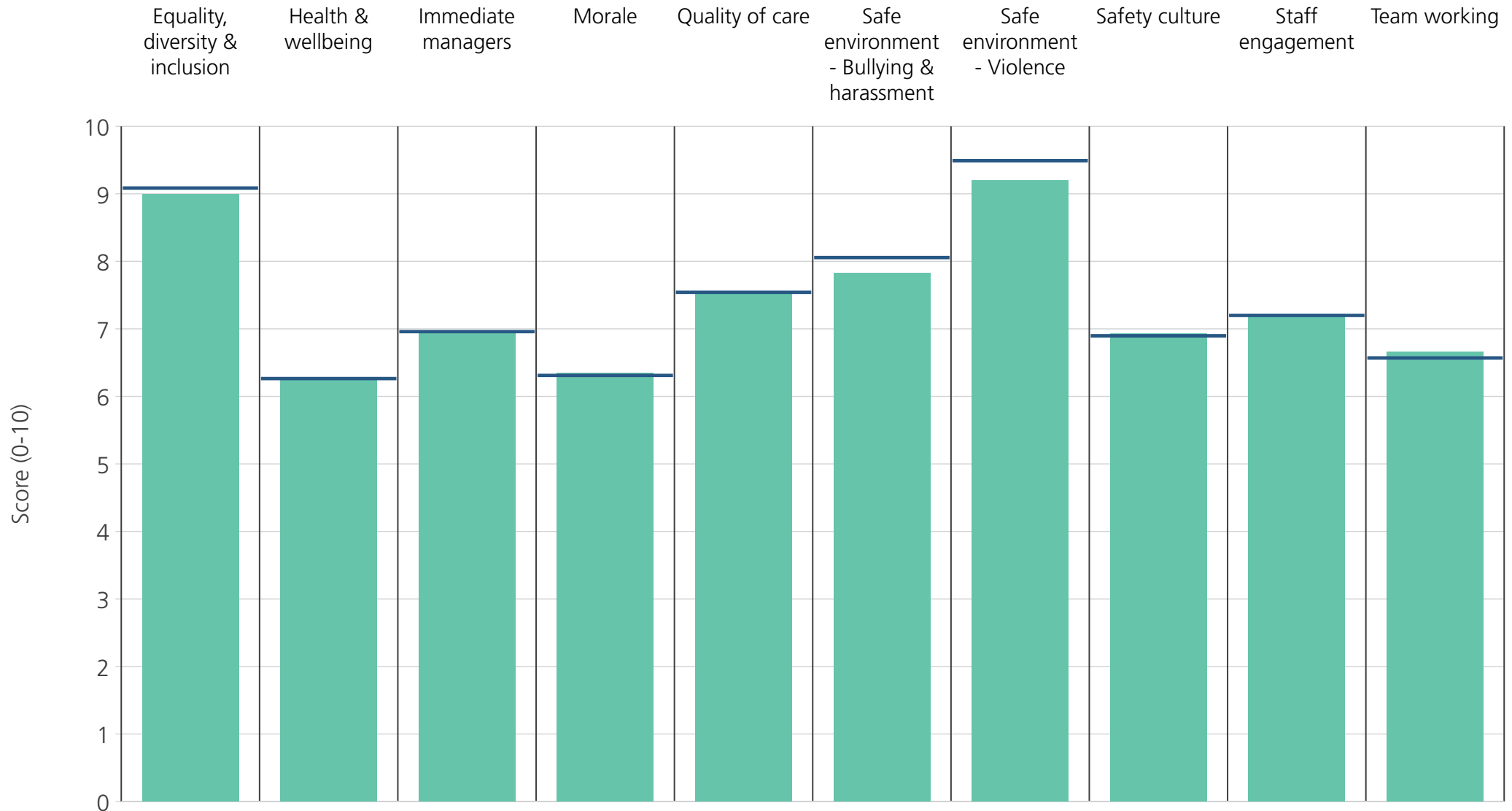
Directorate										
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	4	4	4	3	4	4	4	3	4	4



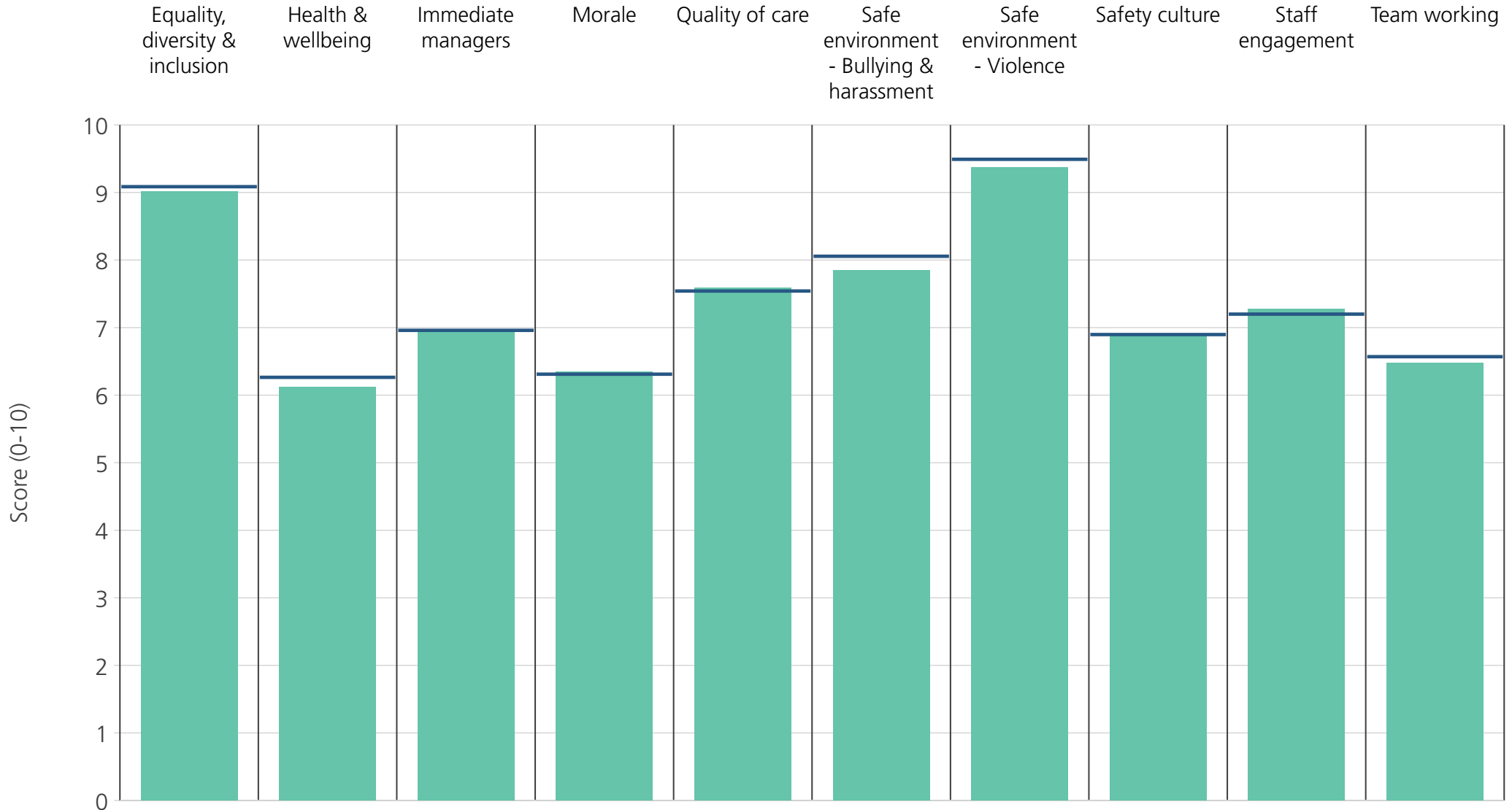
Directorate	8.6	5.8	5.9	5.3	7.1	8.1	9.8	6.0	6.5	5.1
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	59	59	59	59	44	57	59	59	60	60



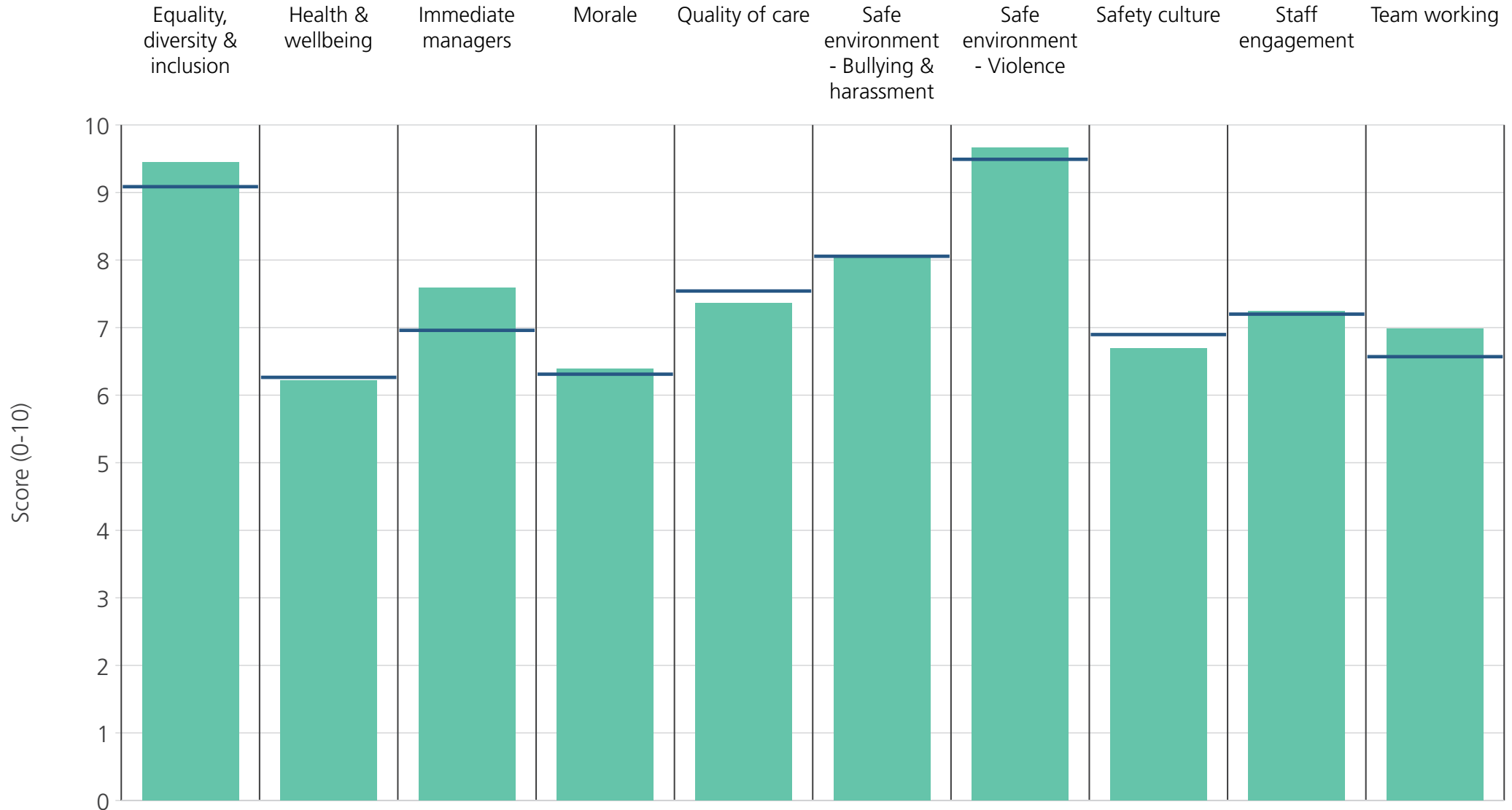
Directorate	10.0	8.3	7.2	7.1		9.7	10.0	7.2	7.9	7.3
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	14	15	16	14	4	13	14	13	16	16



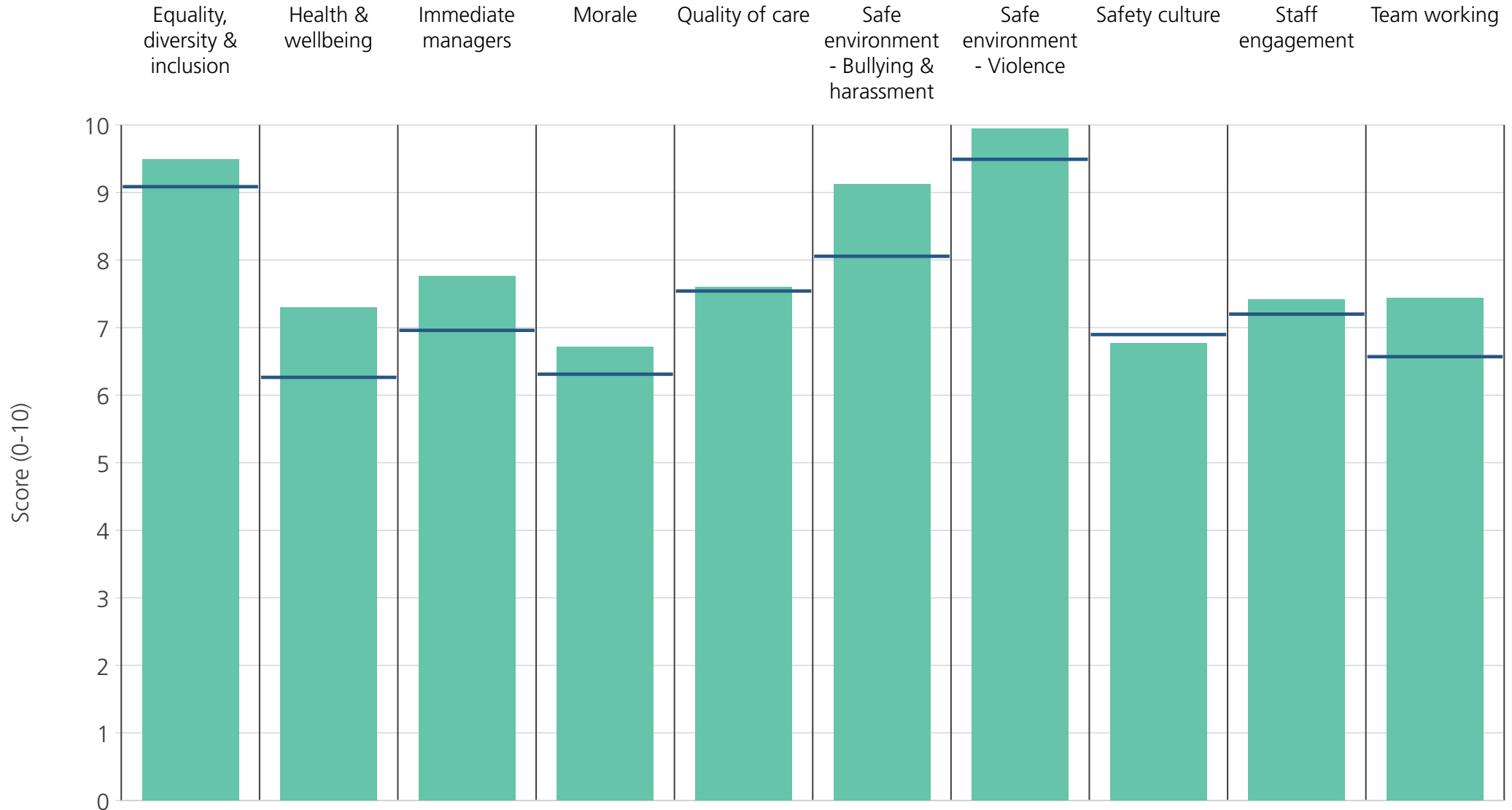
Directorate	9.0	6.2	7.0	6.3	7.5	7.8	9.2	6.9	7.2	6.7
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	1356	1361	1364	1349	1321	1335	1357	1350	1389	1370



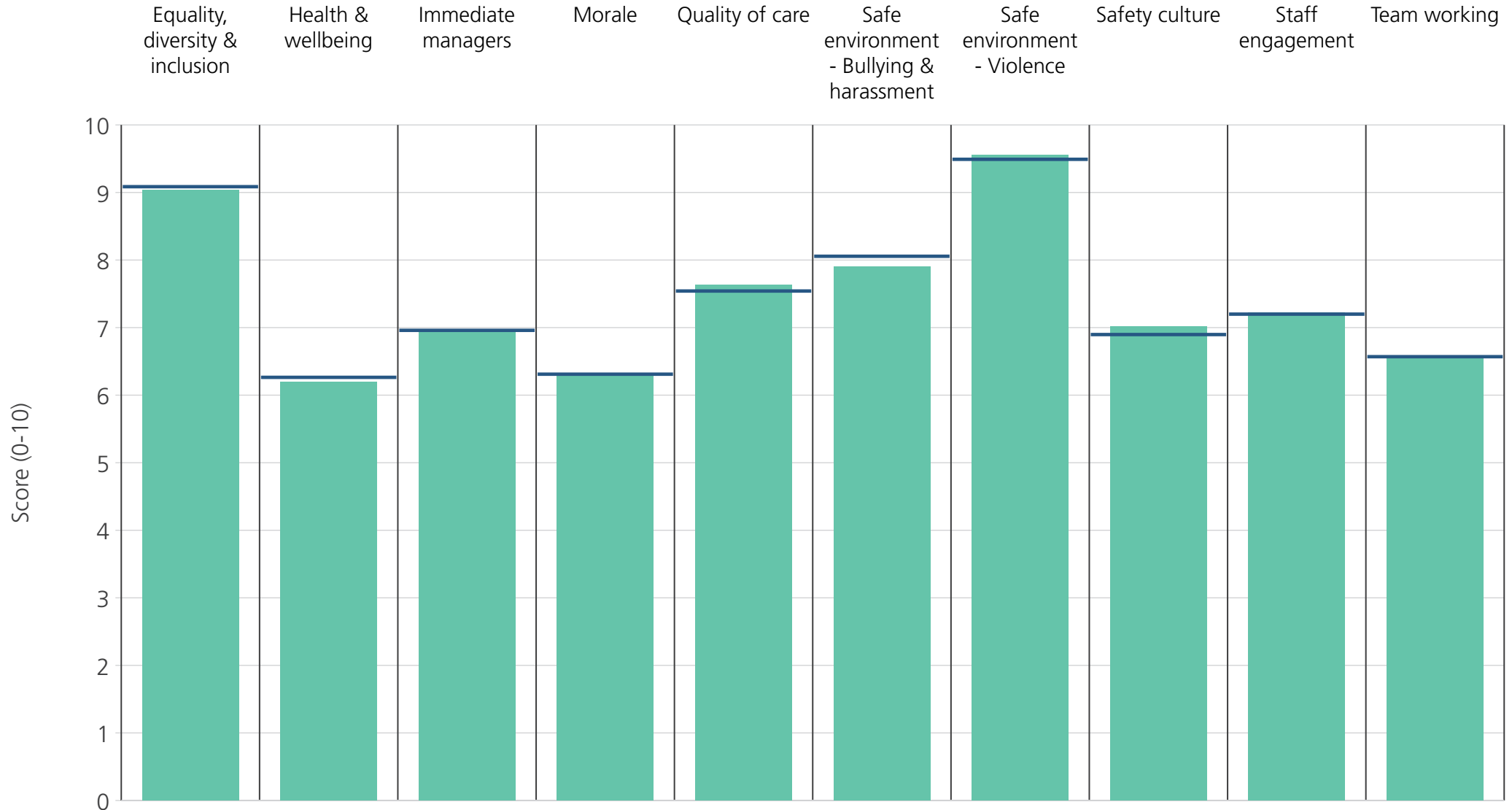
Directorate	9.0	6.1	7.0	6.3	7.6	7.8	9.4	6.9	7.3	6.5
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	1567	1576	1578	1552	1536	1529	1572	1561	1595	1571



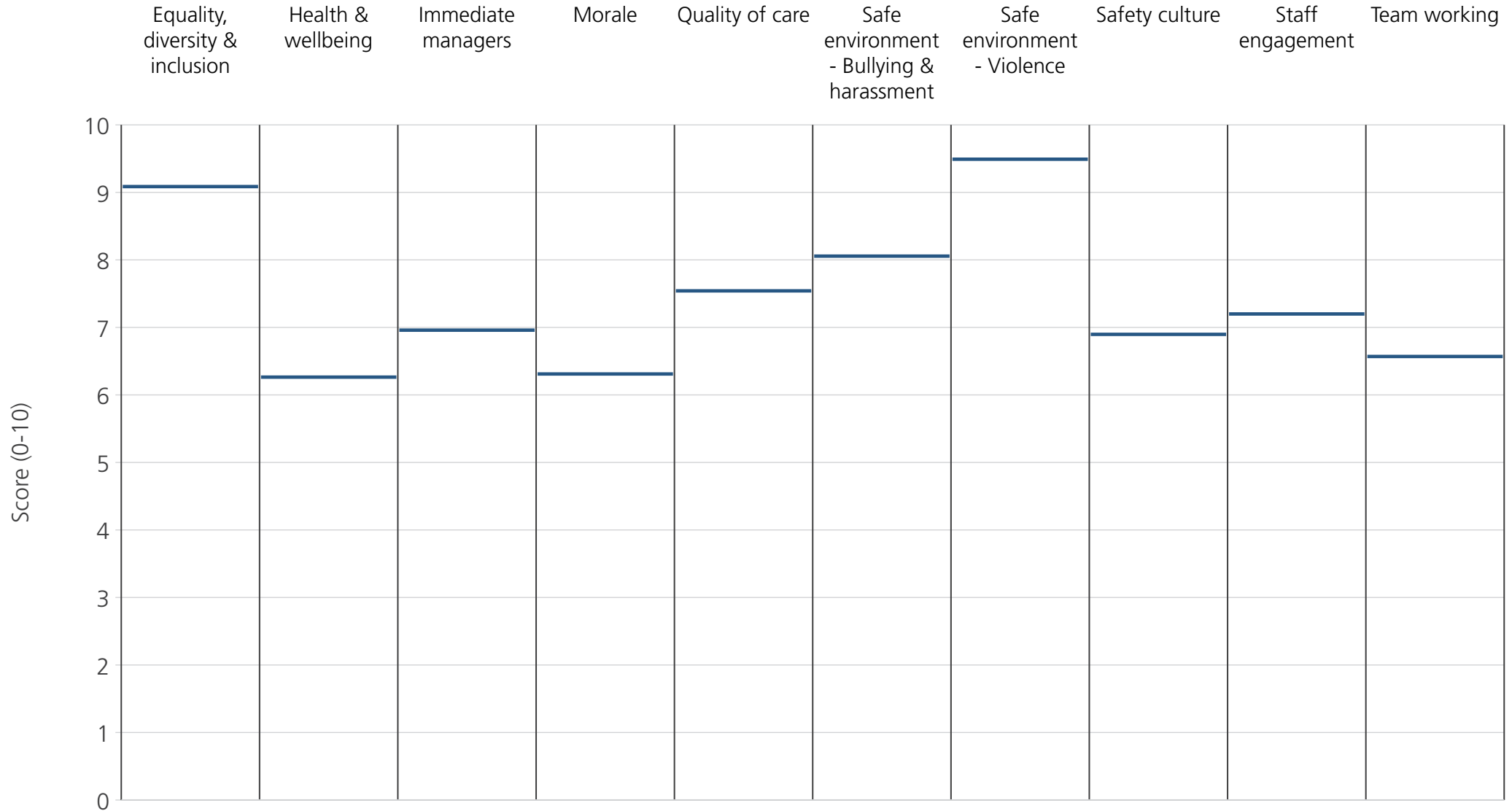
Directorate	9.4	6.2	7.6	6.4	7.4	8.0	9.7	6.7	7.2	7.0
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	108	108	108	108	91	104	108	108	109	109



Directorate	9.5	7.3	7.8	6.7	7.6	9.1	9.9	6.8	7.4	7.4
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	111	111	111	111	71	107	110	110	112	112



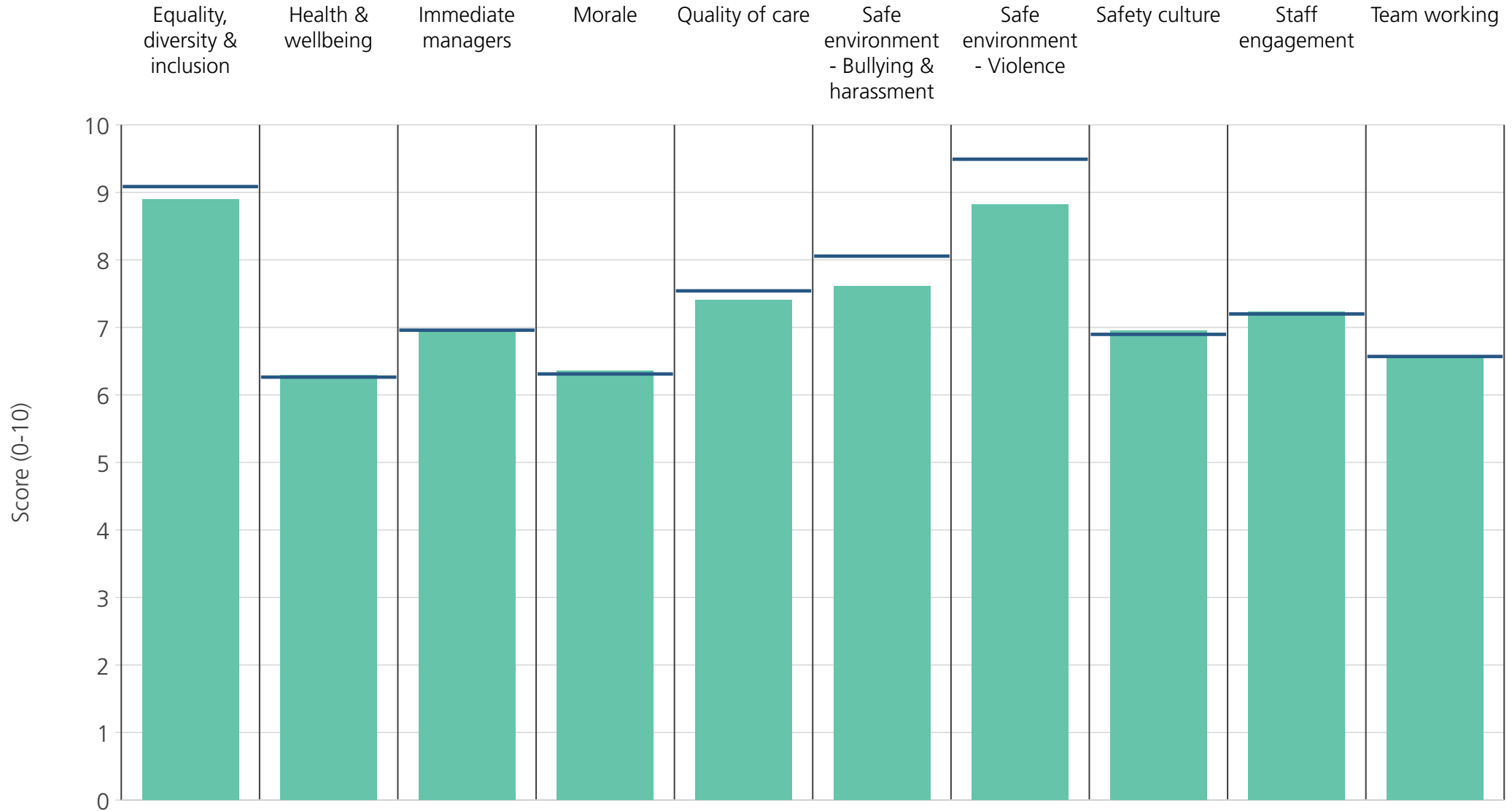
Directorate	9.0	6.2	6.9	6.3	7.6	7.9	9.6	7.0	7.2	6.6
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	1838	1844	1848	1824	1785	1787	1839	1836	1860	1836



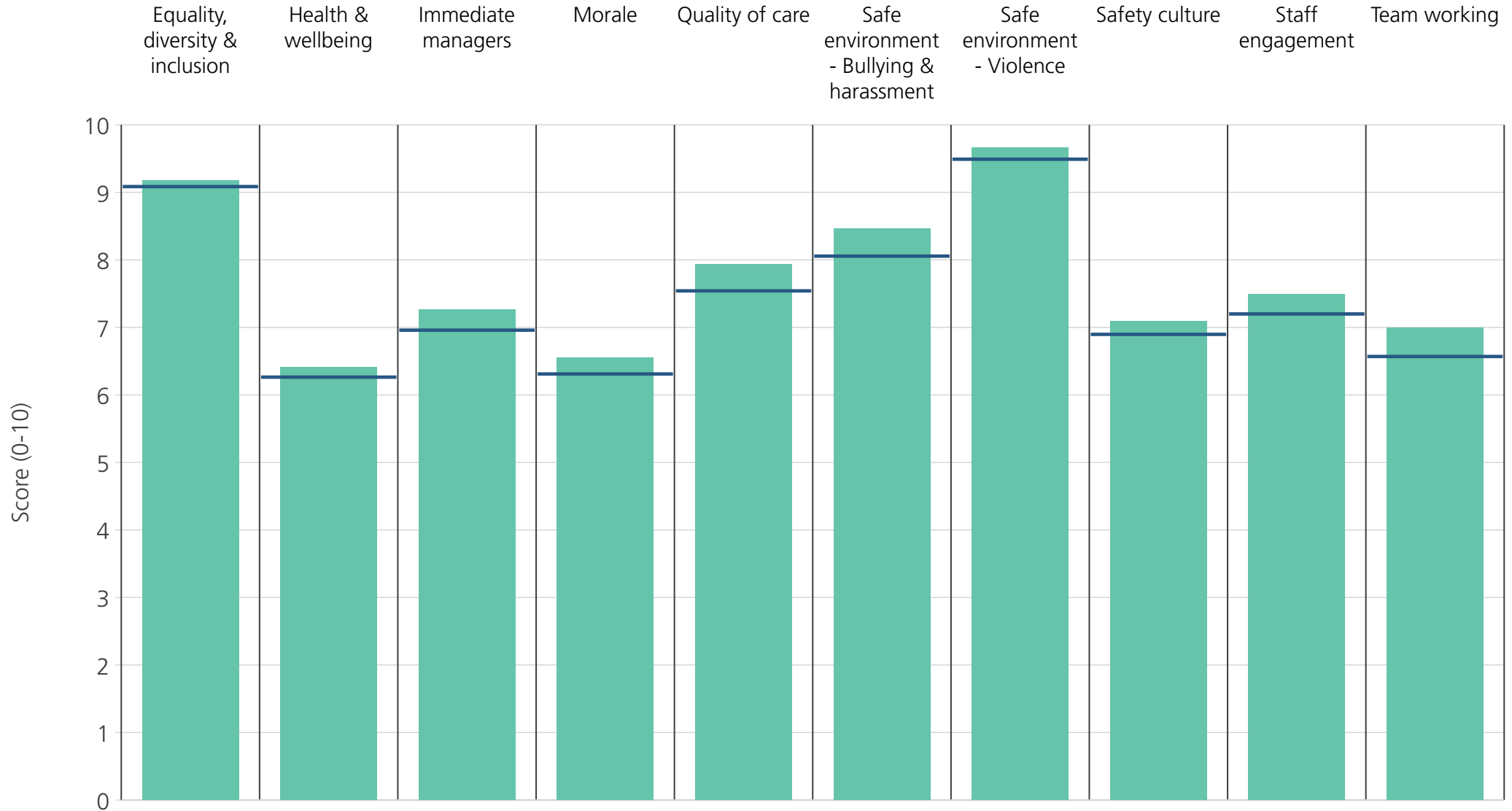
Directorate										
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	3	3	3	3	2	3	3	3	3	3

Directorates 2

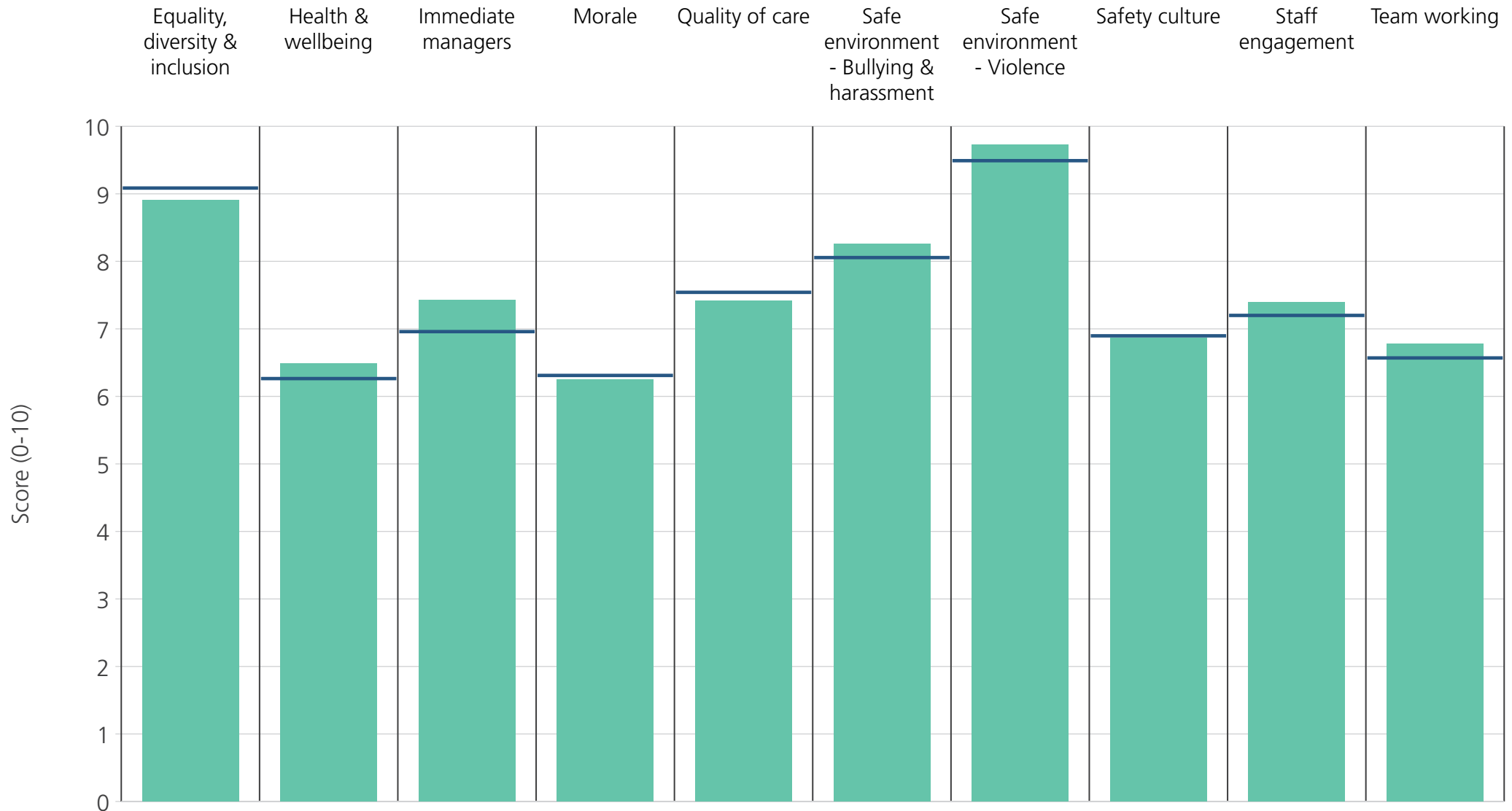
Oxford University Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results



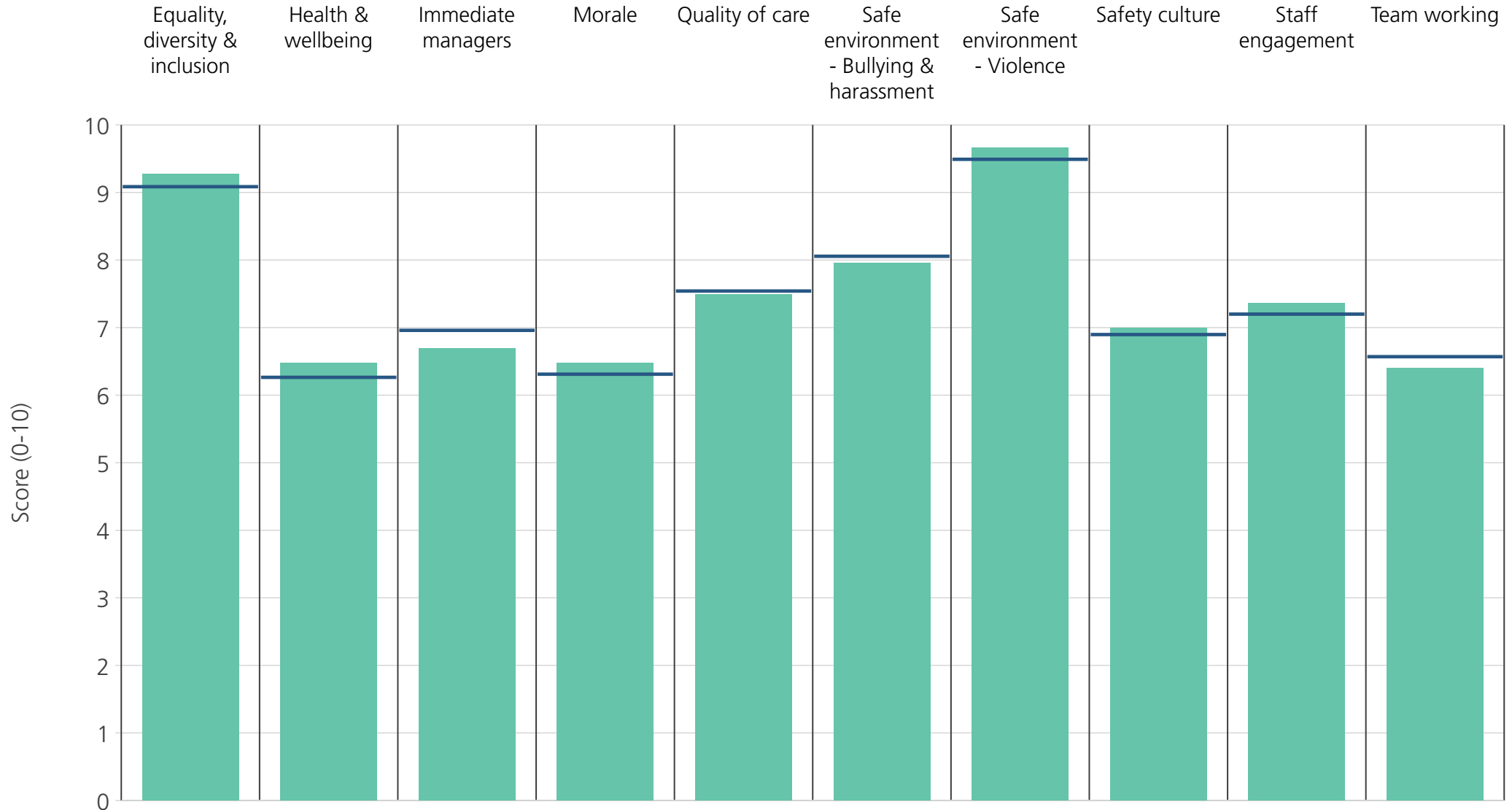
Directorate	8.9	6.3	6.9	6.4	7.4	7.6	8.8	6.9	7.2	6.5
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	806	811	816	805	790	796	809	806	831	819



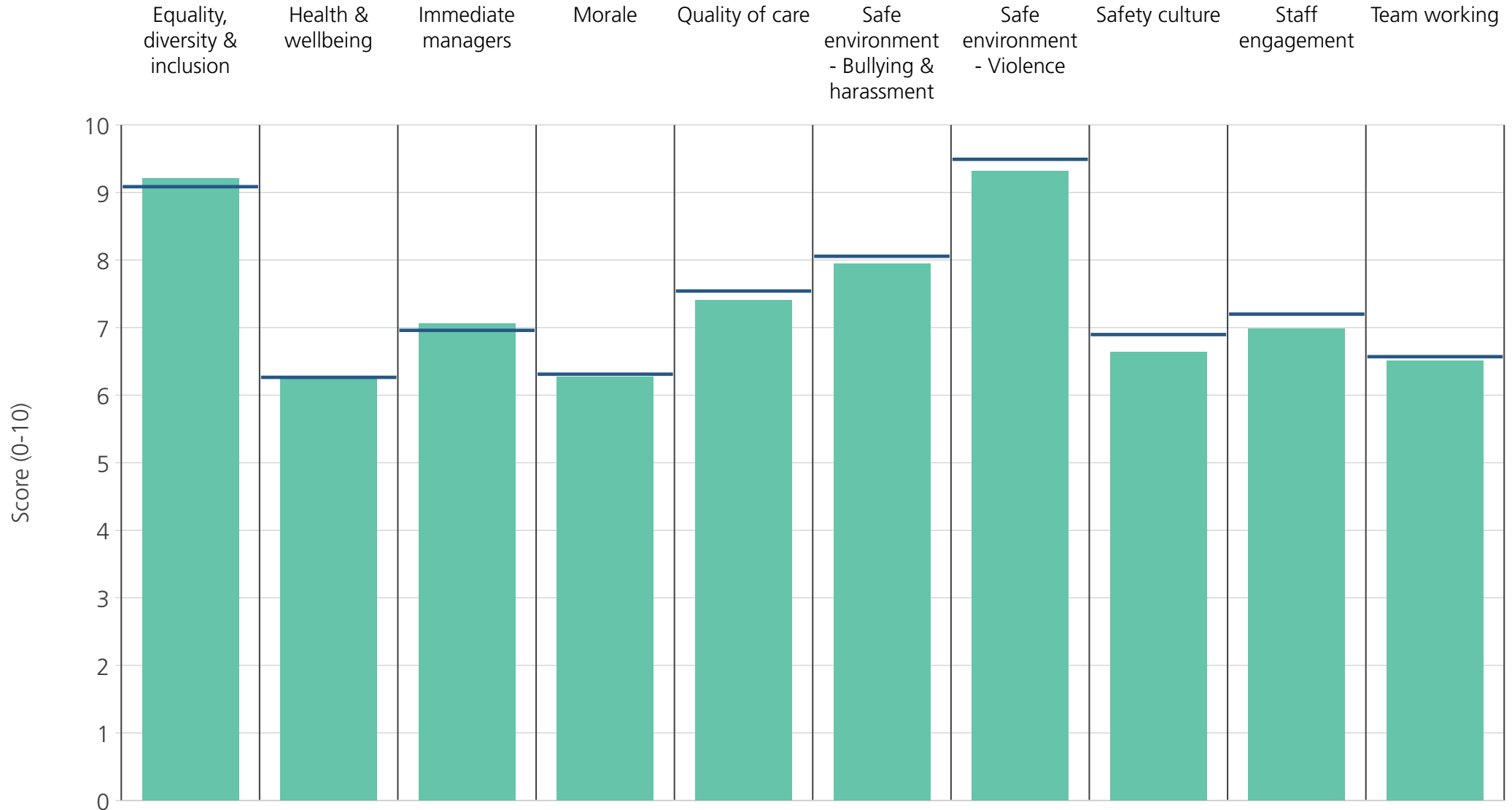
Directorate	9.2	6.4	7.3	6.6	7.9	8.5	9.7	7.1	7.5	7.0
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	302	302	301	298	297	295	300	296	305	302



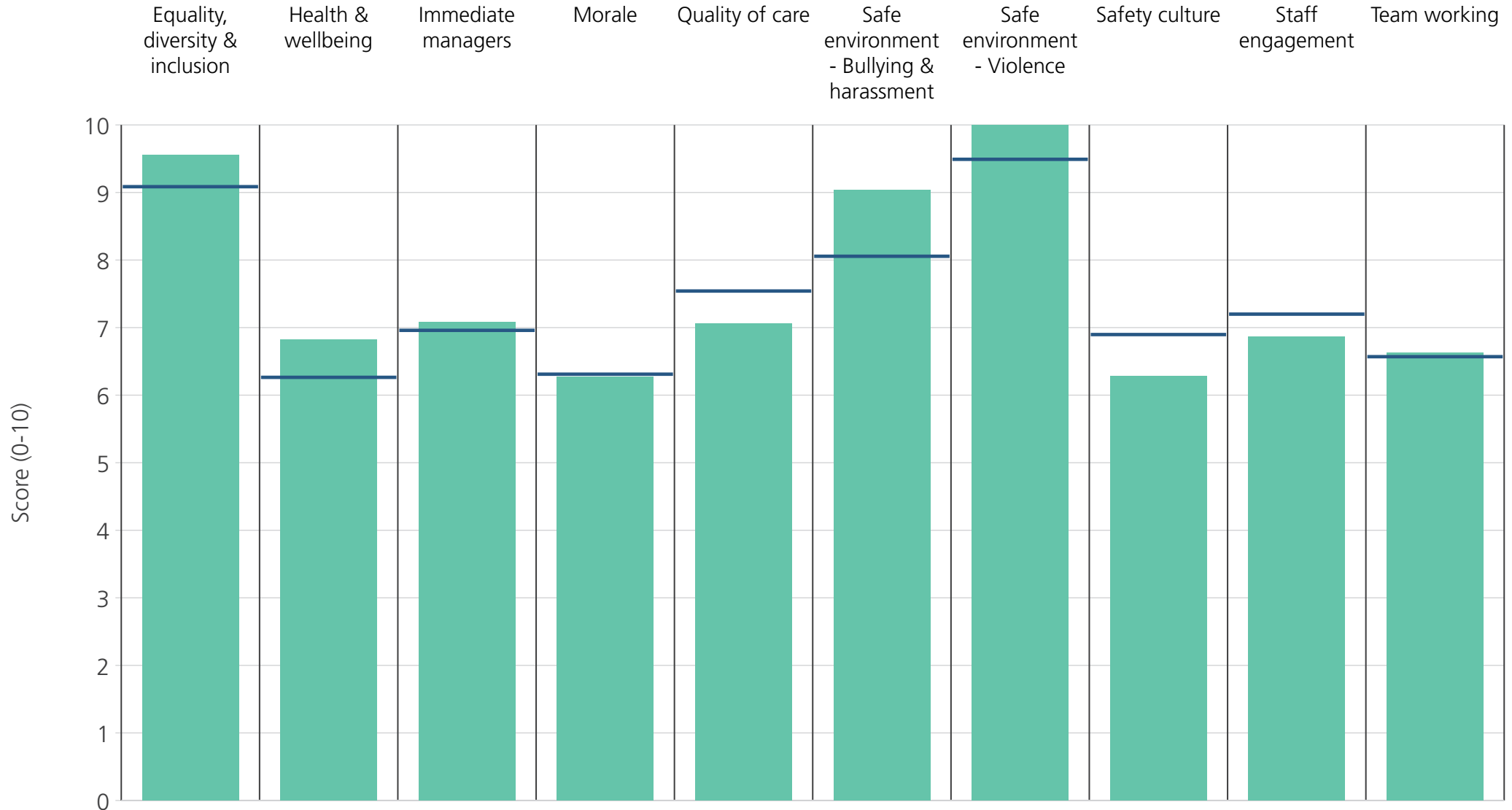
Directorate	8.9	6.5	7.4	6.2	7.4	8.3	9.7	6.9	7.4	6.8
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	111	112	112	109	92	111	112	110	113	111



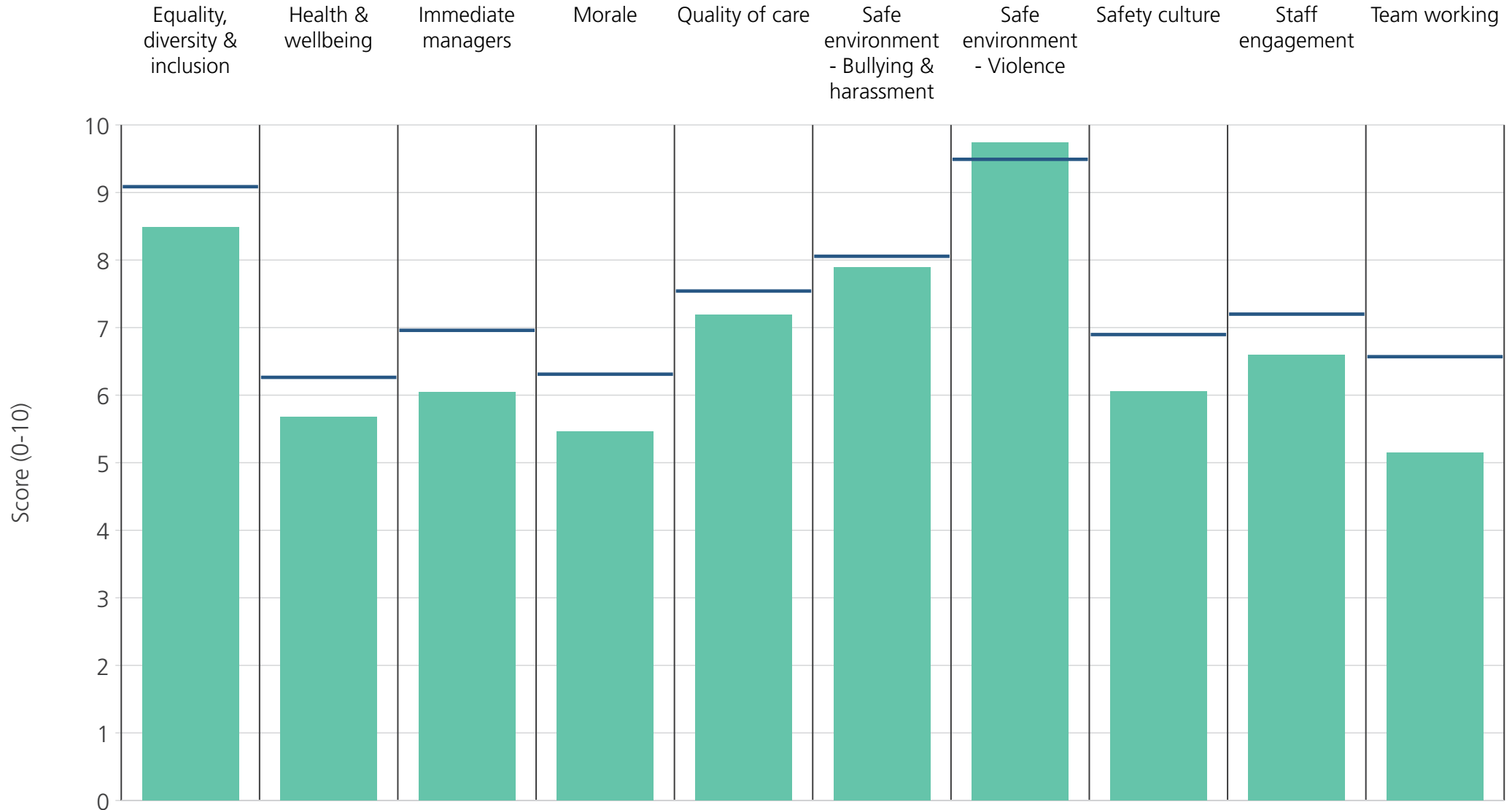
Directorate	9.3	6.5	6.7	6.5	7.5	8.0	9.7	7.0	7.4	6.4
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	428	430	430	428	426	419	429	427	432	427



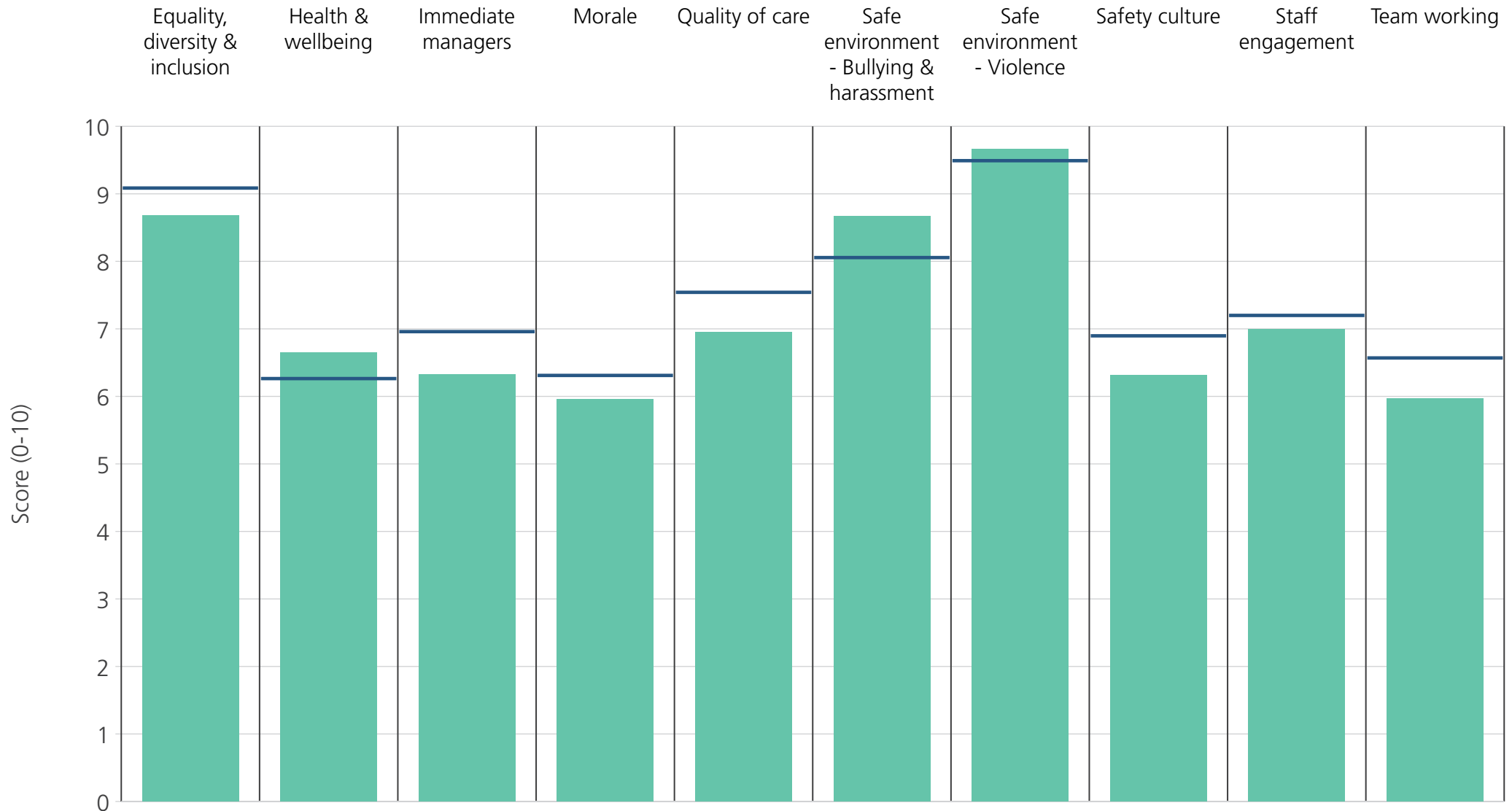
Directorate	9.2	6.2	7.1	6.3	7.4	7.9	9.3	6.6	7.0	6.5
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	285	287	287	283	284	282	287	286	292	289



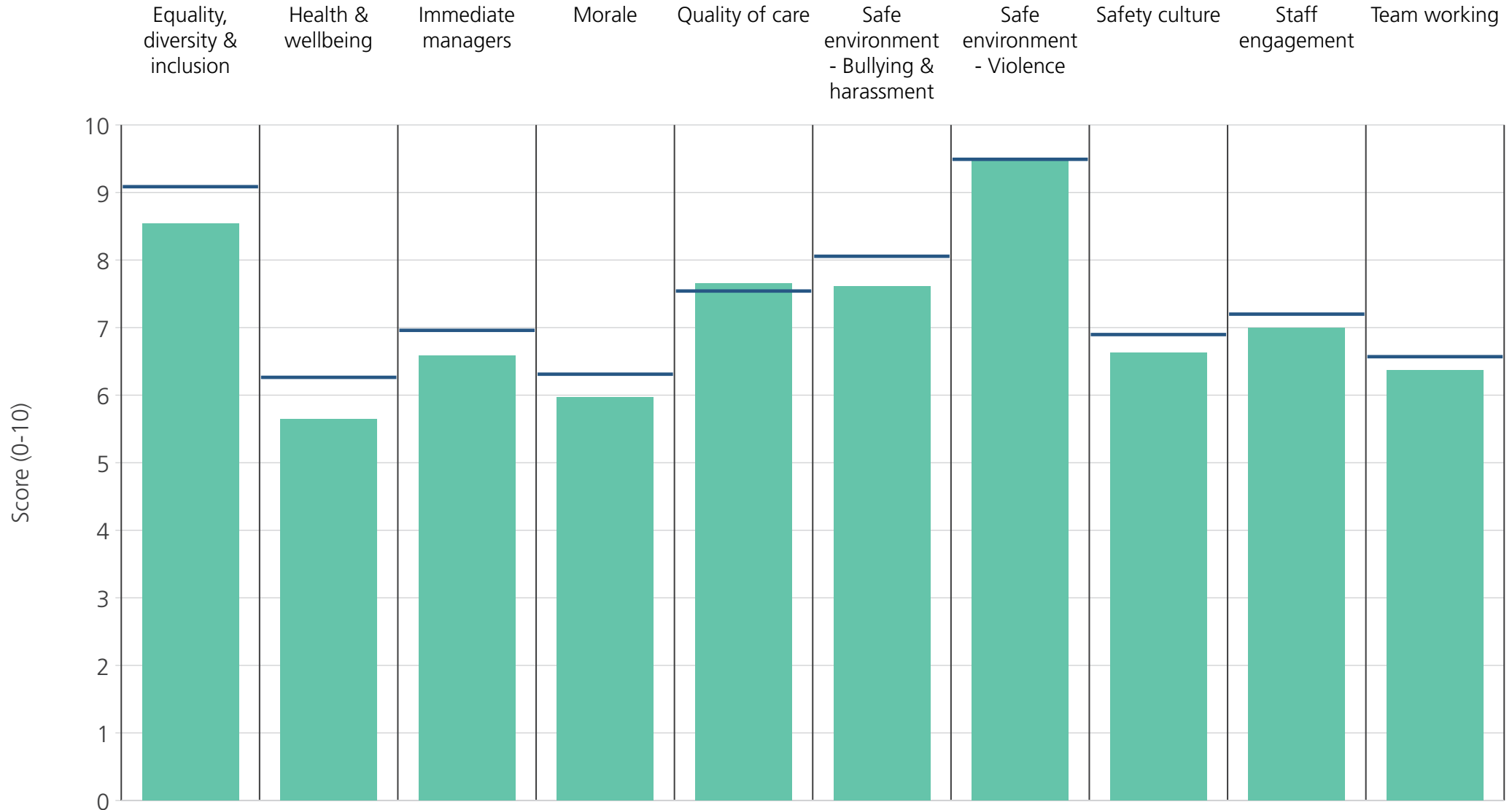
Directorate	9.6	6.8	7.1	6.3	7.1	9.0	10.0	6.3	6.9	6.6
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	147	149	151	147	104	145	147	147	151	151



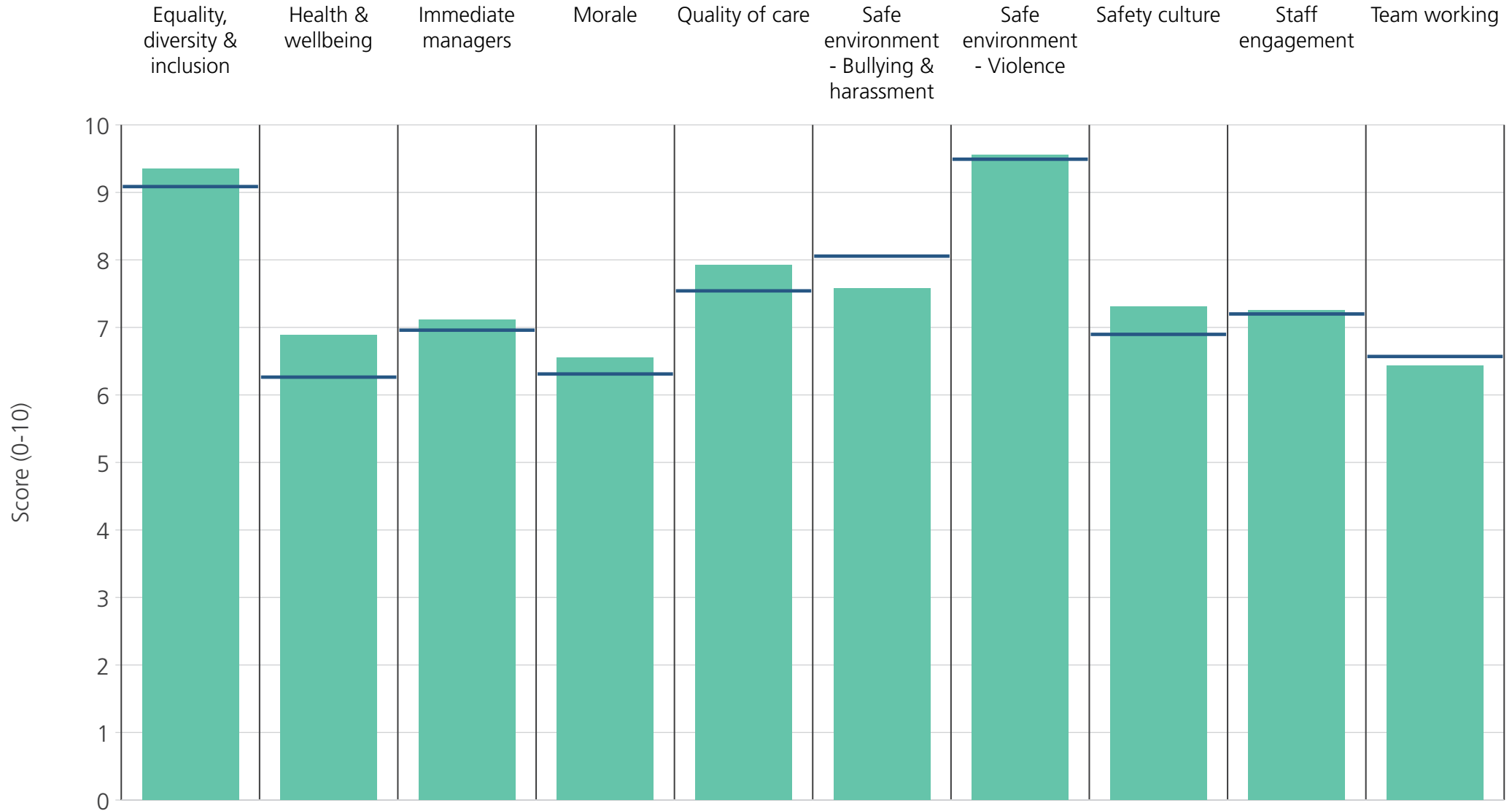
Directorate	8.5	5.7	6.0	5.5	7.2	7.9	9.7	6.1	6.6	5.1
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	51	51	51	51	38	49	51	51	52	52



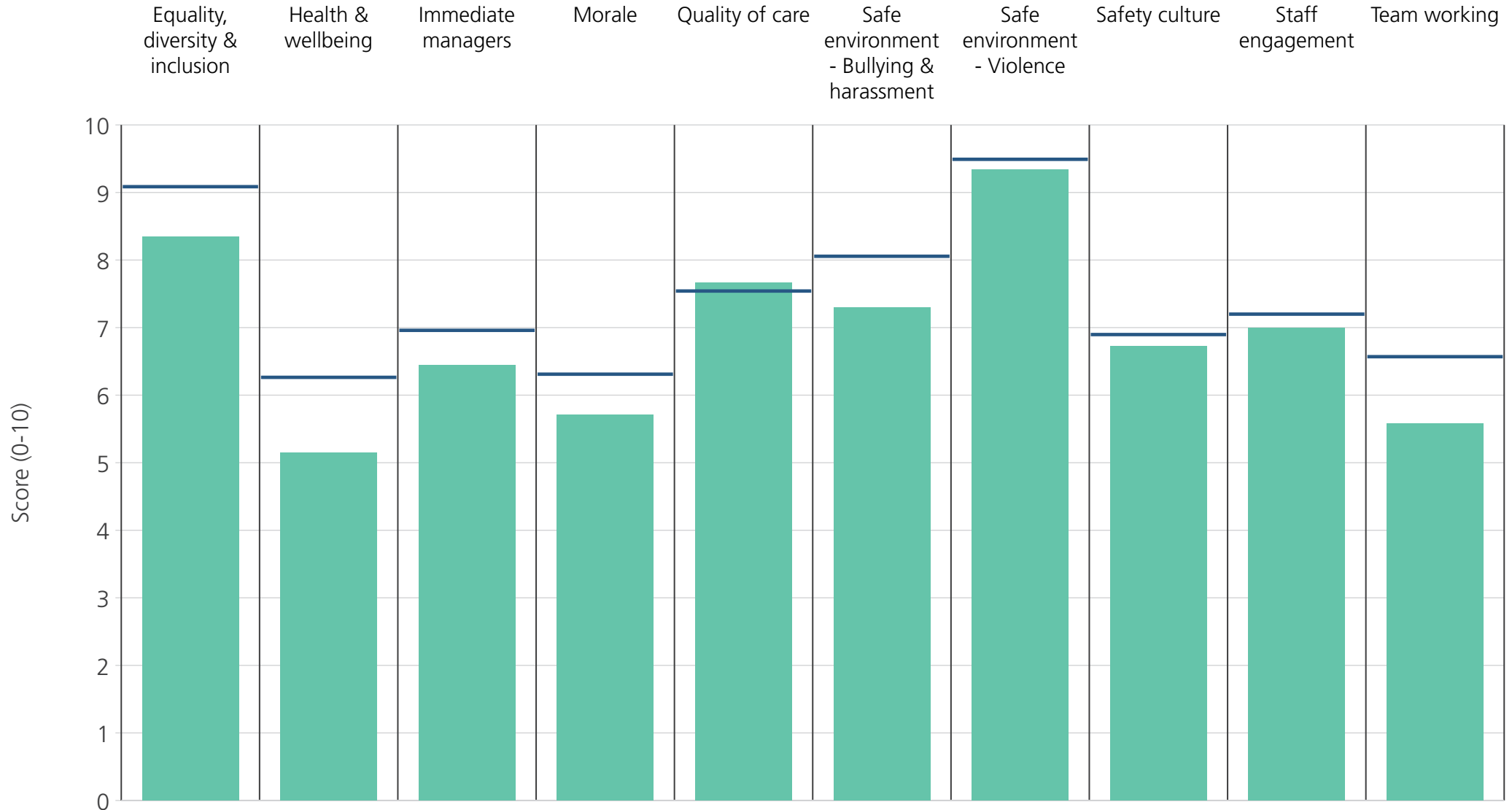
Directorate	8.7	6.6	6.3	6.0	7.0	8.7	9.7	6.3	7.0	6.0
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	99	100	100	98	52	98	99	98	101	101



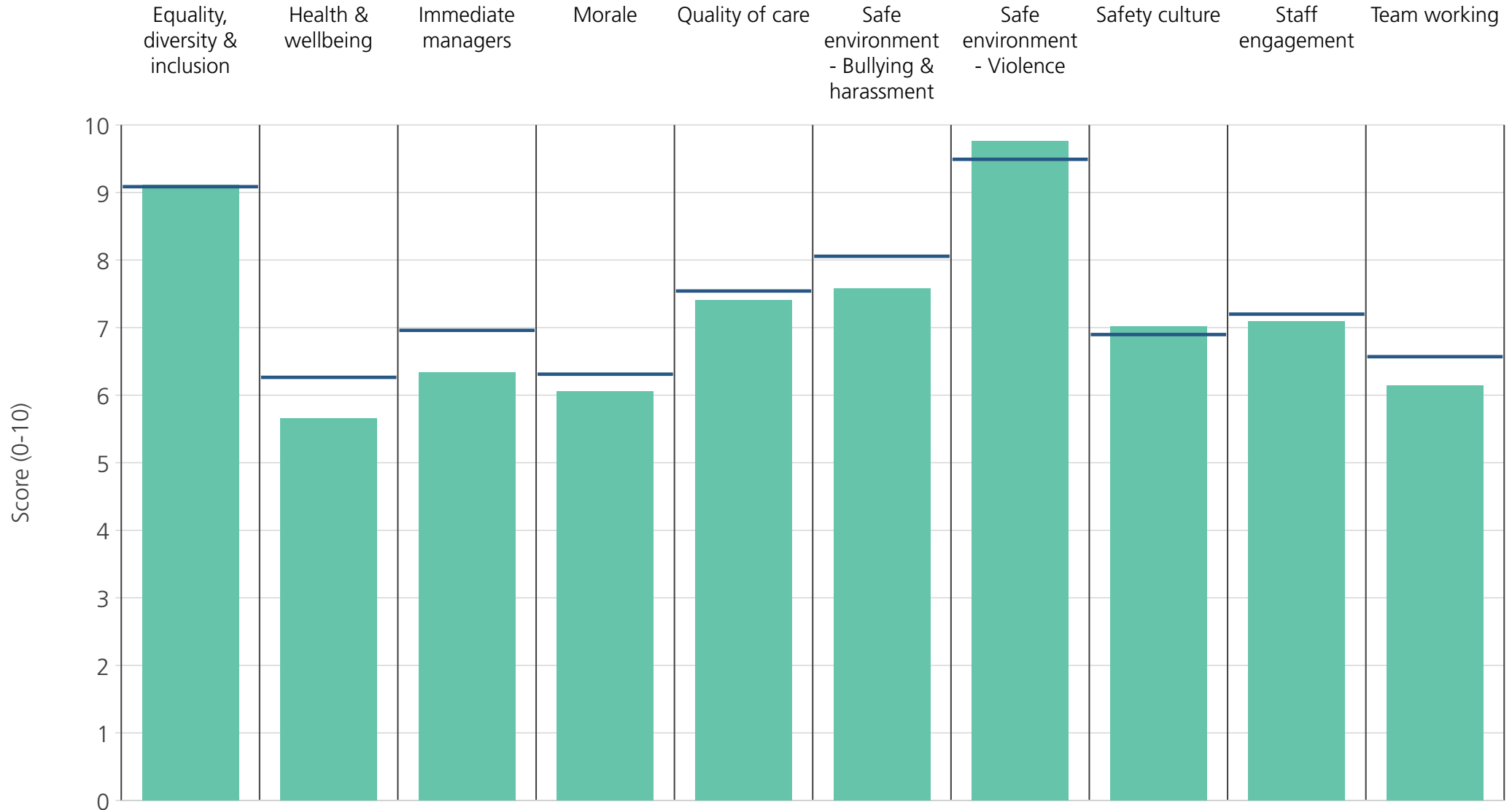
Directorate	8.5	5.6	6.6	6.0	7.6	7.6	9.5	6.6	7.0	6.4
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	322	325	327	319	324	310	324	325	329	326



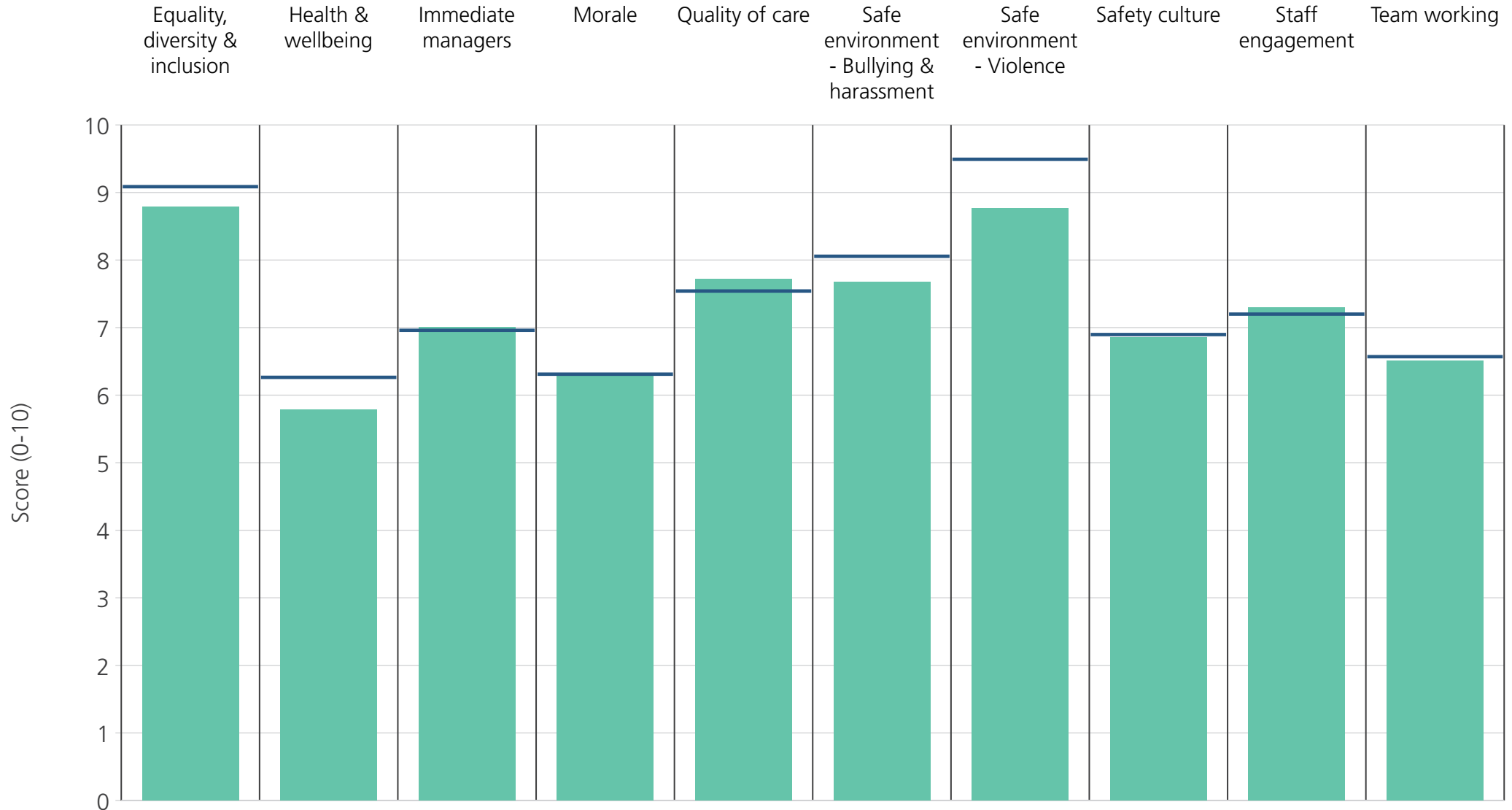
Directorate	9.3	6.9	7.1	6.6	7.9	7.6	9.6	7.3	7.3	6.4
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	97	97	97	97	92	92	97	97	97	97



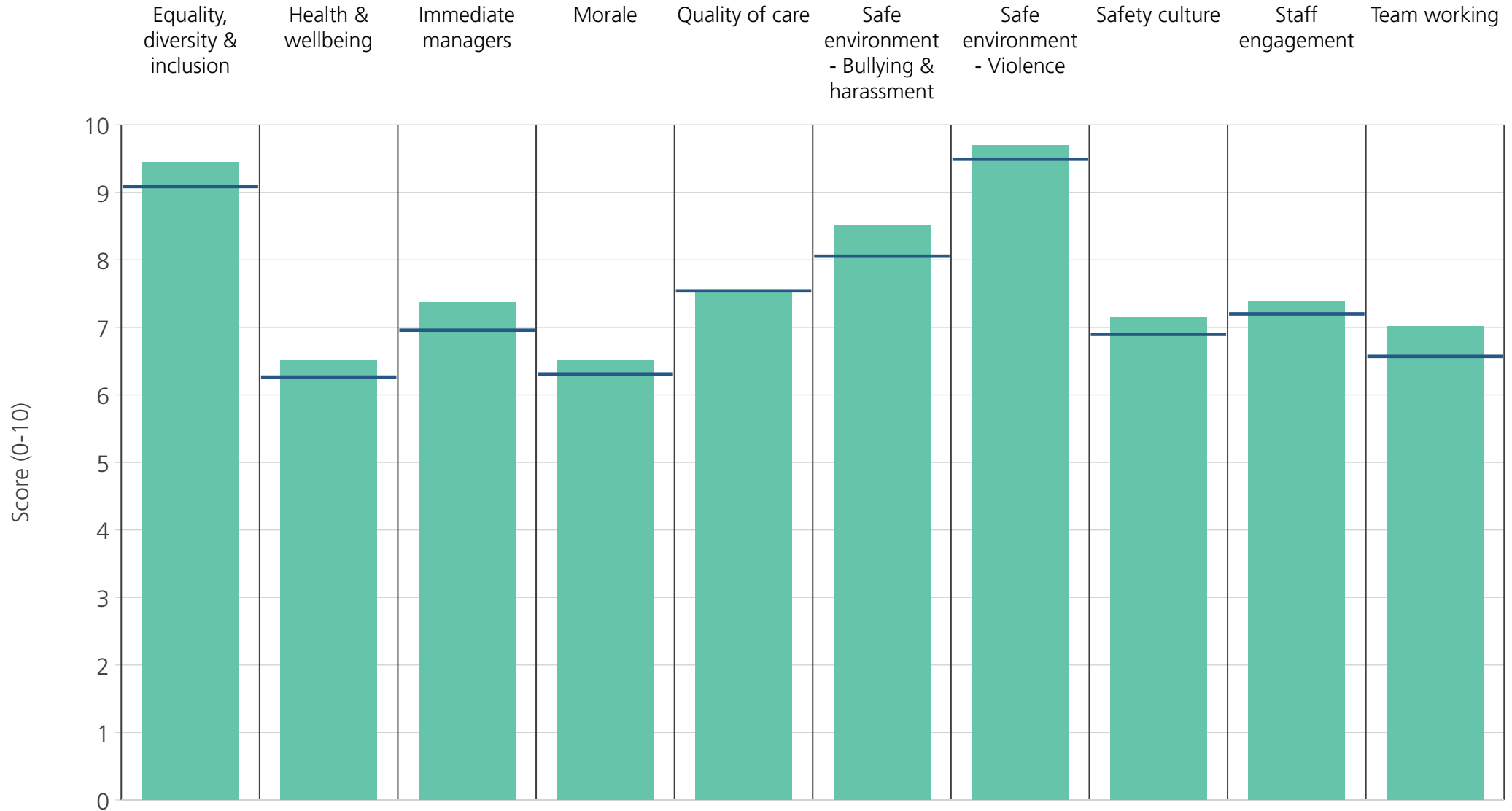
Directorate	8.3	5.1	6.4	5.7	7.7	7.3	9.3	6.7	7.0	5.6
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	132	132	132	129	132	127	132	132	133	128



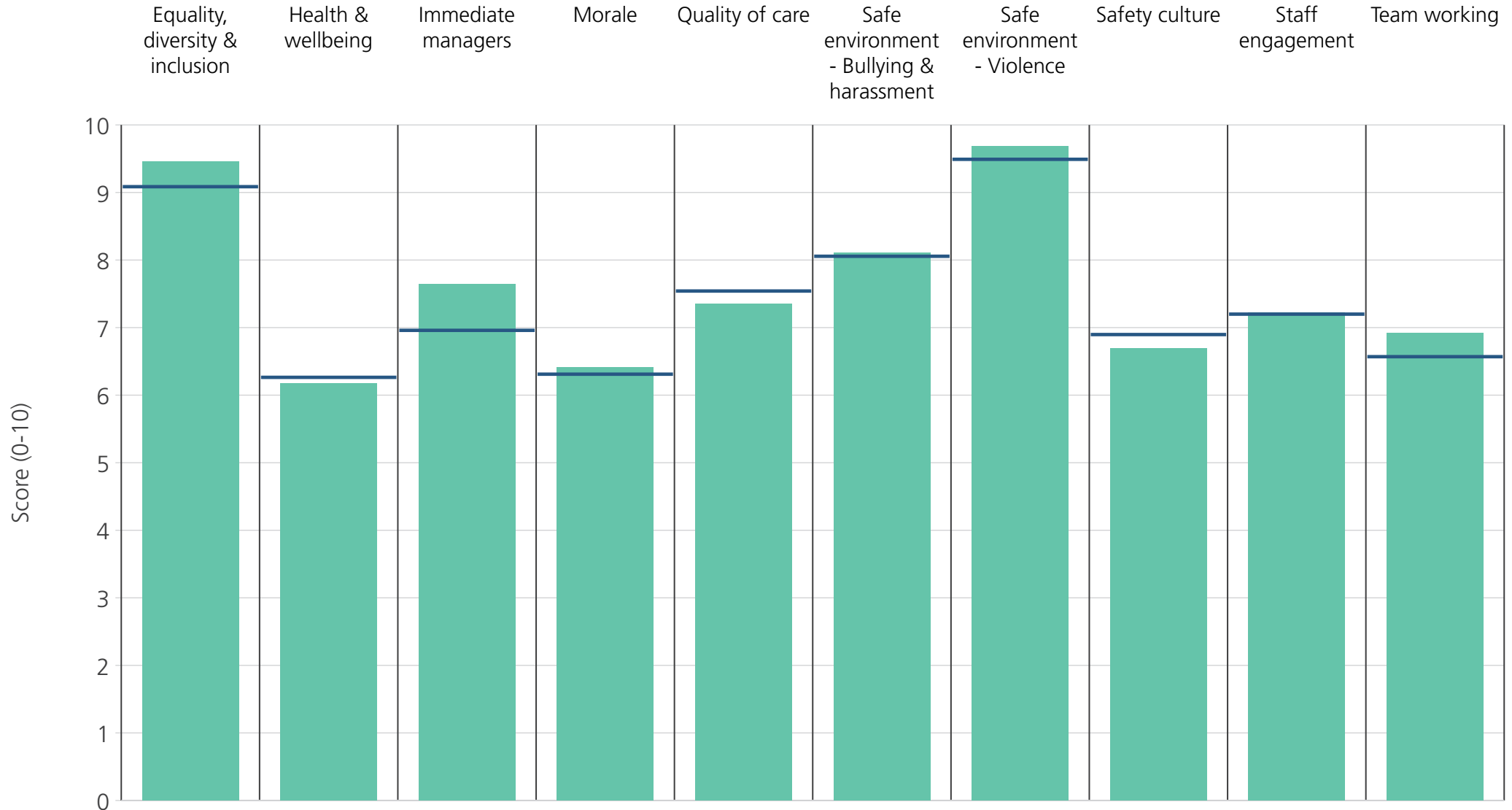
Directorate	9.1	5.7	6.3	6.1	7.4	7.6	9.8	7.0	7.1	6.1
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	316	317	317	313	313	307	315	313	321	319



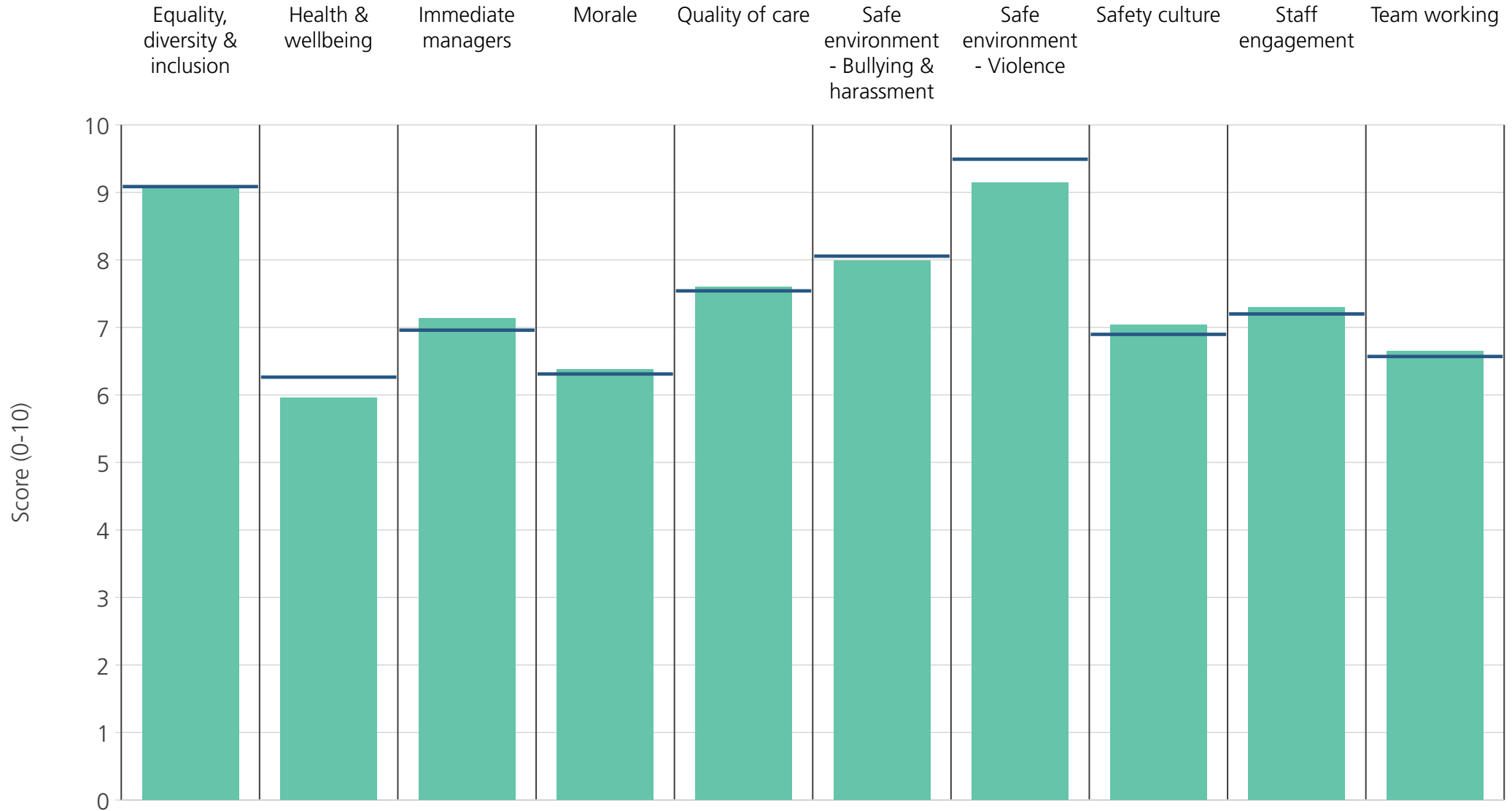
Directorate	8.8	5.8	7.0	6.3	7.7	7.7	8.8	6.9	7.3	6.5
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	215	215	214	211	211	211	214	213	217	215



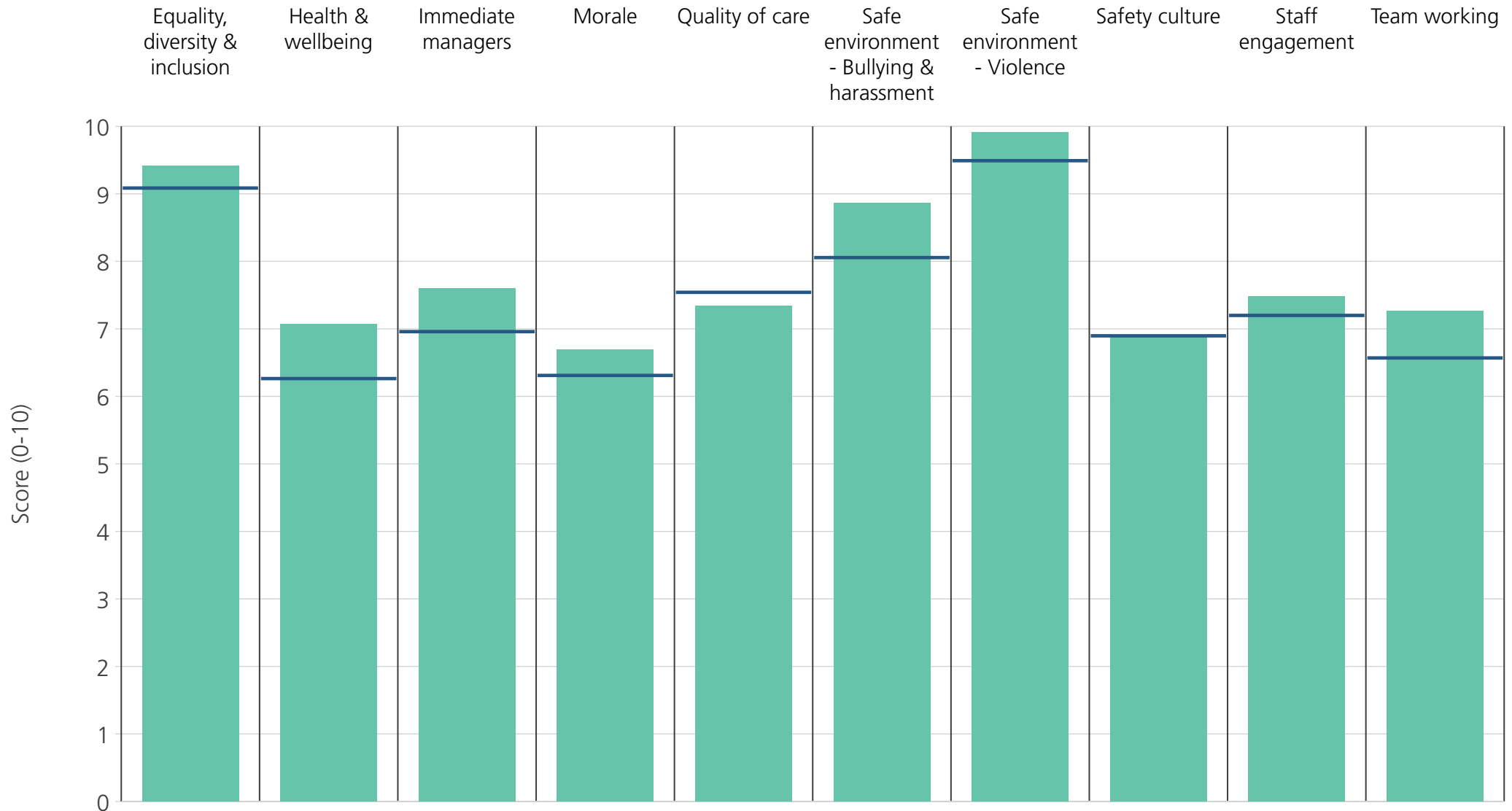
Directorate	9.5	6.5	7.4	6.5	7.5	8.5	9.7	7.2	7.4	7.0
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	571	572	571	569	543	558	572	569	573	564



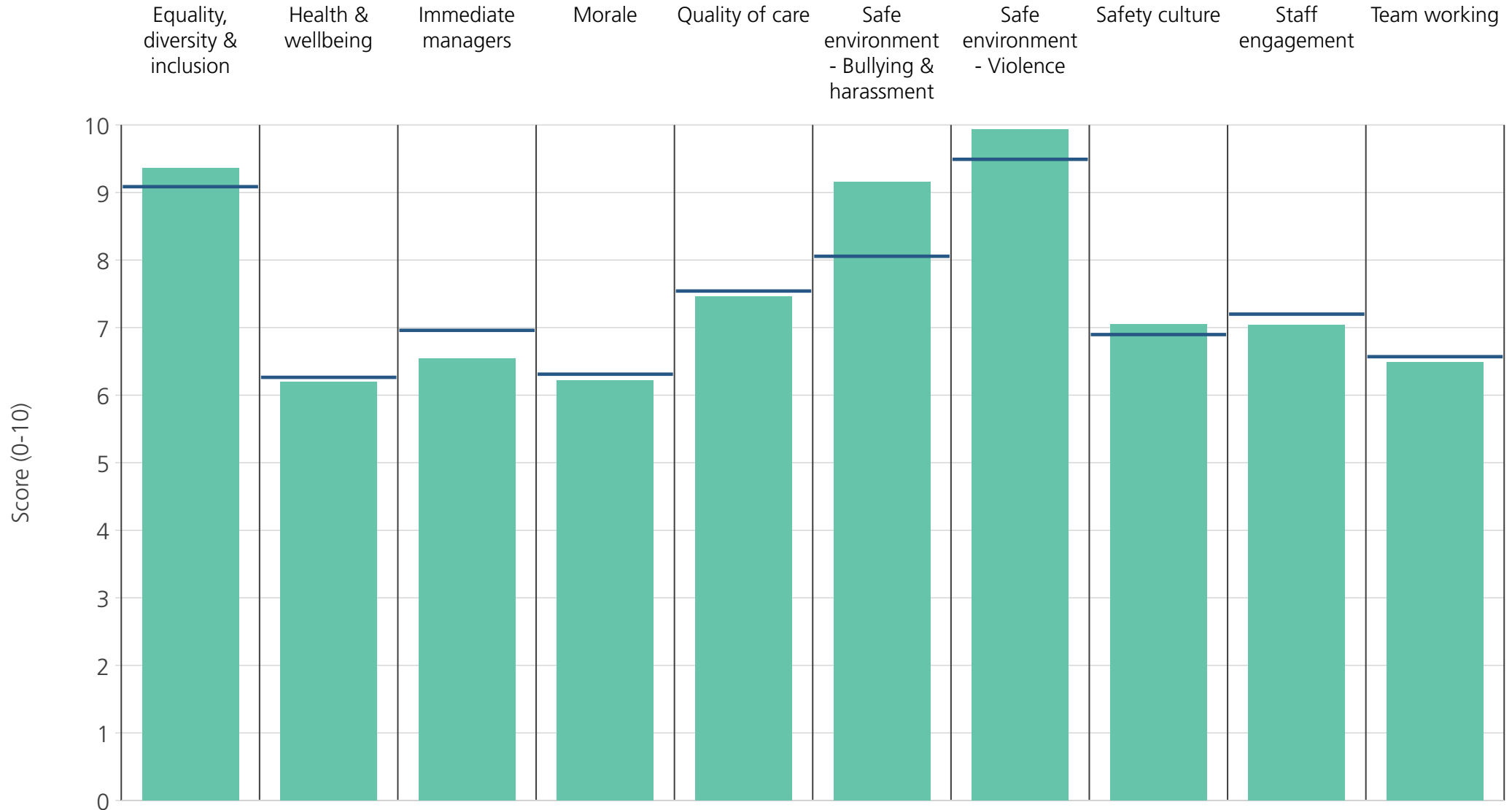
Directorate	9.5	6.2	7.6	6.4	7.3	8.1	9.7	6.7	7.2	6.9
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	105	105	105	105	88	102	105	105	106	106



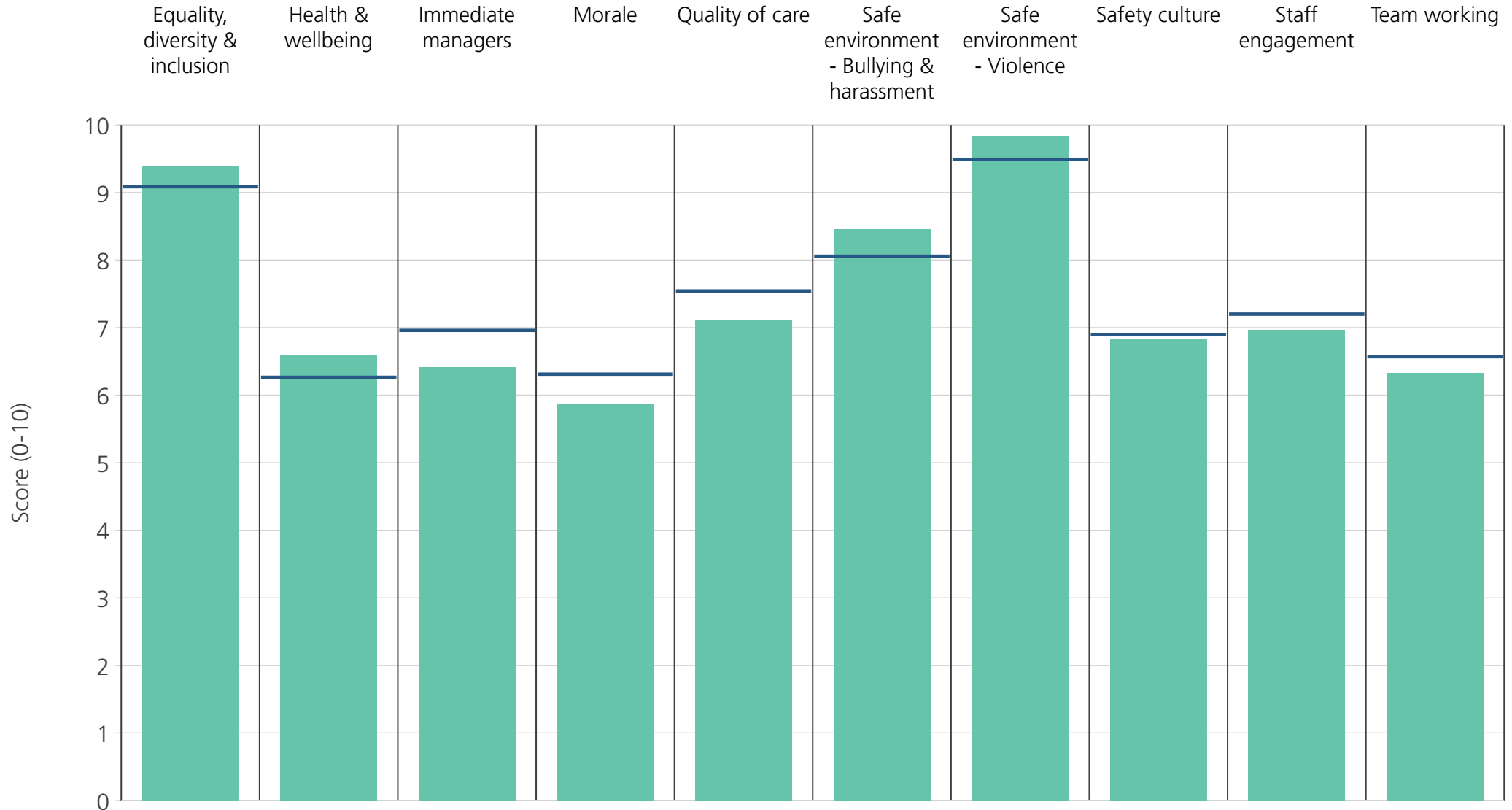
Directorate	9.1	6.0	7.1	6.4	7.6	8.0	9.1	7.0	7.3	6.6
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	394	398	400	389	388	383	397	391	403	396



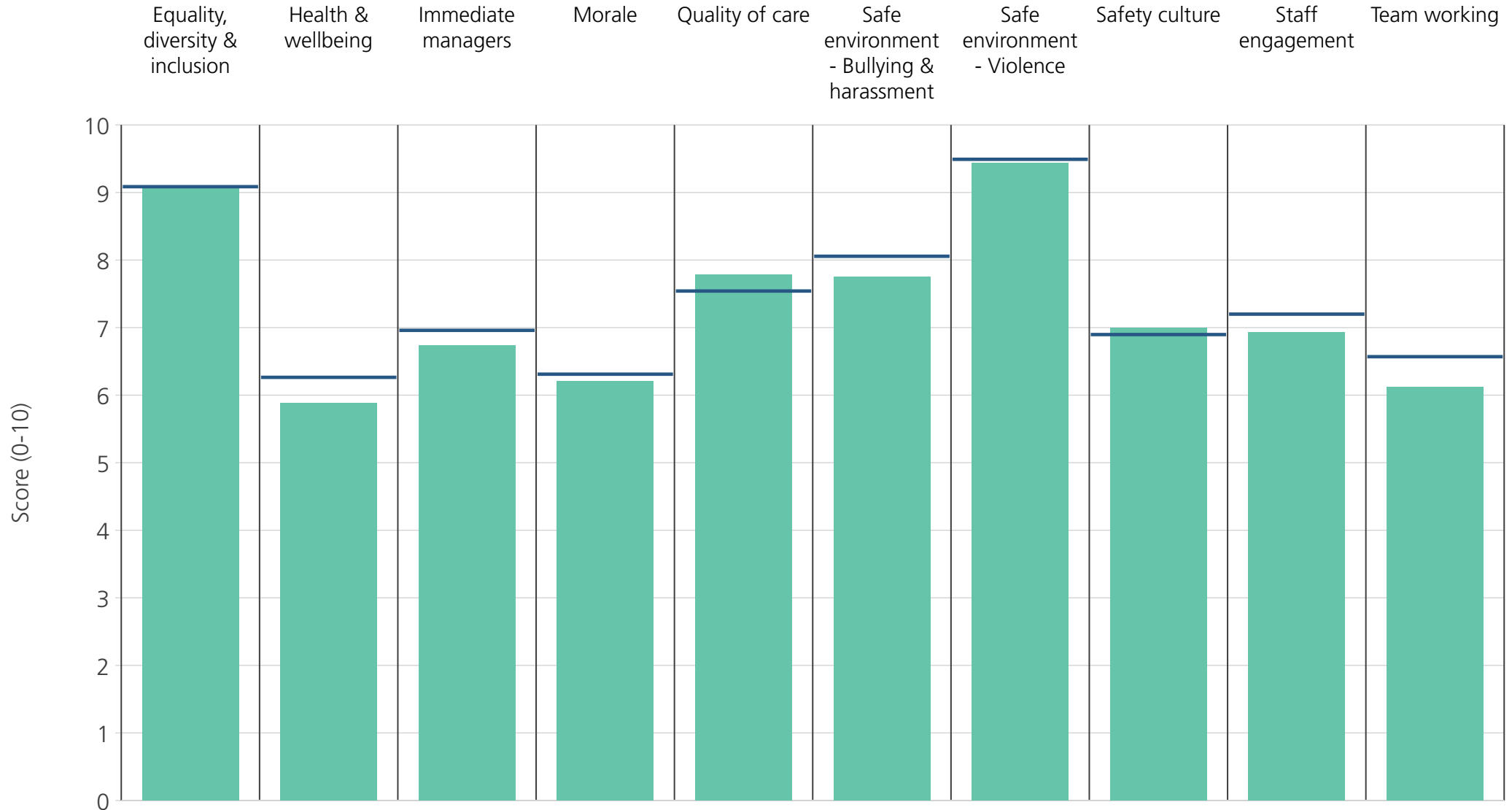
Directorate	9.4	7.1	7.6	6.7	7.3	8.9	9.9	6.9	7.5	7.3
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	489	491	491	488	316	477	489	486	494	493



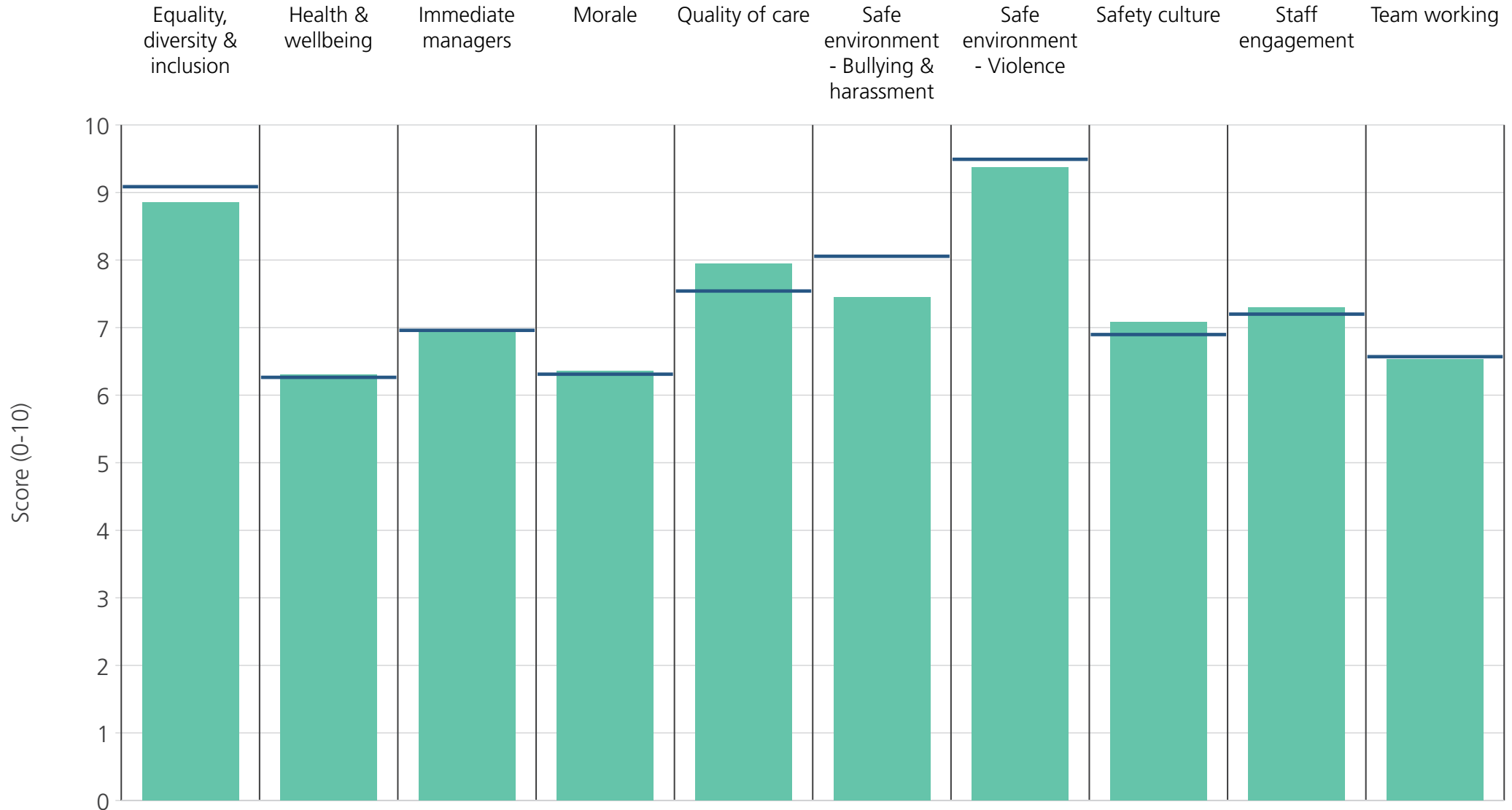
Directorate	9.4	6.2	6.5	6.2	7.5	9.2	9.9	7.0	7.0	6.5
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	314	316	316	310	286	308	316	313	319	315



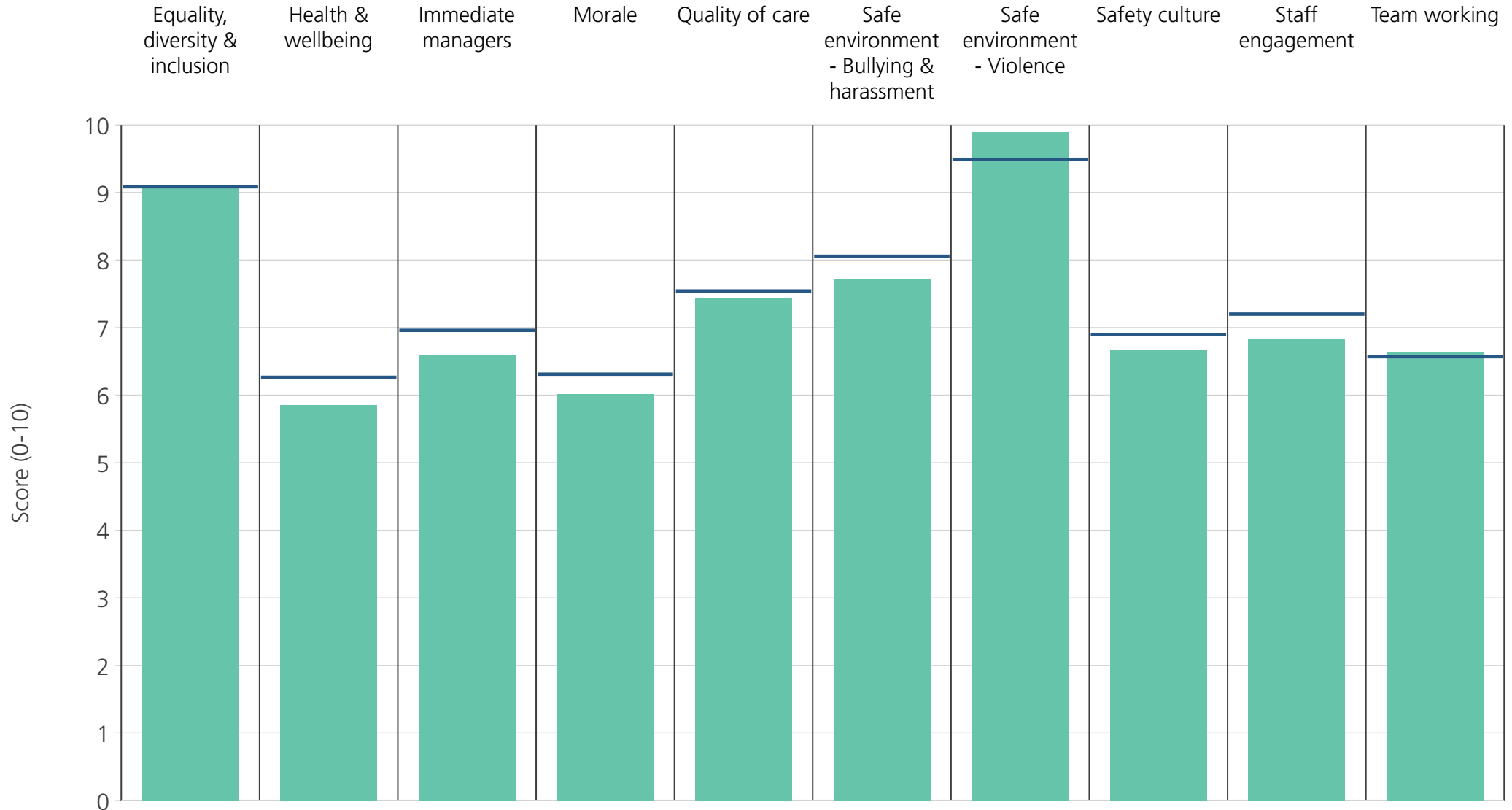
Directorate	9.4	6.6	6.4	5.9	7.1	8.5	9.8	6.8	7.0	6.3
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	180	181	181	180	161	176	181	180	184	183



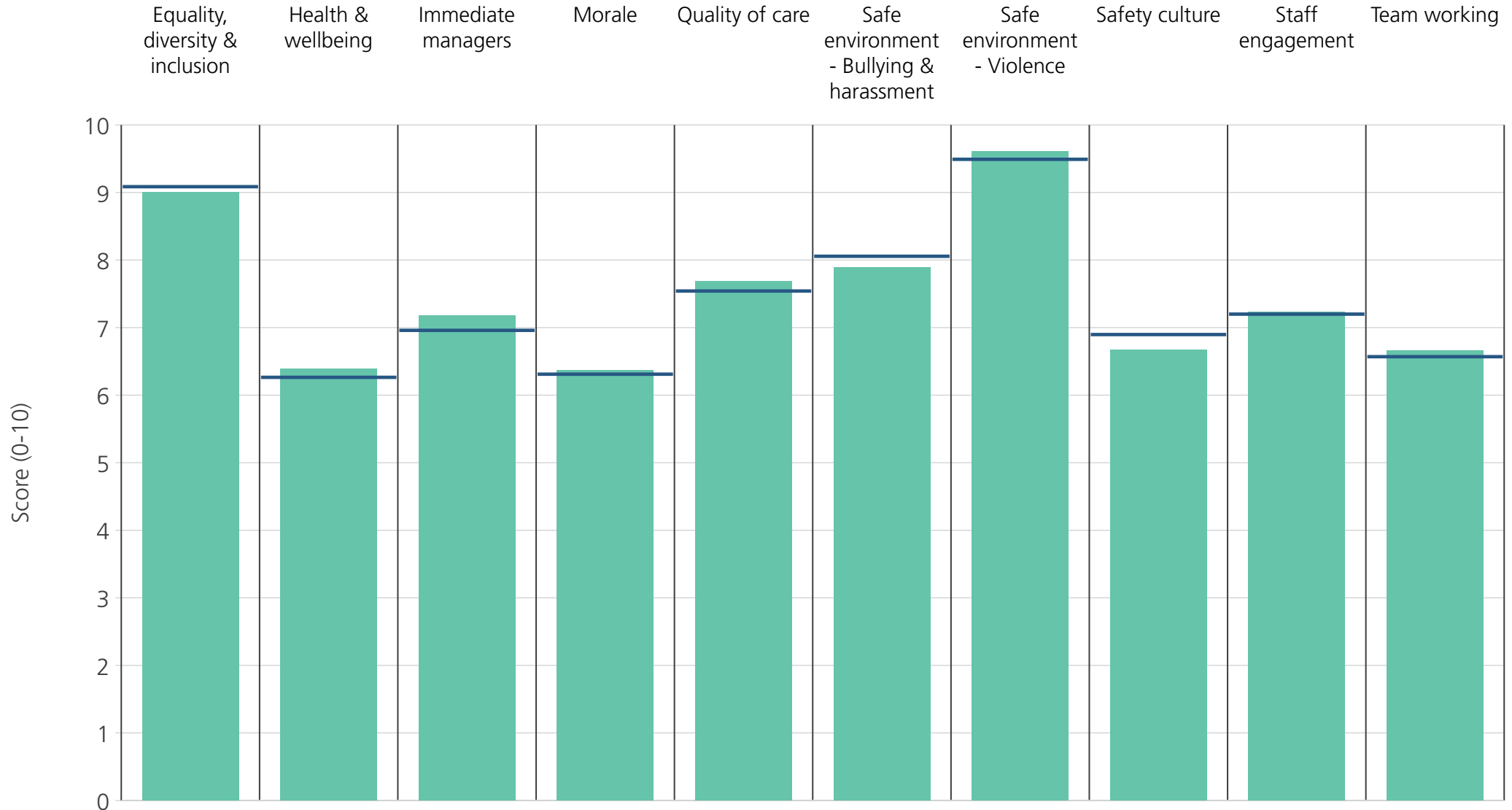
Directorate	9.1	5.9	6.7	6.2	7.8	7.8	9.4	7.0	6.9	6.1
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	283	284	286	280	284	275	284	283	291	288



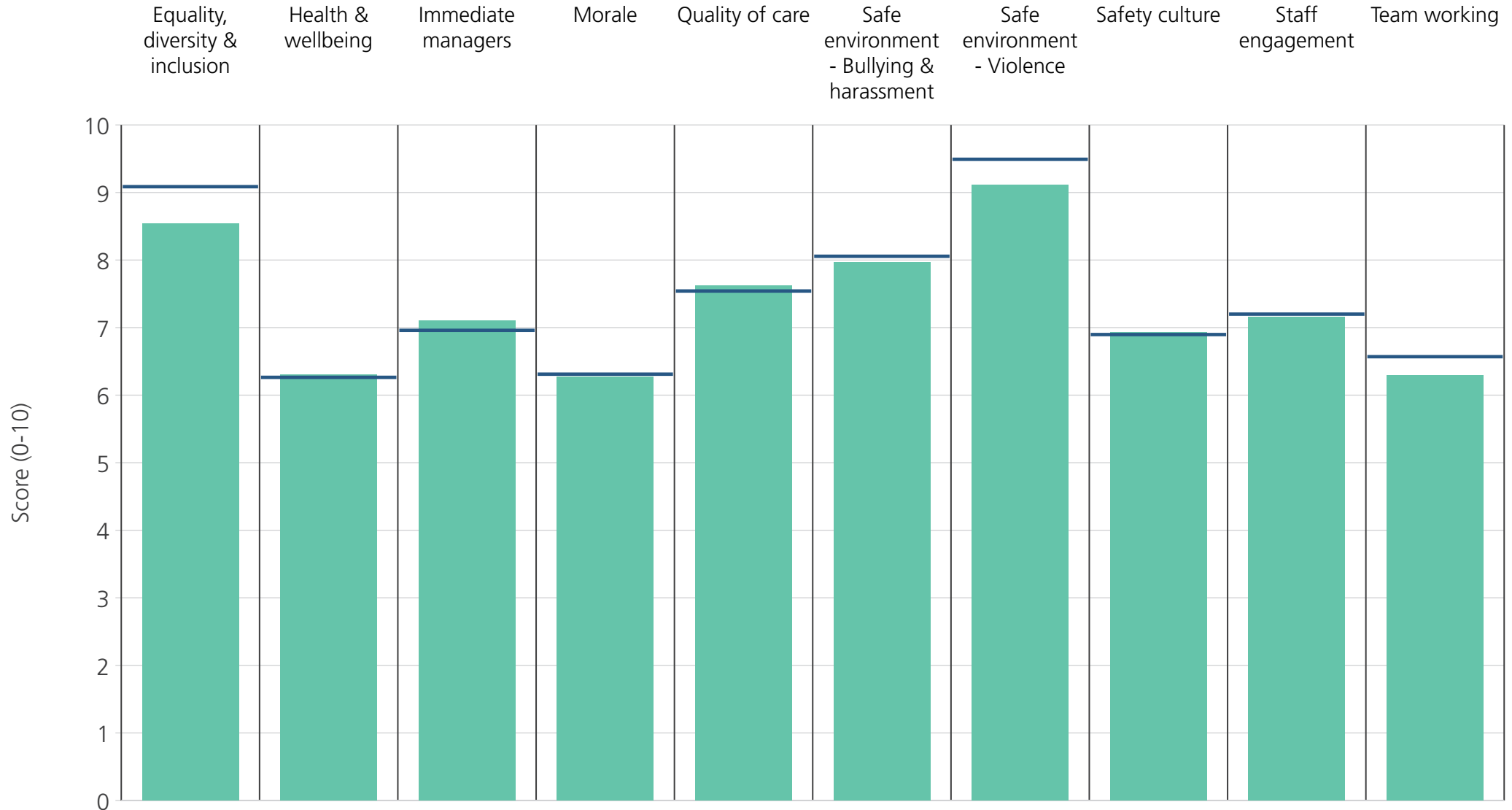
Directorate	8.9	6.3	7.0	6.4	7.9	7.4	9.4	7.1	7.3	6.5
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	310	310	312	308	305	303	308	310	313	307



Directorate	9.1	5.9	6.6	6.0	7.4	7.7	9.9	6.7	6.8	6.6
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	235	235	234	233	227	231	235	235	240	236



Directorate	9.0	6.4	7.2	6.4	7.7	7.9	9.6	6.7	7.2	6.7
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	359	362	363	356	351	350	361	359	371	366



Directorate	8.5	6.3	7.1	6.3	7.6	8.0	9.1	6.9	7.2	6.3
Your org	9.1	6.3	7.0	6.3	7.5	8.1	9.5	6.9	7.2	6.6
Responses	195	196	197	191	195	191	196	195	200	196