Appendix 3: The Departmental breakdown on the staff engagement score components

The table below shows that Operational areas in particular have a lower staff engagement score than other areas of the Trust. By breaking down the questions that constitute the staff engagement score into 'Advocacy', 'Motivation' and 'Involvement', you can better ascertain the areas that might require some particular focus.

The colour coding in the table reflects green where the scores are equal to or higher than the overall Trust engagement score, or the component scores for Advocacy, Motivation and Involvement, and red where scores are lower.

Staff Survey Results 2016

	Staff Engagement Score	Advocacy	Motivation	Involvement	Number of Respondents
Overall Trust Total	3.38	3.40	3.61	42%	1681
Clinical Directorate	3.85	3.81	3.74	72%	32
Finance and Performance	3.72	3.85	3.73	65%	190
Operations	3.30	3.26	3.60	37%	998
People and Engagement	3.63	3.65	3.71	56%	58
Planned and Urgent Care	3.52	3.72	3.73	44%	352
Quality, Governance & Performance	3.76	3.90	3.68	71%	38

The table below contains a breakdown of staff engagement scores for Advocacy, Motivation and Involvement by department. It should be noted that only identified departments whose response rates met the required levels as per the CQC guidelines will be reportable.

	Staff Engagement Score	Advocacy	Motivation	Involvement	Number of Respondents
Department Total	3.38	3.40	3.61	42%	1681
A&E North & East	3.28	3.20	3.67	33%	249
A&E Other	3.69	3.58	4.02	59%	37
A&E South	3.18	3.03	3.52	34%	201
A&E West	3.22	3.18	3.58	28%	271
Ancillary	3.64	3.86	3.83	56%	50
Business Development	3.77	4.06	3.76	73%	11
Clinical	3.85	3.81	3.74	72%	32
Emergency Planning	3.84	3.79	3.94	73%	56
EOC	3.30	3.46	3.39	41%	168
Finance	3.94	4.15	3.85	80%	25
Finance & Performance - Other	4.05	4.02	4.05	87%	46
Fleet	3.35	3.44	3.31	48%	44
ICT	3.67	3.91	3.59	60%	25
NHS 111	3.51	3.95	3.48	48%	140
People & Engagement	3.62	3.61	3.71	54%	53
PTS	3.53	3.57	3.90	42%	212
Quality, Governance & Performance	3.76	3.90	3.68	71%	38
Resource	3.72	3.73	3.81	75%	16