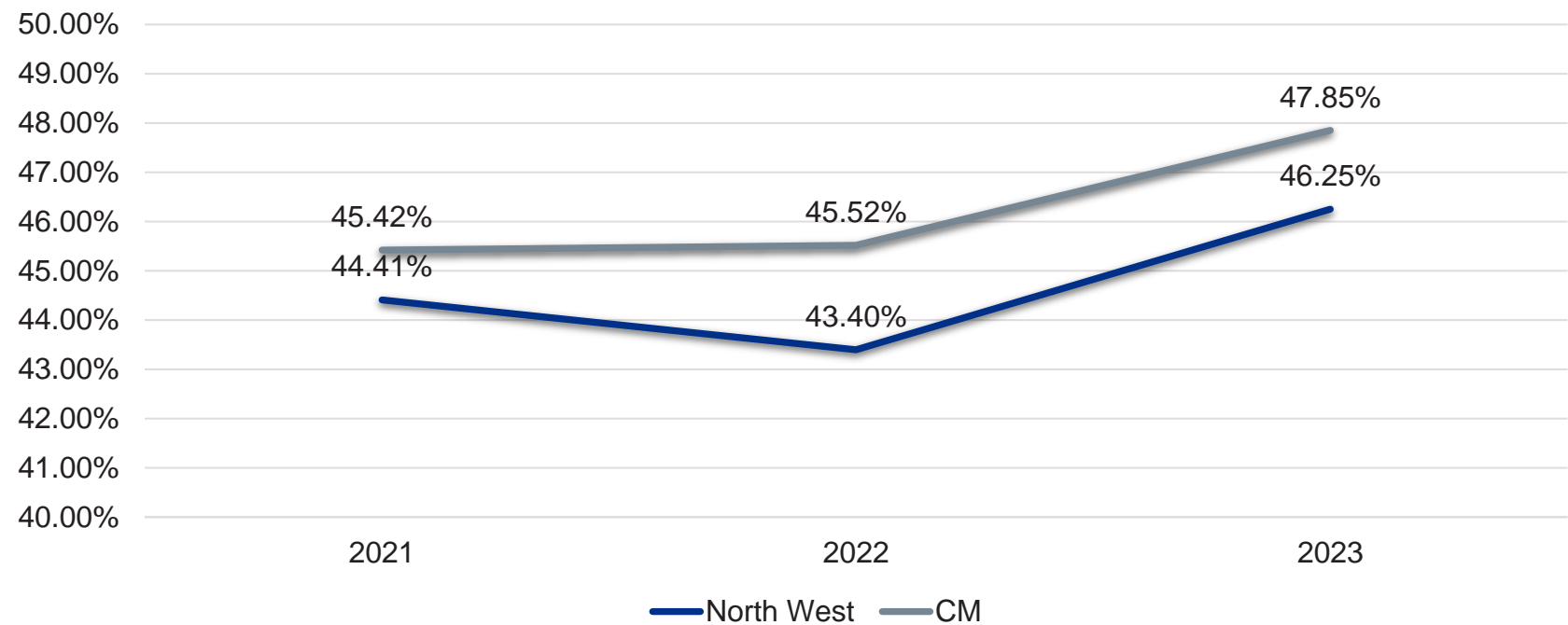


Cheshire and Merseyside ICS: 2023 NHS Staff Survey Results

Published 07 Mar 24

Produced by the North-West Analytics Team and The North-West People Experience Team (NW NHSE England)

NHS Staff Survey 2023 Cheshire and Merseyside



Across Cheshire and Merseyside 47.85% of colleagues participated in the 2023 NHS Staff Survey. This increased by +2.33% since 2022 and +2.43% since 2021.

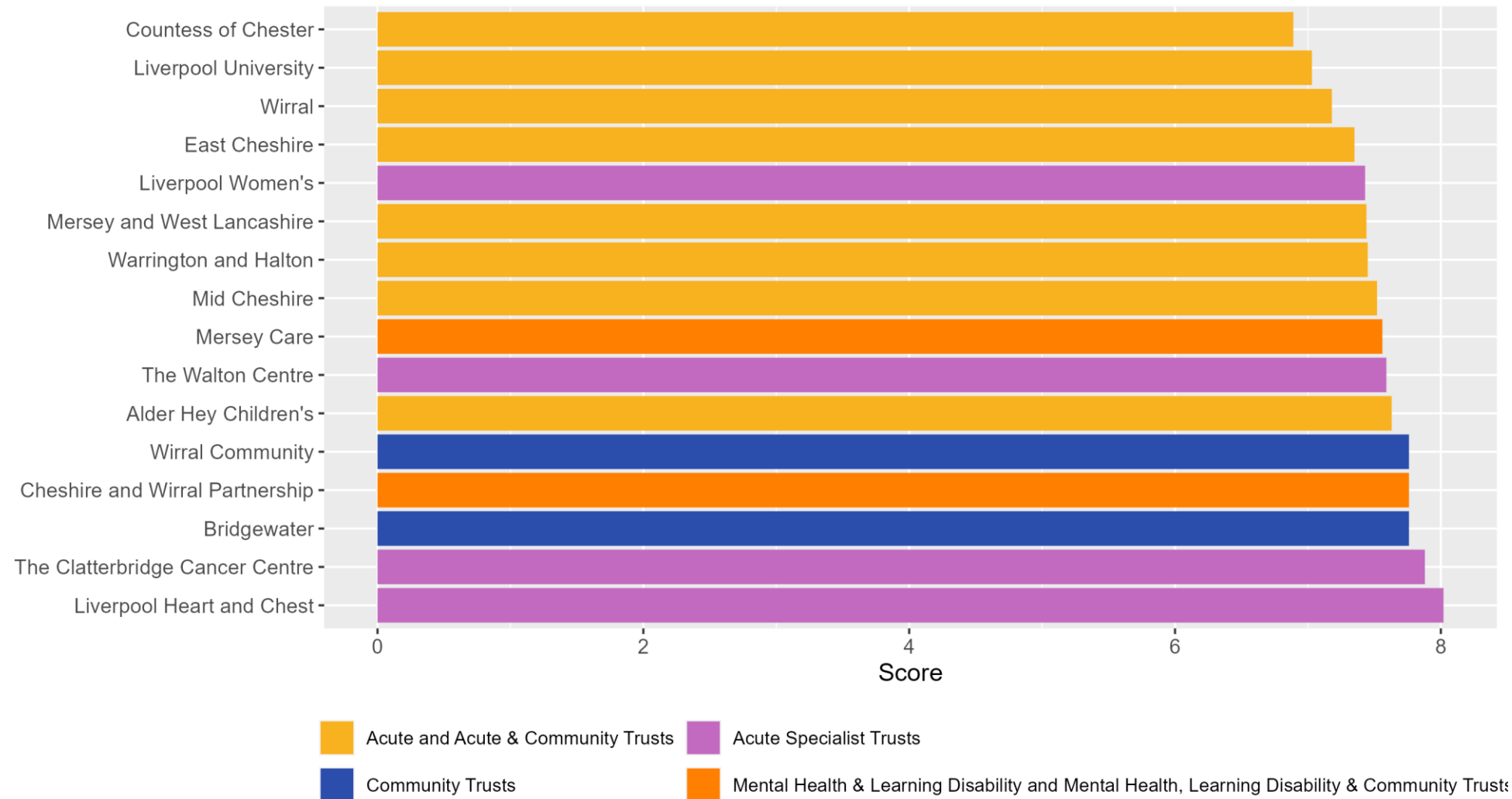
The North-West response rate for 2023 was 46.25% and the national response rate was 49.71%.

Results

We are compassionate and inclusive organisational ranking

Code run on 08 Mar 24

We are compassionate and inclusive
NHS Cheshire and Merseyside ICB

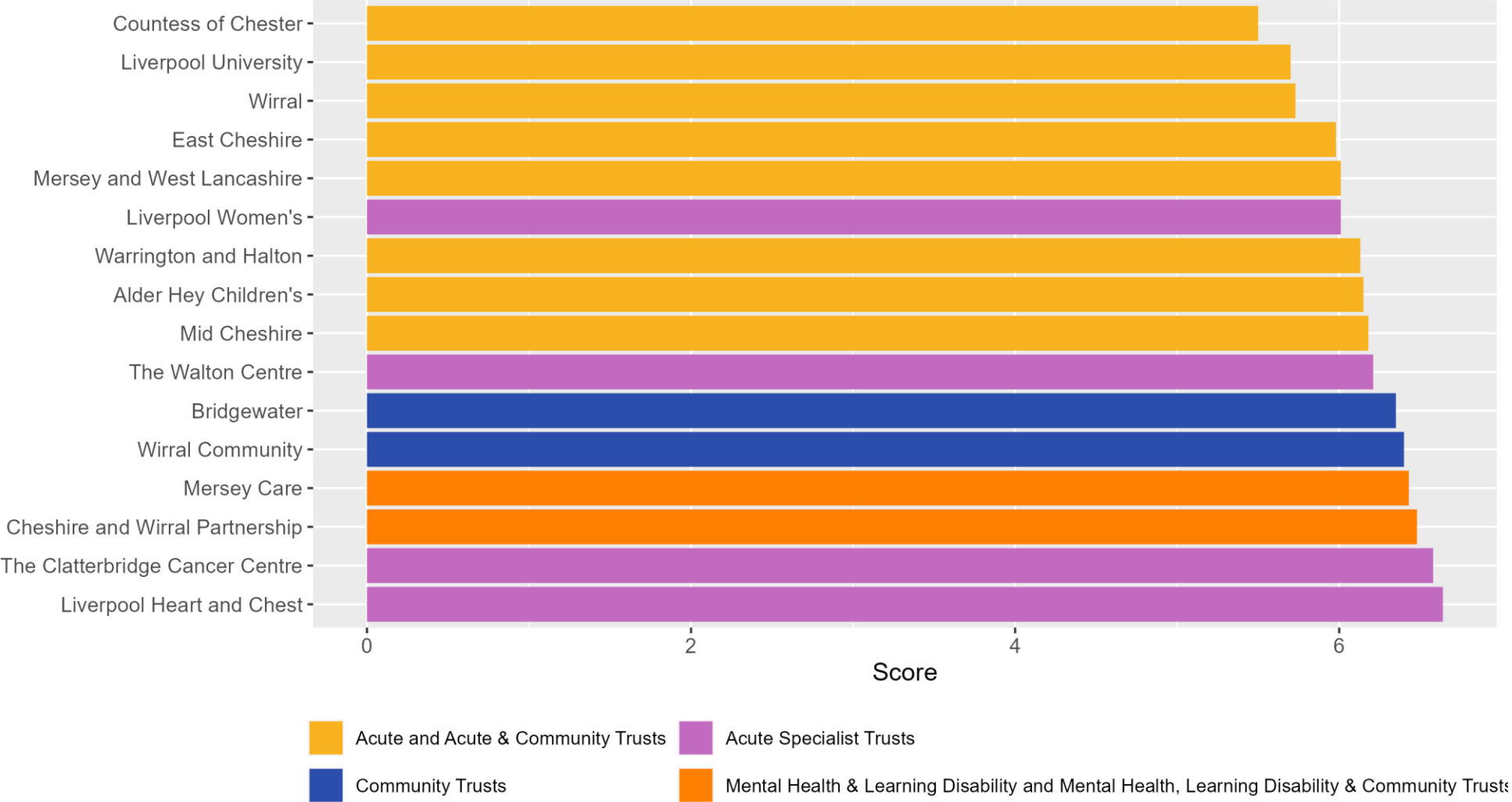


We are recognised and rewarded organisational ranking



Code run on 08 Mar 24

We are recognised and rewarded
NHS Cheshire and Merseyside ICB



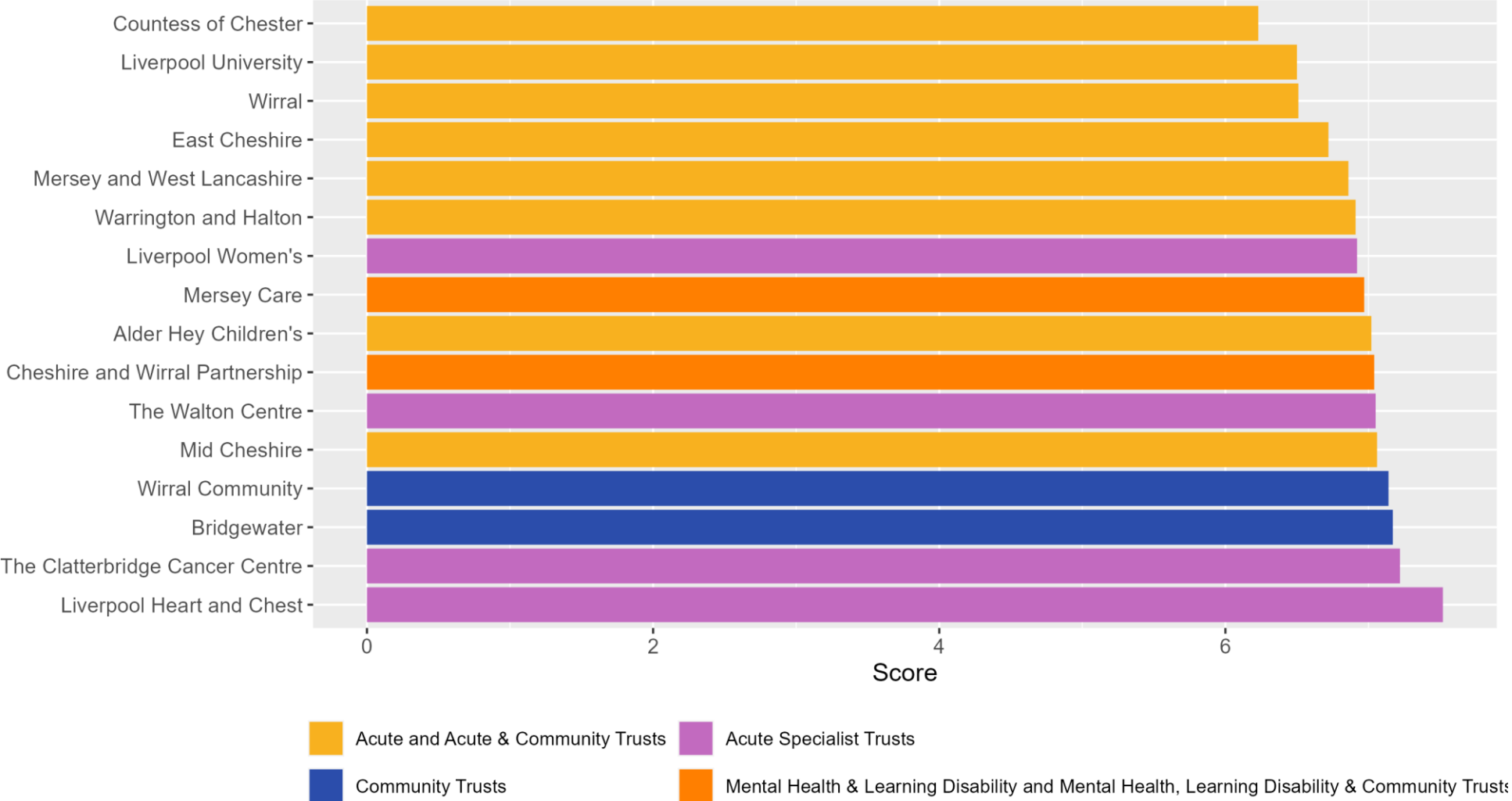
We each have a voice that counts organisational ranking



Code run on 08 Mar 24

We each have a voice that counts

NHS Cheshire and Merseyside ICB



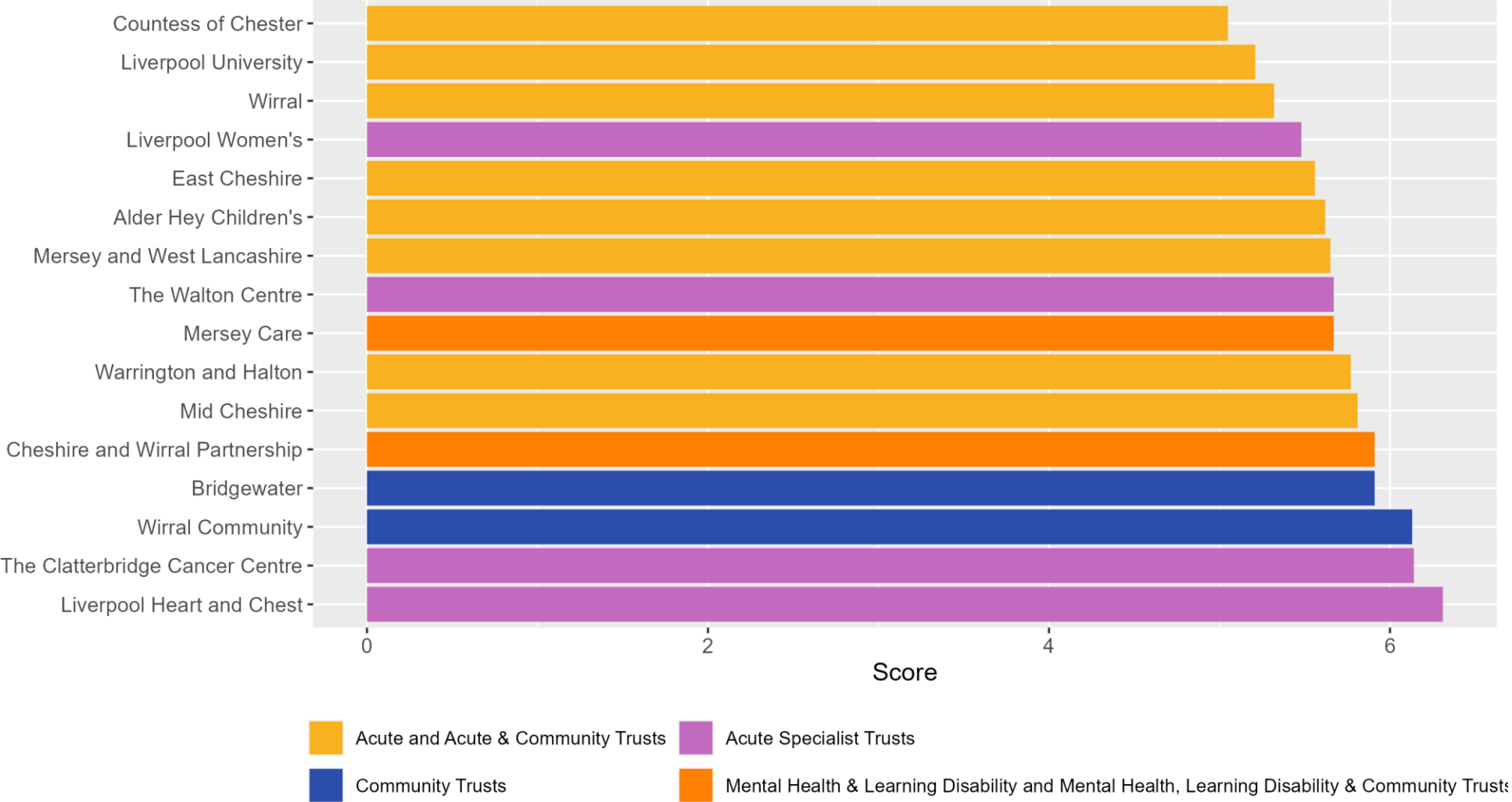
We are always learning organisational ranking



Code run on 08 Mar 24

We are always learning

NHS Cheshire and Merseyside ICB



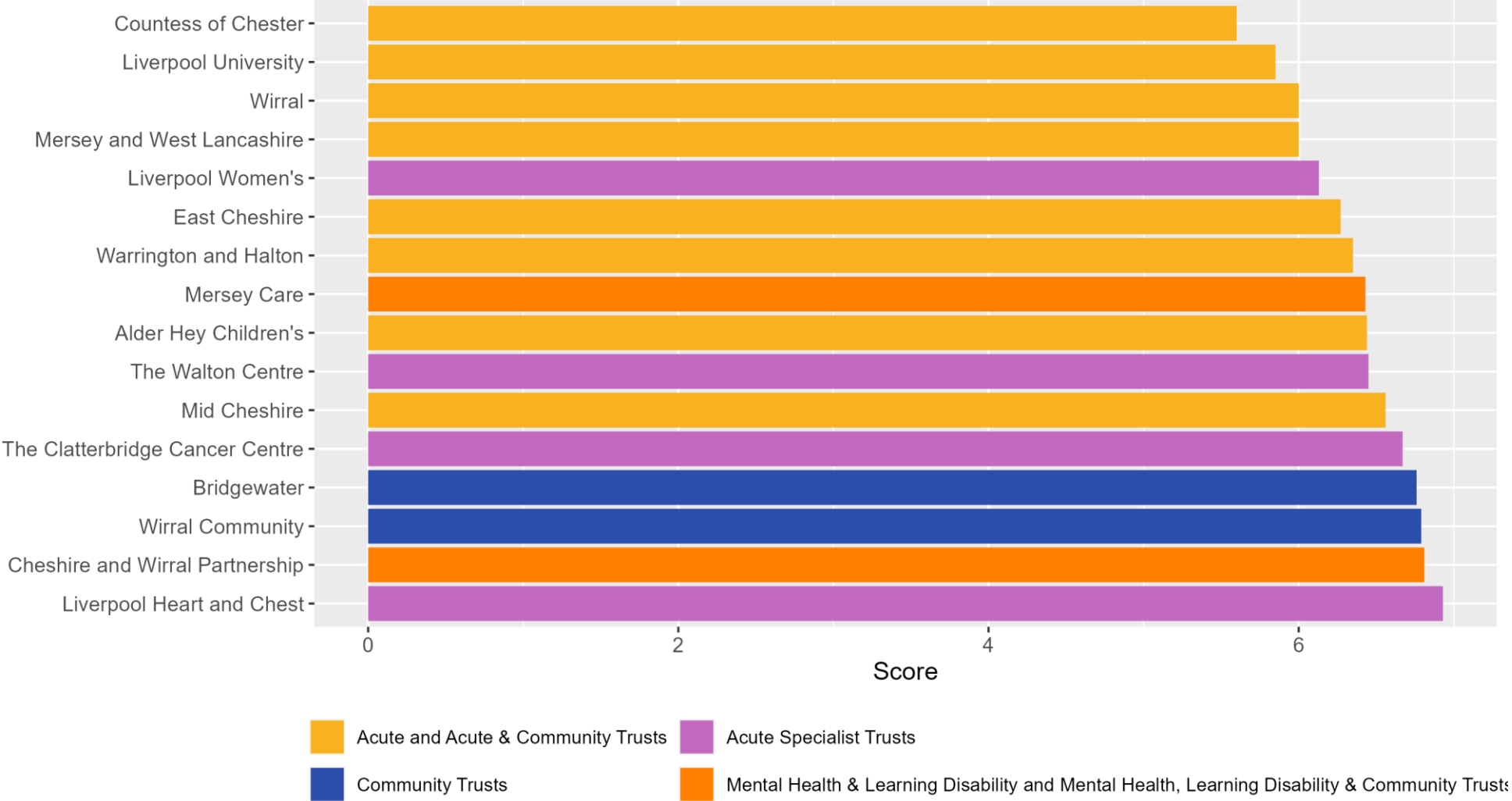
We work flexibly organisational ranking



Code run on 08 Mar 24

We work flexibly

NHS Cheshire and Merseyside ICB



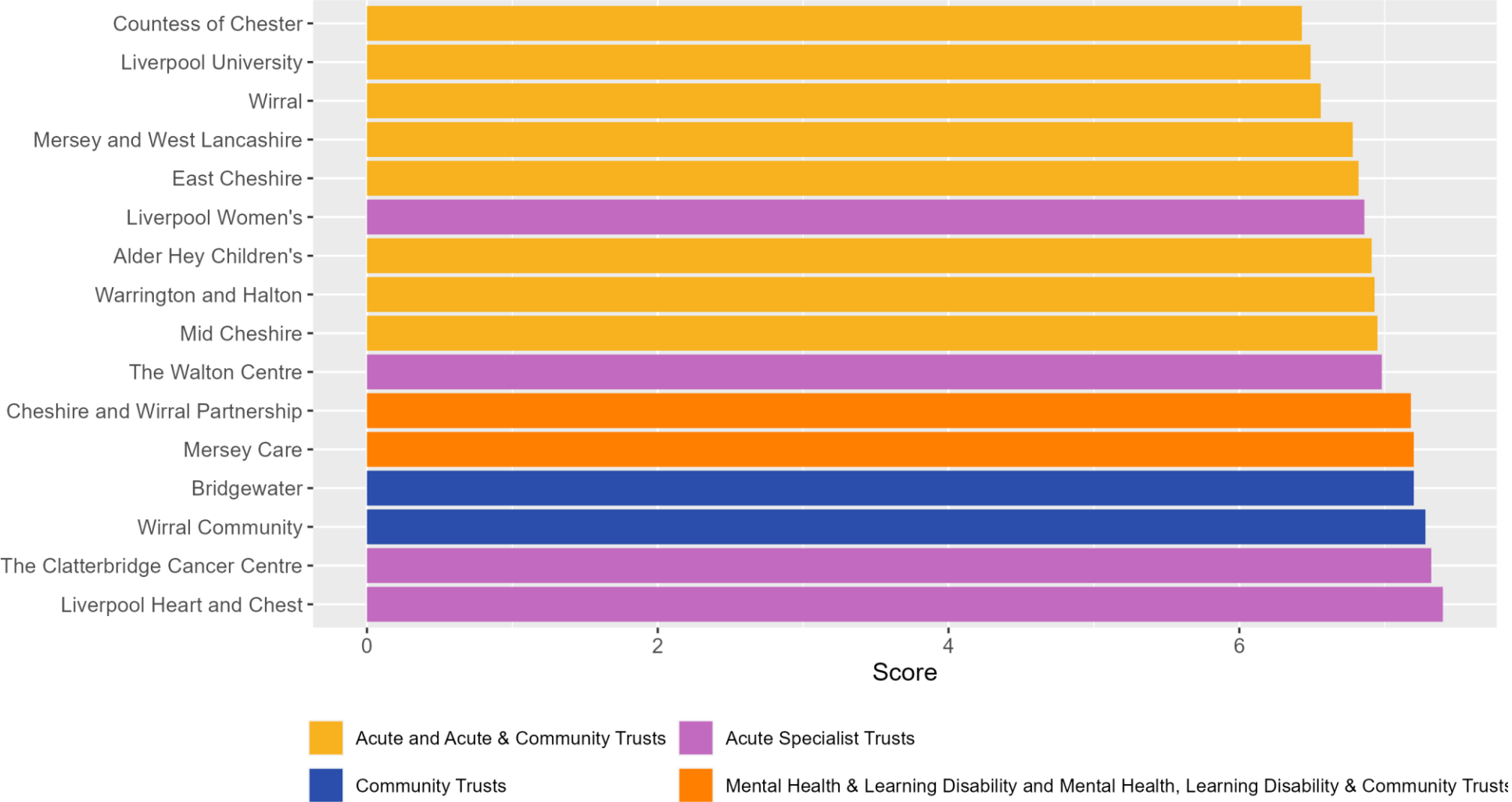
We are a team organisational ranking



Code run on 08 Mar 24

We are a team

NHS Cheshire and Merseyside ICB



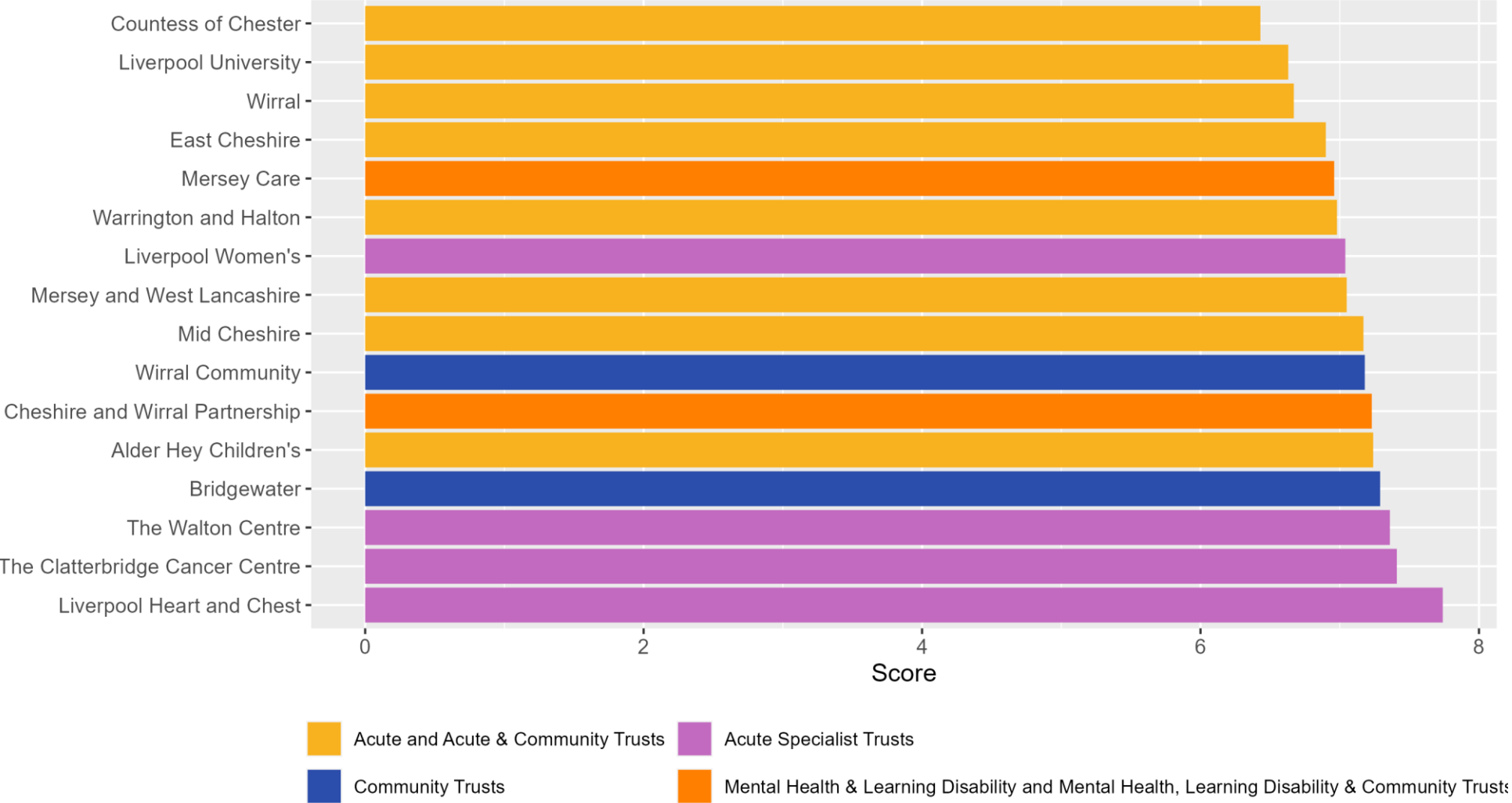
Staff engagement organisational ranking



Code run on 08 Mar 24

Staff engagement

NHS Cheshire and Merseyside ICB



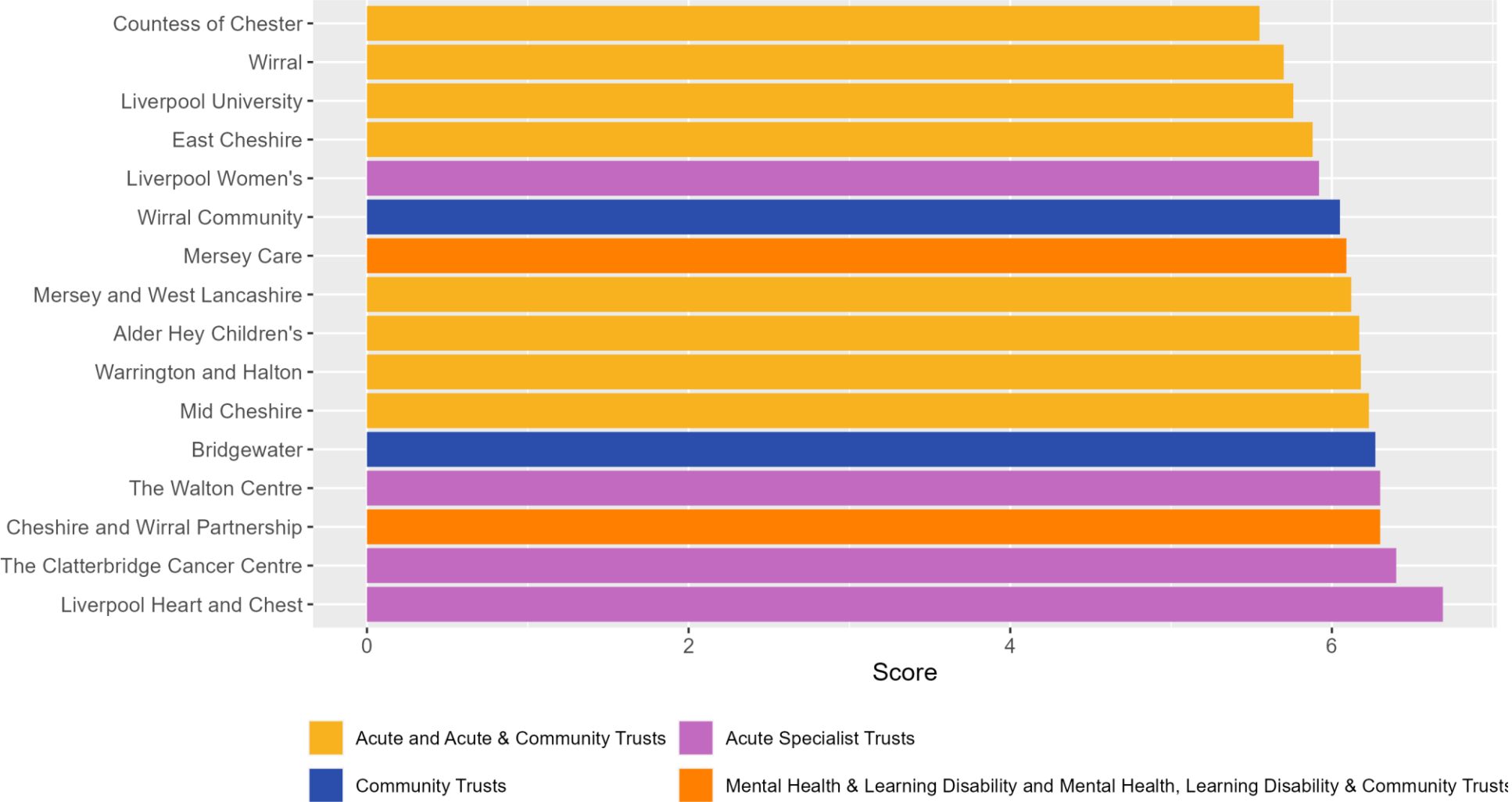
Morale organisational ranking



Code run on 08 Mar 24

Morale

NHS Cheshire and Merseyside ICB



Conclusion and next steps

- The Staff Survey 2023 overall show some improvements across various themes, particular “We are Always Learning”, “We work Flexibly” and “We are Recognised and Rewarded”. Morale has also improved.
- Other themes have remained consistent in terms of scoring between 2021 – 2023 – “We have a Voice” and “We are Compassionate and Inclusive”.
- Various national, regional and system level programmes are already in place to support growing the People Promise offer to our people, including the expansion of the People Promise Exemplar programme (14 new sites in the NW), the Grow OHWB programme, development of a Back-to-Basics behaviour campaign, supporting organisations with their EDI Improvement Plan, update Freedom to Speak Up standards and consistent sharing of ideas and best practice for all People Promise themes.
- However, there may need to be further discussion to ensure that there is enough focus in terms of creating cultures where people feel safe to raise clinical concerns and how organisations continue to create inclusive cultures.
- In addition, there needs to be a collaborative discussion on next steps where organisations have seen significant improvement or consistent deterioration.