



Manchester and Trafford Local Care Organisation

2022 NHS Staff Survey

Breakdown report

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This report for Manchester and Trafford LCO contains results by breakdown for People Promise element and theme results from the 2022 NHS Staff Survey. These results are compared to the unweighted average for MFT – referred to as ‘your organisation’ throughout the report.

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.

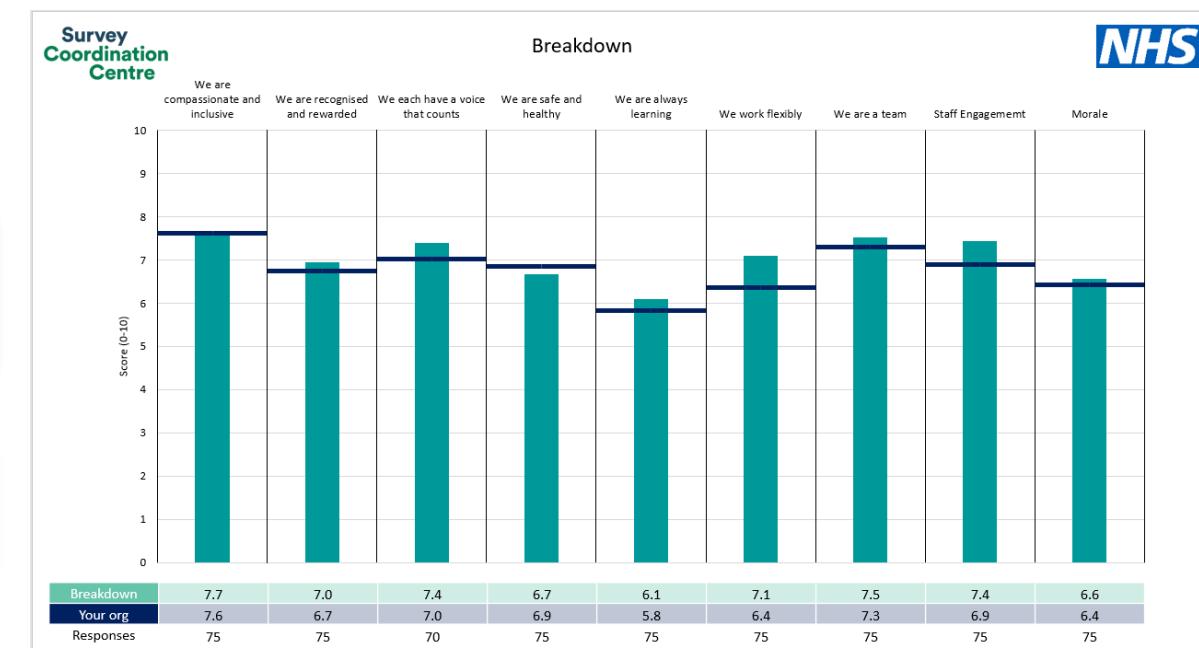
The breakdowns used in this report were provided and defined by Manchester University NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

Key features

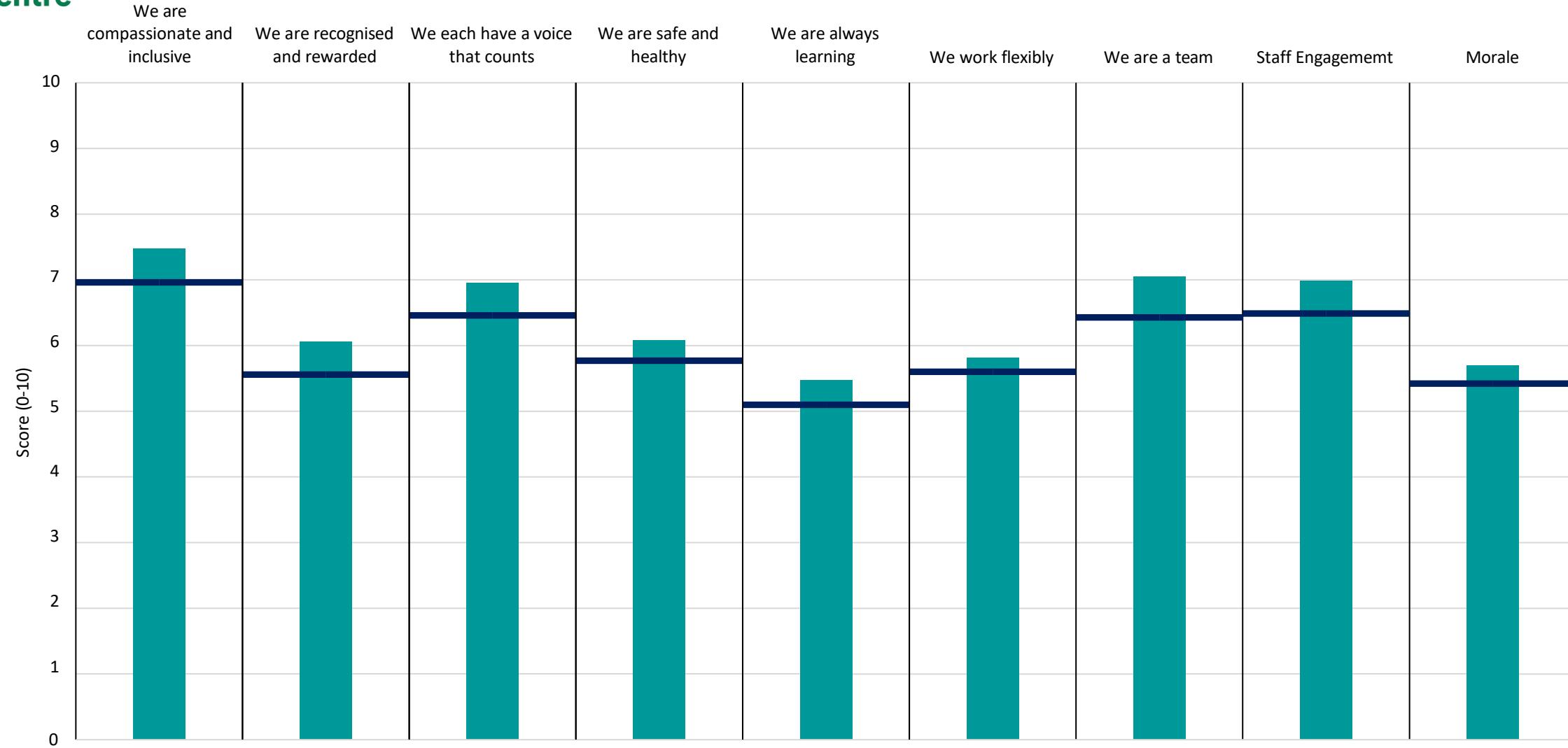
Breakdown type and **breakdown name** are specified in the header.

Breakdown 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 People Promise element and theme results, a higher score is a better result than a lower score

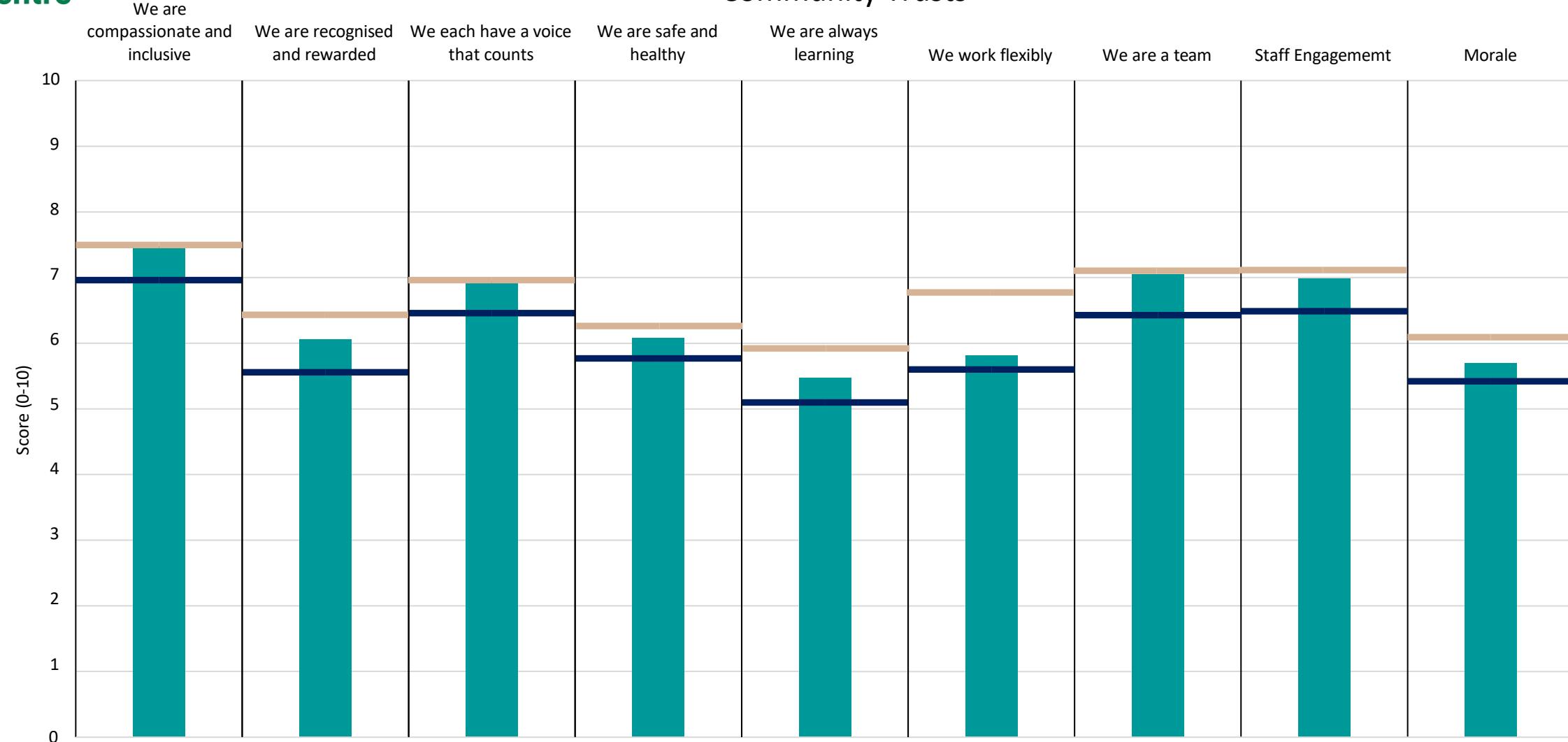
The **number of responses** feeding into each measures and sub-scores for the **given breakdown** is specified below the table containing the directorate and trust scores.



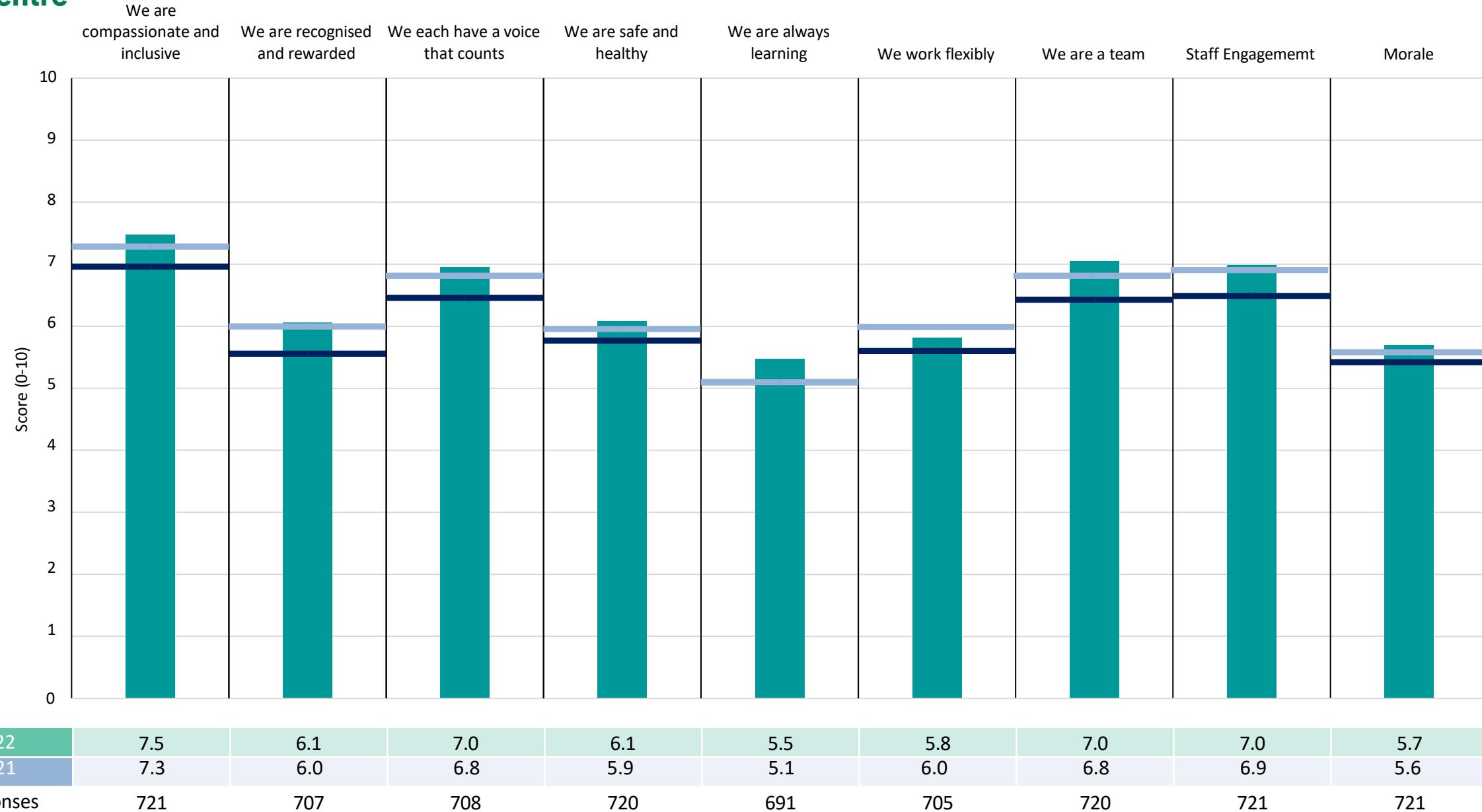
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality, for some organisations this could mean that all breakdown results are suppressed.



Breakdown	7.5	6.1	7.0	6.1	5.5	5.8	7.0	7.0	5.7
Your org	7.0	5.6	6.5	5.8	5.1	5.6	6.4	6.5	5.4
Responses	721	707	708	720	691	705	720	721	721



Breakdown	7.5	6.1	7.0	6.1	5.5	5.8	7.0	7.0	5.7
Community (aveg)	7.6	6.4	7.1	6.3	5.9	6.7	7.1	7.2	6.1
Your org	7.0	5.6	6.5	5.8	5.1	5.6	6.4	6.5	5.4
Responses	721	707	708	720	691	705	720	721	721



Areas of strength

Compassionate Leadership

- *My immediate manager works together with me to come to an understanding of problems.*
- *My immediate manager is interested in listening to me when I describe challenges I face.*
- *My immediate manager cares about my concerns.*
- *My immediate manager takes effective action to help me with any problems I face*

Teamworking

- *The team I work in has a set of shared objectives.*
- *I receive the respect I deserve from my colleagues at work.*
- *Team members understand each other's roles.*
- *I enjoy working with the colleagues in my team.*
- *I feel valued by my team.*

Feeling involved

- *There are frequent opportunities for me to show initiative in my role.*
- *I am able to make suggestions to improve the work of my team / department.*

There have also been improvements in:

- Personal and career development
- All elements that create a safe and healthy environment
- Factors that contribute to work place stress

Areas to focus on

Responses that have seen a deterioration from last year:

Work load and pressures

- *I am able to meet all the conflicting demands on my time at work*
- *I have adequate materials, supplies and equipment to do my work*
- *There are enough staff at this organisation for me to do my job properly*

Opportunities to work flexibly

- *The opportunities for flexible working patterns.*

Almost all other areas have seen improvements from last year. Despite improving there are number of areas that still only achieve low positive scores. These include:

- Questions relating to burnout
- Questions relating to Work life balance
- Feeling valued by the organisation (Although feeling valued by line managers and teams achieve high positive scores)
- Opportunities to develop career

Next steps

- A full report will go to Exec in early April
- Locality reports with both health and care results will be made available early April
- The next round of Quarterly Engagement Conversations will take place between April – June and be an opportunity for localities to discuss local results
- Freedom to Lead will provide an opportunity to discuss integrated LCO results
- The aim will be to agree 2 or 3 areas of focus for the next year.

Appendix Breakdowns

Manchester and Trafford Local Care Organisation
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