



Mersey Care NHS Foundation Trust

2025 NHS Staff Survey

Breakdown report

Introduction	5
People Promise element and Theme results – Breakdowns 1	6
<u>Community Care Division</u>	<u>7</u>
<u>Informatics Merseyside</u>	<u>8</u>
<u>Mental Health Care Division</u>	<u>9</u>
<u>Non-Divisional Budgets</u>	<u>10</u>
<u>Secure Care Division</u>	<u>11</u>
<u>Trust Wide Support Services</u>	<u>12</u>

<u>Board and Corporate Affairs</u>	14
<u>CYP, Families and Sefton</u>	15
<u>Commissioning</u>	16
<u>Community Care Divisional Management</u>	17
<u>Dental and Mid Mersey</u>	18
<u>Estates and Facilities</u>	19
<u>Executive Nursing</u>	20
<u>Finance and Procurement</u>	21
<u>Forensic Community</u>	22
<u>High Secure</u>	23
<u>Informatics Merseyside</u>	24
<u>Liverpool Community</u>	25
<u>Low Secure</u>	26
<u>Medical Services</u>	27
<u>Medicines Management</u>	28
<u>Medium Secure</u>	29
<u>Mental Health Care Divisional Management</u>	30
<u>Mental Health Community</u>	31
<u>Mental Health Inpatient Capacity and Flow</u>	32
<u>Mental Health Urgent Care</u>	33
<u>Offender Health and Forensic Community</u>	34
<u>Other</u>	35
<u>Patient Safety</u>	36
<u>Perfect Care</u>	37

<u>Research and Innovation</u>	38
<u>Secure Care - Learning Disabilities Local</u>	39
<u>Secure Care Management</u>	40
<u>Social Health and Communities</u>	41
<u>Strategic Programmes, Business Intelligence and Performance</u>	42
<u>Urgent Care Community</u>	43
<u>Workforce</u>	44

This breakdown report for Mersey Care NHS Foundation Trust contains results by breakdown area for the People Promise element and theme results from the 2025 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 breakdown 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.

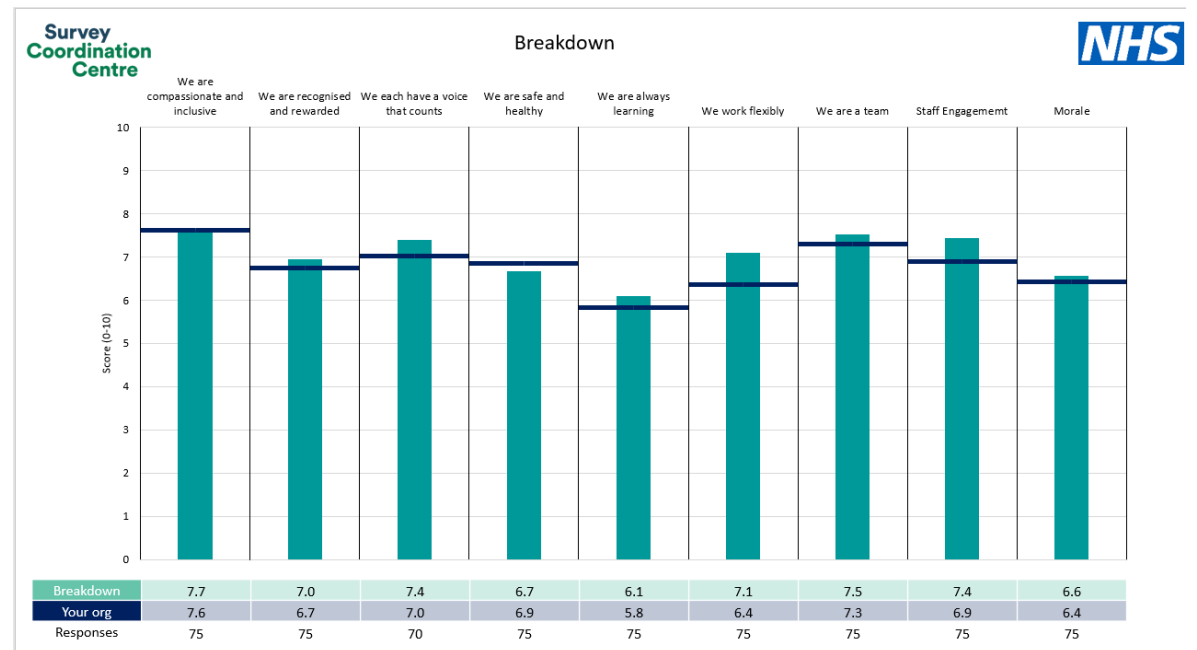
The breakdowns used in this report were provided and defined by Mersey Care NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

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 breakdown area 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 measure and sub-scores for the **given breakdown** are specified below the table containing the breakdown and trust scores.



! Note: When there are fewer than 10 responses in a group, results are suppressed to protect staff confidentiality. For some organisations this could mean that all breakdown results are suppressed.

Breakdowns 1

Mersey Care NHS Foundation Trust
2025 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



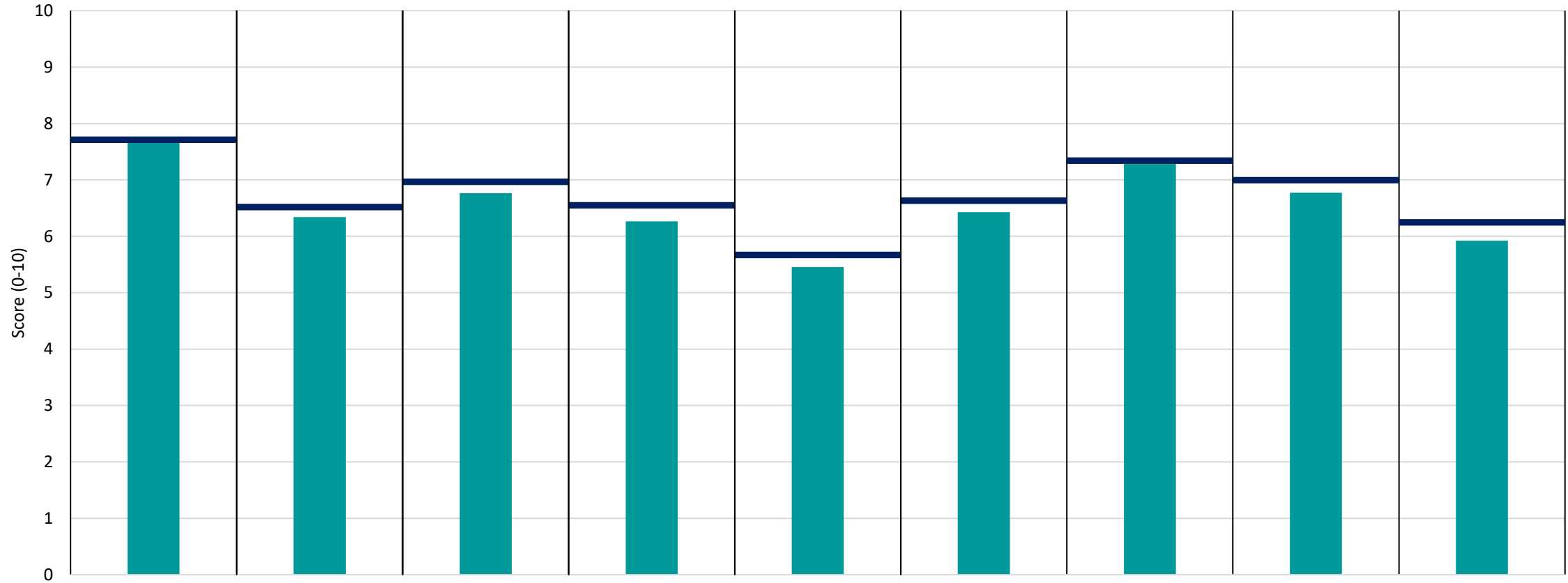
We are a team



Staff Engagement



Morale



Breakdown	7.69	6.34	6.76	6.27	5.46	6.43	7.28	6.77	5.92
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	1761	1760	1755	1756	1658	1744	1758	1762	1762



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



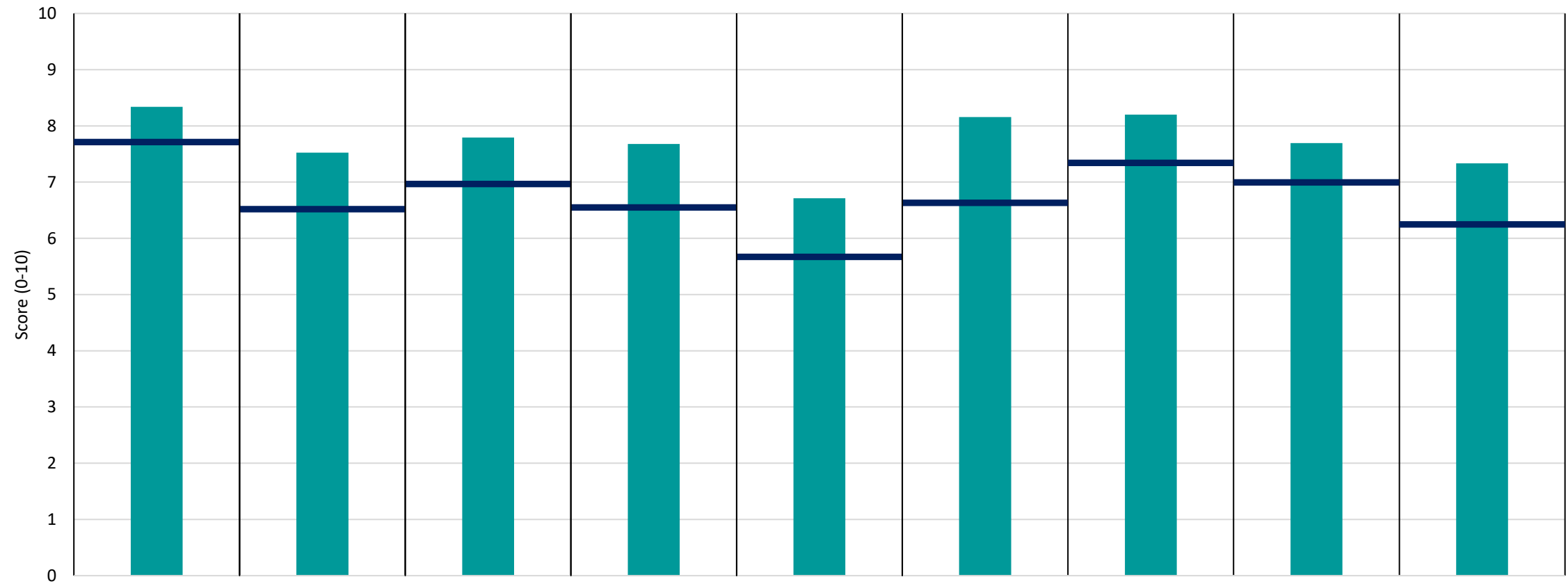
We are a team



Staff Engagement



Morale



Breakdown	8.34	7.52	7.79	7.68	6.71	8.16	8.20	7.69	7.33
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	228	228	227	228	217	226	228	228	228



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



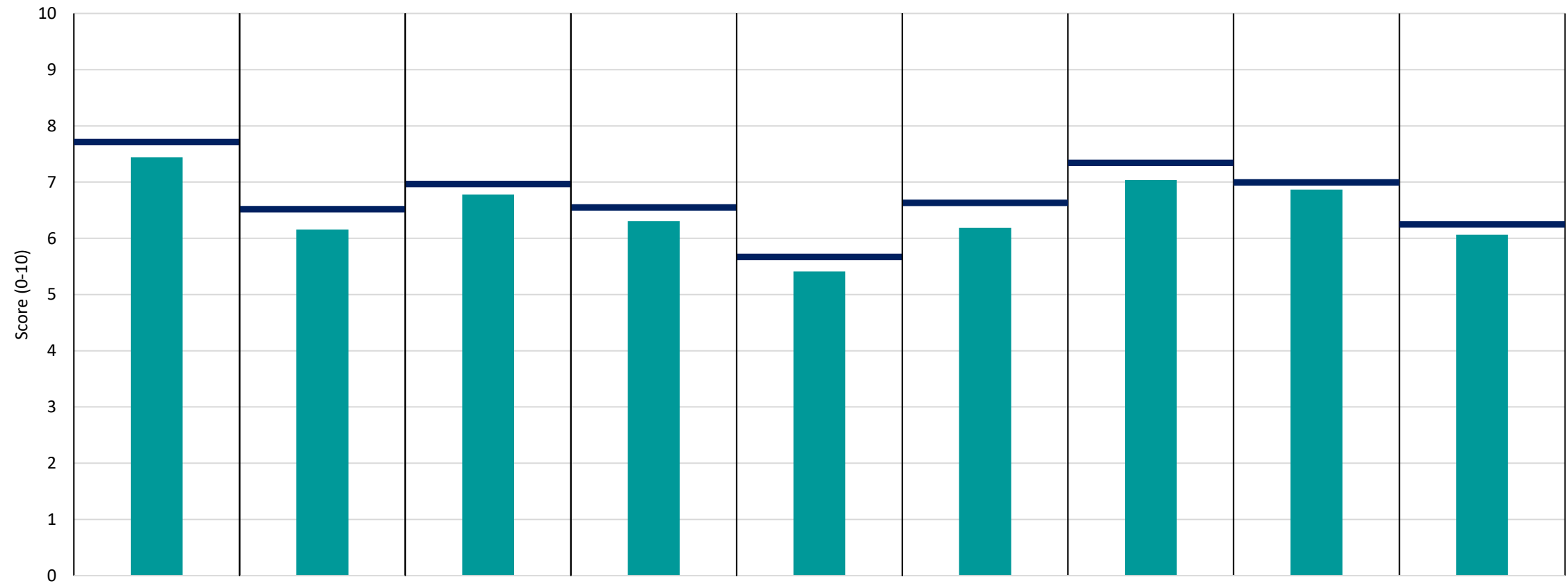
We are a team



Staff Engagement



Morale



Breakdown	7.44	6.15	6.78	6.31	5.41	6.18	7.04	6.87	6.06
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	790	790	784	786	698	784	788	791	791



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



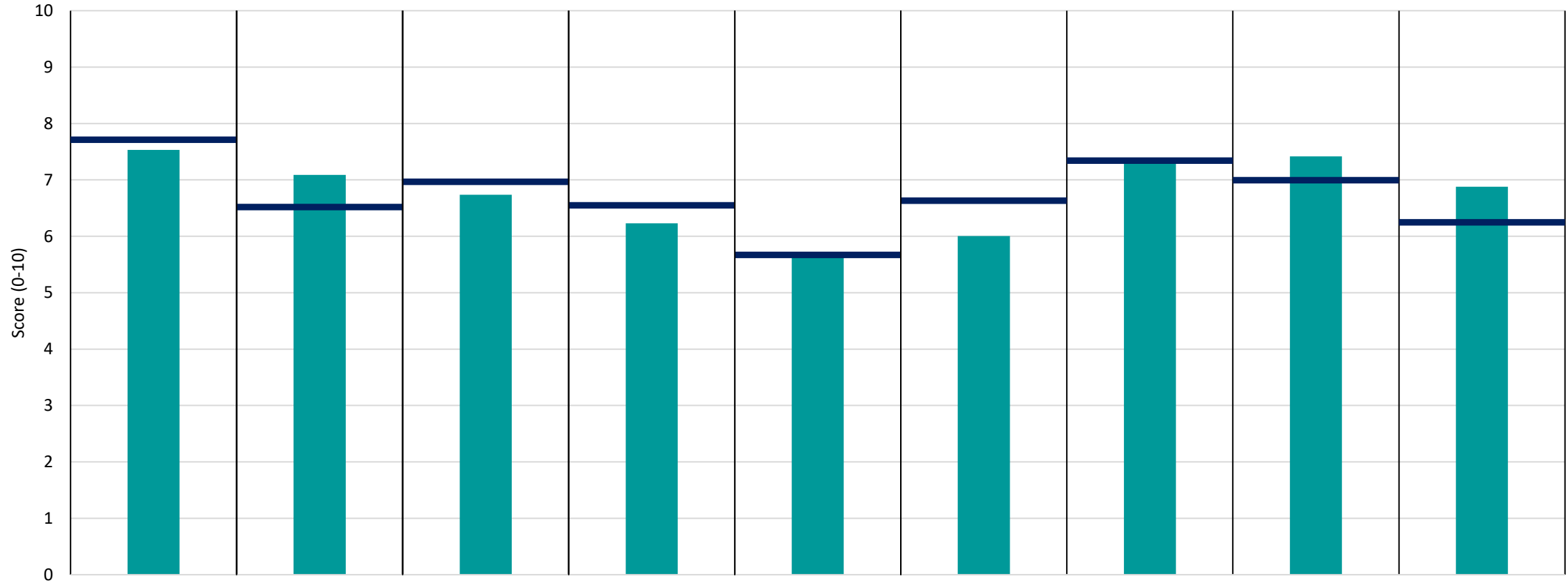
We are a team



Staff Engagement



Morale



Breakdown	7.53	7.09	6.74	6.23	5.67	6.00	7.38	7.42	6.88
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	17	17	16	17	15	17	17	17	17



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



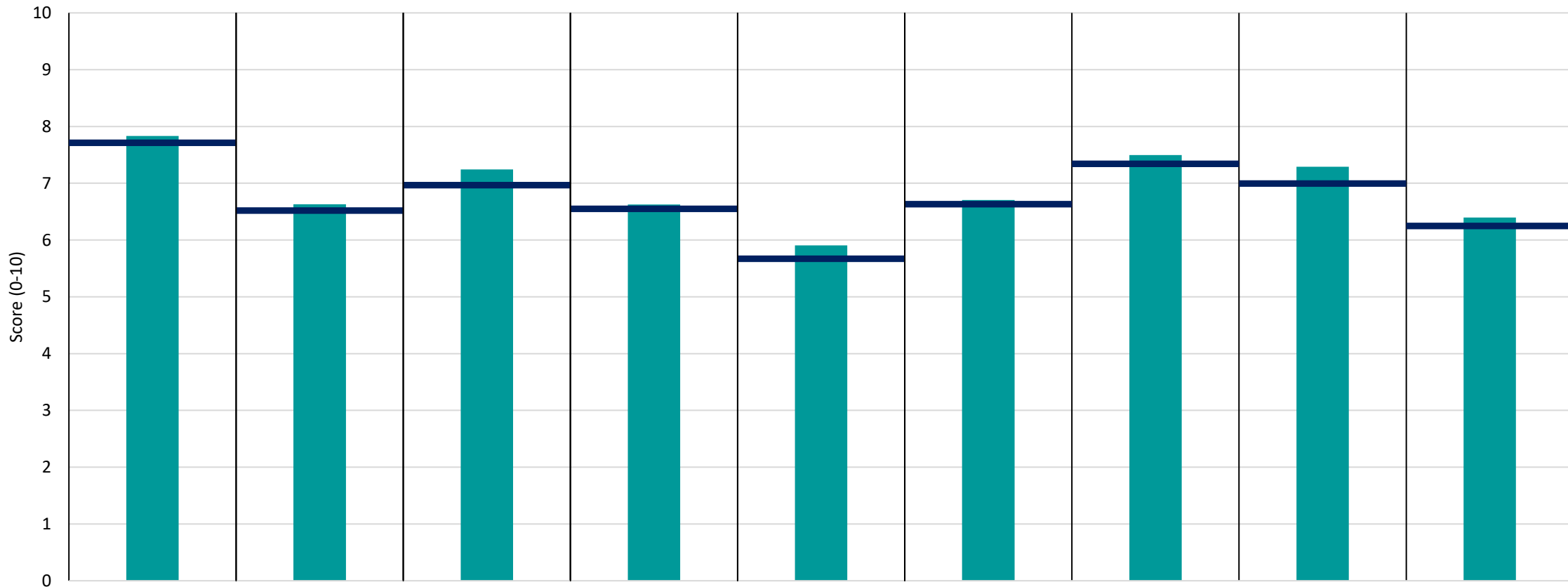
We are a team



Staff Engagement



Morale



Breakdown	7.83	6.63	7.24	6.63	5.91	6.71	7.50	7.29	6.40
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	774	776	767	766	700	766	774	775	777



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



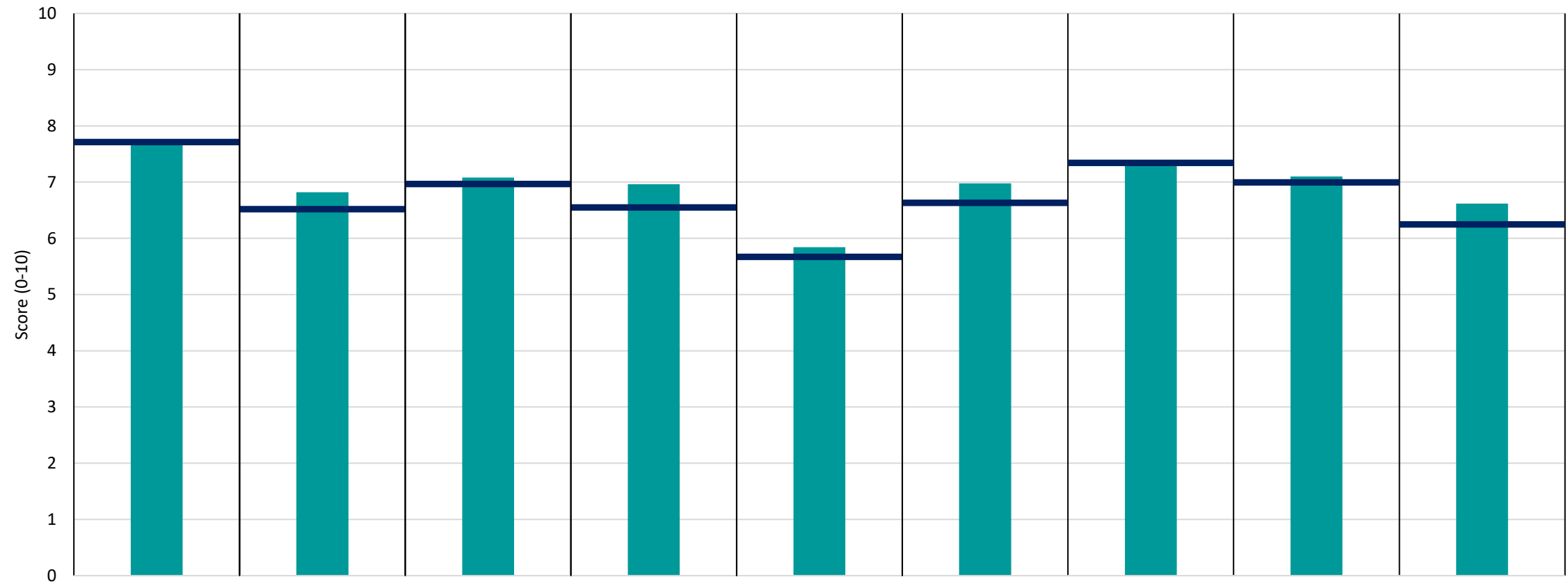
We are a team



Staff Engagement



Morale



Breakdown	7.74	6.82	7.08	6.96	5.84	6.98	7.38	7.10	6.62
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	926	925	912	904	843	909	925	922	924

Breakdowns 2

Mersey Care NHS Foundation Trust
2025 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



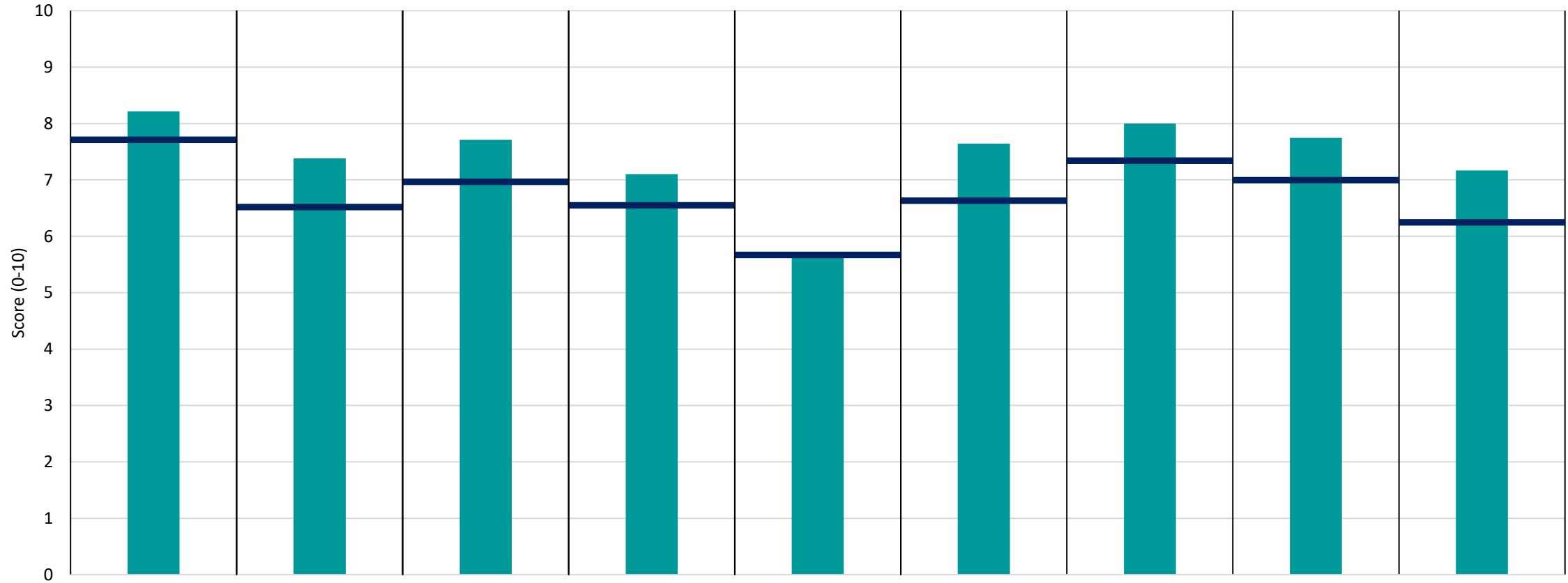
We are a team



Staff Engagement



Morale



Breakdown	8.22	7.38	7.71	7.10	5.66	7.64	8.00	7.74	7.17
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	33	33	33	33	31	32	33	33	33



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



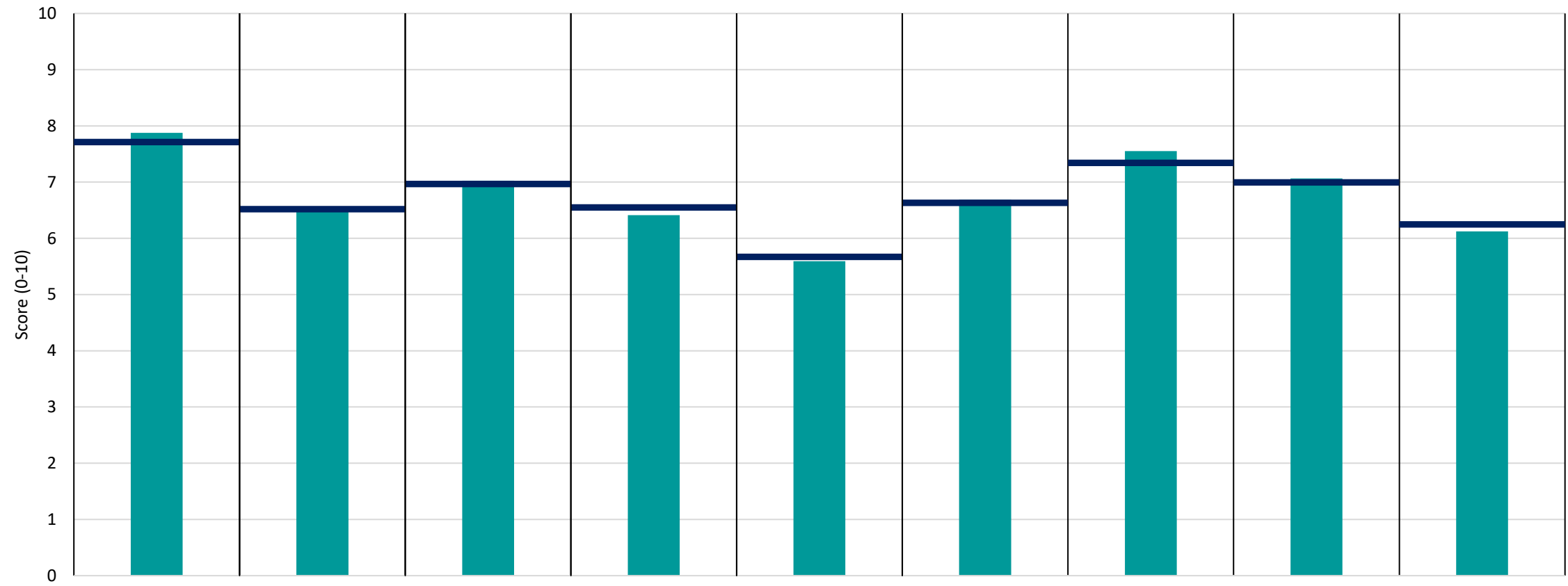
We are a team



Staff Engagement



Morale



Breakdown	7.88	6.55	7.02	6.41	5.59	6.69	7.55	7.07	6.12
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	665	664	662	663	632	659	665	665	665



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



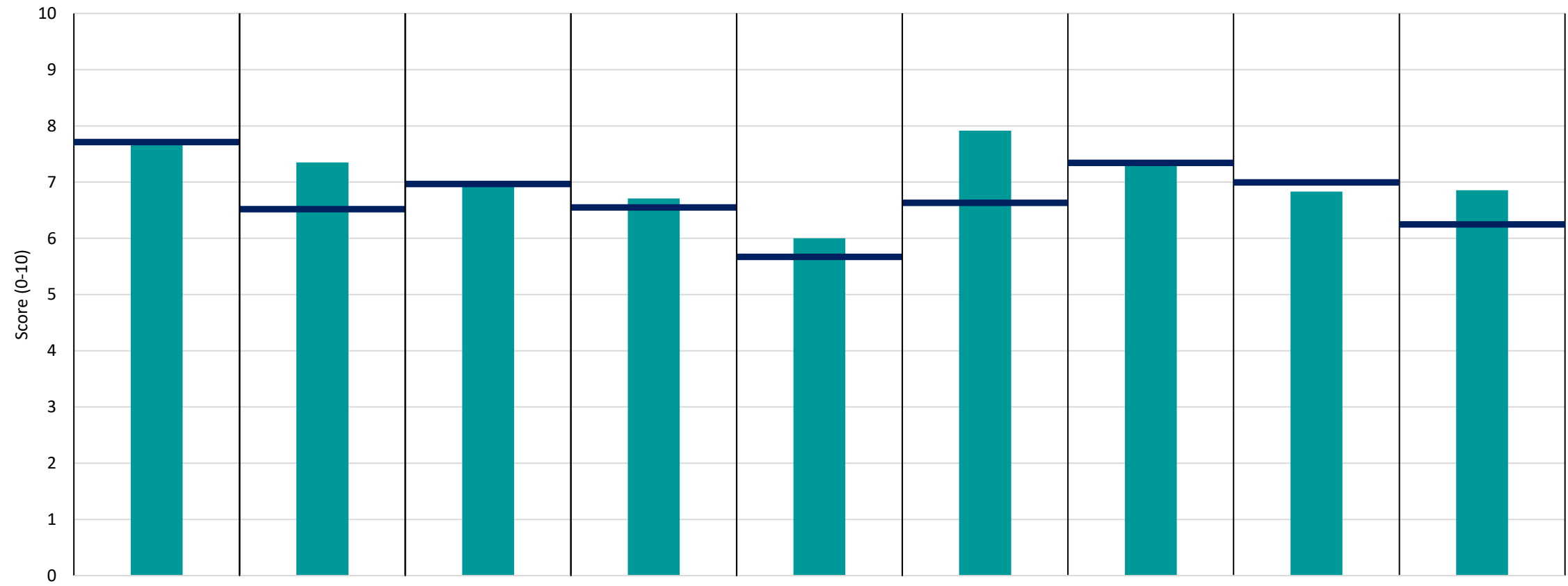
We are a team



Staff Engagement



Morale



Breakdown	7.75	7.35	6.92	6.71	6.00	7.92	7.38	6.83	6.86
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	10	10	10	10	10	10	10	10	10



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



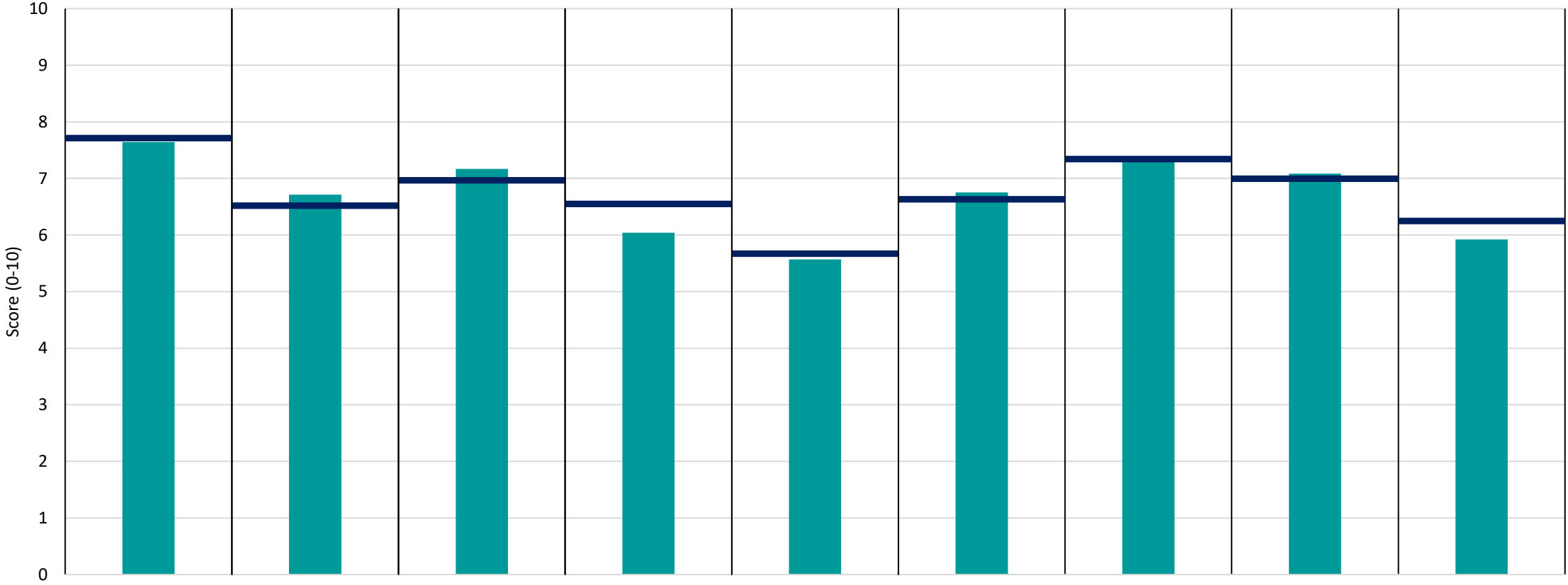
We are a team



Staff Engagement



Morale



Breakdown	7.64	6.71	7.17	6.04	5.57	6.75	7.35	7.09	5.92
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	85	85	84	85	85	84	85	85	85



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



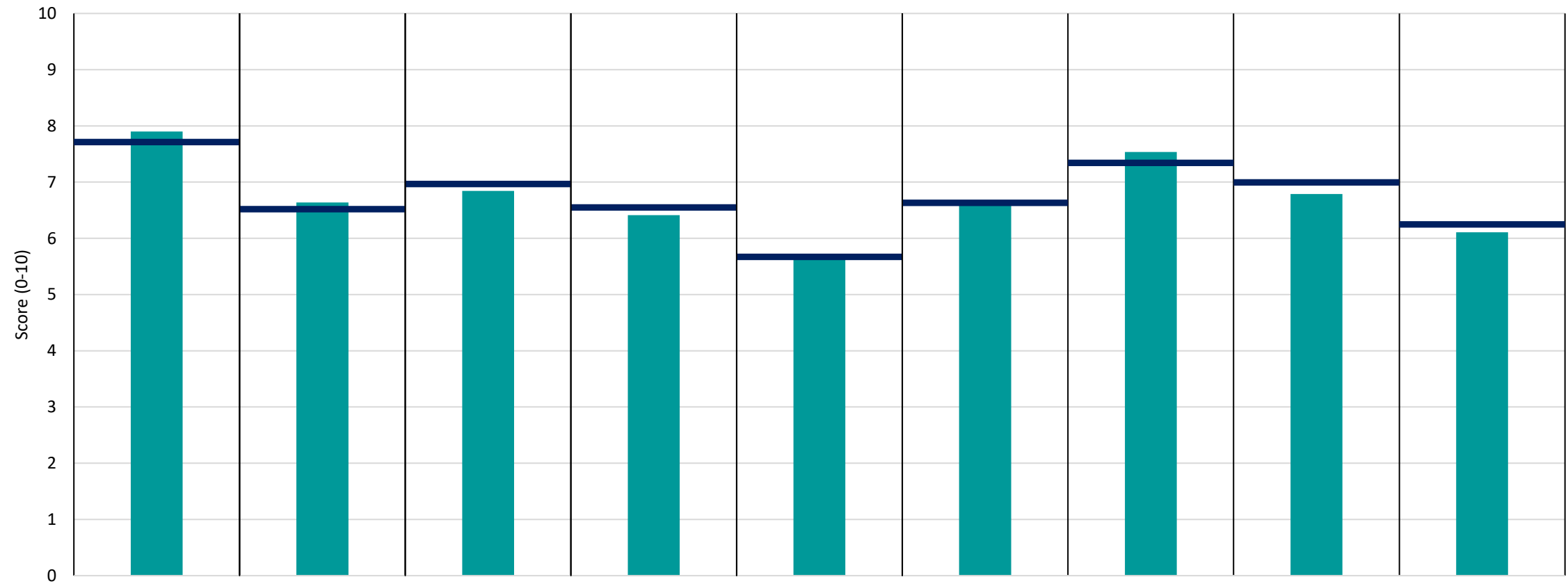
We are a team



Staff Engagement



Morale



Breakdown	7.90	6.64	6.84	6.41	5.72	6.67	7.53	6.79	6.11
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	477	477	476	477	449	472	473	477	477



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



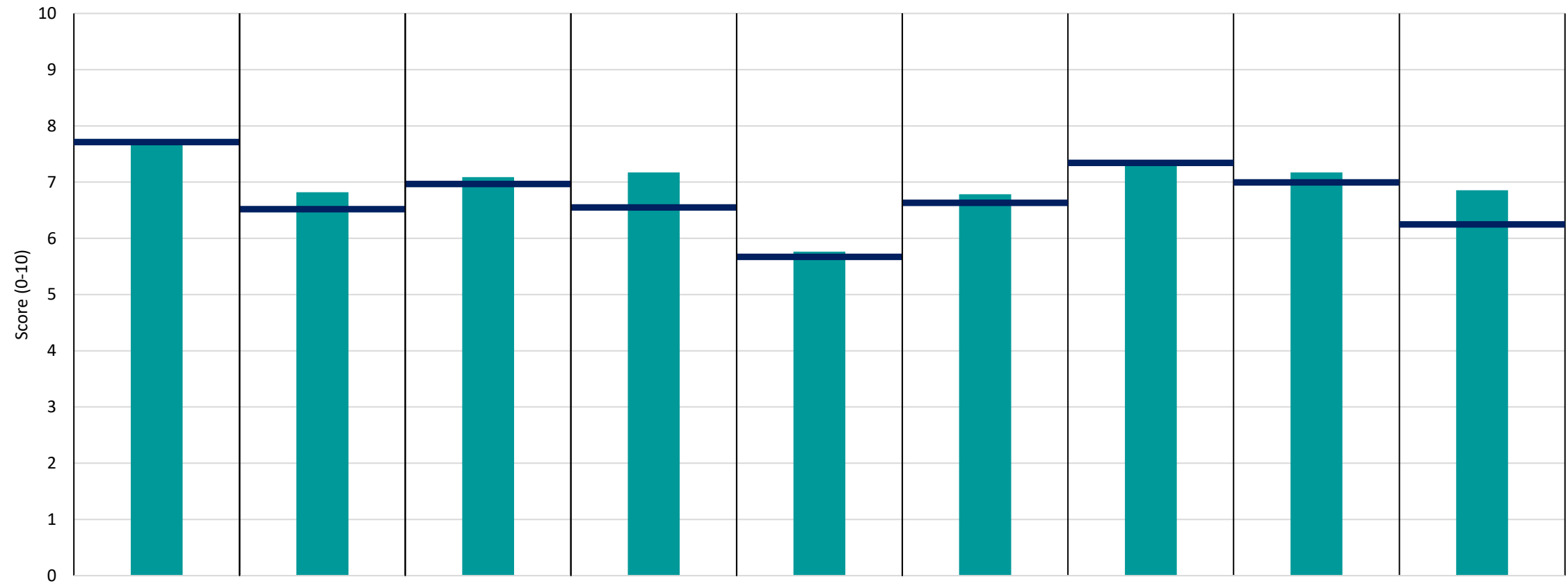
We are a team



Staff Engagement



Morale



Breakdown	7.71	6.82	7.09	7.17	5.76	6.78	7.29	7.17	6.85
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	188	187	181	172	138	176	188	185	188



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



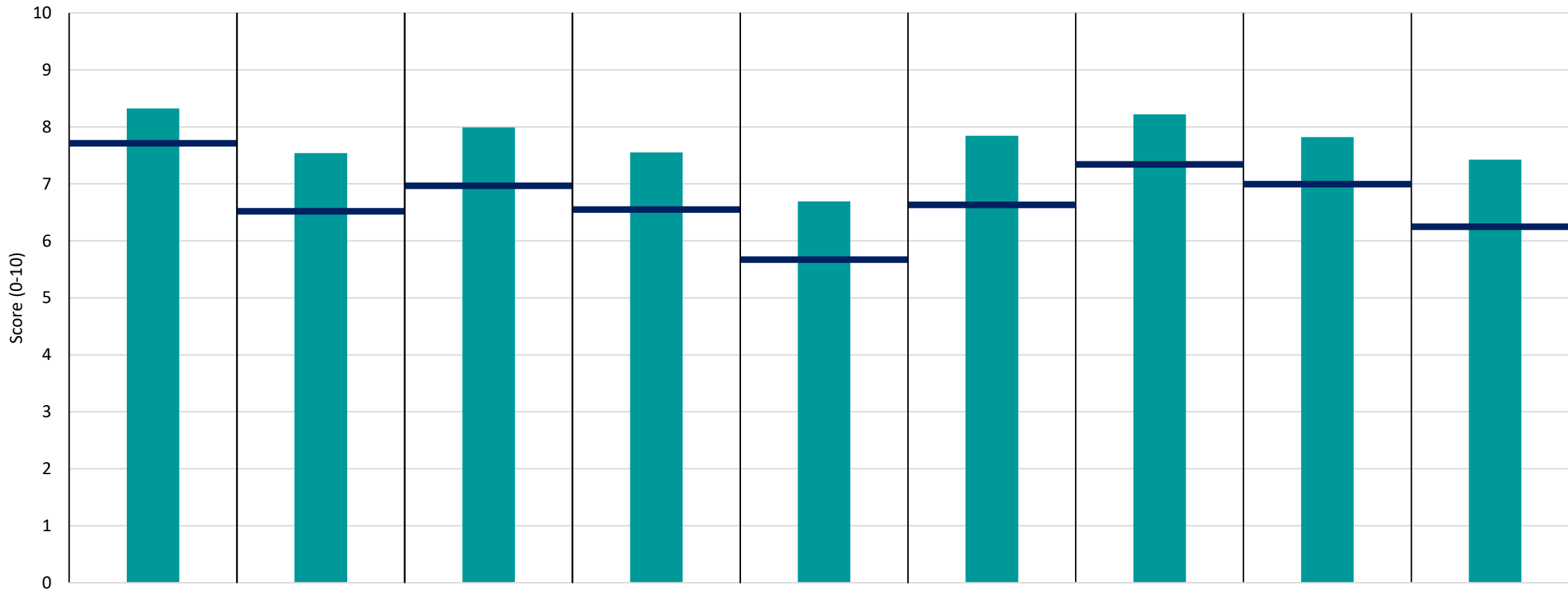
We are a team



Staff Engagement



Morale



Breakdown	8.32	7.54	7.99	7.55	6.69	7.85	8.22	7.82	7.43
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	105	105	104	104	106	105	105	105	105



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



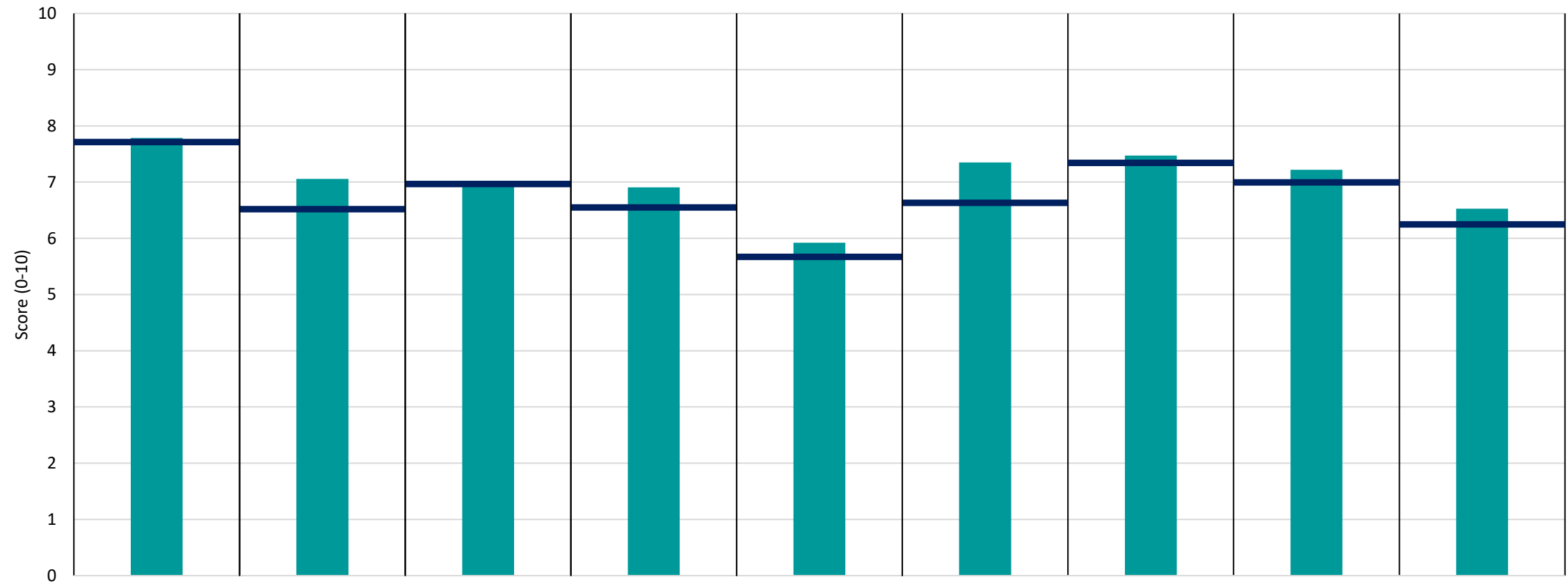
We are a team



Staff Engagement



Morale



Breakdown	7.79	7.06	7.02	6.91	5.92	7.35	7.47	7.22	6.53
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	61	61	60	59	59	60	60	61	60



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



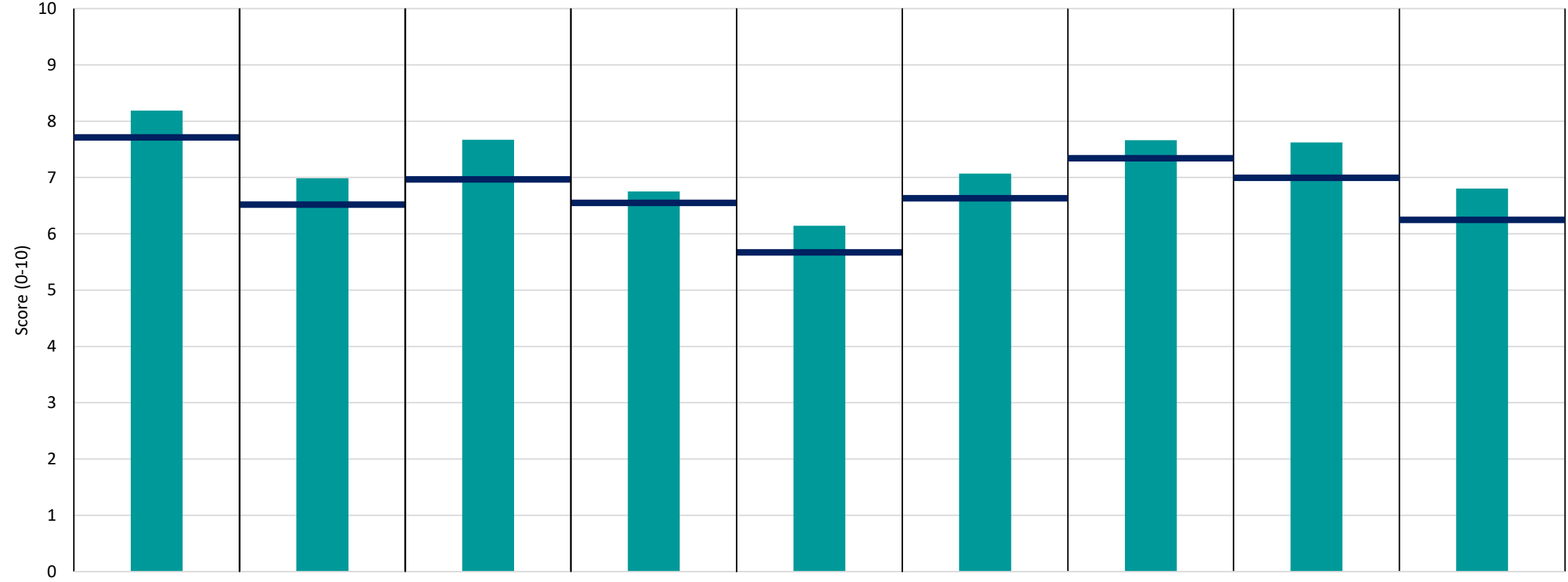
We are a team



Staff Engagement



Morale



Breakdown	8.19	6.98	7.67	6.75	6.14	7.07	7.66	7.62	6.80
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	32	32	32	32	32	31	32	32	32



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



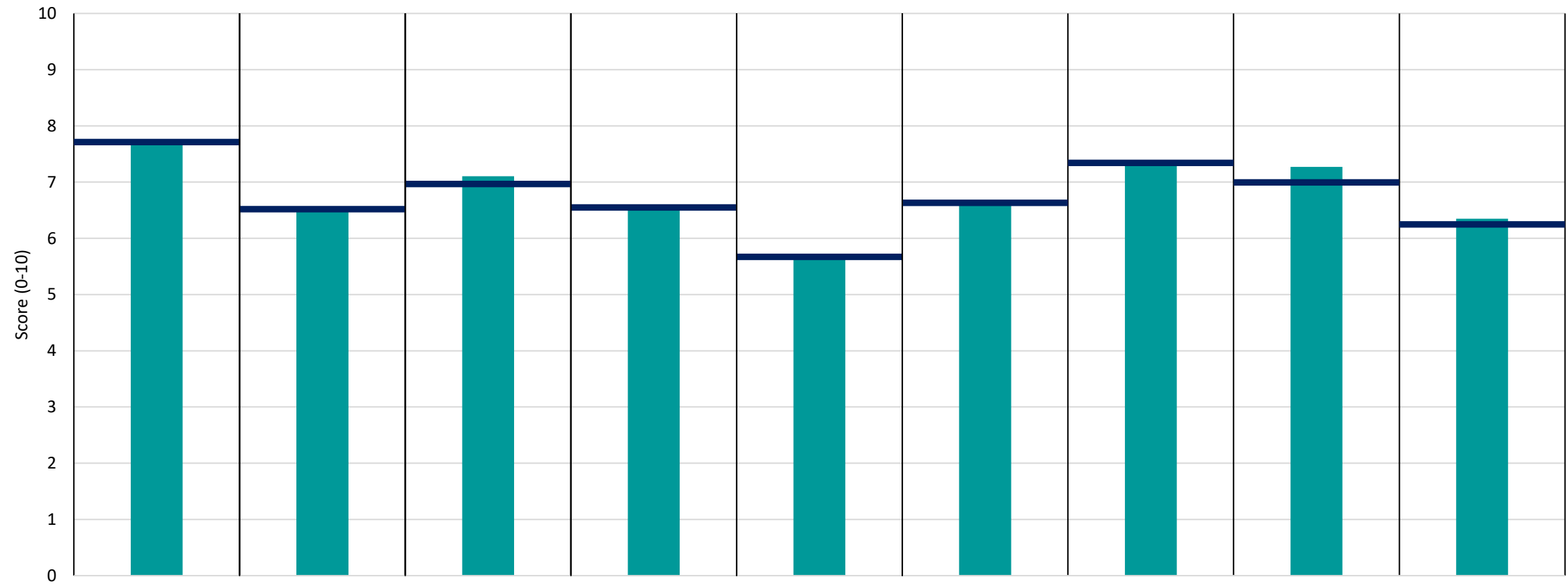
We are a team



Staff Engagement



Morale



Breakdown	7.69	6.49	7.10	6.60	5.63	6.67	7.35	7.27	6.35
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	233	232	231	231	212	228	232	233	233



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



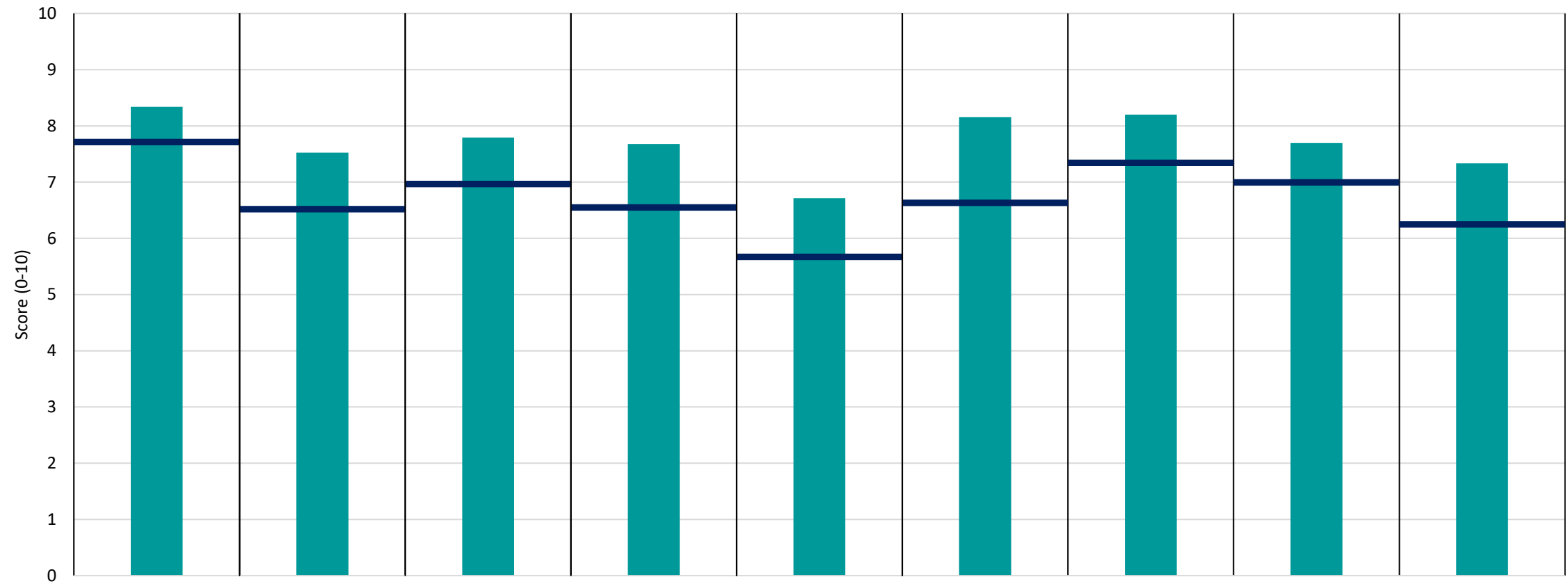
We are a team



Staff Engagement



Morale



Breakdown	8.34	7.52	7.79	7.68	6.71	8.16	8.20	7.69	7.33
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	228	228	227	228	217	226	228	228	228



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



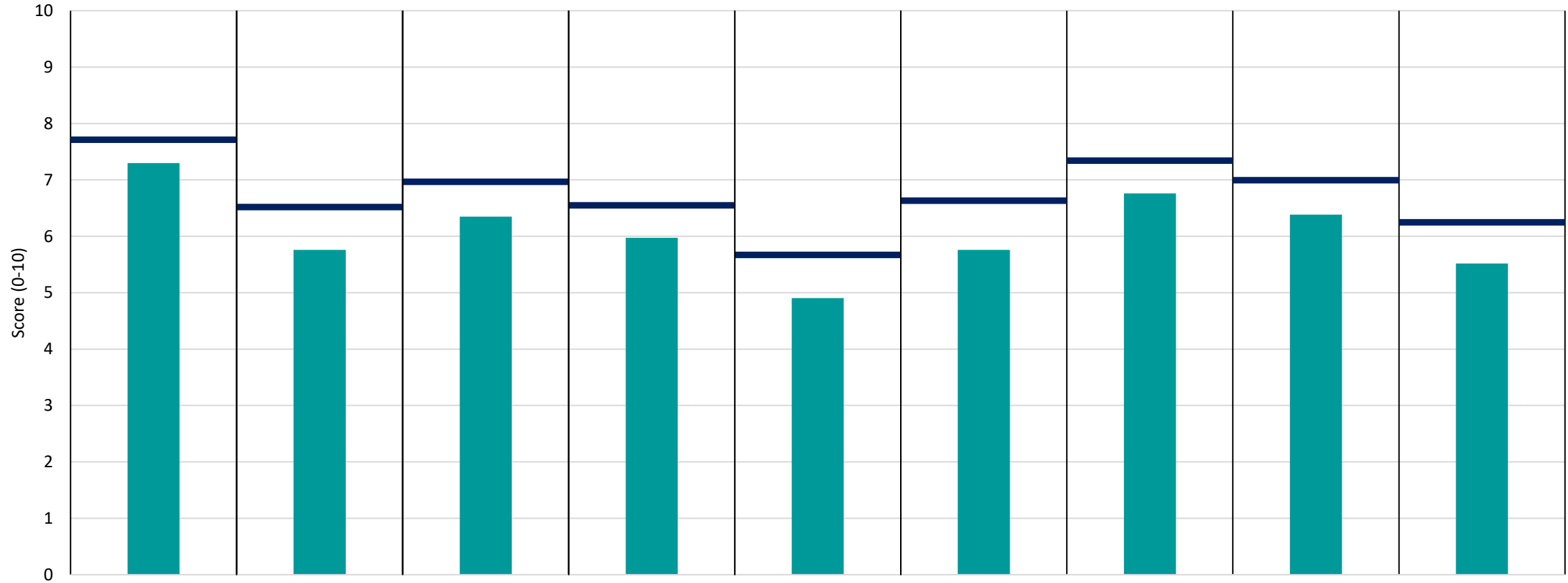
We are a team



Staff Engagement



Morale



Breakdown	7.30	5.76	6.35	5.97	4.91	5.76	6.76	6.39	5.52
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	410	410	409	409	377	407	411	411	411



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



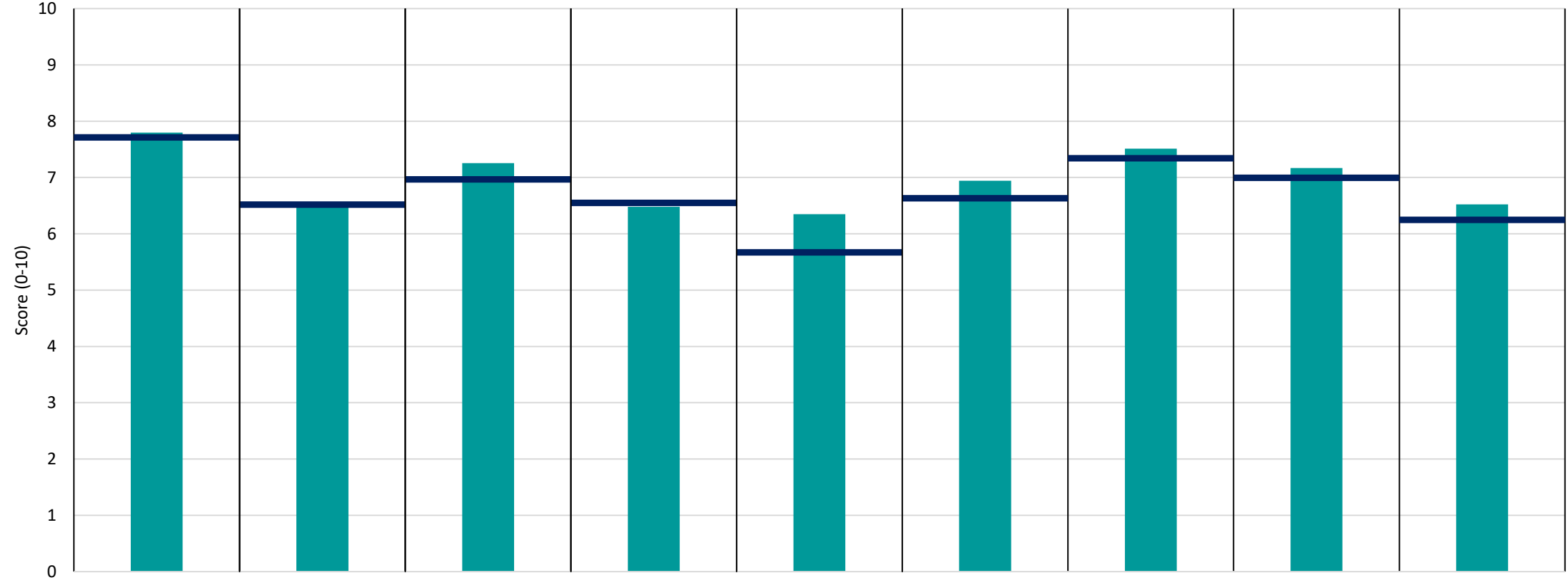
We are a team



Staff Engagement



Morale



Breakdown	7.80	6.56	7.26	6.48	6.35	6.94	7.51	7.17	6.52
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	99	100	99	99	87	98	99	100	100



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



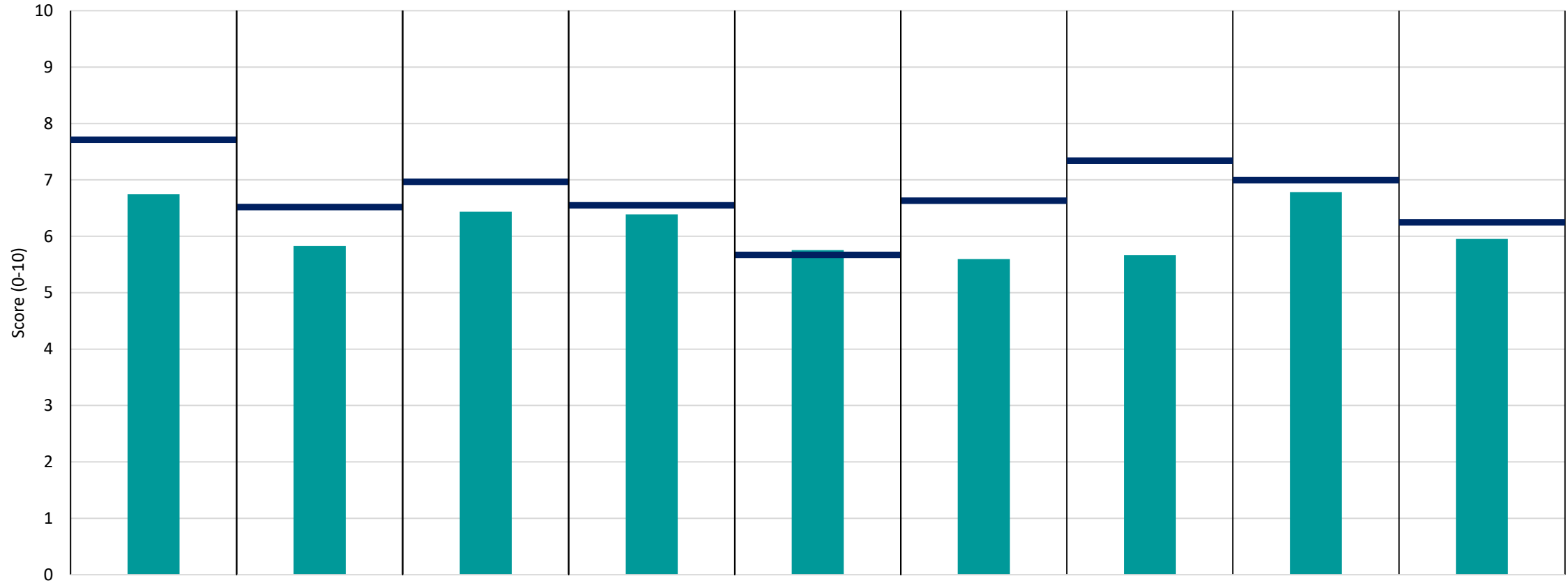
We are a team



Staff Engagement



Morale



Breakdown	6.75	5.83	6.43	6.39	5.75	5.60	5.66	6.79	5.95
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	48	48	48	47	48	48	48	48	48



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



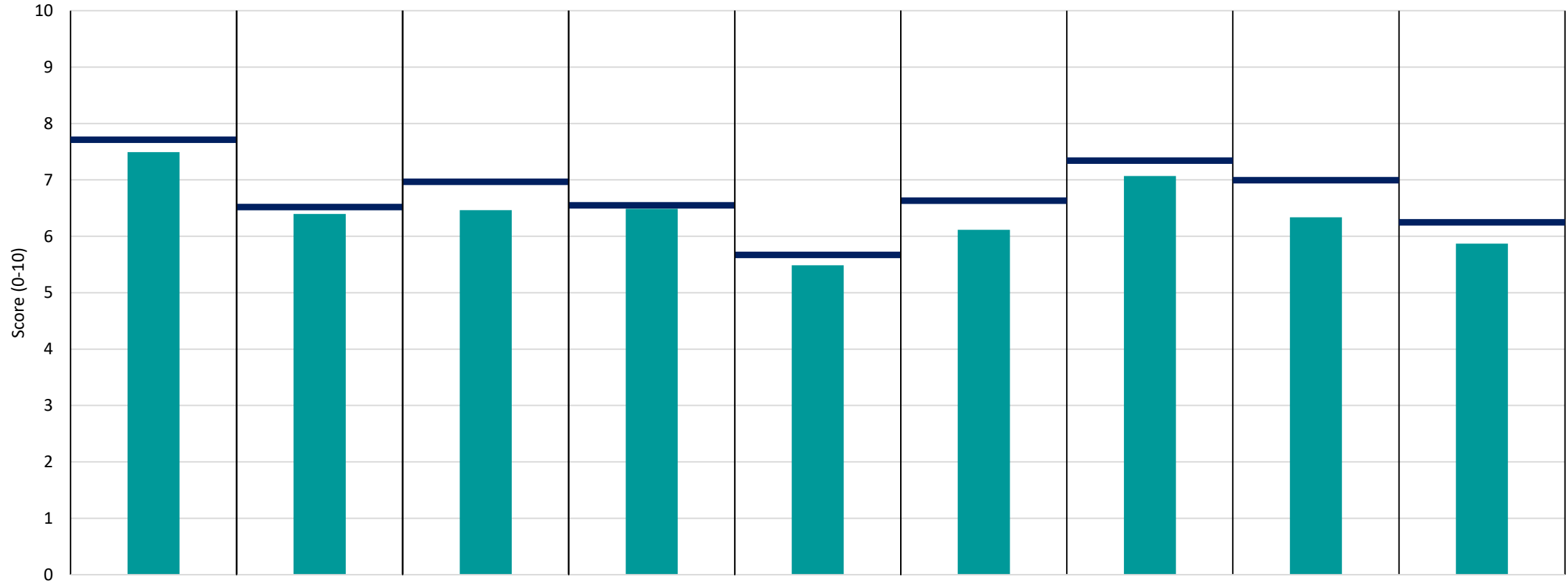
We are a team



Staff Engagement



Morale



Breakdown	7.49	6.40	6.46	6.49	5.49	6.12	7.07	6.34	5.87
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	110	110	109	110	103	110	110	111	110



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



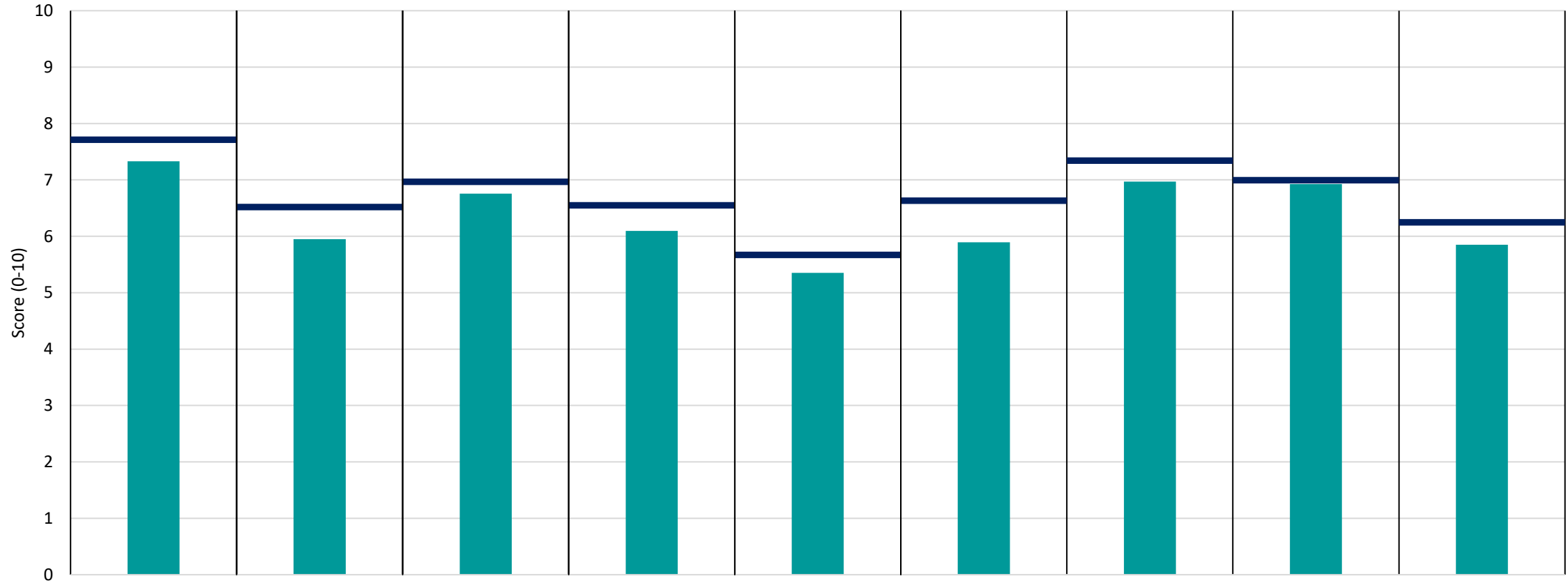
We are a team



Staff Engagement



Morale



Breakdown	7.33	5.95	6.76	6.10	5.35	5.90	6.97	6.93	5.85
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	131	131	129	129	102	130	131	130	131



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



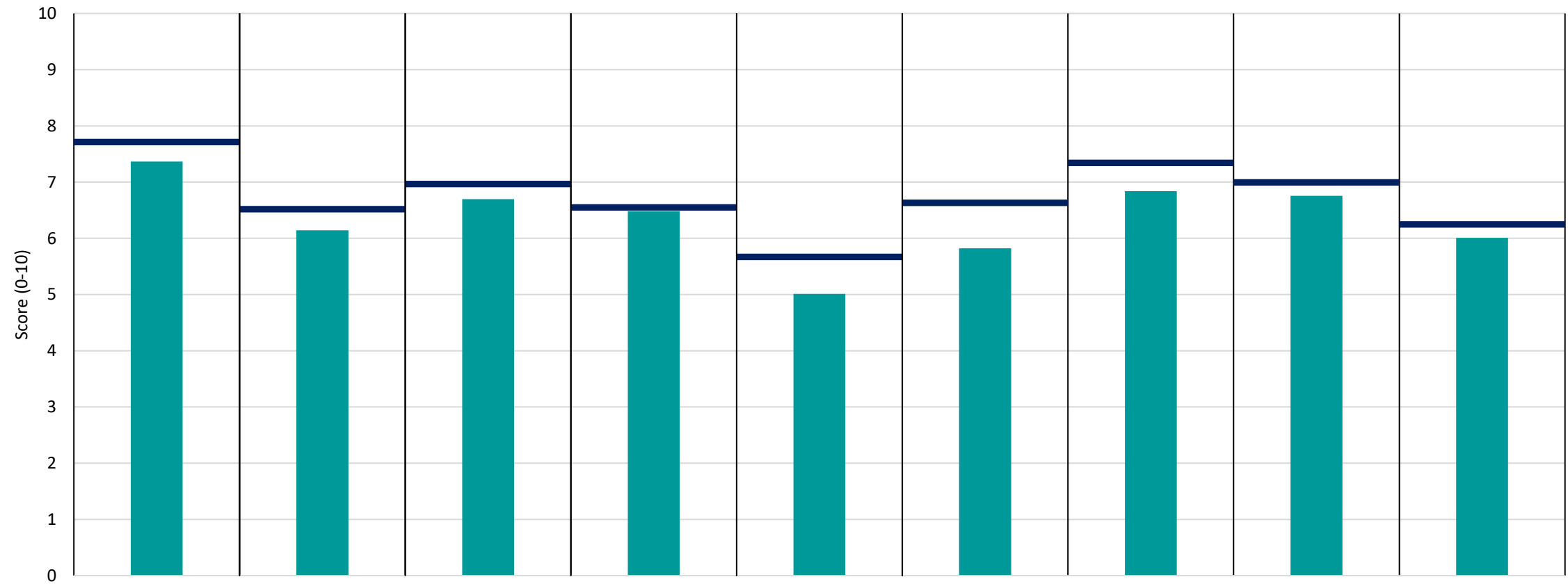
We are a team



Staff Engagement



Morale



Breakdown	7.37	6.14	6.70	6.48	5.01	5.82	6.84	6.76	6.01
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	244	243	242	241	225	242	243	243	243



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



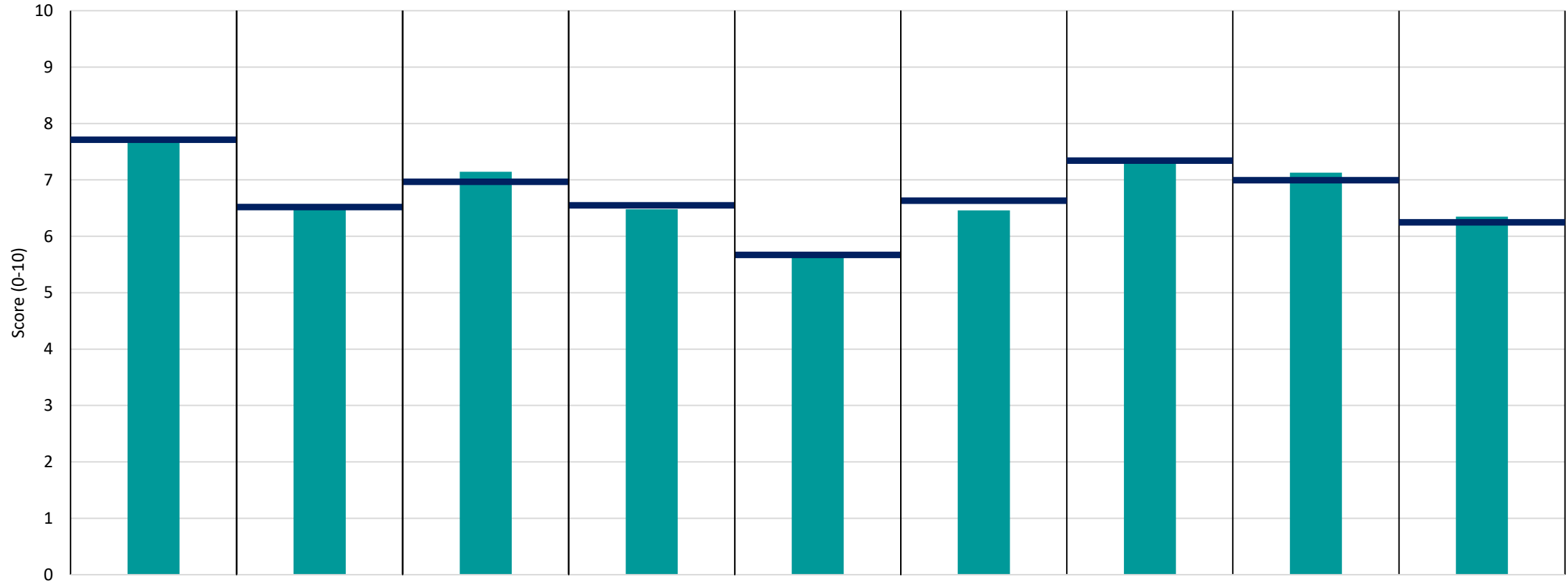
We are a team



Staff Engagement



Morale



Breakdown	7.70	6.50	7.15	6.48	5.64	6.46	7.39	7.13	6.35
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	219	219	216	219	198	215	219	219	219



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



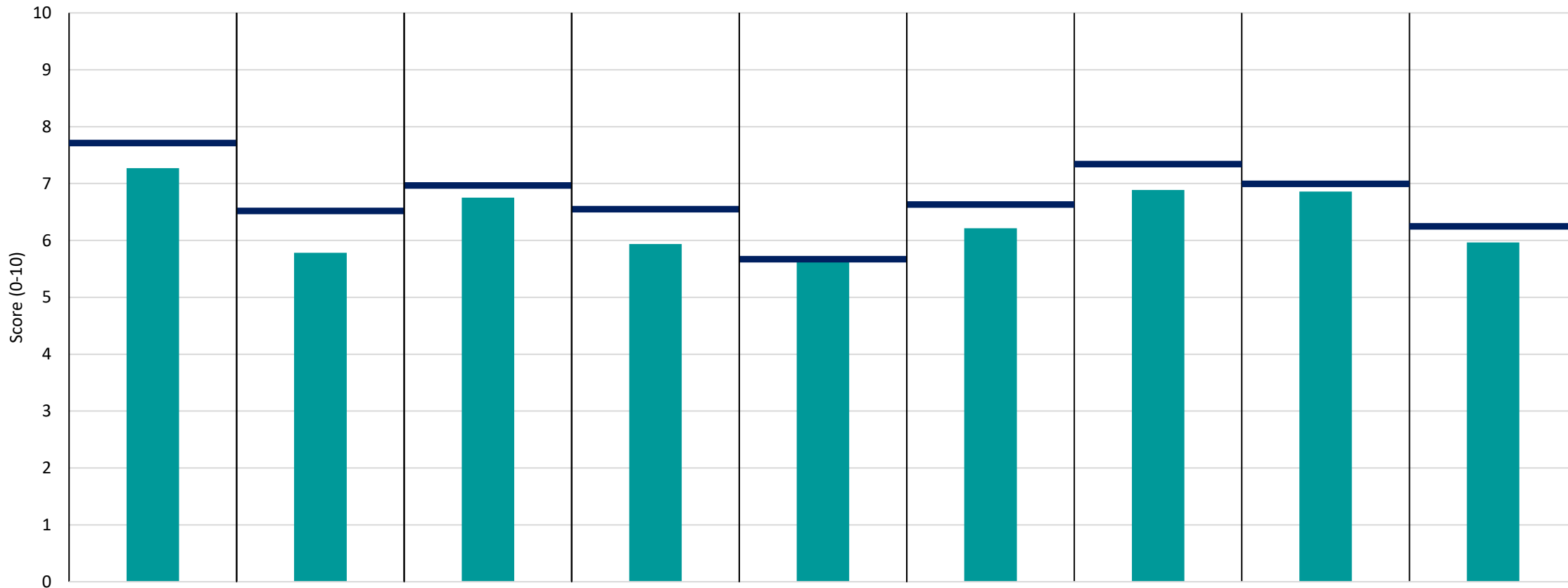
We are a team



Staff Engagement



Morale



Breakdown	7.27	5.78	6.75	5.94	5.66	6.21	6.89	6.86	5.97
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	174	175	174	173	146	174	173	176	176



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



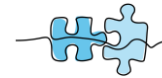
We are safe and
healthy



We are always
learning



We work flexibly



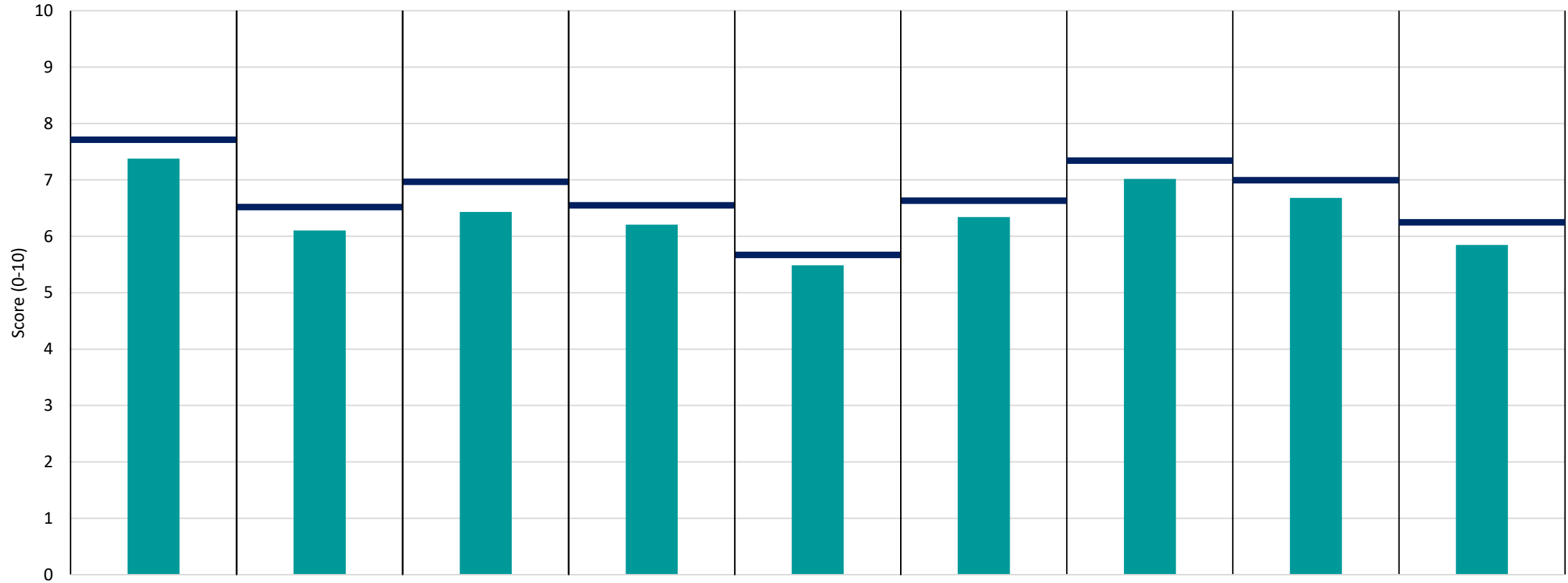
We are a team



Staff Engagement



Morale



Breakdown	7.38	6.10	6.43	6.20	5.49	6.34	7.02	6.68	5.85
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	153	153	152	153	129	153	153	153	153



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



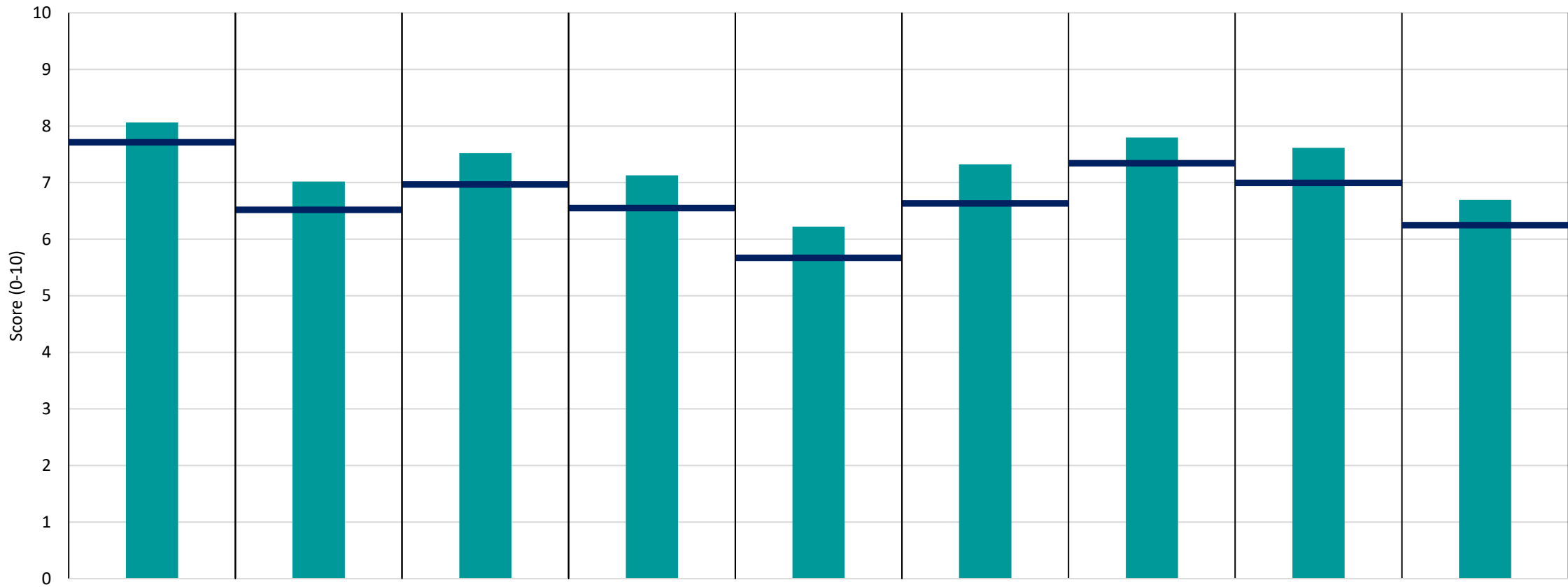
We are a team



Staff Engagement



Morale



Breakdown	8.06	7.02	7.52	7.13	6.22	7.32	7.80	7.62	6.69
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	107	108	106	106	101	107	107	108	108



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



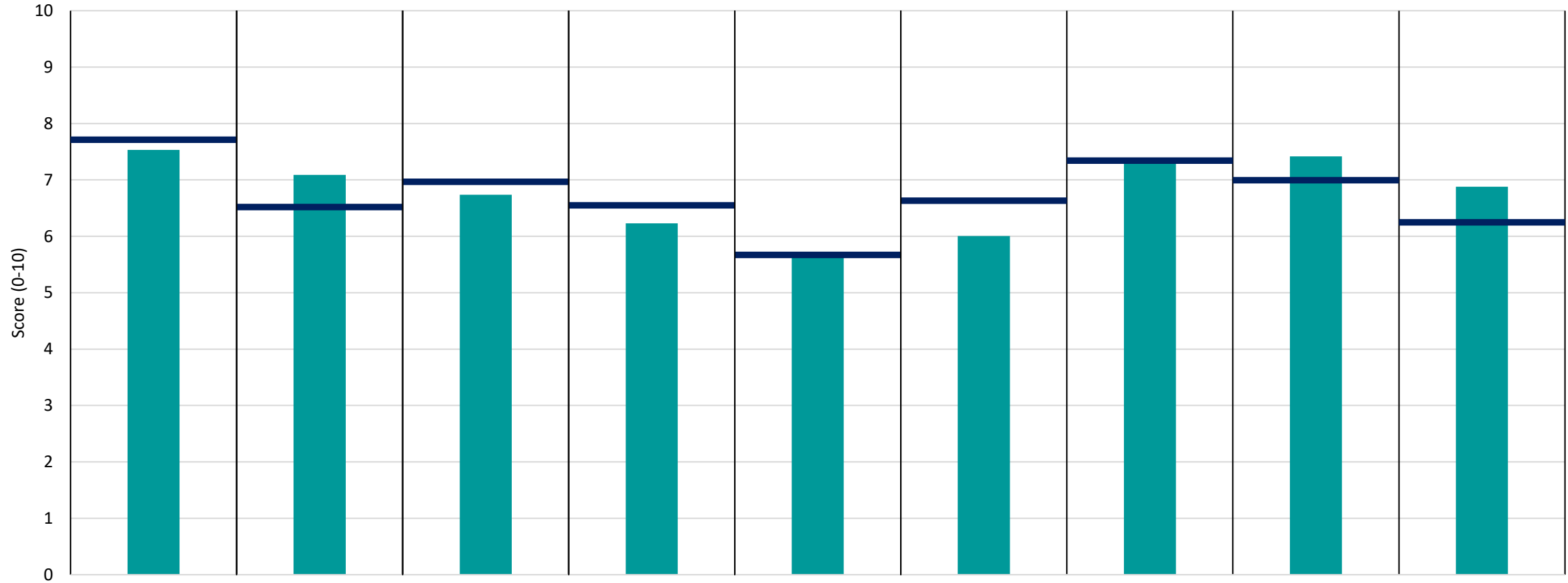
We are a team



Staff Engagement



Morale



Breakdown	7.53	7.09	6.74	6.23	5.67	6.00	7.38	7.42	6.88
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	17	17	16	17	15	17	17	17	17



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



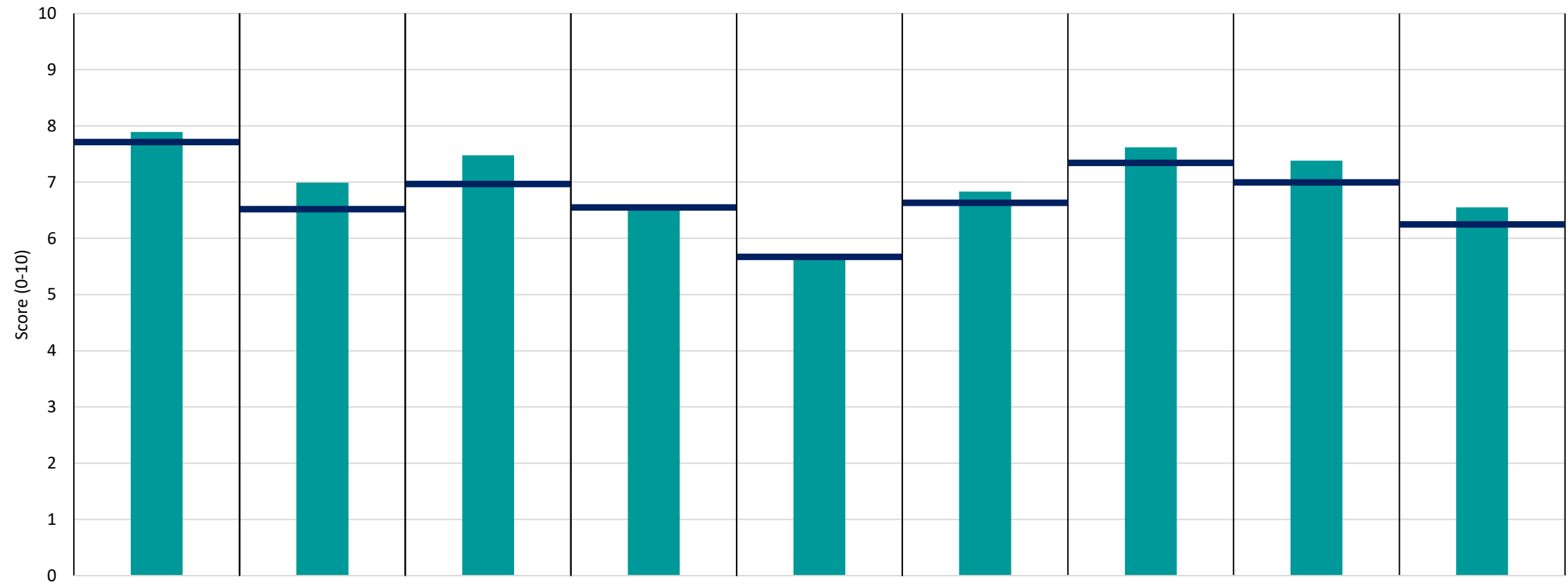
We are a team



Staff Engagement



Morale



Breakdown	7.89	6.99	7.48	6.55	5.65	6.83	7.62	7.38	6.55
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	25	25	25	25	23	25	25	25	25



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



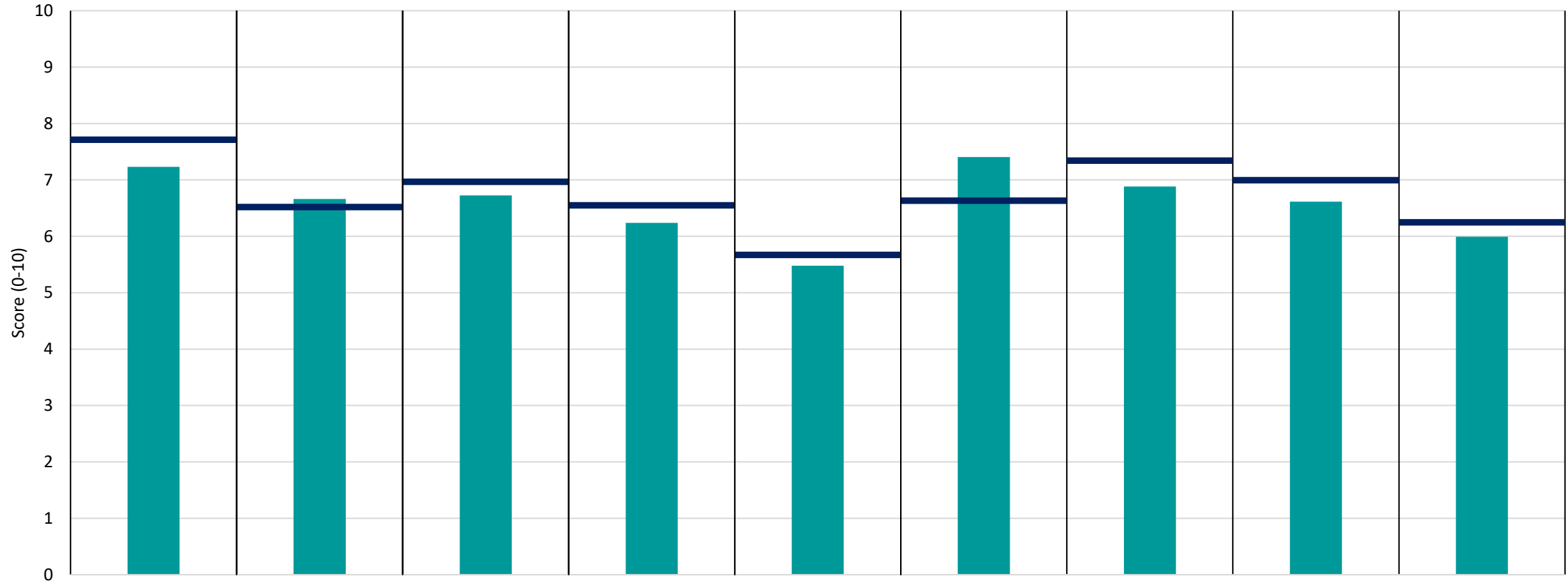
We are a team



Staff Engagement



Morale



Breakdown	7.23	6.66	6.72	6.24	5.48	7.41	6.88	6.61	5.99
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	31	31	31	31	30	31	31	31	31



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



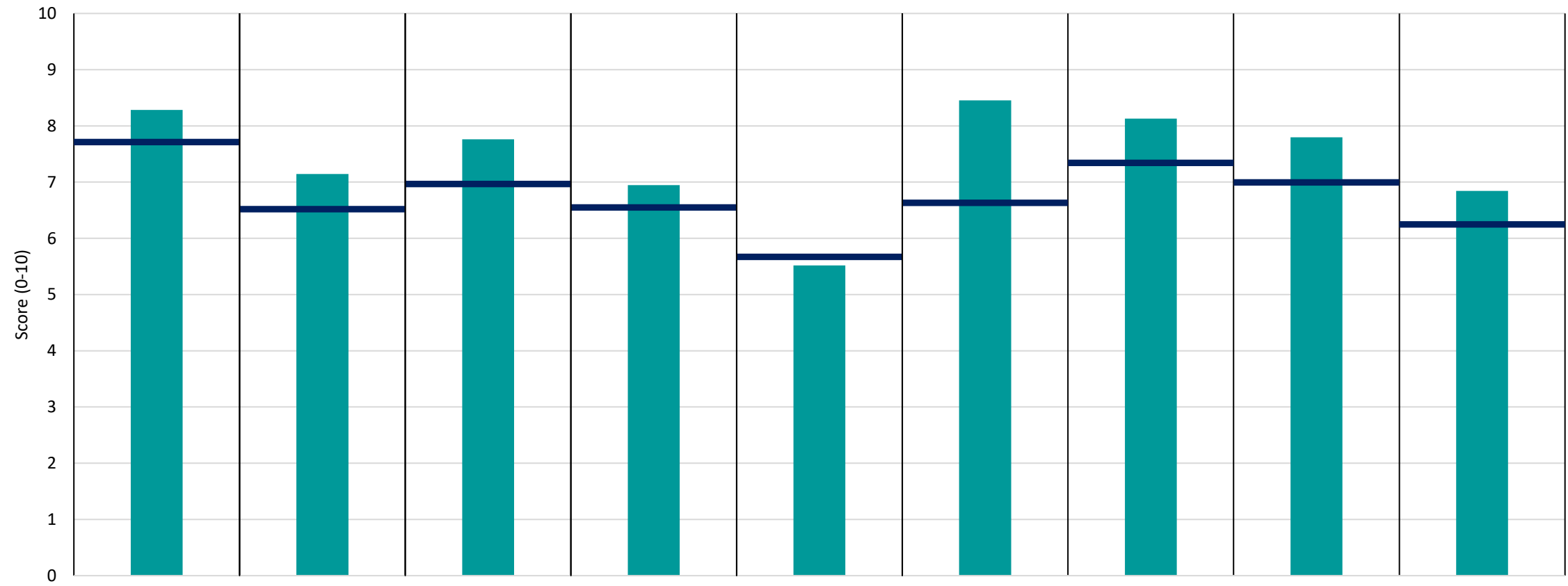
We are a team



Staff Engagement



Morale



Breakdown	8.28	7.14	7.76	6.95	5.52	8.45	8.13	7.80	6.84
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	14	14	14	14	13	14	14	14	14



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



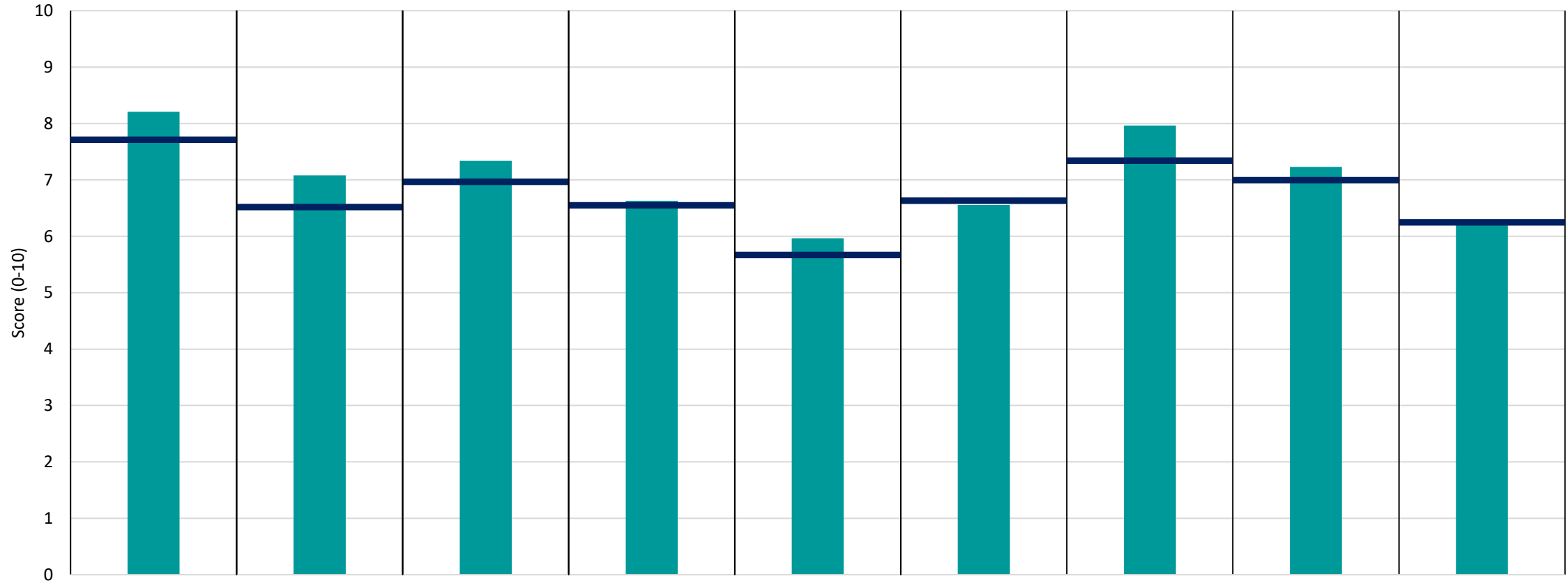
We are a team



Staff Engagement



Morale



Breakdown	8.21	7.08	7.34	6.63	5.97	6.55	7.97	7.23	6.29
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	114	114	113	112	110	113	114	113	114



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



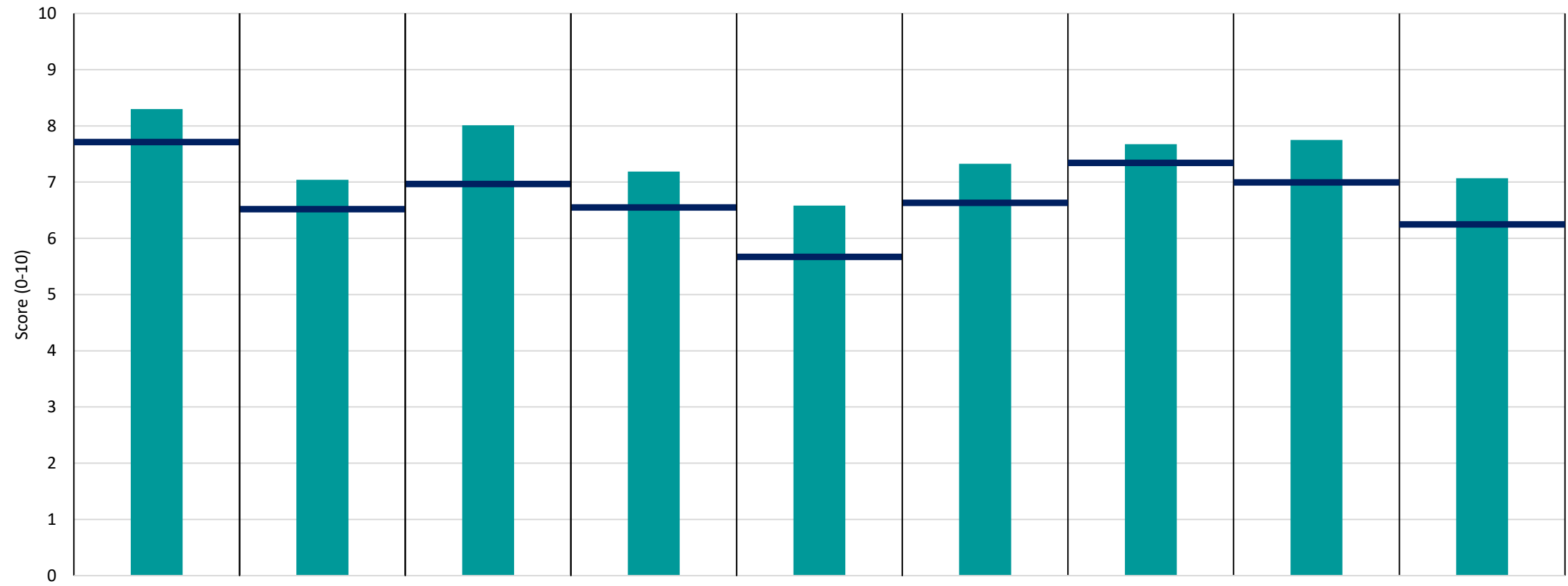
We are a team



Staff Engagement



Morale



Breakdown	8.30	7.04	8.01	7.19	6.58	7.33	7.67	7.75	7.07
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	55	56	54	54	53	56	56	56	56



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



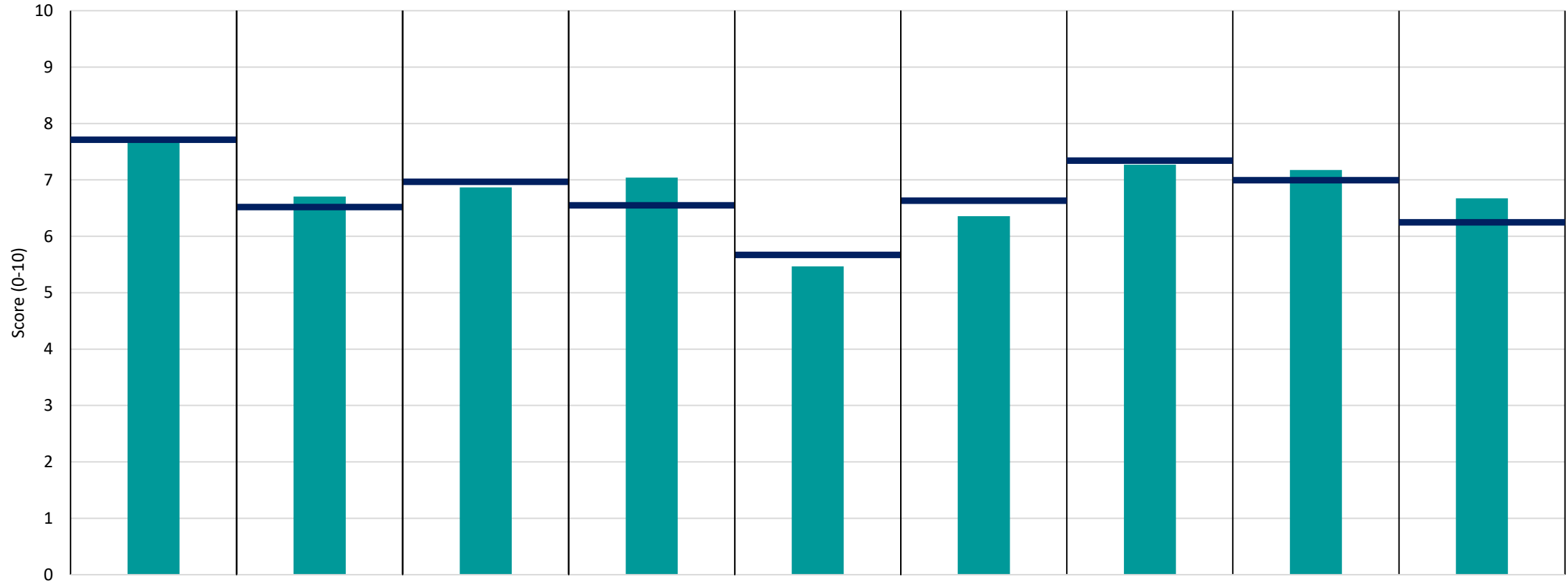
We are a team



Staff Engagement



Morale



Breakdown	7.67	6.71	6.87	7.04	5.47	6.36	7.27	7.18	6.67
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	92	92	91	91	86	91	92	91	92



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



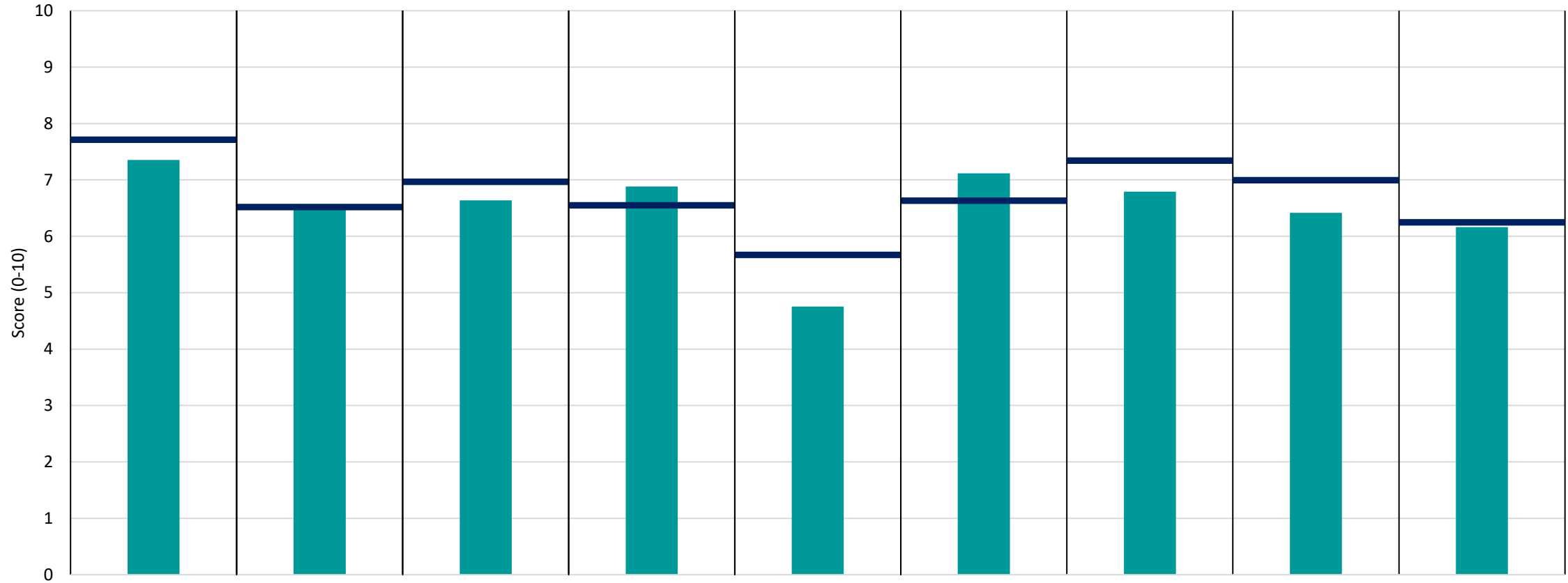
We are a team



Staff Engagement



Morale



Breakdown	7.36	6.51	6.64	6.88	4.76	7.12	6.79	6.41	6.16
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	38	38	36	38	33	38	38	38	38



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



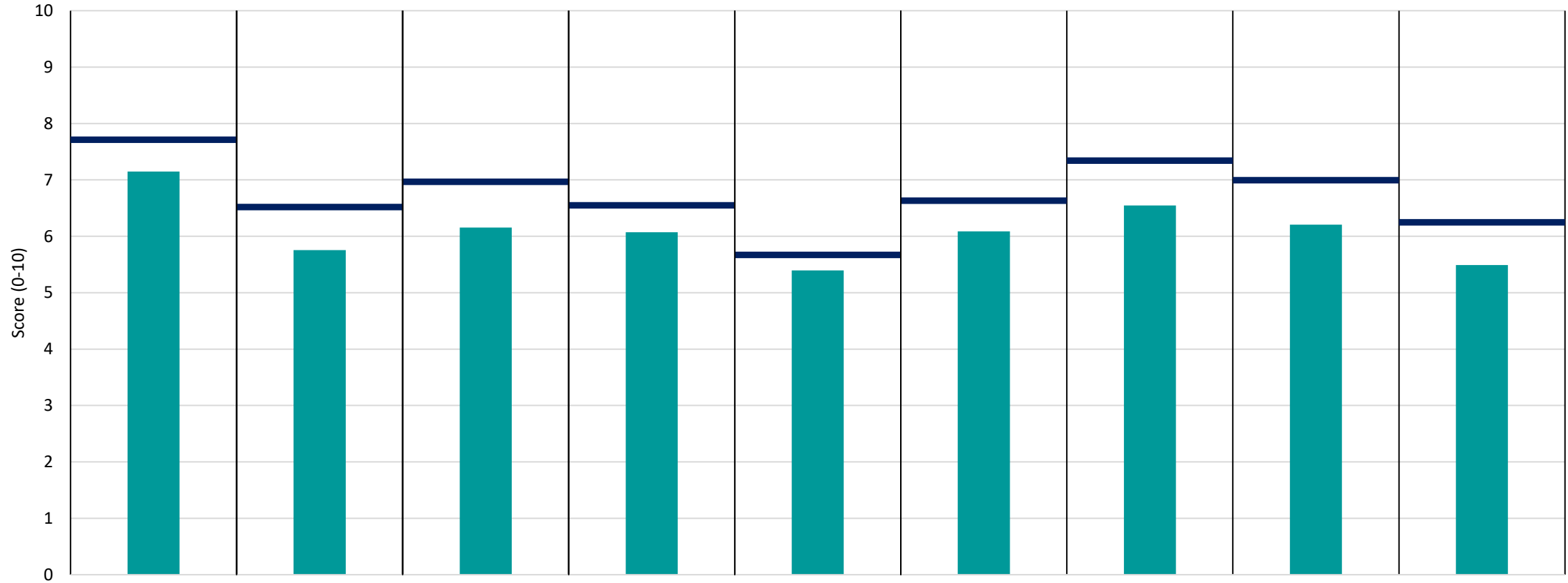
We are a team



Staff Engagement



Morale



Breakdown	7.15	5.75	6.15	6.07	5.40	6.09	6.55	6.21	5.49
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	124	124	124	122	115	122	124	124	124



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



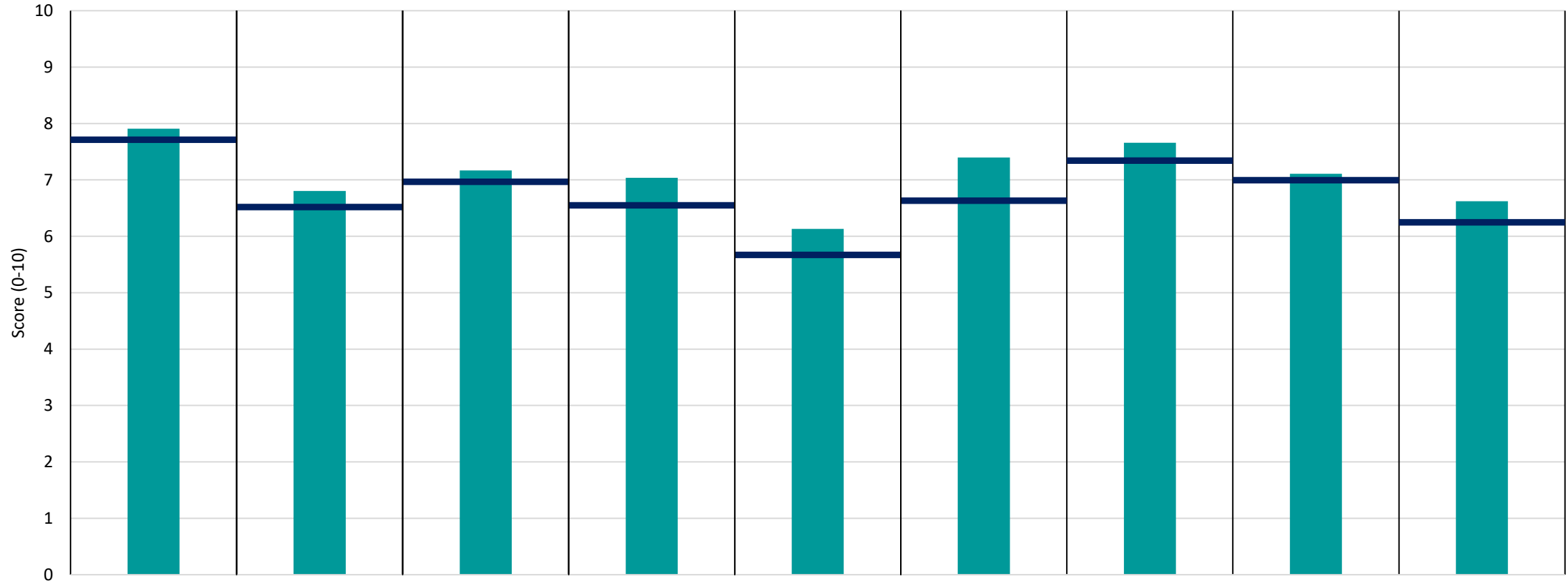
We are a team



Staff Engagement



Morale



Breakdown	7.91	6.80	7.17	7.04	6.13	7.40	7.66	7.11	6.62
Your org	7.71	6.52	6.97	6.55	5.67	6.63	7.34	6.99	6.25
Responses	171	171	170	170	163	169	171	170	170