

83%

2013: 73%

ENGAGEMENT INDEX

74%

2013: 65%

WORKPLACE CULTURE INDEX

117

2013: 110

ACTUAL RESPONSES

99%

2013: 91%
1% Confidence Interval

ESTIMATED RESPONSE RATE

Employee Engagement Index

Say

% Positive *Variance from 2013*

44.	Overall I am proud to be a part of this workplace	88	+9
45.	I would recommend my workplace as a good place to work	85	+12

Stay

47.	I have a strong sense of belonging to my workplace	74	+18
48.	Overall I am satisfied to be working here at the present time	86	+12

Strive

3.	Working here makes me want to do the best job I can	82	+5
46.	I feel motivated to contribute more than what is normally required at work	82	+7

Key Questions to focus on

Questions which have been identified by statistical analysis as the most important for your team

	<i>% Positive</i>	<i>Variance from 2013</i>
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	51 +9
18b.	The senior managers at my workplace have a clear direction for the future	68 0
26.	Where I work, we share the lessons learnt when mistakes are made	59 +8
19.	There is a positive relationship between senior management and staff in my workplace	74 +3
33.	There are mechanisms in place to support me if I experience stress or pressure	62 +15
40.	In my workplace patient safety is at the centre of all decision making	63 +9

In this report

HEADLINES

A top line summary of key insights

COMPARISONS

Score summary against selected comparators

ALL QUESTIONS

Detailed results for the entire question set

DEMOGRAPHICS

Score comparisons of demographics

GUIDE

A guide on how to interpret the results

ACTION

Initiatives for maintaining and improving engagement

Highlights and lowlights

This section shows the three highest scoring sections and five highest scoring questions (Highlights). It also shows the three lowest scoring sections and the five lowest scoring questions (Lowlights).

Highlights

Sections	% Positive
Your Team	84
Your Line Manager	81
Being Valued	80

Questions	% Positive
8. In my team we generally acknowledge one another's efforts and achievements	91
7. The people I work with are willing to help each other even if this means doing something outside their usual job	90
15d. My line manager treats me with respect	90
27a. I am aware of the strategic objectives and direction of the organisation I work for	90
41. My team's objectives/ work plans are clearly outlined	88

Lowlights

Sections	% Positive
Work Environment	67
Senior Managers	69
Communication	75

Questions	% Positive
31. I have confidence in the processes that my workplace uses to resolve staff conflict	51
18a. The senior managers at my workplace are aware of the issues I face in my job	54
26. Where I work, we share the lessons learnt when mistakes are made	59
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60
33. There are mechanisms in place to support me if I experience stress or pressure	62

Most Improved and Least Improved since 2013

This section shows the three most improved sections and five most improved questions since 2013. It also shows the three sections and five questions that have least improved since 2013.

Most improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	80	+19
Work Environment	67	+14
Your Job	79	+14

Questions	% Positive	Variance from 2013
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	+30
4. The right amount of approvals are required for routine decisions	67	+26
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	+25
11. Morale is good in my team	81	+21
5. I have sufficient control over my work so I can do my job well	81	+20

Least improved

Sections	% Positive	Variance from 2013
Senior Managers	69	+5
Communication	75	+6
Being Valued	80	+6

Questions	% Positive	Variance from 2013
15a. My line manager recognises and acknowledges when I have done my job well	80	-1
18b. The senior managers at my workplace have a clear direction for the future	68	0
18a. The senior managers at my workplace are aware of the issues I face in my job	54	+2
19. There is a positive relationship between senior management and staff in my workplace	74	+3
8. In my team we generally acknowledge one another's efforts and achievements	91	+3

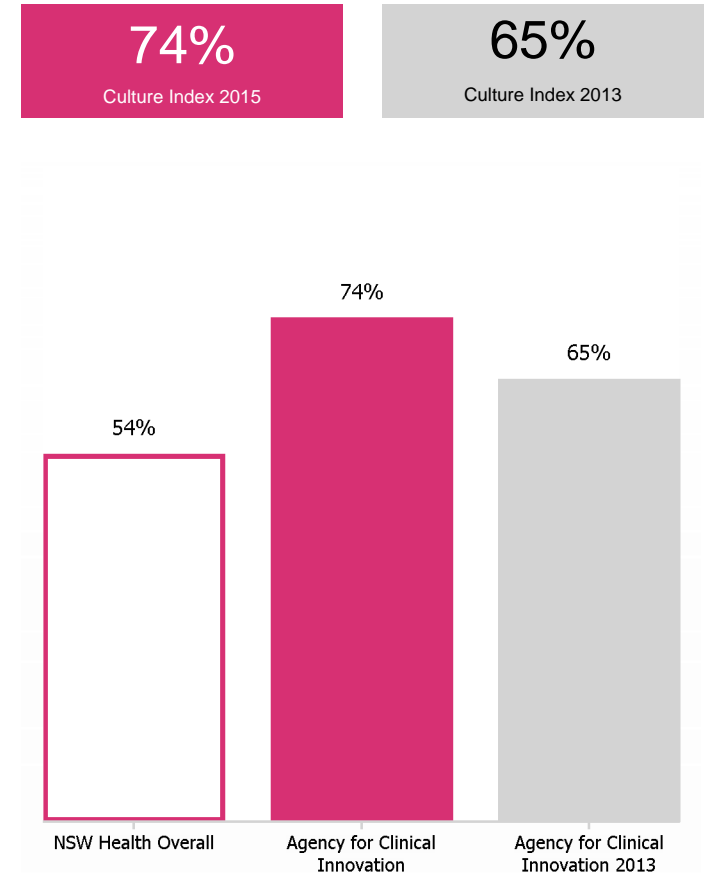
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

Employee Workplace Culture Index

The Workplace Culture Index is a measure statistically constructed based on the NSW Health Workplace Culture Framework.

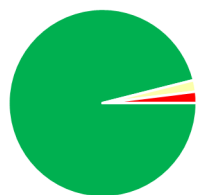
The following fifteen questions have been identified as being most aligned to Workplace Culture. The Workplace Culture is an average of the following scores:

	KEY	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team		81	11	8	+21
12. I believe I am valued for what I can offer at my workplace		81	9	9	+10
13. In my workplace, we recognise our successes and innovations		79	9	11	+4
14. Staff are treated respectfully regardless of their job		80	11	9	+5
17. Overall, I have confidence in the decisions made by my line manager		83	12	5	+11
18b. The senior managers at my workplace have a clear direction for the future		68	19	13	0
18c. The senior managers at my workplace lead by example in creating a positive workplace		73	16	11	+5
20. Overall, I have confidence in the decisions made by my senior managers		73	17	10	+10
24. I have a say in decisions which affect my work		70	17	13	+8
25. I think it is safe to speak up and challenge the way things are done		74	10	16	+6
26. Where I work, we share the lessons learnt when mistakes are made		59	22	18	+8
31. I have confidence in the processes that my workplace uses to resolve staff conflict		51	29	20	+9
41. My team's objectives/ work plans are clearly outlined		88	6	6	+7
42. Our objectives/work plans help us to deliver a quality service		84	9	7	+13
51. Overall, I believe the culture at my workplace has improved in the last 12 months		60	33	7	+8



Trend Comparison

This section shows comparisons between Agency for Clinical Innovation and the 2013 survey results for Agency for Clinical Innovation



96% ■ Proportion of questions above 2013 scores by 1 or more percentage points

2% ■ Proportion of questions in line with 2013 scores

2% ■ Proportion of questions below 2013 scores by 1 or more percentage points

NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

		<i>% Positive</i>	<i>Variance from 2013</i>
29.	I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	+30
4.	The right amount of approvals are required for routine decisions	67	+26
35.	My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	+25
11.	Morale is good in my team	81	+21
5.	I have sufficient control over my work so I can do my job well	81	+20
47.	I have a strong sense of belonging to my workplace	74	+18
30.	I am encouraged to take opportunities to learn new skills and have new experiences	86	+16
39.	My work environment allows me to deliver the best possible services (patient care or support services)	74	+16
33.	There are mechanisms in place to support me if I experience stress or pressure	62	+15
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	66	+15
16.	I receive regular and constructive feedback on my performance	73	+14
6.	At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	+14

Trend Comparison

This section shows comparisons between Agency for Clinical Innovation and the 2013 survey results for Agency for Clinical Innovation



96% ■ Proportion of questions above 2013 scores by 1 or more percentage points

2% ■ Proportion of questions in line with 2013 scores

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NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	<i>% Positive</i>	<i>Variance from 2013</i>
10. My team resolves conflict quickly when it arises	73	■ +14
42. Our objectives/work plans help us to deliver a quality service	84	■ +13
45. I would recommend my workplace as a good place to work	85	■ +12
48. Overall I am satisfied to be working here at the present time	86	■ +12
9. People in my team are honest and open	87	■ +12
28. I have received the appropriate training and development to do my job effectively	77	■ +11
17. Overall, I have confidence in the decisions made by my line manager	83	■ +11
12. I believe I am valued for what I can offer at my workplace	81	■ +10
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	■ +10
1. My job makes good use of my skills and abilities	85	■ +10
20. Overall, I have confidence in the decisions made by my senior managers	73	■ +10
44. Overall I am proud to be a part of this workplace	88	■ +9
40. In my workplace patient safety is at the centre of all decision making	63	■ +9

Trend Comparison

This section shows comparisons between Agency for Clinical Innovation and the 2013 survey results for Agency for Clinical Innovation



- 96% ■ Proportion of questions above 2013 scores by 1 or more percentage points
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NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	<i>% Positive</i>	<i>Variance from 2013</i>
31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	+9
32. I am able to achieve a healthy work/life balance most of the time	72	+8
24. I have a say in decisions which affect my work	70	+8
26. Where I work, we share the lessons learnt when mistakes are made	59	+8
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	+8
41. My team's objectives/ work plans are clearly outlined	88	+7
34. Reasonable expectations are placed on staff according to their position	74	+7
7. The people I work with are willing to help each other even if this means doing something outside their usual job	90	+7
46. I feel motivated to contribute more than what is normally required at work	82	+7
2. I feel I am able to suggest ideas to improve our ways of doing things	85	+6
25. I think it is safe to speak up and challenge the way things are done	74	+6
15b. My line manager treats all staff in my team fairly	85	+6
18c. The senior managers at my workplace lead by example in creating a positive workplace	73	+5

Trend Comparison

This section shows comparisons between Agency for Clinical Innovation and the 2013 survey results for Agency for Clinical Innovation



96% ■ Proportion of questions above 2013 scores by 1 or more percentage points

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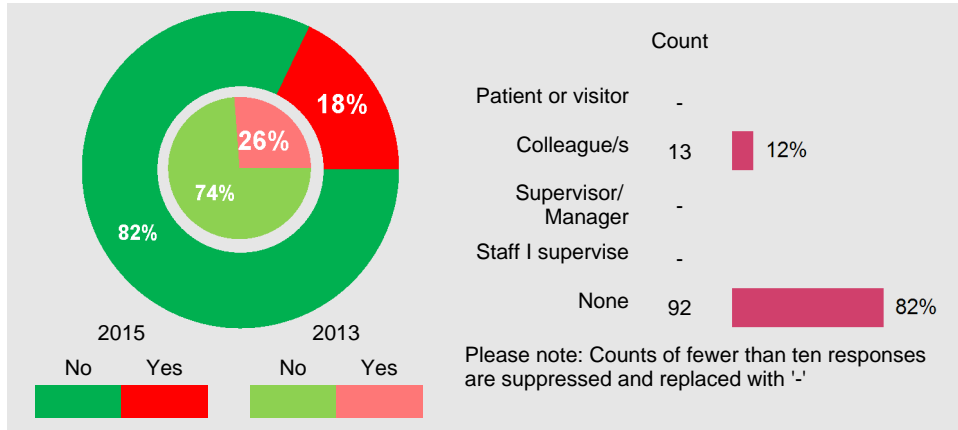
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
14. Staff are treated respectfully regardless of their job	80	+5
3. Working here makes me want to do the best job I can	82	+5
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	+5
23. I am kept well informed about what is happening in my workplace	78	+5
15d. My line manager treats me with respect	90	+4
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	+4
15c. My line manager ensures that when issues are raised in the team, they are addressed	77	+4
13. In my workplace, we recognise our successes and innovations	79	+4
8. In my team we generally acknowledge one another's efforts and achievements	91	+3
19. There is a positive relationship between senior management and staff in my workplace	74	+3
18a. The senior managers at my workplace are aware of the issues I face in my job	54	+2
18b. The senior managers at my workplace have a clear direction for the future	68	0
15a. My line manager recognises and acknowledges when I have done my job well	80	-1

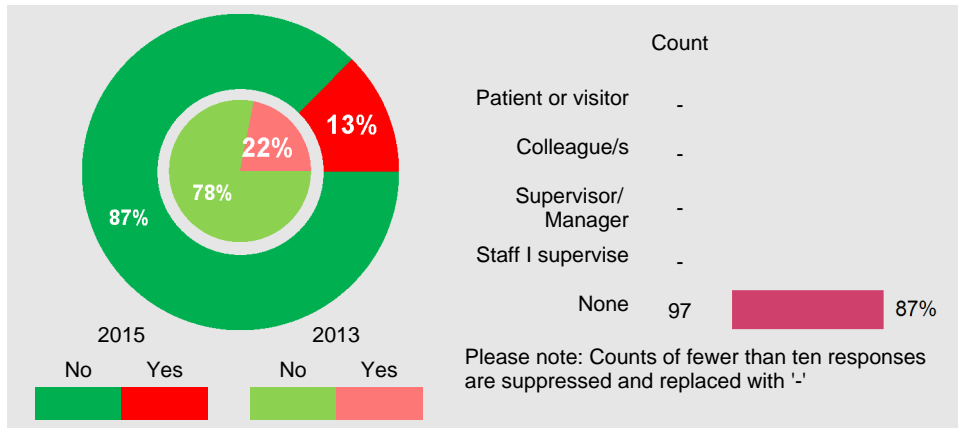
Unacceptable Behaviour

This section shows the results to questions asked regarding unacceptable behaviour.

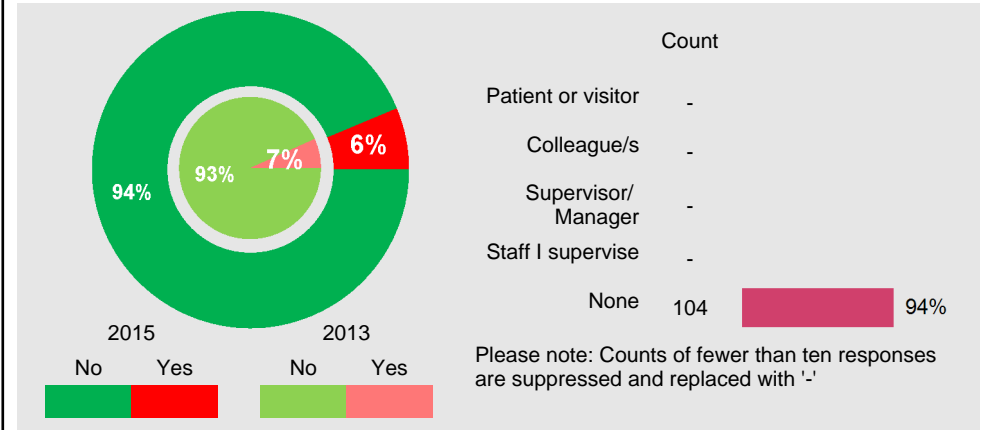
37a. In the last 12 months, I have been verbally abused by a ...



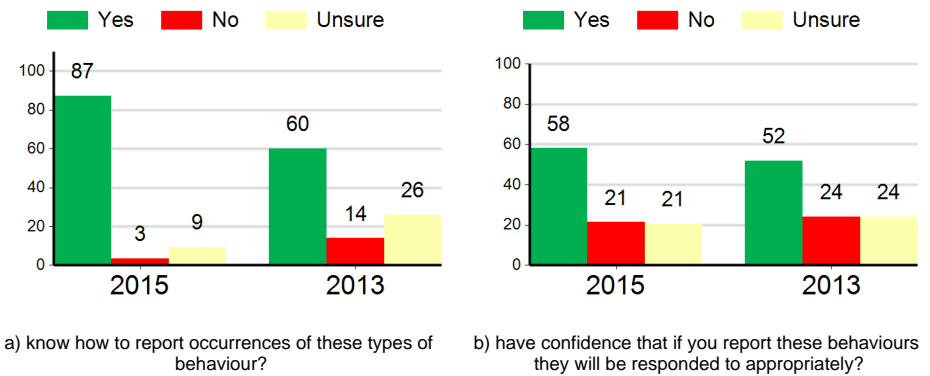
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



37c. In the last 12 months, I have been discriminated against on the basis of race, ethnic or ethno-religious background, disability, age, homosexuality, transgender or carers responsibilities by a ...



38. Do you currently ...



All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Your Job

	% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
1. My job makes good use of my skills and abilities	85	4	10	85	75	81
2. I feel I am able to suggest ideas to improve our ways of doing things	85	9	7	85	78	69
3. Working here makes me want to do the best job I can	82	13	5	82	77	72
4. The right amount of approvals are required for routine decisions	67	15	18	67	41	52
5. I have sufficient control over my work so I can do my job well	81	9	10	81	61	65
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	12	11	77	63	62

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Your Team

		% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
7.	The people I work with are willing to help each other even if this means doing something outside their usual job				90	83	69
8.	In my team we generally acknowledge one another's efforts and achievements				91	87	70
9.	People in my team are honest and open				87	75	64
10.	My team resolves conflict quickly when it arises				73	59	53
11.	Morale is good in my team				81	60	53

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Being Valued

	% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	81	9	9	81	71	63
13. In my workplace, we recognise our successes and innovations	79	9	11	79	75	57
14. Staff are treated respectfully regardless of their job	80	11	9	80	75	62

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Your Line Manager

		% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
15a.	My line manager recognises and acknowledges when I have done my job well	80	14	6	80	81	65
15b.	My line manager treats all staff in my team fairly	85	4	11	85	79	62
15c.	My line manager ensures that when issues are raised in the team, they are addressed	77	13	10	77	73	61
15d.	My line manager treats me with respect	90	6	4	90	85	76
16.	I receive regular and constructive feedback on my performance	73	15	13	73	58	52
17.	Overall, I have confidence in the decisions made by my line manager	83	12	5	83	72	63

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

		% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
Senior Managers							
	18a. The senior managers at my workplace are aware of the issues I face in my job	54	23	23	54	52	46
K	18b. The senior managers at my workplace have a clear direction for the future	68	19	13	68	68	45
	18c. The senior managers at my workplace lead by example in creating a positive workplace	73	16	11	73	67	45
K	19. There is a positive relationship between senior management and staff in my workplace	74	12	15	74	71	42
	20. Overall, I have confidence in the decisions made by my senior managers	73	17	10	73	63	46
	21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	18	16	66	-	39
	22. My organisation is making the necessary decisions to meet our future challenges	75	17	8	75	-	43

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Communication

		% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
	23.				78	74	50
	24.				70	62	46
	25.				74	68	51
K	26.				59	52	59
	27a.				90	85	58
	27b.				79	74	62

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Training and Development Opportunities

		% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
28.	I have received the appropriate training and development to do my job effectively	77	17	6	77	65	73
29.	I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of	77	16	7	77	47	68
30.	I am encouraged to take opportunities to learn new skills and have new experiences	86	7	7	86	70	60

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Work Environment

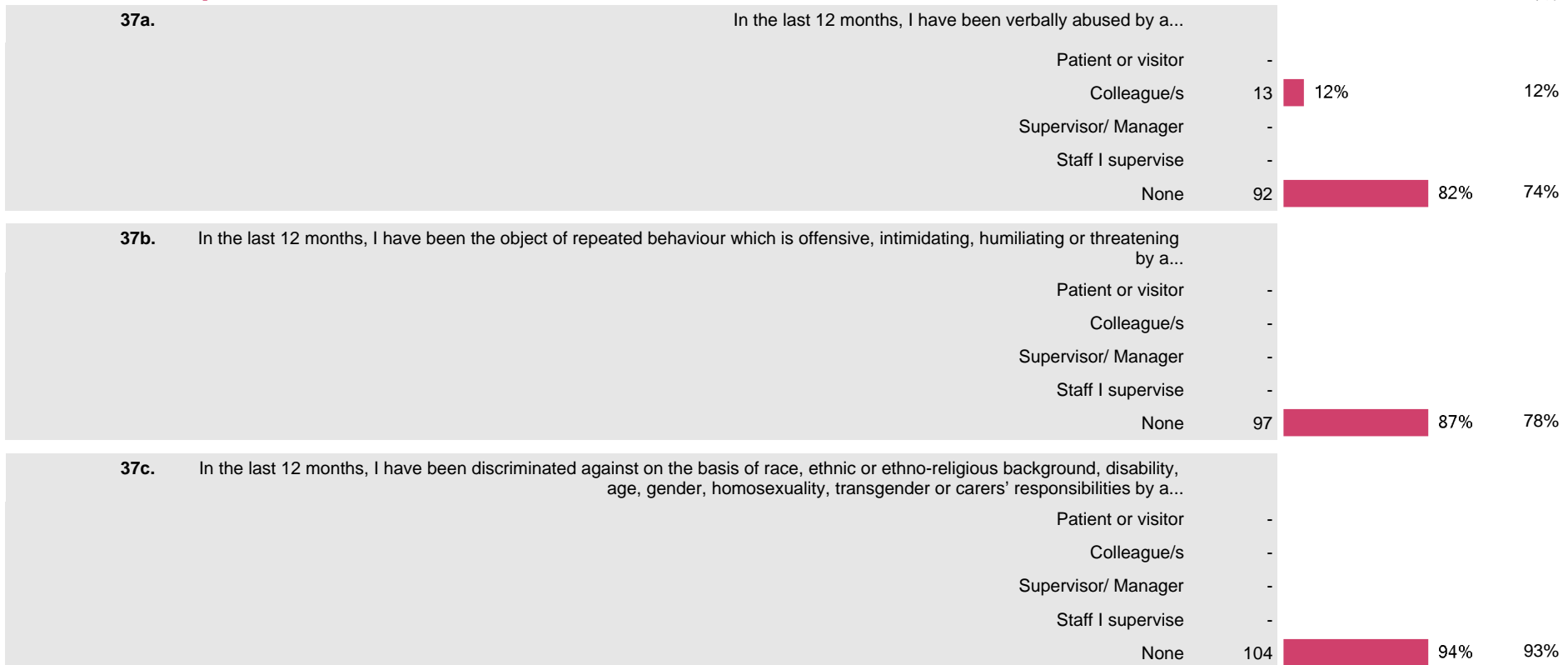
			% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
K	31.	I have confidence in the processes that my workplace uses to resolve staff conflict	51	29	20	51	43	44
	32.	I am able to achieve a healthy work/life balance most of the time	72	15	14	72	64	65
K	33.	There are mechanisms in place to support me if I experience stress or pressure	62	26	13	62	46	56
	34.	Reasonable expectations are placed on staff according to their position	74	14	13	74	66	57
	35.	My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	27		70	45	69
	36.	My workplace enables strong professional leadership	74	17	9	74	-	52

All Questions

This section shows the breakdown of the responses to each question.

Unacceptable Behaviour

Agency for Clinical Innovation
2013



Please note: Counts of fewer than ten responses are suppressed and replaced with '-'

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Unacceptable Behaviour

	% Yes	% Unsure	% No	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
38a. Do you currently know how to report occurrences of these types of behaviour?	87	9	3	87	60	85
38b. Do you currently have confidence that if you report these behaviours they will be responded to appropriately?	58	21	21	58	52	47

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Service Delivery

		% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
	39.				74	59	62
K	40.				63	54	69
	41.				88	81	66
	42.				84	71	66
	43.				66	52	54

All Questions

This section shows the breakdown of the responses to each question.

Key **K** Key Driver Question

■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Your Workplace

	% Positive response	% Neutral response	% Negative response	% Positive	Agency for Clinical Innovation 2013	NSW Health Overall
44. Overall I am proud to be a part of this workplace	88	9		88	79	73
45. I would recommend my workplace as a good place to work	85	10	4	85	73	64
46. I feel motivated to contribute more than what is normally required at work	82	13	5	82	75	67
47. I have a strong sense of belonging to my workplace	74	15	11	74	56	65
48. Overall I am satisfied to be working here at the present time	86	7	7	86	75	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	19	9	72	62	59
50. There is a positive culture in my workplace	80	13	7	80	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	33	7	60	53	39

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index	83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Your Job

1. My job makes good use of my skills and abilities	85	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	90
2. I feel I am able to suggest ideas to improve our ways of doing things	85	(r)	(r)	(r)	89	(r)	(r)	(r)	(r)	(r)	83	(r)	(r)	90
3. Working here makes me want to do the best job I can	82	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	82	(r)	(r)	90
4. The right amount of approvals are required for routine decisions	67	(r)	(r)	(r)	67	(r)	(r)	(r)	(r)	(r)	68	(r)	(r)	80
5. I have sufficient control over my work so I can do my job well	81	(r)	(r)	(r)	94	(r)	(r)	(r)	(r)	(r)	79	(r)	(r)	90
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	76	(r)	(r)	70

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	90	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	89	(r)	(r)	100
8.	In my team we generally acknowledge one another's efforts and achievements	91	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	92	(r)	(r)	90
9.	People in my team are honest and open	87	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	87	(r)	(r)	100
10.	My team resolves conflict quickly when it arises	73	(r)	(r)	(r)	61	(r)	(r)	(r)	(r)	(r)	76	(r)	(r)	60
11.	Morale is good in my team	81	(r)	(r)	(r)	56	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	80

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	79	(r)	(r)	90
13. In my workplace, we recognise our successes and innovations	79	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	80	(r)	(r)	80
14. Staff are treated respectfully regardless of their job	80	(r)	(r)	(r)	67	(r)	(r)	(r)	(r)	(r)	80	(r)	(r)	100

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	(r)	(r)	(r)	89	(r)	(r)	(r)	(r)	(r)	79	(r)	(r)	70
15b. treats all staff in my team fairly	85	(r)	(r)	(r)	89	(r)	(r)	(r)	(r)	(r)	86	(r)	(r)	80
15c. ensures that when issues are raised in the team, they are addressed	77	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	75	(r)	(r)	80
15d. treats me with respect	90	(r)	(r)	(r)	89	(r)	(r)	(r)	(r)	(r)	90	(r)	(r)	100
16. I receive regular and constructive feedback on my performance	73	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	75	(r)	(r)	70
17. Overall, I have confidence in the decisions made by my line manager	83	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	90

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Senior Managers

18a. are aware of the issues I face in my job	54	(r)	(r)	(r)	56	(r)	(r)	(r)	(r)	(r)	55	(r)	(r)	80
18b. have a clear direction for the future	68	(r)	(r)	(r)	61	(r)	(r)	(r)	(r)	(r)	68	(r)	(r)	80
18c. lead by example in creating a positive workplace	73	(r)	(r)	(r)	67	(r)	(r)	(r)	(r)	(r)	72	(r)	(r)	90
19. There is a positive relationship between senior management and staff in my workplace	74	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	72	(r)	(r)	80
20. Overall, I have confidence in the decisions made by my senior managers	73	(r)	(r)	(r)	67	(r)	(r)	(r)	(r)	(r)	73	(r)	(r)	90
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	(r)	(r)	(r)	67	(r)	(r)	(r)	(r)	(r)	65	(r)	(r)	70
22. My organisation is making the necessary decisions to meet our future challenges	75	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	76	(r)	(r)	50

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Demographic Groups														
	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other	
Respondents	117	3	3	1	18	1	2	5	0	0	71	0	0	10	
Employee Engagement Index	83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85	

Communication

23. I am kept well informed about what is happening in my workplace	78	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	79	(r)	(r)	100
24. I have a say in decisions which affect my work	70	(r)	(r)	(r)	61	(r)	(r)	(r)	(r)	(r)	74	(r)	(r)	80
25. I think it is safe to speak up and challenge the way things are done	74	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	76	(r)	(r)	80
26. Where I work, we share the lessons learnt when mistakes are made	59	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	57	(r)	(r)	50
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	(r)	(r)	(r)	89	(r)	(r)	(r)	(r)	(r)	91	(r)	(r)	100
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	81	(r)	(r)	90

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	76	(r)	(r)	70
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	77	(r)	(r)	80
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	87	(r)	(r)	80

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	(r)	(r)	(r)	56	(r)	(r)	(r)	(r)	(r)	51	(r)	(r)	40
32. I am able to achieve a healthy work/life balance most of the time	72	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	68	(r)	(r)	90
33. There are mechanisms in place to support me if I experience stress or pressure	62	(r)	(r)	(r)	56	(r)	(r)	(r)	(r)	(r)	63	(r)	(r)	40
34. Reasonable expectations are placed on staff according to their position	74	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	73	(r)	(r)	80
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	69	(r)	(r)	60
36. My workplace enables strong professional leadership	74	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	73	(r)	(r)	80

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	(r)	(r)	(r)	89	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	90
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	(r)	(r)	(r)	56	(r)	(r)	(r)	(r)	(r)	56	(r)	(r)	80

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	74	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	70	(r)	(r)	80
40.	In my workplace patient safety is at the centre of all decision making	63	(r)	(r)	(r)	44	(r)	(r)	(r)	(r)	(r)	69	(r)	(r)	50
41.	My team's objectives/ work plans are clearly outlined	88	(r)	(r)	(r)	67	(r)	(r)	(r)	(r)	(r)	90	(r)	(r)	100
42.	Our objectives/work plans help us to deliver a quality service	84	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	90
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	66	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	64	(r)	(r)	80

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Agency for Clinical Innovation	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		117	3	3	1	18	1	2	5	0	0	71	0	0	10
Employee Engagement Index		83	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	85	(r)	(r)	85

Your Workplace

44. Overall I am proud to be a part of this workplace	88	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	89	(r)	(r)	90
45. I would recommend my workplace as a good place to work	85	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	90	(r)	(r)	80
46. I feel motivated to contribute more than what is normally required at work	82	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	86	(r)	(r)	80
47. I have a strong sense of belonging to my workplace	74	(r)	(r)	(r)	61	(r)	(r)	(r)	(r)	(r)	75	(r)	(r)	90
48. Overall I am satisfied to be working here at the present time	86	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	89	(r)	(r)	80
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	(r)	(r)	(r)	50	(r)	(r)	(r)	(r)	(r)	77	(r)	(r)	80
50. There is a positive culture in my workplace	80	(r)	(r)	(r)	78	(r)	(r)	(r)	(r)	(r)	80	(r)	(r)	80
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	(r)	(r)	(r)	53	(r)	(r)	(r)	(r)	(r)	66	(r)	(r)	40

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

Yes

No

Respondents	117	34	82
Employee Engagement Index	83	85	83

Your Job

1. My job makes good use of my skills and abilities	85	94	82
2. I feel I am able to suggest ideas to improve our ways of doing things	85	85	84
3. Working here makes me want to do the best job I can	82	85	82
4. The right amount of approvals are required for routine decisions	67	71	66
5. I have sufficient control over my work so I can do my job well	81	85	79
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	79	77

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

	Respondents	Yes	No
Employee Engagement Index	117	34	82
	83	85	83

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	90	94	88
8. In my team we generally acknowledge one another's efforts and achievements	91	97	89
9. People in my team are honest and open	87	88	88
10. My team resolves conflict quickly when it arises	73	91	66
11. Morale is good in my team	81	91	78

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

	Respondents	Yes	No
Employee Engagement Index	117	34	82
	83	85	83

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	79	83
13. In my workplace, we recognise our successes and innovations	79	82	79
14. Staff are treated respectfully regardless of their job	80	65	88

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

Yes

No

Respondents	117	34	82
Employee Engagement Index	83	85	83

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	68	85
15b. treats all staff in my team fairly	85	74	90
15c. ensures that when issues are raised in the team, they are addressed	77	62	84
15d. treats me with respect	90	76	96
16. I receive regular and constructive feedback on my performance	73	65	77
17. Overall, I have confidence in the decisions made by my line manager	83	71	89

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

Yes

No

Respondents	117	34	82
Employee Engagement Index	83	85	83

Senior Managers

18a. are aware of the issues I face in my job	54	62	51
18b. have a clear direction for the future	68	71	68
18c. lead by example in creating a positive workplace	73	74	73
19. There is a positive relationship between senior management and staff in my workplace	74	79	72
20. Overall, I have confidence in the decisions made by my senior managers	73	74	73
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	68	66
22. My organisation is making the necessary decisions to meet our future challenges	75	79	74

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

Yes

No

Respondents	117	34	82
Employee Engagement Index	83	85	83

Communication

23. I am kept well informed about what is happening in my workplace	78	76	80
24. I have a say in decisions which affect my work	70	76	68
25. I think it is safe to speak up and challenge the way things are done	74	82	72
26. Where I work, we share the lessons learnt when mistakes are made	59	67	57
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	91	89
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	85	78

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

	Respondents	Yes	No
Employee Engagement Index	117	34	82
	83	85	83

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	76	78
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	74	78
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	85	88

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

	Respondents	Yes	No
Employee Engagement Index	117	34	82
	83	85	83

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	59	49
32. I am able to achieve a healthy work/life balance most of the time	72	62	77
33. There are mechanisms in place to support me if I experience stress or pressure	62	65	61
34. Reasonable expectations are placed on staff according to their position	74	76	73
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	79	67
36. My workplace enables strong professional leadership	74	68	77

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

	Respondents	Yes	No
Employee Engagement Index	117	34	82
	83	85	83

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	82	90
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	59	59

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

Yes

No

Respondents	117	34	82
Employee Engagement Index	83	85	83

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	74	76	74
40. In my workplace patient safety is at the centre of all decision making	63	65	63
41. My team's objectives/ work plans are clearly outlined	88	91	88
42. Our objectives/work plans help us to deliver a quality service	84	85	84
43. At my workplace there is a good balance between delivering services and monitoring service delivery	66	76	63

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Agency for Clinical Innovation

Yes

No

Respondents

117 34 82

Employee Engagement Index

83 85 83

Your Workplace

44. Overall I am proud to be a part of this workplace	88	88	89
45. I would recommend my workplace as a good place to work	85	82	88
46. I feel motivated to contribute more than what is normally required at work	82	88	80
47. I have a strong sense of belonging to my workplace	74	76	73
48. Overall I am satisfied to be working here at the present time	86	88	87
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	76	72
50. There is a positive culture in my workplace	80	79	82
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	76	55

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Your Job

1. My job makes good use of my skills and abilities	85	(r)	93	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	85	(r)	85	(r)	(r)
3. Working here makes me want to do the best job I can	82	(r)	81	(r)	(r)
4. The right amount of approvals are required for routine decisions	67	(r)	63	(r)	(r)
5. I have sufficient control over my work so I can do my job well	81	(r)	85	(r)	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	(r)	78	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	90	(r)	93	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	91	(r)	96	(r)	(r)
9. People in my team are honest and open	87	(r)	85	(r)	(r)
10. My team resolves conflict quickly when it arises	73	(r)	89	(r)	(r)
11. Morale is good in my team	81	(r)	93	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	(r)	78	(r)	(r)
13. In my workplace, we recognise our successes and innovations	79	(r)	78	(r)	(r)
14. Staff are treated respectfully regardless of their job	80	(r)	59	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	(r)	63	(r)	(r)
15b. treats all staff in my team fairly	85	(r)	70	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	77	(r)	59	(r)	(r)
15d. treats me with respect	90	(r)	74	(r)	(r)
16. I receive regular and constructive feedback on my performance	73	(r)	63	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	83	(r)	70	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Senior Managers

18a. are aware of the issues I face in my job	54	(r)	59	(r)	(r)
18b. have a clear direction for the future	68	(r)	70	(r)	(r)
18c. lead by example in creating a positive workplace	73	(r)	70	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	74	(r)	78	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	73	(r)	70	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	(r)	63	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	75	(r)	74	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Communication

23. I am kept well informed about what is happening in my workplace	78	(r)	73	(r)	(r)
24. I have a say in decisions which affect my work	70	(r)	69	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	74	(r)	77	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	59	(r)	65	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	(r)	88	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	(r)	81	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	(r)	74	(r)	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	(r)	78	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	(r)	81	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	(r)	59	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	72	(r)	59	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	62	(r)	63	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	74	(r)	74	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	(r)	78	(r)	(r)
36. My workplace enables strong professional leadership	74	(r)	67	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	(r)	81	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	(r)	56	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	74	(r)	74	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	63	(r)	59	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	88	(r)	93	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	84	(r)	85	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	66	(r)	74	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Agency for Clinical Innovation	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	117	2	27	2	3
Employee Engagement Index	83	(r)	83	(r)	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	88	(r)	85	(r)	(r)
45. I would recommend my workplace as a good place to work	85	(r)	81	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	82	(r)	85	(r)	(r)
47. I have a strong sense of belonging to my workplace	74	(r)	74	(r)	(r)
48. Overall I am satisfied to be working here at the present time	86	(r)	89	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	(r)	73	(r)	(r)
50. There is a positive culture in my workplace	80	(r)	78	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	(r)	70	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Your Job

1. My job makes good use of my skills and abilities	85	90	92	73	(r)	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	85	86	92	77	(r)	(r)	(r)
3. Working here makes me want to do the best job I can	82	82	92	81	(r)	(r)	(r)
4. The right amount of approvals are required for routine decisions	67	65	58	77	(r)	(r)	(r)
5. I have sufficient control over my work so I can do my job well	81	82	83	77	(r)	(r)	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	79	67	73	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	90	90	100	85	(r)	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	91	94	67	92	(r)	(r)	(r)
9. People in my team are honest and open	87	86	83	92	(r)	(r)	(r)
10. My team resolves conflict quickly when it arises	73	77	67	65	(r)	(r)	(r)
11. Morale is good in my team	81	83	75	77	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	83	58	88	(r)	(r)	(r)
13. In my workplace, we recognise our successes and innovations	79	84	67	73	(r)	(r)	(r)
14. Staff are treated respectfully regardless of their job	80	79	83	81	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	79	83	81	(r)	(r)	(r)
15b. treats all staff in my team fairly	85	84	83	85	(r)	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	77	78	75	73	(r)	(r)	(r)
15d. treats me with respect	90	88	83	96	(r)	(r)	(r)
16. I receive regular and constructive feedback on my performance	73	73	58	77	(r)	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	83	82	83	85	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Senior Managers

18a. are aware of the issues I face in my job	54	58	42	46	(r)	(r)	(r)
18b. have a clear direction for the future	68	70	58	69	(r)	(r)	(r)
18c. lead by example in creating a positive workplace	73	73	50	81	(r)	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	74	73	58	81	(r)	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	73	74	50	77	(r)	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	66	42	77	(r)	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	75	75	67	81	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Communication

23. I am kept well informed about what is happening in my workplace	78	78	75	85	(r)	(r)	(r)
24. I have a say in decisions which affect my work	70	72	50	73	(r)	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	74	76	58	73	(r)	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	59	61	50	62	(r)	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	89	100	85	(r)	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	80	64	81	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	79	75	77	(r)	(r)	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	78	83	77	(r)	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	88	75	88	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	53	50	50	(r)	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	72	69	83	73	(r)	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	62	65	50	58	(r)	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	74	74	75	73	(r)	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	74	58	69	(r)	(r)	(r)
36. My workplace enables strong professional leadership	74	75	58	77	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	87	92	88	(r)	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	58	50	62	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	74	75	75	73	(r)	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	63	68	50	62	(r)	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	88	88	83	92	(r)	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	84	86	75	85	(r)	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	66	71	42	64	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Agency for Clinical Innovation	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	117	77	12	26	1	0	1
Employee Engagement Index	83	85	76	81	(r)	(r)	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	88	90	83	88	(r)	(r)	(r)
45. I would recommend my workplace as a good place to work	85	87	67	88	(r)	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	82	84	75	81	(r)	(r)	(r)
47. I have a strong sense of belonging to my workplace	74	78	67	65	(r)	(r)	(r)
48. Overall I am satisfied to be working here at the present time	86	88	75	85	(r)	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	74	50	81	(r)	(r)	(r)
50. There is a positive culture in my workplace	80	82	67	81	(r)	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	68	42	50	(r)	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Your Job

1. My job makes good use of my skills and abilities	85	73	64	72	94	96
2. I feel I am able to suggest ideas to improve our ways of doing things	85	93	57	67	100	90
3. Working here makes me want to do the best job I can	82	87	64	61	100	87
4. The right amount of approvals are required for routine decisions	67	73	57	72	61	67
5. I have sufficient control over my work so I can do my job well	81	93	57	72	89	85
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	93	64	56	83	81

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	90	93	64	78	100	96
8. In my team we generally acknowledge one another's efforts and achievements	91	100	64	78	94	98
9. People in my team are honest and open	87	100	71	67	94	92
10. My team resolves conflict quickly when it arises	73	73	57	67	67	81
11. Morale is good in my team	81	93	50	67	78	92

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	80	79	67	83	87
13. In my workplace, we recognise our successes and innovations	79	93	57	72	83	83
14. Staff are treated respectfully regardless of their job	80	100	71	72	89	77

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	80	79	67	78	87
15b. treats all staff in my team fairly	85	87	79	83	83	87
15c. ensures that when issues are raised in the team, they are addressed	77	73	79	67	78	81
15d. treats me with respect	90	93	93	83	89	90
16. I receive regular and constructive feedback on my performance	73	73	57	56	78	81
17. Overall, I have confidence in the decisions made by my line manager	83	80	86	72	83	87

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Senior Managers

18a. are aware of the issues I face in my job	54	40	43	61	44	62
18b. have a clear direction for the future	68	73	50	50	78	75
18c. lead by example in creating a positive workplace	73	100	57	56	78	73
19. There is a positive relationship between senior management and staff in my workplace	74	100	57	50	78	77
20. Overall, I have confidence in the decisions made by my senior managers	73	100	43	56	78	77
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	93	64	39	61	69
22. My organisation is making the necessary decisions to meet our future challenges	75	80	79	61	83	75

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Communication

23. I am kept well informed about what is happening in my workplace	78	80	79	72	78	80
24. I have a say in decisions which affect my work	70	67	57	61	67	78
25. I think it is safe to speak up and challenge the way things are done	74	100	50	67	83	73
26. Where I work, we share the lessons learnt when mistakes are made	59	60	43	50	67	65
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	87	93	83	83	94
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	87	77	67	72	84

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	47	79	78	78	85
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	67	57	78	89	81
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	87	86	78	94	87

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	60	43	50	50	52
32. I am able to achieve a healthy work/life balance most of the time	72	87	79	83	72	62
33. There are mechanisms in place to support me if I experience stress or pressure	62	60	43	61	67	65
34. Reasonable expectations are placed on staff according to their position	74	80	50	72	89	73
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	60	71	72	78	69
36. My workplace enables strong professional leadership	74	87	64	67	72	75

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	67	93	94	94	87
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	73	71	56	61	50

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	74	87	50	61	89	77
40. In my workplace patient safety is at the centre of all decision making	63	67	43	56	72	67
41. My team's objectives/ work plans are clearly outlined	88	87	79	61	100	96
42. Our objectives/work plans help us to deliver a quality service	84	87	86	67	82	88
43. At my workplace there is a good balance between delivering services and monitoring service delivery	66	79	57	61	61	69

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Agency for Clinical Innovation	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	117	15	14	18	18	52
Employee Engagement Index	83	87	61	71	91	89

Your Workplace

44. Overall I am proud to be a part of this workplace	88	93	64	78	100	92
45. I would recommend my workplace as a good place to work	85	100	64	67	89	92
46. I feel motivated to contribute more than what is normally required at work	82	73	64	78	89	88
47. I have a strong sense of belonging to my workplace	74	73	50	61	78	83
48. Overall I am satisfied to be working here at the present time	86	93	57	83	89	92
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	73	57	61	71	81
50. There is a positive culture in my workplace	80	100	50	67	89	85
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	40	36	65	67	69

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Agency for Clinical Innovation	Male	Female	Prefer not to say
Respondents	117	30	76	2
Employee Engagement Index	83	92	83	(r)

Your Job

1. My job makes good use of my skills and abilities	85	90	88	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	85	90	87	(r)
3. Working here makes me want to do the best job I can	82	93	82	(r)
4. The right amount of approvals are required for routine decisions	67	70	66	(r)
5. I have sufficient control over my work so I can do my job well	81	83	83	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	90	76	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Gender			
		Agency for Clinical Innovation	Male	Female	Prefer not to say
	Respondents	117	30	76	2
	Employee Engagement Index	83	92	83	(r)

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	90	97	88	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	91	93	89	(r)
9.	People in my team are honest and open	87	93	89	(r)
10.	My team resolves conflict quickly when it arises	73	87	70	(r)
11.	Morale is good in my team	81	93	82	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Agency for Clinical Innovation	Male	Female	Prefer not to say
Respondents	117	30	76	2
Employee Engagement Index	83	92	83	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	87	84	(r)
13. In my workplace, we recognise our successes and innovations	79	83	83	(r)
14. Staff are treated respectfully regardless of their job	80	87	83	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Agency for Clinical Innovation	Male	Female	Prefer not to say
Respondents	117	30	76	2
Employee Engagement Index	83	92	83	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	80	86	(r)
15b. treats all staff in my team fairly	85	90	86	(r)
15c. ensures that when issues are raised in the team, they are addressed	77	83	78	(r)
15d. treats me with respect	90	93	92	(r)
16. I receive regular and constructive feedback on my performance	73	80	75	(r)
17. Overall, I have confidence in the decisions made by my line manager	83	83	87	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Agency for Clinical Innovation	Male	Female	Prefer not to say
Respondents	117	30	76	2
Employee Engagement Index	83	92	83	(r)

Senior Managers

18a. are aware of the issues I face in my job	54	63	53	(r)
18b. have a clear direction for the future	68	80	68	(r)
18c. lead by example in creating a positive workplace	73	87	71	(r)
19. There is a positive relationship between senior management and staff in my workplace	74	77	75	(r)
20. Overall, I have confidence in the decisions made by my senior managers	73	80	74	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	73	67	(r)
22. My organisation is making the necessary decisions to meet our future challenges	75	83	76	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Agency for Clinical Innovation	Male	Female	Prefer not to say
Respondents	117	30	76	2
Employee Engagement Index	83	92	83	(r)

Communication

23. I am kept well informed about what is happening in my workplace	78	87	79	(r)
24. I have a say in decisions which affect my work	70	73	73	(r)
25. I think it is safe to speak up and challenge the way things are done	74	83	75	(r)
26. Where I work, we share the lessons learnt when mistakes are made	59	60	61	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	87	91	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	77	81	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Gender			
		Agency for Clinical Innovation	Male	Female	Prefer not to say
	Respondents	117	30	76	2
	Employee Engagement Index	83	92	83	(r)

Training and Development Opportunities

28.	I have received the appropriate training and development to do my job effectively	77	77	78	(r)
29.	I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	77	78	(r)
30.	I am encouraged to take opportunities to learn new skills and have new experiences	86	93	87	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Agency for Clinical Innovation	Male	Female	Prefer not to say
Respondents	117	30	76	2
Employee Engagement Index	83	92	83	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	57	53	(r)
32. I am able to achieve a healthy work/life balance most of the time	72	70	72	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	62	77	59	(r)
34. Reasonable expectations are placed on staff according to their position	74	77	72	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	70	68	(r)
36. My workplace enables strong professional leadership	74	87	72	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Gender			
		Agency for Clinical Innovation	Male	Female	Prefer not to say
	Respondents	117	30	76	2
	Employee Engagement Index	83	92	83	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	97	84	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	83	50	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Agency for Clinical Innovation

Male

Female

Prefer not to say

Respondents

117

30

76

2

Employee Engagement Index

83

92

83

(r)

Service Delivery

		Agency for Clinical Innovation	Male	Female	Prefer not to say
39.	My work environment allows me to deliver the best possible services (patient care or support services)	74	80	78	(r)
40.	In my workplace patient safety is at the centre of all decision making	63	67	66	(r)
41.	My team's objectives/ work plans are clearly outlined	88	100	88	(r)
42.	Our objectives/work plans help us to deliver a quality service	84	93	84	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	66	83	63	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Agency for Clinical Innovation	Male	Female	Prefer not to say
Respondents	117	30	76	2
Employee Engagement Index	83	92	83	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	88	97	88	(r)
45. I would recommend my workplace as a good place to work	85	93	88	(r)
46. I feel motivated to contribute more than what is normally required at work	82	90	83	(r)
47. I have a strong sense of belonging to my workplace	74	87	74	(r)
48. Overall I am satisfied to be working here at the present time	86	93	86	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	77	72	(r)
50. There is a positive culture in my workplace	80	90	80	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	77	57	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Agency for Clinical Innovation	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Your Job

1. My job makes good use of my skills and abilities	85	(r)	90	92	67	100	76	73	(r)	92	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	85	(r)	80	88	92	93	65	73	(r)	100	(r)
3. Working here makes me want to do the best job I can	82	(r)	90	81	92	100	76	60	(r)	83	(r)
4. The right amount of approvals are required for routine decisions	67	(r)	60	69	58	64	71	47	(r)	92	(r)
5. I have sufficient control over my work so I can do my job well	81	(r)	90	85	83	100	59	67	(r)	92	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	(r)	80	81	83	100	59	67	(r)	83	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Age Group	Agency for Clinical Innovation										
		Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say	
Respondents		117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index		83	(r)	83	86	82	98	75	70	(r)	89	(r)

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	90	(r)	90	88	100	100	88	80	(r)	92	(r)
8. In my team we generally acknowledge one another's efforts and achievements	91	(r)	70	92	100	100	88	93	(r)	83	(r)
9. People in my team are honest and open	87	(r)	80	92	100	86	71	87	(r)	100	(r)
10. My team resolves conflict quickly when it arises	73	(r)	50	73	83	71	71	80	(r)	67	(r)
11. Morale is good in my team	81	(r)	70	81	92	86	71	87	(r)	83	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Age Group										
	Agency for Clinical Innovation	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	(r)	80	88	75	93	53	80	(r)	100	(r)
13. In my workplace, we recognise our successes and innovations	79	(r)	90	88	83	93	59	73	(r)	92	(r)
14. Staff are treated respectfully regardless of their job	80	(r)	90	85	67	86	71	80	(r)	92	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Age Group	Agency for Clinical Innovation										
		Respondents	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
	Respondents	117	0	10	26	12	14	17	15	7	12	4
	Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	(r)	90	77	75	86	65	87	(r)	83	(r)
15b. treats all staff in my team fairly	85	(r)	100	81	83	86	71	87	(r)	100	(r)
15c. ensures that when issues are raised in the team, they are addressed	77	(r)	80	69	67	86	71	80	(r)	100	(r)
15d. treats me with respect	90	(r)	100	88	92	86	76	87	(r)	100	(r)
16. I receive regular and constructive feedback on my performance	73	(r)	80	69	67	86	53	80	(r)	75	(r)
17. Overall, I have confidence in the decisions made by my line manager	83	(r)	100	81	67	93	65	80	(r)	100	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Agency for Clinical Innovation	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Senior Managers

18a. are aware of the issues I face in my job	54	(r)	40	58	25	71	59	60	(r)	67	(r)
18b. have a clear direction for the future	68	(r)	60	73	67	79	65	67	(r)	67	(r)
18c. lead by example in creating a positive workplace	73	(r)	80	81	67	86	71	60	(r)	75	(r)
19. There is a positive relationship between senior management and staff in my workplace	74	(r)	90	85	50	86	71	60	(r)	83	(r)
20. Overall, I have confidence in the decisions made by my senior managers	73	(r)	70	88	58	86	71	60	(r)	75	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	(r)	90	85	42	71	59	53	(r)	67	(r)
22. My organisation is making the necessary decisions to meet our future challenges	75	(r)	80	88	75	86	65	53	(r)	67	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Age Group	Agency for Clinical Innovation										
		Respondents	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
	Respondents	117	0	10	26	12	14	17	15	7	12	4
	Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Communication

23. I am kept well informed about what is happening in my workplace	78	(r)	90	77	58	86	82	73	(r)	92	(r)
24. I have a say in decisions which affect my work	70	(r)	70	77	50	71	65	67	(r)	100	(r)
25. I think it is safe to speak up and challenge the way things are done	74	(r)	60	88	75	86	41	67	(r)	100	(r)
26. Where I work, we share the lessons learnt when mistakes are made	59	(r)	50	62	67	71	53	60	(r)	50	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	(r)	80	88	83	93	100	73	(r)	100	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	(r)	70	88	64	93	88	60	(r)	83	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Agency for Clinical Innovation	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	(r)	80	69	67	93	88	67	(r)	92	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	(r)	80	77	83	100	88	53	(r)	67	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	(r)	90	96	92	100	65	73	(r)	92	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Age Group	Agency for Clinical Innovation										
		Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say	
Respondents		117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index		83	(r)	83	86	82	98	75	70	(r)	89	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	(r)	50	58	50	43	53	53	(r)	50	(r)
32. I am able to achieve a healthy work/life balance most of the time	72	(r)	90	77	92	71	76	47	(r)	92	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	62	(r)	50	65	67	86	47	67	(r)	58	(r)
34. Reasonable expectations are placed on staff according to their position	74	(r)	80	81	75	93	76	60	(r)	67	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	(r)	80	81	75	71	59	67	(r)	58	(r)
36. My workplace enables strong professional leadership	74	(r)	100	81	67	79	59	60	(r)	83	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Agency for Clinical Innovation	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	(r)	90	85	75	93	82	93	(r)	100	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	(r)	70	58	58	57	53	53	(r)	67	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Agency for Clinical Innovation	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	74	(r)	90	77	75	93	65	67	(r)	75	(r)
40. In my workplace patient safety is at the centre of all decision making	63	(r)	70	73	50	64	65	73	(r)	58	(r)
41. My team's objectives/ work plans are clearly outlined	88	(r)	70	88	92	100	76	87	(r)	92	(r)
42. Our objectives/work plans help us to deliver a quality service	84	(r)	80	92	83	93	76	73	(r)	83	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	66	(r)	80	72	58	86	59	67	(r)	50	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Agency for Clinical Innovation	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	117	0	10	26	12	14	17	15	7	12	4
Employee Engagement Index	83	(r)	83	86	82	98	75	70	(r)	89	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	88	(r)	90	88	83	100	82	80	(r)	92	(r)
45. I would recommend my workplace as a good place to work	85	(r)	80	92	83	100	71	80	(r)	92	(r)
46. I feel motivated to contribute more than what is normally required at work	82	(r)	70	88	83	93	76	67	(r)	92	(r)
47. I have a strong sense of belonging to my workplace	74	(r)	80	73	58	93	71	60	(r)	92	(r)
48. Overall I am satisfied to be working here at the present time	86	(r)	90	92	92	100	76	73	(r)	83	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	(r)	60	85	67	85	59	73	(r)	75	(r)
50. There is a positive culture in my workplace	80	(r)	90	88	75	93	59	87	(r)	75	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	(r)	50	58	55	71	41	80	(r)	58	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Your Job

1. My job makes good use of my skills and abilities	85	(r)	(r)	85	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	85	(r)	(r)	85	(r)
3. Working here makes me want to do the best job I can	82	(r)	(r)	81	(r)
4. The right amount of approvals are required for routine decisions	67	(r)	(r)	67	(r)
5. I have sufficient control over my work so I can do my job well	81	(r)	(r)	82	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	(r)	(r)	76	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	90	(r)	(r)	89	(r)
8. In my team we generally acknowledge one another's efforts and achievements	91	(r)	(r)	90	(r)
9. People in my team are honest and open	87	(r)	(r)	86	(r)
10. My team resolves conflict quickly when it arises	73	(r)	(r)	71	(r)
11. Morale is good in my team	81	(r)	(r)	80	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	(r)	(r)	81	(r)
13. In my workplace, we recognise our successes and innovations	79	(r)	(r)	80	(r)
14. Staff are treated respectfully regardless of their job	80	(r)	(r)	80	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	(r)	(r)	80	(r)
15b. treats all staff in my team fairly	85	(r)	(r)	85	(r)
15c. ensures that when issues are raised in the team, they are addressed	77	(r)	(r)	77	(r)
15d. treats me with respect	90	(r)	(r)	90	(r)
16. I receive regular and constructive feedback on my performance	73	(r)	(r)	73	(r)
17. Overall, I have confidence in the decisions made by my line manager	83	(r)	(r)	83	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Senior Managers

18a. are aware of the issues I face in my job	54	(r)	(r)	53	(r)
18b. have a clear direction for the future	68	(r)	(r)	68	(r)
18c. lead by example in creating a positive workplace	73	(r)	(r)	72	(r)
19. There is a positive relationship between senior management and staff in my workplace	74	(r)	(r)	73	(r)
20. Overall, I have confidence in the decisions made by my senior managers	73	(r)	(r)	73	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	(r)	(r)	65	(r)
22. My organisation is making the necessary decisions to meet our future challenges	75	(r)	(r)	75	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Communication

23. I am kept well informed about what is happening in my workplace	78	(r)	(r)	78	(r)
24. I have a say in decisions which affect my work	70	(r)	(r)	69	(r)
25. I think it is safe to speak up and challenge the way things are done	74	(r)	(r)	75	(r)
26. Where I work, we share the lessons learnt when mistakes are made	59	(r)	(r)	58	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	(r)	(r)	90	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	(r)	(r)	79	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	(r)	(r)	77	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	(r)	(r)	77	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	(r)	(r)	86	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	(r)	(r)	50	(r)
32. I am able to achieve a healthy work/life balance most of the time	72	(r)	(r)	70	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	62	(r)	(r)	60	(r)
34. Reasonable expectations are placed on staff according to their position	74	(r)	(r)	73	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	(r)	(r)	70	(r)
36. My workplace enables strong professional leadership	74	(r)	(r)	73	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	(r)	(r)	87	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	(r)	(r)	58	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	74	(r)	(r)	74	(r)
40.	In my workplace patient safety is at the centre of all decision making	63	(r)	(r)	62	(r)
41.	My team's objectives/ work plans are clearly outlined	88	(r)	(r)	87	(r)
42.	Our objectives/work plans help us to deliver a quality service	84	(r)	(r)	83	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	66	(r)	(r)	65	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Agency for Clinical Innovation	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	117	3	0	111	3
Employee Engagement Index	83	(r)	(r)	82	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	88	(r)	(r)	87	(r)
45. I would recommend my workplace as a good place to work	85	(r)	(r)	85	(r)
46. I feel motivated to contribute more than what is normally required at work	82	(r)	(r)	81	(r)
47. I have a strong sense of belonging to my workplace	74	(r)	(r)	73	(r)
48. Overall I am satisfied to be working here at the present time	86	(r)	(r)	86	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	(r)	(r)	72	(r)
50. There is a positive culture in my workplace	80	(r)	(r)	80	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	(r)	(r)	61	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Your Job

1. My job makes good use of my skills and abilities	85	(r)	87	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	85	(r)	84	(r)
3. Working here makes me want to do the best job I can	82	(r)	83	(r)
4. The right amount of approvals are required for routine decisions	67	(r)	67	(r)
5. I have sufficient control over my work so I can do my job well	81	(r)	81	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	(r)	77	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	90	(r)	89	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	91	(r)	91	(r)
9.	People in my team are honest and open	87	(r)	87	(r)
10.	My team resolves conflict quickly when it arises	73	(r)	73	(r)
11.	Morale is good in my team	81	(r)	81	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	(r)	81	(r)
13. In my workplace, we recognise our successes and innovations	79	(r)	79	(r)
14. Staff are treated respectfully regardless of their job	80	(r)	80	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	(r)	81	(r)
15b. treats all staff in my team fairly	85	(r)	84	(r)
15c. ensures that when issues are raised in the team, they are addressed	77	(r)	77	(r)
15d. treats me with respect	90	(r)	89	(r)
16. I receive regular and constructive feedback on my performance	73	(r)	73	(r)
17. Overall, I have confidence in the decisions made by my line manager	83	(r)	82	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Agency for Clinical Innovation

	Respondents	Yes	No	Prefer not to say
	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Senior Managers

18a. are aware of the issues I face in my job	54	(r)	54	(r)
18b. have a clear direction for the future	68	(r)	69	(r)
18c. lead by example in creating a positive workplace	73	(r)	73	(r)
19. There is a positive relationship between senior management and staff in my workplace	74	(r)	73	(r)
20. Overall, I have confidence in the decisions made by my senior managers	73	(r)	73	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	(r)	65	(r)
22. My organisation is making the necessary decisions to meet our future challenges	75	(r)	75	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Communication

23. I am kept well informed about what is happening in my workplace	78	(r)	78	(r)
24. I have a say in decisions which affect my work	70	(r)	70	(r)
25. I think it is safe to speak up and challenge the way things are done	74	(r)	74	(r)
26. Where I work, we share the lessons learnt when mistakes are made	59	(r)	60	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	(r)	90	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	(r)	81	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	(r)	77	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	(r)	76	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	(r)	86	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	(r)	51	(r)
32. I am able to achieve a healthy work/life balance most of the time	72	(r)	71	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	62	(r)	61	(r)
34. Reasonable expectations are placed on staff according to their position	74	(r)	73	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	(r)	70	(r)
36. My workplace enables strong professional leadership	74	(r)	73	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	(r)	88	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	(r)	58	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Agency for Clinical Innovation

	Respondents	Yes	No	Prefer not to say
	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	74	(r)	75	(r)
40.	In my workplace patient safety is at the centre of all decision making	63	(r)	64	(r)
41.	My team's objectives/ work plans are clearly outlined	88	(r)	88	(r)
42.	Our objectives/work plans help us to deliver a quality service	84	(r)	84	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	66	(r)	66	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Agency for Clinical Innovation

	Respondents	Yes	No	Prefer not to say
	117	3	113	1
Employee Engagement Index	83	(r)	84	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	88	(r)	88	(r)
45. I would recommend my workplace as a good place to work	85	(r)	85	(r)
46. I feel motivated to contribute more than what is normally required at work	82	(r)	84	(r)
47. I have a strong sense of belonging to my workplace	74	(r)	75	(r)
48. Overall I am satisfied to be working here at the present time	86	(r)	87	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	(r)	73	(r)
50. There is a positive culture in my workplace	80	(r)	80	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	(r)	62	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Your Job

1. My job makes good use of my skills and abilities	85	86	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	85	85	(r)	(r)
3. Working here makes me want to do the best job I can	82	80	(r)	(r)
4. The right amount of approvals are required for routine decisions	67	65	(r)	(r)
5. I have sufficient control over my work so I can do my job well	81	81	(r)	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	77	78	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	90	90	(r)	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	91	90	(r)	(r)
9.	People in my team are honest and open	87	88	(r)	(r)
10.	My team resolves conflict quickly when it arises	73	74	(r)	(r)
11.	Morale is good in my team	81	81	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	81	81	(r)	(r)
13. In my workplace, we recognise our successes and innovations	79	79	(r)	(r)
14. Staff are treated respectfully regardless of their job	80	79	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	80	81	(r)	(r)
15b. treats all staff in my team fairly	85	84	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	77	77	(r)	(r)
15d. treats me with respect	90	90	(r)	(r)
16. I receive regular and constructive feedback on my performance	73	73	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	83	83	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Senior Managers

18a. are aware of the issues I face in my job	54	54	(r)	(r)
18b. have a clear direction for the future	68	68	(r)	(r)
18c. lead by example in creating a positive workplace	73	72	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	74	74	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	73	71	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	66	64	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	75	74	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Communication

23. I am kept well informed about what is happening in my workplace	78	79	(r)	(r)
24. I have a say in decisions which affect my work	70	70	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	74	75	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	59	60	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	90	91	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	80	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	77	78	(r)	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	77	76	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	86	85	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	51	51	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	72	71	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	62	60	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	74	73	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	70	(r)	(r)
36. My workplace enables strong professional leadership	74	73	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	87	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	58	59	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation			
	Yes	No	Prefer not to say	
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	74	72	(r)	(r)
40.	In my workplace patient safety is at the centre of all decision making	63	63	(r)	(r)
41.	My team's objectives/ work plans are clearly outlined	88	88	(r)	(r)
42.	Our objectives/work plans help us to deliver a quality service	84	82	(r)	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	66	65	(r)	(r)

Demographics

This section shows the % positive scores for different demographic groups within your Business Unit.

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Agency for Clinical Innovation	Yes	No	Prefer not to say
Respondents	117	107	8	2
Employee Engagement Index	83	82	(r)	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	88	87	(r)	(r)
45. I would recommend my workplace as a good place to work	85	84	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	82	80	(r)	(r)
47. I have a strong sense of belonging to my workplace	74	74	(r)	(r)
48. Overall I am satisfied to be working here at the present time	86	86	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	72	71	(r)	(r)
50. There is a positive culture in my workplace	80	79	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	60	60	(r)	(r)

Guide to this Report

Methodology

The YourSay survey was delivered as an online and paper based survey to meet the operational needs of a workforce that operates 24 hours a day, 7 days a week.

Questionnaire design

The questionnaire was designed by ORC International in conjunction with the NSW Health workplace culture project team, the Department of Health Workplace Culture Survey Reference Group and Chief Executives of all NSW Health organisations. The questionnaire was designed to be succinct and provide actionable results to help inform the organisation and highlight areas for improvement.

Data Collection

The survey used an online methodology with all staff invited to participate however, paper copies of the survey were also made available. All staff were given the opportunity to complete the survey between 30th March to 24th April 2015. Paper surveys were accepted until the 1st of May 2015. ORC International set up and hosted the online survey. Respondents were asked to put in a user name and password unique to them in order to enable the respondent to leave and return the survey.

Comparative data

Comparative data is the average % positive score achieved from all NSW Health organisations that participated in the 2013 Workplace Survey.

Results

Where results are shown as positive percentages (% Positive), these are calculated by adding together positive responses ("Strongly Agree" + "Agree") and dividing by the number of respondents which answered the question. Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Therefore in some instances, results may not total 100%.

Anonymity

It is ORC International's practice not to allow the breakdown of groups to the extent where the anonymity of individuals may be compromised. Results for teams with less than ten will not receive an individual report. However, their data will still contribute to the scores for their group and the organisation overall. Summary responses for each question by demographic data is not provided where there are less than fifty respondents from each demographic.

Confidence Intervals

Confidence intervals have been calculated on the total facility responses (within a 5% error rating). If the CI is less than 5% these responses are a representative sample of this facility population. If the CI is greater than 5% these responses are a snapshot of the views of staff at this facility, as opposed to being a representative sample.

Rounding

The Estimated Response Rate quoted in this report is an estimate only, based on Full Time Equivalent (FTE) staff as at April 2015. This figure does not include contractors, agency staff and volunteers, nor does it account for staff on secondment or extended leave, hence the estimated response rate is not accurate. The final estimated response rates have been weighted to account for our part-time and temporary staff. The proportion of Full time and Part time staff have been taken from those who responded to "Q5. Which of the following best describes your current employment status?" A Part-time respondent has been weighted by 0.33 (i.e. they are assumed to work one in three days).

Q5. Which of the following best describes your current employment status?

Responses	Fixed term or temporary contract (3) proportioned into Full and Part time based on responses to (1) and (2).
Permanent Full time (1)	18750
Permanent Part time (2)	7753
Fixed term or temporary contract (3)	1661
Agency (4)	132
Casual (5)	975
Contractor (6)	203
TOTAL answering Q51	29474
TOTAL number of respondents to the survey	31493

Calculations:
Full time: $\frac{18750}{18750 + 7753} \times 1661 = 1175$ Full time
Part time: $\frac{7753}{18750 + 7753} \times 1661 = 486$ Part time

Total estimated Full time responses as a proportion of all respondents to the survey:

$$\frac{1850 + 1175}{29474} \times 31493 = 21290 \text{ Estimated Full Time responses}$$

Total estimated Part time responses as a proportion of all respondents to the survey:

$$\frac{7753 + 486}{29474} \times 31493 = 8803 \text{ Estimated Part Time responses}$$

Estimated response rate based on an FTE value of 94882.6 and weighting estimated number of Part time responses by 0.33.

$$\frac{21289 + (8803 \times 0.33)}{94882.6} = 25\% \text{ Estimated Response Rate}$$

Action Planning

Asking our employees for their feedback is the first step towards improving the employee experience. The next step is to implement changes. Please use the information in this report to help decide what you and your team need to change.

This simple form is one way you can record the actions and changes you plan to make within your team.

Top 3 areas to focus on

Celebrate!

What three things are working well?

1. _____ _____
2. _____ _____
3. _____ _____

What
needs to be improved?

How
will this be achieved?

Who
is going to make this happen?

When
will this be achieved?

