

84%

2013: 79%

ENGAGEMENT INDEX

74%

2013: 70%

WORKPLACE CULTURE INDEX

165

2013: 196

ACTUAL RESPONSES

77%

2013: 66%
2% 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	92	+7
45.	I would recommend my workplace as a good place to work	82	+4
Stay			
47.	I have a strong sense of belonging to my workplace	72	+1
48.	Overall I am satisfied to be working here at the present time	89	+10
Strive			
3.	Working here makes me want to do the best job I can	85	+2
46.	I feel motivated to contribute more than what is normally required at work	84	+7

Key Questions to focus on

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

	% Positive	Variance from 2013
18a. The senior managers at my workplace are aware of the issues I face in my job	51	-6
50. There is a positive culture in my workplace	77	-
36. My workplace enables strong professional leadership	76	-
24. I have a say in decisions which affect my work	67	+3
31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	+5
19. There is a positive relationship between senior management and staff in my workplace	69	+3

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 Line Manager	86
Being Valued	82
Your Team	81

Questions	% Positive
15d. My line manager treats me with respect	93
44. Overall I am proud to be a part of this workplace	92
27a. I am aware of the strategic objectives and direction of the organisation I work for	91
8. In my team we generally acknowledge one another's efforts and achievements	91
48. Overall I am satisfied to be working here at the present time	89

Lowlights

Sections	% Positive
Work Environment	68
Service Delivery	69
Senior Managers	69

Questions	% Positive
4. The right amount of approvals are required for routine decisions	41
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48
18a. The senior managers at my workplace are aware of the issues I face in my job	51
40. In my workplace patient safety is at the centre of all decision making	52
33. There are mechanisms in place to support me if I experience stress or pressure	58

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
Work Environment	68	+5
Your Line Manager	86	+5
Your Workplace	78	+4

Questions	% Positive	Variance from 2013
16. I receive regular and constructive feedback on my performance	79	+13
18b. The senior managers at my workplace have a clear direction for the future	79	+11
32. I am able to achieve a healthy work/life balance most of the time	79	+11
48. Overall I am satisfied to be working here at the present time	89	+10
2. I feel I am able to suggest ideas to improve our ways of doing things	88	+8

Least improved

Sections	% Positive	Variance from 2013
Service Delivery	69	-1
Your Job	74	+2
Training and Development Opportunities	75	+2

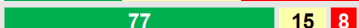



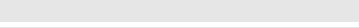






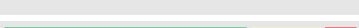
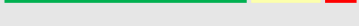


Questions	% Positive	Variance from 2013
4. The right amount of approvals are required for routine decisions	41	-8
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	-6
18a. The senior managers at my workplace are aware of the issues I face in my job	51	-6
43. At my workplace there is a good balance between delivering services and monitoring service delivery	63	-4
5. I have sufficient control over my work so I can do my job well	71	-3

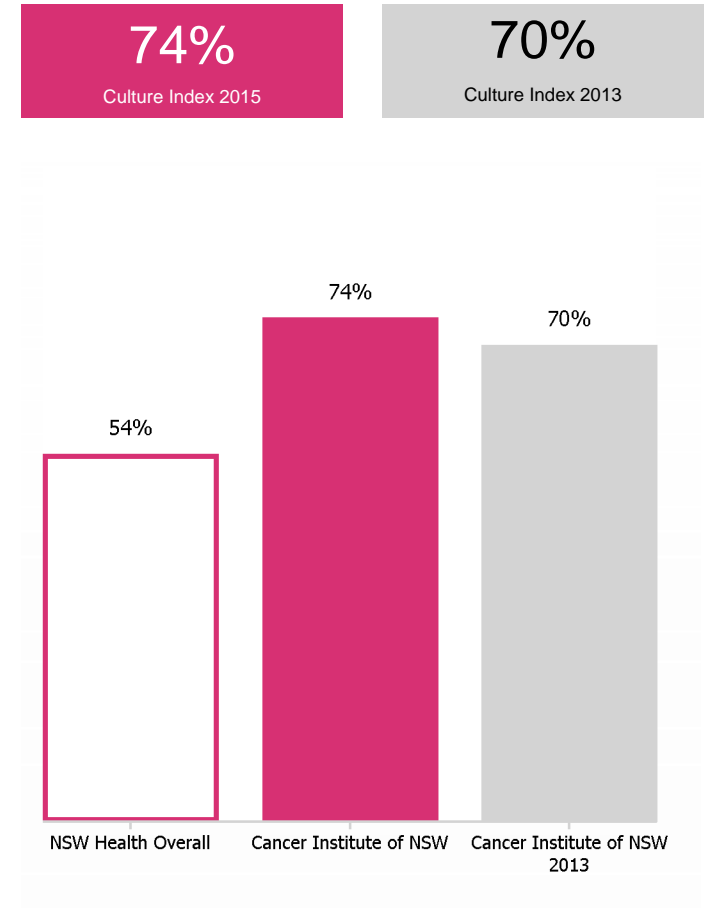
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

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		77	15	8	+7
12. I believe I am valued for what I can offer at my workplace		80	12	7	+6
13. In my workplace, we recognise our successes and innovations		82	12	6	+3
14. Staff are treated respectfully regardless of their job		83	11	6	+2
17. Overall, I have confidence in the decisions made by my line manager		87	9	4	+5
18b. The senior managers at my workplace have a clear direction for the future		79	16	5	+11
18c. The senior managers at my workplace lead by example in creating a positive workplace		71	24	5	+3
20. Overall, I have confidence in the decisions made by my senior managers		76	19	4	+8
24. I have a say in decisions which affect my work		67	22	11	+3
25. I think it is safe to speak up and challenge the way things are done		70	16	14	+7
26. Where I work, we share the lessons learnt when mistakes are made		69	21	10	+4
31. I have confidence in the processes that my workplace uses to resolve staff conflict		58	34	8	+5
41. My team's objectives/ work plans are clearly outlined		81	14	6	-2
42. Our objectives/work plans help us to deliver a quality service		76	20	4	+1
51. Overall, I believe the culture at my workplace has improved in the last 12 months		48	43	8	-6



Trend Comparison

This section shows comparisons between Cancer Institute of NSW and the 2013 survey results for Cancer Institute of NSW



76% ■ Proportion of questions above 2013 scores by 1 or more percentage points

6% ■ Proportion of questions in line with 2013 scores

18% ■ 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>
16. I receive regular and constructive feedback on my performance	79	+13
18b. The senior managers at my workplace have a clear direction for the future	79	+11
32. I am able to achieve a healthy work/life balance most of the time	79	+11
48. Overall I am satisfied to be working here at the present time	89	+10
2. I feel I am able to suggest ideas to improve our ways of doing things	88	+8
20. Overall, I have confidence in the decisions made by my senior managers	76	+8
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	75	+7
25. I think it is safe to speak up and challenge the way things are done	70	+7
44. Overall I am proud to be a part of this workplace	92	+7
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	+7
46. I feel motivated to contribute more than what is normally required at work	84	+7
11. Morale is good in my team	77	+7

Trend Comparison

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6% ■ Proportion of questions in line with 2013 scores

18% ■ 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>
12. I believe I am valued for what I can offer at my workplace	80	■ +6
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	■ +6
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	■ +5
1. My job makes good use of my skills and abilities	85	■ +5
15b. My line manager treats all staff in my team fairly	87	■ +5
17. Overall, I have confidence in the decisions made by my line manager	87	■ +5
31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	■ +5
28. I have received the appropriate training and development to do my job effectively	82	■ +4
8. In my team we generally acknowledge one another's efforts and achievements	91	■ +4
9. People in my team are honest and open	87	■ +4
15d. My line manager treats me with respect	93	■ +4
26. Where I work, we share the lessons learnt when mistakes are made	69	■ +4
45. I would recommend my workplace as a good place to work	82	■ +4

Trend Comparison

This section shows comparisons between Cancer Institute of NSW and the 2013 survey results for Cancer Institute of NSW



76% ■ Proportion of questions above 2013 scores by 1 or more percentage points

6% ■ Proportion of questions in line with 2013 scores

18% ■ 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>
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	■ +4
13. In my workplace, we recognise our successes and innovations	82	■ +3
18c. The senior managers at my workplace lead by example in creating a positive workplace	71	■ +3
10. My team resolves conflict quickly when it arises	70	■ +3
24. I have a say in decisions which affect my work	67	■ +3
19. There is a positive relationship between senior management and staff in my workplace	69	■ +3
15a. My line manager recognises and acknowledges when I have done my job well	88	■ +2
3. Working here makes me want to do the best job I can	85	■ +2
14. Staff are treated respectfully regardless of their job	83	■ +2
40. In my workplace patient safety is at the centre of all decision making	52	■ +2
47. I have a strong sense of belonging to my workplace	72	■ +1
42. Our objectives/work plans help us to deliver a quality service	76	■ +1
33. There are mechanisms in place to support me if I experience stress or pressure	58	■ +1

Trend Comparison

This section shows comparisons between Cancer Institute of NSW and the 2013 survey results for Cancer Institute of NSW



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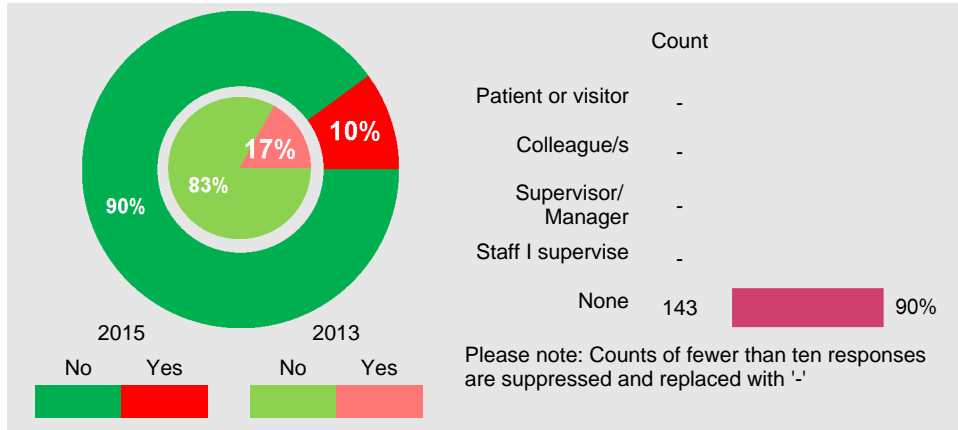
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

		% Positive	Variance from 2013
27b.	I am aware of how my work contributes to the overall strategic objectives of my organisation	87	+1
23.	I am kept well informed about what is happening in my workplace	67	0
15c.	My line manager ensures that when issues are raised in the team, they are addressed	83	0
7.	The people I work with are willing to help each other even if this means doing something outside their usual job	81	0
39.	My work environment allows me to deliver the best possible services (patient care or support services)	72	-1
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	69	-1
34.	Reasonable expectations are placed on staff according to their position	68	-2
41.	My team's objectives/ work plans are clearly outlined	81	-2
5.	I have sufficient control over my work so I can do my job well	71	-3
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	63	-4
18a.	The senior managers at my workplace are aware of the issues I face in my job	51	-6
51.	Overall, I believe the culture at my workplace has improved in the last 12 months	48	-6
4.	The right amount of approvals are required for routine decisions	41	-8

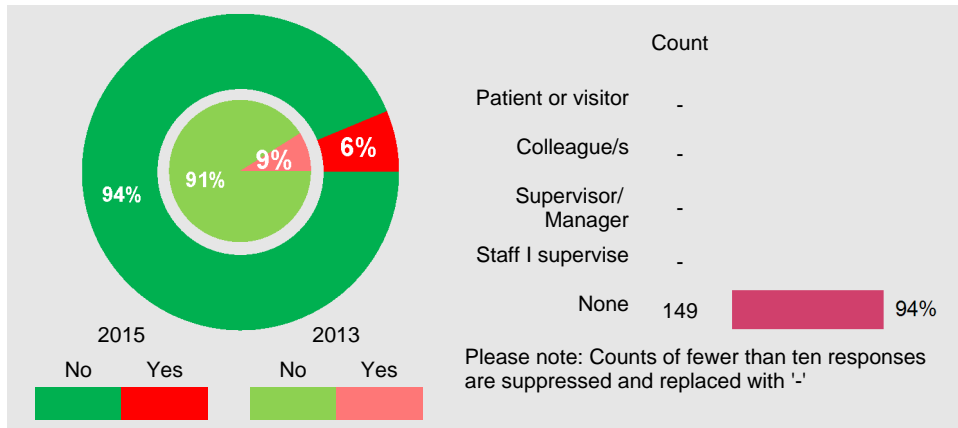
Unacceptable Behaviour

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

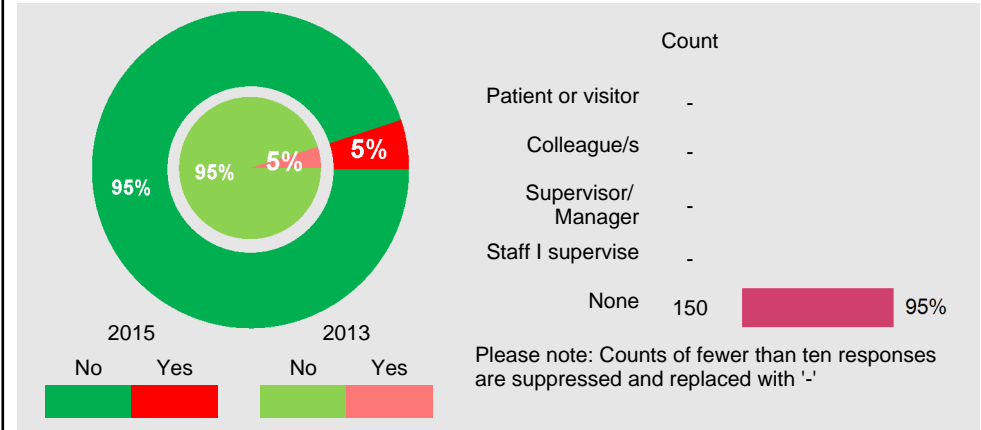
37a. In the last 12 months, I have been verbally abused by a ...



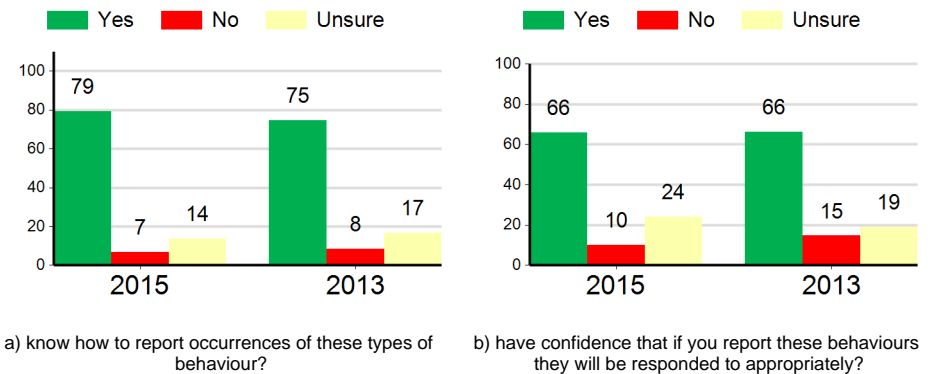
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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	Cancer Institute of NSW 2013	NSW Health Overall
1. My job makes good use of my skills and abilities	85	8	7	85	81	81
2. I feel I am able to suggest ideas to improve our ways of doing things	88	8	4	88	79	69
3. Working here makes me want to do the best job I can	85	10	4	85	83	72
4. The right amount of approvals are required for routine decisions	41	25	35	41	49	52
5. I have sufficient control over my work so I can do my job well	71	18	11	71	74	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	75	21	4	75	68	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	Cancer Institute of NSW 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	81	13	5	81	82	69
8. In my team we generally acknowledge one another's efforts and achievements	91	5	4	91	87	70
9. People in my team are honest and open	87	11		87	83	64
10. My team resolves conflict quickly when it arises	70	24	6	70	67	53
11. Morale is good in my team	77	15	8	77	70	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	Cancer Institute of NSW 2013	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	80	12	7	80	75	63
13. In my workplace, we recognise our successes and innovations	82	12	6	82	78	57
14. Staff are treated respectfully regardless of their job	83	11	6	83	81	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	Cancer Institute of NSW 2013	NSW Health Overall
15a.	My line manager recognises and acknowledges when I have done my job well	88	9	4	88	85	65
15b.	My line manager treats all staff in my team fairly	87	8	5	87	82	62
15c.	My line manager ensures that when issues are raised in the team, they are addressed	83	14	3	83	83	61
15d.	My line manager treats me with respect	93	5		93	89	76
16.	I receive regular and constructive feedback on my performance	79	14	7	79	66	52
17.	Overall, I have confidence in the decisions made by my line manager	87	9	4	87	82	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	Cancer Institute of NSW 2013	NSW Health Overall
Senior Managers								
K	18a.	The senior managers at my workplace are aware of the issues I face in my job	51	33	16	51	57	46
	18b.	The senior managers at my workplace have a clear direction for the future	79	16	5	79	68	45
	18c.	The senior managers at my workplace lead by example in creating a positive workplace	71	24	5	71	67	45
K	19.	There is a positive relationship between senior management and staff in my workplace	69	24	6	69	67	42
	20.	Overall, I have confidence in the decisions made by my senior managers	76	19	4	76	68	46
	21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	29	9	62	-	39
	22.	My organisation is making the necessary decisions to meet our future challenges	78	18	4	78	-	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	Cancer Institute of NSW 2013	NSW Health Overall
	23.				67	67	50
K	24.				67	65	46
	25.				70	63	51
	26.				69	65	59
	27a.				91	86	58
	27b.				87	87	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	Cancer Institute of NSW 2013	NSW Health Overall
28. I have received the appropriate training and development to do my job effectively	82	13	5	82	77	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	69	27	4	69	70	68
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	20	7	73	69	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	Cancer Institute of NSW 2013	NSW Health Overall
K	31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	34	8	58	54	44
	32. I am able to achieve a healthy work/life balance most of the time	79	13	8	79	69	65
	33. There are mechanisms in place to support me if I experience stress or pressure	58	31	11	58	57	56
	34. Reasonable expectations are placed on staff according to their position	68	22	10	68	70	57
	35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	30		70	64	69
K	36. My workplace enables strong professional leadership	76	19	5	76	-	52

All Questions

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

Cancer Institute of NSW 2013

Unacceptable Behaviour

37a.	In the last 12 months, I have been verbally abused by a...	Patient or visitor	-			
		Colleague/s	-			
		Supervisor/ Manager	-			
		Staff I supervise	-			
		None	143	<div style="width: 90%;"></div>	90%	83%
37b.	In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a...	Patient or visitor	-			
		Colleague/s	-			
		Supervisor/ Manager	-			
		Staff I supervise	-			
		None	149	<div style="width: 94%;"></div>	94%	91%
37c.	In the last 12 months, I have been discriminated against on the basis of race, ethnic or ethno-religious background, disability, age, gender, homosexuality, transgender or carers' responsibilities by a...	Patient or visitor	-			
		Colleague/s	-			
		Supervisor/ Manager	-			
		Staff I supervise	-			
		None	150	<div style="width: 95%;"></div>	95%	95%

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



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	Cancer Institute of NSW 2013	NSW Health Overall
39. My work environment allows me to deliver the best possible services (patient care or support services)	72	25	3	72	73	62
40. In my workplace patient safety is at the centre of all decision making	52	44	4	52	50	69
41. My team's objectives/ work plans are clearly outlined	81	14	6	81	83	66
42. Our objectives/work plans help us to deliver a quality service	76	20	4	76	75	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	63	30	7	63	66	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	Cancer Institute of NSW 2013	NSW Health Overall
44. Overall I am proud to be a part of this workplace	92	7		92	85	73
45. I would recommend my workplace as a good place to work	82	15	4	82	78	64
46. I feel motivated to contribute more than what is normally required at work	84	13	3	84	77	67
47. I have a strong sense of belonging to my workplace	72	21	6	72	71	65
48. Overall I am satisfied to be working here at the present time	89	8		89	79	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	15	4	81	74	59
K 50. There is a positive culture in my workplace	77	18	5	77	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	43	8	48	55	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	Cancer Institute of NSW	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	165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index	84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Your Job

1. My job makes good use of my skills and abilities	85	(r)	(r)	(r)	83	(r)	(r)	91	(r)	(r)	88	(r)	(r)	92
2. I feel I am able to suggest ideas to improve our ways of doing things	88	(r)	(r)	(r)	93	(r)	(r)	86	(r)	(r)	90	(r)	(r)	80
3. Working here makes me want to do the best job I can	85	(r)	(r)	(r)	87	(r)	(r)	82	(r)	(r)	92	(r)	(r)	80
4. The right amount of approvals are required for routine decisions	41	(r)	(r)	(r)	39	(r)	(r)	55	(r)	(r)	31	(r)	(r)	44
5. I have sufficient control over my work so I can do my job well	71	(r)	(r)	(r)	76	(r)	(r)	73	(r)	(r)	65	(r)	(r)	60
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	75	(r)	(r)	(r)	80	(r)	(r)	77	(r)	(r)	81	(r)	(r)	52

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	Cancer Institute of NSW	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		165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index		84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	81	(r)	(r)	(r)	78	(r)	(r)	91	(r)	(r)	79	(r)	(r)	80
8.	In my team we generally acknowledge one another's efforts and achievements	91	(r)	(r)	(r)	91	(r)	(r)	86	(r)	(r)	94	(r)	(r)	88
9.	People in my team are honest and open	87	(r)	(r)	(r)	93	(r)	(r)	86	(r)	(r)	83	(r)	(r)	84
10.	My team resolves conflict quickly when it arises	70	(r)	(r)	(r)	76	(r)	(r)	77	(r)	(r)	63	(r)	(r)	64
11.	Morale is good in my team	77	(r)	(r)	(r)	80	(r)	(r)	82	(r)	(r)	75	(r)	(r)	76

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	Cancer Institute of NSW	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		165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index		84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Being Valued

12. I believe I am valued for what I can offer at my workplace	80	(r)	(r)	(r)	83	(r)	(r)	91	(r)	(r)	73	(r)	(r)	79
13. In my workplace, we recognise our successes and innovations	82	(r)	(r)	(r)	85	(r)	(r)	82	(r)	(r)	83	(r)	(r)	75
14. Staff are treated respectfully regardless of their job	83	(r)	(r)	(r)	83	(r)	(r)	86	(r)	(r)	85	(r)	(r)	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

Role	Cancer Institute of NSW	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	165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index	84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	(r)	(r)	(r)	89	(r)	(r)	95	(r)	(r)	84	(r)	(r)	88
15b. treats all staff in my team fairly	87	(r)	(r)	(r)	87	(r)	(r)	91	(r)	(r)	92	(r)	(r)	71
15c. ensures that when issues are raised in the team, they are addressed	83	(r)	(r)	(r)	87	(r)	(r)	86	(r)	(r)	84	(r)	(r)	63
15d. treats me with respect	93	(r)	(r)	(r)	93	(r)	(r)	91	(r)	(r)	92	(r)	(r)	100
16. I receive regular and constructive feedback on my performance	79	(r)	(r)	(r)	85	(r)	(r)	77	(r)	(r)	76	(r)	(r)	88
17. Overall, I have confidence in the decisions made by my line manager	87	(r)	(r)	(r)	91	(r)	(r)	91	(r)	(r)	82	(r)	(r)	83

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	Cancer Institute of NSW	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		165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index		84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Senior Managers

18a. are aware of the issues I face in my job	51	(r)	(r)	(r)	57	(r)	(r)	52	(r)	(r)	50	(r)	(r)	42
18b. have a clear direction for the future	79	(r)	(r)	(r)	83	(r)	(r)	86	(r)	(r)	80	(r)	(r)	79
18c. lead by example in creating a positive workplace	71	(r)	(r)	(r)	67	(r)	(r)	76	(r)	(r)	73	(r)	(r)	75
19. There is a positive relationship between senior management and staff in my workplace	69	(r)	(r)	(r)	70	(r)	(r)	81	(r)	(r)	71	(r)	(r)	63
20. Overall, I have confidence in the decisions made by my senior managers	76	(r)	(r)	(r)	70	(r)	(r)	86	(r)	(r)	82	(r)	(r)	83
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	(r)	(r)	(r)	65	(r)	(r)	67	(r)	(r)	55	(r)	(r)	67
22. My organisation is making the necessary decisions to meet our future challenges	78	(r)	(r)	(r)	80	(r)	(r)	76	(r)	(r)	73	(r)	(r)	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

	Role	Cancer Institute of NSW	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		165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index		84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Communication

23. I am kept well informed about what is happening in my workplace	67	(r)	(r)	(r)	80	(r)	(r)	67	(r)	(r)	63	(r)	(r)	58
24. I have a say in decisions which affect my work	67	(r)	(r)	(r)	70	(r)	(r)	71	(r)	(r)	69	(r)	(r)	50
25. I think it is safe to speak up and challenge the way things are done	70	(r)	(r)	(r)	74	(r)	(r)	62	(r)	(r)	71	(r)	(r)	54
26. Where I work, we share the lessons learnt when mistakes are made	69	(r)	(r)	(r)	70	(r)	(r)	81	(r)	(r)	69	(r)	(r)	58
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	(r)	(r)	(r)	93	(r)	(r)	90	(r)	(r)	92	(r)	(r)	88
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	(r)	(r)	(r)	91	(r)	(r)	86	(r)	(r)	88	(r)	(r)	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

	Role	Cancer Institute of NSW	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		165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index		84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	(r)	(r)	(r)	76	(r)	(r)	86	(r)	(r)	88	(r)	(r)	75
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	69	(r)	(r)	(r)	67	(r)	(r)	71	(r)	(r)	75	(r)	(r)	58
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	(r)	(r)	(r)	76	(r)	(r)	71	(r)	(r)	77	(r)	(r)	65

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	Cancer Institute of NSW	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		165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index		84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	(r)	(r)	(r)	59	(r)	(r)	67	(r)	(r)	56	(r)	(r)	50
32. I am able to achieve a healthy work/life balance most of the time	79	(r)	(r)	(r)	70	(r)	(r)	86	(r)	(r)	79	(r)	(r)	79
33. There are mechanisms in place to support me if I experience stress or pressure	58	(r)	(r)	(r)	59	(r)	(r)	48	(r)	(r)	52	(r)	(r)	58
34. Reasonable expectations are placed on staff according to their position	68	(r)	(r)	(r)	63	(r)	(r)	81	(r)	(r)	56	(r)	(r)	75
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	(r)	(r)	(r)	72	(r)	(r)	67	(r)	(r)	71	(r)	(r)	63
36. My workplace enables strong professional leadership	76	(r)	(r)	(r)	74	(r)	(r)	81	(r)	(r)	81	(r)	(r)	83

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	Cancer Institute of NSW	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		165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index		84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	(r)	(r)	(r)	76	(r)	(r)	81	(r)	(r)	79	(r)	(r)	75
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	(r)	(r)	(r)	59	(r)	(r)	70	(r)	(r)	67	(r)	(r)	67

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	Cancer Institute of NSW	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		165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index		84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	72	(r)	(r)	(r)	74	(r)	(r)	71	(r)	(r)	63	(r)	(r)	79
40.	In my workplace patient safety is at the centre of all decision making	52	(r)	(r)	(r)	54	(r)	(r)	52	(r)	(r)	42	(r)	(r)	46
41.	My team's objectives/ work plans are clearly outlined	81	(r)	(r)	(r)	76	(r)	(r)	90	(r)	(r)	81	(r)	(r)	79
42.	Our objectives/work plans help us to deliver a quality service	76	(r)	(r)	(r)	73	(r)	(r)	81	(r)	(r)	77	(r)	(r)	71
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	63	(r)	(r)	(r)	67	(r)	(r)	57	(r)	(r)	63	(r)	(r)	58

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	Cancer Institute of NSW	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	165	1	3	3	46	5	3	22	0	0	52	2	0	25
Employee Engagement Index	84	(r)	(r)	(r)	86	(r)	(r)	85	(r)	(r)	88	(r)	(r)	76

Your Workplace

44. Overall I am proud to be a part of this workplace	92	(r)	(r)	(r)	93	(r)	(r)	95	(r)	(r)	92	(r)	(r)	96
45. I would recommend my workplace as a good place to work	82	(r)	(r)	(r)	83	(r)	(r)	85	(r)	(r)	83	(r)	(r)	75
46. I feel motivated to contribute more than what is normally required at work	84	(r)	(r)	(r)	87	(r)	(r)	86	(r)	(r)	88	(r)	(r)	75
47. I have a strong sense of belonging to my workplace	72	(r)	(r)	(r)	74	(r)	(r)	71	(r)	(r)	79	(r)	(r)	50
48. Overall I am satisfied to be working here at the present time	89	(r)	(r)	(r)	89	(r)	(r)	90	(r)	(r)	94	(r)	(r)	83
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	(r)	(r)	(r)	76	(r)	(r)	90	(r)	(r)	81	(r)	(r)	79
50. There is a positive culture in my workplace	77	(r)	(r)	(r)	78	(r)	(r)	76	(r)	(r)	83	(r)	(r)	63
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	(r)	(r)	(r)	57	(r)	(r)	48	(r)	(r)	46	(r)	(r)	29

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

Cancer Institute of NSW

	Respondents	Yes	No
Employee Engagement Index	84	90	81

Your Job

1. My job makes good use of my skills and abilities	85	96	81
2. I feel I am able to suggest ideas to improve our ways of doing things	88	96	84
3. Working here makes me want to do the best job I can	85	94	82
4. The right amount of approvals are required for routine decisions	41	45	39
5. I have sufficient control over my work so I can do my job well	71	71	71
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	75	86	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

Manage staff

Cancer Institute of NSW

	Respondents	Yes	No
Employee Engagement Index	165	51	114
	84	90	81

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	81	82	81
8. In my team we generally acknowledge one another's efforts and achievements	91	96	89
9. People in my team are honest and open	87	88	87
10. My team resolves conflict quickly when it arises	70	75	68
11. Morale is good in my team	77	84	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

Cancer Institute of NSW

	Respondents	Yes	No
Employee Engagement Index	165	51	114
	84	90	81

Being Valued

12. I believe I am valued for what I can offer at my workplace	80	80	81
13. In my workplace, we recognise our successes and innovations	82	84	81
14. Staff are treated respectfully regardless of their job	83	86	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

Manage staff

Cancer Institute of NSW

	Respondents	Yes	No
Employee Engagement Index	84	90	81

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	84	89
15b. treats all staff in my team fairly	87	94	84
15c. ensures that when issues are raised in the team, they are addressed	83	88	81
15d. treats me with respect	93	96	92
16. I receive regular and constructive feedback on my performance	79	76	80
17. Overall, I have confidence in the decisions made by my line manager	87	90	86

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

Cancer Institute of NSW

	Respondents	Yes	No
Employee Engagement Index	165	51	114
	84	90	81

Senior Managers

18a. are aware of the issues I face in my job	51	69	43
18b. have a clear direction for the future	79	80	78
18c. lead by example in creating a positive workplace	71	80	67
19. There is a positive relationship between senior management and staff in my workplace	69	73	68
20. Overall, I have confidence in the decisions made by my senior managers	76	86	72
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	71	58
22. My organisation is making the necessary decisions to meet our future challenges	78	82	76

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

Cancer Institute of NSW

Yes

No

Respondents 165 51 114

Employee Engagement Index 84 90 81

Communication

23. I am kept well informed about what is happening in my workplace	67	75	64
24. I have a say in decisions which affect my work	67	79	62
25. I think it is safe to speak up and challenge the way things are done	70	81	65
26. Where I work, we share the lessons learnt when mistakes are made	69	77	66
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	94	90
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	92	86

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

Cancer Institute of NSW

	Respondents	Yes	No
Employee Engagement Index	165	51	114
	84	90	81

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	88	79
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	69	71	68
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	77	71

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

Cancer Institute of NSW

	Respondents	Yes	No
Employee Engagement Index	165	51	114
	84	90	81

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	73	52
32. I am able to achieve a healthy work/life balance most of the time	79	71	83
33. There are mechanisms in place to support me if I experience stress or pressure	58	65	55
34. Reasonable expectations are placed on staff according to their position	68	63	70
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	73	68
36. My workplace enables strong professional leadership	76	88	71

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

Cancer Institute of NSW

	Respondents	Yes	No
Employee Engagement Index	165	51	114
	84	90	81

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	77	80
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	71	64

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

Cancer Institute of NSW

Yes

No

Respondents	165	51	114
Employee Engagement Index	84	90	81

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	72	71	73
40. In my workplace patient safety is at the centre of all decision making	52	50	53
41. My team's objectives/ work plans are clearly outlined	81	88	77
42. Our objectives/work plans help us to deliver a quality service	76	85	72
43. At my workplace there is a good balance between delivering services and monitoring service delivery	63	73	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

Cancer Institute of NSW

Yes

No

Respondents

165 51 114

Employee Engagement Index

84 90 81

Your Workplace

44. Overall I am proud to be a part of this workplace	92	94	91
45. I would recommend my workplace as a good place to work	82	85	80
46. I feel motivated to contribute more than what is normally required at work	84	92	80
47. I have a strong sense of belonging to my workplace	72	83	68
48. Overall I am satisfied to be working here at the present time	89	94	87
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	81	80
50. There is a positive culture in my workplace	77	83	75
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	56	45

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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Your Job

1. My job makes good use of my skills and abilities	85	100	94	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	88	100	94	(r)	(r)
3. Working here makes me want to do the best job I can	85	92	94	(r)	(r)
4. The right amount of approvals are required for routine decisions	41	38	42	(r)	(r)
5. I have sufficient control over my work so I can do my job well	71	69	65	(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	75	92	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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(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	81	62	87	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	91	92	97	(r)	(r)
9. People in my team are honest and open	87	62	97	(r)	(r)
10. My team resolves conflict quickly when it arises	70	62	74	(r)	(r)
11. Morale is good in my team	77	62	90	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	80	85	74	(r)	(r)
13. In my workplace, we recognise our successes and innovations	82	85	81	(r)	(r)
14. Staff are treated respectfully regardless of their job	83	77	87	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	92	77	(r)	(r)
15b. treats all staff in my team fairly	87	100	90	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	83	85	90	(r)	(r)
15d. treats me with respect	93	92	97	(r)	(r)
16. I receive regular and constructive feedback on my performance	79	69	73	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	87	92	87	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Senior Managers

18a. are aware of the issues I face in my job	51	77	57	(r)	(r)
18b. have a clear direction for the future	79	85	72	(r)	(r)
18c. lead by example in creating a positive workplace	71	69	79	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	69	62	72	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	76	92	79	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	62	69	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	78	85	76	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Communication

23. I am kept well informed about what is happening in my workplace	67	69	75	(r)	(r)
24. I have a say in decisions which affect my work	67	77	75	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	70	77	79	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	69	77	71	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	100	89	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	100	86	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	100	79	(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	69	77	68	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	85	71	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	62	71	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	79	77	71	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	58	46	68	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	68	62	57	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	77	68	(r)	(r)
36. My workplace enables strong professional leadership	76	92	82	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	85	71	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	77	64	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	72	77	61	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	52	62	43	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	81	85	86	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	76	85	82	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	63	77	71	(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

	Cancer Institute of NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	165	13	31	5	2
Employee Engagement Index	84	92	87	(r)	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	92	100	89	(r)	(r)
45. I would recommend my workplace as a good place to work	82	92	79	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	84	92	89	(r)	(r)
47. I have a strong sense of belonging to my workplace	72	85	79	(r)	(r)
48. Overall I am satisfied to be working here at the present time	89	92	93	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	62	86	(r)	(r)
50. There is a positive culture in my workplace	77	69	86	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	54	50	(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

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Your Job

1. My job makes good use of my skills and abilities	85	88	83	76	(r)	(r)	100
2. I feel I am able to suggest ideas to improve our ways of doing things	88	87	91	90	(r)	(r)	88
3. Working here makes me want to do the best job I can	85	84	91	83	(r)	(r)	94
4. The right amount of approvals are required for routine decisions	41	39	43	38	(r)	(r)	41
5. I have sufficient control over my work so I can do my job well	71	70	74	62	(r)	(r)	82
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	75	74	78	76	(r)	(r)	82

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

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	81	77	100	79	(r)	(r)	82
8. In my team we generally acknowledge one another's efforts and achievements	91	91	91	93	(r)	(r)	82
9. People in my team are honest and open	87	84	96	83	(r)	(r)	100
10. My team resolves conflict quickly when it arises	70	65	78	72	(r)	(r)	82
11. Morale is good in my team	77	73	87	79	(r)	(r)	82

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

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Being Valued

12. I believe I am valued for what I can offer at my workplace	80	80	78	79	(r)	(r)	88
13. In my workplace, we recognise our successes and innovations	82	80	78	86	(r)	(r)	82
14. Staff are treated respectfully regardless of their job	83	83	78	82	(r)	(r)	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

Employment Status

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	85	87	89	(r)	(r)	100
15b. treats all staff in my team fairly	87	81	91	93	(r)	(r)	100
15c. ensures that when issues are raised in the team, they are addressed	83	76	91	89	(r)	(r)	100
15d. treats me with respect	93	90	100	96	(r)	(r)	94
16. I receive regular and constructive feedback on my performance	79	78	74	82	(r)	(r)	81
17. Overall, I have confidence in the decisions made by my line manager	87	84	91	93	(r)	(r)	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

Employment Status

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Senior Managers

18a. are aware of the issues I face in my job	51	55	45	44	(r)	(r)	53
18b. have a clear direction for the future	79	78	78	74	(r)	(r)	88
18c. lead by example in creating a positive workplace	71	65	70	78	(r)	(r)	82
19. There is a positive relationship between senior management and staff in my workplace	69	69	65	70	(r)	(r)	76
20. Overall, I have confidence in the decisions made by my senior managers	76	78	74	74	(r)	(r)	71
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	58	70	59	(r)	(r)	71
22. My organisation is making the necessary decisions to meet our future challenges	78	78	74	70	(r)	(r)	94

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

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Communication

23. I am kept well informed about what is happening in my workplace	67	66	74	56	(r)	(r)	82
24. I have a say in decisions which affect my work	67	66	78	59	(r)	(r)	71
25. I think it is safe to speak up and challenge the way things are done	70	70	65	78	(r)	(r)	59
26. Where I work, we share the lessons learnt when mistakes are made	69	70	61	70	(r)	(r)	71
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	89	96	96	(r)	(r)	94
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	88	83	89	(r)	(r)	94

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

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	82	83	89	(r)	(r)	71
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	69	70	70	70	(r)	(r)	65
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	76	73	78	(r)	(r)	53

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

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	58	65	52	(r)	(r)	65
32. I am able to achieve a healthy work/life balance most of the time	79	72	96	81	(r)	(r)	94
33. There are mechanisms in place to support me if I experience stress or pressure	58	55	78	59	(r)	(r)	47
34. Reasonable expectations are placed on staff according to their position	68	65	70	70	(r)	(r)	76
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	73	57	67	(r)	(r)	76
36. My workplace enables strong professional leadership	76	75	70	78	(r)	(r)	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

Employment Status

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	80	87	74	(r)	(r)	71
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	63	65	67	(r)	(r)	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

Employment Status

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	72	75	74	70	(r)	(r)	65
40. In my workplace patient safety is at the centre of all decision making	52	59	43	37	(r)	(r)	53
41. My team's objectives/ work plans are clearly outlined	81	82	83	78	(r)	(r)	71
42. Our objectives/work plans help us to deliver a quality service	76	75	78	73	(r)	(r)	76
43. At my workplace there is a good balance between delivering services and monitoring service delivery	63	66	65	56	(r)	(r)	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

Employment Status

	Cancer Institute of NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	165	92	23	29	4	0	17
Employee Engagement Index	84	84	85	80	(r)	(r)	90

Your Workplace

44. Overall I am proud to be a part of this workplace	92	93	87	89	(r)	(r)	94
45. I would recommend my workplace as a good place to work	82	82	74	81	(r)	(r)	94
46. I feel motivated to contribute more than what is normally required at work	84	84	83	81	(r)	(r)	88
47. I have a strong sense of belonging to my workplace	72	73	83	63	(r)	(r)	76
48. Overall I am satisfied to be working here at the present time	89	90	91	85	(r)	(r)	94
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	76	91	78	(r)	(r)	88
50. There is a positive culture in my workplace	77	74	78	81	(r)	(r)	88
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	51	65	30	(r)	(r)	41

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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Your Job

1. My job makes good use of my skills and abilities	85	85	93	87	76	85
2. I feel I am able to suggest ideas to improve our ways of doing things	88	88	93	93	72	90
3. Working here makes me want to do the best job I can	85	88	90	91	69	85
4. The right amount of approvals are required for routine decisions	41	44	43	29	31	70
5. I have sufficient control over my work so I can do my job well	71	73	63	64	76	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	75	78	77	73	66	85

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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	81	88	70	80	76	95
8. In my team we generally acknowledge one another's efforts and achievements	91	95	93	87	86	95
9. People in my team are honest and open	87	90	87	87	76	100
10. My team resolves conflict quickly when it arises	70	76	77	71	52	75
11. Morale is good in my team	77	83	87	71	59	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

Length of Service

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Being Valued

12. I believe I am valued for what I can offer at my workplace	80	85	87	76	79	75
13. In my workplace, we recognise our successes and innovations	82	85	83	78	79	85
14. Staff are treated respectfully regardless of their job	83	88	87	76	79	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

Length of Service

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	98	93	84	79	80
15b. treats all staff in my team fairly	87	95	93	82	79	85
15c. ensures that when issues are raised in the team, they are addressed	83	93	87	84	64	80
15d. treats me with respect	93	98	97	91	89	90
16. I receive regular and constructive feedback on my performance	79	83	86	78	64	85
17. Overall, I have confidence in the decisions made by my line manager	87	95	87	87	79	85

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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Senior Managers

18a. are aware of the issues I face in my job	51	56	69	50	33	40
18b. have a clear direction for the future	79	85	83	82	67	70
18c. lead by example in creating a positive workplace	71	80	90	64	59	55
19. There is a positive relationship between senior management and staff in my workplace	69	78	83	59	70	55
20. Overall, I have confidence in the decisions made by my senior managers	76	85	83	68	74	70
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	80	62	52	41	75
22. My organisation is making the necessary decisions to meet our future challenges	78	88	69	77	67	85

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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Communication

23. I am kept well informed about what is happening in my workplace	67	78	59	70	48	80
24. I have a say in decisions which affect my work	67	78	69	72	37	75
25. I think it is safe to speak up and challenge the way things are done	70	75	86	65	48	75
26. Where I work, we share the lessons learnt when mistakes are made	69	70	79	74	52	65
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	93	97	91	81	95
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	93	79	88	81	95

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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	73	97	74	81	95
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	69	70	66	63	70	85
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	64	90	67	74	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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	60	59	58	44	75
32. I am able to achieve a healthy work/life balance most of the time	79	88	76	77	70	85
33. There are mechanisms in place to support me if I experience stress or pressure	58	58	62	63	37	70
34. Reasonable expectations are placed on staff according to their position	68	80	66	60	59	75
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	68	62	79	63	75
36. My workplace enables strong professional leadership	76	83	79	74	74	65

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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	63	90	79	85	90
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	72	72	60	52	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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	72	68	76	72	67	85
40. In my workplace patient safety is at the centre of all decision making	52	43	59	53	52	60
41. My team's objectives/ work plans are clearly outlined	81	80	76	86	70	90
42. Our objectives/work plans help us to deliver a quality service	76	85	66	74	67	90
43. At my workplace there is a good balance between delivering services and monitoring service delivery	63	65	66	60	59	65

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

	Cancer Institute of NSW	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	165	41	30	45	29	20
Employee Engagement Index	84	86	92	86	74	78

Your Workplace

44. Overall I am proud to be a part of this workplace	92	93	100	93	88	80
45. I would recommend my workplace as a good place to work	82	90	93	79	70	70
46. I feel motivated to contribute more than what is normally required at work	84	90	90	81	74	80
47. I have a strong sense of belonging to my workplace	72	68	83	74	63	75
48. Overall I am satisfied to be working here at the present time	89	90	97	95	81	75
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	88	79	77	74	85
50. There is a positive culture in my workplace	77	85	93	70	59	80
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	30	66	56	37	60

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

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents

165

28

126

5

Employee Engagement Index

84

87

83

(r)

Your Job

1. My job makes good use of my skills and abilities	85	93	83	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	88	86	88	(r)
3. Working here makes me want to do the best job I can	85	89	84	(r)
4. The right amount of approvals are required for routine decisions	41	50	41	(r)
5. I have sufficient control over my work so I can do my job well	71	89	71	(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	75	79	78	(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

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents

165

28

126

5

Employee Engagement Index

84

87

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	81	89	82	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	91	89	92	(r)
9.	People in my team are honest and open	87	93	87	(r)
10.	My team resolves conflict quickly when it arises	70	75	71	(r)
11.	Morale is good in my team	77	82	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			
		Cancer Institute of NSW	Male	Female	Prefer not to say
	Respondents	165	28	126	5
	Employee Engagement Index	84	87	83	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	80	96	79	(r)
13. In my workplace, we recognise our successes and innovations	82	86	83	(r)
14. Staff are treated respectfully regardless of their job	83	93	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

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents

165 28 126 5

Employee Engagement Index

84 87 83 (r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	93	90	(r)
15b. treats all staff in my team fairly	87	93	87	(r)
15c. ensures that when issues are raised in the team, they are addressed	83	89	83	(r)
15d. treats me with respect	93	93	94	(r)
16. I receive regular and constructive feedback on my performance	79	85	80	(r)
17. Overall, I have confidence in the decisions made by my line manager	87	86	88	(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

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents

165 28 126 5

Employee Engagement Index

84 87 83 (r)

Senior Managers

18a. are aware of the issues I face in my job	51	63	50	(r)
18b. have a clear direction for the future	79	89	78	(r)
18c. lead by example in creating a positive workplace	71	81	70	(r)
19. There is a positive relationship between senior management and staff in my workplace	69	81	67	(r)
20. Overall, I have confidence in the decisions made by my senior managers	76	93	74	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	78	60	(r)
22. My organisation is making the necessary decisions to meet our future challenges	78	89	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

Gender

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents

165 28 126 5

Employee Engagement Index

84 87 83 (r)

Communication

23. I am kept well informed about what is happening in my workplace	67	81	65	(r)
24. I have a say in decisions which affect my work	67	74	66	(r)
25. I think it is safe to speak up and challenge the way things are done	70	67	70	(r)
26. Where I work, we share the lessons learnt when mistakes are made	69	78	67	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	93	91	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	93	88	(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

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents	165	28	126	5
Employee Engagement Index	84	87	83	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	78	84	(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	69	81	66	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	74	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

Gender

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents

165 28 126 5

Employee Engagement Index

84 87 83 (r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	59	58	(r)
32. I am able to achieve a healthy work/life balance most of the time	79	81	80	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	58	56	59	(r)
34. Reasonable expectations are placed on staff according to their position	68	81	66	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	74	69	(r)
36. My workplace enables strong professional leadership	76	78	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

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents	165	28	126	5
Employee Engagement Index	84	87	83	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	63	83	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	56	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

Gender

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents

165 28 126 5

Employee Engagement Index

84 87 83 (r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	72	74	73	(r)
40.	In my workplace patient safety is at the centre of all decision making	52	52	51	(r)
41.	My team's objectives/ work plans are clearly outlined	81	78	80	(r)
42.	Our objectives/work plans help us to deliver a quality service	76	81	75	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	63	74	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

Gender

Cancer Institute of NSW

Male

Female

Prefer not to say

Respondents

165

28

126

5

Employee Engagement Index

84

87

83

(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	92	93	91	(r)
45. I would recommend my workplace as a good place to work	82	89	81	(r)
46. I feel motivated to contribute more than what is normally required at work	84	85	82	(r)
47. I have a strong sense of belonging to my workplace	72	74	72	(r)
48. Overall I am satisfied to be working here at the present time	89	93	89	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	85	80	(r)
50. There is a positive culture in my workplace	77	89	75	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	59	47	(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

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Your Job

1. My job makes good use of my skills and abilities	85	(r)	94	88	74	82	94	82	(r)	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	88	(r)	88	85	86	89	94	88	(r)	(r)	(r)
3. Working here makes me want to do the best job I can	85	(r)	88	88	83	82	75	88	(r)	(r)	(r)
4. The right amount of approvals are required for routine decisions	41	(r)	50	26	29	54	38	71	(r)	(r)	(r)
5. I have sufficient control over my work so I can do my job well	71	(r)	75	65	71	71	69	82	(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	75	(r)	75	85	66	68	94	82	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(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	81	(r)	69	79	71	89	88	88	(r)	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	91	(r)	100	94	86	86	88	88	(r)	(r)	(r)
9. People in my team are honest and open	87	(r)	94	85	83	89	100	88	(r)	(r)	(r)
10. My team resolves conflict quickly when it arises	70	(r)	81	68	71	68	75	82	(r)	(r)	(r)
11. Morale is good in my team	77	(r)	81	74	69	82	88	76	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	80	(r)	93	82	74	79	81	76	(r)	(r)	(r)
13. In my workplace, we recognise our successes and innovations	82	(r)	73	88	80	79	88	82	(r)	(r)	(r)
14. Staff are treated respectfully regardless of their job	83	(r)	80	91	69	82	81	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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	(r)	93	97	79	89	88	82	(r)	(r)	(r)
15b. treats all staff in my team fairly	87	(r)	93	91	79	86	88	88	(r)	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	83	(r)	93	82	76	89	81	88	(r)	(r)	(r)
15d. treats me with respect	93	(r)	100	100	88	89	94	88	(r)	(r)	(r)
16. I receive regular and constructive feedback on my performance	79	(r)	87	94	68	75	75	82	(r)	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	87	(r)	100	94	74	82	94	94	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Senior Managers

18a. are aware of the issues I face in my job	51	(r)	53	53	44	52	56	53	(r)	(r)	(r)
18b. have a clear direction for the future	79	(r)	93	88	67	74	75	88	(r)	(r)	(r)
18c. lead by example in creating a positive workplace	71	(r)	73	74	61	67	88	71	(r)	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	69	(r)	73	71	61	67	75	76	(r)	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	76	(r)	80	85	67	67	81	76	(r)	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	(r)	60	59	61	63	69	71	(r)	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	78	(r)	73	85	64	74	94	82	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Communication

23. I am kept well informed about what is happening in my workplace	67	(r)	73	64	58	74	69	82	(r)	(r)	(r)
24. I have a say in decisions which affect my work	67	(r)	73	58	67	70	75	71	(r)	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	70	(r)	80	67	64	63	75	88	(r)	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	69	(r)	73	85	61	52	75	71	(r)	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	(r)	100	88	82	93	100	94	(r)	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	(r)	93	85	82	81	100	94	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	(r)	93	85	76	78	69	88	(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	69	(r)	60	58	70	70	88	76	(r)	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	(r)	93	70	66	78	75	71	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	(r)	47	55	45	59	63	76	(r)	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	79	(r)	87	79	88	70	56	76	(r)	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	58	(r)	53	55	64	52	56	65	(r)	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	68	(r)	73	73	58	63	56	88	(r)	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	(r)	60	76	64	63	88	71	(r)	(r)	(r)
36. My workplace enables strong professional leadership	76	(r)	67	85	70	78	81	71	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	(r)	73	76	79	89	88	76	(r)	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	(r)	67	75	48	67	75	65	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	72	(r)	67	64	67	81	88	71	(r)	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	52	(r)	60	55	33	52	69	53	(r)	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	81	(r)	73	85	70	78	81	88	(r)	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	76	(r)	67	82	66	74	81	82	(r)	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	63	(r)	67	64	52	59	81	65	(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

Age Group

	Cancer Institute of NSW	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	165	2	16	34	35	28	16	17	3	7	7
Employee Engagement Index	84	(r)	87	86	78	85	81	80	(r)	(r)	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	92	(r)	93	97	81	96	88	88	(r)	(r)	(r)
45. I would recommend my workplace as a good place to work	82	(r)	87	84	73	85	81	76	(r)	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	84	(r)	87	85	73	85	75	88	(r)	(r)	(r)
47. I have a strong sense of belonging to my workplace	72	(r)	73	67	73	74	81	65	(r)	(r)	(r)
48. Overall I am satisfied to be working here at the present time	89	(r)	93	94	85	89	88	76	(r)	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	(r)	80	85	70	81	88	76	(r)	(r)	(r)
50. There is a positive culture in my workplace	77	(r)	87	73	70	74	81	71	(r)	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	(r)	53	55	36	48	63	47	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Your Job

1. My job makes good use of my skills and abilities	85	(r)	(r)	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	88	(r)	(r)	(r)	(r)
3. Working here makes me want to do the best job I can	85	(r)	(r)	(r)	(r)
4. The right amount of approvals are required for routine decisions	41	(r)	(r)	(r)	(r)
5. I have sufficient control over my work so I can do my job well	71	(r)	(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	75	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(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	81	(r)	(r)	(r)	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	91	(r)	(r)	(r)	(r)
9.	People in my team are honest and open	87	(r)	(r)	(r)	(r)
10.	My team resolves conflict quickly when it arises	70	(r)	(r)	(r)	(r)
11.	Morale is good in my team	77	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Being Valued

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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	(r)	(r)	(r)	(r)
15b. treats all staff in my team fairly	87	(r)	(r)	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	83	(r)	(r)	(r)	(r)
15d. treats me with respect	93	(r)	(r)	(r)	(r)
16. I receive regular and constructive feedback on my performance	79	(r)	(r)	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	87	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Senior Managers

18a. are aware of the issues I face in my job	51	(r)	(r)	(r)	(r)
18b. have a clear direction for the future	79	(r)	(r)	(r)	(r)
18c. lead by example in creating a positive workplace	71	(r)	(r)	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	69	(r)	(r)	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	76	(r)	(r)	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	(r)	(r)	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	78	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Communication

23. I am kept well informed about what is happening in my workplace	67	(r)	(r)	(r)	(r)
24. I have a say in decisions which affect my work	67	(r)	(r)	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	70	(r)	(r)	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	69	(r)	(r)	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	(r)	(r)	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	(r)	(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	69	(r)	(r)	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	(r)	(r)	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	79	(r)	(r)	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	58	(r)	(r)	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	68	(r)	(r)	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	(r)	(r)	(r)	(r)
36. My workplace enables strong professional leadership	76	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	(r)	(r)	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	72	(r)	(r)	(r)	(r)
40.	In my workplace patient safety is at the centre of all decision making	52	(r)	(r)	(r)	(r)
41.	My team's objectives/ work plans are clearly outlined	81	(r)	(r)	(r)	(r)
42.	Our objectives/work plans help us to deliver a quality service	76	(r)	(r)	(r)	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	63	(r)	(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

Australian Aboriginal

	Cancer Institute of NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	165	0	0	162	1
Employee Engagement Index	84	(r)	(r)	84	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	92	(r)	(r)	(r)	(r)
45. I would recommend my workplace as a good place to work	82	(r)	(r)	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	84	(r)	(r)	(r)	(r)
47. I have a strong sense of belonging to my workplace	72	(r)	(r)	(r)	(r)
48. Overall I am satisfied to be working here at the present time	89	(r)	(r)	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	(r)	(r)	(r)	(r)
50. There is a positive culture in my workplace	77	(r)	(r)	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	(r)	(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

Disability

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Your Job

1. My job makes good use of my skills and abilities	85	(r)	86	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	88	(r)	88	(r)
3. Working here makes me want to do the best job I can	85	(r)	86	(r)
4. The right amount of approvals are required for routine decisions	41	(r)	40	(r)
5. I have sufficient control over my work so I can do my job well	71	(r)	70	(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	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

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(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	81	(r)	81	(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	70	(r)	70	(r)
11.	Morale is good in my team	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

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Being Valued

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

Disability

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	(r)	88	(r)
15b. treats all staff in my team fairly	87	(r)	87	(r)
15c. ensures that when issues are raised in the team, they are addressed	83	(r)	83	(r)
15d. treats me with respect	93	(r)	93	(r)
16. I receive regular and constructive feedback on my performance	79	(r)	79	(r)
17. Overall, I have confidence in the decisions made by my line manager	87	(r)	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

Disability

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Senior Managers

18a. are aware of the issues I face in my job	51	(r)	51	(r)
18b. have a clear direction for the future	79	(r)	79	(r)
18c. lead by example in creating a positive workplace	71	(r)	71	(r)
19. There is a positive relationship between senior management and staff in my workplace	69	(r)	69	(r)
20. Overall, I have confidence in the decisions made by my senior managers	76	(r)	76	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	(r)	62	(r)
22. My organisation is making the necessary decisions to meet our future challenges	78	(r)	78	(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

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Communication

23. I am kept well informed about what is happening in my workplace	67	(r)	67	(r)
24. I have a say in decisions which affect my work	67	(r)	67	(r)
25. I think it is safe to speak up and challenge the way things are done	70	(r)	70	(r)
26. Where I work, we share the lessons learnt when mistakes are made	69	(r)	69	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	(r)	92	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	(r)	88	(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

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	(r)	82	(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	69	(r)	69	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	(r)	74	(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

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	(r)	58	(r)
32. I am able to achieve a healthy work/life balance most of the time	79	(r)	79	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	58	(r)	58	(r)
34. Reasonable expectations are placed on staff according to their position	68	(r)	68	(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	76	(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

Disability

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	165	2	162	1
	84	(r)	84	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	(r)	80	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	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

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	72	(r)	72	(r)
40.	In my workplace patient safety is at the centre of all decision making	52	(r)	52	(r)
41.	My team's objectives/ work plans are clearly outlined	81	(r)	81	(r)
42.	Our objectives/work plans help us to deliver a quality service	76	(r)	76	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	63	(r)	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

Disability

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	2	162	1
Employee Engagement Index	84	(r)	84	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	92	(r)	92	(r)
45. I would recommend my workplace as a good place to work	82	(r)	82	(r)
46. I feel motivated to contribute more than what is normally required at work	84	(r)	84	(r)
47. I have a strong sense of belonging to my workplace	72	(r)	72	(r)
48. Overall I am satisfied to be working here at the present time	89	(r)	89	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	(r)	81	(r)
50. There is a positive culture in my workplace	77	(r)	78	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	(r)	47	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Your Job

1. My job makes good use of my skills and abilities	85	83	97	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	88	89	85	(r)
3. Working here makes me want to do the best job I can	85	84	91	(r)
4. The right amount of approvals are required for routine decisions	41	37	55	(r)
5. I have sufficient control over my work so I can do my job well	71	70	76	(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	75	75	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

English Speaking Background

Cancer Institute of NSW

	Respondents	Yes	No	Prefer not to say
	165	131	33	0
Employee Engagement Index	84	83	88	(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	81	79	88	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	91	89	97	(r)
9.	People in my team are honest and open	87	85	97	(r)
10.	My team resolves conflict quickly when it arises	70	66	85	(r)
11.	Morale is good in my team	77	74	91	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	80	78	91	(r)
13. In my workplace, we recognise our successes and innovations	82	79	94	(r)
14. Staff are treated respectfully regardless of their job	83	82	84	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	88	85	97	(r)
15b. treats all staff in my team fairly	87	87	88	(r)
15c. ensures that when issues are raised in the team, they are addressed	83	82	84	(r)
15d. treats me with respect	93	92	100	(r)
16. I receive regular and constructive feedback on my performance	79	75	94	(r)
17. Overall, I have confidence in the decisions made by my line manager	87	85	94	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Senior Managers

18a. are aware of the issues I face in my job	51	52	50	(r)
18b. have a clear direction for the future	79	76	88	(r)
18c. lead by example in creating a positive workplace	71	71	72	(r)
19. There is a positive relationship between senior management and staff in my workplace	69	67	81	(r)
20. Overall, I have confidence in the decisions made by my senior managers	76	76	78	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	62	59	72	(r)
22. My organisation is making the necessary decisions to meet our future challenges	78	74	91	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Communication

23. I am kept well informed about what is happening in my workplace	67	66	72	(r)
24. I have a say in decisions which affect my work	67	66	75	(r)
25. I think it is safe to speak up and challenge the way things are done	70	70	69	(r)
26. Where I work, we share the lessons learnt when mistakes are made	69	65	84	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	91	91	91	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	87	87	88	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	82	78	97	(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	69	66	81	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	73	69	91	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	58	56	66	(r)
32. I am able to achieve a healthy work/life balance most of the time	79	79	78	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	58	56	66	(r)
34. Reasonable expectations are placed on staff according to their position	68	65	78	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	70	66	84	(r)
36. My workplace enables strong professional leadership	76	73	88	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	79	81	75	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	66	69	55	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	72	70	81	(r)
40. In my workplace patient safety is at the centre of all decision making	52	47	72	(r)
41. My team's objectives/ work plans are clearly outlined	81	78	91	(r)
42. Our objectives/work plans help us to deliver a quality service	76	75	81	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	63	59	78	(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

	Cancer Institute of NSW	Yes	No	Prefer not to say
Respondents	165	131	33	0
Employee Engagement Index	84	83	88	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	92	90	97	(r)
45. I would recommend my workplace as a good place to work	82	81	84	(r)
46. I feel motivated to contribute more than what is normally required at work	84	83	84	(r)
47. I have a strong sense of belonging to my workplace	72	71	81	(r)
48. Overall I am satisfied to be working here at the present time	89	89	91	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	81	80	81	(r)
50. There is a positive culture in my workplace	77	77	78	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	48	44	66	(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?

