

64%

2013: 63%

ENGAGEMENT INDEX

53%

2013: 52%

WORKPLACE CULTURE INDEX

2,495

2013: 1634

ACTUAL RESPONSES

39%

2013: 24%
1% Confidence Interval

ESTIMATED RESPONSE RATE

Employee Engagement Index

Say		% Positive	Variance from 2013
44.	Overall I am proud to be a part of this workplace	69	+2
45.	I would recommend my workplace as a good place to work	61	+3
Stay			
47.	I have a strong sense of belonging to my workplace	60	+2
48.	Overall I am satisfied to be working here at the present time	65	0
Strive			
3.	Working here makes me want to do the best job I can	66	+1
46.	I feel motivated to contribute more than what is normally required at work	64	+1

Key Questions to focus on

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

	% Positive	Variance from 2013	
50.	There is a positive culture in my workplace	50	-
49.	Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	+1
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	45	-2
36.	My workplace enables strong professional leadership	50	-
21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	-
24.	I have a say in decisions which affect my work	45	+1

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
Service Delivery	66
Training and Development Opportunities	65
Your Job	64

Questions	% Positive
15d. My line manager treats me with respect	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 my every day work	72
42. Our objectives/work plans help us to deliver a quality service	69
1. My job makes good use of my skills and abilities	69
44. Overall I am proud to be a part of this workplace	69

Lowlights

Sections	% Positive
Senior Managers	45
Communication	54
Your Team	57

Questions	% Positive
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41
18b. The senior managers at my workplace have a clear direction for the future	44
19. There is a positive relationship between senior management and staff in my workplace	44
24. I have a say in decisions which affect my work	45
31. I have confidence in the processes that my workplace uses to resolve staff conflict	45

Most Improved and Least Improved since 2013

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

Most improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	65	+7
Service Delivery	66	+6
Your Job	64	+2

Questions	% Positive	Variance from 2013
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	72	+10
40. In my workplace patient safety is at the centre of all decision making	61	+9
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	+9
28. I have received the appropriate training and development to do my job effectively	68	+7
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	+6

Least improved

Sections	% Positive	Variance from 2013
Your Team	57	-4
Your Line Manager	62	-1
Senior Managers	45	-1



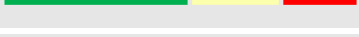
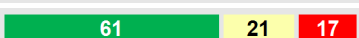


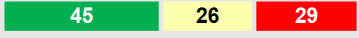







Questions	% Positive	Variance from 2013
9. People in my team are honest and open	55	-7
10. My team resolves conflict quickly when it arises	52	-5
7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	-5
8. In my team we generally acknowledge one another's efforts and achievements	62	-5
15c. My line manager ensures that when issues are raised in the team, they are addressed	61	-4

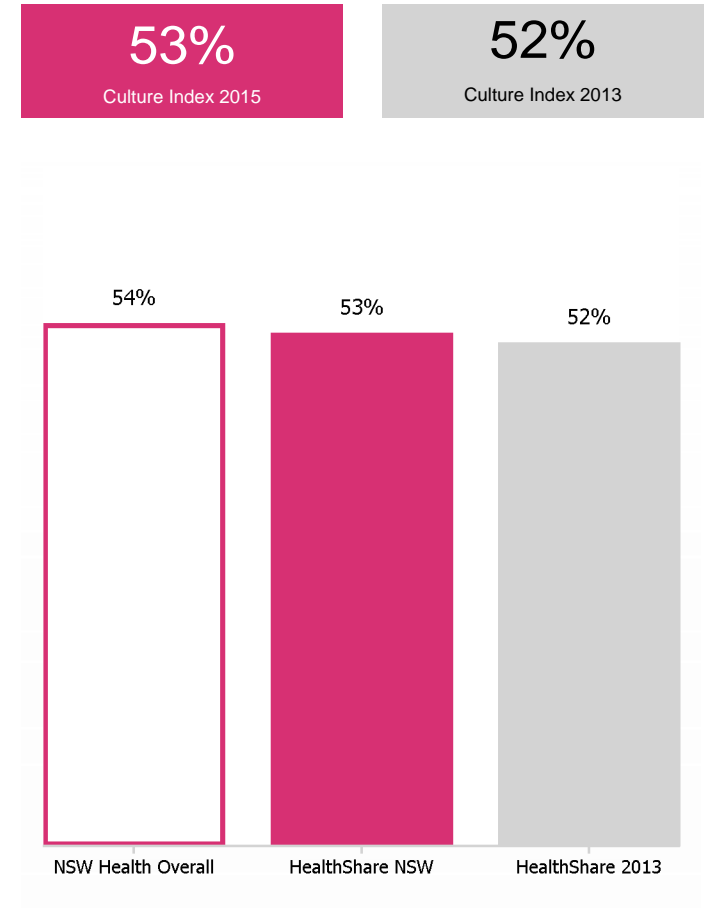
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

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		52	22	26	+1
12. I believe I am valued for what I can offer at my workplace		60	21	20	+2
13. In my workplace, we recognise our successes and innovations		53	26	22	+1
14. Staff are treated respectfully regardless of their job		58	20	22	+1
17. Overall, I have confidence in the decisions made by my line manager		61	21	17	0
18b. The senior managers at my workplace have a clear direction for the future		44	34	22	+1
18c. The senior managers at my workplace lead by example in creating a positive workplace		47	30	23	+2
20. Overall, I have confidence in the decisions made by my senior managers		47	30	23	+1
24. I have a say in decisions which affect my work		45	26	29	+1
25. I think it is safe to speak up and challenge the way things are done		50	23	27	+1
26. Where I work, we share the lessons learnt when mistakes are made		58	23	20	0
31. I have confidence in the processes that my workplace uses to resolve staff conflict		45	28	27	-2
41. My team's objectives/ work plans are clearly outlined		69	20	11	+6
42. Our objectives/work plans help us to deliver a quality service		69	21	9	+5
51. Overall, I believe the culture at my workplace has improved in the last 12 months		45	31	24	+9



Trend Comparison

This section shows comparisons between HealthShare NSW and the 2013 survey results for HealthShare



69% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

22% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	<i>% Positive</i>	<i>Variance from 2013</i>
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	72	■ +10
40. In my workplace patient safety is at the centre of all decision making	61	■ +9
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	■ +9
28. I have received the appropriate training and development to do my job effectively	68	■ +7
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	■ +6
41. My team's objectives/ work plans are clearly outlined	69	■ +6
16. I receive regular and constructive feedback on my performance	54	■ +6
42. Our objectives/work plans help us to deliver a quality service	69	■ +5
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	■ +5
43. At my workplace there is a good balance between delivering services and monitoring service delivery	62	■ +5
39. My work environment allows me to deliver the best possible services (patient care or support services)	68	■ +4
33. There are mechanisms in place to support me if I experience stress or pressure	55	■ +4

Trend Comparison

This section shows comparisons between HealthShare NSW and the 2013 survey results for HealthShare



69% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

22% ■ 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>
34. Reasonable expectations are placed on staff according to their position	59	■ +4
4. The right amount of approvals are required for routine decisions	54	■ +3
45. I would recommend my workplace as a good place to work	61	■ +3
5. I have sufficient control over my work so I can do my job well	68	■ +3
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	■ +2
44. Overall I am proud to be a part of this workplace	69	■ +2
23. I am kept well informed about what is happening in my workplace	48	■ +2
12. I believe I am valued for what I can offer at my workplace	60	■ +2
18c. The senior managers at my workplace lead by example in creating a positive workplace	47	■ +2
47. I have a strong sense of belonging to my workplace	60	■ +2
1. My job makes good use of my skills and abilities	69	■ +2
13. In my workplace, we recognise our successes and innovations	53	■ +1
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	■ +1

Trend Comparison

This section shows comparisons between HealthShare NSW and the 2013 survey results for HealthShare



69% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

22% ■ 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

	% Positive	Variance from 2013
18b. The senior managers at my workplace have a clear direction for the future	44	+1
25. I think it is safe to speak up and challenge the way things are done	50	+1
46. I feel motivated to contribute more than what is normally required at work	64	+1
2. I feel I am able to suggest ideas to improve our ways of doing things	66	+1
14. Staff are treated respectfully regardless of their job	58	+1
20. Overall, I have confidence in the decisions made by my senior managers	47	+1
3. Working here makes me want to do the best job I can	66	+1
11. Morale is good in my team	52	+1
24. I have a say in decisions which affect my work	45	+1
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	+1
48. Overall I am satisfied to be working here at the present time	65	0
32. I am able to achieve a healthy work/life balance most of the time	65	0
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	58	0

Trend Comparison

This section shows comparisons between HealthShare NSW and the 2013 survey results for HealthShare



69% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

22% ■ Proportion of questions below 2013 scores by 1 or more percentage points

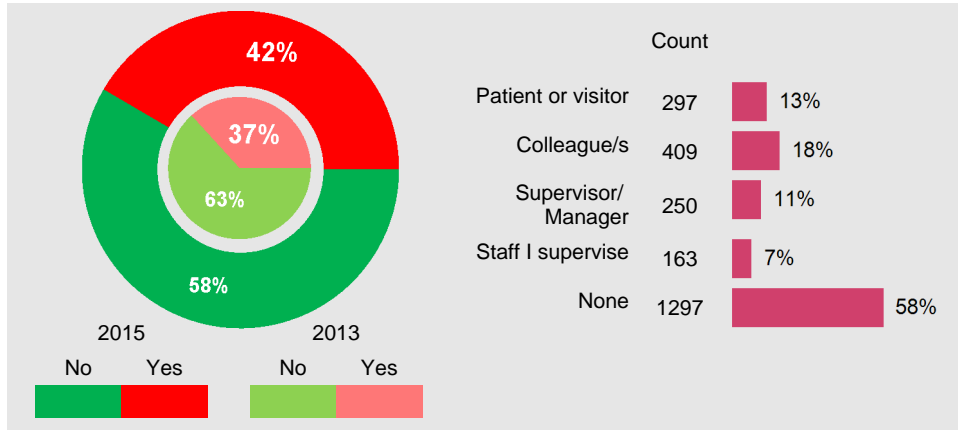
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
26. Where I work, we share the lessons learnt when mistakes are made	58	0
17. Overall, I have confidence in the decisions made by my line manager	61	0
19. There is a positive relationship between senior management and staff in my workplace	44	-1
15d. My line manager treats me with respect	73	-1
31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	-2
18a. The senior managers at my workplace are aware of the issues I face in my job	48	-2
15a. My line manager recognises and acknowledges when I have done my job well	64	-2
15b. My line manager treats all staff in my team fairly	60	-3
15c. My line manager ensures that when issues are raised in the team, they are addressed	61	-4
8. In my team we generally acknowledge one another's efforts and achievements	62	-5
7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	-5
10. My team resolves conflict quickly when it arises	52	-5
9. People in my team are honest and open	55	-7

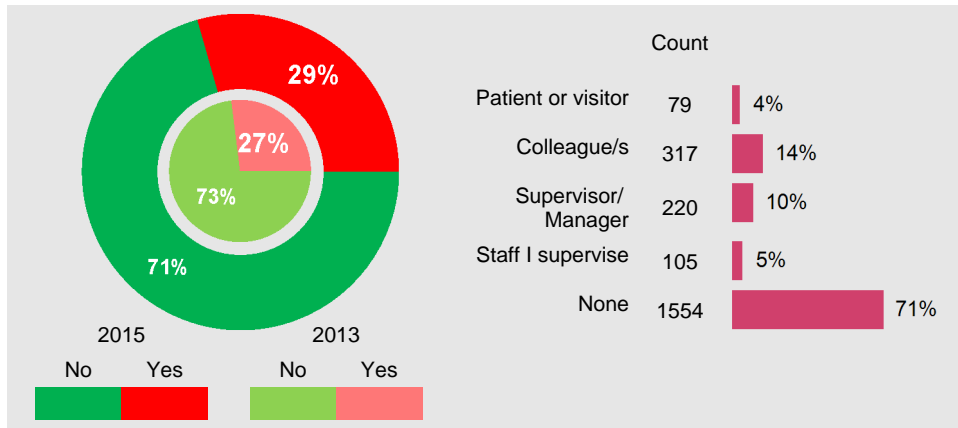
Unacceptable Behaviour

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

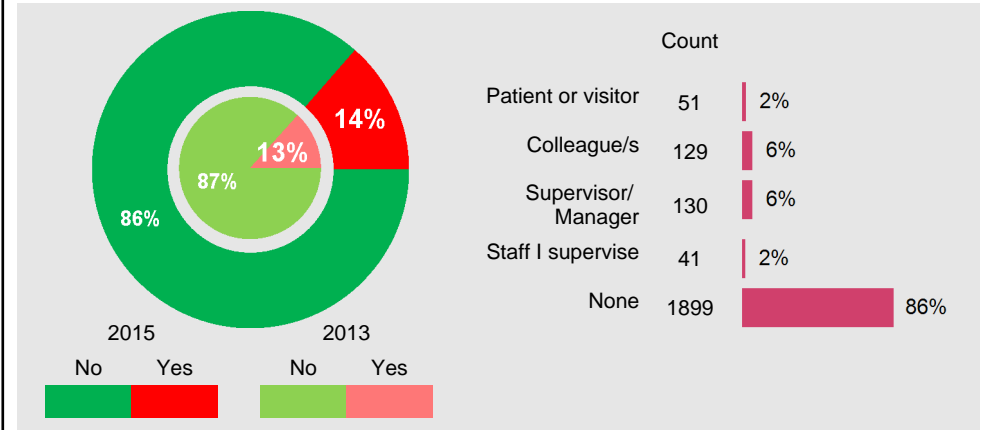
37a. In the last 12 months, I have been verbally abused by a ...



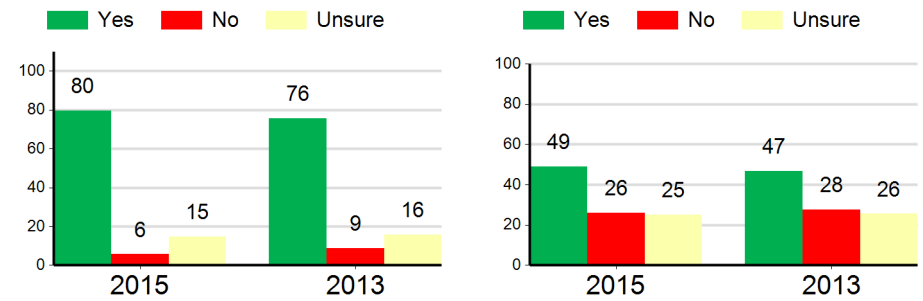
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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 ...



a) know how to report occurrences of these types of behaviour?

b) have confidence that if you report these behaviours they will be responded to appropriately?

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	HealthShare 2013	HealthShare 2011	NSW Health Overall
1. My job makes good use of my skills and abilities	69	18	12	69	68	67	81
2. I feel I am able to suggest ideas to improve our ways of doing things	66	16	17	66	65	61	69
3. Working here makes me want to do the best job I can	66	21	13	66	65	61	72
4. The right amount of approvals are required for routine decisions	54	27	19	54	51	-	52
5. I have sufficient control over my work so I can do my job well	68	17	14	68	66	61	65
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	58	23	19	58	58	49	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	HealthShare 2013	HealthShare 2011	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	62	19	19	62	67	58	69
8.	In my team we generally acknowledge one another's efforts and achievements	62	19	20	62	66	59	70
9.	People in my team are honest and open	55	25	20	55	62	52	64
10.	My team resolves conflict quickly when it arises	52	23	25	52	57	48	53
11.	Morale is good in my team	52	22	26	52	51	43	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	HealthShare 2013	HealthShare 2011	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	60	21	20	60	58	52	63
13. In my workplace, we recognise our successes and innovations	53	26	22	53	51	42	57
14. Staff are treated respectfully regardless of their job	58	20	22	58	57	48	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	HealthShare 2013	HealthShare 2011	NSW Health Overall
15a. My line manager recognises and acknowledges when I have done my job well	64	18	18	64	66	56	65
15b. My line manager treats all staff in my team fairly	60	18	23	60	63	55	62
15c. My line manager ensures that when issues are raised in the team, they are addressed	61	20	19	61	65	56	61
15d. My line manager treats me with respect	73	15	12	73	74	69	76
16. I receive regular and constructive feedback on my performance	54	23	23	54	48	38	52
17. Overall, I have confidence in the decisions made by my line manager	61	21	17	61	62	53	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

Senior Managers

		% Positive response	% Neutral response	% Negative response	% Positive	HealthShare 2013	HealthShare 2011	NSW Health Overall
18a.	The senior managers at my workplace are aware of the issues I face in my job	48	27	24	48	50	44	46
18b.	The senior managers at my workplace have a clear direction for the future	44	34	22	44	43	37	45
18c.	The senior managers at my workplace lead by example in creating a positive workplace	47	30	23	47	45	37	45
19.	There is a positive relationship between senior management and staff in my workplace	44	30	26	44	45	37	42
20.	Overall, I have confidence in the decisions made by my senior managers	47	30	23	47	46	39	46
K 21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	31	28	41	-	-	39
22.	My organisation is making the necessary decisions to meet our future challenges	46	34	20	46	-	-	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	HealthShare 2013	HealthShare 2011	NSW Health Overall	
	23.	I am kept well informed about what is happening in my workplace	48	24	28	48	47	39	50
K	24.	I have a say in decisions which affect my work	45	26	29	45	44	38	46
	25.	I think it is safe to speak up and challenge the way things are done	50	23	27	50	49	44	51
	26.	Where I work, we share the lessons learnt when mistakes are made	58	23	20	58	58	50	59
	27a.	I am aware of the strategic objectives and direction of the organisation I work for	58	24	18	58	56	-	58
	27b.	I am aware of how my work contributes to the overall strategic objectives of my organisation	66	22	12	66	64	-	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	HealthShare 2013	HealthShare 2011	NSW Health Overall
28. I have received the appropriate training and development to do my job effectively	68	18	14	68	61	59	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	72	16	12	72	62	64	68
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	23	21	56	51	48	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

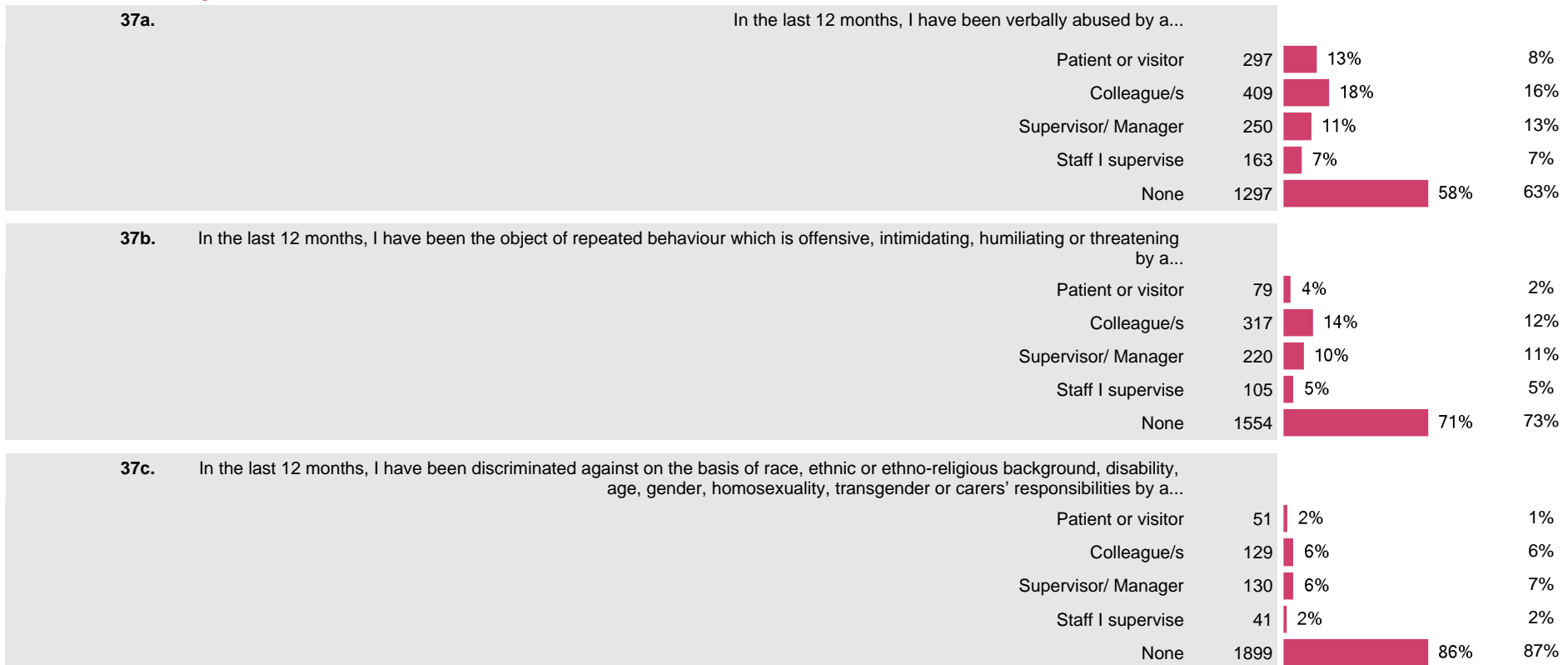
		% Positive response	% Neutral response	% Negative response	% Positive	HealthShare 2013	HealthShare 2011	NSW Health Overall
K	31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	28	27	45	47	37	44
	32. I am able to achieve a healthy work/life balance most of the time	65	20	15	65	65	61	65
	33. There are mechanisms in place to support me if I experience stress or pressure	55	25	20	55	51	47	56
	34. Reasonable expectations are placed on staff according to their position	59	21	20	59	56	54	57
	35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	23	10	67	61	61	69
K	36. My workplace enables strong professional leadership	50	30	21	50	-	-	52

All Questions

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

Unacceptable Behaviour

HealthShare 2013



All Questions

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

Key **K** Key Driver Question

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

Unacceptable Behaviour

	% Yes	% Unsure	% No	% Positive	HealthShare 2013	HealthShare 2011	NSW Health Overall
38a. Do you currently know how to report occurrences of these types of behaviour?	80	15	6	80	76	76	85
38b. Do you currently have confidence that if you report these behaviours they will be responded to appropriately?	49	25	26	49	47	43	47

All Questions

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

Key **K** Key Driver Question

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

Service Delivery

	% Positive response	% Neutral response	% Negative response	% Positive	HealthShare 2013	HealthShare 2011	NSW Health Overall
39. My work environment allows me to deliver the best possible services (patient care or support services)	68	22	10	68	63	59	62
40. In my workplace patient safety is at the centre of all decision making	61	32	7	61	52	54	69
41. My team's objectives/ work plans are clearly outlined	69	20	11	69	63	58	66
42. Our objectives/work plans help us to deliver a quality service	69	21	9	69	65	60	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	62	25	13	62	57	-	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	HealthShare 2013	HealthShare 2011	NSW Health Overall
44.	Overall I am proud to be a part of this workplace	69	21	10	69	67	63	73
45.	I would recommend my workplace as a good place to work	61	23	16	61	58	50	64
46.	I feel motivated to contribute more than what is normally required at work	64	21	14	64	63	57	67
47.	I have a strong sense of belonging to my workplace	60	24	16	60	59	52	65
48.	Overall I am satisfied to be working here at the present time	65	20	15	65	65	59	69
K	49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	29	18	53	52	-	59
K	50. There is a positive culture in my workplace	50	26	24	50	-	-	53
51.	Overall, I believe the culture at my workplace has improved in the last 12 months	45	31	24	45	37	33	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	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Your Job

1. My job makes good use of my skills and abilities	69	(r)	(r)	50	69	79	(r)	(r)	(r)	(r)	81	71	(r)	65
2. I feel I am able to suggest ideas to improve our ways of doing things	66	(r)	(r)	50	73	67	(r)	(r)	(r)	(r)	75	66	(r)	61
3. Working here makes me want to do the best job I can	66	(r)	(r)	60	68	67	(r)	(r)	(r)	(r)	74	67	(r)	58
4. The right amount of approvals are required for routine decisions	54	(r)	(r)	63	60	48	(r)	(r)	(r)	(r)	52	54	(r)	49
5. I have sufficient control over my work so I can do my job well	68	(r)	(r)	65	74	67	(r)	(r)	(r)	(r)	68	68	(r)	67
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	58	(r)	(r)	45	62	60	(r)	(r)	(r)	(r)	68	56	(r)	56

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

	HealthShare 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
Role														
Respondents	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	(r)	(r)	60	74	63	(r)	(r)	(r)	(r)	83	52	(r)	64
8. In my team we generally acknowledge one another's efforts and achievements	62	(r)	(r)	55	74	56	(r)	(r)	(r)	(r)	82	53	(r)	63
9. People in my team are honest and open	55	(r)	(r)	40	66	51	(r)	(r)	(r)	(r)	80	47	(r)	57
10. My team resolves conflict quickly when it arises	52	(r)	(r)	40	64	43	(r)	(r)	(r)	(r)	72	43	(r)	53
11. Morale is good in my team	52	(r)	(r)	35	63	42	(r)	(r)	(r)	(r)	71	44	(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

	HealthShare 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
Role	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	(r)	(r)	50	64	70	(r)	(r)	(r)	(r)	65	59	(r)	52
13. In my workplace, we recognise our successes and innovations	53	(r)	(r)	40	59	55	(r)	(r)	(r)	(r)	64	50	(r)	48
14. Staff are treated respectfully regardless of their job	58	(r)	(r)	35	67	58	(r)	(r)	(r)	(r)	68	53	(r)	56

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	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	(r)	(r)	50	72	57	(r)	(r)	(r)	(r)	70	61	(r)	62
15b. treats all staff in my team fairly	60	(r)	(r)	47	69	55	(r)	(r)	(r)	(r)	71	55	(r)	58
15c. ensures that when issues are raised in the team, they are addressed	61	(r)	(r)	60	71	55	(r)	(r)	(r)	(r)	68	55	(r)	61
15d. treats me with respect	73	(r)	(r)	53	81	68	(r)	(r)	(r)	(r)	79	70	(r)	74
16. I receive regular and constructive feedback on my performance	54	(r)	(r)	45	61	49	(r)	(r)	(r)	(r)	54	51	(r)	54
17. Overall, I have confidence in the decisions made by my line manager	61	(r)	(r)	55	69	60	(r)	(r)	(r)	(r)	74	58	(r)	61

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	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Senior Managers

18a. are aware of the issues I face in my job	48	(r)	(r)	35	54	42	(r)	(r)	(r)	(r)	52	48	(r)	44
18b. have a clear direction for the future	44	(r)	(r)	35	51	42	(r)	(r)	(r)	(r)	52	41	(r)	41
18c. lead by example in creating a positive workplace	47	(r)	(r)	25	52	45	(r)	(r)	(r)	(r)	52	46	(r)	42
19. There is a positive relationship between senior management and staff in my workplace	44	(r)	(r)	20	51	42	(r)	(r)	(r)	(r)	50	42	(r)	41
20. Overall, I have confidence in the decisions made by my senior managers	47	(r)	(r)	35	55	42	(r)	(r)	(r)	(r)	52	45	(r)	45
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	(r)	(r)	30	47	34	(r)	(r)	(r)	(r)	45	41	(r)	33
22. My organisation is making the necessary decisions to meet our future challenges	46	(r)	(r)	32	53	43	(r)	(r)	(r)	(r)	49	44	(r)	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	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Communication

23. I am kept well informed about what is happening in my workplace	48	(r)	(r)	50	55	43	(r)	(r)	(r)	(r)	59	49	(r)	39
24. I have a say in decisions which affect my work	45	(r)	(r)	40	48	53	(r)	(r)	(r)	(r)	54	44	(r)	35
25. I think it is safe to speak up and challenge the way things are done	50	(r)	(r)	55	52	53	(r)	(r)	(r)	(r)	58	51	(r)	39
26. Where I work, we share the lessons learnt when mistakes are made	58	(r)	(r)	50	67	40	(r)	(r)	(r)	(r)	66	55	(r)	54
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	(r)	(r)	45	65	58	(r)	(r)	(r)	(r)	74	56	(r)	53
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	(r)	(r)	45	72	68	(r)	(r)	(r)	(r)	78	64	(r)	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

	HealthShare 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
Role														
Respondents	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	(r)	(r)	60	63	74	(r)	(r)	(r)	(r)	71	73	(r)	58
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	72	(r)	(r)	65	75	81	(r)	(r)	(r)	(r)	77	70	(r)	65
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	(r)	(r)	35	62	65	(r)	(r)	(r)	(r)	67	54	(r)	47

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

	HealthShare 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
Role	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	(r)	(r)	40	49	32	(r)	(r)	(r)	(r)	48	45	(r)	40
32. I am able to achieve a healthy work/life balance most of the time	65	(r)	(r)	70	73	70	(r)	(r)	(r)	(r)	67	63	(r)	62
33. There are mechanisms in place to support me if I experience stress or pressure	55	(r)	(r)	40	59	70	(r)	(r)	(r)	(r)	62	54	(r)	47
34. Reasonable expectations are placed on staff according to their position	59	(r)	(r)	50	65	68	(r)	(r)	(r)	(r)	66	59	(r)	53
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	(r)	(r)	60	65	75	(r)	(r)	(r)	(r)	65	68	(r)	66
36. My workplace enables strong professional leadership	50	(r)	(r)	50	54	49	(r)	(r)	(r)	(r)	58	49	(r)	43

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

	HealthShare 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
Role	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	(r)	(r)	84	76	83	(r)	(r)	(r)	(r)	91	84	(r)	73
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	(r)	(r)	50	51	53	(r)	(r)	(r)	(r)	56	51	(r)	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

	HealthShare 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
Role	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	(r)	(r)	60	69	71	(r)	(r)	(r)	(r)	66	72	(r)	59
40. In my workplace patient safety is at the centre of all decision making	61	(r)	(r)	60	47	77	(r)	(r)	(r)	(r)	52	75	(r)	45
41. My team's objectives/ work plans are clearly outlined	69	(r)	(r)	60	72	75	(r)	(r)	(r)	(r)	79	70	(r)	62
42. Our objectives/work plans help us to deliver a quality service	69	(r)	(r)	55	72	73	(r)	(r)	(r)	(r)	75	71	(r)	63
43. At my workplace there is a good balance between delivering services and monitoring service delivery	62	(r)	(r)	70	62	65	(r)	(r)	(r)	(r)	64	65	(r)	55

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	HealthShare 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	2495	3	8	20	586	53	3	6	0	2	130	1050	9	419
Employee Engagement Index	64	(r)	(r)	63	67	65	(r)	(r)	(r)	(r)	73	64	(r)	59

Your Workplace

44. Overall I am proud to be a part of this workplace	69	(r)	(r)	75	72	72	(r)	(r)	(r)	(r)	76	70	(r)	62
45. I would recommend my workplace as a good place to work	61	(r)	(r)	50	65	58	(r)	(r)	(r)	(r)	70	60	(r)	57
46. I feel motivated to contribute more than what is normally required at work	64	(r)	(r)	65	67	70	(r)	(r)	(r)	(r)	72	64	(r)	58
47. I have a strong sense of belonging to my workplace	60	(r)	(r)	60	61	57	(r)	(r)	(r)	(r)	70	62	(r)	53
48. Overall I am satisfied to be working here at the present time	65	(r)	(r)	65	69	68	(r)	(r)	(r)	(r)	73	64	(r)	63
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	(r)	(r)	35	58	58	(r)	(r)	(r)	(r)	67	51	(r)	47
50. There is a positive culture in my workplace	50	(r)	(r)	35	56	55	(r)	(r)	(r)	(r)	58	49	(r)	44
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	(r)	(r)	35	49	49	(r)	(r)	(r)	(r)	56	44	(r)	42

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

HealthShare NSW

Yes

No

Respondents	2495	494	1814
Employee Engagement Index	64	73	62

Your Job

1. My job makes good use of my skills and abilities	69	79	67
2. I feel I am able to suggest ideas to improve our ways of doing things	66	81	63
3. Working here makes me want to do the best job I can	66	75	64
4. The right amount of approvals are required for routine decisions	54	57	54
5. I have sufficient control over my work so I can do my job well	68	68	69
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	58	73	54

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

HealthShare NSW

Yes

No

Respondents	2495	494	1814
Employee Engagement Index	64	73	62

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	70	61
8. In my team we generally acknowledge one another's efforts and achievements	62	79	58
9. People in my team are honest and open	55	67	53
10. My team resolves conflict quickly when it arises	52	63	49
11. Morale is good in my team	52	64	49

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

HealthShare NSW

	Respondents	Yes	No
	2495	494	1814
Employee Engagement Index	64	73	62

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	67	57
13. In my workplace, we recognise our successes and innovations	53	62	50
14. Staff are treated respectfully regardless of their job	58	72	55

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

HealthShare NSW

Yes

No

Respondents	2495	494	1814
Employee Engagement Index	64	73	62

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	70	63
15b. treats all staff in my team fairly	60	67	59
15c. ensures that when issues are raised in the team, they are addressed	61	69	59
15d. treats me with respect	73	78	73
16. I receive regular and constructive feedback on my performance	54	59	53
17. Overall, I have confidence in the decisions made by my line manager	61	67	61

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

HealthShare NSW

Yes

No

Respondents	2495	494	1814
Employee Engagement Index	64	73	62

Senior Managers

18a. are aware of the issues I face in my job	48	52	47
18b. have a clear direction for the future	44	52	42
18c. lead by example in creating a positive workplace	47	53	45
19. There is a positive relationship between senior management and staff in my workplace	44	52	42
20. Overall, I have confidence in the decisions made by my senior managers	47	55	46
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	47	39
22. My organisation is making the necessary decisions to meet our future challenges	46	52	44

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

HealthShare NSW

Yes

No

Respondents	2495	494	1814
Employee Engagement Index	64	73	62

Communication

23. I am kept well informed about what is happening in my workplace	48	56	46
24. I have a say in decisions which affect my work	45	59	41
25. I think it is safe to speak up and challenge the way things are done	50	61	47
26. Where I work, we share the lessons learnt when mistakes are made	58	67	56
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	69	55
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	72	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

HealthShare NSW

Yes

No

Respondents	2495	494	1814
Employee Engagement Index	64	73	62

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	69	67
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	72	73	71
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	64	54

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

HealthShare NSW

Yes

No

Respondents	2495	494	1814
Employee Engagement Index	64	73	62

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	55	42
32. I am able to achieve a healthy work/life balance most of the time	65	65	66
33. There are mechanisms in place to support me if I experience stress or pressure	55	61	53
34. Reasonable expectations are placed on staff according to their position	59	64	59
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	71	66
36. My workplace enables strong professional leadership	50	59	47

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

HealthShare NSW

	Respondents	Yes	No
Employee Engagement Index	2495	494	1814
	64	73	62

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	87	78
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	55	47

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

HealthShare NSW

Yes

No

Respondents 2495 494 1814

Employee Engagement Index 64 73 62

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	68	75	66
40.	In my workplace patient safety is at the centre of all decision making	61	65	59
41.	My team's objectives/ work plans are clearly outlined	69	81	66
42.	Our objectives/work plans help us to deliver a quality service	69	79	67
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	62	72	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

Manage staff

HealthShare NSW

Yes

No

Respondents	2495	494	1814
Employee Engagement Index	64	73	62

Your Workplace

44. Overall I am proud to be a part of this workplace	69	75	68
45. I would recommend my workplace as a good place to work	61	70	59
46. I feel motivated to contribute more than what is normally required at work	64	75	62
47. I have a strong sense of belonging to my workplace	60	69	58
48. Overall I am satisfied to be working here at the present time	65	71	64
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	63	50
50. There is a positive culture in my workplace	50	60	47
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	55	43

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

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Your Job

1. My job makes good use of my skills and abilities	69	78	80	86	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	66	77	86	90	(r)
3. Working here makes me want to do the best job I can	66	73	75	86	(r)
4. The right amount of approvals are required for routine decisions	54	57	55	52	(r)
5. I have sufficient control over my work so I can do my job well	68	66	70	83	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	58	70	77	86	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	66	75	72	(r)
8. In my team we generally acknowledge one another's efforts and achievements	62	74	83	86	(r)
9. People in my team are honest and open	55	64	71	69	(r)
10. My team resolves conflict quickly when it arises	52	62	68	59	(r)
11. Morale is good in my team	52	60	70	72	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	62	70	83	(r)
13. In my workplace, we recognise our successes and innovations	53	59	64	83	(r)
14. Staff are treated respectfully regardless of their job	58	66	78	93	(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

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Your Line Manager

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
15a. recognises and acknowledges when I have done my job well	64	67	73	79	(r)
15b. treats all staff in my team fairly	60	63	75	79	(r)
15c. ensures that when issues are raised in the team, they are addressed	61	67	71	83	(r)
15d. treats me with respect	73	77	81	90	(r)
16. I receive regular and constructive feedback on my performance	54	58	61	62	(r)
17. Overall, I have confidence in the decisions made by my line manager	61	64	71	79	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Senior Managers

18a. are aware of the issues I face in my job	48	50	55	62	(r)
18b. have a clear direction for the future	44	46	56	72	(r)
18c. lead by example in creating a positive workplace	47	48	57	83	(r)
19. There is a positive relationship between senior management and staff in my workplace	44	48	54	72	(r)
20. Overall, I have confidence in the decisions made by my senior managers	47	51	56	79	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	42	49	72	(r)
22. My organisation is making the necessary decisions to meet our future challenges	46	47	56	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

Management Responsibility

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Communication

23. I am kept well informed about what is happening in my workplace	48	51	63	72	(r)
24. I have a say in decisions which affect my work	45	54	66	79	(r)
25. I think it is safe to speak up and challenge the way things are done	50	56	67	83	(r)
26. Where I work, we share the lessons learnt when mistakes are made	58	67	65	72	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	63	76	86	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	67	78	90	(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

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	67	71	90	(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	72	72	75	76	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	61	69	79	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	52	54	79	(r)
32. I am able to achieve a healthy work/life balance most of the time	65	67	63	62	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	55	61	61	72	(r)
34. Reasonable expectations are placed on staff according to their position	59	61	65	79	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	71	69	72	(r)
36. My workplace enables strong professional leadership	50	56	61	82	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	85	90	93	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	52	62	62	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	74	74	83	(r)
40. In my workplace patient safety is at the centre of all decision making	61	66	60	79	(r)
41. My team's objectives/ work plans are clearly outlined	69	78	83	86	(r)
42. Our objectives/work plans help us to deliver a quality service	69	76	82	86	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	62	70	72	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

Management Responsibility

	HealthShare NSW	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2495	289	162	29	6
Employee Engagement Index	64	70	75	82	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	69	73	78	83	(r)
45. I would recommend my workplace as a good place to work	61	66	75	83	(r)
46. I feel motivated to contribute more than what is normally required at work	64	72	77	79	(r)
47. I have a strong sense of belonging to my workplace	60	67	70	83	(r)
48. Overall I am satisfied to be working here at the present time	65	69	73	79	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	60	67	72	(r)
50. There is a positive culture in my workplace	50	58	60	76	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	53	57	72	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Your Job

1. My job makes good use of my skills and abilities	69	70	70	71	58	57	74
2. I feel I am able to suggest ideas to improve our ways of doing things	66	67	63	73	47	60	77
3. Working here makes me want to do the best job I can	66	63	71	73	68	69	67
4. The right amount of approvals are required for routine decisions	54	53	56	59	84	56	58
5. I have sufficient control over my work so I can do my job well	68	67	71	72	79	69	72
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	58	59	54	63	47	56	62

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

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	62	57	69	68	53	82
8. In my team we generally acknowledge one another's efforts and achievements	62	63	55	64	58	53	67
9. People in my team are honest and open	55	56	50	64	53	50	74
10. My team resolves conflict quickly when it arises	52	52	47	55	63	49	72
11. Morale is good in my team	52	52	47	60	58	55	66

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

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	58	60	69	58	60	72
13. In my workplace, we recognise our successes and innovations	53	52	50	60	58	51	64
14. Staff are treated respectfully regardless of their job	58	58	52	71	68	57	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

Employment Status

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	63	64	70	61	63	87
15b. treats all staff in my team fairly	60	59	57	68	68	58	92
15c. ensures that when issues are raised in the team, they are addressed	61	60	60	67	84	54	82
15d. treats me with respect	73	72	76	80	78	70	95
16. I receive regular and constructive feedback on my performance	54	54	53	55	58	52	76
17. Overall, I have confidence in the decisions made by my line manager	61	61	61	66	63	66	87

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Senior Managers

18a. are aware of the issues I face in my job	48	48	50	49	58	42	61
18b. have a clear direction for the future	44	43	42	48	74	44	59
18c. lead by example in creating a positive workplace	47	45	47	52	47	48	70
19. There is a positive relationship between senior management and staff in my workplace	44	42	44	54	63	52	63
20. Overall, I have confidence in the decisions made by my senior managers	47	45	48	58	74	48	68
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	38	45	49	42	45	63
22. My organisation is making the necessary decisions to meet our future challenges	46	45	46	50	58	45	66

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

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Communication

23. I am kept well informed about what is happening in my workplace	48	48	49	50	63	51	66
24. I have a say in decisions which affect my work	45	45	45	45	47	40	42
25. I think it is safe to speak up and challenge the way things are done	50	49	49	53	47	50	66
26. Where I work, we share the lessons learnt when mistakes are made	58	57	57	64	79	52	68
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	58	56	61	63	59	54
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	65	65	69	72	65	73

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

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	66	78	60	58	72	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	72	71	75	72	89	62	79
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	56	54	58	68	48	66

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

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	45	44	42	67	46	50
32. I am able to achieve a healthy work/life balance most of the time	65	63	69	70	83	63	76
33. There are mechanisms in place to support me if I experience stress or pressure	55	54	55	59	72	54	57
34. Reasonable expectations are placed on staff according to their position	59	57	65	64	83	62	73
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	65	71	73	61	69	74
36. My workplace enables strong professional leadership	50	48	50	58	61	51	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

Employment Status

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	81	82	71	88	74	76
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	48	53	49	53	44	68

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

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	66	73	69	67	72	68
40. In my workplace patient safety is at the centre of all decision making	61	58	73	51	44	77	51
41. My team's objectives/ work plans are clearly outlined	69	67	73	73	72	74	68
42. Our objectives/work plans help us to deliver a quality service	69	68	74	75	72	69	70
43. At my workplace there is a good balance between delivering services and monitoring service delivery	62	60	67	67	61	65	54

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

	HealthShare NSW	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2495	1648	455	191	19	65	39
Employee Engagement Index	64	62	67	72	65	68	74

Your Workplace

44. Overall I am proud to be a part of this workplace	69	67	70	79	78	75	78
45. I would recommend my workplace as a good place to work	61	59	62	70	61	63	78
46. I feel motivated to contribute more than what is normally required at work	64	62	66	74	72	74	76
47. I have a strong sense of belonging to my workplace	60	59	65	63	50	58	65
48. Overall I am satisfied to be working here at the present time	65	63	69	73	61	69	78
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	52	53	60	44	52	65
50. There is a positive culture in my workplace	50	49	49	57	50	51	62
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	45	46	48	39	32	43

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

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Your Job

1. My job makes good use of my skills and abilities	69	75	70	65	65	76
2. I feel I am able to suggest ideas to improve our ways of doing things	66	70	74	65	60	72
3. Working here makes me want to do the best job I can	66	79	74	62	58	69
4. The right amount of approvals are required for routine decisions	54	64	59	51	51	58
5. I have sufficient control over my work so I can do my job well	68	74	74	68	63	70
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	58	65	62	56	54	62

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

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	76	65	63	56	63
8. In my team we generally acknowledge one another's efforts and achievements	62	64	64	60	58	66
9. People in my team are honest and open	55	66	58	53	50	58
10. My team resolves conflict quickly when it arises	52	61	56	50	49	53
11. Morale is good in my team	52	66	56	52	47	51

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

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	71	71	54	56	60
13. In my workplace, we recognise our successes and innovations	53	62	55	50	47	57
14. Staff are treated respectfully regardless of their job	58	74	65	53	51	62

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

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	74	71	65	55	68
15b. treats all staff in my team fairly	60	76	68	56	53	63
15c. ensures that when issues are raised in the team, they are addressed	61	73	68	61	54	62
15d. treats me with respect	73	85	78	74	67	74
16. I receive regular and constructive feedback on my performance	54	65	60	53	48	56
17. Overall, I have confidence in the decisions made by my line manager	61	78	69	60	53	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

Length of Service

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Senior Managers

18a. are aware of the issues I face in my job	48	58	58	45	43	50
18b. have a clear direction for the future	44	59	56	42	37	45
18c. lead by example in creating a positive workplace	47	62	55	42	40	49
19. There is a positive relationship between senior management and staff in my workplace	44	61	56	42	36	44
20. Overall, I have confidence in the decisions made by my senior managers	47	67	59	46	39	47
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	59	51	39	33	40
22. My organisation is making the necessary decisions to meet our future challenges	46	63	52	43	38	48

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

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Communication

23. I am kept well informed about what is happening in my workplace	48	66	52	46	41	50
24. I have a say in decisions which affect my work	45	46	50	42	38	51
25. I think it is safe to speak up and challenge the way things are done	50	59	57	46	43	55
26. Where I work, we share the lessons learnt when mistakes are made	58	67	62	59	51	60
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	67	61	56	51	63
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	73	69	63	61	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

Length of Service

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	70	71	64	65	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	72	73	74	72	67	74
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	66	59	54	49	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

Length of Service

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	58	46	43	39	48
32. I am able to achieve a healthy work/life balance most of the time	65	71	71	65	60	67
33. There are mechanisms in place to support me if I experience stress or pressure	55	62	61	52	48	59
34. Reasonable expectations are placed on staff according to their position	59	73	68	57	51	63
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	73	71	65	63	70
36. My workplace enables strong professional leadership	50	62	55	46	42	54

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

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	75	76	79	79	85
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	60	51	45	45	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

Length of Service

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	72	70	63	67	70
40. In my workplace patient safety is at the centre of all decision making	61	66	59	53	61	67
41. My team's objectives/ work plans are clearly outlined	69	76	72	69	63	72
42. Our objectives/work plans help us to deliver a quality service	69	77	74	68	64	72
43. At my workplace there is a good balance between delivering services and monitoring service delivery	62	70	65	61	57	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

	HealthShare 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	2495	228	228	626	614	653
Employee Engagement Index	64	78	72	60	59	67

Your Workplace

44. Overall I am proud to be a part of this workplace	69	82	78	65	65	71
45. I would recommend my workplace as a good place to work	61	76	68	58	55	62
46. I feel motivated to contribute more than what is normally required at work	64	78	72	59	59	68
47. I have a strong sense of belonging to my workplace	60	72	65	55	55	64
48. Overall I am satisfied to be working here at the present time	65	81	71	64	60	66
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	62	57	49	46	59
50. There is a positive culture in my workplace	50	66	55	46	44	55
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	43	50	45	43	48

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

	HealthShare NSW	Male	Female	Prefer not to say
Respondents	2495	603	1586	115
Employee Engagement Index	64	64	66	42

Your Job

1. My job makes good use of my skills and abilities	69	71	70	54
2. I feel I am able to suggest ideas to improve our ways of doing things	66	67	68	44
3. Working here makes me want to do the best job I can	66	66	67	46
4. The right amount of approvals are required for routine decisions	54	50	58	35
5. I have sufficient control over my work so I can do my job well	68	68	70	46
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	58	61	59	32

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

	HealthShare NSW	Male	Female	Prefer not to say
Respondents	2495	603	1586	115
Employee Engagement Index	64	64	66	42

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	64	62	41
8. In my team we generally acknowledge one another's efforts and achievements	62	63	63	42
9. People in my team are honest and open	55	60	54	38
10. My team resolves conflict quickly when it arises	52	57	52	31
11. Morale is good in my team	52	55	52	33

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

HealthShare NSW

Male

Female

Prefer not to say

Respondents

2495

603

1586

115

Employee Engagement Index

64

64

66

42

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	61	60	39
13. In my workplace, we recognise our successes and innovations	53	52	54	38
14. Staff are treated respectfully regardless of their job	58	59	58	37

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

	HealthShare NSW	Male	Female	Prefer not to say
Respondents	2495	603	1586	115
Employee Engagement Index	64	64	66	42

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	66	65	38
15b. treats all staff in my team fairly	60	63	60	33
15c. ensures that when issues are raised in the team, they are addressed	61	63	61	36
15d. treats me with respect	73	73	75	46
16. I receive regular and constructive feedback on my performance	54	55	55	31
17. Overall, I have confidence in the decisions made by my line manager	61	62	63	33

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

	HealthShare NSW	Male	Female	Prefer not to say
Respondents	2495	603	1586	115
Employee Engagement Index	64	64	66	42

Senior Managers

18a. are aware of the issues I face in my job	48	50	49	28
18b. have a clear direction for the future	44	45	45	27
18c. lead by example in creating a positive workplace	47	47	47	26
19. There is a positive relationship between senior management and staff in my workplace	44	43	45	27
20. Overall, I have confidence in the decisions made by my senior managers	47	48	48	28
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	43	41	21
22. My organisation is making the necessary decisions to meet our future challenges	46	47	46	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

Gender

	HealthShare NSW	Male	Female	Prefer not to say
Respondents	2495	603	1586	115
Employee Engagement Index	64	64	66	42

Communication

23. I am kept well informed about what is happening in my workplace	48	49	49	29
24. I have a say in decisions which affect my work	45	47	45	21
25. I think it is safe to speak up and challenge the way things are done	50	53	50	26
26. Where I work, we share the lessons learnt when mistakes are made	58	59	58	38
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	60	58	35
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	65	67	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	HealthShare NSW	Male	Female	Prefer not to say
Respondents	2495	603	1586	115
Employee Engagement Index	64	64	66	42

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	65	70	48
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	72	70	73	56
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	54	57	38

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

	HealthShare NSW	Male	Female	Prefer not to say
Respondents	2495	603	1586	115
Employee Engagement Index	64	64	66	42

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	49	44	27
32. I am able to achieve a healthy work/life balance most of the time	65	65	66	47
33. There are mechanisms in place to support me if I experience stress or pressure	55	55	55	35
34. Reasonable expectations are placed on staff according to their position	59	60	60	32
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	63	69	55
36. My workplace enables strong professional leadership	50	51	50	28

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

	HealthShare NSW	Male	Female	Prefer not to say
Respondents	2495	603	1586	115
Employee Engagement Index	64	64	66	42

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	79	81	68
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	51	50	30

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

HealthShare NSW

Male

Female

Prefer not to say

Respondents

2495

603

1586

115

Employee Engagement Index

64

64

66

42

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	68	65	70	46
40.	In my workplace patient safety is at the centre of all decision making	61	58	63	49
41.	My team's objectives/ work plans are clearly outlined	69	66	71	48
42.	Our objectives/work plans help us to deliver a quality service	69	66	73	45
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	62	58	65	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

Gender

HealthShare NSW

Male

Female

Prefer not to say

Respondents

2495 603 1586 115

Employee Engagement Index

64 64 66 42

Your Workplace

44. Overall I am proud to be a part of this workplace	69	68	71	43
45. I would recommend my workplace as a good place to work	61	63	61	38
46. I feel motivated to contribute more than what is normally required at work	64	63	66	42
47. I have a strong sense of belonging to my workplace	60	59	61	39
48. Overall I am satisfied to be working here at the present time	65	64	67	42
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	55	53	29
50. There is a positive culture in my workplace	50	53	50	29
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	45	46	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

Age Group

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Your Job

1. My job makes good use of my skills and abilities	69	71	59	70	68	74	76	72	70	79	50
2. I feel I am able to suggest ideas to improve our ways of doing things	66	76	64	69	70	67	67	68	68	72	45
3. Working here makes me want to do the best job I can	66	76	55	65	65	64	70	69	68	76	47
4. The right amount of approvals are required for routine decisions	54	60	52	54	53	53	56	54	59	63	42
5. I have sufficient control over my work so I can do my job well	68	78	71	67	69	66	72	67	73	76	47
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	58	70	58	57	63	58	65	56	60	59	34

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

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	65	65	68	65	63	62	61	62	65	45
8. In my team we generally acknowledge one another's efforts and achievements	62	68	59	66	64	62	66	62	63	65	41
9. People in my team are honest and open	55	67	57	61	60	54	54	51	61	56	42
10. My team resolves conflict quickly when it arises	52	56	51	56	58	54	54	50	52	54	35
11. Morale is good in my team	52	69	53	59	56	50	52	50	52	49	32

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

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	73	56	60	59	60	65	59	60	65	40
13. In my workplace, we recognise our successes and innovations	53	69	50	56	55	50	51	53	54	57	40
14. Staff are treated respectfully regardless of their job	58	68	53	62	61	59	57	58	61	60	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

	Age Group										
	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	72	66	67	70	64	63	64	65	69	49
15b. treats all staff in my team fairly	60	71	63	65	64	57	59	59	62	62	42
15c. ensures that when issues are raised in the team, they are addressed	61	74	62	65	67	59	59	60	60	63	46
15d. treats me with respect	73	85	78	81	81	68	73	72	74	74	56
16. I receive regular and constructive feedback on my performance	54	64	52	60	59	53	56	54	54	55	32
17. Overall, I have confidence in the decisions made by my line manager	61	77	61	70	70	57	60	61	63	60	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

Age Group

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Senior Managers

18a. are aware of the issues I face in my job	48	55	48	51	55	45	50	48	49	48	34
18b. have a clear direction for the future	44	59	42	49	52	44	43	41	45	45	26
18c. lead by example in creating a positive workplace	47	56	43	52	53	46	49	46	45	49	26
19. There is a positive relationship between senior management and staff in my workplace	44	57	49	48	50	40	48	42	39	45	26
20. Overall, I have confidence in the decisions made by my senior managers	47	62	50	53	54	48	49	43	46	44	30
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	59	42	44	45	39	44	40	36	40	24
22. My organisation is making the necessary decisions to meet our future challenges	46	60	43	47	52	42	48	43	46	46	31

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

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Communication

23. I am kept well informed about what is happening in my workplace	48	58	47	48	47	49	53	49	52	48	33
24. I have a say in decisions which affect my work	45	52	40	45	46	45	45	48	49	47	23
25. I think it is safe to speak up and challenge the way things are done	50	66	54	48	54	51	51	49	52	51	24
26. Where I work, we share the lessons learnt when mistakes are made	58	68	60	64	59	55	59	55	60	61	40
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	63	58	56	61	57	63	58	63	58	42
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	75	64	62	65	67	67	68	69	71	49

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

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	78	65	65	65	67	71	67	70	77	57
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	72	68	65	75	75	73	73	70	74	78	63
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	59	53	62	57	53	59	57	55	57	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

Age Group

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	54	45	47	51	45	44	42	46	49	30
32. I am able to achieve a healthy work/life balance most of the time	65	71	66	68	71	64	68	61	65	71	50
33. There are mechanisms in place to support me if I experience stress or pressure	55	59	53	59	60	49	57	55	56	58	37
34. Reasonable expectations are placed on staff according to their position	59	69	58	58	67	61	61	58	61	62	40
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	78	69	66	73	61	68	64	69	70	57
36. My workplace enables strong professional leadership	50	67	46	50	54	48	51	50	50	53	31

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

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	76	70	78	81	79	83	85	84	85	66
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	55	45	52	48	41	51	49	53	58	32

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

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	75	60	68	65	69	73	69	69	74	51
40. In my workplace patient safety is at the centre of all decision making	61	70	46	54	55	62	64	68	66	72	48
41. My team's objectives/ work plans are clearly outlined	69	82	64	67	70	68	72	71	69	74	53
42. Our objectives/work plans help us to deliver a quality service	69	83	64	71	72	71	72	71	69	74	48
43. At my workplace there is a good balance between delivering services and monitoring service delivery	62	76	58	57	63	65	65	66	63	64	46

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

	HealthShare 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	2495	98	198	268	258	235	307	392	299	182	138
Employee Engagement Index	64	71	58	64	66	65	67	66	66	72	46

Your Workplace

44. Overall I am proud to be a part of this workplace	69	75	61	69	72	71	71	71	71	77	54
45. I would recommend my workplace as a good place to work	61	68	60	64	64	61	61	62	62	64	41
46. I feel motivated to contribute more than what is normally required at work	64	76	62	63	65	64	65	66	66	73	43
47. I have a strong sense of belonging to my workplace	60	64	53	57	63	65	63	60	61	69	42
48. Overall I am satisfied to be working here at the present time	65	70	56	66	68	66	69	66	67	74	49
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	58	46	48	59	53	57	55	55	58	30
50. There is a positive culture in my workplace	50	59	46	47	54	52	51	50	51	55	31
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	50	42	46	50	48	45	45	43	53	31

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Your Job

1. My job makes good use of my skills and abilities	69	65	(r)	71	53
2. I feel I am able to suggest ideas to improve our ways of doing things	66	56	(r)	68	52
3. Working here makes me want to do the best job I can	66	62	(r)	67	55
4. The right amount of approvals are required for routine decisions	54	56	(r)	56	35
5. I have sufficient control over my work so I can do my job well	68	71	(r)	70	49
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	58	54	(r)	59	43

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	55	(r)	63	48
8. In my team we generally acknowledge one another's efforts and achievements	62	61	(r)	63	47
9. People in my team are honest and open	55	51	(r)	56	45
10. My team resolves conflict quickly when it arises	52	50	(r)	53	39
11. Morale is good in my team	52	51	(r)	53	38

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	61	(r)	59	59
13. In my workplace, we recognise our successes and innovations	53	52	(r)	53	45
14. Staff are treated respectfully regardless of their job	58	47	(r)	60	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

Australian Aboriginal

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	55	(r)	65	54
15b. treats all staff in my team fairly	60	56	(r)	61	50
15c. ensures that when issues are raised in the team, they are addressed	61	45	(r)	62	50
15d. treats me with respect	73	71	(r)	75	61
16. I receive regular and constructive feedback on my performance	54	52	(r)	54	48
17. Overall, I have confidence in the decisions made by my line manager	61	55	(r)	63	49

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Senior Managers

18a. are aware of the issues I face in my job	48	46	(r)	49	41
18b. have a clear direction for the future	44	42	(r)	44	38
18c. lead by example in creating a positive workplace	47	41	(r)	47	37
19. There is a positive relationship between senior management and staff in my workplace	44	38	(r)	45	34
20. Overall, I have confidence in the decisions made by my senior managers	47	42	(r)	48	40
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	38	(r)	41	33
22. My organisation is making the necessary decisions to meet our future challenges	46	42	(r)	46	34

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Communication

23. I am kept well informed about what is happening in my workplace	48	40	(r)	50	37
24. I have a say in decisions which affect my work	45	41	(r)	46	33
25. I think it is safe to speak up and challenge the way things are done	50	53	(r)	50	38
26. Where I work, we share the lessons learnt when mistakes are made	58	50	(r)	59	48
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	50	(r)	59	45
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	65	(r)	67	54

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	67	(r)	68	57
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	72	62	(r)	73	67
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	52	(r)	57	47

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	35	(r)	46	35
32. I am able to achieve a healthy work/life balance most of the time	65	57	(r)	66	51
33. There are mechanisms in place to support me if I experience stress or pressure	55	52	(r)	55	44
34. Reasonable expectations are placed on staff according to their position	59	63	(r)	60	43
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	65	(r)	68	58
36. My workplace enables strong professional leadership	50	42	(r)	50	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

Australian Aboriginal

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	79	(r)	81	66
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	43	(r)	50	37

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	68	68	(r)	69	53
40.	In my workplace patient safety is at the centre of all decision making	61	64	(r)	61	57
41.	My team's objectives/ work plans are clearly outlined	69	67	(r)	70	55
42.	Our objectives/work plans help us to deliver a quality service	69	63	(r)	71	52
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	62	58	(r)	63	48

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

	HealthShare NSW	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2495	85	7	2160	150
Employee Engagement Index	64	61	(r)	65	53

Your Workplace

44. Overall I am proud to be a part of this workplace	69	70	(r)	70	53
45. I would recommend my workplace as a good place to work	61	61	(r)	62	53
46. I feel motivated to contribute more than what is normally required at work	64	57	(r)	65	54
47. I have a strong sense of belonging to my workplace	60	51	(r)	61	50
48. Overall I am satisfied to be working here at the present time	65	64	(r)	66	52
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	49	(r)	54	37
50. There is a positive culture in my workplace	50	43	(r)	51	39
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	37	(r)	46	36

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Your Job

1. My job makes good use of my skills and abilities	69	60	70	53
2. I feel I am able to suggest ideas to improve our ways of doing things	66	52	67	49
3. Working here makes me want to do the best job I can	66	55	67	50
4. The right amount of approvals are required for routine decisions	54	51	55	40
5. I have sufficient control over my work so I can do my job well	68	64	70	47
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	58	52	59	37

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	53	63	45
8. In my team we generally acknowledge one another's efforts and achievements	62	58	62	44
9. People in my team are honest and open	55	61	56	39
10. My team resolves conflict quickly when it arises	52	55	53	34
11. Morale is good in my team	52	56	53	33

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	51	60	55
13. In my workplace, we recognise our successes and innovations	53	45	53	38
14. Staff are treated respectfully regardless of their job	58	61	59	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

Disability

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	53	65	48
15b. treats all staff in my team fairly	60	55	61	42
15c. ensures that when issues are raised in the team, they are addressed	61	56	61	47
15d. treats me with respect	73	73	74	56
16. I receive regular and constructive feedback on my performance	54	50	55	37
17. Overall, I have confidence in the decisions made by my line manager	61	59	63	42

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Senior Managers

18a. are aware of the issues I face in my job	48	49	49	35
18b. have a clear direction for the future	44	47	44	31
18c. lead by example in creating a positive workplace	47	47	47	29
19. There is a positive relationship between senior management and staff in my workplace	44	39	45	29
20. Overall, I have confidence in the decisions made by my senior managers	47	43	48	26
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	41	41	27
22. My organisation is making the necessary decisions to meet our future challenges	46	43	46	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

Disability

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Communication

23. I am kept well informed about what is happening in my workplace	48	51	49	34
24. I have a say in decisions which affect my work	45	37	45	32
25. I think it is safe to speak up and challenge the way things are done	50	45	51	32
26. Where I work, we share the lessons learnt when mistakes are made	58	61	59	36
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	51	59	38
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	60	67	46

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	64	68	52
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	72	68	72	60
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	52	57	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

Disability

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	40	46	30
32. I am able to achieve a healthy work/life balance most of the time	65	61	66	43
33. There are mechanisms in place to support me if I experience stress or pressure	55	50	55	36
34. Reasonable expectations are placed on staff according to their position	59	55	60	32
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	53	68	52
36. My workplace enables strong professional leadership	50	55	50	30

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	80	80	69
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	52	50	33

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	62	68	50
40. In my workplace patient safety is at the centre of all decision making	61	58	61	56
41. My team's objectives/ work plans are clearly outlined	69	60	70	46
42. Our objectives/work plans help us to deliver a quality service	69	57	71	43
43. At my workplace there is a good balance between delivering services and monitoring service delivery	62	55	63	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

Disability

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	45	2296	87
Employee Engagement Index	64	55	65	46

Your Workplace

44. Overall I am proud to be a part of this workplace	69	53	71	45
45. I would recommend my workplace as a good place to work	61	52	62	42
46. I feel motivated to contribute more than what is normally required at work	64	59	65	49
47. I have a strong sense of belonging to my workplace	60	57	61	43
48. Overall I am satisfied to be working here at the present time	65	52	66	45
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	52	53	35
50. There is a positive culture in my workplace	50	52	51	33
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	50	46	30

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Your Job

1. My job makes good use of my skills and abilities	69	70	72	52
2. I feel I am able to suggest ideas to improve our ways of doing things	66	67	68	50
3. Working here makes me want to do the best job I can	66	66	70	49
4. The right amount of approvals are required for routine decisions	54	52	67	40
5. I have sufficient control over my work so I can do my job well	68	68	75	51
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	58	57	65	37

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	61	67	52
8. In my team we generally acknowledge one another's efforts and achievements	62	61	68	46
9. People in my team are honest and open	55	55	58	46
10. My team resolves conflict quickly when it arises	52	49	63	45
11. Morale is good in my team	52	50	63	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

English Speaking Background

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Being Valued

12. I believe I am valued for what I can offer at my workplace	60	58	65	56
13. In my workplace, we recognise our successes and innovations	53	52	58	41
14. Staff are treated respectfully regardless of their job	58	56	67	44

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	64	68	47
15b. treats all staff in my team fairly	60	60	64	37
15c. ensures that when issues are raised in the team, they are addressed	61	59	70	48
15d. treats me with respect	73	74	77	57
16. I receive regular and constructive feedback on my performance	54	54	59	36
17. Overall, I have confidence in the decisions made by my line manager	61	61	68	42

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Senior Managers

18a. are aware of the issues I face in my job	48	47	56	39
18b. have a clear direction for the future	44	42	52	40
18c. lead by example in creating a positive workplace	47	44	57	40
19. There is a positive relationship between senior management and staff in my workplace	44	41	55	38
20. Overall, I have confidence in the decisions made by my senior managers	47	45	59	38
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	38	51	36
22. My organisation is making the necessary decisions to meet our future challenges	46	43	56	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

English Speaking Background

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Communication

23. I am kept well informed about what is happening in my workplace	48	47	58	38
24. I have a say in decisions which affect my work	45	43	51	33
25. I think it is safe to speak up and challenge the way things are done	50	49	56	37
26. Where I work, we share the lessons learnt when mistakes are made	58	56	68	40
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	57	66	48
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	65	71	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

English Speaking Background

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	68	68	69	51
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	72	70	80	62
30. I am encouraged to take opportunities to learn new skills and have new experiences	56	55	60	42

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	42	56	33
32. I am able to achieve a healthy work/life balance most of the time	65	65	67	48
33. There are mechanisms in place to support me if I experience stress or pressure	55	55	55	39
34. Reasonable expectations are placed on staff according to their position	59	59	65	42
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	67	70	56
36. My workplace enables strong professional leadership	50	49	54	36

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	80	83	71	66
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	50	48	33

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	68	67	73	54
40.	In my workplace patient safety is at the centre of all decision making	61	60	66	53
41.	My team's objectives/ work plans are clearly outlined	69	69	72	54
42.	Our objectives/work plans help us to deliver a quality service	69	69	74	50
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	62	62	66	44

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

	HealthShare NSW	Yes	No	Prefer not to say
Respondents	2495	1831	516	88
Employee Engagement Index	64	64	69	50

Your Workplace

44. Overall I am proud to be a part of this workplace	69	69	73	54
45. I would recommend my workplace as a good place to work	61	60	67	45
46. I feel motivated to contribute more than what is normally required at work	64	64	66	53
47. I have a strong sense of belonging to my workplace	60	59	67	53
48. Overall I am satisfied to be working here at the present time	65	65	71	48
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	51	61	41
50. There is a positive culture in my workplace	50	48	60	40
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	43	55	32

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?

