

**68%**

2013: 68%

**ENGAGEMENT INDEX**

**62%**

2013: 63%

**WORKPLACE CULTURE INDEX**

**153**

2013: 98

**ACTUAL RESPONSES**

**73%**

2013: 48%  
4% 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	<b>70</b>	<b>-4</b>
45.	I would recommend my workplace as a good place to work	<b>67</b>	<b>+3</b>

### Stay

47.	I have a strong sense of belonging to my workplace	<b>63</b>	<b>+10</b>
48.	Overall I am satisfied to be working here at the present time	<b>68</b>	<b>-3</b>

### Strive

3.	Working here makes me want to do the best job I can	<b>71</b>	<b>-1</b>
46.	I feel motivated to contribute more than what is normally required at work	<b>70</b>	<b>-3</b>

## Key Questions to focus on

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

	<i>% Positive</i>	<i>Variance from 2013</i>
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	<b>45</b> <b>+12</b>
50.	There is a positive culture in my workplace	<b>64</b> <b>-</b>
19.	There is a positive relationship between senior management and staff in my workplace	<b>60</b> <b>-2</b>
39.	My work environment allows me to deliver the best possible services (patient care or support services)	<b>62</b> <b>-3</b>
25.	I think it is safe to speak up and challenge the way things are done	<b>61</b> <b>+3</b>
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	<b>57</b> <b>+2</b>

## 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
Training and Development Opportunities	71
Your Line Manager	71
Your Job	69

Questions	% Positive
27a. I am aware of the strategic objectives and direction of the organisation I work for	82
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	80
2. I feel I am able to suggest ideas to improve our ways of doing things	79
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79
15d. My line manager treats me with respect	78

### Lowlights

Sections	% Positive
Work Environment	58
Senior Managers	59
Service Delivery	63

Questions	% Positive
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44
31. I have confidence in the processes that my workplace uses to resolve staff conflict	45
40. In my workplace patient safety is at the centre of all decision making	49
4. The right amount of approvals are required for routine decisions	52
33. There are mechanisms in place to support me if I experience stress or pressure	53

## 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	71	+5
Work Environment	58	+4
Communication	66	+3

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	80	+17
31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	+12
47. I have a strong sense of belonging to my workplace	63	+10
33. There are mechanisms in place to support me if I experience stress or pressure	53	+8
24. I have a say in decisions which affect my work	59	+6

### Least improved

Sections	% Positive	Variance from 2013
Your Line Manager	71	-9
Your Team	68	-8
Being Valued	69	-3

Questions	% Positive	Variance from 2013
16. I receive regular and constructive feedback on my performance	64	-15
15b. My line manager treats all staff in my team fairly	66	-14
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	-13
18c. The senior managers at my workplace lead by example in creating a positive workplace	60	-12
15d. My line manager treats me with respect	78	-12

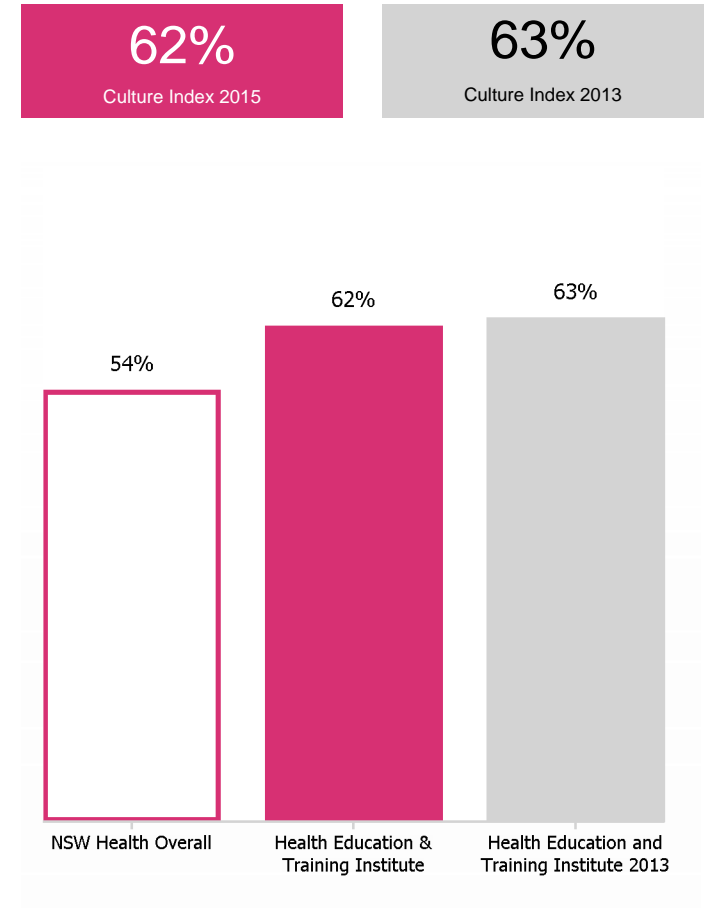
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

# 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:

	<b>KEY</b>	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team		60	12	28	-5
12. I believe I am valued for what I can offer at my workplace		69	12	18	-3
13. In my workplace, we recognise our successes and innovations		69	12	19	-1
14. Staff are treated respectfully regardless of their job		68	12	20	-5
17. Overall, I have confidence in the decisions made by my line manager		70	13	18	-5
18b. The senior managers at my workplace have a clear direction for the future		57	26	17	-3
18c. The senior managers at my workplace lead by example in creating a positive workplace		60	23	17	-12
20. Overall, I have confidence in the decisions made by my senior managers		64	20	16	+2
24. I have a say in decisions which affect my work		59	22	20	+6
25. I think it is safe to speak up and challenge the way things are done		61	17	22	+3
26. Where I work, we share the lessons learnt when mistakes are made		61	20	19	+3
31. I have confidence in the processes that my workplace uses to resolve staff conflict		45	29	26	+12
41. My team's objectives/ work plans are clearly outlined		74	11	15	+5
42. Our objectives/work plans help us to deliver a quality service		74	13	13	+6
51. Overall, I believe the culture at my workplace has improved in the last 12 months		44	30	26	-13



# Trend Comparison

This section shows comparisons between Health Education & Training Institute and the 2013 survey results for Health Education and Training Institute



37% ■ Proportion of questions above 2013 scores by 1 or more percentage points

12% ■ Proportion of questions in line with 2013 scores

51% ■ 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	<b>80</b>	<span style="color: green;">■</span> +17
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	<b>45</b>	<span style="color: green;">■</span> +12
47.	I have a strong sense of belonging to my workplace	<b>63</b>	<span style="color: green;">■</span> +10
33.	There are mechanisms in place to support me if I experience stress or pressure	<b>53</b>	<span style="color: green;">■</span> +8
24.	I have a say in decisions which affect my work	<b>59</b>	<span style="color: green;">■</span> +6
42.	Our objectives/work plans help us to deliver a quality service	<b>74</b>	<span style="color: green;">■</span> +6
49.	Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	<b>68</b>	<span style="color: green;">■</span> +6
41.	My team's objectives/ work plans are clearly outlined	<b>74</b>	<span style="color: green;">■</span> +5
23.	I am kept well informed about what is happening in my workplace	<b>55</b>	<span style="color: green;">■</span> +5
26.	Where I work, we share the lessons learnt when mistakes are made	<b>61</b>	<span style="color: green;">■</span> +3
25.	I think it is safe to speak up and challenge the way things are done	<b>61</b>	<span style="color: green;">■</span> +3
45.	I would recommend my workplace as a good place to work	<b>67</b>	<span style="color: green;">■</span> +3

# Trend Comparison

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

	<i>% Positive</i>	<i>Variance from 2013</i>
<b>43.</b> At my workplace there is a good balance between delivering services and monitoring service delivery	<b>57</b>	+2
<b>20.</b> Overall, I have confidence in the decisions made by my senior managers	<b>64</b>	+2
<b>35.</b> My workplace is proactive in minimising potential violence/ abuse from patients or visitors	<b>56</b>	+2
<b>15c.</b> My line manager ensures that when issues are raised in the team, they are addressed	<b>69</b>	+2
<b>28.</b> I have received the appropriate training and development to do my job effectively	<b>63</b>	+1
<b>6.</b> 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	<b>69</b>	+1
<b>27a.</b> I am aware of the strategic objectives and direction of the organisation I work for	<b>82</b>	+1
<b>18a.</b> The senior managers at my workplace are aware of the issues I face in my job	<b>56</b>	0
<b>40.</b> In my workplace patient safety is at the centre of all decision making	<b>49</b>	0
<b>5.</b> I have sufficient control over my work so I can do my job well	<b>67</b>	0
<b>1.</b> My job makes good use of my skills and abilities	<b>76</b>	0
<b>2.</b> I feel I am able to suggest ideas to improve our ways of doing things	<b>79</b>	0
<b>27b.</b> I am aware of how my work contributes to the overall strategic objectives of my organisation	<b>79</b>	0

# Trend Comparison

This section shows comparisons between Health Education & Training Institute and the 2013 survey results for Health Education and Training Institute



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12% ■ Proportion of questions in line with 2013 scores

51% ■ 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>
13. In my workplace, we recognise our successes and innovations	<b>69</b>	-1
3. Working here makes me want to do the best job I can	<b>71</b>	-1
4. The right amount of approvals are required for routine decisions	<b>52</b>	-1
19. There is a positive relationship between senior management and staff in my workplace	<b>60</b>	-2
32. I am able to achieve a healthy work/life balance most of the time	<b>70</b>	-2
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>70</b>	-2
18b. The senior managers at my workplace have a clear direction for the future	<b>57</b>	-3
39. My work environment allows me to deliver the best possible services (patient care or support services)	<b>62</b>	-3
48. Overall I am satisfied to be working here at the present time	<b>68</b>	-3
12. I believe I am valued for what I can offer at my workplace	<b>69</b>	-3
46. I feel motivated to contribute more than what is normally required at work	<b>70</b>	-3
44. Overall I am proud to be a part of this workplace	<b>70</b>	-4
34. Reasonable expectations are placed on staff according to their position	<b>61</b>	-4

# Trend Comparison

This section shows comparisons between Health Education & Training Institute and the 2013 survey results for Health Education and Training Institute



37% ■ Proportion of questions above 2013 scores by 1 or more percentage points

12% ■ Proportion of questions in line with 2013 scores

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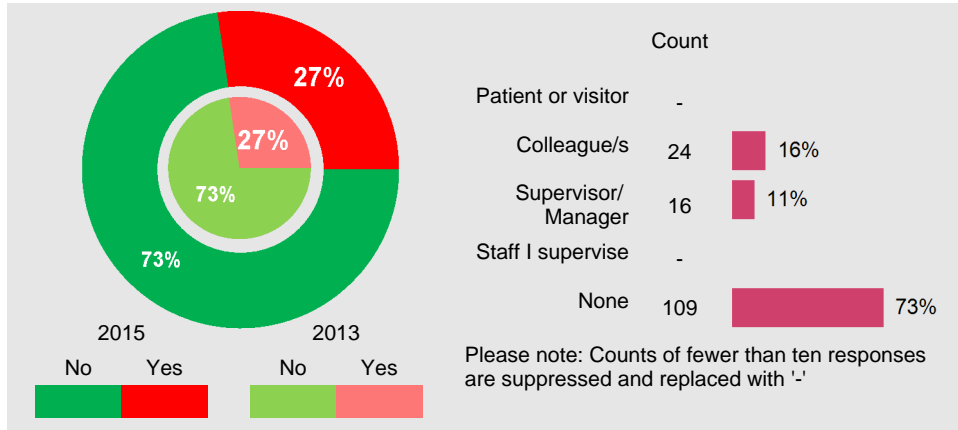
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
17. Overall, I have confidence in the decisions made by my line manager	<b>70</b>	-5 <span style="color: red;">■</span>
11. Morale is good in my team	<b>60</b>	-5 <span style="color: red;">■</span>
14. Staff are treated respectfully regardless of their job	<b>68</b>	-5 <span style="color: red;">■</span>
10. My team resolves conflict quickly when it arises	<b>58</b>	-7 <span style="color: red;">■</span>
9. People in my team are honest and open	<b>73</b>	-8 <span style="color: red;">■</span>
7. The people I work with are willing to help each other even if this means doing something outside their usual job	<b>74</b>	-10 <span style="color: red;">■</span>
15a. My line manager recognises and acknowledges when I have done my job well	<b>77</b>	-10 <span style="color: red;">■</span>
8. In my team we generally acknowledge one another's efforts and achievements	<b>76</b>	-11 <span style="color: red;">■</span>
15d. My line manager treats me with respect	<b>78</b>	-12 <span style="color: red;">■</span>
18c. The senior managers at my workplace lead by example in creating a positive workplace	<b>60</b>	-12 <span style="color: red;">■</span>
51. Overall, I believe the culture at my workplace has improved in the last 12 months	<b>44</b>	-13 <span style="color: red;">■</span>
15b. My line manager treats all staff in my team fairly	<b>66</b>	-14 <span style="color: red;">■</span>
16. I receive regular and constructive feedback on my performance	<b>64</b>	-15 <span style="color: red;">■</span>

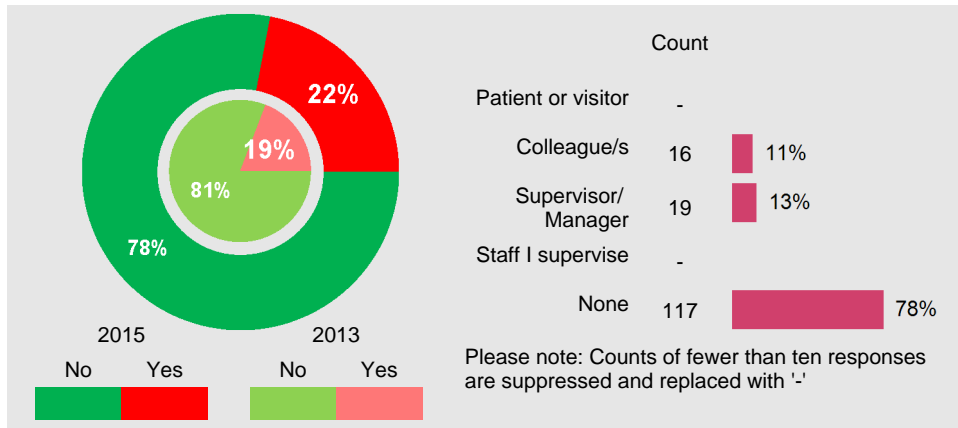
# Unacceptable Behaviour

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

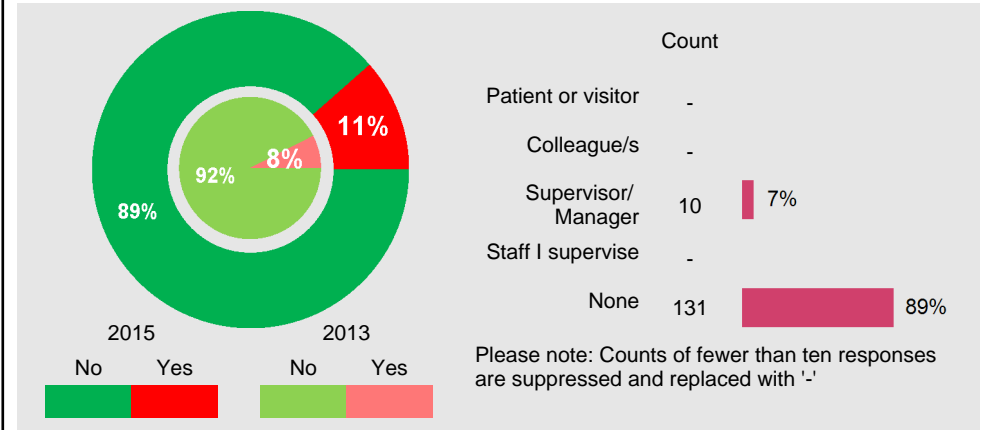
37a. In the last 12 months, I have been verbally abused by a ...



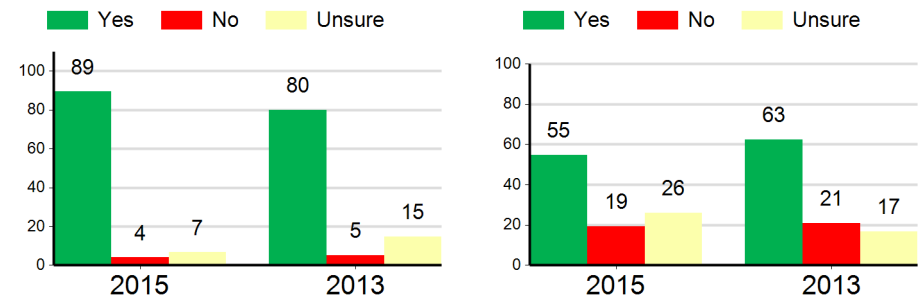
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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	Health Education and Training Institute 2013	NSW Health Overall
1. My job makes good use of my skills and abilities	76	7	16	76	77	81
2. I feel I am able to suggest ideas to improve our ways of doing things	79	7	14	79	79	69
3. Working here makes me want to do the best job I can	71	11	18	71	71	72
4. The right amount of approvals are required for routine decisions	52	17	31	52	53	52
5. I have sufficient control over my work so I can do my job well	67	13	20	67	67	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	69	13	18	69	67	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	Health Education and Training Institute 2013	NSW Health Overall
7.	The people I work with are willing to help each other even if this means doing something outside their usual job	74	11	15	74	84	69
8.	In my team we generally acknowledge one another's efforts and achievements	76	9	14	76	88	70
9.	People in my team are honest and open	73	12	16	73	80	64
10.	My team resolves conflict quickly when it arises	58	20	22	58	65	53
11.	Morale is good in my team	60	12	28	60	65	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	Health Education and Training Institute 2013	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	69	12	18	69	72	63
13. In my workplace, we recognise our successes and innovations	69	12	19	69	70	57
14. Staff are treated respectfully regardless of their job	68	12	20	68	73	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	Health Education and Training Institute 2013	NSW Health Overall
<b>15a.</b>	My line manager recognises and acknowledges when I have done my job well	77	5	18	77	87	65
<b>15b.</b>	My line manager treats all staff in my team fairly	66	14	20	66	80	62
<b>15c.</b>	My line manager ensures that when issues are raised in the team, they are addressed	69	11	20	69	67	61
<b>15d.</b>	My line manager treats me with respect	78	8	14	78	90	76
<b>16.</b>	I receive regular and constructive feedback on my performance	64	15	22	64	79	52
<b>17.</b>	Overall, I have confidence in the decisions made by my line manager	70	13	18	70	74	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	Health Education and Training Institute 2013	NSW Health Overall
<b>18a.</b>	The senior managers at my workplace are aware of the issues I face in my job	56	20	24	56	56	46
<b>18b.</b>	The senior managers at my workplace have a clear direction for the future	57	26	17	57	60	45
<b>18c.</b>	The senior managers at my workplace lead by example in creating a positive workplace	60	23	17	60	71	45
<b>K 19.</b>	There is a positive relationship between senior management and staff in my workplace	60	23	17	60	61	42
<b>20.</b>	Overall, I have confidence in the decisions made by my senior managers	64	20	16	64	62	46
<b>21.</b>	Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	24	21	55	-	39
<b>22.</b>	My organisation is making the necessary decisions to meet our future challenges	62	24	14	62	-	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	Health Education and Training Institute 2013	NSW Health Overall
23.	I am kept well informed about what is happening in my workplace	55	26	20	55	50	50
24.	I have a say in decisions which affect my work	59	22	20	59	53	46
<b>K</b> 25.	I think it is safe to speak up and challenge the way things are done	61	17	22	61	58	51
26.	Where I work, we share the lessons learnt when mistakes are made	61	20	19	61	58	59
27a.	I am aware of the strategic objectives and direction of the organisation I work for	82	8	10	82	81	58
27b.	I am aware of how my work contributes to the overall strategic objectives of my organisation	79	10	11	79	79	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	Health Education and Training Institute 2013	NSW Health Overall
<b>28.</b>	I have received the appropriate training and development to do my job effectively	63	22	14	63	62	73
<b>29.</b>	I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of	80	10	10	80	63	68
<b>30.</b>	I am encouraged to take opportunities to learn new skills and have new experiences	70	15	15	70	72	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

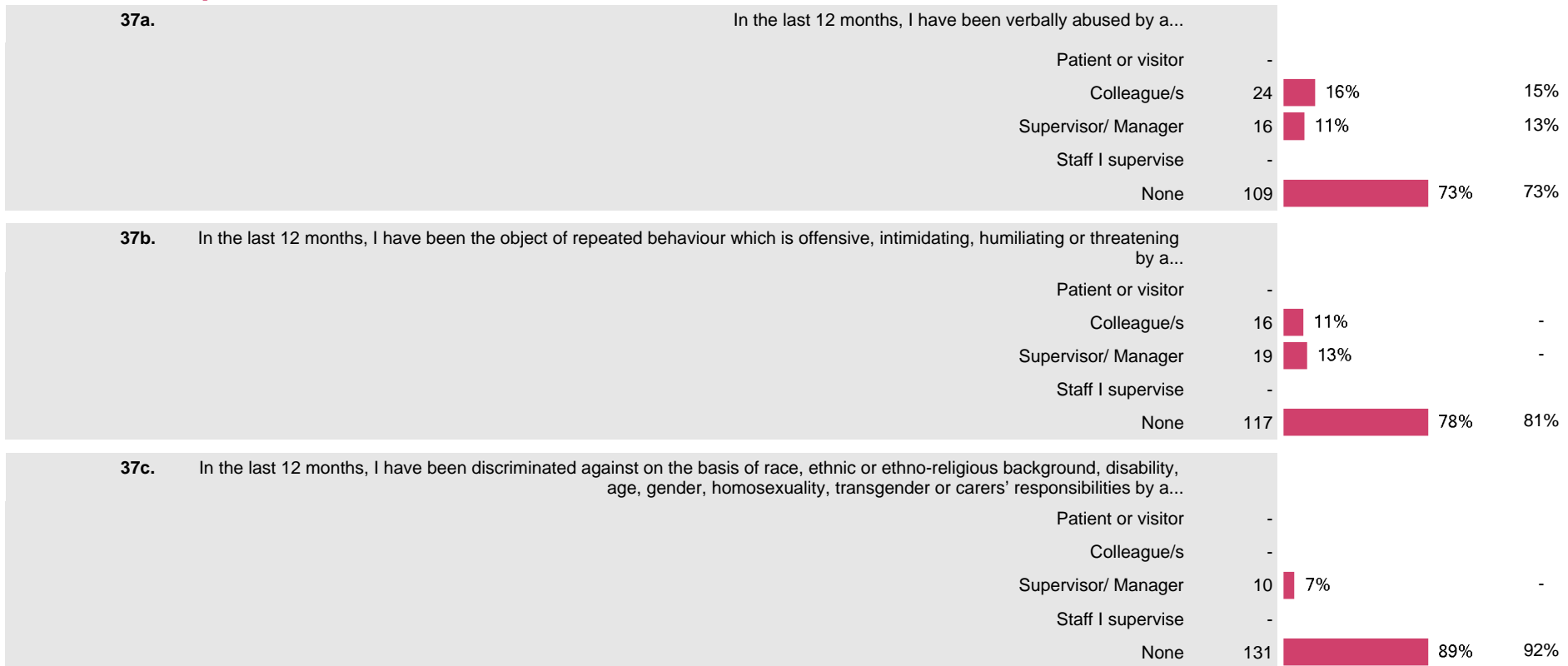
		% Positive response	% Neutral response	% Negative response	% Positive	Health Education and Training Institute 2013	NSW Health Overall
<b>K</b>	<b>31.</b> I have confidence in the processes that my workplace uses to resolve staff conflict	45	29	26	45	34	44
	<b>32.</b> I am able to achieve a healthy work/life balance most of the time	70	12	18	70	72	65
	<b>33.</b> There are mechanisms in place to support me if I experience stress or pressure	53	28	20	53	45	56
	<b>34.</b> Reasonable expectations are placed on staff according to their position	61	18	21	61	64	57
	<b>35.</b> My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	35	9	56	54	69
	<b>36.</b> My workplace enables strong professional leadership	62	21	17	62	-	52



# All Questions

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

## Unacceptable Behaviour



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

# All Questions

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

**Key** **K** Key Driver Question

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

## Unacceptable Behaviour

		% Yes	% Unsure	% No	% Positive	Health Education and Training Institute 2013	NSW Health Overall
<b>38a.</b>	Do you currently know how to report occurrences of these types of behaviour?				<b>89</b>	<b>80</b>	<b>85</b>
<b>38b.</b>	Do you currently have confidence that if you report these behaviours they will be responded to appropriately?				<b>55</b>	<b>63</b>	<b>47</b>

# All Questions

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

**Key** **K** Key Driver Question

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

		% Positive response	% Neutral response	% Negative response	% Positive	Health Education and Training Institute 2013	NSW Health Overall
<b>Service Delivery</b>							
<b>K</b>	39. My work environment allows me to deliver the best possible services (patient care or support services)	62	21	18	62	64	62
	40. In my workplace patient safety is at the centre of all decision making	49	39	12	49	49	69
	41. My team's objectives/ work plans are clearly outlined	74	11	15	74	69	66
	42. Our objectives/work plans help us to deliver a quality service	74	13	13	74	68	66
<b>K</b>	43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	26	16	57	55	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	Health Education and Training Institute 2013	NSW Health Overall
44. Overall I am proud to be a part of this workplace	70	13	16	70	74	73
45. I would recommend my workplace as a good place to work	67	12	21	67	65	64
46. I feel motivated to contribute more than what is normally required at work	70	11	19	70	73	67
47. I have a strong sense of belonging to my workplace	63	17	20	63	53	65
48. Overall I am satisfied to be working here at the present time	68	13	20	68	71	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	68	12	20	68	62	59
<b>K</b> 50. There is a positive culture in my workplace	64	13	22	64	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	30	26	44	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

	Role	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Your Job

1. My job makes good use of my skills and abilities	76	(r)	(r)	(r)	85	(r)	65	(r)	(r)	(r)	79	(r)	(r)	64
2. I feel I am able to suggest ideas to improve our ways of doing things	79	(r)	(r)	(r)	82	(r)	53	(r)	(r)	(r)	84	(r)	(r)	73
3. Working here makes me want to do the best job I can	71	(r)	(r)	(r)	82	(r)	53	(r)	(r)	(r)	71	(r)	(r)	64
4. The right amount of approvals are required for routine decisions	52	(r)	(r)	(r)	54	(r)	59	(r)	(r)	(r)	41	(r)	(r)	55
5. I have sufficient control over my work so I can do my job well	67	(r)	(r)	(r)	72	(r)	65	(r)	(r)	(r)	64	(r)	(r)	59
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	69	(r)	(r)	(r)	72	(r)	71	(r)	(r)	(r)	69	(r)	(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	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	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	74	(r)	(r)	(r)	79	(r)	71	(r)	(r)	(r)	69	(r)	(r)	73
8.	In my team we generally acknowledge one another's efforts and achievements	76	(r)	(r)	(r)	79	(r)	71	(r)	(r)	(r)	79	(r)	(r)	64
9.	People in my team are honest and open	73	(r)	(r)	(r)	79	(r)	71	(r)	(r)	(r)	71	(r)	(r)	64
10.	My team resolves conflict quickly when it arises	58	(r)	(r)	(r)	54	(r)	47	(r)	(r)	(r)	62	(r)	(r)	64
11.	Morale is good in my team	60	(r)	(r)	(r)	69	(r)	47	(r)	(r)	(r)	59	(r)	(r)	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

	Role	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	(r)	(r)	(r)	77	(r)	59	(r)	(r)	(r)	71	(r)	(r)	59
13. In my workplace, we recognise our successes and innovations	69	(r)	(r)	(r)	74	(r)	71	(r)	(r)	(r)	64	(r)	(r)	73
14. Staff are treated respectfully regardless of their job	68	(r)	(r)	(r)	74	(r)	53	(r)	(r)	(r)	67	(r)	(r)	59

# Demographics

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

## Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	77	(r)	(r)	(r)	82	(r)	71	(r)	(r)	(r)	77	(r)	(r)	68
15b. treats all staff in my team fairly	66	(r)	(r)	(r)	79	(r)	47	(r)	(r)	(r)	65	(r)	(r)	64
15c. ensures that when issues are raised in the team, they are addressed	69	(r)	(r)	(r)	77	(r)	53	(r)	(r)	(r)	68	(r)	(r)	64
15d. treats me with respect	78	(r)	(r)	(r)	79	(r)	82	(r)	(r)	(r)	81	(r)	(r)	68
16. I receive regular and constructive feedback on my performance	64	(r)	(r)	(r)	59	(r)	53	(r)	(r)	(r)	70	(r)	(r)	59
17. Overall, I have confidence in the decisions made by my line manager	70	(r)	(r)	(r)	69	(r)	65	(r)	(r)	(r)	72	(r)	(r)	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

	Role	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Senior Managers

18a. are aware of the issues I face in my job	56	(r)	(r)	(r)	64	(r)	47	(r)	(r)	(r)	53	(r)	(r)	41
18b. have a clear direction for the future	57	(r)	(r)	(r)	62	(r)	41	(r)	(r)	(r)	58	(r)	(r)	45
18c. lead by example in creating a positive workplace	60	(r)	(r)	(r)	59	(r)	53	(r)	(r)	(r)	64	(r)	(r)	41
19. There is a positive relationship between senior management and staff in my workplace	60	(r)	(r)	(r)	59	(r)	47	(r)	(r)	(r)	61	(r)	(r)	50
20. Overall, I have confidence in the decisions made by my senior managers	64	(r)	(r)	(r)	64	(r)	71	(r)	(r)	(r)	65	(r)	(r)	41
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	(r)	(r)	(r)	67	(r)	41	(r)	(r)	(r)	53	(r)	(r)	45
22. My organisation is making the necessary decisions to meet our future challenges	62	(r)	(r)	(r)	68	(r)	53	(r)	(r)	(r)	57	(r)	(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

	Role	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Communication

23. I am kept well informed about what is happening in my workplace	55	(r)	(r)	(r)	69	(r)	29	(r)	(r)	(r)	51	(r)	(r)	41
24. I have a say in decisions which affect my work	59	(r)	(r)	(r)	67	(r)	47	(r)	(r)	(r)	54	(r)	(r)	50
25. I think it is safe to speak up and challenge the way things are done	61	(r)	(r)	(r)	64	(r)	53	(r)	(r)	(r)	58	(r)	(r)	55
26. Where I work, we share the lessons learnt when mistakes are made	61	(r)	(r)	(r)	51	(r)	53	(r)	(r)	(r)	67	(r)	(r)	68
27a. I am aware of the strategic objectives and direction of the organisation I work for	82	(r)	(r)	(r)	87	(r)	82	(r)	(r)	(r)	79	(r)	(r)	77
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	(r)	(r)	(r)	87	(r)	71	(r)	(r)	(r)	75	(r)	(r)	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

	Role	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	<b>63</b>	(r)	(r)	(r)	<b>62</b>	(r)	<b>47</b>	(r)	(r)	(r)	<b>70</b>	(r)	(r)	64
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	<b>80</b>	(r)	(r)	(r)	<b>85</b>	(r)	<b>82</b>	(r)	(r)	(r)	81	(r)	(r)	<b>77</b>
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>70</b>	(r)	(r)	(r)	<b>63</b>	(r)	<b>71</b>	(r)	(r)	(r)	<b>75</b>	(r)	(r)	<b>64</b>

# Demographics

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

## Key



At least 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	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	(r)	(r)	(r)	54	(r)	24	(r)	(r)	(r)	42	(r)	(r)	45
32. I am able to achieve a healthy work/life balance most of the time	70	(r)	(r)	(r)	72	(r)	82	(r)	(r)	(r)	65	(r)	(r)	68
33. There are mechanisms in place to support me if I experience stress or pressure	53	(r)	(r)	(r)	46	(r)	59	(r)	(r)	(r)	49	(r)	(r)	59
34. Reasonable expectations are placed on staff according to their position	61	(r)	(r)	(r)	69	(r)	59	(r)	(r)	(r)	54	(r)	(r)	55
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	(r)	(r)	(r)	64	(r)	41	(r)	(r)	(r)	50	(r)	(r)	64
36. My workplace enables strong professional leadership	62	(r)	(r)	(r)	74	(r)	47	(r)	(r)	(r)	61	(r)	(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	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	<b>89</b>	(r)	(r)	(r)	90	(r)	<b>88</b>	(r)	(r)	(r)	<b>88</b>	(r)	(r)	<b>90</b>
38b. have confidence that if you report these behaviours they will be responded to appropriately?	<b>55</b>	(r)	(r)	(r)	<b>61</b>	(r)	<b>44</b>	(r)	(r)	(r)	<b>53</b>	(r)	(r)	<b>45</b>

# Demographics

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

## Key



At least 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	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	(r)	(r)	(r)	69	(r)	65	(r)	(r)	(r)	57	(r)	(r)	59
40.	In my workplace patient safety is at the centre of all decision making	49	(r)	(r)	(r)	41	(r)	47	(r)	(r)	(r)	55	(r)	(r)	41
41.	My team's objectives/ work plans are clearly outlined	74	(r)	(r)	(r)	74	(r)	65	(r)	(r)	(r)	77	(r)	(r)	64
42.	Our objectives/work plans help us to deliver a quality service	74	(r)	(r)	(r)	76	(r)	71	(r)	(r)	(r)	75	(r)	(r)	64
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	(r)	(r)	(r)	54	(r)	59	(r)	(r)	(r)	58	(r)	(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	Health Education & Training Institute	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		153	2	7	0	39	1	17	1	0	0	58	0	0	22
Employee Engagement Index		68	(r)	(r)	(r)	76	(r)	59	(r)	(r)	(r)	64	(r)	(r)	67

## Your Workplace

44. Overall I am proud to be a part of this workplace	<b>70</b>	(r)	(r)	(r)	<b>77</b>	(r)	<b>65</b>	(r)	(r)	(r)	<b>65</b>	(r)	(r)	<b>73</b>
45. I would recommend my workplace as a good place to work	<b>67</b>	(r)	(r)	(r)	<b>74</b>	(r)	<b>59</b>	(r)	(r)	(r)	<b>60</b>	(r)	(r)	<b>73</b>
46. I feel motivated to contribute more than what is normally required at work	<b>70</b>	(r)	(r)	(r)	<b>77</b>	(r)	<b>65</b>	(r)	(r)	(r)	<b>67</b>	(r)	(r)	<b>68</b>
47. I have a strong sense of belonging to my workplace	<b>63</b>	(r)	(r)	(r)	<b>69</b>	(r)	<b>53</b>	(r)	(r)	(r)	<b>61</b>	(r)	(r)	<b>59</b>
48. Overall I am satisfied to be working here at the present time	<b>68</b>	(r)	(r)	(r)	<b>74</b>	(r)	<b>59</b>	(r)	(r)	(r)	<b>63</b>	(r)	(r)	68
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	<b>68</b>	(r)	(r)	(r)	<b>77</b>	(r)	<b>47</b>	(r)	(r)	(r)	<b>68</b>	(r)	(r)	<b>64</b>
50. There is a positive culture in my workplace	<b>64</b>	(r)	(r)	(r)	<b>72</b>	(r)	<b>47</b>	(r)	(r)	(r)	<b>63</b>	(r)	(r)	<b>64</b>
51. Overall, I believe the culture at my workplace has improved in the last 12 months	<b>44</b>	(r)	(r)	(r)	<b>62</b>	(r)	<b>29</b>	(r)	(r)	(r)	<b>39</b>	(r)	(r)	<b>45</b>

# Demographics

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

## Key



At least 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

Health Education & Training Institute

	Respondents	Yes	No
Employee Engagement Index	153	53	98
	68	67	69

## Your Job

1. My job makes good use of my skills and abilities	76	81	74
2. I feel I am able to suggest ideas to improve our ways of doing things	79	85	77
3. Working here makes me want to do the best job I can	71	68	73
4. The right amount of approvals are required for routine decisions	52	55	50
5. I have sufficient control over my work so I can do my job well	67	70	66
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	69	75	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

## Manage staff

Health Education & Training Institute

	Respondents	Yes	No
Employee Engagement Index	153	53	98
	68	67	69

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	72	76
8. In my team we generally acknowledge one another's efforts and achievements	76	81	74
9. People in my team are honest and open	73	77	71
10. My team resolves conflict quickly when it arises	58	60	58
11. Morale is good in my team	60	58	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

## Manage staff

Health Education & Training Institute

	Respondents	Yes	No
Employee Engagement Index	153	53	98
	68	67	69

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	70	69
13. In my workplace, we recognise our successes and innovations	69	70	69
14. Staff are treated respectfully regardless of their job	68	65	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

### Manage staff

Health Education & Training Institute

	Respondents	Yes	No
Employee Engagement Index	153	53	98
	68	67	69

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	77	75	77
15b. treats all staff in my team fairly	66	58	71
15c. ensures that when issues are raised in the team, they are addressed	69	67	70
15d. treats me with respect	78	79	78
16. I receive regular and constructive feedback on my performance	64	62	64
17. Overall, I have confidence in the decisions made by my line manager	70	70	70

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Manage staff

Health Education & Training Institute

Yes

No

Respondents 153 53 98

Employee Engagement Index 68 67 69

## Senior Managers

18a. are aware of the issues I face in my job	56	57	57
18b. have a clear direction for the future	57	55	60
18c. lead by example in creating a positive workplace	60	49	67
19. There is a positive relationship between senior management and staff in my workplace	60	58	61
20. Overall, I have confidence in the decisions made by my senior managers	64	60	66
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	49	59
22. My organisation is making the necessary decisions to meet our future challenges	62	52	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

### Manage staff

Health Education & Training Institute

Yes

No

Respondents	153	53	98
Employee Engagement Index	68	67	69

## Communication

23. I am kept well informed about what is happening in my workplace	55	58	53
24. I have a say in decisions which affect my work	59	68	54
25. I think it is safe to speak up and challenge the way things are done	61	58	62
26. Where I work, we share the lessons learnt when mistakes are made	61	70	58
27a. I am aware of the strategic objectives and direction of the organisation I work for	82	87	80
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	77	80

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Health Education & Training Institute		
		Yes	No
<b>Manage staff</b>			
Respondents	153	53	98
Employee Engagement Index	68	67	69

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	63	68	61
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	80	81	79
30. I am encouraged to take opportunities to learn new skills and have new experiences	70	77	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

## Manage staff

Health Education & Training Institute

Yes

No

Respondents	153	53	98
Employee Engagement Index	68	67	69

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	51	43
32. I am able to achieve a healthy work/life balance most of the time	70	66	71
33. There are mechanisms in place to support me if I experience stress or pressure	53	47	55
34. Reasonable expectations are placed on staff according to their position	61	55	63
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	54	57
36. My workplace enables strong professional leadership	62	62	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

Health Education & Training Institute

	Respondents	Yes	No
Employee Engagement Index	153	53	98
	68	67	69

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>89</b>	<b>94</b>	<b>86</b>
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>55</b>	<b>57</b>	<b>53</b>



# Demographics

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

## Key



At least 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

Health Education & Training Institute

	Respondents	Yes	No
Employee Engagement Index	153	53	98
	68	67	69

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	56	66
40. In my workplace patient safety is at the centre of all decision making	49	52	47
41. My team's objectives/ work plans are clearly outlined	74	79	72
42. Our objectives/work plans help us to deliver a quality service	74	77	72
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	55	59

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Manage staff

Health Education & Training Institute

	Respondents	Yes	No
Employee Engagement Index	153	53	98
	68	67	69

## Your Workplace

44. Overall I am proud to be a part of this workplace	70	66	73
45. I would recommend my workplace as a good place to work	67	66	68
46. I feel motivated to contribute more than what is normally required at work	70	74	68
47. I have a strong sense of belonging to my workplace	63	64	63
48. Overall I am satisfied to be working here at the present time	68	64	70
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	68	62	71
50. There is a positive culture in my workplace	64	64	66
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	53	39

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Your Job

1. My job makes good use of my skills and abilities	<b>76</b>	(r)	<b>76</b>	<b>100</b>	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	<b>79</b>	(r)	79	<b>100</b>	(r)
3. Working here makes me want to do the best job I can	<b>71</b>	(r)	<b>61</b>	<b>100</b>	(r)
4. The right amount of approvals are required for routine decisions	<b>52</b>	(r)	52	<b>80</b>	(r)
5. I have sufficient control over my work so I can do my job well	<b>67</b>	(r)	<b>64</b>	<b>90</b>	(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	<b>69</b>	(r)	<b>73</b>	<b>100</b>	(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

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(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	74	(r)	67	100	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	76	(r)	76	100	(r)
9.	People in my team are honest and open	73	(r)	70	100	(r)
10.	My team resolves conflict quickly when it arises	58	(r)	61	80	(r)
11.	Morale is good in my team	60	(r)	58	80	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Management Responsibility

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

### Being Valued

12. I believe I am valued for what I can offer at my workplace	69	(r)	64	90	(r)
13. In my workplace, we recognise our successes and innovations	69	(r)	61	100	(r)
14. Staff are treated respectfully regardless of their job	68	(r)	61	100	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	77	(r)	70	100	(r)
15b. treats all staff in my team fairly	66	(r)	58	90	(r)
15c. ensures that when issues are raised in the team, they are addressed	69	(r)	64	100	(r)
15d. treats me with respect	78	(r)	73	100	(r)
16. I receive regular and constructive feedback on my performance	64	(r)	48	100	(r)
17. Overall, I have confidence in the decisions made by my line manager	70	(r)	64	100	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Senior Managers

18a. are aware of the issues I face in my job	56	(r)	52	90	(r)
18b. have a clear direction for the future	57	(r)	48	80	(r)
18c. lead by example in creating a positive workplace	60	(r)	48	60	(r)
19. There is a positive relationship between senior management and staff in my workplace	60	(r)	52	80	(r)
20. Overall, I have confidence in the decisions made by my senior managers	64	(r)	58	80	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	(r)	45	60	(r)
22. My organisation is making the necessary decisions to meet our future challenges	62	(r)	41	80	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	55	(r)	55	100	(r)
24. I have a say in decisions which affect my work	59	(r)	58	100	(r)
25. I think it is safe to speak up and challenge the way things are done	61	(r)	45	100	(r)
26. Where I work, we share the lessons learnt when mistakes are made	61	(r)	61	90	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	82	(r)	82	100	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	(r)	72	100	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	<b>63</b>	(r)	<b>55</b>	<b>90</b>	(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	<b>80</b>	(r)	<b>73</b>	<b>100</b>	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>70</b>	(r)	70	<b>100</b>	(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

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	(r)	42	90	(r)
32. I am able to achieve a healthy work/life balance most of the time	70	(r)	61	80	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	53	(r)	45	70	(r)
34. Reasonable expectations are placed on staff according to their position	61	(r)	48	80	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	(r)	44	80	(r)
36. My workplace enables strong professional leadership	62	(r)	56	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

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>89</b>	(r)	<b>97</b>	<b>100</b>	(r)
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>55</b>	(r)	<b>48</b>	<b>80</b>	(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

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	(r)	44	70	(r)
40. In my workplace patient safety is at the centre of all decision making	49	(r)	34	80	(r)
41. My team's objectives/ work plans are clearly outlined	74	(r)	69	90	(r)
42. Our objectives/work plans help us to deliver a quality service	74	(r)	69	90	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	(r)	42	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

	Health Education & Training Institute	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	153	7	33	10	3
Employee Engagement Index	68	(r)	58	100	(r)

## Your Workplace

44. Overall I am proud to be a part of this workplace	<b>70</b>	(r)	<b>55</b>	<b>100</b>	(r)
45. I would recommend my workplace as a good place to work	<b>67</b>	(r)	<b>58</b>	<b>100</b>	(r)
46. I feel motivated to contribute more than what is normally required at work	<b>70</b>	(r)	<b>67</b>	<b>100</b>	(r)
47. I have a strong sense of belonging to my workplace	<b>63</b>	(r)	<b>55</b>	<b>100</b>	(r)
48. Overall I am satisfied to be working here at the present time	<b>68</b>	(r)	<b>52</b>	<b>100</b>	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	<b>68</b>	(r)	<b>58</b>	<b>80</b>	(r)
50. There is a positive culture in my workplace	<b>64</b>	(r)	<b>61</b>	<b>90</b>	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	<b>44</b>	(r)	<b>58</b>	<b>60</b>	(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

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Your Job

1. My job makes good use of my skills and abilities	76	74	73	77	(r)	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	79	71	88	86	(r)	(r)	(r)
3. Working here makes me want to do the best job I can	71	65	75	73	(r)	(r)	(r)
4. The right amount of approvals are required for routine decisions	52	49	56	50	(r)	(r)	(r)
5. I have sufficient control over my work so I can do my job well	67	57	69	77	(r)	(r)	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	69	63	69	73	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	63	94	80	(r)	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	76	70	88	82	(r)	(r)	(r)
9. People in my team are honest and open	73	62	81	82	(r)	(r)	(r)
10. My team resolves conflict quickly when it arises	58	55	56	61	(r)	(r)	(r)
11. Morale is good in my team	60	51	63	66	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	61	69	80	(r)	(r)	(r)
13. In my workplace, we recognise our successes and innovations	69	61	75	75	(r)	(r)	(r)
14. Staff are treated respectfully regardless of their job	68	62	75	73	(r)	(r)	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	77	69	81	84	(r)	(r)	(r)
15b. treats all staff in my team fairly	66	62	50	73	(r)	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	69	63	69	75	(r)	(r)	(r)
15d. treats me with respect	78	72	75	86	(r)	(r)	(r)
16. I receive regular and constructive feedback on my performance	64	55	69	73	(r)	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	70	63	69	75	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Senior Managers

18a. are aware of the issues I face in my job	56	47	75	61	(r)	(r)	(r)
18b. have a clear direction for the future	57	51	69	61	(r)	(r)	(r)
18c. lead by example in creating a positive workplace	60	50	63	73	(r)	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	60	51	50	73	(r)	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	64	56	63	77	(r)	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	51	44	57	(r)	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	62	57	60	67	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	55	53	56	55	(r)	(r)	(r)
24. I have a say in decisions which affect my work	59	56	50	66	(r)	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	61	51	69	68	(r)	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	61	54	50	73	(r)	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	82	75	88	91	(r)	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	75	81	82	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	63	54	75	73	(r)	(r)	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	80	78	88	84	(r)	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	70	61	88	81	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	38	31	61	(r)	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	70	56	81	84	(r)	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	53	41	56	70	(r)	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	61	51	56	77	(r)	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	47	56	70	(r)	(r)	(r)
36. My workplace enables strong professional leadership	62	55	69	68	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	89	100	91	(r)	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	55	56	38	57	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	49	75	73	(r)	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	49	47	63	51	(r)	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	74	68	81	80	(r)	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	74	65	81	80	(r)	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	46	75	66	(r)	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Health Education & Training Institute	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	153	82	16	44	7	0	4
Employee Engagement Index	68	61	73	73	(r)	(r)	(r)

## Your Workplace

44. Overall I am proud to be a part of this workplace	70	62	81	75	(r)	(r)	(r)
45. I would recommend my workplace as a good place to work	67	58	69	75	(r)	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	70	64	63	75	(r)	(r)	(r)
47. I have a strong sense of belonging to my workplace	63	58	69	66	(r)	(r)	(r)
48. Overall I am satisfied to be working here at the present time	68	57	81	75	(r)	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	68	59	69	77	(r)	(r)	(r)
50. There is a positive culture in my workplace	64	56	69	70	(r)	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	47	50	34	(r)	(r)	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Length of Service

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Your Job

1. My job makes good use of my skills and abilities	76	69	78	75	68	86
2. I feel I am able to suggest ideas to improve our ways of doing things	79	81	81	81	60	89
3. Working here makes me want to do the best job I can	71	69	67	64	56	89
4. The right amount of approvals are required for routine decisions	52	42	33	53	52	71
5. I have sufficient control over my work so I can do my job well	67	62	67	64	56	82
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	69	62	67	72	56	79

# Demographics

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

## Key



At least 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

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	77	67	78	56	84
8. In my team we generally acknowledge one another's efforts and achievements	76	73	74	78	60	89
9. People in my team are honest and open	73	81	70	67	56	84
10. My team resolves conflict quickly when it arises	58	50	56	61	52	68
11. Morale is good in my team	60	62	59	56	40	79

# Demographics

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

**Key**



At least 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

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	65	70	64	60	82
13. In my workplace, we recognise our successes and innovations	69	73	63	64	64	79
14. Staff are treated respectfully regardless of their job	68	65	59	69	52	87

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Length of Service

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	77	73	81	77	64	84
15b. treats all staff in my team fairly	66	65	67	63	56	76
15c. ensures that when issues are raised in the team, they are addressed	69	69	70	74	48	76
15d. treats me with respect	78	77	81	80	64	84
16. I receive regular and constructive feedback on my performance	64	69	63	59	44	76
17. Overall, I have confidence in the decisions made by my line manager	70	69	74	71	48	79

# Demographics

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

## Key



At least 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

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Senior Managers

18a. are aware of the issues I face in my job	56	50	48	51	48	74
18b. have a clear direction for the future	57	54	59	49	52	71
18c. lead by example in creating a positive workplace	60	64	56	54	48	71
19. There is a positive relationship between senior management and staff in my workplace	60	65	59	54	48	71
20. Overall, I have confidence in the decisions made by my senior managers	64	69	63	63	48	71
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	65	63	40	44	63
22. My organisation is making the necessary decisions to meet our future challenges	62	62	67	53	52	76

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Length of Service

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Communication

23. I am kept well informed about what is happening in my workplace	55	46	63	60	48	55
24. I have a say in decisions which affect my work	59	46	48	66	52	74
25. I think it is safe to speak up and challenge the way things are done	61	69	52	57	48	71
26. Where I work, we share the lessons learnt when mistakes are made	61	65	59	54	60	68
27a. I am aware of the strategic objectives and direction of the organisation I work for	82	77	85	83	72	89
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	65	85	80	71	87

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Length of Service

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	63	58	48	66	64	74
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	80	69	78	77	76	95
30. I am encouraged to take opportunities to learn new skills and have new experiences	70	62	60	83	56	79

# Demographics

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

## Key



At least 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

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	42	37	43	44	58
32. I am able to achieve a healthy work/life balance most of the time	70	69	63	69	60	82
33. There are mechanisms in place to support me if I experience stress or pressure	53	42	44	57	44	68
34. Reasonable expectations are placed on staff according to their position	61	58	59	69	48	63
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	54	59	54	44	65
36. My workplace enables strong professional leadership	62	62	67	54	54	71



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Length of Service

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	77	85	94	83	100
38b. have confidence that if you report these behaviours they will be responded to appropriately?	55	46	56	54	36	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

### Length of Service

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	69	52	57	52	73
40. In my workplace patient safety is at the centre of all decision making	49	46	48	41	32	68
41. My team's objectives/ work plans are clearly outlined	74	69	67	76	60	89
42. Our objectives/work plans help us to deliver a quality service	74	77	62	74	60	87
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	62	48	63	44	63

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Length of Service

	Health Education & Training Institute	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	153	26	27	36	25	38
Employee Engagement Index	68	68	60	68	58	80

## Your Workplace

44. Overall I am proud to be a part of this workplace	70	77	52	77	56	82
45. I would recommend my workplace as a good place to work	67	69	56	66	60	79
46. I feel motivated to contribute more than what is normally required at work	70	62	70	74	64	74
47. I have a strong sense of belonging to my workplace	63	58	56	63	56	76
48. Overall I am satisfied to be working here at the present time	68	73	59	63	56	82
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	68	69	63	63	60	82
50. There is a positive culture in my workplace	64	65	56	63	56	76
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	31	41	43	48	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

		Gender			
		Health Education & Training Institute	Male	Female	Prefer not to say
	Respondents	153	29	106	9
	Employee Engagement Index	68	75	66	(r)

## Your Job

1.	My job makes good use of my skills and abilities	76	83	73	(r)
2.	I feel I am able to suggest ideas to improve our ways of doing things	79	86	77	(r)
3.	Working here makes me want to do the best job I can	71	79	68	(r)
4.	The right amount of approvals are required for routine decisions	52	48	52	(r)
5.	I have sufficient control over my work so I can do my job well	67	62	68	(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	69	72	67	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Gender			
		Health Education & Training Institute	Male	Female	Prefer not to say
	Respondents	153	29	106	9
	Employee Engagement Index	68	75	66	(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	74	83	71	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	76	86	75	(r)
9.	People in my team are honest and open	73	83	70	(r)
10.	My team resolves conflict quickly when it arises	58	62	57	(r)
11.	Morale is good in my team	60	59	59	(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

		<b>Gender</b>			
		Health Education & Training Institute	Male	Female	Prefer not to say
	Respondents	153	29	106	9
	Employee Engagement Index	68	75	66	(r)

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	76	67	(r)
13. In my workplace, we recognise our successes and innovations	69	79	67	(r)
14. Staff are treated respectfully regardless of their job	68	75	67	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Health Education & Training Institute	Male	Female	Prefer not to say
Respondents	153	29	106	9
Employee Engagement Index	68	75	66	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	77	86	75	(r)
15b. treats all staff in my team fairly	66	75	62	(r)
15c. ensures that when issues are raised in the team, they are addressed	69	82	65	(r)
15d. treats me with respect	78	86	76	(r)
16. I receive regular and constructive feedback on my performance	64	63	62	(r)
17. Overall, I have confidence in the decisions made by my line manager	70	75	67	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender	Health Education & Training Institute			
		Male	Female	Prefer not to say	
Respondents		153	29	106	9
Employee Engagement Index		68	75	66	(r)

## Senior Managers

18a. are aware of the issues I face in my job	56	64	55	(r)
18b. have a clear direction for the future	57	61	55	(r)
18c. lead by example in creating a positive workplace	60	54	63	(r)
19. There is a positive relationship between senior management and staff in my workplace	60	64	58	(r)
20. Overall, I have confidence in the decisions made by my senior managers	64	64	64	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	57	55	(r)
22. My organisation is making the necessary decisions to meet our future challenges	62	54	63	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender	Health Education & Training Institute			
		Male	Female	Prefer not to say	
Respondents		153	29	106	9
Employee Engagement Index		68	75	66	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	55	68	50	(r)
24. I have a say in decisions which affect my work	59	64	56	(r)
25. I think it is safe to speak up and challenge the way things are done	61	50	62	(r)
26. Where I work, we share the lessons learnt when mistakes are made	61	57	60	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	82	86	83	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	71	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

		<b>Gender</b>			
		Health Education & Training Institute	Male	Female	Prefer not to say
	Respondents	153	29	106	9
	Employee Engagement Index	68	75	66	(r)

## Training and Development Opportunities

28.	I have received the appropriate training and development to do my job effectively	<b>63</b>	<b>68</b>	63	(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	<b>80</b>	<b>86</b>	<b>77</b>	(r)
30.	I am encouraged to take opportunities to learn new skills and have new experiences	<b>70</b>	<b>71</b>	70	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender	Health Education & Training Institute			
		Male	Female	Prefer not to say	
Respondents		153	29	106	9
Employee Engagement Index		68	75	66	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	57	42	(r)
32. I am able to achieve a healthy work/life balance most of the time	70	71	72	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	53	54	50	(r)
34. Reasonable expectations are placed on staff according to their position	61	64	58	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	54	56	(r)
36. My workplace enables strong professional leadership	62	75	58	(r)

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		<b>Gender</b>			
		Health Education & Training Institute	Male	Female	Prefer not to say
	Respondents	153	29	106	9
	Employee Engagement Index	68	75	66	(r)

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>89</b>	<b>86</b>	90	(r)
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>55</b>	<b>50</b>	55	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Gender

Health Education & Training Institute

Male

Female

Prefer not to say

Respondents

153 29 106 9

Employee Engagement Index

68 75 66 (r)

## Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	57	64	(r)
40.	In my workplace patient safety is at the centre of all decision making	49	39	51	(r)
41.	My team's objectives/ work plans are clearly outlined	74	75	74	(r)
42.	Our objectives/work plans help us to deliver a quality service	74	70	75	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	54	58	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Gender

Health Education & Training Institute

Male

Female

Prefer not to say

Respondents

153

29

106

9

Employee Engagement Index

68

75

66

(r)

## Your Workplace

44. Overall I am proud to be a part of this workplace	70	79	69	(r)
45. I would recommend my workplace as a good place to work	67	71	65	(r)
46. I feel motivated to contribute more than what is normally required at work	70	79	66	(r)
47. I have a strong sense of belonging to my workplace	63	75	60	(r)
48. Overall I am satisfied to be working here at the present time	68	68	67	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	68	75	66	(r)
50. There is a positive culture in my workplace	64	71	63	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	61	42	(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

	Respondents	Age Group									
		Health Education & Training Institute	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
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Your Job

1. My job makes good use of my skills and abilities	76	(r)	83	74	82	81	52	76	94	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	79	(r)	89	74	82	81	71	76	83	(r)	(r)
3. Working here makes me want to do the best job I can	71	(r)	83	53	76	67	62	71	89	(r)	(r)
4. The right amount of approvals are required for routine decisions	52	(r)	28	42	65	62	48	43	83	(r)	(r)
5. I have sufficient control over my work so I can do my job well	67	(r)	61	53	76	71	62	67	89	(r)	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	69	(r)	83	53	71	76	62	62	89	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Age Group

	Health Education & Training Institute	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	153	2	18	19	17	21	21	21	18	9	7
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	(r)	67	74	82	76	57	81	78	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	76	(r)	89	63	82	71	62	76	89	(r)	(r)
9. People in my team are honest and open	73	(r)	83	68	82	67	62	67	78	(r)	(r)
10. My team resolves conflict quickly when it arises	58	(r)	83	58	59	62	43	43	72	(r)	(r)
11. Morale is good in my team	60	(r)	83	47	71	62	48	48	72	(r)	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Respondents	Age Group									
		Health Education & Training Institute	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
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	(r)	83	53	76	71	57	76	83	(r)	(r)
13. In my workplace, we recognise our successes and innovations	69	(r)	89	58	71	67	57	67	83	(r)	(r)
14. Staff are treated respectfully regardless of their job	68	(r)	72	63	65	71	62	60	89	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Respondents	Age Group									
		Health Education & Training Institute	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
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	77	(r)	94	67	82	76	67	67	89	(r)	(r)
15b. treats all staff in my team fairly	66	(r)	83	56	88	67	52	48	83	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	69	(r)	72	72	82	67	62	57	82	(r)	(r)
15d. treats me with respect	78	(r)	94	67	88	81	62	71	94	(r)	(r)
16. I receive regular and constructive feedback on my performance	64	(r)	78	61	63	67	52	57	67	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	70	(r)	78	67	76	71	62	57	78	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Respondents	Age Group									
		Health Education & Training Institute	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
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Senior Managers

18a. are aware of the issues I face in my job	56	(r)	56	39	59	62	62	43	78	(r)	(r)
18b. have a clear direction for the future	57	(r)	56	39	76	67	52	52	56	(r)	(r)
18c. lead by example in creating a positive workplace	60	(r)	76	33	82	62	62	52	72	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	60	(r)	72	33	82	62	67	52	61	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	64	(r)	78	39	82	71	67	57	67	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	(r)	61	44	65	57	57	52	67	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	62	(r)	78	39	75	52	60	65	72	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Age Group

	Health Education & Training Institute	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	153	2	18	19	17	21	21	21	18	9	7
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	55	(r)	56	56	65	48	48	52	67	(r)	(r)
24. I have a say in decisions which affect my work	59	(r)	67	56	59	52	48	57	83	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	61	(r)	67	39	53	67	62	62	78	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	61	(r)	72	61	65	62	52	52	67	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	82	(r)	78	72	82	81	76	86	94	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	(r)	78	61	82	85	71	81	89	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Age Group

	Health Education & Training Institute	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	153	2	18	19	17	21	21	21	18	9	7
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	<b>63</b>	(r)	<b>56</b>	<b>61</b>	<b>71</b>	<b>71</b>	<b>52</b>	<b>52</b>	<b>94</b>	(r)	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	<b>80</b>	(r)	<b>83</b>	<b>83</b>	<b>88</b>	<b>71</b>	<b>57</b>	<b>86</b>	<b>94</b>	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>70</b>	(r)	<b>72</b>	<b>67</b>	<b>71</b>	70	<b>50</b>	<b>76</b>	<b>94</b>	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Age Group

	Health Education & Training Institute	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	153	2	18	19	17	21	21	21	18	9	7
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	(r)	44	33	53	38	43	33	72	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	70	(r)	78	61	76	81	52	62	94	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	53	(r)	50	33	71	48	57	43	72	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	61	(r)	67	61	71	62	52	57	78	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	(r)	72	56	47	50	52	48	61	(r)	(r)
36. My workplace enables strong professional leadership	62	(r)	72	61	76	70	48	48	72	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Respondents	Age Group									
		Health Education & Training Institute	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
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	(r)	83	78	82	86	95	95	100	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	55	(r)	56	44	38	52	62	57	78	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Age Group

	Health Education & Training Institute	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	153	2	18	19	17	21	21	21	18	9	7
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	(r)	72	56	65	62	43	67	83	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	49	(r)	50	39	53	33	48	57	71	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	74	(r)	78	72	82	76	57	71	82	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	74	(r)	78	71	88	76	48	76	83	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	(r)	67	33	65	67	43	57	72	(r)	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Respondents	Age Group									
		Health Education & Training Institute	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
Employee Engagement Index	68	(r)	78	55	77	67	56	63	90	(r)	(r)

## Your Workplace

44. Overall I am proud to be a part of this workplace	70	(r)	78	61	76	71	57	67	94	(r)	(r)
45. I would recommend my workplace as a good place to work	67	(r)	78	56	82	57	52	67	83	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	70	(r)	78	56	76	71	57	62	94	(r)	(r)
47. I have a strong sense of belonging to my workplace	63	(r)	72	50	76	67	48	48	94	(r)	(r)
48. Overall I am satisfied to be working here at the present time	68	(r)	78	56	76	67	57	62	83	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	68	(r)	83	50	76	76	52	71	78	(r)	(r)
50. There is a positive culture in my workplace	64	(r)	72	56	82	67	52	67	67	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	(r)	28	33	65	52	43	38	50	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Your Job

1. My job makes good use of my skills and abilities	<b>76</b>	(r)	(r)	76	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	<b>79</b>	(r)	(r)	79	(r)
3. Working here makes me want to do the best job I can	<b>71</b>	(r)	(r)	<b>70</b>	(r)
4. The right amount of approvals are required for routine decisions	<b>52</b>	(r)	(r)	<b>51</b>	(r)
5. I have sufficient control over my work so I can do my job well	<b>67</b>	(r)	(r)	<b>69</b>	(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	<b>69</b>	(r)	(r)	69	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(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	<b>74</b>	(r)	(r)	<b>73</b>	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	<b>76</b>	(r)	(r)	76	(r)
9.	People in my team are honest and open	<b>73</b>	(r)	(r)	73	(r)
10.	My team resolves conflict quickly when it arises	<b>58</b>	(r)	(r)	58	(r)
11.	Morale is good in my team	<b>60</b>	(r)	(r)	<b>61</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Being Valued

12. I believe I am valued for what I can offer at my workplace	<b>69</b>	(r)	(r)	<b>69</b>	(r)
13. In my workplace, we recognise our successes and innovations	<b>69</b>	(r)	(r)	<b>69</b>	(r)
14. Staff are treated respectfully regardless of their job	<b>68</b>	(r)	(r)	<b>70</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	<b>77</b>	(r)	(r)	77	(r)
15b. treats all staff in my team fairly	<b>66</b>	(r)	(r)	65	(r)
15c. ensures that when issues are raised in the team, they are addressed	<b>69</b>	(r)	(r)	69	(r)
15d. treats me with respect	<b>78</b>	(r)	(r)	<b>79</b>	(r)
16. I receive regular and constructive feedback on my performance	<b>64</b>	(r)	(r)	63	(r)
17. Overall, I have confidence in the decisions made by my line manager	<b>70</b>	(r)	(r)	70	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Senior Managers

18a. are aware of the issues I face in my job	56	(r)	(r)	56	(r)
18b. have a clear direction for the future	57	(r)	(r)	58	(r)
18c. lead by example in creating a positive workplace	60	(r)	(r)	60	(r)
19. There is a positive relationship between senior management and staff in my workplace	60	(r)	(r)	59	(r)
20. Overall, I have confidence in the decisions made by my senior managers	64	(r)	(r)	64	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	(r)	(r)	54	(r)
22. My organisation is making the necessary decisions to meet our future challenges	62	(r)	(r)	62	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	<b>55</b>	(r)	(r)	55	(r)
24. I have a say in decisions which affect my work	<b>59</b>	(r)	(r)	58	(r)
25. I think it is safe to speak up and challenge the way things are done	<b>61</b>	(r)	(r)	<b>63</b>	(r)
26. Where I work, we share the lessons learnt when mistakes are made	<b>61</b>	(r)	(r)	<b>61</b>	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	<b>82</b>	(r)	(r)	82	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	<b>79</b>	(r)	(r)	<b>79</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

### Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	<b>63</b>	(r)	(r)	63	(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	<b>80</b>	(r)	(r)	<b>80</b>	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>70</b>	(r)	(r)	<b>71</b>	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	<b>45</b>	(r)	(r)	46	(r)
32. I am able to achieve a healthy work/life balance most of the time	<b>70</b>	(r)	(r)	70	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	<b>53</b>	(r)	(r)	53	(r)
34. Reasonable expectations are placed on staff according to their position	<b>61</b>	(r)	(r)	<b>61</b>	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	<b>56</b>	(r)	(r)	56	(r)
36. My workplace enables strong professional leadership	<b>62</b>	(r)	(r)	62	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>89</b>	(r)	(r)	<b>91</b>	(r)
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>55</b>	(r)	(r)	<b>56</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	(r)	(r)	62	(r)
40.	In my workplace patient safety is at the centre of all decision making	49	(r)	(r)	50	(r)
41.	My team's objectives/ work plans are clearly outlined	74	(r)	(r)	75	(r)
42.	Our objectives/work plans help us to deliver a quality service	74	(r)	(r)	74	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	(r)	(r)	58	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Health Education & Training Institute	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	153	2	0	143	6
Employee Engagement Index	68	(r)	(r)	67	(r)

## Your Workplace

44. Overall I am proud to be a part of this workplace	<b>70</b>	(r)	(r)	70	(r)
45. I would recommend my workplace as a good place to work	<b>67</b>	(r)	(r)	67	(r)
46. I feel motivated to contribute more than what is normally required at work	<b>70</b>	(r)	(r)	<b>68</b>	(r)
47. I have a strong sense of belonging to my workplace	<b>63</b>	(r)	(r)	<b>62</b>	(r)
48. Overall I am satisfied to be working here at the present time	<b>68</b>	(r)	(r)	<b>67</b>	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	<b>68</b>	(r)	(r)	68	(r)
50. There is a positive culture in my workplace	<b>64</b>	(r)	(r)	64	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	<b>44</b>	(r)	(r)	<b>43</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	4	145	4
Employee Engagement Index	68	(r)	69	(r)

## Your Job

1. My job makes good use of my skills and abilities	<b>76</b>	(r)	76	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	<b>79</b>	(r)	79	(r)
3. Working here makes me want to do the best job I can	<b>71</b>	(r)	<b>72</b>	(r)
4. The right amount of approvals are required for routine decisions	<b>52</b>	(r)	<b>52</b>	(r)
5. I have sufficient control over my work so I can do my job well	<b>67</b>	(r)	<b>68</b>	(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	<b>69</b>	(r)	68	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	4	145	4
Employee Engagement Index	68	(r)	69	(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	<b>74</b>	(r)	<b>74</b>	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	<b>76</b>	(r)	77	(r)
9.	People in my team are honest and open	<b>73</b>	(r)	<b>73</b>	(r)
10.	My team resolves conflict quickly when it arises	<b>58</b>	(r)	<b>57</b>	(r)
11.	Morale is good in my team	<b>60</b>	(r)	<b>62</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	4	145	4
Employee Engagement Index	68	(r)	69	(r)

## Being Valued

12. I believe I am valued for what I can offer at my workplace	<b>69</b>	(r)	<b>70</b>	(r)
13. In my workplace, we recognise our successes and innovations	<b>69</b>	(r)	70	(r)
14. Staff are treated respectfully regardless of their job	<b>68</b>	(r)	<b>69</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	4	145	4
Employee Engagement Index	68	(r)	69	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	<b>77</b>	(r)	<b>78</b>	(r)
15b. treats all staff in my team fairly	<b>66</b>	(r)	<b>67</b>	(r)
15c. ensures that when issues are raised in the team, they are addressed	<b>69</b>	(r)	<b>70</b>	(r)
15d. treats me with respect	<b>78</b>	(r)	<b>79</b>	(r)
16. I receive regular and constructive feedback on my performance	<b>64</b>	(r)	<b>65</b>	(r)
17. Overall, I have confidence in the decisions made by my line manager	<b>70</b>	(r)	<b>71</b>	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

Yes

No

Prefer not to say

Respondents	153	4	145	4
Employee Engagement Index	68	(r)	69	(r)

## Senior Managers

18a. are aware of the issues I face in my job	56	(r)	57	(r)
18b. have a clear direction for the future	57	(r)	59	(r)
18c. lead by example in creating a positive workplace	60	(r)	61	(r)
19. There is a positive relationship between senior management and staff in my workplace	60	(r)	61	(r)
20. Overall, I have confidence in the decisions made by my senior managers	64	(r)	65	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	(r)	55	(r)
22. My organisation is making the necessary decisions to meet our future challenges	62	(r)	64	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	4	145	4
Employee Engagement Index	68	(r)	69	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	<b>55</b>	(r)	<b>56</b>	(r)
24. I have a say in decisions which affect my work	<b>59</b>	(r)	58	(r)
25. I think it is safe to speak up and challenge the way things are done	<b>61</b>	(r)	60	(r)
26. Where I work, we share the lessons learnt when mistakes are made	<b>61</b>	(r)	61	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	<b>82</b>	(r)	83	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	<b>79</b>	(r)	78	(r)

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	153	4	145	4
	68	(r)	69	(r)

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	<b>63</b>	(r)	<b>64</b>	(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	<b>80</b>	(r)	81	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>70</b>	(r)	70	(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



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(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	4	145	4
Employee Engagement Index	68	(r)	69	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	<b>45</b>	(r)	46	(r)
32. I am able to achieve a healthy work/life balance most of the time	<b>70</b>	(r)	<b>71</b>	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	<b>53</b>	(r)	53	(r)
34. Reasonable expectations are placed on staff according to their position	<b>61</b>	(r)	60	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	<b>56</b>	(r)	55	(r)
36. My workplace enables strong professional leadership	<b>62</b>	(r)	<b>63</b>	(r)

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	153	4	145	4
	68	(r)	69	(r)

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>89</b>	(r)	<b>91</b>	(r)
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>55</b>	(r)	<b>56</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

Yes

No

Prefer not to say

Respondents

153

4

145

4

Employee Engagement Index

68

(r)

69

(r)

## Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	(r)	63	(r)
40.	In my workplace patient safety is at the centre of all decision making	49	(r)	50	(r)
41.	My team's objectives/ work plans are clearly outlined	74	(r)	76	(r)
42.	Our objectives/work plans help us to deliver a quality service	74	(r)	76	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	(r)	58	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

Health Education & Training Institute

Respondents	153	4	145	4
Employee Engagement Index	68	(r)	69	(r)

## Your Workplace

		Yes	No	Prefer not to say
44. Overall I am proud to be a part of this workplace	<b>70</b>	(r)	<b>72</b>	(r)
45. I would recommend my workplace as a good place to work	<b>67</b>	(r)	<b>68</b>	(r)
46. I feel motivated to contribute more than what is normally required at work	<b>70</b>	(r)	<b>71</b>	(r)
47. I have a strong sense of belonging to my workplace	<b>63</b>	(r)	<b>64</b>	(r)
48. Overall I am satisfied to be working here at the present time	<b>68</b>	(r)	<b>69</b>	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	<b>68</b>	(r)	<b>69</b>	(r)
50. There is a positive culture in my workplace	<b>64</b>	(r)	<b>65</b>	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	<b>44</b>	(r)	44	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## English Speaking Background

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	153	133	18	2
	68	69	58	(r)

## Your Job

1. My job makes good use of my skills and abilities	76	77	67	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	79	79	78	(r)
3. Working here makes me want to do the best job I can	71	72	61	(r)
4. The right amount of approvals are required for routine decisions	52	51	56	(r)
5. I have sufficient control over my work so I can do my job well	67	66	78	(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	69	68	67	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## English Speaking Background

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	133	18	2
Employee Engagement Index	68	69	58	(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	74	74	72	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	76	77	67	(r)
9.	People in my team are honest and open	73	71	78	(r)
10.	My team resolves conflict quickly when it arises	58	56	67	(r)
11.	Morale is good in my team	60	59	67	(r)

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## English Speaking Background

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	153	133	18	2
	68	69	58	(r)

## Being Valued

12. I believe I am valued for what I can offer at my workplace	<b>69</b>	69	<b>67</b>	(r)
13. In my workplace, we recognise our successes and innovations	<b>69</b>	<b>70</b>	<b>61</b>	(r)
14. Staff are treated respectfully regardless of their job	<b>68</b>	<b>69</b>	<b>61</b>	(r)

# Demographics

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## Key



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(r) Where group has less than 10 respondents

## English Speaking Background

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	133	18	2
Employee Engagement Index	68	69	58	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	77	79	67	(r)
15b. treats all staff in my team fairly	66	65	72	(r)
15c. ensures that when issues are raised in the team, they are addressed	69	69	72	(r)
15d. treats me with respect	78	80	72	(r)
16. I receive regular and constructive feedback on my performance	64	66	50	(r)
17. Overall, I have confidence in the decisions made by my line manager	70	71	61	(r)

# Demographics

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## Key



At least 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

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	133	18	2
Employee Engagement Index	68	69	58	(r)

## Senior Managers

18a. are aware of the issues I face in my job	56	56	56	(r)
18b. have a clear direction for the future	57	58	56	(r)
18c. lead by example in creating a positive workplace	60	61	50	(r)
19. There is a positive relationship between senior management and staff in my workplace	60	61	56	(r)
20. Overall, I have confidence in the decisions made by my senior managers	64	65	56	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	55	54	61	(r)
22. My organisation is making the necessary decisions to meet our future challenges	62	62	67	(r)

# Demographics

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

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(r) Where group has less than 10 respondents

## English Speaking Background

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
	153	133	18	2
Employee Engagement Index	68	69	58	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	55	53	61	(r)
24. I have a say in decisions which affect my work	59	58	61	(r)
25. I think it is safe to speak up and challenge the way things are done	61	61	56	(r)
26. Where I work, we share the lessons learnt when mistakes are made	61	61	61	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	82	81	89	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	79	78	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

## English Speaking Background

	Health Education & Training Institute	Yes	No	Prefer not to say
Respondents	153	133	18	2
Employee Engagement Index	68	69	58	(r)

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	63	64	50	(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	80	80	78	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	70	71	67	(r)

# Demographics

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

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## English Speaking Background

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	153	133	18	2
	68	69	58	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	45	44	(r)
32. I am able to achieve a healthy work/life balance most of the time	70	70	72	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	53	54	50	(r)
34. Reasonable expectations are placed on staff according to their position	61	60	67	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	54	67	(r)
36. My workplace enables strong professional leadership	62	63	56	(r)

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## English Speaking Background

	Health Education & Training Institute	Yes	No	Prefer not to say
Respondents	153	133	18	2
Employee Engagement Index	68	69	58	(r)

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>89</b>	<b>92</b>	<b>78</b>	(r)
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>55</b>	<b>55</b>	<b>56</b>	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## English Speaking Background

Health Education & Training Institute

Yes

No

Prefer not to say

Respondents

153

133

18

2

Employee Engagement Index

68

69

58

(r)

## Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	60	72	(r)
40.	In my workplace patient safety is at the centre of all decision making	49	48	61	(r)
41.	My team's objectives/ work plans are clearly outlined	74	73	83	(r)
42.	Our objectives/work plans help us to deliver a quality service	74	74	71	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	58	50	(r)

# Demographics

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

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## English Speaking Background

Health Education & Training Institute

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	153	133	18	2
	68	69	58	(r)

## Your Workplace

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

# Guide to this Report

## Methodology

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

## Questionnaire design

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

## Data Collection

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

## Comparative data

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

## Results

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

## Anonymity

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

## Confidence Intervals

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

## Rounding

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

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

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

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

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

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

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

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

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

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

# Action Planning

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

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

## Top 3 areas to focus on


## Celebrate!

## What three things are working well?

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

## What needs to be improved?

## How will this be achieved?

## Who is going to make this happen?

## When will this be achieved?

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