

70%

2013: 74%

ENGAGEMENT INDEX

55%

2013: 60%

WORKPLACE CULTURE INDEX

1,755

2013: 1601

ACTUAL RESPONSES

45%

2013: 41%
2% Confidence Interval

ESTIMATED RESPONSE RATE

Employee Engagement Index

Say

% Positive *Variance from 2013*

44.	Overall I am proud to be a part of this workplace	74	-3
45.	I would recommend my workplace as a good place to work	64	-5

Stay

47.	I have a strong sense of belonging to my workplace	67	-2
48.	Overall I am satisfied to be working here at the present time	71	-4

Strive

3.	Working here makes me want to do the best job I can	75	-3
46.	I feel motivated to contribute more than what is normally required at work	69	-3

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>
50.	There is a positive culture in my workplace	50 -
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	43 -4
36.	My workplace enables strong professional leadership	52 -
21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	42 -
19.	There is a positive relationship between senior management and staff in my workplace	45 -4
24.	I have a say in decisions which affect my work	51 -7

In this report

HEADLINES

A top line summary of key insights

COMPARISONS

Score summary against selected comparators

ALL QUESTIONS

Detailed results for the entire question set

DEMOGRAPHICS

Score comparisons of demographics

GUIDE

A guide on how to interpret the results

ACTION

Initiatives for maintaining and improving engagement

Highlights and lowlights

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

Highlights

Sections	% Positive
Your Job	70
Service Delivery	68
Training and Development Opportunities	64

Questions	% Positive
1. My job makes good use of my skills and abilities	85
3. Working here makes me want to do the best job I can	75
15d. My line manager treats me with respect	75
40. In my workplace patient safety is at the centre of all decision making	75
44. Overall I am proud to be a part of this workplace	74

Lowlights

Sections	% Positive
Senior Managers	48
Communication	57
Work Environment	59

Questions	% Positive
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42
31. I have confidence in the processes that my workplace uses to resolve staff conflict	43
19. There is a positive relationship between senior management and staff in my workplace	45
22. My organisation is making the necessary decisions to meet our future challenges	47

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
Service Delivery	68	-3
Your Job	70	-3
Your Team	60	-4

Questions	% Positive	Variance from 2013
18b. The senior managers at my workplace have a clear direction for the future	49	0
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	-1
1. My job makes good use of my skills and abilities	85	-1
43. At my workplace there is a good balance between delivering services and monitoring service delivery	58	-2
9. People in my team are honest and open	64	-2

Least improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	64	-8
Work Environment	59	-6
Communication	57	-6

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	65	-13
23. I am kept well informed about what is happening in my workplace	51	-10
25. I think it is safe to speak up and challenge the way things are done	52	-8
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	-8
24. I have a say in decisions which affect my work	51	-7

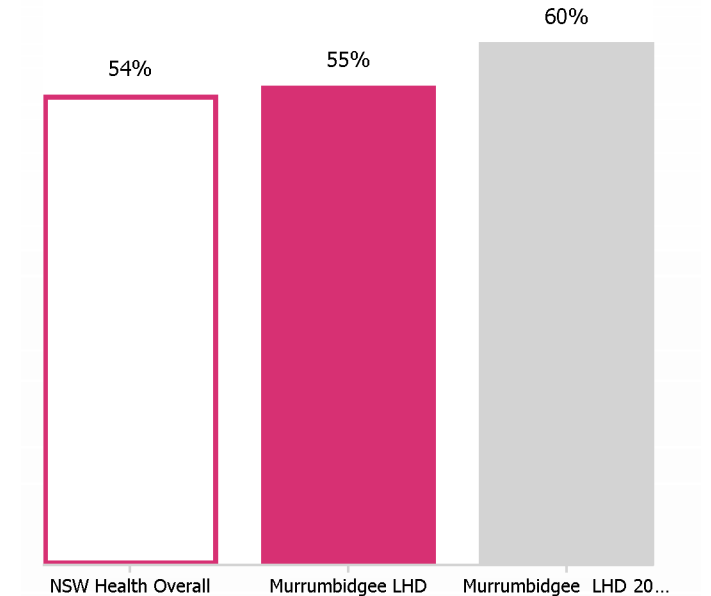
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

Employee Workplace Culture Index

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

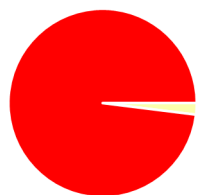
The following fifteen questions have been identified as being most aligned to Workplace Culture. The Workplace Culture is an average of the following scores:

	KEY	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team		51	23	27	-5
12. I believe I am valued for what I can offer at my workplace		63	19	18	-5
13. In my workplace, we recognise our successes and innovations		58	23	18	-2
14. Staff are treated respectfully regardless of their job		60	18	21	-5
17. Overall, I have confidence in the decisions made by my line manager		64	19	17	-4
18b. The senior managers at my workplace have a clear direction for the future		49	31	20	0
18c. The senior managers at my workplace lead by example in creating a positive workplace		48	27	25	-5
20. Overall, I have confidence in the decisions made by my senior managers		50	27	23	-4
24. I have a say in decisions which affect my work		51	23	26	-7
25. I think it is safe to speak up and challenge the way things are done		52	20	28	-8
26. Where I work, we share the lessons learnt when mistakes are made		59	23	18	-5
31. I have confidence in the processes that my workplace uses to resolve staff conflict		43	29	28	-4
41. My team's objectives/ work plans are clearly outlined		70	19	11	-3
42. Our objectives/work plans help us to deliver a quality service		70	19	10	-4
51. Overall, I believe the culture at my workplace has improved in the last 12 months		39	34	27	-3



Trend Comparison

This section shows comparisons between Murrumbidgee LHD and the 2013 survey results for Murrumbidgee Local Health District



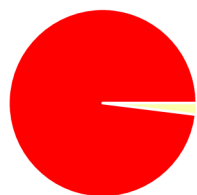
- 0% ■ Proportion of questions above 2013 scores by 1 or more percentage points
- 2% ■ Proportion of questions in line with 2013 scores
- 98% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	% Positive	Variance from 2013
18b. The senior managers at my workplace have a clear direction for the future	49	0 ■
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	-1 ■
1. My job makes good use of my skills and abilities	85	-1 ■
43. At my workplace there is a good balance between delivering services and monitoring service delivery	58	-2 ■
9. People in my team are honest and open	64	-2 ■
10. My team resolves conflict quickly when it arises	51	-2 ■
47. I have a strong sense of belonging to my workplace	67	-2 ■
4. The right amount of approvals are required for routine decisions	55	-2 ■
39. My work environment allows me to deliver the best possible services (patient care or support services)	67	-2 ■
13. In my workplace, we recognise our successes and innovations	58	-2 ■
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	-3 ■
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	-3 ■

Trend Comparison

This section shows comparisons between Murrumbidgee LHD and the 2013 survey results for Murrumbidgee Local Health District



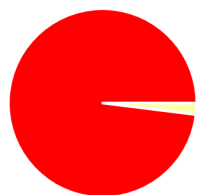
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NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	<i>% Positive</i>	<i>Variance from 2013</i>
46. I feel motivated to contribute more than what is normally required at work	69	-3 ■
41. My team's objectives/ work plans are clearly outlined	70	-3 ■
3. Working here makes me want to do the best job I can	75	-3 ■
40. In my workplace patient safety is at the centre of all decision making	75	-3 ■
5. I have sufficient control over my work so I can do my job well	68	-3 ■
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	-3 ■
33. There are mechanisms in place to support me if I experience stress or pressure	62	-3 ■
44. Overall I am proud to be a part of this workplace	74	-3 ■
32. I am able to achieve a healthy work/life balance most of the time	67	-4 ■
19. There is a positive relationship between senior management and staff in my workplace	45	-4 ■
31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	-4 ■
42. Our objectives/work plans help us to deliver a quality service	70	-4 ■
7. The people I work with are willing to help each other even if this means doing something outside their usual job	67	-4 ■

Trend Comparison

This section shows comparisons between Murrumbidgee LHD and the 2013 survey results for Murrumbidgee Local Health District



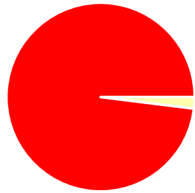
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NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	<i>% Positive</i>	<i>Variance from 2013</i>
28. I have received the appropriate training and development to do my job effectively	71	-4 ■
48. Overall I am satisfied to be working here at the present time	71	-4 ■
17. Overall, I have confidence in the decisions made by my line manager	64	-4 ■
20. Overall, I have confidence in the decisions made by my senior managers	50	-4 ■
18c. The senior managers at my workplace lead by example in creating a positive workplace	48	-5 ■
16. I receive regular and constructive feedback on my performance	49	-5 ■
15a. My line manager recognises and acknowledges when I have done my job well	65	-5 ■
45. I would recommend my workplace as a good place to work	64	-5 ■
11. Morale is good in my team	51	-5 ■
2. I feel I am able to suggest ideas to improve our ways of doing things	70	-5 ■
26. Where I work, we share the lessons learnt when mistakes are made	59	-5 ■
14. Staff are treated respectfully regardless of their job	60	-5 ■
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	63	-5 ■

Trend Comparison

This section shows comparisons between Murrumbidgee LHD and the 2013 survey results for Murrumbidgee Local Health District



- 0% ■ Proportion of questions above 2013 scores by 1 or more percentage points
- 2% ■ Proportion of questions in line with 2013 scores
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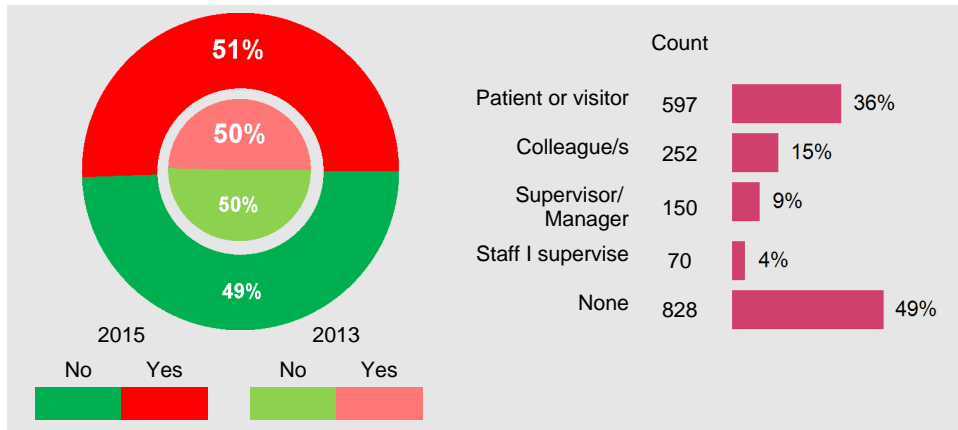
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	<i>% Positive</i>	<i>Variance from 2013</i>	
12. I believe I am valued for what I can offer at my workplace	63	-5	
15c. My line manager ensures that when issues are raised in the team, they are addressed	58	-5	
18a. The senior managers at my workplace are aware of the issues I face in my job	51	-6	
15d. My line manager treats me with respect	75	-6	
8. In my team we generally acknowledge one another's efforts and achievements	70	-6	
15b. My line manager treats all staff in my team fairly	61	-6	
34. Reasonable expectations are placed on staff according to their position	57	-7	
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	-7	
24. I have a say in decisions which affect my work	51	-7	
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	-8	
25. I think it is safe to speak up and challenge the way things are done	52	-8	
23. I am kept well informed about what is happening in my workplace	51	-10	
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	65	-13	

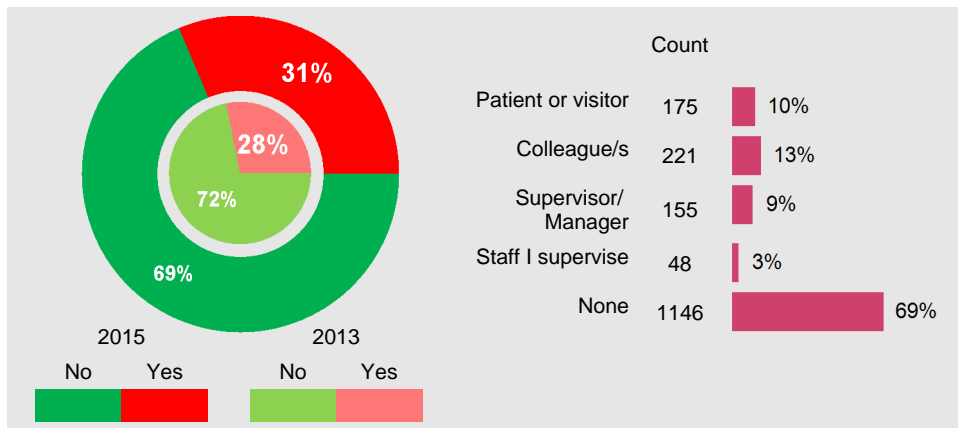
Unacceptable Behaviour

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

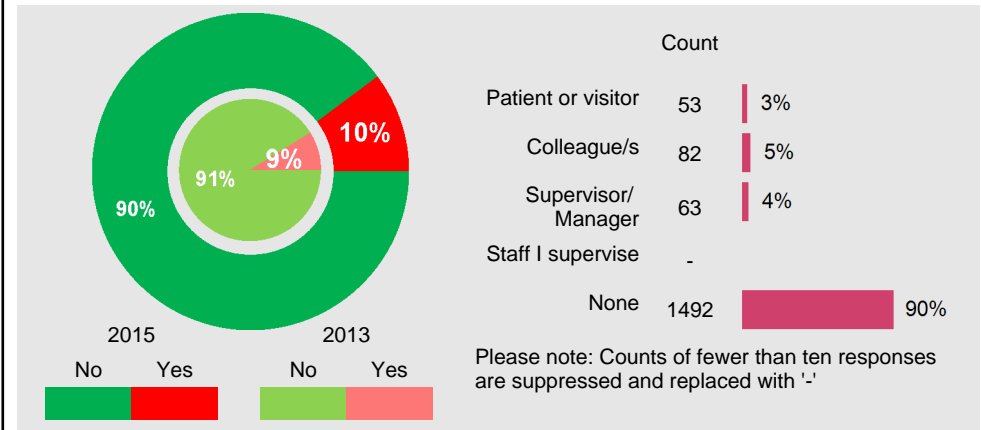
37a. In the last 12 months, I have been verbally abused by a ...



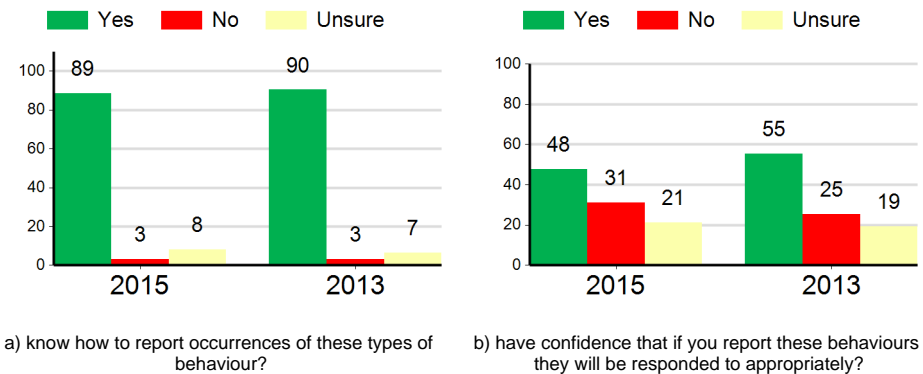
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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



38. Do you currently ...



All Questions

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

Key **K** Key Driver Question

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

Your Job

	% Positive response	% Neutral response	% Negative response	% Positive	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
1. My job makes good use of my skills and abilities	85	7	8	85	86	80	81
2. I feel I am able to suggest ideas to improve our ways of doing things	70	14	16	70	75	65	69
3. Working here makes me want to do the best job I can	75	16	9	75	78	71	72
4. The right amount of approvals are required for routine decisions	55	23	21	55	58	-	52
5. I have sufficient control over my work so I can do my job well	68	15	17	68	71	60	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	63	19	18	63	69	56	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	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
7. The people I work with are willing to help each other even if this means doing something outside their usual job	67	17	16	67	71	63	69
8. In my team we generally acknowledge one another's efforts and achievements	70	15	15	70	76	66	70
9. People in my team are honest and open	64	21	15	64	66	59	64
10. My team resolves conflict quickly when it arises	51	26	23	51	53	42	53
11. Morale is good in my team	51	23	27	51	56	41	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	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	63	19	18	63	68	59	63
13. In my workplace, we recognise our successes and innovations	58	23	18	58	61	51	57
14. Staff are treated respectfully regardless of their job	60	18	21	60	65	55	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	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
15a. My line manager recognises and acknowledges when I have done my job well	65	17	18	65	70	61	65
15b. My line manager treats all staff in my team fairly	61	17	22	61	67	57	62
15c. My line manager ensures that when issues are raised in the team, they are addressed	58	21	21	58	63	52	61
15d. My line manager treats me with respect	75	15	10	75	81	74	76
16. I receive regular and constructive feedback on my performance	49	24	26	49	54	42	52
17. Overall, I have confidence in the decisions made by my line manager	64	19	17	64	69	58	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	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
18a.	The senior managers at my workplace are aware of the issues I face in my job	51	23	25	51	57	45	46
18b.	The senior managers at my workplace have a clear direction for the future	49	31	20	49	50	34	45
18c.	The senior managers at my workplace lead by example in creating a positive workplace	48	27	25	48	53	38	45
K 19.	There is a positive relationship between senior management and staff in my workplace	45	28	27	45	49	36	42
20.	Overall, I have confidence in the decisions made by my senior managers	50	27	23	50	54	38	46
K 21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	30	28	42	-	-	39
22.	My organisation is making the necessary decisions to meet our future challenges	47	32	21	47	-	-	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	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
	23.				51	60	46	50
K	24.				51	58	45	46
	25.				52	60	49	51
	26.				59	64	54	59
	27a.				63	66	-	58
	27b.				66	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

Training and Development Opportunities

	% Positive response	% Neutral response	% Negative response	% Positive	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
28. I have received the appropriate training and development to do my job effectively	71	16	13	71	75	70	73
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of	65	16	20	65	78	73	68
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	21	21	57	65	59	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

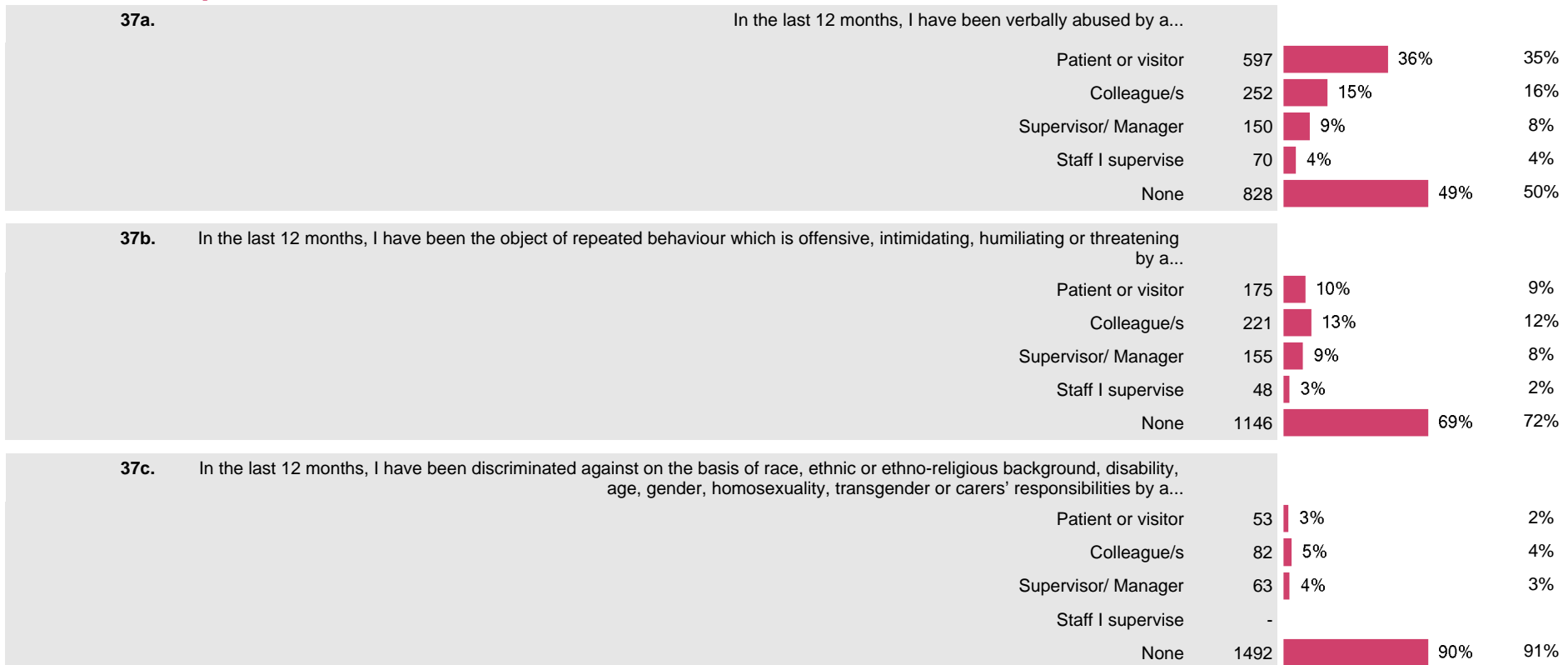
			% Positive response	% Neutral response	% Negative response	% Positive	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
K	31.	I have confidence in the processes that my workplace uses to resolve staff conflict	43	29	28	43	47	37	44
	32.	I am able to achieve a healthy work/life balance most of the time	67	17	15	67	71	63	65
	33.	There are mechanisms in place to support me if I experience stress or pressure	62	21	17	62	65	55	56
	34.	Reasonable expectations are placed on staff according to their position	57	20	23	57	64	52	57
	35.	My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	17	11	71	79	72	69
K	36.	My workplace enables strong professional leadership	52	28	19	52	-	-	52

All Questions

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

Murrumbidgee Local Health District 2013

Unacceptable Behaviour



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

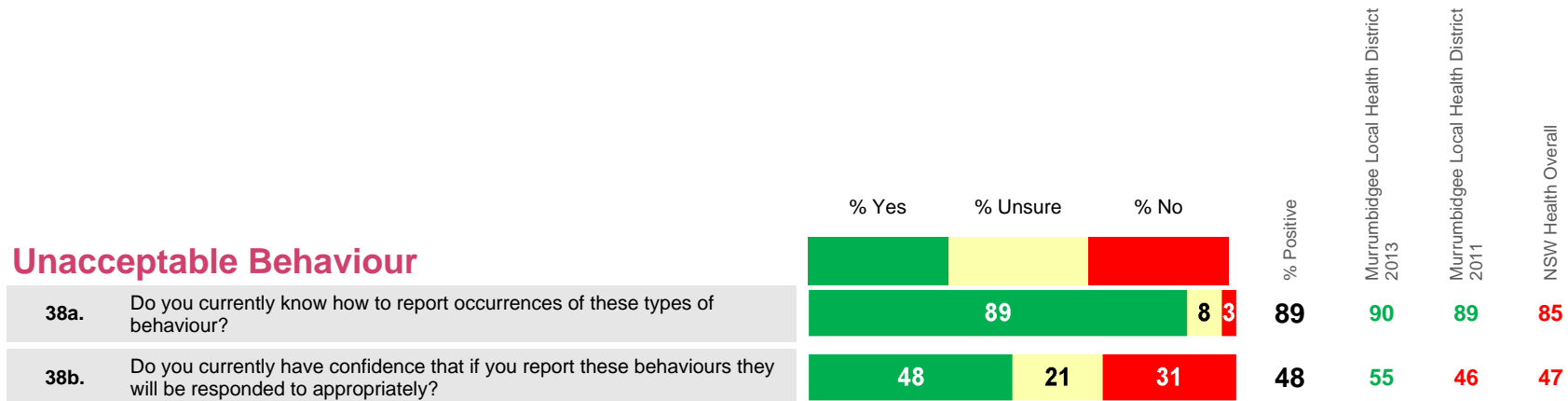
All Questions

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



All Questions

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

Key **K** Key Driver Question

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

Service Delivery

	% Positive response	% Neutral response	% Negative response	% Positive	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
39. My work environment allows me to deliver the best possible services (patient care or support services)	67	18	15	67	69	57	62
40. In my workplace patient safety is at the centre of all decision making	75	15	10	75	78	70	69
41. My team's objectives/ work plans are clearly outlined	70	19	11	70	73	61	66
42. Our objectives/work plans help us to deliver a quality service	70	19	10	70	74	62	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	58	27	16	58	60	-	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	Murrumbidgee Local Health District 2013	Murrumbidgee Local Health District 2011	NSW Health Overall
44. Overall I am proud to be a part of this workplace	74	18	7	74	78	71	73
45. I would recommend my workplace as a good place to work	64	21	15	64	69	59	64
46. I feel motivated to contribute more than what is normally required at work	69	18	13	69	72	63	67
47. I have a strong sense of belonging to my workplace	67	19	14	67	69	62	65
48. Overall I am satisfied to be working here at the present time	71	17	12	71	75	65	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	25	16	59	62	-	59
K 50. There is a positive culture in my workplace	50	27	23	50	-	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	34	27	39	41	31	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	Murrumbidgee LHD	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	1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index	70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Your Job

1. My job makes good use of my skills and abilities	85	88	83	85	80	91	88	78	93	(r)	92	81	79	85
2. I feel I am able to suggest ideas to improve our ways of doing things	70	55	68	72	78	76	74	48	78	(r)	92	73	86	62
3. Working here makes me want to do the best job I can	75	65	75	66	78	79	82	52	89	(r)	85	78	71	69
4. The right amount of approvals are required for routine decisions	55	41	55	66	59	52	47	43	62	(r)	84	65	71	51
5. I have sufficient control over my work so I can do my job well	68	47	65	80	72	74	68	43	84	(r)	85	81	79	69
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	63	49	62	63	67	69	71	35	80	(r)	92	57	71	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Murrumbidgee LHD	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		1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index		70	57	68	61	74	75	76	50	91	(r)	85	74	70	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	67	69	63	58	65	80	79	52	91	(r)	81	70	64	60
8.	In my team we generally acknowledge one another's efforts and achievements	70	69	68	54	73	78	74	52	87	(r)	81	73	71	58
9.	People in my team are honest and open	64	57	61	54	72	73	64	43	77	(r)	88	70	64	53
10.	My team resolves conflict quickly when it arises	51	45	46	51	59	62	47	35	64	(r)	77	62	71	46
11.	Morale is good in my team	51	41	47	42	53	65	53	30	80	(r)	81	49	64	38

Demographics

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

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role														
	Murrumbidgee LHD	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	1755	51	956	65	158	223	34	23	45	1	26	37	14	84	
Employee Engagement Index	70	57	68	61	74	75	76	50	91	(r)	85	74	70	67	

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	57	60	52	68	69	67	35	78	(r)	81	70	79	54
13. In my workplace, we recognise our successes and innovations	58	45	55	52	57	70	76	35	82	(r)	88	68	62	37
14. Staff are treated respectfully regardless of their job	60	55	58	62	62	68	73	30	82	(r)	92	57	79	45

Demographics

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

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Murrumbidgee LHD	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	1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index	70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	47	62	61	73	68	85	30	76	(r)	92	73	86	59
15b. treats all staff in my team fairly	61	45	57	61	65	72	79	30	78	(r)	85	61	86	53
15c. ensures that when issues are raised in the team, they are addressed	58	44	56	59	63	64	64	26	62	(r)	73	68	86	51
15d. treats me with respect	75	59	73	76	78	81	85	35	80	(r)	96	76	93	69
16. I receive regular and constructive feedback on my performance	49	35	49	45	54	45	61	17	51	(r)	88	57	79	44
17. Overall, I have confidence in the decisions made by my line manager	64	47	62	67	69	71	76	30	71	(r)	85	72	93	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	Murrumbidgee LHD	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	1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index	70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Senior Managers

18a. are aware of the issues I face in my job	51	42	52	45	52	43	64	35	64	(r)	85	70	71	43
18b. have a clear direction for the future	49	31	48	44	62	47	64	22	53	(r)	81	62	57	39
18c. lead by example in creating a positive workplace	48	33	47	41	57	46	55	22	62	(r)	73	62	57	41
19. There is a positive relationship between senior management and staff in my workplace	45	33	43	31	50	50	52	9	64	(r)	84	57	64	41
20. Overall, I have confidence in the decisions made by my senior managers	50	31	49	47	58	49	61	17	62	(r)	85	57	57	39
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	33	41	35	45	43	42	26	64	(r)	73	51	50	28
22. My organisation is making the necessary decisions to meet our future challenges	47	30	46	41	59	47	42	22	49	(r)	77	59	50	35

Demographics

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

Key



At least 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	Murrumbidgee LHD	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	1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index	70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Communication

23. I am kept well informed about what is happening in my workplace	51	37	51	41	46	59	45	30	49	(r)	85	57	79	38
24. I have a say in decisions which affect my work	51	43	50	42	53	55	58	22	60	(r)	81	54	71	41
25. I think it is safe to speak up and challenge the way things are done	52	53	50	46	56	55	64	30	69	(r)	88	51	64	41
26. Where I work, we share the lessons learnt when mistakes are made	59	53	58	54	57	63	55	48	82	(r)	73	76	71	50
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	43	61	54	67	70	67	52	71	(r)	92	62	64	59
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	47	63	63	73	72	76	57	73	(r)	96	73	64	78

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Murrumbidgee LHD	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		1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index		70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	77	74	48	58	76	70	70	89	(r)	69	76	64	59
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	65	37	61	63	70	73	82	70	71	(r)	85	73	93	71
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	48	60	40	50	58	53	39	73	(r)	69	57	50	46

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Murrumbidgee LHD	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	1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index	70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	35	43	38	42	50	42	14	60	(r)	62	51	57	33
32. I am able to achieve a healthy work/life balance most of the time	67	40	66	73	73	72	70	50	80	(r)	73	76	86	63
33. There are mechanisms in place to support me if I experience stress or pressure	62	33	63	59	64	63	64	36	64	(r)	73	81	57	59
34. Reasonable expectations are placed on staff according to their position	57	38	57	57	48	60	64	41	71	(r)	81	76	57	51
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	63	68	67	74	81	85	50	93	(r)	85	70	79	69
36. My workplace enables strong professional leadership	52	40	52	40	56	58	64	19	62	(r)	77	64	43	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	Murrumbidgee LHD	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		1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index		70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	57	91	87	85	89	91	82	84	(r)	96	89	86	85
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	28	48	43	46	47	55	50	67	(r)	58	44	57	51

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Murrumbidgee LHD	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		1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index		70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	67	42	67	63	67	67	64	50	80	(r)	85	73	71	63
40.	In my workplace patient safety is at the centre of all decision making	75	54	76	65	66	80	64	64	87	(r)	92	89	79	68
41.	My team's objectives/ work plans are clearly outlined	70	60	70	57	69	75	76	59	84	(r)	88	81	71	58
42.	Our objectives/work plans help us to deliver a quality service	70	52	70	56	71	74	88	50	80	(r)	81	81	86	59
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	58	42	57	48	59	61	64	59	67	(r)	77	70	64	43

Demographics

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

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Murrumbidgee LHD	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	1755	51	956	65	158	223	34	23	45	1	26	37	14	84
Employee Engagement Index	70	57	68	61	74	75	76	50	91	(r)	85	74	70	67

Your Workplace

44. Overall I am proud to be a part of this workplace	74	56	73	67	78	78	79	64	93	(r)	88	78	71	73
45. I would recommend my workplace as a good place to work	64	50	62	49	66	70	73	41	93	(r)	85	70	71	59
46. I feel motivated to contribute more than what is normally required at work	69	50	67	59	76	75	73	55	87	(r)	88	70	64	67
47. I have a strong sense of belonging to my workplace	67	57	65	60	71	71	70	45	91	(r)	81	78	71	66
48. Overall I am satisfied to be working here at the present time	71	65	68	63	75	77	82	45	93	(r)	85	70	71	70
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	48	57	56	55	64	55	50	82	(r)	92	76	64	52
50. There is a positive culture in my workplace	50	34	48	44	50	59	52	27	76	(r)	85	65	64	39
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	35	39	30	38	39	30	18	51	(r)	77	49	29	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Murrumbidgee LHD

	Respondents	Yes	No
Employee Engagement Index	1755	372	1379
	70	75	69

Your Job

1. My job makes good use of my skills and abilities	85	86	84
2. I feel I am able to suggest ideas to improve our ways of doing things	70	78	68
3. Working here makes me want to do the best job I can	75	78	75
4. The right amount of approvals are required for routine decisions	55	52	57
5. I have sufficient control over my work so I can do my job well	68	66	69
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	63	75	60

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Murrumbidgee LHD

	Respondents	Yes	No
Employee Engagement Index	1755	372	1379
	70	75	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	67	73	65
8.	In my team we generally acknowledge one another's efforts and achievements	70	80	67
9.	People in my team are honest and open	64	73	61
10.	My team resolves conflict quickly when it arises	51	60	48
11.	Morale is good in my team	51	59	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Murrumbidgee LHD

Yes

No

Respondents	1755	372	1379
Employee Engagement Index	70	75	69

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	67	62
13. In my workplace, we recognise our successes and innovations	58	66	56
14. Staff are treated respectfully regardless of their job	60	69	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Murrumbidgee LHD

Yes

No

Respondents 1755 372 1379

Employee Engagement Index 70 75 69

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	68	64
15b. treats all staff in my team fairly	61	67	60
15c. ensures that when issues are raised in the team, they are addressed	58	61	57
15d. treats me with respect	75	79	74
16. I receive regular and constructive feedback on my performance	49	51	49
17. Overall, I have confidence in the decisions made by my line manager	64	66	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

Murrumbidgee LHD

Yes

No

Respondents 1755 372 1379

Employee Engagement Index 70 75 69

Senior Managers

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

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Murrumbidgee LHD

	Respondents	Yes	No
Employee Engagement Index	1755	372	1379
	70	75	69

Communication

23. I am kept well informed about what is happening in my workplace	51	57	49
24. I have a say in decisions which affect my work	51	59	48
25. I think it is safe to speak up and challenge the way things are done	52	61	50
26. Where I work, we share the lessons learnt when mistakes are made	59	65	58
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	72	60
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	74	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

Murrumbidgee LHD

Yes

No

Respondents	1755	372	1379
Employee Engagement Index	70	75	69

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	70	71
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	65	61	66
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	62	56

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Murrumbidgee LHD

Yes

No

Respondents 1755 372 1379

Employee Engagement Index 70 75 69

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	46	42
32. I am able to achieve a healthy work/life balance most of the time	67	63	69
33. There are mechanisms in place to support me if I experience stress or pressure	62	64	62
34. Reasonable expectations are placed on staff according to their position	57	61	56
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	73	71
36. My workplace enables strong professional leadership	52	58	51

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Murrumbidgee LHD

Yes

No

Respondents 1755 372 1379

Employee Engagement Index 70 75 69

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	91	88
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	50	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Murrumbidgee LHD

	Respondents	Yes	No
Employee Engagement Index	1755	372	1379
	70	75	69

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	67	66	67
40.	In my workplace patient safety is at the centre of all decision making	75	76	74
41.	My team's objectives/ work plans are clearly outlined	70	78	68
42.	Our objectives/work plans help us to deliver a quality service	70	76	69
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	58	62	57

Demographics

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

Key



At least 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

Murrumbidgee LHD

Yes

No

Respondents

1755

372

1379

Employee Engagement Index

70

75

69

Your Workplace

44. Overall I am proud to be a part of this workplace	74	78	73
45. I would recommend my workplace as a good place to work	64	68	63
46. I feel motivated to contribute more than what is normally required at work	69	75	68
47. I have a strong sense of belonging to my workplace	67	75	65
48. Overall I am satisfied to be working here at the present time	71	75	70
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	62	58
50. There is a positive culture in my workplace	50	54	50
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	47	37

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Your Job

1. My job makes good use of my skills and abilities	85	86	88	85	87
2. I feel I am able to suggest ideas to improve our ways of doing things	70	75	82	85	100
3. Working here makes me want to do the best job I can	75	78	78	76	87
4. The right amount of approvals are required for routine decisions	55	51	55	41	47
5. I have sufficient control over my work so I can do my job well	68	65	66	65	80
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	63	71	78	91	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

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	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	67	70	77	71	73
8. In my team we generally acknowledge one another's efforts and achievements	70	78	81	88	93
9. People in my team are honest and open	64	68	83	73	80
10. My team resolves conflict quickly when it arises	51	53	66	71	73
11. Morale is good in my team	51	55	66	65	67

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	67	64	71	80
13. In my workplace, we recognise our successes and innovations	58	65	64	76	87
14. Staff are treated respectfully regardless of their job	60	68	71	79	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	67	66	74	73
15b. treats all staff in my team fairly	61	64	70	71	67
15c. ensures that when issues are raised in the team, they are addressed	58	57	64	62	73
15d. treats me with respect	75	76	79	85	93
16. I receive regular and constructive feedback on my performance	49	49	50	59	67
17. Overall, I have confidence in the decisions made by my line manager	64	62	72	62	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

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Senior Managers

18a. are aware of the issues I face in my job	51	55	57	68	73
18b. have a clear direction for the future	49	49	58	59	73
18c. lead by example in creating a positive workplace	48	49	52	50	67
19. There is a positive relationship between senior management and staff in my workplace	45	47	51	62	73
20. Overall, I have confidence in the decisions made by my senior managers	50	49	57	59	80
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	42	44	53	60
22. My organisation is making the necessary decisions to meet our future challenges	47	47	57	64	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

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Communication

23. I am kept well informed about what is happening in my workplace	51	55	56	62	80
24. I have a say in decisions which affect my work	51	55	63	68	73
25. I think it is safe to speak up and challenge the way things are done	52	59	62	74	67
26. Where I work, we share the lessons learnt when mistakes are made	59	61	71	74	67
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	64	81	85	87
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	65	83	88	93

Demographics

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

Key



At least 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

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	71	70	64	87
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	65	60	64	58	53
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	61	61	64	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

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	46	47	42	60
32. I am able to achieve a healthy work/life balance most of the time	67	67	62	58	40
33. There are mechanisms in place to support me if I experience stress or pressure	62	66	62	58	73
34. Reasonable expectations are placed on staff according to their position	57	64	64	42	47
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	68	77	82	67
36. My workplace enables strong professional leadership	52	55	58	73	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

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	89	91	97	100
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	49	56	36	67

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	67	64	65	70	73
40. In my workplace patient safety is at the centre of all decision making	75	75	81	76	67
41. My team's objectives/ work plans are clearly outlined	70	78	78	85	73
42. Our objectives/work plans help us to deliver a quality service	70	74	79	88	67
43. At my workplace there is a good balance between delivering services and monitoring service delivery	58	59	64	70	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

Management Responsibility

	Murrumbidgee LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1755	200	116	34	15
Employee Engagement Index	70	73	78	78	80

Your Workplace

44. Overall I am proud to be a part of this workplace	74	75	84	82	87
45. I would recommend my workplace as a good place to work	64	66	70	73	80
46. I feel motivated to contribute more than what is normally required at work	69	72	79	79	80
47. I have a strong sense of belonging to my workplace	67	73	76	82	73
48. Overall I am satisfied to be working here at the present time	71	73	78	76	73
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	59	65	73	53
50. There is a positive culture in my workplace	50	52	58	48	73
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	40	54	67	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Your Job

1. My job makes good use of my skills and abilities	85	84	85	88	(r)	83	84
2. I feel I am able to suggest ideas to improve our ways of doing things	70	71	70	74	(r)	75	37
3. Working here makes me want to do the best job I can	75	73	77	81	(r)	87	58
4. The right amount of approvals are required for routine decisions	55	54	56	55	(r)	69	53
5. I have sufficient control over my work so I can do my job well	68	68	69	68	(r)	78	42
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	63	65	60	67	(r)	76	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	67	66	66	72	(r)	80	58
8. In my team we generally acknowledge one another's efforts and achievements	70	69	68	78	(r)	80	68
9. People in my team are honest and open	64	64	62	69	(r)	73	42
10. My team resolves conflict quickly when it arises	51	53	45	59	(r)	62	42
11. Morale is good in my team	51	51	47	65	(r)	69	26

Demographics

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

Key



At least 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

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	60	63	73	(r)	75	53
13. In my workplace, we recognise our successes and innovations	58	57	57	69	(r)	70	42
14. Staff are treated respectfully regardless of their job	60	59	60	69	(r)	78	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	63	66	71	(r)	80	42
15b. treats all staff in my team fairly	61	58	61	74	(r)	78	53
15c. ensures that when issues are raised in the team, they are addressed	58	54	60	71	(r)	73	44
15d. treats me with respect	75	72	77	81	(r)	88	63
16. I receive regular and constructive feedback on my performance	49	46	50	60	(r)	67	37
17. Overall, I have confidence in the decisions made by my line manager	64	62	66	69	(r)	83	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Senior Managers

18a. are aware of the issues I face in my job	51	49	51	61	(r)	70	44
18b. have a clear direction for the future	49	50	45	58	(r)	68	39
18c. lead by example in creating a positive workplace	48	46	47	61	(r)	72	44
19. There is a positive relationship between senior management and staff in my workplace	45	44	43	55	(r)	70	33
20. Overall, I have confidence in the decisions made by my senior managers	50	49	47	60	(r)	78	33
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	39	42	51	(r)	68	33
22. My organisation is making the necessary decisions to meet our future challenges	47	47	44	59	(r)	63	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Communication

23. I am kept well informed about what is happening in my workplace	51	50	50	62	(r)	60	39
24. I have a say in decisions which affect my work	51	50	49	60	(r)	62	33
25. I think it is safe to speak up and challenge the way things are done	52	51	52	58	(r)	61	50
26. Where I work, we share the lessons learnt when mistakes are made	59	57	59	65	(r)	78	50
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	64	60	74	(r)	69	33
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	68	63	75	(r)	75	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	69	74	64	(r)	77	89
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	65	66	64	62	(r)	67	35
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	53	60	68	(r)	75	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	42	43	50	(r)	57	28
32. I am able to achieve a healthy work/life balance most of the time	67	62	73	73	(r)	77	44
33. There are mechanisms in place to support me if I experience stress or pressure	62	58	65	72	(r)	73	44
34. Reasonable expectations are placed on staff according to their position	57	54	59	71	(r)	65	39
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	70	72	74	(r)	77	67
36. My workplace enables strong professional leadership	52	50	52	66	(r)	70	33

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	89	90	85	(r)	90	61
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	45	50	53	(r)	62	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	67	65	67	75	(r)	77	33
40. In my workplace patient safety is at the centre of all decision making	75	73	77	75	(r)	87	56
41. My team's objectives/ work plans are clearly outlined	70	68	71	77	(r)	80	56
42. Our objectives/work plans help us to deliver a quality service	70	69	71	78	(r)	78	56
43. At my workplace there is a good balance between delivering services and monitoring service delivery	58	56	58	64	(r)	73	33

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Murrumbidgee LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1755	896	649	120	9	60	19
Employee Engagement Index	70	68	71	77	(r)	82	51

Your Workplace

44. Overall I am proud to be a part of this workplace	74	72	75	82	(r)	90	56
45. I would recommend my workplace as a good place to work	64	61	65	74	(r)	79	44
46. I feel motivated to contribute more than what is normally required at work	69	68	69	81	(r)	78	44
47. I have a strong sense of belonging to my workplace	67	66	69	68	(r)	69	44
48. Overall I am satisfied to be working here at the present time	71	69	71	76	(r)	88	61
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	57	60	68	(r)	78	39
50. There is a positive culture in my workplace	50	49	50	62	(r)	68	28
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	40	37	34	(r)	51	29

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Your Job

1. My job makes good use of my skills and abilities	85	86	79	84	82	86
2. I feel I am able to suggest ideas to improve our ways of doing things	70	77	68	68	64	73
3. Working here makes me want to do the best job I can	75	88	74	72	70	76
4. The right amount of approvals are required for routine decisions	55	67	60	59	50	54
5. I have sufficient control over my work so I can do my job well	68	82	63	65	66	68
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	63	74	63	63	58	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	67	82	67	65	62	67
8. In my team we generally acknowledge one another's efforts and achievements	70	83	69	71	62	70
9. People in my team are honest and open	64	81	60	63	59	64
10. My team resolves conflict quickly when it arises	51	65	53	49	47	50
11. Morale is good in my team	51	74	53	51	45	49

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	77	66	61	54	64
13. In my workplace, we recognise our successes and innovations	58	75	64	58	49	58
14. Staff are treated respectfully regardless of their job	60	77	68	59	54	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

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	83	69	62	60	64
15b. treats all staff in my team fairly	61	82	66	63	57	58
15c. ensures that when issues are raised in the team, they are addressed	58	80	62	59	54	55
15d. treats me with respect	75	89	77	76	69	74
16. I receive regular and constructive feedback on my performance	49	76	49	49	41	48
17. Overall, I have confidence in the decisions made by my line manager	64	85	67	64	61	62

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Senior Managers

18a. are aware of the issues I face in my job	51	72	54	55	45	48
18b. have a clear direction for the future	49	70	54	52	43	47
18c. lead by example in creating a positive workplace	48	76	52	48	45	45
19. There is a positive relationship between senior management and staff in my workplace	45	72	52	45	40	42
20. Overall, I have confidence in the decisions made by my senior managers	50	79	60	51	42	46
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	71	50	43	38	37
22. My organisation is making the necessary decisions to meet our future challenges	47	71	52	49	40	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Communication

23. I am kept well informed about what is happening in my workplace	51	71	54	51	48	48
24. I have a say in decisions which affect my work	51	67	56	47	46	50
25. I think it is safe to speak up and challenge the way things are done	52	67	57	48	47	53
26. Where I work, we share the lessons learnt when mistakes are made	59	74	64	57	56	58
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	71	65	68	58	62
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	74	69	66	61	67

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	73	71	69	69	72
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	65	77	71	69	65	60
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	77	67	58	53	54

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	64	52	44	39	40
32. I am able to achieve a healthy work/life balance most of the time	67	85	72	67	63	65
33. There are mechanisms in place to support me if I experience stress or pressure	62	78	68	61	56	61
34. Reasonable expectations are placed on staff according to their position	57	80	66	56	50	55
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	79	74	71	68	71
36. My workplace enables strong professional leadership	52	77	59	53	45	49

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	81	78	84	90	92
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	66	47	43	42	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	67	77	69	64	61	67
40. In my workplace patient safety is at the centre of all decision making	75	84	84	74	66	75
41. My team's objectives/ work plans are clearly outlined	70	79	69	71	63	71
42. Our objectives/work plans help us to deliver a quality service	70	80	71	69	66	71
43. At my workplace there is a good balance between delivering services and monitoring service delivery	58	74	60	58	54	56

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Murrumbidgee LHD	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	1755	146	126	294	314	869
Employee Engagement Index	70	84	74	70	62	70

Your Workplace

44. Overall I am proud to be a part of this workplace	74	88	81	76	67	73
45. I would recommend my workplace as a good place to work	64	82	70	66	56	63
46. I feel motivated to contribute more than what is normally required at work	69	85	75	70	61	68
47. I have a strong sense of belonging to my workplace	67	74	70	67	59	69
48. Overall I am satisfied to be working here at the present time	71	85	74	71	61	71
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	74	62	60	53	58
50. There is a positive culture in my workplace	50	75	55	51	44	48
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	43	41	42	37	37

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Murrumbidgee LHD	Male	Female	Prefer not to say
Respondents	1755	222	1376	52
Employee Engagement Index	70	69	72	34

Your Job

1. My job makes good use of my skills and abilities	85	82	86	55
2. I feel I am able to suggest ideas to improve our ways of doing things	70	74	71	37
3. Working here makes me want to do the best job I can	75	70	78	41
4. The right amount of approvals are required for routine decisions	55	56	56	30
5. I have sufficient control over my work so I can do my job well	68	65	70	42
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	63	63	65	25

Demographics

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

Key



At least 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

Murrumbidgee LHD

Male

Female

Prefer not to say

Respondents

1755 222 1376 52

Employee Engagement Index

70 69 72 34

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	67	70	67	41
8.	In my team we generally acknowledge one another's efforts and achievements	70	73	70	51
9.	People in my team are honest and open	64	68	64	35
10.	My team resolves conflict quickly when it arises	51	59	50	29
11.	Morale is good in my team	51	54	51	20

Demographics

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

Key



At least 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

Murrumbidgee LHD

Male

Female

Prefer not to say

Respondents

1755

222

1376

52

Employee Engagement Index

70

69

72

34

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	65	64	25
13. In my workplace, we recognise our successes and innovations	58	59	60	26
14. Staff are treated respectfully regardless of their job	60	63	61	18

Demographics

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

Key



At least 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

Murrumbidgee LHD

Male

Female

Prefer not to say

Respondents

1755 222 1376 52

Employee Engagement Index

70 69 72 34

Your Line Manager

		Male	Female	Prefer not to say
15a. recognises and acknowledges when I have done my job well	65	65	67	31
15b. treats all staff in my team fairly	61	63	63	20
15c. ensures that when issues are raised in the team, they are addressed	58	61	59	31
15d. treats me with respect	75	74	77	29
16. I receive regular and constructive feedback on my performance	49	54	50	16
17. Overall, I have confidence in the decisions made by my line manager	64	62	66	22

Demographics

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

Key



At least 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

Murrumbidgee LHD

Male

Female

Prefer not to say

Respondents

1755

222

1376

52

Employee Engagement Index

70

69

72

34

Senior Managers

18a. are aware of the issues I face in my job	51	51	52	35
18b. have a clear direction for the future	49	49	50	20
18c. lead by example in creating a positive workplace	48	49	50	16
19. There is a positive relationship between senior management and staff in my workplace	45	48	46	19
20. Overall, I have confidence in the decisions made by my senior managers	50	47	51	12
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	43	43	4
22. My organisation is making the necessary decisions to meet our future challenges	47	43	49	14

Demographics

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

Key



At least 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

Murrumbidgee LHD

Male

Female

Prefer not to say

Respondents

1755 222 1376 52

Employee Engagement Index

70 69 72 34

Communication

23. I am kept well informed about what is happening in my workplace	51	52	52	17
24. I have a say in decisions which affect my work	51	54	51	17
25. I think it is safe to speak up and challenge the way things are done	52	56	53	22
26. Where I work, we share the lessons learnt when mistakes are made	59	62	60	19
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	60	64	47
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	65	67	52

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Murrumbidgee LHD	Male	Female	Prefer not to say
Respondents	1755	222	1376	52
Employee Engagement Index	70	69	72	34

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	68	72	44
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	65	66	65	43
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	49	59	23

Demographics

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

Key



At least 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

Murrumbidgee LHD

Male

Female

Prefer not to say

Respondents

1755 222 1376 52

Employee Engagement Index

70 69 72 34

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	43	44	9
32. I am able to achieve a healthy work/life balance most of the time	67	62	69	40
33. There are mechanisms in place to support me if I experience stress or pressure	62	55	64	28
34. Reasonable expectations are placed on staff according to their position	57	59	58	30
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	66	73	36
36. My workplace enables strong professional leadership	52	50	54	17

Demographics

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

Key



At least 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

Murrumbidgee LHD

Male

Female

Prefer not to say

Respondents

1755 222 1376 52

Employee Engagement Index

70 69 72 34

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	79	90	87
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	47	49	19

Demographics

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

Key



At least 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

Murrumbidgee LHD

Male

Female

Prefer not to say

Respondents

1755 222 1376 52

Employee Engagement Index

70 69 72 34

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	67	63	68	47
40.	In my workplace patient safety is at the centre of all decision making	75	68	76	51
41.	My team's objectives/ work plans are clearly outlined	70	67	72	47
42.	Our objectives/work plans help us to deliver a quality service	70	66	73	34
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	58	53	60	17

Demographics

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

Key



At least 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

	Murrumbidgee LHD	Male	Female	Prefer not to say
Respondents	1755	222	1376	52
Employee Engagement Index	70	69	72	34

Your Workplace

44. Overall I am proud to be a part of this workplace	74	74	76	38
45. I would recommend my workplace as a good place to work	64	63	66	19
46. I feel motivated to contribute more than what is normally required at work	69	67	71	36
47. I have a strong sense of belonging to my workplace	67	70	68	30
48. Overall I am satisfied to be working here at the present time	71	68	72	35
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	62	60	26
50. There is a positive culture in my workplace	50	51	52	9
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	41	39	4

Demographics

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

Key



At least 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

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Your Job

1. My job makes good use of my skills and abilities	85	95	88	83	84	85	84	86	83	89	66
2. I feel I am able to suggest ideas to improve our ways of doing things	70	75	68	78	73	69	66	71	72	75	43
3. Working here makes me want to do the best job I can	75	85	77	76	70	68	74	77	81	83	45
4. The right amount of approvals are required for routine decisions	55	73	53	61	50	51	52	55	57	63	37
5. I have sufficient control over my work so I can do my job well	68	85	67	71	69	64	64	69	70	74	44
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	63	82	69	67	66	60	63	61	64	68	27

Demographics

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

Key



At least 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

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	67	76	61	66	66	64	67	68	68	77	44
8. In my team we generally acknowledge one another's efforts and achievements	70	75	67	70	68	66	70	71	74	77	40
9. People in my team are honest and open	64	78	56	66	64	59	65	64	68	69	34
10. My team resolves conflict quickly when it arises	51	64	48	57	57	43	48	48	54	55	31
11. Morale is good in my team	51	68	50	56	53	48	53	45	56	51	14

Demographics

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

Key



At least 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

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	76	62	63	60	61	59	63	65	71	36
13. In my workplace, we recognise our successes and innovations	58	75	62	62	59	53	58	58	60	60	28
14. Staff are treated respectfully regardless of their job	60	76	61	63	63	58	59	57	64	64	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	80	70	71	64	61	64	66	66	64	41
15b. treats all staff in my team fairly	61	80	67	73	61	57	61	59	63	58	30
15c. ensures that when issues are raised in the team, they are addressed	58	76	64	63	59	53	55	59	59	57	36
15d. treats me with respect	75	88	77	82	78	70	76	76	74	75	48
16. I receive regular and constructive feedback on my performance	49	69	52	59	50	48	45	47	51	47	26
17. Overall, I have confidence in the decisions made by my line manager	64	81	71	71	66	60	60	65	65	61	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Senior Managers

18a. are aware of the issues I face in my job	51	69	51	54	53	48	51	52	51	51	36
18b. have a clear direction for the future	49	73	56	51	50	47	48	49	51	48	22
18c. lead by example in creating a positive workplace	48	75	52	50	46	41	49	52	49	47	23
19. There is a positive relationship between senior management and staff in my workplace	45	71	51	50	41	38	45	47	47	45	19
20. Overall, I have confidence in the decisions made by my senior managers	50	73	59	55	50	42	49	52	50	48	19
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	69	53	48	41	34	41	45	41	37	13
22. My organisation is making the necessary decisions to meet our future challenges	47	75	51	50	43	44	50	48	48	41	20

Demographics

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

Key



At least 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

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Communication

23. I am kept well informed about what is happening in my workplace	51	74	54	59	49	47	48	50	50	53	28
24. I have a say in decisions which affect my work	51	68	49	62	51	46	48	48	53	54	27
25. I think it is safe to speak up and challenge the way things are done	52	72	51	58	50	54	48	54	53	53	29
26. Where I work, we share the lessons learnt when mistakes are made	59	84	62	59	52	57	61	58	62	63	30
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	82	62	68	59	61	61	58	68	68	36
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	84	66	67	64	61	65	64	71	73	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	88	69	71	69	70	69	69	76	77	43
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	65	84	74	70	69	64	59	59	67	64	48
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	86	69	60	58	54	57	54	54	61	30

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	68	52	49	40	39	38	42	46	43	19
32. I am able to achieve a healthy work/life balance most of the time	67	77	69	73	66	65	66	67	67	73	42
33. There are mechanisms in place to support me if I experience stress or pressure	62	70	65	65	59	65	63	64	61	61	38
34. Reasonable expectations are placed on staff according to their position	57	77	61	60	55	58	59	53	56	63	27
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	79	72	76	63	72	69	71	73	75	55
36. My workplace enables strong professional leadership	52	76	60	56	49	50	53	50	51	55	27

Demographics

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

Key



At least 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

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	82	78	85	84	88	92	92	89	94	92
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	61	43	50	40	41	50	51	51	52	25

Demographics

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

Key



At least 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

	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	67	75	71	71	60	67	64	64	68	73	44
40. In my workplace patient safety is at the centre of all decision making	75	88	77	73	67	73	73	77	76	82	56
41. My team's objectives/ work plans are clearly outlined	70	88	71	70	64	66	68	71	75	74	44
42. Our objectives/work plans help us to deliver a quality service	70	86	70	72	65	69	69	71	76	73	41
43. At my workplace there is a good balance between delivering services and monitoring service delivery	58	73	67	60	54	55	57	58	60	59	25

Demographics

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

Key



At least 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										
	Murrumbidgee LHD	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	1755	60	136	164	131	186	232	274	305	192	68
Employee Engagement Index	70	84	74	73	67	65	69	71	73	75	36

Your Workplace

44. Overall I am proud to be a part of this workplace	74	88	82	77	71	70	74	75	77	76	41
45. I would recommend my workplace as a good place to work	64	82	66	66	67	60	65	63	66	67	30
46. I feel motivated to contribute more than what is normally required at work	69	84	77	76	63	59	70	70	72	70	41
47. I have a strong sense of belonging to my workplace	67	82	67	70	64	62	67	69	70	76	27
48. Overall I am satisfied to be working here at the present time	71	80	76	72	71	68	67	70	74	78	34
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	70	62	59	57	54	56	59	64	68	30
50. There is a positive culture in my workplace	50	71	53	57	50	47	50	48	54	52	14
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	47	45	40	35	40	37	39	42	37	13

Demographics

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

Key



At least 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

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Your Job

1. My job makes good use of my skills and abilities	85	91	(r)	85	57
2. I feel I am able to suggest ideas to improve our ways of doing things	70	79	(r)	71	54
3. Working here makes me want to do the best job I can	75	87	(r)	76	49
4. The right amount of approvals are required for routine decisions	55	55	(r)	56	43
5. I have sufficient control over my work so I can do my job well	68	70	(r)	69	46
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	63	68	(r)	64	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	67	74	(r)	68	36
8. In my team we generally acknowledge one another's efforts and achievements	70	66	(r)	71	49
9. People in my team are honest and open	64	62	(r)	65	33
10. My team resolves conflict quickly when it arises	51	45	(r)	51	34
11. Morale is good in my team	51	43	(r)	52	30

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	70	(r)	63	49
13. In my workplace, we recognise our successes and innovations	58	63	(r)	58	43
14. Staff are treated respectfully regardless of their job	60	59	(r)	61	33

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	72	(r)	65	47
15b. treats all staff in my team fairly	61	67	(r)	62	42
15c. ensures that when issues are raised in the team, they are addressed	58	65	(r)	58	38
15d. treats me with respect	75	83	(r)	76	50
16. I receive regular and constructive feedback on my performance	49	54	(r)	50	37
17. Overall, I have confidence in the decisions made by my line manager	64	72	(r)	65	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Senior Managers

18a. are aware of the issues I face in my job	51	52	(r)	51	46
18b. have a clear direction for the future	49	48	(r)	50	33
18c. lead by example in creating a positive workplace	48	43	(r)	49	35
19. There is a positive relationship between senior management and staff in my workplace	45	43	(r)	46	37
20. Overall, I have confidence in the decisions made by my senior managers	50	50	(r)	50	32
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	39	(r)	42	28
22. My organisation is making the necessary decisions to meet our future challenges	47	43	(r)	47	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Communication

23. I am kept well informed about what is happening in my workplace	51	52	(r)	51	37
24. I have a say in decisions which affect my work	51	57	(r)	51	35
25. I think it is safe to speak up and challenge the way things are done	52	54	(r)	53	35
26. Where I work, we share the lessons learnt when mistakes are made	59	52	(r)	60	39
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	74	(r)	63	46
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	78	(r)	67	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	78	(r)	72	47
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	65	70	(r)	65	58
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	51	(r)	58	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	46	(r)	44	24
32. I am able to achieve a healthy work/life balance most of the time	67	65	(r)	68	47
33. There are mechanisms in place to support me if I experience stress or pressure	62	62	(r)	63	41
34. Reasonable expectations are placed on staff according to their position	57	59	(r)	58	36
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	67	(r)	72	46
36. My workplace enables strong professional leadership	52	50	(r)	52	43

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	89	(r)	89	72
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	45	(r)	48	26

Demographics

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

Key



At least 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

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	67	74	(r)	67	50
40.	In my workplace patient safety is at the centre of all decision making	75	67	(r)	75	57
41.	My team's objectives/ work plans are clearly outlined	70	63	(r)	70	60
42.	Our objectives/work plans help us to deliver a quality service	70	72	(r)	71	60
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	58	54	(r)	58	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Murrumbidgee LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1755	47	2	1640	61
Employee Engagement Index	70	74	(r)	71	47

Your Workplace

44. Overall I am proud to be a part of this workplace	74	80	(r)	75	50
45. I would recommend my workplace as a good place to work	64	63	(r)	65	45
46. I feel motivated to contribute more than what is normally required at work	69	70	(r)	70	50
47. I have a strong sense of belonging to my workplace	67	70	(r)	68	47
48. Overall I am satisfied to be working here at the present time	71	76	(r)	71	41
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	51	(r)	60	45
50. There is a positive culture in my workplace	50	39	(r)	51	40
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	50	(r)	39	31

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	26	1688	37
Employee Engagement Index	70	64	71	46

Your Job

1. My job makes good use of my skills and abilities	85	77	85	57
2. I feel I am able to suggest ideas to improve our ways of doing things	70	58	71	49
3. Working here makes me want to do the best job I can	75	65	76	49
4. The right amount of approvals are required for routine decisions	55	50	56	42
5. I have sufficient control over my work so I can do my job well	68	62	69	43
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	63	50	64	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Murrumbidgee LHD

Yes

No

Prefer not to say

Respondents

1755

26

1688

37

Employee Engagement Index

70

64

71

46

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	67	58	68	41
8.	In my team we generally acknowledge one another's efforts and achievements	70	77	70	50
9.	People in my team are honest and open	64	50	65	33
10.	My team resolves conflict quickly when it arises	51	42	51	39
11.	Morale is good in my team	51	50	51	31

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	26	1688	37
Employee Engagement Index	70	64	71	46

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	50	63	53
13. In my workplace, we recognise our successes and innovations	58	58	58	44
14. Staff are treated respectfully regardless of their job	60	58	61	36

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	26	1688	37
Employee Engagement Index	70	64	71	46

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	58	66	47
15b. treats all staff in my team fairly	61	58	62	42
15c. ensures that when issues are raised in the team, they are addressed	58	58	58	36
15d. treats me with respect	75	62	76	50
16. I receive regular and constructive feedback on my performance	49	35	50	39
17. Overall, I have confidence in the decisions made by my line manager	64	64	65	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	26	1688	37
Employee Engagement Index	70	64	71	46

Senior Managers

18a. are aware of the issues I face in my job	51	42	52	46
18b. have a clear direction for the future	49	38	50	33
18c. lead by example in creating a positive workplace	48	38	49	37
19. There is a positive relationship between senior management and staff in my workplace	45	46	46	36
20. Overall, I have confidence in the decisions made by my senior managers	50	38	50	31
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	35	42	31
22. My organisation is making the necessary decisions to meet our future challenges	47	46	47	37

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	26	1688	37
Employee Engagement Index	70	64	71	46

Communication

23. I am kept well informed about what is happening in my workplace	51	62	51	36
24. I have a say in decisions which affect my work	51	46	51	36
25. I think it is safe to speak up and challenge the way things are done	52	42	53	42
26. Where I work, we share the lessons learnt when mistakes are made	59	60	60	28
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	65	63	39
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	67	67	36

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	26	1688	37
Employee Engagement Index	70	64	71	46

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	69	72	44
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	65	65	65	56
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	50	58	36

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Murrumbidgee LHD

Yes

No

Prefer not to say

Respondents

1755

26

1688

37

Employee Engagement Index

70

64

71

46

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	52	43	29
32. I am able to achieve a healthy work/life balance most of the time	67	69	68	49
33. There are mechanisms in place to support me if I experience stress or pressure	62	58	62	46
34. Reasonable expectations are placed on staff according to their position	57	58	57	37
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	73	72	51
36. My workplace enables strong professional leadership	52	44	53	37

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	26	1688	37
Employee Engagement Index	70	64	71	46

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	88	89	89
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	52	48	37

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Murrumbidgee LHD

Yes

No

Prefer not to say

Respondents

1755

26

1688

37

Employee Engagement Index

70

64

71

46

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	67	69	67	46
40.	In my workplace patient safety is at the centre of all decision making	75	77	75	46
41.	My team's objectives/ work plans are clearly outlined	70	77	71	49
42.	Our objectives/work plans help us to deliver a quality service	70	81	71	43
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	58	58	58	31

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Murrumbidgee LHD

Yes

No

Prefer not to say

Respondents

1755

26

1688

37

Employee Engagement Index

70

64

71

46

Your Workplace

44. Overall I am proud to be a part of this workplace	74	73	75	46
45. I would recommend my workplace as a good place to work	64	54	65	46
46. I feel motivated to contribute more than what is normally required at work	69	73	70	49
47. I have a strong sense of belonging to my workplace	67	58	68	43
48. Overall I am satisfied to be working here at the present time	71	62	71	43
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	62	60	40
50. There is a positive culture in my workplace	50	46	51	29
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	35	39	26

Demographics

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

Key



At least 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

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Your Job

1. My job makes good use of my skills and abilities	85	85	87	69
2. I feel I am able to suggest ideas to improve our ways of doing things	70	70	78	69
3. Working here makes me want to do the best job I can	75	76	72	50
4. The right amount of approvals are required for routine decisions	55	54	69	64
5. I have sufficient control over my work so I can do my job well	68	68	74	50
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	63	63	71	56

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	67	67	70	42
8.	In my team we generally acknowledge one another's efforts and achievements	70	70	71	54
9.	People in my team are honest and open	64	64	64	42
10.	My team resolves conflict quickly when it arises	51	50	66	46
11.	Morale is good in my team	51	50	59	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	63	65	58
13. In my workplace, we recognise our successes and innovations	58	58	65	50
14. Staff are treated respectfully regardless of their job	60	60	68	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	65	69	54
15b. treats all staff in my team fairly	61	61	66	48
15c. ensures that when issues are raised in the team, they are addressed	58	58	66	42
15d. treats me with respect	75	75	75	62
16. I receive regular and constructive feedback on my performance	49	49	56	46
17. Overall, I have confidence in the decisions made by my line manager	64	64	66	54

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Senior Managers

18a. are aware of the issues I face in my job	51	51	60	65
18b. have a clear direction for the future	49	48	61	54
18c. lead by example in creating a positive workplace	48	48	56	56
19. There is a positive relationship between senior management and staff in my workplace	45	45	58	50
20. Overall, I have confidence in the decisions made by my senior managers	50	49	60	58
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	41	54	54
22. My organisation is making the necessary decisions to meet our future challenges	47	46	58	56

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Communication

23. I am kept well informed about what is happening in my workplace	51	50	60	46
24. I have a say in decisions which affect my work	51	50	59	58
25. I think it is safe to speak up and challenge the way things are done	52	52	58	58
26. Where I work, we share the lessons learnt when mistakes are made	59	59	65	46
27a. I am aware of the strategic objectives and direction of the organisation I work for	63	63	67	62
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	66	66	70	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	71	71	77	69
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	65	64	76	69
30. I am encouraged to take opportunities to learn new skills and have new experiences	57	57	67	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	42	62	48
32. I am able to achieve a healthy work/life balance most of the time	67	67	76	48
33. There are mechanisms in place to support me if I experience stress or pressure	62	62	65	52
34. Reasonable expectations are placed on staff according to their position	57	56	68	52
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	71	76	64
36. My workplace enables strong professional leadership	52	52	63	56

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	89	90	67	88
38b. have confidence that if you report these behaviours they will be responded to appropriately?	48	48	48	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	67	66	75	64
40.	In my workplace patient safety is at the centre of all decision making	75	74	81	68
41.	My team's objectives/ work plans are clearly outlined	70	70	76	64
42.	Our objectives/work plans help us to deliver a quality service	70	70	79	60
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	58	57	68	56

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Murrumbidgee LHD	Yes	No	Prefer not to say
Respondents	1755	1608	116	26
Employee Engagement Index	70	70	70	56

Your Workplace

44. Overall I am proud to be a part of this workplace	74	75	72	72
45. I would recommend my workplace as a good place to work	64	64	64	52
46. I feel motivated to contribute more than what is normally required at work	69	69	71	60
47. I have a strong sense of belonging to my workplace	67	67	71	56
48. Overall I am satisfied to be working here at the present time	71	71	71	48
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	59	59	66	52
50. There is a positive culture in my workplace	50	50	65	48
51. Overall, I believe the culture at my workplace has improved in the last 12 months	39	38	47	48

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?

