

60%

2013: 62%

ENGAGEMENT INDEX

47%

2013: 46%

WORKPLACE CULTURE INDEX

1,599

2013: 701

ACTUAL RESPONSES

34%

2013: 16%
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	66	+1
45.	I would recommend my workplace as a good place to work	53	-1

Stay

47.	I have a strong sense of belonging to my workplace	59	-2
48.	Overall I am satisfied to be working here at the present time	60	-3

Strive

3.	Working here makes me want to do the best job I can	65	-1
46.	I feel motivated to contribute more than what is normally required at work	59	0

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	42	-
36.	My workplace enables strong professional leadership	40	-
18c.	The senior managers at my workplace lead by example in creating a positive workplace	36	+5
21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	-
19.	There is a positive relationship between senior management and staff in my workplace	36	+4
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	38	0

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	62
Training and Development Opportunities	61
Service Delivery	59

Questions	% Positive
1. My job makes good use of my skills and abilities	76
15d. My line manager treats me with respect	71
28. I have received the appropriate training and development to do my job effectively	67
44. Overall I am proud to be a part of this workplace	66
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	66

Lowlights

Sections	% Positive
Senior Managers	38
Work Environment	49
Communication	51

Questions	% Positive
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34
19. There is a positive relationship between senior management and staff in my workplace	36
18c. The senior managers at my workplace lead by example in creating a positive workplace	36
31. I have confidence in the processes that my workplace uses to resolve staff conflict	38

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
Senior Managers	38	+4
Service Delivery	59	+3
Your Line Manager	57	+2

Questions	% Positive	Variance from 2013
16. I receive regular and constructive feedback on my performance	44	+7
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	+7
20. Overall, I have confidence in the decisions made by my senior managers	40	+7
18b. The senior managers at my workplace have a clear direction for the future	39	+6
18c. The senior managers at my workplace lead by example in creating a positive workplace	36	+5

Least improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	61	-6
Work Environment	49	-2
Your Job	62	-2

Questions	% Positive	Variance from 2013
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	66	-15
2. I feel I am able to suggest ideas to improve our ways of doing things	63	-6
32. I am able to achieve a healthy work/life balance most of the time	58	-4
9. People in my team are honest and open	54	-4
11. Morale is good in my team	40	-4

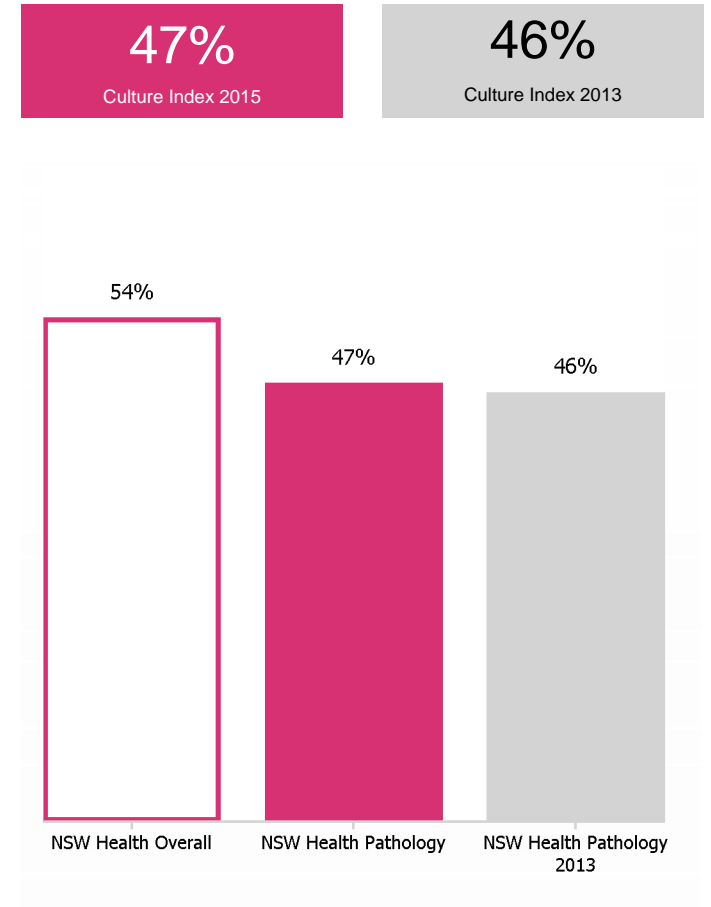
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

Employee Workplace Culture Index

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

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

	KEY			
	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team	40	26	35	-4
12. I believe I am valued for what I can offer at my workplace	55	21	24	-2
13. In my workplace, we recognise our successes and innovations	45	28	27	-1
14. Staff are treated respectfully regardless of their job	54	21	25	-1
17. Overall, I have confidence in the decisions made by my line manager	56	20	24	+2
18b. The senior managers at my workplace have a clear direction for the future	39	35	27	+6
18c. The senior managers at my workplace lead by example in creating a positive workplace	36	30	33	+5
20. Overall, I have confidence in the decisions made by my senior managers	40	30	30	+7
24. I have a say in decisions which affect my work	42	26	32	-1
25. I think it is safe to speak up and challenge the way things are done	47	22	30	-3
26. Where I work, we share the lessons learnt when mistakes are made	60	20	20	-1
31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	27	35	0
41. My team's objectives/ work plans are clearly outlined	61	24	15	+2
42. Our objectives/work plans help us to deliver a quality service	62	25	13	+2
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	32	36	+1



Trend Comparison

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



45% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

45% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	<i>% Positive</i>	<i>Variance from 2013</i>
16. I receive regular and constructive feedback on my performance	44	■ +7
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	■ +7
20. Overall, I have confidence in the decisions made by my senior managers	40	■ +7
18b. The senior managers at my workplace have a clear direction for the future	39	■ +6
18c. The senior managers at my workplace lead by example in creating a positive workplace	36	■ +5
18a. The senior managers at my workplace are aware of the issues I face in my job	45	■ +5
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	■ +5
40. In my workplace patient safety is at the centre of all decision making	62	■ +4
33. There are mechanisms in place to support me if I experience stress or pressure	45	■ +4
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	■ +4
19. There is a positive relationship between senior management and staff in my workplace	36	■ +4
39. My work environment allows me to deliver the best possible services (patient care or support services)	59	■ +4

Trend Comparison

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



45% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

45% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	<i>% Positive</i>	<i>Variance from 2013</i>
41. My team's objectives/ work plans are clearly outlined	61	+2
42. Our objectives/work plans help us to deliver a quality service	62	+2
15c. My line manager ensures that when issues are raised in the team, they are addressed	56	+2
17. Overall, I have confidence in the decisions made by my line manager	56	+2
43. At my workplace there is a good balance between delivering services and monitoring service delivery	51	+2
4. The right amount of approvals are required for routine decisions	50	+1
7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	+1
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	+1
44. Overall I am proud to be a part of this workplace	66	+1
15d. My line manager treats me with respect	71	+1
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	+1
8. In my team we generally acknowledge one another's efforts and achievements	60	0
31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	0

Trend Comparison

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



45% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

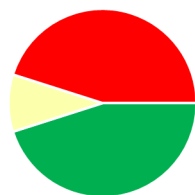
45% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	% Positive	Variance from 2013
15a. My line manager recognises and acknowledges when I have done my job well	58	0
5. I have sufficient control over my work so I can do my job well	63	0
46. I feel motivated to contribute more than what is normally required at work	59	0
24. I have a say in decisions which affect my work	42	-1
13. In my workplace, we recognise our successes and innovations	45	-1
26. Where I work, we share the lessons learnt when mistakes are made	60	-1
45. I would recommend my workplace as a good place to work	53	-1
1. My job makes good use of my skills and abilities	76	-1
14. Staff are treated respectfully regardless of their job	54	-1
28. I have received the appropriate training and development to do my job effectively	67	-1
3. Working here makes me want to do the best job I can	65	-1
10. My team resolves conflict quickly when it arises	43	-2
12. I believe I am valued for what I can offer at my workplace	55	-2

Trend Comparison

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



45% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

45% ■ Proportion of questions below 2013 scores by 1 or more percentage points

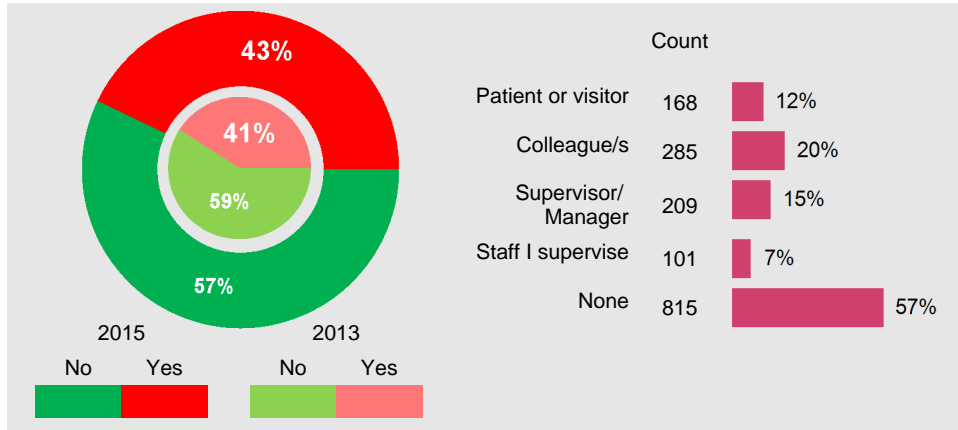
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
47. I have a strong sense of belonging to my workplace	59	-2 ■
15b. My line manager treats all staff in my team fairly	55	-2 ■
34. Reasonable expectations are placed on staff according to their position	52	-2 ■
23. I am kept well informed about what is happening in my workplace	42	-2 ■
25. I think it is safe to speak up and challenge the way things are done	47	-3 ■
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	55	-3 ■
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	-3 ■
48. Overall I am satisfied to be working here at the present time	60	-3 ■
11. Morale is good in my team	40	-4 ■
9. People in my team are honest and open	54	-4 ■
32. I am able to achieve a healthy work/life balance most of the time	58	-4 ■
2. I feel I am able to suggest ideas to improve our ways of doing things	63	-6 ■
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	66	-15 ■

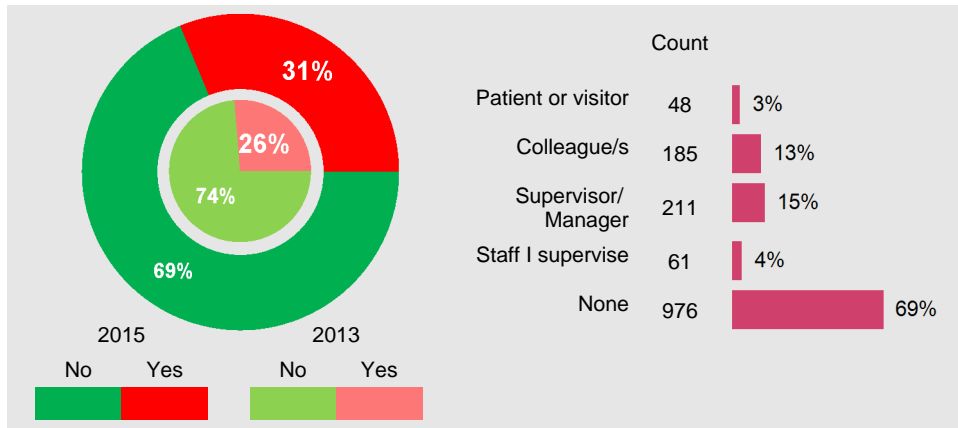
Unacceptable Behaviour

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

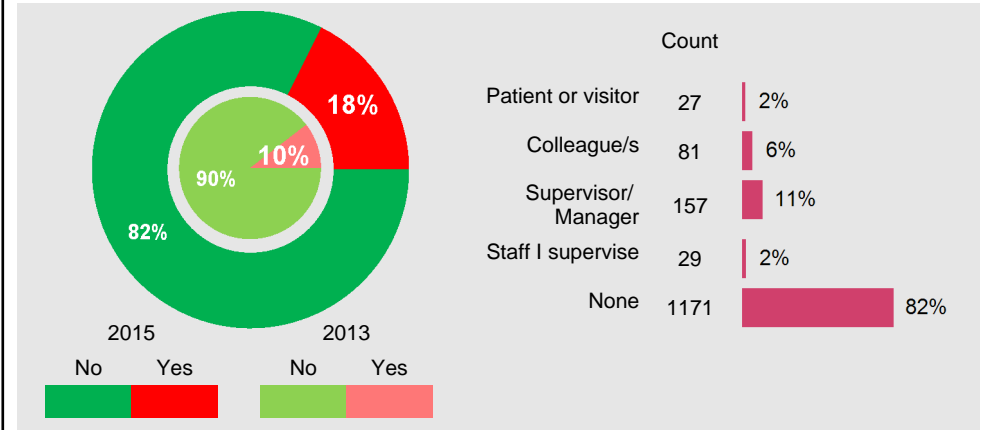
37a. In the last 12 months, I have been verbally abused by a ...



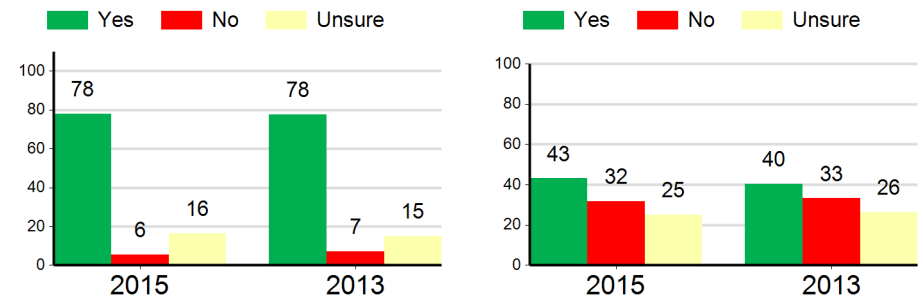
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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



38. Do you currently ...



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

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

All Questions

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

Key **K** Key Driver Question

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

Your Job

	% Positive response	% Neutral response	% Negative response	% Positive	NSW Health Pathology 2013	NSW Health Overall
1. My job makes good use of my skills and abilities	76	10	13	76	77	81
2. I feel I am able to suggest ideas to improve our ways of doing things	63	16	20	63	69	69
3. Working here makes me want to do the best job I can	65	18	16	65	67	72
4. The right amount of approvals are required for routine decisions	50	24	26	50	49	52
5. I have sufficient control over my work so I can do my job well	63	18	19	63	63	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	55	23	22	55	57	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	NSW Health Pathology 2013	NSW Health Overall
7.	The people I work with are willing to help each other even if this means doing something outside their usual job	62	18	21	62	61	69
8.	In my team we generally acknowledge one another's efforts and achievements	60	20	21	60	59	70
9.	People in my team are honest and open	54	26	20	54	58	64
10.	My team resolves conflict quickly when it arises	43	29	28	43	45	53
11.	Morale is good in my team	40	26	35	40	44	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	NSW Health Pathology 2013	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	55	21	24	55	56	63
13. In my workplace, we recognise our successes and innovations	45	28	27	45	46	57
14. Staff are treated respectfully regardless of their job	54	21	25	54	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 Line Manager

		% Positive response	% Neutral response	% Negative response	% Positive	NSW Health Pathology 2013	NSW Health Overall
15a.	My line manager recognises and acknowledges when I have done my job well	58	21	21	58	57	65
15b.	My line manager treats all staff in my team fairly	55	19	27	55	57	62
15c.	My line manager ensures that when issues are raised in the team, they are addressed	56	19	26	56	53	61
15d.	My line manager treats me with respect	71	15	14	71	70	76
16.	I receive regular and constructive feedback on my performance	44	25	31	44	37	52
17.	Overall, I have confidence in the decisions made by my line manager	56	20	24	56	55	63

All Questions

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

Key **K** Key Driver Question

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

		% Positive response	% Neutral response	% Negative response	% Positive	NSW Health Pathology 2013	NSW Health Overall
Senior Managers							
	18a. The senior managers at my workplace are aware of the issues I face in my job	45	24	31	45	40	46
	18b. The senior managers at my workplace have a clear direction for the future	39	35	27	39	33	45
K	18c. The senior managers at my workplace lead by example in creating a positive workplace	36	30	33	36	31	45
K	19. There is a positive relationship between senior management and staff in my workplace	36	29	35	36	33	42
	20. Overall, I have confidence in the decisions made by my senior managers	40	30	30	40	33	46
K	21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	31	35	34	-	39
	22. My organisation is making the necessary decisions to meet our future challenges	38	36	25	38	-	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	NSW Health Pathology 2013	NSW Health Overall
23. I am kept well informed about what is happening in my workplace	42	25	33	42	45	50
24. I have a say in decisions which affect my work	42	26	32	42	43	46
25. I think it is safe to speak up and challenge the way things are done	47	22	30	47	50	51
26. Where I work, we share the lessons learnt when mistakes are made	60	20	20	60	61	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	25	20	55	48	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	24	16	60	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

Training and Development Opportunities

		% Positive response	% Neutral response	% Negative response	% Positive	NSW Health Pathology 2013	NSW Health Overall
28.	I have received the appropriate training and development to do my job effectively	67	19	14	67	69	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	66	15	19	66	81	68
30.	I am encouraged to take opportunities to learn new skills and have new experiences	50	25	25	50	53	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

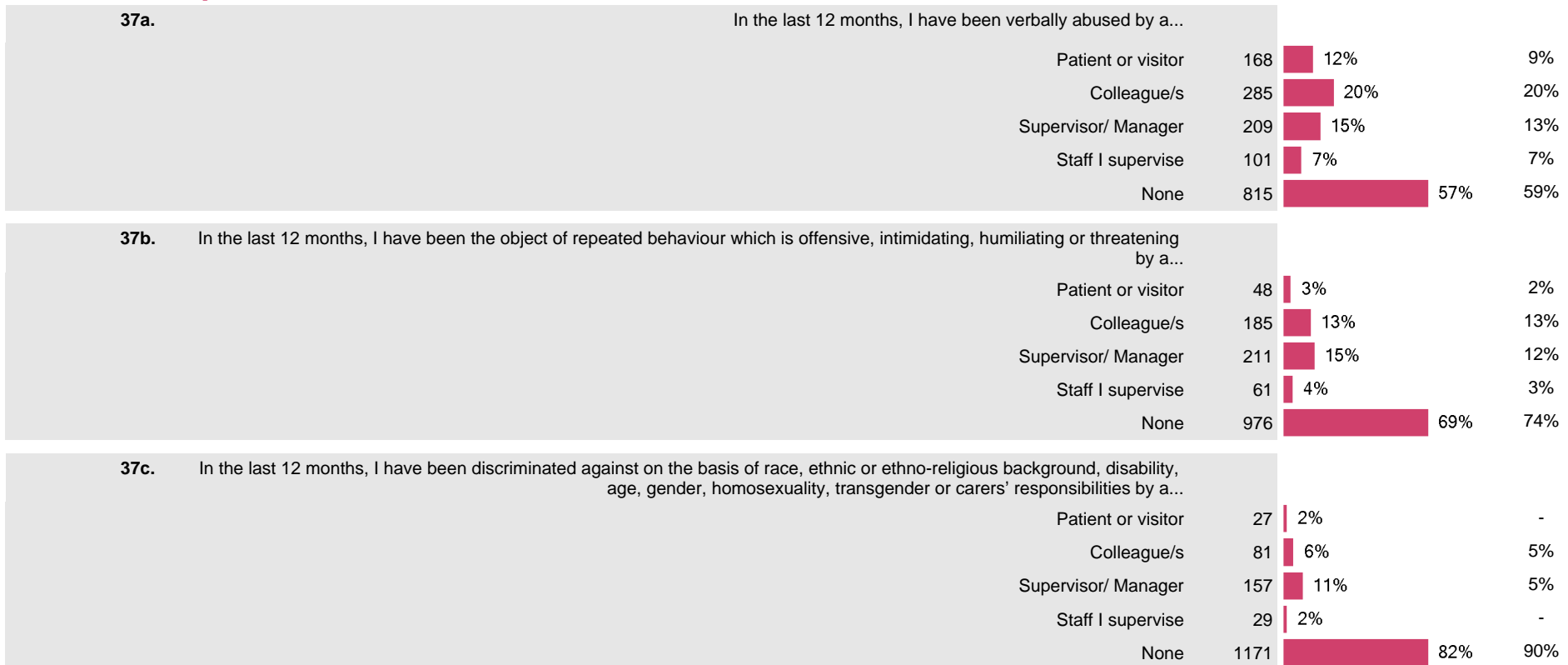
		% Positive response	% Neutral response	% Negative response	% Positive	NSW Health Pathology 2013	NSW Health Overall	
Work Environment								
K	31.	I have confidence in the processes that my workplace uses to resolve staff conflict	38	27	35	38	37	44
	32.	I am able to achieve a healthy work/life balance most of the time	58	21	21	58	62	65
	33.	There are mechanisms in place to support me if I experience stress or pressure	45	27	27	45	41	56
	34.	Reasonable expectations are placed on staff according to their position	52	21	27	52	54	57
	35.	My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	30	8	62	61	69
K	36.	My workplace enables strong professional leadership	40	31	29	40	-	52

All Questions

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

NSW Health Pathology 2013

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

Unacceptable Behaviour

	% Yes	% Unsure	% No	% Positive	NSW Health Pathology 2013	NSW Health Overall
38a. Do you currently know how to report occurrences of these types of behaviour?	78	16	6	78	78	85
38b. Do you currently have confidence that if you report these behaviours they will be responded to appropriately?	43	25	32	43	40	47

All Questions

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

Key **K** Key Driver Question

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

		% Positive response	% Neutral response	% Negative response	% Positive	NSW Health Pathology 2013	NSW Health Overall
Service Delivery							
39.	My work environment allows me to deliver the best possible services (patient care or support services)	59	23	18	59	56	62
40.	In my workplace patient safety is at the centre of all decision making	62	27	11	62	58	69
41.	My team's objectives/ work plans are clearly outlined	61	24	15	61	58	66
42.	Our objectives/work plans help us to deliver a quality service	62	25	13	62	60	66
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	51	30	19	51	49	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	NSW Health Pathology 2013	NSW Health Overall
44. Overall I am proud to be a part of this workplace	66	21	13	66	65	73
45. I would recommend my workplace as a good place to work	53	24	23	53	54	64
46. I feel motivated to contribute more than what is normally required at work	59	20	20	59	60	67
47. I have a strong sense of belonging to my workplace	59	23	18	59	60	65
48. Overall I am satisfied to be working here at the present time	60	20	19	60	64	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	31	20	49	44	59
K 50. There is a positive culture in my workplace	42	26	32	42	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	32	36	33	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	NSW Health Pathology	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	1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index	60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Your Job

1. My job makes good use of my skills and abilities	76	78	86	76	87	83	(r)	73	(r)	(r)	82	(r)	(r)	78
2. I feel I am able to suggest ideas to improve our ways of doing things	63	53	76	59	76	69	(r)	60	(r)	(r)	83	(r)	(r)	62
3. Working here makes me want to do the best job I can	65	59	70	59	84	79	(r)	61	(r)	(r)	74	(r)	(r)	64
4. The right amount of approvals are required for routine decisions	50	31	51	32	69	60	(r)	48	(r)	(r)	69	(r)	(r)	51
5. I have sufficient control over my work so I can do my job well	63	38	76	55	83	75	(r)	61	(r)	(r)	74	(r)	(r)	59
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	55	47	73	48	75	59	(r)	51	(r)	(r)	71	(r)	(r)	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	NSW Health Pathology	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	1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index	60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	73	51	52	77	64	(r)	59	(r)	(r)	71	(r)	(r)	65
8. In my team we generally acknowledge one another's efforts and achievements	60	71	65	52	74	64	(r)	56	(r)	(r)	80	(r)	(r)	60
9. People in my team are honest and open	54	60	43	48	65	54	(r)	51	(r)	(r)	80	(r)	(r)	51
10. My team resolves conflict quickly when it arises	43	45	41	28	64	45	(r)	39	(r)	(r)	71	(r)	(r)	40
11. Morale is good in my team	40	41	43	24	65	43	(r)	36	(r)	(r)	57	(r)	(r)	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

	Role	NSW Health Pathology	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		1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index		60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	58	68	52	72	60	(r)	50	(r)	(r)	66	(r)	(r)	60
13. In my workplace, we recognise our successes and innovations	45	46	62	45	65	51	(r)	40	(r)	(r)	60	(r)	(r)	43
14. Staff are treated respectfully regardless of their job	54	58	62	52	73	59	(r)	51	(r)	(r)	66	(r)	(r)	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

Role	NSW Health Pathology	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	1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index	60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	47	68	66	79	59	(r)	53	(r)	(r)	77	(r)	(r)	58
15b. treats all staff in my team fairly	55	49	54	48	75	58	(r)	51	(r)	(r)	74	(r)	(r)	53
15c. ensures that when issues are raised in the team, they are addressed	56	47	68	46	74	60	(r)	52	(r)	(r)	74	(r)	(r)	53
15d. treats me with respect	71	66	75	79	85	75	(r)	68	(r)	(r)	83	(r)	(r)	65
16. I receive regular and constructive feedback on my performance	44	38	54	45	67	53	(r)	39	(r)	(r)	63	(r)	(r)	40
17. Overall, I have confidence in the decisions made by my line manager	56	53	59	45	75	52	(r)	54	(r)	(r)	71	(r)	(r)	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	NSW Health Pathology	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	1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index	60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Senior Managers

18a. are aware of the issues I face in my job	45	45	68	34	68	43	(r)	40	(r)	(r)	69	(r)	(r)	46
18b. have a clear direction for the future	39	35	54	38	67	41	(r)	33	(r)	(r)	60	(r)	(r)	37
18c. lead by example in creating a positive workplace	36	32	47	41	64	44	(r)	30	(r)	(r)	60	(r)	(r)	36
19. There is a positive relationship between senior management and staff in my workplace	36	32	46	45	65	40	(r)	30	(r)	(r)	51	(r)	(r)	44
20. Overall, I have confidence in the decisions made by my senior managers	40	32	46	45	70	42	(r)	34	(r)	(r)	66	(r)	(r)	36
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	27	43	45	59	37	(r)	28	(r)	(r)	60	(r)	(r)	32
22. My organisation is making the necessary decisions to meet our future challenges	38	29	49	34	68	38	(r)	33	(r)	(r)	63	(r)	(r)	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	NSW Health Pathology	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	1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index	60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Communication

23. I am kept well informed about what is happening in my workplace	42	33	51	31	60	50	(r)	39	(r)	(r)	57	(r)	(r)	42
24. I have a say in decisions which affect my work	42	39	62	34	70	39	(r)	37	(r)	(r)	66	(r)	(r)	47
25. I think it is safe to speak up and challenge the way things are done	47	40	65	45	68	50	(r)	43	(r)	(r)	66	(r)	(r)	43
26. Where I work, we share the lessons learnt when mistakes are made	60	55	68	48	71	65	(r)	58	(r)	(r)	69	(r)	(r)	57
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	45	58	52	80	61	(r)	50	(r)	(r)	77	(r)	(r)	62
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	52	70	76	84	65	(r)	54	(r)	(r)	77	(r)	(r)	66

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	NSW Health Pathology	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		1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index		60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	74	78	72	71	70	(r)	66	(r)	(r)	77	(r)	(r)	53
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	66	46	62	76	83	77	(r)	63	(r)	(r)	77	(r)	(r)	65
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	65	62	38	66	46	(r)	46	(r)	(r)	71	(r)	(r)	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	NSW Health Pathology	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		1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index		60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	34	57	31	57	42	(r)	33	(r)	(r)	60	(r)	(r)	37
32. I am able to achieve a healthy work/life balance most of the time	58	34	70	48	72	70	(r)	56	(r)	(r)	63	(r)	(r)	61
33. There are mechanisms in place to support me if I experience stress or pressure	45	32	54	55	61	49	(r)	42	(r)	(r)	57	(r)	(r)	46
34. Reasonable expectations are placed on staff according to their position	52	47	76	41	70	57	(r)	47	(r)	(r)	51	(r)	(r)	57
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	58	76	66	74	73	(r)	58	(r)	(r)	77	(r)	(r)	66
36. My workplace enables strong professional leadership	40	38	62	41	59	41	(r)	35	(r)	(r)	57	(r)	(r)	41

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	NSW Health Pathology	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		1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index		60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	70	84	71	86	78	(r)	77	(r)	(r)	97	(r)	(r)	78
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	31	57	46	64	46	(r)	39	(r)	(r)	66	(r)	(r)	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	NSW Health Pathology	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		1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index		60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	59	38	70	52	77	71	(r)	56	(r)	(r)	62	(r)	(r)	68
40.	In my workplace patient safety is at the centre of all decision making	62	56	78	59	66	74	(r)	61	(r)	(r)	65	(r)	(r)	55
41.	My team's objectives/ work plans are clearly outlined	61	51	68	55	71	64	(r)	59	(r)	(r)	71	(r)	(r)	61
42.	Our objectives/work plans help us to deliver a quality service	62	52	76	43	74	64	(r)	60	(r)	(r)	71	(r)	(r)	61
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	51	40	65	38	65	64	(r)	48	(r)	(r)	56	(r)	(r)	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

Role	NSW Health Pathology	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	1599	85	37	29	163	86	1	1050	0	0	35	6	1	81
Employee Engagement Index	60	57	70	54	77	69	(r)	57	(r)	(r)	69	(r)	(r)	59

Your Workplace

44. Overall I am proud to be a part of this workplace	66	61	78	64	83	77	(r)	62	(r)	(r)	74	(r)	(r)	61
45. I would recommend my workplace as a good place to work	53	51	57	43	71	62	(r)	49	(r)	(r)	71	(r)	(r)	49
46. I feel motivated to contribute more than what is normally required at work	59	61	68	57	76	60	(r)	56	(r)	(r)	71	(r)	(r)	62
47. I have a strong sense of belonging to my workplace	59	57	68	46	72	65	(r)	56	(r)	(r)	59	(r)	(r)	57
48. Overall I am satisfied to be working here at the present time	60	56	81	54	77	73	(r)	56	(r)	(r)	65	(r)	(r)	61
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	55	49	36	67	57	(r)	45	(r)	(r)	50	(r)	(r)	50
50. There is a positive culture in my workplace	42	39	46	43	64	46	(r)	39	(r)	(r)	47	(r)	(r)	41
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	25	43	31	47	46	(r)	28	(r)	(r)	59	(r)	(r)	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

Manage staff

NSW Health Pathology

Yes

No

Respondents 1599 403 1186

Employee Engagement Index 60 68 58

Your Job

1. My job makes good use of my skills and abilities	76	82	75
2. I feel I am able to suggest ideas to improve our ways of doing things	63	76	59
3. Working here makes me want to do the best job I can	65	72	63
4. The right amount of approvals are required for routine decisions	50	50	51
5. I have sufficient control over my work so I can do my job well	63	59	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	55	71	49

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

NSW Health Pathology

Yes

No

Respondents 1599 403 1186

Employee Engagement Index 60 68 58

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	62	71	59
8.	In my team we generally acknowledge one another's efforts and achievements	60	72	56
9.	People in my team are honest and open	54	66	50
10.	My team resolves conflict quickly when it arises	43	54	39
11.	Morale is good in my team	40	50	37

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

NSW Health Pathology

Yes

No

Respondents	1599	403	1186
Employee Engagement Index	60	68	58

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	59	53
13. In my workplace, we recognise our successes and innovations	45	51	43
14. Staff are treated respectfully regardless of their job	54	65	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

NSW Health Pathology

Yes

No

Respondents

1599

403

1186

Employee Engagement Index

60

68

58

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	60	57
15b. treats all staff in my team fairly	55	61	52
15c. ensures that when issues are raised in the team, they are addressed	56	59	55
15d. treats me with respect	71	75	70
16. I receive regular and constructive feedback on my performance	44	44	44
17. Overall, I have confidence in the decisions made by my line manager	56	61	55

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

NSW Health Pathology

Yes

No

Respondents 1599 403 1186

Employee Engagement Index 60 68 58

Senior Managers

18a. are aware of the issues I face in my job	45	50	43
18b. have a clear direction for the future	39	44	37
18c. lead by example in creating a positive workplace	36	40	35
19. There is a positive relationship between senior management and staff in my workplace	36	38	35
20. Overall, I have confidence in the decisions made by my senior managers	40	46	38
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	39	32
22. My organisation is making the necessary decisions to meet our future challenges	38	45	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

Manage staff

NSW Health Pathology

Yes

No

Respondents 1599 403 1186

Employee Engagement Index 60 68 58

Communication

23. I am kept well informed about what is happening in my workplace	42	48	41
24. I have a say in decisions which affect my work	42	55	38
25. I think it is safe to speak up and challenge the way things are done	47	58	44
26. Where I work, we share the lessons learnt when mistakes are made	60	69	57
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	65	52
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	65	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

NSW Health Pathology

Yes

No

Respondents	1599	403	1186
Employee Engagement Index	60	68	58

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	66	68
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	66	63	67
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	64	46

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

NSW Health Pathology

Yes

No

Respondents	1599	403	1186
Employee Engagement Index	60	68	58

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	45	35
32. I am able to achieve a healthy work/life balance most of the time	58	48	62
33. There are mechanisms in place to support me if I experience stress or pressure	45	47	45
34. Reasonable expectations are placed on staff according to their position	52	56	50
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	71	59
36. My workplace enables strong professional leadership	40	46	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

Manage staff

NSW Health Pathology

Yes

No

Respondents	1599	403	1186
Employee Engagement Index	60	68	58

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	89	74
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	49	41

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

NSW Health Pathology

Yes

No

Respondents	1599	403	1186
Employee Engagement Index	60	68	58

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	59	55	61
40. In my workplace patient safety is at the centre of all decision making	62	67	61
41. My team's objectives/ work plans are clearly outlined	61	68	59
42. Our objectives/work plans help us to deliver a quality service	62	66	61
43. At my workplace there is a good balance between delivering services and monitoring service delivery	51	50	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

Manage staff

NSW Health Pathology

Yes

No

Respondents 1599 403 1186

Employee Engagement Index 60 68 58

Your Workplace

44. Overall I am proud to be a part of this workplace	66	73	64
45. I would recommend my workplace as a good place to work	53	60	50
46. I feel motivated to contribute more than what is normally required at work	59	70	56
47. I have a strong sense of belonging to my workplace	59	71	55
48. Overall I am satisfied to be working here at the present time	60	64	59
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	57	46
50. There is a positive culture in my workplace	42	45	42
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	40	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

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Your Job

1. My job makes good use of my skills and abilities	76	83	79	81	90
2. I feel I am able to suggest ideas to improve our ways of doing things	63	76	73	79	100
3. Working here makes me want to do the best job I can	65	70	69	77	100
4. The right amount of approvals are required for routine decisions	50	49	50	46	80
5. I have sufficient control over my work so I can do my job well	63	60	58	54	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	55	67	71	69	90

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	65	71	88	90
8. In my team we generally acknowledge one another's efforts and achievements	60	67	72	81	90
9. People in my team are honest and open	54	59	70	75	100
10. My team resolves conflict quickly when it arises	43	51	54	58	90
11. Morale is good in my team	40	46	50	60	70

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	52	63	58	100
13. In my workplace, we recognise our successes and innovations	45	45	52	65	90
14. Staff are treated respectfully regardless of their job	54	58	69	71	90

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	63	56	58	80
15b. treats all staff in my team fairly	55	56	65	58	90
15c. ensures that when issues are raised in the team, they are addressed	56	57	61	58	90
15d. treats me with respect	71	71	76	75	90
16. I receive regular and constructive feedback on my performance	44	44	41	50	70
17. Overall, I have confidence in the decisions made by my line manager	56	56	65	58	90

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Senior Managers

18a. are aware of the issues I face in my job	45	48	52	50	90
18b. have a clear direction for the future	39	43	43	48	80
18c. lead by example in creating a positive workplace	36	36	39	48	90
19. There is a positive relationship between senior management and staff in my workplace	36	35	39	40	70
20. Overall, I have confidence in the decisions made by my senior managers	40	41	49	46	90
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	33	42	40	80
22. My organisation is making the necessary decisions to meet our future challenges	38	37	48	54	90

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Communication

23. I am kept well informed about what is happening in my workplace	42	41	50	48	90
24. I have a say in decisions which affect my work	42	46	61	58	80
25. I think it is safe to speak up and challenge the way things are done	47	54	62	56	90
26. Where I work, we share the lessons learnt when mistakes are made	60	64	70	73	100
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	58	70	65	100
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	61	66	69	100

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	66	66	65	80
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	66	63	62	65	70
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	59	65	73	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

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	36	53	46	60
32. I am able to achieve a healthy work/life balance most of the time	58	51	49	35	30
33. There are mechanisms in place to support me if I experience stress or pressure	45	43	54	38	70
34. Reasonable expectations are placed on staff according to their position	52	55	52	67	70
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	66	79	68	70
36. My workplace enables strong professional leadership	40	43	46	56	70

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	86	92	88	100
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	41	55	42	100

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	59	54	54	58	60
40. In my workplace patient safety is at the centre of all decision making	62	62	71	66	60
41. My team's objectives/ work plans are clearly outlined	61	65	69	70	80
42. Our objectives/work plans help us to deliver a quality service	62	64	65	73	70
43. At my workplace there is a good balance between delivering services and monitoring service delivery	51	46	52	51	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

	NSW Health Pathology	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1599	168	155	48	10
Employee Engagement Index	60	62	70	75	87

Your Workplace

44. Overall I am proud to be a part of this workplace	66	66	76	79	90
45. I would recommend my workplace as a good place to work	53	49	65	71	80
46. I feel motivated to contribute more than what is normally required at work	59	65	70	77	90
47. I have a strong sense of belonging to my workplace	59	64	75	73	90
48. Overall I am satisfied to be working here at the present time	60	60	65	71	70
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	49	59	63	90
50. There is a positive culture in my workplace	42	38	46	60	70
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	34	39	53	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

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Your Job

1. My job makes good use of my skills and abilities	76	76	76	76	(r)	88	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	63	64	61	62	(r)	63	(r)
3. Working here makes me want to do the best job I can	65	64	68	72	(r)	76	(r)
4. The right amount of approvals are required for routine decisions	50	49	52	62	(r)	64	(r)
5. I have sufficient control over my work so I can do my job well	63	62	64	70	(r)	76	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	55	55	50	61	(r)	68	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	62	57	77	(r)	72	(r)
8. In my team we generally acknowledge one another's efforts and achievements	60	60	54	70	(r)	56	(r)
9. People in my team are honest and open	54	54	49	63	(r)	60	(r)
10. My team resolves conflict quickly when it arises	43	44	38	46	(r)	36	(r)
11. Morale is good in my team	40	40	36	53	(r)	48	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	54	53	67	(r)	68	(r)
13. In my workplace, we recognise our successes and innovations	45	45	41	51	(r)	48	(r)
14. Staff are treated respectfully regardless of their job	54	55	49	66	(r)	64	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	57	56	70	(r)	64	(r)
15b. treats all staff in my team fairly	55	53	53	74	(r)	60	(r)
15c. ensures that when issues are raised in the team, they are addressed	56	54	57	74	(r)	52	(r)
15d. treats me with respect	71	69	73	89	(r)	72	(r)
16. I receive regular and constructive feedback on my performance	44	43	44	63	(r)	48	(r)
17. Overall, I have confidence in the decisions made by my line manager	56	55	56	76	(r)	52	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Senior Managers

18a. are aware of the issues I face in my job	45	46	40	51	(r)	56	(r)
18b. have a clear direction for the future	39	39	34	42	(r)	52	(r)
18c. lead by example in creating a positive workplace	36	37	30	46	(r)	52	(r)
19. There is a positive relationship between senior management and staff in my workplace	36	36	32	48	(r)	60	(r)
20. Overall, I have confidence in the decisions made by my senior managers	40	39	36	56	(r)	56	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	34	27	45	(r)	40	(r)
22. My organisation is making the necessary decisions to meet our future challenges	38	40	30	45	(r)	46	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Communication

23. I am kept well informed about what is happening in my workplace	42	41	43	50	(r)	56	(r)
24. I have a say in decisions which affect my work	42	43	38	44	(r)	56	(r)
25. I think it is safe to speak up and challenge the way things are done	47	47	48	47	(r)	44	(r)
26. Where I work, we share the lessons learnt when mistakes are made	60	59	57	73	(r)	76	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	56	49	62	(r)	56	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	60	58	63	(r)	64	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	66	68	74	(r)	80	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	66	67	60	71	(r)	80	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	51	44	57	(r)	60	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	37	34	48	(r)	52	(r)
32. I am able to achieve a healthy work/life balance most of the time	58	54	67	72	(r)	76	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	45	43	49	53	(r)	64	(r)
34. Reasonable expectations are placed on staff according to their position	52	50	53	64	(r)	56	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	63	55	73	(r)	80	(r)
36. My workplace enables strong professional leadership	40	40	37	52	(r)	60	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	79	77	71	(r)	80	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	42	41	54	(r)	68	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	59	57	63	62	(r)	76	(r)
40. In my workplace patient safety is at the centre of all decision making	62	61	63	62	(r)	84	(r)
41. My team's objectives/ work plans are clearly outlined	61	59	63	71	(r)	72	(r)
42. Our objectives/work plans help us to deliver a quality service	62	61	63	71	(r)	72	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	51	49	53	66	(r)	72	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	NSW Health Pathology	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1599	1108	348	101	3	25	6
Employee Engagement Index	60	60	60	69	(r)	74	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	66	64	66	74	(r)	84	(r)
45. I would recommend my workplace as a good place to work	53	52	51	67	(r)	76	(r)
46. I feel motivated to contribute more than what is normally required at work	59	60	55	66	(r)	60	(r)
47. I have a strong sense of belonging to my workplace	59	59	57	59	(r)	68	(r)
48. Overall I am satisfied to be working here at the present time	60	59	60	76	(r)	80	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	47	47	65	(r)	72	(r)
50. There is a positive culture in my workplace	42	41	38	59	(r)	72	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	33	30	34	(r)	48	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Your Job

1. My job makes good use of my skills and abilities	76	88	74	73	73	77
2. I feel I am able to suggest ideas to improve our ways of doing things	63	72	59	61	59	65
3. Working here makes me want to do the best job I can	65	81	68	65	63	64
4. The right amount of approvals are required for routine decisions	50	65	51	55	48	48
5. I have sufficient control over my work so I can do my job well	63	79	69	69	58	60
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	55	74	57	53	49	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

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	75	67	60	57	62
8. In my team we generally acknowledge one another's efforts and achievements	60	78	61	58	56	59
9. People in my team are honest and open	54	71	56	49	48	55
10. My team resolves conflict quickly when it arises	43	62	45	39	37	44
11. Morale is good in my team	40	68	47	38	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

Length of Service

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	77	56	55	54	52
13. In my workplace, we recognise our successes and innovations	45	67	49	43	46	42
14. Staff are treated respectfully regardless of their job	54	78	57	54	54	51

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	77	58	59	57	55
15b. treats all staff in my team fairly	55	81	56	53	52	53
15c. ensures that when issues are raised in the team, they are addressed	56	80	59	54	56	52
15d. treats me with respect	71	90	68	73	70	68
16. I receive regular and constructive feedback on my performance	44	72	51	46	42	40
17. Overall, I have confidence in the decisions made by my line manager	56	80	62	56	55	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

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Senior Managers

18a. are aware of the issues I face in my job	45	67	54	42	42	43
18b. have a clear direction for the future	39	60	54	40	35	35
18c. lead by example in creating a positive workplace	36	64	42	37	35	32
19. There is a positive relationship between senior management and staff in my workplace	36	64	55	39	34	30
20. Overall, I have confidence in the decisions made by my senior managers	40	69	61	39	37	35
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	65	49	34	32	28
22. My organisation is making the necessary decisions to meet our future challenges	38	65	55	39	34	34

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Communication

23. I am kept well informed about what is happening in my workplace	42	74	52	45	37	38
24. I have a say in decisions which affect my work	42	66	50	40	36	42
25. I think it is safe to speak up and challenge the way things are done	47	69	51	45	42	47
26. Where I work, we share the lessons learnt when mistakes are made	60	77	59	60	61	58
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	71	61	57	51	53
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	79	62	63	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

Length of Service

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	73	69	69	66	66
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	66	77	76	69	64	63
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	69	64	52	47	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

Length of Service

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	61	43	38	34	35
32. I am able to achieve a healthy work/life balance most of the time	58	79	64	62	59	53
33. There are mechanisms in place to support me if I experience stress or pressure	45	64	52	48	40	43
34. Reasonable expectations are placed on staff according to their position	52	70	62	55	49	48
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	78	66	64	57	61
36. My workplace enables strong professional leadership	40	66	49	41	39	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

Length of Service

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	73	83	74	73	82
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	74	54	40	37	41

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	59	75	66	67	57	54
40. In my workplace patient safety is at the centre of all decision making	62	76	53	63	61	62
41. My team's objectives/ work plans are clearly outlined	61	73	64	60	58	60
42. Our objectives/work plans help us to deliver a quality service	62	77	58	67	60	60
43. At my workplace there is a good balance between delivering services and monitoring service delivery	51	74	52	56	47	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

	NSW Health Pathology	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	1599	113	104	264	328	783
Employee Engagement Index	60	78	64	59	58	59

Your Workplace

44. Overall I am proud to be a part of this workplace	66	79	68	66	62	65
45. I would recommend my workplace as a good place to work	53	78	60	55	49	49
46. I feel motivated to contribute more than what is normally required at work	59	80	62	58	56	58
47. I have a strong sense of belonging to my workplace	59	68	56	53	58	60
48. Overall I am satisfied to be working here at the present time	60	82	66	59	62	56
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	76	55	50	40	47
50. There is a positive culture in my workplace	42	72	50	41	40	38
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	34	34	37	33	30

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599 392 1033 91

Employee Engagement Index

60 63 63 34

Your Job

1. My job makes good use of my skills and abilities	76	74	79	65
2. I feel I am able to suggest ideas to improve our ways of doing things	63	66	65	38
3. Working here makes me want to do the best job I can	65	67	68	38
4. The right amount of approvals are required for routine decisions	50	48	53	32
5. I have sufficient control over my work so I can do my job well	63	63	65	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	55	57	55	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

Gender

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599

392

1033

91

Employee Engagement Index

60

63

63

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	62	70	61	44
8.	In my team we generally acknowledge one another's efforts and achievements	60	64	60	44
9.	People in my team are honest and open	54	62	53	34
10.	My team resolves conflict quickly when it arises	43	49	43	26
11.	Morale is good in my team	40	45	40	21

Demographics

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

Key



At least 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

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599

392

1033

91

Employee Engagement Index

60

63

63

34

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	56	57	33
13. In my workplace, we recognise our successes and innovations	45	47	47	26
14. Staff are treated respectfully regardless of their job	54	60	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

Gender

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599

392

1033

91

Employee Engagement Index

60

63

63

34

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	61	59	34
15b. treats all staff in my team fairly	55	58	56	34
15c. ensures that when issues are raised in the team, they are addressed	56	59	57	34
15d. treats me with respect	71	75	72	47
16. I receive regular and constructive feedback on my performance	44	47	45	23
17. Overall, I have confidence in the decisions made by my line manager	56	61	58	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599

392

1033

91

Employee Engagement Index

60

63

63

34

Senior Managers

18a. are aware of the issues I face in my job	45	47	45	30
18b. have a clear direction for the future	39	38	40	24
18c. lead by example in creating a positive workplace	36	37	38	19
19. There is a positive relationship between senior management and staff in my workplace	36	38	37	19
20. Overall, I have confidence in the decisions made by my senior managers	40	43	41	19
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	37	34	17
22. My organisation is making the necessary decisions to meet our future challenges	38	41	39	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

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599 392 1033 91

Employee Engagement Index

60 63 63 34

Communication

23. I am kept well informed about what is happening in my workplace	42	46	42	29
24. I have a say in decisions which affect my work	42	48	42	21
25. I think it is safe to speak up and challenge the way things are done	47	51	48	27
26. Where I work, we share the lessons learnt when mistakes are made	60	64	61	38
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	57	56	40
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	62	61	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

Gender

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599 392 1033 91

Employee Engagement Index

60 63 63 34

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	68	69	49
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	66	64	67	63
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	58	50	33

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599

392

1033

91

Employee Engagement Index

60

63

63

34

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	45	37	19
32. I am able to achieve a healthy work/life balance most of the time	58	55	60	40
33. There are mechanisms in place to support me if I experience stress or pressure	45	48	46	29
34. Reasonable expectations are placed on staff according to their position	52	56	52	30
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	64	63	50
36. My workplace enables strong professional leadership	40	43	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

Gender

NSW Health Pathology

Male

Female

Prefer not to say

Respondents	1599	392	1033	91
Employee Engagement Index	60	63	63	34

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	79	78	77
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	49	43	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

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599

392

1033

91

Employee Engagement Index

60

63

63

34

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	59	58	62	36
40.	In my workplace patient safety is at the centre of all decision making	62	60	64	51
41.	My team's objectives/ work plans are clearly outlined	61	62	63	39
42.	Our objectives/work plans help us to deliver a quality service	62	63	63	43
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	51	51	53	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

NSW Health Pathology

Male

Female

Prefer not to say

Respondents

1599 392 1033 91

Employee Engagement Index

60 63 63 34

Your Workplace

44. Overall I am proud to be a part of this workplace	66	67	69	37
45. I would recommend my workplace as a good place to work	53	58	53	29
46. I feel motivated to contribute more than what is normally required at work	59	61	62	35
47. I have a strong sense of belonging to my workplace	59	62	60	28
48. Overall I am satisfied to be working here at the present time	60	62	63	36
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	53	49	34
50. There is a positive culture in my workplace	42	46	43	18
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	34	34	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

Age Group

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Your Job

1. My job makes good use of my skills and abilities	76	84	68	70	77	77	77	81	80	78	67
2. I feel I am able to suggest ideas to improve our ways of doing things	63	53	48	65	64	68	62	66	69	70	46
3. Working here makes me want to do the best job I can	65	74	61	60	58	70	64	67	70	78	54
4. The right amount of approvals are required for routine decisions	50	61	46	45	55	55	50	54	50	53	36
5. I have sufficient control over my work so I can do my job well	63	74	61	61	70	64	64	60	60	68	59
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	55	58	51	51	54	59	53	57	57	58	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

Age Group

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	68	56	56	58	64	62	62	68	66	62
8. In my team we generally acknowledge one another's efforts and achievements	60	63	52	61	61	60	54	64	57	69	55
9. People in my team are honest and open	54	66	50	45	59	54	50	56	56	60	45
10. My team resolves conflict quickly when it arises	43	45	42	39	42	45	43	45	40	51	38
11. Morale is good in my team	40	58	39	39	42	40	37	43	38	44	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

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	61	53	54	54	59	53	53	59	59	43
13. In my workplace, we recognise our successes and innovations	45	47	43	50	48	48	39	46	42	49	39
14. Staff are treated respectfully regardless of their job	54	61	58	58	52	57	48	54	56	61	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

Age Group

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	63	59	63	61	67	57	52	55	55	48
15b. treats all staff in my team fairly	55	58	54	60	60	63	54	51	50	55	40
15c. ensures that when issues are raised in the team, they are addressed	56	58	58	57	58	64	51	54	54	56	44
15d. treats me with respect	71	79	74	73	72	76	70	68	71	71	55
16. I receive regular and constructive feedback on my performance	44	58	45	47	51	55	46	41	40	34	33
17. Overall, I have confidence in the decisions made by my line manager	56	61	57	58	61	67	58	52	52	54	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

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Senior Managers

18a. are aware of the issues I face in my job	45	50	43	42	46	50	47	43	45	51	37
18b. have a clear direction for the future	39	47	39	42	35	46	39	37	37	37	33
18c. lead by example in creating a positive workplace	36	50	34	42	37	42	35	35	38	29	26
19. There is a positive relationship between senior management and staff in my workplace	36	55	34	43	39	42	32	33	36	30	26
20. Overall, I have confidence in the decisions made by my senior managers	40	61	37	46	43	47	39	36	39	36	28
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	45	32	37	36	41	32	29	33	29	27
22. My organisation is making the necessary decisions to meet our future challenges	38	50	37	44	37	43	35	39	38	35	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

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Communication

23. I am kept well informed about what is happening in my workplace	42	61	37	42	47	47	45	45	37	39	34
24. I have a say in decisions which affect my work	42	45	36	39	40	47	46	48	46	40	25
25. I think it is safe to speak up and challenge the way things are done	47	50	43	49	47	48	51	48	50	54	25
26. Where I work, we share the lessons learnt when mistakes are made	60	76	60	62	61	63	58	62	57	64	41
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	53	48	55	52	59	58	58	58	51	50
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	71	53	59	61	60	62	60	62	57	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

Age Group

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	84	64	67	72	68	69	67	66	66	56
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	66	76	69	69	72	69	64	61	60	67	67
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	66	50	54	54	53	52	44	46	52	49

Demographics

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

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	42	36	36	39	45	36	41	37	38	22
32. I am able to achieve a healthy work/life balance most of the time	58	73	61	62	64	55	59	55	57	55	50
33. There are mechanisms in place to support me if I experience stress or pressure	45	51	45	49	44	47	45	46	46	47	28
34. Reasonable expectations are placed on staff according to their position	52	59	51	51	52	56	52	51	51	57	30
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	73	57	64	61	64	63	61	63	63	54
36. My workplace enables strong professional leadership	40	47	39	42	47	45	41	39	34	42	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

Age Group

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	73	69	79	70	79	82	79	81	81	81
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	54	40	43	38	53	43	43	44	48	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

Age Group

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	59	76	58	56	63	60	60	63	60	54	45
40. In my workplace patient safety is at the centre of all decision making	62	57	56	55	64	60	62	64	65	71	61
41. My team's objectives/ work plans are clearly outlined	61	70	63	59	64	60	64	62	59	60	51
42. Our objectives/work plans help us to deliver a quality service	62	76	59	61	71	60	62	64	59	63	48
43. At my workplace there is a good balance between delivering services and monitoring service delivery	51	65	51	49	58	50	52	52	48	50	41

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	NSW Health Pathology	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	1599	38	127	173	182	185	182	243	231	146	85
Employee Engagement Index	60	70	55	56	59	62	59	63	64	68	46

Your Workplace

44. Overall I am proud to be a part of this workplace	66	81	58	61	65	67	64	70	68	72	52
45. I would recommend my workplace as a good place to work	53	65	52	50	55	56	53	53	54	51	37
46. I feel motivated to contribute more than what is normally required at work	59	73	54	54	60	60	57	61	62	69	47
47. I have a strong sense of belonging to my workplace	59	59	48	52	57	60	59	61	65	69	41
48. Overall I am satisfied to be working here at the present time	60	65	59	62	60	59	57	63	63	67	43
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	62	46	41	53	51	47	50	48	54	43
50. There is a positive culture in my workplace	42	59	46	38	44	46	40	42	43	45	31
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	38	24	34	32	34	31	37	33	37	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

Australian Aboriginal

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Your Job

1. My job makes good use of my skills and abilities	76	82	(r)	77	64
2. I feel I am able to suggest ideas to improve our ways of doing things	63	55	(r)	64	43
3. Working here makes me want to do the best job I can	65	64	(r)	66	51
4. The right amount of approvals are required for routine decisions	50	73	(r)	51	40
5. I have sufficient control over my work so I can do my job well	63	64	(r)	63	63
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	55	64	(r)	55	43

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	64	(r)	62	46
8. In my team we generally acknowledge one another's efforts and achievements	60	73	(r)	60	51
9. People in my team are honest and open	54	45	(r)	54	41
10. My team resolves conflict quickly when it arises	43	27	(r)	43	37
11. Morale is good in my team	40	36	(r)	40	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

Australian Aboriginal

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	27	(r)	56	42
13. In my workplace, we recognise our successes and innovations	45	27	(r)	45	37
14. Staff are treated respectfully regardless of their job	54	27	(r)	55	37

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	64	(r)	58	46
15b. treats all staff in my team fairly	55	45	(r)	55	44
15c. ensures that when issues are raised in the team, they are addressed	56	55	(r)	56	49
15d. treats me with respect	71	73	(r)	71	56
16. I receive regular and constructive feedback on my performance	44	36	(r)	45	32
17. Overall, I have confidence in the decisions made by my line manager	56	36	(r)	57	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

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Senior Managers

18a. are aware of the issues I face in my job	45	55	(r)	45	36
18b. have a clear direction for the future	39	27	(r)	39	30
18c. lead by example in creating a positive workplace	36	36	(r)	36	29
19. There is a positive relationship between senior management and staff in my workplace	36	36	(r)	36	26
20. Overall, I have confidence in the decisions made by my senior managers	40	45	(r)	40	28
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	36	(r)	34	28
22. My organisation is making the necessary decisions to meet our future challenges	38	45	(r)	39	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

Australian Aboriginal

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Communication

23. I am kept well informed about what is happening in my workplace	42	36	(r)	43	25
24. I have a say in decisions which affect my work	42	18	(r)	43	26
25. I think it is safe to speak up and challenge the way things are done	47	36	(r)	48	35
26. Where I work, we share the lessons learnt when mistakes are made	60	64	(r)	61	44
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	45	(r)	56	41
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	73	(r)	60	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

Australian Aboriginal

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	73	(r)	68	56
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	66	73	(r)	66	63
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	27	(r)	51	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	18	(r)	38	31
32. I am able to achieve a healthy work/life balance most of the time	58	55	(r)	59	49
33. There are mechanisms in place to support me if I experience stress or pressure	45	18	(r)	46	35
34. Reasonable expectations are placed on staff according to their position	52	9	(r)	52	38
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	64	(r)	62	53
36. My workplace enables strong professional leadership	40	36	(r)	41	24

Demographics

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

Key



At least 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

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	82	(r)	78	75
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	55	(r)	44	24

Demographics

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

Key



At least 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

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	59	64	(r)	60	45
40.	In my workplace patient safety is at the centre of all decision making	62	82	(r)	62	55
41.	My team's objectives/ work plans are clearly outlined	61	64	(r)	61	46
42.	Our objectives/work plans help us to deliver a quality service	62	73	(r)	62	51
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	51	55	(r)	51	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	NSW Health Pathology	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1599	11	0	1507	72
Employee Engagement Index	60	59	(r)	61	43

Your Workplace

44. Overall I am proud to be a part of this workplace	66	82	(r)	67	43
45. I would recommend my workplace as a good place to work	53	64	(r)	53	37
46. I feel motivated to contribute more than what is normally required at work	59	45	(r)	60	45
47. I have a strong sense of belonging to my workplace	59	55	(r)	60	34
48. Overall I am satisfied to be working here at the present time	60	45	(r)	61	46
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	55	(r)	49	42
50. There is a positive culture in my workplace	42	45	(r)	43	25
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	36	(r)	33	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

Disability

NSW Health Pathology

Yes

No

Prefer not to say

Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Your Job

1. My job makes good use of my skills and abilities	76	67	77	69
2. I feel I am able to suggest ideas to improve our ways of doing things	63	44	63	57
3. Working here makes me want to do the best job I can	65	61	66	48
4. The right amount of approvals are required for routine decisions	50	33	51	38
5. I have sufficient control over my work so I can do my job well	63	56	63	60
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	55	28	55	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

Disability

NSW Health Pathology

Yes

No

Prefer not to say

Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	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	62	44	62	55
8. In my team we generally acknowledge one another's efforts and achievements	60	44	60	57
9. People in my team are honest and open	54	28	54	48
10. My team resolves conflict quickly when it arises	43	22	43	45
11. Morale is good in my team	40	11	40	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

NSW Health Pathology

Yes

No

Prefer not to say

Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	44	55	52
13. In my workplace, we recognise our successes and innovations	45	33	45	38
14. Staff are treated respectfully regardless of their job	54	11	55	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

NSW Health Pathology

Yes

No

Prefer not to say

Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	39	58	57
15b. treats all staff in my team fairly	55	22	55	50
15c. ensures that when issues are raised in the team, they are addressed	56	22	56	55
15d. treats me with respect	71	50	71	64
16. I receive regular and constructive feedback on my performance	44	6	45	36
17. Overall, I have confidence in the decisions made by my line manager	56	28	57	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

Disability

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Senior Managers

18a. are aware of the issues I face in my job	45	22	46	34
18b. have a clear direction for the future	39	22	39	34
18c. lead by example in creating a positive workplace	36	17	37	32
19. There is a positive relationship between senior management and staff in my workplace	36	11	37	32
20. Overall, I have confidence in the decisions made by my senior managers	40	22	40	34
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	11	34	37
22. My organisation is making the necessary decisions to meet our future challenges	38	11	39	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

NSW Health Pathology

Yes

No

Prefer not to say

Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Communication

23. I am kept well informed about what is happening in my workplace	42	22	43	29
24. I have a say in decisions which affect my work	42	6	43	32
25. I think it is safe to speak up and challenge the way things are done	47	17	48	46
26. Where I work, we share the lessons learnt when mistakes are made	60	33	61	51
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	50	55	46
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	44	60	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

Disability

NSW Health Pathology

Yes

No

Prefer not to say

Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	39	68	63
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	66	39	66	65
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	22	51	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

Disability

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	12	38	30
32. I am able to achieve a healthy work/life balance most of the time	58	29	59	45
33. There are mechanisms in place to support me if I experience stress or pressure	45	18	46	38
34. Reasonable expectations are placed on staff according to their position	52	18	52	45
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	41	62	58
36. My workplace enables strong professional leadership	40	12	41	33

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	76	78	75
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	6	44	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

Disability

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	18	1536	42
Employee Engagement Index	60	43	61	47

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	59	53	59	48
40.	In my workplace patient safety is at the centre of all decision making	62	53	62	65
41.	My team's objectives/ work plans are clearly outlined	61	47	61	45
42.	Our objectives/work plans help us to deliver a quality service	62	53	62	63
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	51	24	51	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

Disability

NSW Health Pathology

Yes

No

Prefer not to say

Respondents

1599

18

1536

42

Employee Engagement Index

60

43

61

47

Your Workplace

44. Overall I am proud to be a part of this workplace	66	59	66	48
45. I would recommend my workplace as a good place to work	53	12	53	40
46. I feel motivated to contribute more than what is normally required at work	59	29	60	58
47. I have a strong sense of belonging to my workplace	59	24	59	40
48. Overall I am satisfied to be working here at the present time	60	71	61	48
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	18	49	48
50. There is a positive culture in my workplace	42	12	43	30
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	18	33	30

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Your Job

1. My job makes good use of my skills and abilities	76	77	77	62
2. I feel I am able to suggest ideas to improve our ways of doing things	63	63	66	45
3. Working here makes me want to do the best job I can	65	65	69	49
4. The right amount of approvals are required for routine decisions	50	49	58	30
5. I have sufficient control over my work so I can do my job well	63	62	68	53
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	55	55	56	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

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	63	59	49
8. In my team we generally acknowledge one another's efforts and achievements	60	59	63	45
9. People in my team are honest and open	54	56	50	36
10. My team resolves conflict quickly when it arises	43	43	45	32
11. Morale is good in my team	40	39	47	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

English Speaking Background

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Being Valued

12. I believe I am valued for what I can offer at my workplace	55	54	61	48
13. In my workplace, we recognise our successes and innovations	45	44	50	29
14. Staff are treated respectfully regardless of their job	54	55	57	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

English Speaking Background

	NSW Health Pathology			
	Yes	No	Prefer not to say	
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Your Line Manager

15a. recognises and acknowledges when I have done my job well	58	57	61	45
15b. treats all staff in my team fairly	55	55	56	45
15c. ensures that when issues are raised in the team, they are addressed	56	55	60	51
15d. treats me with respect	71	72	71	52
16. I receive regular and constructive feedback on my performance	44	44	48	25
17. Overall, I have confidence in the decisions made by my line manager	56	57	57	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

English Speaking Background

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Senior Managers

18a. are aware of the issues I face in my job	45	43	53	35
18b. have a clear direction for the future	39	38	41	28
18c. lead by example in creating a positive workplace	36	35	41	26
19. There is a positive relationship between senior management and staff in my workplace	36	35	42	24
20. Overall, I have confidence in the decisions made by my senior managers	40	40	43	22
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	34	33	38	24
22. My organisation is making the necessary decisions to meet our future challenges	38	38	39	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

English Speaking Background

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Communication

23. I am kept well informed about what is happening in my workplace	42	41	49	35
24. I have a say in decisions which affect my work	42	42	48	20
25. I think it is safe to speak up and challenge the way things are done	47	48	47	31
26. Where I work, we share the lessons learnt when mistakes are made	60	60	64	31
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	54	58	47
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	60	59	64	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	67	70	48
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	66	64	72	65
30. I am encouraged to take opportunities to learn new skills and have new experiences	50	49	58	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

English Speaking Background

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	38	36	44	30
32. I am able to achieve a healthy work/life balance most of the time	58	58	61	40
33. There are mechanisms in place to support me if I experience stress or pressure	45	45	49	28
34. Reasonable expectations are placed on staff according to their position	52	51	55	34
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	62	62	64	51
36. My workplace enables strong professional leadership	40	39	46	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

English Speaking Background

	NSW Health Pathology			
		Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	78	81	70	72
38b. have confidence that if you report these behaviours they will be responded to appropriately?	43	44	43	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

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	59	57	68	49
40.	In my workplace patient safety is at the centre of all decision making	62	60	71	60
41.	My team's objectives/ work plans are clearly outlined	61	61	63	38
42.	Our objectives/work plans help us to deliver a quality service	62	61	66	51
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	51	50	56	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	NSW Health Pathology	Yes	No	Prefer not to say
Respondents	1599	1189	350	53
Employee Engagement Index	60	61	63	42

Your Workplace

44. Overall I am proud to be a part of this workplace	66	67	65	49
45. I would recommend my workplace as a good place to work	53	53	56	36
46. I feel motivated to contribute more than what is normally required at work	59	60	59	43
47. I have a strong sense of belonging to my workplace	59	59	60	34
48. Overall I am satisfied to be working here at the present time	60	60	66	43
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	49	48	53	40
50. There is a positive culture in my workplace	42	41	50	21
51. Overall, I believe the culture at my workplace has improved in the last 12 months	33	31	39	19

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?

