

76%

2013: 73%

ENGAGEMENT INDEX

58%

2013: 54%

WORKPLACE CULTURE INDEX

1,965

2013: 1850

ACTUAL RESPONSES

37%

2013: 37%
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	82	+2
45.	I would recommend my workplace as a good place to work	72	+3

Stay

47.	I have a strong sense of belonging to my workplace	72	+3
48.	Overall I am satisfied to be working here at the present time	75	+4

Strive

3.	Working here makes me want to do the best job I can	81	+2
46.	I feel motivated to contribute more than what is normally required at work	73	+1

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	60 -
19.	There is a positive relationship between senior management and staff in my workplace	44 +4
22.	My organisation is making the necessary decisions to meet our future challenges	44 -
21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	41 -
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	47 +2
18c.	The senior managers at my workplace lead by example in creating a positive workplace	48 +7

In this report

HEADLINES

A top line summary of key insights

COMPARISONS

Score summary against selected comparators

ALL QUESTIONS

Detailed results for the entire question set

DEMOGRAPHICS

Score comparisons of demographics

GUIDE

A guide on how to interpret the results

ACTION

Initiatives for maintaining and improving engagement

Highlights and lowlights

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

Highlights

Sections	% Positive
Your Job	71
Training and Development Opportunities	71
Service Delivery	68

Questions	% Positive
1. My job makes good use of my skills and abilities	84
44. Overall I am proud to be a part of this workplace	82
15d. My line manager treats me with respect	81
3. Working here makes me want to do the best job I can	81
40. In my workplace patient safety is at the centre of all decision making	76

Lowlights

Sections	% Positive
Senior Managers	46
Communication	57
Work Environment	61

Questions	% Positive
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41
22. My organisation is making the necessary decisions to meet our future challenges	44
19. There is a positive relationship between senior management and staff in my workplace	44
18a. The senior managers at my workplace are aware of the issues I face in my job	46

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	46	+4
Being Valued	68	+4
Your Job	71	+3

Questions	% Positive	Variance from 2013
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	+7
18c. The senior managers at my workplace lead by example in creating a positive workplace	48	+7
18b. The senior managers at my workplace have a clear direction for the future	47	+6
18a. The senior managers at my workplace are aware of the issues I face in my job	46	+6
20. Overall, I have confidence in the decisions made by my senior managers	50	+6

Least improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	71	-5
Your Team	66	+1
Communication	57	+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	71	-15
11. Morale is good in my team	57	-1
23. I am kept well informed about what is happening in my workplace	55	0
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	0
9. People in my team are honest and open	69	0

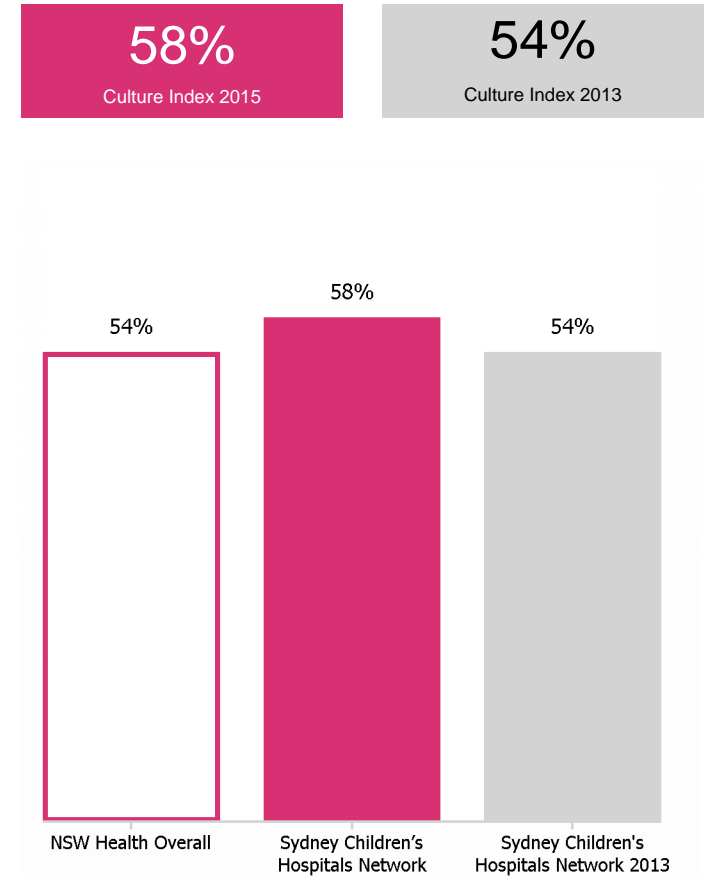
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

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		57	21	22	-1
12. I believe I am valued for what I can offer at my workplace		69	15	16	+5
13. In my workplace, we recognise our successes and innovations		64	20	16	+4
14. Staff are treated respectfully regardless of their job		70	16	14	+3
17. Overall, I have confidence in the decisions made by my line manager		69	17	14	+3
18b. The senior managers at my workplace have a clear direction for the future		47	33	20	+6
18c. The senior managers at my workplace lead by example in creating a positive workplace		48	29	23	+7
20. Overall, I have confidence in the decisions made by my senior managers		50	29	22	+6
24. I have a say in decisions which affect my work		49	27	24	+2
25. I think it is safe to speak up and challenge the way things are done		56	21	23	+2
26. Where I work, we share the lessons learnt when mistakes are made		63	21	16	+3
31. I have confidence in the processes that my workplace uses to resolve staff conflict		47	29	24	+2
41. My team's objectives/ work plans are clearly outlined		70	19	11	+1
42. Our objectives/work plans help us to deliver a quality service		71	20	9	+1
51. Overall, I believe the culture at my workplace has improved in the last 12 months		36	37	27	+7



Trend Comparison

This section shows comparisons between Sydney Children's Hospitals Network and the 2013 survey results for Sydney Children's Hospitals Network



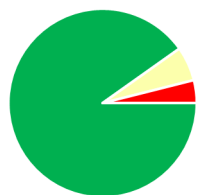
- 90% ■ Proportion of questions above 2013 scores by 1 or more percentage points
- 6% ■ Proportion of questions in line with 2013 scores
- 4% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	<i>% Positive</i>	<i>Variance from 2013</i>
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	■ +7
18c. The senior managers at my workplace lead by example in creating a positive workplace	48	■ +7
18b. The senior managers at my workplace have a clear direction for the future	47	■ +6
18a. The senior managers at my workplace are aware of the issues I face in my job	46	■ +6
20. Overall, I have confidence in the decisions made by my senior managers	50	■ +6
4. The right amount of approvals are required for routine decisions	53	■ +5
16. I receive regular and constructive feedback on my performance	55	■ +5
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	■ +5
12. I believe I am valued for what I can offer at my workplace	69	■ +5
39. My work environment allows me to deliver the best possible services (patient care or support services)	68	■ +4
19. There is a positive relationship between senior management and staff in my workplace	44	■ +4
33. There are mechanisms in place to support me if I experience stress or pressure	57	■ +4

Trend Comparison

This section shows comparisons between Sydney Children's Hospitals Network and the 2013 survey results for Sydney Children's Hospitals Network



- 90% ■ Proportion of questions above 2013 scores by 1 or more percentage points
- 6% ■ Proportion of questions in line with 2013 scores
- 4% ■ 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>
32. I am able to achieve a healthy work/life balance most of the time	66	+4
5. I have sufficient control over my work so I can do my job well	70	+4
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	+4
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	67	+4
40. In my workplace patient safety is at the centre of all decision making	76	+4
15a. My line manager recognises and acknowledges when I have done my job well	70	+4
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	+4
48. Overall I am satisfied to be working here at the present time	75	+4
13. In my workplace, we recognise our successes and innovations	64	+4
15d. My line manager treats me with respect	81	+3
26. Where I work, we share the lessons learnt when mistakes are made	63	+3
47. I have a strong sense of belonging to my workplace	72	+3
14. Staff are treated respectfully regardless of their job	70	+3

Trend Comparison

This section shows comparisons between Sydney Children's Hospitals Network and the 2013 survey results for Sydney Children's Hospitals Network



- 90% ■ Proportion of questions above 2013 scores by 1 or more percentage points
- 6% ■ Proportion of questions in line with 2013 scores
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NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	<i>% Positive</i>	<i>Variance from 2013</i>
17. Overall, I have confidence in the decisions made by my line manager	69	+3
43. At my workplace there is a good balance between delivering services and monitoring service delivery	56	+3
8. In my team we generally acknowledge one another's efforts and achievements	76	+3
45. I would recommend my workplace as a good place to work	72	+3
15b. My line manager treats all staff in my team fairly	66	+3
25. I think it is safe to speak up and challenge the way things are done	56	+2
3. Working here makes me want to do the best job I can	81	+2
44. Overall I am proud to be a part of this workplace	82	+2
2. I feel I am able to suggest ideas to improve our ways of doing things	74	+2
24. I have a say in decisions which affect my work	49	+2
1. My job makes good use of my skills and abilities	84	+2
31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	+2
7. The people I work with are willing to help each other even if this means doing something outside their usual job	75	+2

Trend Comparison

This section shows comparisons between Sydney Children's Hospitals Network and the 2013 survey results for Sydney Children's Hospitals Network



- 90% ■ Proportion of questions above 2013 scores by 1 or more percentage points
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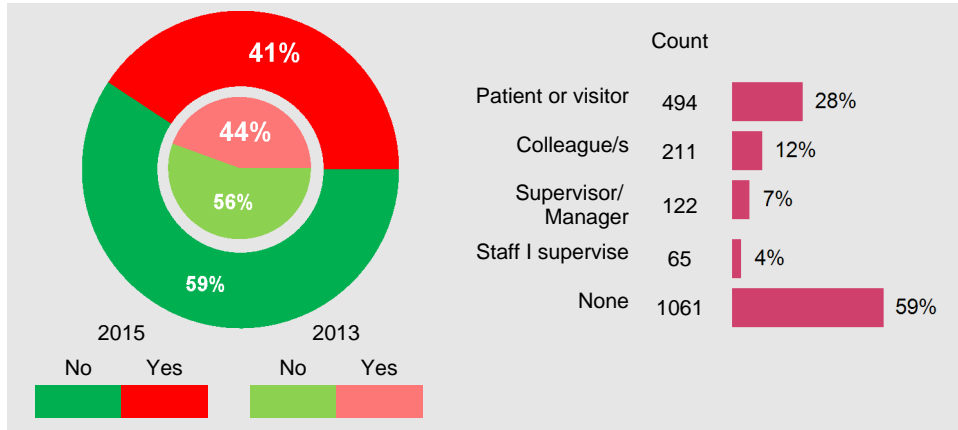
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
34. Reasonable expectations are placed on staff according to their position	61	+2
46. I feel motivated to contribute more than what is normally required at work	73	+1
42. Our objectives/work plans help us to deliver a quality service	71	+1
10. My team resolves conflict quickly when it arises	54	+1
28. I have received the appropriate training and development to do my job effectively	75	+1
41. My team's objectives/ work plans are clearly outlined	70	+1
15c. My line manager ensures that when issues are raised in the team, they are addressed	64	+1
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	+1
9. People in my team are honest and open	69	0
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	0
23. I am kept well informed about what is happening in my workplace	55	0
11. Morale is good in my team	57	-1
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	71	-15

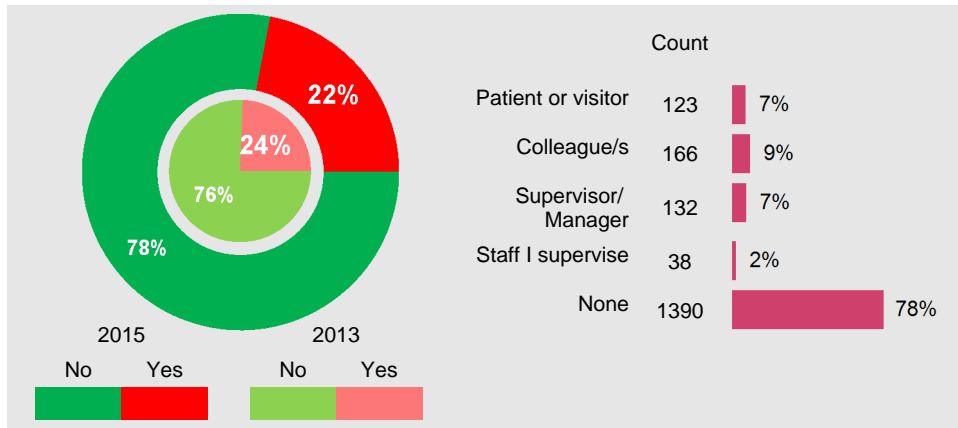
Unacceptable Behaviour

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

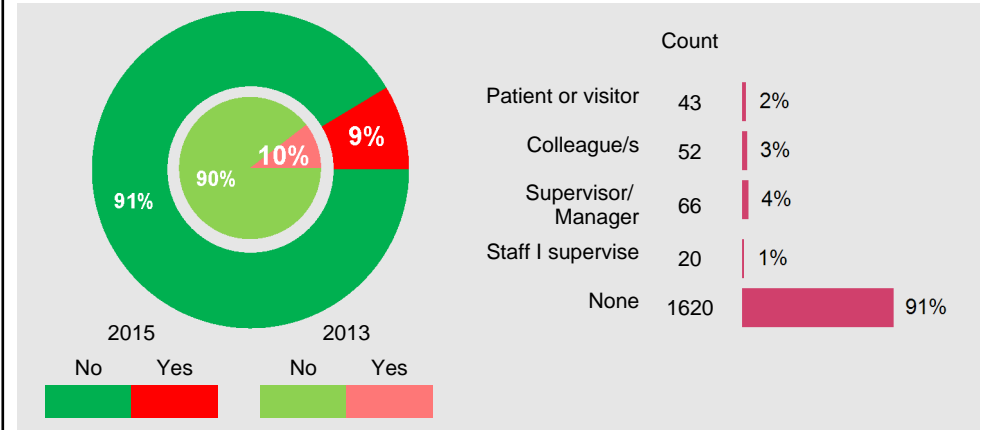
37a. In the last 12 months, I have been verbally abused by a ...



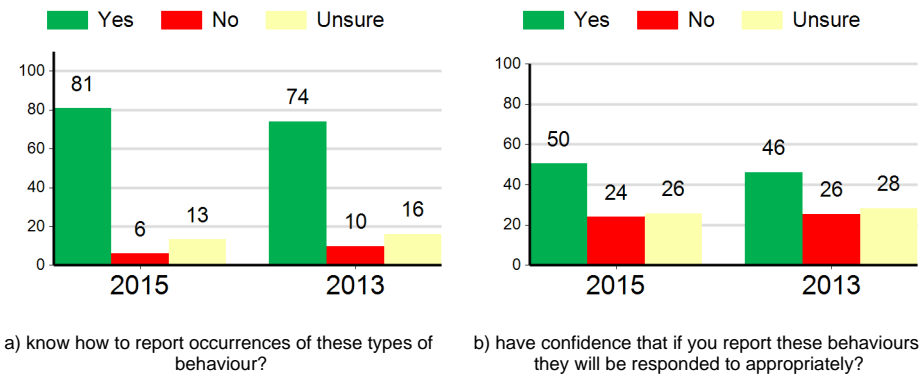
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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 ...



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	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
1. My job makes good use of my skills and abilities	84	8	9	84	82	83	81
2. I feel I am able to suggest ideas to improve our ways of doing things	74	13	13	74	72	72	69
3. Working here makes me want to do the best job I can	81	11	8	81	79	81	72
4. The right amount of approvals are required for routine decisions	53	24	23	53	47	-	52
5. I have sufficient control over my work so I can do my job well	70	15	15	70	66	67	65
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	67	19	14	67	63	64	62

All Questions

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

Key **K** Key Driver Question

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

Your Team

	% Positive response	% Neutral response	% Negative response	% Positive	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
7. The people I work with are willing to help each other even if this means doing something outside their usual job	75	14	12	75	73	72	69
8. In my team we generally acknowledge one another's efforts and achievements	76	13	12	76	73	73	70
9. People in my team are honest and open	69	19	12	69	68	67	64
10. My team resolves conflict quickly when it arises	54	26	19	54	53	53	53
11. Morale is good in my team	57	21	22	57	58	57	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	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	69	15	16	69	64	68	63
13. In my workplace, we recognise our successes and innovations	64	20	16	64	61	64	57
14. Staff are treated respectfully regardless of their job	70	16	14	70	67	68	62

All Questions

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

Key **K** Key Driver Question

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

Your Line Manager

	% Positive response	% Neutral response	% Negative response	% Positive	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
15a. My line manager recognises and acknowledges when I have done my job well	70	16	14	70	66	68	65
15b. My line manager treats all staff in my team fairly	66	15	19	66	64	64	62
15c. My line manager ensures that when issues are raised in the team, they are addressed	64	18	18	64	64	64	61
15d. My line manager treats me with respect	81	11	8	81	78	80	76
16. I receive regular and constructive feedback on my performance	55	21	24	55	50	49	52
17. Overall, I have confidence in the decisions made by my line manager	69	17	14	69	66	68	63

All Questions

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

Key **K** Key Driver Question

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

Senior Managers

		% Positive response	% Neutral response	% Negative response	% Positive	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
	18a.				46	40	44	46
	18b.				47	41	43	45
K	18c.				48	41	45	45
K	19.				44	40	45	42
	20.				50	44	50	46
K	21.				41	-	-	39
K	22.				44	-	-	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	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
23. I am kept well informed about what is happening in my workplace	55	22	23	55	55	60	50
24. I have a say in decisions which affect my work	49	27	24	49	47	49	46
25. I think it is safe to speak up and challenge the way things are done	56	21	23	56	53	56	51
26. Where I work, we share the lessons learnt when mistakes are made	63	21	16	63	60	62	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	25	17	58	58	-	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	25	14	62	58	-	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	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
28.	I have received the appropriate training and development to do my job effectively	75	14	11	75	75	75	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	71	14	16	71	85	86	68
30.	I am encouraged to take opportunities to learn new skills and have new experiences	66	19	15	66	66	66	60

All Questions

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

Key **K** Key Driver Question

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

Work Environment

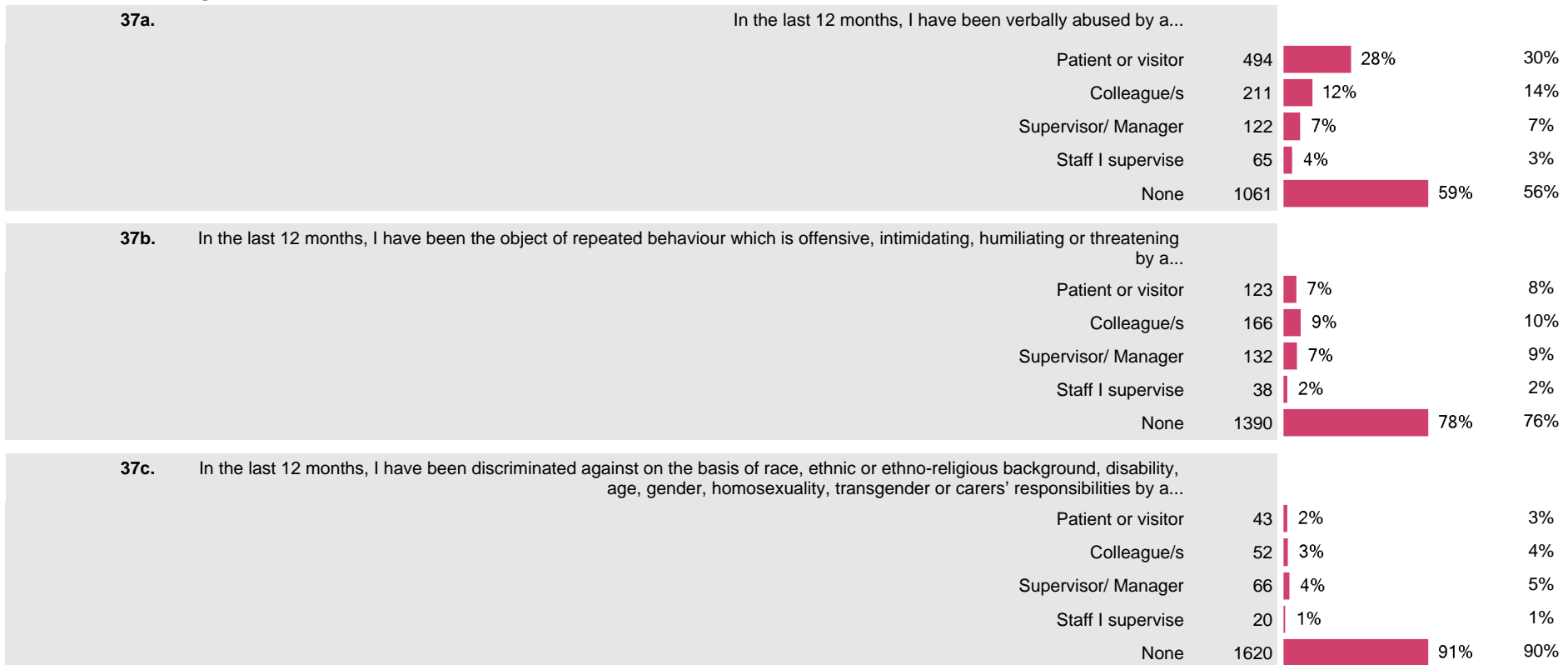
		% Positive response	% Neutral response	% Negative response	% Positive	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
K	31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	29	24	47	45	45	44
	32. I am able to achieve a healthy work/life balance most of the time	66	16	18	66	62	62	65
	33. There are mechanisms in place to support me if I experience stress or pressure	57	24	19	57	53	52	56
	34. Reasonable expectations are placed on staff according to their position	61	21	19	61	59	60	57
	35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	19	7	74	71	72	69
	36. My workplace enables strong professional leadership	60	24	16	60	-	-	52

All Questions

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

Sydney Children's Hospitals Network 2013

Unacceptable Behaviour



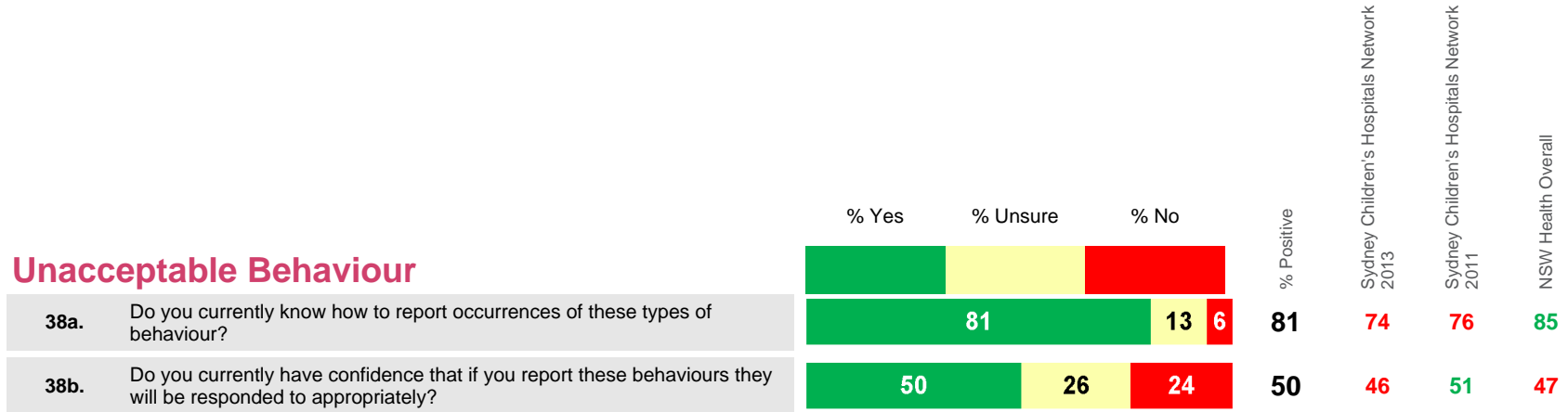
All Questions

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



All Questions

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

Key **K** Key Driver Question

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

Service Delivery

	% Positive response	% Neutral response	% Negative response	% Positive	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
39. My work environment allows me to deliver the best possible services (patient care or support services)	68	17	15	68	63	66	62
40. In my workplace patient safety is at the centre of all decision making	76	16	7	76	73	74	69
41. My team's objectives/ work plans are clearly outlined	70	19	11	70	69	70	66
42. Our objectives/work plans help us to deliver a quality service	71	20	9	71	70	70	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	56	30	14	56	53	-	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	Sydney Children's Hospitals Network 2013	Sydney Children's Hospitals Network 2011	NSW Health Overall
44. Overall I am proud to be a part of this workplace	82	12	6	82	80	84	73
45. I would recommend my workplace as a good place to work	72	17	11	72	70	75	64
46. I feel motivated to contribute more than what is normally required at work	73	16	11	73	71	73	67
47. I have a strong sense of belonging to my workplace	72	17	11	72	69	73	65
48. Overall I am satisfied to be working here at the present time	75	14	12	75	71	75	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	22	12	66	61	-	59
K 50. There is a positive culture in my workplace	60	20	19	60	-	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	37	27	36	28	30	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	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Your Job

1. My job makes good use of my skills and abilities	84	89	86	81	73	89	(r)	83	(r)	(r)	81	79	(r)	77
2. I feel I am able to suggest ideas to improve our ways of doing things	74	75	70	70	79	79	(r)	76	(r)	(r)	82	67	(r)	72
3. Working here makes me want to do the best job I can	81	81	82	78	82	85	(r)	72	(r)	(r)	81	91	(r)	78
4. The right amount of approvals are required for routine decisions	53	44	55	48	60	49	(r)	48	(r)	(r)	46	70	(r)	58
5. I have sufficient control over my work so I can do my job well	70	64	69	74	72	72	(r)	66	(r)	(r)	66	79	(r)	76
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	67	68	65	64	65	69	(r)	70	(r)	(r)	69	82	(r)	63

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	75	84	75	65	68	76	(r)	75	(r)	(r)	75	67	(r)	70
8.	In my team we generally acknowledge one another's efforts and achievements	76	85	75	70	71	82	(r)	71	(r)	(r)	76	76	(r)	66
9.	People in my team are honest and open	69	84	67	64	65	69	(r)	63	(r)	(r)	71	81	(r)	63
10.	My team resolves conflict quickly when it arises	54	65	49	56	58	55	(r)	49	(r)	(r)	51	66	(r)	53
11.	Morale is good in my team	57	60	54	58	58	59	(r)	54	(r)	(r)	52	70	(r)	59

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	74	65	69	68	75	(r)	65	(r)	(r)	74	78	(r)	65
13. In my workplace, we recognise our successes and innovations	64	70	60	56	62	73	(r)	60	(r)	(r)	74	63	(r)	63
14. Staff are treated respectfully regardless of their job	70	80	67	67	68	74	(r)	67	(r)	(r)	74	56	(r)	67

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	70	66	74	72	72	(r)	71	(r)	(r)	78	77	(r)	73
15b. treats all staff in my team fairly	66	81	59	65	69	68	(r)	65	(r)	(r)	69	74	(r)	71
15c. ensures that when issues are raised in the team, they are addressed	64	70	61	64	67	63	(r)	65	(r)	(r)	66	71	(r)	65
15d. treats me with respect	81	88	79	79	78	83	(r)	84	(r)	(r)	78	81	(r)	80
16. I receive regular and constructive feedback on my performance	55	58	51	52	56	59	(r)	55	(r)	(r)	56	63	(r)	58
17. Overall, I have confidence in the decisions made by my line manager	69	78	67	68	67	65	(r)	70	(r)	(r)	74	72	(r)	67

Demographics

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

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Senior Managers

18a. are aware of the issues I face in my job	46	47	44	49	51	45	(r)	39	(r)	(r)	51	65	(r)	51
18b. have a clear direction for the future	47	44	43	52	49	49	(r)	45	(r)	(r)	59	55	(r)	54
18c. lead by example in creating a positive workplace	48	45	44	56	54	46	(r)	44	(r)	(r)	49	59	(r)	58
19. There is a positive relationship between senior management and staff in my workplace	44	46	39	49	51	41	(r)	43	(r)	(r)	47	59	(r)	54
20. Overall, I have confidence in the decisions made by my senior managers	50	53	44	54	53	48	(r)	44	(r)	(r)	56	59	(r)	58
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	43	36	46	43	40	(r)	35	(r)	(r)	47	56	(r)	53
22. My organisation is making the necessary decisions to meet our future challenges	44	35	39	51	49	41	(r)	44	(r)	(r)	53	53	(r)	60

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Communication

23. I am kept well informed about what is happening in my workplace	55	53	56	51	51	59	(r)	51	(r)	(r)	60	48	(r)	56
24. I have a say in decisions which affect my work	49	41	45	45	58	54	(r)	49	(r)	(r)	56	52	(r)	54
25. I think it is safe to speak up and challenge the way things are done	56	58	53	54	57	57	(r)	58	(r)	(r)	65	48	(r)	54
26. Where I work, we share the lessons learnt when mistakes are made	63	70	63	61	65	62	(r)	60	(r)	(r)	57	52	(r)	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	51	55	60	66	62	(r)	50	(r)	(r)	74	58	(r)	63
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	54	55	74	72	62	(r)	60	(r)	(r)	72	67	(r)	68

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	86	82	61	63	77	(r)	76	(r)	(r)	69	70	(r)	64
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	71	53	68	77	82	72	(r)	80	(r)	(r)	79	73	(r)	74
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	74	67	55	60	68	(r)	71	(r)	(r)	74	55	(r)	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Sydney Children's Hospitals Network													
		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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	49	44	48	54	47	(r)	42	(r)	(r)	46	52	(r)	53
32. I am able to achieve a healthy work/life balance most of the time	66	54	68	73	65	72	(r)	61	(r)	(r)	70	71	(r)	70
33. There are mechanisms in place to support me if I experience stress or pressure	57	52	56	57	63	64	(r)	49	(r)	(r)	61	52	(r)	51
34. Reasonable expectations are placed on staff according to their position	61	64	62	57	59	61	(r)	53	(r)	(r)	63	52	(r)	61
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	71	76	75	71	80	(r)	68	(r)	(r)	70	65	(r)	73
36. My workplace enables strong professional leadership	60	65	60	58	61	60	(r)	51	(r)	(r)	64	50	(r)	57

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	65	87	84	84	83	(r)	68	(r)	(r)	82	67	(r)	81
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	46	51	55	51	52	(r)	40	(r)	(r)	55	41	(r)	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Sydney Children's Hospitals Network	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	1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index	76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	60	70	75	71	63	(r)	70	(r)	(r)	63	71	(r)	69
40. In my workplace patient safety is at the centre of all decision making	76	75	79	73	75	81	(r)	70	(r)	(r)	67	90	(r)	69
41. My team's objectives/ work plans are clearly outlined	70	77	72	65	62	72	(r)	72	(r)	(r)	66	65	(r)	57
42. Our objectives/work plans help us to deliver a quality service	71	71	73	72	69	73	(r)	75	(r)	(r)	64	71	(r)	63
43. At my workplace there is a good balance between delivering services and monitoring service delivery	56	49	59	66	56	51	(r)	59	(r)	(r)	57	65	(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	Sydney Children's Hospitals Network	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		1965	240	636	124	202	316	6	134	1	3	68	33	1	165
Employee Engagement Index		76	79	75	77	76	80	(r)	72	(r)	(r)	72	79	(r)	73

Your Workplace

44. Overall I am proud to be a part of this workplace	82	85	81	83	84	85	(r)	81	(r)	(r)	81	84	(r)	79
45. I would recommend my workplace as a good place to work	72	74	72	71	71	76	(r)	70	(r)	(r)	69	71	(r)	72
46. I feel motivated to contribute more than what is normally required at work	73	78	70	79	73	78	(r)	68	(r)	(r)	66	77	(r)	71
47. I have a strong sense of belonging to my workplace	72	76	70	70	73	77	(r)	68	(r)	(r)	66	74	(r)	66
48. Overall I am satisfied to be working here at the present time	75	78	72	77	74	79	(r)	72	(r)	(r)	72	74	(r)	72
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	68	65	63	68	69	(r)	63	(r)	(r)	63	71	(r)	64
50. There is a positive culture in my workplace	60	67	57	61	60	62	(r)	55	(r)	(r)	61	65	(r)	61
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	23	39	37	42	31	(r)	34	(r)	(r)	37	58	(r)	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Sydney Children's Hospitals Network

	Respondents	Yes	No
Employee Engagement Index	1965	427	1522
	76	77	76

Your Job

1. My job makes good use of my skills and abilities	84	87	83
2. I feel I am able to suggest ideas to improve our ways of doing things	74	83	72
3. Working here makes me want to do the best job I can	81	83	80
4. The right amount of approvals are required for routine decisions	53	44	55
5. I have sufficient control over my work so I can do my job well	70	63	72
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	67	76	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Sydney Children's Hospitals Network

	Respondents	Yes	No
Employee Engagement Index	1965	427	1522
	76	77	76

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	75	79	74
8. In my team we generally acknowledge one another's efforts and achievements	76	84	73
9. People in my team are honest and open	69	75	67
10. My team resolves conflict quickly when it arises	54	59	53
11. Morale is good in my team	57	59	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

	Sydney Children's Hospitals Network		
		Yes	No
Manage staff			
Respondents	1965	427	1522
Employee Engagement Index	76	77	76

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	74	67
13. In my workplace, we recognise our successes and innovations	64	69	63
14. Staff are treated respectfully regardless of their job	70	75	69

Demographics

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

Key



At least 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

Sydney Children's Hospitals Network

	Respondents	Yes	No
Employee Engagement Index	1965	427	1522
	76	77	76

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	72	70
15b. treats all staff in my team fairly	66	70	66
15c. ensures that when issues are raised in the team, they are addressed	64	64	64
15d. treats me with respect	81	83	81
16. I receive regular and constructive feedback on my performance	55	55	55
17. Overall, I have confidence in the decisions made by my line manager	69	70	68

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Sydney Children's Hospitals Network

	Respondents	Yes	No
Employee Engagement Index	1965	427	1522
	76	77	76

Senior Managers

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

Manage staff

Sydney Children's Hospitals Network

	Respondents	Yes	No
Employee Engagement Index	1965	427	1522
	76	77	76

Communication

23. I am kept well informed about what is happening in my workplace	55	52	56
24. I have a say in decisions which affect my work	49	53	48
25. I think it is safe to speak up and challenge the way things are done	56	60	55
26. Where I work, we share the lessons learnt when mistakes are made	63	63	63
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	61	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	62	62

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Sydney Children's Hospitals Network		
		Yes	No
Manage staff			
Respondents	1965	427	1522
Employee Engagement Index	76	77	76

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	79	75
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	71	67	72
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	72	65

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Sydney Children's Hospitals Network		
		Yes	No
Manage staff			
Respondents	1965	427	1522
Employee Engagement Index	76	77	76

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	46	47
32. I am able to achieve a healthy work/life balance most of the time	66	56	69
33. There are mechanisms in place to support me if I experience stress or pressure	57	51	59
34. Reasonable expectations are placed on staff according to their position	61	57	62
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	76	74
36. My workplace enables strong professional leadership	60	62	59

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Sydney Children's Hospitals Network		
		Yes	No
Manage staff			
Respondents	1965	427	1522
Employee Engagement Index	76	77	76

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	87	79
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	52	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Sydney Children's Hospitals Network

	Respondents	Yes	No
Employee Engagement Index	1965	427	1522
	76	77	76

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	68	67	68
40.	In my workplace patient safety is at the centre of all decision making	76	74	77
41.	My team's objectives/ work plans are clearly outlined	70	74	68
42.	Our objectives/work plans help us to deliver a quality service	71	73	71
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	56	53	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Sydney Children's Hospitals Network		
	Manage staff	Yes	No
Respondents	1965	427	1522
Employee Engagement Index	76	77	76

Your Workplace

44. Overall I am proud to be a part of this workplace	82	82	83
45. I would recommend my workplace as a good place to work	72	73	72
46. I feel motivated to contribute more than what is normally required at work	73	74	73
47. I have a strong sense of belonging to my workplace	72	75	71
48. Overall I am satisfied to be working here at the present time	75	73	75
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	65	66
50. There is a positive culture in my workplace	60	60	61
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	37	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

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Your Job

1. My job makes good use of my skills and abilities	84	87	86	91	100
2. I feel I am able to suggest ideas to improve our ways of doing things	74	78	85	93	82
3. Working here makes me want to do the best job I can	81	80	85	87	82
4. The right amount of approvals are required for routine decisions	53	43	44	39	55
5. I have sufficient control over my work so I can do my job well	70	65	61	65	82
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	67	72	78	85	91

Demographics

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

Key



At least 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

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	75	76	80	85	82
8. In my team we generally acknowledge one another's efforts and achievements	76	80	86	98	73
9. People in my team are honest and open	69	64	82	94	64
10. My team resolves conflict quickly when it arises	54	50	63	76	82
11. Morale is good in my team	57	51	64	72	82

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	72	73	83	82
13. In my workplace, we recognise our successes and innovations	64	65	69	81	82
14. Staff are treated respectfully regardless of their job	70	71	76	85	82

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	71	72	78	73
15b. treats all staff in my team fairly	66	66	73	76	82
15c. ensures that when issues are raised in the team, they are addressed	64	64	64	70	82
15d. treats me with respect	81	80	88	83	82
16. I receive regular and constructive feedback on my performance	55	50	57	70	73
17. Overall, I have confidence in the decisions made by my line manager	69	69	70	83	82

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Senior Managers

18a. are aware of the issues I face in my job	46	46	45	56	100
18b. have a clear direction for the future	47	43	45	56	82
18c. lead by example in creating a positive workplace	48	46	46	50	82
19. There is a positive relationship between senior management and staff in my workplace	44	39	37	52	82
20. Overall, I have confidence in the decisions made by my senior managers	50	49	46	54	91
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	35	38	46	91
22. My organisation is making the necessary decisions to meet our future challenges	44	36	42	49	73

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Communication

23. I am kept well informed about what is happening in my workplace	55	51	52	56	82
24. I have a say in decisions which affect my work	49	51	53	64	82
25. I think it is safe to speak up and challenge the way things are done	56	53	63	70	82
26. Where I work, we share the lessons learnt when mistakes are made	63	60	64	69	73
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	56	65	70	82
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	56	67	70	91

Demographics

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

Key



At least 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

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	86	73	81	64
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	71	66	72	63	64
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	67	75	85	73

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	40	50	58	64
32. I am able to achieve a healthy work/life balance most of the time	66	54	60	53	55
33. There are mechanisms in place to support me if I experience stress or pressure	57	49	55	51	55
34. Reasonable expectations are placed on staff according to their position	61	55	53	72	73
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	77	74	87	73
36. My workplace enables strong professional leadership	60	58	63	73	82

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	88	87	85	100
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	47	53	65	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	69	64	72	82
40. In my workplace patient safety is at the centre of all decision making	76	76	72	83	73
41. My team's objectives/ work plans are clearly outlined	70	72	74	81	91
42. Our objectives/work plans help us to deliver a quality service	71	72	74	78	91
43. At my workplace there is a good balance between delivering services and monitoring service delivery	56	52	52	54	82

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Sydney Children's Hospitals Network	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	1965	182	165	54	11
Employee Engagement Index	76	75	77	85	86

Your Workplace

44. Overall I am proud to be a part of this workplace	82	81	82	89	91
45. I would recommend my workplace as a good place to work	72	73	70	85	82
46. I feel motivated to contribute more than what is normally required at work	73	71	76	81	91
47. I have a strong sense of belonging to my workplace	72	75	72	87	91
48. Overall I am satisfied to be working here at the present time	75	69	77	83	82
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	61	65	81	82
50. There is a positive culture in my workplace	60	59	56	75	82
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	31	40	43	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Your Job

1. My job makes good use of my skills and abilities	84	84	82	86	(r)	84	78
2. I feel I am able to suggest ideas to improve our ways of doing things	74	74	75	76	(r)	60	83
3. Working here makes me want to do the best job I can	81	80	82	82	(r)	84	94
4. The right amount of approvals are required for routine decisions	53	52	50	57	(r)	61	56
5. I have sufficient control over my work so I can do my job well	70	69	70	73	(r)	72	89
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	67	66	67	71	(r)	62	78

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	75	72	75	80	(r)	76	83
8. In my team we generally acknowledge one another's efforts and achievements	76	74	76	82	(r)	68	100
9. People in my team are honest and open	69	67	67	76	(r)	66	78
10. My team resolves conflict quickly when it arises	54	53	52	62	(r)	58	78
11. Morale is good in my team	57	54	54	66	(r)	66	72

Demographics

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

Key



At least 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

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	69	66	72	(r)	66	83
13. In my workplace, we recognise our successes and innovations	64	60	65	75	(r)	65	83
14. Staff are treated respectfully regardless of their job	70	69	67	79	(r)	67	83

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	69	68	76	(r)	71	89
15b. treats all staff in my team fairly	66	64	62	78	(r)	67	94
15c. ensures that when issues are raised in the team, they are addressed	64	62	63	71	(r)	69	89
15d. treats me with respect	81	79	79	89	(r)	86	100
16. I receive regular and constructive feedback on my performance	55	53	53	62	(r)	55	67
17. Overall, I have confidence in the decisions made by my line manager	69	67	67	76	(r)	70	89

Demographics

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

Key



At least 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

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Senior Managers

18a. are aware of the issues I face in my job	46	48	40	51	(r)	47	53
18b. have a clear direction for the future	47	47	42	56	(r)	48	53
18c. lead by example in creating a positive workplace	48	47	43	56	(r)	54	59
19. There is a positive relationship between senior management and staff in my workplace	44	43	39	53	(r)	52	71
20. Overall, I have confidence in the decisions made by my senior managers	50	48	43	61	(r)	56	71
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	39	33	52	(r)	48	71
22. My organisation is making the necessary decisions to meet our future challenges	44	44	39	46	(r)	53	71

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Communication

23. I am kept well informed about what is happening in my workplace	55	54	51	62	(r)	62	76
24. I have a say in decisions which affect my work	49	49	47	55	(r)	42	59
25. I think it is safe to speak up and challenge the way things are done	56	53	55	64	(r)	61	76
26. Where I work, we share the lessons learnt when mistakes are made	63	61	62	67	(r)	68	76
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	61	52	62	(r)	58	59
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	63	54	69	(r)	59	65

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	76	75	76	(r)	74	76
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	71	73	67	72	(r)	66	71
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	67	60	73	(r)	67	65

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	46	43	54	(r)	53	71
32. I am able to achieve a healthy work/life balance most of the time	66	63	74	66	(r)	75	76
33. There are mechanisms in place to support me if I experience stress or pressure	57	54	59	64	(r)	58	59
34. Reasonable expectations are placed on staff according to their position	61	59	60	66	(r)	69	76
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	74	75	75	(r)	79	82
36. My workplace enables strong professional leadership	60	58	55	69	(r)	70	82

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	84	82	72	(r)	81	65
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	49	50	51	(r)	65	69

Demographics

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

Key



At least 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

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	68	68	67	66	(r)	76	82
40.	In my workplace patient safety is at the centre of all decision making	76	77	76	75	(r)	87	88
41.	My team's objectives/ work plans are clearly outlined	70	68	70	74	(r)	68	88
42.	Our objectives/work plans help us to deliver a quality service	71	71	71	73	(r)	75	94
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	56	55	53	59	(r)	70	88

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Sydney Children's Hospitals Network	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	1965	1018	464	359	2	85	18
Employee Engagement Index	76	75	76	77	(r)	78	91

Your Workplace

44. Overall I am proud to be a part of this workplace	82	81	82	85	(r)	88	94
45. I would recommend my workplace as a good place to work	72	71	70	76	(r)	79	94
46. I feel motivated to contribute more than what is normally required at work	73	71	73	76	(r)	78	81
47. I have a strong sense of belonging to my workplace	72	72	74	68	(r)	59	94
48. Overall I am satisfied to be working here at the present time	75	72	77	78	(r)	82	88
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	64	65	71	(r)	71	88
50. There is a positive culture in my workplace	60	56	61	68	(r)	69	88
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	39	34	30	(r)	39	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

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Your Job

1. My job makes good use of my skills and abilities	84	81	82	85	84	84
2. I feel I am able to suggest ideas to improve our ways of doing things	74	74	74	71	74	76
3. Working here makes me want to do the best job I can	81	88	78	80	81	81
4. The right amount of approvals are required for routine decisions	53	68	55	59	54	46
5. I have sufficient control over my work so I can do my job well	70	78	73	71	68	69
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	67	71	72	65	64	67

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	75	78	78	73	74	75
8. In my team we generally acknowledge one another's efforts and achievements	76	82	78	72	72	77
9. People in my team are honest and open	69	76	71	71	66	67
10. My team resolves conflict quickly when it arises	54	68	61	52	52	52
11. Morale is good in my team	57	74	63	61	52	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	76	71	68	66	69
13. In my workplace, we recognise our successes and innovations	64	75	70	66	62	62
14. Staff are treated respectfully regardless of their job	70	79	74	70	69	68

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	84	74	72	68	66
15b. treats all staff in my team fairly	66	83	70	68	66	62
15c. ensures that when issues are raised in the team, they are addressed	64	79	71	65	62	61
15d. treats me with respect	81	90	87	83	81	77
16. I receive regular and constructive feedback on my performance	55	64	62	54	53	53
17. Overall, I have confidence in the decisions made by my line manager	69	78	71	72	67	65

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Senior Managers

18a. are aware of the issues I face in my job	46	59	56	51	44	41
18b. have a clear direction for the future	47	64	60	50	45	41
18c. lead by example in creating a positive workplace	48	70	58	53	46	40
19. There is a positive relationship between senior management and staff in my workplace	44	68	58	50	40	36
20. Overall, I have confidence in the decisions made by my senior managers	50	70	64	56	46	42
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	66	58	46	38	31
22. My organisation is making the necessary decisions to meet our future challenges	44	64	53	47	41	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

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Communication

23. I am kept well informed about what is happening in my workplace	55	75	62	56	56	49
24. I have a say in decisions which affect my work	49	63	55	47	50	46
25. I think it is safe to speak up and challenge the way things are done	56	69	64	57	53	52
26. Where I work, we share the lessons learnt when mistakes are made	63	78	71	66	61	58
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	72	61	57	57	56
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	76	66	61	60	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

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	65	74	76	77	77
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	71	76	78	72	71	68
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	76	72	67	66	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	65	53	50	46	42
32. I am able to achieve a healthy work/life balance most of the time	66	77	70	64	64	66
33. There are mechanisms in place to support me if I experience stress or pressure	57	67	63	56	57	55
34. Reasonable expectations are placed on staff according to their position	61	75	70	63	58	57
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	76	78	76	71	75
36. My workplace enables strong professional leadership	60	78	66	60	56	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	69	71	75	82	86
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	66	61	51	50	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

Length of Service

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	76	72	70	67	64
40. In my workplace patient safety is at the centre of all decision making	76	82	84	77	75	74
41. My team's objectives/ work plans are clearly outlined	70	76	72	73	68	68
42. Our objectives/work plans help us to deliver a quality service	71	80	73	73	71	69
43. At my workplace there is a good balance between delivering services and monitoring service delivery	56	67	68	61	55	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

	Sydney Children's Hospitals Network	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	1965	201	150	323	409	861
Employee Engagement Index	76	85	76	74	75	75

Your Workplace

44. Overall I am proud to be a part of this workplace	82	91	85	82	83	80
45. I would recommend my workplace as a good place to work	72	85	72	74	71	69
46. I feel motivated to contribute more than what is normally required at work	73	86	72	72	71	71
47. I have a strong sense of belonging to my workplace	72	74	68	67	72	74
48. Overall I am satisfied to be working here at the present time	75	86	79	72	72	74
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	79	73	68	63	62
50. There is a positive culture in my workplace	60	77	70	63	56	56
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	40	45	40	36	31

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Sydney Children's Hospitals Network

Male

Female

Prefer not to say

Respondents

1965

294

1540

44

Employee Engagement Index

76

73

77

51

Your Job

1. My job makes good use of my skills and abilities	84	80	84	65
2. I feel I am able to suggest ideas to improve our ways of doing things	74	73	75	65
3. Working here makes me want to do the best job I can	81	74	83	47
4. The right amount of approvals are required for routine decisions	53	46	54	28
5. I have sufficient control over my work so I can do my job well	70	64	72	56
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	67	68	67	52

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Sydney Children's Hospitals Network

Male

Female

Prefer not to say

Respondents

1965

294

1540

44

Employee Engagement Index

76

73

77

51

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	75	74	75	62
8.	In my team we generally acknowledge one another's efforts and achievements	76	77	76	64
9.	People in my team are honest and open	69	73	68	62
10.	My team resolves conflict quickly when it arises	54	59	54	48
11.	Morale is good in my team	57	56	57	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Gender			
		Sydney Children's Hospitals Network	Male	Female	Prefer not to say
	Respondents	1965	294	1540	44
	Employee Engagement Index	76	73	77	51

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	72	69	43
13. In my workplace, we recognise our successes and innovations	64	66	65	38
14. Staff are treated respectfully regardless of their job	70	74	70	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

		Gender			
		Sydney Children's Hospitals Network	Male	Female	Prefer not to say
	Respondents	1965	294	1540	44
	Employee Engagement Index	76	73	77	51

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	71	70	60
15b. treats all staff in my team fairly	66	71	66	56
15c. ensures that when issues are raised in the team, they are addressed	64	64	65	52
15d. treats me with respect	81	81	82	67
16. I receive regular and constructive feedback on my performance	55	59	55	48
17. Overall, I have confidence in the decisions made by my line manager	69	69	69	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Gender			
		Sydney Children's Hospitals Network	Male	Female	Prefer not to say
	Respondents	1965	294	1540	44
	Employee Engagement Index	76	73	77	51

Senior Managers

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

Gender

Sydney Children's Hospitals Network

Male

Female

Prefer not to say

Respondents	1965	294	1540	44
Employee Engagement Index	76	73	77	51

Communication

23. I am kept well informed about what is happening in my workplace	55	53	56	26
24. I have a say in decisions which affect my work	49	52	49	33
25. I think it is safe to speak up and challenge the way things are done	56	60	56	26
26. Where I work, we share the lessons learnt when mistakes are made	63	64	63	43
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	60	59	48
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	64	62	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Sydney Children's Hospitals Network

Male

Female

Prefer not to say

Respondents	1965	294	1540	44
Employee Engagement Index	76	73	77	51

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	77	76	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	71	68	72	60
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	63	68	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

Gender

Sydney Children's Hospitals Network

Male

Female

Prefer not to say

Respondents

1965 294 1540 44

Employee Engagement Index

76 73 77 51

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	50	47	26
32. I am able to achieve a healthy work/life balance most of the time	66	63	68	45
33. There are mechanisms in place to support me if I experience stress or pressure	57	51	59	40
34. Reasonable expectations are placed on staff according to their position	61	60	61	38
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	71	75	60
36. My workplace enables strong professional leadership	60	55	62	38

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Sydney Children's Hospitals Network

Male

Female

Prefer not to say

Respondents	1965	294	1540	44
Employee Engagement Index	76	73	77	51

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	77	82	74
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	51	51	23

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Sydney Children's Hospitals Network

Male

Female

Prefer not to say

Respondents

1965 294 1540 44

Employee Engagement Index

76 73 77 51

Service Delivery

Statement	Overall Score	Male	Female	Prefer not to say
39. My work environment allows me to deliver the best possible services (patient care or support services)	68	60	70	48
40. In my workplace patient safety is at the centre of all decision making	76	69	78	60
41. My team's objectives/ work plans are clearly outlined	70	66	71	53
42. Our objectives/work plans help us to deliver a quality service	71	64	73	58
43. At my workplace there is a good balance between delivering services and monitoring service delivery	56	48	58	38

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Sydney Children's Hospitals Network

Male

Female

Prefer not to say

Respondents	1965	294	1540	44
Employee Engagement Index	76	73	77	51

Your Workplace

44. Overall I am proud to be a part of this workplace	82	80	83	65
45. I would recommend my workplace as a good place to work	72	71	73	40
46. I feel motivated to contribute more than what is normally required at work	73	71	74	49
47. I have a strong sense of belonging to my workplace	72	73	72	53
48. Overall I am satisfied to be working here at the present time	75	72	76	49
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	65	67	44
50. There is a positive culture in my workplace	60	61	61	33
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	30	37	14

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

Sydney Children's Hospitals Network

Respondents	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Your Job

1. My job makes good use of my skills and abilities	84	89	84	84	84	88	82	82	81	86	64
2. I feel I am able to suggest ideas to improve our ways of doing things	74	70	68	75	77	75	74	72	81	80	67
3. Working here makes me want to do the best job I can	81	87	79	83	80	80	80	82	81	86	62
4. The right amount of approvals are required for routine decisions	53	69	58	56	53	50	50	49	49	53	36
5. I have sufficient control over my work so I can do my job well	70	82	70	70	72	67	66	70	74	76	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	67	80	61	67	68	68	63	69	70	70	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

Age Group

Sydney Children's Hospitals Network

Respondents	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	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	75	85	71	77	76	76	68	74	79	77	61
8. In my team we generally acknowledge one another's efforts and achievements	76	87	73	73	78	80	76	73	73	78	70
9. People in my team are honest and open	69	80	67	72	71	70	67	64	68	71	52
10. My team resolves conflict quickly when it arises	54	64	53	56	52	52	54	54	48	60	57
11. Morale is good in my team	57	78	55	56	58	54	53	55	57	64	54

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

Sydney Children's Hospitals Network

Respondents	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	73	62	71	69	70	68	67	72	79	48
13. In my workplace, we recognise our successes and innovations	64	73	63	64	68	63	61	65	64	69	46
14. Staff are treated respectfully regardless of their job	70	79	73	77	72	67	64	69	68	71	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

Sydney Children's Hospitals Network

Respondents	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	77	71	74	73	73	63	68	68	70	58
15b. treats all staff in my team fairly	66	78	70	69	65	69	58	65	67	70	52
15c. ensures that when issues are raised in the team, they are addressed	64	78	67	65	63	63	63	63	60	68	50
15d. treats me with respect	81	91	85	84	82	81	76	79	80	82	65
16. I receive regular and constructive feedback on my performance	55	60	55	56	54	54	54	56	56	54	53
17. Overall, I have confidence in the decisions made by my line manager	69	82	70	72	70	69	61	66	68	72	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

Age Group

Sydney Children's Hospitals Network

Respondents	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Senior Managers

	Overall	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
18a. are aware of the issues I face in my job	46	69	53	45	42	45	44	47	41	43	33
18b. have a clear direction for the future	47	68	54	45	48	48	40	48	44	43	30
18c. lead by example in creating a positive workplace	48	71	55	48	49	49	39	50	41	45	20
19. There is a positive relationship between senior management and staff in my workplace	44	71	52	44	45	43	38	44	43	39	17
20. Overall, I have confidence in the decisions made by my senior managers	50	79	58	50	50	49	43	50	42	43	22
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	72	51	44	39	41	30	39	32	35	20
22. My organisation is making the necessary decisions to meet our future challenges	44	65	50	44	41	43	37	45	39	42	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											
	Respondents	Sydney Children's Hospitals Network	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
Employee Engagement Index	76	76	84	76	78	76	74	73	74	78	80	59

Communication

23. I am kept well informed about what is happening in my workplace	55	70	63	55	57	56	51	55	49	48	32
24. I have a say in decisions which affect my work	49	50	52	45	54	48	46	52	48	52	42
25. I think it is safe to speak up and challenge the way things are done	56	68	58	56	56	58	53	57	50	51	42
26. Where I work, we share the lessons learnt when mistakes are made	63	74	68	63	63	67	58	59	60	60	55
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	65	57	57	58	61	56	59	56	68	43
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	68	63	58	60	64	57	64	62	68	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Sydney Children's Hospitals Network	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	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	79	80	73	78	74	75	71	78	82	57
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	71	79	74	69	73	70	72	69	65	70	64
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	80	74	72	67	65	59	63	62	68	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

Sydney Children's Hospitals Network

Respondents	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	67	52	49	47	48	43	44	38	46	34
32. I am able to achieve a healthy work/life balance most of the time	66	71	66	64	71	68	60	67	66	73	66
33. There are mechanisms in place to support me if I experience stress or pressure	57	62	59	59	66	55	52	55	53	57	47
34. Reasonable expectations are placed on staff according to their position	61	77	63	66	64	59	56	61	50	57	51
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	80	76	71	76	74	72	76	72	79	62
36. My workplace enables strong professional leadership	60	74	67	63	61	60	53	62	49	57	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

	Sydney Children's Hospitals Network	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	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	73	76	77	80	81	84	88	84	84	81
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	69	55	51	51	47	47	51	49	48	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Sydney Children's Hospitals Network	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	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	78	70	69	69	66	65	63	69	71	57
40. In my workplace patient safety is at the centre of all decision making	76	85	79	78	79	77	71	75	75	81	62
41. My team's objectives/ work plans are clearly outlined	70	76	74	70	70	70	70	66	65	69	57
42. Our objectives/work plans help us to deliver a quality service	71	82	74	71	73	72	70	67	69	75	58
43. At my workplace there is a good balance between delivering services and monitoring service delivery	56	71	62	57	57	56	51	53	55	54	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

Age Group

Sydney Children's Hospitals Network

Respondents	1965	98	254	279	213	257	242	248	167	142	55
Employee Engagement Index	76	84	76	78	76	74	73	74	78	80	59

Your Workplace

44. Overall I am proud to be a part of this workplace	82	90	86	86	85	80	79	79	83	83	62
45. I would recommend my workplace as a good place to work	72	85	76	77	72	71	67	68	72	74	49
46. I feel motivated to contribute more than what is normally required at work	73	85	73	74	71	70	70	72	75	76	64
47. I have a strong sense of belonging to my workplace	72	72	66	73	73	71	69	71	79	81	58
48. Overall I am satisfied to be working here at the present time	75	85	75	74	77	74	71	71	77	82	57
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	84	69	68	64	69	61	61	62	68	53
50. There is a positive culture in my workplace	60	77	63	60	62	62	53	56	60	65	43
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	53	39	34	36	39	33	35	31	34	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

Australian Aboriginal

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Your Job

1. My job makes good use of my skills and abilities	84	75	(r)	84	67
2. I feel I am able to suggest ideas to improve our ways of doing things	74	80	(r)	75	48
3. Working here makes me want to do the best job I can	81	80	(r)	82	43
4. The right amount of approvals are required for routine decisions	53	65	(r)	53	26
5. I have sufficient control over my work so I can do my job well	70	70	(r)	71	48
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	67	70	(r)	68	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

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	75	75	(r)	75	61
8.	In my team we generally acknowledge one another's efforts and achievements	76	85	(r)	76	54
9.	People in my team are honest and open	69	75	(r)	69	57
10.	My team resolves conflict quickly when it arises	54	60	(r)	55	41
11.	Morale is good in my team	57	55	(r)	57	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

Australian Aboriginal

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	55	(r)	70	44
13. In my workplace, we recognise our successes and innovations	64	65	(r)	65	33
14. Staff are treated respectfully regardless of their job	70	60	(r)	71	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

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	70	(r)	71	49
15b. treats all staff in my team fairly	66	75	(r)	67	46
15c. ensures that when issues are raised in the team, they are addressed	64	65	(r)	65	38
15d. treats me with respect	81	85	(r)	82	60
16. I receive regular and constructive feedback on my performance	55	50	(r)	56	33
17. Overall, I have confidence in the decisions made by my line manager	69	55	(r)	69	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

Australian Aboriginal

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Senior Managers

18a. are aware of the issues I face in my job	46	45	(r)	47	33
18b. have a clear direction for the future	47	50	(r)	48	24
18c. lead by example in creating a positive workplace	48	55	(r)	49	20
19. There is a positive relationship between senior management and staff in my workplace	44	40	(r)	45	18
20. Overall, I have confidence in the decisions made by my senior managers	50	45	(r)	51	20
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	35	(r)	42	16
22. My organisation is making the necessary decisions to meet our future challenges	44	45	(r)	45	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

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Communication

23. I am kept well informed about what is happening in my workplace	55	45	(r)	56	37
24. I have a say in decisions which affect my work	49	60	(r)	50	24
25. I think it is safe to speak up and challenge the way things are done	56	55	(r)	57	29
26. Where I work, we share the lessons learnt when mistakes are made	63	85	(r)	64	33
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	70	(r)	59	44
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	75	(r)	62	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

Australian Aboriginal

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	70	(r)	76	59
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	71	75	(r)	71	51
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	53	(r)	67	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	50	(r)	48	22
32. I am able to achieve a healthy work/life balance most of the time	66	65	(r)	67	51
33. There are mechanisms in place to support me if I experience stress or pressure	57	65	(r)	58	36
34. Reasonable expectations are placed on staff according to their position	61	50	(r)	62	36
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	70	(r)	75	49
36. My workplace enables strong professional leadership	60	50	(r)	61	34

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	85	(r)	81	67
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	55	(r)	51	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

	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	1965	20	0	1875	47
Employee Engagement Index	76	68	(r)	77	48

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	68	75	(r)	68	45
40.	In my workplace patient safety is at the centre of all decision making	76	80	(r)	77	64
41.	My team's objectives/ work plans are clearly outlined	70	70	(r)	70	51
42.	Our objectives/work plans help us to deliver a quality service	71	80	(r)	72	52
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	56	60	(r)	57	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

Australian Aboriginal

Respondents	Sydney Children's Hospitals Network	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
1965	20	0	1875	47	
Employee Engagement Index	76	68	(r)	77	48

Your Workplace

44. Overall I am proud to be a part of this workplace	82	85	(r)	83	60
45. I would recommend my workplace as a good place to work	72	60	(r)	73	45
46. I feel motivated to contribute more than what is normally required at work	73	60	(r)	74	49
47. I have a strong sense of belonging to my workplace	72	50	(r)	73	49
48. Overall I am satisfied to be working here at the present time	75	70	(r)	76	42
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	80	(r)	66	42
50. There is a positive culture in my workplace	60	65	(r)	61	33
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	30	(r)	36	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

Disability

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	35	1896	26
Employee Engagement Index	76	65	76	63

Your Job

1. My job makes good use of my skills and abilities	84	66	84	65
2. I feel I am able to suggest ideas to improve our ways of doing things	74	60	75	62
3. Working here makes me want to do the best job I can	81	74	82	62
4. The right amount of approvals are required for routine decisions	53	40	53	38
5. I have sufficient control over my work so I can do my job well	70	54	70	73
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	67	60	67	46

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	35	1896	26
	76	65	76	63

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	75	66	75	73
8. In my team we generally acknowledge one another's efforts and achievements	76	57	76	81
9. People in my team are honest and open	69	57	69	62
10. My team resolves conflict quickly when it arises	54	40	55	50
11. Morale is good in my team	57	49	57	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	35	1896	26
	76	65	76	63

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	60	69	60
13. In my workplace, we recognise our successes and innovations	64	60	65	48
14. Staff are treated respectfully regardless of their job	70	66	70	60

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	35	1896	26
Employee Engagement Index	76	65	76	63

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	63	70	64
15b. treats all staff in my team fairly	66	63	67	68
15c. ensures that when issues are raised in the team, they are addressed	64	63	64	52
15d. treats me with respect	81	74	81	68
16. I receive regular and constructive feedback on my performance	55	37	55	56
17. Overall, I have confidence in the decisions made by my line manager	69	63	69	60

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	35	1896	26
Employee Engagement Index	76	65	76	63

Senior Managers

18a. are aware of the issues I face in my job	46	26	47	36
18b. have a clear direction for the future	47	35	48	32
18c. lead by example in creating a positive workplace	48	44	48	24
19. There is a positive relationship between senior management and staff in my workplace	44	38	45	29
20. Overall, I have confidence in the decisions made by my senior managers	50	44	50	32
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	35	41	24
22. My organisation is making the necessary decisions to meet our future challenges	44	32	44	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

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	35	1896	26
	76	65	76	63

Communication

23. I am kept well informed about what is happening in my workplace	55	46	55	44
24. I have a say in decisions which affect my work	49	34	49	44
25. I think it is safe to speak up and challenge the way things are done	56	26	57	36
26. Where I work, we share the lessons learnt when mistakes are made	63	54	63	56
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	54	59	56
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	49	62	60

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	35	1896	26
	76	65	76	63

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	47	76	72
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	71	65	71	80
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	47	67	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

Disability

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	35	1896	26
	76	65	76	63

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	29	48	36
32. I am able to achieve a healthy work/life balance most of the time	66	64	67	60
33. There are mechanisms in place to support me if I experience stress or pressure	57	50	57	44
34. Reasonable expectations are placed on staff according to their position	61	35	61	56
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	65	75	56
36. My workplace enables strong professional leadership	60	47	61	36

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Sydney Children's Hospitals Network			
		Disability			
		Yes	No	Prefer not to say	
Respondents	1965	35	1896	26	
Employee Engagement Index	76	65	76	63	

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	76	81	60
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	44	51	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

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	35	1896	26
	76	65	76	63

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	68	59	68	56
40. In my workplace patient safety is at the centre of all decision making	76	71	77	72
41. My team's objectives/ work plans are clearly outlined	70	53	70	52
42. Our objectives/work plans help us to deliver a quality service	71	59	72	64
43. At my workplace there is a good balance between delivering services and monitoring service delivery	56	50	56	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

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	35	1896	26
Employee Engagement Index	76	65	76	63

Your Workplace

44. Overall I am proud to be a part of this workplace	82	76	83	80
45. I would recommend my workplace as a good place to work	72	56	73	58
46. I feel motivated to contribute more than what is normally required at work	73	59	73	56
47. I have a strong sense of belonging to my workplace	72	62	72	64
48. Overall I am satisfied to be working here at the present time	75	62	75	56
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	47	66	60
50. There is a positive culture in my workplace	60	50	61	44
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	29	36	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	1609	324	20
	76	76	78	45

Your Job

1. My job makes good use of my skills and abilities	84	84	83	60
2. I feel I am able to suggest ideas to improve our ways of doing things	74	75	74	35
3. Working here makes me want to do the best job I can	81	81	82	40
4. The right amount of approvals are required for routine decisions	53	50	66	25
5. I have sufficient control over my work so I can do my job well	70	69	76	45
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	67	67	67	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

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	1609	324	20
Employee Engagement Index	76	76	78	45

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	75	76	72	50
8.	In my team we generally acknowledge one another's efforts and achievements	76	75	78	65
9.	People in my team are honest and open	69	70	64	60
10.	My team resolves conflict quickly when it arises	54	53	60	55
11.	Morale is good in my team	57	56	60	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

English Speaking Background

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	1609	324	20
	76	76	78	45

Being Valued

12. I believe I am valued for what I can offer at my workplace	69	69	72	32
13. In my workplace, we recognise our successes and innovations	64	64	68	21
14. Staff are treated respectfully regardless of their job	70	71	70	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

English Speaking Background

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	1609	324	20
	76	76	78	45

Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	70	76	32
15b. treats all staff in my team fairly	66	67	69	32
15c. ensures that when issues are raised in the team, they are addressed	64	63	70	32
15d. treats me with respect	81	81	83	42
16. I receive regular and constructive feedback on my performance	55	54	61	32
17. Overall, I have confidence in the decisions made by my line manager	69	68	73	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	1609	324	20
Employee Engagement Index	76	76	78	45

Senior Managers

18a. are aware of the issues I face in my job	46	46	52	16
18b. have a clear direction for the future	47	46	55	21
18c. lead by example in creating a positive workplace	48	47	56	11
19. There is a positive relationship between senior management and staff in my workplace	44	43	54	16
20. Overall, I have confidence in the decisions made by my senior managers	50	48	58	11
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	40	46	11
22. My organisation is making the necessary decisions to meet our future challenges	44	42	52	16

Demographics

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

Key



At least 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

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	1609	324	20
Employee Engagement Index	76	76	78	45

Communication

23. I am kept well informed about what is happening in my workplace	55	54	61	21
24. I have a say in decisions which affect my work	49	48	55	21
25. I think it is safe to speak up and challenge the way things are done	56	56	58	5
26. Where I work, we share the lessons learnt when mistakes are made	63	62	70	26
27a. I am aware of the strategic objectives and direction of the organisation I work for	58	57	65	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	62	61	68	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	1609	324	20
Employee Engagement Index	76	76	78	45

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	75	76	74	42
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	71	69	79	79
30. I am encouraged to take opportunities to learn new skills and have new experiences	66	66	69	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	1609	324	20
	76	76	78	45

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	47	45	61	26
32. I am able to achieve a healthy work/life balance most of the time	66	66	69	42
33. There are mechanisms in place to support me if I experience stress or pressure	57	57	56	32
34. Reasonable expectations are placed on staff according to their position	61	60	65	26
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	74	74	77	37
36. My workplace enables strong professional leadership	60	59	66	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

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	1965	1609	324	20
	76	76	78	45

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	83	72	68
38b. have confidence that if you report these behaviours they will be responded to appropriately?	50	51	52	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

English Speaking Background

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	1609	324	20
Employee Engagement Index	76	76	78	45

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	68	66	77	26
40.	In my workplace patient safety is at the centre of all decision making	76	75	84	47
41.	My team's objectives/ work plans are clearly outlined	70	69	76	37
42.	Our objectives/work plans help us to deliver a quality service	71	70	79	39
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	56	55	63	16

Demographics

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

Key



At least 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

Sydney Children's Hospitals Network

	Respondents	Yes	No	Prefer not to say
	1965	1609	324	20
Employee Engagement Index	76	76	78	45

Your Workplace

44. Overall I am proud to be a part of this workplace	82	82	85	63
45. I would recommend my workplace as a good place to work	72	72	75	42
46. I feel motivated to contribute more than what is normally required at work	73	73	75	32
47. I have a strong sense of belonging to my workplace	72	71	74	58
48. Overall I am satisfied to be working here at the present time	75	74	79	37
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	66	65	71	26
50. There is a positive culture in my workplace	60	60	67	21
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	34	46	5

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?

