

2013 YourSay Workplace Survey

LHD Report



Northern Sydney Local Health District

This Report

This report provides Northern Sydney Local Health District with data from the 2013 YourSay Workplace Survey. It summarises staff views and presents comparative data to help put the results into perspective.

Response Rates

The Actual Responses gives the total number of valid surveys that were returned for this facility.

The Estimated Response Rate quoted in this report is an estimate only, based on Full Time Equivalent (FTE) staff as at 2 April 2013. 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 estimated response rates for individual facilities cannot be provided where the actual number of surveys received exceeded the nominated FTE for that facility. This error could be from an incorrect FTE value being used and/or errors in self selection when completing the survey.

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.

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%.

Comparative data

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

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 ten respondents from each demographic.

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2,360

ACTUAL RESPONSES

23%

2% Confidence Interval

ESTIMATED RESPONSE RATE

67%

2011: 65%

ENGAGEMENT INDEX

52%

2011: 49%

WORKPLACE CULTURE INDEX

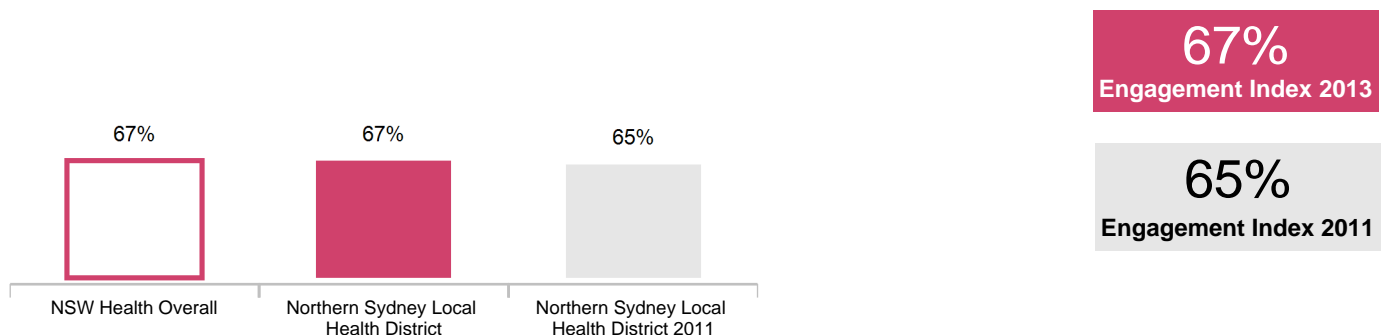
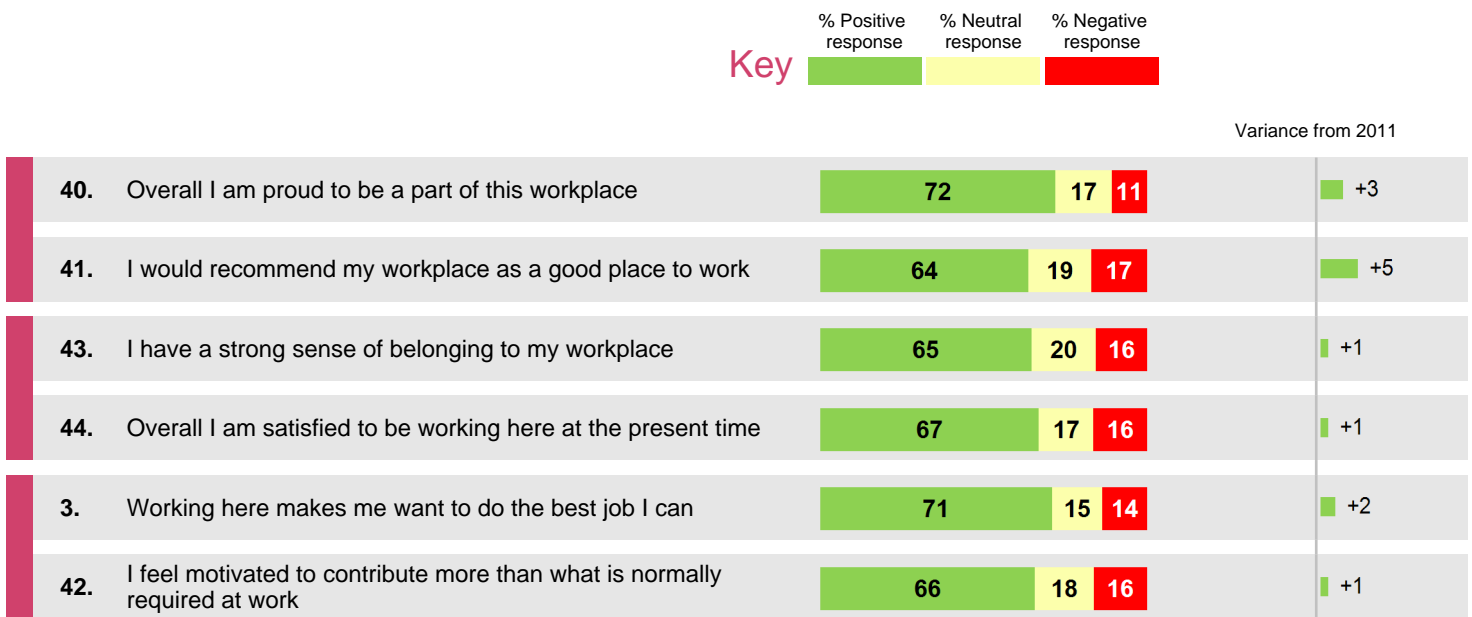
Employee Engagement Index

The Engagement Index is a measure of respondents commitment to the organisation they work for. Engagement goes beyond satisfaction and can be defined as employees' willingness to invest their personal effort in the success of the organisation.

The three elements of Employee Engagement

- Say** Strongly advocating the organisation
- Stay** An emotional commitment to the organisation and a desire to stay
- Strive** Providing sustained additional effort in line with organisational goals

The following six questions have been identified as being most aligned to Employee Engagement. The Engagement Index is an average of the following scores:

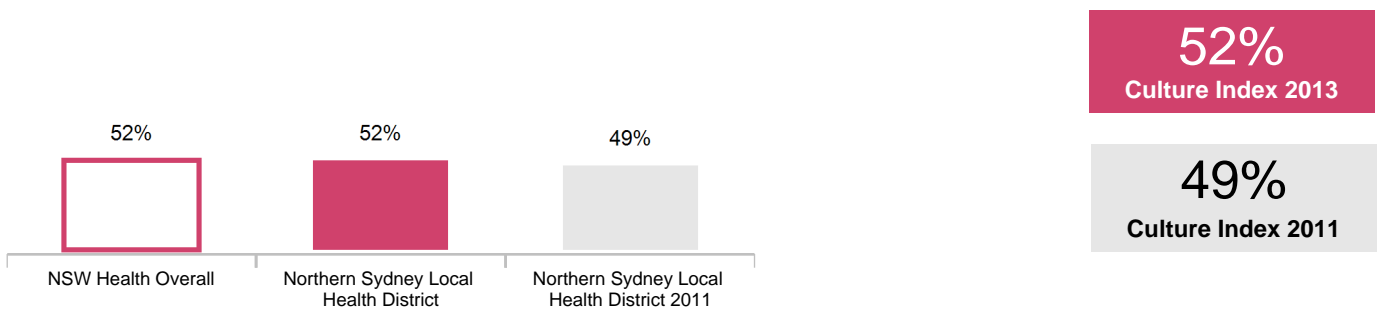


Employee Workplace Culture Index

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 Index is an average of the following scores:

	Key			Variance from 2011
	% Positive response	% Neutral response	% Negative response	
11. Morale is good in my team	54	20	25	+1
12. I believe I am valued for what I can offer at my workplace	63	15	22	+1
13. In my workplace, we recognise our successes and innovations	56	23	21	+3
14. Staff are treated respectfully regardless of their job	61	17	22	+2
17. Overall, I have confidence in the decisions made by my line manager	62	19	19	-1
18b. The senior managers at my workplace ... have a clear direction for the future	42	31	27	+12
18c. The senior managers at my workplace ... lead by example in creating a positive workplace	43	28	30	+9
20. Overall, I have confidence in the decisions made by my senior managers	43	29	28	+7
22. I have a say in decisions which affect my work	45	25	30	+2
23. I think it is safe to speak up and challenge the way things are done	51	20	29	+1
24a. Where I work, we share the lessons learnt when mistakes are made	58	23	20	+2
28. I have confidence in the processes that my workplace uses to resolve staff conflict	42	28	29	+1
37. My team's objectives/work plans are clearly outlined	64	21	15	0
38. Our objectives/work plans help us to deliver a quality service	64	23	13	+1
46. Overall, I believe the culture at my workplace has improved in the last 12 months	33	37	30	+3



Drivers of Engagement

The impact analysis below identifies the areas that have the potential to improve and maintain the engagement of your employees. The dashboard below shows the questions with the greatest impact on Employee Engagement for Northern Sydney Local Health District. These questions are not necessarily the lowest performers, rather the questions having the greatest impact on engagement for Northern Sydney Local Health District as a whole.

The questions derived from the impact analysis should be used to guide the action planning process following the survey, as taking effective action in these areas should have a positive impact on Employee Engagement. This information should also be used in conjunction with the rest of the questions included in the survey.

The questions are listed below in descending order of greatest impact on engagement.

Drivers of Employee Engagement		Impact (on Employee Engagement)	% Positive	NSW Health Overall % positive score	Northern Sydney Local Health District 2011 % positive score
		<i>Greatest</i>			
46.	Overall, I believe the culture at my workplace has improved in the last 12 months		33	36	30
20.	Overall, I have confidence in the decisions made by my senior managers		43	42	36
28.	I have confidence in the processes that my workplace uses to resolve staff conflict		42	42	41
22.	I have a say in decisions which affect my work		45	46	43
19.	There is a positive relationship between senior management and staff in my workplace		41	40	33
18c.	The senior managers at my workplace ... lead by example in creating a positive workplace		43	41	34

Highlights and lowlights

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

Highlights

Sections

	% Positive
Training and Development Opportunities	71
Your Job	65
Your Team	62

Questions

	% Positive
26. I am given the opportunity to complete my annual mandatory training requirements as a part of my every day work	84
1. My job makes good use of my skills and abilities	80
15d. My line manager ... treats me with respect	75
40. Overall I am proud to be a part of this workplace	72
3. Working here makes me want to do the best job I can	71

Lowlights

Sections

	% Positive
Senior Managers	42
Communication	53
Work Environment	57

Questions

	% Positive
46. Overall, I believe the culture at my workplace has improved in the last 12 months	33
19. There is a positive relationship between senior management and staff in my workplace	41
18b. The senior managers at my workplace ... have a clear direction for the future	42
28. I have confidence in the processes that my workplace uses to resolve staff conflict	42
20. Overall, I have confidence in the decisions made by my senior managers	43

Most Improved and Least Improved since 2011

This section shows the three most improved sections and five most improved questions since 2011. It also shows the three sections and five questions that have least improved since 2011.

Most improved

Sections

	% Positive	Variance from 2011
Senior Managers	42	+8
Communication	53	+4
Being valued	60	+2

Questions

	% Positive	Variance from 2011
18b. The senior managers at my workplace ... have a clear direction for the future	42	+12
18c. The senior managers at my workplace ... lead by example in creating a positive workplace	43	+9
19. There is a positive relationship between senior management and staff in my workplace	41	+8
35. My work environment allows me to deliver the best possible services (patient care or support services)	58	+8
20. Overall, I have confidence in the decisions made by my senior managers	43	+7

Least improved

Sections

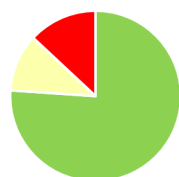
	% Positive	Variance from 2011
Your Line Manager	62	-1

Questions

	% Positive	Variance from 2011
15a. My line manager ... recognises and acknowledges when I have done my job well	63	-3
16. I receive regular and constructive feedback on my performance	46	-3
15d. My line manager ... treats me with respect	75	-2
15b. My line manager ... treats all staff in my team fairly	62	-1
17. Overall, I have confidence in the decisions made by my line manager	62	-1

Trend Comparison

This section shows comparisons between Northern Sydney Local Health District and the 2011 survey results for Northern Sydney Local Health District.

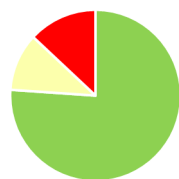


- 76% ■ Proportion of questions above 2011 scores by 1 or more percentage points
- 11% ■ Proportion of questions inline with the 2011 scores
- 13% ■ Proportion of questions below the 2011 scores by 1 or more percentage points

	% Positive	Variance from 2011
18b. The senior managers at my workplace ... have a clear direction for the future	42	■ +12
18c. The senior managers at my workplace ... lead by example in creating a positive workplace	43	■ +9
19. There is a positive relationship between senior management and staff in my workplace	41	■ +8
35. My work environment allows me to deliver the best possible services (patient care or support services)	58	■ +8
20. Overall, I have confidence in the decisions made by my senior managers	43	■ +7
18a. The senior managers at my workplace ... are aware of the issues I face in my job	43	■ +5
41. I would recommend my workplace as a good place to work	64	■ +5
5. I have sufficient control over my work so I can do my job well	64	■ +3
13. In my workplace, we recognise our successes and innovations	56	■ +3
21. I am kept well informed about what is happening in my workplace	51	■ +3
32. My workplace is proactive in minimising potential violence/abuse from patients or visitors	69	■ +3
40. Overall I am proud to be a part of this workplace	72	■ +3
46. Overall, I believe the culture at my workplace has improved in the last 12 months	33	■ +3
1. My job makes good use of my skills and abilities	80	■ +2
3. Working here makes me want to do the best job I can	71	■ +2
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	60	■ +2

Trend Comparison

This section shows comparisons between Northern Sydney Local Health District and the 2011 survey results for Northern Sydney Local Health District.

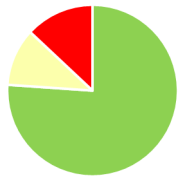


- 76% ■ Proportion of questions above 2011 scores by 1 or more percentage points
- 11% ■ Proportion of questions inline with the 2011 scores
- 13% ■ Proportion of questions below the 2011 scores by 1 or more percentage points

	% Positive	Variance from 2011
14. Staff are treated respectfully regardless of their job	61	+2
22. I have a say in decisions which affect my work	45	+2
24a. Where I work, we share the lessons learnt when mistakes are made	58	+2
31. Reasonable expectations are placed on staff according to their position	56	+2
36. In my workplace patient safety is at the centre of all decision making	66	+2
2. I feel I am able to suggest ideas to improve our ways of doing things	69	+1
8. In my team we generally acknowledge one another's efforts and achievements	70	+1
9. People in my team are honest and open	66	+1
11. Morale is good in my team	54	+1
12. I believe I am valued for what I can offer at my workplace	63	+1
15c. My line manager ... ensures that when issues are raised in the team, they are addressed	63	+1
23. I think it is safe to speak up and challenge the way things are done	51	+1
28. I have confidence in the processes that my workplace uses to resolve staff conflict	42	+1
29. I am able to achieve a healthy work/life balance most of the time	63	+1
30. There are mechanisms in place to support me if I experience stress or pressure	54	+1
38. Our objectives/work plans help us to deliver a quality service	64	+1

Trend Comparison

This section shows comparisons between Northern Sydney Local Health District and the 2011 survey results for Northern Sydney Local Health District.



- 76% ■ Proportion of questions above 2011 scores by 1 or more percentage points
- 11% ■ Proportion of questions inline with the 2011 scores
- 13% ■ Proportion of questions below the 2011 scores by 1 or more percentage points

	% Positive	Variance from 2011
42. I feel motivated to contribute more than what is normally required at work	66	+1
43. I have a strong sense of belonging to my workplace	65	+1
44. Overall I am satisfied to be working here at the present time	67	+1
7. The people I work with are willing to help each other even if this means doing something outside their usual job	69	0
10. My team resolves conflict quickly when it arises	53	0
26. I am given the opportunity to complete my annual mandatory training requirements as a part of my every day work	84	0
27. I am encouraged to take opportunities to learn new skills and have new experiences	60	0
37. My team's objectives/work plans are clearly outlined	64	0
15b. My line manager ... treats all staff in my team fairly	62	-1
17. Overall, I have confidence in the decisions made by my line manager	62	-1
25. I have received the appropriate training and development to do my job effectively	70	-1
15d. My line manager ... treats me with respect	75	-2
15a. My line manager ... recognises and acknowledges when I have done my job well	63	-3
16. I receive regular and constructive feedback on my performance	46	-3

External Comparison

This section shows comparisons between Northern Sydney Local Health District and the Australian Health Sector comparisons. The comparative data has been drawn from random sampling of 1,081 Australian health care employees outside of NSW who work in either the public health sector only or the public and private health sector.



- 27% ■ Proportion of questions above the benchmark by 1 or more percentage points
- 2% ■ Proportion of questions inline with the benchmark
- 71% ■ Proportion of questions below the benchmark by 1 or more percentage points

	% Positive	Variance from benchmark
26. I am given the opportunity to complete my annual mandatory training requirements as a part of my every day work	84	+7
18c. The senior managers at my workplace ... lead by example in creating a positive workplace	43	+5
19. There is a positive relationship between senior management and staff in my workplace	41	+5
15b. My line manager ... treats all staff in my team fairly	62	+4
15c. My line manager ... ensures that when issues are raised in the team, they are addressed	63	+3
17. Overall, I have confidence in the decisions made by my line manager	62	+3
20. Overall, I have confidence in the decisions made by my senior managers	43	+3
22. I have a say in decisions which affect my work	45	+3
21. I am kept well informed about what is happening in my workplace	51	+2
42. I feel motivated to contribute more than what is normally required at work	66	+2
7. The people I work with are willing to help each other even if this means doing something outside their usual job	69	+1
15a. My line manager ... recognises and acknowledges when I have done my job well	63	+1
15d. My line manager ... treats me with respect	75	+1
41. I would recommend my workplace as a good place to work	64	+1
32. My workplace is proactive in minimising potential violence/abuse from patients or visitors	69	0
9. People in my team are honest and open	66	-1
18a. The senior managers at my workplace ... are aware of the issues I face in my job	43	-1

External Comparison

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- 27% ■ Proportion of questions above the benchmark by 1 or more percentage points
- 2% ■ Proportion of questions inline with the benchmark
- 71% ■ Proportion of questions below the benchmark by 1 or more percentage points

	% Positive	Variance from benchmark
40. Overall I am proud to be a part of this workplace	72	-1 ■
43. I have a strong sense of belonging to my workplace	65	-1 ■
45. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	57	-1 ■
11. Morale is good in my team	54	-2 ■
14. Staff are treated respectfully regardless of their job	61	-2 ■
18b. The senior managers at my workplace ... have a clear direction for the future	42	-2 ■
23. I think it is safe to speak up and challenge the way things are done	51	-2 ■
24a. Where I work, we share the lessons learnt when mistakes are made	58	-2 ■
1. My job makes good use of my skills and abilities	80	-3 ■
10. My team resolves conflict quickly when it arises	53	-3 ■
12. I believe I am valued for what I can offer at my workplace	63	-3 ■
13. In my workplace, we recognise our successes and innovations	56	-3 ■
16. I receive regular and constructive feedback on my performance	46	-3 ■
27. I am encouraged to take opportunities to learn new skills and have new experiences	60	-3 ■
2. I feel I am able to suggest ideas to improve our ways of doing things	69	-4 ■
8. In my team we generally acknowledge one another's efforts and achievements	70	-4 ■
28. I have confidence in the processes that my workplace uses to resolve staff conflict	42	-4 ■

External Comparison

This section shows comparisons between Northern Sydney Local Health District and the Australian Health Sector comparisons. The comparative data has been drawn from random sampling of 1,081 Australian health care employees outside of NSW who work in either the public health sector only or the public and private health sector.



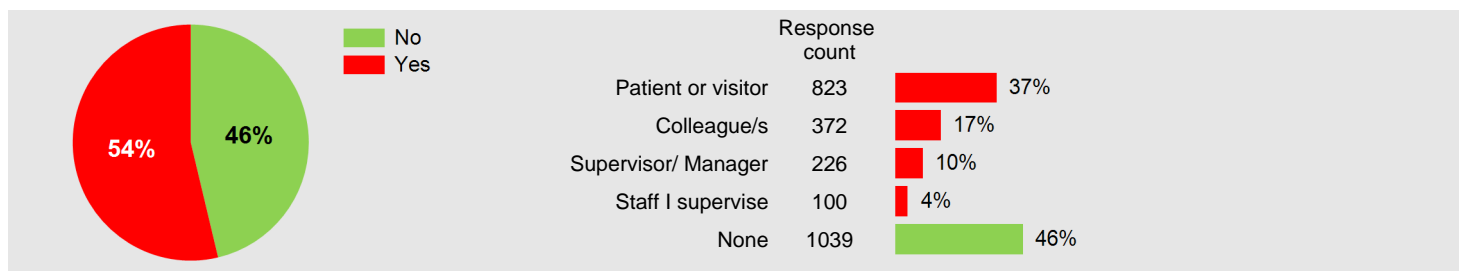
- 27% ■ Proportion of questions above the benchmark by 1 or more percentage points
- 2% ■ Proportion of questions inline with the benchmark
- 71% ■ Proportion of questions below the benchmark by 1 or more percentage points

	% Positive	Variance from benchmark
44. Overall I am satisfied to be working here at the present time	67	-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	60	-5 ■
24c. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	-5 ■
29. I am able to achieve a healthy work/life balance most of the time	63	-5 ■
30. There are mechanisms in place to support me if I experience stress or pressure	54	-5 ■
31. Reasonable expectations are placed on staff according to their position	56	-5 ■
46. Overall, I believe the culture at my workplace has improved in the last 12 months	33	-5 ■
24b. I am aware of the strategic objectives and direction of the organisation I work for	55	-6 ■
38. Our objectives/work plans help us to deliver a quality service	64	-6 ■
3. Working here makes me want to do the best job I can	71	-7 ■
36. In my workplace patient safety is at the centre of all decision making	66	-7 ■
37. My team's objectives/work plans are clearly outlined	64	-7 ■
39. At my workplace there is a good balance between delivering services and monitoring service delivery	51	-7 ■
5. I have sufficient control over my work so I can do my job well	64	-8 ■
25. I have received the appropriate training and development to do my job effectively	70	-8 ■
35. My work environment allows me to deliver the best possible services (patient care or support services)	58	-8 ■
4. The right amount of approvals are required for routine decisions	46	-11 ■

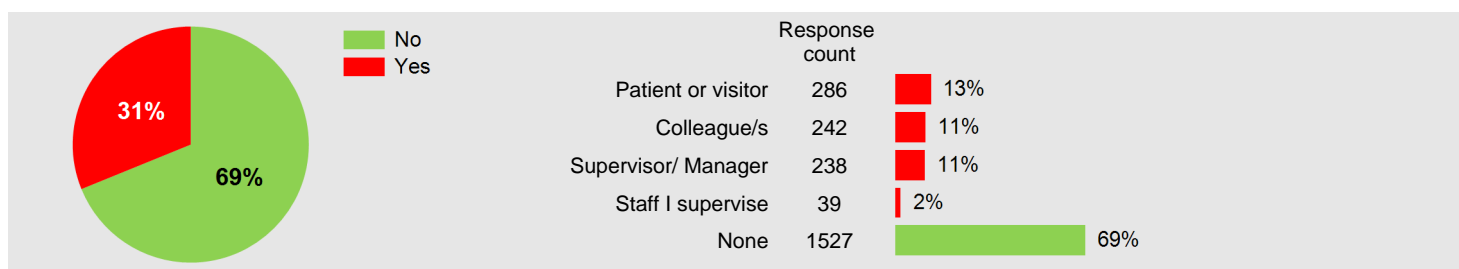
Unacceptable Behaviour

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

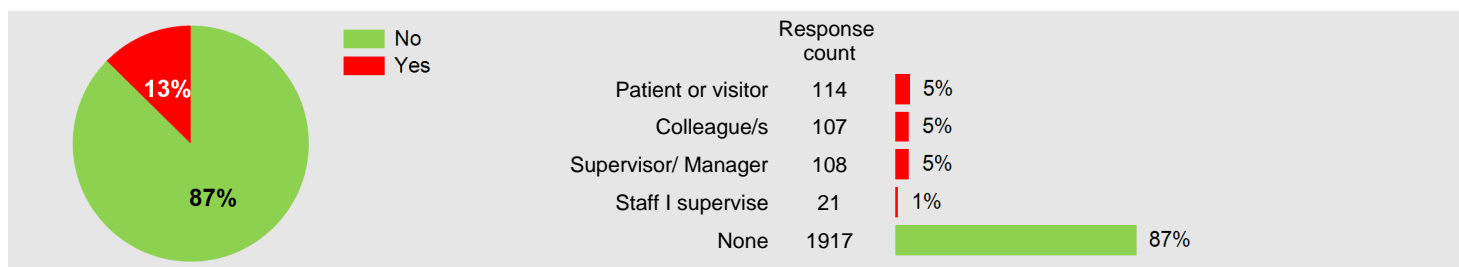
33a. In the last 12 months, I have been verbally abused by a ...



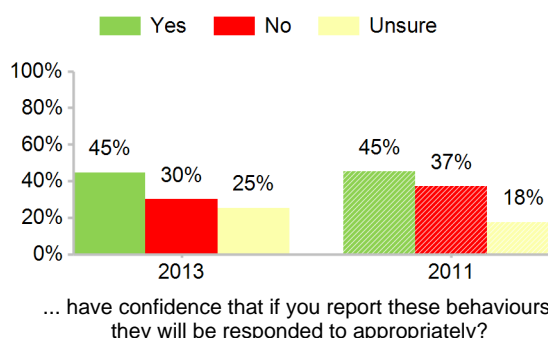
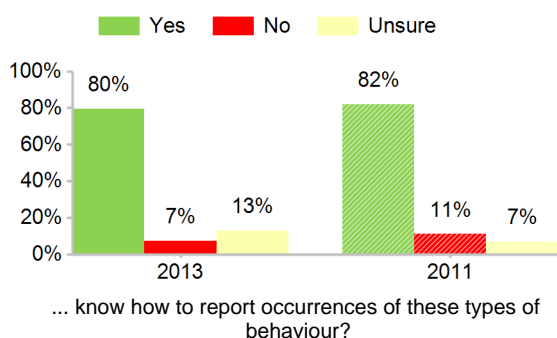
33b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



33c. 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 ...



34. Do you currently ...



All Questions

This section shows the breakdown of responses to each question

* This question was negatively worded in 2011 and is not directly comparable to 2013 results

Key

A question identified as being a key driver of employee engagement

% positive response

% neutral response

% negative response

At least 1% greater than comparator

At least 1% less than comparator

Your Job

				% Positive Score	Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
1. My job makes good use of my skills and abilities	80	8	13	80	78	79	83
2. I feel I am able to suggest ideas to improve our ways of doing things	69	12	19	69	68	68	73
3. Working here makes me want to do the best job I can	71	15	14	71	69	71	78
4. The right amount of approvals are required for routine decisions *	46	24	30	46		48	57
5. I have sufficient control over my work so I can do my job well	64	15	21	64	61	64	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	60	19	21	60	58	60	65

All Questions

This section shows the breakdown of responses to each question

Key	A question identified as being a key driver of employee engagement	% positive response	% neutral response	% negative response	At least 1% greater than comparator	At least 1% less than comparator

Your Team

Question	% positive response	% neutral response	% negative response	% Positive Score	Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
7. The people I work with are willing to help each other even if this means doing something outside their usual job	69	14	17	69	62	60	64
8. In my team we generally acknowledge one another's efforts and achievements	70	14	16	70	69	69	74
9. People in my team are honest and open	66	20	15	66	65	63	67
10. My team resolves conflict quickly when it arises	53	25	22	53	53	51	56
11. Morale is good in my team	54	20	25	54	53	51	56

All Questions

This section shows the breakdown of responses to each question

	Response Breakdown			Key	At least 1% greater than comparator	At least 1% less than comparator	
	% positive response	% neutral response	% negative response				
Being valued							
12. I believe I am valued for what I can offer at my workplace	63	15	22				
13. In my workplace, we recognise our successes and innovations	56	23	21				
14. Staff are treated respectfully regardless of their job	61	17	22				
	% Positive Score				Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
	60	58	59		63		
	63	62	61		66		
	56	53	55		59		
	61	59	60		63		

All Questions

This section shows the breakdown of responses to each question

	Response Breakdown			% Positive Score	Northern Sydney Local Health District 2013	NSW Health Overall 2013	Australian Health Sector Benchmark
	% positive response	% neutral response	% negative response				
Key A question identified as being a key driver of employee engagement							
					At least 1% greater than comparator		At least 1% less than comparator
Your Line Manager							
15a. My line manager ... recognises and acknowledges when I have done my job well	63	18	19	63	66	64	62
15b. My line manager ... treats all staff in my team fairly	62	17	21	62	63	62	58
15c. My line manager ... ensures that when issues are raised in the team, they are addressed	63	16	21	63	62	60	60
15d. My line manager ... treats me with respect	75	12	13	75	77	75	74
16. I receive regular and constructive feedback on my performance	46	25	29	46	49	49	49
17. Overall, I have confidence in the decisions made by my line manager	62	19	19	62	63	62	59

All Questions

This section shows the breakdown of responses to each question

	% positive response	% neutral response	% negative response				
Key A question identified as being a key driver of employee engagement					At least 1% greater than comparator	At least 1% less than comparator	
				% Positive Score	Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
Senior Managers				42	34	42	40
18a. The senior managers at my workplace ... are aware of the issues I face in my job				43	38	46	44
18b. The senior managers at my workplace ... have a clear direction for the future				42	30	40	44
18c. The senior managers at my workplace ... lead by example in creating a positive workplace				43	34	41	38
K 19. There is a positive relationship between senior management and staff in my workplace				41	33	40	36
K 20. Overall, I have confidence in the decisions made by my senior managers				43	36	42	40

All Questions

This section shows the breakdown of responses to each question

	% positive response	% neutral response	% negative response				
Key A question identified as being a key driver of employee engagement							At least 1% greater than comparator At least 1% less than comparator
Communication							
				% Positive Score	Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
21. I am kept well informed about what is happening in my workplace	51	21	28	51	48	50	49
K 22. I have a say in decisions which affect my work	45	25	30	45	43	46	42
23. I think it is safe to speak up and challenge the way things are done	51	20	29	51	50	51	53
24a. Where I work, we share the lessons learnt when mistakes are made	58	23	20	58	56	58	60
24b. I am aware of the strategic objectives and direction of the organisation I work for	55	23	22	55		56	61
24c. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	22	19	58		59	63

All Questions

This section shows the breakdown of responses to each question

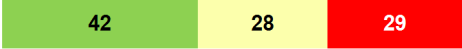


Key	A question identified as being a key driver of employee engagement	Response Breakdown			% Positive Score	Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
		% positive response	% neutral response	% negative response				
Training and Development Opportunities					71	71	69	73
	25. I have received the appropriate training and development to do my job effectively	70	17	14	70	71	71	78
	26. I am given the opportunity to complete my annual mandatory training requirements as a part of my every day work	84	8	9	84	84	76	77
	27. I am encouraged to take opportunities to learn new skills and have new experiences	60	20	20	60	60	59	63

All Questions

This section shows the breakdown of responses to each question

Key	A question identified as being a key driver of employee engagement	% positive response	% neutral response	% negative response	At least 1% greater than comparator	At least 1% less than comparator
						

Work Environment

		% Positive Score	Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
K	28. I have confidence in the processes that my workplace uses to resolve staff conflict		57	55	61
	29. I am able to achieve a healthy work/life balance most of the time		42	41	46
	30. There are mechanisms in place to support me if I experience stress or pressure		63	62	68
	31. Reasonable expectations are placed on staff according to their position		54	53	59
	32. My workplace is proactive in minimising potential violence/abuse from patients or visitors		56	54	61
			69	66	69

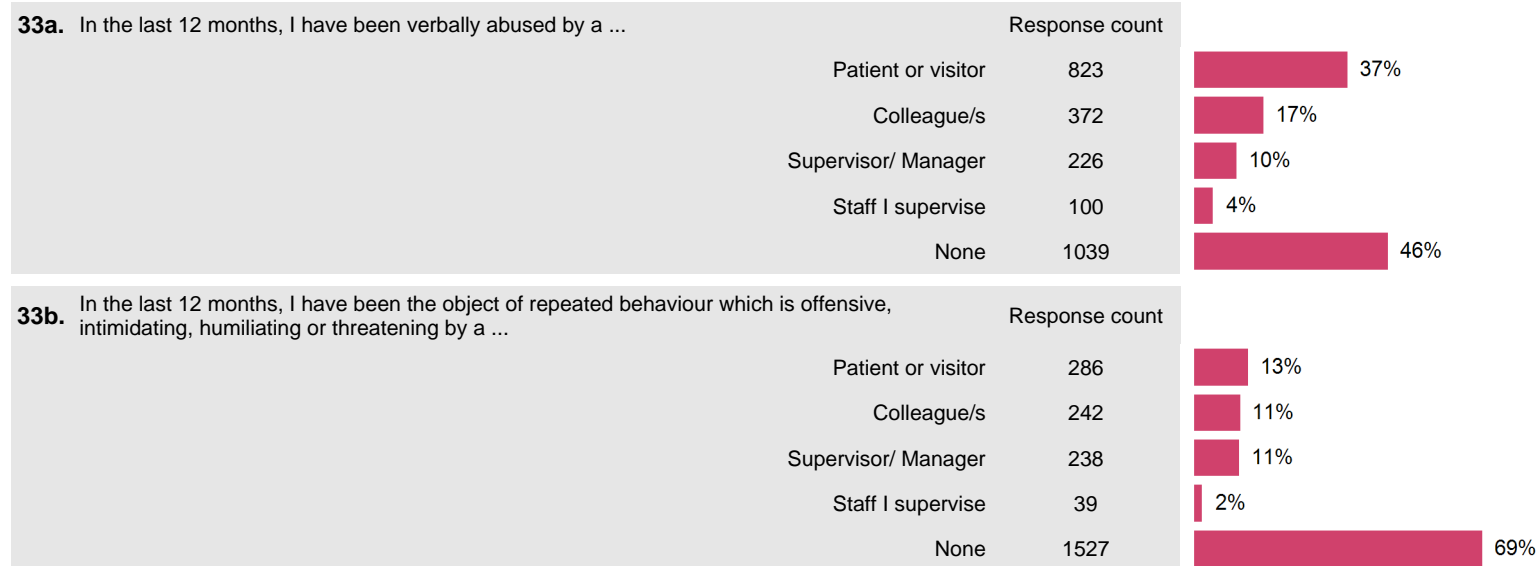
All Questions

This section shows the breakdown of responses to each question

At least 1% greater than comparator
At least 1% less than comparator

Key A question identified as being a key driver of employee engagement

Unacceptable Behaviour



All Questions

This section shows the breakdown of responses to each question

Key A question identified as being a key driver of employee engagement

At least 1% greater than comparator

At least 1% less than comparator

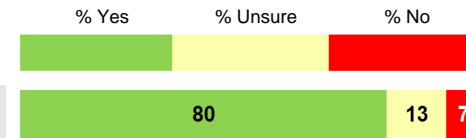
Unacceptable Behaviour

33c. 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 ...

	Response count
Patient or visitor	114
Colleague/s	107
Supervisor/ Manager	108
Staff I supervise	21
None	1917



34a. Do you currently ... know how to report occurrences of these types of behaviour?



34b. Do you currently ... have confidence that if you report these behaviours they will be responded to appropriately?



% Positive Score
Northern Sydney Local Health District 2011
NSW Health Overall 2013
Australian Health Sector Benchmark

80	82	83	88
45	45	45	52

All Questions

This section shows the breakdown of responses to each question

* This question was negatively worded in 2011 and is not directly comparable to 2013 results

Key

A question identified as being a key driver of employee engagement

% positive response

% neutral response

% negative response

At least 1% greater than comparator

At least 1% less than comparator

Service Delivery

	% positive response	% neutral response	% negative response	% Positive Score	Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
35. My work environment allows me to deliver the best possible services (patient care or support services)	58	20	22	58	50	59	66
36. In my workplace patient safety is at the centre of all decision making	66	22	12	66	64	67	73
37. My team's objectives/work plans are clearly outlined	64	21	15	64	64	65	71
38. Our objectives/work plans help us to deliver a quality service	64	23	13	64	63	64	70
39. At my workplace there is a good balance between delivering services and monitoring service delivery *	51	29	20	51		52	58

All Questions

This section shows the breakdown of responses to each question

	Key	A question identified as being a key driver of employee engagement	Response Breakdown			% Positive Score	Northern Sydney Local Health District 2011	NSW Health Overall 2013	Australian Health Sector Benchmark
			% positive response	% neutral response	% negative response				
Your Workplace						60	59	60	62
40.		Overall I am proud to be a part of this workplace	72	17	11	72	69	71	73
41.		I would recommend my workplace as a good place to work	64	19	17	64	59	62	63
42.		I feel motivated to contribute more than what is normally required at work	66	18	16	66	65	65	64
43.		I have a strong sense of belonging to my workplace	65	20	16	65	64	64	66
44.		Overall I am satisfied to be working here at the present time	67	17	16	67	66	67	71
45.		Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	57	27	16	57		56	58
K		46. Overall, I believe the culture at my workplace has improved in the last 12 months	33	37	30	33	30	36	38

Guide to using 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 25th March to the 29th April, 2013. Paper surveys were accepted until the 3rd of May, 2013.

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.

Estimated Response Rate Calculation

The Estimated Response Rate quoted in this report is an estimate only, based on Full Time Equivalent (FTE) staff as at 2nd April 2013. 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).

Example calculation for NSW Health Overall:

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

	Responses	<i>Fixed term or temporary contract (3) proportioned into Full and Part time based on responses to (1) and (2).</i>	
Permanent Full time (1)	18750	$\frac{18750}{18750 + 7753}$	× 1661 = 1175 Full time
Permanent Part time (2)	7753		
Fixed term or temporary contract (3)	1661	$\frac{7753}{18750 + 7753}$	× 1661 = 486 Part time
Agency (4)	132		
Casual (5)	975		
Contractor (6)	203		
TOTAL answering Q51	29474		
TOTAL number of respondents to the survey	31493		

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:

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

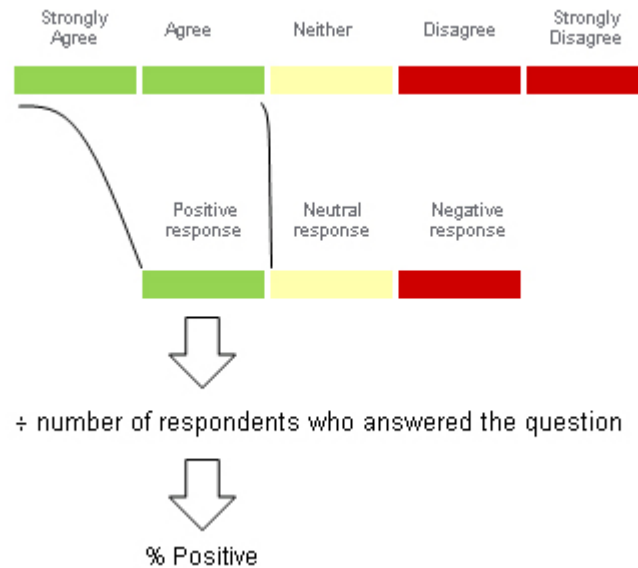
Estimated response rate based on an FTE value of 94882.6 and weighting estimated number of Part time responses by 0.33.

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

Guide to using this report

% Positive

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.



Index and Section Scores

Index and Section scores are calculated as the sum of positive responses given to all questions in that Index or Section divided by the number of answers to all questions in the group.

Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Values from x.00 to x.49 are rounded down and values from x.50 to x.99 are rounded up. Therefore in some instances, results may not total 100%.

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Total
Number of Responses	151	166	176	96	24	613
Percentage	24.63%	27.08%	28.71%	15.66%	3.92%	100.00%
Rounded Percentage	25%	27%	29%	16%	4%	101%
Number of positive responses	(151	+	166)	=	317	
% Positive	317	÷	613	=	52%	

Trend data

Comparisons to the previous survey relate to the results from the 2011 YourSay Workplace Survey. Questions 4 and 39 were negatively worded in 2011 and so are not directly comparable to 2013 results. Questions 33a and 33b specifically excluded patients and visitors from the inappropriate behaviour and are not directly comparable to 2013 results. Questions 24b, 24c and 33c were introduced to the survey in 2013 and therefore do not have trend data.

Benchmark data

ORC International facilitates a benchmarking programme which allows organisations to benchmark their results against the results of other organisations in their sector. In this report, the external benchmark data is the average % positive score achieved from a recent surveys of a random sample of 1,081 Australian health care employees outside of NSW who work in either the public health sector only or the public and private health sector.