

**72%**

2013: 66%

**ENGAGEMENT INDEX**

**58%**

2013: 53%

**WORKPLACE CULTURE INDEX**

**546**

2013: 434

**ACTUAL RESPONSES**

**60%**

2013: 61%  
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	<b>74</b>	<b>+5</b>
45.	I would recommend my workplace as a good place to work	<b>65</b>	<b>+6</b>

### Stay

47.	I have a strong sense of belonging to my workplace	<b>69</b>	<b>+6</b>
48.	Overall I am satisfied to be working here at the present time	<b>74</b>	<b>+6</b>

### Strive

3.	Working here makes me want to do the best job I can	<b>78</b>	<b>+5</b>
46.	I feel motivated to contribute more than what is normally required at work	<b>72</b>	<b>+5</b>

## Key Questions to focus on

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

	<i>% Positive</i>	<i>Variance from 2013</i>
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	<b>40</b>	-
50. There is a positive culture in my workplace	<b>57</b>	-
19. There is a positive relationship between senior management and staff in my workplace	<b>40</b>	<b>+1</b>
18c. The senior managers at my workplace lead by example in creating a positive workplace	<b>44</b>	<b>+5</b>
36. My workplace enables strong professional leadership	<b>57</b>	-
22. My organisation is making the necessary decisions to meet our future challenges	<b>46</b>	-

## In this report

### HEADLINES

A top line summary of key insights

### COMPARISONS

Score summary against selected comparators

### ALL QUESTIONS

Detailed results for the entire question set

### DEMOGRAPHICS

Score comparisons of demographics

### GUIDE

A guide on how to interpret the results

### ACTION

Initiatives for maintaining and improving engagement

## Highlights and lowlights

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

### Highlights

Sections	% Positive
Your Job	72
Service Delivery	70
Training and Development Opportunities	67

Questions	% Positive
1. My job makes good use of my skills and abilities	84
15d. My line manager treats me with respect	79
3. Working here makes me want to do the best job I can	78
2. I feel I am able to suggest ideas to improve our ways of doing things	77
8. In my team we generally acknowledge one another's efforts and achievements	75

### Lowlights

Sections	% Positive
Senior Managers	44
Communication	59
Work Environment	61

Questions	% Positive
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	40
19. There is a positive relationship between senior management and staff in my workplace	40
18c. The senior managers at my workplace lead by example in creating a positive workplace	44
20. Overall, I have confidence in the decisions made by my senior managers	44
18b. The senior managers at my workplace have a clear direction for the future	45

## 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
Your Team	67	+8
Being Valued	66	+7
Your Workplace	65	+6

Questions	% Positive	Variance from 2013
11. Morale is good in my team	59	+12
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	+11
7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	+10
13. In my workplace, we recognise our successes and innovations	64	+9
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	+9

### Least improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	67	-2
Work Environment	61	0
Your Line Manager	67	+2

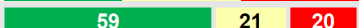


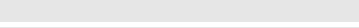

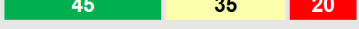

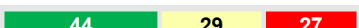


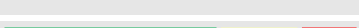
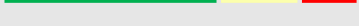


Questions	% Positive	Variance from 2013
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	64	-16
34. Reasonable expectations are placed on staff according to their position	58	-4
32. I am able to achieve a healthy work/life balance most of the time	69	-1
26. Where I work, we share the lessons learnt when mistakes are made	61	-1
17. Overall, I have confidence in the decisions made by my line manager	65	-1

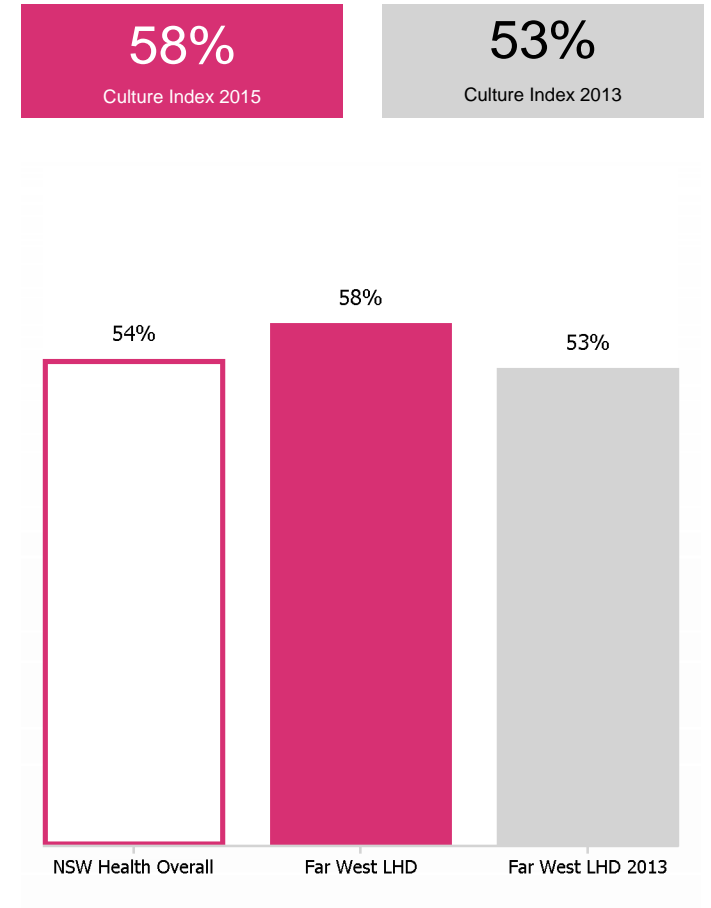
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

# Employee Workplace Culture Index

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

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

	<b>KEY</b>	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team		59	21	20	+12
12. I believe I am valued for what I can offer at my workplace		69	13	17	+6
13. In my workplace, we recognise our successes and innovations		64	22	14	+9
14. Staff are treated respectfully regardless of their job		64	18	18	+5
17. Overall, I have confidence in the decisions made by my line manager		65	20	14	-1
18b. The senior managers at my workplace have a clear direction for the future		45	35	20	+6
18c. The senior managers at my workplace lead by example in creating a positive workplace		44	27	29	+5
20. Overall, I have confidence in the decisions made by my senior managers		44	29	27	+2
24. I have a say in decisions which affect my work		54	23	23	+5
25. I think it is safe to speak up and challenge the way things are done		56	17	27	+2
26. Where I work, we share the lessons learnt when mistakes are made		61	23	17	-1
31. I have confidence in the processes that my workplace uses to resolve staff conflict		49	27	24	+6
41. My team's objectives/ work plans are clearly outlined		72	19	9	+7
42. Our objectives/work plans help us to deliver a quality service		72	20	8	+5
51. Overall, I believe the culture at my workplace has improved in the last 12 months		45	33	21	+9



# Trend Comparison

This section shows comparisons between Far West LHD and the 2013 survey results for Far West LHD



84% ■ Proportion of questions above 2013 scores by 1 or more percentage points

6% ■ Proportion of questions in line with 2013 scores

10% ■ 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>
11. Morale is good in my team	<b>59</b>	<span style="color: green;">■</span> +12
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	<b>62</b>	<span style="color: green;">■</span> +11
7. The people I work with are willing to help each other even if this means doing something outside their usual job	<b>74</b>	<span style="color: green;">■</span> +10
13. In my workplace, we recognise our successes and innovations	<b>64</b>	<span style="color: green;">■</span> +9
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	<b>68</b>	<span style="color: green;">■</span> +9
51. Overall, I believe the culture at my workplace has improved in the last 12 months	<b>45</b>	<span style="color: green;">■</span> +9
10. My team resolves conflict quickly when it arises	<b>59</b>	<span style="color: green;">■</span> +8
39. My work environment allows me to deliver the best possible services (patient care or support services)	<b>70</b>	<span style="color: green;">■</span> +7
41. My team's objectives/ work plans are clearly outlined	<b>72</b>	<span style="color: green;">■</span> +7
48. Overall I am satisfied to be working here at the present time	<b>74</b>	<span style="color: green;">■</span> +6
27a. I am aware of the strategic objectives and direction of the organisation I work for	<b>61</b>	<span style="color: green;">■</span> +6
47. I have a strong sense of belonging to my workplace	<b>69</b>	<span style="color: green;">■</span> +6

# Trend Comparison

This section shows comparisons between Far West LHD and the 2013 survey results for Far West LHD



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

	<i>% Positive</i>	<i>Variance from 2013</i>
12. I believe I am valued for what I can offer at my workplace	<b>69</b>	+6
9. People in my team are honest and open	<b>67</b>	+6
45. I would recommend my workplace as a good place to work	<b>65</b>	+6
18b. The senior managers at my workplace have a clear direction for the future	<b>45</b>	+6
31. I have confidence in the processes that my workplace uses to resolve staff conflict	<b>49</b>	+6
3. Working here makes me want to do the best job I can	<b>78</b>	+5
14. Staff are treated respectfully regardless of their job	<b>64</b>	+5
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>64</b>	+5
43. At my workplace there is a good balance between delivering services and monitoring service delivery	<b>61</b>	+5
44. Overall I am proud to be a part of this workplace	<b>74</b>	+5
42. Our objectives/work plans help us to deliver a quality service	<b>72</b>	+5
24. I have a say in decisions which affect my work	<b>54</b>	+5
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	<b>67</b>	+5

# Trend Comparison

This section shows comparisons between Far West LHD and the 2013 survey results for Far West LHD



84% ■ Proportion of questions above 2013 scores by 1 or more percentage points

6% ■ Proportion of questions in line with 2013 scores

10% ■ 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>
<b>18c.</b> The senior managers at my workplace lead by example in creating a positive workplace	<b>44</b>	<span style="color: green;">■</span> +5
<b>46.</b> I feel motivated to contribute more than what is normally required at work	<b>72</b>	<span style="color: green;">■</span> +5
<b>15a.</b> My line manager recognises and acknowledges when I have done my job well	<b>70</b>	<span style="color: green;">■</span> +4
<b>8.</b> In my team we generally acknowledge one another's efforts and achievements	<b>75</b>	<span style="color: green;">■</span> +4
<b>16.</b> I receive regular and constructive feedback on my performance	<b>57</b>	<span style="color: green;">■</span> +4
<b>15c.</b> My line manager ensures that when issues are raised in the team, they are addressed	<b>64</b>	<span style="color: green;">■</span> +4
<b>28.</b> I have received the appropriate training and development to do my job effectively	<b>73</b>	<span style="color: green;">■</span> +4
<b>4.</b> The right amount of approvals are required for routine decisions	<b>57</b>	<span style="color: green;">■</span> +4
<b>2.</b> I feel I am able to suggest ideas to improve our ways of doing things	<b>77</b>	<span style="color: green;">■</span> +3
<b>1.</b> My job makes good use of my skills and abilities	<b>84</b>	<span style="color: green;">■</span> +3
<b>23.</b> I am kept well informed about what is happening in my workplace	<b>52</b>	<span style="color: green;">■</span> +3
<b>35.</b> My workplace is proactive in minimising potential violence/ abuse from patients or visitors	<b>71</b>	<span style="color: green;">■</span> +2
<b>20.</b> Overall, I have confidence in the decisions made by my senior managers	<b>44</b>	<span style="color: green;">■</span> +2

# Trend Comparison

This section shows comparisons between Far West LHD and the 2013 survey results for Far West LHD



- 84% ■ Proportion of questions above 2013 scores by 1 or more percentage points
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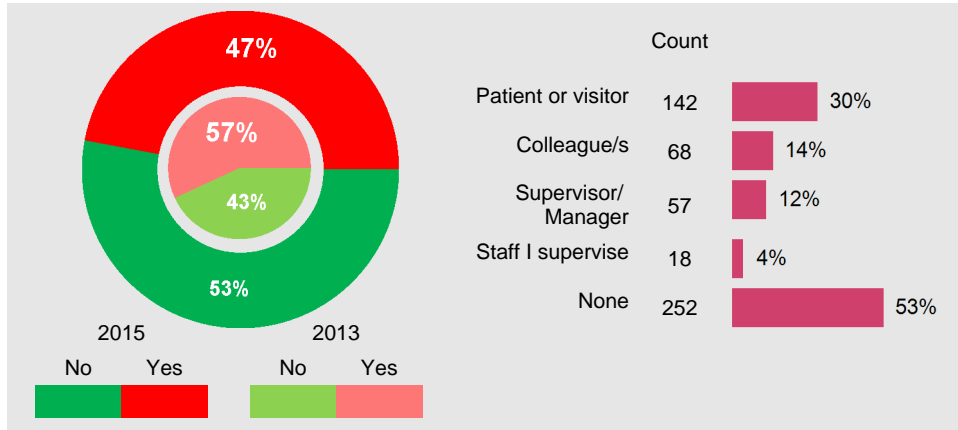
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
25. I think it is safe to speak up and challenge the way things are done	56	+2
40. In my workplace patient safety is at the centre of all decision making	72	+2
15b. My line manager treats all staff in my team fairly	64	+1
19. There is a positive relationship between senior management and staff in my workplace	40	+1
33. There are mechanisms in place to support me if I experience stress or pressure	61	+1
5. I have sufficient control over my work so I can do my job well	68	0
15d. My line manager treats me with respect	79	0
18a. The senior managers at my workplace are aware of the issues I face in my job	47	0
17. Overall, I have confidence in the decisions made by my line manager	65	-1
26. Where I work, we share the lessons learnt when mistakes are made	61	-1
32. I am able to achieve a healthy work/life balance most of the time	69	-1
34. Reasonable expectations are placed on staff according to their position	58	-4
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	64	-16

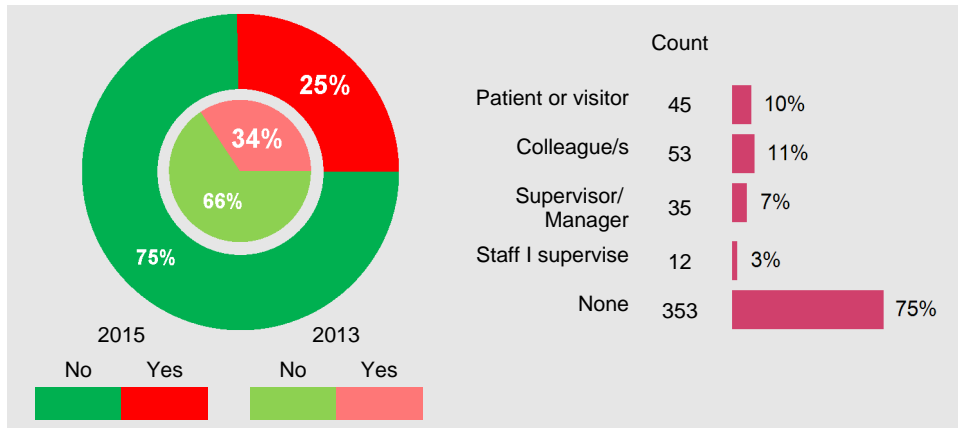
# Unacceptable Behaviour

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

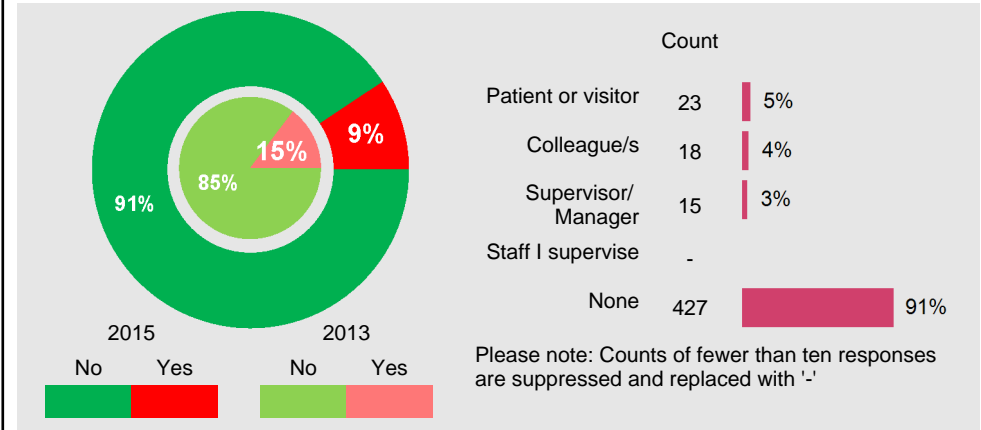
37a. In the last 12 months, I have been verbally abused by a ...



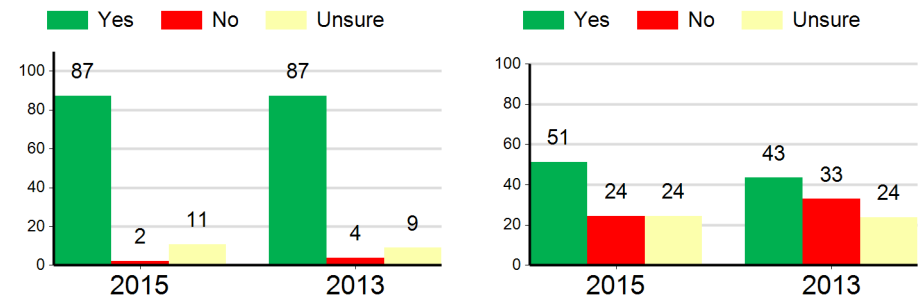
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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



38. Do you currently ...



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

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



# All Questions

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

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

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

## Your Job

	% Positive response	% Neutral response	% Negative response	% Positive	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
1. My job makes good use of my skills and abilities	84	8	8	84	81	81	81
2. I feel I am able to suggest ideas to improve our ways of doing things	77	10	13	77	73	67	69
3. Working here makes me want to do the best job I can	78	13	9	78	72	69	72
4. The right amount of approvals are required for routine decisions	57	24	19	57	54	-	52
5. I have sufficient control over my work so I can do my job well	68	15	16	68	68	61	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	18	16	67	62	56	62

# All Questions

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

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

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

## Your Team

	% Positive response	% Neutral response	% Negative response	% Positive	Far West LHD 2013	Far West LHD 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	74	14	12	74	64	63	69
8. In my team we generally acknowledge one another's efforts and achievements	75	14	10	75	71	68	70
9. People in my team are honest and open	67	21	12	67	61	58	64
10. My team resolves conflict quickly when it arises	59	25	16	59	52	46	53
11. Morale is good in my team	59	21	20	59	48	45	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	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
<b>12.</b> I believe I am valued for what I can offer at my workplace	69	13	17	69	63	62	63
<b>13.</b> In my workplace, we recognise our successes and innovations	64	22	14	64	55	51	57
<b>14.</b> Staff are treated respectfully regardless of their job	64	18	18	64	59	53	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	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
<b>15a.</b>	My line manager recognises and acknowledges when I have done my job well	70	17	13	70	66	62	65
<b>15b.</b>	My line manager treats all staff in my team fairly	64	19	17	64	63	56	62
<b>15c.</b>	My line manager ensures that when issues are raised in the team, they are addressed	64	20	16	64	60	57	61
<b>15d.</b>	My line manager treats me with respect	79	14	7	79	78	73	76
<b>16.</b>	I receive regular and constructive feedback on my performance	57	23	20	57	53	47	52
<b>17.</b>	Overall, I have confidence in the decisions made by my line manager	65	20	14	65	66	59	63

# All Questions

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

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

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

		% Positive response	% Neutral response	% Negative response	% Positive	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
<b>Senior Managers</b>		<span style="color: green;">47</span>	<span style="color: yellow;">25</span>	<span style="color: red;">28</span>	<b>47</b>	<b>47</b>	<b>44</b>	<b>46</b>
	<b>18a.</b> The senior managers at my workplace are aware of the issues I face in my job	<span style="color: green;">47</span>	<span style="color: yellow;">25</span>	<span style="color: red;">28</span>	<b>47</b>	<b>47</b>	<b>44</b>	<b>46</b>
	<b>18b.</b> The senior managers at my workplace have a clear direction for the future	<span style="color: green;">45</span>	<span style="color: yellow;">35</span>	<span style="color: red;">20</span>	<b>45</b>	<b>39</b>	<b>35</b>	<b>45</b>
<b>K</b>	<b>18c.</b> The senior managers at my workplace lead by example in creating a positive workplace	<span style="color: green;">44</span>	<span style="color: yellow;">27</span>	<span style="color: red;">29</span>	<b>44</b>	<b>39</b>	<b>35</b>	<b>45</b>
<b>K</b>	<b>19.</b> There is a positive relationship between senior management and staff in my workplace	<span style="color: green;">40</span>	<span style="color: yellow;">30</span>	<span style="color: red;">30</span>	<b>40</b>	<b>39</b>	<b>33</b>	<b>42</b>
	<b>20.</b> Overall, I have confidence in the decisions made by my senior managers	<span style="color: green;">44</span>	<span style="color: yellow;">29</span>	<span style="color: red;">27</span>	<b>44</b>	<b>42</b>	<b>37</b>	<b>46</b>
<b>K</b>	<b>21.</b> Senior managers in my organisation are honest, open and transparent in their dealings with staff	<span style="color: green;">40</span>	<span style="color: yellow;">30</span>	<span style="color: red;">31</span>	<b>40</b>	-	-	<b>39</b>
<b>K</b>	<b>22.</b> My organisation is making the necessary decisions to meet our future challenges	<span style="color: green;">46</span>	<span style="color: yellow;">35</span>	<span style="color: red;">20</span>	<b>46</b>	-	-	<b>43</b>

# All Questions

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

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

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

## Communication

	% Positive response	% Neutral response	% Negative response	% Positive	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
<b>23.</b> I am kept well informed about what is happening in my workplace	52	23	25	52	49	46	50
<b>24.</b> I have a say in decisions which affect my work	54	23	23	54	49	48	46
<b>25.</b> I think it is safe to speak up and challenge the way things are done	56	17	27	56	54	52	51
<b>26.</b> Where I work, we share the lessons learnt when mistakes are made	61	23	17	61	62	56	59
<b>27a.</b> I am aware of the strategic objectives and direction of the organisation I work for	61	25	14	61	55	-	58
<b>27b.</b> I am aware of how my work contributes to the overall strategic objectives of my organisation	68	21	11	68	59	-	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	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
<b>28.</b> I have received the appropriate training and development to do my job effectively	73	12	15	73	69	71	73
<b>29.</b> I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of	64	15	20	64	81	82	68
<b>30.</b> I am encouraged to take opportunities to learn new skills and have new experiences	64	20	16	64	59	62	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	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
<b>31.</b>	I have confidence in the processes that my workplace uses to resolve staff conflict	49	27	24	49	44	40	44
<b>32.</b>	I am able to achieve a healthy work/life balance most of the time	69	18	13	69	70	65	65
<b>33.</b>	There are mechanisms in place to support me if I experience stress or pressure	61	23	16	61	61	56	56
<b>34.</b>	Reasonable expectations are placed on staff according to their position	58	17	25	58	62	54	57
<b>35.</b>	My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	18	12	71	68	67	69
<b>K 36.</b>	My workplace enables strong professional leadership	57	26	17	57	-	-	52

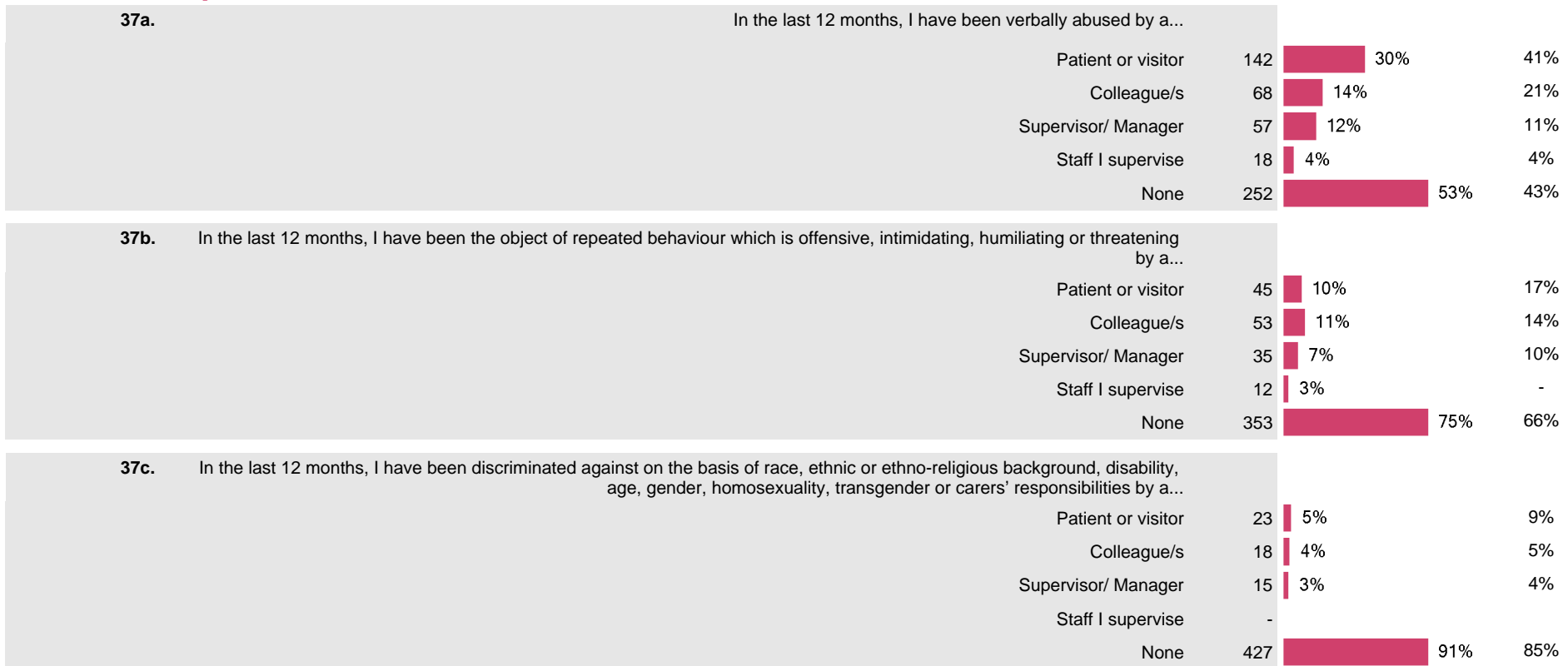


# All Questions

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

## Unacceptable Behaviour

Far West LHD 2013



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

# All Questions

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

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

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

## Unacceptable Behaviour

	% Yes	% Unsure	% No	% Positive	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
<b>38a.</b> Do you currently know how to report occurrences of these types of behaviour?	87	11		87	87	88	85
<b>38b.</b> Do you currently have confidence that if you report these behaviours they will be responded to appropriately?	51	24	24	51	43	44	47

# All Questions

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

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

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

## Service Delivery

	% Positive response	% Neutral response	% Negative response	% Positive	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
<b>39.</b> My work environment allows me to deliver the best possible services (patient care or support services)	70	16	13	70	63	59	62
<b>40.</b> In my workplace patient safety is at the centre of all decision making	72	17	10	72	71	68	69
<b>41.</b> My team's objectives/ work plans are clearly outlined	72	19	9	72	66	64	66
<b>42.</b> Our objectives/work plans help us to deliver a quality service	72	20	8	72	67	65	66
<b>43.</b> At my workplace there is a good balance between delivering services and monitoring service delivery	61	26	13	61	56	-	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	Far West LHD 2013	Far West LHD 2011	NSW Health Overall
44. Overall I am proud to be a part of this workplace	74	17	9	74	69	68	73
45. I would recommend my workplace as a good place to work	65	22	13	65	59	59	64
46. I feel motivated to contribute more than what is normally required at work	72	19	10	72	67	61	67
47. I have a strong sense of belonging to my workplace	69	18	13	69	63	62	65
48. Overall I am satisfied to be working here at the present time	74	15	11	74	67	64	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	23	15	62	51	-	59
<b>K</b> 50. There is a positive culture in my workplace	57	23	20	57	-	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	33	21	45	37	32	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	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81

## Your Job

1. My job makes good use of my skills and abilities	84	(r)	84	75	94	79	91	(r)	(r)	(r)	92	71	(r)	79
2. I feel I am able to suggest ideas to improve our ways of doing things	77	(r)	78	58	81	72	83	(r)	(r)	(r)	75	68	(r)	82
3. Working here makes me want to do the best job I can	78	(r)	75	50	88	72	96	(r)	(r)	(r)	83	74	(r)	84
4. The right amount of approvals are required for routine decisions	57	(r)	55	50	64	51	61	(r)	(r)	(r)	67	54	(r)	63
5. I have sufficient control over my work so I can do my job well	68	(r)	65	54	69	54	74	(r)	(r)	(r)	58	73	(r)	81
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	(r)	67	29	77	59	77	(r)	(r)	(r)	75	57	(r)	76

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		546	6	220	24	52	39	23	5	6	0	12	38	7	92
Employee Engagement Index		72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81

## Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	74	(r)	72	71	87	64	78	(r)	(r)	(r)	67	61	(r)	80
8.	In my team we generally acknowledge one another's efforts and achievements	75	(r)	76	58	92	67	91	(r)	(r)	(r)	92	47	(r)	81
9.	People in my team are honest and open	67	(r)	60	58	87	62	83	(r)	(r)	(r)	92	42	(r)	79
10.	My team resolves conflict quickly when it arises	59	(r)	51	46	88	59	61	(r)	(r)	(r)	83	53	(r)	67
11.	Morale is good in my team	59	(r)	56	33	75	56	77	(r)	(r)	(r)	50	46	(r)	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

	Role														
	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other	
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92	
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81	

## Being Valued

12. I believe I am valued for what I can offer at my workplace	<b>69</b>	(r)	<b>64</b>	<b>46</b>	<b>77</b>	69	<b>78</b>	(r)	(r)	(r)	<b>67</b>	<b>62</b>	(r)	<b>80</b>
13. In my workplace, we recognise our successes and innovations	<b>64</b>	(r)	<b>63</b>	<b>43</b>	<b>85</b>	<b>62</b>	<b>83</b>	(r)	(r)	(r)	<b>50</b>	<b>45</b>	(r)	<b>70</b>
14. Staff are treated respectfully regardless of their job	<b>64</b>	(r)	<b>57</b>	<b>50</b>	<b>83</b>	<b>69</b>	<b>74</b>	(r)	(r)	(r)	<b>58</b>	<b>45</b>	(r)	<b>75</b>

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
<b>Role</b>														
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	<b>70</b>	(r)	<b>67</b>	<b>58</b>	<b>83</b>	<b>56</b>	<b>87</b>	(r)	(r)	(r)	<b>75</b>	<b>59</b>	(r)	<b>78</b>
15b. treats all staff in my team fairly	<b>64</b>	(r)	<b>57</b>	<b>50</b>	<b>79</b>	<b>67</b>	<b>83</b>	(r)	(r)	(r)	<b>42</b>	<b>57</b>	(r)	<b>77</b>
15c. ensures that when issues are raised in the team, they are addressed	<b>64</b>	(r)	<b>60</b>	<b>54</b>	<b>77</b>	<b>61</b>	<b>83</b>	(r)	(r)	(r)	<b>33</b>	<b>59</b>	(r)	<b>76</b>
15d. treats me with respect	<b>79</b>	(r)	<b>74</b>	<b>75</b>	<b>87</b>	<b>77</b>	<b>91</b>	(r)	(r)	(r)	<b>83</b>	<b>76</b>	(r)	<b>85</b>
16. I receive regular and constructive feedback on my performance	<b>57</b>	(r)	57	<b>42</b>	<b>65</b>	<b>49</b>	<b>78</b>	(r)	(r)	(r)	<b>58</b>	<b>37</b>	(r)	<b>67</b>
17. Overall, I have confidence in the decisions made by my line manager	<b>65</b>	(r)	<b>60</b>	<b>54</b>	<b>81</b>	<b>69</b>	<b>91</b>	(r)	(r)	(r)	<b>75</b>	<b>49</b>	(r)	<b>71</b>



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81

## Senior Managers

18a. are aware of the issues I face in my job	47	(r)	43	25	56	36	65	(r)	(r)	(r)	42	39	(r)	57
18b. have a clear direction for the future	45	(r)	39	8	65	41	65	(r)	(r)	(r)	83	37	(r)	52
18c. lead by example in creating a positive workplace	44	(r)	39	13	52	38	52	(r)	(r)	(r)	58	43	(r)	57
19. There is a positive relationship between senior management and staff in my workplace	40	(r)	33	8	50	21	61	(r)	(r)	(r)	42	50	(r)	52
20. Overall, I have confidence in the decisions made by my senior managers	44	(r)	41	17	58	36	57	(r)	(r)	(r)	58	42	(r)	48
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	40	(r)	34	17	54	33	59	(r)	(r)	(r)	58	37	(r)	49
22. My organisation is making the necessary decisions to meet our future challenges	46	(r)	39	17	65	36	61	(r)	(r)	(r)	58	43	(r)	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

Role	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81

## Communication

23. I am kept well informed about what is happening in my workplace	52	(r)	51	33	62	36	73	(r)	(r)	(r)	67	37	(r)	60
24. I have a say in decisions which affect my work	54	(r)	50	21	62	44	77	(r)	(r)	(r)	67	53	(r)	62
25. I think it is safe to speak up and challenge the way things are done	56	(r)	51	25	65	56	73	(r)	(r)	(r)	42	61	(r)	69
26. Where I work, we share the lessons learnt when mistakes are made	61	(r)	59	42	63	62	73	(r)	(r)	(r)	58	55	(r)	71
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	(r)	56	46	77	59	82	(r)	(r)	(r)	83	54	(r)	64
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	(r)	64	46	81	69	78	(r)	(r)	(r)	67	66	(r)	70

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role														
	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other	
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92	
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81	

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	<b>73</b>	(r)	<b>72</b>	<b>46</b>	<b>85</b>	<b>72</b>	73	(r)	(r)	(r)	<b>75</b>	<b>71</b>	(r)	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 my every day work	<b>64</b>	(r)	<b>56</b>	<b>50</b>	<b>90</b>	<b>74</b>	<b>82</b>	(r)	(r)	(r)	<b>58</b>	<b>58</b>	(r)	<b>72</b>
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>64</b>	(r)	<b>66</b>	<b>38</b>	<b>85</b>	<b>69</b>	<b>77</b>	(r)	(r)	(r)	<b>67</b>	<b>45</b>	(r)	<b>61</b>

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	(r)	41	46	65	46	64	(r)	(r)	(r)	50	35	(r)	64
32. I am able to achieve a healthy work/life balance most of the time	69	(r)	59	67	71	69	95	(r)	(r)	(r)	58	78	(r)	80
33. There are mechanisms in place to support me if I experience stress or pressure	61	(r)	54	46	71	59	86	(r)	(r)	(r)	42	68	(r)	71
34. Reasonable expectations are placed on staff according to their position	58	(r)	52	38	67	51	77	(r)	(r)	(r)	42	58	(r)	67
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	(r)	65	67	81	72	81	(r)	(r)	(r)	42	73	(r)	80
36. My workplace enables strong professional leadership	57	(r)	52	43	63	54	86	(r)	(r)	(r)	67	50	(r)	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

	Role														
	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other	
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92	
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81	

## Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	(r)	88	88	98	92	91	(r)	(r)	(r)	75	78	(r)	82
38b. have confidence that if you report these behaviours they will be responded to appropriately?	51	(r)	41	46	69	46	55	(r)	(r)	(r)	33	51	(r)	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

	Role	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		546	6	220	24	52	39	23	5	6	0	12	38	7	92
Employee Engagement Index		72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81

## Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	70	(r)	67	54	67	56	86	(r)	(r)	(r)	83	76	(r)	83
40.	In my workplace patient safety is at the centre of all decision making	72	(r)	71	61	60	72	91	(r)	(r)	(r)	83	68	(r)	78
41.	My team's objectives/ work plans are clearly outlined	72	(r)	71	54	81	69	86	(r)	(r)	(r)	75	63	(r)	78
42.	Our objectives/work plans help us to deliver a quality service	72	(r)	70	58	77	68	86	(r)	(r)	(r)	67	63	(r)	82
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	61	(r)	56	54	63	51	82	(r)	(r)	(r)	42	59	(r)	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

Role	Far West LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	546	6	220	24	52	39	23	5	6	0	12	38	7	92
Employee Engagement Index	72	(r)	67	51	82	64	86	(r)	(r)	(r)	90	71	(r)	81

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	(r)	67	54	87	64	91	(r)	(r)	(r)	100	74	(r)	83
45. I would recommend my workplace as a good place to work	65	(r)	58	38	79	56	86	(r)	(r)	(r)	83	66	(r)	77
46. I feel motivated to contribute more than what is normally required at work	72	(r)	66	50	79	72	86	(r)	(r)	(r)	100	61	(r)	82
47. I have a strong sense of belonging to my workplace	69	(r)	65	50	75	59	73	(r)	(r)	(r)	100	74	(r)	77
48. Overall I am satisfied to be working here at the present time	74	(r)	69	63	83	62	86	(r)	(r)	(r)	75	82	(r)	80
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	(r)	59	42	75	54	82	(r)	(r)	(r)	50	54	(r)	74
50. There is a positive culture in my workplace	57	(r)	53	42	65	46	68	(r)	(r)	(r)	58	55	(r)	70
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	(r)	41	25	58	44	55	(r)	(r)	(r)	58	38	(r)	51

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Manage staff

Far West LHD

Yes

No

Respondents

546

96

440

Employee Engagement Index

72

73

71

## Your Job

1. My job makes good use of my skills and abilities	84	89	82
2. I feel I am able to suggest ideas to improve our ways of doing things	77	77	76
3. Working here makes me want to do the best job I can	78	77	77
4. The right amount of approvals are required for routine decisions	57	60	56
5. I have sufficient control over my work so I can do my job well	68	65	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	79	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

### Manage staff

Far West LHD  
Yes  
No

Respondents	546	96	440
Employee Engagement Index	72	73	71

### Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	80	72
8. In my team we generally acknowledge one another's efforts and achievements	75	84	73
9. People in my team are honest and open	67	75	65
10. My team resolves conflict quickly when it arises	59	69	57
11. Morale is good in my team	59	70	56

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Manage staff

Far West LHD

Yes

No

Respondents	546	96	440
Employee Engagement Index	72	73	71

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	69	68
13. In my workplace, we recognise our successes and innovations	64	69	63
14. Staff are treated respectfully regardless of their job	64	66	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

## Manage staff

Far West LHD

Yes

No

Respondents	546	96	440
Employee Engagement Index	72	73	71

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	76	68
15b. treats all staff in my team fairly	64	64	64
15c. ensures that when issues are raised in the team, they are addressed	64	60	65
15d. treats me with respect	79	76	79
16. I receive regular and constructive feedback on my performance	57	54	57
17. Overall, I have confidence in the decisions made by my line manager	65	58	66

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Manage staff

Far West LHD

Yes

No

Respondents

546

96

440

Employee Engagement Index

72

73

71

## Senior Managers

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

### Manage staff

Far West LHD

Yes

No

Respondents	546	96	440
Employee Engagement Index	72	73	71

## Communication

23. I am kept well informed about what is happening in my workplace	52	53	51
24. I have a say in decisions which affect my work	54	57	52
25. I think it is safe to speak up and challenge the way things are done	56	55	56
26. Where I work, we share the lessons learnt when mistakes are made	61	67	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	77	57
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	74	66

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Manage staff

Far West LHD

Yes

No

Respondents	546	96	440
Employee Engagement Index	72	73	71

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	78	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	64	54	66
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	66	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

### Manage staff

Far West LHD

Yes

No

Respondents 546 96 440

Employee Engagement Index 72 73 71

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	55	47
32. I am able to achieve a healthy work/life balance most of the time	69	53	72
33. There are mechanisms in place to support me if I experience stress or pressure	61	56	62
34. Reasonable expectations are placed on staff according to their position	58	55	58
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	72	71
36. My workplace enables strong professional leadership	57	61	55

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Manage staff

	Far West LHD	Yes	No
Respondents	546	96	440
Employee Engagement Index	72	73	71

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>87</b>	<b>92</b>	<b>86</b>
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>51</b>	<b>52</b>	<b>51</b>



# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Manage staff

Far West LHD

Yes

No

Respondents	546	96	440
Employee Engagement Index	72	73	71

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	70	69	70
40. In my workplace patient safety is at the centre of all decision making	72	73	72
41. My team's objectives/ work plans are clearly outlined	72	77	71
42. Our objectives/work plans help us to deliver a quality service	72	73	72
43. At my workplace there is a good balance between delivering services and monitoring service delivery	61	58	61

# Demographics

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

## Key



At least 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

Far West LHD

Yes

No

Respondents

546 96 440

Employee Engagement Index

72 73 71

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	73	74
45. I would recommend my workplace as a good place to work	65	65	65
46. I feel motivated to contribute more than what is normally required at work	72	76	71
47. I have a strong sense of belonging to my workplace	69	78	67
48. Overall I am satisfied to be working here at the present time	74	71	74
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	61	62
50. There is a positive culture in my workplace	57	63	56
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	59	42

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Your Job

1. My job makes good use of my skills and abilities	84	80	100	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	77	68	87	(r)	(r)
3. Working here makes me want to do the best job I can	78	66	93	(r)	(r)
4. The right amount of approvals are required for routine decisions	57	48	70	(r)	(r)
5. I have sufficient control over my work so I can do my job well	68	54	77	(r)	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	67	72	87	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	72	93	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	75	78	93	(r)	(r)
9. People in my team are honest and open	67	60	93	(r)	(r)
10. My team resolves conflict quickly when it arises	59	52	90	(r)	(r)
11. Morale is good in my team	59	58	90	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

### Being Valued

12. I believe I am valued for what I can offer at my workplace	69	56	86	(r)	(r)
13. In my workplace, we recognise our successes and innovations	64	52	87	(r)	(r)
14. Staff are treated respectfully regardless of their job	64	52	80	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	71	90	(r)	(r)
15b. treats all staff in my team fairly	64	60	73	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	64	57	60	(r)	(r)
15d. treats me with respect	79	73	87	(r)	(r)
16. I receive regular and constructive feedback on my performance	57	47	60	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	65	55	57	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Senior Managers

18a. are aware of the issues I face in my job	47	37	62	(r)	(r)
18b. have a clear direction for the future	45	37	62	(r)	(r)
18c. lead by example in creating a positive workplace	44	31	41	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	40	27	52	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	44	27	66	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	40	29	45	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	46	31	59	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	52	40	67	(r)	(r)
24. I have a say in decisions which affect my work	54	48	63	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	56	42	73	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	61	59	83	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	60	100	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	61	87	(r)	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	74	90	(r)	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	64	44	67	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	60	70	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	38	67	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	69	52	60	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	61	46	67	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	58	46	70	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	60	87	(r)	(r)
36. My workplace enables strong professional leadership	57	46	77	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	84	100	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	51	37	69	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	70	57	77	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	72	69	70	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	72	67	87	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	72	61	83	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	61	49	67	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Management Responsibility

	Far West LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	546	50	30	8	4
Employee Engagement Index	72	63	83	(r)	(r)

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	61	83	(r)	(r)
45. I would recommend my workplace as a good place to work	65	51	80	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	72	69	77	(r)	(r)
47. I have a strong sense of belonging to my workplace	69	67	87	(r)	(r)
48. Overall I am satisfied to be working here at the present time	74	63	80	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	50	70	(r)	(r)
50. There is a positive culture in my workplace	57	47	83	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	43	73	(r)	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Your Job

1. My job makes good use of my skills and abilities	84	85	79	95	(r)	83	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	77	76	75	86	(r)	81	(r)
3. Working here makes me want to do the best job I can	78	76	76	81	(r)	86	(r)
4. The right amount of approvals are required for routine decisions	57	53	62	52	(r)	72	(r)
5. I have sufficient control over my work so I can do my job well	68	67	67	71	(r)	78	(r)
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	67	66	61	76	(r)	74	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	72	75	71	(r)	83	(r)
8. In my team we generally acknowledge one another's efforts and achievements	75	75	72	76	(r)	83	(r)
9. People in my team are honest and open	67	67	62	52	(r)	80	(r)
10. My team resolves conflict quickly when it arises	59	59	61	48	(r)	59	(r)
11. Morale is good in my team	59	60	52	62	(r)	67	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

### Being Valued

12. I believe I am valued for what I can offer at my workplace	69	67	68	67	(r)	80	(r)
13. In my workplace, we recognise our successes and innovations	64	63	63	52	(r)	74	(r)
14. Staff are treated respectfully regardless of their job	64	62	61	71	(r)	75	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	<b>70</b>	70	<b>66</b>	<b>71</b>	(r)	<b>74</b>	(r)
15b. treats all staff in my team fairly	<b>64</b>	<b>63</b>	<b>60</b>	<b>62</b>	(r)	<b>74</b>	(r)
15c. ensures that when issues are raised in the team, they are addressed	<b>64</b>	<b>62</b>	64	<b>67</b>	(r)	<b>74</b>	(r)
15d. treats me with respect	<b>79</b>	<b>76</b>	<b>77</b>	<b>90</b>	(r)	<b>90</b>	(r)
16. I receive regular and constructive feedback on my performance	<b>57</b>	57	<b>56</b>	57	(r)	<b>60</b>	(r)
17. Overall, I have confidence in the decisions made by my line manager	<b>65</b>	65	<b>57</b>	<b>71</b>	(r)	<b>75</b>	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Senior Managers

18a. are aware of the issues I face in my job	47	45	44	38	(r)	63	(r)
18b. have a clear direction for the future	45	46	35	43	(r)	59	(r)
18c. lead by example in creating a positive workplace	44	41	35	43	(r)	70	(r)
19. There is a positive relationship between senior management and staff in my workplace	40	36	34	48	(r)	66	(r)
20. Overall, I have confidence in the decisions made by my senior managers	44	41	36	57	(r)	71	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	40	37	31	38	(r)	66	(r)
22. My organisation is making the necessary decisions to meet our future challenges	46	43	40	48	(r)	63	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Communication

23. I am kept well informed about what is happening in my workplace	52	50	47	57	(r)	66	(r)
24. I have a say in decisions which affect my work	54	52	49	57	(r)	64	(r)
25. I think it is safe to speak up and challenge the way things are done	56	53	54	52	(r)	68	(r)
26. Where I work, we share the lessons learnt when mistakes are made	61	58	63	62	(r)	70	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	60	56	57	(r)	74	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	66	63	67	(r)	80	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	71	73	90	(r)	77	(r)
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	64	66	55	81	(r)	66	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	64	60	90	(r)	66	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	48	45	52	(r)	65	(r)
32. I am able to achieve a healthy work/life balance most of the time	69	66	72	52	(r)	84	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	61	59	59	71	(r)	74	(r)
34. Reasonable expectations are placed on staff according to their position	58	54	56	71	(r)	72	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	70	70	71	(r)	78	(r)
36. My workplace enables strong professional leadership	57	56	50	57	(r)	71	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	89	90	81	(r)	79	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	51	48	48	48	(r)	71	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	70	68	70	62	(r)	87	(r)
40. In my workplace patient safety is at the centre of all decision making	72	69	79	67	(r)	84	(r)
41. My team's objectives/ work plans are clearly outlined	72	70	75	71	(r)	82	(r)
42. Our objectives/work plans help us to deliver a quality service	72	71	71	67	(r)	87	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	61	57	64	52	(r)	75	(r)

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Employment Status

	Far West LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	546	333	109	21	1	71	2
Employee Engagement Index	72	69	71	79	(r)	85	(r)

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	72	73	76	(r)	87	(r)
45. I would recommend my workplace as a good place to work	65	62	62	71	(r)	81	(r)
46. I feel motivated to contribute more than what is normally required at work	72	69	71	86	(r)	84	(r)
47. I have a strong sense of belonging to my workplace	69	65	73	76	(r)	83	(r)
48. Overall I am satisfied to be working here at the present time	74	70	73	81	(r)	87	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	59	60	76	(r)	77	(r)
50. There is a positive culture in my workplace	57	53	57	62	(r)	77	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	46	40	38	(r)	56	(r)



# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Length of Service

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Your Job

1. My job makes good use of my skills and abilities	<b>84</b>	<b>88</b>	<b>75</b>	<b>88</b>	<b>87</b>	<b>82</b>
2. I feel I am able to suggest ideas to improve our ways of doing things	<b>77</b>	<b>77</b>	<b>75</b>	<b>80</b>	<b>74</b>	76
3. Working here makes me want to do the best job I can	<b>78</b>	<b>87</b>	<b>68</b>	<b>82</b>	<b>83</b>	<b>72</b>
4. The right amount of approvals are required for routine decisions	<b>57</b>	<b>61</b>	<b>52</b>	<b>61</b>	<b>59</b>	<b>55</b>
5. I have sufficient control over my work so I can do my job well	<b>68</b>	<b>71</b>	<b>72</b>	<b>72</b>	<b>68</b>	<b>65</b>
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	<b>67</b>	<b>76</b>	<b>57</b>	<b>72</b>	<b>64</b>	<b>64</b>

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Length of Service

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	77	66	76	70	76
8. In my team we generally acknowledge one another's efforts and achievements	75	79	68	83	72	75
9. People in my team are honest and open	67	69	66	67	60	70
10. My team resolves conflict quickly when it arises	59	57	51	66	57	60
11. Morale is good in my team	59	72	61	62	49	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

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

### Being Valued

12. I believe I am valued for what I can offer at my workplace	69	79	64	70	69	65
13. In my workplace, we recognise our successes and innovations	64	73	64	65	61	62
14. Staff are treated respectfully regardless of their job	64	77	64	64	57	61

# Demographics

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

## Key



At least 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

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	75	72	75	68	66
15b. treats all staff in my team fairly	64	77	71	64	62	57
15c. ensures that when issues are raised in the team, they are addressed	64	81	68	71	61	55
15d. treats me with respect	79	87	83	78	77	75
16. I receive regular and constructive feedback on my performance	57	63	62	56	53	55
17. Overall, I have confidence in the decisions made by my line manager	65	76	74	67	63	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

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Senior Managers

18a. are aware of the issues I face in my job	47	61	45	44	45	43
18b. have a clear direction for the future	45	64	44	41	43	41
18c. lead by example in creating a positive workplace	44	68	41	49	39	34
19. There is a positive relationship between senior management and staff in my workplace	40	60	35	43	32	35
20. Overall, I have confidence in the decisions made by my senior managers	44	69	40	50	37	35
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	40	65	38	46	32	29
22. My organisation is making the necessary decisions to meet our future challenges	46	67	42	45	44	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

### Length of Service

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Communication

23. I am kept well informed about what is happening in my workplace	52	68	48	47	51	49
24. I have a say in decisions which affect my work	54	64	50	52	50	52
25. I think it is safe to speak up and challenge the way things are done	56	74	50	52	52	55
26. Where I work, we share the lessons learnt when mistakes are made	61	73	59	59	60	56
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	64	53	60	67	61
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	71	60	70	70	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

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	73	76	75	69	72
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	64	72	64	65	64	60
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	76	71	67	64	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

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	68	44	43	45	48
32. I am able to achieve a healthy work/life balance most of the time	69	76	70	66	70	67
33. There are mechanisms in place to support me if I experience stress or pressure	61	76	61	56	63	57
34. Reasonable expectations are placed on staff according to their position	58	76	59	56	51	54
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	70	71	74	72	69
36. My workplace enables strong professional leadership	57	72	56	55	54	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

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>87</b>	<b>85</b>	<b>78</b>	<b>81</b>	<b>90</b>	<b>94</b>
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>51</b>	<b>70</b>	<b>45</b>	<b>49</b>	<b>56</b>	<b>44</b>

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Length of Service

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	70	74	69	72	73	66
40. In my workplace patient safety is at the centre of all decision making	72	76	70	74	80	67
41. My team's objectives/ work plans are clearly outlined	72	74	78	70	74	70
42. Our objectives/work plans help us to deliver a quality service	72	77	74	77	71	69
43. At my workplace there is a good balance between delivering services and monitoring service delivery	61	69	56	61	69	55

# Demographics

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

## Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Length of Service

	Far West LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	546	75	66	105	99	190
Employee Engagement Index	72	81	72	75	74	65

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	82	75	76	78	66
45. I would recommend my workplace as a good place to work	65	78	69	68	65	56
46. I feel motivated to contribute more than what is normally required at work	72	82	78	73	77	61
47. I have a strong sense of belonging to my workplace	69	73	71	72	71	65
48. Overall I am satisfied to be working here at the present time	74	85	72	77	71	68
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	79	57	65	58	57
50. There is a positive culture in my workplace	57	75	58	57	56	51
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	45	47	46	46	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

## Gender

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Your Job

1. My job makes good use of my skills and abilities	<b>84</b>	<b>81</b>	<b>86</b>	<b>61</b>
2. I feel I am able to suggest ideas to improve our ways of doing things	<b>77</b>	<b>77</b>	<b>78</b>	<b>54</b>
3. Working here makes me want to do the best job I can	<b>78</b>	<b>74</b>	<b>80</b>	<b>43</b>
4. The right amount of approvals are required for routine decisions	<b>57</b>	<b>55</b>	58	<b>42</b>
5. I have sufficient control over my work so I can do my job well	<b>68</b>	<b>73</b>	69	<b>50</b>
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	<b>67</b>	<b>69</b>	<b>66</b>	<b>64</b>

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Gender			
		Far West LHD	Male	Female	Prefer not to say
	Respondents	546	93	390	28
	Employee Engagement Index	72	72	73	49

## Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	74	80	73	61
8.	In my team we generally acknowledge one another's efforts and achievements	75	81	75	57
9.	People in my team are honest and open	67	71	66	57
10.	My team resolves conflict quickly when it arises	59	61	58	54
11.	Morale is good in my team	59	63	60	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

**Gender**

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	70	69	50
13. In my workplace, we recognise our successes and innovations	64	62	66	46
14. Staff are treated respectfully regardless of their job	64	70	63	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

## Gender

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	65	72	59
15b. treats all staff in my team fairly	64	63	63	58
15c. ensures that when issues are raised in the team, they are addressed	64	68	64	56
15d. treats me with respect	79	72	80	74
16. I receive regular and constructive feedback on my performance	57	55	58	44
17. Overall, I have confidence in the decisions made by my line manager	65	66	66	48

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Senior Managers

18a. are aware of the issues I face in my job	47	44	48	30
18b. have a clear direction for the future	45	51	45	30
18c. lead by example in creating a positive workplace	44	49	44	27
19. There is a positive relationship between senior management and staff in my workplace	40	51	39	26
20. Overall, I have confidence in the decisions made by my senior managers	44	49	43	37
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	40	46	39	22
22. My organisation is making the necessary decisions to meet our future challenges	46	46	45	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

**Gender**

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Communication

23. I am kept well informed about what is happening in my workplace	52	47	55	14
24. I have a say in decisions which affect my work	54	55	54	36
25. I think it is safe to speak up and challenge the way things are done	56	63	55	32
26. Where I work, we share the lessons learnt when mistakes are made	61	62	61	50
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	60	64	36
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	66	70	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

## Gender

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	70	74	56
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	64	68	66	43
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	63	66	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

## Gender

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	54	49	36
32. I am able to achieve a healthy work/life balance most of the time	69	72	69	57
33. There are mechanisms in place to support me if I experience stress or pressure	61	68	61	50
34. Reasonable expectations are placed on staff according to their position	58	70	56	32
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	72	73	46
36. My workplace enables strong professional leadership	57	59	58	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

**Gender**

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>87</b>	<b>85</b>	<b>89</b>	<b>79</b>
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>51</b>	<b>54</b>	<b>52</b>	<b>29</b>

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

**Gender**

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	70	68	71	61
40. In my workplace patient safety is at the centre of all decision making	72	68	73	71
41. My team's objectives/ work plans are clearly outlined	72	62	76	61
42. Our objectives/work plans help us to deliver a quality service	72	68	73	68
43. At my workplace there is a good balance between delivering services and monitoring service delivery	61	57	62	56

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Gender

	Far West LHD	Male	Female	Prefer not to say
Respondents	546	93	390	28
Employee Engagement Index	72	72	73	49

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	77	75	46
45. I would recommend my workplace as a good place to work	65	70	65	46
46. I feel motivated to contribute more than what is normally required at work	72	72	72	64
47. I have a strong sense of belonging to my workplace	69	65	71	46
48. Overall I am satisfied to be working here at the present time	74	74	76	48
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	63	62	46
50. There is a positive culture in my workplace	57	61	58	32
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	49	46	25

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Age Group

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Your Job

1. My job makes good use of my skills and abilities	84	96	90	74	75	79	82	84	86	90	77
2. I feel I am able to suggest ideas to improve our ways of doing things	77	85	79	80	61	77	75	72	79	89	60
3. Working here makes me want to do the best job I can	78	81	79	70	68	79	76	74	87	88	60
4. The right amount of approvals are required for routine decisions	57	56	69	57	43	57	54	59	59	63	41
5. I have sufficient control over my work so I can do my job well	68	78	75	65	54	53	67	70	72	81	57
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	71	67	50	60	58	64	72	82	66

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Age Group

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	70	79	61	61	68	71	75	75	90	71
8. In my team we generally acknowledge one another's efforts and achievements	75	78	81	67	79	72	73	75	75	83	66
9. People in my team are honest and open	67	67	67	52	61	62	69	68	64	83	66
10. My team resolves conflict quickly when it arises	59	52	60	50	39	59	64	58	58	72	57
11. Morale is good in my team	59	67	65	52	54	57	57	54	59	76	44



# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Age Group

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Being Valued

12. I believe I am valued for what I can offer at my workplace	<b>69</b>	<b>70</b>	<b>65</b>	<b>76</b>	<b>46</b>	<b>64</b>	<b>65</b>	<b>71</b>	<b>72</b>	<b>86</b>	<b>54</b>
13. In my workplace, we recognise our successes and innovations	<b>64</b>	<b>67</b>	<b>63</b>	<b>61</b>	<b>54</b>	<b>53</b>	<b>66</b>	64	<b>71</b>	<b>78</b>	<b>46</b>
14. Staff are treated respectfully regardless of their job	<b>64</b>	<b>67</b>	<b>67</b>	<b>61</b>	<b>54</b>	<b>60</b>	<b>65</b>	<b>65</b>	<b>68</b>	<b>72</b>	<b>46</b>

# Demographics

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

## Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Age Group

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	81	69	78	64	62	68	67	71	75	68
15b. treats all staff in my team fairly	64	78	65	70	64	53	59	60	58	76	67
15c. ensures that when issues are raised in the team, they are addressed	64	89	77	74	50	49	57	65	57	73	61
15d. treats me with respect	79	85	81	85	71	79	75	83	72	81	73
16. I receive regular and constructive feedback on my performance	57	67	60	65	43	45	53	60	54	67	44
17. Overall, I have confidence in the decisions made by my line manager	65	89	71	70	54	68	60	60	62	70	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

## Age Group

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Senior Managers

18a. are aware of the issues I face in my job	47	48	45	53	50	36	39	52	45	60	35
18b. have a clear direction for the future	45	59	40	56	29	36	40	48	46	54	39
18c. lead by example in creating a positive workplace	44	70	48	47	21	30	39	48	42	56	32
19. There is a positive relationship between senior management and staff in my workplace	40	56	40	38	32	23	36	41	41	57	29
20. Overall, I have confidence in the decisions made by my senior managers	44	63	49	44	21	32	39	44	45	61	32
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	40	63	41	36	18	30	38	39	41	54	26
22. My organisation is making the necessary decisions to meet our future challenges	46	52	39	42	36	36	40	52	48	62	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

	Age Group										
	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Communication

23. I am kept well informed about what is happening in my workplace	52	62	52	53	57	47	46	45	55	64	37
24. I have a say in decisions which affect my work	54	58	50	56	50	43	46	52	64	71	37
25. I think it is safe to speak up and challenge the way things are done	56	54	60	62	43	49	48	56	62	72	40
26. Where I work, we share the lessons learnt when mistakes are made	61	65	73	64	50	43	56	58	68	76	40
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	56	52	56	50	62	56	68	68	72	54
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	70	71	64	54	66	57	73	77	73	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

### Age Group

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	88	74	64	61	79	66	72	81	75	74
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	64	88	68	62	64	66	63	59	61	63	66
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	92	72	67	57	62	55	62	62	71	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

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	65	49	49	39	43	42	49	49	68	34
32. I am able to achieve a healthy work/life balance most of the time	69	81	72	67	61	74	64	68	68	79	51
33. There are mechanisms in place to support me if I experience stress or pressure	61	69	64	62	43	62	64	61	54	72	51
34. Reasonable expectations are placed on staff according to their position	58	69	62	60	54	45	44	59	74	66	43
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	85	77	78	64	78	67	61	74	80	49
36. My workplace enables strong professional leadership	57	69	55	67	39	47	52	59	62	69	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

	Age Group										
	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	87	77	87	84	89	85	89	90	90	89	83
38b. have confidence that if you report these behaviours they will be responded to appropriately?	51	54	45	36	43	54	53	48	54	72	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

### Age Group

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	70	77	74	69	52	67	65	72	76	79	60
40. In my workplace patient safety is at the centre of all decision making	72	81	79	64	57	74	75	69	76	80	57
41. My team's objectives/ work plans are clearly outlined	72	77	77	76	54	74	72	67	81	80	54
42. Our objectives/work plans help us to deliver a quality service	72	85	77	73	54	71	65	71	79	83	60
43. At my workplace there is a good balance between delivering services and monitoring service delivery	61	77	64	53	43	54	60	57	65	76	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

### Age Group

	Far West LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	546	27	48	46	28	47	89	82	69	73	35
Employee Engagement Index	72	82	75	69	54	74	68	69	78	85	54

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	85	74	71	61	76	70	70	81	90	54
45. I would recommend my workplace as a good place to work	65	73	67	69	29	67	65	62	69	82	43
46. I feel motivated to contribute more than what is normally required at work	72	92	81	69	57	72	65	67	74	79	69
47. I have a strong sense of belonging to my workplace	69	81	74	67	50	72	60	68	78	82	49
48. Overall I am satisfied to be working here at the present time	74	81	72	69	57	78	69	76	79	88	50
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	81	70	47	43	54	59	60	72	78	43
50. There is a positive culture in my workplace	57	77	64	53	25	50	57	52	62	76	40
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	32	43	44	29	47	47	44	50	62	29

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Your Job

1. My job makes good use of my skills and abilities	84	79	(r)	85	63
2. I feel I am able to suggest ideas to improve our ways of doing things	77	79	(r)	79	44
3. Working here makes me want to do the best job I can	78	86	(r)	79	44
4. The right amount of approvals are required for routine decisions	57	62	(r)	58	30
5. I have sufficient control over my work so I can do my job well	68	76	(r)	69	47
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	78	(r)	67	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

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	74	(r)	75	59
8. In my team we generally acknowledge one another's efforts and achievements	75	79	(r)	76	53
9. People in my team are honest and open	67	69	(r)	67	59
10. My team resolves conflict quickly when it arises	59	69	(r)	59	41
11. Morale is good in my team	59	68	(r)	61	25

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Australian Aboriginal

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	71	(r)	71	41
13. In my workplace, we recognise our successes and innovations	64	68	(r)	66	25
14. Staff are treated respectfully regardless of their job	64	68	(r)	65	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

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	83	(r)	70	48
15b. treats all staff in my team fairly	64	80	(r)	64	43
15c. ensures that when issues are raised in the team, they are addressed	64	78	(r)	64	45
15d. treats me with respect	79	85	(r)	80	58
16. I receive regular and constructive feedback on my performance	57	74	(r)	56	42
17. Overall, I have confidence in the decisions made by my line manager	65	78	(r)	65	48

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Australian Aboriginal

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Senior Managers

18a. are aware of the issues I face in my job	47	65	(r)	46	26
18b. have a clear direction for the future	45	63	(r)	45	23
18c. lead by example in creating a positive workplace	44	59	(r)	44	19
19. There is a positive relationship between senior management and staff in my workplace	40	60	(r)	39	19
20. Overall, I have confidence in the decisions made by my senior managers	44	53	(r)	45	23
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	40	49	(r)	40	16
22. My organisation is making the necessary decisions to meet our future challenges	46	58	(r)	45	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

### Australian Aboriginal

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Communication

23. I am kept well informed about what is happening in my workplace	52	56	(r)	53	25
24. I have a say in decisions which affect my work	54	63	(r)	55	25
25. I think it is safe to speak up and challenge the way things are done	56	63	(r)	57	31
26. Where I work, we share the lessons learnt when mistakes are made	61	68	(r)	61	41
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	71	(r)	62	35
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	76	(r)	68	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

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	80	(r)	74	45
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	64	80	(r)	65	34
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	73	(r)	65	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

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	59	(r)	49	38
32. I am able to achieve a healthy work/life balance most of the time	69	73	(r)	70	41
33. There are mechanisms in place to support me if I experience stress or pressure	61	76	(r)	61	47
34. Reasonable expectations are placed on staff according to their position	58	73	(r)	58	25
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	85	(r)	72	34
36. My workplace enables strong professional leadership	57	68	(r)	57	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

### Australian Aboriginal

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>87</b>	<b>85</b>	(r)	<b>88</b>	<b>78</b>
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>51</b>	<b>61</b>	(r)	51	<b>38</b>

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Australian Aboriginal

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	70	80	(r)	70	50
40. In my workplace patient safety is at the centre of all decision making	72	83	(r)	72	56
41. My team's objectives/ work plans are clearly outlined	72	83	(r)	73	47
42. Our objectives/work plans help us to deliver a quality service	72	76	(r)	73	50
43. At my workplace there is a good balance between delivering services and monitoring service delivery	61	68	(r)	61	35

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

### Australian Aboriginal

	Far West LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	546	42	3	462	32
Employee Engagement Index	72	79	(r)	73	41

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	80	(r)	76	47
45. I would recommend my workplace as a good place to work	65	76	(r)	67	28
46. I feel motivated to contribute more than what is normally required at work	72	78	(r)	72	50
47. I have a strong sense of belonging to my workplace	69	68	(r)	71	38
48. Overall I am satisfied to be working here at the present time	74	85	(r)	75	39
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	68	(r)	63	38
50. There is a positive culture in my workplace	57	68	(r)	58	31
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	56	(r)	46	25

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Your Job

1. My job makes good use of my skills and abilities	84	70	85	63
2. I feel I am able to suggest ideas to improve our ways of doing things	77	60	78	68
3. Working here makes me want to do the best job I can	78	65	79	53
4. The right amount of approvals are required for routine decisions	57	55	59	17
5. I have sufficient control over my work so I can do my job well	68	70	69	42
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	67	40	68	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

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	55	75	68
8. In my team we generally acknowledge one another's efforts and achievements	75	70	76	53
9. People in my team are honest and open	67	55	67	63
10. My team resolves conflict quickly when it arises	59	40	60	53
11. Morale is good in my team	59	35	61	37

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	55	71	42
13. In my workplace, we recognise our successes and innovations	64	63	65	32
14. Staff are treated respectfully regardless of their job	64	65	65	37

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	75	71	56
15b. treats all staff in my team fairly	64	60	64	56
15c. ensures that when issues are raised in the team, they are addressed	64	75	65	50
15d. treats me with respect	79	80	79	67
16. I receive regular and constructive feedback on my performance	57	70	57	44
17. Overall, I have confidence in the decisions made by my line manager	65	70	65	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

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Senior Managers

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

# Demographics

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

## Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Communication

23. I am kept well informed about what is happening in my workplace	52	40	53	32
24. I have a say in decisions which affect my work	54	55	55	32
25. I think it is safe to speak up and challenge the way things are done	56	40	57	47
26. Where I work, we share the lessons learnt when mistakes are made	61	55	61	58
27a. I am aware of the strategic objectives and direction of the organisation I work for	61	60	62	53
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	68	70	68	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

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	60	74	74
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	64	55	65	53
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	50	65	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

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	49	45	49	53
32. I am able to achieve a healthy work/life balance most of the time	69	80	70	32
33. There are mechanisms in place to support me if I experience stress or pressure	61	65	62	47
34. Reasonable expectations are placed on staff according to their position	58	50	59	26
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	45	73	37
36. My workplace enables strong professional leadership	57	47	58	47

# Demographics

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

**Key**



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>87</b>	<b>85</b>	<b>88</b>	<b>74</b>
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>51</b>	<b>45</b>	51	<b>53</b>

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## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	70	60	71	63
40. In my workplace patient safety is at the centre of all decision making	72	79	72	68
41. My team's objectives/ work plans are clearly outlined	72	60	73	58
42. Our objectives/work plans help us to deliver a quality service	72	55	73	63
43. At my workplace there is a good balance between delivering services and monitoring service delivery	61	50	61	53

# Demographics

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

## Key



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(r) Where group has less than 10 respondents

## Disability

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	20	502	19
Employee Engagement Index	72	63	73	55

## Your Workplace

44. Overall I am proud to be a part of this workplace	74	65	75	68
45. I would recommend my workplace as a good place to work	65	55	66	47
46. I feel motivated to contribute more than what is normally required at work	72	65	72	74
47. I have a strong sense of belonging to my workplace	69	65	70	47
48. Overall I am satisfied to be working here at the present time	74	60	76	42
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	35	64	47
50. There is a positive culture in my workplace	57	45	58	47
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	35	46	37

# Demographics

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

## Key



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(r) Where group has less than 10 respondents

## English Speaking Background

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	507	25	10
Employee Engagement Index	72	72	69	50

## Your Job

1. My job makes good use of my skills and abilities	<b>84</b>	84	<b>80</b>	<b>80</b>
2. I feel I am able to suggest ideas to improve our ways of doing things	<b>77</b>	<b>77</b>	<b>72</b>	<b>50</b>
3. Working here makes me want to do the best job I can	<b>78</b>	<b>78</b>	<b>72</b>	<b>50</b>
4. The right amount of approvals are required for routine decisions	<b>57</b>	57	<b>68</b>	<b>22</b>
5. I have sufficient control over my work so I can do my job well	<b>68</b>	<b>69</b>	<b>64</b>	<b>50</b>
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	<b>67</b>	67	<b>60</b>	<b>60</b>



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	Far West LHD	Yes	No	Prefer not to say
Respondents	546	507	25	10
Employee Engagement Index	72	72	69	50

## Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	74	74	80	60
8. In my team we generally acknowledge one another's efforts and achievements	75	76	76	40
9. People in my team are honest and open	67	68	56	60
10. My team resolves conflict quickly when it arises	59	59	60	40
11. Morale is good in my team	59	59	76	30

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Respondents	546	507	25	10
Employee Engagement Index	72	72	69	50

## Being Valued

12. I believe I am valued for what I can offer at my workplace	69	70	60	50
13. In my workplace, we recognise our successes and innovations	64	65	52	40
14. Staff are treated respectfully regardless of their job	64	65	52	40

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Respondents	546	507	25	10
Employee Engagement Index	72	72	69	50

## Your Line Manager

15a. recognises and acknowledges when I have done my job well	70	71	64	44
15b. treats all staff in my team fairly	64	64	68	56
15c. ensures that when issues are raised in the team, they are addressed	64	64	76	44
15d. treats me with respect	79	79	72	67
16. I receive regular and constructive feedback on my performance	57	57	52	44
17. Overall, I have confidence in the decisions made by my line manager	65	66	60	56

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Respondents	546	507	25	10
Employee Engagement Index	72	72	69	50

## Senior Managers

18a. are aware of the issues I face in my job	<b>47</b>	47	<b>48</b>	<b>44</b>
18b. have a clear direction for the future	<b>45</b>	45	<b>40</b>	<b>44</b>
18c. lead by example in creating a positive workplace	<b>44</b>	<b>43</b>	<b>52</b>	<b>33</b>
19. There is a positive relationship between senior management and staff in my workplace	<b>40</b>	40	<b>36</b>	<b>33</b>
20. Overall, I have confidence in the decisions made by my senior managers	<b>44</b>	44	<b>40</b>	44
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	<b>40</b>	40	<b>42</b>	<b>22</b>
22. My organisation is making the necessary decisions to meet our future challenges	<b>46</b>	45	46	<b>44</b>

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	Far West LHD	Yes	No	Prefer not to say
Respondents	546	507	25	10
Employee Engagement Index	72	72	69	50

## Communication

23. I am kept well informed about what is happening in my workplace	<b>52</b>	52	<b>56</b>	<b>10</b>
24. I have a say in decisions which affect my work	<b>54</b>	54	<b>48</b>	<b>30</b>
25. I think it is safe to speak up and challenge the way things are done	<b>56</b>	57	<b>54</b>	<b>20</b>
26. Where I work, we share the lessons learnt when mistakes are made	<b>61</b>	60	<b>72</b>	<b>50</b>
27a. I am aware of the strategic objectives and direction of the organisation I work for	<b>61</b>	62	<b>60</b>	<b>40</b>
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	<b>68</b>	68	68	<b>60</b>

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Employee Engagement Index	72	72	69	50

## Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	74	64	44
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	64	64	72	40
30. I am encouraged to take opportunities to learn new skills and have new experiences	64	64	72	20

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## English Speaking Background

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## Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	<b>49</b>	49	<b>52</b>	<b>30</b>
32. I am able to achieve a healthy work/life balance most of the time	<b>69</b>	69	<b>72</b>	<b>40</b>
33. There are mechanisms in place to support me if I experience stress or pressure	<b>61</b>	<b>63</b>	<b>48</b>	<b>30</b>
34. Reasonable expectations are placed on staff according to their position	<b>58</b>	58	<b>64</b>	<b>20</b>
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	<b>71</b>	<b>72</b>	<b>76</b>	<b>10</b>
36. My workplace enables strong professional leadership	<b>57</b>	57	<b>56</b>	<b>40</b>

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## English Speaking Background

	Far West LHD	Yes	No	Prefer not to say
Respondents	546	507	25	10
Employee Engagement Index	72	72	69	50

## Unacceptable Behaviour

<b>38a.</b> know how to report occurrences of these types of behaviour?	<b>87</b>	88	<b>92</b>	<b>60</b>
<b>38b.</b> have confidence that if you report these behaviours they will be responded to appropriately?	<b>51</b>	<b>52</b>	<b>44</b>	<b>10</b>



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## Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	70	70	76	40
40.	In my workplace patient safety is at the centre of all decision making	72	72	84	50
41.	My team's objectives/ work plans are clearly outlined	72	73	80	40
42.	Our objectives/work plans help us to deliver a quality service	72	72	76	50
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	61	61	64	44

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## Your Workplace

44. Overall I am proud to be a part of this workplace	74	75	76	40
45. I would recommend my workplace as a good place to work	65	66	63	40
46. I feel motivated to contribute more than what is normally required at work	72	72	60	80
47. I have a strong sense of belonging to my workplace	69	70	64	40
48. Overall I am satisfied to be working here at the present time	74	74	80	50
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	62	62	72	30
50. There is a positive culture in my workplace	57	58	56	40
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	46	44	30

# Guide to this Report

## Methodology

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

## Questionnaire design

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

## Data Collection

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

## Comparative data

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

## Results

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

## Anonymity

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

## Confidence Intervals

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

## Rounding

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

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

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

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

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

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

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

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

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

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

# Action Planning

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

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

## Top 3 areas to focus on


## Celebrate!

What three things are working well?

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

**What**  
needs to be improved?

**How**  
will this be achieved?

**Who**  
is going to make this happen?

**When**  
will this be achieved?

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