

73%

2013: 78%

ENGAGEMENT INDEX

54%

2013: 59%

WORKPLACE CULTURE INDEX

98

2013: 80

ACTUAL RESPONSES

100%

2013: 89%
0% 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	81	+3
45.	I would recommend my workplace as a good place to work	72	-5

Stay

47.	I have a strong sense of belonging to my workplace	61	-12
48.	Overall I am satisfied to be working here at the present time	75	-4

Strive

3.	Working here makes me want to do the best job I can	73	-8
46.	I feel motivated to contribute more than what is normally required at work	73	-5

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>
18a. The senior managers at my workplace are aware of the issues I face in my job	40	-9
36. My workplace enables strong professional leadership	51	-
39. My work environment allows me to deliver the best possible services (patient care or support services)	53	-8
13. In my workplace, we recognise our successes and innovations	53	-4
12. I believe I am valued for what I can offer at my workplace	65	-8
16. I receive regular and constructive feedback on my performance	58	-4

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 Team	76
Your Line Manager	69
Your Workplace	67

Questions	% Positive
7. The people I work with are willing to help each other even if this means doing something outside their usual job	85
8. In my team we generally acknowledge one another's efforts and achievements	83
9. People in my team are honest and open	83
15d. My line manager treats me with respect	81
44. Overall I am proud to be a part of this workplace	81

Lowlights

Sections	% Positive
Senior Managers	47
Work Environment	54
Service Delivery	55

Questions	% Positive
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31
31. I have confidence in the processes that my workplace uses to resolve staff conflict	39
18a. The senior managers at my workplace are aware of the issues I face in my job	40
34. Reasonable expectations are placed on staff according to their position	44
33. There are mechanisms in place to support me if I experience stress or pressure	44

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	76	+5
Training and Development Opportunities	58	0
Communication	59	-3

Questions	% Positive	Variance from 2013
10. My team resolves conflict quickly when it arises	68	+9
40. In my workplace patient safety is at the centre of all decision making	62	+8
7. The people I work with are willing to help each other even if this means doing something outside their usual job	85	+6
8. In my team we generally acknowledge one another's efforts and achievements	83	+5
9. People in my team are honest and open	83	+5

Least improved

Sections	% Positive	Variance from 2013
Work Environment	54	-7
Being Valued	60	-6
Your Job	67	-6

Questions	% Positive	Variance from 2013
34. Reasonable expectations are placed on staff according to their position	44	-17
33. There are mechanisms in place to support me if I experience stress or pressure	44	-15
20. Overall, I have confidence in the decisions made by my senior managers	46	-15
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	57	-14
24. I have a say in decisions which affect my work	49	-13

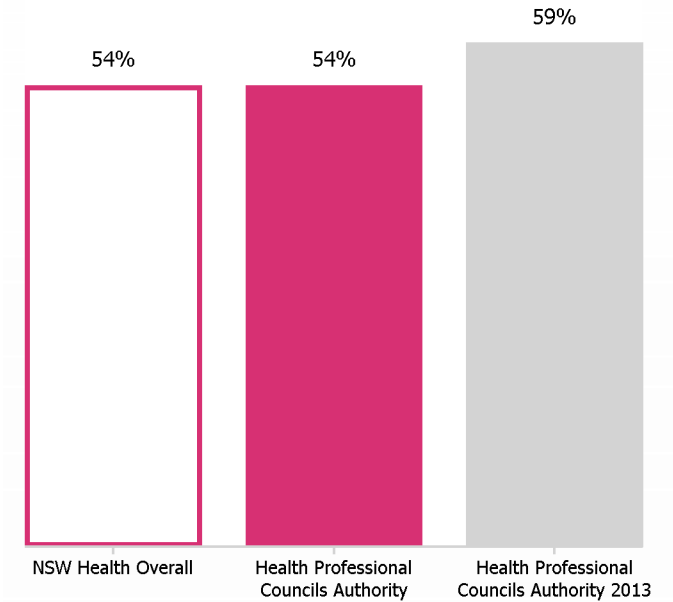
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

Employee Workplace Culture Index

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

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

	KEY	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team		63	18	18	0
12. I believe I am valued for what I can offer at my workplace		65	16	19	-8
13. In my workplace, we recognise our successes and innovations		53	26	22	-4
14. Staff are treated respectfully regardless of their job		63	21	16	-6
17. Overall, I have confidence in the decisions made by my line manager		67	24	9	-9
18b. The senior managers at my workplace have a clear direction for the future		48	36	15	+3
18c. The senior managers at my workplace lead by example in creating a positive workplace		46	23	31	-7
20. Overall, I have confidence in the decisions made by my senior managers		46	29	25	-15
24. I have a say in decisions which affect my work		49	22	29	-13
25. I think it is safe to speak up and challenge the way things are done		52	26	22	-9
26. Where I work, we share the lessons learnt when mistakes are made		65	19	16	+2
31. I have confidence in the processes that my workplace uses to resolve staff conflict		39	38	23	+1
41. My team's objectives/ work plans are clearly outlined		54	34	12	-10
42. Our objectives/work plans help us to deliver a quality service		62	25	13	-4
51. Overall, I believe the culture at my workplace has improved in the last 12 months		31	44	25	-7



Trend Comparison

This section shows comparisons between Health Professional Councils Authority and the 2013 survey results for Health Professional Councils Authority



31% ■ Proportion of questions above 2013 scores by 1 or more percentage points

4% ■ Proportion of questions in line with 2013 scores

65% ■ 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>
10. My team resolves conflict quickly when it arises	68	■ +9
40. In my workplace patient safety is at the centre of all decision making	62	■ +8
7. The people I work with are willing to help each other even if this means doing something outside their usual job	85	■ +6
8. In my team we generally acknowledge one another's efforts and achievements	83	■ +5
9. People in my team are honest and open	83	■ +5
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	■ +5
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	■ +5
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	56	■ +4
44. Overall I am proud to be a part of this workplace	81	■ +3
18b. The senior managers at my workplace have a clear direction for the future	48	■ +3
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	■ +2
32. I am able to achieve a healthy work/life balance most of the time	75	■ +2

Trend Comparison

This section shows comparisons between Health Professional Councils Authority and the 2013 survey results for Health Professional Councils Authority



31% ■ Proportion of questions above 2013 scores by 1 or more percentage points

4% ■ Proportion of questions in line with 2013 scores

65% ■ 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>
26. Where I work, we share the lessons learnt when mistakes are made	65	+2
31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	+1
1. My job makes good use of my skills and abilities	74	+1
2. I feel I am able to suggest ideas to improve our ways of doing things	76	+1
15d. My line manager treats me with respect	81	0
11. Morale is good in my team	63	0
28. I have received the appropriate training and development to do my job effectively	55	-1
30. I am encouraged to take opportunities to learn new skills and have new experiences	63	-2
15a. My line manager recognises and acknowledges when I have done my job well	69	-2
15b. My line manager treats all staff in my team fairly	71	-3
23. I am kept well informed about what is happening in my workplace	48	-3
16. I receive regular and constructive feedback on my performance	58	-4
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	-4

Trend Comparison

This section shows comparisons between Health Professional Councils Authority and the 2013 survey results for Health Professional Councils Authority



31% ■ Proportion of questions above 2013 scores by 1 or more percentage points

4% ■ Proportion of questions in line with 2013 scores

65% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	% Positive	Variance from 2013
48. Overall I am satisfied to be working here at the present time	75	-4 ■
5. I have sufficient control over my work so I can do my job well	70	-4 ■
42. Our objectives/work plans help us to deliver a quality service	62	-4 ■
13. In my workplace, we recognise our successes and innovations	53	-4 ■
19. There is a positive relationship between senior management and staff in my workplace	48	-5 ■
45. I would recommend my workplace as a good place to work	72	-5 ■
46. I feel motivated to contribute more than what is normally required at work	73	-5 ■
14. Staff are treated respectfully regardless of their job	63	-6 ■
15c. My line manager ensures that when issues are raised in the team, they are addressed	66	-6 ■
18c. The senior managers at my workplace lead by example in creating a positive workplace	46	-7 ■
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	-7 ■
43. At my workplace there is a good balance between delivering services and monitoring service delivery	47	-7 ■
12. I believe I am valued for what I can offer at my workplace	65	-8 ■

Trend Comparison

This section shows comparisons between Health Professional Councils Authority and the 2013 survey results for Health Professional Councils Authority



31% ■ Proportion of questions above 2013 scores by 1 or more percentage points

4% ■ Proportion of questions in line with 2013 scores

65% ■ Proportion of questions below 2013 scores by 1 or more percentage points

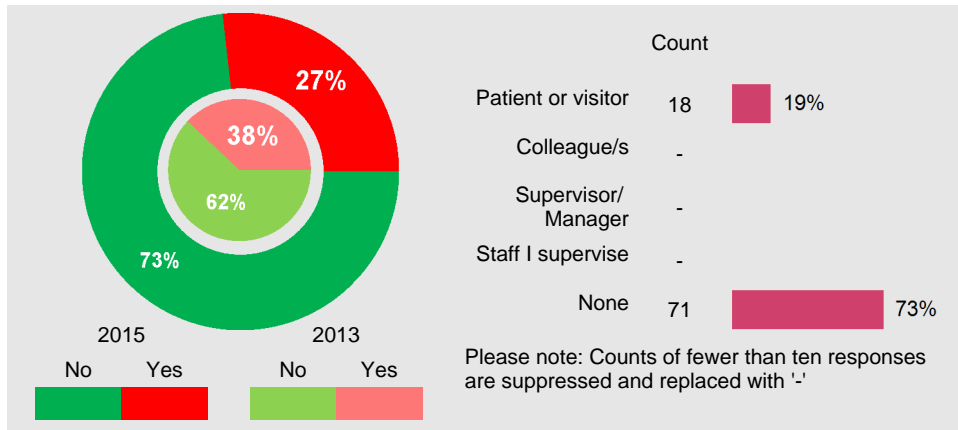
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	<i>% Positive</i>	<i>Variance from 2013</i>
3. Working here makes me want to do the best job I can	73	-8 ■
39. My work environment allows me to deliver the best possible services (patient care or support services)	53	-8 ■
18a. The senior managers at my workplace are aware of the issues I face in my job	40	-9 ■
17. Overall, I have confidence in the decisions made by my line manager	67	-9 ■
25. I think it is safe to speak up and challenge the way things are done	52	-9 ■
41. My team's objectives/ work plans are clearly outlined	54	-10 ■
4. The right amount of approvals are required for routine decisions	49	-11 ■
47. I have a strong sense of belonging to my workplace	61	-12 ■
24. I have a say in decisions which affect my work	49	-13 ■
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	57	-14 ■
20. Overall, I have confidence in the decisions made by my senior managers	46	-15 ■
33. There are mechanisms in place to support me if I experience stress or pressure	44	-15 ■
34. Reasonable expectations are placed on staff according to their position	44	-17 ■

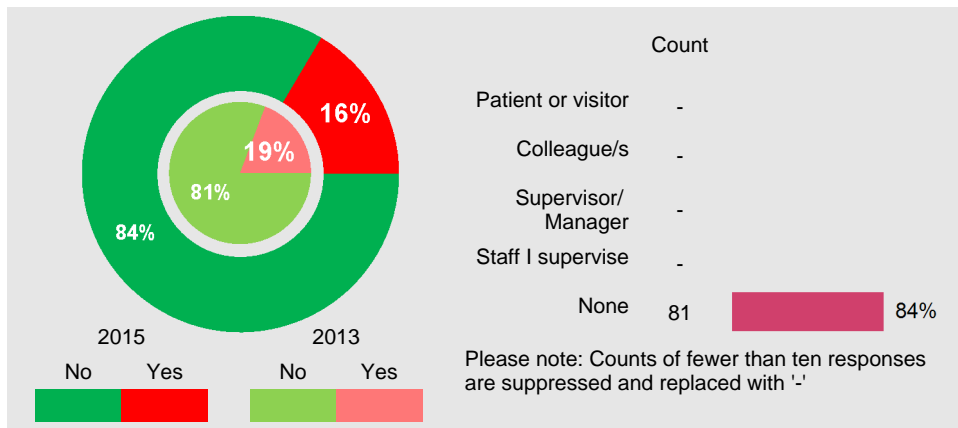
Unacceptable Behaviour

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

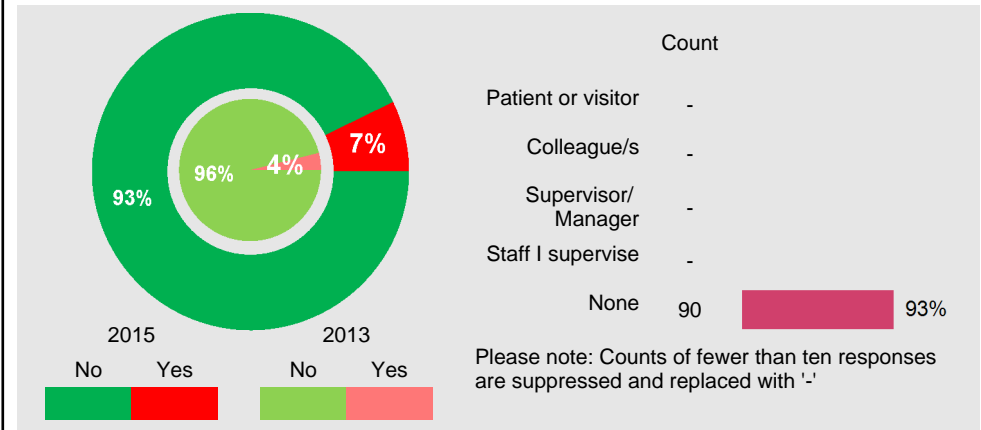
37a. In the last 12 months, I have been verbally abused by a ...



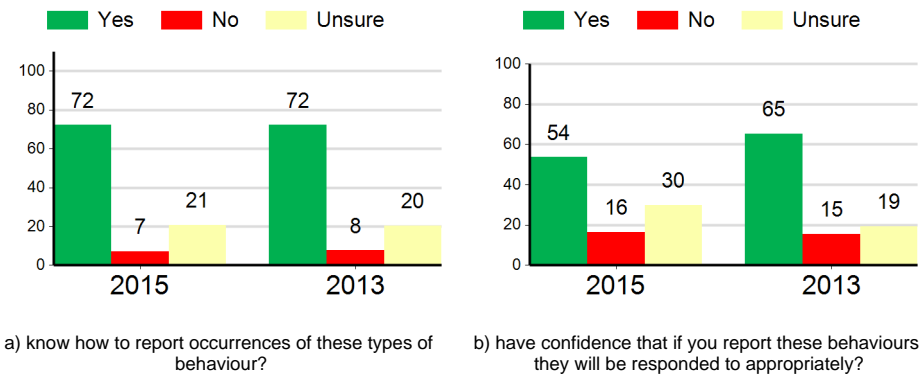
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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



38. Do you currently ...



All Questions

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

Key **K** Key Driver Question

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

Your Job

	% Positive response	% Neutral response	% Negative response	% Positive	Health Professional Councils Authority 2013	NSW Health Overall
1. My job makes good use of my skills and abilities	74	12	13	74	74	81
2. I feel I am able to suggest ideas to improve our ways of doing things	76	9	15	76	75	69
3. Working here makes me want to do the best job I can	73	16	10	73	81	72
4. The right amount of approvals are required for routine decisions	49	23	28	49	59	52
5. I have sufficient control over my work so I can do my job well	70	13	16	70	75	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	57	24	18	57	71	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	Health Professional Councils Authority 2013	NSW Health Overall
7.	The people I work with are willing to help each other even if this means doing something outside their usual job	85	12	3	85	78	69
8.	In my team we generally acknowledge one another's efforts and achievements	83	13	4	83	78	70
9.	People in my team are honest and open	83	11	6	83	78	64
10.	My team resolves conflict quickly when it arises	68	21	10	68	59	53
11.	Morale is good in my team	63	18	18	63	64	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	Health Professional Councils Authority 2013	NSW Health Overall
K	12. I believe I am valued for what I can offer at my workplace	65	16	19	65	73	63
K	13. In my workplace, we recognise our successes and innovations	53	26	22	53	57	57
	14. Staff are treated respectfully regardless of their job	63	21	16	63	69	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	Health Professional Councils Authority 2013	NSW Health Overall
15a.	My line manager recognises and acknowledges when I have done my job well	69	18	13	69	71	65
15b.	My line manager treats all staff in my team fairly	71	18	11	71	74	62
15c.	My line manager ensures that when issues are raised in the team, they are addressed	66	23	11	66	72	61
15d.	My line manager treats me with respect	81	11	7	81	81	76
K 16.	I receive regular and constructive feedback on my performance	58	26	16	58	61	52
17.	Overall, I have confidence in the decisions made by my line manager	67	24	9	67	76	63

All Questions

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

Key **K** Key Driver Question

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

Senior Managers

			% Positive response	% Neutral response	% Negative response	% Positive	Health Professional Councils Authority 2013	NSW Health Overall
K	18a.	The senior managers at my workplace are aware of the issues I face in my job	40	30	30	40	49	46
	18b.	The senior managers at my workplace have a clear direction for the future	48	36	15	48	46	45
	18c.	The senior managers at my workplace lead by example in creating a positive workplace	46	23	31	46	53	45
	19.	There is a positive relationship between senior management and staff in my workplace	48	26	26	48	53	42
	20.	Overall, I have confidence in the decisions made by my senior managers	46	29	25	46	62	46
	21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	44	27	29	44	-	39
	22.	My organisation is making the necessary decisions to meet our future challenges	55	32	13	55	-	43

All Questions

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

Key **K** Key Driver Question

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

Communication

	% Positive response	% Neutral response	% Negative response	% Positive	Health Professional Councils Authority 2013	NSW Health Overall
23. I am kept well informed about what is happening in my workplace	48	28	24	48	52	50
24. I have a say in decisions which affect my work	49	22	29	49	62	46
25. I think it is safe to speak up and challenge the way things are done	52	26	22	52	62	51
26. Where I work, we share the lessons learnt when mistakes are made	65	19	16	65	63	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	19	13	68	63	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	21	10	69	67	62

All Questions

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

Key **K** Key Driver Question

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

Training and Development Opportunities

		% Positive response	% Neutral response	% Negative response	% Positive	Health Professional Councils Authority 2013	NSW Health Overall
28.	I have received the appropriate training and development to do my job effectively	55	23	23	55	56	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	56	31	13	56	52	68
30.	I am encouraged to take opportunities to learn new skills and have new experiences	63	19	19	63	65	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

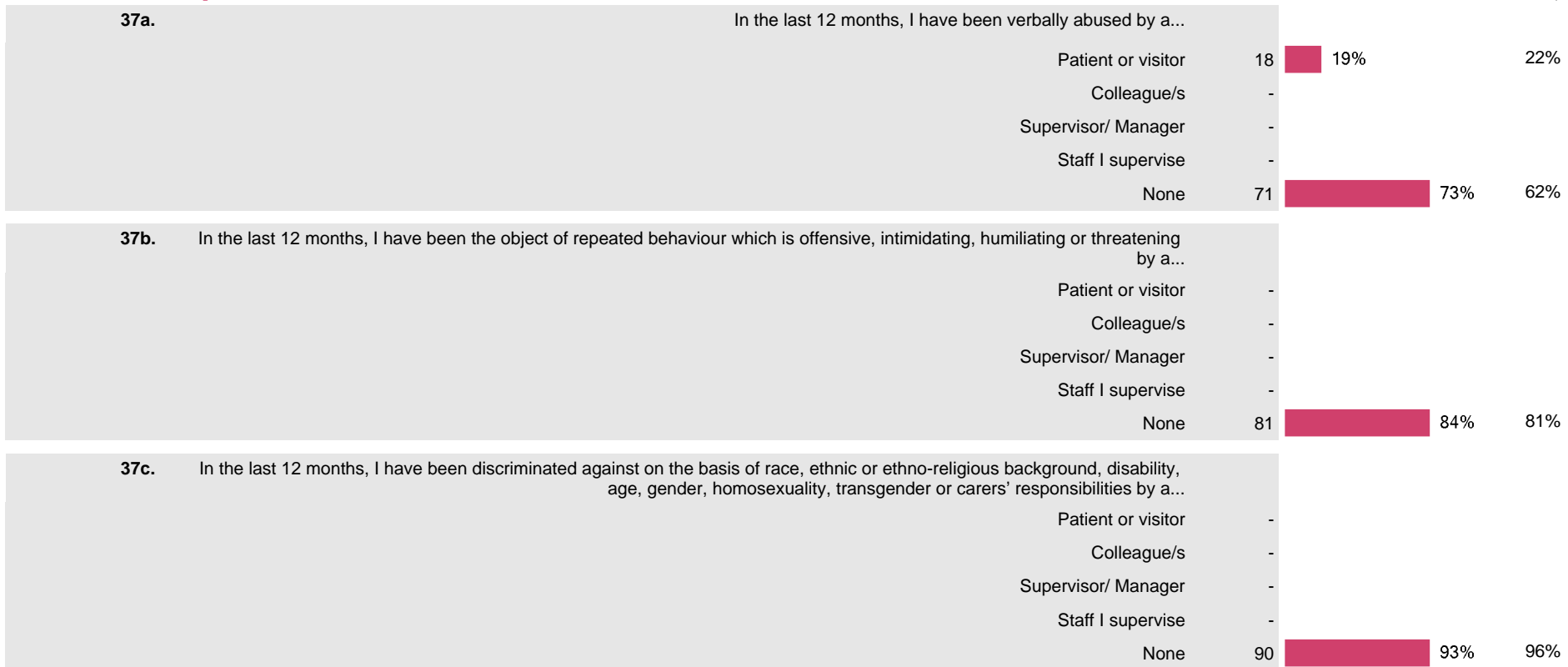
		% Positive response	% Neutral response	% Negative response	% Positive	Health Professional Councils Authority 2013	NSW Health Overall
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	39	38	23	39	38	44
32.	I am able to achieve a healthy work/life balance most of the time	75		11	13	75	73
33.	There are mechanisms in place to support me if I experience stress or pressure	44	36	20	44	59	56
34.	Reasonable expectations are placed on staff according to their position	44	24	32	44	62	57
35.	My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71		22	7	71	75
K 36.	My workplace enables strong professional leadership	51	32	18	51	-	52

All Questions

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

Health Professional Councils
Authority 2013

Unacceptable Behaviour



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

All Questions

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

Key **K** Key Driver Question

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

Unacceptable Behaviour

	% Yes	% Unsure	% No	% Positive	Health Professional Councils Authority 2013	NSW Health Overall
38a. Do you currently know how to report occurrences of these types of behaviour?	72	21	7	72	72	85
38b. Do you currently have confidence that if you report these behaviours they will be responded to appropriately?	54	30	16	54	65	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	Health Professional Councils Authority 2013	NSW Health Overall
K	39. My work environment allows me to deliver the best possible services (patient care or support services)	53	32	15	53	61	62
	40. In my workplace patient safety is at the centre of all decision making	62	33	5	62	54	69
	41. My team's objectives/ work plans are clearly outlined	54	34	12	54	64	66
	42. Our objectives/work plans help us to deliver a quality service	62	25	13	62	66	66
	43. At my workplace there is a good balance between delivering services and monitoring service delivery	47	33	20	47	55	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	Health Professional Councils Authority 2013	NSW Health Overall
44. Overall I am proud to be a part of this workplace	81	14	4	81	78	73
45. I would recommend my workplace as a good place to work	72	19	9	72	77	64
46. I feel motivated to contribute more than what is normally required at work	73	18	9	73	78	67
47. I have a strong sense of belonging to my workplace	61	22	17	61	73	65
48. Overall I am satisfied to be working here at the present time	75	9	15	75	79	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	27	3	70	65	59
50. There is a positive culture in my workplace	69	22	9	69	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	44	25	31	38	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	Health Professional Councils Authority														
	Health Professional Councils Authority	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	98	5	4	2	47	3	2	0	0	0	6	0	0	28	
Employee Engagement Index	73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76	

Your Job

1. My job makes good use of my skills and abilities	74	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	75
2. I feel I am able to suggest ideas to improve our ways of doing things	76	(r)	(r)	(r)	79	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	79
3. Working here makes me want to do the best job I can	73	(r)	(r)	(r)	68	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	82
4. The right amount of approvals are required for routine decisions	49	(r)	(r)	(r)	51	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	43
5. I have sufficient control over my work so I can do my job well	70	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64
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	57	(r)	(r)	(r)	55	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	85	(r)	(r)	(r)	87	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	82
8.	In my team we generally acknowledge one another's efforts and achievements	83	(r)	(r)	(r)	81	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	79
9.	People in my team are honest and open	83	(r)	(r)	(r)	83	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	79
10.	My team resolves conflict quickly when it arises	68	(r)	(r)	(r)	66	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	61
11.	Morale is good in my team	63	(r)	(r)	(r)	57	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	(r)	(r)	(r)	64	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	71
13. In my workplace, we recognise our successes and innovations	53	(r)	(r)	(r)	53	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54
14. Staff are treated respectfully regardless of their job	63	(r)	(r)	(r)	70	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	(r)	(r)	(r)	68	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	68
15b. treats all staff in my team fairly	71	(r)	(r)	(r)	81	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	57
15c. ensures that when issues are raised in the team, they are addressed	66	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	50
15d. treats me with respect	81	(r)	(r)	(r)	85	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	79
16. I receive regular and constructive feedback on my performance	58	(r)	(r)	(r)	60	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54
17. Overall, I have confidence in the decisions made by my line manager	67	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(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	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Senior Managers

18a. are aware of the issues I face in my job	40	(r)	(r)	(r)	43	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	36
18b. have a clear direction for the future	48	(r)	(r)	(r)	53	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	43
18c. lead by example in creating a positive workplace	46	(r)	(r)	(r)	51	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	50
19. There is a positive relationship between senior management and staff in my workplace	48	(r)	(r)	(r)	49	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54
20. Overall, I have confidence in the decisions made by my senior managers	46	(r)	(r)	(r)	51	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	50
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	44	(r)	(r)	(r)	49	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	43
22. My organisation is making the necessary decisions to meet our future challenges	55	(r)	(r)	(r)	57	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Communication

23. I am kept well informed about what is happening in my workplace	48	(r)	(r)	(r)	43	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	43
24. I have a say in decisions which affect my work	49	(r)	(r)	(r)	43	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54
25. I think it is safe to speak up and challenge the way things are done	52	(r)	(r)	(r)	55	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	50
26. Where I work, we share the lessons learnt when mistakes are made	65	(r)	(r)	(r)	64	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	71
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	(r)	(r)	(r)	68	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Training and Development Opportunities

28.	I have received the appropriate training and development to do my job effectively	55	(r)	(r)	(r)	57	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54
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	56	(r)	(r)	(r)	53	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	61
30.	I am encouraged to take opportunities to learn new skills and have new experiences	63	(r)	(r)	(r)	64	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	(r)	(r)	(r)	43	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	36
32. I am able to achieve a healthy work/life balance most of the time	75	(r)	(r)	(r)	79	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	75
33. There are mechanisms in place to support me if I experience stress or pressure	44	(r)	(r)	(r)	49	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	39
34. Reasonable expectations are placed on staff according to their position	44	(r)	(r)	(r)	51	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	36
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	61
36. My workplace enables strong professional leadership	51	(r)	(r)	(r)	51	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	46

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	(r)	(r)	(r)	72	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	68
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	(r)	(r)	(r)	60	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	46

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	53	(r)	(r)	(r)	55	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	39
40.	In my workplace patient safety is at the centre of all decision making	62	(r)	(r)	(r)	64	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64
41.	My team's objectives/ work plans are clearly outlined	54	(r)	(r)	(r)	55	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	39
42.	Our objectives/work plans help us to deliver a quality service	62	(r)	(r)	(r)	68	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	43
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	47	(r)	(r)	(r)	49	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	43

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Health Professional Councils Authority	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		98	5	4	2	47	3	2	0	0	0	6	0	0	28
Employee Engagement Index		73	(r)	(r)	(r)	71	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76

Your Workplace

44. Overall I am proud to be a part of this workplace	81	(r)	(r)	(r)	81	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	86
45. I would recommend my workplace as a good place to work	72	(r)	(r)	(r)	74	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	71
46. I feel motivated to contribute more than what is normally required at work	73	(r)	(r)	(r)	64	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	86
47. I have a strong sense of belonging to my workplace	61	(r)	(r)	(r)	63	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	57
48. Overall I am satisfied to be working here at the present time	75	(r)	(r)	(r)	77	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	71
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	(r)	(r)	(r)	64	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	71
50. There is a positive culture in my workplace	69	(r)	(r)	(r)	68	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	75
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	(r)	(r)	(r)	32	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	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

Manage staff

Health Professional Councils Authority

	Respondents	Yes	No
Employee Engagement Index	98	24	72
	73	78	71

Your Job

1. My job makes good use of my skills and abilities	74	92	68
2. I feel I am able to suggest ideas to improve our ways of doing things	76	88	71
3. Working here makes me want to do the best job I can	73	75	72
4. The right amount of approvals are required for routine decisions	49	58	46
5. I have sufficient control over my work so I can do my job well	70	71	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	57	75	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Health Professional Councils Authority

	Respondents	Yes	No
Employee Engagement Index	98	24	72
	73	78	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	85	88	83
8.	In my team we generally acknowledge one another's efforts and achievements	83	96	78
9.	People in my team are honest and open	83	83	83
10.	My team resolves conflict quickly when it arises	68	79	65
11.	Morale is good in my team	63	75	60

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Health Professional Councils Authority		
	Manage staff	Yes	No
Respondents	98	24	72
Employee Engagement Index	73	78	71

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	71	63
13. In my workplace, we recognise our successes and innovations	53	50	54
14. Staff are treated respectfully regardless of their job	63	63	62

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Health Professional Councils Authority		
	Manage staff	Yes	No
Respondents	98	24	72
Employee Engagement Index	73	78	71

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	71	68
15b. treats all staff in my team fairly	71	63	75
15c. ensures that when issues are raised in the team, they are addressed	66	71	65
15d. treats me with respect	81	79	82
16. I receive regular and constructive feedback on my performance	58	67	55
17. Overall, I have confidence in the decisions made by my line manager	67	79	62

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Health Professional Councils Authority

	Respondents	Yes	No
Employee Engagement Index	98	24	72
	73	78	71

Senior Managers

18a. are aware of the issues I face in my job	40	54	35
18b. have a clear direction for the future	48	54	46
18c. lead by example in creating a positive workplace	46	50	45
19. There is a positive relationship between senior management and staff in my workplace	48	50	48
20. Overall, I have confidence in the decisions made by my senior managers	46	54	44
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	44	42	45
22. My organisation is making the necessary decisions to meet our future challenges	55	58	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

	Health Professional Councils Authority		
	Manage staff	Yes	No
Respondents	98	24	72
Employee Engagement Index	73	78	71

Communication

23. I am kept well informed about what is happening in my workplace	48	63	44
24. I have a say in decisions which affect my work	49	67	44
25. I think it is safe to speak up and challenge the way things are done	52	48	54
26. Where I work, we share the lessons learnt when mistakes are made	65	63	66
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	75	65
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	75	68

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Health Professional Councils Authority

Manage staff

	Health Professional Councils Authority	Yes	No
Respondents	98	24	72
Employee Engagement Index	73	78	71

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	55	63	52
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	56	58	54
30. I am encouraged to take opportunities to learn new skills and have new experiences	63	67	62

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Health Professional Councils Authority		
		Yes	No
Manage staff			
Respondents	98	24	72
Employee Engagement Index	73	78	71

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	42	38
32. I am able to achieve a healthy work/life balance most of the time	75	54	82
33. There are mechanisms in place to support me if I experience stress or pressure	44	33	48
34. Reasonable expectations are placed on staff according to their position	44	46	44
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	75	70
36. My workplace enables strong professional leadership	51	54	49

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Health Professional Councils Authority	Yes	No
Manage staff			
Respondents	98	24	72
Employee Engagement Index	73	78	71

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	83	69
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	58	52

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Health Professional Councils Authority

	Respondents	Yes	No
Employee Engagement Index	98	24	72
	73	78	71

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	53	58	51
40. In my workplace patient safety is at the centre of all decision making	62	63	62
41. My team's objectives/ work plans are clearly outlined	54	71	48
42. Our objectives/work plans help us to deliver a quality service	62	75	58
43. At my workplace there is a good balance between delivering services and monitoring service delivery	47	63	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Health Professional Councils Authority

	Respondents	Yes	No
Employee Engagement Index	98	24	72
	73	78	71

Your Workplace

44. Overall I am proud to be a part of this workplace	81	88	80
45. I would recommend my workplace as a good place to work	72	75	72
46. I feel motivated to contribute more than what is normally required at work	73	79	70
47. I have a strong sense of belonging to my workplace	61	75	57
48. Overall I am satisfied to be working here at the present time	75	79	75
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	83	65
50. There is a positive culture in my workplace	69	67	69
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	38	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Your Job

1. My job makes good use of my skills and abilities	74	(r)	92	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	76	(r)	77	(r)	(r)
3. Working here makes me want to do the best job I can	73	(r)	69	(r)	(r)
4. The right amount of approvals are required for routine decisions	49	(r)	69	(r)	(r)
5. I have sufficient control over my work so I can do my job well	70	(r)	62	(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	57	(r)	62	(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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(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	85	(r)	92	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	83	(r)	100	(r)	(r)
9. People in my team are honest and open	83	(r)	77	(r)	(r)
10. My team resolves conflict quickly when it arises	68	(r)	77	(r)	(r)
11. Morale is good in my team	63	(r)	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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	(r)	54	(r)	(r)
13. In my workplace, we recognise our successes and innovations	53	(r)	31	(r)	(r)
14. Staff are treated respectfully regardless of their job	63	(r)	46	(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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	(r)	62	(r)	(r)
15b. treats all staff in my team fairly	71	(r)	69	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	66	(r)	62	(r)	(r)
15d. treats me with respect	81	(r)	69	(r)	(r)
16. I receive regular and constructive feedback on my performance	58	(r)	62	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	67	(r)	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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Senior Managers

18a. are aware of the issues I face in my job	40	(r)	46	(r)	(r)
18b. have a clear direction for the future	48	(r)	46	(r)	(r)
18c. lead by example in creating a positive workplace	46	(r)	46	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	48	(r)	38	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	46	(r)	46	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	44	(r)	46	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	55	(r)	62	(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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Communication

23. I am kept well informed about what is happening in my workplace	48	(r)	54	(r)	(r)
24. I have a say in decisions which affect my work	49	(r)	46	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	52	(r)	31	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	65	(r)	38	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	(r)	69	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	(r)	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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	55	(r)	46	(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	56	(r)	54	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	63	(r)	54	(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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	(r)	38	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	75	(r)	38	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	44	(r)	23	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	44	(r)	38	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	(r)	69	(r)	(r)
36. My workplace enables strong professional leadership	51	(r)	38	(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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	(r)	77	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	(r)	46	(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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	53	(r)	54	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	62	(r)	38	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	54	(r)	62	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	62	(r)	69	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	47	(r)	54	(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

	Health Professional Councils Authority	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	98	5	13	2	3
Employee Engagement Index	73	(r)	69	(r)	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	81	(r)	85	(r)	(r)
45. I would recommend my workplace as a good place to work	72	(r)	54	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	73	(r)	77	(r)	(r)
47. I have a strong sense of belonging to my workplace	61	(r)	69	(r)	(r)
48. Overall I am satisfied to be working here at the present time	75	(r)	62	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	(r)	77	(r)	(r)
50. There is a positive culture in my workplace	69	(r)	38	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	(r)	31	(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

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Your Job

1. My job makes good use of my skills and abilities	74	81	(r)	64	57	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	76	81	(r)	57	64	(r)	(r)
3. Working here makes me want to do the best job I can	73	71	(r)	71	79	(r)	(r)
4. The right amount of approvals are required for routine decisions	49	49	(r)	36	50	(r)	(r)
5. I have sufficient control over my work so I can do my job well	70	71	(r)	64	64	(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	57	59	(r)	57	43	(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

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(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	85	83	(r)	79	93	(r)	(r)
8. In my team we generally acknowledge one another's efforts and achievements	83	80	(r)	93	86	(r)	(r)
9. People in my team are honest and open	83	78	(r)	93	86	(r)	(r)
10. My team resolves conflict quickly when it arises	68	69	(r)	64	50	(r)	(r)
11. Morale is good in my team	63	59	(r)	79	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

Employment Status

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	64	(r)	85	50	(r)	(r)
13. In my workplace, we recognise our successes and innovations	53	54	(r)	62	36	(r)	(r)
14. Staff are treated respectfully regardless of their job	63	61	(r)	69	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

Employment Status

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	71	(r)	69	50	(r)	(r)
15b. treats all staff in my team fairly	71	69	(r)	62	71	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	66	71	(r)	62	36	(r)	(r)
15d. treats me with respect	81	81	(r)	77	79	(r)	(r)
16. I receive regular and constructive feedback on my performance	58	58	(r)	77	43	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	67	69	(r)	62	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

Employment Status

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Senior Managers

18a. are aware of the issues I face in my job	40	41	(r)	38	29	(r)	(r)
18b. have a clear direction for the future	48	51	(r)	54	29	(r)	(r)
18c. lead by example in creating a positive workplace	46	44	(r)	38	57	(r)	(r)
19. There is a positive relationship between senior management and staff in my workplace	48	39	(r)	69	64	(r)	(r)
20. Overall, I have confidence in the decisions made by my senior managers	46	42	(r)	54	50	(r)	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	44	41	(r)	54	43	(r)	(r)
22. My organisation is making the necessary decisions to meet our future challenges	55	58	(r)	46	50	(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

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Communication

23. I am kept well informed about what is happening in my workplace	48	49	(r)	54	29	(r)	(r)
24. I have a say in decisions which affect my work	49	53	(r)	54	36	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	52	48	(r)	46	71	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	65	64	(r)	69	50	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	76	(r)	69	36	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	73	(r)	77	43	(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

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	55	61	(r)	38	36	(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	56	73	(r)	23	21	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	63	78	(r)	46	21	(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

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	36	(r)	46	36	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	75	69	(r)	100	64	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	44	42	(r)	54	29	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	44	39	(r)	46	36	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	69	(r)	77	71	(r)	(r)
36. My workplace enables strong professional leadership	51	47	(r)	69	43	(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

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	83	(r)	46	57	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	54	(r)	54	50	(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

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	53	51	(r)	62	43	(r)	(r)
40. In my workplace patient safety is at the centre of all decision making	62	66	(r)	62	57	(r)	(r)
41. My team's objectives/ work plans are clearly outlined	54	59	(r)	54	43	(r)	(r)
42. Our objectives/work plans help us to deliver a quality service	62	63	(r)	77	57	(r)	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	47	47	(r)	69	36	(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

	Health Professional Councils Authority	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	98	59	4	14	14	0	7
Employee Engagement Index	73	71	(r)	82	73	(r)	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	81	80	(r)	85	86	(r)	(r)
45. I would recommend my workplace as a good place to work	72	66	(r)	92	79	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	73	71	(r)	85	79	(r)	(r)
47. I have a strong sense of belonging to my workplace	61	66	(r)	69	43	(r)	(r)
48. Overall I am satisfied to be working here at the present time	75	73	(r)	92	71	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	69	(r)	77	50	(r)	(r)
50. There is a positive culture in my workplace	69	63	(r)	85	79	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	36	(r)	23	14	(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

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Your Job

1. My job makes good use of my skills and abilities	74	58	(r)	77	77	100
2. I feel I am able to suggest ideas to improve our ways of doing things	76	64	(r)	77	85	100
3. Working here makes me want to do the best job I can	73	70	(r)	77	77	87
4. The right amount of approvals are required for routine decisions	49	55	(r)	39	54	53
5. I have sufficient control over my work so I can do my job well	70	61	(r)	77	54	100
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	57	48	(r)	58	62	87

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	85	88	(r)	77	77	100
8. In my team we generally acknowledge one another's efforts and achievements	83	82	(r)	77	77	100
9. People in my team are honest and open	83	88	(r)	77	69	100
10. My team resolves conflict quickly when it arises	68	61	(r)	65	69	93
11. Morale is good in my team	63	70	(r)	48	69	87

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	66	(r)	55	77	87
13. In my workplace, we recognise our successes and innovations	53	50	(r)	52	38	80
14. Staff are treated respectfully regardless of their job	63	63	(r)	68	62	80

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	59	(r)	68	77	93
15b. treats all staff in my team fairly	71	81	(r)	58	62	93
15c. ensures that when issues are raised in the team, they are addressed	66	66	(r)	58	69	93
15d. treats me with respect	81	81	(r)	71	92	100
16. I receive regular and constructive feedback on my performance	58	59	(r)	55	54	80
17. Overall, I have confidence in the decisions made by my line manager	67	72	(r)	61	77	73

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Senior Managers

18a. are aware of the issues I face in my job	40	38	(r)	52	38	33
18b. have a clear direction for the future	48	41	(r)	58	38	67
18c. lead by example in creating a positive workplace	46	53	(r)	52	46	40
19. There is a positive relationship between senior management and staff in my workplace	48	59	(r)	58	38	33
20. Overall, I have confidence in the decisions made by my senior managers	46	53	(r)	48	62	27
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	44	50	(r)	48	31	47
22. My organisation is making the necessary decisions to meet our future challenges	55	47	(r)	65	69	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Communication

23. I am kept well informed about what is happening in my workplace	48	47	(r)	45	54	73
24. I have a say in decisions which affect my work	49	44	(r)	55	38	73
25. I think it is safe to speak up and challenge the way things are done	52	53	(r)	65	33	53
26. Where I work, we share the lessons learnt when mistakes are made	65	63	(r)	61	62	73
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	53	(r)	77	77	87
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	66	(r)	74	62	87

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	55	38	(r)	65	46	87
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	56	34	(r)	68	54	87
30. I am encouraged to take opportunities to learn new skills and have new experiences	63	44	(r)	77	54	87

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	47	(r)	35	31	47
32. I am able to achieve a healthy work/life balance most of the time	75	88	(r)	77	46	80
33. There are mechanisms in place to support me if I experience stress or pressure	44	44	(r)	45	23	60
34. Reasonable expectations are placed on staff according to their position	44	47	(r)	45	38	53
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	72	(r)	65	62	93
36. My workplace enables strong professional leadership	51	53	(r)	52	38	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

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	56	(r)	71	85	100
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	69	(r)	45	31	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

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	53	53	(r)	52	46	80
40. In my workplace patient safety is at the centre of all decision making	62	66	(r)	61	38	73
41. My team's objectives/ work plans are clearly outlined	54	38	(r)	65	54	73
42. Our objectives/work plans help us to deliver a quality service	62	63	(r)	61	46	80
43. At my workplace there is a good balance between delivering services and monitoring service delivery	47	53	(r)	45	38	60

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Health Professional Councils Authority	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	98	33	6	31	13	15
Employee Engagement Index	73	71	(r)	71	81	87

Your Workplace

44. Overall I am proud to be a part of this workplace	81	84	(r)	74	92	87
45. I would recommend my workplace as a good place to work	72	78	(r)	68	69	87
46. I feel motivated to contribute more than what is normally required at work	73	72	(r)	71	77	80
47. I have a strong sense of belonging to my workplace	61	47	(r)	61	85	93
48. Overall I am satisfied to be working here at the present time	75	75	(r)	74	85	87
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	69	(r)	68	77	87
50. There is a positive culture in my workplace	69	75	(r)	74	62	73
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	22	(r)	39	31	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender	Health Professional Councils Authority			
		Male	Female	Prefer not to say	
Respondents		98	15	71	5
Employee Engagement Index		73	80	73	(r)

Your Job

1. My job makes good use of my skills and abilities	74	87	73	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	76	80	76	(r)
3. Working here makes me want to do the best job I can	73	73	76	(r)
4. The right amount of approvals are required for routine decisions	49	67	44	(r)
5. I have sufficient control over my work so I can do my job well	70	100	68	(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	57	87	58	(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

		Gender			
		Health Professional Councils Authority	Male	Female	Prefer not to say
	Respondents	98	15	71	5
	Employee Engagement Index	73	80	73	(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	85	100	87	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	83	87	86	(r)
9.	People in my team are honest and open	83	93	83	(r)
10.	My team resolves conflict quickly when it arises	68	73	69	(r)
11.	Morale is good in my team	63	80	61	(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

	Gender			
	Health Professional Councils Authority	Male	Female	Prefer not to say
Respondents	98	15	71	5
Employee Engagement Index	73	80	73	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	80	63	(r)
13. In my workplace, we recognise our successes and innovations	53	67	49	(r)
14. Staff are treated respectfully regardless of their job	63	67	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

	Gender	Health Professional Councils Authority			
		Male	Female	Prefer not to say	
Respondents		98	15	71	5
Employee Engagement Index		73	80	73	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	87	69	(r)
15b. treats all staff in my team fairly	71	73	72	(r)
15c. ensures that when issues are raised in the team, they are addressed	66	87	62	(r)
15d. treats me with respect	81	87	82	(r)
16. I receive regular and constructive feedback on my performance	58	67	59	(r)
17. Overall, I have confidence in the decisions made by my line manager	67	67	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

	Gender	Health Professional Councils Authority			
		Male	Female	Prefer not to say	
Respondents		98	15	71	5
Employee Engagement Index		73	80	73	(r)

Senior Managers

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

	Gender	Health Professional Councils Authority			
		Male	Female	Prefer not to say	
Respondents		98	15	71	5
Employee Engagement Index		73	80	73	(r)

Communication

23. I am kept well informed about what is happening in my workplace	48	67	46	(r)
24. I have a say in decisions which affect my work	49	73	45	(r)
25. I think it is safe to speak up and challenge the way things are done	52	67	51	(r)
26. Where I work, we share the lessons learnt when mistakes are made	65	73	66	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	80	65	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	67	72	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		Gender			
		Health Professional Councils Authority	Male	Female	Prefer not to say
	Respondents	98	15	71	5
	Employee Engagement Index	73	80	73	(r)

Training and Development Opportunities

28.	I have received the appropriate training and development to do my job effectively	55	67	52	(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	56	67	52	(r)
30.	I am encouraged to take opportunities to learn new skills and have new experiences	63	73	58	(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

	Gender	Health Professional Councils Authority			
		Male	Female	Prefer not to say	
Respondents		98	15	71	5
Employee Engagement Index		73	80	73	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	47	38	(r)
32. I am able to achieve a healthy work/life balance most of the time	75	100	73	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	44	73	39	(r)
34. Reasonable expectations are placed on staff according to their position	44	47	45	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	80	69	(r)
36. My workplace enables strong professional leadership	51	60	49	(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

	Gender	Health Professional Councils Authority			
		Male	Female	Prefer not to say	
Respondents		98	15	71	5
Employee Engagement Index		73	80	73	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	73	75	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	67	52	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Health Professional Councils Authority

Male

Female

Prefer not to say

Respondents

98

15

71

5

Employee Engagement Index

73

80

73

(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	53	80	49	(r)
40.	In my workplace patient safety is at the centre of all decision making	62	67	62	(r)
41.	My team's objectives/ work plans are clearly outlined	54	67	54	(r)
42.	Our objectives/work plans help us to deliver a quality service	62	80	61	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	47	53	48	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender	Health Professional Councils Authority			
		Male	Female	Prefer not to say	
Respondents		98	15	71	5
Employee Engagement Index		73	80	73	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	81	80	83	(r)
45. I would recommend my workplace as a good place to work	72	87	70	(r)
46. I feel motivated to contribute more than what is normally required at work	73	67	75	(r)
47. I have a strong sense of belonging to my workplace	61	93	59	(r)
48. Overall I am satisfied to be working here at the present time	75	80	76	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	73	70	(r)
50. There is a positive culture in my workplace	69	73	70	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	27	34	(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

Age Group

	Health Professional Councils Authority	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	98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index	73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Your Job

1. My job makes good use of my skills and abilities	74	(r)	60	89	54	(r)	(r)	(r)	80	100	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	76	(r)	60	72	69	(r)	(r)	(r)	80	100	(r)
3. Working here makes me want to do the best job I can	73	(r)	65	78	46	(r)	(r)	(r)	90	90	(r)
4. The right amount of approvals are required for routine decisions	49	(r)	50	56	46	(r)	(r)	(r)	50	50	(r)
5. I have sufficient control over my work so I can do my job well	70	(r)	65	72	38	(r)	(r)	(r)	80	90	(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	57	(r)	40	56	54	(r)	(r)	(r)	70	70	(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

	Age Group	Health Professional Councils Authority										
		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		98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index		73	(r)	69	73	55	(r)	(r)	(r)	92	95	(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	85	(r)	95	67	100	(r)	(r)	(r)	90	90	(r)
8. In my team we generally acknowledge one another's efforts and achievements	83	(r)	90	72	92	(r)	(r)	(r)	80	90	(r)
9. People in my team are honest and open	83	(r)	95	67	85	(r)	(r)	(r)	90	90	(r)
10. My team resolves conflict quickly when it arises	68	(r)	75	56	62	(r)	(r)	(r)	90	70	(r)
11. Morale is good in my team	63	(r)	70	56	46	(r)	(r)	(r)	80	70	(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

	Health Professional Councils Authority	Age Group									
		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	98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index	73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	(r)	75	61	50	(r)	(r)	(r)	80	90	(r)
13. In my workplace, we recognise our successes and innovations	53	(r)	60	50	33	(r)	(r)	(r)	50	90	(r)
14. Staff are treated respectfully regardless of their job	63	(r)	60	50	50	(r)	(r)	(r)	80	90	(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

	Age Group	Health Professional Councils Authority										
		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		98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index		73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	(r)	65	67	42	(r)	(r)	(r)	80	80	(r)
15b. treats all staff in my team fairly	71	(r)	70	78	75	(r)	(r)	(r)	70	70	(r)
15c. ensures that when issues are raised in the team, they are addressed	66	(r)	60	67	67	(r)	(r)	(r)	80	80	(r)
15d. treats me with respect	81	(r)	75	94	67	(r)	(r)	(r)	90	90	(r)
16. I receive regular and constructive feedback on my performance	58	(r)	65	44	42	(r)	(r)	(r)	70	80	(r)
17. Overall, I have confidence in the decisions made by my line manager	67	(r)	65	78	58	(r)	(r)	(r)	80	60	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

Health Professional Councils Authority

Respondents	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
98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Senior Managers

18a. are aware of the issues I face in my job	40	(r)	25	44	50	(r)	(r)	(r)	70	60	(r)
18b. have a clear direction for the future	48	(r)	45	50	42	(r)	(r)	(r)	70	60	(r)
18c. lead by example in creating a positive workplace	46	(r)	50	39	33	(r)	(r)	(r)	70	50	(r)
19. There is a positive relationship between senior management and staff in my workplace	48	(r)	50	39	42	(r)	(r)	(r)	60	50	(r)
20. Overall, I have confidence in the decisions made by my senior managers	46	(r)	45	39	50	(r)	(r)	(r)	70	40	(r)
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	44	(r)	50	33	42	(r)	(r)	(r)	70	50	(r)
22. My organisation is making the necessary decisions to meet our future challenges	55	(r)	55	56	50	(r)	(r)	(r)	80	50	(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

	Age Group	Health Professional Councils Authority										
		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		98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index		73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Communication

23. I am kept well informed about what is happening in my workplace	48	(r)	40	50	50	(r)	(r)	(r)	60	80	(r)
24. I have a say in decisions which affect my work	49	(r)	50	39	42	(r)	(r)	(r)	60	80	(r)
25. I think it is safe to speak up and challenge the way things are done	52	(r)	55	50	58	(r)	(r)	(r)	56	50	(r)
26. Where I work, we share the lessons learnt when mistakes are made	65	(r)	70	72	42	(r)	(r)	(r)	70	80	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	(r)	55	72	75	(r)	(r)	(r)	80	70	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	(r)	65	67	67	(r)	(r)	(r)	70	90	(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

Age Group

	Health Professional Councils Authority	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	98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index	73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	55	(r)	50	44	33	(r)	(r)	(r)	60	90	(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	56	(r)	30	56	58	(r)	(r)	(r)	70	90	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	63	(r)	50	72	33	(r)	(r)	(r)	80	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

	Health Professional Councils Authority	Age Group									
		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	98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index	73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	(r)	45	33	42	(r)	(r)	(r)	40	50	(r)
32. I am able to achieve a healthy work/life balance most of the time	75	(r)	90	83	75	(r)	(r)	(r)	60	80	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	44	(r)	55	56	42	(r)	(r)	(r)	30	60	(r)
34. Reasonable expectations are placed on staff according to their position	44	(r)	50	39	42	(r)	(r)	(r)	50	60	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	(r)	75	61	58	(r)	(r)	(r)	80	90	(r)
36. My workplace enables strong professional leadership	51	(r)	55	44	33	(r)	(r)	(r)	50	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

	Age Group	Health Professional Councils Authority										
		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		98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index		73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	(r)	60	56	83	(r)	(r)	(r)	90	90	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	(r)	60	50	58	(r)	(r)	(r)	60	40	(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

	Age Group	Health Professional Councils Authority										
		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		98	1	20	18	13	8	5	6	10	10	7
Employee Engagement Index		73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	53	(r)	50	56	33	(r)	(r)	(r)	60	80	(r)
40. In my workplace patient safety is at the centre of all decision making	62	(r)	60	72	50	(r)	(r)	(r)	60	80	(r)
41. My team's objectives/ work plans are clearly outlined	54	(r)	50	56	42	(r)	(r)	(r)	70	80	(r)
42. Our objectives/work plans help us to deliver a quality service	62	(r)	65	67	50	(r)	(r)	(r)	60	80	(r)
43. At my workplace there is a good balance between delivering services and monitoring service delivery	47	(r)	50	39	50	(r)	(r)	(r)	50	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

	Age Group	Health Professional Councils Authority										
		Respondents	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	98	1	20	18	13	8	5	6	10	10	7
	Employee Engagement Index	73	(r)	69	73	55	(r)	(r)	(r)	92	95	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	81	(r)	85	78	75	(r)	(r)	(r)	100	100	(r)
45. I would recommend my workplace as a good place to work	72	(r)	80	67	50	(r)	(r)	(r)	80	100	(r)
46. I feel motivated to contribute more than what is normally required at work	73	(r)	60	83	58	(r)	(r)	(r)	90	90	(r)
47. I have a strong sense of belonging to my workplace	61	(r)	50	56	50	(r)	(r)	(r)	90	90	(r)
48. Overall I am satisfied to be working here at the present time	75	(r)	75	78	50	(r)	(r)	(r)	100	100	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	(r)	70	67	42	(r)	(r)	(r)	100	100	(r)
50. There is a positive culture in my workplace	69	(r)	80	61	42	(r)	(r)	(r)	80	100	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	(r)	20	33	25	(r)	(r)	(r)	60	50	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Your Job

1. My job makes good use of my skills and abilities	74	(r)	(r)	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	76	(r)	(r)	(r)	(r)
3. Working here makes me want to do the best job I can	73	(r)	(r)	(r)	(r)
4. The right amount of approvals are required for routine decisions	49	(r)	(r)	(r)	(r)
5. I have sufficient control over my work so I can do my job well	70	(r)	(r)	(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	57	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	85	(r)	(r)	(r)	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	83	(r)	(r)	(r)	(r)
9.	People in my team are honest and open	83	(r)	(r)	(r)	(r)
10.	My team resolves conflict quickly when it arises	68	(r)	(r)	(r)	(r)
11.	Morale is good in my team	63	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	(r)	(r)	(r)	(r)
13. In my workplace, we recognise our successes and innovations	53	(r)	(r)	(r)	(r)
14. Staff are treated respectfully regardless of their job	63	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	(r)	(r)	(r)	(r)
15b. treats all staff in my team fairly	71	(r)	(r)	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	66	(r)	(r)	(r)	(r)
15d. treats me with respect	81	(r)	(r)	(r)	(r)
16. I receive regular and constructive feedback on my performance	58	(r)	(r)	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	67	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Senior Managers

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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Communication

23. I am kept well informed about what is happening in my workplace	48	(r)	(r)	(r)	(r)
24. I have a say in decisions which affect my work	49	(r)	(r)	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	52	(r)	(r)	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	65	(r)	(r)	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	(r)	(r)	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Training and Development Opportunities

28.	I have received the appropriate training and development to do my job effectively	55	(r)	(r)	(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	56	(r)	(r)	(r)	(r)
30.	I am encouraged to take opportunities to learn new skills and have new experiences	63	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	(r)	(r)	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	75	(r)	(r)	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	44	(r)	(r)	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	44	(r)	(r)	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	(r)	(r)	(r)	(r)
36. My workplace enables strong professional leadership	51	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	(r)	(r)	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	53	(r)	(r)	(r)	(r)
40.	In my workplace patient safety is at the centre of all decision making	62	(r)	(r)	(r)	(r)
41.	My team's objectives/ work plans are clearly outlined	54	(r)	(r)	(r)	(r)
42.	Our objectives/work plans help us to deliver a quality service	62	(r)	(r)	(r)	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	47	(r)	(r)	(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

Australian Aboriginal

	Health Professional Councils Authority	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	98	0	0	94	3
Employee Engagement Index	73	(r)	(r)	74	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	81	(r)	(r)	(r)	(r)
45. I would recommend my workplace as a good place to work	72	(r)	(r)	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	73	(r)	(r)	(r)	(r)
47. I have a strong sense of belonging to my workplace	61	(r)	(r)	(r)	(r)
48. Overall I am satisfied to be working here at the present time	75	(r)	(r)	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	(r)	(r)	(r)	(r)
50. There is a positive culture in my workplace	69	(r)	(r)	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	(r)	(r)	(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

Disability

Health Professional Councils Authority

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	98	1	93	4
	73	(r)	73	(r)

Your Job

1. My job makes good use of my skills and abilities	74	(r)	76	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	76	(r)	76	(r)
3. Working here makes me want to do the best job I can	73	(r)	73	(r)
4. The right amount of approvals are required for routine decisions	49	(r)	51	(r)
5. I have sufficient control over my work so I can do my job well	70	(r)	71	(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	57	(r)	58	(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

Disability

Health Professional Councils Authority

	Health Professional Councils Authority	Yes	No	Prefer not to say
Respondents	98	1	93	4
Employee Engagement Index	73	(r)	73	(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	85	(r)	85	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	83	(r)	83	(r)
9.	People in my team are honest and open	83	(r)	83	(r)
10.	My team resolves conflict quickly when it arises	68	(r)	69	(r)
11.	Morale is good in my team	63	(r)	65	(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

Disability

Health Professional Councils Authority

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	98	1	93	4
	73	(r)	73	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	(r)	66	(r)
13. In my workplace, we recognise our successes and innovations	53	(r)	53	(r)
14. Staff are treated respectfully regardless of their job	63	(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

Disability

Health Professional Councils Authority

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	98	1	93	4
	73	(r)	73	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	(r)	69	(r)
15b. treats all staff in my team fairly	71	(r)	72	(r)
15c. ensures that when issues are raised in the team, they are addressed	66	(r)	67	(r)
15d. treats me with respect	81	(r)	83	(r)
16. I receive regular and constructive feedback on my performance	58	(r)	58	(r)
17. Overall, I have confidence in the decisions made by my line manager	67	(r)	69	(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

Disability

Health Professional Councils Authority

	Respondents	Yes	No	Prefer not to say
	98	1	93	4
Employee Engagement Index	73	(r)	73	(r)

Senior Managers

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

Disability

Health Professional Councils Authority

	Respondents	Yes	No	Prefer not to say
	98	1	93	4
Employee Engagement Index	73	(r)	73	(r)

Communication

23. I am kept well informed about what is happening in my workplace	48	(r)	49	(r)
24. I have a say in decisions which affect my work	49	(r)	49	(r)
25. I think it is safe to speak up and challenge the way things are done	52	(r)	52	(r)
26. Where I work, we share the lessons learnt when mistakes are made	65	(r)	66	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	(r)	68	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	(r)	69	(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

Disability

Health Professional Councils Authority

	Health Professional Councils Authority	Yes	No	Prefer not to say
Respondents	98	1	93	4
Employee Engagement Index	73	(r)	73	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	55	(r)	55	(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	56	(r)	54	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	63	(r)	61	(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

Disability

Health Professional Councils Authority

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	98	1	93	4
	73	(r)	73	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	(r)	40	(r)
32. I am able to achieve a healthy work/life balance most of the time	75	(r)	75	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	44	(r)	45	(r)
34. Reasonable expectations are placed on staff according to their position	44	(r)	45	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	(r)	72	(r)
36. My workplace enables strong professional leadership	51	(r)	52	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Health Professional Councils Authority

	Health Professional Councils Authority	Yes	No	Prefer not to say
Respondents	98	1	93	4
Employee Engagement Index	73	(r)	73	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	(r)	73	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	(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

Disability

Health Professional Councils Authority

	Respondents	Yes	No	Prefer not to say
	98	1	93	4
Employee Engagement Index	73	(r)	73	(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	53	(r)	54	(r)
40.	In my workplace patient safety is at the centre of all decision making	62	(r)	61	(r)
41.	My team's objectives/ work plans are clearly outlined	54	(r)	56	(r)
42.	Our objectives/work plans help us to deliver a quality service	62	(r)	65	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	47	(r)	48	(r)

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

Health Professional Councils Authority

	Health Professional Councils Authority	Yes	No	Prefer not to say
Respondents	98	1	93	4
Employee Engagement Index	73	(r)	73	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	81	(r)	82	(r)
45. I would recommend my workplace as a good place to work	72	(r)	73	(r)
46. I feel motivated to contribute more than what is normally required at work	73	(r)	73	(r)
47. I have a strong sense of belonging to my workplace	61	(r)	63	(r)
48. Overall I am satisfied to be working here at the present time	75	(r)	76	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	(r)	70	(r)
50. There is a positive culture in my workplace	69	(r)	69	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	(r)	32	(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

English Speaking Background

	Health Professional Councils Authority	Yes	No	Prefer not to say
Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Your Job

1. My job makes good use of my skills and abilities	74	76	(r)	(r)
2. I feel I am able to suggest ideas to improve our ways of doing things	76	77	(r)	(r)
3. Working here makes me want to do the best job I can	73	73	(r)	(r)
4. The right amount of approvals are required for routine decisions	49	50	(r)	(r)
5. I have sufficient control over my work so I can do my job well	70	71	(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	57	60	(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

English Speaking Background

Health Professional Councils Authority

	Health Professional Councils Authority	Yes	No	Prefer not to say
Respondents	98	90	6	2
Employee Engagement Index	73	74	(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	85	86	(r)	(r)
8.	In my team we generally acknowledge one another's efforts and achievements	83	81	(r)	(r)
9.	People in my team are honest and open	83	82	(r)	(r)
10.	My team resolves conflict quickly when it arises	68	68	(r)	(r)
11.	Morale is good in my team	63	62	(r)	(r)

Demographics

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(r) Where group has less than 10 respondents

English Speaking Background

Health Professional Councils Authority

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Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	67	(r)	(r)
13. In my workplace, we recognise our successes and innovations	53	53	(r)	(r)
14. Staff are treated respectfully regardless of their job	63	64	(r)	(r)

Demographics

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English Speaking Background

	Health Professional Councils Authority	Yes	No	Prefer not to say
Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Your Line Manager

15a. recognises and acknowledges when I have done my job well	69	69	(r)	(r)
15b. treats all staff in my team fairly	71	72	(r)	(r)
15c. ensures that when issues are raised in the team, they are addressed	66	68	(r)	(r)
15d. treats me with respect	81	83	(r)	(r)
16. I receive regular and constructive feedback on my performance	58	59	(r)	(r)
17. Overall, I have confidence in the decisions made by my line manager	67	68	(r)	(r)

Demographics

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Key



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At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

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Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Senior Managers

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

Demographics

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(r) Where group has less than 10 respondents

English Speaking Background

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Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Communication

23. I am kept well informed about what is happening in my workplace	48	50	(r)	(r)
24. I have a say in decisions which affect my work	49	50	(r)	(r)
25. I think it is safe to speak up and challenge the way things are done	52	53	(r)	(r)
26. Where I work, we share the lessons learnt when mistakes are made	65	67	(r)	(r)
27a. I am aware of the strategic objectives and direction of the organisation I work for	68	69	(r)	(r)
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	71	(r)	(r)

Demographics

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Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	55	56	(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	56	56	(r)	(r)
30. I am encouraged to take opportunities to learn new skills and have new experiences	63	64	(r)	(r)

Demographics

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Employee Engagement Index	73	74	(r)	(r)

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	39	40	(r)	(r)
32. I am able to achieve a healthy work/life balance most of the time	75	78	(r)	(r)
33. There are mechanisms in place to support me if I experience stress or pressure	44	46	(r)	(r)
34. Reasonable expectations are placed on staff according to their position	44	46	(r)	(r)
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	71	(r)	(r)
36. My workplace enables strong professional leadership	51	52	(r)	(r)

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English Speaking Background

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Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	72	74	(r)	(r)
38b. have confidence that if you report these behaviours they will be responded to appropriately?	54	56	(r)	(r)

Demographics

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Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	53	54	(r)	(r)
40.	In my workplace patient safety is at the centre of all decision making	62	63	(r)	(r)
41.	My team's objectives/ work plans are clearly outlined	54	54	(r)	(r)
42.	Our objectives/work plans help us to deliver a quality service	62	61	(r)	(r)
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	47	48	(r)	(r)

Demographics

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Respondents	98	90	6	2
Employee Engagement Index	73	74	(r)	(r)

Your Workplace

44. Overall I am proud to be a part of this workplace	81	82	(r)	(r)
45. I would recommend my workplace as a good place to work	72	74	(r)	(r)
46. I feel motivated to contribute more than what is normally required at work	73	72	(r)	(r)
47. I have a strong sense of belonging to my workplace	61	63	(r)	(r)
48. Overall I am satisfied to be working here at the present time	75	77	(r)	(r)
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	70	69	(r)	(r)
50. There is a positive culture in my workplace	69	71	(r)	(r)
51. Overall, I believe the culture at my workplace has improved in the last 12 months	31	32	(r)	(r)

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?

