

66%

2013: 62%

ENGAGEMENT INDEX

55%

2013: 53%

WORKPLACE CULTURE INDEX

577

2013: 411

ACTUAL RESPONSES

79%

2013: 70%
2% Confidence Interval

ESTIMATED RESPONSE RATE

Employee Engagement Index

Say

% Positive *Variance from 2013*

44.	Overall I am proud to be a part of this workplace	71	+3
45.	I would recommend my workplace as a good place to work	62	+4

Stay

47.	I have a strong sense of belonging to my workplace	61	+5
48.	Overall I am satisfied to be working here at the present time	67	+2

Strive

3.	Working here makes me want to do the best job I can	67	+2
46.	I feel motivated to contribute more than what is normally required at work	66	+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>
50.	There is a positive culture in my workplace	53 -
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	40 +2
36.	My workplace enables strong professional leadership	52 -
22.	My organisation is making the necessary decisions to meet our future challenges	48 -
18c.	The senior managers at my workplace lead by example in creating a positive workplace	48 0
21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	45 -

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 Line Manager	69
Your Team	67
Your Job	62

Questions	% Positive
15d. My line manager treats me with respect	79
7. The people I work with are willing to help each other even if this means doing something outside their usual job	76
15a. My line manager recognises and acknowledges when I have done my job well	75
8. In my team we generally acknowledge one another's efforts and achievements	74
1. My job makes good use of my skills and abilities	72

Lowlights

Sections	% Positive
Senior Managers	50
Service Delivery	53
Work Environment	55

Questions	% Positive
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35
40. In my workplace patient safety is at the centre of all decision making	37
31. I have confidence in the processes that my workplace uses to resolve staff conflict	40
4. The right amount of approvals are required for routine decisions	42
43. At my workplace there is a good balance between delivering services and monitoring service delivery	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
Training and Development Opportunities	60	+5
Service Delivery	53	+5
Communication	57	+4

Questions	% Positive	Variance from 2013
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	+9
41. My team's objectives/ work plans are clearly outlined	67	+9
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	+8
39. My work environment allows me to deliver the best possible services (patient care or support services)	54	+7
16. I receive regular and constructive feedback on my performance	57	+7

Least improved

Sections	% Positive	Variance from 2013
Your Team	67	-2
Senior Managers	50	-1
Being Valued	62	0

Questions	% Positive	Variance from 2013
9. People in my team are honest and open	71	-6
8. In my team we generally acknowledge one another's efforts and achievements	74	-4
14. Staff are treated respectfully regardless of their job	63	-3
18a. The senior managers at my workplace are aware of the issues I face in my job	48	-2
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	59	-2

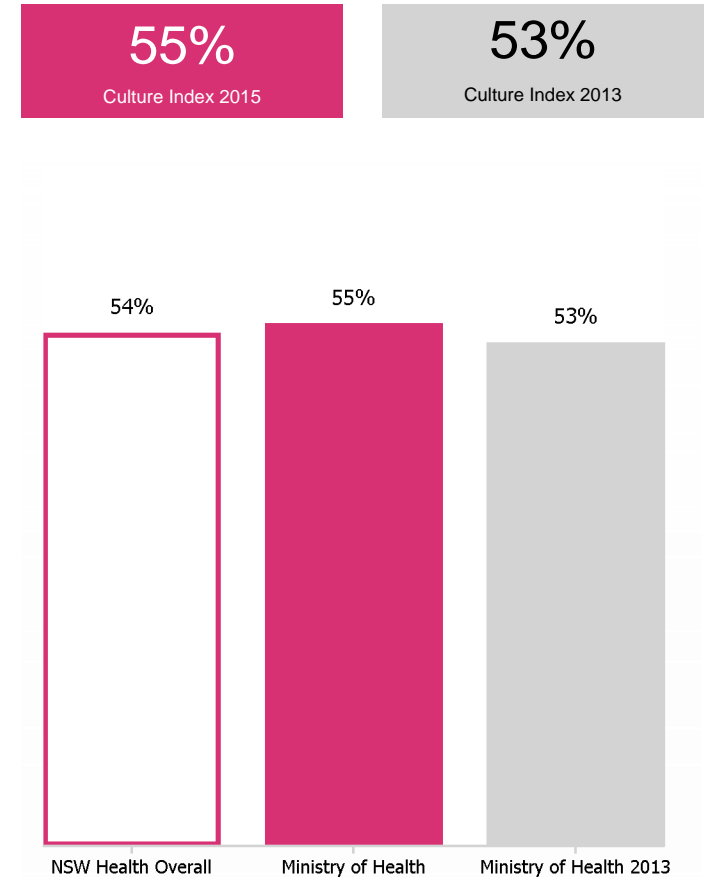
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

Employee Workplace Culture Index

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

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

	KEY	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team		57	20	23	+1
12. I believe I am valued for what I can offer at my workplace		65	13	22	+2
13. In my workplace, we recognise our successes and innovations		57	20	22	+2
14. Staff are treated respectfully regardless of their job		63	17	20	-3
17. Overall, I have confidence in the decisions made by my line manager		69	14	16	0
18b. The senior managers at my workplace have a clear direction for the future		49	26	25	-1
18c. The senior managers at my workplace lead by example in creating a positive workplace		48	22	29	0
20. Overall, I have confidence in the decisions made by my senior managers		57	23	20	+2
24. I have a say in decisions which affect my work		49	25	26	+5
25. I think it is safe to speak up and challenge the way things are done		51	21	28	-1
26. Where I work, we share the lessons learnt when mistakes are made		52	25	22	+5
31. I have confidence in the processes that my workplace uses to resolve staff conflict		40	29	31	+2
41. My team's objectives/ work plans are clearly outlined		67	18	16	+9
42. Our objectives/work plans help us to deliver a quality service		61	27	12	+4
51. Overall, I believe the culture at my workplace has improved in the last 12 months		35	36	29	+7



Trend Comparison

This section shows comparisons between Ministry of Health and the 2013 survey results for Ministry of Health








73% ■ Proportion of questions above 2013 scores by 1 or more percentage points

6% ■ Proportion of questions in line with 2013 scores

22% ■ 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>
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	 +9
41. My team's objectives/ work plans are clearly outlined	67	 +9
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	 +8
39. My work environment allows me to deliver the best possible services (patient care or support services)	54	 +7
16. I receive regular and constructive feedback on my performance	57	 +7
4. The right amount of approvals are required for routine decisions	42	 +7
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	 +7
28. I have received the appropriate training and development to do my job effectively	67	 +6
15a. My line manager recognises and acknowledges when I have done my job well	75	 +5
26. Where I work, we share the lessons learnt when mistakes are made	52	 +5
40. In my workplace patient safety is at the centre of all decision making	37	 +5
47. I have a strong sense of belonging to my workplace	61	 +5

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22% ■ 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>
24. I have a say in decisions which affect my work	49	■ +5
46. I feel motivated to contribute more than what is normally required at work	66	■ +5
5. I have sufficient control over my work so I can do my job well	62	■ +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	52	■ +4
32. I am able to achieve a healthy work/life balance most of the time	72	■ +4
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	■ +4
45. I would recommend my workplace as a good place to work	62	■ +4
23. I am kept well informed about what is happening in my workplace	51	■ +4
42. Our objectives/work plans help us to deliver a quality service	61	■ +4
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	■ +3
44. Overall I am proud to be a part of this workplace	71	■ +3
34. Reasonable expectations are placed on staff according to their position	58	■ +3
33. There are mechanisms in place to support me if I experience stress or pressure	50	■ +3

Trend Comparison

This section shows comparisons between Ministry of Health and the 2013 survey results for Ministry of Health



73% ■ Proportion of questions above 2013 scores by 1 or more percentage points

6% ■ Proportion of questions in line with 2013 scores

22% ■ 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>
31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	■ +2
12. I believe I am valued for what I can offer at my workplace	65	■ +2
48. Overall I am satisfied to be working here at the present time	67	■ +2
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	■ +2
13. In my workplace, we recognise our successes and innovations	57	■ +2
20. Overall, I have confidence in the decisions made by my senior managers	57	■ +2
3. Working here makes me want to do the best job I can	67	■ +2
19. There is a positive relationship between senior management and staff in my workplace	52	■ +1
11. Morale is good in my team	57	■ +1
15b. My line manager treats all staff in my team fairly	71	■ +1
7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	■ +1
15c. My line manager ensures that when issues are raised in the team, they are addressed	67	■ +1
17. Overall, I have confidence in the decisions made by my line manager	69	■ 0

Trend Comparison

This section shows comparisons between Ministry of Health and the 2013 survey results for Ministry of Health



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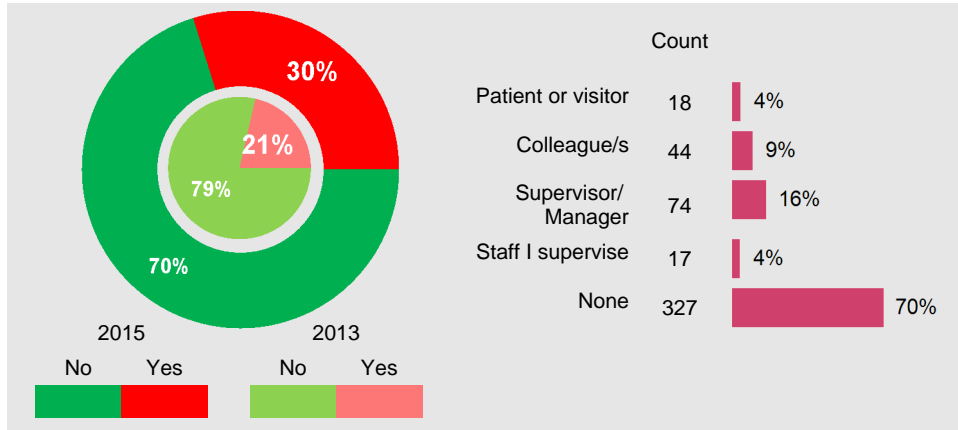
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
2. I feel I am able to suggest ideas to improve our ways of doing things	70	0
18c. The senior managers at my workplace lead by example in creating a positive workplace	48	0
15d. My line manager treats me with respect	79	-1
10. My team resolves conflict quickly when it arises	58	-1
25. I think it is safe to speak up and challenge the way things are done	51	-1
18b. The senior managers at my workplace have a clear direction for the future	49	-1
1. My job makes good use of my skills and abilities	72	-1
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	-1
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	59	-2
18a. The senior managers at my workplace are aware of the issues I face in my job	48	-2
14. Staff are treated respectfully regardless of their job	63	-3
8. In my team we generally acknowledge one another's efforts and achievements	74	-4
9. People in my team are honest and open	71	-6

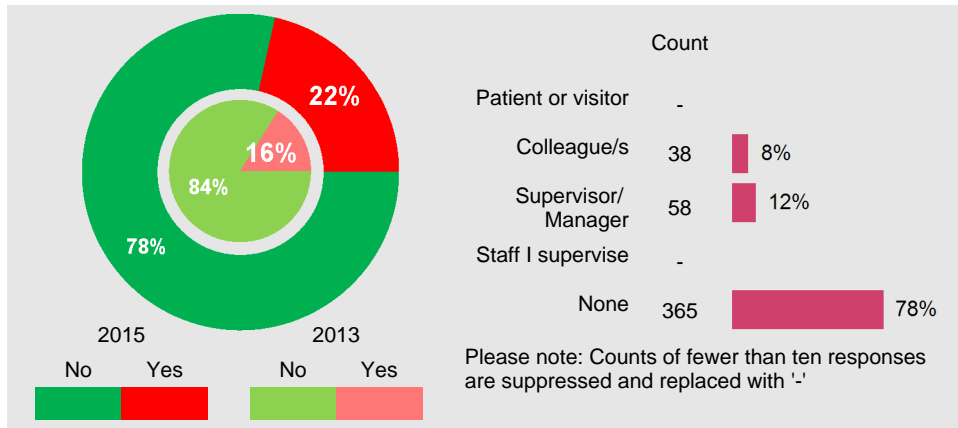
Unacceptable Behaviour

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

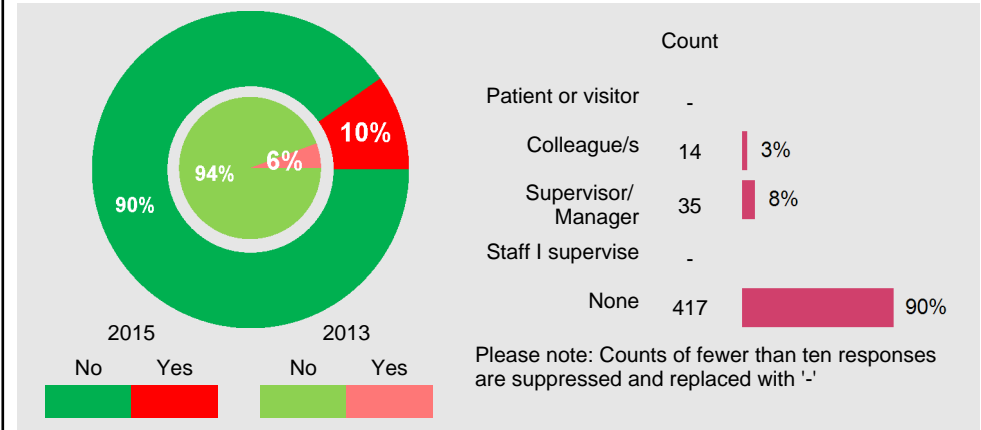
37a. In the last 12 months, I have been verbally abused by a ...



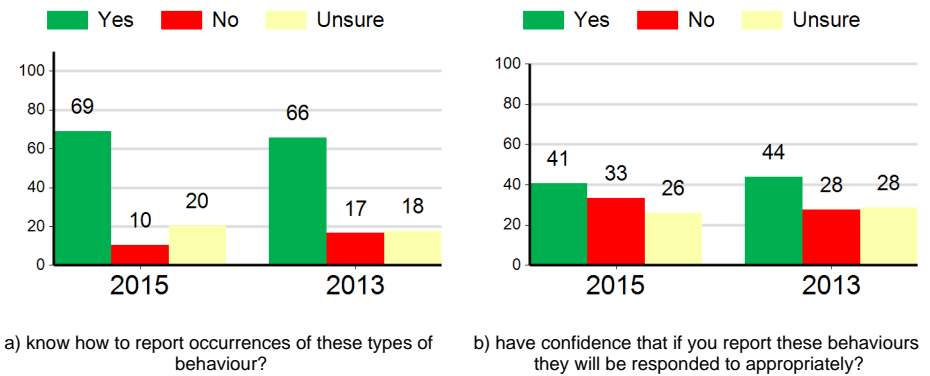
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
1. My job makes good use of my skills and abilities	72	9	18	72	73	69	81
2. I feel I am able to suggest ideas to improve our ways of doing things	70	15	15	70	70	68	69
3. Working here makes me want to do the best job I can	67	20	13	67	66	67	72
4. The right amount of approvals are required for routine decisions	42	22	36	42	36	-	52
5. I have sufficient control over my work so I can do my job well	62	17	21	62	57	58	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	59	20	21	59	60	57	62

All Questions

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

Key **K** Key Driver Question

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

Your Team

	% Positive response	% Neutral response	% Negative response	% Positive	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	13	11	76	76	75	69
8. In my team we generally acknowledge one another's efforts and achievements	74	13	13	74	78	71	70
9. People in my team are honest and open	71	17	12	71	78	72	64
10. My team resolves conflict quickly when it arises	58	25	17	58	59	57	53
11. Morale is good in my team	57	20	23	57	56	54	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	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	65	13	22	65	62	62	63
13. In my workplace, we recognise our successes and innovations	57	20	22	57	55	56	57
14. Staff are treated respectfully regardless of their job	63	17	20	63	66	64	62

All Questions

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

Key **K** Key Driver Question

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

Your Line Manager

		% Positive response	% Neutral response	% Negative response	% Positive	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
15a.	My line manager recognises and acknowledges when I have done my job well	75	11	14	75	70	72	65
15b.	My line manager treats all staff in my team fairly	71	13	17	71	70	69	62
15c.	My line manager ensures that when issues are raised in the team, they are addressed	67	17	17	67	66	63	61
15d.	My line manager treats me with respect	79	11	10	79	79	78	76
16.	I receive regular and constructive feedback on my performance	57	20	23	57	50	49	52
17.	Overall, I have confidence in the decisions made by my line manager	69	14	16	69	69	66	63

All Questions

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

Key **K** Key Driver Question

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

		% Positive response	% Neutral response	% Negative response	% Positive	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
Senior Managers								
	18a. The senior managers at my workplace are aware of the issues I face in my job	48	26	26	48	51	54	46
	18b. The senior managers at my workplace have a clear direction for the future	49	26	25	49	50	44	45
K	18c. The senior managers at my workplace lead by example in creating a positive workplace	48	22	29	48	49	49	45
	19. There is a positive relationship between senior management and staff in my workplace	52	21	28	52	50	52	42
	20. Overall, I have confidence in the decisions made by my senior managers	57	23	20	57	55	53	46
K	21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	28	28	45	-	-	39
K	22. My organisation is making the necessary decisions to meet our future challenges	48	30	22	48	-	-	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	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
23. I am kept well informed about what is happening in my workplace	51	21	28	51	47	44	50
24. I have a say in decisions which affect my work	49	25	26	49	44	44	46
25. I think it is safe to speak up and challenge the way things are done	51	21	28	51	52	49	51
26. Where I work, we share the lessons learnt when mistakes are made	52	25	22	52	47	49	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	18	13	69	61	-	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	18	13	69	65	-	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	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
28. I have received the appropriate training and development to do my job effectively	67	22	12	67	60	62	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	52	37	11	52	48	46	68
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	22	19	60	56	54	60

All Questions

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

Key **K** Key Driver Question

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

		% Positive response	% Neutral response	% Negative response	% Positive	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall	
Work Environment									
K	31.	I have confidence in the processes that my workplace uses to resolve staff conflict	40	29	31	40	37	35	44
	32.	I am able to achieve a healthy work/life balance most of the time	72	13	15	72	67	65	65
	33.	There are mechanisms in place to support me if I experience stress or pressure	50	31	20	50	47	42	56
	34.	Reasonable expectations are placed on staff according to their position	58	20	22	58	55	51	57
	35.	My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	40	4	56	47	58	69
K	36.	My workplace enables strong professional leadership	52	24	23	52	-	-	52

All Questions

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

Unacceptable Behaviour

Ministry of Health 2013

Question	Response Category	Count	Percentage	Other Percentage
37a. In the last 12 months, I have been verbally abused by a...	Patient or visitor	18	4%	5%
	Colleague/s	44	9%	11%
	Supervisor/ Manager	74	16%	7%
	Staff I supervise	17	4%	-
	None	327	70%	79%
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a...	Patient or visitor	-	-	-
	Colleague/s	38	8%	8%
	Supervisor/ Manager	58	12%	8%
	Staff I supervise	-	-	-
	None	365	78%	84%
37c. In the last 12 months, I have been discriminated against on the basis of race, ethnic or ethno-religious background, disability, age, gender, homosexuality, transgender or carers' responsibilities by a...	Patient or visitor	-	-	-
	Colleague/s	14	3%	-
	Supervisor/ Manager	35	8%	4%
	Staff I supervise	-	-	-
	None	417	90%	94%

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	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
38a. Do you currently know how to report occurrences of these types of behaviour?	69	20	10	69	66	66	85
38b. Do you currently have confidence that if you report these behaviours they will be responded to appropriately?	41	26	33	41	44	40	47

All Questions

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

Key **K** Key Driver Question

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

Service Delivery

	% Positive response	% Neutral response	% Negative response	% Positive	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
39. My work environment allows me to deliver the best possible services (patient care or support services)	54	29	16	54	47	52	62
40. In my workplace patient safety is at the centre of all decision making	37	53	10	37	32	36	69
41. My team's objectives/ work plans are clearly outlined	67	18	16	67	58	59	66
42. Our objectives/work plans help us to deliver a quality service	61	27	12	61	57	56	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	40	16	44	45	-	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	Ministry of Health 2013	Ministry of Health 2011	NSW Health Overall
44. Overall I am proud to be a part of this workplace	71	18	12	71	67	66	73
45. I would recommend my workplace as a good place to work	62	22	17	62	58	57	64
46. I feel motivated to contribute more than what is normally required at work	66	16	18	66	61	61	67
47. I have a strong sense of belonging to my workplace	61	21	18	61	56	56	65
48. Overall I am satisfied to be working here at the present time	67	16	17	67	65	66	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	24	18	58	56	-	59
K 50. There is a positive culture in my workplace	53	20	27	53	-	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	36	29	35	28	21	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	Ministry of Health	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	577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index	66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Your Job

1. My job makes good use of my skills and abilities	72	(r)	71	(r)	70	(r)	(r)	80	(r)	(r)	75	(r)	(r)	77
2. I feel I am able to suggest ideas to improve our ways of doing things	70	(r)	57	(r)	69	(r)	(r)	68	(r)	(r)	77	(r)	(r)	73
3. Working here makes me want to do the best job I can	67	(r)	79	(r)	64	(r)	(r)	64	(r)	(r)	69	(r)	(r)	73
4. The right amount of approvals are required for routine decisions	42	(r)	29	(r)	42	(r)	(r)	64	(r)	(r)	43	(r)	(r)	40
5. I have sufficient control over my work so I can do my job well	62	(r)	50	(r)	62	(r)	(r)	76	(r)	(r)	58	(r)	(r)	60
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	59	(r)	43	(r)	58	(r)	(r)	64	(r)	(r)	62	(r)	(r)	59

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	Ministry of Health	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		577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index		66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	76	(r)	64	(r)	74	(r)	(r)	80	(r)	(r)	79	(r)	(r)	82
8.	In my team we generally acknowledge one another's efforts and achievements	74	(r)	64	(r)	74	(r)	(r)	80	(r)	(r)	82	(r)	(r)	69
9.	People in my team are honest and open	71	(r)	50	(r)	71	(r)	(r)	64	(r)	(r)	79	(r)	(r)	75
10.	My team resolves conflict quickly when it arises	58	(r)	50	(r)	59	(r)	(r)	40	(r)	(r)	57	(r)	(r)	61
11.	Morale is good in my team	57	(r)	64	(r)	56	(r)	(r)	56	(r)	(r)	63	(r)	(r)	55

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role														
	Ministry of Health	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	577	7	14	6	307	3	9	25	1	0	91	2	0	109	
Employee Engagement Index	66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70	

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	(r)	50	(r)	63	(r)	(r)	72	(r)	(r)	68	(r)	(r)	65
13. In my workplace, we recognise our successes and innovations	57	(r)	57	(r)	56	(r)	(r)	72	(r)	(r)	62	(r)	(r)	56
14. Staff are treated respectfully regardless of their job	63	(r)	57	(r)	62	(r)	(r)	68	(r)	(r)	60	(r)	(r)	66

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Ministry of Health	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	577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index	66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	(r)	57	(r)	77	(r)	(r)	68	(r)	(r)	74	(r)	(r)	76
15b. treats all staff in my team fairly	71	(r)	57	(r)	72	(r)	(r)	67	(r)	(r)	71	(r)	(r)	71
15c. ensures that when issues are raised in the team, they are addressed	67	(r)	50	(r)	68	(r)	(r)	68	(r)	(r)	65	(r)	(r)	68
15d. treats me with respect	79	(r)	64	(r)	79	(r)	(r)	72	(r)	(r)	76	(r)	(r)	83
16. I receive regular and constructive feedback on my performance	57	(r)	43	(r)	58	(r)	(r)	52	(r)	(r)	56	(r)	(r)	58
17. Overall, I have confidence in the decisions made by my line manager	69	(r)	50	(r)	70	(r)	(r)	60	(r)	(r)	66	(r)	(r)	75

Demographics

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

Key



At least 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	Ministry of Health	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	577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index	66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Senior Managers

18a. are aware of the issues I face in my job	48	(r)	43	(r)	47	(r)	(r)	71	(r)	(r)	49	(r)	(r)	48
18b. have a clear direction for the future	49	(r)	50	(r)	50	(r)	(r)	54	(r)	(r)	47	(r)	(r)	50
18c. lead by example in creating a positive workplace	48	(r)	36	(r)	50	(r)	(r)	58	(r)	(r)	44	(r)	(r)	48
19. There is a positive relationship between senior management and staff in my workplace	52	(r)	43	(r)	52	(r)	(r)	71	(r)	(r)	43	(r)	(r)	51
20. Overall, I have confidence in the decisions made by my senior managers	57	(r)	43	(r)	57	(r)	(r)	79	(r)	(r)	51	(r)	(r)	59
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	(r)	36	(r)	45	(r)	(r)	67	(r)	(r)	38	(r)	(r)	43
22. My organisation is making the necessary decisions to meet our future challenges	48	(r)	43	(r)	47	(r)	(r)	63	(r)	(r)	47	(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	Ministry of Health	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	577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index	66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Communication

23. I am kept well informed about what is happening in my workplace	51	(r)	50	(r)	52	(r)	(r)	71	(r)	(r)	45	(r)	(r)	50
24. I have a say in decisions which affect my work	49	(r)	54	(r)	48	(r)	(r)	58	(r)	(r)	49	(r)	(r)	52
25. I think it is safe to speak up and challenge the way things are done	51	(r)	50	(r)	52	(r)	(r)	58	(r)	(r)	49	(r)	(r)	51
26. Where I work, we share the lessons learnt when mistakes are made	52	(r)	57	(r)	51	(r)	(r)	58	(r)	(r)	49	(r)	(r)	56
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	(r)	79	(r)	68	(r)	(r)	83	(r)	(r)	69	(r)	(r)	68
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	(r)	77	(r)	68	(r)	(r)	75	(r)	(r)	66	(r)	(r)	74

Demographics

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

Key

 At least 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	Ministry of Health	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		577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index		66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	(r)	71	(r)	65	(r)	(r)	75	(r)	(r)	70	(r)	(r)	64
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	52	(r)	86	(r)	46	(r)	(r)	50	(r)	(r)	60	(r)	(r)	52
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	(r)	71	(r)	56	(r)	(r)	63	(r)	(r)	64	(r)	(r)	63

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	Ministry of Health	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	577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index	66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	(r)	43	(r)	39	(r)	(r)	46	(r)	(r)	38	(r)	(r)	41
32. I am able to achieve a healthy work/life balance most of the time	72	(r)	64	(r)	71	(r)	(r)	75	(r)	(r)	68	(r)	(r)	79
33. There are mechanisms in place to support me if I experience stress or pressure	50	(r)	57	(r)	46	(r)	(r)	50	(r)	(r)	56	(r)	(r)	50
34. Reasonable expectations are placed on staff according to their position	58	(r)	64	(r)	56	(r)	(r)	79	(r)	(r)	62	(r)	(r)	56
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	(r)	64	(r)	54	(r)	(r)	63	(r)	(r)	58	(r)	(r)	54
36. My workplace enables strong professional leadership	52	(r)	57	(r)	50	(r)	(r)	54	(r)	(r)	51	(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														
	Ministry of Health	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	577	7	14	6	307	3	9	25	1	0	91	2	0	109	
Employee Engagement Index	66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70	

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	(r)	100	(r)	70	(r)	(r)	52	(r)	(r)	66	(r)	(r)	66
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	(r)	50	(r)	39	(r)	(r)	35	(r)	(r)	38	(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	Ministry of Health	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		577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index		66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	54	(r)	64	(r)	56	(r)	(r)	48	(r)	(r)	51	(r)	(r)	54
40.	In my workplace patient safety is at the centre of all decision making	37	(r)	64	(r)	36	(r)	(r)	43	(r)	(r)	37	(r)	(r)	30
41.	My team's objectives/ work plans are clearly outlined	67	(r)	64	(r)	67	(r)	(r)	83	(r)	(r)	65	(r)	(r)	69
42.	Our objectives/work plans help us to deliver a quality service	61	(r)	64	(r)	62	(r)	(r)	65	(r)	(r)	59	(r)	(r)	59
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	44	(r)	43	(r)	42	(r)	(r)	52	(r)	(r)	47	(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	Ministry of Health	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		577	7	14	6	307	3	9	25	1	0	91	2	0	109
Employee Engagement Index		66	(r)	73	(r)	63	(r)	(r)	66	(r)	(r)	68	(r)	(r)	70

Your Workplace

44. Overall I am proud to be a part of this workplace	71	(r)	86	(r)	67	(r)	(r)	78	(r)	(r)	74	(r)	(r)	74
45. I would recommend my workplace as a good place to work	62	(r)	57	(r)	58	(r)	(r)	74	(r)	(r)	64	(r)	(r)	66
46. I feel motivated to contribute more than what is normally required at work	66	(r)	79	(r)	65	(r)	(r)	57	(r)	(r)	68	(r)	(r)	67
47. I have a strong sense of belonging to my workplace	61	(r)	57	(r)	58	(r)	(r)	48	(r)	(r)	67	(r)	(r)	68
48. Overall I am satisfied to be working here at the present time	67	(r)	79	(r)	66	(r)	(r)	74	(r)	(r)	64	(r)	(r)	70
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	(r)	57	(r)	57	(r)	(r)	52	(r)	(r)	57	(r)	(r)	62
50. There is a positive culture in my workplace	53	(r)	64	(r)	51	(r)	(r)	65	(r)	(r)	54	(r)	(r)	51
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	(r)	50	(r)	37	(r)	(r)	26	(r)	(r)	28	(r)	(r)	34

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Ministry of Health

Yes

No

Respondents 577 142 434

Employee Engagement Index 66 73 63

Your Job

1. My job makes good use of my skills and abilities	72	84	69
2. I feel I am able to suggest ideas to improve our ways of doing things	70	80	67
3. Working here makes me want to do the best job I can	67	80	63
4. The right amount of approvals are required for routine decisions	42	46	41
5. I have sufficient control over my work so I can do my job well	62	61	62
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	59	72	55

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Ministry of Health

Yes

No

Respondents	577	142	434
Employee Engagement Index	66	73	63

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	81	75
8. In my team we generally acknowledge one another's efforts and achievements	74	87	70
9. People in my team are honest and open	71	82	68
10. My team resolves conflict quickly when it arises	58	70	54
11. Morale is good in my team	57	72	52

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Ministry of Health

Yes

No

Respondents	577	142	434
Employee Engagement Index	66	73	63

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	73	62
13. In my workplace, we recognise our successes and innovations	57	67	54
14. Staff are treated respectfully regardless of their job	63	71	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

Manage staff

Ministry of Health

Yes

No

Respondents	577	142	434
Employee Engagement Index	66	73	63

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	76	75
15b. treats all staff in my team fairly	71	72	70
15c. ensures that when issues are raised in the team, they are addressed	67	67	67
15d. treats me with respect	79	77	79
16. I receive regular and constructive feedback on my performance	57	58	56
17. Overall, I have confidence in the decisions made by my line manager	69	72	69

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Ministry of Health

Yes

No

Respondents 577 142 434

Employee Engagement Index 66 73 63

Senior Managers

18a. are aware of the issues I face in my job	48	60	44
18b. have a clear direction for the future	49	54	48
18c. lead by example in creating a positive workplace	48	49	48
19. There is a positive relationship between senior management and staff in my workplace	52	57	50
20. Overall, I have confidence in the decisions made by my senior managers	57	61	56
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	49	43
22. My organisation is making the necessary decisions to meet our future challenges	48	51	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

Manage staff

Ministry of Health

Yes

No

Respondents 577 142 434

Employee Engagement Index 66 73 63

Communication

23. I am kept well informed about what is happening in my workplace	51	58	49
24. I have a say in decisions which affect my work	49	60	46
25. I think it is safe to speak up and challenge the way things are done	51	57	49
26. Where I work, we share the lessons learnt when mistakes are made	52	61	50
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	74	67
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	78	66

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Ministry of Health

Yes

No

Respondents	577	142	434
Employee Engagement Index	66	73	63

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	69	66
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	52	54	52
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	62	59

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Ministry of Health

Yes

No

Respondents 577 142 434

Employee Engagement Index 66 73 63

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	49	37
32. I am able to achieve a healthy work/life balance most of the time	72	59	76
33. There are mechanisms in place to support me if I experience stress or pressure	50	46	51
34. Reasonable expectations are placed on staff according to their position	58	61	57
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	58	55
36. My workplace enables strong professional leadership	52	60	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

Ministry of Health

	Respondents	Yes	No
Employee Engagement Index	577	142	434
	66	73	63

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	80	66
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	49	38

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

Ministry of Health

Yes

No

Respondents	577	142	434
Employee Engagement Index	66	73	63

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	54	57	53
40. In my workplace patient safety is at the centre of all decision making	37	41	35
41. My team's objectives/ work plans are clearly outlined	67	77	64
42. Our objectives/work plans help us to deliver a quality service	61	75	56
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	49	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

Ministry of Health

Yes

No

Respondents

577 142 434

Employee Engagement Index

66 73 63

Your Workplace

44. Overall I am proud to be a part of this workplace	71	77	68
45. I would recommend my workplace as a good place to work	62	65	61
46. I feel motivated to contribute more than what is normally required at work	66	79	62
47. I have a strong sense of belonging to my workplace	61	71	58
48. Overall I am satisfied to be working here at the present time	67	66	67
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	65	56
50. There is a positive culture in my workplace	53	59	51
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	43	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Your Job

1. My job makes good use of my skills and abilities	72	67	88	90	79
2. I feel I am able to suggest ideas to improve our ways of doing things	70	78	75	90	79
3. Working here makes me want to do the best job I can	67	81	73	84	93
4. The right amount of approvals are required for routine decisions	42	52	45	45	43
5. I have sufficient control over my work so I can do my job well	62	56	60	65	57
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	59	78	63	87	71

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	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	76	85	74	84	93
8. In my team we generally acknowledge one another's efforts and achievements	74	85	80	94	100
9. People in my team are honest and open	71	78	82	84	93
10. My team resolves conflict quickly when it arises	58	67	70	68	79
11. Morale is good in my team	57	67	71	71	86

Demographics

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

Key



At least 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

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	70	71	81	64
13. In my workplace, we recognise our successes and innovations	57	67	65	65	79
14. Staff are treated respectfully regardless of their job	63	67	69	74	71

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	74	76	74	79
15b. treats all staff in my team fairly	71	70	73	71	64
15c. ensures that when issues are raised in the team, they are addressed	67	67	68	61	71
15d. treats me with respect	79	78	77	84	57
16. I receive regular and constructive feedback on my performance	57	63	56	52	64
17. Overall, I have confidence in the decisions made by my line manager	69	70	70	77	71

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Senior Managers

18a. are aware of the issues I face in my job	48	54	59	61	71
18b. have a clear direction for the future	49	50	61	45	43
18c. lead by example in creating a positive workplace	48	50	50	45	36
19. There is a positive relationship between senior management and staff in my workplace	52	58	56	58	50
20. Overall, I have confidence in the decisions made by my senior managers	57	54	61	58	71
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	50	47	48	50
22. My organisation is making the necessary decisions to meet our future challenges	48	54	58	39	36

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Communication

23. I am kept well informed about what is happening in my workplace	51	60	55	61	64
24. I have a say in decisions which affect my work	49	52	59	58	79
25. I think it is safe to speak up and challenge the way things are done	51	72	58	45	57
26. Where I work, we share the lessons learnt when mistakes are made	52	60	61	67	50
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	68	73	81	79
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	75	76	84	86

Demographics

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

Key



At least 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

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	68	68	65	79
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	52	56	55	42	71
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	60	64	55	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	48	44	48	64
32. I am able to achieve a healthy work/life balance most of the time	72	68	65	45	43
33. There are mechanisms in place to support me if I experience stress or pressure	50	60	45	39	36
34. Reasonable expectations are placed on staff according to their position	58	52	62	61	71
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	68	48	65	64
36. My workplace enables strong professional leadership	52	60	61	68	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

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	83	76	84	93
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	65	41	48	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

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	54	57	57	52	57
40. In my workplace patient safety is at the centre of all decision making	37	48	38	39	50
41. My team's objectives/ work plans are clearly outlined	67	70	73	84	93
42. Our objectives/work plans help us to deliver a quality service	61	70	70	84	93
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	57	43	55	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

Management Responsibility

	Ministry of Health	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	577	27	67	31	14
Employee Engagement Index	66	71	72	74	76

Your Workplace

44. Overall I am proud to be a part of this workplace	71	65	80	77	79
45. I would recommend my workplace as a good place to work	62	65	68	61	57
46. I feel motivated to contribute more than what is normally required at work	66	70	77	87	86
47. I have a strong sense of belonging to my workplace	61	70	70	68	79
48. Overall I am satisfied to be working here at the present time	67	73	64	65	64
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	65	65	61	64
50. There is a positive culture in my workplace	53	52	56	65	64
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	35	40	52	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Your Job

1. My job makes good use of my skills and abilities	72	71	69	75	70	(r)	90
2. I feel I am able to suggest ideas to improve our ways of doing things	70	69	72	72	50	(r)	86
3. Working here makes me want to do the best job I can	67	66	66	73	70	(r)	76
4. The right amount of approvals are required for routine decisions	42	42	31	48	50	(r)	50
5. I have sufficient control over my work so I can do my job well	62	60	69	59	60	(r)	90
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	59	56	61	64	50	(r)	90

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	75	90	77	60	(r)	86
8. In my team we generally acknowledge one another's efforts and achievements	74	73	83	77	70	(r)	76
9. People in my team are honest and open	71	70	83	73	60	(r)	71
10. My team resolves conflict quickly when it arises	58	57	45	63	60	(r)	67
11. Morale is good in my team	57	57	48	60	40	(r)	76

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	63	59	70	70	(r)	90
13. In my workplace, we recognise our successes and innovations	57	54	55	73	50	(r)	71
14. Staff are treated respectfully regardless of their job	63	60	66	71	40	(r)	90

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	73	72	84	90	(r)	81
15b. treats all staff in my team fairly	71	67	69	84	80	(r)	86
15c. ensures that when issues are raised in the team, they are addressed	67	64	62	81	70	(r)	81
15d. treats me with respect	79	76	76	89	80	(r)	90
16. I receive regular and constructive feedback on my performance	57	54	55	71	50	(r)	57
17. Overall, I have confidence in the decisions made by my line manager	69	67	69	80	70	(r)	71

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Senior Managers

18a. are aware of the issues I face in my job	48	46	45	56	60	(r)	60
18b. have a clear direction for the future	49	46	55	63	50	(r)	55
18c. lead by example in creating a positive workplace	48	46	55	54	40	(r)	70
19. There is a positive relationship between senior management and staff in my workplace	52	48	55	63	30	(r)	75
20. Overall, I have confidence in the decisions made by my senior managers	57	54	55	68	60	(r)	75
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	41	41	54	60	(r)	75
22. My organisation is making the necessary decisions to meet our future challenges	48	47	48	48	50	(r)	65

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Communication

23. I am kept well informed about what is happening in my workplace	51	48	48	62	60	(r)	65
24. I have a say in decisions which affect my work	49	48	45	54	40	(r)	60
25. I think it is safe to speak up and challenge the way things are done	51	49	46	60	40	(r)	65
26. Where I work, we share the lessons learnt when mistakes are made	52	53	34	61	50	(r)	40
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	66	66	81	50	(r)	80
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	67	62	86	50	(r)	70

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	68	66	68	50	(r)	45
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	52	52	72	56	60	(r)	20
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	61	52	63	50	(r)	25

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	38	38	51	30	(r)	45
32. I am able to achieve a healthy work/life balance most of the time	72	70	79	74	50	(r)	90
33. There are mechanisms in place to support me if I experience stress or pressure	50	48	59	58	30	(r)	60
34. Reasonable expectations are placed on staff according to their position	58	55	55	66	80	(r)	85
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	56	52	56	50	(r)	60
36. My workplace enables strong professional leadership	52	49	55	66	60	(r)	55

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	72	72	62	30	(r)	60
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	39	43	48	20	(r)	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

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	54	53	48	59	80	(r)	55
40. In my workplace patient safety is at the centre of all decision making	37	35	38	41	60	(r)	40
41. My team's objectives/ work plans are clearly outlined	67	66	48	76	80	(r)	75
42. Our objectives/work plans help us to deliver a quality service	61	60	41	72	70	(r)	60
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	42	28	54	89	(r)	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

Employment Status

	Ministry of Health	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	577	433	29	83	10	0	21
Employee Engagement Index	66	63	61	75	70	(r)	83

Your Workplace

44. Overall I am proud to be a part of this workplace	71	68	69	81	67	(r)	90
45. I would recommend my workplace as a good place to work	62	59	59	71	67	(r)	85
46. I feel motivated to contribute more than what is normally required at work	66	64	55	78	89	(r)	75
47. I have a strong sense of belonging to my workplace	61	59	59	69	56	(r)	80
48. Overall I am satisfied to be working here at the present time	67	63	62	79	75	(r)	95
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	56	66	60	44	(r)	75
50. There is a positive culture in my workplace	53	50	62	61	33	(r)	89
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	35	29	39	22	(r)	35

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Your Job

1. My job makes good use of my skills and abilities	72	78	76	66	75	72
2. I feel I am able to suggest ideas to improve our ways of doing things	70	66	68	71	68	74
3. Working here makes me want to do the best job I can	67	75	64	67	70	65
4. The right amount of approvals are required for routine decisions	42	37	37	46	48	42
5. I have sufficient control over my work so I can do my job well	62	63	56	66	64	60
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	59	65	59	63	55	57

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	80	78	75	70	78
8. In my team we generally acknowledge one another's efforts and achievements	74	81	68	70	70	79
9. People in my team are honest and open	71	81	71	69	67	71
10. My team resolves conflict quickly when it arises	58	61	60	56	54	59
11. Morale is good in my team	57	68	53	58	48	59

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	75	67	66	63	59
13. In my workplace, we recognise our successes and innovations	57	75	56	61	51	53
14. Staff are treated respectfully regardless of their job	63	71	69	64	60	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	81	84	77	72	69
15b. treats all staff in my team fairly	71	79	82	69	69	64
15c. ensures that when issues are raised in the team, they are addressed	67	78	65	68	66	63
15d. treats me with respect	79	88	88	78	75	73
16. I receive regular and constructive feedback on my performance	57	70	62	56	55	50
17. Overall, I have confidence in the decisions made by my line manager	69	79	69	71	67	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

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Senior Managers

18a. are aware of the issues I face in my job	48	46	56	56	42	45
18b. have a clear direction for the future	49	64	49	51	50	42
18c. lead by example in creating a positive workplace	48	62	48	54	47	41
19. There is a positive relationship between senior management and staff in my workplace	52	63	49	59	49	45
20. Overall, I have confidence in the decisions made by my senior managers	57	69	56	63	55	51
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	65	44	49	42	35
22. My organisation is making the necessary decisions to meet our future challenges	48	60	44	59	38	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

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Communication

23. I am kept well informed about what is happening in my workplace	51	65	50	57	42	47
24. I have a say in decisions which affect my work	49	58	49	49	42	50
25. I think it is safe to speak up and challenge the way things are done	51	58	57	56	45	47
26. Where I work, we share the lessons learnt when mistakes are made	52	56	53	57	46	52
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	78	67	70	68	65
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	71	70	76	66	66

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	64	67	67	62	70
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	52	40	47	59	52	56
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	64	61	65	53	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	45	34	45	37	39
32. I am able to achieve a healthy work/life balance most of the time	72	86	73	75	66	67
33. There are mechanisms in place to support me if I experience stress or pressure	50	57	59	53	41	46
34. Reasonable expectations are placed on staff according to their position	58	79	62	60	53	50
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	64	51	59	51	56
36. My workplace enables strong professional leadership	52	66	51	55	45	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

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	60	61	64	69	79
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	51	36	46	33	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	54	61	46	60	52	53
40. In my workplace patient safety is at the centre of all decision making	37	41	41	39	36	32
41. My team's objectives/ work plans are clearly outlined	67	79	64	66	70	61
42. Our objectives/work plans help us to deliver a quality service	61	65	65	65	61	56
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	58	45	46	42	37

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	Ministry of Health	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	577	80	78	112	106	201
Employee Engagement Index	66	74	63	69	64	62

Your Workplace

44. Overall I am proud to be a part of this workplace	71	75	68	75	69	68
45. I would recommend my workplace as a good place to work	62	74	62	69	55	56
46. I feel motivated to contribute more than what is normally required at work	66	72	65	70	68	61
47. I have a strong sense of belonging to my workplace	61	66	51	67	62	59
48. Overall I am satisfied to be working here at the present time	67	82	70	68	60	63
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	66	57	65	50	56
50. There is a positive culture in my workplace	53	61	53	58	50	50
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	20	41	38	43	33

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Your Job

1. My job makes good use of my skills and abilities	72	80	71	48
2. I feel I am able to suggest ideas to improve our ways of doing things	70	78	68	48
3. Working here makes me want to do the best job I can	67	69	69	48
4. The right amount of approvals are required for routine decisions	42	38	46	30
5. I have sufficient control over my work so I can do my job well	62	68	61	33
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	59	70	56	26

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	81	75	67
8. In my team we generally acknowledge one another's efforts and achievements	74	77	73	70
9. People in my team are honest and open	71	78	69	63
10. My team resolves conflict quickly when it arises	58	61	57	48
11. Morale is good in my team	57	63	56	33

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

Ministry of Health
Male
Female
Prefer not to say

Respondents 577 178 344 27

Employee Engagement Index 66 69 66 41

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	70	64	41
13. In my workplace, we recognise our successes and innovations	57	62	57	33
14. Staff are treated respectfully regardless of their job	63	71	61	33

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	76	76	52
15b. treats all staff in my team fairly	71	75	70	52
15c. ensures that when issues are raised in the team, they are addressed	67	73	64	48
15d. treats me with respect	79	83	77	63
16. I receive regular and constructive feedback on my performance	57	61	55	48
17. Overall, I have confidence in the decisions made by my line manager	69	74	68	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Gender			
	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Senior Managers

18a. are aware of the issues I face in my job	48	54	47	26
18b. have a clear direction for the future	49	56	48	19
18c. lead by example in creating a positive workplace	48	52	49	19
19. There is a positive relationship between senior management and staff in my workplace	52	57	51	22
20. Overall, I have confidence in the decisions made by my senior managers	57	58	59	30
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	51	42	22
22. My organisation is making the necessary decisions to meet our future challenges	48	51	48	22

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Communication

23. I am kept well informed about what is happening in my workplace	51	53	52	31
24. I have a say in decisions which affect my work	49	57	47	31
25. I think it is safe to speak up and challenge the way things are done	51	59	50	23
26. Where I work, we share the lessons learnt when mistakes are made	52	59	51	35
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	72	70	35
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	74	69	54

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	69	67	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	52	50	54	40
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	63	59	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	51	36	8
32. I am able to achieve a healthy work/life balance most of the time	72	77	71	58
33. There are mechanisms in place to support me if I experience stress or pressure	50	53	51	19
34. Reasonable expectations are placed on staff according to their position	58	60	60	31
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	62	55	31
36. My workplace enables strong professional leadership	52	56	53	19

Demographics

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

Key



At least 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

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	72	68	69
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	49	39	8

Demographics

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

Key



At least 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

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	54	59	55	16
40.	In my workplace patient safety is at the centre of all decision making	37	40	38	12
41.	My team's objectives/ work plans are clearly outlined	67	71	66	44
42.	Our objectives/work plans help us to deliver a quality service	61	62	63	40
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	44	47	44	24

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

	Ministry of Health	Male	Female	Prefer not to say
Respondents	577	178	344	27
Employee Engagement Index	66	69	66	41

Your Workplace

44. Overall I am proud to be a part of this workplace	71	76	69	46
45. I would recommend my workplace as a good place to work	62	67	61	35
46. I feel motivated to contribute more than what is normally required at work	66	66	68	42
47. I have a strong sense of belonging to my workplace	61	67	60	31
48. Overall I am satisfied to be working here at the present time	67	67	69	46
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	66	56	23
50. There is a positive culture in my workplace	53	60	52	23
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	37	35	15

Demographics

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

Key



At least 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

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Your Job

1. My job makes good use of my skills and abilities	72	(r)	76	81	73	74	70	74	72	75	41
2. I feel I am able to suggest ideas to improve our ways of doing things	70	(r)	71	76	74	73	68	76	60	75	47
3. Working here makes me want to do the best job I can	67	(r)	62	75	71	70	63	67	63	72	50
4. The right amount of approvals are required for routine decisions	42	(r)	43	51	35	46	38	46	39	41	30
5. I have sufficient control over my work so I can do my job well	62	(r)	60	80	71	62	46	64	55	65	38
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	59	(r)	52	75	73	58	52	58	51	63	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	(r)	86	79	77	71	70	75	81	84	68
8. In my team we generally acknowledge one another's efforts and achievements	74	(r)	81	74	74	74	72	72	71	88	65
9. People in my team are honest and open	71	(r)	81	84	73	68	60	74	68	81	48
10. My team resolves conflict quickly when it arises	58	(r)	74	69	53	52	44	62	61	59	44
11. Morale is good in my team	57	(r)	62	65	52	51	54	61	58	75	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	(r)	69	79	66	65	58	67	57	66	44
13. In my workplace, we recognise our successes and innovations	57	(r)	76	68	60	58	48	57	54	53	35
14. Staff are treated respectfully regardless of their job	63	(r)	69	79	73	60	56	65	56	59	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	(r)	90	87	79	71	71	73	68	69	58
15b. treats all staff in my team fairly	71	(r)	81	80	73	70	70	62	71	66	58
15c. ensures that when issues are raised in the team, they are addressed	67	(r)	76	79	68	65	65	62	58	63	59
15d. treats me with respect	79	(r)	88	92	81	77	78	80	68	69	65
16. I receive regular and constructive feedback on my performance	57	(r)	67	72	58	58	52	53	46	41	50
17. Overall, I have confidence in the decisions made by my line manager	69	(r)	76	80	69	69	66	72	62	66	59

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Senior Managers

18a. are aware of the issues I face in my job	48	(r)	49	57	40	52	42	50	46	52	38
18b. have a clear direction for the future	49	(r)	63	56	50	56	44	51	40	32	32
18c. lead by example in creating a positive workplace	48	(r)	56	64	48	55	46	49	40	29	21
19. There is a positive relationship between senior management and staff in my workplace	52	(r)	59	67	56	56	47	54	41	42	24
20. Overall, I have confidence in the decisions made by my senior managers	57	(r)	68	74	60	58	51	57	43	43	47
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	(r)	56	54	52	44	44	39	38	26	29
22. My organisation is making the necessary decisions to meet our future challenges	48	(r)	49	58	50	50	43	47	39	45	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Communication

23. I am kept well informed about what is happening in my workplace	51	(r)	63	54	58	52	49	50	42	52	35
24. I have a say in decisions which affect my work	49	(r)	49	54	52	48	47	54	49	45	35
25. I think it is safe to speak up and challenge the way things are done	51	(r)	54	64	62	52	47	47	37	48	35
26. Where I work, we share the lessons learnt when mistakes are made	52	(r)	61	63	47	53	49	54	50	45	36
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	(r)	71	70	60	68	70	72	73	58	65
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	(r)	68	75	67	71	70	70	70	61	59

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	(r)	66	76	68	66	63	69	62	58	56
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	52	(r)	49	62	57	57	42	53	51	42	50
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	(r)	73	73	63	65	56	49	48	52	47

Demographics

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

Key

At least 1 percentage points greater than overall score

At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	(r)	45	55	38	42	35	35	40	32	18
32. I am able to achieve a healthy work/life balance most of the time	72	(r)	78	87	72	74	61	68	68	77	61
33. There are mechanisms in place to support me if I experience stress or pressure	50	(r)	58	60	45	51	41	53	51	48	33
34. Reasonable expectations are placed on staff according to their position	58	(r)	58	76	61	58	54	58	56	45	30
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	(r)	60	69	47	56	50	55	57	61	39
36. My workplace enables strong professional leadership	52	(r)	55	65	58	58	47	46	47	52	33

Demographics

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

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	(r)	58	52	62	76	76	74	75	80	72
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	(r)	48	46	42	41	36	39	39	53	22

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	54	(r)	58	64	58	48	56	61	47	48	32
40. In my workplace patient safety is at the centre of all decision making	37	(r)	40	41	38	37	35	39	33	40	19
41. My team's objectives/ work plans are clearly outlined	67	(r)	80	81	57	63	68	64	63	65	55
42. Our objectives/work plans help us to deliver a quality service	61	(r)	78	72	53	60	53	58	59	71	42
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	(r)	55	57	35	42	40	45	39	45	26

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	Ministry of Health	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	577	7	42	85	62	86	82	76	69	32	34
Employee Engagement Index	66	(r)	66	76	69	68	61	65	61	68	41

Your Workplace

44. Overall I am proud to be a part of this workplace	71	(r)	68	79	77	75	65	65	70	74	47
45. I would recommend my workplace as a good place to work	62	(r)	63	77	73	66	52	58	49	65	38
46. I feel motivated to contribute more than what is normally required at work	66	(r)	68	73	62	67	67	69	63	68	44
47. I have a strong sense of belonging to my workplace	61	(r)	68	72	63	65	58	59	57	57	31
48. Overall I am satisfied to be working here at the present time	67	(r)	67	82	68	66	59	69	64	74	34
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	(r)	58	66	62	60	53	62	55	61	22
50. There is a positive culture in my workplace	53	(r)	55	69	55	57	47	55	46	52	22
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	(r)	30	39	31	40	28	41	38	35	19

Demographics

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

Key



At least 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

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Your Job

1. My job makes good use of my skills and abilities	72	83	(r)	73	45
2. I feel I am able to suggest ideas to improve our ways of doing things	70	92	(r)	70	55
3. Working here makes me want to do the best job I can	67	83	(r)	67	60
4. The right amount of approvals are required for routine decisions	42	67	(r)	42	45
5. I have sufficient control over my work so I can do my job well	62	83	(r)	62	50
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	59	75	(r)	59	45

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	58	(r)	77	65
8. In my team we generally acknowledge one another's efforts and achievements	74	67	(r)	75	65
9. People in my team are honest and open	71	75	(r)	71	60
10. My team resolves conflict quickly when it arises	58	58	(r)	58	45
11. Morale is good in my team	57	55	(r)	58	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	83	(r)	64	60
13. In my workplace, we recognise our successes and innovations	57	75	(r)	58	50
14. Staff are treated respectfully regardless of their job	63	92	(r)	63	35

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	92	(r)	75	65
15b. treats all staff in my team fairly	71	92	(r)	70	68
15c. ensures that when issues are raised in the team, they are addressed	67	92	(r)	67	60
15d. treats me with respect	79	83	(r)	79	65
16. I receive regular and constructive feedback on my performance	57	42	(r)	57	65
17. Overall, I have confidence in the decisions made by my line manager	69	75	(r)	70	65

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Senior Managers

18a. are aware of the issues I face in my job	48	50	(r)	48	45
18b. have a clear direction for the future	49	50	(r)	49	45
18c. lead by example in creating a positive workplace	48	50	(r)	49	40
19. There is a positive relationship between senior management and staff in my workplace	52	50	(r)	52	35
20. Overall, I have confidence in the decisions made by my senior managers	57	50	(r)	57	55
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	50	(r)	45	45
22. My organisation is making the necessary decisions to meet our future challenges	48	67	(r)	47	45

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Communication

23. I am kept well informed about what is happening in my workplace	51	33	(r)	52	42
24. I have a say in decisions which affect my work	49	75	(r)	49	42
25. I think it is safe to speak up and challenge the way things are done	51	67	(r)	51	53
26. Where I work, we share the lessons learnt when mistakes are made	52	67	(r)	52	53
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	83	(r)	68	63
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	75	(r)	70	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	75	(r)	67	53
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	52	42	(r)	53	37
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	75	(r)	59	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	42	(r)	40	26
32. I am able to achieve a healthy work/life balance most of the time	72	92	(r)	71	68
33. There are mechanisms in place to support me if I experience stress or pressure	50	50	(r)	50	32
34. Reasonable expectations are placed on staff according to their position	58	75	(r)	58	42
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	67	(r)	56	47
36. My workplace enables strong professional leadership	52	58	(r)	53	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

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	58	(r)	69	83
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	25	(r)	41	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	54	58	(r)	55	39
40.	In my workplace patient safety is at the centre of all decision making	37	42	(r)	37	33
41.	My team's objectives/ work plans are clearly outlined	67	58	(r)	67	61
42.	Our objectives/work plans help us to deliver a quality service	61	67	(r)	61	56
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	44	58	(r)	44	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	Ministry of Health	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	577	12	0	539	20
Employee Engagement Index	66	81	(r)	65	61

Your Workplace

44. Overall I am proud to be a part of this workplace	71	83	(r)	70	67
45. I would recommend my workplace as a good place to work	62	75	(r)	62	56
46. I feel motivated to contribute more than what is normally required at work	66	75	(r)	66	67
47. I have a strong sense of belonging to my workplace	61	83	(r)	61	50
48. Overall I am satisfied to be working here at the present time	67	83	(r)	67	67
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	67	(r)	58	39
50. There is a positive culture in my workplace	53	42	(r)	55	39
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	50	(r)	35	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Your Job

1. My job makes good use of my skills and abilities	72	60	73	60
2. I feel I am able to suggest ideas to improve our ways of doing things	70	67	71	65
3. Working here makes me want to do the best job I can	67	33	68	70
4. The right amount of approvals are required for routine decisions	42	13	43	55
5. I have sufficient control over my work so I can do my job well	62	57	62	55
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	59	40	60	55

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	67	76	75
8. In my team we generally acknowledge one another's efforts and achievements	74	67	74	70
9. People in my team are honest and open	71	71	72	55
10. My team resolves conflict quickly when it arises	58	53	58	50
11. Morale is good in my team	57	47	58	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	60	65	60
13. In my workplace, we recognise our successes and innovations	57	60	58	55
14. Staff are treated respectfully regardless of their job	63	53	64	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	67	75	70
15b. treats all staff in my team fairly	71	67	71	74
15c. ensures that when issues are raised in the team, they are addressed	67	60	67	70
15d. treats me with respect	79	73	79	70
16. I receive regular and constructive feedback on my performance	57	60	56	65
17. Overall, I have confidence in the decisions made by my line manager	69	53	70	70

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Senior Managers

18a. are aware of the issues I face in my job	48	50	48	40
18b. have a clear direction for the future	49	27	50	50
18c. lead by example in creating a positive workplace	48	40	49	30
19. There is a positive relationship between senior management and staff in my workplace	52	40	52	45
20. Overall, I have confidence in the decisions made by my senior managers	57	47	57	55
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	20	45	45
22. My organisation is making the necessary decisions to meet our future challenges	48	27	48	55

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Communication

23. I am kept well informed about what is happening in my workplace	51	33	52	47
24. I have a say in decisions which affect my work	49	33	50	47
25. I think it is safe to speak up and challenge the way things are done	51	33	51	58
26. Where I work, we share the lessons learnt when mistakes are made	52	47	52	68
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	53	69	68
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	67	69	68

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	60	67	53
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	52	27	53	47
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	40	60	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	40	40	26
32. I am able to achieve a healthy work/life balance most of the time	72	53	73	53
33. There are mechanisms in place to support me if I experience stress or pressure	50	40	50	37
34. Reasonable expectations are placed on staff according to their position	58	33	59	42
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	47	56	47
36. My workplace enables strong professional leadership	52	47	53	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	67	69	76
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	27	41	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

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	54	40	55	44
40. In my workplace patient safety is at the centre of all decision making	37	33	37	33
41. My team's objectives/ work plans are clearly outlined	67	60	67	67
42. Our objectives/work plans help us to deliver a quality service	61	47	62	61
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	40	43	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	15	538	20
Employee Engagement Index	66	39	66	59

Your Workplace

44. Overall I am proud to be a part of this workplace	71	53	71	61
45. I would recommend my workplace as a good place to work	62	40	63	50
46. I feel motivated to contribute more than what is normally required at work	66	40	67	67
47. I have a strong sense of belonging to my workplace	61	29	62	50
48. Overall I am satisfied to be working here at the present time	67	40	68	56
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	60	59	33
50. There is a positive culture in my workplace	53	47	54	33
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	27	35	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Your Job

1. My job makes good use of my skills and abilities	72	73	75	41
2. I feel I am able to suggest ideas to improve our ways of doing things	70	72	68	35
3. Working here makes me want to do the best job I can	67	68	68	53
4. The right amount of approvals are required for routine decisions	42	42	48	35
5. I have sufficient control over my work so I can do my job well	62	60	72	41
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	59	60	58	24

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	76	79	66	59
8. In my team we generally acknowledge one another's efforts and achievements	74	77	64	53
9. People in my team are honest and open	71	74	62	53
10. My team resolves conflict quickly when it arises	58	57	64	53
11. Morale is good in my team	57	59	52	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

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	65	66	47
13. In my workplace, we recognise our successes and innovations	57	59	55	29
14. Staff are treated respectfully regardless of their job	63	64	60	35

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Your Line Manager

15a. recognises and acknowledges when I have done my job well	75	76	73	53
15b. treats all staff in my team fairly	71	72	66	47
15c. ensures that when issues are raised in the team, they are addressed	67	66	70	53
15d. treats me with respect	79	79	79	59
16. I receive regular and constructive feedback on my performance	57	56	59	47
17. Overall, I have confidence in the decisions made by my line manager	69	71	67	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Senior Managers

18a. are aware of the issues I face in my job	48	48	55	24
18b. have a clear direction for the future	49	50	52	24
18c. lead by example in creating a positive workplace	48	49	52	18
19. There is a positive relationship between senior management and staff in my workplace	52	52	56	12
20. Overall, I have confidence in the decisions made by my senior managers	57	58	59	29
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	45	44	50	18
22. My organisation is making the necessary decisions to meet our future challenges	48	47	53	35

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Communication

23. I am kept well informed about what is happening in my workplace	51	52	51	31
24. I have a say in decisions which affect my work	49	50	48	31
25. I think it is safe to speak up and challenge the way things are done	51	53	45	31
26. Where I work, we share the lessons learnt when mistakes are made	52	53	54	38
27a. I am aware of the strategic objectives and direction of the organisation I work for	69	68	72	56
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	69	69	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

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	67	66	71	47
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	52	53	45	60
30. I am encouraged to take opportunities to learn new skills and have new experiences	60	60	60	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	40	38	48	31
32. I am able to achieve a healthy work/life balance most of the time	72	72	75	50
33. There are mechanisms in place to support me if I experience stress or pressure	50	52	43	19
34. Reasonable expectations are placed on staff according to their position	58	60	55	25
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	56	56	55	44
36. My workplace enables strong professional leadership	52	53	55	31

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	69	71	60	75
38b. have confidence that if you report these behaviours they will be responded to appropriately?	41	43	34	19

Demographics

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

Key



At least 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

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	54	52	67	40
40. In my workplace patient safety is at the centre of all decision making	37	34	47	40
41. My team's objectives/ work plans are clearly outlined	67	66	73	47
42. Our objectives/work plans help us to deliver a quality service	61	59	72	40
43. At my workplace there is a good balance between delivering services and monitoring service delivery	44	40	62	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	Ministry of Health	Yes	No	Prefer not to say
Respondents	577	460	97	17
Employee Engagement Index	66	65	68	51

Your Workplace

44. Overall I am proud to be a part of this workplace	71	71	72	56
45. I would recommend my workplace as a good place to work	62	62	65	44
46. I feel motivated to contribute more than what is normally required at work	66	66	68	50
47. I have a strong sense of belonging to my workplace	61	60	67	50
48. Overall I am satisfied to be working here at the present time	67	67	68	50
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	58	59	55	31
50. There is a positive culture in my workplace	53	54	54	31
51. Overall, I believe the culture at my workplace has improved in the last 12 months	35	34	40	31

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?

