

69%

2013: 65%

ENGAGEMENT INDEX

53%

2013: 49%

WORKPLACE CULTURE INDEX

2,565

2013: 1995

ACTUAL RESPONSES

22%

2013: 17%
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	74	+6
45.	I would recommend my workplace as a good place to work	64	+6

Stay

47.	I have a strong sense of belonging to my workplace	66	+5
48.	Overall I am satisfied to be working here at the present time	70	+5

Strive

3.	Working here makes me want to do the best job I can	73	+3
46.	I feel motivated to contribute more than what is normally required at work	68	+3

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	54	-
19.	There is a positive relationship between senior management and staff in my workplace	39	+2
36.	My workplace enables strong professional leadership	52	-
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	43	+3
21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	-
24.	I have a say in decisions which affect my work	45	0

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
Training and Development Opportunities	68
Your Job	66
Your Team	64

Questions	% Positive
1. My job makes good use of my skills and abilities	81
15d. My line manager treats me with respect	78
44. Overall I am proud to be a part of this workplace	74
8. In my team we generally acknowledge one another's efforts and achievements	73
28. I have received the appropriate training and development to do my job effectively	73

Lowlights

Sections	% Positive
Senior Managers	41
Communication	53
Work Environment	57

Questions	% Positive
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36
19. There is a positive relationship between senior management and staff in my workplace	39
22. My organisation is making the necessary decisions to meet our future challenges	40
18c. The senior managers at my workplace lead by example in creating a positive workplace	42

Most Improved and Least Improved since 2013

This section shows the three most improved sections and five most improved questions since 2013. It also shows the three sections and five questions that have least improved since 2013.

Most improved

Sections	% Positive	Variance from 2013
Your Team	64	+6
Being Valued	62	+5
Your Workplace	61	+4

Questions	% Positive	Variance from 2013
8. In my team we generally acknowledge one another's efforts and achievements	73	+7
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	+6
11. Morale is good in my team	55	+6
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	63	+6
34. Reasonable expectations are placed on staff according to their position	58	+6

Least improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	68	-3
Communication	53	0
Senior Managers	41	+1




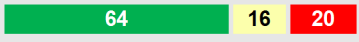
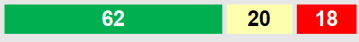
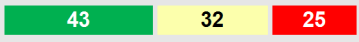


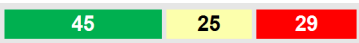





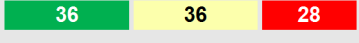
Questions	% Positive	Variance from 2013
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	70	-12
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	-2
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	-1
18a. The senior managers at my workplace are aware of the issues I face in my job	43	-1
23. I am kept well informed about what is happening in my workplace	50	0

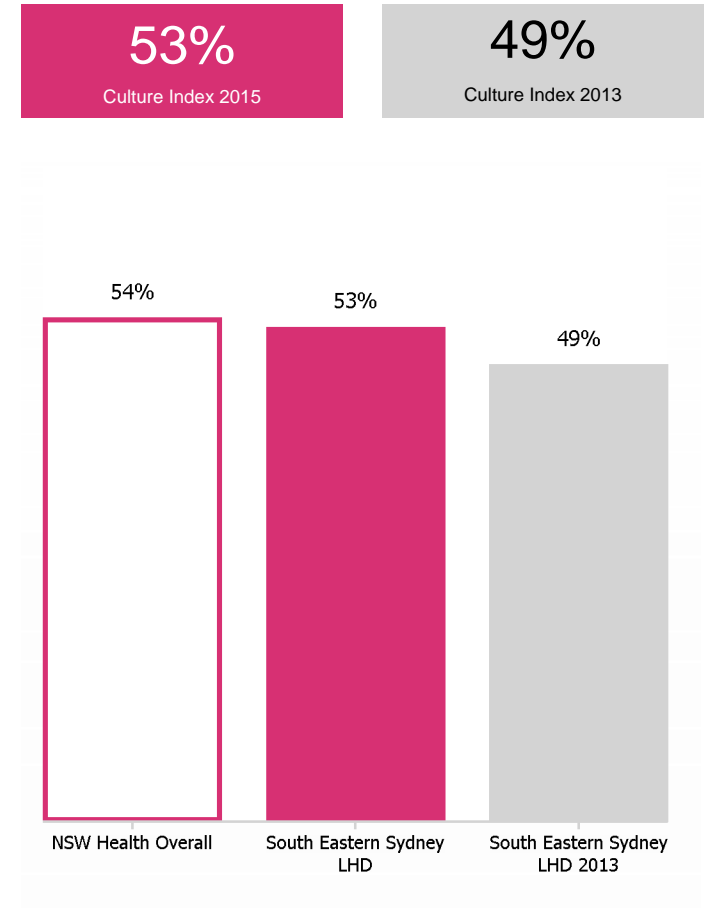
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

Employee Workplace Culture Index

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

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

	KEY	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team		55	21	25	+6
12. I believe I am valued for what I can offer at my workplace		63	18	19	+4
13. In my workplace, we recognise our successes and innovations		60	22	19	+6
14. Staff are treated respectfully regardless of their job		64	16	20	+6
17. Overall, I have confidence in the decisions made by my line manager		62	20	18	+3
18b. The senior managers at my workplace have a clear direction for the future		43	32	25	+5
18c. The senior managers at my workplace lead by example in creating a positive workplace		42	29	29	+4
20. Overall, I have confidence in the decisions made by my senior managers		43	31	26	+4
24. I have a say in decisions which affect my work		45	25	29	0
25. I think it is safe to speak up and challenge the way things are done		49	21	30	+1
26. Where I work, we share the lessons learnt when mistakes are made		59	23	18	+4
31. I have confidence in the processes that my workplace uses to resolve staff conflict		43	30	27	+3
41. My team's objectives/ work plans are clearly outlined		66	21	13	+1
42. Our objectives/work plans help us to deliver a quality service		66	23	11	+2
51. Overall, I believe the culture at my workplace has improved in the last 12 months		36	36	28	+5



Trend Comparison

This section shows comparisons between South Eastern Sydney LHD and the 2013 survey results for South Eastern Sydney Local Health District



88% ■ Proportion of questions above 2013 scores by 1 or more percentage points

4% ■ Proportion of questions in line with 2013 scores

8% ■ 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>
8. In my team we generally acknowledge one another's efforts and achievements	73	■ +7
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	■ +6
11. Morale is good in my team	55	■ +6
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	63	■ +6
34. Reasonable expectations are placed on staff according to their position	58	■ +6
13. In my workplace, we recognise our successes and innovations	60	■ +6
45. I would recommend my workplace as a good place to work	64	■ +6
9. People in my team are honest and open	67	■ +6
44. Overall I am proud to be a part of this workplace	74	■ +6
14. Staff are treated respectfully regardless of their job	64	■ +6
5. I have sufficient control over my work so I can do my job well	65	■ +5
7. The people I work with are willing to help each other even if this means doing something outside their usual job	70	■ +5

Trend Comparison

This section shows comparisons between South Eastern Sydney LHD and the 2013 survey results for South Eastern Sydney Local Health District



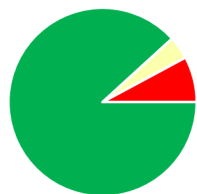
- 88% ■ Proportion of questions above 2013 scores by 1 or more percentage points
- 4% ■ Proportion of questions in line with 2013 scores
- 8% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	<i>% Positive</i>	<i>Variance from 2013</i>
10. My team resolves conflict quickly when it arises	55	+5
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	+5
15d. My line manager treats me with respect	78	+5
47. I have a strong sense of belonging to my workplace	66	+5
18b. The senior managers at my workplace have a clear direction for the future	43	+5
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	+5
48. Overall I am satisfied to be working here at the present time	70	+5
32. I am able to achieve a healthy work/life balance most of the time	66	+4
18c. The senior managers at my workplace lead by example in creating a positive workplace	42	+4
12. I believe I am valued for what I can offer at my workplace	63	+4
26. Where I work, we share the lessons learnt when mistakes are made	59	+4
16. I receive regular and constructive feedback on my performance	50	+4
15c. My line manager ensures that when issues are raised in the team, they are addressed	61	+4

Trend Comparison

This section shows comparisons between South Eastern Sydney LHD and the 2013 survey results for South Eastern Sydney Local Health District



88% ■ Proportion of questions above 2013 scores by 1 or more percentage points

4% ■ Proportion of questions in line with 2013 scores

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

	<i>% Positive</i>	<i>Variance from 2013</i>
20. Overall, I have confidence in the decisions made by my senior managers	43	■ +4
17. Overall, I have confidence in the decisions made by my line manager	62	■ +3
43. At my workplace there is a good balance between delivering services and monitoring service delivery	53	■ +3
31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	■ +3
15b. My line manager treats all staff in my team fairly	63	■ +3
33. There are mechanisms in place to support me if I experience stress or pressure	53	■ +3
39. My work environment allows me to deliver the best possible services (patient care or support services)	60	■ +3
1. My job makes good use of my skills and abilities	81	■ +3
46. I feel motivated to contribute more than what is normally required at work	68	■ +3
3. Working here makes me want to do the best job I can	73	■ +3
42. Our objectives/work plans help us to deliver a quality service	66	■ +2
4. The right amount of approvals are required for routine decisions	48	■ +2
40. In my workplace patient safety is at the centre of all decision making	70	■ +2

Trend Comparison

This section shows comparisons between South Eastern Sydney LHD and the 2013 survey results for South Eastern Sydney Local Health District



- 88% ■ Proportion of questions above 2013 scores by 1 or more percentage points
- 4% ■ Proportion of questions in line with 2013 scores
- 8% ■ Proportion of questions below 2013 scores by 1 or more percentage points

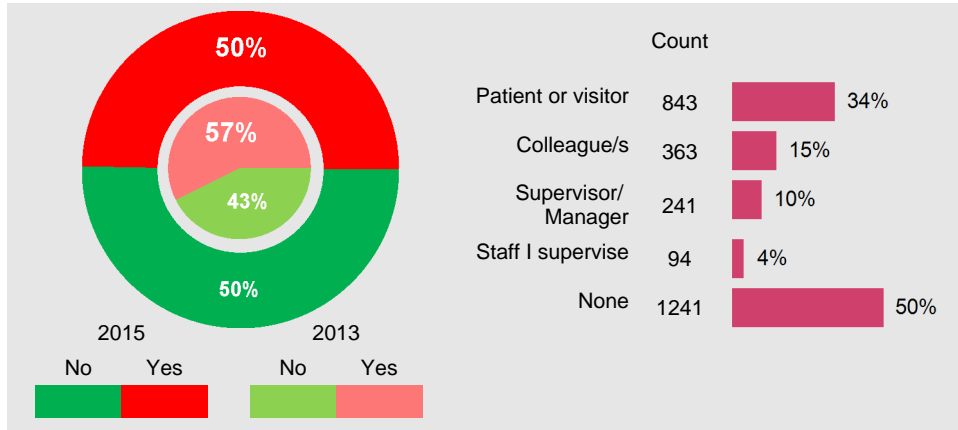
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
2. I feel I am able to suggest ideas to improve our ways of doing things	70	+2
15a. My line manager recognises and acknowledges when I have done my job well	65	+2
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	+2
19. There is a positive relationship between senior management and staff in my workplace	39	+2
25. I think it is safe to speak up and challenge the way things are done	49	+1
28. I have received the appropriate training and development to do my job effectively	73	+1
41. My team's objectives/ work plans are clearly outlined	66	+1
24. I have a say in decisions which affect my work	45	0
23. I am kept well informed about what is happening in my workplace	50	0
18a. The senior managers at my workplace are aware of the issues I face in my job	43	-1
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	-1
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	-2
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	70	-12

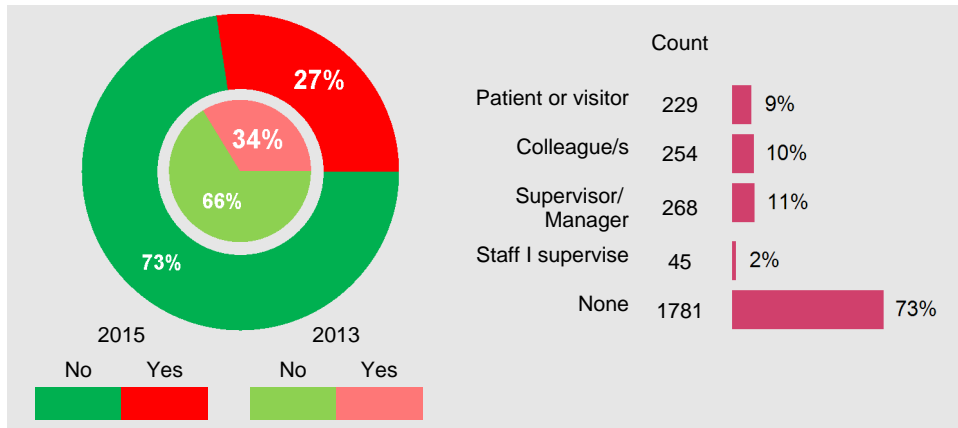
Unacceptable Behaviour

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

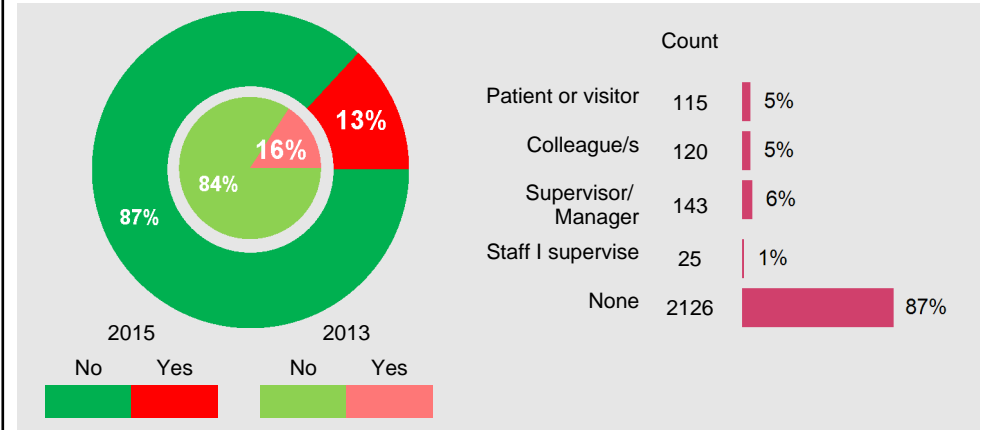
37a. In the last 12 months, I have been verbally abused by a ...



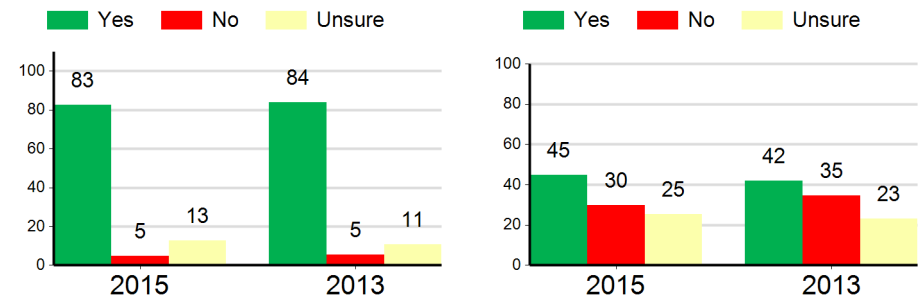
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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



38. Do you currently ...



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

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

All Questions

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

Key **K** Key Driver Question

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

Your Job

	% Positive response	% Neutral response	% Negative response	% Positive	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
1. My job makes good use of my skills and abilities	81	8	11	81	78	76	81
2. I feel I am able to suggest ideas to improve our ways of doing things	70	14	16	70	67	66	69
3. Working here makes me want to do the best job I can	73	16	11	73	70	66	72
4. The right amount of approvals are required for routine decisions	48	23	29	48	45	-	52
5. I have sufficient control over my work so I can do my job well	65	16	19	65	60	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	63	20	18	63	57	56	62

All Questions

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

Key **K** Key Driver Question

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

Your Team

	% Positive response	% Neutral response	% Negative response	% Positive	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 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	70	14	15	70	65	63	69
8. In my team we generally acknowledge one another's efforts and achievements	73	14	14	73	66	65	70
9. People in my team are honest and open	67	19	14	67	62	61	64
10. My team resolves conflict quickly when it arises	55	25	20	55	49	47	53
11. Morale is good in my team	55	21	25	55	49	47	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	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	63	18	19	63	59	59	63
13. In my workplace, we recognise our successes and innovations	60	22	19	60	54	51	57
14. Staff are treated respectfully regardless of their job	64	16	20	64	59	55	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	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
15a. My line manager recognises and acknowledges when I have done my job well	65	17	18	65	63	60	65
15b. My line manager treats all staff in my team fairly	63	17	20	63	59	57	62
15c. My line manager ensures that when issues are raised in the team, they are addressed	61	19	19	61	58	55	61
15d. My line manager treats me with respect	78	12	10	78	73	72	76
16. I receive regular and constructive feedback on my performance	50	23	27	50	46	42	52
17. Overall, I have confidence in the decisions made by my line manager	62	20	18	62	59	56	63

All Questions

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

Key **K** Key Driver Question

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

Senior Managers

		% Positive response	% Neutral response	% Negative response	% Positive	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
18a.	The senior managers at my workplace are aware of the issues I face in my job	43	25	32	43	44	39	46
18b.	The senior managers at my workplace have a clear direction for the future	43	32	25	43	38	31	45
18c.	The senior managers at my workplace lead by example in creating a positive workplace	42	29	29	42	38	33	45
K 19.	There is a positive relationship between senior management and staff in my workplace	39	30	32	39	37	31	42
20.	Overall, I have confidence in the decisions made by my senior managers	43	31	26	43	39	35	46
K 21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	32	32	36	-	-	39
22.	My organisation is making the necessary decisions to meet our future challenges	40	38	22	40	-	-	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	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall	
	23.	I am kept well informed about what is happening in my workplace	50	24	26	50	50	46	50
K	24.	I have a say in decisions which affect my work	45	25	29	45	45	41	46
	25.	I think it is safe to speak up and challenge the way things are done	49	21	30	49	47	45	51
	26.	Where I work, we share the lessons learnt when mistakes are made	59	23	18	59	55	55	59
	27a.	I am aware of the strategic objectives and direction of the organisation I work for	55	25	20	55	57	-	58
	27b.	I am aware of how my work contributes to the overall strategic objectives of my organisation	58	25	17	58	59	-	62

All Questions

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

Key **K** Key Driver Question

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

Training and Development Opportunities

	% Positive response	% Neutral response	% Negative response	% Positive	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
28. I have received the appropriate training and development to do my job effectively	73	15	12	73	72	71	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	70	13	17	70	82	77	68
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	20	18	61	60	55	60

All Questions

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

Key **K** Key Driver Question

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

Work Environment

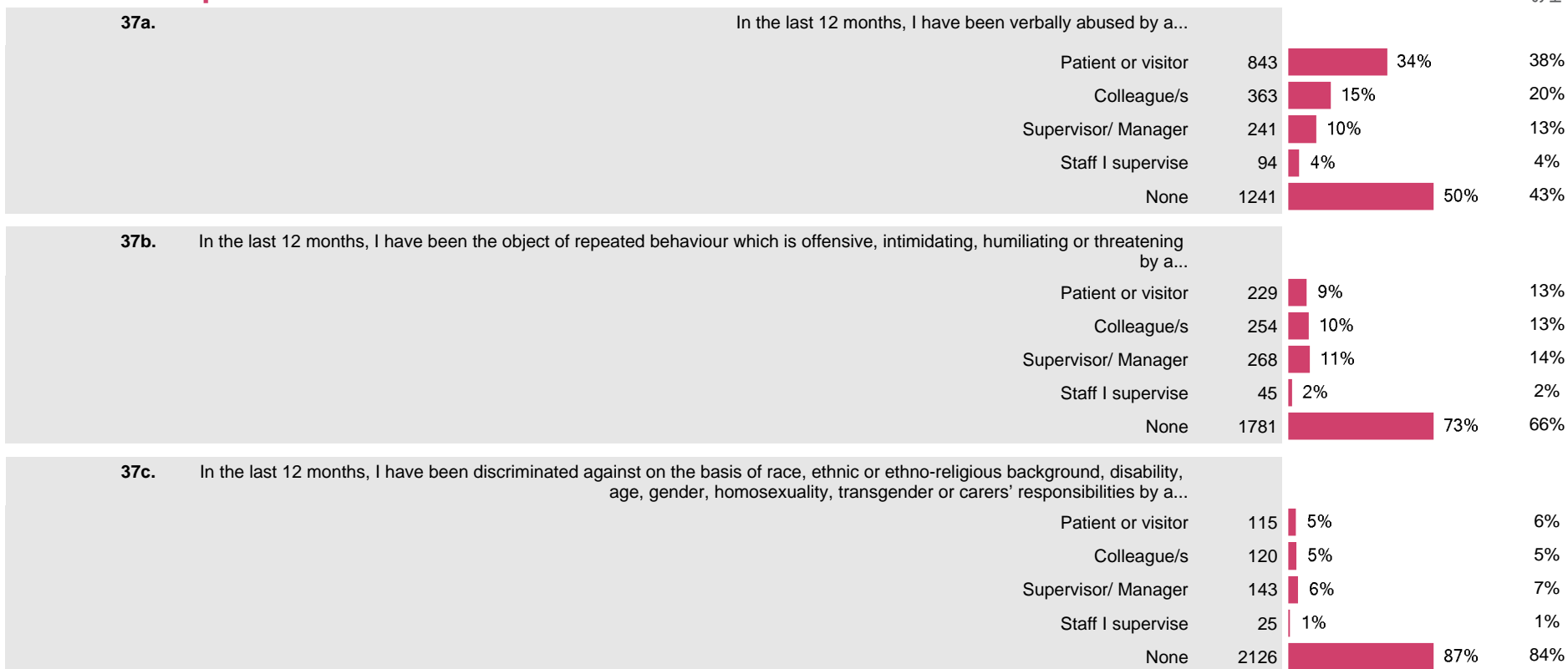
		% Positive response	% Neutral response	% Negative response	% Positive	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
K	31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	30	27	43	39	38	44
	32. I am able to achieve a healthy work/life balance most of the time	66	16	18	66	62	60	65
	33. There are mechanisms in place to support me if I experience stress or pressure	53	26	20	53	50	46	56
	34. Reasonable expectations are placed on staff according to their position	58	20	22	58	52	49	57
	35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	19	10	71	66	64	69
K	36. My workplace enables strong professional leadership	52	28	21	52	-	-	52

All Questions

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

South Eastern Sydney Local Health District 2013

Unacceptable Behaviour



All Questions

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

Key **K** Key Driver Question

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

Unacceptable Behaviour

	% Yes	% Unsure	% No	% Positive	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
38a. Do you currently know how to report occurrences of these types of behaviour?	83	13	5	83	84	86	85
38b. Do you currently have confidence that if you report these behaviours they will be responded to appropriately?	45	25	30	45	42	42	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	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
39. My work environment allows me to deliver the best possible services (patient care or support services)	60	21	19	60	57	52	62
40. In my workplace patient safety is at the centre of all decision making	70	20	10	70	67	64	69
41. My team's objectives/ work plans are clearly outlined	66	21	13	66	65	61	66
42. Our objectives/work plans help us to deliver a quality service	66	23	11	66	64	60	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	53	29	18	53	50	-	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	South Eastern Sydney Local Health District 2013	South Eastern Sydney Local Health District 2011	NSW Health Overall
44. Overall I am proud to be a part of this workplace	74	17	9	74	68	68	73
45. I would recommend my workplace as a good place to work	64	21	15	64	58	59	64
46. I feel motivated to contribute more than what is normally required at work	68	18	14	68	65	60	67
47. I have a strong sense of belonging to my workplace	66	19	14	66	62	60	65
48. Overall I am satisfied to be working here at the present time	70	15	15	70	66	64	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	25	16	60	53	-	59
K 50. There is a positive culture in my workplace	54	23	23	54	-	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	36	28	36	32	25	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	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
	Respondents	2565	177	923	169	254	504	38	105	15	0	97	62	8	159
	Employee Engagement Index	69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Your Job

1. My job makes good use of my skills and abilities	81	86	84	69	75	86	71	72	93	(r)	77	79	(r)	72
2. I feel I am able to suggest ideas to improve our ways of doing things	70	66	70	69	72	71	61	62	71	(r)	79	77	(r)	64
3. Working here makes me want to do the best job I can	73	71	74	72	72	74	63	64	93	(r)	69	76	(r)	69
4. The right amount of approvals are required for routine decisions	48	36	47	56	47	47	43	48	73	(r)	44	73	(r)	49
5. I have sufficient control over my work so I can do my job well	65	53	61	70	69	72	53	70	93	(r)	62	73	(r)	69
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	63	62	64	59	61	63	61	54	64	(r)	66	75	(r)	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

	Role	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index		69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	70	78	71	60	67	73	76	55	53	(r)	72	73	(r)	71
8.	In my team we generally acknowledge one another's efforts and achievements	73	80	72	62	68	80	84	63	53	(r)	80	69	(r)	70
9.	People in my team are honest and open	67	77	68	55	62	75	71	54	53	(r)	73	60	(r)	63
10.	My team resolves conflict quickly when it arises	55	63	52	51	55	54	71	50	40	(r)	61	61	(r)	57
11.	Morale is good in my team	55	56	53	49	55	60	63	48	40	(r)	63	58	(r)	54

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Role	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index	69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	67	61	61	63	66	59	59	67	(r)	69	74	(r)	58
13. In my workplace, we recognise our successes and innovations	60	61	59	55	57	65	59	48	60	(r)	68	65	(r)	57
14. Staff are treated respectfully regardless of their job	64	64	62	62	64	73	65	55	60	(r)	65	59	(r)	64

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index	69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	60	63	68	73	62	82	57	53	(r)	75	69	(r)	67
15b. treats all staff in my team fairly	63	63	59	65	69	64	71	55	73	(r)	71	63	(r)	66
15c. ensures that when issues are raised in the team, they are addressed	61	60	60	65	66	62	70	54	53	(r)	68	58	(r)	61
15d. treats me with respect	78	75	77	81	81	81	82	72	80	(r)	77	73	(r)	75
16. I receive regular and constructive feedback on my performance	50	43	52	51	56	45	61	38	33	(r)	58	59	(r)	50
17. Overall, I have confidence in the decisions made by my line manager	62	62	60	67	66	64	63	52	53	(r)	70	65	(r)	62

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index	69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Senior Managers

18a. are aware of the issues I face in my job	43	49	39	48	46	43	51	33	53	(r)	55	60	(r)	45
18b. have a clear direction for the future	43	39	41	45	46	43	47	32	33	(r)	59	53	(r)	41
18c. lead by example in creating a positive workplace	42	44	38	44	46	42	53	34	53	(r)	56	65	(r)	45
19. There is a positive relationship between senior management and staff in my workplace	39	36	33	40	47	40	47	32	40	(r)	53	56	(r)	44
20. Overall, I have confidence in the decisions made by my senior managers	43	41	38	48	47	46	50	37	53	(r)	54	63	(r)	43
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	35	31	38	38	37	53	29	33	(r)	43	54	(r)	41
22. My organisation is making the necessary decisions to meet our future challenges	40	33	38	41	46	40	53	28	40	(r)	51	63	(r)	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index	69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Communication

23. I am kept well informed about what is happening in my workplace	50	43	52	44	48	50	54	47	60	(r)	59	64	(r)	49
24. I have a say in decisions which affect my work	45	40	43	41	48	48	54	47	40	(r)	54	66	(r)	47
25. I think it is safe to speak up and challenge the way things are done	49	54	47	46	50	49	54	40	47	(r)	53	70	(r)	52
26. Where I work, we share the lessons learnt when mistakes are made	59	65	61	57	53	56	65	59	60	(r)	57	75	(r)	58
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	49	54	54	57	52	68	53	67	(r)	63	69	(r)	63
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	53	55	59	61	56	76	60	67	(r)	70	82	(r)	65

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index		69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	76	76	62	64	80	78	65	87	(r)	67	73	(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	70	43	62	74	81	78	89	67	80	(r)	78	84	(r)	79
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	59	62	47	58	68	81	50	73	(r)	67	61	(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

	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Role	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index	69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	38	43	37	42	40	51	40	27	(r)	47	63	(r)	47
32. I am able to achieve a healthy work/life balance most of the time	66	57	64	67	67	73	68	64	60	(r)	60	79	(r)	67
33. There are mechanisms in place to support me if I experience stress or pressure	53	45	51	53	52	61	65	38	47	(r)	62	60	(r)	58
34. Reasonable expectations are placed on staff according to their position	58	55	54	55	59	65	70	54	47	(r)	65	69	(r)	62
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	62	67	74	70	79	81	68	80	(r)	71	74	(r)	73
36. My workplace enables strong professional leadership	52	51	52	48	50	52	57	44	47	(r)	57	66	(r)	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

	Role														
	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other	
Respondents	2565	177	923	169	254	504	38	105	15	0	97	62	8	159	
Employee Engagement Index	69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64	

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	76	87	78	83	82	81	73	77	(r)	83	69	(r)	81
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	38	44	43	47	47	57	40	57	(r)	45	41	(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	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents		2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index		69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	60	46	60	64	63	58	62	58	93	(r)	60	81	(r)	62
40.	In my workplace patient safety is at the centre of all decision making	70	62	72	70	57	74	68	69	93	(r)	67	84	(r)	61
41.	My team's objectives/ work plans are clearly outlined	66	65	67	60	60	66	73	59	64	(r)	73	73	(r)	66
42.	Our objectives/work plans help us to deliver a quality service	66	60	67	64	63	67	65	66	79	(r)	67	79	(r)	66
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	53	40	55	50	54	51	67	63	57	(r)	57	66	(r)	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	South Eastern Sydney LHD	Medical	Nursing and Midwifery	Clinical Support Workers	Corporate Support	Allied Health	Other Health Professionals	Scientific and Technical	Oral Health	Ambulance	Health Manager	Patient Support Services	Maintenance and Trades	Other
Respondents	2565	177	923	169	254	504	38	105	15	0	97	62	8	159
Employee Engagement Index	69	69	69	67	69	73	58	57	77	(r)	68	80	(r)	64

Your Workplace

44. Overall I am proud to be a part of this workplace	74	73	74	71	73	77	61	66	79	(r)	74	84	(r)	70
45. I would recommend my workplace as a good place to work	64	64	62	65	61	70	59	51	64	(r)	64	76	(r)	57
46. I feel motivated to contribute more than what is normally required at work	68	69	68	65	73	73	51	52	79	(r)	67	81	(r)	63
47. I have a strong sense of belonging to my workplace	66	70	68	63	63	70	49	51	71	(r)	64	79	(r)	62
48. Overall I am satisfied to be working here at the present time	70	69	69	67	70	76	65	59	79	(r)	67	84	(r)	64
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	52	60	57	57	66	70	43	43	(r)	65	61	(r)	62
50. There is a positive culture in my workplace	54	53	51	55	49	61	59	40	50	(r)	60	59	(r)	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	32	36	36	37	33	43	30	43	(r)	39	59	(r)	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

South Eastern Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	2565	659	1905
	69	74	67

Your Job

1. My job makes good use of my skills and abilities	81	87	79
2. I feel I am able to suggest ideas to improve our ways of doing things	70	77	67
3. Working here makes me want to do the best job I can	73	79	71
4. The right amount of approvals are required for routine decisions	48	44	49
5. I have sufficient control over my work so I can do my job well	65	60	67
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	63	73	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

South Eastern Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	2565	69	67

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	70	75	68
8. In my team we generally acknowledge one another's efforts and achievements	73	82	70
9. People in my team are honest and open	67	76	64
10. My team resolves conflict quickly when it arises	55	65	51
11. Morale is good in my team	55	62	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

South Eastern Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	2565	69	67

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	67	62
13. In my workplace, we recognise our successes and innovations	60	67	57
14. Staff are treated respectfully regardless of their job	64	70	62

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

South Eastern Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	2565	69	67

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	69	64
15b. treats all staff in my team fairly	63	66	62
15c. ensures that when issues are raised in the team, they are addressed	61	66	60
15d. treats me with respect	78	78	78
16. I receive regular and constructive feedback on my performance	50	53	49
17. Overall, I have confidence in the decisions made by my line manager	62	66	61

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

South Eastern Sydney LHD

	Respondents	Yes	No
	2565	659	1905
Employee Engagement Index	69	74	67

Senior Managers

18a. are aware of the issues I face in my job	43	51	41
18b. have a clear direction for the future	43	49	41
18c. lead by example in creating a positive workplace	42	49	40
19. There is a positive relationship between senior management and staff in my workplace	39	43	37
20. Overall, I have confidence in the decisions made by my senior managers	43	50	41
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	42	34
22. My organisation is making the necessary decisions to meet our future challenges	40	46	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

South Eastern Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	2565	69	74
		67	67

Communication

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

South Eastern Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	2565	69	74
		659	1905

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	75	72
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	70	67	70
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	66	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

	South Eastern Sydney LHD	Yes	No
Manage staff			
Respondents	2565	659	1905
Employee Engagement Index	69	74	67

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	52	39
32. I am able to achieve a healthy work/life balance most of the time	66	62	67
33. There are mechanisms in place to support me if I experience stress or pressure	53	56	53
34. Reasonable expectations are placed on staff according to their position	58	59	58
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	74	70
36. My workplace enables strong professional leadership	52	58	49

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

South Eastern Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	2565	69	67

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	91	80
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	51	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

Manage staff

South Eastern Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	2565	659	1905
	69	74	67

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	60	60	60
40.	In my workplace patient safety is at the centre of all decision making	70	72	69
41.	My team's objectives/ work plans are clearly outlined	66	75	62
42.	Our objectives/work plans help us to deliver a quality service	66	71	65
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	53	57	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

South Eastern Sydney LHD

Yes

No

Respondents 2565 659 1905

Employee Engagement Index 69 74 67

Your Workplace

44. Overall I am proud to be a part of this workplace	74	78	72
45. I would recommend my workplace as a good place to work	64	70	62
46. I feel motivated to contribute more than what is normally required at work	68	75	66
47. I have a strong sense of belonging to my workplace	66	72	64
48. Overall I am satisfied to be working here at the present time	70	71	70
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	61	59
50. There is a positive culture in my workplace	54	55	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	44	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

Management Responsibility

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Your Job

1. My job makes good use of my skills and abilities	81	88	88	87	100
2. I feel I am able to suggest ideas to improve our ways of doing things	70	74	78	83	92
3. Working here makes me want to do the best job I can	73	77	78	82	100
4. The right amount of approvals are required for routine decisions	48	46	40	45	54
5. I have sufficient control over my work so I can do my job well	65	60	59	66	85
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	63	70	75	80	100

Demographics

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

Key



At least 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

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	70	70	78	85	92
8. In my team we generally acknowledge one another's efforts and achievements	73	75	86	92	100
9. People in my team are honest and open	67	72	80	86	92
10. My team resolves conflict quickly when it arises	55	57	76	78	77
11. Morale is good in my team	55	58	65	69	92

Demographics

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

Key



At least 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

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	63	64	83	85
13. In my workplace, we recognise our successes and innovations	60	62	69	77	92
14. Staff are treated respectfully regardless of their job	64	67	71	74	85

Demographics

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

Key



At least 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

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	69	71	67	69
15b. treats all staff in my team fairly	63	64	69	68	77
15c. ensures that when issues are raised in the team, they are addressed	61	63	65	72	85
15d. treats me with respect	78	79	79	79	85
16. I receive regular and constructive feedback on my performance	50	52	53	52	69
17. Overall, I have confidence in the decisions made by my line manager	62	64	69	65	85

Demographics

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

Key



At least 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

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Senior Managers

18a. are aware of the issues I face in my job	43	43	53	73	69
18b. have a clear direction for the future	43	45	47	57	85
18c. lead by example in creating a positive workplace	42	44	49	57	77
19. There is a positive relationship between senior management and staff in my workplace	39	38	42	54	77
20. Overall, I have confidence in the decisions made by my senior managers	43	45	48	62	77
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	39	37	56	69
22. My organisation is making the necessary decisions to meet our future challenges	40	43	46	54	85

Demographics

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

Key



At least 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

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Communication

23. I am kept well informed about what is happening in my workplace	50	55	50	65	75
24. I have a say in decisions which affect my work	45	49	52	72	83
25. I think it is safe to speak up and challenge the way things are done	49	52	55	70	75
26. Where I work, we share the lessons learnt when mistakes are made	59	63	67	76	83
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	60	66	74	83
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	61	70	80	82

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	71	74	89	100
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	70	66	69	64	83
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	62	67	72	83

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	47	57	60	67
32. I am able to achieve a healthy work/life balance most of the time	66	59	59	70	58
33. There are mechanisms in place to support me if I experience stress or pressure	53	50	57	67	75
34. Reasonable expectations are placed on staff according to their position	58	53	59	72	67
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	70	76	78	92
36. My workplace enables strong professional leadership	52	57	56	66	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

Management Responsibility

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	88	93	96	100
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	48	51	58	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

Management Responsibility

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	60	59	58	66	75
40. In my workplace patient safety is at the centre of all decision making	70	70	70	79	92
41. My team's objectives/ work plans are clearly outlined	66	72	72	88	92
42. Our objectives/work plans help us to deliver a quality service	66	70	68	82	92
43. At my workplace there is a good balance between delivering services and monitoring service delivery	53	56	55	63	92

Demographics

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

Key



At least 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

	South Eastern Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	2565	304	193	93	13
Employee Engagement Index	69	73	73	80	89

Your Workplace

44. Overall I am proud to be a part of this workplace	74	77	80	81	83
45. I would recommend my workplace as a good place to work	64	70	66	79	83
46. I feel motivated to contribute more than what is normally required at work	68	73	74	86	100
47. I have a strong sense of belonging to my workplace	66	71	71	80	83
48. Overall I am satisfied to be working here at the present time	70	69	70	76	83
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	60	63	63	83
50. There is a positive culture in my workplace	54	53	55	61	83
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	42	42	51	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

Employment Status

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Your Job

1. My job makes good use of my skills and abilities	81	80	83	80	(r)	72	90
2. I feel I am able to suggest ideas to improve our ways of doing things	70	70	69	74	(r)	54	70
3. Working here makes me want to do the best job I can	73	72	73	77	(r)	68	90
4. The right amount of approvals are required for routine decisions	48	47	46	52	(r)	61	60
5. I have sufficient control over my work so I can do my job well	65	65	63	73	(r)	63	70
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	63	63	59	70	(r)	54	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

Employment Status

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	70	68	73	77	(r)	68	90
8. In my team we generally acknowledge one another's efforts and achievements	73	71	74	80	(r)	68	90
9. People in my team are honest and open	67	66	67	78	(r)	65	90
10. My team resolves conflict quickly when it arises	55	55	50	61	(r)	53	70
11. Morale is good in my team	55	53	53	70	(r)	47	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

Employment Status

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	61	64	70	(r)	58	90
13. In my workplace, we recognise our successes and innovations	60	57	61	73	(r)	51	50
14. Staff are treated respectfully regardless of their job	64	61	65	78	(r)	56	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

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	64	64	74	(r)	63	70
15b. treats all staff in my team fairly	63	61	62	75	(r)	71	70
15c. ensures that when issues are raised in the team, they are addressed	61	58	62	73	(r)	73	60
15d. treats me with respect	78	75	80	87	(r)	77	70
16. I receive regular and constructive feedback on my performance	50	49	49	59	(r)	54	40
17. Overall, I have confidence in the decisions made by my line manager	62	59	64	75	(r)	73	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

Employment Status

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Senior Managers

18a. are aware of the issues I face in my job	43	43	40	52	(r)	42	60
18b. have a clear direction for the future	43	43	40	51	(r)	35	30
18c. lead by example in creating a positive workplace	42	42	39	52	(r)	47	60
19. There is a positive relationship between senior management and staff in my workplace	39	38	36	51	(r)	33	33
20. Overall, I have confidence in the decisions made by my senior managers	43	42	40	56	(r)	40	50
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	35	32	48	(r)	29	50
22. My organisation is making the necessary decisions to meet our future challenges	40	40	36	50	(r)	38	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

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Communication

23. I am kept well informed about what is happening in my workplace	50	49	47	61	(r)	49	40
24. I have a say in decisions which affect my work	45	46	40	58	(r)	31	50
25. I think it is safe to speak up and challenge the way things are done	49	48	48	59	(r)	44	60
26. Where I work, we share the lessons learnt when mistakes are made	59	59	56	68	(r)	58	80
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	57	47	62	(r)	56	80
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	61	50	69	(r)	47	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

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	72	74	76	(r)	71	80
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	70	71	64	77	(r)	64	50
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	61	57	75	(r)	53	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

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	42	40	52	(r)	38	60
32. I am able to achieve a healthy work/life balance most of the time	66	62	71	74	(r)	60	60
33. There are mechanisms in place to support me if I experience stress or pressure	53	52	53	62	(r)	51	60
34. Reasonable expectations are placed on staff according to their position	58	57	57	71	(r)	52	80
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	69	72	78	(r)	57	70
36. My workplace enables strong professional leadership	52	51	50	63	(r)	46	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

Employment Status

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	85	81	75	(r)	62	78
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	44	46	47	(r)	46	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

Employment Status

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	60	59	57	67	(r)	61	56
40. In my workplace patient safety is at the centre of all decision making	70	68	70	78	(r)	69	100
41. My team's objectives/ work plans are clearly outlined	66	65	62	73	(r)	69	89
42. Our objectives/work plans help us to deliver a quality service	66	65	65	74	(r)	69	89
43. At my workplace there is a good balance between delivering services and monitoring service delivery	53	53	51	66	(r)	44	56

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	South Eastern Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	2565	1556	663	275	3	57	10
Employee Engagement Index	69	68	71	75	(r)	60	82

Your Workplace

44. Overall I am proud to be a part of this workplace	74	71	76	81	(r)	67	89
45. I would recommend my workplace as a good place to work	64	61	66	74	(r)	57	67
46. I feel motivated to contribute more than what is normally required at work	68	67	69	74	(r)	54	78
47. I have a strong sense of belonging to my workplace	66	66	69	63	(r)	52	67
48. Overall I am satisfied to be working here at the present time	70	67	73	78	(r)	62	100
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	57	62	71	(r)	56	44
50. There is a positive culture in my workplace	54	51	55	69	(r)	56	67
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	37	34	36	(r)	40	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

Length of Service

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Your Job

1. My job makes good use of my skills and abilities	81	78	81	75	77	84
2. I feel I am able to suggest ideas to improve our ways of doing things	70	73	77	67	65	71
3. Working here makes me want to do the best job I can	73	80	83	69	69	73
4. The right amount of approvals are required for routine decisions	48	59	50	53	46	44
5. I have sufficient control over my work so I can do my job well	65	74	78	69	63	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	63	71	64	63	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

Length of Service

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	70	76	73	65	69	71
8. In my team we generally acknowledge one another's efforts and achievements	73	81	73	68	70	74
9. People in my team are honest and open	67	74	74	63	63	68
10. My team resolves conflict quickly when it arises	55	62	63	50	52	55
11. Morale is good in my team	55	68	65	54	50	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	74	72	60	58	62
13. In my workplace, we recognise our successes and innovations	60	69	69	59	57	58
14. Staff are treated respectfully regardless of their job	64	77	77	63	59	62

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	71	76	66	63	63
15b. treats all staff in my team fairly	63	76	77	62	61	60
15c. ensures that when issues are raised in the team, they are addressed	61	76	74	59	56	60
15d. treats me with respect	78	86	84	79	77	76
16. I receive regular and constructive feedback on my performance	50	59	67	48	46	49
17. Overall, I have confidence in the decisions made by my line manager	62	72	77	61	58	61

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Senior Managers

18a. are aware of the issues I face in my job	43	54	54	44	37	43
18b. have a clear direction for the future	43	53	56	42	38	42
18c. lead by example in creating a positive workplace	42	62	56	42	39	38
19. There is a positive relationship between senior management and staff in my workplace	39	60	55	39	32	36
20. Overall, I have confidence in the decisions made by my senior managers	43	61	62	45	37	39
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	56	54	35	30	32
22. My organisation is making the necessary decisions to meet our future challenges	40	55	54	39	37	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

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Communication

23. I am kept well informed about what is happening in my workplace	50	67	66	49	46	47
24. I have a say in decisions which affect my work	45	59	60	45	42	43
25. I think it is safe to speak up and challenge the way things are done	49	63	59	47	44	48
26. Where I work, we share the lessons learnt when mistakes are made	59	72	68	56	53	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	60	61	55	51	54
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	64	67	59	54	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

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	71	79	69	73	74
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	70	81	82	77	69	64
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	71	73	64	62	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

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	54	51	40	41	41
32. I am able to achieve a healthy work/life balance most of the time	66	75	75	66	62	65
33. There are mechanisms in place to support me if I experience stress or pressure	53	65	66	56	49	51
34. Reasonable expectations are placed on staff according to their position	58	76	68	59	56	55
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	78	78	72	68	69
36. My workplace enables strong professional leadership	52	67	68	50	47	49

Demographics

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

Key

 At least 1 percentage points greater than overall score

 At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	66	74	84	81	87
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	53	53	47	40	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

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	60	67	71	61	54	59
40. In my workplace patient safety is at the centre of all decision making	70	75	76	68	66	70
41. My team's objectives/ work plans are clearly outlined	66	70	72	61	64	66
42. Our objectives/work plans help us to deliver a quality service	66	74	72	63	64	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	53	61	62	54	49	53

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Eastern Sydney LHD	Less than 12 months	At least 12 months but not more than 2 years	At least 2 years but not more than 5 years	At least 5 years but not more than 10 years	10 years or more
Respondents	2565	223	154	403	484	1298
Employee Engagement Index	69	75	80	66	66	69

Your Workplace

44. Overall I am proud to be a part of this workplace	74	79	85	69	70	74
45. I would recommend my workplace as a good place to work	64	74	77	61	61	62
46. I feel motivated to contribute more than what is normally required at work	68	78	81	68	63	67
47. I have a strong sense of belonging to my workplace	66	64	74	61	62	69
48. Overall I am satisfied to be working here at the present time	70	77	81	66	70	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	71	74	57	56	58
50. There is a positive culture in my workplace	54	71	70	56	50	50
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	36	50	38	35	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

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565 511 1811 100

Employee Engagement Index

69 66 72 35

Your Job

1. My job makes good use of my skills and abilities	81	80	83	54
2. I feel I am able to suggest ideas to improve our ways of doing things	70	67	72	42
3. Working here makes me want to do the best job I can	73	69	76	43
4. The right amount of approvals are required for routine decisions	48	45	49	27
5. I have sufficient control over my work so I can do my job well	65	64	67	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	63	62	64	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

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565

511

1811

100

Employee Engagement Index

69

66

72

35

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	70	71	71	54
8.	In my team we generally acknowledge one another's efforts and achievements	73	70	75	49
9.	People in my team are honest and open	67	66	69	46
10.	My team resolves conflict quickly when it arises	55	56	55	43
11.	Morale is good in my team	55	52	57	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

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565 511 1811 100

Employee Engagement Index

69 66 72 35

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	65	64	25
13. In my workplace, we recognise our successes and innovations	60	56	62	32
14. Staff are treated respectfully regardless of their job	64	60	67	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565

511

1811

100

Employee Engagement Index

69

66

72

35

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	65	66	43
15b. treats all staff in my team fairly	63	66	63	40
15c. ensures that when issues are raised in the team, they are addressed	61	62	62	43
15d. treats me with respect	78	74	80	56
16. I receive regular and constructive feedback on my performance	50	49	51	30
17. Overall, I have confidence in the decisions made by my line manager	62	63	63	38

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565 511 1811 100

Employee Engagement Index

69 66 72 35

Senior Managers

18a. are aware of the issues I face in my job	43	46	43	26
18b. have a clear direction for the future	43	42	44	16
18c. lead by example in creating a positive workplace	42	42	44	13
19. There is a positive relationship between senior management and staff in my workplace	39	38	40	15
20. Overall, I have confidence in the decisions made by my senior managers	43	44	44	15
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	39	36	14
22. My organisation is making the necessary decisions to meet our future challenges	40	40	41	17

Demographics

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

Key



At least 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

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565 511 1811 100

Employee Engagement Index

69 66 72 35

Communication

23. I am kept well informed about what is happening in my workplace	50	52	51	24
24. I have a say in decisions which affect my work	45	46	47	17
25. I think it is safe to speak up and challenge the way things are done	49	52	50	14
26. Where I work, we share the lessons learnt when mistakes are made	59	61	60	34
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	55	56	32
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	62	58	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

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents	2565	511	1811	100
Employee Engagement Index	69	66	72	35

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	68	76	44
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	70	69	70	62
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	57	64	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

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565

511

1811

100

Employee Engagement Index

69

66

72

35

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	46	42	23
32. I am able to achieve a healthy work/life balance most of the time	66	63	68	39
33. There are mechanisms in place to support me if I experience stress or pressure	53	51	56	30
34. Reasonable expectations are placed on staff according to their position	58	59	59	31
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	65	73	57
36. My workplace enables strong professional leadership	52	49	54	23

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents	2565	511	1811	100
Employee Engagement Index	69	66	72	35

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	80	83	80
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	46	45	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

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565 511 1811 100

Employee Engagement Index

69 66 72 35

Service Delivery

Statement	Overall Score	Male	Female	Prefer not to say
39. My work environment allows me to deliver the best possible services (patient care or support services)	60	55	62	35
40. In my workplace patient safety is at the centre of all decision making	70	67	71	52
41. My team's objectives/ work plans are clearly outlined	66	64	67	47
42. Our objectives/work plans help us to deliver a quality service	66	63	68	48
43. At my workplace there is a good balance between delivering services and monitoring service delivery	53	50	56	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

Gender

South Eastern Sydney LHD

Male

Female

Prefer not to say

Respondents

2565 511 1811 100

Employee Engagement Index

69 66 72 35

Your Workplace

44. Overall I am proud to be a part of this workplace	74	71	77	36
45. I would recommend my workplace as a good place to work	64	62	67	25
46. I feel motivated to contribute more than what is normally required at work	68	66	71	35
47. I have a strong sense of belonging to my workplace	66	65	69	34
48. Overall I am satisfied to be working here at the present time	70	67	73	39
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	53	63	29
50. There is a positive culture in my workplace	54	51	56	21
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	38	36	16

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Your Job

1. My job makes good use of my skills and abilities	81	82	79	80	84	82	80	79	84	87	61
2. I feel I am able to suggest ideas to improve our ways of doing things	70	62	71	72	69	75	70	68	73	70	49
3. Working here makes me want to do the best job I can	73	80	71	70	69	75	73	73	77	81	54
4. The right amount of approvals are required for routine decisions	48	69	47	49	43	47	48	46	48	51	35
5. I have sufficient control over my work so I can do my job well	65	71	72	69	64	67	61	62	66	67	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	63	63	64	63	61	66	64	64	65	64	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

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	70	67	73	69	68	73	68	69	72	75	57
8. In my team we generally acknowledge one another's efforts and achievements	73	71	78	70	74	75	71	76	73	77	55
9. People in my team are honest and open	67	65	70	71	67	68	66	67	66	74	51
10. My team resolves conflict quickly when it arises	55	51	56	57	54	53	53	57	54	62	42
11. Morale is good in my team	55	65	59	58	57	54	52	53	55	60	30

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	67	66	63	64	66	60	63	63	72	35
13. In my workplace, we recognise our successes and innovations	60	66	67	62	57	63	56	59	59	65	36
14. Staff are treated respectfully regardless of their job	64	72	73	68	67	61	62	65	63	64	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

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	67	70	67	67	65	64	67	62	67	45
15b. treats all staff in my team fairly	63	78	72	66	64	61	59	65	58	61	42
15c. ensures that when issues are raised in the team, they are addressed	61	75	62	65	62	57	61	59	60	64	52
15d. treats me with respect	78	90	84	83	81	79	77	76	74	74	57
16. I receive regular and constructive feedback on my performance	50	60	51	52	49	52	51	50	48	51	34
17. Overall, I have confidence in the decisions made by my line manager	62	73	66	63	64	60	61	64	62	63	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

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Senior Managers

18a. are aware of the issues I face in my job	43	46	46	41	41	43	40	42	49	52	28
18b. have a clear direction for the future	43	48	46	49	42	41	37	43	46	48	21
18c. lead by example in creating a positive workplace	42	58	48	48	42	41	39	39	44	44	17
19. There is a positive relationship between senior management and staff in my workplace	39	55	47	41	41	36	33	38	38	44	16
20. Overall, I have confidence in the decisions made by my senior managers	43	69	51	46	43	42	39	40	43	43	18
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	53	45	38	38	35	33	34	33	38	12
22. My organisation is making the necessary decisions to meet our future challenges	40	57	45	46	42	39	38	36	37	45	21

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Communication

23. I am kept well informed about what is happening in my workplace	50	73	54	58	49	47	45	50	49	50	29
24. I have a say in decisions which affect my work	45	54	48	47	48	45	42	44	46	52	26
25. I think it is safe to speak up and challenge the way things are done	49	51	57	51	50	50	45	50	48	56	20
26. Where I work, we share the lessons learnt when mistakes are made	59	70	63	61	58	60	57	60	59	63	38
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	64	60	54	55	53	51	53	57	63	34
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	67	63	57	55	58	54	57	63	67	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	79	78	75	73	71	71	71	75	79	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	70	88	74	72	67	65	63	70	66	76	71
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	80	72	69	64	57	54	60	59	65	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

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	56	45	48	44	40	41	41	41	47	23
32. I am able to achieve a healthy work/life balance most of the time	66	75	70	70	64	68	63	62	67	70	52
33. There are mechanisms in place to support me if I experience stress or pressure	53	60	62	55	55	49	52	50	55	57	40
34. Reasonable expectations are placed on staff according to their position	58	75	62	62	58	58	53	59	56	61	45
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	82	75	73	67	69	68	71	68	74	66
36. My workplace enables strong professional leadership	52	71	59	55	48	50	45	53	51	59	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

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	71	79	75	83	82	86	82	88	90	79
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	55	49	47	49	35	47	43	45	52	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

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	60	70	61	62	54	59	56	62	59	68	46
40. In my workplace patient safety is at the centre of all decision making	70	76	69	68	68	67	70	68	72	79	58
41. My team's objectives/ work plans are clearly outlined	66	79	64	67	65	62	67	63	68	73	52
42. Our objectives/work plans help us to deliver a quality service	66	78	67	68	62	61	66	67	70	74	51
43. At my workplace there is a good balance between delivering services and monitoring service delivery	53	63	58	57	50	49	53	54	55	57	36

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Eastern Sydney LHD	Less than 25 years	Between 25-29 years	Between 30-34 years	Between 35-39 years	Between 40-44 years	Between 45-49 years	Between 50-54 years	Between 55-59 years	60 or above	Prefer not to say
Respondents	2565	101	254	280	288	307	320	359	327	199	127
Employee Engagement Index	69	78	71	70	69	71	68	69	71	74	45

Your Workplace

44. Overall I am proud to be a part of this workplace	74	82	77	75	75	74	72	74	74	78	47
45. I would recommend my workplace as a good place to work	64	74	68	69	67	65	62	62	62	67	33
46. I feel motivated to contribute more than what is normally required at work	68	83	71	70	64	72	65	69	71	68	44
47. I have a strong sense of belonging to my workplace	66	67	65	63	64	69	68	67	72	71	44
48. Overall I am satisfied to be working here at the present time	70	84	73	71	72	72	68	67	71	75	48
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	71	67	63	60	59	56	56	60	68	35
50. There is a positive culture in my workplace	54	73	63	58	53	53	50	52	52	63	24
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	51	38	37	35	37	38	32	38	39	21

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Your Job

1. My job makes good use of my skills and abilities	81	80	(r)	82	57
2. I feel I am able to suggest ideas to improve our ways of doing things	70	69	(r)	71	47
3. Working here makes me want to do the best job I can	73	80	(r)	74	50
4. The right amount of approvals are required for routine decisions	48	62	(r)	48	41
5. I have sufficient control over my work so I can do my job well	65	69	(r)	66	47
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	63	60	(r)	64	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

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	70	77	(r)	71	52
8. In my team we generally acknowledge one another's efforts and achievements	73	77	(r)	74	52
9. People in my team are honest and open	67	74	(r)	68	48
10. My team resolves conflict quickly when it arises	55	57	(r)	55	44
11. Morale is good in my team	55	60	(r)	56	29

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	60	(r)	64	40
13. In my workplace, we recognise our successes and innovations	60	60	(r)	60	40
14. Staff are treated respectfully regardless of their job	64	54	(r)	65	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

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	76	(r)	65	46
15b. treats all staff in my team fairly	63	76	(r)	63	45
15c. ensures that when issues are raised in the team, they are addressed	61	65	(r)	62	43
15d. treats me with respect	78	82	(r)	79	54
16. I receive regular and constructive feedback on my performance	50	68	(r)	50	37
17. Overall, I have confidence in the decisions made by my line manager	62	76	(r)	63	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

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Senior Managers

18a. are aware of the issues I face in my job	43	53	(r)	44	35
18b. have a clear direction for the future	43	56	(r)	43	25
18c. lead by example in creating a positive workplace	42	53	(r)	43	24
19. There is a positive relationship between senior management and staff in my workplace	39	50	(r)	39	23
20. Overall, I have confidence in the decisions made by my senior managers	43	47	(r)	44	25
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	38	(r)	36	16
22. My organisation is making the necessary decisions to meet our future challenges	40	47	(r)	41	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

Australian Aboriginal

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Communication

23. I am kept well informed about what is happening in my workplace	50	59	(r)	51	25
24. I have a say in decisions which affect my work	45	56	(r)	46	23
25. I think it is safe to speak up and challenge the way things are done	49	53	(r)	50	24
26. Where I work, we share the lessons learnt when mistakes are made	59	56	(r)	60	44
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	65	(r)	55	43
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	59	(r)	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

Australian Aboriginal

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	71	(r)	74	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	70	79	(r)	70	60
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	76	(r)	62	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

Australian Aboriginal

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	52	(r)	43	27
32. I am able to achieve a healthy work/life balance most of the time	66	61	(r)	67	41
33. There are mechanisms in place to support me if I experience stress or pressure	53	55	(r)	54	36
34. Reasonable expectations are placed on staff according to their position	58	67	(r)	59	42
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	79	(r)	72	48
36. My workplace enables strong professional leadership	52	67	(r)	52	31

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	88	(r)	83	72
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	55	(r)	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

Australian Aboriginal

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	60	61	(r)	60	42
40.	In my workplace patient safety is at the centre of all decision making	70	73	(r)	70	59
41.	My team's objectives/ work plans are clearly outlined	66	73	(r)	66	52
42.	Our objectives/work plans help us to deliver a quality service	66	73	(r)	67	54
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	53	63	(r)	54	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Eastern Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	2565	35	2	2417	98
Employee Engagement Index	69	73	(r)	70	43

Your Workplace

44. Overall I am proud to be a part of this workplace	74	72	(r)	75	45
45. I would recommend my workplace as a good place to work	64	70	(r)	65	36
46. I feel motivated to contribute more than what is normally required at work	68	76	(r)	69	38
47. I have a strong sense of belonging to my workplace	66	73	(r)	67	43
48. Overall I am satisfied to be working here at the present time	70	70	(r)	71	44
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	64	(r)	60	37
50. There is a positive culture in my workplace	54	70	(r)	54	30
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	45	(r)	37	23

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

South Eastern Sydney LHD

Yes

No

Prefer not to say

Respondents	2565	57	2459	44
Employee Engagement Index	69	62	70	41

Your Job

1. My job makes good use of my skills and abilities	81	74	81	64
2. I feel I am able to suggest ideas to improve our ways of doing things	70	61	70	50
3. Working here makes me want to do the best job I can	73	65	73	52
4. The right amount of approvals are required for routine decisions	48	39	48	34
5. I have sufficient control over my work so I can do my job well	65	63	66	45
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	63	54	63	36

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

South Eastern Sydney LHD

Yes

No

Prefer not to say

Respondents	2565	57	2459	44
Employee Engagement Index	69	62	70	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	70	58	71	52
8. In my team we generally acknowledge one another's efforts and achievements	73	65	73	59
9. People in my team are honest and open	67	61	68	52
10. My team resolves conflict quickly when it arises	55	51	55	50
11. Morale is good in my team	55	53	55	30

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

South Eastern Sydney LHD

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	2565	57	2459	44
	69	62	70	41

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	54	64	36
13. In my workplace, we recognise our successes and innovations	60	51	60	43
14. Staff are treated respectfully regardless of their job	64	63	65	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

South Eastern Sydney LHD

	Respondents	Yes	No	Prefer not to say
Employee Engagement Index	2565	57	2459	44
	69	62	70	41

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	54	65	48
15b. treats all staff in my team fairly	63	52	63	52
15c. ensures that when issues are raised in the team, they are addressed	61	52	62	41
15d. treats me with respect	78	57	79	57
16. I receive regular and constructive feedback on my performance	50	38	51	34
17. Overall, I have confidence in the decisions made by my line manager	62	52	63	51

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

South Eastern Sydney LHD

Yes

No

Prefer not to say

Respondents

2565 57 2459 44

Employee Engagement Index

69 62 70 41

Senior Managers

18a. are aware of the issues I face in my job	43	38	44	30
18b. have a clear direction for the future	43	36	43	21
18c. lead by example in creating a positive workplace	42	30	43	21
19. There is a positive relationship between senior management and staff in my workplace	39	38	39	19
20. Overall, I have confidence in the decisions made by my senior managers	43	32	44	26
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	29	36	14
22. My organisation is making the necessary decisions to meet our future challenges	40	27	41	21

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

South Eastern Sydney LHD

Yes

No

Prefer not to say

Respondents	2565	57	2459	44
Employee Engagement Index	69	62	70	41

Communication

23. I am kept well informed about what is happening in my workplace	50	46	51	21
24. I have a say in decisions which affect my work	45	41	46	17
25. I think it is safe to speak up and challenge the way things are done	49	43	50	17
26. Where I work, we share the lessons learnt when mistakes are made	59	59	59	43
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	48	55	33
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	55	59	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

South Eastern Sydney LHD

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	57	2459	44
Employee Engagement Index	69	62	70	41

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	73	73	51
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	70	48	70	44
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	55	62	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

Disability

South Eastern Sydney LHD

Yes

No

Prefer not to say

Respondents

2565

57

2459

44

Employee Engagement Index

69

62

70

41

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	43	43	33
32. I am able to achieve a healthy work/life balance most of the time	66	45	67	35
33. There are mechanisms in place to support me if I experience stress or pressure	53	36	54	33
34. Reasonable expectations are placed on staff according to their position	58	41	59	37
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	68	71	49
36. My workplace enables strong professional leadership	52	47	52	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

South Eastern Sydney LHD

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	57	2459	44
Employee Engagement Index	69	62	70	41

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	73	83	67
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	34	45	21

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

South Eastern Sydney LHD

Yes

No

Prefer not to say

Respondents	2565	57	2459	44
Employee Engagement Index	69	62	70	41

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	60	54	60	35
40. In my workplace patient safety is at the centre of all decision making	70	68	70	51
41. My team's objectives/ work plans are clearly outlined	66	55	66	53
42. Our objectives/work plans help us to deliver a quality service	66	63	67	56
43. At my workplace there is a good balance between delivering services and monitoring service delivery	53	59	54	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

Disability

South Eastern Sydney LHD

Yes

No

Prefer not to say

Respondents	2565	57	2459	44
Employee Engagement Index	69	62	70	41

Your Workplace

44. Overall I am proud to be a part of this workplace	74	67	74	49
45. I would recommend my workplace as a good place to work	64	55	64	33
46. I feel motivated to contribute more than what is normally required at work	68	61	69	33
47. I have a strong sense of belonging to my workplace	66	63	67	37
48. Overall I am satisfied to be working here at the present time	70	63	71	44
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	61	60	37
50. There is a positive culture in my workplace	54	60	54	26
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	35	36	21

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Your Job

1. My job makes good use of my skills and abilities	81	81	82	52
2. I feel I am able to suggest ideas to improve our ways of doing things	70	70	69	44
3. Working here makes me want to do the best job I can	73	73	75	46
4. The right amount of approvals are required for routine decisions	48	45	62	38
5. I have sufficient control over my work so I can do my job well	65	64	71	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	63	62	66	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

South Eastern Sydney LHD

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	70	71	68	48
8. In my team we generally acknowledge one another's efforts and achievements	73	74	71	44
9. People in my team are honest and open	67	69	61	46
10. My team resolves conflict quickly when it arises	55	55	55	42
11. Morale is good in my team	55	54	60	23

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

South Eastern Sydney LHD

	Respondents	Yes	No	Prefer not to say
	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Being Valued

12. I believe I am valued for what I can offer at my workplace	63	63	66	33
13. In my workplace, we recognise our successes and innovations	60	60	62	42
14. Staff are treated respectfully regardless of their job	64	64	68	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

English Speaking Background

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Your Line Manager

15a. recognises and acknowledges when I have done my job well	65	65	67	42
15b. treats all staff in my team fairly	63	63	62	40
15c. ensures that when issues are raised in the team, they are addressed	61	62	62	40
15d. treats me with respect	78	78	79	48
16. I receive regular and constructive feedback on my performance	50	50	54	33
17. Overall, I have confidence in the decisions made by my line manager	62	63	61	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

South Eastern Sydney LHD

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Senior Managers

18a. are aware of the issues I face in my job	43	42	50	28
18b. have a clear direction for the future	43	42	46	21
18c. lead by example in creating a positive workplace	42	41	49	19
19. There is a positive relationship between senior management and staff in my workplace	39	37	48	13
20. Overall, I have confidence in the decisions made by my senior managers	43	43	48	21
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	36	35	42	17
22. My organisation is making the necessary decisions to meet our future challenges	40	39	47	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

South Eastern Sydney LHD

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Communication

23. I am kept well informed about what is happening in my workplace	50	49	55	23
24. I have a say in decisions which affect my work	45	45	50	21
25. I think it is safe to speak up and challenge the way things are done	49	49	49	26
26. Where I work, we share the lessons learnt when mistakes are made	59	59	63	36
27a. I am aware of the strategic objectives and direction of the organisation I work for	55	54	61	38
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	58	57	66	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

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	73	74	73	40
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	70	68	76	60
30. I am encouraged to take opportunities to learn new skills and have new experiences	61	62	61	30

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

South Eastern Sydney LHD

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	43	41	50	26
32. I am able to achieve a healthy work/life balance most of the time	66	67	67	35
33. There are mechanisms in place to support me if I experience stress or pressure	53	54	52	28
34. Reasonable expectations are placed on staff according to their position	58	58	62	35
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	71	72	69	43
36. My workplace enables strong professional leadership	52	51	55	28

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

English Speaking Background

	South Eastern Sydney LHD	Yes	No	Prefer not to say
Respondents	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	83	85	73	63
38b. have confidence that if you report these behaviours they will be responded to appropriately?	45	46	43	17

Demographics

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

Key



At least 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

South Eastern Sydney LHD

	Respondents	Yes	No	Prefer not to say
	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	60	58	69	41
40.	In my workplace patient safety is at the centre of all decision making	70	68	77	48
41.	My team's objectives/ work plans are clearly outlined	66	65	69	46
42.	Our objectives/work plans help us to deliver a quality service	66	65	72	46
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	53	52	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

English Speaking Background

South Eastern Sydney LHD

	Respondents	Yes	No	Prefer not to say
	2565	2078	434	48
Employee Engagement Index	69	70	71	35

Your Workplace

44. Overall I am proud to be a part of this workplace	74	74	76	33
45. I would recommend my workplace as a good place to work	64	64	66	30
46. I feel motivated to contribute more than what is normally required at work	68	69	69	33
47. I have a strong sense of belonging to my workplace	66	67	66	33
48. Overall I am satisfied to be working here at the present time	70	70	73	37
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	59	63	39
50. There is a positive culture in my workplace	54	53	60	26
51. Overall, I believe the culture at my workplace has improved in the last 12 months	36	35	45	22

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?

