

Employee Engagement Index

Say		% Positive	Variance from 2013
44.	Overall I am proud to be a part of this workplace	74	+5
45.	I would recommend my workplace as a good place to work	66	+6
Stay			
47.	I have a strong sense of belonging to my workplace	67	+4
48.	Overall I am satisfied to be working here at the present time	69	+4
Strive			
3.	Working here makes me want to do the best job I can	74	+5
46.	I feel motivated to contribute more than what is normally required at work	67	+5

Key Questions to focus on

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

	% Positive	Variance from 2013
50.	There is a positive culture in my workplace	58 -
21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	42 -
22.	My organisation is making the necessary decisions to meet our future challenges	45 -
36.	My workplace enables strong professional leadership	56 -
19.	There is a positive relationship between senior management and staff in my workplace	46 +4
18c.	The senior managers at my workplace lead by example in creating a positive workplace	48 +5

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	69
Your Job	68
Service Delivery	66

Questions	% Positive
1. My job makes good use of my skills and abilities	83
28. I have received the appropriate training and development to do my job effectively	76
15d. My line manager treats me with respect	75
44. Overall I am proud to be a part of this workplace	74
3. Working here makes me want to do the best job I can	74

Lowlights

Sections	% Positive
Senior Managers	46
Communication	57
Work Environment	58

Questions	% Positive
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44
22. My organisation is making the necessary decisions to meet our future challenges	45
19. There is a positive relationship between senior management and staff in my workplace	46
18b. The senior managers at my workplace have a clear direction for the future	47

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 Workplace	63	+5
Being Valued	62	+5
Service Delivery	66	+4

Questions	% Positive	Variance from 2013
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	+8
4. The right amount of approvals are required for routine decisions	55	+8
31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	+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	57	+6

Least improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	69	-2
Senior Managers	46	+3
Work Environment	58	+3




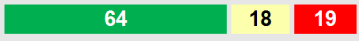
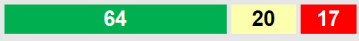










Questions	% Positive	Variance from 2013
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	68	-8
28. I have received the appropriate training and development to do my job effectively	76	-1
35. My workplace is proactive in minimising potential violence/abuse from patients or visitors	66	+1
23. I am kept well informed about what is happening in my workplace	52	+1
15d. My line manager treats me with respect	75	+1

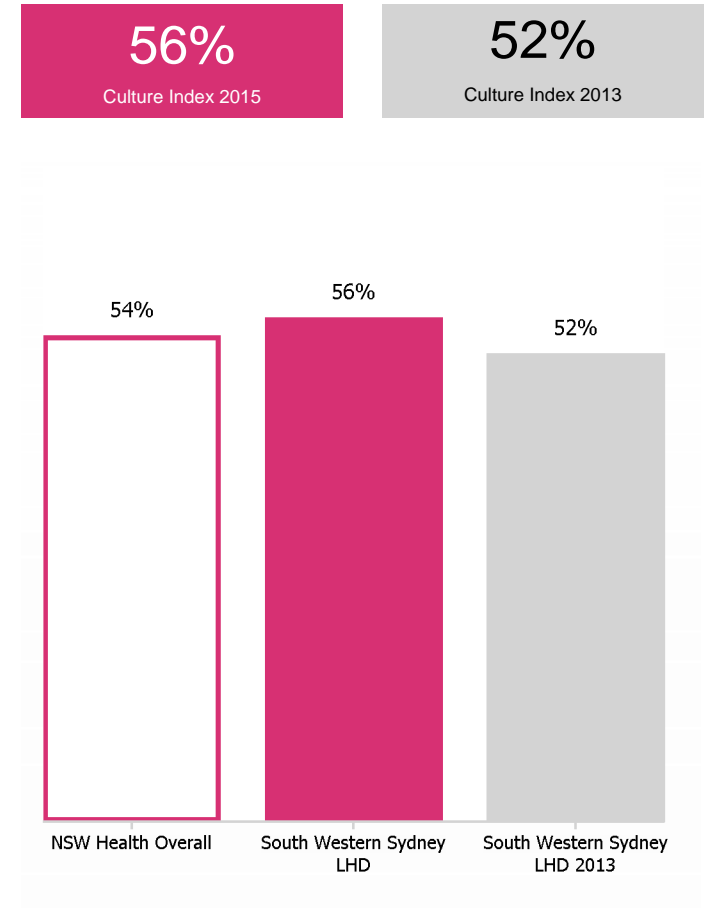
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

Employee Workplace Culture Index

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

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

	KEY	% Positive response	% Neutral response	% Negative response	Variance from 2013
11. Morale is good in my team		57	21	22	+6
12. I believe I am valued for what I can offer at my workplace		65	18	18	+4
13. In my workplace, we recognise our successes and innovations		59	23	19	+4
14. Staff are treated respectfully regardless of their job		64	18	19	+5
17. Overall, I have confidence in the decisions made by my line manager		64	20	17	+5
18b. The senior managers at my workplace have a clear direction for the future		47	32	20	+6
18c. The senior managers at my workplace lead by example in creating a positive workplace		48	28	23	+5
20. Overall, I have confidence in the decisions made by my senior managers		48	30	22	+4
24. I have a say in decisions which affect my work		49	25	26	+3
25. I think it is safe to speak up and challenge the way things are done		54	21	26	+4
26. Where I work, we share the lessons learnt when mistakes are made		62	22	16	+4
31. I have confidence in the processes that my workplace uses to resolve staff conflict		50	26	24	+7
41. My team's objectives/ work plans are clearly outlined		69	20	11	+3
42. Our objectives/work plans help us to deliver a quality service		69	21	10	+4
51. Overall, I believe the culture at my workplace has improved in the last 12 months		44	33	23	+8



Trend Comparison

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



- 96% ■ Proportion of questions above 2013 scores by 1 or more percentage points
- 0% ■ Proportion of questions in line with 2013 scores
- 4% ■ 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>
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	+8
4. The right amount of approvals are required for routine decisions	55	+8
31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	+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	57	+6
45. I would recommend my workplace as a good place to work	66	+6
18b. The senior managers at my workplace have a clear direction for the future	47	+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
16. I receive regular and constructive feedback on my performance	55	+6
44. Overall I am proud to be a part of this workplace	74	+5
14. Staff are treated respectfully regardless of their job	64	+5
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	+5

Trend Comparison

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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>
39. My work environment allows me to deliver the best possible services (patient care or support services)	62	+5
46. I feel motivated to contribute more than what is normally required at work	67	+5
18c. The senior managers at my workplace lead by example in creating a positive workplace	48	+5
17. Overall, I have confidence in the decisions made by my line manager	64	+5
40. In my workplace patient safety is at the centre of all decision making	72	+5
3. Working here makes me want to do the best job I can	74	+5
12. I believe I am valued for what I can offer at my workplace	65	+4
15c. My line manager ensures that when issues are raised in the team, they are addressed	63	+4
47. I have a strong sense of belonging to my workplace	67	+4
13. In my workplace, we recognise our successes and innovations	59	+4
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	+4
33. There are mechanisms in place to support me if I experience stress or pressure	57	+4
20. Overall, I have confidence in the decisions made by my senior managers	48	+4

Trend Comparison

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



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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>
42. Our objectives/work plans help us to deliver a quality service	69	■ +4
34. Reasonable expectations are placed on staff according to their position	57	■ +4
48. Overall I am satisfied to be working here at the present time	69	■ +4
25. I think it is safe to speak up and challenge the way things are done	54	■ +4
26. Where I work, we share the lessons learnt when mistakes are made	62	■ +4
19. There is a positive relationship between senior management and staff in my workplace	46	■ +4
7. The people I work with are willing to help each other even if this means doing something outside their usual job	68	■ +4
9. People in my team are honest and open	64	■ +3
24. I have a say in decisions which affect my work	49	■ +3
41. My team's objectives/ work plans are clearly outlined	69	■ +3
10. My team resolves conflict quickly when it arises	56	■ +3
1. My job makes good use of my skills and abilities	83	■ +3
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	■ +3

Trend Comparison

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



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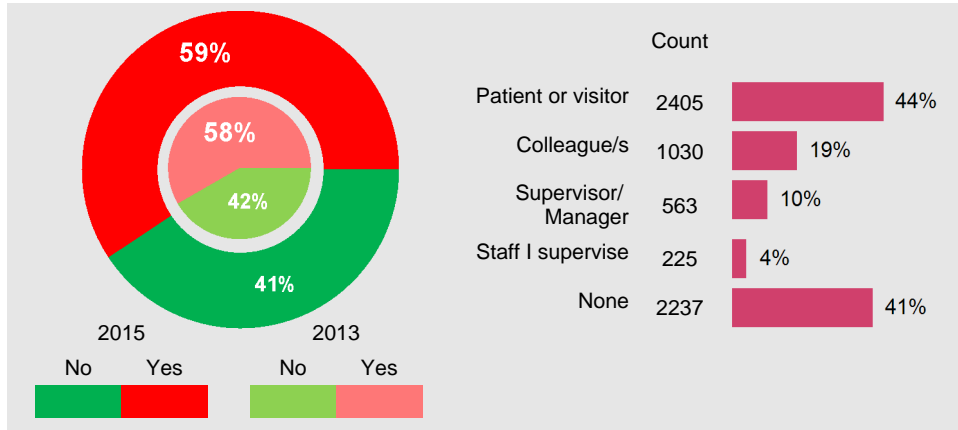
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
15b. My line manager treats all staff in my team fairly	62	+3
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	+3
15a. My line manager recognises and acknowledges when I have done my job well	64	+2
32. I am able to achieve a healthy work/life balance most of the time	63	+2
2. I feel I am able to suggest ideas to improve our ways of doing things	69	+2
8. In my team we generally acknowledge one another's efforts and achievements	70	+2
18a. The senior managers at my workplace are aware of the issues I face in my job	50	+2
5. I have sufficient control over my work so I can do my job well	65	+2
15d. My line manager treats me with respect	75	+1
23. I am kept well informed about what is happening in my workplace	52	+1
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	+1
28. I have received the appropriate training and development to do my job effectively	76	-1
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	68	-8

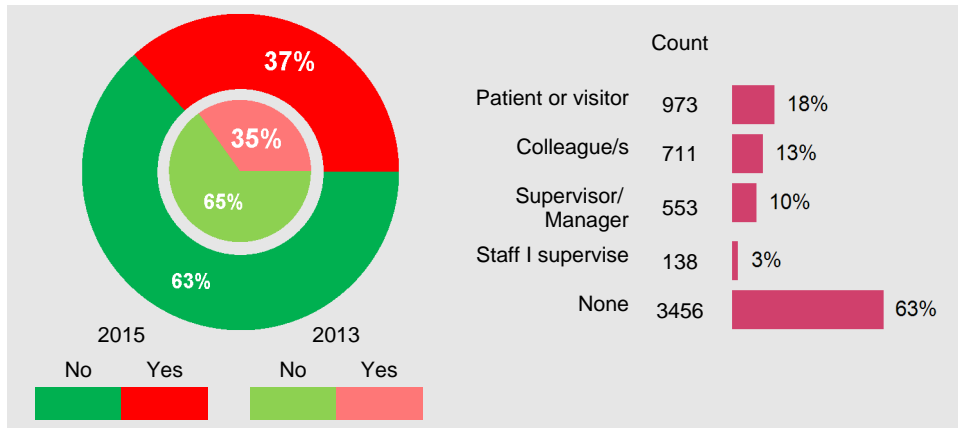
Unacceptable Behaviour

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

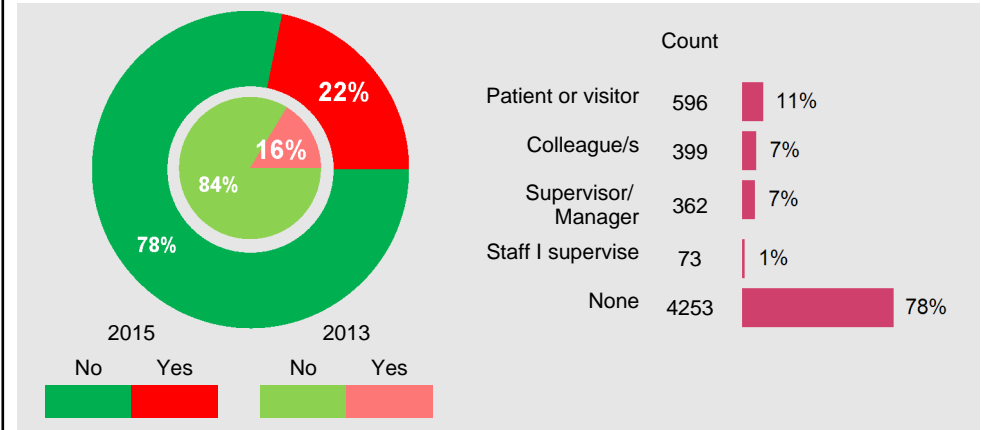
37a. In the last 12 months, I have been verbally abused by a ...



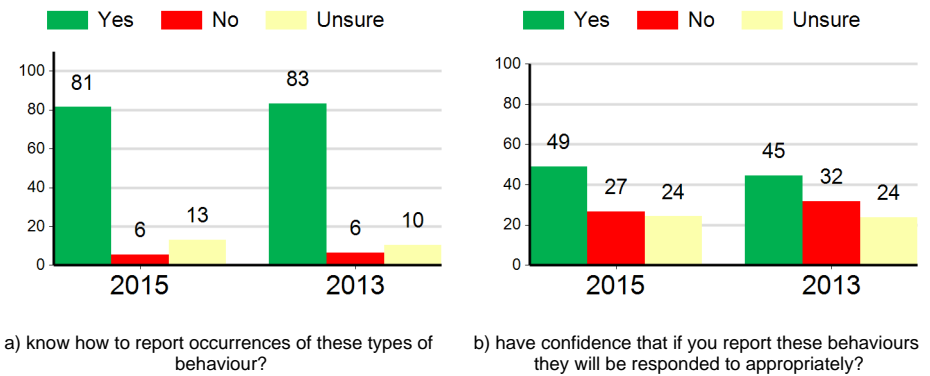
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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



38. Do you currently ...



All Questions

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

Key **K** Key Driver Question

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

Your Job

	% Positive response	% Neutral response	% Negative response	% Positive	South Western Sydney Local Health District 2013	South Western Sydney Local Health District 2011	NSW Health Overall
1. My job makes good use of my skills and abilities	83	9	8	83	80	76	81
2. I feel I am able to suggest ideas to improve our ways of doing things	69	16	15	69	67	66	69
3. Working here makes me want to do the best job I can	74	16	10	74	69	65	72
4. The right amount of approvals are required for routine decisions	55	24	21	55	48	-	52
5. I have sufficient control over my work so I can do my job well	65	18	17	65	64	59	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	17	63	57	53	62

All Questions

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

Key **K** Key Driver Question

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

Your Team

	% Positive response	% Neutral response	% Negative response	% Positive	South Western Sydney Local Health District 2013	South Western 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	68	17	15	68	65	62	69
8. In my team we generally acknowledge one another's efforts and achievements	70	16	14	70	68	64	70
9. People in my team are honest and open	64	21	15	64	60	58	64
10. My team resolves conflict quickly when it arises	56	24	19	56	53	48	53
11. Morale is good in my team	57	21	22	57	51	46	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 Western Sydney Local Health District 2013	South Western Sydney Local Health District 2011	NSW Health Overall
12. I believe I am valued for what I can offer at my workplace	65	18	18	65	60	55	63
13. In my workplace, we recognise our successes and innovations	59	23	19	59	54	48	57
14. Staff are treated respectfully regardless of their job	64	18	19	64	58	54	62

All Questions

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

Key **K** Key Driver Question

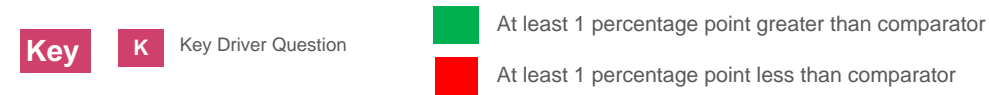
■ At least 1 percentage point greater than comparator
■ At least 1 percentage point less than comparator

Your Line Manager

		% Positive response	% Neutral response	% Negative response	% Positive	South Western Sydney Local Health District 2013	South Western Sydney Local Health District 2011	NSW Health Overall
15a.	My line manager recognises and acknowledges when I have done my job well	64	19	17	64	62	59	65
15b.	My line manager treats all staff in my team fairly	62	17	20	62	60	57	62
15c.	My line manager ensures that when issues are raised in the team, they are addressed	63	19	19	63	59	56	61
15d.	My line manager treats me with respect	75	14	11	75	74	71	76
16.	I receive regular and constructive feedback on my performance	55	22	22	55	50	45	52
17.	Overall, I have confidence in the decisions made by my line manager	64	20	17	64	59	56	63

All Questions

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



		% Positive response	% Neutral response	% Negative response	% Positive	South Western Sydney Local Health District 2013	South Western Sydney Local Health District 2011	NSW Health Overall
Senior Managers								
	18a. The senior managers at my workplace are aware of the issues I face in my job	50	25	26	50	48	39	46
	18b. The senior managers at my workplace have a clear direction for the future	47	32	20	47	41	33	45
K	18c. The senior managers at my workplace lead by example in creating a positive workplace	48	28	23	48	43	35	45
K	19. There is a positive relationship between senior management and staff in my workplace	46	29	26	46	42	32	42
	20. Overall, I have confidence in the decisions made by my senior managers	48	30	22	48	44	35	46
K	21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	32	26	42	-	-	39
K	22. My organisation is making the necessary decisions to meet our future challenges	45	34	21	45	-	-	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 Western Sydney Local Health District 2013	South Western Sydney Local Health District 2011	NSW Health Overall
23. I am kept well informed about what is happening in my workplace	52	24	24	52	51	46	50
24. I have a say in decisions which affect my work	49	25	26	49	46	41	46
25. I think it is safe to speak up and challenge the way things are done	54	21	26	54	50	46	51
26. Where I work, we share the lessons learnt when mistakes are made	62	22	16	62	58	54	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	25	16	60	56	-	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	23	13	64	61	-	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 Western Sydney Local Health District 2013	South Western Sydney Local Health District 2011	NSW Health Overall
28.	I have received the appropriate training and development to do my job effectively	76	15	10	76	77	72	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	68	14	18	68	76	72	68
30.	I am encouraged to take opportunities to learn new skills and have new experiences	62	20	18	62	59	56	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

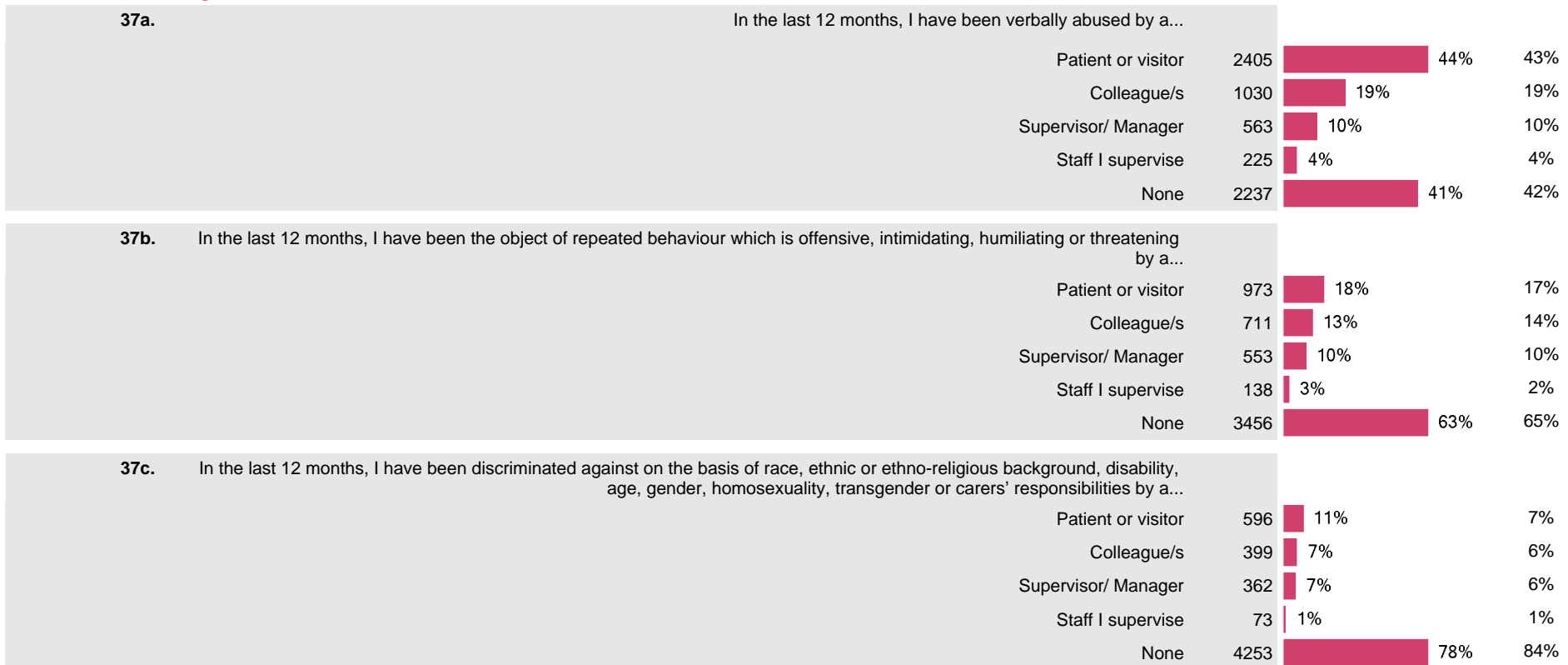
		% Positive response	% Neutral response	% Negative response	% Positive	South Western Sydney Local Health District 2013	South Western Sydney Local Health District 2011	NSW Health Overall
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	50	26	24	50	43	38	44
32.	I am able to achieve a healthy work/life balance most of the time	63	19	18	63	61	56	65
33.	There are mechanisms in place to support me if I experience stress or pressure	57	23	19	57	53	47	56
34.	Reasonable expectations are placed on staff according to their position	57	20	22	57	53	47	57
35.	My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	20	14	66	66	61	69
K 36.	My workplace enables strong professional leadership	56	26	18	56	-	-	52

All Questions

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

South Western Sydney Local Health District 2013

Unacceptable Behaviour



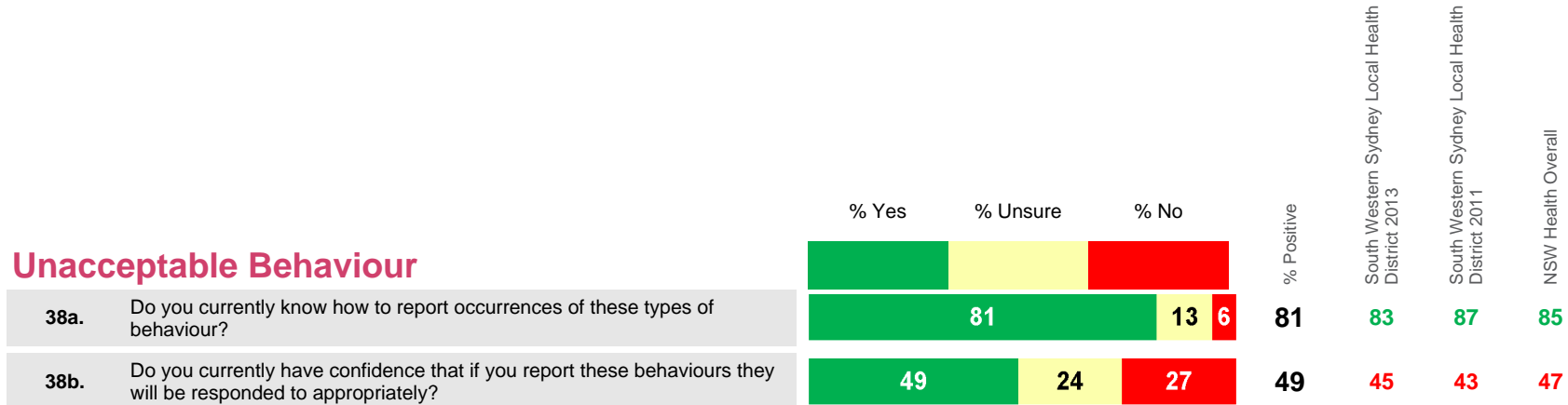
All Questions

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



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 Western Sydney Local Health District 2013	South Western 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)	62	21	17	62	57	50	62
40. In my workplace patient safety is at the centre of all decision making	72	17	11	72	67	64	69
41. My team's objectives/ work plans are clearly outlined	69	20	11	69	66	61	66
42. Our objectives/work plans help us to deliver a quality service	69	21	10	69	65	59	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	26	16	57	52	-	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 Western Sydney Local Health District 2013	South Western Sydney Local Health District 2011	NSW Health Overall
44. Overall I am proud to be a part of this workplace	74	17	9	74	69	64	73
45. I would recommend my workplace as a good place to work	66	20	14	66	60	55	64
46. I feel motivated to contribute more than what is normally required at work	67	19	14	67	62	57	67
47. I have a strong sense of belonging to my workplace	67	20	13	67	63	58	65
48. Overall I am satisfied to be working here at the present time	69	17	14	69	65	60	69
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	26	13	60	54	-	59
K 50. There is a positive culture in my workplace	58	23	19	58	-	-	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	33	23	44	36	29	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 Western 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	6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
	Employee Engagement Index	70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Your Job

1. My job makes good use of my skills and abilities	83	83	85	71	84	89	86	79	79	(r)	88	75	73	81
2. I feel I am able to suggest ideas to improve our ways of doing things	69	66	67	64	76	78	80	60	64	(r)	87	65	57	66
3. Working here makes me want to do the best job I can	74	75	72	71	78	77	82	68	71	(r)	83	74	62	75
4. The right amount of approvals are required for routine decisions	55	48	56	59	55	55	58	53	62	(r)	51	60	47	59
5. I have sufficient control over my work so I can do my job well	65	62	61	67	74	71	75	67	63	(r)	75	70	46	71
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	66	60	58	67	70	68	54	59	(r)	81	62	38	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 Western 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		6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index		70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	68	78	66	64	70	78	73	60	57	(r)	84	52	65	68
8. In my team we generally acknowledge one another's efforts and achievements	70	81	68	64	68	78	81	58	66	(r)	86	58	61	66
9. People in my team are honest and open	64	79	60	56	66	73	70	57	55	(r)	79	49	59	63
10. My team resolves conflict quickly when it arises	56	67	51	52	63	64	61	47	56	(r)	72	45	49	57
11. Morale is good in my team	57	66	52	55	60	67	67	49	56	(r)	71	46	41	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 Western 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		6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index		70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	72	61	62	69	72	70	59	54	(r)	81	64	54	63
13. In my workplace, we recognise our successes and innovations	59	61	56	53	60	69	64	48	58	(r)	74	51	43	56
14. Staff are treated respectfully regardless of their job	64	72	60	60	66	74	73	52	56	(r)	82	48	46	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 Western 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		6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index		70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	69	59	60	71	75	79	51	66	(r)	79	62	41	63
15b. treats all staff in my team fairly	62	75	57	57	67	73	68	52	59	(r)	72	56	43	61
15c. ensures that when issues are raised in the team, they are addressed	63	72	58	58	67	74	68	53	61	(r)	74	58	38	61
15d. treats me with respect	75	82	72	70	80	87	85	62	75	(r)	88	64	54	72
16. I receive regular and constructive feedback on my performance	55	57	52	50	62	65	64	38	60	(r)	71	55	30	52
17. Overall, I have confidence in the decisions made by my line manager	64	76	59	56	69	74	71	51	63	(r)	76	61	39	59

Demographics

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

Key

■ At least 1 percentage points greater than overall score

■ At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	South Western 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		6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index		70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Senior Managers

18a. are aware of the issues I face in my job	50	54	45	43	55	55	50	46	65	(r)	72	52	30	48
18b. have a clear direction for the future	47	48	43	41	55	56	62	39	50	(r)	70	47	27	49
18c. lead by example in creating a positive workplace	48	53	43	45	54	57	56	36	52	(r)	66	49	30	50
19. There is a positive relationship between senior management and staff in my workplace	46	54	39	44	51	57	52	35	46	(r)	64	44	24	47
20. Overall, I have confidence in the decisions made by my senior managers	48	53	42	42	53	57	55	39	50	(r)	73	46	30	51
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	52	36	38	48	47	49	35	46	(r)	63	43	32	46
22. My organisation is making the necessary decisions to meet our future challenges	45	47	40	39	53	51	54	43	52	(r)	70	43	24	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	Role	South Western 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		6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index		70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Communication

23. I am kept well informed about what is happening in my workplace	52	56	50	45	54	59	62	46	49	(r)	74	46	27	51
24. I have a say in decisions which affect my work	49	49	46	43	56	54	63	44	46	(r)	78	40	35	51
25. I think it is safe to speak up and challenge the way things are done	54	59	50	49	57	60	60	50	54	(r)	73	54	41	51
26. Where I work, we share the lessons learnt when mistakes are made	62	68	61	56	65	66	63	60	67	(r)	65	52	46	55
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	56	56	57	67	67	85	59	59	(r)	90	50	41	62
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	60	59	66	76	68	85	63	63	(r)	89	56	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

	Role	South Western 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		6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index		70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	79	76	69	71	85	80	66	72	(r)	84	72	46	70
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	68	61	59	70	81	81	93	65	66	(r)	83	79	81	75
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	66	61	52	62	77	76	50	46	(r)	76	60	41	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

	South Western 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 Western 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	6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index	70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	54	47	45	53	57	54	36	53	(r)	67	47	32	48
32. I am able to achieve a healthy work/life balance most of the time	63	55	59	66	70	73	77	60	65	(r)	63	63	54	61
33. There are mechanisms in place to support me if I experience stress or pressure	57	51	54	58	63	67	64	44	58	(r)	69	58	38	57
34. Reasonable expectations are placed on staff according to their position	57	60	54	59	60	65	63	55	59	(r)	67	57	35	56
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	67	60	70	73	81	84	61	67	(r)	83	61	51	64
36. My workplace enables strong professional leadership	56	62	53	52	58	65	61	46	51	(r)	73	49	28	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

	South Western 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														
Respondents	6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index	70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	64	85	84	84	87	88	69	89	(r)	90	72	62	73
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	42	46	48	56	59	60	38	48	(r)	64	48	30	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

	Role	South Western 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		6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index		70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	58	58	71	73	61	67	63	69	(r)	79	67	46	66
40.	In my workplace patient safety is at the centre of all decision making	72	69	70	76	69	76	77	71	86	(r)	75	74	62	69
41.	My team's objectives/ work plans are clearly outlined	69	73	66	67	71	76	82	63	68	(r)	86	63	41	66
42.	Our objectives/work plans help us to deliver a quality service	69	69	65	69	75	75	79	67	69	(r)	86	63	46	68
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	56	52	61	64	61	68	59	62	(r)	79	56	41	59

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Role	South Western 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	6365	536	2712	370	546	858	96	157	124	6	121	222	37	361
Employee Engagement Index	70	73	66	70	73	76	80	60	66	(r)	83	69	58	70

Your Workplace

44. Overall I am proud to be a part of this workplace	74	78	70	75	79	82	89	66	68	(r)	88	75	59	75
45. I would recommend my workplace as a good place to work	66	69	61	66	68	76	75	52	63	(r)	84	67	54	66
46. I feel motivated to contribute more than what is normally required at work	67	72	63	69	73	75	80	57	64	(r)	85	66	54	65
47. I have a strong sense of belonging to my workplace	67	71	65	67	70	71	74	57	61	(r)	79	62	54	66
48. Overall I am satisfied to be working here at the present time	69	72	65	71	72	77	82	63	67	(r)	78	67	62	71
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	66	58	56	61	71	69	47	56	(r)	74	55	46	56
50. There is a positive culture in my workplace	58	69	53	57	57	69	63	43	57	(r)	69	54	42	57
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	44	43	42	43	44	52	32	45	(r)	55	46	35	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

South Western Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	6365	1245	4987
	70	76	68

Your Job

1. My job makes good use of my skills and abilities	83	88	82
2. I feel I am able to suggest ideas to improve our ways of doing things	69	79	67
3. Working here makes me want to do the best job I can	74	79	73
4. The right amount of approvals are required for routine decisions	55	49	57
5. I have sufficient control over my work so I can do my job well	65	64	66
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	74	60

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

South Western Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	6365	1245	4987
	70	76	68

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	68	75	67
8.	In my team we generally acknowledge one another's efforts and achievements	70	81	67
9.	People in my team are honest and open	64	73	61
10.	My team resolves conflict quickly when it arises	56	65	54
11.	Morale is good in my team	57	65	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 Western Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	6365	1245	4987
	70	76	68

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	70	63
13. In my workplace, we recognise our successes and innovations	59	66	56
14. Staff are treated respectfully regardless of their job	64	71	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

	South Western Sydney LHD	Yes	No
Manage staff			
Respondents	6365	1245	4987
Employee Engagement Index	70	76	68

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	69	63
15b. treats all staff in my team fairly	62	67	61
15c. ensures that when issues are raised in the team, they are addressed	63	67	62
15d. treats me with respect	75	81	74
16. I receive regular and constructive feedback on my performance	55	59	55
17. Overall, I have confidence in the decisions made by my line manager	64	69	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 Western Sydney LHD

	Respondents	Yes	No
	6365	1245	4987
Employee Engagement Index	70	76	68

Senior Managers

18a. are aware of the issues I face in my job	50	56	48
18b. have a clear direction for the future	47	53	46
18c. lead by example in creating a positive workplace	48	54	47
19. There is a positive relationship between senior management and staff in my workplace	46	50	45
20. Overall, I have confidence in the decisions made by my senior managers	48	52	46
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	45	41
22. My organisation is making the necessary decisions to meet our future challenges	45	50	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 Western Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	6365	1245	4987
	70	76	68

Communication

23. I am kept well informed about what is happening in my workplace	52	59	50
24. I have a say in decisions which affect my work	49	59	46
25. I think it is safe to speak up and challenge the way things are done	54	61	52
26. Where I work, we share the lessons learnt when mistakes are made	62	69	60
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	68	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	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 Western Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	6365	1245	4987
	70	76	68

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	78	75
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	68	67	68
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	71	60

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

South Western Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	6365	1245	4987
	70	76	68

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	55	48
32. I am able to achieve a healthy work/life balance most of the time	63	61	63
33. There are mechanisms in place to support me if I experience stress or pressure	57	60	57
34. Reasonable expectations are placed on staff according to their position	57	61	57
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	70	66
36. My workplace enables strong professional leadership	56	64	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 Western Sydney LHD	Yes	No
Manage staff			
Respondents	6365	1245	4987
Employee Engagement Index	70	76	68

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	89	80
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	54	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

		South Western Sydney LHD		
			Yes	No
Manage staff				
	Respondents	6365	1245	4987
	Employee Engagement Index	70	76	68

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	62	62
40.	In my workplace patient safety is at the centre of all decision making	72	73	71
41.	My team's objectives/ work plans are clearly outlined	69	78	67
42.	Our objectives/work plans help us to deliver a quality service	69	76	67
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	62	56

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Manage staff

South Western Sydney LHD

	Respondents	Yes	No
Employee Engagement Index	6365	1245	4987
	70	76	68

Your Workplace

44. Overall I am proud to be a part of this workplace	74	81	73
45. I would recommend my workplace as a good place to work	66	73	64
46. I feel motivated to contribute more than what is normally required at work	67	74	66
47. I have a strong sense of belonging to my workplace	67	75	65
48. Overall I am satisfied to be working here at the present time	69	73	68
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	65	59
50. There is a positive culture in my workplace	58	62	57
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	49	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	South Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Your Job

1. My job makes good use of my skills and abilities	83	86	89	93	95
2. I feel I am able to suggest ideas to improve our ways of doing things	69	75	82	82	93
3. Working here makes me want to do the best job I can	74	75	82	87	88
4. The right amount of approvals are required for routine decisions	55	50	41	39	53
5. I have sufficient control over my work so I can do my job well	65	62	62	66	75
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	72	78	81	90

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	South Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	68	70	80	85	93
8. In my team we generally acknowledge one another's efforts and achievements	70	76	86	92	90
9. People in my team are honest and open	64	68	79	86	98
10. My team resolves conflict quickly when it arises	56	59	74	78	83
11. Morale is good in my team	57	60	72	73	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 Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	65	72	79	90
13. In my workplace, we recognise our successes and innovations	59	63	68	75	85
14. Staff are treated respectfully regardless of their job	64	68	74	83	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 Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	65	69	84	83
15b. treats all staff in my team fairly	62	63	72	83	75
15c. ensures that when issues are raised in the team, they are addressed	63	64	70	83	83
15d. treats me with respect	75	78	84	89	85
16. I receive regular and constructive feedback on my performance	55	57	57	67	70
17. Overall, I have confidence in the decisions made by my line manager	64	67	67	82	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 Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Senior Managers

18a. are aware of the issues I face in my job	50	50	58	71	85
18b. have a clear direction for the future	47	48	54	65	78
18c. lead by example in creating a positive workplace	48	50	57	65	68
19. There is a positive relationship between senior management and staff in my workplace	46	46	51	61	75
20. Overall, I have confidence in the decisions made by my senior managers	48	49	53	64	75
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	41	45	59	68
22. My organisation is making the necessary decisions to meet our future challenges	45	45	53	62	78

Demographics

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

Key



At least 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 Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Communication

23. I am kept well informed about what is happening in my workplace	52	54	60	70	78
24. I have a say in decisions which affect my work	49	54	62	73	90
25. I think it is safe to speak up and challenge the way things are done	54	57	65	72	80
26. Where I work, we share the lessons learnt when mistakes are made	62	66	70	79	80
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	61	75	79	93
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	63	77	76	95

Demographics

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

Key



At least 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 Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	77	77	83	88
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	68	62	68	77	88
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	69	67	78	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 Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	52	53	66	80
32. I am able to achieve a healthy work/life balance most of the time	63	61	62	61	58
33. There are mechanisms in place to support me if I experience stress or pressure	57	58	61	64	73
34. Reasonable expectations are placed on staff according to their position	57	56	62	68	73
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	65	76	78	90
36. My workplace enables strong professional leadership	56	60	65	76	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 Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	89	92	90	98
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	52	57	60	74

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	South Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	59	63	67	78
40. In my workplace patient safety is at the centre of all decision making	72	72	70	74	95
41. My team's objectives/ work plans are clearly outlined	69	73	82	85	93
42. Our objectives/work plans help us to deliver a quality service	69	71	82	84	93
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	58	63	67	80

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Management Responsibility

	South Western Sydney LHD	Front line Manager	Middle Manager	Senior Manager	Executive
Respondents	6365	671	280	150	40
Employee Engagement Index	70	72	79	86	90

Your Workplace

44. Overall I am proud to be a part of this workplace	74	76	85	91	98
45. I would recommend my workplace as a good place to work	66	69	76	84	83
46. I feel motivated to contribute more than what is normally required at work	67	69	77	85	88
47. I have a strong sense of belonging to my workplace	67	71	77	84	93
48. Overall I am satisfied to be working here at the present time	69	69	76	84	90
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	61	66	75	85
50. There is a positive culture in my workplace	58	58	65	74	80
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	46	46	56	68

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	South Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Your Job

1. My job makes good use of my skills and abilities	83	83	84	86	68	75	81
2. I feel I am able to suggest ideas to improve our ways of doing things	69	70	68	72	64	58	71
3. Working here makes me want to do the best job I can	74	73	73	79	80	72	67
4. The right amount of approvals are required for routine decisions	55	55	52	62	56	63	57
5. I have sufficient control over my work so I can do my job well	65	65	65	72	72	64	71
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	61	74	64	58	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 Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	68	67	70	80	76	61	85
8. In my team we generally acknowledge one another's efforts and achievements	70	69	71	79	60	67	70
9. People in my team are honest and open	64	62	64	77	72	62	85
10. My team resolves conflict quickly when it arises	56	56	52	66	75	56	65
11. Morale is good in my team	57	56	54	69	80	60	65

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	South Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	64	62	74	68	64	65
13. In my workplace, we recognise our successes and innovations	59	58	57	70	72	57	55
14. Staff are treated respectfully regardless of their job	64	62	64	78	60	63	80

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	South Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	64	63	73	68	61	55
15b. treats all staff in my team fairly	62	61	60	78	68	61	55
15c. ensures that when issues are raised in the team, they are addressed	63	62	60	78	76	62	55
15d. treats me with respect	75	74	76	87	72	73	65
16. I receive regular and constructive feedback on my performance	55	56	53	65	68	52	55
17. Overall, I have confidence in the decisions made by my line manager	64	63	62	81	72	61	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 Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Senior Managers

18a. are aware of the issues I face in my job	50	50	44	59	48	53	45
18b. have a clear direction for the future	47	48	41	59	60	50	40
18c. lead by example in creating a positive workplace	48	48	43	60	54	53	55
19. There is a positive relationship between senior management and staff in my workplace	46	46	38	63	68	52	40
20. Overall, I have confidence in the decisions made by my senior managers	48	48	39	66	68	54	45
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	41	35	60	60	51	55
22. My organisation is making the necessary decisions to meet our future challenges	45	46	36	59	67	51	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

Employment Status

	South Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Communication

23. I am kept well informed about what is happening in my workplace	52	52	48	63	76	53	65
24. I have a say in decisions which affect my work	49	50	44	60	72	43	50
25. I think it is safe to speak up and challenge the way things are done	54	53	51	63	63	56	65
26. Where I work, we share the lessons learnt when mistakes are made	62	61	60	72	76	64	65
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	61	54	66	68	61	70
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	65	58	70	76	62	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 Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	75	75	80	72	72	84
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	68	70	62	70	68	63	53
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	63	58	76	68	54	63

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	South Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	50	46	61	64	53	58
32. I am able to achieve a healthy work/life balance most of the time	63	61	67	69	76	66	58
33. There are mechanisms in place to support me if I experience stress or pressure	57	57	57	63	67	58	53
34. Reasonable expectations are placed on staff according to their position	57	56	56	71	68	60	63
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	65	67	75	76	66	63
36. My workplace enables strong professional leadership	56	55	52	67	68	56	63

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Employment Status

	South Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	83	84	72	60	72	58
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	49	47	54	44	50	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

Employment Status

	South Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	63	59	69	68	68	53
40. In my workplace patient safety is at the centre of all decision making	72	71	71	76	68	73	63
41. My team's objectives/ work plans are clearly outlined	69	69	67	80	76	67	63
42. Our objectives/work plans help us to deliver a quality service	69	69	66	79	75	71	63
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	57	52	70	60	61	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

Employment Status

	South Western Sydney LHD	Permanent/Ongoing Full time	Permanent/Ongoing Part time	Fixed term or temporary contract	Agency	Casual	Contractor
Respondents	6365	4190	1338	381	25	305	21
Employee Engagement Index	70	69	68	78	78	70	76

Your Workplace

44. Overall I am proud to be a part of this workplace	74	74	73	84	80	76	79
45. I would recommend my workplace as a good place to work	66	65	63	77	76	70	79
46. I feel motivated to contribute more than what is normally required at work	67	67	65	78	67	69	74
47. I have a strong sense of belonging to my workplace	67	67	67	67	84	65	79
48. Overall I am satisfied to be working here at the present time	69	69	67	79	80	69	79
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	59	60	72	72	65	74
50. There is a positive culture in my workplace	58	57	55	77	76	61	68
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	46	36	43	52	46	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 Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Your Job

1. My job makes good use of my skills and abilities	83	82	83	82	82	85
2. I feel I am able to suggest ideas to improve our ways of doing things	69	65	70	72	67	70
3. Working here makes me want to do the best job I can	74	84	76	74	70	74
4. The right amount of approvals are required for routine decisions	55	68	65	60	54	51
5. I have sufficient control over my work so I can do my job well	65	74	70	66	63	64
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	63	68	67	65	60	63

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	68	78	70	70	63	69
8. In my team we generally acknowledge one another's efforts and achievements	70	77	71	71	66	71
9. People in my team are honest and open	64	73	67	62	60	64
10. My team resolves conflict quickly when it arises	56	67	58	57	54	55
11. Morale is good in my team	57	72	66	60	55	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 Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	77	69	67	61	63
13. In my workplace, we recognise our successes and innovations	59	68	64	60	56	56
14. Staff are treated respectfully regardless of their job	64	75	69	68	60	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 Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	75	70	67	63	61
15b. treats all staff in my team fairly	62	78	71	66	59	58
15c. ensures that when issues are raised in the team, they are addressed	63	78	69	68	61	58
15d. treats me with respect	75	84	79	80	73	73
16. I receive regular and constructive feedback on my performance	55	64	61	61	54	52
17. Overall, I have confidence in the decisions made by my line manager	64	78	72	69	62	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Senior Managers

18a. are aware of the issues I face in my job	50	63	56	53	46	47
18b. have a clear direction for the future	47	62	53	51	45	43
18c. lead by example in creating a positive workplace	48	66	57	53	47	42
19. There is a positive relationship between senior management and staff in my workplace	46	67	57	51	43	40
20. Overall, I have confidence in the decisions made by my senior managers	48	68	56	53	45	41
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	64	54	47	39	36
22. My organisation is making the necessary decisions to meet our future challenges	45	64	52	51	42	39

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Communication

23. I am kept well informed about what is happening in my workplace	52	63	61	56	51	48
24. I have a say in decisions which affect my work	49	58	53	51	46	47
25. I think it is safe to speak up and challenge the way things are done	54	62	58	58	52	51
26. Where I work, we share the lessons learnt when mistakes are made	62	71	68	67	59	59
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	67	64	64	57	58
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	73	69	66	61	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 Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	76	76	78	74	75
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	68	74	72	75	67	64
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	74	69	68	60	58

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	64	59	54	48	45
32. I am able to achieve a healthy work/life balance most of the time	63	71	64	65	61	61
33. There are mechanisms in place to support me if I experience stress or pressure	57	67	61	62	55	55
34. Reasonable expectations are placed on staff according to their position	57	73	65	61	55	54
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	79	70	67	61	66
36. My workplace enables strong professional leadership	56	71	64	60	54	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

Length of Service

	South Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	62	72	81	82	87
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	55	50	53	46	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Length of Service

	South Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	78	66	63	61	60
40. In my workplace patient safety is at the centre of all decision making	72	82	75	71	69	71
41. My team's objectives/ work plans are clearly outlined	69	76	71	72	67	68
42. Our objectives/work plans help us to deliver a quality service	69	79	72	70	67	66
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	70	61	60	56	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 Western 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	6365	498	467	1022	1447	2816
Employee Engagement Index	70	81	73	71	66	68

Your Workplace

44. Overall I am proud to be a part of this workplace	74	87	78	77	70	73
45. I would recommend my workplace as a good place to work	66	80	71	69	62	62
46. I feel motivated to contribute more than what is normally required at work	67	82	73	69	64	65
47. I have a strong sense of belonging to my workplace	67	73	67	68	65	66
48. Overall I am satisfied to be working here at the present time	69	82	72	71	65	68
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	75	66	62	57	58
50. There is a positive culture in my workplace	58	78	67	60	56	53
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	47	50	48	44	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

South Western Sydney LHD

Male

Female

Prefer not to say

Respondents	6365	1169	4473	260
Employee Engagement Index	70	70	71	45

Your Job

1. My job makes good use of my skills and abilities	83	82	85	60
2. I feel I am able to suggest ideas to improve our ways of doing things	69	69	71	45
3. Working here makes me want to do the best job I can	74	73	76	47
4. The right amount of approvals are required for routine decisions	55	52	57	34
5. I have sufficient control over my work so I can do my job well	65	64	67	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	65	64	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

Gender

South Western Sydney LHD

Male

Female

Prefer not to say

Respondents

6365

1169

4473

260

Employee Engagement Index

70

70

71

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	68	71	69	53
8.	In my team we generally acknowledge one another's efforts and achievements	70	73	70	55
9.	People in my team are honest and open	64	67	64	49
10.	My team resolves conflict quickly when it arises	56	60	56	42
11.	Morale is good in my team	57	60	57	40

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

South Western Sydney LHD

Male

Female

Prefer not to say

Respondents	6365	1169	4473	260
Employee Engagement Index	70	70	71	45

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	68	65	41
13. In my workplace, we recognise our successes and innovations	59	60	59	38
14. Staff are treated respectfully regardless of their job	64	65	64	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

Gender

South Western Sydney LHD

Male

Female

Prefer not to say

Respondents

6365 1169 4473 260

Employee Engagement Index

70 70 71 45

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	65	65	48
15b. treats all staff in my team fairly	62	65	62	45
15c. ensures that when issues are raised in the team, they are addressed	63	65	63	44
15d. treats me with respect	75	76	76	58
16. I receive regular and constructive feedback on my performance	55	57	56	40
17. Overall, I have confidence in the decisions made by my line manager	64	67	64	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

South Western Sydney LHD

Male

Female

Prefer not to say

Respondents

6365 1169 4473 260

Employee Engagement Index

70 70 71 45

Senior Managers

18a. are aware of the issues I face in my job	50	54	49	32
18b. have a clear direction for the future	47	48	48	29
18c. lead by example in creating a positive workplace	48	51	49	23
19. There is a positive relationship between senior management and staff in my workplace	46	49	45	27
20. Overall, I have confidence in the decisions made by my senior managers	48	51	48	27
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	46	42	22
22. My organisation is making the necessary decisions to meet our future challenges	45	47	45	27

Demographics

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

Key



At least 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 Western Sydney LHD

Male

Female

Prefer not to say

Respondents	6365	1169	4473	260
Employee Engagement Index	70	70	71	45

Communication

23. I am kept well informed about what is happening in my workplace	52	54	53	35
24. I have a say in decisions which affect my work	49	50	50	32
25. I think it is safe to speak up and challenge the way things are done	54	55	55	31
26. Where I work, we share the lessons learnt when mistakes are made	62	64	62	43
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	61	60	44
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	65	64	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

South Western Sydney LHD

Male

Female

Prefer not to say

Respondents	6365	1169	4473	260
Employee Engagement Index	70	70	71	45

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	75	77	60
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	68	68	69	49
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	64	63	42

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Gender

South Western Sydney LHD

Male

Female

Prefer not to say

Respondents

6365 1169 4473 260

Employee Engagement Index

70 70 71 45

Work Environment

	Overall	Male	Female	Prefer not to say
31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	54	50	33
32. I am able to achieve a healthy work/life balance most of the time	63	61	64	43
33. There are mechanisms in place to support me if I experience stress or pressure	57	58	58	41
34. Reasonable expectations are placed on staff according to their position	57	60	58	35
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	66	68	50
36. My workplace enables strong professional leadership	56	58	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 Western Sydney LHD

Male

Female

Prefer not to say

Respondents	6365	1169	4473	260
Employee Engagement Index	70	70	71	45

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	76	83	79
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	50	50	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 Western Sydney LHD

Male

Female

Prefer not to say

Respondents

6365 1169 4473 260

Employee Engagement Index

70 70 71 45

Service Delivery

		South Western Sydney LHD	Male	Female	Prefer not to say
39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	63	63	39
40.	In my workplace patient safety is at the centre of all decision making	72	71	73	48
41.	My team's objectives/ work plans are clearly outlined	69	68	71	49
42.	Our objectives/work plans help us to deliver a quality service	69	67	70	50
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	57	58	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 Western Sydney LHD

Male

Female

Prefer not to say

Respondents

6365 1169 4473 260

Employee Engagement Index

70 70 71 45

Your Workplace

44. Overall I am proud to be a part of this workplace	74	76	76	49
45. I would recommend my workplace as a good place to work	66	68	66	40
46. I feel motivated to contribute more than what is normally required at work	67	68	69	45
47. I have a strong sense of belonging to my workplace	67	68	68	46
48. Overall I am satisfied to be working here at the present time	69	69	71	42
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	61	61	40
50. There is a positive culture in my workplace	58	62	58	35
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	45	44	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 Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Your Job

1. My job makes good use of my skills and abilities	83	83	83	87	84	84	83	83	84	86	69
2. I feel I am able to suggest ideas to improve our ways of doing things	69	67	71	72	71	70	71	70	67	74	50
3. Working here makes me want to do the best job I can	74	79	71	73	72	71	77	75	77	82	58
4. The right amount of approvals are required for routine decisions	55	65	55	58	55	55	55	53	54	60	40
5. I have sufficient control over my work so I can do my job well	65	68	65	67	64	64	64	67	65	75	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	66	66	66	65	65	62	63	58	63	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

Age Group

	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	68	71	72	69	69	65	68	69	68	71	60
8. In my team we generally acknowledge one another's efforts and achievements	70	73	71	72	71	68	68	70	70	73	62
9. People in my team are honest and open	64	67	65	68	62	62	64	63	63	66	51
10. My team resolves conflict quickly when it arises	56	60	60	60	56	55	53	56	53	57	47
11. Morale is good in my team	57	69	64	61	57	54	55	54	49	58	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	73	66	68	65	64	64	65	61	70	43
13. In my workplace, we recognise our successes and innovations	59	64	62	62	61	59	57	57	55	59	40
14. Staff are treated respectfully regardless of their job	64	69	71	68	65	62	58	62	61	68	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	72	69	67	67	63	62	62	59	65	49
15b. treats all staff in my team fairly	62	70	67	69	64	59	59	60	56	62	53
15c. ensures that when issues are raised in the team, they are addressed	63	72	68	68	66	60	60	60	57	63	48
15d. treats me with respect	75	80	82	80	77	73	71	72	72	78	63
16. I receive regular and constructive feedback on my performance	55	59	60	60	59	52	53	51	53	54	43
17. Overall, I have confidence in the decisions made by my line manager	64	74	70	70	66	63	59	60	57	62	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Senior Managers

18a. are aware of the issues I face in my job	50	57	53	49	53	46	50	49	45	52	40
18b. have a clear direction for the future	47	56	52	52	49	46	44	47	41	45	34
18c. lead by example in creating a positive workplace	48	61	55	51	51	44	44	46	45	47	33
19. There is a positive relationship between senior management and staff in my workplace	46	62	54	49	49	41	41	43	38	44	34
20. Overall, I have confidence in the decisions made by my senior managers	48	61	54	54	49	43	45	45	41	46	33
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	58	47	46	45	39	38	38	36	41	28
22. My organisation is making the necessary decisions to meet our future challenges	45	58	50	49	46	42	43	43	38	43	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Communication

23. I am kept well informed about what is happening in my workplace	52	61	56	55	57	51	50	50	45	50	41
24. I have a say in decisions which affect my work	49	49	50	54	54	48	48	47	45	52	35
25. I think it is safe to speak up and challenge the way things are done	54	57	57	59	56	56	51	51	48	56	33
26. Where I work, we share the lessons learnt when mistakes are made	62	68	67	65	64	61	61	58	56	62	49
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	61	63	60	64	60	59	58	57	64	47
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	66	67	63	65	64	62	61	62	68	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

	Age Group										
	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	78	79	76	77	72	74	78	75	77	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	68	70	70	69	71	69	67	65	69	69	54
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	71	70	68	66	61	59	57	59	57	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

Age Group

	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	63	57	53	52	48	45	46	45	46	38
32. I am able to achieve a healthy work/life balance most of the time	63	63	66	63	66	59	62	63	61	70	49
33. There are mechanisms in place to support me if I experience stress or pressure	57	64	61	56	59	57	56	56	55	61	45
34. Reasonable expectations are placed on staff according to their position	57	66	60	58	58	57	56	56	58	59	42
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	69	69	67	67	65	66	66	68	71	51
36. My workplace enables strong professional leadership	56	68	62	62	58	53	51	51	52	52	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

Age Group

	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	72	76	78	81	83	83	86	87	89	82
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	52	55	51	49	48	48	47	46	52	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 Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	69	61	62	65	62	63	64	62	66	46
40. In my workplace patient safety is at the centre of all decision making	72	74	70	71	72	73	74	74	74	71	56
41. My team's objectives/ work plans are clearly outlined	69	74	72	69	70	68	71	68	67	69	54
42. Our objectives/work plans help us to deliver a quality service	69	76	71	70	68	69	68	67	68	68	54
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	67	61	60	57	55	56	56	54	56	44

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Age Group

	South Western 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	6365	440	771	766	742	781	660	737	604	464	290
Employee Engagement Index	70	76	71	71	68	67	70	70	70	76	55

Your Workplace

44. Overall I am proud to be a part of this workplace	74	81	76	75	71	72	74	75	75	81	60
45. I would recommend my workplace as a good place to work	66	75	70	69	65	64	63	64	61	68	49
46. I feel motivated to contribute more than what is normally required at work	67	73	71	68	65	65	66	68	68	74	53
47. I have a strong sense of belonging to my workplace	67	69	65	69	66	66	67	65	69	73	54
48. Overall I am satisfied to be working here at the present time	69	76	70	70	67	66	70	70	69	76	53
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	70	65	63	60	55	57	59	63	62	46
50. There is a positive culture in my workplace	58	72	65	60	57	54	54	55	54	59	43
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	49	47	49	45	44	43	43	36	40	34

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Your Job

1. My job makes good use of my skills and abilities	83	82	88	84	64
2. I feel I am able to suggest ideas to improve our ways of doing things	69	71	69	70	46
3. Working here makes me want to do the best job I can	74	73	75	75	57
4. The right amount of approvals are required for routine decisions	55	66	81	56	40
5. I have sufficient control over my work so I can do my job well	65	64	69	66	46
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	65	81	64	47

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Your Team

7. The people I work with are willing to help each other even if this means doing something outside their usual job	68	67	56	69	58
8. In my team we generally acknowledge one another's efforts and achievements	70	69	69	71	59
9. People in my team are honest and open	64	63	60	64	55
10. My team resolves conflict quickly when it arises	56	60	50	56	48
11. Morale is good in my team	57	63	63	57	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	65	75	66	45
13. In my workplace, we recognise our successes and innovations	59	64	75	59	45
14. Staff are treated respectfully regardless of their job	64	61	69	65	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

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	68	69	65	48
15b. treats all staff in my team fairly	62	66	75	63	49
15c. ensures that when issues are raised in the team, they are addressed	63	63	69	64	47
15d. treats me with respect	75	76	87	76	56
16. I receive regular and constructive feedback on my performance	55	59	75	56	46
17. Overall, I have confidence in the decisions made by my line manager	64	66	69	65	48

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Senior Managers

18a. are aware of the issues I face in my job	50	55	81	50	40
18b. have a clear direction for the future	47	50	69	48	36
18c. lead by example in creating a positive workplace	48	53	75	49	34
19. There is a positive relationship between senior management and staff in my workplace	46	49	75	46	34
20. Overall, I have confidence in the decisions made by my senior managers	48	48	73	48	32
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	49	75	42	29
22. My organisation is making the necessary decisions to meet our future challenges	45	52	75	45	32

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Communication

23. I am kept well informed about what is happening in my workplace	52	49	57	53	41
24. I have a say in decisions which affect my work	49	52	73	50	34
25. I think it is safe to speak up and challenge the way things are done	54	56	67	55	37
26. Where I work, we share the lessons learnt when mistakes are made	62	58	67	63	45
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	61	67	60	48
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	64	73	64	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



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(r) Where group has less than 10 respondents

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	72	75	77	59
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	68	70	69	69	54
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	63	69	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 Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	49	63	51	37
32. I am able to achieve a healthy work/life balance most of the time	63	66	63	64	44
33. There are mechanisms in place to support me if I experience stress or pressure	57	62	75	58	43
34. Reasonable expectations are placed on staff according to their position	57	55	63	59	39
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	65	56	68	46
36. My workplace enables strong professional leadership	56	57	63	57	34

Demographics

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(r) Where group has less than 10 respondents

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	86	69	82	74
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	49	56	50	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

Australian Aboriginal

	South Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Service Delivery

39. My work environment allows me to deliver the best possible services (patient care or support services)	62	71	88	63	44
40. In my workplace patient safety is at the centre of all decision making	72	76	81	73	52
41. My team's objectives/ work plans are clearly outlined	69	67	88	70	51
42. Our objectives/work plans help us to deliver a quality service	69	70	81	70	53
43. At my workplace there is a good balance between delivering services and monitoring service delivery	57	63	75	58	41

Demographics

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

Key



At least 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 Western Sydney LHD	Australian Aboriginal Origin	Torres Strait Islander	None of the above	Prefer not to say
Respondents	6365	158	16	5756	322
Employee Engagement Index	70	67	73	71	51

Your Workplace

44. Overall I am proud to be a part of this workplace	74	71	75	76	55
45. I would recommend my workplace as a good place to work	66	64	75	67	45
46. I feel motivated to contribute more than what is normally required at work	67	66	69	68	52
47. I have a strong sense of belonging to my workplace	67	60	75	68	51
48. Overall I am satisfied to be working here at the present time	69	65	67	70	49
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	60	69	61	43
50. There is a positive culture in my workplace	58	56	75	59	43
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	52	75	44	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 Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Your Job

1. My job makes good use of my skills and abilities	83	74	84	61
2. I feel I am able to suggest ideas to improve our ways of doing things	69	58	70	49
3. Working here makes me want to do the best job I can	74	60	75	58
4. The right amount of approvals are required for routine decisions	55	50	56	41
5. I have sufficient control over my work so I can do my job well	65	60	66	44
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	48	64	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

Disability

South Western Sydney LHD

	Respondents	Yes	No	Prefer not to say
	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	68	57	69	55
8.	In my team we generally acknowledge one another's efforts and achievements	70	53	71	57
9.	People in my team are honest and open	64	55	64	50
10.	My team resolves conflict quickly when it arises	56	47	57	47
11.	Morale is good in my team	57	48	58	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

Disability

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	50	66	44
13. In my workplace, we recognise our successes and innovations	59	54	59	43
14. Staff are treated respectfully regardless of their job	64	47	65	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

Disability

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	58	65	47
15b. treats all staff in my team fairly	62	57	63	48
15c. ensures that when issues are raised in the team, they are addressed	63	59	63	48
15d. treats me with respect	75	67	76	56
16. I receive regular and constructive feedback on my performance	55	49	56	43
17. Overall, I have confidence in the decisions made by my line manager	64	60	64	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

Disability

South Western Sydney LHD

	Respondents	Yes	No	Prefer not to say
	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Senior Managers

18a. are aware of the issues I face in my job	50	51	50	39
18b. have a clear direction for the future	47	42	48	35
18c. lead by example in creating a positive workplace	48	43	49	31
19. There is a positive relationship between senior management and staff in my workplace	46	33	46	31
20. Overall, I have confidence in the decisions made by my senior managers	48	40	48	30
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	34	43	28
22. My organisation is making the necessary decisions to meet our future challenges	45	35	46	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 Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Communication

23. I am kept well informed about what is happening in my workplace	52	42	53	38
24. I have a say in decisions which affect my work	49	36	50	33
25. I think it is safe to speak up and challenge the way things are done	54	41	55	34
26. Where I work, we share the lessons learnt when mistakes are made	62	47	63	44
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	48	60	48
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	52	64	50

Demographics

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

Key



At least 1 percentage points greater than overall score



At least 1 percentage points less than overall score

(r) Where group has less than 10 respondents

Disability

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	62	76	58
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	68	50	69	50
30. I am encouraged to take opportunities to learn new skills and have new experiences	62	49	63	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 Western Sydney LHD

	Respondents	Yes	No	Prefer not to say
	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Work Environment

31. I have confidence in the processes that my workplace uses to resolve staff conflict	50	33	51	35
32. I am able to achieve a healthy work/life balance most of the time	63	50	64	42
33. There are mechanisms in place to support me if I experience stress or pressure	57	51	58	41
34. Reasonable expectations are placed on staff according to their position	57	40	59	36
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	60	67	47
36. My workplace enables strong professional leadership	56	41	57	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 Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	75	82	71
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	39	50	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



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(r) Where group has less than 10 respondents

Disability

South Western Sydney LHD

	Respondents	Yes	No	Prefer not to say
	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	57	63	45
40.	In my workplace patient safety is at the centre of all decision making	72	58	72	53
41.	My team's objectives/ work plans are clearly outlined	69	59	70	46
42.	Our objectives/work plans help us to deliver a quality service	69	58	70	46
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	52	58	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 Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	105	5953	218
Employee Engagement Index	70	57	71	47

Your Workplace

44. Overall I am proud to be a part of this workplace	74	67	76	48
45. I would recommend my workplace as a good place to work	66	56	67	42
46. I feel motivated to contribute more than what is normally required at work	67	56	68	50
47. I have a strong sense of belonging to my workplace	67	50	68	46
48. Overall I am satisfied to be working here at the present time	69	55	70	39
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	50	61	42
50. There is a positive culture in my workplace	58	49	59	37
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	37	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

English Speaking Background

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
Employee Engagement Index	70	69	73	52

Your Job

1. My job makes good use of my skills and abilities	83	83	85	65
2. I feel I am able to suggest ideas to improve our ways of doing things	69	69	72	47
3. Working here makes me want to do the best job I can	74	73	76	60
4. The right amount of approvals are required for routine decisions	55	50	67	42
5. I have sufficient control over my work so I can do my job well	65	64	69	51
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	66	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

English Speaking Background

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
Employee Engagement Index	70	69	73	52

Your Team

7.	The people I work with are willing to help each other even if this means doing something outside their usual job	68	69	69	53
8.	In my team we generally acknowledge one another's efforts and achievements	70	70	72	57
9.	People in my team are honest and open	64	65	64	49
10.	My team resolves conflict quickly when it arises	56	55	59	45
11.	Morale is good in my team	57	55	61	48

Demographics

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

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(r) Where group has less than 10 respondents

English Speaking Background

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
Employee Engagement Index	70	69	73	52

Being Valued

12. I believe I am valued for what I can offer at my workplace	65	64	69	47
13. In my workplace, we recognise our successes and innovations	59	57	62	44
14. Staff are treated respectfully regardless of their job	64	63	68	44

Demographics

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

Key



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(r) Where group has less than 10 respondents

English Speaking Background

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
Employee Engagement Index	70	69	73	52

Your Line Manager

15a. recognises and acknowledges when I have done my job well	64	64	67	50
15b. treats all staff in my team fairly	62	62	65	49
15c. ensures that when issues are raised in the team, they are addressed	63	61	68	48
15d. treats me with respect	75	76	76	55
16. I receive regular and constructive feedback on my performance	55	53	61	45
17. Overall, I have confidence in the decisions made by my line manager	64	63	67	46

Demographics

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

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English Speaking Background

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
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Senior Managers

18a. are aware of the issues I face in my job	50	48	55	42
18b. have a clear direction for the future	47	45	53	37
18c. lead by example in creating a positive workplace	48	46	54	35
19. There is a positive relationship between senior management and staff in my workplace	46	43	53	35
20. Overall, I have confidence in the decisions made by my senior managers	48	46	53	33
21. Senior managers in my organisation are honest, open and transparent in their dealings with staff	42	39	49	30
22. My organisation is making the necessary decisions to meet our future challenges	45	42	51	32

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English Speaking Background

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
Employee Engagement Index	70	69	73	52

Communication

23. I am kept well informed about what is happening in my workplace	52	49	59	44
24. I have a say in decisions which affect my work	49	46	55	38
25. I think it is safe to speak up and challenge the way things are done	54	52	58	39
26. Where I work, we share the lessons learnt when mistakes are made	62	60	67	46
27a. I am aware of the strategic objectives and direction of the organisation I work for	60	57	66	50
27b. I am aware of how my work contributes to the overall strategic objectives of my organisation	64	61	71	53

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Training and Development Opportunities

28. I have received the appropriate training and development to do my job effectively	76	76	76	63
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32. I am able to achieve a healthy work/life balance most of the time	63	62	65	46
33. There are mechanisms in place to support me if I experience stress or pressure	57	58	58	45
34. Reasonable expectations are placed on staff according to their position	57	55	64	43
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	66	67	68	49
36. My workplace enables strong professional leadership	56	54	60	39

Demographics

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

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English Speaking Background

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
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Unacceptable Behaviour

38a. know how to report occurrences of these types of behaviour?	81	84	78	72
38b. have confidence that if you report these behaviours they will be responded to appropriately?	49	48	52	36

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English Speaking Background

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
Employee Engagement Index	70	69	73	52

Service Delivery

39.	My work environment allows me to deliver the best possible services (patient care or support services)	62	60	69	46
40.	In my workplace patient safety is at the centre of all decision making	72	70	77	56
41.	My team's objectives/ work plans are clearly outlined	69	68	74	53
42.	Our objectives/work plans help us to deliver a quality service	69	67	73	53
43.	At my workplace there is a good balance between delivering services and monitoring service delivery	57	55	63	42

Demographics

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English Speaking Background

South Western Sydney LHD

	South Western Sydney LHD	Yes	No	Prefer not to say
Respondents	6365	4046	1992	231
Employee Engagement Index	70	69	73	52

Your Workplace

44. Overall I am proud to be a part of this workplace	74	75	77	56
45. I would recommend my workplace as a good place to work	66	65	68	48
46. I feel motivated to contribute more than what is normally required at work	67	67	69	52
47. I have a strong sense of belonging to my workplace	67	66	71	50
48. Overall I am satisfied to be working here at the present time	69	68	74	45
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	60	59	65	43
50. There is a positive culture in my workplace	58	55	64	43
51. Overall, I believe the culture at my workplace has improved in the last 12 months	44	39	54	37

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?

