

**64%**

2013: 63%

**ENGAGEMENT INDEX**

**53%**

2013: 52%

**WORKPLACE CULTURE INDEX**

**2,495**

2013: 1634

**ACTUAL RESPONSES**

**39%**

2013: 24%  
1% Confidence Interval

**ESTIMATED RESPONSE RATE**

## Employee Engagement Index

### Say

*% Positive*      *Variance from 2013*

44.	Overall I am proud to be a part of this workplace	<b>69</b>	<b>+2</b>
45.	I would recommend my workplace as a good place to work	<b>61</b>	<b>+3</b>

### Stay

47.	I have a strong sense of belonging to my workplace	<b>60</b>	<b>+2</b>
48.	Overall I am satisfied to be working here at the present time	<b>65</b>	<b>0</b>

### Strive

3.	Working here makes me want to do the best job I can	<b>66</b>	<b>+1</b>
46.	I feel motivated to contribute more than what is normally required at work	<b>64</b>	<b>+1</b>

## Key Questions to focus on

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

	<i>% Positive</i>	<i>Variance from 2013</i>	
50.	There is a positive culture in my workplace	<b>50</b>	-
49.	Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	<b>53</b>	<b>+1</b>
31.	I have confidence in the processes that my workplace uses to resolve staff conflict	<b>45</b>	<b>-2</b>
36.	My workplace enables strong professional leadership	<b>50</b>	-
21.	Senior managers in my organisation are honest, open and transparent in their dealings with staff	<b>41</b>	-
24.	I have a say in decisions which affect my work	<b>45</b>	<b>+1</b>

## In this report

### HEADLINES

A top line summary of key insights

### COMPARISONS

Score summary against selected comparators

### ALL QUESTIONS

Detailed results for the entire question set

### 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
Service Delivery	66
Training and Development Opportunities	65
Your Job	64

Questions	% Positive
<b>15d.</b> My line manager treats me with respect	73
<b>29.</b> I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	72
<b>42.</b> Our objectives/work plans help us to deliver a quality service	69
<b>1.</b> My job makes good use of my skills and abilities	69
<b>44.</b> Overall I am proud to be a part of this workplace	69

### Lowlights

Sections	% Positive
Senior Managers	45
Communication	54
Your Team	57

Questions	% Positive
<b>21.</b> Senior managers in my organisation are honest, open and transparent in their dealings with staff	41
<b>18b.</b> The senior managers at my workplace have a clear direction for the future	44
<b>19.</b> There is a positive relationship between senior management and staff in my workplace	44
<b>24.</b> I have a say in decisions which affect my work	45
<b>31.</b> I have confidence in the processes that my workplace uses to resolve staff conflict	45

## Most Improved and Least Improved since 2013

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

### Most improved

Sections	% Positive	Variance from 2013
Training and Development Opportunities	65	+7
Service Delivery	66	+6
Your Job	64	+2

Questions	% Positive	Variance from 2013
<b>29.</b> I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	72	+10
<b>40.</b> In my workplace patient safety is at the centre of all decision making	61	+9
<b>51.</b> Overall, I believe the culture at my workplace has improved in the last 12 months	45	+9
<b>28.</b> I have received the appropriate training and development to do my job effectively	68	+7
<b>35.</b> My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	+6

### Least improved

Sections	% Positive	Variance from 2013
Your Team	57	-4
Your Line Manager	62	-1
Senior Managers	45	-1

Questions	% Positive	Variance from 2013
<b>9.</b> People in my team are honest and open	55	-7
<b>10.</b> My team resolves conflict quickly when it arises	52	-5
<b>7.</b> The people I work with are willing to help each other even if this means doing something outside their usual job	62	-5
<b>8.</b> In my team we generally acknowledge one another's efforts and achievements	62	-5
<b>15c.</b> My line manager ensures that when issues are raised in the team, they are addressed	61	-4

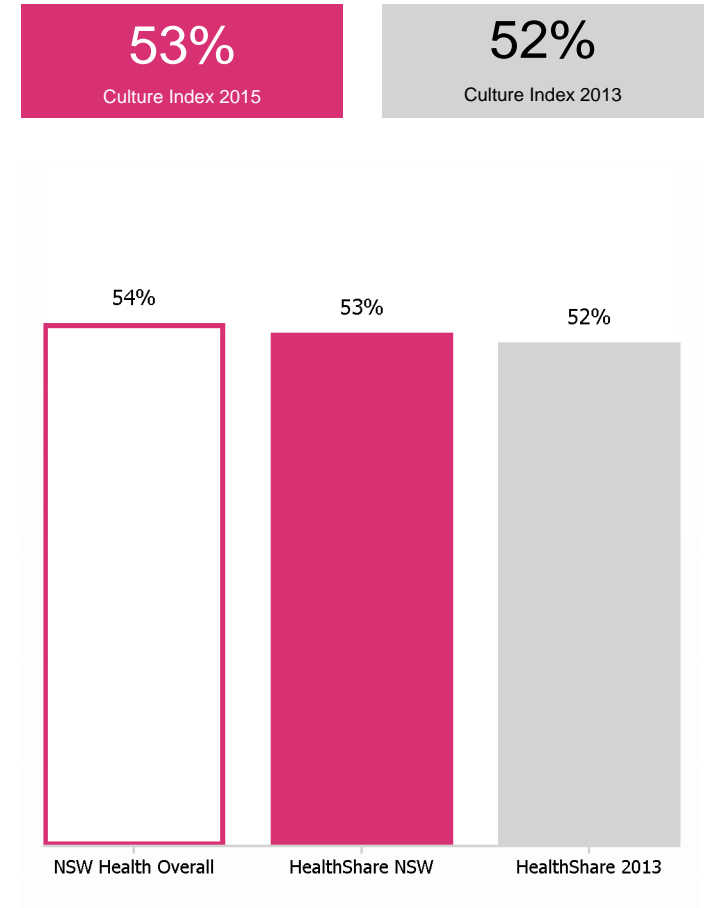
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

# 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			Variance from 2013
	% Positive response	% Neutral response	% Negative response	
11. Morale is good in my team	52	22	26	+1
12. I believe I am valued for what I can offer at my workplace	60	21	20	+2
13. In my workplace, we recognise our successes and innovations	53	26	22	+1
14. Staff are treated respectfully regardless of their job	58	20	22	+1
17. Overall, I have confidence in the decisions made by my line manager	61	21	17	0
18b. The senior managers at my workplace have a clear direction for the future	44	34	22	+1
18c. The senior managers at my workplace lead by example in creating a positive workplace	47	30	23	+2
20. Overall, I have confidence in the decisions made by my senior managers	47	30	23	+1
24. I have a say in decisions which affect my work	45	26	29	+1
25. I think it is safe to speak up and challenge the way things are done	50	23	27	+1
26. Where I work, we share the lessons learnt when mistakes are made	58	23	20	0
31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	28	27	-2
41. My team's objectives/ work plans are clearly outlined	69	20	11	+6
42. Our objectives/work plans help us to deliver a quality service	69	21	9	+5
51. Overall, I believe the culture at my workplace has improved in the last 12 months	45	31	24	+9



# Trend Comparison

This section shows comparisons between HealthShare NSW and the 2013 survey results for HealthShare



69% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

22% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	<i>% Positive</i>	<i>Variance from 2013</i>
29. I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of my every day work	<b>72</b>	<span style="color: green;">■</span> +10
40. In my workplace patient safety is at the centre of all decision making	<b>61</b>	<span style="color: green;">■</span> +9
51. Overall, I believe the culture at my workplace has improved in the last 12 months	<b>45</b>	<span style="color: green;">■</span> +9
28. I have received the appropriate training and development to do my job effectively	<b>68</b>	<span style="color: green;">■</span> +7
35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	<b>67</b>	<span style="color: green;">■</span> +6
41. My team's objectives/ work plans are clearly outlined	<b>69</b>	<span style="color: green;">■</span> +6
16. I receive regular and constructive feedback on my performance	<b>54</b>	<span style="color: green;">■</span> +6
42. Our objectives/work plans help us to deliver a quality service	<b>69</b>	<span style="color: green;">■</span> +5
30. I am encouraged to take opportunities to learn new skills and have new experiences	<b>56</b>	<span style="color: green;">■</span> +5
43. At my workplace there is a good balance between delivering services and monitoring service delivery	<b>62</b>	<span style="color: green;">■</span> +5
39. My work environment allows me to deliver the best possible services (patient care or support services)	<b>68</b>	<span style="color: green;">■</span> +4
33. There are mechanisms in place to support me if I experience stress or pressure	<b>55</b>	<span style="color: green;">■</span> +4

# Trend Comparison

This section shows comparisons between HealthShare NSW and the 2013 survey results for HealthShare



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10% ■ Proportion of questions in line with 2013 scores

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

	<i>% Positive</i>	<i>Variance from 2013</i>
<b>34.</b> Reasonable expectations are placed on staff according to their position	<b>59</b>	<span style="color: green;">■</span> +4
<b>4.</b> The right amount of approvals are required for routine decisions	<b>54</b>	<span style="color: green;">■</span> +3
<b>45.</b> I would recommend my workplace as a good place to work	<b>61</b>	<span style="color: green;">■</span> +3
<b>5.</b> I have sufficient control over my work so I can do my job well	<b>68</b>	<span style="color: green;">■</span> +3
<b>27a.</b> I am aware of the strategic objectives and direction of the organisation I work for	<b>58</b>	<span style="color: green;">■</span> +2
<b>44.</b> Overall I am proud to be a part of this workplace	<b>69</b>	<span style="color: green;">■</span> +2
<b>23.</b> I am kept well informed about what is happening in my workplace	<b>48</b>	<span style="color: green;">■</span> +2
<b>12.</b> I believe I am valued for what I can offer at my workplace	<b>60</b>	<span style="color: green;">■</span> +2
<b>18c.</b> The senior managers at my workplace lead by example in creating a positive workplace	<b>47</b>	<span style="color: green;">■</span> +2
<b>47.</b> I have a strong sense of belonging to my workplace	<b>60</b>	<span style="color: green;">■</span> +2
<b>1.</b> My job makes good use of my skills and abilities	<b>69</b>	<span style="color: green;">■</span> +2
<b>13.</b> In my workplace, we recognise our successes and innovations	<b>53</b>	<span style="color: green;">■</span> +1
<b>27b.</b> I am aware of how my work contributes to the overall strategic objectives of my organisation	<b>66</b>	<span style="color: green;">■</span> +1

# Trend Comparison

This section shows comparisons between HealthShare NSW and the 2013 survey results for HealthShare



69% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

22% ■ Proportion of questions below 2013 scores by 1 or more percentage points

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

	% Positive	Variance from 2013
18b. The senior managers at my workplace have a clear direction for the future	44	+1
25. I think it is safe to speak up and challenge the way things are done	50	+1
46. I feel motivated to contribute more than what is normally required at work	64	+1
2. I feel I am able to suggest ideas to improve our ways of doing things	66	+1
14. Staff are treated respectfully regardless of their job	58	+1
20. Overall, I have confidence in the decisions made by my senior managers	47	+1
3. Working here makes me want to do the best job I can	66	+1
11. Morale is good in my team	52	+1
24. I have a say in decisions which affect my work	45	+1
49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	+1
48. Overall I am satisfied to be working here at the present time	65	0
32. I am able to achieve a healthy work/life balance most of the time	65	0
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	58	0

# Trend Comparison

This section shows comparisons between HealthShare NSW and the 2013 survey results for HealthShare



69% ■ Proportion of questions above 2013 scores by 1 or more percentage points

10% ■ Proportion of questions in line with 2013 scores

22% ■ Proportion of questions below 2013 scores by 1 or more percentage points

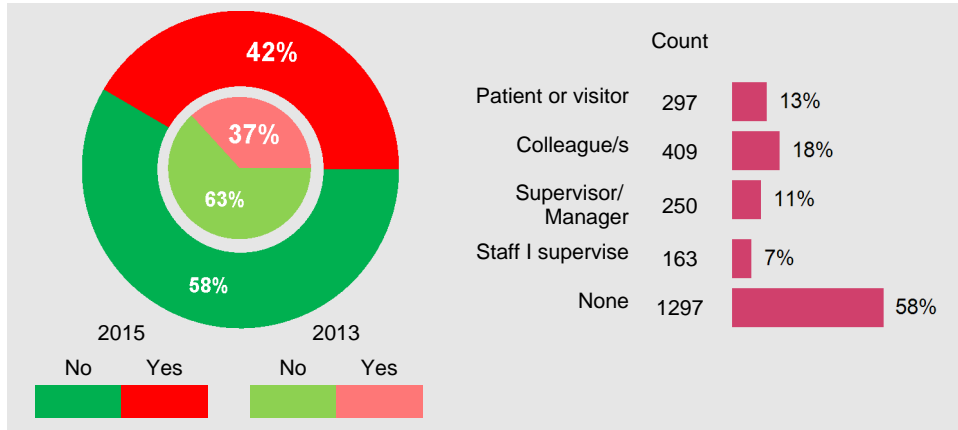
NOTE: The unacceptable behaviour section and all local questions have been excluded from this list

	% Positive	Variance from 2013
26. Where I work, we share the lessons learnt when mistakes are made	58	0
17. Overall, I have confidence in the decisions made by my line manager	61	0
19. There is a positive relationship between senior management and staff in my workplace	44	-1
15d. My line manager treats me with respect	73	-1
31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	-2
18a. The senior managers at my workplace are aware of the issues I face in my job	48	-2
15a. My line manager recognises and acknowledges when I have done my job well	64	-2
15b. My line manager treats all staff in my team fairly	60	-3
15c. My line manager ensures that when issues are raised in the team, they are addressed	61	-4
8. In my team we generally acknowledge one another's efforts and achievements	62	-5
7. The people I work with are willing to help each other even if this means doing something outside their usual job	62	-5
10. My team resolves conflict quickly when it arises	52	-5
9. People in my team are honest and open	55	-7

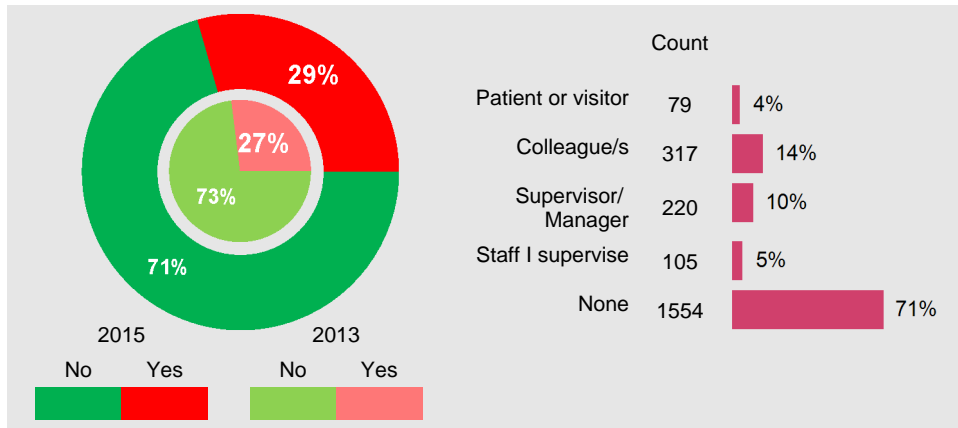
# Unacceptable Behaviour

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

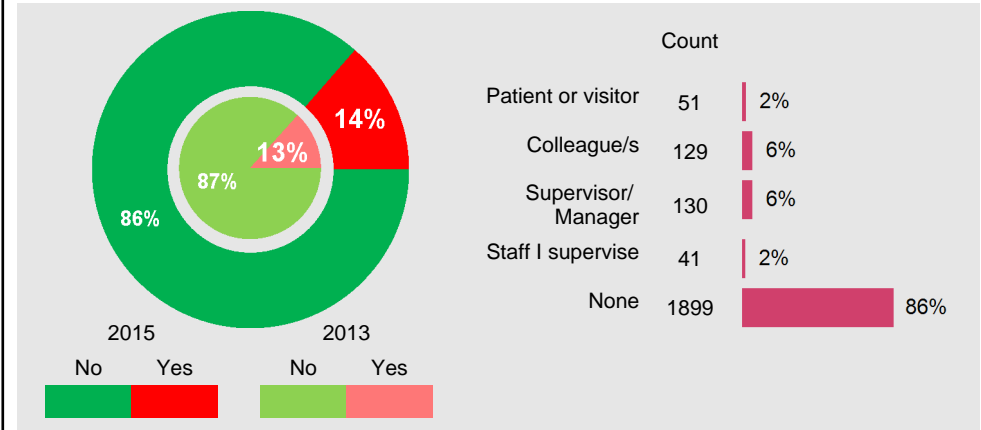
37a. In the last 12 months, I have been verbally abused by a ...



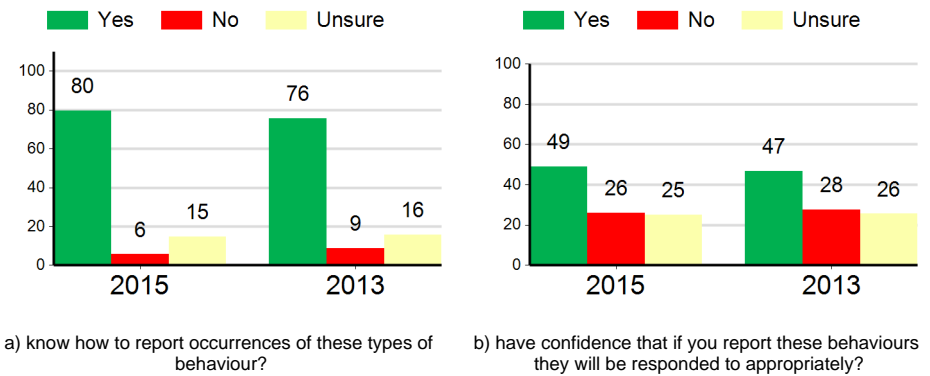
37b. In the last 12 months, I have been the object of repeated behaviour which is offensive, intimidating, humiliating or threatening by a ...



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	HealthShare 2013	HealthShare 2011	NSW Health Overall
1. My job makes good use of my skills and abilities	69	18	12	69	68	67	81
2. I feel I am able to suggest ideas to improve our ways of doing things	66	16	17	66	65	61	69
3. Working here makes me want to do the best job I can	66	21	13	66	65	61	72
4. The right amount of approvals are required for routine decisions	54	27	19	54	51	-	52
5. I have sufficient control over my work so I can do my job well	68	17	14	68	66	61	65
6. At my workplace I am able to positively influence the way we do things at work, including how we work with each other and how we behave	58	23	19	58	58	49	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	HealthShare 2013	HealthShare 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	62	19	19	62	67	58	69
8.	In my team we generally acknowledge one another's efforts and achievements	62	19	20	62	66	59	70
9.	People in my team are honest and open	55	25	20	55	62	52	64
10.	My team resolves conflict quickly when it arises	52	23	25	52	57	48	53
11.	Morale is good in my team	52	22	26	52	51	43	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	HealthShare 2013	HealthShare 2011	NSW Health Overall
<b>12.</b> I believe I am valued for what I can offer at my workplace	60	21	20	60	58	52	63
<b>13.</b> In my workplace, we recognise our successes and innovations	53	26	22	53	51	42	57
<b>14.</b> Staff are treated respectfully regardless of their job	58	20	22	58	57	48	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	HealthShare 2013	HealthShare 2011	NSW Health Overall
<b>15a.</b>	My line manager recognises and acknowledges when I have done my job well	64	18	18	64	66	56	65
<b>15b.</b>	My line manager treats all staff in my team fairly	60	18	23	60	63	55	62
<b>15c.</b>	My line manager ensures that when issues are raised in the team, they are addressed	61	20	19	61	65	56	61
<b>15d.</b>	My line manager treats me with respect	73	15	12	73	74	69	76
<b>16.</b>	I receive regular and constructive feedback on my performance	54	23	23	54	48	38	52
<b>17.</b>	Overall, I have confidence in the decisions made by my line manager	61	21	17	61	62	53	63

# All Questions

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

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

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

## Senior Managers

		% Positive response	% Neutral response	% Negative response	% Positive	HealthShare 2013	HealthShare 2011	NSW Health Overall
<b>18a.</b>	The senior managers at my workplace are aware of the issues I face in my job	48	27	24	48	50	44	46
<b>18b.</b>	The senior managers at my workplace have a clear direction for the future	44	34	22	44	43	37	45
<b>18c.</b>	The senior managers at my workplace lead by example in creating a positive workplace	47	30	23	47	45	37	45
<b>19.</b>	There is a positive relationship between senior management and staff in my workplace	44	30	26	44	45	37	42
<b>20.</b>	Overall, I have confidence in the decisions made by my senior managers	47	30	23	47	46	39	46
<b>K 21.</b>	Senior managers in my organisation are honest, open and transparent in their dealings with staff	41	31	28	41	-	-	39
<b>22.</b>	My organisation is making the necessary decisions to meet our future challenges	46	34	20	46	-	-	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	HealthShare 2013	HealthShare 2011	NSW Health Overall	
	<b>23.</b>	I am kept well informed about what is happening in my workplace	48	24	28	48	47	39	50
<b>K</b>	<b>24.</b>	I have a say in decisions which affect my work	45	26	29	45	44	38	46
	<b>25.</b>	I think it is safe to speak up and challenge the way things are done	50	23	27	50	49	44	51
	<b>26.</b>	Where I work, we share the lessons learnt when mistakes are made	58	23	20	58	58	50	59
	<b>27a.</b>	I am aware of the strategic objectives and direction of the organisation I work for	58	24	18	58	56	-	58
	<b>27b.</b>	I am aware of how my work contributes to the overall strategic objectives of my organisation	66	22	12	66	64	-	62

# All Questions

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

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

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

## Training and Development Opportunities

	% Positive response	% Neutral response	% Negative response	% Positive	HealthShare 2013	HealthShare 2011	NSW Health Overall
<b>28.</b> I have received the appropriate training and development to do my job effectively	68	18	14	68	61	59	73
<b>29.</b> I am given the opportunity to complete my annual mandatory training requirements e.g. Fire safety, DETECT (Between the Flags) as a part of	72	16	12	72	62	64	68
<b>30.</b> I am encouraged to take opportunities to learn new skills and have new experiences	56	23	21	56	51	48	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	HealthShare 2013	HealthShare 2011	NSW Health Overall
<b>K</b>	31. I have confidence in the processes that my workplace uses to resolve staff conflict	45	28	27	45	47	37	44
	32. I am able to achieve a healthy work/life balance most of the time	65	20	15	65	65	61	65
	33. There are mechanisms in place to support me if I experience stress or pressure	55	25	20	55	51	47	56
	34. Reasonable expectations are placed on staff according to their position	59	21	20	59	56	54	57
	35. My workplace is proactive in minimising potential violence/ abuse from patients or visitors	67	23	10	67	61	61	69
<b>K</b>	36. My workplace enables strong professional leadership	50	30	21	50	-	-	52

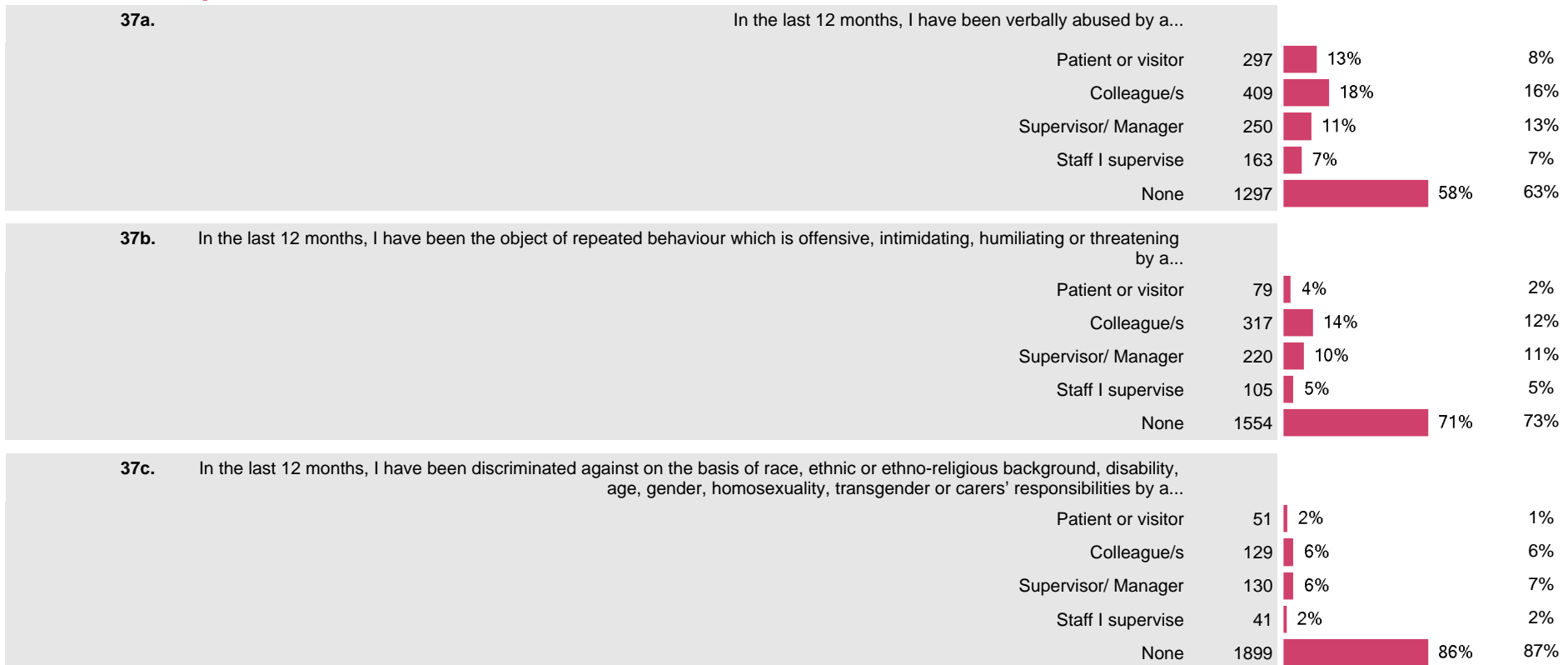


# All Questions

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

## Unacceptable Behaviour

HealthShare 2013



# All Questions

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

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

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

## Unacceptable Behaviour

	% Yes	% Unsure	% No	% Positive	HealthShare 2013	HealthShare 2011	NSW Health Overall
<b>38a.</b> Do you currently know how to report occurrences of these types of behaviour?	80	15	6	80	76	76	85
<b>38b.</b> Do you currently have confidence that if you report these behaviours they will be responded to appropriately?	49	25	26	49	47	43	47

# All Questions

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

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

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

## Service Delivery

	% Positive response	% Neutral response	% Negative response	% Positive	HealthShare 2013	HealthShare 2011	NSW Health Overall
<b>39.</b> My work environment allows me to deliver the best possible services (patient care or support services)	68	22	10	68	63	59	62
<b>40.</b> In my workplace patient safety is at the centre of all decision making	61	32	7	61	52	54	69
<b>41.</b> My team's objectives/ work plans are clearly outlined	69	20	11	69	63	58	66
<b>42.</b> Our objectives/work plans help us to deliver a quality service	69	21	9	69	65	60	66
<b>43.</b> At my workplace there is a good balance between delivering services and monitoring service delivery	62	25	13	62	57	-	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	HealthShare 2013	HealthShare 2011	NSW Health Overall
44.	Overall I am proud to be a part of this workplace	69	21	10	69	67	63	73
45.	I would recommend my workplace as a good place to work	61	23	16	61	58	50	64
46.	I feel motivated to contribute more than what is normally required at work	64	21	14	64	63	57	67
47.	I have a strong sense of belonging to my workplace	60	24	16	60	59	52	65
48.	Overall I am satisfied to be working here at the present time	65	20	15	65	65	59	69
<b>K</b>	49. Staff in my workplace demonstrate the CORE Values of the organisation through their behaviour	53	29	18	53	52	-	59
<b>K</b>	50. There is a positive culture in my workplace	50	26	24	50	-	-	53
51.	Overall, I believe the culture at my workplace has improved in the last 12 months	45	31	24	45	37	33	39

# 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

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?

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## Who is going to make this happen?

## When will this be achieved?

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