



Government of **Western Australia**
Department of **Health**

ENGINE



Minister for Health Staff Survey

Minister for Health Employee Engagement Survey 2021

WA health system Results Report



Contents

GUIDE	3
TIPS & SUGGESTIONS	4
DASHBOARD	5
BENCHMARKS	6
ENGAGEMENT	7
HEADLINE SCORES	8
KEY QUESTIONS	9
ALL QUESTIONS	10
COMMENTS - WHAT IS ONE THING YOUR ORGANISATION COULD DO TO SUPPORT YOU BETTER?	17
COMMENTS - WHAT WOULD YOU SAY IS ONE THING YOUR ORGANISATION DOES REALLY WELL?	18
COMMENTS - WHAT WOULD YOU SAY IS ONE THING YOUR ORGANISATION COULD DO TO IMPROVE?	19
HEALTH SERVICES COMPARISONS	20
DEMOGRAPHICS	27
ACTION PLANNING	111

GUIDE TO THIS REPORT

YOUR BENCHMARK DATA

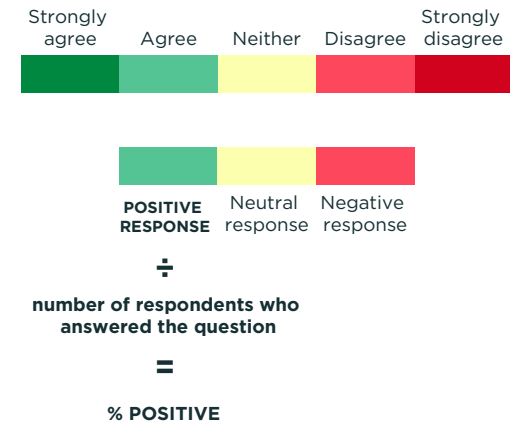
ENGINE FACILITATES A BENCHMARKING PROGRAMME WHICH ALLOWS ORGANISATIONS TO BENCHMARK THEIR RESULTS AGAINST THE RESULTS OF OTHER ORGANISATIONS IN THEIR SECTOR. IN THIS REPORT, THE EXTERNAL BENCHMARK DATA IS THE AVERAGE % POSITIVE SCORE ACHIEVED FROM RECENT SURVEYS

ANONYMITY

IT IS ENGINE'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 10 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE ORGANISATION OVERALL.

% POSITIVE

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 WHO ANSWERED THE QUESTION.



ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

01.

Take the time to digest the scores and identify the areas where you are performing well.

These will tend to be high scores which are notably above any comparative scores. These should be celebrated. Share the good news with employees.



UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

- THE SCORES ON THE FRONT PAGE GIVE YOU SOME SUMMARY INFORMATION. FIRST TAKE THE TIME TO FULLY UNDERSTAND THIS REPORT BEFORE SHARING WITH OTHERS.

- WHAT IS YOUR RESPONSE RATE? IF HIGH, THE RESULTS WILL BE REPRESENTATIVE OF THE VIEWS OF YOUR COLLEAGUES. IF LOW (<20%) TAKE CARE WHEN INTERPRETING THE RESULTS. ENCOURAGE ALL COLLEAGUES TO HELP WITH ACTION PLANNING AND HOPEFULLY THIS WILL ENCOURAGE THEM TO COMPLETE THE SURVEY NEXT TIME.

- HOW DO YOUR SCORES COMPARE TO YOUR PARENT UNIT OR THE ORGANISATION OVERALL?

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

Identify areas that need improvement.

02.

These will be the lower scores, and/or those which are scoring notably below your comparators. Discuss these areas with your colleagues in focus groups or one2ones, gather their thoughts and solutions before deciding actions to take.

03.

High neutral responses (lots of employees ticking 'neither agree nor disagree')

Ask your colleagues about their views to find out what is causing this uncertainty. More communication and involvement may help to shift them to a positive frame of mind.

04.

It may be helpful to discuss with your manager or other colleagues (your peers, HR, subject experts) to share ideas before developing plans for action.

There are lots of websites of ideas and case studies to give you further inspiration and top tips.

Some actions may be 'quick wins' and short term. However, in most instances, you will need to think longer term.

05.

What do you want employees to be saying about their working lives in the future?

What should be put in place to achieve this?

The 'All questions' pages show every question asked in the survey and the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree). Look at how your positive score compares to your parent unit, and your last survey's results.

Is there room for improvement?

06.



MINISTER FOR HEALTH EMPLOYEE ENGAGEMENT SURVEY 2021

WA health system

RESPONSE RATE:

45%

RESPONSES:

22892

of 51221

YOUR EMPLOYEE ENGAGEMENT SCORE:

62%



VARIANCE from 2020 SURVEY: **-3**

Child and Adolescent Health Service (CAHS)

63%

EEI

VARIANCE FROM 2020 SURVEY: -4 ↓

Department of Health (DoH)

67%

EEI

VARIANCE FROM 2020 SURVEY: +2 ↑

East Metropolitan Health Service (EMHS)

64%

EEI

VARIANCE FROM 2020 SURVEY: -2 ↓

Health Support Services (HSS)

60%

EEI

VARIANCE FROM 2020 SURVEY: -1 ↓

North Metropolitan Health Service (NMHS)

62%

EEI

VARIANCE FROM 2020 SURVEY: -5 ↓

PathWest

58%

EEI

VARIANCE FROM 2020 SURVEY: +1 ↑

Quadriplegic Centre

78%

EEI

VARIANCE FROM 2020 SURVEY: -5 ↓

South Metropolitan Health Service (SMHS)

63%

EEI

VARIANCE FROM 2020 SURVEY: -4 ↓

WA Country Health Service (WACHS)

62%

EEI

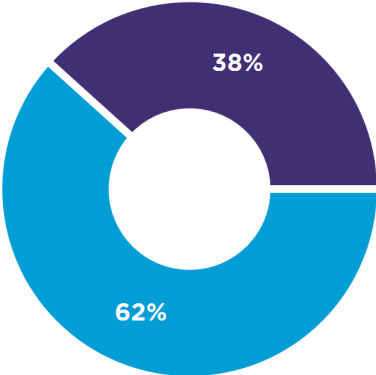
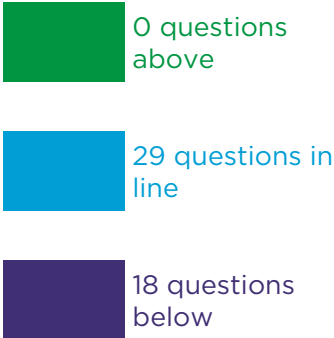
VARIANCE FROM 2020 SURVEY: -4 ↓

↑ TOP 3 MOST IMPROVED QUESTIONS:	VARIANCE FROM 2020 SURVEY
Q30. In the past 12 months, I have received formal feedback on my performance	+1
Q32. The performance feedback I have received has been beneficial to my ongoing development	+1
Q31. In the past 12 months, I have received informal feedback on my performance	0

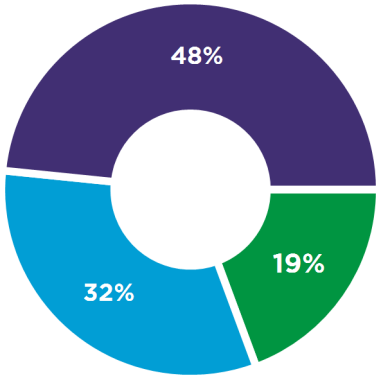
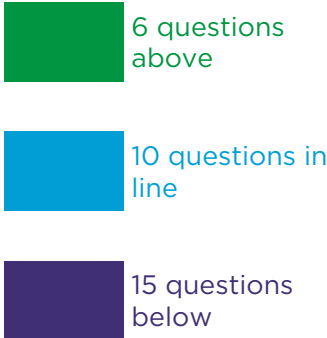
🎯 TOP 3 HIGHEST SCORING QUESTIONS:	% POSITIVE
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%
Q3. I feel committed to my organisation's goals	81%

BENCHMARKS 2021 SURVEY

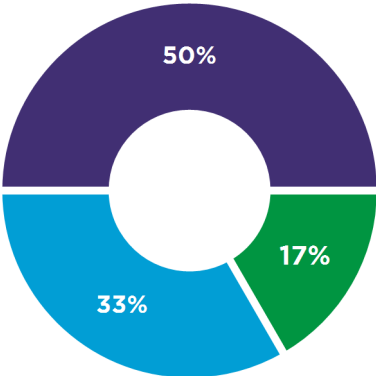
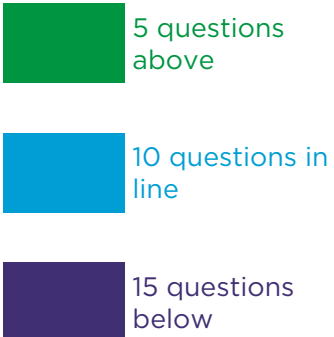
vs. 2020 Survey



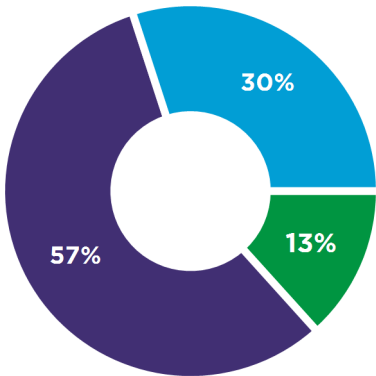
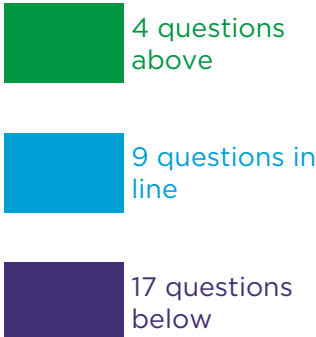
vs. Global Public Health Sector



vs. Australian Public Health Sector



vs. Australian Public Sector



EMPLOYEE ENGAGEMENT 2021 SURVEY



HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

SCORES ARE ASSIGNED TO EACH OF THE QUESTION RESPONSES IN THE INDEX (100% STRONGLY AGREE, 75% AGREE, 50% NEITHER AGREE NOR DISAGREE, 25% DISAGREE, AND 0 STRONGLY DISAGREE). ONCE THE SCORES ARE ADDED TOGETHER THESE ARE THEN DIVIDED BY THE NUMBER OF RESPONDENTS TO CREATE AN AVERAGE % POSITIVE.

YOUR EMPLOYEE ENGAGEMENT SCORE 62%		RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2020 SURVEY	VARIANCE FROM 2019 SURVEY	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
SAY	Q40. I would recommend my organisation as a great place to work	13	42	25	13	56%	-6 ↓	+1	-9 ↓	-7 ↓	-8 ↓
	Q43. I am proud to tell others I work for my organisation	20	47	24	1	67%	-3	+2	-3	-3	-3
STAY	Q5. I feel a strong personal attachment to my organisation	17	45	24	10	62%	-3	+1	+2	+1	0
STRIVE	Q44. My organisation inspires me to do the best in my job	13	40	29	12	53%	-5 ↓	+1	-1	-3	-1
	Q47. My organisation motivates me to help it achieve its objectives	8	38	34	14	46%	-7 ↓	+3	-7 ↓	-4	-9 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



CORE AND LOCAL QUESTIONS HEADLINES SCORES

2021 SURVEY

HIGHEST POSITIVE SCORING QUESTIONS

% POSITIVE

Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work



Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds



Q3. I feel committed to my organisation's goals



Q28. People in my team are committed to workplace safety



Q1. My role enables me to make good use of my skills and abilities



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q47. My organisation motivates me to help it achieve its objectives



Q46. My organisation is making the necessary improvements to meet our future challenges



Q37. I feel that my team is recognised for coming up with new and innovative ways of working



Q14. My organisation treats staff who are involved in an error, near miss or incident fairly



Q45. My organisation supports me and my goals



HIGHEST NEGATIVE SCORING QUESTIONS

% NEGATIVE

Q13. I think it is safe to speak up and challenge the way things are done in my organisation



Q7. I feel valued and recognised for the work I do



Q30. In the past 12 months, I have received formal feedback on my performance



Q22. Leaders are open and honest in their communications with staff



Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively



FIND YOUR HIGHEST SCORES

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? **(STRENGTHS)**

THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. **(AREAS OF POTENTIAL)**

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? **(AREAS OF CONCERN)**

L - Indicates it is a local question.

KEY QUESTIONS TO FOCUS ON 2021 SURVEY



WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR BUSINESS UNIT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

* DENOTES QUESTION WAS ALSO A KEY DRIVER IN 2020

	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	% POSITIVE	VARIANCE FROM 2020 SURVEY	vs. Australian Public Health Sector	vs. Global Public Health Sector	vs. Australian Public Sector
.1 Q45. My organisation supports me and my goals*			47%	-6	-	-	-
.2 Q7. I feel valued and recognised for the work I do *			47%	-5	-12	-10	-13
.3 Q27. I believe my organisation cares about my health and wellbeing			47%	-8	-	-	-
.4 Q46. My organisation is making the necessary improvements to meet our future challenges*			44%	-11	-	-	-
.5 Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values			51%	-2	-3	+1	-6
.6 Q22. Leaders are open and honest in their communications with staff			49%	-3	-	+6	-

ALL QUESTIONS 2021 SURVEY



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

YOUR JOB		68% RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2020 SURVEY	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
	Q1. My role enables me to make good use of my skills and abilities	23	56	9	9	79%	-2	-3	-6 ↓	-1
	Q2. I have clear, measurable work objectives	17	57	14	9	74%	-2	+18 ↑	+15 ↑	+20 ↑
	Q3. I feel committed to my organisation's goals	27	54	13		81%	-3	+9 ↑	+25 ↑	+8 ↑
	Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	11	47	15	20	57%	-8 ↓	-7 ↓	-9 ↓	-7 ↓
	Q5. I feel a strong personal attachment to my organisation	17	45	24	10	62%	-3	+2	+1	0
	Q6. I am able to strike the right balance between my work and home life	12	48	18	16	60%	-6 ↓	-4	-2	-5 ↓
K	Q7. I feel valued and recognised for the work I do	10	37	22	19	47%	-5 ↓	-12 ↓	-10 ↓	-13 ↓
	Q8. I believe in the purpose and objectives of my organisation	19	57	16		77%	-3	-5 ↓	-4	-5 ↓
	Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	17	59	15		76%	-2	-12 ↓	-15 ↓	-11 ↓
	Q10. Considering everything, I am satisfied with the job I do	15	54	16	10	69%	-5 ↓	-3	0	-3

KEY

K KEY DRIVER QUESTIONS

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

ALL QUESTIONS 2021 SURVEY



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

OUR VALUES		62% RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2020 SURVEY	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
K	Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	10	41	23	17	10	51%	-2	-3	+1	-6 ↓
	Q12. I am able to speak up and share a different view to my colleagues and manager	13	47	17	15	9	60%	-2	-	-	-
	Q13. I think it is safe to speak up and challenge the way things are done in my organisation	8	37	22	21	12	45%	-3	+1	-21 ↓	-2
	Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	8	44	31	11		52%	-3	-	-	-
	Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	26	59		10		85%	-2	+6 ↑	+12 ↑	+7 ↑
	Q16. People in my team treat each other with respect	22	49	15	10		70%	-3	-	-	-
	Q17. The people in my team cooperate to get the work done	24	52	14	7		76%	-1	-7 ↓	-3	-6 ↓
	Q18. Employees are treated with respect regardless of their job	15	47	18	14		62%	-1	+13 ↑	+14 ↑	+11 ↑

KEY

K KEY DRIVER QUESTIONS

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

ALL QUESTIONS 2021 SURVEY



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

OUR VALUES	62%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020 SURVEY	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector			
Q19. In my team, people take responsibility for their decisions and actions	14	54	19	10	67%	-3	-	-	-	
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	28	55	11		83%	-2	-	-	-	
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	15	47	17	13	8	62%	-2	-9 ↓	-14 ↓	-11 ↓
K Q22. Leaders are open and honest in their communications with staff	10	39	23	17	11	49%	-3	-	+6 ↑	-
Q23. Our senior managers encourage collaboration	12	40	24	14	10	52%	-3	+6 ↑	+9 ↑	-2
Q24. My organisation does a good job of keeping me informed about matters affecting me	10	44	23	15	9	54%	-5 ↓	-14 ↓	-13 ↓	-16 ↓

KEY

K KEY DRIVER QUESTIONS

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree

ALL QUESTIONS 2021 SURVEY



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

HEALTH AND WELLBEING		62%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2020 SURVEY	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
	Q25. I know how to access the Employee Assistance Program	19	56	11	12	74%	-4	-	-
	Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	9	49	26	12	58%	-7↓	-5↓	-15↓
K	Q27. I believe my organisation cares about my health and wellbeing	8	39	26	17	10	47%	-8↓	-
	Q28. People in my team are committed to workplace safety	17	63	14		80%	-3	-	-
	Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	8	43	28	15	51%	-7↓	-22↓	-13↓

K KEY DRIVER QUESTIONS

KEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS 2021 SURVEY



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

PERFORMANCE AND DEVELOPMENT	58%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020 SURVEY	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
Q30. In the past 12 months, I have received formal feedback on my performance	14	43	15	20	9		56%	+1	-	-	-
Q31. In the past 12 months, I have received informal feedback on my performance	14	52	15	13	8		66%	0	-	-	-
Q32. The performance feedback I have received has been beneficial to my ongoing development	12	43	29	10	8		55%	+1	-	-	-
Q33. I feel comfortable to give feedback to my manager about the performance of others	11	45	21	15	8		56%	-1	-	-	-

KEY

K KEY DRIVER QUESTIONS

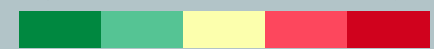


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS 2021 SURVEY



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

SERVICE DELIVERY AND PATIENT CARE	63%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020 SURVEY	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector			
Q34. I feel empowered to do what I think is best for our patients/clients/customers	20	53	15	9	73%	-1	+3	0	+3	
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	13	45	20	15	7	57%	-7 ↓	-	-	-
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	17	53	18	9	69%	-6 ↓	-15 ↓	-18 ↓	-15 ↓	
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	9	36	32	17	45%	-6 ↓	-20 ↓	-17 ↓	-17 ↓	
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	17	48	19	11	66%	-5 ↓	-7 ↓	-18 ↓	-6 ↓	
Q39. I would be happy for my family members to receive health care services from my organisation	19	52	18	7	71%	-5 ↓	-	-	-	

K KEY DRIVER QUESTIONS

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS 2021 SURVEY



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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

ABOUT YOUR ORGANISATION		54% RESPONSE SCALE				% POSITIVE	VARIANCE FROM 2020 SURVEY	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
	Q40. I would recommend my organisation as a great place to work	13	42	25	13	56%	-6 ↓	-9 ↓	-7 ↓	-8 ↓
	Q41. My manager recognises and acknowledges when I have done my job well	18	41	19	12	59%	-3	-3	-8 ↓	-9 ↓
	Q42. My manager supports me and my goals	19	42	21	10	61%	-4	-5 ↓	-5 ↓	-4
	Q43. I am proud to tell others I work for my organisation	20	47	24		67%	-3	-3	-3	-3
	Q44. My organisation inspires me to do the best in my job	13	40	29	12	53%	-5 ↓	-1	-3	-1
K	Q45. My organisation supports me and my goals	10	37	31	14	47%	-6 ↓	-	-	-
K	Q46. My organisation is making the necessary improvements to meet our future challenges	7	37	32	16	44%	-11 ↓	-	-	-
	Q47. My organisation motivates me to help it achieve its objectives	8	38	34	14	46%	-7 ↓	-7 ↓	-4	-9 ↓

KEY

K KEY DRIVER QUESTIONS

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



WHAT ARE YOUR COLLEAGUES SAYING ABOUT THEIR WORKING EXPERIENCES?

THE COMMENTS MADE BY YOUR COLLEAGUES WERE GROUPED INTO THEMES.

THE BAR CHART SHOWS THE TOP THEMES TO GIVE YOU AN IDEA OF WHERE TO FOCUS ACTION.

‘What is one thing your organisation could do to support you better?’

This question was presented to respondents who answered “Strongly disagree” or “Disagree” or “Neutral” to question 45 *My organisation supports me and my goals*

YOUR TOP 5 THEMES:



TOP 5 THEMES 2020 SURVEY





WHAT ARE YOUR COLLEAGUES SAYING ABOUT THEIR WORKING EXPERIENCES?

‘What would you say is one thing your organisation does really well?’

YOUR TOP 5 THEMES:



TOP 5 THEMES 2020 SURVEY



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**WHAT ARE
YOUR
COLLEAGUES
SAYING ABOUT
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TOP THEMES TO GIVE YOU AN
IDEA OF WHERE TO FOCUS
ACTION.

**‘What would you say
is one thing your
organisation could
do to improve?’**

YOUR TOP 5 THEMES:



TOP 5 THEMES 2020 SURVEY



HEALTH SERVICE COMPARISON 2021 SURVEY



HOW DO YOU COMPARE?

TO GET AN IDEA OF HOW YOU'RE DOING COMPARED TO OTHERS IN YOUR BUSINESS AREA AND BUSINESS OVERALL THIS CHART BENCHMARKS YOUR EMPLOYEE ENGAGEMENT SCORE, THEME SCORES AND QUESTION SCORES WITH THOSE OF YOUR TEAM.

HOW ENGAGED ARE YOUR PEOPLE COMPARED TO OTHERS?

WHERE COMPARATIVELY YOU ARE NOT DOING SO WELL, SPEAK TO HIGHER SCORING TEAMS WITH SIMILAR CHALLENGES TO SEE IF THERE ARE SOME BEST PRACTICES THAT HAVE WORKED FOR THEM.

	WA health system	CAHS	DoH	EMHS	HSS	NMHS	PathWest	Quadriplegic Centre	SMHS	WACHS
RESPONDENTS	22892	2233	939	3666	1022	4266	1843	48	4605	4270
EMPLOYEE ENGAGEMENT INDEX	62%	63%	67%	64%	60%	62%	58%	78%	63%	62%
Your job	68%	68%	75%	69%	67%	67%	64%	90%	69%	68%
Q1. My role enables me to make good use of my skills and abilities	79%	80%	77%	79%	70%	80%	73%	85%	82%	79%
Q2. I have clear, measurable work objectives	74%	73%	72%	76%	67%	75%	71%	94%	78%	73%
Q3. I feel committed to my organisation's goals	81%	84%	85%	82%	81%	80%	77%	96%	82%	80%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	57%	71%	57%	60%	51%	55%	98%	60%	58%
Q5. I feel a strong personal attachment to my organisation	62%	66%	66%	67%	58%	64%	52%	85%	61%	60%
Q6. I am able to strike the right balance between my work and home life	60%	58%	71%	63%	63%	61%	51%	85%	59%	60%
Q7. I feel valued and recognised for the work I do	47%	43%	67%	47%	51%	44%	40%	81%	45%	50%
Q8. I believe in the purpose and objectives of my organisation	77%	81%	85%	77%	76%	76%	75%	98%	75%	77%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	75%	80%	77%	77%	76%	78%	94%	76%	76%
Q10. Considering everything, I am satisfied with the job I do	69%	66%	77%	69%	65%	68%	66%	88%	70%	70%

HEALTH SERVICE COMPARISON 2021 SURVEY



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EMPLOYEE ENGAGEMENT INDEX	62%	63%	67%	64%	60%	62%	58%	78%	63%	62%
Our values	62%	61%	73%	62%	65%	60%	54%	86%	64%	62%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	47%	67%	51%	53%	46%	46%	92%	53%	52%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	59%	74%	59%	67%	56%	51%	88%	61%	61%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	43%	58%	46%	50%	42%	36%	79%	47%	46%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	50%	54%	52%	51%	52%	47%	85%	55%	50%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	88%	87%	85%	81%	85%	74%	92%	86%	88%
Q16. People in my team treat each other with respect	70%	71%	84%	70%	81%	69%	62%	88%	71%	69%
Q17. The people in my team cooperate to get the work done	76%	77%	87%	77%	84%	77%	69%	88%	76%	74%
Q18. Employees are treated with respect regardless of their job	62%	60%	76%	61%	67%	60%	55%	81%	65%	62%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

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EMPLOYEE ENGAGEMENT INDEX	62%	63%	67%	64%	60%	62%	58%	78%	63%	62%
	62%	61%	73%	62%	65%	60%	54%	86%	64%	62%
Q19. In my team, people take responsibility for their decisions and actions	67%	69%	80%	67%	73%	68%	57%	90%	68%	67%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	85%	88%	81%	87%	84%	79%	81%	83%	82%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	60%	66%	63%	57%	61%	54%	73%	64%	64%
Q22. Leaders are open and honest in their communications with staff	49%	47%	63%	50%	52%	46%	40%	90%	53%	51%
Q23. Our senior managers encourage collaboration	52%	50%	68%	53%	56%	49%	40%	90%	55%	52%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	52%	63%	54%	57%	51%	45%	92%	56%	54%

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EMPLOYEE ENGAGEMENT INDEX	62%	63%	67%	64%	60%	62%	58%	78%	63%	62%
Health and wellbeing	62%	61%	71%	63%	66%	61%	55%	89%	59%	66%
Q25. I know how to access the Employee Assistance Program	74%	76%	82%	72%	75%	74%	66%	88%	67%	85%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	55%	66%	61%	62%	56%	49%	92%	56%	63%
Q27. I believe my organisation cares about my health and wellbeing	47%	44%	60%	49%	57%	45%	40%	85%	45%	49%
Q28. People in my team are committed to workplace safety	80%	81%	82%	79%	78%	80%	79%	96%	79%	81%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	51%	62%	55%	60%	51%	42%	85%	49%	51%

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EMPLOYEE ENGAGEMENT INDEX	62%	63%	67%	64%	60%	62%	58%	78%	63%	62%
Performance and development	58%	56%	68%	60%	55%	58%	48%	79%	59%	61%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	47%	64%	60%	51%	56%	47%	81%	59%	59%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	65%	80%	66%	67%	65%	55%	69%	64%	69%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	54%	68%	57%	48%	55%	46%	85%	56%	57%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	56%	62%	57%	54%	55%	45%	79%	57%	59%

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EMPLOYEE ENGAGEMENT INDEX	62%	63%	67%	64%	60%	62%	58%	78%	63%	62%
Service delivery and patient care	63%	63%	68%	64%	62%	61%	61%	87%	65%	64%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	73%	72%	73%	65%	72%	68%	85%	76%	75%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	54%	69%	58%	57%	55%	53%	92%	59%	59%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	68%	75%	69%	71%	66%	69%	94%	69%	71%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	41%	54%	46%	48%	40%	36%	79%	49%	45%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	67%	66%	67%	67%	63%	66%	96%	66%	66%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	77%	71%	68%	66%	71%	75%	77%	70%	69%

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RESPONDENTS	22892	2233	939	3666	1022	4266	1843	48	4605	4270
EMPLOYEE ENGAGEMENT INDEX	62%	63%	67%	64%	60%	62%	58%	78%	63%	62%
About your organisation	54%	54%	66%	56%	55%	52%	46%	83%	55%	55%
Q40. I would recommend my organisation as a great place to work	56%	55%	62%	58%	53%	54%	47%	88%	57%	56%
Q41. My manager recognises and acknowledges when I have done my job well	59%	60%	80%	59%	67%	56%	50%	88%	57%	63%
Q42. My manager supports me and my goals	61%	63%	78%	59%	62%	58%	49%	81%	61%	63%
Q43. I am proud to tell others I work for my organisation	67%	71%	74%	69%	57%	67%	60%	83%	68%	65%
Q44. My organisation inspires me to do the best in my job	53%	55%	63%	56%	51%	52%	47%	81%	54%	53%
Q45. My organisation supports me and my goals	47%	46%	60%	49%	45%	45%	38%	75%	49%	49%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	39%	55%	46%	51%	40%	41%	81%	46%	45%
Q47. My organisation motivates me to help it achieve its objectives	46%	43%	58%	48%	51%	42%	39%	83%	47%	47%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

JOB ROLE 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, ENGINE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Medical	Nursing and Midwifery	Dental	Allied Health and Health Professions	Corporate/ Support Services/ Other	Executive
RESPONDENTS	22892	2319	7538	481	4239	7917	398
EMPLOYEE ENGAGEMENT INDEX	62%	61%	59%	65%	64%	64%	72%
Your job	68%	66%	64%	72%	70%	71%	77%
Q1. My role enables me to make good use of my skills and abilities	79%	81%	81%	80%	84%	74%	83%
Q2. I have clear, measurable work objectives	74%	74%	75%	78%	76%	72%	78%
Q3. I feel committed to my organisation's goals	81%	78%	78%	82%	84%	83%	90%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	49%	52%	65%	55%	65%	66%
Q5. I feel a strong personal attachment to my organisation	62%	63%	59%	63%	63%	64%	80%
Q6. I am able to strike the right balance between my work and home life	60%	56%	55%	69%	57%	67%	54%
Q7. I feel valued and recognised for the work I do	47%	48%	39%	45%	49%	53%	65%
Q8. I believe in the purpose and objectives of my organisation	77%	73%	71%	78%	81%	80%	88%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	70%	71%	82%	79%	81%	87%
Q10. Considering everything, I am satisfied with the job I do	69%	67%	63%	75%	74%	72%	80%

JOB ROLE 2021 SURVEY



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RESPONDENTS	22892	2319	7538	481	4239	7917	398
EMPLOYEE ENGAGEMENT INDEX	62%	61%	59%	65%	64%	64%	72%
Our values	62%	63%	59%	62%	65%	63%	75%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	48%	43%	54%	56%	54%	68%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	60%	54%	58%	61%	64%	76%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	47%	40%	43%	46%	48%	62%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	49%	51%	58%	54%	51%	66%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	84%	88%	76%	86%	82%	92%
Q16. People in my team treat each other with respect	70%	76%	66%	71%	75%	70%	79%
Q17. The people in my team cooperate to get the work done	76%	80%	74%	78%	80%	75%	83%
Q18. Employees are treated with respect regardless of their job	62%	62%	59%	67%	67%	62%	76%

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JOB ROLE 2021 SURVEY



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RESPONDENTS	22892	2319	7538	481	4239	7917	398
EMPLOYEE ENGAGEMENT INDEX	62%	61%	59%	65%	64%	64%	72%
	62%	63%	59%	62%	65%	63%	75%
Q19. In my team, people take responsibility for their decisions and actions	67%	75%	64%	68%	71%	66%	81%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	83%	81%	83%	88%	81%	89%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	65%	61%	55%	64%	60%	73%
Q22. Leaders are open and honest in their communications with staff	49%	52%	45%	50%	51%	51%	68%
Q23. Our senior managers encourage collaboration	52%	52%	45%	48%	56%	55%	70%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	50%	50%	54%	56%	56%	71%

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RESPONDENTS	22892	2319	7538	481	4239	7917	398
EMPLOYEE ENGAGEMENT INDEX	62%	61%	59%	65%	64%	64%	72%
Health and wellbeing	62%	54%	58%	69%	63%	67%	78%
Q25. I know how to access the Employee Assistance Program	74%	55%	77%	84%	74%	77%	88%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	47%	55%	67%	56%	64%	74%
Q27. I believe my organisation cares about my health and wellbeing	47%	41%	38%	49%	49%	56%	66%
Q28. People in my team are committed to workplace safety	80%	80%	76%	85%	84%	80%	90%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	45%	45%	59%	53%	57%	72%

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RESPONDENTS	22892	2319	7538	481	4239	7917	398
EMPLOYEE ENGAGEMENT INDEX	62%	61%	59%	65%	64%	64%	72%
Performance and development	58%	64%	53%	67%	64%	58%	73%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	68%	45%	81%	65%	57%	72%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	69%	60%	70%	72%	66%	78%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	61%	50%	59%	61%	54%	69%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	59%	55%	56%	57%	55%	73%

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RESPONDENTS	22892	2319	7538	481	4239	7917	398
EMPLOYEE ENGAGEMENT INDEX	62%	61%	59%	65%	64%	64%	72%
Service delivery and patient care	63%	60%	59%	66%	66%	66%	76%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	71%	73%	75%	78%	71%	82%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	52%	52%	64%	60%	62%	71%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	63%	63%	74%	72%	74%	83%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	42%	41%	41%	47%	47%	64%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	61%	61%	71%	68%	70%	79%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	69%	64%	73%	75%	74%	79%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

JOB ROLE 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, ENGINE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

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	WA health system	Medical	Nursing and Midwifery	Dental	Allied Health and Health Professions	Corporate/ Support Services/ Other	Executive
RESPONDENTS	22892	2319	7538	481	4239	7917	398
EMPLOYEE ENGAGEMENT INDEX	62%	61%	59%	65%	64%	64%	72%
About your organisation	54%	53%	49%	58%	57%	57%	70%
Q40. I would recommend my organisation as a great place to work	56%	55%	51%	62%	59%	58%	69%
Q41. My manager recognises and acknowledges when I have done my job well	59%	60%	53%	61%	61%	64%	75%
Q42. My manager supports me and my goals	61%	62%	56%	64%	63%	62%	75%
Q43. I am proud to tell others I work for my organisation	67%	66%	63%	69%	70%	68%	77%
Q44. My organisation inspires me to do the best in my job	53%	51%	49%	57%	56%	56%	70%
Q45. My organisation supports me and my goals	47%	47%	43%	49%	49%	49%	68%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	38%	38%	49%	45%	51%	63%
Q47. My organisation motivates me to help it achieve its objectives	46%	42%	39%	50%	48%	51%	65%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

GENDER 2021 SURVEY



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	WA health system	Female	Male	Indeterminate / Intersex / Unspecified	Prefer not to say
RESPONDENTS	22892	17042	4625	33	1192
EMPLOYEE ENGAGEMENT INDEX	62%	63%	63%	54%	45%
Your job	68%	70%	69%	57%	46%
Q1. My role enables me to make good use of my skills and abilities	79%	81%	78%	76%	58%
Q2. I have clear, measurable work objectives	74%	77%	72%	61%	52%
Q3. I feel committed to my organisation's goals	81%	83%	80%	64%	61%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	59%	57%	45%	34%
Q5. I feel a strong personal attachment to my organisation	62%	63%	63%	55%	38%
Q6. I am able to strike the right balance between my work and home life	60%	61%	63%	55%	42%
Q7. I feel valued and recognised for the work I do	47%	47%	53%	36%	21%
Q8. I believe in the purpose and objectives of my organisation	77%	78%	77%	55%	58%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	78%	76%	67%	59%
Q10. Considering everything, I am satisfied with the job I do	69%	70%	70%	55%	43%

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GENDER 2021 SURVEY



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	WA health system	Female	Male	Indeterminate / Intersex / Unspecified	Prefer not to say
RESPONDENTS	22892	17042	4625	33	1192
EMPLOYEE ENGAGEMENT INDEX	62%	63%	63%	54%	45%
Our values	62%	63%	66%	54%	39%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	52%	54%	39%	24%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	60%	66%	48%	32%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	45%	51%	39%	19%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	52%	55%	55%	26%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	86%	85%	64%	71%
Q16. People in my team treat each other with respect	70%	70%	75%	73%	52%
Q17. The people in my team cooperate to get the work done	76%	76%	80%	76%	61%
Q18. Employees are treated with respect regardless of their job	62%	63%	65%	48%	35%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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GENDER 2021 SURVEY



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	WA health system	Female	Male	Indeterminate / Intersex / Unspecified	Prefer not to say
RESPONDENTS	22892	17042	4625	33	1192
EMPLOYEE ENGAGEMENT INDEX	62%	63%	63%	54%	45%
	62%	63%	66%	54%	39%
Q19. In my team, people take responsibility for their decisions and actions	67%	68%	72%	70%	50%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	84%	84%	76%	68%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	63%	65%	58%	34%
Q22. Leaders are open and honest in their communications with staff	49%	50%	54%	30%	22%
Q23. Our senior managers encourage collaboration	52%	52%	57%	39%	25%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	55%	57%	45%	28%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



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	WA health system	Female	Male	Indeterminate / Intersex / Unspecified	Prefer not to say
RESPONDENTS	22892	17042	4625	33	1192
EMPLOYEE ENGAGEMENT INDEX	62%	63%	63%	54%	45%
Health and wellbeing	62%	63%	63%	59%	46%
Q25. I know how to access the Employee Assistance Program	74%	76%	69%	73%	73%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	60%	58%	42%	36%
Q27. I believe my organisation cares about my health and wellbeing	47%	47%	52%	52%	23%
Q28. People in my team are committed to workplace safety	80%	80%	82%	79%	65%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	52%	54%	52%	32%

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- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

	WA health system	Female	Male	Indeterminate / Intersex / Unspecified	Prefer not to say
RESPONDENTS	22892	17042	4625	33	1192
EMPLOYEE ENGAGEMENT INDEX	62%	63%	63%	54%	45%
Performance and development	58%	59%	61%	51%	42%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	56%	59%	61%	48%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	66%	68%	55%	53%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	56%	56%	48%	36%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	56%	61%	39%	31%

GENDER 2021 SURVEY



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	WA health system	Female	Male	Indeterminate / Intersex / Unspecified	Prefer not to say
RESPONDENTS	22892	17042	4625	33	1192
EMPLOYEE ENGAGEMENT INDEX	62%	63%	63%	54%	45%
Service delivery and patient care	63%	65%	64%	51%	41%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	75%	71%	58%	48%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	59%	59%	45%	33%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	70%	69%	58%	48%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	45%	48%	33%	24%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	67%	66%	55%	46%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	72%	73%	58%	46%

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GENDER 2021 SURVEY



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	○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE ○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE	WA health system	Female	Male	Indeterminate / Intersex / Unspecified	Prefer not to say
RESPONDENTS		22892	17042	4625	33	1192
EMPLOYEE ENGAGEMENT INDEX		62%	63%	63%	54%	45%
About your organisation		54%	55%	57%	42%	28%
Q40. I would recommend my organisation as a great place to work		56%	57%	59%	45%	26%
Q41. My manager recognises and acknowledges when I have done my job well		59%	59%	65%	48%	38%
Q42. My manager supports me and my goals		61%	61%	66%	45%	36%
Q43. I am proud to tell others I work for my organisation		67%	68%	69%	55%	37%
Q44. My organisation inspires me to do the best in my job		53%	55%	54%	42%	25%
Q45. My organisation supports me and my goals		47%	49%	50%	30%	21%
Q46. My organisation is making the necessary improvements to meet our future challenges		44%	46%	46%	33%	23%
Q47. My organisation motivates me to help it achieve its objectives		46%	47%	48%	36%	22%



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	WA health system	Under 18	18 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 and over	Prefer not to say
RESPONDENTS	22892	8	845	4478	5272	5522	4534	769	20	1444
EMPLOYEE ENGAGEMENT INDEX	62%	(r)	72%	63%	63%	63%	62%	66%	66%	48%
Your job	68%	(r)	76%	68%	70%	69%	69%	75%	71%	50%
Q1. My role enables me to make good use of my skills and abilities	79%	(r)	84%	82%	80%	79%	79%	83%	85%	61%
Q2. I have clear, measurable work objectives	74%	(r)	83%	76%	74%	75%	75%	81%	75%	55%
Q3. I feel committed to my organisation's goals	81%	(r)	89%	80%	83%	83%	81%	85%	85%	67%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	(r)	76%	58%	57%	56%	60%	67%	50%	38%
Q5. I feel a strong personal attachment to my organisation	62%	(r)	63%	58%	64%	65%	64%	72%	75%	43%
Q6. I am able to strike the right balance between my work and home life	60%	(r)	64%	58%	60%	61%	63%	72%	75%	43%
Q7. I feel valued and recognised for the work I do	47%	(r)	55%	47%	50%	48%	47%	53%	45%	24%
Q8. I believe in the purpose and objectives of my organisation	77%	(r)	87%	77%	79%	77%	76%	80%	70%	64%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	(r)	83%	75%	77%	77%	78%	82%	65%	63%
Q10. Considering everything, I am satisfied with the job I do	69%	(r)	80%	69%	70%	70%	70%	78%	80%	47%



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	WA health system	Under 18	18 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 and over	Prefer not to say
RESPONDENTS	22892	8	845	4478	5272	5522	4534	769	20	1444
EMPLOYEE ENGAGEMENT INDEX	62%	(r)	72%	63%	63%	63%	62%	66%	66%	48%
Our values	62%	(r)	74%	65%	64%	63%	60%	62%	52%	42%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	(r)	68%	53%	53%	52%	48%	51%	30%	28%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	(r)	66%	61%	64%	61%	59%	63%	35%	36%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	(r)	53%	46%	48%	47%	44%	50%	35%	22%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	(r)	69%	55%	54%	51%	49%	53%	30%	29%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	(r)	84%	84%	86%	87%	85%	86%	85%	75%
Q16. People in my team treat each other with respect	70%	(r)	78%	73%	73%	71%	69%	70%	80%	55%
Q17. The people in my team cooperate to get the work done	76%	(r)	84%	78%	77%	77%	75%	76%	70%	63%
Q18. Employees are treated with respect regardless of their job	62%	(r)	78%	67%	66%	62%	57%	61%	50%	40%



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	WA health system	Under 18	18 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 and over	Prefer not to say
RESPONDENTS	22892	8	845	4478	5272	5522	4534	769	20	1444
EMPLOYEE ENGAGEMENT INDEX	62%	(r)	72%	63%	63%	63%	62%	66%	66%	48%
	62%	(r)	74%	65%	64%	63%	60%	62%	52%	42%
Q19. In my team, people take responsibility for their decisions and actions	67%	(r)	76%	69%	69%	69%	67%	67%	70%	51%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	(r)	90%	85%	83%	83%	83%	84%	70%	70%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	(r)	79%	68%	65%	62%	56%	59%	60%	39%
Q22. Leaders are open and honest in their communications with staff	49%	(r)	73%	55%	53%	48%	45%	46%	30%	26%
Q23. Our senior managers encourage collaboration	52%	(r)	73%	58%	55%	51%	47%	48%	40%	29%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	(r)	71%	56%	56%	54%	51%	54%	45%	31%



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	WA health system	Under 18	18 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 and over	Prefer not to say
RESPONDENTS	22892	8	845	4478	5272	5522	4534	769	20	1444
EMPLOYEE ENGAGEMENT INDEX	62%	(r)	72%	63%	63%	63%	62%	66%	66%	48%
Health and wellbeing	62%	(r)	61%	58%	63%	65%	64%	69%	52%	50%
Q25. I know how to access the Employee Assistance Program	74%	(r)	40%	63%	76%	81%	81%	80%	50%	77%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	(r)	63%	53%	58%	61%	63%	67%	50%	41%
Q27. I believe my organisation cares about my health and wellbeing	47%	(r)	62%	46%	48%	48%	47%	55%	50%	28%
Q28. People in my team are committed to workplace safety	80%	(r)	86%	81%	80%	81%	79%	82%	75%	66%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	(r)	53%	48%	53%	54%	53%	58%	35%	37%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



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	WA health system	Under 18	18 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 and over	Prefer not to say
RESPONDENTS	22892	8	845	4478	5272	5522	4534	769	20	1444
EMPLOYEE ENGAGEMENT INDEX	62%	(r)	72%	63%	63%	63%	62%	66%	66%	48%
Performance and development	58%	(r)	61%	62%	61%	60%	55%	55%	40%	44%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	(r)	51%	57%	58%	58%	56%	56%	45%	51%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	(r)	72%	72%	68%	66%	60%	58%	40%	54%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	(r)	69%	63%	58%	54%	49%	50%	25%	37%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	(r)	50%	56%	60%	60%	55%	55%	50%	35%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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	WA health system	Under 18	18 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 and over	Prefer not to say
RESPONDENTS	22892	8	845	4478	5272	5522	4534	769	20	1444
EMPLOYEE ENGAGEMENT INDEX	62%	(r)	72%	63%	63%	63%	62%	66%	66%	48%
Service delivery and patient care	63%	(r)	77%	65%	65%	64%	63%	67%	58%	45%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	(r)	86%	77%	75%	72%	70%	75%	65%	54%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	(r)	74%	60%	59%	57%	57%	62%	50%	37%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	(r)	83%	71%	70%	70%	68%	71%	60%	52%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	(r)	55%	46%	47%	45%	44%	45%	50%	27%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	(r)	79%	67%	66%	66%	67%	70%	60%	49%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	(r)	83%	71%	71%	72%	71%	76%	65%	51%



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	WA health system	Under 18	18 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 and over	Prefer not to say
RESPONDENTS	22892	8	845	4478	5272	5522	4534	769	20	1444
EMPLOYEE ENGAGEMENT INDEX	62%	(r)	72%	63%	63%	63%	62%	66%	66%	48%
About your organisation	54%	(r)	72%	58%	57%	54%	52%	56%	47%	32%
Q40. I would recommend my organisation as a great place to work	56%	(r)	76%	60%	58%	56%	52%	58%	55%	29%
Q41. My manager recognises and acknowledges when I have done my job well	59%	(r)	66%	61%	63%	61%	57%	59%	40%	40%
Q42. My manager supports me and my goals	61%	(r)	73%	65%	64%	61%	57%	60%	45%	40%
Q43. I am proud to tell others I work for my organisation	67%	(r)	86%	71%	69%	67%	64%	71%	70%	41%
Q44. My organisation inspires me to do the best in my job	53%	(r)	75%	57%	56%	53%	51%	56%	40%	30%
Q45. My organisation supports me and my goals	47%	(r)	67%	51%	50%	47%	45%	50%	30%	24%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	(r)	62%	46%	45%	45%	43%	45%	55%	27%
Q47. My organisation motivates me to help it achieve its objectives	46%	(r)	68%	49%	48%	45%	43%	46%	40%	26%

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, ENGINE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	429	21612	851
EMPLOYEE ENGAGEMENT INDEX	62%	68%	63%	45%
Your job	68%	73%	69%	46%
Q1. My role enables me to make good use of my skills and abilities	79%	80%	80%	57%
Q2. I have clear, measurable work objectives	74%	76%	75%	49%
Q3. I feel committed to my organisation's goals	81%	85%	82%	60%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	68%	58%	35%
Q5. I feel a strong personal attachment to my organisation	62%	66%	63%	40%
Q6. I am able to strike the right balance between my work and home life	60%	65%	61%	42%
Q7. I feel valued and recognised for the work I do	47%	56%	48%	22%
Q8. I believe in the purpose and objectives of my organisation	77%	80%	78%	56%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	79%	77%	59%
Q10. Considering everything, I am satisfied with the job I do	69%	76%	70%	43%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	429	21612	851
EMPLOYEE ENGAGEMENT INDEX	62%	68%	63%	45%
Our values	62%	65%	63%	38%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	54%	52%	24%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	64%	61%	30%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	54%	46%	21%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	51%	53%	26%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	83%	85%	71%
Q16. People in my team treat each other with respect	70%	72%	71%	51%
Q17. The people in my team cooperate to get the work done	76%	78%	77%	59%
Q18. Employees are treated with respect regardless of their job	62%	64%	63%	35%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	429	21612	851
EMPLOYEE ENGAGEMENT INDEX	62%	68%	63%	45%
	62%	65%	63%	38%
Q19. In my team, people take responsibility for their decisions and actions	67%	69%	68%	44%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	76%	84%	65%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	68%	63%	33%
Q22. Leaders are open and honest in their communications with staff	49%	59%	50%	22%
Q23. Our senior managers encourage collaboration	52%	62%	53%	25%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	59%	55%	28%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	429	21612	851
EMPLOYEE ENGAGEMENT INDEX	62%	68%	63%	45%
Health and wellbeing	62%	66%	63%	45%
Q25. I know how to access the Employee Assistance Program	74%	76%	74%	71%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	63%	59%	36%
Q27. I believe my organisation cares about my health and wellbeing	47%	55%	48%	26%
Q28. People in my team are committed to workplace safety	80%	79%	80%	61%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	58%	52%	33%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2021 SURVEY



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	429	21612	851
EMPLOYEE ENGAGEMENT INDEX	62%	68%	63%	45%
Service delivery and patient care	63%	68%	64%	40%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	79%	74%	48%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	68%	58%	34%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	69%	70%	46%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	53%	45%	24%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	69%	67%	45%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	73%	72%	44%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2021 SURVEY



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	429	21612	851
EMPLOYEE ENGAGEMENT INDEX	62%	68%	63%	45%
About your organisation	54%	65%	55%	29%
Q40. I would recommend my organisation as a great place to work	56%	66%	57%	27%
Q41. My manager recognises and acknowledges when I have done my job well	59%	69%	60%	38%
Q42. My manager supports me and my goals	61%	68%	62%	34%
Q43. I am proud to tell others I work for my organisation	67%	73%	68%	36%
Q44. My organisation inspires me to do the best in my job	53%	66%	54%	27%
Q45. My organisation supports me and my goals	47%	59%	48%	22%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	59%	45%	25%
Q47. My organisation motivates me to help it achieve its objectives	46%	60%	46%	23%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

CULTURALLY OR LINGUISTICALLY DIVERSE 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	4794	16670	1428
EMPLOYEE ENGAGEMENT INDEX	62%	65%	63%	50%
Your job	68%	72%	69%	52%
Q1. My role enables me to make good use of my skills and abilities	79%	80%	80%	61%
Q2. I have clear, measurable work objectives	74%	78%	74%	58%
Q3. I feel committed to my organisation's goals	81%	84%	81%	67%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	64%	57%	42%
Q5. I feel a strong personal attachment to my organisation	62%	66%	62%	46%
Q6. I am able to strike the right balance between my work and home life	60%	63%	60%	47%
Q7. I feel valued and recognised for the work I do	47%	51%	47%	29%
Q8. I believe in the purpose and objectives of my organisation	77%	79%	78%	59%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	80%	76%	63%
Q10. Considering everything, I am satisfied with the job I do	69%	71%	70%	49%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

CULTURALLY OR LINGUISTICALLY DIVERSE 2021 SURVEY



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	4794	16670	1428
EMPLOYEE ENGAGEMENT INDEX	62%	65%	63%	50%
Our values	62%	64%	63%	43%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	55%	51%	30%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	62%	61%	37%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	48%	46%	27%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	55%	52%	32%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	85%	86%	74%
Q16. People in my team treat each other with respect	70%	71%	71%	55%
Q17. The people in my team cooperate to get the work done	76%	77%	77%	61%
Q18. Employees are treated with respect regardless of their job	62%	66%	63%	41%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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CULTURALLY OR LINGUISTICALLY DIVERSE 2021 SURVEY



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	4794	16670	1428
EMPLOYEE ENGAGEMENT INDEX	62%	65%	63%	50%
	62%	64%	63%	43%
Q19. In my team, people take responsibility for their decisions and actions	67%	69%	69%	51%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	79%	85%	65%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	61%	64%	39%
Q22. Leaders are open and honest in their communications with staff	49%	52%	50%	29%
Q23. Our senior managers encourage collaboration	52%	58%	52%	31%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	58%	54%	35%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	4794	16670	1428
EMPLOYEE ENGAGEMENT INDEX	62%	65%	63%	50%
Health and wellbeing	62%	63%	63%	49%
Q25. I know how to access the Employee Assistance Program	74%	69%	76%	69%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	60%	59%	43%
Q27. I believe my organisation cares about my health and wellbeing	47%	52%	47%	31%
Q28. People in my team are committed to workplace safety	80%	80%	81%	64%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	55%	52%	37%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

CULTURALLY OR LINGUISTICALLY DIVERSE 2021 SURVEY



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- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	4794	16670	1428
EMPLOYEE ENGAGEMENT INDEX	62%	65%	63%	50%
Performance and development	58%	59%	59%	44%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	58%	57%	49%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	65%	67%	51%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	60%	55%	39%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	55%	58%	38%

CULTURALLY OR LINGUISTICALLY DIVERSE 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	4794	16670	1428
EMPLOYEE ENGAGEMENT INDEX	62%	65%	63%	50%
Service delivery and patient care	63%	68%	63%	47%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	75%	74%	56%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	63%	57%	40%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	75%	69%	52%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	51%	44%	32%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	73%	65%	53%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	73%	71%	52%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

CULTURALLY OR LINGUISTICALLY DIVERSE 2021 SURVEY



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	4794	16670	1428
EMPLOYEE ENGAGEMENT INDEX	62%	65%	63%	50%
About your organisation	54%	59%	54%	35%
Q40. I would recommend my organisation as a great place to work	56%	61%	56%	33%
Q41. My manager recognises and acknowledges when I have done my job well	59%	62%	60%	42%
Q42. My manager supports me and my goals	61%	63%	62%	40%
Q43. I am proud to tell others I work for my organisation	67%	72%	67%	45%
Q44. My organisation inspires me to do the best in my job	53%	60%	53%	34%
Q45. My organisation supports me and my goals	47%	53%	48%	28%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	51%	44%	30%
Q47. My organisation motivates me to help it achieve its objectives	46%	53%	45%	29%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



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THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Yes	No	Other term	Prefer not to say
RESPONDENTS	22892	916	20683	119	1174
EMPLOYEE ENGAGEMENT INDEX	62%	61%	63%	51%	47%
Your job	68%	65%	70%	50%	48%
Q1. My role enables me to make good use of my skills and abilities	79%	75%	80%	58%	61%
Q2. I have clear, measurable work objectives	74%	70%	76%	63%	54%
Q3. I feel committed to my organisation's goals	81%	77%	83%	56%	61%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	51%	59%	42%	36%
Q5. I feel a strong personal attachment to my organisation	62%	59%	64%	44%	40%
Q6. I am able to strike the right balance between my work and home life	60%	56%	61%	47%	41%
Q7. I feel valued and recognised for the work I do	47%	45%	48%	29%	25%
Q8. I believe in the purpose and objectives of my organisation	77%	77%	78%	52%	57%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	75%	78%	58%	59%
Q10. Considering everything, I am satisfied with the job I do	69%	65%	70%	47%	45%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



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THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Yes	No	Other term	Prefer not to say
RESPONDENTS	22892	916	20683	119	1174
EMPLOYEE ENGAGEMENT INDEX	62%	61%	63%	51%	47%
Our values	62%	61%	63%	43%	42%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	48%	52%	30%	28%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	57%	61%	45%	35%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	44%	47%	27%	23%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	52%	53%	32%	29%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	84%	86%	70%	72%
Q16. People in my team treat each other with respect	70%	71%	71%	56%	55%
Q17. The people in my team cooperate to get the work done	76%	79%	77%	62%	61%
Q18. Employees are treated with respect regardless of their job	62%	61%	64%	41%	38%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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	WA health system	Yes	No	Other term	Prefer not to say
RESPONDENTS	22892	916	20683	119	1174
EMPLOYEE ENGAGEMENT INDEX	62%	61%	63%	51%	47%
	62%	61%	63%	43%	42%
Q19. In my team, people take responsibility for their decisions and actions	67%	64%	69%	51%	50%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	79%	84%	62%	69%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	65%	63%	40%	39%
Q22. Leaders are open and honest in their communications with staff	49%	49%	51%	27%	27%
Q23. Our senior managers encourage collaboration	52%	51%	53%	29%	30%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	53%	55%	32%	30%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Yes	No	Other term	Prefer not to say
RESPONDENTS	22892	916	20683	119	1174
EMPLOYEE ENGAGEMENT INDEX	62%	61%	63%	51%	47%
Health and wellbeing	62%	59%	63%	45%	45%
Q25. I know how to access the Employee Assistance Program	74%	75%	75%	66%	69%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	51%	60%	40%	36%
Q27. I believe my organisation cares about my health and wellbeing	47%	44%	49%	24%	26%
Q28. People in my team are committed to workplace safety	80%	78%	81%	60%	63%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	46%	53%	33%	33%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



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	WA health system	Yes	No	Other term	Prefer not to say
RESPONDENTS	22892	916	20683	119	1174
EMPLOYEE ENGAGEMENT INDEX	62%	61%	63%	51%	47%
Service delivery and patient care	63%	60%	65%	43%	43%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	69%	74%	57%	52%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	55%	59%	35%	37%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	67%	70%	43%	48%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	41%	46%	27%	28%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	60%	67%	46%	48%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	67%	72%	50%	48%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, ENGINE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Yes	No	Other term	Prefer not to say
RESPONDENTS	22892	916	20683	119	1174
EMPLOYEE ENGAGEMENT INDEX	62%	61%	63%	51%	47%
About your organisation	54%	53%	56%	33%	32%
Q40. I would recommend my organisation as a great place to work	56%	54%	57%	30%	30%
Q41. My manager recognises and acknowledges when I have done my job well	59%	57%	61%	34%	41%
Q42. My manager supports me and my goals	61%	60%	62%	39%	39%
Q43. I am proud to tell others I work for my organisation	67%	66%	69%	44%	39%
Q44. My organisation inspires me to do the best in my job	53%	51%	55%	32%	29%
Q45. My organisation supports me and my goals	47%	47%	49%	29%	24%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	43%	46%	28%	26%
Q47. My organisation motivates me to help it achieve its objectives	46%	44%	47%	26%	25%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	482	21593	817
EMPLOYEE ENGAGEMENT INDEX	62%	60%	63%	46%
Your job	68%	62%	69%	47%
Q1. My role enables me to make good use of my skills and abilities	79%	66%	80%	57%
Q2. I have clear, measurable work objectives	74%	65%	75%	51%
Q3. I feel committed to my organisation's goals	81%	75%	82%	62%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	50%	58%	35%
Q5. I feel a strong personal attachment to my organisation	62%	59%	63%	41%
Q6. I am able to strike the right balance between my work and home life	60%	57%	61%	40%
Q7. I feel valued and recognised for the work I do	47%	40%	48%	24%
Q8. I believe in the purpose and objectives of my organisation	77%	73%	78%	59%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	71%	77%	59%
Q10. Considering everything, I am satisfied with the job I do	69%	62%	70%	43%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



YOUR DEMOGRAPHIC PROFILES

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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	482	21593	817
EMPLOYEE ENGAGEMENT INDEX	62%	60%	63%	46%
Our values	62%	54%	63%	39%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	45%	52%	25%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	52%	61%	33%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	37%	46%	21%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	43%	53%	27%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	82%	86%	70%
Q16. People in my team treat each other with respect	70%	63%	71%	53%
Q17. The people in my team cooperate to get the work done	76%	70%	77%	57%
Q18. Employees are treated with respect regardless of their job	62%	51%	63%	35%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



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	WA health system	Yes	No	Prefer not to say
AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE				
AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE				
RESPONDENTS	22892	482	21593	817
EMPLOYEE ENGAGEMENT INDEX	62%	60%	63%	46%
	62%	54%	63%	39%
Q19. In my team, people take responsibility for their decisions and actions	67%	59%	68%	47%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	75%	84%	65%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	50%	63%	33%
Q22. Leaders are open and honest in their communications with staff	49%	42%	51%	24%
Q23. Our senior managers encourage collaboration	52%	45%	53%	27%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	49%	55%	29%



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	482	21593	817
EMPLOYEE ENGAGEMENT INDEX	62%	60%	63%	46%
Health and wellbeing	62%	58%	63%	44%
Q25. I know how to access the Employee Assistance Program	74%	77%	74%	70%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	50%	59%	35%
Q27. I believe my organisation cares about my health and wellbeing	47%	42%	48%	24%
Q28. People in my team are committed to workplace safety	80%	74%	81%	61%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	48%	52%	32%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



YOUR DEMOGRAPHIC PROFILES

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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	482	21593	817
EMPLOYEE ENGAGEMENT INDEX	62%	60%	63%	46%
Performance and development	58%	53%	59%	44%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	54%	57%	50%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	63%	66%	54%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	47%	56%	36%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	48%	57%	34%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	482	21593	817
EMPLOYEE ENGAGEMENT INDEX	62%	60%	63%	46%
Service delivery and patient care	63%	56%	64%	42%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	62%	74%	49%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	49%	59%	34%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	62%	70%	47%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	38%	45%	26%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	60%	67%	46%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	65%	72%	47%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	22892	482	21593	817
EMPLOYEE ENGAGEMENT INDEX	62%	60%	63%	46%
About your organisation	54%	50%	55%	30%
Q40. I would recommend my organisation as a great place to work	56%	48%	57%	29%
Q41. My manager recognises and acknowledges when I have done my job well	59%	55%	60%	40%
Q42. My manager supports me and my goals	61%	58%	62%	37%
Q43. I am proud to tell others I work for my organisation	67%	63%	68%	39%
Q44. My organisation inspires me to do the best in my job	53%	49%	55%	27%
Q45. My organisation supports me and my goals	47%	41%	49%	23%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	41%	45%	25%
Q47. My organisation motivates me to help it achieve its objectives	46%	42%	47%	22%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

MANAGERIAL RESPONSIBILITY 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	22892	401	2096	5655	14740
EMPLOYEE ENGAGEMENT INDEX	62%	76%	66%	60%	62%
Your job	68%	80%	71%	66%	69%
Q1. My role enables me to make good use of my skills and abilities	79%	90%	84%	82%	77%
Q2. I have clear, measurable work objectives	74%	82%	72%	73%	75%
Q3. I feel committed to my organisation's goals	81%	93%	86%	79%	81%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	64%	54%	50%	61%
Q5. I feel a strong personal attachment to my organisation	62%	86%	74%	63%	60%
Q6. I am able to strike the right balance between my work and home life	60%	50%	52%	54%	64%
Q7. I feel valued and recognised for the work I do	47%	72%	54%	43%	47%
Q8. I believe in the purpose and objectives of my organisation	77%	91%	83%	74%	76%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	93%	82%	73%	77%
Q10. Considering everything, I am satisfied with the job I do	69%	83%	72%	65%	69%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

MANAGERIAL RESPONSIBILITY 2021 SURVEY



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	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	22892	401	2096	5655	14740
EMPLOYEE ENGAGEMENT INDEX	62%	76%	66%	60%	62%
Our values	62%	82%	71%	61%	60%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	75%	58%	47%	50%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	85%	71%	61%	57%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	72%	56%	44%	43%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	72%	62%	53%	49%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	99%	94%	90%	81%
Q16. People in my team treat each other with respect	70%	88%	80%	70%	69%
Q17. The people in my team cooperate to get the work done	76%	90%	84%	77%	75%
Q18. Employees are treated with respect regardless of their job	62%	78%	68%	61%	61%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

MANAGERIAL RESPONSIBILITY 2021 SURVEY



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	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	22892	401	2096	5655	14740
EMPLOYEE ENGAGEMENT INDEX	62%	76%	66%	60%	62%
	62%	82%	71%	61%	60%
Q19. In my team, people take responsibility for their decisions and actions	67%	88%	77%	65%	66%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	95%	90%	84%	81%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	80%	71%	64%	59%
Q22. Leaders are open and honest in their communications with staff	49%	76%	56%	47%	49%
Q23. Our senior managers encourage collaboration	52%	77%	62%	49%	51%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	81%	60%	50%	54%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

MANAGERIAL RESPONSIBILITY 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	22892	401	2096	5655	14740
EMPLOYEE ENGAGEMENT INDEX	62%	76%	66%	60%	62%
Health and wellbeing	62%	83%	72%	61%	61%
Q25. I know how to access the Employee Assistance Program	74%	96%	92%	79%	70%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	78%	66%	55%	57%
Q27. I believe my organisation cares about my health and wellbeing	47%	71%	53%	41%	48%
Q28. People in my team are committed to workplace safety	80%	93%	87%	79%	79%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	76%	61%	48%	51%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

MANAGERIAL RESPONSIBILITY 2021 SURVEY



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- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	22892	401	2096	5655	14740
EMPLOYEE ENGAGEMENT INDEX	62%	76%	66%	60%	62%
Performance and development	58%	82%	70%	62%	55%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	79%	66%	57%	54%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	87%	76%	67%	63%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	75%	62%	55%	54%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	85%	76%	67%	48%

MANAGERIAL RESPONSIBILITY 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	22892	401	2096	5655	14740
EMPLOYEE ENGAGEMENT INDEX	62%	76%	66%	60%	62%
Service delivery and patient care	63%	80%	68%	60%	64%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	86%	77%	72%	72%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	74%	60%	51%	59%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	86%	75%	64%	70%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	71%	53%	43%	43%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	79%	68%	61%	67%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	83%	74%	67%	71%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

MANAGERIAL RESPONSIBILITY 2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	22892	401	2096	5655	14740
EMPLOYEE ENGAGEMENT INDEX	62%	76%	66%	60%	62%
About your organisation	54%	76%	61%	51%	54%
Q40. I would recommend my organisation as a great place to work	56%	75%	60%	51%	56%
Q41. My manager recognises and acknowledges when I have done my job well	59%	82%	69%	59%	58%
Q42. My manager supports me and my goals	61%	84%	71%	62%	58%
Q43. I am proud to tell others I work for my organisation	67%	83%	71%	64%	67%
Q44. My organisation inspires me to do the best in my job	53%	76%	58%	49%	54%
Q45. My organisation supports me and my goals	47%	73%	56%	44%	47%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	67%	48%	39%	45%
Q47. My organisation motivates me to help it achieve its objectives	46%	72%	52%	40%	46%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

CONTRACTED MEDICAL PRACTITIONER - YES

2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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	WA health systems - Yes	CAHS	EMHS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	341	42	61	62	24	70	82
EMPLOYEE ENGAGEMENT INDEX	60%	68%	69%	58%	59%	61%	51%
Your job	67%	76%	77%	65%	63%	68%	58%
Q1. My role enables me to make good use of my skills and abilities	83%	83%	87%	89%	71%	86%	77%
Q2. I have clear, measurable work objectives	76%	76%	87%	77%	79%	79%	63%
Q3. I feel committed to my organisation's goals	79%	90%	90%	81%	75%	79%	66%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	44%	74%	49%	26%	50%	47%	34%
Q5. I feel a strong personal attachment to my organisation	69%	81%	87%	71%	54%	70%	51%
Q6. I am able to strike the right balance between my work and home life	61%	57%	79%	65%	54%	61%	50%
Q7. I feel valued and recognised for the work I do	50%	52%	59%	44%	42%	49%	50%
Q8. I believe in the purpose and objectives of my organisation	74%	88%	80%	73%	67%	79%	62%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	70%	83%	75%	66%	71%	71%	61%
Q10. Considering everything, I am satisfied with the job I do	68%	76%	79%	60%	71%	64%	63%

CONTRACTED MEDICAL PRACTITIONER - YES

2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

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THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health systems - Yes	CAHS	EMHS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	341	42	61	62	24	70	82
EMPLOYEE ENGAGEMENT INDEX	60%	68%	69%	58%	59%	61%	51%
Our values	67%	71%	79%	68%	59%	68%	56%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	48%	48%	57%	42%	46%	54%	39%
Q12. I am able to speak up and share a different view to my colleagues and manager	65%	67%	79%	63%	42%	73%	56%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	52%	50%	74%	50%	42%	56%	37%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	51%	55%	64%	56%	50%	47%	39%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	90%	98%	90%	87%	75%	94%	88%
Q16. People in my team treat each other with respect	82%	81%	90%	92%	63%	81%	77%
Q17. The people in my team cooperate to get the work done	83%	86%	97%	90%	54%	81%	76%
Q18. Employees are treated with respect regardless of their job	65%	76%	82%	61%	71%	64%	49%

CONTRACTED MEDICAL PRACTITIONER - YES

2021 SURVEY



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, ENGINE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health systems - Yes	CAHS	EMHS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	341	42	61	62	24	70	82
EMPLOYEE ENGAGEMENT INDEX	60%	68%	69%	58%	59%	61%	51%
	67%	71%	79%	68%	59%	68%	56%
Q19. In my team, people take responsibility for their decisions and actions	81%	83%	93%	87%	58%	76%	76%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	85%	88%	93%	95%	79%	81%	76%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	70%	71%	87%	65%	83%	74%	54%
Q22. Leaders are open and honest in their communications with staff	56%	62%	70%	55%	58%	60%	39%
Q23. Our senior managers encourage collaboration	55%	64%	67%	55%	50%	63%	38%
Q24. My organisation does a good job of keeping me informed about matters affecting me	52%	60%	61%	56%	58%	53%	38%

CONTRACTED MEDICAL PRACTITIONER - YES

2021 SURVEY



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	WA health systems - Yes	CAHS	EMHS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	341	42	61	62	24	70	82
EMPLOYEE ENGAGEMENT INDEX	60%	68%	69%	58%	59%	61%	51%
Health and wellbeing	51%	68%	64%	46%	48%	47%	43%
Q25. I know how to access the Employee Assistance Program	45%	71%	52%	32%	38%	33%	48%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	42%	60%	57%	40%	33%	33%	34%
Q27. I believe my organisation cares about my health and wellbeing	42%	52%	56%	37%	42%	43%	29%
Q28. People in my team are committed to workplace safety	84%	95%	90%	85%	79%	84%	76%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	43%	62%	62%	34%	46%	40%	29%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

CONTRACTED MEDICAL PRACTITIONER - YES

2021 SURVEY



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RESPONDENTS	341	42	61	62	24	70	82
EMPLOYEE ENGAGEMENT INDEX	60%	68%	69%	58%	59%	61%	51%
Performance and development	67%	70%	72%	78%	54%	69%	56%
Q30. In the past 12 months, I have received formal feedback on my performance	67%	79%	67%	87%	54%	71%	45%
Q31. In the past 12 months, I have received informal feedback on my performance	71%	76%	80%	81%	58%	66%	62%
Q32. The performance feedback I have received has been beneficial to my ongoing development	62%	67%	59%	71%	54%	69%	54%
Q33. I feel comfortable to give feedback to my manager about the performance of others	68%	60%	80%	74%	50%	69%	65%

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2021 SURVEY



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	WA health systems - Yes	CAHS	EMHS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	341	42	61	62	24	70	82
EMPLOYEE ENGAGEMENT INDEX	60%	68%	69%	58%	59%	61%	51%
Service delivery and patient care	58%	68%	63%	50%	68%	59%	51%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	70%	71%	72%	65%	67%	71%	70%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	49%	57%	54%	42%	58%	46%	45%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	59%	76%	66%	44%	71%	60%	54%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	43%	57%	49%	40%	46%	46%	30%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	60%	64%	70%	45%	79%	63%	51%
Q39. I would be happy for my family members to receive health care services from my organisation	67%	81%	67%	63%	88%	70%	55%

CONTRACTED MEDICAL PRACTITIONER - YES

2021 SURVEY



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	WA health systems - Yes	CAHS	EMHS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	341	42	61	62	24	70	82
EMPLOYEE ENGAGEMENT INDEX	60%	68%	69%	58%	59%	61%	51%
About your organisation	52%	62%	65%	46%	45%	56%	42%
Q40. I would recommend my organisation as a great place to work	54%	67%	69%	45%	42%	56%	44%
Q41. My manager recognises and acknowledges when I have done my job well	63%	60%	79%	65%	58%	61%	54%
Q42. My manager supports me and my goals	70%	71%	74%	69%	58%	76%	63%
Q43. I am proud to tell others I work for my organisation	63%	83%	77%	58%	50%	69%	46%
Q44. My organisation inspires me to do the best in my job	49%	62%	64%	39%	38%	56%	37%
Q45. My organisation supports me and my goals	48%	57%	57%	40%	42%	51%	40%
Q46. My organisation is making the necessary improvements to meet our future challenges	33%	43%	46%	19%	38%	36%	26%
Q47. My organisation motivates me to help it achieve its objectives	40%	50%	54%	32%	38%	43%	28%

EMPLOYMENT STATUS 2021 SURVEY



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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	22892	16507	4870	1387	128
EMPLOYEE ENGAGEMENT INDEX	62%	61%	66%	68%	59%
Your job	68%	67%	72%	76%	62%
Q1. My role enables me to make good use of my skills and abilities	79%	78%	82%	78%	73%
Q2. I have clear, measurable work objectives	74%	73%	75%	80%	66%
Q3. I feel committed to my organisation's goals	81%	80%	84%	85%	75%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	56%	60%	71%	43%
Q5. I feel a strong personal attachment to my organisation	62%	61%	64%	65%	59%
Q6. I am able to strike the right balance between my work and home life	60%	58%	61%	75%	53%
Q7. I feel valued and recognised for the work I do	47%	43%	55%	59%	45%
Q8. I believe in the purpose and objectives of my organisation	77%	75%	82%	82%	72%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	75%	78%	84%	69%
Q10. Considering everything, I am satisfied with the job I do	69%	67%	74%	77%	69%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

EMPLOYMENT STATUS 2021 SURVEY



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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	22892	16507	4870	1387	128
EMPLOYEE ENGAGEMENT INDEX	62%	61%	66%	68%	59%
Our values	62%	59%	69%	68%	66%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	47%	59%	59%	51%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	58%	66%	65%	64%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	43%	51%	53%	47%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	50%	55%	58%	52%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	84%	87%	84%	88%
Q16. People in my team treat each other with respect	70%	68%	79%	72%	80%
Q17. The people in my team cooperate to get the work done	76%	74%	83%	78%	86%
Q18. Employees are treated with respect regardless of their job	62%	59%	71%	69%	69%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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EMPLOYMENT STATUS 2021 SURVEY



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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	22892	16507	4870	1387	128
EMPLOYEE ENGAGEMENT INDEX	62%	61%	66%	68%	59%
	62%	59%	69%	68%	66%
Q19. In my team, people take responsibility for their decisions and actions	67%	64%	77%	72%	80%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	81%	87%	84%	83%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	59%	70%	68%	62%
Q22. Leaders are open and honest in their communications with staff	49%	45%	60%	62%	55%
Q23. Our senior managers encourage collaboration	52%	48%	62%	56%	55%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	51%	60%	63%	55%

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- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	22892	16507	4870	1387	128
EMPLOYEE ENGAGEMENT INDEX	62%	61%	66%	68%	59%
Health and wellbeing	62%	62%	62%	66%	51%
Q25. I know how to access the Employee Assistance Program	74%	79%	64%	62%	50%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	58%	57%	66%	45%
Q27. I believe my organisation cares about my health and wellbeing	47%	44%	53%	59%	38%
Q28. People in my team are committed to workplace safety	80%	78%	85%	83%	80%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	51%	53%	58%	41%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	22892	16507	4870	1387	128
EMPLOYEE ENGAGEMENT INDEX	62%	61%	66%	68%	59%
Performance and development	58%	58%	63%	51%	60%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	57%	57%	40%	60%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	64%	74%	57%	64%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	53%	64%	52%	55%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	56%	56%	54%	61%

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- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	22892	16507	4870	1387	128
EMPLOYEE ENGAGEMENT INDEX	62%	61%	66%	68%	59%
Service delivery and patient care	63%	62%	68%	71%	57%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	71%	77%	79%	75%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	55%	64%	68%	49%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	67%	74%	75%	57%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	43%	50%	52%	40%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	64%	69%	74%	51%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	69%	75%	76%	67%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

EMPLOYMENT STATUS 2021 SURVEY



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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	22892	16507	4870	1387	128
EMPLOYEE ENGAGEMENT INDEX	62%	61%	66%	68%	59%
About your organisation	54%	51%	62%	62%	49%
Q40. I would recommend my organisation as a great place to work	56%	52%	64%	67%	51%
Q41. My manager recognises and acknowledges when I have done my job well	59%	57%	67%	61%	58%
Q42. My manager supports me and my goals	61%	58%	69%	62%	61%
Q43. I am proud to tell others I work for my organisation	67%	64%	75%	76%	62%
Q44. My organisation inspires me to do the best in my job	53%	50%	62%	65%	47%
Q45. My organisation supports me and my goals	47%	45%	55%	56%	44%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	42%	50%	55%	35%
Q47. My organisation motivates me to help it achieve its objectives	46%	42%	55%	57%	38%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

LENGTH OF SERVICE IN YOUR CURRENT JOB ROLE

2021 SURVEY



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	WA health system	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Prefer not to say
RESPONDENTS	22892	4136	5550	2592	4234	3791	1805	784
EMPLOYEE ENGAGEMENT INDEX	62%	70%	66%	61%	59%	58%	61%	45%
Your job	68%	76%	71%	67%	65%	64%	68%	48%
Q1. My role enables me to make good use of my skills and abilities	79%	82%	81%	79%	78%	78%	80%	57%
Q2. I have clear, measurable work objectives	74%	78%	76%	73%	73%	73%	77%	53%
Q3. I feel committed to my organisation's goals	81%	89%	85%	80%	78%	77%	79%	64%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	67%	60%	56%	54%	52%	58%	36%
Q5. I feel a strong personal attachment to my organisation	62%	66%	65%	60%	60%	60%	66%	39%
Q6. I am able to strike the right balance between my work and home life	60%	67%	61%	58%	57%	58%	64%	42%
Q7. I feel valued and recognised for the work I do	47%	64%	52%	43%	40%	38%	42%	22%
Q8. I believe in the purpose and objectives of my organisation	77%	86%	82%	75%	73%	71%	72%	61%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	83%	80%	75%	74%	73%	75%	59%
Q10. Considering everything, I am satisfied with the job I do	69%	79%	73%	66%	65%	64%	68%	44%

LENGTH OF SERVICE IN YOUR CURRENT JOB ROLE

2021 SURVEY



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	WA health system	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Prefer not to say
RESPONDENTS	22892	4136	5550	2592	4234	3791	1805	784
EMPLOYEE ENGAGEMENT INDEX	62%	70%	66%	61%	59%	58%	61%	45%
Our values	62%	74%	67%	60%	57%	56%	57%	39%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	67%	56%	49%	44%	43%	43%	26%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	72%	66%	58%	54%	53%	55%	31%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	57%	50%	44%	40%	39%	41%	19%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	60%	57%	51%	48%	47%	48%	24%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	88%	87%	85%	83%	83%	84%	71%
Q16. People in my team treat each other with respect	70%	81%	74%	68%	67%	65%	68%	50%
Q17. The people in my team cooperate to get the work done	76%	85%	79%	75%	72%	73%	74%	59%
Q18. Employees are treated with respect regardless of their job	62%	77%	68%	61%	57%	54%	53%	36%

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RESPONDENTS	22892	4136	5550	2592	4234	3791	1805	784
EMPLOYEE ENGAGEMENT INDEX	62%	70%	66%	61%	59%	58%	61%	45%
	62%	74%	67%	60%	57%	56%	57%	39%
Q19. In my team, people take responsibility for their decisions and actions	67%	79%	71%	66%	62%	63%	64%	47%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	89%	85%	83%	80%	80%	82%	67%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	75%	68%	62%	55%	54%	56%	37%
Q22. Leaders are open and honest in their communications with staff	49%	69%	56%	46%	42%	39%	42%	22%
Q23. Our senior managers encourage collaboration	52%	69%	59%	50%	45%	42%	43%	26%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	69%	59%	50%	47%	46%	49%	29%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

LENGTH OF SERVICE IN YOUR CURRENT JOB ROLE

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	WA health system	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Prefer not to say
RESPONDENTS	22892	4136	5550	2592	4234	3791	1805	784
EMPLOYEE ENGAGEMENT INDEX	62%	70%	66%	61%	59%	58%	61%	45%
Health and wellbeing	62%	68%	65%	60%	59%	59%	62%	48%
Q25. I know how to access the Employee Assistance Program	74%	68%	74%	75%	77%	76%	78%	74%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	65%	61%	55%	55%	55%	58%	40%
Q27. I believe my organisation cares about my health and wellbeing	47%	62%	52%	42%	41%	40%	43%	26%
Q28. People in my team are committed to workplace safety	80%	87%	83%	78%	76%	76%	78%	64%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	59%	55%	48%	48%	47%	50%	35%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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LENGTH OF SERVICE IN YOUR CURRENT JOB ROLE

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THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

	WA health system	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years	Prefer not to say
RESPONDENTS	22892	4136	5550	2592	4234	3791	1805	784
EMPLOYEE ENGAGEMENT INDEX	62%	70%	66%	61%	59%	58%	61%	45%
Performance and development	58%	62%	65%	59%	55%	53%	54%	42%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	49%	63%	58%	57%	54%	56%	49%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	73%	74%	67%	60%	57%	58%	53%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	66%	64%	55%	49%	46%	46%	36%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	59%	60%	56%	55%	53%	57%	30%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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LENGTH OF SERVICE IN YOUR CURRENT JOB ROLE

2021 SURVEY



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EMPLOYEE ENGAGEMENT INDEX	62%	70%	66%	61%	59%	58%	61%	45%
Service delivery and patient care	63%	73%	68%	61%	59%	59%	61%	42%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	80%	77%	72%	70%	68%	71%	50%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	70%	63%	56%	52%	50%	53%	34%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	79%	74%	67%	65%	63%	65%	50%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	55%	49%	43%	41%	39%	41%	24%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	75%	69%	64%	62%	62%	64%	48%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	78%	75%	67%	67%	67%	71%	47%

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EMPLOYEE ENGAGEMENT INDEX	62%	70%	66%	61%	59%	58%	61%	45%
About your organisation	54%	69%	60%	52%	48%	46%	48%	28%
Q40. I would recommend my organisation as a great place to work	56%	71%	62%	53%	50%	47%	51%	24%
Q41. My manager recognises and acknowledges when I have done my job well	59%	73%	66%	58%	54%	51%	53%	35%
Q42. My manager supports me and my goals	61%	74%	68%	59%	55%	52%	54%	35%
Q43. I am proud to tell others I work for my organisation	67%	81%	72%	64%	61%	60%	63%	36%
Q44. My organisation inspires me to do the best in my job	53%	70%	60%	51%	47%	44%	48%	27%
Q45. My organisation supports me and my goals	47%	63%	53%	45%	41%	39%	42%	21%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	57%	49%	42%	39%	37%	38%	26%
Q47. My organisation motivates me to help it achieve its objectives	46%	62%	52%	44%	39%	36%	38%	23%

LENGTH OF SERVICE WITHIN THE WA HEALTH SYSTEM

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RESPONDENTS	22892	1717	3263	2218	4749	6005	4197	743
EMPLOYEE ENGAGEMENT INDEX	62%	73%	68%	63%	61%	60%	62%	46%
Your job	68%	78%	73%	68%	67%	66%	69%	49%
Q1. My role enables me to make good use of my skills and abilities	79%	80%	81%	80%	78%	79%	82%	56%
Q2. I have clear, measurable work objectives	74%	80%	78%	75%	74%	72%	76%	54%
Q3. I feel committed to my organisation's goals	81%	89%	86%	82%	80%	79%	81%	64%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	57%	72%	65%	59%	57%	53%	56%	37%
Q5. I feel a strong personal attachment to my organisation	62%	67%	64%	60%	60%	61%	67%	40%
Q6. I am able to strike the right balance between my work and home life	60%	73%	64%	61%	58%	57%	60%	44%
Q7. I feel valued and recognised for the work I do	47%	66%	56%	46%	45%	42%	45%	23%
Q8. I believe in the purpose and objectives of my organisation	77%	89%	84%	78%	76%	73%	75%	61%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	76%	85%	81%	76%	75%	75%	77%	59%
Q10. Considering everything, I am satisfied with the job I do	69%	82%	75%	68%	67%	66%	69%	46%

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RESPONDENTS	22892	1717	3263	2218	4749	6005	4197	743
EMPLOYEE ENGAGEMENT INDEX	62%	73%	68%	63%	61%	60%	62%	46%
Our values	62%	77%	69%	63%	60%	59%	61%	40%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%	73%	60%	51%	48%	45%	49%	28%
Q12. I am able to speak up and share a different view to my colleagues and manager	60%	74%	66%	60%	58%	57%	60%	32%
Q13. I think it is safe to speak up and challenge the way things are done in my organisation	45%	61%	50%	46%	43%	42%	45%	22%
Q14. My organisation treats staff who are involved in an error, near miss or incident fairly	52%	62%	58%	54%	51%	48%	52%	26%
Q15. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	87%	85%	85%	84%	85%	87%	70%
Q16. People in my team treat each other with respect	70%	81%	76%	70%	68%	68%	71%	51%
Q17. The people in my team cooperate to get the work done	76%	85%	81%	76%	74%	74%	78%	59%
Q18. Employees are treated with respect regardless of their job	62%	81%	71%	64%	61%	58%	59%	38%

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EMPLOYEE ENGAGEMENT INDEX	62%	73%	68%	63%	61%	60%	62%	46%
Q19. In my team, people take responsibility for their decisions and actions	67%	81%	73%	67%	64%	65%	69%	48%
Q20. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	89%	86%	83%	80%	81%	85%	66%
Q21. I feel I have equal opportunity for development and career progression in my organisation, regardless of things such as my age, gender, cultural background, carer responsibilities etc.	62%	78%	70%	65%	59%	58%	59%	38%
Q22. Leaders are open and honest in their communications with staff	49%	75%	61%	50%	47%	44%	45%	24%
Q23. Our senior managers encourage collaboration	52%	74%	62%	54%	50%	47%	47%	28%
Q24. My organisation does a good job of keeping me informed about matters affecting me	54%	75%	63%	54%	52%	48%	51%	31%

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RESPONDENTS	22892	1717	3263	2218	4749	6005	4197	743
EMPLOYEE ENGAGEMENT INDEX	62%	73%	68%	63%	61%	60%	62%	46%
Health and wellbeing	62%	69%	65%	61%	60%	61%	64%	49%
Q25. I know how to access the Employee Assistance Program	74%	55%	66%	72%	75%	79%	83%	74%
Q26. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	58%	68%	62%	56%	56%	56%	60%	41%
Q27. I believe my organisation cares about my health and wellbeing	47%	70%	57%	47%	44%	42%	45%	27%
Q28. People in my team are committed to workplace safety	80%	89%	84%	79%	77%	77%	82%	64%
Q29. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	64%	56%	49%	49%	49%	52%	37%

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Performance and development	58%	57%	64%	60%	59%	56%	58%	45%
Q30. In the past 12 months, I have received formal feedback on my performance	56%	42%	59%	57%	58%	56%	59%	52%
Q31. In the past 12 months, I have received informal feedback on my performance	66%	68%	74%	69%	66%	62%	64%	55%
Q32. The performance feedback I have received has been beneficial to my ongoing development	55%	63%	65%	60%	55%	51%	51%	39%
Q33. I feel comfortable to give feedback to my manager about the performance of others	56%	54%	56%	55%	56%	56%	60%	34%

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Service delivery and patient care	63%	77%	70%	64%	62%	60%	63%	43%
Q34. I feel empowered to do what I think is best for our patients/clients/customers	73%	83%	79%	75%	72%	70%	73%	51%
Q35. I am given the support I need to deliver a high level of service to our patients/clients/customers	57%	75%	66%	59%	57%	52%	55%	35%
Q36. In my opinion, my organisation is committed to patient/client/customer satisfaction	69%	84%	75%	70%	68%	66%	67%	50%
Q37. I feel that my team is recognised for coming up with new and innovative ways of working	45%	57%	51%	45%	43%	41%	44%	26%
Q38. As an organisation, we put patients/clients/customers at the heart of everything we do	66%	80%	72%	67%	64%	63%	65%	49%
Q39. I would be happy for my family members to receive health care services from my organisation	71%	82%	76%	70%	68%	68%	72%	48%

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About your organisation	54%	73%	64%	56%	52%	49%	51%	31%
Q40. I would recommend my organisation as a great place to work	56%	76%	67%	58%	54%	50%	53%	24%
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Q45. My organisation supports me and my goals	47%	68%	58%	49%	45%	43%	44%	24%
Q46. My organisation is making the necessary improvements to meet our future challenges	44%	64%	53%	46%	43%	39%	40%	27%
Q47. My organisation motivates me to help it achieve its objectives	46%	70%	56%	47%	44%	40%	41%	25%

TIME TO TAKE ACTION

 **CELEBRATE**


The things we do well:

THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.

 **INVESTIGATE FURTHER WITH OUR TEAMS**

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?

 **OPPORTUNITIES**

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?

 **USE THIS PAGE TO START YOUR LOCAL ACTION PLANS**

- IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

- PRIORITISE 3 AREAS TO TAKE FORWARD

PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET / SUCCESS MEASURE
01.				
02.				
03.				