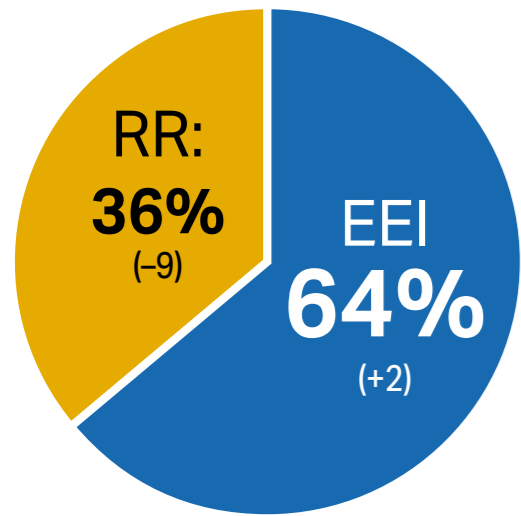


2023 'Your Voice in Health' Employee Engagement Survey Findings Overview – WA health system



WA health system



Key Questions to focus on		
Q48.	My organisation supports me and my goals*	52%
Q07.	I feel valued and recognised for the work I do*	51%
Q20.	I believe my organisation cares about my health and wellbeing*	48%
Q49.	My organisation is making the necessary improvements to meet our future challenges*	47%
Q11.	I believe that the decisions and behaviours of senior management are consistent with my organisation's values*	55%
Q17.	My organisation does a good job of keeping me informed about matters affecting me	56%

Top 3 Highest Scoring Questions		
Q12.	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%
Q22.	The people in my team behave in an accepting manner towards people from diverse backgrounds	83%
Q03.	I feel committed to my organisation's goals	82%

Top Themes

Wellbeing and Work Practices

- Concerns raised with insufficient staffing levels and its contribution to long wait times for patients.
- High workloads leading to feeling stressed and overwhelmed at work leading to burnout.

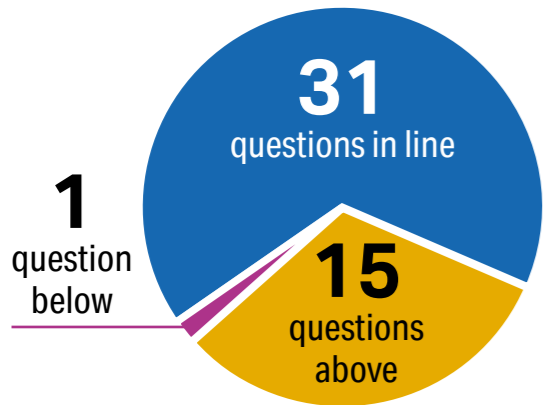
Staffing and resources

- Desire for greater flexibility in work schedules and roster to afford more family time to reduce burnout.

My organisation

- Staff are dedicated to providing exceptional care with the resources available.
- Appreciation for the supportive culture with strong levels of teamwork and collaboration expressed across the health system.

Trend Analysis from 2021



3 new questions were asked in the 2023 Survey. These have not been included in the trend analysis above.

Top 3 Most Improved Questions		
Q26.	I am able to speak up and share a different view to my colleagues and manager	+12
Q16.	Our senior managers encourage collaboration	+10
Q25.	People in my team treat each other with respect	+8

Focus Areas

Celebrate

- Responses indicate that staff are committed to providing exceptional care with the resources available.
- Responses reveal staff feeling empowered to speak up and express differing views and senior staff encouraging collaboration.
- Agreement increased for most Employee Engagement Index (EEI) questions, with only 2 recording a decline since the 2021 survey.

Areas for improvement

- Q30 'People in my team are committed workplace safety' experienced a decline of 6 percentage points.
- Only 43% of respondents agreed that their organisation is making necessary improvements to meet environment and climate challenges or meet future challenges (47%).
- Responses described the need for more resources and staffing to lower stress and reduce burnout.
- Themes relating to greater recognition for staff and the work they do, feeling valued by their managers and leaders and believing their organisation cares about their health and wellbeing could boost morale and are key drivers of employee engagement.

Summary of WA Health System

CAHS		Department of Health		EMHS		HSS		NMHS		PathWest		Quad Centre		SMHS		WACHS	
EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR
62% (-1)	33% (-7)	66% (-1)	72% (-1)	65% (+2)	29% (-14)	69% (+8)	67% (-16)	63% (+1)	32% (-3)	57% (-1)	49% (-32)	78% (0)	36% (-44)	62% (-1)	28% (-18)	65% (+3)	49% (+6)
<ul style="list-style-type: none"> Focus on increasing staffing levels. Greater appreciation of staff. Commitment to workplace safety. 		<ul style="list-style-type: none"> Focus on improving communication between Executive and staff about key priorities. Provide better health and wellbeing benefits. 		<ul style="list-style-type: none"> Focus on improving morale through positive feedback. Commitment to workplace safety. Improve outdated IT systems. 		<ul style="list-style-type: none"> Focus on providing training opportunities in other areas. Work towards more equitable workloads and responsibilities. 		<ul style="list-style-type: none"> Focus on providing flexible working arrangements Improve opportunities for continuous training. Staff recognition. 		<ul style="list-style-type: none"> Focus on increasing staffing levels. Facilitate better communication between senior leadership and staff. Staff recognition. 		<ul style="list-style-type: none"> Focus on improving communication with staff about matters affecting them. 		<ul style="list-style-type: none"> Focus on improving staff-to-patient ratios. Flexibility with rostering. Commitment to workplace safety. 		<ul style="list-style-type: none"> Focus on increasing staffing levels. Foster a culture of work/life balance. Streamline bureaucratic processes to expediate patient care. 	

*Question was also included in the 2021 Key driver questions

EEI: Employee Engagement Index RR: Response Rate

Job roles – Employee Engagement Index (EEI)

Allied Health and Health Professions

Overall EEI: 64% (0%)

	2023 %	Variance from 2021
Aboriginal Health Worker	81	(+10)
Aboriginal Liaison Officer	67	(-2)
Biomedical Engineer	65	(-2)
Biomedical Scientist	50	(-8)
Dietician	73	(+5)
Exercise Physiologist	82	(+13)
Medical Imaging Technologist	65	(-2)
Medical Librarian	61	(-5)
Medical Physicist	63	(-2)
Medical Scientist	57	(+1)
Nuclear Medical Technologist	37	(-15)
Occupational Therapist	66	(-2)
Pharmacist	60	(-4)
Physiotherapist	66	(0)
Podiatrist	63	(-5)
Psychologist	65	(+4)
Radiation Therapist	68	(+3)
Respiratory and Sleep Scientist	59	(-2)
Social Worker	67	(+3)
Sonographer	66	(+4)
Speed Pathologist	71	(0)
Other	64	(0)

RR*: 18% (-1%)

Corporate and Support Services

EEI: 65% (+1%)

	2023 %	Variance from 2021
Administrative and Clerical Support	65	(0)
Corporate Services	66	(+2)
Patient Support Services	67	(+2)
Site Services	60	(-3)
Technical Support	57	(-4)
Other	69	(+3)

RR*: 38% (+3%)

Dental

EEI: 61% (-4%)

	2023 %	Variance from 2021
Dentist	63	(0)
Dental Therapist	57	(-9)
Dental Technician	43	(-10)
Dental Assistant	63	(-2)
Other	62	(-5)

RR*: 2% (0%)



*RR by job role indicates the proportion of the overall WA health system RR, and not the proportion of response by job role.

Nursing and Midwifery

EEI: 61% (+2%)

	2023 %	Variance from 2021
Enrolled Nurse	64	(-2)
Nurse Practitioner	62	(+2)
Registered Midwife	58	(+4)
Registered Nurse	61	(+2)
Other	64	(+2)

RR*: 31% (-2%)

Executive

EEI: 72% (0%)

	2023 %	Variance from 2021
Executive	72	(0)

RR*: 2% (0%)

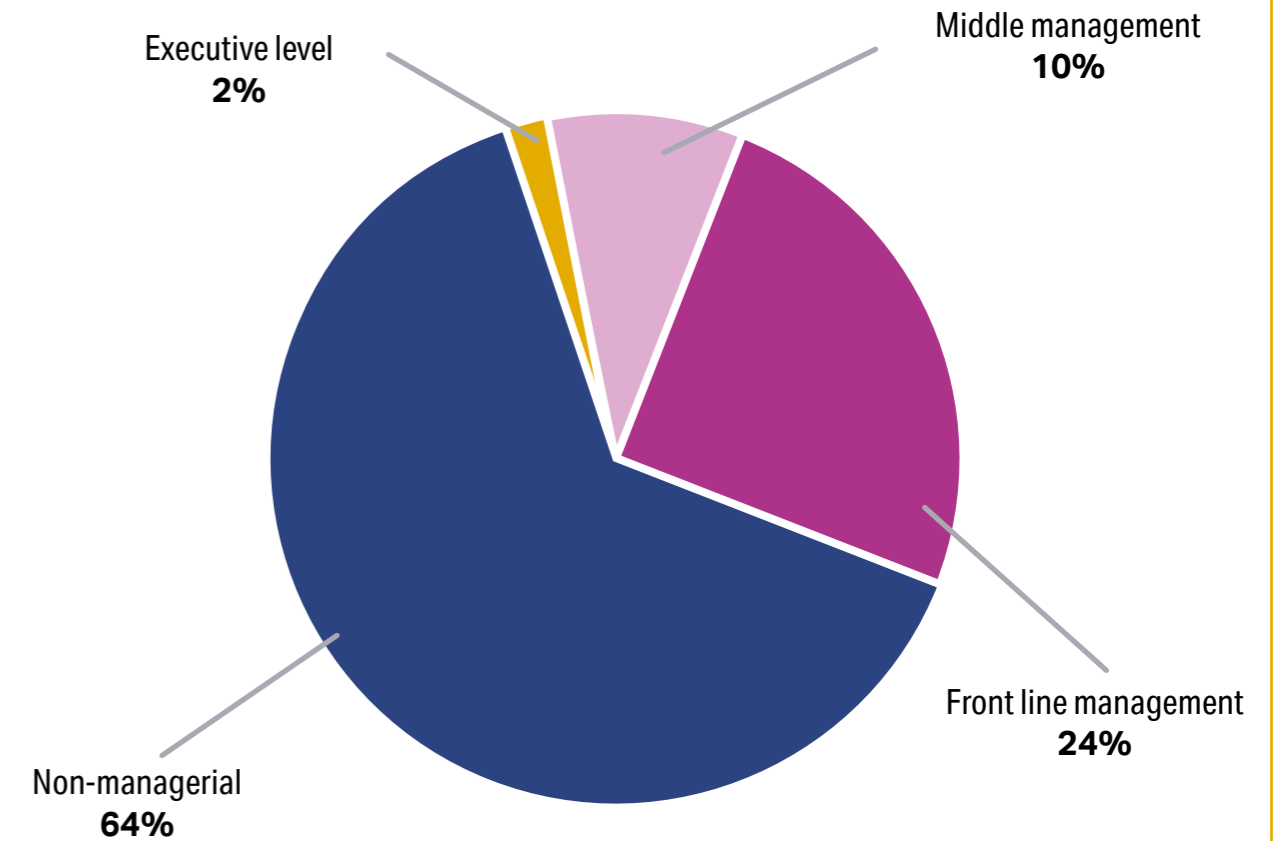
Medical

EEI: 63% (+2%)

	2023 %	Variance from 2021
Intern	69	(0)
Registrar	59	(0)
Resident Medical Officer	58	(-6)
Senior Registrar	60	(-1)
Specialist Consultant	60	(0)
Other	67	(+3)

RR*: 9% (-1%)

Response Rate by Managerial Responsibility



Employee Engagement Index by Job Role

