

People Matter Survey 2018

Western Health

Presenting the results



Western Health

People Matter

2018 survey 33% shorter than previous survey

54% participation rate - high participation very early in the survey period
(second highest in health service, second to dental health at 58%)

800 anonymous comments, themes include:

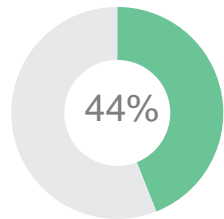
Car parking

Workload

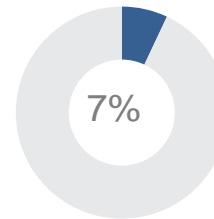
Occupational Violence and Aggression

Workplace safety

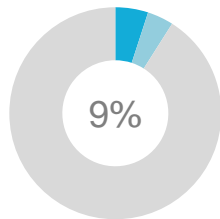
54% participation rate - high participation very early in the survey period
(**second highest in health service, second to dental health at 58%**)



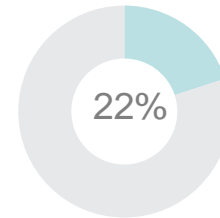
Nursing, Midwifery



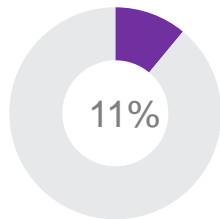
Other Health Professionals



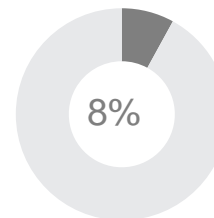
Medical
(senior doctors 5%;
junior 4%)



Management, Administration,
Corporate Support

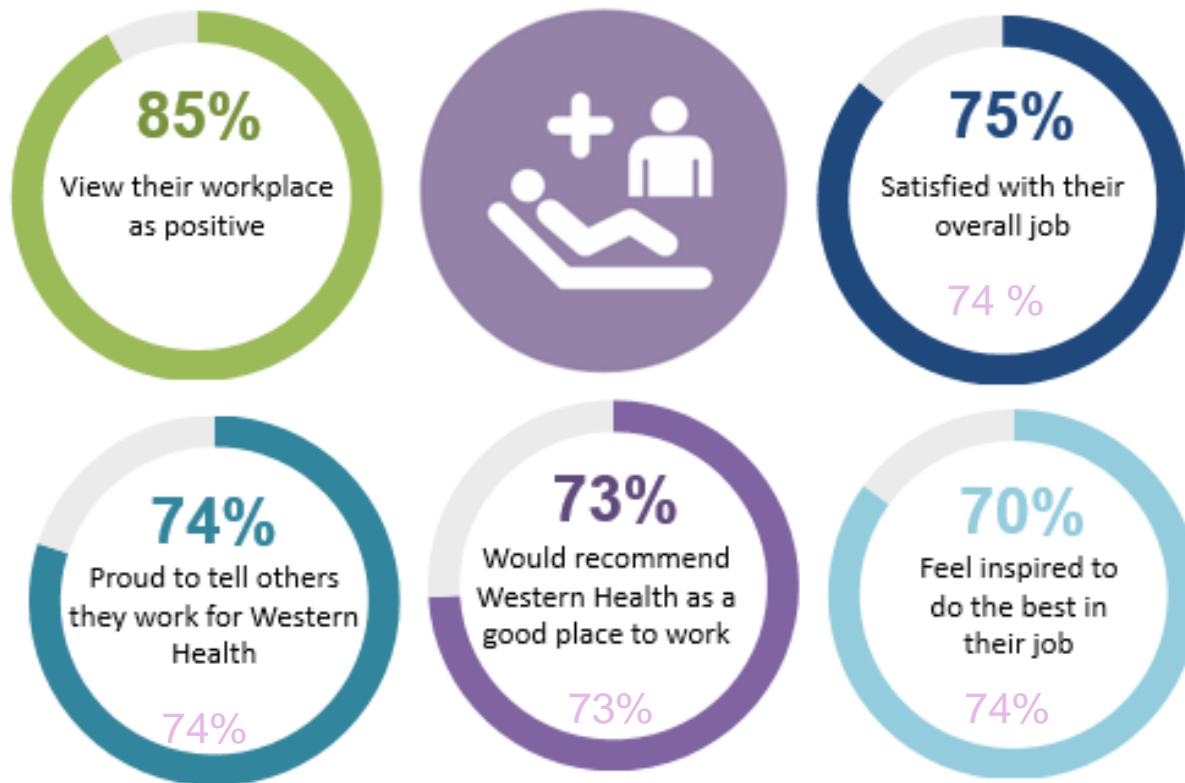


Allied Health



Health Support Services

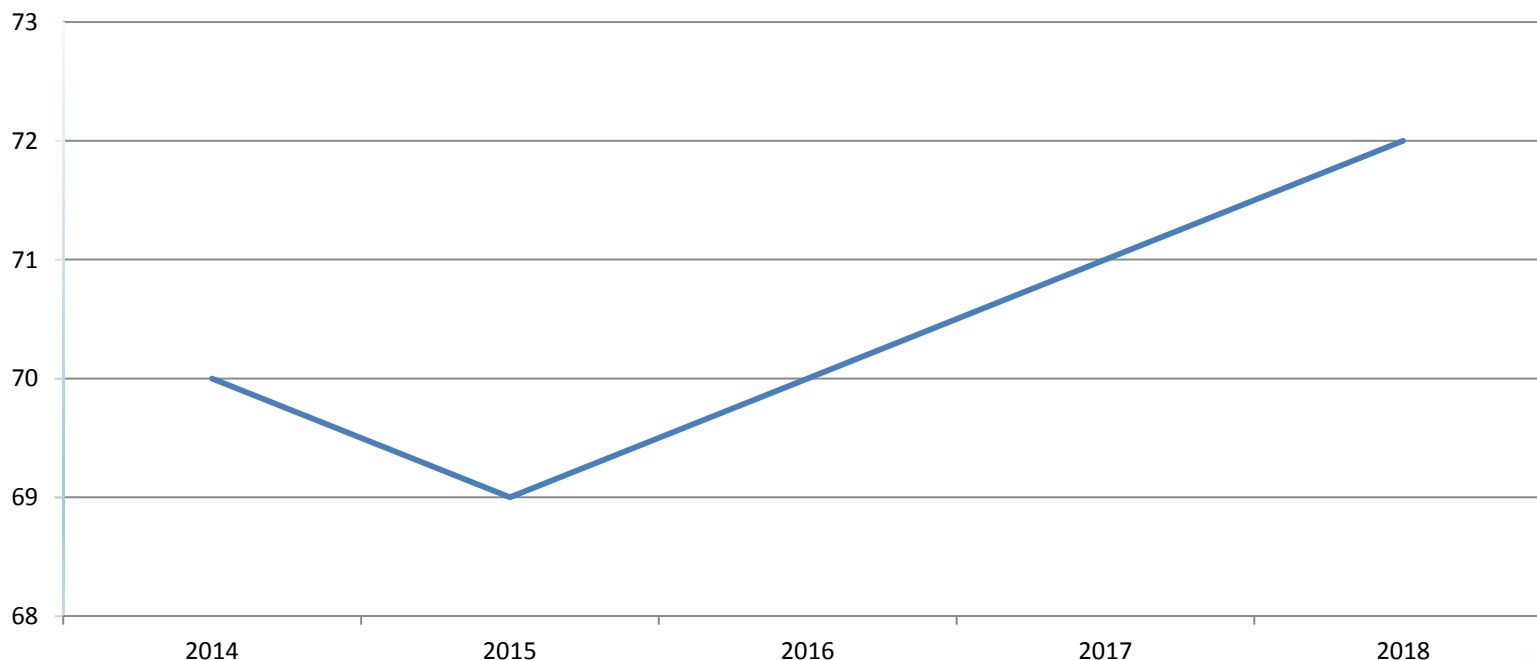
How employees feel about working at Western Health



Results of the 2018 People Matter survey demonstrated a high level of engagement with Western Health, with results on key measures typically consistent with small variation on 2017. Employees continue to be very engaged with their work, and committed to delivering excellence and best care.

Employee engagement reported at the time of each annual survey

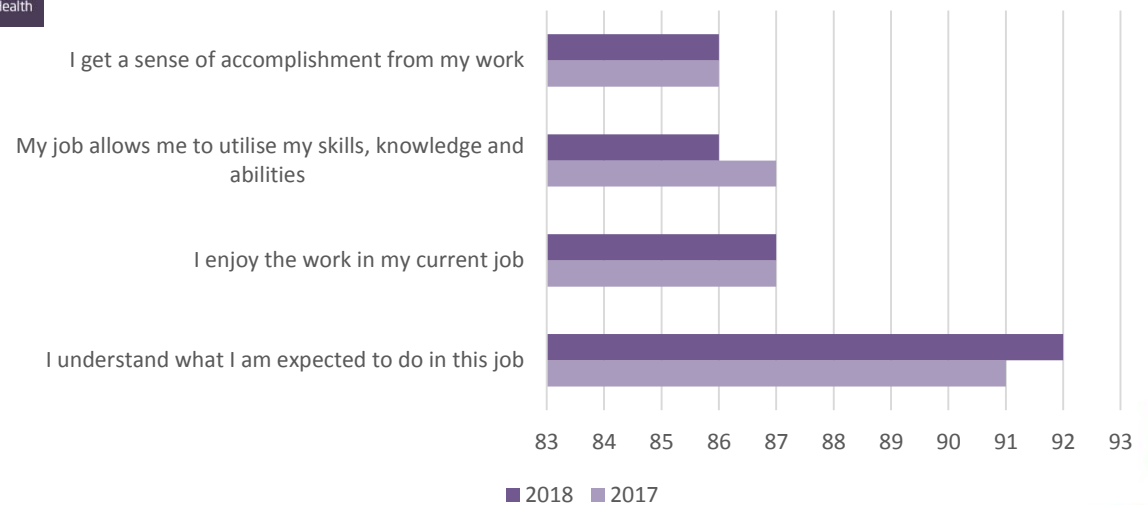
Engagement index as percentage



Dedication of the workforce



Dedication of Workforce



Provision of best care



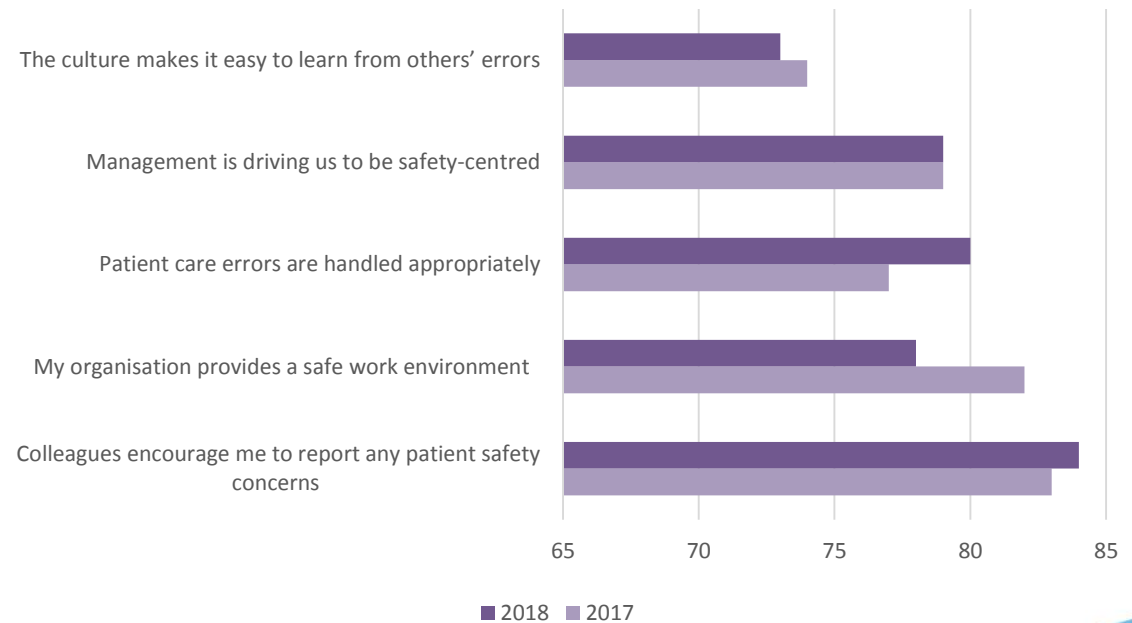
Provision of Best Care



Focus on safety



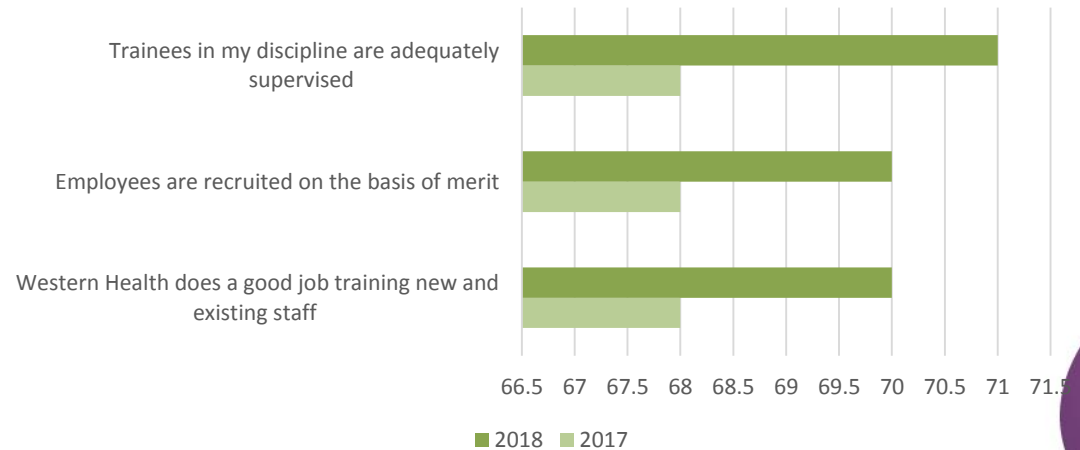
Focus on Safety



Developing our workforce



Developing our Workforce



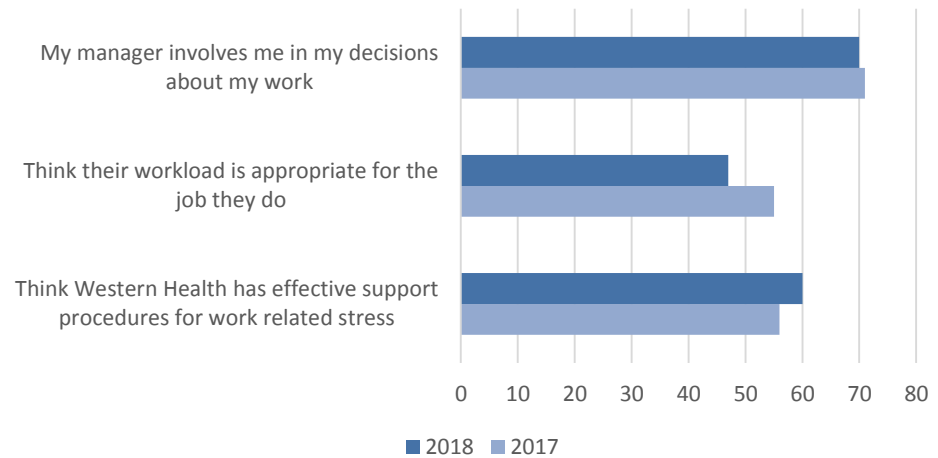
Psychological well-being



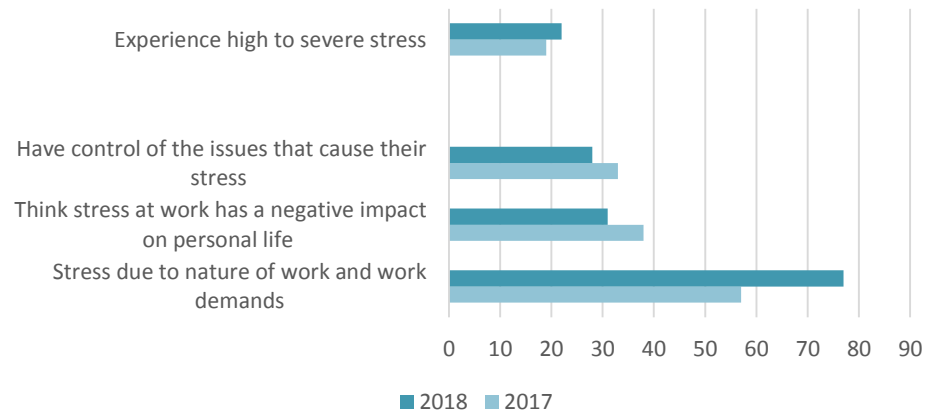
Western Health



Psychological Wellbeing

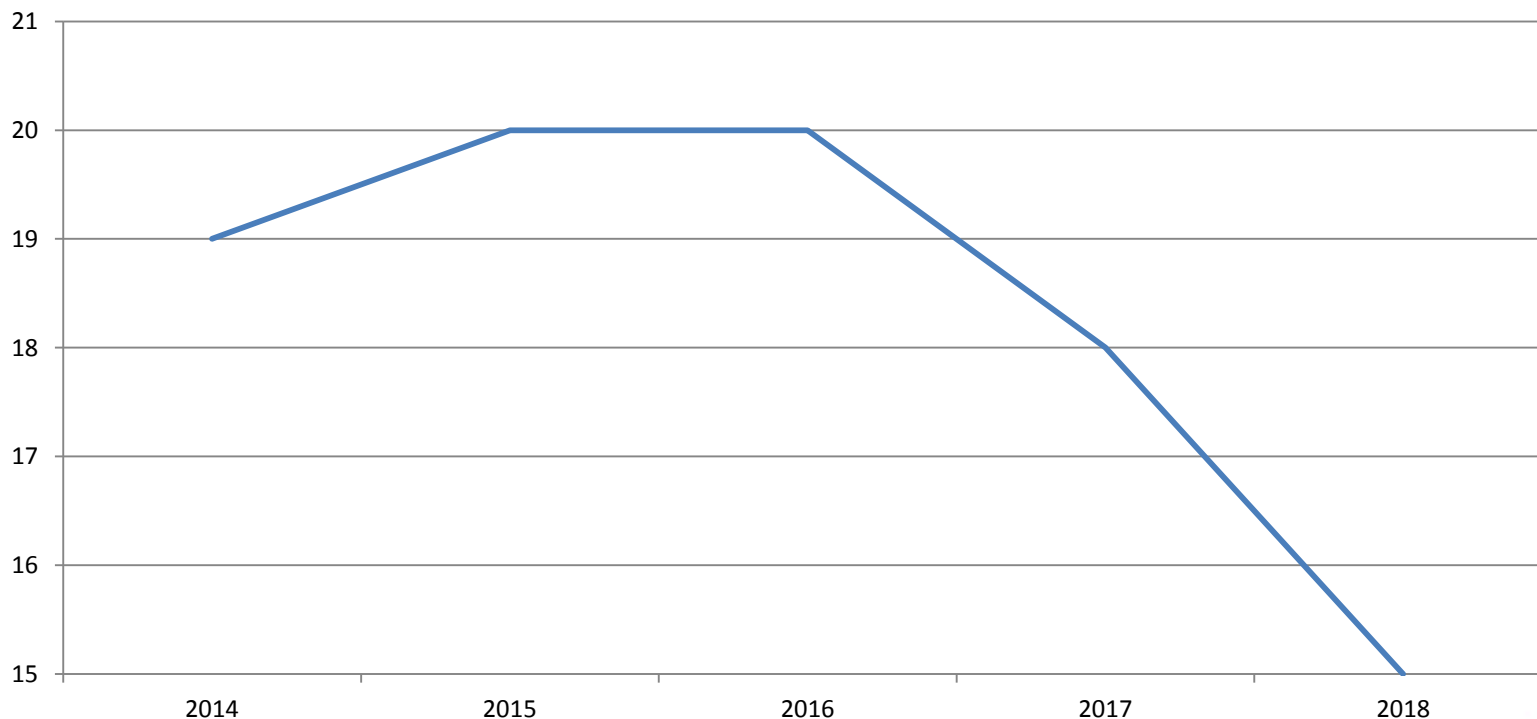


Stress experience



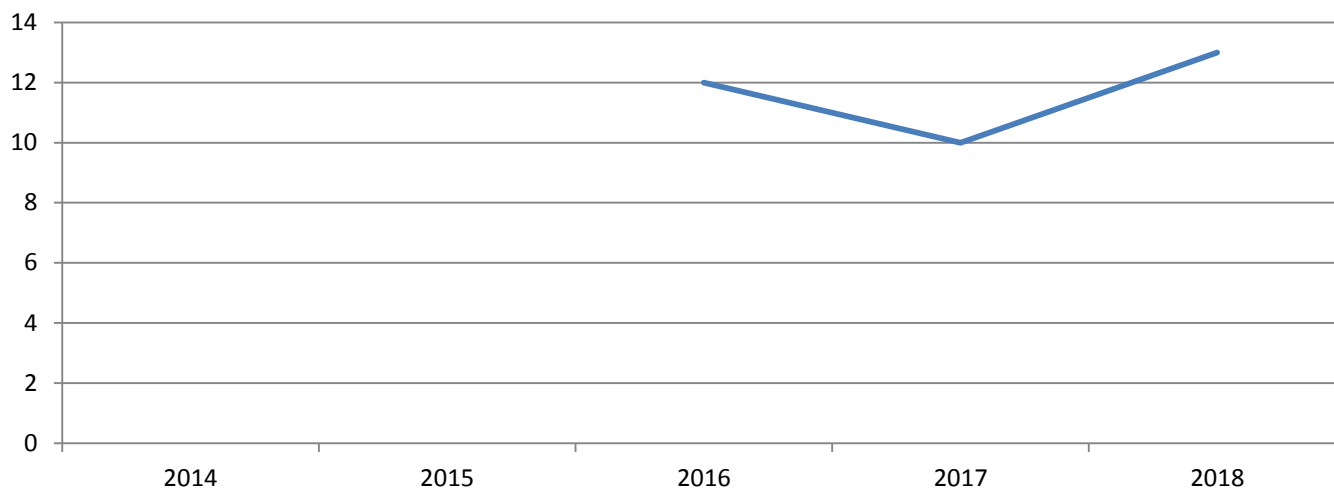
Experiences of bullying over a 12 month period leading up to each annual survey

Bullying



Experience of harassment

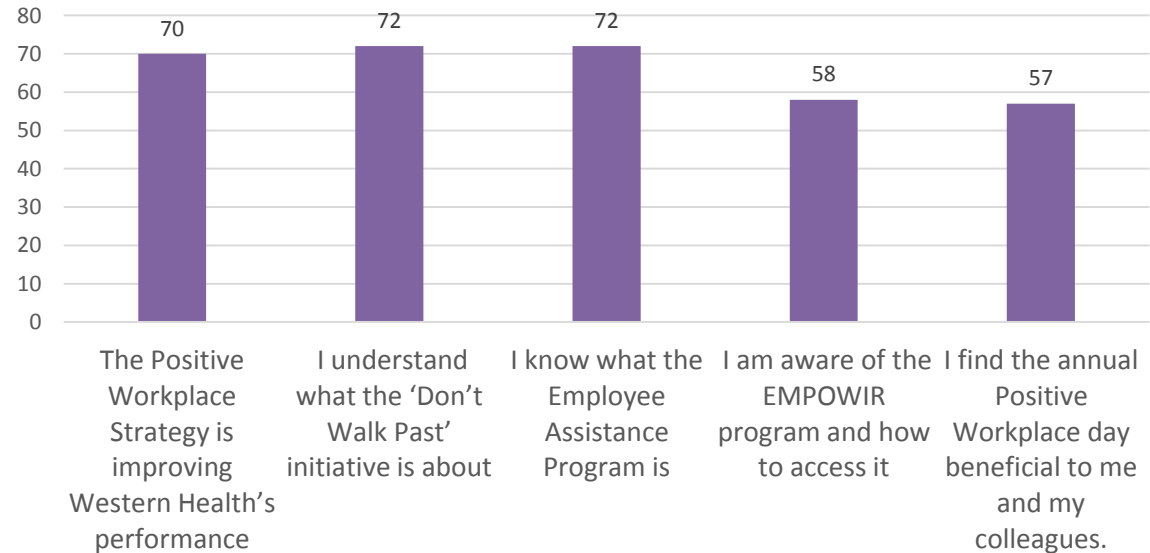
Sexual harassment



Positive Workplace Strategy



Positive Workplace



Highest scoring questions

Factor	2018	2017	
	%	Var	%
Highest scoring results			
I understand how I can personally contribute to Best Care	92	2	90
I understand what I am expected to do in this job	92	1	91
I have a clear understanding of how my own job contributes to my workgroup's role	91	-1	92
There is a positive culture within my organisation in relation to employees from varied cultural backgrounds	90	2	88
My organisation encourages employees to act in ways that are consistent with human rights	90	8	82
My workgroup strives to achieve customer satisfaction	89	-2	91
In my organisation, earning and sustaining a high level of public trust is seen as important	89	-1	90
I enjoy the work in my current job	87	0	87
My manager is committed to ensuring clients receive a high standard of service	87	0	87

Lowest scoring questions

Lowest scoring questions in 2018	WH 2018	WH 2017	
	%	Var	%
Information about workplace psychological wellbeing is always brought to my attention by my immediate supervisor	42	9	33
In my workplace, there is good communication about psychological safety issues that affect me	43	7	36
In my organisation, employees are encouraged to become involved in psychological health matters	44	8	36
In my organisation, senior managers consider the psychological health of employees to be as important as productivity	45	4	41
In my organisation, participation and consultation in psychological health and safety occurs with employees, unions, and health and safety representatives	46	8	38

Results with most improvement compared to 2017

Factor	WH 2018	WH 2017	
	%	Var	%
Questions with the most improvement on 2017			
I understand how the Charter of Human Rights and Responsibilities applies to my work	78	15	63
Information about workplace psychological wellbeing is always brought to my attention by my immediate supervisor	42	9	33
In my organisation, employees are encouraged to become involved in psychological health matters	44	8	36
In my organisation, participation and consultation in psychological health and safety occurs with employees, unions, and health	46	8	38
In my workplace, there is good communication about psychological safety issues that affect me	43	7	36



THE PEOPLE MATTER SURVEY 2018

"Great job everyone. We'll be back with the findings and actions. Thanks again!"