



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

BiG
VILLAGE



2023 'Your Voice in Health' Employee Engagement Survey

WA health system Results Report



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GUIDE TO THIS REPORT

YOUR BENCHMARK DATA

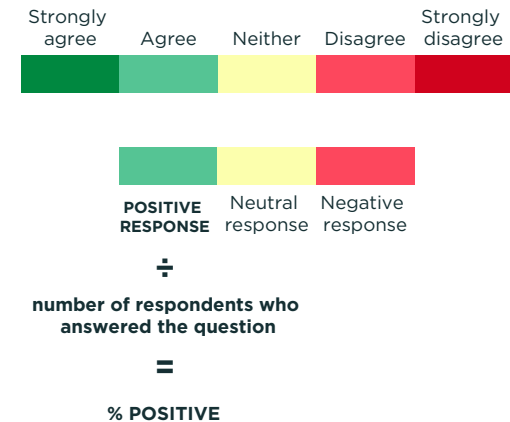
BIG VILLAGE FACILITATES A BENCHMARKING PROGRAMME WHICH ALLOWS ORGANISATIONS TO BENCHMARK THEIR RESULTS AGAINST THE RESULTS OF OTHER ORGANISATIONS IN THEIR SECTOR. IN THIS REPORT, THE EXTERNAL BENCHMARK DATA IS THE AVERAGE % POSITIVE SCORE ACHIEVED FROM RECENT SURVEYS

ANONYMITY

IT IS BIG VILLAGE'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.



2023 'YOUR VOICE IN HEALTH' EMPLOYEE ENGAGEMENT SURVEY

WA health system

RESPONSE RATE:

36%


RESPONSES:

21052

of 58317

YOUR EMPLOYEE ENGAGEMENT SCORE:

64%



Variance from 2021 Survey: **+1**

Child and Adolescent Health Service (CAHS)

62%
EEI

VARIANCE FROM 2021 SURVEY: 0 ↓

Department of Health

66%
EEI

VARIANCE FROM 2021 SURVEY: -1 ↓

East Metropolitan Health Service (EMHS)

65%
EEI

VARIANCE FROM 2021 SURVEY: +2 ↑

Health Support Services (HSS)

69%
EEI

VARIANCE FROM 2021 SURVEY: +8 ↑

North Metropolitan Health Service (NMHS)

63%
EEI

VARIANCE FROM 2021 SURVEY: +1 ↑

PathWest

57%
EEI

VARIANCE FROM 2021 SURVEY: -1 ↓

Quadriplegic Centre

78%
EEI

VARIANCE FROM 2021 SURVEY: 0 ↑

South Metropolitan Health Service (SMHS)

62%
EEI

VARIANCE FROM 2021 SURVEY: -1 ↓

WA Country Health Service (WACHS)

65%
EEI

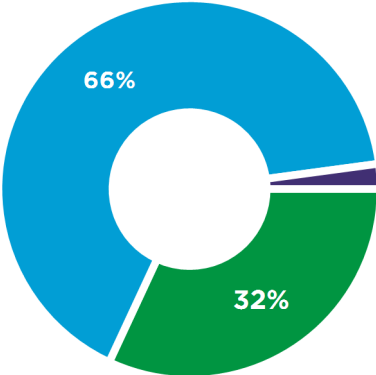
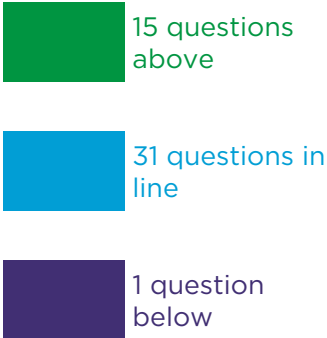
VARIANCE FROM 2021 SURVEY: +3 ↑

↑ TOP 3 MOST IMPROVED QUESTIONS:	Variance from 2021 Survey
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

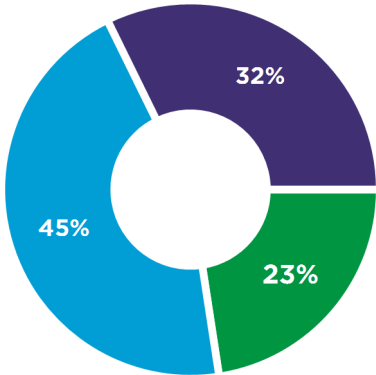
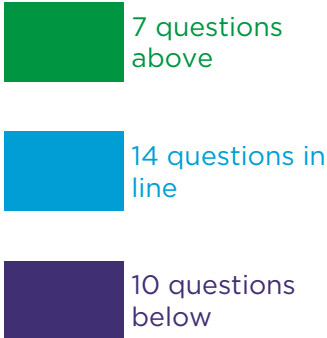
🎯 TOP 3 HIGHEST SCORING QUESTIONS:	% POSITIVE
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%
Q3. I feel committed to my organisation's goals	82%

BENCHMARKS 2023 SURVEY

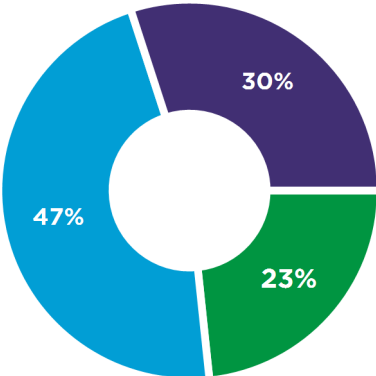
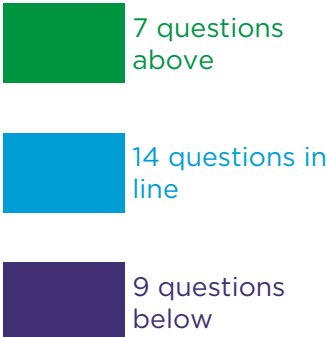
vs. 2021 Survey



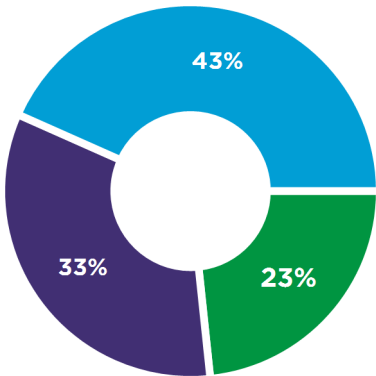
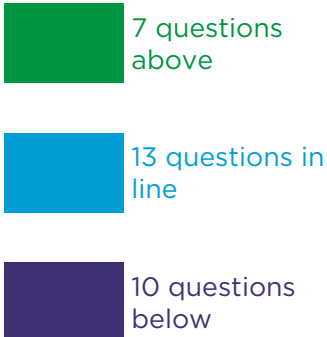
vs. Global Public Health Sector



vs. Australian Public Health Sector



vs. Australian Public Sector



EMPLOYEE ENGAGEMENT 2023 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 64%		RESPONSE SCALE				% POSITIVE	Variance from 2021 Survey	Variance from 2020 Survey	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
SAY	Q43. I would recommend my organisation as a great place to work	15	44	24	11	60%	+4	-2	-5 ↓	-3	-4
	Q46. I am proud to tell others I work for my organisation	20	47	24	1	68%	+1	-3	-3	-2	-3
STAY	Q5. I feel a strong personal attachment to my organisation	17	44	26	10	60%	-2	-5 ↓	0	0	-2
STRIVE	Q47. My organisation inspires me to do the best in my job	15	42	28	10	57%	+3	-2	+2	0	+2
	Q50. My organisation motivates me to help it achieve its objectives	8	40	34	12	49%	+3	-4	-4	-2	-6 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

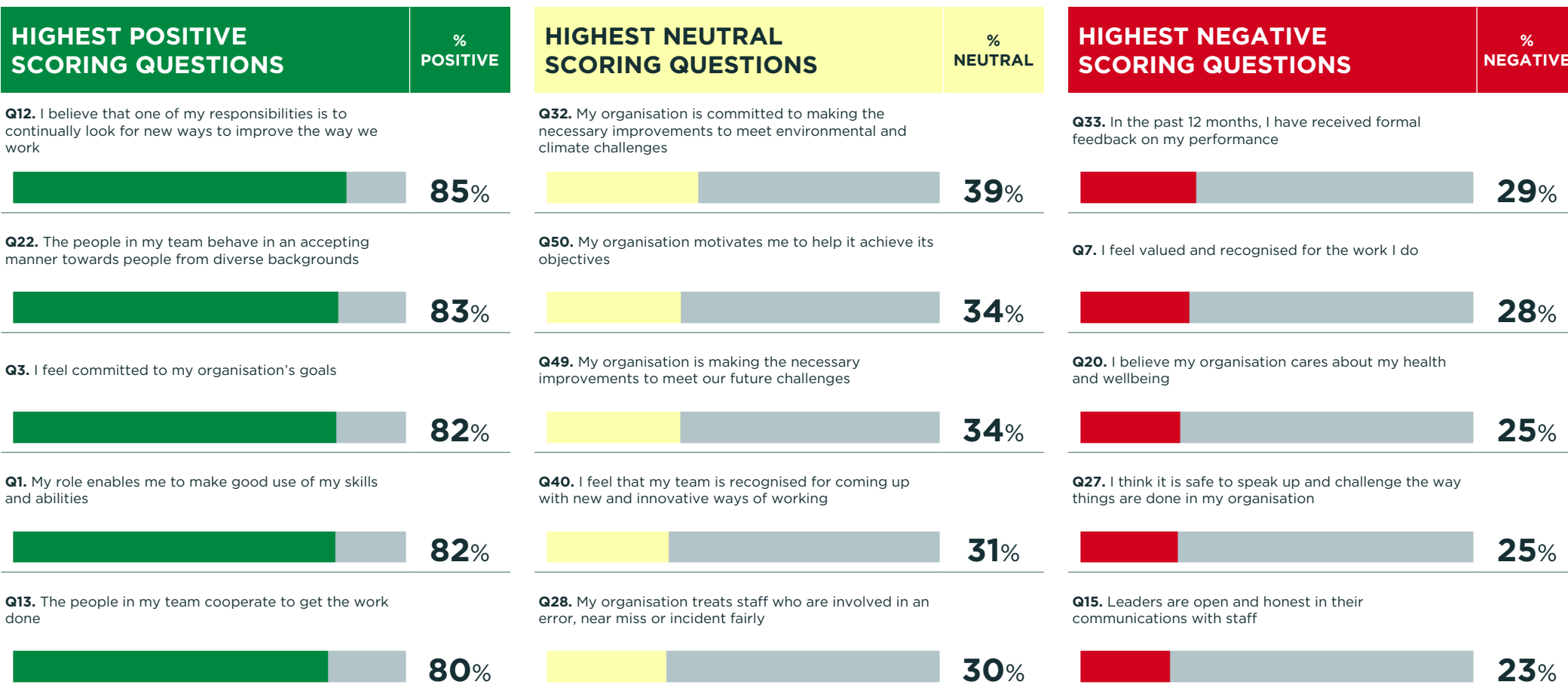


AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



CORE AND LOCAL QUESTIONS HEADLINES SCORES

2023 SURVEY



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 2023 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 2021



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

Variance from
2021 Survey

vs. Australian
Public Health
Sector

vs. Global Public
Health Sector

vs. Australian
Public Sector

		% POSITIVE	Variance from 2021 Survey	vs. Australian Public Health Sector	vs. Global Public Health Sector	vs. Australian Public Sector
.1	Q48. My organisation supports me and my goals*	52%	+5	-	-	-
.2	Q7. I feel valued and recognised for the work I do *	51%	+4	-7	-6	-8
.3	Q20. I believe my organisation cares about my health and wellbeing*	48%	+1	-	-	-
.4	Q49. My organisation is making the necessary improvements to meet our future challenges*	47%	+2	-	-	-
.5	Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values*	55%	+5	+2	+6	-2
.6	Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	+2	-12	-11	-14

ALL QUESTIONS 2023 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		70% RESPONSE SCALE				% POSITIVE	Variance from 2021 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	25	57	9		82%	+3	0	-3	+2
	Q2. I have clear, measurable work objectives	18	58	13	8	77%	+2	+21↑	+17↑	+22↑
	Q3. I feel committed to my organisation's goals	27	55	13		82%	+1	+10↑	+26↑	+9↑
	Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	13	50	15	16	64%	+6↑	-1	-2	-1
	Q5. I feel a strong personal attachment to my organisation	17	44	26	10	60%	-2	0	0	-2
	Q6. I am able to strike the right balance between my work and home life	13	48	18	15	61%	+1	-3	-1	-4
K	Q7. I feel valued and recognised for the work I do	12	40	21	17	51%	+4	-7↓	-6↓	-8↓
	Q8. I believe in the purpose and objectives of my organisation	20	58	17		78%	+1	-5↓	-3	-4
	Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	18	60	15		78%	+2	-11↓	-13↓	-10↓
	Q10. Considering everything, I am satisfied with the job I do	16	55	16	9	71%	+2	-1	+2	-1

KEY

K KEY DRIVER QUESTIONS

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

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Red) | Strongly disagree (Dark Red)

ALL QUESTIONS 2023 SURVEY



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

IS THERE ROOM FOR IMPROVEMENT?

OUR VALUES		67% RESPONSE SCALE					% POSITIVE	Variance from 2021 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	12	43	22	15	8	55%	+5 ↑	+2	+6 ↑	-2
	Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	25	59	11			85%	0	+6 ↑	+12 ↑	+7 ↑
	Q13. The people in my team cooperate to get the work done	29	51	12			80%	+4	-3	0	-2
	Q14. In my team, people take responsibility for their decisions and actions	21	52	16	8		73%	+5 ↑	-	-	-
	Q15. Leaders are open and honest in their communications with staff	15	41	21	14	8	57%	+7 ↑	-	+13 ↑	-
	Q16. Our senior managers encourage collaboration	19	43	20	11		62%	+10 ↑	+16 ↑	+19 ↑	+8 ↑
K	Q17. My organisation does a good job of keeping me informed about matters affecting me	12	44	22	14	8	56%	+2	-12 ↓	-11 ↓	-14 ↓

KEY

K KEY DRIVER QUESTIONS

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Strongly agree Agree Neither Disagree Strongly disagree



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

IS THERE ROOM FOR IMPROVEMENT?

HEALTH, SAFETY AND WELLBEING		66%	RESPONSE SCALE	% POSITIVE	Variance from 2021 Survey	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector	
	Q18. I know how to access the Employee Assistance Program	23	57	10 9	79%	+5 ↑	-	-	-
	Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	11	49	25 11	60%	+2	-2	-13 ↓	-5 ↓
K	Q20. I believe my organisation cares about my health and wellbeing	10	39	26 16 9	48%	+1	-	-	-
	Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	9	42	29 14	51%	0	-22 ↓	-13 ↓	-20 ↓
	Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	29	53	11	83%	0	-	-	-
	Q23. 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.	17	48	17 11	66%	+4	-5 ↓	-10 ↓	-7 ↓
	Q24. Employees are treated with respect regardless of their job	17	50	16 11	67%	+5 ↑	+18 ↑	+20 ↑	+16 ↑
	Q25. People in my team treat each other with respect	27	52	12	79%	+8 ↑	-	-	-

K KEY DRIVER QUESTIONS

KEY

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

IS THERE ROOM FOR IMPROVEMENT?

HEALTH, SAFETY AND WELLBEING	66%	RESPONSE SCALE	% POSITIVE	Variance from 2021 Survey	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector			
Q26. I am able to speak up and share a different view to my colleagues and manager	20	52	14	9	71%	+12 ↑	-	-	-	
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	12	41	22	16	8	53%	+8 ↑	+9 ↑	-13 ↓	+6 ↑
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	10	47	30	8	57%	+5 ↑	-	-	-	
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	15	55	16	9	69%	-	-	-	-	
Q30. People in my team are committed to workplace safety	17	57	16		74%	-6 ↓	-	-	-	

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



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IS THERE ROOM FOR IMPROVEMENT?

ENVIRONMENT SUSTAINABILITY	61%	RESPONSE SCALE	% POSITIVE	Variance from 2021 Survey	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	29	49	17	78%	-	-	-
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	7	36	39	13	43%	-	-

KEY

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 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree (Dark Green) | Agree (Light Green) | Neither (Yellow) | Disagree (Pink) | Strongly disagree (Red)

ALL QUESTIONS 2023 SURVEY



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IS THERE ROOM FOR IMPROVEMENT?

PERFORMANCE AND DEVELOPMENT	60% RESPONSE SCALE					% POSITIVE	Variance from 2021 Survey	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
Q33. In the past 12 months, I have received formal feedback on my performance	14	41	16	21	9	55%	-2	-	-	-
Q34. In the past 12 months, I have received informal feedback on my performance	16	52	15	13		67%	+2	-	-	-
Q35. The performance feedback I have received has been beneficial to my ongoing development	14	44	28	9		58%	+2	-	-	-
Q36. I feel comfortable to give feedback to my manager about the performance of others	13	47	20	12		61%	+5	-	-	-

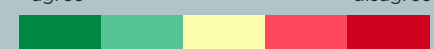
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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

SERVICE DELIVERY AND PATIENT CARE	67%	RESPONSE SCALE	% POSITIVE	Variance from 2021 Survey	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector	
Q37. I feel empowered to do what I think is best for our patients/clients/customers	22	55	14	77%	+4	+8 ↑	+4	+8 ↑
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	15	48	19	63%	+6 ↑	-	-	-
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	18	54	17	72%	+3	-12 ↓	-15 ↓	-12 ↓
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	11	38	31	49%	+4	-15 ↓	-13 ↓	-13 ↓
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	20	50	18	70%	+4	-3	-14 ↓	-2
Q42. I would be happy for my family members to receive health care services from my organisation	20	51	19	71%	0	-	-	-

K KEY DRIVER QUESTIONS

KEY

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

IS THERE ROOM FOR IMPROVEMENT?

ABOUT YOUR ORGANISATION		58%				RESPONSE SCALE	% POSITIVE	Variance from 2021 Survey	Australian Public Health Sector	Global Public Health Sector	Australian Public Sector
	43. I would recommend my organisation as a great place to work	15	44	24	11		60%	+4	-5 ↓	-3	-4
	44. My manager recognises and acknowledges when I have done my job well	21	43	19	10	7	64%	+4	+1	-3	-5 ↓
	45. My manager supports me and my goals	22	44	19	8		66%	+5 ↑	0	+1	+1
	46. I am proud to tell others I work for my organisation	20	47	24			68%	+1	-3	-2	-3
	47. My organisation inspires me to do the best in my job	15	42	28	10		57%	+3	+2	0	+2
K	48. My organisation supports me and my goals	12	40	30	12		52%	+5 ↑	-	-	-
K	49. My organisation is making the necessary improvements to meet our future challenges	8	39	34	14		47%	+2	-	-	-
	50. My organisation motivates me to help it achieve its objectives	8	40	34	12		49%	+3	-4	-2	-6 ↓

KEY

K KEY DRIVER QUESTIONS

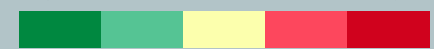


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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.

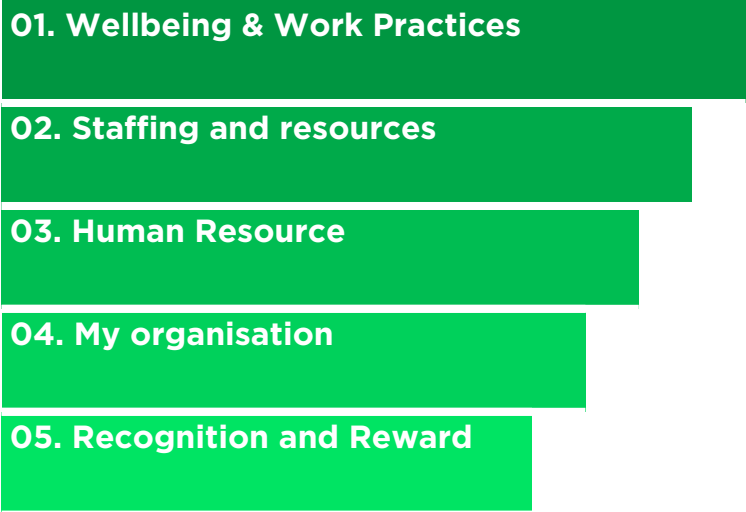
‘What is one thing your organisation could do to support you better?’

This question was presented to respondents who answered “Strongly disagree” or “Disagree” or “Neutral” to question 48 *My organisation supports me and my goals*

YOUR TOP 5 THEMES:



TOP 5 THEMES 2021 SURVEY





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

YOUR TOP 5 THEMES:



TOP 5 THEMES 2021 SURVEY





**WHAT ARE
YOUR
COLLEAGUES
SAYING ABOUT
THEIR
WORKING
EXPERIENCES?**

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

YOUR TOP 5 THEMES:



TOP 5 THEMES 2021 SURVEY



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.

HEALTH SERVICE COMPARISON 2023 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	Department of Health	EMHS	HSS	NMHS	PathWest	Quadriplegic Centre	SMHS	WACHS
RESPONDENTS	21052	1995	958	3064	1016	4208	1196	20	3660	4935
EMPLOYEE ENGAGEMENT INDEX	64%	62%	66%	65%	69%	63%	57%	78%	62%	65%
Your job	70%	69%	76%	72%	76%	69%	64%	87%	69%	72%
Q1. My role enables me to make good use of my skills and abilities	82%	81%	79%	84%	78%	83%	78%	85%	82%	83%
Q2. I have clear, measurable work objectives	77%	75%	74%	80%	76%	77%	74%	90%	79%	76%
Q3. I feel committed to my organisation's goals	82%	83%	84%	83%	86%	81%	76%	85%	82%	83%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	62%	73%	64%	72%	58%	60%	95%	64%	66%
Q5. I feel a strong personal attachment to my organisation	60%	61%	62%	64%	66%	60%	49%	85%	57%	61%
Q6. I am able to strike the right balance between my work and home life	61%	60%	73%	62%	73%	57%	48%	90%	61%	64%
Q7. I feel valued and recognised for the work I do	51%	48%	68%	52%	64%	49%	42%	85%	47%	54%
Q8. I believe in the purpose and objectives of my organisation	78%	78%	85%	77%	85%	76%	74%	80%	74%	79%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	76%	81%	79%	85%	77%	77%	90%	76%	80%
Q10. Considering everything, I am satisfied with the job I do	71%	69%	76%	72%	75%	70%	65%	85%	69%	74%

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

HEALTH SERVICE COMPARISON 2023 SURVEY



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RESPONDENTS	21052	1995	958	3064	1016	4208	1196	20	3660	4935
EMPLOYEE ENGAGEMENT INDEX	64%	62%	66%	65%	69%	63%	57%	78%	62%	65%
Our values	67%	65%	76%	67%	75%	66%	55%	81%	65%	68%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	51%	68%	56%	64%	54%	46%	85%	52%	58%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	87%	88%	85%	87%	84%	74%	85%	84%	87%
Q13. The people in my team cooperate to get the work done	80%	81%	89%	80%	87%	80%	73%	85%	79%	80%
Q14. In my team, people take responsibility for their decisions and actions	73%	74%	85%	72%	80%	72%	61%	80%	71%	73%
Q15. Leaders are open and honest in their communications with staff	57%	53%	65%	57%	67%	55%	44%	75%	55%	60%
Q16. Our senior managers encourage collaboration	62%	60%	76%	63%	72%	60%	47%	85%	60%	65%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	52%	64%	58%	67%	55%	42%	75%	55%	57%

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RESPONDENTS	21052	1995	958	3064	1016	4208	1196	20	3660	4935
EMPLOYEE ENGAGEMENT INDEX	64%	62%	66%	65%	69%	63%	57%	78%	62%	65%
Health, safety and wellbeing	66%	63%	73%	66%	76%	64%	58%	87%	64%	68%
Q18. I know how to access the Employee Assistance Program	79%	79%	89%	78%	79%	76%	74%	90%	75%	84%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	57%	68%	61%	71%	56%	50%	95%	58%	66%
Q20. I believe my organisation cares about my health and wellbeing	48%	45%	60%	50%	69%	45%	38%	85%	44%	52%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	49%	64%	53%	70%	51%	44%	80%	46%	51%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	83%	91%	81%	91%	82%	78%	90%	80%	84%
Q23. 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.	66%	64%	70%	67%	71%	65%	53%	75%	63%	69%
Q24. Employees are treated with respect regardless of their job	67%	65%	78%	68%	78%	66%	58%	85%	65%	69%
Q25. People in my team treat each other with respect	79%	78%	90%	77%	89%	78%	69%	95%	78%	78%

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RESPONDENTS	21052	1995	958	3064	1016	4208	1196	20	3660	4935
EMPLOYEE ENGAGEMENT INDEX	64%	62%	66%	65%	69%	63%	57%	78%	62%	65%
Health, safety and wellbeing	66%	63%	73%	66%	76%	64%	58%	87%	64%	68%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	70%	83%	71%	81%	69%	59%	85%	69%	75%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	48%	59%	53%	65%	52%	41%	70%	52%	56%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	49%	57%	59%	65%	58%	52%	90%	57%	58%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	67%	73%	70%	76%	68%	61%	95%	68%	73%
Q30. People in my team are committed to workplace safety	74%	71%	75%	73%	85%	72%	71%	95%	71%	76%

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RESPONDENTS	21052	1995	958	3064	1016	4208	1196	20	3660	4935
EMPLOYEE ENGAGEMENT INDEX	64%	62%	66%	65%	69%	63%	57%	78%	62%	65%
Environment Sustainability	61%	58%	60%	59%	68%	61%	53%	83%	66%	59%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	80%	83%	76%	79%	79%	72%	90%	80%	77%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	37%	38%	41%	56%	43%	34%	75%	53%	41%

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RESPONDENTS	21052	1995	958	3064	1016	4208	1196	20	3660	4935
EMPLOYEE ENGAGEMENT INDEX	64%	62%	66%	65%	69%	63%	57%	78%	62%	65%
Performance and development	60%	56%	70%	63%	69%	59%	50%	78%	60%	60%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	46%	67%	60%	69%	53%	47%	75%	57%	51%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	66%	82%	68%	79%	66%	57%	75%	65%	68%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	55%	68%	61%	65%	56%	47%	85%	57%	57%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	57%	62%	62%	65%	61%	48%	75%	60%	63%

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RESPONDENTS	21052	1995	958	3064	1016	4208	1196	20	3660	4935
EMPLOYEE ENGAGEMENT INDEX	64%	62%	66%	65%	69%	63%	57%	78%	62%	65%
Service delivery and patient care	67%	65%	67%	68%	74%	66%	62%	83%	65%	70%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	74%	72%	79%	75%	78%	70%	85%	78%	80%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	59%	67%	64%	73%	62%	55%	95%	60%	67%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	69%	74%	73%	81%	70%	72%	90%	69%	76%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	46%	56%	52%	59%	46%	38%	65%	48%	51%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	69%	64%	71%	80%	68%	65%	80%	67%	73%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	74%	67%	70%	74%	71%	72%	80%	68%	72%

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RESPONDENTS	21052	1995	958	3064	1016	4208	1196	20	3660	4935
EMPLOYEE ENGAGEMENT INDEX	64%	62%	66%	65%	69%	63%	57%	78%	62%	65%
About your organisation	58%	55%	65%	59%	68%	56%	46%	81%	55%	60%
43. I would recommend my organisation as a great place to work	60%	57%	61%	63%	69%	58%	46%	75%	58%	63%
44. My manager recognises and acknowledges when I have done my job well	64%	63%	81%	64%	76%	61%	52%	75%	59%	68%
45. My manager supports me and my goals	66%	65%	78%	67%	75%	63%	53%	75%	64%	69%
46. I am proud to tell others I work for my organisation	68%	69%	71%	71%	69%	67%	58%	85%	66%	68%
47. My organisation inspires me to do the best in my job	57%	55%	61%	59%	65%	55%	46%	85%	53%	59%
48. My organisation supports me and my goals	52%	48%	60%	54%	62%	50%	39%	85%	50%	56%
49. My organisation is making the necessary improvements to meet our future challenges	47%	42%	50%	48%	65%	45%	39%	85%	45%	48%
50. My organisation motivates me to help it achieve its objectives	49%	45%	58%	50%	64%	47%	36%	80%	46%	52%

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

JOB ROLE 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, BIG VILLAGE 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.

(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Medical	Nursing and Midwifery	Dental	Allied Health and Health Professions	Corporate/ Support Services/ Other	Executive
RESPONDENTS	21052	1806	6563	333	3794	8061	495
EMPLOYEE ENGAGEMENT INDEX	64%	63%	61%	61%	64%	65%	72%
Your job	70%	68%	66%	68%	72%	73%	79%
Q1. My role enables me to make good use of my skills and abilities	82%	83%	85%	79%	87%	78%	87%
Q2. I have clear, measurable work objectives	77%	76%	78%	77%	79%	75%	81%
Q3. I feel committed to my organisation's goals	82%	78%	80%	80%	85%	84%	91%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	54%	58%	66%	61%	71%	72%
Q5. I feel a strong personal attachment to my organisation	60%	61%	57%	59%	59%	63%	74%
Q6. I am able to strike the right balance between my work and home life	61%	57%	55%	62%	59%	69%	61%
Q7. I feel valued and recognised for the work I do	51%	52%	42%	39%	54%	57%	67%
Q8. I believe in the purpose and objectives of my organisation	78%	74%	72%	72%	81%	81%	87%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	72%	73%	75%	80%	82%	89%
Q10. Considering everything, I am satisfied with the job I do	71%	70%	64%	68%	76%	75%	81%

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RESPONDENTS	21052	1806	6563	333	3794	8061	495
EMPLOYEE ENGAGEMENT INDEX	64%	63%	61%	61%	64%	65%	72%
Our values	67%	68%	64%	60%	70%	67%	79%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	53%	48%	53%	61%	59%	71%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	84%	87%	71%	87%	83%	93%
Q13. The people in my team cooperate to get the work done	80%	83%	79%	76%	83%	79%	91%
Q14. In my team, people take responsibility for their decisions and actions	73%	78%	71%	68%	76%	70%	82%
Q15. Leaders are open and honest in their communications with staff	57%	60%	53%	53%	58%	58%	71%
Q16. Our senior managers encourage collaboration	62%	65%	57%	50%	66%	63%	77%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	54%	51%	47%	59%	58%	70%

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RESPONDENTS	21052	1806	6563	333	3794	8061	495
EMPLOYEE ENGAGEMENT INDEX	64%	63%	61%	61%	64%	65%	72%
Health, safety and wellbeing	66%	63%	62%	63%	68%	68%	78%
Q18. I know how to access the Employee Assistance Program	79%	62%	82%	87%	80%	80%	86%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	51%	56%	61%	58%	66%	76%
Q20. I believe my organisation cares about my health and wellbeing	48%	44%	38%	45%	49%	57%	66%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	48%	43%	53%	53%	57%	68%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	80%	81%	79%	87%	83%	89%
Q23. 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.	66%	67%	65%	53%	68%	65%	74%
Q24. Employees are treated with respect regardless of their job	67%	68%	65%	63%	73%	67%	77%
Q25. People in my team treat each other with respect	79%	82%	75%	75%	82%	79%	87%

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EMPLOYEE ENGAGEMENT INDEX	64%	63%	61%	61%	64%	65%	72%
Health, safety and wellbeing	66%	63%	62%	63%	68%	68%	78%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	74%	68%	66%	73%	73%	85%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	55%	48%	43%	54%	55%	68%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	55%	56%	57%	60%	57%	69%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	66%	69%	62%	69%	70%	82%
Q30. People in my team are committed to workplace safety	74%	71%	67%	71%	78%	76%	84%

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

JOB ROLE 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

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

	WA health system	Medical	Nursing and Midwifery	Dental	Allied Health and Health Professions	Corporate/ Support Services/ Other	Executive
RESPONDENTS	21052	1806	6563	333	3794	8061	495
EMPLOYEE ENGAGEMENT INDEX	64%	63%	61%	61%	64%	65%	72%
Environment Sustainability	61%	59%	60%	59%	59%	62%	71%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	79%	78%	72%	80%	77%	85%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	39%	41%	46%	37%	48%	58%

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	WA health system	Medical	Nursing and Midwifery	Dental	Allied Health and Health Professions	Corporate/ Support Services/ Other	Executive
RESPONDENTS	21052	1806	6563	333	3794	8061	495
EMPLOYEE ENGAGEMENT INDEX	64%	63%	61%	61%	64%	65%	72%
Performance and development	60%	65%	54%	67%	65%	61%	71%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	67%	43%	80%	63%	56%	63%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	69%	61%	69%	73%	69%	78%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	62%	52%	59%	63%	58%	68%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	63%	61%	59%	60%	59%	73%

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	WA health system	Medical	Nursing and Midwifery	Dental	Allied Health and Health Professions	Corporate/ Support Services/ Other	Executive
RESPONDENTS	21052	1806	6563	333	3794	8061	495
EMPLOYEE ENGAGEMENT INDEX	64%	63%	61%	61%	64%	65%	72%
Service delivery and patient care	67%	64%	63%	62%	70%	69%	79%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	75%	78%	73%	81%	75%	82%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	60%	57%	63%	65%	67%	75%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	68%	66%	66%	75%	77%	83%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	46%	44%	38%	52%	51%	67%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	65%	65%	65%	72%	73%	83%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	70%	64%	70%	74%	74%	82%

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	WA health system	Medical	Nursing and Midwifery	Dental	Allied Health and Health Professions	Corporate/ Support Services/ Other	Executive
RESPONDENTS	21052	1806	6563	333	3794	8061	495
EMPLOYEE ENGAGEMENT INDEX	64%	63%	61%	61%	64%	65%	72%
About your organisation	58%	57%	52%	50%	59%	61%	73%
43. I would recommend my organisation as a great place to work	60%	60%	54%	51%	62%	62%	73%
44. My manager recognises and acknowledges when I have done my job well	64%	65%	57%	62%	64%	68%	78%
45. My manager supports me and my goals	66%	68%	62%	64%	68%	67%	79%
46. I am proud to tell others I work for my organisation	68%	66%	63%	57%	71%	70%	79%
47. My organisation inspires me to do the best in my job	57%	54%	51%	47%	59%	60%	73%
48. My organisation supports me and my goals	52%	52%	47%	42%	55%	55%	68%
49. My organisation is making the necessary improvements to meet our future challenges	47%	43%	40%	38%	46%	53%	65%
50. My organisation motivates me to help it achieve its objectives	49%	46%	42%	41%	49%	54%	69%

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GENDER 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Woman or female	Man or male	I/ They use a different term	Prefer not to say
RESPONDENTS	21052	15868	4197	54	933
EMPLOYEE ENGAGEMENT INDEX	64%	64%	65%	54%	48%
Your job	70%	72%	71%	56%	48%
Q1. My role enables me to make good use of my skills and abilities	82%	84%	82%	69%	58%
Q2. I have clear, measurable work objectives	77%	79%	74%	52%	58%
Q3. I feel committed to my organisation's goals	82%	84%	80%	78%	61%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	65%	62%	43%	43%
Q5. I feel a strong personal attachment to my organisation	60%	61%	62%	43%	37%
Q6. I am able to strike the right balance between my work and home life	61%	62%	65%	54%	41%
Q7. I feel valued and recognised for the work I do	51%	51%	57%	33%	25%
Q8. I believe in the purpose and objectives of my organisation	78%	79%	78%	78%	55%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	79%	78%	69%	58%
Q10. Considering everything, I am satisfied with the job I do	71%	72%	74%	48%	44%

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	WA health system	Woman or female	Man or male	I/ They use a different term	Prefer not to say
RESPONDENTS	21052	15868	4197	54	933
EMPLOYEE ENGAGEMENT INDEX	64%	64%	65%	54%	48%
Our values	67%	67%	69%	51%	45%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	56%	57%	31%	29%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	86%	85%	72%	73%
Q13. The people in my team cooperate to get the work done	80%	80%	83%	56%	65%
Q14. In my team, people take responsibility for their decisions and actions	73%	73%	75%	52%	54%
Q15. Leaders are open and honest in their communications with staff	57%	57%	60%	50%	30%
Q16. Our senior managers encourage collaboration	62%	63%	66%	61%	37%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	57%	58%	37%	29%

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	WA health system	Woman or female	Man or male	I/ They use a different term	Prefer not to say
RESPONDENTS	21052	15868	4197	54	933
EMPLOYEE ENGAGEMENT INDEX	64%	64%	65%	54%	48%
Health, safety and wellbeing	66%	67%	69%	48%	45%
Q18. I know how to access the Employee Assistance Program	79%	81%	73%	74%	77%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	62%	61%	41%	40%
Q20. I believe my organisation cares about my health and wellbeing	48%	49%	54%	31%	24%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	52%	54%	35%	34%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	83%	84%	52%	70%
Q23. 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.	66%	66%	69%	43%	39%
Q24. Employees are treated with respect regardless of their job	67%	68%	70%	43%	39%
Q25. People in my team treat each other with respect	79%	79%	82%	65%	63%

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	WA health system	Woman or female	Man or male	I/ They use a different term	Prefer not to say
RESPONDENTS	21052	15868	4197	54	933
EMPLOYEE ENGAGEMENT INDEX	64%	64%	65%	54%	48%
Health, safety and wellbeing	66%	67%	69%	48%	45%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	71%	77%	46%	46%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	53%	58%	31%	27%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	58%	61%	46%	33%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	70%	74%	52%	47%
Q30. People in my team are committed to workplace safety	74%	74%	76%	61%	50%

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	WA health system	Woman or female	Man or male	I/ They use a different term	Prefer not to say
RESPONDENTS	21052	15868	4197	54	933
EMPLOYEE ENGAGEMENT INDEX	64%	64%	65%	54%	48%
Environment Sustainability	61%	62%	59%	57%	47%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	80%	74%	80%	68%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	44%	44%	35%	26%

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	WA health system	Woman or female	Man or male	I/ They use a different term	Prefer not to say
RESPONDENTS	21052	15868	4197	54	933
EMPLOYEE ENGAGEMENT INDEX	64%	64%	65%	54%	48%
Performance and development	60%	60%	63%	60%	44%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	54%	58%	59%	47%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	68%	69%	76%	57%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	58%	59%	52%	37%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	61%	64%	54%	36%

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	WA health system	Woman or female	Man or male	I/ They use a different term	Prefer not to say
RESPONDENTS	21052	15868	4197	54	933
EMPLOYEE ENGAGEMENT INDEX	64%	64%	65%	54%	48%
Service delivery and patient care	67%	68%	68%	55%	45%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	79%	75%	65%	53%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	64%	65%	48%	39%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	73%	74%	63%	51%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	50%	51%	41%	30%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	71%	71%	59%	51%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	71%	75%	56%	44%

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	WA health system	Woman or female	Man or male	I/ They use a different term	Prefer not to say
RESPONDENTS	21052	15868	4197	54	933
EMPLOYEE ENGAGEMENT INDEX	64%	64%	65%	54%	48%
About your organisation	58%	59%	60%	44%	32%
43. I would recommend my organisation as a great place to work	60%	61%	63%	37%	29%
44. My manager recognises and acknowledges when I have done my job well	64%	64%	69%	52%	44%
45. My manager supports me and my goals	66%	66%	70%	54%	43%
46. I am proud to tell others I work for my organisation	68%	69%	70%	57%	39%
47. My organisation inspires me to do the best in my job	57%	58%	57%	41%	28%
48. My organisation supports me and my goals	52%	53%	55%	39%	26%
49. My organisation is making the necessary improvements to meet our future challenges	47%	48%	48%	33%	25%
50. My organisation motivates me to help it achieve its objectives	49%	49%	51%	37%	25%

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

AGE 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	7	1007	4181	5053	4996	3912	758	22	1116
EMPLOYEE ENGAGEMENT INDEX	64%	(r)	69%	64%	65%	64%	64%	66%	72%	50%
Your job	70%	(r)	74%	70%	71%	72%	72%	77%	78%	52%
Q1. My role enables me to make good use of my skills and abilities	82%	(r)	85%	85%	83%	83%	82%	84%	86%	61%
Q2. I have clear, measurable work objectives	77%	(r)	83%	78%	76%	77%	78%	82%	86%	60%
Q3. I feel committed to my organisation's goals	82%	(r)	85%	81%	84%	84%	83%	85%	95%	66%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	(r)	75%	63%	63%	63%	65%	73%	73%	46%
Q5. I feel a strong personal attachment to my organisation	60%	(r)	54%	53%	62%	65%	66%	68%	77%	41%
Q6. I am able to strike the right balance between my work and home life	61%	(r)	63%	59%	62%	62%	64%	75%	68%	46%
Q7. I feel valued and recognised for the work I do	51%	(r)	54%	51%	54%	52%	52%	58%	55%	28%
Q8. I believe in the purpose and objectives of my organisation	78%	(r)	85%	78%	79%	78%	77%	81%	68%	60%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	(r)	84%	77%	78%	79%	80%	84%	91%	62%
Q10. Considering everything, I am satisfied with the job I do	71%	(r)	77%	71%	72%	72%	73%	80%	82%	48%

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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	21052	7	1007	4181	5053	4996	3912	758	22	1116
EMPLOYEE ENGAGEMENT INDEX	64%	(r)	69%	64%	65%	64%	64%	66%	72%	50%
Our values	67%	(r)	74%	69%	69%	68%	64%	66%	62%	47%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	(r)	66%	58%	57%	56%	54%	53%	55%	30%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	(r)	82%	84%	87%	87%	84%	85%	77%	75%
Q13. The people in my team cooperate to get the work done	80%	(r)	85%	81%	81%	82%	79%	81%	82%	68%
Q14. In my team, people take responsibility for their decisions and actions	73%	(r)	77%	73%	74%	74%	71%	73%	68%	57%
Q15. Leaders are open and honest in their communications with staff	57%	(r)	71%	61%	59%	57%	52%	53%	59%	31%
Q16. Our senior managers encourage collaboration	62%	(r)	73%	67%	65%	62%	57%	59%	55%	38%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	(r)	66%	57%	59%	56%	53%	55%	41%	32%

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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	21052	7	1007	4181	5053	4996	3912	758	22	1116
EMPLOYEE ENGAGEMENT INDEX	64%	(r)	69%	64%	65%	64%	64%	66%	72%	50%
Health, safety and wellbeing	66%	(r)	69%	67%	68%	67%	66%	68%	66%	48%
Q18. I know how to access the Employee Assistance Program	79%	(r)	48%	70%	82%	85%	85%	83%	73%	82%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	(r)	61%	54%	61%	64%	64%	69%	50%	43%
Q20. I believe my organisation cares about my health and wellbeing	48%	(r)	56%	46%	50%	50%	50%	55%	55%	26%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	(r)	52%	47%	52%	54%	53%	58%	59%	37%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	(r)	86%	84%	83%	83%	83%	83%	77%	74%
Q23. 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.	66%	(r)	78%	73%	68%	65%	60%	61%	59%	40%
Q24. Employees are treated with respect regardless of their job	67%	(r)	76%	73%	71%	67%	63%	63%	59%	42%
Q25. People in my team treat each other with respect	79%	(r)	83%	82%	80%	78%	77%	78%	86%	65%

○ 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, BIG VILLAGE 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.

(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	7	1007	4181	5053	4996	3912	758	22	1116
EMPLOYEE ENGAGEMENT INDEX	64%	(r)	69%	64%	65%	64%	64%	66%	72%	50%
Health, safety and wellbeing	66%	(r)	69%	67%	68%	67%	66%	68%	66%	48%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	(r)	73%	73%	75%	72%	70%	72%	77%	49%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	(r)	59%	55%	56%	53%	52%	55%	55%	28%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	(r)	72%	61%	60%	56%	54%	56%	64%	34%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	(r)	77%	71%	70%	69%	70%	72%	73%	49%
Q30. People in my team are committed to workplace safety	74%	(r)	81%	76%	75%	73%	74%	78%	73%	53%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

AGE 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	7	1007	4181	5053	4996	3912	758	22	1116
EMPLOYEE ENGAGEMENT INDEX	64%	(r)	69%	64%	65%	64%	64%	66%	72%	50%
Environment Sustainability	61%	(r)	67%	60%	62%	61%	61%	65%	70%	49%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	(r)	83%	80%	79%	77%	77%	78%	86%	70%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	(r)	50%	41%	44%	44%	45%	52%	55%	29%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

AGE 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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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	21052	7	1007	4181	5053	4996	3912	758	22	1116
EMPLOYEE ENGAGEMENT INDEX	64%	(r)	69%	64%	65%	64%	64%	66%	72%	50%
Performance and development	60%	(r)	62%	64%	62%	60%	57%	56%	51%	45%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	(r)	53%	56%	55%	55%	54%	55%	55%	48%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	(r)	71%	73%	69%	67%	63%	60%	50%	56%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	(r)	70%	64%	60%	56%	52%	52%	36%	38%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	(r)	53%	61%	65%	63%	60%	57%	64%	39%

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

AGE 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	7	1007	4181	5053	4996	3912	758	22	1116
EMPLOYEE ENGAGEMENT INDEX	64%	(r)	69%	64%	65%	64%	64%	66%	72%	50%
Service delivery and patient care	67%	(r)	76%	69%	68%	67%	67%	69%	73%	46%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	(r)	88%	83%	78%	76%	76%	78%	77%	55%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	(r)	74%	65%	64%	62%	64%	68%	64%	41%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	(r)	79%	74%	73%	72%	73%	74%	68%	54%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	(r)	59%	50%	51%	49%	49%	49%	55%	30%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	(r)	79%	70%	71%	69%	71%	73%	86%	52%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	(r)	78%	70%	73%	71%	72%	74%	86%	47%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

AGE 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	7	1007	4181	5053	4996	3912	758	22	1116
EMPLOYEE ENGAGEMENT INDEX	64%	(r)	69%	64%	65%	64%	64%	66%	72%	50%
About your organisation	58%	(r)	69%	61%	60%	57%	56%	59%	59%	34%
43. I would recommend my organisation as a great place to work	60%	(r)	73%	63%	62%	59%	58%	61%	68%	31%
44. My manager recognises and acknowledges when I have done my job well	64%	(r)	66%	66%	67%	65%	62%	63%	45%	45%
45. My manager supports me and my goals	66%	(r)	71%	71%	69%	66%	63%	64%	64%	44%
46. I am proud to tell others I work for my organisation	68%	(r)	81%	70%	69%	67%	66%	71%	77%	41%
47. My organisation inspires me to do the best in my job	57%	(r)	72%	59%	58%	56%	55%	61%	64%	31%
48. My organisation supports me and my goals	52%	(r)	66%	57%	54%	51%	50%	54%	45%	27%
49. My organisation is making the necessary improvements to meet our future challenges	47%	(r)	59%	48%	48%	47%	46%	50%	55%	27%
50. My organisation motivates me to help it achieve its objectives	49%	(r)	63%	51%	51%	49%	47%	50%	50%	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 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	420	19946	686
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	45%
Your job	70%	73%	71%	46%
Q1. My role enables me to make good use of my skills and abilities	82%	81%	83%	58%
Q2. I have clear, measurable work objectives	77%	80%	77%	56%
Q3. I feel committed to my organisation's goals	82%	82%	83%	55%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	69%	64%	41%
Q5. I feel a strong personal attachment to my organisation	60%	62%	61%	31%
Q6. I am able to strike the right balance between my work and home life	61%	65%	62%	40%
Q7. I feel valued and recognised for the work I do	51%	56%	52%	24%
Q8. I believe in the purpose and objectives of my organisation	78%	78%	79%	50%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	78%	79%	55%
Q10. Considering everything, I am satisfied with the job I do	71%	76%	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 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	420	19946	686
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	45%
Our values	67%	69%	68%	42%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	60%	56%	25%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	84%	85%	70%
Q13. The people in my team cooperate to get the work done	80%	79%	81%	62%
Q14. In my team, people take responsibility for their decisions and actions	73%	69%	73%	50%
Q15. Leaders are open and honest in their communications with staff	57%	64%	57%	27%
Q16. Our senior managers encourage collaboration	62%	68%	63%	31%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	62%	57%	26%

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

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	420	19946	686
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	45%
Health, safety and wellbeing	66%	66%	67%	42%
Q18. I know how to access the Employee Assistance Program	79%	78%	79%	75%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	64%	61%	36%
Q20. I believe my organisation cares about my health and wellbeing	48%	55%	49%	22%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	54%	52%	29%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	71%	84%	62%
Q23. 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.	66%	65%	67%	36%
Q24. Employees are treated with respect regardless of their job	67%	65%	69%	36%
Q25. People in my team treat each other with respect	79%	74%	79%	59%

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

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

- 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	21052	420	19946	686
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	45%
Health, safety and wellbeing	66%	66%	67%	42%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	74%	72%	44%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	57%	54%	27%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	57%	58%	28%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	72%	70%	44%
Q30. People in my team are committed to workplace safety	74%	75%	75%	43%

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	420	19946	686
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	45%
Environment Sustainability	61%	66%	61%	43%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	78%	79%	63%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	53%	44%	24%

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

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

- 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	21052	420	19946	686
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	45%
Performance and development	60%	60%	61%	41%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	55%	55%	42%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	63%	68%	52%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	60%	58%	35%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	64%	61%	35%

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

- 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	21052	420	19946	686
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	45%
Service delivery and patient care	67%	71%	68%	41%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	83%	78%	51%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	70%	64%	36%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	73%	73%	45%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	58%	50%	26%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	69%	71%	45%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	72%	72%	41%

ABORIGINAL AND/OR TORRES STRAIT ISLANDER 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	420	19946	686
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	45%
About your organisation	58%	65%	58%	31%
43. I would recommend my organisation as a great place to work	60%	67%	61%	28%
44. My manager recognises and acknowledges when I have done my job well	64%	69%	65%	42%
45. My manager supports me and my goals	66%	71%	67%	40%
46. I am proud to tell others I work for my organisation	68%	72%	69%	36%
47. My organisation inspires me to do the best in my job	57%	66%	57%	27%
48. My organisation supports me and my goals	52%	60%	53%	26%
49. My organisation is making the necessary improvements to meet our future challenges	47%	56%	47%	22%
50. My organisation motivates me to help it achieve its objectives	49%	58%	49%	23%

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

CULTURALLY OR LINGUISTICALLY DIVERSE 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	4571	15368	1113
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	50%
Your job	70%	74%	71%	52%
Q1. My role enables me to make good use of my skills and abilities	82%	82%	83%	63%
Q2. I have clear, measurable work objectives	77%	81%	77%	62%
Q3. I feel committed to my organisation's goals	82%	85%	83%	63%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	69%	63%	48%
Q5. I feel a strong personal attachment to my organisation	60%	64%	61%	41%
Q6. I am able to strike the right balance between my work and home life	61%	65%	61%	46%
Q7. I feel valued and recognised for the work I do	51%	57%	51%	29%
Q8. I believe in the purpose and objectives of my organisation	78%	80%	79%	56%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	82%	78%	63%
Q10. Considering everything, I am satisfied with the job I do	71%	73%	72%	50%

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

CULTURALLY OR LINGUISTICALLY DIVERSE 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	4571	15368	1113
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	50%
Our values	67%	69%	67%	47%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	58%	56%	31%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	86%	85%	73%
Q13. The people in my team cooperate to get the work done	80%	80%	81%	64%
Q14. In my team, people take responsibility for their decisions and actions	73%	73%	74%	54%
Q15. Leaders are open and honest in their communications with staff	57%	59%	57%	33%
Q16. Our senior managers encourage collaboration	62%	67%	62%	39%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	60%	56%	34%

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

CULTURALLY OR LINGUISTICALLY DIVERSE 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	4571	15368	1113
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	50%
Health, safety and wellbeing	66%	68%	67%	47%
Q18. I know how to access the Employee Assistance Program	79%	75%	81%	75%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	63%	61%	42%
Q20. I believe my organisation cares about my health and wellbeing	48%	55%	48%	30%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	56%	51%	35%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	79%	85%	67%
Q23. 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.	66%	65%	67%	41%
Q24. Employees are treated with respect regardless of their job	67%	71%	68%	43%
Q25. People in my team treat each other with respect	79%	79%	80%	62%

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

CULTURALLY OR LINGUISTICALLY DIVERSE 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, BIG VILLAGE 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.

(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

- 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	21052	4571	15368	1113
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	50%
Health, safety and wellbeing	66%	68%	67%	47%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	72%	73%	49%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	55%	54%	32%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	61%	57%	38%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	70%	71%	48%
Q30. People in my team are committed to workplace safety	74%	76%	74%	51%

CULTURALLY OR LINGUISTICALLY DIVERSE 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	4571	15368	1113
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	50%
Environment Sustainability	61%	66%	60%	50%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	79%	79%	66%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	53%	41%	34%

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

CULTURALLY OR LINGUISTICALLY DIVERSE 2023 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	21052	4571	15368	1113
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	50%
Performance and development	60%	61%	61%	44%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	57%	55%	47%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	66%	69%	52%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	62%	58%	40%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	60%	62%	38%

CULTURALLY OR LINGUISTICALLY DIVERSE 2023 SURVEY



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	4571	15368	1113
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	50%
Service delivery and patient care	67%	71%	67%	48%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	79%	78%	58%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	68%	63%	44%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	77%	72%	52%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	55%	48%	32%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	76%	69%	54%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	74%	71%	48%

- 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	21052	4571	15368	1113
EMPLOYEE ENGAGEMENT INDEX	64%	67%	64%	50%
About your organisation	58%	63%	58%	37%
43. I would recommend my organisation as a great place to work	60%	65%	60%	35%
44. My manager recognises and acknowledges when I have done my job well	64%	67%	64%	47%
45. My manager supports me and my goals	66%	68%	67%	45%
46. I am proud to tell others I work for my organisation	68%	73%	68%	43%
47. My organisation inspires me to do the best in my job	57%	63%	56%	35%
48. My organisation supports me and my goals	52%	57%	52%	31%
49. My organisation is making the necessary improvements to meet our future challenges	47%	54%	46%	29%
50. My organisation motivates me to help it achieve its objectives	49%	55%	48%	29%

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

DISABILITY 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	588	19744	720
EMPLOYEE ENGAGEMENT INDEX	64%	59%	64%	49%
Your job	70%	64%	71%	50%
Q1. My role enables me to make good use of my skills and abilities	82%	72%	83%	60%
Q2. I have clear, measurable work objectives	77%	66%	78%	58%
Q3. I feel committed to my organisation's goals	82%	78%	83%	62%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	55%	65%	41%
Q5. I feel a strong personal attachment to my organisation	60%	55%	61%	41%
Q6. I am able to strike the right balance between my work and home life	61%	55%	62%	42%
Q7. I feel valued and recognised for the work I do	51%	45%	52%	29%
Q8. I believe in the purpose and objectives of my organisation	78%	79%	78%	59%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	75%	79%	59%
Q10. Considering everything, I am satisfied with the job I do	71%	62%	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	21052	588	19744	720
EMPLOYEE ENGAGEMENT INDEX	64%	59%	64%	49%
Our values	67%	59%	68%	48%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	48%	56%	33%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	81%	85%	73%
Q13. The people in my team cooperate to get the work done	80%	71%	81%	65%
Q14. In my team, people take responsibility for their decisions and actions	73%	63%	73%	55%
Q15. Leaders are open and honest in their communications with staff	57%	51%	58%	35%
Q16. Our senior managers encourage collaboration	62%	54%	63%	40%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	46%	57%	34%

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DISABILITY 2023 SURVEY



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	588	19744	720
EMPLOYEE ENGAGEMENT INDEX	64%	59%	64%	49%
Health, safety and wellbeing	66%	56%	67%	46%
Q18. I know how to access the Employee Assistance Program	79%	78%	79%	77%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	49%	62%	37%
Q20. I believe my organisation cares about my health and wellbeing	48%	42%	49%	27%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	41%	52%	32%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	69%	84%	68%
Q23. 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.	66%	53%	67%	39%
Q24. Employees are treated with respect regardless of their job	67%	57%	69%	42%
Q25. People in my team treat each other with respect	79%	68%	80%	63%

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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	588	19744	720
EMPLOYEE ENGAGEMENT INDEX	64%	59%	64%	49%
Health, safety and wellbeing	66%	56%	67%	46%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	62%	72%	50%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	44%	54%	33%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	49%	58%	33%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	59%	70%	49%
Q30. People in my team are committed to workplace safety	74%	61%	75%	50%

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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	588	19744	720
EMPLOYEE ENGAGEMENT INDEX	64%	59%	64%	49%
Environment Sustainability	61%	58%	61%	47%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	77%	78%	67%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	39%	44%	26%



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	588	19744	720
EMPLOYEE ENGAGEMENT INDEX	64%	59%	64%	49%
Performance and development	60%	54%	61%	46%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	49%	55%	44%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	65%	68%	59%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	49%	58%	40%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	53%	62%	40%



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	WA health system	Yes	No	Prefer not to say
RESPONDENTS	21052	588	19744	720
EMPLOYEE ENGAGEMENT INDEX	64%	59%	64%	49%
Service delivery and patient care	67%	59%	68%	45%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	71%	78%	56%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	52%	64%	40%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	65%	73%	51%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	40%	50%	30%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	61%	71%	49%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	63%	72%	46%

- AT LEAST 5 PERCENTAGE POINTS GREATER 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	21052	588	19744	720	
EMPLOYEE ENGAGEMENT INDEX	64%	59%	64%	49%	
About your organisation	58%	51%	59%	35%	
43. I would recommend my organisation as a great place to work	60%	52%	61%	33%	
44. My manager recognises and acknowledges when I have done my job well	64%	58%	65%	46%	
45. My manager supports me and my goals	66%	58%	67%	44%	
46. I am proud to tell others I work for my organisation	68%	61%	69%	43%	
47. My organisation inspires me to do the best in my job	57%	50%	58%	31%	
48. My organisation supports me and my goals	52%	45%	53%	30%	
49. My organisation is making the necessary improvements to meet our future challenges	47%	42%	48%	27%	
50. My organisation motivates me to help it achieve its objectives	49%	45%	50%	27%	

MANAGERIAL RESPONSIBILITY 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	21052	426	2161	5111	13354
EMPLOYEE ENGAGEMENT INDEX	64%	77%	67%	62%	63%
Your job	70%	83%	73%	67%	71%
Q1. My role enables me to make good use of my skills and abilities	82%	92%	87%	84%	80%
Q2. I have clear, measurable work objectives	77%	84%	74%	75%	78%
Q3. I feel committed to my organisation's goals	82%	94%	88%	80%	82%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	73%	59%	56%	67%
Q5. I feel a strong personal attachment to my organisation	60%	87%	73%	60%	58%
Q6. I am able to strike the right balance between my work and home life	61%	51%	53%	55%	66%
Q7. I feel valued and recognised for the work I do	51%	77%	58%	46%	51%
Q8. I believe in the purpose and objectives of my organisation	78%	95%	84%	75%	77%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	94%	85%	75%	78%
Q10. Considering everything, I am satisfied with the job I do	71%	86%	74%	67%	72%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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MANAGERIAL RESPONSIBILITY 2023 SURVEY



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	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	21052	426	2161	5111	13354
EMPLOYEE ENGAGEMENT INDEX	64%	77%	67%	62%	63%
Our values	67%	88%	74%	65%	65%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	81%	62%	51%	55%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	98%	96%	90%	81%
Q13. The people in my team cooperate to get the work done	80%	96%	86%	80%	79%
Q14. In my team, people take responsibility for their decisions and actions	73%	91%	81%	70%	71%
Q15. Leaders are open and honest in their communications with staff	57%	82%	62%	54%	56%
Q16. Our senior managers encourage collaboration	62%	88%	71%	60%	60%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	80%	59%	51%	56%

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	21052	426	2161	5111	13354
EMPLOYEE ENGAGEMENT INDEX	64%	77%	67%	62%	63%
Health, safety and wellbeing	66%	87%	75%	65%	64%
Q18. I know how to access the Employee Assistance Program	79%	97%	94%	84%	74%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	83%	70%	57%	59%
Q20. I believe my organisation cares about my health and wellbeing	48%	74%	54%	42%	49%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	76%	61%	47%	51%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	96%	90%	83%	81%
Q23. 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.	66%	87%	74%	66%	63%
Q24. Employees are treated with respect regardless of their job	67%	86%	73%	66%	66%
Q25. People in my team treat each other with respect	79%	95%	86%	77%	77%

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	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	21052	426	2161	5111	13354
EMPLOYEE ENGAGEMENT INDEX	64%	77%	67%	62%	63%
Health, safety and wellbeing	66%	87%	75%	65%	64%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	92%	82%	72%	69%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	78%	62%	52%	51%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	81%	65%	57%	55%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	90%	78%	70%	67%
Q30. People in my team are committed to workplace safety	74%	91%	79%	69%	74%

MANAGERIAL RESPONSIBILITY 2023 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.

(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	21052	426	2161	5111	13354
EMPLOYEE ENGAGEMENT INDEX	64%	77%	67%	62%	63%
Environment Sustainability	61%	73%	62%	59%	61%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	86%	80%	78%	77%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	59%	44%	40%	44%

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

MANAGERIAL RESPONSIBILITY 2023 SURVEY



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- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	21052	426	2161	5111	13354
EMPLOYEE ENGAGEMENT INDEX	64%	77%	67%	62%	63%
Performance and development	60%	81%	70%	63%	57%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	72%	60%	55%	53%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	86%	77%	68%	65%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	76%	62%	56%	57%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	88%	80%	71%	52%

MANAGERIAL RESPONSIBILITY 2023 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	21052	426	2161	5111	13354
EMPLOYEE ENGAGEMENT INDEX	64%	77%	67%	62%	63%
Service delivery and patient care	67%	87%	71%	64%	67%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	91%	80%	78%	76%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	82%	64%	57%	65%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	92%	78%	68%	72%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	78%	57%	46%	48%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	87%	72%	65%	71%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	89%	75%	68%	71%

MANAGERIAL RESPONSIBILITY 2023 SURVEY



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- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

	WA health system	Executive Level	Middle Management	Front line Management	Non-managerial
RESPONDENTS	21052	426	2161	5111	13354
EMPLOYEE ENGAGEMENT INDEX	64%	77%	67%	62%	63%
About your organisation	58%	81%	64%	54%	57%
43. I would recommend my organisation as a great place to work	60%	80%	66%	55%	60%
44. My manager recognises and acknowledges when I have done my job well	64%	85%	73%	63%	62%
45. My manager supports me and my goals	66%	86%	73%	67%	64%
46. I am proud to tell others I work for my organisation	68%	87%	72%	64%	68%
47. My organisation inspires me to do the best in my job	57%	80%	60%	52%	57%
48. My organisation supports me and my goals	52%	78%	58%	49%	52%
49. My organisation is making the necessary improvements to meet our future challenges	47%	73%	50%	41%	48%
50. My organisation motivates me to help it achieve its objectives	49%	78%	55%	43%	49%

CONTRACTED MEDICAL PRACTITIONER - YES

2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	CAHS	Department of Health	EMHS	HSS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	266	27	2	37	1	69	12	36	82
EMPLOYEE ENGAGEMENT INDEX	64%	60%	(r)	68%	(r)	61%	68%	45%	73%
Your job	68%	66%	(r)	71%	(r)	68%	66%	47%	78%
Q1. My role enables me to make good use of my skills and abilities	87%	89%	(r)	86%	(r)	91%	92%	72%	88%
Q2. I have clear, measurable work objectives	76%	78%	(r)	89%	(r)	81%	58%	61%	76%
Q3. I feel committed to my organisation's goals	76%	70%	(r)	76%	(r)	71%	83%	56%	89%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	53%	44%	(r)	62%	(r)	43%	75%	39%	62%
Q5. I feel a strong personal attachment to my organisation	64%	59%	(r)	70%	(r)	67%	50%	36%	74%
Q6. I am able to strike the right balance between my work and home life	58%	56%	(r)	65%	(r)	58%	50%	44%	65%
Q7. I feel valued and recognised for the work I do	55%	56%	(r)	54%	(r)	51%	50%	25%	73%
Q8. I believe in the purpose and objectives of my organisation	73%	70%	(r)	73%	(r)	75%	67%	47%	84%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	67%	70%	(r)	59%	(r)	67%	58%	42%	84%
Q10. Considering everything, I am satisfied with the job I do	73%	70%	(r)	78%	(r)	75%	75%	47%	80%

CONTRACTED MEDICAL PRACTITIONER - YES

2023 SURVEY



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	WA health system	CAHS	Department of Health	EMHS	HSS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	266	27	2	37	1	69	12	36	82
EMPLOYEE ENGAGEMENT INDEX	64%	60%	(r)	68%	(r)	61%	68%	45%	73%
Our values	70%	67%	(r)	73%	(r)	66%	77%	54%	78%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	50%	44%	(r)	51%	(r)	45%	58%	28%	66%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	87%	89%	(r)	92%	(r)	83%	92%	81%	93%
Q13. The people in my team cooperate to get the work done	86%	85%	(r)	95%	(r)	83%	92%	78%	88%
Q14. In my team, people take responsibility for their decisions and actions	85%	89%	(r)	92%	(r)	80%	92%	81%	84%
Q15. Leaders are open and honest in their communications with staff	62%	63%	(r)	65%	(r)	58%	75%	42%	71%
Q16. Our senior managers encourage collaboration	65%	56%	(r)	65%	(r)	65%	75%	42%	76%
Q17. My organisation does a good job of keeping me informed about matters affecting me	55%	44%	(r)	54%	(r)	49%	58%	31%	72%

○ 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	CAHS	Department of Health	EMHS	HSS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	266	27	2	37	1	69	12	36	82
EMPLOYEE ENGAGEMENT INDEX	64%	60%	(r)	68%	(r)	61%	68%	45%	73%
Health, safety and wellbeing	62%	63%	(r)	66%	(r)	61%	62%	40%	72%
Q18. I know how to access the Employee Assistance Program	52%	63%	(r)	41%	(r)	43%	67%	42%	62%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	45%	48%	(r)	38%	(r)	43%	42%	17%	61%
Q20. I believe my organisation cares about my health and wellbeing	41%	37%	(r)	41%	(r)	36%	50%	17%	56%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	42%	44%	(r)	41%	(r)	39%	50%	28%	52%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	81%	(r)	89%	(r)	87%	92%	61%	87%
Q23. 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.	64%	59%	(r)	59%	(r)	68%	58%	44%	72%
Q24. Employees are treated with respect regardless of their job	69%	67%	(r)	81%	(r)	65%	67%	36%	82%
Q25. People in my team treat each other with respect	87%	93%	(r)	97%	(r)	87%	92%	64%	89%

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

CONTRACTED MEDICAL PRACTITIONER - YES

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	WA health system	CAHS	Department of Health	EMHS	HSS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	266	27	2	37	1	69	12	36	82
EMPLOYEE ENGAGEMENT INDEX	64%	60%	(r)	68%	(r)	61%	68%	45%	73%
Health, safety and wellbeing	62%	63%	(r)	66%	(r)	61%	62%	40%	72%
Q26. I am able to speak up and share a different view to my colleagues and manager	79%	85%	(r)	86%	(r)	72%	75%	64%	85%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	59%	59%	(r)	65%	(r)	61%	25%	28%	71%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	55%	37%	(r)	59%	(r)	52%	50%	31%	71%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	66%	70%	(r)	73%	(r)	59%	58%	50%	76%
Q30. People in my team are committed to workplace safety	71%	70%	(r)	86%	(r)	72%	75%	42%	77%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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	WA health system	CAHS	Department of Health	EMHS	HSS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	266	27	2	37	1	69	12	36	82
EMPLOYEE ENGAGEMENT INDEX	64%	60%	(r)	68%	(r)	61%	68%	45%	73%
Environment Sustainability	55%	54%	(r)	50%	(r)	57%	54%	46%	60%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	79%	70%	(r)	70%	(r)	83%	83%	75%	84%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	31%	37%	(r)	30%	(r)	32%	25%	17%	35%

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

CONTRACTED MEDICAL PRACTITIONER - YES

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	WA health system	CAHS	Department of Health	EMHS	HSS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	266	27	2	37	1	69	12	36	82
EMPLOYEE ENGAGEMENT INDEX	64%	60%	(r)	68%	(r)	61%	68%	45%	73%
Performance and development	67%	64%	(r)	76%	(r)	68%	56%	59%	67%
Q33. In the past 12 months, I have received formal feedback on my performance	65%	67%	(r)	76%	(r)	70%	58%	75%	52%
Q34. In the past 12 months, I have received informal feedback on my performance	70%	70%	(r)	81%	(r)	74%	58%	53%	73%
Q35. The performance feedback I have received has been beneficial to my ongoing development	61%	59%	(r)	70%	(r)	59%	67%	47%	65%
Q36. I feel comfortable to give feedback to my manager about the performance of others	70%	59%	(r)	78%	(r)	71%	42%	61%	77%

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

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2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	CAHS	Departme nt of Health	EMHS	HSS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	266	27	2	37	1	69	12	36	82
EMPLOYEE ENGAGEMENT INDEX	64%	60%	(r)	68%	(r)	61%	68%	45%	73%
Service delivery and patient care	61%	64%	(r)	65%	(r)	56%	68%	40%	72%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	71%	70%	(r)	78%	(r)	67%	83%	44%	83%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	56%	67%	(r)	59%	(r)	48%	67%	31%	68%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	65%	63%	(r)	70%	(r)	62%	67%	39%	78%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	44%	48%	(r)	43%	(r)	41%	33%	36%	51%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	61%	63%	(r)	70%	(r)	49%	75%	39%	72%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	70%	(r)	68%	(r)	70%	83%	50%	79%

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

CONTRACTED MEDICAL PRACTITIONER - YES

2023 SURVEY



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	WA health system	CAHS	Department of Health	EMHS	HSS	NMHS	PathWest	SMHS	WACHS
RESPONDENTS	266	27	2	37	1	69	12	36	82
EMPLOYEE ENGAGEMENT INDEX	64%	60%	(r)	68%	(r)	61%	68%	45%	73%
About your organisation	55%	49%	(r)	60%	(r)	49%	55%	35%	70%
43. I would recommend my organisation as a great place to work	58%	48%	(r)	68%	(r)	51%	58%	31%	73%
44. My manager recognises and acknowledges when I have done my job well	62%	63%	(r)	65%	(r)	58%	58%	42%	72%
45. My manager supports me and my goals	69%	67%	(r)	70%	(r)	65%	50%	69%	74%
46. I am proud to tell others I work for my organisation	70%	70%	(r)	81%	(r)	67%	67%	42%	82%
47. My organisation inspires me to do the best in my job	53%	44%	(r)	59%	(r)	48%	58%	33%	65%
48. My organisation supports me and my goals	48%	44%	(r)	49%	(r)	43%	42%	25%	66%
49. My organisation is making the necessary improvements to meet our future challenges	39%	22%	(r)	41%	(r)	30%	58%	22%	56%
50. My organisation motivates me to help it achieve its objectives	44%	30%	(r)	46%	(r)	33%	50%	17%	68%

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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EMPLOYMENT STATUS 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	21052	15376	4375	1204	97
EMPLOYEE ENGAGEMENT INDEX	64%	63%	67%	67%	61%
Your job	70%	69%	74%	75%	66%
Q1. My role enables me to make good use of my skills and abilities	82%	82%	84%	80%	82%
Q2. I have clear, measurable work objectives	77%	76%	77%	81%	72%
Q3. I feel committed to my organisation's goals	82%	82%	84%	83%	80%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	62%	67%	72%	49%
Q5. I feel a strong personal attachment to my organisation	60%	60%	60%	62%	63%
Q6. I am able to strike the right balance between my work and home life	61%	59%	65%	78%	53%
Q7. I feel valued and recognised for the work I do	51%	48%	60%	59%	48%
Q8. I believe in the purpose and objectives of my organisation	78%	76%	83%	80%	72%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	77%	81%	81%	72%
Q10. Considering everything, I am satisfied with the job I do	71%	70%	76%	77%	70%

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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	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	21052	15376	4375	1204	97
EMPLOYEE ENGAGEMENT INDEX	64%	63%	67%	67%	61%
Our values	67%	65%	74%	69%	66%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	53%	63%	60%	48%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	85%	86%	84%	80%
Q13. The people in my team cooperate to get the work done	80%	79%	85%	77%	85%
Q14. In my team, people take responsibility for their decisions and actions	73%	70%	80%	73%	80%
Q15. Leaders are open and honest in their communications with staff	57%	53%	66%	63%	57%
Q16. Our senior managers encourage collaboration	62%	59%	71%	64%	61%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	53%	64%	64%	54%

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	21052	15376	4375	1204	97
EMPLOYEE ENGAGEMENT INDEX	64%	63%	67%	67%	61%
Health, safety and wellbeing	66%	65%	69%	68%	62%
Q18. I know how to access the Employee Assistance Program	79%	82%	71%	68%	65%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	60%	61%	68%	53%
Q20. I believe my organisation cares about my health and wellbeing	48%	46%	55%	57%	39%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	51%	53%	55%	40%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	82%	86%	79%	77%
Q23. 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.	66%	64%	72%	68%	67%
Q24. Employees are treated with respect regardless of their job	67%	65%	75%	70%	72%
Q25. People in my team treat each other with respect	79%	77%	85%	77%	84%

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

EMPLOYMENT STATUS 2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, BIG VILLAGE 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.

(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	21052	15376	4375	1204	97
EMPLOYEE ENGAGEMENT INDEX	64%	63%	67%	67%	61%
Health, safety and wellbeing	66%	65%	69%	68%	62%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	70%	77%	71%	69%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	51%	58%	60%	52%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	56%	60%	60%	54%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	68%	72%	74%	71%
Q30. People in my team are committed to workplace safety	74%	72%	78%	78%	70%

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

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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	21052	15376	4375	1204	97
EMPLOYEE ENGAGEMENT INDEX	64%	63%	67%	67%	61%
Environment Sustainability	61%	60%	62%	64%	51%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	77%	81%	78%	74%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	43%	44%	51%	27%

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

EMPLOYMENT STATUS 2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	21052	15376	4375	1204	97
EMPLOYEE ENGAGEMENT INDEX	64%	63%	67%	67%	61%
Performance and development	60%	60%	64%	50%	63%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	56%	57%	36%	57%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	66%	76%	56%	72%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	56%	66%	52%	56%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	61%	59%	56%	67%

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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	21052	15376	4375	1204	97
EMPLOYEE ENGAGEMENT INDEX	64%	63%	67%	67%	61%
Service delivery and patient care	67%	65%	72%	71%	56%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	76%	80%	81%	69%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	61%	70%	72%	51%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	71%	77%	76%	62%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	47%	55%	52%	41%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	69%	73%	74%	55%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	70%	74%	74%	61%

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	WA health system	Permanent	Fixed Term	Casual	Sessional
RESPONDENTS	21052	15376	4375	1204	97
EMPLOYEE ENGAGEMENT INDEX	64%	63%	67%	67%	61%
About your organisation	58%	55%	65%	63%	50%
43. I would recommend my organisation as a great place to work	60%	57%	66%	67%	57%
44. My manager recognises and acknowledges when I have done my job well	64%	62%	72%	63%	59%
45. My manager supports me and my goals	66%	64%	73%	64%	65%
46. I am proud to tell others I work for my organisation	68%	65%	73%	74%	68%
47. My organisation inspires me to do the best in my job	57%	54%	64%	65%	45%
48. My organisation supports me and my goals	52%	50%	60%	57%	43%
49. My organisation is making the necessary improvements to meet our future challenges	47%	45%	52%	55%	30%
50. My organisation motivates me to help it achieve its objectives	49%	46%	56%	56%	34%

○ 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

2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	4750	6254	2000	3124	2907	1417	600
EMPLOYEE ENGAGEMENT INDEX	64%	70%	66%	62%	60%	59%	61%	47%
Your job	70%	77%	73%	68%	67%	66%	69%	48%
Q1. My role enables me to make good use of my skills and abilities	82%	85%	84%	82%	81%	80%	82%	59%
Q2. I have clear, measurable work objectives	77%	79%	78%	77%	76%	76%	79%	57%
Q3. I feel committed to my organisation's goals	82%	88%	85%	81%	79%	78%	79%	62%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	71%	66%	61%	60%	58%	61%	43%
Q5. I feel a strong personal attachment to my organisation	60%	62%	62%	59%	59%	59%	66%	39%
Q6. I am able to strike the right balance between my work and home life	61%	69%	62%	58%	57%	58%	62%	41%
Q7. I feel valued and recognised for the work I do	51%	66%	55%	46%	43%	41%	43%	24%
Q8. I believe in the purpose and objectives of my organisation	78%	85%	82%	75%	72%	70%	73%	57%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	84%	81%	75%	74%	73%	76%	59%
Q10. Considering everything, I am satisfied with the job I do	71%	80%	74%	68%	67%	66%	68%	43%

LENGTH OF SERVICE IN YOUR CURRENT JOB ROLE

2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	4750	6254	2000	3124	2907	1417	600
EMPLOYEE ENGAGEMENT INDEX	64%	70%	66%	62%	60%	59%	61%	47%
Our values	67%	78%	70%	63%	61%	59%	59%	43%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	70%	58%	50%	49%	46%	48%	25%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	88%	87%	86%	83%	82%	82%	72%
Q13. The people in my team cooperate to get the work done	80%	86%	82%	77%	78%	77%	77%	63%
Q14. In my team, people take responsibility for their decisions and actions	73%	81%	75%	68%	69%	68%	66%	53%
Q15. Leaders are open and honest in their communications with staff	57%	73%	61%	50%	48%	45%	46%	27%
Q16. Our senior managers encourage collaboration	62%	76%	67%	58%	55%	50%	50%	33%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	70%	59%	51%	49%	46%	47%	28%

○ 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

2023 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	21052	4750	6254	2000	3124	2907	1417	600
EMPLOYEE ENGAGEMENT INDEX	64%	70%	66%	62%	60%	59%	61%	47%
Health, safety and wellbeing	66%	74%	69%	64%	62%	60%	62%	44%
Q18. I know how to access the Employee Assistance Program	79%	74%	77%	84%	83%	82%	84%	79%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	67%	62%	59%	56%	56%	60%	40%
Q20. I believe my organisation cares about my health and wellbeing	48%	62%	52%	44%	41%	39%	43%	23%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	59%	53%	51%	47%	45%	49%	32%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	87%	84%	81%	81%	79%	81%	71%
Q23. 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.	66%	78%	71%	62%	59%	56%	57%	36%
Q24. Employees are treated with respect regardless of their job	67%	79%	72%	64%	62%	56%	58%	38%
Q25. People in my team treat each other with respect	79%	86%	81%	75%	77%	72%	73%	60%

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LENGTH OF SERVICE IN YOUR CURRENT JOB ROLE

2023 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	21052	4750	6254	2000	3124	2907	1417	600
EMPLOYEE ENGAGEMENT INDEX	64%	70%	66%	62%	60%	59%	61%	47%
Health, safety and wellbeing	66%	74%	69%	64%	62%	60%	62%	44%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	80%	74%	69%	69%	64%	66%	44%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	64%	56%	49%	48%	45%	48%	25%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	64%	62%	56%	54%	50%	52%	30%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	77%	72%	68%	65%	63%	67%	47%
Q30. People in my team are committed to workplace safety	74%	82%	76%	71%	69%	67%	72%	50%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

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LENGTH OF SERVICE IN YOUR CURRENT JOB ROLE

2023 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	21052	4750	6254	2000	3124	2907	1417	600
EMPLOYEE ENGAGEMENT INDEX	64%	70%	66%	62%	60%	59%	61%	47%
Environment Sustainability	61%	65%	62%	58%	59%	57%	59%	49%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	82%	79%	76%	76%	75%	75%	70%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	48%	44%	41%	42%	40%	43%	27%

- 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

2023 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	21052	4750	6254	2000	3124	2907	1417	600
EMPLOYEE ENGAGEMENT INDEX	64%	70%	66%	62%	60%	59%	61%	47%
Performance and development	60%	63%	65%	60%	57%	53%	55%	42%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	50%	60%	57%	56%	52%	53%	46%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	74%	73%	65%	63%	57%	57%	53%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	67%	64%	55%	52%	45%	47%	35%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	62%	64%	62%	59%	57%	61%	34%

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

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2023 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	21052	4750	6254	2000	3124	2907	1417	600
EMPLOYEE ENGAGEMENT INDEX	64%	70%	66%	62%	60%	59%	61%	47%
Service delivery and patient care	67%	75%	70%	65%	63%	60%	64%	43%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	84%	80%	76%	73%	72%	75%	52%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	75%	66%	60%	57%	54%	58%	36%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	81%	75%	72%	68%	64%	68%	49%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	58%	52%	46%	44%	40%	46%	27%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	77%	72%	68%	66%	64%	67%	50%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	77%	73%	69%	68%	65%	70%	43%

- 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

2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	4750	6254	2000	3124	2907	1417	600
EMPLOYEE ENGAGEMENT INDEX	64%	70%	66%	62%	60%	59%	61%	47%
About your organisation	58%	70%	62%	54%	51%	47%	51%	30%
43. I would recommend my organisation as a great place to work	60%	72%	65%	57%	52%	49%	52%	27%
44. My manager recognises and acknowledges when I have done my job well	64%	76%	67%	60%	58%	55%	57%	39%
45. My manager supports me and my goals	66%	78%	70%	62%	61%	56%	58%	38%
46. I am proud to tell others I work for my organisation	68%	78%	72%	65%	60%	59%	62%	38%
47. My organisation inspires me to do the best in my job	57%	69%	62%	51%	49%	45%	50%	28%
48. My organisation supports me and my goals	52%	66%	58%	46%	45%	41%	44%	26%
49. My organisation is making the necessary improvements to meet our future challenges	47%	58%	50%	44%	41%	38%	42%	23%
50. My organisation motivates me to help it achieve its objectives	49%	62%	54%	44%	41%	38%	40%	23%

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

LENGTH OF SERVICE WITHIN THE WA HEALTH SYSTEM

2023 SURVEY



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(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	1886	4127	2009	3731	5251	3508	540
EMPLOYEE ENGAGEMENT INDEX	64%	72%	68%	63%	62%	61%	63%	48%
Your job	70%	79%	75%	69%	69%	68%	71%	48%
Q1. My role enables me to make good use of my skills and abilities	82%	84%	83%	82%	82%	81%	84%	58%
Q2. I have clear, measurable work objectives	77%	80%	79%	75%	77%	76%	78%	56%
Q3. I feel committed to my organisation's goals	82%	89%	86%	82%	80%	81%	82%	60%
Q4. I have the tools, resources and processes (i.e. work equipment, information technology systems etc.) to complete my work effectively	64%	74%	70%	63%	61%	60%	63%	42%
Q5. I feel a strong personal attachment to my organisation	60%	62%	60%	57%	58%	60%	67%	39%
Q6. I am able to strike the right balance between my work and home life	61%	74%	67%	59%	60%	58%	60%	41%
Q7. I feel valued and recognised for the work I do	51%	70%	57%	50%	48%	47%	49%	24%
Q8. I believe in the purpose and objectives of my organisation	78%	88%	83%	78%	76%	74%	76%	55%
Q9. I am aware of how my work contributes to the overall strategic objectives of my organisation	78%	86%	83%	76%	77%	76%	78%	59%
Q10. Considering everything, I am satisfied with the job I do	71%	82%	77%	69%	69%	69%	71%	43%

LENGTH OF SERVICE WITHIN THE WA HEALTH SYSTEM

2023 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	21052	1886	4127	2009	3731	5251	3508	540
EMPLOYEE ENGAGEMENT INDEX	64%	72%	68%	63%	62%	61%	63%	48%
Our values	67%	80%	72%	65%	65%	64%	65%	44%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	55%	74%	62%	53%	52%	51%	53%	25%
Q12. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85%	86%	84%	85%	85%	85%	86%	72%
Q13. The people in my team cooperate to get the work done	80%	86%	82%	78%	78%	80%	81%	63%
Q14. In my team, people take responsibility for their decisions and actions	73%	82%	75%	70%	70%	71%	73%	54%
Q15. Leaders are open and honest in their communications with staff	57%	77%	65%	55%	53%	52%	52%	27%
Q16. Our senior managers encourage collaboration	62%	78%	70%	61%	61%	57%	58%	34%
Q17. My organisation does a good job of keeping me informed about matters affecting me	56%	74%	63%	53%	53%	51%	52%	30%

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LENGTH OF SERVICE WITHIN THE WA HEALTH SYSTEM

2023 SURVEY



YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, BIG VILLAGE 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.

(r) - INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	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	21052	1886	4127	2009	3731	5251	3508	540
EMPLOYEE ENGAGEMENT INDEX	64%	72%	68%	63%	62%	61%	63%	48%
Health, safety and wellbeing	66%	75%	70%	65%	64%	64%	66%	44%
Q18. I know how to access the Employee Assistance Program	79%	63%	70%	79%	81%	84%	88%	78%
Q19. I am satisfied with the policies and procedures in place to help me manage my health and wellbeing	60%	70%	63%	58%	57%	59%	62%	39%
Q20. I believe my organisation cares about my health and wellbeing	48%	69%	56%	47%	44%	43%	46%	24%
Q21. My organisation does a good job of communicating what it can offer in terms of health and wellbeing	51%	62%	54%	50%	48%	49%	52%	33%
Q22. The people in my team behave in an accepting manner towards people from diverse backgrounds	83%	87%	84%	82%	81%	82%	85%	69%
Q23. 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.	66%	80%	73%	66%	64%	62%	62%	36%
Q24. Employees are treated with respect regardless of their job	67%	83%	75%	67%	66%	64%	63%	38%
Q25. People in my team treat each other with respect	79%	86%	82%	78%	77%	77%	78%	59%

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RESPONDENTS	21052	1886	4127	2009	3731	5251	3508	540
EMPLOYEE ENGAGEMENT INDEX	64%	72%	68%	63%	62%	61%	63%	48%
Health, safety and wellbeing	66%	75%	70%	65%	64%	64%	66%	44%
Q26. I am able to speak up and share a different view to my colleagues and manager	71%	80%	75%	69%	71%	70%	71%	44%
Q27. I think it is safe to speak up and challenge the way things are done in my organisation	53%	66%	58%	50%	51%	50%	52%	24%
Q28. My organisation treats staff who are involved in an error, near miss or incident fairly	57%	67%	64%	59%	56%	53%	54%	29%
Q29. I feel confident that I can identify inappropriate behaviour or misconduct in the workplace and report that behaviour through appropriate avenues	69%	80%	74%	70%	66%	66%	70%	46%
Q30. People in my team are committed to workplace safety	74%	85%	79%	73%	71%	69%	73%	51%

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EMPLOYEE ENGAGEMENT INDEX	64%	72%	68%	63%	62%	61%	63%	48%
Environment Sustainability	61%	68%	64%	60%	60%	58%	59%	49%
Q31. It is important to me that my organisation works in a way that supports environment sustainability and climate action	78%	82%	80%	77%	78%	76%	78%	69%
Q32. My organisation is committed to making the necessary improvements to meet environmental and climate challenges	43%	54%	48%	42%	42%	40%	41%	29%

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EMPLOYEE ENGAGEMENT INDEX	64%	72%	68%	63%	62%	61%	63%	48%
Performance and development	60%	61%	64%	61%	61%	59%	59%	43%
Q33. In the past 12 months, I have received formal feedback on my performance	55%	46%	57%	57%	56%	55%	55%	47%
Q34. In the past 12 months, I have received informal feedback on my performance	67%	71%	73%	68%	67%	65%	65%	55%
Q35. The performance feedback I have received has been beneficial to my ongoing development	58%	67%	66%	59%	57%	53%	52%	36%
Q36. I feel comfortable to give feedback to my manager about the performance of others	61%	59%	60%	60%	62%	62%	64%	34%

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RESPONDENTS	21052	1886	4127	2009	3731	5251	3508	540
EMPLOYEE ENGAGEMENT INDEX	64%	72%	68%	63%	62%	61%	63%	48%
Service delivery and patient care	67%	78%	72%	67%	65%	64%	65%	44%
Q37. I feel empowered to do what I think is best for our patients/clients/customers	77%	85%	82%	78%	76%	74%	76%	53%
Q38. I am given the support I need to deliver a high level of service to our patients/clients/customers	63%	78%	70%	62%	61%	58%	60%	38%
Q39. In my opinion, my organisation is committed to patient/client/customer satisfaction	72%	84%	78%	73%	70%	68%	71%	50%
Q40. I feel that my team is recognised for coming up with new and innovative ways of working	49%	60%	55%	46%	47%	46%	48%	26%
Q41. As an organisation, we put patients/clients/customers at the heart of everything we do	70%	82%	75%	70%	68%	66%	67%	51%
Q42. I would be happy for my family members to receive health care services from my organisation	71%	81%	75%	70%	69%	68%	71%	44%

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RESPONDENTS	21052	1886	4127	2009	3731	5251	3508	540
EMPLOYEE ENGAGEMENT INDEX	64%	72%	68%	63%	62%	61%	63%	48%
About your organisation	58%	74%	65%	58%	55%	53%	54%	31%
43. I would recommend my organisation as a great place to work	60%	77%	69%	61%	57%	54%	56%	29%
44. My manager recognises and acknowledges when I have done my job well	64%	76%	68%	64%	62%	61%	61%	40%
45. My manager supports me and my goals	66%	78%	71%	65%	66%	63%	63%	38%
46. I am proud to tell others I work for my organisation	68%	83%	76%	68%	65%	63%	65%	37%
47. My organisation inspires me to do the best in my job	57%	75%	66%	56%	53%	51%	52%	29%
48. My organisation supports me and my goals	52%	71%	61%	52%	50%	47%	47%	27%
49. My organisation is making the necessary improvements to meet our future challenges	47%	62%	54%	46%	45%	42%	43%	24%
50. My organisation motivates me to help it achieve its objectives	49%	69%	57%	48%	46%	43%	44%	25%


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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.					