

SA Health

RESPONSE RATE: **29%**
RESPONSES: **12,940 of 44,225**



EMPLOYEE ENGAGEMENT INDEX

61%

VARIANCE from SA PUBLIC SECTOR OVERALL -4

VARIANCE from LARGE AGENCIES (> 1000) -3

VARIANCE from 2018 SURVEY -1



ENABLING HIGH PERFORMANCE

63%

VARIANCE from SA PUBLIC SECTOR OVERALL -4

VARIANCE from LARGE AGENCIES (> 1000) -4

VARIANCE from 2018 SURVEY +2



LEADERSHIP

44%

VARIANCE from SA PUBLIC SECTOR OVERALL -8 ↓

VARIANCE from LARGE AGENCIES (> 1000) -7 ↓

VARIANCE from 2018 SURVEY 0



VALUES

69%

VARIANCE from SA PUBLIC SECTOR OVERALL -5 ↓

VARIANCE from LARGE AGENCIES (> 1000) -4

VARIANCE from 2018 SURVEY -1



EMPLOYEE-ORGANISATION ALIGNMENT

67%

VARIANCE from SA PUBLIC SECTOR OVERALL -4

VARIANCE from LARGE AGENCIES (> 1000) -3

VARIANCE from 2018 SURVEY -1



CAREER & WORKING CONDITIONS (EMPLOYER OF CHOICE)

50%

VARIANCE from SA PUBLIC SECTOR OVERALL -6 ↓

VARIANCE from LARGE AGENCIES (> 1000) -5 ↓

VARIANCE from 2018 SURVEY -1



EMPLOYEE WELLBEING

51%

VARIANCE from SA PUBLIC SECTOR OVERALL -9 ↓

VARIANCE from LARGE AGENCIES (> 1000) -8 ↓

VARIANCE from 2018 SURVEY -3



WHAT NOW?

1.

TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

2.

DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

3.

DEVELOP A PLAN OF ACTION

COMMIT TO 2-3 ACTIONS THAT WILL HAVE THE BIGGEST IMPACT FOR YOUR PEOPLE.

TIPS & SUGGESTIONS

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 THE AVAILABLE COMPARISONS?

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 one-to-one discussions. Gather their thoughts and solutions before deciding actions to take.

03.

Review the 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.

Consider what actions could be taken which will have the greatest impact on employee engagement.

It may be helpful to discuss with your manager or other colleagues (your peers, HR, subject matter 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.

05.

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

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

What should be put in place to achieve this?

06.

Is there room for improvement?

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.



WHAT'S NEXT?

SHARE RESULTS WITH YOUR PEOPLE.

SPEND TIME EXPLORING THE DRIVERS BEHIND THE SCORES WITH YOUR PEOPLE.

DISCUSS WITH THEM WHAT ACTIONS THEY FEEL SHOULD BE TAKEN WHICH WILL HAVE THE GREATEST IMPACT ON EMPLOYEE ENGAGEMENT.

AGREE ON A SMALL NUMBER OF IMPACTFUL ACTIONS.

AGREE HOW YOU WILL MEASURE THAT ACTIONS HAVE BEEN SUCCESSFUL.

COMMUNICATE PROGRESS AGAINST YOUR ACTIONS.

27%

of employees replied favourably to:

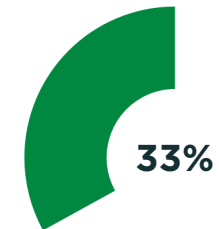
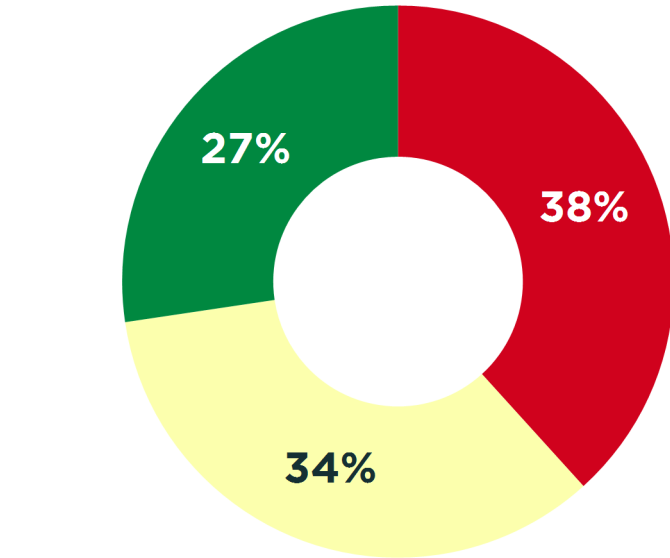
'I believe action will be taken on the results from this survey by the sector.'

VARIANCE FROM 2018 SURVEY

+4

VARIANCE FROM SA PUBLIC SECTOR OVERALL

-6 ↓



% positive

% neutral

% negative

HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
Q11b. I understand what is expected of me to do well in my role	88%	Q16h. I am confident in relating my LHN's Reconciliation Action Plan to my work	47%	Q17c. I feel the level of stress in my job is appropriate	45%
Q11m. I am happy to go the 'extra mile' at work when required	81%	Q15f. Senior managers promote collaboration between my LHN and other LHNs or organisations we work with	41%	Q29. I believe action will be taken on the results from this survey by my LHN	40%
Q11g. I understand how my work contributes to my LHN's objectives	80%	Q15e. Senior managers in my LHN are genuinely supportive of career advancement of women	37%	Q15d. I feel senior managers in my LHN actively engage with employees	40%
Q12b. The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	80%	Q16i. I am satisfied with the cultural learning opportunities within my LHN	35%	Q28. I believe action will be taken on the results from this survey by the sector	38%
Q12e. People in my workgroup are committed to workplace safety	79%	Q28. I believe action will be taken on the results from this survey by the sector	34%	Q11h. I think it is safe to speak up and challenge the way things are done in this LHN	38%

*Note: LHN specific questions have been excluded from the above rankings.



FIND YOUR HIGHEST SCORES

THESE QUESTIONS ARE YOUR HIGHEST SCORING.

WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? (STRENGTHS)

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)

EMPLOYEE ENGAGEMENT



HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

THE ENGAGEMENT SCORE TELLS US THE EXTENT TO WHICH YOUR PEOPLE ARE PROUD TO WORK HERE, WOULD RECOMMEND IT, INTEND TO STAY, AND STRIVE TO GO ABOVE AND BEYOND (SAY, STAY AND STRIVE).

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.

YOUR EMPLOYEE ENGAGEMENT SCORE		61%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)		
SAY	Q27d. I am proud to tell others I work for my LHN	21	41	26	8	61%	-3	-6 ↓	-5 ↓
	Q27e. I would recommend my LHN as a good place to work	16	34	30	12	8	50%	-7 ↓	-7 ↓
STAY	Q27b. I feel a strong personal attachment to my LHN	16	39	27	12	55%	-3	-7 ↓	-6 ↓
STRIVE	Q27a. My LHN really inspires me to do the best work every day	12	37	32	14	49%	+3	-7 ↓	-6 ↓
	Q27c. My LHN motivates me to help it achieve its objectives	11	34	34	15	45%	-3	-8 ↓	-7 ↓

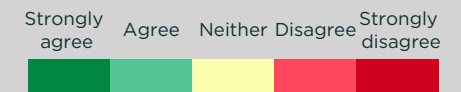
KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



KEY QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THESE QUESTIONS HAVE BEEN IDENTIFIED THROUGH STATISTICAL ANALYSIS AS HAVING THE STRONGEST INFLUENCE ON YOUR EMPLOYEE ENGAGEMENT SCORE.

IF YOU FOCUS ON IMPROVING THE LOWER SCORING QUESTIONS AND MAINTAINING THE HIGHER SCORING QUESTIONS, IT WILL HAVE THE BIGGEST IMPACT ON YOUR ENGAGEMENT SCORE.

SEE APPENDIX A - METHODOLOGY FOR MORE INFORMATION ON HOW THIS STATISTICAL ANALYSIS WAS DONE.

DEVELOP ACTIONS AND ACTIVITIES TO ADDRESS THESE QUESTIONS TO IMPROVE THE EXPERIENCE EMPLOYEES HAVE AT WORK AND DRIVE HIGHER PERFORMANCE.



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

VARIANCE FROM 2018 SURVEY

VARIANCE FROM SA PUBLIC SECTOR OVERALL

VARIANCE FROM LARGE AGENCIES (> 1000)

		% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
1.	Q17b. I think my LHN cares about my health and wellbeing	41%	-2	-12↓	-10↓
2.	Q16b. My LHN focuses on improving the work we do	56%	-8↓	-9↓	-8↓
3.	Q15b. I feel that senior managers effectively lead and manage change	37%	+4	-7↓	-6↓
4.	Q15a. I believe senior managers provide clear direction for the future of the LHN	38%	+4	-9↓	-8↓
5.	Q16c. When things go wrong, my LHN uses this as an opportunity to review, learn, and improve the management of similar risks	52%	-5↓	-5↓	-5↓

ENABLING HIGH PERFORMANCE



EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE HIGH PERFORMANCE INDEX MEASURES THE EXTENT TO WHICH MANAGERS ENABLE HIGH PERFORMANCE WITHIN TEAMS THROUGH IDEAS GENERATION, RECOGNITION, PERFORMANCE MANAGEMENT, FEEDBACK AND BEHAVIOURS.

THE WAY MANAGERS INTERACT WITH TEAM MEMBERS HAS A BIG IMPACT ON INDIVIDUAL AND TEAM PERFORMANCE.

WHAT IS WORKING WELL?

WHAT AREAS DO YOU NEED TO FOCUS ON?

ENABLING HIGH PERFORMANCE		63%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q13a. My manager encourages us to come up with new or better ways of doing things	24	39	19	11	7	63%	+2	-6 ↓	-4		
Q13b. My manager listens to what I have to say	29	39	15	10	7	68%	+2	-6 ↓	-5 ↓		
Q13c. My manager treats me with respect	35	40	12			76%	+2	-5 ↓	-4		
Q13d. My manager gives me responsibility and holds me to account for what I deliver	31	46	14			77%	+1	-4	-3		
Q13e. I have confidence in the decisions my manager makes	26	36	20	10	8	62%	+3	-6 ↓	-5 ↓		
Q13f. My manager recognises and acknowledges when I have done my job well	27	35	19	11	8	62%	+3	-7 ↓	-5 ↓		
Q14b. In the last 12 months I received useful feedback on my work to enable me to deliver required results	18	42	21	13		60%	+3	-5 ↓	-4		
Q14c. My performance is assessed against clear criteria	14	39	27	14		53%	+1	-4	-4		
Q14d. Learning and development activities I have completed in the past 12 months have helped to improve my performance	16	40	27	10		57%	+1	+2	+1		

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ENABLING HIGH PERFORMANCE



EXPLORE THE QUESTIONS MAKING UP EACH INDEX

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WHAT IS WORKING WELL?

WHAT AREAS DO YOU NEED TO FOCUS ON?

ENABLING HIGH PERFORMANCE		63%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q14e.	My manager openly demonstrates commitment to enhancing performance	20	38	23	11	7	59%	+4	-5 ↓	-4	
Q14f.	My overall experience of performance and development conversations in my LHN have been useful for my growth	14	36	28	14	8	51%	+8 ↑	-3	-3	
Q19b.	How often do you feel that your manager acts in accordance with the South Australia Public Sector Values in their everyday work?	37	36	18			73%	-3	-6 ↓	-5 ↓	

KEY

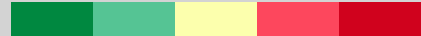


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



LEADERSHIP



EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE LEADERSHIP INDEX MEASURES PERCEPTIONS OF HOW EFFECTIVELY SENIOR LEADERS (IE. EXECUTIVES AND EXECUTIVE DIRECTORS) COMMUNICATE THEIR VISION FOR THE LHN, ENABLE ADVANCEMENT AND INSPIRE THEIR PEOPLE THROUGH THEIR ACTIONS AND BEHAVIOURS.

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

LEADERSHIP		44%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q15a.	I believe senior managers provide clear direction for the future of the LHN	8	30	30	20	12	38%	+4	-9 ↓	-8 ↓	
Q15b.	I feel that senior managers effectively lead and manage change	8	29	28	21	15	37%	+4	-7 ↓	-6 ↓	
Q15c.	I feel that senior managers model the behaviours expected of employees	10	31	28	17	14	41%	+3	-9 ↓	-7 ↓	
Q15e.	Senior managers in my LHN are genuinely supportive of career advancement of women	15	32	37	8	9	47%	0	-10 ↓	-9 ↓	
Q15f.	Senior managers promote collaboration between my LHN and other LHNs or organisations we work with	10	29	41	12	9	38%	-5 ↓	-12 ↓	-10 ↓	
Q15g.	I feel that senior managers keep employees informed about what's going on	9	30	25	19	16	39%	+3	-6 ↓	-5 ↓	
Q16b.	My LHN focuses on improving the work we do	12	44	26	13		56%	-8 ↓	-9 ↓	-8 ↓	
Q16f.	In my LHN, recruitment and promotion decisions are fair	10	31	31	17	12	41%	+3	-4	-3	
Q19c.	How often do you feel that the senior leaders in your LHN act in accordance with the South Australia Public Sector Values in their everyday work?	21	34	28	12		56%	-7 ↓	-9 ↓	-7 ↓	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



VALUES



EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE VALUES INDEX MEASURES THE EXTENT TO WHICH WE DEMONSTRATE THE SOUTH AUSTRALIAN PUBLIC SECTOR VALUES IN OUR DAY-TO-DAY WORK AND WHEN COLLABORATING WITH OTHERS.

THE SA PUBLIC SECTOR VALUES HAVE BEEN DEVELOPED TO MAKE IT EASIER FOR THE SECTOR TO WORK TOGETHER BY SETTING A CONSISTENT SET OF BEHAVIOURS AND PRACTICES FOR ALL EMPLOYEES.

VALUES	69%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)		
Q12a. People in my workgroup treat each other with respect	22	45	15	13	67%	+1	-7 ↓	-6 ↓
Q12b. The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	30	50	12		80%	0	-4	-4
Q12c. People in my workgroup are honest, open and transparent in their dealings with each other	18	40	21	15	58%	0	-6 ↓	-5 ↓
Q12e. People in my workgroup are committed to workplace safety	25	54	15		79%	-3	-5 ↓	-4
Q12f. People in my workgroup work effectively with other workgroups in my LHN to deliver services to our customers	22	51	18	7	73%	-3	-5 ↓	-4
Q16a. In my workplace, people take responsibility for their decisions and actions	10	47	24	15	57%	-2	-4	-3
Q19a. How often do you feel that your LHN colleagues act in accordance with the South Australia Public Sector Values in their everyday work?	27	46	22		73%	-3	-5 ↓	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



EMPLOYEE-ORGANISATION ALIGNMENT



EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE EMPLOYEE-ORGANISATION ALIGNMENT INDEX MEASURES THE EXTENT TO WHICH EMPLOYEES FEEL ALIGNED TO THE PURPOSE AND OBJECTIVES OF THEIR LHN AND EMPOWERED AND ENABLED TO DELIVER.

WHERE DO WE NEED TO IMPROVE?

WHAT DO WE NEED TO DO DIFFERENTLY?

EMPLOYEE-ORGANISATION ALIGNMENT	67%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q11a. My job makes good use of my skills and abilities	30	48	9	10	78%	0	-1	-1	
Q11b. I understand what is expected of me to do well in my role	38	50			88%	-1	0	0	
Q11c. I believe strongly in the purpose and objectives of my LHN	28	47	18		74%	-3	-6 ↓	-5 ↓	
Q11d. I have the authority to do my job effectively (e.g. the necessary delegation(s), autonomy, level of responsibility)	23	47	14	12	70%	+2	-3	-3	
Q11e. The work processes we have in place allow me to be as productive as possible	13	33	19	24	46%	0	-5 ↓	-5 ↓	
Q11g. I understand how my work contributes to my LHN's objectives	27	53	14		80%	-7 ↓	-6 ↓	-5 ↓	
Q11h. I think it is safe to speak up and challenge the way things are done in this LHN	12	29	21	22	41%	-2	-7 ↓	-6 ↓	
Q11i. I feel secure in my job	19	41	19	14	60%	+1	-1	-1	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



CAREER AND WORKING CONDITIONS (EMPLOYER OF CHOICE)



EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE CAREER AND WORKING CONDITIONS INDEX INDICATES HOW SATISFIED PEOPLE ARE WITH THE CAREER AND WORKING CONDITIONS OF THE SOUTH AUSTRALIAN PUBLIC SECTOR.

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

CAREER AND WORKING CONDITIONS (EMPLOYER OF CHOICE)	50% RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
	14	43	19	16	7				
Q11j. I am fairly remunerated (e.g. salary, superannuation) for the work that I do	14	43	19	16	7	58%	-3	-3	-3
Q11k. I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	17	42	20	14	7	59%	-3	-9↓	-8↓
Q11l. I am satisfied with the recognition I receive for doing a good job	12	31	23	20	13	44%	0	-7↓	-6↓
Q11n. I am satisfied with my ability to access and use flexible working arrangements (flexible hours of work, patterns of work, locations of work or other arrangements)	17	34	21	16	11	51%	-4	-11↓	-8↓
Q14g. I am satisfied with the opportunities available for career development in my LHN	12	29	26	19	14	40%	+4	-4	-4
Q16g. My LHN provides opportunities for job mobility (e.g. secondment and/or temporary transfers)	12	39	31	11	7	51%	+2	-2	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



EMPLOYEE WELLBEING



EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE WELLBEING SCORE MEASURES THE EXTENT TO WHICH EMPLOYEES FEEL SUPPORTED IN MAINTAINING THEIR HEALTH AND WELLBEING.

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

EMPLOYEE WELLBEING	51%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q11f. I am provided with the tools and equipment to do my job safely	19	45	16	14		64%	-5 ↓	-10 ↓	-8 ↓	
Q12d. My workgroup has the tools and resources to perform well	11	40	21	20	8	51%	-1	-8 ↓	-7 ↓	
Q17a. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	10	41	24	16	9	51%	0	-10 ↓	-9 ↓	
Q17b. I think my LHN cares about my health and wellbeing	10	32	23	20	16	41%	-2	-12 ↓	-10 ↓	
Q17d. I am able to strike the right balance between my work and home life	10	39	22	19	11	48%	-5 ↓	-7 ↓	-5 ↓	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





WHAT ARE YOUR PEOPLE SAYING ABOUT THEIR WORKING EXPERIENCES?

THE COMMENTS WERE GROUPED INTO THEMES.

THE BAR CHART SHOWS THE TOP 5 THEMES, TO GIVE YOU AN IDEA OF WHERE TO FOCUS.

REVIEW THESE COMMENT THEMES IN THE CONTEXT OF YOUR RESULTS - HOW DO THEY REINFORCE OR PROVIDE ADDITIONAL CONTEXT TO YOUR RESULTS?

'What is the one thing the South Australian Public Sector is doing really well?'

YOUR TOP 5 THEMES:





WHAT ARE YOUR PEOPLE SAYING ABOUT THEIR WORKING EXPERIENCES?

THE COMMENTS WERE GROUPED INTO THEMES.

THE BAR CHART SHOWS THE TOP 5 THEMES, TO GIVE YOU AN IDEA OF WHERE TO FOCUS.

REVIEW THESE COMMENT THEMES IN THE CONTEXT OF YOUR RESULTS - HOW DO THEY REINFORCE OR PROVIDE ADDITIONAL CONTEXT TO YOUR RESULTS?

‘What is the most important issue that needs to be addressed across the South Australian Public Sector?’

YOUR TOP 5 THEMES:



OTHER QUESTIONS



THESE PAGES SHOW ADDITIONAL QUESTIONS THAT WERE ASKED OF ALL PUBLIC SECTOR EMPLOYEES, THAT ARE NOT INCLUDED IN THE SURVEY INDICES SHOWN ON THE PREVIOUS PAGES.

THE RESULTS OUTLINE THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

REVIEW THESE QUESTIONS FOR ADDITIONAL CONTEXT AND INSIGHTS THAT MAY WARRANT FURTHER INVESTIGATION OR ACTION.

	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q11m. I am happy to go the 'extra mile' at work when required	36	46	12	4	2	81%	-5 ↓	-4	-3
Q13g. My manager takes appropriate action to address underperformance within my workgroup	16	31	27	15	11	48%	-	-4	-4
Q15d. I feel senior managers in my LHN actively engage with employees	9	27	25	22	17	36%	-	-9 ↓	-7 ↓
Q16c. When things go wrong, my LHN uses this as an opportunity to review, learn, and improve the management of similar risks	11	41	26	14	8	52%	-5 ↓	-5 ↓	-5 ↓
Q16d. My LHN is committed to creating a diverse workforce (e.g. gender, age, cultural and linguistic background, disability, Aboriginal and Torres Strait Islander, LGBTIQ+)	15	45	31	7	2	61%	+2	-7 ↓	-7 ↓
Q16e. Personal background is not a barrier to success in my LHN (e.g. cultural background, age, disability, sexual orientation, gender etc.)	19	47	24	10	2	66%	-1	-4	-4
Q16h. I am confident in relating my LHN's Reconciliation Action Plan to my work	8	30	47	10	5	38%	-	-6 ↓	-6 ↓
Q16i. I am satisfied with the cultural learning opportunities within my LHN	11	40	35	10	4	51%	-	-5 ↓	-6 ↓
Q17c. I feel the level of stress in my job is appropriate	30	19	26	19	6	35%	-	-8 ↓	-7 ↓

KEY

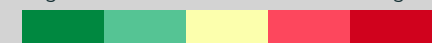


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



OTHER QUESTIONS



THESE PAGES SHOW ADDITIONAL QUESTIONS THAT WERE ASKED OF ALL PUBLIC SECTOR EMPLOYEES, THAT ARE NOT INCLUDED IN THE SURVEY INDICES SHOWN ON THE PREVIOUS PAGES.

THE RESULTS OUTLINE THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

REVIEW THESE QUESTIONS FOR ADDITIONAL CONTEXT AND INSIGHTS THAT MAY WARRANT FURTHER INVESTIGATION OR ACTION.

	RESPONSE SCALE					% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
--	----------------	--	--	--	--	------------	---------------------------	--	---------------------------------------

Q17e. I feel comfortable discussing my mental health and wellbeing with my manager	13	33	19	18	17	46%	-	-7↓	-5↓
Q20a. I feel a connection with the public sector values	22	47	23			69%	-	-5↓	-4
Q20b. In my workgroup our everyday actions are guided by the Public Sector Values	17	43	29	8		60%	-	-5↓	-4
Q28. I believe action will be taken on the results from this survey by the sector	22	34	22	16		27%	+4	-6↓	-5↓
Q29. I believe action will be taken on the results from this survey by my LHN	21	32	22	18		28%	-	-7↓	-5↓

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q14a. I have a current performance and development plan that sets out my individual objectives		11553				
Yes		8975	78%	+3	-2	-2
No		2578	22%	-3	+2	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





THE 2021 SURVEY ASKED QUESTIONS ABOUT HOW EFFECTIVELY AGENCIES MANAGED THE CHANGES REQUIRED AS A RESULT OF COVID-19.

REVIEW THE RESULTS AND IDENTIFY SPECIFIC AREAS OF ACTION THAT MAY BE REQUIRED AS A RESULT - WHAT DO YOU NEED TO FOCUS ON FOR IMPROVEMENT?

REFLECT ON THIS INFORMATION TO UNDERSTAND HOW EMPLOYEES FEEL YOUR LHN WAS ABLE TO RAPIDLY ADAPT TO THE COVID-19 SITUATION. THIS CAN BE USED TO INFORM FUTURE ACTIONS REQUIRED WHEN OUR EXTERNAL CIRCUMSTANCES CHANGE.

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
--	----------------	------------	---------------------------	--	---------------------------------------

Q18a. I believe my LHN provided sufficient resources and arrangements to help me feel safe (e.g. physical distancing measures, working from home arrangements, face masks, hand sanitiser)		72%	-	-4	-3
Q18b. My manager provided me with sufficient direction about my priorities		66%	-	-6 ↓	-5 ↓
Q18c. I was satisfied with the communications I received from senior managers about changes impacting my work		60%	-	-6 ↓	-5 ↓
Q18d. During this time, I felt that my manager cared about my wellbeing (if you have more than one manager, consider the manager who you report to most frequently)		65%	-	-6 ↓	-5 ↓
Q18e. I felt that my workgroup went the extra mile to support each other		72%	-	-2	-2

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
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Q18f. Were you mobilised to another LHN or another role within your LHN because of COVID-19 requirements?		11877				
Yes		991	8%	-	0	-1
No		10502	88%	-	0	0
Not sure		384	3%	-	0	0

KEY

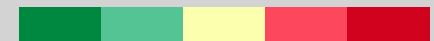


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



RECRUITMENT AND RETENTION



THESE QUESTIONS GIVE YOU VALUABLE INSIGHT INTO THE REASONS YOUR EMPLOYEES JOINED THE PUBLIC SECTOR, AND THEIR REASONS FOR WANTING TO STAY OR LEAVE.

WHAT DOES THIS TELL YOU ABOUT YOUR CURRENT EMPLOYEE VALUE PROPOSITION?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q21. Which of the following describes why you joined the public sector? [Multiple Response]		38028				
Type of work offered		7604	20%	+20	-1	-1
Job security and stability		7349	19%	+3	0	-1
Service to the general public		6266	16%	+16	+1	+1
T The work aligned with my job skills/experience		7444	20%	+3	0	0
The department I work for		2315	6%	-8	0	0
Geographical location		3315	9%	-9	+2	+2
Remuneration		1799	5%	-4	0	0
Workplace culture		1435	4%	0	0	0
Other		501	1%	0	0	0
Q22. Which of the following statements best reflect your working life intentions?		11636				
I want to stay in my LHN long-term		8642	74%	-	-2	-3
I want to leave my LHN but stay in the public sector		2037	18%	-	+1	+2
I want to leave the public sector		957	8%	-	+1	+1

KEY

T TEXT CHANGE SINCE 2018 SURVEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RECRUITMENT AND RETENTION



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IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q23a. Which of the following describes your reasons for wanting to stay? [Multiple Response]		41928				
Long term career progression		2844	7%	-	0	-1
Type of work offered		4997	12%	-	-1	-1
Employment conditions		3733	9%	-	-1	-1
Job security and stability		5900	14%	-	+1	0
Service to the general public		4832	12%	-	+1	+1
The work aligns with my job skills/experience		5685	14%	-	0	0
The department I work for		3138	7%	-	+1	+1
Geographical location		2974	7%	-	+1	+1
Remuneration		1729	4%	-	0	-1
Workplace culture		1892	5%	-	-1	0
Confidence in immediate manager		2740	7%	-	0	0
Confidence in senior management		1105	3%	-	-1	0
Other		359	1%	-	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





RECRUITMENT AND RETENTION



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WHAT DOES THIS TELL YOU ABOUT YOUR CURRENT EMPLOYEE VALUE PROPOSITION?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q23b. Which of the following best describes when you intend to leave?		2959				
I want to leave within 12 months		1173	40%	-	0	+1
I want to leave within 1-2 years		757	26%	-	-1	-1
I want to leave within 2-5 years		712	24%	-	0	0
I want to leave within 5+ years		317	11%	-	+1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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WHAT DOES THIS TELL YOU ABOUT YOUR CURRENT EMPLOYEE VALUE PROPOSITION?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q23c. Which of the following describe your reasons for wanting to leave? [Multiple Response]		13201				
T	There is a lack of future career opportunities	1260	10%	-11↓	-2	-1
	I want to try a different type of work or I am seeking a career change	742	6%	-2	-2	-1
	I am not fulfilled by the role I am in	1157	9%	+9↑	0	0
T	My expectations have not been met	756	6%	-5↓	0	0
	I am pursuing the next phase in my life/career journey	1002	8%	+8↑	-1	-1
	My workload is not manageable	1047	8%	+8↑	+1	+1
	I am not satisfied with my employment conditions	959	7%	+7↑	+1	+1
	The work does not fully utilise my skills and abilities	979	7%	+7↑	-1	0
	I do not like the workplace culture	1273	10%	-1	+1	0
	There is a lack of job security	338	3%	+3	-1	0
	I lack confidence in senior managers	1399	11%	+11↑	+1	+1
	I am not satisfied with my current manager	808	6%	+6↑	+1	0
	Experiences of bullying, harassment or discrimination	971	7%	+7↑	+1	+1
	Other	510	4%	+4	0	0

KEY

T TEXT CHANGE SINCE 2018 SURVEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR LHN / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q24. During the last 12 months, have you witnessed harassment (including sexual harassment) or bullying in your current workplace?		11684				
Yes		4583	39%	-9 ↓	+10 ↑	+9 ↑
No		5952	51%	+9 ↑	-11 ↓	-10 ↓
Not sure		1149	10%	0	+1	+1
Q24a. What did you do in response to the bullying and harassment you witnessed? [Multiple Response]		9923				
Submitted a report through the LHN's formal WHS system		327	3%	-	0	0
Approached the person and asked them to stop		1171	12%	-	+1	+1
Approached the victim and offered support		2358	24%	-	+1	+1
Took leave		505	5%	-	0	0
Left the role/team/LHN		215	2%	-	0	0
Sought support from a colleague		1507	15%	-	0	0
Sought support from a manager		1663	17%	-	0	+1
Accessed counselling through the LHN's Employee Assistance Program		388	4%	-	-1	-1
Accessed professional help		385	4%	-	0	0
Lodged a grievance or complaint		398	4%	-	-1	-1
Nothing		593	6%	-	0	0
Other		413	4%	-	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR LHN / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q25. During the last 12 months, have you been subjected to harassment (including sexual harassment) or bullying in your current workplace?		11672				
	Yes	2750	24%	-4	+6	+5
	No	8126	70%	+5	-7	-6
	Not sure	796	7%	-1	+1	+1
Q25a. What type of harassment or bullying did you experience? [Multiple Response]		5160				
T	Physical behaviour (e.g. assault, aggressive body language)	410	8%	+5	0	0
	Sexual harassment	139	3%	0	0	0
	Cyberbullying (e.g. harassment via IT or the spreading of gossip/materials intended to defame or humiliate)	170	3%	0	0	0
T	Verbal abuse (e.g. offensive language, derogatory remarks, threats, shouting or screaming)	1559	30%	+1	+2	+2
	'Initiations' or pranks	83	2%	0	0	0
	Interference with your personal property or work equipment	172	3%	0	-1	-1
	Interference with work tasks (i.e. withholding needed information, undermining or sabotage)	1234	24%	-1	0	0
	Inappropriate and unfair application of work policies or rules (e.g. perf mgmt, access to leave, access to L&D)	909	18%	-3	0	-1
	Other	484	9%	-1	0	0

KEY

T TEXT CHANGE SINCE 2018 SURVEY

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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR LHN / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q25b. Who was responsible for the harassment or bullying? [Multiple Response]	4384				
Someone more junior than you	303	7%	-12 ↓	0	0
Client, customer or stakeholder	316	7%	-2	+1	+1
T Co-worker	1185	27%	+6 ↑	+1	0
A group of co-workers	324	7%	-24 ↓	-1	-1
Contractor	23	1%	0	0	0
Consultant/service provider	96	2%	-5 ↓	+1	+1
Representative of another South Australian Public Sector LHN	39	1%	-6 ↓	0	0
Your current manager	728	17%	+14 ↑	0	0
A previous manager	331	8%	+6 ↑	-3	-2
Someone more senior than you (other than your manager)	992	23%	+22 ↑	+1	+1
Minister or ministerial adviser	15	0%	0	0	0
Unknown	32	1%	+1	0	0

KEY

T TEXT CHANGE SINCE 2018 SURVEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR LHN / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q25c. What did you do in response to the bullying and harassment you experienced? [Multiple Response]		5848				
Lodged an internal grievance or complaint		433	7%	-	-1	-1
Lodged an external complaint (e.g. with the Equal Opportunity Commission, SafeWork SA or the ICAC)		49	1%	-	0	0
Took leave		604	10%	-	0	0
Submitted a workers compensation claim		30	1%	-	0	-1
Left the role/team/LHN		216	4%	-	0	0
Accessed counselling through the LHN's Employee Assistance Program (EAP)		333	6%	-	-1	-1
Accessed professional help (other than EAP)		382	7%	-	-1	-1
Sought support from my manager		1007	17%	-	+1	+1
Sought support from a colleague		1317	23%	-	+1	+1
Approached the person and asked them to stop		564	10%	-	0	0
Nothing		528	9%	-	0	0
Other		385	7%	-	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR LHN / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q25d. Was your complaint resolved to your satisfaction?	432				
Yes	49	11%	-5	-4	-4
No	243	56%	+2	+2	+1
Unsure	65	15%	+4	+2	+2
The complaint is still being processed	75	17%	-1	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR LHN / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q25e. Why did you not lodge one? [Multiple Response]		6802				
The matter was resolved informally		286	4%	-	0	-1
It could affect my career		924	14%	-	-1	-1
It could affect my working relationships		1224	18%	-	0	0
Managers accepted the behaviour		692	10%	-	0	0
I did not trust that action would be taken		1422	21%	-	0	0
I didn't think anyone would believe me		292	4%	-	0	0
I did not have enough evidence		365	5%	-	0	0
I did not think the harassment/bullying was serious enough		389	6%	-	0	0
I did not know how to report it		295	4%	-	+1	+1
I thought the reporting process was too difficult		278	4%	-	0	0
I thought that action would be too slow		220	3%	-	0	0
Other		415	6%	-	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR







AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DISCRIMINATION



THESE RESULTS GIVE YOU INSIGHT INTO EXPERIENCES OF DISCRIMINATION IN THIS LHN / TEAM

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)	
Q26. During the last 12 months, in your current LHN, have you personally experienced workplace discrimination?	11650					
No		9221	79%	-	-3	-2
Yes, from people in my LHN		1234	11%	-	+2	+1
Yes, from people outside my LHN		127	1%	-	0	0
Don't know		1068	9%	-	+1	+1

KEY

 AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

 AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DISCRIMINATION



THESE RESULTS GIVE YOU INSIGHT INTO EXPERIENCES OF DISCRIMINATION IN THIS LHN / TEAM

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
Q26a. What was the type of discrimination you experienced? [Multiple Response]		2142				
Age		332	15%	-	+1	0
Breastfeeding		7	0%	-	0	0
Caring responsibilities		159	7%	-	+2	+1
Disability/impairment		70	3%	-	0	0
Gender identity/gender history		95	4%	-	-1	-1
Marital status		43	2%	-	0	0
Part-time work status		219	10%	-	+2	+1
Political conviction including trade union activity		41	2%	-	0	-1
Pregnancy including maternity/paternity leave status		47	2%	-	+1	+1
Race/cultural background		342	16%	-	+2	+1
Religious conviction		27	1%	-	0	0
Sex		110	5%	-	-3	-2
Sexual orientation		26	1%	-	0	0
Work from home/remote status		76	4%	-	-3	-2
Physical health/mental health challenges (not defined as a disability)		204	10%	-	0	0
Other		344	16%	-	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

APPENDIX A: METHODOLOGY

SURVEY TIMEFRAME

This report contains results for the I WORK FOR SA - Your Voice Survey 2021, which was open from 27 April to 28 May 2021.

INDEX CALCULATIONS

Where questions have been grouped together to form an index for example Enabling High Performance, this has been calculated by adding the positive scores of all items in the group, and then dividing by the total number of respondents across all questions in the group to create a % positive average figure. For ease of reporting this figure has been rounded. Please note this does not apply to the Engagement Index which has been calculated using the method outlined below.

EMPLOYEE ENGAGEMENT INDEX

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. For ease of reporting this figure has been rounded.

KEY DRIVER ANALYSIS

Experience tells us that a successful response to survey results requires focus on key priorities. Key driver analysis (KDA) helps identify these priority areas. Statistical techniques including factor and regression analysis identifies the factors (groups of questions) and individual questions with the **strongest influence on your engagement index**.

Firstly, **factor analysis** identifies patterns in the survey questions, allowing us to see if a group of questions are measuring the same underlying characteristic(s) (i.e. they belong to the same survey theme). This statistical technique assumes that when questions are answered in a similar way, the employee is thinking about the same underlying theme.

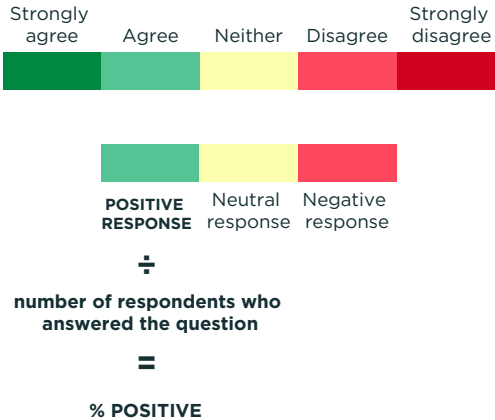
Regression analysis is then used to identify questions most likely to influence and drive employee engagement within each theme. This is achieved by developing a statistical model which determines the importance ('weight') of each question on engagement. These weights are used to identify which questions have the most impact on engagement. Once we know the highest impacting factors, to simplify reporting we take the highest impacting questions from the top factors to determine 5 key driver questions.

In order to assist smaller organisations and teams to obtain a set of priorities or 'key drivers' we also use local driver analysis (LDA). This is an automated technique which uses correlation analysis to explore the relationship between the survey questions and engagement. Correlation will rank survey questions, and the top 5 are reported as 'key drivers'. Where a team has less than 20 respondents' drivers are inherited from the parent unit.

THE FINE PRINT

% 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%					

ANONYMITY

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