

Employee Pulse Survey

Employee Forum



Participation

4,216 responses = 25% participation.
Thank you!

Professional Group	Responses	Headcount (BI portal)	Participation Rate
Allied Health	681	1,381	49%
Diagnostic Imaging	100	504	20%
Mental Health	199	1,266	16%
Nursing/ Midwifery	1,553	6,264	25%
Pharmacy	60	359	17%
Pathology	115	487	24%
Medical – JMS	110	1,253	9%
Medical – SMS	230	1,234	19%

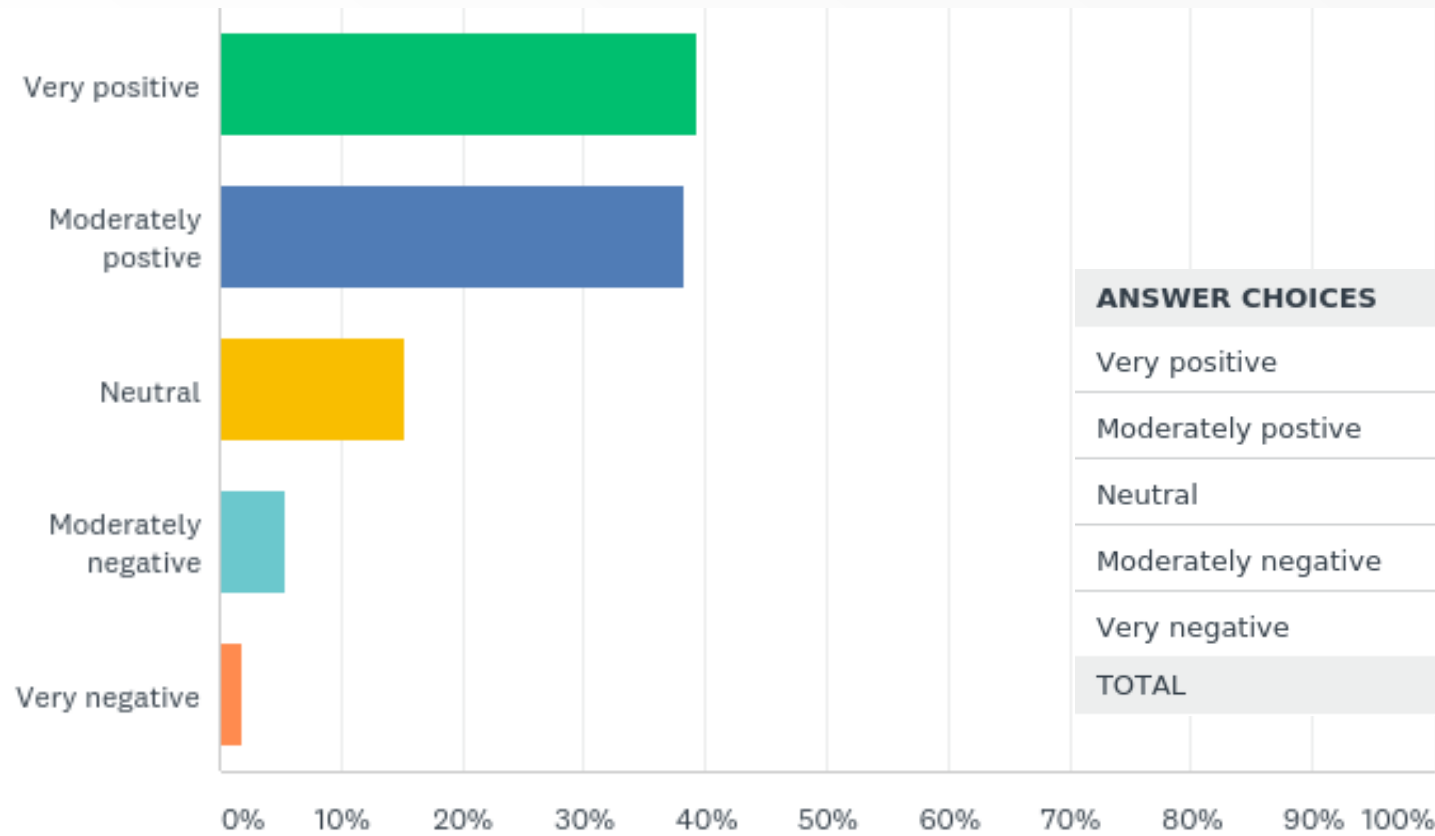


Key Themes

- Overall positive feedback (>70%) across all quantitative measures
- Extremely positive feedback regarding Executive communication and leadership
- Website has been a success
- Significant difference between Executive and local Manager communication and leadership
- Statistical analysis show greatest opportunity for improvement in wellbeing is Managerial responsiveness to local feedback and work demand concerns
- Concern for insufficient socially distanced spaces to have meal breaks
- Concern for general social distancing complacency
- Inconsistent understanding of patient entry and transfer processes
- Requests for WFH to be an ongoing arrangement. Some employees/teams report managerial resistance to WFH
- Wellbeing – employees feel supported but work demands are challenging



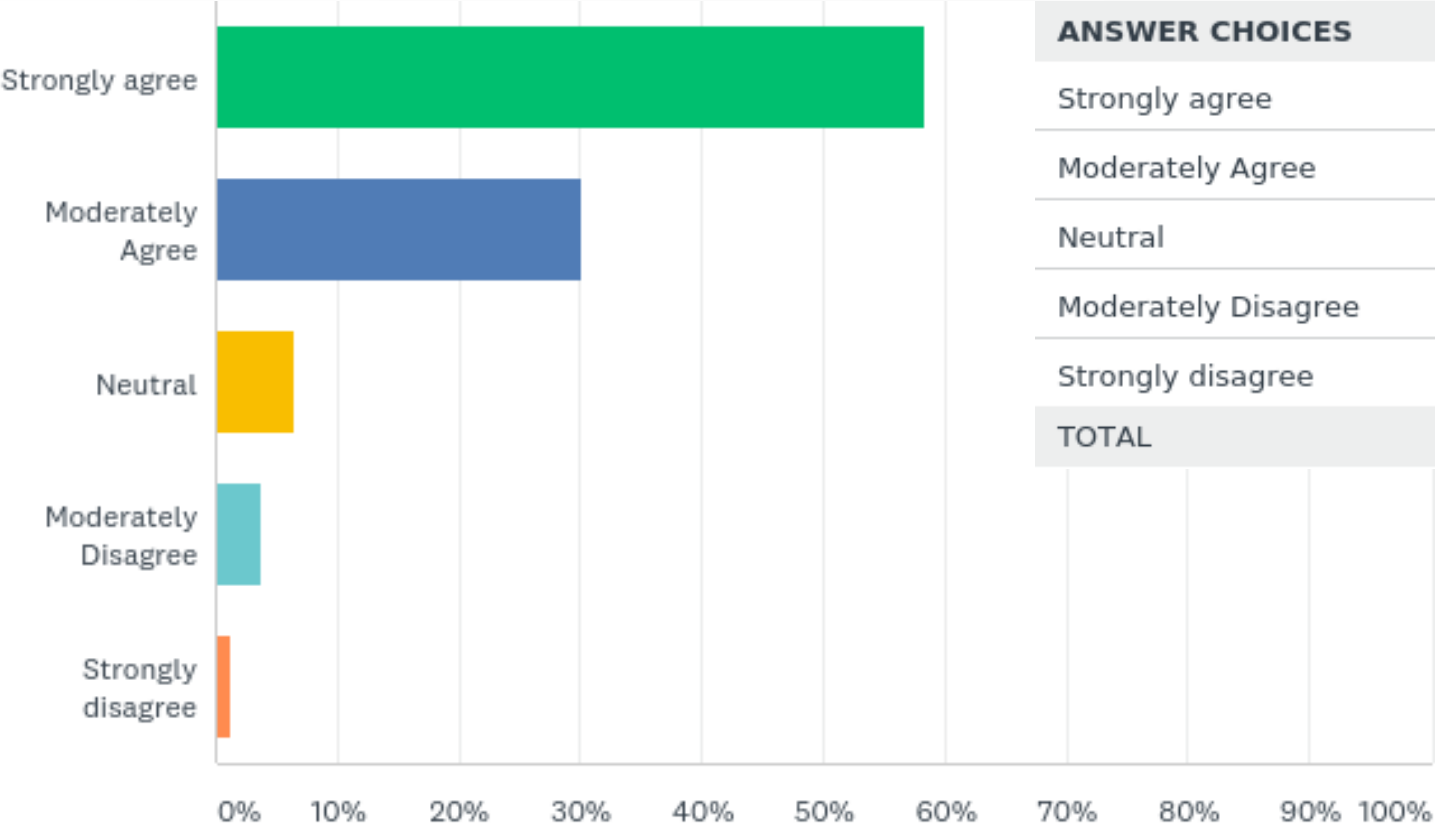
Over the past 7 days, how would you rate your overall feeling toward Monash Health?



77% Very or Moderately Positive

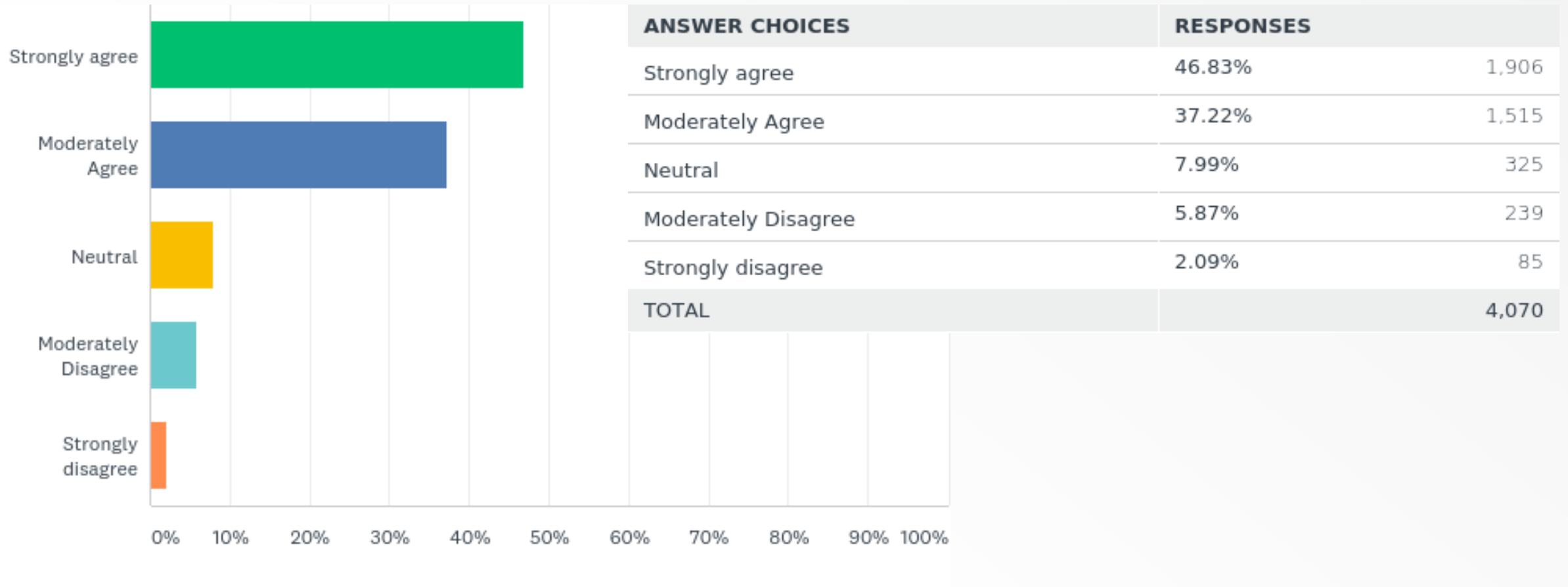
ANSWER CHOICES	RESPONSES
Very positive	39.26% 1,624
Moderately positive	38.27% 1,583
Neutral	15.23% 630
Moderately negative	5.42% 224
Very negative	1.81% 75
TOTAL	4,136

Q5: Communication about COVID-19 is clear and timely.

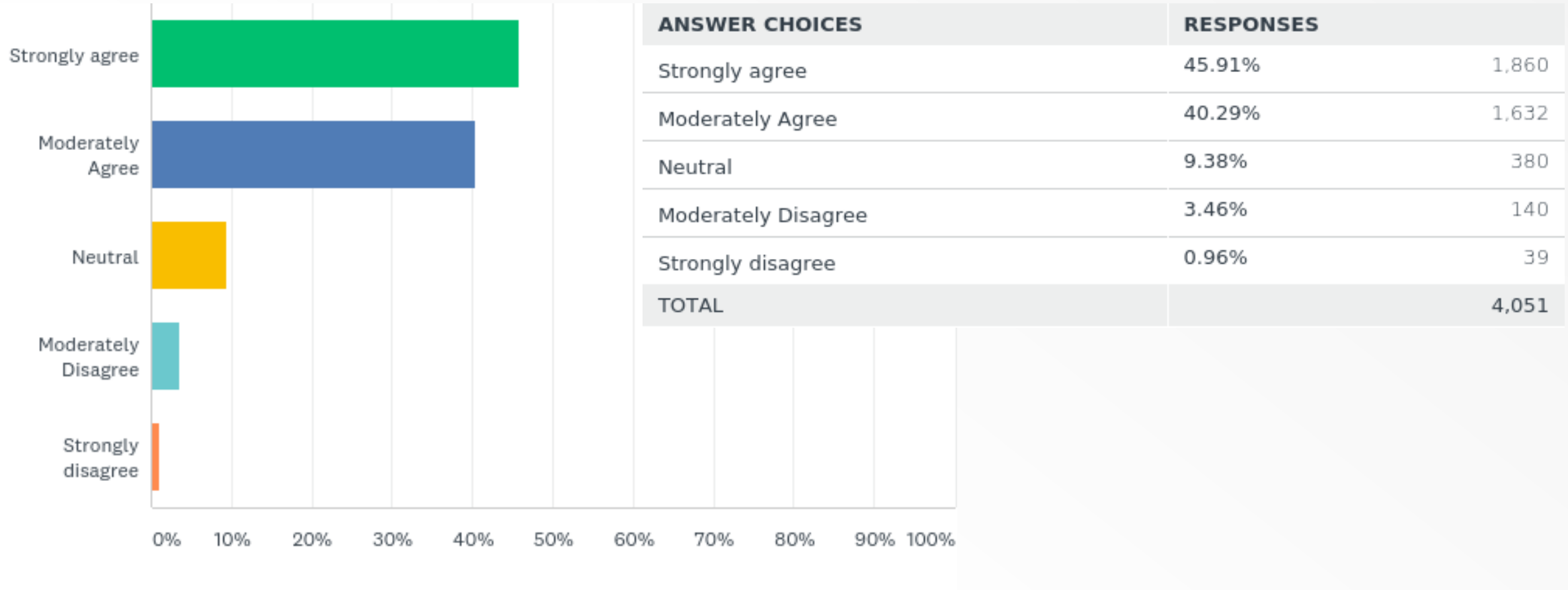


ANSWER CHOICES	RESPONSES
Strongly agree	58.31% 2,389
Moderately Agree	30.14% 1,235
Neutral	6.54% 268
Moderately Disagree	3.83% 157
Strongly disagree	1.17% 48
TOTAL	4,097

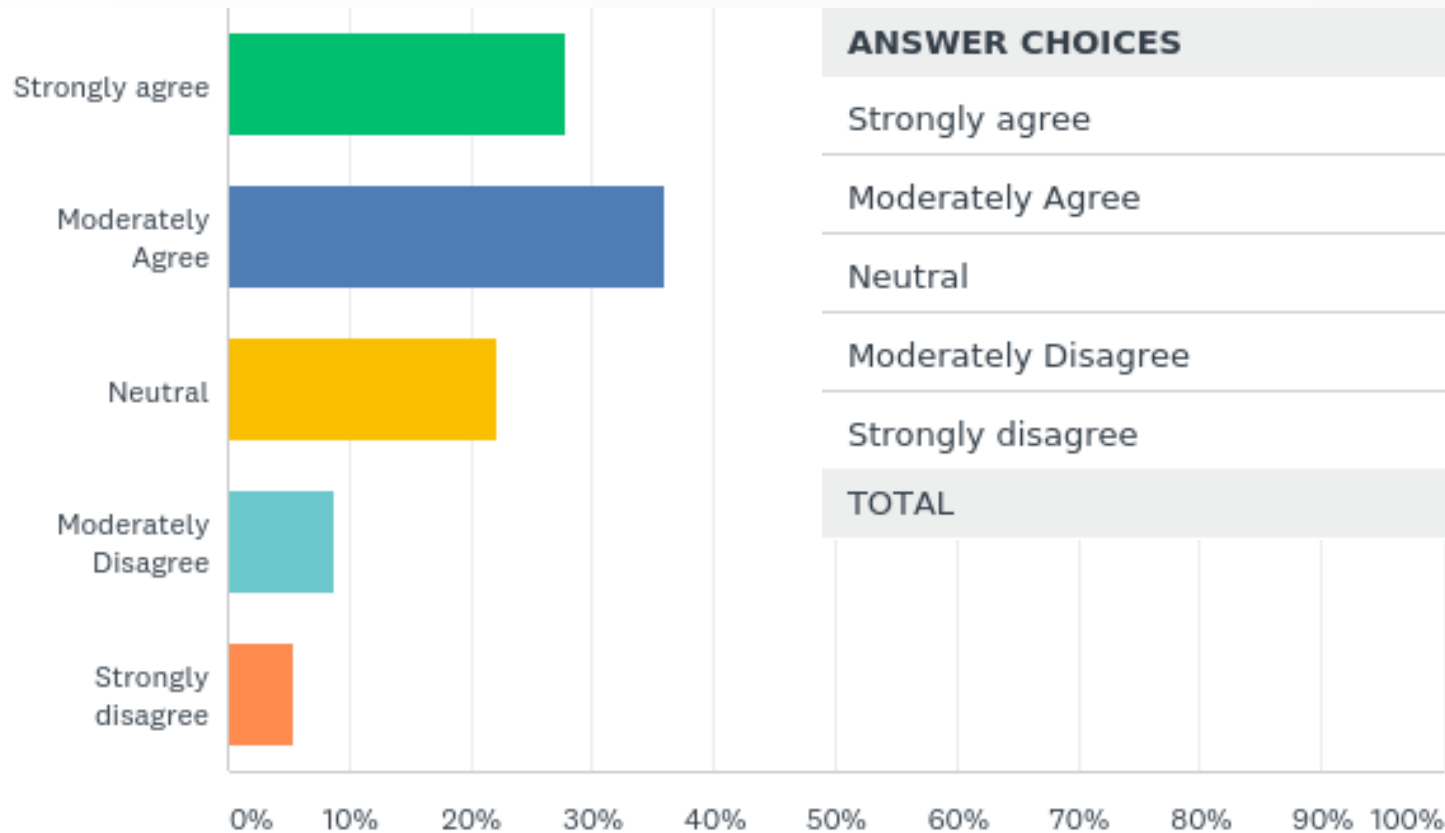
Q6: Measures are in place to provide for a safe work environment.



Q7: I am confident to respond to the COVID-19 specific related demands on my own work.

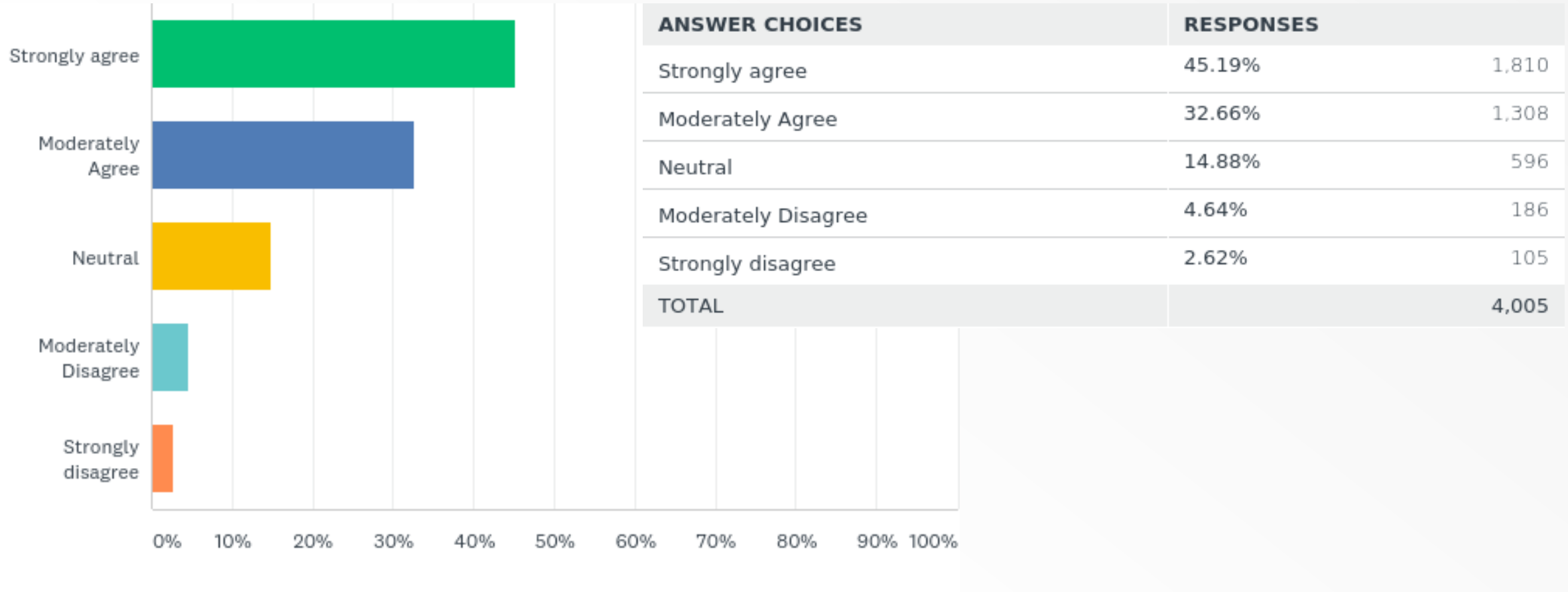


Q8: I believe feedback I have given relating to current work practices is heard.

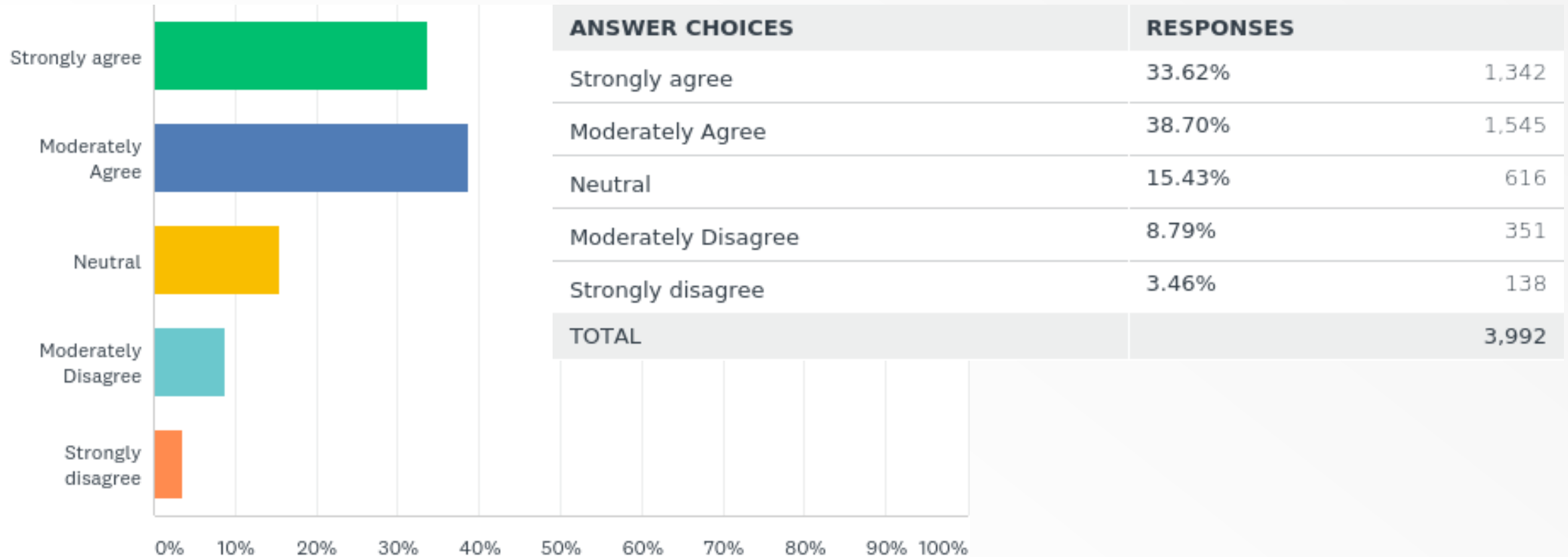


ANSWER CHOICES	RESPONSES
Strongly agree	27.84% 1,118
Moderately Agree	35.88% 1,441
Neutral	22.14% 889
Moderately Disagree	8.74% 351
Strongly disagree	5.40% 217
TOTAL	4,016

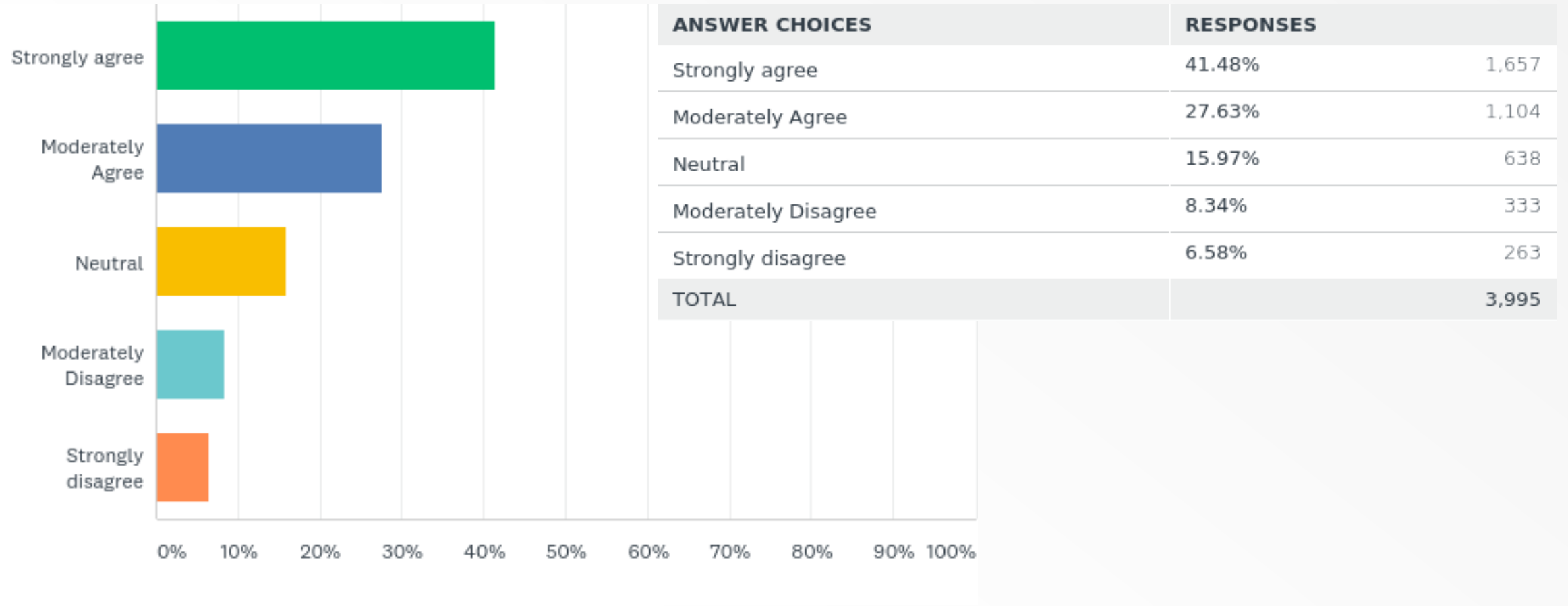
Q9: Support is available to help meet my emotional and psychological needs.



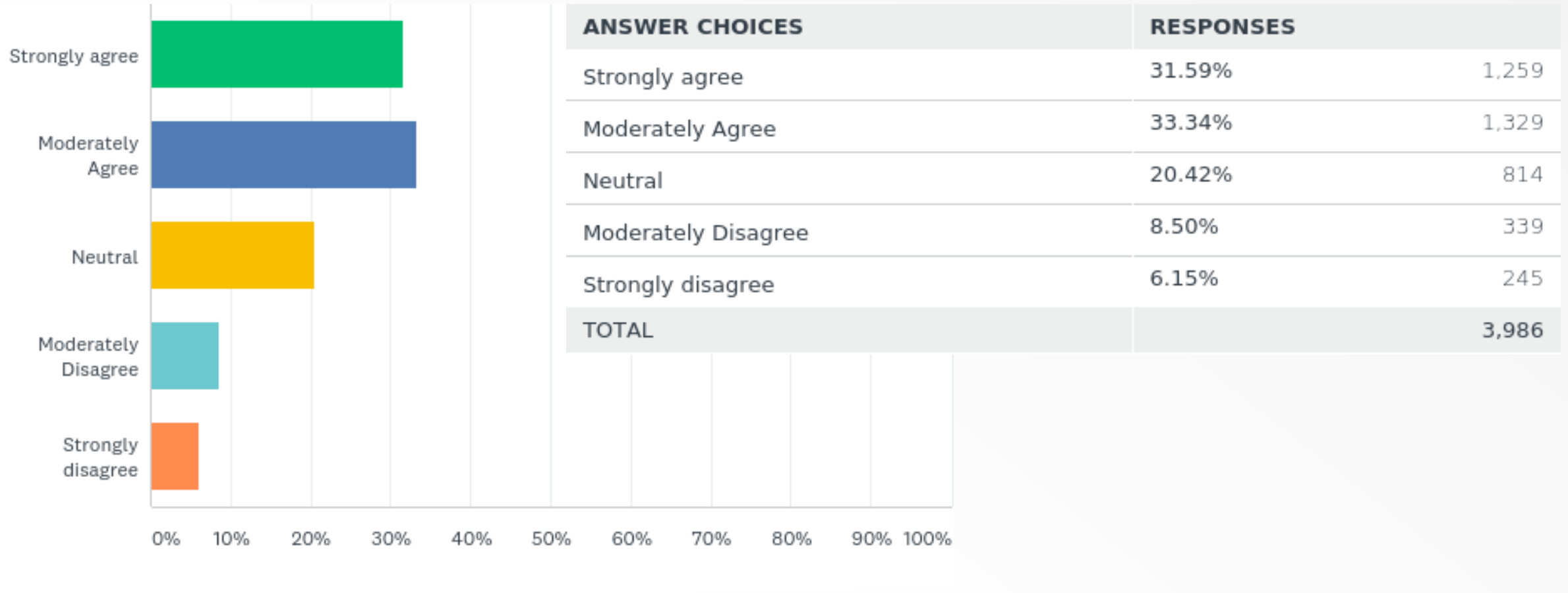
Q10: Support is available to help me manage my day to day work demands.



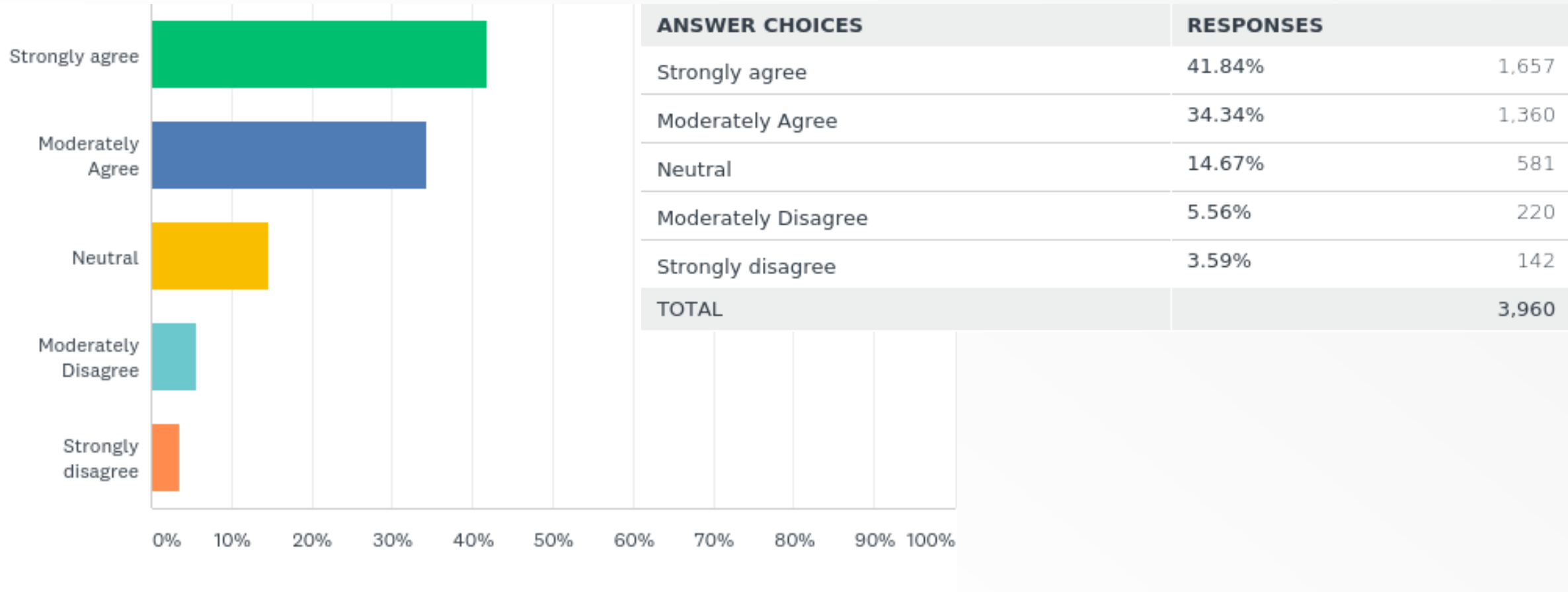
Q11: My manager checks in with how I am doing.



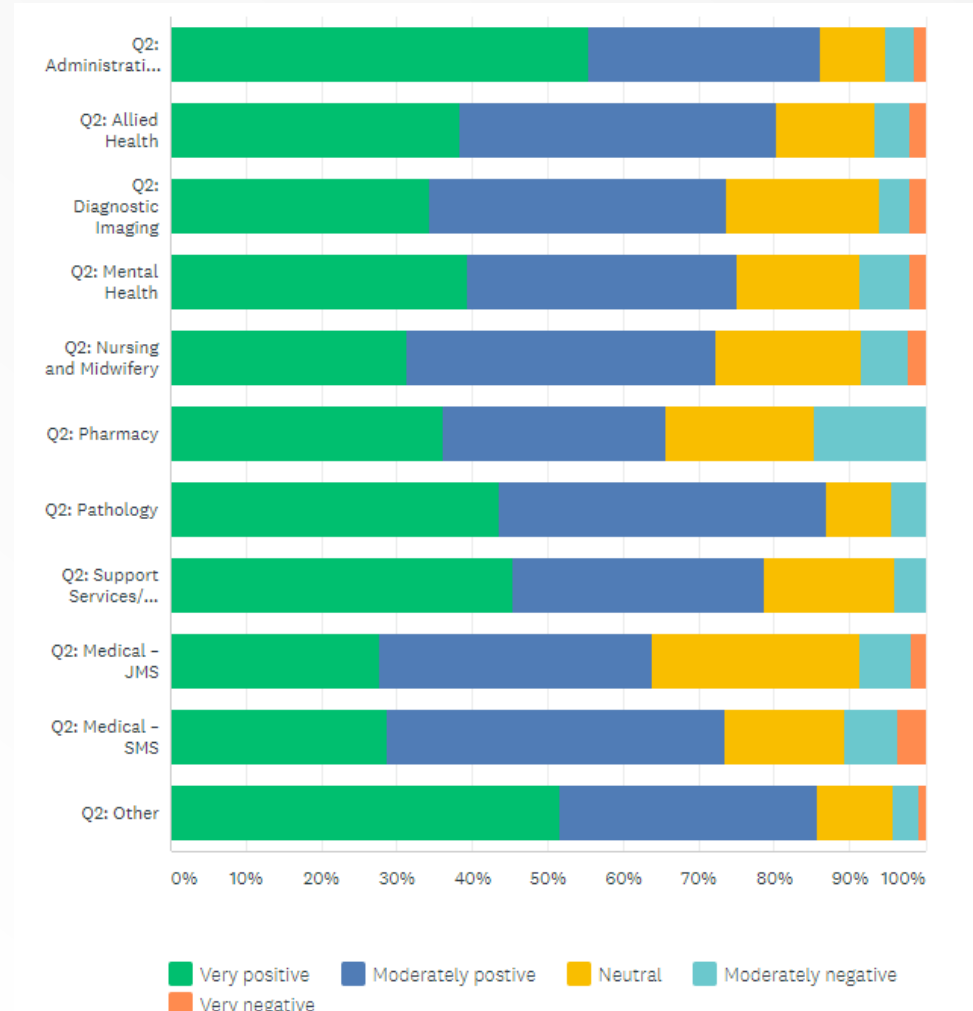
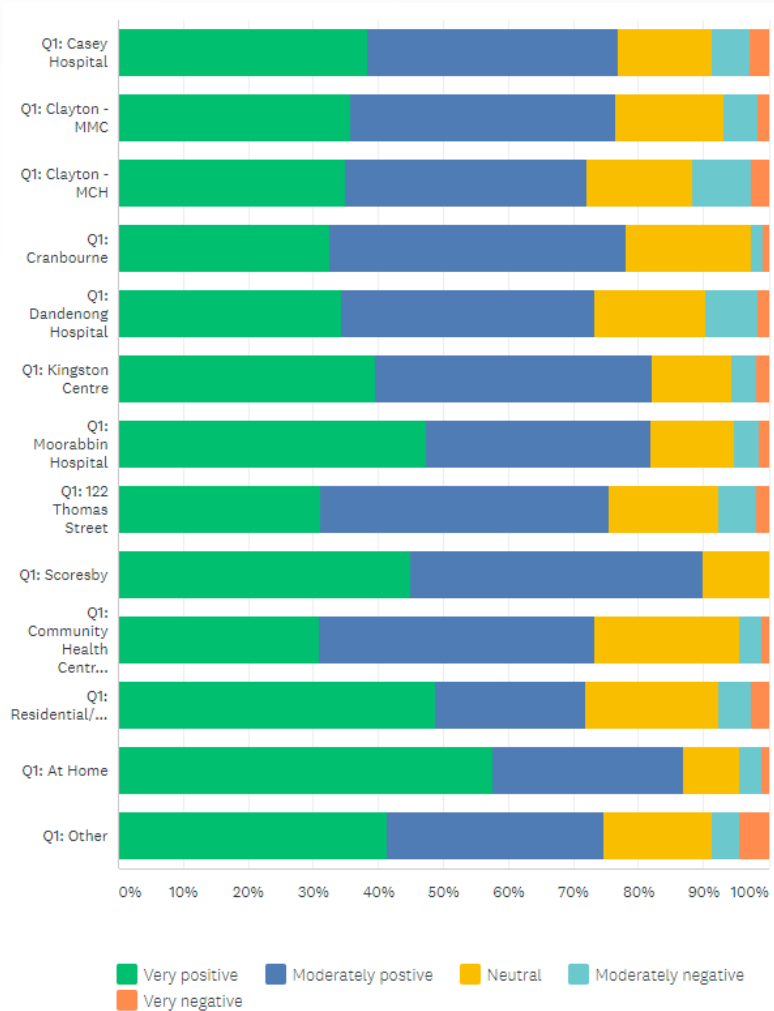
Q12: My efforts are being acknowledged.



Q13: I have been provided with suitable tools to enable changes in work practices (e.g. working from home, WebEx, PPE).



Over the past 7 days, how would you rate your overall feeling toward Monash Health – by site and profession



What do we need to do?

While we *are* doing well as a whole organisation, we *all* need to **keep**:

1. Providing clear, consistent and timely communication to our own teams and sites
2. Checking-in with and offering support to others
3. Listening and responding openly and genuinely to feedback and questions from others
4. Involving others in solving local COVID-19 related challenges
5. Applying rigorously all COVID-19 Quality, Safety and specific PPE practices and policies
6. Staying up to date with all COVID-19 relevant training and information
7. Recognising and celebrating others' efforts and inputs in these very challenging times

Now is not the time to take our foot off the pedal!

Leadership is the single best lever to get us through the COVID-19 pandemic!

