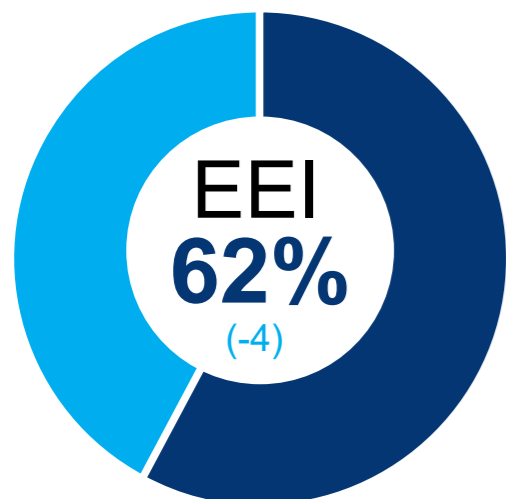


'Your Voice in Health' 2021 Survey findings overview

WA health system



Key driver questions

Q45. My organisation supports me and my goals*	47%
Q07. I feel valued and recognised for the work I do*	47%
Q27. I believe my organisation cares about my health and wellbeing	47%
Q46. My organisation is making the necessary improvements to meet our future challenges*	44%
Q11. I believe that the decisions and behaviours of senior management are consistent with my organisation's values	51%
Q22. Leaders are open and honest in their communication with staff	49%

Top qualitative themes

Staffing and resources

- Perception that most teams within WA health are understaffed.
- Respondents indicated a need for more staff to be employed to ensure that there was a safe ratio of staff to patients.

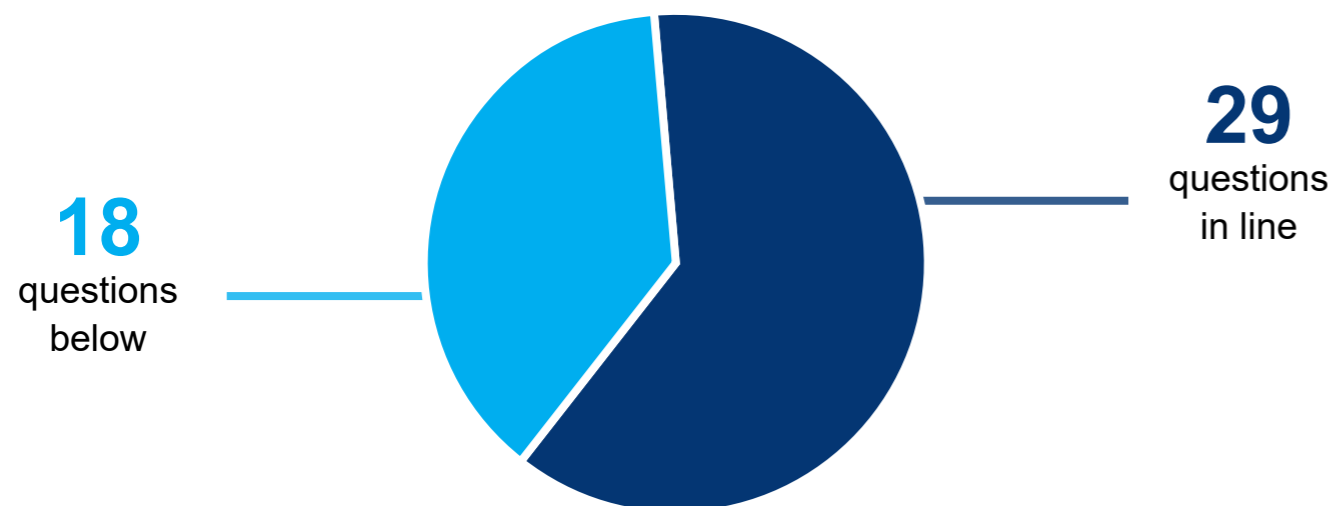
Wellbeing & Work Practices

- Perception expressed the need to decrease workload, increase work-life balance and flexibility.
- Staff work hard to provide compassionate care to patients.

My organisation

- Staff are committed to providing high levels of care with resources available.
- Staff expressed the ability to adapt to change and embrace innovation.

Trend Analysis from 2020



Focus areas

Celebrate

- WA health system achieved a 45% RR.
- Respondents described that staff are committed to providing high levels of care with the resources available.
- The 'Your Job' section of the 2021 Survey achieved the highest level of agreement (68%).

Investigate

- 56% disagreed that the WA health system is "making the necessary improvements to meet our future challenges".
- 55% disagreed that "it is safe to speak up and challenge the way things are done".
- 18 core questions fell below the 2020 Survey ('Your organisation', 'Service delivery and patient care' and 'Health and wellbeing').

Opportunities

- Address declining EEI scores by Action Plans.
- Address declining Key Driver Questions.
- Respondents described the need for more funding, resource and staffing to ease burden.

CAHS		DoH		EMHS		HSS		NMHS		PathWest		Quad Centre		SMHS		WACHS	
EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR	EEI	RR
63% (-4)	40% (+15)	67% (+2)	73% (+12)	64% (-2)	43% (+21)	60% (-1)	83% (+37)	62% (-5)	35% (+14)	58% (+1)	81% (+50)	78% (-5)	80% (+39)	63% (-4)	46% (+18)	62% (-4)	43% (+19)
Focus on health and wellbeing, and staffing levels.		Focus on improving work life balance. Staffing levels. Collaboration and communication.		Focus on wellbeing, workforce and work life balance.		Focus on ICT and Workforce. Positive increases in Procurement and Supply Workforce.		Focus on improvements to meet challenges with staffing and resources.		Focus on insufficient systems and understaffing impact workload.		Focus on improving opportunities for career progression, feedback and supporting goals.		Focus on challenges with staffing levels which impact wellbeing and health.		Focus on challenges associated with health and wellbeing, and encouraging collaboration.	

*Questions were also included in the 2020 Key driver questions

Job roles

Allied Health & Health Professions

EEl: 64% (-3%)

Aboriginal Health Worker	71% (-4)
Aboriginal Liason Officer	69% (-2)
Biomedical Engineer	67% (-4)
Biomedical Scientist	58% (-14)
Dietician	68% (-4)
Exercise Physiologist	69% (-)
Medical Imaging Technologist	67% (-7)
Medical Librarian	66% (-6)
Medical Physicist	65% (-3)
Medical Scientist	56% (0)
Nuclear Medicine Technologist	52% (-2)
Occupational Therapist	68% (-1)
Pharmacist	64% (-8)
Physiotherapist	66% (-3)
Podiatrist	68% (0)
Psychologist	61% (-3)
Radiation Therapist	65% (+9)
Respiratory and Sleep Scientist	61% (-5)
Social Worker	64% (-2)
Sonographer	62% (-1)
Speech Pathologist	71% (-1)
Other	64% (-2)

RR*: 19%

Corporate & Support Sevicees

EEl: 64% (-2%)

Administrative and Clerical	64% (-2)
Corporate Services	64% (-1)
Patient Support Services	65% (-4)
Site Services	63% (-2)
Technical Support	61% (+3)
Other	66% (-2)

RR*: 35%

Dental

EEl: 65% (-5%)

Dentist	63% (-2)
Dental Therapist	66% (-4)
Dental Technician	53% (-)
Dental Assistant	65% (-7)
Other	67% (-10)

RR*: 2%

Executive

EEl: 72% (-8%)

Executive	72% (-8)
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RR*: 2%

Nursing & Midwifery

EEl: 59% (-5%)

Enrolled Nurse	66% (-3)
Nurse Practitioner	60% (-9)
Registered Midwife	54% (-8)
Registered Nurse	59% (-5)
Other	62% (-6)

RR*: 33%

Medical

EEl: 61% (-2%)

Intern	69% (-4)
Registrar	59% (-6)
Resident Medical Officer	64% (+1)
Senior Registrar	61% (-3)
Specialist Consultant	60% (-2)
Other	64% (-1)

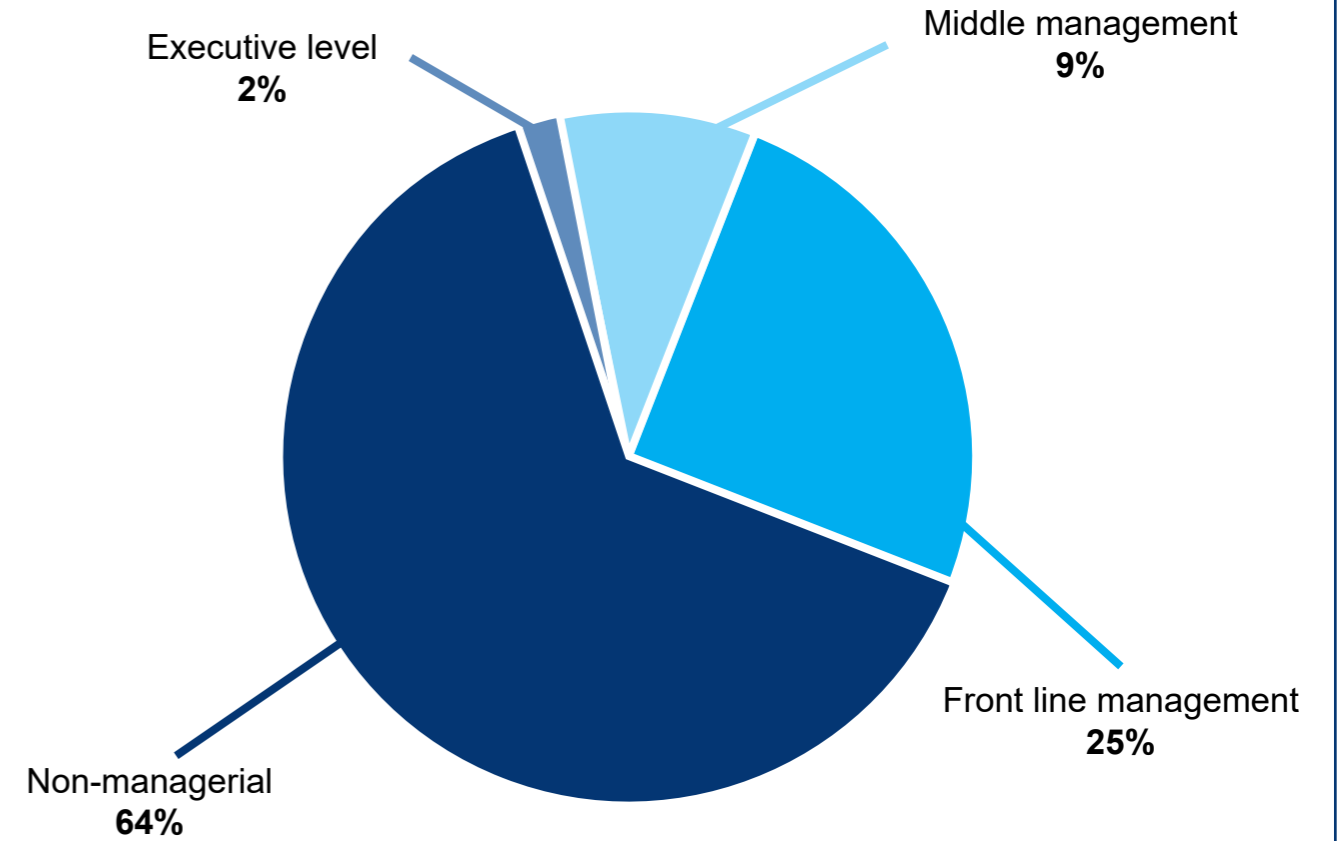
RR*: 10%

Your Voice in Health

Minister for Health Staff Survey

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

RR by Managerial Responsibility



EEl by Job Role

