

Our staff told us that we could improve communication. So we have...

Introduced monthly Staff Forums.

Started weekly Department Heads Huddles.

Actions & Strategies taken to promote a positive workplace

Our staff told us that we could be better at rewarding and recognizing our team's achievements...

We have been trialing Green Cards to thank and recognize each other.

My organization motivates me to help achieve its objectives
70%

Overall Staff Engagement
73%

Management is driving us to be a safety-centered organisation
79%

I would recommend a friend or relative to be treated as a patient here.
93%

I feel a strong personal attachment to my organisation
74%

I am proud to tell others I work for my organisation
76%

% of staff that agree with the following statements...

How do we source our information?

The People Matter Survey is a tool used to gain feedback from our staff in all areas of our organisation. This tool is an online survey that is conducted across all Health Services in Victoria. Feedback received includes;

- Workplace Culture
- How staff gauge patient safety
- Staff Engagement
- Bullying and Harassment
- Leadership and Management
- Public Sector Values

I am encouraged by my colleagues to report any patient safety concerns I may have.
87%

KDH does a good job of training new and existing staff.
83%

I would recommend my organization as a good place to work
75%

My suggestions about patient safety would be acted upon if I expressed them to my Manager.
79%

The culture in my work area makes it easy to learn from the errors of others...
83%

Patient care errors are handled appropriately in my work area
80%

Trainees in my discipline are adequately supervised
68%

We were told that the leaders of KDH need to do more to model the KDH Values...

We have introduced new KDH values under the acronym: CARE and we're promoting them at every opportunity.

My organization inspires me to do the best in my job.
72%

You told us that bullying in the workplace has increased. So we have...

Started conversations about 'Above and Below the Line Behaviours' that will be rolled out to every team in KDH. Bullying Training is mandatory for all staff in 2016.