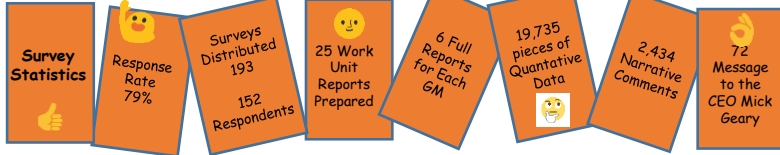


# EMPLOYEE SURVEY 2019 – SNAPSHOT OF RESULTS



## A Message from the Chief Executive Officer

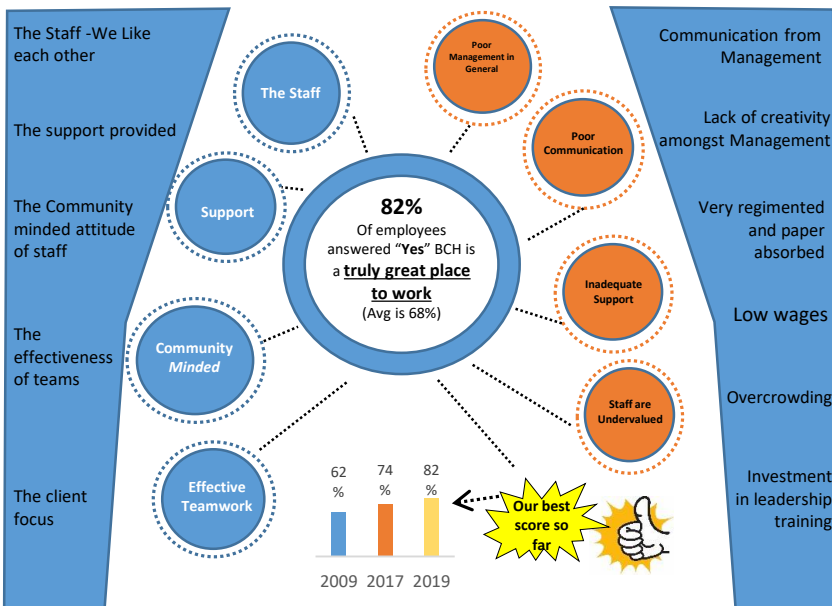
82% of you think Banyule Community Health is a truly great place to work. Culture and engagement are crucial to do what we do, and these results paint a very healthy picture. It's clear what we do well, and, where we can improve. This is just a snapshot, you will get a chance in your teams to better understand the results. Feedback, innovation and ideas are always welcome. Congratulations on the result and thanks for your participation.



## What makes BCH a Truly Great Place to Work?

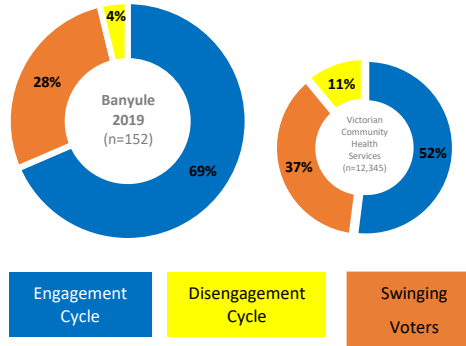
100 Reasons why BCH is great were given

17 Reasons were given as barriers to BCH being great



## Employee Engagement

In 2019, our level of Engagement in Banyule Community Health is **68.8%** **17%** better than other Vic CHC's

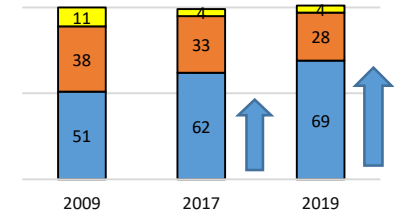


To determine the Type of Culture, BCH identifies the percentage respondents experiencing their working life in an:

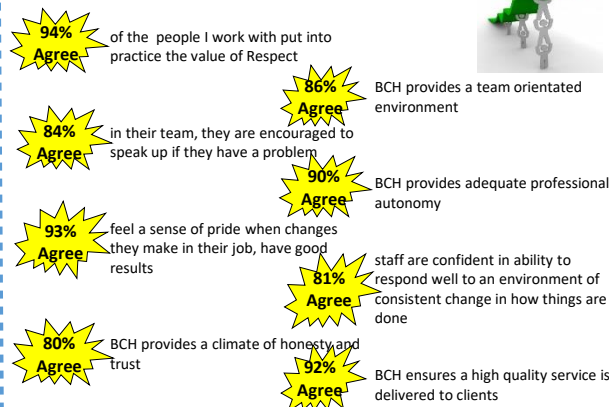
- Engagement Cycle (positive, upbeat, optimistic, engaging)
- Disengagement Cycle (negative, pessimistic, blaming)
- Swinging Voters (neither overtly positive or overtly negative)

## Our Journey over time....

Since 2009, in BCH our level of Employee Engagement has increased over time



## What do Employees think we're doing well?



## Areas for Improvement

Some of the issues your responses show we need to work on

