EMPLOYEE SURVEY 2019 – SNAPSHOT OF RESULTS

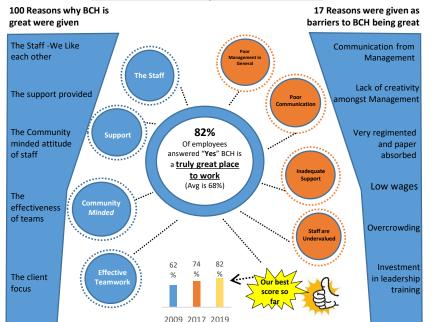


A Message from the Chief Executive Officer

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.

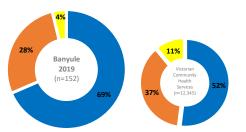


What makes BCH a Truly Great Place to Work?



Employee Engagement

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



Engagement Cycle

Disengagement Cycle

Swinging Voters

Our Journey over time.....

results

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

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,
- Swinging Voters (neither overtly positive or overtly negative)



What do Employees think we're doing well? of the people I work with put into practice the value of Respect BCH provides a team orientated environment in their team, they are encouraged to speak up if they have a problem BCH provides adequate professional feel a sense of pride when changes they make in their job, have good

staff are confident in ability to respond well to an environment of Agree consistent change in how things are BCH provides a climate of honesty and

> BCH ensures a high quality service is delivered to clients

Areas for Improvement

Some of the issues your responses show we need to work on Improve IT Speed & Too Much emuneration Efficiency Paperwork, Conditions Recognition for Outstanding Work Workstati Secure Funding fo Longer Periods