



Staff Climate Survey Program 2015

Why Participate?

- *Get quick feedback from your staff on key issues of safety, teamwork, job satisfaction, and management*
- *Benchmark your results with other Health Roundtable members*
- *Focus attention on practical improvement issues*
- *Use a credible, low-cost independent survey provider to encourage frank feedback*

SUBSCRIBE

Select Optional Activity S3 on your subscription agreement and return by email or fax.

COST

\$10,000 per Member Facility (plus GST) for unlimited number of staff

ENQUIRIES

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Our Online Staff Climate Survey Program for Health Service Improvement provides a low-cost, practical tool to collect staff member ideas to improve working conditions in your health service.

We have designed the survey as a low-cost alternative to commercial surveys which often highlight issues outside the control of health service managers. Instead, the goal of a Health Roundtable survey is to identify practical opportunities for improvement in the areas of:

- Safety and Working Conditions
- Teamwork
- Job Satisfaction
- Perceptions of Management



To save costs compared with paper-based surveys, we use an online survey process, so that anyone with access to the internet (either at home or at work) can complete the survey, and have the results automatically summarised for analysis.

Staff are encouraged to provide more detailed responses when they strongly disagree (or strongly agree) with the survey statements. These detailed responses can then be analysed separately for improvement suggestions by staff members.

The survey tool is designed for hospital-wide usage, and can be customised to change or expand the standard set of 21 statements, modify the analysis, or provide benchmarking across hospitals.

The survey results include an extensive suite of graphical reports by staff group.





Staff Climate Survey Program

Key Questions for Each Staff Group

What do you need to do?

- Designate an executive sponsor who will sponsor the survey, and take action on the results
- Select a project manager for the survey to coordinate the timing, publicity, and activation of the survey at your health service.
- Liaise with Health Roundtable technical staff who will provide online links to the survey and customise the demographic groupings for your health service
- Follow through with each area of the health service to promote completion of the survey, and review draft results prior to delivery of the final reports.

Section A – My Career

1. I have opportunities to contribute to important decisions that affect my work
2. I am supported to develop the skills I need in my career
3. I am receiving the right level of supervision for my professional needs
4. I am happy with my career development options within this health service
5. I have the equipment and supplies I need to do my job properly
6. I feel appreciated for the contribution I make

Section B - Teamwork

In my Team:

7. New members of the team are given appropriate training and supervision
8. Team members accept the team's performance priorities
9. Team members of our team work well together
10. Members of the multi-disciplinary care team

Section C - Management

11. My Team Leader/Charge Nurse or Charge Midwife/Clinical Manager during the last week
13. Is clear about what he or she expects of me
14. Provides useful feedback on my performance
15. Has been responsive to my requests
16. Staff performance problem
17. Encourages the staff
18. Encourages the staff

Section D – Safety

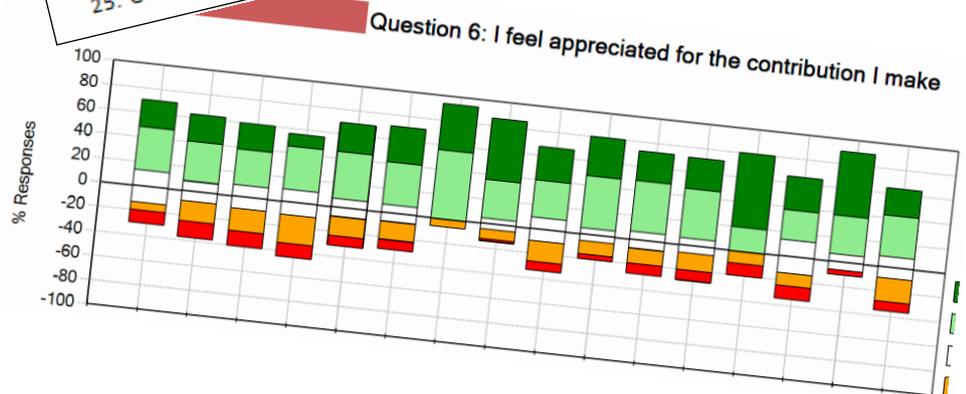
19. I feel safe working in this health service
20. I would feel safe being treated as a patient here
21. I feel comfortable reporting any concerns about patient safety
22. Patients are treated with respect and dignity

Section E - Job Satisfaction

23. I recommend this health service as a place to work
24. I intend to continue working at this health service for at least the next 12 months
25. Overall, I am satisfied with my job

What does The Health Roundtable do?

- Provide a standard set of staff climate questions which can be benchmarked with other health services, and with your own health service over several years.
- Customise each survey with a small number of additional items and demographic groupings.
- Provide comprehensive reports as part of the standard package.
- Offer additional assistance as needed.



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The **Health Roundtable** helps health executives learn how to achieve **best practice** in their organisations. We collect and analyse operational and clinical data of our member organisations to search for **innovations in patient care**. We promote **collaboration and networking** amongst health executives and staff through our roundtable meetings, workshops, and other activities.