

Dear Colleagues

Thank you to everyone in the College of Nursing and Health Sciences who participated in the 2024 Your Voice staff survey. Your contributions are invaluable and have helped shape our understanding of both our strengths and areas for continued growth. We are pleased to report that the participation rate within the College was 59% (excluding casuals) and 28% (including casuals). This marks an increase of over 53 responses compared to 2022, reflecting a stronger commitment to providing feedback and shaping the future of our workplace.

The survey results reflect a strong alignment with the **College of Nursing and Health Sciences Strategic Plan**, our **Nexus Care vision**, and our **Culture of Care** framework. These results underscore the impact of ongoing initiatives led by the **Your Voice Working Group**, which is tasked with driving forward the Action Planning process, as well as the valued contributions of FLAME participants and other College-wide working group initiatives.

Survey Results and Key Highlights

In all three outcome areas—**Engagement, Wellbeing, and Progress**—we are pleased to report improved results across the University. Most notably, Wellbeing showed a 7% increase, reflecting our collective focus on supporting staff and fostering a positive workplace culture through our **Culture of Care**.

The **Drivers of Performance**—which are organisational practices that influence and impact engagement, wellbeing, and progress—revealed some of our College's strongest performing areas:

- Gender Equality: 91% favourable
- Teamwork: 88% favourable
- Role Clarity: 88% favourable
- Supervision: 84% favourable
- Values: 83% favourable

Significant improvements were also observed in specific organisational practices compared to the 2022 survey:

- Change: +9% favourable
- Teaching: +8% favourable
- Ethics: +7% favourable
- Risk Reporting: +12% favourable
- Cross-Unit Cooperation: +7% favourable
- Community Engagement: +11% favourable
- Learning and Development: +6% favourable
- Flexibility: +6% favourable
- Involvement: +6% favourable

While progress has been made in many key areas, there are also categories where we see opportunities for further improvement, including:

- Career Opportunities: 47% favourable (improved by 8% since 2022)
- Change: 48% favourable (improved by 9% since 2022)
- Workload: 47% favourable (improved by 2% since 2022)

To view the College of Nursing and Health Sciences high-level results for 2024, please click [here](#).

Impact of Initiatives

The continued progress in these areas is a testament to the efforts of the **Your Voice Working Group / Action Plan** and the various initiatives within the College. These efforts have led to meaningful changes in organisational practices and helped reinforce our collective mission to support and care for one another, a foundational pillar of our **Strategic Plan**.

Thank you for YV Working Group members including: Donelle Arthurs, Alicia Bell, Irene Belperio, Ranjay Chakraborty, Paul Cooper, Holly Evans, Amy Godfrey, Claire Hutchinson, Emily Lawrie, Michelle Miller, Louisa Matwiejczyk, Amanda Muller, Denise O'Connell, Craig Phillips, Jodie Price, Tegan Putsey, Jacqui Rosa, Karen Scott, Matt Sutton, Deborah van Gaans, Kelly Walewicz, Daxine Waterman, Ellice Willcourt

Next Steps: Action Planning Process

In the coming weeks, the Your Voice Working Group will begin its next phase of the action planning process and working to develop action plans that respond to specific results and address key areas for focus in 2024-2026.

If you're interested in getting more involved, you can join the **Your Voice Working Group** to contribute to the ongoing initiatives. To express your interest, please contact the Your Voice Working Group Chair, **Kelly Walewicz**, or our People and Infrastructure Co-Chairs **Daxine Waterman** or **Michelle Miller**.

We encourage everyone to engage with this process as we continue to refine and enhance our work environment.

We thank you once again for your participation in the 2024 Your Voice survey and for your ongoing commitment to making the College of Nursing and Health Sciences a great place to work.

Kind regards

Professor Alison Kitson
Vice-President and Executive Dean