Flinders University

College of Nursing and Health Science
2024 Your Voice Survey Results

Methodology

The 2024 Your Voice Survey:

- Was based on a core set of questions drawn from the Xref Engagement Survey for Universities and a number of tailored questions specific to Flinders University
- Comprised a total of:
  - 108 agree/disagree questions,
  - 2 open-ended questions, and
  - 21 demographic questions
- Officially open from Monday 3rd June to Monday 1st July
- Achieved an overall response rate of 28% for CNHS All Staff
- Response rate excluding CNHS casual staff was 59%, an increase of 53 response in 2024

Definitions

The following definitions were referenced throughout the survey:

- Senior Management = The Vice-Chancellor’s Senior Executive Team
- My Director/Dean = Directors of Colleges, Directors of Divisions, and Deans (Education, People and Resources, Research)
- My Supervisor/Manager = The person you report to directly, or who directly monitors your performance

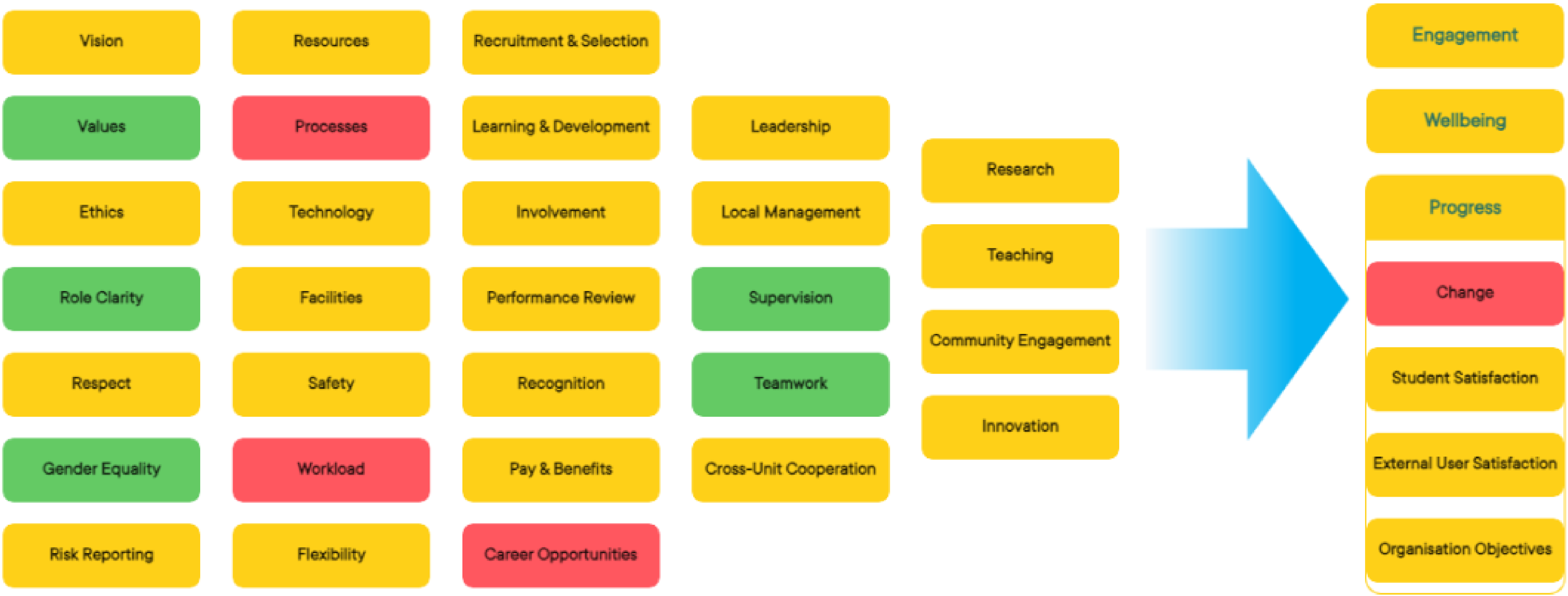
Benchmarks

Benchmarks are referenced throughout the results and provide comparisons against:

- 2022 Results = The overall Flinders University 2022 survey results
- ANZ Universities = 41 participating Australian and New Zealand Universities
- Innovative Research Universities = 7 participating Innovative Research Universities

Performance overview 2024

	%Fav	%Diff
High	≥80%	≥ +10%
Mod	50<80%	± 10%
Low	<50%	≤ -10%



Purpose
- Vision
- Values
- Ethics
- Role Clarity
- Respect
- Gender Equality
- Risk Reporting

Production
- Resources
- Processes
- Technology
- Facilities
- Safety
- Workload
- Flexibility

Participation
- Recruitment & Selection
- Learning & Development
- Involvement
- Performance Review
- Recognition
- Pay & Benefits
- Career Opportunities

People
- Leadership
- Local Management
- Supervision
- Teamwork
- Cross-Unit Cooperation

University
- Research
- Teaching
- Community Engagement
- Innovation

- Engagement
- Wellbeing
- Progress
- Change
- Student Satisfaction
- External User Satisfaction
- Organisation Objectives

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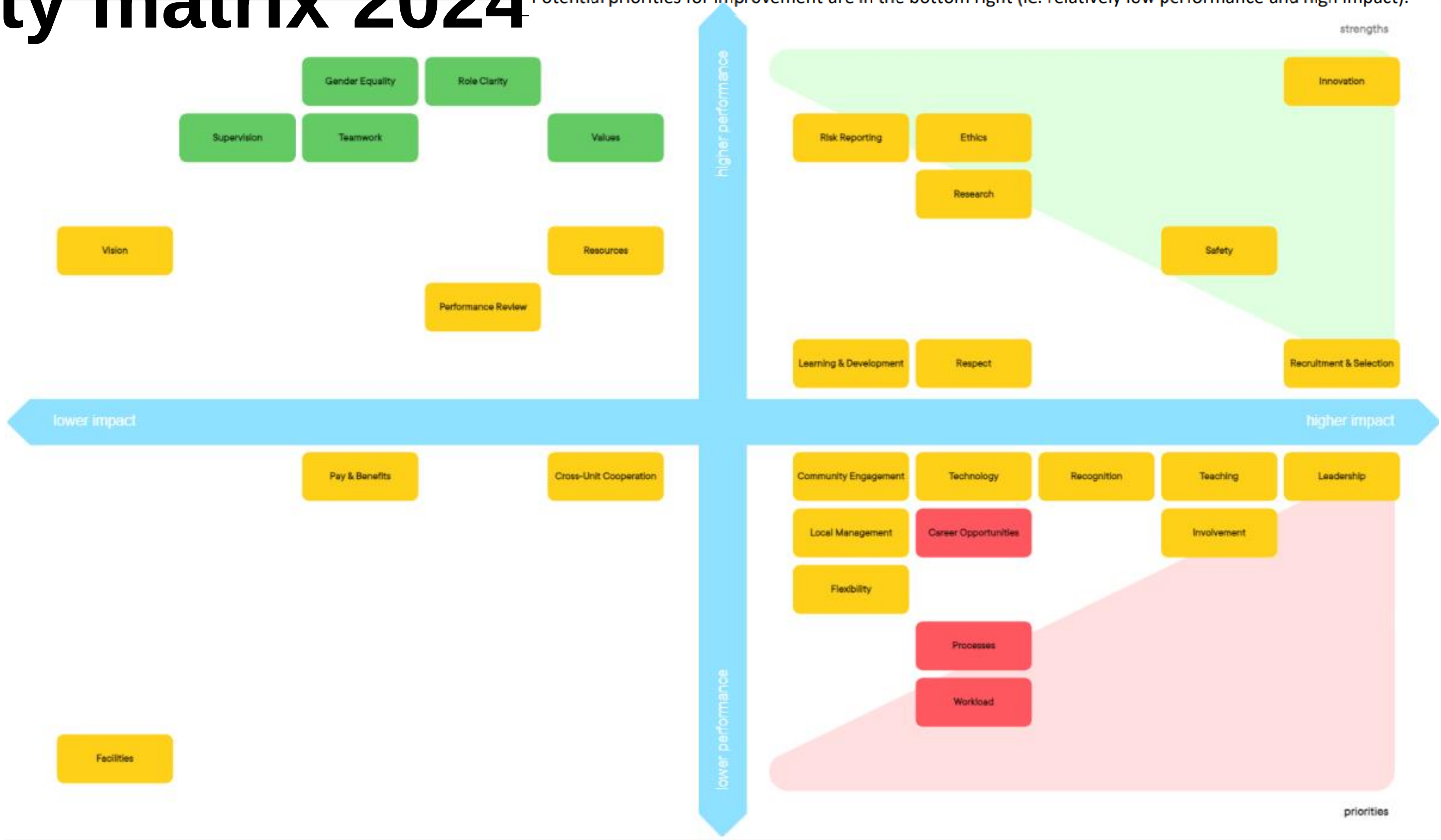
Priority matrix 2024

Practices are positioned on the matrix below in terms of **Performance** (combining % favourable and industry comparison) and **impact** (the degree that each practice is likely to drive Engagement, Wellbeing and Progress). Potential priorities for improvement are in the bottom right (ie. relatively low performance and high impact).



strengths

higher performance

lower performance

lower impact

higher impact

priorities

Gender Equality

Role Clarity

Supervision

Teamwork

Values

Vision

Resources

Performance Review

Innovation

Risk Reporting

Ethics

Research

Safety

Learning & Development

Respect

Recruitment & Selection

Pay & Benefits

Cross-Unit Cooperation

Facilities

Community Engagement

Technology

Recognition

Teaching

Leadership

Local Management

Career Opportunities

Involvement

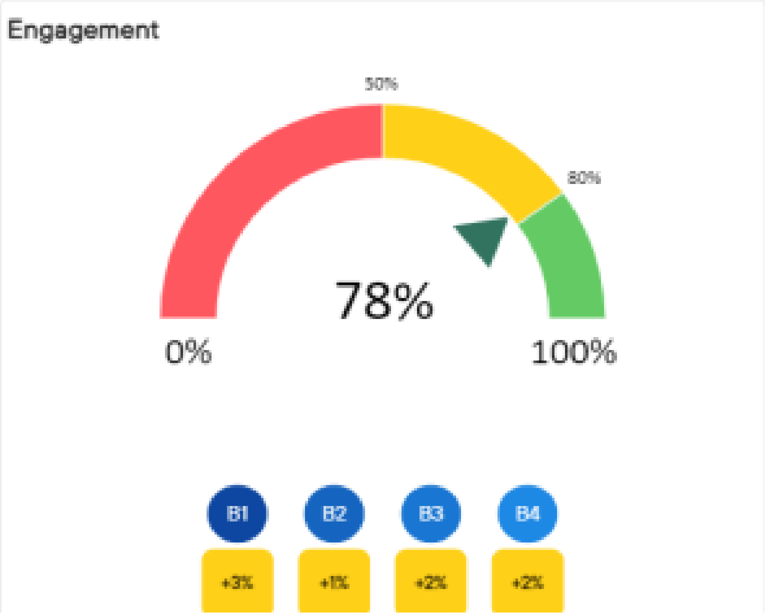
Flexibility

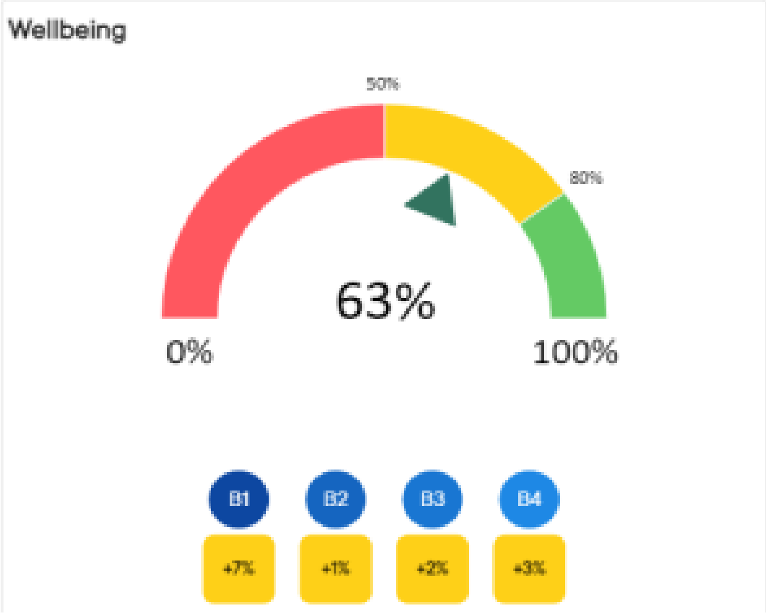
Processes

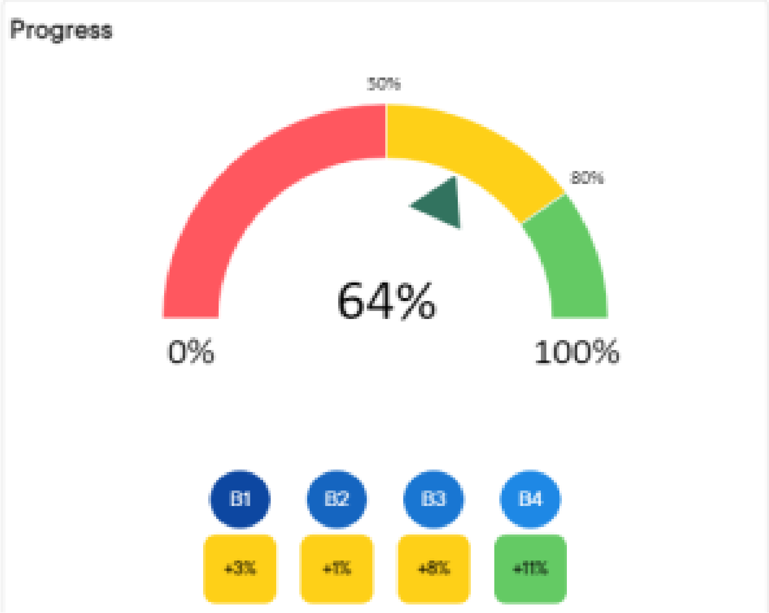
Workload

Outcome results

	%Fav	%Diff
High	≥80%	≥ +10%
Mod	50<80%	± 10%
Low	<50%	≤ -10%







B1 College results 2022

B2 Flinders University results 2024

B3 ANZ Universities

B4 Innovative Research Universities

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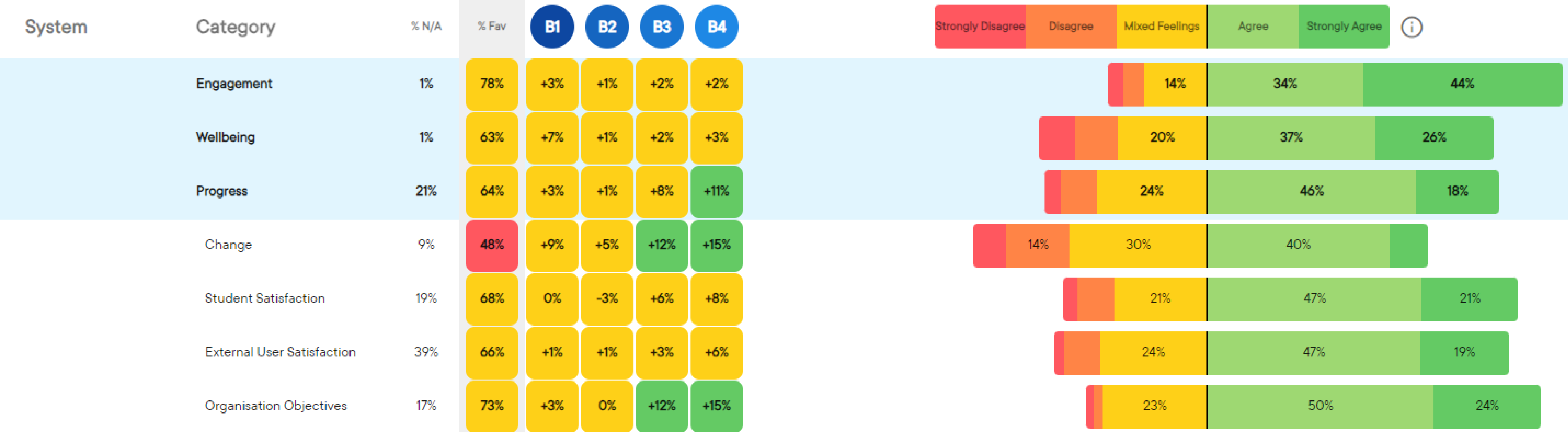
Category overview

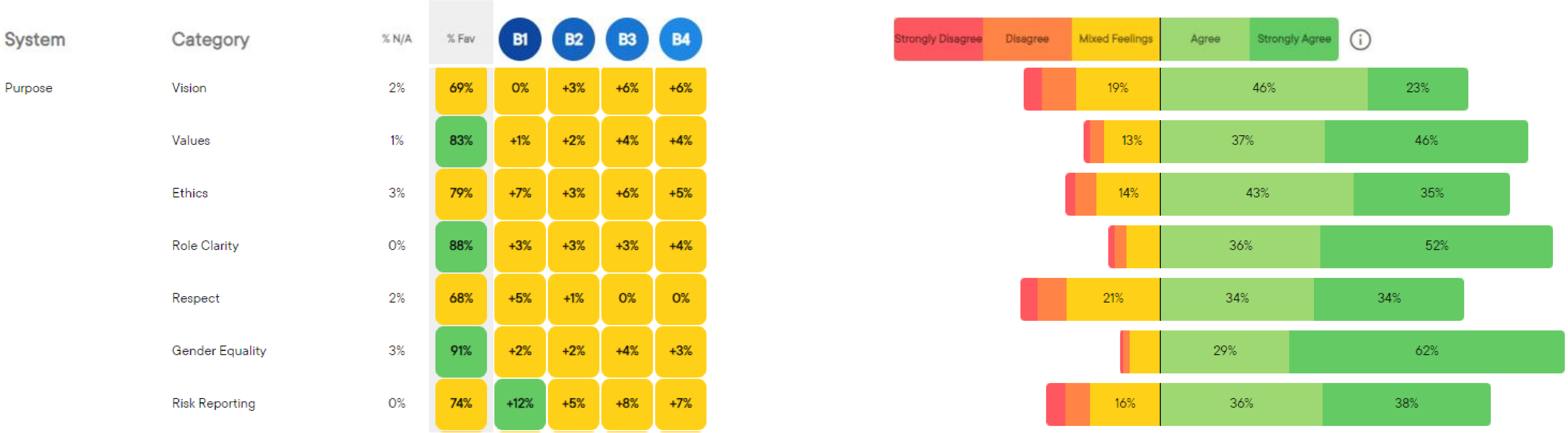
	%Fav	%Diff
High	≥80%	≥ +10%
Mod	50<80%	± 10%
Low	<50%	≤ -10%



System	Category	% N/A	% Fav	B1	B2	B3	B4	Strongly Disagree	Disagree	Mixed Feelings	Agree	Strongly Agree
	Engagement	1%	78%	+3%	+1%	+2%	+2%			14%	34%	44%
	Wellbeing	1%	63%	+7%	+1%	+2%	+3%			20%	37%	26%
	Progress	21%	64%	+3%	+1%	+8%	+11%			24%	46%	18%
	Change	9%	48%	+9%	+5%	+12%	+15%		14%	30%	40%	
	Student Satisfaction	19%	68%	0%	-3%	+6%	+8%			21%	47%	21%
	External User Satisfaction	39%	66%	+1%	+1%	+3%	+6%			24%	47%	19%
	Organisation Objectives	17%	73%	+3%	0%	+12%	+15%			23%	50%	24%

Category results

	%Fav	%Diff
High	≥80%	≥ +10%
Mod	50<80%	± 10%
Low	<50%	≤ -10%



System	Category	% N/A	% Fav	B1	B2	B3	B4
Purpose	Vision	2%	69%	0%	+3%	+6%	+6%
	Values	1%	83%	+1%	+2%	+4%	+4%
	Ethics	3%	79%	+7%	+3%	+6%	+5%
	Role Clarity	0%	88%	+3%	+3%	+3%	+4%
	Respect	2%	68%	+5%	+1%	0%	0%
	Gender Equality	3%	91%	+2%	+2%	+4%	+3%
	Risk Reporting	0%	74%	+12%	+5%	+8%	+7%

Strongly Disagree
Disagree
Mixed Feelings
Agree
Strongly Agree
19%
46%
23%
13%
37%
46%
14%
43%
35%
36%
52%
21%
34%
34%
29%
62%
16%
36%
38%

Category results

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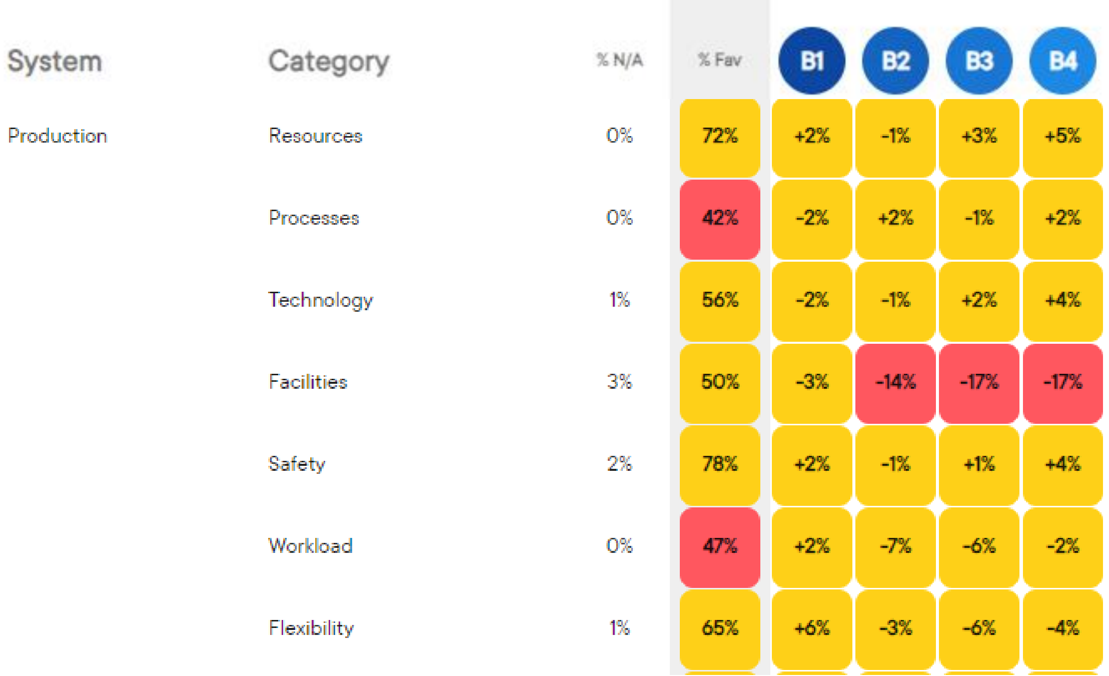
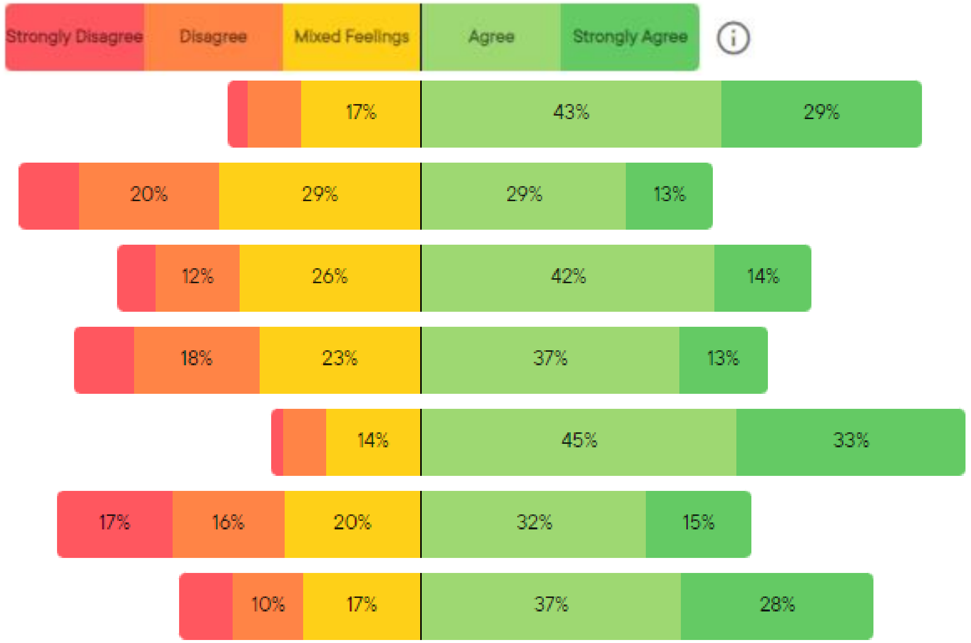
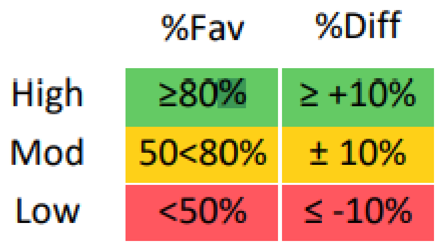


System	Category	% N/A	% Fav	B1	B2	B3	B4
Production	Resources	0%	72%	+2%	-1%	+3%	+5%
	Processes	0%	42%	-2%	+2%	-1%	+2%
	Technology	1%	56%	-2%	-1%	+2%	+4%
	Facilities	3%	50%	-3%	-14%	-17%	-17%
	Safety	2%	78%	+2%	-1%	+1%	+4%
	Workload	0%	47%	+2%	-7%	-6%	-2%
	Flexibility	1%	65%	+6%	-3%	-6%	-4%



Category results



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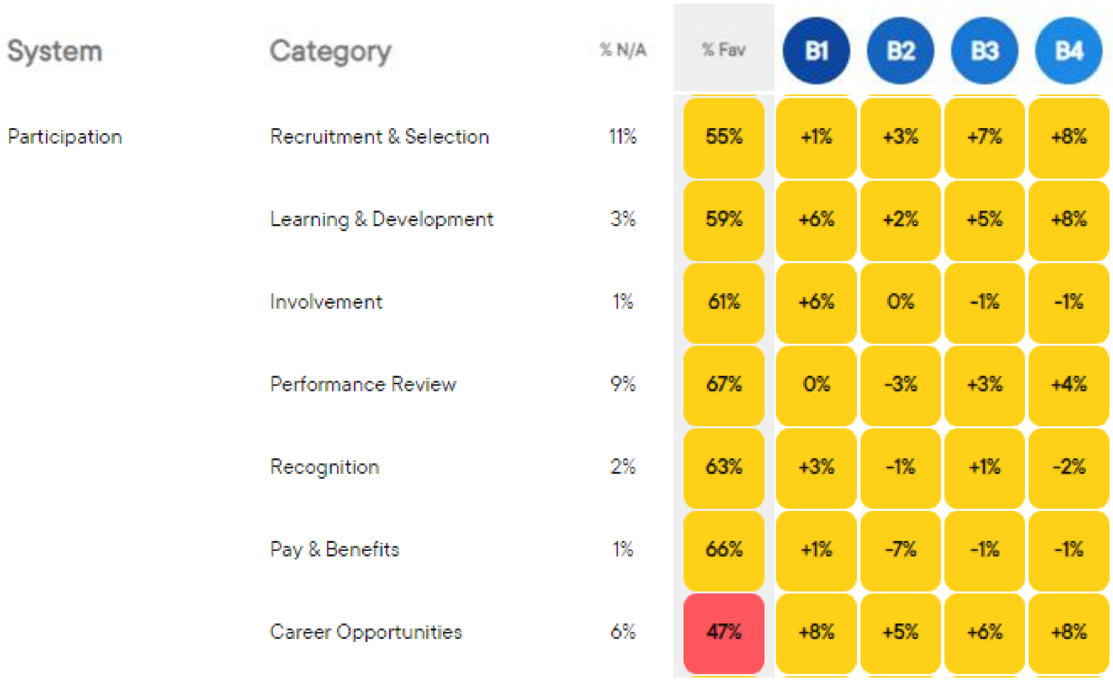
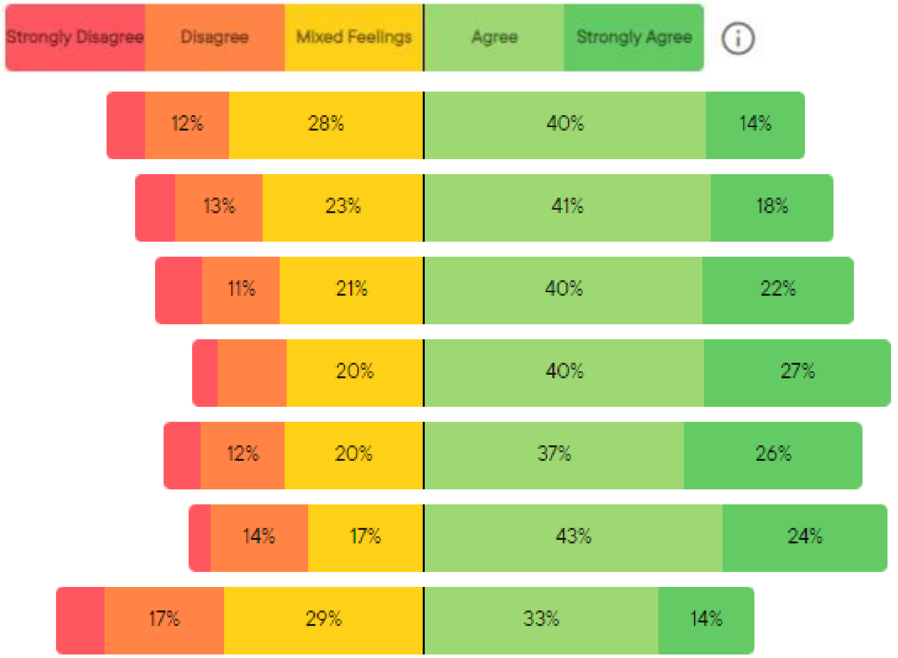


System	Category	% N/A	% Fav	B1	B2	B3	B4
Participation	Recruitment & Selection	11%	55%	+1%	+3%	+7%	+8%
	Learning & Development	3%	59%	+6%	+2%	+5%	+8%
	Involvement	1%	61%	+6%	0%	-1%	-1%
	Performance Review	9%	67%	0%	-3%	+3%	+4%
	Recognition	2%	63%	+3%	-1%	+1%	-2%
	Pay & Benefits	1%	66%	+1%	-7%	-1%	-1%
	Career Opportunities	6%	47%	+8%	+5%	+6%	+8%



Category results

	%Fav	%Diff
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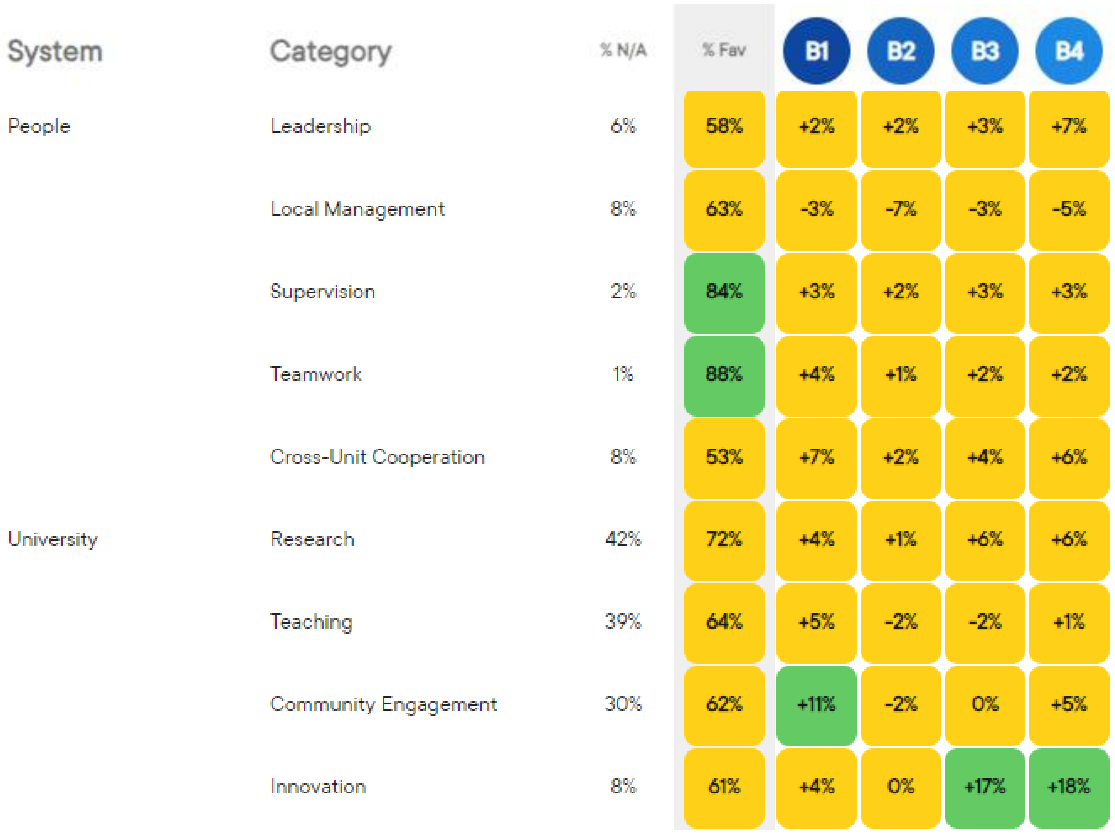
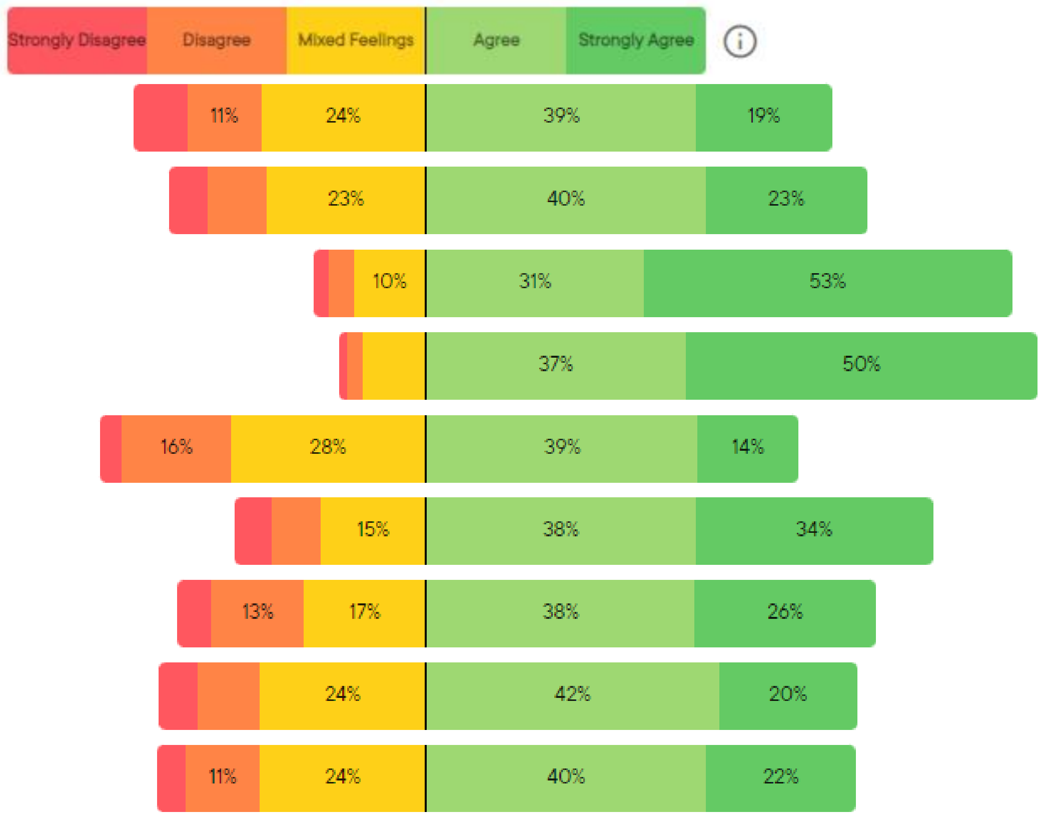
Mod	50<80%	± 10%
Low	<50%	≤ -10%



System	Category	% N/A	% Fav	B1	B2	B3	B4
People	Leadership	6%	58%	+2%	+2%	+3%	+7%
	Local Management	8%	63%	-3%	-7%	-3%	-5%
	Supervision	2%	84%	+3%	+2%	+3%	+3%
	Teamwork	1%	88%	+4%	+1%	+2%	+2%
	Cross-Unit Cooperation	8%	53%	+7%	+2%	+4%	+6%
University	Research	42%	72%	+4%	+1%	+6%	+6%
	Teaching	39%	64%	+5%	-2%	-2%	+1%
	Community Engagement	30%	62%	+11%	-2%	0%	+5%
	Innovation	8%	61%	+4%	0%	+17%	+18%



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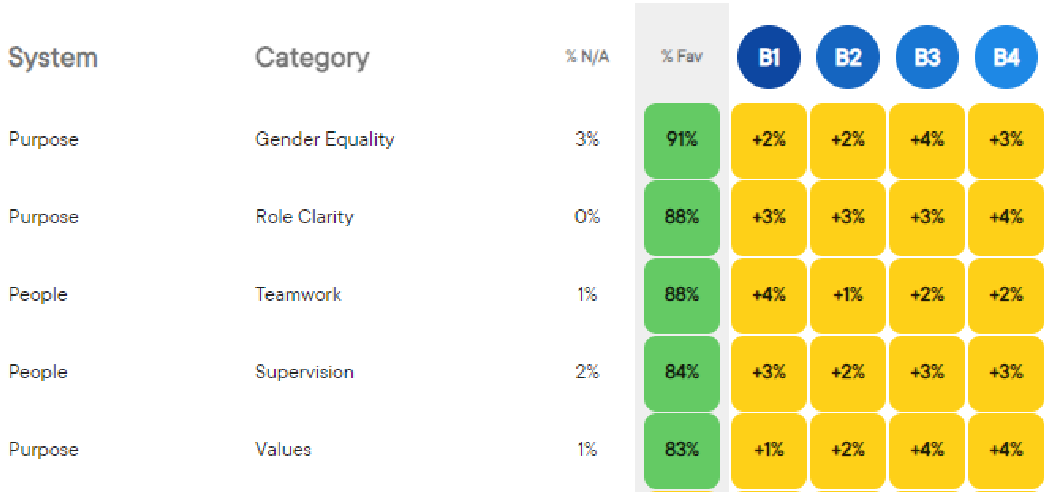
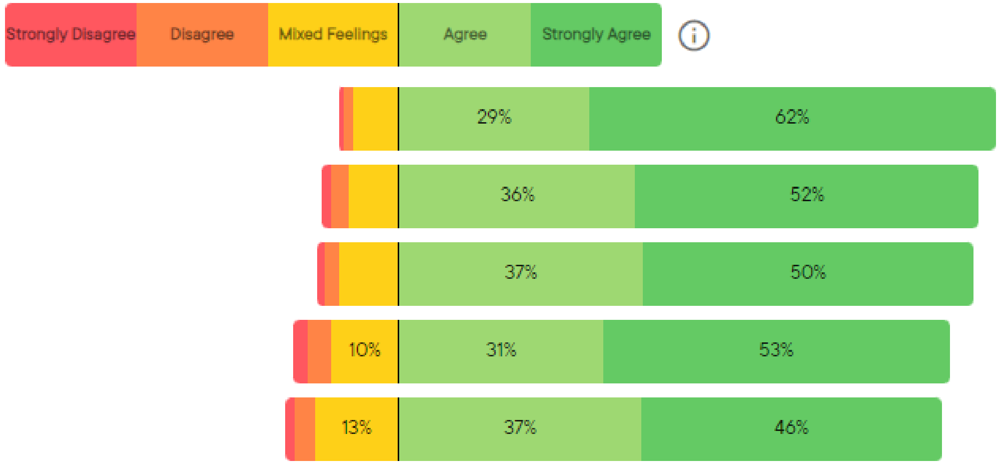
Top 5 categories % favourable

	%Fav	%Diff
High	≥80%	≥ +10%
Mod	50<80%	± 10%
Low	<50%	≤ -10%



System	Category	% N/A	% Fav	B1	B2	B3	B4
Purpose	Gender Equality	3%	91%	+2%	+2%	+4%	+3%
Purpose	Role Clarity	0%	88%	+3%	+3%	+3%	+4%
People	Teamwork	1%	88%	+4%	+1%	+2%	+2%
People	Supervision	2%	84%	+3%	+2%	+3%	+3%
Purpose	Values	1%	83%	+1%	+2%	+4%	+4%



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Bottom 5 categories % favourable

	%Fav	%Diff
High	≥80%	≥ +10%
Mod	50<80%	± 10%
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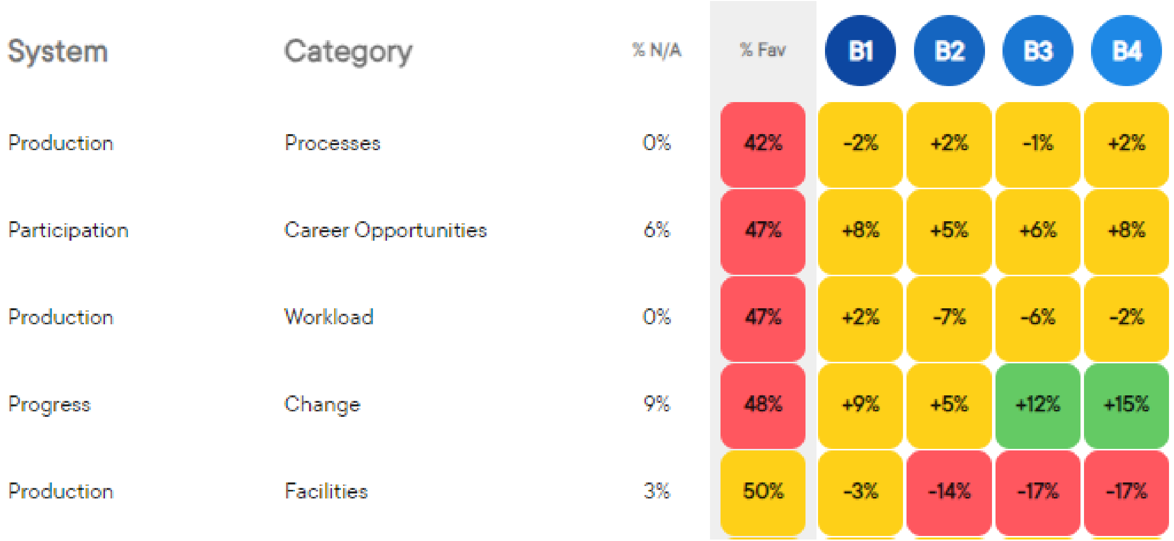
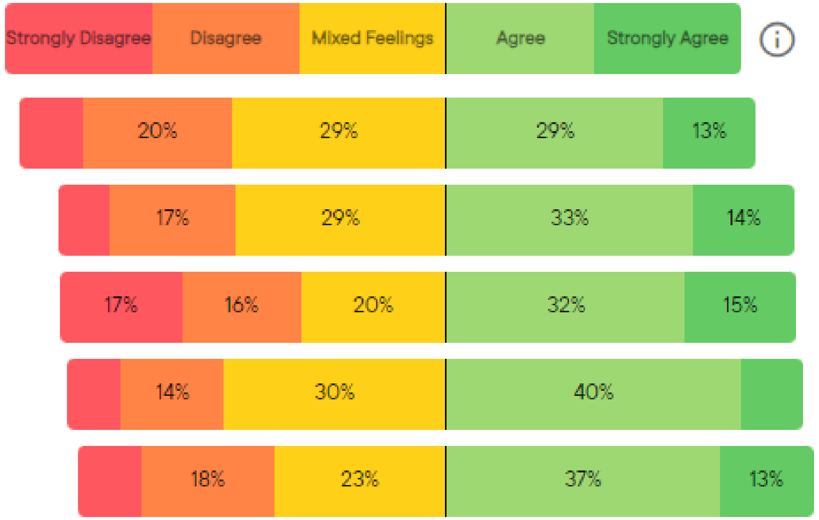
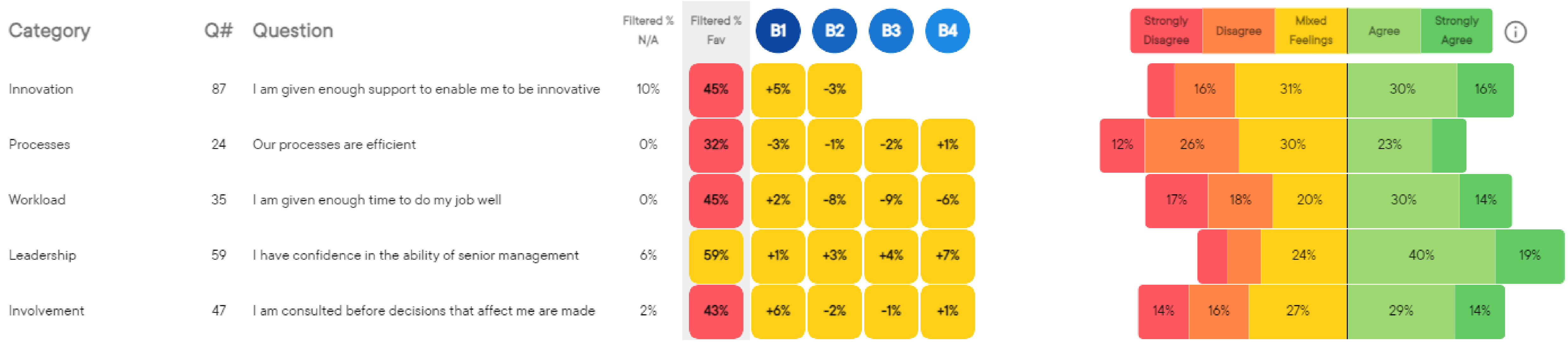


System	Category	% N/A	% Fav	B1	B2	B3	B4
Production	Processes	0%	42%	-2%	+2%	-1%	+2%
Participation	Career Opportunities	6%	47%	+8%	+5%	+6%	+8%
Production	Workload	0%	47%	+2%	-7%	-6%	-2%
Progress	Change	9%	48%	+9%	+5%	+12%	+15%
Production	Facilities	3%	50%	-3%	-14%	-17%	-17%



Top 5 Priority Areas

	%Fav	%Diff
High	≥80%	≥ +10%
Mod	50<80%	± 10%
Low	<50%	≤ -10%



Category	Q#	Question	Filtered % N/A	Filtered % Fav	B1	B2	B3	B4	Strongly Disagree	Disagree	Mixed Feelings	Agree	Strongly Agree
Innovation	87	I am given enough support to enable me to be innovative	10%	45%	+5%	-3%				16%	31%	30%	16%
Processes	24	Our processes are efficient	0%	32%	-3%	-1%	-2%	+1%	12%	26%	30%	23%	
Workload	35	I am given enough time to do my job well	0%	45%	+2%	-8%	-9%	-6%	17%	18%	20%	30%	14%
Leadership	59	I have confidence in the ability of senior management	6%	59%	+1%	+3%	+4%	+7%			24%	40%	19%
Involvement	47	I am consulted before decisions that affect me are made	2%	43%	+6%	-2%	-1%	+1%	14%	16%	27%	29%	14%

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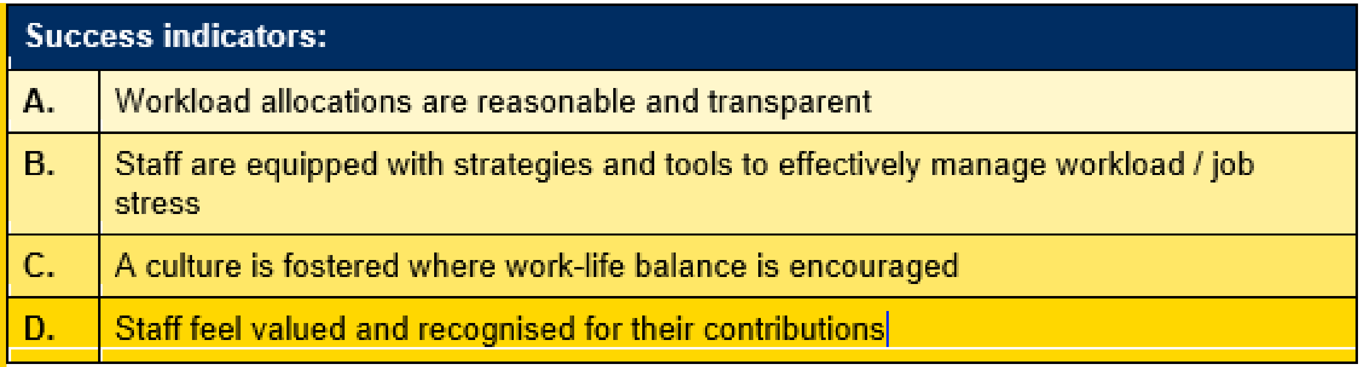
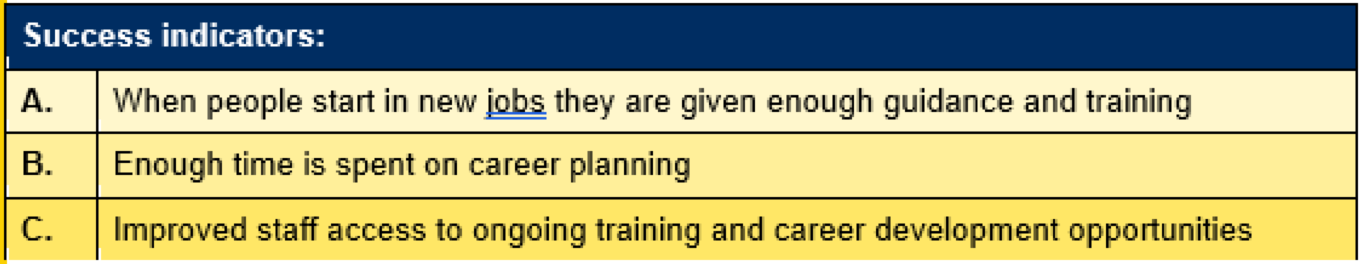
Your Voice Survey Action Plan 2022-2024

1 Managing Workload & Wellbeing



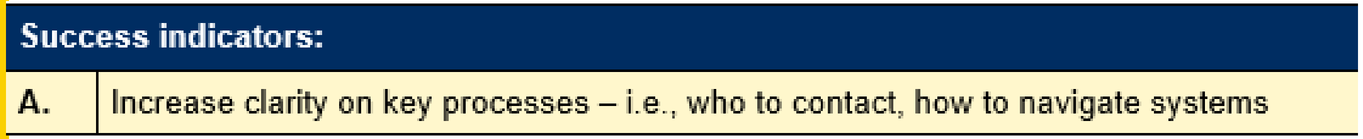
Success indicators:	
A.	Workload allocations are reasonable and transparent
B.	Staff are equipped with strategies and tools to effectively manage workload / job stress
C.	A culture is fostered where work-life balance is encouraged
D.	Staff feel valued and recognised for their contributions

2 Supporting Growth & Development



Success indicators:	
A.	When people start in new jobs they are given enough guidance and training
B.	Enough time is spent on career planning
C.	Improved staff access to ongoing training and career development opportunities

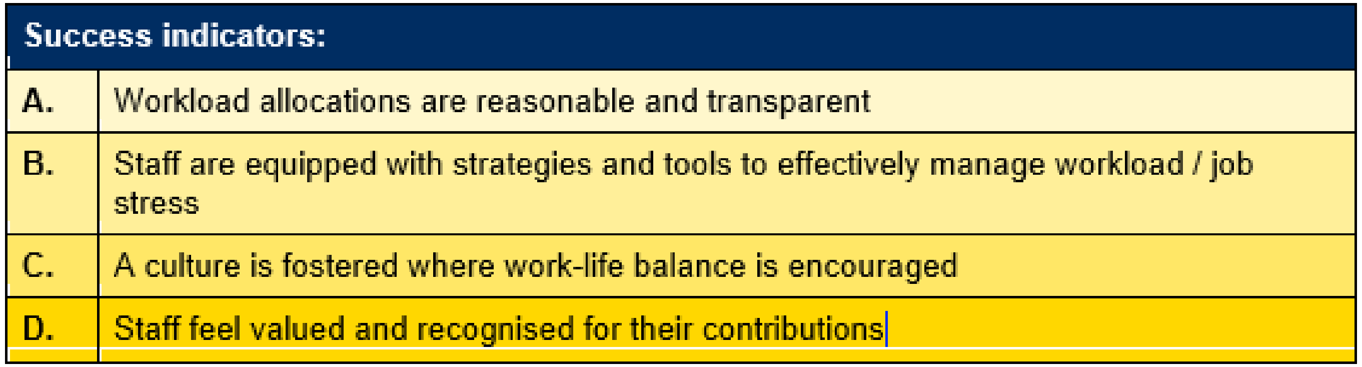
3 Improving Processes & Systems



Success indicators:	
A.	Increase clarity on key processes – i.e., who to contact, how to navigate systems

Your Voice Survey Action Plan 2022-2024

1 Managing Workload & Wellbeing



Success indicators:	
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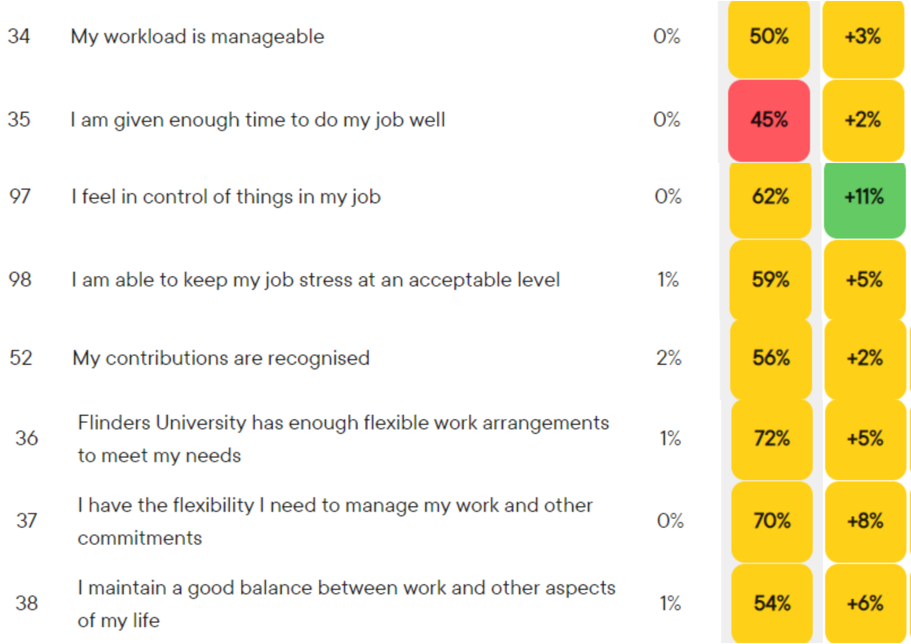
CNHS Results 2024



34	My workload is manageable	0%	50%	+3%
35	I am given enough time to do my job well	0%	45%	+2%
97	I feel in control of things in my job	0%	62%	+11%
98	I am able to keep my job stress at an acceptable level	1%	59%	+5%
52	My contributions are recognised	2%	56%	+2%
36	Flinders University has enough flexible work arrangements to meet my needs	1%	72%	+5%
37	I have the flexibility I need to manage my work and other commitments	0%	70%	+8%
38	I maintain a good balance between work and other aspects of my life	1%	54%	+6%

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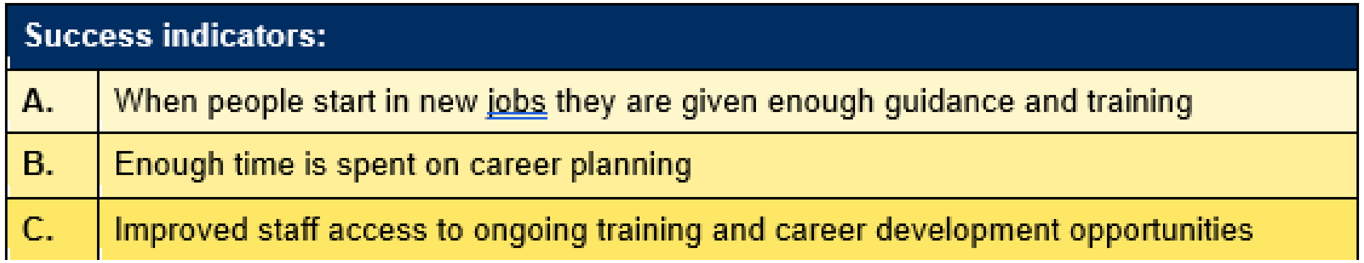
Your Voice Survey Action Plan 2022-2024

2

Supporting Growth & Development



Success indicators:	
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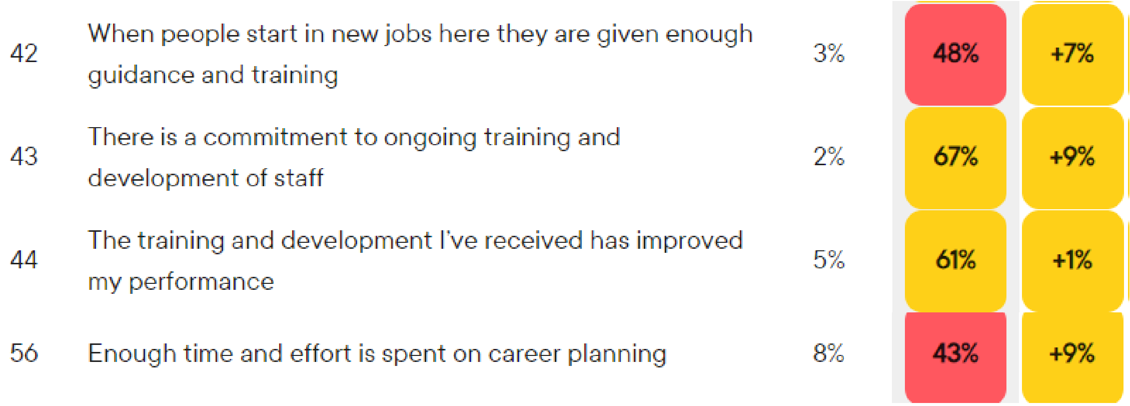
CNHS Results 2024



42	When people start in new jobs here they are given enough guidance and training	3%	48%	+7%
43	There is a commitment to ongoing training and development of staff	2%	67%	+9%
44	The training and development I've received has improved my performance	5%	61%	+1%
56	Enough time and effort is spent on career planning	8%	43%	+9%

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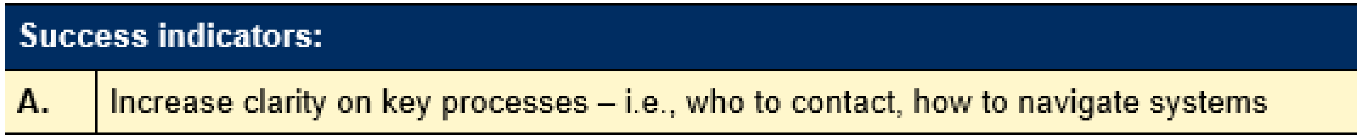
Your Voice Survey Action Plan 2022-2024

3

Improving Processes & Systems



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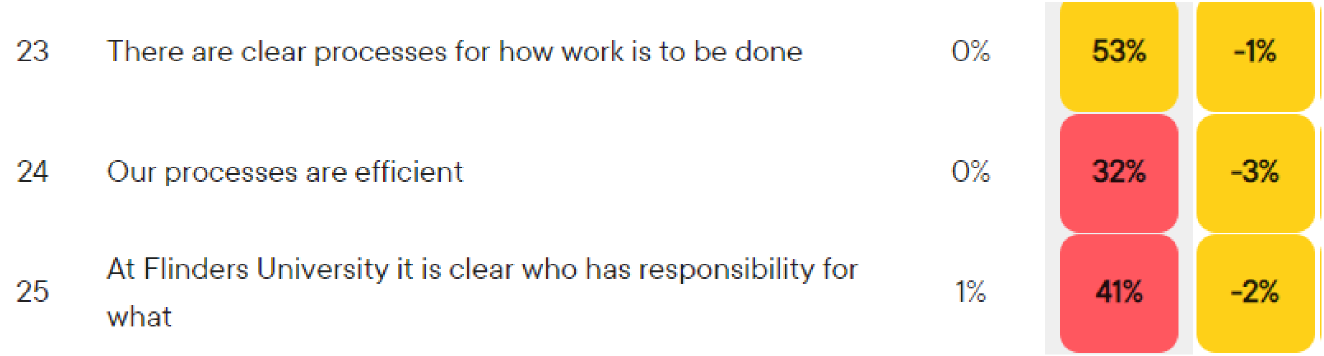
CNHS Results 2024



23	There are clear processes for how work is to be done	0%	53%	-1%
24	Our processes are efficient	0%	32%	-3%
25	At Flinders University it is clear who has responsibility for what	1%	41%	-2%

Continued area of focus in the 2024-2026 YV Action Plan

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Action Plan 2024 - 2026

How to get involved:

- Register your interest in joining the Your Voice Working Group
  - Full Working Group Member
  - Sub Working Group Member
- YV Working Group Members are provided with an opportunity to:
  - Be involved in YV Working Group meetings
  - Contribute to the development of the 2024 – 2026 YV Action plan
  - Lead or contribute to YVWG initiatives
- YV Sub Working Group Members are provided with an opportunity to:
  - Contribute to YVWG initiatives
- Contact Kelly Walewicz, People & Culture Business Partner for more information

CONNECT

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Flinders University acknowledges the Traditional Owners and Custodians of the lands and waters on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South East, First Peoples of the River Murray & Mallee region, Jawoyn, Kaurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders past, present and emerging.

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