

Medical Officer - Detailed results of the Canberra Health Services October 2024 Pulse

(inclusive of JMO, VMO and SMO cohort)

Survey

327 respondents self-identified themselves as medical officers, however not all respondents answered all survey questions.

Staff Engagement

Staff engagement is derived from the 11 Engagement questions in the survey instrument and known as Type of Culture.

Medical Officers overall engagement score remained steady in a **Culture of Striving** (previously known as Reaction).

December 2022 Pulse Survey Result	November 2023 Workplace Culture Survey Result	October 2024 Pulse Survey Result
37% 'Reaction'	39% 'Reaction'	39% 'Striving'

Table 1: Breakdown of engagement score for each sub-group

Sub-group	November 2023	Pulse Survey October 2024	Number of respondents
Junior Medical Officers	41% 'Consolidation'	46% 'Strengthening'	93
Senior Medical Officers	40% 'Consolidation'	38% 'Striving'	193
Visiting Medical Officers	26% 'Blame'	25% 'Struggling'	41

Table 2: Breakdown of 11 Engagement Questions results

Question	November 2023	Pulse Survey October 2024	Number of respondents
There is a high trust in the Executive Management Team of Canberra Health Services	21%	**22%	325
There is high trust in Managers throughout CHS	30%	**27%	325
There is high trust in the Frontline Supervisors/Team Leaders	64%	**63%	324
There is a climate of 'Trust and Respect' throughout the organisation	36%	**37%	326

People are very optimistic about the organisation's future	31%	**36%	326
There is a strong sense of success and achievement – 'Things are getting better all the time'	28%	**30%	327
People are very positive about tackling problems. There is a 'Can do' mentality	33%	**31%	325
Change in CHS = Better things to come for me	46%	**42%	326
There is a strong sense of purpose and direction	32%	**34%	326
People want to improve the way things work in CHS	61%	**58%	327
People are proud of the successes and achievements of the organisation	44%	**46%	326

Identity and Direction

The 'Identify and Direction' question – A Truly Great Place – identifies the set of attributes that make an organisation a truly great place to work.

Table 3: Truly Great Place to Work – **327 respondents**

Question	November 2023 Workplace Culture Survey Result		October 2024 Pulse Survey Result	
	YES	NO	YES	NO
On balance, is your organisation a truly great place to work	42%	58%	50%	50%

96 medical officers provided the following reasons as to why they believe CHS is a 'truly great place to work' as themed by BPA Analytics:

- My colleagues and friends – 20%
- Support – 20%
- The positivity – 20%
- Teamwork – 14%
- Patients/Clients – 14%
- Improvements – 13%
- Enjoyment – 10%
- The culture – 10%
- Staffing levels – 9%

- Striving to change – 9%

129 medical officers provided the following reasons as to the barriers stopping CHS from becoming a ‘truly great place to work’ as themed by BPA Analytics:

- Executive Management – 22%
- The culture – 19%
- Concerns re patients/clients – 16%
- Staffing levels – 14%
- Problem handling – 13%
- Dealing with obstacles – 12%
- Management in general – 12%
- Medical staff – 12%
- Workload – 12%

Demographic – Diversity Dimensions

Due to the low number of respondents to the Diversity Dimensions categories no data was provided by BPA Analytics.