

The Corporation of the City of Kawartha Lakes
Victoria Manor Committee of Management
Report VMC2022-04

Meeting Date: July 25, 2022

Meeting Time: 2:00 p.m.

Meeting Place: Electronic Video Meeting

Subject: 2022 Victoria Manor Employee Engagement Report

Author Name and Title: Pam Kulas, Executive Director

Recommendation(s):

Resolved That Report VMC2022-04, "2022 Victoria Manor Employee Engagement Report", be received.

Background:

McLean & Company, the third party firm was chosen to administer the 2022 Victoria Manor Employee Engagement Survey. Staff was asked to complete an online survey. 64 front line staff/managers completed the survey from March 29, 2022 to April 16, 2022; a participation rate of 35%. The survey focuses on how the staff perceive their own job satisfaction. Surveying employees for their perception of the workplace is one important means of assessing an organization's performance.

The analysis focused on three areas of work with subcategories in each area of focus:

1. Culture
2. Company Potential
3. Department Collaboration
4. Department Leadership
5. Executive Leadership
6. Inclusion
7. Career Advancement & Development
8. Co-worker Relationships
9. Employee Empowerment
10. Manager Relationships
11. Recognition
12. Total Compensation
13. Working Environment
14. Work Life Balance

A detailed review of the results will allow the home's leadership team and well established Quality of Worklife committee to focus on areas of strength and opportunities for improvement with an overall goal to improve the employee work experience.

Responses indicate a high performing level of satisfaction in the following areas:

1. Inclusion
2. Co-worker Relationships
3. Culture

Responses indicate a low performing level of satisfaction in the following areas:

1. Department Collaboration
2. Executive Leadership
3. Recognition

4. Work Life Balance
5. Department Leadership

Results:

Results of the survey were compared to other health care organizations.

Consultations:

Strategy and Innovation Specialist, City of Kawartha Lakes

Attachments A:

2022 Victoria Manor Employee Engagement Report

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