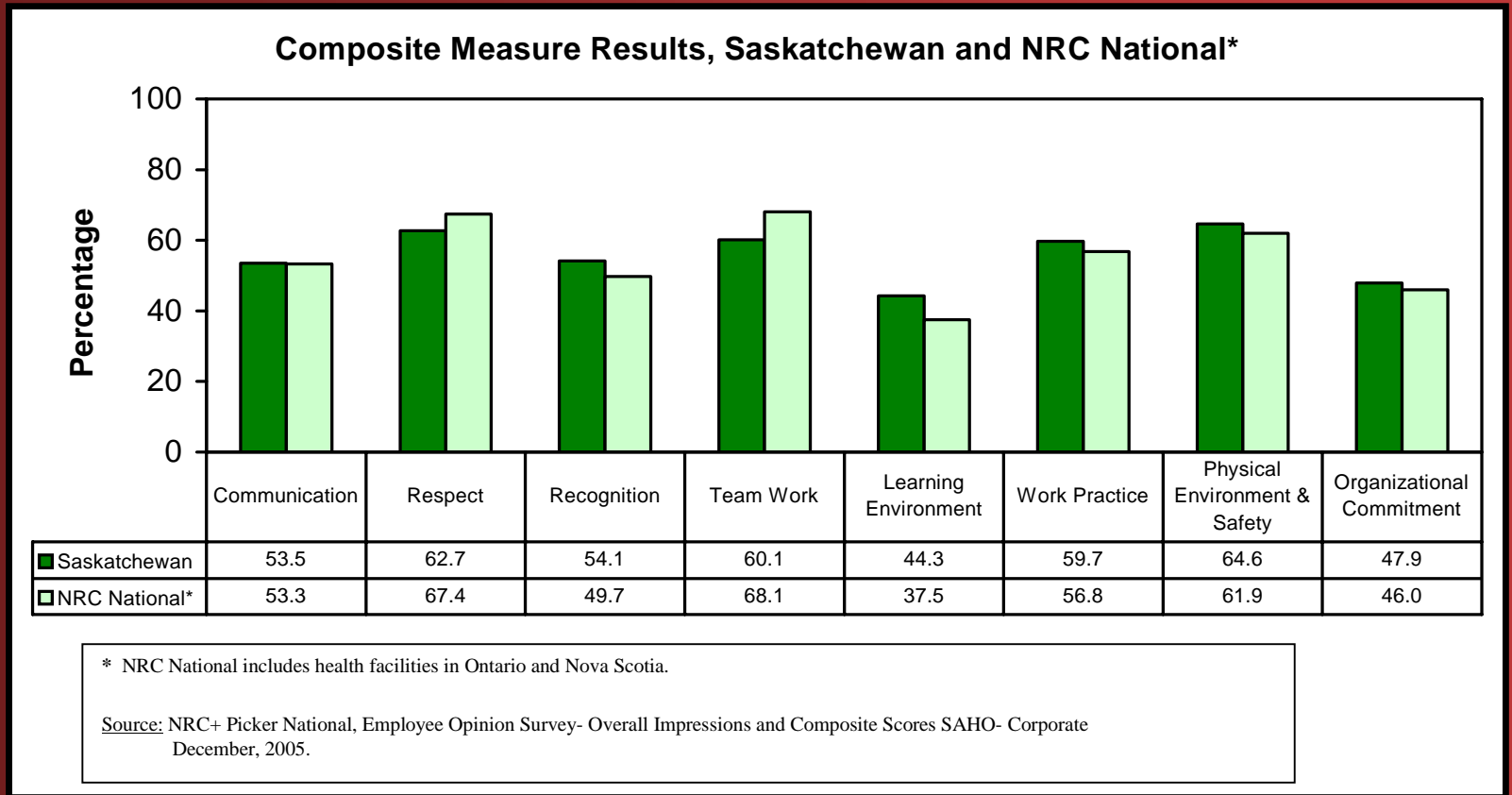


What were the key outcomes for each of your main project objectives?

- **Build a province-wide employee survey tool system**
 - Several stakeholders within Saskatchewan came together to create an electronic survey tool (EST) vis-à-vis a multidisciplinary EST steering committee.
 - Surveys developed within the electronic tool include Employee Opinion (Satisfaction), Exit, Entry (New Hire) and Transfer surveys to assess general staff satisfaction.
 - Employee Opinion Survey contracted to National Research Corporation (NRC)+ Picker Canada.
 - Employee Opinion Survey launched in May 2005 with results released in December 2005. Entry (New Hire), Exit and Transfer Surveys launched in March 2007 and are operational.
- **Develop survey content around job satisfaction and quality workplace outcomes**
 - Address 'problem areas' to improve quality of care and healthy workplace.
 - The survey content was grouped into 8 composite measures:

Communication	Learning Environment
Respect	Work Practice
Recognition	Physical Environment and Safety
Team Work	Organizational Commitment

What were the key outcomes for each of your main project objectives?



What were the key outcomes for each of your main project objectives?

- **Provide timely results to stakeholders using web portal**
 - **Survey results were shared provincially with all stakeholders having access to results.**
 - **Results posted online on SAHO website.**
- **Provide the opportunity for healthcare workers to share information around their experiences in the workplace**
 - **Employees freely shared their thoughts on their work life to impact upon health human resource policy**
 - **Inclusion of employee information in human resource action plan and policy**
 - **Impact and improve upon job satisfaction, morale, culture, absenteeism, turnover and ultimately patient care**
 - **Effective communication regarding HHR “job satisfaction” best practices to health sector stakeholders.**
 - **Results used for tangible workplace solutions for:**
 - **Quality healthy workplaces**
 - **Improvement in the recruitment and retention of health care employees**
 - **Retention and engagement – impact quality of work life of employees**
 - **Provision of quality care.**
- **Project is exportable and information is available to share. For further information and details about this project, please contact Workforce Planning Branch, Saskatchewan Ministry of Health.**
- **Sustainability- the three surveys (Entry or New Hire, Transfer and Exit survey) have been incorporated in the payroll system.**