Overview

Western Sydney University had its first MyVoice Staff Engagement Survey in 2012.

A total of 83% of staff completed the survey.

Commitment to the mission and values of the University emerged as a strong theme with 88% of staff saying they believe in the purpose of Western Sydney University.

In 2013, eight MyVoice working groups were established to address areas for improvement:

- Senior management communication
- Inclusive decision making
- Cross unit collaboration
- Recruitment and selection
- Support for new staff
- Career development for academic staff
- Career development for professional staff
- Response to workplace bullying

How Western Sydney University addressed staff feedback

Better two-way communication with senior managers

- Ask the VC Yammer chats
- Regular email updates
- Coffee Catch-ups with the VC
- Office visits

More inclusive decision making

A framework for how to think about key decisions and when to involve more staff in the process.

Improved cross-unit communication & collaboration

- 10 tips for improving email communication
- Currently working on campus forums and bridging the gap between Schools and Institutes

A clearer and more streamlined recruitment process

- An interactive recruitment process map
- An online Position Description ‘Builder’ is being developed
Additional guidance and training for new starters

- A redesigned Welcome Pack
- Guidelines for a Peer Buddy Program to welcome new staff

More academic career development opportunities

- Speed mentoring
- Promotions mentors
- An academic portfolio
- An online career development tool

More professional staff career development opportunities

- An increase in the education allowance to $3,000 per year
- An online career development tool
- A job shadowing program and mentoring pilot are coming soon

Action to prevent and discourage workplace bullying

- A Stop Bullying Toolkit and postcards
- Completion of the Bullying Prevention Action Plan
- Face-to-face information sessions

What next?

86% of staff took the opportunity to respond to the second MyVoice Staff Engagement Survey in April 2015. At the organisational level, all survey items showed an increase in satisfaction since 2012. The consultants, Voice Project identified a number of recommendations and demographic differences. Further analysis of the demographic differences will be conducted and discussions held with Deans, Directors and staff in the Schools and Divisional areas to identify areas for development at the local level.

Staff feedback

Staff are invited to submit their comments and ideas on how to make improvements at www.westernsydney.edu.au/myvoice_comments_and_ideas

More information

More details are available at www.westernsydney.edu.au/myvoice

To request a presentation from one of the MyVoice Project Team members for your School or unit, please contact:

Kelly Lanfranca  
Project Officer, Organisational Development  
02 9678 7403 or x7403  
Email: k.lanfranca@westernsydney.edu.au