

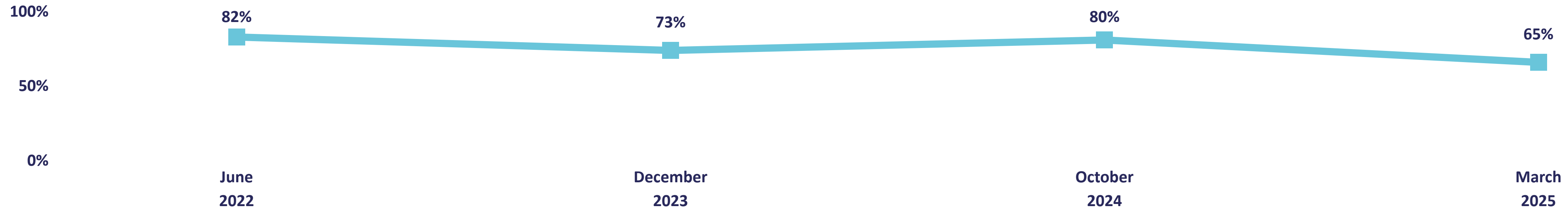
Quarterly Trend Report

Updated: April 2025

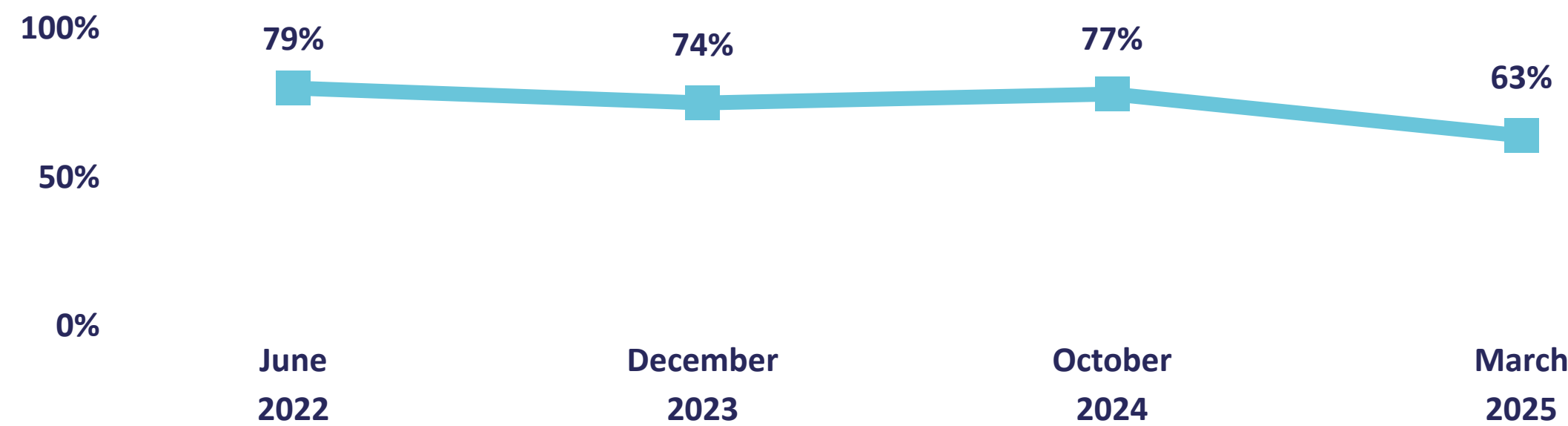


Employee Engagement

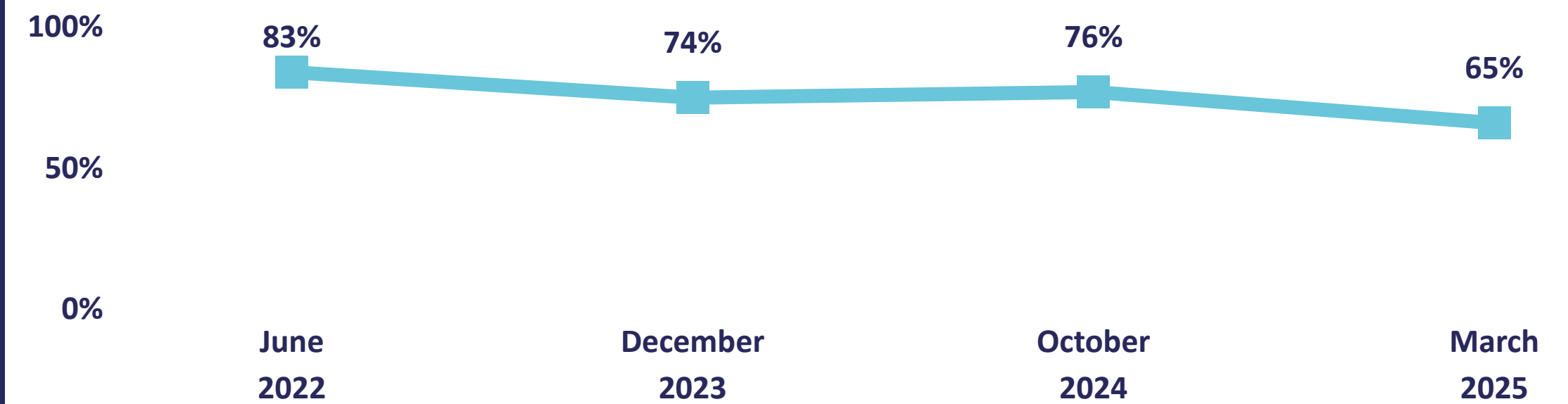
% of staff who feel morale is positive most of the time



% of staff who feel a sense of belonging at HHS



% of staff who feel adequately supported to manage work stress



What does this tell us?

We saw a decline in staff morale, sense of belonging, and perceived support for managing work stress since October 2024. Possible reasons for this change:

- **Survey Methodology:** The March survey isolated these questions, which may have influenced how people responded. We also did not ask for years or service or for people to identify which unit they worked in, which may have led to greater honesty on this question.
- **Higher Response Rate:** We had a 96% response rate for the March Survey, which is higher than we have traditionally seen on our annual employee engagement surveys.
- **Actual Change in Employee Engagement:** We can't rule out that we have an actual decline in these measures. Supervisors will be reviewing this data and discussing what could potentially be leading to a decline.