

WORKFORCE SURVEY

What It Measures

This indicator reflects the percentage of Shoreham employees who express positive sentiments about their work and the organization overall. It is based on favorable responses to key dimensions of the employee experience survey, capturing satisfaction, engagement, and organizational pride.

Why We Monitor This

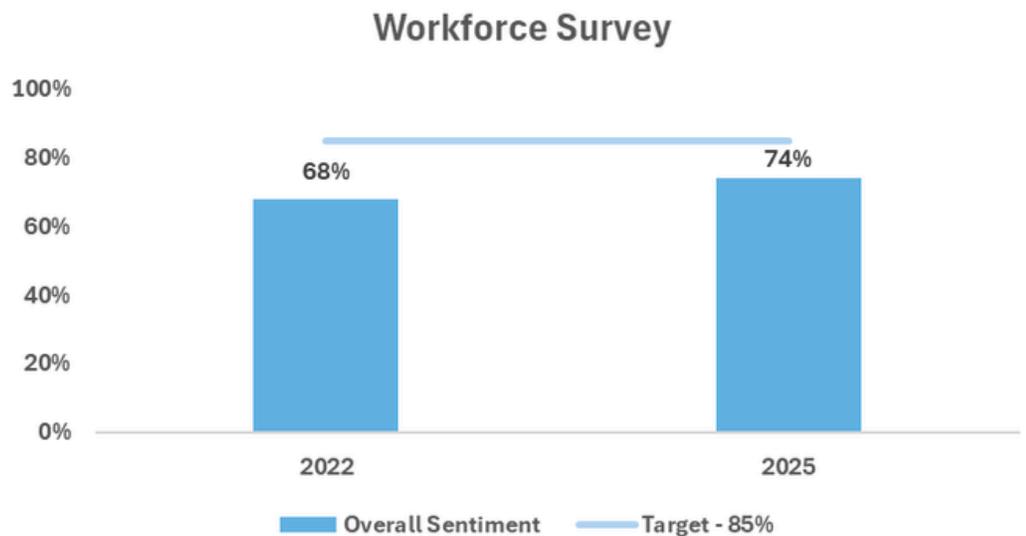
This process helps Shoreham assess employee morale, engagement, and satisfaction to ensure the organization meets workforce needs. It identifies areas for improvement in the work environment, supports employee well-being, and evaluates the effectiveness of current policies. Insights from the data guide efforts to enhance communication, trust, and retention, while attracting new talent.

Our Goal

Shoreham aims to meet or exceed an 85% satisfaction sentiment rate.

In May 2025, Shoreham conducted its Workforce Survey, inviting 134 staff and receiving 71 responses (53% response rate).

Overall sentiment was 74% positive, up 6% from 2022 but 11% below the target.



How We're Improving

Several areas showed improvements such as job characteristics, supervisor support, leadership, well-being and engagement, person-centred care, and resident safety. Moving forward, Shoreham will act on these insights by enhancing professional development, expanding wellness supports, strengthening leadership and communication, and implementing targeted retention strategies. All aimed at fostering a safer, more supportive, and engaging workplace culture.