

Employee Engagement at Lung Foundation Australia



For outstanding performance in work practices and employee engagement.

Third time achieved

Lung Foundation Australia conducts regular Employee Engagement surveys using the Voice Project to measure levels of employee engagement. The latest survey was conducted in March 2023 and the key findings are presented below.

89% of staff reported high levels of engagement which includes overall job satisfaction of staff and their commitment to the organisation. **This is 8% higher** than the Health - Health Promotion and Health Advocacy Services benchmark.

81% of staff reported high levels of wellbeing including emotional wellness and sense of safety. **This is 8% higher** than the Health - Health Promotion and Health Advocacy Services benchmark.

92% of staff felt that Lung Foundation Australia has processes in place to ensure the organisation can continue to perform well in the future. **This is 17% higher** than the Health - Health Promotion and Health Advocacy Services benchmark.

Top areas Lung Foundation Australia performed in



Values: 100% of staff believe in the overall purpose of Lung Foundation Australia. **This is 4% higher than industry benchmark.**



Progress: 100% of staff would recommend Lung Foundation Australia's services. **This is 9% higher than industry benchmark.**



Supervision: 100% of staff have confidence in the ability of their manager. **This is 14% higher than industry benchmark.**



Supervision: 100% believe their manager behaves in a way that is consistent with the values of Lung Foundation Australia. **This is 10% higher than industry benchmark.**



Engagement: 100% of staff are proud to tell people they work for Lung Foundation Australia. **This is 9% higher than industry benchmark.**

Improvements for the future

We believe there is always room for improvement so the areas of the survey that were rated the lowest by staff are shown below and these will be prioritised by the organisation moving forward.



Career opportunities: 47% of staff felt that there are enough opportunities for their career to progress in Lung Foundation Australia. **This is 8% higher than industry benchmark.**



Processes: 62% of staff felt that in Lung Foundation Australia it is clear who has responsibility for what. **This is 4% higher than industry benchmark.**



Pay & benefits: 51% of staff are satisfied with the income they receive. **This is 9% lower than industry benchmark.**



Career opportunities: 63% of staff felt that enough time and effort is spent on career planning. **This is 20% higher than industry benchmark.**



Involvement: 56% of staff felt they were consulted before decisions that affect them are made. **This is 3% lower than industry benchmark.**