

2016 DHS EMPLOYEE ENGAGEMENT SURVEY
“Help Build a Healthy Workplace”
Frequently Asked Questions (FAQs)

What is the DHS Employee Engagement Survey?

This is our first system-wide survey to measure employee engagement and how invested employees feel in their DHS work and teams. The survey will give all employees the opportunity to identify our strengths and weaknesses and help build a healthy workplace in DHS facilities.

Who is sponsoring the Employee Engagement Survey?

This survey is a joint effort of DHS and labor representatives from SEIU Local 721, the Union of American Physicians and Dentists (UAPD), the Committee of Interns and Residents (CIR) and AFSCME Local 2712.

Together, we are committed to this survey and view it as a unique opportunity in the ongoing transformation of DHS as a healthcare provider of choice for the patients we serve by building a better workplace.

When will the survey begin?

The survey will “go live” on Tuesday, January 19, 2016, and will remain open until Monday, February 29, 2016.

How will the survey be conducted?

The survey will be conducted electronically and can be accessed at this link:

<https://www.surveymonkey.com/r/2016DHSEmployeeSurvey>.

The survey is accessible at work, at home, and on your “smart phone” 24/7. Facilities will be setting up computers on wheels and survey locations for employees who do not have desktop computer access at work.

Will my responses be anonymous?

The survey is set up to protect individual participant confidentiality and anonymity. The survey responses will not be tied to employee name, number or work computer. Participants will be asked to share some basic information such as work location, job series and whether they are a County employee or contract workforce member for the aggregate survey report.

Are you offering any incentives for taking the survey?

DHS will be designating Leap Day as a jeans day, so all employees who take the survey may wear jeans on February 29, 2016. In addition, DHS’ labor partners are sponsoring an opportunity to win weekly gift card prizes for those who complete the survey electronically and a drawing for a Grand Prize at the conclusion of the survey. To have an opportunity to

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participate in the drawing, participants will be asked to provide their contact information but be assured that this information will not be linked back to individual survey responses.

How long will it take me to complete the survey?

We recommend 10 minutes and setting aside a time when you can concentrate on the questions and your responses.

Can I complete the survey on County time?

Yes, completing the survey is important and all workforce members will be able to complete the survey on County time.

Why should I participate?

Our goal is 100% participation. Labor and Management believe that input from all staff is needed to help effect real change within DHS so we can work together to improve our own work lives and DHS overall.

Is the survey voluntary?

Yes, participation in this survey is voluntary.

Who is eligible to take the survey?

All DHS workforce members are encouraged to participate in this survey, including employees, contractors, and Interns and Residents.

Who do I call if I have questions about the survey?

Each DHS facility will have a designated contact to answer any questions you may have. [Please click here.](#) Union representatives will also be available to answer questions for their members.

Will I find out the results of the survey?

Yes. Once the results of the survey have been compiled, a 2016 Survey Report will be shared with all DHS workforce members and labor partners.

Using the results of the survey as a benchmark, there will then be an opportunity for DHS employees, labor and management to develop plans for positive change and work on putting these plans into action.