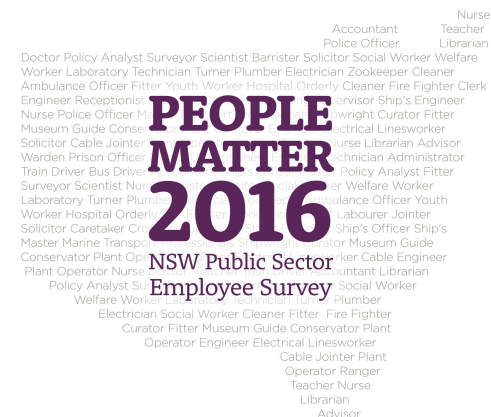


PEOPLE MATTER 2016

NSW Public Sector Employee Survey



Education

Public Schools NSW

Public Schools NSW – Teachers

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RESPONSE RATE

10,699 RESPONSES

ENGAGEMENT INDEX

67%

PMES 2016
SECTOR SCORE **65%**

PMES 2014
SECTOR SCORE **65%**

PMES 2016 CLUSTER
SCORE **69%**



ENGAGEMENT

Engaged employees have a sense of personal attachment to their work and organisation; they are motivated and able to give their best to help the organisation succeed.

The complete list of questions which are used to calculate the Engagement Index are listed in the All Questions pages.

RESPONSE RATE

Due to the size of the NSW public sector, even comparatively low levels of response to People Matter can be statistically representative and an accurate reflection of perceptions. Any parts of the sector where the response rate is too low for data to be fully reliable have been flagged in reports.

Some entities exceeded 100% where responses were greater than the employee headcount.

QUESTION HEADLINES

+ HIGHEST AGREEMENT SCORING QUESTIONS

2016
AGREEMENT
%

1h.	I look for ways to perform my job more effectively	98%
1a.	I understand what is expected of me to do well in my role	93%
8i.	Diversity and inclusion in the workplace can contribute to better business outcomes	88%
1d.	I feel I make a contribution to achieving the organisation's objectives	88%
3a.	I have a current performance plan that sets out my individual objectives	87%
7c.	My organisation strives to earn and sustain a high level of public trust	86%
2a.	My workgroup strives to achieve customer/client satisfaction	86%
2i.	People in my workgroup treat customers/clients with respect	86%
7d.	My organisation focuses on improving the work we do	85%
7b.	My organisation strives to match services to customer/client needs	84%

- LOWEST AGREEMENT SCORING QUESTIONS

2016
AGREEMENT
%

15.	I believe action will be taken on the results from this survey by my organisation	22%
3k.	I would like to work in another agency within the NSW Public Sector during my career	29%
7l.	My organisation's processes for recruiting employees are efficient	35%
1l.	My workload is acceptable	39%
7m.	Recruitment and promotion decisions in this organisation are generally fair	39%
8j.	How satisfied are you with your ability to access and use flexible working arrangements?	41%
7k.	My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance	43%
5n.	My manager appropriately deals with employees who perform poorly	43%
1k.	I am able to keep my work stress at an acceptable level	46%
4a.	I am paid fairly for the work I do	46%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

These are your highest and lowest scoring questions from the survey, based on respondents who have selected 'Strongly Agree' and 'Agree'.



EXPLORE THE FULL SURVEY RESULTS

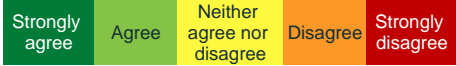
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Graphs show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) or those with a neutral response.

Some key comparisons are provided.

ENGAGEMENT	67% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q7o. I would recommend my organisation as a great place to work	19 39 23 11 7	58%	64%	60%
Q7p. I am proud to tell others I work for my organisation	29 42 18	71%	75%	68%
Q7q. I feel a strong personal attachment to my organisation	31 40 18	70%	74%	64%
Q7r. My organisation motivates me to help it achieve its objectives	20 37 25 12	57%	61%	55%
Q7s. My organisation inspires me to do the best in my job	21 35 26 12	57%	61%	55%

KEY





EXPLORE THE FULL SURVEY RESULTS

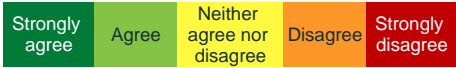
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Some key comparisons are provided.

ENGAGEMENT WITH WORK 81% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR	
Q1g. My job gives me a feeling of personal accomplishment		83%	85%	76%
Q1h. I look for ways to perform my job more effectively		98%	98%	95%
Q1i. I feel motivated to contribute more than what is normally required at work		81%	84%	76%
Q1j. I am satisfied with my job at the present time		63%	68%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

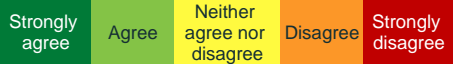
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Some key comparisons are provided.

SENIOR MANAGERS	55% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q6a. I believe senior managers provide clear direction for the future of the organisation	18 38 22 13 8	56%	58%	47%
Q6b. I feel that senior leaders effectively lead and manage change	17 35 23 15 11	51%	54%	43%
Q6c. I feel that senior managers model the values of my organisation	19 36 23 12 10	55%	58%	48%
Q6d. Senior managers encourage innovation by employees	18 42 23 11	60%	62%	49%
Q6e. Senior managers promote collaboration between my organisation and others we work with	18 43 23 10	62%	63%	52%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	20 45 23 7	65%	65%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	14 37 23 16 10	51%	52%	44%
Q6h. I feel that senior managers listen to employees	14 33 24 16 13	47%	49%	39%
Q7f. I feel that change is handled well in my organisation	15 34 24 18 8	50%	52%	41%

KEY





EXPLORE THE FULL SURVEY RESULTS

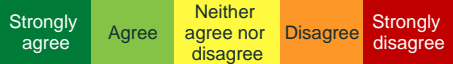
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Some key comparisons are provided.

COMMUNICATION	62% RESPONSE SCALE					AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q5e. My manager communicates effectively with me	30	40	14	9	7	70%	72%	69%
Q5f. My manager encourages and values employee input	31	40	14	8	7	70%	72%	69%
Q5g. My manager involves my workgroup in decisions about our work	27	41	16	9		68%	68%	64%
Q6g. I feel that senior managers keep employees informed about what's going on	14	37	23	16	10	51%	52%	44%
Q6h. I feel that senior managers listen to employees	14	33	24	16	13	47%	49%	39%
Q8h. I am able to speak up and share a different view to my colleagues and manager	20	43	16	12	9	63%	67%	69%

KEY





EXPLORE THE FULL SURVEY RESULTS

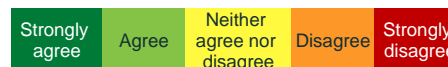
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Some key comparisons are provided.

	HIGH PERFORMANCE				72% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q1a. I understand what is expected of me to do well in my role	48	45				93%	93%	90%
Q1b. I have the tools I need to do my job effectively	19	49	14	15		67%	72%	70%
Q1c. I get the information I need to do my job well	19	52	16	11		71%	72%	67%
Q1d. I feel I make a contribution to achieving the organisation's objectives	37	51	7			88%	90%	86%
Q1e. I feel I am able to suggest ideas to improve our way of doing things	24	44	14	12		68%	72%	69%
Q2b. People in my workgroup use time and resources efficiently	23	49	15	10		72%	74%	70%
Q2c. My team works collaboratively to achieve its objectives	30	46	13	8		76%	77%	75%
Q2d. People in my workgroup have the appropriate skills to do the job well	28	50	12			79%	79%	76%
Q3h. I have received appropriate training and development to do my job well	22	46	18	10		69%	68%	63%

KEY





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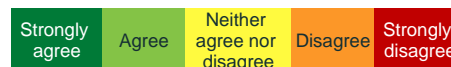
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Some key comparisons are provided.

HIGH PERFORMANCE	72% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q5a. My manager encourages people in my workgroup to improve the quality of what they do		79%	78%	72%
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims		77%	74%	64%
Q5c. My manager assigns work to people in my workgroup based on their skills and expertise		66%	67%	65%
Q5j. I have confidence in the decisions my line manager makes		66%	69%	67%
Q6d. Senior managers encourage innovation by employees		60%	62%	49%
Q6e. Senior managers promote collaboration between my organisation and others we work with		62%	63%	52%
Q7d. My organisation focuses on improving the work we do		85%	85%	76%
Q7e. My organisation is making the necessary improvements to meet our future challenges		70%	72%	62%
Q7g. There is good co-operation between teams across our organisation		55%	56%	48%

KEY





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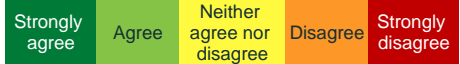
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Some key comparisons are provided.

	HIGH PERFORMANCE					72% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q7n. My organisation generally selects capable people to do the job	10	43	25	14	8	53%	55%	51%	
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	23	49	18	7		71%	73%	67%	
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	41	47	10			88%	89%	85%	

KEY





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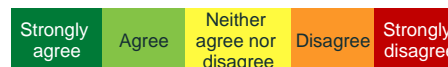
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	70% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q2a. My workgroup strives to achieve customer/client satisfaction		86%	88%	85%
Q2b. People in my workgroup use time and resources efficiently		72%	74%	70%
Q2g. People in my workgroup are honest, open and transparent in their dealings		64%	66%	67%
Q2h. People in my workgroup treat each other with respect		72%	73%	72%
Q2i. People in my workgroup treat customers/clients with respect		86%	86%	86%
Q5a. My manager encourages people in my workgroup to improve the quality of what they do		79%	78%	72%
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims		77%	74%	64%
Q5d. My manager listens to what I have to say		73%	76%	73%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased		64%	67%	64%

KEY





EXPLORE THE FULL SURVEY RESULTS

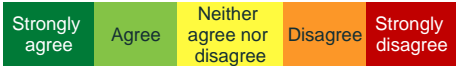
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	70% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q5k. My manager treats employees with dignity and respect		76%	78%	76%
Q5l. My manager talks to me about how the values apply to my work		62%	63%	58%
Q6a. I believe senior managers provide clear direction for the future of the organisation		56%	58%	47%
Q6c. I feel that senior managers model the values of my organisation		55%	58%	48%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives		65%	65%	60%
Q6g. I feel that senior managers keep employees informed about what's going on		51%	52%	44%
Q6h. I feel that senior managers listen to employees		47%	49%	39%
Q7a. My organisation provides high quality services		82%	83%	80%
Q7b. My organisation strives to match services to customer/client needs		84%	85%	80%

KEY





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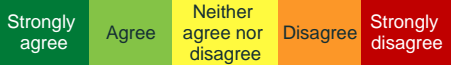
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	70% RESPONSE SCALE			AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR	
Q7c. My organisation strives to earn and sustain a high level of public trust	38	48	9	86%	88%	83%	
Q7d. My organisation focuses on improving the work we do	36	49	10	85%	85%	76%	
Q7h. People in my organisation take responsibility for their own actions	14	41	26	14	55%	55%	48%
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest	16	43	25	10	59%	62%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

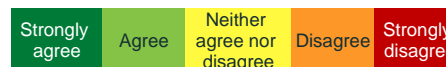
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Some key comparisons are provided.

DIVERSITY & INCLUSION	67%	RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR		
Q1f. I am provided with the support I need to optimise my contribution at work	18	41	19	16	59%	64%	59%
Q5d. My manager listens to what I have to say	32	41	13	7	73%	76%	73%
Q5f. My manager encourages and values employee input	31	40	14	8	70%	72%	69%
Q5h. My manager takes into account the differing needs and circumstances of employees when making decisions	27	40	16	9	67%	68%	65%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased	27	37	20	8	64%	67%	64%
Q6i. Senior managers in my organisation genuinely support the career advancement of women	27	37	25		64%	65%	54%
Q8a. My organisation respects individual differences (e.g cultures, working styles, backgrounds, ideas)	28	47	15		75%	79%	75%
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	23	49	18	7	71%	73%	67%
Q8h. I am able to speak up and share a different view to my colleagues and manager	20	43	16	12	63%	67%	69%

KEY





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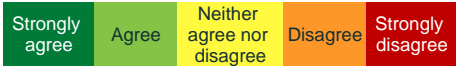
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Some key comparisons are provided.

DIVERSITY & INCLUSION	67% RESPONSE SCALE					AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	41	47	10			88%	89%	85%
Q8j. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	12	29	34	15	9	41%	46%	58%

KEY





EXPLORE THE FULL SURVEY RESULTS

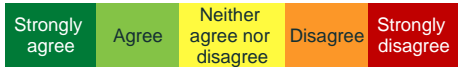
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Some key comparisons are provided.

RECRUITMENT	42% RESPONSE SCALE					AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q7l. My organisation's processes for recruiting employees are efficient	8	27	32	20	12	35%	38%	33%
Q7m. Recruitment and promotion decisions in this organisation are generally fair	8	30	29	19	13	39%	43%	41%
Q7n. My organisation generally selects capable people to do the job	10	43	25	14	8	53%	55%	51%

KEY





EXPLORE THE FULL SURVEY RESULTS

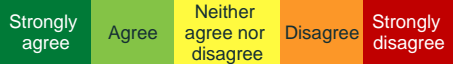
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Some key comparisons are provided.

EMPLOYEE VALUE PROPOSITION	57%	RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR		
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	25	38	25	63%	65%	60%	
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	21	34	34	55%	56%	53%	
Q7g. There is good co-operation between teams across our organisation	15	39	23	15	55%	56%	48%

KEY





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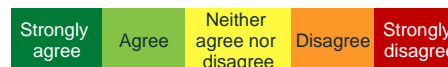
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Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT	63% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q3a. I have a current performance plan that sets out my individual objectives		87%	76%	62%
Q3b. I have informal feedback conversations with my manager throughout the year		81%	78%	70%
Q3c. I have scheduled feedback conversations with my manager throughout the year		73%	67%	58%
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results		66%	64%	59%
Q3e. My performance is assessed against clear criteria		63%	58%	53%
Q3f. I feel I can have open, honest conversations with my manager about the quality of work required		71%	73%	71%
Q3g. I am able to access the right learning and development opportunities as required		63%	66%	60%
Q3h. I have received appropriate training and development to do my job well		69%	68%	63%
Q3i. I have a strong desire to advance my career		58%	61%	69%

KEY





EXPLORE THE FULL SURVEY RESULTS

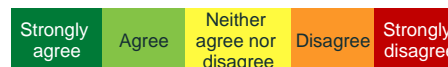
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Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT	63% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q3j. I am satisfied with the opportunities available for career development in my organisation	12 35 26 17 10	47%	50%	45%
Q3k. I would like to work in another agency within the NSW Public Sector during my career	11 19 32 23 16	29%	28%	41%
Q5m. My manager provides acknowledgement or other recognition for the work I do	28 41 15 9	69%	71%	67%
Q5n. My manager appropriately deals with employees who perform poorly	15 29 34 13 9	43%	46%	44%
Q5o. My manager ensures fair access to developmental opportunities for people in my workgroup	23 43 20 8	66%	68%	62%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	25 38 25	63%	65%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	21 34 34	55%	56%	53%
Q7j. My organisation is committed to developing its employees	19 46 21 9	65%	68%	53%

KEY





EXPLORE THE FULL SURVEY RESULTS

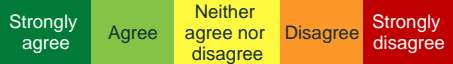
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Some key comparisons are provided.

MOBILITY	49% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q3k. I would like to work in another agency within the NSW Public Sector during my career		29%	28%	41%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role		63%	65%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation		55%	56%	53%

KEY





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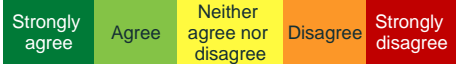
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Some key comparisons are provided.

PAY & BENEFITS 47% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q4a. I am paid fairly for the work I do		46%	60%
Q4b. I am satisfied with my total benefits package (incl. superannuation, leave entitlements etc)		49%	60%

KEY





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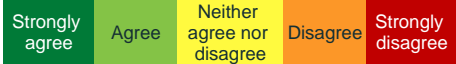
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Some key comparisons are provided.

DIVERSITY GROUPS	72% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q8b. Cultural background is not a barrier to success in my organisation		80%	82%	77%
Q8c. Age is not a barrier to success in my organisation		66%	71%	71%
Q8d. Disability is not a barrier to success in my organisation		66%	70%	67%
Q8e. Sexual orientation is not a barrier to success in my organisation		75%	77%	76%
Q8f. Gender is not a barrier to success in my organisation		72%	75%	74%

KEY





EXPLORE THE FULL SURVEY RESULTS

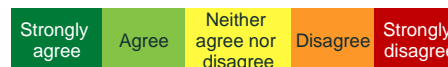
This section shows results for all the survey questions grouped by key themes.

Graphs show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) or those with a neutral response.

Some key comparisons are provided.

WORKPLACE SUPPORT	56% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work		59%	64%	59%
Q1k. I am able to keep my work stress at an acceptable level		46%	51%	58%
Q1l. My workload is acceptable		39%	44%	55%
Q2e. I receive help and support from other members of my workgroup		80%	82%	80%
Q2f. There is good team spirit in my workgroup		69%	71%	67%
Q7k. My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance		43%	48%	56%

KEY





EXPLORE THE FULL SURVEY RESULTS

This section shows results for all the survey questions grouped by key themes.

Graphs show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) or those with a neutral response.

Some key comparisons are provided.

ACTION ABOUT SURVEY RESULTS

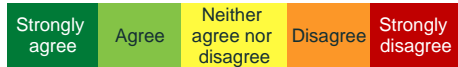
22% RESPONSE SCALE

Q15. I believe action will be taken on the results from this survey by my organisation



AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
22%	24%	32%

KEY





EXPLORE THE FULL SURVEY RESULTS

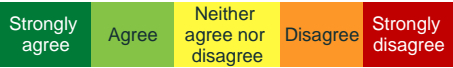
This section shows results for all the survey questions grouped by key themes.

Graphs show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) or those with a neutral response.

Some key comparisons are provided.

WORKPLACE CONDUCT	53% RESPONSE SCALE	AGREEMENT %	PUBLIC SCHOOLS NSW	SECTOR
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest	16 43 25 10	59%	62%	63%
Q9b. I have confidence in the ways my organisation resolves grievances	12 35 28 15 10	47%	51%	43%
Q9c. I am confident that I would be protected from reprisal for reporting misconduct/wrongdoing	16 37 25 13 9	52%	56%	49%

KEY





EXPLORE THE FULL SURVEY RESULTS

This section shows results for all the survey questions grouped by key themes.

Some key comparisons are provided.

MOTIVATION TO STAY	RESPONSE SCALE	AGREEMENT%	PUBLIC SCHOOLS NSW	SECTOR
Q13. What factors would motivate you to stay in the NSW public sector?				
More interesting and challenging work		28%	30%	46%
Better skills in my workgroup		22%	23%	27%
Improved career opportunities		41%	41%	52%
Improved learning and development opportunities		46%	45%	50%
Greater involvement in decision making		33%	31%	33%
Better pay and benefits		66%	66%	58%
Greater recognition for the work I do		54%	52%	45%
Better leadership from senior managers		35%	31%	39%



EXPLORE THE FULL SURVEY RESULTS

This section shows results for all the survey questions grouped by key themes.

Some key comparisons are provided.

MOTIVATION TO STAY	RESPONSE SCALE	AGREEMENT%	PUBLIC SCHOOLS NSW	SECTOR
Q13. What factors would motivate you to stay in the NSW public sector?				
Better leadership from my manager		24%	22%	27%
Better accountability for performance		14%	16%	25%
A better location		14%	13%	20%
More flexible working conditions		30%	30%	38%
Better work/life balance		57%	52%	46%
Improved facilities		45%	41%	30%
Improved technology and systems		46%	43%	38%
Better job security		36%	34%	43%



EXPLORE THE FULL SURVEY RESULTS

This section shows results for all the survey questions grouped by key themes.

Some key comparisons are provided.

WORKPLACE CONDUCT	RESPONSE SCALE	AGREEMENT%	PUBLIC SCHOOLS NSW	SECTOR
Q9a. In the last 12 months I have read or referred to my organisation's code of conduct				
Yes		79%	78%	72%
No		18%	19%	24%
Don't Know		3%	3%	4%



EXPLORE THE FULL SURVEY RESULTS

This section shows results for all the survey questions grouped by key themes.

Some key comparisons are provided.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	AGREEMENT%	PUBLIC SCHOOLS NSW	SECTOR
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work				
Yes		26%	27%	25%
No		61%	62%	64%
Don't Know		12%	11%	11%
Q10b. Have you reported the misconduct/wrongdoing you witnessed in the last 12 months?				
Yes		59%	67%	63%
No		38%	32%	35%
Don't Know		2%	2%	2%



EXPLORE THE FULL SURVEY RESULTS

This section shows results for all the survey questions grouped by key themes.

Some key comparisons are provided.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	AGREEMENT%	PUBLIC SCHOOLS NSW	SECTOR
Q10c. In the last 12 months I have witnessed bullying at work				
Yes		40%	38%	35%
No		53%	54%	58%
Don't Know		8%	7%	7%
Q10d. In the last 12 months I have been the subjected to bullying at work				
Yes		22%	22%	20%
No		73%	74%	75%
Don't Know		5%	4%	5%



EXPLORE THE FULL SURVEY RESULTS

This section shows results for all the survey questions grouped by key themes.

Some key comparisons are provided.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	AGREEMENT%	PUBLIC SCHOOLS NSW	SECTOR
Q10e. Please indicate the role of the person who has been the source of the most serious bullying you have been subjected to in the last 12 months.				
A senior manager		32%	26%	23%
Your Immediate Manager/Supervisor		21%	20%	26%
A fellow worker at your level		23%	21%	25%
A subordinate		4%	11%	8%
A client or customer		4%	5%	2%
A member of the public other than a client or customer		0%	1%	0%
Other		1%	2%	4%
Prefer not to say		14%	13%	13%



EXPLORE THE FULL SURVEY RESULTS

This section shows results for all the survey questions grouped by key themes.

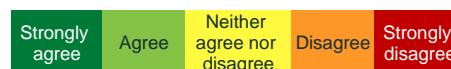
Graphs show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) or those with a neutral response.

Some key comparisons are provided.

EDUCATION QUESTIONS

					AGREEMENT %	PUBLIC SCHOOLS NSW
Q1. My workgroup is able to manage the changing demands of our work environment.	12	51	22	13	63%	65%
Q2. The changes within my organisation will improve outcomes for the community.	16	46	25	9	62%	65%
Q3. Our leaders frequently and effectively communicate organisational objectives.	17	49	19	11	66%	66%
Q4. My workgroup acknowledges my contributions to the team.	18	49	20	10	66%	68%
Q5. My workgroup regularly works with different workgroups to achieve organisational objectives.	14	47	25	11	61%	63%
Q6. My workgroup learns from past experiences and makes improvements to the way we work.	18	50	17	10	69%	71%
Q7. My workgroup is able to demonstrate outcomes of our work	22	59	14		81%	80%
Q8. My job offers the opportunity for me to work on innovative projects.	15	43	25	12	58%	59%

KEY



PROFILE OF RESPONDENTS



PERSONAL PROFILES

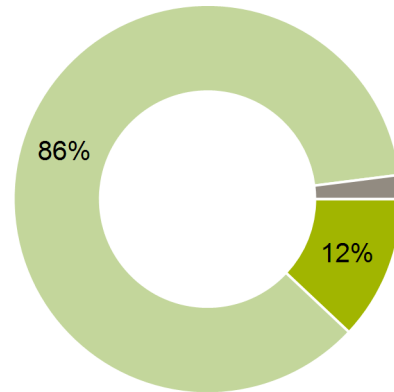
	RESPONSE SCALE	PERCENTAGE%
Gender		
Male		22%
Female		78%
Other		0%
Age		
<35		22%
35 - 54		52%
> 54		26%

PROFILE OF RESPONDENTS

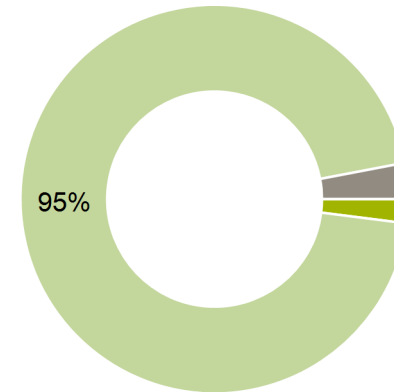


PERSONAL PROFILES

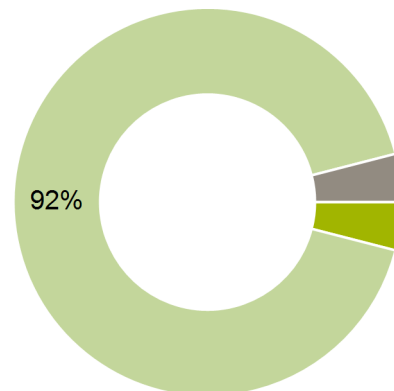
DO YOU SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME?



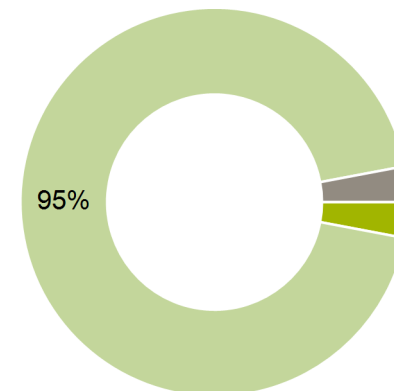
ARE YOU OF ABORIGINAL AND/OR TORRES STRAIT ISLANDER ORIGIN?



DO YOU HAVE A DISABILITY?



DO YOU IDENTIFY AS LGBTI?



KEY



PROFILE OF RESPONDENTS



WORK PROFILES

TENURE IN ORGANISATION	RESPONSE SCALE	PERCENTAGE%
Less than 1 year		6%
1 - 2 years		7%
2 - 5 years		16%
5 - 10 years		22%
10 - 20 years		25%
More than 20 years		24%

PROFILE OF RESPONDENTS



WORK PROFILES

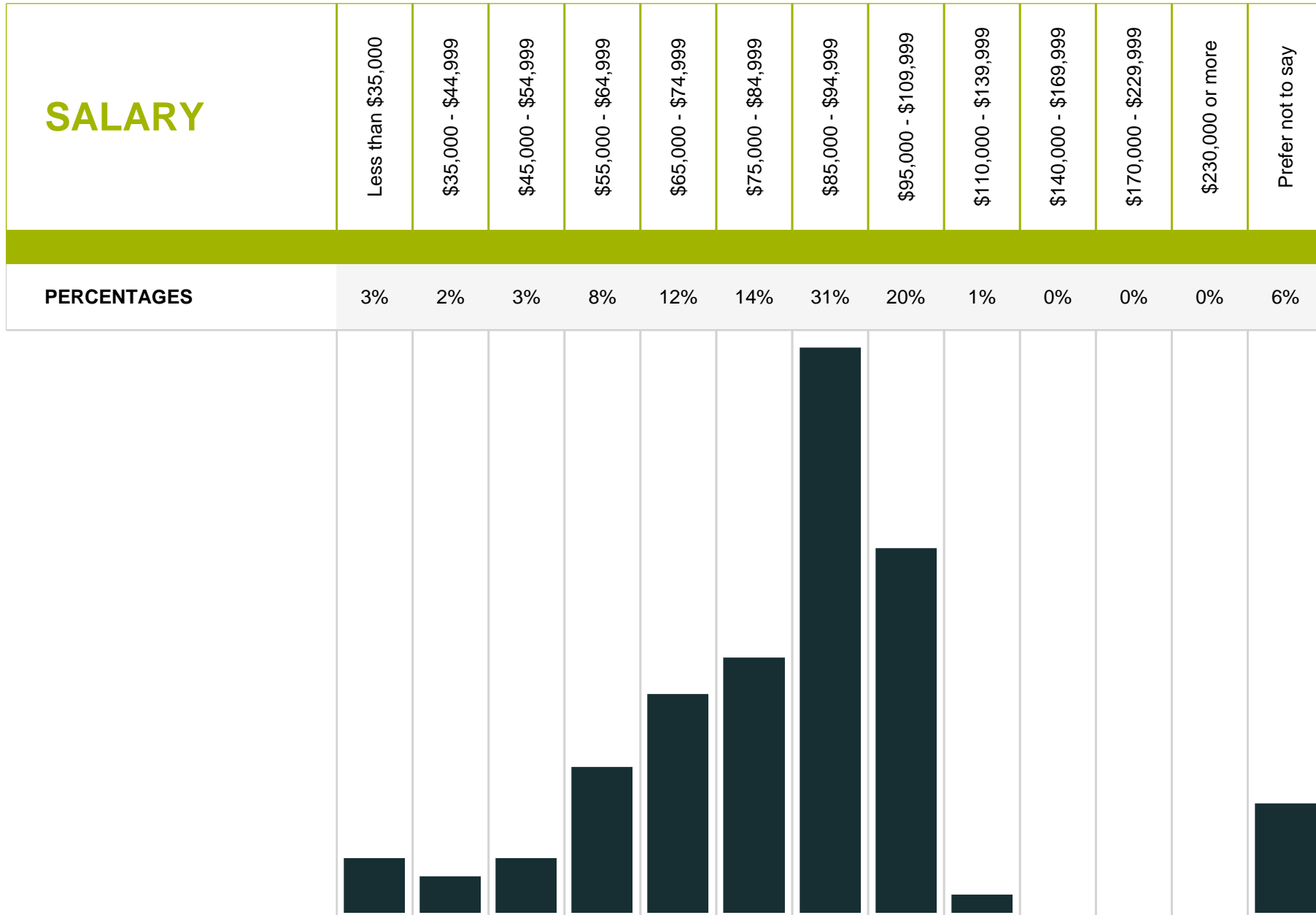
TYPE OF WORK	RESPONSE SCALE	PERCENTAGE%
Service delivery involving direct contact with the general public		96%
Other service delivery work		0%
Administrative support		0%
Corporate services		0%
Policy		0%
Research		0%
Program and project management support		0%
Legal (including developing and/or reviewing legislation)		0%
Other		4%

PROFILE OF RESPONDENTS



WORK PROFILES

SALARY



RESULTS BY TYPE OF WORK



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Engagement score is weighted. It cannot be compared with other scores which are the average of % agreement results for all questions in each group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Public Schools NSW – Teachers	Service delivery involving direct contact with the general public	Other service delivery work	Administrative support	Corporate services	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
NUMBER OF RESPONDENTS	10699	10102	15	18	3	5	4	19	2	373
ENGAGEMENT	67%	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	67%
SENIOR MANAGERS	55%	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	59%
COMMUNICATION	62%	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64%
HIGH PERFORMANCE	72%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	72%
PUBLIC SECTOR VALUES	70%	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	69%
DIVERSITY & INCLUSION	67%	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	66%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS

RESULTS BY SALARY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Engagement score is weighted. It cannot be compared with other scores which are the average of % agreement results for all questions in each group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Public Schools NSW – Teachers	Less than \$35,000	\$35,000 - \$44,999	\$45,000 - \$54,999	\$55,000 - \$64,999	\$65,000 - \$74,999	\$75,000 - \$84,999	\$85,000 - \$94,999	\$95,000 - \$109,999	\$110,000 - \$139,999	\$140,000 - \$169,999	\$170,000 - \$229,999	\$230,000 or more	Prefer not to say
NUMBER OF RESPONDENTS	10699	364	256	273	861	1316	1454	3218	2114	91	3	4	2	584
ENGAGEMENT	67%	75%	73%	73%	73%	70%	67%	63%	64%	71%	(r)	(r)	(r)	65%
SENIOR MANAGERS	55%	64%	63%	61%	66%	61%	56%	50%	53%	51%	(r)	(r)	(r)	53%
COMMUNICATION	62%	69%	70%	66%	73%	67%	62%	57%	59%	58%	(r)	(r)	(r)	59%
HIGH PERFORMANCE	72%	76%	77%	76%	78%	74%	72%	69%	71%	71%	(r)	(r)	(r)	70%
PUBLIC SECTOR VALUES	70%	75%	75%	74%	77%	73%	69%	67%	68%	68%	(r)	(r)	(r)	68%
DIVERSITY & INCLUSION	67%	74%	74%	72%	76%	71%	67%	63%	65%	64%	(r)	(r)	(r)	64%

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT
OFF LIMIT OF 30 RESPONDENTS

RESULTS BY TENURE IN ORGANISATION



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Engagement score is weighted. It cannot be compared with other scores which are the average of % agreement results for all questions in each group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Public Schools NSW – Teachers	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	10699	641	707	1666	2265	2666	2527
ENGAGEMENT	67%	75%	73%	69%	66%	64%	64%
SENIOR MANAGERS	55%	70%	66%	60%	55%	52%	50%
COMMUNICATION	62%	74%	71%	65%	60%	58%	59%
HIGH PERFORMANCE	72%	79%	76%	73%	71%	70%	71%
PUBLIC SECTOR VALUES	70%	79%	76%	72%	69%	67%	69%
DIVERSITY & INCLUSION	67%	77%	73%	70%	66%	64%	65%

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT
OFF LIMIT OF 30 RESPONDENTS

RESULTS BY AGE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Engagement score is weighted. It cannot be compared with other scores which are the average of % agreement results for all questions in each group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Public Schools NSW – Teachers	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	10699	7	262	1026	1040	1099	1403	1470	1501	1639	858	262
ENGAGEMENT	67%	(r)	78%	70%	67%	67%	67%	65%	64%	64%	67%	73%
SENIOR MANAGERS	55%	(r)	71%	62%	58%	55%	57%	54%	52%	51%	54%	60%
COMMUNICATION	62%	(r)	77%	67%	62%	63%	61%	60%	59%	58%	61%	69%
HIGH PERFORMANCE	72%	(r)	81%	75%	72%	72%	72%	72%	70%	71%	73%	79%
PUBLIC SECTOR VALUES	70%	(r)	81%	74%	70%	70%	70%	69%	68%	68%	70%	76%
DIVERSITY & INCLUSION	67%	(r)	82%	73%	69%	68%	67%	66%	63%	64%	67%	75%

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT
OFF LIMIT OF 30 RESPONDENTS

RESULTS BY GENDER



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Engagement score is weighted. It cannot be compared with other scores which are the average of % agreement results for all questions in each group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Public Schools NSW – Teachers	Male	Female	Other
NUMBER OF RESPONDENTS	10699	2327	8215	51
ENGAGEMENT	67%	63%	68%	46%
SENIOR MANAGERS	55%	52%	57%	31%
COMMUNICATION	62%	62%	62%	30%
HIGH PERFORMANCE	72%	69%	73%	44%
PUBLIC SECTOR VALUES	70%	69%	70%	43%
DIVERSITY & INCLUSION	67%	67%	67%	36%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS



WHAT'S NEXT?

Sector employees have now given their feedback and these results show where actions and improvements are required.

Research has shown that a key reason why employees can become disengaged is if they are asked their opinion and then no action takes place as a result.

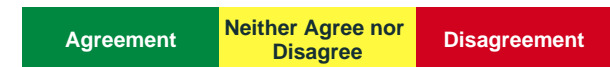
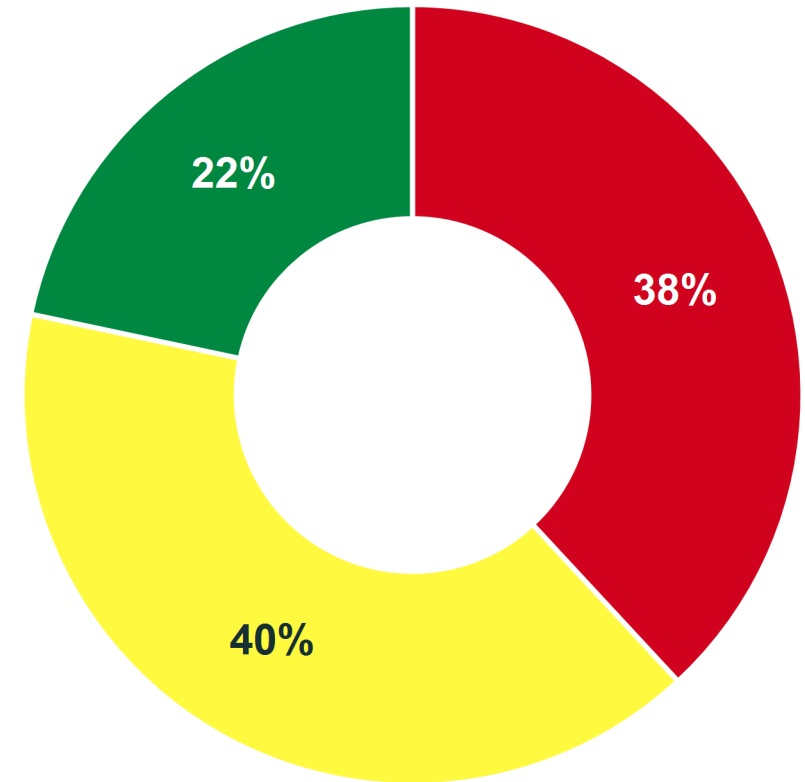
22%

of employees replied favourably to:

'I believe action will be taken on the results from this survey by my organisation.'

32%
SECTOR

25%
CLUSTER



GUIDE TO THIS REPORT

ANONYMITY RULES

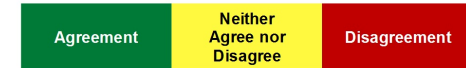
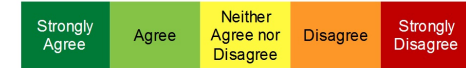
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

There is no way of tracing individuals in reports or through the de-identified survey data. There are limits on the size of workgroups that can be reported (10 or more employees) and responses from demographic groups (30 or more employees). Where people work in small teams, the results are merged with larger business units and results are not available. Where this happens an 'r' is shown in reports.

HOW TO READ THIS REPORT

The majority of questions have a 5-point answer scale. In reports, the Strongly Agree and Agree scores are combined to create an agreement (or positive) score which is shown as a rounded percentage.

Previous surveys had a 4-point answer scale, which means that comparisons are limited for this year only. Some scales, such as those used for the Engagement Index, are unchanged.



HOW THE DRIVERS AND INFLUENCERS ARE DERIVED

ORC International employs SPSS software to fully interrogate the results and perform appropriate calculations. Our statisticians need a minimum of **30 responses** from a team to perform the analysis to determine the top influences of engagement, leadership and other key question groups.

Statistical techniques applied for this analysis include **Factor Analysis** which identifies patterns in data and allows the statistician to assess whether the attitude questions are measuring the same underlying theme or characteristic.

Regression Analysis then involves building a statistical model based on research that employee engagement is affected by various elements of the workplace such as line manager, learning & development, reward and recognition, job role, etc. This analysis assigns importance weights to the attributes that have been measured. It relies on certain assumptions, one of which is that the variables used in the model should, by definition, not be strongly related to each other. The outcome of these techniques is a list of questions which we can say have the highest association with the engagement index, or more simply, are the most significant influencers of employee engagement

ROUNDING

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of the calculation for maximum accuracy.

Values from .00 to .49 are rounded down, whereas values from .50 to .99 are rounded up. Therefore, in some instances the data will not add up to 100%. Example below:

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Total
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%