
PEOPLE MATTER 2016

NSW Public Sector Employee Survey



Health

Hunter New England Local Health District

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RESPONSE RATE

38%

**5,808 RESPONSES
OUT OF 15,286 EMPLOYEES**

ENGAGEMENT INDEX

66%

PMES 2016
SECTOR SCORE **65%**

PMES 2014
SECTOR SCORE **65%**

PMES 2016 CLUSTER
SCORE **65%**



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. This is thought to be primarily due to employees selecting the wrong work location in the survey.

QUESTION HEADLINES

+ HIGHEST AGREEMENT SCORING QUESTIONS

2016
AGREEMENT
%

1h.	I look for ways to perform my job more effectively	95%
1a.	I understand what is expected of me to do well in my role	93%
2a.	My workgroup strives to achieve customer/client satisfaction	89%
1d.	I feel I make a contribution to achieving the organisation's objectives	89%
2i.	People in my workgroup treat customers/clients with respect	88%
8i.	Diversity and inclusion in the workplace can contribute to better business outcomes	86%
7c.	My organisation strives to earn and sustain a high level of public trust	84%
7a.	My organisation provides high quality services	83%
7b.	My organisation strives to match services to customer/client needs	82%
2e.	I receive help and support from other members of my workgroup	81%

- LOWEST AGREEMENT SCORING QUESTIONS

2016
AGREEMENT
%

15.	I believe action will be taken on the results from this survey by my organisation	30%
3k.	I would like to work in another agency within the NSW Public Sector during my career	34%
7l.	My organisation's processes for recruiting employees are efficient	35%
6h.	I feel that senior managers listen to employees	36%
6g.	I feel that senior managers keep employees informed about what's going on	40%
6b.	I feel that senior leaders effectively lead and manage change	42%
7f.	I feel that change is handled well in my organisation	44%
5n.	My manager appropriately deals with employees who perform poorly	45%
6c.	I feel that senior managers model the values of my organisation	45%
7m.	Recruitment and promotion decisions in this organisation are generally fair	45%



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'.

BUSINESS UNIT COMPARISON



COMPARISON OF BUSINESS UNITS

This page provides the scores for each of the business units below Hunter New England Local Health District, using the same key question groups.

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

	Hunter New England Local Health District	Lower Mid-North Coast Aged Care Services & Wingham Community Health	Armidale Community Health Ongoing and Extended Care	Armidale Hospital Allied Health	Armidale Hospital Nursing	Armidale Hospital Obstetrics/Paediatrics	Armidale Hospital Other	Barraba Multipurpose Service	Belmont District Hospital Emergency	Belmont District Hospital Medicine	Belmont District Hospital Support	Belmont District Hospital Surgical	Bingara Multipurpose Service	Boggabri Multipurpose Service
NUMBER OF RESPONDENTS	5808	29	17	24	43	16	27	26	48	74	41	53	34	20
ENGAGEMENT	66%	66%	68%	69%	64%	59%	64%	73%	75%	57%	73%	66%	80%	75%
SENIOR MANAGERS	45%	27%	62%	32%	40%	21%	48%	58%	58%	22%	62%	36%	75%	65%
COMMUNICATION	57%	51%	61%	67%	57%	58%	59%	62%	75%	44%	70%	43%	83%	63%
HIGH PERFORMANCE	70%	72%	79%	75%	70%	66%	71%	76%	81%	60%	79%	64%	89%	75%
PUBLIC SECTOR VALUES	66%	64%	78%	69%	64%	67%	66%	70%	81%	56%	76%	61%	85%	71%
DIVERSITY & INCLUSION	67%	65%	74%	74%	65%	63%	63%	72%	83%	51%	74%	57%	89%	70%

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 10 RESPONDENTS

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	Hunter New England Local Health District	Bulahdelah and Foster Health Services	Cessnock Hospital	Cessnock & Kurri Kurri Community Health	Children, Young People and Family Services Community, Partnerships & Integration	Children, Young People and Family Services John Hunter Children's Hospital	Children, Young People and Family Services Other	Denman Multipurpose Service	Dungog Hospital	Emmaville Health Service	Financial Services Analytics and Business Reporting	Financial Services Finance - Other	Financial Services - John Hunter Hospital Admissions	Financial Services Waratah Revenue
NUMBER OF RESPONDENTS	5808	13	107	32	45	96	41	15	19	19	11	38	15	15
ENGAGEMENT	66%	70%	68%	69%	71%	65%	72%	74%	78%	83%	68%	70%	61%	46%
SENIOR MANAGERS	45%	28%	49%	48%	56%	43%	48%	69%	58%	49%	51%	63%	44%	36%
COMMUNICATION	57%	64%	57%	67%	64%	54%	59%	72%	78%	65%	73%	66%	56%	30%
HIGH PERFORMANCE	70%	79%	71%	77%	78%	68%	76%	85%	86%	80%	77%	76%	61%	51%
PUBLIC SECTOR VALUES	66%	71%	66%	74%	74%	65%	72%	78%	84%	75%	72%	74%	62%	45%
DIVERSITY & INCLUSION	67%	78%	66%	78%	75%	65%	73%	81%	86%	79%	74%	72%	64%	40%

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	Hunter New England Local Health District	Glenn Innes Health Service Community Health/Allied Health	Glenn Innes Health Service Nursing	Gloucester District Health Service	Gloucester Nursing Home	Greater Metropolitan Other: Cancer Services/Clinical Operations/Human Resources	Greater Newcastle Community Allied Health	Greater Newcastle Community Chronic Disease & Aged Care	Greater Newcastle Community Community Nursing	Greater Newcastle Community Executive and smaller services	Greater Newcastle Community Wallsend Aged Care	Gunnedah Hospital	Guyra Health Service	Imaging Services & Breast Screen NSW Radiology South John Hunter Hospital
NUMBER OF RESPONDENTS	5808	10	12	26	16	19	60	105	49	34	30	46	13	45
ENGAGEMENT	66%	71%	54%	67%	70%	72%	70%	69%	72%	67%	69%	68%	59%	63%
SENIOR MANAGERS	45%	31%	52%	40%	40%	59%	44%	41%	47%	54%	66%	65%	35%	35%
COMMUNICATION	57%	49%	54%	44%	64%	83%	63%	53%	64%	67%	82%	68%	57%	42%
HIGH PERFORMANCE	70%	68%	63%	64%	70%	80%	76%	71%	78%	78%	84%	75%	62%	61%
PUBLIC SECTOR VALUES	66%	67%	56%	59%	67%	76%	72%	67%	77%	73%	82%	74%	62%	56%
DIVERSITY & INCLUSION	67%	67%	58%	55%	77%	88%	74%	66%	73%	79%	84%	71%	62%	56%

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	Hunter New England Local Health District	Imaging Services & Breast Screen NSW Radiology South Mater	Imaging Services & Breast Screen NSW Radiology North - Other	Imaging Services & Breast Screen NSW Radiology South - Other	Imaging Services & Breast Screen NSW Radiology North, Tamworth	Breast Screen NSW - Hunter New England - Newcastle	Imaging Services & Breast Screen NSW - Nuclear Medicine	Hunter Valley Sector-wide Community Services	Hunter Valley Sector Other (includes Executive & smaller services)	Hunter Valley Sector Upper Hunter Community Health	Inverell Health Service Administration / Allied Health	Inverell Health Service Community Health	Inverell Health Service Nursing	John Hunter Hospital - Maternity and Gynaecology Service Delivery Suite
NUMBER OF RESPONDENTS	5808	19	10	33	29	38	22	23	14	25	15	31	19	50
ENGAGEMENT	66%	70%	65%	70%	67%	73%	71%	70%	60%	73%	62%	75%	55%	45%
SENIOR MANAGERS	45%	43%	58%	30%	55%	52%	48%	38%	42%	43%	55%	58%	40%	21%
COMMUNICATION	57%	44%	64%	59%	65%	55%	54%	73%	53%	63%	57%	68%	51%	47%
HIGH PERFORMANCE	70%	70%	72%	69%	72%	70%	70%	76%	68%	71%	65%	82%	60%	59%
PUBLIC SECTOR VALUES	66%	65%	73%	62%	71%	67%	65%	71%	61%	70%	62%	79%	60%	55%
DIVERSITY & INCLUSION	67%	59%	73%	69%	68%	63%	67%	80%	65%	69%	66%	78%	54%	56%

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	Hunter New England Local Health District	John Hunter Hospital - Maternity and Gynaecology Service Other	John Hunter Hospital - Maternity and Gynaecology Service Outpatients	John Hunter Hospital - Maternity and Gynaecology Service Ward K2	John Hunter Hospital - Maternity and Gynaecology Service Ward K3	John Hunter Hospital - Other Allied Health - Other	John Hunter Hospital - Other Allied Health - Pharmacy	John Hunter Hospital - Other Allied Health - Physiotherapy	John Hunter Hospital - Other Allied Health - Social Work	John Hunter Hospital - Other Clinical Support	John Hunter Hospital - Other Executive	John Hunter Hospital - Other Maintenance	John Hunter Hospital - Other Medical Records	John Hunter Hospital - Other Possum Place Child Care
NUMBER OF RESPONDENTS	5808	50	28	58	26	77	55	40	44	43	61	14	41	18
ENGAGEMENT	66%	62%	66%	59%	66%	68%	66%	70%	72%	68%	63%	70%	36%	80%
SENIOR MANAGERS	45%	38%	31%	30%	42%	45%	54%	50%	61%	45%	46%	48%	16%	45%
COMMUNICATION	57%	49%	60%	61%	64%	60%	58%	63%	67%	55%	61%	67%	20%	66%
HIGH PERFORMANCE	70%	70%	71%	70%	82%	74%	75%	79%	79%	71%	68%	80%	40%	87%
PUBLIC SECTOR VALUES	66%	65%	66%	66%	77%	69%	70%	76%	75%	64%	65%	74%	34%	79%
DIVERSITY & INCLUSION	67%	61%	72%	68%	74%	73%	65%	74%	75%	67%	70%	79%	37%	82%

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	Hunter New England Local Health District	John Hunter Hospital Critical Care Service Emergency	John Hunter Hospital Critical Care Service Intensive Care Unit and Other	John Hunter Hospital Medical & Interventional Service Cardiology	John Hunter Hospital Medical & Interventional Service General Medicine	JHH - Medical & Interventional Service Immunology and Infectious Disease	John Hunter Hospital Medical & Interventional Service Nephrology	John Hunter Hospital Medical & Interventional Service Neurology	John Hunter Hospital Medical & Interventional Service Other	JHH - Medical & Interventional Service Rankin Park and Rehabilitation Services	John Hunter Hospital Medical & Interventional Service Respiratory	John Hunter Hospital Surgical Service Administration	John Hunter Hospital Surgical Service - Central Sterilising Department	John Hunter Hospital Surgical Service Medical Staff
NUMBER OF RESPONDENTS	5808	67	77	26	40	13	21	11	31	26	10	37	10	19
ENGAGEMENT	66%	55%	59%	50%	48%	57%	72%	66%	56%	58%	46%	59%	58%	51%
SENIOR MANAGERS	45%	37%	34%	12%	21%	52%	44%	60%	33%	33%	22%	36%	22%	25%
COMMUNICATION	57%	40%	40%	34%	41%	42%	69%	57%	50%	53%	30%	31%	41%	27%
HIGH PERFORMANCE	70%	63%	63%	49%	59%	65%	81%	73%	60%	73%	55%	55%	50%	47%
PUBLIC SECTOR VALUES	66%	60%	57%	46%	56%	59%	76%	64%	60%	68%	45%	50%	47%	37%
DIVERSITY & INCLUSION	67%	51%	54%	46%	52%	52%	80%	66%	61%	68%	39%	46%	54%	38%

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	Hunter New England Local Health District	John Hunter Hospital Surgical Service Nursing	John Hunter Hospital Surgical Service Recovery	John Hunter Hospital Surgical Service Theatres	Kurri Kurri Hospital	Allied Health - District	Clinical Governance	Clinical Services, Nursing and Midwifery - Other	Clinical Services, Nursing and Midwifery - Nursing and Midwifery	Clinical Services, Nursing and Midwifery - Population Health	Information Technology	Research Innovation & Partnerships	Strategic Relations & Communications and Internal Audit	Workforce
NUMBER OF RESPONDENTS	5808	82	11	25	52	14	27	28	23	89	60	21	19	81
ENGAGEMENT	66%	65%	52%	53%	51%	72%	59%	70%	73%	72%	72%	70%	73%	69%
SENIOR MANAGERS	45%	36%	26%	31%	26%	56%	51%	49%	57%	63%	68%	64%	70%	53%
COMMUNICATION	57%	47%	44%	40%	35%	70%	62%	64%	72%	73%	74%	71%	77%	64%
HIGH PERFORMANCE	70%	68%	64%	54%	45%	84%	70%	74%	81%	84%	78%	78%	81%	76%
PUBLIC SECTOR VALUES	66%	64%	60%	51%	40%	77%	67%	71%	75%	80%	76%	78%	79%	72%
DIVERSITY & INCLUSION	67%	64%	69%	55%	40%	85%	67%	70%	80%	81%	79%	80%	79%	73%

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	Hunter New England Local Health District	Lower Hunter Community Health	Maitland Hospital Allied Health	Maitland Hospital Corporate	Maitland Hospital Emergency	Maitland Hospital Maternity	Maitland Hospital Medicine	Maitland Hospital Nursing Support	Maitland Hospital Other	Maitland Hospital Paediatrics	Maitland Hospital Pharmacy	Maitland Hospital Rehabilitation	Maitland Hospital Surgery	Manilla Multipurpose Service
NUMBER OF RESPONDENTS	5808	46	40	16	76	32	32	11	69	25	12	12	48	17
ENGAGEMENT	66%	67%	66%	70%	73%	67%	54%	64%	65%	75%	58%	67%	56%	73%
SENIOR MANAGERS	45%	34%	43%	57%	56%	35%	15%	58%	43%	50%	27%	44%	24%	73%
COMMUNICATION	57%	55%	59%	55%	71%	56%	45%	63%	53%	60%	35%	64%	37%	71%
HIGH PERFORMANCE	70%	74%	75%	69%	80%	67%	58%	75%	66%	76%	60%	79%	55%	79%
PUBLIC SECTOR VALUES	66%	67%	70%	65%	77%	65%	51%	70%	63%	73%	49%	76%	49%	78%
DIVERSITY & INCLUSION	67%	68%	74%	66%	76%	63%	60%	67%	63%	71%	51%	73%	46%	74%

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	Hunter New England Local Health District	Manning Rural Referral Hospital	Mental Health Service Centre for Psychotherapy	Mental Health Service - Child & Adolescent	Mental Health Service Clinical Information & Corporate Services	Mental Health Service Clinical Resources & Pharmacy	Mental Health Service - Hunter Valley	Mental Health Service - Intake & Psychosocial Rehabilitation Services	Mental Health Service - Lake Macquarie	Mental Health Service - Manning	Mental Health Service - Mehi/McIntyre	Mental Health Service - Neuropsychiatry Kaoriki (Morisset)	Mental Health Service - Psychiatric Emergency Service	Mental Health Service - Substance Use
NUMBER OF RESPONDENTS	5808	199	13	54	16	11	33	38	38	35	23	23	16	20
ENGAGEMENT	66%	66%	80%	59%	64%	65%	64%	61%	65%	54%	65%	78%	52%	80%
SENIOR MANAGERS	45%	42%	74%	31%	63%	49%	60%	52%	39%	26%	41%	60%	46%	65%
COMMUNICATION	57%	56%	64%	48%	68%	70%	66%	57%	56%	30%	57%	71%	40%	78%
HIGH PERFORMANCE	70%	67%	77%	60%	72%	74%	68%	63%	66%	52%	64%	77%	61%	90%
PUBLIC SECTOR VALUES	66%	63%	72%	56%	71%	71%	71%	59%	64%	45%	62%	75%	56%	86%
DIVERSITY & INCLUSION	67%	65%	69%	60%	65%	76%	72%	65%	64%	43%	67%	77%	53%	90%

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	Hunter New England Local Health District	Mental Health Service - Executive and smaller services	Mental Health Service - Newcastle	Mental Health Service - Peel	Mental Health Service - Specialist Service for Older People	Mental Health Service - Tablelands	Merrima Multipurpose Service	Moree Hospital & Community Health - Moree Community Health	Moree Hospital & Community Health - Moree Hospital	Murrurundi Hospital	Muswellbrook Hospital	Narrabri Hospital & Community Health - Narrabri Community Health	Narrabri Hospital & Community Health - Narrabri Hospital	Quirindi Community Hospital
NUMBER OF RESPONDENTS	5808	33	42	58	52	26	15	50	42	17	67	23	38	24
ENGAGEMENT	66%	80%	58%	71%	62%	60%	36%	82%	74%	84%	77%	59%	73%	70%
SENIOR MANAGERS	45%	79%	46%	54%	39%	56%	17%	73%	46%	71%	64%	37%	56%	57%
COMMUNICATION	57%	86%	61%	56%	44%	52%	22%	78%	55%	83%	68%	50%	68%	65%
HIGH PERFORMANCE	70%	87%	62%	72%	58%	70%	33%	86%	72%	85%	79%	64%	76%	71%
PUBLIC SECTOR VALUES	66%	87%	62%	71%	56%	69%	23%	85%	67%	86%	77%	60%	75%	68%
DIVERSITY & INCLUSION	67%	88%	65%	68%	56%	62%	27%	83%	62%	86%	77%	58%	75%	73%

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	Hunter New England Local Health District	Rural & Regional Administration - Aboriginal Health	Rural & Regional Administration - Executive and other smaller services	Rural & Regional Administration - Home & Community Care & Disabilities Services	Rural & Regional Administration - Oral Health - Community & Support Teams	Rural & Regional Administration - Oral Health - Metropolitan	Rural & Regional Administration - Oral Health - Rural	Rural & Regional Administration - Drug and Alcohol Services	Scone Hospital	Singleton Hospital	Tamworth Hospital - Administration, includes Acute Care and Special Projects	Tamworth Hospital - Allied Health	Tamworth Hospital - Cancer Services	Tamworth Hospital - Emergency
NUMBER OF RESPONDENTS	5808	10	15	11	17	39	20	70	38	78	43	49	34	23
ENGAGEMENT	66%	77%	66%	70%	78%	68%	71%	74%	63%	68%	69%	64%	71%	64%
SENIOR MANAGERS	45%	76%	56%	53%	73%	52%	67%	61%	39%	39%	58%	32%	49%	28%
COMMUNICATION	57%	76%	72%	56%	81%	63%	67%	73%	52%	46%	62%	58%	56%	47%
HIGH PERFORMANCE	70%	86%	83%	77%	84%	71%	76%	83%	62%	63%	76%	71%	74%	60%
PUBLIC SECTOR VALUES	66%	82%	81%	73%	84%	71%	73%	78%	60%	59%	71%	65%	71%	60%
DIVERSITY & INCLUSION	67%	84%	85%	68%	87%	67%	70%	81%	58%	59%	75%	72%	67%	57%

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	Hunter New England Local Health District	Tamworth Hospital - Medicine	Tamworth Hospital - Obstetrics	Tamworth Hospital - Paediatrics	Tamworth Hospital - Patient Services	Tamworth Hospital - Rehabilitation	Tamworth Hospital - Renal Surgery	Tamworth Hospital - Surgery	Tamworth/Nundle Community Health	Taree Primary & Community Health	Tenterfield Health Service	Tingha Health Service	Walcha Multipurpose Service	Warialda Multipurpose Service
NUMBER OF RESPONDENTS	5808	12	17	10	27	12	14	21	68	59	19	11	20	29
ENGAGEMENT	66%	57%	47%	44%	58%	71%	56%	58%	68%	60%	66%	70%	68%	72%
SENIOR MANAGERS	45%	32%	29%	37%	41%	62%	38%	42%	50%	39%	43%	49%	52%	55%
COMMUNICATION	57%	46%	48%	32%	42%	70%	35%	47%	62%	55%	67%	55%	48%	77%
HIGH PERFORMANCE	70%	56%	55%	50%	56%	78%	60%	70%	75%	69%	75%	79%	73%	83%
PUBLIC SECTOR VALUES	66%	52%	52%	48%	55%	74%	52%	65%	71%	64%	72%	70%	67%	77%
DIVERSITY & INCLUSION	67%	51%	51%	37%	49%	82%	46%	62%	72%	65%	77%	73%	52%	84%

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	Hunter New England Local Health District	Wee Waa Community Hospital	Werris Creek Community Hospital
NUMBER OF RESPONDENTS	5808	20	18
ENGAGEMENT	66%	70%	84%
SENIOR MANAGERS	45%	44%	66%
COMMUNICATION	57%	59%	76%
HIGH PERFORMANCE	70%	69%	93%
PUBLIC SECTOR VALUES	66%	67%	87%
DIVERSITY & INCLUSION	67%	68%	87%

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 10 RESPONDENTS



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.

ENGAGEMENT	66% RESPONSE SCALE	AGREEMENT %	PMES 2014	HEALTH	SECTOR
Q7o. I would recommend my organisation as a great place to work		62%	62%	60%	60%
Q7p. I am proud to tell others I work for my organisation		69%	73%	68%	68%
Q7q. I feel a strong personal attachment to my organisation		61%	63%	62%	64%
Q7r. My organisation motivates me to help it achieve its objectives		56%	56%	54%	55%
Q7s. My organisation inspires me to do the best in my job		58%	58%	55%	55%

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.

ENGAGEMENT WITH WORK 79% RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR	
Q1g. My job gives me a feeling of personal accomplishment		80%	78%	76%
Q1h. I look for ways to perform my job more effectively		95%	94%	95%
Q1i. I feel motivated to contribute more than what is normally required at work		77%	75%	76%
Q1j. I am satisfied with my job at the present time		65%	63%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

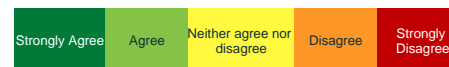
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Some key comparisons are provided.

SENIOR MANAGERS	45% RESPONSE SCALE					AGREEMENT %	HEALTH	SECTOR
Q6a. I believe senior managers provide clear direction for the future of the organisation	12	34	30	15	9	46%	45%	47%
Q6b. I feel that senior leaders effectively lead and manage change	11	31	30	17	10	42%	42%	43%
Q6c. I feel that senior managers model the values of my organisation	12	33	30	14	11	45%	45%	48%
Q6d. Senior managers encourage innovation by employees	11	36	32	13	8	47%	47%	49%
Q6e. Senior managers promote collaboration between my organisation and others we work with	12	38	32	12	7	49%	49%	52%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	16	44	27	8		59%	55%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	10	31	28	19	13	40%	42%	44%
Q6h. I feel that senior managers listen to employees	9	27	31	19	14	36%	37%	39%
Q7f. I feel that change is handled well in my organisation	10	34	29	20		44%	43%	41%

KEY





EXPLORE THE FULL SURVEY RESULTS

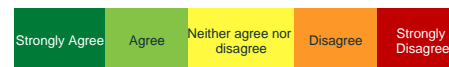
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Some key comparisons are provided.

COMMUNICATION	57% RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR
Q5e. My manager communicates effectively with me		68%	66%	69%
Q5f. My manager encourages and values employee input		68%	66%	69%
Q5g. My manager involves my workgroup in decisions about our work		64%	62%	64%
Q6g. I feel that senior managers keep employees informed about what's going on		40%	42%	44%
Q6h. I feel that senior managers listen to employees		36%	37%	39%
Q8h. I am able to speak up and share a different view to my colleagues and manager		68%	67%	69%

KEY





EXPLORE THE FULL SURVEY RESULTS

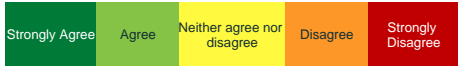
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Some key comparisons are provided.

	HIGH PERFORMANCE				70% RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR
Q1a. I understand what is expected of me to do well in my role	45	48				93%	91%	90%
Q1b. I have the tools I need to do my job effectively	21	53	13	11		74%	72%	70%
Q1c. I get the information I need to do my job well	19	52	17	10		72%	69%	67%
Q1d. I feel I make a contribution to achieving the organisation's objectives	36	53	8			89%	86%	86%
Q1e. I feel I am able to suggest ideas to improve our way of doing things	25	48	14	9		73%	70%	69%
Q2b. People in my workgroup use time and resources efficiently	23	49	17	9		72%	68%	70%
Q2c. My team works collaboratively to achieve its objectives	27	49	14			76%	74%	75%
Q2d. People in my workgroup have the appropriate skills to do the job well	28	51	14			79%	77%	76%
Q3h. I have received appropriate training and development to do my job well	23	51	16			74%	69%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

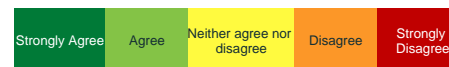
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Some key comparisons are provided.

	HIGH PERFORMANCE				70% RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR
Q5a. My manager encourages people in my workgroup to improve the quality of what they do	27	47	15	8	73%	70%	72%	
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims	24	46	18	9	70%	65%	64%	
Q5c. My manager assigns work to people in my workgroup based on their skills and expertise	22	43	19	11	65%	63%	65%	
Q5j. I have confidence in the decisions my line manager makes	25	41	19	9	66%	64%	67%	
Q6d. Senior managers encourage innovation by employees	11	36	32	13	47%	47%	49%	
Q6e. Senior managers promote collaboration between my organisation and others we work with	12	38	32	12	49%	49%	52%	
Q7d. My organisation focuses on improving the work we do	27	51	15		79%	76%	76%	
Q7e. My organisation is making the necessary improvements to meet our future challenges	20	42	24	10	62%	61%	62%	
Q7g. There is good co-operation between teams across our organisation	12	40	26	16	51%	50%	48%	

KEY





EXPLORE THE FULL SURVEY RESULTS

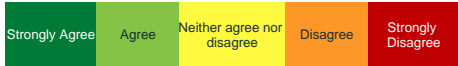
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Some key comparisons are provided.

	70% RESPONSE SCALE				AGREEMENT %	HEALTH	SECTOR
Q7n. My organisation generally selects capable people to do the job	9	46	25	13	55%	53%	51%
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	18	51	22		69%	67%	67%
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	31	55	12		86%	84%	85%

KEY





EXPLORE THE FULL SURVEY RESULTS

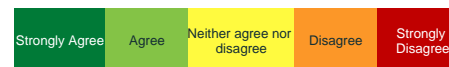
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	66% RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR
Q2a. My workgroup strives to achieve customer/client satisfaction		89%	85%	85%
Q2b. People in my workgroup use time and resources efficiently		72%	68%	70%
Q2g. People in my workgroup are honest, open and transparent in their dealings		65%	64%	67%
Q2h. People in my workgroup treat each other with respect		68%	68%	72%
Q2i. People in my workgroup treat customers/clients with respect		88%	86%	86%
Q5a. My manager encourages people in my workgroup to improve the quality of what they do		73%	70%	72%
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims		70%	65%	64%
Q5d. My manager listens to what I have to say		71%	70%	73%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased		63%	61%	64%

KEY





EXPLORE THE FULL SURVEY RESULTS

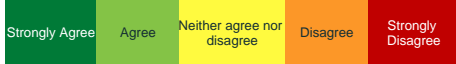
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	66% RESPONSE SCALE					AGREEMENT %	HEALTH	SECTOR
	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree			
Q5k. My manager treats employees with dignity and respect	31	42	14	9	4	74%	72%	76%
Q5l. My manager talks to me about how the values apply to my work	24	39	22	10	5	63%	58%	58%
Q6a. I believe senior managers provide clear direction for the future of the organisation	12	34	30	15	9	46%	45%	47%
Q6c. I feel that senior managers model the values of my organisation	12	33	30	14	11	45%	45%	48%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	16	44	27	8	5	59%	55%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	10	31	28	19	13	40%	42%	44%
Q6h. I feel that senior managers listen to employees	9	27	31	19	14	36%	37%	39%
Q7a. My organisation provides high quality services	27	56	12	3	2	83%	81%	80%
Q7b. My organisation strives to match services to customer/client needs	28	55	12	3	2	82%	80%	80%

KEY





EXPLORE THE FULL SURVEY RESULTS

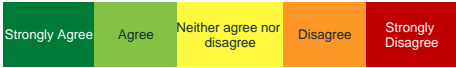
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	66% RESPONSE SCALE			AGREEMENT %	HEALTH	SECTOR
Q7c. My organisation strives to earn and sustain a high level of public trust	30	54	12	84%	82%	83%
Q7d. My organisation focuses on improving the work we do	27	51	15	79%	76%	76%
Q7h. People in my organisation take responsibility for their own actions	10	39	30	50%	48%	48%
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest	12	47	27	60%	58%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

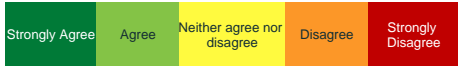
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Some key comparisons are provided.

DIVERSITY & INCLUSION	67% RESPONSE SCALE				AGREEMENT %	HEALTH	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work	20	43	18	14	62%	60%	59%
Q5d. My manager listens to what I have to say	30	42	14	8	71%	70%	73%
Q5f. My manager encourages and values employee input	29	39	16	9	68%	66%	69%
Q5h. My manager takes into account the differing needs and circumstances of employees when making decisions	25	39	19	10	64%	63%	65%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased	25	38	21	8	63%	61%	64%
Q6i. Senior managers in my organisation genuinely support the career advancement of women	15	35	36		50%	49%	54%
Q8a. My organisation respects individual differences (e.g cultures, working styles, backgrounds, ideas)	21	54	16		76%	73%	75%
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	18	51	22		69%	67%	67%
Q8h. I am able to speak up and share a different view to my colleagues and manager	19	49	17	9	68%	67%	69%

KEY





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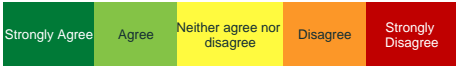
Some key comparisons are provided.

DIVERSITY & INCLUSION

67% RESPONSE SCALE

	67% RESPONSE SCALE					AGREEMENT %	HEALTH	SECTOR
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	31	55	12			86%	84%	85%
Q8j. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	19	40	22	13	7	59%	55%	58%

KEY





EXPLORE THE FULL SURVEY RESULTS

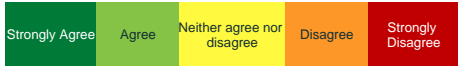
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Some key comparisons are provided.

RECRUITMENT	45% RESPONSE SCALE					AGREEMENT %	HEALTH	SECTOR
Q7l. My organisation's processes for recruiting employees are efficient	7	28	30	23	12	35%	32%	33%
Q7m. Recruitment and promotion decisions in this organisation are generally fair	8	37	30	15	9	45%	43%	41%
Q7n. My organisation generally selects capable people to do the job	9	46	25	13		55%	53%	51%

KEY





EXPLORE THE FULL SURVEY RESULTS

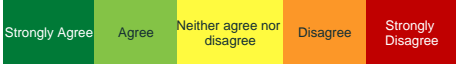
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Some key comparisons are provided.

EMPLOYEE VALUE PROPOSITION	55%	RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR		
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	23	38	27	60%	58%	60%	
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	19	33	35	7	52%	51%	53%
Q7g. There is good co-operation between teams across our organisation	12	40	26	16	51%	50%	48%

KEY





EXPLORE THE FULL SURVEY RESULTS

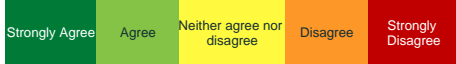
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Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT	61% RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR
Q3a. I have a current performance plan that sets out my individual objectives		68%	62%	62%
Q3b. I have informal feedback conversations with my manager throughout the year		74%	68%	70%
Q3c. I have scheduled feedback conversations with my manager throughout the year		66%	58%	58%
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results		64%	59%	59%
Q3e. My performance is assessed against clear criteria		62%	56%	53%
Q3f. I feel I can have open, honest conversations with my manager about the quality of work required		71%	69%	71%
Q3g. I am able to access the right learning and development opportunities as required		71%	66%	60%
Q3h. I have received appropriate training and development to do my job well		74%	69%	63%
Q3i. I have a strong desire to advance my career		67%	69%	69%

KEY





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.

PERFORMANCE FRAMEWORK & DEVELOPMENT	61% RESPONSE SCALE					AGREEMENT %	HEALTH	SECTOR
Q3j. I am satisfied with the opportunities available for career development in my organisation	14	36	26	16	8	50%	48%	45%
Q3k. I would like to work in another agency within the NSW Public Sector during my career	13	21	35	21	10	34%	40%	41%
Q5m. My manager provides acknowledgement or other recognition for the work I do	27	40	16	10		67%	64%	67%
Q5n. My manager appropriately deals with employees who perform poorly	15	30	31	14	10	45%	44%	44%
Q5o. My manager ensures fair access to developmental opportunities for people in my workgroup	21	42	22	8		64%	61%	62%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	23	38	27			60%	58%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	19	33	35	7		52%	51%	53%
Q7j. My organisation is committed to developing its employees	12	43	28	11		55%	53%	53%

KEY





EXPLORE THE FULL SURVEY RESULTS

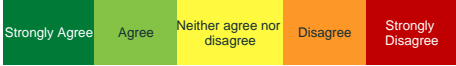
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Some key comparisons are provided.

MOBILITY	49% RESPONSE SCALE					AGREEMENT %	HEALTH	SECTOR
Q3k. I would like to work in another agency within the NSW Public Sector during my career	13	21	35	21	10	34%	40%	41%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	23	38	27			60%	58%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	19	33	35	7		52%	51%	53%

KEY





EXPLORE THE FULL SURVEY RESULTS

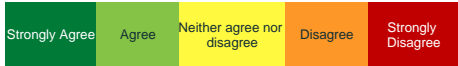
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Some key comparisons are provided.

PAY & BENEFITS	60% RESPONSE SCALE					AGREEMENT %	HEALTH	SECTOR
	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree			
Q4a. I am paid fairly for the work I do	12	46	18	17	8	58%	55%	60%
Q4b. I am satisfied with my total benefits package (incl. superannuation, leave entitlements etc)	12	50	21	12		62%	60%	60%

KEY





EXPLORE THE FULL SURVEY RESULTS

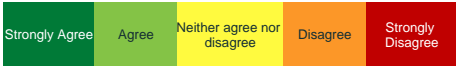
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Some key comparisons are provided.

DIVERSITY GROUPS	75% RESPONSE SCALE			AGREEMENT %	HEALTH	SECTOR
Q8b. Cultural background is not a barrier to success in my organisation	25	54	16	79%	77%	77%
Q8c. Age is not a barrier to success in my organisation	23	52	18	75%	73%	71%
Q8d. Disability is not a barrier to success in my organisation	20	48	27	68%	66%	67%
Q8e. Sexual orientation is not a barrier to success in my organisation	24	53	20	78%	76%	76%
Q8f. Gender is not a barrier to success in my organisation	24	53	18	77%	75%	74%

KEY





EXPLORE THE FULL SURVEY RESULTS

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Some key comparisons are provided.

WORKPLACE SUPPORT	64% RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work		62%	60%	59%
Q1k. I am able to keep my work stress at an acceptable level		62%	60%	58%
Q1l. My workload is acceptable		56%	54%	55%
Q2e. I receive help and support from other members of my workgroup		81%	78%	80%
Q2f. There is good team spirit in my workgroup		65%	64%	67%
Q7k. My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance		55%	52%	56%

KEY





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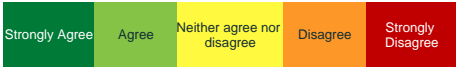
ACTION ABOUT SURVEY RESULTS

30% RESPONSE SCALE

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



KEY





EXPLORE THE FULL SURVEY RESULTS

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Some key comparisons are provided.

WORKPLACE CONDUCT	52% RESPONSE SCALE	AGREEMENT %	HEALTH	SECTOR
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest		60%	58%	63%
Q9b. I have confidence in the ways my organisation resolves grievances		46%	43%	43%
Q9c. I am confident that I would be protected from reprisal for reporting misconduct/wrongdoing		49%	48%	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%	HEALTH	SECTOR
Q13. What factors would motivate you to stay in the NSW public sector?				
More interesting and challenging work		37%	42%	46%
Better skills in my workgroup		24%	28%	27%
Improved career opportunities		43%	47%	52%
Improved learning and development opportunities		47%	49%	50%
Greater involvement in decision making		28%	32%	33%
Better pay and benefits		59%	58%	58%
Greater recognition for the work I do		43%	44%	45%
Better leadership from senior managers		35%	37%	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%	HEALTH	SECTOR
Q13. What factors would motivate you to stay in the NSW public sector?				
Better leadership from my manager		27%	29%	27%
Better accountability for performance		23%	24%	25%
A better location		14%	19%	20%
More flexible working conditions		35%	38%	38%
Better work/life balance		41%	43%	46%
Improved facilities		31%	32%	30%
Improved technology and systems		30%	33%	38%
Better job security		30%	33%	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%	HEALTH	SECTOR
Q9a. In the last 12 months I have read or referred to my organisation's code of conduct				
Yes		74%	77%	72%
No		23%	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%	HEALTH	SECTOR
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work				
Yes		31%	31%	25%
No		59%	59%	64%
Don't Know		9%	10%	11%
Q10b. Have you reported the misconduct/wrongdoing you witnessed in the last 12 months?				
Yes		70%	65%	63%
No		29%	33%	35%
Don't Know		1%	1%	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%	HEALTH	SECTOR
Q10c. In the last 12 months I have witnessed bullying at work				
Yes		43%	43%	35%
No		52%	50%	58%
Don't Know		5%	6%	7%
Q10d. In the last 12 months I have been the subjected to bullying at work				
Yes		22%	24%	20%
No		73%	71%	75%
Don't Know		5%	5%	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%	HEALTH	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		16%	20%	23%
Your Immediate Manager/Supervisor		24%	26%	26%
A fellow worker at your level		33%	29%	25%
A subordinate		5%	7%	8%
A client or customer		2%	2%	2%
A member of the public other than a client or customer		1%	1%	0%
Other		7%	5%	4%
Prefer not to say		14%	11%	13%



EXPLORE THE FULL SURVEY RESULTS

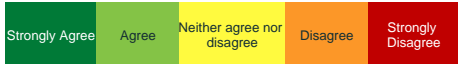
This section shows results for all the survey questions grouped by key themes.

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.

HEALTH QUESTIONS	RESPONSE SCALE					AGREEMENT %	HEALTH
Q1. Morale is good in my team	15	43	18	17		58%	59%
Q2. I believe I am valued for what I can offer at my workplace	20	51	16	10		70%	69%
Q3. In my workplace, we recognise our successes and innovations	17	49	21	9		66%	64%
Q4. Staff are treated respectfully regardless of their job	20	50	16	10		70%	67%
Q5. The senior managers at my workplace lead by example in creating a positive workplace	15	35	25	15	9	51%	49%
Q6. Overall, I have confidence in the decisions made by my senior managers	14	37	25	15	9	51%	50%

KEY





EXPLORE THE FULL SURVEY RESULTS

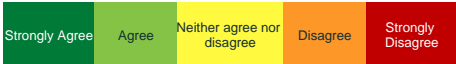
This section shows results for all the survey questions grouped by key themes.

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.

HEALTH QUESTIONS	RESPONSE SCALE					AGREEMENT %	HEALTH
Q7. I have a say in decisions which affect my work	13	39	24	17	8	51%	50%
Q8. Where I work, we share the lessons learnt when mistakes are made	17	48	20	10		65%	64%
Q9. My team's objectives/work plans are clearly outlined	16	50	21	9		66%	64%
Q10. Our objectives/work plans help us to deliver a quality service	17	51	22			68%	66%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months	13	28	32	17	11	40%	41%

KEY



PROFILE OF RESPONDENTS



PERSONAL PROFILES

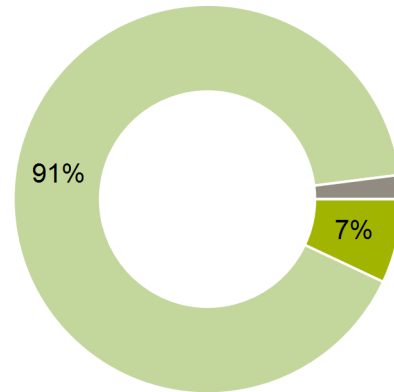
	RESPONSE SCALE	PERCENTAGE%
Gender		
Male		16%
Female		82%
Other		1%
Age		
<35		22%
35 - 54		53%
> 54		25%

PROFILE OF RESPONDENTS

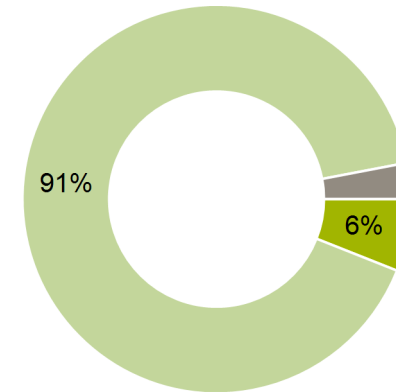


PERSONAL PROFILES

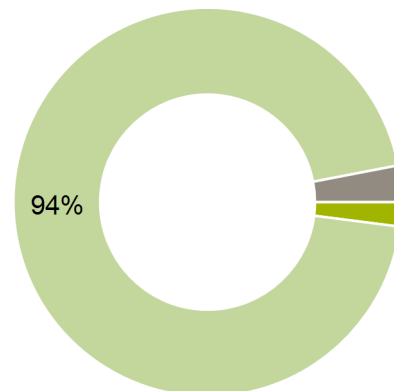
DO YOU SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME?



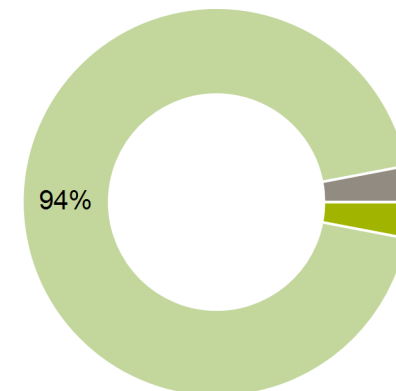
ARE YOU OF ABORIGINAL AND/OR TORRES STRAIT ISLANDER ORIGIN?



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		8%
1 - 2 years		7%
2 - 5 years		17%
5 - 10 years		22%
10 - 20 years		26%
More than 20 years		20%

PROFILE OF RESPONDENTS



WORK PROFILES

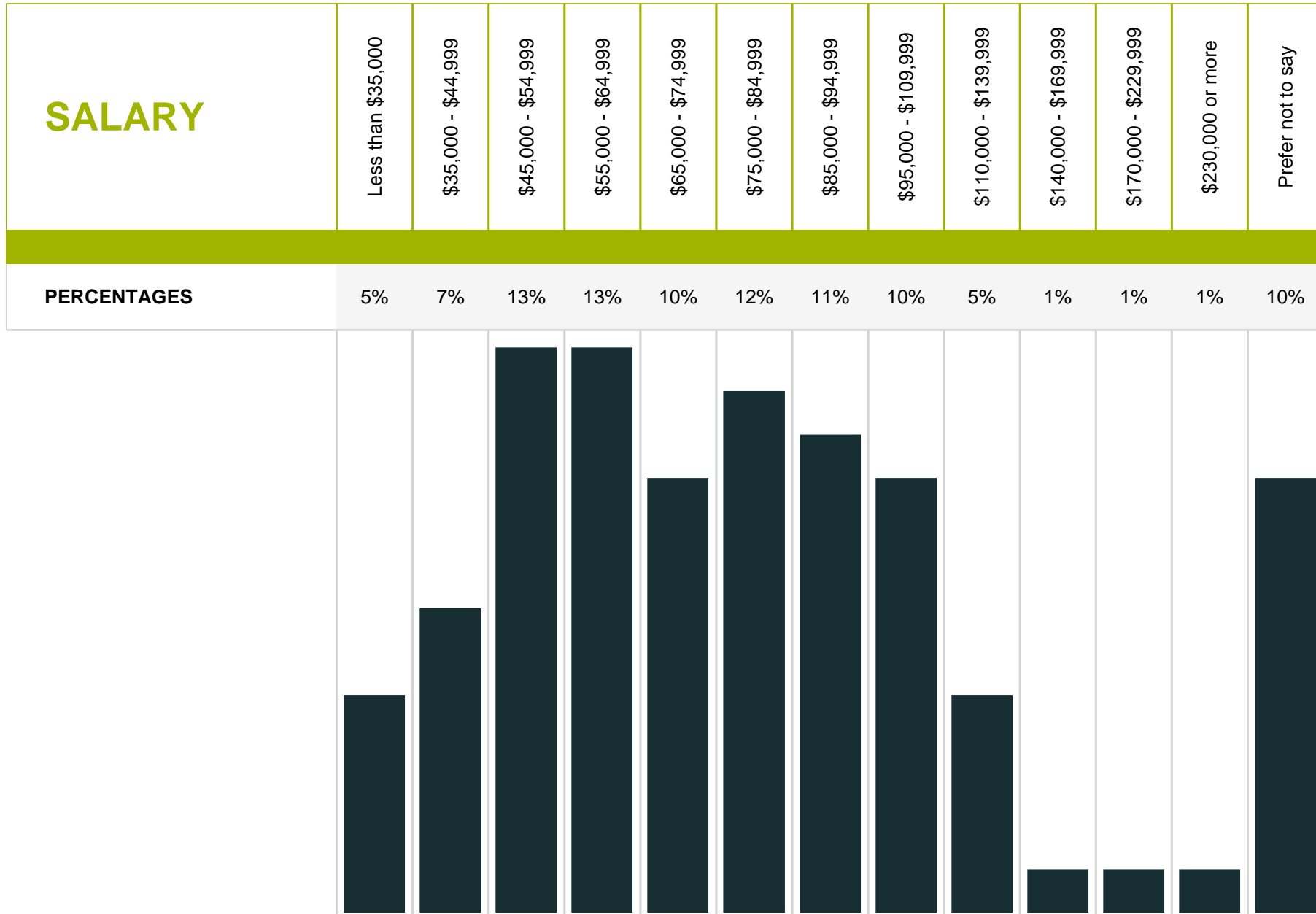
TYPE OF WORK	RESPONSE SCALE	PERCENTAGE%
Service delivery involving direct contact with the general public		70%
Other service delivery work		4%
Administrative support		12%
Corporate services		5%
Policy		0%
Research		1%
Program and project management support		3%
Legal (including developing and/or reviewing legislation)		0%
Other		6%

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.

	Hunter New England Local Health District	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	5808	3591	211	628	242	6	53	133	2	288
ENGAGEMENT	66%	65%	69%	66%	69%	(r)	71%	72%	(r)	68%
SENIOR MANAGERS	45%	43%	51%	49%	59%	(r)	60%	64%	(r)	52%
COMMUNICATION	57%	56%	61%	57%	69%	(r)	66%	76%	(r)	60%
HIGH PERFORMANCE	70%	69%	73%	70%	77%	(r)	78%	84%	(r)	72%
PUBLIC SECTOR VALUES	66%	66%	68%	66%	74%	(r)	76%	80%	(r)	69%
DIVERSITY & INCLUSION	67%	66%	70%	68%	76%	(r)	76%	82%	(r)	67%

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.

	Hunter New England Local Health District	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	5808	278	355	658	684	496	636	579	531	262	51	47	64	489
ENGAGEMENT	66%	74%	68%	66%	68%	65%	63%	65%	67%	69%	69%	67%	71%	61%
SENIOR MANAGERS	45%	53%	47%	44%	47%	45%	41%	44%	52%	55%	63%	51%	62%	38%
COMMUNICATION	57%	64%	58%	55%	59%	57%	55%	57%	62%	63%	72%	67%	74%	52%
HIGH PERFORMANCE	70%	76%	72%	69%	72%	70%	67%	71%	74%	76%	76%	73%	80%	64%
PUBLIC SECTOR VALUES	66%	72%	68%	64%	68%	65%	64%	67%	71%	73%	75%	70%	78%	61%
DIVERSITY & INCLUSION	67%	74%	68%	66%	69%	66%	65%	68%	71%	72%	75%	72%	77%	61%

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.

	Hunter New England Local Health District	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	5808	392	365	857	1107	1341	1025
ENGAGEMENT	66%	75%	72%	67%	63%	64%	66%
SENIOR MANAGERS	45%	64%	53%	47%	41%	43%	45%
COMMUNICATION	57%	73%	65%	59%	54%	55%	57%
HIGH PERFORMANCE	70%	81%	75%	71%	67%	69%	71%
PUBLIC SECTOR VALUES	66%	79%	71%	68%	63%	65%	67%
DIVERSITY & INCLUSION	67%	80%	74%	68%	64%	65%	67%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	Hunter New England Local Health District	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	5808	22	172	436	487	580	640	707	737	771	403	110
ENGAGEMENT	66%	(r)	75%	68%	67%	64%	66%	66%	66%	65%	68%	71%
SENIOR MANAGERS	45%	(r)	58%	50%	50%	44%	46%	46%	45%	42%	49%	49%
COMMUNICATION	57%	(r)	69%	61%	60%	58%	57%	58%	57%	56%	60%	59%
HIGH PERFORMANCE	70%	(r)	81%	74%	73%	69%	71%	69%	70%	69%	73%	74%
PUBLIC SECTOR VALUES	66%	(r)	75%	69%	69%	66%	67%	66%	66%	65%	69%	69%
DIVERSITY & INCLUSION	67%	(r)	79%	72%	70%	66%	67%	66%	66%	65%	69%	69%

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.

	Hunter New England Local Health District	Male	Female	Other
NUMBER OF RESPONDENTS	5808	838	4221	66
ENGAGEMENT	66%	65%	67%	52%
SENIOR MANAGERS	45%	48%	46%	24%
COMMUNICATION	57%	61%	58%	34%
HIGH PERFORMANCE	70%	70%	71%	47%
PUBLIC SECTOR VALUES	66%	68%	67%	45%
DIVERSITY & INCLUSION	67%	69%	68%	42%

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 CURRENT ROLE



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.

	Hunter New England Local Health District	Junior Medical Officer	Career Medical Officer, Hospitalist	Staff Specialist	Visiting Medical Officer	Clinical Academic	Assistant in Nursing	Enrolled Nurse	Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist/Consultant, Practitioner	Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	Nurse/Midwifery Manager	Support Officers	Information Management	Clinical Support Executive
NUMBER OF RESPONDENTS	5808	48	10	113	22	1	86	302	1481	65	207	274	66	11
ENGAGEMENT	66%	65%	(r)	64%	(r)	(r)	77%	67%	61%	70%	73%	64%	59%	(r)
SENIOR MANAGERS	45%	53%	(r)	48%	(r)	(r)	62%	40%	37%	49%	61%	40%	37%	(r)
COMMUNICATION	57%	61%	(r)	63%	(r)	(r)	72%	56%	51%	57%	70%	50%	49%	(r)
HIGH PERFORMANCE	70%	72%	(r)	72%	(r)	(r)	81%	68%	65%	73%	80%	64%	62%	(r)
PUBLIC SECTOR VALUES	66%	71%	(r)	70%	(r)	(r)	75%	64%	61%	68%	78%	61%	57%	(r)
DIVERSITY & INCLUSION	67%	66%	(r)	69%	(r)	(r)	77%	64%	61%	70%	78%	61%	62%	(r)

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 CURRENT ROLE



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.

	Hunter New England Local Health District	Administrative and Executive Assistant	Corporate Services	Senior Manager/Executive	Allied Health Professional	Allied Health Assistant	Health Education, Health Promotion and Health Protection	Counsellor, Welfare Support	Interpreters and Liaison Officer	Aboriginal Health Workers and Aboriginal Education Officers	Technician/Technologist	Hospital Scientist/Biomedical Engineers	Researchers	Data Analyst
NUMBER OF RESPONDENTS	5808	289	179	51	703	60	57	21	7	34	35	16	13	11
ENGAGEMENT	66%	70%	70%	82%	69%	71%	70%	(r)	(r)	81%	66%	(r)	(r)	(r)
SENIOR MANAGERS	45%	59%	62%	75%	45%	58%	56%	(r)	(r)	70%	46%	(r)	(r)	(r)
COMMUNICATION	57%	64%	71%	80%	60%	66%	70%	(r)	(r)	75%	56%	(r)	(r)	(r)
HIGH PERFORMANCE	70%	77%	78%	84%	74%	75%	81%	(r)	(r)	83%	69%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	66%	73%	76%	83%	71%	71%	76%	(r)	(r)	82%	64%	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	74%	78%	86%	71%	74%	79%	(r)	(r)	84%	69%	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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RESULTS BY CURRENT ROLE



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.

	Hunter New England Local Health District	Technical Officers/Technical Assistant	Dental Officer, Therapists and Hygienist	Dental Specialist	Dental Assistant	Trainee Dental Assistant	Operational Ambulance Officers	Operational Ambulance Managers	Project Director	Project Manager	Project Officer	Cleaning, Linen and Food	Motor Vehicle, Patient Transport	Security Services, Fire Safety
NUMBER OF RESPONDENTS	5808	31	31	2	41	1	0	0	4	50	33	7	1	8
ENGAGEMENT	66%	68%	72%	(r)	70%	(r)	(r)	(r)	(r)	75%	72%	(r)	(r)	(r)
SENIOR MANAGERS	45%	40%	62%	(r)	53%	(r)	(r)	(r)	(r)	66%	63%	(r)	(r)	(r)
COMMUNICATION	57%	54%	67%	(r)	57%	(r)	(r)	(r)	(r)	71%	76%	(r)	(r)	(r)
HIGH PERFORMANCE	70%	69%	75%	(r)	72%	(r)	(r)	(r)	(r)	86%	82%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	66%	60%	76%	(r)	68%	(r)	(r)	(r)	(r)	79%	79%	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	68%	68%	(r)	65%	(r)	(r)	(r)	(r)	83%	83%	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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RESULTS BY CURRENT ROLE



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.

	Hunter New England Local Health District	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
NUMBER OF RESPONDENTS	5808	10	3	40	5	18	0	99	160
ENGAGEMENT	66%	(r)	(r)	72%	(r)	(r)	(r)	69%	56%
SENIOR MANAGERS	45%	(r)	(r)	53%	(r)	(r)	(r)	50%	31%
COMMUNICATION	57%	(r)	(r)	66%	(r)	(r)	(r)	59%	41%
HIGH PERFORMANCE	70%	(r)	(r)	76%	(r)	(r)	(r)	73%	56%
PUBLIC SECTOR VALUES	66%	(r)	(r)	72%	(r)	(r)	(r)	69%	53%
DIVERSITY & INCLUSION	67%	(r)	(r)	74%	(r)	(r)	(r)	69%	52%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

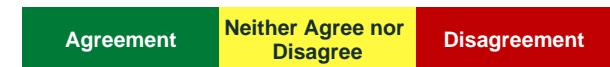
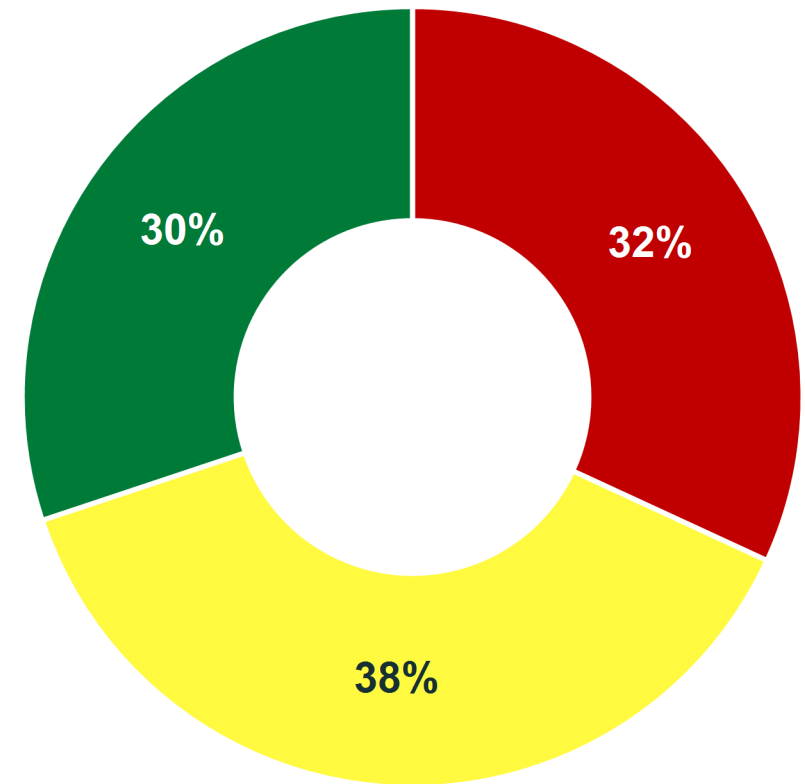
30%

of employees replied favourably to:

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

32%
SECTOR

34%
CLUSTER



GUIDE TO THIS REPORT

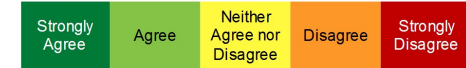
ANONYMITY RULES

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

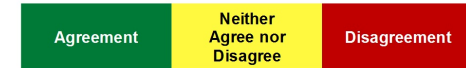
There is no way of tracing individuals in reports or through the de-identified survey data. There are limits on the size of workgroups that can be reported (10 or more employees) and responses from demographic groups (30 or more employees). Where people work in small teams, the results are merged with 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%