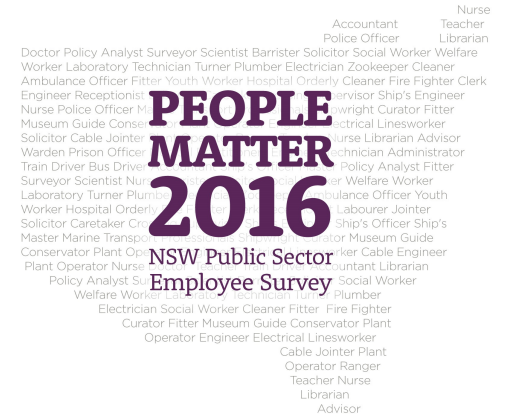


PEOPLE MATTER 2016

NSW Public Sector Employee Survey



Separate Agencies

NSW Electoral Commission

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RESPONSE RATE

47%

66 RESPONSES
OUT OF 140 EMPLOYEES

ENGAGEMENT INDEX

73%

PMES 2016
SECTOR SCORE **65%**

PMES 2014
SECTOR 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.

QUESTION HEADLINES

+ HIGHEST AGREEMENT SCORING QUESTIONS

2016
AGREEMENT
%

7c.	My organisation strives to earn and sustain a high level of public trust	95%
1h.	I look for ways to perform my job more effectively	92%
2e.	I receive help and support from other members of my workgroup	91%
2i.	People in my workgroup treat customers/clients with respect	91%
5k.	My manager treats employees with dignity and respect	90%
2f.	There is good team spirit in my workgroup	89%
2h.	People in my workgroup treat each other with respect	89%
2c.	My team works collaboratively to achieve its objectives	89%
2d.	People in my workgroup have the appropriate skills to do the job well	88%
8i.	Diversity and inclusion in the workplace can contribute to better business outcomes	88%

- LOWEST AGREEMENT SCORING QUESTIONS

2016
AGREEMENT
%

3g.	I am able to access the right learning and development opportunities as required	36%
3j.	I am satisfied with the opportunities available for career development in my organisation	37%
3a.	I have a current performance plan that sets out my individual objectives	38%
9b.	I have confidence in the ways my organisation resolves grievances	44%
3h.	I have received appropriate training and development to do my job well	44%
3e.	My performance is assessed against clear criteria	44%
7l.	My organisation's processes for recruiting employees are efficient	45%
15.	I believe action will be taken on the results from this survey by my organisation	46%
5q.	My manager would help me to broaden my experience by supporting my movement to another organisation	47%
5n.	My manager appropriately deals with employees who perform poorly	51%



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

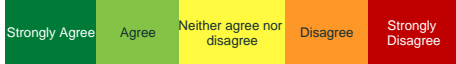
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Some key comparisons are provided.

ENGAGEMENT	73% RESPONSE SCALE			AGREEMENT %	PMES 2014	SEPARATE AGENCIES	SECTOR
Q7o. I would recommend my organisation as a great place to work	30	49	18	79%	71%	68%	60%
Q7p. I am proud to tell others I work for my organisation	32	47	19	79%	82%	78%	68%
Q7q. I feel a strong personal attachment to my organisation	18	35	37	53%	69%	70%	64%
Q7r. My organisation motivates me to help it achieve its objectives	26	44	28	70%	66%	62%	55%
Q7s. My organisation inspires me to do the best in my job	28	40	25	68%	63%	61%	55%

KEY





EXPLORE THE FULL SURVEY RESULTS

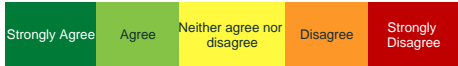
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Some key comparisons are provided.

ENGAGEMENT WITH WORK 80% RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q1g. My job gives me a feeling of personal accomplishment <div style="display: flex; justify-content: space-between; margin-top: 5px;"> 29 52 8 11 </div>	82%	78%	76%
Q1h. I look for ways to perform my job more effectively <div style="display: flex; justify-content: space-between; margin-top: 5px;"> 49 43 6 2 </div>	92%	95%	95%
Q1i. I feel motivated to contribute more than what is normally required at work <div style="display: flex; justify-content: space-between; margin-top: 5px;"> 37 34 23 6 </div>	71%	79%	76%
Q1j. I am satisfied with my job at the present time <div style="display: flex; justify-content: space-between; margin-top: 5px;"> 26 48 14 12 </div>	74%	65%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

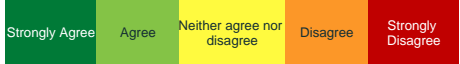
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Some key comparisons are provided.

SENIOR MANAGERS	65% RESPONSE SCALE				AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q6a. I believe senior managers provide clear direction for the future of the organisation	22	52	18	8	73%	56%	47%
Q6b. I feel that senior leaders effectively lead and manage change	23	35	30	10	58%	49%	43%
Q6c. I feel that senior managers model the values of my organisation	22	42	30		63%	57%	48%
Q6d. Senior managers encourage innovation by employees	24	37	34		61%	51%	49%
Q6e. Senior managers promote collaboration between my organisation and others we work with	22	37	35		58%	61%	52%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	22	56	20		78%	61%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	25	48	20		73%	51%	44%
Q6h. I feel that senior managers listen to employees	17	43	37		60%	47%	39%
Q7f. I feel that change is handled well in my organisation	27	34	25	12	61%	42%	41%

KEY





EXPLORE THE FULL SURVEY RESULTS

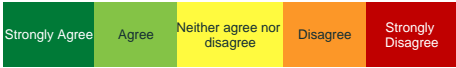
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Some key comparisons are provided.

COMMUNICATION	77% RESPONSE SCALE			AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q5e. My manager communicates effectively with me	34	47	13	81%	73%	69%
Q5f. My manager encourages and values employee input	41	44	13	84%	74%	69%
Q5g. My manager involves my workgroup in decisions about our work	34	45	14	80%	67%	64%
Q6g. I feel that senior managers keep employees informed about what's going on	25	48	20	73%	51%	44%
Q6h. I feel that senior managers listen to employees	17	43	37	60%	47%	39%
Q8h. I am able to speak up and share a different view to my colleagues and manager	27	54	11	80%	77%	69%

KEY





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Some key comparisons are provided.

HIGH PERFORMANCE	76% RESPONSE SCALE			AGREEMENT %	SEPARATE AGENCIES	SECTOR	
Q1a. I understand what is expected of me to do well in my role	33	53	11	86%	88%	90%	
Q1b. I have the tools I need to do my job effectively	30	42	9	18	73%	71%	70%
Q1c. I get the information I need to do my job well	26	48	11	12	74%	70%	67%
Q1d. I feel I make a contribution to achieving the organisation's objectives	44	41	14		85%	89%	86%
Q1e. I feel I am able to suggest ideas to improve our way of doing things	35	42	17		77%	73%	69%
Q2b. People in my workgroup use time and resources efficiently	29	55	11		83%	72%	70%
Q2c. My team works collaboratively to achieve its objectives	40	49			89%	76%	75%
Q2d. People in my workgroup have the appropriate skills to do the job well	30	58	9		88%	80%	76%
Q3h. I have received appropriate training and development to do my job well	13	31	39	17	44%	63%	63%

KEY





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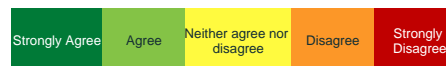
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Some key comparisons are provided.

	HIGH PERFORMANCE				76% RESPONSE SCALE			AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q5a. My manager encourages people in my workgroup to improve the quality of what they do	22	55	14	8	77%	73%	72%			
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims	25	44	23		69%	60%	64%			
Q5c. My manager assigns work to people in my workgroup based on their skills and expertise	28	52	16		80%	69%	65%			
Q5j. I have confidence in the decisions my line manager makes	35	52			87%	73%	67%			
Q6d. Senior managers encourage innovation by employees	24	37	34		61%	51%	49%			
Q6e. Senior managers promote collaboration between my organisation and others we work with	22	37	35		58%	61%	52%			
Q7d. My organisation focuses on improving the work we do	32	54	12		86%	80%	76%			
Q7e. My organisation is making the necessary improvements to meet our future challenges	34	53	14		86%	63%	62%			
Q7g. There is good co-operation between teams across our organisation	25	39	20	14	64%	48%	48%			

KEY





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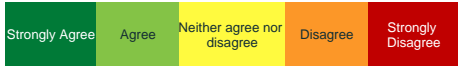
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Some key comparisons are provided.

	HIGH PERFORMANCE				76% RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q7n. My organisation generally selects capable people to do the job	20	54	20	7	73%	65%	51%	
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	20	49	22	7	69%	67%	67%	
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	38	50	13		88%	90%	85%	

KEY





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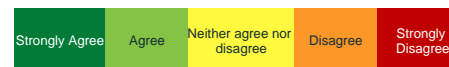
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Some key comparisons are provided.

PUBLIC SECTOR VALUES		78% RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q2a. My workgroup strives to achieve customer/client satisfaction		39 44 14	83%	85%	85%
Q2b. People in my workgroup use time and resources efficiently		29 55 11	83%	72%	70%
Q2g. People in my workgroup are honest, open and transparent in their dealings		39 44 15	83%	77%	67%
Q2h. People in my workgroup treat each other with respect		48 41 9	89%	82%	72%
Q2i. People in my workgroup treat customers/clients with respect		44 47 9	91%	91%	86%
Q5a. My manager encourages people in my workgroup to improve the quality of what they do		22 55 14 8	77%	73%	72%
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims		25 44 23	69%	60%	64%
Q5d. My manager listens to what I have to say		38 47 11	84%	78%	73%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased		33 42 20	75%	70%	64%

KEY





EXPLORE THE FULL SURVEY RESULTS

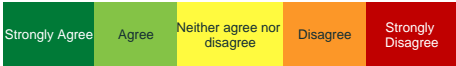
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	78% RESPONSE SCALE		AGREEMENT %	SEPARATE AGENCIES	SECTOR
	Strongly Agree	Agree			
Q5k. My manager treats employees with dignity and respect	46	44	90%	82%	76%
Q5l. My manager talks to me about how the values apply to my work	25	36	61%	55%	58%
Q6a. I believe senior managers provide clear direction for the future of the organisation	22	52	73%	56%	47%
Q6c. I feel that senior managers model the values of my organisation	22	42	63%	57%	48%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	22	56	78%	61%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	25	48	73%	51%	44%
Q6h. I feel that senior managers listen to employees	17	43	60%	47%	39%
Q7a. My organisation provides high quality services	39	47	86%	88%	80%
Q7b. My organisation strives to match services to customer/client needs	37	49	86%	83%	80%

KEY





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Some key comparisons are provided.

PUBLIC SECTOR VALUES		78% RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q7c. My organisation strives to earn and sustain a high level of public trust			95%	90%	83%
Q7d. My organisation focuses on improving the work we do			86%	80%	76%
Q7h. People in my organisation take responsibility for their own actions			56%	54%	48%
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest			71%	75%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

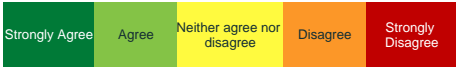
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Some key comparisons are provided.

DIVERSITY & INCLUSION	78% RESPONSE SCALE				AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work	25	46	22	8	71%	61%	59%
Q5d. My manager listens to what I have to say	38	47	11		84%	78%	73%
Q5f. My manager encourages and values employee input	41	44	13		84%	74%	69%
Q5h. My manager takes into account the differing needs and circumstances of employees when making decisions	34	45	16		80%	72%	65%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased	33	42	20		75%	70%	64%
Q6i. Senior managers in my organisation genuinely support the career advancement of women	25	37	34		63%	64%	54%
Q8a. My organisation respects individual differences (e.g cultures, working styles, backgrounds, ideas)	33	55	13		87%	80%	75%
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	20	49	22	7	69%	67%	67%
Q8h. I am able to speak up and share a different view to my colleagues and manager	27	54	11	7	80%	77%	69%

KEY





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Some key comparisons are provided.

DIVERSITY & INCLUSION	78% RESPONSE SCALE			AGREEMENT %	SEPARATE AGENCIES	SECTOR	
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	38	50	13	88%	90%	85%	
Q8j. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	31	49	13	7	80%	73%	58%

KEY





EXPLORE THE FULL SURVEY RESULTS

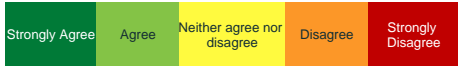
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Some key comparisons are provided.

RECRUITMENT	59% RESPONSE SCALE				AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q7l. My organisation's processes for recruiting employees are efficient	14	30	36	16	45%	34%	33%
Q7m. Recruitment and promotion decisions in this organisation are generally fair	18	41	29	9	59%	48%	41%
Q7n. My organisation generally selects capable people to do the job	20	54	20	7	73%	65%	51%

KEY





EXPLORE THE FULL SURVEY RESULTS

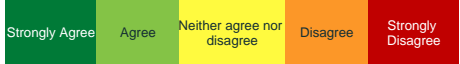
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Some key comparisons are provided.

EMPLOYEE VALUE PROPOSITION	57%	RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR		
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	20	39	41	59%	62%	60%	
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	17	31	47	47%	57%	53%	
Q7g. There is good co-operation between teams across our organisation	25	39	20	14	64%	48%	48%

KEY





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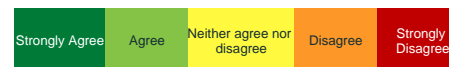
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Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT	57% RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q3a. I have a current performance plan that sets out my individual objectives		38%	64%	62%
Q3b. I have informal feedback conversations with my manager throughout the year		73%	71%	70%
Q3c. I have scheduled feedback conversations with my manager throughout the year		52%	60%	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		44%	50%	53%
Q3f. I feel I can have open, honest conversations with my manager about the quality of work required		79%	75%	71%
Q3g. I am able to access the right learning and development opportunities as required		36%	63%	60%
Q3h. I have received appropriate training and development to do my job well		44%	63%	63%
Q3i. I have a strong desire to advance my career		83%	75%	69%

KEY





EXPLORE THE FULL SURVEY RESULTS

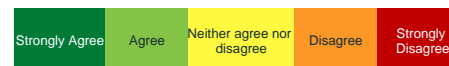
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Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT	57% RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q3j. I am satisfied with the opportunities available for career development in my organisation		37%	41%	45%
Q3k. I would like to work in another agency within the NSW Public Sector during my career		67%	52%	41%
Q5m. My manager provides acknowledgement or other recognition for the work I do		83%	73%	67%
Q5n. My manager appropriately deals with employees who perform poorly		51%	40%	44%
Q5o. My manager ensures fair access to developmental opportunities for people in my workgroup		53%	66%	62%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role		59%	62%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation		47%	57%	53%
Q7j. My organisation is committed to developing its employees		53%	59%	53%

KEY





EXPLORE THE FULL SURVEY RESULTS

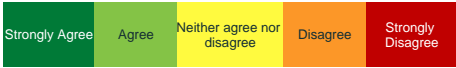
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Some key comparisons are provided.

MOBILITY	58% RESPONSE SCALE			AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q3k. I would like to work in another agency within the NSW Public Sector during my career	31	36	30	67%	52%	41%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	20	39	41	59%	62%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	17	31	47	47%	57%	53%

KEY





EXPLORE THE FULL SURVEY RESULTS

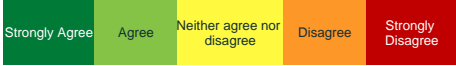
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Some key comparisons are provided.

PAY & BENEFITS 66% RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q4a. I am paid fairly for the work I do	69%	68%	60%
Q4b. I am satisfied with my total benefits package (incl. superannuation, leave entitlements etc)	64%	70%	60%

KEY





EXPLORE THE FULL SURVEY RESULTS

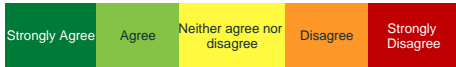
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Some key comparisons are provided.

DIVERSITY GROUPS	79% RESPONSE SCALE			AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q8b. Cultural background is not a barrier to success in my organisation	36	44	16	80%	81%	77%
Q8c. Age is not a barrier to success in my organisation	38	41	16	79%	73%	71%
Q8d. Disability is not a barrier to success in my organisation	27	39	29	66%	71%	67%
Q8e. Sexual orientation is not a barrier to success in my organisation	42	45	11	87%	81%	76%
Q8f. Gender is not a barrier to success in my organisation	39	45	13	84%	77%	74%

KEY





EXPLORE THE FULL SURVEY RESULTS

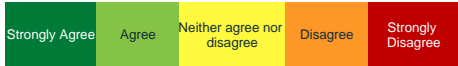
This section shows results for all the survey questions grouped by key themes.

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	80% RESPONSE SCALE				AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work	25	46	22	8	71%	61%	59%
Q1k. I am able to keep my work stress at an acceptable level	35	43	14		78%	60%	58%
Q1l. My workload is acceptable	25	49	15	11	74%	55%	55%
Q2e. I receive help and support from other members of my workgroup	36	55			91%	84%	80%
Q2f. There is good team spirit in my workgroup	41	48			89%	73%	67%
Q7k. My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance	30	45	21		75%	72%	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

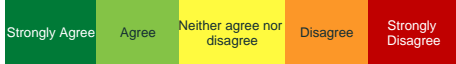
46% RESPONSE SCALE

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



AGREEMENT %	SEPARATE AGENCIES	SECTOR
46%	43%	32%

KEY





EXPLORE THE FULL SURVEY RESULTS

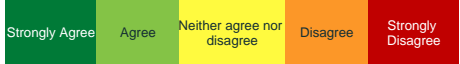
This section shows results for all the survey questions grouped by key themes.

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	57% RESPONSE SCALE				AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest	32	39	24		71%	75%	63%
Q9b. I have confidence in the ways my organisation resolves grievances	13	31	45	11	44%	40%	43%
Q9c. I am confident that I would be protected from reprisal for reporting misconduct/wrongdoing	11	44	38		55%	55%	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%	SEPARATE AGENCIES	SECTOR
Q13. What factors would motivate you to stay in the NSW public sector?				
More interesting and challenging work		75%	58%	46%
Better skills in my workgroup		27%	21%	27%
Improved career opportunities		65%	62%	52%
Improved learning and development opportunities		53%	48%	50%
Greater involvement in decision making		33%	34%	33%
Better pay and benefits		53%	56%	58%
Greater recognition for the work I do		40%	40%	45%
Better leadership from senior managers		18%	34%	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%	SEPARATE AGENCIES	SECTOR
Q13. What factors would motivate you to stay in the NSW public sector?				
Better leadership from my manager		20%	24%	27%
Better accountability for performance		22%	23%	25%
A better location		24%	20%	20%
More flexible working conditions		40%	39%	38%
Better work/life balance		45%	45%	46%
Improved facilities		15%	22%	30%
Improved technology and systems		25%	36%	38%
Better job security		51%	39%	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%	SEPARATE AGENCIES	SECTOR
Q9a. In the last 12 months I have read or referred to my organisation's code of conduct				
Yes		79%	61%	72%
No		18%	35%	24%
Don't Know		4%	4%	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%	SEPARATE AGENCIES	SECTOR
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work				
Yes		11%	16%	25%
No		76%	75%	64%
Don't Know		13%	9%	11%
Q10b. Have you reported the misconduct/wrongdoing you witnessed in the last 12 months?				
Yes	The data for this question has been hidden for anonymity reasons.			
No	The data for this question has been hidden for anonymity reasons.			
Don't Know	The data for this question has been hidden for anonymity reasons.			



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%	SEPARATE AGENCIES	SECTOR
Q10c. In the last 12 months I have witnessed bullying at work				
Yes		29%	26%	35%
No		69%	68%	58%
Don't Know		2%	6%	7%
Q10d. In the last 12 months I have been the subjected to bullying at work				
Yes		20%	14%	20%
No		73%	82%	75%
Don't Know		7%	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%	SEPARATE AGENCIES	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		18%	25%	23%
Your Immediate Manager/Supervisor		36%	21%	26%
A fellow worker at your level		27%	24%	25%
A subordinate		9%	8%	8%
Prefer not to say		9%	13%	13%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

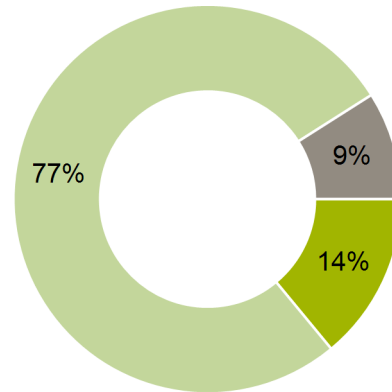
	RESPONSE SCALE	PERCENTAGE%
Gender		
Male		45%
Female		52%
Other		4%
Age		
<35		27%
35 - 54		55%
> 54		18%

PROFILE OF RESPONDENTS

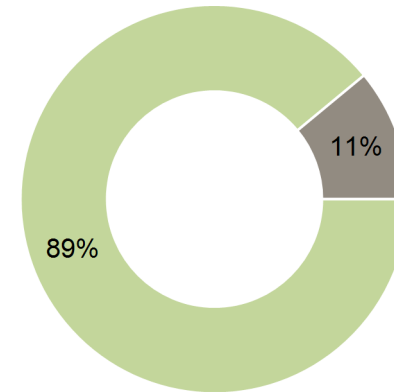


PERSONAL PROFILES

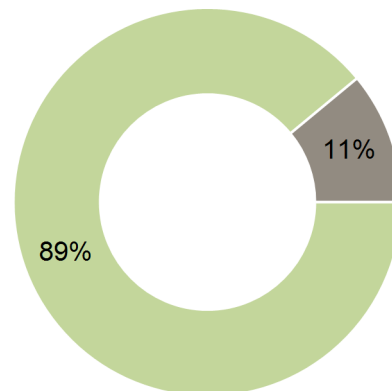
DO YOU SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME?



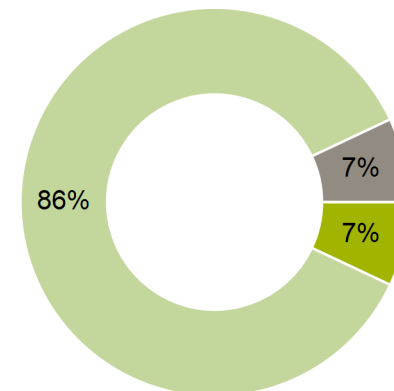
ARE YOU OF ABORIGINAL AND/OR TORRES STRAIT ISLANDER ORIGIN?



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		29%
1 - 2 years		13%
2 - 5 years		38%
5 - 10 years		9%
10 - 20 years		11%

PROFILE OF RESPONDENTS



WORK PROFILES

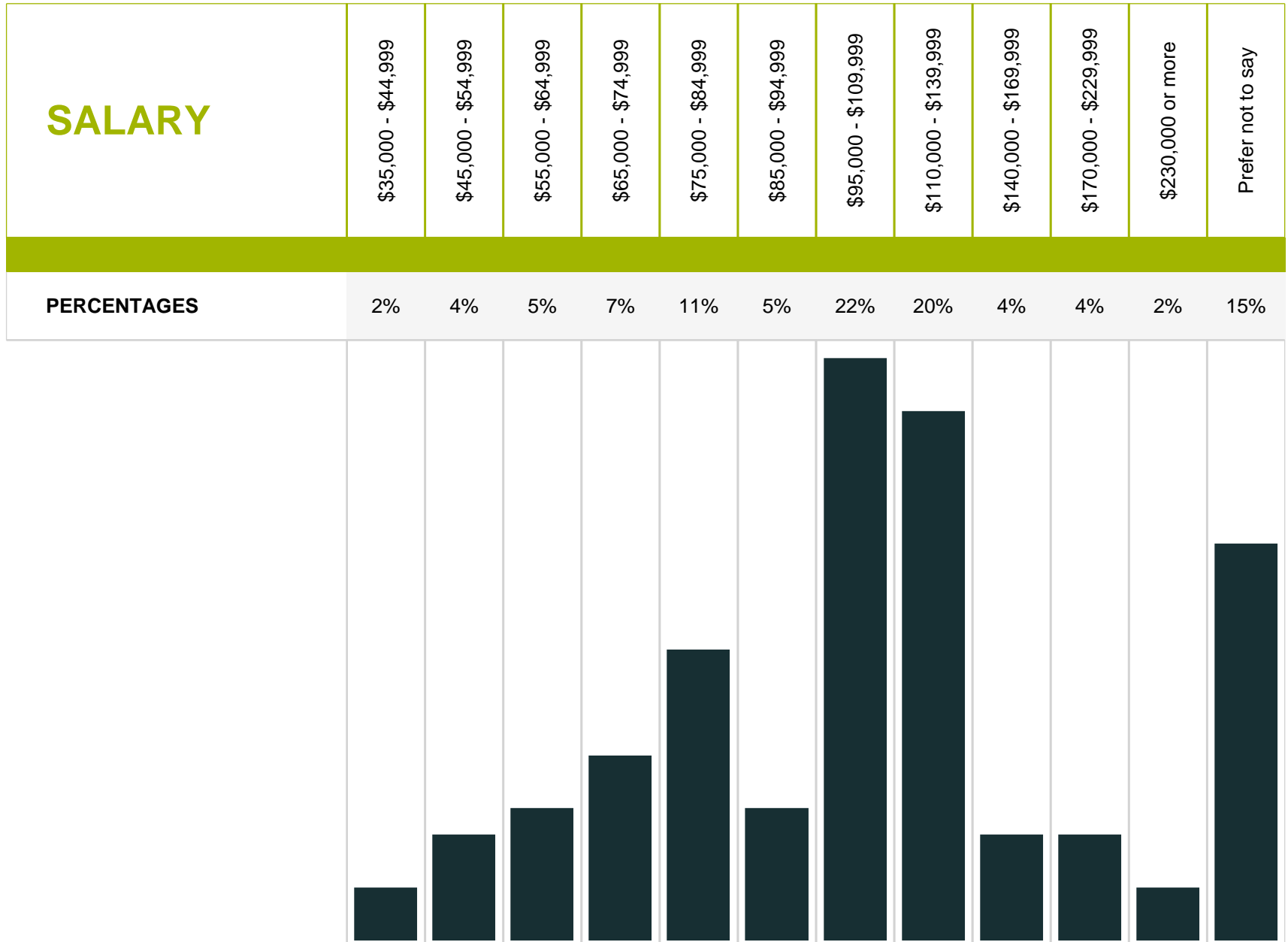
TYPE OF WORK	RESPONSE SCALE	PERCENTAGE%
Service delivery involving direct contact with the general public		5%
Other service delivery work		20%
Administrative support		11%
Corporate services		18%
Policy		4%
Research		4%
Program and project management support		20%
Legal (including developing and/or reviewing legislation)		5%
Other		13%

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.

	NSW Electoral Commission	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	66	3	11	6	10	2	2	11	3	7
ENGAGEMENT	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(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 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.

	NSW Electoral Commission	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	66	0	1	2	3	4	6	3	12	11	2	2	1	8
ENGAGEMENT	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(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 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.

	NSW Electoral Commission	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	66	16	7	21	5	6	0
ENGAGEMENT	73%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	65%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	77%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	78%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	78%	(r)	(r)	(r)	(r)	(r)	(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 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.

	NSW Electoral Commission	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	66	0	0	10	5	5	12	6	8	6	1	3
ENGAGEMENT	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(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 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.

	NSW Electoral Commission	Male	Female	Other
NUMBER OF RESPONDENTS	66	25	29	2
ENGAGEMENT	73%	(r)	(r)	(r)
SENIOR MANAGERS	65%	(r)	(r)	(r)
COMMUNICATION	77%	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	78%	(r)	(r)	(r)
DIVERSITY & INCLUSION	78%	(r)	(r)	(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



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.

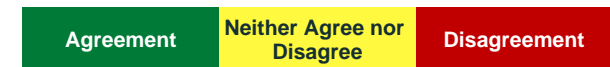
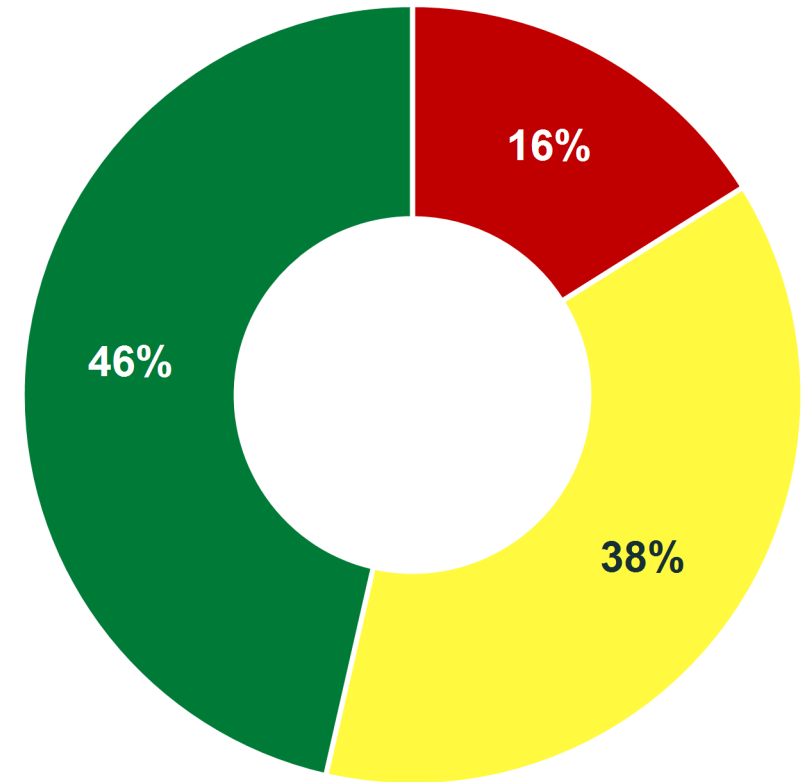
46%

of employees replied favourably to:

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

32%

SECTOR



GUIDE TO THIS REPORT

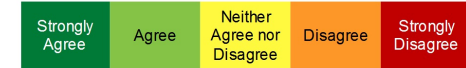
i ANONYMITY RULES

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

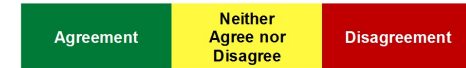
There is no way of tracing individuals in reports or through the de-identified survey data. There are limits on the size of workgroups that can be reported (10 or more employees) and responses from demographic groups (30 or more employees). Where people work in small teams, the results are merged with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

i 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.



i 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

i 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%