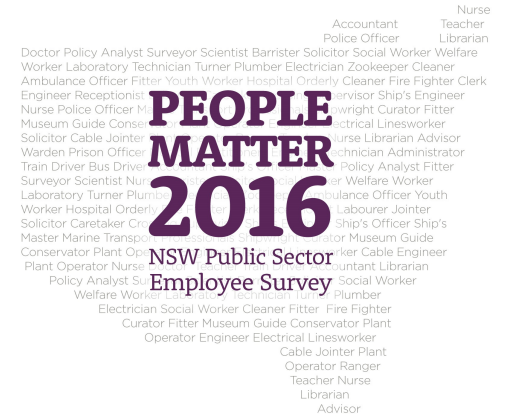# PEOPLE MATTER 2016

NSW Public Sector Employee Survey

Separate Agencies

Police Integrity Commission

CONTENTS

CONTENTS OF REPORT

NOTE: Profile of Respondents and Demographic Results are not included where there are less than 50 respondents.

RESPONSE RATE

31%

29 RESPONSES OUT OF 93 EMPLOYEES

ENGAGEMENT INDEX

64%

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.

HIGHEST AGREEMENT SCORING QUESTIONS

		2016 AGREEMENT %
4a.	I am paid fairly for the work I do	**97%**
4b.	I am satisfied withmy total benefits package (incl. superannuation, leave entitlements etc)	**93%**
7k.	My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance	**93%**
8i.	Diversity and inclusion in the workplace can contribute to better business outcomes	**93%**
1h.	I look for ways to perform my job more effectively	**90%**
1a.	I understand what is expected of me to do well in my role	**90%**
7i.	My organisation provides procedures and systems that ensure employees avoid conflicts of interest	**89%**
2e.	I receive help and support from other members of my workgroup	**86%**
8j.	How satisfied are you with your ability to access and use flexible working arrangements?	**86%**
8a.	My organisation respects individual differences (e.g cultures, working styles, backgrounds, ideas)	**85%**

LOWEST AGREEMENT SCORING QUESTIONS

		2016 AGREEMENT %
15.	I believe action will be taken on the results from this survey by my organisation	**18%**
6d.	Senior managers encourage innovation by employees	**25%**
3j.	I am satisfied with the opportunities available for career development in my organisation	**31%**
5n.	My manager appropriately deals with employees who perform poorly	**36%**
6b.	I feel that senior leaders effectively lead and manage change	**36%**
6a.	I believe senior managers provide clear direction for the future of the organisation	**43%**
3c.	I have scheduled feedback conversations with my manager throughout the year	**45%**
3d.	In the last 12 months I received useful feedback on my work to enable me to deliver required results	**45%**
6f.	Senior managers communicate the importance of customers in achieving our business objectives	**46%**
1f.	I am provided with the support I need to optimise my contribution at work	**48%**

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'.
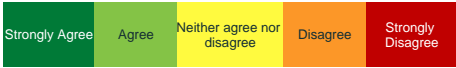
EXPLORE THE FULL SURVEY RESULTS

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 — 64% RESPONSE SCALE

	Response distribution	AGREEMENT %	PMES 2014	SEPARATE AGENCIES	SECTOR
Q7o. I would recommend my organisation as a great place to work	18 / 46 / 29 / 7	64%	53%	68%	60%
Q7p. I am proud to tell others I work for my organisation	21 / 39 / 29 / 7	61%	53%	78%	68%
Q7q. I feel a strong personal attachment to my organisation	18 / 46 / 21 / 7 / 7	64%	61%	70%	64%
Q7r. My organisation motivates me to help it achieve its objectives	14 / 39 / 29 / 7 / 11	54%	53%	62%	55%
Q7s. My organisation inspires me to do the best in my job	15 / 37 / 26 / 11 / 11	52%	42%	61%	55%

KEY: Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree

EXPLORE THE FULL SURVEY RESULTS

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

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Some key comparisons are provided.

ENGAGEMENT WITH WORK — 67% RESPONSE SCALE

		AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q1g. My job gives me a feeling of personal accomplishment	21 / 38 / 24 / 10	59%	78%	76%
Q1h. I look for ways to perform my job more effectively	34 / 55	90%	95%	95%
Q1i. I feel motivated to contribute more than what is normally required at work	24 / 45 / 17 / 14	69%	79%	76%
Q1j. I am satisfied with my job at the present time	17 / 34 / 28 / 10 / 10	52%	65%	63%

KEY

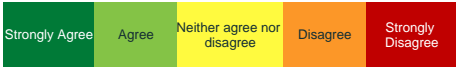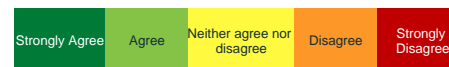| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

EXPLORE THE FULL SURVEY RESULTS

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Some key comparisons are provided.

SENIOR MANAGERS   49% RESPONSE SCALE

	Response Scale	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q6a. I believe senior managers provide clear direction for the future of the organisation	14 / 29 / 29 / 11 / 18	43%	56%	47%
Q6b. I feel that senior leaders effectively lead and manage change	11 / 25 / 36 / 14 / 14	36%	49%	43%
Q6c. I feel that senior managers model the values of my organisation	14 / 46 / 21 / 7 / 11	61%	57%	48%
Q6d. Senior managers encourage innovation by employees	7 / 18 / 54 / 11 / 11	25%	51%	49%
Q6e. Senior managers promote collaboration between my organisation and others we work with	18 / 43 / 29 / 7	61%	61%	52%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	14 / 32 / 39 / 11	46%	61%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	21 / 43 / 21 / 7 / 7	64%	51%	44%
Q6h. I feel that senior managers listen to employees	18 / 36 / 29 / 11 / 7	54%	47%	39%
Q7f. I feel that change is handled well in my organisation	46 / 32 / 14	50%	42%	41%

KEY

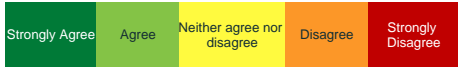| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

COMMUNICATION — 64% RESPONSE SCALE

		AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q5e. My manager communicates effectively with me	24 / 34 / 14 / 24	59%	73%	69%
Q5f. My manager encourages and values employee input	21 / 41 / 14 / 14 / 10	62%	74%	69%
Q5g. My manager involves my workgroup in decisions about our work	17 / 45 / 21 / 14	62%	67%	64%
Q6g. I feel that senior managers keep employees informed about what's going on	21 / 43 / 21 / 7 / 7	64%	51%	44%
Q6h. I feel that senior managers listen to employees	18 / 36 / 29 / 11 / 7	54%	47%	39%
Q8h. I am able to speak up and share a different view to my colleagues and manager	25 / 57 / 14	82%	77%	69%

KEY

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

HIGH PERFORMANCE

67% RESPONSE SCALE

	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q1a. I understand what is expected of me to do well in my role	90%	88%	90%
Q1b. I have the tools I need to do my job effectively	72%	71%	70%
Q1c. I get the information I need to do my job well	69%	70%	67%
Q1d. I feel I make a contribution to achieving the organisation's objectives	83%	89%	86%
Q1e. I feel I am able to suggest ideas to improve our way of doing things	62%	73%	69%
Q2b. People in my workgroup use time and resources efficiently	66%	72%	70%
Q2c. My team works collaboratively to achieve its objectives	79%	76%	75%
Q2d. People in my workgroup have the appropriate skills to do the job well	83%	80%	76%
Q3h. I have received appropriate training and development to do my job well	59%	63%	63%

Bar chart values:
- Q1a: 38 | 52
- Q1b: 28 | 45 | 21
- Q1c: 10 | 59 | 17 | 14
- Q1d: 28 | 55 | 10
- Q1e: 21 | 41 | 14 | 21
- Q2b: 17 | 48 | 10 | 21
- Q2c: 28 | 52 | 10
- Q2d: 28 | 55
- Q3h: 10 | 48 | 14 | 17 | 10

KEY: Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree
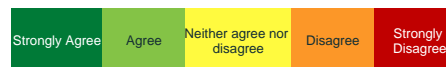
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Some key comparisons are provided.

HIGH PERFORMANCE — 67% RESPONSE SCALE

Question	Responses	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q5a. My manager encourages people in my workgroup to improve the quality of what they do	24 / 34 / 24 / 14	59%	73%	72%
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims	17 / 34 / 21 / 17 / 10	52%	60%	64%
Q5c. My manager assigns work to people in my workgroup based on their skills and expertise	24 / 45 / 14 / 14	69%	69%	65%
Q5j. I have confidence in the decisions my line manager makes	21 / 39 / 29 / 11	61%	73%	67%
Q6d. Senior managers encourage innovation by employees	7 / 18 / 54 / 11 / 11	25%	51%	49%
Q6e. Senior managers promote collaboration between my organisation and others we work with	18 / 43 / 29 / 7	61%	61%	52%
Q7d. My organisation focuses on improving the work we do	21 / 50 / 14 / 7 / 7	71%	80%	76%
Q7e. My organisation is making the necessary improvements to meet our future challenges	14 / 43 / 25 / 7 / 11	57%	63%	62%
Q7g. There is good co-operation between teams across our organisation	11 / 46 / 29 / 7 / 7	57%	48%	48%

KEY

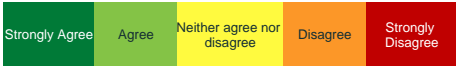| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

HIGH PERFORMANCE   67% RESPONSE SCALE

	Graph	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q7n. My organisation generally selects capable people to do the job	11 / 61 / 14 / 11	71%	65%	51%
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	7 / 57 / 21 / 7 / 7	64%	67%	67%
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	36 / 57	93%	90%	85%

KEY

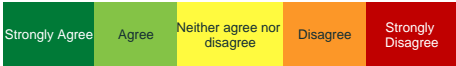| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

PUBLIC SECTOR VALUES   **66%** RESPONSE SCALE

	Graph	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q2a. My workgroup strives to achieve customer/client satisfaction	21 / 59 / 14	79%	85%	85%
Q2b. People in my workgroup use time and resources efficiently	17 / 48 / 10 / 21	66%	72%	70%
Q2g. People in my workgroup are honest, open and transparent in their dealings	25 / 50 / 18	75%	77%	67%
Q2h. People in my workgroup treat each other with respect	24 / 55 / 10	79%	82%	72%
Q2i. People in my workgroup treat customers/clients with respect	34 / 48 / 10	83%	91%	86%
Q5a. My manager encourages people in my workgroup to improve the quality of what they do	24 / 34 / 24 / 14	59%	73%	72%
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims	17 / 34 / 21 / 17 / 10	52%	60%	64%
Q5d. My manager listens to what I have to say	28 / 38 / 17 / 10	66%	78%	73%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased	24 / 31 / 24 / 10 / 10	55%	70%	64%

KEY

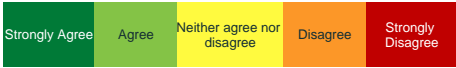| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

PUBLIC SECTOR VALUES — 66% RESPONSE SCALE

Question	Responses	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q5k. My manager treats employees with dignity and respect	25 / 46 / 18 / 11	71%	82%	76%
Q5l. My manager talks to me about how the values apply to my work	18 / 32 / 14 / 32	50%	55%	58%
Q6a. I believe senior managers provide clear direction for the future of the organisation	14 / 29 / 29 / 11 / 18	43%	56%	47%
Q6c. I feel that senior managers model the values of my organisation	14 / 46 / 21 / 7 / 11	61%	57%	48%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	14 / 32 / 39 / 11	46%	61%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	21 / 43 / 21 / 7 / 7	64%	51%	44%
Q6h. I feel that senior managers listen to employees	18 / 36 / 29 / 11 / 7	54%	47%	39%
Q7a. My organisation provides high quality services	21 / 54 / 14 / 7	75%	88%	80%
Q7b. My organisation strives to match services to customer/client needs	18 / 50 / 21 / 7	68%	83%	80%

KEY

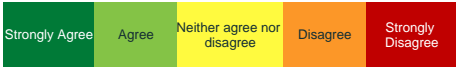| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

PUBLIC SECTOR VALUES	66% RESPONSE SCALE	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q7c. My organisation strives to earn and sustain a high level of public trust	36 / 46 / 11	82%	90%	83%
Q7d. My organisation focuses on improving the work we do	21 / 50 / 14 / 7 / 7	71%	80%	76%
Q7h. People in my organisation take responsibility for their own actions	14 / 57 / 11 / 11 / 7	71%	54%	48%
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest	32 / 57 / 7	89%	75%	63%

KEY

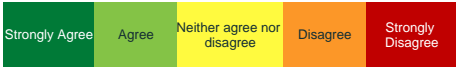| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

DIVERSITY & INCLUSION

69% RESPONSE SCALE

Question	Response Scale	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work	14 / 34 / 28 / 21	48%	61%	59%
Q5d. My manager listens to what I have to say	28 / 38 / 17 / 10	66%	78%	73%
Q5f. My manager encourages and values employee input	21 / 41 / 14 / 14 / 10	62%	74%	69%
Q5h. My manager takes into account the differing needs and circumstances of employees when making decisions	21 / 41 / 28	62%	72%	65%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased	24 / 31 / 24 / 10 / 10	55%	70%	64%
Q6i. Senior managers in my organisation genuinely support the career advancement of women	14 / 43 / 32 / 7	57%	64%	54%
Q8a. My organisation respects individual differences (e.g cultures, working styles, backgrounds, ideas)	15 / 69 / 12	85%	80%	75%
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	7 / 57 / 21 / 7 / 7	64%	67%	67%
Q8h. I am able to speak up and share a different view to my colleagues and manager	25 / 57 / 14	82%	77%	69%

KEY

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

EXPLORE THE FULL SURVEY RESULTS

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

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Some key comparisons are provided.

DIVERSITY & INCLUSION — 69% RESPONSE SCALE

		AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	36 / 57	93%	90%	85%
Q8j. How satisfied are you with your ability to access and use flexible working arrangements? *Response scale Very satisfied - Very unsatisfied*	39 / 46 / 7	86%	73%	58%

KEY

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

RECRUITMENT	64% RESPONSE SCALE		AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q7l. My organisation's processes for recruiting employees are efficient	14	50	29	64%	34%	33%
Q7m. Recruitment and promotion decisions in this organisation are generally fair	11	46	36	7	57%	48%	41%
Q7n. My organisation generally selects capable people to do the job	11	61	14	11	71%	65%	51%

KEY

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

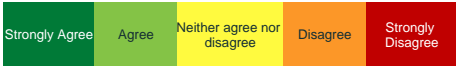**EXPLORE THE FULL SURVEY RESULTS**

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Some key comparisons are provided.

EMPLOYEE VALUE PROPOSITION 54% RESPONSE SCALE

		AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	11 / 43 / 32 / 14	54%	62%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	7 / 43 / 39 / 7	50%	57%	53%
Q7g. There is good co-operation between teams across our organisation	11 / 46 / 29 / 7 / 7	57%	48%	48%

KEY

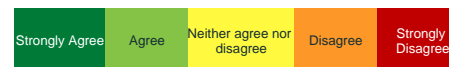| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT

55% RESPONSE SCALE

Question	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q3a. I have a current performance plan that sets out my individual objectives	14	41	14	17	14	55%	64%	62%
Q3b. I have informal feedback conversations with my manager throughout the year	17	45	17	17		62%	71%	70%
Q3c. I have scheduled feedback conversations with my manager throughout the year	17	28	17	24	14	45%	60%	58%
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	17	28	17	24	14	45%	59%	59%
Q3e. My performance is assessed against clear criteria	17	38	10	21	14	55%	50%	53%
Q3f. I feel I can have open, honest conversations with my manager about the quality of work required	17	48	10	17		66%	75%	71%
Q3g. I am able to access the right learning and development opportunities as required		59	10	10	14	66%	63%	60%
Q3h. I have received appropriate training and development to do my job well	10	48	14	17	10	59%	63%	63%
Q3i. I have a strong desire to advance my career	38	41	17			79%	75%	69%

KEY

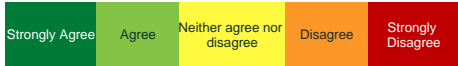| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT

55% RESPONSE SCALE

	Response Scale	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q3j. I am satisfied with the opportunities available for career development in my organisation	14 / 17 / 21 / 28 / 21	31%	41%	45%
Q3k. I would like to work in another agency within the NSW Public Sector during my career	28 / 28 / 41	55%	52%	41%
Q5m. My manager provides acknowledgement or other recognition for the work I do	18 / 46 / 29 / 7	64%	73%	67%
Q5n. My manager appropriately deals with employees who perform poorly	11 / 25 / 25 / 29 / 11	36%	40%	44%
Q5o. My manager ensures fair access to developmental opportunities for people in my workgroup	14 / 50 / 21 / 11	64%	66%	62%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	11 / 43 / 32 / 14	54%	62%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	7 / 43 / 39 / 7	50%	57%	53%
Q7j. My organisation is committed to developing its employees	14 / 39 / 25 / 11 / 11	54%	59%	53%

KEY

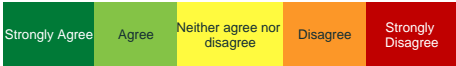| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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Some key comparisons are provided.

MOBILITY — 53% RESPONSE SCALE

	Strongly Agree	Agree	Neither	Disagree	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q3k. I would like to work in another agency within the NSW Public Sector during my career	28	28	41		55%	52%	41%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	11	43	32	14	54%	62%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	7	43	39	7	50%	57%	53%

KEY

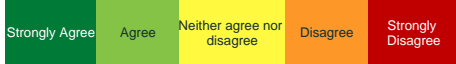| Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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.

PAY & BENEFITS	95% RESPONSE SCALE		AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q4a. I am paid fairly for the work I do	38	59	97%	68%	60%
Q4b. I am satisfied with my total benefits package (incl. superannuation, leave entitlements etc)	34	59	93%	70%	60%

KEY

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

EXPLORE THE FULL SURVEY RESULTS

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

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Some key comparisons are provided.

DIVERSITY GROUPS

74% RESPONSE SCALE

Question	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q8b. Cultural background is not a barrier to success in my organisation	21	57	14	7		79%	81%	77%
Q8c. Age is not a barrier to success in my organisation	14	61	14	7		75%	73%	71%
Q8d. Disability is not a barrier to success in my organisation	11	61	25			71%	71%	67%
Q8e. Sexual orientation is not a barrier to success in my organisation	14	54	25			68%	81%	76%
Q8f. Gender is not a barrier to success in my organisation	14	61	11	11		75%	77%	74%

KEY

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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   74% RESPONSE SCALE

Question	Response graph	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work	14 / 34 / 28 / 21	48%	61%	59%
Q1k. I am able to keep my work stress at an acceptable level	14 / 55 / 17 / 14	69%	60%	58%
Q1l. My workload is acceptable	10 / 62 / 14 / 14	72%	55%	55%
Q2e. I receive help and support from other members of my workgroup	28 / 59 / 10	86%	84%	80%
Q2f. There is good team spirit in my workgroup	28 / 48 / 10 / 14	76%	73%	67%
Q7k. My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance	36 / 57	93%	72%	56%

KEY   Strongly Agree | Agree | Neither agree nor disagree | Disagree | Strongly Disagree

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.
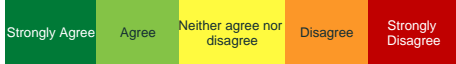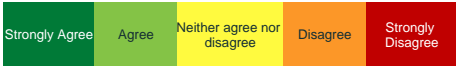
ACTION ABOUT SURVEY RESULTS

18% RESPONSE SCALE

	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q15. I believe action will be taken on the results from this survey by my organisation — 14 / 46 / 14 / 21	18%	43%	32%

KEY

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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 — 68% RESPONSE SCALE

Question	Graph	AGREEMENT %	SEPARATE AGENCIES	SECTOR
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest	32 / 57 / 7	89%	75%	63%
Q9b. I have confidence in the ways my organisation resolves grievances	7 / 46 / 36 / 7	54%	40%	43%
Q9c. I am confident that I would be protected from reprisal for reporting misconduct/wrongdoing	29 / 32 / 25 / 11	61%	55%	49%

KEY

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree

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		71%	58%	46%
Better skills in my workgroup		21%	21%	27%
Improved career opportunities		68%	62%	52%
Improved learning and development opportunities		50%	48%	50%
Greater involvement in decision making		36%	34%	33%
Better pay and benefits		32%	56%	58%
Greater recognition for the work I do		25%	40%	45%
Better leadership from senior managers		21%	34%	39%

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		32%	24%	27%
Better accountability for performance		14%	23%	25%
A better location		14%	20%	20%
More flexible working conditions		32%	39%	38%
Better work/life balance		43%	45%	46%
Improved facilities		11%	22%	30%
Improved technology and systems		36%	36%	38%
Better job security		61%	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		54%	61%	72%
No		46%	35%	24%

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		12%	16%	25%
No		81%	75%	64%
Don't Know		8%	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.			

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		11%	26%	35%
No		81%	68%	58%
Don't Know		7%	6%	7%
Q10d. In the last 12 months I have been the subjected to bullying at work				
No		100%	82%	75%

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.
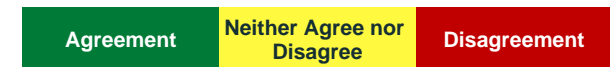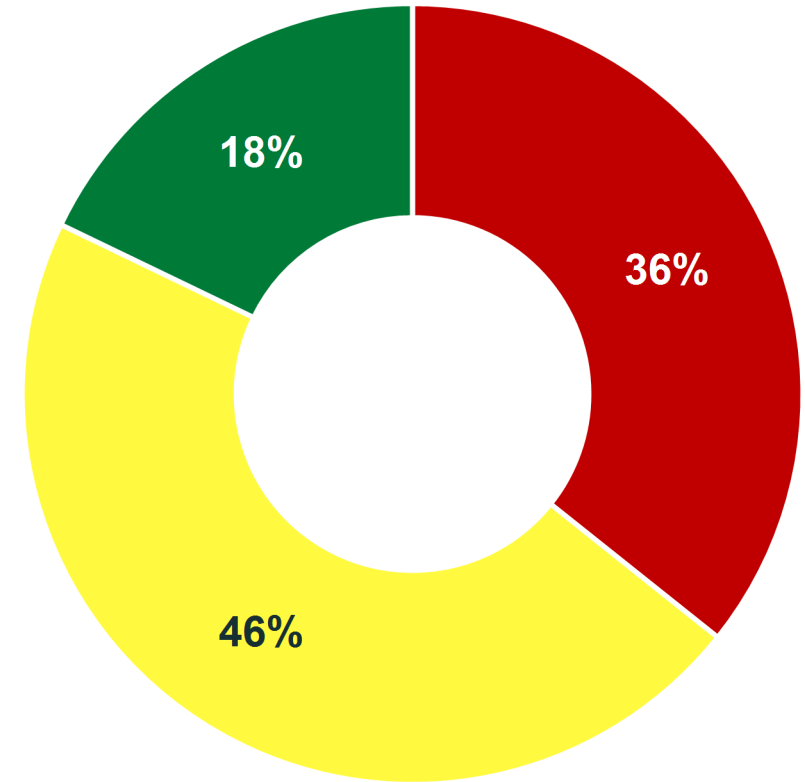
18%

of employees replied favourably to:

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

32%

SECTOR

18%

36%

46%

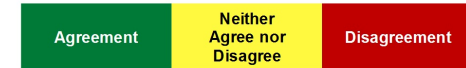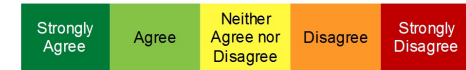| Agreement | Neither Agree nor Disagree | Disagreement |

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.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

Agreement	Neither Agree nor Disagree	Disagreement

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%