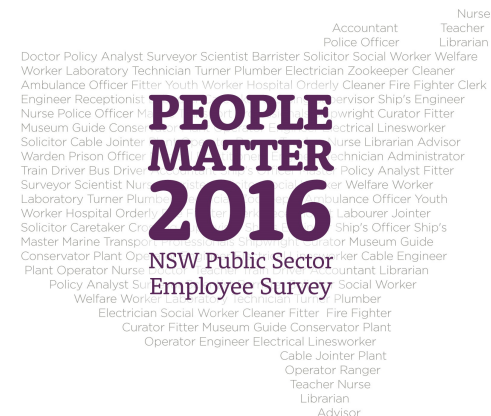


PEOPLE MATTER 2016

NSW Public Sector Employee Survey



Premier and Cabinet

Sydney Cricket and Sports Ground Trust

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RESPONSE RATE

66%

**88 RESPONSES
OUT OF 133 EMPLOYEES**

ENGAGEMENT INDEX

75%

PMES 2016
SECTOR SCORE **65%**

PMES 2014
SECTOR SCORE **65%**

PMES 2016 CLUSTER
SCORE **70%**



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
%

1a.	I understand what is expected of me to do well in my role	93%
1h.	I look for ways to perform my job more effectively	93%
8i.	Diversity and inclusion in the workplace can contribute to better business outcomes	89%
8e.	Sexual orientation is not a barrier to success in my organisation	88%
2i.	People in my workgroup treat customers/clients with respect	87%
7p.	I am proud to tell others I work for my organisation	87%
8b.	Cultural background is not a barrier to success in my organisation	87%
1d.	I feel I make a contribution to achieving the organisation's objectives	86%
8d.	Disability is not a barrier to success in my organisation	86%
2a.	My workgroup strives to achieve customer/client satisfaction	85%

- LOWEST AGREEMENT SCORING QUESTIONS

2016
AGREEMENT
%

3k.	I would like to work in another agency within the NSW Public Sector during my career	34%
15.	I believe action will be taken on the results from this survey by my organisation	35%
6g.	I feel that senior managers keep employees informed about what's going on	36%
4a.	I am paid fairly for the work I do	42%
4b.	I am satisfied with my total benefits package (incl. superannuation, leave entitlements etc)	42%
7g.	There is good co-operation between teams across our organisation	44%
3j.	I am satisfied with the opportunities available for career development in my organisation	44%
7f.	I feel that change is handled well in my organisation	46%
6d.	Senior managers encourage innovation by employees	48%
6h.	I feel that senior managers listen to employees	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

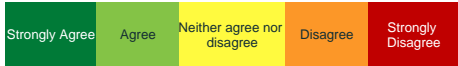
This section shows results for all the survey questions grouped by key themes.

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	75% RESPONSE SCALE				AGREEMENT %	PMES 2014	PREMIER AND CABINET	SECTOR
Q7o. I would recommend my organisation as a great place to work	33	37	20	8	70%	81%	69%	60%
Q7p. I am proud to tell others I work for my organisation	48	39	13		87%	90%	80%	68%
Q7q. I feel a strong personal attachment to my organisation	39	37	19		76%	89%	66%	64%
Q7r. My organisation motivates me to help it achieve its objectives	23	46	19	10	69%	69%	61%	55%
Q7s. My organisation inspires me to do the best in my job	28	41	18	7	69%	68%	61%	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	74% RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR
Q1g. My job gives me a feeling of personal accomplishment		75%	75%	76%
Q1h. I look for ways to perform my job more effectively		93%	95%	95%
Q1i. I feel motivated to contribute more than what is normally required at work		70%	77%	76%
Q1j. I am satisfied with my job at the present time		60%	64%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

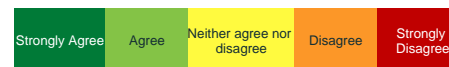
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Some key comparisons are provided.

SENIOR MANAGERS	51% RESPONSE SCALE					AGREEMENT %	PREMIER AND CABINET	SECTOR
Q6a. I believe senior managers provide clear direction for the future of the organisation	15	35	23	13	14	50%	55%	47%
Q6b. I feel that senior leaders effectively lead and manage change	14	36	23	13	14	50%	51%	43%
Q6c. I feel that senior managers model the values of my organisation	17	38	28	8	8	56%	57%	48%
Q6d. Senior managers encourage innovation by employees	14	34	28	15	8	48%	52%	49%
Q6e. Senior managers promote collaboration between my organisation and others we work with	15	41	27	11		56%	61%	52%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	19	45	26			64%	65%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	8	28	32	15	16	36%	53%	44%
Q6h. I feel that senior managers listen to employees	12	36	26	15	11	48%	50%	39%
Q7f. I feel that change is handled well in my organisation	11	35	29	18	7	46%	46%	41%

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.

COMMUNICATION	67% RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR
Q5e. My manager communicates effectively with me		83%	73%	69%
Q5f. My manager encourages and values employee input		76%	75%	69%
Q5g. My manager involves my workgroup in decisions about our work		76%	69%	64%
Q6g. I feel that senior managers keep employees informed about what's going on		36%	53%	44%
Q6h. I feel that senior managers listen to employees		48%	50%	39%
Q8h. I am able to speak up and share a different view to my colleagues and manager		84%	76%	69%

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.

	71% RESPONSE SCALE				AGREEMENT %	PREMIER AND CABINET	SECTOR
Q1a. I understand what is expected of me to do well in my role	41	52			93%	87%	90%
Q1b. I have the tools I need to do my job effectively	25	48	14	13	73%	74%	70%
Q1c. I get the information I need to do my job well	19	52	16	10	72%	69%	67%
Q1d. I feel I make a contribution to achieving the organisation's objectives	33	53	11		86%	86%	86%
Q1e. I feel I am able to suggest ideas to improve our way of doing things	27	48	13	10	75%	74%	69%
Q2b. People in my workgroup use time and resources efficiently	19	50	18	10	69%	72%	70%
Q2c. My team works collaboratively to achieve its objectives	31	45	16		76%	80%	75%
Q2d. People in my workgroup have the appropriate skills to do the job well	25	52	13	10	77%	79%	76%
Q3h. I have received appropriate training and development to do my job well	16	41	23	15	57%	58%	63%

KEY





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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.

HIGH PERFORMANCE	71% RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR
Q5a. My manager encourages people in my workgroup to improve the quality of what they do		77%	77%	72%
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims		69%	64%	64%
Q5c. My manager assigns work to people in my workgroup based on their skills and expertise		68%	70%	65%
Q5j. I have confidence in the decisions my line manager makes		76%	74%	67%
Q6d. Senior managers encourage innovation by employees		48%	52%	49%
Q6e. Senior managers promote collaboration between my organisation and others we work with		56%	61%	52%
Q7d. My organisation focuses on improving the work we do		76%	80%	76%
Q7e. My organisation is making the necessary improvements to meet our future challenges		65%	67%	62%
Q7g. There is good co-operation between teams across our organisation		44%	55%	48%

KEY





EXPLORE THE FULL SURVEY RESULTS

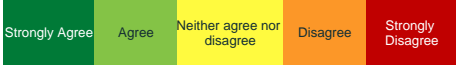
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Some key comparisons are provided.

	71% RESPONSE SCALE				AGREEMENT %	PREMIER AND CABINET	SECTOR
Q7n. My organisation generally selects capable people to do the job	10	57	20	11	66%	66%	51%
Q8g. People in my workgroup share diverse ideas to develop innovative solutions	19	58	17		77%	72%	67%
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	34	55	10		89%	93%	85%

KEY





EXPLORE THE FULL SURVEY RESULTS

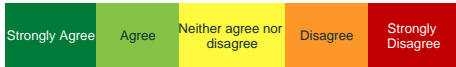
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	70% RESPONSE SCALE				AGREEMENT %	PREMIER AND CABINET	SECTOR
	Strongly Agree	Agree	Neither agree nor disagree	Disagree			
Q2a. My workgroup strives to achieve customer/client satisfaction	38	48	11		85%	89%	85%
Q2b. People in my workgroup use time and resources efficiently	19	50	18	10	69%	72%	70%
Q2g. People in my workgroup are honest, open and transparent in their dealings	28	47	14	9	75%	76%	67%
Q2h. People in my workgroup treat each other with respect	31	48	16		78%	80%	72%
Q2i. People in my workgroup treat customers/clients with respect	33	54			87%	90%	86%
Q5a. My manager encourages people in my workgroup to improve the quality of what they do	17	60	16		77%	77%	72%
Q5b. My manager encourages people in my workgroup to review policies and programs to see if they are achieving their aims	18	51	20	8	69%	64%	64%
Q5d. My manager listens to what I have to say	28	52	13		79%	78%	73%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased	27	48	19		74%	73%	64%

KEY





EXPLORE THE FULL SURVEY RESULTS

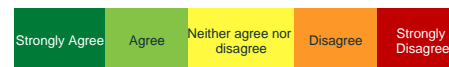
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Some key comparisons are provided.

PUBLIC SECTOR VALUES	70% RESPONSE SCALE				AGREEMENT %	PREMIER AND CABINET	SECTOR	
	Strongly Agree	Agree	Neither agree nor disagree	Disagree				Strongly Disagree
Q5k. My manager treats employees with dignity and respect	35	49	10		84%	82%	76%	
Q5l. My manager talks to me about how the values apply to my work	23	47	20		70%	60%	58%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	15	35	23	13	14	50%	55%	47%
Q6c. I feel that senior managers model the values of my organisation	17	38	28	8	8	56%	57%	48%
Q6f. Senior managers communicate the importance of customers in achieving our business objectives	19	45	26			64%	65%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	8	28	32	15	16	36%	53%	44%
Q6h. I feel that senior managers listen to employees	12	36	26	15	11	48%	50%	39%
Q7a. My organisation provides high quality services	22	55	18			78%	87%	80%
Q7b. My organisation strives to match services to customer/client needs	26	51	16			76%	86%	80%

KEY





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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.

PUBLIC SECTOR VALUES	70% RESPONSE SCALE				AGREEMENT %	PREMIER AND CABINET	SECTOR
Q7c. My organisation strives to earn and sustain a high level of public trust	28	54	14		82%	87%	83%
Q7d. My organisation focuses on improving the work we do	20	56	18		76%	80%	76%
Q7h. People in my organisation take responsibility for their own actions	9	42	28	14	52%	56%	48%
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest	9	52	32		61%	66%	63%

KEY





EXPLORE THE FULL SURVEY RESULTS

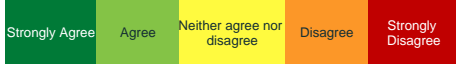
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Some key comparisons are provided.

DIVERSITY & INCLUSION	76% RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work		69%	63%	59%
Q5d. My manager listens to what I have to say		79%	78%	73%
Q5f. My manager encourages and values employee input		76%	75%	69%
Q5h. My manager takes into account the differing needs and circumstances of employees when making decisions		70%	72%	65%
Q5i. My manager would take appropriate action if decision-making processes were found to be biased		74%	73%	64%
Q6i. Senior managers in my organisation genuinely support the career advancement of women		64%	61%	54%
Q8a. My organisation respects individual differences (e.g cultures, working styles, backgrounds, ideas)		84%	79%	75%
Q8g. People in my workgroup share diverse ideas to develop innovative solutions		77%	72%	67%
Q8h. I am able to speak up and share a different view to my colleagues and manager		84%	76%	69%

KEY





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Some key comparisons are provided.

DIVERSITY & INCLUSION	76% RESPONSE SCALE			AGREEMENT %	PREMIER AND CABINET	SECTOR
Q8i. Diversity and inclusion in the workplace can contribute to better business outcomes	34	55	10	89%	93%	85%
Q8j. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	24	49	13 9	73%	67%	58%

KEY





EXPLORE THE FULL SURVEY RESULTS

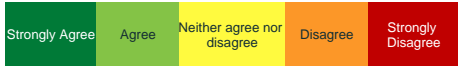
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Some key comparisons are provided.

RECRUITMENT	57% RESPONSE SCALE				AGREEMENT %	PREMIER AND CABINET	SECTOR
Q7l. My organisation's processes for recruiting employees are efficient	15	38	35	7	53%	39%	33%
Q7m. Recruitment and promotion decisions in this organisation are generally fair	11	39	32	16	50%	50%	41%
Q7n. My organisation generally selects capable people to do the job	10	57	20	11	66%	66%	51%

KEY





EXPLORE THE FULL SURVEY RESULTS

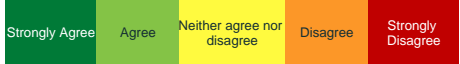
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Some key comparisons are provided.

EMPLOYEE VALUE PROPOSITION	55%	RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR		
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	20	44	28	64%	61%	60%	
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	14	44	33	58%	58%	53%	
Q7g. There is good co-operation between teams across our organisation	9	34	34	19	44%	55%	48%

KEY





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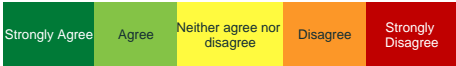
Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT

64% RESPONSE SCALE

		AGREEMENT %	PREMIER AND CABINET	SECTOR
Q3a. I have a current performance plan that sets out my individual objectives	18 53 18 9	71%	60%	62%
Q3b. I have informal feedback conversations with my manager throughout the year	24 56 13	80%	73%	70%
Q3c. I have scheduled feedback conversations with my manager throughout the year	17 53 16 10	70%	64%	58%
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	16 57 17	74%	64%	59%
Q3e. My performance is assessed against clear criteria	16 52 16 11	68%	56%	53%
Q3f. I feel I can have open, honest conversations with my manager about the quality of work required	31 51	82%	77%	71%
Q3g. I am able to access the right learning and development opportunities as required	13 49 22 11	62%	57%	60%
Q3h. I have received appropriate training and development to do my job well	16 41 23 15	57%	58%	63%
Q3i. I have a strong desire to advance my career	44 34 17	78%	80%	69%

KEY





EXPLORE THE FULL SURVEY RESULTS

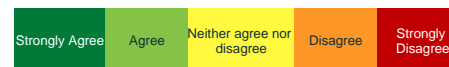
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Some key comparisons are provided.

PERFORMANCE FRAMEWORK & DEVELOPMENT	64% RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR
Q3j. I am satisfied with the opportunities available for career development in my organisation		44%	39%	45%
Q3k. I would like to work in another agency within the NSW Public Sector during my career		34%	53%	41%
Q5m. My manager provides acknowledgement or other recognition for the work I do		78%	75%	67%
Q5n. My manager appropriately deals with employees who perform poorly		52%	42%	44%
Q5o. My manager ensures fair access to developmental opportunities for people in my workgroup		66%	64%	62%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role		64%	61%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation		58%	58%	53%
Q7j. My organisation is committed to developing its employees		49%	55%	53%

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.

MOBILITY	52% RESPONSE SCALE					AGREEMENT %	PREMIER AND CABINET	SECTOR
Q3k. I would like to work in another agency within the NSW Public Sector during my career	13	22	39	17	9	34%	53%	41%
Q5p. My manager would help me to broaden my experience by supporting my movement to another role	20	44	28			64%	61%	60%
Q5q. My manager would help me to broaden my experience by supporting my movement to another organisation	14	44	33			58%	58%	53%

KEY





EXPLORE THE FULL SURVEY RESULTS

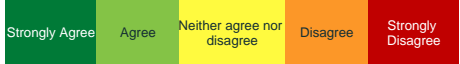
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Some key comparisons are provided.

PAY & BENEFITS	42% RESPONSE SCALE					AGREEMENT %	PREMIER AND CABINET	SECTOR
Q4a. I am paid fairly for the work I do	10	31	28	15	15	42%	66%	60%
Q4b. I am satisfied with my total benefits package (incl. superannuation, leave entitlements etc)	12	30	22	19	17	42%	66%	60%

KEY





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Some key comparisons are provided.

DIVERSITY GROUPS	85% RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR
Q8b. Cultural background is not a barrier to success in my organisation		87%	80%	77%
Q8c. Age is not a barrier to success in my organisation		78%	72%	71%
Q8d. Disability is not a barrier to success in my organisation		86%	72%	67%
Q8e. Sexual orientation is not a barrier to success in my organisation		88%	81%	76%
Q8f. Gender is not a barrier to success in my organisation		84%	78%	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	72% RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR
Q1f. I am provided with the support I need to optimise my contribution at work		69%	63%	59%
Q1k. I am able to keep my work stress at an acceptable level		70%	66%	58%
Q1l. My workload is acceptable		71%	65%	55%
Q2e. I receive help and support from other members of my workgroup		84%	82%	80%
Q2f. There is good team spirit in my workgroup		72%	73%	67%
Q7k. My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance		64%	70%	56%

KEY





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Some key comparisons are provided.

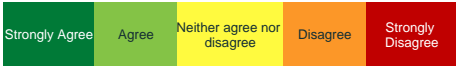
ACTION ABOUT SURVEY RESULTS

35% RESPONSE SCALE

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



KEY





EXPLORE THE FULL SURVEY RESULTS

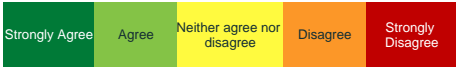
This section shows results for all the survey questions grouped by key themes.

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	61% RESPONSE SCALE	AGREEMENT %	PREMIER AND CABINET	SECTOR
Q7i. My organisation provides procedures and systems that ensure employees avoid conflicts of interest		61%	66%	63%
Q9b. I have confidence in the ways my organisation resolves grievances		59%	46%	43%
Q9c. I am confident that I would be protected from reprisal for reporting misconduct/wrongdoing		64%	56%	49%

KEY





EXPLORE THE FULL SURVEY RESULTS

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

Some key comparisons are provided.

MOTIVATION TO STAY	RESPONSE SCALE	AGREEMENT%	PREMIER AND CABINET	SECTOR
Q13. What factors would motivate you to stay in the NSW public sector?				
More interesting and challenging work		47%	60%	46%
Better skills in my workgroup		26%	23%	27%
Improved career opportunities		53%	63%	52%
Improved learning and development opportunities		53%	51%	50%
Greater involvement in decision making		37%	40%	33%
Better pay and benefits		76%	56%	58%
Greater recognition for the work I do		40%	37%	45%
Better leadership from senior managers		36%	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%	PREMIER AND CABINET	SECTOR
Q13. What factors would motivate you to stay in the NSW public sector?				
Better leadership from my manager		18%	24%	27%
Better accountability for performance		21%	22%	25%
A better location		15%	14%	20%
More flexible working conditions		42%	39%	38%
Better work/life balance		40%	43%	46%
Improved facilities		33%	19%	30%
Improved technology and systems		29%	28%	38%
Better job security		26%	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%	PREMIER AND CABINET	SECTOR
Q9a. In the last 12 months I have read or referred to my organisation's code of conduct				
Yes		70%	57%	72%
No		24%	38%	24%
Don't Know		6%	5%	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%	PREMIER AND CABINET	SECTOR
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work				
Yes		18%	16%	25%
No		73%	75%	64%
Don't Know		9%	9%	11%
Q10b. Have you reported the misconduct/wrongdoing you witnessed in the last 12 months?				
Yes		46%	46%	63%
No		54%	52%	35%



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%	PREMIER AND CABINET	SECTOR
Q10c. In the last 12 months I have witnessed bullying at work				
Yes		16%	24%	35%
No		82%	68%	58%
Don't Know		2%	8%	7%
Q10d. In the last 12 months I have been the subjected to bullying at work				
Yes		6%	12%	20%
No		94%	82%	75%



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%

PREMIER AND CABINET

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 fellow worker at your level

The data for this question has been hidden for anonymity reasons.

A subordinate

The data for this question has been hidden for anonymity reasons.



EXPLORE THE FULL SURVEY RESULTS

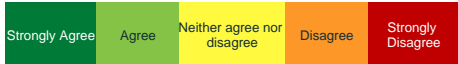
This section shows results for all the survey questions grouped by key themes.

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.

PREMIER AND CABINET QUESTIONS	RESPONSE SCALE					AGREEMENT %	PREMIER AND CABINET
	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree		
Q1. During my last performance evaluation my manager helped me to focus on improving my performance	12	54	28	6	0	66%	52%
Q3. The performance development feedback I received was useful	8	64	20	6	0	72%	57%
Q4. I understand the performance and development framework	12	60	19	9	0	72%	72%
Q5. My manager makes adjustments to permit me to work flexibly	18	60	17	5	0	78%	68%
Q6. I feel recognised and valued for the work I do	22	51	16	9	2	73%	65%

KEY





EXPLORE THE FULL SURVEY RESULTS

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

Some key comparisons are provided.

PREMIER AND CABINET QUESTIONS		RESPONSE SCALE	AGREEMENT%	PREMIER AND CABINET
Q2. There were no surprises in the feedback I received from manager				
Yes			48%	56%
No			53%	44%
Q7. For my career to progress I will need to go outside of DPC				
Yes			48%	56%
No			53%	44%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

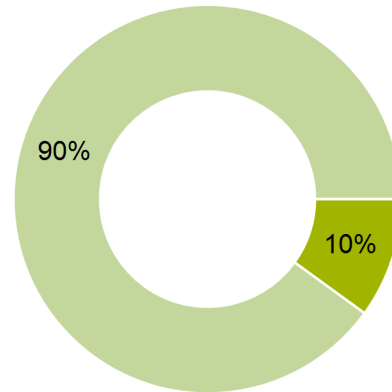
	RESPONSE SCALE	PERCENTAGE%
Gender		
Male		57%
Female		43%
Age		
<35		42%
35 - 54		45%
> 54		13%

PROFILE OF RESPONDENTS

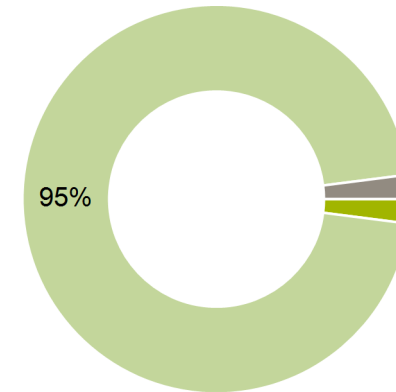


PERSONAL PROFILES

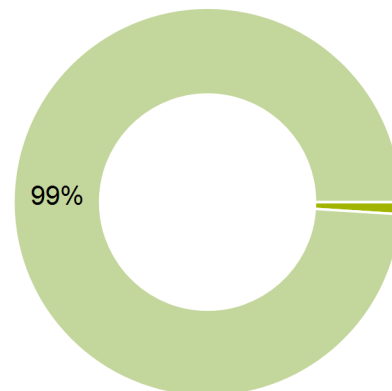
DO YOU SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME?



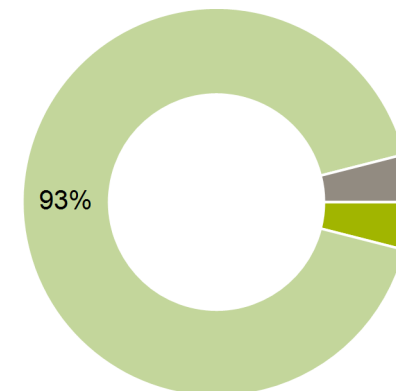
ARE YOU OF ABORIGINAL AND/OR TORRES STRAIT ISLANDER ORIGIN?



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		17%
1 - 2 years		12%
2 - 5 years		18%
5 - 10 years		24%
10 - 20 years		19%
More than 20 years		10%

PROFILE OF RESPONDENTS



WORK PROFILES

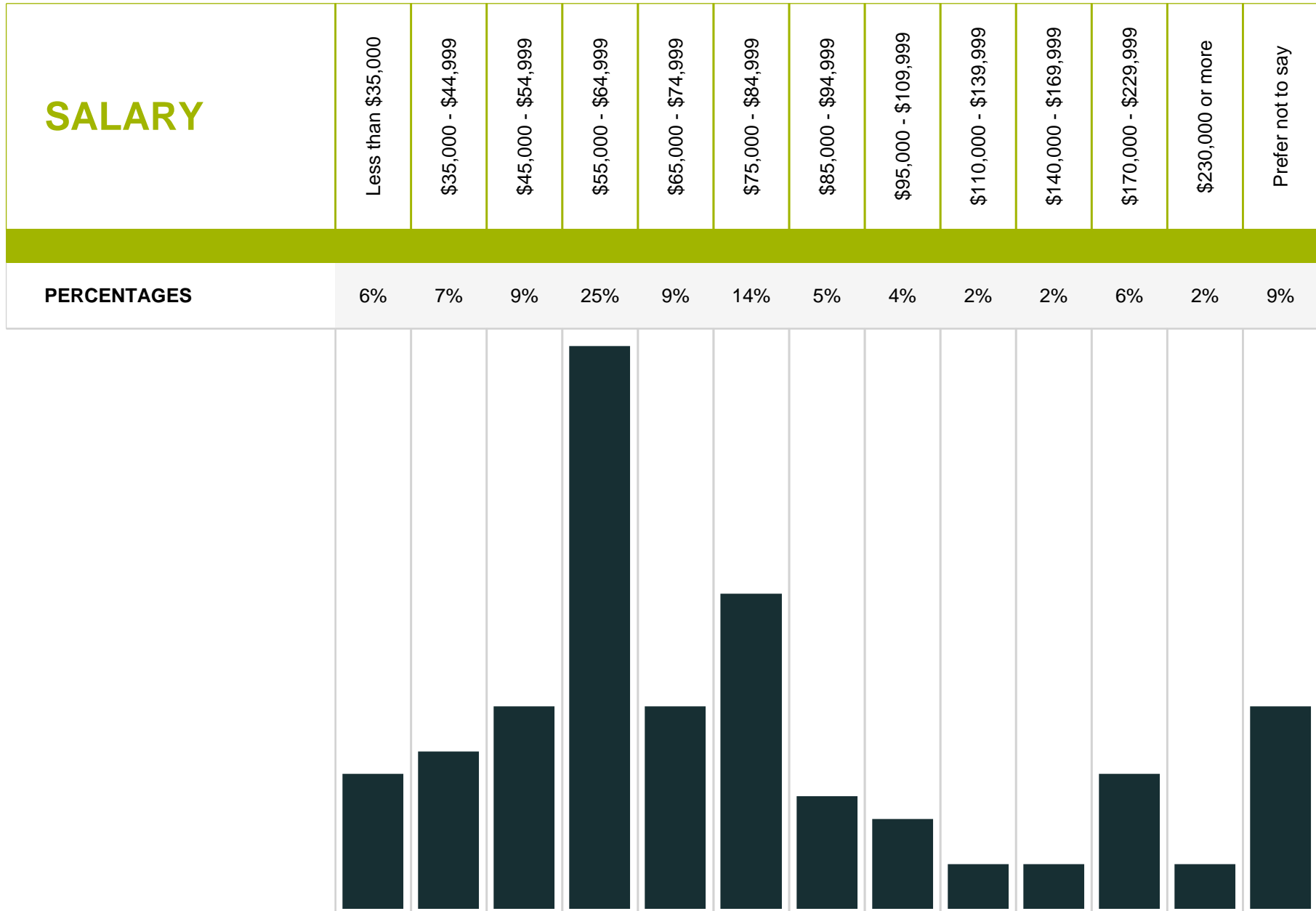
TYPE OF WORK	RESPONSE SCALE	PERCENTAGE%
Service delivery involving direct contact with the general public		21%
Other service delivery work		20%
Administrative support		12%
Corporate services		20%
Research		1%
Program and project management support		1%
Other		26%

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.

	Sydney Cricket and Sports Ground Trust	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	88	17	16	10	16	0	1	1	0	21
ENGAGEMENT	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	76%	(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.

	Sydney Cricket and Sports Ground Trust	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	88	5	6	7	20	7	11	4	3	2	2	5	2	7
ENGAGEMENT	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	76%	(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.

	Sydney Cricket and Sports Ground Trust	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	88	14	10	15	20	16	8
ENGAGEMENT	75%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	67%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	70%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	76%	(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.

	Sydney Cricket and Sports Ground Trust	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	88	3	4	18	10	5	10	12	10	5	5	1
ENGAGEMENT	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	76%	(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.

	Sydney Cricket and Sports Ground Trust	Male	Female	Other
NUMBER OF RESPONDENTS	88	47	36	0
ENGAGEMENT	75%	69%	81%	(r)
SENIOR MANAGERS	51%	45%	61%	(r)
COMMUNICATION	67%	60%	79%	(r)
HIGH PERFORMANCE	71%	65%	81%	(r)
PUBLIC SECTOR VALUES	70%	63%	80%	(r)
DIVERSITY & INCLUSION	76%	70%	87%	(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.

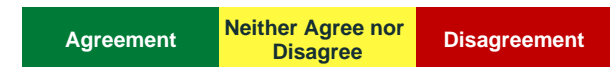
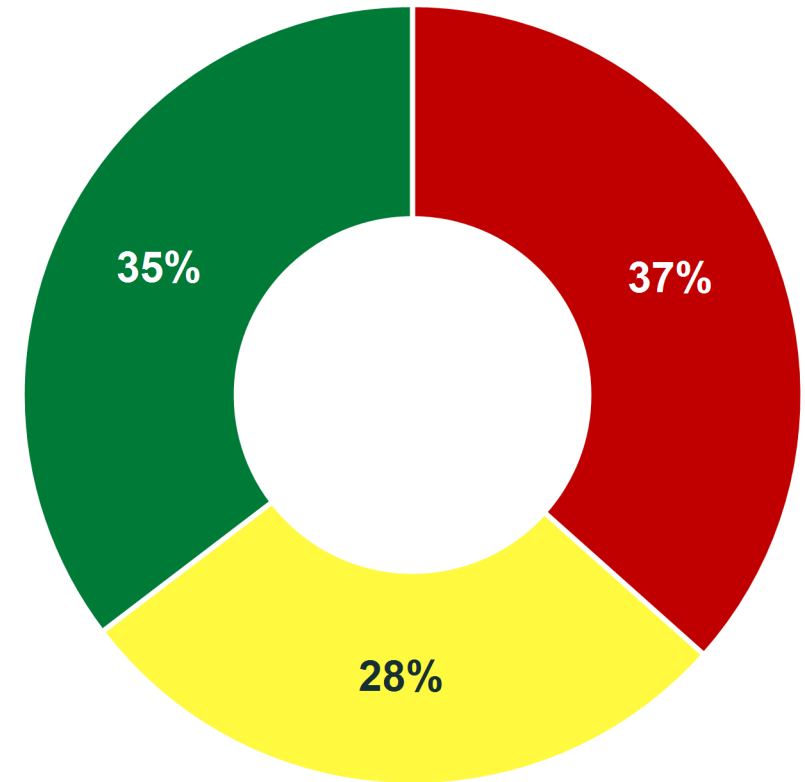
35%

of employees replied favourably to:

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

32%
SECTOR

42%
CLUSTER



GUIDE TO THIS REPORT

ANONYMITY RULES

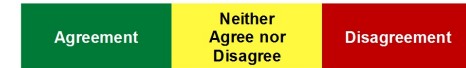
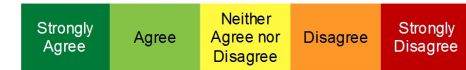
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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%