

PEOPLE MATTER 2017

NSW Public Sector Employee Survey

Nurse
Teacher
Librarian
Accountant
Police Officer
Doctor Policy Analyst Surveyor Scientist Barrister Solicitor Social Worker Welfare
Worker Laboratory Technician Turner Plumber Electrician Zookeeper Cleaner
Ambulance Officer Fitter Youth Worker Hospital Orderly Cleaner Fire Fighter Clerk
Engineer Receptionist Supervisor Ship's Engineer
Nurse Police Officer Museum Guide Conservator Fitter Electrical Linesworker
Solicitor Cable Joiner Nurse Librarian Advisor
Warden Prison Officer Technician Administrator
Train Driver Bus Driver Policy Analyst Fitter
Surveyor Scientist Nurse Welfare Worker
Laboratory Turner Plumber Ambulance Officer Youth
Worker Hospital Orderly Fitter Receptionist Labourer Joiner
Solicitor Caretaker Cross Bench Engineer Ship's Officer Ship's
Master Marine Transport Professional Showright Curator Museum Guide
Conservator Plant Operator Cable Joiner Cable Engineer
Plant Operator Nurse Doctor Teacher Train Driver Accountant Librarian
Policy Analyst Supervisor Social Worker
Welfare Worker Laboratory Technician Turner Plumber
Electrician Social Worker Cleaner Fitter Fire Fighter
Curator Fitter Museum Guide Conservator Plant
Operator Engineer Electrical Linesworker
Cable Joiner Plant
Operator Ranger
Teacher Nurse
Librarian
Advisor

LARGE BUSINESS UNIT

Education

Public Schools - Teachers

RESPONSE RATE

14,066 RESPONDENTS

EMPLOYEE ENGAGEMENT

65%

DIFFERENCE FROM CLUSTER **-3**

DIFFERENCE FROM PUBLIC SECTOR **0**

SENIOR MANAGERS

53%

DIFFERENCE FROM CLUSTER **-1**

DIFFERENCE FROM PUBLIC SECTOR **+6**

COMMUNICATION

60%

DIFFERENCE FROM CLUSTER **-2**

DIFFERENCE FROM PUBLIC SECTOR **+1**



QUESTIONS ARE GROUPED INTO THEMES IN THIS REPORT.

This page compares the aggregate scores for key themes. The individual questions in each group are listed in the All Questions section. Comparisons with 2016 are not included where the number of questions were reduced for 2017.

The Employee Engagement score is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

Response Rate: some entities exceed 100% where responses were greater than the employee headcount. This is thought to be primarily due to employees selecting the wrong work location in the survey or closing a partially completed survey then needing to start a new one if their password is forgotten or lost.

ENGAGEMENT WITH WORK

73%

DIFFERENCE FROM CLUSTER **-3**

DIFFERENCE FROM PUBLIC SECTOR **+1**

HIGH PERFORMANCE

67%

DIFFERENCE FROM CLUSTER **0**

DIFFERENCE FROM PUBLIC SECTOR **+4**

PUBLIC SECTOR VALUES

64%

DIFFERENCE FROM CLUSTER **-1**

DIFFERENCE FROM PUBLIC SECTOR **+4**

DIVERSITY & INCLUSION

65%

DIFFERENCE FROM CLUSTER **-3**

DIFFERENCE FROM PUBLIC SECTOR **-3**

KEY QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

Employee Engagement scores at different levels are shown in earlier and following pages.

These results show the issues that are the most significant influencers of employee engagement in the workplace at this reporting level.

If engagement scores are high, other scores are often high as well.

*The key drivers are taken from the questions for your cluster.

		POSITIVE	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7f. My organisation is committed to developing its employees	59%	59%	50%
2	Q7c. I feel that change is managed well in my organisation	46%	46%	39%
3	Q7a. My organisation focuses on improving the work we do	78%	76%	69%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	62%	63%	57%
5	Q1c. My job gives me a feeling of personal accomplishment	79%	80%	75%
6	Q1b. I am provided with the support I need to do my best at work	60%	64%	63%

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

1a.	I understand what is expected of me to do well in my role	91%
2a.	My workgroup strives to achieve customer/client satisfaction	85%
1c.	My job gives me a feeling of personal accomplishment	79%
2c.	I receive help and support from other members of my workgroup	79%
7a.	My organisation focuses on improving the work we do	78%
5a.	My manager encourages people in my workgroup to keep improving the work they do	77%
2b.	My workgroup works collaboratively to achieve its objectives	76%
5b.	My manager listens to what I have to say	74%
8b.	Personal background is not a barrier to success in my organisation	73%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	73%

- LOWEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

14.	I believe action will be taken on the results from this survey by my organisation	22%
7g.	I have confidence in the way recruitment decisions are made	33%
9a.	I have confidence in the ways my organisation resolves grievances	36%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	40%
1f.	I am able to keep my work stress at an acceptable level	41%
5h.	My manager appropriately deals with employees who perform poorly	43%
6h.	I feel that senior managers listen to employees	45%
7c.	I feel that change is managed well in my organisation	46%
4a.	I am paid fairly for the work I do	49%
6b.	I feel that senior managers effectively lead and manage change	49%



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'.



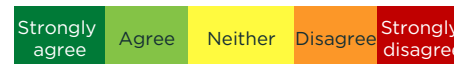
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

EMPLOYEE ENGAGEMENT	65% RESPONSE SCALE	AGREEMENT 2017	CLUSTER 2017	PUBLIC LIC SECTOR 2017
Q7i. I would recommend my organisation as a great place to work	18 38 23 12 8	56%	61%	60%
Q7j. I am proud to tell others I work for my organisation	26 43 20	68%	72%	68%
Q7k. I feel a strong personal attachment to my organisation	28 41 19 8	68%	71%	63%
Q7l. My organisation motivates me to help it achieve its objectives	18 37 26 13	55%	58%	53%
Q7m. My organisation inspires me to do the best in my job	18 36 26 13 7	54%	57%	53%

KEY





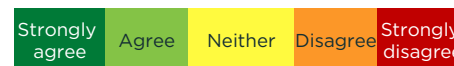
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

ENGAGEMENT WITH WORK	73% RESPONSE SCALE				AGREEMENT 2017	CLUSTER 2017	PUBLIC LIC SECTOR 2017
Q1c. My job gives me a feeling of personal accomplishment	34	45	10	7	79%	80%	75%
Q1d. I feel motivated to contribute more than what is normally required at work	34	39	12	10	73%	76%	72%
Q1e. I am satisfied with my job	22	44	16	13	66%	70%	68%

KEY





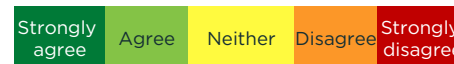
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

SENIOR MANAGERS	53% RESPONSE SCALE					AGREEMENT 2017	CLUSTER 2017	PUBLIC SECTOR 2017
Q6a. I believe senior managers provide clear direction for the future of the organisation	16	39	23	14	8	55%	55%	48%
Q6b. I feel that senior managers effectively lead and manage change	15	34	24	16	11	49%	51%	44%
Q6c. I feel that senior managers model the values of my organisation	17	35	25	13	10	53%	55%	48%
Q6d. Senior managers encourage innovation by employees	16	42	24	12		58%	57%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	16	41	27	10		57%	57%	51%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	18	45	24	8		63%	64%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	13	36	24	16	10	50%	50%	45%
Q6h. I feel that senior managers listen to employees	13	33	24	17	13	45%	47%	41%
Q7c. I feel that change is managed well in my organisation	12	34	25	20	10	46%	46%	39%

KEY





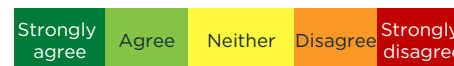
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

COMMUNICATION	60% RESPONSE SCALE					AGREEMENT 2017	CLUSTER 2017	PUBLIC LIC SECTOR 2017
Q5c. My manager communicates effectively with me	30	41	14	10		70%	72%	70%
Q5d. My manager encourages and values employee input	31	40	14	9		71%	73%	71%
Q5e. My manager involves my workgroup in decisions about our work	27	40	16	10		68%	68%	65%
Q6g. I feel that senior managers keep employees informed about what's going on	13	36	24	16	10	50%	50%	45%
Q6h. I feel that senior managers listen to employees	13	33	24	17	13	45%	47%	41%
Q8c. I am able to speak up and share a different view to my colleagues and manager	18	40	18	13	10	59%	64%	66%

KEY





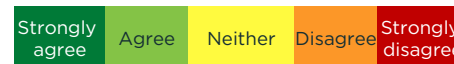
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

HIGH PERFORMANCE	67% RESPONSE SCALE	AGREEMENT 2017	CLUSTER 2017	PUBLIC SECTOR 2017
Q1a. I understand what is expected of me to do well in my role		91%	91%	90%
Q2b. My workgroup works collaboratively to achieve its objectives		76%	79%	78%
Q3f. I have received appropriate training and development to do my job well		66%	63%	62%
Q5a. My manager encourages people in my workgroup to keep improving the work they do		77%	76%	72%
Q5f. I have confidence in the decisions my manager makes		66%	69%	67%
Q6d. Senior managers encourage innovation by employees		58%	57%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with		57%	57%	51%
Q7a. My organisation focuses on improving the work we do		78%	76%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges		62%	63%	57%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

	HIGH PERFORMANCE					67% RESPONSE SCALE			AGREEMENT 2017	CLUSTER 2017	PUBLIC LIC SECTOR 2017
Q7d. There is good co-operation between teams across our organisation	12	39	24	18	7	51%	51%	47%			
Q7h. My organisation generally selects capable people to do the job	10	44	24	15		54%	56%	52%			

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PUBLIC SECTOR VALUES	64% RESPONSE SCALE				AGREEMENT 2017	CLUSTER 2017	PUBLIC SECTOR 2017	
	Strongly agree	Agree	Neither	Disagree	Strongly disagree			
Q2a. My workgroup strives to achieve customer/client satisfaction	36	49	9			85%	87%	85%
Q2e. People in my workgroup treat each other with respect	31	42	13	9		73%	76%	74%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	30	47	13			77%	76%	72%
Q5b. My manager listens to what I have to say	33	42	12	8		74%	77%	75%
Q6a. I believe senior managers provide clear direction for the future of the organisation	16	39	23	14	8	55%	55%	48%
Q6c. I feel that senior managers model the values of my organisation	17	35	25	13	10	53%	55%	48%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	18	45	24	8		63%	64%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	13	36	24	16	10	50%	50%	45%
Q6h. I feel that senior managers listen to employees	13	33	24	17	13	45%	47%	41%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PUBLIC SECTOR VALUES		64% RESPONSE SCALE					AGREEMENT 2017	CLUSTER 2017	PUBLIC SECTOR 2017
Q7a. My organisation focuses on improving the work we do		24	53	13	10	4	78%	76%	69%
Q7e. People in my organisation take responsibility for their own actions		11	42	27	15	5	53%	52%	47%

KEY





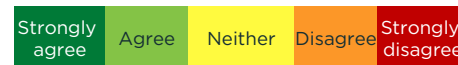
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

DIVERSITY & INCLUSION	65% RESPONSE SCALE					AGREEMENT 2017	CLUSTER 2017	PUBLIC SECTOR 2017
Q1b. I am provided with the support I need to do my best at work	18	43	17	17		60%	64%	63%
Q5b. My manager listens to what I have to say	33	42	12	8		74%	77%	75%
Q5d. My manager encourages and values employee input	31	40	14	9		71%	73%	71%
Q6i. Senior managers in my organisation support the career advancement of women	26	40	25			65%	65%	58%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	27	47	15	7		73%	77%	74%
Q8b. Personal background is not a barrier to success in my organisation	29	44	15	7		73%	77%	74%
Q8c. I am able to speak up and share a different view to my colleagues and manager	18	40	18	13	10	59%	64%	66%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	12	28	34	15	10	40%	47%	57%

KEY





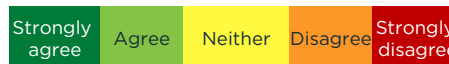
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

RECRUITMENT	44% RESPONSE SCALE					AGREEMENT 2017	CLUSTER 2017	PUBLIC LIC SECTOR 2017
Q7g. I have confidence in the way recruitment decisions are made	8	25	30	20	17	33%	36%	35%
Q7h. My organisation generally selects capable people to do the job	10	44	24	15		54%	56%	52%

KEY





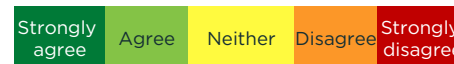
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PERFORMANCE FRAMEWORK & DEVELOPMENT	58% RESPONSE SCALE				AGREEMENT 2017	CLUSTER 2017	PUBLIC SECTOR 2017	
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	21	47	16	11	68%	66%	63%	
Q3e. My performance is assessed against clear criteria	18	43	22	12	62%	55%	54%	
Q3g. I am satisfied with the opportunities available for career development in my organisation	15	36	21	18	10	51%	51%	48%
Q5g. My manager provides acknowledgement or other recognition for the work I do	28	39	16	10	68%	70%	67%	
Q5h. My manager appropriately deals with employees who perform poorly	16	27	34	14	9	43%	45%	44%
Q7f. My organisation is committed to developing its employees	15	45	23	12	59%	59%	50%	

KEY

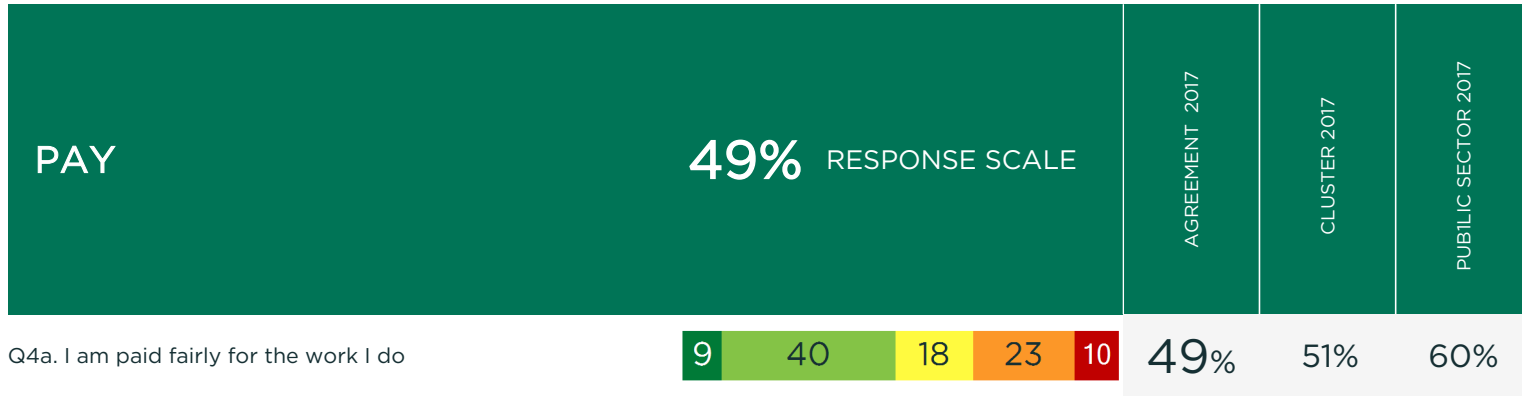




EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

WORKPLACE SUPPORT		62% RESPONSE SCALE					AGREEMENT 2017	CLUSTER 2017	PUBLIC LIC SECTOR 2017
Q1b. I am provided with the support I need to do my best at work		18	43	17	17	5	60%	64%	63%
Q1f. I am able to keep my work stress at an acceptable level		9	33	19	26	14	41%	49%	59%
Q2c. I receive help and support from other members of my workgroup		31	49	11	9	0	79%	81%	81%
Q2d. There is good team spirit in my workgroup		29	38	15	12	6	67%	71%	69%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

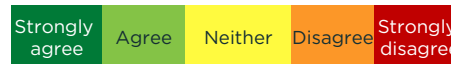
ACTION ABOUT SURVEY RESULTS

22% RESPONSE SCALE

Q14. I believe action will be taken on the results from this survey by my organisation



KEY

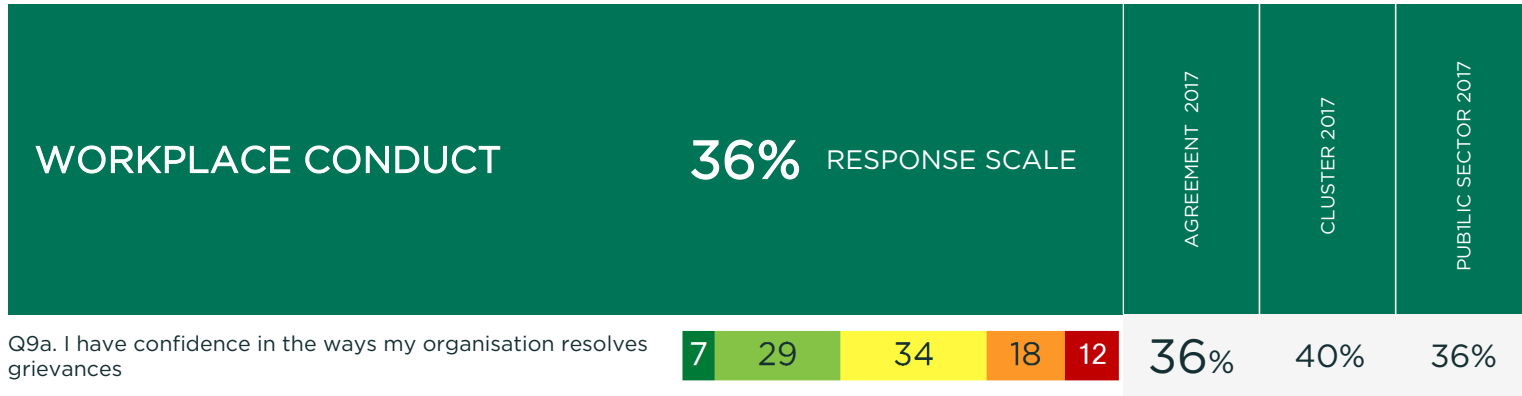




EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

PERFORMANCE FRAMEWORK & DEVELOPMENT	RESPONSE SCALE	2017	PUBLIC SECTOR 2017
Q3a. I have a current performance and development plan that sets out my individual objectives			
Yes		91%	67%
No		9%	33%
Q3b. I have informal feedback conversations with my manager			
Yes		83%	75%
No		17%	25%
Q3c. I have scheduled feedback conversations with my manager			
Yes		69%	57%
No		31%	43%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

MOBILITY

RESPONSE SCALE

2017

PUBLIC SECTOR 2017

Q3h. Are you currently looking, or thinking about looking, for a new role within the NSW Public Sector but outside of your current workplace in order to broaden your experience?

		2017	PUBLIC SECTOR 2017
Yes		37%	41%
No		63%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

MOBILITY	RESPONSE SCALE	2017	PUBLIC SECTOR 2017
Q3i. Are there any barriers preventing you from moving to another role?			
There are no major barriers to my career progression		28%	30%
Lack of visible opportunities		32%	31%
Lack of promotion opportunities		24%	30%
Lack of support from my manager / supervisor		14%	14%
Geographic location considerations		31%	28%
Personal / family considerations		42%	33%
Insufficient training and development		16%	16%
Lack of required capabilities or experience		13%	11%
Lack of support for temporary assignments/secondments		12%	15%
The application/recruitment process is too cumbersome or time consuming		34%	23%
Other		10%	9%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	2017	PUBLIC SECTOR 2017
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work			
Yes		27%	25%
No		58%	62%
Don't know		16%	13%
Q10b. If yes, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?			
Yes		56%	63%
No		41%	35%
Don't know		3%	2%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	2017	PUBLIC SECTOR 2017
Q10c. In the last 12 months I have witnessed bullying at work			
Yes		37%	33%
No		52%	58%
Don't know		11%	9%
Q10d. In the last 12 months I have been subjected to bullying at work			
Yes		19%	18%
No		74%	76%
Don't know		7%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT

RESPONSE SCALE

2017

PUBLIC SECTOR 2017

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.

		2017	PUBLIC SECTOR 2017
A senior manager		31%	22%
Your immediate manager/supervisor		21%	24%
A fellow worker at your level		24%	27%
A subordinate		4%	8%
A client or customer		4%	2%
A member of the public other than a client or customer		1%	1%
Other		2%	4%
Prefer not to say		13%	13%



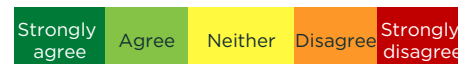
EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

EDUCATION QUESTIONS	RESPONSE SCALE				AGREEMENT 2017	CLUSTER 2017
Q1. My workgroup is able to manage the changing demands of our work environment.	10	47	23	16	58%	61%
Q2. The changes within my organisation will improve outcomes for the community.	13	44	28	11	58%	60%
Q3. Our leaders frequently and effectively communicate organisational objectives.	14	48	21	12	62%	62%
Q4. My workgroup acknowledges my contributions to the team.	17	49	20	10	66%	69%
Q5. My workgroup regularly works with different workgroups to achieve organisational objectives.	13	48	26	11	60%	63%
Q6. My workgroup learns from past experiences and makes improvements to the way we work.	17	49	19	11	66%	69%
Q7. My workgroup is able to demonstrate outcomes of our work	19	59	16		78%	78%
Q8. My job offers the opportunity for me to work on innovative projects.	15	43	24	12	59%	59%


KEY





EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by themes in this report.

EDUCATION QUESTIONS	RESPONSE SCALE	2017	CLUSTER 2017
Q9. Which category of staff are you?			
Teaching staff		100%	53%
School executive (Principals, Deputy Principals, Assistant Principals)	(r)		
School Administrative and Support Staff (SASS)	(r)		
Other non-teaching staff in schools	(r)		
Non school based teaching service staff	(r)		
Aboriginal Affairs	(r)		
Corporate staff	(r)		

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Gender		
Male		21%
Female		78%
Other		1%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Age		
15 - 19		0%
20 - 24		3%
25 -29		12%
30 - 34		11%
35 - 39		11%
40 - 44		13%
45 - 49		15%
50 - 54		13%
55 - 59		13%
60 - 64		7%
65+		2%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Do you speak a language other than English at home?		
Yes		12%
No		85%
Prefer not to say		3%
Are you of Aboriginal and/or Torres Strait Islander origin?		
Yes		2%
No		94%
Prefer not to say		4%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

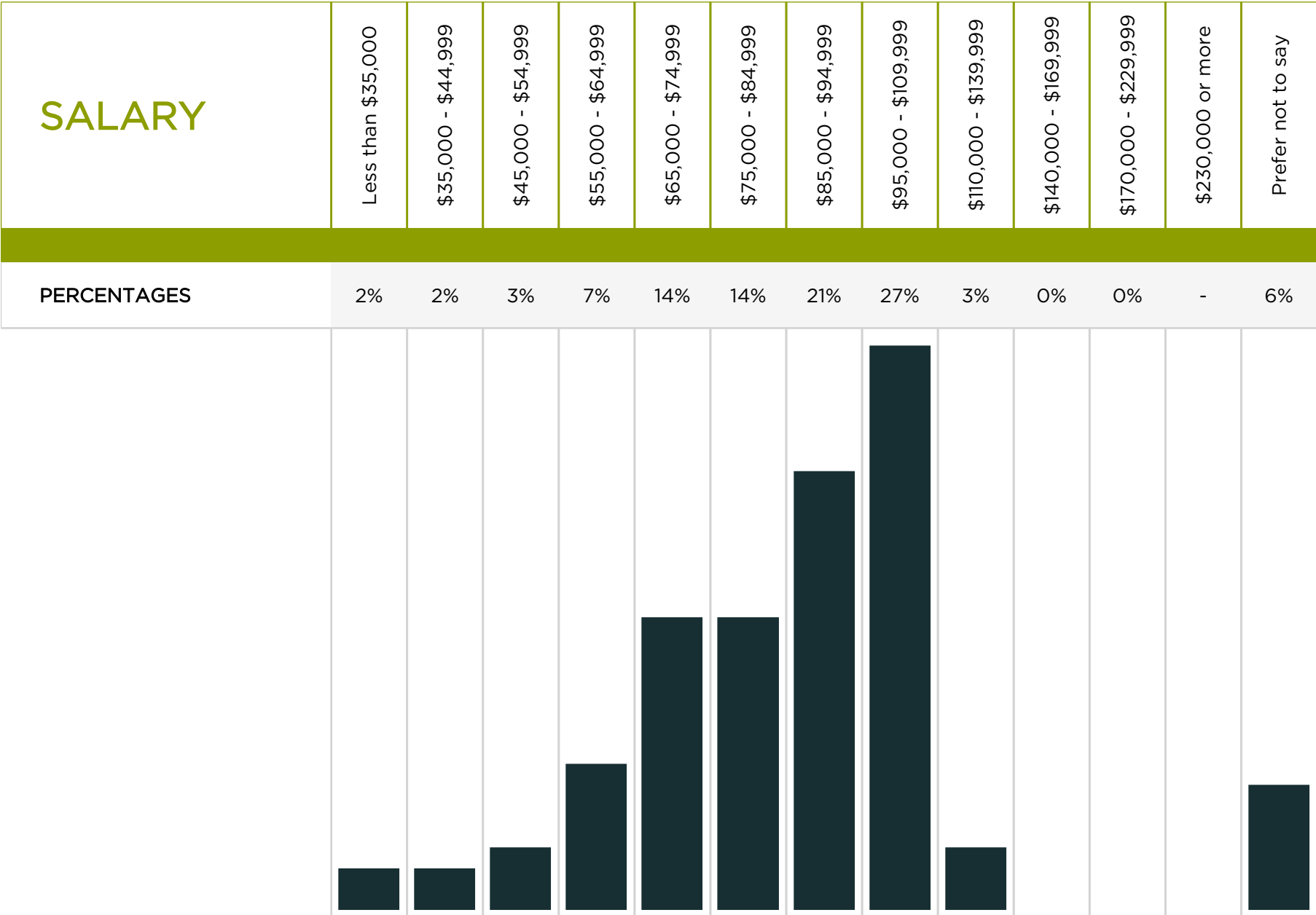
	RESPONSE SCALE	PERCENTAGE
Do you have a disability?		
Yes		3%
No		92%
Prefer not to say		4%
Do you identify as lesbian, gay, bisexual, transgender, intersex or as gender diverse?		
Yes		3%
No		94%
Prefer not to say		4%

PROFILE OF RESPONDENTS



WORK PROFILES

SALARY



RESULT BY TYPE OF WORK



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement score is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

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

	Public Schools - Teachers	Service delivery involving direct contact with the general public	Other service delivery work	Administrative support (e.g. executive/personal assistant, receptionist)	Corporate services	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
NUMBER OF RESPONDENTS	14066	13232	15	17	4	7	6	25	2	547
EMPLOYEE ENGAGEMENT	65%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64%
ENGAGEMENT WITH WORK	73%	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	75%
SENIOR MANAGERS	53%	53%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54%
COMMUNICATION	60%	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	60%
HIGH PERFORMANCE	67%	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	66%
PUBLIC SECTOR VALUES	64%	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	63%
DIVERSITY & INCLUSION	65%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

RESULT BY SALARY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement score is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

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

	Public Schools - Teachers	Less than \$35,000	\$35,000 - \$44,999	\$45,000 - \$54,999	\$55,000 - \$64,999	\$65,000 - \$74,999	\$75,000 - \$84,999	\$85,000 - \$94,999	\$95,000 - \$109,999	\$110,000 - \$139,999	\$140,000 - \$169,999	\$170,000 - \$229,999	\$230,000 or more	Prefer not to say
NUMBER OF RESPONDENTS	14066	329	301	390	1026	1909	1923	2932	3786	427	5	8	0	801
EMPLOYEE ENGAGEMENT	65%	71%	69%	71%	71%	70%	65%	62%	61%	66%	(r)	(r)	(r)	63%
ENGAGEMENT WITH WORK	73%	81%	74%	80%	79%	78%	74%	71%	69%	74%	(r)	(r)	(r)	69%
SENIOR MANAGERS	53%	60%	61%	62%	62%	61%	54%	47%	48%	57%	(r)	(r)	(r)	50%
COMMUNICATION	60%	67%	67%	69%	69%	68%	62%	55%	56%	62%	(r)	(r)	(r)	57%
HIGH PERFORMANCE	67%	71%	71%	72%	73%	72%	68%	64%	63%	70%	(r)	(r)	(r)	66%
PUBLIC SECTOR VALUES	64%	69%	70%	72%	71%	71%	65%	60%	60%	67%	(r)	(r)	(r)	62%
DIVERSITY & INCLUSION	65%	72%	69%	73%	71%	71%	67%	60%	60%	66%	(r)	(r)	(r)	62%

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

RESULT BY TENURE IN ORGANISATION



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement score is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

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

	Public Schools - Teachers	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	14066	1029	1089	2455	2912	3398	2833
EMPLOYEE ENGAGEMENT	65%	75%	72%	67%	63%	62%	61%
ENGAGEMENT WITH WORK	73%	83%	80%	74%	71%	69%	72%
SENIOR MANAGERS	53%	69%	65%	56%	51%	49%	46%
COMMUNICATION	60%	77%	70%	64%	58%	57%	56%
HIGH PERFORMANCE	67%	78%	73%	69%	65%	64%	64%
PUBLIC SECTOR VALUES	64%	78%	73%	66%	61%	61%	61%
DIVERSITY & INCLUSION	65%	78%	73%	67%	63%	61%	61%

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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

RESULT BY AGE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement score is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

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

	Public Schools - Teachers	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	14066	6	423	1635	1585	1538	1812	2008	1747	1728	1005	336
EMPLOYEE ENGAGEMENT	65%	(r)	77%	69%	66%	64%	64%	63%	62%	62%	64%	71%
ENGAGEMENT WITH WORK	73%	(r)	85%	75%	72%	69%	71%	72%	72%	71%	79%	85%
SENIOR MANAGERS	53%	(r)	68%	60%	55%	54%	53%	51%	49%	48%	50%	56%
COMMUNICATION	60%	(r)	76%	66%	62%	61%	60%	59%	57%	56%	60%	66%
HIGH PERFORMANCE	67%	(r)	80%	72%	68%	67%	66%	66%	65%	64%	67%	72%
PUBLIC SECTOR VALUES	64%	(r)	77%	69%	65%	64%	63%	63%	62%	61%	64%	69%
DIVERSITY & INCLUSION	65%	(r)	79%	70%	67%	66%	63%	63%	61%	60%	64%	72%

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

RESULT BY GENDER



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement score is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

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

	Public Schools - Teachers	Male	Female	Other
NUMBER OF RESPONDENTS	14066	2976	10850	110
EMPLOYEE ENGAGEMENT	65%	61%	66%	45%
ENGAGEMENT WITH WORK	73%	68%	74%	48%
SENIOR MANAGERS	53%	49%	54%	24%
COMMUNICATION	60%	61%	61%	34%
HIGH PERFORMANCE	67%	64%	68%	41%
PUBLIC SECTOR VALUES	64%	62%	65%	38%
DIVERSITY & INCLUSION	65%	64%	65%	38%

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

STAFF CATEGORY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement score is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

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

	Public Schools - Teachers	Teaching staff	School executive (Principals, Deputy Principals, Assistant Principals)	School Administrative and Support Staff (SASS)	Other non-teaching staff in schools	Non school based teaching service staff	Aboriginal Affairs	Corporate staff
NUMBER OF RESPONDENTS	14066	14066	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	65%	65%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	73%	73%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	53%	53%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	60%	60%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	67%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	64%	64%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	65%	65%	(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



WHAT'S NEXT?

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

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

22%

of employees replied favourably to:

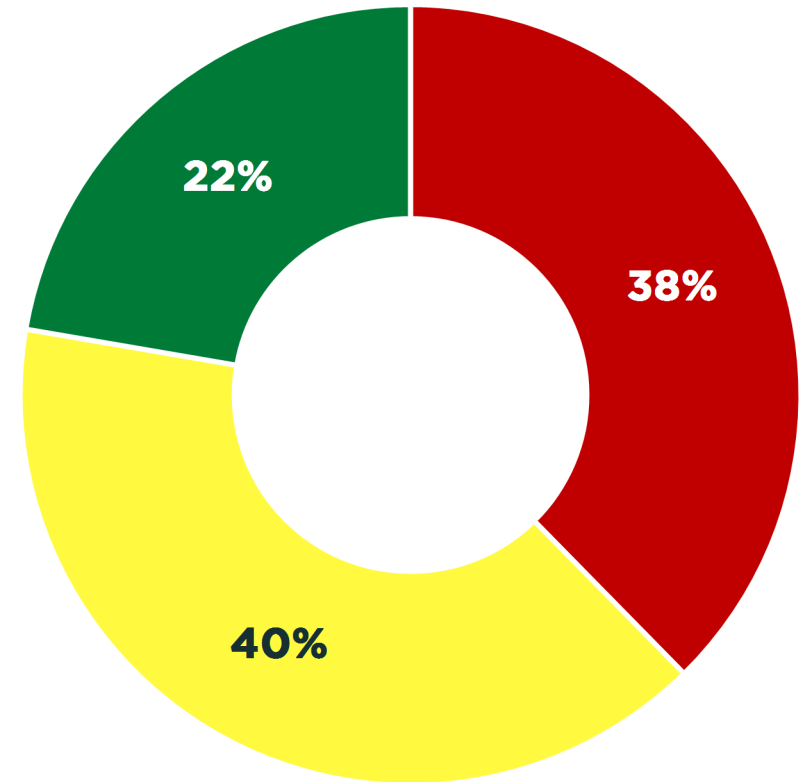
'I believe action will be taken on the results from this survey by my organisation.'

34%

SECTOR

27%

CLUSTER



GUIDE TO THIS REPORT

i SURVEY TIME FRAME

This report contains results from the 2017 People Matter Employee Survey which was open from 1 to 30 June 2017.

i PRIVACY

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. The Strongly Agree and Agree scores are combined to create an agreement (or positive) score which is shown as a rounded percentage.



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%.

i MORE DETAILS ABOUT THE SURVEY AND ITS METHODOLOGY

See the Main Findings report on the Public Service Commission web site.