
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 Welder Curator Fitter
Solicitor Cable Joints Electrician 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 Receptionist Labourer Jointer
Solicitor Caretaker Crosser Ship's Officer Ship's
Master Marine Transport Professional Showright Curator Museum Guide
Conservator Plant Operator Cable Engineer
Plant Operator Nurse Doctor Teacher Train Driver Accountant Librarian
Policy Analyst Surveyor 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 Joints Plant
Operator Ranger
Teacher Nurse
Librarian
Advisor

PEOPLE MATTER 2017 NSW Public Sector Employee Survey

AGENCY REPORT

Office of the Director of Public Prosecutions

RESPONSE RATE

44%

328 OF 738 TOTAL RESPONDENTS

EMPLOYEE ENGAGEMENT

68%

DIFFERENCE FROM 2016 0

DIFFERENCE FROM PUBLIC SECTOR +3

SENIOR MANAGERS

42%

DIFFERENCE FROM 2016 0

DIFFERENCE FROM PUBLIC SECTOR -6

COMMUNICATION

53%

DIFFERENCE FROM 2016 -1

DIFFERENCE FROM PUBLIC SECTOR -6



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

78%

DIFFERENCE FROM PUBLIC SECTOR +6

HIGH PERFORMANCE

60%

DIFFERENCE FROM PUBLIC SECTOR -3

PUBLIC SECTOR VALUES

57%

DIFFERENCE FROM PUBLIC SECTOR -3

DIVERSITY & INCLUSION

65%

DIFFERENCE FROM PUBLIC SECTOR -3

KEY DRIVERS OF ENGAGEMENT



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.

		AGREEMENT	% AGREEMENT 2016	% AGREEMENT PUBLIC SECTOR
1	Q7a. My organisation focuses on improving the work we do	74%	77%	69%
2	Q6h. I feel that senior managers listen to employees	34%	36%	41%
3	Q5d. My manager encourages and values employee input	66%	64%	71%
4	Q6b. I feel that senior managers effectively lead and manage change	42%	41%	44%
5	Q7f. My organisation is committed to developing its employees	50%	48%	50%
6	Q6c. I feel that senior managers model the values of my organisation	48%	48%	48%

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

1a.	I understand what is expected of me to do well in my role	92%
1c.	My job gives me a feeling of personal accomplishment	81%
1d.	I feel motivated to contribute more than what is normally required at work	81%
7j.	I am proud to tell others I work for my organisation	81%
2a.	My workgroup strives to achieve customer/client satisfaction	79%
2e.	People in my workgroup treat each other with respect	76%
2c.	I receive help and support from other members of my workgroup	76%
7a.	My organisation focuses on improving the work we do	74%
8b.	Personal background is not a barrier to success in my organisation	73%
7k.	I feel a strong personal attachment to my organisation	72%

- LOWEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

9a.	I have confidence in the ways my organisation resolves grievances	26%
14.	I believe action will be taken on the results from this survey by my organisation	32%
7g.	I have confidence in the way recruitment decisions are made	33%
6h.	I feel that senior managers listen to employees	34%
6d.	Senior managers encourage innovation by employees	34%
7c.	I feel that change is managed well in my organisation	35%
5h.	My manager appropriately deals with employees who perform poorly	35%
6g.	I feel that senior managers keep employees informed about what's going on	38%
7d.	There is good co-operation between teams across our organisation	39%
6b.	I feel that senior managers effectively lead and manage change	42%



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'.

MOST AND LEAST IMPROVED QUESTIONS

+ MOST IMPROVED QUESTIONS

AGREEMENT
2017

AGREEMENT
2016

3e.	My performance is assessed against clear criteria	53%	18%
3d.	In the last 12 months I received useful feedback on my work to enable me to deliver required results	58%	38%
7b.	My organisation is making the necessary improvements to meet our future challenges	65%	54%
5a.	My manager encourages people in my workgroup to keep improving the work they do	68%	61%
5h.	My manager appropriately deals with employees who perform poorly	35%	29%
2b.	My workgroup works collaboratively to achieve its objectives	70%	65%
1e.	I am satisfied with my job	71%	65%
3g.	I am satisfied with the opportunities available for career development in my organisation	46%	41%
4a.	I am paid fairly for the work I do	59%	54%
6i.	Senior managers in my organisation support the career advancement of women	64%	60%

- LEAST IMPROVED QUESTIONS

AGREEMENT
2017

AGREEMENT
2016

14.	I believe action will be taken on the results from this survey by my organisation	32%	41%
9a.	I have confidence in the ways my organisation resolves grievances	26%	33%
8c.	I am able to speak up and share a different view to my colleagues and manager	59%	66%
6d.	Senior managers encourage innovation by employees	34%	39%
3f.	I have received appropriate training and development to do my job well	48%	52%
7d.	There is good co-operation between teams across our organisation	39%	42%
7a.	My organisation focuses on improving the work we do	74%	77%
6h.	I feel that senior managers listen to employees	34%	36%
6g.	I feel that senior managers keep employees informed about what's going on	38%	39%
7i.	My organisation motivates me to help it achieve its objectives	55%	57%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

These are your least improved and most improved scoring questions from the survey, based on respondents who have selected 'Strongly Agree' and 'Agree'.

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Office of the Director of Public Prosecutions

The Engagement Score is weighted. It cannot be compared with other scores which are the average of % agreement results for all questions in a group.

Significant differences have been highlighted to demonstrate best practice and areas that require attention.

	Office of the Director of Public Prosecutions	Corporate Services	Crown Prosecutors Chambers	Solicitors Office
NUMBER OF RESPONDENTS	328	33	30	240
EMPLOYEE ENGAGEMENT	68%	75%	68%	68%
ENGAGEMENT WITH WORK	78%	79%	80%	76%
SENIOR MANAGERS	42%	66%	43%	38%
COMMUNICATION	53%	67%	46%	53%
HIGH PERFORMANCE	60%	74%	51%	59%
PUBLIC SECTOR VALUES	57%	74%	52%	56%
DIVERSITY & INCLUSION	65%	76%	55%	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 10 RESPONDENTS



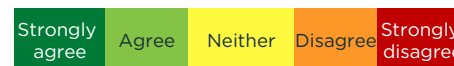
EXPLORE THE FULL RESULTS

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	68%	RESPONSE SCALE	AGREEMENT 2017	AGREEMENT 2016	PUBLIC LIC SECTOR 2017		
Q7i. I would recommend my organisation as a great place to work	15	48	22	8	63%	63%	60%
Q7j. I am proud to tell others I work for my organisation	32	49	17		81%	80%	68%
Q7k. I feel a strong personal attachment to my organisation	29	43	21		72%	72%	63%
Q7l. My organisation motivates me to help it achieve its objectives	16	40	31	8	55%	57%	53%
Q7m. My organisation inspires me to do the best in my job	16	41	27	11	57%	54%	53%

KEY





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ENGAGEMENT WITH WORK	78% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	PUBLIC LIC SECTOR 2017
Q1c. My job gives me a feeling of personal accomplishment	34	47	11		81%	82%	75%
Q1d. I feel motivated to contribute more than what is normally required at work	37	44	10	7	81%	80%	72%
Q1e. I am satisfied with my job	24	47	13	12	71%	65%	68%

KEY





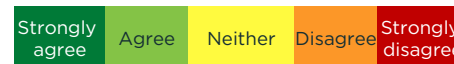
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SENIOR MANAGERS	42% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	PUBLIC SECTOR 2017
Q6a. I believe senior managers provide clear direction for the future of the organisation	16	32	28	15	10	48%	46%	48%
Q6b. I feel that senior managers effectively lead and manage change	13	29	30	16	12	42%	41%	44%
Q6c. I feel that senior managers model the values of my organisation	16	33	28	14	10	48%	48%	48%
Q6d. Senior managers encourage innovation by employees	9	25	35	22	9	34%	39%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	10	35	35	14	7	45%	45%	51%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	11	41	31	12	7	52%	48%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	9	29	29	22	11	38%	39%	45%
Q6h. I feel that senior managers listen to employees	7	27	30	23	12	34%	36%	41%
Q7c. I feel that change is managed well in my organisation	8	26	29	27	9	35%	34%	39%

KEY





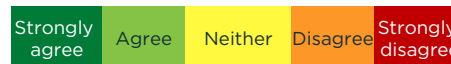
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COMMUNICATION	53% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	PUBLIC LIC SECTOR 2017
Q5c. My manager communicates effectively with me	28	40	14	10	8	67%	67%	70%
Q5d. My manager encourages and values employee input	27	39	14	11	8	66%	64%	71%
Q5e. My manager involves my workgroup in decisions about our work	22	33	21	15	9	55%	56%	65%
Q6g. I feel that senior managers keep employees informed about what's going on	9	29	29	22	11	38%	39%	45%
Q6h. I feel that senior managers listen to employees	7	27	30	23	12	34%	36%	41%
Q8c. I am able to speak up and share a different view to my colleagues and manager	15	44	22	12	8	59%	66%	66%

KEY





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

	HIGH PERFORMANCE		60% RESPONSE SCALE	AGREEMENT 2017	AGREEMENT 2016	PUBLIC SECTOR 2017
Q1a. I understand what is expected of me to do well in my role	38	54		92%	91%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	23	47	15 11	70%	65%	78%
Q3f. I have received appropriate training and development to do my job well	9	39	21 22 9	48%	52%	62%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	20	48	14 12	68%	61%	72%
Q5f. I have confidence in the decisions my manager makes	28	37	16 11 8	65%	64%	67%
Q6d. Senior managers encourage innovation by employees	9	25	35 22 9	34%	39%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	10	35	35 14	45%	45%	51%
Q7a. My organisation focuses on improving the work we do	19	55	15 7	74%	77%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	16	49	18 13	65%	54%	57%

KEY





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	HIGH PERFORMANCE					60% RESPONSE SCALE			AGREEMENT 2017	AGREEMENT 2016	PUBLIC LIC SECTOR 2017
Q7d. There is good co-operation between teams across our organisation	7	32	31	23		39%	42%	47%			
Q7h. My organisation generally selects capable people to do the job	9	50	20	14	8	58%	56%	52%			

KEY





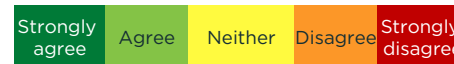
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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PUBLIC SECTOR VALUES	57% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	PUBLIC SECTOR 2017
	Strongly agree	Agree	Neither	Disagree	Strongly disagree			
Q2a. My workgroup strives to achieve customer/client satisfaction	28	52	13	7		79%	80%	85%
Q2e. People in my workgroup treat each other with respect	30	46	13			76%	75%	74%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	20	48	14	12		68%	61%	72%
Q5b. My manager listens to what I have to say	31	40	14	8	7	71%	71%	75%
Q6a. I believe senior managers provide clear direction for the future of the organisation	16	32	28	15	10	48%	46%	48%
Q6c. I feel that senior managers model the values of my organisation	16	33	28	14	10	48%	48%	48%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	11	41	31	12		52%	48%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	9	29	29	22	11	38%	39%	45%
Q6h. I feel that senior managers listen to employees	7	27	30	23	12	34%	36%	41%

KEY





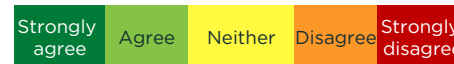
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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PUBLIC SECTOR VALUES		57% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	PUBLIC SECTOR 2017
Q7a. My organisation focuses on improving the work we do		19	55	15	7	4	74%	77%	69%
Q7e. People in my organisation take responsibility for their own actions		8	35	27	21	9	43%	44%	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	AGREEMENT 2016	PUBLIC SECTOR 2017
Q1b. I am provided with the support I need to do my best at work	12	37	16	24	12	48%	49%	63%
Q5b. My manager listens to what I have to say	31	40	14	8	7	71%	71%	75%
Q5d. My manager encourages and values employee input	27	39	14	11	8	66%	64%	71%
Q6i. Senior managers in my organisation support the career advancement of women	20	43	25			64%	60%	58%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	18	52	19	8		70%	71%	74%
Q8b. Personal background is not a barrier to success in my organisation	21	52	15	8		73%	-	74%
Q8c. I am able to speak up and share a different view to my colleagues and manager	15	44	22	12	8	59%	66%	66%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	20	45	14	12	8	66%	64%	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	46% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	PUBLIC LIC SECTOR 2017
Q7g. I have confidence in the way recruitment decisions are made	8	26	23	25	19	33%	-	35%
Q7h. My organisation generally selects capable people to do the job	9	50	20	14	8	58%	56%	52%

KEY





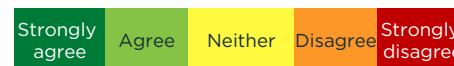
EXPLORE THE FULL RESULTS

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	51% RESPONSE SCALE	AGREEMENT 2017	AGREEMENT 2016	PUBLIC LIC SECTOR 2017
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	14 43 16 19	58%	38%	63%
Q3e. My performance is assessed against clear criteria	10 43 24 18	53%	18%	54%
Q3g. I am satisfied with the opportunities available for career development in my organisation	10 36 21 21 12	46%	41%	48%
Q5g. My manager provides acknowledgement or other recognition for the work I do	22 40 16 12 9	62%	59%	67%
Q5h. My manager appropriately deals with employees who perform poorly	10 26 30 18 17	35%	29%	44%
Q7f. My organisation is committed to developing its employees	9 41 24 19 7	50%	48%	50%

KEY

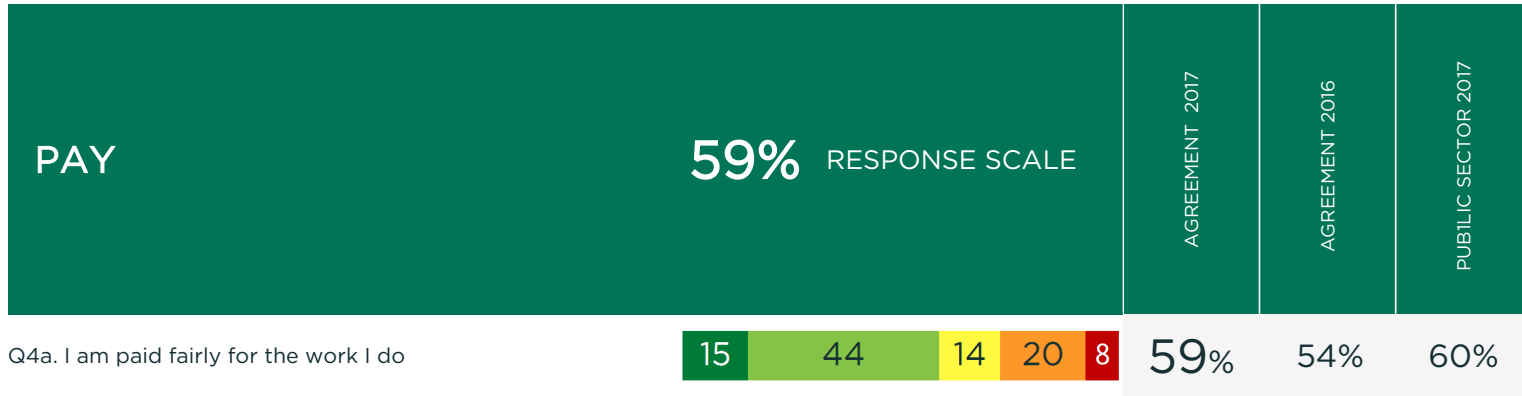




EXPLORE THE FULL RESULTS

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		60% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	PUBLIC LIC SECTOR 2017
Q1b. I am provided with the support I need to do my best at work		48%	49%	63%					
Q1f. I am able to keep my work stress at an acceptable level		49%	49%	59%					
Q2c. I receive help and support from other members of my workgroup		76%	76%	81%					
Q2d. There is good team spirit in my workgroup		68%	68%	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

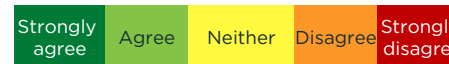
32% RESPONSE SCALE

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



	AGREEMENT 2017	AGREEMENT 2016	PUBLIC LIC SECTOR 2017
Q14. I believe action will be taken on the results from this survey by my organisation	32%	41%	34%

KEY

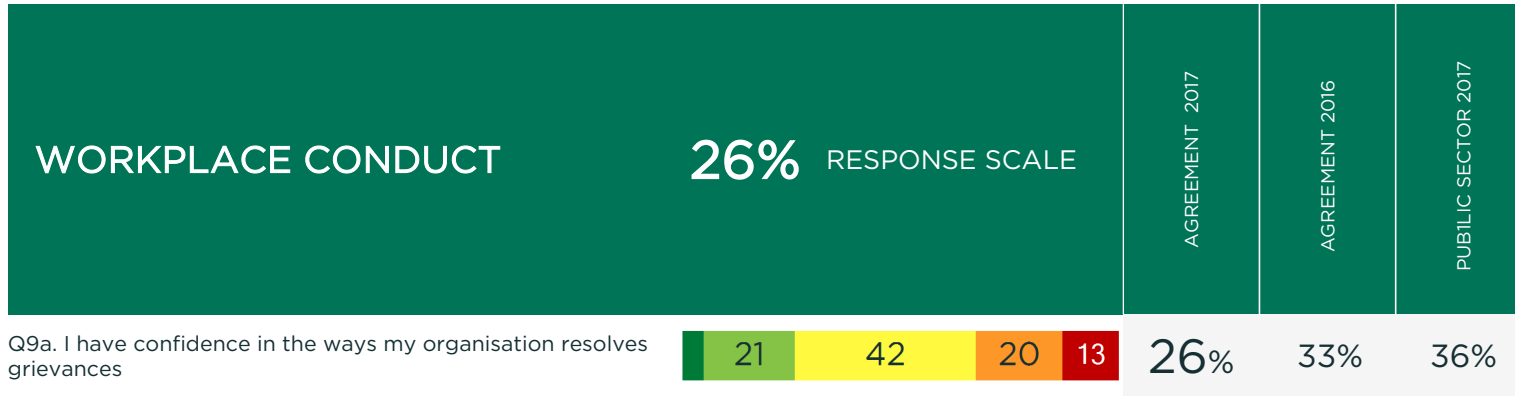




EXPLORE THE FULL RESULTS

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			80%	67%
No			20%	33%
Q3b. I have informal feedback conversations with my manager				
Yes			71%	75%
No			29%	25%
Q3c. I have scheduled feedback conversations with my manager				
Yes			56%	57%
No			44%	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?

Yes		35%	41%
No		65%	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		26%	30%
Lack of visible opportunities		30%	31%
Lack of promotion opportunities		38%	30%
Lack of support from my manager / supervisor		17%	14%
Geographic location considerations		28%	28%
Personal / family considerations		33%	33%
Insufficient training and development		21%	16%
Lack of required capabilities or experience		10%	11%
Lack of support for temporary assignments/secondments		22%	15%
The application/recruitment process is too cumbersome or time consuming		23%	23%
Other		4%	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		22%	25%
No		68%	62%
Don't know		10%	13%
Q10b. If yes, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?			
Yes		61%	63%
No		39%	35%
Don't know	(r)		



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		58%	58%
Don't know		5%	9%
Q10d. In the last 12 months I have been subjected to bullying at work			
Yes		17%	18%
No		79%	76%
Don't know		4%	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		13%	22%
Your immediate manager/supervisor		28%	24%
A fellow worker at your level		26%	27%
A subordinate		4%	8%
A client or customer	(r)		
A member of the public other than a client or customer	(r)		
Other		23%	4%
Prefer not to say		6%	13%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

RESPONSE SCALE		PERCENTAGE
Gender		
Male		36%
Female		64%
Other		1%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Age		
15 - 19		%
20 - 24		3%
25 -29		17%
30 - 34		13%
35 - 39		16%
40 - 44		11%
45 - 49		13%
50 - 54		10%
55 - 59		8%
60 - 64		5%
65+		3%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Do you speak a language other than English at home?		
Yes		10%
No		85%
Prefer not to say		5%
Are you of Aboriginal and/or Torres Strait Islander origin?		
Yes		1%
No		96%
Prefer not to say		3%

PROFILE OF RESPONDENTS



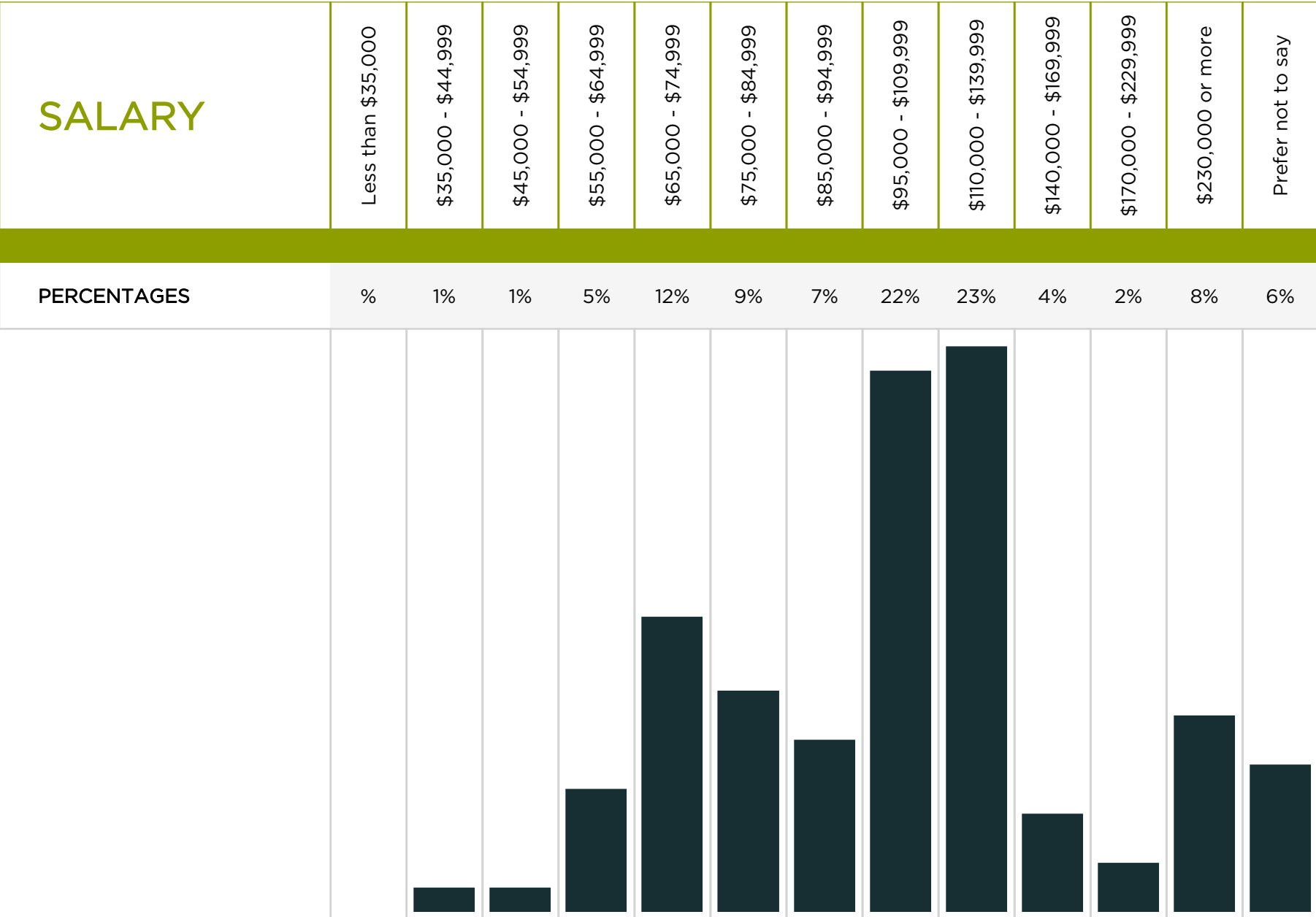
PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Do you have a disability?		
Yes		4%
No		92%
Prefer not to say		4%
Do you identify as lesbian, gay, bisexual, transgender, intersex or as gender diverse?		
Yes		6%
No		91%
Prefer not to say		3%

PROFILE OF RESPONDENTS

i

WORK PROFILES



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.

	Office of the Director of Public Prosecutions	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	328	18	2	41	25	0	3	3	208	4
EMPLOYEE ENGAGEMENT	68%	(r)	(r)	67%	(r)	(r)	(r)	(r)	69%	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	74%	(r)	(r)	(r)	(r)	80%	(r)
SENIOR MANAGERS	42%	(r)	(r)	47%	(r)	(r)	(r)	(r)	40%	(r)
COMMUNICATION	53%	(r)	(r)	58%	(r)	(r)	(r)	(r)	53%	(r)
HIGH PERFORMANCE	60%	(r)	(r)	67%	(r)	(r)	(r)	(r)	59%	(r)
PUBLIC SECTOR VALUES	57%	(r)	(r)	58%	(r)	(r)	(r)	(r)	58%	(r)
DIVERSITY & INCLUSION	65%	(r)	(r)	69%	(r)	(r)	(r)	(r)	66%	(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

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.

	Office of the Director of Public Prosecutions	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	328	0	4	4	14	37	26	21	67	71	11	5	25	18
EMPLOYEE ENGAGEMENT	68%	(r)	(r)	(r)	(r)	67%	(r)	(r)	71%	63%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	(r)	(r)	77%	(r)	(r)	80%	70%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	42%	(r)	(r)	(r)	(r)	41%	(r)	(r)	39%	35%	(r)	(r)	(r)	(r)
COMMUNICATION	53%	(r)	(r)	(r)	(r)	53%	(r)	(r)	57%	49%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	60%	(r)	(r)	(r)	(r)	57%	(r)	(r)	61%	57%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	57%	(r)	(r)	(r)	(r)	57%	(r)	(r)	58%	54%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	65%	(r)	(r)	(r)	(r)	61%	(r)	(r)	68%	65%	(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

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.

	Office of the Director of Public Prosecutions	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	328	35	53	53	39	81	42
EMPLOYEE ENGAGEMENT	68%	73%	72%	72%	65%	65%	65%
ENGAGEMENT WITH WORK	78%	77%	84%	85%	74%	69%	80%
SENIOR MANAGERS	42%	59%	53%	41%	32%	32%	42%
COMMUNICATION	53%	63%	60%	53%	49%	48%	53%
HIGH PERFORMANCE	60%	70%	67%	58%	52%	55%	66%
PUBLIC SECTOR VALUES	57%	69%	66%	57%	49%	51%	59%
DIVERSITY & INCLUSION	65%	74%	71%	62%	62%	59%	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 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.

	Office of the Director of Public Prosecutions	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	328	0	8	51	40	48	34	38	29	24	16	9
EMPLOYEE ENGAGEMENT	68%	(r)	(r)	72%	71%	68%	69%	71%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	83%	86%	74%	71%	75%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	42%	(r)	(r)	52%	43%	43%	37%	42%	(r)	(r)	(r)	(r)
COMMUNICATION	53%	(r)	(r)	60%	55%	60%	49%	53%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	60%	(r)	(r)	63%	59%	64%	60%	61%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	57%	(r)	(r)	64%	60%	61%	54%	58%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	65%	(r)	(r)	68%	68%	69%	61%	67%	(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

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.

	Office of the Director of Public Prosecutions	Male	Female	Other
NUMBER OF RESPONDENTS	328	108	192	2
EMPLOYEE ENGAGEMENT	68%	70%	68%	(r)
ENGAGEMENT WITH WORK	78%	81%	76%	(r)
SENIOR MANAGERS	42%	40%	43%	(r)
COMMUNICATION	53%	55%	53%	(r)
HIGH PERFORMANCE	60%	60%	61%	(r)
PUBLIC SECTOR VALUES	57%	57%	58%	(r)
DIVERSITY & INCLUSION	65%	68%	65%	(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.

32%

of employees replied favourably to:

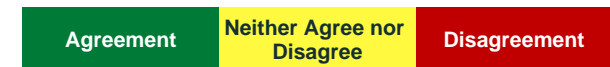
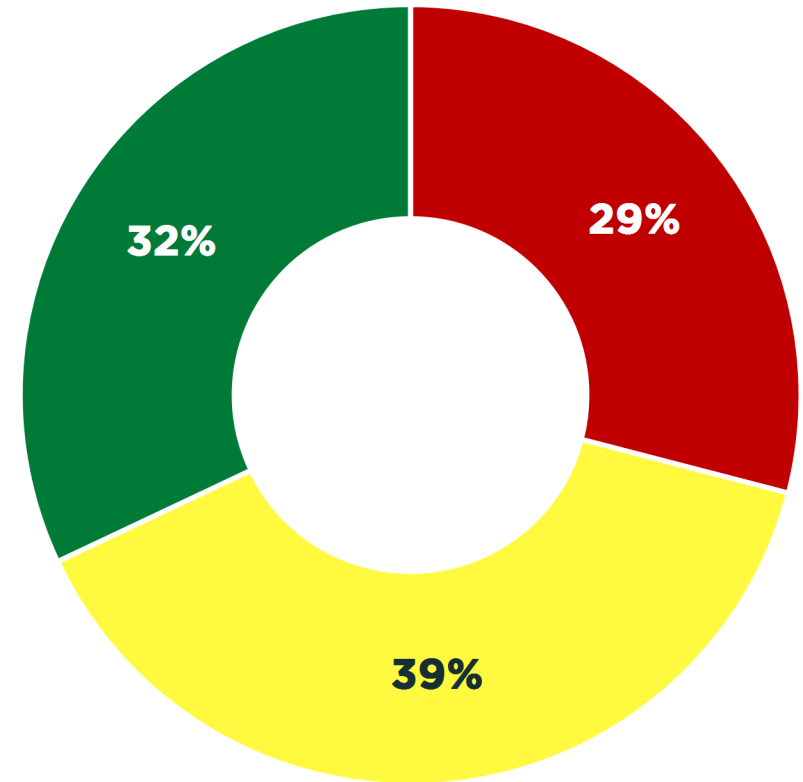
'I believe action will be taken on the results from this survey by my organisation.'

34%

SECTOR

41%

2016



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

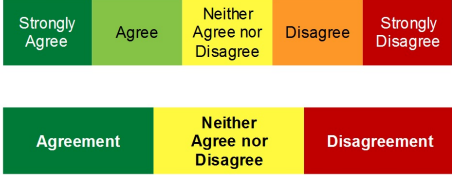
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.