

# 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 Electrician Linesworker  
Solicitor Cable Jointer 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 Jointer  
Solicitor Caretaker Cross Bench Engineer 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 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 Jointer Plant  
Operator Ranger  
Teacher Nurse  
Librarian  
Advisor

### AGENCY REPORT

Health

## Murrumbidgee Local Health District

## RESPONSE RATE

# 60%

2,188 OF 3,629 TOTAL RESPONDENTS

## EMPLOYEE ENGAGEMENT

# 65%

DIFFERENCE FROM 2016 -1

DIFFERENCE FROM CLUSTER +1

DIFFERENCE FROM PUBLIC SECTOR 0

## SENIOR MANAGERS

# 44%

DIFFERENCE FROM 2016 -3

DIFFERENCE FROM CLUSTER 0

DIFFERENCE FROM PUBLIC SECTOR -3

## COMMUNICATION

# 57%

DIFFERENCE FROM 2016 -2

DIFFERENCE FROM CLUSTER -1

DIFFERENCE FROM PUBLIC SECTOR -3



## 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

# 74%

DIFFERENCE FROM CLUSTER +1

DIFFERENCE FROM PUBLIC SECTOR +2

## HIGH PERFORMANCE

# 63%

DIFFERENCE FROM CLUSTER 0

DIFFERENCE FROM PUBLIC SECTOR 0

## PUBLIC SECTOR VALUES

# 57%

DIFFERENCE FROM CLUSTER -1

DIFFERENCE FROM PUBLIC SECTOR -3

## DIVERSITY & INCLUSION

# 66%

DIFFERENCE FROM CLUSTER +1

DIFFERENCE FROM PUBLIC SECTOR -1

# 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 CLUSTER	% AGREEMENT PUBLIC SECTOR
1	<b>Q7f.</b> My organisation is committed to developing its employees	<b>50%</b>	54%	49%	50%
2	<b>Q7c.</b> I feel that change is managed well in my organisation	<b>41%</b>	47%	41%	39%
3	<b>Q8a.</b> My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	<b>72%</b>	73%	72%	74%
4	<b>Q7a.</b> My organisation focuses on improving the work we do	<b>69%</b>	78%	67%	69%
5	<b>Q7b.</b> My organisation is making the necessary improvements to meet our future challenges	<b>56%</b>	64%	55%	57%
6	<b>Q8c.</b> I am able to speak up and share a different view to my colleagues and manager	<b>64%</b>	69%	65%	66%

# HIGHEST AND LOWEST QUESTIONS

## + HIGHEST AGREEMENT SCORING QUESTIONS

AGREEMENT  
2017

1a.	I understand what is expected of me to do well in my role	<b>93%</b>
2a.	My workgroup strives to achieve customer/client satisfaction	<b>87%</b>
2c.	I receive help and support from other members of my workgroup	<b>78%</b>
2b.	My workgroup works collaboratively to achieve its objectives	<b>78%</b>
1c.	My job gives me a feeling of personal accomplishment	<b>77%</b>
8b.	Personal background is not a barrier to success in my organisation	<b>74%</b>
1d.	I feel motivated to contribute more than what is normally required at work	<b>72%</b>
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	<b>72%</b>
1e.	I am satisfied with my job	<b>72%</b>
5b.	My manager listens to what I have to say	<b>71%</b>

## - LOWEST AGREEMENT SCORING QUESTIONS

AGREEMENT  
2017

14.	I believe action will be taken on the results from this survey by my organisation	<b>34%</b>
6h.	I feel that senior managers listen to employees	<b>37%</b>
7g.	I have confidence in the way recruitment decisions are made	<b>37%</b>
9a.	I have confidence in the ways my organisation resolves grievances	<b>38%</b>
6g.	I feel that senior managers keep employees informed about what's going on	<b>40%</b>
7c.	I feel that change is managed well in my organisation	<b>41%</b>
6b.	I feel that senior managers effectively lead and manage change	<b>43%</b>
5h.	My manager appropriately deals with employees who perform poorly	<b>45%</b>
6c.	I feel that senior managers model the values of my organisation	<b>45%</b>
6a.	I believe senior managers provide clear direction for the future of the organisation	<b>45%</b>



### 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

	AGREEMENT 2017	AGREEMENT 2016
1e. I am satisfied with my job	72%	68%
3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	60%	56%
3g. I am satisfied with the opportunities available for career development in my organisation	53%	51%
2b. My workgroup works collaboratively to achieve its objectives	78%	77%
2e. People in my workgroup treat each other with respect	67%	66%
1b. I am provided with the support I need to do my best at work	64%	62%
6i. Senior managers in my organisation support the career advancement of women	54%	53%
2d. There is good team spirit in my workgroup	65%	64%

## - LEAST IMPROVED QUESTIONS

AGREEMENT  
2017

AGREEMENT  
2016

	AGREEMENT 2017	AGREEMENT 2016
7a. My organisation focuses on improving the work we do	69%	78%
9a. I have confidence in the ways my organisation resolves grievances	38%	46%
7b. My organisation is making the necessary improvements to meet our future challenges	56%	64%
7c. I feel that change is managed well in my organisation	41%	47%
7l. My organisation motivates me to help it achieve its objectives	53%	59%
1d. I feel motivated to contribute more than what is normally required at work	72%	77%
7m. My organisation inspires me to do the best in my job	55%	60%
6e. Senior managers promote collaboration between my organisation and other organisations we work with	46%	50%
8c. I am able to speak up and share a different view to my colleagues and manager	64%	69%
1c. My job gives me a feeling of personal accomplishment	77%	81%



### 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 Murrumbidgee Local Health District

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.

	Murrumbidgee Local Health District	Barham	Batlow	Berrigan	Boorowa	Coolamon	Cootamundra	Corowa	Culcairn	Deniliquin	District Services Asset Services	District Services Corporate	District Services Finance and Performance	District Services Workforce Services
NUMBER OF RESPONDENTS	2188	21	30	17	25	26	48	59	27	68	30	70	46	38
EMPLOYEE ENGAGEMENT	65%	59%	75%	54%	72%	78%	60%	70%	74%	62%	68%	68%	65%	63%
ENGAGEMENT WITH WORK	74%	71%	82%	67%	81%	90%	65%	82%	84%	69%	74%	78%	75%	68%
SENIOR MANAGERS	44%	11%	69%	22%	37%	78%	44%	46%	49%	38%	58%	51%	55%	39%
COMMUNICATION	57%	15%	81%	42%	64%	87%	45%	68%	68%	52%	61%	64%	62%	52%
HIGH PERFORMANCE	63%	43%	84%	50%	72%	89%	58%	67%	73%	58%	67%	66%	67%	57%
PUBLIC SECTOR VALUES	57%	32%	76%	40%	61%	85%	55%	64%	66%	52%	65%	63%	64%	54%
DIVERSITY & INCLUSION	66%	41%	87%	60%	72%	91%	58%	77%	84%	64%	68%	75%	70%	63%

### 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

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	Murrumbidgee Local Health District	Finley	Griffith	Gundagai	Hay	Henty	Hillston	Holbrook	Integrated Care and Partnerships	Jerilderie	Junee	Lake Cargelligo	Leeton	Lockhart
NUMBER OF RESPONDENTS	2188	24	314	39	22	14	15	18	42	16	51	16	88	23
EMPLOYEE ENGAGEMENT	65%	71%	66%	79%	68%	77%	82%	64%	60%	65%	50%	72%	44%	65%
ENGAGEMENT WITH WORK	74%	68%	79%	85%	77%	98%	87%	70%	76%	56%	52%	78%	38%	78%
SENIOR MANAGERS	44%	55%	42%	79%	46%	63%	64%	33%	48%	37%	22%	52%	15%	68%
COMMUNICATION	57%	72%	54%	82%	60%	79%	82%	56%	61%	61%	33%	68%	33%	73%
HIGH PERFORMANCE	63%	67%	59%	85%	63%	83%	86%	66%	69%	59%	43%	75%	40%	72%
PUBLIC SECTOR VALUES	57%	69%	55%	81%	57%	74%	78%	54%	63%	51%	35%	61%	31%	70%
DIVERSITY & INCLUSION	66%	70%	63%	85%	72%	89%	87%	69%	73%	60%	41%	82%	40%	79%

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# BUSINESS UNIT COMPARISON



## COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Murrumbidgee Local Health District

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	Murrumbidgee Local Health District	Mental Health Drug and Alcohol Community	Mental Health Drug and Alcohol District	Mental Health Drug and Alcohol Inpatient	MLHD Brain Injury Services	Murrumburrah-Harden	Narrandera	Temora	Tocumwal	Tumbarumba	Tumut	Urana	Wagga Wagga Community and Dental	Wagga Wagga Rural Referral Hospital
NUMBER OF RESPONDENTS	2188	34	14	30	13	35	33	34	17	38	68	17	59	467
EMPLOYEE ENGAGEMENT	65%	68%	70%	71%	81%	71%	71%	72%	72%	78%	77%	65%	59%	62%
ENGAGEMENT WITH WORK	74%	69%	86%	79%	85%	79%	77%	81%	86%	88%	89%	84%	72%	71%
SENIOR MANAGERS	44%	42%	66%	62%	53%	57%	57%	63%	59%	66%	63%	57%	34%	38%
COMMUNICATION	57%	51%	74%	70%	72%	68%	63%	63%	71%	69%	76%	66%	51%	50%
HIGH PERFORMANCE	63%	62%	77%	74%	78%	69%	70%	72%	76%	76%	82%	65%	59%	58%
PUBLIC SECTOR VALUES	57%	57%	75%	71%	71%	62%	68%	69%	69%	73%	75%	64%	53%	52%
DIVERSITY & INCLUSION	66%	65%	83%	81%	84%	76%	71%	72%	74%	78%	83%	67%	62%	59%

### KEY

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# BUSINESS UNIT COMPARISON



## COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Murrumbidgee Local Health District

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

	Murrumbidgee Local Health District	West Wyalong	Young
NUMBER OF RESPONDENTS	2188	31	79
EMPLOYEE ENGAGEMENT	65%	67%	63%
ENGAGEMENT WITH WORK	74%	69%	68%
SENIOR MANAGERS	44%	27%	45%
COMMUNICATION	57%	40%	58%
HIGH PERFORMANCE	63%	50%	62%
PUBLIC SECTOR VALUES	57%	44%	58%
DIVERSITY & INCLUSION	66%	58%	67%

### KEY

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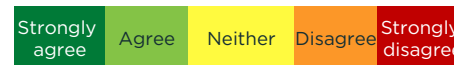
## EXPLORE THE FULL RESULTS

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	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7i. I would recommend my organisation as a great place to work	16	45	25	9	61%	62%	59%	60%
Q7j. I am proud to tell others I work for my organisation	21	46	23		67%	69%	67%	68%
Q7k. I feel a strong personal attachment to my organisation	20	43	25	8	63%	65%	61%	63%
Q7l. My organisation motivates me to help it achieve its objectives	15	38	30	12	53%	59%	52%	53%
Q7m. My organisation inspires me to do the best in my job	17	38	29	11	55%	60%	53%	53%

KEY





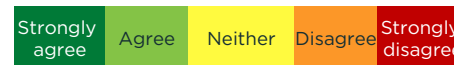
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ENGAGEMENT WITH WORK	74% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q1c. My job gives me a feeling of personal accomplishment	30	47	14		77%	81%	76%	75%
Q1d. I feel motivated to contribute more than what is normally required at work	31	42	16	8	72%	77%	72%	72%
Q1e. I am satisfied with my job	23	49	16	8	72%	68%	68%	68%

KEY





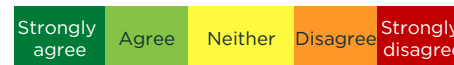
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SENIOR MANAGERS	44% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q6a. I believe senior managers provide clear direction for the future of the organisation	11	34	30	15	10	45%	47%	45%	48%
Q6b. I feel that senior managers effectively lead and manage change	11	32	30	16	11	43%	44%	43%	44%
Q6c. I feel that senior managers model the values of my organisation	12	33	30	14	11	45%	47%	45%	48%
Q6d. Senior managers encourage innovation by employees	10	35	32	15	8	46%	49%	46%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	11	35	34	12	8	46%	50%	47%	51%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	13	43	27	10		56%	56%	56%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	10	30	29	19	12	40%	42%	42%	45%
Q6h. I feel that senior managers listen to employees	10	28	31	18	13	37%	40%	38%	41%
Q7c. I feel that change is managed well in my organisation	9	32	31	20	9	41%	47%	41%	39%

KEY





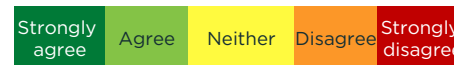
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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

COMMUNICATION	57% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017	
Q5c. My manager communicates effectively with me	26	41	16	10	67%	69%	68%	70%	
Q5d. My manager encourages and values employee input	27	40	16	10	67%	68%	68%	71%	
Q5e. My manager involves my workgroup in decisions about our work	25	39	19	11	7	64%	65%	63%	65%
Q6g. I feel that senior managers keep employees informed about what's going on	10	30	29	19	12	40%	42%	42%	45%
Q6h. I feel that senior managers listen to employees	10	28	31	18	13	37%	40%	38%	41%
Q8c. I am able to speak up and share a different view to my colleagues and manager	18	46	17	12	7	64%	69%	65%	66%

KEY





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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		63% RESPONSE SCALE	AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017		
Q1a. I understand what is expected of me to do well in my role	45	48		93%	94%	91%	90%		
Q2b. My workgroup works collaboratively to achieve its objectives	31	47	14	78%	77%	77%	78%		
Q3f. I have received appropriate training and development to do my job well	17	50	20	9	67%	69%	68%	62%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	24	45	18	9	69%	72%	70%	72%	
Q5f. I have confidence in the decisions my manager makes	24	40	19	9	7	64%	67%	64%	67%
Q6d. Senior managers encourage innovation by employees	10	35	32	15	8	46%	49%	46%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	11	35	34	12	8	46%	50%	47%	51%
Q7a. My organisation focuses on improving the work we do	16	53	22			69%	78%	67%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	13	43	26	13		56%	64%	55%	57%

KEY





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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.

	63% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7d. There is good co-operation between teams across our organisation	9	39	29	16	48%	52%	48%	47%
Q7h. My organisation generally selects capable people to do the job	9	44	27	14	53%	54%	53%	52%

### KEY





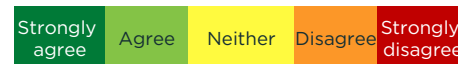
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PUBLIC SECTOR VALUES		57% RESPONSE SCALE			AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q2a. My workgroup strives to achieve customer/client satisfaction		37	50	9	87%	88%	86%	85%
Q2e. People in my workgroup treat each other with respect		25	42	19	67%	66%	70%	74%
Q5a. My manager encourages people in my workgroup to keep improving the work they do		24	45	18	69%	72%	70%	72%
Q5b. My manager listens to what I have to say		27	43	15	71%	71%	71%	75%
Q6a. I believe senior managers provide clear direction for the future of the organisation		11	34	30	45%	47%	45%	48%
Q6c. I feel that senior managers model the values of my organisation		12	33	30	45%	47%	45%	48%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		13	43	27	56%	56%	56%	60%
Q6g. I feel that senior managers keep employees informed about what's going on		10	30	29	40%	42%	42%	45%
Q6h. I feel that senior managers listen to employees		10	28	31	37%	40%	38%	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		57% RESPONSE SCALE		AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7a. My organisation focuses on improving the work we do				69%	78%	67%	69%
Q7e. People in my organisation take responsibility for their own actions				46%	50%	47%	47%

KEY





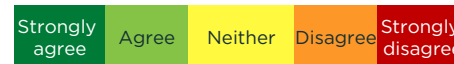
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DIVERSITY & INCLUSION		66% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q1b. I am provided with the support I need to do my best at work		64%	62%	64%	63%				
Q5b. My manager listens to what I have to say		71%	71%	71%	75%				
Q5d. My manager encourages and values employee input		67%	68%	68%	71%				
Q6i. Senior managers in my organisation support the career advancement of women		54%	53%	52%	58%				
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)		72%	73%	72%	74%				
Q8b. Personal background is not a barrier to success in my organisation		74%	-	73%	74%				
Q8c. I am able to speak up and share a different view to my colleagues and manager		64%	69%	65%	66%				
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>		60%	61%	55%	57%				

### KEY





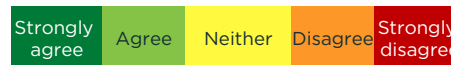
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RECRUITMENT	45% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7g. I have confidence in the way recruitment decisions are made	8	30	32	18	13	37%	-	38%	35%
Q7h. My organisation generally selects capable people to do the job	9	44	27	14		53%	54%	53%	52%

KEY





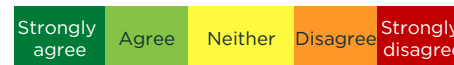
## EXPLORE THE FULL RESULTS

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	54% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	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	18	42	20	14	60%	56%	63%	63%	
Q3e. My performance is assessed against clear criteria	14	39	27	14	54%	54%	57%	54%	
Q3g. I am satisfied with the opportunities available for career development in my organisation	14	40	24	14	8	53%	51%	51%	48%
Q5g. My manager provides acknowledgement or other recognition for the work I do	25	39	18	11	7	64%	64%	64%	67%
Q5h. My manager appropriately deals with employees who perform poorly	16	29	29	15	11	45%	45%	44%	44%
Q7f. My organisation is committed to developing its employees	10	39	30	14	7	50%	54%	49%	50%

KEY

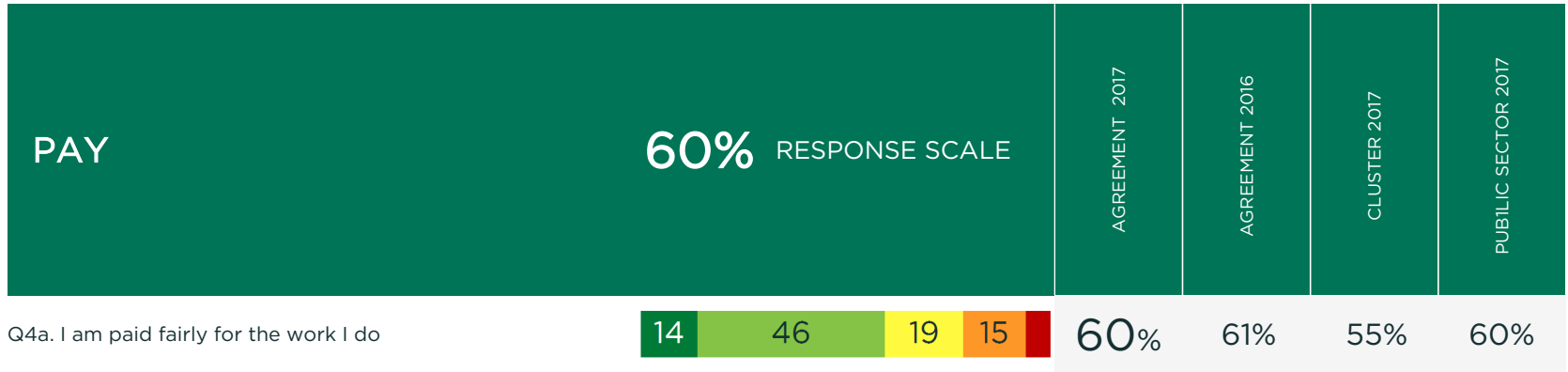




## EXPLORE THE FULL RESULTS

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





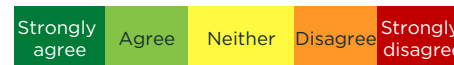
## EXPLORE THE FULL RESULTS

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		67% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q1b. I am provided with the support I need to do my best at work		64%	62%	64%	63%				
Q1f. I am able to keep my work stress at an acceptable level		61%	62%	61%	59%				
Q2c. I receive help and support from other members of my workgroup		78%	80%	79%	81%				
Q2d. There is good team spirit in my workgroup		65%	64%	66%	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.

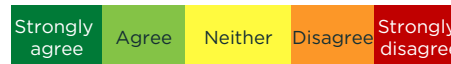
## ACTION ABOUT SURVEY RESULTS

**34%** RESPONSE SCALE

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



KEY

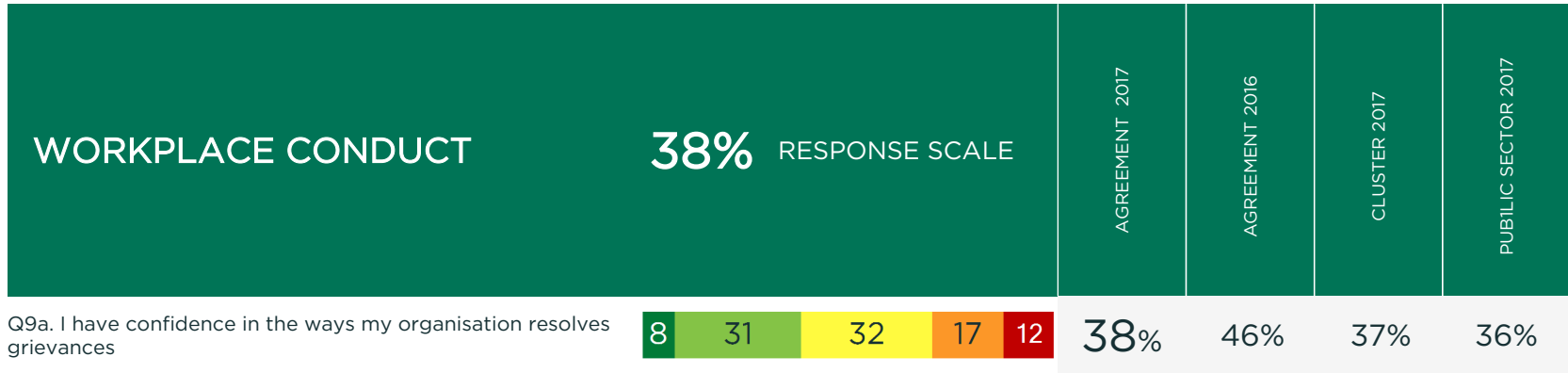




## EXPLORE THE FULL RESULTS

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	CLUSTER 2017	PUBLIC SECTOR 2017
<b>Q3a.</b> I have a current performance and development plan that sets out my individual objectives					
Yes			64%	67%	67%
No			36%	33%	33%
<b>Q3b.</b> I have informal feedback conversations with my manager					
Yes			72%	73%	75%
No			28%	27%	25%
<b>Q3c.</b> I have scheduled feedback conversations with my manager					
Yes			50%	56%	57%
No			50%	44%	43%



## EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

MOBILITY	RESPONSE SCALE	2017	CLUSTER 2017	PUBLIC SECTOR 2017
<b>Q3h.</b> 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%	40%	41%
No		65%	60%	59%



## EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

MOBILITY	RESPONSE SCALE	2017	CLUSTER 2017	PUBLIC SECTOR 2017
<b>Q3i. Are there any barriers preventing you from moving to another role?</b>				
There are no major barriers to my career progression		33%	32%	30%
Lack of visible opportunities		23%	30%	31%
Lack of promotion opportunities		20%	27%	30%
Lack of support from my manager / supervisor		13%	15%	14%
Geographic location considerations		29%	24%	28%
Personal / family considerations		37%	32%	33%
Insufficient training and development		14%	14%	16%
Lack of required capabilities or experience		9%	10%	11%
Lack of support for temporary assignments/secondments		10%	14%	15%
The application/recruitment process is too cumbersome or time consuming		13%	16%	23%
Other		7%	8%	9%



## EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	2017	CLUSTER 2017	PUBLIC SECTOR 2017
<b>Q10a.</b> In the last 12 months I have witnessed misconduct/wrongdoing at work				
Yes		33%	30%	25%
No		54%	57%	62%
Don't know		13%	13%	13%
<b>Q10b.</b> If yes, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?				
Yes		70%	66%	63%
No		28%	33%	35%
Don't know		2%	2%	2%



## EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	2017	CLUSTER 2017	PUBLIC SECTOR 2017
<b>Q10c.</b> In the last 12 months I have witnessed bullying at work				
Yes		46%	40%	33%
No		46%	51%	58%
Don't know		8%	9%	9%
<b>Q10d.</b> In the last 12 months I have been subjected to bullying at work				
Yes		24%	22%	18%
No		70%	72%	76%
Don't know		6%	6%	6%



## EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	2017	CLUSTER 2017	PUBLIC SECTOR 2017
<b>Q10e.</b> Please indicate the role of the person who has been the source of the most serious bullying you have been subjected to in the last 12 months.				
A senior manager		14%	19%	22%
Your immediate manager/supervisor		23%	24%	24%
A fellow worker at your level		33%	31%	27%
A subordinate		5%	6%	8%
A client or customer		2%	2%	2%
A member of the public other than a client or customer		1%	1%	1%
Other		4%	5%	4%
Prefer not to say		19%	12%	13%



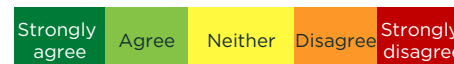
## EXPLORE THE FULL RESULTS

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.

HEALTH QUESTIONS	RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017
Q1. Morale is good in my team	15	45	20	14		60%	59%	60%
Q2. I believe I am valued for what I can offer at my workplace	17	52	16	10		69%	68%	69%
Q3. In my workplace, we recognise our successes and innovations	17	48	22	10		65%	65%	64%
Q4. Staff are treated respectfully regardless of their job	18	47	18	11		65%	67%	67%
Q5. The senior managers at my workplace lead by example in creating a positive workplace	15	36	24	15	10	51%	54%	51%
Q6. Overall, I have confidence in the decisions made by my senior managers	14	37	26	13	10	51%	55%	51%

KEY





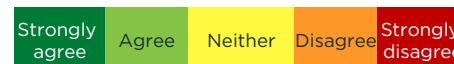
## EXPLORE THE FULL RESULTS

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.

HEALTH QUESTIONS	RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017
Q7. I have a say in decisions which affect my work	11	45	24	14		57%	54%	54%
Q8. Where I work, we share the lessons learnt when mistakes are made	14	54	19	10		68%	67%	67%
Q9. My team's objectives/work plans are clearly outlined	14	52	22	9		66%	67%	64%
Q10. Our objectives/work plans help us to deliver a quality service	16	52	23			68%	69%	66%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months	12	30	32	14	11	43%	44%	41%

KEY





# PROFILE OF RESPONDENTS



## PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Gender		
Male		14%
Female		84%
Other		2%

# PROFILE OF RESPONDENTS



## PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Age		
15 - 19		0%
20 - 24		6%
25 -29		9%
30 - 34		10%
35 - 39		10%
40 - 44		12%
45 - 49		13%
50 - 54		14%
55 - 59		15%
60 - 64		8%
65+		3%

# PROFILE OF RESPONDENTS



## PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
<b>Do you speak a language other than English at home?</b>		
Yes		11%
No		86%
Prefer not to say		3%
<b>Are you of Aboriginal and/or Torres Strait Islander origin?</b>		
Yes		2%
No		94%
Prefer not to say		3%

# PROFILE OF RESPONDENTS



## PERSONAL PROFILES

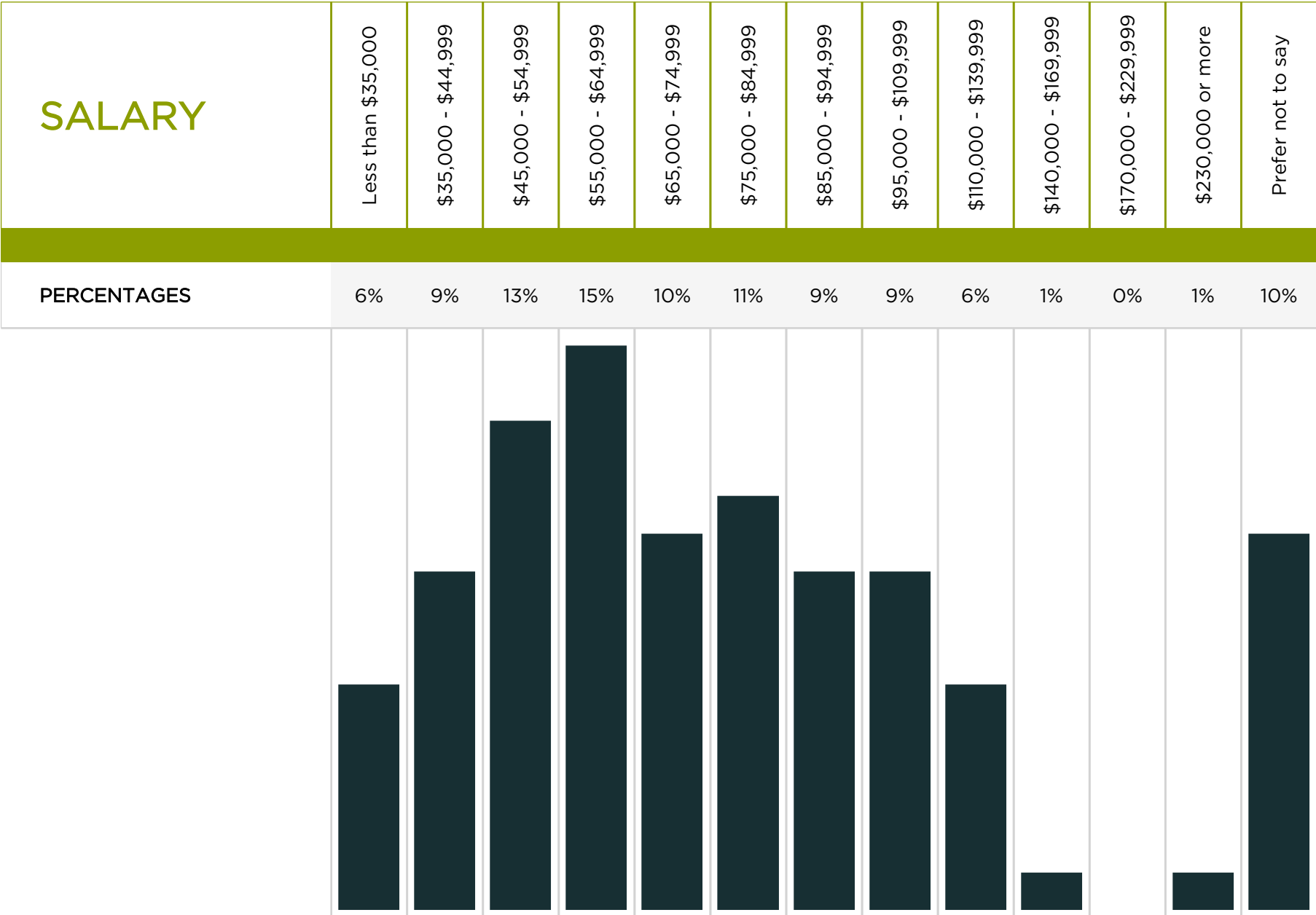
	RESPONSE SCALE	PERCENTAGE
<b>Do you have a disability?</b>		
Yes		2%
No		95%
Prefer not to say		3%
<b>Do you identify as lesbian, gay, bisexual, transgender, intersex or as gender diverse?</b>		
Yes		2%
No		94%
Prefer not to say		4%

# 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.

	Murrumbidgee Local Health District	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	2188	1448	114	202	85	2	7	26	0	186
EMPLOYEE ENGAGEMENT	65%	65%	67%	66%	71%	(r)	(r)	(r)	(r)	62%
ENGAGEMENT WITH WORK	74%	73%	78%	73%	82%	(r)	(r)	(r)	(r)	71%
SENIOR MANAGERS	44%	43%	54%	43%	54%	(r)	(r)	(r)	(r)	41%
COMMUNICATION	57%	57%	59%	53%	66%	(r)	(r)	(r)	(r)	54%
HIGH PERFORMANCE	63%	63%	65%	59%	70%	(r)	(r)	(r)	(r)	59%
PUBLIC SECTOR VALUES	57%	57%	62%	54%	66%	(r)	(r)	(r)	(r)	53%
DIVERSITY & INCLUSION	66%	66%	67%	66%	74%	(r)	(r)	(r)	(r)	63%

### 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.

	Murrumbidgee Local Health District	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	2188	120	177	272	314	215	229	186	185	118	20	4	14	207
EMPLOYEE ENGAGEMENT	65%	69%	67%	68%	67%	65%	62%	62%	64%	64%	(r)	(r)	(r)	60%
ENGAGEMENT WITH WORK	74%	79%	77%	78%	74%	73%	71%	72%	71%	76%	(r)	(r)	(r)	64%
SENIOR MANAGERS	44%	56%	47%	48%	43%	44%	40%	40%	45%	47%	(r)	(r)	(r)	34%
COMMUNICATION	57%	65%	57%	58%	55%	60%	57%	53%	56%	59%	(r)	(r)	(r)	49%
HIGH PERFORMANCE	63%	69%	62%	65%	62%	64%	63%	60%	62%	65%	(r)	(r)	(r)	55%
PUBLIC SECTOR VALUES	57%	65%	58%	59%	56%	58%	57%	56%	58%	61%	(r)	(r)	(r)	49%
DIVERSITY & INCLUSION	66%	77%	67%	69%	66%	68%	63%	63%	66%	68%	(r)	(r)	(r)	58%

### 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.

	Murrumbidgee Local Health District	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	2188	261	214	369	423	422	355
EMPLOYEE ENGAGEMENT	65%	72%	66%	65%	62%	62%	66%
ENGAGEMENT WITH WORK	74%	82%	76%	72%	71%	69%	77%
SENIOR MANAGERS	44%	60%	48%	43%	41%	38%	44%
COMMUNICATION	57%	72%	61%	56%	53%	50%	57%
HIGH PERFORMANCE	63%	73%	65%	62%	59%	60%	63%
PUBLIC SECTOR VALUES	57%	72%	61%	55%	54%	53%	57%
DIVERSITY & INCLUSION	66%	78%	71%	65%	62%	62%	66%

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

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# 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.

	Murrumbidgee Local Health District	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	2188	3	115	180	213	208	252	255	292	300	157	55
EMPLOYEE ENGAGEMENT	65%	(r)	73%	69%	64%	63%	61%	63%	64%	66%	67%	68%
ENGAGEMENT WITH WORK	74%	(r)	80%	76%	71%	72%	70%	72%	75%	77%	75%	86%
SENIOR MANAGERS	44%	(r)	61%	47%	47%	43%	40%	40%	42%	44%	50%	45%
COMMUNICATION	57%	(r)	71%	62%	60%	56%	51%	55%	56%	57%	60%	57%
HIGH PERFORMANCE	63%	(r)	74%	68%	65%	60%	56%	59%	63%	64%	67%	65%
PUBLIC SECTOR VALUES	57%	(r)	71%	62%	59%	56%	52%	55%	57%	58%	62%	57%
DIVERSITY & INCLUSION	66%	(r)	78%	71%	68%	66%	61%	63%	66%	67%	69%	70%

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

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# 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.

	Murrumbidgee Local Health District	Male	Female	Other
<b>NUMBER OF RESPONDENTS</b>	<b>2188</b>	<b>299</b>	<b>1738</b>	<b>36</b>
<b>EMPLOYEE ENGAGEMENT</b>	65%	65%	65%	51%
ENGAGEMENT WITH WORK	74%	75%	74%	50%
SENIOR MANAGERS	44%	48%	44%	17%
COMMUNICATION	57%	61%	57%	28%
HIGH PERFORMANCE	63%	64%	63%	36%
PUBLIC SECTOR VALUES	57%	60%	58%	31%
DIVERSITY & INCLUSION	66%	67%	67%	36%

**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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# CURRENT ROLE



## 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.

	Murrumbidgee Local Health District	Junior Medical Officer	Career Medical Officer, Hospitalist	Staff Specialist	Visiting Medical Officer	Clinical Academic	Assistant in Nursing	Enrolled Nurse	Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant,	Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	Nurse/Midwifery Manager	Support Officers	Information Management (eg. Librarian, Medical Records and Data Manager)	Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)
NUMBER OF RESPONDENTS	2188	15	6	8	22	0	103	246	619	29	86	73	11	6
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	69%	69%	63%	(r)	70%	60%	(r)	(r)
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)	77%	77%	72%	(r)	72%	72%	(r)	(r)
SENIOR MANAGERS	44%	(r)	(r)	(r)	(r)	(r)	57%	45%	42%	(r)	53%	31%	(r)	(r)
COMMUNICATION	57%	(r)	(r)	(r)	(r)	(r)	65%	60%	57%	(r)	60%	44%	(r)	(r)
HIGH PERFORMANCE	63%	(r)	(r)	(r)	(r)	(r)	70%	66%	62%	(r)	69%	50%	(r)	(r)
PUBLIC SECTOR VALUES	57%	(r)	(r)	(r)	(r)	(r)	65%	59%	57%	(r)	65%	45%	(r)	(r)
DIVERSITY & INCLUSION	66%	(r)	(r)	(r)	(r)	(r)	73%	69%	64%	(r)	70%	60%	(r)	(r)

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

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# CURRENT ROLE



## 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.

	Murrumbidgee Local Health District	Administrative and Executive Assistant	Corporate Services	Senior Manager/Executive	Allied Health Professional	Allied Health Assistant	Health Education, Health Promotion and Health Protection	Counsellor, Welfare Support	Interpreters and Liaison Officer	Aboriginal Health Workers and Aboriginal Education Officers	Technician/Technologist	Hospital Scientist/Biomedical Engineers	Researchers	Data Analyst
NUMBER OF RESPONDENTS	2188	123	69	29	154	29	17	7	0	5	17	4	1	6
EMPLOYEE ENGAGEMENT	65%	68%	68%	(r)	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	74%	77%	79%	(r)	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	44%	49%	51%	(r)	38%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	57%	59%	61%	(r)	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	63%	62%	67%	(r)	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	57%	58%	65%	(r)	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	66%	68%	70%	(r)	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

### KEY

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AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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# CURRENT ROLE



## 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).

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	Murrumbidgee Local Health District	Technical Officers/Technical Assistant	Dental Officer, Therapists and Hygienist	Dental Specialist	Dental Assistant	Trainee Dental Assistant	Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOC, OCO, SOCO, SO,	Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre	Project Director	Project Manager	Project Officer	Cleaning, Linen and Food	Motor Vehicle, Patient Transport	Security Services, Fire Safety
NUMBER OF RESPONDENTS	2188	18	12	1	10	0	1	0	0	9	4	36	2	14
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	69%	(r)	(r)
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	83%	(r)	(r)
SENIOR MANAGERS	44%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	66%	(r)	(r)
COMMUNICATION	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64%	(r)	(r)
HIGH PERFORMANCE	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	72%	(r)	(r)
PUBLIC SECTOR VALUES	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	70%	(r)	(r)
DIVERSITY & INCLUSION	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	73%	(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

# CURRENT ROLE



## 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.

	Murrumbidgee Local Health District	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	2188	5	0	24	0	2	0	65	201
<b>EMPLOYEE ENGAGEMENT</b>	65%	(r)	(r)	(r)	(r)	(r)	(r)	71%	54%
<b>ENGAGEMENT WITH WORK</b>	74%	(r)	(r)	(r)	(r)	(r)	(r)	83%	52%
<b>SENIOR MANAGERS</b>	44%	(r)	(r)	(r)	(r)	(r)	(r)	54%	23%
<b>COMMUNICATION</b>	57%	(r)	(r)	(r)	(r)	(r)	(r)	63%	35%
<b>HIGH PERFORMANCE</b>	63%	(r)	(r)	(r)	(r)	(r)	(r)	70%	44%
<b>PUBLIC SECTOR VALUES</b>	57%	(r)	(r)	(r)	(r)	(r)	(r)	65%	37%
<b>DIVERSITY &amp; INCLUSION</b>	66%	(r)	(r)	(r)	(r)	(r)	(r)	77%	47%

### 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.

# 34%

of employees replied favourably to:

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

## 34%

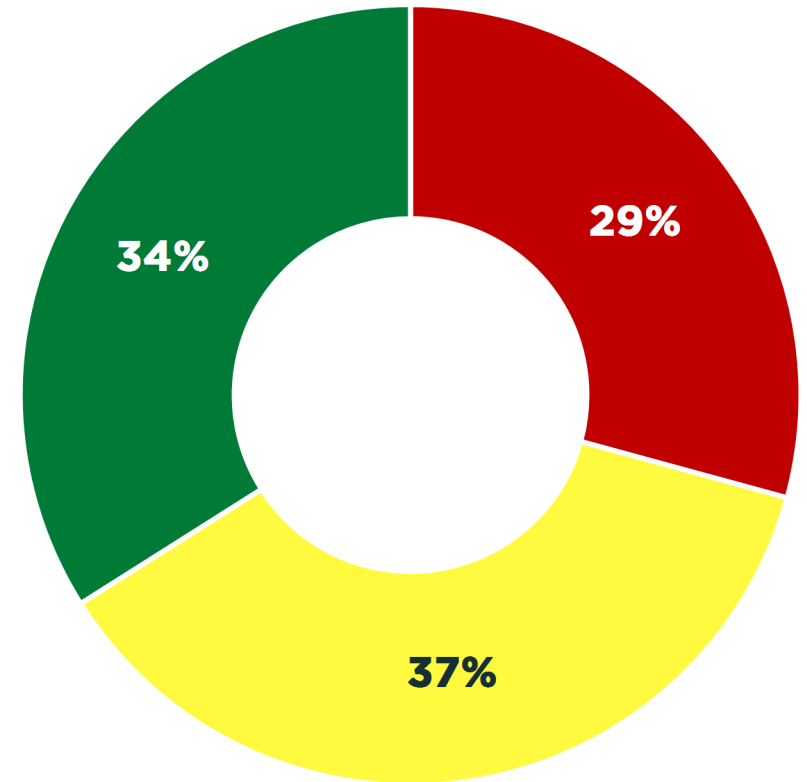
SECTOR

## 35%

CLUSTER

## 35%

2016



Agreement

Neither Agree nor Disagree

Disagreement

# 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

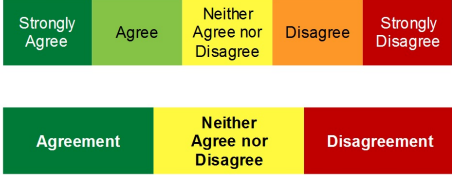
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.