

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 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

Industry

NSW Institute of Sport

RESPONSE RATE

81%

63 OF 78 TOTAL RESPONDENTS

EMPLOYEE ENGAGEMENT

75%

DIFFERENCE FROM 2016 -8

DIFFERENCE FROM CLUSTER +10

DIFFERENCE FROM PUBLIC SECTOR +10

SENIOR MANAGERS

64%

DIFFERENCE FROM 2016 -15

DIFFERENCE FROM CLUSTER +13

DIFFERENCE FROM PUBLIC SECTOR +16

COMMUNICATION

74%

DIFFERENCE FROM 2016 -9

DIFFERENCE FROM CLUSTER +8

DIFFERENCE FROM PUBLIC SECTOR +14



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

80%

DIFFERENCE FROM CLUSTER +8

DIFFERENCE FROM PUBLIC SECTOR +8

HIGH PERFORMANCE

76%

DIFFERENCE FROM CLUSTER +11

DIFFERENCE FROM PUBLIC SECTOR +13

PUBLIC SECTOR VALUES

71%

DIFFERENCE FROM CLUSTER +6

DIFFERENCE FROM PUBLIC SECTOR +10

DIVERSITY & INCLUSION

83%

DIFFERENCE FROM CLUSTER +10

DIFFERENCE FROM PUBLIC SECTOR +16

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	Q6b. I feel that senior managers effectively lead and manage change	56%	75%	44%	44%
2	Q1b. I am provided with the support I need to do my best at work	76%	79%	65%	63%
3	Q7a. My organisation focuses on improving the work we do	79%	97%	69%	69%
4	Q7h. My organisation generally selects capable people to do the job	78%	87%	60%	52%
5	Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	89%	93%	77%	74%
6	Q8c. I am able to speak up and share a different view to my colleagues and manager	81%	90%	74%	66%

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

2c.	I receive help and support from other members of my workgroup	89%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	89%
8b.	Personal background is not a barrier to success in my organisation	87%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	87%
2a.	My workgroup strives to achieve customer/client satisfaction	87%
2e.	People in my workgroup treat each other with respect	87%
2d.	There is good team spirit in my workgroup	86%
7j.	I am proud to tell others I work for my organisation	86%
5b.	My manager listens to what I have to say	84%
5c.	My manager communicates effectively with me	84%

- LOWEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

5h.	My manager appropriately deals with employees who perform poorly	40%
14.	I believe action will be taken on the results from this survey by my organisation	41%
7e.	People in my organisation take responsibility for their own actions	46%
4a.	I am paid fairly for the work I do	48%
9a.	I have confidence in the ways my organisation resolves grievances	48%
3e.	My performance is assessed against clear criteria	51%
3g.	I am satisfied with the opportunities available for career development in my organisation	51%
6b.	I feel that senior managers effectively lead and manage change	56%
7c.	I feel that change is managed well in my organisation	56%
6g.	I feel that senior managers keep employees informed about what's going on	57%



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
1f. I am able to keep my work stress at an acceptable level	67%	45%
4a. I am paid fairly for the work I do	48%	39%
5c. My manager communicates effectively with me	84%	78%
8d. How satisfied are you with your ability to access and use flexible working arrangements?	87%	84%

- LEAST IMPROVED QUESTIONS

	AGREEMENT 2017	AGREEMENT 2016
6g. I feel that senior managers keep employees informed about what's going on	57%	84%
9a. I have confidence in the ways my organisation resolves grievances	48%	71%
6c. I feel that senior managers model the values of my organisation	57%	78%
7e. People in my organisation take responsibility for their own actions	46%	66%
6b. I feel that senior managers effectively lead and manage change	56%	75%
2b. My workgroup works collaboratively to achieve its objectives	78%	97%
3e. My performance is assessed against clear criteria	51%	70%
6h. I feel that senior managers listen to employees	57%	75%
7a. My organisation focuses on improving the work we do	79%	97%
7b. My organisation is making the necessary improvements to meet our future challenges	71%	88%



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'.



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	75% RESPONSE SCALE	AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7i. I would recommend my organisation as a great place to work		76%	80%	62%	60%
Q7j. I am proud to tell others I work for my organisation		86%	93%	68%	68%
Q7k. I feel a strong personal attachment to my organisation		65%	80%	60%	63%
Q7l. My organisation motivates me to help it achieve its objectives		70%	80%	54%	53%
Q7m. My organisation inspires me to do the best in my job		68%	80%	53%	53%

KEY





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ENGAGEMENT WITH WORK	80% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q1c. My job gives me a feeling of personal accomplishment	42	37	11	10	79%	88%	74%	75%
Q1d. I feel motivated to contribute more than what is normally required at work	40	43	13		83%	88%	75%	72%
Q1e. I am satisfied with my job	30	48	13		78%	79%	68%	68%

KEY





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SENIOR MANAGERS	64% 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	19	44	19	13	63%	72%	50%	48%
Q6b. I feel that senior managers effectively lead and manage change	21	35	29	11	56%	75%	44%	44%
Q6c. I feel that senior managers model the values of my organisation	22	35	32	10	57%	78%	52%	48%
Q6d. Senior managers encourage innovation by employees	25	40	22	11	65%	81%	54%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	32	52	11		84%	91%	57%	51%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	29	48	17		76%	81%	68%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	21	37	22	13	57%	84%	48%	45%
Q6h. I feel that senior managers listen to employees	21	37	32	10	57%	75%	46%	41%
Q7c. I feel that change is managed well in my organisation	11	45	23	19	56%	72%	34%	39%

KEY





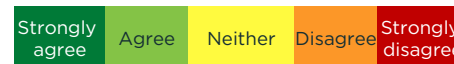
EXPLORE THE FULL RESULTS

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COMMUNICATION	74% RESPONSE SCALE		AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017			
Q5c. My manager communicates effectively with me	35	49	13	84%	78%	75%	70%		
Q5d. My manager encourages and values employee input	35	49	11	84%	84%	78%	71%		
Q5e. My manager involves my workgroup in decisions about our work	32	48	10	10	81%	88%	72%	65%	
Q6g. I feel that senior managers keep employees informed about what's going on	21	37	22	13	8	57%	84%	48%	45%
Q6h. I feel that senior managers listen to employees	21	37	32	10	57%	75%	46%	41%	
Q8c. I am able to speak up and share a different view to my colleagues and manager	24	57	11	81%	90%	74%	66%		

KEY





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HIGH PERFORMANCE	76% 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	39	45	11		84%	94%	86%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	40	38	14		78%	97%	81%	78%
Q3f. I have received appropriate training and development to do my job well	24	48	19	10	71%	76%	59%	62%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	56	11		83%	91%	76%	72%
Q5f. I have confidence in the decisions my manager makes	33	46	11	8	79%	84%	73%	67%
Q6d. Senior managers encourage innovation by employees	25	40	22	11	65%	81%	54%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	32	52	11		84%	91%	57%	51%
Q7a. My organisation focuses on improving the work we do	37	43	10	11	79%	97%	69%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	23	48	19	10	71%	88%	56%	57%

KEY





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	76% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7d. There is good co-operation between teams across our organisation	14	51	19	14	65%	69%	46%	47%
Q7h. My organisation generally selects capable people to do the job	24	54	14		78%	87%	60%	52%

KEY





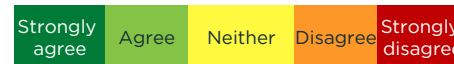
EXPLORE THE FULL RESULTS

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PUBLIC SECTOR VALUES		71% RESPONSE SCALE	AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q2a. My workgroup strives to achieve customer/client satisfaction	48	40	87%	97%	89%	85%
Q2e. People in my workgroup treat each other with respect	38	49	87%	94%	81%	74%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	56	83%	91%	76%	72%
Q5b. My manager listens to what I have to say	38	46	84%	88%	81%	75%
Q6a. I believe senior managers provide clear direction for the future of the organisation	19	44	63%	72%	50%	48%
Q6c. I feel that senior managers model the values of my organisation	22	35	57%	78%	52%	48%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	29	48	76%	81%	68%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	21	37	57%	84%	48%	45%
Q6h. I feel that senior managers listen to employees	21	37	57%	75%	46%	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		71% RESPONSE SCALE		AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7a. My organisation focuses on improving the work we do				79%	97%	69%	69%
Q7e. People in my organisation take responsibility for their own actions				46%	66%	50%	47%

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.

DIVERSITY & INCLUSION	83% 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	33	43	16	8	76%	79%	65%	63%
Q5b. My manager listens to what I have to say	38	46	11	5	84%	88%	81%	75%
Q5d. My manager encourages and values employee input	35	49	11	5	84%	84%	78%	71%
Q6i. Senior managers in my organisation support the career advancement of women	38	40	19	3	78%	84%	61%	58%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	29	60	8	3	89%	93%	77%	74%
Q8b. Personal background is not a barrier to success in my organisation	41	46	10	3	87%	-	76%	74%
Q8c. I am able to speak up and share a different view to my colleagues and manager	24	57	11	8	81%	90%	74%	66%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	46	41	8	5	87%	84%	75%	57%

KEY





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RECRUITMENT	71% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7g. I have confidence in the way recruitment decisions are made	19	44	25	8	63%	-	39%	35%
Q7h. My organisation generally selects capable people to do the job	24	54	14		78%	87%	60%	52%

KEY





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PERFORMANCE FRAMEWORK & DEVELOPMENT	61% 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		71%	75%	66%	63%
Q3e. My performance is assessed against clear criteria		51%	70%	51%	54%
Q3g. I am satisfied with the opportunities available for career development in my organisation		51%	52%	46%	48%
Q5g. My manager provides acknowledgement or other recognition for the work I do		78%	84%	74%	67%
Q5h. My manager appropriately deals with employees who perform poorly		40%	53%	43%	44%
Q7f. My organisation is committed to developing its employees		75%	87%	50%	50%

KEY

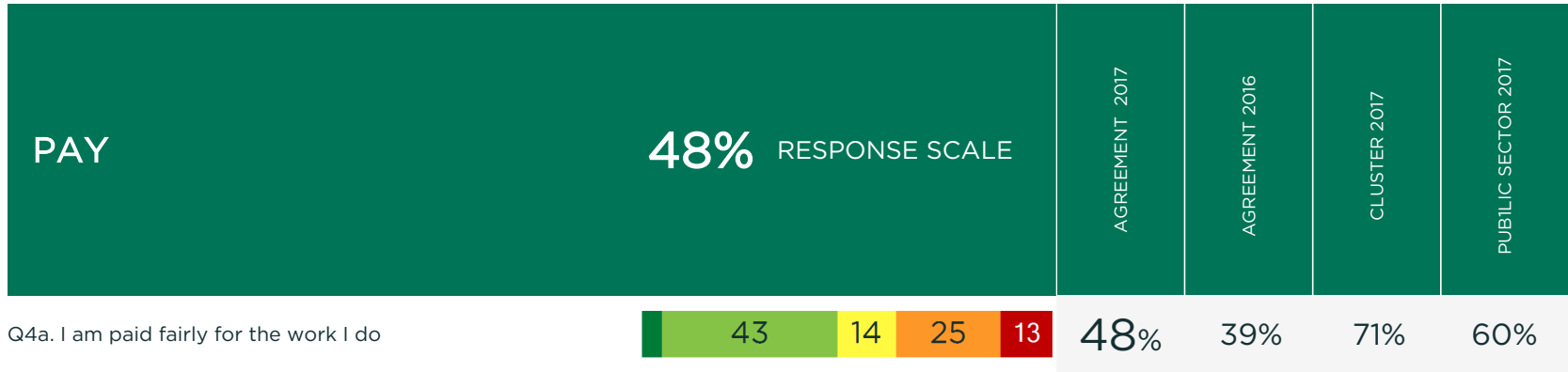




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KEY





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WORKPLACE SUPPORT		79% 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		76%	79%	65%	63%				
Q1f. I am able to keep my work stress at an acceptable level		67%	45%	62%	59%				
Q2c. I receive help and support from other members of my workgroup		89%	94%	85%	81%				
Q2d. There is good team spirit in my workgroup		86%	94%	74%	69%				

KEY





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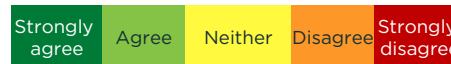
ACTION ABOUT SURVEY RESULTS

41% RESPONSE SCALE

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



KEY

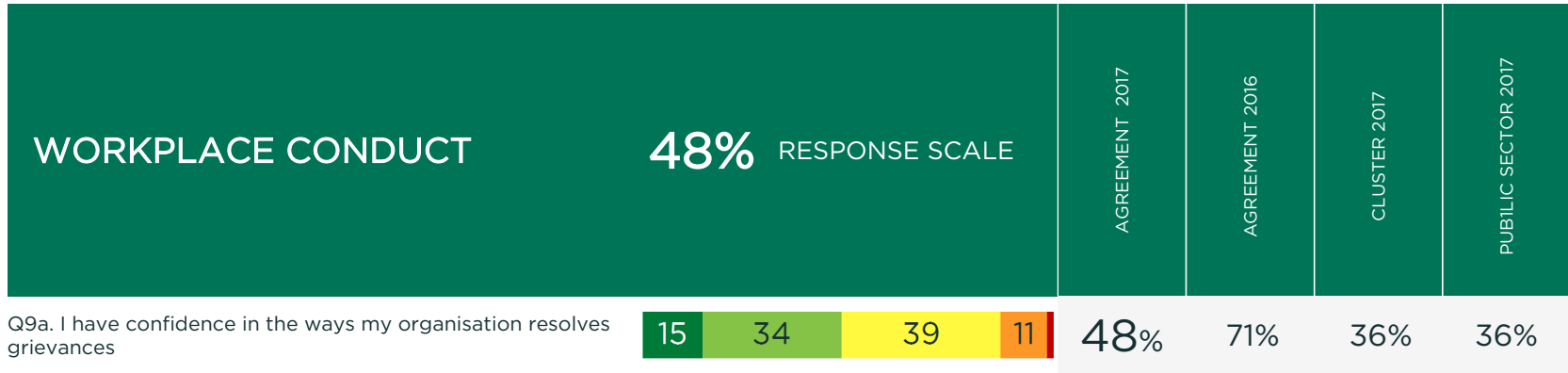




EXPLORE THE FULL RESULTS

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KEY





EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

PERFORMANCE FRAMEWORK & DEVELOPMENT		RESPONSE SCALE	2017	CLUSTER 2017	PUBLIC SECTOR 2017
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes			81%	73%	67%
No			19%	27%	33%
Q3b. I have informal feedback conversations with my manager					
Yes			90%	80%	75%
No			10%	20%	25%
Q3c. I have scheduled feedback conversations with my manager					
Yes			83%	56%	57%
No			17%	44%	43%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

MOBILITY	RESPONSE SCALE	2017	CLUSTER 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		14%	41%	41%
No		86%	59%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

MOBILITY	RESPONSE SCALE	2017	CLUSTER 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		36%	29%	30%
Lack of visible opportunities		34%	33%	31%
Lack of promotion opportunities		38%	33%	30%
Lack of support from my manager / supervisor		7%	10%	14%
Geographic location considerations		18%	38%	28%
Personal / family considerations		30%	37%	33%
Insufficient training and development		5%	15%	16%
Lack of required capabilities or experience		11%	12%	11%
Lack of support for temporary assignments/secondments		9%	14%	15%
The application/recruitment process is too cumbersome or time consuming		9%	23%	23%
Other		13%	8%	9%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	2017	CLUSTER 2017	PUBLIC SECTOR 2017
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work				
Yes		5%	17%	25%
No		87%	70%	62%
Don't know		8%	13%	13%
Q10b. If yes, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?				
Yes	(r)			
No	(r)			
Don't know	(r)			



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	2017	CLUSTER 2017	PUBLIC SECTOR 2017
Q10c. In the last 12 months I have witnessed bullying at work				
Yes		13%	22%	33%
No		79%	68%	58%
Don't know		8%	10%	9%
Q10d. In the last 12 months I have been subjected to bullying at work				
Yes		5%	11%	18%
No		92%	83%	76%
Don't know		3%	6%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by themes in this report.

UNACCEPTABLE CONDUCT	RESPONSE SCALE	2017	CLUSTER 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.				
A senior manager	(r)			
Your immediate manager/supervisor	(r)			
A fellow worker at your level	(r)			
A subordinate	(r)			
A client or customer	(r)			
A member of the public other than a client or customer	(r)			
Other	(r)			
Prefer not to say	(r)			



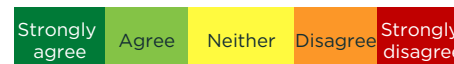
EXPLORE THE FULL RESULTS

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INDUSTRY QUESTIONS	RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017
Q1. I am aware of our safety and wellbeing strategy	17	43	27	11	60%	0%	82%
Q2. I am regularly consulted on matters affecting safety in my workforce	13	40	33	13	52%	0%	67%
Q3. My senior manager encourages my team to reflect and learn when things don't go as expected	21	52	21		73%	0%	64%
Q4. The rationale for change initiatives is communicated well	11	44	27	17	56%	0%	43%

KEY





EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by themes in this report.

INDUSTRY QUESTIONS	RESPONSE SCALE	2017	CLUSTER 2017
Q5. Are you a Scientist?			
Yes		31%	18%
No		69%	82%



EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by themes in this report.

INDUSTRY QUESTIONS	RESPONSE SCALE	2017	CLUSTER 2017
Q6. If you are employed in DPI, please also select the region that you are based in:			
I am not a DPI Employee		89%	45%
North Coast	(r)		
North West-Northern Tablelands	(r)		
Hunter		2%	8%
Central West - Central Tablelands	(r)		
South East	(r)		
Murray-Riverina	(r)		
Western		4%	2%
Greater Sydney		5%	16%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Gender		
Male		49%
Female		51%
Other		%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Age		
15 - 19		%
20 - 24		%
25 -29		25%
30 - 34		16%
35 - 39		16%
40 - 44		11%
45 - 49		19%
50 - 54		6%
55 - 59		3%
60 - 64		2%
65+		2%

PROFILE OF RESPONDENTS








PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Do you speak a language other than English at home?		
Yes		11%
No		87%
Prefer not to say		2%
Are you of Aboriginal and/or Torres Strait Islander origin?		
Yes		2%
No		98%
Prefer not to say		0%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

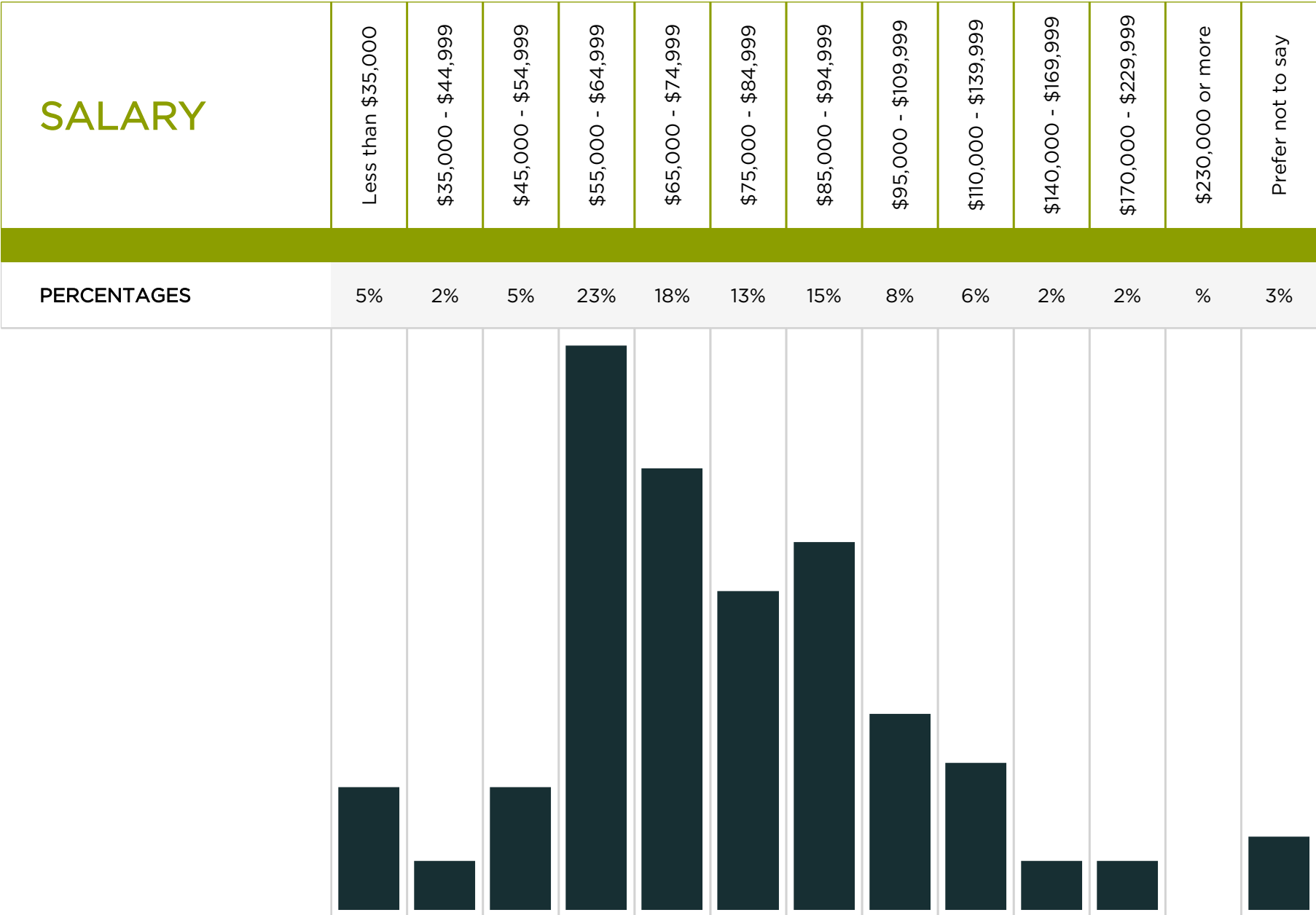
	RESPONSE SCALE	PERCENTAGE
Do you have a disability?		
Yes		%
No		97%
Prefer not to say		3%
Do you identify as lesbian, gay, bisexual, transgender, intersex or as gender diverse?		
Yes		5%
No		90%
Prefer not to say		5%

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.

	NSW Institute of Sport	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	63	16	9	9	9	0	0	9	0	11
EMPLOYEE ENGAGEMENT	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

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.

	NSW Institute of Sport	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	63	3	1	3	14	11	8	9	5	4	1	1	0	2
EMPLOYEE ENGAGEMENT	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

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.

	NSW Institute of Sport	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	63	14	7	21	14	6	0
EMPLOYEE ENGAGEMENT	75%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	64%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	74%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	83%	(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

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.

	NSW Institute of Sport	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	63	0	0	16	10	10	7	12	4	2	1	1
EMPLOYEE ENGAGEMENT	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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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.

	NSW Institute of Sport	Male	Female	Other
NUMBER OF RESPONDENTS	63	31	32	0
EMPLOYEE ENGAGEMENT	75%	65%	84%	(r)
ENGAGEMENT WITH WORK	80%	79%	80%	(r)
SENIOR MANAGERS	64%	49%	78%	(r)
COMMUNICATION	74%	64%	84%	(r)
HIGH PERFORMANCE	76%	65%	87%	(r)
PUBLIC SECTOR VALUES	71%	59%	82%	(r)
DIVERSITY & INCLUSION	83%	77%	89%	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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ARE YOU A SCIENTIST



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.

	NSW Institute of Sport	Yes	No
NUMBER OF RESPONDENTS	63	19	43
EMPLOYEE ENGAGEMENT	75%	(r)	79%
ENGAGEMENT WITH WORK	80%	(r)	78%
SENIOR MANAGERS	64%	(r)	72%
COMMUNICATION	74%	(r)	79%
HIGH PERFORMANCE	76%	(r)	80%
PUBLIC SECTOR VALUES	71%	(r)	76%
DIVERSITY & INCLUSION	83%	(r)	84%

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



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.

	NSW Institute of Sport	I am not a DPI Employee	North Coast	North West-Northern Tablelands	Hunter	Central West - Central Tablelands	South East	Murray-Riverina	Western	Greater Sydney
NUMBER OF RESPONDENTS	63	50	0	0	1	0	0	0	2	3
EMPLOYEE ENGAGEMENT	75%	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	80%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	64%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	74%	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	76%	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	83%	85%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

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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.

41%

of employees replied favourably to:

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

34%

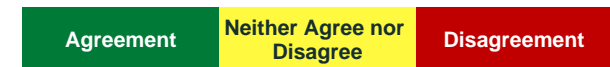
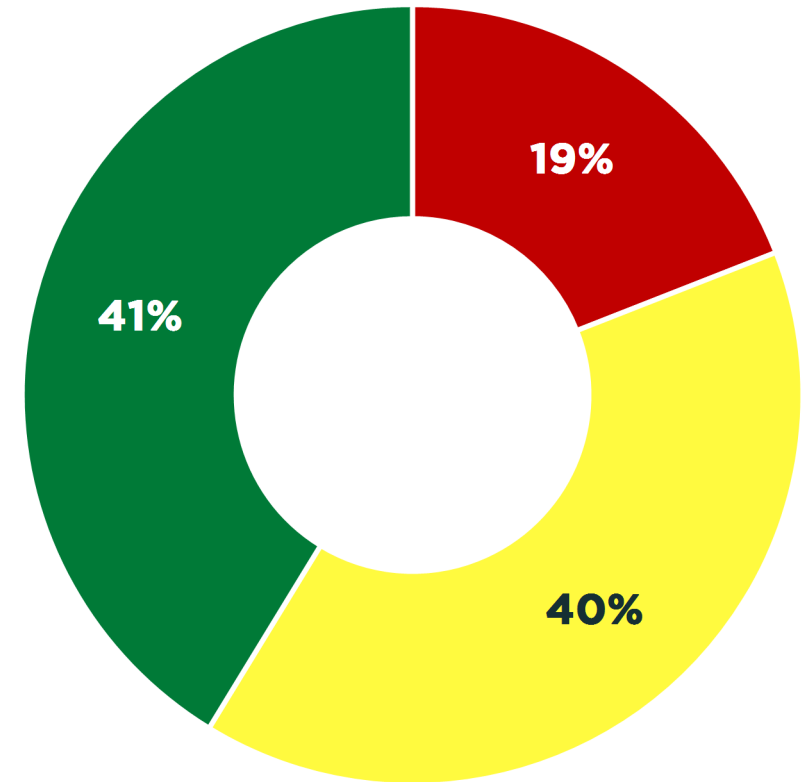
SECTOR

46%

CLUSTER

42%

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

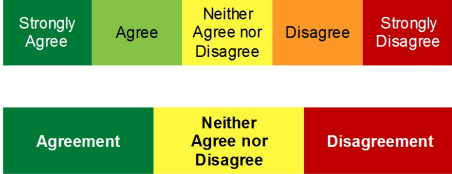
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.