

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
Solicitor Cable Joiner Nurse Librarian Advisor
Warden Prison Officer Technician Administrator
Train Driver Bus Driver Policy Analyst Fitter
Surveyor Scientist Nurse Welfare Worker
Laboratory Turner Plumber Ambulance Officer Youth
Worker Hospital Orderly Fitter Receptionist Labourer Joiner
Solicitor Caretaker Cross Fitter 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 Joiner Plant
Operator Ranger
Teacher Nurse
Librarian
Advisor

AGENCY REPORT

Planning and Environment

Art Gallery NSW

RESPONSE RATE

46%

140 OF 304 TOTAL RESPONDENTS

EMPLOYEE ENGAGEMENT

81%

DIFFERENCE FROM 2016 **+9**

DIFFERENCE FROM CLUSTER **+13**

DIFFERENCE FROM PUBLIC SECTOR **+16**

SENIOR MANAGERS

54%

DIFFERENCE FROM 2016 **+13**

DIFFERENCE FROM CLUSTER **+8**

DIFFERENCE FROM PUBLIC SECTOR **+7**

COMMUNICATION

65%

DIFFERENCE FROM 2016 **+9**

DIFFERENCE FROM CLUSTER **+3**

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

83%

DIFFERENCE FROM CLUSTER **+10**

DIFFERENCE FROM PUBLIC SECTOR **+11**

HIGH PERFORMANCE

71%

DIFFERENCE FROM CLUSTER **+7**

DIFFERENCE FROM PUBLIC SECTOR **+8**

PUBLIC SECTOR VALUES

69%

DIFFERENCE FROM CLUSTER **+6**

DIFFERENCE FROM PUBLIC SECTOR **+8**

DIVERSITY & INCLUSION

77%

DIFFERENCE FROM CLUSTER **+4**

DIFFERENCE FROM PUBLIC SECTOR **+10**

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	Q7a. My organisation focuses on improving the work we do	74%	70%	66%	69%
2	Q7b. My organisation is making the necessary improvements to meet our future challenges	71%	61%	53%	57%
3	Q6h. I feel that senior managers listen to employees	39%	32%	40%	41%
4	Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	81%	72%	79%	74%
5	Q6c. I feel that senior managers model the values of my organisation	56%	42%	47%	48%
6	Q7f. My organisation is committed to developing its employees	50%	32%	49%	50%

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

2a. My workgroup strives to achieve customer/client satisfaction	93%
7j. I am proud to tell others I work for my organisation	91%
1a. I understand what is expected of me to do well in my role	91%
7k. I feel a strong personal attachment to my organisation	90%
1d. I feel motivated to contribute more than what is normally required at work	87%
2c. I receive help and support from other members of my workgroup	87%
5b. My manager listens to what I have to say	86%
2e. People in my workgroup treat each other with respect	86%
5d. My manager encourages and values employee input	85%
1c. My job gives me a feeling of personal accomplishment	84%

- LOWEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

9a. I have confidence in the ways my organisation resolves grievances	34%
14. I believe action will be taken on the results from this survey by my organisation	36%
7c. I feel that change is managed well in my organisation	38%
6h. I feel that senior managers listen to employees	39%
3g. I am satisfied with the opportunities available for career development in my organisation	42%
5h. My manager appropriately deals with employees who perform poorly	43%
7g. I have confidence in the way recruitment decisions are made	46%
6g. I feel that senior managers keep employees informed about what's going on	47%
7f. My organisation is committed to developing its employees	50%
3e. My performance is assessed against clear criteria	50%



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
3e. My performance is assessed against clear criteria	50%	22%
6a. I believe senior managers provide clear direction for the future of the organisation	64%	40%
1b. I am provided with the support I need to do my best at work	73%	52%
1e. I am satisfied with my job	78%	58%
1f. I am able to keep my work stress at an acceptable level	68%	48%
3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	69%	50%
7i. I would recommend my organisation as a great place to work	80%	61%
6b. I feel that senior managers effectively lead and manage change	52%	33%
5d. My manager encourages and values employee input	85%	67%
5a. My manager encourages people in my workgroup to keep improving the work they do	84%	66%

- LEAST IMPROVED QUESTIONS

AGREEMENT
2017

AGREEMENT
2016

	AGREEMENT 2017	AGREEMENT 2016
8c. I am able to speak up and share a different view to my colleagues and manager	67%	74%
9a. I have confidence in the ways my organisation resolves grievances	34%	37%



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'.



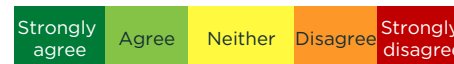
EXPLORE THE FULL RESULTS

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	81% RESPONSE SCALE	AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7i. I would recommend my organisation as a great place to work		80%	61%	66%	60%
Q7j. I am proud to tell others I work for my organisation		91%	85%	76%	68%
Q7k. I feel a strong personal attachment to my organisation		90%	89%	69%	63%
Q7l. My organisation motivates me to help it achieve its objectives		71%	63%	56%	53%
Q7m. My organisation inspires me to do the best in my job		77%	64%	57%	53%

KEY





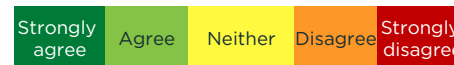
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ENGAGEMENT WITH WORK	83% RESPONSE SCALE		AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017		
Q1c. My job gives me a feeling of personal accomplishment	41	43	11	84%	77%	76%	75%	
Q1d. I feel motivated to contribute more than what is normally required at work	48	39	8	87%	83%	75%	72%	
Q1e. I am satisfied with my job	25	53	9	10	78%	58%	69%	68%

KEY





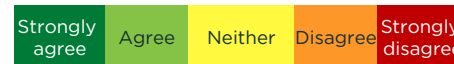
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SENIOR MANAGERS	54% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q6a. I believe senior managers provide clear direction for the future of the organisation	17	47	17	15	64%	40%	46%	48%
Q6b. I feel that senior managers effectively lead and manage change	12	40	27	17	52%	33%	42%	44%
Q6c. I feel that senior managers model the values of my organisation	15	41	26	14	56%	42%	47%	48%
Q6d. Senior managers encourage innovation by employees	14	46	31	7	59%	47%	47%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	17	44	31		61%	56%	53%	51%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	22	51	24		73%	67%	66%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	11	36	31	14	47%	35%	45%	45%
Q6h. I feel that senior managers listen to employees	11	28	37	19	39%	32%	40%	41%
Q7c. I feel that change is managed well in my organisation	12	27	35	23	38%	26%	31%	39%

KEY





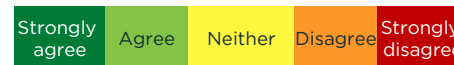
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COMMUNICATION	65% RESPONSE SCALE			AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017		
Q5c. My manager communicates effectively with me	32	49	11	81%	71%	73%	70%		
Q5d. My manager encourages and values employee input	38	47	9	85%	67%	76%	71%		
Q5e. My manager involves my workgroup in decisions about our work	31	42	19	73%	63%	69%	65%		
Q6g. I feel that senior managers keep employees informed about what's going on	11	36	31	14	7	47%	35%	45%	45%
Q6h. I feel that senior managers listen to employees	11	28	37	19	39%	32%	40%	41%	
Q8c. I am able to speak up and share a different view to my colleagues and manager	20	47	24	67%	74%	73%	66%		

KEY





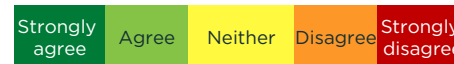
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HIGH PERFORMANCE	71% RESPONSE SCALE	AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q1a. I understand what is expected of me to do well in my role		91%	83%	87%	90%
Q2b. My workgroup works collaboratively to achieve its objectives		83%	81%	81%	78%
Q3f. I have received appropriate training and development to do my job well		58%	43%	62%	62%
Q5a. My manager encourages people in my workgroup to keep improving the work they do		84%	66%	76%	72%
Q5f. I have confidence in the decisions my manager makes		77%	61%	72%	67%
Q6d. Senior managers encourage innovation by employees		59%	47%	47%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with		61%	56%	53%	51%
Q7a. My organisation focuses on improving the work we do		74%	70%	66%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges		71%	61%	53%	57%

KEY





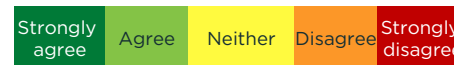
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	71% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7d. There is good co-operation between teams across our organisation	10	41	30	15	51%	38%	45%	47%
Q7h. My organisation generally selects capable people to do the job	14	57	23		71%	61%	61%	52%

KEY





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PUBLIC SECTOR VALUES		69% RESPONSE SCALE		AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q2a. My workgroup strives to achieve customer/client satisfaction		55	38	93%	93%	88%	85%
Q2e. People in my workgroup treat each other with respect		40	46	86%	80%	80%	74%
Q5a. My manager encourages people in my workgroup to keep improving the work they do		37	46	84%	66%	76%	72%
Q5b. My manager listens to what I have to say		40	46	86%	72%	80%	75%
Q6a. I believe senior managers provide clear direction for the future of the organisation		17	47	64%	40%	46%	48%
Q6c. I feel that senior managers model the values of my organisation		15	41	56%	42%	47%	48%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		22	51	73%	67%	66%	60%
Q6g. I feel that senior managers keep employees informed about what's going on		11	36	47%	35%	45%	45%
Q6h. I feel that senior managers listen to employees		11	28	39%	32%	40%	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		69% RESPONSE SCALE		AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7a. My organisation focuses on improving the work we do				74%	70%	66%	69%
Q7e. People in my organisation take responsibility for their own actions				53%	44%	49%	47%

KEY





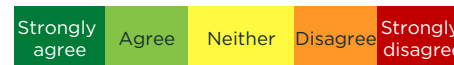
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DIVERSITY & INCLUSION	77% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q1b. I am provided with the support I need to do my best at work	22	51	13	12	73%	52%	64%	63%
Q5b. My manager listens to what I have to say	40	46	8		86%	72%	80%	75%
Q5d. My manager encourages and values employee input	38	47	9		85%	67%	76%	71%
Q6i. Senior managers in my organisation support the career advancement of women	21	46	25		67%	62%	63%	58%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	38	43	13		81%	72%	79%	74%
Q8b. Personal background is not a barrier to success in my organisation	37	43	16		80%	-	78%	74%
Q8c. I am able to speak up and share a different view to my colleagues and manager	20	47	24		67%	74%	73%	66%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	35	44	18		79%	73%	72%	57%

KEY





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RECRUITMENT	58% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7g. I have confidence in the way recruitment decisions are made	11	35	39	13	46%	-	36%	35%
Q7h. My organisation generally selects capable people to do the job	14	57	23		71%	61%	61%	52%

KEY





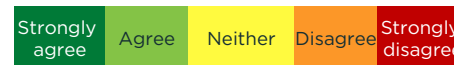
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PERFORMANCE FRAMEWORK & DEVELOPMENT	56% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017	
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	24	46	17	10	69%	50%	66%	63%	
Q3e. My performance is assessed against clear criteria	17	33	34	12	50%	22%	51%	54%	
Q3g. I am satisfied with the opportunities available for career development in my organisation	9	33	29	19	9	42%	29%	44%	48%
Q5g. My manager provides acknowledgement or other recognition for the work I do	39	44	10		82%	67%	74%	67%	
Q5h. My manager appropriately deals with employees who perform poorly	14	29	42	9	43%	36%	43%	44%	
Q7f. My organisation is committed to developing its employees	11	39	33	15	50%	32%	49%	50%	

KEY

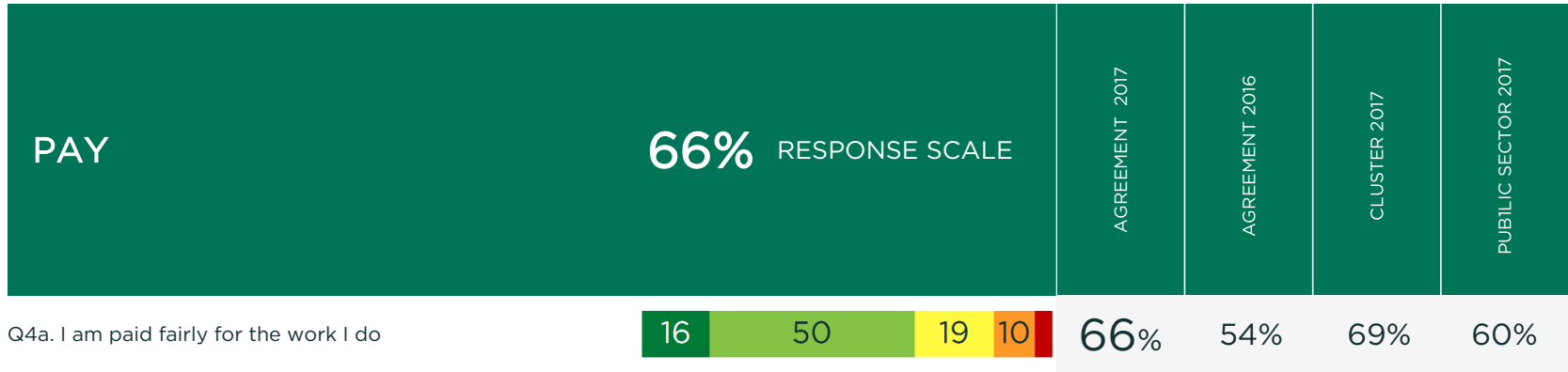




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KEY





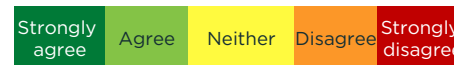
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WORKPLACE SUPPORT	76% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q1b. I am provided with the support I need to do my best at work	22	51	13	12	73%	52%	64%	63%
Q1f. I am able to keep my work stress at an acceptable level	16	53	16	12	68%	48%	61%	59%
Q2c. I receive help and support from other members of my workgroup	43	44	8		87%	82%	84%	81%
Q2d. There is good team spirit in my workgroup	42	36	14		78%	74%	73%	69%

KEY





EXPLORE THE FULL RESULTS

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ACTION ABOUT SURVEY RESULTS

36% RESPONSE SCALE

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



KEY

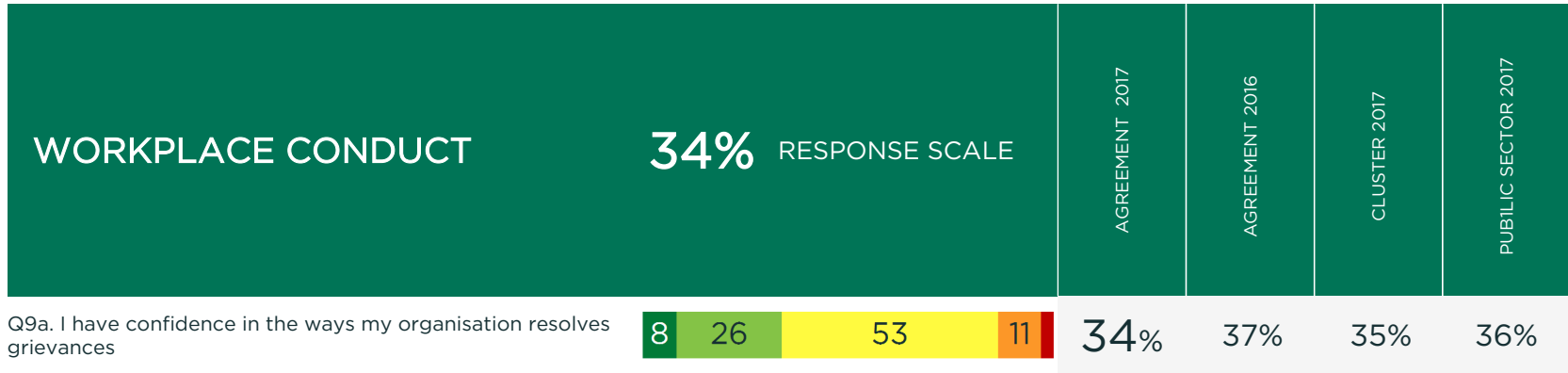




EXPLORE THE FULL RESULTS

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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

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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			70%	69%	67%
No			30%	31%	33%
Q3b. I have informal feedback conversations with my manager					
Yes			82%	79%	75%
No			18%	21%	25%
Q3c. I have scheduled feedback conversations with my manager					
Yes			58%	60%	57%
No			42%	40%	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		28%	41%	41%
No		72%	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		31%	27%	30%
Lack of visible opportunities		41%	39%	31%
Lack of promotion opportunities		41%	36%	30%
Lack of support from my manager / supervisor		13%	12%	14%
Geographic location considerations		10%	29%	28%
Personal / family considerations		21%	31%	33%
Insufficient training and development		10%	14%	16%
Lack of required capabilities or experience		11%	11%	11%
Lack of support for temporary assignments/secondments		11%	16%	15%
The application/recruitment process is too cumbersome or time consuming		7%	25%	23%
Other		4%	9%	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		8%	18%	25%
No		75%	70%	62%
Don't know		17%	12%	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		21%	25%	33%
No		71%	66%	58%
Don't know		7%	9%	9%
Q10d. In the last 12 months I have been subjected to bullying at work				
Yes		10%	12%	18%
No		86%	82%	76%
Don't know		4%	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		38%	18%	22%
Your immediate manager/supervisor		15%	26%	24%
A fellow worker at your level		31%	28%	27%
A subordinate		15%	9%	8%
A client or customer	(r)			
A member of the public other than a client or customer	(r)			
Other	(r)			
Prefer not to say	(r)			



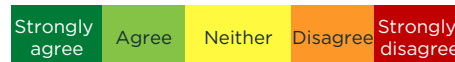
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PLANNING AND ENVIRONMENT QUESTIONS	RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017
Q1. I am clear on the accountabilities of my role	32	58				90%	0%	87%
Q2. My organisation listens to its customers and stakeholders	30	53	16			82%	0%	74%
Q3. My organisation delivers on its promises	18	53	26			72%	0%	56%
Q4. I have a clear understanding of the vision of my organisation	31	48	14			79%	0%	65%
Q5. I am aware how my role contributes to the vision of the organisation	34	49	11			83%	0%	73%
Q6. Business planning within the organisation helps us to achieve our wider priorities and vision	21	49	24			69%	0%	59%
Q7. I am encouraged to participate in sustainable work practices by supervisor or manager	20	35	33	11		55%	0%	59%
Q8. My job design facilitates flexible working	27	42	21	8		69%	0%	68%
Q9. My team is equipped with the right tools to provide good customer service	23	45	20	11		68%	0%	62%
Q10. My organisation has the right tools in place to assist and manage geographically dispersed teams	9	37	45			46%	0%	50%

KEY



PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Gender		
Male		24%
Female		73%
Other		2%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Age		
15 - 19		%
20 - 24		1%
25 -29	■	10%
30 - 34	■	14%
35 - 39	■	18%
40 - 44	■	13%
45 - 49	■	18%
50 - 54	■	15%
55 - 59	■	6%
60 - 64	■	4%
65+		1%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Do you speak a language other than English at home?		
Yes		22%
No		78%
Prefer not to say		%
Are you of Aboriginal and/or Torres Strait Islander origin?		
Yes		2%
No		98%
Prefer not to say		%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

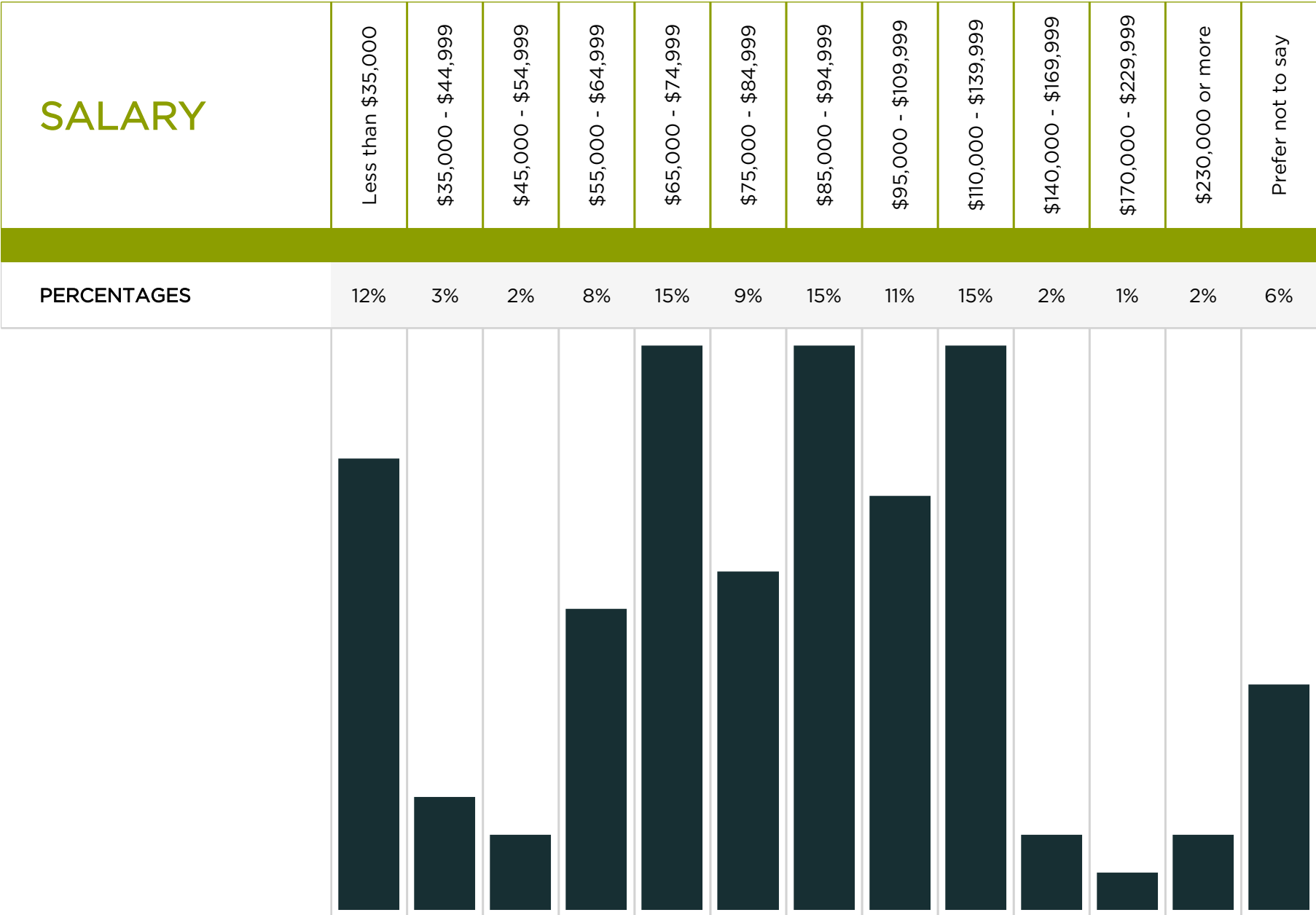
	RESPONSE SCALE	PERCENTAGE
Do you have a disability?		
Yes		4%
No		94%
Prefer not to say		2%
Do you identify as lesbian, gay, bisexual, transgender, intersex or as gender diverse?		
Yes		11%
No		87%
Prefer not to say		2%

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.

	Art Gallery NSW	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	140	38	20	10	14	0	6	23	0	20
EMPLOYEE ENGAGEMENT	81%	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	83%	80%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	54%	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	65%	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	77%	74%	(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.

	Art Gallery NSW	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	140	16	4	3	11	19	12	19	14	19	2	1	3	8
EMPLOYEE ENGAGEMENT	81%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	77%	(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.

	Art Gallery NSW	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	140	12	19	33	31	32	4
EMPLOYEE ENGAGEMENT	81%	(r)	(r)	84%	73%	84%	(r)
ENGAGEMENT WITH WORK	83%	(r)	(r)	81%	80%	86%	(r)
SENIOR MANAGERS	54%	(r)	(r)	61%	42%	52%	(r)
COMMUNICATION	65%	(r)	(r)	69%	51%	68%	(r)
HIGH PERFORMANCE	71%	(r)	(r)	77%	60%	72%	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	73%	58%	68%	(r)
DIVERSITY & INCLUSION	77%	(r)	(r)	83%	69%	77%	(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.

	Art Gallery NSW	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	140	0	1	13	18	23	17	24	20	8	5	1
EMPLOYEE ENGAGEMENT	81%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	77%	(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 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.

	Art Gallery NSW	Male	Female	Other
NUMBER OF RESPONDENTS	140	32	97	3
EMPLOYEE ENGAGEMENT	81%	81%	81%	(r)
ENGAGEMENT WITH WORK	83%	86%	85%	(r)
SENIOR MANAGERS	54%	51%	55%	(r)
COMMUNICATION	65%	65%	66%	(r)
HIGH PERFORMANCE	71%	70%	72%	(r)
PUBLIC SECTOR VALUES	69%	67%	69%	(r)
DIVERSITY & INCLUSION	77%	76%	78%	(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.

36%

of employees replied favourably to:

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

34%

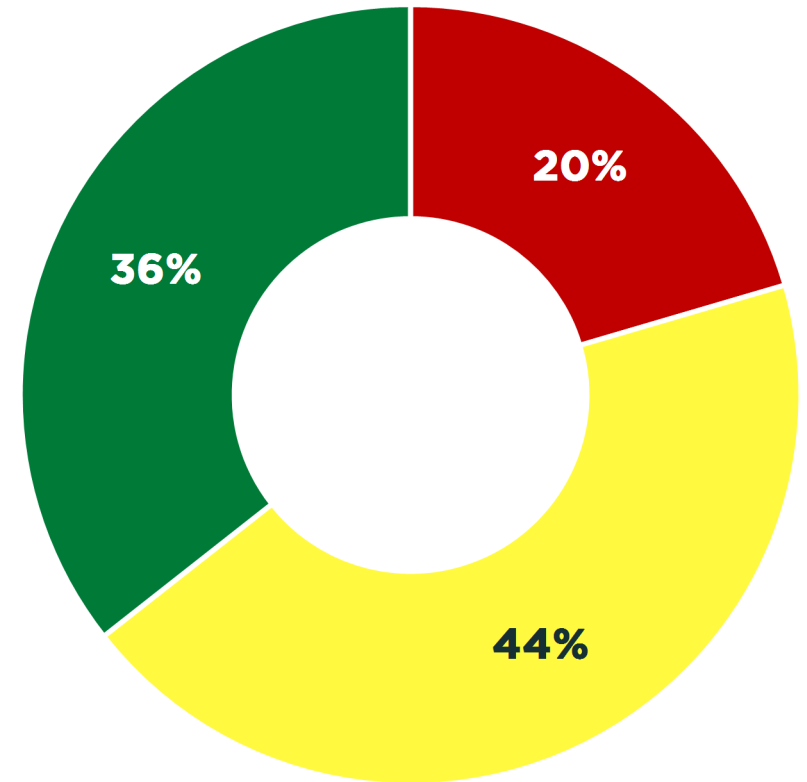
SECTOR

40%

CLUSTER

27%

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

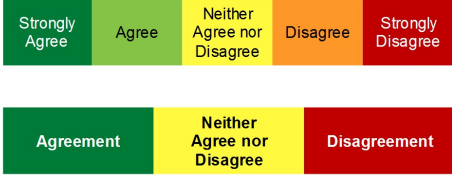
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.