

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 Joiner Nurse Librarian Advisor
Warden Prison Officer Technician Administrator
Train Driver Bus Driver Policy Analyst Fitter
Surveyor Scientist Nurse Welfare Worker
Laboratory Turner Plumber Ambulance Officer Youth
Worker Hospital Orderly Fitter Receptionist Labourer Joiner
Solicitor Caretaker Cross Bench Engineer Ship's Officer Ship's
Master Marine Transport Professional Showright Curator Museum Guide
Conservator Plant Operator Cable Joiner Worker 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

Premier and Cabinet

Barangaroo Delivery Authority

RESPONSE RATE

92%

55 OF 60 TOTAL RESPONDENTS

EMPLOYEE ENGAGEMENT

77%

DIFFERENCE FROM 2016 **+7**

DIFFERENCE FROM CLUSTER **+4**

DIFFERENCE FROM PUBLIC SECTOR **+12**

SENIOR MANAGERS

57%

DIFFERENCE FROM 2016 **+5**

DIFFERENCE FROM CLUSTER **-10**

DIFFERENCE FROM PUBLIC SECTOR **+10**

COMMUNICATION

69%

DIFFERENCE FROM 2016 **+4**

DIFFERENCE FROM CLUSTER **-4**

DIFFERENCE FROM PUBLIC SECTOR **+9**



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

76%

DIFFERENCE FROM CLUSTER **-1**

DIFFERENCE FROM PUBLIC SECTOR **+4**

HIGH PERFORMANCE

68%

DIFFERENCE FROM CLUSTER **-7**

DIFFERENCE FROM PUBLIC SECTOR **+5**

PUBLIC SECTOR VALUES

69%

DIFFERENCE FROM CLUSTER **-7**

DIFFERENCE FROM PUBLIC SECTOR **+9**

DIVERSITY & INCLUSION

77%

DIFFERENCE FROM CLUSTER **-2**

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	Q1c. My job gives me a feeling of personal accomplishment	76%	77%	78%	75%
2	Q7a. My organisation focuses on improving the work we do	72%	74%	82%	69%
3	Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	62%	54%	75%	51%
4	Q6d. Senior managers encourage innovation by employees	53%	50%	63%	48%
5	Q1b. I am provided with the support I need to do my best at work	75%	55%	75%	63%
6	Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	64%	57%	77%	60%

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

2e. People in my workgroup treat each other with respect	89%
2c. I receive help and support from other members of my workgroup	89%
7j. I am proud to tell others I work for my organisation	87%
8b. Personal background is not a barrier to success in my organisation	87%
2d. There is good team spirit in my workgroup	85%
5b. My manager listens to what I have to say	85%
1a. I understand what is expected of me to do well in my role	84%
2a. My workgroup strives to achieve customer/client satisfaction	84%
2b. My workgroup works collaboratively to achieve its objectives	82%
1f. I am able to keep my work stress at an acceptable level	82%

- LOWEST AGREEMENT SCORING QUESTIONS

AGREEMENT
2017

5h. My manager appropriately deals with employees who perform poorly	35%
9a. I have confidence in the ways my organisation resolves grievances	43%
3g. I am satisfied with the opportunities available for career development in my organisation	45%
3f. I have received appropriate training and development to do my job well	47%
7f. My organisation is committed to developing its employees	48%
7g. I have confidence in the way recruitment decisions are made	50%
14. I believe action will be taken on the results from this survey by my organisation	52%
6d. Senior managers encourage innovation by employees	53%
6h. I feel that senior managers listen to employees	53%
7c. I feel that change is managed well in my organisation	53%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

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

MOST AND LEAST IMPROVED QUESTIONS

+ MOST IMPROVED QUESTIONS

AGREEMENT
2017

AGREEMENT
2016

3e.	My performance is assessed against clear criteria	60%	28%
4a.	I am paid fairly for the work I do	82%	55%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	80%	60%
1b.	I am provided with the support I need to do my best at work	75%	55%
3d.	In the last 12 months I received useful feedback on my work to enable me to deliver required results	71%	52%
7m.	My organisation inspires me to do the best in my job	78%	61%
2d.	There is good team spirit in my workgroup	85%	70%
2e.	People in my workgroup treat each other with respect	89%	74%
14.	I believe action will be taken on the results from this survey by my organisation	52%	38%
7k.	I feel a strong personal attachment to my organisation	78%	64%

- LEAST IMPROVED QUESTIONS

AGREEMENT
2017

AGREEMENT
2016

5f.	I have confidence in the decisions my manager makes	69%	77%
5h.	My manager appropriately deals with employees who perform poorly	35%	40%
6a.	I believe senior managers provide clear direction for the future of the organisation	58%	61%
9a.	I have confidence in the ways my organisation resolves grievances	43%	44%
7a.	My organisation focuses on improving the work we do	72%	74%
2a.	My workgroup strives to achieve customer/client satisfaction	84%	85%
8c.	I am able to speak up and share a different view to my colleagues and manager	76%	77%
7e.	People in my organisation take responsibility for their own actions	57%	59%



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	77% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7i. I would recommend my organisation as a great place to work	24	46	20	7	70%	66%	75%	60%
Q7j. I am proud to tell others I work for my organisation	48	39	11		87%	87%	84%	68%
Q7k. I feel a strong personal attachment to my organisation	43	35	19		78%	64%	64%	63%
Q7l. My organisation motivates me to help it achieve its objectives	35	37	22		72%	62%	70%	53%
Q7m. My organisation inspires me to do the best in my job	35	43	17		78%	61%	70%	53%

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.

ENGAGEMENT WITH WORK	76% RESPONSE SCALE		AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017		
Q1c. My job gives me a feeling of personal accomplishment	38	38	16	76%	77%	78%	75%	
Q1d. I feel motivated to contribute more than what is normally required at work	40	38	16	78%	74%	80%	72%	
Q1e. I am satisfied with my job	36	36	16	9	73%	70%	72%	68%

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.

SENIOR MANAGERS	57% 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	24	35	24	7	11	58%	61%	67%	48%
Q6b. I feel that senior managers effectively lead and manage change	20	36	27	7	9	56%	52%	64%	44%
Q6c. I feel that senior managers model the values of my organisation	24	31	35			55%	54%	70%	48%
Q6d. Senior managers encourage innovation by employees	16	36	36	9		53%	50%	63%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	13	49	24	9		62%	54%	75%	51%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	18	45	24	9		64%	57%	77%	60%
Q6g. I feel that senior managers keep employees informed about what's going on	15	47	13	20		62%	50%	69%	45%
Q6h. I feel that senior managers listen to employees	11	42	31	9	7	53%	52%	63%	41%
Q7c. I feel that change is managed well in my organisation	9	43	28	17		53%	41%	54%	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	69% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q5c. My manager communicates effectively with me	31	42	15	13	73%	72%	76%	70%
Q5d. My manager encourages and values employee input	35	44	13	9	78%	72%	80%	71%
Q5e. My manager involves my workgroup in decisions about our work	22	51	9	18	73%	66%	75%	65%
Q6g. I feel that senior managers keep employees informed about what's going on	15	47	13	20	62%	50%	69%	45%
Q6h. I feel that senior managers listen to employees	11	42	31	9	53%	52%	63%	41%
Q8c. I am able to speak up and share a different view to my colleagues and manager	33	43	19		76%	77%	78%	66%

KEY





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

HIGH PERFORMANCE	68% 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	42	42	11	84%	77%	87%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	44	38	13	82%	70%	87%	78%	
Q3f. I have received appropriate training and development to do my job well	11	36	45	47%	45%	64%	62%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	18	62	16	80%	70%	82%	72%	
Q5f. I have confidence in the decisions my manager makes	29	40	20	7	69%	77%	78%	67%
Q6d. Senior managers encourage innovation by employees	16	36	36	9	53%	50%	63%	48%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	13	49	24	9	62%	54%	75%	51%
Q7a. My organisation focuses on improving the work we do	17	56	20	7	72%	74%	82%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	15	54	19	13	69%	63%	69%	57%

KEY





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	HIGH PERFORMANCE					68% RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7d. There is good co-operation between teams across our organisation	11	46	11	22	9	57%	50%	65%	47%				
Q7h. My organisation generally selects capable people to do the job	13	59	17	9		72%	62%	74%	52%				

KEY





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

PUBLIC SECTOR VALUES		69% RESPONSE SCALE			AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017		
Q2a. My workgroup strives to achieve customer/client satisfaction		45	38	16	84%	85%	92%	85%		
Q2e. People in my workgroup treat each other with respect		51	38	11	89%	74%	83%	74%		
Q5a. My manager encourages people in my workgroup to keep improving the work they do		18	62	16	80%	70%	82%	72%		
Q5b. My manager listens to what I have to say		38	47	9	85%	79%	84%	75%		
Q6a. I believe senior managers provide clear direction for the future of the organisation		24	35	24	7	11	58%	61%	67%	48%
Q6c. I feel that senior managers model the values of my organisation		24	31	35	10	55%	54%	70%	48%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		18	45	24	9	64%	57%	77%	60%	
Q6g. I feel that senior managers keep employees informed about what's going on		15	47	13	20	7	62%	50%	69%	45%
Q6h. I feel that senior managers listen to employees		11	42	31	9	7	53%	52%	63%	41%

KEY





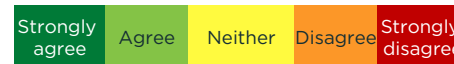
EXPLORE THE FULL RESULTS

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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.

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		72%	74%	82%	69%				
Q7e. People in my organisation take responsibility for their own actions		57%	59%	68%	47%				

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.

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	25	49	15	11	75%	55%	75%	63%
Q5b. My manager listens to what I have to say	38	47	9	6	85%	79%	84%	75%
Q5d. My manager encourages and values employee input	35	44	13	9	78%	72%	80%	71%
Q6i. Senior managers in my organisation support the career advancement of women	20	36	29	9	56%	48%	75%	58%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	30	52	11	7	81%	77%	81%	74%
Q8b. Personal background is not a barrier to success in my organisation	31	56	7	7	87%	-	83%	74%
Q8c. I am able to speak up and share a different view to my colleagues and manager	33	43	19	7	76%	77%	78%	66%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	44	35	15	6	80%	60%	80%	57%

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.

RECRUITMENT	61% RESPONSE SCALE					AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q7g. I have confidence in the way recruitment decisions are made	15	35	26	17	7	50%	-	47%	35%
Q7h. My organisation generally selects capable people to do the job	13	59	17	9		72%	62%	74%	52%

KEY





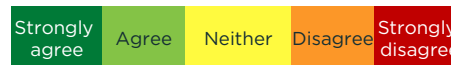
EXPLORE THE FULL RESULTS

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PERFORMANCE FRAMEWORK & DEVELOPMENT	57% 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	20	51	20	9	71%	52%	76%	63%	
Q3e. My performance is assessed against clear criteria	7	53	24	16	60%	28%	63%	54%	
Q3g. I am satisfied with the opportunities available for career development in my organisation	13	33	36	11	7	45%	34%	52%	48%
Q5g. My manager provides acknowledgement or other recognition for the work I do	33	48	13		81%	72%	80%	67%	
Q5h. My manager appropriately deals with employees who perform poorly	11	24	49	15	35%	40%	51%	44%	
Q7f. My organisation is committed to developing its employees	9	39	41	7	48%	43%	70%	50%	

KEY

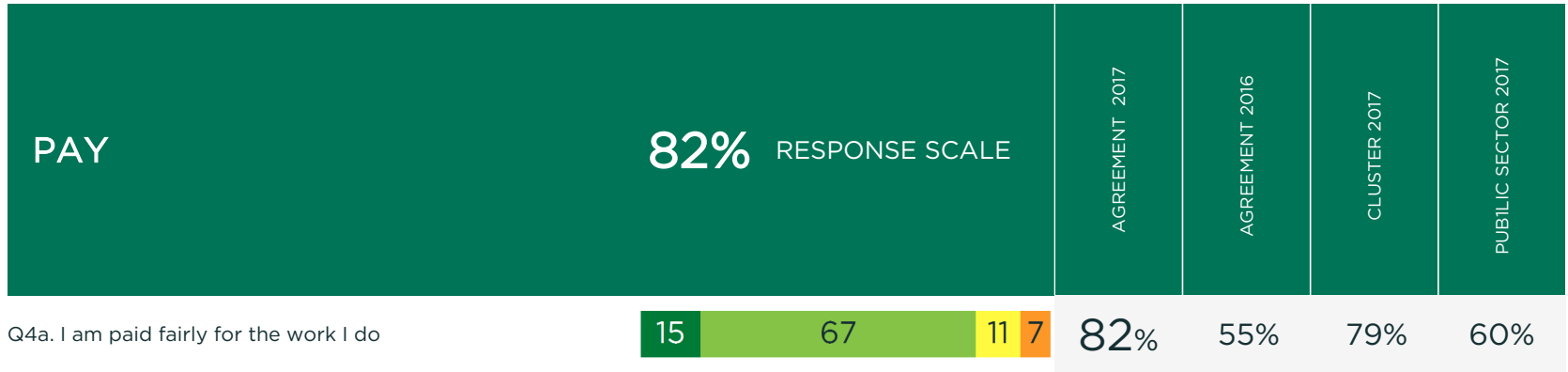




EXPLORE THE FULL RESULTS

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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





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WORKPLACE SUPPORT	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	25	49	15	11	75%	55%	75%	63%
Q1f. I am able to keep my work stress at an acceptable level	40	42	9	7	82%	81%	70%	59%
Q2c. I receive help and support from other members of my workgroup	45	44	11		89%	77%	85%	81%
Q2d. There is good team spirit in my workgroup	45	40	9		85%	70%	79%	69%

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.

ACTION ABOUT SURVEY RESULTS

52% RESPONSE SCALE

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



	AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017	PUBLIC SECTOR 2017
Q14. I believe action will be taken on the results from this survey by my organisation	52%	38%	65%	34%

KEY

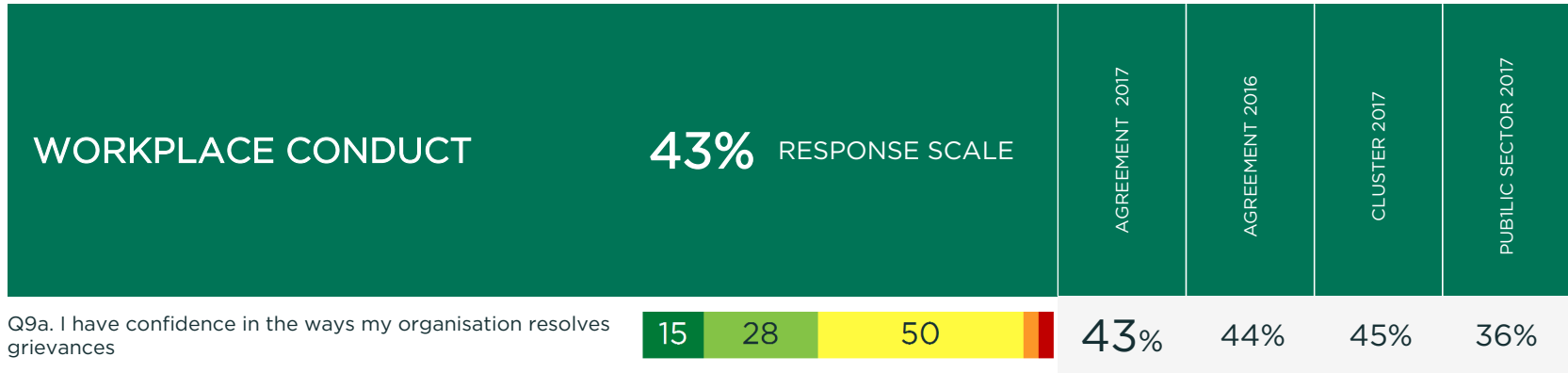




EXPLORE THE FULL RESULTS

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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

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		82%	70%	67%
No		18%	30%	33%
Q3b. I have informal feedback conversations with my manager				
Yes		76%	81%	75%
No		24%	19%	25%
Q3c. I have scheduled feedback conversations with my manager				
Yes		69%	68%	57%
No		31%	32%	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		27%	46%	41%
No		73%	54%	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		40%	33%	30%
Lack of visible opportunities		35%	33%	31%
Lack of promotion opportunities		24%	33%	30%
Lack of support from my manager / supervisor		5%	10%	14%
Geographic location considerations		5%	22%	28%
Personal / family considerations		7%	24%	33%
Insufficient training and development		5%	11%	16%
Lack of required capabilities or experience		2%	13%	11%
Lack of support for temporary assignments/secondments		4%	13%	15%
The application/recruitment process is too cumbersome or time consuming		5%	19%	23%
Other		11%	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		14%	11%	25%
No		80%	80%	62%
Don't know		6%	9%	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		15%	17%	33%
No		81%	75%	58%
Don't know		4%	8%	9%
Q10d. In the last 12 months I have been subjected to bullying at work				
Yes		4%	9%	18%
No		93%	85%	76%
Don't know		4%	5%	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)			



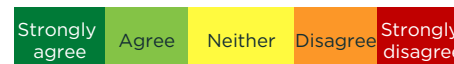
EXPLORE THE FULL RESULTS

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PREMIER AND CABINET QUESTIONS	RESPONSE SCALE				AGREEMENT 2017	AGREEMENT 2016	CLUSTER 2017
	Strongly agree	Agree	Neither	Disagree			
Q1. I received quality feedback in the last performance development cycle	9	39	48		48%	0%	60%
Q2. I was not surprised by the feedback offered in my performance discussions	13	39	46		52%	0%	65%
Q3. The feedback from the performance development framework has been useful and applicable in my role	9	43	40	8	53%	0%	57%

KEY



PROFILE OF RESPONDENTS



PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Gender		
Male		46%
Female		54%
Other		%

PROFILE OF RESPONDENTS









PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Age		
15 - 19		%
20 - 24		2%
25 -29	█	6%
30 - 34	█	19%
35 - 39	█	21%
40 - 44	█	13%
45 - 49	█	8%
50 - 54	█	13%
55 - 59	█	13%
60 - 64		%
65+		4%

PROFILE OF RESPONDENTS







PERSONAL PROFILES

	RESPONSE SCALE	PERCENTAGE
Do you speak a language other than English at home?		
Yes		13%
No		85%
Prefer not to say		2%
Are you of Aboriginal and/or Torres Strait Islander origin?		
Yes		6%
No		92%
Prefer not to say		2%

PROFILE OF RESPONDENTS



PERSONAL PROFILES

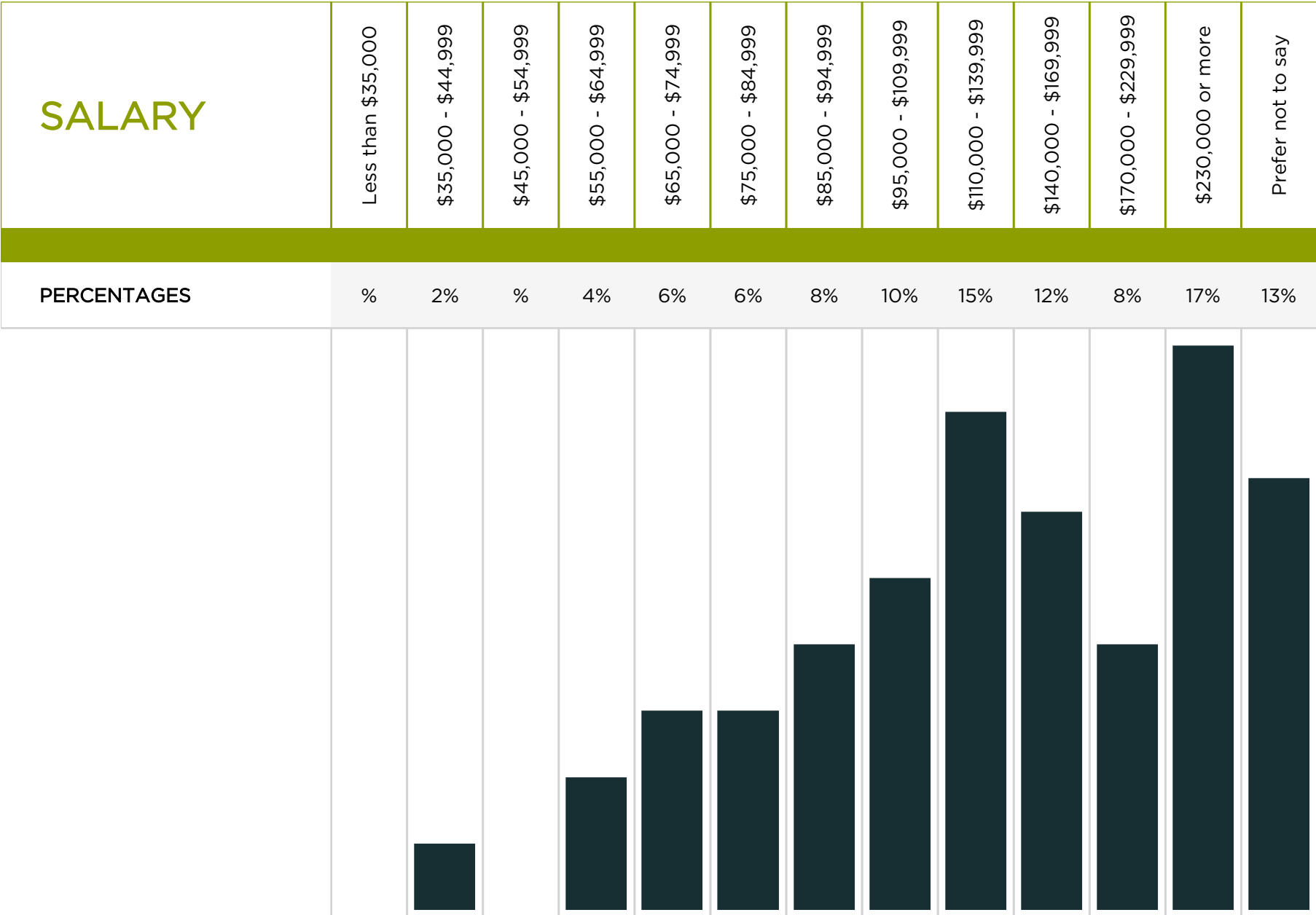
	RESPONSE SCALE	PERCENTAGE
Do you have a disability?		
Yes		%
No		100%
Prefer not to say		%
Do you identify as lesbian, gay, bisexual, transgender, intersex or as gender diverse?		
Yes		4%
No		94%
Prefer not to say		2%

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.

	Barangaroo Delivery Authority	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	55	9	1	6	11	0	0	14	3	8
EMPLOYEE ENGAGEMENT	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	77%	(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.

	Barangaroo Delivery Authority	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	55	0	1	0	2	3	3	4	5	8	6	4	9	7
EMPLOYEE ENGAGEMENT	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(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.

	Barangaroo Delivery Authority	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	55	22	16	8	5	0	0
EMPLOYEE ENGAGEMENT	77%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	77%	(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.

	Barangaroo Delivery Authority	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	55	0	1	3	10	11	7	4	7	7	0	2
EMPLOYEE ENGAGEMENT	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(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.

	Barangaroo Delivery Authority	Male	Female	Other
NUMBER OF RESPONDENTS	55	24	28	0
EMPLOYEE ENGAGEMENT	77%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)
DIVERSITY & INCLUSION	77%	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



WHAT'S NEXT?

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

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

52%

of employees replied favourably to:

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

34%

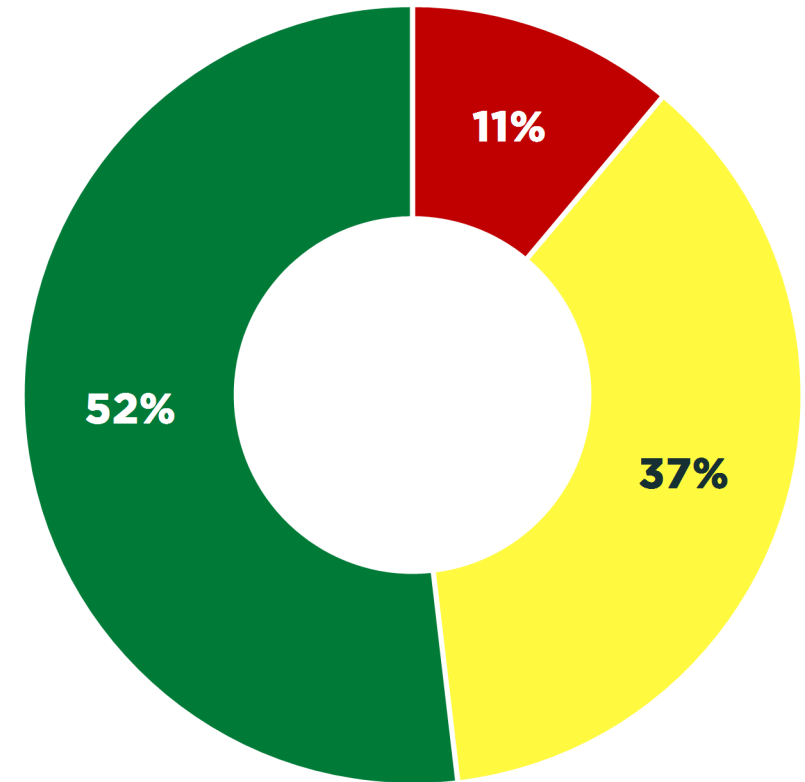
SECTOR

65%

CLUSTER

38%

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

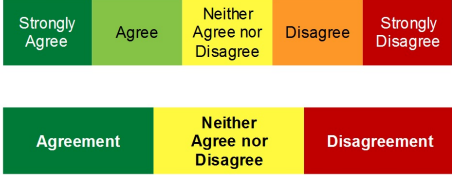
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.