
PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Health

Justice Health & Forensic Mental Health Network

RESPONSE RATE

40%

608 OF 1,503 RESPONDENTS

EMPLOYEE ENGAGEMENT

61%

DIFFERENCE FROM 2017 +2
DIFFERENCE FROM CLUSTER -4
DIFFERENCE FROM PUBLIC SECTOR -4

ENGAGEMENT WITH WORK

69%

DIFFERENCE FROM 2017 0
DIFFERENCE FROM CLUSTER -4
DIFFERENCE FROM PUBLIC SECTOR -3

SENIOR MANAGERS

40%

DIFFERENCE FROM 2017 +4
DIFFERENCE FROM CLUSTER -7
DIFFERENCE FROM PUBLIC SECTOR -9

COMMUNICATION

57%

DIFFERENCE FROM 2017 +5
DIFFERENCE FROM CLUSTER -2
DIFFERENCE FROM PUBLIC SECTOR -5

HIGH PERFORMANCE

59%

DIFFERENCE FROM 2017 +1
DIFFERENCE FROM CLUSTER -5
DIFFERENCE FROM PUBLIC SECTOR -5

PUBLIC SECTOR VALUES

53%

DIFFERENCE FROM 2017 +3
DIFFERENCE FROM CLUSTER -6
DIFFERENCE FROM PUBLIC SECTOR -9

DIVERSITY & INCLUSION

62%

DIFFERENCE FROM CLUSTER -4
DIFFERENCE FROM PUBLIC SECTOR -6

FLEXIBLE WORKING SATISFACTION

51%

DIFFERENCE FROM 2017 -2
DIFFERENCE FROM CLUSTER -7
DIFFERENCE FROM PUBLIC SECTOR -8

ACTION ON RESULTS

29%

DIFFERENCE FROM 2017 0
DIFFERENCE FROM CLUSTER -7
DIFFERENCE FROM PUBLIC SECTOR -8



QUESTIONS ARE GROUPED INTO TOPICS IN THIS REPORT.

This page compares the aggregate or individual scores for key topics. The individual questions in each group are listed in the All Questions section.

The Employee Engagement index 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

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

1a.	I understand what is expected of me to do well in my role	89%	93%
1g.	I know how to address a health and safety issue I have identified	86%	-
2a.	My workgroup strives to achieve customer/client satisfaction	77%	80%
2c.	I receive help and support from other members of my workgroup	74%	77%
5b.	My manager listens to what I have to say	74%	68%
1c.	My job gives me a feeling of personal accomplishment	72%	73%
5c.	My manager communicates effectively with me	71%	65%
3f.	I have received appropriate training and development to do my job well	71%	72%
2b.	My workgroup works collaboratively to achieve its objectives	71%	73%
5a.	My manager encourages people in my workgroup to keep improving the work they do	71%	67%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

14.	I believe action will be taken on the results from this survey by my organisation	29%	29%
7c.	I feel that change is managed well in my organisation	31%	25%
9a.	I have confidence in the ways my organisation resolves grievances	32%	28%
6h.	I feel that senior managers listen to employees	32%	28%
7e.	People in my organisation take responsibility for their own actions	36%	31%
7d.	There is good co-operation between teams across our organisation	37%	36%
6b.	I feel that senior managers effectively lead and manage change	38%	32%
7g.	I have confidence in the way recruitment decisions are made	38%	32%
6g.	I feel that senior managers keep employees informed about what's going on	39%	36%
6c.	I feel that senior managers model the values of my organisation	40%	35%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

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

MOST AND LEAST IMPROVED QUESTIONS



MOST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

7i.	I would recommend my organisation as a great place to work	54%	47%
5c.	My manager communicates effectively with me	71%	65%
7c.	I feel that change is managed well in my organisation	31%	25%
5b.	My manager listens to what I have to say	74%	68%
5d.	My manager encourages and values employee input	70%	65%
6b.	I feel that senior managers effectively lead and manage change	38%	32%
6a.	I believe senior managers provide clear direction for the future of the organisation	43%	38%
6c.	I feel that senior managers model the values of my organisation	40%	35%
7g.	I have confidence in the way recruitment decisions are made	38%	32%
7e.	People in my organisation take responsibility for their own actions	36%	31%



LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

2a.	My workgroup strives to achieve customer/client satisfaction	77%	80%
1a.	I understand what is expected of me to do well in my role	89%	93%
2c.	I receive help and support from other members of my workgroup	74%	77%
2b.	My workgroup works collaboratively to achieve its objectives	71%	73%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	51%	52%
4a.	I am paid fairly for the work I do	62%	64%
2e.	People in my workgroup treat each other with respect	63%	64%
1c.	My job gives me a feeling of personal accomplishment	72%	73%
1f.	I am able to keep my work stress at an acceptable level	60%	61%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

These are the questions that have shown the greatest percentage increase and decrease in agreement, based on respondents who have selected 'Strongly agree' and 'Agree'.

HIGHEST NEUTRAL SCORING QUESTIONS

AGREEMENT SCORES FOR HIGHEST NEUTRAL

% POSITIVE

Q6i. Senior managers in my organisation support the career advancement of women



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



Q6e. Senior managers promote collaboration between my organisation and other organisations we work with



Q9a. I have confidence in the ways my organisation resolves grievances



Q7e. People in my organisation take responsibility for their own actions



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q6i. Senior managers in my organisation support the career advancement of women



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



Q6e. Senior managers promote collaboration between my organisation and other organisations we work with



Q9a. I have confidence in the ways my organisation resolves grievances



Q7e. People in my organisation take responsibility for their own actions



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q6i. Senior managers in my organisation support the career advancement of women



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



Q6e. Senior managers promote collaboration between my organisation and other organisations we work with



Q9a. I have confidence in the ways my organisation resolves grievances



Q7e. People in my organisation take responsibility for their own actions



FIND YOUR HIGHEST NEUTRAL SCORES

THESE ARE YOUR HIGHEST NEUTRAL SCORING QUESTIONS

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT?
(STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES.
(AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT?
(AREAS OF CONCERN)



WHAT'S NEXT?

Sector employees have 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.

29%

of employees replied favourably to:

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

37%

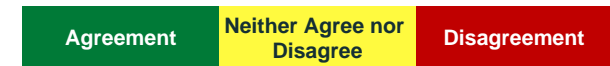
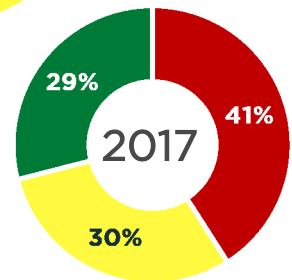
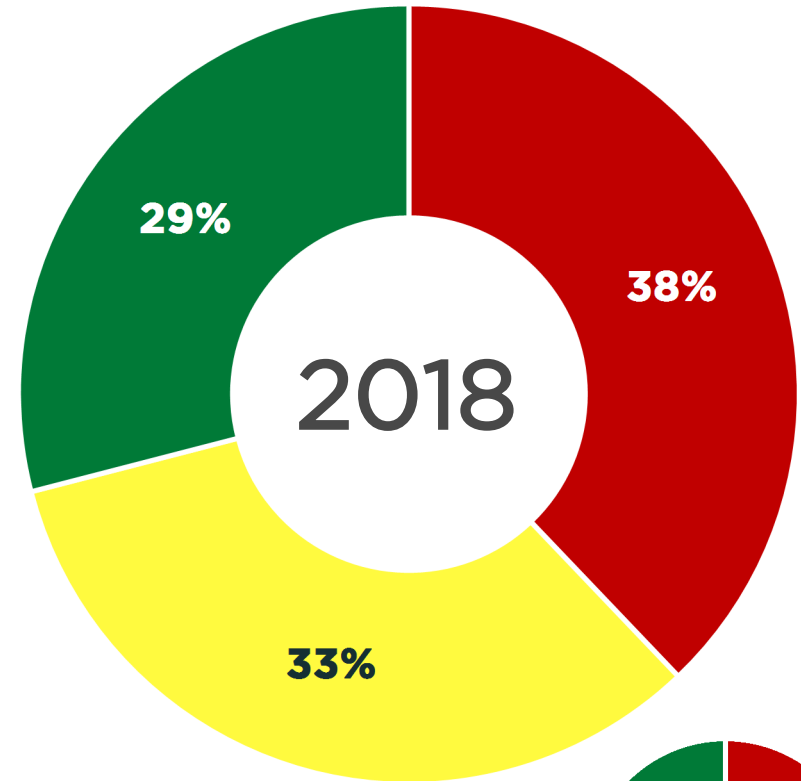
SECTOR

36%

CLUSTER

29%

2017



KEY DRIVERS OF ENGAGEMENT



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 level.

The questions are ranked in order of influence. In prioritising areas for action, it is common to focus on items with a low agreement score but higher in the ranked list of drivers, as they have higher impact. Variation of drivers within the organisation and business priorities should be considered.

If Engagement scores are high, other scores are often high as well.

RANK

		% AGREEMENT 2018	% AGREEMENT 2017	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7a. My organisation focuses on improving the work we do	62%	61%	68%	69%
2	Q7f. My organisation is committed to developing its employees	51%	46%	51%	52%
3	Q6h. I feel that senior managers listen to employees	32%	28%	40%	43%
4	Q6b. I feel that senior managers effectively lead and manage change	38%	32%	44%	46%
5	Q7b. My organisation is making the necessary improvements to meet our future challenges	51%	49%	56%	57%
6	Q6a. I believe senior managers provide clear direction for the future of the organisation	43%	38%	46%	49%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Justice Health & Forensic Mental Health Network

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

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

	Justice Health & Forensic Mental Health Network	Clinical Operations	Corporate Services	Performance & Planning, and Directorate of Medical Administration
NUMBER OF RESPONDENTS	608	459	54	39
EMPLOYEE ENGAGEMENT	61%	59%	63%	75%
ENGAGEMENT WITH WORK	69%	68%	76%	85%
SENIOR MANAGERS	40%	37%	40%	60%
COMMUNICATION	57%	55%	67%	70%
HIGH PERFORMANCE	59%	57%	63%	75%
PUBLIC SECTOR VALUES	53%	51%	59%	68%
DIVERSITY & INCLUSION	62%	60%	74%	74%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 10 RESPONDENTS



EXPLORE THE FULL RESULTS

Questions are grouped by topics 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	61% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7i. I would recommend my organisation as a great place to work	17	37	27	10	8	54%	47%	61%	61%
Q7j. I am proud to tell others I work for my organisation	21	41	25	9		62%	58%	69%	69%
Q7k. I feel a strong personal attachment to my organisation	18	35	28	12	7	53%	49%	62%	63%
Q7l. My organisation motivates me to help it achieve its objectives	15	33	31	15	7	48%	45%	54%	55%
Q7m. My organisation inspires me to do the best in my job	16	31	30	15	7	48%	44%	55%	55%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics 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.

ENGAGEMENT WITH WORK	69% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1c. My job gives me a feeling of personal accomplishment	29	43	13	10	72%	73%	77%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	32	38	14	11	70%	70%	72%	72%
Q1e. I am satisfied with my job	23	43	17	12	66%	65%	70%	69%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics 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.

SENIOR MANAGERS		40% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q6a. I believe senior managers provide clear direction for the future of the organisation		43%	38%	46%	49%					
Q6b. I feel that senior managers effectively lead and manage change		38%	32%	44%	46%					
Q6c. I feel that senior managers model the values of my organisation		40%	35%	47%	50%					
Q6d. Senior managers encourage innovation by employees		43%	40%	47%	50%					
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with		43%	41%	48%	52%					
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		48%	45%	57%	62%					
Q6g. I feel that senior managers keep employees informed about what's going on		39%	36%	44%	47%					
Q6h. I feel that senior managers listen to employees		32%	28%	40%	43%					
Q7c. I feel that change is managed well in my organisation		31%	25%	42%	40%					

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics 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.

COMMUNICATION	57% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
Q5c. My manager communicates effectively with me	31	40	14	9	71%	65%	70%	72%	
Q5d. My manager encourages and values employee input	33	38	15	9	70%	65%	70%	72%	
Q5e. My manager involves my workgroup in decisions about our work	29	37	15	12	66%	62%	65%	67%	
Q6g. I feel that senior managers keep employees informed about what's going on	10	29	28	20	13	39%	36%	44%	47%
Q6h. I feel that senior managers listen to employees	10	22	28	23	17	32%	28%	40%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	21	42	18	10	10	63%	58%	66%	67%

KEY





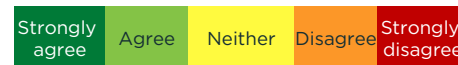
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

	HIGH PERFORMANCE		59% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1a. I understand what is expected of me to do well in my role	38	51		89%	93%	92%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	28	43	14 10	71%	73%	79%	79%
Q3f. I have received appropriate training and development to do my job well	25	46	14 10	71%	72%	70%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	30	40	16 10	71%	67%	71%	74%
Q5f. I have confidence in the decisions my manager makes	31	33	18 9 9	64%	60%	65%	68%
Q6d. Senior managers encourage innovation by employees	10	33	29 19 9	43%	40%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	12	31	33 16 8	43%	41%	48%	52%
Q7a. My organisation focuses on improving the work we do	16	46	22 11	62%	61%	68%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	13	37	27 16	51%	49%	56%	57%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

	HIGH PERFORMANCE					AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
	59%									
Q7d. There is good co-operation between teams across our organisation	7	30	30	23	10	37%	36%	50%	49%	
Q7h. My organisation generally selects capable people to do the job	8	38	28	16	11	46%	43%	54%	54%	

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

PUBLIC SECTOR VALUES		53% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q2a. My workgroup strives to achieve customer/client satisfaction	32	44	13	8	77%	80%	87%	86%	
Q2e. People in my workgroup treat each other with respect	26	37	17	12	8	63%	64%	71%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	30	40	16	10	71%	67%	71%	74%	
Q5b. My manager listens to what I have to say	32	41	13	8	74%	68%	73%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	14	29	26	20	11	43%	38%	46%	49%
Q6c. I feel that senior managers model the values of my organisation	13	27	28	17	15	40%	35%	47%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	12	36	27	16	8	48%	45%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	10	29	28	20	13	39%	36%	44%	47%
Q6h. I feel that senior managers listen to employees	10	22	28	23	17	32%	28%	40%	43%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

PUBLIC SECTOR VALUES		53% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7a. My organisation focuses on improving the work we do		62%	61%	68%	69%				
Q7e. People in my organisation take responsibility for their own actions		36%	31%	49%	49%				

KEY





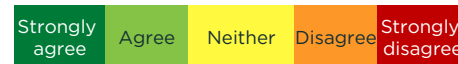
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

DIVERSITY & INCLUSION	62% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work	24	38	16	14	7	62%	61%	66%	65%
Q5b. My manager listens to what I have to say	32	41	13	8		74%	68%	73%	76%
Q5d. My manager encourages and values employee input	33	38	15	9		70%	65%	70%	72%
Q6i. Senior managers in my organisation support the career advancement of women	16	32	35	7	9	48%	45%	54%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	20	44	21	9		64%	60%	74%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	22	48	18			69%	68%	75%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	21	42	18	10	10	63%	58%	66%	67%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	19	32	24	13	12	51%	52%	58%	59%
Q8e. My manager supports flexible working in my team	23	36	21	10	9	59%	-	61%	63%

KEY

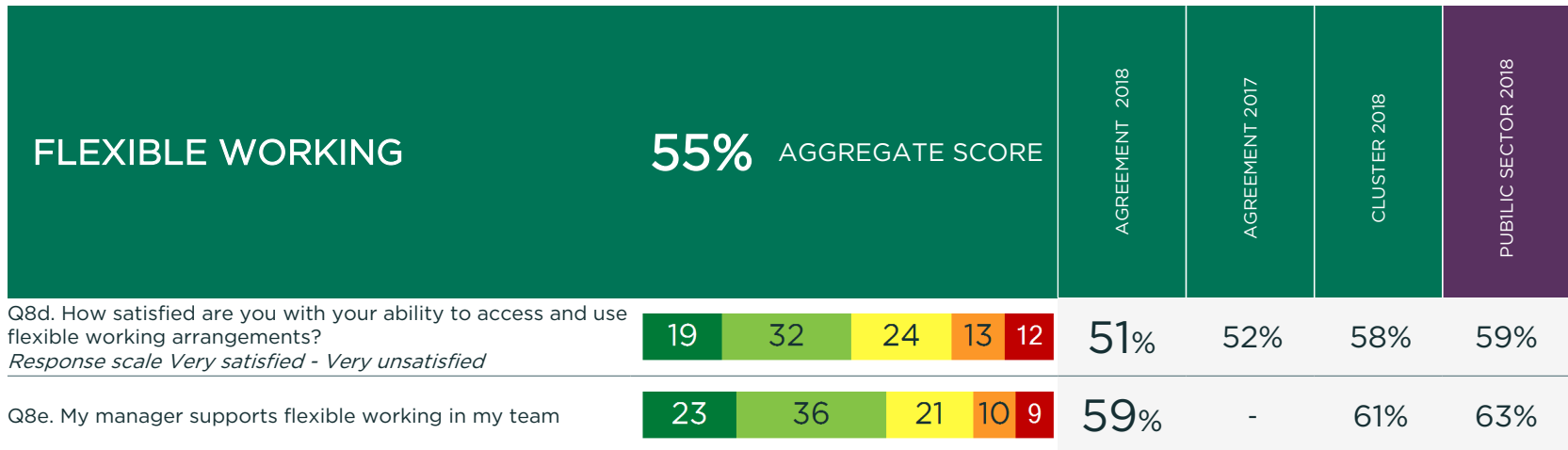




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

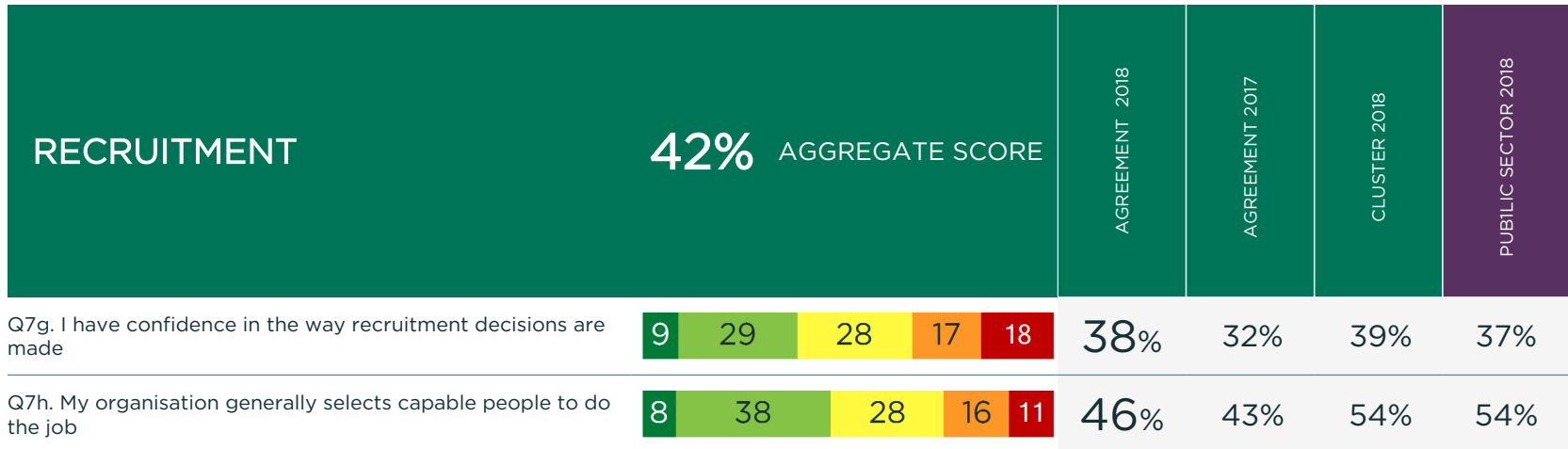




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

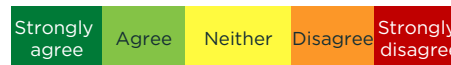
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PERFORMANCE FRAMEWORK & DEVELOPMENT

58% AGGREGATE SCORE

		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	25 40 15 14	66%	61%	65%	65%
Q3e. My performance is assessed against clear criteria	21 42 20 12	63%	59%	60%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	21 34 18 16 11	55%	53%	53%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	31 36 16 10 7	67%	64%	66%	69%
Q5h. My manager appropriately deals with employees who perform poorly	21 24 26 15 15	44%	43%	46%	46%
Q7f. My organisation is committed to developing its employees	10 41 24 17 9	51%	46%	51%	52%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics 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.

	65% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work	24	38	16	14	7	62%	61%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level	15	45	18	15	7	60%	61%	62%	60%
Q2c. I receive help and support from other members of my workgroup	33	41	13	9		74%	77%	80%	81%
Q2d. There is good team spirit in my workgroup	27	35	18	11	8	63%	59%	68%	70%

KEY

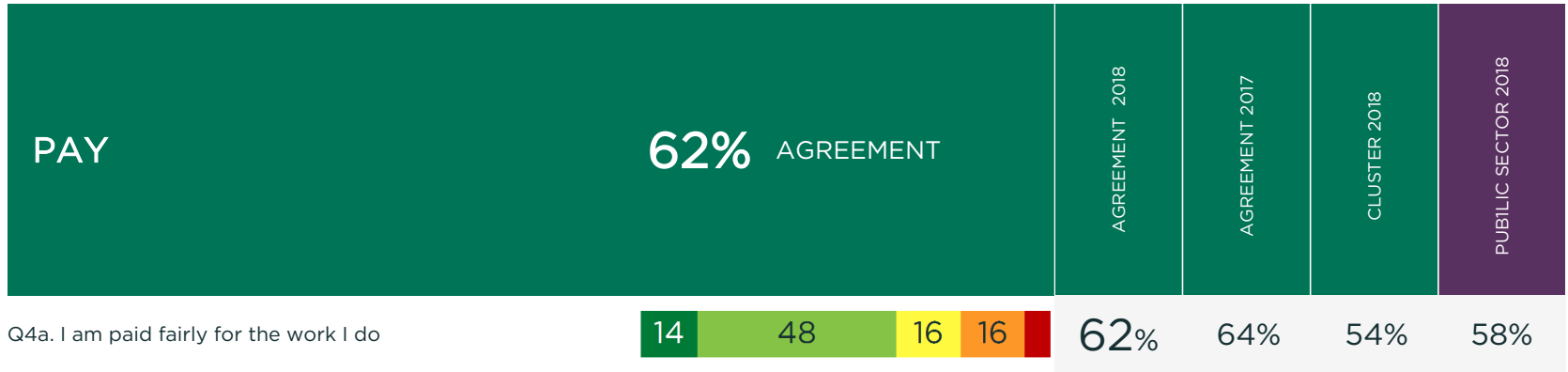




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

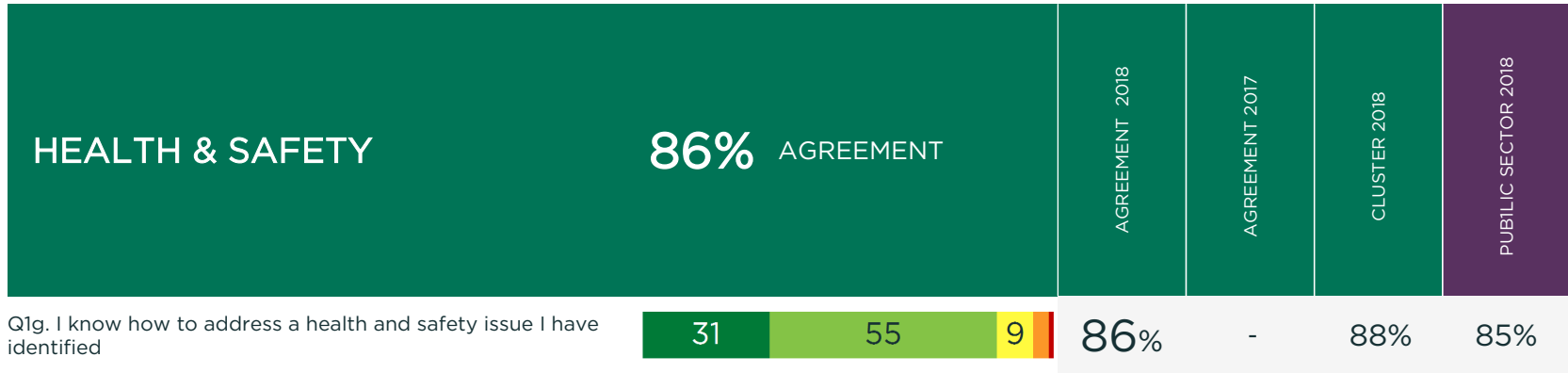




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

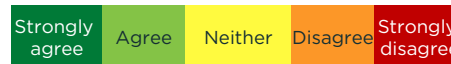
ACTION ON RESULTS

29% AGREEMENT

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



KEY

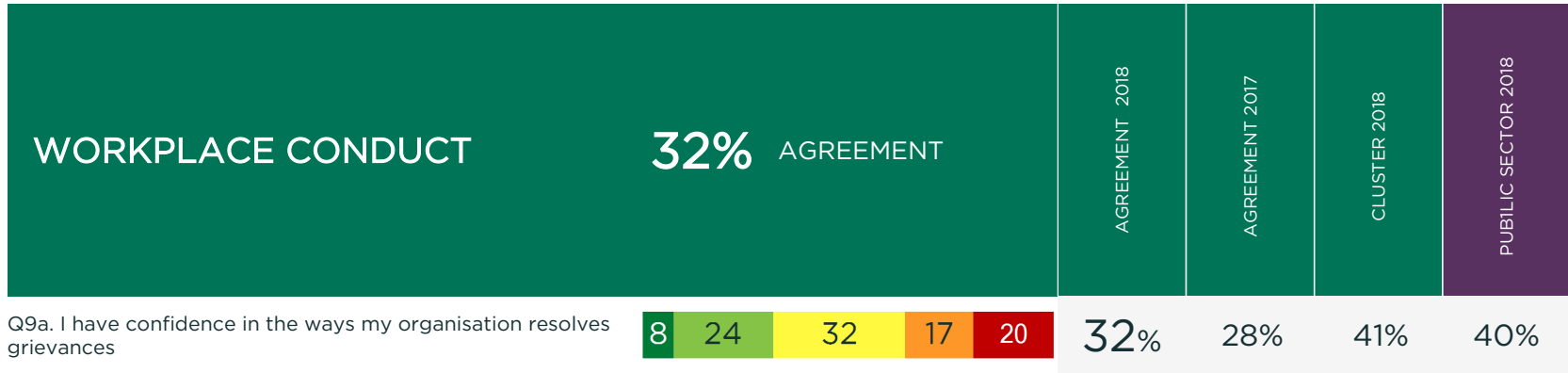




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

PERFORMANCE FRAMEWORK & DEVELOPMENT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		74%	70%	69%	71%
No		26%	30%	31%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		75%	74%	74%	76%
No		25%	26%	26%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		61%	57%	57%	58%
No		39%	43%	43%	42%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

MOBILITY

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?

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes		46%	45%	40%	41%
No		54%	55%	60%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

MOBILITY

Q3i. Are there barriers preventing you from moving to another role?

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
There are no major barriers to my career progression		35%	33%	34%	32%
Geographic location considerations		31%	30%	23%	26%
Lack of visible opportunities		29%	28%	29%	30%
Personal/family considerations		28%	31%	29%	30%
Lack of promotion opportunities		27%	25%	27%	29%
The application/recruitment process is too cumbersome or time consuming		19%	17%	18%	23%
Lack of support for temporary assignments/secondments		16%	19%	14%	15%
Lack of support from my manager/supervisor		14%	18%	15%	14%
Insufficient training and development		11%	12%	15%	16%
Lack of required capabilities or experience		9%	7%	10%	11%
Other		8%	8%	9%	9%

% are calculated with the number of unique respondents (N = 589 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes		38%	41%	28%	24%
No		44%	46%	54%	58%
Don't know		17%	13%	17%	18%

Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes		81%	67%	69%	66%
No		17%	31%	29%	32%
Don't know		1%	2%	2%	2%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

Q11a. In the last 12 months I have witnessed bullying at work

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes		51%	53%	39%	33%
No		41%	39%	52%	57%
Don't know		9%	7%	9%	10%

Q11b. In the last 12 months I have been subjected to bullying at work

Yes		26%	30%	21%	18%
No		68%	63%	73%	76%
Don't know		6%	7%	6%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

Q11c. 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

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A fellow worker at your level		31%	34%	32%	27%
Your Immediate Manager/Supervisor		22%	20%	23%	23%
A senior manager		14%	16%	18%	21%
Other		11%	4%	6%	4%
Prefer not to say		10%	15%	13%	14%
A subordinate		9%	8%	6%	7%
A client or customer		1%	3%	2%	2%
A member of the public other than a client or customer		1%	-	1%	1%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

Q12a. In the last 12 months I have been subjected to physical harm and/or sexual harassment or abuse at work

Response	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes	7%	-	5%	3%
No	90%	-	93%	94%
Don't know	2%	-	2%	2%

Q12b. If yes to 12a, please indicate the role of the person who has been the source of the most serious physical harm and/or sexual harassment or abuse you have been subjected to in the last 12 months

Role	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A person at work	50%	-	28%	39%
A member of the public	15%	-	52%	37%
Other	25%	-	15%	19%
Prefer not to say	10%	-	5%	6%



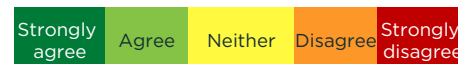
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

HEALTH CUSTOMISED QUESTIONS		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018
Q1. Morale is good in my team	20 37 19 18	56%	54%	62%
Q2. I believe I am valued for what I can offer at my workplace	25 42 15 12	67%	63%	70%
Q3. In my workplace, we recognise our successes and innovations	24 40 19 12	64%	59%	66%
Q4. Staff are treated respectfully regardless of their job	23 41 16 13	64%	58%	69%
Q5. The senior managers at my workplace lead by example in creating a positive workplace	18 31 20 17 13	49%	41%	53%

KEY





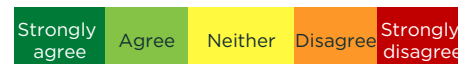
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

HEALTH CUSTOMISED QUESTIONS						AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018
Q6. Overall, I have confidence in the decisions made by my senior managers	16	29	25	14	14	46%	40%	52%
Q7. I have a say in decisions which affect my work	14	39	22	19		53%	52%	55%
Q8. Where I work, we share the lessons learnt when mistakes are made	17	45	17	14		62%	59%	68%
Q9. My team's objectives/work plans are clearly outlined	18	43	20	14		61%	62%	66%
Q10. Our objectives/work plans help us to deliver a quality service	18	44	22	11		62%	60%	68%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months	14	27	27	17	15	41%	34%	44%

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		23%
Female		75%
Other		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		0%
20 - 24		4%
25 -29		6%
30 - 34		11%
35 - 39		12%
40 - 44		11%
45 - 49		17%
50 - 54		14%
55 - 59		14%
60 - 64		9%
65+		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

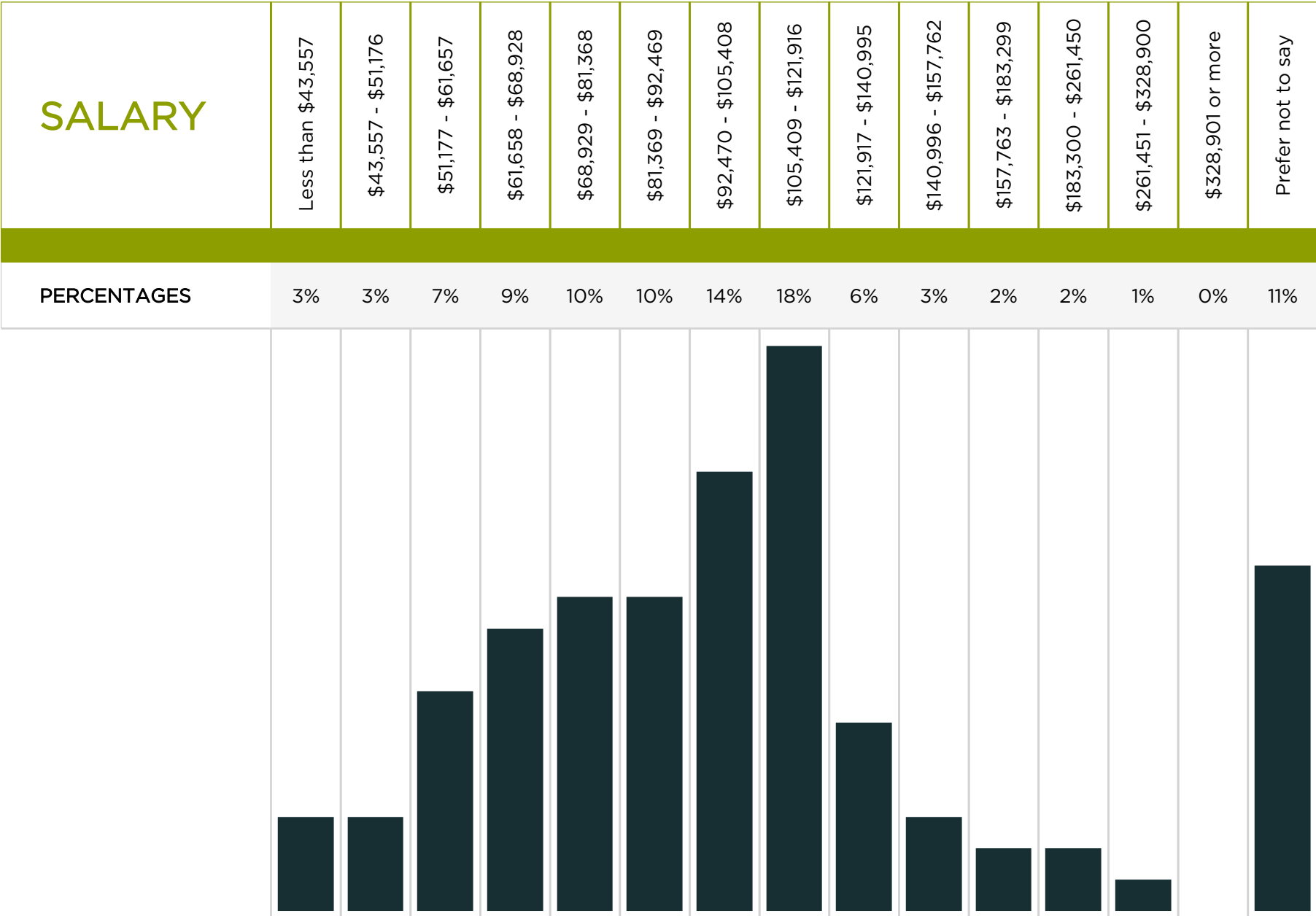
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	62%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	4%
Administrative support (e.g. executive/personal assistant, receptionist)	11%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	6%
Policy	0%
Research	1%
Program and project management support	5%
Legal (including developing and/or reviewing legislation)	-
Other	11%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

SALARY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		14%
1 - 2 years		11%
2 - 5 years		20%
5 - 10 years		30%
10 - 20 years		21%
More than 20 years		4%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
FLEXIBLE WORKING		
None of the above		45%
Flexible start and finish times		24%
Part-time work		18%
Working from different locations		11%
Study leave		9%
Working additional hours to make up for time off		8%
Flexible scheduling for rostered workers		7%

% are calculated with the number of unique respondents (N = 544 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
Leave without pay	5%
Working more hours over fewer days	4%
Working from home	4%
Other	2%
Job sharing	1%
Purchasing annual leave	0%

% are calculated with the number of unique respondents (N = 544 to this question)

RESULT BY TYPE OF WORK



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing,	Other service delivery work (work that does not involve contact with the public, but it is critical to the	Administrative support (e.g. executive/personal assistant, receptionist)	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
NUMBER OF RESPONDENTS	608	345	22	62	31	1	6	27	0	61
EMPLOYEE ENGAGEMENT	61%	60%	(r)	66%	62%	(r)	(r)	(r)	(r)	61%
ENGAGEMENT WITH WORK	69%	66%	(r)	74%	76%	(r)	(r)	(r)	(r)	78%
SENIOR MANAGERS	40%	38%	(r)	45%	43%	(r)	(r)	(r)	(r)	42%
COMMUNICATION	57%	54%	(r)	66%	65%	(r)	(r)	(r)	(r)	59%
HIGH PERFORMANCE	59%	56%	(r)	66%	62%	(r)	(r)	(r)	(r)	62%
PUBLIC SECTOR VALUES	53%	50%	(r)	58%	61%	(r)	(r)	(r)	(r)	57%
DIVERSITY & INCLUSION	62%	58%	(r)	74%	73%	(r)	(r)	(r)	(r)	64%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

RESULT BY SALARY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Less than \$43,557	\$43,557 - \$51,176	\$51,177 - \$61,657	\$61,658 - \$68,928	\$68,929 - \$81,368	\$81,369 - \$92,469	\$92,470 - \$105,408	\$105,409 - \$121,916	\$121,917 - \$140,995	\$140,996 - \$157,762	\$157,763 - \$183,299	\$183,300 - \$261,450	\$261,451 - \$328,900
NUMBER OF RESPONDENTS	608	17	17	40	49	57	53	77	98	35	14	11	13	8
EMPLOYEE ENGAGEMENT	61%	(r)	(r)	66%	66%	59%	58%	62%	61%	69%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	69%	(r)	(r)	65%	83%	65%	64%	72%	74%	88%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	40%	(r)	(r)	45%	39%	36%	33%	42%	41%	55%	(r)	(r)	(r)	(r)
COMMUNICATION	57%	(r)	(r)	63%	64%	51%	53%	56%	59%	70%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	59%	(r)	(r)	65%	61%	51%	53%	62%	64%	72%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	53%	(r)	(r)	56%	55%	48%	47%	56%	58%	67%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	62%	(r)	(r)	71%	71%	56%	53%	62%	65%	73%	(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 Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	\$328,901 or more	Prefer not to say
NUMBER OF RESPONDENTS	608	2	62
EMPLOYEE ENGAGEMENT	61%	(r)	54%
ENGAGEMENT WITH WORK	69%	(r)	52%
SENIOR MANAGERS	40%	(r)	26%
COMMUNICATION	57%	(r)	41%
HIGH PERFORMANCE	59%	(r)	45%
PUBLIC SECTOR VALUES	53%	(r)	39%
DIVERSITY & INCLUSION	62%	(r)	49%

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 Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	608	79	60	109	165	118	20
EMPLOYEE ENGAGEMENT	61%	71%	61%	59%	59%	61%	(r)
ENGAGEMENT WITH WORK	69%	78%	74%	65%	70%	71%	(r)
SENIOR MANAGERS	40%	52%	41%	36%	39%	37%	(r)
COMMUNICATION	57%	73%	62%	55%	57%	50%	(r)
HIGH PERFORMANCE	59%	70%	64%	56%	58%	56%	(r)
PUBLIC SECTOR VALUES	53%	65%	58%	51%	53%	50%	(r)
DIVERSITY & INCLUSION	62%	76%	70%	62%	61%	55%	(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

RESULTS BY TYPES OF FLEXIBLE WORKING



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Flexible start and finish times	Working more hours over fewer days	Working additional hours to make up for time off	Flexible scheduling for rostered workers	Part-time work	Job sharing	Working from different locations	Working from home	Purchasing annual leave	Leave without pay	Study leave	Other	None of the above
NUMBER OF RESPONDENTS	608	130	24	42	40	99	8	59	21	2	29	49	10	245
EMPLOYEE ENGAGEMENT	61%	67%	(r)	64%	61%	62%	(r)	67%	(r)	(r)	(r)	65%	(r)	58%
ENGAGEMENT WITH WORK	69%	82%	(r)	70%	65%	70%	(r)	80%	(r)	(r)	(r)	77%	(r)	66%
SENIOR MANAGERS	40%	52%	(r)	47%	38%	37%	(r)	49%	(r)	(r)	(r)	46%	(r)	34%
COMMUNICATION	57%	70%	(r)	68%	55%	57%	(r)	63%	(r)	(r)	(r)	62%	(r)	53%
HIGH PERFORMANCE	59%	70%	(r)	64%	55%	57%	(r)	67%	(r)	(r)	(r)	63%	(r)	55%
PUBLIC SECTOR VALUES	53%	66%	(r)	60%	50%	51%	(r)	61%	(r)	(r)	(r)	58%	(r)	49%
DIVERSITY & INCLUSION	62%	79%	(r)	77%	62%	65%	(r)	71%	(r)	(r)	(r)	69%	(r)	56%

*multiple types may be chosen.

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

RESULTS BY REGION



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Sydney East	Sydney - Eastern Suburbs	Sydney West	Sydney - Parramatta	Central West	Far West and Orana	Hunter Valley exc Newcastle	Sydney - Outer West and Blue Mountains	Coffs Harbour - Grafton	Southern Highlands and Shoalhaven	Sydney - Blacktown	Capital Region
NUMBER OF RESPONDENTS	608	246	231	129	99	23	15	13	13	11	11	11	9
EMPLOYEE ENGAGEMENT	61%	62%	63%	66%	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	69%	74%	75%	76%	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	40%	41%	42%	48%	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	57%	59%	61%	61%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	59%	62%	63%	63%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	53%	56%	57%	58%	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	62%	64%	65%	65%	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

*Sydney East and Sydney West are higher level results for the Sydney sub-regions.

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

RESULTS BY REGION



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Mid North Coast	Central Coast	Newcastle and Lake Macquarie	Riverina	Sydney - City and Inner South	Sydney - Inner West	Sydney - Outer South West	New England and North West	Illawarra	Richmond - Tweed	Sydney - Inner South West	Sydney - North Sydney and Hornsby	Sydney - Sutherland
NUMBER OF RESPONDENTS	608	9	8	7	6	6	6	6	3	2	2	1	1	1
EMPLOYEE ENGAGEMENT	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	40%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	53%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

*Sydney East and Sydney West are higher level results for the Sydney sub-regions.

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

RESULTS BY REGION



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Murray	OUTSIDE NSW	Sydney - Baulkham Hills and Hawkesbury	Sydney - Northern Beaches	Sydney - Ryde	Sydney - South West
NUMBER OF RESPONDENTS	608	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	61%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	69%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	40%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	57%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	59%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	53%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	62%	(r)	(r)	(r)	(r)	(r)	(r)

*Sydney East and Sydney West are higher level results for the Sydney sub-regions.

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 Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	608	1	20	32	62	64	59	94	77	74	48	13
EMPLOYEE ENGAGEMENT	61%	(r)	(r)	65%	63%	57%	62%	62%	61%	59%	67%	(r)
ENGAGEMENT WITH WORK	69%	(r)	(r)	71%	75%	69%	65%	76%	67%	70%	71%	(r)
SENIOR MANAGERS	40%	(r)	(r)	41%	44%	45%	42%	36%	40%	36%	46%	(r)
COMMUNICATION	57%	(r)	(r)	58%	63%	61%	56%	59%	54%	53%	60%	(r)
HIGH PERFORMANCE	59%	(r)	(r)	62%	62%	61%	58%	59%	58%	55%	67%	(r)
PUBLIC SECTOR VALUES	53%	(r)	(r)	54%	57%	56%	53%	54%	53%	50%	60%	(r)
DIVERSITY & INCLUSION	62%	(r)	(r)	70%	67%	62%	57%	64%	62%	59%	69%	(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 Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Male	Female	Other
NUMBER OF RESPONDENTS	608	127	415	10
EMPLOYEE ENGAGEMENT	61%	66%	61%	(r)
ENGAGEMENT WITH WORK	69%	78%	69%	(r)
SENIOR MANAGERS	40%	49%	38%	(r)
COMMUNICATION	57%	67%	55%	(r)
HIGH PERFORMANCE	59%	67%	58%	(r)
PUBLIC SECTOR VALUES	53%	62%	52%	(r)
DIVERSITY & INCLUSION	62%	72%	61%	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Junior Medical Officer	Career Medical Officer, Hospitalist	Staff Specialist	Visiting Medical Officer	Clinical Academic	Assistant in Nursing	Enrolled Nurse	Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant,	Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	Nurse/Midwifery Manager	Support Officers	Information Management (eg. Librarian, Medical Records and Data Manager)	Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)
NUMBER OF RESPONDENTS	608	3	3	21	3	0	1	14	188	15	50	17	12	1
EMPLOYEE ENGAGEMENT	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	56%	(r)	71%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	62%	(r)	81%	(r)	(r)	(r)
SENIOR MANAGERS	40%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	32%	(r)	55%	(r)	(r)	(r)
COMMUNICATION	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	50%	(r)	69%	(r)	(r)	(r)
HIGH PERFORMANCE	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	51%	(r)	73%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	53%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	45%	(r)	69%	(r)	(r)	(r)
DIVERSITY & INCLUSION	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54%	(r)	73%	(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

CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Administrative and Executive Assistant	Corporate Services	Senior Manager/Executive	Allied Health Professional	Allied Health Assistant	Health Education, Health Promotion and Health Protection	Counsellor, Welfare Support	Interpreters and Liaison Officer	Aboriginal Health Workers and Aboriginal Education Officers	Technician/Technologist	Hospital Scientist/Biomedical Engineers	Researchers	Data Analyst
NUMBER OF RESPONDENTS	608	38	15	21	38	5	2	1	0	3	3	0	2	1
EMPLOYEE ENGAGEMENT	61%	68%	(r)	(r)	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	69%	71%	(r)	(r)	79%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	40%	39%	(r)	(r)	37%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	57%	66%	(r)	(r)	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	59%	66%	(r)	(r)	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	53%	57%	(r)	(r)	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	62%	77%	(r)	(r)	67%	(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

CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Technical Officers/Technical Assistant	Dental Officer, Therapists and Hygienist	Dental Specialist	Dental Assistant	Trainee Dental Assistant	Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOC, OCO, SOCO, SO,	Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre	Project Director	Project Manager	Project Officer	Cleaning, Linen and Food	Motor Vehicle, Patient Transport	Security Services, Fire Safety
NUMBER OF RESPONDENTS	608	0	2	0	2	0	0	0	0	5	1	1	0	1
EMPLOYEE ENGAGEMENT	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	40%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	53%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	62%	(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

CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Justice Health & Forensic Mental Health Network	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
NUMBER OF RESPONDENTS	608	1	0	0	0	0	0	31	57
EMPLOYEE ENGAGEMENT	61%	(r)	(r)	(r)	(r)	(r)	(r)	70%	51%
ENGAGEMENT WITH WORK	69%	(r)	(r)	(r)	(r)	(r)	(r)	82%	53%
SENIOR MANAGERS	40%	(r)	(r)	(r)	(r)	(r)	(r)	51%	27%
COMMUNICATION	57%	(r)	(r)	(r)	(r)	(r)	(r)	61%	37%
HIGH PERFORMANCE	59%	(r)	(r)	(r)	(r)	(r)	(r)	71%	44%
PUBLIC SECTOR VALUES	53%	(r)	(r)	(r)	(r)	(r)	(r)	64%	38%
DIVERSITY & INCLUSION	62%	(r)	(r)	(r)	(r)	(r)	(r)	69%	44%

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

GUIDE TO THIS REPORT

i SURVEY TIME FRAME

This report contains results from the 2018 People Matter Employee Survey which was open from 1 June to 2 July 2018.

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 work teams 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.