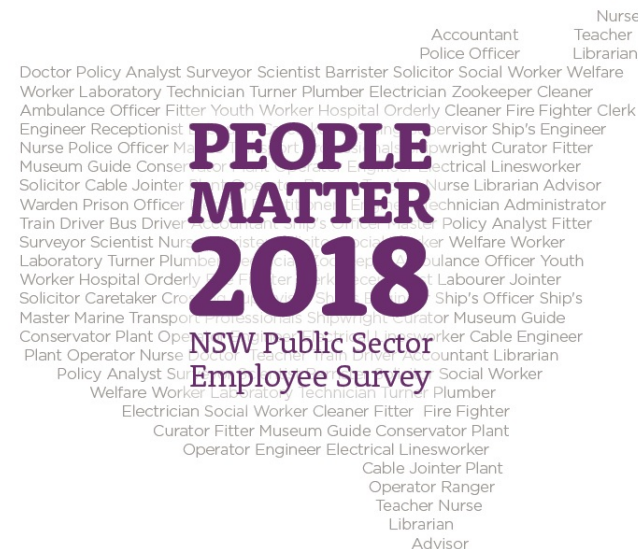


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# PEOPLE MATTER 2018

NSW Public Sector Employee Survey



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## AGENCY REPORT

Health

# South Eastern Sydney Local Health District

## RESPONSE RATE

**26%**

3,249 OF 12,556 RESPONDENTS

## EMPLOYEE ENGAGEMENT

**66%**

DIFFERENCE FROM 2017 +1  
DIFFERENCE FROM CLUSTER +2  
DIFFERENCE FROM PUBLIC SECTOR +1

## ENGAGEMENT WITH WORK

**74%**

DIFFERENCE FROM 2017 0  
DIFFERENCE FROM CLUSTER +1  
DIFFERENCE FROM PUBLIC SECTOR +1

## SENIOR MANAGERS

**50%**

DIFFERENCE FROM 2017 +3  
DIFFERENCE FROM CLUSTER +3  
DIFFERENCE FROM PUBLIC SECTOR +1

## COMMUNICATION

**62%**

DIFFERENCE FROM 2017 +3  
DIFFERENCE FROM CLUSTER +3  
DIFFERENCE FROM PUBLIC SECTOR +1

## HIGH PERFORMANCE

**67%**

DIFFERENCE FROM 2017 +2  
DIFFERENCE FROM CLUSTER +3  
DIFFERENCE FROM PUBLIC SECTOR +2

## PUBLIC SECTOR VALUES

**62%**

DIFFERENCE FROM 2017 +2  
DIFFERENCE FROM CLUSTER +3  
DIFFERENCE FROM PUBLIC SECTOR 0

## DIVERSITY & INCLUSION

**67%**

DIFFERENCE FROM CLUSTER +1  
DIFFERENCE FROM PUBLIC SECTOR -1

## FLEXIBLE WORKING SATISFACTION

**54%**

DIFFERENCE FROM 2017 +4  
DIFFERENCE FROM CLUSTER -4  
DIFFERENCE FROM PUBLIC SECTOR -5

## ACTION ON RESULTS

**36%**

DIFFERENCE FROM 2017 0  
DIFFERENCE FROM CLUSTER -1  
DIFFERENCE FROM PUBLIC SECTOR -1



## 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	92%	91%
1g.	I know how to address a health and safety issue I have identified	88%	-
2a.	My workgroup strives to achieve customer/client satisfaction	88%	87%
2c.	I receive help and support from other members of my workgroup	80%	79%
2b.	My workgroup works collaboratively to achieve its objectives	79%	78%
1c.	My job gives me a feeling of personal accomplishment	78%	78%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	78%	76%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	76%	74%
5b.	My manager listens to what I have to say	75%	73%
2e.	People in my workgroup treat each other with respect	74%	72%

## - LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

14.	I believe action will be taken on the results from this survey by my organisation	36%	36%
7g.	I have confidence in the way recruitment decisions are made	41%	41%
9a.	I have confidence in the ways my organisation resolves grievances	43%	36%
7c.	I feel that change is managed well in my organisation	43%	40%
6h.	I feel that senior managers listen to employees	44%	39%
6b.	I feel that senior managers effectively lead and manage change	46%	43%
5h.	My manager appropriately deals with employees who perform poorly	47%	42%
6c.	I feel that senior managers model the values of my organisation	49%	46%
6g.	I feel that senior managers keep employees informed about what's going on	49%	45%
6a.	I believe senior managers provide clear direction for the future of the organisation	50%	47%



### 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

3e.	My performance is assessed against clear criteria	61%	54%
9a.	I have confidence in the ways my organisation resolves grievances	43%	36%
5h.	My manager appropriately deals with employees who perform poorly	47%	42%
3d.	In the last 12 months I received useful feedback on my work to enable me to deliver required results	66%	60%
6h.	I feel that senior managers listen to employees	44%	39%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	54%	50%
6g.	I feel that senior managers keep employees informed about what's going on	49%	45%
6e.	Senior managers promote collaboration between my organisation and other organisations we work with	51%	48%
3g.	I am satisfied with the opportunities available for career development in my organisation	54%	50%
3f.	I have received appropriate training and development to do my job well	72%	68%



## LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017



### 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

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



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



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



**Q11.** Overall, I believe the culture at my workplace has improved in the last 12 months



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



## HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



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



**Q11.** Overall, I believe the culture at my workplace has improved in the last 12 months



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



## DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



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



**Q11.** Overall, I believe the culture at my workplace has improved in the last 12 months



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



## 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.

# 36%

of employees replied favourably to:

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

## 37%

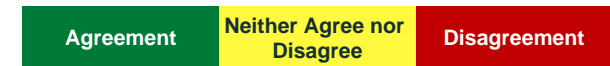
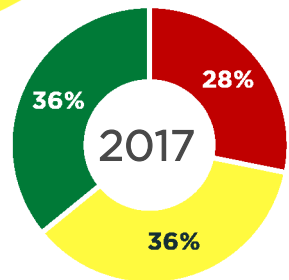
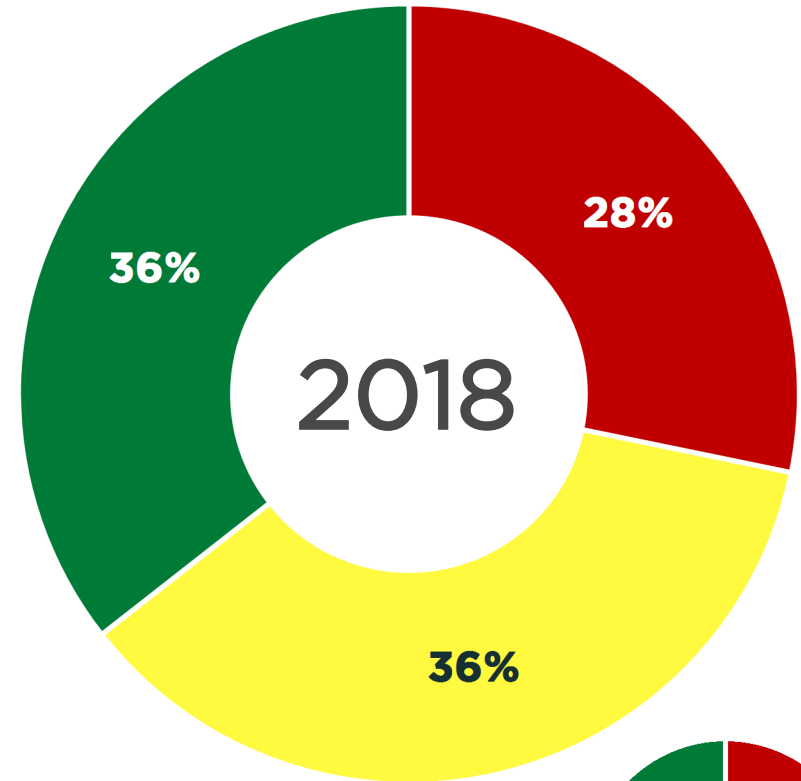
SECTOR

## 36%

CLUSTER

## 36%

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
<b>1</b>	<b>Q7f.</b> My organisation is committed to developing its employees	<b>52%</b>	50%	51%	52%
<b>2</b>	<b>Q7a.</b> My organisation focuses on improving the work we do	<b>72%</b>	70%	68%	69%
<b>3</b>	<b>Q6b.</b> I feel that senior managers effectively lead and manage change	<b>46%</b>	43%	44%	46%
<b>4</b>	<b>Q6c.</b> I feel that senior managers model the values of my organisation	<b>49%</b>	46%	47%	50%
<b>5</b>	<b>Q7g.</b> I have confidence in the way recruitment decisions are made	<b>41%</b>	41%	39%	37%
<b>6</b>	<b>Q6h.</b> I feel that senior managers listen to employees	<b>44%</b>	39%	40%	43%

# BUSINESS UNIT COMPARISON



## COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for South Eastern Sydney Local Health District

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.

	South Eastern Sydney Local Health District	Albion Centre	CE Office and District teams	District Finance and Billing Service	Garrawarra Centre	Mental Health Service	Planning, Population Health & Equity	Primary Integrated and Community Health	Prince of Wales Hospital	Royal Hospital for Women	St George Hospital & Community Health Services	Sutherland Hospital & Community Health Services	Sydney and Sydney Eye Hospital	Sydney Sexual Health Centre
NUMBER OF RESPONDENTS	3249	53	25	23	54	191	91	175	672	98	653	496	141	39
EMPLOYEE ENGAGEMENT	66%	51%	74%	68%	65%	62%	69%	75%	66%	59%	67%	61%	66%	80%
ENGAGEMENT WITH WORK	74%	67%	85%	84%	68%	68%	82%	83%	71%	64%	75%	70%	72%	79%
SENIOR MANAGERS	50%	37%	55%	60%	54%	47%	63%	62%	49%	30%	50%	39%	42%	71%
COMMUNICATION	62%	46%	67%	74%	62%	62%	75%	70%	62%	48%	63%	52%	57%	76%
HIGH PERFORMANCE	67%	55%	75%	77%	64%	65%	80%	77%	65%	53%	68%	59%	62%	84%
PUBLIC SECTOR VALUES	62%	49%	67%	70%	59%	60%	75%	73%	62%	47%	63%	53%	58%	78%
DIVERSITY & INCLUSION	67%	55%	76%	82%	66%	64%	77%	77%	65%	54%	68%	58%	64%	79%

### 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



# BUSINESS UNIT COMPARISON



## COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for South Eastern Sydney Local Health District

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.

	South Eastern Sydney Local Health District	Breastscreen	Calvary Hospital	District Nursing & Midwifery	Health ICT	iiHub including, CGU, OD&L, NIHRACS, Healthcare Improvement Analytics	Medical Executive Directorate, including, DDMS, SMO, Research Support Office	NSW Organ and Tissue Donation Service	War Memorial Hospital	Workforce Services
NUMBER OF RESPONDENTS	3249	35	75	26	99	35	18	39	77	69
EMPLOYEE ENGAGEMENT	66%	69%	76%	77%	66%	86%	60%	79%	75%	65%
ENGAGEMENT WITH WORK	74%	67%	85%	95%	75%	96%	72%	79%	83%	65%
SENIOR MANAGERS	50%	42%	52%	72%	55%	83%	61%	71%	72%	45%
COMMUNICATION	62%	60%	64%	86%	69%	91%	72%	75%	77%	59%
HIGH PERFORMANCE	67%	66%	71%	86%	61%	92%	69%	84%	83%	63%
PUBLIC SECTOR VALUES	62%	62%	66%	85%	65%	88%	66%	77%	80%	60%
DIVERSITY & INCLUSION	67%	71%	71%	90%	72%	89%	73%	83%	82%	65%

### 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



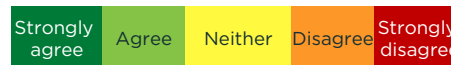
## EXPLORE THE FULL RESULTS

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	66% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7i. I would recommend my organisation as a great place to work	20	43	23	9	63%	62%	61%	61%
Q7j. I am proud to tell others I work for my organisation	25	45	22		70%	70%	69%	69%
Q7k. I feel a strong personal attachment to my organisation	23	41	24	8	64%	64%	62%	63%
Q7l. My organisation motivates me to help it achieve its objectives	17	38	28	11	56%	53%	54%	55%
Q7m. My organisation inspires me to do the best in my job	18	37	28	11	56%	54%	55%	55%

KEY





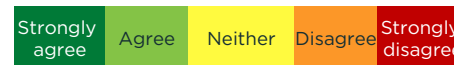
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ENGAGEMENT WITH WORK	74% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1c. My job gives me a feeling of personal accomplishment	30	48	13	78%	78%	77%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work	31	43	15	9	74%	73%	72%	72%
Q1e. I am satisfied with my job	22	47	17	10	69%	68%	70%	69%

KEY





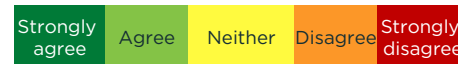
## EXPLORE THE FULL RESULTS

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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.

SENIOR MANAGERS	50% 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	14	36	28	13	9	50%	47%	46%	49%
Q6b. I feel that senior managers effectively lead and manage change	14	32	29	15	10	46%	43%	44%	46%
Q6c. I feel that senior managers model the values of my organisation	15	33	29	12	10	49%	46%	47%	50%
Q6d. Senior managers encourage innovation by employees	16	38	28	11		55%	52%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	15	37	32	10		51%	48%	48%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	17	43	26	9		60%	57%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	13	36	25	15	10	49%	45%	44%	47%
Q6h. I feel that senior managers listen to employees	13	31	29	15	12	44%	39%	40%	43%
Q7c. I feel that change is managed well in my organisation	11	32	31	18	8	43%	40%	42%	40%

KEY





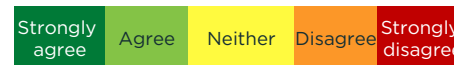
## EXPLORE THE FULL RESULTS

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COMMUNICATION	62% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q5c. My manager communicates effectively with me	30	41	14	10	71%	68%	70%	72%	
Q5d. My manager encourages and values employee input	31	41	14	8	72%	68%	70%	72%	
Q5e. My manager involves my workgroup in decisions about our work	28	39	16	10	67%	64%	65%	67%	
Q6g. I feel that senior managers keep employees informed about what's going on	13	36	25	15	10	49%	45%	44%	47%
Q6h. I feel that senior managers listen to employees	13	31	29	15	12	44%	39%	40%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	23	47	15	9		69%	67%	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				67% 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	43	49			92%	91%	92%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	34	45	12	7	79%	78%	79%	79%	
Q3f. I have received appropriate training and development to do my job well	23	49	16	8	72%	68%	70%	65%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	28	44	16	7	72%	71%	71%	74%	
Q5f. I have confidence in the decisions my manager makes	29	38	17	9	67%	64%	65%	68%	
Q6d. Senior managers encourage innovation by employees	16	38	28	11	55%	52%	47%	50%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	15	37	32	10	51%	48%	48%	52%	
Q7a. My organisation focuses on improving the work we do	20	52	18		72%	70%	68%	69%	
Q7b. My organisation is making the necessary improvements to meet our future challenges	16	43	26	10	59%	57%	56%	57%	

KEY





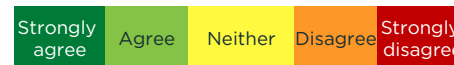
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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

	HIGH PERFORMANCE				67% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7d. There is good co-operation between teams across our organisation	12	40	27	15	52%	51%	50%	49%				
Q7h. My organisation generally selects capable people to do the job	12	47	24	11	59%	57%	54%	54%				

KEY





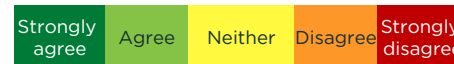
## EXPLORE THE FULL RESULTS

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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		62% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
Q2a. My workgroup strives to achieve customer/client satisfaction		40	48	8	2	2	88%	87%	87%	86%
Q2e. People in my workgroup treat each other with respect		32	42	13	8	5	74%	72%	71%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do		28	44	16	7	5	72%	71%	71%	74%
Q5b. My manager listens to what I have to say		32	43	12	8	5	75%	73%	73%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation		14	36	28	13	9	50%	47%	46%	49%
Q6c. I feel that senior managers model the values of my organisation		15	33	29	12	10	49%	46%	47%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		17	43	26	9	5	60%	57%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on		13	36	25	15	10	49%	45%	44%	47%
Q6h. I feel that senior managers listen to employees		13	31	29	15	12	44%	39%	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		62% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q7a. My organisation focuses on improving the work we do		20	52	18	72%	70%	68%	69%
Q7e. People in my organisation take responsibility for their own actions		11	40	30	13	51%	48%	49%

### KEY





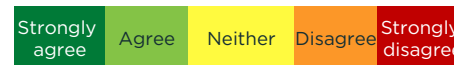
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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

DIVERSITY & INCLUSION	67% 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	22	44	16	14	65%	64%	66%	65%
Q5b. My manager listens to what I have to say	32	43	12	8	75%	73%	73%	76%
Q5d. My manager encourages and values employee input	31	41	14	8	72%	68%	70%	72%
Q6i. Senior managers in my organisation support the career advancement of women	19	37	33		56%	53%	54%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	25	51	16		76%	74%	74%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	29	49	15		78%	76%	75%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	23	47	15	9	69%	67%	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>	17	36	25	13	54%	50%	58%	59%
Q8e. My manager supports flexible working in my team	20	38	23	12	58%	-	61%	63%

### KEY

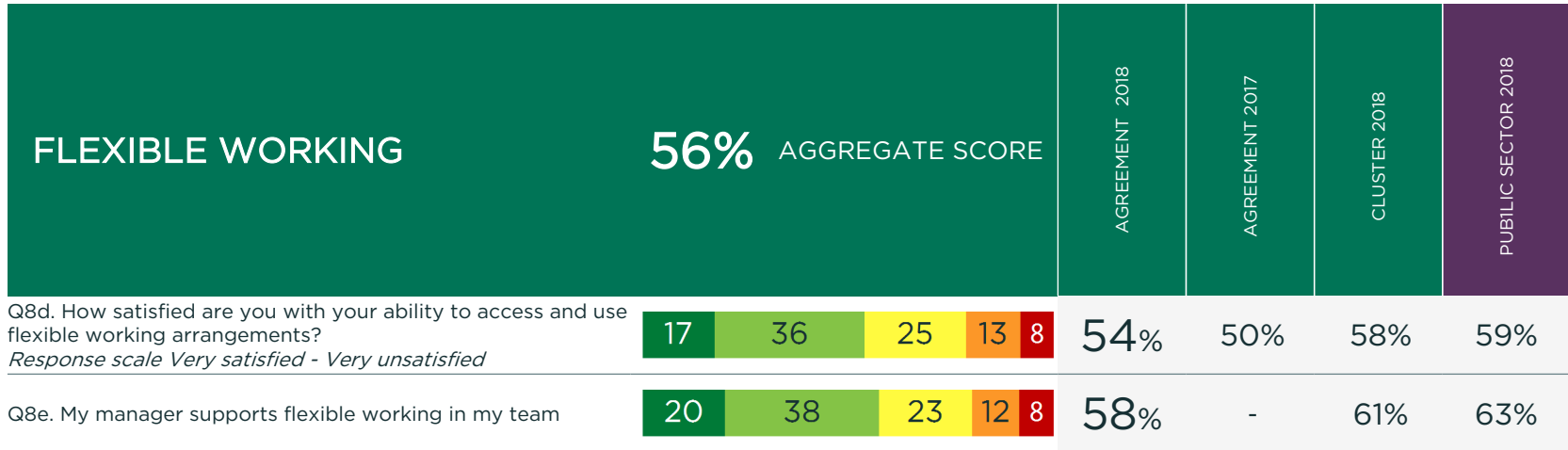




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KEY

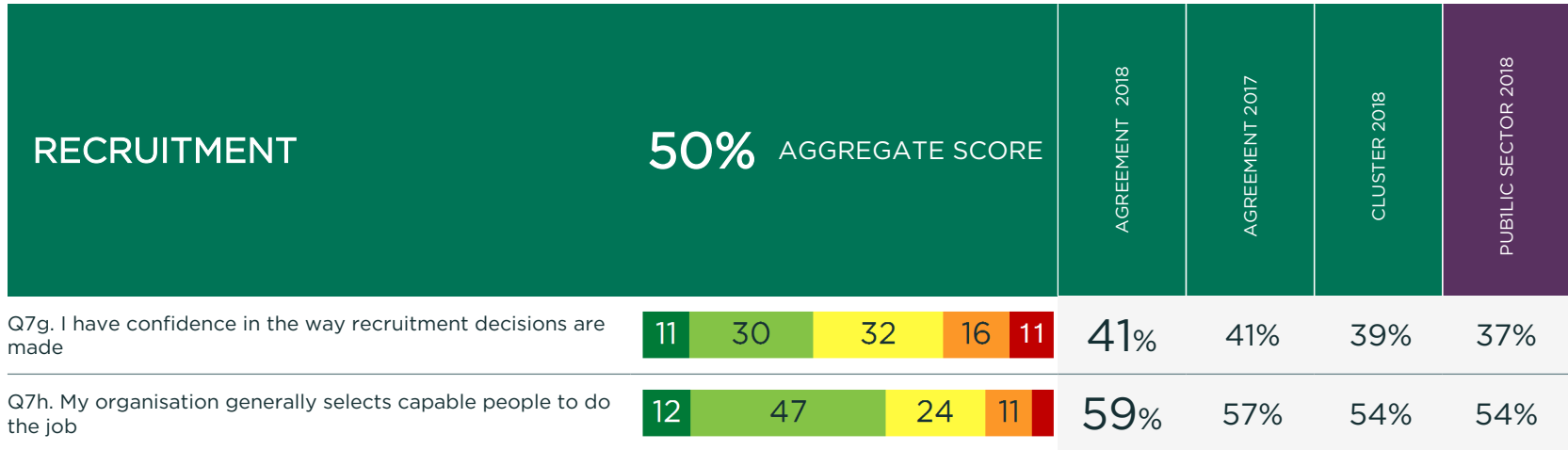




## EXPLORE THE FULL RESULTS

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.

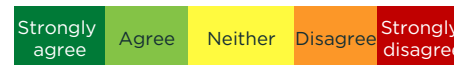
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

## 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	21 45 17 12	66%	60%	65%	65%
Q3e. My performance is assessed against clear criteria	19 42 22 13	61%	54%	60%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	18 35 22 16 9	54%	50%	53%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	29 38 16 10	68%	64%	66%	69%
Q5h. My manager appropriately deals with employees who perform poorly	18 30 30 13 10	47%	42%	46%	46%
Q7f. My organisation is committed to developing its employees	12 40 28 13	52%	50%	51%	52%

KEY





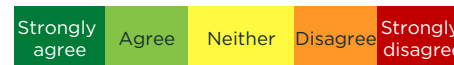
## EXPLORE THE FULL RESULTS

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.

	69% 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	22	44	16	14	65%	64%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level	14	49	19	13	63%	61%	62%	60%
Q2c. I receive help and support from other members of my workgroup	33	47	12		80%	79%	80%	81%
Q2d. There is good team spirit in my workgroup	32	38	15	10	69%	68%	68%	70%

KEY

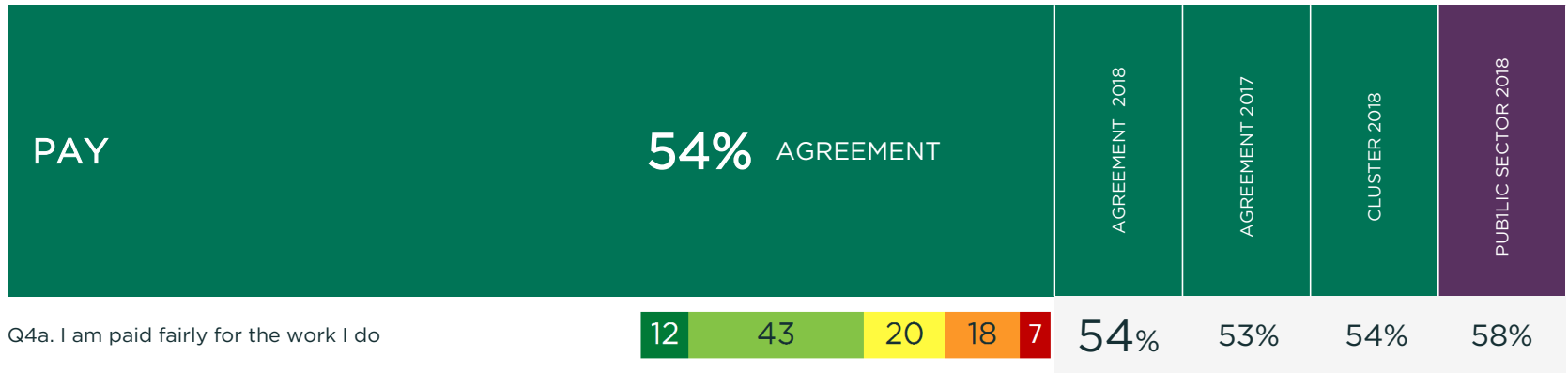




## EXPLORE THE FULL RESULTS

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

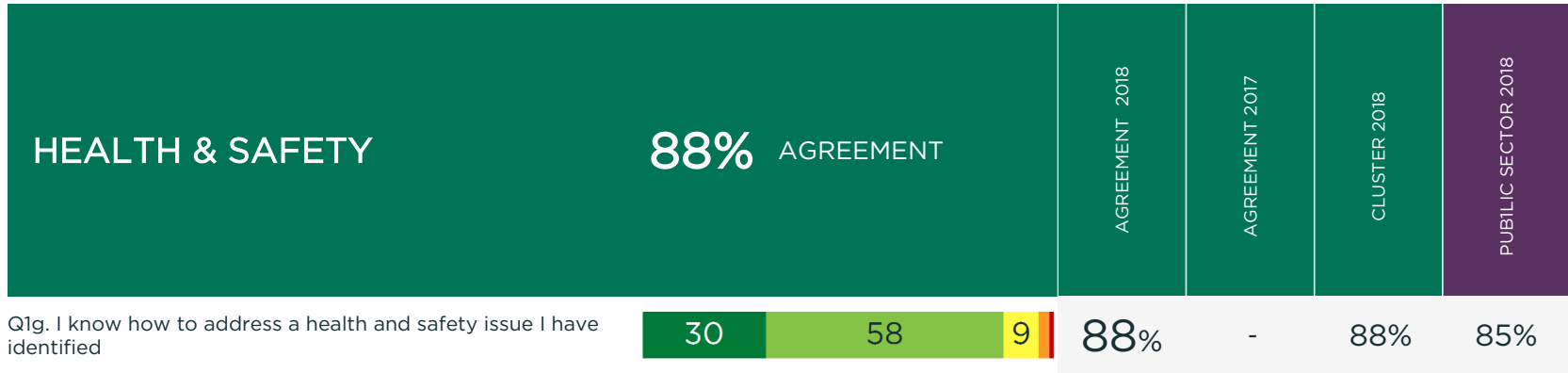




## EXPLORE THE FULL RESULTS

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



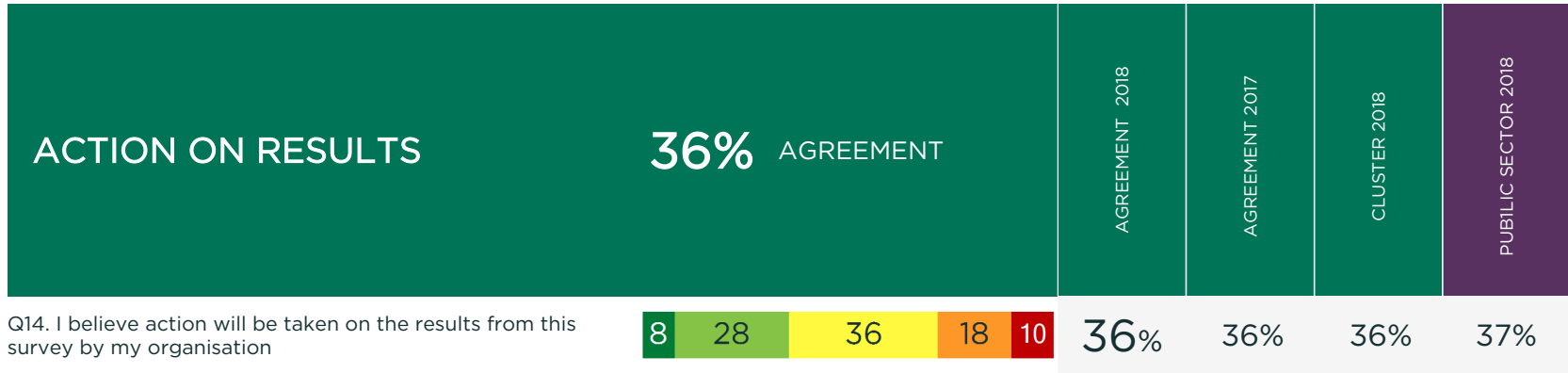




## EXPLORE THE FULL RESULTS

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.



### KEY

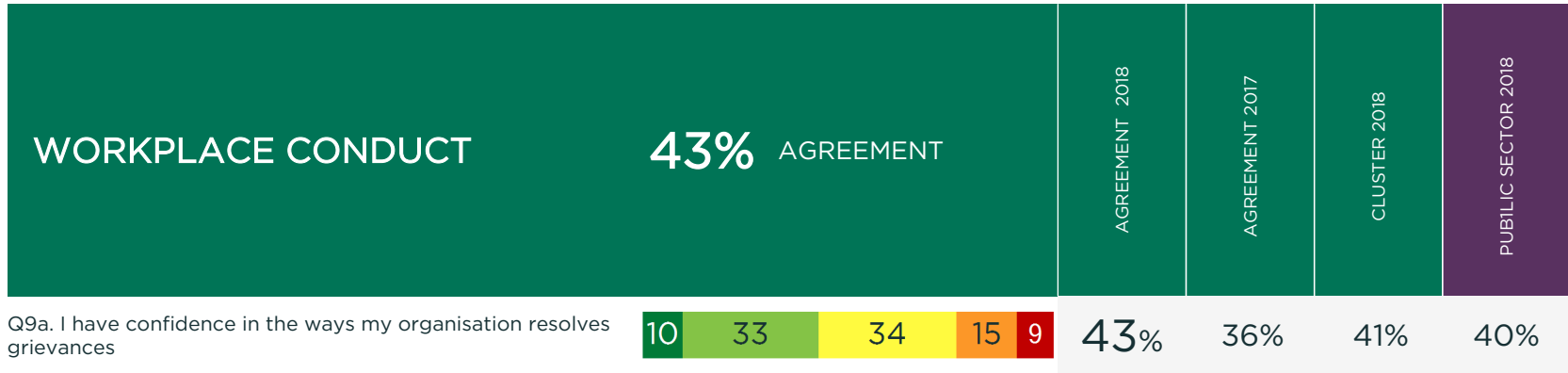




## EXPLORE THE FULL RESULTS

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
<b>Q3a.</b> I have a current performance and development plan that sets out my individual objectives					
Yes		71%	65%	69%	71%
No		29%	35%	31%	29%
<b>Q3b.</b> I have informal feedback conversations with my manager					
Yes		75%	73%	74%	76%
No		25%	27%	26%	24%
<b>Q3c.</b> I have scheduled feedback conversations with my manager					
Yes		59%	54%	57%	58%
No		41%	46%	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		41%	43%	40%	41%
No		59%	57%	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		34%	31%	34%	32%
Lack of visible opportunities		30%	32%	29%	30%
Lack of promotion opportunities		28%	29%	27%	29%
Personal/family considerations		28%	30%	29%	30%
Geographic location considerations		21%	22%	23%	26%
The application/recruitment process is too cumbersome or time consuming		17%	14%	18%	23%
Lack of support from my manager/supervisor		15%	15%	15%	14%
Lack of support for temporary assignments/secondments		14%	15%	14%	15%
Insufficient training and development		13%	12%	15%	16%
Lack of required capabilities or experience		10%	10%	10%	11%
Other		9%	9%	9%	9%

% are calculated with the number of unique respondents (N = 3,101 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		25%	27%	28%	24%
No		57%	60%	54%	58%
Don't know		18%	12%	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		70%	63%	69%	66%
No		28%	35%	29%	32%
Don't know		2%	2%	2%	2%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### UNACCEPTABLE CONDUCT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q11a. In the last 12 months I have witnessed bullying at work</b>					
Yes		35%	38%	39%	33%
No		57%	54%	52%	57%
Don't know		8%	8%	9%	10%
<b>Q11b. In the last 12 months I have been subjected to bullying at work</b>					
Yes		18%	19%	21%	18%
No		76%	75%	73%	76%
Don't know		6%	6%	6%	6%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

## UNACCEPTABLE CONDUCT

**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		29%	28%	32%	27%
Your Immediate Manager/Supervisor		23%	22%	23%	23%
A senior manager		19%	23%	18%	21%
Prefer not to say		15%	10%	13%	14%
A subordinate		5%	8%	6%	7%
Other		5%	6%	6%	4%
A client or customer		2%	2%	2%	2%
A member of the public other than a client or customer		1%	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	4%	-	5%	3%
No	94%	-	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	32%	-	28%	39%
A member of the public	42%	-	52%	37%
Other	21%	-	15%	19%
Prefer not to say	5%	-	5%	6%



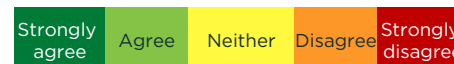
## EXPLORE THE FULL RESULTS

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		64%	62%	62%
Q2. I believe I am valued for what I can offer at my workplace		72%	71%	70%
Q3. In my workplace, we recognise our successes and innovations		69%	66%	66%
Q4. Staff are treated respectfully regardless of their job		72%	70%	69%
Q5. The senior managers at my workplace lead by example in creating a positive workplace		54%	52%	53%

KEY





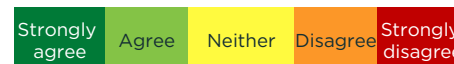
## EXPLORE THE FULL RESULTS

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		55%	52%	52%
Q7. I have a say in decisions which affect my work		58%	56%	55%
Q8. Where I work, we share the lessons learnt when mistakes are made		70%	69%	68%
Q9. My team's objectives/work plans are clearly outlined		66%	64%	66%
Q10. Our objectives/work plans help us to deliver a quality service		68%	65%	68%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months		44%	40%	44%

KEY



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		21%
Female		78%
Other		1%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>AGE</b>		
15 - 19		0%
20 - 24		3%
25 -29		9%
30 - 34		13%
35 - 39		12%
40 - 44		13%
45 - 49		14%
50 - 54		14%
55 - 59		13%
60 - 64		7%
65+		3%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

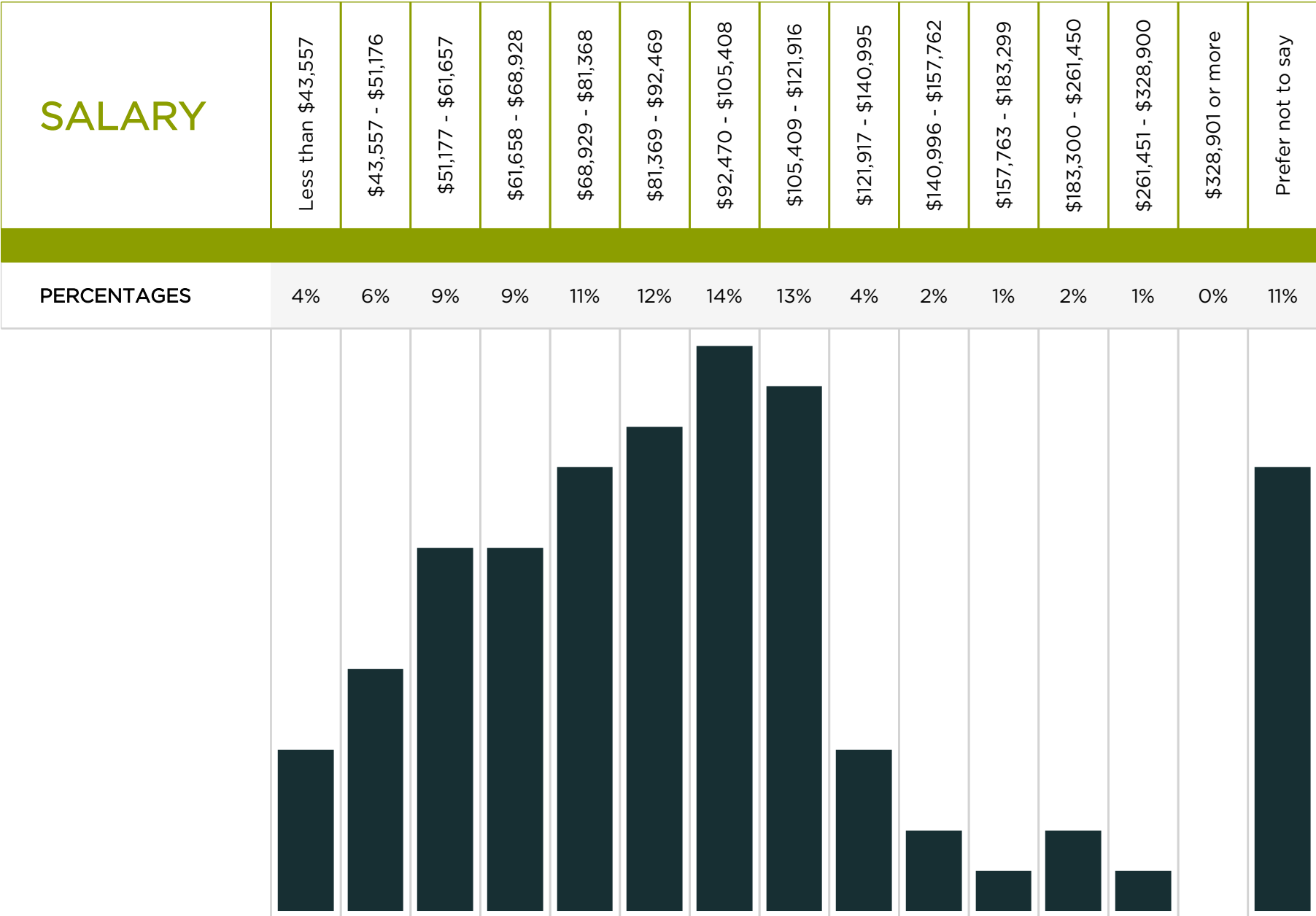
	PERCENTAGE
<b>TYPE OF WORK</b>	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	62%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	5%
Administrative support (e.g. executive/personal assistant, receptionist)	11%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	7%
Policy	0%
Research	1%
Program and project management support	3%
Legal (including developing and/or reviewing legislation)	0%
Other	10%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

### SALARY



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>TENURE IN ORGANISATION</b>		
Less than 1 year		11%
1 - 2 years		11%
2 - 5 years		19%
5 - 10 years		21%
10 - 20 years		24%
More than 20 years		15%



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

	PERCENTAGE
<b>FLEXIBLE WORKING</b>	
None of the above	43%
Flexible start and finish times	23%
Part-time work	21%
Study leave	11%
Working additional hours to make up for time off	10%
Working from different locations	7%
Flexible scheduling for rostered workers	6%

% are calculated with the number of unique respondents (N = 2,912 to this question)

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

	PERCENTAGE
<b>FLEXIBLE WORKING</b>	
Leave without pay	5%
Working more hours over fewer days	4%
Job sharing	3%
Other	3%
Working from home	2%
Purchasing annual leave	0%

% are calculated with the number of unique respondents (N = 2,912 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.

	South Eastern Sydney Local Health District	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	3249	1850	154	340	202	7	23	103	1	292
EMPLOYEE ENGAGEMENT	66%	66%	65%	66%	67%	(r)	(r)	73%	(r)	64%
ENGAGEMENT WITH WORK	74%	75%	72%	71%	76%	(r)	(r)	80%	(r)	71%
SENIOR MANAGERS	50%	48%	59%	48%	56%	(r)	(r)	62%	(r)	49%
COMMUNICATION	62%	61%	64%	60%	68%	(r)	(r)	74%	(r)	60%
HIGH PERFORMANCE	67%	67%	65%	64%	69%	(r)	(r)	77%	(r)	64%
PUBLIC SECTOR VALUES	62%	62%	66%	60%	66%	(r)	(r)	73%	(r)	59%
DIVERSITY & INCLUSION	67%	66%	67%	68%	74%	(r)	(r)	78%	(r)	65%

### 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.

	South Eastern Sydney Local Health District	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	3249	132	183	280	258	324	367	403	378	133	46	34	55	33
EMPLOYEE ENGAGEMENT	66%	68%	68%	66%	66%	65%	64%	67%	69%	69%	80%	83%	75%	81%
ENGAGEMENT WITH WORK	74%	75%	74%	72%	70%	73%	73%	77%	78%	76%	89%	91%	81%	85%
SENIOR MANAGERS	50%	51%	54%	44%	51%	48%	46%	51%	57%	59%	66%	77%	52%	72%
COMMUNICATION	62%	65%	64%	56%	61%	61%	59%	62%	69%	71%	77%	81%	71%	77%
HIGH PERFORMANCE	67%	70%	67%	62%	65%	66%	65%	68%	73%	71%	78%	85%	71%	82%
PUBLIC SECTOR VALUES	62%	64%	64%	57%	62%	61%	60%	64%	69%	68%	76%	82%	65%	81%
DIVERSITY & INCLUSION	67%	73%	70%	65%	64%	67%	63%	68%	72%	72%	81%	84%	76%	80%

### 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.

	South Eastern Sydney Local Health District	\$328,901 or more	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	<b>3249</b>	<b>14</b>	<b>323</b>
<b>EMPLOYEE ENGAGEMENT</b>	66%	(r)	59%
ENGAGEMENT WITH WORK	74%	(r)	66%
SENIOR MANAGERS	50%	(r)	36%
COMMUNICATION	62%	(r)	53%
HIGH PERFORMANCE	67%	(r)	56%
PUBLIC SECTOR VALUES	62%	(r)	52%
DIVERSITY & INCLUSION	67%	(r)	58%

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

# RESULT BY TENURE IN ORGANISATION



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement 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.

	South Eastern Sydney Local Health District	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
<b>NUMBER OF RESPONDENTS</b>	3249	308	318	552	604	709	437
<b>EMPLOYEE ENGAGEMENT</b>	66%	75%	71%	65%	62%	64%	70%
ENGAGEMENT WITH WORK	74%	84%	78%	70%	69%	72%	79%
SENIOR MANAGERS	50%	65%	59%	50%	42%	44%	52%
COMMUNICATION	62%	75%	70%	63%	55%	57%	65%
HIGH PERFORMANCE	67%	77%	73%	67%	61%	63%	68%
PUBLIC SECTOR VALUES	62%	74%	70%	62%	56%	58%	64%
DIVERSITY & INCLUSION	67%	79%	75%	68%	60%	63%	70%

### 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.

	South Eastern Sydney Local Health District	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	3249	666	130	297	175	597	82	204	68	10	137	309	74	1260
EMPLOYEE ENGAGEMENT	66%	72%	65%	71%	73%	67%	74%	72%	73%	(r)	69%	72%	65%	64%
ENGAGEMENT WITH WORK	74%	85%	74%	81%	81%	74%	80%	84%	91%	(r)	76%	82%	71%	70%
SENIOR MANAGERS	50%	60%	39%	56%	53%	47%	59%	59%	61%	(r)	51%	55%	52%	48%
COMMUNICATION	62%	73%	59%	71%	67%	62%	73%	74%	76%	(r)	69%	68%	64%	58%
HIGH PERFORMANCE	67%	75%	63%	72%	72%	67%	77%	75%	73%	(r)	69%	73%	67%	64%
PUBLIC SECTOR VALUES	62%	71%	55%	69%	66%	62%	71%	72%	72%	(r)	65%	68%	64%	60%
DIVERSITY & INCLUSION	67%	80%	70%	79%	75%	70%	78%	80%	83%	(r)	75%	73%	67%	62%

\*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.

	South Eastern Sydney Local Health District	Sydney East	Sydney - Eastern Suburbs	Sydney - Inner South West	Sydney - Sutherland	Sydney - City and Inner South	Illawarra	Sydney West	Sydney - Baulkham Hills and Hawkesbury	Southern Highlands and Shoalhaven	Hunter Valley exc Newcastle	Sydney - South West	Newcastle and Lake Macquarie
NUMBER OF RESPONDENTS	3249	2704	896	788	666	349	28	21	16	6	3	3	2
EMPLOYEE ENGAGEMENT	66%	67%	65%	69%	66%	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	74%	75%	72%	77%	75%	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	50%	50%	50%	52%	48%	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	63%	63%	64%	60%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	67%	65%	69%	66%	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	62%	63%	63%	64%	61%	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	68%	66%	70%	67%	71%	(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.

	South Eastern Sydney Local Health District	Capital Region	Mid North Coast	Sydney - Inner West	Sydney - Parramatta	Sydney - Ryde	Central West	OUTSIDE NSW	Riverina	Sydney - North Sydney and Hornsby	Coffs Harbour - Grafton	Far West and Orana	Murray	Richmond - Tweed
NUMBER OF RESPONDENTS	3249	2	2	2	2	2	1	1	1	1	0	0	0	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	50%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	(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.

	South Eastern Sydney Local Health District	Central Coast	New England and North West	Sydney - Blacktown	Sydney - Northern Beaches	Sydney - Outer South West	Sydney - Outer West and Blue Mountains
<b>NUMBER OF RESPONDENTS</b>	<b>3249</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>EMPLOYEE ENGAGEMENT</b>	66%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	50%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	62%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	(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.

	South Eastern Sydney Local Health District	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	3249	8	83	269	376	339	367	398	400	365	207	97
EMPLOYEE ENGAGEMENT	66%	(r)	76%	69%	67%	64%	65%	66%	67%	67%	67%	71%
ENGAGEMENT WITH WORK	74%	(r)	81%	76%	73%	71%	73%	73%	76%	75%	76%	86%
SENIOR MANAGERS	50%	(r)	59%	55%	51%	49%	50%	52%	51%	45%	47%	56%
COMMUNICATION	62%	(r)	69%	67%	64%	64%	64%	61%	60%	59%	60%	65%
HIGH PERFORMANCE	67%	(r)	76%	71%	68%	67%	66%	66%	66%	65%	64%	68%
PUBLIC SECTOR VALUES	62%	(r)	71%	67%	64%	62%	63%	62%	62%	60%	61%	67%
DIVERSITY & INCLUSION	67%	(r)	78%	72%	68%	68%	68%	66%	64%	66%	65%	74%

### KEY

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# 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.

	South Eastern Sydney Local Health District	Male	Female	Other
<b>NUMBER OF RESPONDENTS</b>	<b>3249</b>	<b>618</b>	<b>2277</b>	<b>42</b>
<b>EMPLOYEE ENGAGEMENT</b>	66%	68%	66%	52%
ENGAGEMENT WITH WORK	74%	76%	74%	55%
SENIOR MANAGERS	50%	55%	50%	25%
COMMUNICATION	62%	66%	62%	38%
HIGH PERFORMANCE	67%	68%	67%	42%
PUBLIC SECTOR VALUES	62%	65%	63%	39%
DIVERSITY & INCLUSION	67%	70%	67%	44%

**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

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# CURRENT ROLE



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement 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.

	South Eastern Sydney Local Health District	Junior Medical Officer	Career Medical Officer, Hospitalist	Staff Specialist	Visiting Medical Officer	Clinical Academic	Assistant in Nursing	Enrolled Nurse	Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant,	Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	Nurse/Midwifery Manager	Support Officers	Information Management (eg. Librarian, Medical Records and Data Manager)	Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)
NUMBER OF RESPONDENTS	3249	38	9	140	6	4	20	32	649	63	156	62	55	14
EMPLOYEE ENGAGEMENT	66%	60%	(r)	72%	(r)	(r)	(r)	71%	65%	68%	72%	67%	64%	(r)
ENGAGEMENT WITH WORK	74%	71%	(r)	77%	(r)	(r)	(r)	72%	73%	76%	83%	70%	73%	(r)
SENIOR MANAGERS	50%	40%	(r)	55%	(r)	(r)	(r)	43%	43%	51%	64%	53%	47%	(r)
COMMUNICATION	62%	56%	(r)	68%	(r)	(r)	(r)	59%	58%	66%	73%	61%	61%	(r)
HIGH PERFORMANCE	67%	65%	(r)	70%	(r)	(r)	(r)	66%	64%	71%	78%	66%	60%	(r)
PUBLIC SECTOR VALUES	62%	58%	(r)	67%	(r)	(r)	(r)	57%	58%	65%	74%	64%	61%	(r)
DIVERSITY & INCLUSION	67%	53%	(r)	72%	(r)	(r)	(r)	65%	64%	71%	74%	67%	63%	(r)

### KEY

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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.

	South Eastern Sydney Local Health District	Administrative and Executive Assistant	Corporate Services	Senior Manager/Executive	Allied Health Professional	Allied Health Assistant	Health Education, Health Promotion and Health Protection	Counsellor, Welfare Support	Interpreters and Liaison Officer	Aboriginal Health Workers and Aboriginal Education Officers	Technician/Technologist	Hospital Scientist/Biomedical Engineers	Researchers	Data Analyst
NUMBER OF RESPONDENTS	3249	277	93	56	508	33	38	11	1	4	27	16	12	13
EMPLOYEE ENGAGEMENT	66%	65%	70%	82%	68%	73%	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	74%	74%	80%	93%	78%	73%	86%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	50%	47%	65%	82%	52%	63%	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	61%	74%	88%	64%	65%	80%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	63%	74%	87%	70%	69%	86%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	62%	59%	71%	86%	66%	68%	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	67%	68%	79%	90%	69%	69%	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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# 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.

	South Eastern Sydney Local Health District	Technical Officers/Technical Assistant	Dental Officer, Therapists and Hygienist	Dental Specialist	Dental Assistant	Trainee Dental Assistant	Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOC, OCO, SOCO, SO,	Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre	Project Director	Project Manager	Project Officer	Cleaning, Linen and Food	Motor Vehicle, Patient Transport	Security Services, Fire Safety
NUMBER OF RESPONDENTS	3249	17	13	0	11	0	1	0	1	36	26	33	4	21
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	75%	(r)	67%	(r)	(r)
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	84%	(r)	76%	(r)	(r)
SENIOR MANAGERS	50%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	59%	(r)	62%	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	79%	(r)	66%	(r)	(r)
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	77%	(r)	67%	(r)	(r)
PUBLIC SECTOR VALUES	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	74%	(r)	66%	(r)	(r)
DIVERSITY & INCLUSION	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	82%	(r)	69%	(r)	(r)

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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# 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.

	South Eastern Sydney Local Health District	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	<b>3249</b>	<b>11</b>	<b>2</b>	<b>14</b>	<b>3</b>	<b>5</b>	<b>20</b>	<b>170</b>	<b>260</b>
<b>EMPLOYEE ENGAGEMENT</b>	66%	(r)	(r)	(r)	(r)	(r)	(r)	66%	53%
ENGAGEMENT WITH WORK	74%	(r)	(r)	(r)	(r)	(r)	(r)	74%	53%
SENIOR MANAGERS	50%	(r)	(r)	(r)	(r)	(r)	(r)	52%	31%
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	63%	43%
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)	(r)	68%	49%
PUBLIC SECTOR VALUES	62%	(r)	(r)	(r)	(r)	(r)	(r)	64%	45%
DIVERSITY & INCLUSION	67%	(r)	(r)	(r)	(r)	(r)	(r)	70%	48%

### KEY

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# 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

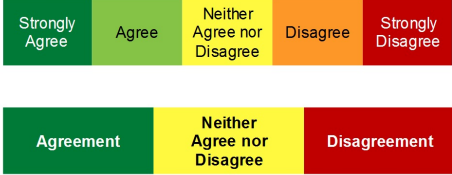
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.