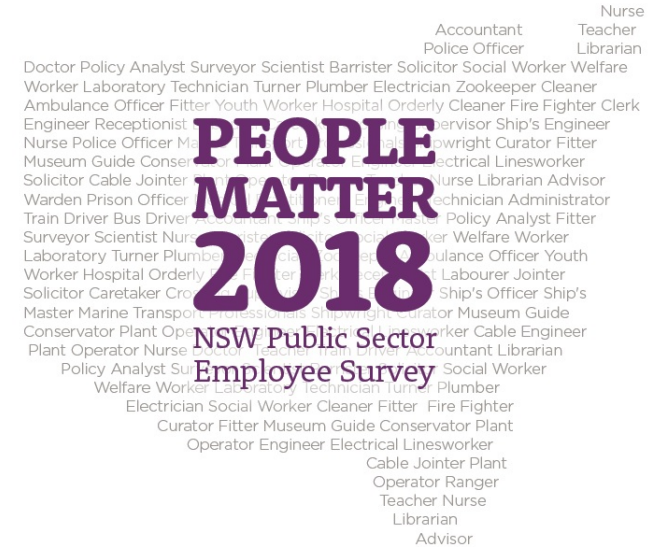

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Health

South Western Sydney Local Health District

RESPONSE RATE

40%

5,265 OF 13,002 RESPONDENTS

EMPLOYEE ENGAGEMENT

66%

DIFFERENCE FROM 2017 +2
DIFFERENCE FROM CLUSTER +1
DIFFERENCE FROM PUBLIC SECTOR 0

ENGAGEMENT WITH WORK

75%

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

SENIOR MANAGERS

52%

DIFFERENCE FROM 2017 +4
DIFFERENCE FROM CLUSTER +6
DIFFERENCE FROM PUBLIC SECTOR +3

COMMUNICATION

63%

DIFFERENCE FROM 2017 +4
DIFFERENCE FROM CLUSTER +4
DIFFERENCE FROM PUBLIC SECTOR +1

HIGH PERFORMANCE

67%

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

PUBLIC SECTOR VALUES

63%

DIFFERENCE FROM 2017 +4
DIFFERENCE FROM CLUSTER +4
DIFFERENCE FROM PUBLIC SECTOR +1

DIVERSITY & INCLUSION

68%

DIFFERENCE FROM CLUSTER +1
DIFFERENCE FROM PUBLIC SECTOR 0

FLEXIBLE WORKING SATISFACTION

56%

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

ACTION ON RESULTS

40%

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



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	94%	93%
1g.	I know how to address a health and safety issue I have identified	88%	-
2a.	My workgroup strives to achieve customer/client satisfaction	86%	85%
2c.	I receive help and support from other members of my workgroup	80%	78%
2b.	My workgroup works collaboratively to achieve its objectives	80%	78%
1c.	My job gives me a feeling of personal accomplishment	79%	76%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	76%	73%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	76%	74%
3f.	I have received appropriate training and development to do my job well	75%	71%
1d.	I feel motivated to contribute more than what is normally required at work	75%	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	40%	37%
7g.	I have confidence in the way recruitment decisions are made	45%	42%
6h.	I feel that senior managers listen to employees	46%	41%
9a.	I have confidence in the ways my organisation resolves grievances	46%	40%
7c.	I feel that change is managed well in my organisation	48%	45%
6b.	I feel that senior managers effectively lead and manage change	50%	46%
4a.	I am paid fairly for the work I do	50%	52%
6g.	I feel that senior managers keep employees informed about what's going on	50%	45%
6c.	I feel that senior managers model the values of my organisation	52%	48%
6a.	I believe senior managers provide clear direction for the future of the organisation	52%	48%



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

3d.	In the last 12 months I received useful feedback on my work to enable me to deliver required results	72%	65%
3e.	My performance is assessed against clear criteria	69%	63%
6g.	I feel that senior managers keep employees informed about what's going on	50%	45%
5g.	My manager provides acknowledgement or other recognition for the work I do	70%	65%
1b.	I am provided with the support I need to do my best at work	70%	64%
9a.	I have confidence in the ways my organisation resolves grievances	46%	40%
5h.	My manager appropriately deals with employees who perform poorly	53%	48%
7m.	My organisation inspires me to do the best in my job	58%	53%
7f.	My organisation is committed to developing its employees	57%	52%
3g.	I am satisfied with the opportunities available for career development in my organisation	60%	55%



LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

4a.	I am paid fairly for the work I do	50%	52%
-----	------------------------------------	-----	-----



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



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



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



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



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



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



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



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



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



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



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



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



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



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.

40%

of employees replied favourably to:

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

37%

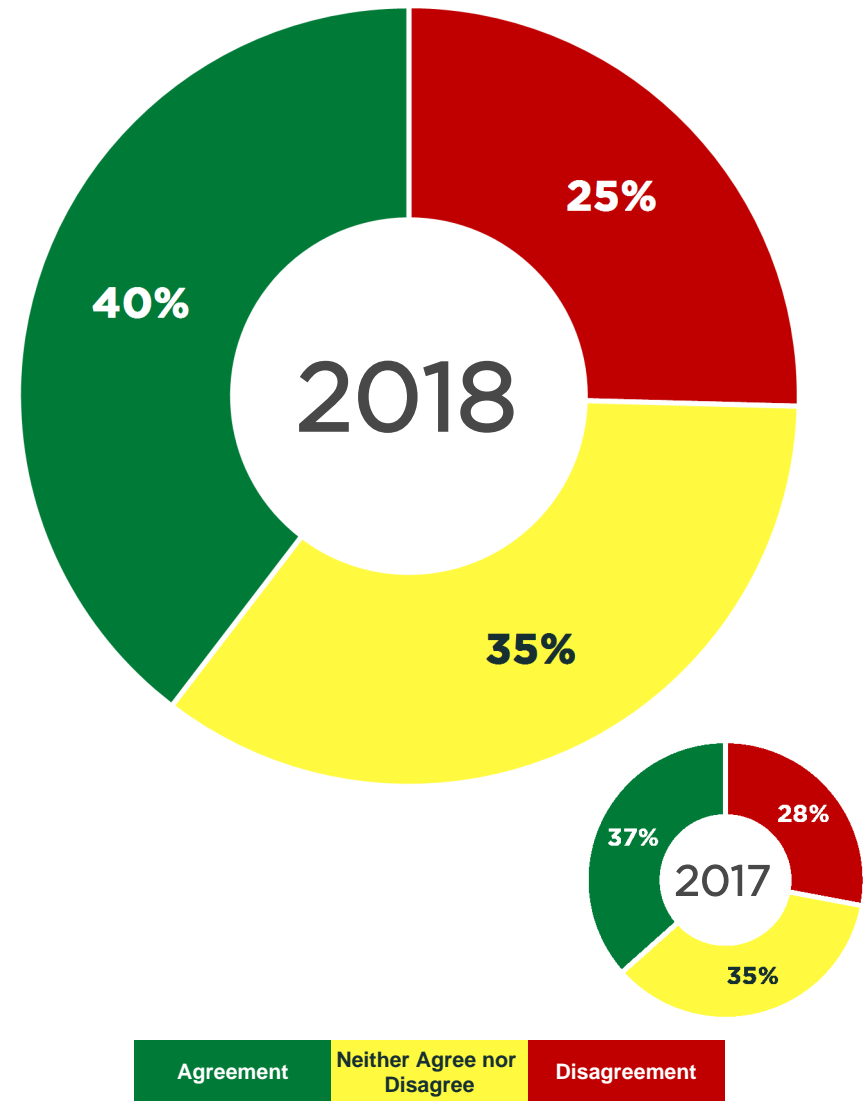
SECTOR

36%

CLUSTER

37%

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	Q7f. My organisation is committed to developing its employees	57%	52%	51%	52%
2	Q7a. My organisation focuses on improving the work we do	71%	68%	68%	69%
3	Q7c. I feel that change is managed well in my organisation	48%	45%	42%	40%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	61%	56%	56%	57%
5	Q6h. I feel that senior managers listen to employees	46%	41%	40%	43%
6	Q6b. I feel that senior managers effectively lead and manage change	50%	46%	44%	46%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for South Western 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 Western Sydney Local Health District	Bankstown	Bowral	Campbelltown & Camden	Community Health	District Services	Drug Health	Fairfield	Liverpool	Mental Health	Oral Health	Population Health
NUMBER OF RESPONDENTS	5265	753	221	1054	322	227	108	378	1544	365	92	134
EMPLOYEE ENGAGEMENT	66%	63%	67%	68%	68%	65%	75%	63%	67%	56%	65%	73%
ENGAGEMENT WITH WORK	75%	73%	78%	77%	76%	75%	88%	75%	75%	68%	66%	83%
SENIOR MANAGERS	52%	51%	52%	55%	47%	54%	72%	48%	53%	38%	53%	59%
COMMUNICATION	63%	62%	62%	67%	65%	63%	76%	61%	62%	55%	60%	70%
HIGH PERFORMANCE	67%	66%	67%	70%	70%	67%	82%	65%	67%	58%	67%	75%
PUBLIC SECTOR VALUES	63%	62%	62%	66%	64%	65%	77%	60%	63%	52%	63%	72%
DIVERSITY & INCLUSION	68%	67%	68%	71%	67%	67%	82%	65%	68%	58%	61%	78%

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	17	45	26	7	62%	59%	61%	61%
Q7j. I am proud to tell others I work for my organisation	21	47	22		68%	65%	69%	69%
Q7k. I feel a strong personal attachment to my organisation	21	43	24	7	64%	61%	62%	63%
Q7l. My organisation motivates me to help it achieve its objectives	16	42	27	9	58%	54%	54%	55%
Q7m. My organisation inspires me to do the best in my job	17	41	27	9	58%	53%	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	75% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1c. My job gives me a feeling of personal accomplishment	29	49	13	79%	76%	77%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work	31	45	15	7	75%	72%	72%	
Q1e. I am satisfied with my job	23	49	17	8	72%	68%	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	52% 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	38	29	12	7	52%	48%	46%	49%
Q6b. I feel that senior managers effectively lead and manage change	13	36	29	13	8	50%	46%	44%	46%
Q6c. I feel that senior managers model the values of my organisation	14	37	29	11	8	52%	48%	47%	50%
Q6d. Senior managers encourage innovation by employees	13	40	29	11		54%	50%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	13	40	31	9		54%	50%	48%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	16	46	25	8		61%	57%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	13	37	27	14	9	50%	45%	44%	47%
Q6h. I feel that senior managers listen to employees	12	34	30	14	11	46%	41%	40%	43%
Q7c. I feel that change is managed well in my organisation	11	37	30	15	7	48%	45%	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	63% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q5c. My manager communicates effectively with me	29	44	15	8	73%	68%	70%	72%	
Q5d. My manager encourages and values employee input	29	43	15	8	72%	68%	70%	72%	
Q5e. My manager involves my workgroup in decisions about our work	26	42	18	9	68%	64%	65%	67%	
Q6g. I feel that senior managers keep employees informed about what's going on	13	37	27	14	9	50%	45%	44%	47%
Q6h. I feel that senior managers listen to employees	12	34	30	14	11	46%	41%	40%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	20	48	18	8	68%	66%	66%	67%	

KEY





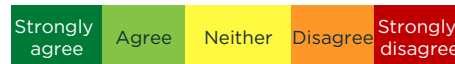
EXPLORE THE FULL RESULTS

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	45	49		94%	93%	92%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	31	50	12	80%	78%	79%	79%	
Q3f. I have received appropriate training and development to do my job well	23	52	15	75%	71%	70%	65%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	48	15	75%	71%	71%	74%	
Q5f. I have confidence in the decisions my manager makes	27	41	19	7	68%	64%	65%	68%
Q6d. Senior managers encourage innovation by employees	13	40	29	11	54%	50%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	13	40	31	9	54%	50%	48%	52%
Q7a. My organisation focuses on improving the work we do	18	53	19		71%	68%	68%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	15	46	24	10	61%	56%	56%	57%

KEY

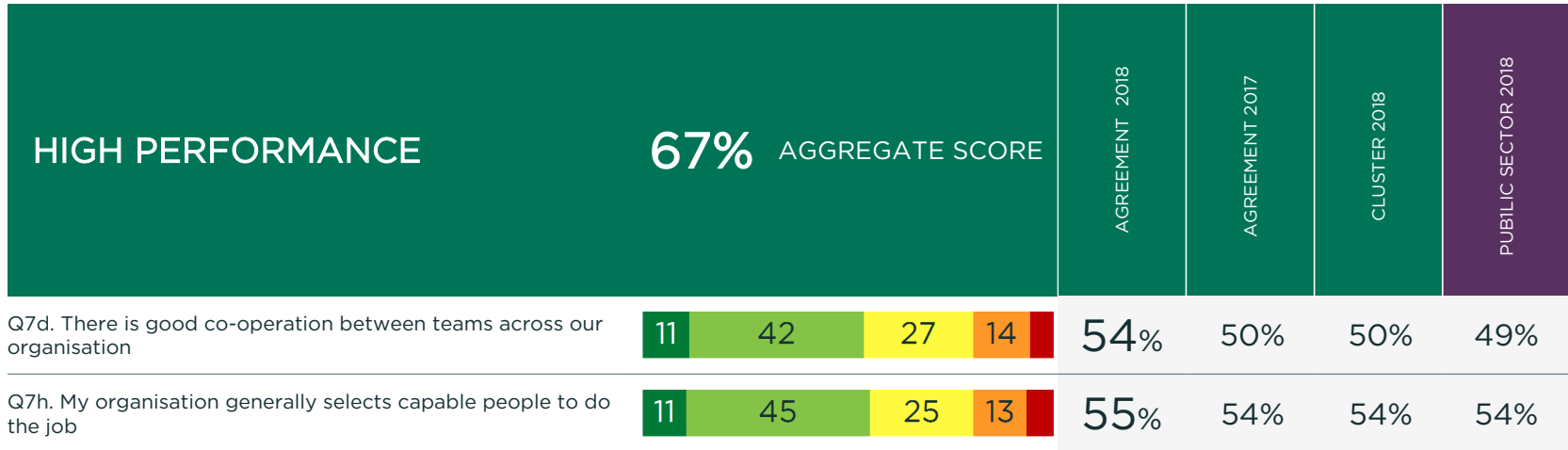




EXPLORE THE FULL RESULTS

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.



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	63% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
Q2a. My workgroup strives to achieve customer/client satisfaction	35	51	9	86%	85%	87%	86%		
Q2e. People in my workgroup treat each other with respect	29	45	16	7	73%	70%	71%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	48	15	75%	71%	71%	74%		
Q5b. My manager listens to what I have to say	30	45	14	75%	71%	73%	76%		
Q6a. I believe senior managers provide clear direction for the future of the organisation	14	38	29	12	7	52%	48%	46%	49%
Q6c. I feel that senior managers model the values of my organisation	14	37	29	11	8	52%	48%	47%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	16	46	25	8	61%	57%	57%	62%	
Q6g. I feel that senior managers keep employees informed about what's going on	13	37	27	14	9	50%	45%	44%	47%
Q6h. I feel that senior managers listen to employees	12	34	30	14	11	46%	41%	40%	43%

KEY

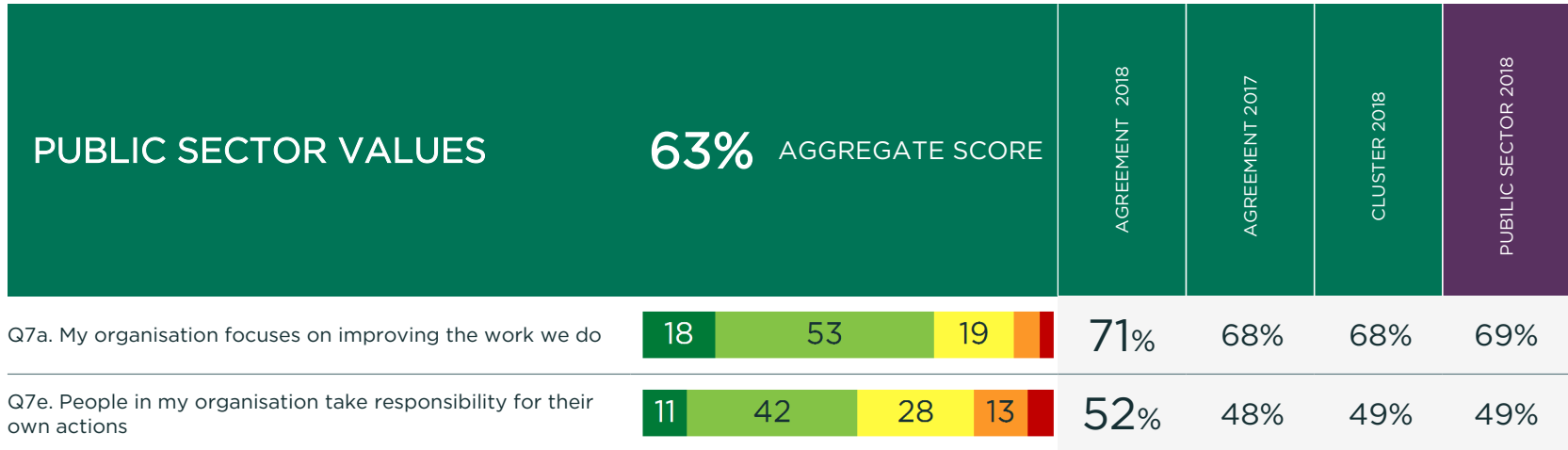




EXPLORE THE FULL RESULTS

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.



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	68% 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	23	47	15	12	70%	64%	66%	65%	
Q5b. My manager listens to what I have to say	30	45	14		75%	71%	73%	76%	
Q5d. My manager encourages and values employee input	29	43	15	8	72%	68%	70%	72%	
Q6i. Senior managers in my organisation support the career advancement of women	17	39	32		56%	52%	54%	60%	
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	24	52	16		76%	73%	74%	76%	
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	26	50	15		76%	74%	75%	75%	
Q8c. I am able to speak up and share a different view to my colleagues and manager	20	48	18	8	68%	66%	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	39	23	13	9	56%	52%	58%	59%
Q8e. My manager supports flexible working in my team	20	39	22	11	8	59%	-	61%	63%

KEY

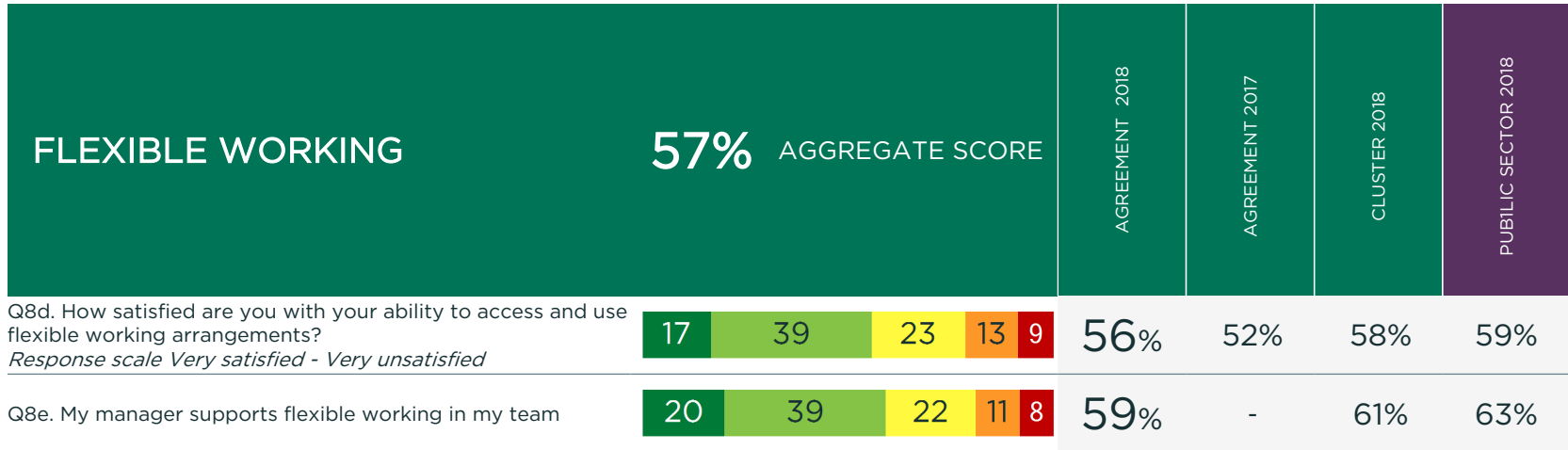




EXPLORE THE FULL RESULTS

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

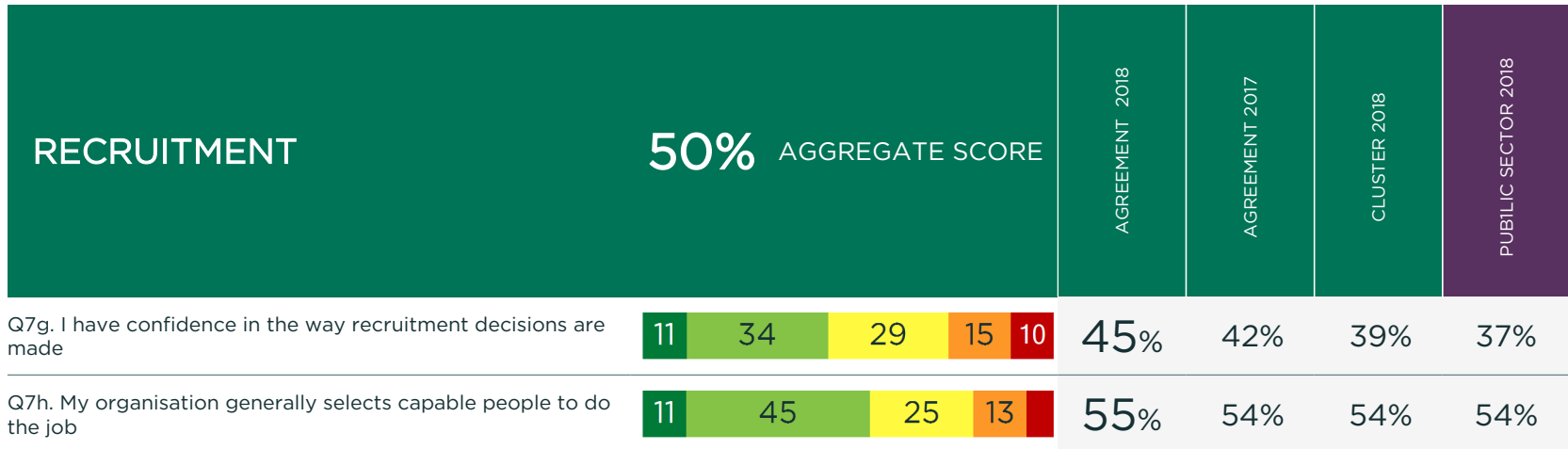




EXPLORE THE FULL RESULTS

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KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

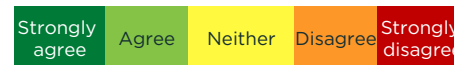
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PERFORMANCE FRAMEWORK & DEVELOPMENT

63% 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	23 49 16 8	72%	65%	65%	65%
Q3e. My performance is assessed against clear criteria	20 49 20 9	69%	63%	60%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	18 42 20 12 7	60%	55%	53%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	28 42 16 8	70%	65%	66%	69%
Q5h. My manager appropriately deals with employees who perform poorly	19 34 27 11 9	53%	48%	46%	46%
Q7f. My organisation is committed to developing its employees	12 45 27 10	57%	52%	51%	52%

KEY





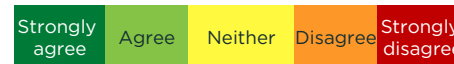
EXPLORE THE FULL RESULTS

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.

WORKPLACE SUPPORT		71% 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		23	47	15	12	70%	64%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level		15	48	19	13	63%	60%	62%	60%
Q2c. I receive help and support from other members of my workgroup		31	50	12	7	80%	78%	80%	81%
Q2d. There is good team spirit in my workgroup		28	42	16	9	70%	67%	68%	70%

KEY

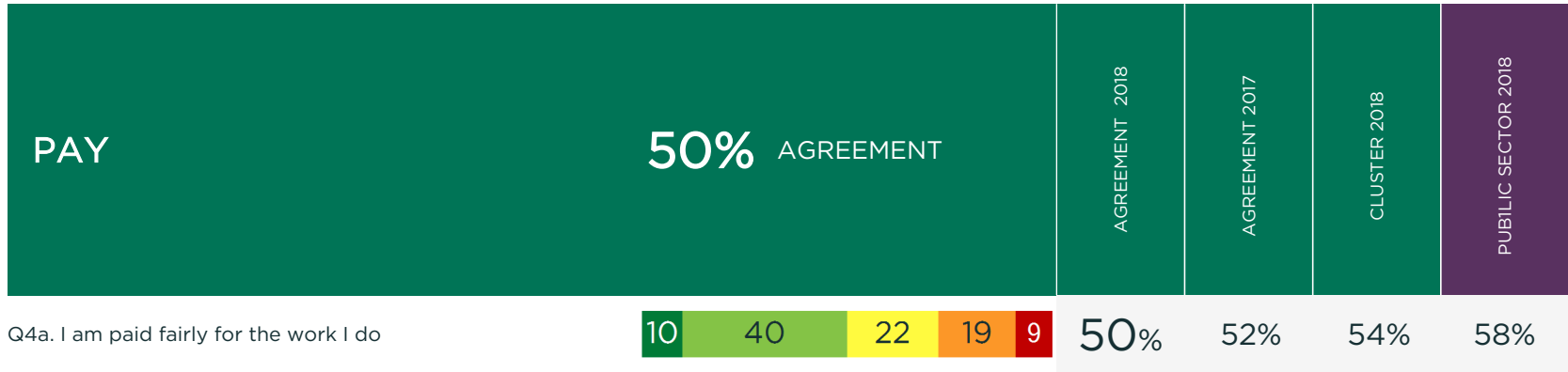




EXPLORE THE FULL RESULTS

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

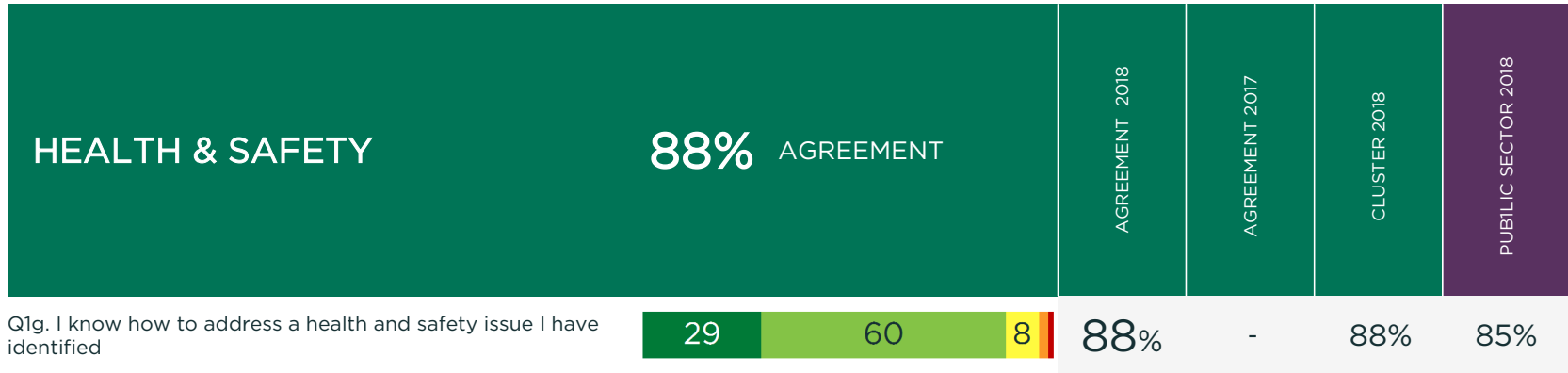




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KEY

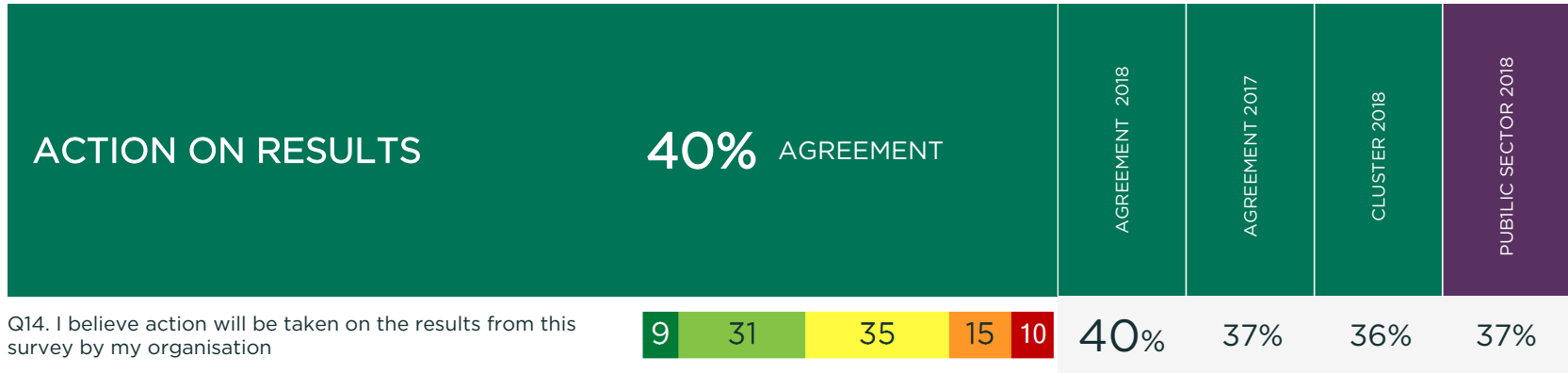




EXPLORE THE FULL RESULTS

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

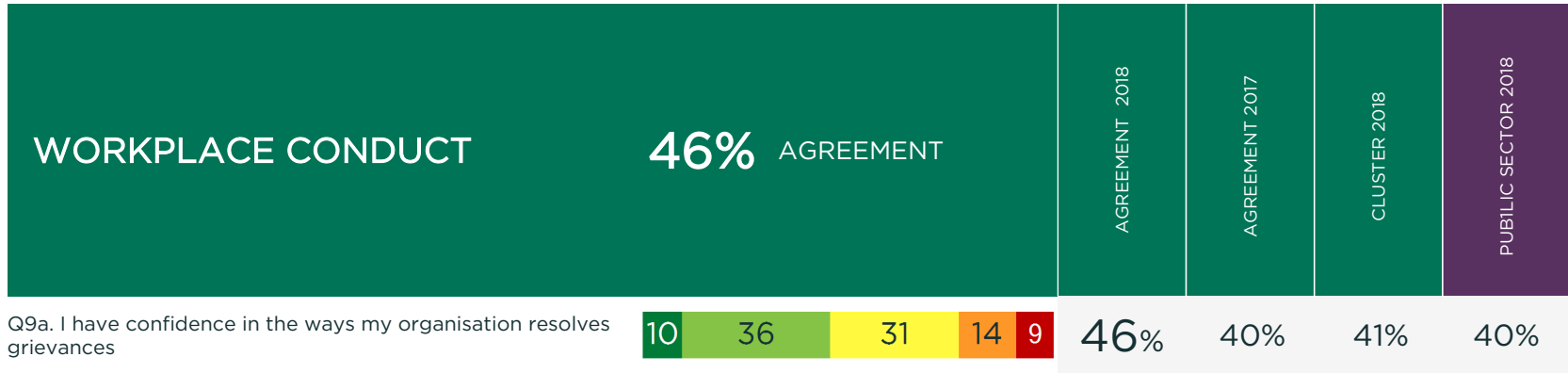




EXPLORE THE FULL RESULTS

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.



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		81%	74%	69%	71%
No		19%	26%	31%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		80%	74%	74%	76%
No		20%	26%	26%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		64%	61%	57%	58%
No		36%	39%	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		43%	45%	40%	41%
No		57%	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		36%	33%	34%	32%
Personal/family considerations		28%	29%	29%	30%
Lack of visible opportunities		26%	28%	29%	30%
Lack of promotion opportunities		25%	26%	27%	29%
Geographic location considerations		20%	20%	23%	26%
The application/recruitment process is too cumbersome or time consuming		17%	16%	18%	23%
Lack of support from my manager/supervisor		15%	16%	15%	14%
Insufficient training and development		14%	14%	15%	16%
Lack of support for temporary assignments/secondments		13%	15%	14%	15%
Lack of required capabilities or experience		10%	10%	10%	11%
Other		8%	9%	9%	9%

% are calculated with the number of unique respondents (N = 5,008 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					
Yes		25%	27%	28%	24%
No		56%	59%	54%	58%
Don't know		19%	15%	17%	18%
Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		72%	67%	69%	66%
No		27%	31%	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
Q11a. In the last 12 months I have witnessed bullying at work					
Yes		35%	37%	39%	33%
No		53%	54%	52%	57%
Don't know		12%	10%	9%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		20%	21%	21%	18%
No		73%	73%	73%	76%
Don't know		8%	6%	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%	32%	32%	27%
Your Immediate Manager/Supervisor		22%	23%	23%	23%
A senior manager		18%	17%	18%	21%
Prefer not to say		13%	14%	13%	14%
Other		6%	5%	6%	4%
A subordinate		6%	5%	6%	7%
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	93%	-	93%	94%
Don't know	3%	-	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	36%	-	28%	39%
A member of the public	41%	-	52%	37%
Other	18%	-	15%	19%
Prefer not to say	5%	-	5%	6%



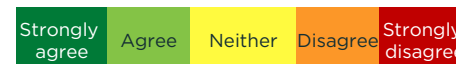
EXPLORE THE FULL RESULTS

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		67%	62%	62%
Q2. I believe I am valued for what I can offer at my workplace		73%	69%	70%
Q3. In my workplace, we recognise our successes and innovations		69%	65%	66%
Q4. Staff are treated respectfully regardless of their job		71%	68%	69%
Q5. The senior managers at my workplace lead by example in creating a positive workplace		58%	54%	53%

KEY





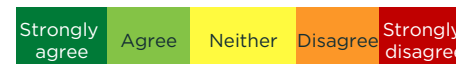
EXPLORE THE FULL RESULTS

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	42	25	9	8	58%	54%	52%
Q7. I have a say in decisions which affect my work	13	46	22	13	8	59%	55%	55%
Q8. Where I work, we share the lessons learnt when mistakes are made	17	55	17	8	8	71%	68%	68%
Q9. My team's objectives/work plans are clearly outlined	16	54	19	8	8	70%	68%	66%
Q10. Our objectives/work plans help us to deliver a quality service	17	54	20	8	8	72%	68%	68%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months	14	36	30	12	8	50%	44%	44%

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		20%
Female		78%
Other		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		0%
20 - 24		5%
25 -29		12%
30 - 34		13%
35 - 39		12%
40 - 44		14%
45 - 49		13%
50 - 54		11%
55 - 59		11%
60 - 64		6%
65+		3%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

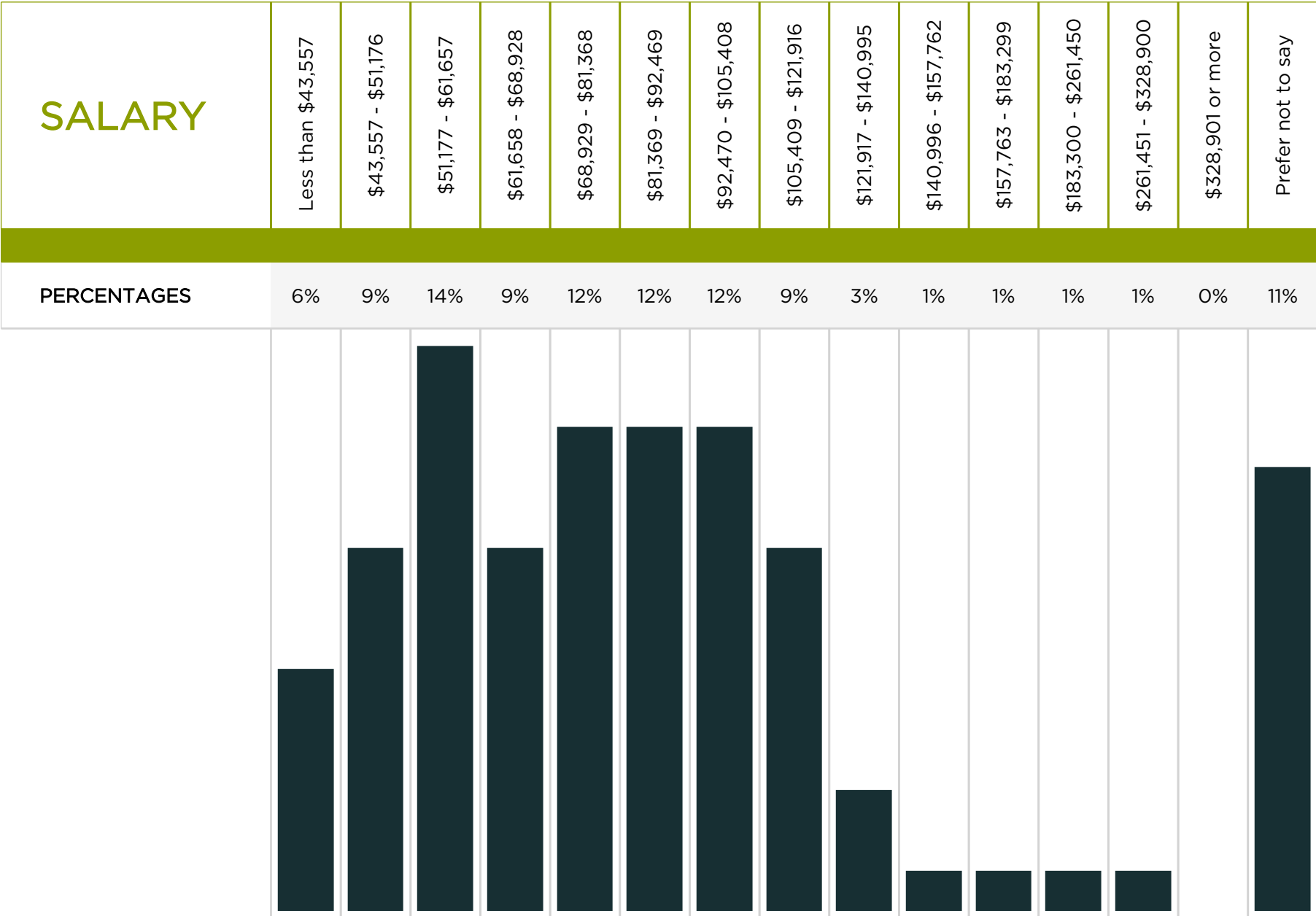
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	62%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	6%
Administrative support (e.g. executive/personal assistant, receptionist)	13%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	5%
Policy	0%
Research	1%
Program and project management support	3%
Legal (including developing and/or reviewing legislation)	0%
Other	9%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

SALARY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		12%
1 - 2 years		12%
2 - 5 years		19%
5 - 10 years		21%
10 - 20 years		24%
More than 20 years		12%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
None of the above	47%
Flexible start and finish times	21%
Part-time work	17%
Study leave	9%
Flexible scheduling for rostered workers	7%
Working additional hours to make up for time off	7%
Working from different locations	5%

% are calculated with the number of unique respondents (N = 4,767 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
Working more hours over fewer days	5%
Leave without pay	4%
Other	3%
Job sharing	2%
Working from home	1%
Purchasing annual leave	1%

% are calculated with the number of unique respondents (N = 4,767 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 Western 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	5265	3002	290	652	225	11	61	131	5	456
EMPLOYEE ENGAGEMENT	66%	65%	63%	69%	65%	(r)	73%	73%	(r)	66%
ENGAGEMENT WITH WORK	75%	76%	70%	76%	73%	(r)	83%	84%	(r)	75%
SENIOR MANAGERS	52%	50%	52%	57%	54%	(r)	69%	62%	(r)	52%
COMMUNICATION	63%	63%	60%	66%	65%	(r)	80%	71%	(r)	61%
HIGH PERFORMANCE	67%	67%	63%	70%	68%	(r)	80%	75%	(r)	67%
PUBLIC SECTOR VALUES	63%	63%	59%	66%	65%	(r)	77%	73%	(r)	62%
DIVERSITY & INCLUSION	68%	67%	66%	72%	71%	(r)	81%	76%	(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 Western 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	5265	270	425	699	425	570	599	559	435	138	52	27	64	29
EMPLOYEE ENGAGEMENT	66%	70%	68%	68%	69%	65%	64%	65%	64%	69%	70%	(r)	78%	(r)
ENGAGEMENT WITH WORK	75%	75%	78%	77%	76%	77%	74%	75%	74%	80%	82%	(r)	90%	(r)
SENIOR MANAGERS	52%	57%	55%	54%	55%	51%	48%	52%	52%	61%	65%	(r)	67%	(r)
COMMUNICATION	63%	66%	64%	65%	65%	64%	60%	62%	63%	69%	71%	(r)	76%	(r)
HIGH PERFORMANCE	67%	70%	68%	69%	70%	69%	66%	66%	67%	72%	75%	(r)	77%	(r)
PUBLIC SECTOR VALUES	63%	66%	64%	64%	65%	64%	61%	63%	63%	69%	72%	(r)	75%	(r)
DIVERSITY & INCLUSION	68%	71%	70%	71%	69%	69%	65%	66%	66%	69%	73%	(r)	78%	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

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 Western Sydney Local Health District	\$328,901 or more	Prefer not to say
NUMBER OF RESPONDENTS	5265	23	518
EMPLOYEE ENGAGEMENT	66%	(r)	62%
ENGAGEMENT WITH WORK	75%	(r)	70%
SENIOR MANAGERS	52%	(r)	44%
COMMUNICATION	63%	(r)	58%
HIGH PERFORMANCE	67%	(r)	62%
PUBLIC SECTOR VALUES	63%	(r)	58%
DIVERSITY & INCLUSION	68%	(r)	63%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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 Western Sydney Local Health District	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	5265	564	573	896	1022	1150	577
EMPLOYEE ENGAGEMENT	66%	74%	69%	65%	64%	64%	67%
ENGAGEMENT WITH WORK	75%	85%	77%	75%	74%	73%	75%
SENIOR MANAGERS	52%	67%	59%	50%	50%	47%	50%
COMMUNICATION	63%	77%	69%	62%	60%	59%	61%
HIGH PERFORMANCE	67%	80%	72%	66%	65%	64%	68%
PUBLIC SECTOR VALUES	63%	77%	68%	61%	61%	59%	63%
DIVERSITY & INCLUSION	68%	80%	72%	67%	66%	64%	65%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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 Western 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	5265	998	220	316	355	794	85	237	71	50	190	419	136	2224
EMPLOYEE ENGAGEMENT	66%	71%	67%	69%	70%	68%	69%	72%	69%	72%	72%	72%	69%	62%
ENGAGEMENT WITH WORK	75%	80%	74%	83%	82%	77%	76%	83%	81%	79%	79%	82%	78%	71%
SENIOR MANAGERS	52%	61%	49%	57%	55%	51%	55%	61%	57%	67%	59%	58%	60%	48%
COMMUNICATION	63%	71%	61%	70%	68%	66%	67%	71%	68%	73%	71%	72%	68%	58%
HIGH PERFORMANCE	67%	74%	67%	72%	71%	69%	70%	75%	72%	74%	74%	74%	70%	63%
PUBLIC SECTOR VALUES	63%	71%	62%	68%	66%	65%	68%	71%	69%	71%	69%	70%	67%	59%
DIVERSITY & INCLUSION	68%	78%	67%	77%	75%	73%	75%	75%	74%	78%	76%	75%	71%	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

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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 Western Sydney Local Health District	Sydney West	Sydney - South West	Sydney - Outer South West	Sydney East	Sydney - Inner South West	Southern Highlands and Shoalhaven	Sydney - Parramatta	Sydney - Inner West	Sydney - City and Inner South	Sydney - Baulkham Hills and Hawkesbury	Sydney - Blacktown	Sydney - Eastern Suburbs
NUMBER OF RESPONDENTS	5265	3370	2150	1174	772	740	209	34	12	9	6	4	4
EMPLOYEE ENGAGEMENT	66%	67%	67%	67%	63%	63%	67%	64%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	75%	75%	76%	75%	75%	79%	59%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	52%	53%	53%	53%	50%	49%	52%	56%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	63%	64%	63%	66%	63%	62%	62%	64%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	69%	68%	70%	66%	66%	67%	66%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	64%	64%	65%	62%	61%	63%	64%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	69%	68%	70%	67%	66%	68%	67%	(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 Western Sydney Local Health District	Sydney - North Sydney and Hornsby	Riverina	Sydney - Outer West and Blue Mountains	Sydney - Ryde	Sydney - Sutherland	Newcastle and Lake Macquarie	Capital Region	Central Coast	Central West	Coffs Harbour - Grafton	Far West and Orana	OUTSIDE NSW	Richmond - Tweed
NUMBER OF RESPONDENTS	5265	3	2	2	2	2	1	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	52%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	63%	(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	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	(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

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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 Western Sydney Local Health District	Hunter Valley exc Newcastle	Illawarra	Mid North Coast	Murray	New England and North West	Sydney - Northern Beaches
NUMBER OF RESPONDENTS	5265	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	52%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	63%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	(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 Western 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	5265	19	238	564	607	600	684	646	520	530	293	133
EMPLOYEE ENGAGEMENT	66%	(r)	73%	67%	65%	64%	65%	66%	66%	67%	66%	68%
ENGAGEMENT WITH WORK	75%	(r)	80%	74%	75%	73%	72%	78%	78%	75%	79%	83%
SENIOR MANAGERS	52%	(r)	64%	53%	52%	53%	51%	52%	49%	53%	50%	53%
COMMUNICATION	63%	(r)	72%	67%	64%	65%	63%	61%	59%	63%	61%	63%
HIGH PERFORMANCE	67%	(r)	77%	70%	68%	68%	66%	67%	66%	67%	66%	69%
PUBLIC SECTOR VALUES	63%	(r)	73%	65%	63%	64%	62%	63%	61%	63%	63%	64%
DIVERSITY & INCLUSION	68%	(r)	76%	71%	69%	69%	67%	66%	64%	67%	66%	69%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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 Western Sydney Local Health District	Male	Female	Other
NUMBER OF RESPONDENTS	5265	978	3760	74
EMPLOYEE ENGAGEMENT	66%	66%	66%	47%
ENGAGEMENT WITH WORK	75%	77%	76%	45%
SENIOR MANAGERS	52%	56%	52%	23%
COMMUNICATION	63%	67%	63%	37%
HIGH PERFORMANCE	67%	69%	68%	41%
PUBLIC SECTOR VALUES	63%	66%	63%	37%
DIVERSITY & INCLUSION	68%	70%	68%	39%

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 Western 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	5265	148	30	144	19	3	47	108	1277	122	224	104	81	7
EMPLOYEE ENGAGEMENT	66%	66%	78%	69%	(r)	(r)	76%	67%	62%	64%	67%	69%	67%	(r)
ENGAGEMENT WITH WORK	75%	80%	96%	86%	(r)	(r)	82%	75%	71%	76%	74%	79%	73%	(r)
SENIOR MANAGERS	52%	58%	78%	56%	(r)	(r)	68%	48%	44%	45%	55%	60%	53%	(r)
COMMUNICATION	63%	72%	83%	71%	(r)	(r)	74%	63%	58%	62%	64%	72%	66%	(r)
HIGH PERFORMANCE	67%	73%	89%	73%	(r)	(r)	77%	66%	63%	65%	69%	72%	68%	(r)
PUBLIC SECTOR VALUES	63%	69%	85%	70%	(r)	(r)	74%	60%	58%	60%	65%	68%	64%	(r)
DIVERSITY & INCLUSION	68%	69%	84%	75%	(r)	(r)	76%	67%	63%	67%	67%	76%	70%	(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.

	South Western 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	5265	566	148	76	615	42	64	24	13	19	47	17	28	11
EMPLOYEE ENGAGEMENT	66%	69%	67%	76%	68%	71%	69%	(r)	(r)	(r)	66%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	76%	76%	85%	80%	75%	83%	(r)	(r)	(r)	67%	(r)	(r)	(r)
SENIOR MANAGERS	52%	56%	56%	76%	56%	57%	54%	(r)	(r)	(r)	51%	(r)	(r)	(r)
COMMUNICATION	63%	66%	67%	82%	67%	72%	65%	(r)	(r)	(r)	55%	(r)	(r)	(r)
HIGH PERFORMANCE	67%	69%	69%	83%	73%	72%	72%	(r)	(r)	(r)	64%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	65%	67%	81%	69%	69%	68%	(r)	(r)	(r)	56%	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	71%	72%	79%	72%	75%	74%	(r)	(r)	(r)	62%	(r)	(r)	(r)

KEY

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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 Western 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	5265	55	31	0	48	0	3	1	5	34	28	120	6	23
EMPLOYEE ENGAGEMENT	66%	67%	60%	(r)	67%	(r)	(r)	(r)	(r)	77%	(r)	69%	(r)	(r)
ENGAGEMENT WITH WORK	75%	79%	64%	(r)	70%	(r)	(r)	(r)	(r)	90%	(r)	80%	(r)	(r)
SENIOR MANAGERS	52%	54%	48%	(r)	56%	(r)	(r)	(r)	(r)	71%	(r)	59%	(r)	(r)
COMMUNICATION	63%	60%	54%	(r)	63%	(r)	(r)	(r)	(r)	78%	(r)	64%	(r)	(r)
HIGH PERFORMANCE	67%	64%	64%	(r)	70%	(r)	(r)	(r)	(r)	80%	(r)	70%	(r)	(r)
PUBLIC SECTOR VALUES	63%	60%	60%	(r)	66%	(r)	(r)	(r)	(r)	80%	(r)	65%	(r)	(r)
DIVERSITY & INCLUSION	68%	67%	59%	(r)	65%	(r)	(r)	(r)	(r)	81%	(r)	70%	(r)	(r)

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.

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	South Western 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
NUMBER OF RESPONDENTS	5265	19	9	15	1	26	9	192	284
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	67%	58%
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)	(r)	77%	65%
SENIOR MANAGERS	52%	(r)	(r)	(r)	(r)	(r)	(r)	51%	41%
COMMUNICATION	63%	(r)	(r)	(r)	(r)	(r)	(r)	61%	49%
HIGH PERFORMANCE	67%	(r)	(r)	(r)	(r)	(r)	(r)	67%	55%
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)	63%	51%
DIVERSITY & INCLUSION	68%	(r)	(r)	(r)	(r)	(r)	(r)	67%	53%

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AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

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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

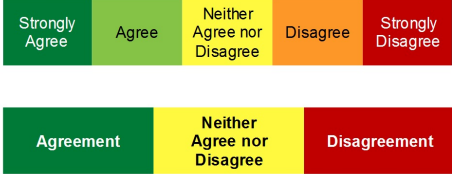
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.