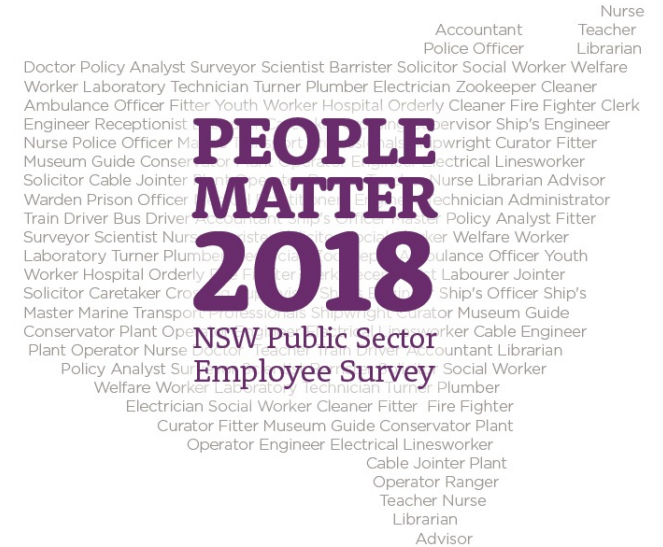

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Planning and Environment

Other Agencies and Trusts

Taronga Conservation Society Australia

RESPONSE RATE

62%

495 OF 793 RESPONDENTS

EMPLOYEE ENGAGEMENT

78%

DIFFERENCE FROM 2017 +5
 DIFFERENCE FROM PARENT* +9
 DIFFERENCE FROM PUBLIC SECTOR +13

ENGAGEMENT WITH WORK

82%

DIFFERENCE FROM 2017 +8
 DIFFERENCE FROM PARENT* +8
 DIFFERENCE FROM PUBLIC SECTOR +10

SENIOR MANAGERS

59%

DIFFERENCE FROM 2017 +10
 DIFFERENCE FROM PARENT* +10
 DIFFERENCE FROM PUBLIC SECTOR +10

COMMUNICATION

69%

DIFFERENCE FROM 2017 +11
 DIFFERENCE FROM PARENT* +3
 DIFFERENCE FROM PUBLIC SECTOR +8

HIGH PERFORMANCE

71%

DIFFERENCE FROM 2017 +7
 DIFFERENCE FROM PARENT* +5
 DIFFERENCE FROM PUBLIC SECTOR +6

PUBLIC SECTOR VALUES

71%

DIFFERENCE FROM 2017 +9
 DIFFERENCE FROM PARENT* +5
 DIFFERENCE FROM PUBLIC SECTOR +9

DIVERSITY & INCLUSION

74%

DIFFERENCE FROM PARENT* -1
 DIFFERENCE FROM PUBLIC SECTOR +6

FLEXIBLE WORKING SATISFACTION

54%

DIFFERENCE FROM 2017 +3
 DIFFERENCE FROM PARENT* -7
 DIFFERENCE FROM PUBLIC SECTOR -4

ACTION ON RESULTS

55%

DIFFERENCE FROM 2017 +15
 DIFFERENCE FROM PARENT* +8
 DIFFERENCE FROM PUBLIC SECTOR +18



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

*Parent refers to Other Agencies and Trusts

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	93%	90%
2a.	My workgroup strives to achieve customer/client satisfaction	91%	86%
1g.	I know how to address a health and safety issue I have identified	91%	-
7j.	I am proud to tell others I work for my organisation	88%	85%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	86%	78%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	85%	80%
2c.	I receive help and support from other members of my workgroup	85%	79%
2b.	My workgroup works collaboratively to achieve its objectives	84%	75%
1c.	My job gives me a feeling of personal accomplishment	84%	79%
5b.	My manager listens to what I have to say	84%	74%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

7g.	I have confidence in the way recruitment decisions are made	41%	36%
5h.	My manager appropriately deals with employees who perform poorly	47%	45%
9a.	I have confidence in the ways my organisation resolves grievances	48%	35%
6h.	I feel that senior managers listen to employees	49%	35%
3g.	I am satisfied with the opportunities available for career development in my organisation	49%	43%
7c.	I feel that change is managed well in my organisation	50%	39%
7f.	My organisation is committed to developing its employees	50%	44%
4a.	I am paid fairly for the work I do	52%	55%
7d.	There is good co-operation between teams across our organisation	52%	46%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	54%	52%



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

14.	I believe action will be taken on the results from this survey by my organisation	55%	39%
6g.	I feel that senior managers keep employees informed about what's going on	61%	45%
6h.	I feel that senior managers listen to employees	49%	35%
9a.	I have confidence in the ways my organisation resolves grievances	48%	35%
7c.	I feel that change is managed well in my organisation	50%	39%
5e.	My manager involves my workgroup in decisions about our work	72%	61%
3e.	My performance is assessed against clear criteria	60%	49%
7e.	People in my organisation take responsibility for their own actions	55%	44%
6b.	I feel that senior managers effectively lead and manage change	56%	45%
6d.	Senior managers encourage innovation by employees	60%	50%



LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

4a.	I am paid fairly for the work I do	52%	55%
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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

Q5h. My manager appropriately deals with employees who perform poorly



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



Q7g. I have confidence in the way recruitment decisions are made



Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams



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



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q5h. My manager appropriately deals with employees who perform poorly



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



Q7g. I have confidence in the way recruitment decisions are made



Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams



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



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q5h. My manager appropriately deals with employees who perform poorly



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



Q7g. I have confidence in the way recruitment decisions are made



Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams



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



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.

55%

of employees replied favourably to:

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

37%

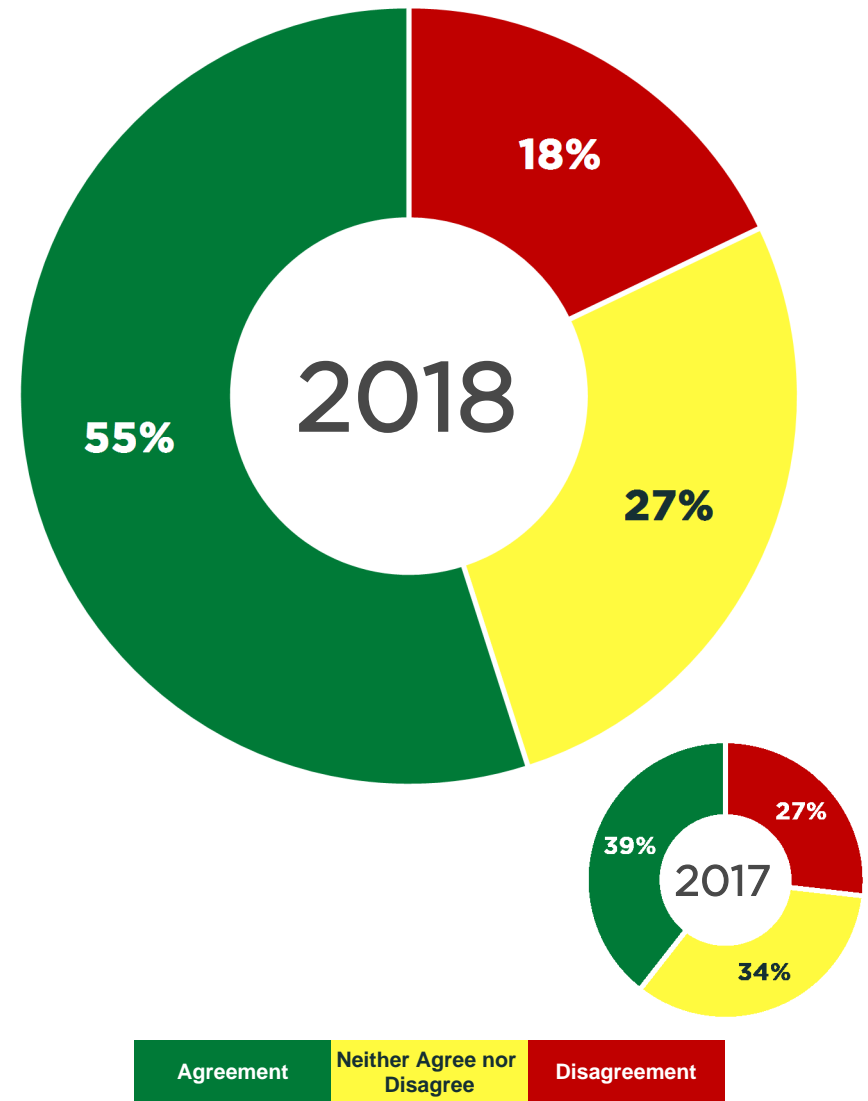
SECTOR

47%

CLUSTER

39%

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.

*Parent refers to Other Agencies and Trusts

RANK

		% AGREEMENT 2018	% AGREEMENT 2017	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7a. My organisation focuses on improving the work we do	77%	69%	75%	69%
2	Q6a. I believe senior managers provide clear direction for the future of the organisation	62%	53%	61%	49%
3	Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	85%	80%	83%	75%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	68%	59%	66%	57%
5	Q6c. I feel that senior managers model the values of my organisation	62%	52%	60%	50%
6	Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	86%	78%	84%	76%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Taronga Conservation Society Australia

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.

	Taronga Conservation Society Australia	Corporate Services and Governance	Guest Experience, Education and Community Programs	Marketing Fundraising and Commercial	People Culture and Learning	Property Infrastructure and Operations	Taronga Western Plains Zoo	Wildlife Conservation and Science
NUMBER OF RESPONDENTS	495	33	80	65	34	34	98	146
EMPLOYEE ENGAGEMENT	78%	77%	81%	83%	87%	68%	73%	78%
ENGAGEMENT WITH WORK	82%	81%	77%	76%	85%	77%	80%	90%
SENIOR MANAGERS	59%	61%	58%	73%	76%	57%	46%	61%
COMMUNICATION	69%	73%	65%	72%	85%	70%	65%	70%
HIGH PERFORMANCE	71%	73%	69%	75%	84%	63%	63%	73%
PUBLIC SECTOR VALUES	71%	72%	70%	80%	85%	63%	61%	72%
DIVERSITY & INCLUSION	74%	69%	73%	74%	83%	76%	76%	74%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

EMPLOYEE ENGAGEMENT	78% AGGREGATE SCORE			AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7i. I would recommend my organisation as a great place to work	31	46	18	77%	68%	76%	66%	61%
Q7j. I am proud to tell others I work for my organisation	50	38	9	88%	85%	86%	75%	69%
Q7k. I feel a strong personal attachment to my organisation	45	39	13	83%	80%	80%	69%	63%
Q7l. My organisation motivates me to help it achieve its objectives	34	41	18	75%	65%	72%	59%	55%
Q7m. My organisation inspires me to do the best in my job	33	41	19	73%	66%	72%	59%	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	82% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1c. My job gives me a feeling of personal accomplishment	36	48	9	84%	79%	84%	76%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work	38	43	11	82%	73%	82%	76%	72%	
Q1e. I am satisfied with my job	28	52	12	7	80%	70%	79%	71%	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	59% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q6a. I believe senior managers provide clear direction for the future of the organisation	18	44	24	10	62%	53%	61%	50%	49%
Q6b. I feel that senior managers effectively lead and manage change	16	40	27	13	56%	45%	55%	44%	46%
Q6c. I feel that senior managers model the values of my organisation	20	43	24	9	62%	52%	60%	51%	50%
Q6d. Senior managers encourage innovation by employees	15	44	25	12	60%	50%	60%	51%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	15	41	32	8	56%	53%	59%	55%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	25	52	15		78%	70%	75%	68%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	14	47	22	13	61%	45%	61%	50%	47%
Q6h. I feel that senior managers listen to employees	10	39	30	15	49%	35%	51%	46%	43%
Q7c. I feel that change is managed well in my organisation	10	40	28	17	50%	39%	49%	32%	40%

KEY





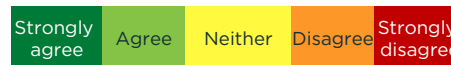
EXPLORE THE FULL RESULTS

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	69% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q5c. My manager communicates effectively with me	28	49	13	8	77%	69%	78%	75%	72%
Q5d. My manager encourages and values employee input	34	45	12		79%	71%	80%	79%	72%
Q5e. My manager involves my workgroup in decisions about our work	26	46	15	9	72%	61%	75%	72%	67%
Q6g. I feel that senior managers keep employees informed about what's going on	14	47	22	13	61%	45%	61%	50%	47%
Q6h. I feel that senior managers listen to employees	10	39	30	15	49%	35%	51%	46%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	29	48	13	7	77%	68%	77%	75%	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		71% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018	
Q1a. I understand what is expected of me to do well in my role	40	52		93%	90%	92%	86%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	36	48	9	84%	75%	85%	84%	79%	
Q3f. I have received appropriate training and development to do my job well	17	49	20	11	66%	59%	66%	63%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	31	49	14		79%	74%	81%	78%	74%
Q5f. I have confidence in the decisions my manager makes	31	44	17		74%	67%	76%	74%	68%
Q6d. Senior managers encourage innovation by employees	15	44	25	12	60%	50%	60%	51%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	15	41	32	8	56%	53%	59%	55%	52%
Q7a. My organisation focuses on improving the work we do	26	51	16		77%	69%	75%	68%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	20	48	21	8	68%	59%	66%	54%	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.

	71% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7d. There is good co-operation between teams across our organisation	10	42	24	18	52%	46%	52%	48%	49%
Q7h. My organisation generally selects capable people to do the job	10	54	21	11	64%	56%	66%	63%	54%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

PUBLIC SECTOR VALUES	71% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018		
	Q2a. My workgroup strives to achieve customer/client satisfaction	45	46	91%	86%	91%	90%	86%	
Q2e. People in my workgroup treat each other with respect	35	43	15	78%	70%	80%	83%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	31	49	14	79%	74%	81%	78%	74%	
Q5b. My manager listens to what I have to say	33	50	11	84%	74%	85%	82%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	18	44	24	10	62%	53%	61%	50%	49%
Q6c. I feel that senior managers model the values of my organisation	20	43	24	9	62%	52%	60%	51%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	25	52	15	78%	70%	75%	68%	62%	
Q6g. I feel that senior managers keep employees informed about what's going on	14	47	22	13	61%	45%	61%	50%	47%
Q6h. I feel that senior managers listen to employees	10	39	30	15	49%	35%	51%	46%	43%

KEY





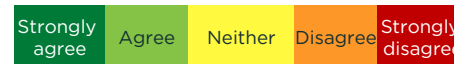
EXPLORE THE FULL RESULTS

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		71% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018			
Q7a. My organisation focuses on improving the work we do		26	51	16	8	77%	69%	75%	68%	69%	
Q7e. People in my organisation take responsibility for their own actions		8	47	28	13	4	55%	44%	56%	52%	49%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

DIVERSITY & INCLUSION		74% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work		69%	59%	70%	66%	65%					
Q5b. My manager listens to what I have to say		84%	74%	85%	82%	76%					
Q5d. My manager encourages and values employee input		79%	71%	80%	79%	72%					
Q6i. Senior managers in my organisation support the career advancement of women		69%	59%	69%	67%	60%					
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)		86%	78%	84%	80%	76%					
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)		85%	80%	83%	78%	75%					
Q8c. I am able to speak up and share a different view to my colleagues and manager		77%	68%	77%	75%	67%					
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>		54%	52%	62%	73%	59%					
Q8e. My manager supports flexible working in my team		65%	-	70%	77%	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.

FLEXIBLE WORKING		60% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>		54%	52%	62%	73%	59%					
Q8e. My manager supports flexible working in my team		65%	-	70%	77%	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.

RECRUITMENT	53% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7g. I have confidence in the way recruitment decisions are made	7	34	31	20	8	41%	36%	45%	39%	37%
Q7h. My organisation generally selects capable people to do the job	10	54	21	11		64%	56%	66%	63%	54%

KEY





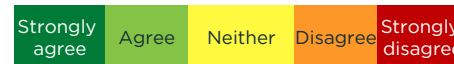
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

PERFORMANCE FRAMEWORK & DEVELOPMENT	59% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC LIC SECTOR 2018			
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	25	45	16	10	71%	61%	71%	67%	65%	
Q3e. My performance is assessed against clear criteria	18	42	22	13	60%	49%	61%	52%	56%	
Q3g. I am satisfied with the opportunities available for career development in my organisation	16	34	25	18	8	49%	43%	50%	47%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	30	45	14	8	74%	65%	77%	76%	69%	
Q5h. My manager appropriately deals with employees who perform poorly	16	31	34	11	7	47%	45%	50%	46%	46%
Q7f. My organisation is committed to developing its employees	11	39	30	15	50%	44%	53%	52%	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		73% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work		69%	59%	70%	66%	65%					
Q1f. I am able to keep my work stress at an acceptable level		67%	57%	66%	64%	60%					
Q2c. I receive help and support from other members of my workgroup		85%	79%	86%	86%	81%					
Q2d. There is good team spirit in my workgroup		73%	65%	76%	75%	70%					

KEY

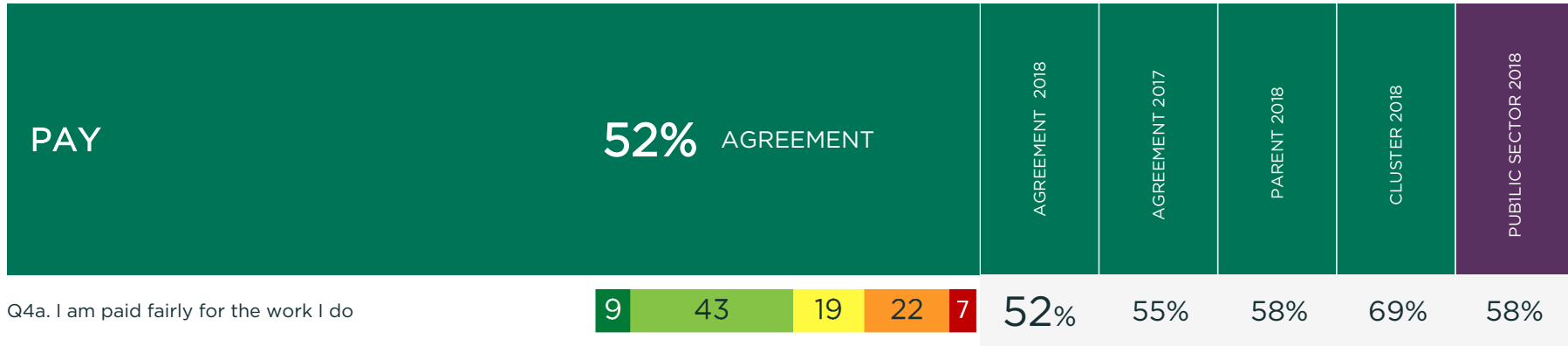




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

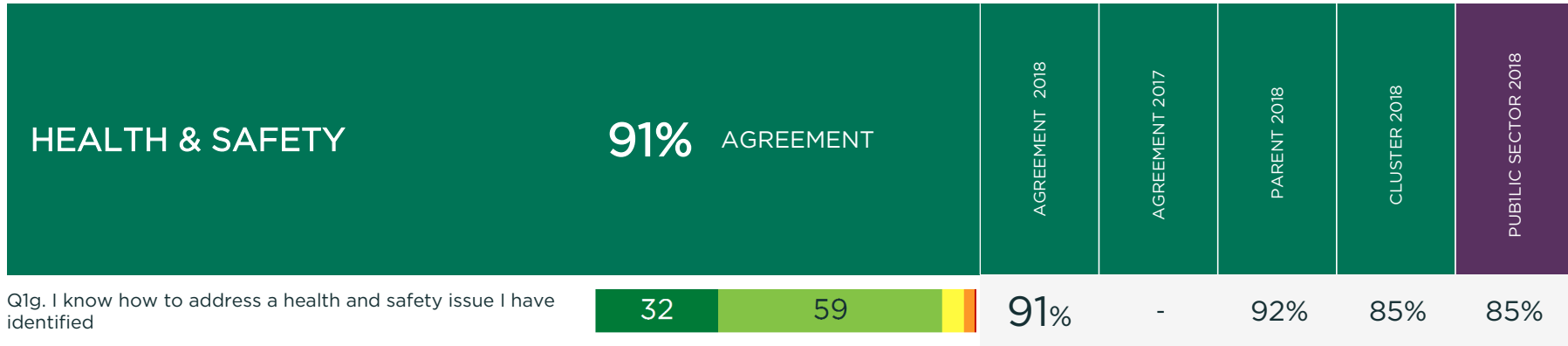




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

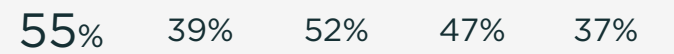
Questions are grouped by topics in this report.

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

ACTION ON RESULTS

55% AGREEMENT

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

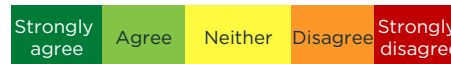
WORKPLACE CONDUCT

48% AGREEMENT

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

PERFORMANCE FRAMEWORK & DEVELOPMENT

		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		67%	57%	68%	71%
No		33%	43%	32%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		77%	71%	81%	76%
No		23%	29%	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		56%	48%	59%	58%
No		44%	52%	41%	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	PARENT 2018	PUBLIC SECTOR 2018
Yes		26%	28%	29%	41%
No		74%	72%	71%	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	PARENT 2018	PUBLIC SECTOR 2018
Lack of visible opportunities		36%	36%	37%	30%
Lack of promotion opportunities		36%	38%	35%	29%
There are no major barriers to my career progression		33%	29%	33%	32%
Personal/family considerations		22%	23%	23%	30%
The application/recruitment process is too cumbersome or time consuming		17%	18%	17%	23%
Insufficient training and development		15%	19%	14%	16%
Geographic location considerations		13%	15%	17%	26%
Lack of support for temporary assignments/secondments		12%	13%	11%	15%
Lack of required capabilities or experience		11%	12%	11%	11%
Lack of support from my manager/supervisor		9%	16%	9%	14%
Other		6%	6%	7%	9%

% are calculated with the number of unique respondents (N = 478 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT







		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		20%	24%	18%	24%
No		63%	62%	65%	58%
Don't know		17%	14%	17%	18%
Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		78%	60%	68%	66%
No		19%	38%	30%	32%
Don't know		3%	2%	2%	2%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Q11a. In the last 12 months I have witnessed bullying at work					
Yes		25%	32%	25%	33%
No		67%	59%	67%	57%
Don't know		8%	8%	8%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		11%	14%	11%	18%
No		83%	80%	84%	76%
Don't know		5%	6%	5%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

PARENT 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

A fellow worker at your level		35%	28%	26%	27%
Your Immediate Manager/Supervisor		20%	34%	22%	23%
Prefer not to say		15%	10%	18%	14%
A subordinate		11%	7%	10%	7%
A senior manager		7%	13%	15%	21%
A client or customer		6%	4%	3%	2%
Other		6%	4%	4%	4%
A member of the public other than a client or customer	(r)				



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

PARENT 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

		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Yes		1%	-	1%	3%
No	████████████████████	96%	-	97%	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

A person at work	(r)
A member of the public	(r)
Other	(r)
Prefer not to say	(r)



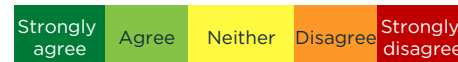
EXPLORE THE FULL RESULTS

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.

PLANNING AND ENVIRONMENT CUSTOMISED QUESTIONS		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018
Q1. My organisation listens to its customers and stakeholders		84%	78%	80%	74%
Q2. I have a clear understanding of the vision of my organisation		90%	84%	84%	68%
Q3. I am aware how my role contributes to the vision of my organisation		91%	86%	86%	75%
Q4. I am encouraged to participate in sustainable work practices by my supervisor or manager		87%	77%	79%	63%
Q5. My team is equipped with the right tools to provide good customer service		73%	57%	70%	63%
Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams		54%	39%	54%	54%
Q7. I have access to the information I need to do my job well		76%	-	75%	71%
Q8. I feel informed about changes in my organisation		64%	-	62%	52%
Q9. The people I work with have safe work practices		88%	-	88%	88%
Q10. My manager promotes safe work practices in my workplace		91%	-	90%	86%

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		30%
Female		68%
Other		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		1%
20 - 24		9%
25 -29		15%
30 - 34		16%
35 - 39		18%
40 - 44		14%
45 - 49		10%
50 - 54		7%
55 - 59		5%
60 - 64		3%
65+		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

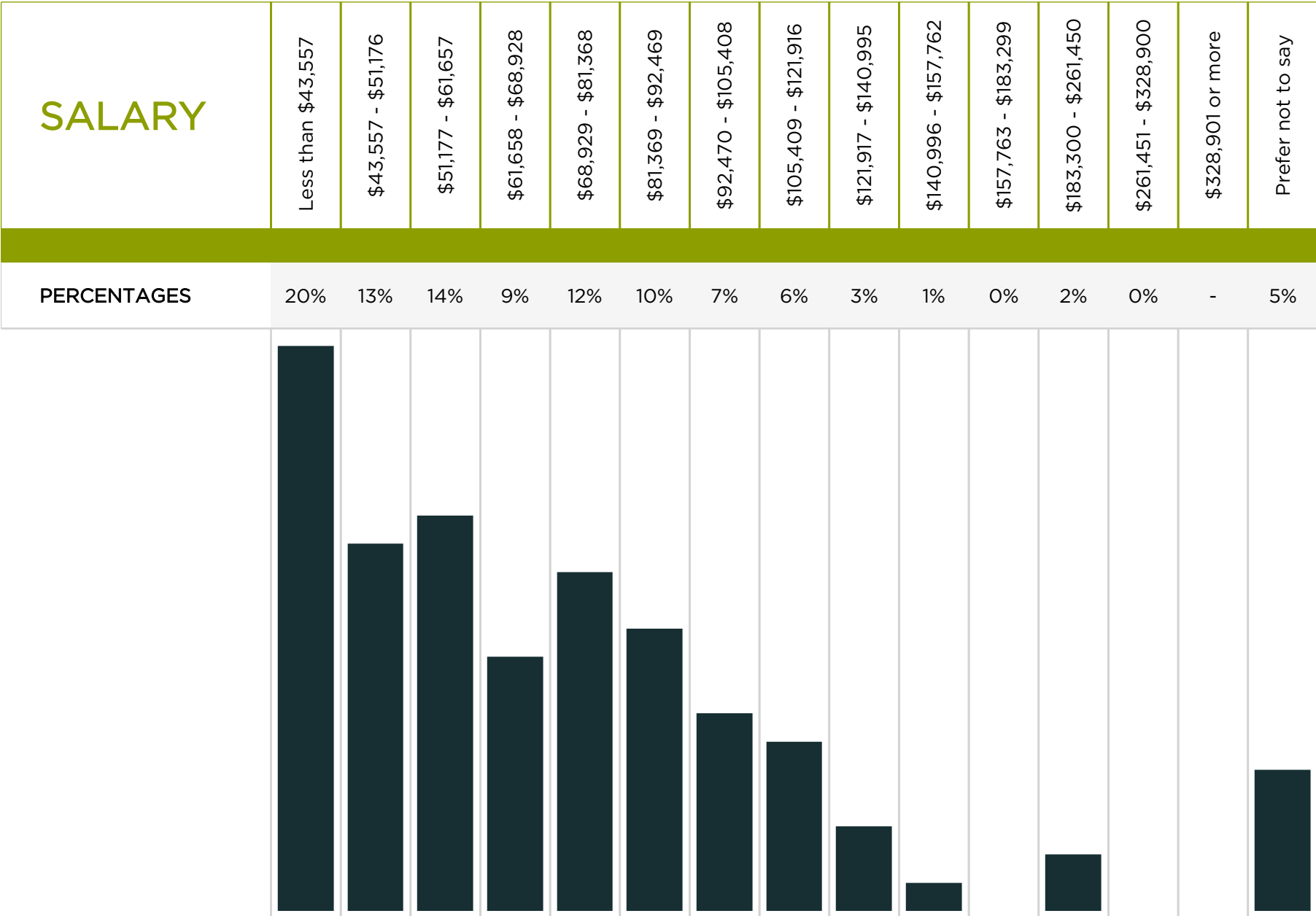
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	36%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	12%
Administrative support (e.g. executive/personal assistant, receptionist)	5%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	11%
Policy	0%
Research	2%
Program and project management support	5%
Legal (including developing and/or reviewing legislation)	-
Other	29%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

SALARY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		14%
1 - 2 years		15%
2 - 5 years		24%
5 - 10 years		20%
10 - 20 years		19%
More than 20 years		8%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
None of the above	45%
Flexible start and finish times	26%
Part-time work	17%
Working additional hours to make up for time off	11%
Leave without pay	11%
Working from home	9%
Flexible scheduling for rostered workers	9%

% are calculated with the number of unique respondents (N = 458 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
Working from different locations	6%
Working more hours over fewer days	3%
Other	3%
Study leave	2%
Job sharing	2%
Purchasing annual leave	1%

% are calculated with the number of unique respondents (N = 458 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.

	Taronga Conservation Society Australia	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	495	170	56	24	51	1	9	23	0	135
EMPLOYEE ENGAGEMENT	78%	79%	73%	(r)	80%	(r)	(r)	(r)	(r)	77%
ENGAGEMENT WITH WORK	82%	80%	77%	(r)	85%	(r)	(r)	(r)	(r)	86%
SENIOR MANAGERS	59%	57%	55%	(r)	71%	(r)	(r)	(r)	(r)	59%
COMMUNICATION	69%	65%	65%	(r)	82%	(r)	(r)	(r)	(r)	70%
HIGH PERFORMANCE	71%	69%	63%	(r)	81%	(r)	(r)	(r)	(r)	72%
PUBLIC SECTOR VALUES	71%	69%	64%	(r)	79%	(r)	(r)	(r)	(r)	71%
DIVERSITY & INCLUSION	74%	73%	75%	(r)	79%	(r)	(r)	(r)	(r)	74%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 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.

	Taronga Conservation Society Australia	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	495	92	61	65	43	56	45	31	26	15	4	1	8	1
EMPLOYEE ENGAGEMENT	78%	81%	77%	77%	75%	65%	78%	84%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	81%	77%	80%	83%	77%	79%	91%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	59%	56%	54%	58%	55%	45%	65%	76%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	64%	61%	69%	67%	62%	76%	85%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	68%	69%	68%	69%	59%	73%	81%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	66%	69%	69%	65%	62%	75%	84%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	74%	72%	73%	74%	66%	78%	79%	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

RESULT BY SALARY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement 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.

	Taronga Conservation Society Australia	\$328,901 or more	Prefer not to say
NUMBER OF RESPONDENTS	495	0	23
EMPLOYEE ENGAGEMENT	78%	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)
SENIOR MANAGERS	59%	(r)	(r)
COMMUNICATION	69%	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	(r)
DIVERSITY & INCLUSION	74%	(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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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.

	Taronga Conservation Society Australia	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	495	64	71	112	95	88	39
EMPLOYEE ENGAGEMENT	78%	84%	81%	79%	76%	73%	77%
ENGAGEMENT WITH WORK	82%	87%	81%	83%	78%	80%	89%
SENIOR MANAGERS	59%	78%	70%	60%	51%	49%	56%
COMMUNICATION	69%	80%	76%	69%	66%	61%	66%
HIGH PERFORMANCE	71%	82%	75%	70%	66%	64%	71%
PUBLIC SECTOR VALUES	71%	84%	77%	69%	66%	64%	68%
DIVERSITY & INCLUSION	74%	81%	79%	73%	69%	70%	81%

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.

	Taronga Conservation Society Australia	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	495	121	16	50	39	76	8	29	40	3	49	9	14	206
EMPLOYEE ENGAGEMENT	78%	81%	(r)	83%	83%	83%	(r)	(r)	87%	(r)	84%	(r)	(r)	73%
ENGAGEMENT WITH WORK	82%	86%	(r)	83%	81%	88%	(r)	(r)	91%	(r)	88%	(r)	(r)	76%
SENIOR MANAGERS	59%	63%	(r)	62%	64%	65%	(r)	(r)	76%	(r)	68%	(r)	(r)	54%
COMMUNICATION	69%	77%	(r)	79%	65%	73%	(r)	(r)	90%	(r)	81%	(r)	(r)	63%
HIGH PERFORMANCE	71%	74%	(r)	75%	71%	77%	(r)	(r)	85%	(r)	76%	(r)	(r)	65%
PUBLIC SECTOR VALUES	71%	74%	(r)	76%	73%	77%	(r)	(r)	86%	(r)	78%	(r)	(r)	65%
DIVERSITY & INCLUSION	74%	82%	(r)	86%	79%	80%	(r)	(r)	88%	(r)	80%	(r)	(r)	67%

*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.

	Taronga Conservation Society Australia	Sydney East	Sydney - North Sydney and Hornsby	Far West and Orana	Sydney - City and Inner South	OUTSIDE NSW	Sydney - Northern Beaches	Sydney - Inner South West	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Sydney - Eastern Suburbs	Sydney - Inner West
NUMBER OF RESPONDENTS	495	356	347	102	6	3	2	1	0	0	0	0	0
EMPLOYEE ENGAGEMENT	78%	79%	80%	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	83%	83%	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	59%	64%	64%	46%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	70%	71%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	73%	73%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	73%	74%	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	74%	74%	74%	(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.

	Taronga Conservation Society Australia	Hunter Valley exc Newcastle	Illawarra	Mid North Coast	Murray	New England and North West	Newcastle and Lake Macquarie	Sydney - Baukham Hills and Hawkesbury	Sydney - Blacktown	Sydney - Outer South West	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - Ryde	Sydney - South West
NUMBER OF RESPONDENTS	495	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	(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.

	Taronga Conservation Society Australia	Sydney West	Capital Region	Central Coast	Central West	Coffs Harbour - Grafton	Sydney - Sutherland
NUMBER OF RESPONDENTS	495	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	78%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	59%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	(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.

	Taronga Conservation Society Australia	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	495	6	44	72	73	85	65	46	33	25	12	8
EMPLOYEE ENGAGEMENT	78%	(r)	88%	77%	81%	78%	72%	74%	71%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	89%	83%	84%	82%	78%	80%	75%	(r)	(r)	(r)
SENIOR MANAGERS	59%	(r)	67%	58%	65%	59%	59%	51%	51%	(r)	(r)	(r)
COMMUNICATION	69%	(r)	76%	68%	74%	72%	67%	70%	58%	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	79%	69%	74%	71%	65%	67%	62%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	78%	70%	75%	71%	67%	64%	64%	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	(r)	86%	73%	74%	77%	66%	75%	70%	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

RESULT BY GENDER



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement 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.

	Taronga Conservation Society Australia	Male	Female	Other
NUMBER OF RESPONDENTS	495	143	319	9
EMPLOYEE ENGAGEMENT	78%	76%	79%	(r)
ENGAGEMENT WITH WORK	82%	83%	82%	(r)
SENIOR MANAGERS	59%	59%	60%	(r)
COMMUNICATION	69%	73%	68%	(r)
HIGH PERFORMANCE	71%	69%	72%	(r)
PUBLIC SECTOR VALUES	71%	70%	71%	(r)
DIVERSITY & INCLUSION	74%	78%	74%	(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

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

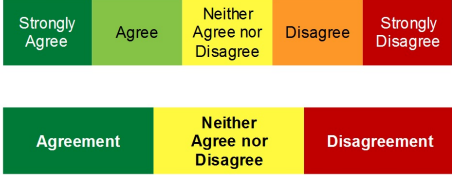
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.