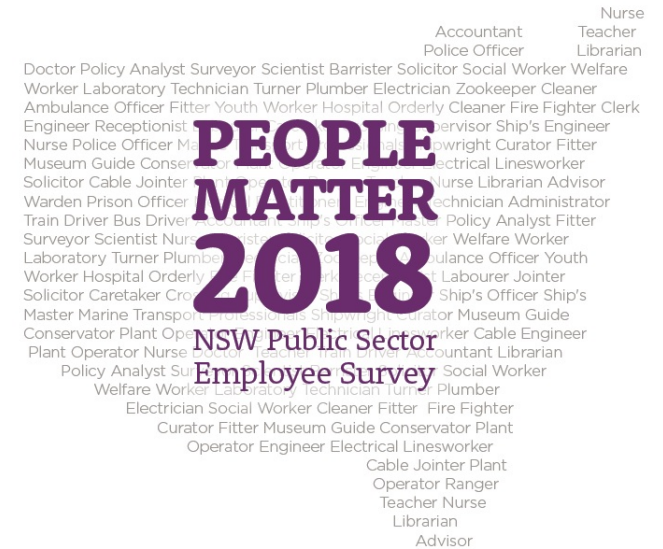

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Premier and Cabinet

Natural Resources Commission

RESPONSE RATE

100%

15 OF 15 RESPONDENTS

EMPLOYEE ENGAGEMENT

67%

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

ENGAGEMENT WITH WORK

64%

DIFFERENCE FROM 2017 -5
DIFFERENCE FROM CLUSTER -12
DIFFERENCE FROM PUBLIC SECTOR -9

SENIOR MANAGERS

67%

DIFFERENCE FROM 2017 -3
DIFFERENCE FROM CLUSTER +4
DIFFERENCE FROM PUBLIC SECTOR +18

COMMUNICATION

77%

DIFFERENCE FROM 2017 -1
DIFFERENCE FROM CLUSTER +4
DIFFERENCE FROM PUBLIC SECTOR +15

HIGH PERFORMANCE

82%

DIFFERENCE FROM 2017 -1
DIFFERENCE FROM CLUSTER +8
DIFFERENCE FROM PUBLIC SECTOR +17

PUBLIC SECTOR VALUES

79%

DIFFERENCE FROM 2017 +1
DIFFERENCE FROM CLUSTER +5
DIFFERENCE FROM PUBLIC SECTOR +17

DIVERSITY & INCLUSION

83%

DIFFERENCE FROM CLUSTER +4
DIFFERENCE FROM PUBLIC SECTOR +15

FLEXIBLE WORKING SATISFACTION

87%

DIFFERENCE FROM 2017 -13
DIFFERENCE FROM CLUSTER +6
DIFFERENCE FROM PUBLIC SECTOR +28

ACTION ON RESULTS

80%

DIFFERENCE FROM 2017 0
DIFFERENCE FROM CLUSTER +20
DIFFERENCE FROM PUBLIC SECTOR +43



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

	AGREEMENT 2018	AGREEMENT 2017
1g. I know how to address a health and safety issue I have identified	100%	-
5a. My manager encourages people in my workgroup to keep improving the work they do	93%	81%
5g. My manager provides acknowledgement or other recognition for the work I do	93%	94%
1a. I understand what is expected of me to do well in my role	93%	94%
3f. I have received appropriate training and development to do my job well	93%	81%
7a. My organisation focuses on improving the work we do	93%	94%
7f. My organisation is committed to developing its employees	93%	100%
7h. My organisation generally selects capable people to do the job	93%	94%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	93%	88%
2a. My workgroup strives to achieve customer/client satisfaction	93%	94%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018
AGREEMENT
2017

	AGREEMENT 2018	AGREEMENT 2017
3g. I am satisfied with the opportunities available for career development in my organisation	40%	67%
5h. My manager appropriately deals with employees who perform poorly	47%	50%
6c. I feel that senior managers model the values of my organisation	47%	62%
7c. I feel that change is managed well in my organisation	53%	62%
7d. There is good co-operation between teams across our organisation	53%	56%
7k. I feel a strong personal attachment to my organisation	53%	62%
6h. I feel that senior managers listen to employees	60%	69%
6b. I feel that senior managers effectively lead and manage change	60%	56%
1e. I am satisfied with my job	60%	69%
1f. I am able to keep my work stress at an acceptable level	60%	75%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

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

MOST AND LEAST IMPROVED QUESTIONS

+ MOST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

3e.	My performance is assessed against clear criteria	73%	44%
9a.	I have confidence in the ways my organisation resolves grievances	73%	44%
7e.	People in my organisation take responsibility for their own actions	87%	63%
3f.	I have received appropriate training and development to do my job well	93%	81%
5a.	My manager encourages people in my workgroup to keep improving the work they do	93%	81%
5e.	My manager involves my workgroup in decisions about our work	87%	75%
7g.	I have confidence in the way recruitment decisions are made	87%	75%
6a.	I believe senior managers provide clear direction for the future of the organisation	73%	63%
7l.	My organisation motivates me to help it achieve its objectives	67%	56%
7m.	My organisation inspires me to do the best in my job	67%	56%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

3g.	I am satisfied with the opportunities available for career development in my organisation	40%	67%
6c.	I feel that senior managers model the values of my organisation	47%	63%
2d.	There is good team spirit in my workgroup	79%	94%
1f.	I am able to keep my work stress at an acceptable level	60%	75%
1b.	I am provided with the support I need to do my best at work	67%	81%
3d.	In the last 12 months I received useful feedback on my work to enable me to deliver required results	67%	81%
4a.	I am paid fairly for the work I do	67%	81%
8c.	I am able to speak up and share a different view to my colleagues and manager	80%	94%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	87%	100%
7c.	I feel that change is managed well in my organisation	53%	63%



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

HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q5. Recruitment processes at DPC have improved from 12 months ago



Q5. Recruitment processes at DPC have improved from 12 months ago



Q5. Recruitment processes at DPC have improved from 12 months ago



Q3g. I am satisfied with the opportunities available for career development in my organisation



Q3g. I am satisfied with the opportunities available for career development in my organisation



Q3g. I am satisfied with the opportunities available for career development in my organisation



Q6h. I feel that senior managers listen to employees



Q6h. I feel that senior managers listen to employees



Q6h. I feel that senior managers listen to employees



Q7c. I feel that change is managed well in my organisation



Q7c. I feel that change is managed well in my organisation



Q7c. I feel that change is managed well in my organisation



Q1e. I am satisfied with my job



Q1e. I am satisfied with my job



Q1e. I am satisfied with my job



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.

80%

of employees replied favourably to:

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

37%

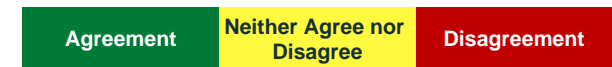
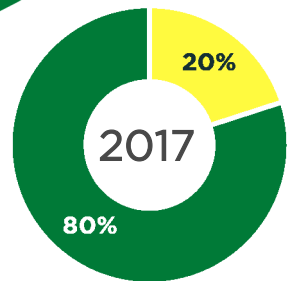
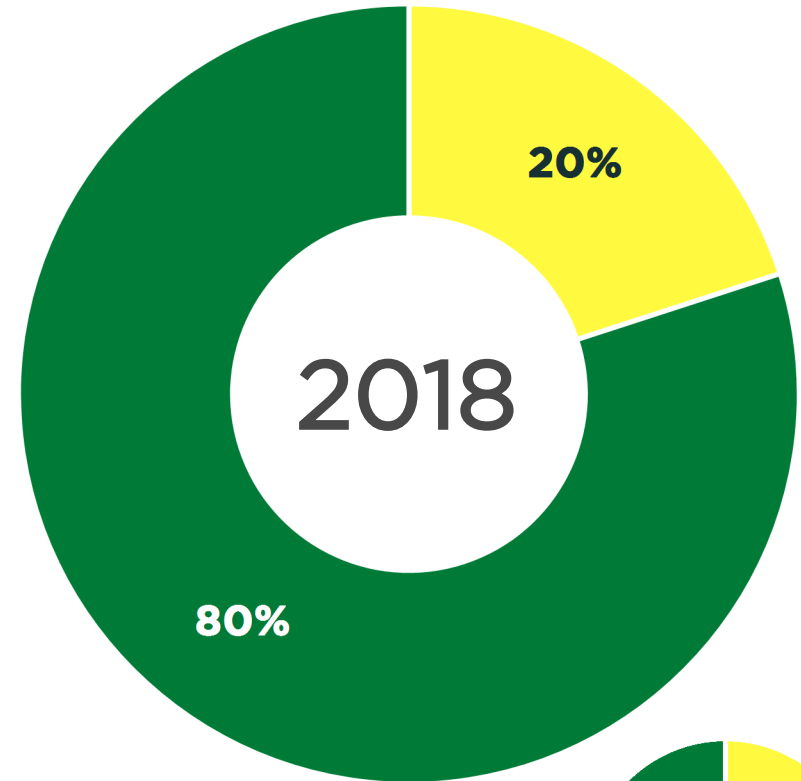
SECTOR

60%

CLUSTER

80%

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.

** As your organisation received less than 30 responses, the key drivers are taken from the questions for Premier and Cabinet.

RANK

		% AGREEMENT 2018	% AGREEMENT 2017	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7f. My organisation is committed to developing its employees	93%	100%	69%	52%
2	Q7c. I feel that change is managed well in my organisation	53%	63%	49%	40%
3	Q7a. My organisation focuses on improving the work we do	93%	94%	81%	69%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	67%	75%	65%	57%
5	Q3g. I am satisfied with the opportunities available for career development in my organisation	40%	67%	52%	50%
6	Q1b. I am provided with the support I need to do my best at work	67%	81%	74%	65%



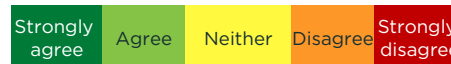
EXPLORE THE FULL RESULTS

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	67% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7i. I would recommend my organisation as a great place to work	20	47	20		67%	69%	75%	61%
Q7j. I am proud to tell others I work for my organisation	33	47	13		80%	81%	81%	69%
Q7k. I feel a strong personal attachment to my organisation	20	33	33		53%	63%	60%	63%
Q7l. My organisation motivates me to help it achieve its objectives		60	27		67%	56%	65%	55%
Q7m. My organisation inspires me to do the best in my job		60	20		67%	56%	66%	55%

KEY





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ENGAGEMENT WITH WORK	64% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1c. My job gives me a feeling of personal accomplishment	20	47	27	67%	69%	76%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work	21	43	21	14	64%	69%	78%	72%
Q1e. I am satisfied with my job	13	47	33	60%	69%	72%	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	67% 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	20	53	20		73%	63%	62%	49%
Q6b. I feel that senior managers effectively lead and manage change	20	40	33		60%	56%	58%	46%
Q6c. I feel that senior managers model the values of my organisation	20	27	27	27	47%	63%	65%	50%
Q6d. Senior managers encourage innovation by employees		73	13		80%	88%	62%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	27	47	27		73%	81%	72%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	27	60	13		87%	81%	79%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	20	53	27		73%	75%	63%	47%
Q6h. I feel that senior managers listen to employees	27	33	40		60%	69%	60%	43%
Q7c. I feel that change is managed well in my organisation		47	40		53%	63%	49%	40%

KEY





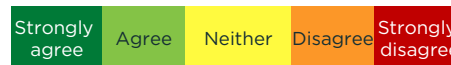
EXPLORE THE FULL RESULTS

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

COMMUNICATION	77% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q5c. My manager communicates effectively with me	27	47	13	13	73%	75%	79%	72%
Q5d. My manager encourages and values employee input	33	53	10	4	87%	81%	81%	72%
Q5e. My manager involves my workgroup in decisions about our work	27	60	13	0	87%	75%	76%	67%
Q6g. I feel that senior managers keep employees informed about what's going on	20	53	27	0	73%	75%	63%	47%
Q6h. I feel that senior managers listen to employees	27	33	40	0	60%	69%	60%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	33	47	13	7	80%	94%	76%	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		82% 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	20	73		93%	94%	87%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	29	50	14 7	79%	88%	86%	79%
Q3f. I have received appropriate training and development to do my job well	20	73		93%	81%	64%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	33	60		93%	81%	83%	74%
Q5f. I have confidence in the decisions my manager makes	27	53	13	80%	81%	79%	68%
Q6d. Senior managers encourage innovation by employees		73	13	80%	88%	62%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	27	47	27	73%	81%	72%	52%
Q7a. My organisation focuses on improving the work we do	20	73		93%	94%	81%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges		60	27	67%	75%	65%	57%

KEY

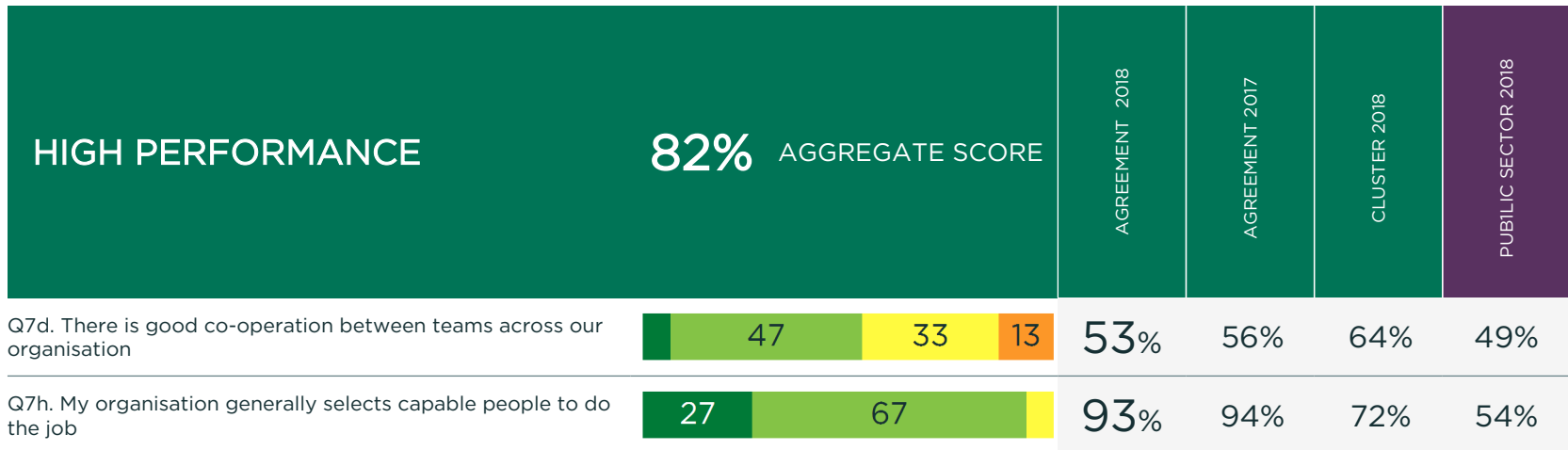




EXPLORE THE FULL RESULTS

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	79% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
	Strongly agree	Agree	Agreement %	Agreement %	Agreement %	Agreement %
Q2a. My workgroup strives to achieve customer/client satisfaction	36	57	93%	94%	93%	86%
Q2e. People in my workgroup treat each other with respect	36	43	79%	81%	83%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	33	60	93%	81%	83%	74%
Q5b. My manager listens to what I have to say	40	47	87%	94%	84%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation	20	53	73%	63%	62%	49%
Q6c. I feel that senior managers model the values of my organisation	20	27	47%	63%	65%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	27	60	87%	81%	79%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	20	53	73%	75%	63%	47%
Q6h. I feel that senior managers listen to employees	27	33	60%	69%	60%	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		79% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7a. My organisation focuses on improving the work we do				93%	94%	81%	69%
Q7e. People in my organisation take responsibility for their own actions				87%	63%	64%	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	83% 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	20	47	27	67%	81%	74%	65%
Q5b. My manager listens to what I have to say	40	47	13	87%	94%	84%	76%
Q5d. My manager encourages and values employee input	33	53		87%	81%	81%	72%
Q6i. Senior managers in my organisation support the career advancement of women	13	60	20	73%	75%	74%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	40	53		93%	88%	80%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	33	53		87%	88%	78%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	33	47	13	80%	94%	76%	67%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	40	47	13	87%	100%	81%	59%
Q8e. My manager supports flexible working in my team	47	40	13	87%	-	84%	63%

KEY

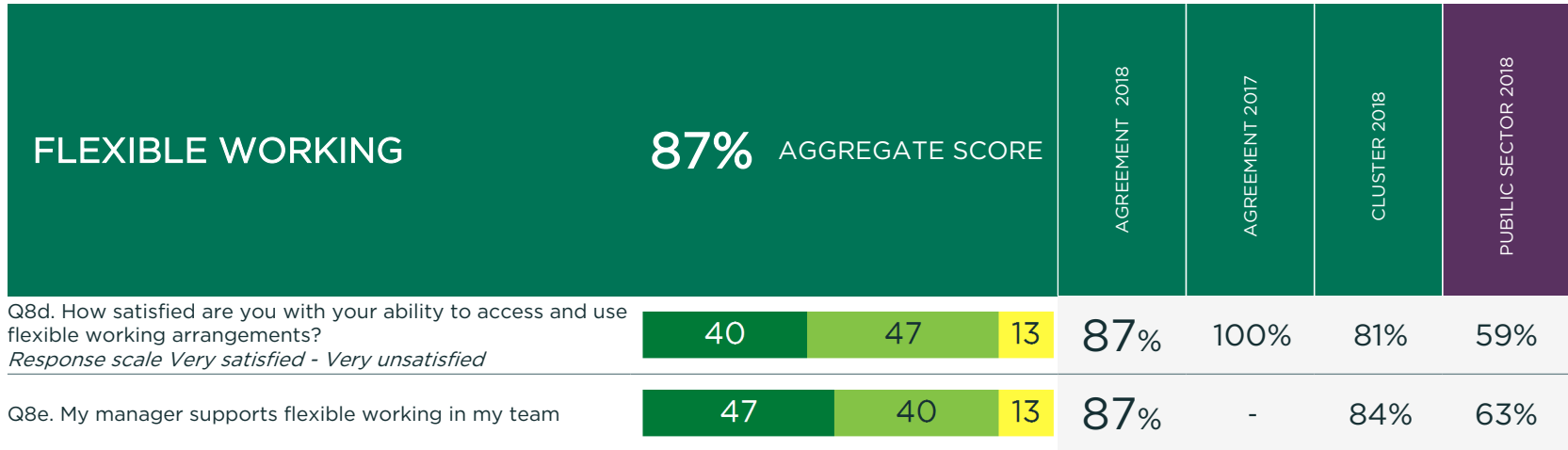




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

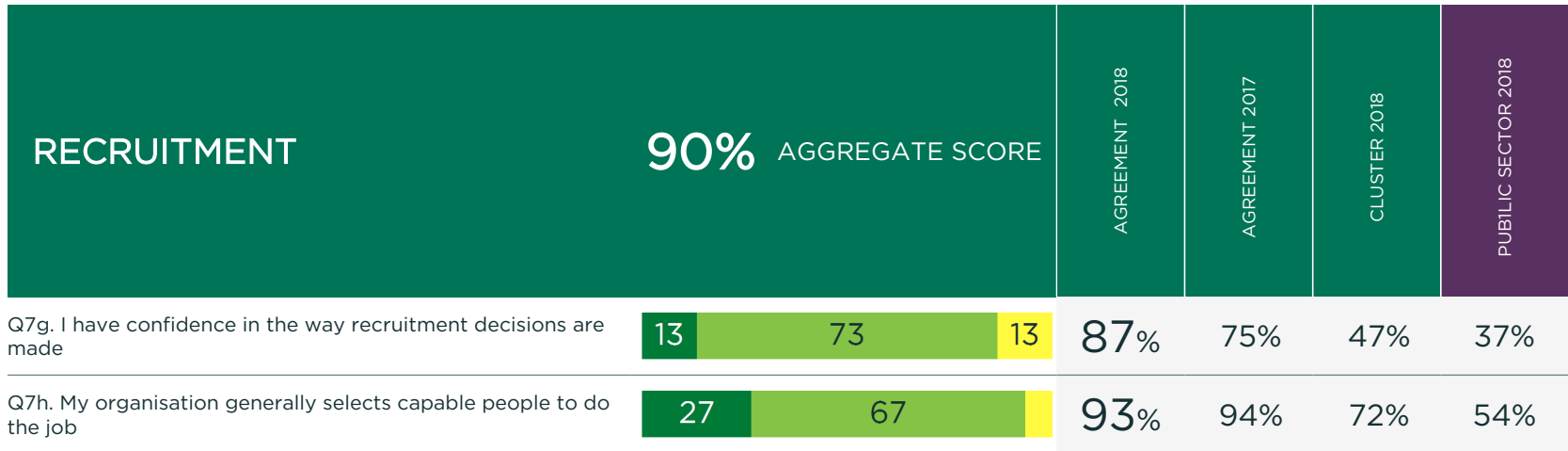




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

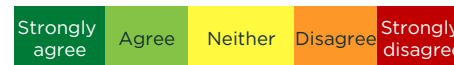
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PERFORMANCE FRAMEWORK & DEVELOPMENT

69% 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		67%	81%	74%	65%
Q3e. My performance is assessed against clear criteria		73%	44%	61%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation		40%	67%	52%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do		93%	94%	81%	69%
Q5h. My manager appropriately deals with employees who perform poorly		47%	50%	51%	46%
Q7f. My organisation is committed to developing its employees		93%	100%	69%	52%

KEY

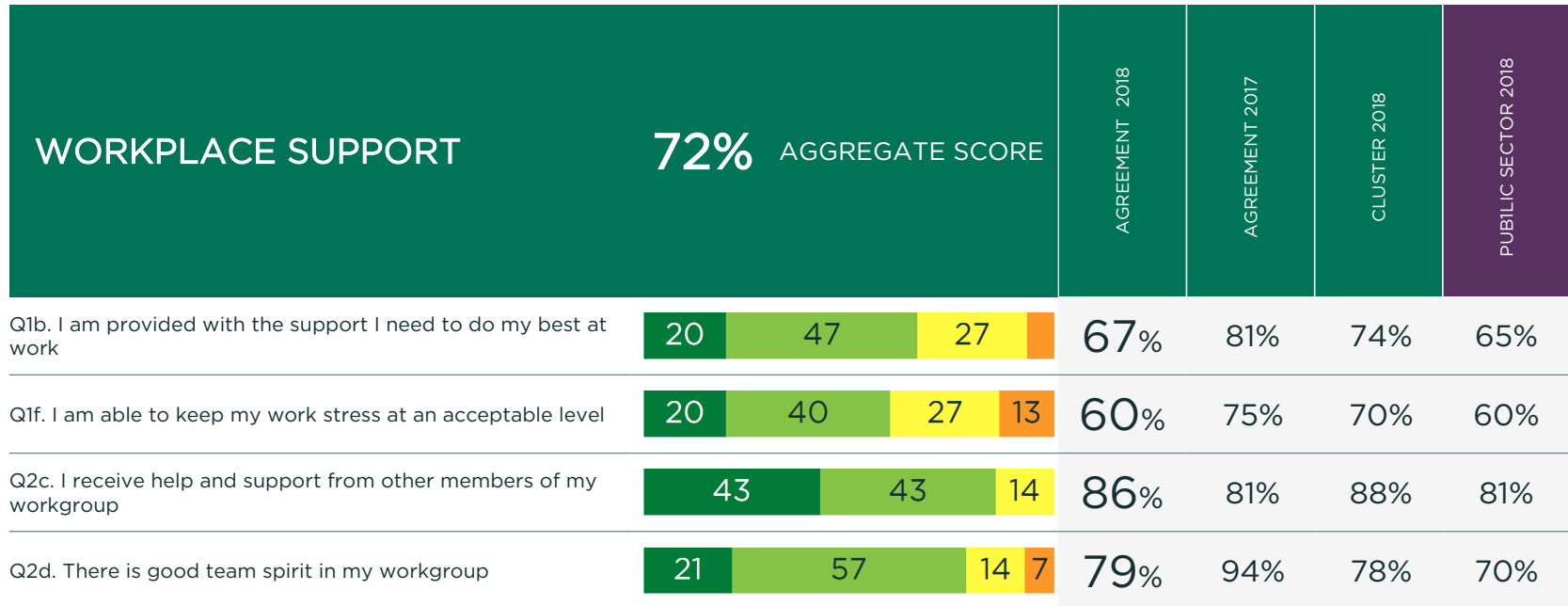




EXPLORE THE FULL RESULTS

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.



KEY

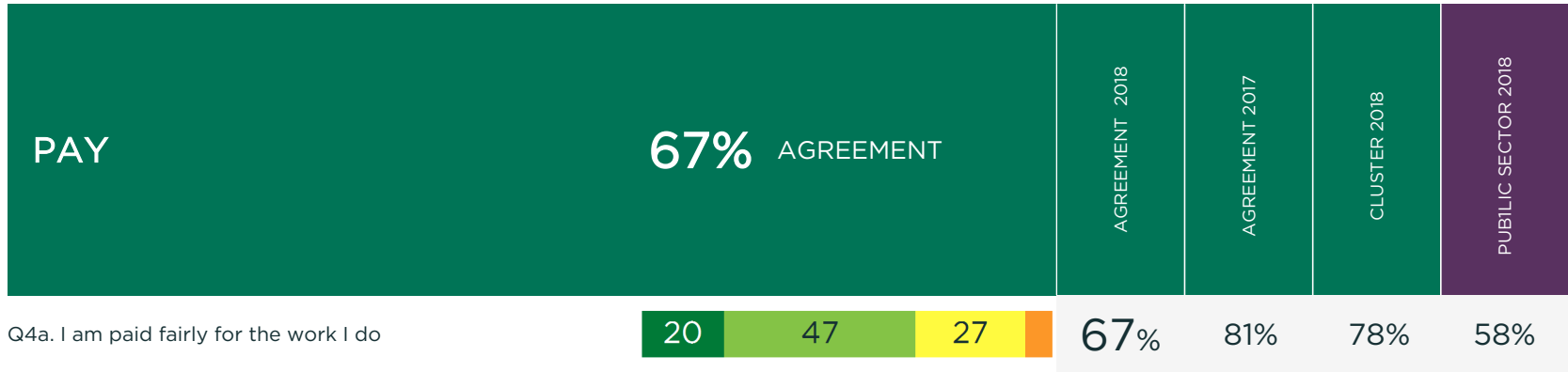




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

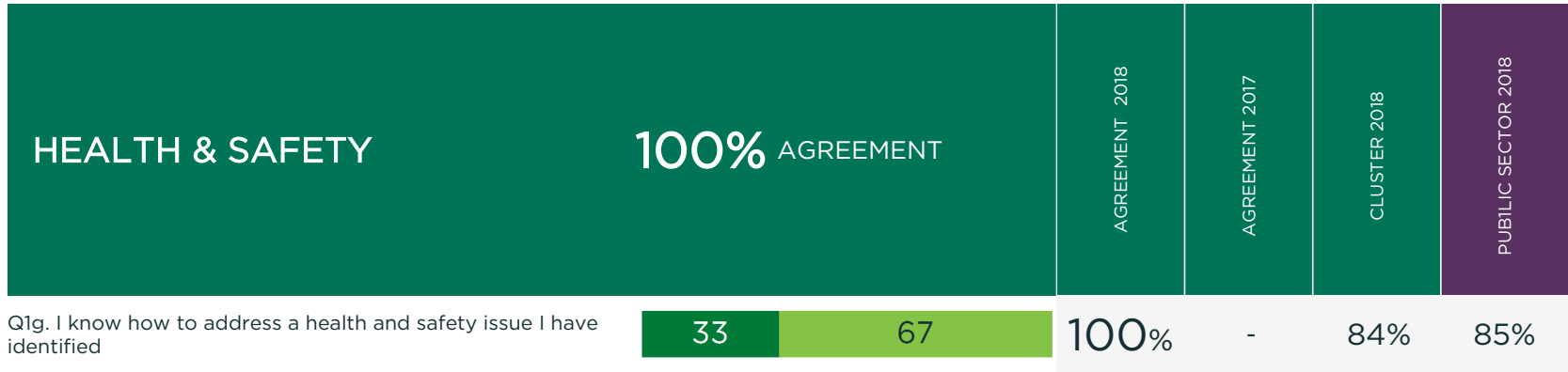




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

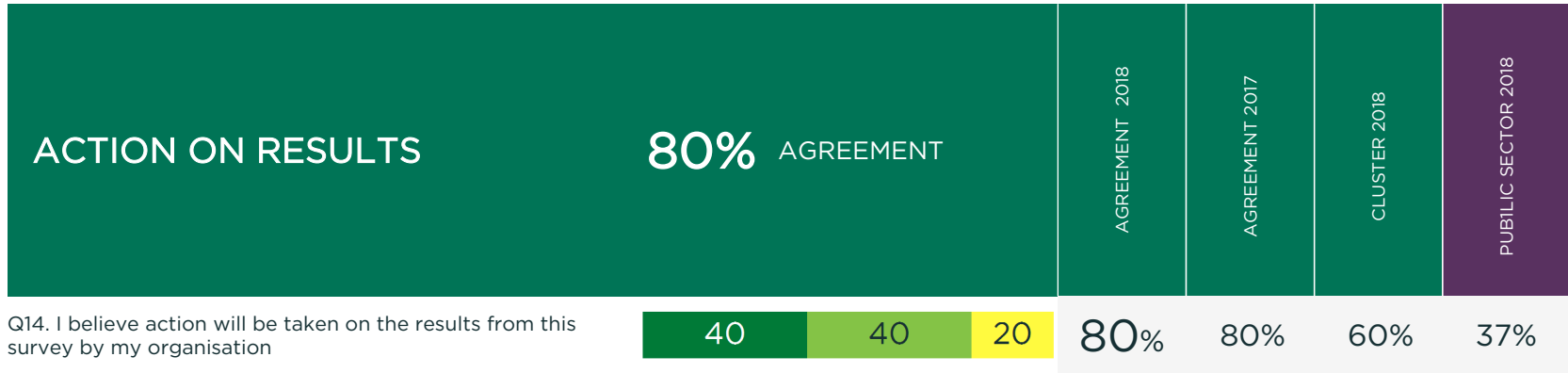




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

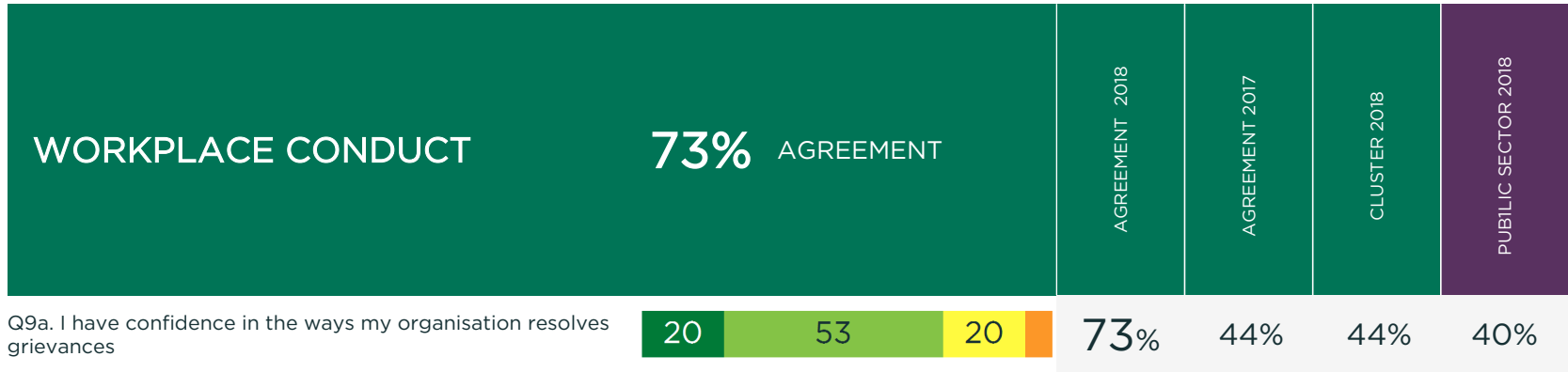




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

PERFORMANCE FRAMEWORK & DEVELOPMENT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		87%	81%	64%	71%
No		13%	19%	36%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		87%	81%	83%	76%
No		13%	19%	17%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		87%	88%	71%	58%
No		13%	13%	29%	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		47%	69%	46%	41%
No		53%	31%	54%	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
Lack of visible opportunities		50%	20%	34%	30%
There are no major barriers to my career progression		43%	53%	38%	32%
Lack of promotion opportunities		36%	33%	33%	29%
Personal/family considerations		29%	13%	22%	30%
The application/recruitment process is too cumbersome or time consuming		21%	13%	20%	23%
Geographic location considerations		14%	20%	19%	26%
Lack of support from my manager/supervisor		7%	7%	10%	14%
Lack of support for temporary assignments/secondments		7%	7%	14%	15%
Other		7%	7%	7%	9%



% are calculated with the number of unique respondents (N = 14 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		0%	-	14%	24%
No		80%	87%	73%	58%
Don't know		20%	13%	12%	18%
Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes	(r)				
No	(r)				
Don't know	(r)				



EXPLORE THE FULL RESULTS

Questions are grouped by 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		13%	19%	21%	33%
No		73%	75%	70%	57%
Don't know		13%	6%	9%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		7%	6%	10%	18%
No		87%	94%	84%	76%
Don't know		7%	-	6%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

Q11c. Please indicate the role of the person who has been the source of the most serious bullying you have been subjected to in the last 12 months

A senior manager	(r)
Your Immediate Manager/Supervisor	(r)
A fellow worker at your level	(r)
A subordinate	(r)
A client or customer	(r)
A member of the public other than a client or customer	(r)
Other	(r)
Prefer not to say	(r)



EXPLORE THE FULL RESULTS

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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

	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes	0%	-	1%	3%
No	100%	-	98%	94%
Don't know	0%	-	1%	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

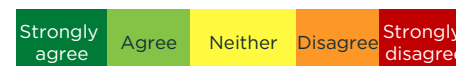
Questions are grouped by topics in this report.

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

**For Q7-Q10, the proportion of respondents answering not applicable is included in the result but not displayed.

PREMIER AND CABINET CUSTOMISED QUESTIONS		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018
Q1. I received quality feedback in the last performance development cycle		71%	67%	59%
Q2. I was not surprised by the feedback offered in my performance discussions		87%	67%	62%
Q3. The feedback from the performance development framework has been useful and applicable in my role		67%	47%	57%
Q4. I understand how my role makes a difference to our stakeholders		87%	-	81%
Q5. Recruitment processes at DPC have improved from 12 months ago		33%	-	20%
Q6. My manager actively supports a diverse, inclusive and flexible work environment		93%	-	84%

KEY



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

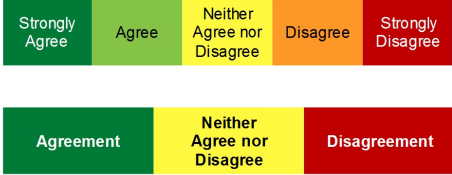
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.