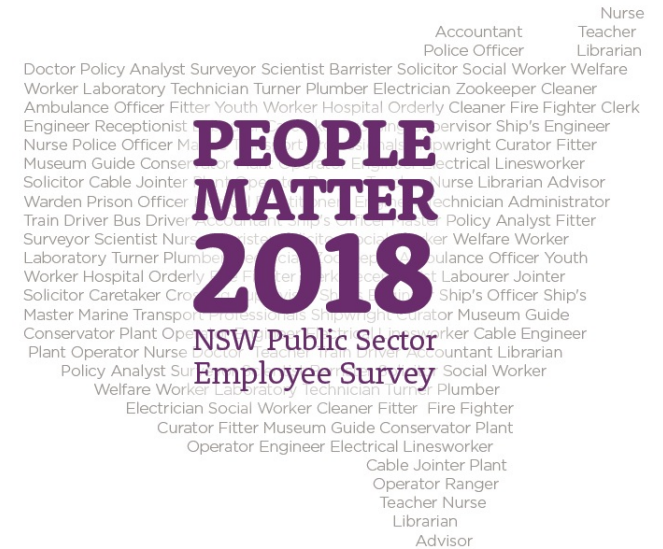


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# PEOPLE MATTER 2018

NSW Public Sector Employee Survey



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LARGE BUSINESS UNIT

Education

Public Schools - all other schools

## RESPONSE RATE

2,282 RESPONDENTS

## EMPLOYEE ENGAGEMENT

**72%**

DIFFERENCE FROM 2017 +2  
DIFFERENCE FROM CLUSTER +4  
DIFFERENCE FROM PUBLIC SECTOR +7

## ENGAGEMENT WITH WORK

**79%**

DIFFERENCE FROM 2017 0  
DIFFERENCE FROM CLUSTER +5  
DIFFERENCE FROM PUBLIC SECTOR +7

## SENIOR MANAGERS

**60%**

DIFFERENCE FROM 2017 +3  
DIFFERENCE FROM CLUSTER +4  
DIFFERENCE FROM PUBLIC SECTOR +12

## COMMUNICATION

**67%**

DIFFERENCE FROM 2017 +2  
DIFFERENCE FROM CLUSTER +3  
DIFFERENCE FROM PUBLIC SECTOR +6

## HIGH PERFORMANCE

**72%**

DIFFERENCE FROM 2017 +2  
DIFFERENCE FROM CLUSTER +3  
DIFFERENCE FROM PUBLIC SECTOR +8

## PUBLIC SECTOR VALUES

**69%**

DIFFERENCE FROM 2017 +2  
DIFFERENCE FROM CLUSTER +2  
DIFFERENCE FROM PUBLIC SECTOR +7

## DIVERSITY & INCLUSION

**71%**

DIFFERENCE FROM CLUSTER +4  
DIFFERENCE FROM PUBLIC SECTOR +3

## FLEXIBLE WORKING SATISFACTION

**52%**

DIFFERENCE FROM 2017 +5  
DIFFERENCE FROM CLUSTER +5  
DIFFERENCE FROM PUBLIC SECTOR -7

## ACTION ON RESULTS

**32%**

DIFFERENCE FROM 2017 +5  
DIFFERENCE FROM CLUSTER +3  
DIFFERENCE FROM PUBLIC SECTOR -5



## QUESTIONS ARE GROUPED INTO TOPICS IN THIS REPORT.

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

The Employee Engagement index is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

Response Rate: some entities exceed 100% where responses were greater than the employee headcount. This is thought to be primarily due to employees selecting the wrong work location in the survey

# HIGHEST AND LOWEST QUESTIONS

## + HIGHEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

1a.	I understand what is expected of me to do well in my role	92%	93%
2a.	My workgroup strives to achieve customer/client satisfaction	88%	87%
1g.	I know how to address a health and safety issue I have identified	85%	-
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	83%	79%
1c.	My job gives me a feeling of personal accomplishment	83%	83%
2c.	I receive help and support from other members of my workgroup	83%	83%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	81%	77%
7a.	My organisation focuses on improving the work we do	80%	79%
1d.	I feel motivated to contribute more than what is normally required at work	80%	80%
5a.	My manager encourages people in my workgroup to keep improving the work they do	80%	78%

## - LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

14.	I believe action will be taken on the results from this survey by my organisation	32%	27%
7g.	I have confidence in the way recruitment decisions are made	45%	40%
9a.	I have confidence in the ways my organisation resolves grievances	47%	42%
5h.	My manager appropriately deals with employees who perform poorly	48%	45%
4a.	I am paid fairly for the work I do	49%	52%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	52%	47%
7c.	I feel that change is managed well in my organisation	53%	50%
1f.	I am able to keep my work stress at an acceptable level	54%	53%
7e.	People in my organisation take responsibility for their own actions	55%	52%
8e.	My manager supports flexible working in my team	55%	-



### 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

7h.	My organisation generally selects capable people to do the job	61%	55%
3e.	My performance is assessed against clear criteria	63%	57%
7g.	I have confidence in the way recruitment decisions are made	45%	40%
14.	I believe action will be taken on the results from this survey by my organisation	32%	27%
6a.	I believe senior managers provide clear direction for the future of the organisation	63%	58%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	52%	47%
7d.	There is good co-operation between teams across our organisation	58%	53%
7b.	My organisation is making the necessary improvements to meet our future challenges	69%	65%
6b.	I feel that senior managers effectively lead and manage change	59%	54%
9a.	I have confidence in the ways my organisation resolves grievances	47%	42%

## - LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

4a.	I am paid fairly for the work I do	49%	52%
1a.	I understand what is expected of me to do well in my role	92%	93%
2c.	I receive help and support from other members of my workgroup	83%	83%



### 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



**Q5h.** My manager appropriately deals with employees who perform poorly



**Q8e.** My manager supports flexible working in my team



**Q8d.** How satisfied are you with your ability to access and use flexible working arrangements?



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



## HIGHEST NEUTRAL SCORING QUESTIONS

**% NEUTRAL**

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



**Q5h.** My manager appropriately deals with employees who perform poorly



**Q8e.** My manager supports flexible working in my team



**Q8d.** How satisfied are you with your ability to access and use flexible working arrangements?



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



## DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

**% NEGATIVE**

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



**Q5h.** My manager appropriately deals with employees who perform poorly



**Q8e.** My manager supports flexible working in my team



**Q8d.** How satisfied are you with your ability to access and use flexible working arrangements?



**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.

# 32%

of employees replied favourably to:

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

## 37%

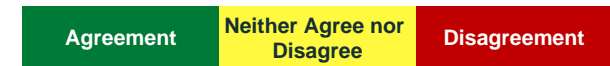
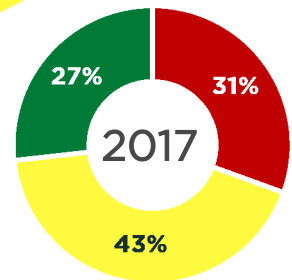
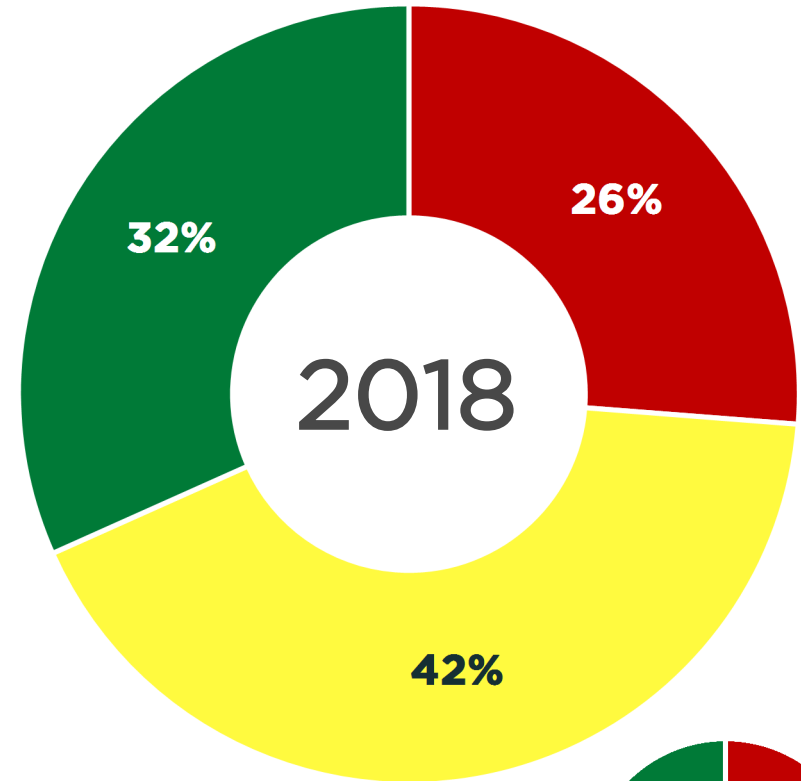
SECTOR

## 29%

CLUSTER

## 27%

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 Education.

## RANK

		% AGREEMENT 2018	% AGREEMENT 2017	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
<b>1</b>	<b>Q7f.</b> My organisation is committed to developing its employees	<b>68%</b>	65%	61%	52%
<b>2</b>	<b>Q7c.</b> I feel that change is managed well in my organisation	<b>53%</b>	50%	47%	40%
<b>3</b>	<b>Q7b.</b> My organisation is making the necessary improvements to meet our future challenges	<b>69%</b>	65%	64%	57%
<b>4</b>	<b>Q7a.</b> My organisation focuses on improving the work we do	<b>80%</b>	79%	77%	69%
<b>5</b>	<b>Q1b.</b> I am provided with the support I need to do my best at work	<b>70%</b>	66%	63%	65%
<b>6</b>	<b>Q3g.</b> I am satisfied with the opportunities available for career development in my organisation	<b>59%</b>	56%	53%	50%



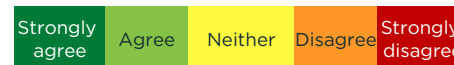
## EXPLORE THE FULL RESULTS

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	72% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7i. I would recommend my organisation as a great place to work	27	43	18	8	69%	65%	62%	61%
Q7j. I am proud to tell others I work for my organisation	36	42	15		78%	76%	72%	69%
Q7k. I feel a strong personal attachment to my organisation	37	40	15		77%	75%	71%	63%
Q7l. My organisation motivates me to help it achieve its objectives	27	39	22	9	66%	62%	59%	55%
Q7m. My organisation inspires me to do the best in my job	28	37	22	8	66%	62%	58%	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	79% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q1c. My job gives me a feeling of personal accomplishment	41	41	10	83%	83%	79%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	40	40	11 7	80%	80%	75%	72%
Q1e. I am satisfied with my job	33	41	14 9	74%	74%	69%	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	60% 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	21	42	22	10	63%	58%	59%	49%
Q6b. I feel that senior managers effectively lead and manage change	20	38	23	12	59%	54%	54%	46%
Q6c. I feel that senior managers model the values of my organisation	23	38	23	9	62%	59%	58%	50%
Q6d. Senior managers encourage innovation by employees	21	43	23	9	64%	62%	60%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	21	43	25	8	64%	60%	59%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	22	46	23		68%	65%	67%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	18	38	23	14	56%	53%	53%	47%
Q6h. I feel that senior managers listen to employees	19	37	23	13	56%	52%	51%	43%
Q7c. I feel that change is managed well in my organisation	17	35	24	16	53%	50%	47%	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	67% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q5c. My manager communicates effectively with me	36	39	13	8	75%	73%	73%	72%	
Q5d. My manager encourages and values employee input	37	38	14	8	74%	73%	74%	72%	
Q5e. My manager involves my workgroup in decisions about our work	32	38	17	9	70%	69%	69%	67%	
Q6g. I feel that senior managers keep employees informed about what's going on	18	38	23	14	7	56%	53%	53%	47%
Q6h. I feel that senior managers listen to employees	19	37	23	13	8	56%	52%	51%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	27	43	14	9	7	70%	67%	64%	67%

KEY





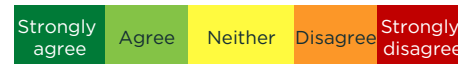
## EXPLORE THE FULL RESULTS

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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.

	72% 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	46	46	92%	93%	91%	90%		
Q2b. My workgroup works collaboratively to achieve its objectives	35	44	11	8	79%	78%	79%	79%
Q3f. I have received appropriate training and development to do my job well	24	46	18	9	70%	69%	64%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	34	45	12		80%	78%	78%	74%
Q5f. I have confidence in the decisions my manager makes	34	37	17	8	71%	70%	69%	68%
Q6d. Senior managers encourage innovation by employees	21	43	23	9	64%	62%	60%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	21	43	25	8	64%	60%	59%	52%
Q7a. My organisation focuses on improving the work we do	30	50	13		80%	79%	77%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	25	45	18	9	69%	65%	64%	57%

### KEY

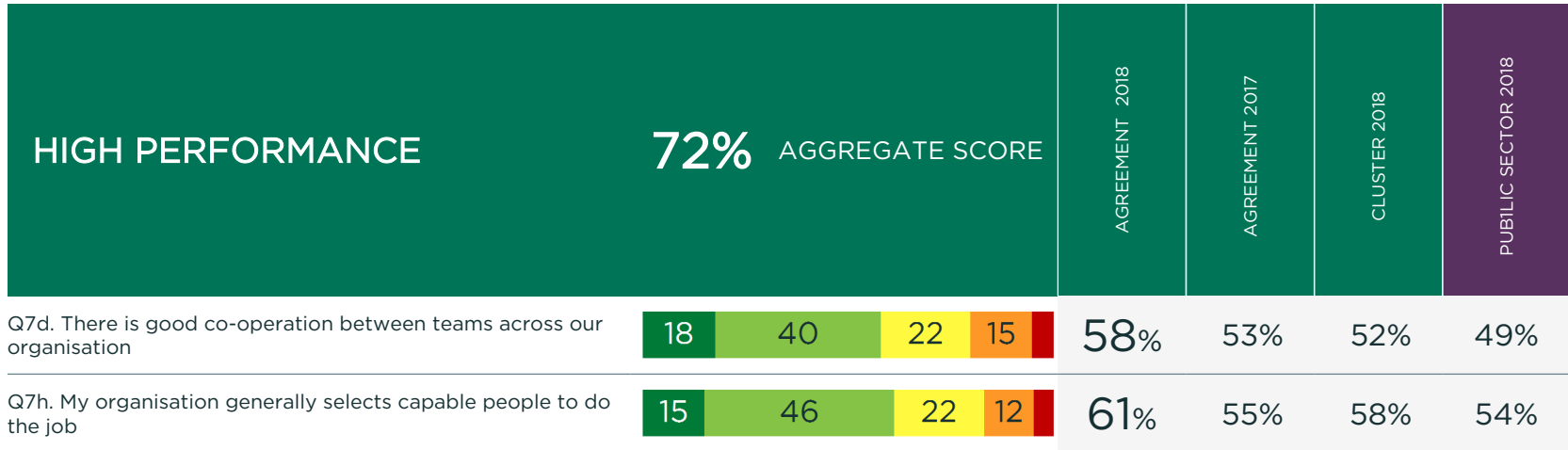




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Questions are grouped by topics in this report.

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



KEY





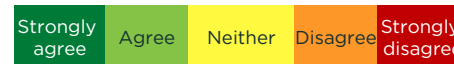
## EXPLORE THE FULL RESULTS

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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		69% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018				
Q2a. My workgroup strives to achieve customer/client satisfaction		42	46	8	0	0	0	88%	87%	87%	86%
Q2e. People in my workgroup treat each other with respect		34	41	14	8	3	0	74%	74%	75%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do		34	45	12	9	0	0	80%	78%	78%	74%
Q5b. My manager listens to what I have to say		38	40	12	10	0	0	78%	78%	78%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation		21	42	22	10	5	0	63%	58%	59%	49%
Q6c. I feel that senior managers model the values of my organisation		23	38	23	9	7	0	62%	59%	58%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		22	46	23	7	2	0	68%	65%	67%	62%
Q6g. I feel that senior managers keep employees informed about what's going on		18	38	23	14	7	0	56%	53%	53%	47%
Q6h. I feel that senior managers listen to employees		19	37	23	13	8	0	56%	52%	51%	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		69% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q7a. My organisation focuses on improving the work we do		30	50	13	80%	79%	77%	69%	
Q7e. People in my organisation take responsibility for their own actions		14	41	27	13	55%	52%	53%	49%

KEY





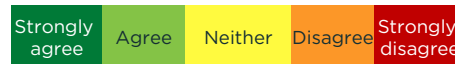
## EXPLORE THE FULL RESULTS

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	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	27	43	15	12	70%	66%	63%	65%
Q5b. My manager listens to what I have to say	38	40	12		78%	78%	78%	76%
Q5d. My manager encourages and values employee input	37	38	14	8	74%	73%	74%	72%
Q6i. Senior managers in my organisation support the career advancement of women	30	40	23		70%	68%	67%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	35	46	12		81%	77%	78%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	38	45	10		83%	79%	78%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	27	43	14	9	70%	67%	64%	67%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	19	33	30	12	52%	47%	47%	59%
Q8e. My manager supports flexible working in my team	21	35	31	9	55%	-	51%	63%

### KEY



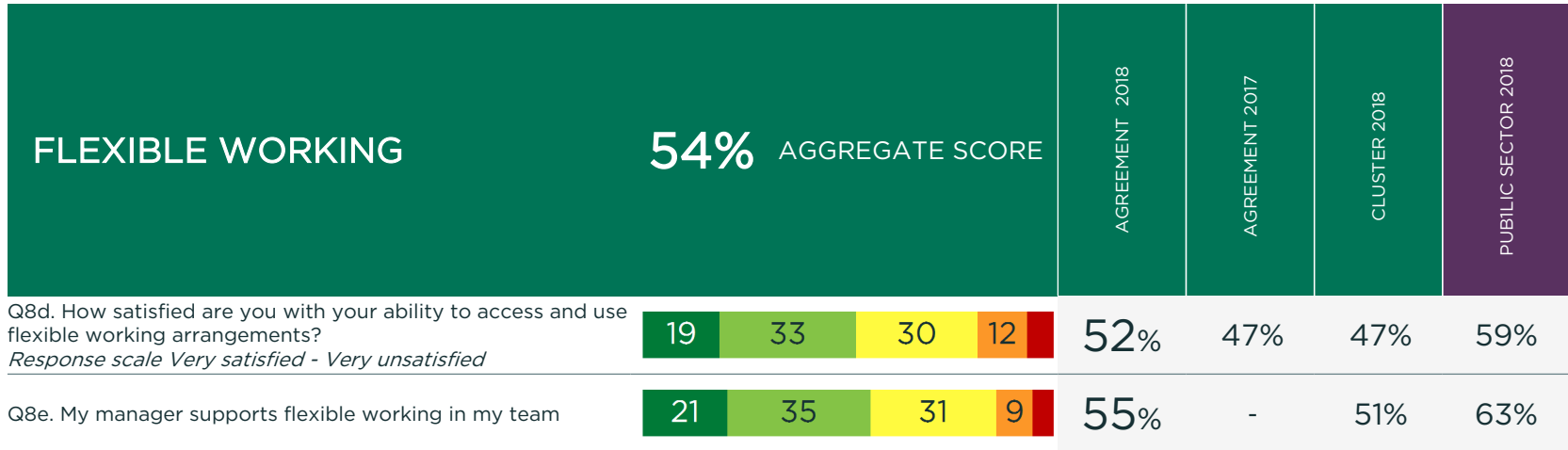




## EXPLORE THE FULL RESULTS

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

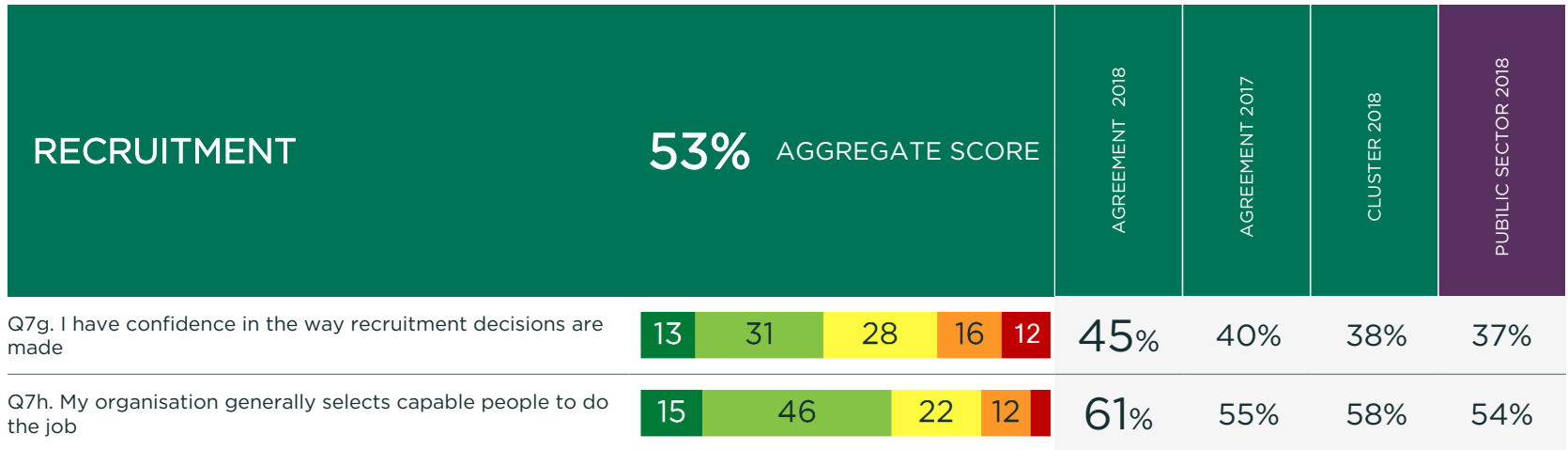




## EXPLORE THE FULL RESULTS

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.

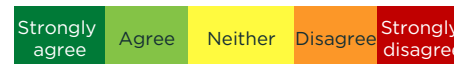
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

## PERFORMANCE FRAMEWORK & DEVELOPMENT

**64%** 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		71%	69%	67%	65%
Q3e. My performance is assessed against clear criteria		63%	57%	57%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation		59%	56%	53%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do		73%	71%	70%	69%
Q5h. My manager appropriately deals with employees who perform poorly		48%	45%	46%	46%
Q7f. My organisation is committed to developing its employees		68%	65%	61%	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.

	70% 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	27	43	15	12	70%	66%	63%	65%	
Q1f. I am able to keep my work stress at an acceptable level	15	40	18	19	8	54%	53%	47%	60%
Q2c. I receive help and support from other members of my workgroup	39	44	11			83%	83%	82%	81%
Q2d. There is good team spirit in my workgroup	34	37	15	9		72%	71%	70%	70%

KEY

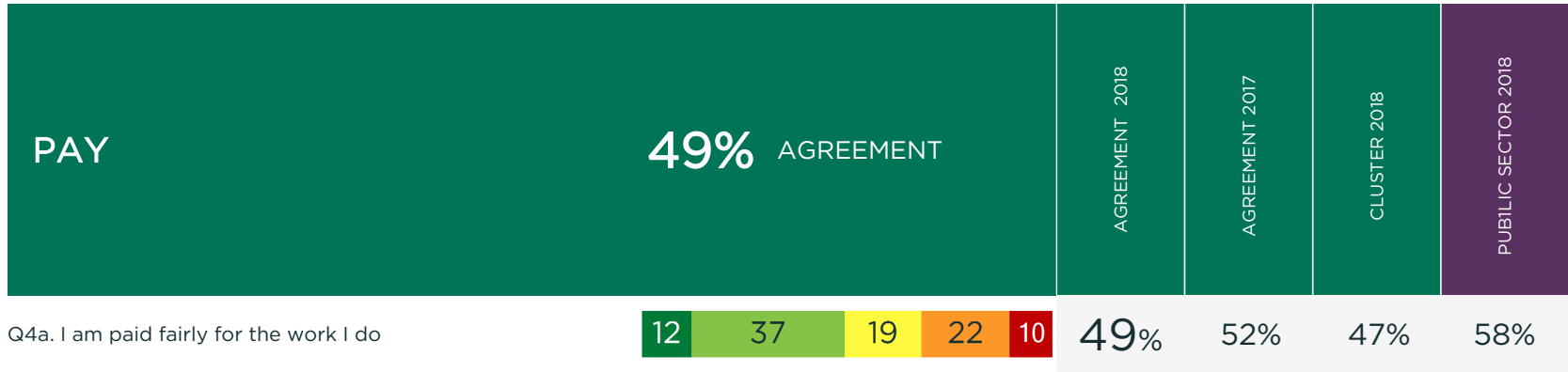




## EXPLORE THE FULL RESULTS

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

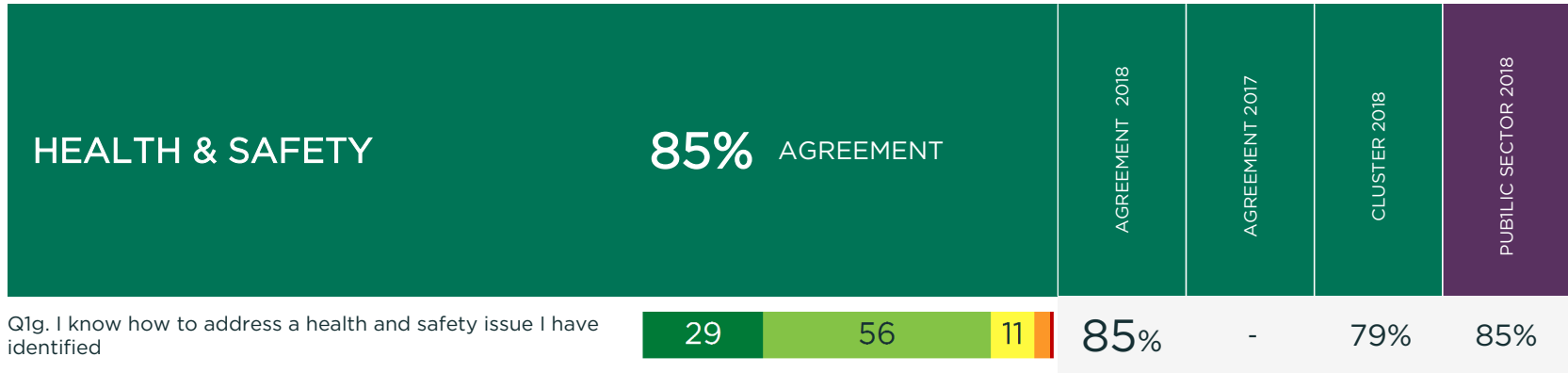




## EXPLORE THE FULL RESULTS

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

**32%** AGREEMENT

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



#### KEY

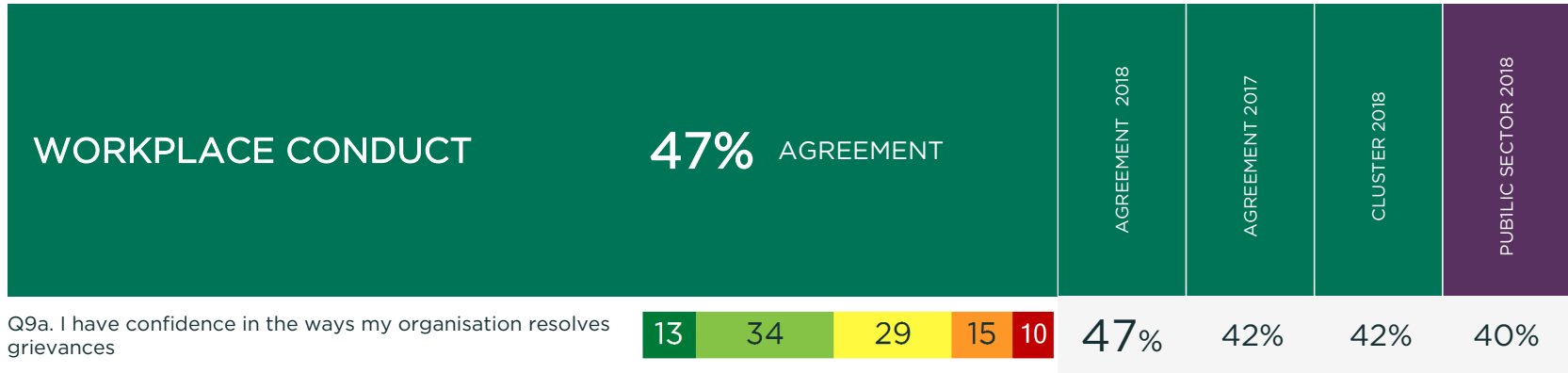




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



### KEY







## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### PERFORMANCE FRAMEWORK & DEVELOPMENT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q3a.</b> I have a current performance and development plan that sets out my individual objectives					
Yes		87%	77%	84%	71%
No		13%	23%	16%	29%
<b>Q3b.</b> I have informal feedback conversations with my manager					
Yes		83%	80%	81%	76%
No		17%	20%	19%	24%
<b>Q3c.</b> I have scheduled feedback conversations with my manager					
Yes		69%	62%	65%	58%
No		31%	38%	35%	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		35%	32%	37%	41%
No		65%	68%	63%	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
Personal/family considerations		39%	39%	37%	30%
There are no major barriers to my career progression		35%	34%	32%	32%
Geographic location considerations		33%	33%	29%	26%
Lack of visible opportunities		25%	26%	28%	30%
The application/recruitment process is too cumbersome or time consuming		23%	20%	30%	23%
Lack of promotion opportunities		21%	24%	24%	29%
Insufficient training and development		12%	13%	16%	16%
Lack of support from my manager/supervisor		10%	10%	12%	14%
Other		10%	12%	9%	9%
Lack of support for temporary assignments/secondments		9%	10%	11%	15%
Lack of required capabilities or experience		8%	9%	12%	11%

% are calculated with the number of unique respondents (N = 2,150 to this question)



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### UNACCEPTABLE CONDUCT





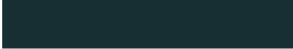

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q10a.</b> In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		26%	30%	25%	24%
No		53%	57%	56%	58%
Don't know		21%	13%	19%	18%
<b>Q10b.</b> If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		69%	71%	66%	66%
No		29%	27%	32%	32%
Don't know		2%	2%	2%	2%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### UNACCEPTABLE CONDUCT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q11a. In the last 12 months I have witnessed bullying at work</b>					
Yes		34%	36%	34%	33%
No		55%	55%	55%	57%
Don't know		11%	10%	10%	10%
<b>Q11b. In the last 12 months I have been subjected to bullying at work</b>					
Yes		19%	20%	19%	18%
No		74%	74%	75%	76%
Don't know		7%	6%	6%	6%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

## UNACCEPTABLE CONDUCT

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

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A senior manager		24%	24%	25%	21%
A fellow worker at your level		22%	20%	23%	27%
Prefer not to say		18%	15%	14%	14%
Your Immediate Manager/Supervisor		15%	19%	19%	23%
A subordinate		12%	14%	10%	7%
A client or customer		4%	4%	5%	2%
Other		4%	4%	3%	4%
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	8%	-	4%	3%
No	90%	-	95%	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

Response	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A person at work	31%	-	42%	39%
A member of the public	4%	-	14%	37%
Other	61%	-	38%	19%
Prefer not to say	4%	-	6%	6%



## EXPLORE THE FULL RESULTS

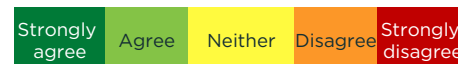
Questions are grouped by topics in this report.

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

## EDUCATION CUSTOMISED QUESTIONS

					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018
Q1. My workgroup is able to manage the changing demands of our work environment.	15	50	21	11	65%	65%	60%
Q2. The changes within my organisation will improve outcomes for the community.	18	46	26	7	65%	63%	60%
Q3. Our leaders frequently and effectively communicate organisational objectives.	19	50	20	9	69%	64%	64%
Q4. My workgroup acknowledges my contributions to the team.	22	50	18	8	72%	71%	69%
Q5. My workgroup regularly works with different workgroups to achieve organisational objectives.	19	50	22	7	69%	66%	63%
Q6. My workgroup learns from past experiences and makes improvements to the way we work.	22	49	18	8	71%	72%	68%
Q7. My workgroup is able to demonstrate outcomes of our work.	23	57	16		80%	78%	78%
Q8. My job offers the opportunity for me to work on innovative projects.	20	44	24	9	64%	62%	58%

### KEY







## EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

## EDUCATION CUSTOMISED QUESTIONS

2018

CLUSTER 2018

Q9. Which category of staff are you?

		2018	CLUSTER 2018
Teaching staff		46%	54%
School executive (Principals, Deputy Principals, Assistant Principals)		20%	15%
School Administrative and Support Staff (SASS)		27%	16%
Other non-teaching staff in schools		6%	4%
Non school based teaching service staff		1%	1%
Aboriginal Affairs		0%	0%
Corporate staff		0%	10%



## EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

## EDUCATION CUSTOMISED QUESTIONS

2018

CLUSTER 2018

**Q10.** This survey asks questions about Senior Managers. How do you define a Senior Manager?

Executive Director		5%	7%
Director		17%	17%
Manager		3%	5%
Principal		58%	51%
Deputy Principal		8%	11%
Assistant Principal		5%	5%
Head Teacher		3%	4%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>GENDER</b>		
Male		20%
Female		79%
Other		1%

# PROFILE OF RESPONDENTS







## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>AGE</b>		
15 - 19		0%
20 - 24		1%
25 -29	■	6%
30 - 34	■	9%
35 - 39	■	10%
40 - 44	■	13%
45 - 49	■	17%
50 - 54	■	14%
55 - 59	■	16%
60 - 64	■	10%
65+	■	4%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

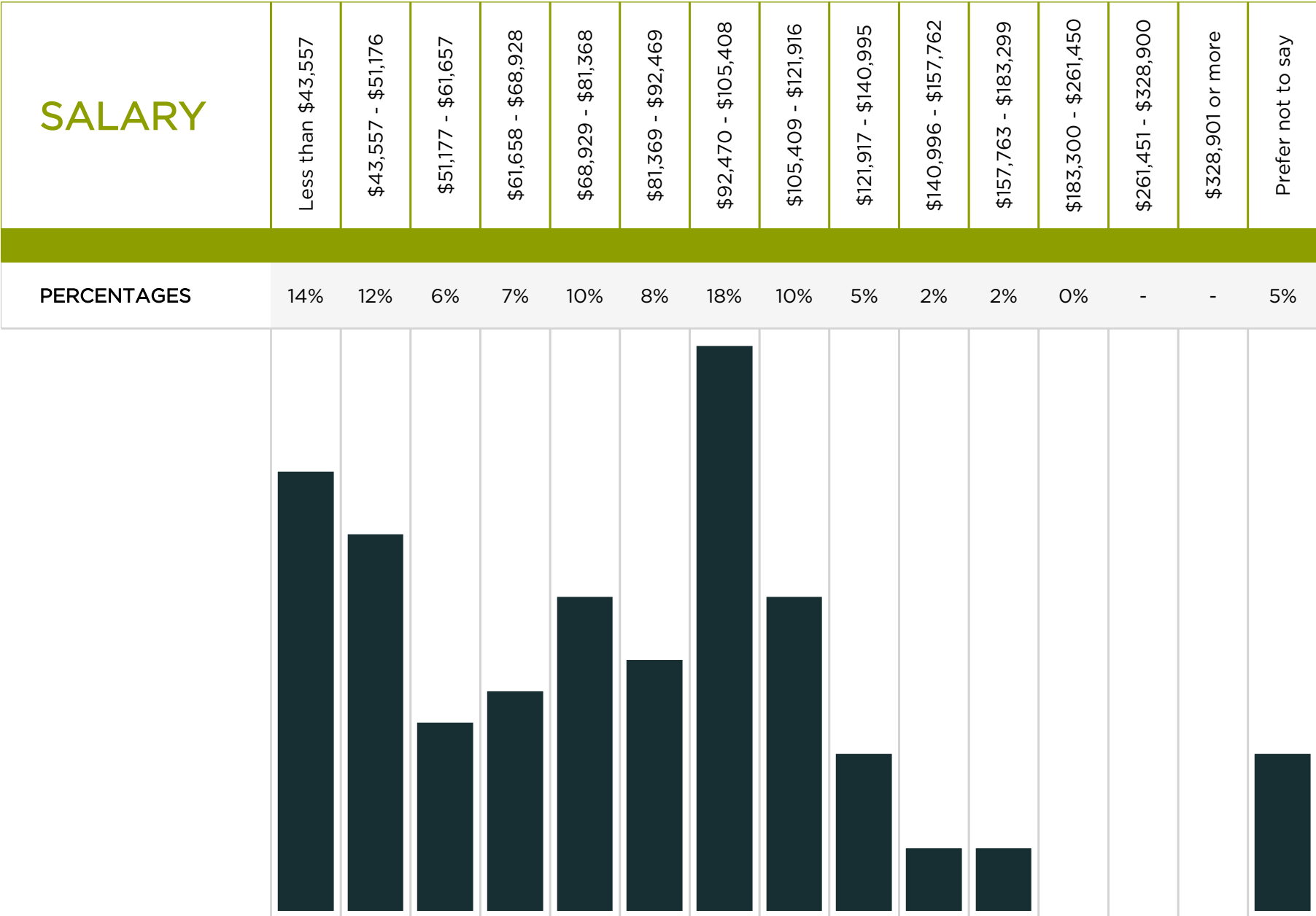
		PERCENTAGE
TYPE OF WORK		
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)		77%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)		2%
Administrative support (e.g. executive/personal assistant, receptionist)		12%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)		0%
Policy		-
Research		-
Program and project management support		0%
Legal (including developing and/or reviewing legislation)		-
Other		9%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

### SALARY



# PROFILE OF RESPONDENTS










## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>TENURE IN ORGANISATION</b>		
Less than 1 year		7%
1 - 2 years		6%
2 - 5 years		15%
5 - 10 years		22%
10 - 20 years		29%
More than 20 years		21%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>FLEXIBLE WORKING</b>		
None of the above		64%
Part-time work		14%
Leave without pay		11%
Flexible start and finish times		7%
Working additional hours to make up for time off		5%
Job sharing		4%
Working from different locations		3%

% are calculated with the number of unique respondents (N = 1,911 to this question)



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>FLEXIBLE WORKING</b>		
Other		3%
Working more hours over fewer days		1%
Working from home		1%
Flexible scheduling for rostered workers		1%
Study leave		0%
Purchasing annual leave		0%

% are calculated with the number of unique respondents (N = 1,911 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.

	Public Schools - all other schools	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
<b>NUMBER OF RESPONDENTS</b>	2282	1511	34	231	5	0	0	8	0	186
<b>EMPLOYEE ENGAGEMENT</b>	72%	71%	72%	78%	(r)	(r)	(r)	(r)	(r)	74%
<b>ENGAGEMENT WITH WORK</b>	79%	78%	77%	81%	(r)	(r)	(r)	(r)	(r)	80%
<b>SENIOR MANAGERS</b>	60%	60%	54%	65%	(r)	(r)	(r)	(r)	(r)	63%
<b>COMMUNICATION</b>	67%	67%	68%	71%	(r)	(r)	(r)	(r)	(r)	68%
<b>HIGH PERFORMANCE</b>	72%	71%	70%	74%	(r)	(r)	(r)	(r)	(r)	74%
<b>PUBLIC SECTOR VALUES</b>	69%	69%	64%	72%	(r)	(r)	(r)	(r)	(r)	69%
<b>DIVERSITY &amp; INCLUSION</b>	71%	69%	80%	79%	(r)	(r)	(r)	(r)	(r)	73%

### 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.

	Public Schools - all other schools	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	2282	281	227	112	134	201	159	362	203	100	36	36	7	0
EMPLOYEE ENGAGEMENT	72%	77%	75%	77%	76%	70%	68%	65%	71%	76%	76%	79%	(r)	(r)
ENGAGEMENT WITH WORK	79%	87%	81%	82%	81%	77%	74%	70%	77%	88%	85%	86%	(r)	(r)
SENIOR MANAGERS	60%	65%	59%	66%	67%	63%	55%	53%	62%	68%	61%	63%	(r)	(r)
COMMUNICATION	67%	70%	64%	72%	73%	69%	65%	60%	70%	74%	68%	75%	(r)	(r)
HIGH PERFORMANCE	72%	74%	70%	76%	78%	74%	71%	65%	72%	78%	74%	77%	(r)	(r)
PUBLIC SECTOR VALUES	69%	72%	66%	73%	74%	71%	67%	63%	72%	77%	73%	75%	(r)	(r)
DIVERSITY & INCLUSION	71%	76%	74%	78%	77%	72%	65%	63%	68%	73%	68%	68%	(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.

	Public Schools - all other schools	\$328,901 or more	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	<b>2282</b>	<b>0</b>	<b>107</b>
<b>EMPLOYEE ENGAGEMENT</b>	72%	(r)	73%
ENGAGEMENT WITH WORK	79%	(r)	80%
SENIOR MANAGERS	60%	(r)	60%
COMMUNICATION	67%	(r)	66%
HIGH PERFORMANCE	72%	(r)	71%
PUBLIC SECTOR VALUES	69%	(r)	68%
DIVERSITY & INCLUSION	71%	(r)	69%

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

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

# RESULT BY TENURE IN ORGANISATION



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

	Public Schools - all other schools	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
<b>NUMBER OF RESPONDENTS</b>	2282	133	124	297	435	561	400
<b>EMPLOYEE ENGAGEMENT</b>	72%	79%	75%	74%	73%	69%	71%
ENGAGEMENT WITH WORK	79%	86%	85%	80%	78%	75%	80%
SENIOR MANAGERS	60%	76%	73%	61%	62%	55%	59%
COMMUNICATION	67%	81%	78%	67%	69%	62%	66%
HIGH PERFORMANCE	72%	81%	79%	74%	73%	67%	72%
PUBLIC SECTOR VALUES	69%	82%	79%	68%	70%	64%	70%
DIVERSITY & INCLUSION	71%	81%	81%	72%	72%	67%	68%

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

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

# RESULTS BY TYPES OF FLEXIBLE WORKING



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

	Public Schools - all other schools	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
<b>NUMBER OF RESPONDENTS</b>	2282	143	21	91	11	264	70	53	20	5	214	9	51	1232
<b>EMPLOYEE ENGAGEMENT</b>	72%	77%	(r)	74%	(r)	78%	76%	73%	(r)	(r)	71%	(r)	72%	71%
<b>ENGAGEMENT WITH WORK</b>	79%	86%	(r)	85%	(r)	85%	80%	87%	(r)	(r)	79%	(r)	83%	77%
<b>SENIOR MANAGERS</b>	60%	70%	(r)	63%	(r)	68%	70%	57%	(r)	(r)	60%	(r)	62%	60%
<b>COMMUNICATION</b>	67%	74%	(r)	70%	(r)	73%	78%	67%	(r)	(r)	67%	(r)	70%	66%
<b>HIGH PERFORMANCE</b>	72%	80%	(r)	74%	(r)	78%	79%	70%	(r)	(r)	72%	(r)	73%	71%
<b>PUBLIC SECTOR VALUES</b>	69%	77%	(r)	70%	(r)	76%	75%	68%	(r)	(r)	69%	(r)	69%	68%
<b>DIVERSITY &amp; INCLUSION</b>	71%	82%	(r)	81%	(r)	80%	80%	75%	(r)	(r)	71%	(r)	75%	68%

\*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.

	Public Schools - all other schools	Sydney West	Sydney East	Far West and Orana	Central West	Riverina	New England and North West	Newcastle and Lake Macquarie	Richmond - Tweed	Sydney - Inner South West	Central Coast	Sydney - Outer South West	Sydney - Parramatta
NUMBER OF RESPONDENTS	2282	342	328	256	154	137	131	125	110	96	86	83	83
EMPLOYEE ENGAGEMENT	72%	74%	75%	70%	70%	71%	71%	79%	69%	75%	66%	72%	75%
ENGAGEMENT WITH WORK	79%	84%	81%	78%	73%	79%	74%	85%	71%	83%	74%	83%	86%
SENIOR MANAGERS	60%	66%	65%	57%	63%	54%	55%	75%	57%	67%	55%	62%	64%
COMMUNICATION	67%	72%	70%	66%	69%	58%	62%	79%	68%	72%	61%	69%	74%
HIGH PERFORMANCE	72%	74%	76%	73%	70%	66%	70%	81%	70%	77%	63%	72%	75%
PUBLIC SECTOR VALUES	69%	73%	74%	68%	68%	64%	65%	82%	69%	75%	58%	70%	75%
DIVERSITY & INCLUSION	71%	75%	73%	70%	72%	67%	71%	76%	68%	76%	62%	74%	75%

\*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.

	Public Schools - all other schools	Sydney - Blacktown	Capital Region	Sydney - Sutherland	Sydney - North Sydney and Hornsby	Sydney - South West	Sydney - Outer West and Blue Mountains	Hunter Valley exc Newcastle	Murray	Coffs Harbour - Grafton	Sydney - City and Inner South	Sydney - Inner West	Mid North Coast	Illawarra
NUMBER OF RESPONDENTS	2282	82	78	69	58	41	37	36	34	31	27	27	25	20
EMPLOYEE ENGAGEMENT	72%	71%	66%	76%	82%	78%	78%	76%	77%	75%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	79%	84%	67%	83%	90%	89%	78%	84%	85%	89%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	60%	66%	50%	63%	72%	73%	70%	60%	60%	61%	(r)	(r)	(r)	(r)
COMMUNICATION	67%	69%	52%	73%	77%	81%	72%	65%	71%	69%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	72%	72%	62%	76%	83%	80%	76%	75%	78%	72%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	71%	59%	73%	80%	78%	75%	71%	73%	68%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	73%	56%	78%	76%	81%	76%	72%	78%	71%	(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.

	Public Schools - all other schools	Sydney - Northern Beaches	Sydney - Ryde	Sydney - Baulkham Hills and Hawkesbury	Sydney - Eastern Suburbs	Southern Highlands and Shoalhaven	OUTSIDE NSW
<b>NUMBER OF RESPONDENTS</b>	<b>2282</b>	<b>18</b>	<b>18</b>	<b>16</b>	<b>15</b>	<b>13</b>	<b>7</b>
<b>EMPLOYEE ENGAGEMENT</b>	72%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	79%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	60%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	67%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	72%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(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.

	Public Schools - all other schools	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	2282	2	26	125	173	193	257	338	272	306	205	72
EMPLOYEE ENGAGEMENT	72%	(r)	(r)	72%	71%	72%	74%	72%	70%	72%	71%	76%
ENGAGEMENT WITH WORK	79%	(r)	(r)	79%	74%	78%	79%	80%	78%	78%	78%	92%
SENIOR MANAGERS	60%	(r)	(r)	61%	60%	66%	67%	63%	58%	56%	55%	63%
COMMUNICATION	67%	(r)	(r)	70%	65%	73%	72%	69%	64%	65%	61%	73%
HIGH PERFORMANCE	72%	(r)	(r)	74%	72%	75%	74%	73%	70%	70%	68%	75%
PUBLIC SECTOR VALUES	69%	(r)	(r)	71%	69%	74%	72%	71%	68%	67%	65%	74%
DIVERSITY & INCLUSION	71%	(r)	(r)	75%	70%	74%	73%	71%	68%	68%	67%	77%

### 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.

	Public Schools - all other schools	Male	Female	Other
<b>NUMBER OF RESPONDENTS</b>	<b>2282</b>	<b>404</b>	<b>1556</b>	<b>22</b>
<b>EMPLOYEE ENGAGEMENT</b>	72%	69%	73%	(r)
ENGAGEMENT WITH WORK	79%	75%	80%	(r)
SENIOR MANAGERS	60%	57%	62%	(r)
COMMUNICATION	67%	68%	68%	(r)
HIGH PERFORMANCE	72%	68%	73%	(r)
PUBLIC SECTOR VALUES	69%	68%	70%	(r)
DIVERSITY & INCLUSION	71%	69%	72%	(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

# STAFF CATEGORY



## 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.

	Public Schools - all other schools	Teaching staff	School executive (Principals, Deputy Principals, Assistant Principals)	School Administrative and Support Staff (SASS)	Other non-teaching staff in schools	Non school based teaching service staff	Aboriginal Affairs	Corporate staff
<b>NUMBER OF RESPONDENTS</b>	<b>2282</b>	<b>917</b>	<b>406</b>	<b>528</b>	<b>121</b>	<b>13</b>	<b>2</b>	<b>3</b>
<b>EMPLOYEE ENGAGEMENT</b>	72%	68%	74%	76%	75%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	79%	74%	82%	82%	85%	(r)	(r)	(r)
SENIOR MANAGERS	60%	57%	65%	63%	63%	(r)	(r)	(r)
COMMUNICATION	67%	64%	72%	69%	70%	(r)	(r)	(r)
HIGH PERFORMANCE	72%	69%	76%	73%	72%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	66%	74%	70%	71%	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	67%	71%	77%	75%	(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

# 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

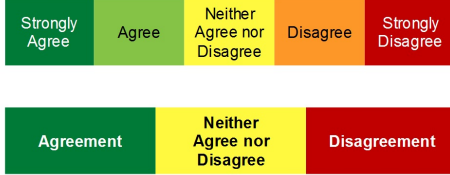
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.