



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Health

Sydney Local Health District



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RESPONSE RATE

48%

5,516 OF 11,381
RESPONDENTS

RESPONSE RATE 2018: 42%

EMPLOYEE ENGAGEMENT

71%

DIFFERENCE FROM 2018 **+5**
(66%)

DIFFERENCE FROM CLUSTER **+6**
(65%)

DIFFERENCE FROM PUBLIC SECTOR **+5**
(66%)

ENGAGEMENT WITH WORK

77%

DIFFERENCE FROM 2018 **+4**
(73%)

DIFFERENCE FROM CLUSTER **+4**
(73%)

DIFFERENCE FROM PUBLIC SECTOR **+4**
(73%)

SENIOR MANAGERS

56%

DIFFERENCE FROM 2018 **+7**
(49%)

DIFFERENCE FROM CLUSTER **+10**
(46%)

DIFFERENCE FROM PUBLIC SECTOR **+6**
(50%)

COMMUNICATION

66%

DIFFERENCE FROM 2018 **+6**
(60%)

DIFFERENCE FROM CLUSTER **+7**
(60%)

DIFFERENCE FROM PUBLIC SECTOR **+4**
(62%)

HIGH PERFORMANCE

71%

DIFFERENCE FROM 2018 **+5**
(66%)

DIFFERENCE FROM CLUSTER **+7**
(64%)

DIFFERENCE FROM PUBLIC SECTOR **+6**
(65%)

PUBLIC SECTOR VALUES

67%

DIFFERENCE FROM 2018 **+6**
(61%)

DIFFERENCE FROM CLUSTER **+7**
(60%)

DIFFERENCE FROM PUBLIC SECTOR **+5**
(62%)

DIVERSITY & INCLUSION

71%

DIFFERENCE FROM 2018 **+5**
(66%)

DIFFERENCE FROM CLUSTER **+4**
(67%)

DIFFERENCE FROM PUBLIC SECTOR **+2**
(69%)

FLEXIBLE WORKING SATISFACTION

60%

DIFFERENCE FROM 2018 **+5**
(56%)

DIFFERENCE FROM CLUSTER **+3**
(58%)

DIFFERENCE FROM PUBLIC SECTOR **+1**
(59%)

ACTION ON RESULTS

49%

DIFFERENCE FROM 2018 **+12**
(37%)

DIFFERENCE FROM CLUSTER **+10**
(40%)

DIFFERENCE FROM PUBLIC SECTOR **+10**
(39%)



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
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
1a. I understand what is expected of me to do well in my role	93%	91%
1h. I am comfortable notifying my manager if I become aware of any risks at work	89%	-
1g. I know how to address a health and safety issue I have identified	89%	86%
2a. My workgroup strives to achieve customer/client satisfaction	89%	86%
2c. I receive help and support from other members of my workgroup	83%	79%
2b. My workgroup works collaboratively to achieve its objectives	83%	79%
1c. My job gives me a feeling of personal accomplishment	81%	78%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	80%	75%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	80%	75%
2e. People in my workgroup treat each other with respect	78%	73%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
10a. I believe action will be taken on the results from this survey by my organisation	49%	37%
6h. I feel that senior managers listen to employees	50%	41%
7g. I have confidence in the way recruitment decisions are made	51%	42%
11a. I have confidence in the ways my organisation resolves grievances	52%	43%
7c. I feel that change is managed well in my organisation	53%	45%
6b. I feel that senior managers effectively lead and manage change	53%	46%
6g. I feel that senior managers keep employees informed about what's going on	56%	50%
5h. My manager deals appropriately with employees who perform poorly	56%	49%
4a. I am paid fairly for the work I do	56%	48%
6a. I believe senior managers provide clear direction for the future of the organisation	56%	48%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

The highest and lowest scoring agreement questions based on respondents who have selected 'Strongly agree' and 'Agree'.

MOST AND LEAST IMPROVED QUESTIONS



MOST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
10a. I believe action will be taken on the results from this survey by my organisation	49%	37%
7g. I have confidence in the way recruitment decisions are made	51%	42%
6h. I feel that senior managers listen to employees	50%	41%
11a. I have confidence in the ways my organisation resolves grievances	52%	43%
6c. I feel that senior managers model the values of my organisation	57%	49%
6a. I believe senior managers provide clear direction for the future of the organisation	56%	48%
6d. Senior managers encourage innovation by employees	59%	51%
4a. I am paid fairly for the work I do	56%	48%
7c. I feel that change is managed well in my organisation	53%	45%
5h. My manager deals appropriately with employees who perform poorly	56%	49%



LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018



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

Q11a. I have confidence in the ways my organisation resolves grievances



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



Q10a. I believe action will be taken on the results from this survey by my organisation



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



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



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q11a. I have confidence in the ways my organisation resolves grievances



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



Q10a. I believe action will be taken on the results from this survey by my organisation



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



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



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q11a. I have confidence in the ways my organisation resolves grievances



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



Q10a. I believe action will be taken on the results from this survey by my organisation



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



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



FIND YOUR HIGHEST NEUTRAL SCORES

Results are rounded and may not add up to 100%

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)**

RESPONDENT PROFILE

This data shows the proportion of people who completed the survey.

Survey responses: 5516

Gender	Survey %	Employment Status	Survey %	Type of work	Survey %
Male	28	Senior Executive (ongoing/permanent or term)	2	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	60
Female	70	Ongoing/Permanent (other than senior executive)	79	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)	8
Other	2	Temporary (including temporary teachers and graduates)	4	Administrative support (e.g. executive/personal assistant, receptionist)	11
		Casual	3	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	8
		Contract – Non Executive	7	Policy	0
		Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	0	Research	2
		Other	1	Program and project management support	2
		Don't know	3	Legal (including developing and/or reviewing legislation)	0
				Other	9
Age	Survey %	Manager of managers	Survey %	Organisation Tenure	Survey %
15 - 34 years	32	Yes	7	Less than 1 year	12
35 - 54 years	50	No	93	1 - 2 years	9
55+ years	18			2 - 5 years	22
		Supervisors	Survey %	5 - 10 years	21
		Yes	33	10 - 20 years	21
		No	67	More than 20 years	14
		Working arrangement	Survey %		
		Full-time	81	Salary	Survey %
		Part-time	19	\$83,402 and below	45
				\$83,403 - \$108,043	25
				\$108,044 - \$144,520	15
				\$144,521 and above	7
				Prefer not to say	9
LOTE spoken at home	Survey %				
Yes	37				
No	59				
Prefer not to say	5				
Aboriginal and/or Torres Strait Islanders	Survey %				
Yes	2				
No	95				
Prefer not to say	3				
Disability	Survey %				
Yes	2				
No	95				
Prefer not to say	3				
LGBTI	Survey %				
Yes	6				
No	90				
Prefer not to say	4				

Results are rounded and may not add up to 100%



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.

Results are rounded and may not add up to 100%

49%

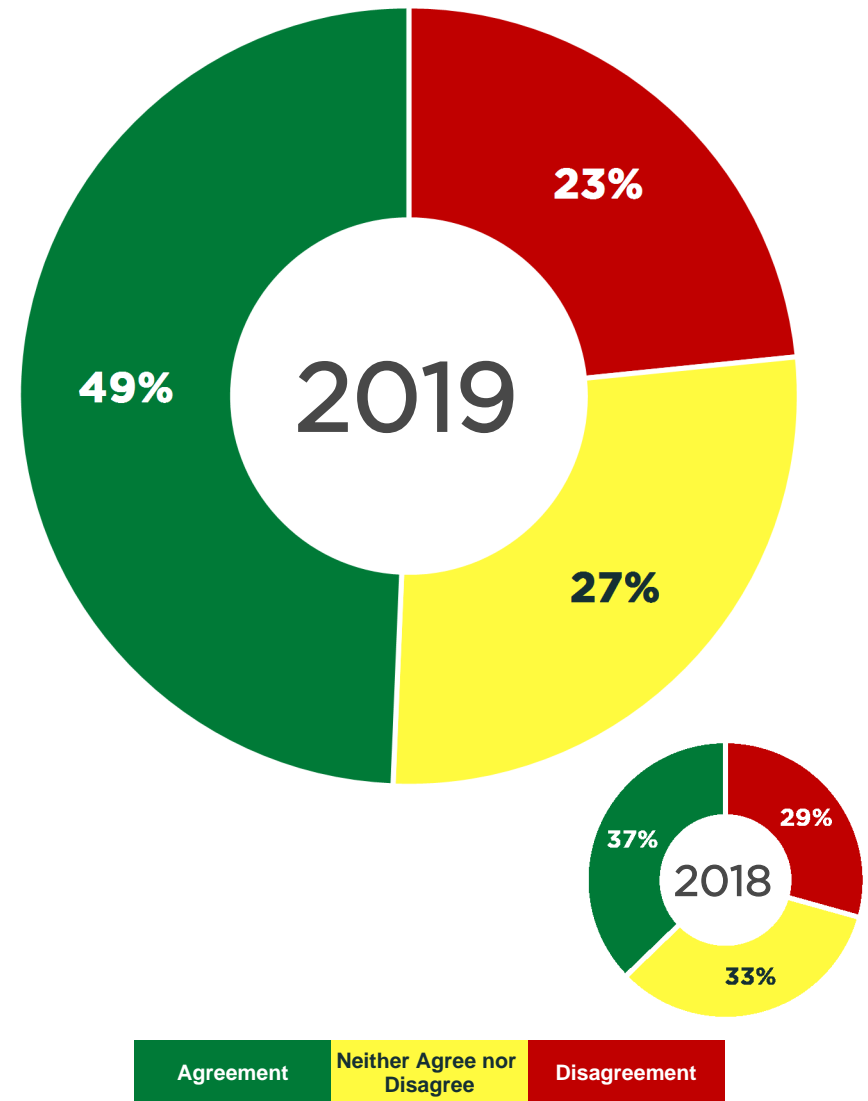
of employees replied favourably to:

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

39%
SECTOR

40%
CLUSTER

37%
2018



KEY DRIVERS OF ENGAGEMENT



Employee Engagement scores at different levels are shown in earlier and following pages.

These results show the issues that are the most significant influencers of employee engagement in the workplace at this level.

The questions are ranked in order of influence. In prioritising areas for action, it is common to focus on items with a low agreement score but higher in the ranked list of drivers, as they have higher impact. Variation of drivers within the organisation and business priorities should be considered.

If Engagement scores are high, other scores are often high as well.

RANK

		% AGREEMENT 2019	% AGREEMENT 2018	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7f. My organisation is committed to developing its employees	62%	56%	51%	53%
2	Q7a. My organisation focuses on improving the work we do	74%	70%	67%	69%
3	Q7c. I feel that change is managed well in my organisation	53%	45%	43%	42%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	63%	56%	54%	57%
5	Q6b. I feel that senior managers effectively lead and manage change	53%	46%	44%	47%
6	Q6c. I feel that senior managers model the values of my organisation	57%	49%	48%	52%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

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

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

Significant differences have been highlighted to demonstrate best practice and areas that require attention.

	Sydney Local Health District	Balmain Hospital	Canterbury Hospital	Community Health Services	Concord Repatriation General Hospital	District Services	Drug Health Services	ICT	Mental Health Services	Oral Health Services	Population Health	Public Health	Royal Prince Alfred Hospital	Workforce Services
NUMBER OF RESPONDENTS	5516	292	340	288	1091	184	148	163	529	293	106	47	1790	71
EMPLOYEE ENGAGEMENT	71%	75%	74%	76%	69%	80%	66%	74%	70%	68%	78%	76%	69%	72%
ENGAGEMENT WITH WORK	77%	81%	81%	85%	76%	80%	69%	74%	80%	77%	85%	81%	73%	77%
SENIOR MANAGERS	56%	69%	62%	65%	53%	72%	48%	59%	53%	58%	78%	75%	50%	63%
COMMUNICATION	66%	76%	71%	76%	64%	74%	60%	71%	66%	62%	82%	80%	61%	69%
HIGH PERFORMANCE	71%	80%	74%	79%	69%	79%	63%	71%	71%	68%	83%	84%	66%	75%
PUBLIC SECTOR VALUES	67%	77%	71%	75%	65%	79%	60%	70%	67%	65%	84%	79%	62%	72%
DIVERSITY & INCLUSION	71%	81%	75%	79%	69%	80%	65%	76%	71%	65%	84%	77%	67%	75%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

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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.

	Sydney Local Health District	Capital Assets, Property and Engineering Services	Finance Services
NUMBER OF RESPONDENTS	5516	91	44
EMPLOYEE ENGAGEMENT	71%	82%	71%
ENGAGEMENT WITH WORK	77%	86%	77%
SENIOR MANAGERS	56%	78%	66%
COMMUNICATION	66%	83%	73%
HIGH PERFORMANCE	71%	83%	71%
PUBLIC SECTOR VALUES	67%	81%	72%
DIVERSITY & INCLUSION	71%	85%	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

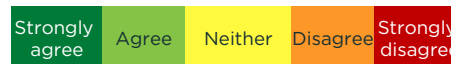
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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

Results are rounded and may not add up to 100%

EMPLOYEE ENGAGEMENT	71% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q7i. I would recommend my organisation as a great place to work	29	40	21	69%	64%	61%	62%
Q7j. I am proud to tell others I work for my organisation	34	42	17	76%	73%	69%	70%
Q7k. I feel a strong personal attachment to my organisation	32	38	20	70%	65%	61%	64%
Q7l. My organisation motivates me to help it achieve its objectives	27	36	24	63%	57%	54%	56%
Q7m. My organisation inspires me to do the best in my job	28	35	25	63%	57%	55%	56%

KEY



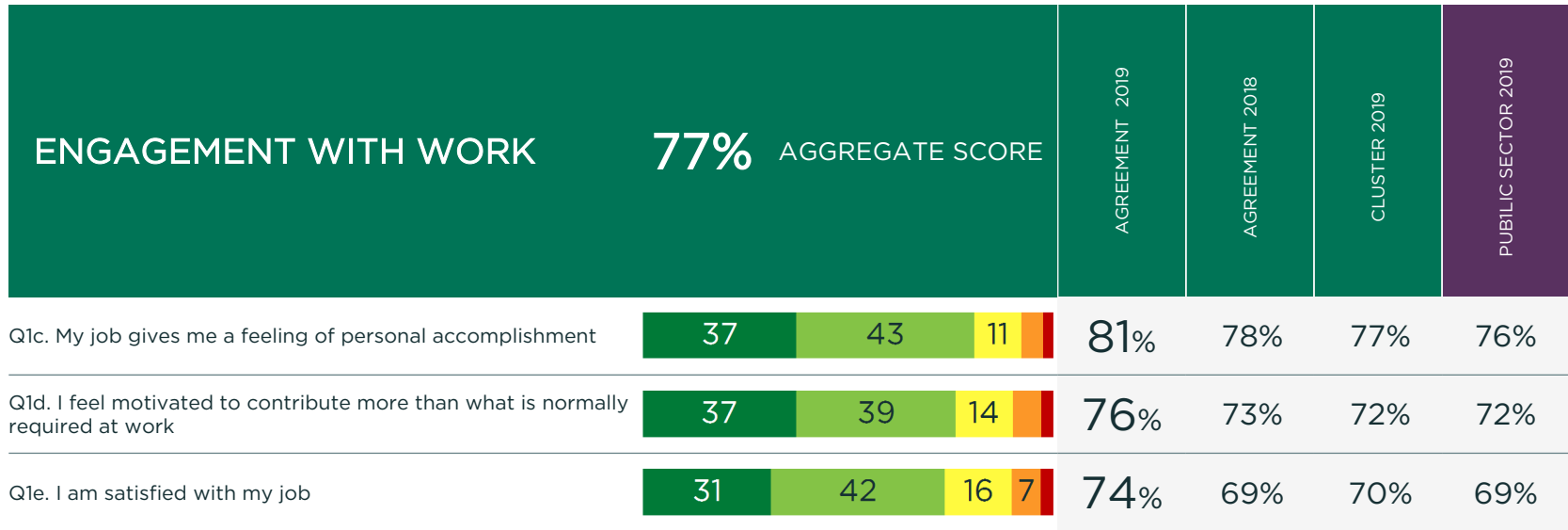


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KEY





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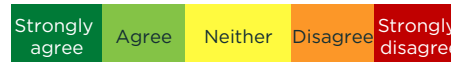
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Results are rounded and may not add up to 100%

SENIOR MANAGERS	56% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q6a. I believe senior managers provide clear direction for the future of the organisation	23	33	25	12		56%	48%	47%	51%
Q6b. I feel that senior managers effectively lead and manage change	23	31	26	13	8	53%	46%	44%	47%
Q6c. I feel that senior managers model the values of my organisation	24	33	26	10	7	57%	49%	48%	52%
Q6d. Senior managers encourage innovation by employees	24	35	24	11		59%	51%	47%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	24	34	27	9		58%	51%	48%	53%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	26	39	23	7		64%	58%	56%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	23	33	23	13	8	56%	50%	44%	48%
Q6h. I feel that senior managers listen to employees	22	28	26	14	10	50%	41%	40%	44%
Q7c. I feel that change is managed well in my organisation	22	31	27	14		53%	45%	43%	42%

KEY





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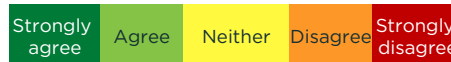
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COMMUNICATION	66% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q5c. My manager communicates effectively with me	36	38	14	7	74%	69%	70%	72%	
Q5d. My manager encourages and values employee input	37	37	15	9	74%	68%	70%	73%	
Q5e. My manager involves my workgroup in decisions about our work	34	36	17	7	71%	65%	66%	68%	
Q6g. I feel that senior managers keep employees informed about what's going on	23	33	23	13	8	56%	50%	44%	48%
Q6h. I feel that senior managers listen to employees	22	28	26	14	10	50%	41%	40%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	30	42	15	7	7	73%	66%	68%	69%

KEY





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	HIGH PERFORMANCE		71% AGGREGATE SCORE	AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q1a. I understand what is expected of me to do well in my role	47	46		93%	91%	92%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	40	42	10	83%	79%	79%	79%	
Q3f. I have received appropriate training and development to do my job well	31	44	15	76%	72%	70%	66%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	34	42	15	76%	71%	72%	75%	
Q5f. I have confidence in the decisions my manager makes	35	36	17	71%	66%	66%	69%	
Q6d. Senior managers encourage innovation by employees	24	35	24	11	59%	51%	47%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	24	34	27	9	58%	51%	48%	53%
Q7a. My organisation focuses on improving the work we do	28	46	17		74%	70%	67%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	25	38	23	10	63%	56%	54%	57%

KEY



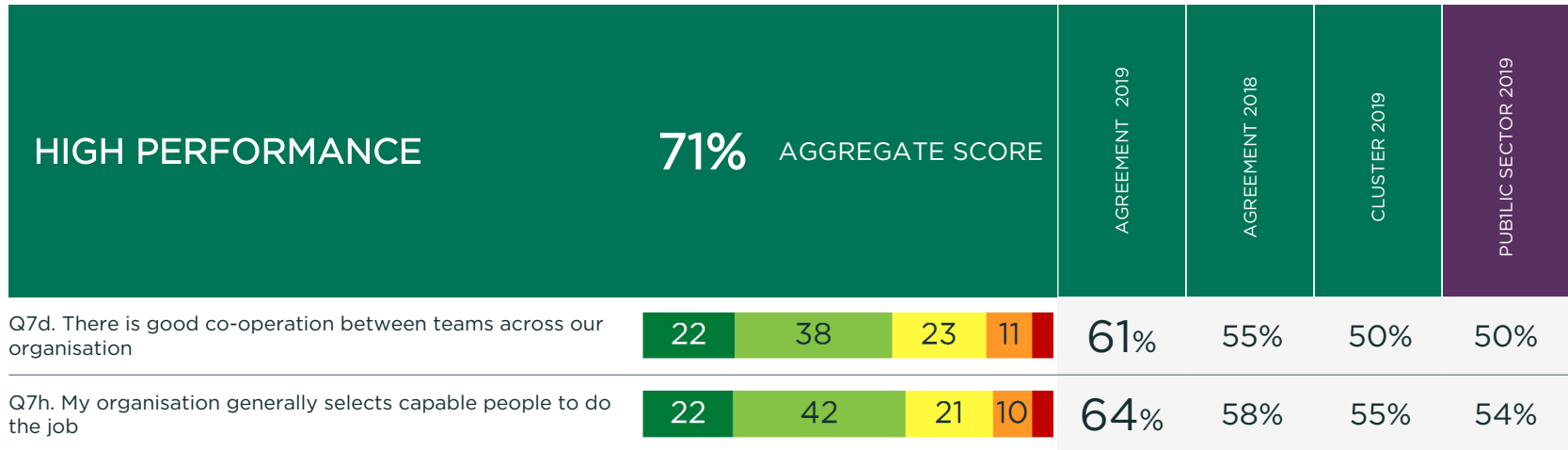


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PUBLIC SECTOR VALUES	67% AGGREGATE SCORE			AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019		
	Q2a. My workgroup strives to achieve customer/client satisfaction	44	44	8	89%	86%	87%	86%	
Q2e. People in my workgroup treat each other with respect	38	39	13	78%	73%	72%	75%		
Q5a. My manager encourages people in my workgroup to keep improving the work they do	34	42	15	76%	71%	72%	75%		
Q5b. My manager listens to what I have to say	38	39	13	77%	72%	74%	76%		
Q6a. I believe senior managers provide clear direction for the future of the organisation	23	33	25	12	56%	48%	47%	51%	
Q6c. I feel that senior managers model the values of my organisation	24	33	26	10	7	57%	49%	48%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	26	39	23	7	64%	58%	56%	61%	
Q6g. I feel that senior managers keep employees informed about what's going on	23	33	23	13	8	56%	50%	44%	48%
Q6h. I feel that senior managers listen to employees	22	28	26	14	10	50%	41%	40%	44%

KEY



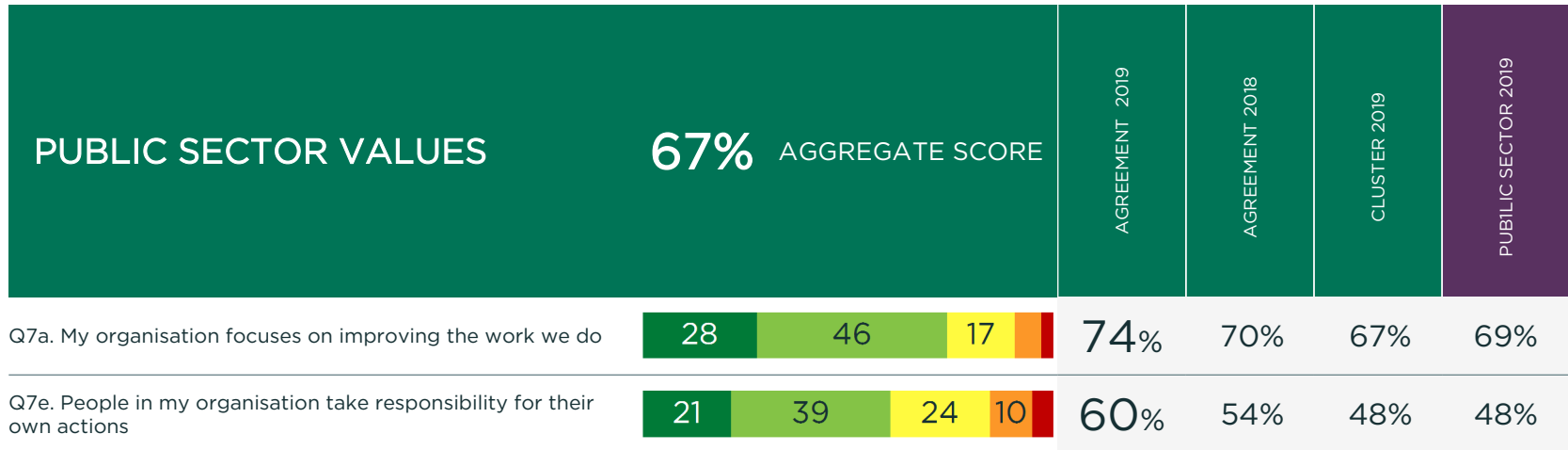


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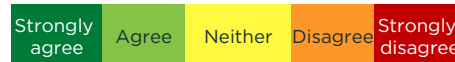
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DIVERSITY & INCLUSION	71% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q1b. I am provided with the support I need to do my best at work	31	40	14	11	71%	65%	66%	67%	
Q5b. My manager listens to what I have to say	38	39	13		77%	72%	74%	76%	
Q5d. My manager encourages and values employee input	37	37	15		74%	68%	70%	73%	
Q6i. Senior managers in my organisation support the career advancement of women	28	34	28		62%	57%	54%	61%	
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	36	45	13		80%	75%	75%	77%	
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	37	43	14		80%	75%	75%	76%	
Q8c. I am able to speak up and share a different view to my colleagues and manager	30	42	15	7	73%	66%	68%	69%	
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	28	32	23	10	7	60%	56%	58%	59%
Q8e. My manager supports flexible working in my team	30	33	21	9		63%	58%	61%	63%

KEY



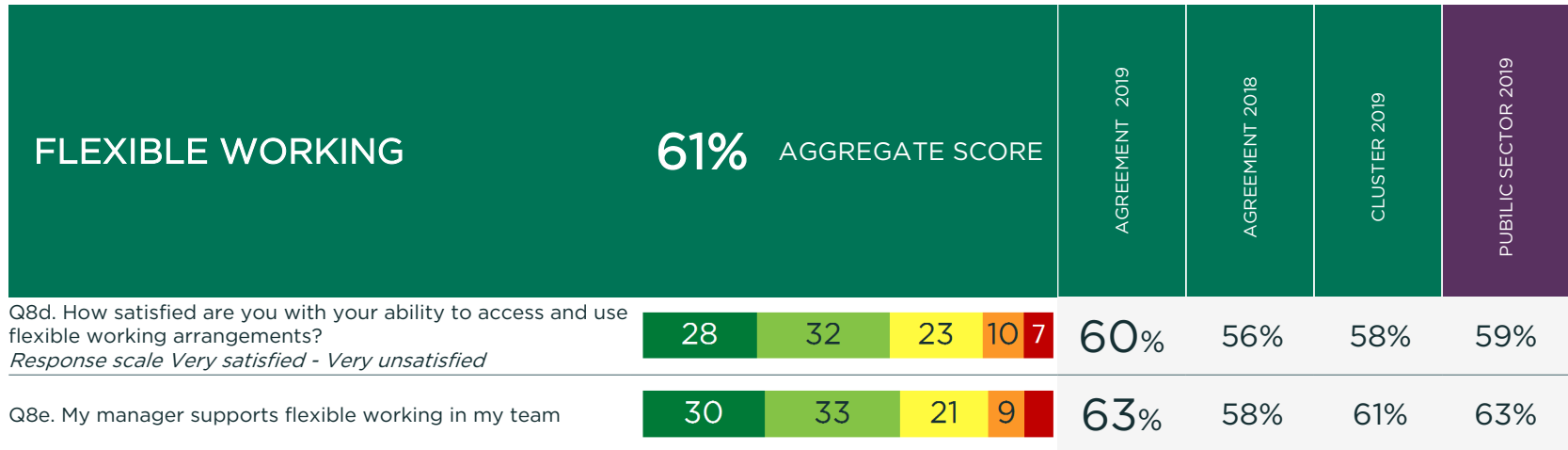


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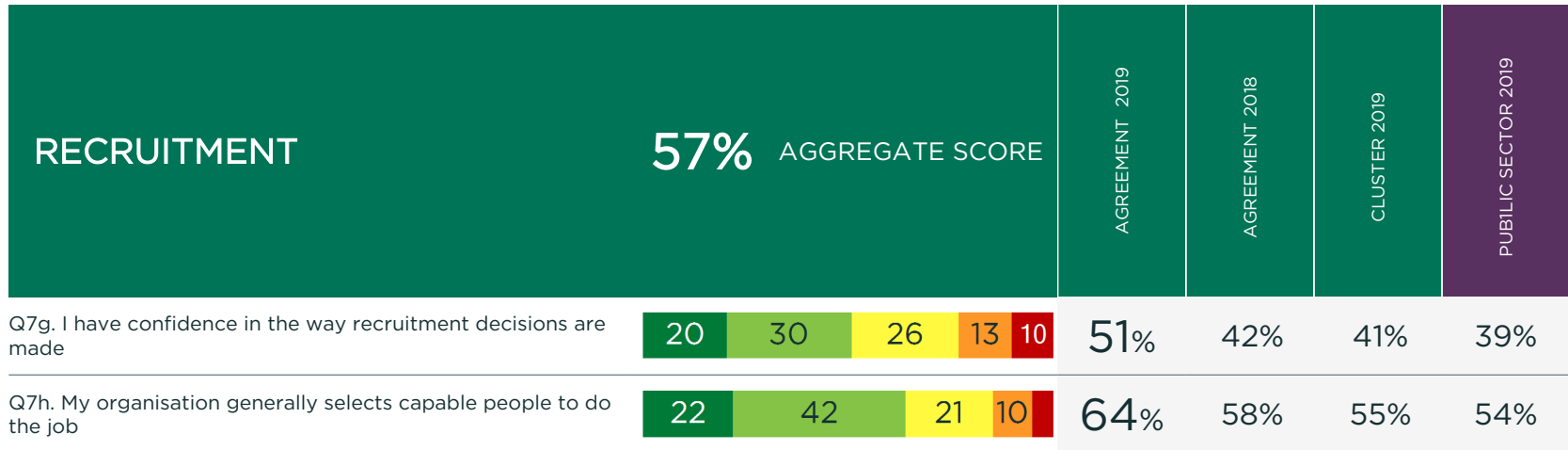


EXPLORE THE FULL RESULTS

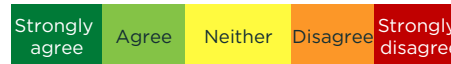
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Results are rounded and may not add up to 100%



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.

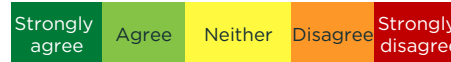
Results are rounded and may not add up to 100%

PERFORMANCE FRAMEWORK & DEVELOPMENT

65% AGGREGATE SCORE

		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results		70%	66%	65%	66%
Q3e. My performance is assessed against clear criteria		67%	63%	60%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation		63%	57%	53%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do		70%	65%	66%	69%
Q5h. My manager deals appropriately with employees who perform poorly		56%	49%	47%	48%
Q7f. My organisation is committed to developing its employees		62%	56%	51%	53%

KEY





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WORKPLACE SUPPORT	74% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019		
Q1b. I am provided with the support I need to do my best at work	31	40	14	11	71%	65%	66%	67%
Q1f. I am able to keep my work stress at an acceptable level	24	42	18	11	66%	61%	62%	61%
Q2c. I receive help and support from other members of my workgroup	40	43	11		83%	79%	80%	81%
Q2d. There is good team spirit in my workgroup	38	36	14	7	75%	69%	68%	70%

KEY



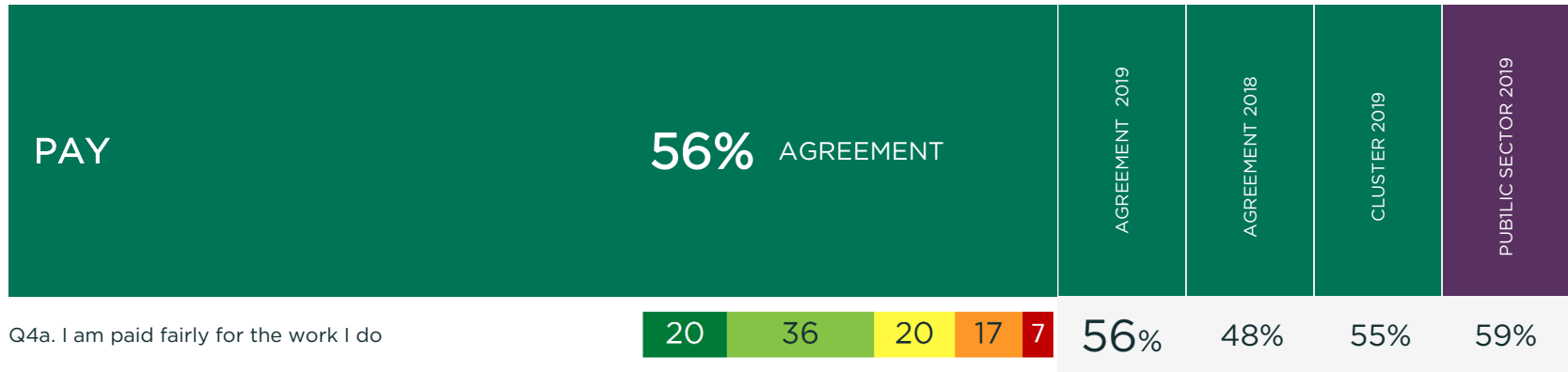


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KEY



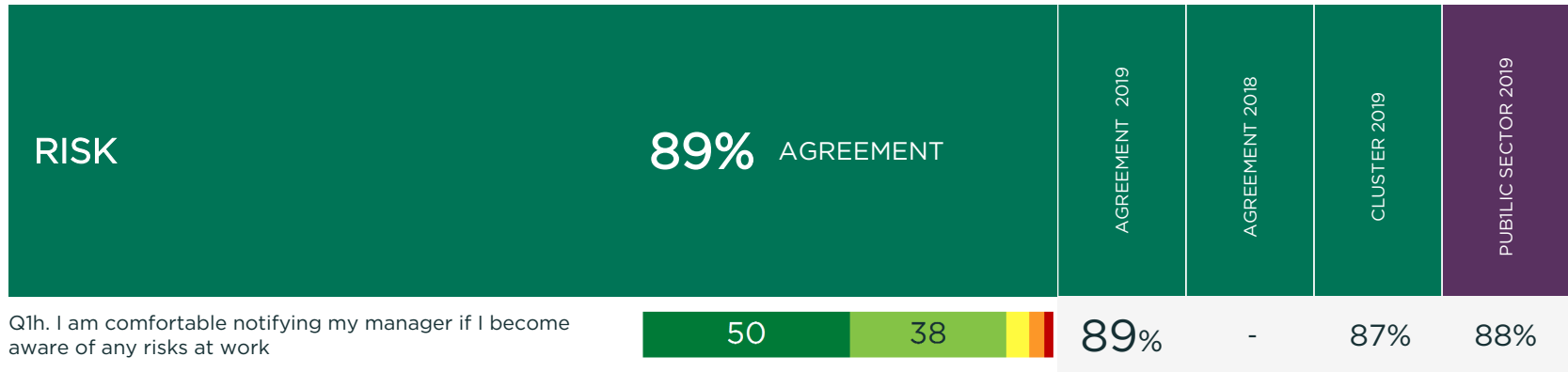


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KEY



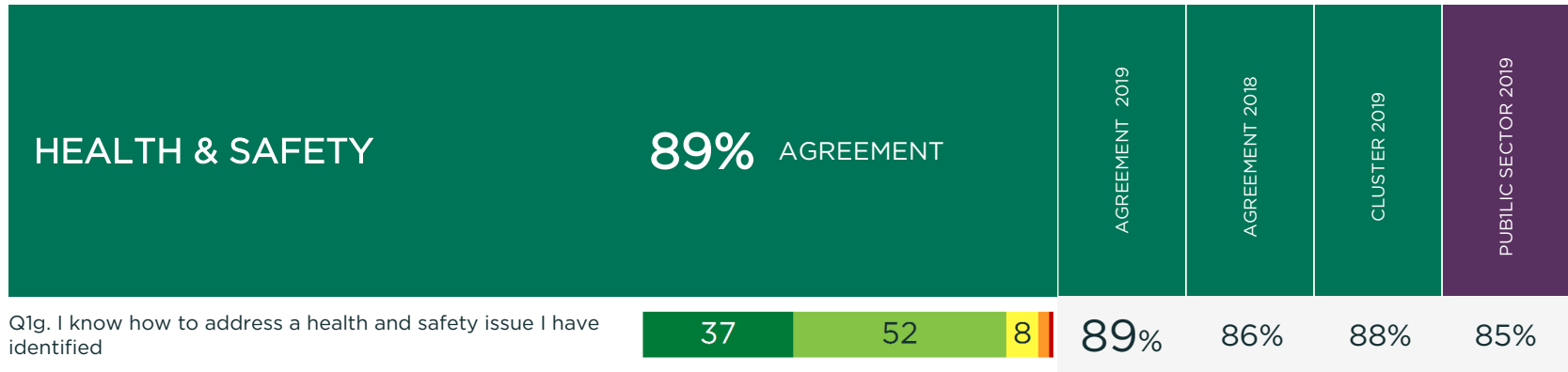


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KEY





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ACTION ON RESULTS

49% AGREEMENT

Q10a. I believe action will be taken on the results from this survey by my organisation



KEY



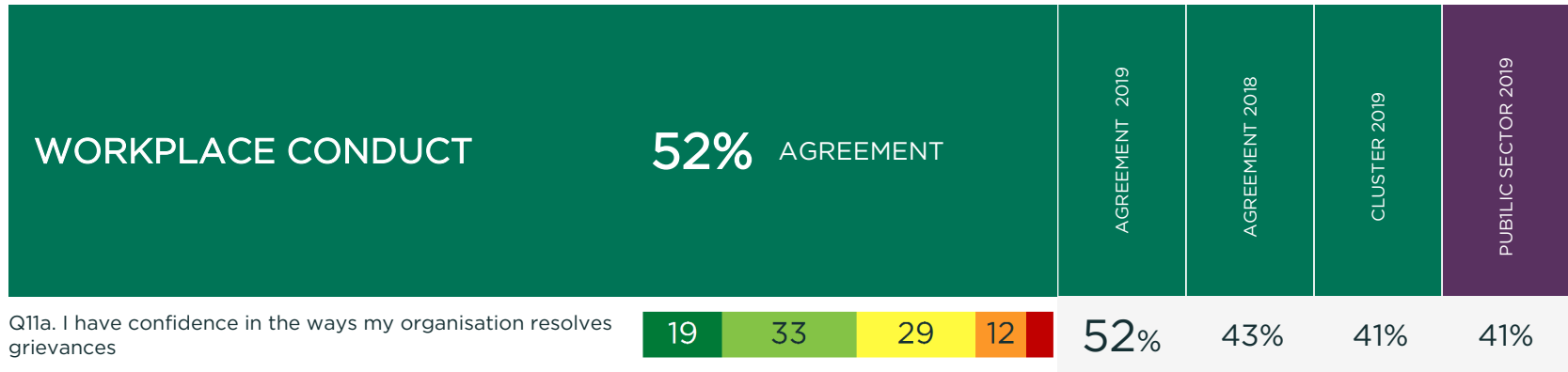


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KEY





WELLBEING AND ENGAGEMENT

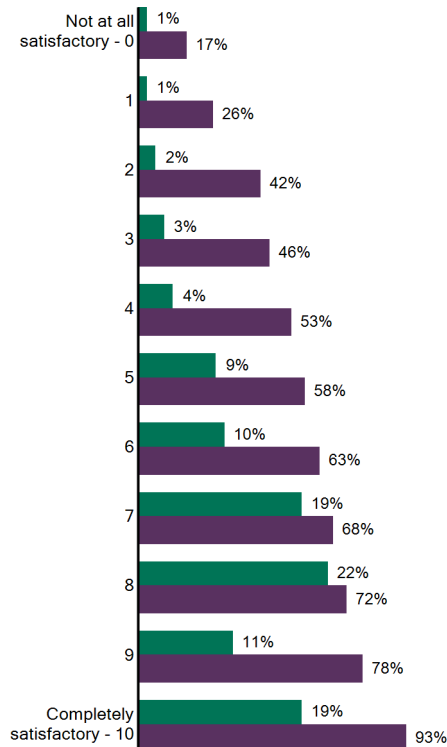
EXPLORE THE FULL RESULTS

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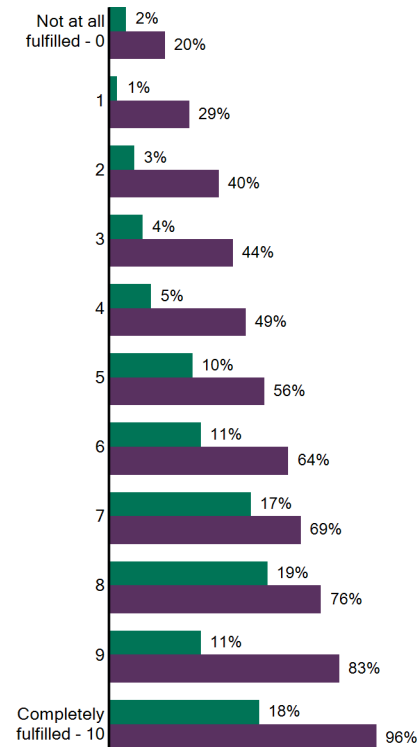
This compares Wellbeing to Engagement.

Q1i. In general, my sense of wellbeing is.....



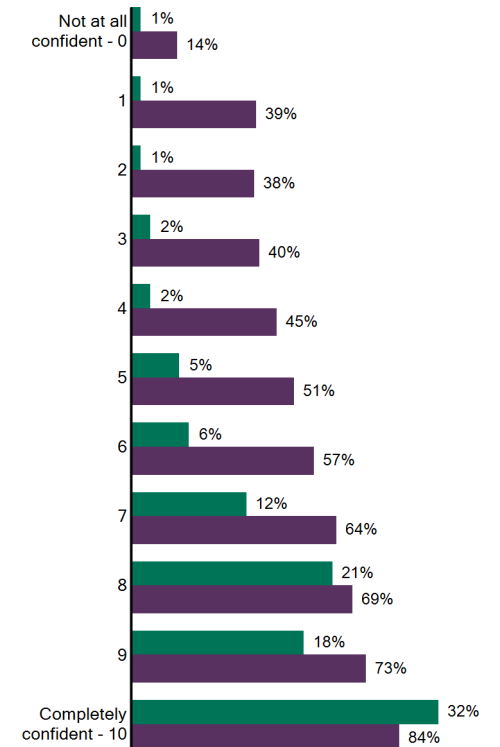
Proportion of respondents answering each response option

Q1j. I find my life at work fulfilling



Employee engagement score

Q1k. I am confident that I am contributing my best at work





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

PERFORMANCE FRAMEWORK & DEVELOPMENT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		77%	73%	71%	71%
No		23%	27%	29%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		78%	73%	74%	76%
No		22%	27%	26%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		65%	59%	58%	60%
No		35%	41%	42%	40%



EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%

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?

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Yes		37%	43%	40%	41%
No		63%	57%	60%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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MOBILITY

Q3i. Are there barriers preventing you from moving to another role? If so, what are they? (select all that apply)

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
There are no major barriers to my career progression		38%	34%	31%	29%
Lack of visible opportunities		25%	31%	29%	29%
Lack of promotion opportunities		23%	27%	26%	28%
Personal/family considerations		22%	24%	28%	29%
The application/recruitment process is too cumbersome or time consuming		16%	15%	17%	22%
Geographic location considerations		15%	18%	22%	25%
Lack of support from my manager/supervisor		13%	17%	14%	13%
Insufficient training and development		12%	13%	15%	15%
Lack of support for temporary assignments/secondments		12%	14%	14%	15%
Lack of required capabilities or experience		10%	11%	10%	11%
Other		9%	10%	8%	9%

% are calculated with the number of unique respondents (N = 5,294 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

UNACCEPTABLE CONDUCT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q12a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		23%	25%	32%	27%
No		59%	57%	51%	56%
Don't know		17%	19%	17%	17%
Q12b. If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		64%	67%	67%	65%
No		32%	32%	30%	32%
Don't know		4%	2%	4%	4%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q13a. In the last 12 months I have witnessed bullying at work					
Yes		30%	38%	39%	33%
No		59%	53%	52%	57%
Don't know		11%	9%	10%	10%
Q13b. In the last 12 months I have been subjected to bullying at work					
Yes		16%	21%	21%	18%
No		77%	72%	72%	75%
Don't know		7%	7%	7%	7%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

Q13c. 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

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
A fellow worker at your level		25%	28%	31%	27%
A senior manager		23%	20%	18%	21%
Your immediate manager/supervisor		22%	22%	23%	23%
Prefer not to say		13%	14%	12%	13%
Other		7%	5%	6%	5%
A subordinate		6%	7%	6%	7%
A client or customer		3%	2%	2%	3%
A member of the public other than a client or customer		1%	1%	1%	1%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

Q14a. In the last 12 months I have been subjected to physical harm and/or sexual harassment or abuse at work

Yes		5%	5%	6%	4%
No		92%	92%	92%	94%
Don't know		3%	3%	2%	2%

Q14b. If yes to 14a, 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		25%	28%	29%	38%
A member of the public		55%	47%	51%	36%
Other		13%	17%	15%	19%
Prefer not to say		6%	8%	6%	7%



EXPLORE THE FULL RESULTS

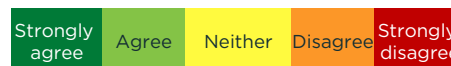
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HEALTH CUSTOMISED QUESTIONS					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019
Q1. I believe I am valued for what I can offer at my workplace	29	47	13	8	76%	71%	71%
Q2. In my workplace, we recognise our successes and innovations	27	45	18		73%	67%	66%
Q3. Overall, I have confidence in the decisions made by my senior managers	25	38	21	9	63%	54%	54%
Q4. I have a say in decisions which affect my work	23	39	20	12	62%	56%	53%
Q5. Where I work, we share the lessons learnt when mistakes are made	27	47	16		73%	71%	67%
Q6. My team's objectives/work plans are clearly outlined	26	46	18		72%	67%	66%
Q7. Our objectives/work plans help us to deliver a quality service	26	46	19		73%	68%	67%
Q8. Overall, I believe the culture at my workplace has improved in the last 12 months	24	29	29	11	53%	42%	45%

KEY





EXPLORE THE FULL SURVEY RESULTS

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HEALTH		2019	CLUSTER 2019
CUSTOMISED QUESTIONS			
Q9. How often do you feel culturally safe in the workplace?			
Always		65%	63%
Often		24%	25%
About half the time		7%	7%
Seldom		2%	3%
Never		1%	2%
Q10. In the past 12 months have you experienced racism in the workplace?			
Yes		11%	11%
No		89%	89%



EXPLORE THE FULL SURVEY RESULTS

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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10a. Please indicate the role of the person who was the source of most of the racist behaviour in the workplace.

		2019	CLUSTER 2019
A senior manager		8%	8%
Your immediate manager / supervisor		9%	10%
A fellow worker at your level		17%	25%
A subordinate / worker below your level		7%	6%
A client or patient		31%	25%
A member of the public other than a client or patient		4%	4%
Other		6%	5%
Prefer not to say		19%	16%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b1. Verbal abuse or harassment

		2019	CLUSTER 2019
Never		33%	36%
Once		15%	15%
Twice		15%	13%
3-5 times		16%	16%
More than 5 times		21%	20%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b2. Other abuse or harassment

		2019	CLUSTER 2019
Never		50%	50%
Once		16%	13%
Twice		10%	10%
3-5 times		10%	12%
More than 5 times		14%	15%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b3. Racial jokes or slurs, imitating accent

Frequency	2019	CLUSTER 2019
Never	31%	30%
Once	16%	15%
Twice	18%	15%
3-5 times	18%	19%
More than 5 times	16%	21%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b4. Exclusion or avoidance in the workplace

		2019	CLUSTER 2019
Never		54%	50%
Once		14%	11%
Twice		10%	10%
3-5 times		9%	13%
More than 5 times		13%	16%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b5. Exclusion from employment opportunities

		2019	CLUSTER 2019
Never		66%	65%
Once		9%	10%
Twice		7%	8%
3-5 times		8%	8%
More than 5 times		10%	10%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q10b6. Racist material displayed in the workplace

Response	2019	CLUSTER 2019
Never	85%	86%
Once	6%	5%
Twice	3%	3%
3-5 times	2%	2%
More than 5 times	4%	4%



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HEALTH CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q11. Which of the following best describes your current role?
Please select the most appropriate response from the list below.

Role	2019	CLUSTER 2019
Junior Medical Officer	4%	2%
Career Medical Officer, Hospitalist	0%	0%
Staff Specialist	4%	2%
Visiting Medical Officer	1%	0%
Clinical Academic	0%	0%
Assistant in Nursing	1%	1%
Enrolled Nurse	1%	3%
Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant, Practitioner	23%	23%
Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	2%	2%
Nurse/Midwifery Manager	4%	3%



EXPLORE THE FULL SURVEY RESULTS

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HEALTH CUSTOMISED QUESTIONS		2019	CLUSTER 2019
Q11. Which of the following best describes your current role? Please select the most appropriate response from the list below.			
Support Officers		2%	2%
Information Management (eg. Librarian, Medical Records and Data Manager)		2%	1%
Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)		1%	0%
Administrative and Executive Assistant		9%	9%
Corporate Services		3%	3%
Senior Manager/Executive		2%	2%
Allied Health Professional		13%	11%
Allied Health Assistant		1%	1%
Health Education, Health Promotion and Health Protection		1%	1%
Counsellor, Welfare Support		0%	0%



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HEALTH

CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q11. Which of the following best describes your current role?
Please select the most appropriate response from the list below.

	2019	CLUSTER 2019
Interpreters and Liaison Officer	1%	0%
Aboriginal Health Workers and Aboriginal Education Officers	0%	0%
Technician/Technologist	2%	1%
Hospital Scientist/Biomedical Engineers	1%	1%
Researchers	1%	0%
Data Analyst	1%	1%
Technical Officers/Technical Assistant	1%	2%
Dental Officer, Therapists and Hygienist	1%	0%
Dental Specialist	0%	0%
Dental Assistant	2%	1%



EXPLORE THE FULL SURVEY RESULTS

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HEALTH

CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q11. Which of the following best describes your current role?
Please select the most appropriate response from the list below.

	2019	CLUSTER 2019
Trainee Dental Assistant	0%	0%
Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOO, OCO, SOCO, SO, PTO)	0%	3%
Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre Manager)	0%	0%
Project Director	0%	0%
Project Manager	1%	1%
Project Officer	0%	1%
Cleaning, Linen and Food	3%	5%
Motor Vehicle, Patient Transport	0%	0%
Security Services, Fire Safety	1%	1%
Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	1%	1%



EXPLORE THE FULL SURVEY RESULTS

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HEALTH

CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q11. Which of the following best describes your current role?
Please select the most appropriate response from the list below.

	2019	CLUSTER 2019
Warehouse staff	0%	0%
Tradesperson	1%	1%
Apprentice Trade Worker and Trade Assistant	0%	0%
Trainee	1%	0%
Volunteer	0%	0%
Other job role	5%	5%
Prefer not to say	6%	7%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
GENDER		
Male		28%
Female		70%
Other		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
AGE		
15-19		0%
20-24		5%
25-29		12%
30-34		14%
35-39		13%
40-44		12%
45-49		12%
50-54		12%
55-59		10%
60-64		6%
65+		3%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

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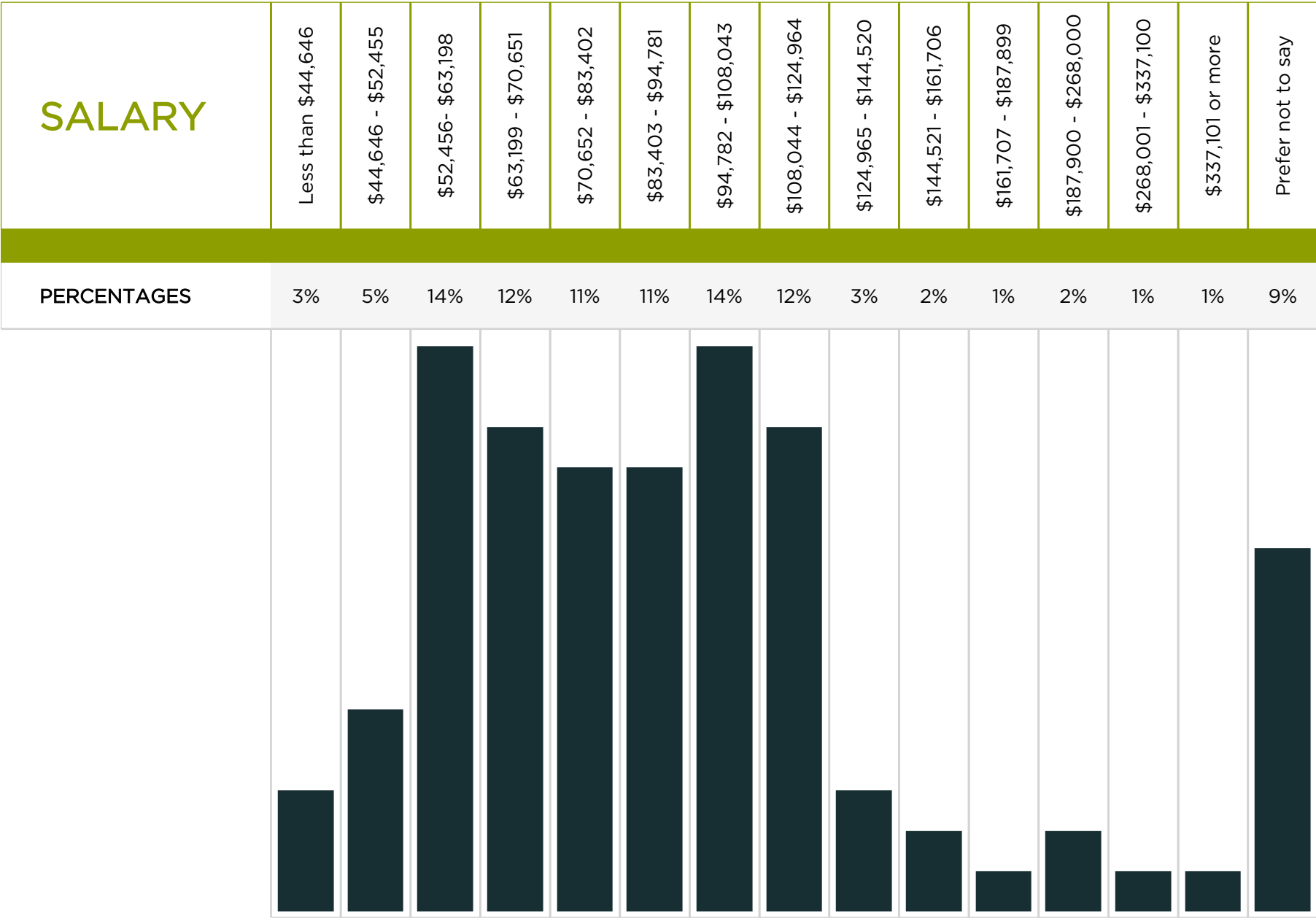
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	60%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	8%
Administrative support (e.g. executive/personal assistant, receptionist)	11%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	8%
Policy	0%
Research	2%
Program and project management support	2%
Legal (including developing and/or reviewing legislation)	0%
Other	9%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		12%
1 - 2 years		9%
2 - 5 years		22%
5 - 10 years		21%
10 - 20 years		21%
More than 20 years		14%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
FLEXIBLE WORKING		
None of the above		44%
Flexible start and finish times		24%
Study leave		17%
Part-time work		12%
Working additional hours to make up for time off		11%
Leave without pay		6%
Flexible scheduling for rostered workers		6%

% are calculated with the number of unique respondents (N = 5,106 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
FLEXIBLE WORKING		
Working from different locations		5%
Working more hours over fewer days		5%
Working from home		5%
Other		3%
Job sharing		2%
Purchasing annual leave		1%

% are calculated with the number of unique respondents (N = 5,106 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.

Results are rounded and may not add up to 100%

	Sydney Local Health District	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing,	Other service delivery work (work that does not involve contact with the public, but it is critical to the	Administrative support (e.g. executive/personal assistant, receptionist)	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
NUMBER OF RESPONDENTS	5516	3121	390	553	399	8	90	125	8	472
EMPLOYEE ENGAGEMENT	71%	70%	75%	72%	77%	(r)	69%	73%	(r)	68%
ENGAGEMENT WITH WORK	77%	77%	82%	73%	81%	(r)	73%	75%	(r)	74%
SENIOR MANAGERS	56%	54%	67%	58%	68%	(r)	56%	68%	(r)	56%
COMMUNICATION	66%	65%	74%	67%	76%	(r)	68%	74%	(r)	62%
HIGH PERFORMANCE	71%	70%	75%	70%	77%	(r)	69%	76%	(r)	67%
PUBLIC SECTOR VALUES	67%	66%	73%	67%	77%	(r)	67%	76%	(r)	64%
DIVERSITY & INCLUSION	71%	70%	77%	72%	80%	(r)	74%	79%	(r)	65%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

RESULT BY SALARY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

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	Sydney Local Health District	Less than \$44,646	\$44,646 - \$52,455	\$52,456 - \$63,198	\$63,199 - \$70,651	\$70,652 - \$83,402	\$83,403 - \$94,781	\$94,782 - \$108,043	\$108,044 - \$124,964	\$124,965 - \$144,520	\$144,521 - \$161,706	\$161,707 - \$187,899	\$187,900 - \$268,000	\$268,001 - \$337,100
NUMBER OF RESPONDENTS	5516	180	271	707	618	565	544	724	602	163	102	49	100	54
EMPLOYEE ENGAGEMENT	71%	70%	69%	70%	79%	70%	67%	70%	73%	78%	84%	76%	73%	73%
ENGAGEMENT WITH WORK	77%	79%	73%	75%	83%	77%	73%	78%	81%	84%	86%	86%	83%	78%
SENIOR MANAGERS	56%	55%	57%	56%	68%	54%	51%	56%	60%	66%	76%	63%	62%	55%
COMMUNICATION	66%	64%	65%	66%	76%	68%	63%	66%	69%	73%	81%	72%	70%	60%
HIGH PERFORMANCE	71%	69%	69%	68%	79%	71%	67%	71%	73%	78%	86%	76%	74%	70%
PUBLIC SECTOR VALUES	67%	65%	65%	65%	77%	66%	64%	67%	70%	76%	83%	72%	72%	66%
DIVERSITY & INCLUSION	71%	71%	70%	70%	79%	72%	68%	72%	73%	77%	83%	74%	73%	70%

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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

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.

Results are rounded and may not add up to 100%

	Sydney Local Health District	\$337,101 or more	Prefer not to say
NUMBER OF RESPONDENTS	5516	32	456
EMPLOYEE ENGAGEMENT	71%	75%	63%
ENGAGEMENT WITH WORK	77%	76%	67%
SENIOR MANAGERS	56%	53%	43%
COMMUNICATION	66%	60%	54%
HIGH PERFORMANCE	71%	67%	59%
PUBLIC SECTOR VALUES	67%	66%	56%
DIVERSITY & INCLUSION	71%	65%	59%

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

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Results are rounded and may not add up to 100%

	Sydney Local Health District	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	5516	617	476	1146	1060	1077	741
EMPLOYEE ENGAGEMENT	71%	74%	72%	71%	69%	69%	72%
ENGAGEMENT WITH WORK	77%	80%	79%	77%	74%	75%	80%
SENIOR MANAGERS	56%	64%	56%	58%	55%	53%	58%
COMMUNICATION	66%	75%	70%	68%	64%	63%	66%
HIGH PERFORMANCE	71%	78%	73%	71%	68%	68%	71%
PUBLIC SECTOR VALUES	67%	75%	69%	68%	65%	65%	68%
DIVERSITY & INCLUSION	71%	78%	74%	73%	69%	68%	71%

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.

Results are rounded and may not add up to 100%

	Sydney Local Health District	Flexible start and finish times	Working more hours over fewer days	Working additional hours to make up for time off	Flexible scheduling for rostered workers	Part-time work	Job sharing	Working from different locations	Working from home	Purchasing annual leave	Leave without pay	Study leave	Other	None of the above
NUMBER OF RESPONDENTS	5516	1234	268	572	286	602	106	278	242	42	299	848	142	2225
EMPLOYEE ENGAGEMENT	71%	74%	73%	73%	75%	68%	74%	76%	76%	75%	70%	78%	69%	69%
ENGAGEMENT WITH WORK	77%	81%	79%	81%	83%	79%	86%	84%	84%	87%	76%	84%	67%	74%
SENIOR MANAGERS	56%	61%	59%	63%	62%	51%	65%	63%	69%	59%	55%	65%	51%	54%
COMMUNICATION	66%	72%	72%	74%	75%	66%	73%	74%	76%	74%	69%	75%	59%	62%
HIGH PERFORMANCE	71%	75%	73%	76%	77%	70%	78%	77%	78%	75%	72%	79%	65%	67%
PUBLIC SECTOR VALUES	67%	71%	70%	73%	74%	66%	74%	74%	77%	73%	68%	75%	61%	64%
DIVERSITY & INCLUSION	71%	80%	79%	81%	82%	74%	78%	81%	82%	82%	74%	79%	63%	65%

*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



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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Results are rounded and may not add up to 100%

	Sydney Local Health District	Sydney East	Sydney West	Sydney - City and Inner South	Sydney - Inner West	Sydney - Inner South West	Sydney - South West	Sydney - Parramatta	Sydney - Eastern Suburbs	Sydney - North Sydney and Hornsby	Sydney - Blacktown	Sydney - Ryde	Sydney - Sutherland	Capital Region
NUMBER OF RESPONDENTS	5516	4402	47	2580	1419	380	25	14	10	5	3	3	3	2
EMPLOYEE ENGAGEMENT	71%	72%	77%	72%	71%	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	77%	78%	84%	77%	78%	81%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	56%	58%	64%	57%	57%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	66%	68%	75%	67%	68%	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	72%	77%	71%	73%	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	67%	68%	72%	68%	68%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	73%	78%	72%	73%	77%	(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



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.

Results are rounded and may not add up to 100%

	Sydney Local Health District	Sydney - Northern Beaches	Sydney - Outer South West	Sydney - Outer West and Blue Mountains	Central Coast	Illawarra	Mid North Coast	Southern Highlands and Shoalhaven	Sydney - Baulkham Hills and Hawkesbury	Central West	Coffs Harbour - Grafton	Far West and Orana	Hunter Valley exc Newcastle	Murray
NUMBER OF RESPONDENTS	5516	2	2	2	1	1	1	1	1	0	0	0	0	0
EMPLOYEE ENGAGEMENT	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	66%	(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	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



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.

Results are rounded and may not add up to 100%

	Sydney Local Health District	New England and North West	Newcastle and Lake Macquarie	Outside NSW	Richmond - Tweed	Riverina
NUMBER OF RESPONDENTS	5516	0	0	0	0	0
EMPLOYEE ENGAGEMENT	71%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	77%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	56%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	66%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	71%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	67%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)

KEY

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CUT OFF LIMIT OF 30 RESPONDENTS

RESULT BY AGE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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Results are rounded and may not add up to 100%

	Sydney Local Health District	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
NUMBER OF RESPONDENTS	5516	6	263	639	728	682	636	641	612	520	294	131
EMPLOYEE ENGAGEMENT	71%	(r)	77%	70%	68%	71%	71%	73%	74%	71%	68%	69%
ENGAGEMENT WITH WORK	77%	(r)	78%	74%	75%	75%	78%	79%	81%	78%	78%	80%
SENIOR MANAGERS	56%	(r)	63%	52%	54%	57%	59%	59%	61%	57%	51%	61%
COMMUNICATION	66%	(r)	74%	64%	66%	69%	67%	69%	68%	64%	63%	68%
HIGH PERFORMANCE	71%	(r)	80%	69%	70%	71%	71%	71%	73%	70%	67%	71%
PUBLIC SECTOR VALUES	67%	(r)	75%	64%	66%	68%	69%	69%	69%	66%	64%	70%
DIVERSITY & INCLUSION	71%	(r)	79%	70%	70%	72%	72%	73%	72%	70%	68%	71%

KEY

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RESULT BY GENDER



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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Results are rounded and may not add up to 100%

	Sydney Local Health District	Male	Female	Other
NUMBER OF RESPONDENTS	5516	1458	3620	82
EMPLOYEE ENGAGEMENT	71%	73%	71%	49%
ENGAGEMENT WITH WORK	77%	78%	77%	41%
SENIOR MANAGERS	56%	59%	56%	31%
COMMUNICATION	66%	70%	66%	38%
HIGH PERFORMANCE	71%	73%	71%	44%
PUBLIC SECTOR VALUES	67%	70%	67%	41%
DIVERSITY & INCLUSION	71%	74%	71%	43%

KEY

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CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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Results are rounded and may not add up to 100%

	Sydney Local Health District	Junior Medical Officer	Career Medical Officer, Hospitalist	Staff Specialist	Visiting Medical Officer	Clinical Academic	Assistant in Nursing	Enrolled Nurse	Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant,	Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	Nurse/Midwifery Manager	Support Officers	Information Management (eg. Librarian, Medical Records and Data Manager)	Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)
NUMBER OF RESPONDENTS	5516	203	14	194	41	5	30	55	1180	87	183	130	91	27
EMPLOYEE ENGAGEMENT	71%	72%	(r)	69%	70%	(r)	74%	73%	69%	62%	66%	72%	74%	(r)
ENGAGEMENT WITH WORK	77%	78%	(r)	79%	80%	(r)	83%	77%	77%	69%	74%	73%	77%	(r)
SENIOR MANAGERS	56%	57%	(r)	53%	43%	(r)	68%	54%	52%	39%	54%	61%	67%	(r)
COMMUNICATION	66%	67%	(r)	65%	50%	(r)	75%	65%	64%	55%	61%	70%	73%	(r)
HIGH PERFORMANCE	71%	74%	(r)	69%	61%	(r)	75%	71%	69%	59%	67%	70%	76%	(r)
PUBLIC SECTOR VALUES	67%	69%	(r)	66%	54%	(r)	72%	65%	65%	53%	65%	69%	73%	(r)
DIVERSITY & INCLUSION	71%	67%	(r)	69%	60%	(r)	77%	71%	69%	62%	66%	73%	78%	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	Sydney Local Health District	Administrative and Executive Assistant	Corporate Services	Senior Manager/Executive	Allied Health Professional	Allied Health Assistant	Health Education, Health Promotion and Health Protection	Counsellor, Welfare Support	Interpreters and Liaison Officer	Aboriginal Health Workers and Aboriginal Education Officers	Technician/Technologist	Hospital Scientist/Biomedical Engineers	Researchers	Data Analyst
NUMBER OF RESPONDENTS	5516	490	141	103	678	37	43	21	38	20	85	47	34	37
EMPLOYEE ENGAGEMENT	71%	73%	79%	85%	69%	65%	76%	(r)	76%	(r)	80%	74%	71%	80%
ENGAGEMENT WITH WORK	77%	76%	83%	88%	78%	67%	87%	(r)	86%	(r)	89%	71%	73%	89%
SENIOR MANAGERS	56%	61%	76%	85%	50%	65%	69%	(r)	70%	(r)	74%	61%	57%	80%
COMMUNICATION	66%	69%	81%	88%	65%	73%	73%	(r)	81%	(r)	81%	66%	74%	89%
HIGH PERFORMANCE	71%	71%	82%	92%	71%	74%	81%	(r)	79%	(r)	83%	69%	73%	87%
PUBLIC SECTOR VALUES	67%	69%	82%	89%	65%	74%	78%	(r)	80%	(r)	82%	68%	69%	85%
DIVERSITY & INCLUSION	71%	75%	82%	87%	71%	68%	78%	(r)	77%	(r)	83%	75%	75%	87%

KEY

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AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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	Sydney Local Health District	Technical Officers/Technical Assistant	Dental Officer, Therapists and Hygienist	Dental Specialist	Dental Assistant	Trainee Dental Assistant	Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOC, OCO, SOCO, SO,	Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre	Project Director	Project Manager	Project Officer	Cleaning, Linen and Food	Motor Vehicle, Patient Transport	Security Services, Fire Safety
NUMBER OF RESPONDENTS	5516	53	46	11	100	1	0	0	5	38	25	134	14	35
EMPLOYEE ENGAGEMENT	71%	76%	73%	(r)	73%	(r)	(r)	(r)	(r)	81%	(r)	78%	(r)	85%
ENGAGEMENT WITH WORK	77%	79%	83%	(r)	84%	(r)	(r)	(r)	(r)	85%	(r)	86%	(r)	87%
SENIOR MANAGERS	56%	72%	58%	(r)	63%	(r)	(r)	(r)	(r)	70%	(r)	72%	(r)	72%
COMMUNICATION	66%	73%	66%	(r)	64%	(r)	(r)	(r)	(r)	81%	(r)	76%	(r)	79%
HIGH PERFORMANCE	71%	77%	75%	(r)	72%	(r)	(r)	(r)	(r)	81%	(r)	78%	(r)	80%
PUBLIC SECTOR VALUES	67%	77%	70%	(r)	68%	(r)	(r)	(r)	(r)	80%	(r)	75%	(r)	79%
DIVERSITY & INCLUSION	71%	76%	73%	(r)	65%	(r)	(r)	(r)	(r)	86%	(r)	78%	(r)	85%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

Results are rounded and may not add up to 100%

	Sydney Local Health District	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
NUMBER OF RESPONDENTS	5516	42	5	43	4	46	12	243	337
EMPLOYEE ENGAGEMENT	71%	98%	(r)	72%	(r)	65%	(r)	69%	58%
ENGAGEMENT WITH WORK	77%	98%	(r)	81%	(r)	70%	(r)	75%	58%
SENIOR MANAGERS	56%	97%	(r)	66%	(r)	46%	(r)	56%	37%
COMMUNICATION	66%	96%	(r)	75%	(r)	58%	(r)	66%	47%
HIGH PERFORMANCE	71%	98%	(r)	74%	(r)	67%	(r)	69%	53%
PUBLIC SECTOR VALUES	67%	98%	(r)	72%	(r)	62%	(r)	66%	49%
DIVERSITY & INCLUSION	71%	96%	(r)	76%	(r)	57%	(r)	72%	52%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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GUIDE TO THIS REPORT

i SURVEY TIME FRAME

This report contains results from the 2019 People Matter Employee Survey which was open from 30 May to 28 June 2019.

i PRIVACY

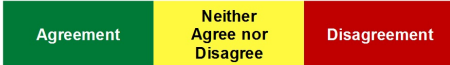
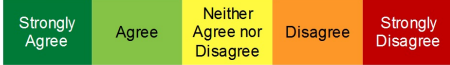
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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 METHODOLOGY

See the 2018 Main Findings report on the Public Service Commission web site.