



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Law Enforcement Conduct Commission



Contents

Headlines	3
Highest and Lowest Questions	4
Most and Least Improved Questions	5
Highest Neutral Scoring Questions	6
Respondent Profile	7
Taking Action	8
Key Drivers of Engagement	9
All Questions by Topic	10
Profile of Respondents	36
Results by Select Demographics	43
Report Guide	53

RESPONSE RATE

96%

115 OF 120 RESPONDENTS

RESPONSE RATE 2018: 53%

EMPLOYEE ENGAGEMENT

54% 

DIFFERENCE FROM 2018 **+2**
(52%)

DIFFERENCE FROM PUBLIC SECTOR **-12**
(66%)

ENGAGEMENT WITH WORK

61% 

DIFFERENCE FROM 2018 **-2**
(63%)

DIFFERENCE FROM PUBLIC SECTOR **-11**
(73%)

SENIOR MANAGERS

36% 

DIFFERENCE FROM 2018 **+8**
(28%)

DIFFERENCE FROM PUBLIC SECTOR **-14**
(50%)

COMMUNICATION

60% 

DIFFERENCE FROM 2018 **+9**
(51%)

DIFFERENCE FROM PUBLIC SECTOR **-2**
(62%)

HIGH PERFORMANCE

51% 

DIFFERENCE FROM 2018 **+2**
(49%)

DIFFERENCE FROM PUBLIC SECTOR **-14**
(65%)

PUBLIC SECTOR VALUES

52% 

DIFFERENCE FROM 2018 **+7**
(45%)

DIFFERENCE FROM PUBLIC SECTOR **-10**
(62%)

DIVERSITY & INCLUSION

71% 

DIFFERENCE FROM 2018 **+1**
(70%)

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

FLEXIBLE WORKING SATISFACTION

78% 

DIFFERENCE FROM 2018 **+1**
(77%)

DIFFERENCE FROM PUBLIC SECTOR **+19**
(59%)

ACTION ON RESULTS

42% 

DIFFERENCE FROM 2018 **+15**
(27%)

DIFFERENCE FROM PUBLIC SECTOR **+2**
(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
8e. My manager supports flexible working in my team	82%	90%
1h. I am comfortable notifying my manager if I become aware of any risks at work	82%	-
4a. I am paid fairly for the work I do	81%	70%
8d. How satisfied are you with your ability to access and use flexible working arrangements?	78%	77%
1g. I know how to address a health and safety issue I have identified	77%	62%
2a. My workgroup strives to achieve customer/client satisfaction	75%	75%
1a. I understand what is expected of me to do well in my role	75%	74%
5b. My manager listens to what I have to say	75%	74%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	74%	73%
2b. My workgroup works collaboratively to achieve its objectives	73%	75%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
7c. I feel that change is managed well in my organisation	25%	15%
3g. I am satisfied with the opportunities available for career development in my organisation	28%	30%
6b. I feel that senior managers effectively lead and manage change	29%	17%
7g. I have confidence in the way recruitment decisions are made	29%	31%
7d. There is good co-operation between teams across our organisation	34%	27%
11a. I have confidence in the ways my organisation resolves grievances	35%	19%
5h. My manager deals appropriately with employees who perform poorly	35%	26%
7b. My organisation is making the necessary improvements to meet our future challenges	35%	29%
6a. I believe senior managers provide clear direction for the future of the organisation	36%	23%
6c. I feel that senior managers model the values of my organisation	36%	25%



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
6g. I feel that senior managers keep employees informed about what's going on	46%	31%
11a. I have confidence in the ways my organisation resolves grievances	35%	19%
10a. I believe action will be taken on the results from this survey by my organisation	42%	27%
5e. My manager involves my workgroup in decisions about our work	69%	55%
1g. I know how to address a health and safety issue I have identified	77%	62%
6h. I feel that senior managers listen to employees	40%	27%
6a. I believe senior managers provide clear direction for the future of the organisation	36%	23%
6b. I feel that senior managers effectively lead and manage change	29%	17%
4a. I am paid fairly for the work I do	81%	70%
6c. I feel that senior managers model the values of my organisation	36%	25%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
6e. Senior managers promote collaboration between my organisation and other organisations we work with	38%	52%
3f. I have received appropriate training and development to do my job well	44%	57%
2c. I receive help and support from other members of my workgroup	70%	81%
7f. My organisation is committed to developing its employees	38%	46%
8e. My manager supports flexible working in my team	82%	90%
2e. People in my workgroup treat each other with respect	70%	75%
1c. My job gives me a feeling of personal accomplishment	63%	68%
1d. I feel motivated to contribute more than what is normally required at work	61%	64%
3g. I am satisfied with the opportunities available for career development in my organisation	28%	30%
2b. My workgroup works collaboratively to achieve its objectives	73%	75%



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

Q7b. My organisation is making the necessary improvements to meet our future challenges



Q7l. My organisation motivates me to help it achieve its objectives



Q7m. My organisation inspires me to do the best in my job



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



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



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q7b. My organisation is making the necessary improvements to meet our future challenges



Q7l. My organisation motivates me to help it achieve its objectives



Q7m. My organisation inspires me to do the best in my job



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



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



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q7b. My organisation is making the necessary improvements to meet our future challenges



Q7l. My organisation motivates me to help it achieve its objectives



Q7m. My organisation inspires me to do the best in my job



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



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: 115

Gender	Survey %	Employment Status	Survey %	Type of work	Survey %
Male	35	Senior Executive (ongoing/permanent or term)	6	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	9
Female	61	Ongoing/Permanent (other than senior executive)	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)	7
Other	4	Temporary (including temporary teachers and graduates)	8	Administrative support (e.g. executive/personal assistant, receptionist)	8
		Casual	1	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	13
		Contract – Non Executive	5	Policy	2
		Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	1	Research	5
		Other	1	Program and project management support	4
		Don't know	0	Legal (including developing and/or reviewing legislation)	13
				Other	38
Age	Survey %	Manager of managers	Survey %	Organisation Tenure	Survey %
15 - 34 years	40	Yes	8	Less than 1 year	21
35 - 54 years	47	No	92	1 - 2 years	37
55+ years	13			2 - 5 years	35
		Supervisors	Survey %	5 - 10 years	2
		Yes	30	10 - 20 years	5
		No	70	More than 20 years	1
		Working arrangement	Survey %		
		Full-time	90	Salary	Survey %
		Part-time	10	\$83,402 and below	7
				\$83,403 - \$108,043	41
				\$108,044 - \$144,520	32
				\$144,521 and above	7
				Prefer not to say	13
LOTE spoken at home	Survey %				
Yes	19				
No	67				
Prefer not to say	14				
Aboriginal and/or Torres Strait Islanders	Survey %				
Yes	1				
No	91				
Prefer not to say	8				
Disability	Survey %				
Yes	2				
No	89				
Prefer not to say	9				
LGBTI	Survey %				
Yes	4				
No	90				
Prefer not to say	6				

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.

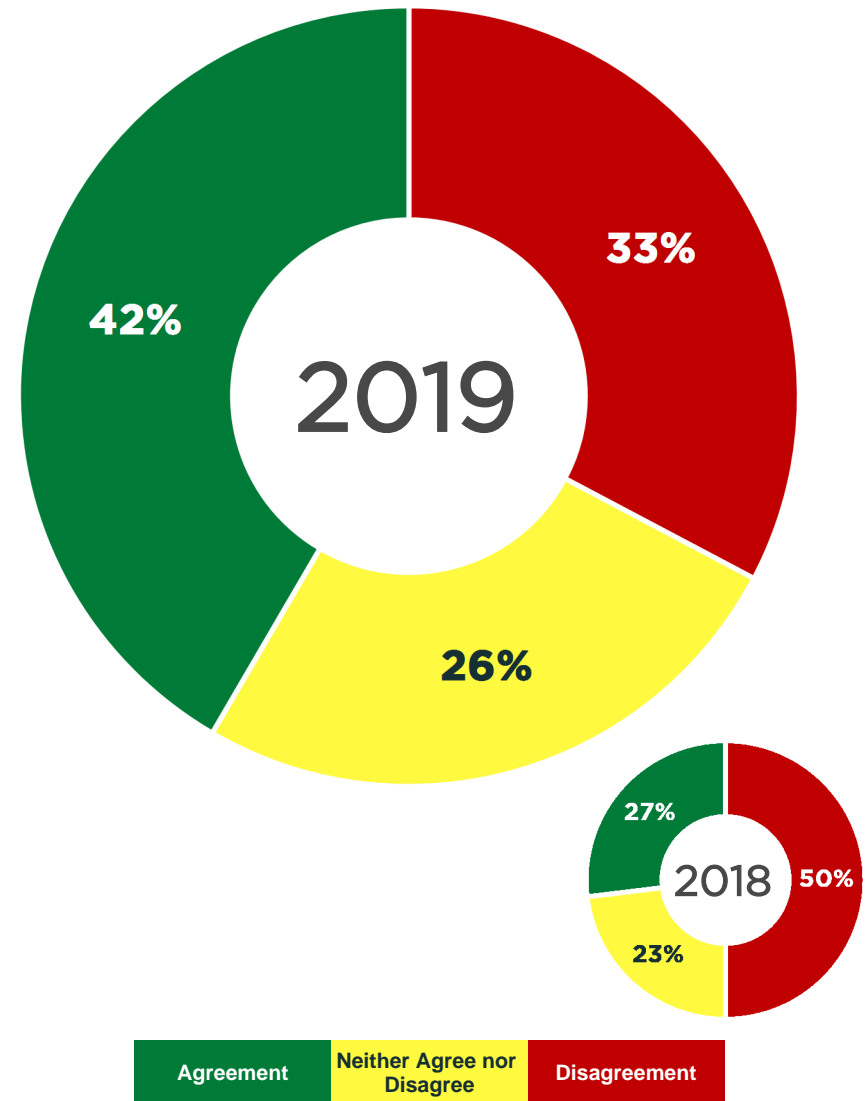
Results are rounded and may not add up to 100%

42%

of employees replied favourably to:

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

39%	0%	27%
SECTOR	CLUSTER	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 PUBLIC SECTOR
1	Q7b. My organisation is making the necessary improvements to meet our future challenges	35%	29%	57%
2	Q6b. I feel that senior managers effectively lead and manage change	29%	17%	47%
3	Q6a. I believe senior managers provide clear direction for the future of the organisation	36%	23%	51%
4	Q6d. Senior managers encourage innovation by employees	36%	31%	51%
5	Q7a. My organisation focuses on improving the work we do	50%	44%	69%
6	Q6h. I feel that senior managers listen to employees	40%	27%	44%



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.

Results are rounded and may not add up to 100%

EMPLOYEE ENGAGEMENT	54% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC LIC SECTOR 2019
Q7i. I would recommend my organisation as a great place to work	13	32	25	10	20	45%	38%	62%
Q7j. I am proud to tell others I work for my organisation	19	28	27	11	15	48%	48%	70%
Q7k. I feel a strong personal attachment to my organisation	16	27	29	7	20	43%	44%	64%
Q7l. My organisation motivates me to help it achieve its objectives	13	27	33	11	16	40%	35%	56%
Q7m. My organisation inspires me to do the best in my job	16	25	32	11	17	41%	37%	56%

KEY





EXPLORE THE FULL RESULTS

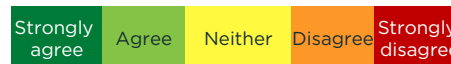
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

	61% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019
Q1c. My job gives me a feeling of personal accomplishment	22	42	10	13	13	63%	68%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	30	31	17	10	12	61%	64%	72%
Q1e. I am satisfied with my job	19	40	12	13	16	59%	58%	69%

KEY





EXPLORE THE FULL RESULTS

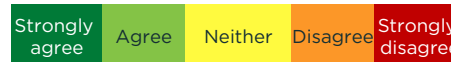
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

SENIOR MANAGERS	36% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC LIC SECTOR 2019
Q6a. I believe senior managers provide clear direction for the future of the organisation	11	25	24	18	22	36%	23%	51%
Q6b. I feel that senior managers effectively lead and manage change	11	18	25	22	25	29%	17%	47%
Q6c. I feel that senior managers model the values of my organisation	11	25	22	15	27	36%	25%	52%
Q6d. Senior managers encourage innovation by employees	11	25	27	18	19	36%	31%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	12	25	28	13	21	38%	52%	53%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	12	27	27	14	19	39%	33%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	12	34	18	15	21	46%	31%	48%
Q6h. I feel that senior managers listen to employees	10	30	23	16	21	40%	27%	44%
Q7c. I feel that change is managed well in my organisation	8	17	29	22	24	25%	15%	42%

KEY





EXPLORE THE FULL RESULTS

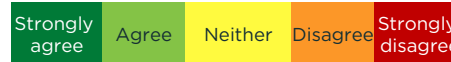
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

COMMUNICATION	60% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC LIC SECTOR 2019
Q5c. My manager communicates effectively with me	31	37	14	8	13	68%	62%	72%
Q5d. My manager encourages and values employee input	37	35	10	8	11	72%	70%	73%
Q5e. My manager involves my workgroup in decisions about our work	29	40	11	8	12	69%	55%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	12	34	18	15	21	46%	31%	48%
Q6h. I feel that senior managers listen to employees	10	30	23	16	21	40%	27%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	21	43	12	10	14	65%	63%	69%

KEY





EXPLORE THE FULL RESULTS

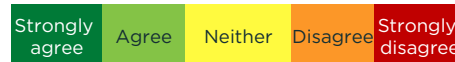
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

	HIGH PERFORMANCE					AGGREGATE SCORE	AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019
Q1a. I understand what is expected of me to do well in my role	31	43	11	8	7	75%	74%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	30	43	9	12	6	73%	75%	79%	
Q3f. I have received appropriate training and development to do my job well	12	32	27	13	16	44%	57%	66%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	24	44	14	12	6	69%	58%	75%	
Q5f. I have confidence in the decisions my manager makes	32	31	15	8	14	63%	53%	69%	
Q6d. Senior managers encourage innovation by employees	11	25	27	18	19	36%	31%	51%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	12	25	28	13	21	38%	52%	53%	
Q7a. My organisation focuses on improving the work we do	12	38	25	12	13	50%	44%	69%	
Q7b. My organisation is making the necessary improvements to meet our future challenges	12	23	35	16	14	35%	29%	57%	

KEY



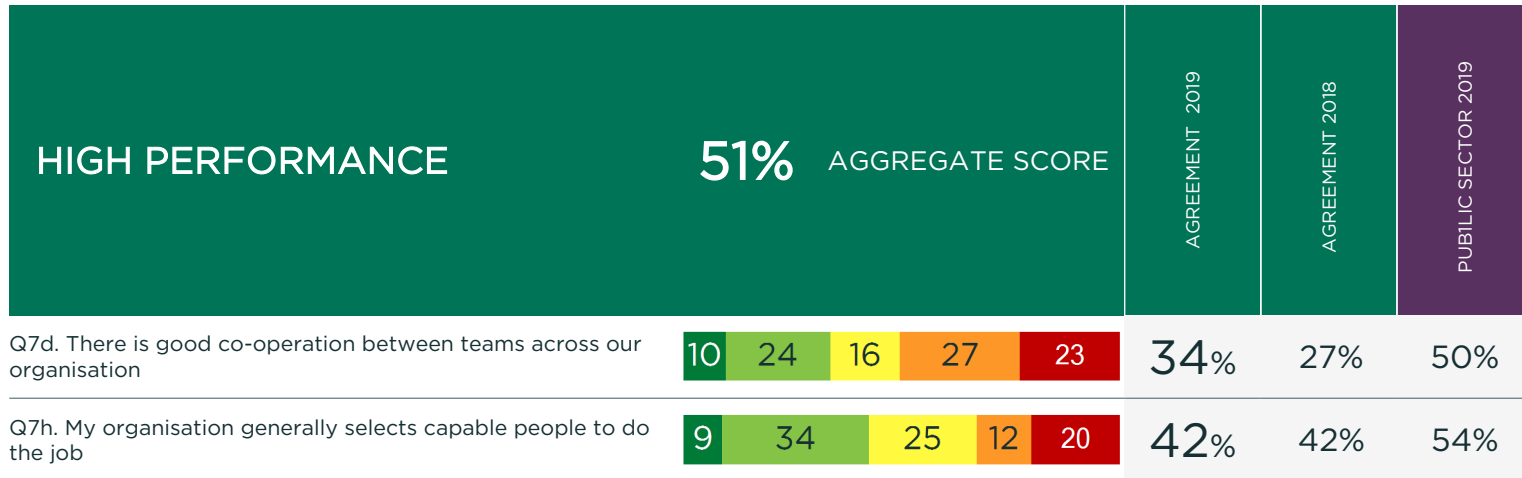


EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%



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.

Results are rounded and may not add up to 100%

PUBLIC SECTOR VALUES	52% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019	
	Strongly agree	Agree	Neither	Disagree	Strongly disagree			
Q2a. My workgroup strives to achieve customer/client satisfaction	33	42	10	10	75%	75%	86%	
Q2e. People in my workgroup treat each other with respect	31	38	10	16	70%	75%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	24	44	14	12	69%	58%	75%	
Q5b. My manager listens to what I have to say	38	37	9	11	75%	74%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	11	25	24	18	22	36%	23%	51%
Q6c. I feel that senior managers model the values of my organisation	11	25	22	15	27	36%	25%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	12	27	27	14	19	39%	33%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	12	34	18	15	21	46%	31%	48%
Q6h. I feel that senior managers listen to employees	10	30	23	16	21	40%	27%	44%

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.

Results are rounded and may not add up to 100%



KEY





EXPLORE THE FULL RESULTS

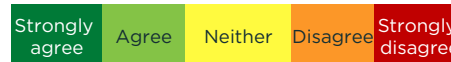
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

DIVERSITY & INCLUSION	71% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	19	44	8	13	16	63%	60%	67%
Q5b. My manager listens to what I have to say	38	37	9	11		75%	74%	76%
Q5d. My manager encourages and values employee input	37	35	10	8	11	72%	70%	73%
Q6i. Senior managers in my organisation support the career advancement of women	25	32	30	10		57%	55%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	27	44	13	10		71%	67%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	27	48	12	8		74%	73%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	21	43	12	10	14	65%	63%	69%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	52	26	14			78%	77%	59%
Q8e. My manager supports flexible working in my team	56	27	11			82%	90%	63%

KEY



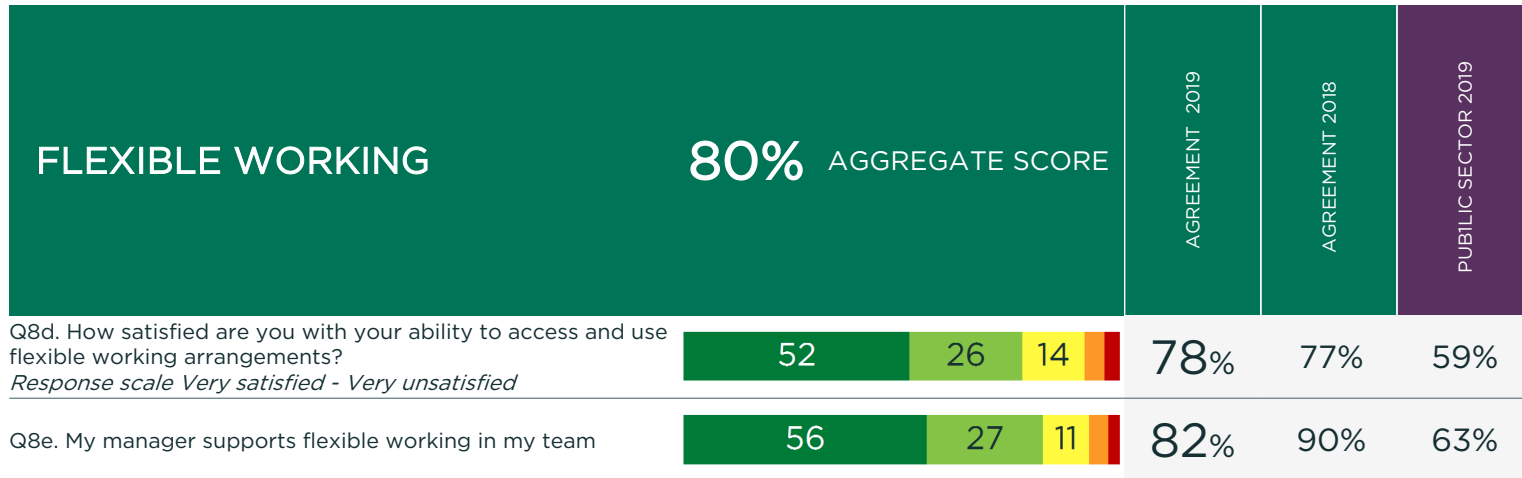


EXPLORE THE FULL RESULTS

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.

Results are rounded and may not add up to 100%



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.

Results are rounded and may not add up to 100%



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.

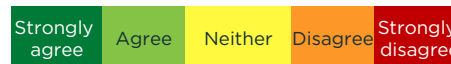
Results are rounded and may not add up to 100%

PERFORMANCE FRAMEWORK & DEVELOPMENT

45% AGGREGATE SCORE

		AGREEMENT 2019	AGREEMENT 2018	PUBLIC LIC SECTOR 2019
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	17 37 20 13 14	53%	47%	66%
Q3e. My performance is assessed against clear criteria	11 37 23 13 16	48%	49%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation	10 18 29 18 25	28%	30%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do	27 40 9 12 11	68%	60%	69%
Q5h. My manager deals appropriately with employees who perform poorly	9 26 26 16 23	35%	26%	48%
Q7f. My organisation is committed to developing its employees	12 26 26 15 21	38%	46%	53%

KEY





EXPLORE THE FULL RESULTS

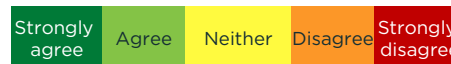
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

	66% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC LIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	19	44	8	13	16	63%	60%	67%
Q1f. I am able to keep my work stress at an acceptable level	18	45	17	13	7	63%	60%	61%
Q2c. I receive help and support from other members of my workgroup	30	41	15	10	4	70%	81%	81%
Q2d. There is good team spirit in my workgroup	29	39	13	15	5	68%	64%	70%

KEY



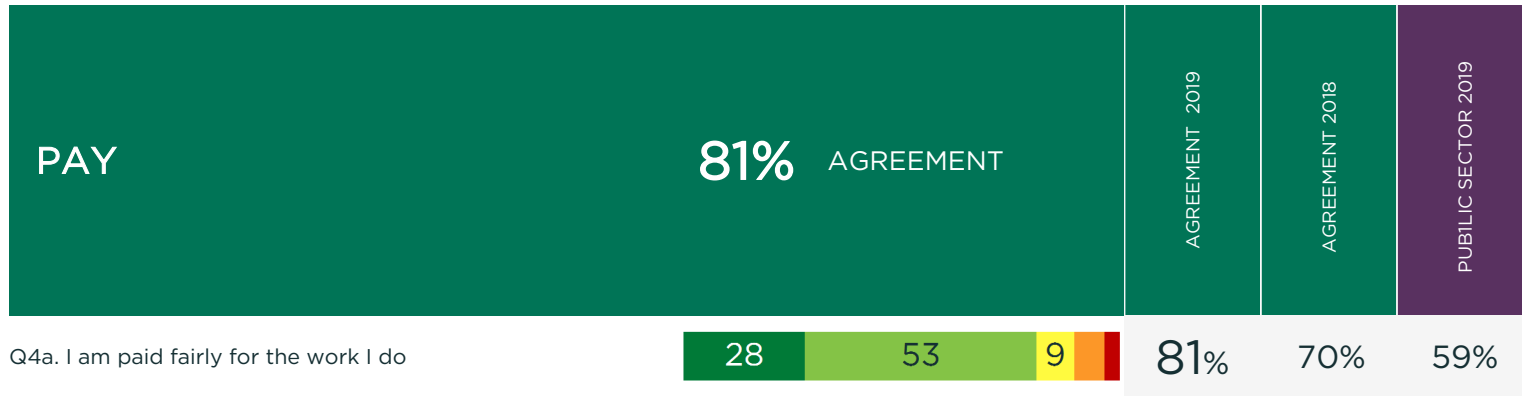


EXPLORE THE FULL RESULTS

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.

Results are rounded and may not add up to 100%



KEY



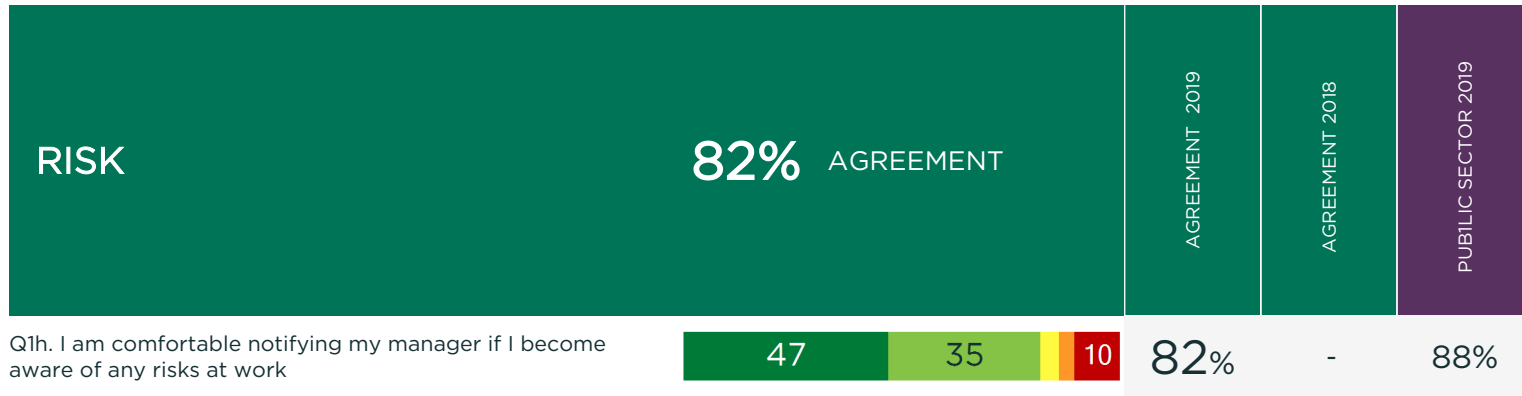


EXPLORE THE FULL RESULTS

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.

Results are rounded and may not add up to 100%



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.

Results are rounded and may not add up to 100%

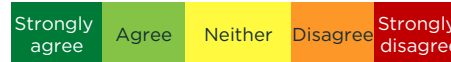
HEALTH & SAFETY

77% AGREEMENT

Q1g. I know how to address a health and safety issue I have identified



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.

Results are rounded and may not add up to 100%

ACTION ON RESULTS

42% AGREEMENT

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



42%

27%

39%

AGREEMENT 2019

AGREEMENT 2018

PUBLIC SECTOR 2019

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.

Results are rounded and may not add up to 100%

WORKPLACE CONDUCT

35% AGREEMENT

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



35%

19%

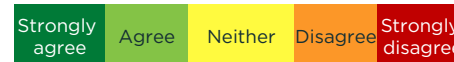
41%

AGREEMENT 2019

AGREEMENT 2018

PUBLIC LIC SECTOR 2019

KEY

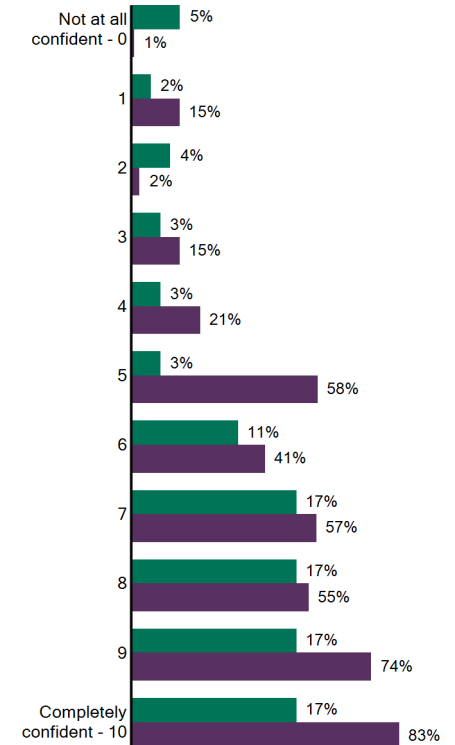
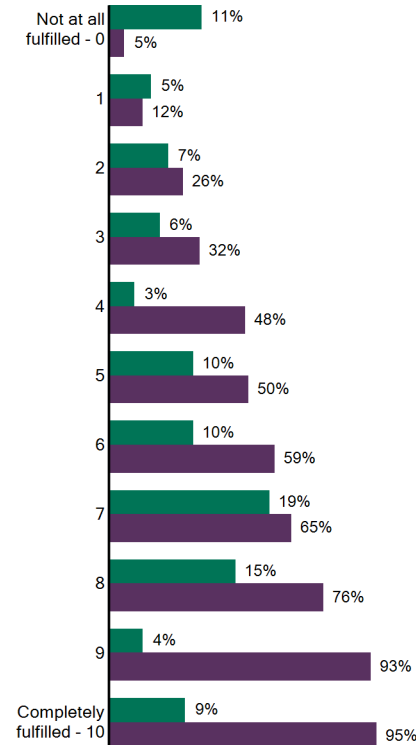
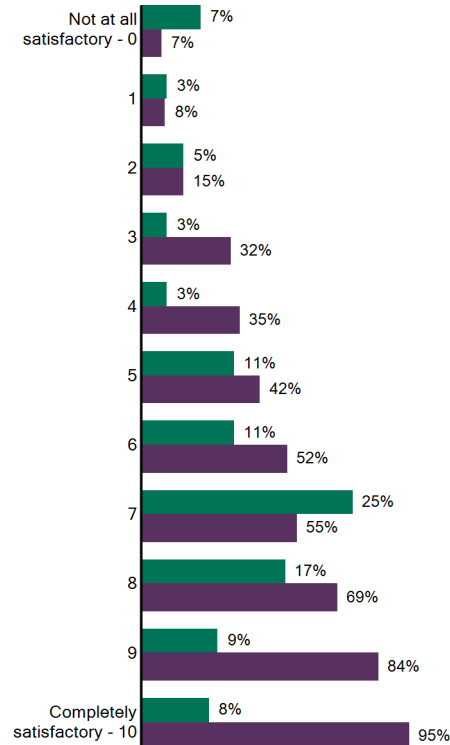


WELLBEING AND ENGAGEMENT

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

Q1j. I find my life at work fulfilling

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



Proportion of respondents answering each response option

Employee engagement score



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

This compares Wellbeing to Engagement.



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

PUBLIC SECTOR 2019

Q3a. I have a current performance and development plan that sets out my individual objectives

Yes



77%

74%

71%

No



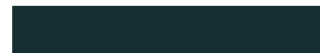
23%

26%

29%

Q3b. I have informal feedback conversations with my manager

Yes



80%

72%

76%

No



20%

28%

24%

Q3c. I have scheduled feedback conversations with my manager

Yes



52%

51%

60%

No



48%

49%

40%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

MOBILITY

2019

2018

PUBLIC SECTOR 2019

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?

Yes		53%	47%	41%
No		47%	53%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

MOBILITY

2019

2018

PUBLIC SECTOR 2019

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

		2019	2018	PUBLIC SECTOR 2019
Lack of promotion opportunities		50%	47%	28%
Lack of visible opportunities		44%	51%	29%
Insufficient training and development		23%	21%	15%
The application/recruitment process is too cumbersome or time consuming		23%	17%	22%
Lack of support for temporary assignments/secondments		20%	30%	15%
Lack of required capabilities or experience		18%	17%	11%
There are no major barriers to my career progression		17%	21%	29%
Personal/family considerations		14%	21%	29%
Lack of support from my manager/supervisor		12%	8%	13%
Other		12%	13%	9%
Geographic location considerations		12%	9%	25%

% are calculated with the number of unique respondents (N = 113 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

PUBLIC SECTOR 2019

Q12a. In the last 12 months I have witnessed misconduct/wrongdoing at work

Yes		35%	31%	27%
No		54%	52%	56%
Don't know		11%	17%	17%

Q12b. If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?

Yes		55%	38%	65%
No		43%	56%	32%
Don't know		3%	6%	4%



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

PUBLIC SECTOR 2019

Q13a. In the last 12 months I have witnessed bullying at work

Yes		35%	29%	33%
No		58%	62%	57%
Don't know		8%	10%	10%

Q13b. In the last 12 months I have been subjected to bullying at work

Yes		18%	15%	18%
No		73%	77%	75%
Don't know		10%	8%	7%



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

PUBLIC SECTOR 2019

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	PUBLIC SECTOR 2019
A fellow worker at your level		50%	-	27%
A senior manager		25%	25%	21%
Your immediate manager/supervisor		15%	38%	23%
Prefer not to say		10%	25%	13%
A subordinate		0%	-	7%
A client or customer		0%	-	3%
A member of the public other than a client or customer		0%	-	1%
Other		0%	13%	5%



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

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%	4%	4%
No		91%	92%	94%
Don't know		4%	4%	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	(r)
A member of the public	(r)
Other	(r)
Prefer not to say	(r)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
GENDER		
Male		35%
Female		61%
Other		4%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
AGE		
15-19		0%
20-24		3%
25-29		23%
30-34		14%
35-39		18%
40-44		11%
45-49		8%
50-54		10%
55-59		9%
60-64		1%
65+		3%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

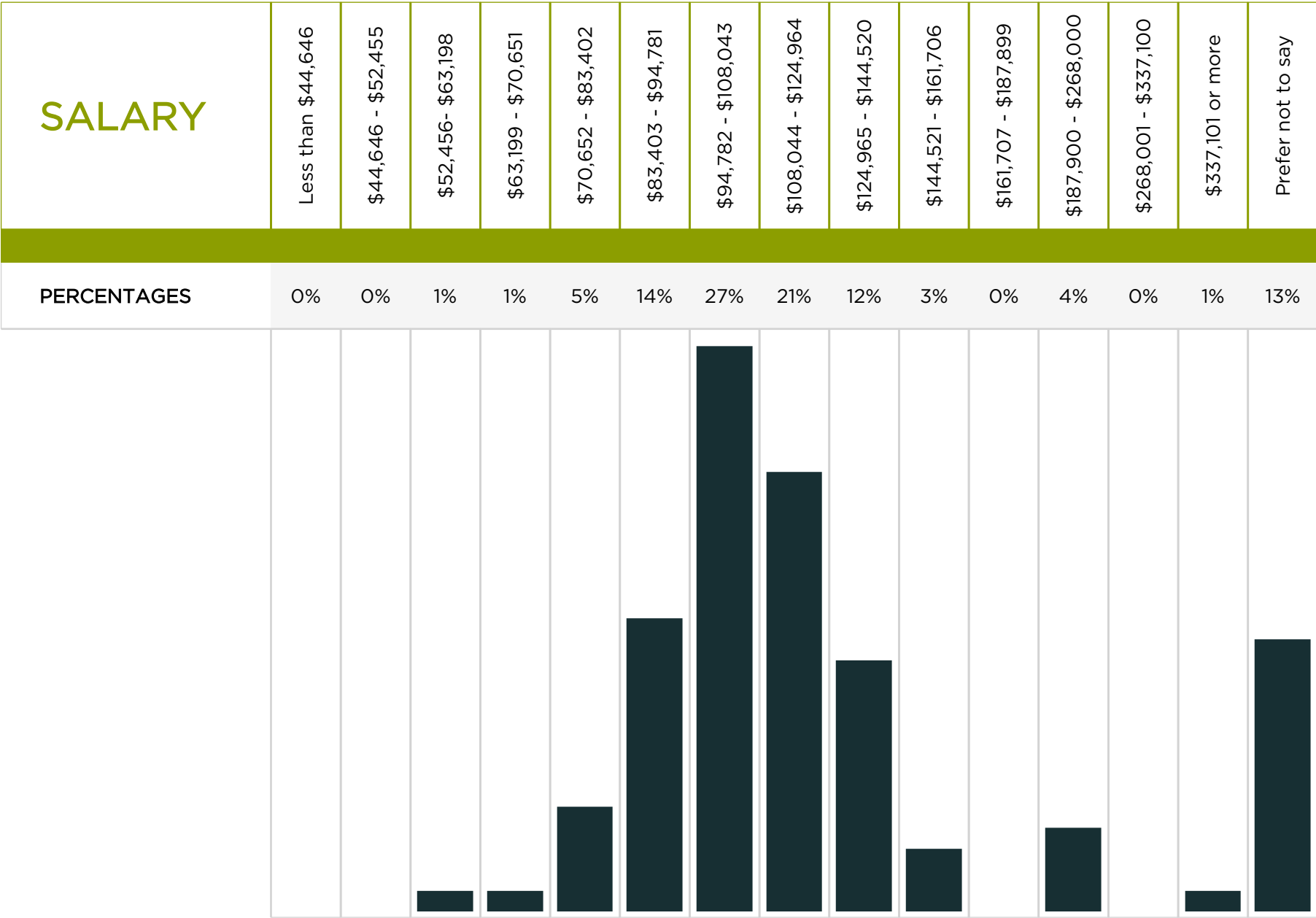
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	9%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	7%
Administrative support (e.g. executive/personal assistant, receptionist)	8%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	13%
Policy	2%
Research	5%
Program and project management support	4%
Legal (including developing and/or reviewing legislation)	13%
Other	38%

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		21%
1 - 2 years		37%
2 - 5 years		35%
5 - 10 years		2%
10 - 20 years		5%
More than 20 years		1%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
FLEXIBLE WORKING		
Flexible start and finish times		78%
Working additional hours to make up for time off		29%
Working more hours over fewer days		25%
Working from home		18%
None of the above		14%
Study leave		11%
Working from different locations		8%

% are calculated with the number of unique respondents (N = 110 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

	PERCENTAGE
FLEXIBLE WORKING	
Part-time work	8%
Leave without pay	8%
Other	5%
Flexible scheduling for rostered workers	4%
Purchasing annual leave	2%
Job sharing	1%

% are calculated with the number of unique respondents (N = 110 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%

	Law Enforcement Commission	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	115	10	8	9	15	2	6	5	15	43
EMPLOYEE ENGAGEMENT	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	45%
ENGAGEMENT WITH WORK	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	50%
SENIOR MANAGERS	36%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	31%
COMMUNICATION	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	51%
HIGH PERFORMANCE	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	45%
PUBLIC SECTOR VALUES	52%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	46%
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	63%

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%

	Law Enforcement Conduct Commission	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	115	0	0	1	1	6	15	30	23	13	3	0	4	0
EMPLOYEE ENGAGEMENT	54%	(r)	(r)	(r)	(r)	(r)	(r)	58%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	61%	(r)	(r)	(r)	(r)	(r)	(r)	71%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	36%	(r)	(r)	(r)	(r)	(r)	(r)	35%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	60%	(r)	(r)	(r)	(r)	(r)	(r)	56%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	51%	(r)	(r)	(r)	(r)	(r)	(r)	51%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	52%	(r)	(r)	(r)	(r)	(r)	(r)	49%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)	70%	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

RESULT BY SALARY



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

Results are rounded and may not add up to 100%

	Law Enforcement Conduct Commission	\$337,101 or more	Prefer not to say
NUMBER OF RESPONDENTS	115	1	14
EMPLOYEE ENGAGEMENT	54%	(r)	(r)
ENGAGEMENT WITH WORK	61%	(r)	(r)
SENIOR MANAGERS	36%	(r)	(r)
COMMUNICATION	60%	(r)	(r)
HIGH PERFORMANCE	51%	(r)	(r)
PUBLIC SECTOR VALUES	52%	(r)	(r)
DIVERSITY & INCLUSION	71%	(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 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.

Results are rounded and may not add up to 100%

	Law Enforcement Conduct Commission	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	115	23	41	38	2	5	1
EMPLOYEE ENGAGEMENT	54%	(r)	49%	50%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	61%	(r)	52%	61%	(r)	(r)	(r)
SENIOR MANAGERS	36%	(r)	33%	30%	(r)	(r)	(r)
COMMUNICATION	60%	(r)	55%	54%	(r)	(r)	(r)
HIGH PERFORMANCE	51%	(r)	45%	48%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	52%	(r)	47%	46%	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	66%	68%	(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

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%

	Law Enforcement Commission	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	115	86	27	32	4	9	1	9	20	2	9	12	5	15
EMPLOYEE ENGAGEMENT	54%	56%	(r)	53%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	61%	64%	(r)	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	36%	37%	(r)	41%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	60%	61%	(r)	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	51%	52%	(r)	50%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	52%	53%	(r)	53%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	74%	(r)	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

*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.

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%

	Law Enforcement Conduct Commission	Sydney East	Sydney West	Sydney - City and Inner South	Capital Region	Central Coast	Central West	Coffs Harbour - Grafton	Far West and Orana	Hunter Valley exc Newcastle	Illawarra	Mid North Coast	Murray	New England and North West
NUMBER OF RESPONDENTS	115	108	0	108	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	36%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	52%	(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)

*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%

	Law Enforcement Conduct Commission	Newcastle and Lake Macquarie	Outside NSW	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Sydney - Baulkham Hills and Hawkesbury	Sydney - Blacktown	Sydney - Eastern Suburbs	Sydney - Inner South West	Sydney - Inner West	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches	Sydney - Outer South West
NUMBER OF RESPONDENTS	115	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	36%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	52%	(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%

	Law Enforcement Conduct Commission	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - Ryde	Sydney - South West	Sydney - Sutherland
NUMBER OF RESPONDENTS	115	0	0	0	0	0
EMPLOYEE ENGAGEMENT	54%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	61%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	36%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	60%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	51%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	52%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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

RESULT BY 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.

Results are rounded and may not add up to 100%

	Law Enforcement Conduct Commission	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
NUMBER OF RESPONDENTS	115	0	3	25	15	19	12	9	11	10	1	3
EMPLOYEE ENGAGEMENT	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	36%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	52%	(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)

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.

Results are rounded and may not add up to 100%

	Law Enforcement Conduct Commission	Male	Female	Other
NUMBER OF RESPONDENTS	115	39	68	4
EMPLOYEE ENGAGEMENT	54%	64%	49%	(r)
ENGAGEMENT WITH WORK	61%	70%	58%	(r)
SENIOR MANAGERS	36%	54%	27%	(r)
COMMUNICATION	60%	77%	52%	(r)
HIGH PERFORMANCE	51%	68%	43%	(r)
PUBLIC SECTOR VALUES	52%	68%	44%	(r)
DIVERSITY & INCLUSION	71%	84%	65%	(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 2019 People Matter Employee Survey which was open from 30 May to 28 June 2019.

i PRIVACY

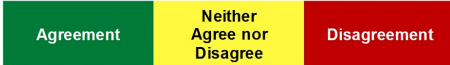
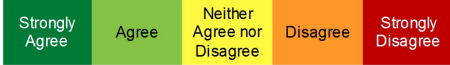
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.