



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Office of the Director of Public Prosecutions



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
Team Comparison	10
All Questions by Topic	11
Profile of Respondents	37
Results by Select Demographics	44
Report Guide	54

RESPONSE RATE

48%

422 OF 878 RESPONDENTS

RESPONSE RATE 2018: 32%

EMPLOYEE ENGAGEMENT

67%

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

DIFFERENCE FROM PUBLIC SECTOR **+1**
(66%)

ENGAGEMENT WITH WORK

77%

DIFFERENCE FROM 2018 **+5**
(72%)

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

SENIOR MANAGERS

37%

DIFFERENCE FROM 2018 **+4**
(33%)

DIFFERENCE FROM PUBLIC SECTOR **-13**
(50%)

COMMUNICATION

56%

DIFFERENCE FROM 2018 **+6**
(50%)

DIFFERENCE FROM PUBLIC SECTOR **-6**
(62%)

HIGH PERFORMANCE

60%

DIFFERENCE FROM 2018 **+6**
(54%)

DIFFERENCE FROM PUBLIC SECTOR **-5**
(65%)

PUBLIC SECTOR VALUES

56%

DIFFERENCE FROM 2018 **+5**
(52%)

DIFFERENCE FROM PUBLIC SECTOR **-6**
(62%)

DIVERSITY & INCLUSION

68%

DIFFERENCE FROM 2018 **+8**
(60%)

DIFFERENCE FROM PUBLIC SECTOR **-1**
(69%)

FLEXIBLE WORKING SATISFACTION

67%

DIFFERENCE FROM 2018 **+7**
(60%)

DIFFERENCE FROM PUBLIC SECTOR **+8**
(59%)

ACTION ON RESULTS

26%

DIFFERENCE FROM 2018 **+4**
(22%)

DIFFERENCE FROM PUBLIC SECTOR **-13**
(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	91%	83%
2a. My workgroup strives to achieve customer/client satisfaction	84%	81%
2c. I receive help and support from other members of my workgroup	82%	79%
1c. My job gives me a feeling of personal accomplishment	82%	77%
1h. I am comfortable notifying my manager if I become aware of any risks at work	81%	-
2e. People in my workgroup treat each other with respect	80%	79%
7j. I am proud to tell others I work for my organisation	79%	69%
5b. My manager listens to what I have to say	78%	70%
1d. I feel motivated to contribute more than what is normally required at work	77%	74%
8e. My manager supports flexible working in my team	76%	68%

- 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	26%	22%
6h. I feel that senior managers listen to employees	28%	23%
11a. I have confidence in the ways my organisation resolves grievances	30%	21%
6d. Senior managers encourage innovation by employees	30%	28%
7g. I have confidence in the way recruitment decisions are made	31%	23%
6g. I feel that senior managers keep employees informed about what's going on	32%	30%
7c. I feel that change is managed well in my organisation	37%	23%
6b. I feel that senior managers effectively lead and manage change	37%	29%
5h. My manager deals appropriately with employees who perform poorly	39%	27%
6a. I believe senior managers provide clear direction for the future of the organisation	39%	34%



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
1b. I am provided with the support I need to do my best at work	59%	45%
7c. I feel that change is managed well in my organisation	37%	23%
5a. My manager encourages people in my workgroup to keep improving the work they do	74%	60%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	74%	61%
3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	62%	49%
7f. My organisation is committed to developing its employees	49%	37%
5h. My manager deals appropriately with employees who perform poorly	39%	27%
5g. My manager provides acknowledgement or other recognition for the work I do	70%	58%
7l. My organisation motivates me to help it achieve its objectives	55%	44%
7d. There is good co-operation between teams across our organisation	44%	33%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	47%	49%
6e. Senior managers promote collaboration between my organisation and other organisations we work with	40%	41%



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



Q5h. My manager deals appropriately with employees who perform poorly



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



Q6d. Senior managers encourage innovation by employees



Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



Q5h. My manager deals appropriately with employees who perform poorly



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



Q6d. Senior managers encourage innovation by employees



Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



Q5h. My manager deals appropriately with employees who perform poorly



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



Q6d. Senior managers encourage innovation by employees



Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives



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: 422

Gender	Survey %	Employment Status	Survey %	Type of work	Survey %
Male	30	Senior Executive (ongoing/permanent or term)	3	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	6
Female	69	Ongoing/Permanent (other than senior executive)	57	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)	1
Other	1	Temporary (including temporary teachers and graduates)	26	Administrative support (e.g. executive/personal assistant, receptionist)	13
		Casual	0	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	8
		Contract – Non Executive	12	Policy	0
		Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	0	Research	0
		Other	0	Program and project management support	0
		Don't know	1	Legal (including developing and/or reviewing legislation)	69
				Other	2
Age	Survey %	Manager of managers	Survey %	Organisation Tenure	Survey %
15 - 34 years	42	Yes	7	Less than 1 year	16
35 - 54 years	50	No	93	1 - 2 years	8
55+ years	9			2 - 5 years	26
		Supervisors	Survey %	5 - 10 years	19
		Yes	24	10 - 20 years	21
		No	76	More than 20 years	11
		Working arrangement	Survey %		
		Full-time	90	Salary	Survey %
		Part-time	10	\$83,402 and below	24
				\$83,403 - \$108,043	24
				\$108,044 - \$144,520	34
				\$144,521 and above	13
				Prefer not to say	6
LOTE spoken at home	Survey %				
Yes	12				
No	84				
Prefer not to say	4				
Aboriginal and/or Torres Strait Islanders	Survey %				
Yes	1				
No	95				
Prefer not to say	4				
Disability	Survey %				
Yes	5				
No	92				
Prefer not to say	3				
LGBTI	Survey %				
Yes	7				
No	88				
Prefer not to say	5				

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.

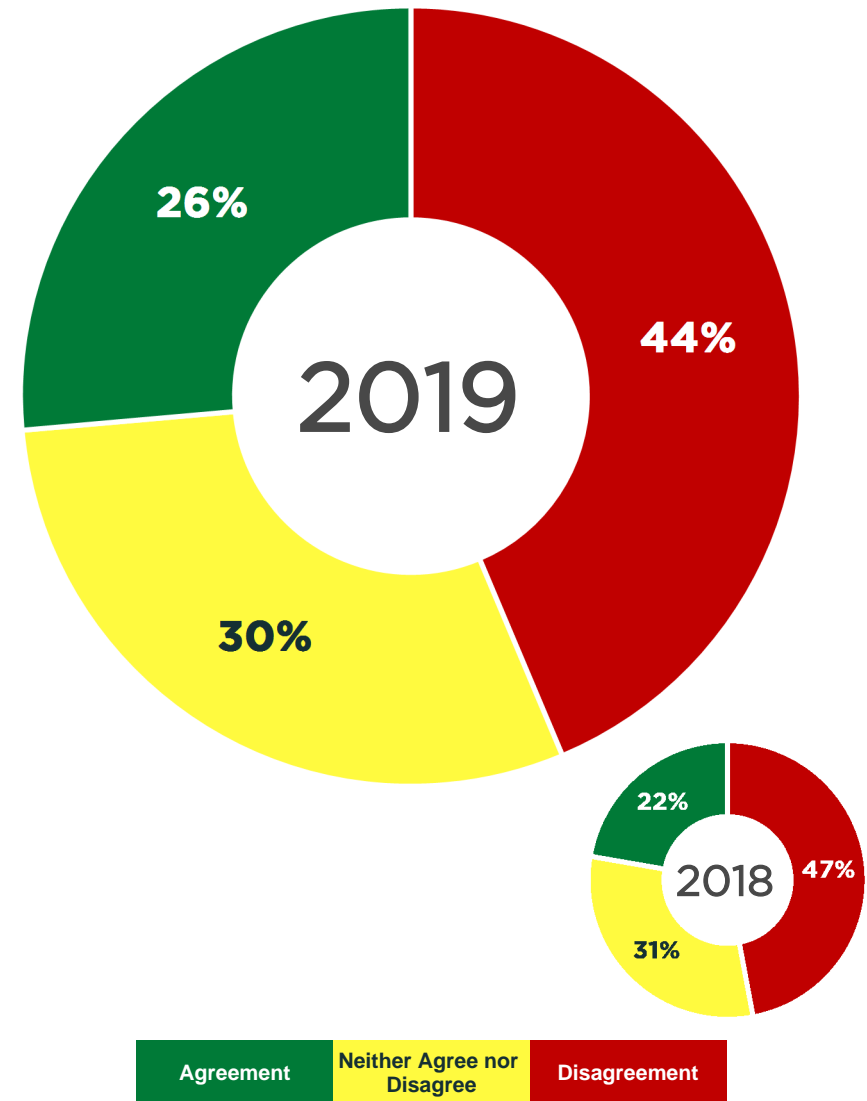
Results are rounded and may not add up to 100%

26%

of employees replied favourably to:

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

39%	0%	22%
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	Q7f. My organisation is committed to developing its employees	49%	37%	53%
2	Q7a. My organisation focuses on improving the work we do	68%	67%	69%
3	Q7g. I have confidence in the way recruitment decisions are made	31%	23%	39%
4	Q7h. My organisation generally selects capable people to do the job	55%	48%	54%
5	Q6c. I feel that senior managers model the values of my organisation	42%	37%	52%
6	Q7e. People in my organisation take responsibility for their own actions	45%	35%	48%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Office of the Director of Public Prosecutions

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.

	Office of the Director of Public Prosecutions	Corporate Services	Crown Prosecutors	Directors Chambers	Solicitors Office
NUMBER OF RESPONDENTS	422	40	28	14	340
EMPLOYEE ENGAGEMENT	67%	67%	64%	79%	66%
ENGAGEMENT WITH WORK	77%	70%	83%	93%	76%
SENIOR MANAGERS	37%	36%	31%	71%	36%
COMMUNICATION	56%	65%	51%	82%	54%
HIGH PERFORMANCE	60%	61%	53%	83%	59%
PUBLIC SECTOR VALUES	56%	58%	48%	82%	56%
DIVERSITY & INCLUSION	68%	81%	57%	88%	67%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



EXPLORE THE FULL RESULTS

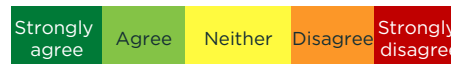
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

EMPLOYEE ENGAGEMENT	67% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PUBLIC LIC SECTOR 2019
Q7i. I would recommend my organisation as a great place to work	17	44	24	9	61%	52%	62%
Q7j. I am proud to tell others I work for my organisation	27	52	16		79%	69%	70%
Q7k. I feel a strong personal attachment to my organisation	26	43	21	7	69%	63%	64%
Q7l. My organisation motivates me to help it achieve its objectives	17	39	26	13	55%	44%	56%
Q7m. My organisation inspires me to do the best in my job	17	38	26	13	55%	44%	56%

KEY



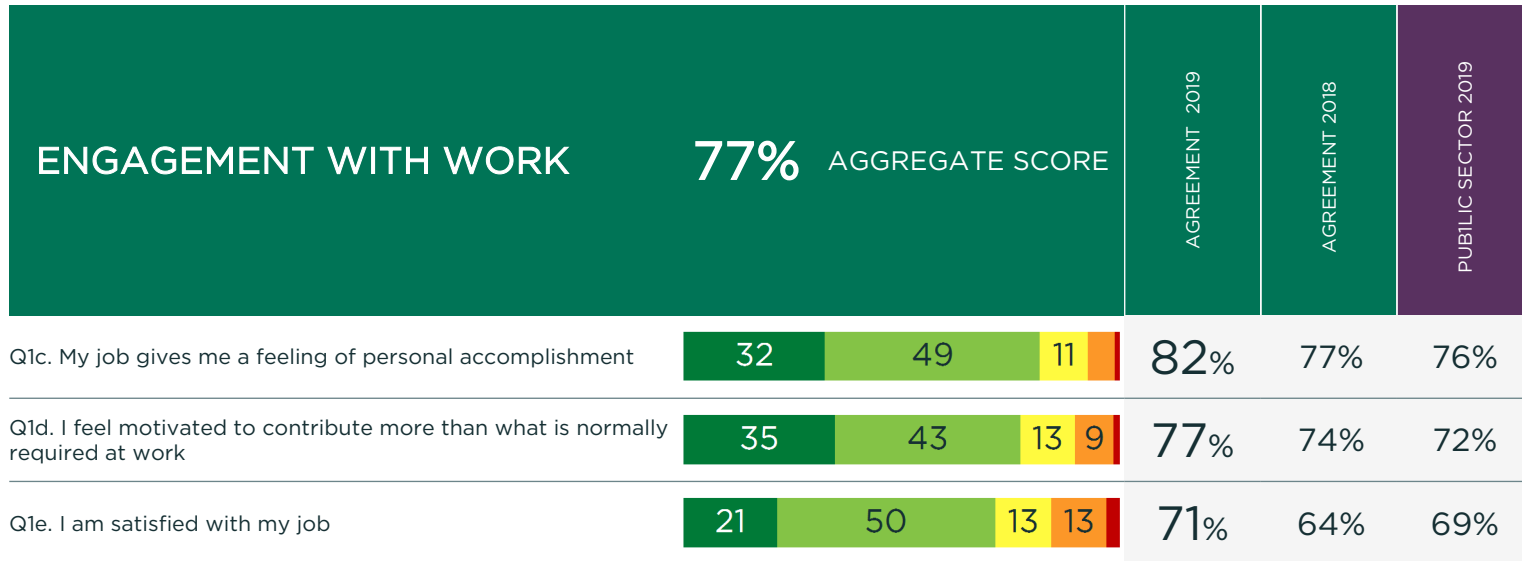


EXPLORE THE FULL RESULTS

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%



KEY





EXPLORE THE FULL RESULTS

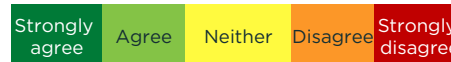
Questions are grouped by topics in this report.

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	37% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019
Q6a. I believe senior managers provide clear direction for the future of the organisation	10	29	28	22	11	39%	34%	51%
Q6b. I feel that senior managers effectively lead and manage change	10	27	27	23	13	37%	29%	47%
Q6c. I feel that senior managers model the values of my organisation	13	29	28	18	12	42%	37%	52%
Q6d. Senior managers encourage innovation by employees	7	23	33	25	12	30%	28%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	9	31	33	18	8	40%	41%	53%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	10	37	32	16		47%	49%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	7	25	24	26	18	32%	30%	48%
Q6h. I feel that senior managers listen to employees	8	20	27	24	20	28%	23%	44%
Q7c. I feel that change is managed well in my organisation		30	24	25	14	37%	23%	42%

KEY





EXPLORE THE FULL RESULTS

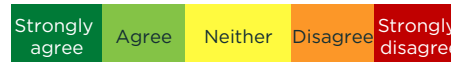
Questions are grouped by topics in this report.

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	56% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019
Q5c. My manager communicates effectively with me	32	40	12	11		73%	67%	72%
Q5d. My manager encourages and values employee input	34	39	12	9		73%	62%	73%
Q5e. My manager involves my workgroup in decisions about our work	27	36	16	14	7	62%	54%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	7	25	24	26	18	32%	30%	48%
Q6h. I feel that senior managers listen to employees	8	20	27	24	20	28%	23%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	18	49	16	11		67%	62%	69%

KEY





EXPLORE THE FULL RESULTS

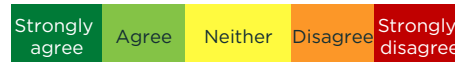
Questions are grouped by topics in this report.

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				60% AGGREGATE SCORE	AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019
Q1a. I understand what is expected of me to do well in my role	35	56				91%	83%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	26	48	13	11		74%	69%	79%
Q3f. I have received appropriate training and development to do my job well	13	44	21	15		57%	46%	66%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	47	15	9		74%	60%	75%
Q5f. I have confidence in the decisions my manager makes	32	40	13	7		72%	64%	69%
Q6d. Senior managers encourage innovation by employees	7	23	33	25	12	30%	28%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	9	31	33	18	8	40%	41%	53%
Q7a. My organisation focuses on improving the work we do	14	54	18	11		68%	67%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	10	41	24	18		51%	50%	57%

KEY



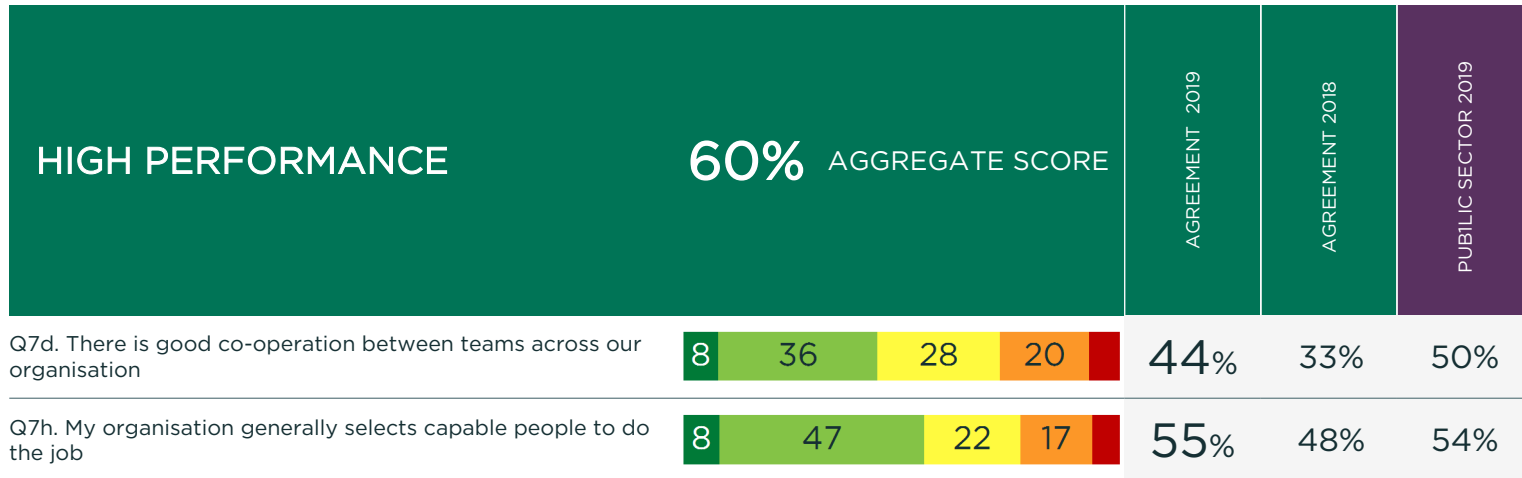


EXPLORE THE FULL RESULTS

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

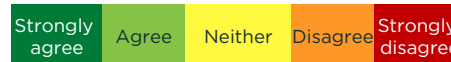
Questions are grouped by topics in this report.

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	56% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019
Q2a. My workgroup strives to achieve customer/client satisfaction	31	53	10			84%	81%	86%
Q2e. People in my workgroup treat each other with respect	33	47	11	7		80%	79%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	47	15	9		74%	60%	75%
Q5b. My manager listens to what I have to say	35	43	10			78%	70%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation	10	29	28	22	11	39%	34%	51%
Q6c. I feel that senior managers model the values of my organisation	13	29	28	18	12	42%	37%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	10	37	32	16		47%	49%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	7	25	24	26	18	32%	30%	48%
Q6h. I feel that senior managers listen to employees	8	20	27	24	20	28%	23%	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%

PUBLIC SECTOR VALUES	56% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PUBLIC SECTOR 2019	
	Q7a. My organisation focuses on improving the work we do	14	54	18	11	68%	67%	69%
Q7e. People in my organisation take responsibility for their own actions	9	36	28	18	9	45%	35%	48%

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

68% AGGREGATE SCORE

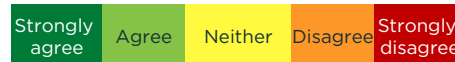
AGREEMENT 2019

AGREEMENT 2018

PUBLIC LIC SECTOR 2019

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	AGREEMENT 2019	AGREEMENT 2018	PUBLIC LIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	15	44	14	19	8	59%	45%	67%
Q5b. My manager listens to what I have to say	35	43	10	8	2	78%	70%	76%
Q5d. My manager encourages and values employee input	34	39	12	9	6	73%	62%	73%
Q6i. Senior managers in my organisation support the career advancement of women	21	36	29	8	6	57%	57%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	18	46	21	9	6	64%	57%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	23	51	12	8	6	74%	61%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	18	49	16	11	6	67%	62%	69%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	30	37	13	12	8	67%	60%	59%
Q8e. My manager supports flexible working in my team	36	40	13	8	3	76%	68%	63%

KEY



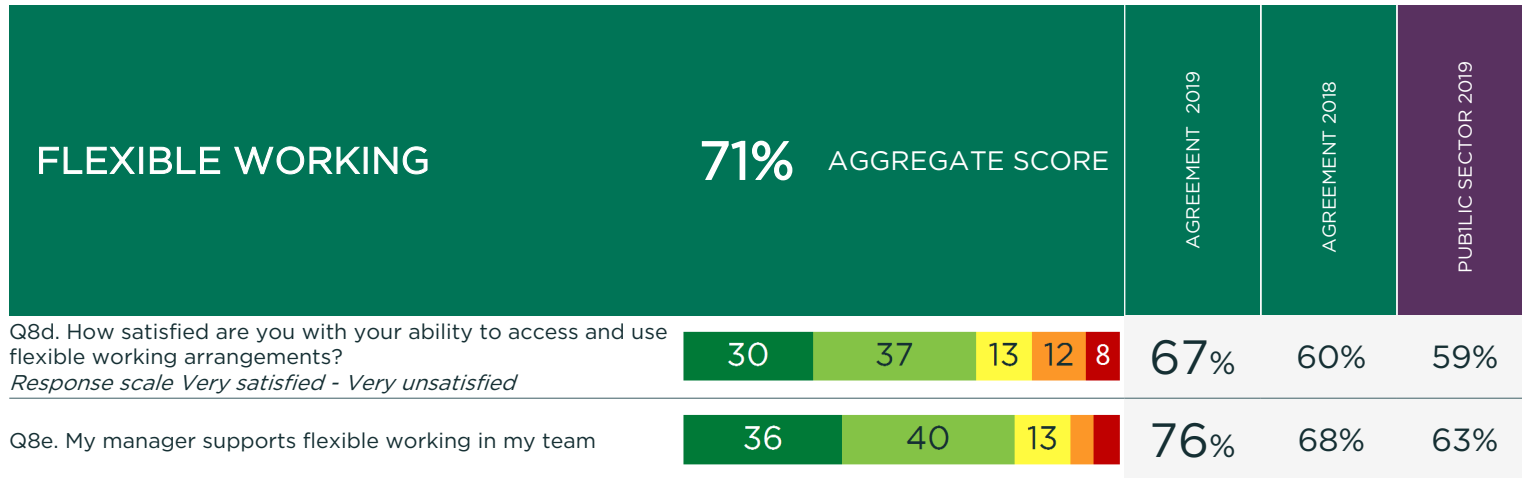


EXPLORE THE FULL RESULTS

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



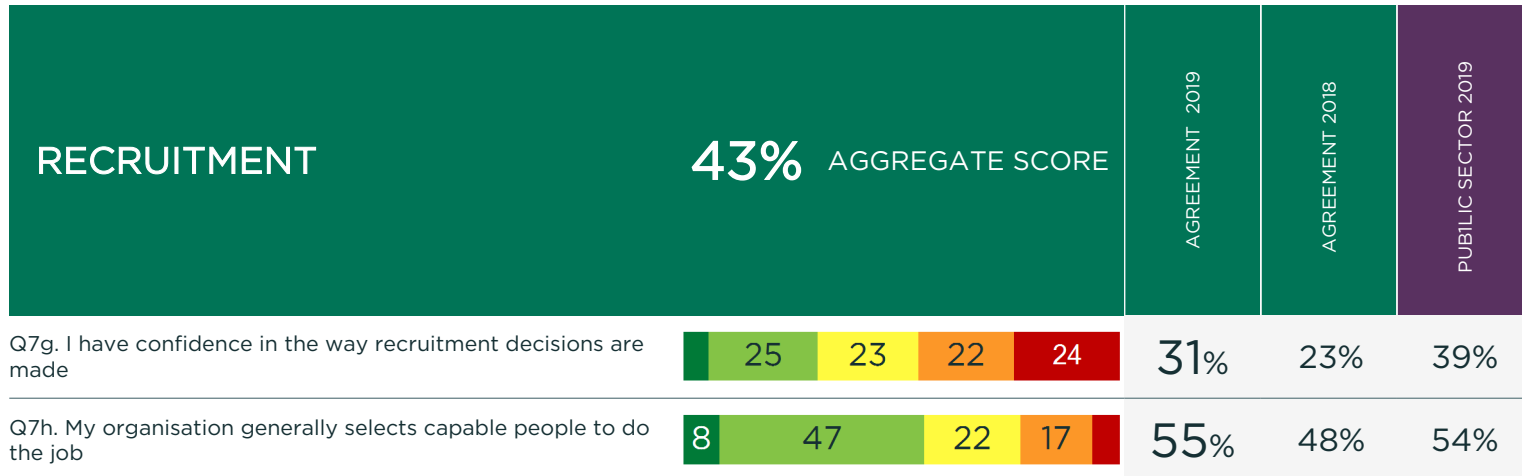


EXPLORE THE FULL RESULTS

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.

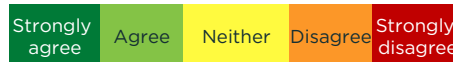
Results are rounded and may not add up to 100%

PERFORMANCE FRAMEWORK & DEVELOPMENT

53% 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	45	19	13		62%	49%	66%
Q3e. My performance is assessed against clear criteria	12	40	24	18		52%	44%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation	11	33	20	23	12	44%	39%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do	30	40	13	9	8	70%	58%	69%
Q5h. My manager deals appropriately with employees who perform poorly	15	24	35	16	10	39%	27%	48%
Q7f. My organisation is committed to developing its employees	7	42	26	16	9	49%	37%	53%

KEY



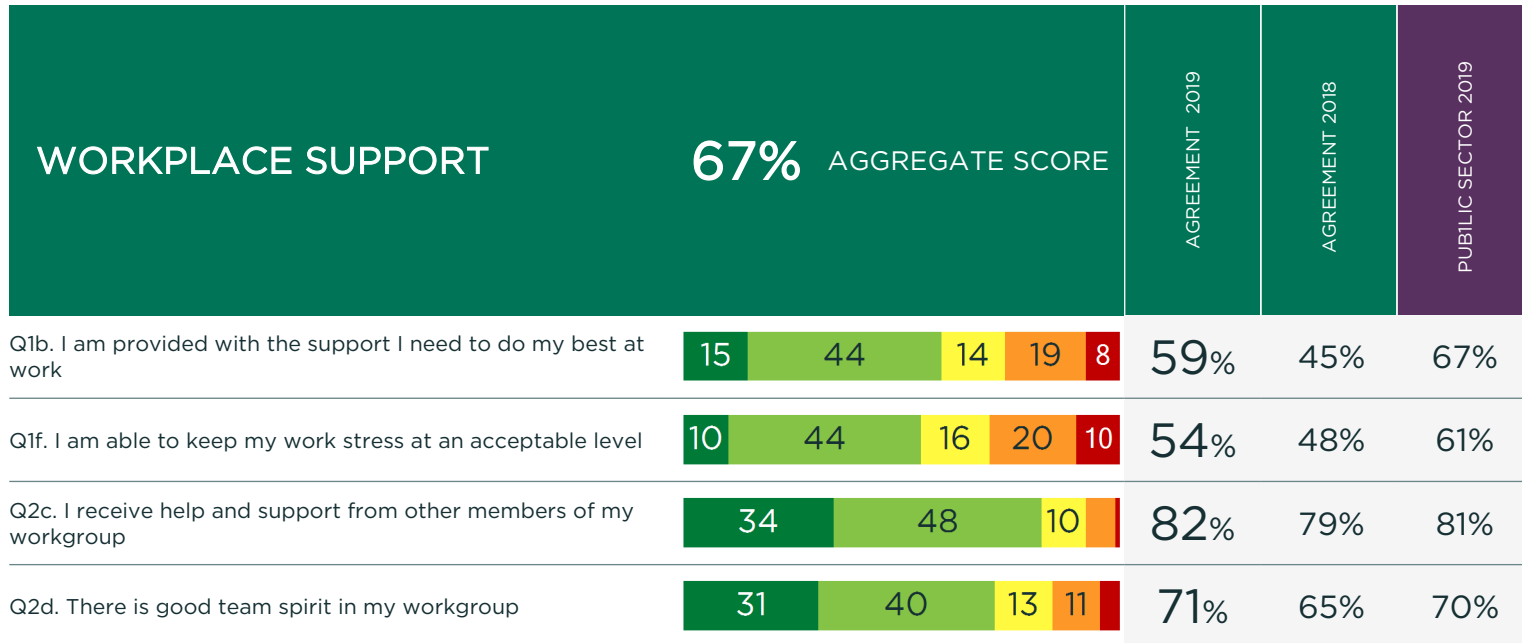


EXPLORE THE FULL RESULTS

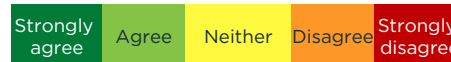
Questions are grouped by topics in this report.

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%



KEY



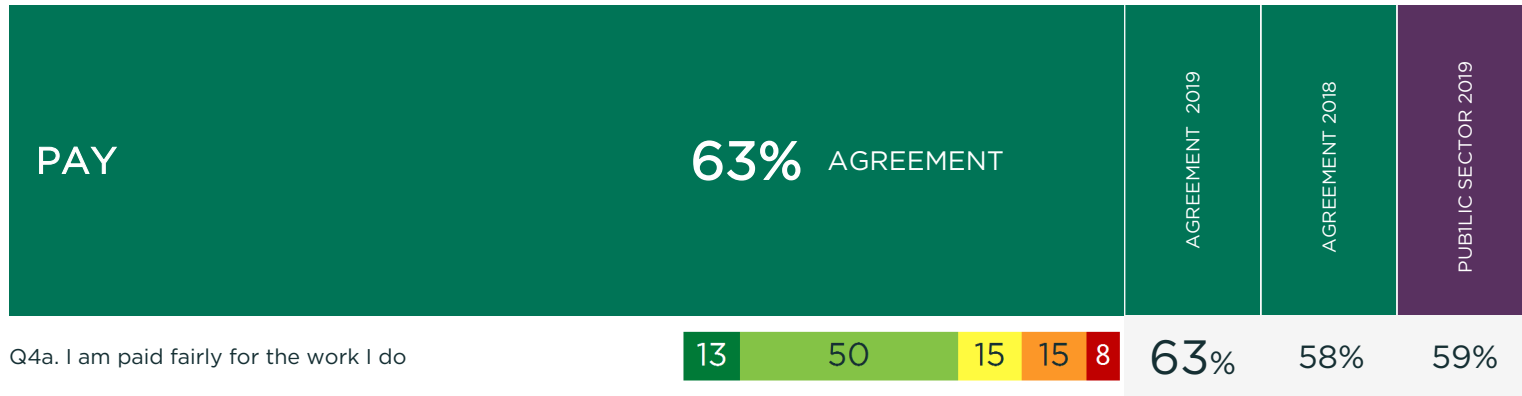


EXPLORE THE FULL RESULTS

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



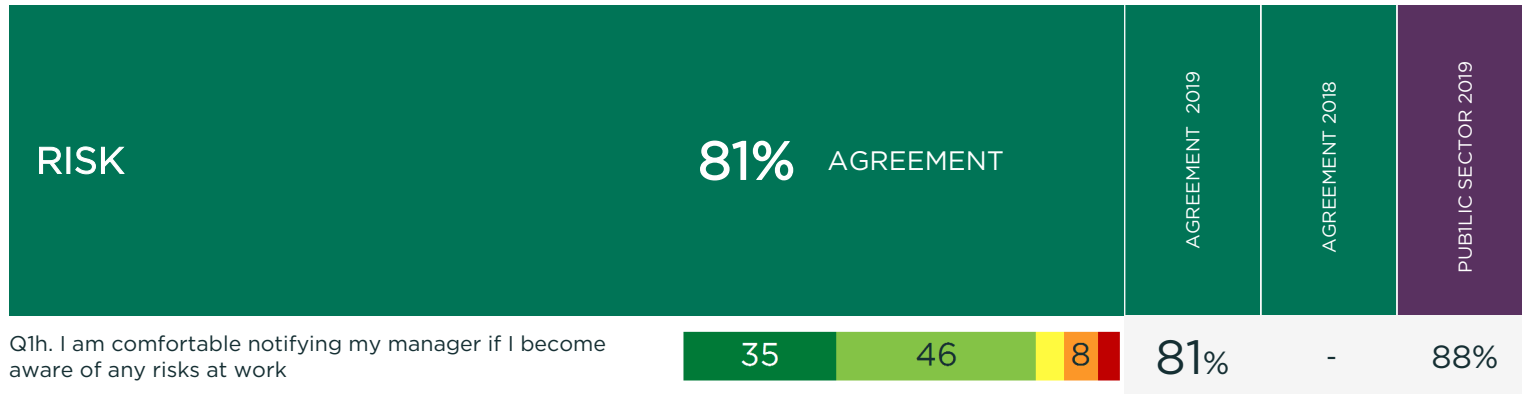


EXPLORE THE FULL RESULTS

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



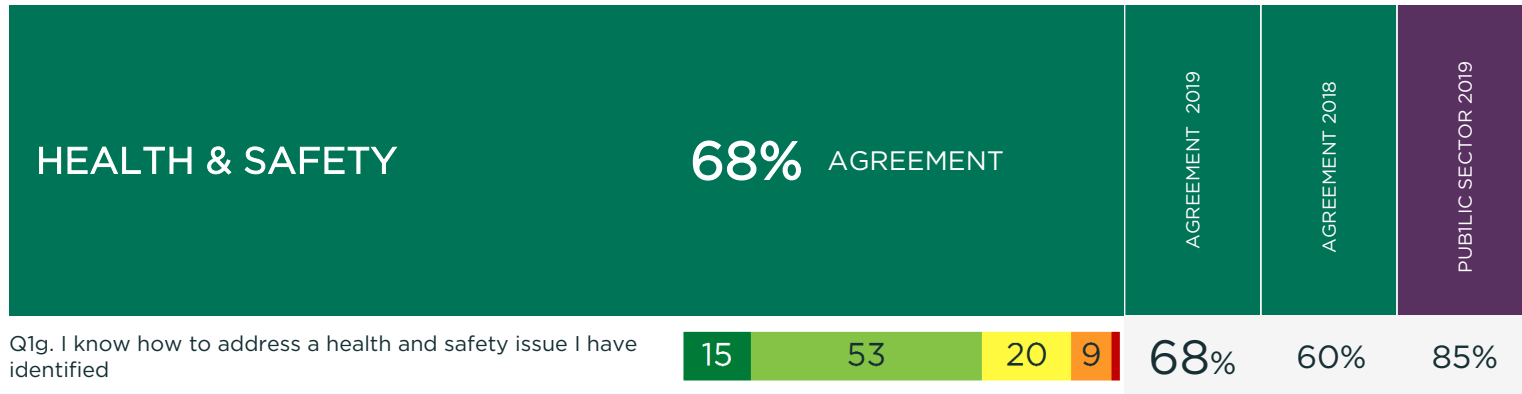


EXPLORE THE FULL RESULTS

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%



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

26% AGREEMENT

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



KEY



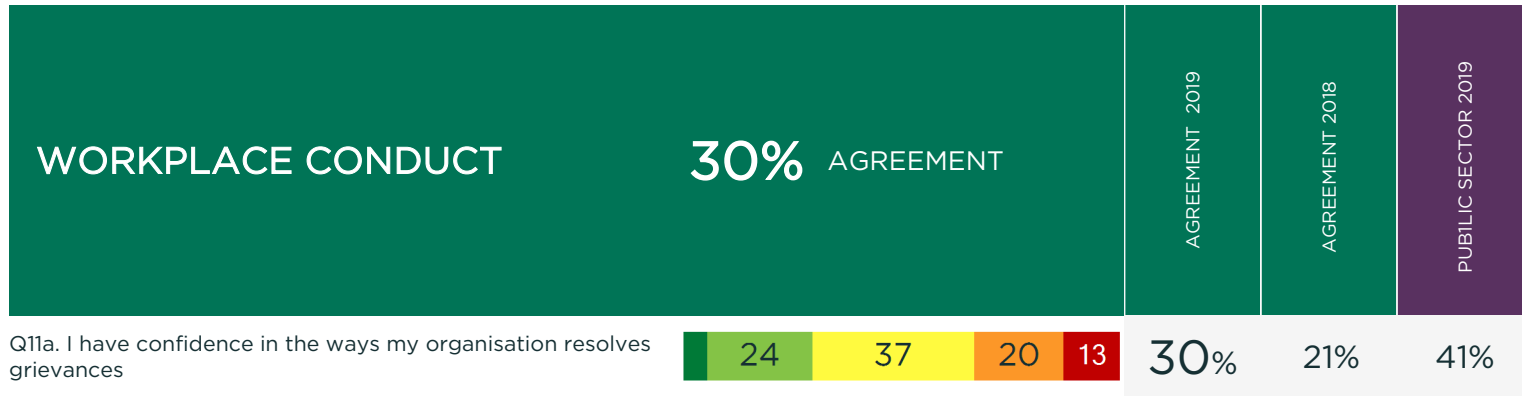


EXPLORE THE FULL RESULTS

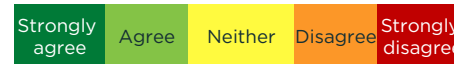
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%



KEY





WELLBEING AND ENGAGEMENT

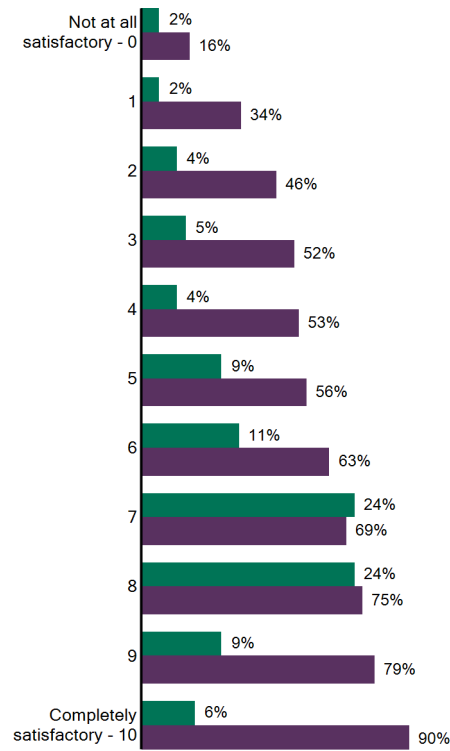
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

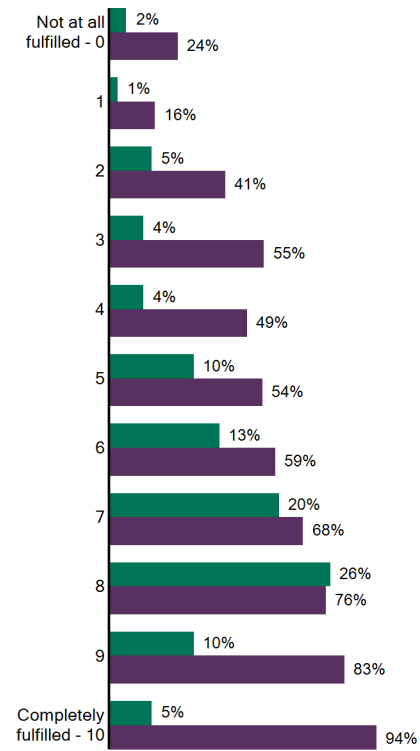
This compares Wellbeing to Engagement.

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



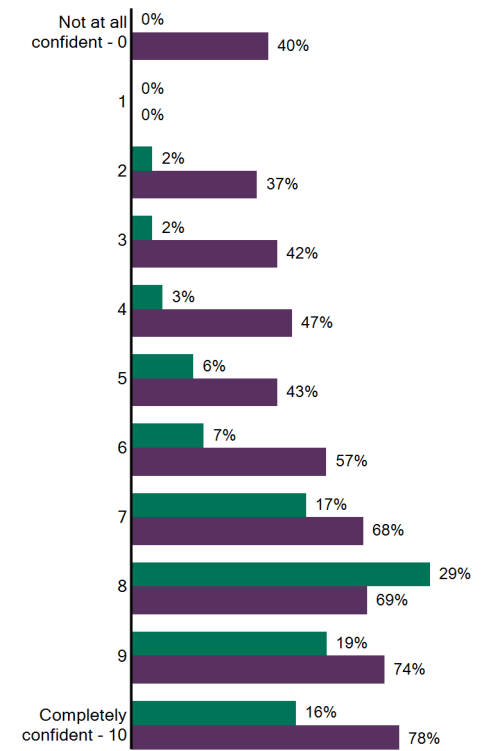
Proportion of respondents answering each response option

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

PUBLIC SECTOR 2019

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

Yes



81%

68%

71%

No



19%

32%

29%

Q3b. I have informal feedback conversations with my manager

Yes



74%

62%

76%

No



26%

38%

24%

Q3c. I have scheduled feedback conversations with my manager

Yes



52%

42%

60%

No



48%

58%

40%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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	PUBLIC SECTOR 2019
Yes		41%	43%	41%
No		59%	57%	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		39%	42%	28%
Lack of visible opportunities		33%	40%	29%
Personal/family considerations		33%	28%	29%
Geographic location considerations		29%	27%	25%
The application/recruitment process is too cumbersome or time consuming		28%	30%	22%
Lack of support for temporary assignments/secondments		22%	29%	15%
There are no major barriers to my career progression		19%	23%	29%
Insufficient training and development		18%	26%	15%
Lack of support from my manager/supervisor		13%	23%	13%
Lack of required capabilities or experience		13%	15%	11%
Other		6%	10%	9%

% are calculated with the number of unique respondents (N = 405 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		22%	26%	27%
No		64%	60%	56%
Don't know		14%	14%	17%

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

Yes		59%	64%	65%
No		38%	34%	32%
Don't know		2%	2%	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		32%	36%	33%
No		62%	56%	57%
Don't know		6%	7%	10%

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

Yes		18%	21%	18%
No		77%	74%	75%
Don't know		5%	5%	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
Your immediate manager/supervisor		24%	18%	23%
A fellow worker at your level		23%	25%	27%
Other		21%	14%	5%
A senior manager		13%	22%	21%
A subordinate		10%	8%	7%
Prefer not to say		7%	12%	13%
A client or customer		1%	2%	3%
A member of the public other than a client or customer		1%	-	1%



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		2%	2%	4%
No		96%	96%	94%
Don't know		2%	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	(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		30%
Female		69%
Other		1%

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		20%
30-34		18%
35-39		16%
40-44		12%
45-49		13%
50-54		9%
55-59		4%
60-64		3%
65+		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

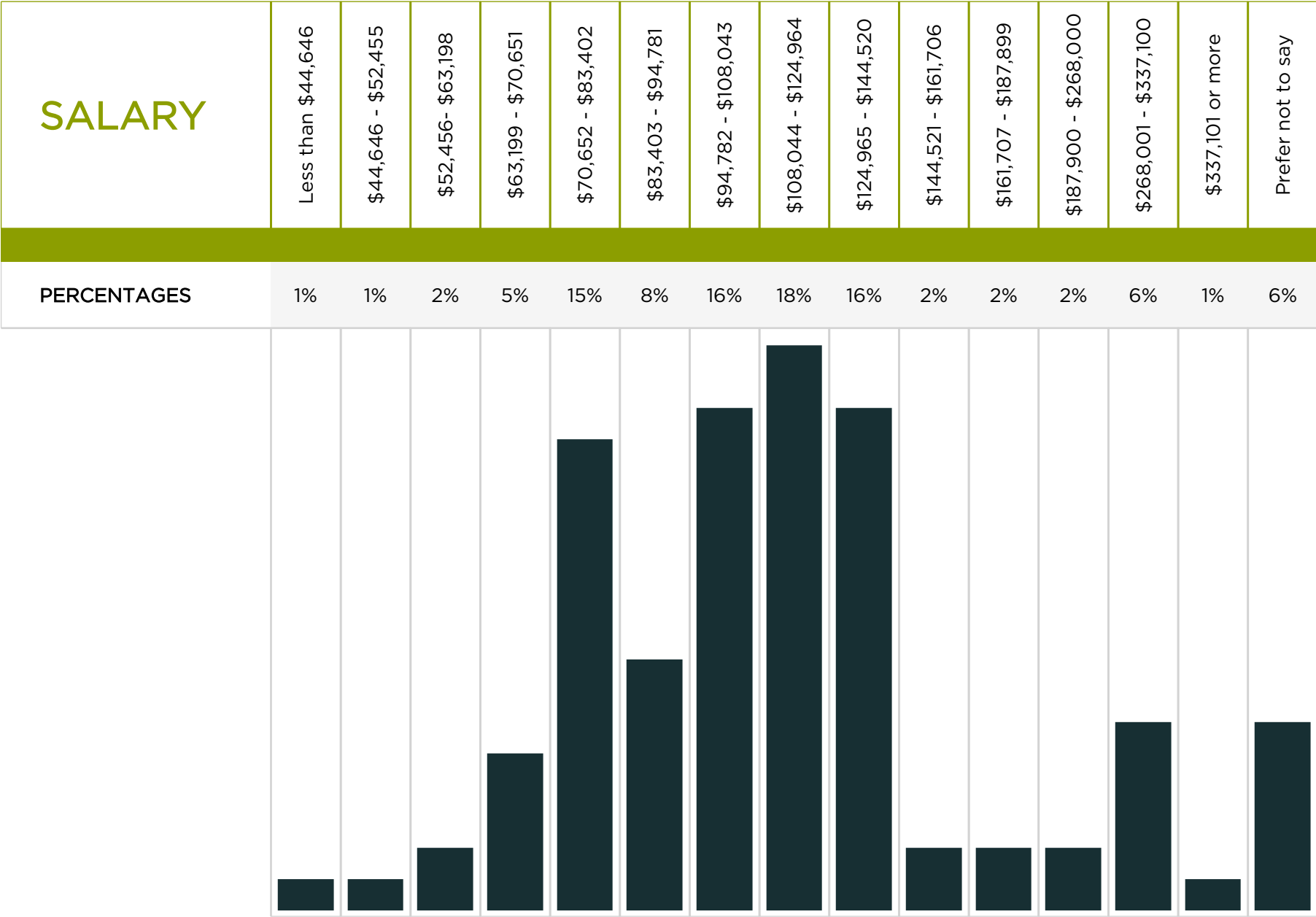
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	6%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	1%
Administrative support (e.g. executive/personal assistant, receptionist)	13%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	8%
Policy	0%
Research	0%
Program and project management support	0%
Legal (including developing and/or reviewing legislation)	69%
Other	2%

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		16%
1 - 2 years		8%
2 - 5 years		26%
5 - 10 years		19%
10 - 20 years		21%
More than 20 years		11%

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		74%
Working from home		35%
Working from different locations		17%
Working additional hours to make up for time off		15%
None of the above		11%
Part-time work		10%
Working more hours over fewer days		8%

% are calculated with the number of unique respondents (N = 384 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

	PERCENTAGE
FLEXIBLE WORKING	
Leave without pay	5%
Study leave	3%
Flexible scheduling for rostered workers	3%
Other	2%
Purchasing annual leave	1%
Job sharing	0%

% are calculated with the number of unique respondents (N = 384 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%

	Office of the Director of Public Prosecutions	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	422	25	3	51	33	0	0	1	269	8
EMPLOYEE ENGAGEMENT	67%	(r)	(r)	70%	68%	(r)	(r)	(r)	66%	(r)
ENGAGEMENT WITH WORK	77%	(r)	(r)	69%	69%	(r)	(r)	(r)	78%	(r)
SENIOR MANAGERS	37%	(r)	(r)	49%	33%	(r)	(r)	(r)	35%	(r)
COMMUNICATION	56%	(r)	(r)	54%	67%	(r)	(r)	(r)	56%	(r)
HIGH PERFORMANCE	60%	(r)	(r)	64%	62%	(r)	(r)	(r)	60%	(r)
PUBLIC SECTOR VALUES	56%	(r)	(r)	60%	57%	(r)	(r)	(r)	56%	(r)
DIVERSITY & INCLUSION	68%	(r)	(r)	72%	83%	(r)	(r)	(r)	67%	(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%

	Office of the Director of Public Prosecutions	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	422	5	2	8	21	58	31	60	68	62	8	8	7	23
EMPLOYEE ENGAGEMENT	67%	(r)	(r)	(r)	(r)	76%	57%	66%	60%	66%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	77%	(r)	(r)	(r)	(r)	78%	61%	75%	71%	80%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	37%	(r)	(r)	(r)	(r)	48%	32%	35%	28%	36%	(r)	(r)	(r)	(r)
COMMUNICATION	56%	(r)	(r)	(r)	(r)	60%	46%	55%	50%	59%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	60%	(r)	(r)	(r)	(r)	69%	57%	58%	51%	62%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	56%	(r)	(r)	(r)	(r)	65%	50%	55%	48%	58%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	(r)	(r)	(r)	(r)	71%	63%	68%	64%	73%	(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%

	Office of the Director of Public Prosecutions	\$337,101 or more	Prefer not to say
NUMBER OF RESPONDENTS	422	3	22
EMPLOYEE ENGAGEMENT	67%	(r)	(r)
ENGAGEMENT WITH WORK	77%	(r)	(r)
SENIOR MANAGERS	37%	(r)	(r)
COMMUNICATION	56%	(r)	(r)
HIGH PERFORMANCE	60%	(r)	(r)
PUBLIC SECTOR VALUES	56%	(r)	(r)
DIVERSITY & INCLUSION	68%	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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

RESULT BY 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%

	Office of the Director of Public Prosecutions	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	422	61	30	99	72	79	42
EMPLOYEE ENGAGEMENT	67%	77%	70%	64%	62%	63%	66%
ENGAGEMENT WITH WORK	77%	86%	83%	75%	74%	69%	75%
SENIOR MANAGERS	37%	53%	53%	30%	37%	25%	43%
COMMUNICATION	56%	65%	70%	48%	57%	51%	58%
HIGH PERFORMANCE	60%	68%	72%	53%	59%	57%	63%
PUBLIC SECTOR VALUES	56%	69%	68%	49%	54%	50%	60%
DIVERSITY & INCLUSION	68%	75%	72%	62%	70%	65%	74%

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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

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%

	Office of the Director of Public Prosecutions	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	422	286	31	57	10	37	1	64	134	3	21	13	9	43
EMPLOYEE ENGAGEMENT	67%	67%	66%	67%	(r)	63%	(r)	72%	69%	(r)	(r)	(r)	(r)	69%
ENGAGEMENT WITH WORK	77%	78%	74%	77%	(r)	64%	(r)	89%	85%	(r)	(r)	(r)	(r)	81%
SENIOR MANAGERS	37%	38%	38%	35%	(r)	39%	(r)	48%	38%	(r)	(r)	(r)	(r)	38%
COMMUNICATION	56%	57%	51%	54%	(r)	59%	(r)	66%	62%	(r)	(r)	(r)	(r)	52%
HIGH PERFORMANCE	60%	62%	59%	59%	(r)	61%	(r)	68%	61%	(r)	(r)	(r)	(r)	61%
PUBLIC SECTOR VALUES	56%	58%	56%	56%	(r)	55%	(r)	66%	59%	(r)	(r)	(r)	(r)	54%
DIVERSITY & INCLUSION	68%	72%	66%	69%	(r)	68%	(r)	79%	74%	(r)	(r)	(r)	(r)	57%

*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%

	Office of the Director of Public Prosecutions	Sydney East	Sydney West	Sydney - City and Inner South	Sydney - Parramatta	Sydney - Outer South West	Sydney - Outer West and Blue Mountains	Newcastle and Lake Macquarie	Illawarra	Richmond - Tweed	Riverina	Far West and Orana	Central Coast	Southern Highlands and Shoalhaven
NUMBER OF RESPONDENTS	422	185	77	183	35	22	20	19	18	18	15	11	8	1
EMPLOYEE ENGAGEMENT	67%	69%	64%	69%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	77%	77%	74%	77%	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	37%	38%	35%	38%	36%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	56%	61%	51%	62%	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	60%	62%	62%	62%	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	56%	59%	55%	59%	58%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	73%	67%	73%	71%	(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%

	Office of the Director of Public Prosecutions	Sydney - Eastern Suburbs	Sydney - North Sydney and Hornsby	Capital Region	Central West	Coffs Harbour - Grafton	Hunter Valley exc Newcastle	Mid North Coast	Murray	New England and North West	Outside NSW	Sydney - Baulkham Hills and Hawkesbury	Sydney - Blacktown	Sydney - Inner South West
NUMBER OF RESPONDENTS	422	1	1	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	67%	(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	37%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	(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%

	Office of the Director of Public Prosecutions	Sydney - Inner West	Sydney - Northern Beaches	Sydney - Ryde	Sydney - South West	Sydney - Sutherland
NUMBER OF RESPONDENTS	422	0	0	0	0	0
EMPLOYEE ENGAGEMENT	67%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	77%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	37%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	56%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	60%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	56%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	(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%

	Office of the Director of Public Prosecutions	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
NUMBER OF RESPONDENTS	422	1	13	76	71	62	48	49	33	17	11	6
EMPLOYEE ENGAGEMENT	67%	(r)	(r)	71%	63%	70%	61%	62%	71%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	77%	(r)	(r)	84%	74%	82%	65%	66%	84%	(r)	(r)	(r)
SENIOR MANAGERS	37%	(r)	(r)	38%	36%	37%	30%	33%	49%	(r)	(r)	(r)
COMMUNICATION	56%	(r)	(r)	56%	56%	61%	50%	48%	67%	(r)	(r)	(r)
HIGH PERFORMANCE	60%	(r)	(r)	63%	57%	63%	56%	54%	70%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	56%	(r)	(r)	59%	55%	61%	48%	48%	68%	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	(r)	(r)	69%	66%	72%	65%	66%	76%	(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%

	Office of the Director of Public Prosecutions	Male	Female	Other
NUMBER OF RESPONDENTS	422	117	271	4
EMPLOYEE ENGAGEMENT	67%	65%	68%	(r)
ENGAGEMENT WITH WORK	77%	75%	78%	(r)
SENIOR MANAGERS	37%	33%	40%	(r)
COMMUNICATION	56%	58%	56%	(r)
HIGH PERFORMANCE	60%	60%	61%	(r)
PUBLIC SECTOR VALUES	56%	55%	58%	(r)
DIVERSITY & INCLUSION	68%	73%	68%	(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

SURVEY TIME FRAME

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

PRIVACY

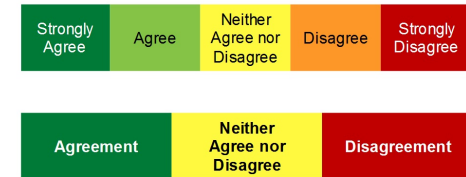
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.

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.



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%.

MORE DETAILS ABOUT METHODOLOGY

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