



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Planning and Environment

Other Agencies and Trusts

Biodiversity Conservation Trust



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RESPONSE RATE

88%

67 OF 76 RESPONDENTS

RESPONSE RATE 2018: 84%

EMPLOYEE ENGAGEMENT

78%

DIFFERENCE FROM 2018 **+2**
(76%)

DIFFERENCE FROM PARENT* **+3**
(75%)

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

ENGAGEMENT WITH WORK

82%

DIFFERENCE FROM 2018 **+4**
(78%)

DIFFERENCE FROM PARENT* **+6**
(76%)

DIFFERENCE FROM PUBLIC SECTOR **+9**
(73%)

SENIOR MANAGERS

69%

DIFFERENCE FROM 2018 **+2**
(67%)

DIFFERENCE FROM PARENT* **+12**
(57%)

DIFFERENCE FROM PUBLIC SECTOR **+19**
(50%)

COMMUNICATION

83%

DIFFERENCE FROM 2018 **-2**
(85%)

DIFFERENCE FROM PARENT* **+14**
(69%)

DIFFERENCE FROM PUBLIC SECTOR **+21**
(62%)

HIGH PERFORMANCE

78%

DIFFERENCE FROM 2018 **+3**
(74%)

DIFFERENCE FROM PARENT* **+9**
(69%)

DIFFERENCE FROM PUBLIC SECTOR **+13**
(65%)

PUBLIC SECTOR VALUES

82%

DIFFERENCE FROM 2018 **+2**
(81%)

DIFFERENCE FROM PARENT* **+14**
(68%)

DIFFERENCE FROM PUBLIC SECTOR **+20**
(62%)

DIVERSITY & INCLUSION

87%

DIFFERENCE FROM 2018 **-2**
(89%)

DIFFERENCE FROM PARENT* **+12**
(75%)

DIFFERENCE FROM PUBLIC SECTOR **+18**
(69%)

FLEXIBLE WORKING SATISFACTION

88%

DIFFERENCE FROM 2018 **-5**
(93%)

DIFFERENCE FROM PARENT* **+28**
(60%)

DIFFERENCE FROM PUBLIC SECTOR **+29**
(59%)

ACTION ON RESULTS

70%

DIFFERENCE FROM 2018 **-1**
(71%)

DIFFERENCE FROM PARENT* **+22**
(48%)

DIFFERENCE FROM PUBLIC SECTOR **+31**
(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

*Parent refers to Other Agencies and Trusts

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
1h. I am comfortable notifying my manager if I become aware of any risks at work	97%	-
2a. My workgroup strives to achieve customer/client satisfaction	96%	96%
2e. People in my workgroup treat each other with respect	94%	96%
5b. My manager listens to what I have to say	94%	93%
5d. My manager encourages and values employee input	93%	91%
5g. My manager provides acknowledgement or other recognition for the work I do	93%	87%
2c. I receive help and support from other members of my workgroup	93%	96%
8e. My manager supports flexible working in my team	92%	96%
2b. My workgroup works collaboratively to achieve its objectives	91%	89%
1a. I understand what is expected of me to do well in my role	91%	79%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
1f. I am able to keep my work stress at an acceptable level	48%	68%
7d. There is good co-operation between teams across our organisation	56%	69%
3g. I am satisfied with the opportunities available for career development in my organisation	57%	47%
7c. I feel that change is managed well in my organisation	59%	53%
11a. I have confidence in the ways my organisation resolves grievances	60%	49%
5h. My manager deals appropriately with employees who perform poorly	61%	56%
6b. I feel that senior managers effectively lead and manage change	61%	57%
3f. I have received appropriate training and development to do my job well	63%	53%
7g. I have confidence in the way recruitment decisions are made	64%	64%
7b. My organisation is making the necessary improvements to meet our future challenges	65%	58%



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
3e. My performance is assessed against clear criteria	70%	49%
3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	79%	60%
7a. My organisation focuses on improving the work we do	89%	76%
1a. I understand what is expected of me to do well in my role	91%	79%
6a. I believe senior managers provide clear direction for the future of the organisation	75%	63%
11a. I have confidence in the ways my organisation resolves grievances	60%	49%
6c. I feel that senior managers model the values of my organisation	76%	65%
3g. I am satisfied with the opportunities available for career development in my organisation	57%	47%
3f. I have received appropriate training and development to do my job well	63%	53%
7f. My organisation is committed to developing its employees	80%	71%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
1f. I am able to keep my work stress at an acceptable level	48%	68%
7d. There is good co-operation between teams across our organisation	56%	69%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	84%	93%
7e. People in my organisation take responsibility for their own actions	79%	87%
6g. I feel that senior managers keep employees informed about what's going on	72%	78%
5f. I have confidence in the decisions my manager makes	84%	89%
8d. How satisfied are you with your ability to access and use flexible working arrangements?	88%	93%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	87%	91%
8c. I am able to speak up and share a different view to my colleagues and manager	87%	91%
5e. My manager involves my workgroup in decisions about our work	90%	93%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

These are the questions that have shown the greatest percentage increase and decrease in agreement, based on respondents who have selected 'Strongly agree' and 'Agree'.

HIGHEST NEUTRAL SCORING QUESTIONS

AGREEMENT SCORES FOR HIGHEST NEUTRAL

% POSITIVE

HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q5h. My manager deals appropriately with employees who perform poorly



Q5h. My manager deals appropriately with employees who perform poorly



Q5h. My manager deals appropriately with employees who perform poorly



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



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



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



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



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



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



Q1f. I am able to keep my work stress at an acceptable level



Q1f. I am able to keep my work stress at an acceptable level



Q1f. I am able to keep my work stress at an acceptable level



Q7g. I have confidence in the way recruitment decisions are made



Q7g. I have confidence in the way recruitment decisions are made



Q7g. I have confidence in the way recruitment decisions are made



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: 67

Gender	Survey %	Employment Status	Survey %	Type of work	Survey %
Male	35	Senior Executive (ongoing/permanent or term)	3	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	34
Female	62	Ongoing/Permanent (other than senior executive)	82	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)	6
Other	3	Temporary (including temporary teachers and graduates)	7	Administrative support (e.g. executive/personal assistant, receptionist)	9
		Casual	0	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	6
		Contract – Non Executive	3	Policy	4
		Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	3	Research	0
		Other	0	Program and project management support	30
		Don't know	1	Legal (including developing and/or reviewing legislation)	0
				Other	10
Age	Survey %	Manager of managers	Survey %	Organisation Tenure	Survey %
15 - 34 years	20	Yes	4	Less than 1 year	30
35 - 54 years	72	No	96	1 - 2 years	66
55+ years	8			2 - 5 years	4
		Supervisors	Survey %	5 - 10 years	0
		Yes	25	10 - 20 years	0
		No	75	More than 20 years	0
		Working arrangement	Survey %		
		Full-time	85	Salary	Survey %
		Part-time	15	\$83,402 and below	19
				\$83,403 - \$108,043	18
				\$108,044 - \$144,520	51
				\$144,521 and above	7
				Prefer not to say	4
LOTE spoken at home	Survey %				
Yes	10				
No	85				
Prefer not to say	4				
Aboriginal and/or Torres Strait Islanders	Survey %				
Yes	1				
No	96				
Prefer not to say	3				
Disability	Survey %				
Yes	3				
No	96				
Prefer not to say	1				
LGBTI	Survey %				
Yes	6				
No	88				
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%

70%

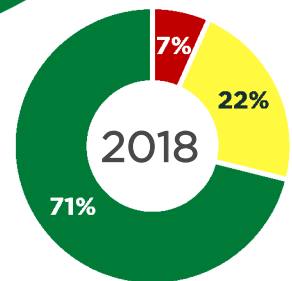
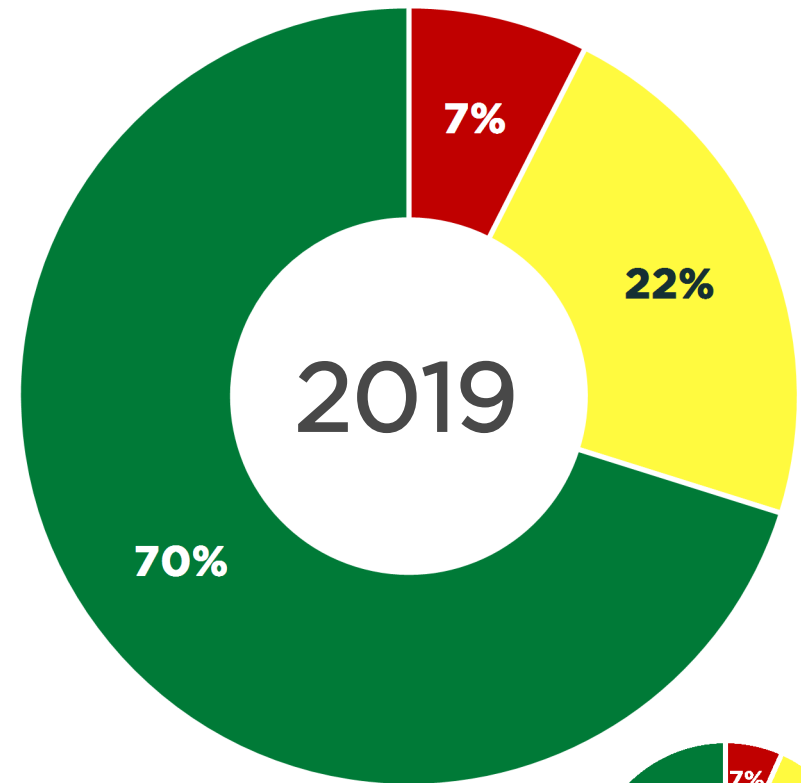
of employees replied favourably to:

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

39%
SECTOR

47%
CLUSTER

71%
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.

*Parent refers to Other Agencies and Trusts

RANK

		% AGREEMENT 2019	% AGREEMENT 2018	% AGREEMENT PARENT	% AGREEMENT PUBLIC SECTOR
1	Q2d. There is good team spirit in my workgroup	90%	85%	72%	70%
2	Q2b. My workgroup works collaboratively to achieve its objectives	91%	89%	79%	79%
3	Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	73%	72%	58%	53%
4	Q5e. My manager involves my workgroup in decisions about our work	90%	93%	72%	68%
5	Q1b. I am provided with the support I need to do my best at work	75%	70%	66%	67%
6	Q7g. I have confidence in the way recruitment decisions are made	64%	64%	45%	39%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Biodiversity Conservation Trust

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.

	Biodiversity Conservation Trust	BCT Programs	BCT Regional Delivery
NUMBER OF RESPONDENTS	67	21	31
EMPLOYEE ENGAGEMENT	78%	80%	74%
ENGAGEMENT WITH WORK	82%	83%	81%
SENIOR MANAGERS	69%	82%	58%
COMMUNICATION	83%	89%	81%
HIGH PERFORMANCE	78%	86%	72%
PUBLIC SECTOR VALUES	82%	90%	77%
DIVERSITY & INCLUSION	87%	95%	84%

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	78% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC LIC SECTOR 2019		
	Q7i. I would recommend my organisation as a great place to work	48	33	12	81%	73%	75%	68%	62%
Q7j. I am proud to tell others I work for my organisation	51	37	7	88%	82%	87%	76%	70%	
Q7k. I feel a strong personal attachment to my organisation	34	34	22	9	69%	67%	78%	69%	64%
Q7l. My organisation motivates me to help it achieve its objectives	37	39	18	76%	69%	69%	60%	56%	
Q7m. My organisation inspires me to do the best in my job	36	42	16	78%	69%	68%	60%	56%	

KEY





EXPLORE THE FULL RESULTS

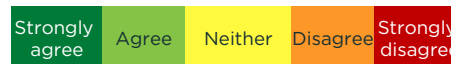
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Results are rounded and may not add up to 100%

ENGAGEMENT WITH WORK	82% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019		
Q1c. My job gives me a feeling of personal accomplishment	42	40	12	82%	79%	78%	76%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work	51	33	13	84%	83%	78%	75%	72%	
Q1e. I am satisfied with my job	37	43	10	9	81%	72%	73%	70%	69%

KEY





EXPLORE THE FULL RESULTS

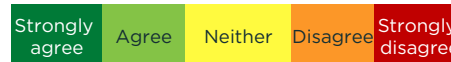
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Results are rounded and may not add up to 100%

SENIOR MANAGERS	69% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
Q6a. I believe senior managers provide clear direction for the future of the organisation	25	49	9	13	75%	63%	59%	51%	51%
Q6b. I feel that senior managers effectively lead and manage change	24	37	22	13	61%	57%	53%	46%	47%
Q6c. I feel that senior managers model the values of my organisation	26	50	17	7	76%	65%	61%	54%	52%
Q6d. Senior managers encourage innovation by employees	33	33	22	7	66%	65%	58%	51%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	27	46	16	9	73%	72%	58%	56%	53%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	31	43	19	7	75%	78%	71%	66%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	31	40	13	10	72%	78%	58%	54%	48%
Q6h. I feel that senior managers listen to employees	30	37	16	10	67%	70%	51%	47%	44%
Q7c. I feel that change is managed well in my organisation	24	35	33	8	59%	53%	47%	35%	42%

KEY





EXPLORE THE FULL RESULTS

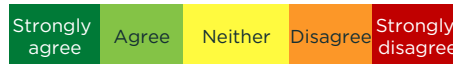
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Results are rounded and may not add up to 100%

COMMUNICATION	83% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC LIC SECTOR 2019
Q5c. My manager communicates effectively with me	46	45	91%	89%	77%	76%	72%
Q5d. My manager encourages and values employee input	57	36	93%	91%	82%	79%	73%
Q5e. My manager involves my workgroup in decisions about our work	49	40	90%	93%	72%	72%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	31	40	72%	78%	58%	54%	48%
Q6h. I feel that senior managers listen to employees	30	37	67%	70%	51%	47%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	40	46	87%	91%	75%	75%	69%

KEY





EXPLORE THE FULL RESULTS

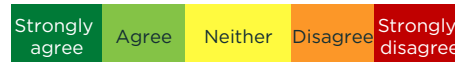
Questions are grouped by topics in this report.

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	78% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019		
	Q1a. I understand what is expected of me to do well in my role	39	52	91%	79%	91%	87%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	55	36	91%	89%	79%	82%	79%		
Q3f. I have received appropriate training and development to do my job well	21	42	21	16	63%	53%	62%	62%	66%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	48	42	8	91%	85%	79%	79%	75%	
Q5f. I have confidence in the decisions my manager makes	49	34	12	84%	89%	76%	73%	69%	
Q6d. Senior managers encourage innovation by employees	33	33	22	7	66%	65%	58%	51%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	27	46	16	9	73%	72%	58%	56%	53%
Q7a. My organisation focuses on improving the work we do	36	53	89%	76%	74%	68%	69%		
Q7b. My organisation is making the necessary improvements to meet our future challenges	26	39	18	14	65%	58%	63%	55%	57%

KEY



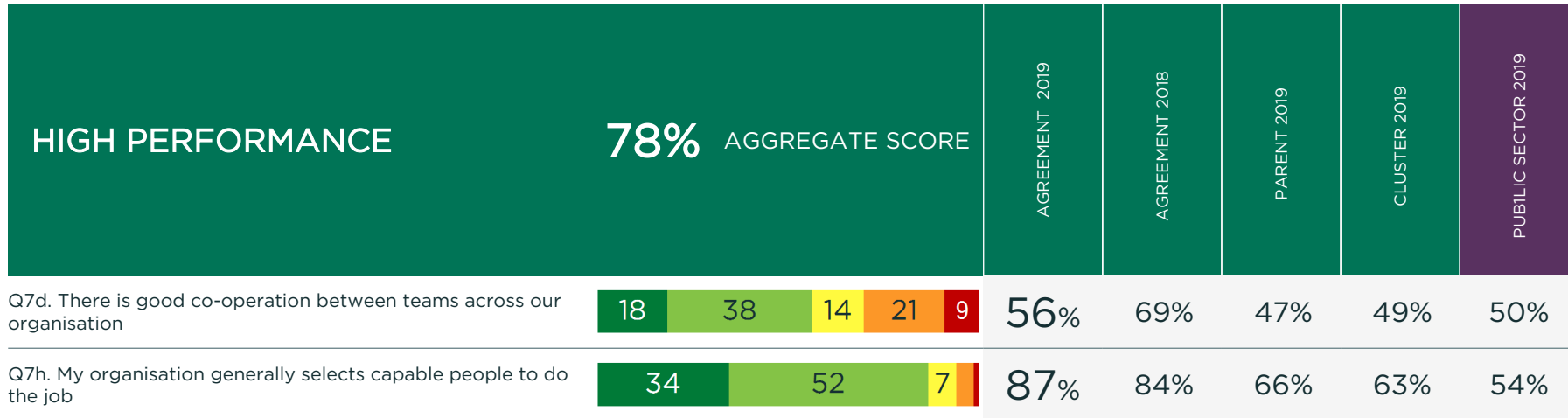


EXPLORE THE FULL RESULTS

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

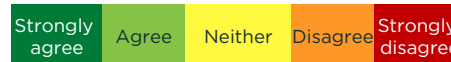
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Results are rounded and may not add up to 100%

PUBLIC SECTOR VALUES	82% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019		
	Q2a. My workgroup strives to achieve customer/client satisfaction	66	30	96%	96%	88%	89%	86%	
Q2e. People in my workgroup treat each other with respect	72	22	94%	96%	76%	82%	75%		
Q5a. My manager encourages people in my workgroup to keep improving the work they do	48	42	8	91%	85%	79%	79%	75%	
Q5b. My manager listens to what I have to say	55	39		94%	93%	85%	82%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	25	49	9	13	75%	63%	59%	51%	51%
Q6c. I feel that senior managers model the values of my organisation	26	50	17		76%	65%	61%	54%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	31	43	19		75%	78%	71%	66%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	31	40	13	10	72%	78%	58%	54%	48%
Q6h. I feel that senior managers listen to employees	30	37	16	10	67%	70%	51%	47%	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	82% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
	Q7a. My organisation focuses on improving the work we do	36	53	89%	76%	74%	68%
Q7e. People in my organisation take responsibility for their own actions	24	55	79%	87%	50%	49%	48%

KEY





EXPLORE THE FULL RESULTS

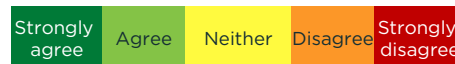
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Results are rounded and may not add up to 100%

DIVERSITY & INCLUSION	87% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	30	45	13	12	75%	70%	66%	68%	67%
Q5b. My manager listens to what I have to say	55	39			94%	93%	85%	82%	76%
Q5d. My manager encourages and values employee input	57	36	7		93%	91%	82%	79%	73%
Q6i. Senior managers in my organisation support the career advancement of women	54	32	11		86%	80%	71%	69%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	45	39	10		84%	93%	85%	82%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	46	40			87%	91%	83%	79%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	40	46	10		87%	91%	75%	75%	69%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	55	33	7		88%	93%	60%	72%	59%
Q8e. My manager supports flexible working in my team	59	33			92%	96%	68%	77%	63%

KEY



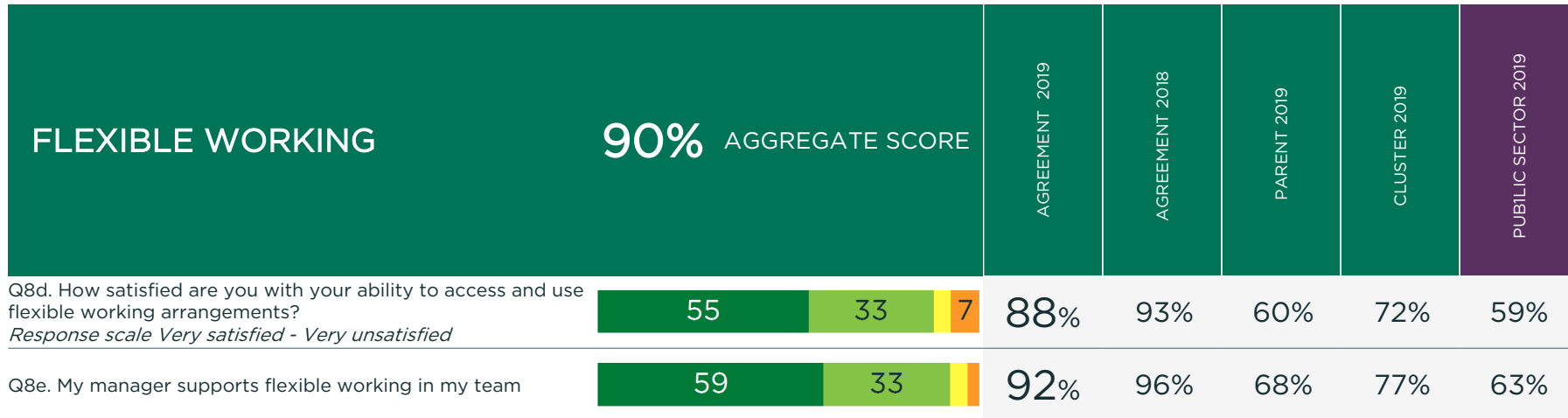


EXPLORE THE FULL RESULTS

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



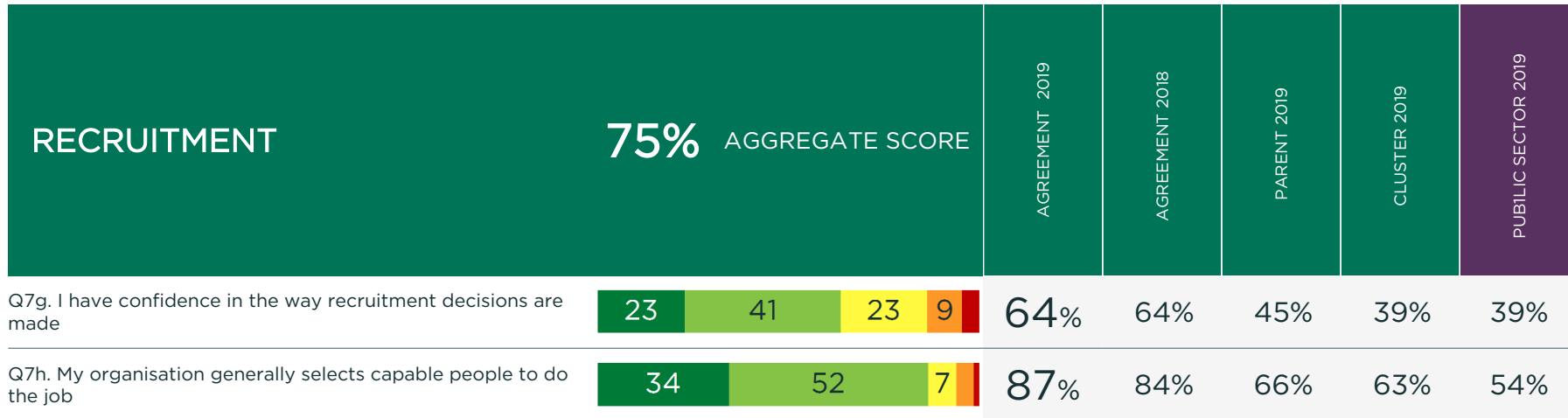


EXPLORE THE FULL RESULTS

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

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

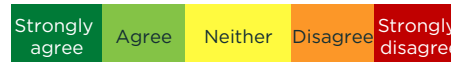
Results are rounded and may not add up to 100%

PERFORMANCE FRAMEWORK & DEVELOPMENT

73% AGGREGATE SCORE

	AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC LIC SECTOR 2019				
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	37	42	18	79%	60%	68%	69%	66%	
Q3e. My performance is assessed against clear criteria	25	45	13	15	70%	49%	57%	55%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation	24	33	22	15	57%	47%	44%	45%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do	57	36	7	93%	87%	76%	77%	69%	
Q5h. My manager deals appropriately with employees who perform poorly	30	31	37	61%	56%	49%	48%	48%	
Q7f. My organisation is committed to developing its employees	32	48	15	80%	71%	48%	52%	53%	

KEY





EXPLORE THE FULL RESULTS

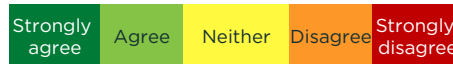
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Results are rounded and may not add up to 100%

WORKPLACE SUPPORT	76% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019		
Q1b. I am provided with the support I need to do my best at work	30	45	13	12	75%	70%	66%	68%	67%
Q1f. I am able to keep my work stress at an acceptable level	13	34	25	22	48%	68%	62%	64%	61%
Q2c. I receive help and support from other members of my workgroup	60	33			93%	96%	82%	85%	81%
Q2d. There is good team spirit in my workgroup	61	28			90%	85%	72%	76%	70%

KEY



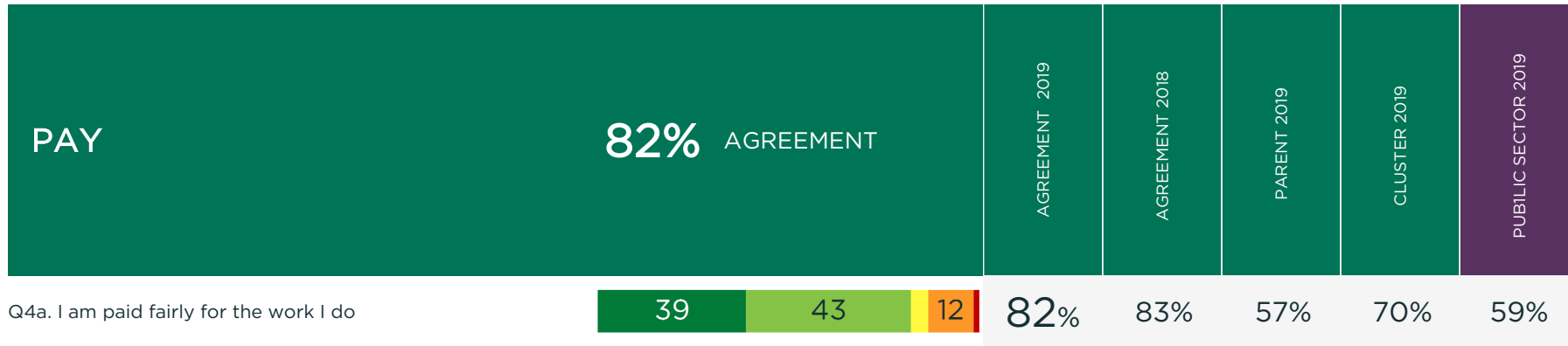


EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%



KEY



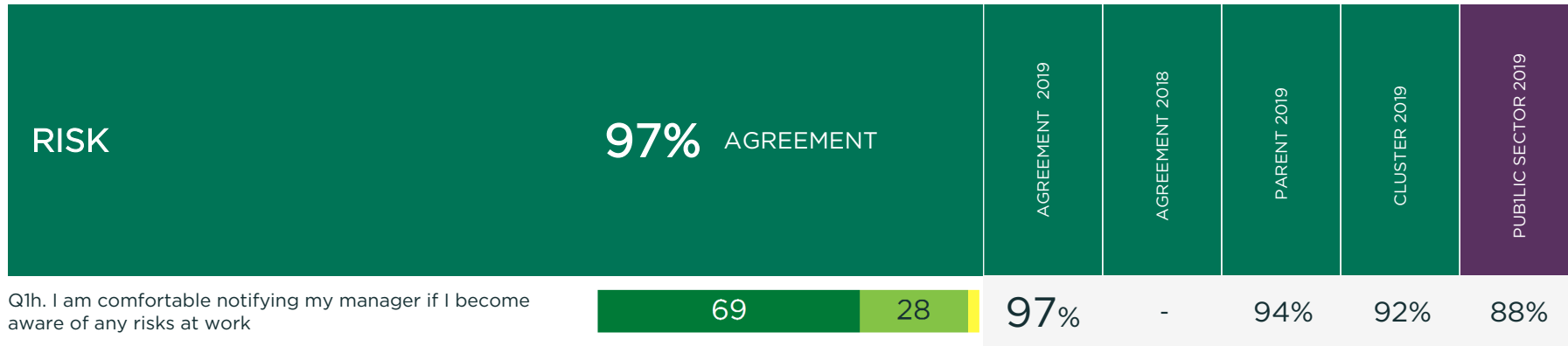


EXPLORE THE FULL RESULTS

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KEY



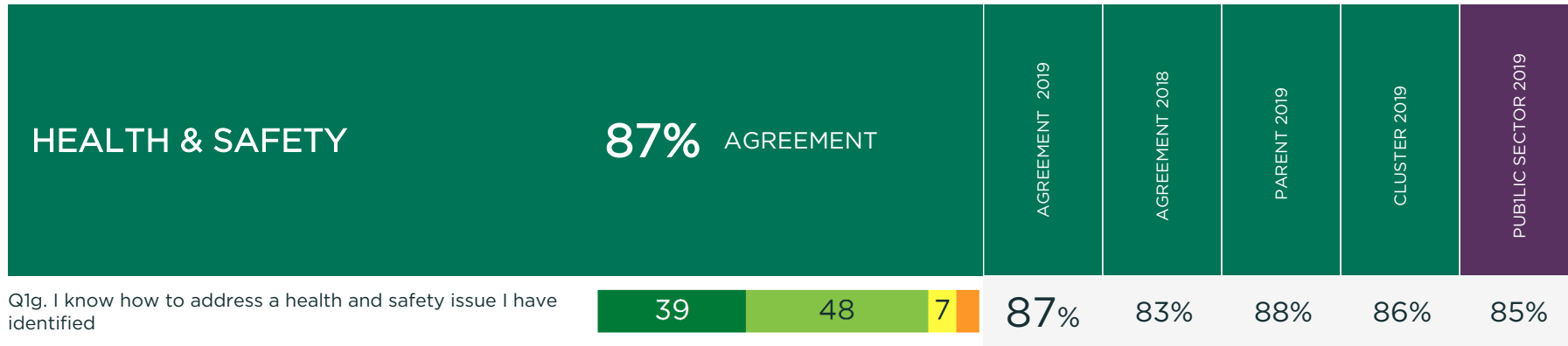


EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%



KEY





EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%

ACTION ON RESULTS

70% AGREEMENT

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



AGREEMENT 2019

AGREEMENT 2018

PARENT 2019

CLUSTER 2019

PUBLIC LIC SECTOR 2019

70%

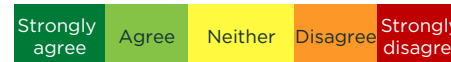
71%

48%

47%

39%

KEY





EXPLORE THE FULL RESULTS

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

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WORKPLACE CONDUCT

60% AGREEMENT

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



60%

49%

47%

40%

41%

AGREEMENT 2019

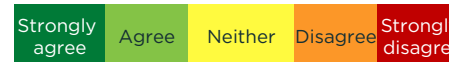
AGREEMENT 2018

PARENT 2019

CLUSTER 2019

PUBLIC LIC SECTOR 2019

KEY





WELLBEING AND ENGAGEMENT

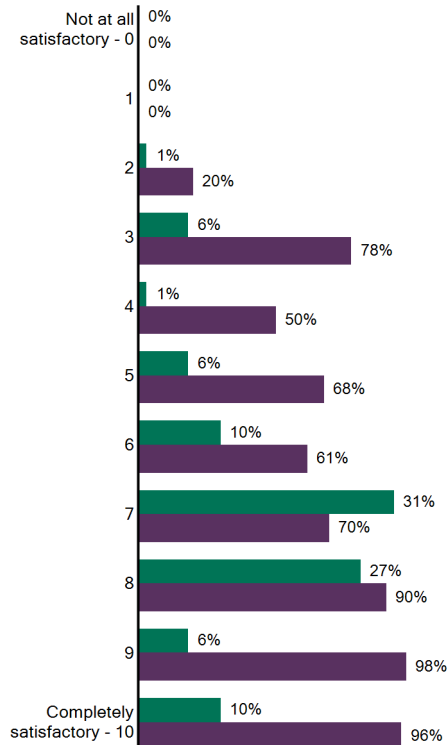
EXPLORE THE FULL RESULTS

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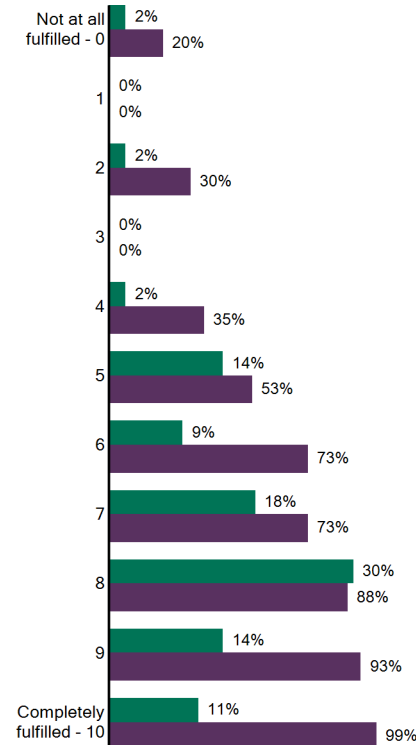
This compares Wellbeing to Engagement.

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



Proportion of respondents answering each response option

Q1j. I find my life at work fulfilling



Employee engagement score

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





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

PERFORMANCE FRAMEWORK & DEVELOPMENT

		2019	2018	PARENT 2019	PUBLIC SECTOR 2019
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		90%	45%	66%	71%
No		10%	55%	34%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		90%	83%	81%	76%
No		10%	17%	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		76%	62%	58%	60%
No		24%	38%	42%	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	PARENT 2019	PUBLIC SECTOR 2019
Yes		39%	22%	32%	41%
No		61%	78%	68%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

MOBILITY

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

		2019	2018	PARENT 2019	PUBLIC SECTOR 2019
Personal/family considerations		33%	38%	23%	29%
Lack of promotion opportunities		31%	24%	40%	28%
Lack of visible opportunities		30%	20%	41%	29%
There are no major barriers to my career progression		28%	42%	24%	29%
Geographic location considerations		28%	33%	21%	25%
The application/recruitment process is too cumbersome or time consuming		15%	18%	15%	22%
Insufficient training and development		12%	13%	18%	15%
Lack of required capabilities or experience		12%	4%	13%	11%
Lack of support for temporary assignments/secondments		9%	13%	13%	15%
Other		9%	9%	9%	9%
Lack of support from my manager/supervisor		3%	2%	10%	13%

% are calculated with the number of unique respondents (N = 67 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	PARENT 2019	PUBLIC SECTOR 2019
Q12a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		16%	2%	22%	27%
No		76%	84%	61%	56%
Don't know		7%	13%	17%	17%
Q12b. If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		55%	100%	65%	65%
No		27%	-	31%	32%
Don't know		18%	-	4%	4%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

		2019	2018	PARENT 2019	PUBLIC SECTOR 2019
Q13a. In the last 12 months I have witnessed bullying at work					
Yes		16%	18%	27%	33%
No		76%	75%	65%	57%
Don't know		7%	7%	8%	10%
Q13b. In the last 12 months I have been subjected to bullying at work					
Yes		4%	7%	12%	18%
No		91%	91%	83%	75%
Don't know		4%	2%	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

PARENT 2019

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

A senior manager (r)

Your immediate manager/supervisor (r)

A fellow worker at your level (r)

A subordinate (r)

A client or customer (r)

A member of the public other than a client or customer (r)

Other (r)

Prefer not to say (r)



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

2019

2018

PARENT 2019

PUBLIC SECTOR 2019

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

	2019	2018	PARENT 2019	PUBLIC SECTOR 2019
Yes	0%	-	2%	4%
No	97%	100%	97%	94%
Don't know	3%	-	2%	2%

Q14b. If yes to 14a, please indicate the role of the person who has been the source of the most serious physical harm and/or sexual harassment or abuse you have been subjected to in the last 12 months

A person at work	(r)
A member of the public	(r)
Other	(r)
Prefer not to say	(r)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

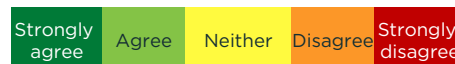
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PLANNING AND ENVIRONMENT CUSTOMISED QUESTIONS

		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019
Q1. I am aware how my role contributes to the vision of my organisation		90%	87%	85%	81%
Q2. My team is equipped with the right tools to provide good customer service		55%	44%	63%	63%
Q3. My organisation has the right tools in place to assist and manage geographically dispersed teams		75%	56%	55%	56%
Q4. I have access to the information I need to do my job well		69%	58%	73%	71%
Q5. I feel informed about changes in my organisation		73%	67%	61%	56%
Q6. The people I work with have safe work practices		91%	93%	88%	89%
Q7. My organisation provides opportunity for collaborative work practices		76%	-	66%	70%
Q8. Overall, I believe the culture at my workplace has improved over the last 12 months		60%	-	47%	45%
Q9. My manager actively supports a diverse and inclusive work environment		90%	-	81%	80%
Q10. My manager keeps me informed about key agency directions		86%	-	68%	70%

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
GENDER		
Male		35%
Female		62%
Other		3%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
AGE		
15-19		0%
20-24		2%
25-29		3%
30-34	■	15%
35-39	■	17%
40-44	■	23%
45-49	■	29%
50-54		3%
55-59	■	8%
60-64		0%
65+		0%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

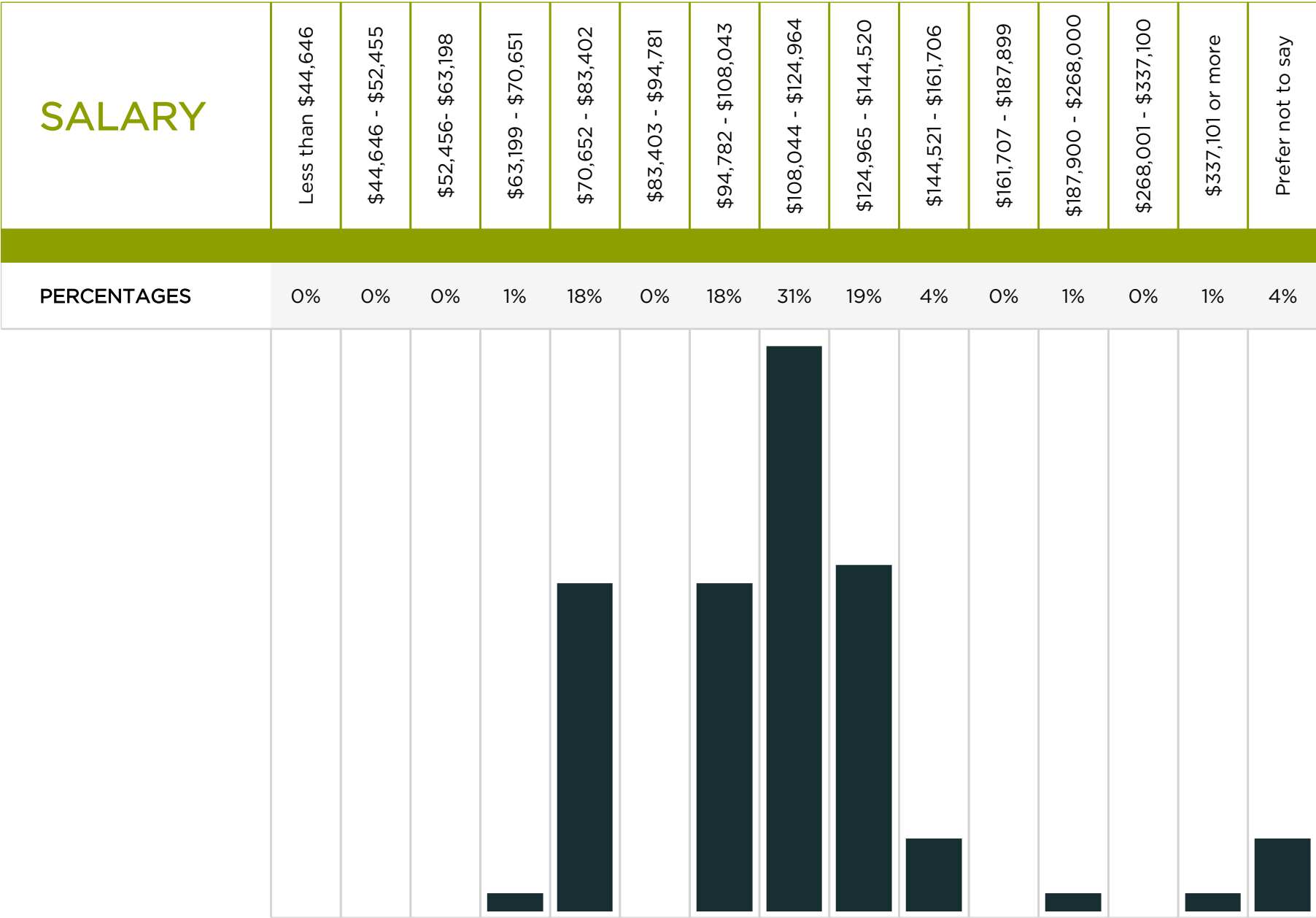
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	34%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	6%
Administrative support (e.g. executive/personal assistant, receptionist)	9%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	6%
Policy	4%
Research	0%
Program and project management support	30%
Legal (including developing and/or reviewing legislation)	0%
Other	10%

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		30%
1 - 2 years		66%
2 - 5 years		4%
5 - 10 years		0%
10 - 20 years		0%
More than 20 years		0%

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		84%
Working from home		75%
Working from different locations		36%
Working additional hours to make up for time off		34%
Working more hours over fewer days		16%
Part-time work		13%
Leave without pay		12%

% are calculated with the number of unique respondents (N = 67 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
FLEXIBLE WORKING		
Job sharing		4%
Study leave		4%
Flexible scheduling for rostered workers		3%
Other		3%
None of the above		3%
Purchasing annual leave		0%

% are calculated with the number of unique respondents (N = 67 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%

	Biodiversity Conservation Trust	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	67	23	4	6	4	3	0	20	0	7
EMPLOYEE ENGAGEMENT	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	87%	(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 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%

	Biodiversity Conservation Trust	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	67	0	0	0	1	12	0	12	21	13	3	0	1	0
EMPLOYEE ENGAGEMENT	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	87%	(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

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%

	Biodiversity Conservation Trust	\$337,101 or more	Prefer not to say
NUMBER OF RESPONDENTS	67	1	3
EMPLOYEE ENGAGEMENT	78%	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)
SENIOR MANAGERS	69%	(r)	(r)
COMMUNICATION	83%	(r)	(r)
HIGH PERFORMANCE	78%	(r)	(r)
PUBLIC SECTOR VALUES	82%	(r)	(r)
DIVERSITY & INCLUSION	87%	(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%

	Biodiversity Conservation Trust	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	67	20	44	3	0	0	0
EMPLOYEE ENGAGEMENT	78%	(r)	78%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	83%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	69%	(r)	72%	(r)	(r)	(r)	(r)
COMMUNICATION	83%	(r)	85%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	78%	(r)	79%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	82%	(r)	83%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	87%	(r)	88%	(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

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%

	Biodiversity Conservation Trust	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	67	56	11	23	2	9	3	24	50	0	8	3	2	2
EMPLOYEE ENGAGEMENT	78%	79%	(r)	(r)	(r)	(r)	(r)	(r)	79%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	82%	(r)	(r)	(r)	(r)	(r)	(r)	81%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	69%	72%	(r)	(r)	(r)	(r)	(r)	(r)	71%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	83%	85%	(r)	(r)	(r)	(r)	(r)	(r)	83%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	78%	79%	(r)	(r)	(r)	(r)	(r)	(r)	79%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	82%	84%	(r)	(r)	(r)	(r)	(r)	(r)	82%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	87%	88%	(r)	(r)	(r)	(r)	(r)	(r)	88%	(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%

	Biodiversity Conservation Trust	Sydney East	Sydney West	Sydney - City and Inner South	Capital Region	Murray	Coffs Harbour - Grafton	Newcastle and Lake Macquarie	Richmond - Tweed	Illawarra	New England and North West	Sydney - Inner South West	Far West and Orana	Mid North Coast
NUMBER OF RESPONDENTS	67	28	0	26	9	6	3	3	3	2	2	2	1	1
EMPLOYEE ENGAGEMENT	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	87%	(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%

	Biodiversity Conservation Trust	Riverina	Southern Highlands and Shoalhaven	Central Coast	Central West	Hunter Valley exc Newcastle	Outside NSW	Sydney - Baukham Hills and Hawkesbury	Sydney - Blacktown	Sydney - Eastern Suburbs	Sydney - Inner West	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches	Sydney - Outer South West
NUMBER OF RESPONDENTS	67	1	1	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	87%	(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%

	Biodiversity Conservation Trust	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - Ryde	Sydney - South West	Sydney - Sutherland
NUMBER OF RESPONDENTS	67	0	0	0	0	0
EMPLOYEE ENGAGEMENT	78%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	69%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	83%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	78%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	82%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	87%	(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%

	Biodiversity Conservation Trust	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
NUMBER OF RESPONDENTS	67	0	1	2	10	11	15	19	2	5	0	0
EMPLOYEE ENGAGEMENT	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	83%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	87%	(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%

	Biodiversity Conservation Trust	Male	Female	Other
NUMBER OF RESPONDENTS	67	23	41	2
EMPLOYEE ENGAGEMENT	78%	(r)	82%	(r)
ENGAGEMENT WITH WORK	82%	(r)	87%	(r)
SENIOR MANAGERS	69%	(r)	76%	(r)
COMMUNICATION	83%	(r)	88%	(r)
HIGH PERFORMANCE	78%	(r)	80%	(r)
PUBLIC SECTOR VALUES	82%	(r)	85%	(r)
DIVERSITY & INCLUSION	87%	(r)	89%	(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

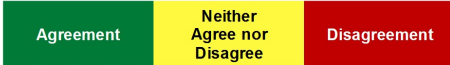
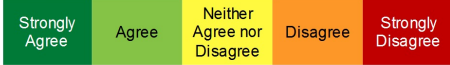
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.