



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Planning and Environment

Other Agencies and Trusts

Botanic Gardens & Centennial Parklands



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RESPONSE RATE

69%

207 OF 301 RESPONDENTS

RESPONSE RATE 2018: 73%

EMPLOYEE ENGAGEMENT

72%

DIFFERENCE FROM 2018 -4 (76%)

DIFFERENCE FROM PARENT* -3 (75%)

DIFFERENCE FROM PUBLIC SECTOR +6 (66%)

ENGAGEMENT WITH WORK

71%

DIFFERENCE FROM 2018 -9 (80%)

DIFFERENCE FROM PARENT* -6 (76%)

DIFFERENCE FROM PUBLIC SECTOR -2 (73%)

SENIOR MANAGERS

42%

DIFFERENCE FROM 2018 -13 (56%)

DIFFERENCE FROM PARENT* -15 (57%)

DIFFERENCE FROM PUBLIC SECTOR -8 (50%)

COMMUNICATION

63%

DIFFERENCE FROM 2018 -7 (70%)

DIFFERENCE FROM PARENT* -6 (69%)

DIFFERENCE FROM PUBLIC SECTOR +1 (62%)

HIGH PERFORMANCE

61%

DIFFERENCE FROM 2018 -10 (71%)

DIFFERENCE FROM PARENT* -8 (69%)

DIFFERENCE FROM PUBLIC SECTOR -4 (65%)

PUBLIC SECTOR VALUES

58%

DIFFERENCE FROM 2018 -11 (69%)

DIFFERENCE FROM PARENT* -10 (68%)

DIFFERENCE FROM PUBLIC SECTOR -5 (62%)

DIVERSITY & INCLUSION

71%

DIFFERENCE FROM 2018 -5 (76%)

DIFFERENCE FROM PARENT* -4 (75%)

DIFFERENCE FROM PUBLIC SECTOR +2 (69%)

FLEXIBLE WORKING SATISFACTION

58%

DIFFERENCE FROM 2018 -11 (69%)

DIFFERENCE FROM PARENT* -2 (60%)

DIFFERENCE FROM PUBLIC SECTOR -1 (59%)

ACTION ON RESULTS

28%

DIFFERENCE FROM 2018 -18 (46%)

DIFFERENCE FROM PARENT* -20 (48%)

DIFFERENCE FROM PUBLIC SECTOR -11 (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	92%	-
1g. I know how to address a health and safety issue I have identified	88%	96%
7j. I am proud to tell others I work for my organisation	85%	87%
1a. I understand what is expected of me to do well in my role	85%	92%
2a. My workgroup strives to achieve customer/client satisfaction	83%	93%
2c. I receive help and support from other members of my workgroup	83%	89%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	83%	80%
5b. My manager listens to what I have to say	82%	86%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	81%	78%
5d. My manager encourages and values employee input	79%	83%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
7c. I feel that change is managed well in my organisation	28%	45%
10a. I believe action will be taken on the results from this survey by my organisation	28%	46%
7d. There is good co-operation between teams across our organisation	29%	44%
11a. I have confidence in the ways my organisation resolves grievances	32%	42%
6b. I feel that senior managers effectively lead and manage change	36%	51%
7e. People in my organisation take responsibility for their own actions	37%	53%
7f. My organisation is committed to developing its employees	37%	56%
3g. I am satisfied with the opportunities available for career development in my organisation	38%	51%
6a. I believe senior managers provide clear direction for the future of the organisation	40%	57%
6c. I feel that senior managers model the values of my organisation	41%	55%



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

8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	83%	80%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	81%	78%
4a.	I am paid fairly for the work I do	60%	59%
8c.	I am able to speak up and share a different view to my colleagues and manager	75%	74%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

7f.	My organisation is committed to developing its employees	37%	56%
10a.	I believe action will be taken on the results from this survey by my organisation	28%	46%
6a.	I believe senior managers provide clear direction for the future of the organisation	40%	57%
1b.	I am provided with the support I need to do my best at work	57%	74%
7e.	People in my organisation take responsibility for their own actions	37%	53%
7c.	I feel that change is managed well in my organisation	28%	45%
6f.	Senior managers communicate the importance of customers/clients in achieving our business objectives	54%	70%
6b.	I feel that senior managers effectively lead and manage change	36%	51%
7d.	There is good co-operation between teams across our organisation	29%	44%
2d.	There is good team spirit in my workgroup	69%	83%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

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

HIGHEST NEUTRAL SCORING QUESTIONS

AGREEMENT SCORES FOR HIGHEST NEUTRAL

% POSITIVE

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



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



Q7f. My organisation is committed to developing its employees



Q6c. I feel that senior managers model the values of my organisation



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



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



Q7f. My organisation is committed to developing its employees



Q6c. I feel that senior managers model the values of my organisation



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



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



Q7f. My organisation is committed to developing its employees



Q6c. I feel that senior managers model the values of my organisation



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



FIND YOUR HIGHEST NEUTRAL SCORES

Results are rounded and may not add up to 100%

THESE ARE YOUR HIGHEST NEUTRAL SCORING QUESTIONS

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT?
(STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES.
(AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT?
(AREAS OF CONCERN)

RESPONDENT PROFILE

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

Survey responses: 207

Gender	Survey %	Employment Status	Survey %	Type of work	Survey %
Male	47	Senior Executive (ongoing/permanent or term)	2	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	19
Female	49	Ongoing/Permanent (other than senior executive)	79	Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	28
Other	4	Temporary (including temporary teachers and graduates)	8	Administrative support (e.g. executive/personal assistant, receptionist)	4
Age	Survey %	Casual	2	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	8
15 - 34 years	26	Contract – Non Executive	5	Policy	1
35 - 54 years	63	Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	1	Research	15
55+ years	11	Other	2	Program and project management support	3
LOTE spoken at home	Survey %	Don't know	1	Legal (including developing and/or reviewing legislation)	1
Yes	12	Manager of managers	Survey %	Other	22
No	82	Yes	16	Organisation Tenure	Survey %
Prefer not to say	6	No	84	Less than 1 year	8
Aboriginal and/or Torres Strait Islanders	Survey %	Supervisors	Survey %	1 - 2 years	10
Yes	2	Yes	52	2 - 5 years	31
No	94	No	48	5 - 10 years	16
Prefer not to say	4	Working arrangement	Survey %	10 - 20 years	23
Disability	Survey %	Full-time	89	More than 20 years	12
Yes	4	Part-time	11	Salary	Survey %
No	91			\$83,402 and below	42
Prefer not to say	6			\$83,403 - \$108,043	29
LGBTI	Survey %			\$108,044 - \$144,520	14
Yes	6			\$144,521 and above	8
No	88			Prefer not to say	6
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.

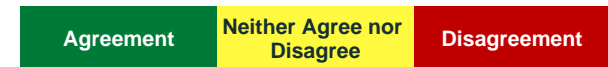
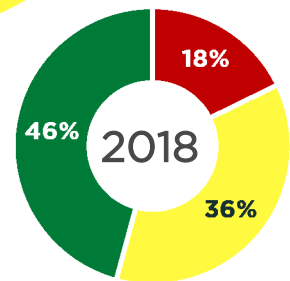
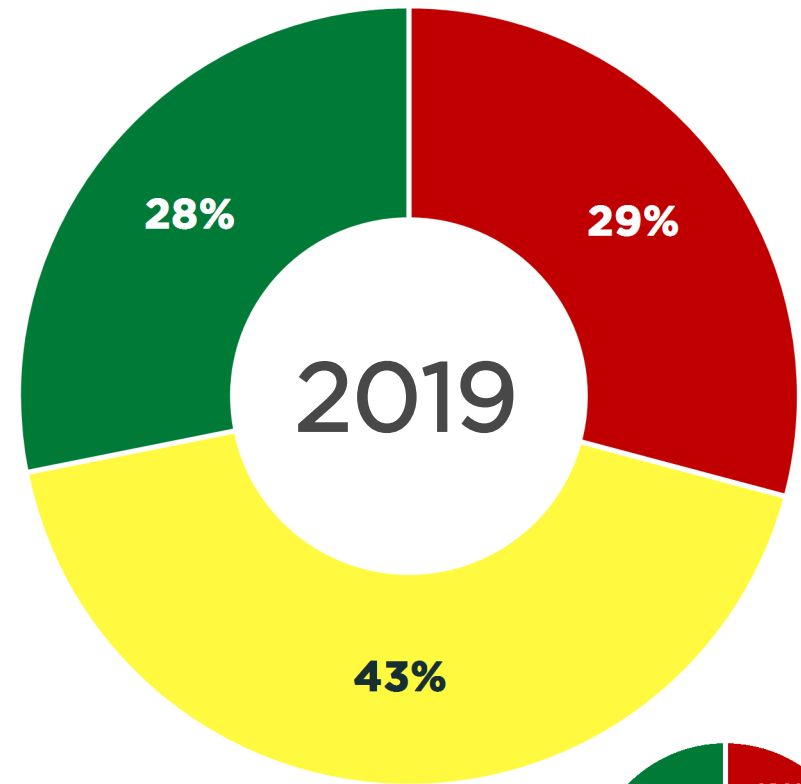
Results are rounded and may not add up to 100%

28%

of employees replied favourably to:

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

39%	47%	46%
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.

*Parent refers to Other Agencies and Trusts

RANK

		% AGREEMENT 2019	% AGREEMENT 2018	% AGREEMENT PARENT	% AGREEMENT PUBLIC SECTOR
1	Q7a. My organisation focuses on improving the work we do	63%	74%	74%	69%
2	Q7f. My organisation is committed to developing its employees	37%	56%	48%	53%
3	Q6b. I feel that senior managers effectively lead and manage change	36%	51%	53%	47%
4	Q7g. I have confidence in the way recruitment decisions are made	42%	45%	45%	39%
5	Q3g. I am satisfied with the opportunities available for career development in my organisation	38%	51%	44%	51%
6	Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	54%	70%	71%	61%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Botanic Gardens & Centennial Parklands

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.

	Botanic Gardens & Centennial Parklands	Assets and Facilities Management	Corporate Services and Governance (BGCP)	Horticulture	Science and Conservation	Visitors Experience
NUMBER OF RESPONDENTS	207	19	18	66	42	43
EMPLOYEE ENGAGEMENT	72%	76%	73%	71%	71%	70%
ENGAGEMENT WITH WORK	71%	86%	61%	71%	76%	60%
SENIOR MANAGERS	42%	59%	46%	30%	50%	42%
COMMUNICATION	63%	78%	62%	60%	66%	59%
HIGH PERFORMANCE	61%	73%	56%	59%	60%	58%
PUBLIC SECTOR VALUES	58%	69%	58%	53%	61%	55%
DIVERSITY & INCLUSION	71%	87%	71%	63%	76%	68%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



EXPLORE THE FULL RESULTS

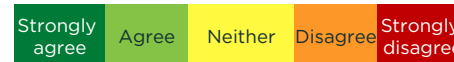
Questions are grouped by topics in this report.

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	72% 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	21	46	24	8	68%	76%	75%	68%
Q7j. I am proud to tell others I work for my organisation	37	48	12		85%	87%	87%	76%	70%
Q7k. I feel a strong personal attachment to my organisation	36	38	20		74%	77%	78%	69%	64%
Q7l. My organisation motivates me to help it achieve its objectives	21	37	30	10	58%	68%	69%	60%	56%
Q7m. My organisation inspires me to do the best in my job	22	35	29	12	57%	71%	68%	60%	56%

KEY





EXPLORE THE FULL RESULTS

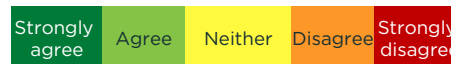
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ENGAGEMENT WITH WORK		71% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC LIC SECTOR 2019		
Q1c. My job gives me a feeling of personal accomplishment		32	43	12	10	75%	82%	78%	76%	76%
Q1d. I feel motivated to contribute more than what is normally required at work		32	40	15	10	71%	82%	78%	75%	72%
Q1e. I am satisfied with my job		23	42	23	10	65%	77%	73%	70%	69%

KEY





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Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

SENIOR MANAGERS	42% 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	33	34	21		40%	57%	59%	51%	51%
Q6b. I feel that senior managers effectively lead and manage change	29	36	23		36%	51%	53%	46%	47%
Q6c. I feel that senior managers model the values of my organisation	10	31	39	13	41%	55%	61%	54%	52%
Q6d. Senior managers encourage innovation by employees	12	35	30	16	48%	58%	58%	51%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	10	38	29	21	48%	59%	58%	56%	53%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	11	43	33	13	54%	70%	71%	66%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	11	35	23	24	46%	58%	58%	54%	48%
Q6h. I feel that senior managers listen to employees	9	33	27	27	42%	49%	51%	47%	44%
Q7c. I feel that change is managed well in my organisation	23	38	26	8	28%	45%	47%	35%	42%

KEY





EXPLORE THE FULL RESULTS

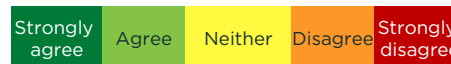
Questions are grouped by topics in this report.

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	63% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
Q5c. My manager communicates effectively with me	29	42	15	10	71%	79%	77%	76%	72%
Q5d. My manager encourages and values employee input	33	46	14		79%	83%	82%	79%	73%
Q5e. My manager involves my workgroup in decisions about our work	24	43	21	9	67%	77%	72%	72%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	11	35	23	24	46%	58%	58%	54%	48%
Q6h. I feel that senior managers listen to employees	9	33	27	27	42%	49%	51%	47%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	22	52	15	7	75%	74%	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	61% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019	
	Strongly agree	Agree	Neither	Disagree	Strongly disagree					
Q1a. I understand what is expected of me to do well in my role	30	55	8			85%	92%	91%	87%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	29	45	10	13		74%	86%	79%	82%	79%
Q3f. I have received appropriate training and development to do my job well	10	55	21	12		64%	66%	62%	62%	66%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	21	53	20			75%	85%	79%	79%	75%
Q5f. I have confidence in the decisions my manager makes	25	46	16	10		71%	80%	76%	73%	69%
Q6d. Senior managers encourage innovation by employees	12	35	30	16		48%	58%	58%	51%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	10	38	29	21		48%	59%	58%	56%	53%
Q7a. My organisation focuses on improving the work we do	15	48	26	10		63%	74%	74%	68%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	9	41	34	14		50%	64%	63%	55%	57%

KEY



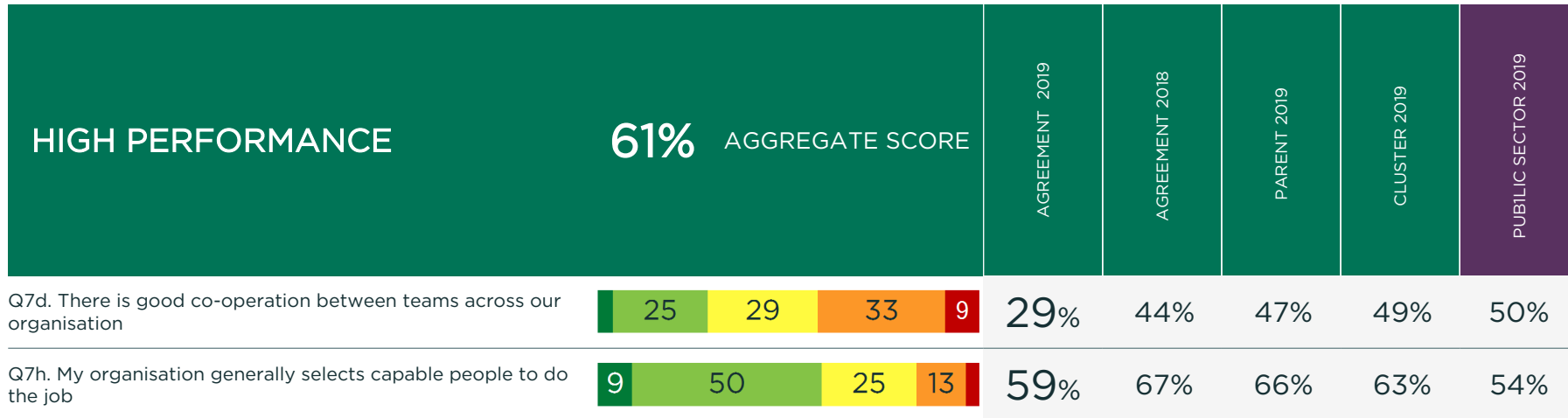


EXPLORE THE FULL RESULTS

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





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Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

PUBLIC SECTOR VALUES	58% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019		
	Q2a. My workgroup strives to achieve customer/client satisfaction	37	46	13	83%	93%	88%	89%	86%
Q2e. People in my workgroup treat each other with respect	33	42	16	75%	83%	76%	82%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	21	53	20	75%	85%	79%	79%	75%	
Q5b. My manager listens to what I have to say	33	49	10	82%	86%	85%	82%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	33	34	21	40%	57%	59%	51%	51%	
Q6c. I feel that senior managers model the values of my organisation	10	31	39	13	41%	55%	61%	54%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	11	43	33	13	54%	70%	71%	66%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	11	35	23	24	46%	58%	58%	54%	48%
Q6h. I feel that senior managers listen to employees	9	33	27	27	42%	49%	51%	47%	44%

KEY





EXPLORE THE FULL RESULTS

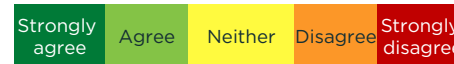
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Results are rounded and may not add up to 100%

PUBLIC SECTOR VALUES	58% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
	Q7a. My organisation focuses on improving the work we do	15	48	26	10	63%	74%	74%	68%
Q7e. People in my organisation take responsibility for their own actions	32	35	21		37%	53%	50%	49%	48%

KEY





EXPLORE THE FULL RESULTS

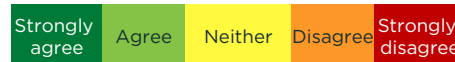
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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

Results are rounded and may not add up to 100%

DIVERSITY & INCLUSION	71% 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	14	43	23	16	57%	74%	66%	68%	67%
Q5b. My manager listens to what I have to say	33	49	10		82%	86%	85%	82%	76%
Q5d. My manager encourages and values employee input	33	46	14		79%	83%	82%	79%	73%
Q6i. Senior managers in my organisation support the career advancement of women	23	42	25	7	65%	65%	71%	69%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	31	52	13		83%	80%	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.)	32	49	14		81%	78%	83%	79%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	22	52	15	7	75%	74%	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>	30	27	18	13	58%	69%	60%	72%	59%
Q8e. My manager supports flexible working in my team	29	33	21	7	62%	76%	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%

FLEXIBLE WORKING		60% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC LIC SECTOR 2019
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>		58%	69%	60%	72%	59%					
Q8e. My manager supports flexible working in my team		62%	76%	68%	77%	63%					

KEY



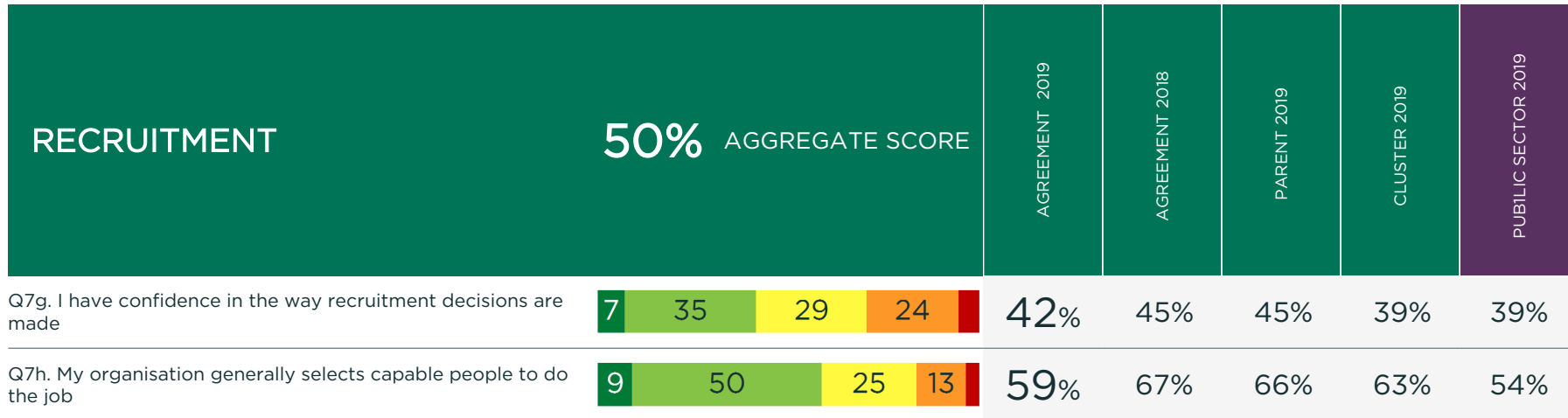


EXPLORE THE FULL RESULTS

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.

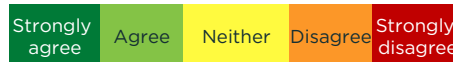
Results are rounded and may not add up to 100%

PERFORMANCE FRAMEWORK & DEVELOPMENT

54% 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	19 51 22	70%	77%	68%	69%	66%
Q3e. My performance is assessed against clear criteria	12 43 29 14	54%	65%	57%	55%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation	9 29 23 27 12	38%	51%	44%	45%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do	26 50 15	77%	83%	76%	77%	69%
Q5h. My manager deals appropriately with employees who perform poorly	11 39 28 17	50%	58%	49%	48%	48%
Q7f. My organisation is committed to developing its employees	31 40 19	37%	56%	48%	52%	53%

KEY





EXPLORE THE FULL RESULTS

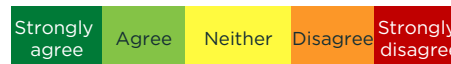
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WORKPLACE SUPPORT	68% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	14	43	23	16	57%	74%	66%	68%	67%
Q1f. I am able to keep my work stress at an acceptable level	11	50	19	14	61%	64%	62%	64%	61%
Q2c. I receive help and support from other members of my workgroup	33	50	10		83%	89%	82%	85%	81%
Q2d. There is good team spirit in my workgroup	28	41	16	7	69%	83%	72%	76%	70%

KEY



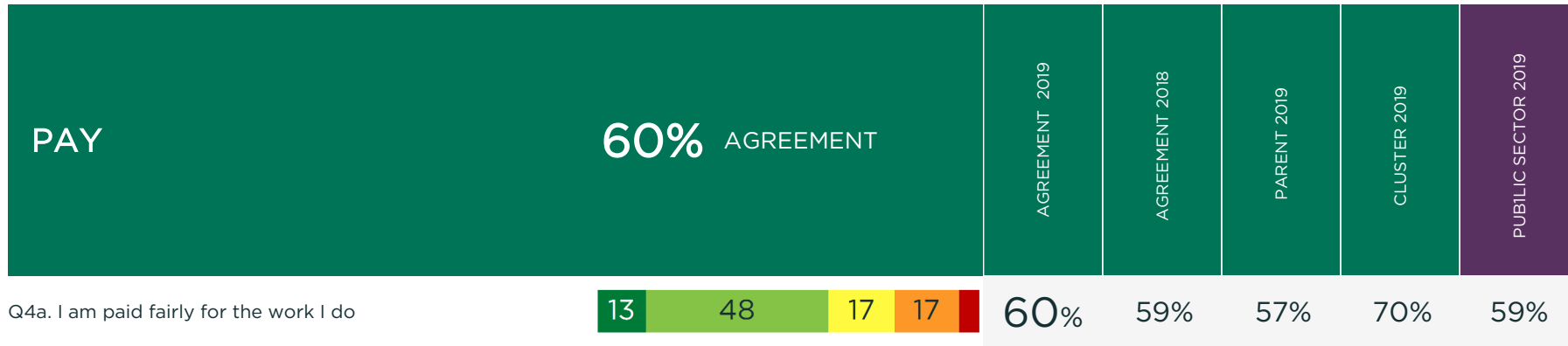


EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%



KEY



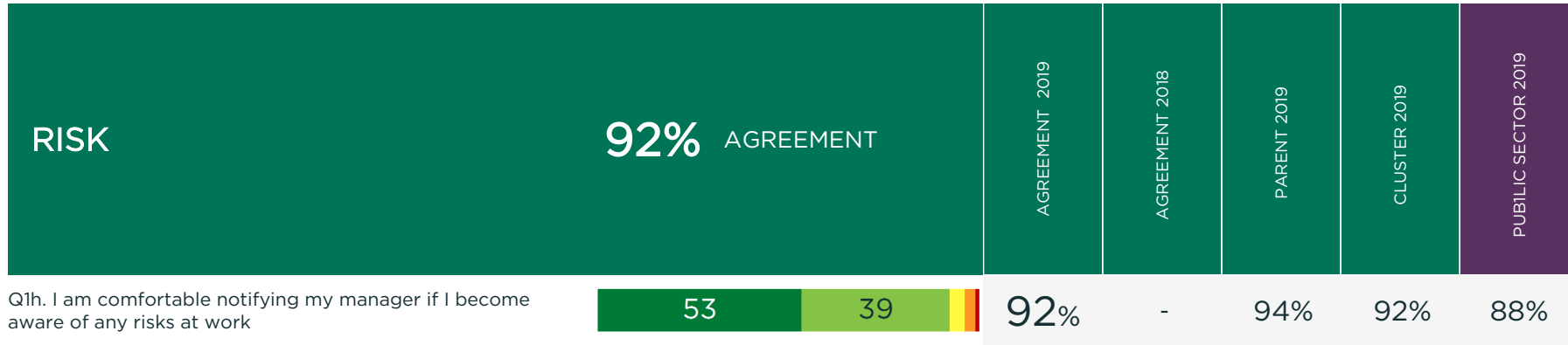


EXPLORE THE FULL RESULTS

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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



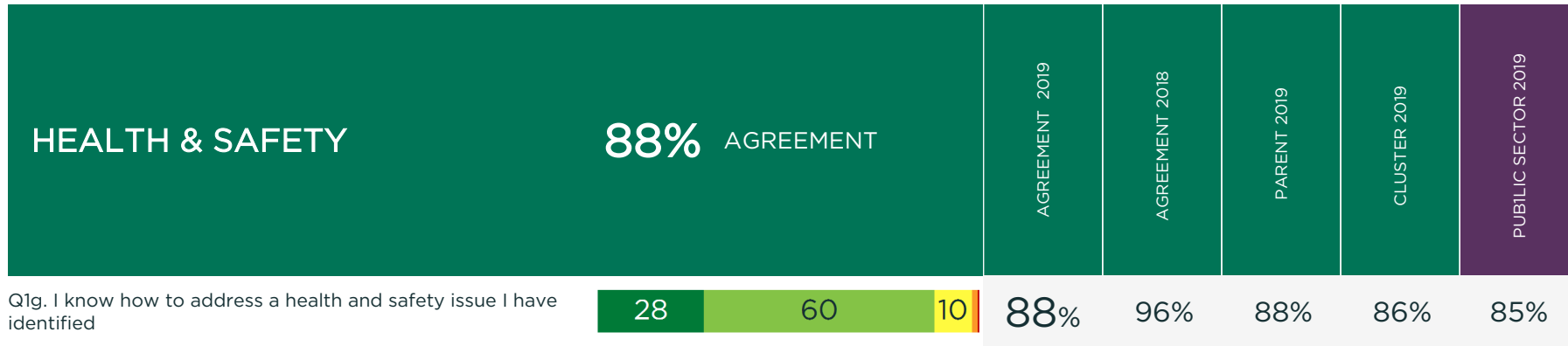


EXPLORE THE FULL RESULTS

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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%



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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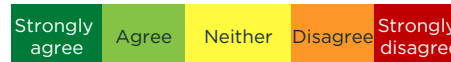
ACTION ON RESULTS

28% AGREEMENT

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



KEY



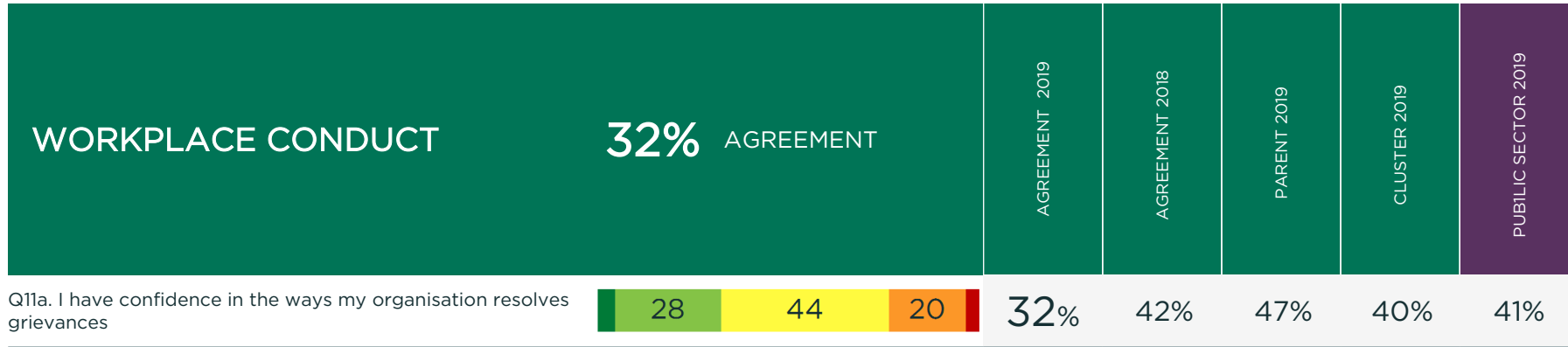


EXPLORE THE FULL RESULTS

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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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KEY

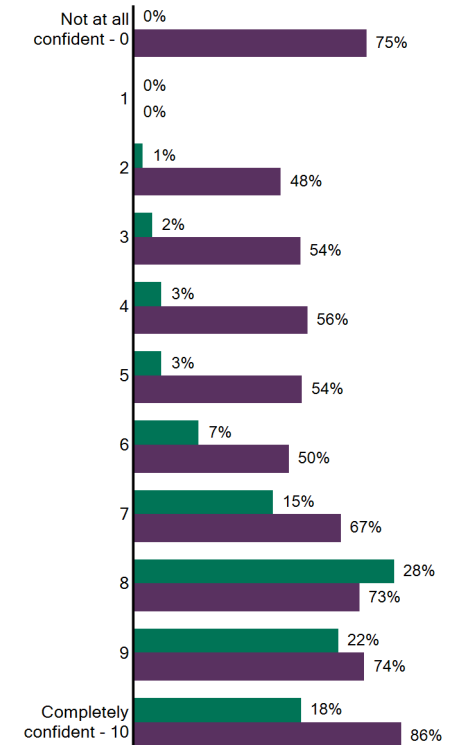
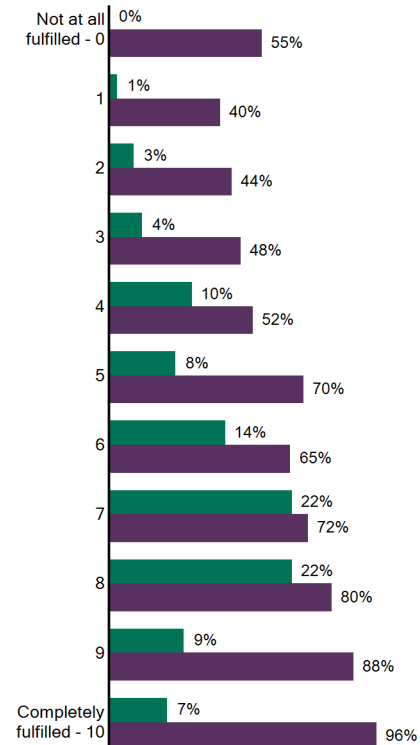
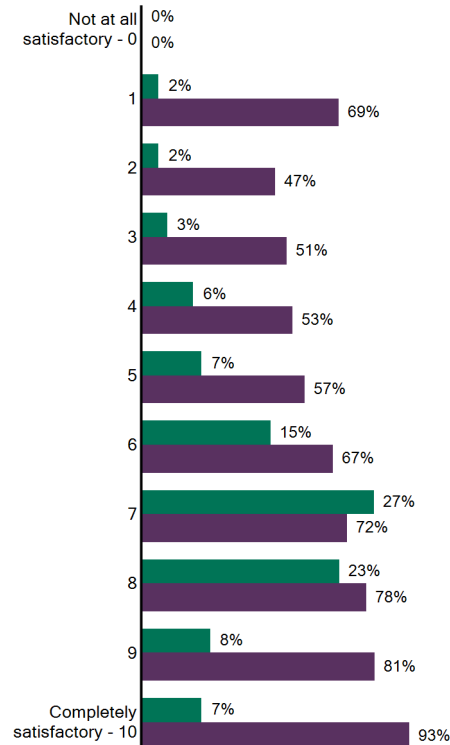


WELLBEING AND ENGAGEMENT

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

Q1j. I find my life at work fulfilling

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



Proportion of respondents answering each response option

Employee engagement score

EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

This compares Wellbeing to Engagement.



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

PERFORMANCE FRAMEWORK & DEVELOPMENT

		2019	2018	PARENT 2019	PUBLIC SECTOR 2019
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		69%	79%	66%	71%
No		31%	21%	34%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		85%	87%	81%	76%
No		15%	13%	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		67%	71%	58%	60%
No		33%	29%	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		36%	36%	32%	41%
No		64%	64%	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

2019

2018

PARENT 2019

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	PARENT 2019	PUBLIC SECTOR 2019
Lack of visible opportunities		48%	42%	41%	29%
Lack of promotion opportunities		45%	34%	40%	28%
Geographic location considerations		27%	18%	21%	25%
Personal/family considerations		25%	26%	23%	29%
Insufficient training and development		22%	15%	18%	15%
There are no major barriers to my career progression		19%	32%	24%	29%
The application/recruitment process is too cumbersome or time consuming		19%	18%	15%	22%
Lack of support for temporary assignments/secondments		16%	12%	13%	15%
Lack of required capabilities or experience		16%	14%	13%	11%
Other		10%	8%	9%	9%
Lack of support from my manager/supervisor		9%	8%	10%	13%

% are calculated with the number of unique respondents (N = 206 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		18%	14%	22%	27%
No		60%	70%	61%	56%
Don't know		22%	16%	17%	17%
Q12b. If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		50%	47%	65%	65%
No		44%	53%	31%	32%
Don't know		6%	-	4%	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	PARENT 2019	PUBLIC SECTOR 2019
Q13a. In the last 12 months I have witnessed bullying at work					
Yes		27%	22%	27%	33%
No		62%	70%	65%	57%
Don't know		11%	9%	8%	10%
Q13b. In the last 12 months I have been subjected to bullying at work					
Yes		14%	11%	12%	18%
No		79%	84%	83%	75%
Don't know		7%	6%	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

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	PARENT 2019	PUBLIC SECTOR 2019
A fellow worker at your level		33%	17%	35%	27%
Your immediate manager/supervisor		26%	13%	24%	23%
Prefer not to say		15%	26%	14%	13%
A senior manager		11%	30%	9%	21%
A subordinate		11%	9%	7%	7%
Other		4%	4%	8%	5%
A client or customer		0%	-	2%	3%
A member of the public other than a client or customer		0%	-	0%	1%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

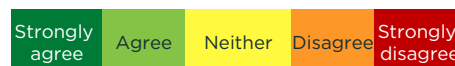
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PLANNING AND ENVIRONMENT CUSTOMISED QUESTIONS

		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019
Q1. I am aware how my role contributes to the vision of my organisation		81%	80%	85%	81%
Q2. My team is equipped with the right tools to provide good customer service		58%	70%	63%	63%
Q3. My organisation has the right tools in place to assist and manage geographically dispersed teams		45%	52%	55%	56%
Q4. I have access to the information I need to do my job well		67%	74%	73%	71%
Q5. I feel informed about changes in my organisation		49%	58%	61%	56%
Q6. The people I work with have safe work practices		89%	91%	88%	89%
Q7. My organisation provides opportunity for collaborative work practices		58%	-	66%	70%
Q8. Overall, I believe the culture at my workplace has improved over the last 12 months		37%	-	47%	45%
Q9. My manager actively supports a diverse and inclusive work environment		77%	-	81%	80%
Q10. My manager keeps me informed about key agency directions		59%	-	68%	70%

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
GENDER		
Male		47%
Female		49%
Other		4%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
AGE		
15-19		0%
20-24		1%
25-29	■	6%
30-34	■	19%
35-39	■	14%
40-44	■	17%
45-49	■	16%
50-54	■	17%
55-59	■	7%
60-64		2%
65+		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

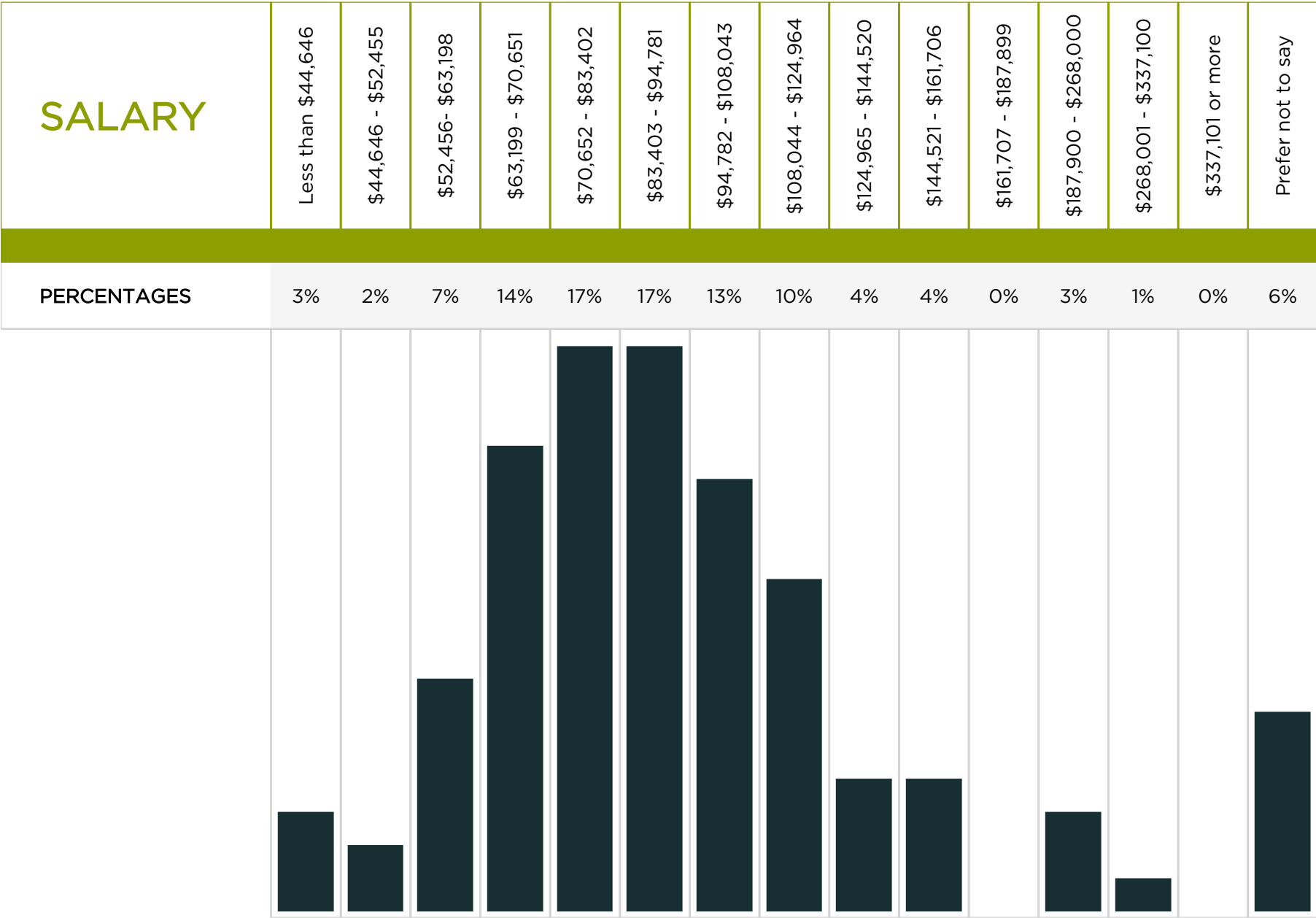
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	19%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	28%
Administrative support (e.g. executive/personal assistant, receptionist)	4%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	8%
Policy	1%
Research	15%
Program and project management support	3%
Legal (including developing and/or reviewing legislation)	1%
Other	22%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%





PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		8%
1 - 2 years		10%
2 - 5 years		31%
5 - 10 years		16%
10 - 20 years		23%
More than 20 years		12%

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		64%
Working from home		32%
Working from different locations		29%
None of the above		23%
Working additional hours to make up for time off		18%
Working more hours over fewer days		12%
Part-time work		9%

% are calculated with the number of unique respondents (N = 192 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%
Flexible scheduling for rostered workers	3%
Job sharing	2%
Study leave	2%
Other	2%
Purchasing annual leave	1%

% are calculated with the number of unique respondents (N = 192 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%

	Botanic Gardens & Centennial Parklands	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	207	37	54	8	15	1	28	6	2	42
EMPLOYEE ENGAGEMENT	72%	71%	72%	(r)	(r)	(r)	(r)	(r)	(r)	71%
ENGAGEMENT WITH WORK	71%	77%	71%	(r)	(r)	(r)	(r)	(r)	(r)	61%
SENIOR MANAGERS	42%	44%	43%	(r)	(r)	(r)	(r)	(r)	(r)	39%
COMMUNICATION	63%	65%	64%	(r)	(r)	(r)	(r)	(r)	(r)	63%
HIGH PERFORMANCE	61%	64%	62%	(r)	(r)	(r)	(r)	(r)	(r)	58%
PUBLIC SECTOR VALUES	58%	60%	59%	(r)	(r)	(r)	(r)	(r)	(r)	57%
DIVERSITY & INCLUSION	71%	69%	69%	(r)	(r)	(r)	(r)	(r)	(r)	72%

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

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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%

	Botanic Gardens & Centennial Parklands	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	207	6	4	13	26	32	32	24	19	8	8	0	6	2
EMPLOYEE ENGAGEMENT	72%	(r)	(r)	(r)	(r)	74%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	75%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	42%	(r)	(r)	(r)	(r)	50%	49%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	63%	(r)	(r)	(r)	(r)	68%	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	61%	(r)	(r)	(r)	(r)	61%	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	(r)	(r)	64%	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	69%	70%	(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.

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	Botanic Gardens & Centennial Parklands	\$337,101 or more	Prefer not to say
NUMBER OF RESPONDENTS	207	0	12
EMPLOYEE ENGAGEMENT	72%	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)
SENIOR MANAGERS	42%	(r)	(r)
COMMUNICATION	63%	(r)	(r)
HIGH PERFORMANCE	61%	(r)	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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

RESULT BY TENURE IN ORGANISATION



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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	Botanic Gardens & Centennial Parklands	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	207	15	19	59	31	43	22
EMPLOYEE ENGAGEMENT	72%	(r)	(r)	68%	78%	72%	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	64%	87%	75%	(r)
SENIOR MANAGERS	42%	(r)	(r)	41%	51%	50%	(r)
COMMUNICATION	63%	(r)	(r)	63%	70%	64%	(r)
HIGH PERFORMANCE	61%	(r)	(r)	56%	72%	65%	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	57%	62%	62%	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	71%	80%	71%	(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%

	Botanic Gardens & Centennial Parklands	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	207	122	23	35	5	17	4	56	61	1	10	3	3	45
EMPLOYEE ENGAGEMENT	72%	72%	(r)	73%	(r)	(r)	(r)	78%	76%	(r)	(r)	(r)	(r)	68%
ENGAGEMENT WITH WORK	71%	72%	(r)	74%	(r)	(r)	(r)	78%	74%	(r)	(r)	(r)	(r)	66%
SENIOR MANAGERS	42%	49%	(r)	46%	(r)	(r)	(r)	54%	54%	(r)	(r)	(r)	(r)	28%
COMMUNICATION	63%	65%	(r)	68%	(r)	(r)	(r)	70%	71%	(r)	(r)	(r)	(r)	57%
HIGH PERFORMANCE	61%	61%	(r)	60%	(r)	(r)	(r)	65%	64%	(r)	(r)	(r)	(r)	56%
PUBLIC SECTOR VALUES	58%	60%	(r)	61%	(r)	(r)	(r)	66%	65%	(r)	(r)	(r)	(r)	51%
DIVERSITY & INCLUSION	71%	76%	(r)	80%	(r)	(r)	(r)	80%	81%	(r)	(r)	(r)	(r)	62%

*multiple types may be chosen.

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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Results are rounded and may not add up to 100%

	Botanic Gardens & Centennial Parklands	Sydney East	Sydney West	Sydney - City and Inner South	Sydney - Outer South West	Sydney - Eastern Suburbs	Sydney - Baulkham Hills and Hawkesbury	Sydney - Blacktown	Sydney - Inner South West	Capital Region	Central Coast	Central West	Coffs Harbour - Grafton	Far West and Orana
NUMBER OF RESPONDENTS	207	126	53	98	38	27	14	1	1	0	0	0	0	0
EMPLOYEE ENGAGEMENT	72%	71%	75%	70%	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	69%	79%	65%	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	42%	40%	53%	37%	53%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	63%	59%	76%	55%	79%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	61%	58%	70%	55%	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	54%	69%	51%	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	69%	76%	68%	79%	(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%

	Botanic Gardens & Centennial Parklands	Hunter Valley exc Newcastle	Illawarra	Mid North Coast	Murray	New England and North West	Newcastle and Lake Macquarie	Outside NSW	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Sydney - Inner West	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches
NUMBER OF RESPONDENTS	207	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	42%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

Results are rounded and may not add up to 100%

	Botanic Gardens & Centennial Parklands	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - Ryde	Sydney - South West	Sydney - Sutherland
NUMBER OF RESPONDENTS	207	0	0	0	0	0
EMPLOYEE ENGAGEMENT	72%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	42%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	63%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	61%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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

RESULT BY AGE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

Results are rounded and may not add up to 100%

	Botanic Gardens & Centennial Parklands	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
NUMBER OF RESPONDENTS	207	0	1	11	37	26	33	30	32	14	4	3
EMPLOYEE ENGAGEMENT	72%	(r)	(r)	(r)	71%	(r)	69%	69%	73%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	70%	(r)	80%	70%	71%	(r)	(r)	(r)
SENIOR MANAGERS	42%	(r)	(r)	(r)	43%	(r)	44%	40%	42%	(r)	(r)	(r)
COMMUNICATION	63%	(r)	(r)	(r)	67%	(r)	63%	59%	63%	(r)	(r)	(r)
HIGH PERFORMANCE	61%	(r)	(r)	(r)	60%	(r)	59%	59%	61%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	(r)	58%	(r)	60%	55%	58%	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	68%	(r)	74%	68%	70%	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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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%

	Botanic Gardens & Centennial Parklands	Male	Female	Other
NUMBER OF RESPONDENTS	207	91	95	8
EMPLOYEE ENGAGEMENT	72%	73%	71%	(r)
ENGAGEMENT WITH WORK	71%	77%	67%	(r)
SENIOR MANAGERS	42%	45%	43%	(r)
COMMUNICATION	63%	68%	60%	(r)
HIGH PERFORMANCE	61%	64%	59%	(r)
PUBLIC SECTOR VALUES	58%	61%	58%	(r)
DIVERSITY & INCLUSION	71%	74%	70%	(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

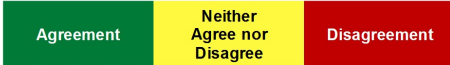
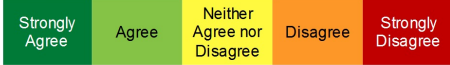
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.