



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Planning and Environment

Independent Planning Commission



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RESPONSE RATE

59%

10 OF 17 RESPONDENTS

RESPONSE RATE 2018: 87%

EMPLOYEE ENGAGEMENT

59%

DIFFERENCE FROM 2018 -21 (80%)

DIFFERENCE FROM CLUSTER -10 (69%)

DIFFERENCE FROM PUBLIC SECTOR -6 (66%)

ENGAGEMENT WITH WORK

67%

DIFFERENCE FROM 2018 -21 (87%)

DIFFERENCE FROM CLUSTER -7 (74%)

DIFFERENCE FROM PUBLIC SECTOR -6 (73%)

SENIOR MANAGERS

44%

DIFFERENCE FROM 2018 -44 (88%)

DIFFERENCE FROM CLUSTER -8 (51%)

DIFFERENCE FROM PUBLIC SECTOR -6 (50%)

COMMUNICATION

67%

DIFFERENCE FROM 2018 -23 (90%)

DIFFERENCE FROM CLUSTER -1 (67%)

DIFFERENCE FROM PUBLIC SECTOR +4 (62%)

HIGH PERFORMANCE

64%

DIFFERENCE FROM 2018 -25 (88%)

DIFFERENCE FROM CLUSTER -2 (66%)

DIFFERENCE FROM PUBLIC SECTOR -1 (65%)

PUBLIC SECTOR VALUES

60%

DIFFERENCE FROM 2018 -34 (94%)

DIFFERENCE FROM CLUSTER -6 (66%)

DIFFERENCE FROM PUBLIC SECTOR -2 (62%)

DIVERSITY & INCLUSION

82%

DIFFERENCE FROM 2018 -14 (95%)

DIFFERENCE FROM CLUSTER +6 (76%)

DIFFERENCE FROM PUBLIC SECTOR +13 (69%)

FLEXIBLE WORKING SATISFACTION

67%

DIFFERENCE FROM 2018 -33 (100%)

DIFFERENCE FROM CLUSTER -5 (72%)

DIFFERENCE FROM PUBLIC SECTOR +8 (59%)

ACTION ON RESULTS

44%

DIFFERENCE FROM 2018 -39 (83%)

DIFFERENCE FROM CLUSTER -2 (47%)

DIFFERENCE FROM PUBLIC SECTOR +5 (39%)



QUESTIONS ARE GROUPED INTO TOPICS IN THIS REPORT.

This page compares the aggregate or individual scores for key topics. The individual questions in each group are listed in the All Questions section.

The Employee Engagement index is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

Response Rate: some entities exceed 100% where responses were greater than the employee headcount. This is thought to be primarily due to employees selecting the wrong work location in the survey

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
1h. I am comfortable notifying my manager if I become aware of any risks at work	100%	-
5a. My manager encourages people in my workgroup to keep improving the work they do	100%	100%
5b. My manager listens to what I have to say	100%	100%
6i. Senior managers in my organisation support the career advancement of women	100%	92%
3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	90%	100%
1g. I know how to address a health and safety issue I have identified	90%	100%
5c. My manager communicates effectively with me	89%	92%
5d. My manager encourages and values employee input	89%	92%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	89%	100%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	89%	92%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
6g. I feel that senior managers keep employees informed about what's going on	22%	85%
6a. I believe senior managers provide clear direction for the future of the organisation	25%	85%
6b. I feel that senior managers effectively lead and manage change	33%	92%
7c. I feel that change is managed well in my organisation	33%	67%
7g. I have confidence in the way recruitment decisions are made	33%	92%
1f. I am able to keep my work stress at an acceptable level	40%	92%
7d. There is good co-operation between teams across our organisation	44%	83%
7e. People in my organisation take responsibility for their own actions	44%	100%
7f. My organisation is committed to developing its employees	44%	75%
6h. I feel that senior managers listen to employees	44%	92%



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
3g. I am satisfied with the opportunities available for career development in my organisation	60%	46%
6i. Senior managers in my organisation support the career advancement of women	100%	92%
5e. My manager involves my workgroup in decisions about our work	78%	77%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
6g. I feel that senior managers keep employees informed about what's going on	22%	85%
6a. I believe senior managers provide clear direction for the future of the organisation	25%	85%
6b. I feel that senior managers effectively lead and manage change	33%	92%
7g. I have confidence in the way recruitment decisions are made	33%	92%
7e. People in my organisation take responsibility for their own actions	44%	100%
1f. I am able to keep my work stress at an acceptable level	40%	92%
6c. I feel that senior managers model the values of my organisation	44%	92%
6h. I feel that senior managers listen to employees	44%	92%
7i. I would recommend my organisation as a great place to work	44%	92%
7h. My organisation generally selects capable people to do the job	56%	100%



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

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



Q6g. I feel that senior managers keep employees informed about what's going on



Q6a. I believe senior managers provide clear direction for the future of the organisation



Q5h. My manager deals appropriately with employees who perform poorly



Q6d. Senior managers encourage innovation by employees



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



Q6g. I feel that senior managers keep employees informed about what's going on



Q6a. I believe senior managers provide clear direction for the future of the organisation



Q5h. My manager deals appropriately with employees who perform poorly



Q6d. Senior managers encourage innovation by employees



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



Q6g. I feel that senior managers keep employees informed about what's going on



Q6a. I believe senior managers provide clear direction for the future of the organisation



Q5h. My manager deals appropriately with employees who perform poorly



Q6d. Senior managers encourage innovation by employees



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)



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.

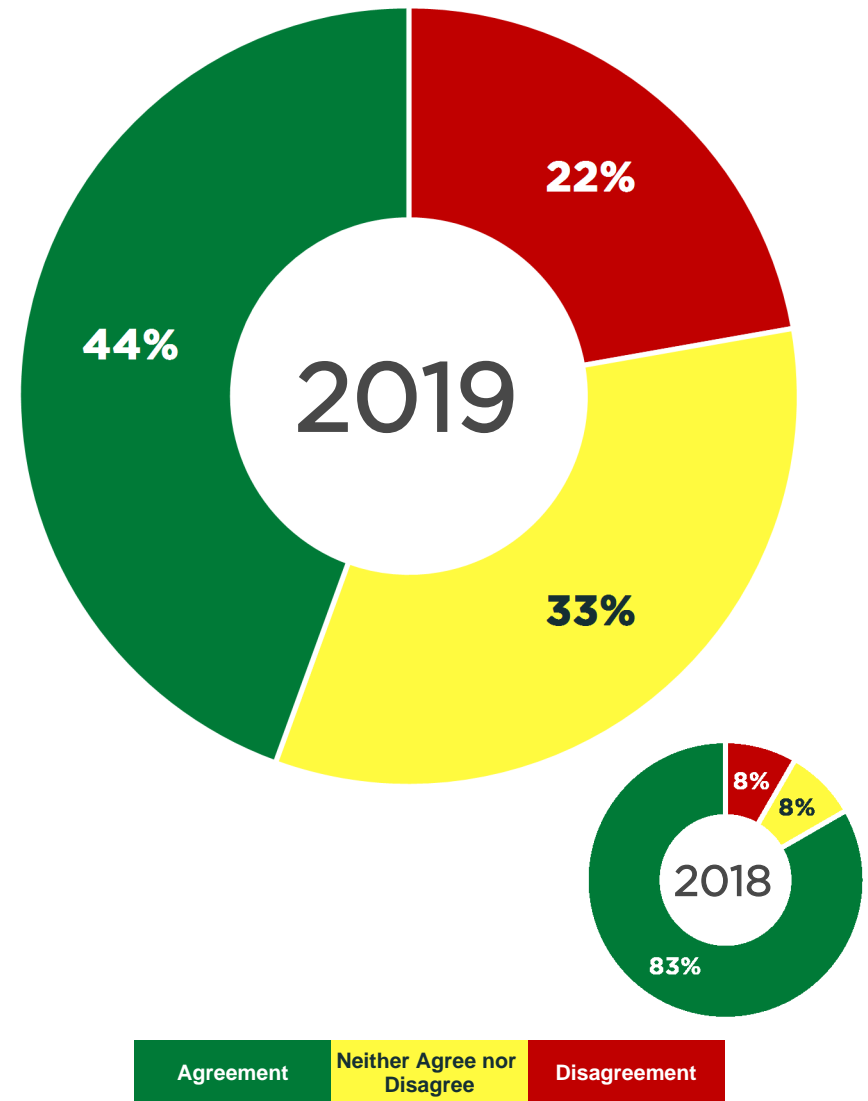
Results are rounded and may not add up to 100%

44%

of employees replied favourably to:

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

39%	47%	83%
SECTOR	CLUSTER	2018



KEY DRIVERS OF ENGAGEMENT



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

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

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

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

RANK

		% AGREEMENT 2019	% AGREEMENT 2018	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7a. My organisation focuses on improving the work we do	78%	92%	68%	69%
2	Q7f. My organisation is committed to developing its employees	44%	75%	52%	53%
3	Q7h. My organisation generally selects capable people to do the job	56%	100%	63%	54%
4	Q3g. I am satisfied with the opportunities available for career development in my organisation	60%	46%	45%	51%
5	Q1b. I am provided with the support I need to do my best at work	50%	85%	68%	67%
6	Q3f. I have received appropriate training and development to do my job well	50%	69%	62%	66%



EXPLORE THE FULL RESULTS

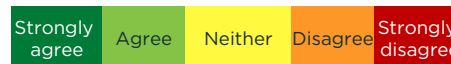
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Results are rounded and may not add up to 100%

EMPLOYEE ENGAGEMENT	59% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q7i. I would recommend my organisation as a great place to work	11	33	33	11	11	44%	92%	68%	62%
Q7j. I am proud to tell others I work for my organisation	11	56	22	11		67%	100%	76%	70%
Q7k. I feel a strong personal attachment to my organisation	33	33	22	11		67%	83%	69%	64%
Q7l. My organisation motivates me to help it achieve its objectives	11	33	11	33	11	44%	83%	60%	56%
Q7m. My organisation inspires me to do the best in my job	11	44	11	11	22	56%	83%	60%	56%

KEY





EXPLORE THE FULL RESULTS

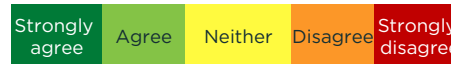
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ENGAGEMENT WITH WORK		67% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q1c. My job gives me a feeling of personal accomplishment		30	40	20	10	70%	85%	76%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work		30	30	10	10	20	60%	92%	75%	72%
Q1e. I am satisfied with my job		30	40	20	10	70%	85%	70%	69%	

KEY





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SENIOR MANAGERS	44% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q6a. I believe senior managers provide clear direction for the future of the organisation	25	38	13	25	25%	85%	51%	51%
Q6b. I feel that senior managers effectively lead and manage change	33	22	22	22	33%	92%	46%	47%
Q6c. I feel that senior managers model the values of my organisation	44	44	11		44%	92%	54%	52%
Q6d. Senior managers encourage innovation by employees	11	44	33	11	56%	85%	51%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	67		22	11	67%	92%	56%	53%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	22	44	11	22	67%	100%	66%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	22	44	11	22	22%	85%	54%	48%
Q6h. I feel that senior managers listen to employees	44	22	11	22	44%	92%	47%	44%
Q7c. I feel that change is managed well in my organisation	33	22	22	22	33%	67%	35%	42%

KEY





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COMMUNICATION	67% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q5c. My manager communicates effectively with me	33	56	11		89%	92%	76%	72%
Q5d. My manager encourages and values employee input	33	56	11		89%	92%	79%	73%
Q5e. My manager involves my workgroup in decisions about our work	33	44	22		78%	77%	72%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	22	44	11	22	22%	85%	54%	48%
Q6h. I feel that senior managers listen to employees	44	22	11	22	44%	92%	47%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	22	56	11	11	78%	100%	75%	69%

KEY





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	HIGH PERFORMANCE				64% AGGREGATE SCORE	AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1a. I understand what is expected of me to do well in my role					80%	85%	87%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives					50%	92%	82%	79%	
Q3f. I have received appropriate training and development to do my job well					50%	69%	62%	66%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do					100%	100%	79%	75%	
Q5f. I have confidence in the decisions my manager makes					78%	92%	73%	69%	
Q6d. Senior managers encourage innovation by employees					56%	85%	51%	51%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with					67%	92%	56%	53%	
Q7a. My organisation focuses on improving the work we do					78%	92%	68%	69%	
Q7b. My organisation is making the necessary improvements to meet our future challenges					44%	83%	55%	57%	

KEY



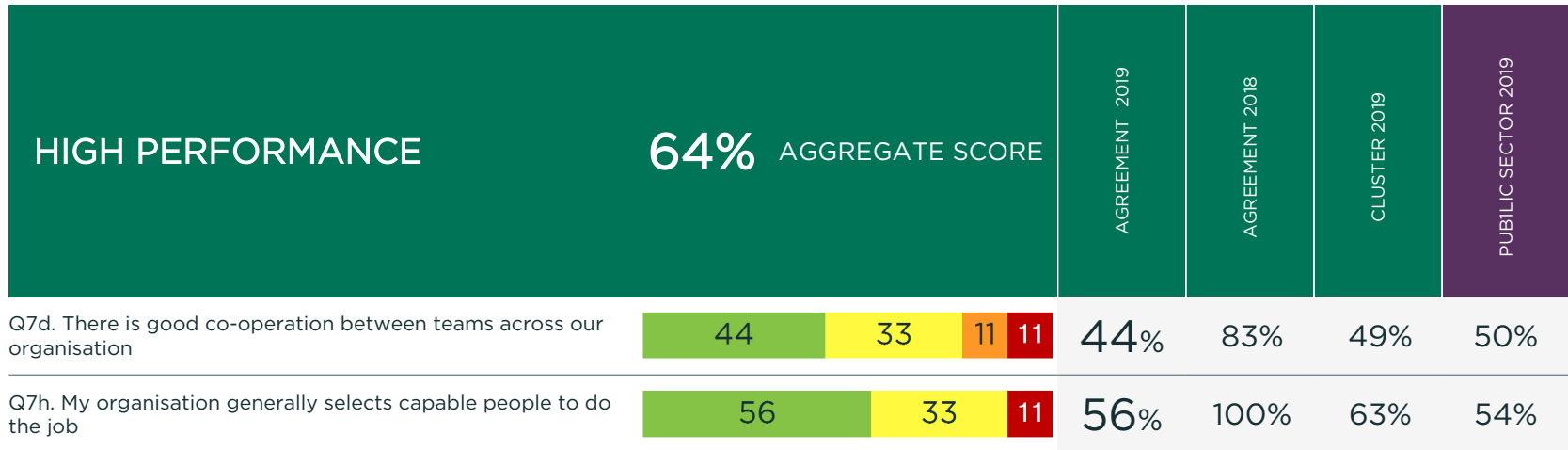


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Results are rounded and may not add up to 100%



KEY





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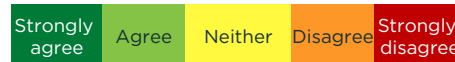
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PUBLIC SECTOR VALUES	60% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
	Q2a. My workgroup strives to achieve customer/client satisfaction	30	50	10	10	80%	100%	89%	86%
Q2e. People in my workgroup treat each other with respect	10	40	20	20	10	50%	92%	82%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	33	67			100%	100%	79%	75%	
Q5b. My manager listens to what I have to say	33	67			100%	100%	82%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	25	38	13	25	25%	85%	51%	51%	
Q6c. I feel that senior managers model the values of my organisation	44	44	11		44%	92%	54%	52%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	22	44	11	22	67%	100%	66%	61%	
Q6g. I feel that senior managers keep employees informed about what's going on	22	44	11	22	22%	85%	54%	48%	
Q6h. I feel that senior managers listen to employees	44	22	11	22	44%	92%	47%	44%	

KEY





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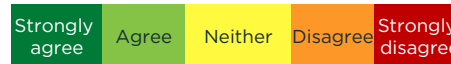
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PUBLIC SECTOR VALUES	60% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
	Q7a. My organisation focuses on improving the work we do	11	67	11	11	78%	92%	68%
Q7e. People in my organisation take responsibility for their own actions	44	33	22		44%	100%	49%	48%

KEY





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DIVERSITY & INCLUSION	82% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	20	30	20	30	50%	85%	68%	67%
Q5b. My manager listens to what I have to say	33	67			100%	100%	82%	76%
Q5d. My manager encourages and values employee input	33	56	11		89%	92%	79%	73%
Q6i. Senior managers in my organisation support the career advancement of women	56	44			100%	92%	69%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	33	56	11		89%	100%	82%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	33	56	11		89%	92%	79%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	22	56	11	11	78%	100%	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>	44	22	22	11	67%	100%	72%	59%
Q8e. My manager supports flexible working in my team	56	22	22		78%	100%	77%	63%

KEY



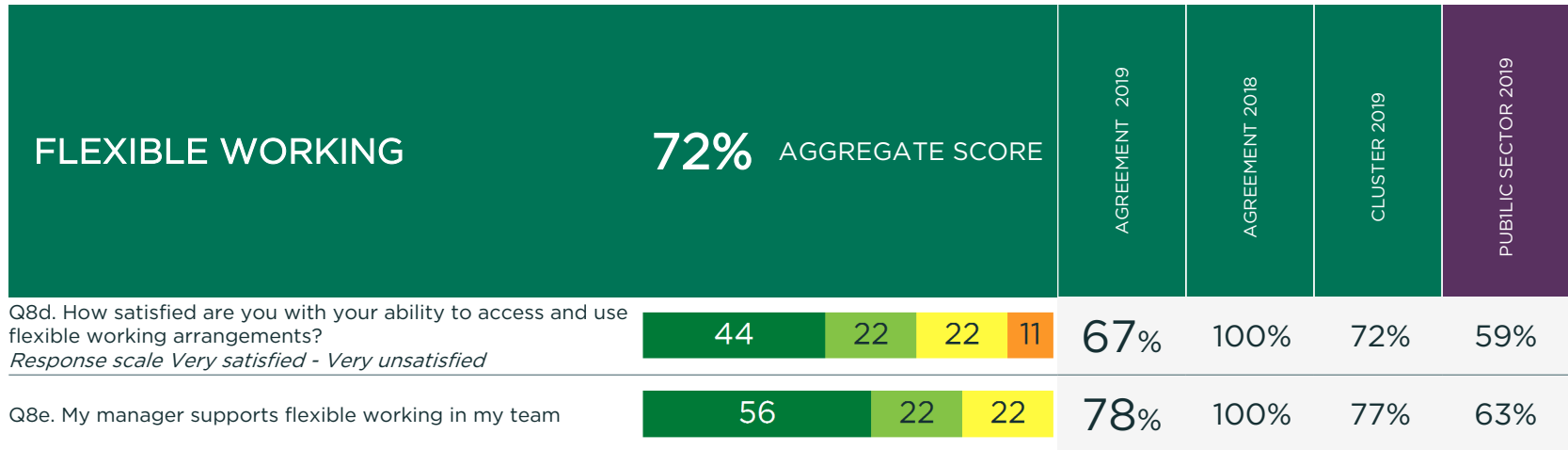


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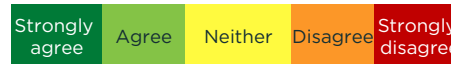
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KEY



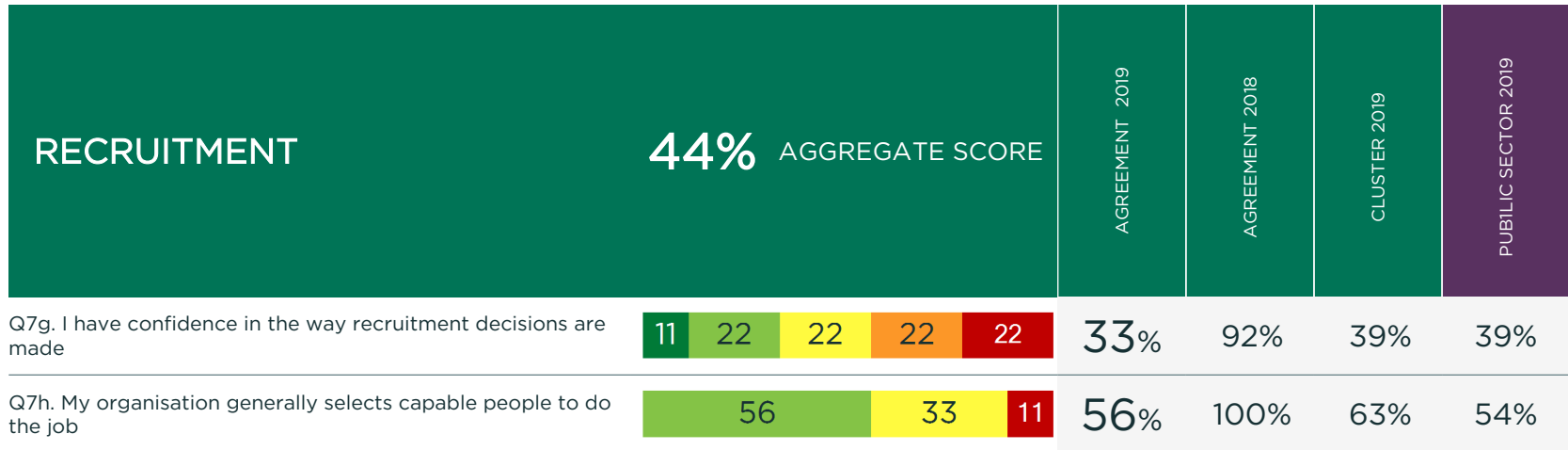


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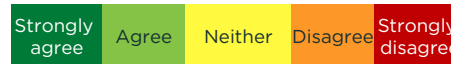
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KEY





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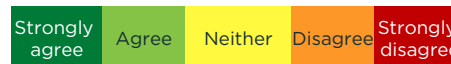
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PERFORMANCE FRAMEWORK & DEVELOPMENT	61% AGGREGATE SCORE	AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results		90%	100%	69%	66%
Q3e. My performance is assessed against clear criteria		50%	77%	55%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation		60%	46%	45%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do		78%	92%	77%	69%
Q5h. My manager deals appropriately with employees who perform poorly		44%	54%	48%	48%
Q7f. My organisation is committed to developing its employees		44%	75%	52%	53%

KEY





EXPLORE THE FULL RESULTS

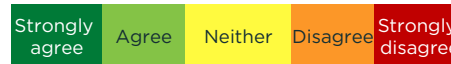
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WORKPLACE SUPPORT	55% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	20	30	20	30	50%	85%	68%	67%
Q1f. I am able to keep my work stress at an acceptable level	10	30	30	30	40%	92%	64%	61%
Q2c. I receive help and support from other members of my workgroup	20	60	20	0	80%	92%	85%	81%
Q2d. There is good team spirit in my workgroup	20	30	10	40	50%	92%	76%	70%

KEY



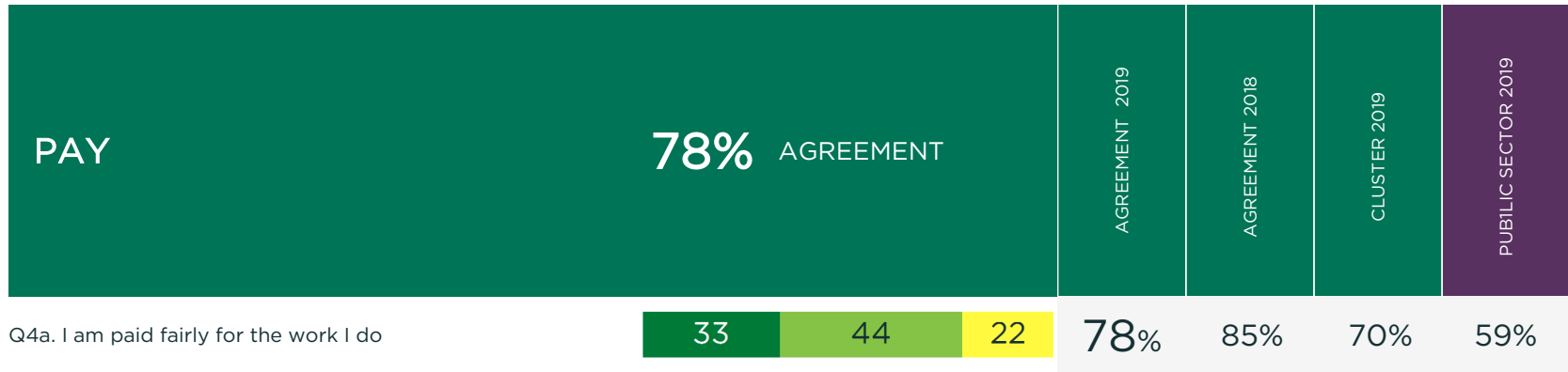


EXPLORE THE FULL RESULTS

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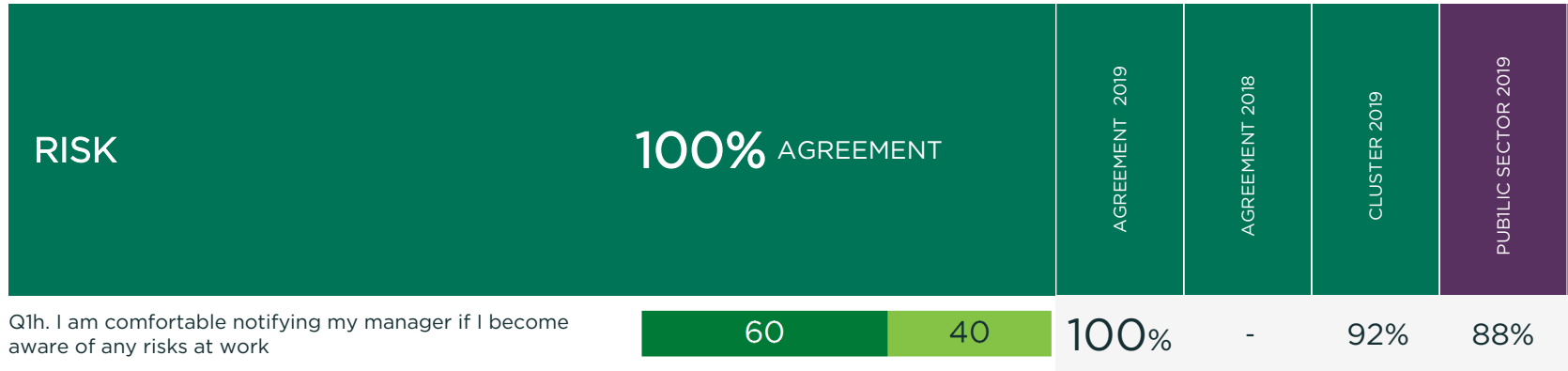


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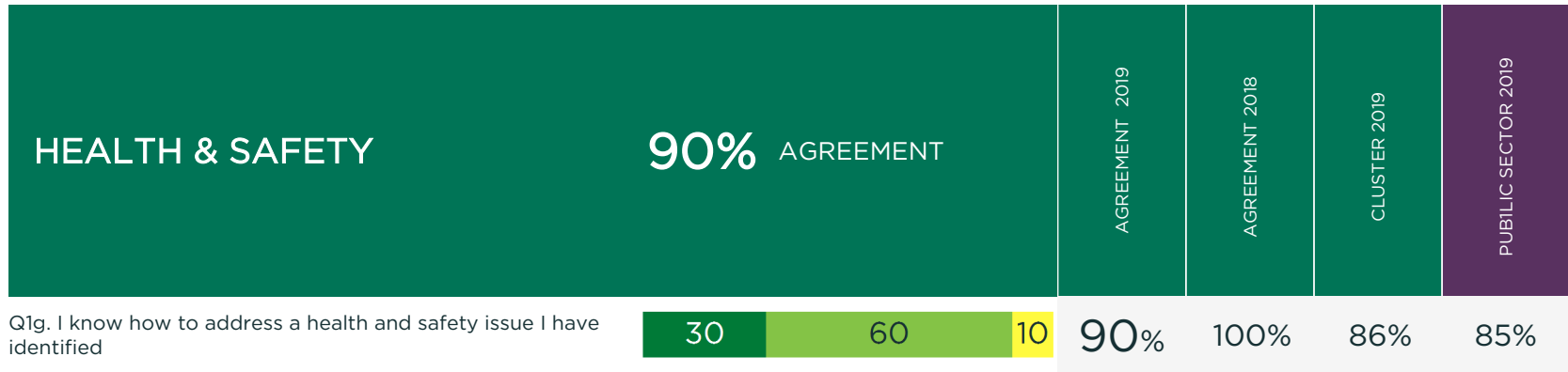


EXPLORE THE FULL RESULTS

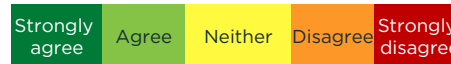
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ACTION ON RESULTS

44% AGREEMENT

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



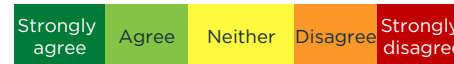
AGREEMENT 2019

AGREEMENT 2018

CLUSTER 2019

PUBLIC SECTOR 2019

KEY



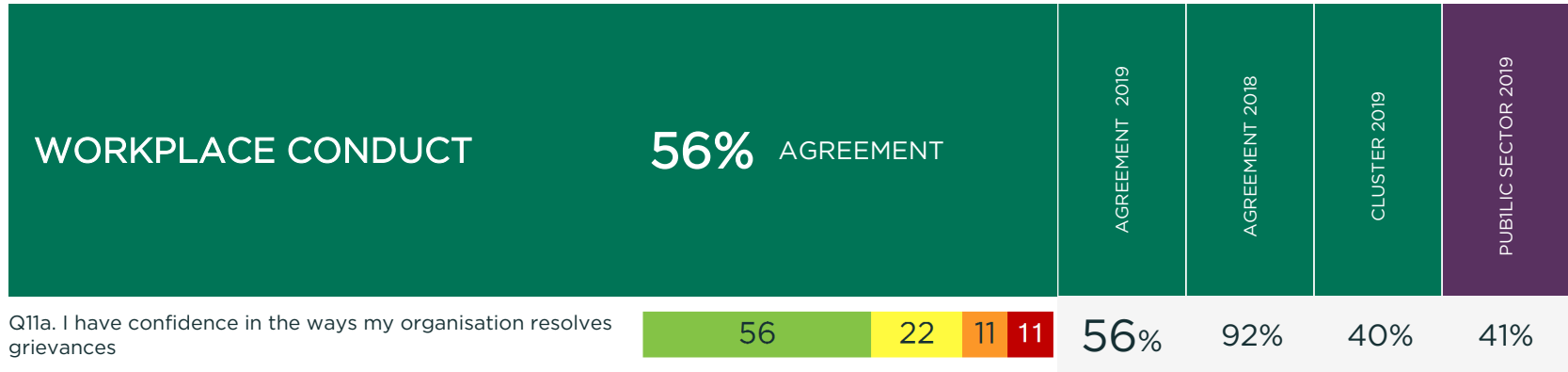


EXPLORE THE FULL RESULTS

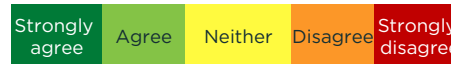
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%



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

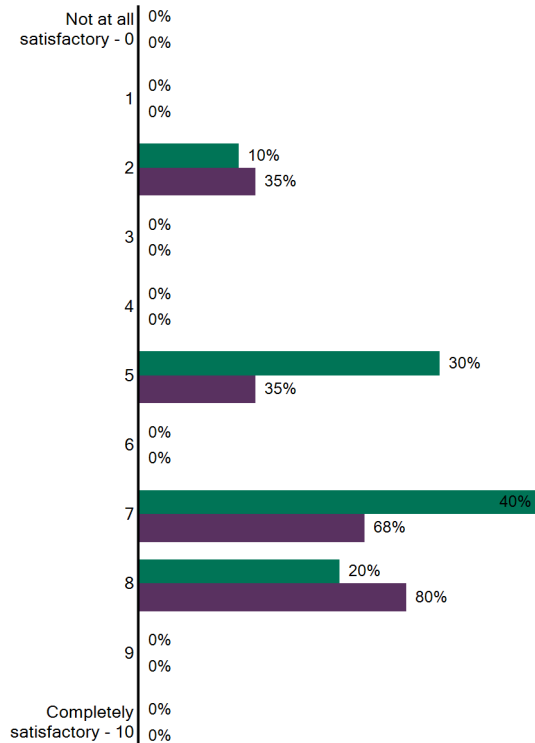


EXPLORE THE FULL RESULTS

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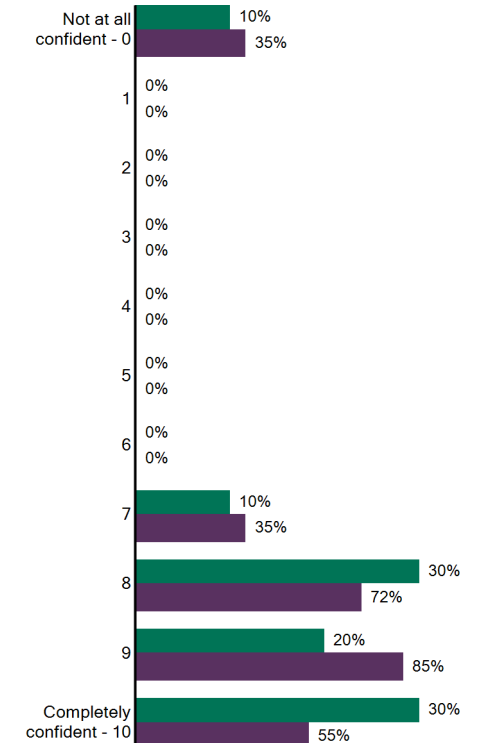
This compares Wellbeing to Engagement.



Proportion of respondents answering each response option



Employee engagement score





EXPLORE THE FULL RESULTS

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PERFORMANCE FRAMEWORK & DEVELOPMENT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		90%	85%	73%	71%
No		10%	15%	27%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		100%	100%	81%	76%
No		0%	-	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		90%	92%	63%	60%
No		10%	8%	37%	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	CLUSTER 2019	PUBLIC SECTOR 2019
Yes		50%	62%	43%	41%
No		50%	38%	57%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

MOBILITY

2019

2018

CLUSTER 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	CLUSTER 2019	PUBLIC SECTOR 2019
Lack of promotion opportunities		67%	45%	38%	28%
Lack of visible opportunities		44%	27%	41%	29%
The application/recruitment process is too cumbersome or time consuming		44%	9%	23%	22%
There are no major barriers to my career progression		33%	36%	23%	29%
Geographic location considerations		33%	55%	29%	25%
Lack of support from my manager/supervisor		22%	-	11%	13%
Personal/family considerations		22%	45%	28%	29%
Insufficient training and development		22%	18%	15%	15%
Lack of required capabilities or experience		11%	9%	13%	11%
Lack of support for temporary assignments/secondments		0%	18%	16%	15%
Other		0%	-	9%	9%

% are calculated with the number of unique respondents (N = 9 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

UNACCEPTABLE CONDUCT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q12a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		22%	-	22%	27%
No		67%	83%	63%	56%
Don't know		11%	17%	15%	17%
Q12b. If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes	(r)				
No	(r)				
Don't know	(r)				



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

UNACCEPTABLE CONDUCT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q13a. In the last 12 months I have witnessed bullying at work					
Yes		44%	-	27%	33%
No		44%	100%	64%	57%
Don't know		11%	-	9%	10%
Q13b. In the last 12 months I have been subjected to bullying at work					
Yes		22%	-	13%	18%
No		78%	100%	81%	75%
Don't know		0%	-	6%	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

CLUSTER 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

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

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

	2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Yes	0%	-	1%	4%
No	100%	100%	97%	94%
Don't know	0%	-	1%	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

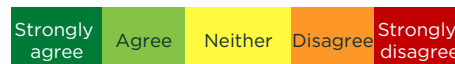
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PLANNING AND ENVIRONMENT CUSTOMISED QUESTIONS						AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019
Q1. I am aware how my role contributes to the vision of my organisation	22	56	22			78%	83%	81%
Q2. My team is equipped with the right tools to provide good customer service	11	44	22	11	11	56%	100%	63%
Q3. My organisation has the right tools in place to assist and manage geographically dispersed teams	11	44	33	11		56%	100%	56%
Q4. I have access to the information I need to do my job well	11	56	22	11		67%	92%	71%
Q5. I feel informed about changes in my organisation		33	33	22	11	33%	75%	56%
Q6. The people I work with have safe work practices		44	33	22		78%	100%	89%
Q7. My organisation provides opportunity for collaborative work practices	11	78		11		89%	-	70%
Q8. Overall, I believe the culture at my workplace has improved over the last 12 months	22	22	22	33		22%	-	45%
Q9. My manager actively supports a diverse and inclusive work environment	33	56	11			89%	-	80%
Q10. My manager keeps me informed about key agency directions		56	33	11		56%	-	70%

KEY



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

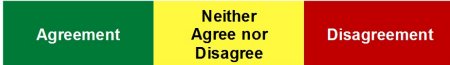
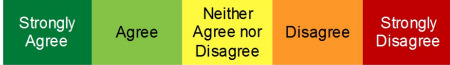
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.