



2019 | NSW Public Sector  
Employee Survey

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## AGENCY REPORT

Planning and Environment

# Sydney Living Museums



# Contents

<b>Headlines</b> . . . . .	<b>3</b>
<b>Highest and Lowest Questions</b> . . . . .	<b>4</b>
<b>Most and Least Improved Questions</b> . . . . .	<b>5</b>
<b>Highest Neutral Scoring Questions</b> . . . . .	<b>6</b>
<b>Respondent Profile</b> . . . . .	<b>7</b>
<b>Taking Action</b> . . . . .	<b>8</b>
<b>Key Drivers of Engagement</b> . . . . .	<b>9</b>
<b>All Questions by Topic</b> . . . . .	<b>10</b>
<b>Profile of Respondents</b> . . . . .	<b>37</b>
<b>Results by Select Demographics</b> . . . . .	<b>44</b>
<b>Report Guide</b> . . . . .	<b>54</b>

## RESPONSE RATE

# 62%

152 OF 244 RESPONDENTS

RESPONSE RATE 2018: 78%

## EMPLOYEE ENGAGEMENT

# 69%

DIFFERENCE FROM 2018 -2 (70%)

DIFFERENCE FROM CLUSTER -1 (69%)

DIFFERENCE FROM PUBLIC SECTOR +3 (66%)

## ENGAGEMENT WITH WORK

# 75%

DIFFERENCE FROM 2018 -3 (78%)

DIFFERENCE FROM CLUSTER +2 (74%)

DIFFERENCE FROM PUBLIC SECTOR +3 (73%)

## SENIOR MANAGERS

# 29%

DIFFERENCE FROM 2018 -6 (35%)

DIFFERENCE FROM CLUSTER -22 (51%)

DIFFERENCE FROM PUBLIC SECTOR -21 (50%)

## COMMUNICATION

# 56%

DIFFERENCE FROM 2018 -1 (57%)

DIFFERENCE FROM CLUSTER -11 (67%)

DIFFERENCE FROM PUBLIC SECTOR -6 (62%)

## HIGH PERFORMANCE

# 58%

DIFFERENCE FROM 2018 -2 (59%)

DIFFERENCE FROM CLUSTER -8 (66%)

DIFFERENCE FROM PUBLIC SECTOR -7 (65%)

## PUBLIC SECTOR VALUES

# 55%

DIFFERENCE FROM 2018 -1 (57%)

DIFFERENCE FROM CLUSTER -10 (66%)

DIFFERENCE FROM PUBLIC SECTOR -7 (62%)

## DIVERSITY & INCLUSION

# 74%

DIFFERENCE FROM 2018 +1 (73%)

DIFFERENCE FROM CLUSTER -2 (76%)

DIFFERENCE FROM PUBLIC SECTOR +5 (69%)

## FLEXIBLE WORKING SATISFACTION

# 67%

DIFFERENCE FROM 2018 -3 (70%)

DIFFERENCE FROM CLUSTER -5 (72%)

DIFFERENCE FROM PUBLIC SECTOR +8 (59%)

## ACTION ON RESULTS

# 41%

DIFFERENCE FROM 2018 +6 (35%)

DIFFERENCE FROM CLUSTER -6 (47%)

DIFFERENCE FROM PUBLIC SECTOR +1 (39%)



## QUESTIONS ARE GROUPED INTO TOPICS IN THIS REPORT.

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

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

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

# HIGHEST AND LOWEST QUESTIONS

## + HIGHEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2019

AGREEMENT  
2018

	AGREEMENT 2019	AGREEMENT 2018
1a. I understand what is expected of me to do well in my role	94%	91%
2a. My workgroup strives to achieve customer/client satisfaction	93%	93%
2e. People in my workgroup treat each other with respect	91%	87%
1h. I am comfortable notifying my manager if I become aware of any risks at work	91%	-
2c. I receive help and support from other members of my workgroup	89%	89%
2b. My workgroup works collaboratively to achieve its objectives	86%	86%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	85%	81%
1g. I know how to address a health and safety issue I have identified	84%	85%
5b. My manager listens to what I have to say	82%	78%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	82%	83%

## - LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2019

AGREEMENT  
2018

	AGREEMENT 2019	AGREEMENT 2018
7c. I feel that change is managed well in my organisation	16%	27%
6b. I feel that senior managers effectively lead and manage change	23%	28%
6h. I feel that senior managers listen to employees	25%	29%
6d. Senior managers encourage innovation by employees	25%	35%
3g. I am satisfied with the opportunities available for career development in my organisation	27%	32%
6g. I feel that senior managers keep employees informed about what's going on	28%	32%
7f. My organisation is committed to developing its employees	29%	35%
6c. I feel that senior managers model the values of my organisation	31%	34%
6a. I believe senior managers provide clear direction for the future of the organisation	32%	36%
11a. I have confidence in the ways my organisation resolves grievances	32%	30%



### 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	57%	47%
10a. I believe action will be taken on the results from this survey by my organisation	41%	35%
8e. My manager supports flexible working in my team	81%	75%
5g. My manager provides acknowledgement or other recognition for the work I do	76%	71%
5h. My manager deals appropriately with employees who perform poorly	42%	38%
2e. People in my workgroup treat each other with respect	91%	87%
5b. My manager listens to what I have to say	82%	78%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	85%	81%
5d. My manager encourages and values employee input	77%	74%
5a. My manager encourages people in my workgroup to keep improving the work they do	74%	71%

## - LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT  
2019  
AGREEMENT  
2018

	AGREEMENT 2019	AGREEMENT 2018
7c. I feel that change is managed well in my organisation	16%	27%
6d. Senior managers encourage innovation by employees	25%	35%
7b. My organisation is making the necessary improvements to meet our future challenges	37%	46%
1f. I am able to keep my work stress at an acceptable level	70%	77%
7m. My organisation inspires me to do the best in my job	52%	59%
6b. I feel that senior managers effectively lead and manage change	23%	28%
7f. My organisation is committed to developing its employees	29%	35%
6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	49%	54%
3g. I am satisfied with the opportunities available for career development in my organisation	27%	32%
8c. I am able to speak up and share a different view to my colleagues and manager	70%	75%



### YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

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

# HIGHEST NEUTRAL SCORING QUESTIONS

## AGREEMENT SCORES FOR HIGHEST NEUTRAL

% POSITIVE

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



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



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



**Q6d.** Senior managers encourage innovation by employees



**Q5h.** My manager deals appropriately with employees who perform poorly



## HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



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



**Q6d.** Senior managers encourage innovation by employees



**Q5h.** My manager deals appropriately with employees who perform poorly



## DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



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



**Q6d.** Senior managers encourage innovation by employees



**Q5h.** My manager deals appropriately with employees who perform poorly



## 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: 152

<b>Gender</b>	<b>Survey %</b>	<b>Employment Status</b>	<b>Survey %</b>	<b>Type of work</b>	<b>Survey %</b>
Male	32	Senior Executive (ongoing/permanent or term)	2	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	34
Female	67	Ongoing/Permanent (other than senior executive)	72	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)	16
Other	1	Temporary (including temporary teachers and graduates)	9	Administrative support (e.g. executive/personal assistant, receptionist)	5
<b>Age</b>	<b>Survey %</b>	Casual	9	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	11
15 - 34 years	27	Contract – Non Executive	7	Policy	1
35 - 54 years	50	Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	0	Research	6
55+ years	22	Other	0	Program and project management support	13
<b>LOTE spoken at home</b>	<b>Survey %</b>	Don't know	1	Legal (including developing and/or reviewing legislation)	0
Yes	18	<b>Manager of managers</b>	<b>Survey %</b>	Other	14
No	78	Yes	8	<b>Organisation Tenure</b>	<b>Survey %</b>
Prefer not to say	5	No	92	Less than 1 year	7
<b>Aboriginal and/or Torres Strait Islanders</b>	<b>Survey %</b>	<b>Supervisors</b>	<b>Survey %</b>	1 - 2 years	16
Yes	3	Yes	29	2 - 5 years	29
No	96	No	71	5 - 10 years	22
Prefer not to say	1	<b>Working arrangement</b>	<b>Survey %</b>	10 - 20 years	19
<b>Disability</b>	<b>Survey %</b>	Full-time	62	More than 20 years	7
Yes	5	Part-time	38	<b>Salary</b>	<b>Survey %</b>
No	93			\$83,402 and below	48
Prefer not to say	3			\$83,403 - \$108,043	38
<b>LGBTI</b>	<b>Survey %</b>			\$108,044 - \$144,520	7
Yes	9			\$144,521 and above	2
No	89			Prefer not to say	4
Prefer not to say	2				

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.

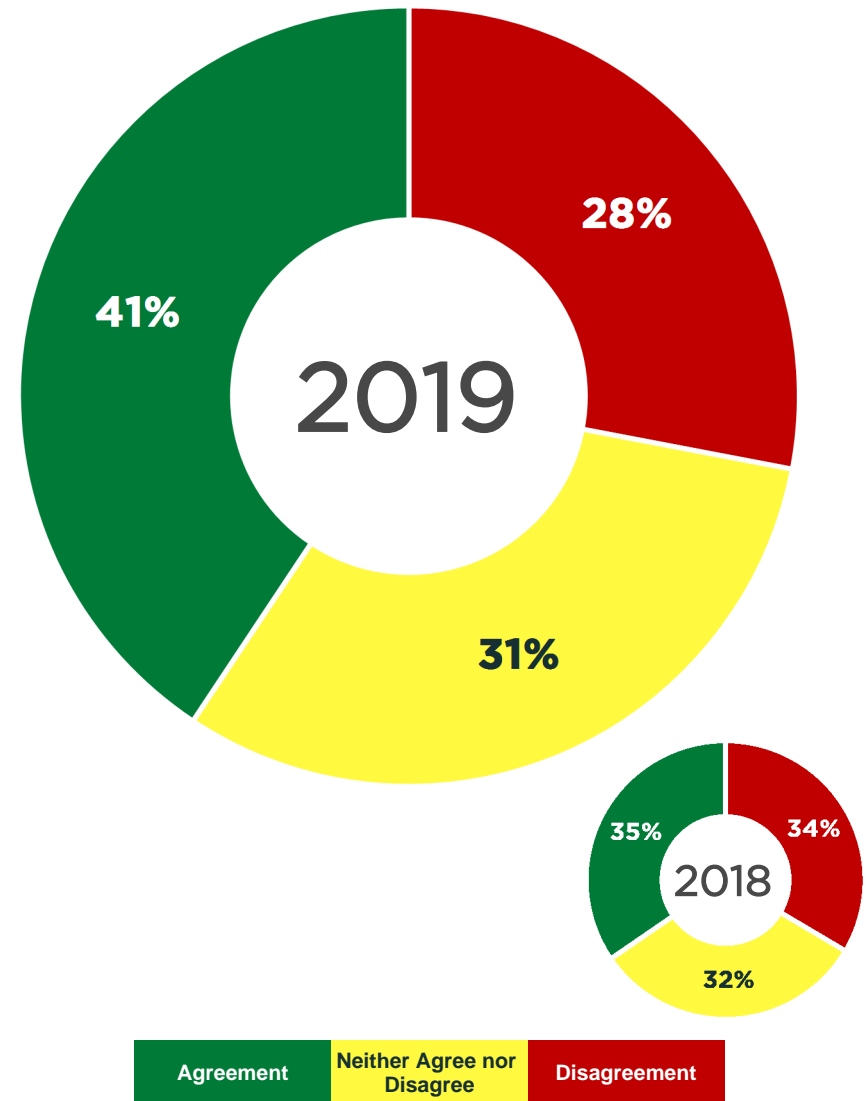
Results are rounded and may not add up to 100%

# 41%

of employees replied favourably to:

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

<b>39%</b>	<b>47%</b>	<b>35%</b>
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
<b>1</b>	<b>Q7a.</b> My organisation focuses on improving the work we do	<b>60%</b>	60%	68%	69%
<b>2</b>	<b>Q8c.</b> I am able to speak up and share a different view to my colleagues and manager	<b>70%</b>	75%	75%	69%
<b>3</b>	<b>Q6a.</b> I believe senior managers provide clear direction for the future of the organisation	<b>32%</b>	36%	51%	51%
<b>4</b>	<b>Q7h.</b> My organisation generally selects capable people to do the job	<b>67%</b>	66%	63%	54%
<b>5</b>	<b>Q6d.</b> Senior managers encourage innovation by employees	<b>25%</b>	35%	51%	51%
<b>6</b>	<b>Q6h.</b> I feel that senior managers listen to employees	<b>25%</b>	29%	47%	44%



## EXPLORE THE FULL RESULTS

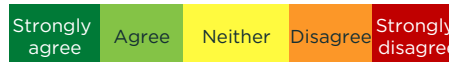
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

EMPLOYEE ENGAGEMENT	69% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q7i. I would recommend my organisation as a great place to work	18	46	25	9	64%	65%	68%	62%
Q7j. I am proud to tell others I work for my organisation	36	43	14		79%	84%	76%	70%
Q7k. I feel a strong personal attachment to my organisation	36	38	16	7	74%	78%	69%	64%
Q7l. My organisation motivates me to help it achieve its objectives	17	38	26	15	55%	60%	60%	56%
Q7m. My organisation inspires me to do the best in my job	22	30	30	13	52%	59%	60%	56%

KEY





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ENGAGEMENT WITH WORK		75% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019		
Q1c. My job gives me a feeling of personal accomplishment		28	53	11	80%	85%	76%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work		35	42	12	9	77%	75%	75%	72%
Q1e. I am satisfied with my job		14	55	14	12	69%	74%	70%	69%

### KEY





## EXPLORE THE FULL RESULTS

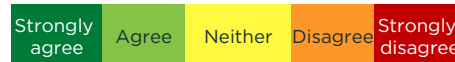
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SENIOR MANAGERS	29% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q6a. I believe senior managers provide clear direction for the future of the organisation	26	28	23	17	32%	36%	51%	51%	
Q6b. I feel that senior managers effectively lead and manage change	18	26	30	22	23%	28%	46%	47%	
Q6c. I feel that senior managers model the values of my organisation	25	35	20	15	31%	34%	54%	52%	
Q6d. Senior managers encourage innovation by employees	20	36	25	13	25%	35%	51%	51%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	28	42	13	11	34%	39%	56%	53%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	10	39	30	14	7	49%	54%	66%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	23	31	19	22	28%	32%	54%	48%	
Q6h. I feel that senior managers listen to employees	23	32	20	24	25%	29%	47%	44%	
Q7c. I feel that change is managed well in my organisation	15	27	35	23	16%	27%	35%	42%	

KEY





## EXPLORE THE FULL RESULTS

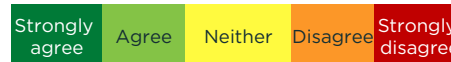
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COMMUNICATION	56% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q5c. My manager communicates effectively with me	32	40	15	9	72%	69%	76%	72%
Q5d. My manager encourages and values employee input	34	43	12		77%	74%	79%	73%
Q5e. My manager involves my workgroup in decisions about our work	32	34	19	10	66%	63%	72%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	23	31	19	22	28%	32%	54%	48%
Q6h. I feel that senior managers listen to employees	23	32	20	24	25%	29%	47%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	26	44	17	9	70%	75%	75%	69%

KEY





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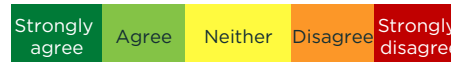
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	HIGH PERFORMANCE				58% AGGREGATE SCORE	AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q1a. I understand what is expected of me to do well in my role					41	53	94%	91%	87%	90%
Q2b. My workgroup works collaboratively to achieve its objectives					41	45	86%	86%	82%	79%
Q3f. I have received appropriate training and development to do my job well					14	40	54%	51%	62%	66%
Q5a. My manager encourages people in my workgroup to keep improving the work they do					28	46	74%	71%	79%	75%
Q5f. I have confidence in the decisions my manager makes					32	37	69%	69%	73%	69%
Q6d. Senior managers encourage innovation by employees					20	36	25%	35%	51%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with					28	42	34%	39%	56%	53%
Q7a. My organisation focuses on improving the work we do					11	49	60%	60%	68%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges					7	29	37%	46%	55%	57%

KEY



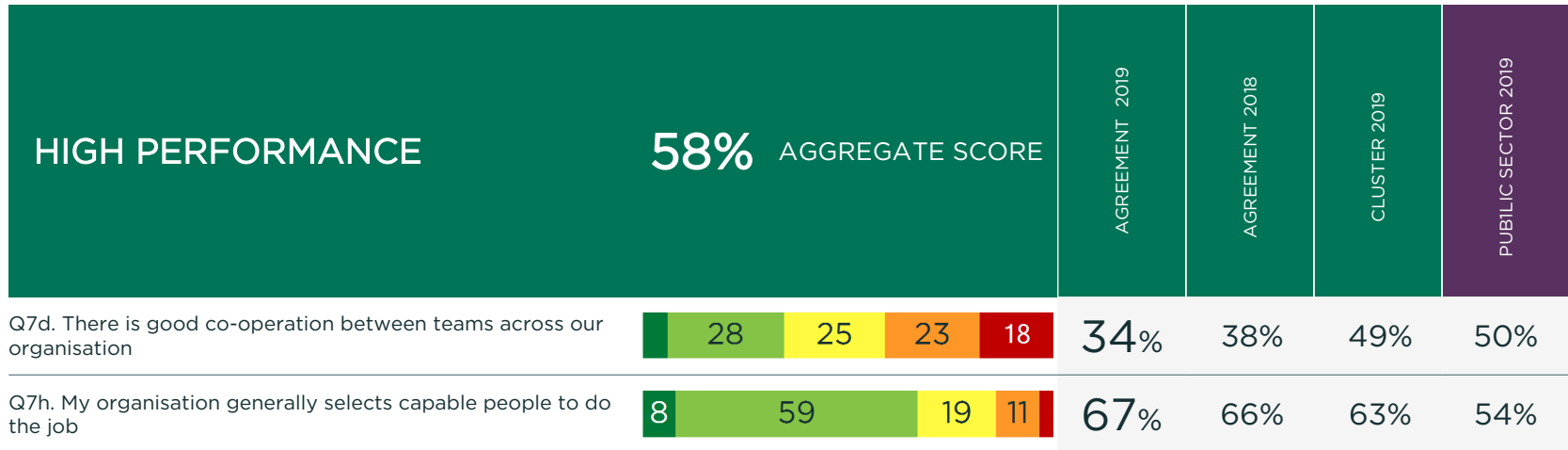


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KEY





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PUBLIC SECTOR VALUES	55% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019			
	Q2a. My workgroup strives to achieve customer/client satisfaction	55	38	93%	93%	89%	86%		
Q2e. People in my workgroup treat each other with respect	50	41	91%	87%	82%	75%			
Q5a. My manager encourages people in my workgroup to keep improving the work they do	28	46	13	9	74%	71%	79%	75%	
Q5b. My manager listens to what I have to say	36	46	9		82%	78%	82%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	26	28	23	17	32%	36%	51%	51%	
Q6c. I feel that senior managers model the values of my organisation	25	35	20	15	31%	34%	54%	52%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	10	39	30	14	7	49%	54%	66%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	23	31	19	22	28%	32%	54%	48%	
Q6h. I feel that senior managers listen to employees	23	32	20	24	25%	29%	47%	44%	

KEY





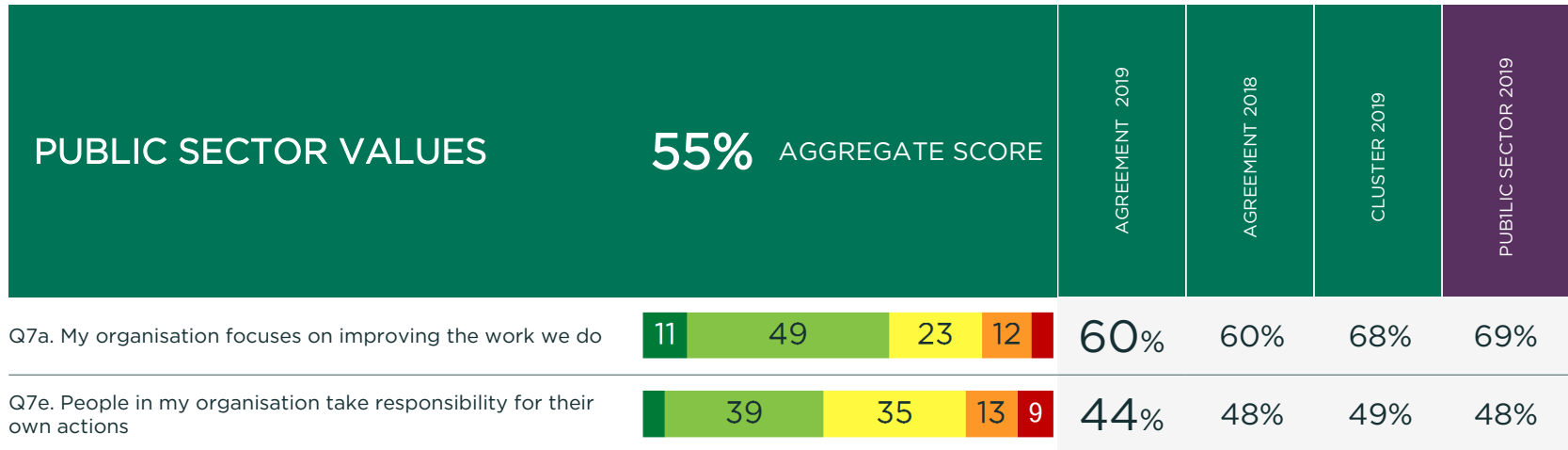


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KEY





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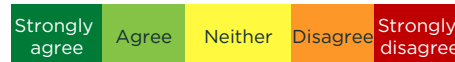
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DIVERSITY & INCLUSION	74% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019		
Q1b. I am provided with the support I need to do my best at work	14	53	13	15	66%	64%	68%	67%
Q5b. My manager listens to what I have to say	36	46	9		82%	78%	82%	76%
Q5d. My manager encourages and values employee input	34	43	12		77%	74%	79%	73%
Q6i. Senior managers in my organisation support the career advancement of women	18	39	35		57%	60%	69%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	32	50	13		82%	83%	82%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	38	46	10		85%	81%	79%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	26	44	17	9	70%	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>	32	35	25	7	67%	70%	72%	59%
Q8e. My manager supports flexible working in my team	42	39	15		81%	75%	77%	63%

KEY



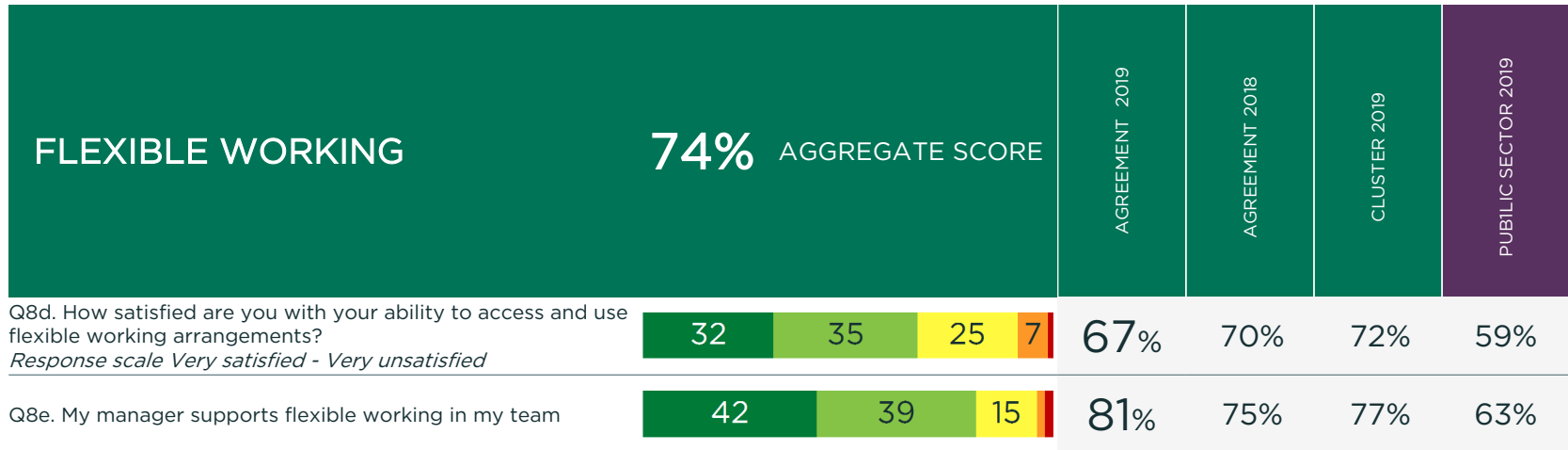


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KEY



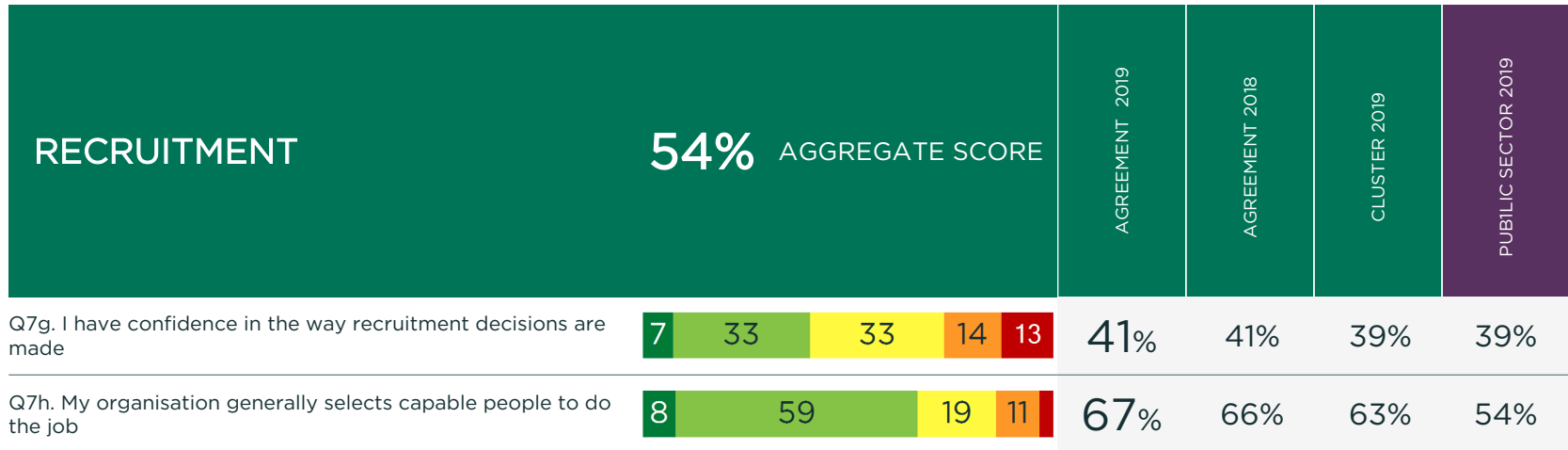


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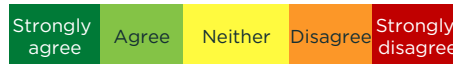
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## PERFORMANCE FRAMEWORK & DEVELOPMENT

**49%** 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		64%	65%	69%	66%
Q3e. My performance is assessed against clear criteria		57%	47%	55%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation		27%	32%	45%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do		76%	71%	77%	69%
Q5h. My manager deals appropriately with employees who perform poorly		42%	38%	48%	48%
Q7f. My organisation is committed to developing its employees		29%	35%	52%	53%

KEY





## EXPLORE THE FULL RESULTS

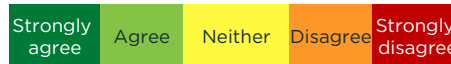
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

	77% 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	14	53	13	15	66%	64%	68%	67%
Q1f. I am able to keep my work stress at an acceptable level	17	53	14	10	70%	77%	64%	61%
Q2c. I receive help and support from other members of my workgroup	42	47			89%	89%	85%	81%
Q2d. There is good team spirit in my workgroup	43	39	10		82%	82%	76%	70%

### KEY



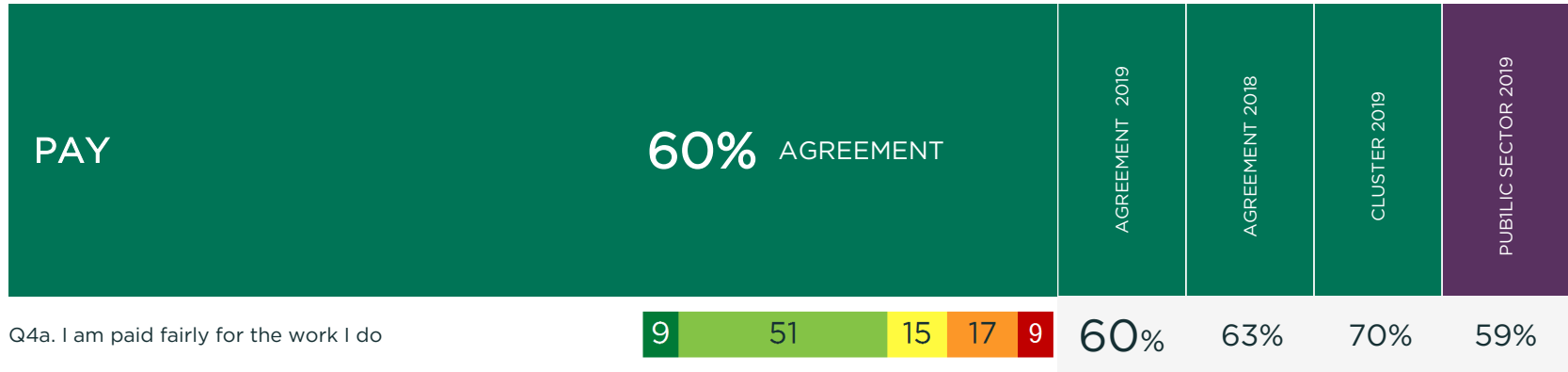


## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%



KEY



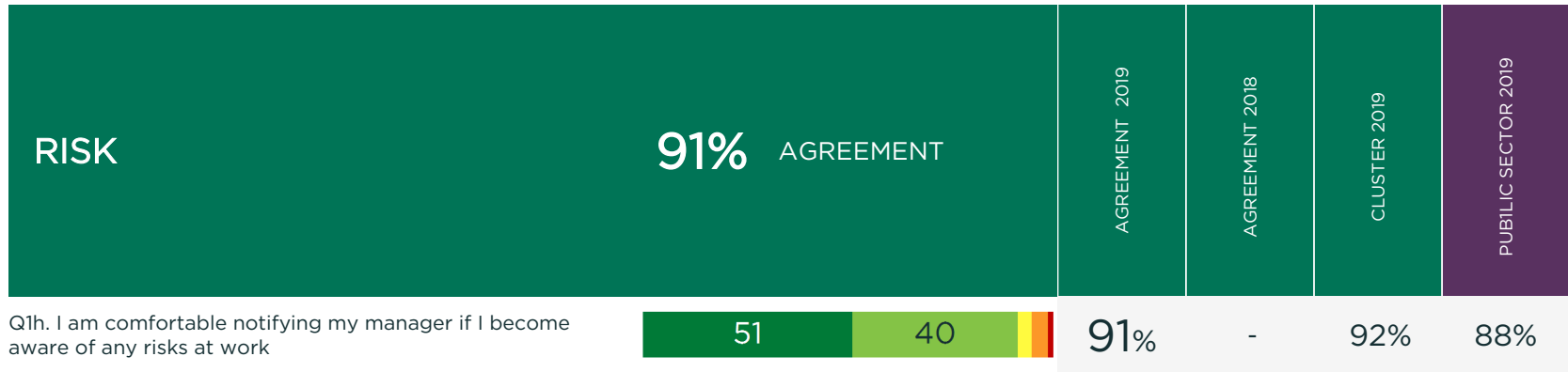


## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%



### KEY







## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

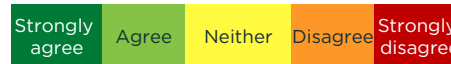
## HEALTH & SAFETY

84% AGREEMENT

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



KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

## ACTION ON RESULTS

**41%** AGREEMENT

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



41%

35%

47%

39%

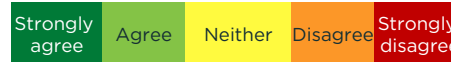
AGREEMENT 2019

AGREEMENT 2018

CLUSTER 2019

PUBLIC SECTOR 2019

KEY



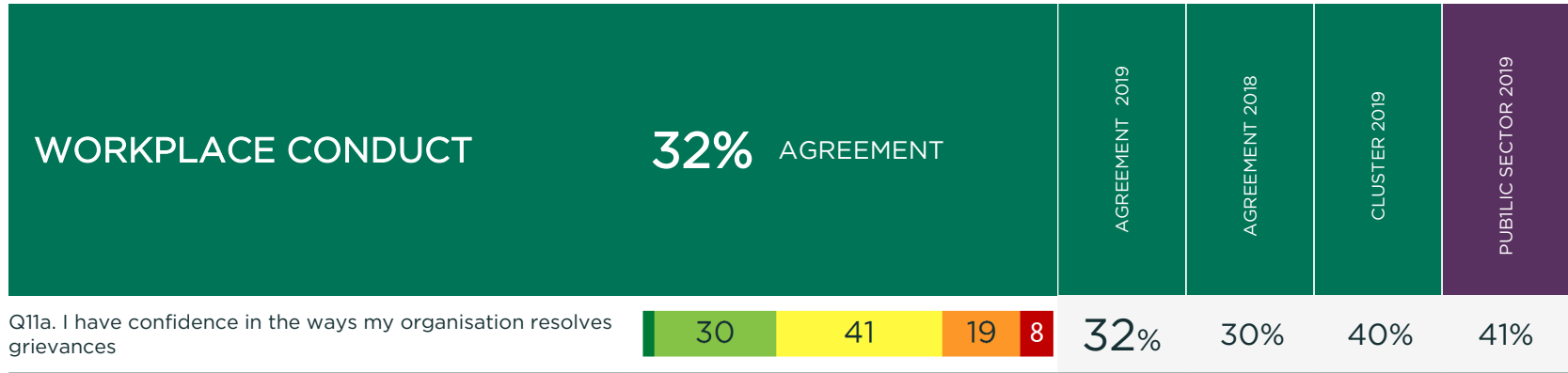


## EXPLORE THE FULL RESULTS

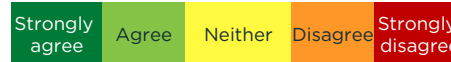
Questions are grouped by topics in this report.

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

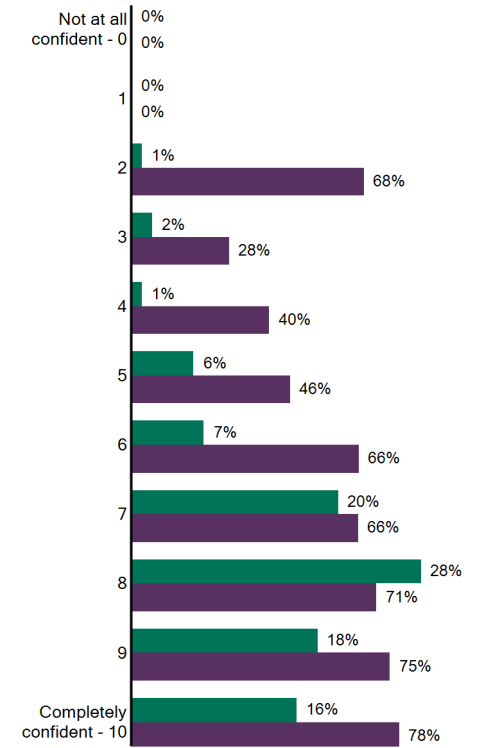
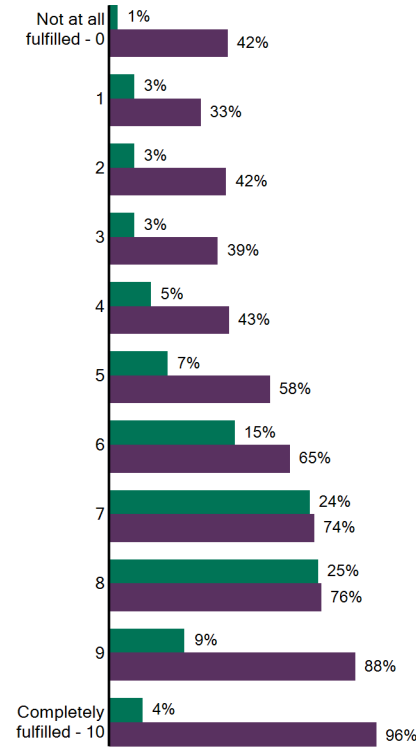
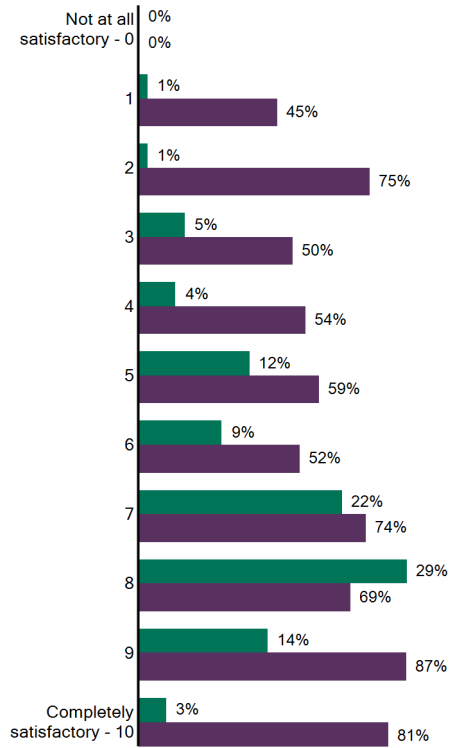


## WELLBEING AND ENGAGEMENT

**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



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	CLUSTER 2019	PUBLIC SECTOR 2019
<b>Q3a.</b> I have a current performance and development plan that sets out my individual objectives					
Yes		72%	55%	73%	71%
No		28%	45%	27%	29%
<b>Q3b.</b> I have informal feedback conversations with my manager					
Yes		78%	74%	81%	76%
No		22%	26%	19%	24%
<b>Q3c.</b> I have scheduled feedback conversations with my manager					
Yes		57%	49%	63%	60%
No		43%	51%	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		51%	43%	43%	41%
No		49%	57%	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

**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 visible opportunities		59%	54%	41%	29%
Lack of promotion opportunities		58%	51%	38%	28%
Personal/family considerations		25%	25%	28%	29%
Lack of support for temporary assignments/secondments		21%	18%	16%	15%
Geographic location considerations		19%	17%	29%	25%
Insufficient training and development		19%	19%	15%	15%
The application/recruitment process is too cumbersome or time consuming		19%	20%	23%	22%
Lack of required capabilities or experience		17%	13%	13%	11%
There are no major barriers to my career progression		16%	26%	23%	29%
Lack of support from my manager/supervisor		10%	11%	11%	13%
Other		5%	7%	9%	9%

% are calculated with the number of unique respondents (N = 150 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
<b>Q12a.</b> In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		20%	12%	22%	27%
No		65%	66%	63%	56%
Don't know		15%	23%	15%	17%
<b>Q12b.</b> If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		50%	41%	58%	65%
No		47%	59%	39%	32%
Don't know		3%	-	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	CLUSTER 2019	PUBLIC SECTOR 2019
<b>Q13a.</b> In the last 12 months I have witnessed bullying at work					
Yes		19%	19%	27%	33%
No		72%	70%	64%	57%
Don't know		9%	11%	9%	10%
<b>Q13b.</b> In the last 12 months I have been subjected to bullying at work					
Yes		9%	9%	13%	18%
No		88%	88%	81%	75%
Don't know		3%	4%	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

**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	CLUSTER 2019	PUBLIC SECTOR 2019
A fellow worker at your level		38%	25%	27%	27%
A senior manager		31%	44%	22%	21%
Your immediate manager/supervisor		15%	19%	24%	23%
Other		15%	6%	6%	5%
A subordinate		0%	-	6%	7%
A client or customer		0%	-	2%	3%
A member of the public other than a client or customer		0%	-	0%	1%
Prefer not to say		0%	6%	13%	13%



## 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		2%	1%	1%	4%
No		97%	98%	97%	94%
Don't know		1%	1%	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

Questions are grouped by topics in this report.

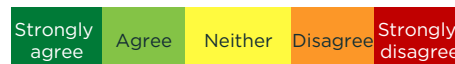
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

Results are rounded and may not add up to 100%

## 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		84%	78%	81%
Q2. My team is equipped with the right tools to provide good customer service		65%	64%	63%
Q3. My organisation has the right tools in place to assist and manage geographically dispersed teams		39%	39%	56%
Q4. I have access to the information I need to do my job well		68%	66%	71%
Q5. I feel informed about changes in my organisation		34%	41%	56%
Q6. The people I work with have safe work practices		89%	84%	89%
Q7. My organisation provides opportunity for collaborative work practices		56%	-	70%
Q8. Overall, I believe the culture at my workplace has improved over the last 12 months		39%	-	45%
Q9. My manager actively supports a diverse and inclusive work environment		80%	-	80%
Q10. My manager keeps me informed about key agency directions		67%	-	70%

### KEY



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
<b>GENDER</b>		
Male		32%
Female		67%
Other		1%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
<b>AGE</b>		
15-19		0%
20-24		2%
25-29	■	12%
30-34	■	14%
35-39	■	14%
40-44	■	12%
45-49	■	13%
50-54	■	11%
55-59	■	11%
60-64	■	7%
65+	■	5%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

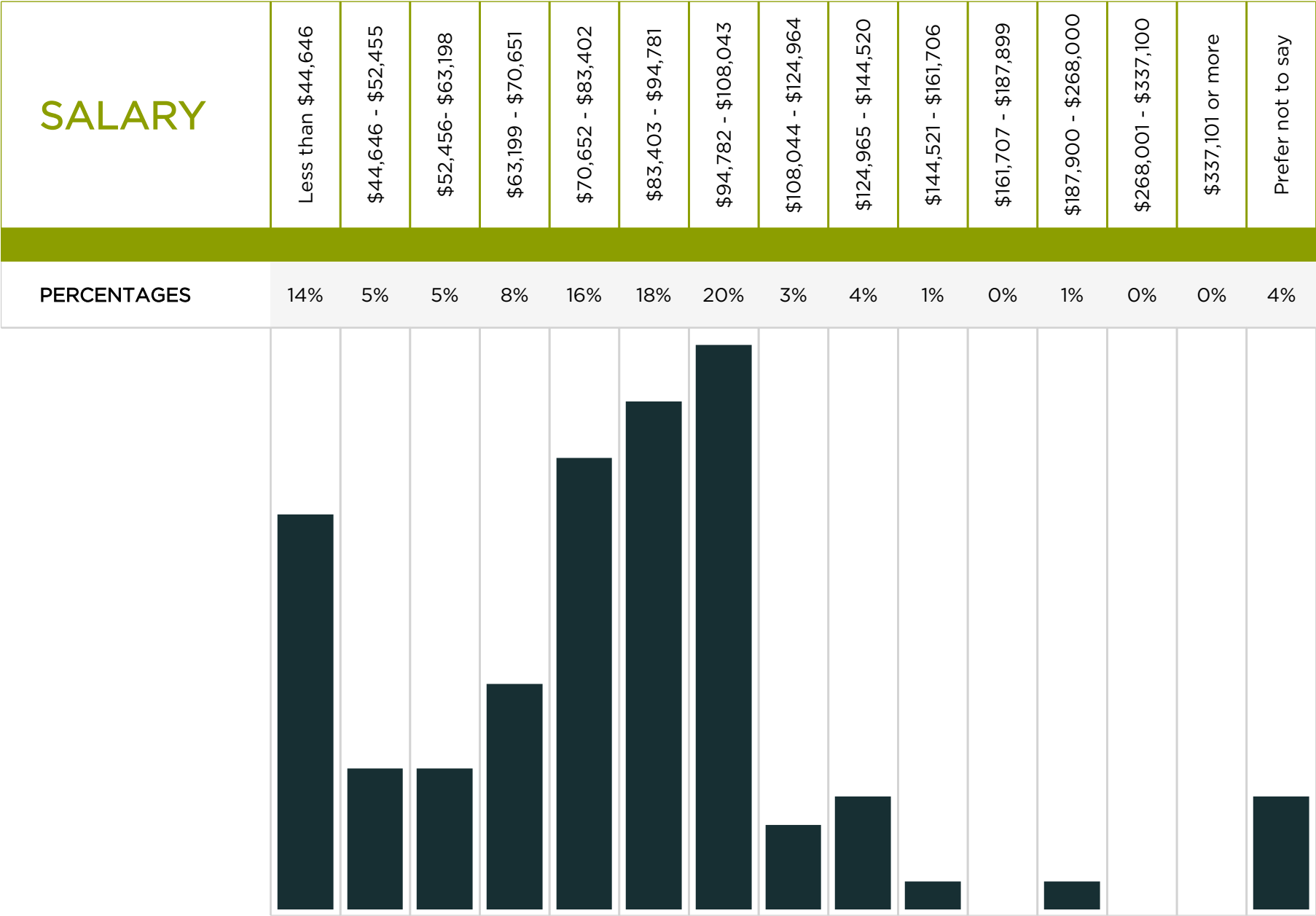
	PERCENTAGE
<b>TYPE OF WORK</b>	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	34%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	16%
Administrative support (e.g. executive/personal assistant, receptionist)	5%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	11%
Policy	1%
Research	6%
Program and project management support	13%
Legal (including developing and/or reviewing legislation)	0%
Other	14%

# 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
<b>TENURE IN ORGANISATION</b>		
Less than 1 year		7%
1 - 2 years		16%
2 - 5 years		29%
5 - 10 years		22%
10 - 20 years		19%
More than 20 years		7%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
<b>FLEXIBLE WORKING</b>		
Flexible start and finish times		65%
Working from home		27%
Working from different locations		22%
Working additional hours to make up for time off		21%
Part-time work		20%
None of the above		20%
Working more hours over fewer days		10%

% are calculated with the number of unique respondents (N = 147 to this question)

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
<b>FLEXIBLE WORKING</b>		
Leave without pay		7%
Study leave		3%
Flexible scheduling for rostered workers		3%
Job sharing		2%
Other		2%
Purchasing annual leave		0%

% are calculated with the number of unique respondents (N = 147 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%

	Sydney Living Museums	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
<b>NUMBER OF RESPONDENTS</b>	152	51	24	7	16	1	9	19	0	21
<b>EMPLOYEE ENGAGEMENT</b>	69%	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>ENGAGEMENT WITH WORK</b>	75%	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>SENIOR MANAGERS</b>	29%	29%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>COMMUNICATION</b>	56%	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>HIGH PERFORMANCE</b>	58%	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>PUBLIC SECTOR VALUES</b>	55%	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>DIVERSITY &amp; INCLUSION</b>	74%	66%	(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%

	Sydney Living Museums	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
<b>NUMBER OF RESPONDENTS</b>	152	21	7	8	12	23	26	30	5	6	2	0	1	0
<b>EMPLOYEE ENGAGEMENT</b>	69%	(r)	(r)	(r)	(r)	(r)	(r)	73%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)	(r)	89%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	29%	(r)	(r)	(r)	(r)	(r)	(r)	28%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	56%	(r)	(r)	(r)	(r)	(r)	(r)	66%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	58%	(r)	(r)	(r)	(r)	(r)	(r)	62%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	55%	(r)	(r)	(r)	(r)	(r)	(r)	59%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	(r)	(r)	(r)	(r)	(r)	(r)	83%	(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%

	Sydney Living Museums	\$337,101 or more	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	<b>152</b>	<b>0</b>	<b>6</b>
<b>EMPLOYEE ENGAGEMENT</b>	69%	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)
SENIOR MANAGERS	29%	(r)	(r)
COMMUNICATION	56%	(r)	(r)
HIGH PERFORMANCE	58%	(r)	(r)
PUBLIC SECTOR VALUES	55%	(r)	(r)
DIVERSITY & INCLUSION	74%	(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%

	Sydney Living Museums	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
<b>NUMBER OF RESPONDENTS</b>	152	11	23	43	33	28	10
<b>EMPLOYEE ENGAGEMENT</b>	69%	(r)	(r)	68%	68%	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	79%	79%	(r)	(r)
SENIOR MANAGERS	29%	(r)	(r)	26%	25%	(r)	(r)
COMMUNICATION	56%	(r)	(r)	51%	54%	(r)	(r)
HIGH PERFORMANCE	58%	(r)	(r)	54%	59%	(r)	(r)
PUBLIC SECTOR VALUES	55%	(r)	(r)	52%	55%	(r)	(r)
DIVERSITY & INCLUSION	74%	(r)	(r)	71%	73%	(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%

	Sydney Living Museums	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
<b>NUMBER OF RESPONDENTS</b>	152	95	15	31	4	29	3	32	39	0	11	5	3	29
<b>EMPLOYEE ENGAGEMENT</b>	69%	73%	(r)	75%	(r)	(r)	(r)	74%	74%	(r)	(r)	(r)	(r)	(r)
<b>ENGAGEMENT WITH WORK</b>	75%	82%	(r)	83%	(r)	(r)	(r)	88%	84%	(r)	(r)	(r)	(r)	(r)
<b>SENIOR MANAGERS</b>	29%	35%	(r)	35%	(r)	(r)	(r)	38%	36%	(r)	(r)	(r)	(r)	(r)
<b>COMMUNICATION</b>	56%	62%	(r)	69%	(r)	(r)	(r)	67%	65%	(r)	(r)	(r)	(r)	(r)
<b>HIGH PERFORMANCE</b>	58%	63%	(r)	65%	(r)	(r)	(r)	63%	64%	(r)	(r)	(r)	(r)	(r)
<b>PUBLIC SECTOR VALUES</b>	55%	61%	(r)	64%	(r)	(r)	(r)	63%	62%	(r)	(r)	(r)	(r)	(r)
<b>DIVERSITY &amp; INCLUSION</b>	74%	82%	(r)	86%	(r)	(r)	(r)	81%	83%	(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

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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%

	Sydney Living Museums	Sydney East	Sydney West	Sydney - City and Inner South	Sydney - Baulkham Hills and Hawkesbury	Sydney - Eastern Suburbs	Sydney - Parramatta	Southern Highlands and Shoalhaven	Capital Region	Central Coast	Central West	Coffs Harbour - Grafton	Far West and Orana	Hunter Valley exc Newcastle
NUMBER OF RESPONDENTS	152	114	12	106	9	8	3	2	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	69%	70%	(r)	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	76%	(r)	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	29%	29%	(r)	30%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	56%	57%	(r)	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	58%	58%	(r)	58%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	55%	56%	(r)	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	76%	(r)	76%	(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%

	Sydney Living Museums	Illawarra	Mid North Coast	Murray	New England and North West	Newcastle and Lake Macquarie	Outside NSW	Richmond - Tweed	Riverina	Sydney - Blacktown	Sydney - Inner South West	Sydney - Inner West	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches
NUMBER OF RESPONDENTS	152	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	29%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	58%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	(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%

	Sydney Living Museums	Sydney - Outer South West	Sydney - Outer West and Blue Mountains	Sydney - Ryde	Sydney - South West	Sydney - Sutherland
<b>NUMBER OF RESPONDENTS</b>	152	0	0	0	0	0
<b>EMPLOYEE ENGAGEMENT</b>	69%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	29%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	56%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	58%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	55%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	(r)	(r)	(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 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%

	Sydney Living Museums	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
<b>NUMBER OF RESPONDENTS</b>	152	0	3	17	20	21	18	19	16	16	10	7
<b>EMPLOYEE ENGAGEMENT</b>	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	29%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	58%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	(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

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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%

	Sydney Living Museums	Male	Female	Other
<b>NUMBER OF RESPONDENTS</b>	<b>152</b>	<b>47</b>	<b>99</b>	<b>2</b>
<b>EMPLOYEE ENGAGEMENT</b>	69%	68%	70%	(r)
ENGAGEMENT WITH WORK	75%	82%	74%	(r)
SENIOR MANAGERS	29%	30%	29%	(r)
COMMUNICATION	56%	65%	53%	(r)
HIGH PERFORMANCE	58%	62%	56%	(r)
PUBLIC SECTOR VALUES	55%	59%	54%	(r)
DIVERSITY & INCLUSION	74%	79%	73%	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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

# GUIDE TO THIS REPORT

## SURVEY TIME FRAME

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

## PRIVACY

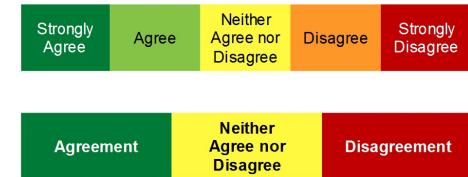
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

There is no way of tracing individuals in reports or through the de-identified survey data. There are limits on the size of work teams that can be reported (10 or more employees) and responses from demographic groups (30 or more employees).

Where people work in small teams, the results are merged with larger business units and results are not available. Where this happens an 'r' is shown in reports.

## HOW TO READ THIS REPORT

The majority of questions have a 5-point answer scale. The Strongly Agree and Agree scores are combined to create an agreement (or positive) score which is shown as a rounded percentage.



## ROUNDING

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of the calculation for maximum accuracy.

Values from .00 to .49 are rounded down, whereas values from .50 to .99 are rounded up. Therefore, in some instances the data will not add up to 100%.

## MORE DETAILS ABOUT METHODOLOGY

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