



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Planning and Environment

Other Agencies and Trusts

Taronga Conservation Society Australia



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RESPONSE RATE

67%

536 OF 798 RESPONDENTS

RESPONSE RATE 2018: 62%

EMPLOYEE ENGAGEMENT

76%

DIFFERENCE FROM 2018 **-1**
(78%)

DIFFERENCE FROM PARENT* **+1**
(75%)

DIFFERENCE FROM PUBLIC SECTOR **+11**
(66%)

ENGAGEMENT WITH WORK

78%

DIFFERENCE FROM 2018 **-4**
(82%)

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

DIFFERENCE FROM PUBLIC SECTOR **+6**
(73%)

SENIOR MANAGERS

61%

DIFFERENCE FROM 2018 **+2**
(59%)

DIFFERENCE FROM PARENT* **+4**
(57%)

DIFFERENCE FROM PUBLIC SECTOR **+11**
(50%)

COMMUNICATION

69%

DIFFERENCE FROM 2018 **0**
(69%)

DIFFERENCE FROM PARENT* **0**
(69%)

DIFFERENCE FROM PUBLIC SECTOR **+7**
(62%)

HIGH PERFORMANCE

70%

DIFFERENCE FROM 2018 **0**
(71%)

DIFFERENCE FROM PARENT* **+2**
(69%)

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

PUBLIC SECTOR VALUES

71%

DIFFERENCE FROM 2018 **0**
(71%)

DIFFERENCE FROM PARENT* **+2**
(68%)

DIFFERENCE FROM PUBLIC SECTOR **+8**
(62%)

DIVERSITY & INCLUSION

74%

DIFFERENCE FROM 2018 **0**
(74%)

DIFFERENCE FROM PARENT* **0**
(75%)

DIFFERENCE FROM PUBLIC SECTOR **+5**
(69%)

FLEXIBLE WORKING SATISFACTION

56%

DIFFERENCE FROM 2018 **+1**
(54%)

DIFFERENCE FROM PARENT* **-4**
(60%)

DIFFERENCE FROM PUBLIC SECTOR **-3**
(59%)

ACTION ON RESULTS

54%

DIFFERENCE FROM 2018 **-1**
(55%)

DIFFERENCE FROM PARENT* **+5**
(48%)

DIFFERENCE FROM PUBLIC SECTOR **+14**
(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
1a. I understand what is expected of me to do well in my role	94%	93%
1h. I am comfortable notifying my manager if I become aware of any risks at work	94%	-
2a. My workgroup strives to achieve customer/client satisfaction	91%	91%
7j. I am proud to tell others I work for my organisation	89%	88%
1g. I know how to address a health and safety issue I have identified	88%	91%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	86%	86%
5b. My manager listens to what I have to say	84%	84%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	84%	85%
7k. I feel a strong personal attachment to my organisation	82%	83%
5d. My manager encourages and values employee input	81%	79%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
7g. I have confidence in the way recruitment decisions are made	44%	41%
3g. I am satisfied with the opportunities available for career development in my organisation	44%	49%
7f. My organisation is committed to developing its employees	47%	50%
5h. My manager deals appropriately with employees who perform poorly	47%	47%
11a. I have confidence in the ways my organisation resolves grievances	50%	48%
6h. I feel that senior managers listen to employees	51%	49%
7c. I feel that change is managed well in my organisation	51%	50%
7d. There is good co-operation between teams across our organisation	52%	52%
7e. People in my organisation take responsibility for their own actions	52%	55%
4a. I am paid fairly for the work I do	53%	52%



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
6c. I feel that senior managers model the values of my organisation	66%	62%
6e. Senior managers promote collaboration between my organisation and other organisations we work with	60%	56%
11a. I have confidence in the ways my organisation resolves grievances	50%	48%
7g. I have confidence in the way recruitment decisions are made	44%	41%
5d. My manager encourages and values employee input	81%	79%
6h. I feel that senior managers listen to employees	51%	49%
6i. Senior managers in my organisation support the career advancement of women	71%	69%
8d. How satisfied are you with your ability to access and use flexible working arrangements?	56%	54%
4a. I am paid fairly for the work I do	53%	52%
7c. I feel that change is managed well in my organisation	51%	50%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	65%	71%
3g. I am satisfied with the opportunities available for career development in my organisation	44%	49%
1e. I am satisfied with my job	75%	80%
2b. My workgroup works collaboratively to achieve its objectives	80%	84%
2e. People in my workgroup treat each other with respect	74%	78%
3f. I have received appropriate training and development to do my job well	62%	66%
2c. I receive help and support from other members of my workgroup	81%	85%
1c. My job gives me a feeling of personal accomplishment	80%	84%
1f. I am able to keep my work stress at an acceptable level	63%	67%
7f. My organisation is committed to developing its employees	47%	50%



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

Q7f. My organisation is committed to developing its employees



Q5h. My manager deals appropriately with employees who perform poorly



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



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



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



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q7f. My organisation is committed to developing its employees



Q5h. My manager deals appropriately with employees who perform poorly



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



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



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



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q7f. My organisation is committed to developing its employees



Q5h. My manager deals appropriately with employees who perform poorly



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



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



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: 536

Gender	Survey %	Employment Status	Survey %	Type of work	Survey %
Male	32	Senior Executive (ongoing/permanent or term)	3	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	36
Female	66	Ongoing/Permanent (other than senior executive)	60	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)	13
Other	2	Temporary (including temporary teachers and graduates)	3	Administrative support (e.g. executive/personal assistant, receptionist)	5
Age	Survey %	Casual	26	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	9
15 - 34 years	42	Contract – Non Executive	7	Policy	0
35 - 54 years	47	Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	1	Research	2
55+ years	10	Other	1	Program and project management support	6
LOTE spoken at home	Survey %	Don't know	0	Legal (including developing and/or reviewing legislation)	0
Yes	11	Manager of managers	Survey %	Other	30
No	87	Yes	9	Organisation Tenure	Survey %
Prefer not to say	3	No	91	Less than 1 year	13
Aboriginal and/or Torres Strait Islanders	Survey %	Supervisors	Survey %	1 - 2 years	12
Yes	2	Yes	36	2 - 5 years	24
No	96	No	64	5 - 10 years	20
Prefer not to say	2	Working arrangement	Survey %	10 - 20 years	22
Disability	Survey %	Full-time	65	More than 20 years	8
Yes	2	Part-time	35	Salary	Survey %
No	96			\$83,402 and below	67
Prefer not to say	2			\$83,403 - \$108,043	15
LGBTI	Survey %			\$108,044 - \$144,520	8
Yes	8			\$144,521 and above	4
No	89			Prefer not to say	6
Prefer not to say	4				

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.

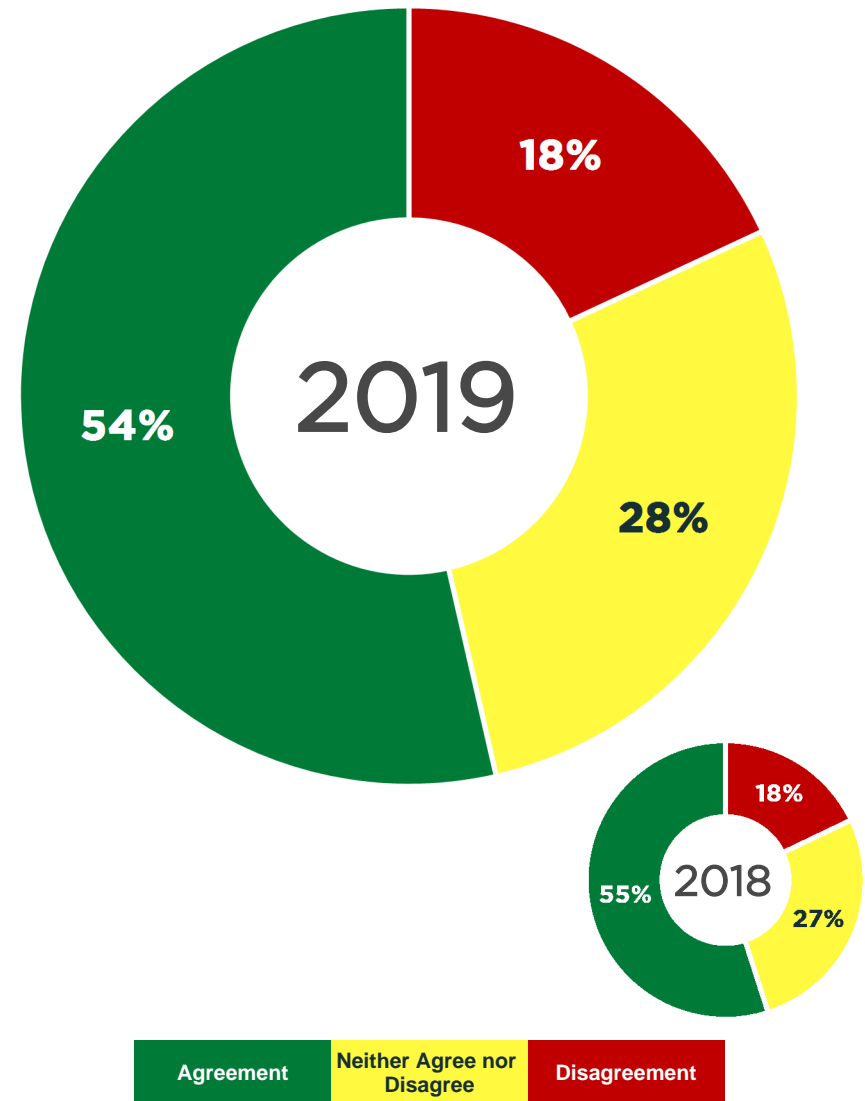
Results are rounded and may not add up to 100%

54%

of employees replied favourably to:

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

39%	47%	55%
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	76%	77%	74%	69%
2	Q7b. My organisation is making the necessary improvements to meet our future challenges	67%	68%	63%	57%
3	Q6h. I feel that senior managers listen to employees	51%	49%	51%	44%
4	Q6b. I feel that senior managers effectively lead and manage change	57%	56%	53%	47%
5	Q7h. My organisation generally selects capable people to do the job	66%	64%	66%	54%
6	Q6c. I feel that senior managers model the values of my organisation	66%	62%	61%	52%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Taronga Conservation Society Australia

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.

	Taronga Conservation Society Australia	Corporate Services and Governance	Marketing Commercial and Fundraising	People Culture and Safety	Taronga Western Plains Zoo	TZ Operations - Asset Management & Environmental Sustainability	TZ Operations - Education	TZ Operations - Guest Experience & Community Programs	TZ Operations - Wildlife	Welfare Conservation and Science
NUMBER OF RESPONDENTS	536	46	67	20	127	23	23	86	95	48
EMPLOYEE ENGAGEMENT	76%	77%	85%	88%	70%	70%	84%	80%	72%	80%
ENGAGEMENT WITH WORK	78%	81%	80%	85%	75%	78%	80%	76%	77%	86%
SENIOR MANAGERS	61%	63%	71%	79%	58%	51%	65%	62%	52%	65%
COMMUNICATION	69%	74%	72%	80%	65%	69%	78%	69%	66%	73%
HIGH PERFORMANCE	70%	74%	74%	87%	66%	62%	77%	72%	66%	76%
PUBLIC SECTOR VALUES	71%	75%	80%	86%	64%	63%	78%	73%	62%	76%
DIVERSITY & INCLUSION	74%	79%	76%	86%	72%	72%	81%	78%	69%	76%

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

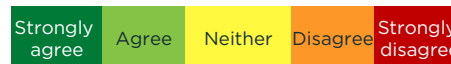
Questions are grouped by topics in this report.

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	76% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019		
Q7i. I would recommend my organisation as a great place to work	29	48	16	77%	77%	75%	68%	62%	
Q7j. I am proud to tell others I work for my organisation	48	41	9	89%	88%	87%	76%	70%	
Q7k. I feel a strong personal attachment to my organisation	44	38	12	82%	83%	78%	69%	64%	
Q7l. My organisation motivates me to help it achieve its objectives	29	43	18	8	72%	75%	69%	60%	56%
Q7m. My organisation inspires me to do the best in my job	31	39	21	71%	73%	68%	60%	56%	

KEY





EXPLORE THE FULL RESULTS

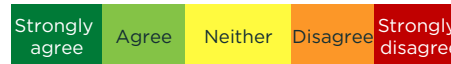
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Results are rounded and may not add up to 100%

ENGAGEMENT WITH WORK	78% 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	48	13	80%	84%	78%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	33	46	13	79%	82%	78%	75%	72%
Q1e. I am satisfied with my job	25	50	17	75%	80%	73%	70%	69%

KEY





EXPLORE THE FULL RESULTS

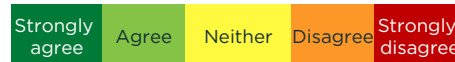
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Results are rounded and may not add up to 100%

SENIOR MANAGERS	61% 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	17	46	22	11	63%	62%	59%	51%	51%	
Q6b. I feel that senior managers effectively lead and manage change	14	43	26	12	57%	56%	53%	46%	47%	
Q6c. I feel that senior managers model the values of my organisation	20	46	21	7	66%	62%	61%	54%	52%	
Q6d. Senior managers encourage innovation by employees	16	45	26	10	61%	60%	58%	51%	51%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	16	44	29	9	60%	56%	58%	56%	53%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	25	54	16		79%	78%	71%	66%	61%	
Q6g. I feel that senior managers keep employees informed about what's going on	17	43	22	13	59%	61%	58%	54%	48%	
Q6h. I feel that senior managers listen to employees	13	38	28	13	7	51%	49%	51%	47%	44%
Q7c. I feel that change is managed well in my organisation	11	40	29	15	51%	50%	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	69% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
Q5c. My manager communicates effectively with me	34	44	12	8	78%	77%	77%	76%	72%
Q5d. My manager encourages and values employee input	38	43	12	7	81%	79%	82%	79%	73%
Q5e. My manager involves my workgroup in decisions about our work	29	42	17	9	72%	72%	72%	72%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	17	43	22	13	59%	61%	58%	54%	48%
Q6h. I feel that senior managers listen to employees	13	38	28	13	51%	49%	51%	47%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	30	44	15	9	74%	77%	75%	75%	69%

KEY





EXPLORE THE FULL RESULTS

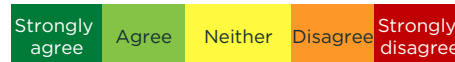
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Results are rounded and may not add up to 100%

HIGH PERFORMANCE	70% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019		
	Q1a. I understand what is expected of me to do well in my role	37	56	94%	93%	91%	87%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	31	50	13	80%	84%	79%	82%	79%	
Q3f. I have received appropriate training and development to do my job well	16	46	23	13	62%	66%	62%	62%	66%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	31	48	12	79%	79%	79%	79%	75%	
Q5f. I have confidence in the decisions my manager makes	32	43	17	76%	74%	76%	73%	69%	
Q6d. Senior managers encourage innovation by employees	16	45	26	10	61%	60%	58%	51%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	16	44	29	9	60%	56%	58%	56%	53%
Q7a. My organisation focuses on improving the work we do	24	52	16	76%	77%	74%	68%	69%	
Q7b. My organisation is making the necessary improvements to meet our future challenges	20	47	21	10	67%	68%	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%

	70% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
Q7d. There is good co-operation between teams across our organisation	13	39	23	19	52%	52%	47%	49%	50%
Q7h. My organisation generally selects capable people to do the job	11	55	20	11	66%	64%	66%	63%	54%

KEY





EXPLORE THE FULL RESULTS

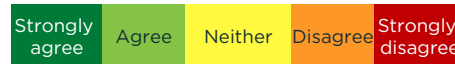
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Results are rounded and may not add up to 100%

PUBLIC SECTOR VALUES	71% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019			
	Q2a. My workgroup strives to achieve customer/client satisfaction	39	51	91%	91%	88%	89%	86%		
Q2e. People in my workgroup treat each other with respect	31	43	18	74%	78%	76%	82%	75%		
Q5a. My manager encourages people in my workgroup to keep improving the work they do	31	48	12	79%	79%	79%	79%	75%		
Q5b. My manager listens to what I have to say	40	45	9	84%	84%	85%	82%	76%		
Q6a. I believe senior managers provide clear direction for the future of the organisation	17	46	22	11	63%	62%	59%	51%	51%	
Q6c. I feel that senior managers model the values of my organisation	20	46	21	7	66%	62%	61%	54%	52%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	25	54	16		79%	78%	71%	66%	61%	
Q6g. I feel that senior managers keep employees informed about what's going on	17	43	22	13	59%	61%	58%	54%	48%	
Q6h. I feel that senior managers listen to employees	13	38	28	13	7	51%	49%	51%	47%	44%

KEY





EXPLORE THE FULL RESULTS

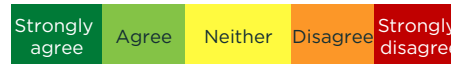
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Results are rounded and may not add up to 100%

PUBLIC SECTOR VALUES		71% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	PARENT 2019	CLUSTER 2019	PUBLIC SECTOR 2019
Q7a. My organisation focuses on improving the work we do		76%	77%	74%	68%	69%					
Q7e. People in my organisation take responsibility for their own actions		52%	55%	50%	49%	48%					

KEY





EXPLORE THE FULL RESULTS

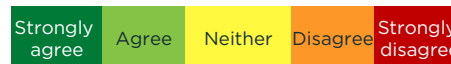
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

DIVERSITY & INCLUSION	74% 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	18	50	19	11	68%	69%	66%	68%	67%
Q5b. My manager listens to what I have to say	40	45	9		84%	84%	85%	82%	76%
Q5d. My manager encourages and values employee input	38	43	12		81%	79%	82%	79%	73%
Q6i. Senior managers in my organisation support the career advancement of women	30	40	23		71%	69%	71%	69%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	43	43	9		86%	86%	85%	82%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	46	37	12		84%	85%	83%	79%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	30	44	15	9	74%	77%	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>	21	35	25	13	56%	54%	60%	72%	59%
Q8e. My manager supports flexible working in my team	25	41	23		66%	65%	68%	77%	63%

KEY



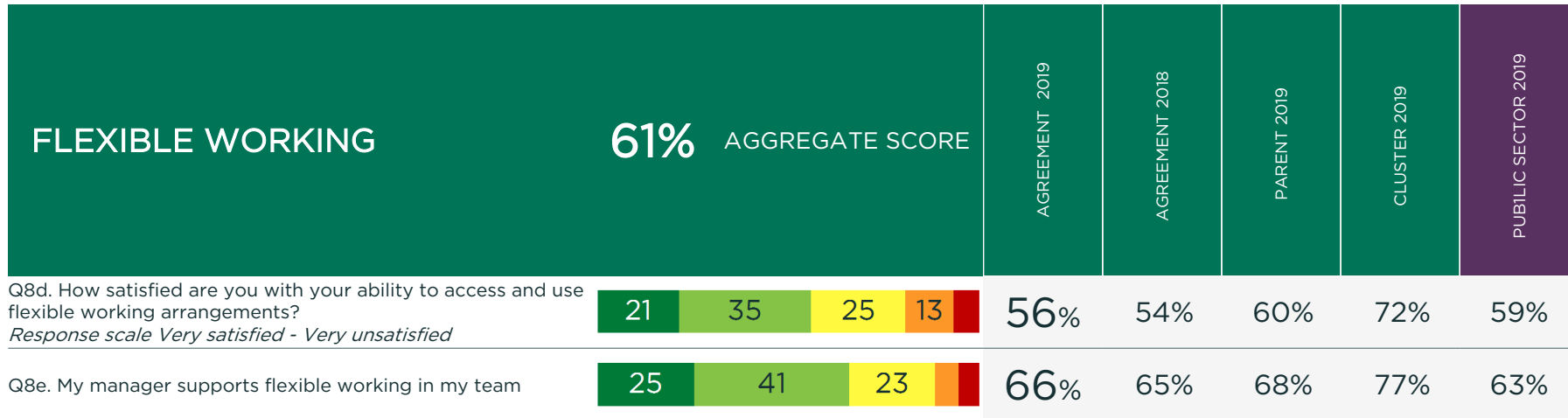


EXPLORE THE FULL RESULTS

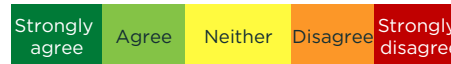
Questions are grouped by topics in this report.

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



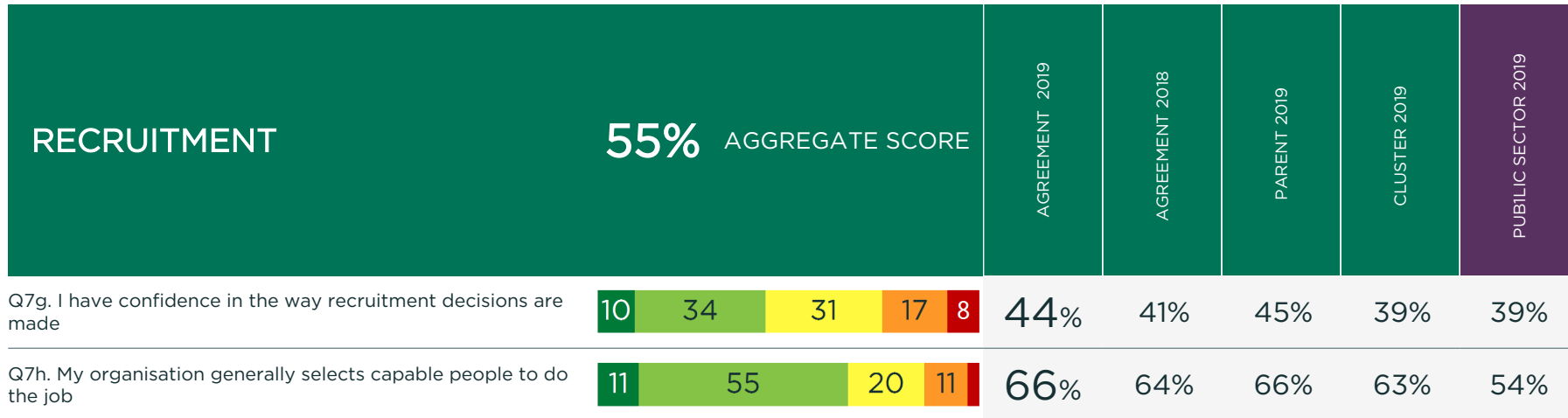


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Results are rounded and may not add up to 100%



KEY





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PERFORMANCE FRAMEWORK & DEVELOPMENT

56% 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	20 45 21 10	65%	71%	68%	69%	66%
Q3e. My performance is assessed against clear criteria	16 41 25 13	57%	60%	57%	55%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation	14 30 24 22 9	44%	49%	44%	45%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do	33 40 17	73%	74%	76%	77%	69%
Q5h. My manager deals appropriately with employees who perform poorly	17 30 32 14 8	47%	47%	49%	48%	48%
Q7f. My organisation is committed to developing its employees	11 35 32 16	47%	50%	48%	52%	53%

KEY





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Results are rounded and may not add up to 100%

WORKPLACE SUPPORT	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	18	50	19	11	68%	69%	66%	68%	67%
Q1f. I am able to keep my work stress at an acceptable level	13	50	20	14	63%	67%	62%	64%	61%
Q2c. I receive help and support from other members of my workgroup	34	47	13		81%	85%	82%	85%	81%
Q2d. There is good team spirit in my workgroup	31	40	17	10	70%	73%	72%	76%	70%

KEY



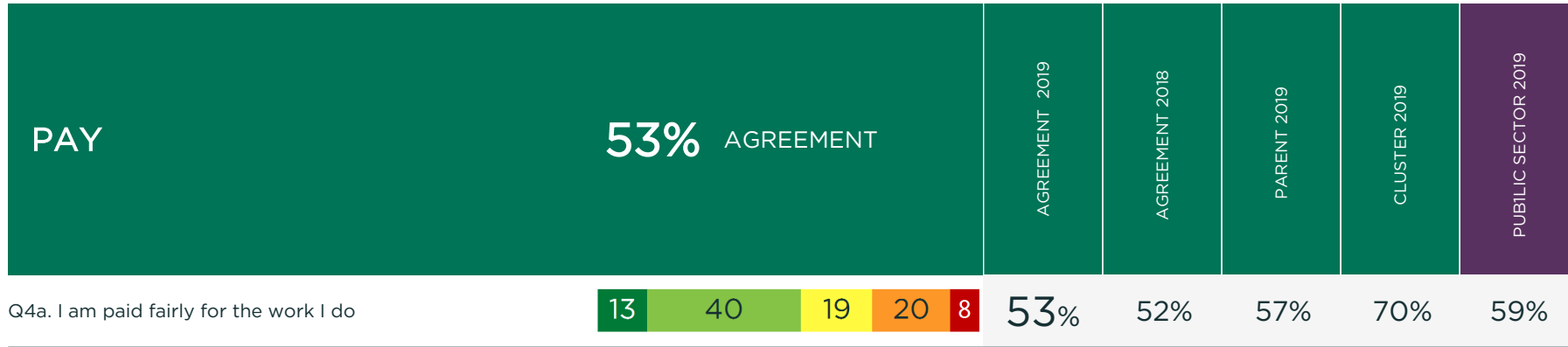


EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%



KEY



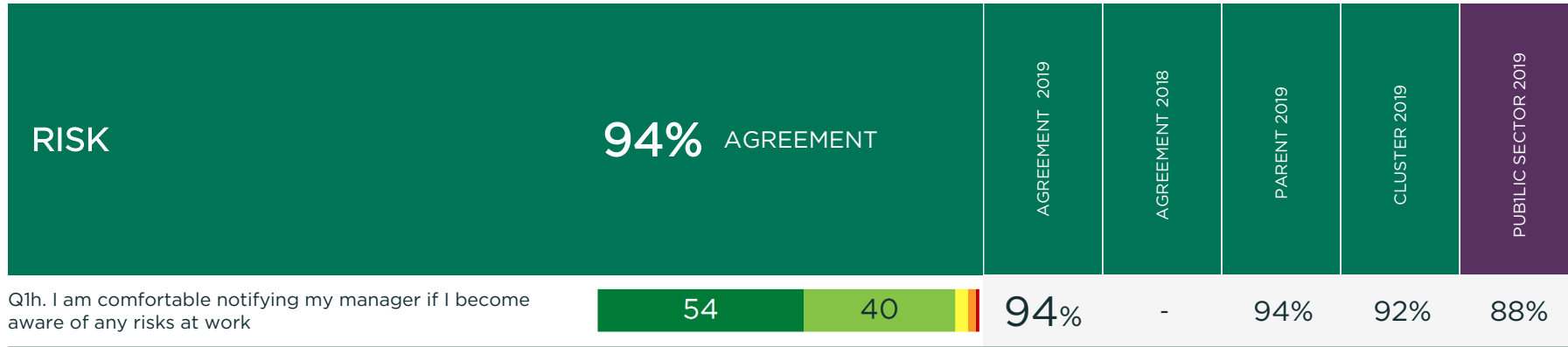


EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%



KEY





EXPLORE THE FULL RESULTS

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

Results are rounded and may not add up to 100%

HEALTH & SAFETY

88% AGREEMENT

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



KEY





EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%

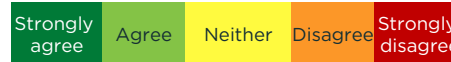
ACTION ON RESULTS

54% AGREEMENT

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



KEY



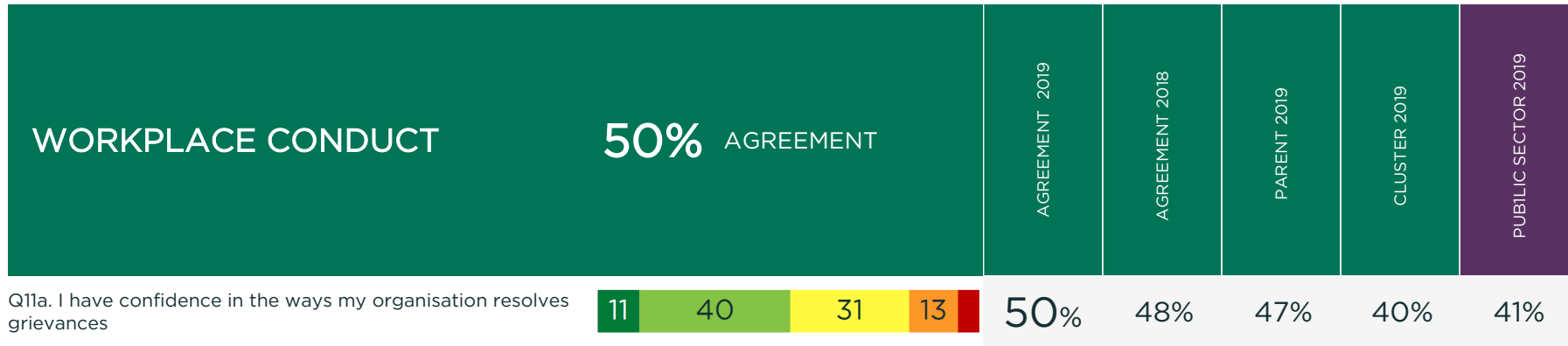


EXPLORE THE FULL RESULTS

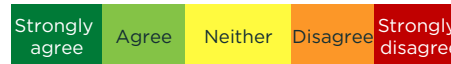
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Results are rounded and may not add up to 100%



KEY

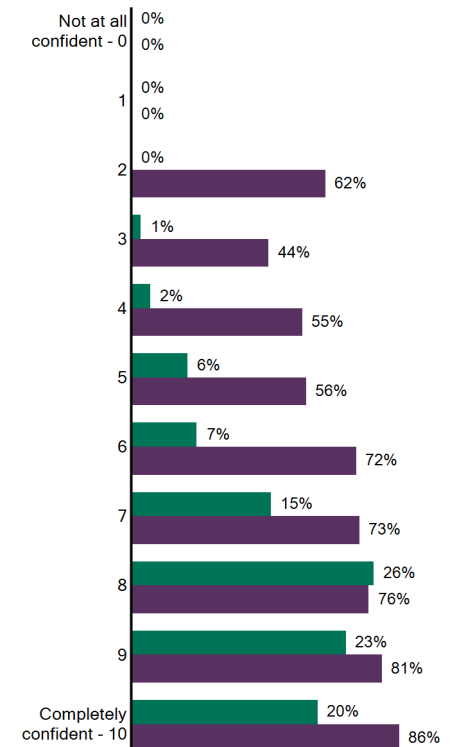
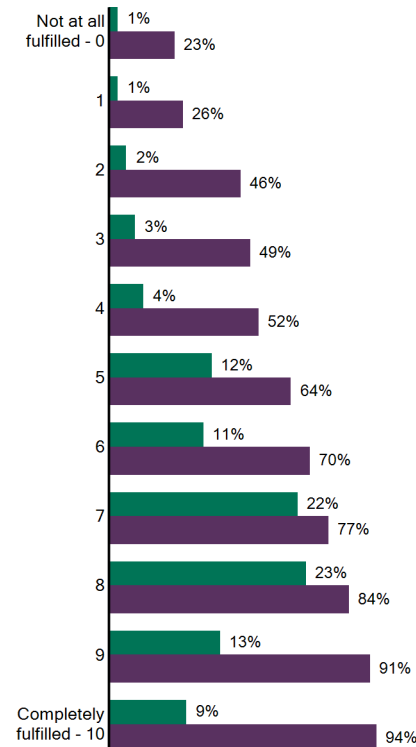
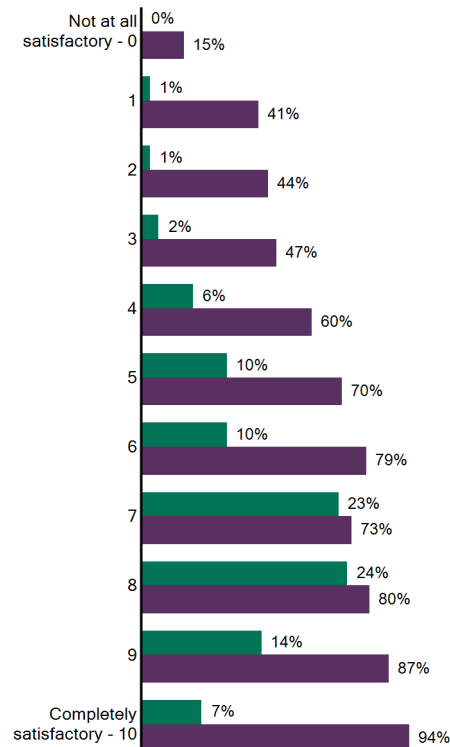


WELLBEING AND ENGAGEMENT

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	PARENT 2019	PUBLIC SECTOR 2019
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		63%	67%	66%	71%
No		37%	33%	34%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		78%	77%	81%	76%
No		22%	23%	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		52%	56%	58%	60%
No		48%	44%	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		30%	26%	32%	41%
No		70%	74%	68%	59%



EXPLORE THE FULL RESULTS

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MOBILITY

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

		2019	2018	PARENT 2019	PUBLIC SECTOR 2019
Lack of visible opportunities		41%	36%	41%	29%
Lack of promotion opportunities		39%	36%	40%	28%
There are no major barriers to my career progression		25%	33%	24%	29%
Personal/family considerations		22%	22%	23%	29%
Insufficient training and development		18%	15%	18%	15%
Geographic location considerations		16%	13%	21%	25%
The application/recruitment process is too cumbersome or time consuming		14%	17%	15%	22%
Lack of required capabilities or experience		13%	11%	13%	11%
Lack of support for temporary assignments/secondments		12%	12%	13%	15%
Lack of support from my manager/supervisor		11%	9%	10%	13%
Other		9%	6%	9%	9%

% are calculated with the number of unique respondents (N = 527 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		26%	20%	22%	27%
No		58%	63%	61%	56%
Don't know		17%	17%	17%	17%
Q12b. If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		71%	78%	65%	65%
No		26%	19%	31%	32%
Don't know		2%	3%	4%	4%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

		2019	2018	PARENT 2019	PUBLIC SECTOR 2019
Q13a. In the last 12 months I have witnessed bullying at work					
Yes		29%	25%	27%	33%
No		64%	67%	65%	57%
Don't know		7%	8%	8%	10%
Q13b. In the last 12 months I have been subjected to bullying at work					
Yes		12%	11%	12%	18%
No		83%	83%	83%	75%
Don't know		5%	5%	5%	7%



EXPLORE THE FULL RESULTS

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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		34%	35%	35%	27%
Your immediate manager/supervisor		24%	20%	24%	23%
Prefer not to say		15%	15%	14%	13%
A senior manager		10%	7%	9%	21%
Other		10%	6%	8%	5%
A subordinate		5%	11%	7%	7%
A client or customer		3%	6%	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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UNACCEPTABLE CONDUCT

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

		2019	2018	PARENT 2019	PUBLIC SECTOR 2019
Yes		2%	1%	2%	4%
No		96%	96%	97%	94%
Don't know		2%	2%	2%	2%

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

		2019	2018	PARENT 2019	PUBLIC SECTOR 2019
A person at work		60%	86%	64%	38%
A member of the public		10%	-	14%	36%
Other		10%	-	7%	19%
Prefer not to say		20%	14%	14%	7%



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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	31	56	10	87%	91%	85%	81%
Q2. My team is equipped with the right tools to provide good customer service	16	50	18	13	66%	73%	63%
Q3. My organisation has the right tools in place to assist and manage geographically dispersed teams	12	43	30	13	55%	54%	55%
Q4. I have access to the information I need to do my job well	17	59	15	7	76%	76%	73%
Q5. I feel informed about changes in my organisation	16	47	21	13	63%	64%	61%
Q6. The people I work with have safe work practices	27	60	9		88%	88%	89%
Q7. My organisation provides opportunity for collaborative work practices	18	50	24		69%	-	66%
Q8. Overall, I believe the culture at my workplace has improved over the last 12 months	15	33	33	14	49%	-	47%
Q9. My manager actively supports a diverse and inclusive work environment	33	47	13		81%	-	81%
Q10. My manager keeps me informed about key agency directions	23	46	19	9	69%	-	68%

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
GENDER		
Male		32%
Female		66%
Other		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
AGE		
15-19		3%
20-24		8%
25-29		16%
30-34		15%
35-39		18%
40-44		12%
45-49		12%
50-54		6%
55-59		6%
60-64		3%
65+		1%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

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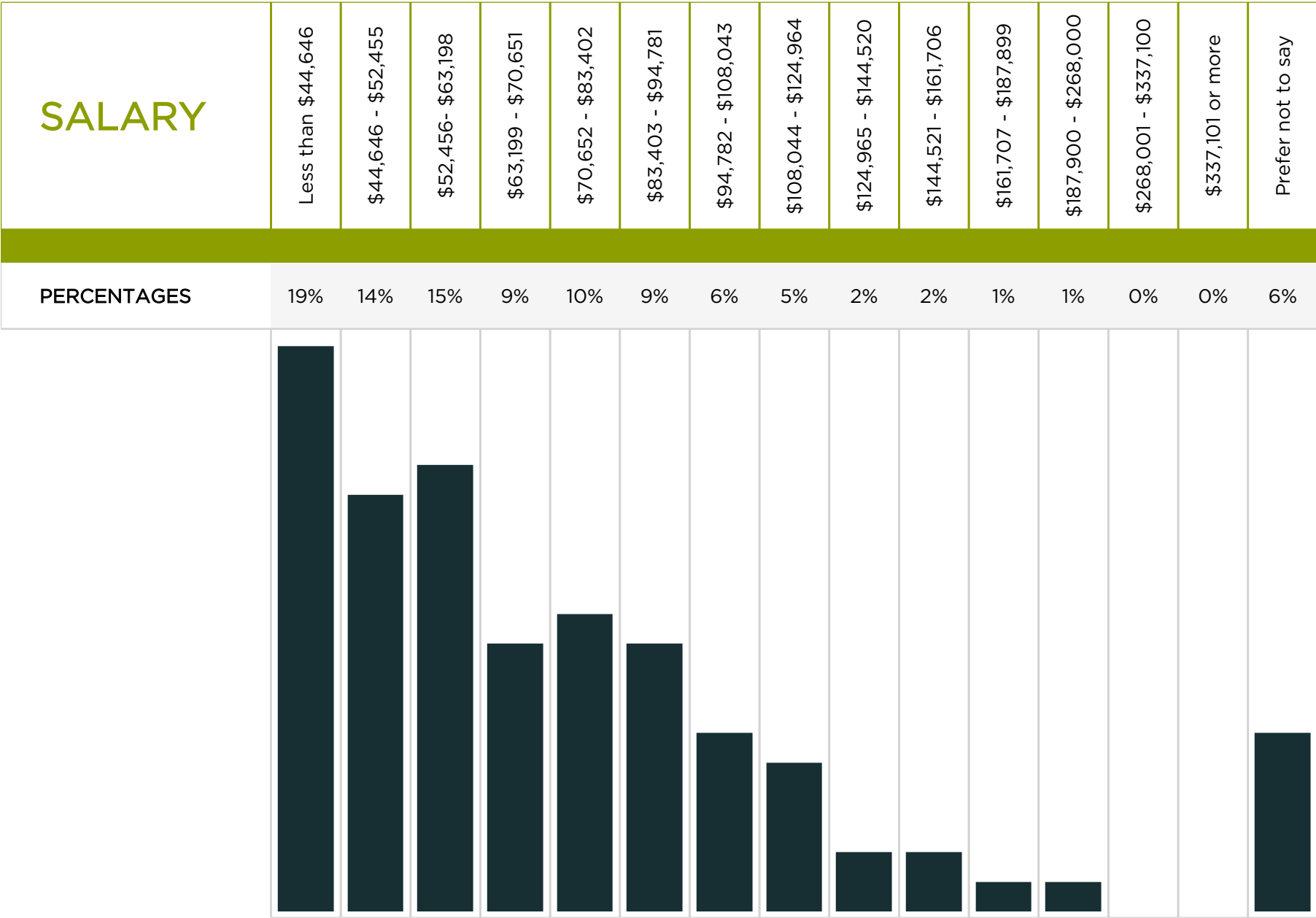
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	36%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	13%
Administrative support (e.g. executive/personal assistant, receptionist)	5%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	9%
Policy	0%
Research	2%
Program and project management support	6%
Legal (including developing and/or reviewing legislation)	0%
Other	30%

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		13%
1 - 2 years		12%
2 - 5 years		24%
5 - 10 years		20%
10 - 20 years		22%
More than 20 years		8%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

	PERCENTAGE
FLEXIBLE WORKING	
None of the above	40%
Flexible start and finish times	37%
Working from home	19%
Part-time work	15%
Working additional hours to make up for time off	14%
Leave without pay	12%
Flexible scheduling for rostered workers	10%

% are calculated with the number of unique respondents (N = 507 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
FLEXIBLE WORKING		
Working from different locations		8%
Working more hours over fewer days		7%
Study leave		2%
Job sharing		2%
Purchasing annual leave		2%
Other		2%

% are calculated with the number of unique respondents (N = 507 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%

	Taronga Conservation Society Australia	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	536	183	67	26	44	1	8	32	0	152
EMPLOYEE ENGAGEMENT	76%	76%	70%	(r)	85%	(r)	(r)	73%	(r)	77%
ENGAGEMENT WITH WORK	78%	74%	79%	(r)	86%	(r)	(r)	77%	(r)	82%
SENIOR MANAGERS	61%	59%	55%	(r)	76%	(r)	(r)	48%	(r)	62%
COMMUNICATION	69%	65%	67%	(r)	82%	(r)	(r)	66%	(r)	70%
HIGH PERFORMANCE	70%	69%	66%	(r)	83%	(r)	(r)	63%	(r)	70%
PUBLIC SECTOR VALUES	71%	69%	63%	(r)	84%	(r)	(r)	64%	(r)	71%
DIVERSITY & INCLUSION	74%	73%	72%	(r)	82%	(r)	(r)	79%	(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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	Taronga Conservation Society Australia	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	536	96	70	76	48	52	45	31	27	12	9	4	7	1
EMPLOYEE ENGAGEMENT	76%	76%	76%	72%	76%	76%	79%	81%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	75%	82%	74%	77%	73%	83%	84%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	61%	60%	56%	56%	61%	52%	66%	73%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	65%	66%	66%	72%	64%	79%	81%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	68%	68%	67%	70%	69%	76%	78%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	68%	67%	65%	71%	66%	76%	80%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	73%	72%	68%	78%	71%	83%	77%	(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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Results are rounded and may not add up to 100%

	Taronga Conservation Society Australia	\$337,101 or more	Prefer not to say
NUMBER OF RESPONDENTS	536	0	33
EMPLOYEE ENGAGEMENT	76%	(r)	68%
ENGAGEMENT WITH WORK	78%	(r)	64%
SENIOR MANAGERS	61%	(r)	52%
COMMUNICATION	69%	(r)	52%
HIGH PERFORMANCE	70%	(r)	57%
PUBLIC SECTOR VALUES	71%	(r)	60%
DIVERSITY & INCLUSION	74%	(r)	60%

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%

	Taronga Conservation Society Australia	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	536	67	64	125	104	113	40
EMPLOYEE ENGAGEMENT	76%	82%	75%	79%	74%	72%	79%
ENGAGEMENT WITH WORK	78%	83%	74%	79%	78%	75%	87%
SENIOR MANAGERS	61%	68%	65%	65%	56%	53%	62%
COMMUNICATION	69%	71%	67%	74%	68%	66%	66%
HIGH PERFORMANCE	70%	73%	70%	74%	68%	65%	72%
PUBLIC SECTOR VALUES	71%	74%	73%	73%	67%	65%	71%
DIVERSITY & INCLUSION	74%	79%	69%	78%	74%	71%	75%

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%

	Taronga Conservation Society Australia	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	536	189	35	73	49	77	10	42	97	8	63	12	8	205
EMPLOYEE ENGAGEMENT	76%	82%	85%	82%	80%	80%	(r)	85%	83%	(r)	80%	(r)	(r)	72%
ENGAGEMENT WITH WORK	78%	83%	89%	84%	79%	87%	(r)	86%	83%	(r)	80%	(r)	(r)	73%
SENIOR MANAGERS	61%	70%	79%	69%	66%	68%	(r)	72%	68%	(r)	66%	(r)	(r)	53%
COMMUNICATION	69%	76%	84%	77%	70%	77%	(r)	80%	78%	(r)	74%	(r)	(r)	63%
HIGH PERFORMANCE	70%	77%	84%	77%	73%	76%	(r)	80%	77%	(r)	74%	(r)	(r)	65%
PUBLIC SECTOR VALUES	71%	78%	86%	79%	75%	77%	(r)	81%	80%	(r)	76%	(r)	(r)	63%
DIVERSITY & INCLUSION	74%	83%	89%	83%	79%	83%	(r)	85%	84%	(r)	80%	(r)	(r)	66%

*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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	Taronga Conservation Society Australia	Sydney East	Sydney West	Sydney - North Sydney and Hornsby	Far West and Orana	Sydney - City and Inner South	Central West	Murray	Outside NSW	Sydney - Baulkham Hills and Hawkesbury	Sydney - Eastern Suburbs	Sydney - Northern Beaches	Capital Region	Central Coast
NUMBER OF RESPONDENTS	536	366	1	362	117	2	1	1	1	1	1	1	0	0
EMPLOYEE ENGAGEMENT	76%	79%	(r)	79%	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	80%	(r)	80%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	61%	62%	(r)	62%	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	70%	(r)	71%	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	72%	(r)	72%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	72%	(r)	72%	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	75%	(r)	75%	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

*Sydney East and Sydney West are higher level results for the Sydney sub-regions.

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

Results are rounded and may not add up to 100%

	Taronga Conservation Society Australia	Coffs Harbour - Grafton	Hunter Valley exc Newcastle	Illawarra	Mid North Coast	New England and North West	Newcastle and Lake Macquarie	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Sydney - Blacktown	Sydney - Inner South West	Sydney - Inner West	Sydney - Outer South West
NUMBER OF RESPONDENTS	536	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(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%

	Taronga Conservation Society Australia	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - Ryde	Sydney - South West	Sydney - Sutherland
NUMBER OF RESPONDENTS	536	0	0	0	0	0
EMPLOYEE ENGAGEMENT	76%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	61%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(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

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%

	Taronga Conservation Society Australia	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
NUMBER OF RESPONDENTS	536	17	43	81	74	92	62	59	28	29	16	7
EMPLOYEE ENGAGEMENT	76%	(r)	80%	78%	78%	75%	79%	70%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	81%	74%	79%	80%	84%	75%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	61%	(r)	67%	66%	56%	60%	61%	58%	(r)	(r)	(r)	(r)
COMMUNICATION	69%	(r)	62%	73%	70%	71%	71%	71%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	70%	75%	68%	71%	71%	69%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	71%	(r)	70%	75%	70%	70%	69%	70%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	74%	(r)	73%	76%	74%	74%	73%	78%	(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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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%

	Taronga Conservation Society Australia	Male	Female	Other
NUMBER OF RESPONDENTS	536	166	338	9
EMPLOYEE ENGAGEMENT	76%	73%	78%	(r)
ENGAGEMENT WITH WORK	78%	77%	79%	(r)
SENIOR MANAGERS	61%	59%	61%	(r)
COMMUNICATION	69%	70%	68%	(r)
HIGH PERFORMANCE	70%	69%	71%	(r)
PUBLIC SECTOR VALUES	71%	68%	71%	(r)
DIVERSITY & INCLUSION	74%	77%	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

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

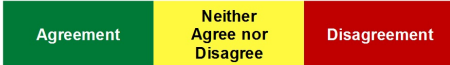
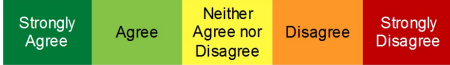
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.