



2019 | NSW Public Sector
Employee Survey

AGENCY REPORT

Premier and Cabinet

Barangaroo Delivery Authority



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RESPONSE RATE

31%

20 OF 65 RESPONDENTS

RESPONSE RATE 2018: 111%

EMPLOYEE ENGAGEMENT

50%

DIFFERENCE FROM 2018 -17 (67%)

DIFFERENCE FROM CLUSTER -19 (69%)

DIFFERENCE FROM PUBLIC SECTOR -15 (66%)

ENGAGEMENT WITH WORK

63%

DIFFERENCE FROM 2018 -6 (69%)

DIFFERENCE FROM CLUSTER -11 (74%)

DIFFERENCE FROM PUBLIC SECTOR -9 (73%)

SENIOR MANAGERS

31%

DIFFERENCE FROM 2018 -12 (43%)

DIFFERENCE FROM CLUSTER -30 (61%)

DIFFERENCE FROM PUBLIC SECTOR -19 (50%)

COMMUNICATION

62%

DIFFERENCE FROM 2018 +4 (58%)

DIFFERENCE FROM CLUSTER -10 (71%)

DIFFERENCE FROM PUBLIC SECTOR -1 (62%)

HIGH PERFORMANCE

56%

DIFFERENCE FROM 2018 -3 (59%)

DIFFERENCE FROM CLUSTER -17 (73%)

DIFFERENCE FROM PUBLIC SECTOR -9 (65%)

PUBLIC SECTOR VALUES

54%

DIFFERENCE FROM 2018 -2 (56%)

DIFFERENCE FROM CLUSTER -19 (73%)

DIFFERENCE FROM PUBLIC SECTOR -9 (62%)

DIVERSITY & INCLUSION

65%

DIFFERENCE FROM 2018 -8 (73%)

DIFFERENCE FROM CLUSTER -16 (81%)

DIFFERENCE FROM PUBLIC SECTOR -4 (69%)

FLEXIBLE WORKING SATISFACTION

59%

DIFFERENCE FROM 2018 -17 (76%)

DIFFERENCE FROM CLUSTER -26 (84%)

DIFFERENCE FROM PUBLIC SECTOR 0 (59%)

ACTION ON RESULTS

18%

DIFFERENCE FROM 2018 -23 (41%)

DIFFERENCE FROM CLUSTER -39 (56%)

DIFFERENCE FROM PUBLIC SECTOR -22 (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
2a. My workgroup strives to achieve customer/client satisfaction	90%	84%
2e. People in my workgroup treat each other with respect	90%	77%
5e. My manager involves my workgroup in decisions about our work	89%	65%
1h. I am comfortable notifying my manager if I become aware of any risks at work	85%	-
2b. My workgroup works collaboratively to achieve its objectives	85%	74%
2c. I receive help and support from other members of my workgroup	85%	81%
1a. I understand what is expected of me to do well in my role	85%	74%
5b. My manager listens to what I have to say	84%	71%
5c. My manager communicates effectively with me	79%	63%
5f. I have confidence in the decisions my manager makes	79%	71%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2019
AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
3g. I am satisfied with the opportunities available for career development in my organisation	10%	34%
7g. I have confidence in the way recruitment decisions are made	12%	35%
7c. I feel that change is managed well in my organisation	18%	37%
10a. I believe action will be taken on the results from this survey by my organisation	18%	41%
6a. I believe senior managers provide clear direction for the future of the organisation	22%	42%
6b. I feel that senior managers effectively lead and manage change	22%	40%
6d. Senior managers encourage innovation by employees	22%	45%
6c. I feel that senior managers model the values of my organisation	28%	42%
7b. My organisation is making the necessary improvements to meet our future challenges	29%	49%
11a. I have confidence in the ways my organisation resolves grievances	29%	40%



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
5e. My manager involves my workgroup in decisions about our work	89%	65%
5c. My manager communicates effectively with me	79%	63%
5b. My manager listens to what I have to say	84%	71%
3f. I have received appropriate training and development to do my job well	60%	47%
2e. People in my workgroup treat each other with respect	90%	77%
5a. My manager encourages people in my workgroup to keep improving the work they do	79%	68%
1a. I understand what is expected of me to do well in my role	85%	74%
2b. My workgroup works collaboratively to achieve its objectives	85%	74%
5f. I have confidence in the decisions my manager makes	79%	71%
2a. My workgroup strives to achieve customer/client satisfaction	90%	84%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2019

AGREEMENT
2018

	AGREEMENT 2019	AGREEMENT 2018
7j. I am proud to tell others I work for my organisation	47%	84%
7l. My organisation motivates me to help it achieve its objectives	29%	60%
7h. My organisation generally selects capable people to do the job	41%	69%
7m. My organisation inspires me to do the best in my job	35%	63%
3g. I am satisfied with the opportunities available for career development in my organisation	10%	34%
7g. I have confidence in the way recruitment decisions are made	12%	35%
10a. I believe action will be taken on the results from this survey by my organisation	18%	41%
6d. Senior managers encourage innovation by employees	22%	45%
7i. I would recommend my organisation as a great place to work	35%	58%
7f. My organisation is committed to developing its employees	29%	52%



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



Q6d. Senior managers encourage innovation by employees



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



Q5h. My manager deals appropriately with employees who perform poorly



Q7a. My organisation focuses on improving the work we do



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q7f. My organisation is committed to developing its employees



Q6d. Senior managers encourage innovation by employees



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



Q5h. My manager deals appropriately with employees who perform poorly



Q7a. My organisation focuses on improving the work we do



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q7f. My organisation is committed to developing its employees



Q6d. Senior managers encourage innovation by employees



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



Q5h. My manager deals appropriately with employees who perform poorly



Q7a. My organisation focuses on improving the work we do



FIND YOUR HIGHEST NEUTRAL SCORES

Results are rounded and may not add up to 100%

THESE ARE YOUR HIGHEST NEUTRAL SCORING QUESTIONS

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? **(STRENGTHS)**

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

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



WHAT'S NEXT?

Sector employees have given their feedback and these results show where actions and improvements are required.

Research has shown that a key reason why employees can become disengaged is if they are asked their opinion and then no action takes place as a result.

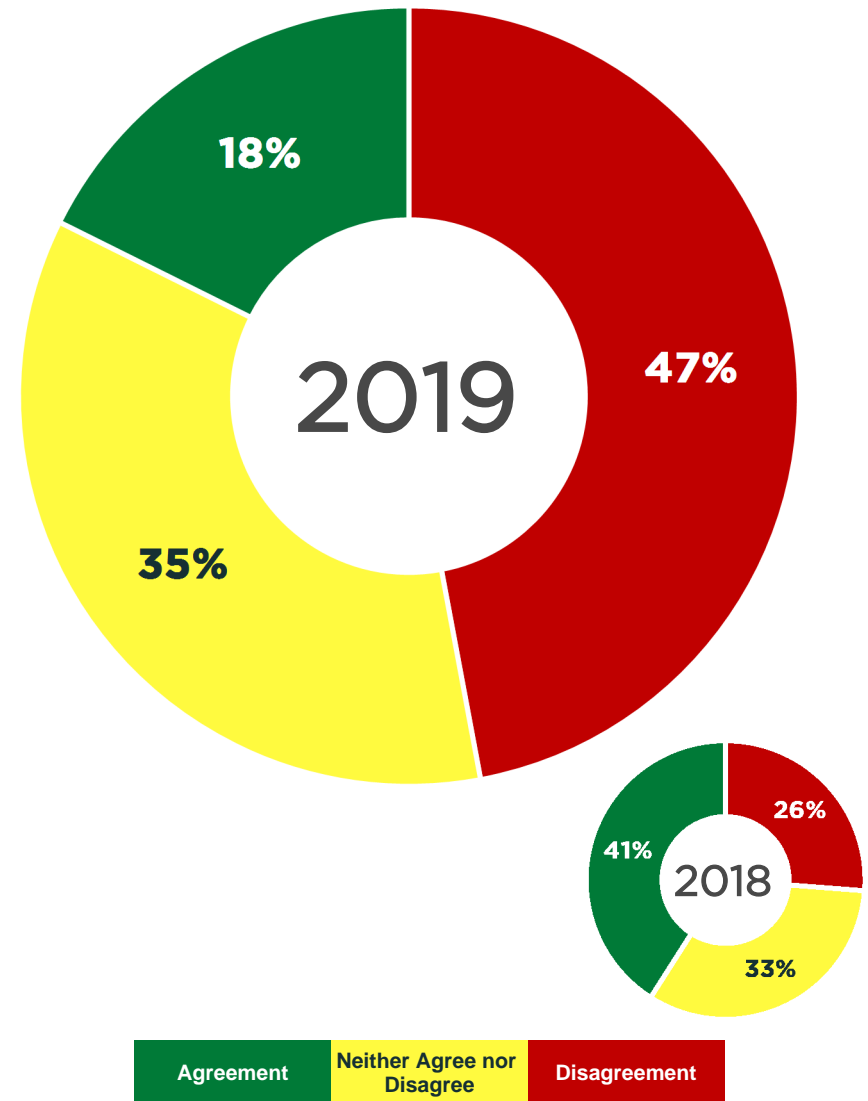
Results are rounded and may not add up to 100%

18%

of employees replied favourably to:

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

39%	56%	41%
SECTOR	CLUSTER	2018



KEY DRIVERS OF ENGAGEMENT



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

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

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

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

RANK

		% AGREEMENT 2019	% AGREEMENT 2018	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7a. My organisation focuses on improving the work we do	35%	53%	80%	69%
2	Q7b. My organisation is making the necessary improvements to meet our future challenges	29%	49%	64%	57%
3	Q7h. My organisation generally selects capable people to do the job	41%	69%	72%	54%
4	Q7d. There is good co-operation between teams across our organisation	35%	48%	62%	50%
5	Q1b. I am provided with the support I need to do my best at work	65%	66%	72%	67%
6	Q1a. I understand what is expected of me to do well in my role	85%	74%	86%	90%



EXPLORE THE FULL RESULTS

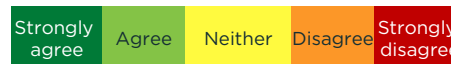
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EMPLOYEE ENGAGEMENT	50% AGGREGATE SCORE					AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q7i. I would recommend my organisation as a great place to work	18	18	24	18	24	35%	58%	69%	62%
Q7j. I am proud to tell others I work for my organisation	29	18	35	12		47%	84%	78%	70%
Q7k. I feel a strong personal attachment to my organisation	18	24	18	18	24	41%	50%	58%	64%
Q7l. My organisation motivates me to help it achieve its objectives	12	18	29	18	24	29%	60%	64%	56%
Q7m. My organisation inspires me to do the best in my job	12	24	35		24	35%	63%	62%	56%

KEY





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ENGAGEMENT WITH WORK		63% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1c. My job gives me a feeling of personal accomplishment		65%	73%	77%	76%		
Q1d. I feel motivated to contribute more than what is normally required at work		70%	69%	76%	72%		
Q1e. I am satisfied with my job		55%	66%	69%	69%		

KEY





EXPLORE THE FULL RESULTS

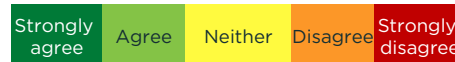
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SENIOR MANAGERS	31% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019	
Q6a. I believe senior managers provide clear direction for the future of the organisation	22	28	11	39	22%	42%	58%	51%	
Q6b. I feel that senior managers effectively lead and manage change	17	33	17	28	22%	40%	55%	47%	
Q6c. I feel that senior managers model the values of my organisation	28	28	17	28	28%	42%	63%	52%	
Q6d. Senior managers encourage innovation by employees	22	44	17	17	22%	45%	60%	51%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	44	28	22		50%	48%	73%	53%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	17	33	17	11	22	50%	58%	77%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	11	22	22	17	28	33%	37%	62%	48%
Q6h. I feel that senior managers listen to employees	33	28	11	28	33%	39%	55%	44%	
Q7c. I feel that change is managed well in my organisation	12	18	29	35	18%	37%	46%	42%	

KEY





EXPLORE THE FULL RESULTS

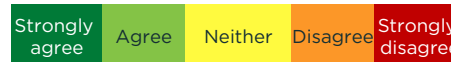
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COMMUNICATION	62% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019				
Q5c. My manager communicates effectively with me	11	68	11				79%	63%	77%	72%
Q5d. My manager encourages and values employee input	16	58	21				74%	71%	81%	73%
Q5e. My manager involves my workgroup in decisions about our work	21	68					89%	65%	76%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	11	22	22	17	28		33%	37%	62%	48%
Q6h. I feel that senior managers listen to employees		33	28	11	28		33%	39%	55%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	24	35	35				59%	71%	78%	69%

KEY





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	HIGH PERFORMANCE				56% 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					35	85%	74%	86%	90%
Q2b. My workgroup works collaboratively to achieve its objectives					35	85%	74%	85%	79%
Q3f. I have received appropriate training and development to do my job well					55	60%	47%	63%	66%
Q5a. My manager encourages people in my workgroup to keep improving the work they do					21	79%	68%	81%	75%
Q5f. I have confidence in the decisions my manager makes					26	79%	71%	77%	69%
Q6d. Senior managers encourage innovation by employees					22	22%	45%	60%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with					44	50%	48%	73%	53%
Q7a. My organisation focuses on improving the work we do					29	35%	53%	80%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges					12	29%	49%	64%	57%

KEY



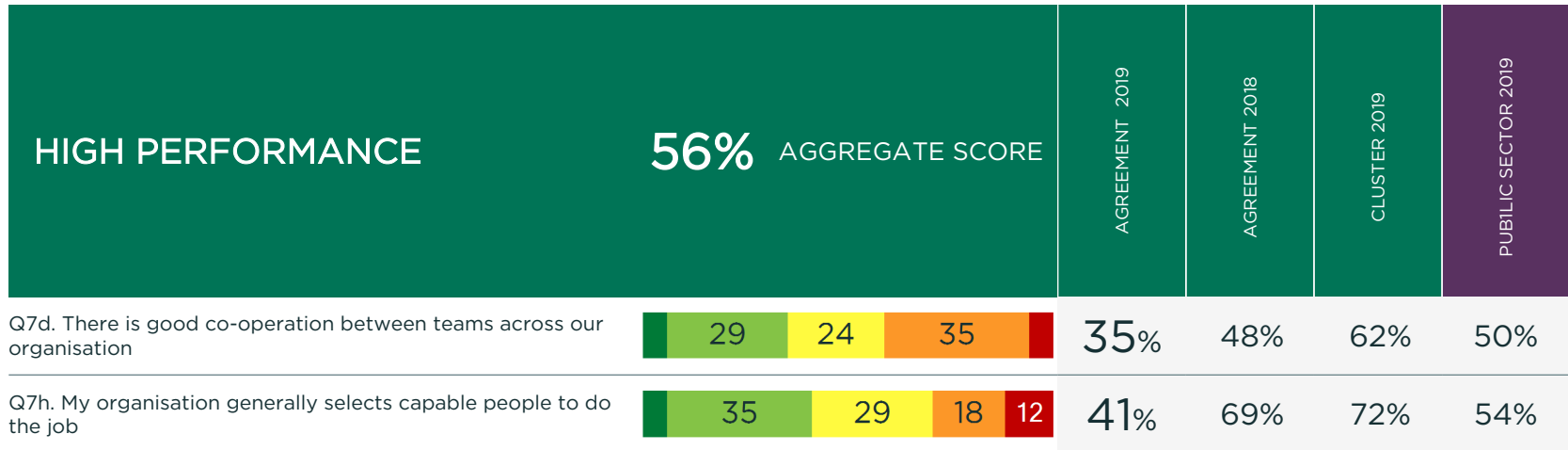


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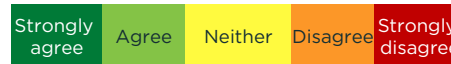
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KEY





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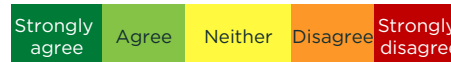
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PUBLIC SECTOR VALUES	54% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q2a. My workgroup strives to achieve customer/client satisfaction	45	45	90%	84%	94%	86%
Q2e. People in my workgroup treat each other with respect	55	35	90%	77%	84%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	21	58	79%	68%	81%	75%
Q5b. My manager listens to what I have to say	42	42	84%	71%	82%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation	22	28	22%	42%	58%	51%
Q6c. I feel that senior managers model the values of my organisation	28	28	28%	42%	63%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	17	33	50%	58%	77%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	11	22	33%	37%	62%	48%
Q6h. I feel that senior managers listen to employees	33	28	33%	39%	55%	44%

KEY



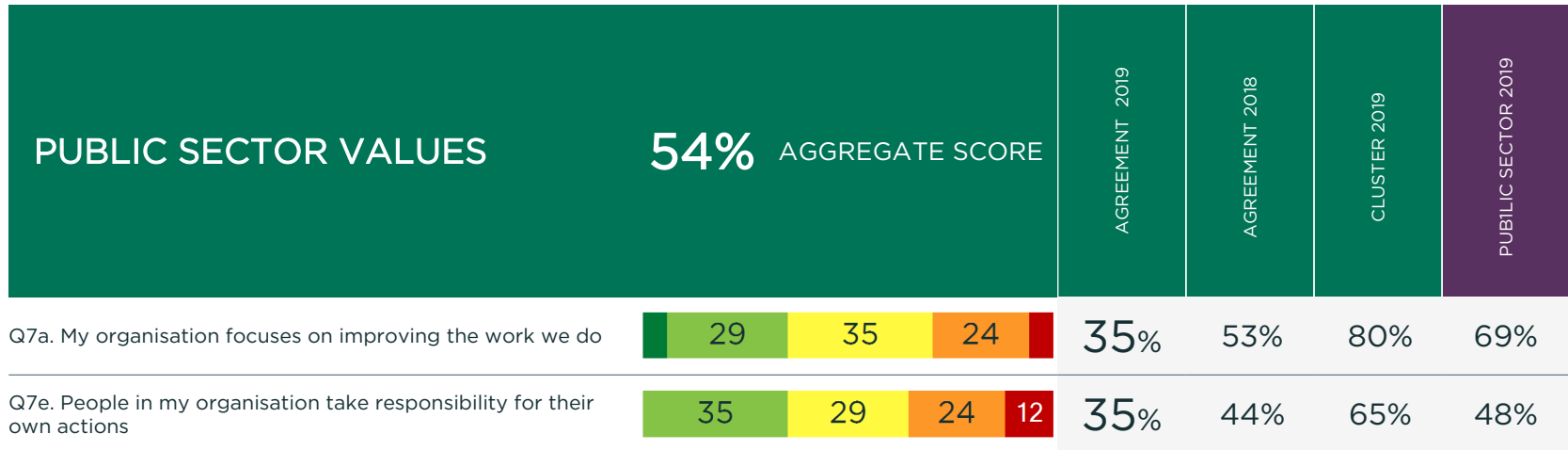


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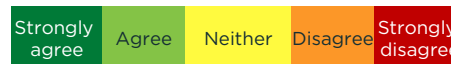
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DIVERSITY & INCLUSION	65% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	10	55	25	10	65%	66%	72%	67%
Q5b. My manager listens to what I have to say	42	42	11		84%	71%	82%	76%
Q5d. My manager encourages and values employee input	16	58	21		74%	71%	81%	73%
Q6i. Senior managers in my organisation support the career advancement of women		39	33	17	44%	60%	79%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	18	47	29		65%	85%	85%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	12	41	29	12	53%	71%	80%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	24	35	35		59%	71%	78%	69%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	12	47	24	12	59%	76%	84%	59%
Q8e. My manager supports flexible working in my team	35	41	12		76%	85%	88%	63%

KEY



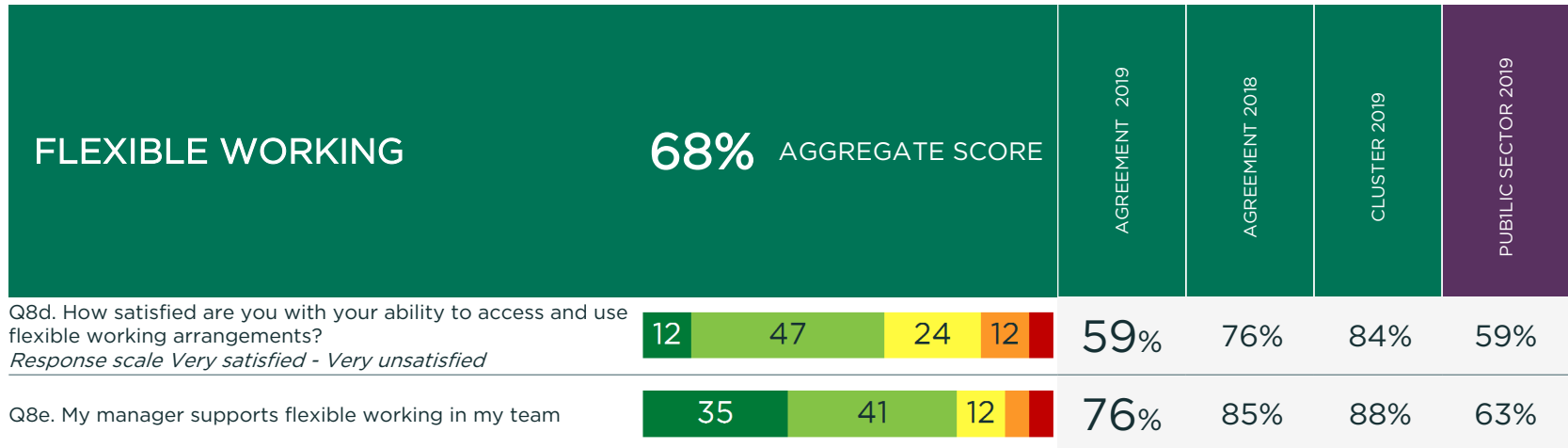


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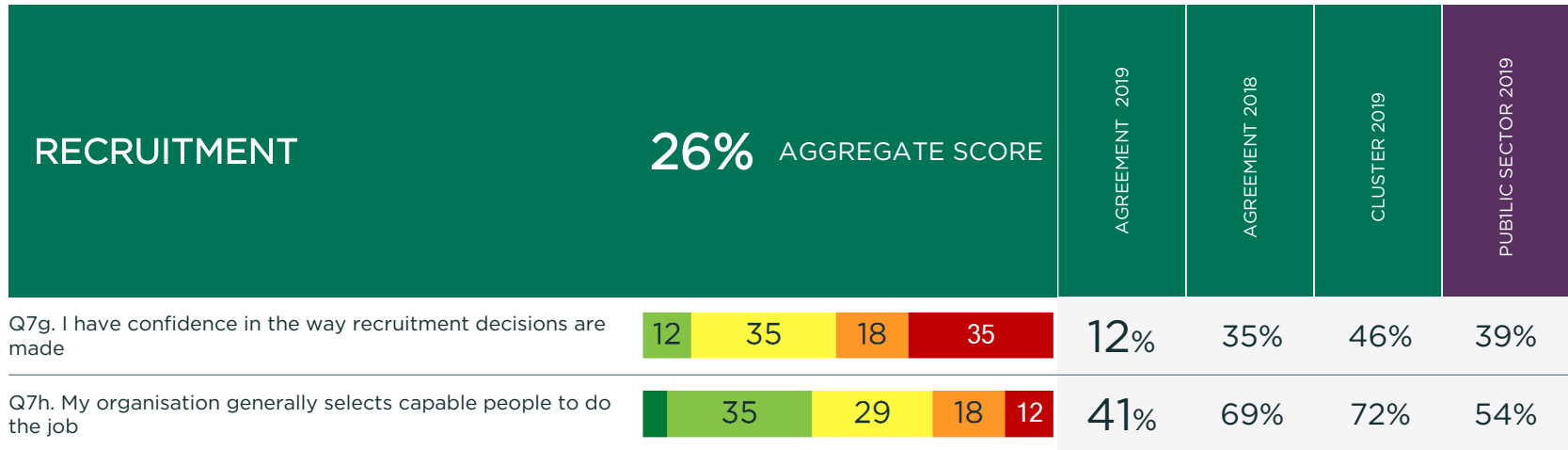


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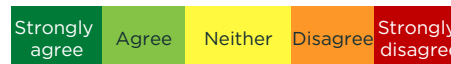
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PERFORMANCE FRAMEWORK & DEVELOPMENT

42% 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		50%	60%	72%	66%
Q3e. My performance is assessed against clear criteria		40%	47%	57%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation		10%	34%	47%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do		68%	71%	78%	69%
Q5h. My manager deals appropriately with employees who perform poorly		53%	47%	53%	48%
Q7f. My organisation is committed to developing its employees		29%	52%	65%	53%

KEY





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WORKPLACE SUPPORT	70% 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	10	55	25	10	65%	66%	72%
Q1f. I am able to keep my work stress at an acceptable level		60		25	65%	70%	68%	61%
Q2c. I receive help and support from other members of my workgroup	35	50		10	85%	81%	87%	81%
Q2d. There is good team spirit in my workgroup	35	30	15	20	65%	65%	81%	70%

KEY



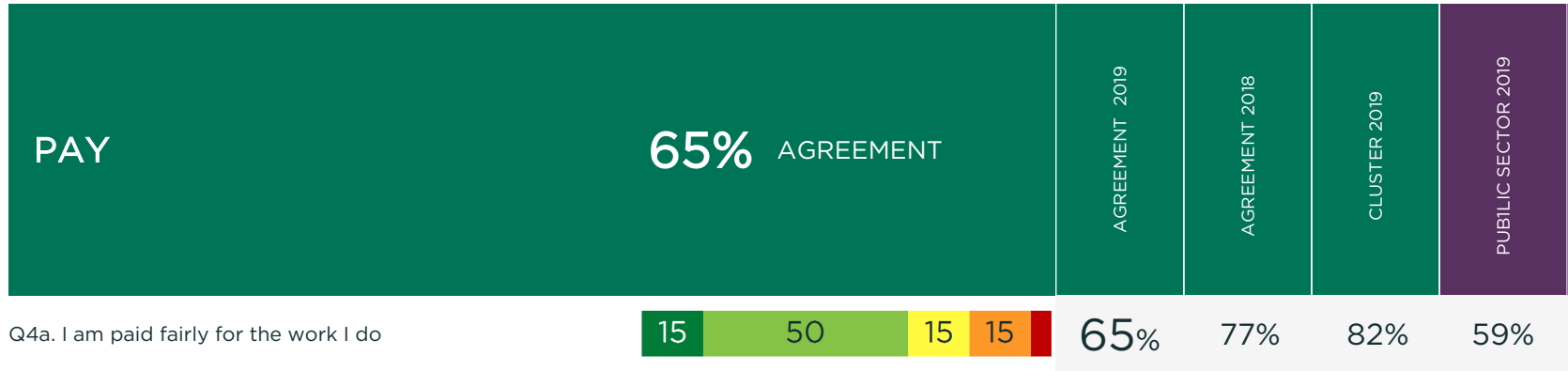


EXPLORE THE FULL RESULTS

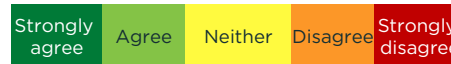
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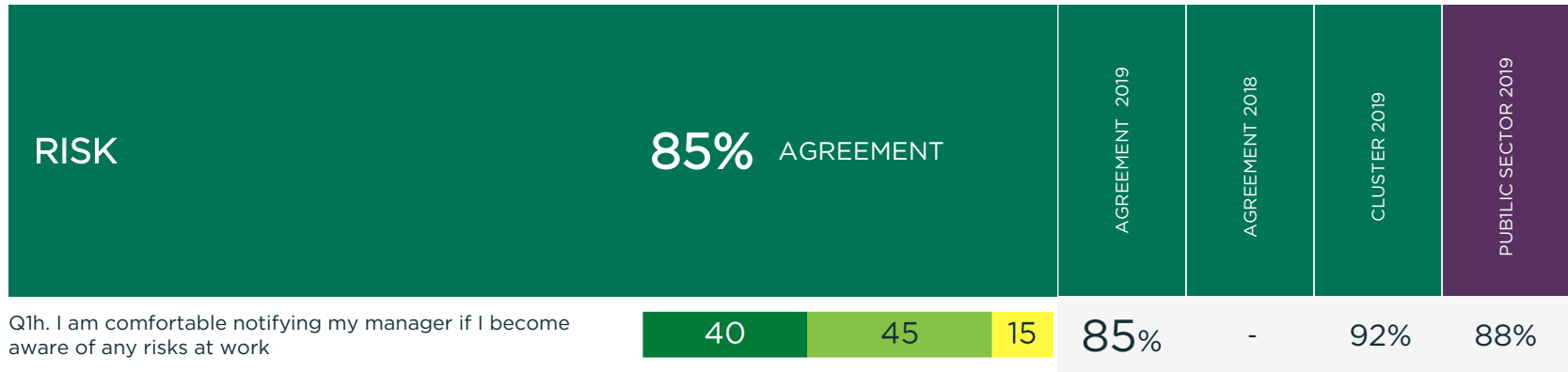


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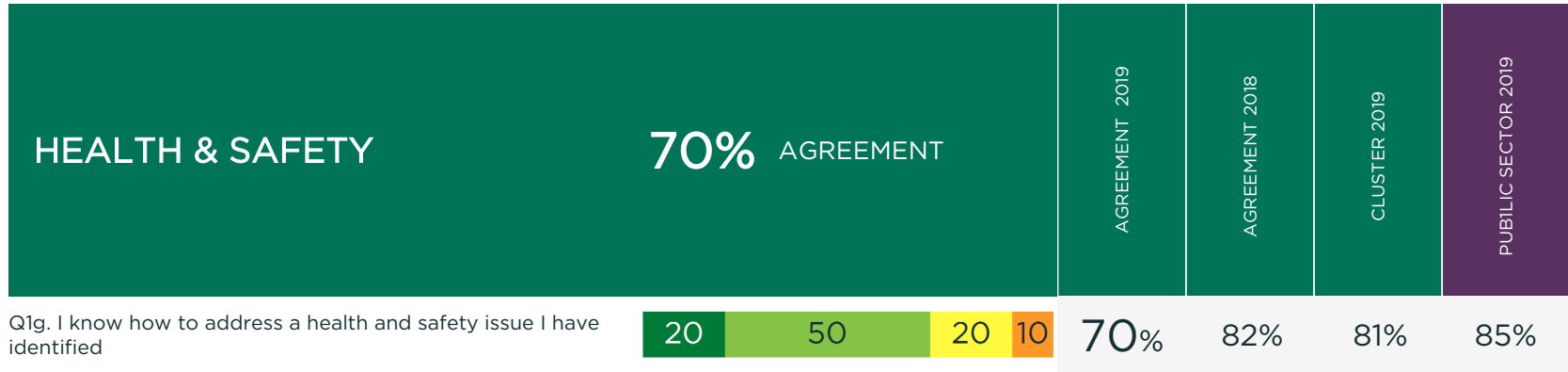


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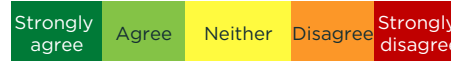
ACTION ON RESULTS

18% AGREEMENT

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



KEY



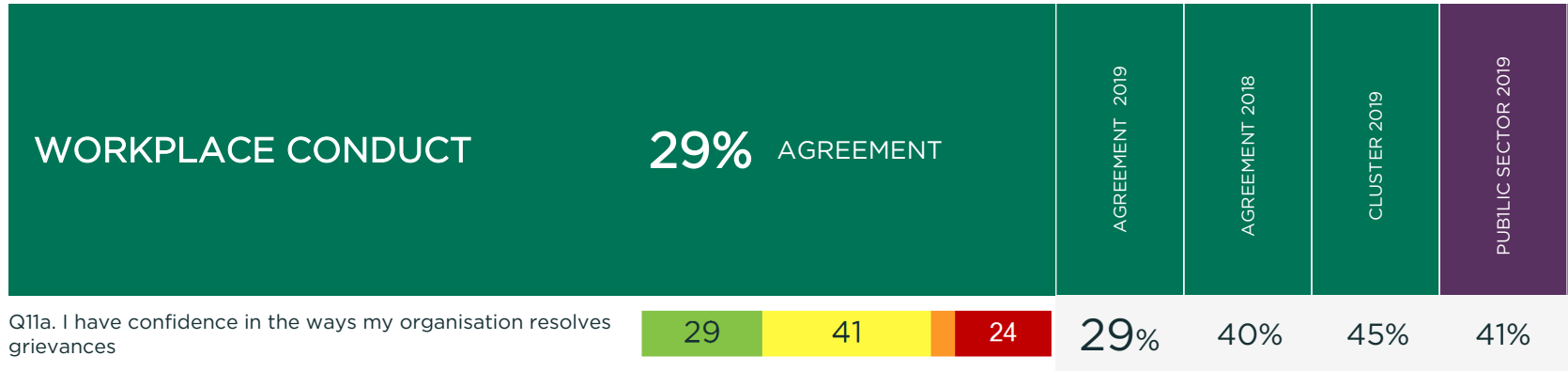


EXPLORE THE FULL RESULTS

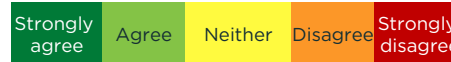
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Results are rounded and may not add up to 100%



KEY

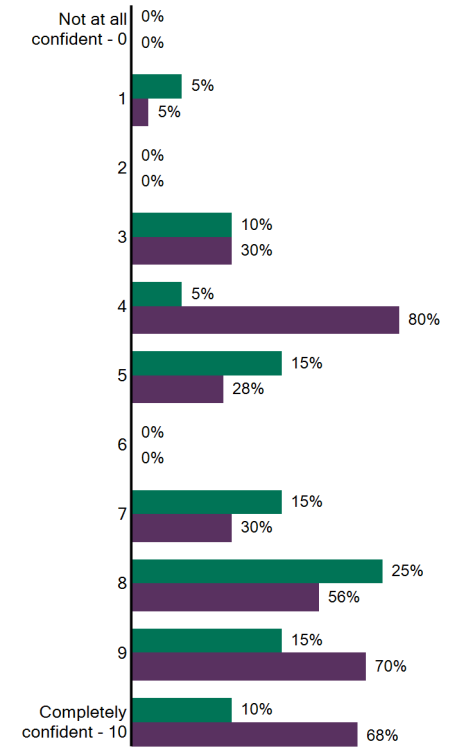
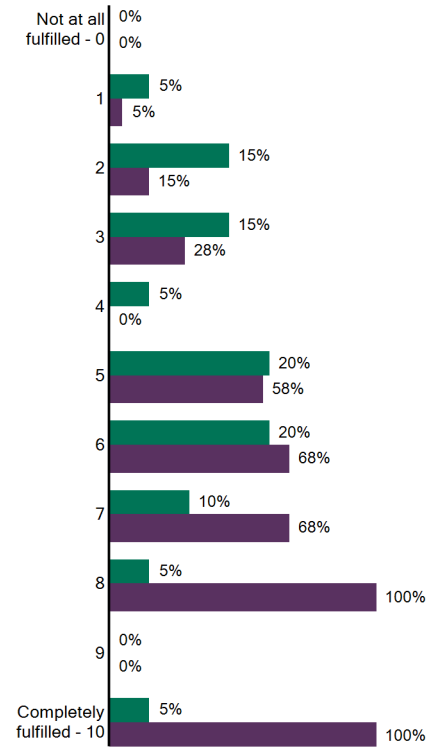
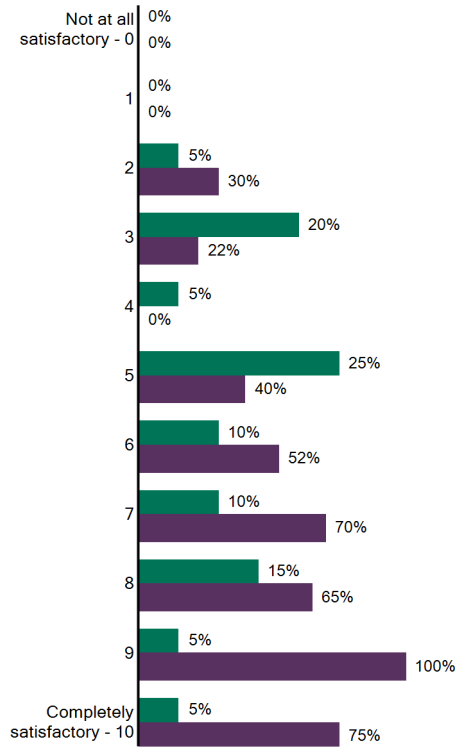


WELLBEING AND ENGAGEMENT

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

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PERFORMANCE FRAMEWORK & DEVELOPMENT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		65%	63%	62%	71%
No		35%	37%	38%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		75%	73%	81%	76%
No		25%	27%	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		75%	60%	66%	60%
No		25%	40%	34%	40%



EXPLORE THE FULL RESULTS

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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		60%	44%	51%	41%
No		40%	56%	49%	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	CLUSTER 2019	PUBLIC SECTOR 2019
Lack of visible opportunities		53%	34%	36%	29%
Lack of promotion opportunities		53%	37%	35%	28%
The application/recruitment process is too cumbersome or time consuming		37%	12%	18%	22%
Other		16%	5%	7%	9%
There are no major barriers to my career progression		11%	36%	30%	29%
Lack of support from my manager/supervisor		11%	15%	8%	13%
Geographic location considerations		11%	7%	23%	25%
Personal/family considerations		11%	24%	22%	29%
Lack of required capabilities or experience		5%	-	9%	11%
Lack of support for temporary assignments/secondments		5%	5%	14%	15%
Insufficient training and development		0%	14%	9%	15%

% are calculated with the number of unique respondents (N = 19 to this question)



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

Q12a. In the last 12 months I have witnessed misconduct/wrongdoing at work

Yes		24%	25%	15%	27%
No		47%	67%	73%	56%
Don't know		29%	8%	12%	17%

Q12b. If yes to 12a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?

Yes	(r)
No	(r)
Don't know	(r)



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q13a. In the last 12 months I have witnessed bullying at work					
Yes		24%	21%	25%	33%
No		65%	71%	68%	57%
Don't know		12%	8%	8%	10%
Q13b. In the last 12 months I have been subjected to bullying at work					
Yes		18%	8%	11%	18%
No		82%	90%	83%	75%
Don't know		0%	2%	6%	7%



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

Q13c. Please indicate the role of the person who has been the source of the most serious bullying you have been subjected to in the last 12 months

A senior manager	(r)
Your immediate manager/supervisor	(r)
A fellow worker at your level	(r)
A subordinate	(r)
A client or customer	(r)
A member of the public other than a client or customer	(r)
Other	(r)
Prefer not to say	(r)



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

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

	2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Yes	0%	3%	1%	4%
No	100%	97%	98%	94%
Don't know	0%	-	2%	2%

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

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



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

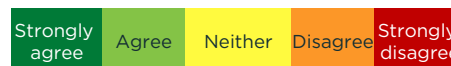
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PREMIER AND CABINET CUSTOMISED QUESTIONS

				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019
Q1. My manager actively supports a diverse and inclusive work environment	35	29	24	65%	-	85%
Q2. I feel a sense of belonging in my team	24	41	24	65%	-	80%
Q3. The people I work with have safe work practices	29	47	24	76%	-	90%
Q4. My manager promotes safe work practices in my workplace	35	35	24	71%	-	85%
Q5. I feel senior managers provide me with opportunities to give feedback on my workplace experience	35	29	18	41%	-	68%
Q6. I feel comfortable providing feedback to senior managers	12	24	29	35%	-	64%
Q7. I believe my manager considers the Public Service values when recruiting new employees	18	41	18	59%	-	71%

KEY





EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

PREMIER AND CABINET CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q8. If I were to change one thing about the recruitment or on boarding experience it would be:

More clarity as to my role/responsibilities as a Hiring Manager		12%	8%
Reduced time for the recruitment process		41%	34%
More attention given to my induction by my manager		18%	19%
Reduced time to receive network access/equipment i.e. laptop		12%	18%
Not applicable - I would not change anything		18%	21%



EXPLORE THE FULL SURVEY RESULTS

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PREMIER AND CABINET CUSTOMISED QUESTIONS

2019

CLUSTER 2019

Q9. When completing this survey I believed the term 'Senior Managers' referred to the following people:

		2019	CLUSTER 2019
Head of the agency		18%	7%
Deputy Secretaries or equivalent		6%	16%
Executive Directors or equivalent		71%	28%
Directors or equivalent		6%	18%
The managers above my manager		0%	31%

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

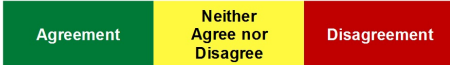
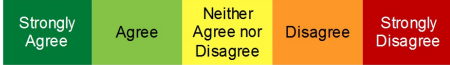
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.