



2019 | NSW Public Sector  
Employee Survey

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## AGENCY REPORT

Premier and Cabinet

# Parliamentary Counsel's Office



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## RESPONSE RATE

# 94%

46 OF 49 RESPONDENTS

RESPONSE RATE 2018: 87%

## EMPLOYEE ENGAGEMENT

# 69%

DIFFERENCE FROM 2018 **+9**  
(60%)

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

DIFFERENCE FROM PUBLIC SECTOR **+3**  
(66%)

## ENGAGEMENT WITH WORK

# 70%

DIFFERENCE FROM 2018 **+8**  
(62%)

DIFFERENCE FROM CLUSTER **-4**  
(74%)

DIFFERENCE FROM PUBLIC SECTOR **-3**  
(73%)

## SENIOR MANAGERS

# 57%

DIFFERENCE FROM 2018 **+12**  
(44%)

DIFFERENCE FROM CLUSTER **-4**  
(61%)

DIFFERENCE FROM PUBLIC SECTOR **+7**  
(50%)

## COMMUNICATION

# 64%

DIFFERENCE FROM 2018 **+18**  
(46%)

DIFFERENCE FROM CLUSTER **-8**  
(71%)

DIFFERENCE FROM PUBLIC SECTOR **+1**  
(62%)

## HIGH PERFORMANCE

# 75%

DIFFERENCE FROM 2018 **+20**  
(55%)

DIFFERENCE FROM CLUSTER **+2**  
(73%)

DIFFERENCE FROM PUBLIC SECTOR **+10**  
(65%)

## PUBLIC SECTOR VALUES

# 70%

DIFFERENCE FROM 2018 **+14**  
(57%)

DIFFERENCE FROM CLUSTER **-3**  
(73%)

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

## DIVERSITY & INCLUSION

# 69%

DIFFERENCE FROM 2018 **+13**  
(56%)

DIFFERENCE FROM CLUSTER **-12**  
(81%)

DIFFERENCE FROM PUBLIC SECTOR **0**  
(69%)

## FLEXIBLE WORKING SATISFACTION

# 64%

DIFFERENCE FROM 2018 **+11**  
(52%)

DIFFERENCE FROM CLUSTER **-21**  
(84%)

DIFFERENCE FROM PUBLIC SECTOR **+5**  
(59%)

## ACTION ON RESULTS

# 75%

DIFFERENCE FROM 2018 **+35**  
(40%)

DIFFERENCE FROM CLUSTER **+19**  
(56%)

DIFFERENCE FROM PUBLIC SECTOR **+36**  
(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	93%	74%
2e. People in my workgroup treat each other with respect	93%	65%
2b. My workgroup works collaboratively to achieve its objectives	91%	61%
1a. I understand what is expected of me to do well in my role	91%	83%
7a. My organisation focuses on improving the work we do	89%	76%
1h. I am comfortable notifying my manager if I become aware of any risks at work	85%	-
2c. I receive help and support from other members of my workgroup	83%	70%
4a. I am paid fairly for the work I do	83%	59%
6i. Senior managers in my organisation support the career advancement of women	82%	59%
7b. My organisation is making the necessary improvements to meet our future challenges	78%	60%

## - LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2019  
AGREEMENT  
2018

	AGREEMENT 2019	AGREEMENT 2018
7c. I feel that change is managed well in my organisation	36%	40%
11a. I have confidence in the ways my organisation resolves grievances	44%	22%
7g. I have confidence in the way recruitment decisions are made	44%	22%
5h. My manager deals appropriately with employees who perform poorly	44%	28%
6b. I feel that senior managers effectively lead and manage change	47%	43%
7e. People in my organisation take responsibility for their own actions	49%	49%
3g. I am satisfied with the opportunities available for career development in my organisation	52%	35%
8c. I am able to speak up and share a different view to my colleagues and manager	52%	42%
6h. I feel that senior managers listen to employees	53%	39%
7k. I feel a strong personal attachment to my organisation	55%	57%



### 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	78%	38%
10a. I believe action will be taken on the results from this survey by my organisation	75%	40%
6e. Senior managers promote collaboration between my organisation and other organisations we work with	73%	39%
3f. I have received appropriate training and development to do my job well	74%	40%
2b. My workgroup works collaboratively to achieve its objectives	91%	61%
2e. People in my workgroup treat each other with respect	93%	65%
2d. There is good team spirit in my workgroup	76%	48%
7f. My organisation is committed to developing its employees	69%	42%
4a. I am paid fairly for the work I do	83%	59%
6i. Senior managers in my organisation support the career advancement of women	82%	59%

## - LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT  
2019

AGREEMENT  
2018

	AGREEMENT 2019	AGREEMENT 2018
7c. I feel that change is managed well in my organisation	36%	40%
7k. I feel a strong personal attachment to my organisation	55%	57%



### YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

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

# HIGHEST NEUTRAL SCORING QUESTIONS

## AGREEMENT SCORES FOR HIGHEST NEUTRAL

% POSITIVE

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



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



**Q5f.** I have confidence in the decisions my manager makes



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



**Q6b.** I feel that senior managers effectively lead and manage change



## HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



**Q5f.** I have confidence in the decisions my manager makes



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



**Q6b.** I feel that senior managers effectively lead and manage change



## DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



**Q5f.** I have confidence in the decisions my manager makes



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



**Q6b.** I feel that senior managers effectively lead and manage change



## 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.

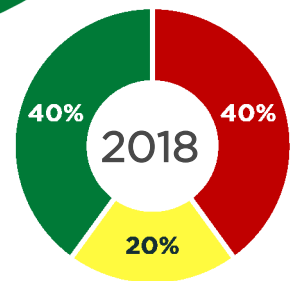
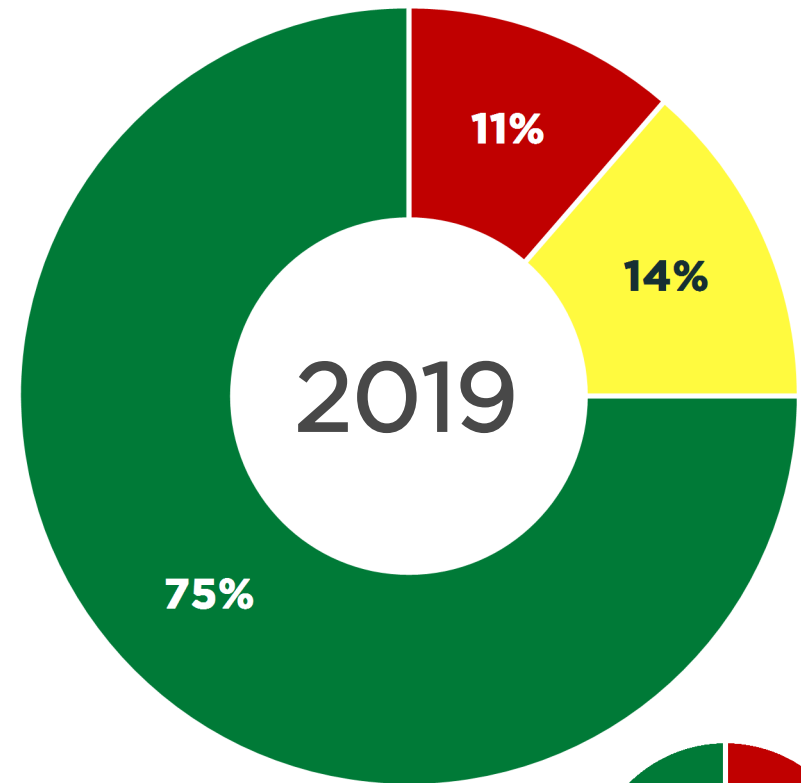
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# 75%

of employees replied favourably to:

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

<b>39%</b>	<b>56%</b>	<b>40%</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>Q6f.</b> Senior managers communicate the importance of customers/clients in achieving our business objectives	<b>69%</b>	57%	77%	61%
<b>2</b>	<b>Q8c.</b> I am able to speak up and share a different view to my colleagues and manager	<b>52%</b>	42%	78%	69%
<b>3</b>	<b>Q5f.</b> I have confidence in the decisions my manager makes	<b>60%</b>	54%	77%	69%
<b>4</b>	<b>Q2d.</b> There is good team spirit in my workgroup	<b>76%</b>	48%	81%	70%
<b>5</b>	<b>Q6a.</b> I believe senior managers provide clear direction for the future of the organisation	<b>56%</b>	43%	58%	51%
<b>6</b>	<b>Q5c.</b> My manager communicates effectively with me	<b>71%</b>	57%	77%	72%





## EXPLORE THE FULL RESULTS

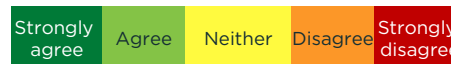
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Results are rounded and may not add up to 100%

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	27	36	30		64%	59%	69%	62%
Q7j. I am proud to tell others I work for my organisation	34	43	16		77%	61%	78%	70%
Q7k. I feel a strong personal attachment to my organisation	30	25	23	20	55%	57%	58%	64%
Q7l. My organisation motivates me to help it achieve its objectives	23	41	25	11	64%	43%	64%	56%
Q7m. My organisation inspires me to do the best in my job	20	36	27	16	57%	41%	62%	56%

### KEY





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	70% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1c. My job gives me a feeling of personal accomplishment	27	49	18		76%	67%	77%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	22	47	24		69%	63%	76%	72%
Q1e. I am satisfied with my job	11	53	22	11	64%	56%	69%	69%

### KEY





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SENIOR MANAGERS	57% 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	16	40	36	9	56%	43%	58%	51%
Q6b. I feel that senior managers effectively lead and manage change	18	29	36	16	47%	43%	55%	47%
Q6c. I feel that senior managers model the values of my organisation	16	49	29		64%	54%	63%	52%
Q6d. Senior managers encourage innovation by employees	27	29	33	9	56%	37%	60%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	29	44	16	11	73%	39%	73%	53%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	29	40	27		69%	57%	77%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	18	38	20	18	56%	46%	62%	48%
Q6h. I feel that senior managers listen to employees	27	27	27	18	53%	39%	55%	44%
Q7c. I feel that change is managed well in my organisation	16	20	29	29	36%	40%	46%	42%

### KEY





## EXPLORE THE FULL RESULTS

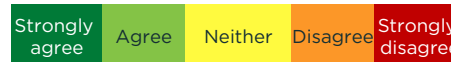
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COMMUNICATION	64% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q5c. My manager communicates effectively with me	29	42	16	13	71%	57%	77%	72%
Q5d. My manager encourages and values employee input	29	42	18	11	71%	52%	81%	73%
Q5e. My manager involves my workgroup in decisions about our work	31	47	9	13	78%	38%	76%	68%
Q6g. I feel that senior managers keep employees informed about what's going on	18	38	20	18	56%	46%	62%	48%
Q6h. I feel that senior managers listen to employees	27	27	27	18	53%	39%	55%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	23	30	32	14	52%	42%	78%	69%

KEY





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	HIGH PERFORMANCE		75% 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	24	67		91%	83%	86%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	35	57		91%	61%	85%	79%
Q3f. I have received appropriate training and development to do my job well	35	39	15 11	74%	40%	63%	66%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	51	13 9	78%	54%	81%	75%
Q5f. I have confidence in the decisions my manager makes	29	31	36	60%	54%	77%	69%
Q6d. Senior managers encourage innovation by employees	27	29	33 9	56%	37%	60%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	29	44	16 11	73%	39%	73%	53%
Q7a. My organisation focuses on improving the work we do	29	60	9	89%	76%	80%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	29	49	18	78%	60%	64%	57%

KEY



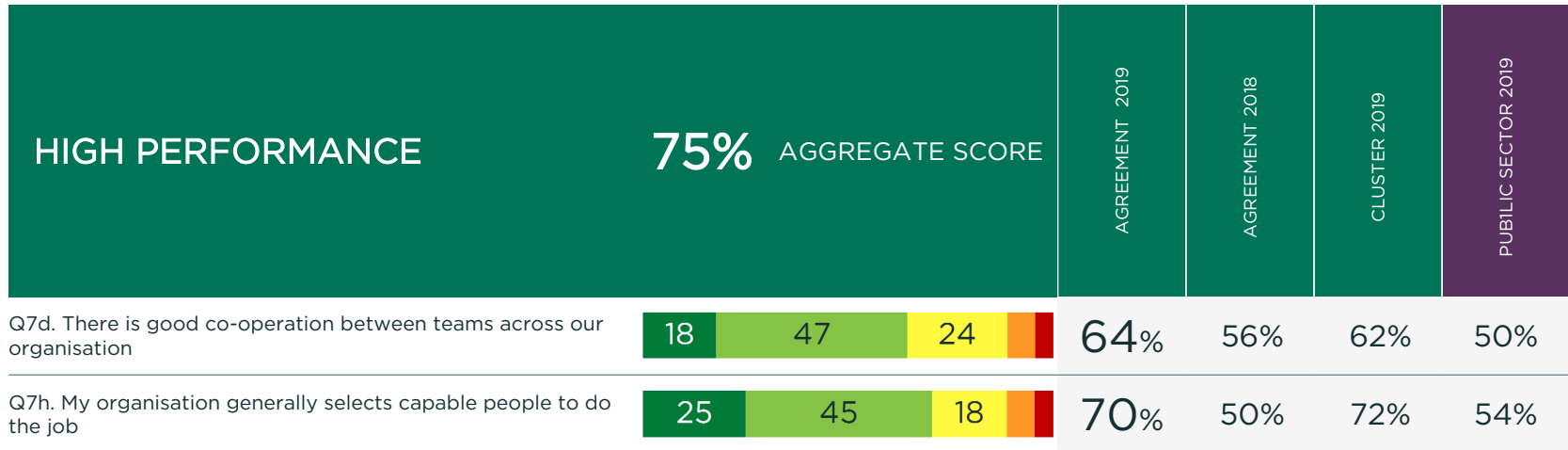


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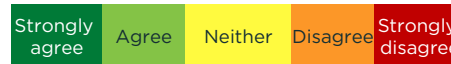
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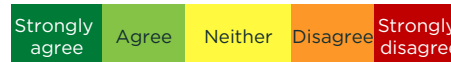
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PUBLIC SECTOR VALUES	70% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019		
	Q2a. My workgroup strives to achieve customer/client satisfaction	39	54	93%	74%	94%	86%	
Q2e. People in my workgroup treat each other with respect	28	65	93%	65%	84%	75%		
Q5a. My manager encourages people in my workgroup to keep improving the work they do	27	51	13	9	78%	54%	81%	75%
Q5b. My manager listens to what I have to say	29	44	16	11	73%	67%	82%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation	16	40	36	9	56%	43%	58%	51%
Q6c. I feel that senior managers model the values of my organisation	16	49	29		64%	54%	63%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	29	40	27		69%	57%	77%	61%
Q6g. I feel that senior managers keep employees informed about what's going on	18	38	20	18	56%	46%	62%	48%
Q6h. I feel that senior managers listen to employees	27	27	27	18	53%	39%	55%	44%

KEY





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PUBLIC SECTOR VALUES	70% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019		
	Q7a. My organisation focuses on improving the work we do	29	60	9	89%	76%	80%	69%
Q7e. People in my organisation take responsibility for their own actions	13	36	29	18	49%	49%	65%	48%

### KEY







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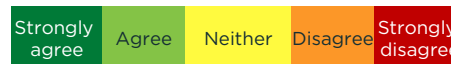
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DIVERSITY & INCLUSION	69% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	20	51	18		71%	57%	72%	67%
Q5b. My manager listens to what I have to say	29	44	16	11	73%	67%	82%	76%
Q5d. My manager encourages and values employee input	29	42	18	11	71%	52%	81%	73%
Q6i. Senior managers in my organisation support the career advancement of women	51	31	11		82%	59%	79%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	32	41	20		73%	58%	85%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	39	25	20	14	64%	58%	80%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	23	30	32	14	52%	42%	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>	23	41	25		64%	52%	84%	59%
Q8e. My manager supports flexible working in my team	30	41	16	9	70%	56%	88%	63%

KEY



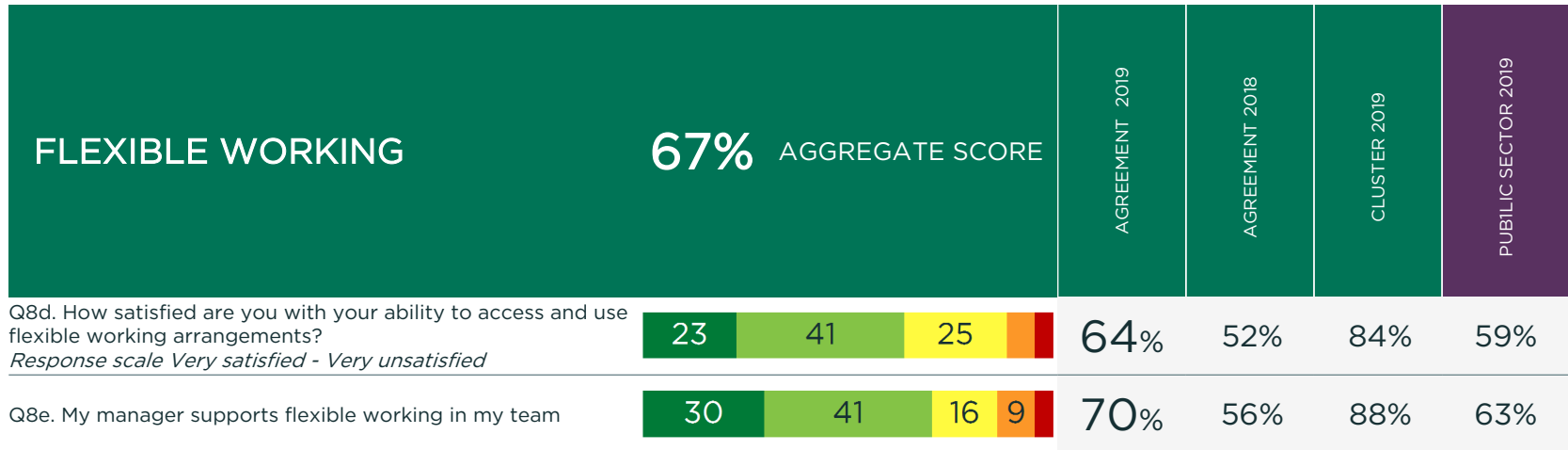


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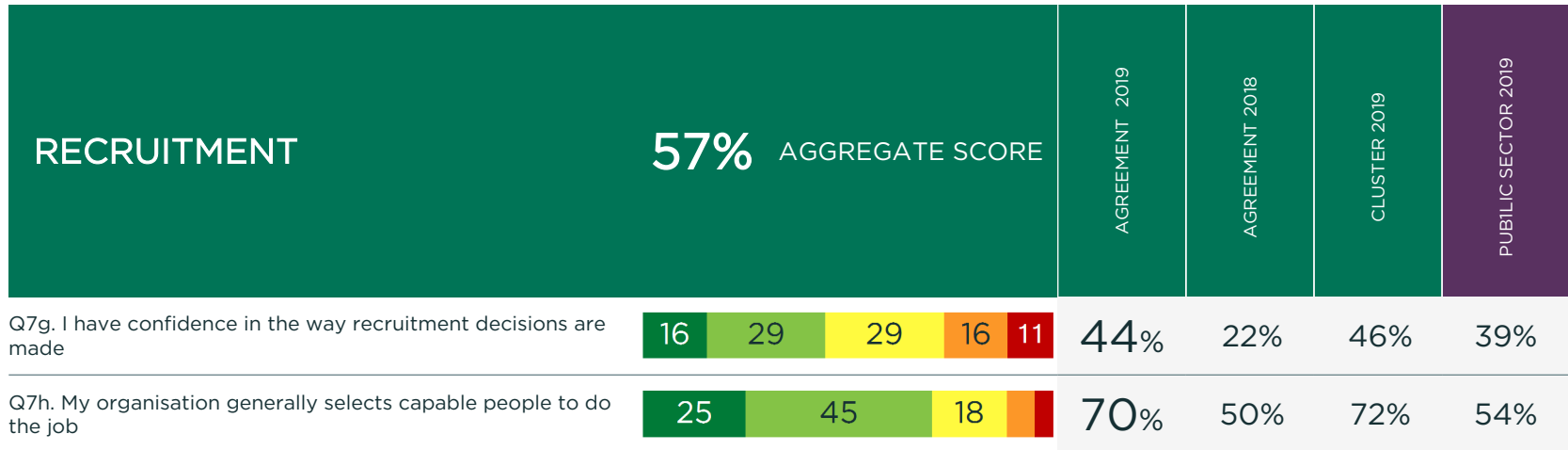


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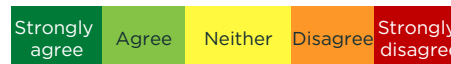
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## PERFORMANCE FRAMEWORK & DEVELOPMENT

**62%** 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	26	46	20		72%	52%	72%	66%	
Q3e. My performance is assessed against clear criteria	22	48	17	11	70%	63%	57%	57%	
Q3g. I am satisfied with the opportunities available for career development in my organisation	20	33	15	24	9	52%	35%	47%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do	29	33	20	18		62%	52%	78%	69%
Q5h. My manager deals appropriately with employees who perform poorly	16	29	42	9		44%	28%	53%	48%
Q7f. My organisation is committed to developing its employees	31	38	24			69%	42%	65%	53%

KEY





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	72% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	20	51	18		71%	57%	72%	67%
Q1f. I am able to keep my work stress at an acceptable level	13	47	22	11	60%	48%	68%	61%
Q2c. I receive help and support from other members of my workgroup	37	46	13		83%	70%	87%	81%
Q2d. There is good team spirit in my workgroup	27	49	22		76%	48%	81%	70%

### KEY



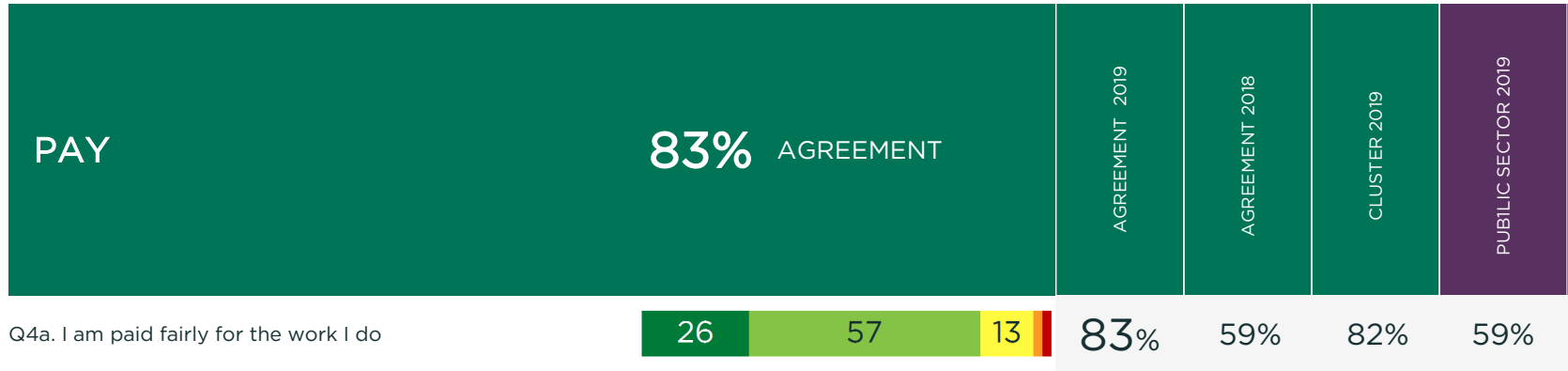


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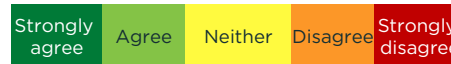
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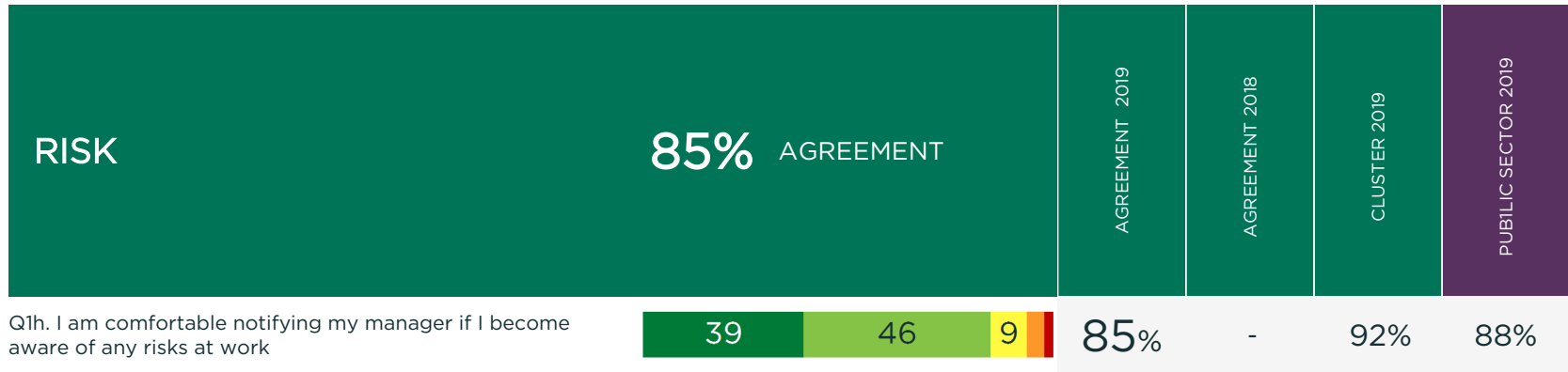


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Results are rounded and may not add up to 100%

## HEALTH & SAFETY

67% 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 show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

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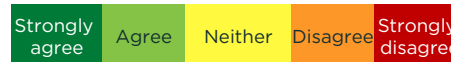
## ACTION ON RESULTS

**75%** 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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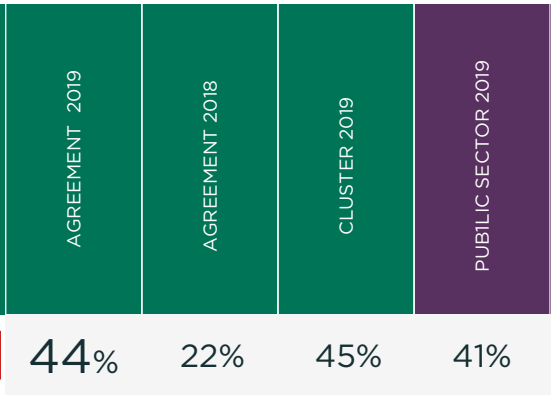
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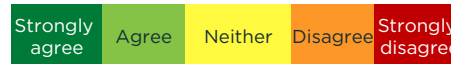
## WORKPLACE CONDUCT

**44%** AGREEMENT

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



KEY





## WELLBEING AND ENGAGEMENT

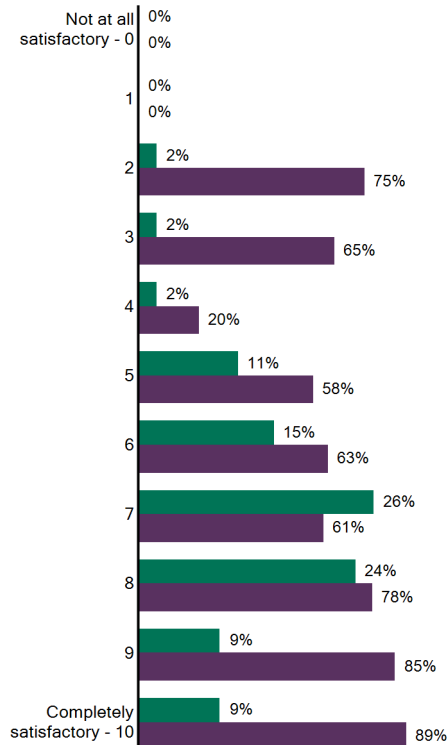
### EXPLORE THE FULL RESULTS

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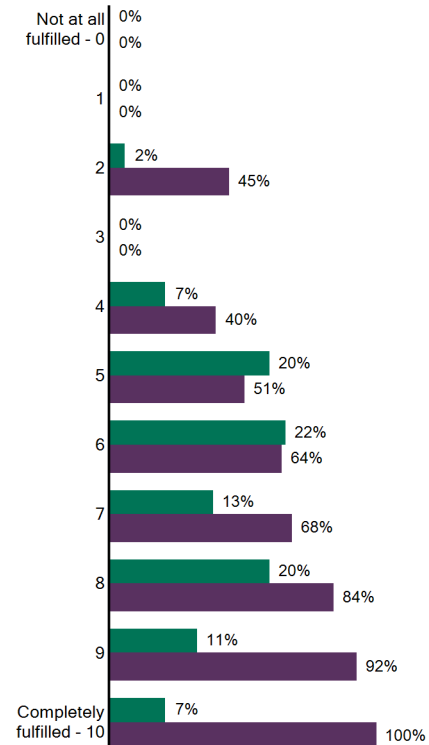
This compares Wellbeing to Engagement.

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



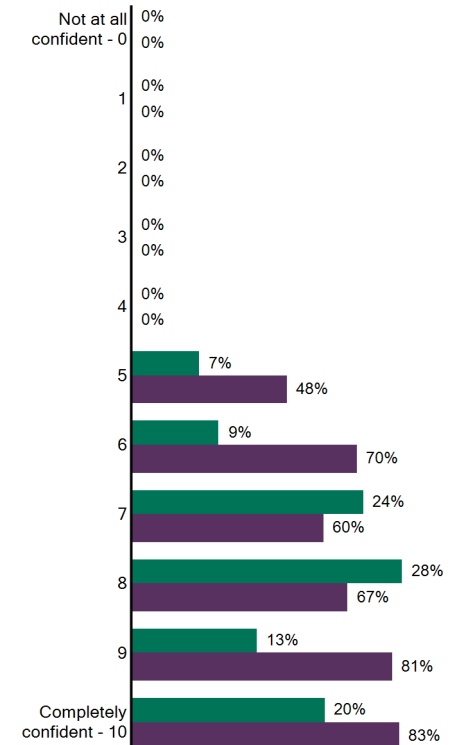
Proportion of respondents answering each response option

**Q1j.** I find my life at work fulfilling



Employee engagement score

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





## EXPLORE THE FULL RESULTS

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## 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		67%	76%	62%	71%
No		33%	24%	38%	29%
<b>Q3b.</b> I have informal feedback conversations with my manager					
Yes		78%	65%	81%	76%
No		22%	35%	19%	24%
<b>Q3c.</b> I have scheduled feedback conversations with my manager					
Yes		63%	50%	66%	60%
No		37%	50%	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		37%	57%	51%	41%
No		63%	43%	49%	59%



## EXPLORE THE FULL RESULTS

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Results are rounded and may not add up to 100%

## MOBILITY

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

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

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Lack of visible opportunities		36%	59%	36%	29%
Lack of promotion opportunities		36%	57%	35%	28%
There are no major barriers to my career progression		34%	28%	30%	29%
The application/recruitment process is too cumbersome or time consuming		23%	33%	18%	22%
Personal/family considerations		18%	33%	22%	29%
Lack of support for temporary assignments/secondments		18%	33%	14%	15%
Geographic location considerations		16%	20%	23%	25%
Insufficient training and development		14%	24%	9%	15%
Lack of required capabilities or experience		11%	30%	9%	11%
Lack of support from my manager/supervisor		7%	24%	8%	13%
Other		5%	-	7%	9%

% are calculated with the number of unique respondents (N = 44 to this question)



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

## UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

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

Yes		7%	22%	15%	27%
No		74%	58%	73%	56%
Don't know		19%	20%	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
<b>Q13a.</b> In the last 12 months I have witnessed bullying at work					
Yes		9%	31%	25%	33%
No		70%	47%	68%	57%
Don't know		21%	22%	8%	10%
<b>Q13b.</b> In the last 12 months I have been subjected to bullying at work					
Yes		7%	11%	11%	18%
No		84%	64%	83%	75%
Don't know		9%	24%	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

Questions are grouped by topics in this report.

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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%	-	1%	4%
No	100%	98%	98%	94%
Don't know	0%	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

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.

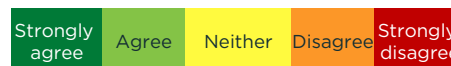
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Results are rounded and may not add up to 100%

## PREMIER AND CABINET CUSTOMISED QUESTIONS

				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019
Q1. My manager actively supports a diverse and inclusive work environment	40	43	17	83%	-	85%
Q2. I feel a sense of belonging in my team	29	48	19	76%	-	80%
Q3. The people I work with have safe work practices	40	60		100%	-	90%
Q4. My manager promotes safe work practices in my workplace	40	50	10	90%	-	85%
Q5. I feel senior managers provide me with opportunities to give feedback on my workplace experience	29	40	21	69%	-	68%
Q6. I feel comfortable providing feedback to senior managers	33	38	17	71%	-	64%
Q7. I believe my manager considers the Public Service values when recruiting new employees	31	33	24	64%	-	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		5%	8%
Reduced time for the recruitment process		39%	34%
More attention given to my induction by my manager		10%	19%
Reduced time to receive network access/equipment i.e. laptop		7%	18%
Not applicable - I would not change anything		39%	21%



## EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

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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		17%	7%
Deputy Secretaries or equivalent		7%	16%
Executive Directors or equivalent		12%	28%
Directors or equivalent		27%	18%
The managers above my manager		37%	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

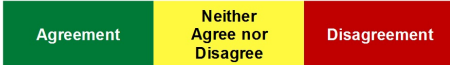
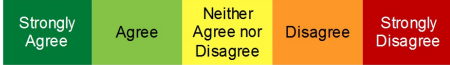
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.