



**2019** | NSW Public Sector  
Employee Survey

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AGENCY REPORT

Treasury

NSW Treasury Corporation (TCorp)



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## RESPONSE RATE

>100%

205 OF 202 RESPONDENTS

RESPONSE RATE 2018: >100%

## EMPLOYEE ENGAGEMENT

72% 

DIFFERENCE FROM 2018 +1 (71%)

DIFFERENCE FROM CLUSTER +2 (70%)

DIFFERENCE FROM PUBLIC SECTOR +6 (66%)

## ENGAGEMENT WITH WORK

80% 

DIFFERENCE FROM 2018 -1 (81%)

DIFFERENCE FROM CLUSTER +4 (75%)

DIFFERENCE FROM PUBLIC SECTOR +7 (73%)

## SENIOR MANAGERS

61% 

DIFFERENCE FROM 2018 +1 (60%)

DIFFERENCE FROM CLUSTER +3 (58%)

DIFFERENCE FROM PUBLIC SECTOR +11 (50%)

## COMMUNICATION

70% 

DIFFERENCE FROM 2018 -1 (72%)

DIFFERENCE FROM CLUSTER -2 (72%)

DIFFERENCE FROM PUBLIC SECTOR +8 (62%)

## HIGH PERFORMANCE

73% 

DIFFERENCE FROM 2018 -2 (75%)

DIFFERENCE FROM CLUSTER +3 (70%)

DIFFERENCE FROM PUBLIC SECTOR +8 (65%)

## PUBLIC SECTOR VALUES

73% -

DIFFERENCE FROM 2018 0 (73%)

DIFFERENCE FROM CLUSTER +2 (71%)

DIFFERENCE FROM PUBLIC SECTOR +10 (62%)

## DIVERSITY & INCLUSION

80% 

DIFFERENCE FROM 2018 -2 (82%)

DIFFERENCE FROM CLUSTER -1 (80%)

DIFFERENCE FROM PUBLIC SECTOR +11 (69%)

## FLEXIBLE WORKING SATISFACTION

85% 

DIFFERENCE FROM 2018 -3 (88%)

DIFFERENCE FROM CLUSTER +4 (81%)

DIFFERENCE FROM PUBLIC SECTOR +26 (59%)

## ACTION ON RESULTS

62% -

DIFFERENCE FROM 2018 0 (62%)

DIFFERENCE FROM CLUSTER +8 (54%)

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
1h. I am comfortable notifying my manager if I become aware of any risks at work	93%	-
2a. My workgroup strives to achieve customer/client satisfaction	92%	94%
1a. I understand what is expected of me to do well in my role	87%	90%
1g. I know how to address a health and safety issue I have identified	87%	85%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	85%	87%
2e. People in my workgroup treat each other with respect	85%	89%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	85%	83%
8d. How satisfied are you with your ability to access and use flexible working arrangements?	85%	88%
8e. My manager supports flexible working in my team	85%	89%
5b. My manager listens to what I have to say	85%	86%

## - LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2019

AGREEMENT  
2018

	AGREEMENT 2019	AGREEMENT 2018
7c. I feel that change is managed well in my organisation	48%	53%
6h. I feel that senior managers listen to employees	50%	52%
7d. There is good co-operation between teams across our organisation	50%	59%
6b. I feel that senior managers effectively lead and manage change	53%	50%
3g. I am satisfied with the opportunities available for career development in my organisation	55%	55%
7e. People in my organisation take responsibility for their own actions	56%	53%
7g. I have confidence in the way recruitment decisions are made	56%	49%
6c. I feel that senior managers model the values of my organisation	56%	58%
6d. Senior managers encourage innovation by employees	59%	56%
11a. I have confidence in the ways my organisation resolves grievances	59%	55%



### 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
4a. I am paid fairly for the work I do	65%	56%
5h. My manager deals appropriately with employees who perform poorly	63%	54%
6a. I believe senior managers provide clear direction for the future of the organisation	69%	62%
7g. I have confidence in the way recruitment decisions are made	56%	49%
11a. I have confidence in the ways my organisation resolves grievances	59%	55%
3e. My performance is assessed against clear criteria	67%	63%
6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	83%	79%
6b. I feel that senior managers effectively lead and manage change	53%	50%
7e. People in my organisation take responsibility for their own actions	56%	53%
6d. Senior managers encourage innovation by employees	59%	56%

## - LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT  
2019

AGREEMENT  
2018

	AGREEMENT 2019	AGREEMENT 2018
7d. There is good co-operation between teams across our organisation	50%	59%
7b. My organisation is making the necessary improvements to meet our future challenges	74%	81%
8c. I am able to speak up and share a different view to my colleagues and manager	73%	78%
7c. I feel that change is managed well in my organisation	48%	53%
2c. I receive help and support from other members of my workgroup	83%	87%
7h. My organisation generally selects capable people to do the job	70%	75%
2b. My workgroup works collaboratively to achieve its objectives	82%	86%
8e. My manager supports flexible working in my team	85%	89%
6i. Senior managers in my organisation support the career advancement of women	63%	67%
5g. My manager provides acknowledgement or other recognition for the work I do	78%	82%



### 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



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



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



**Q6h.** I feel that senior managers listen to employees



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



## HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



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



**Q6h.** I feel that senior managers listen to employees



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



## DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



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



**Q6h.** I feel that senior managers listen to employees



**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: 205

Gender	Survey %	Employment Status	Survey %	Type of work	Survey %
Male	56	Senior Executive (ongoing/permanent or term)	7	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	2
Female	38	Ongoing/Permanent (other than senior executive)	72	Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	14
Other	5	Temporary (including temporary teachers and graduates)	1	Administrative support (e.g. executive/personal assistant, receptionist)	6
		Casual	0	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	41
		Contract – Non Executive	15	Policy	1
		Labour hire (staff employed by an external supplier - eg. recruitment agency, generally for a limited term)	3	Research	5
		Other	1	Program and project management support	6
		Don't know	2	Legal (including developing and/or reviewing legislation)	2
				Other	25
Age	Survey %	Manager of managers	Survey %	Organisation Tenure	Survey %
15 - 34 years	16	Yes	11	Less than 1 year	36
35 - 54 years	75	No	89	1 - 2 years	12
55+ years	9			2 - 5 years	30
		Supervisors	Survey %	5 - 10 years	13
		Yes	34	10 - 20 years	10
		No	66	More than 20 years	1
		Working arrangement	Survey %		
		Full-time	95	Salary	Survey %
		Part-time	5	\$83,402 and below	3
				\$83,403 - \$108,043	11
				\$108,044 - \$144,520	16
				\$144,521 and above	45
				Prefer not to say	25
LOTE spoken at home	Survey %				
Yes	24				
No	65				
Prefer not to say	10				
Aboriginal and/or Torres Strait Islanders	Survey %				
Yes	1				
No	92				
Prefer not to say	8				
Disability	Survey %				
Yes	0				
No	95				
Prefer not to say	5				
LGBTI	Survey %				
Yes	2				
No	92				
Prefer not to say	6				

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.

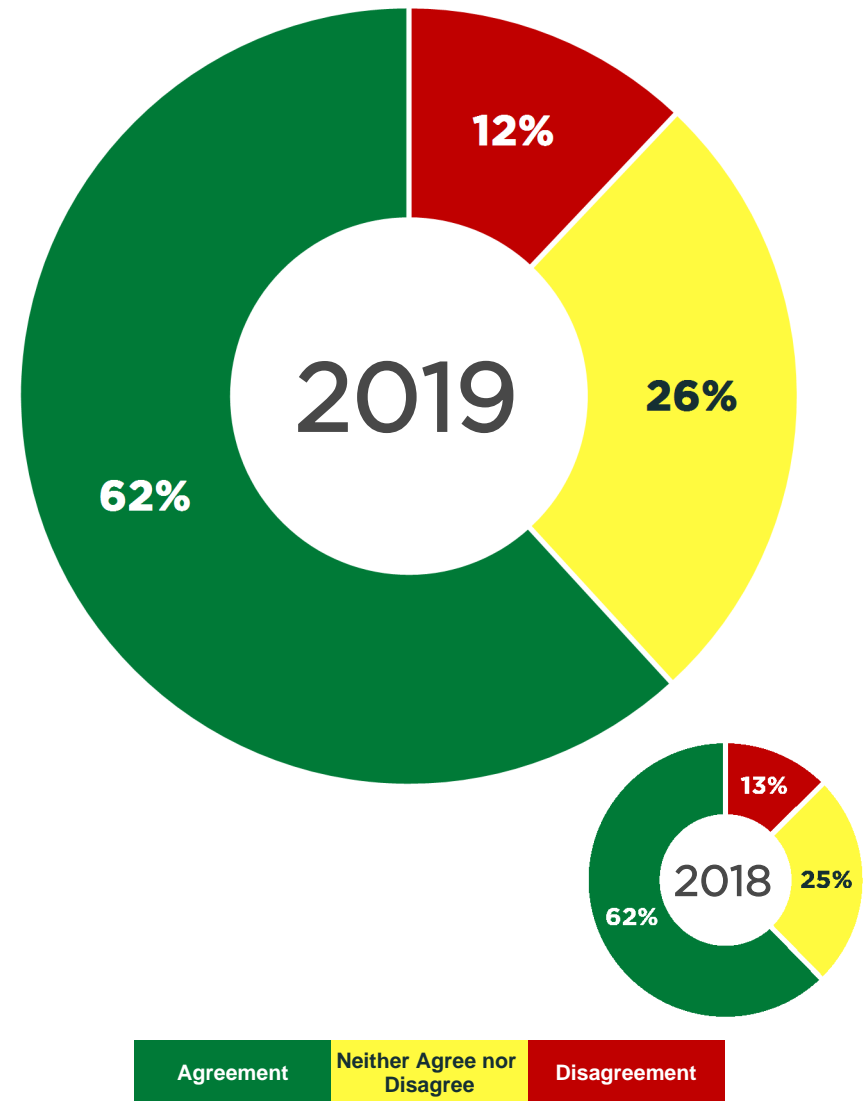
Results are rounded and may not add up to 100%

# 62%

of employees replied favourably to:

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

<b>39%</b>	<b>54%</b>	<b>62%</b>
SECTOR	CLUSTER	2018





# KEY DRIVERS OF ENGAGEMENT



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

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

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

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

## RANK

		% AGREEMENT 2019	% AGREEMENT 2018	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
<b>1</b>	<b>Q7a.</b> My organisation focuses on improving the work we do	<b>80%</b>	81%	77%	69%
<b>2</b>	<b>Q1b.</b> I am provided with the support I need to do my best at work	<b>75%</b>	76%	74%	67%
<b>3</b>	<b>Q7f.</b> My organisation is committed to developing its employees	<b>72%</b>	70%	61%	53%
<b>4</b>	<b>Q7b.</b> My organisation is making the necessary improvements to meet our future challenges	<b>74%</b>	81%	64%	57%
<b>5</b>	<b>Q7e.</b> People in my organisation take responsibility for their own actions	<b>56%</b>	53%	54%	48%
<b>6</b>	<b>Q8c.</b> I am able to speak up and share a different view to my colleagues and manager	<b>73%</b>	78%	81%	69%

# BUSINESS UNIT COMPARISON



## COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for NSW Treasury Corporation (TCorp)

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.

	NSW Treasury Corporation (TCorp)	Corporate Services & Operations (including Legal and EPMO)	Distribution & Client Relationships	Finance (including Settlements)	Financial Markets	Information Technology	Investment Operations	Investments	People & Workplace and Office of Chief Executive	Risk & Compliance
NUMBER OF RESPONDENTS	205	17	11	16	20	35	23	46	25	11
EMPLOYEE ENGAGEMENT	72%	79%	70%	74%	73%	71%	77%	66%	75%	63%
ENGAGEMENT WITH WORK	80%	84%	79%	85%	87%	67%	86%	81%	79%	75%
SENIOR MANAGERS	61%	78%	59%	58%	53%	59%	63%	59%	70%	38%
COMMUNICATION	70%	79%	70%	74%	73%	74%	78%	65%	63%	58%
HIGH PERFORMANCE	73%	80%	72%	75%	72%	68%	81%	73%	75%	56%
PUBLIC SECTOR VALUES	73%	81%	74%	75%	69%	71%	78%	72%	76%	51%
DIVERSITY & INCLUSION	80%	84%	81%	83%	80%	83%	89%	78%	78%	51%

### 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	72% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019		
Q7i. I would recommend my organisation as a great place to work	26	47	20	73%	74%	72%	62%	
Q7j. I am proud to tell others I work for my organisation	35	42	21	77%	76%	74%	70%	
Q7k. I feel a strong personal attachment to my organisation	27	39	24	66%	64%	63%	64%	
Q7l. My organisation motivates me to help it achieve its objectives	24	44	22	7	68%	69%	65%	56%
Q7m. My organisation inspires me to do the best in my job	24	44	22		68%	67%	64%	56%

### KEY





## EXPLORE THE FULL RESULTS

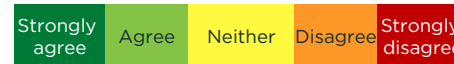
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	80% AGGREGATE SCORE			AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1c. My job gives me a feeling of personal accomplishment	30	53	10	83%	83%	77%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	37	45	10	82%	83%	78%	72%
Q1e. I am satisfied with my job	25	48	18	74%	77%	71%	69%

### KEY





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SENIOR MANAGERS	61% 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	19	50	16	12	69%	62%	59%	51%	
Q6b. I feel that senior managers effectively lead and manage change	14	39	23	17	53%	50%	50%	47%	
Q6c. I feel that senior managers model the values of my organisation	17	40	22	14	56%	58%	58%	52%	
Q6d. Senior managers encourage innovation by employees	13	46	30	8	59%	56%	58%	51%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	21	46	21	8	67%	68%	62%	53%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	32	51	11		83%	79%	77%	61%	
Q6g. I feel that senior managers keep employees informed about what's going on	20	41	24	11	61%	63%	59%	48%	
Q6h. I feel that senior managers listen to employees	15	34	30	13	8	50%	52%	53%	44%
Q7c. I feel that change is managed well in my organisation	14	34	28	15	8	48%	53%	43%	42%

KEY





## EXPLORE THE FULL RESULTS

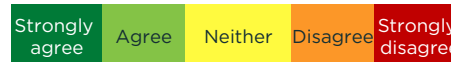
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COMMUNICATION	70% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019			
Q5c. My manager communicates effectively with me	36	42	14	78%	77%	79%	72%		
Q5d. My manager encourages and values employee input	39	43	11	82%	81%	83%	73%		
Q5e. My manager involves my workgroup in decisions about our work	34	45	15	79%	79%	79%	68%		
Q6g. I feel that senior managers keep employees informed about what's going on	20	41	24	11	61%	63%	59%	48%	
Q6h. I feel that senior managers listen to employees	15	34	30	13	8	50%	52%	53%	44%
Q8c. I am able to speak up and share a different view to my colleagues and manager	29	44	14	9	73%	78%	81%	69%	

KEY





## EXPLORE THE FULL RESULTS

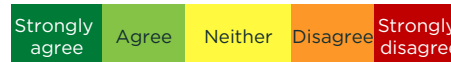
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HIGH PERFORMANCE	73% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1a. I understand what is expected of me to do well in my role	34	54	87%	90%	85%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	40	42	82%	86%	84%	79%
Q3f. I have received appropriate training and development to do my job well	24	44	68%	67%	60%	66%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	35	49	84%	84%	83%	75%
Q5f. I have confidence in the decisions my manager makes	39	41	80%	78%	79%	69%
Q6d. Senior managers encourage innovation by employees	13	46	59%	56%	58%	51%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	21	46	67%	68%	62%	53%
Q7a. My organisation focuses on improving the work we do	26	53	80%	81%	77%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	24	49	74%	81%	64%	57%

KEY



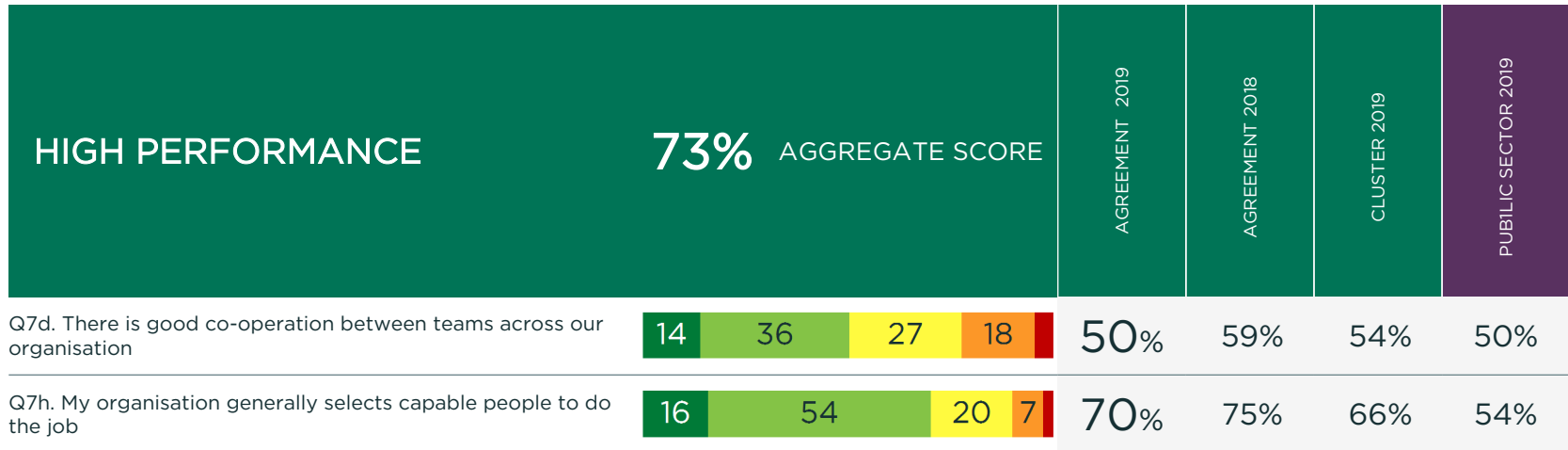


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Results are rounded and may not add up to 100%



KEY







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PUBLIC SECTOR VALUES	73% AGGREGATE SCORE		AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019			
	Q2a. My workgroup strives to achieve customer/client satisfaction	52	40	92%	94%	90%	86%		
Q2e. People in my workgroup treat each other with respect	43	42	8	85%	89%	86%	75%		
Q5a. My manager encourages people in my workgroup to keep improving the work they do	35	49	12	84%	84%	83%	75%		
Q5b. My manager listens to what I have to say	39	46	10	85%	86%	85%	76%		
Q6a. I believe senior managers provide clear direction for the future of the organisation	19	50	16	12	69%	62%	59%	51%	
Q6c. I feel that senior managers model the values of my organisation	17	40	22	14	56%	58%	58%	52%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	32	51	11	83%	79%	77%	61%		
Q6g. I feel that senior managers keep employees informed about what's going on	20	41	24	11	61%	63%	59%	48%	
Q6h. I feel that senior managers listen to employees	15	34	30	13	8	50%	52%	53%	44%

KEY



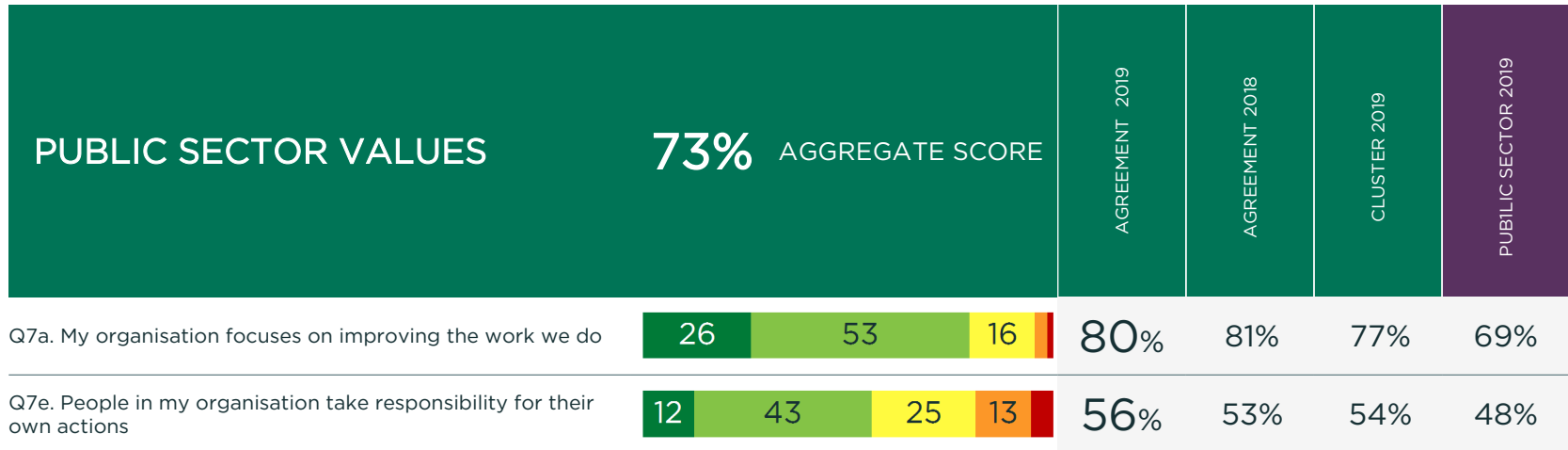


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KEY





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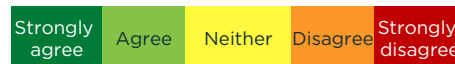
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DIVERSITY & INCLUSION	80% AGGREGATE SCORE				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019	PUBLIC SECTOR 2019
Q1b. I am provided with the support I need to do my best at work	23	52	10	12	75%	76%	74%	67%
Q5b. My manager listens to what I have to say	39	46	10		85%	86%	85%	76%
Q5d. My manager encourages and values employee input	39	43	11		82%	81%	83%	73%
Q6i. Senior managers in my organisation support the career advancement of women	23	40	27		63%	67%	66%	61%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	37	48	12		85%	87%	86%	77%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	43	42	10		85%	83%	83%	76%
Q8c. I am able to speak up and share a different view to my colleagues and manager	29	44	14	9	73%	78%	81%	69%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	47	38	9		85%	88%	81%	59%
Q8e. My manager supports flexible working in my team	49	36	11		85%	89%	85%	63%

### KEY



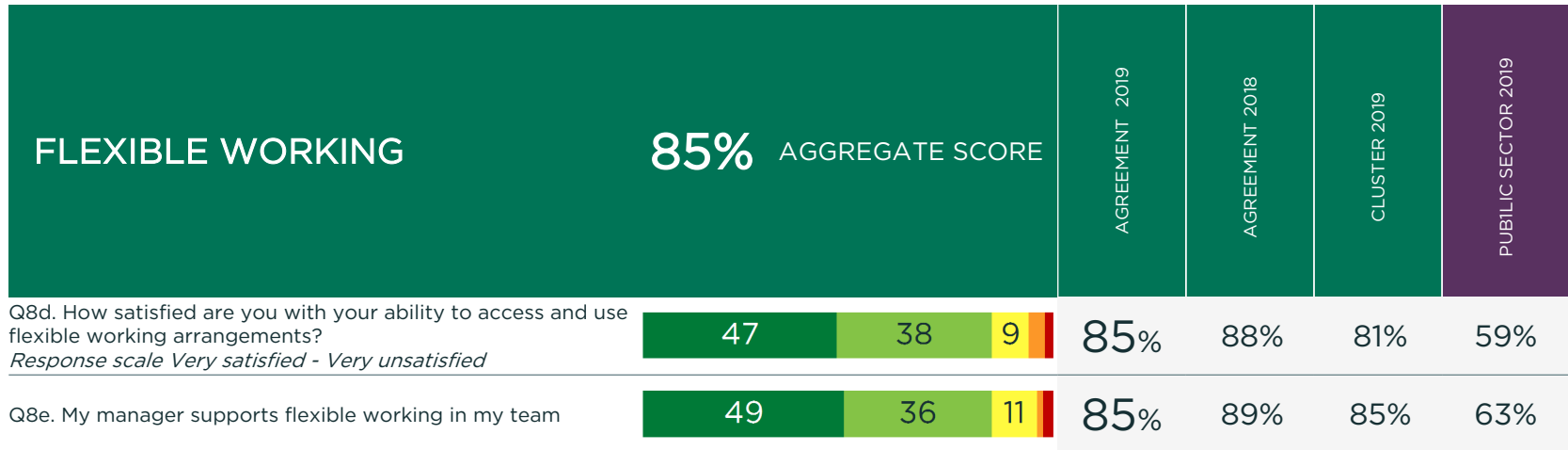


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KEY



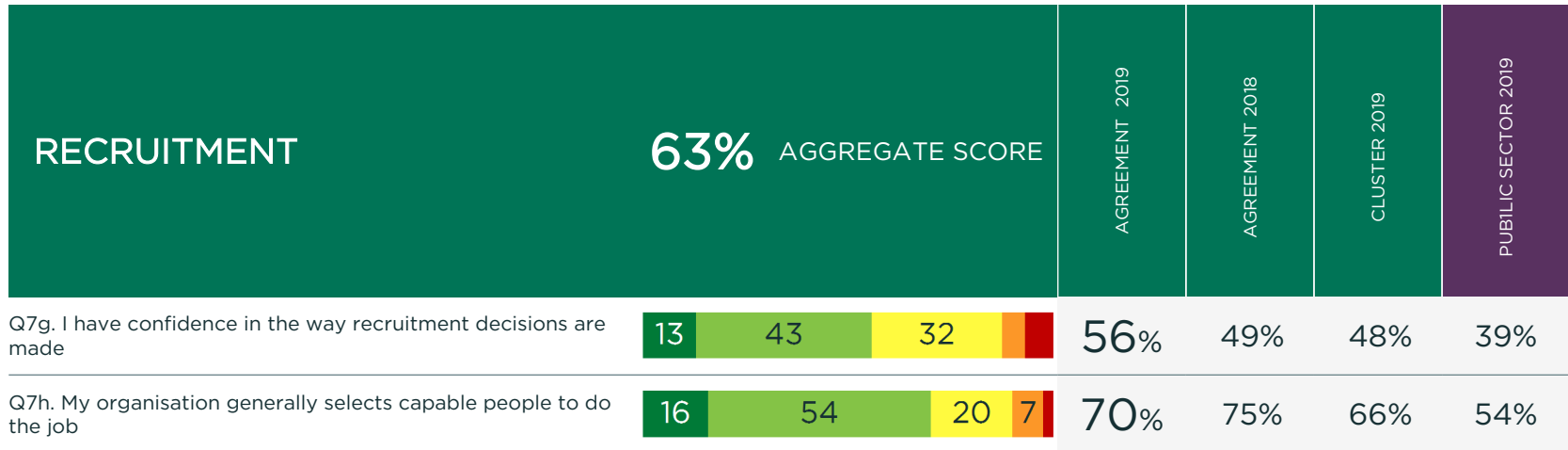


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### KEY





## 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%

## PERFORMANCE FRAMEWORK & DEVELOPMENT

**69%** 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	27	50	15			77%	77%	72%	66%
Q3e. My performance is assessed against clear criteria	22	45	20	10		67%	63%	52%	57%
Q3g. I am satisfied with the opportunities available for career development in my organisation	15	40	22	15	8	55%	55%	51%	51%
Q5g. My manager provides acknowledgement or other recognition for the work I do	36	42	13			78%	82%	80%	69%
Q5h. My manager deals appropriately with employees who perform poorly	19	43	27			63%	54%	55%	48%
Q7f. My organisation is committed to developing its employees	20	52	21			72%	70%	61%	53%

KEY





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Results are rounded and may not add up to 100%

WORKPLACE SUPPORT	78% 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	23	52	10	12	75%	76%	74%	67%
Q1f. I am able to keep my work stress at an acceptable level	25	49	13	9	74%	75%	71%	61%
Q2c. I receive help and support from other members of my workgroup	40	42	10		83%	87%	86%	81%
Q2d. There is good team spirit in my workgroup	38	41	14		79%	78%	81%	70%

### KEY



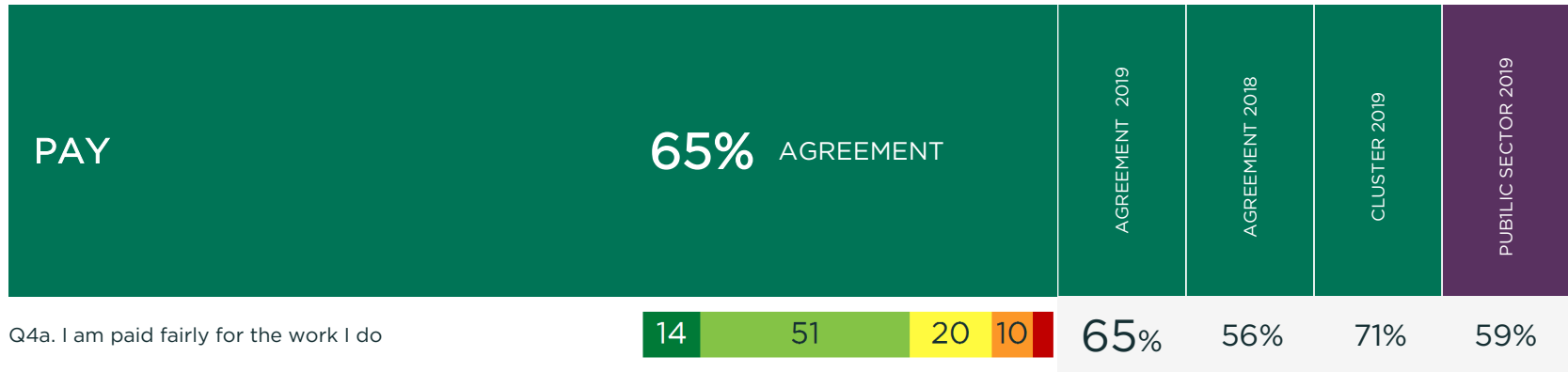


## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%



KEY





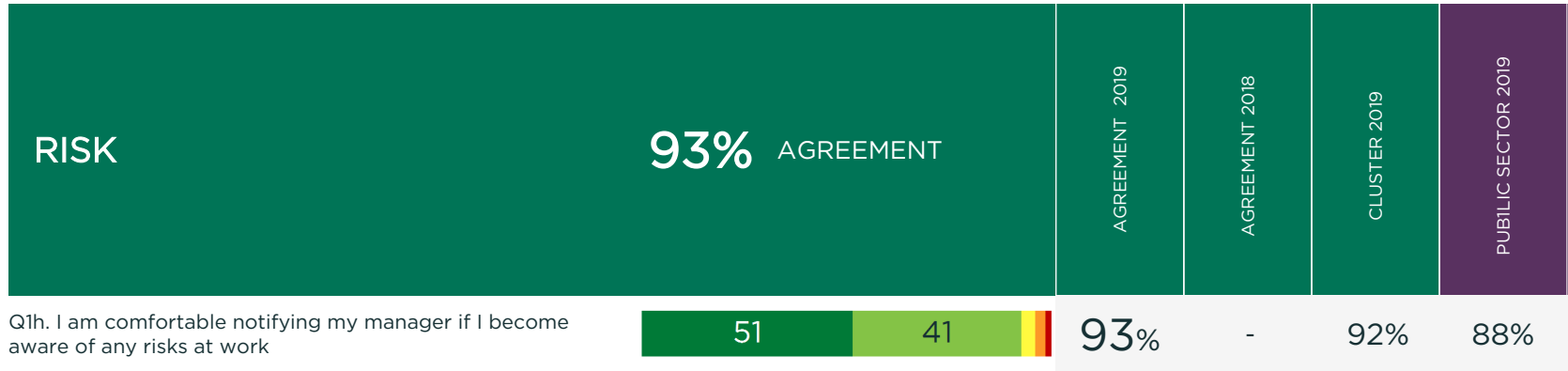


## EXPLORE THE FULL RESULTS

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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%

## HEALTH & SAFETY

**87%** AGREEMENT

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



**87%**

85%

83%

85%

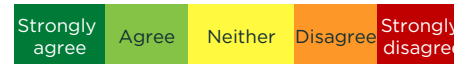
AGREEMENT 2019

AGREEMENT 2018

CLUSTER 2019

PUBLIC SECTOR 2019

### KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%

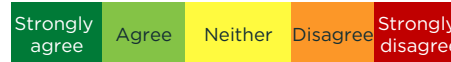
## ACTION ON RESULTS

62% AGREEMENT

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



KEY



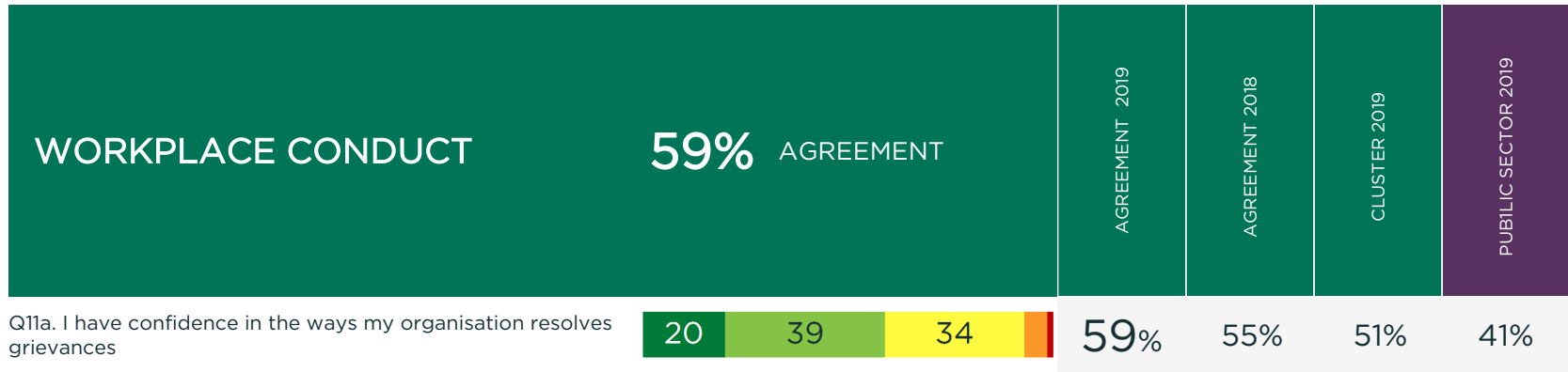


## EXPLORE THE FULL RESULTS

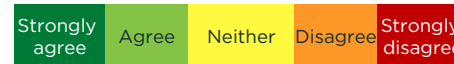
Questions are grouped by topics in this report.

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

Results are rounded and may not add up to 100%



KEY

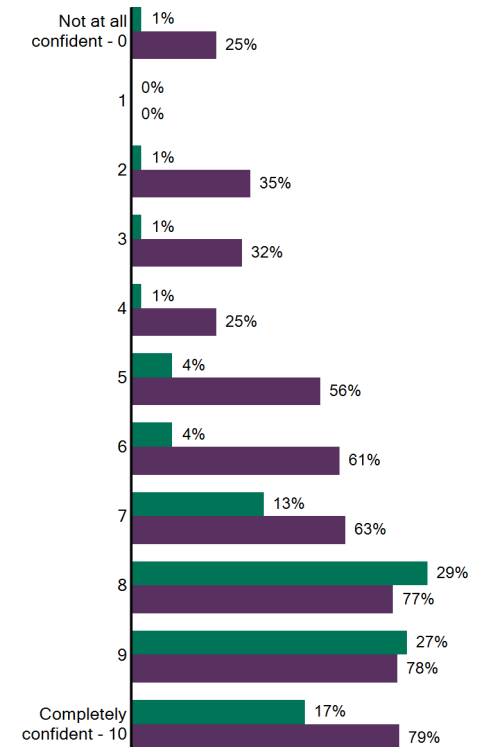
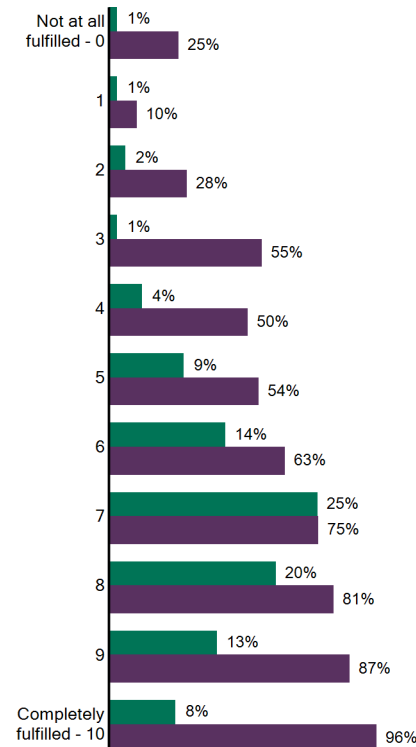
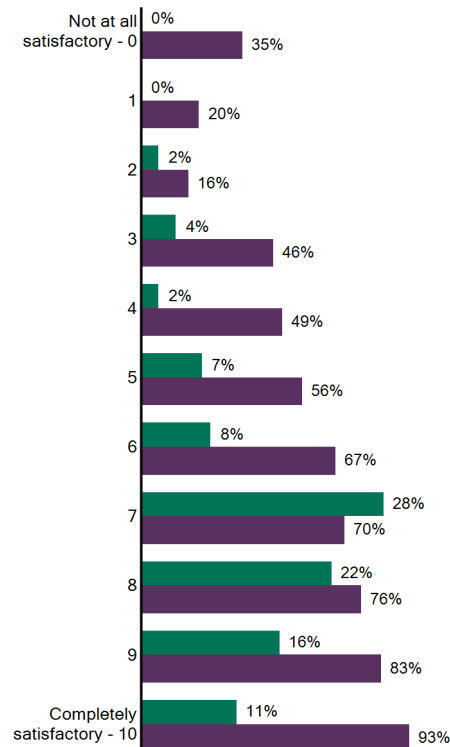


## WELLBEING AND ENGAGEMENT

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

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

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



Proportion of respondents answering each response option

Employee engagement score



### EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

This compares Wellbeing to Engagement.



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

## PERFORMANCE FRAMEWORK & DEVELOPMENT

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
<b>Q3a.</b> I have a current performance and development plan that sets out my individual objectives					
Yes		81%	79%	64%	71%
No		19%	21%	36%	29%
<b>Q3b.</b> I have informal feedback conversations with my manager					
Yes		92%	87%	83%	76%
No		8%	13%	17%	24%
<b>Q3c.</b> I have scheduled feedback conversations with my manager					
Yes		83%	76%	73%	60%
No		17%	24%	27%	40%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

## MOBILITY

**Q3h.** Are you currently looking, or thinking about looking, for a new role within the NSW Public Sector but outside of your current workplace in order to broaden your experience?

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
Yes		21%	15%	36%	41%
No		79%	85%	64%	59%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

## MOBILITY

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

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

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
There are no major barriers to my career progression		38%	45%	37%	29%
Lack of promotion opportunities		36%	38%	32%	28%
Lack of visible opportunities		32%	29%	32%	29%
Personal/family considerations		8%	12%	17%	29%
Lack of support from my manager/supervisor		7%	8%	8%	13%
Insufficient training and development		7%	11%	11%	15%
Other		6%	5%	8%	9%
Lack of required capabilities or experience		5%	7%	10%	11%
Lack of support for temporary assignments/secondments		5%	8%	10%	15%
Geographic location considerations		3%	3%	12%	25%
The application/recruitment process is too cumbersome or time consuming		3%	1%	13%	22%

% are calculated with the number of unique respondents (N = 188 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		8%	12%	13%	27%
No		75%	78%	70%	56%
Don't know		17%	10%	17%	17%

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

Yes		56%	55%	56%	65%
No		44%	45%	39%	32%
Don't know		0%	-	5%	4%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

## UNACCEPTABLE CONDUCT

2019

2018

CLUSTER 2019

PUBLIC SECTOR 2019

### Q13a. In the last 12 months I have witnessed bullying at work

Yes		14%	12%	17%	33%
No		78%	79%	73%	57%
Don't know		9%	9%	10%	10%

### Q13b. In the last 12 months I have been subjected to bullying at work

Yes		8%	6%	8%	18%
No		88%	89%	85%	75%
Don't know		5%	4%	6%	7%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

## UNACCEPTABLE CONDUCT

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

		2019	2018	CLUSTER 2019	PUBLIC SECTOR 2019
A fellow worker at your level		38%	18%	27%	27%
A senior manager		25%	45%	30%	21%
Prefer not to say		25%	27%	12%	13%
Your immediate manager/supervisor		6%	9%	24%	23%
Other		6%	-	4%	5%
A subordinate		0%	-	4%	7%
A client or customer		0%	-	0%	3%
A member of the public other than a client or customer		0%	-	0%	1%



## 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	1%	-	1%	4%
No	98%	99%	97%	94%
Don't know	1%	1%	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

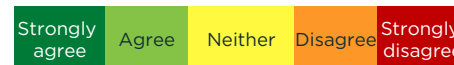
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Results are rounded and may not add up to 100%

TREASURY CUSTOMISED QUESTIONS				AGREEMENT 2019	AGREEMENT 2018	CLUSTER 2019
Q1. I have a clear understanding how my work contributes to the strategic plan and goals	25	62	9	87%	-	80%
Q3. My manager actively supports a team of highly capable and engaged people, sought after for the quality of their advice	30	49	14	79%	-	81%
Q4. I am satisfied with the onboarding experience (this includes pre - employment offer of employment, new starter welcome and communication with my hiring manager and	42	38	17	80%	-	49%

KEY





## EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

## TREASURY CUSTOMISED QUESTIONS

2019

CLUSTER 2019

**Q2.** I am not surprised by the feedback offered in my performance and development discussions with my manager

Always		28%	29%
Often		31%	34%
Sometimes		19%	19%
Rarely		15%	13%
Never		7%	4%



## EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

Results are rounded and may not add up to 100%

## TREASURY CUSTOMISED QUESTIONS

2019

CLUSTER 2019

**Q5.** In the past 12 months, what made the greatest difference to your career development

		2019	CLUSTER 2019
Attending a development program or workshop		10%	10%
Discussions with my manager		15%	12%
Formal or informal coaching		10%	6%
Stretch opportunities within my current role		14%	13%
Critical experiences		5%	5%
On-the-job experience		34%	36%
Exposure to other teams and departments		8%	11%
Networking opportunities		4%	4%
Formal or informal mentoring		1%	3%



## EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

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## TREASURY CUSTOMISED QUESTIONS

2019

CLUSTER 2019

**Q6.** When completing this survey, I believed the term 'Senior Managers' referred to the following people:

		2019	CLUSTER 2019
Treasury Secretary/Deputy Secretaries		0%	22%
Chief Executive and their team		37%	14%
Senior Executives		18%	17%
Executive Directors		1%	10%
Directors / General Managers		13%	11%
The managers above my manager		31%	27%



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
<b>GENDER</b>		
Male		56%
Female		38%
Other		5%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
<b>AGE</b>		
15-19		0%
20-24		1%
25-29	█	4%
30-34	█	11%
35-39	█	15%
40-44	█	22%
45-49	█	21%
50-54	█	16%
55-59	█	5%
60-64		2%
65+		2%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

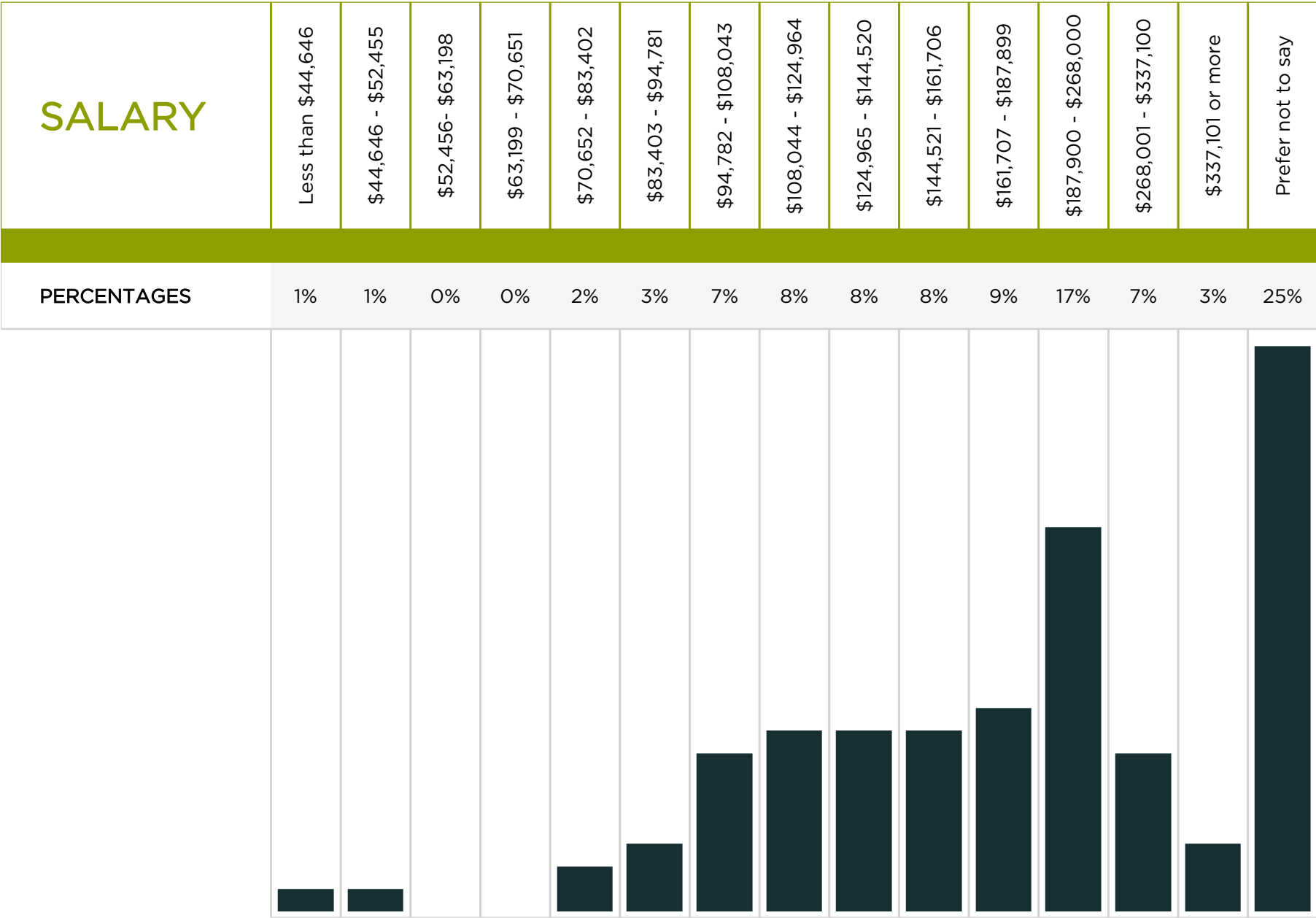
	PERCENTAGE
<b>TYPE OF WORK</b>	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	2%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	14%
Administrative support (e.g. executive/personal assistant, receptionist)	6%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	41%
Policy	1%
Research	5%
Program and project management support	6%
Legal (including developing and/or reviewing legislation)	2%
Other	25%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
<b>TENURE IN ORGANISATION</b>		
Less than 1 year		36%
1 - 2 years		12%
2 - 5 years		30%
5 - 10 years		13%
10 - 20 years		10%
More than 20 years		1%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

		PERCENTAGE
<b>FLEXIBLE WORKING</b>		
Working from home		80%
Flexible start and finish times		63%
Working from different locations		28%
Working additional hours to make up for time off		17%
Leave without pay		10%
None of the above		8%
Working more hours over fewer days		7%

% are calculated with the number of unique respondents (N = 195 to this question)

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

Results are rounded and may not add up to 100%

	PERCENTAGE
<b>FLEXIBLE WORKING</b>	
Part-time work	4%
Study leave	4%
Other	2%
Purchasing annual leave	1%
Flexible scheduling for rostered workers	1%
Job sharing	0%

% are calculated with the number of unique respondents (N = 195 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%

	NSW Treasury Corporation (T Corp)	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing)	Other service delivery work (work that does not involve contact with the public, but it is critical to the	Administrative support (e.g. executive/personal assistant, receptionist)	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
<b>NUMBER OF RESPONDENTS</b>	<b>205</b>	<b>3</b>	<b>26</b>	<b>11</b>	<b>77</b>	<b>2</b>	<b>9</b>	<b>11</b>	<b>3</b>	<b>48</b>
<b>EMPLOYEE ENGAGEMENT</b>	72%	(r)	(r)	(r)	75%	(r)	(r)	(r)	(r)	67%
ENGAGEMENT WITH WORK	80%	(r)	(r)	(r)	82%	(r)	(r)	(r)	(r)	76%
SENIOR MANAGERS	61%	(r)	(r)	(r)	65%	(r)	(r)	(r)	(r)	56%
COMMUNICATION	70%	(r)	(r)	(r)	74%	(r)	(r)	(r)	(r)	63%
HIGH PERFORMANCE	73%	(r)	(r)	(r)	77%	(r)	(r)	(r)	(r)	70%
PUBLIC SECTOR VALUES	73%	(r)	(r)	(r)	77%	(r)	(r)	(r)	(r)	70%
DIVERSITY & INCLUSION	80%	(r)	(r)	(r)	85%	(r)	(r)	(r)	(r)	74%

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



# RESULT BY SALARY



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

Results are rounded and may not add up to 100%

	NSW Treasury Corporation (T Corp)	Less than \$44,646	\$44,646 - \$52,455	\$52,456 - \$63,198	\$63,199 - \$70,651	\$70,652 - \$83,402	\$83,403 - \$94,781	\$94,782 - \$108,043	\$108,044 - \$124,964	\$124,965 - \$144,520	\$144,521 - \$161,706	\$161,707 - \$187,899	\$187,900 - \$268,000	\$268,001 - \$337,100
<b>NUMBER OF RESPONDENTS</b>	205	1	1	0	0	4	6	14	15	15	15	18	33	14
<b>EMPLOYEE ENGAGEMENT</b>	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76%	(r)
<b>ENGAGEMENT WITH WORK</b>	80%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	90%	(r)
<b>SENIOR MANAGERS</b>	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	71%	(r)
<b>COMMUNICATION</b>	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	76%	(r)
<b>HIGH PERFORMANCE</b>	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	79%	(r)
<b>PUBLIC SECTOR VALUES</b>	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	80%	(r)
<b>DIVERSITY &amp; INCLUSION</b>	80%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	83%	(r)

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

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

# RESULT BY SALARY



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

Results are rounded and may not add up to 100%

	NSW Treasury Corporation (T Corp)	\$337,101 or more	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	<b>205</b>	<b>6</b>	<b>48</b>
<b>EMPLOYEE ENGAGEMENT</b>	72%	(r)	66%
ENGAGEMENT WITH WORK	80%	(r)	74%
SENIOR MANAGERS	61%	(r)	51%
COMMUNICATION	70%	(r)	62%
HIGH PERFORMANCE	73%	(r)	66%
PUBLIC SECTOR VALUES	73%	(r)	68%
DIVERSITY & INCLUSION	80%	(r)	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 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%

	NSW Treasury Corporation (T Corp)	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
<b>NUMBER OF RESPONDENTS</b>	205	67	22	56	24	18	1
<b>EMPLOYEE ENGAGEMENT</b>	72%	78%	(r)	71%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	87%	(r)	79%	(r)	(r)	(r)
SENIOR MANAGERS	61%	73%	(r)	54%	(r)	(r)	(r)
COMMUNICATION	70%	81%	(r)	63%	(r)	(r)	(r)
HIGH PERFORMANCE	73%	80%	(r)	74%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	73%	81%	(r)	71%	(r)	(r)	(r)
DIVERSITY & INCLUSION	80%	88%	(r)	76%	(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

# 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%

	NSW Treasury Corporation (T Corp)	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	205	123	13	34	1	7	0	54	156	2	19	7	4	15
EMPLOYEE ENGAGEMENT	72%	74%	(r)	76%	(r)	(r)	(r)	74%	71%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	80%	(r)	81%	(r)	(r)	(r)	83%	80%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	61%	62%	(r)	64%	(r)	(r)	(r)	62%	60%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	70%	73%	(r)	80%	(r)	(r)	(r)	76%	69%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	73%	74%	(r)	75%	(r)	(r)	(r)	74%	73%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	73%	74%	(r)	77%	(r)	(r)	(r)	75%	72%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	80%	83%	(r)	85%	(r)	(r)	(r)	81%	80%	(r)	(r)	(r)	(r)	(r)

\*multiple types may be chosen.

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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%

	NSW Treasury Corporation (T Corp)	Sydney East	Sydney West	Sydney - City and Inner South	Sydney - Eastern Suburbs	Outside NSW	Sydney - Inner South West	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches	Capital Region	Central Coast	Central West	Coffs Harbour - Grafton	Far West and Orana
NUMBER OF RESPONDENTS	205	175	0	170	2	1	1	1	1	0	0	0	0	0
EMPLOYEE ENGAGEMENT	72%	(r)	(r)	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	(r)	(r)	82%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	61%	(r)	(r)	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	70%	(r)	(r)	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	73%	(r)	(r)	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	73%	(r)	(r)	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	80%	(r)	(r)	81%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

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

KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

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



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

Results are rounded and may not add up to 100%

	NSW Treasury Corporation (T Corp)	Hunter Valley exc Newcastle	Illawarra	Mid North Coast	Murray	New England and North West	Newcastle and Lake Macquarie	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Sydney - Baukham Hills and Hawkesbury	Sydney - Blacktown	Sydney - Inner West	Sydney - Outer South West
NUMBER OF RESPONDENTS	205	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	(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	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	80%	(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%

	NSW Treasury Corporation (T Corp)	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - Ryde	Sydney - South West	Sydney - Sutherland
<b>NUMBER OF RESPONDENTS</b>	205	0	0	0	0	0
<b>EMPLOYEE ENGAGEMENT</b>	72%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	61%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	70%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	73%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	73%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	80%	(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%

	NSW Treasury Corporation (T Corp)	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
<b>NUMBER OF RESPONDENTS</b>	205	0	1	8	20	28	40	39	30	10	3	3
<b>EMPLOYEE ENGAGEMENT</b>	72%	(r)	(r)	(r)	(r)	(r)	70%	70%	72%	(r)	(r)	(r)
ENGAGEMENT WITH WORK	80%	(r)	(r)	(r)	(r)	(r)	76%	84%	78%	(r)	(r)	(r)
SENIOR MANAGERS	61%	(r)	(r)	(r)	(r)	(r)	59%	65%	54%	(r)	(r)	(r)
COMMUNICATION	70%	(r)	(r)	(r)	(r)	(r)	73%	71%	65%	(r)	(r)	(r)
HIGH PERFORMANCE	73%	(r)	(r)	(r)	(r)	(r)	73%	76%	69%	(r)	(r)	(r)
PUBLIC SECTOR VALUES	73%	(r)	(r)	(r)	(r)	(r)	73%	76%	70%	(r)	(r)	(r)
DIVERSITY & INCLUSION	80%	(r)	(r)	(r)	(r)	(r)	81%	79%	77%	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

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CUT OFF LIMIT OF 30 RESPONDENTS



# RESULT BY GENDER



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

Results are rounded and may not add up to 100%

	NSW Treasury Corporation (T Corp)	Male	Female	Other
<b>NUMBER OF RESPONDENTS</b>	205	107	73	10
<b>EMPLOYEE ENGAGEMENT</b>	72%	72%	77%	(r)
ENGAGEMENT WITH WORK	80%	80%	87%	(r)
SENIOR MANAGERS	61%	61%	64%	(r)
COMMUNICATION	70%	73%	71%	(r)
HIGH PERFORMANCE	73%	74%	78%	(r)
PUBLIC SECTOR VALUES	73%	75%	75%	(r)
DIVERSITY & INCLUSION	80%	84%	80%	(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

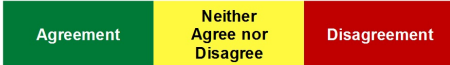
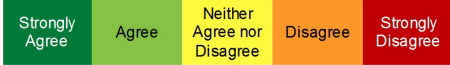
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.