



**2020** | NSW Public Sector  
Employee Survey

## Public Schools - Teachers

Parent unit: All Public Schools NSW

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**See your results at a glance**

# Headline results for key topics

These are the % favourable scores for key survey topics. Each topic relates to an area of employee experience.



We've flagged the top 3 (\*) and bottom 3 (!) topics for you. Use these topics as a starting point for exploring your results.

## Response rate

9,935 RESPONDENTS

## Employee engagement

**64%**

### Compared to

2019	+9 (55%)
Sector	-3 (67%)
Cluster	-4 (69%)

## Job satisfaction

**68%**

### Compared to

2019	+2 (66%)
Sector	-2 (70%)
Cluster	-5 (72%)

## Wellbeing, health and safety

**70%**

### Compared to

2019	+8 (61%)
Sector	-6 (76%)
Cluster	-5 (75%)

## Senior managers

**59%**

### Compared to

2019	+2 (58%)
Sector	+1 (58%)
Cluster	-2 (61%)

## Communication and change management

**63%**

### Compared to

2019	+6 (56%)
Sector	+1 (62%)
Cluster	-2 (65%)

## Inclusion and diversity

**71% \***

### Compared to

2019	+1 (70%)
Sector	-3 (74%)
Cluster	-4 (75%)

## Flexible working satisfaction

**40% !**

### Compared to

2019	-3 (43%)
Sector	-26 (67%)
Cluster	-11 (51%)

## Role clarity and support

**61%**

### Compared to

2019	-9 (70%)
Sector	-5 (66%)
Cluster	-5 (65%)

## Autonomy and employee voice

**68%**

### Compared to

2019	+4 (65%)
Sector	-3 (71%)
Cluster	-3 (71%)

## Feedback and performance management

**63%**

### Compared to

2019	+2 (60%)
Sector	0 (63%)
Cluster	-1 (63%)

## Learning and development

**58%**

### Compared to

2019	-1 (59%)
Sector	+3 (54%)
Cluster	-3 (60%)

# Headline results for key topics (continued)

These are the % favourable scores for key survey topics. Each topic relates to an area of employee experience.



We've flagged the top 3 (\*) and bottom 3 (!) topics for you. Use these topics as a starting point for exploring your results.

## Recruitment

**45%**

### Compared to

2019	-1 (46%)
Sector	0 (45%)
Cluster	-3 (48%)

## Teamwork and collaboration

**65%**

### Compared to

2019	0 (65%)
Sector	-3 (69%)
Cluster	-4 (69%)

## Risk and innovation

**73% \***

### Compared to

2019	-1 (74%)
Sector	-2 (75%)
Cluster	-3 (76%)

## Decision making and accountability

**59%**

### Compared to

2019	-1 (60%)
Sector	-2 (60%)
Cluster	-3 (62%)

## Customer service

**74% \***

### Compared to

2019	-2 (75%)
Sector	0 (74%)
Cluster	-3 (77%)

## Pay

**42% !**

### Compared to

2019	-1 (43%)
Sector	-20 (63%)
Cluster	-9 (52%)

## Grievance processes

**43%**

### Compared to

2019	+4 (39%)
Sector	-2 (45%)
Cluster	-4 (47%)

## Action on survey results

**38% !**

### Compared to

2019	+12 (26%)
Sector	-7 (45%)
Cluster	-6 (44%)

## Top increases in favourable scores

These are the questions with the biggest increases in % favourable scores from 2019 to 2020.

Consider why these scores have increased. Was it due to actions you took in response to last year's survey results or something else?

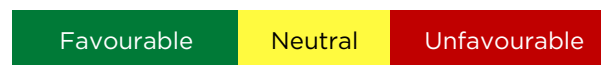
	2020 % favourable	2019 % favourable	Change
I am confident my organisation will act on the results of this survey	<b>38%</b>	26%	+12%
I know how to address a health and safety issue I have found	<b>85%</b>	76%	+9%
Senior managers communicate the importance of customers in our work	<b>72%</b>	65%	+7%
I find my life at work fulfilling	<b>59%</b>	54%	+5%
I can keep my work stress at an acceptable level	<b>44%</b>	40%	+4%

## Target specific areas and get tips for taking action

Employee engagement is about a person's connection to their organisation. It is a global measure of employee experience.

Many factors influence engagement: leadership, a positive and inclusive work culture, manager support, accountability, and flexible work to name a few.

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Employee engagement (total score)</b>		<b>64%</b>	55%	67%	69%	68%
I would recommend my organisation as a great place to work	<div><div>59</div><div>20</div><div>21</div></div>	59%	56%	68%	67%	65%
I am proud to tell others I work for my organisation	<div><div>69</div><div>18</div><div>13</div></div>	69%	67%	74%	75%	74%
I feel a strong personal attachment to my organisation	<div><div>67</div><div>19</div><div>14</div></div>	67%	67%	66%	72%	72%
My organisation motivates me to help it achieve its goals	<div><div>57</div><div>23</div><div>20</div></div>	57%	54%	59%	62%	61%
My organisation inspires me to do the best in my job	<div><div>57</div><div>24</div><div>20</div></div>	57%	54%	59%	62%	62%



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Like employee engagement, job satisfaction is a global measure of employee experience. While employee engagement operates at the organisational level, job satisfaction operates at the job or role level.

Role clarity and support, autonomy and feedback are some factors that impact job satisfaction.

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Job satisfaction (total score)</b>		<b>68%</b>	66%	70%	72%	72%
My job gives me a feeling of personal accomplishment	<div><div>78</div><div>11</div><div>11</div></div>	78%	77%	75%	80%	80%
I feel motivated to contribute more than what is normally required at work	<div><div>67</div><div>15</div><div>19</div></div>	67%	68%	71%	74%	72%
I am satisfied with my job	<div><div>67</div><div>15</div><div>18</div></div>	67%	64%	71%	72%	71%
I find my life at work fulfilling	<div><div>59</div><div>28</div><div>14</div></div>	59%	54%	62%	64%	64%

Favourable

Neutral






Unfavourable

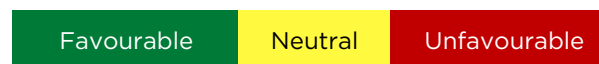
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# Wellbeing, health and safety

Wellbeing means feeling good, functioning well, and experiencing satisfaction and fulfilment in work and life.

[See some tips for managing employee wellbeing during COVID-19.](#)

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Wellbeing, health and safety (total score)</b>		<b>70%</b>	61%	76%	75%	74%
I can keep my work stress at an acceptable level		44%	40%	63%	55%	51%
I know how to address a health and safety issue I have found		85%	76%	87%	88%	88%
In general, my sense of wellbeing is...		56%	52%	65%	63%	61%
I am confident that I am contributing my best at work		76%	77%	80%	81%	81%
There are people at work who care about me		87%	-	82%	87%	88%



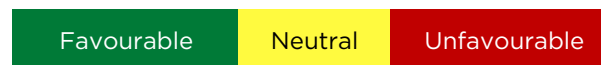
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# Senior managers

Leadership is key in setting direction, executing strategy, shaping culture and capability, inspiring purpose, and delivering results.

The term 'senior managers' refers to the group of senior managers in your organisation, not an individual manager.

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Senior managers (total score)</b>		<b>59%</b>	58%	58%	61%	61%
Senior managers provide clear direction for the future of the organisation	<div><div>60</div><div>22</div><div>18</div></div>	60%	58%	53%	60%	61%
Senior managers model the values of my organisation	<div><div>59</div><div>22</div><div>19</div></div>	59%	56%	58%	62%	62%
Senior managers promote collaboration between my organisation and other organisations we work with	<div><div>55</div><div>29</div><div>16</div></div>	55%	59%	56%	57%	57%
Senior managers communicate the importance of customers in our work	<div><div>72</div><div>17</div><div>11</div></div>	72%	65%	70%	73%	72%
Senior managers keep employees informed about what's going on	<div><div>55</div><div>21</div><div>24</div></div>	55%	51%	57%	58%	57%
Senior managers listen to employees	<div><div>50</div><div>24</div><div>26</div></div>	50%	48%	49%	53%	53%
Senior managers support the career advancement of women	<div><div>65</div><div>27</div><div>9</div></div>	65%	67%	64%	66%	66%








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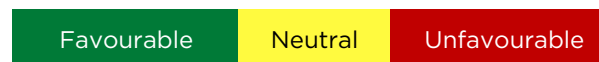
# Communication and change management

Effective communication is proactive and timely and focuses on the most important points. What do employees need to know and how does it affect them?

Effective communication is always important, but is most critical before, during and after periods of change.

[See some tips for managing change.](#)






		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Communication and change management (total score)</b>		<b>63%</b>	56%	62%	65%	65%
My manager communicates effectively with me		70%	71%	75%	73%	72%
Senior managers provide clear direction for the future of the organisation		60%	58%	53%	60%	61%
Senior managers keep employees informed about what's going on		55%	51%	57%	58%	57%
Change is managed well in my organisation		45%	46%	41%	47%	49%
My organisation quickly adapts and responds during major events that impact our work (e.g. the COVID-19 pandemic, bushfires)		82%	-	83%	85%	84%

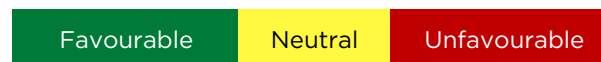


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An inclusive workplace is one where all employees can participate and contribute. It is one where everyone feels valued, accepted, and supported to thrive at work.

[Find out more about inclusion in the NSW public sector.](#)

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Inclusion and diversity (total score)</b>		<b>71%</b>	70%	74%	75%	74%
People in my workgroup treat each other with respect		76%	73%	80%	79%	77%
Senior managers support the career advancement of women		65%	67%	64%	66%	66%
My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)		75%	75%	79%	80%	79%
Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)		79%	75%	79%	82%	82%
I can speak up and share a different view to others in my organisation		61%	59%	69%	68%	66%



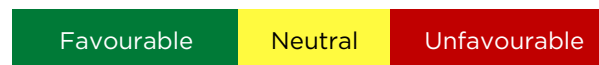
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# Flexible working satisfaction

Flexible working is about rethinking where, when, and how people work, in ways that maintain or improve service delivery for the people of NSW.

[See some flexible teams resources for managers.](#)

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Flexible working satisfaction (total score)</b>		<b>40%</b>	43%	67%	51%	43%
How satisfied are you with your ability to access and use flexible working arrangements?	<div><div>39</div><div>39</div><div>22</div></div>	39%	40%	65%	50%	42%
My manager supports flexible working in my team	<div><div>42</div><div>38</div><div>20</div></div>	42%	46%	68%	52%	44%



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## Flexible working use

Flexible working is about rethinking where, when, and how people work, in ways that maintain or improve service delivery for the people of NSW.

[See some flexible teams resources for managers.](#)

Type of flexible working	2020 % respondents	2019 % respondents
Flexible start and finish times	8%	3%
Working more hours over fewer days	2%	1%
Working additional hours to make up for time off	3%	2%
Flexible scheduling for rostered workers	3%	0%
Part-time work	16%	16%
Job sharing	9%	7%
Working from different locations	9%	2%

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Type of flexible working	2020 % respondents	2019 % respondents
Working from home	55%	2%
Purchasing annual leave	1%	1%
Leave without pay	13%	15%
Study leave	1%	1%
Other	3%	3%
None of the above	29%	63%

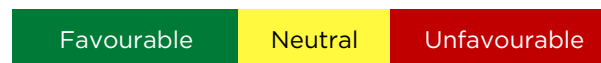
# Role clarity and support

An employee has role clarity when they understand their goals, how to achieve these goals, and how the goals link to broader strategy.

Even when an employee does have role clarity, they need the right support to deliver. Support can come in the form of time, tools and technology, and training.

[See some tips for improving role clarity and support.](#)

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Role clarity and support (total score)</b>		<b>61%</b>	70%	66%	65%	64%
I understand what is expected of me to do well in my role		85%	91%	84%	86%	87%
I am provided with the support I need to do my job well		58%	61%	65%	64%	63%
I have the tools and technology to do my job well		64%	-	71%	72%	70%
I have the time to do my job well		32%	-	57%	44%	39%
My performance is assessed against clear criteria		59%	60%	55%	58%	58%
I have received the training and development I need to do my job well		64%	67%	62%	66%	67%



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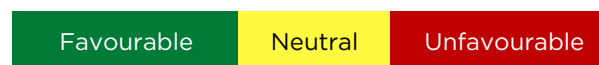
# Autonomy and employee voice

Ensuring employees are empowered to make decisions and feel like they can speak up and be heard shifts the employee–employer relationship from a transactional one to an effective, dynamic one.

Autonomy and employee voice can have major impacts on job satisfaction and employee engagement.

[See some tips for increasing autonomy and giving employees a voice.](#)

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Autonomy and employee voice (total score)</b>		<b>68%</b>	65%	71%	71%	70%
I can make the decisions needed to help customers		79%	-	81%	82%	82%
My manager listens to what I have to say		76%	76%	79%	78%	77%
My manager encourages and values employee input		72%	72%	76%	75%	73%
My manager involves my workgroup in decisions about our work		69%	68%	71%	71%	69%
Senior managers listen to employees		50%	48%	49%	53%	53%
I can speak up and share a different view to others in my organisation		61%	59%	69%	68%	66%








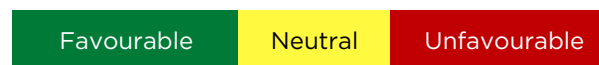
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# Feedback and performance management

Underpinning a high-performance culture is an effective system for managing individual, team, and organisational performance.

The Managing for Performance: Guide for Managers can help improve systems and performance outcomes.

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Feedback and performance management (total score)</b>		<b>63%</b>	60%	63%	63%	63%
In the last 12 months, I have received feedback to help me improve my work		70%	67%	65%	68%	68%
My performance is assessed against clear criteria		59%	60%	55%	58%	58%
My manager provides recognition for the work I do		68%	69%	72%	71%	70%
My manager encourages me to learn from my mistakes		70%	-	72%	72%	71%
My manager appropriately deals with employees who perform poorly		45%	46%	49%	48%	48%



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The Managing for Performance: Guide for Managers can help improve systems and performance outcomes.

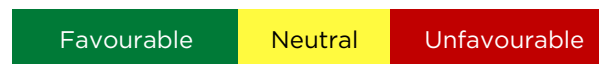
	2020 % respondents	2019 % respondents	Sector % respondents	Cluster % respondents	Parent % respondents
I have a performance and development plan that sets out my individual goals					
Yes	93%	90%	72%	86%	90%
No	7%	10%	28%	14%	10%
I have informal feedback conversations with my manager					
Yes	83%	82%	79%	82%	83%
No	17%	18%	21%	18%	17%
I have scheduled feedback conversations with my manager					
Yes	72%	68%	63%	70%	70%
No	28%	32%	37%	30%	30%

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Access to learning and development programs helps employees achieve their performance and career goals. Learning and development also help agencies to grow the right employee capabilities to deliver business outcomes.

[The Managing for Performance: Guide for Managers can help plan and implement learning and development.](#)

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Learning and development (total score)</b>		<b>58%</b>	59%	54%	60%	61%
I have received the training and development I need to do my job well	<div><div>64</div><div>20</div><div>16</div></div>	64%	67%	62%	66%	67%
I am satisfied with the opportunities available for career development in my organisation	<div><div>50</div><div>23</div><div>28</div></div>	50%	50%	48%	52%	53%
My organisation is committed to developing its employees	<div><div>59</div><div>23</div><div>18</div></div>	59%	60%	54%	62%	63%

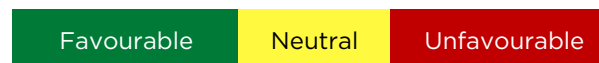


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Recruitment and selection refer to the process of attracting, screening, selecting, and onboarding people.

[See the NSW public sector's recruitment and selection guide for tips to improve recruitment.](#)

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Recruitment (total score)</b>		<b>45%</b>	46%	45%	48%	48%
I have confidence in the way recruitment decisions are made	<div><div>36</div><div>28</div><div>36</div></div>	36%	36%	38%	40%	40%
My organisation generally selects capable people to do the job	<div><div>54</div><div>23</div><div>23</div></div>	54%	56%	52%	57%	56%



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Having a mobile workforce makes it easier to redeploy resources to match priorities and respond to emerging issues.

Mobility is regarded as one of the best ways to develop leadership capability, provide enriching careers, and build and retain 'know-how' in an organisation and the NSW public sector more broadly.

	2020 % respondents	2019 % respondents	Sector % respondents	Cluster % respondents	Parent % respondents
Are you currently looking, or thinking about looking, for a new role within the NSW public sector but outside of your current workplace to broaden your experience?					
Yes	37%	37%	40%	37%	35%
No	63%	63%	60%	63%	65%

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# Barriers to mobility

Having a mobile workforce makes it easier to redeploy resources to match priorities and respond to emerging issues.

Mobility is regarded as one of the best ways to develop leadership capability, provide enriching careers, and build and retain 'know-how' in an organisation and the NSW public sector more broadly.

	2020 % respondents	2019 % respondents	Sector % respondents	Cluster % respondents	Parent % respondents
Are there barriers preventing you from moving to another role? If so, what are they?					
Lack of visible opportunities	31%	30%	32%	29%	28%
Lack of promotion opportunities	25%	23%	31%	25%	24%
Lack of support from my manager / supervisor	14%	14%	12%	12%	12%
Geographic location considerations	31%	28%	27%	28%	29%
Personal / family considerations	40%	40%	30%	34%	37%
Insufficient training and development	15%	16%	16%	13%	14%
Lack of required capabilities or experience	14%	14%	13%	12%	12%
Lack of support for temporary assignments / secondments	13%	13%	16%	12%	11%
The application / recruitment process is too cumbersome or time consuming	34%	36%	24%	28%	28%
Other	10%	10%	10%	10%	10%
There are no major barriers to my career progression	22%	24%	26%	26%	26%

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Intention to stay refers to an employee's desire and willingness to remain with their current organisation. Intention to stay can be influenced by many aspects of employee experience, including engagement.

Intention to stay is a leading indicator for turnover. However, intention doesn't always translate into action.

	2020 % respondents	2019 % respondents	Sector % respondents	Cluster % respondents	Parent % respondents
How long do you think you will continue to work in your current organisation?					
Less than 1 year	6%	6%	6%	5%	5%
1 year to less than 2 years	8%	12%	8%	8%	7%
2 years to less than 5 years	18%	20%	20%	18%	17%
5 years to less than 10 years	24%	24%	25%	25%	25%
10 years to less than 20 years	25%	22%	24%	26%	27%
More than 20 years	20%	16%	17%	17%	18%






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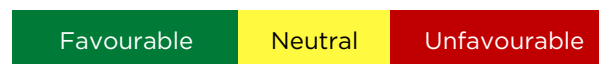


# Teamwork and collaboration

Delivering for the people of NSW requires agencies to work together and share knowledge internally and with other sectors.

Well-executed collaboration enables agencies to share knowledge, ideas, resources, skills, networks, and assets, leading to better outcomes for customers.

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Teamwork and collaboration (total score)</b>		<b>65%</b>	65%	69%	69%	68%
My workgroup works collaboratively to achieve its goals		74%	75%	78%	78%	76%
There is good team spirit in my workgroup		70%	67%	74%	74%	72%
People in my workgroup treat each other with respect		76%	73%	80%	79%	77%
Senior managers promote collaboration between my organisation and other organisations we work with		55%	59%	56%	57%	57%
There is good co-operation between teams across my organisation		52%	51%	54%	56%	56%







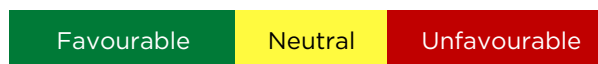
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Risk refers to the effect of uncertainty in achieving work goals. Risk can relate to many things in the workplace.

Innovation means creating new and better products, processes, services, and technologies to improve outcomes for the people of NSW

A healthy risk appetite can help foster innovation.



		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Risk and innovation (total score)</b>		<b>73%</b>	74%	75%	76%	75%
I am comfortable notifying my manager if I become aware of any risks at work		83%	83%	88%	87%	86%
My manager encourages people in my workgroup to keep improving the work they do		75%	78%	75%	77%	76%
My manager encourages me to learn from my mistakes		70%	-	72%	72%	71%
My organisation is making improvements to meet future challenges		63%	62%	62%	67%	66%

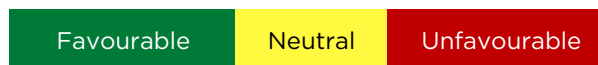


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# Decision making and accountability

Accountability is one of the four core NSW public sector values. It is about taking responsibility for decisions and actions. Accountability can add meaning to work and foster engagement.







		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Decision making and accountability (total score)</b>		<b>59%</b>	60%	60%	62%	61%
I have confidence in the decisions my manager makes		68%	67%	72%	72%	70%
People in my organisation take responsibility for their own actions		49%	53%	48%	51%	50%

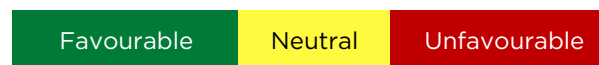


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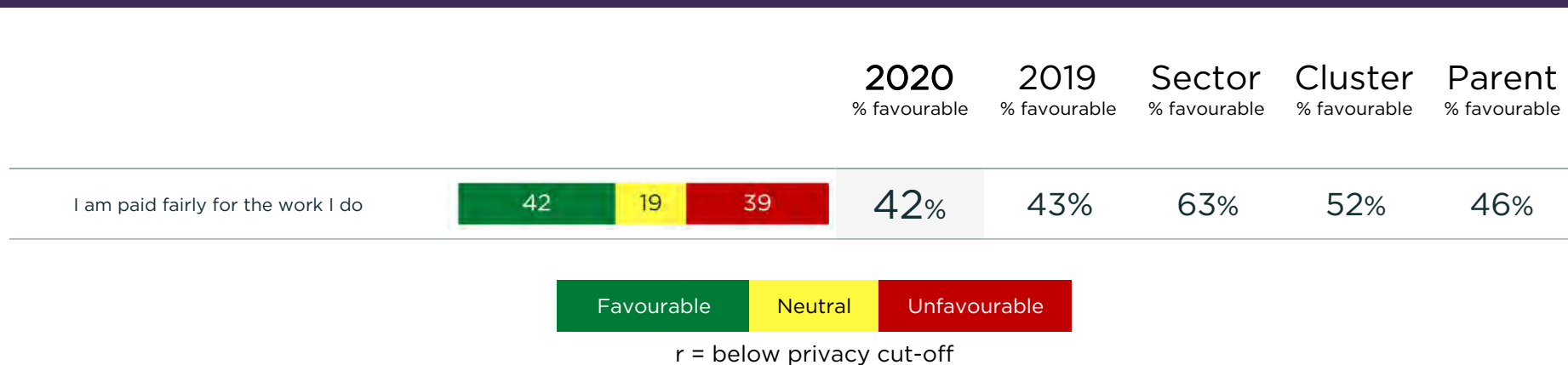
A customer is anyone who received a good or service. In the public sector, customers can be external or internal. Examples include students and their parents; patients and their families; the general community; and another NSW public sector organisation.

The NSW public sector's Customer Commitments give a clear picture of what customers should expect when receiving government services.

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
<b>Customer service (total score)</b>		<b>74%</b>	75%	74%	77%	76%
I can make the decisions needed to help customers		79%	-	81%	82%	82%
My workgroup strives to achieve customer satisfaction		84%	85%	85%	87%	85%
Senior managers communicate the importance of customers in our work		72%	65%	70%	73%	72%
The processes in my organisation are designed to provide the best experience for customers		62%	-	58%	64%	65%
My organisation meets the needs of the people of NSW		67%	-	69%	71%	70%
I am confident in my organisation's ability to support our customers during major events that impact our work (e.g. the COVID-19 pandemic, bushfires)		79%	-	81%	83%	82%

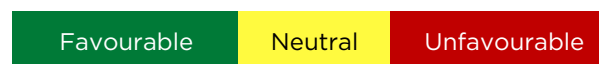


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A grievance is any type of problem, concern, dispute, or complaint related to work or the work environment which cannot be resolved through usual communication.

		2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
I have confidence in the ways my organisation resolves grievances	<div> <div>43</div> <div>30</div> <div>27</div> </div>	43%	39%	45%	47%	47%

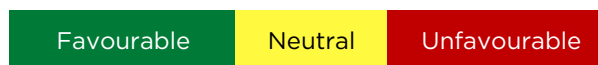


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# Action on survey results

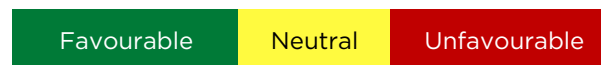
Staff confidence that action will be taken on survey results is important for employee experience. Employees can become disengaged if they are asked their opinion and then no action takes place as a result.

	2020 % favourable	2019 % favourable	Sector % favourable	Cluster % favourable	Parent % favourable
I am confident my organisation will act on the results of this survey	38	26%	45%	44%	42%



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		2020 % favourable	2019 % favourable	Cluster % favourable	Parent % favourable
My workgroup is able to manage the changing demands of our working environment.	<div><div>67</div><div>19</div><div>14</div></div>	67%	54%	74%	72%
The changes within my organisation will improve outcomes for the community.	<div><div>66</div><div>23</div><div>11</div></div>	66%	57%	68%	69%
Our leaders frequently and effectively communicate organisational objectives.	<div><div>60</div><div>21</div><div>19</div></div>	60%	61%	65%	64%
My workgroup acknowledges my contributions to the team.	<div><div>66</div><div>19</div><div>15</div></div>	66%	66%	71%	69%
My workgroup regularly works with different workgroups to achieve organisational objectives.	<div><div>59</div><div>27</div><div>14</div></div>	59%	59%	66%	63%
My workgroup learns from past experiences and make improvements to the way we work.	<div><div>66</div><div>19</div><div>14</div></div>	66%	64%	72%	71%
My workgroup is able to demonstrate outcomes of our work.	<div><div>78</div><div>15</div><div></div></div>	78%	76%	81%	80%
My job offers the opportunity for me to work on innovative projects.	<div><div>55</div><div>27</div><div>18</div></div>	55%	56%	60%	58%



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2020 Cluster Parent  
% respondents % respondents % respondents

Which category of staff are you?			
Public Service Senior Executive (PSSE) (eg: Executive Director, Director Educational Leadership, Director)	r	-	-
School Executive (eg: Principals, Deputy Principals, Assistant Principals, Head Teachers)	r	-	-
Teaching Staff (eg: School Based, Non School Based)	100%	45%	56%
School Administrative and Support Staff (SASS)	r	-	-
Other Non-Teaching Staff in Schools	r	-	-
Corporate Staff (eg: Local and State Office Staff)	r	-	-

r = below privacy cut-off

**2020**   **Cluster**   **Parent**  
% respondents   % respondents   % respondents

This survey asks questions about Senior Managers. How do you define your Senior Manager?			
Secretary	0%	1%	1%
Group Deputy Secretary, Deputy Secretary, Chief People Officer, Chief Operating Officer, Chief Executive	1%	4%	2%
Executive Director	1%	5%	1%
Director	2%	11%	3%
Director, Educational Leadership	4%	7%	9%
Manager	1%	7%	3%
Principal	68%	50%	63%
Assistant Principal	8%	5%	6%
Deputy Principal	8%	5%	7%
Head Teacher	8%	4%	6%

r = below privacy cut-off

Misconduct is behaviour that is unethical or illegal, or that breaches your organisation's code of conduct.

	2020 % respondents	2019 % respondents	Sector % respondents	Cluster % respondents	Parent % respondents
In the last 12 months, have you ever felt pressured to engage in misconduct at work?					
Yes	2%	-	2%	2%	2%
No	95%	-	95%	96%	96%
Don't know	3%	-	3%	2%	2%
In the last 12 months, have you been aware of any misconduct in your organisation?					
Yes	16%	27%	16%	16%	17%
No	75%	53%	75%	75%	74%
Don't know	9%	20%	8%	8%	9%
Have you reported any of the misconduct you were aware of in the last 12 months?*					
Yes	50%	57%	58%	60%	60%
No	50%	39%	42%	40%	40%

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\*Scores for 2019 may not add to 100% due to the removal of an answer option in 2020

Workplace bullying is repeated unreasonable behaviour directed towards a worker or group of workers. Examples of bullying include shouting, spreading rumours and deliberately excluding someone from work activities.

[Learn more about understanding and preventing bullying during COVID-19.](#)

	2020 % respondents	2019 % respondents	Sector % respondents	Cluster % respondents	Parent % respondents
In the last 12 months, have you witnessed bullying at work?					
Yes	28%	36%	22%	25%	27%
No	64%	52%	72%	68%	65%
Don't know	8%	12%	6%	7%	7%
In the last 12 months, have you been bullied at work?					
Yes	18%	19%	14%	16%	17%
No	78%	74%	81%	80%	78%
Don't know	5%	7%	5%	4%	4%

r = below privacy cut-off

# Perpetrators of bullying

Workplace bullying is repeated unreasonable behaviour directed towards a worker or group of workers. Examples of bullying include shouting, spreading rumours and deliberately excluding someone from work activities.

[Learn more about understanding and preventing bullying during COVID-19.](#)

	2020 % respondents	2019 % respondents	Sector % respondents	Cluster % respondents	Parent % respondents
Who has been the source of bullying in the last 12 months?					
A senior manager	34%	-	28%	30%	30%
Your immediate manager / supervisor	31%	-	31%	29%	28%
Another manager	13%	-	16%	13%	12%
A fellow worker at your level	36%	-	34%	32%	32%
A subordinate	7%	-	12%	14%	14%
A customer	13%	-	8%	12%	13%
A member of the public other than a customer	3%	-	3%	3%	4%
Other	2%	-	4%	3%	3%
Prefer not to say	13%	-	11%	13%	13%

r = below privacy cut-off

# Sexual harassment and physical harm

Sexual harassment is unwelcome behaviour of a sexual nature that may make a person feel offended, humiliated, or intimidated.

	2020 % respondents	2019 % respondents	Sector % respondents	Cluster % respondents	Parent % respondents
In the last 12 months, have you experienced sexual harassment at work?					
Yes	5%	-	4%	4%	4%
Prefer not to say	1%	-	2%	1%	1%
No	94%	-	94%	95%	95%
In the last 12 months, have you been threatened with physical harm or physically harmed at work?					
Yes	10%	-	6%	9%	11%
No	90%	-	94%	91%	89%

r = below privacy cut-off

## Explore how to drive engagement

# Key drivers of employee engagement

The key drivers of employee engagement are the survey questions most strongly related to engagement in your team or organisation.

Improving these areas could help boost employee engagement.

Key driver question	Topic
My organisation is committed to developing its employees	Learning and development
My organisation is making improvements to meet future challenges	Risk and innovation
My organisation meets the needs of the people of NSW	Customer service
The processes in my organisation are designed to provide the best experience for customers	Customer service
Change is managed well in my organisation	Communication and change management



## Discover if different groups of employees have different views

# Respondent profile snapshot

This is a snapshot of survey takers.

Use the snapshot to see if the survey takers are representative of your organisation or team.

Gender	% respondents	LGBTIQ+	% respondents	Type of work	% respondents
Male	17	Yes	3	Service delivery involving direct contact with the public	94
Female	73	No	90	Other service delivery work	(r)
Non-binary	0	Prefer not to say	7	Administrative support	0
Prefer not to say	10			Corporate services	(r)
		<b>Employment status</b>		Policy	(r)
<b>Age</b>		Senior executive	1	Research	(r)
15 - 34 years	27	Ongoing / permanent	60	Program and project management support	(r)
35 - 54 years	39	Temporary	33	Legal	(r)
55+ years	16	Casual	4	Other	5
Prefer not to say	19	Contract-non-executive	2		
		Labour hire	(r)		
<b>LOTE spoken at home</b>		Other	(r)	<b>Organisation tenure</b>	
Yes	14	Don't know	1	Less than 1 year	7
No	78			1 year to less than 2 years	8
Prefer not to say	7	<b>Working arrangement</b>		2 years to less than 5 years	20
		Full-time	79	5 years to less than 10 years	22
<b>Aboriginal and/or Torres Strait Islander</b>		Part-time	21	10 years to less than 20 years	25
Yes	2	<b>Frontline / Non-frontline staff</b>		More than 20 years	18
No	90	Frontline	94		
Prefer not to say	8	Non-frontline	6	<b>Salary</b>	
				\$85,743 and below	31
<b>Disability</b>				\$85,744 - \$111,076	55
Yes	4			\$111,077 - \$148,578	2
No	89			\$148,579 and above	0
Prefer not to say	7			Prefer not to say	11

## Key topic results by select demographics

	Report total	Male	Female	Non-binary	Aboriginal and Torres Strait Islander peoples	People with disability	People who identify as LGBTIQ+	People who speak a language other than English	15-34 years	35-54 years	55+ years
EMPLOYEE ENGAGEMENT	64%	61%	67%	(r)	64%	57%^	60%^	69%	70%+	66%	65%
WELLBEING, HEALTH AND SAFETY	70%	68%	72%	(r)	67%	60%^	65%^	73%	72%	71%	73%
SENIOR MANAGERS	59%	58%	62%	(r)	59%	53%^	55%^	66%+	69%+	61%	58%
COMMUNICATION AND CHANGE MANAGEMENT	63%	61%	66%	(r)	61%	55%^	57%^	69%+	70%+	64%	63%
INCLUSION AND DIVERSITY	71%	74%	73%	(r)	65%^	61%^	67%	75%	80%+	73%	71%
ROLE CLARITY AND SUPPORT	61%	59%	63%	(r)	58%	53%^	54%^	67%+	66%+	62%	63%
AUTONOMY AND EMPLOYEE VOICE	68%	70%	71%	(r)	66%	59%^	65%	73%+	77%+	70%	68%
LEARNING AND DEVELOPMENT	58%	57%	61%	(r)	56%	48%^	51%^	64%+	67%+	59%	58%
TEAMWORK AND COLLABORATION	65%	68%	67%	(r)	60%^	57%^	61%	71%+	72%+	67%	66%

+ at least 5 percentage points higher than report unit

^ at least 5 percentage points lower than report unit

## Key topic results by type of work

	Report total	Service delivery involving direct contact with the public	Other service delivery work (work that does not involve contact with the public)	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
EMPLOYEE ENGAGEMENT	64%	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	65%
WELLBEING, HEALTH AND SAFETY	70%	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	69%
SENIOR MANAGERS	59%	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	59%
COMMUNICATION AND CHANGE MANAGEMENT	63%	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	62%
INCLUSION AND DIVERSITY	71%	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	69%
ROLE CLARITY AND SUPPORT	61%	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	61%
AUTONOMY AND EMPLOYEE VOICE	68%	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	66%
LEARNING AND DEVELOPMENT	58%	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	58%
TEAMWORK AND COLLABORATION	65%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64%

+ at least 5 percentage points higher than report unit

^ at least 5 percentage points lower than report unit

## Key topic results by organisation tenure

	Report total	Less than 1 year	1 year to less than 2 years	2 years to less than 5 years	5 years to less than 10 years	10 years to less than 20 years	More than 20 years
EMPLOYEE ENGAGEMENT	64%	73%+	71%+	68%	62%	61%	62%
WELLBEING, HEALTH AND SAFETY	70%	76%+	72%	70%	69%	67%	70%
SENIOR MANAGERS	59%	74%+	67%+	64%+	57%	55%	55%^
COMMUNICATION AND CHANGE MANAGEMENT	63%	75%+	71%+	66%	60%	58%	59%
INCLUSION AND DIVERSITY	71%	82%+	77%+	75%	69%	67%	69%
ROLE CLARITY AND SUPPORT	61%	68%+	64%	63%	59%	58%	61%
AUTONOMY AND EMPLOYEE VOICE	68%	80%+	75%+	72%	67%	63%^	65%
LEARNING AND DEVELOPMENT	58%	68%+	65%+	62%	56%	53%	55%
TEAMWORK AND COLLABORATION	65%	77%+	72%+	68%	63%	62%	64%

+ at least 5 percentage points higher than report unit

^ at least 5 percentage points lower than report unit

## Key topic results by geographic region

	Report total	Sydney East	Sydney West	Capital Region	Central Coast	Central West	Coffs Harbour – Grafton	Far West and Orana	Hunter Valley excluding Newcastle
EMPLOYEE ENGAGEMENT	64%	65%	66%	62%	64%	60%	63%	63%	65%
WELLBEING, HEALTH AND SAFETY	70%	71%	70%	67%	69%	68%	67%	68%	70%
SENIOR MANAGERS	59%	61%	63%	51%^	60%	54%^	56%	57%	59%
COMMUNICATION AND CHANGE MANAGEMENT	63%	64%	66%	57%^	62%	56%^	59%	58%	61%
INCLUSION AND DIVERSITY	71%	73%	74%	67%	70%	67%	70%	68%	74%
ROLE CLARITY AND SUPPORT	61%	62%	63%	55%^	59%	57%	60%	61%	62%
AUTONOMY AND EMPLOYEE VOICE	68%	70%	70%	65%	67%	62%^	64%	66%	69%
LEARNING AND DEVELOPMENT	58%	59%	61%	54%	54%	54%	58%	58%	59%
TEAMWORK AND COLLABORATION	65%	68%	68%	59%^	64%	61%^	63%	60%^	64%

+ at least 5 percentage points higher than report unit

^ at least 5 percentage points lower than report unit

## Key topic results by geographic region (continued)

	Report total	Illawarra	Mid North Coast	Murray	New England and North West	Newcastle and Lake Macquarie	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Outside of NSW
EMPLOYEE ENGAGEMENT	64%	67%	65%	(r)	59%^	64%	64%	66%	67%	(r)
WELLBEING, HEALTH AND SAFETY	70%	72%	72%	(r)	65%^	70%	70%	69%	69%	(r)
SENIOR MANAGERS	59%	65%+	57%	(r)	52%^	58%	54%^	60%	62%	(r)
COMMUNICATION AND CHANGE MANAGEMENT	63%	67%	60%	(r)	55%^	61%	59%	63%	66%	(r)
INCLUSION AND DIVERSITY	71%	76%	73%	(r)	67%	67%	69%	72%	70%	(r)
ROLE CLARITY AND SUPPORT	61%	62%	59%	(r)	54%^	57%	59%	60%	58%	(r)
AUTONOMY AND EMPLOYEE VOICE	68%	71%	73%+	(r)	63%^	64%	66%	68%	70%	(r)
LEARNING AND DEVELOPMENT	58%	62%	55%	(r)	50%^	53%^	53%	59%	59%	(r)
TEAMWORK AND COLLABORATION	65%	69%	65%	(r)	58%^	65%	63%	62%	64%	(r)

+ at least 5 percentage points higher than report unit

^ at least 5 percentage points lower than report unit

**Find out more about how the survey works**



### Survey period

The People Matter Employee Survey 2020 opened on Monday, 19 October and closed on Friday, 13 November. The survey usually runs in the middle of the year but was delayed due to the COVID-19 pandemic.

### Employee engagement score calculation

Each person who answered all five employee engagement questions gets an employee engagement score. Each answer is assigned a score as follows:

- 100 to 'strongly agree'
- 75 to 'agree'
- 50 to 'neither agree nor disagree'
- 25 to 'disagree'
- 0 to 'strongly disagree'

The employee's engagement score is calculated as the average of the five question scores. Employees' scores are then averaged to calculate a team or organisation engagement score.

### % favourable calculation

Most scores are shown as % favourable, which is the sum of the 'strongly agree' and 'agree' percentages.

### Privacy

Responses from individual employees are confidential. Strict rules protect privacy at every stage of the survey process. These reports only show the results for a group of employees (i.e. a workgroup or demographic group) when there are 10 or more responses for the group.

### Rounding

Results are presented as whole numbers for ease of reading. Results will not always add up to 100% due to rounding. Values less than 0.5 are rounded down. Values equal to or greater than 0.5 are rounded up.