

# People Matter

NSW Public Sector  
Employee Survey 2022

## Agency Report

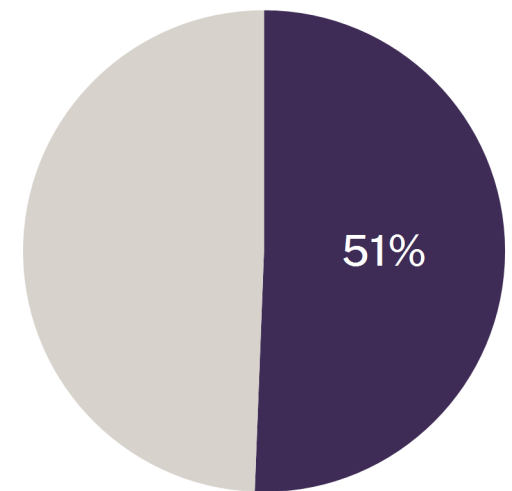
## NSW Ambulance

**Survey period:** 22 August to 16 September 2022

**Completed surveys:** 3,238

**Response rate:** 51%

Response rate:



This shows where the report unit sits in the survey's organisational hierarchy.

### NSW public sector

- Health
  - NSW Ambulance

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## High level results

Discover key results and patterns

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.

See 'Additional information about the survey' for interpretation guidance including the burnout (disagree) question and details about the survey model.



## Highest and lowest questions

These are the questions with the highest and lowest % favourable scores. % favourable is based on the respondents who selected 'strongly agree' or 'agree'.

+ Questions with the highest favourable scores			2022 % favourable	difference from 2021
Ethics and values	7q	I support my organisation's values	83%	-
Role clarity and support	1a	I understand what is expected of me to do well in my job	79%	-1
Inclusion and diversity	2b	People in my workgroup treat each other with respect	76%	-1
Customer service	2c	People in my workgroup can explain how their work impacts customers	76%	+3
Risk and innovation	1l	I am comfortable notifying my manager if I become aware of any risks at work	75%	-3

- Questions with the lowest favourable scores			2022 % favourable	difference from 2021
Communication and change management	7b	Change is managed well in my organisation	19%	+1
Pay	4	I am paid fairly for the work I do	20%	-1
Inclusion and diversity / Senior managers	6f	Senior managers support the career advancement of all employees	21%	-
Action on survey results	9	I am confident my organisation will act on the results of this survey	22%	-1
Employee voice / Senior managers	6e	Senior managers listen to employees	23%	-4

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

## Most and least improved questions

These are the most and least improved questions by **difference from the previous year**.

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

+ Most improved questions				2022 % favourable	difference from 2021
Inclusion and diversity	8c	I feel that I belong in my organisation		61%	+6
Risk and innovation	7a	My organisation is making improvements to meet future challenges		43%	+4
Feedback and performance management / Job purpose and enrichment	3d	In the last 12 months, I have received feedback to help me improve my work		47%	+4
Health and safety	7r	I am confident work health and safety issues I raise will be addressed promptly		53%	+3
Job purpose and enrichment	5h	My manager communicates how my role contributes to my organisation's purpose		49%	+3
- Least improved questions				2022 % favourable	difference from 2021
Ethics and values / Senior managers	6b	Senior managers model the values of my organisation		33%	-4
Employee voice / Senior managers	6e	Senior managers listen to employees		23%	-4
Employee voice / Inclusion and diversity	8b	I can speak up and share a different view to others in my organisation		55%	-3
Senior managers / Teamwork and collaboration	6c	Senior managers promote collaboration between my organisation and other organisations we work with		34%	-3
Wellbeing	1m	In general, my sense of wellbeing is..		46%	-3

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

## Key drivers for engagement

The key driver analysis identifies questions with the strongest influence on your employee engagement.

Key drivers are split into strengths (high correlation, high score) and priorities (high correlation, low score). Look for ways to maintain your strengths and improve your priorities.

Topic	Engagement key driver questions		2022 % favourable	Action
Learning and development	7e	My organisation is committed to developing its employees	27%	Improve
Role clarity and support	1b	I get the support I need to do my job well	40%	Improve
Recognition	7o	I receive adequate recognition for my contributions from my organisation	25%	Improve
Ethics and values	7p	My organisation shows a commitment to ethical behaviours	52%	Improve
Ethics and values / Senior managers	6b	Senior managers model the values of my organisation	33%	Improve
Employee voice / Senior managers	6e	Senior managers listen to employees	23%	Improve

r = below privacy cut-off



## Results by topic

Discover more about your results

Employee engagement

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, wellbeing, manager support, accountability, and flexible work to name a few.

	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Employee engagement (total score)*				54	-1	-11	-8
7j I would recommend my organisation as a great place to work	41	25	34	41%	-2	-21	-16
7k I am proud to tell others I work for my organisation	67	17	16	67%	-1	-2	0
7l I feel a strong personal attachment to my organisation	52	22	26	52%	-2	-9	-6
7m My organisation motivates me to help it achieve its goals	32	27	40	32%	-2	-22	-18
7n My organisation inspires me to do the best in my job	36	26	38	36%	-2	-20	-16

\*See 'Additional information about the survey' for more details on how we calculate the employee engagement score.

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

Intention to stay

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.

19n How long do you think you will continue to work in your current organisation?		2022 % respondents	difference from 2021	difference from Sector	difference from Cluster
Less than 1 year	<div></div>	7%	+1	-1	-2
1 year to less than 2 years	<div></div>	8%	+1	-2	-2
2 years to less than 5 years	<div></div>	17%	+2	-3	-2
5 years to less than 10 years	<div></div>	25%	0	0	0
10 years to less than 20 years	<div></div>	27%	-3	+4	+4
More than 20 years	<div></div>	16%	-1	+1	+2

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

Job satisfaction

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.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Job satisfaction (total score)					56%	-1	-13	-11
1g	My job gives me a feeling of personal accomplishment	66	15	19	66%	0	-6	-5
1h	I feel motivated to contribute more than what is normally required at work	45	19	36	45%	-2	-21	-19
1i	I am satisfied with my job	56	18	26	56%	+1	-11	-8

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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

<div><div>Favourable</div><div>Neutral</div><div>Unfavourable</div></div>				2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Wellbeing (total score)				48%	0	-10	-8
1j	I can keep my work stress at an acceptable level			51%	+2	-8	-7
1m	In general, my sense of wellbeing is..			46%	-3	-12	-10

Difference from (percentage point)



r = below privacy cut-off

Customer means the people who you or your organisation provide a service to.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
<b>Customer service (total score)</b>					<b>56%</b>	0	-13	-11
1k	I am empowered to make the decisions needed to help customers and/or communities	61	18	20	61%	-1	-7	-8
2c	People in my workgroup can explain how their work impacts customers	76	16	9	76%	+3	-6	-4
2d	My workgroup considers customer needs when planning our work	69	18	13	69%	0	-13	-12
6d	Senior managers communicate the importance of customers in our work	48	24	29	48%	-3	-17	-9
7h	The processes in my organisation are designed to support the best experience for customers	42	27	31	42%	+1	-15	-15
7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	40	20	41	40%	-2	-24	-19

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

Role clarity and support

Purpose and direction

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.

	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Role clarity and support (total score)				48%	0	-16	-16
1a I understand what is expected of me to do well in my job	79	11	10	79%	-1	-6	-7
1b I get the support I need to do my job well	40	19	41	40%	-1	-22	-19
1c I have the tools and technology to do my job well	45	18	38	45%	0	-23	-22
1d I have the time to do my job well	40	18	42	40%	+1	-12	-10
3e My performance is assessed against clear criteria	37	26	38	37%	-1	-18	-19
3f I have received the training and development I need to do my job well	47	21	32	47%	+1	-16	-19

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

Job purpose and enrichment

Purpose and direction

In addition to role clarity and support, employees are likely to feel more satisfied with their job when there is a clear sense of purpose and when it is enriched with characteristics such as skill variety, autonomy, and feedback.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Job purpose and enrichment (total score)					53%	+1	-18	-15
1e	My job gives me opportunities to use a variety of skills	69	13	18	69%	-2	-10	-9
1f	I have a choice in deciding how I carry out day to day work tasks	45	17	38	45%	-1	-26	-22
3d	In the last 12 months, I have received feedback to help me improve my work	47	17	36	47%	+4	-16	-13
5h	My manager communicates how my role contributes to my organisation's purpose	49	25	26	49%	+3	-19	-15

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off



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.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Risk and innovation (total score)					59%	0	-14	-10
1l	I am comfortable notifying my manager if I become aware of any risks at work	75			75%	-3	-12	-10
5a	My manager encourages people in my workgroup to keep improving the work they do	59			59%	0	-15	-11
7a	My organisation is making improvements to meet future challenges	43			43%	+4	-14	-10

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

Ethics refer to the standards for morally right and wrong conduct. Ethical behaviours means behaving in ways that are ethical, lawful, build trust, and demonstrate the sector's core values.

Values are beliefs that guide and motivate attitudes and actions. An organisation's values are a set of guiding beliefs upon which the organisation is based. They help people function together as one and shape the way employees should operate and achieve outcomes.

				<div><div>Favourable</div><div>Neutral</div><div>Unfavourable</div></div>	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Ethics and values (total score)					56%	-	-13	-9
6b	Senior managers model the values of my organisation			<div><div>33</div><div>27</div><div>40</div></div>	33%	-4	-20	-12
7p	My organisation shows a commitment to ethical behaviours			<div><div>52</div><div>24</div><div>25</div></div>	52%	-	-18	-13
7q	I support my organisation's values			<div><div>83</div><div>12</div><div></div></div>	83%	-	-1	-1

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Teamwork and collaboration (total score)					48%	-1	-14	-10
2a	My workgroup works collaboratively to achieve its goals	70	15	14	70%	0	-9	-6
6c	Senior managers promote collaboration between my organisation and other organisations we work with	34	32	34	34%	-3	-18	-11
7c	There is good co-operation between teams across my organisation	39	26	35	39%	+1	-15	-13

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

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.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
<b>Inclusion and diversity (total score)</b>					<b>56%</b>	-	-12	-8
2b	People in my workgroup treat each other with respect	76	11	13	76%	-1	-4	0
6f	Senior managers support the career advancement of all employees	21	27	52	21%	-	-23	-16
8a	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	67	15	17	67%	-2	-11	-9
8b	I can speak up and share a different view to others in my organisation	55	17	28	55%	-3	-12	-9
8c	I feel that I belong in my organisation	61	20	19	61%	+6	-9	-7

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Flexible working (total score)					34%	-1	-28	-21
8e	How satisfied are you with your ability to access and use flexible working arrangements?	30	29	41	30%	-1	-30	-22
8f	My manager supports flexible working in my team	39	31	30	39%	-1	-26	-19

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

## Use of flexible working

### Work environment

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

8d Type of flexible working		2022 % respondents	difference from 2021	difference from Sector	difference from Cluster
Flexible start and finish times	<div></div>	16%	0	-28	-17
Working more hours over fewer days	<div></div>	5%	0	-5	-3
Working additional hours to make up for time off	<div></div>	10%	+3	-8	-5
Flexible scheduling for rostered workers	<div></div>	7%	0	0	-3
Part-time work	<div></div>	6%	0	-6	-11
Job sharing	<div></div>	1%	0	-2	-2
Working from different locations	<div></div>	12%	-1	-8	-2
Working from home	<div></div>	17%	0	-31	-12
Purchasing annual leave	<div></div>	1%	0	-1	-2
Leave without pay	<div></div>	5%	+2	-4	-4
Study leave	<div></div>	2%	0	-3	-7
Other	<div></div>	3%	0	0	0
None of the above	<div></div>	59%	-1	+33	+28

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

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.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
10	If I raised a grievance in my organisation, it would be handled in a fair and objective manner	36	29	35	36%	-	-17	-13

\*See p.37 for related results on negative workplace behaviours.

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

Work health and safety (WHS) involves the management of risks to the health and safety of everyone in your workplace. Health refers to both physical and psychological health.

<div><div>Favourable</div><div>Neutral</div><div>Unfavourable</div></div>				2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Health and safety (total score)				53%	+2	-16	-11
7r	I am confident work health and safety issues I raise will be addressed promptly	53	1928	53%	+3	-22	-17
7s	There are effective resources in my organisation to support employee wellbeing	53	1829	53%	0	-11	-5

Difference from (percentage point)



r = below privacy cut-off



Burnout is typically characterised by ongoing feelings of:

- energy depletion / exhaustion
- negativity or cynicism about one's job
- reduced professional effectiveness.

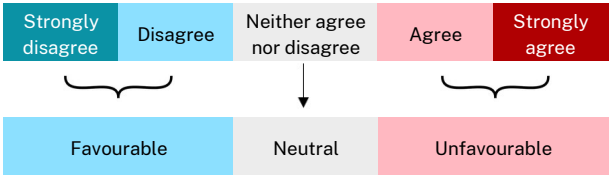
	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
1n I feel burned out by my work (disagree)	23	21	56	23%	-	-11	-7

**Note on interpretation:**

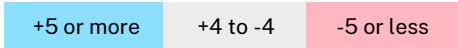
This question is negatively worded. It differs in interpretation from other questions in this survey, because disagreement is considered a positive response.

The score provided for the burnout question indicates the % favourable responses (i.e. ‘strongly disagree’ and ‘disagree’ responses).

The favourable score (blue bar) shows the % of respondents that did not feel burned out by their work.  
The unfavourable score (red bar) shows the % of respondents that did feel burned out by their work.



**Difference from (percentage point)**



r = below privacy cut-off

Recruitment refers to the process of attracting, screening, and onboarding people.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Recruitment (total score)					27%	-	-22	-21
7f	My organisation makes fair recruitment and promotion decisions	23	25	52	23%	-	-21	-20
7g	My organisation generally selects capable people to do the job	30	24	46	30%	-1	-22	-21

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Learning and development (total score)					34%	+1	-21	-20
3f	I have received the training and development I need to do my job well	47	21	32	47%	+1	-16	-19
3g	I am satisfied with the opportunities available for career development in my organisation	28	19	53	28%	0	-21	-20
7e	My organisation is committed to developing its employees	27	26	48	27%	+1	-26	-21

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off












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.

**3h 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?**

	<b>2022</b> % respondents	difference from <b>2021</b>	difference from <b>Sector</b>	difference from <b>Cluster</b>
Yes	<b>42%</b>	<b>+4</b>	<b>+1</b>	<b>-1</b>
No	<b>58%</b>	<b>-4</b>	<b>-1</b>	<b>+1</b>

**3i Are there barriers preventing you from moving to another role? If so, what are they?**

Lack of visible opportunities		<b>41%</b>	<b>+1</b>	<b>+14</b>	<b>+14</b>
Lack of promotion opportunities		<b>40%</b>	<b>-2</b>	<b>+13</b>	<b>+14</b>
Lack of support from my manager / supervisor		<b>22%</b>	<b>0</b>	<b>+10</b>	<b>+8</b>
Geographic location considerations		<b>45%</b>	<b>-2</b>	<b>+20</b>	<b>+21</b>
Personal / family considerations		<b>40%</b>	<b>+1</b>	<b>+10</b>	<b>+9</b>
Insufficient training and development		<b>31%</b>	<b>-1</b>	<b>+17</b>	<b>+17</b>
Lack of required capabilities or experience		<b>17%</b>	<b>0</b>	<b>+6</b>	<b>+6</b>
Lack of support for temporary assignments / secondments		<b>30%</b>	<b>+3</b>	<b>+16</b>	<b>+16</b>
The application / recruitment process is too cumbersome or time consuming		<b>28%</b>	<b>0</b>	<b>+6</b>	<b>+10</b>
Other		<b>9%</b>	<b>+1</b>	<b>-1</b>	<b>-1</b>
There are no major barriers to my career progression		<b>15%</b>	<b>+1</b>	<b>-13</b>	<b>-12</b>

**Difference from (percentage point)**

+5 or more

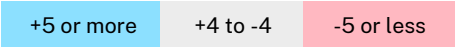
+4 to -4

-5 or less

r = below privacy cut-off

	<div>FavourableNeutralUnfavourable</div>			2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
4 I am paid fairly for the work I do	20	14	66	20%	-1	-28	-20

Difference from (percentage point)



r = below privacy cut-off

Recognition involves recognising employees' contributions and achievements in the workplace through formal and informal channels.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Recognition (total score)					39%	-1	-22	-16
5f	My manager provides recognition for the work I do	51	21	28	51%	-2	-19	-13
7o	I receive adequate recognition for my contributions from my organisation	25	26	49	25%	+1	-24	-19

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
<b>Feedback and performance management (total score)</b>					<b>40%</b>	<b>+1</b>	<b>-15</b>	<b>-14</b>
3d	In the last 12 months, I have received feedback to help me improve my work	47	17	36	47%	+4	-16	-13
3e	My performance is assessed against clear criteria	37	26	38	37%	-1	-18	-19
5g	My manager appropriately deals with employees who perform poorly	36	29	35	36%	0	-13	-9

			2022 % respondents	difference from 2021	difference from Sector	difference from Cluster
<b>Performance management process</b>						
3a	I have a performance and development plan that sets out my individual goals		67%	-3	-5	-7
3b	I have informal feedback conversations with my manager		61%	-1	-18	-14
3c	I have scheduled feedback conversations with my manager		40%	-1	-23	-21

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
<b>Senior managers (total score)</b>					<b>32%</b>	-	-20	-12
6a	Senior managers provide clear direction for the future of the organisation	32	26	42	32%	-3	-18	-11
6b	Senior managers model the values of my organisation	33	27	40	33%	-4	-20	-12
6c	Senior managers promote collaboration between my organisation and other organisations we work with	34	32	34	34%	-3	-18	-11
6d	Senior managers communicate the importance of customers in our work	48	24	29	48%	-3	-17	-9
6e	Senior managers listen to employees	23	23	54	23%	-4	-22	-14
6f	Senior managers support the career advancement of all employees	21	27	52	21%	-	-23	-16

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off



Decision making is the process of making choices by identifying a decision, gathering information, and assessing alternative resolutions.

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.

				Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Decision making and accountability (total score)							45%	+2	-15	-11
5e	I have confidence in the decisions my manager makes			60	19	22	60%	+3	-12	-7
7d	People in my organisation take responsibility for their own actions			31	27	42	31%	+2	-18	-16

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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?

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
<b>Communication and change management (total score)</b>					<b>39%</b>	0	-16	-12
5b	My manager communicates effectively with me	63	15	21	63%	+1	-11	-7
6a	Senior managers provide clear direction for the future of the organisation	32	26	42	32%	-3	-18	-11
7b	Change is managed well in my organisation	19	25	56	19%	+1	-19	-19

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
<b>Employee voice (total score)</b>					<b>47%</b>	-2	-17	-12
5c	My manager encourages and values employee input	60	18	22	60%	0	-15	-10
5d	My manager involves my workgroup in decisions about our work	49	21	29	49%	-2	-21	-16
6e	Senior managers listen to employees	23	23	54	23%	-4	-22	-14
8b	I can speak up and share a different view to others in my organisation	55	17	28	55%	-3	-12	-9

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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To improve employee experience, leaders at all levels should take on board employee feedback and act on the survey results.

Employees can become disengaged if they are asked their opinion and then no action takes place as a result.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
9	I am confident my organisation will act on the results of this survey	22	22	56	22%	-1	-22	-17

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

# Negative workplace behaviours

In NSW public sector, we are committed to reducing and preventing negative workplace behaviours such as misconduct, bullying, sexual harassment, threats or physical harm, discrimination, and racism.

In the last 12 months, have you...		2022 % respondents	difference from 2021	difference from Sector	difference from Cluster
been aware of any misconduct in your organisation	<div></div>	35%	-3	+20	+17
witnessed bullying	<div></div>	32%	-1	+11	+5
experienced bullying	<div></div>	20%	-2	+7	+3
witnessed sexual harassment	<div></div>	9%	0	+6	+6
experienced sexual harassment	<div></div>	13%	+1	+8	+6
experienced threats or physical harm	<div></div>	33%	-1	+25	+21
experienced discrimination	<div></div>	18%	0	+8	+6
experienced racism	<div></div>	6%	-1	+1	-1

Definitions

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

- **Bullying:** repeated unreasonable behaviour directed towards a worker or group of workers

- **Sexual harassment:** unwelcome behaviour of a sexual nature that may make a person feel offended, humiliated, or intimidated

- **Discrimination:** when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics

- **Racism:** prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin



r = below privacy cut-off

## Health questions






	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Cluster
I believe I am valued for what I can offer at my workplace	41	21	38	41%	-3	-23
In my workplace, we recognise our successes and innovations	40	26	35	40%	-1	-22
Overall, I have confidence in the decisions made by my senior managers	33	23	44	33%	0	-20
I have a say in decisions which affect my work	27	22	51	27%	+1	-25
Where I work, we share the lessons learnt when mistakes are made	59	18	23	59%	+1	-8
My team's objectives/work plans are clearly outlined	55	24	21	55%	0	-11
Our objectives/work plans help us to deliver a quality service	52	27	21	52%	+1	-15
There is good team spirit in my workgroup	59	15	25	59%	-5	-7
Overall, I believe the culture at my workplace has improved in the last 12 months	32	27	41	32%	-2	-8

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

## Health questions

How often do you feel culturally safe in the workplace?		2022 % respondents	difference from 2021	difference from Cluster
Always		42%	+4	-6
Often		36%	-2	+4
About half the time		12%	-2	0
Seldom		7%	0	+1
Never		3%	0	+1

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

## Health questions

Which of the following best describes your current role? (grouped)		2022 % respondents	difference from 2021	difference from Cluster
Medical		1%	-5	-4
Nursing and Midwifery		1%	0	-30
Clinical Support Workers		1%	0	-3
Corporate Support	■	8%	+2	-7
Allied Health		1%	+1	-11
Other Health Professionals		r	-	-
Scientific and Technical		0%	0	-4
Oral Health		r	-	-
Ambulance	■	80%	+1	+76
Health Manager		2%	-1	-2
Patient Support Services		r	-	-
Maintenance and Trades		1%	0	0
Other	■	5%	+3	-4

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off



## Results by child unit and demographic group

Discover if employees in different groups have different views

Respondent profile

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	Disability	% respondents	Type of work	% respondents
Woman	43	Yes	5	Service delivery involving direct contact with the public	76
Man	49	No	91	Other service delivery work	5
Non-binary	1	Prefer not to say	4	Administrative support	3
Use a different term	0			Corporate services	6
Prefer not to say	7	<b>LGBTIQ+</b>		Policy	r
		Yes	9	Research	r
<b>Age</b>		No	82	Program and project management support	2
15-34 years	34	Prefer not to say	9	Legal	r
35-54 years	44			Other	8
55+ years	11	<b>LOTE spoken at home</b>			
Prefer not to say	10	Yes	10	<b>Organisation tenure</b>	
		No	86	Less than 1 year	9
<b>Aboriginal and/or Torres Strait Islander</b>		Prefer not to say	4	1 year to less than 2 years	6
Yes	3			2 years to less than 5 years	21
No	90	<b>Working arrangement</b>		5 years to less than 10 years	18
Prefer not to say	7	Full-time	93	10 years to less than 20 years	28
		Part-time	7	More than 20 years	19
<b>Cultural background</b>		<b>Employment status</b>		<b>Salary</b>	
Oceanian	87	Senior executive	1	\$87,492 and below	31
North-West European	13	Ongoing / permanent	93	\$87,493 - \$113,342	34
Southern and Eastern European	4	Temporary	1	\$113,343 - \$151,608	20
North African and Middle Eastern	2	Casual	1	\$151,609 and above	5
South-East Asian	1	Contract-non-executive	1	Prefer not to say	10
North-East Asian	2	Labour hire	1		
Southern and Central Asian	2	Other	1		
Peoples of the Americas	1	Don't know	2		
Sub-Saharan African	1				

Note, the cultural background question is multi-select, so results may not sum to 100%.

r = below privacy cut-off

Selected key topic results by child unit

This shows some key topic scores for the organisational units that sit one level below the report unit. These units are called child units.

	Report total	Aeromedical Operations	Chief Executive	Clinical Operations	Clinical Systems	Finance & Corporate Services	People & Culture
Employee engagement	53	66	77	51	54	71	66
Wellbeing	48%	66%	62%	46%	44%	65%	64%
Role clarity and support	48%	72%	58%	44%	41%	65%	65%
Inclusion and diversity	56%	67%	72%	53%	57%	72%	71%
Teamwork and collaboration	48%	61%	78%	46%	45%	61%	59%
Learning and development	34%	57%	61%	30%	31%	50%	56%
Senior managers	32%	46%	73%	27%	36%	58%	56%
Communication and change management	39%	53%	64%	35%	36%	58%	57%
Employee voice	47%	62%	74%	43%	46%	70%	73%

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

## Selected key topic results by select demographics

	Report total	Woman	Man	Non-binary	Aboriginal and Torres Strait Islander peoples	People with disability	People who identify as LGBTQ+	People who speak a language other than English	15-34 years	35-54 years	55+ years
Employee engagement	53	57	52	37	45	51	53	56	54	54	55
Wellbeing	48%	52%	48%	28%	40%	35%	43%	55%	52%	48%	49%
Role clarity and support	48%	52%	46%	37%	41%	43%	45%	53%	50%	48%	49%
Inclusion and diversity	56%	59%	56%	36%	43%	50%	54%	58%	60%	56%	56%
Teamwork and collaboration	48%	50%	47%	38%	39%	46%	47%	50%	53%	46%	45%
Learning and development	34%	38%	32%	23%	27%	32%	32%	39%	36%	34%	33%
Senior managers	32%	35%	30%	27%	24%	35%	30%	38%	32%	33%	31%
Communication and change management	39%	41%	38%	37%	32%	38%	36%	45%	40%	39%	39%
Employee voice	47%	50%	47%	29%	42%	47%	45%	52%	49%	48%	46%

 At least 5 percentage points higher than report unit

 Within 5 percentage points of the report unit

 At least 5 percentage points lower than report unit

r = below privacy cut-off

## Selected key topic results by type of work

	Report total	Service delivery involving direct contact with the public	Other service delivery work	Administrative support	Corporate services	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
Employee engagement	53	51	61	65	71	r	r	62	r	57
Wellbeing	48%	46%	55%	67%	68%	r	r	52%	r	53%
Role clarity and support	48%	45%	55%	67%	66%	r	r	50%	r	53%
Inclusion and diversity	56%	54%	64%	66%	74%	r	r	66%	r	56%
Teamwork and collaboration	48%	46%	54%	56%	65%	r	r	55%	r	49%
Learning and development	34%	30%	46%	44%	56%	r	r	39%	r	40%
Senior managers	32%	28%	44%	44%	65%	r	r	43%	r	34%
Communication and change management	39%	35%	49%	55%	62%	r	r	48%	r	41%
Employee voice	47%	44%	58%	60%	73%	r	r	61%	r	48%

 At least 5 percentage points higher than report unit

 Within 5 percentage points of the report unit

 At least 5 percentage points lower than report unit

r = below privacy cut-off

# Selected 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	53	70	66	53	50	50	51
Wellbeing	48%	69%	65%	50%	46%	44%	42%
Role clarity and support	48%	65%	61%	50%	42%	44%	43%
Inclusion and diversity	56%	70%	68%	59%	53%	52%	53%
Teamwork and collaboration	48%	68%	64%	51%	42%	43%	42%
Learning and development	34%	57%	51%	35%	28%	29%	29%
Senior managers	32%	53%	46%	32%	26%	29%	28%
Communication and change management	39%	54%	52%	40%	33%	36%	35%
Employee voice	47%	60%	58%	49%	43%	43%	44%

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

## Selected 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	53	58	50	48	50	44	57	63	48
Wellbeing	48%	53%	43%	49%	41%	45%	54%	60%	47%
Role clarity and support	48%	51%	42%	46%	34%	48%	51%	60%	40%
Inclusion and diversity	56%	61%	54%	50%	51%	49%	51%	62%	53%
Teamwork and collaboration	48%	51%	46%	47%	44%	43%	51%	54%	39%
Learning and development	34%	39%	30%	29%	24%	26%	32%	41%	23%
Senior managers	32%	37%	31%	19%	22%	21%	33%	42%	29%
Communication and change management	39%	44%	38%	31%	30%	31%	35%	44%	33%
Employee voice	47%	52%	43%	44%	39%	45%	42%	49%	48%

 At least 5 percentage points higher than report unit

 Within 5 percentage points of the report unit

 At least 5 percentage points lower than report unit

r = below privacy cut-off

## Selected 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	53	59	52	r	61	55	47	57	34	r
Wellbeing	48%	61%	55%	r	57%	44%	47%	59%	28%	r
Role clarity and support	48%	54%	52%	r	56%	48%	41%	61%	30%	r
Inclusion and diversity	56%	63%	54%	r	63%	60%	51%	58%	32%	r
Teamwork and collaboration	48%	48%	51%	r	52%	54%	43%	47%	31%	r
Learning and development	34%	41%	35%	r	36%	39%	25%	37%	12%	r
Senior managers	32%	39%	35%	r	34%	36%	22%	31%	20%	r
Communication and change management	39%	48%	41%	r	37%	42%	31%	40%	21%	r
Employee voice	47%	51%	45%	r	55%	51%	40%	48%	18%	r

 At least 5 percentage points higher than report unit

 Within 5 percentage points of the report unit

 At least 5 percentage points lower than report unit

r = below privacy cut-off



## Additional information about the survey

Discover more about how the survey works and how to act on results

## Survey model

The People Matter Employee Survey provides an important opportunity for almost 400,000 people to have a say about their workplace and to help make the public sector a better place to work.

The survey asks employees about their experiences with their work, workgroup, managers, and organisation. Their experiences are grouped into management practices and reported under 4 domains:

- Purpose and direction
- Work environment
- Enabling practices
- Leadership

All of these practices positively contribute towards employee and organisational outcomes, including employee engagement, job satisfaction, wellbeing, and customer service.

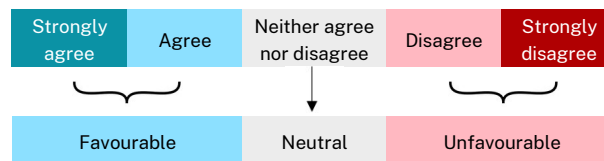


## Privacy

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.

## % favourable calculation

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

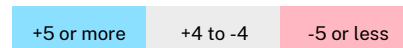


% favourable scores are colour coded based on these ranges:



## Difference scores

Difference scores are displayed as a percentage point where available. Differences are colour coded based on these ranges:



Generally, topic level comparisons are not shown when less than 50% of the questions are comparable.

## Burnout (disagree) question

The score provided for the burnout question indicates the % favourable responses (i.e. 'strongly disagree' and 'disagree' responses).

The favourable score (blue bar) shows the % of respondents that did not feel burned out by their work.

The unfavourable score (red bar) shows the % of respondents that did feel burned out by their work.

## Rounding

Results are presented as whole numbers for ease of reading. Values are rounded down if their first decimal number is less than 5. Values are rounded up if their first decimal number is equal to or greater than 5. Due to rounding, results will not always add up to 100%. Difference scores may appear to be slightly different to values derived from subtracting rounded numbers, usually within 1%.

## 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 5 question scores. Employees' scores are then averaged to calculate a team or organisation engagement score.

## Key driver analysis

Experience tells us that a successful response to survey results requires focus on key priorities. The key driver analysis, which uses statistical techniques including Pearson's correlation analysis, identifies individual questions with the strongest influence on your employee engagement score.

Key drivers are split into strengths (high correlation, high score) and priorities (high correlation, low score). You are recommended to look for ways to maintain your strengths and improve your priority areas.

## Action planning

We are all responsible for building a world class public service. Improving employee experience is a way to work towards this goal.

**Survey communication and action planning:** Leaders are encouraged to share and discuss survey results with employees, and start thinking about actions using the template below. In addition to PMES results, you should consider work context and internal business data (e.g. turnover data). You should implement and monitor your plan, either on its own or as part of a broader organisational improvement strategy.

 CELEBRATE	 INVESTIGATE FURTHER WITH OUR TEAMS	 OPPORTUNITIES
<p>The things we do well:</p> <hr/> <hr/> <hr/> <hr/> <p>Think about how we can build on our strengths and learn from what we are good at.</p>	<p>Are there any other opportunities coming out of the results that we want to explore further?</p> <hr/> <hr/> <hr/> <hr/> <p>How could we investigate? Through looking at the data in more detail or through discussions with staff?</p>	<p>Areas we need to focus on and turn into action plans:</p> <hr/> <hr/> <hr/> <hr/> <p>What are the key things we need to improve to make working here better?</p>

PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET / SUCCESS MEASURE
01.				
02.				
03.				