

People Matter

NSW Public Sector
Employee Survey 2022

Agency Report

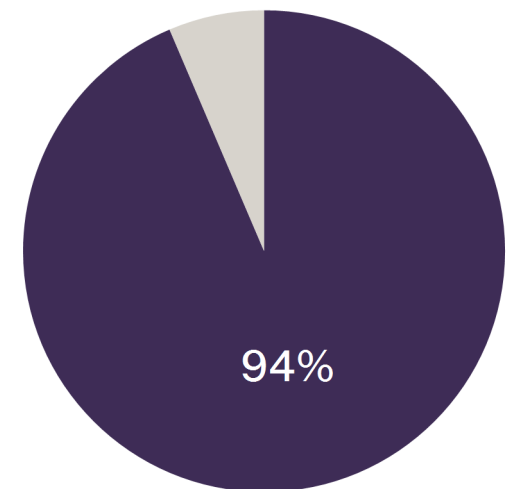
Environment Protection Authority

Survey period: 22 August to 16 September 2022

Completed surveys: 744

Response rate: 94%

Response rate:



High level results..... 3

Results by topic.....8

Results by child unit and demographic group..... 37

Additional information about the survey..... 45

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'.

<div> <div>+</div> Questions with the highest favourable scores </div>				2022 % favourable	difference from 2021
Risk and innovation	1l	I am comfortable notifying my manager if I become aware of any risks at work		93%	0
Flexible working	8f	My manager supports flexible working in my team		93%	+2
Inclusion and diversity	2b	People in my workgroup treat each other with respect		93%	0
Flexible working	8e	How satisfied are you with your ability to access and use flexible working arrangements?		90%	+2
Ethics and values	7q	I support my organisation's values		90%	-
<div> <div>-</div> Questions with the lowest favourable scores </div>				2022 % favourable	difference from 2021
Communication and change management	7b	Change is managed well in my organisation		27%	+4
Burnout (disagree)	1n	I feel burned out by my work (disagree)		35%	-
Recruitment	7f	My organisation makes fair recruitment and promotion decisions		38%	-
Customer service	7h	The processes in my organisation are designed to support the best experience for customers		39%	+4
Action on survey results	9	I am confident my organisation will act on the results of this survey		45%	-3

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
Customer service	1k	I am empowered to make the decisions needed to help customers and/or communities	70%	+8
Decision making and accountability	7d	People in my organisation take responsibility for their own actions	57%	+7
Feedback and performance management / Role clarity and support	3e	My performance is assessed against clear criteria	51%	+7
Job purpose and enrichment	5h	My manager communicates how my role contributes to my organisation's purpose	78%	+6
Recognition	7o	I receive adequate recognition for my contributions from my organisation	61%	+6

Least improved questions

			2022 % favourable	difference from 2021
Pay	4	I am paid fairly for the work I do	67%	-12
Health and safety	7s	There are effective resources in my organisation to support employee wellbeing	72%	-7
Communication and change management / Senior managers	6a	Senior managers provide clear direction for the future of the organisation	48%	-5
Action on survey results	9	I am confident my organisation will act on the results of this survey	45%	-3
Learning and development	3g	I am satisfied with the opportunities available for career development in my organisation	49%	-2

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
Employee voice / Senior managers	6e	Senior managers listen to employees	46%	Improve
Ethics and values / Senior managers	6b	Senior managers model the values of my organisation	55%	Improve
Risk and innovation	7a	My organisation is making improvements to meet future challenges	58%	Improve
Communication and change management / Senior managers	6a	Senior managers provide clear direction for the future of the organisation	48%	Improve
Learning and development	7e	My organisation is committed to developing its employees	56%	Improve
Inclusion and diversity / Senior managers	6f	Senior managers support the career advancement of all employees	46%	Improve

r = below privacy cut-off

Results by topic

Discover more about your results

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
Employee engagement (total score)*				66	+1	+2
7j I would recommend my organisation as a great place to work	64	22	14	64%	0	+2
7k I am proud to tell others I work for my organisation	73	17	9	73%	+3	+4
7l I feel a strong personal attachment to my organisation	63	22	14	63%	+2	+3
7m My organisation motivates me to help it achieve its goals	56	24	20	56%	+2	+2
7n My organisation inspires me to do the best in my job	55	25	19	55%	+1	0

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



r = below privacy cut-off

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
Less than 1 year	<div></div>	12%	+1	+3
1 year to less than 2 years	<div></div>	10%	-2	0
2 years to less than 5 years	<div></div>	28%	0	+8
5 years to less than 10 years	<div></div>	26%	-1	+1
10 years to less than 20 years	<div></div>	16%	+1	-6
More than 20 years	<div></div>	8%	+1	-7

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
Job satisfaction (total score)				68%	+2	0
1g My job gives me a feeling of personal accomplishment	70	17	13	70%	+2	-2
1h I feel motivated to contribute more than what is normally required at work	68	17	15	68%	+3	+2
1i I am satisfied with my job	67	19	14	67%	+1	0

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.

	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector
Wellbeing (total score)				61%	+1	+2
1j I can keep my work stress at an acceptable level	62	17	21	62%	+3	+3
1m In general, my sense of wellbeing is..	60	33	8	60%	0	+1

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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
Customer service (total score)					70%	+4	0
1k	I am empowered to make the decisions needed to help customers and/or communities	70	18	13	70%	+8	+1
2c	People in my workgroup can explain how their work impacts customers	90	8		90%	+4	+9
2d	My workgroup considers customer needs when planning our work	89	8		89%	+5	+6
6d	Senior managers communicate the importance of customers in our work	70	22	9	70%	-2	+5
7h	The processes in my organisation are designed to support the best experience for customers	39	28	33	39%	+4	-17
7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	60	26	14	60%	+4	-4

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
Role clarity and support (total score)				63%	+2	-1
1a I understand what is expected of me to do well in my job	79	13	8	79%	+5	-5
1b I get the support I need to do my job well	67	17	16	67%	+1	+5
1c I have the tools and technology to do my job well	60	14	26	60%	-1	-8
1d I have the time to do my job well	54	18	28	54%	-2	+2
3e My performance is assessed against clear criteria	51	29	20	51%	+7	-3
3f I have received the training and development I need to do my job well	66	22	12	66%	+6	+3

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
Job purpose and enrichment (total score)				80%	+4	+10
1e My job gives me opportunities to use a variety of skills	84	10		84%	+4	+5
1f I have a choice in deciding how I carry out day to day work tasks	85	9		85%	+1	+14
3d In the last 12 months, I have received feedback to help me improve my work	74	15	11	74%	+5	+11
5h My manager communicates how my role contributes to my organisation's purpose	78	13	9	78%	+6	+9

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.

	<div>Favourable</div>	<div>Neutral</div>	<div>Unfavourable</div>	<div>2022</div> <div>% favourable</div>	<div>difference from</div> <div>2021</div>	<div>difference from</div> <div>Sector</div>
Risk and innovation (total score)				79%	0	+6
1l I am comfortable notifying my manager if I become aware of any risks at work	<div>93</div>			93%	0	+7
5a My manager encourages people in my workgroup to keep improving the work they do	<div>85</div> <div>10</div>			85%	0	+11
7a My organisation is making improvements to meet future challenges	<div>58</div> <div>25</div> <div>17</div>			58%	+1	+1

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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.

	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector
Ethics and values (total score)				76%	-	+7
6b Senior managers model the values of my organisation	55	25	19	55%	0	+2
7p My organisation shows a commitment to ethical behaviours	82	12		82%	-	+12
7q I support my organisation's values	90	8		90%	-	+6

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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
Teamwork and collaboration (total score)				65%	+2	+3
2a My workgroup works collaboratively to achieve its goals	88		7	88%	+3	+9
6c Senior managers promote collaboration between my organisation and other organisations we work with	55	28	17	55%	+2	+3
7c There is good co-operation between teams across my organisation	52	23	26	52%	+2	-3

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
Inclusion and diversity (total score)				73%	-	+5
2b People in my workgroup treat each other with respect	93			93%	0	+13
6f Senior managers support the career advancement of all employees	46	31	23	46%	-	+2
8a Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	82	10	7	82%	+1	+4
8b I can speak up and share a different view to others in my organisation	72	14	14	72%	+3	+6
8c I feel that I belong in my organisation	72	18	9	72%	+2	+2

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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
Flexible working (total score)					92%	+2	+29
8e	How satisfied are you with your ability to access and use flexible working arrangements?	90			90%	+2	+30
8f	My manager supports flexible working in my team	93			93%	+2	+28

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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.

8d Type of flexible working		2022 % respondents	difference from 2021	difference from Sector
Flexible start and finish times	<div></div>	84%	+3	+39
Working more hours over fewer days	<div></div>	13%	-1	+3
Working additional hours to make up for time off	<div></div>	29%	+1	+11
Flexible scheduling for rostered workers	<div></div>	3%	-1	-4
Part-time work	<div></div>	12%	0	0
Job sharing	<div></div>	2%	0	-1
Working from different locations	<div></div>	41%	+10	+22
Working from home	<div></div>	97%	+2	+49
Purchasing annual leave		r	-	-
Leave without pay	<div></div>	8%	+3	-1
Study leave	<div></div>	2%	0	-2
Other	<div></div>	3%	-2	0
None of the above		r	-	-

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
10	If I raised a grievance in my organisation, it would be handled in a fair and objective manner	57	33	10	57%	-	+4

*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>Favourable</div>	<div>Neutral</div>	<div>Unfavourable</div>	<div>2022</div> <div>% favourable</div>	<div>difference from</div> <div>2021</div>	<div>difference from</div> <div>Sector</div>
Health and safety (total score)				78%	-2	+8
7r I am confident work health and safety issues I raise will be addressed promptly	83	9	8	83%	+3	+8
7s There are effective resources in my organisation to support employee wellbeing	72	19	9	72%	-7	+8

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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.

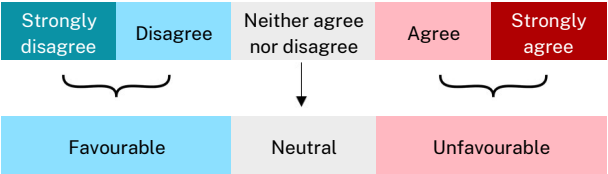
	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector
1n I feel burned out by my work (disagree)	35	30	35	35%	-	+1

Note on interpretation:

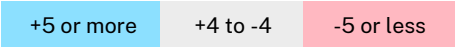
This question is negatively worded. It differs in interpretation from other questions in this survey, because disagreement is considered a positive response.

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
Recruitment (total score)				49%	-	+1
7f My organisation makes fair recruitment and promotion decisions	38	35	27	38%	-	-6
7g My organisation generally selects capable people to do the job	61	23	16	61%	+2	+8

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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
Learning and development (total score)				57%	0	+2
3f I have received the training and development I need to do my job well	66	22	12	66%	+6	+3
3g I am satisfied with the opportunities available for career development in my organisation	49	23	28	49%	-2	0
7e My organisation is committed to developing its employees	56	27	17	56%	-2	+4

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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?

	2022 % respondents	difference from 2021	difference from Sector
Yes	50%	+3	+9
No	50%	-3	-9

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

Lack of visible opportunities		33%	+4	+6
Lack of promotion opportunities		31%	+6	+4
Lack of support from my manager / supervisor		7%	+1	-5
Geographic location considerations		28%	-1	+4
Personal / family considerations		33%	0	+2
Insufficient training and development		11%	-1	-4
Lack of required capabilities or experience		12%	0	+1
Lack of support for temporary assignments / secondments		21%	+7	+6
The application / recruitment process is too cumbersome or time consuming		34%	+1	+11
Other		11%	-1	+1
There are no major barriers to my career progression		20%	-4	-8

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector
4 I am paid fairly for the work I do	67	18	15	67%	-12	+20

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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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
Recognition (total score)				73%	+4	+13
5f My manager provides recognition for the work I do	85		10	85%	+3	+15
7o I receive adequate recognition for my contributions from my organisation	61	24	14	61%	+6	+12

Difference from (percentage point)

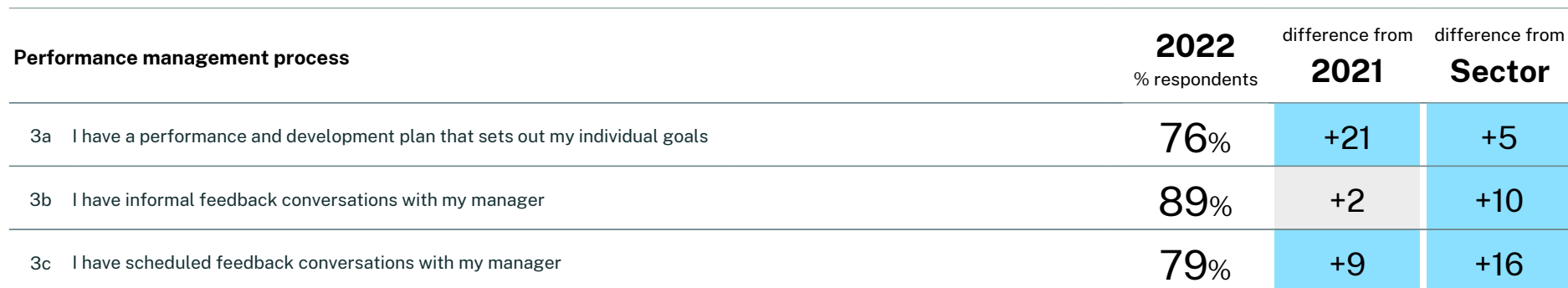
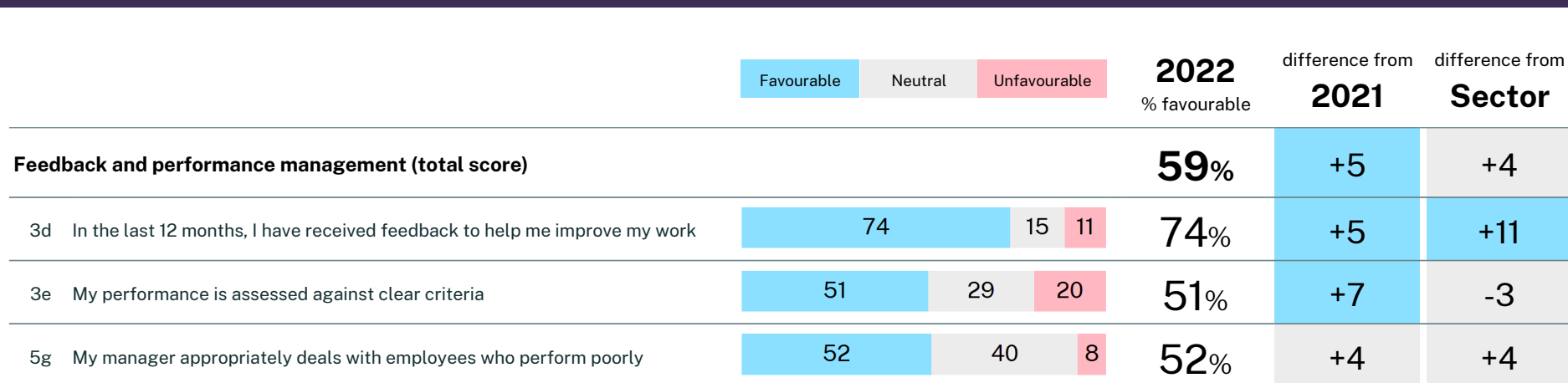
+5 or more

+4 to -4

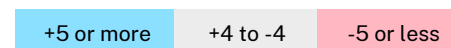
-5 or less

r = below privacy cut-off

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



Difference from (percentage point)



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
Senior managers (total score)					53%	-	+2
6a	Senior managers provide clear direction for the future of the organisation	48	22	29	48%	-5	-2
6b	Senior managers model the values of my organisation	55	25	19	55%	0	+2
6c	Senior managers promote collaboration between my organisation and other organisations we work with	55	28	17	55%	+2	+3
6d	Senior managers communicate the importance of customers in our work	70	22	9	70%	-2	+5
6e	Senior managers listen to employees	46	24	29	46%	+2	+2
6f	Senior managers support the career advancement of all employees	46	31	23	46%	-	+2

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
Decision making and accountability (total score)				70%	+3	+10
5e I have confidence in the decisions my manager makes	83		11	83%	-2	+11
7d People in my organisation take responsibility for their own actions	57	26	17	57%	+7	+9

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
Communication and change management (total score)				53%	-1	-2
5b My manager communicates effectively with me	84		10	84%	-2	+9
6a Senior managers provide clear direction for the future of the organisation	48	22	29	48%	-5	-2
7b Change is managed well in my organisation	27	26	47	27%	+4	-12

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
Employee voice (total score)				73%	+1	+9
5c My manager encourages and values employee input	89	7		89%	+1	+14
5d My manager involves my workgroup in decisions about our work	83	10	7	83%	0	+13
6e Senior managers listen to employees	46	24	29	46%	+2	+2
8b I can speak up and share a different view to others in my organisation	72	14	14	72%	+3	+6

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

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
9 I am confident my organisation will act on the results of this survey	45	26	29	45%	-3	+1

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
been aware of any misconduct in your organisation	<div></div>	9%	-1	-6
witnessed bullying	<div></div>	10%	-2	-11
experienced bullying	<div></div>	6%	0	-7
witnessed sexual harassment		r	-	-
experienced sexual harassment	<div></div>	3%	+1	-2
experienced threats or physical harm		r	-	-
experienced discrimination	<div></div>	6%	-1	-4
experienced racism		r	-	-

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

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	50	Yes	5	Service delivery involving direct contact with the public	23																		
Man	33	No	87	Other service delivery work	r																		
Non-binary	r	Prefer not to say	7	Administrative support	8																		
Use a different term	r	LGBTIQ+		Corporate services	6																		
Prefer not to say	r			Policy	12																		
Age				Yes	7	Research	r																
				No	82	Program and project management support	18																
				Prefer not to say	11	Legal	7																
		15-34 years	22	LOTE spoken at home		Other	19																
						35-54 years	48	Yes	13	Organisation tenure													
55+ years	8											No	80	Less than 1 year	19								
																Prefer not to say	23	Prefer not to say	6	1 year to less than 2 years	16		
																						Aboriginal and/or Torres Strait Islander	
		Yes	2	Full-time	89																		
						No	91	Part-time	11	10 years to less than 20 years	14												
Prefer not to say	7											Cultural background		More than 20 years	11								
																Yes	83	Employment status		Salary			
																						No	14
		Prefer not to say		Ongoing / permanent	77																		
						Oceanian	6	Temporary	12	\$113,343 - \$151,608	39												
North-West European	r											Casual	r	\$151,609 and above	9								
																Southern and Eastern European	3	Contract-non-executive	4	Prefer not to say	13		
																						North African and Middle Eastern	3
		South-East Asian	4	Other	r																		
						North-East Asian	2	Don't know	r														
Southern and Central Asian	r																						
																Peoples of the Americas							
																						Sub-Saharan African	

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	Environment Protection Authority
Employee engagement	66	66
Wellbeing	61%	61%
Role clarity and support	63%	63%
Inclusion and diversity	73%	73%
Teamwork and collaboration	65%	65%
Learning and development	57%	57%
Senior managers	53%	53%
Communication and change management	53%	53%
Employee voice	73%	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	66	72	65	r	75	61	71	72	72	69	66
Wellbeing	61%	64%	65%	r	91%	55%	62%	75%	68%	63%	66%
Role clarity and support	63%	69%	64%	r	73%	61%	66%	76%	69%	68%	65%
Inclusion and diversity	73%	79%	76%	r	85%	61%	79%	77%	81%	78%	69%
Teamwork and collaboration	65%	69%	68%	r	82%	58%	72%	77%	68%	68%	67%
Learning and development	57%	64%	60%	r	64%	57%	63%	64%	64%	65%	55%
Senior managers	53%	60%	55%	r	79%	49%	68%	65%	62%	58%	50%
Communication and change management	53%	58%	55%	r	61%	50%	59%	66%	62%	57%	49%
Employee voice	73%	77%	76%	r	89%	66%	82%	79%	82%	76%	69%

 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	66	60	r	73	76	69	r	71	77	58
Wellbeing	61%	53%	r	73%	75%	72%	r	61%	58%	58%
Role clarity and support	63%	55%	r	80%	81%	66%	r	63%	67%	57%
Inclusion and diversity	73%	71%	r	83%	82%	74%	r	76%	80%	66%
Teamwork and collaboration	65%	61%	r	82%	76%	65%	r	67%	71%	57%
Learning and development	57%	53%	r	76%	72%	55%	r	61%	63%	49%
Senior managers	53%	45%	r	74%	70%	54%	r	56%	66%	44%
Communication and change management	53%	48%	r	69%	68%	51%	r	54%	69%	45%
Employee voice	73%	68%	r	80%	85%	74%	r	78%	78%	66%

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	66	77	71	65	64	58	64
Wellbeing	61%	78%	67%	57%	59%	53%	59%
Role clarity and support	63%	76%	64%	64%	62%	53%	64%
Inclusion and diversity	73%	84%	75%	75%	74%	68%	71%
Teamwork and collaboration	65%	73%	67%	65%	62%	63%	67%
Learning and development	57%	75%	58%	55%	59%	50%	55%
Senior managers	53%	70%	60%	53%	52%	40%	51%
Communication and change management	53%	68%	59%	55%	49%	43%	50%
Employee voice	73%	86%	76%	75%	72%	64%	68%

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	66	r	69	67	r	r	60	77	r
Wellbeing	61%	r	64%	64%	r	r	56%	88%	r
Role clarity and support	63%	r	67%	73%	r	r	58%	71%	r
Inclusion and diversity	73%	r	77%	84%	r	r	74%	86%	r
Teamwork and collaboration	65%	r	66%	70%	r	r	73%	78%	r
Learning and development	57%	r	61%	64%	r	r	51%	67%	r
Senior managers	53%	r	58%	57%	r	r	53%	76%	r
Communication and change management	53%	r	57%	59%	r	r	51%	64%	r
Employee voice	73%	r	76%	74%	r	r	75%	81%	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

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	66	59	r	r	63	61	r	r	r	r
Wellbeing	61%	71%	r	r	59%	60%	r	r	r	r
Role clarity and support	63%	59%	r	r	45%	59%	r	r	r	r
Inclusion and diversity	73%	74%	r	r	78%	68%	r	r	r	r
Teamwork and collaboration	65%	57%	r	r	73%	65%	r	r	r	r
Learning and development	57%	62%	r	r	45%	58%	r	r	r	r
Senior managers	53%	40%	r	r	50%	48%	r	r	r	r
Communication and change management	53%	47%	r	r	52%	51%	r	r	r	r
Employee voice	73%	65%	r	r	84%	66%	r	r	r	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.

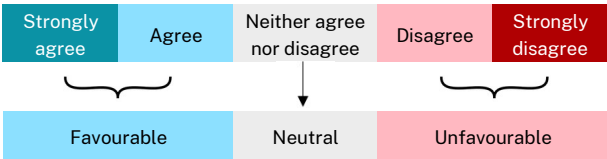


Privacy

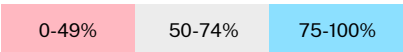
Responses from individual employees are confidential. Strict rules protect privacy at every stage of the survey process. These reports only show the results for a group of employees (i.e. a workgroup or demographic group) when there are 10 or more responses for the group.

% 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.				