

People Matter

NSW Public Sector
Employee Survey 2022

Agency Report

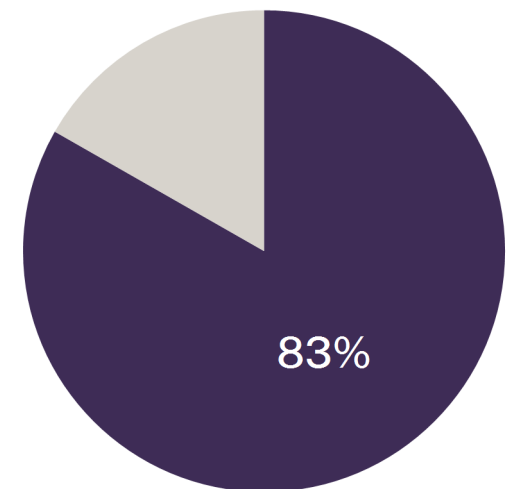
NSW State Emergency Service

Survey period: 22 August to 16 September 2022

Completed surveys: 363

Response rate: 83%

Response rate:



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

NSW public sector

- Stronger Communities
 - NSW State Emergency Service

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High level results

Discover key results and patterns

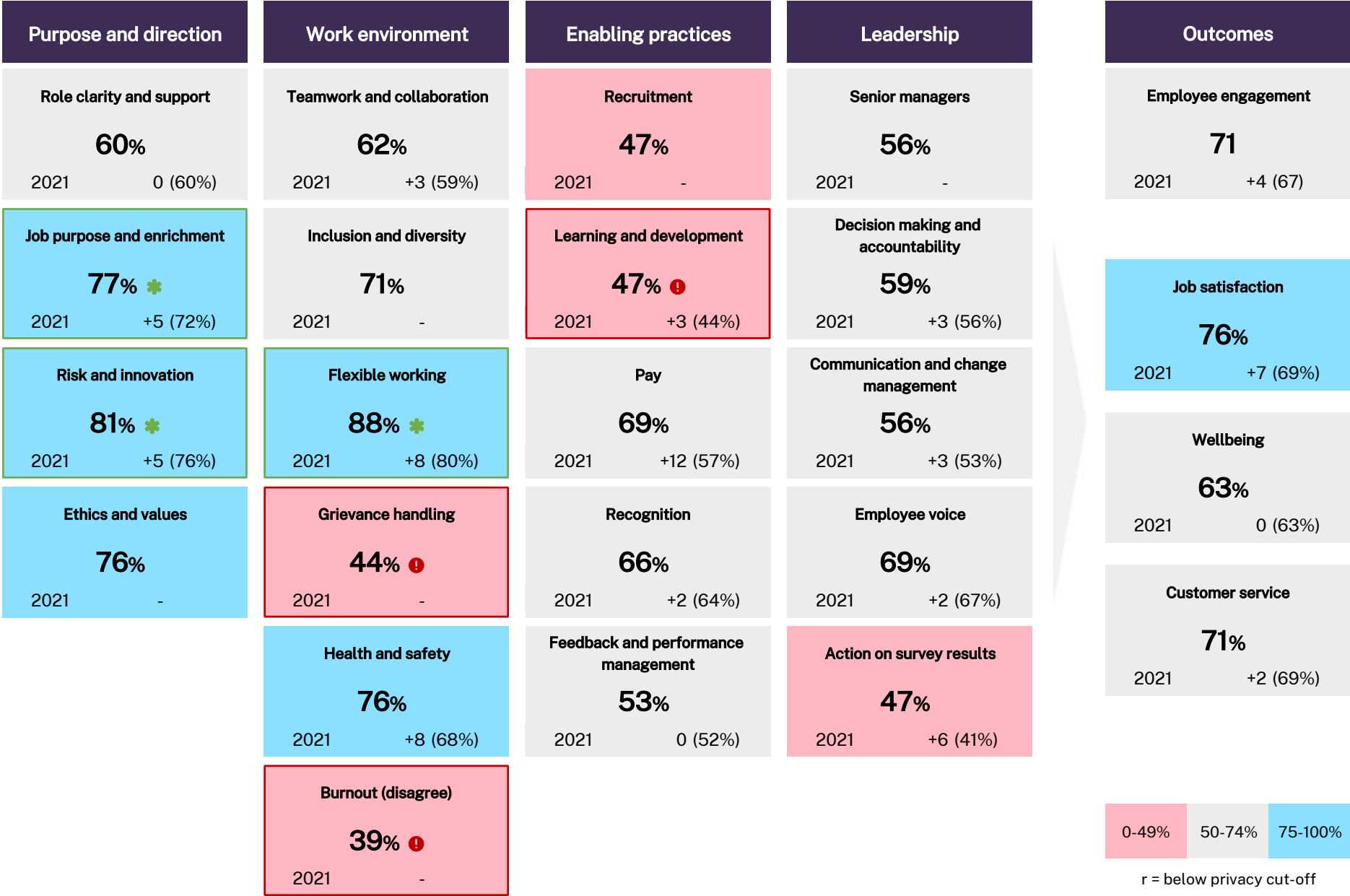
Headline results for key topics

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		96%	-
Flexible working	8f	My manager supports flexible working in my team		89%	+7
Risk and innovation	1l	I am comfortable notifying my manager if I become aware of any risks at work		88%	-1
Flexible working	8e	How satisfied are you with your ability to access and use flexible working arrangements?		87%	+9
Job purpose and enrichment	1f	I have a choice in deciding how I carry out day to day work tasks		86%	+8
- Questions with the lowest favourable scores				2022 % favourable	difference from 2021
Communication and change management	7b	Change is managed well in my organisation		32%	+7
Burnout (disagree)	1n	I feel burned out by my work (disagree)		39%	-
Decision making and accountability	7d	People in my organisation take responsibility for their own actions		41%	+5
Inclusion and diversity / Senior managers	6f	Senior managers support the career advancement of all employees		41%	-
Recruitment	7f	My organisation makes fair recruitment and promotion decisions		43%	-

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
Risk and innovation	7a	My organisation is making improvements to meet future challenges	77%	+15
Pay	4	I am paid fairly for the work I do	69%	+12
Health and safety	7s	There are effective resources in my organisation to support employee wellbeing	79%	+11
Flexible working	8e	How satisfied are you with your ability to access and use flexible working arrangements?	87%	+9
Job satisfaction	1i	I am satisfied with my job	75%	+9

- Least improved questions

			2022 % favourable	difference from 2021
Customer service	7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	69%	-9
Wellbeing	1j	I can keep my work stress at an acceptable level	63%	-4
Role clarity and support	1d	I have the time to do my job well	55%	-3
Feedback and performance management / Role clarity and support	3e	My performance is assessed against clear criteria	50%	-2
Risk and innovation	1l	I am comfortable notifying my manager if I become aware of any risks at work	88%	-1

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 / Inclusion and diversity	8b	I can speak up and share a different view to others in my organisation	72%	Maintain
Learning and development	7e	My organisation is committed to developing its employees	46%	Improve
Recognition	7o	I receive adequate recognition for my contributions from my organisation	55%	Improve
Ethics and values / Senior managers	6b	Senior managers model the values of my organisation	61%	Improve
Ethics and values	7p	My organisation shows a commitment to ethical behaviours	72%	Maintain
Role clarity and support	1b	I get the support I need to do my job well	64%	Maintain

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)*				71	+4	+7	+9
7j I would recommend my organisation as a great place to work	66	19	15	66%	+4	+4	+8
7k I am proud to tell others I work for my organisation	81	10	9	81%	+2	+11	+14
7l I feel a strong personal attachment to my organisation	73	18	9	73%	+4	+13	+14
7m My organisation motivates me to help it achieve its goals	66	22	12	66%	+7	+12	+16
7n My organisation inspires me to do the best in my job	67	21	12	67%	+8	+11	+17

*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 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>	14%	+6	+6	+7
1 year to less than 2 years	<div></div>	11%	+1	+2	+4
2 years to less than 5 years	<div></div>	19%	-4	-1	+3
5 years to less than 10 years	<div></div>	26%	-5	+1	+2
10 years to less than 20 years	<div></div>	21%	+2	-2	-5
More than 20 years	<div></div>	9%	+1	-6	-11

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)					76%	+7	+7	+9
1g	My job gives me a feeling of personal accomplishment	77	10	13	77%	+6	+4	+7
1h	I feel motivated to contribute more than what is normally required at work	76	11	13	76%	+6	+10	+12
1i	I am satisfied with my job	75	10	16	75%	+9	+8	+7

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	difference from Cluster
Wellbeing (total score)				63%	0	+4	+4
1j I can keep my work stress at an acceptable level	63	19	19	63%	-4	+4	+3
1m In general, my sense of wellbeing is..	63	30	7	63%	+3	+5	+4

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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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
Customer service (total score)					71%	+2	+1	+5
1k	I am empowered to make the decisions needed to help customers and/or communities	71	17	11	71%	+7	+3	+3
2c	People in my workgroup can explain how their work impacts customers	85	9		85%	+5	+4	+9
2d	My workgroup considers customer needs when planning our work	85	9		85%	+1	+3	+8
6d	Senior managers communicate the importance of customers in our work	65	22	14	65%	+1	0	+3
7h	The processes in my organisation are designed to support the best experience for customers	47	27	26	47%	+6	-10	-4
7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	69	19	12	69%	-9	+5	+7

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)				60%	0	-4	-1
1a I understand what is expected of me to do well in my job	77	13	10	77%	+1	-7	-6
1b I get the support I need to do my job well	64	16	20	64%	+4	+2	+5
1c I have the tools and technology to do my job well	63	14	23	63%	0	-5	-1
1d I have the time to do my job well	55	15	30	55%	-3	+3	0
3e My performance is assessed against clear criteria	50	29	21	50%	-2	-4	+2
3f I have received the training and development I need to do my job well	51	27	23	51%	+1	-12	-6

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)					77%	+5	+6	+10
1e	My job gives me opportunities to use a variety of skills	<div><div>86</div><div>8</div></div>			86%	+7	+7	+9
1f	I have a choice in deciding how I carry out day to day work tasks	<div><div>86</div><div>11</div></div>			86%	+8	+15	+18
3d	In the last 12 months, I have received feedback to help me improve my work	<div><div>62</div><div>24</div><div>14</div></div>			62%	+2	-1	+4
5h	My manager communicates how my role contributes to my organisation's purpose	<div><div>72</div><div>16</div><div>12</div></div>			72%	+1	+4	+8

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)					81%	+5	+8	+13
1l	I am comfortable notifying my manager if I become aware of any risks at work	88			88%	-1	+2	+5
5a	My manager encourages people in my workgroup to keep improving the work they do	77 12 11			77%	+1	+3	+7
7a	My organisation is making improvements to meet future challenges	77 14 8			77%	+15	+21	+27

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	difference from Cluster
Ethics and values (total score)					76%	-	+7	+9
6b	Senior managers model the values of my organisation	61	23	16	61%	+4	+8	+10
7p	My organisation shows a commitment to ethical behaviours	72	17	10	72%	-	+2	+6
7q	I support my organisation's values	96			96%	-	+11	+12

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	difference from Cluster
Teamwork and collaboration (total score)					62%	+3	0	+3
2a	My workgroup works collaboratively to achieve its goals	81			81%	+3	+2	+5
6c	Senior managers promote collaboration between my organisation and other organisations we work with	60			60%	+2	+8	+9
7c	There is good co-operation between teams across my organisation	45			45%	+5	-9	-5

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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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
Inclusion and diversity (total score)					71%	-	+3	+7
2b	People in my workgroup treat each other with respect	8310			83%	+1	+3	+6
6f	Senior managers support the career advancement of all employees	413820			41%	-	-2	+1
8a	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	82108			82%	+4	+4	+8
8b	I can speak up and share a different view to others in my organisation	721612			72%	+2	+5	+9
8c	I feel that I belong in my organisation	751411			75%	+7	+5	+9

Difference from (percentage point)

+5 or more

+4 to -4

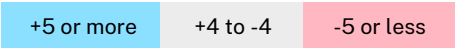
-5 or less

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	difference from Cluster
Flexible working (total score)					88%	+8	+26	+28
8e	How satisfied are you with your ability to access and use flexible working arrangements?	<div><div>87</div><div>8</div></div>			87%	+9	+27	+29
8f	My manager supports flexible working in my team	<div><div>89</div><div></div></div>			89%	+7	+24	+27

Difference from (percentage point)



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>	86%	+11	+42	+37
Working more hours over fewer days	<div></div>	28%	+5	+18	+19
Working additional hours to make up for time off	<div></div>	37%	+7	+19	+22
Flexible scheduling for rostered workers	<div></div>	12%	+4	+5	+4
Part-time work	<div></div>	7%	+1	-4	0
Job sharing		r	-	-	-
Working from different locations	<div></div>	35%	+5	+15	+16
Working from home	<div></div>	90%	+12	+43	+44
Purchasing annual leave		r	-	-	-
Leave without pay	<div></div>	5%	+2	-3	+1
Study leave		r	-	-	-
Other	<div></div>	3%	+1	0	0
None of the above	<div></div>	3%	-10	-23	-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	44	33	23	44%	-	-9	-2

*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.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Health and safety (total score)					76%	+8	+7	+11
7r	I am confident work health and safety issues I raise will be addressed promptly	73	15	12	73%	+5	-1	+5
7s	There are effective resources in my organisation to support employee wellbeing	79	12	9	79%	+11	+15	+17

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

Burnout (disagree)

Work environment

Burnout is typically characterised by ongoing feelings of:

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

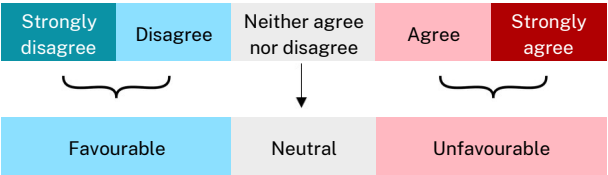
	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
1n I feel burned out by my work (disagree)	39	29	32	39%	-	+5	+2

Note on interpretation:

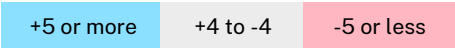
This question is negatively worded. It differs in interpretation from other questions in this survey, because disagreement is considered a positive response.

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)					47%	-	-2	+9
7f	My organisation makes fair recruitment and promotion decisions	43	36	21	43%	-	-1	+9
7g	My organisation generally selects capable people to do the job	50	29	21	50%	+5	-3	+8

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.

				2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
				FavourableNeutralUnfavourable			
Learning and development (total score)				47%	+3	-8	-3
3f	I have received the training and development I need to do my job well	51	2723	51%	+1	-12	-6
3g	I am satisfied with the opportunities available for career development in my organisation	44	2828	44%	+2	-5	-1
7e	My organisation is committed to developing its employees	46	3123	46%	+6	-7	0

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?

	2022 % respondents	difference from 2021	difference from Sector	difference from Cluster
Yes	44%	-1	+2	+2
No	56%	+1	-2	-2

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

Lack of visible opportunities		26%	-5	-1	-3
Lack of promotion opportunities		29%	+1	+2	-1
Lack of support from my manager / supervisor		11%	-2	-1	-4
Geographic location considerations		33%	-4	+9	+2
Personal / family considerations		35%	+3	+5	+2
Insufficient training and development		13%	-9	-1	-5
Lack of required capabilities or experience		12%	0	0	-1
Lack of support for temporary assignments / secondments		14%	-3	0	-5
The application / recruitment process is too cumbersome or time consuming		26%	-1	+4	+2
Other		12%	+5	+2	+2
There are no major barriers to my career progression		26%	+2	-2	+1

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	difference from Cluster
4 I am paid fairly for the work I do	69	11	20	69%	+12	+21	+15

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	difference from Cluster
Recognition (total score)					66%	+2	+6	+10
5f	My manager provides recognition for the work I do	76 13 11			76%	0	+6	+9
7o	I receive adequate recognition for my contributions from my organisation	55 25 20			55%	+5	+6	+11

Difference from (percentage point)



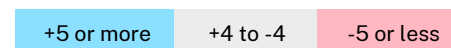
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Underpinning a high performance culture is an effective system for managing individual, team, and organisational performance.

		Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Feedback and performance management (total score)					53%	0	-3	+2
3d	In the last 12 months, I have received feedback to help me improve my work	62	24	14	62%	+2	-1	+4
3e	My performance is assessed against clear criteria	50	29	21	50%	-2	-4	+2
5g	My manager appropriately deals with employees who perform poorly	46	36	18	46%	0	-2	0

			2022 % respondents	difference from 2021	difference from Sector	difference from Cluster
Performance management process						
3a	I have a performance and development plan that sets out my individual goals		68%	0	-3	+11
3b	I have informal feedback conversations with my manager		82%	+3	+3	+8
3c	I have scheduled feedback conversations with my manager		63%	-1	-1	+10

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	difference from Cluster
Senior managers (total score)					56%	-	+4	+7
6a	Senior managers provide clear direction for the future of the organisation	57	23	19	57%	+3	+7	+12
6b	Senior managers model the values of my organisation	61	23	16	61%	+4	+8	+10
6c	Senior managers promote collaboration between my organisation and other organisations we work with	60	27	14	60%	+2	+8	+9
6d	Senior managers communicate the importance of customers in our work	65	22	14	65%	+1	0	+3
6e	Senior managers listen to employees	50	27	23	50%	+4	+5	+10
6f	Senior managers support the career advancement of all employees	41	38	20	41%	-	-2	+1

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.

				<div><div>Favourable</div><div>Neutral</div><div>Unfavourable</div></div>	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
Decision making and accountability (total score)					59%	+3	-1	+5
5e	I have confidence in the decisions my manager makes			<div><div>78</div><div>10</div><div>12</div></div>	78%	+2	+6	+9
7d	People in my organisation take responsibility for their own actions			<div><div>41</div><div>31</div><div>28</div></div>	41%	+5	-8	+2

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
Communication and change management (total score)					56%	+3	+1	+6
5b	My manager communicates effectively with me	78			78%	+1	+3	+6
6a	Senior managers provide clear direction for the future of the organisation	57			57%	+3	+7	+12
7b	Change is managed well in my organisation	32			32%	+7	-7	-1

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
Employee voice (total score)					69%	+2	+5	+9
5c	My manager encourages and values employee input	80			80%	+1	+5	+9
5d	My manager involves my workgroup in decisions about our work	74			74%	0	+4	+8
6e	Senior managers listen to employees	50			50%	+4	+5	+10
8b	I can speak up and share a different view to others in my organisation	72			72%	+2	+5	+9

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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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	difference from Cluster
9	I am confident my organisation will act on the results of this survey	47	28	25	47%	+6	+3	+11

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>	20%	-3	+5	0
witnessed bullying	<div></div>	22%	-1	+1	0
experienced bullying	<div></div>	13%	-1	-1	-2
witnessed sexual harassment		r	-	-	-
experienced sexual harassment	<div></div>	5%	0	0	0
experienced threats or physical harm		r	-	-	-
experienced discrimination	<div></div>	9%	-3	-1	-3
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

Stronger Communities questions



	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Cluster
My manager communicates the importance of the people to whom we provide a service in achieving our objectives	77	15	8	77%	0	+5
I am equipped to provide advice and service that helps empower the people to whom we deliver our services	78	13	9	78%	-1	+3
I understand how my work links to the strategic outcomes in my organisation	85	9		85%	+6	+8
All things considered, I feel my organisation provides good support for my mental health and well-being	76	14	11	76%	+10	+17
My manager is committed to, and supportive of, diverse workgroups	80	17		80%	+2	+3
My manager demonstrates commitment to meeting the needs of employees with disability that require a workplace adjustment	74	24		74%	+3	+6
In my workplace, I feel comfortable and respected in expressing my culture, cultural practice, and knowledge?	82	14		82%	-	+9
Our workplace respects different cultures and adapts its services accordingly	80	16		80%	-	+5

Difference from (percentage point)

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

Stronger Communities questions

What is your role?		2022 % respondents	difference from 2021	difference from Cluster
Administration		16%	-1	+3
Business Enabler (Legal, IT, Finance, HR, Procurement & other corporate services)		23%	0	+16
Custodial Officer		r	-	-
Youth Worker		r	-	-
Sheriff's Officer		r	-	-
Community Corrections Officer		r	-	-
Child Protection Caseworker		r	-	-
Caseworker - Joint Child Protection Response (JCPR) / Joint Investigation Response Team (JIRT)		r	-	-
Caseworker - Helpline		r	-	-
Casework Support Worker		r	-	-
Casework Specialist		r	-	-
Manager - Child Protection (Manager Casework and Manager Client Services)		r	-	-
Permanency Co-ordinator		r	-	-

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

Stronger Communities questions

What is your role?	2022 % respondents	difference from 2021	difference from Cluster
Asset or Property Management	r	-	-
Client Liaison Officer / Client Service Officer (field and HCC)	r	-	-
Housing Manager / Housing Team Leader	r	-	-
Disability Case Manager	r	-	-
Indirect Disability Services (Trades, Laundry Manager, Head Chef, Transport)	r	-	-
Coordinator Accommodation and Respite	r	-	-
Manager / Residential Unit Nurse Manager / Nurse Unit Manager	r	-	-
Large Residential Centre (LRC) Manager	r	-	-
Legal officer or other legal professional (Legal support, Paralegal)	r	-	-
Disability Clinician	r	-	-
Disability Team Leader	r	-	-
Disability Support Worker	r	-	-
Registered Nurse / Enrolled Nurse / Assistant in Nursing (AIN)	r	-	-

Difference from (percentage point)




+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

Stronger Communities questions




What is your role?		2022 % respondents	difference from 2021	difference from Cluster
Psychologist		r	-	-
Teacher		r	-	-
Policy/Program/Project Officer		10%	+2	+4
Policy/Program/Project Manager		8%	+4	+5
Senior Executive Band 1		r	-	-
Senior Executive Band 2 and 3		r	-	-
Permanent Fire fighter		r	-	-
Retained Fire fighter		r	-	-
Other		35%	-6	+20

Difference from (percentage point)

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

Stronger Communities questions

When completing this survey, I believed that the term "Senior Managers" referred to the following people		2022 % respondents	difference from 2021	difference from Cluster
The Secretary and Deputy Secretaries		r	-	-
My Executive Director and above		r	-	-
My Director and above		27%	-4	+1
My Manager's Manager and above		44%	+6	+3
My Manager and above		22%	-1	-1

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	57	Yes	11	Service delivery involving direct contact with the public	19
Man	34	No	83	Other service delivery work	r
Non-binary	r	Prefer not to say	6	Administrative support	8
Use a different term	r	LGBTIQ+		Corporate services	31
Prefer not to say	r			Policy	r
				Research	r
Age		Yes	6	Program and project management support	18
15-34 years	16	No	86	Legal	r
35-54 years	57	Prefer not to say	8	Other	13
55+ years	15	LOTE spoken at home		Organisation tenure	
Prefer not to say	12			Less than 1 year	28
				1 year to less than 2 years	10
Aboriginal and/or Torres Strait Islander		Yes	9	2 years to less than 5 years	18
Yes	r	No	87	5 years to less than 10 years	19
No	91	Prefer not to say	4	10 years to less than 20 years	21
Prefer not to say	r	Working arrangement		More than 20 years	4
				Salary	
				\$87,492 and below	22
Cultural background		Full-time	93	\$87,493 - \$113,342	43
Oceanian	87	Part-time	7	\$113,343 - \$151,608	17
North-West European	15	Employment status		\$151,609 and above	6
Southern and Eastern European	7			Prefer not to say	12
North African and Middle Eastern	r				
South-East Asian	r	Senior executive	r		
North-East Asian	r	Ongoing / permanent	68		
Southern and Central Asian	r	Temporary	14		
Peoples of the Americas	r	Casual	3		
Sub-Saharan African	r	Contract-non-executive	6		
		Labour hire	5		
		Other	r		
		Don't know	r		

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	Corporate Services	Finance, Asset & Business Services	Information & Communications Technology	Metro Operations	Operational Capability and Training	People & Development	Regional Operations
Employee engagement	71	79	73	64	74	73	67	64
Wellbeing	63%	66%	63%	57%	68%	57%	64%	58%
Role clarity and support	60%	69%	66%	55%	62%	57%	56%	46%
Inclusion and diversity	71%	77%	74%	65%	75%	72%	65%	62%
Teamwork and collaboration	62%	74%	67%	55%	67%	61%	54%	50%
Learning and development	47%	54%	50%	30%	50%	48%	47%	40%
Senior managers	56%	70%	59%	45%	55%	60%	51%	43%
Communication and change management	56%	73%	61%	47%	49%	58%	51%	48%
Employee voice	69%	82%	73%	67%	64%	70%	66%	58%

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	71	72	73	r	r	69	71	75	80	72	70
Wellbeing	63%	66%	66%	r	r	59%	64%	67%	75%	62%	76%
Role clarity and support	60%	63%	62%	r	r	53%	58%	70%	71%	61%	66%
Inclusion and diversity	71%	72%	75%	r	r	66%	69%	67%	80%	72%	72%
Teamwork and collaboration	62%	63%	66%	r	r	57%	65%	60%	75%	63%	67%
Learning and development	47%	46%	53%	r	r	41%	38%	54%	60%	49%	43%
Senior managers	56%	56%	60%	r	r	60%	58%	58%	69%	59%	51%
Communication and change management	56%	55%	62%	r	r	53%	58%	57%	65%	59%	51%
Employee voice	69%	70%	75%	r	r	67%	64%	66%	78%	72%	64%

 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	71	68	r	73	68	r	r	76	r	71
Wellbeing	63%	58%	r	73%	60%	r	r	73%	r	65%
Role clarity and support	60%	50%	r	66%	64%	r	r	63%	r	58%
Inclusion and diversity	71%	66%	r	65%	72%	r	r	74%	r	70%
Teamwork and collaboration	62%	55%	r	74%	62%	r	r	67%	r	65%
Learning and development	47%	48%	r	49%	42%	r	r	47%	r	48%
Senior managers	56%	47%	r	60%	57%	r	r	60%	r	56%
Communication and change management	56%	47%	r	64%	57%	r	r	62%	r	52%
Employee voice	69%	58%	r	61%	74%	r	r	75%	r	65%

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	71	75	80	75	67	65	70
Wellbeing	63%	79%	81%	63%	46%	52%	64%
Role clarity and support	60%	69%	69%	60%	60%	52%	44%
Inclusion and diversity	71%	74%	77%	75%	71%	63%	66%
Teamwork and collaboration	62%	69%	66%	63%	62%	53%	62%
Learning and development	47%	57%	58%	48%	45%	33%	31%
Senior managers	56%	66%	66%	56%	55%	44%	30%
Communication and change management	56%	64%	65%	58%	54%	45%	33%
Employee voice	69%	73%	82%	72%	71%	59%	57%

 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	71	81	r	r	r	r	r	r	83
Wellbeing	63%	81%	r	r	r	r	r	r	80%
Role clarity and support	60%	74%	r	r	r	r	r	r	72%
Inclusion and diversity	71%	77%	r	r	r	r	r	r	78%
Teamwork and collaboration	62%	71%	r	r	r	r	r	r	73%
Learning and development	47%	60%	r	r	r	r	r	r	47%
Senior managers	56%	65%	r	r	r	r	r	r	57%
Communication and change management	56%	65%	r	r	r	r	r	r	70%
Employee voice	69%	80%	r	r	r	r	r	r	78%

 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


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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	71	71	r	r	r	r	r	r	r	r
Wellbeing	63%	63%	r	r	r	r	r	r	r	r
Role clarity and support	60%	62%	r	r	r	r	r	r	r	r
Inclusion and diversity	71%	71%	r	r	r	r	r	r	r	r
Teamwork and collaboration	62%	64%	r	r	r	r	r	r	r	r
Learning and development	47%	47%	r	r	r	r	r	r	r	r
Senior managers	56%	58%	r	r	r	r	r	r	r	r
Communication and change management	56%	56%	r	r	r	r	r	r	r	r
Employee voice	69%	71%	r	r	r	r	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.

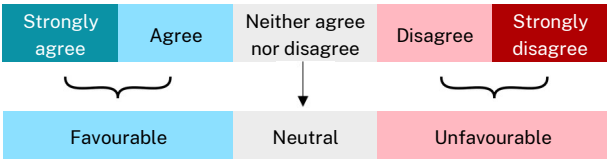


Privacy

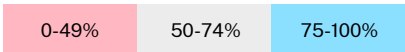
Responses from individual employees are confidential. Strict rules protect privacy at every stage of the survey process. These reports only show the results for a group of employees (i.e. a workgroup or demographic group) when there are 10 or more responses for the group.

% favourable calculation

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

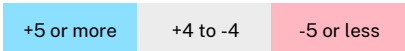


% favourable scores are colour coded based on these ranges:



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.				