

# People Matter

NSW Public Sector  
Employee Survey 2022

## Agency Report

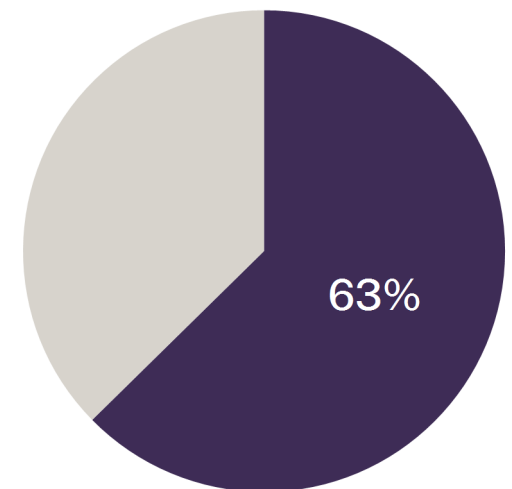
## NSW TrainLink

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

**Completed surveys:** 1,368

**Response rate:** 63%

Response rate:



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

### NSW public sector

- Transport
  - Regional & Outer Metropolitan including NSW TrainLink
    - NSW TrainLink

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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
Role clarity and support	1a	I understand what is expected of me to do well in my job	83%	+1
Risk and innovation	1l	I am comfortable notifying my manager if I become aware of any risks at work	79%	-2
Customer service	2c	People in my workgroup can explain how their work impacts customers	74%	+2
Role clarity and support	1d	I have the time to do my job well	69%	-4
Job purpose and enrichment	1e	My job gives me opportunities to use a variety of skills	68%	+2

### - Questions with the lowest favourable scores

			2022 % favourable	difference from 2021
Communication and change management	7b	Change is managed well in my organisation	28%	0
Employee voice / Senior managers	6e	Senior managers listen to employees	32%	-1
Inclusion and diversity / Senior managers	6f	Senior managers support the career advancement of all employees	33%	-
Communication and change management / Senior managers	6a	Senior managers provide clear direction for the future of the organisation	34%	-4
Action on survey results	9	I am confident my organisation will act on the results of this survey	35%	-1

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
Learning and development	3g	I am satisfied with the opportunities available for career development in my organisation	47%	+3
Feedback and performance management / Role clarity and support	3e	My performance is assessed against clear criteria	54%	+2
Job purpose and enrichment	1e	My job gives me opportunities to use a variety of skills	68%	+2
Learning and development	7e	My organisation is committed to developing its employees	41%	+2
Learning and development / Role clarity and support	3f	I have received the training and development I need to do my job well	61%	+2
- Least improved questions			2022 % favourable	difference from 2021
Pay	4	I am paid fairly for the work I do	52%	-12
Risk and innovation	7a	My organisation is making improvements to meet future challenges	40%	-7
Customer service	7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	48%	-7
Customer service / Senior managers	6d	Senior managers communicate the importance of customers in our work	52%	-6
Role clarity and support	1c	I have the tools and technology to do my job well	63%	-5

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	41%	Improve
Recognition	7o	I receive adequate recognition for my contributions from my organisation	43%	Improve
Risk and innovation	7a	My organisation is making improvements to meet future challenges	40%	Improve
Ethics and values	7p	My organisation shows a commitment to ethical behaviours	53%	Improve
Recruitment	7g	My organisation generally selects capable people to do the job	40%	Improve
Recruitment	7f	My organisation makes fair recruitment and promotion decisions	38%	Improve

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## Results by topic

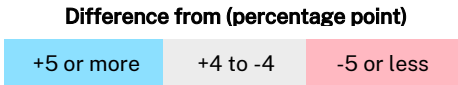
Discover more about your results

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	difference from Cluster
Employee engagement (total score)*				57	-2	-7	-9
7j I would recommend my organisation as a great place to work	59	21	21	59%	-1	-3	-13
7k I am proud to tell others I work for my organisation	60	21	20	60%	-3	-10	-12
7l I feel a strong personal attachment to my organisation	54	23	23	54%	0	-6	-7
7m My organisation motivates me to help it achieve its goals	43	25	31	43%	-3	-11	-15
7n My organisation inspires me to do the best in my job	44	26	29	44%	-1	-11	-14

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









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Intention to stay

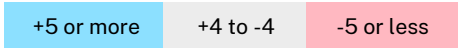
Intention to stay refers to an employee’s desire and willingness to remain with their current organisation. Intention to stay can be influenced by many aspects of employee experience, including engagement.

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		5%	0	-3	-1
1 year to less than 2 years		5%	-1	-4	-3
2 years to less than 5 years		18%	+2	-2	-2
5 years to less than 10 years		25%	-1	+1	0
10 years to less than 20 years		27%	-1	+4	+4
More than 20 years		20%	+1	+5	+2

Difference from (percentage point)



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
<b>Job satisfaction (total score)</b>					<b>61%</b>	-3	-7	-9
1g	My job gives me a feeling of personal accomplishment	63	20	17	63%	-2	-9	-8
1h	I feel motivated to contribute more than what is normally required at work	56	20	25	56%	-4	-10	-13
1i	I am satisfied with my job	64	19	16	64%	-3	-2	-7

Difference from (percentage point)

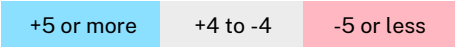
+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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

<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)				63%	0	+5	-3
1j	I can keep my work stress at an acceptable level			64%	-1	+6	-3
1m	In general, my sense of wellbeing is..			62%	+1	+4	-3

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>58%</b>	-3	-11	-12
1k	I am empowered to make the decisions needed to help customers and/or communities	63	18	20	63%	-1	-6	-6
2c	People in my workgroup can explain how their work impacts customers	74	17	9	74%	+2	-8	-7
2d	My workgroup considers customer needs when planning our work	67	19	14	67%	-2	-16	-14
6d	Senior managers communicate the importance of customers in our work	52	20	28	52%	-6	-12	-17
7h	The processes in my organisation are designed to support the best experience for customers	46	26	28	46%	-4	-11	-12
7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	48	27	25	48%	-7	-15	-18

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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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)				65%	-1	+1	-3
1a I understand what is expected of me to do well in my job	83	10	7	83%	+1	-1	+1
1b I get the support I need to do my job well	60	16	24	60%	-1	-3	-9
1c I have the tools and technology to do my job well	63	19	18	63%	-5	-5	-10
1d I have the time to do my job well	69	17	14	69%	-4	+17	+2
3e My performance is assessed against clear criteria	54	25	21	54%	+2	-1	-3
3f I have received the training and development I need to do my job well	61	21	18	61%	+2	-2	-1

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)					61%	0	-9	-11
1e	My job gives me opportunities to use a variety of skills	68 17 14			68%	+2	-11	-9
1f	I have a choice in deciding how I carry out day to day work tasks	63 18 19			63%	0	-8	-14
3d	In the last 12 months, I have received feedback to help me improve my work	55 21 25			55%	0	-8	-9
5h	My manager communicates how my role contributes to my organisation's purpose	59 22 19			59%	0	-9	-12

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)					61%	-3	-12	-15
1l	I am comfortable notifying my manager if I become aware of any risks at work	79			79%	-2	-8	-10
5a	My manager encourages people in my workgroup to keep improving the work they do	63			63%	-1	-11	-14
7a	My organisation is making improvements to meet future challenges	40			40%	-7	-16	-20

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)							52%	-	-17	-18
6b	Senior managers model the values of my organisation			37	25	38	37%	-4	-17	-19
7p	My organisation shows a commitment to ethical behaviours			53	23	24	53%	-	-17	-19
7q	I support my organisation's values			67	23	10	67%	-	-18	-15

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.

				<div>Favourable</div>	<div>Neutral</div>	<div>Unfavourable</div>	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster	
Teamwork and collaboration (total score)							48%	-2	-14	-15	
2a	My workgroup works collaboratively to achieve its goals			65		18	17	65%	-2	-13	-14
6c	Senior managers promote collaboration between my organisation and other organisations we work with			36		29	35	36%	-2	-16	-19
7c	There is good co-operation between teams across my organisation			43		25	32	43%	-1	-11	-12

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>57%</b>	-	-11	-13
2b	People in my workgroup treat each other with respect	67	17	16	67%	-3	-14	-16
6f	Senior managers support the career advancement of all employees	33	26	41	33%	-	-11	-15
8a	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	67	17	16	67%	-5	-11	-9
8b	I can speak up and share a different view to others in my organisation	58	18	24	58%	-3	-8	-12
8c	I feel that I belong in my organisation	59	23	18	59%	0	-11	-12

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)						45%	-2	-18	-29
8e	How satisfied are you with your ability to access and use flexible working arrangements?					42%	0	-18	-30
8f	My manager supports flexible working in my team					48%	-3	-17	-27

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>	20%	-2	-24	-40
Working more hours over fewer days	<div></div>	5%	-2	-5	-10
Working additional hours to make up for time off	<div></div>	6%	-2	-11	-17
Flexible scheduling for rostered workers	<div></div>	5%	-2	-2	0
Part-time work	<div></div>	3%	0	-9	-1
Job sharing		r	-	-	-
Working from different locations	<div></div>	14%	-1	-6	-22
Working from home	<div></div>	20%	-7	-27	-44
Purchasing annual leave	<div></div>	2%	0	0	0
Leave without pay	<div></div>	2%	0	-7	-4
Study leave		r	-	-	-
Other	<div></div>	3%	+1	0	0
None of the above	<div></div>	61%	+7	+35	+39

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	45	25	30	45%	-	-8	-10

\*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)					63%	0	-6	-14
7r	I am confident work health and safety issues I raise will be addressed promptly	63	18	19	63%	0	-12	-16
7s	There are effective resources in my organisation to support employee wellbeing	63	18	19	63%	0	-1	-11

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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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.

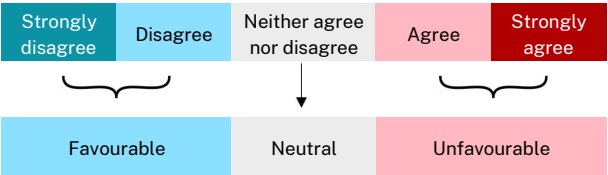
	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Sector	difference from Cluster
1n I feel burned out by my work (disagree)	39	28	33	39%	-	+5	-3

Note on interpretation:

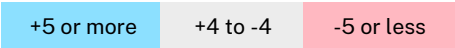
This question is negatively worded. It differs in interpretation from other questions in this survey, because disagreement is considered a positive response.

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)						39%	-	-9	-9
7f	My organisation makes fair recruitment and promotion decisions		38	24	38	38%	-	-6	-7
7g	My organisation generally selects capable people to do the job		40	23	37	40%	0	-13	-11

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)					50%	+2	-5	-7
3f	I have received the training and development I need to do my job well	61	21	18	61%	+2	-2	-1
3g	I am satisfied with the opportunities available for career development in my organisation	47	21	32	47%	+3	-2	-7
7e	My organisation is committed to developing its employees	41	24	35	41%	+2	-11	-15

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>41%</b>	+2	0	+1
No	<b>59%</b>	-2	0	-1

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

Lack of visible opportunities		<b>26%</b>	+1	-1	+2
Lack of promotion opportunities		<b>26%</b>	-2	-1	0
Lack of support from my manager / supervisor		<b>15%</b>	0	+3	+5
Geographic location considerations		<b>25%</b>	-3	+1	+8
Personal / family considerations		<b>26%</b>	0	-5	+3
Insufficient training and development		<b>20%</b>	-4	+6	+6
Lack of required capabilities or experience		<b>16%</b>	-1	+4	+3
Lack of support for temporary assignments / secondments		<b>19%</b>	+2	+4	+5
The application / recruitment process is too cumbersome or time consuming		<b>20%</b>	-3	-2	+1
Other		<b>11%</b>	+3	+2	+1
There are no major barriers to my career progression		<b>32%</b>	-1	+4	-2

**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	52	16	31	52%	-12	+5	-7

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)					52%	-1	-8	-13
5f	My manager provides recognition for the work I do	61	17	22	61%	-1	-10	-14
7o	I receive adequate recognition for my contributions from my organisation	43	22	35	43%	0	-6	-12

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>53%</b>	0	-3	-5
3d	In the last 12 months, I have received feedback to help me improve my work	55	21	25	55%	0	-8	-9
3e	My performance is assessed against clear criteria	54	25	21	54%	+2	-1	-3
5g	My manager appropriately deals with employees who perform poorly	50	25	26	50%	-1	+1	-3

			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		48%	+2	-23	-19
3b	I have informal feedback conversations with my manager		72%	0	-6	-7
3c	I have scheduled feedback conversations with my manager		50%	+1	-14	-15

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>37%</b>	-	-14	-17
6a	Senior managers provide clear direction for the future of the organisation	34	22	43	34%	-4	-15	-16
6b	Senior managers model the values of my organisation	37	25	38	37%	-4	-17	-19
6c	Senior managers promote collaboration between my organisation and other organisations we work with	36	29	35	36%	-2	-16	-19
6d	Senior managers communicate the importance of customers in our work	52	20	28	52%	-6	-12	-17
6e	Senior managers listen to employees	32	21	47	32%	-1	-13	-17
6f	Senior managers support the career advancement of all employees	33	26	41	33%	-	-11	-15

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)					49%	-2	-11	-13
5e	I have confidence in the decisions my manager makes			<div><div>62</div><div>19</div><div>20</div></div>	62%	-1	-10	-13
7d	People in my organisation take responsibility for their own actions			<div><div>37</div><div>27</div><div>36</div></div>	37%	-2	-12	-13

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>44%</b>	-2	-11	-11
5b	My manager communicates effectively with me	68	16	16	68%	-1	-6	-10
6a	Senior managers provide clear direction for the future of the organisation	34	22	43	34%	-4	-15	-16
7b	Change is managed well in my organisation	28	25	47	28%	0	-10	-8

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>53%</b>	-2	-11	-15
5c	My manager encourages and values employee input	66	16	19	66%	0	-10	-13
5d	My manager involves my workgroup in decisions about our work	57	20	23	57%	-2	-13	-17
6e	Senior managers listen to employees	32	21	47	32%	-1	-13	-17
8b	I can speak up and share a different view to others in my organisation	58	18	24	58%	-3	-8	-12

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	35	23	42	35%	-1	-8	-13

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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# Negative workplace behaviours

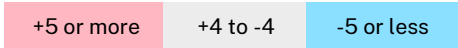
In NSW public sector, we are committed to reducing and preventing negative workplace behaviours such as misconduct, bullying, sexual harassment, threats or physical harm, discrimination, and racism.

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>	24%	0	+9	+12
witnessed bullying	<div></div>	26%	+1	+5	+12
experienced bullying	<div></div>	17%	+1	+4	+7
witnessed sexual harassment	<div></div>	5%	0	+3	+3
experienced sexual harassment	<div></div>	7%	0	+2	+4
experienced threats or physical harm	<div></div>	16%	+5	+8	+12
experienced discrimination	<div></div>	16%	+2	+6	+7
experienced racism	<div></div>	7%	+2	+3	+3

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)



r = below privacy cut-off

## Transport questions

	Favourable	Neutral	Unfavourable	2022 % favourable	difference from 2021	difference from Cluster
My workgroup demonstrates good health and safety behaviour	73	17	10	73%	0	-12
I am regularly consulted on matters affecting safety and wellbeing in my workplace	59	21	20	59%	-3	-11
I am able to work productively to deliver what is required of me	75	16	9	75%	-5	-7
I am confident in my ability to provide quality customer service to customers	86	10		86%	-2	-3
My organisation works towards achieving the greater good for the community	56	25	19	56%	+2	-21
I see senior managers of my organisation actively putting people at the heart of the decisions they make	40	21	38	40%	-1	-15
We are retaining the people we need to achieve our business goals	36	26	38	36%	-	-6
The way we manage performance and development in my organisation does a good job of identifying my strengths and improvement areas	40	28	33	40%	-	-7
Senior managers inspire me about the future of this organisation	35	22	42	35%	-	-12
I see people in my workgroup consistently demonstrating the five ways of leading behaviours	45	32	23	45%	-	-12

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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## 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	25	Yes	3	Service delivery involving direct contact with the public	68			
Man	61	No	88	Other service delivery work	14			
Non-binary	1	Prefer not to say	9	Administrative support	2			
Use a different term	1	LGBTIQ+		Corporate services	r			
Prefer not to say	12			Policy	r			
Age				No	76	Research	r	
				15-34 years	10	15	Program and project management support	3
				35-54 years	49	Legal	r	
		55+ years	25	Other	11			
Prefer not to say	16	Yes	14	Organisation tenure				
Aboriginal and/or Torres Strait Islander		No	77					
		Prefer not to say	9					
		Yes	5			Less than 1 year	7	
		No	83			1 year to less than 2 years	5	
Prefer not to say	12	Working arrangement		2 years to less than 5 years	15			
Cultural background				Full-time	95	5 years to less than 10 years	18	
				Part-time	5	10 years to less than 20 years	26	
		Oceanian	81	Employment status	More than 20 years	29		
		North-West European	12		Salary			
Southern and Eastern European	5							
North African and Middle Eastern	3							
South-East Asian	1	Senior executive	4	\$87,492 and below			25	
North-East Asian	r	Ongoing / permanent	90	\$87,493 - \$113,342	31			
Southern and Central Asian	4	Temporary	r	\$113,343 - \$151,608	18			
Peoples of the Americas	r	Casual	r	\$151,609 and above	6			
Sub-Saharan African	2	Contract-non-executive	r	Prefer not to say	20			
		Labour hire	r					
		Other	r					
		Don't know	4					

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

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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	Integration, Fleet & Systems	Network Services	North & Central Region	Safety NSWTL	Service Experience & Planning NSWTL	South & West Region
Employee engagement	57	58	66	59	72	65	47
Wellbeing	63%	62%	67%	66%	80%	76%	53%
Role clarity and support	65%	70%	64%	68%	74%	76%	57%
Inclusion and diversity	57%	62%	64%	59%	81%	77%	45%
Teamwork and collaboration	48%	56%	50%	52%	76%	83%	35%
Learning and development	50%	39%	47%	55%	68%	55%	36%
Senior managers	37%	45%	45%	41%	69%	69%	20%
Communication and change management	44%	44%	44%	49%	62%	52%	29%
Employee voice	53%	70%	65%	55%	86%	82%	39%

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 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	57	64	57	51	52	52	54	65	61	58	61
Wellbeing	63%	70%	65%	50%	57%	43%	61%	72%	67%	65%	68%
Role clarity and support	65%	70%	67%	53%	59%	50%	57%	70%	69%	67%	71%
Inclusion and diversity	57%	64%	58%	47%	43%	36%	52%	67%	60%	60%	62%
Teamwork and collaboration	48%	55%	50%	45%	38%	34%	40%	57%	50%	51%	55%
Learning and development	50%	57%	51%	37%	42%	32%	46%	60%	56%	52%	55%
Senior managers	37%	46%	39%	30%	24%	27%	32%	49%	36%	41%	45%
Communication and change management	44%	51%	45%	35%	35%	30%	38%	55%	48%	46%	49%
Employee voice	53%	61%	54%	48%	39%	36%	46%	66%	54%	57%	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


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## 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	57	55	66	63	r	r	r	65	r	59
Wellbeing	63%	63%	75%	65%	r	r	r	70%	r	55%
Role clarity and support	65%	65%	71%	64%	r	r	r	72%	r	60%
Inclusion and diversity	57%	56%	68%	60%	r	r	r	73%	r	54%
Teamwork and collaboration	48%	47%	56%	55%	r	r	r	70%	r	46%
Learning and development	50%	50%	57%	49%	r	r	r	50%	r	46%
Senior managers	37%	37%	42%	45%	r	r	r	58%	r	41%
Communication and change management	44%	43%	51%	46%	r	r	r	51%	r	43%
Employee voice	53%	51%	67%	58%	r	r	r	78%	r	52%

 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 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	57	68	66	59	55	50	58
Wellbeing	63%	72%	70%	63%	59%	59%	65%
Role clarity and support	65%	69%	69%	65%	64%	60%	68%
Inclusion and diversity	57%	64%	65%	58%	54%	52%	60%
Teamwork and collaboration	48%	54%	55%	49%	45%	45%	51%
Learning and development	50%	60%	62%	50%	47%	43%	52%
Senior managers	37%	45%	50%	37%	36%	31%	43%
Communication and change management	44%	51%	50%	45%	41%	38%	48%
Employee voice	53%	61%	60%	55%	52%	47%	56%

 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

	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	57	59	48	44	67	38	55	r	59
Wellbeing	63%	65%	60%	56%	77%	44%	59%	r	70%
Role clarity and support	65%	64%	56%	52%	80%	47%	57%	r	67%
Inclusion and diversity	57%	60%	50%	41%	83%	45%	46%	r	58%
Teamwork and collaboration	48%	50%	41%	27%	71%	44%	47%	r	53%
Learning and development	50%	49%	42%	31%	76%	33%	40%	r	27%
Senior managers	37%	42%	22%	18%	72%	18%	41%	r	28%
Communication and change management	44%	44%	33%	24%	71%	26%	38%	r	30%
Employee voice	53%	57%	45%	28%	80%	33%	46%	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


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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	57	51	r	r	63	53	r	r	47	r
Wellbeing	63%	60%	r	r	53%	63%	r	r	58%	r
Role clarity and support	65%	69%	r	r	54%	64%	r	r	48%	r
Inclusion and diversity	57%	52%	r	r	42%	52%	r	r	36%	r
Teamwork and collaboration	48%	35%	r	r	51%	41%	r	r	30%	r
Learning and development	50%	43%	r	r	49%	46%	r	r	30%	r
Senior managers	37%	20%	r	r	48%	32%	r	r	13%	r
Communication and change management	44%	34%	r	r	42%	39%	r	r	23%	r
Employee voice	53%	47%	r	r	48%	46%	r	r	29%	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.

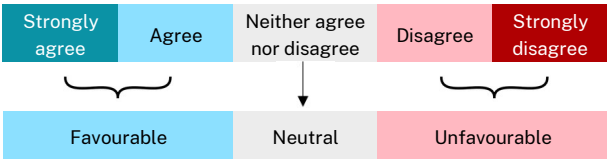


Privacy

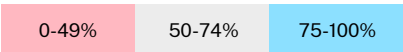
Responses from individual employees are confidential. Strict rules protect privacy at every stage of the survey process. These reports only show the results for a group of employees (i.e. a workgroup or demographic group) when there are 10 or more responses for the group.

% favourable calculation

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

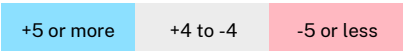


% favourable scores are colour coded based on these ranges:



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.				