



**2021** | NSW Public Sector  
Employee Survey

## Education - Public Schools - Secondary schools

**Survey period:** 23 August to 17 September 2021

**Completed surveys:** 11,236

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## High level results

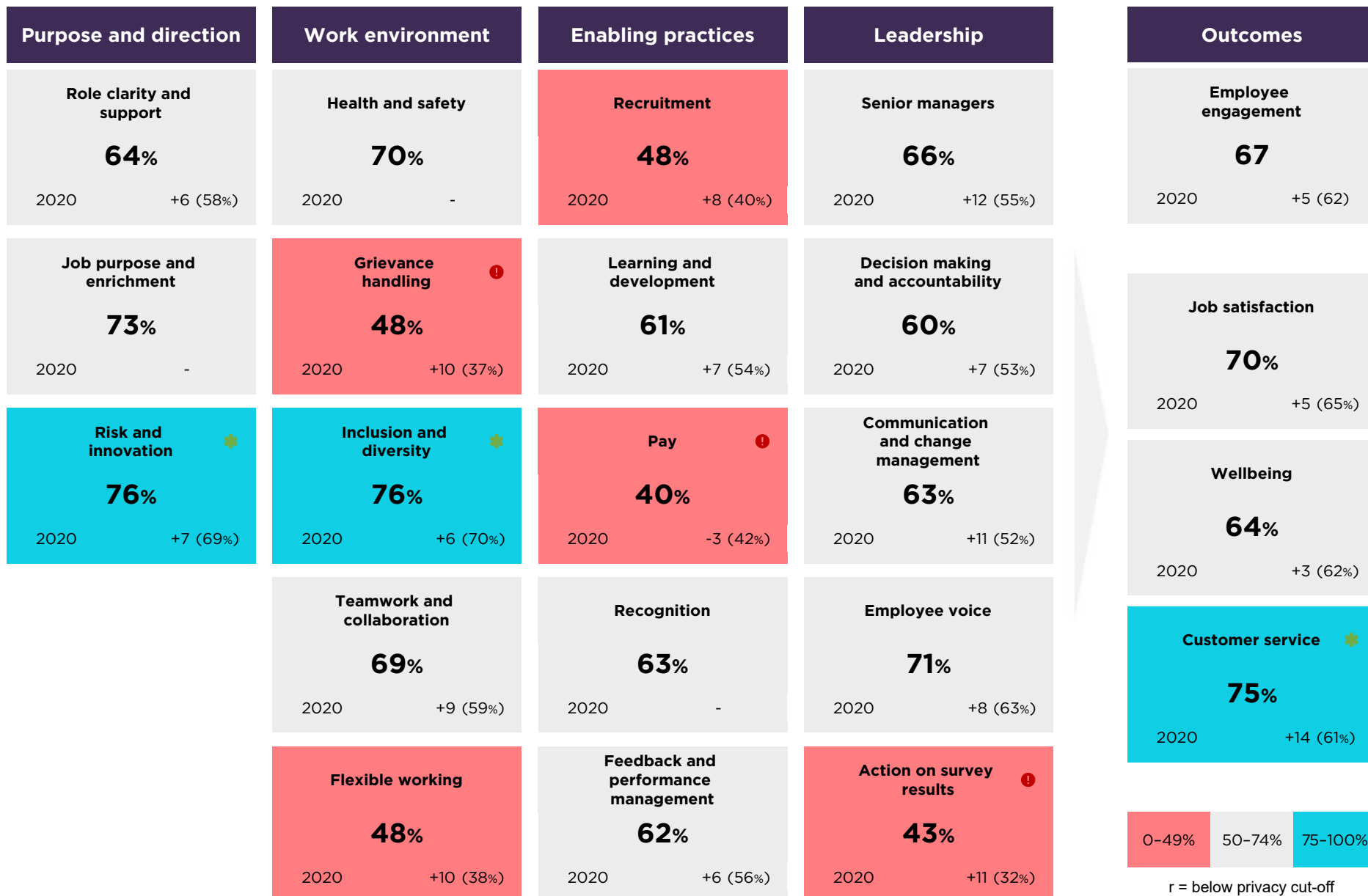
Discover key results and patterns

# 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.



# 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

			2021 % favourable	difference from 2020
Job purpose and enrichment	1e	My job gives me opportunities to use a variety of skills	88%	-
Wellbeing	8d	There are people at work who care about me	87%	+3%
Customer service	2e	My workgroup considers customer needs when planning our work	87%	-
Role clarity and support	1a	I understand what is expected of me to do well in my job	87%	+3%
Risk and innovation	1l	I am comfortable notifying my manager if I become aware of any risks at work	86%	+5%

## - Questions with the lowest favourable scores

			2021 % favourable	difference from 2020
Role clarity and support	1d	I have the time to do my job well	37%	+3%
Pay	4	I am paid fairly for the work I do	40%	-3%
Recruitment	7f	I have confidence in the way recruitment decisions are made	41%	+7%
Action on survey results	9	I am confident my organisation will act on the results of this survey	43%	+11%
Flexible working	8g	How satisfied are you with your ability to access and use flexible working arrangements?	45%	+9%

0-49%

50-74%

75-100%

<= -5%

+/- 5%

>= +5%

# Most and least improved questions

These are the most and least improved questions between survey years.

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

			2021 % favourable	difference from 2020
Communication and change management / Senior managers	6e	Senior managers keep employees informed about what's going on	64%	+14%
Customer service / Senior managers	6d	Senior managers communicate the importance of customers in our work	79%	+13%
Employee voice / Senior managers	6f	Senior managers listen to employees	58%	+12%
Senior managers	6b	Senior managers model the values of my organisation	67%	+12%
Communication and change management / Senior managers	6a	Senior managers provide clear direction for the future of the organisation	65%	+12%

## - Least improved questions

			2021 % favourable	difference from 2020
Pay	4	I am paid fairly for the work I do	40%	-3%
Wellbeing	1m	In general, my sense of wellbeing is...	59%	+2%
Wellbeing	8d	There are people at work who care about me	87%	+3%
Wellbeing	1j	I can keep my work stress at an acceptable level	49%	+3%
Role clarity and support	1a	I understand what is expected of me to do well in my job	87%	+3%

0-49%

50-74%

75-100%

<= -5%

+/- 5%

>= +5%

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		Key driver questions	2021 % favourable	Action
Learning and development	7e	My organisation is committed to developing its employees	<b>63%</b>	Improve
Risk and innovation	7a	My organisation is making improvements to meet future challenges	<b>66%</b>	Improve
Recognition	7o	I receive adequate recognition for my contributions from my organisation	<b>52%</b>	Improve
Customer service	7h	The processes in my organisation are designed to support the best experience for customers	<b>65%</b>	Improve
Communication and change management	7b	Change is managed well in my organisation	<b>48%</b>	Improve
Recruitment	7g	My organisation generally selects capable people to do the job	<b>55%</b>	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, manager support, accountability and flexible work to name a few.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Employee engagement (total score)*</b>				<b>67</b>	<b>+5</b>	<b>0</b>	<b>-5</b>
7j	I would recommend my organisation as a great place to work	63	21 17	63%	+7%	-4%	-8%
7k	I am proud to tell others I work for my organisation	72	18 10	72%	+6%	-1%	-6%
7l	I feel a strong personal attachment to my organisation	69	19 12	69%	+3%	+4%	-5%
7m	My organisation motivates me to help it achieve its goals	59	25 17	59%	+8%	-1%	-9%
7n	My organisation inspires me to do the best in my job	59	24 16	59%	+9%	-1%	-9%

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


Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

## Intention to stay

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

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

19n How long do you think you will continue to work in your current organisation?		2021 % respondents	difference from 2020	difference from Sector	difference from Cluster
Less than 1 year		6%	0%	-1%	+1%
1 year to less than 2 years		9%	0%	-1%	0%
2 years to less than 5 years		19%	0%	-1%	0%
5 years to less than 10 years		26%	0%	+1%	+1%
10 years to less than 20 years		25%	-1%	+1%	-1%
More than 20 years		16%	+1%	+1%	-1%

<= -5%

+/- 5%

>= +5%

r = below privacy cut-off

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Job satisfaction (total score)</b>				<b>70%</b>	<b>+5%</b>	<b>0%</b>	<b>-6%</b>
1g	My job gives me a feeling of personal accomplishment	79	12 9	<b>79%</b>	<b>+5%</b>	<b>+3%</b>	<b>-4%</b>
1h	I feel motivated to contribute more than what is normally required at work	71	15 14	<b>71%</b>	<b>+5%</b>	<b>0%</b>	<b>-5%</b>
1i	I am satisfied with my job	69	16 15	<b>69%</b>	<b>+5%</b>	<b>-2%</b>	<b>-7%</b>
1n	I find my life at work fulfilling	60	29 11	<b>60%</b>	<b>+4%</b>	<b>0%</b>	<b>-7%</b>

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

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

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
Wellbeing (total score)				64%	+3%	-5%	-5%
1j	I can keep my work stress at an acceptable level	49	20 31	49%	+3%	-12%	-8%
1m	In general, my sense of wellbeing is...	59	30 11	59%	+2%	-5%	-6%
8d	There are people at work who care about me	87	9	87%	+3%	+4%	-2%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

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

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Customer service (total score)</b>				<b>75%</b>	<b>+14%</b>	<b>+2%</b>	<b>-5%</b>
1k	I am empowered to make the decisions needed to help customers and/or communities	63	21 16	63%	-	-7%	-7%
2d	People in my workgroup can explain how their work impacts customers	83	12	83%	-	+2%	-3%
2e	My workgroup considers customer needs when planning our work	87	8	87%	-	+4%	-2%
6d	Senior managers communicate the importance of customers in our work	79	14 7	79%	+13%	+9%	-1%
7h	The processes in my organisation are designed to support the best experience for customers	65	22 13	65%	+11%	+5%	-6%
7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	70	20 9	70%	+10%	+1%	-7%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Role clarity and support (total score)</b>				<b>64%</b>	<b>+6%</b>	<b>-3%</b>	<b>-6%</b>
1a	I understand what is expected of me to do well in my job	87	8	<b>87%</b>	<b>+3%</b>	<b>+1%</b>	<b>-2%</b>
1b	I get the support I need to do my job well	63	19	<b>63%</b>	<b>+9%</b>	<b>-3%</b>	<b>-8%</b>
1c	I have the tools and technology to do my job well	71	14	<b>71%</b>	<b>+7%</b>	<b>0%</b>	<b>-6%</b>
1d	I have the time to do my job well	37	17	<b>37%</b>	<b>+3%</b>	<b>-19%</b>	<b>-10%</b>
3e	My performance is assessed against clear criteria	57	28	<b>57%</b>	<b>+5%</b>	<b>0%</b>	<b>-6%</b>
3f	I have received the training and development I need to do my job well	68	19	<b>68%</b>	<b>+7%</b>	<b>+3%</b>	<b>-4%</b>

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster	
Job purpose and enrichment (total score)				73%	-	+1%	-4%	
1e	My job gives me opportunities to use a variety of skills	88	7	88%	-	+7%	-1%	
1f	I have a choice in deciding how I carry out day to day work tasks	66	20	15	66%	-	-8%	-6%
3d	In the last 12 months, I have received feedback to help me improve my work	69	18	13	69%	+7%	+4%	-4%
5j	My manager communicates how my role contributes to my organisation's purpose	68	20	11	68%	-	0%	-6%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

# Risk and innovation

## Purpose and direction

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Risk and innovation (total score)</b>				<b>76%</b>	<b>+7%</b>	<b>+1%</b>	<b>-4%</b>
1l	I am comfortable notifying my manager if I become aware of any risks at work	86	8	86%	+5%	-1%	-2%
5a	My manager encourages people in my workgroup to keep improving the work they do	78	14	78%	+8%	+2%	-4%
5h	My manager encourages me to learn from my mistakes	73	20	73%	+7%	0%	-4%
7a	My organisation is making improvements to meet future challenges	66	21	66%	+9%	+3%	-7%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
Health and safety (total score)				70%	-	-4%	-7%
7p	I am confident work health and safety issues I raise will be addressed promptly	76	13 11	76%	-	0%	-6%
7q	There are effective resources in my organisation to support employee wellbeing	63	19 18	63%	-	-7%	-9%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

# Grievance handling

## Work environment

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.

					2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
10	I have confidence in the ways my organisation handles grievances	48	30	22	48%	+10%	+2%	-6%

\*See p.34 for related results on negative workplace behaviours.

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Inclusion and diversity (total score)</b>				<b>76%</b>	<b>+6%</b>	<b>+2%</b>	<b>-3%</b>
2c	People in my workgroup treat each other with respect	81	10 9	81%	+8%	0%	-3%
6g	Senior managers support the career advancement of women	71	23	71%	+8%	+8%	-1%
8a	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	81	11 7	81%	+7%	+2%	-2%
8b	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	82	10 8	82%	+5%	+2%	-3%
8c	I can speak up and share a different view to others in my organisation	68	17 15	68%	+7%	-2%	-4%
8e	I feel that I belong in my organisation	71	17 11	71%	-	0%	-5%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

# Teamwork and collaboration

## Work environment

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Teamwork and collaboration (total score)</b>				<b>69%</b>	<b>+9%</b>	<b>+1%</b>	<b>-4%</b>
2a	My workgroup works collaboratively to achieve its goals	79	12 9	79%	+8%	0%	-4%
2b	There is good team spirit in my workgroup	77	12 11	77%	+10%	+1%	-4%
6c	Senior managers promote collaboration between my organisation and other organisations we work with	61	27 12	61%	+11%	+5%	-4%
7c	There is good co-operation between teams across my organisation	57	26 18	57%	+9%	0%	-7%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.














				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Flexible working (total score)</b>				<b>48%</b>	<b>+10%</b>	<b>-18%</b>	<b>-13%</b>
8g	How satisfied are you with your ability to access and use flexible working arrangements?	45	35 19	45%	+9%	-19%	-13%
8h	My manager supports flexible working in my team	51	34 15	51%	+12%	-18%	-12%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

# Use of flexible working

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

8f Type of flexible working		2021 % respondents	difference from 2020	difference from Sector	difference from Cluster
Flexible start and finish times		14%	-1%	-30%	-9%
Working more hours over fewer days		3%	0%	-7%	-1%
Working additional hours to make up for time off		7%	+1%	-10%	-2%
Flexible scheduling for rostered workers		3%	0%	-5%	-3%
Part-time work		12%	+2%	+1%	-1%
Job sharing		6%	+1%	+3%	-1%
Working from different locations		9%	-1%	-8%	-3%
Working from home		67%	+15%	+8%	-6%
Purchasing annual leave		1%	0%	0%	0%
Leave without pay		11%	0%	+4%	0%
Study leave		1%	0%	-2%	0%
Other		3%	0%	0%	0%
None of the above		23%	-9%	+1%	+6%

<= -5%

+/- 5%

>= +5%

r = below privacy cut-off

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

					2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Recruitment (total score)</b>					<b>48%</b>	<b>+8%</b>	<b>0%</b>	<b>-7%</b>
7f	I have confidence in the way recruitment decisions are made	41	31	28	<b>41%</b>	<b>+7%</b>	<b>-1%</b>	<b>-5%</b>
7g	My organisation generally selects capable people to do the job	55	26	19	<b>55%</b>	<b>+8%</b>	<b>0%</b>	<b>-8%</b>

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Learning and development (total score)</b>				<b>61%</b>	<b>+7%</b>	<b>+4%</b>	<b>-5%</b>
3f	I have received the training and development I need to do my job well	68	19 13	68%	+7%	+3%	-4%
3g	I am satisfied with the opportunities available for career development in my organisation	53	24 23	53%	+6%	+2%	-4%
7e	My organisation is committed to developing its employees	63	23 14	63%	+9%	+7%	-6%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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?

	2021 % respondents	difference from 2020	difference from Sector	difference from Cluster
Yes	34%	-5%	-4%	+1%
No	66%	+5%	+4%	-1%

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

Lack of visible opportunities		30%	-2%	+2%	+4%
Lack of promotion opportunities		25%	-2%	-2%	+2%
Lack of support from my manager / supervisor		10%	-5%	-1%	+2%
Geographic location considerations		30%	-3%	+7%	+5%
Personal / family considerations		37%	-1%	+8%	+4%
Insufficient training and development		13%	-3%	-2%	+1%
Lack of required capabilities or experience		12%	0%	0%	+1%
Lack of support for temporary assignments / secondments		10%	-3%	-3%	+2%
The application / recruitment process is too cumbersome or time consuming		27%	-1%	+6%	+1%
Other		10%	-1%	0%	+1%
There are no major barriers to my career progression		26%	+4%	-2%	-4%

<= -5%

+/- 5%

>= +5%

r = below privacy cut-off

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster	
4	I am paid fairly for the work I do	40	19	41	40%	-3%	-19%	-9%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

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

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Recognition (total score)</b>				<b>63%</b>	-	+1%	-5%
5g	My manager provides recognition for the work I do	74	14 12	74%	+9%	+2%	-4%
7o	I receive adequate recognition for my contributions from my organisation	52	26 22	52%	-	0%	-7%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

# Feedback and performance management

## Enabling practices

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

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Feedback and performance management (total score)</b>				<b>62%</b>	<b>+6%</b>	<b>+1%</b>	<b>-4%</b>
3d	In the last 12 months, I have received feedback to help me improve my work	69	18 13	69%	+7%	+4%	-4%
3e	My performance is assessed against clear criteria	57	28 15	57%	+5%	0%	-6%
5h	My manager encourages me to learn from my mistakes	73	20 7	73%	+7%	0%	-4%
5i	My manager appropriately deals with employees who perform poorly	51	29 20	51%	+6%	+1%	-3%

Performance management process		2021 % respondents	difference from 2020	difference from Sector	difference from Cluster
3a	I have a performance and development plan that sets out my individual goals	90%	+2%	+17%	+2%
3b	I have informal feedback conversations with my manager	87%	+5%	+6%	-1%
3c	I have scheduled feedback conversations with my manager	71%	+5%	+6%	-2%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

# Senior managers Leadership

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Senior managers (total score)</b>				<b>66%</b>	<b>+12%</b>	<b>+8%</b>	<b>-3%</b>
6a	Senior managers provide clear direction for the future of the organisation	65	21 15	65%	+12%	+10%	-4%
6b	Senior managers model the values of my organisation	67	20 13	67%	+12%	+8%	-3%
6c	Senior managers promote collaboration between my organisation and other organisations we work with	61	27 12	61%	+11%	+5%	-4%
6d	Senior managers communicate the importance of customers in our work	79	14 7	79%	+13%	+9%	-1%
6e	Senior managers keep employees informed about what's going on	64	19 17	64%	+14%	+5%	-4%
6f	Senior managers listen to employees	58	22 20	58%	+12%	+8%	-3%
6g	Senior managers support the career advancement of women	71	23	71%	+8%	+8%	-1%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
Decision making and accountability (total score)				60%	+7%	-1%	-7%
5f	I have confidence in the decisions my manager makes	72	16 12	72%	+7%	0%	-5%
7d	People in my organisation take responsibility for their own actions	48	32 20	48%	+7%	-2%	-9%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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?

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Communication and change management (total score)</b>				<b>63%</b>	<b>+11%</b>	<b>+5%</b>	<b>-4%</b>
5c	My manager communicates effectively with me	75	13 12	75%	+7%	0%	-4%
6a	Senior managers provide clear direction for the future of the organisation	65	21 15	65%	+12%	+10%	-4%
6e	Senior managers keep employees informed about what's going on	64	19 17	64%	+14%	+5%	-4%
7b	Change is managed well in my organisation	48	27 25	48%	+10%	+6%	-7%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.

				2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
<b>Employee voice (total score)</b>				<b>71%</b>	<b>+8%</b>	<b>+2%</b>	<b>-3%</b>
5b	My manager listens to what I have to say	80	12 9	80%	+6%	+1%	-3%
5d	My manager encourages and values employee input	78	13 10	78%	+8%	+1%	-3%
5e	My manager involves my workgroup in decisions about our work	74	15 11	74%	+9%	+3%	-3%
6f	Senior managers listen to employees	58	22 20	58%	+12%	+8%	-3%
8c	I can speak up and share a different view to others in my organisation	68	17 15	68%	+7%	-2%	-4%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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.

					2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
9	I am confident my organisation will act on the results of this survey	43	29	28	43%	+11%	-4%	-9%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

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...		2021 % respondents	difference from 2020	difference from Sector	difference from Cluster
been aware of any misconduct in your organisation		18%	-5%	+2%	+5%
witnessed bullying		27%	-7%	+5%	+7%
experienced bullying		17%	-6%	+2%	+4%
witnessed sexual harassment		4%	-	+1%	+2%
experienced sexual harassment		7%	+1%	+2%	+3%
experienced threats or physical harm		13%	0%	+6%	+4%
experienced discrimination		11%	-	+1%	+3%
experienced racism		5%	-	+1%	+2%

## 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

<= -5%

+/- 5%

>= +5%

r = below privacy cut-off

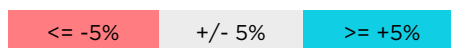
# Education questions

				2021 % favourable	difference from 2020	difference from Cluster
My workgroup is able to manage the changing demands of our working environment	69	18	13	69%	+6%	-8%
The changes within my organisation will improve outcomes for the community	67	23	10	67%	+7%	-6%
My workgroup is able to demonstrate outcomes of our work	82	14		82%	+7%	-4%
My job offers the opportunity for me to work on innovative projects	57	28	16	57%	+4%	-5%
If I make a mistake in my work it is often held against me	53	29	18	53%	-	-6%
People at this organisation are able to bring up problems and tough issues	59	24	17	59%	-	-4%
It is safe to take a risk on this team	48	36	16	48%	-	-4%
I can share my opinions openly without fear of retaliation	55	25	19	55%	-	-6%

Favourable	Neutral	Unfavourable
0-49%	50-74%	75-100%
<= -5%	+/- 5%	>= +5%

r = below privacy cut-off

Which category of staff are you?	2021 % respondents	difference from 2020	difference from Cluster
Public Service Senior Executive (PSSE)	r	-	-
School Executive	19%	-1%	+3%
Teaching Staff	59%	+1%	+10%
School Administrative and Support Staff (SASS)	18%	0%	+1%
Other Non-Teaching Staff in Schools	4%	0%	+1%
Corporate Staff	r	-	-

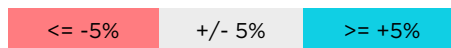


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# Education questions

This survey asks questions about Senior Managers. How do you define your Senior Manager?

		2021 % respondents	difference from 2020	difference from Cluster
Secretary		1%	0%	0%
Group Deputy Secretary, Deputy Secretary, Chief People Officer, Chief Operating Officer, Chief Executive		2%	0%	-2%
Executive Director		1%	0%	-4%
Director		1%	0%	-7%
Director, Educational Leadership		4%	0%	-3%
Manager		3%	-1%	-3%
Principal	████████████████████	59%	0%	+6%
Assistant Principal		1%	0%	-5%
Deputy Principal	██	13%	0%	+7%
Head Teacher	██	16%	+1%	+11%



r = below privacy cut-off

## Results by demographic group

Discover if employees in different groups have different views

# Respondent profile snapshot

This is a snapshot of survey takers.

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

Gender	% respondents	LGBTIQ+	% respondents	Type of work	% respondents
Male	25	Yes	4	Service delivery involving direct contact with the public	82
Female	66	No	90	Other service delivery work	1
Non-binary	0	Prefer not to say	5	Administrative support	10
Prefer not to say	8			Corporate services	0
		<b>Employment status</b>		Policy	r
<b>Age</b>		Senior executive	7	Research	r
15-34 years	22	Ongoing / permanent	63	Program and project management support	0
35-54 years	45	Temporary	22	Legal	r
55+ years	20	Casual	3	Other	7
Prefer not to say	14	Contract-non-executive	3		
		Labour hire	r	<b>Organisation tenure</b>	
<b>LOTE spoken at home</b>		Other	0	Less than 1 year	8
Yes	15	Don't know	1	1 year to less than 2 years	7
No	81			2 years to less than 5 years	17
Prefer not to say	4	<b>Working arrangement</b>		5 years to less than 10 years	20
		Full-time	82	10 years to less than 20 years	28
<b>Aboriginal and/or Torres Strait Islander</b>		Part-time	18	More than 20 years	21
Yes	3			<b>Salary</b>	
No	92			\$85,743 and below	34
Prefer not to say	5			\$85,744 - \$111,076	40
				\$111,077 - \$148,577	14
<b>Disability</b>				\$148,578 and above	3
Yes	5			Prefer not to say	9
No	90				
Prefer not to say	4				

r = below privacy cut-off

## Selected key topic results by select demographics

	Report total	Male	Female	Non-binary	Aboriginal and Torres Strait Islander peoples	People with disability	People who identify as LGBTIQ+	People who speak a language other than English	15-34 years	35-54 years	55+ years
Employee engagement	67%	65%	70%	52%	67%	61%	65%	71%	69%	68%	70%
Wellbeing	64%	65%	68%	45%	66%	54%	59%	67%	65%	67%	72%
Role clarity and support	64%	62%	67%	51%	68%	54%	60%	69%	65%	66%	68%
Inclusion and diversity	76%	79%	78%	59%	72%	67%	76%	78%	81%	78%	78%
Teamwork and collaboration	69%	71%	70%	60%	70%	61%	69%	73%	72%	71%	72%
Learning and development	61%	62%	65%	47%	64%	53%	59%	66%	67%	64%	63%
Senior managers	66%	67%	70%	53%	69%	63%	67%	73%	71%	70%	68%
Communication and change management	63%	64%	66%	52%	64%	57%	62%	71%	68%	66%	66%
Employee voice	71%	75%	73%	61%	72%	65%	73%	76%	78%	74%	73%

At least 5 percentage points  
lower than report unit

Within 5 percentage  
points of the report unit

At least 5 percentage points  
higher 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	67%	65%	71%	76%	76%	r	r	71%	r	72%
Wellbeing	64%	63%	77%	80%	72%	r	r	71%	r	70%
Role clarity and support	64%	62%	69%	75%	70%	r	r	65%	r	69%
Inclusion and diversity	76%	76%	78%	81%	85%	r	r	83%	r	75%
Teamwork and collaboration	69%	68%	66%	72%	69%	r	r	76%	r	69%
Learning and development	61%	61%	55%	69%	57%	r	r	65%	r	62%
Senior managers	66%	66%	67%	73%	68%	r	r	84%	r	69%
Communication and change management	63%	62%	64%	69%	61%	r	r	66%	r	67%
Employee voice	71%	71%	74%	74%	79%	r	r	74%	r	72%

At least 5 percentage points lower than report unit

Within 5 percentage points of the report unit

At least 5 percentage points higher 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	67%	75%	70%	70%	65%	65%	66%
Wellbeing	64%	76%	69%	67%	62%	63%	65%
Role clarity and support	64%	74%	69%	66%	61%	61%	64%
Inclusion and diversity	76%	83%	81%	79%	74%	73%	76%
Teamwork and collaboration	69%	78%	73%	70%	66%	66%	70%
Learning and development	61%	73%	69%	64%	58%	58%	61%
Senior managers	66%	79%	73%	69%	64%	64%	65%
Communication and change management	63%	77%	72%	66%	61%	59%	63%
Employee voice	71%	82%	79%	74%	69%	68%	71%

At least 5 percentage points lower than report unit

Within 5 percentage points of the report unit

At least 5 percentage points higher 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	67%	67%	71%	62%	70%	63%	61%	r	68%
Wellbeing	64%	65%	68%	60%	69%	61%	59%	r	66%
Role clarity and support	64%	64%	69%	55%	67%	60%	56%	r	64%
Inclusion and diversity	76%	76%	81%	71%	79%	73%	72%	r	77%
Teamwork and collaboration	69%	69%	74%	62%	75%	66%	60%	r	70%
Learning and development	61%	59%	68%	50%	67%	61%	51%	r	62%
Senior managers	66%	64%	74%	57%	76%	60%	62%	r	70%
Communication and change management	63%	62%	71%	52%	72%	56%	58%	r	67%
Employee voice	71%	72%	76%	66%	77%	69%	68%	r	73%

At least 5 percentage points lower than report unit

Within 5 percentage points of the report unit

At least 5 percentage points higher 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	67%	70%	58%	68%	61%	69%	60%	67%	66%	r
Wellbeing	64%	68%	62%	66%	59%	67%	61%	66%	68%	r
Role clarity and support	64%	65%	55%	64%	56%	65%	56%	65%	59%	r
Inclusion and diversity	76%	80%	70%	76%	67%	76%	69%	77%	74%	r
Teamwork and collaboration	69%	74%	57%	67%	59%	70%	61%	67%	61%	r
Learning and development	61%	65%	51%	65%	51%	64%	50%	64%	56%	r
Senior managers	66%	73%	53%	65%	53%	70%	54%	64%	64%	r
Communication and change management	63%	67%	50%	61%	51%	66%	53%	61%	59%	r
Employee voice	71%	74%	66%	74%	63%	71%	64%	70%	69%	r

At least 5 percentage points lower than report unit

Within 5 percentage points of the report unit

At least 5 percentage points higher than report unit

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## **Additional information about the survey**

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

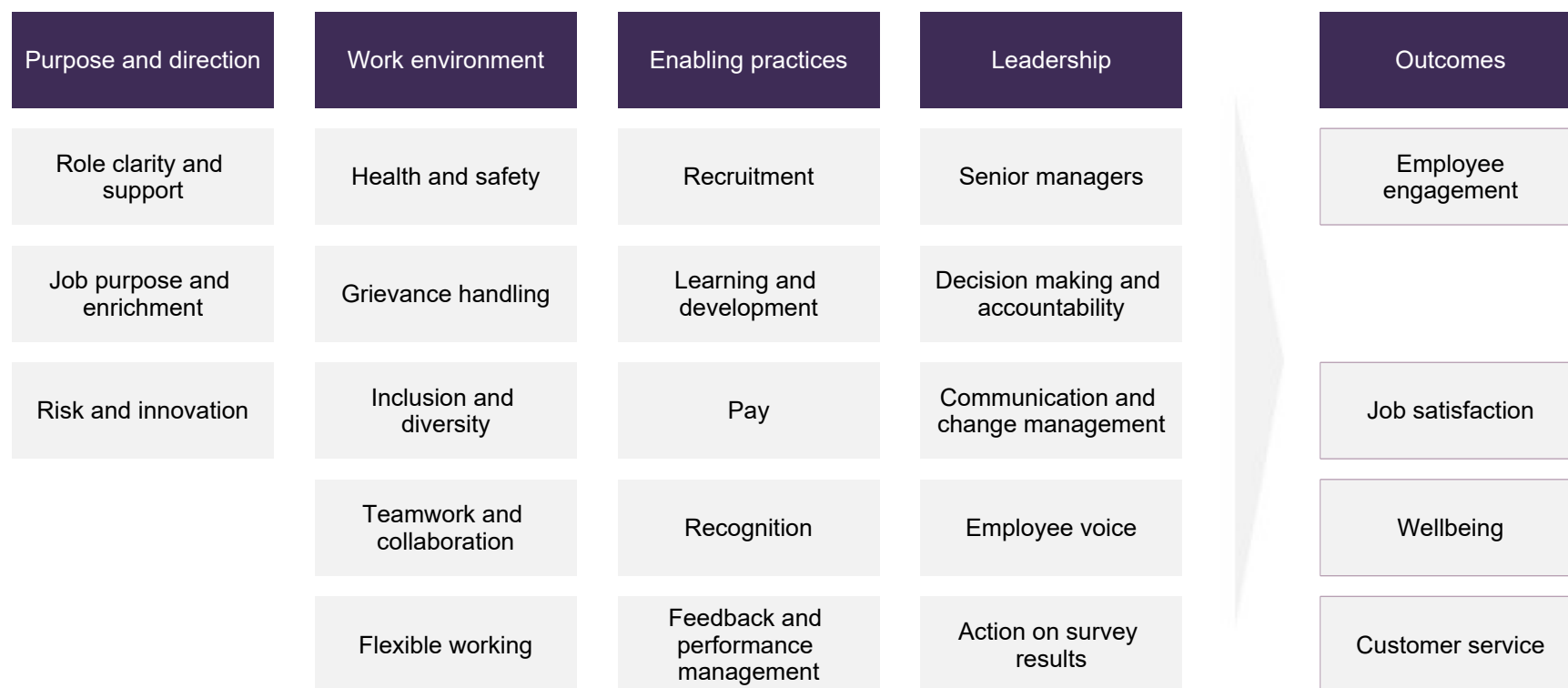
# Survey model

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.

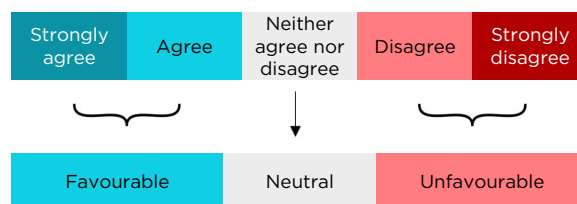


## Privacy

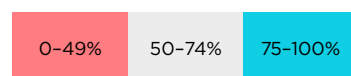
Responses from individual employees are confidential. Strict rules protect privacy at every stage of the survey process. These reports only show the results for a group of employees (i.e. a workgroup or demographic group) when there are 10 or more responses for the group.

## % favourable calculation

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

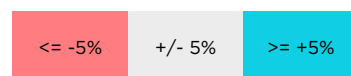


% favourable scores are colour coded based on these ranges:



## Difference scores

Difference scores are shown 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.

## 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.				