



2021 | NSW Public Sector
Employee Survey

Agency Report

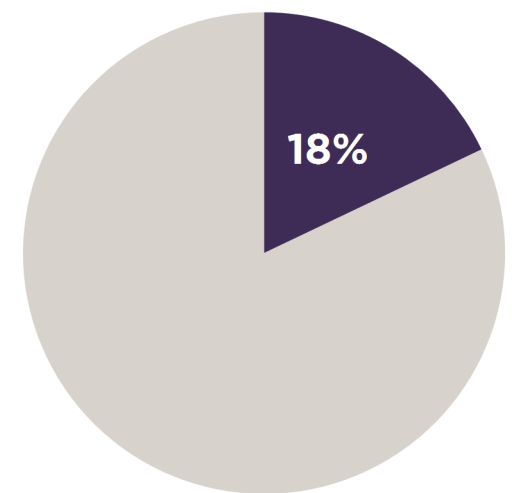
Illawarra Shoalhaven Local Health District

Survey period: 23 August to 17 September 2021

Completed surveys: 1,350

Response rate: 18%

Response rate:



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

NSW public sector

- Health
 - Illawarra Shoalhaven Local Health District

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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 2019
Role clarity and support	1a	I understand what is expected of me to do well in my job	85%	-7%
Risk and innovation	1l	I am comfortable notifying my manager if I become aware of any risks at work	79%	-8%
Wellbeing	8d	There are people at work who care about me	79%	-
Job purpose and enrichment	1e	My job gives me opportunities to use a variety of skills	76%	-
Inclusion and diversity	8b	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	76%	-1%

- Questions with the lowest favourable scores

			2021 % favourable	difference from 2019
Employee voice / Senior managers	6f	Senior managers listen to employees	31%	-5%
Action on survey results	9	I am confident my organisation will act on the results of this survey	32%	-4%
Communication and change management	7b	Change is managed well in my organisation	33%	-7%
Grievance handling	10	I have confidence in the ways my organisation handles grievances	34%	-4%
Recruitment	7f	I have confidence in the way recruitment decisions are made	35%	-6%

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 2019
Communication and change management / Senior managers	6e	Senior managers keep employees informed about what's going on	47%	+5%
Customer service / Senior managers	6d	Senior managers communicate the importance of customers in our work	56%	+5%
Risk and innovation	7a	My organisation is making improvements to meet future challenges	53%	+2%
Communication and change management / Senior managers	6a	Senior managers provide clear direction for the future of the organisation	42%	-1%
Inclusion and diversity	8b	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	76%	-1%

- Least improved questions

			2021 % favourable	difference from 2019
Role clarity and support	1b	I get the support I need to do my job well	55%	-11%
Teamwork and collaboration	2a	My workgroup works collaboratively to achieve its goals	69%	-11%
Employee voice	5e	My manager involves my workgroup in decisions about our work	56%	-11%
Recruitment	7g	My organisation generally selects capable people to do the job	46%	-10%
Flexible working	8g	How satisfied are you with your ability to access and use flexible working arrangements?	49%	-10%

0-49%

50-74%

75-100%

<= -5%

+/- 5%

>= +5%

Key drivers

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	42%	Improve
Communication and change management	7b	Change is managed well in my organisation	33%	Improve
Recognition	7o	I receive adequate recognition for my contributions from my organisation	37%	Improve
Role clarity and support	1b	I get the support I need to do my job well	55%	Improve
Risk and innovation	7a	My organisation is making improvements to meet future challenges	53%	Improve
Employee voice / Senior managers	6f	Senior managers listen to employees	31%	Improve

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

				2021 % favourable	difference from 2019	difference from Sector	difference from Cluster
Employee engagement (total score)*				60	-3	-7	-4
7j	I would recommend my organisation as a great place to work	54	26 20	54%	-6%	-12%	-6%
7k	I am proud to tell others I work for my organisation	63	24 12	63%	-3%	-10%	-6%
7l	I feel a strong personal attachment to my organisation	54	27 19	54%	-3%	-11%	-6%
7m	My organisation motivates me to help it achieve its goals	44	32 24	44%	-8%	-15%	-8%
7n	My organisation inspires me to do the best in my job	47	31 22	47%	-6%	-14%	-7%

*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%

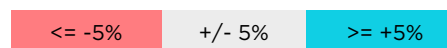
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Intention to stay

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?		2021 % respondents	difference from 2019	difference from Sector	difference from Cluster
Less than 1 year		9%	+3%	+1%	0%
1 year to less than 2 years		8%	-2%	-1%	-2%
2 years to less than 5 years		21%	+1%	0%	0%
5 years to less than 10 years		25%	+1%	0%	0%
10 years to less than 20 years		24%	0%	0%	+1%
More than 20 years		13%	-2%	-1%	0%



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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 2019	difference from Sector	difference from Cluster
Job satisfaction (total score)				62%	-7%	-8%	-3%
1g	My job gives me a feeling of personal accomplishment	72	14 14	72%	-4%	-4%	-1%
1h	I feel motivated to contribute more than what is normally required at work	62	19 19	62%	-9%	-9%	-5%
1i	I am satisfied with my job	62	18 20	62%	-8%	-9%	-5%
1n	I find my life at work fulfilling	53	31 16	53%	-5%	-8%	-2%

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

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

				2021 % favourable	difference from 2019	difference from Sector	difference from Cluster
Wellbeing (total score)				64%	0%	-5%	-3%
1j	I can keep my work stress at an acceptable level	55	21 24	55%	-6%	-6%	-4%
1m	In general, my sense of wellbeing is...	59	29 12	59%	-8%	-4%	-2%
8d	There are people at work who care about me	79	14	79%	-	-4%	-2%

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

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

				2021 % favourable	difference from 2019	difference from Sector	difference from Cluster
Customer service (total score)				64%	-	-9%	-5%
1k	I am empowered to make the decisions needed to help customers and/or communities	65	18 17	65%	-	-5%	-5%
2d	People in my workgroup can explain how their work impacts customers	74	18 8	74%	-	-7%	-4%
2e	My workgroup considers customer needs when planning our work	75	15 10	75%	-	-8%	-5%
6d	Senior managers communicate the importance of customers in our work	56	25 20	56%	+5%	-15%	-4%
7h	The processes in my organisation are designed to support the best experience for customers	53	28 19	53%	-	-7%	-5%
7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	57	27 16	57%	-	-12%	-6%

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

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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.

				2021 % favourable	difference from 2019	difference from Sector	difference from Cluster
Role clarity and support (total score)				61%	-10%	-5%	-3%
1a	I understand what is expected of me to do well in my job	<div><div>85</div><div>8</div><div></div></div>	85%	-7%	0%	-1%	
1b	I get the support I need to do my job well	<div><div>55</div><div>19</div><div>26</div></div>	55%	-11%	-11%	-5%	
1c	I have the tools and technology to do my job well	<div><div>62</div><div>17</div><div>21</div></div>	62%	-	-9%	-5%	
1d	I have the time to do my job well	<div><div>49</div><div>21</div><div>30</div></div>	49%	-	-7%	-5%	
3e	My performance is assessed against clear criteria	<div><div>55</div><div>26</div><div>18</div></div>	55%	-4%	-2%	-1%	
3f	I have received the training and development I need to do my job well	<div><div>62</div><div>22</div><div>16</div></div>	62%	-8%	-3%	-3%	

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

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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 2019	difference from Sector	difference from Cluster
Job purpose and enrichment (total score)				63%	-	-9%	-4%
1e	My job gives me opportunities to use a variety of skills	76	13 11	76%	-	-5%	-2%
1f	I have a choice in deciding how I carry out day to day work tasks	66	18 17	66%	-	-8%	-3%
3d	In the last 12 months, I have received feedback to help me improve my work	54	22 24	54%	-9%	-10%	-5%
5j	My manager communicates how my role contributes to my organisation's purpose	55	25 20	55%	-	-13%	-5%

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

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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 2019	difference from Sector	difference from Cluster
Risk and innovation (total score)				64%	-5%	-11%	-5%
1l	I am comfortable notifying my manager if I become aware of any risks at work	79	8 12	79%	-8%	-8%	-4%
5a	My manager encourages people in my workgroup to keep improving the work they do	62	21 17	62%	-8%	-14%	-6%
5h	My manager encourages me to learn from my mistakes	61	27 12	61%	-	-12%	-6%
7a	My organisation is making improvements to meet future challenges	53	28 20	53%	+2%	-10%	-2%

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

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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 2019	difference from Sector	difference from Cluster
Health and safety (total score)				62%	-	-11%	-4%
7p	I am confident work health and safety issues I raise will be addressed promptly	65	18 18	65%	-	-12%	-5%
7q	There are effective resources in my organisation to support employee wellbeing	59	21 20	59%	-	-11%	-3%

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 2019	difference from Sector	difference from Cluster	
10	I have confidence in the ways my organisation handles grievances	34	32	34	34%	-4%	-12%	-5%

*See p.35 for related results on negative workplace behaviours.

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

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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 2019	difference from Sector	difference from Cluster
Inclusion and diversity (total score)				63%	-5%	-11%	-4%
2c	People in my workgroup treat each other with respect	69	16 15	69%	-4%	-12%	-6%
6g	Senior managers support the career advancement of women	43	42 15	43%	-6%	-19%	-7%
8a	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	69	20 11	69%	-7%	-10%	-5%
8b	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	76	16 8	76%	-1%	-5%	-1%
8c	I can speak up and share a different view to others in my organisation	61	20 19	61%	-6%	-8%	-4%
8e	I feel that I belong in my organisation	62	21 17	62%	-	-9%	-4%

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

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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 2019	difference from Sector	difference from Cluster
Teamwork and collaboration (total score)				55%	-6%	-13%	-6%
2a	My workgroup works collaboratively to achieve its goals	69	17 15	69%	-11%	-10%	-6%
2b	There is good team spirit in my workgroup	62	18 21	62%	-8%	-14%	-7%
6c	Senior managers promote collaboration between my organisation and other organisations we work with	41	36 23	41%	-3%	-15%	-6%
7c	There is good co-operation between teams across my organisation	46	30 24	46%	-2%	-11%	-6%

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

r = below privacy cut-off

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.














				2021 % favourable	difference from 2019	difference from Sector	difference from Cluster
Flexible working (total score)				52%	-9%	-14%	-3%
8g	How satisfied are you with your ability to access and use flexible working arrangements?	49	30 21	49%	-10%	-15%	-4%
8h	My manager supports flexible working in my team	55	25 20	55%	-8%	-13%	-3%

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 2019	difference from Sector	difference from Cluster
Flexible start and finish times		28%	+2%	-16%	-5%
Working more hours over fewer days		6%	0%	-4%	-2%
Working additional hours to make up for time off		13%	+1%	-4%	-2%
Flexible scheduling for rostered workers		8%	+2%	+1%	-1%
Part-time work		24%	+3%	+12%	+7%
Job sharing		5%	+1%	+2%	+2%
Working from different locations		14%	+5%	-3%	0%
Working from home		25%	+21%	-34%	-5%
Purchasing annual leave		1%	0%	0%	0%
Leave without pay		8%	-2%	+1%	+1%
Study leave		6%	-3%	+3%	-1%
Other		3%	+1%	+1%	+1%
None of the above		34%	-8%	+12%	+1%

<= -5%

+/- 5%

>= +5%

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

					2021 % favourable	difference from 2019	difference from Sector	difference from Cluster
Recruitment (total score)					40%	-8%	-8%	-5%
7f	I have confidence in the way recruitment decisions are made	35	31	34	35%	-6%	-7%	-5%
7g	My organisation generally selects capable people to do the job	46	27	27	46%	-10%	-9%	-5%

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 2019	difference from Sector	difference from Cluster
Learning and development (total score)				49%	-8%	-9%	-5%
3f	I have received the training and development I need to do my job well	62	22 16	62%	-8%	-3%	-3%
3g	I am satisfied with the opportunities available for career development in my organisation	41	27 31	41%	-9%	-9%	-5%
7e	My organisation is committed to developing its employees	42	32 27	42%	-7%	-14%	-6%

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

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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 2019	difference from Sector	difference from Cluster
Yes	43%	+4%	+5%	+2%
No	57%	-4%	-5%	-2%

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

Lack of visible opportunities		32%	+1%	+3%	+2%
Lack of promotion opportunities		26%	-1%	-1%	-2%
Lack of support from my manager / supervisor		16%	+2%	+4%	+1%
Geographic location considerations		25%	+1%	+1%	+1%
Personal / family considerations		32%	+1%	+3%	+2%
Insufficient training and development		13%	-1%	-2%	-3%
Lack of required capabilities or experience		9%	-1%	-3%	-3%
Lack of support for temporary assignments / secondments		17%	+4%	+3%	+2%
The application / recruitment process is too cumbersome or time consuming		19%	+3%	-2%	+2%
Other		11%	+4%	+1%	+1%
There are no major barriers to my career progression		24%	-6%	-5%	-3%

<= -5% +/- 5% >= +5%

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				2021 % favourable	difference from 2019	difference from Sector	difference from Cluster	
4	I am paid fairly for the work I do	46	19	34	46%	-8%	-12%	-3%

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

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

				2021 % favourable	difference from 2019	difference from Sector	difference from Cluster
Recognition (total score)				48%	-	-15%	-6%
5g	My manager provides recognition for the work I do	58	18 24	58%	-7%	-14%	-6%
7o	I receive adequate recognition for my contributions from my organisation	37	29 33	37%	-	-15%	-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 2019	difference from Sector	difference from Cluster
Feedback and performance management (total score)				52%	-4%	-9%	-4%
3d	In the last 12 months, I have received feedback to help me improve my work	54	22 24	54%	-9%	-10%	-5%
3e	My performance is assessed against clear criteria	55	26 18	55%	-4%	-2%	-1%
5h	My manager encourages me to learn from my mistakes	61	27 12	61%	-	-12%	-6%
5i	My manager appropriately deals with employees who perform poorly	38	31 31	38%	-7%	-11%	-5%

				2021 % respondents	difference from 2019	difference from Sector	difference from Cluster
Performance management process							
3a	I have a performance and development plan that sets out my individual goals	79%		79%	+4%	+6%	+6%
3b	I have informal feedback conversations with my manager	72%		72%	-2%	-8%	-3%
3c	I have scheduled feedback conversations with my manager	57%		57%	-1%	-8%	-3%

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 2019	difference from Sector	difference from Cluster
Senior managers (total score)					43%	-1%	-16%	-5%
6a	Senior managers provide clear direction for the future of the organisation	42	30	28	42%	-1%	-13%	-3%
6b	Senior managers model the values of my organisation	41	32	27	41%	-2%	-18%	-6%
6c	Senior managers promote collaboration between my organisation and other organisations we work with	41	36	23	41%	-3%	-15%	-6%
6d	Senior managers communicate the importance of customers in our work	56	25	20	56%	+5%	-15%	-4%
6e	Senior managers keep employees informed about what's going on	47	25	28	47%	+5%	-12%	-3%
6f	Senior managers listen to employees	31	32	37	31%	-5%	-18%	-7%
6g	Senior managers support the career advancement of women	43	42	15	43%	-6%	-19%	-7%

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 2019	difference from Sector	difference from Cluster
Decision making and accountability (total score)				49%	-7%	-12%	-6%
5f	I have confidence in the decisions my manager makes	59	20 21	59%	-7%	-14%	-6%
7d	People in my organisation take responsibility for their own actions	39	32 29	39%	-7%	-11%	-6%

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 2019	difference from Sector	difference from Cluster
Communication and change management (total score)				47%	-2%	-11%	-4%
5c	My manager communicates effectively with me	65	15 20	65%	-5%	-11%	-4%
6a	Senior managers provide clear direction for the future of the organisation	42	30 28	42%	-1%	-13%	-3%
6e	Senior managers keep employees informed about what's going on	47	25 28	47%	+5%	-12%	-3%
7b	Change is managed well in my organisation	33	33 34	33%	-7%	-10%	-6%

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 2019	difference from Sector	difference from Cluster
Employee voice (total score)				56%	-7%	-13%	-5%
5b	My manager listens to what I have to say	68	15 18	68%	-6%	-11%	-4%
5d	My manager encourages and values employee input	63	17 19	63%	-7%	-13%	-5%
5e	My manager involves my workgroup in decisions about our work	56	20 23	56%	-11%	-15%	-7%
6f	Senior managers listen to employees	31	32 37	31%	-5%	-18%	-7%
8c	I can speak up and share a different view to others in my organisation	61	20 19	61%	-6%	-8%	-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 2019	difference from Sector	difference from Cluster	
9	I am confident my organisation will act on the results of this survey	32	28	40	32%	-4%	-15%	-7%

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 2019	difference from Sector	difference from Cluster
been aware of any misconduct in your organisation	<div></div>	27%	-6%	+12%	+7%
witnessed bullying	<div></div>	40%	0%	+18%	+9%
experienced bullying	<div></div>	25%	+4%	+11%	+5%
witnessed sexual harassment	<div></div>	4%	-	+2%	+1%
experienced sexual harassment	<div></div>	9%	-	+4%	+2%
experienced threats or physical harm	<div></div>	19%	-	+11%	+7%
experienced discrimination	<div></div>	13%	-	+3%	0%
experienced racism	<div></div>	6%	-	+2%	0%

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

Health questions

				2021 % favourable	difference from 2019	difference from Cluster
I believe I am valued for what I can offer at my workplace	62	16	22	62%	-10%	-4%
In my workplace, we recognise our successes and innovations	57	23	20	57%	-11%	-4%
Overall, I have confidence in the decisions made by my senior managers	46	25	29	46%	-6%	-7%
I have a say in decisions which affect my work	46	22	32	46%	-8%	-5%
Where I work, we share the lessons learnt when mistakes are made	59	25	16	59%	-9%	-6%
My team's objectives/work plans are clearly outlined	61	23	16	61%	-4%	-5%
Our objectives/work plans help us to deliver a quality service	61	25	14	61%	-5%	-7%
Overall, I believe the culture at my workplace has improved in the last 12 months	35	31	34	35%	-9%	-6%












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

r = below privacy cut-off

How often do you feel culturally safe in the workplace?		2021 % respondents	difference from 2019	difference from Cluster
Always		47%	-20%	0%
Often		32%	+9%	-1%
About half the time		13%	+7%	+1%
Seldom		6%	+3%	0%
Never		2%	+1%	0%



r = below privacy cut-off

Which of the following best describes your current role?		2021 % respondents	difference from 2019	difference from Cluster
Medical		4%	0%	-1%
Nursing and Midwifery		41%	+2%	+10%
Clinical Support Workers		5%	+1%	+1%
Corporate Support		6%	-10%	-4%
Allied Health		17%	+2%	+3%
Other Health Professionals		3%	0%	0%
Scientific and Technical		1%	-1%	-2%
Oral Health		2%	+1%	+1%
Ambulance		r	-	-
Health Manager		7%	+6%	-1%
Patient Support Services		3%	-3%	-2%
Maintenance and Trades		r	-	-
Other		12%	+1%	0%

<= -5%

+/- 5%

>= +5%

r = below privacy cut-off

Results by child unit and demographic group

Discover if employees in different groups have different views

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

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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	Aged & Palliative Care Services (non Hub based)	Ambulatory and Primary Health Care	Bulli Hospital	Chief Information Officer Directorate	Child and Family Services (non Hub based)	Coledale Hospital	David Berry Hospital	Drug and Alcohol Service	Finance Directorate	Integrated Care, Planning & Performance	Medical Imaging	Medical Services & Clinical Governance, Nursing & Midwifery Directorates	Mental Health Services
Employee engagement	60	68	69	70	79	67	52	64	67	42	74	53	60	59
Wellbeing	64%	73%	68%	67%	85%	79%	49%	73%	78%	59%	79%	58%	50%	68%
Role clarity and support	61%	71%	71%	74%	83%	70%	51%	69%	65%	39%	68%	49%	59%	61%
Inclusion and diversity	63%	69%	75%	83%	80%	73%	50%	66%	72%	42%	86%	60%	61%	62%
Teamwork and collaboration	55%	61%	70%	76%	69%	70%	40%	38%	63%	40%	77%	40%	53%	53%
Learning and development	49%	69%	65%	67%	60%	60%	36%	54%	56%	24%	52%	28%	44%	49%
Senior managers	43%	60%	48%	61%	62%	61%	35%	34%	48%	17%	77%	28%	56%	38%
Communication and change management	47%	57%	51%	66%	73%	60%	36%	38%	50%	29%	75%	25%	51%	46%
Employee voice	56%	65%	60%	69%	85%	65%	28%	58%	65%	52%	76%	32%	64%	58%

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

Selected key topic results by child unit (continued)

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	Milton Ulladulla Hospital	Oral Health Service	Port Kembla Hospital	Shellharbour & Kiama Hospitals	Shoalhaven Hospital	Strategic Improvement Programs	Wollongong Hospital
Employee engagement	60	55	63	65	58	55	66	58
Wellbeing	64%	70%	74%	62%	70%	54%	74%	59%
Role clarity and support	61%	63%	78%	60%	61%	53%	70%	60%
Inclusion and diversity	63%	63%	73%	62%	63%	62%	80%	58%
Teamwork and collaboration	55%	59%	67%	60%	55%	49%	75%	49%
Learning and development	49%	52%	47%	50%	50%	40%	55%	46%
Senior managers	43%	47%	55%	50%	44%	32%	58%	40%
Communication and change management	47%	53%	56%	52%	49%	38%	59%	43%
Employee voice	56%	60%	70%	58%	56%	52%	78%	50%

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

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	60	59	62	r	56	60	61	62	61	62	62
Wellbeing	64%	64%	67%	r	63%	59%	57%	63%	66%	66%	69%
Role clarity and support	61%	57%	64%	r	53%	56%	55%	61%	66%	62%	66%
Inclusion and diversity	63%	65%	66%	r	57%	63%	59%	59%	69%	65%	67%
Teamwork and collaboration	55%	54%	57%	r	49%	53%	49%	53%	60%	56%	59%
Learning and development	49%	45%	52%	r	43%	46%	43%	48%	54%	49%	54%
Senior managers	43%	41%	46%	r	49%	45%	41%	47%	43%	46%	48%
Communication and change management	47%	44%	49%	r	46%	46%	44%	49%	49%	49%	51%
Employee voice	56%	58%	58%	r	49%	55%	53%	54%	62%	58%	59%

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	60	58	64	70	62	r	r	67	r	56
Wellbeing	64%	62%	69%	73%	70%	r	r	77%	r	59%
Role clarity and support	61%	58%	64%	73%	58%	r	r	79%	r	56%
Inclusion and diversity	63%	61%	63%	74%	68%	r	r	78%	r	58%
Teamwork and collaboration	55%	52%	49%	64%	60%	r	r	76%	r	50%
Learning and development	49%	47%	50%	59%	46%	r	r	65%	r	35%
Senior managers	43%	39%	44%	53%	51%	r	r	71%	r	44%
Communication and change management	47%	43%	41%	59%	52%	r	r	72%	r	45%
Employee voice	56%	52%	54%	67%	68%	r	r	81%	r	52%

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	60	72	65	58	56	59	61
Wellbeing	64%	78%	63%	64%	59%	64%	66%
Role clarity and support	61%	70%	65%	59%	56%	61%	65%
Inclusion and diversity	63%	72%	69%	62%	60%	64%	64%
Teamwork and collaboration	55%	71%	62%	53%	49%	52%	57%
Learning and development	49%	65%	52%	48%	41%	46%	53%
Senior managers	43%	55%	53%	43%	39%	38%	47%
Communication and change management	47%	61%	56%	47%	41%	43%	47%
Employee voice	56%	67%	65%	55%	51%	54%	56%

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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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	60	r	r	r	r	r	r	r	r
Wellbeing	64%	r	r	r	r	r	r	r	r
Role clarity and support	61%	r	r	r	r	r	r	r	r
Inclusion and diversity	63%	r	r	r	r	r	r	r	r
Teamwork and collaboration	55%	r	r	r	r	r	r	r	r
Learning and development	49%	r	r	r	r	r	r	r	r
Senior managers	43%	r	r	r	r	r	r	r	r
Communication and change management	47%	r	r	r	r	r	r	r	r
Employee voice	56%	r	r	r	r	r	r	r	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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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	60	61	r	r	r	r	r	r	r	r
Wellbeing	64%	65%	r	r	r	r	r	r	r	r
Role clarity and support	61%	62%	r	r	r	r	r	r	r	r
Inclusion and diversity	63%	64%	r	r	r	r	r	r	r	r
Teamwork and collaboration	55%	55%	r	r	r	r	r	r	r	r
Learning and development	49%	49%	r	r	r	r	r	r	r	r
Senior managers	43%	44%	r	r	r	r	r	r	r	r
Communication and change management	47%	48%	r	r	r	r	r	r	r	r
Employee voice	56%	57%	r	r	r	r	r	r	r	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

r = below privacy cut-off

Additional information about the survey

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

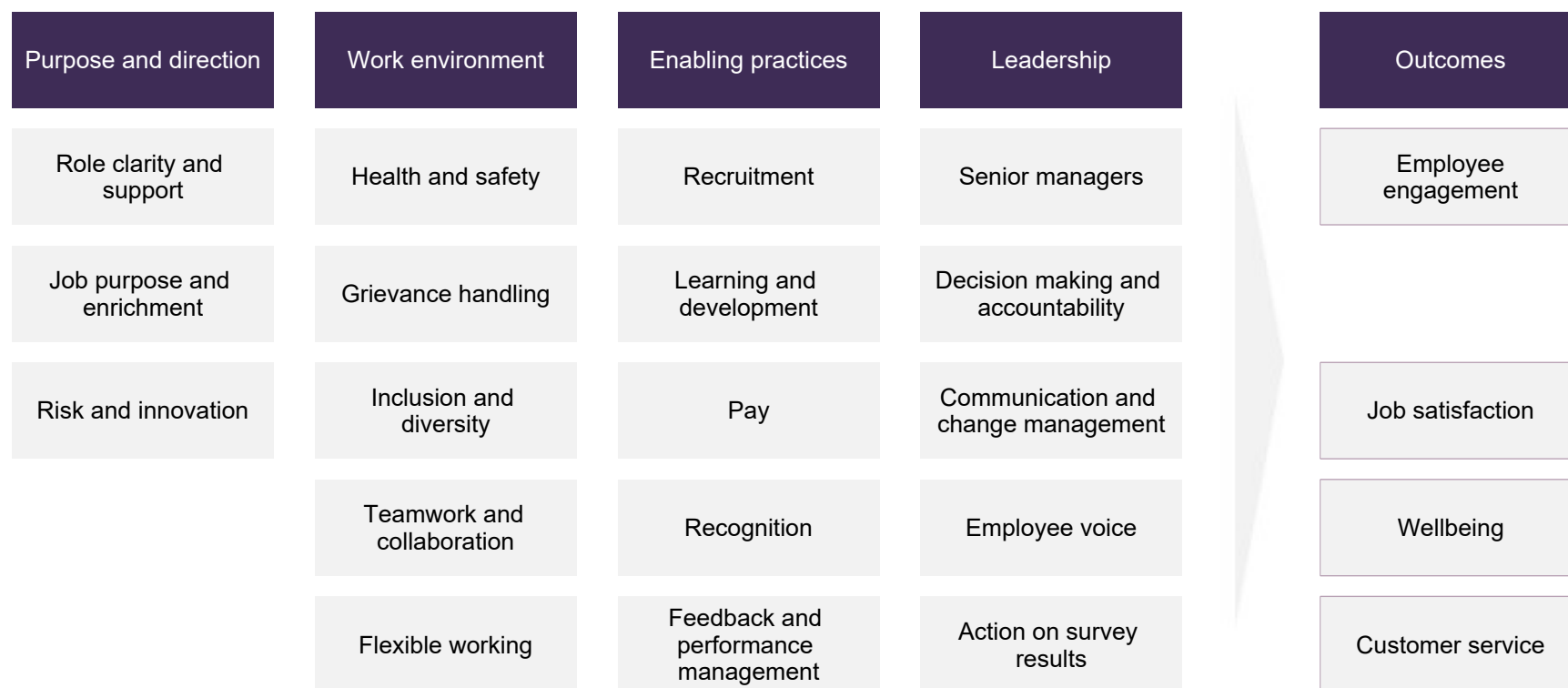
Survey model

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.

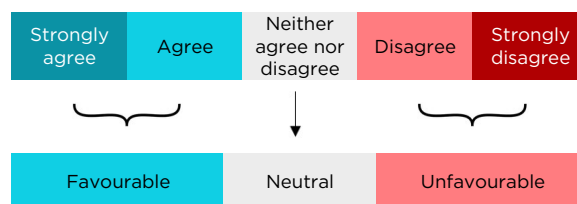


Privacy

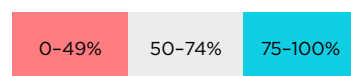
Responses from individual employees are confidential. Strict rules protect privacy at every stage of the survey process. These reports only show the results for a group of employees (i.e. a workgroup or demographic group) when there are 10 or more responses for the group.

% favourable calculation

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

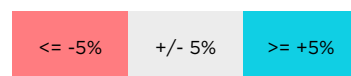


% favourable scores are colour coded based on these ranges:



Difference scores

Difference scores are 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.				