



## 2021 | NSW Public Sector Employee Survey

### Agency Report

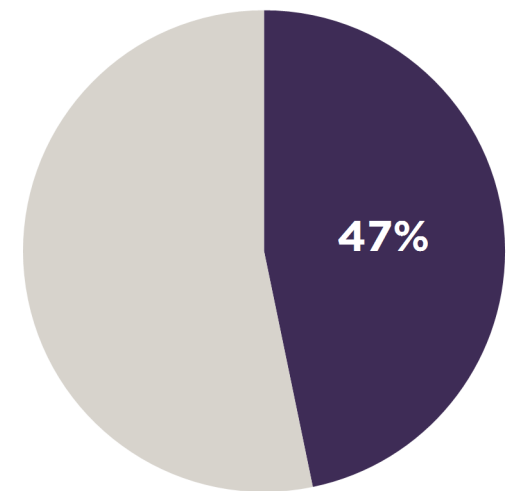
# NSW Ambulance

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

**Completed surveys:** 2,823

**Response rate:** 47%

### Response rate:



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

### NSW public sector

- Health
  - NSW Ambulance

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## High level results

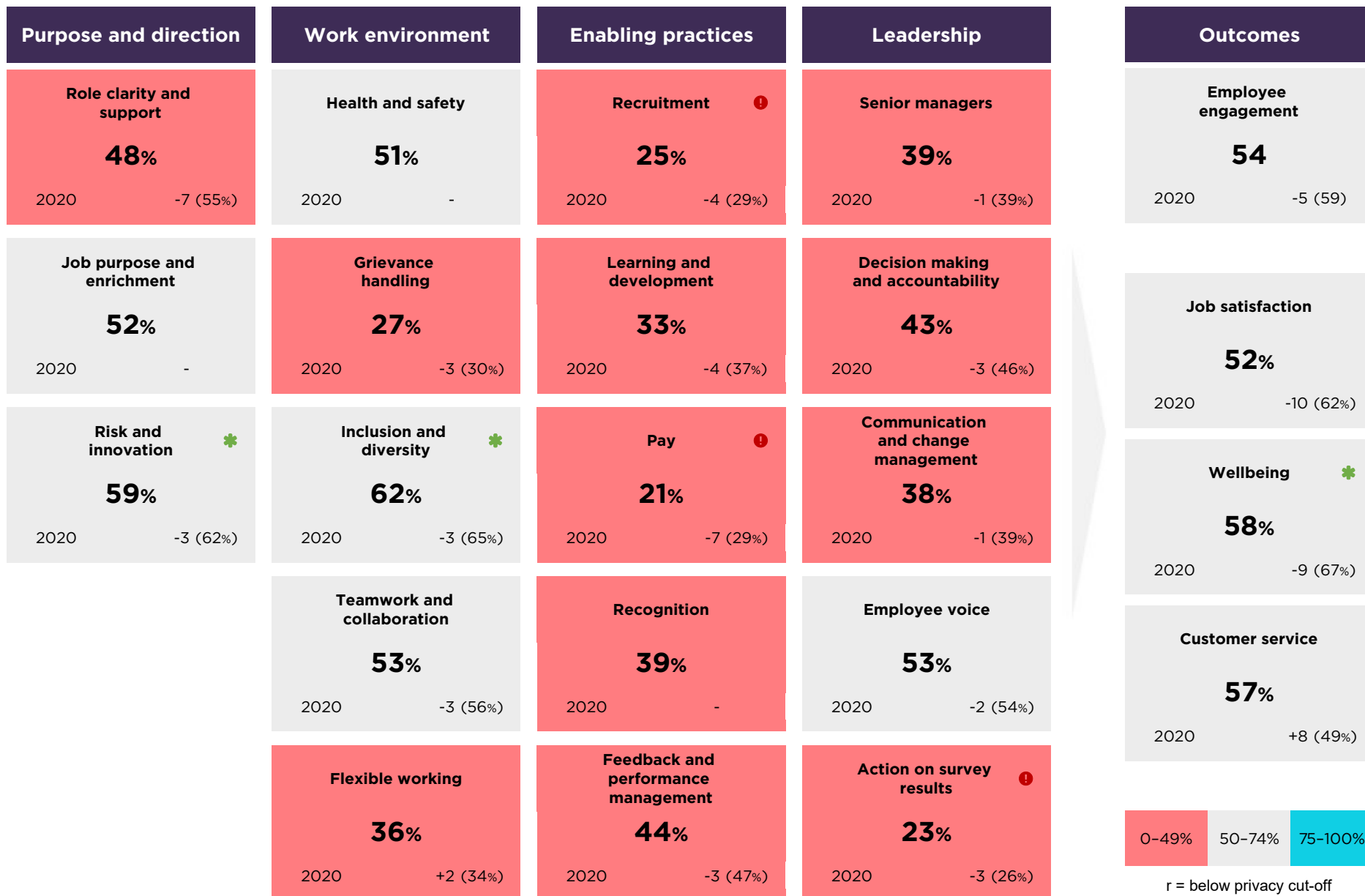
Discover key results and patterns

# 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
Role clarity and support	1a	I understand what is expected of me to do well in my job	80%	-5%
Wellbeing	8d	There are people at work who care about me	79%	-2%
Risk and innovation	1l	I am comfortable notifying my manager if I become aware of any risks at work	77%	-4%
Inclusion and diversity	2c	People in my workgroup treat each other with respect	77%	+1%
Customer service	2d	People in my workgroup can explain how their work impacts customers	73%	-

## - Questions with the lowest favourable scores

			2021 % favourable	difference from 2020
Recruitment	7f	I have confidence in the way recruitment decisions are made	18%	-3%
Communication and change management	7b	Change is managed well in my organisation	19%	-3%
Pay	4	I am paid fairly for the work I do	21%	-7%
Action on survey results	9	I am confident my organisation will act on the results of this survey	23%	-3%
Recognition	7o	I receive adequate recognition for my contributions from my organisation	25%	-

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
Flexible working	8h	My manager supports flexible working in my team	40%	+2%
Communication and change management / Senior managers	6a	Senior managers provide clear direction for the future of the organisation	35%	+2%
Communication and change management / Senior managers	6e	Senior managers keep employees informed about what's going on	37%	+1%
Flexible working	8g	How satisfied are you with your ability to access and use flexible working arrangements?	31%	+1%
Inclusion and diversity	2c	People in my workgroup treat each other with respect	77%	+1%

## - Least improved questions

			2021 % favourable	difference from 2020
Wellbeing	1j	I can keep my work stress at an acceptable level	48%	-14%
Job satisfaction	1i	I am satisfied with my job	55%	-12%
Job satisfaction	1n	I find my life at work fulfilling	40%	-11%
Role clarity and support	1d	I have the time to do my job well	39%	-11%
Employee engagement	7j	I would recommend my organisation as a great place to work	43%	-11%

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>25%</b>	Improve
Role clarity and support	1b	I get the support I need to do my job well	<b>42%</b>	Improve
Recognition	7o	I receive adequate recognition for my contributions from my organisation	<b>25%</b>	Improve
Communication and change management	7b	Change is managed well in my organisation	<b>19%</b>	Improve
Risk and innovation	7a	My organisation is making improvements to meet future challenges	<b>39%</b>	Improve
Senior managers	6b	Senior managers model the values of my organisation	<b>38%</b>	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, 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>54</b>	<b>-5</b>	<b>-13</b>	<b>-9</b>
7j	I would recommend my organisation as a great place to work	43	24 33	43%	-11%	-24%	-17%
7k	I am proud to tell others I work for my organisation	68	17 15	68%	-6%	-6%	-2%
7l	I feel a strong personal attachment to my organisation	54	21 25	54%	-5%	-11%	-6%
7m	My organisation motivates me to help it achieve its goals	34	26 40	34%	-5%	-25%	-18%
7n	My organisation inspires me to do the best in my job	37	26 37	37%	-5%	-23%	-17%

\*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 2020	difference from Sector	difference from Cluster
Less than 1 year		6%	+3%	-1%	-3%
1 year to less than 2 years		7%	+2%	-2%	-3%
2 years to less than 5 years		16%	+2%	-5%	-5%
5 years to less than 10 years		25%	+3%	0%	0%
10 years to less than 20 years		29%	-4%	+6%	+7%
More than 20 years		17%	-6%	+2%	+4%

<= -5%

+/- 5%

>= +5%

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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 2020	difference from Sector	difference from Cluster
<b>Job satisfaction (total score)</b>				<b>52%</b>	<b>-10%</b>	<b>-17%</b>	<b>-13%</b>
1g	My job gives me a feeling of personal accomplishment	66	15 19	66%	-9%	-9%	-6%
1h	I feel motivated to contribute more than what is normally required at work	47	19 34	47%	-7%	-24%	-20%
1i	I am satisfied with my job	55	18 26	55%	-12%	-16%	-11%
1n	I find my life at work fulfilling	40	35 26	40%	-11%	-20%	-15%

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 2020	difference from Sector	difference from Cluster
Wellbeing (total score)				58%	-9%	-11%	-8%
1j	I can keep my work stress at an acceptable level	48	21 31	48%	-14%	-13%	-11%
1m	In general, my sense of wellbeing is...	49	33 18	49%	-10%	-14%	-12%
8d	There are people at work who care about me	79	13 8	79%	-2%	-5%	-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 2020	difference from Sector	difference from Cluster
<b>Customer service (total score)</b>				<b>57%</b>	<b>+8%</b>	<b>-16%</b>	<b>-12%</b>
1k	I am empowered to make the decisions needed to help customers and/or communities	62	17 21	62%	-	-9%	-8%
2d	People in my workgroup can explain how their work impacts customers	73	18 9	73%	-	-8%	-5%
2e	My workgroup considers customer needs when planning our work	69	19 12	69%	-	-14%	-11%
6d	Senior managers communicate the importance of customers in our work	50	25 25	50%	-1%	-20%	-10%
7h	The processes in my organisation are designed to support the best experience for customers	41	28 31	41%	-6%	-20%	-17%
7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	42	21 38	42%	-6%	-28%	-22%

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 2020	difference from Sector	difference from Cluster
Role clarity and support (total score)				48%	-7%	-18%	-16%
1a	I understand what is expected of me to do well in my job	80	11 9	80%	-5%	-5%	-6%
1b	I get the support I need to do my job well	42	19 39	42%	-8%	-24%	-17%
1c	I have the tools and technology to do my job well	45	19 37	45%	-7%	-26%	-22%
1d	I have the time to do my job well	39	17 44	39%	-11%	-17%	-15%
3e	My performance is assessed against clear criteria	38	27 34	38%	-2%	-19%	-18%
3f	I have received the training and development I need to do my job well	46	20 34	46%	-6%	-19%	-19%

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)				52%	-	-20%	-15%
1e	My job gives me opportunities to use a variety of skills	72	13 16	72%	-	-9%	-6%
1f	I have a choice in deciding how I carry out day to day work tasks	46	21 33	46%	-	-27%	-22%
3d	In the last 12 months, I have received feedback to help me improve my work	43	19 38	43%	-5%	-22%	-16%
5j	My manager communicates how my role contributes to my organisation's purpose	46	28 26	46%	-	-22%	-14%

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 2020	difference from Sector	difference from Cluster
<b>Risk and innovation (total score)</b>				<b>59%</b>	-3%	-16%	-10%
1l	I am comfortable notifying my manager if I become aware of any risks at work	77	7 15	<b>77%</b>	-4%	-10%	-6%
5a	My manager encourages people in my workgroup to keep improving the work they do	59	21 20	<b>59%</b>	-2%	-17%	-9%
5h	My manager encourages me to learn from my mistakes	59	27 14	<b>59%</b>	-2%	-14%	-8%
7a	My organisation is making improvements to meet future challenges	39	25 36	<b>39%</b>	-4%	-24%	-16%

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
<b>Health and safety (total score)</b>				<b>51%</b>	-	-22%	-14%
7p	I am confident work health and safety issues I raise will be addressed promptly	49	19 32	49%	-	-27%	-20%
7q	There are effective resources in my organisation to support employee wellbeing	53	19 28	53%	-	-17%	-9%

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

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.

					2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
10	I have confidence in the ways my organisation handles grievances	27	27	46	27%	-3%	-19%	-13%

\*See p.35 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>62%</b>	-3%	-12%	-6%
2c	People in my workgroup treat each other with respect	77	10 13	77%	+1%	-4%	+2%
6g	Senior managers support the career advancement of women	47	37 17	47%	-2%	-16%	-3%
8a	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	65	20 15	65%	-4%	-14%	-9%
8b	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	70	16 14	70%	-3%	-11%	-7%
8c	I can speak up and share a different view to others in my organisation	58	18 24	58%	-2%	-11%	-7%
8e	I feel that I belong in my organisation	55	22 23	55%	-	-16%	-11%

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>53%</b>	-3%	-14%	-8%
2a	My workgroup works collaboratively to achieve its goals	70	15 14	70%	-3%	-9%	-4%
2b	There is good team spirit in my workgroup	64	13 22	64%	-5%	-11%	-4%
6c	Senior managers promote collaboration between my organisation and other organisations we work with	37	32 31	37%	-1%	-19%	-10%
7c	There is good co-operation between teams across my organisation	39	27 34	39%	-5%	-18%	-14%

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
Flexible working (total score)					36%	+2%	-31%	-20%
8g	How satisfied are you with your ability to access and use flexible working arrangements?	31	32	37	31%	+1%	-33%	-22%
8h	My manager supports flexible working in my team	40	33	27	40%	+2%	-28%	-17%

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	17%	+2%	-27%	-16%
Working more hours over fewer days	5%	0%	-5%	-3%
Working additional hours to make up for time off	7%	-1%	-9%	-8%
Flexible scheduling for rostered workers	7%	0%	0%	-2%
Part-time work	6%	-1%	-6%	-11%
Job sharing	1%	0%	-2%	-2%
Working from different locations	13%	+1%	-4%	-1%
Working from home	17%	+5%	-42%	-13%
Purchasing annual leave	0%	0%	-1%	-1%
Leave without pay	3%	0%	-3%	-4%
Study leave	2%	0%	-2%	-6%
Other	3%	0%	0%	0%
None of the above	61%	-2%	+39%	+28%

<= -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>25%</b>	-4%	-23%	-20%
7f	I have confidence in the way recruitment decisions are made	18	24	57	18%	-3%	-23%	-21%
7g	My organisation generally selects capable people to do the job	32	25	44	32%	-4%	-23%	-19%

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>33%</b>	-4%	-24%	-20%
3f	I have received the training and development I need to do my job well	46	20	34	46%	-6%	-19%
3g	I am satisfied with the opportunities available for career development in my organisation	28	19	53	28%	-2%	-23%
7e	My organisation is committed to developing its employees	25	26	49	25%	-5%	-31%

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	39%	+4%	+1%	-2%
No	61%	-4%	-1%	+2%

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

Lack of visible opportunities		40%	+1%	+11%	+10%
Lack of promotion opportunities		41%	+5%	+14%	+14%
Lack of support from my manager / supervisor		21%	+2%	+10%	+7%
Geographic location considerations		46%	+5%	+23%	+22%
Personal / family considerations		39%	+3%	+10%	+9%
Insufficient training and development		32%	+3%	+18%	+17%
Lack of required capabilities or experience		17%	0%	+6%	+6%
Lack of support for temporary assignments / secondments		28%	+2%	+14%	+12%
The application / recruitment process is too cumbersome or time consuming		28%	+5%	+7%	+11%
Other		8%	0%	-2%	-2%
There are no major barriers to my career progression		14%	-3%	-15%	-13%

<= -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	21	13	65	21%	-7%	-37%	-28%

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
Recognition (total score)					39%	-	-24%	-15%
5g	My manager provides recognition for the work I do		<div><div>53</div><div>20</div><div>27</div></div>	53%	0%	-20%	-11%	
7o	I receive adequate recognition for my contributions from my organisation		<div><div>25</div><div>27</div><div>49</div></div>	25%	-	-28%	-20%	

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
Feedback and performance management (total score)					44%	-3%	-17%	-12%
3d	In the last 12 months, I have received feedback to help me improve my work	43	19	38	43%	-5%	-22%	-16%
3e	My performance is assessed against clear criteria	38	27	34	38%	-2%	-19%	-18%
5h	My manager encourages me to learn from my mistakes	59	27	14	59%	-2%	-14%	-8%
5i	My manager appropriately deals with employees who perform poorly	36	29	35	36%	-1%	-13%	-8%

				2021 % respondents	difference from 2020	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			70%	-4%	-3%	-4%
3b	I have informal feedback conversations with my manager			62%	-2%	-18%	-13%
3c	I have scheduled feedback conversations with my manager			41%	0%	-24%	-19%

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

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.

					2021 % favourable	difference from 2020	difference from Sector	difference from Cluster
Senior managers (total score)					39%	-1%	-20%	-10%
6a	Senior managers provide clear direction for the future of the organisation	35	26	39	35%	+2%	-20%	-10%
6b	Senior managers model the values of my organisation	38	26	37	38%	-1%	-21%	-10%
6c	Senior managers promote collaboration between my organisation and other organisations we work with	37	32	31	37%	-1%	-19%	-10%
6d	Senior managers communicate the importance of customers in our work	50	25	25	50%	-1%	-20%	-10%
6e	Senior managers keep employees informed about what's going on	37	22	41	37%	+1%	-22%	-13%
6f	Senior managers listen to employees	26	23	51	26%	-2%	-23%	-12%
6g	Senior managers support the career advancement of women	47	37	17	47%	-2%	-16%	-3%

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)				43%	-3%	-18%	-12%
5f	I have confidence in the decisions my manager makes	57	22 21	57%	-3%	-16%	-8%
7d	People in my organisation take responsibility for their own actions	29	28 43	29%	-2%	-21%	-16%

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
Communication and change management (total score)				38%	-1%	-20%	-12%
5c	My manager communicates effectively with me	62	17 21	62%	-3%	-13%	-6%
6a	Senior managers provide clear direction for the future of the organisation	35	26 39	35%	+2%	-20%	-10%
6e	Senior managers keep employees informed about what's going on	37	22 41	37%	+1%	-22%	-13%
7b	Change is managed well in my organisation	19	25 57	19%	-3%	-24%	-20%

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>53%</b>	-2%	-17%	-9%
5b	My manager listens to what I have to say	66	16 18	66%	-1%	-13%	-6%
5d	My manager encourages and values employee input	61	18 21	61%	-1%	-15%	-8%
5e	My manager involves my workgroup in decisions about our work	51	21 28	51%	-3%	-21%	-13%
6f	Senior managers listen to employees	26	23 51	26%	-2%	-23%	-12%
8c	I can speak up and share a different view to others in my organisation	58	18 24	58%	-2%	-11%	-7%

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	23	22	55	23%	-3%	-24%	-16%

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	<div></div>	38%	+2%	+23%	+18%
witnessed bullying	<div></div>	34%	+1%	+12%	+3%
experienced bullying	<div></div>	22%	0%	+8%	+2%
witnessed sexual harassment	<div></div>	9%	-	+6%	+5%
experienced sexual harassment	<div></div>	12%	+2%	+8%	+5%
experienced threats or physical harm	<div></div>	34%	+3%	+27%	+22%
experienced discrimination	<div></div>	18%	-	+8%	+5%
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

				2021 % favourable	difference from 2019	difference from Cluster
I believe I am valued for what I can offer at my workplace	44	19	37	44%	-9%	-21%
In my workplace, we recognise our successes and innovations	40	25	35	40%	-4%	-21%
Overall, I have confidence in the decisions made by my senior managers	32	24	44	32%	-1%	-20%
I have a say in decisions which affect my work	26	21	53	26%	-2%	-25%
Where I work, we share the lessons learnt when mistakes are made	58	19	23	58%	+1%	-7%
My team's objectives/work plans are clearly outlined	55	24	21	55%	+1%	-11%
Our objectives/work plans help us to deliver a quality service	52	26	23	52%	-1%	-16%
Overall, I believe the culture at my workplace has improved in the last 12 months	35	24	41	35%	-4%	-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		38%	-21%	-9%
Often		39%	+10%	+6%
About half the time		14%	+6%	+2%
Seldom		7%	+3%	+1%
Never		3%	+1%	0%



r = below privacy cut-off

# Health questions

Which of the following best describes your current role?	2021 % respondents	difference from 2019	difference from Cluster
Medical	6%	+4%	+1%
Nursing and Midwifery	1%	0%	-30%
Clinical Support Workers	r	-	-
Corporate Support	6%	0%	-4%
Allied Health	1%	-2%	-13%
Other Health Professionals	1%	+1%	-1%
Scientific and Technical	r	-	-
Oral Health	r	-	-
Ambulance	79%	+3%	+74%
Health Manager	3%	+2%	-5%
Patient Support Services	r	-	-
Maintenance and Trades	1%	0%	0%
Other	2%	-8%	-10%

<= -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.

r = below privacy cut-off



## Selected key topic results by child unit

This shows some key topic scores for the organisational units that sit one level below the report unit. These units are called child units.

	Report total	Aeromedical Operations	Chief Executive	Clinical Operations	Clinical Systems	Finance & Corporate Services	People & Culture
Employee engagement	54	66	78	52	59	68	70
Wellbeing	58%	74%	72%	56%	58%	64%	75%
Role clarity and support	48%	68%	72%	46%	44%	60%	64%
Inclusion and diversity	62%	70%	80%	60%	63%	70%	77%
Teamwork and collaboration	53%	64%	71%	51%	50%	60%	66%
Learning and development	33%	57%	62%	30%	36%	42%	53%
Senior managers	39%	58%	78%	34%	43%	56%	63%
Communication and change management	38%	57%	77%	35%	40%	53%	59%
Employee voice	53%	63%	77%	50%	58%	64%	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

## 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	54	53	59	41	50	55	55	59	54	56	55
Wellbeing	58%	58%	63%	37%	53%	51%	60%	61%	61%	60%	56%
Role clarity and support	48%	46%	54%	29%	47%	47%	50%	53%	49%	50%	51%
Inclusion and diversity	62%	63%	65%	44%	57%	54%	61%	63%	65%	63%	63%
Teamwork and collaboration	53%	52%	56%	53%	54%	51%	52%	57%	55%	54%	54%
Learning and development	33%	31%	38%	12%	27%	30%	35%	38%	34%	34%	34%
Senior managers	39%	37%	44%	23%	32%	43%	36%	46%	38%	41%	37%
Communication and change management	38%	36%	43%	21%	34%	40%	39%	46%	39%	40%	36%
Employee voice	53%	52%	56%	38%	46%	52%	53%	55%	55%	55%	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


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	54	52	63	67	73	r	r	r	r	59
Wellbeing	58%	57%	66%	67%	73%	r	r	r	r	63%
Role clarity and support	48%	46%	55%	69%	65%	r	r	r	r	53%
Inclusion and diversity	62%	60%	70%	69%	79%	r	r	r	r	63%
Teamwork and collaboration	53%	52%	54%	58%	69%	r	r	r	r	52%
Learning and development	33%	29%	42%	56%	55%	r	r	r	r	41%
Senior managers	39%	35%	50%	55%	68%	r	r	r	r	45%
Communication and change management	38%	35%	49%	55%	63%	r	r	r	r	43%
Employee voice	53%	51%	63%	65%	74%	r	r	r	r	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

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	54	72	62	55	52	51	54
Wellbeing	58%	75%	65%	62%	59%	55%	55%
Role clarity and support	48%	68%	58%	49%	46%	45%	46%
Inclusion and diversity	62%	77%	69%	65%	61%	57%	62%
Teamwork and collaboration	53%	69%	60%	55%	51%	49%	51%
Learning and development	33%	62%	48%	32%	29%	28%	31%
Senior managers	39%	66%	47%	37%	36%	35%	36%
Communication and change management	38%	63%	46%	39%	36%	35%	35%
Employee voice	53%	68%	59%	56%	50%	49%	51%

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	54	60	52	54	51	46	48	58	52
Wellbeing	58%	63%	55%	59%	52%	52%	52%	67%	60%
Role clarity and support	48%	53%	43%	51%	42%	48%	34%	56%	49%
Inclusion and diversity	62%	69%	62%	56%	61%	55%	61%	69%	65%
Teamwork and collaboration	53%	58%	53%	56%	48%	49%	46%	59%	59%
Learning and development	33%	42%	36%	25%	22%	31%	19%	41%	25%
Senior managers	39%	47%	36%	27%	28%	36%	28%	45%	51%
Communication and change management	38%	46%	36%	33%	30%	34%	33%	45%	41%
Employee voice	53%	59%	50%	52%	50%	54%	45%	58%	55%

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	54	59	49	r	60	57	49	51	50	r
Wellbeing	58%	67%	58%	r	70%	59%	52%	56%	56%	r
Role clarity and support	48%	52%	43%	r	59%	51%	41%	54%	43%	r
Inclusion and diversity	62%	68%	57%	r	68%	62%	53%	53%	56%	r
Teamwork and collaboration	53%	56%	44%	r	66%	52%	48%	43%	48%	r
Learning and development	33%	38%	20%	r	37%	37%	21%	26%	16%	r
Senior managers	39%	38%	32%	r	46%	45%	29%	25%	23%	r
Communication and change management	38%	42%	31%	r	44%	41%	30%	27%	23%	r
Employee voice	53%	59%	51%	r	62%	50%	43%	46%	40%	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

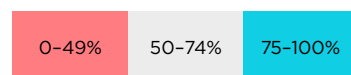
Responses from individual employees are confidential. Strict rules protect privacy at every stage of the survey process. These reports only show the results for a group of employees (i.e. a workgroup or demographic group) when there are 10 or more responses for the group.

## % favourable calculation

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

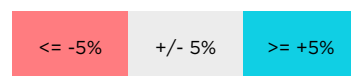


% favourable scores are colour coded based on these ranges:



## 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.				