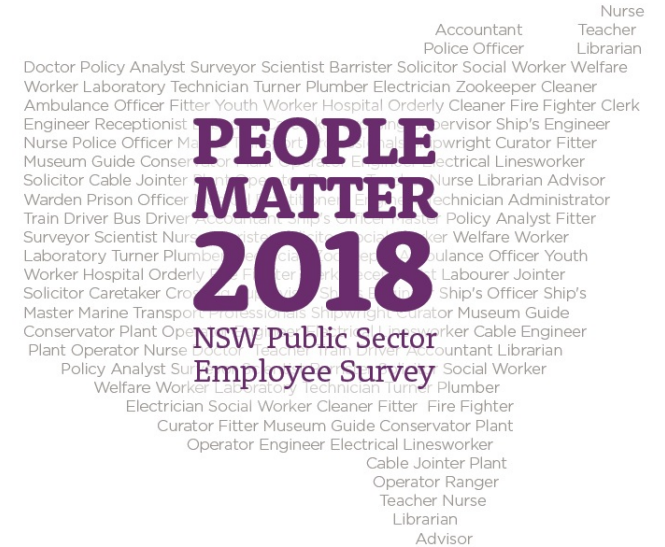


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# PEOPLE MATTER 2018

NSW Public Sector Employee Survey



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## AGENCY REPORT

Health

# Far West Local Health District

## RESPONSE RATE

# 70%

551 OF 783 RESPONDENTS

## EMPLOYEE ENGAGEMENT

# 69%

DIFFERENCE FROM 2017 +2  
 DIFFERENCE FROM CLUSTER +4  
 DIFFERENCE FROM PUBLIC SECTOR +4

## ENGAGEMENT WITH WORK

# 78%

DIFFERENCE FROM 2017 +2  
 DIFFERENCE FROM CLUSTER +5  
 DIFFERENCE FROM PUBLIC SECTOR +6

## SENIOR MANAGERS

# 51%

DIFFERENCE FROM 2017 +4  
 DIFFERENCE FROM CLUSTER +5  
 DIFFERENCE FROM PUBLIC SECTOR +2

## COMMUNICATION

# 62%

DIFFERENCE FROM 2017 +1  
 DIFFERENCE FROM CLUSTER +3  
 DIFFERENCE FROM PUBLIC SECTOR +1

## HIGH PERFORMANCE

# 68%

DIFFERENCE FROM 2017 +1  
 DIFFERENCE FROM CLUSTER +4  
 DIFFERENCE FROM PUBLIC SECTOR +3

## PUBLIC SECTOR VALUES

# 63%

DIFFERENCE FROM 2017 +3  
 DIFFERENCE FROM CLUSTER +3  
 DIFFERENCE FROM PUBLIC SECTOR +1

## DIVERSITY & INCLUSION

# 71%

DIFFERENCE FROM CLUSTER +5  
 DIFFERENCE FROM PUBLIC SECTOR +3

## FLEXIBLE WORKING SATISFACTION

# 69%

DIFFERENCE FROM 2017 +4  
 DIFFERENCE FROM CLUSTER +12  
 DIFFERENCE FROM PUBLIC SECTOR +11

## ACTION ON RESULTS

# 43%

DIFFERENCE FROM 2017 +3  
 DIFFERENCE FROM CLUSTER +7  
 DIFFERENCE FROM PUBLIC SECTOR +7



## QUESTIONS ARE GROUPED INTO TOPICS IN THIS REPORT.

This page compares the aggregate or individual scores for key topics. The individual questions in each group are listed in the All Questions section.

The Employee Engagement index is weighted. It cannot be compared to the other scores which are the average of the % agreement results (strongly agree and agree scores).

Response Rate: some entities exceed 100% where responses were greater than the employee headcount. This is thought to be primarily due to employees selecting the wrong work location in the survey

# HIGHEST AND LOWEST QUESTIONS

## + HIGHEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

1a.	I understand what is expected of me to do well in my role	93%	92%
1g.	I know how to address a health and safety issue I have identified	92%	-
2a.	My workgroup strives to achieve customer/client satisfaction	90%	85%
2b.	My workgroup works collaboratively to achieve its objectives	82%	77%
1c.	My job gives me a feeling of personal accomplishment	82%	80%
2c.	I receive help and support from other members of my workgroup	82%	81%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	78%	79%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	77%	74%
1d.	I feel motivated to contribute more than what is normally required at work	77%	76%
1e.	I am satisfied with my job	76%	72%

## - LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

14.	I believe action will be taken on the results from this survey by my organisation	43%	40%
7g.	I have confidence in the way recruitment decisions are made	43%	39%
9a.	I have confidence in the ways my organisation resolves grievances	45%	43%
6g.	I feel that senior managers keep employees informed about what's going on	46%	41%
6h.	I feel that senior managers listen to employees	46%	38%
7c.	I feel that change is managed well in my organisation	48%	46%
6b.	I feel that senior managers effectively lead and manage change	48%	45%
5h.	My manager appropriately deals with employees who perform poorly	49%	50%
6c.	I feel that senior managers model the values of my organisation	50%	45%
7e.	People in my organisation take responsibility for their own actions	50%	46%



### YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

These are your highest and lowest scoring agreement questions from the survey, based on respondents who have selected 'Strongly Agree' and 'Agree'.

# MOST AND LEAST IMPROVED QUESTIONS



## MOST IMPROVED AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

6h.	I feel that senior managers listen to employees	46%	38%
1f.	I am able to keep my work stress at an acceptable level	69%	62%
2d.	There is good team spirit in my workgroup	70%	64%
2b.	My workgroup works collaboratively to achieve its objectives	82%	77%
6f.	Senior managers communicate the importance of customers/clients in achieving our business objectives	63%	58%
7d.	There is good co-operation between teams across our organisation	57%	52%
6c.	I feel that senior managers model the values of my organisation	50%	45%
3g.	I am satisfied with the opportunities available for career development in my organisation	63%	58%
2a.	My workgroup strives to achieve customer/client satisfaction	90%	85%
7g.	I have confidence in the way recruitment decisions are made	43%	39%



## LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

5d.	My manager encourages and values employee input	71%	76%
5a.	My manager encourages people in my workgroup to keep improving the work they do	75%	78%
5c.	My manager communicates effectively with me	73%	76%
5e.	My manager involves my workgroup in decisions about our work	69%	72%
7a.	My organisation focuses on improving the work we do	71%	74%
5f.	I have confidence in the decisions my manager makes	67%	69%
5b.	My manager listens to what I have to say	76%	77%
5h.	My manager appropriately deals with employees who perform poorly	49%	50%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	78%	79%



## YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

These are the questions that have shown the greatest percentage increase and decrease in agreement, based on respondents who have selected 'Strongly agree' and 'Agree'.

# HIGHEST NEUTRAL SCORING QUESTIONS

## AGREEMENT SCORES FOR HIGHEST NEUTRAL

% POSITIVE

## HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

## DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

**Q14.** I believe action will be taken on the results from this survey by my organisation



**Q14.** I believe action will be taken on the results from this survey by my organisation



**Q14.** I believe action will be taken on the results from this survey by my organisation



**Q6e.** Senior managers promote collaboration between my organisation and other organisations we work with



**Q6e.** Senior managers promote collaboration between my organisation and other organisations we work with



**Q6e.** Senior managers promote collaboration between my organisation and other organisations we work with



**Q6i.** Senior managers in my organisation support the career advancement of women



**Q6i.** Senior managers in my organisation support the career advancement of women



**Q6i.** Senior managers in my organisation support the career advancement of women



**Q7g.** I have confidence in the way recruitment decisions are made



**Q7g.** I have confidence in the way recruitment decisions are made



**Q7g.** I have confidence in the way recruitment decisions are made



**Q9a.** I have confidence in the ways my organisation resolves grievances



**Q9a.** I have confidence in the ways my organisation resolves grievances



**Q9a.** I have confidence in the ways my organisation resolves grievances



## FIND YOUR HIGHEST NEUTRAL SCORES

### THESE ARE YOUR HIGHEST NEUTRAL SCORING QUESTIONS

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT?  
**(STRENGTHS)**

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES.  
**(AREAS OF POTENTIAL)**

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT?  
**(AREAS OF CONCERN)**



## WHAT'S NEXT?

Sector employees have given their feedback and these results show where actions and improvements are required.

Research has shown that a key reason why employees can become disengaged is if they are asked their opinion and then no action takes place as a result.

# 43%

of employees replied favourably to:

'I believe action will be taken on the results from this survey by my organisation.'

## 37%

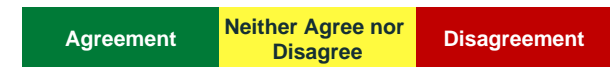
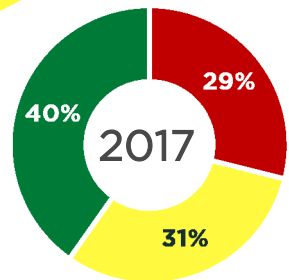
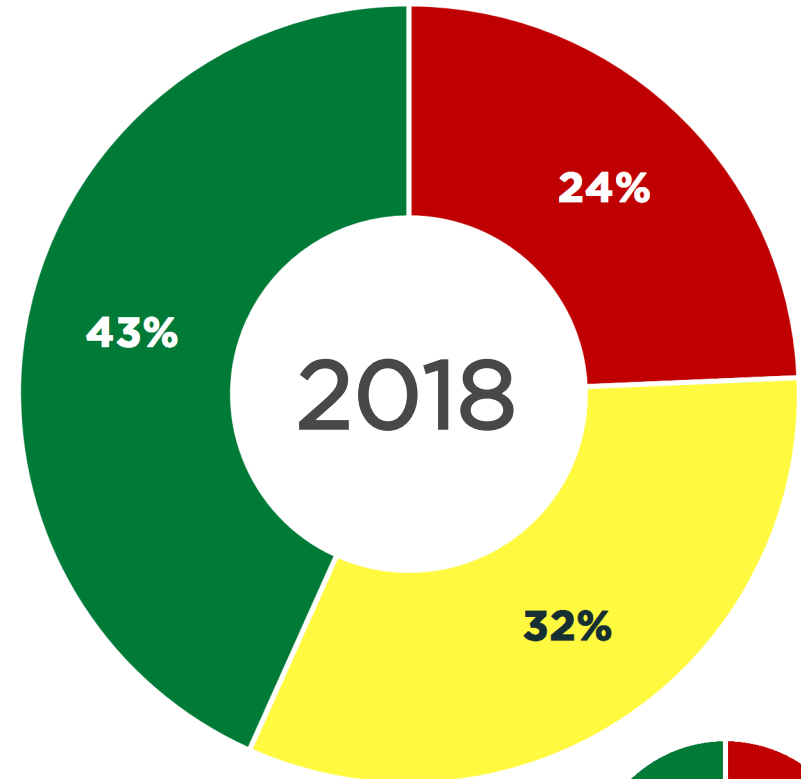
SECTOR

## 36%

CLUSTER

## 40%

2017



# KEY DRIVERS OF ENGAGEMENT



Employee Engagement scores at different levels are shown in earlier and following pages.

These results show the issues that are the most significant influencers of employee engagement in the workplace at this level.

The questions are ranked in order of influence. In prioritising areas for action, it is common to focus on items with a low agreement score but higher in the ranked list of drivers, as they have higher impact. Variation of drivers within the organisation and business priorities should be considered.

If Engagement scores are high, other scores are often high as well.

## RANK

		% AGREEMENT 2018	% AGREEMENT 2017	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
<b>1</b>	<b>Q7f.</b> My organisation is committed to developing its employees	<b>58%</b>	56%	51%	52%
<b>2</b>	<b>Q7b.</b> My organisation is making the necessary improvements to meet our future challenges	<b>63%</b>	61%	56%	57%
<b>3</b>	<b>Q7a.</b> My organisation focuses on improving the work we do	<b>71%</b>	74%	68%	69%
<b>4</b>	<b>Q6h.</b> I feel that senior managers listen to employees	<b>46%</b>	38%	40%	43%
<b>5</b>	<b>Q6c.</b> I feel that senior managers model the values of my organisation	<b>50%</b>	45%	47%	50%
<b>6</b>	<b>Q7g.</b> I have confidence in the way recruitment decisions are made	<b>43%</b>	39%	39%	37%

# BUSINESS UNIT COMPARISON



## COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Far West Local Health District

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Significant differences have been highlighted to demonstrate best practice and areas that require attention.

	Far West Local Health District	Bairnald	Broken Hill	Dareton	Local Health District Services	Menindee	Wentworth	Wilcannia
NUMBER OF RESPONDENTS	551	50	332	28	58	11	35	19
EMPLOYEE ENGAGEMENT	69%	73%	65%	69%	80%	89%	84%	51%
ENGAGEMENT WITH WORK	78%	79%	74%	77%	94%	91%	97%	74%
SENIOR MANAGERS	51%	57%	44%	40%	80%	59%	81%	29%
COMMUNICATION	62%	64%	56%	60%	83%	79%	87%	33%
HIGH PERFORMANCE	68%	70%	62%	66%	87%	88%	90%	47%
PUBLIC SECTOR VALUES	63%	65%	56%	63%	84%	74%	87%	46%
DIVERSITY & INCLUSION	71%	73%	67%	74%	86%	88%	93%	45%

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 10 RESPONDENTS





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

EMPLOYEE ENGAGEMENT	69% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q7i. I would recommend my organisation as a great place to work	25	40	24	66%	63%	61%	61%	
Q7j. I am proud to tell others I work for my organisation	30	42	19	72%	71%	69%	69%	
Q7k. I feel a strong personal attachment to my organisation	28	36	24	64%	64%	62%	63%	
Q7l. My organisation motivates me to help it achieve its objectives	20	43	24	8	63%	59%	54%	55%
Q7m. My organisation inspires me to do the best in my job	21	41	25	10	62%	59%	55%	55%

KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

ENGAGEMENT WITH WORK	78% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1c. My job gives me a feeling of personal accomplishment	36	46	9	82%	80%	77%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work	38	39	13	77%	76%	72%	72%	
Q1e. I am satisfied with my job	32	44	13	7	76%	72%	70%	69%

KEY





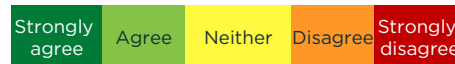
## EXPLORE THE FULL RESULTS

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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

SENIOR MANAGERS	51% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q6a. I believe senior managers provide clear direction for the future of the organisation	19	31	28	15	7	50%	48%	46%	49%
Q6b. I feel that senior managers effectively lead and manage change	17	31	26	18	8	48%	45%	44%	46%
Q6c. I feel that senior managers model the values of my organisation	19	31	26	15	9	50%	45%	47%	50%
Q6d. Senior managers encourage innovation by employees	18	38	28	9	7	56%	53%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	18	36	32	9	7	54%	53%	48%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	20	43	24	9	4	63%	58%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	15	30	26	18	10	46%	41%	44%	47%
Q6h. I feel that senior managers listen to employees	16	30	27	17	11	46%	38%	40%	43%
Q7c. I feel that change is managed well in my organisation	16	32	29	17	8	48%	46%	42%	40%

KEY





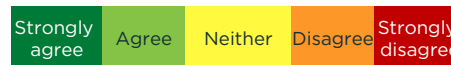
## EXPLORE THE FULL RESULTS

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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

COMMUNICATION	62% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q5c. My manager communicates effectively with me	32	40	14	9	73%	76%	70%	72%	
Q5d. My manager encourages and values employee input	32	39	16	8	71%	76%	70%	72%	
Q5e. My manager involves my workgroup in decisions about our work	30	39	15	11	69%	72%	65%	67%	
Q6g. I feel that senior managers keep employees informed about what's going on	15	30	26	18	10	46%	41%	44%	47%
Q6h. I feel that senior managers listen to employees	16	30	27	17	11	46%	38%	40%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	25	43	17	10	68%	67%	66%	67%	

KEY





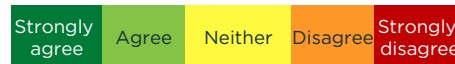
## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

	HIGH PERFORMANCE		68% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q1a. I understand what is expected of me to do well in my role	45	48		93%	92%	92%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	36	46	10	82%	77%	79%	79%	
Q3f. I have received appropriate training and development to do my job well	26	46	17	8	72%	71%	70%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	31	44	15		75%	78%	71%	74%
Q5f. I have confidence in the decisions my manager makes	30	38	17	11	67%	69%	65%	68%
Q6d. Senior managers encourage innovation by employees	18	38	28	9	56%	53%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	18	36	32	9	54%	53%	48%	52%
Q7a. My organisation focuses on improving the work we do	23	49	19	7	71%	74%	68%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	20	43	25	8	63%	61%	56%	57%

KEY

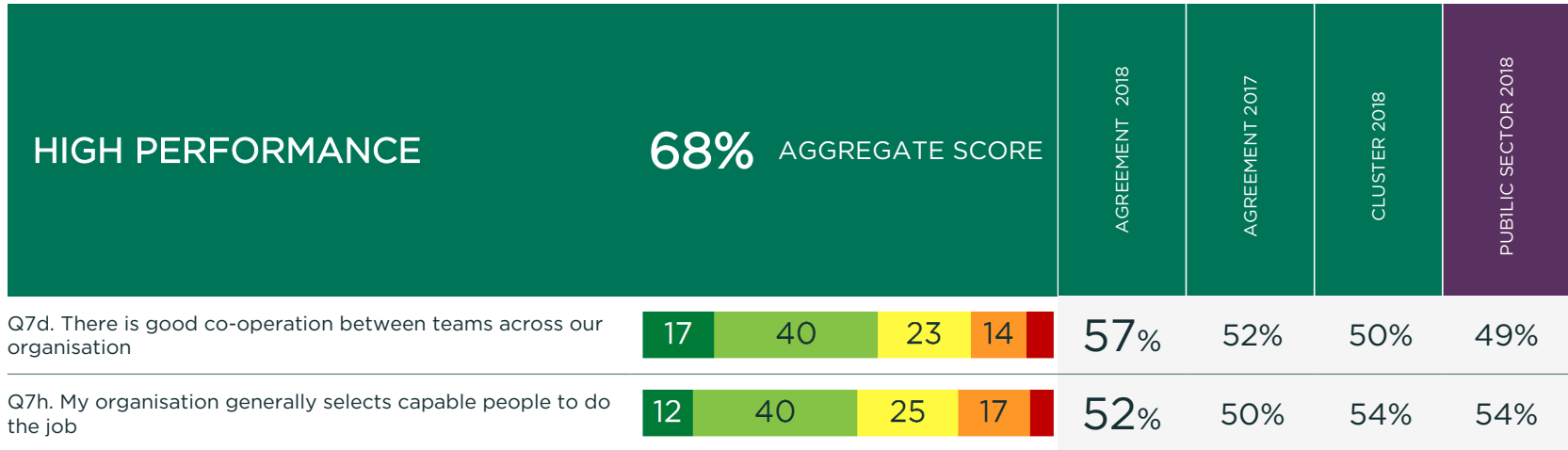




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PUBLIC SECTOR VALUES	63% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
	Q2a. My workgroup strives to achieve customer/client satisfaction	45	45	90%	85%	87%	86%		
Q2e. People in my workgroup treat each other with respect	36	37	13	11	73%	68%	71%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	31	44	15		75%	78%	71%	74%	
Q5b. My manager listens to what I have to say	33	42	12	8	76%	77%	73%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	19	31	28	15	50%	48%	46%	49%	
Q6c. I feel that senior managers model the values of my organisation	19	31	26	15	9	50%	45%	47%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	20	43	24	9	63%	58%	57%	62%	
Q6g. I feel that senior managers keep employees informed about what's going on	15	30	26	18	10	46%	41%	44%	47%
Q6h. I feel that senior managers listen to employees	16	30	27	17	11	46%	38%	40%	43%

KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PUBLIC SECTOR VALUES		63% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7a. My organisation focuses on improving the work we do		71%	74%	68%	69%				
Q7e. People in my organisation take responsibility for their own actions		50%	46%	49%	49%				

### KEY







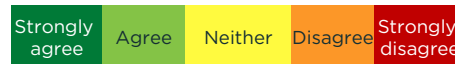
## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

DIVERSITY & INCLUSION	71% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work	27	45	14	11	71%	68%	66%	65%
Q5b. My manager listens to what I have to say	33	42	12	8	76%	77%	73%	76%
Q5d. My manager encourages and values employee input	32	39	16	8	71%	76%	70%	72%
Q6i. Senior managers in my organisation support the career advancement of women	25	35	30		61%	57%	54%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	26	52	15		77%	74%	74%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	28	50	16		78%	79%	75%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	25	43	17	10	68%	67%	66%	67%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	24	46	20	7	69%	66%	58%	59%
Q8e. My manager supports flexible working in my team	28	42	18	7	71%	-	61%	63%

### KEY

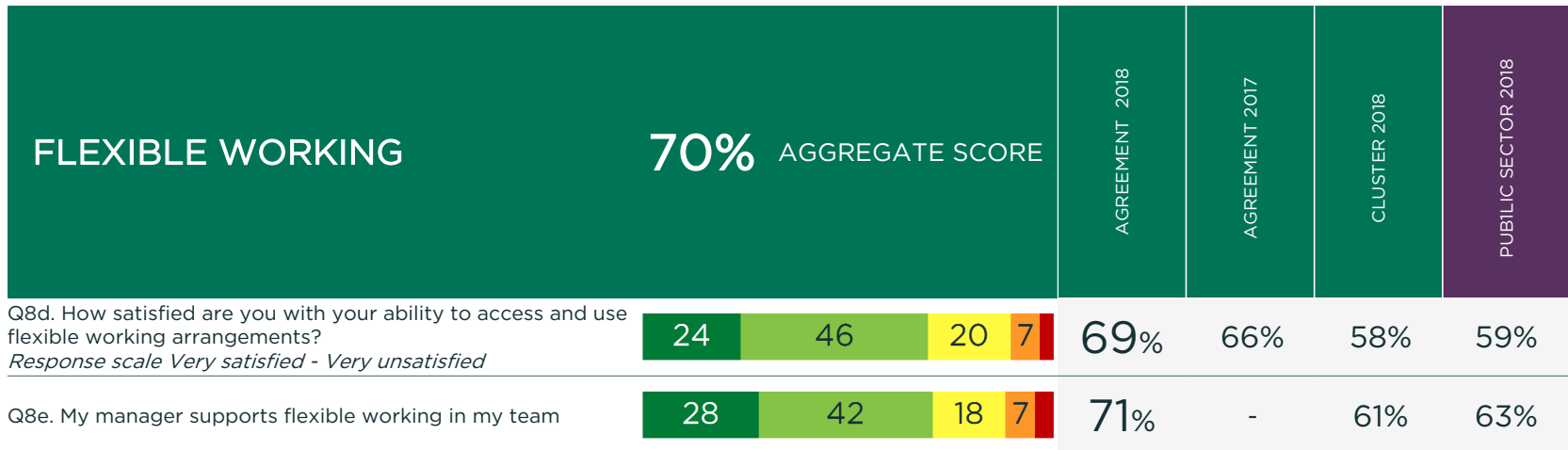




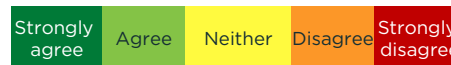
## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY

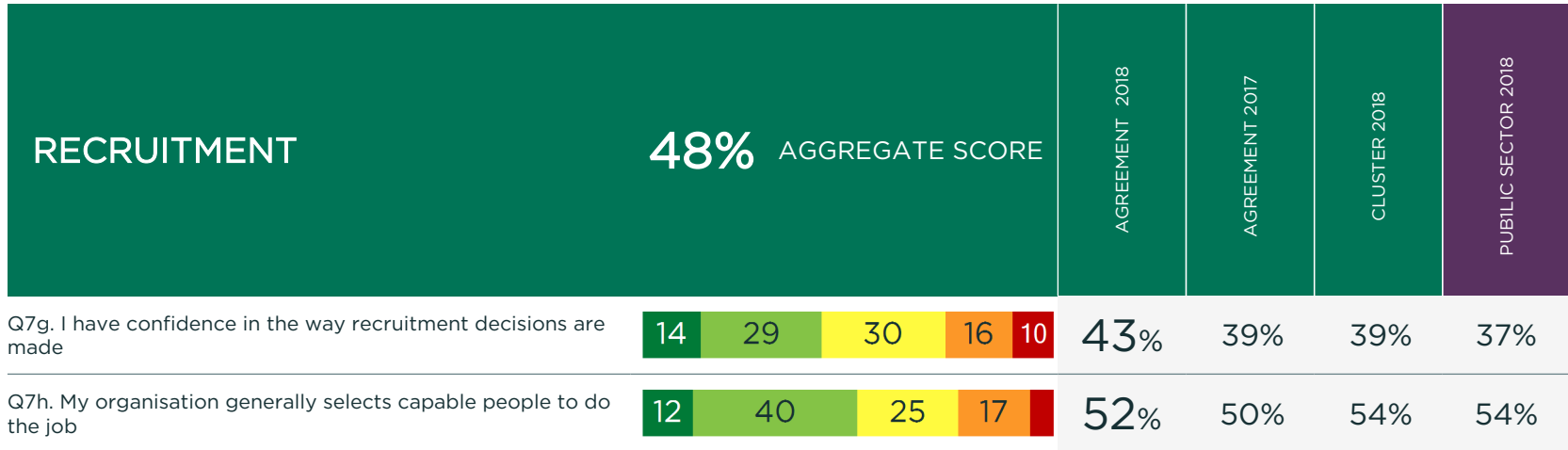




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

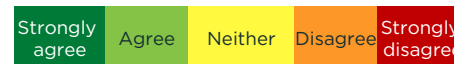
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

## PERFORMANCE FRAMEWORK & DEVELOPMENT

**62%** AGGREGATE SCORE

		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results		69%	66%	65%	65%
Q3e. My performance is assessed against clear criteria		63%	60%	60%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation		63%	58%	53%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do		71%	70%	66%	69%
Q5h. My manager appropriately deals with employees who perform poorly		49%	50%	46%	46%
Q7f. My organisation is committed to developing its employees		58%	56%	51%	52%

KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

WORKPLACE SUPPORT	73% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1b. I am provided with the support I need to do my best at work	27	45	14	11	71%	68%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level	18	50	16	10	69%	62%	62%	60%
Q2c. I receive help and support from other members of my workgroup	38	44	11		82%	81%	80%	81%
Q2d. There is good team spirit in my workgroup	35	35	14	11	70%	64%	68%	70%

KEY

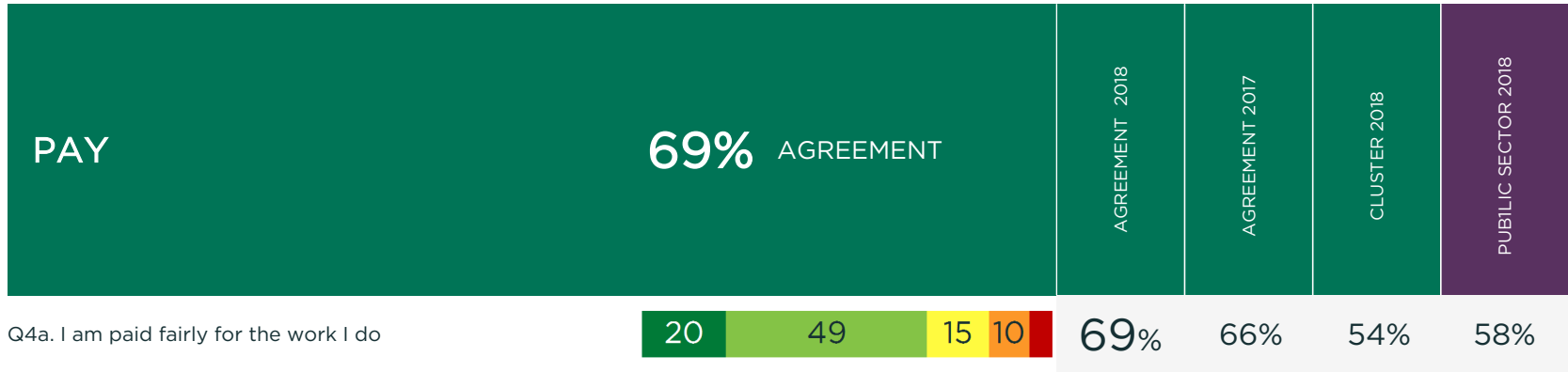




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



### KEY

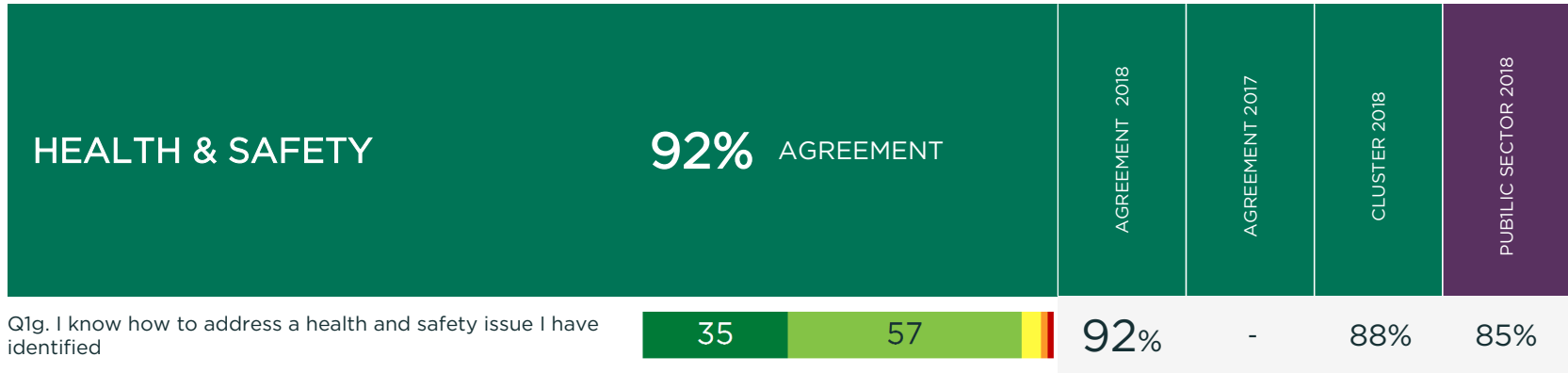




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



### KEY

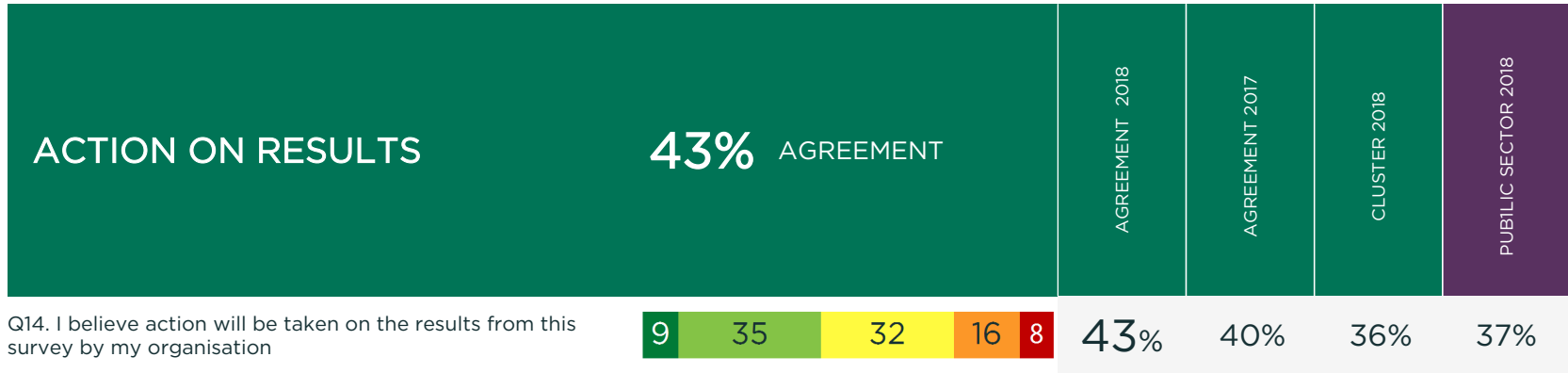




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



### KEY



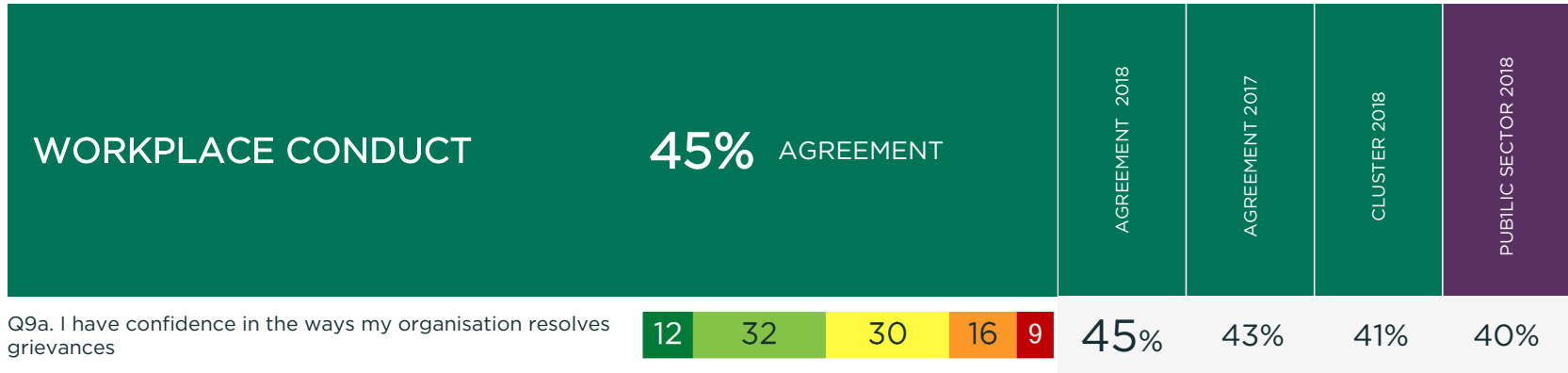




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### PERFORMANCE FRAMEWORK & DEVELOPMENT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q3a.</b> I have a current performance and development plan that sets out my individual objectives					
Yes		69%	62%	69%	71%
No		31%	38%	31%	29%
<b>Q3b.</b> I have informal feedback conversations with my manager					
Yes		76%	78%	74%	76%
No		24%	22%	26%	24%
<b>Q3c.</b> I have scheduled feedback conversations with my manager					
Yes		61%	61%	57%	58%
No		39%	39%	43%	42%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### MOBILITY

**Q3h.** Are you currently looking, or thinking about looking, for a new role within the NSW Public Sector but outside of your current workplace in order to broaden your experience?

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes		30%	32%	40%	41%
No		70%	68%	60%	59%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

## MOBILITY

**Q3i.** Are there barriers preventing you from moving to another role?

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
There are no major barriers to my career progression		44%	40%	34%	32%
Geographic location considerations		26%	30%	23%	26%
Personal/family considerations		25%	29%	29%	30%
Lack of visible opportunities		21%	21%	29%	30%
Lack of promotion opportunities		19%	22%	27%	29%
Lack of support from my manager/supervisor		11%	11%	15%	14%
Lack of support for temporary assignments/secondments		11%	9%	14%	15%
The application/recruitment process is too cumbersome or time consuming		11%	14%	18%	23%
Other		11%	8%	9%	9%
Insufficient training and development		10%	11%	15%	16%
Lack of required capabilities or experience		6%	9%	10%	11%

% are calculated with the number of unique respondents (N = 513 to this question)



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### UNACCEPTABLE CONDUCT





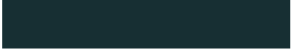

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q10a.</b> In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		30%	33%	28%	24%
No		53%	52%	54%	58%
Don't know		17%	15%	17%	18%
<b>Q10b.</b> If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		76%	67%	69%	66%
No		22%	28%	29%	32%
Don't know		1%	5%	2%	2%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### UNACCEPTABLE CONDUCT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q11a. In the last 12 months I have witnessed bullying at work</b>					
Yes		39%	37%	39%	33%
No		52%	52%	52%	57%
Don't know		9%	11%	9%	10%
<b>Q11b. In the last 12 months I have been subjected to bullying at work</b>					
Yes		23%	21%	21%	18%
No		72%	71%	73%	76%
Don't know		5%	8%	6%	6%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

## UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

**Q11c.** Please indicate the role of the person who has been the source of the most serious bullying you have been subjected to in the last 12 months

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A fellow worker at your level		36%	33%	32%	27%
A senior manager		19%	24%	18%	21%
Your Immediate Manager/Supervisor		18%	21%	23%	23%
A subordinate		9%	2%	6%	7%
Other		8%	3%	6%	4%
Prefer not to say		6%	13%	13%	14%
A client or customer		3%	1%	2%	2%
A member of the public other than a client or customer		1%	2%	1%	1%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

## UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

**Q12a.** In the last 12 months I have been subjected to physical harm and/or sexual harassment or abuse at work

Response	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes	3%	-	5%	3%
No	96%	-	93%	94%
Don't know	2%	-	2%	2%

**Q12b.** If yes to 12a, please indicate the role of the person who has been the source of the most serious physical harm and/or sexual harassment or abuse you have been subjected to in the last 12 months

Response	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A person at work	17%	-	28%	39%
A member of the public	75%	-	52%	37%
Other	8%	-	15%	19%
Prefer not to say	(r)			





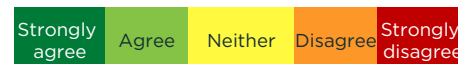
## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

HEALTH CUSTOMISED QUESTIONS		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018
Q1. Morale is good in my team		69%	63%	62%
Q2. I believe I am valued for what I can offer at my workplace		76%	73%	70%
Q3. In my workplace, we recognise our successes and innovations		74%	74%	66%
Q4. Staff are treated respectfully regardless of their job		72%	71%	69%
Q5. The senior managers at my workplace lead by example in creating a positive workplace		58%	56%	53%

KEY





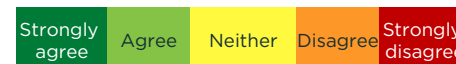
## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

HEALTH CUSTOMISED QUESTIONS						AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018
Q6. Overall, I have confidence in the decisions made by my senior managers	22	35	24	11	8	57%	57%	52%
Q7. I have a say in decisions which affect my work	18	46	20	11		64%	64%	55%
Q8. Where I work, we share the lessons learnt when mistakes are made	20	52	15	10		72%	71%	68%
Q9. My team's objectives/work plans are clearly outlined	21	49	19	9		69%	69%	66%
Q10. Our objectives/work plans help us to deliver a quality service	23	48	20			71%	71%	68%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months	21	29	28	13	9	50%	43%	44%

KEY



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>GENDER</b>		
Male		15%
Female		84%
Other		0%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		3%
20 - 24		5%
25 -29		11%
30 - 34		8%
35 - 39		9%
40 - 44		11%
45 - 49		14%
50 - 54		15%
55 - 59		11%
60 - 64		9%
65+		3%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

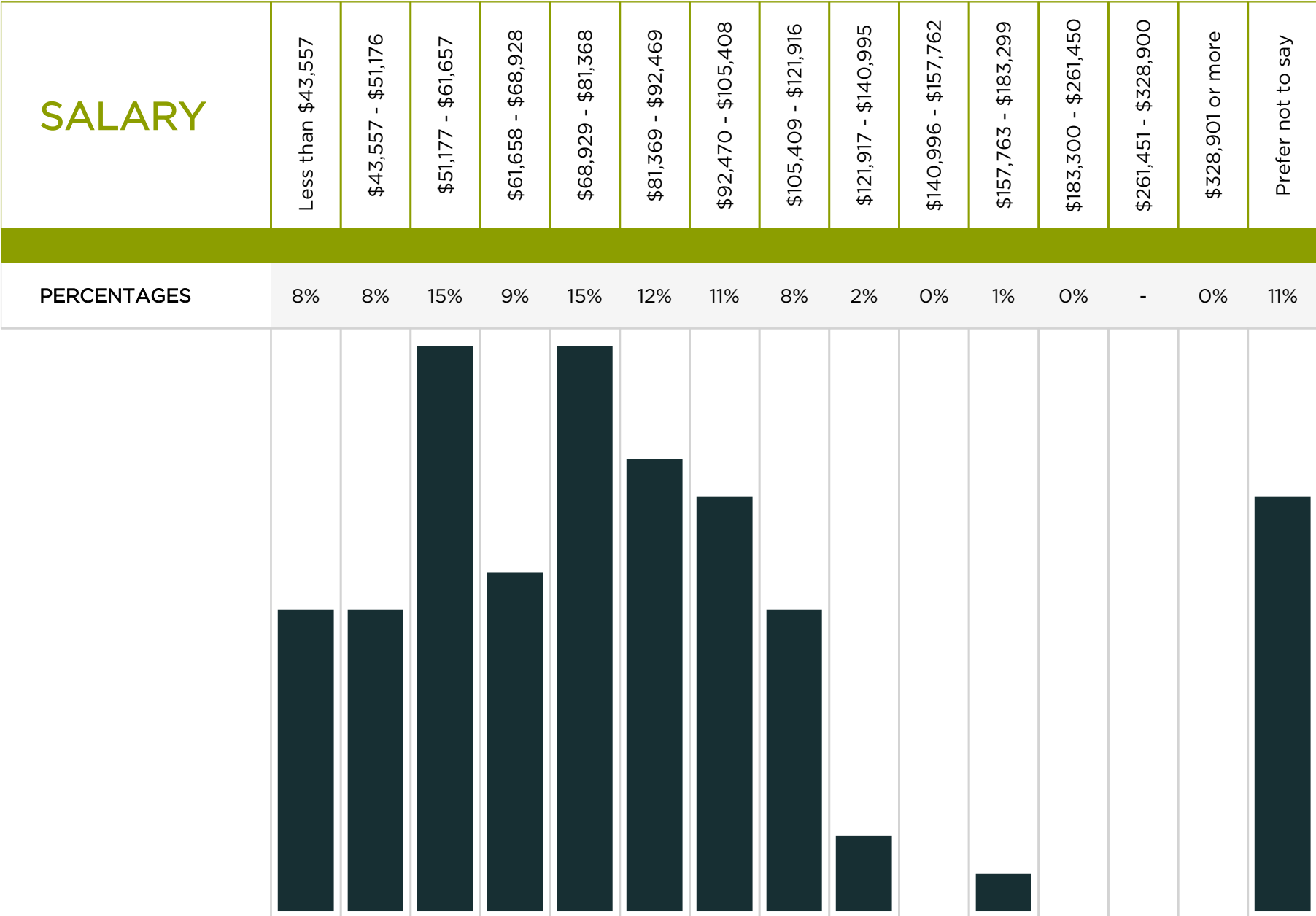
	PERCENTAGE
<b>TYPE OF WORK</b>	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	59%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	9%
Administrative support (e.g. executive/personal assistant, receptionist)	12%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	6%
Policy	1%
Research	0%
Program and project management support	2%
Legal (including developing and/or reviewing legislation)	0%
Other	11%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

### SALARY



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>TENURE IN ORGANISATION</b>		
Less than 1 year		16%
1 - 2 years		9%
2 - 5 years		20%
5 - 10 years		21%
10 - 20 years		20%
More than 20 years		14%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>FLEXIBLE WORKING</b>		
None of the above		56%
Flexible start and finish times		18%
Part-time work		13%
Working additional hours to make up for time off		7%
Study leave		6%
Flexible scheduling for rostered workers		6%
Working from different locations		6%

% are calculated with the number of unique respondents (N = 508 to this question)



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

	PERCENTAGE
<b>FLEXIBLE WORKING</b>	
Leave without pay	5%
Other	3%
Working more hours over fewer days	3%
Working from home	2%
Job sharing	2%
Purchasing annual leave	1%

% are calculated with the number of unique respondents (N = 508 to this question)

# RESULT BY TYPE OF WORK



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing,	Other service delivery work (work that does not involve contact with the public, but it is critical to the	Administrative support (e.g. executive/personal assistant, receptionist)	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
NUMBER OF RESPONDENTS	551	311	45	63	30	5	1	12	1	55
EMPLOYEE ENGAGEMENT	69%	68%	67%	69%	67%	(r)	(r)	(r)	(r)	73%
ENGAGEMENT WITH WORK	78%	78%	73%	74%	77%	(r)	(r)	(r)	(r)	87%
SENIOR MANAGERS	51%	50%	46%	51%	54%	(r)	(r)	(r)	(r)	55%
COMMUNICATION	62%	61%	63%	63%	58%	(r)	(r)	(r)	(r)	64%
HIGH PERFORMANCE	68%	67%	66%	68%	63%	(r)	(r)	(r)	(r)	69%
PUBLIC SECTOR VALUES	63%	62%	60%	61%	61%	(r)	(r)	(r)	(r)	66%
DIVERSITY & INCLUSION	71%	70%	76%	74%	66%	(r)	(r)	(r)	(r)	71%

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS

# RESULT BY SALARY



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Less than \$43,557	\$43,557 - \$51,176	\$51,177 - \$61,657	\$61,658 - \$68,928	\$68,929 - \$81,368	\$81,369 - \$92,469	\$92,470 - \$105,408	\$105,409 - \$121,916	\$121,917 - \$140,995	\$140,996 - \$157,762	\$157,763 - \$183,299	\$183,300 - \$261,450	\$261,451 - \$328,900
NUMBER OF RESPONDENTS	551	42	43	75	46	80	60	56	41	12	2	3	1	0
EMPLOYEE ENGAGEMENT	69%	77%	68%	70%	72%	67%	64%	65%	69%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	90%	64%	74%	86%	80%	74%	80%	80%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	59%	42%	49%	52%	57%	45%	51%	51%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	74%	55%	62%	63%	64%	60%	59%	63%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	76%	65%	67%	69%	69%	61%	66%	73%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	72%	54%	60%	61%	65%	59%	64%	65%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	83%	72%	72%	73%	72%	66%	65%	74%	(r)	(r)	(r)	(r)	(r)

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS

# RESULT BY SALARY



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	\$328,901 or more	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	<b>551</b>	<b>1</b>	<b>55</b>
<b>EMPLOYEE ENGAGEMENT</b>	69%	(r)	70%
ENGAGEMENT WITH WORK	78%	(r)	76%
SENIOR MANAGERS	51%	(r)	50%
COMMUNICATION	62%	(r)	57%
HIGH PERFORMANCE	68%	(r)	64%
PUBLIC SECTOR VALUES	63%	(r)	60%
DIVERSITY & INCLUSION	71%	(r)	67%

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW  
CUT OFF LIMIT OF 30 RESPONDENTS

# RESULT BY TENURE IN ORGANISATION



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
<b>NUMBER OF RESPONDENTS</b>	551	83	47	101	110	102	74
<b>EMPLOYEE ENGAGEMENT</b>	69%	70%	74%	72%	71%	67%	60%
ENGAGEMENT WITH WORK	78%	88%	77%	83%	78%	74%	68%
SENIOR MANAGERS	51%	61%	58%	58%	50%	43%	41%
COMMUNICATION	62%	75%	66%	66%	59%	58%	51%
HIGH PERFORMANCE	68%	74%	73%	72%	66%	63%	60%
PUBLIC SECTOR VALUES	63%	73%	67%	67%	60%	58%	53%
DIVERSITY & INCLUSION	71%	80%	75%	76%	69%	67%	60%

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW  
CUT OFF LIMIT OF 30 RESPONDENTS

# RESULTS BY TYPES OF FLEXIBLE WORKING



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Flexible start and finish times	Working more hours over fewer days	Working additional hours to make up for time off	Flexible scheduling for rostered workers	Part-time work	Job sharing	Working from different locations	Working from home	Purchasing annual leave	Leave without pay	Study leave	Other	None of the above
NUMBER OF RESPONDENTS	551	92	13	38	30	67	9	30	12	5	27	33	15	284
EMPLOYEE ENGAGEMENT	69%	72%	(r)	74%	75%	72%	(r)	72%	(r)	(r)	(r)	70%	(r)	67%
ENGAGEMENT WITH WORK	78%	87%	(r)	86%	89%	84%	(r)	92%	(r)	(r)	(r)	89%	(r)	73%
SENIOR MANAGERS	51%	53%	(r)	58%	51%	51%	(r)	54%	(r)	(r)	(r)	57%	(r)	50%
COMMUNICATION	62%	65%	(r)	71%	64%	70%	(r)	73%	(r)	(r)	(r)	69%	(r)	58%
HIGH PERFORMANCE	68%	72%	(r)	76%	72%	72%	(r)	74%	(r)	(r)	(r)	71%	(r)	65%
PUBLIC SECTOR VALUES	63%	66%	(r)	70%	64%	67%	(r)	72%	(r)	(r)	(r)	69%	(r)	60%
DIVERSITY & INCLUSION	71%	80%	(r)	84%	79%	80%	(r)	84%	(r)	(r)	(r)	79%	(r)	66%

\*multiple types may be chosen.

### KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS

# RESULTS BY REGION



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Far West and Orana	Murray	Central West	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Sydney - Baukham Hills and Hawkesbury	Sydney - Blacktown	Sydney - City and Inner South	Sydney - Eastern Suburbs	Sydney - Inner South West	Sydney - Inner West
<b>NUMBER OF RESPONDENTS</b>	551	378	104	4	2	0	0	0	0	0	0	0	0
<b>EMPLOYEE ENGAGEMENT</b>	69%	68%	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>ENGAGEMENT WITH WORK</b>	78%	77%	86%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>SENIOR MANAGERS</b>	51%	50%	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>COMMUNICATION</b>	62%	61%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>HIGH PERFORMANCE</b>	68%	67%	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>PUBLIC SECTOR VALUES</b>	63%	61%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
<b>DIVERSITY &amp; INCLUSION</b>	71%	70%	81%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

\*Sydney East and Sydney West are higher level results for the Sydney sub-regions.

KEY      **AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE**      **AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE**      **r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS**

# RESULTS BY REGION



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Sydney East	Sydney West	Capital Region	Central Coast	Coffs Harbour - Grafton	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches	Sydney - Outer South West	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - Ryde	Sydney - South West	Sydney - Sutherland
NUMBER OF RESPONDENTS	551	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

\*Sydney East and Sydney West are higher level results for the Sydney sub-regions.

**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS



# RESULTS BY REGION



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Hunter Valley exc Newcastle	Illawarra	Mid North Coast	New England and North West	Newcastle and Lake Macquarie	OUTSIDE NSW
<b>NUMBER OF RESPONDENTS</b>	551	0	0	0	0	0	0
<b>EMPLOYEE ENGAGEMENT</b>	69%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)

\*Sydney East and Sydney West are higher level results for the Sydney sub-regions.

**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 30 RESPONDENTS

# RESULT BY AGE



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	551	14	27	59	43	46	57	72	75	57	49	18
EMPLOYEE ENGAGEMENT	69%	(r)	(r)	68%	75%	68%	66%	71%	63%	67%	69%	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	76%	81%	74%	80%	77%	70%	81%	83%	(r)
SENIOR MANAGERS	51%	(r)	(r)	51%	55%	47%	55%	55%	40%	46%	52%	(r)
COMMUNICATION	62%	(r)	(r)	61%	74%	55%	62%	60%	58%	57%	68%	(r)
HIGH PERFORMANCE	68%	(r)	(r)	64%	76%	66%	67%	70%	60%	64%	72%	(r)
PUBLIC SECTOR VALUES	63%	(r)	(r)	60%	68%	60%	64%	64%	56%	58%	67%	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	72%	84%	67%	68%	69%	65%	67%	76%	(r)

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

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# RESULT BY GENDER



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Male	Female	Other
<b>NUMBER OF RESPONDENTS</b>	551	79	441	2
<b>EMPLOYEE ENGAGEMENT</b>	69%	63%	70%	(r)
ENGAGEMENT WITH WORK	78%	72%	80%	(r)
SENIOR MANAGERS	51%	47%	52%	(r)
COMMUNICATION	62%	57%	63%	(r)
HIGH PERFORMANCE	68%	63%	69%	(r)
PUBLIC SECTOR VALUES	63%	60%	63%	(r)
DIVERSITY & INCLUSION	71%	66%	72%	(r)

**KEY**

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# CURRENT ROLE



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Junior Medical Officer	Career Medical Officer, Hospitalist	Staff Specialist	Visiting Medical Officer	Clinical Academic	Assistant in Nursing	Enrolled Nurse	Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant,	Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	Nurse/Midwifery Manager	Support Officers	Information Management (eg. Librarian, Medical Records and Data Manager)	Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)
NUMBER OF RESPONDENTS	551	1	0	3	0	0	7	36	163	6	21	6	6	4
EMPLOYEE ENGAGEMENT	69%	(r)	(r)	(r)	(r)	(r)	(r)	73%	66%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	(r)	(r)	(r)	(r)	82%	78%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)	54%	47%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	63%	60%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(r)	(r)	(r)	(r)	(r)	(r)	70%	66%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)	63%	61%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)	72%	68%	(r)	(r)	(r)	(r)	(r)

### KEY

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# CURRENT ROLE



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Administrative and Executive Assistant	Corporate Services	Senior Manager/Executive	Allied Health Professional	Allied Health Assistant	Health Education, Health Promotion and Health Protection	Counsellor, Welfare Support	Interpreters and Liaison Officer	Aboriginal Health Workers and Aboriginal Education Officers	Technician/Technologist	Hospital Scientist/Biomedical Engineers	Researchers	Data Analyst
NUMBER OF RESPONDENTS	551	52	29	9	20	10	0	14	2	6	2	2	0	0
EMPLOYEE ENGAGEMENT	69%	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	42%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	56%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	55%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

### KEY

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# CURRENT ROLE



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Technical Officers/Technical Assistant	Dental Officer, Therapists and Hygienist	Dental Specialist	Dental Assistant	Trainee Dental Assistant	Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOC, OCO, SOCO, SO,	Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre	Project Director	Project Manager	Project Officer	Cleaning, Linen and Food	Motor Vehicle, Patient Transport	Security Services, Fire Safety
NUMBER OF RESPONDENTS	551	2	2	0	5	0	0	0	0	5	1	27	4	1
EMPLOYEE ENGAGEMENT	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

### KEY

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## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

The Employee Engagement Index is a weighted score. The remaining scores are the average of % agreement results for all questions in a topic group.

Differences have been highlighted where they are 5 or more % points above or below the scores in the first column.

	Far West Local Health District	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	551	5	0	1	0	8	6	14	48
<b>EMPLOYEE ENGAGEMENT</b>	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	57%
ENGAGEMENT WITH WORK	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	58%
SENIOR MANAGERS	51%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	35%
COMMUNICATION	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	44%
HIGH PERFORMANCE	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	51%
PUBLIC SECTOR VALUES	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	46%
DIVERSITY & INCLUSION	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	54%

### KEY

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# GUIDE TO THIS REPORT

## **i** SURVEY TIME FRAME

This report contains results from the 2018 People Matter Employee Survey which was open from 1 June to 2 July 2018.

## **i** PRIVACY

Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

There is no way of tracing individuals in reports or through the de-identified survey data. There are limits on the size of work teams that can be reported (10 or more employees) and responses from demographic groups (30 or more employees).

Where people work in small teams, the results are merged with larger business units and results are not available. Where this happens an 'r' is shown in reports.

## **i** HOW TO READ THIS REPORT

The majority of questions have a 5-point answer scale. The Strongly Agree and Agree scores are combined to create an agreement (or positive) score which is shown as a rounded percentage.



## **i** ROUNDING

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of the calculation for maximum accuracy.

Values from .00 to .49 are rounded down, whereas values from .50 to .99 are rounded up. Therefore, in some instances the data will not add up to 100%.

## **i** MORE DETAILS ABOUT THE SURVEY AND ITS METHODOLOGY

See the Main Findings report on the Public Service Commission web site.