
PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Health

Health Professional Councils Authority

RESPONSE RATE

>100%

103 OF 99 RESPONDENTS

EMPLOYEE ENGAGEMENT

66%

DIFFERENCE FROM 2017 +1
DIFFERENCE FROM CLUSTER +2
DIFFERENCE FROM PUBLIC SECTOR +1

ENGAGEMENT WITH WORK

71%

DIFFERENCE FROM 2017 +2
DIFFERENCE FROM CLUSTER -2
DIFFERENCE FROM PUBLIC SECTOR -1

SENIOR MANAGERS

57%

DIFFERENCE FROM 2017 +5
DIFFERENCE FROM CLUSTER +11
DIFFERENCE FROM PUBLIC SECTOR +8

COMMUNICATION

68%

DIFFERENCE FROM 2017 +5
DIFFERENCE FROM CLUSTER +8
DIFFERENCE FROM PUBLIC SECTOR +6

HIGH PERFORMANCE

70%

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

PUBLIC SECTOR VALUES

69%

DIFFERENCE FROM 2017 +2
DIFFERENCE FROM CLUSTER +10
DIFFERENCE FROM PUBLIC SECTOR +7

DIVERSITY & INCLUSION

72%

DIFFERENCE FROM CLUSTER +6
DIFFERENCE FROM PUBLIC SECTOR +4

FLEXIBLE WORKING SATISFACTION

63%

DIFFERENCE FROM 2017 +3
DIFFERENCE FROM CLUSTER +5
DIFFERENCE FROM PUBLIC SECTOR +4

ACTION ON RESULTS

48%

DIFFERENCE FROM 2017 +10
DIFFERENCE FROM CLUSTER +12
DIFFERENCE FROM PUBLIC SECTOR +11



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

2a.	My workgroup strives to achieve customer/client satisfaction	89%	89%
1a.	I understand what is expected of me to do well in my role	85%	89%
2b.	My workgroup works collaboratively to achieve its objectives	83%	84%
5b.	My manager listens to what I have to say	83%	79%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	83%	79%
2c.	I receive help and support from other members of my workgroup	83%	84%
2e.	People in my workgroup treat each other with respect	81%	88%
5d.	My manager encourages and values employee input	80%	73%
7a.	My organisation focuses on improving the work we do	79%	74%
5c.	My manager communicates effectively with me	78%	70%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

3g.	I am satisfied with the opportunities available for career development in my organisation	43%	40%
5h.	My manager appropriately deals with employees who perform poorly	45%	42%
9a.	I have confidence in the ways my organisation resolves grievances	45%	32%
14.	I believe action will be taken on the results from this survey by my organisation	48%	38%
7c.	I feel that change is managed well in my organisation	49%	43%
6h.	I feel that senior managers listen to employees	53%	43%
3e.	My performance is assessed against clear criteria	53%	50%
3f.	I have received appropriate training and development to do my job well	54%	49%
6b.	I feel that senior managers effectively lead and manage change	55%	49%
6c.	I feel that senior managers model the values of my organisation	55%	49%



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

7f.	My organisation is committed to developing its employees	62%	48%
7g.	I have confidence in the way recruitment decisions are made	55%	41%
9a.	I have confidence in the ways my organisation resolves grievances	45%	32%
6i.	Senior managers in my organisation support the career advancement of women	67%	54%
7l.	My organisation motivates me to help it achieve its objectives	58%	48%
6h.	I feel that senior managers listen to employees	53%	43%
14.	I believe action will be taken on the results from this survey by my organisation	48%	38%
4a.	I am paid fairly for the work I do	62%	54%
5c.	My manager communicates effectively with me	78%	70%
5g.	My manager provides acknowledgement or other recognition for the work I do	76%	68%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

2e.	People in my workgroup treat each other with respect	81%	88%
8c.	I am able to speak up and share a different view to my colleagues and manager	68%	74%
3d.	In the last 12 months I received useful feedback on my work to enable me to deliver required results	62%	67%
7e.	People in my organisation take responsibility for their own actions	60%	64%
1a.	I understand what is expected of me to do well in my role	85%	89%
2d.	There is good team spirit in my workgroup	74%	77%
1d.	I feel motivated to contribute more than what is normally required at work	72%	75%
5a.	My manager encourages people in my workgroup to keep improving the work they do	75%	77%
7d.	There is good co-operation between teams across our organisation	59%	61%
2c.	I receive help and support from other members of my workgroup	83%	84%



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

Q5h. My manager appropriately deals with employees who perform poorly



Q5h. My manager appropriately deals with employees who perform poorly



Q5h. My manager appropriately deals with employees who perform poorly



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



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



Q7e. People in my organisation take responsibility for their own actions



Q7e. People in my organisation take responsibility for their own actions



Q7e. People in my organisation take responsibility for their own actions



Q7m. My organisation inspires me to do the best in my job



Q7m. My organisation inspires me to do the best in my job



Q7m. My organisation inspires me to do the best in my job



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.

48%

of employees replied favourably to:

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

37%

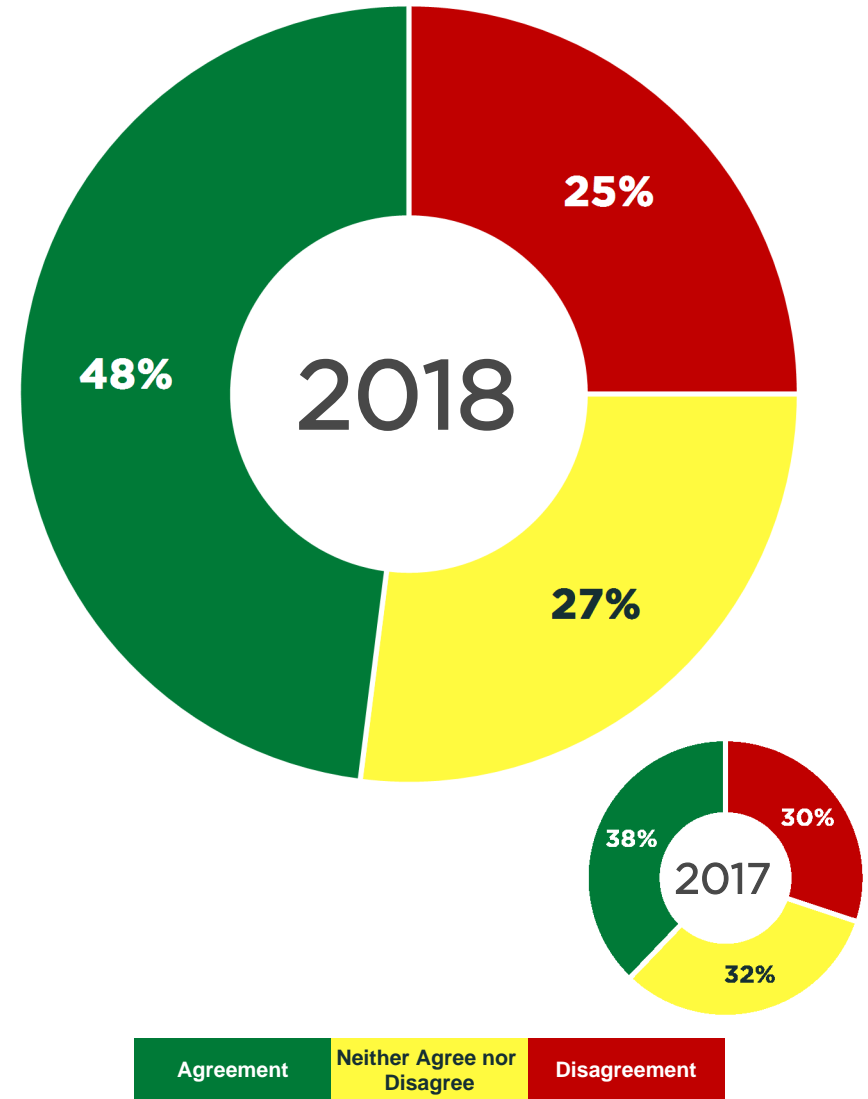
SECTOR

36%

CLUSTER

38%

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
1	Q7f. My organisation is committed to developing its employees	62%	48%	51%	52%
2	Q6c. I feel that senior managers model the values of my organisation	55%	49%	47%	50%
3	Q6a. I believe senior managers provide clear direction for the future of the organisation	60%	57%	46%	49%
4	Q6h. I feel that senior managers listen to employees	53%	43%	40%	43%
5	Q9a. I have confidence in the ways my organisation resolves grievances	45%	32%	41%	40%
6	Q5a. My manager encourages people in my workgroup to keep improving the work they do	75%	77%	71%	74%



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	66% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q7i. I would recommend my organisation as a great place to work	24	38	27	61%	58%	61%	61%	
Q7j. I am proud to tell others I work for my organisation	27	43	23	69%	69%	69%	69%	
Q7k. I feel a strong personal attachment to my organisation	25	37	27	61%	60%	62%	63%	
Q7l. My organisation motivates me to help it achieve its objectives	20	39	22	13	58%	48%	54%	55%
Q7m. My organisation inspires me to do the best in my job	21	36	28	11	56%	55%	55%	55%

KEY





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ENGAGEMENT WITH WORK	71% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1c. My job gives me a feeling of personal accomplishment	30	44	12	13	74%	73%	77%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	36	36	13	15	72%	75%	72%	72%
Q1e. I am satisfied with my job	27	41	13	17	68%	61%	70%	69%

KEY





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SENIOR MANAGERS	57% 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	18	42	19	14	8	60%	57%	46%	49%
Q6b. I feel that senior managers effectively lead and manage change	18	37	19	15	12	55%	49%	44%	46%
Q6c. I feel that senior managers model the values of my organisation	18	37	20	10	16	55%	49%	47%	50%
Q6d. Senior managers encourage innovation by employees	15	44	26		9	59%	57%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	18	40	30			58%	57%	48%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	16	51	21		8	67%	63%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	18	39	21	12	11	57%	50%	44%	47%
Q6h. I feel that senior managers listen to employees	14	39	22	13	13	53%	43%	40%	43%
Q7c. I feel that change is managed well in my organisation	10	39	25	12	15	49%	43%	42%	40%

KEY





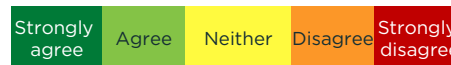
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COMMUNICATION	68% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
Q5c. My manager communicates effectively with me	33	45	10	78%	70%	70%	72%		
Q5d. My manager encourages and values employee input	33	47	12	80%	73%	70%	72%		
Q5e. My manager involves my workgroup in decisions about our work	27	43	17	71%	68%	65%	67%		
Q6g. I feel that senior managers keep employees informed about what's going on	18	39	21	12	11	57%	50%	44%	47%
Q6h. I feel that senior managers listen to employees	14	39	22	13	13	53%	43%	40%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	24	44	19	8	68%	74%	66%	67%	

KEY





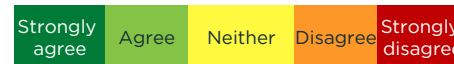
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	HIGH PERFORMANCE		70% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q1a. I understand what is expected of me to do well in my role	37	49	8	85%	89%	92%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	41	43	8	83%	84%	79%	79%	
Q3f. I have received appropriate training and development to do my job well	14	41	24	17	54%	49%	70%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	33	42	17	75%	77%	71%	74%	
Q5f. I have confidence in the decisions my manager makes	33	40	17	73%	66%	65%	68%	
Q6d. Senior managers encourage innovation by employees	15	44	26	9	59%	57%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	18	40	30	58%	57%	48%	52%	
Q7a. My organisation focuses on improving the work we do	28	51	16	79%	74%	68%	69%	
Q7b. My organisation is making the necessary improvements to meet our future challenges	25	46	22	70%	69%	56%	57%	

KEY

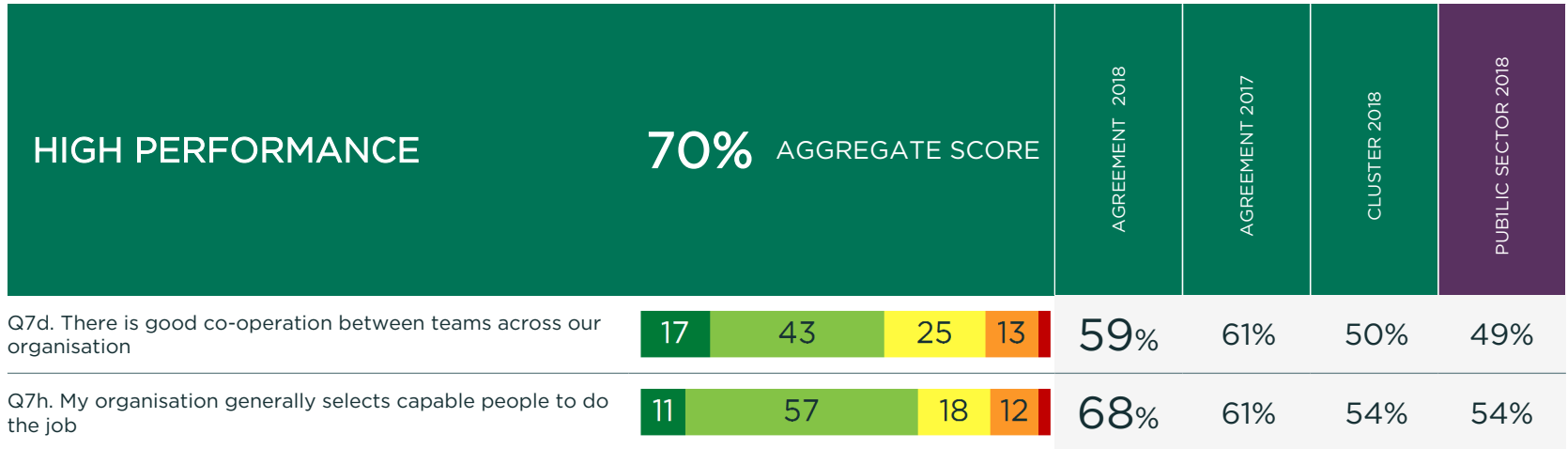




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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY





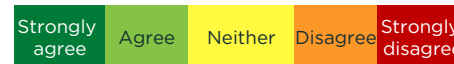
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PUBLIC SECTOR VALUES	69% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
	Q2a. My workgroup strives to achieve customer/client satisfaction	44	46	8	89%	89%	87%	86%	
Q2e. People in my workgroup treat each other with respect	38	43	10	8	81%	88%	71%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	33	42	17		75%	77%	71%	74%	
Q5b. My manager listens to what I have to say	36	47	8		83%	79%	73%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	18	42	19	14	8	60%	57%	46%	49%
Q6c. I feel that senior managers model the values of my organisation	18	37	20	10	16	55%	49%	47%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	16	51	21		8	67%	63%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	18	39	21	12	11	57%	50%	44%	47%
Q6h. I feel that senior managers listen to employees	14	39	22	13	13	53%	43%	40%	43%

KEY





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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		69% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q7a. My organisation focuses on improving the work we do		28	51	16	79%	74%	68%	69%
Q7e. People in my organisation take responsibility for their own actions		12	48	28	11	60%	64%	49%

KEY





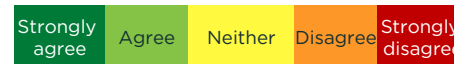
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DIVERSITY & INCLUSION	72% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work	22	43	14	17	65%	62%	66%	65%
Q5b. My manager listens to what I have to say	36	47	8		83%	79%	73%	76%
Q5d. My manager encourages and values employee input	33	47	12		80%	73%	70%	72%
Q6i. Senior managers in my organisation support the career advancement of women	25	42	17	8	67%	54%	54%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	29	47	20		75%	76%	74%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	32	51	12		83%	79%	75%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	24	44	19	8	68%	74%	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>	21	42	18	11	63%	60%	58%	59%
Q8e. My manager supports flexible working in my team	19	49	12	12	68%	-	61%	63%

KEY

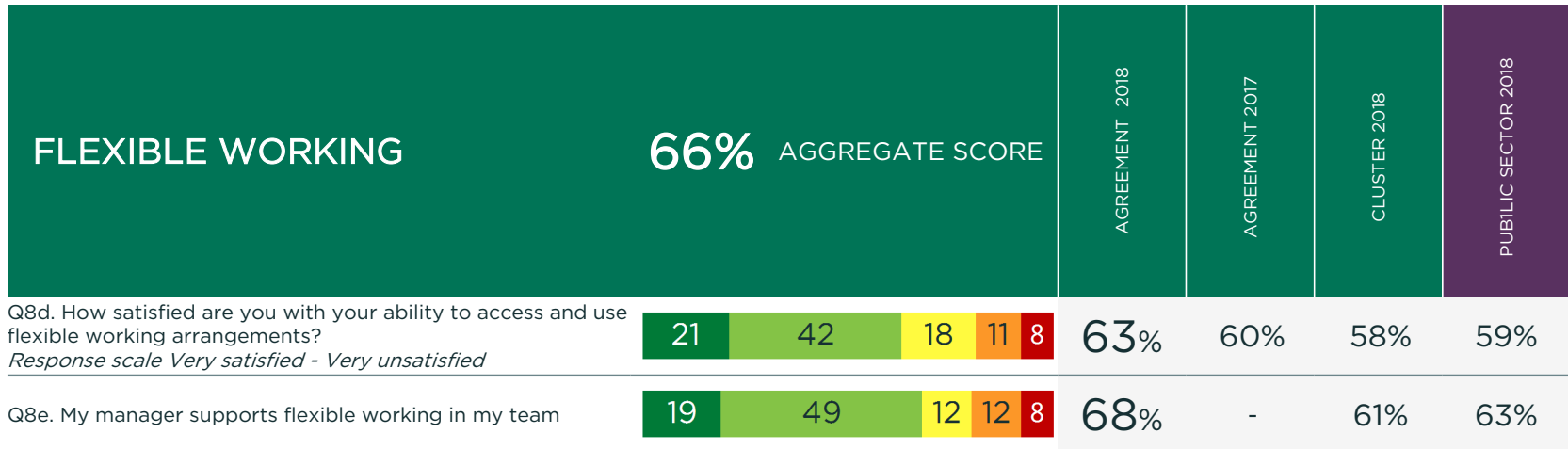




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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY

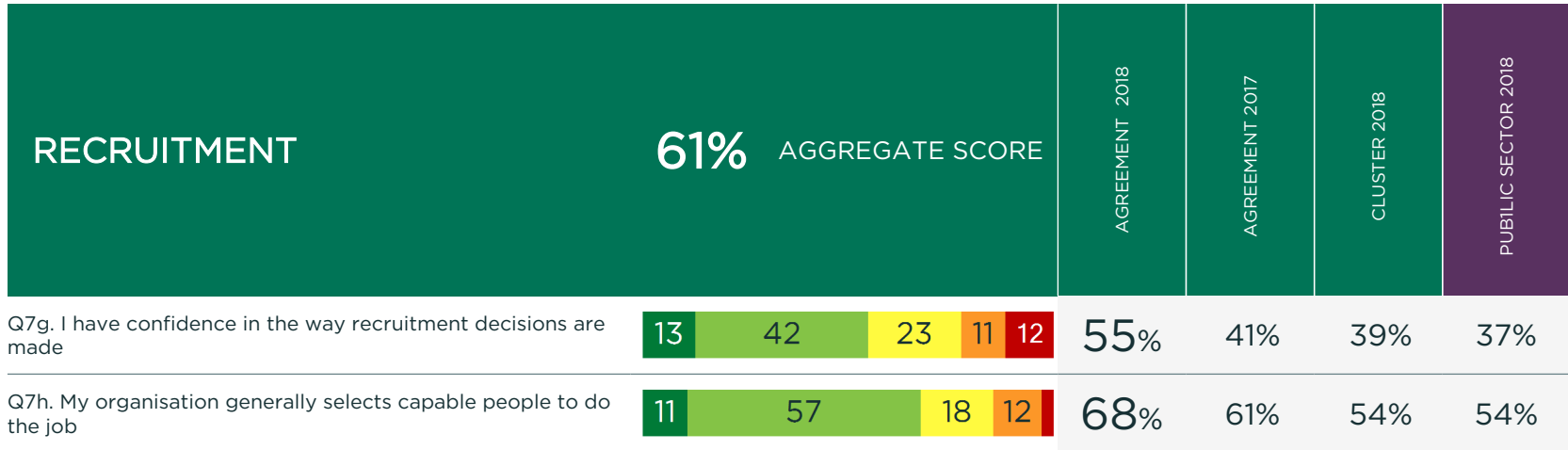




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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY





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PERFORMANCE FRAMEWORK & DEVELOPMENT

57% 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		62%	67%	65%	65%
Q3e. My performance is assessed against clear criteria		53%	50%	60%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation		43%	40%	53%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do		76%	68%	66%	69%
Q5h. My manager appropriately deals with employees who perform poorly		45%	42%	46%	46%
Q7f. My organisation is committed to developing its employees		62%	48%	51%	52%

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.

	70% 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	22	43	14	17	65%	62%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level	17	42	20	17	59%	60%	62%	60%
Q2c. I receive help and support from other members of my workgroup	38	45	11	8	83%	84%	80%	81%
Q2d. There is good team spirit in my workgroup	34	40	16	8	74%	77%	68%	70%

KEY

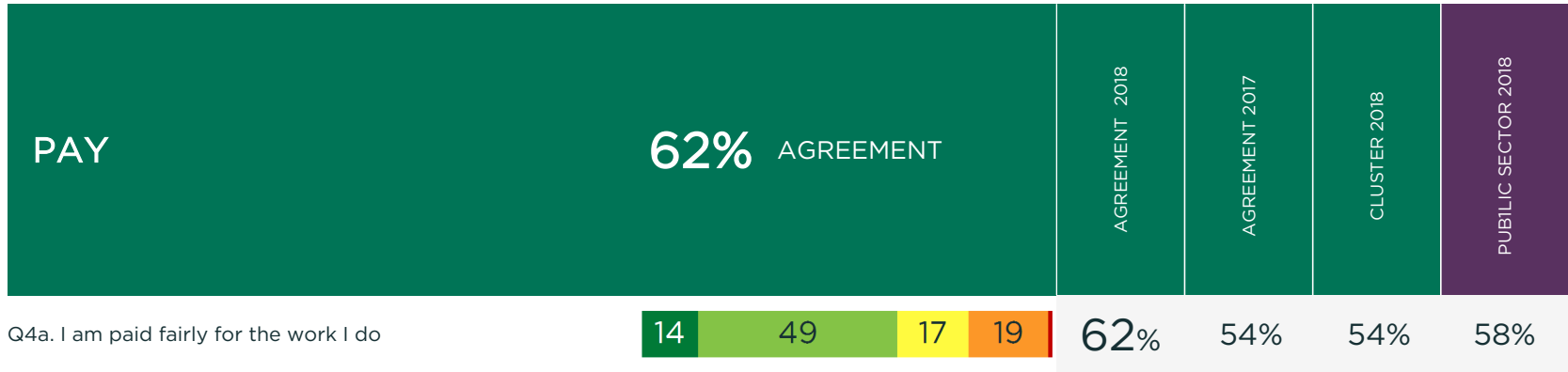




EXPLORE THE FULL RESULTS

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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.



KEY

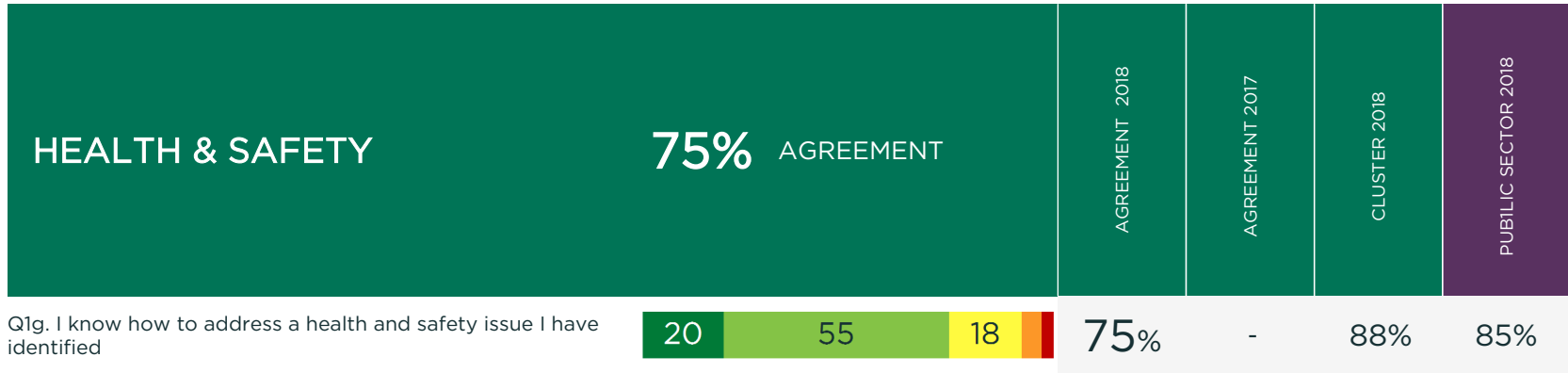




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KEY

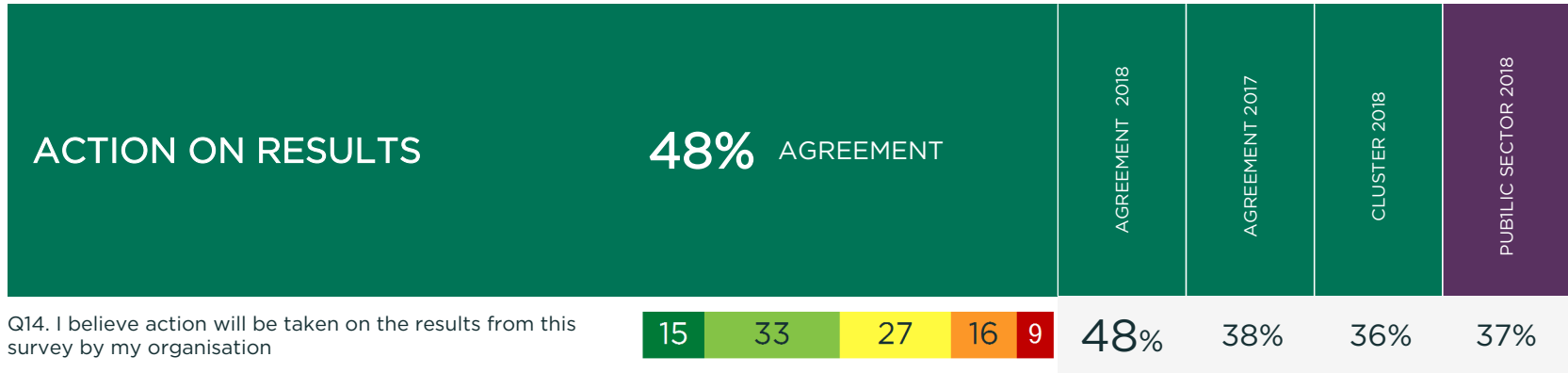




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KEY

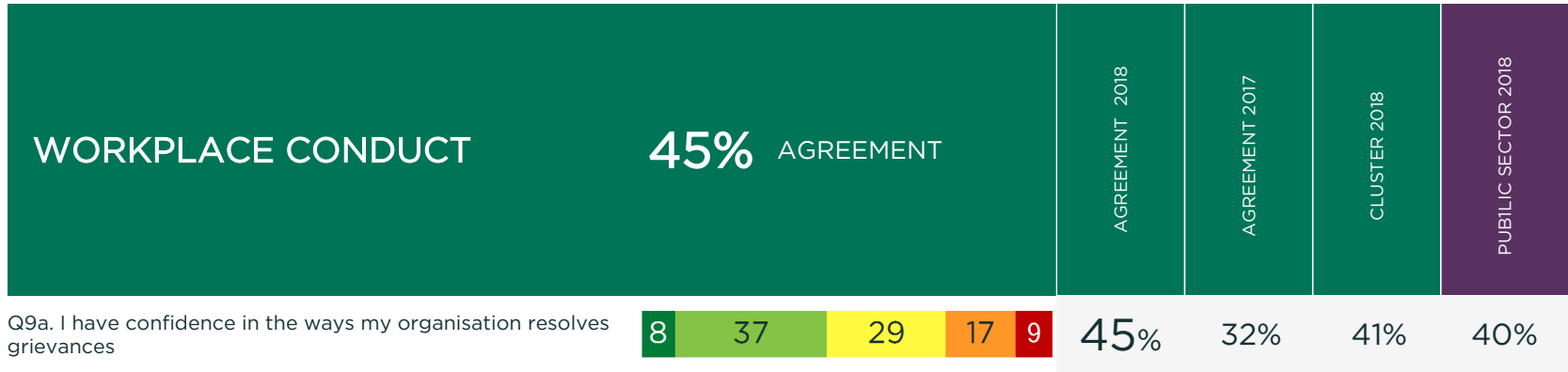




EXPLORE THE FULL RESULTS

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KEY





EXPLORE THE FULL RESULTS

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PERFORMANCE FRAMEWORK & DEVELOPMENT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		71%	70%	69%	71%
No		29%	30%	31%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		74%	85%	74%	76%
No		26%	15%	26%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		60%	48%	57%	58%
No		40%	52%	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		46%	45%	40%	41%
No		54%	55%	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
Lack of promotion opportunities		36%	33%	27%	29%
There are no major barriers to my career progression		34%	39%	34%	32%
Lack of visible opportunities		32%	32%	29%	30%
The application/recruitment process is too cumbersome or time consuming		24%	31%	18%	23%
Lack of support for temporary assignments/secondments		23%	20%	14%	15%
Personal/family considerations		18%	21%	29%	30%
Insufficient training and development		18%	14%	15%	16%
Lack of required capabilities or experience		14%	9%	10%	11%
Lack of support from my manager/supervisor		11%	16%	15%	14%
Geographic location considerations		9%	13%	23%	26%
Other		9%	4%	9%	9%

% are calculated with the number of unique respondents (N = 95 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT







		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		21%	18%	28%	24%
No		64%	68%	54%	58%
Don't know		15%	14%	17%	18%
Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		67%	75%	69%	66%
No		33%	25%	29%	32%
Don't know	(r)				



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q11a. In the last 12 months I have witnessed bullying at work					
Yes		28%	20%	39%	33%
No		64%	69%	52%	57%
Don't know		8%	11%	9%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		19%	10%	21%	18%
No		74%	80%	73%	76%
Don't know		7%	11%	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 senior manager		53%	40%	18%	21%
Your Immediate Manager/Supervisor		21%	-	23%	23%
A fellow worker at your level		11%	30%	32%	27%
Other		11%	-	6%	4%
Prefer not to say		5%	10%	13%	14%
A subordinate	(r)				
A client or customer	(r)				
A member of the public other than a client or customer	(r)				



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

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes		0%	-	5%	3%
No		97%	-	93%	94%
Don't know		3%	-	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

A person at work	(r)
A member of the public	(r)
Other	(r)
Prefer not to say	(r)



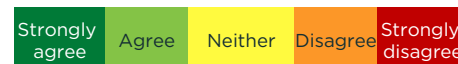
EXPLORE THE FULL RESULTS

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		65%	63%	62%
Q2. I believe I am valued for what I can offer at my workplace		78%	72%	70%
Q3. In my workplace, we recognise our successes and innovations		71%	74%	66%
Q4. Staff are treated respectfully regardless of their job		73%	76%	69%
Q5. The senior managers at my workplace lead by example in creating a positive workplace		58%	56%	53%

KEY





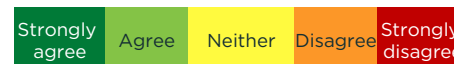
EXPLORE THE FULL RESULTS

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	20	38	16	16	9	59%	56%	52%
Q7. I have a say in decisions which affect my work	20	49	18	9		69%	69%	55%
Q8. Where I work, we share the lessons learnt when mistakes are made	15	55	22			70%	72%	68%
Q9. My team's objectives/work plans are clearly outlined	16	50	25			66%	59%	66%
Q10. Our objectives/work plans help us to deliver a quality service	18	45	27			63%	57%	68%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months	14	36	24	13	13	50%	37%	44%

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		20%
Female		77%
Other		3%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		-
20 - 24		2%
25 -29	■	15%
30 - 34	■	16%
35 - 39	■	12%
40 - 44	■	11%
45 - 49	■	9%
50 - 54	■	13%
55 - 59	■	9%
60 - 64		4%
65+	■	8%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

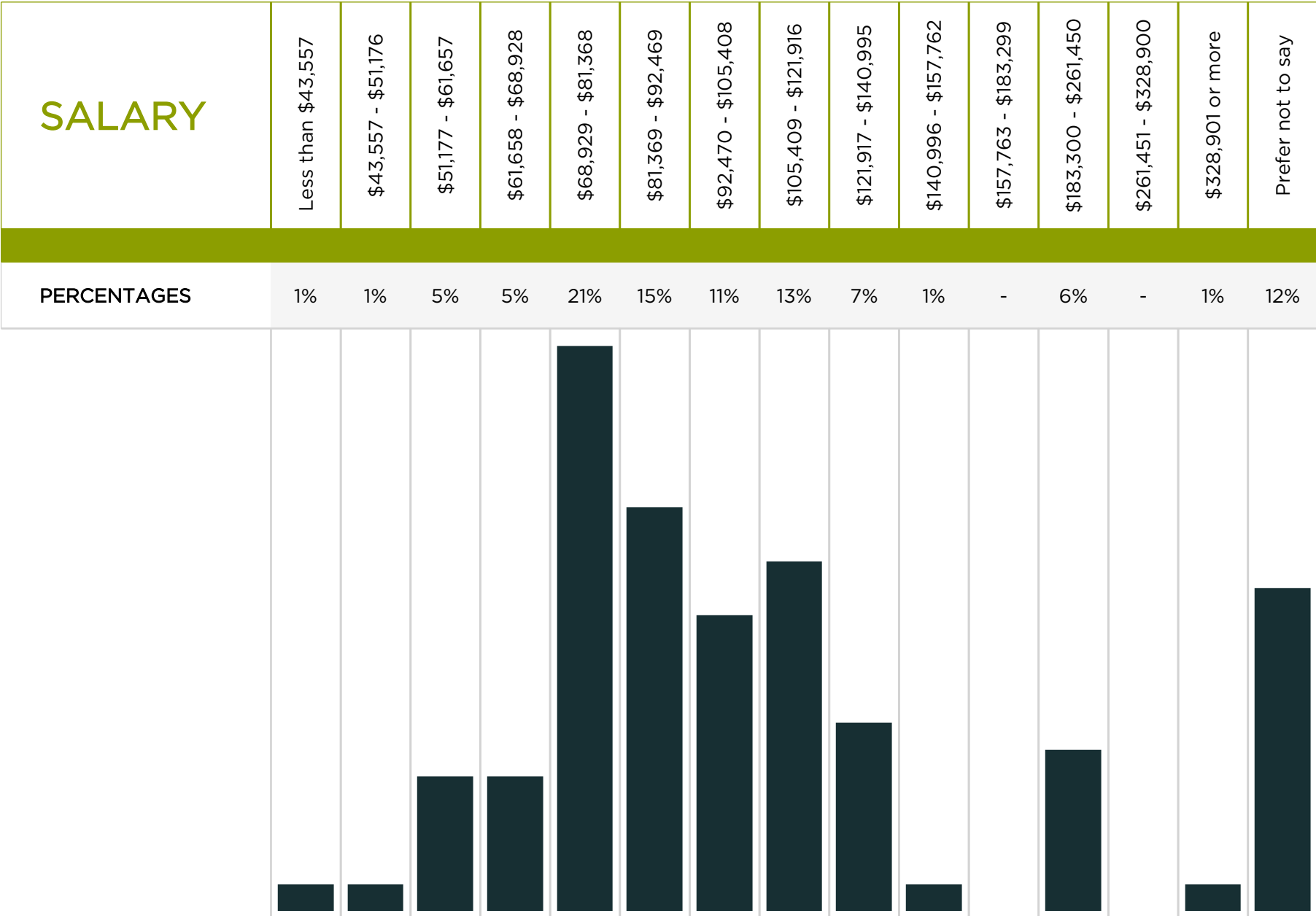
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	6%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	4%
Administrative support (e.g. executive/personal assistant, receptionist)	25%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	10%
Policy	5%
Research	1%
Program and project management support	26%
Legal (including developing and/or reviewing legislation)	7%
Other	16%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

SALARY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		28%
1 - 2 years		23%
2 - 5 years		18%
5 - 10 years		23%
10 - 20 years		8%
More than 20 years		1%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
FLEXIBLE WORKING		
Flexible start and finish times		68%
None of the above		22%
Working additional hours to make up for time off		19%
Part-time work		9%
Working more hours over fewer days		7%
Job sharing		3%
Leave without pay		3%

% are calculated with the number of unique respondents (N = 96 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
FLEXIBLE WORKING		
Working from home		1%
Purchasing annual leave		1%
Study leave		1%
Other		1%

% are calculated with the number of unique respondents (N = 96 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.

	Health Professional Councils Authority	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	103	6	4	25	10	5	1	26	7	16
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)	(r)	(r)	(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.

	Health Professional Councils Authority	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	103	1	1	5	5	21	15	11	13	7	1	0	6	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(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.

	Health Professional Councils Authority	\$328,901 or more	Prefer not to say
NUMBER OF RESPONDENTS	103	1	12
EMPLOYEE ENGAGEMENT	66%	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)
COMMUNICATION	68%	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	Health Professional Councils Authority	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	103	27	22	17	22	8	1
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	Health Professional Councils Authority	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	103	65	7	18	0	9	3	0	1	1	3	1	1	21
EMPLOYEE ENGAGEMENT	66%	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	67%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

*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.

	Health Professional Councils Authority	Sydney East	Sydney - City and Inner South	Sydney - Ryde	Sydney - Eastern Suburbs	Sydney - Inner West	Sydney - Inner South West	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches	Sydney - Outer South West	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - South West
NUMBER OF RESPONDENTS	103	92	58	32	1	1	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	66%	66%	65%	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	71%	74%	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	56%	50%	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	67%	64%	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	69%	65%	77%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	69%	64%	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	72%	71%	74%	(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

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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.

	Health Professional Councils Authority	Sydney West	Capital Region	Central Coast	Central West	Coffs Harbour - Grafton	Far West and Orana	Hunter Valley exc Newcastle	Illawarra	Mid North Coast	Murray	New England and North West	Newcastle and Lake Macquarie	Sydney - Sutherland
NUMBER OF RESPONDENTS	103	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(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

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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.

	Health Professional Councils Authority	OUTSIDE NSW	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Sydney - Baulkham Hills and Hawkesbury	Sydney - Blacktown
NUMBER OF RESPONDENTS	103	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(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.

	Health Professional Councils Authority	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	103	0	2	15	16	12	11	9	13	9	4	8
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS 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.

	Health Professional Councils Authority	Male	Female	Other
NUMBER OF RESPONDENTS	103	20	76	3
EMPLOYEE ENGAGEMENT	66%	(r)	67%	(r)
ENGAGEMENT WITH WORK	71%	(r)	74%	(r)
SENIOR MANAGERS	57%	(r)	54%	(r)
COMMUNICATION	68%	(r)	68%	(r)
HIGH PERFORMANCE	70%	(r)	68%	(r)
PUBLIC SECTOR VALUES	69%	(r)	68%	(r)
DIVERSITY & INCLUSION	72%	(r)	73%	(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

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.

	Health Professional Councils Authority	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	103	0	0	0	1	0	0	0	0	0	0	11	2	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(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

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.

	Health Professional Councils Authority	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	103	23	2	10	1	0	0	0	0	0	1	0	0	1
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

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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.

	Health Professional Councils Authority	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	103	0	0	0	0	0	0	0	0	2	11	0	0	0
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

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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.

	Health Professional Councils Authority	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
NUMBER OF RESPONDENTS	103	0	0	0	0	0	0	18	17
EMPLOYEE ENGAGEMENT	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	57%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	69%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

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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

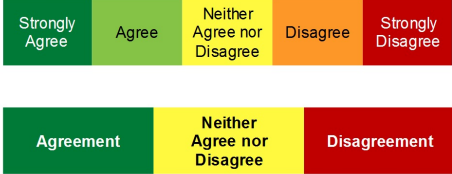
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.