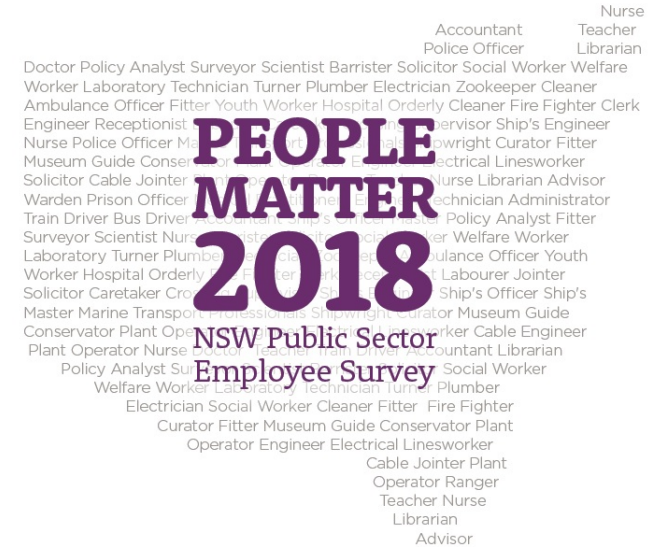

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



DEPARTMENT REPORT

Justice

Department of Justice

RESPONSE RATE

78%

9,570 OF 12,312 RESPONDENTS

EMPLOYEE ENGAGEMENT

62%

DIFFERENCE FROM 2017 +1
 DIFFERENCE FROM CLUSTER 0
 DIFFERENCE FROM PUBLIC SECTOR -4

ENGAGEMENT WITH WORK

68%

DIFFERENCE FROM 2017 0
 DIFFERENCE FROM CLUSTER +1
 DIFFERENCE FROM PUBLIC SECTOR -5

SENIOR MANAGERS

45%

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

COMMUNICATION

57%

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

HIGH PERFORMANCE

58%

DIFFERENCE FROM 2017 +1
 DIFFERENCE FROM CLUSTER +2
 DIFFERENCE FROM PUBLIC SECTOR -7

PUBLIC SECTOR VALUES

56%

DIFFERENCE FROM 2017 +2
 DIFFERENCE FROM CLUSTER +3
 DIFFERENCE FROM PUBLIC SECTOR -6

DIVERSITY & INCLUSION

65%

DIFFERENCE FROM CLUSTER +2
 DIFFERENCE FROM PUBLIC SECTOR -3

FLEXIBLE WORKING SATISFACTION

62%

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

ACTION ON RESULTS

34%

DIFFERENCE FROM 2017 +1
 DIFFERENCE FROM CLUSTER +6
 DIFFERENCE FROM PUBLIC SECTOR -2



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	88%	88%
1g.	I know how to address a health and safety issue I have identified	81%	-
2c.	I receive help and support from other members of my workgroup	77%	77%
2a.	My workgroup strives to achieve customer/client satisfaction	77%	75%
2b.	My workgroup works collaboratively to achieve its objectives	72%	71%
5b.	My manager listens to what I have to say	71%	69%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	70%	69%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	69%	68%
1d.	I feel motivated to contribute more than what is normally required at work	68%	68%
5c.	My manager communicates effectively with me	68%	67%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

7g.	I have confidence in the way recruitment decisions are made	30%	27%
9a.	I have confidence in the ways my organisation resolves grievances	32%	30%
14.	I believe action will be taken on the results from this survey by my organisation	34%	34%
7c.	I feel that change is managed well in my organisation	36%	34%
7e.	People in my organisation take responsibility for their own actions	39%	38%
7h.	My organisation generally selects capable people to do the job	40%	39%
6h.	I feel that senior managers listen to employees	41%	38%
5h.	My manager appropriately deals with employees who perform poorly	42%	40%
6d.	Senior managers encourage innovation by employees	43%	42%
7d.	There is good co-operation between teams across our organisation	43%	42%



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

3e.	My performance is assessed against clear criteria	48%	43%
7f.	My organisation is committed to developing its employees	44%	41%
3d.	In the last 12 months I received useful feedback on my work to enable me to deliver required results	57%	54%
3g.	I am satisfied with the opportunities available for career development in my organisation	45%	42%
3f.	I have received appropriate training and development to do my job well	57%	54%
7g.	I have confidence in the way recruitment decisions are made	30%	27%
5g.	My manager provides acknowledgement or other recognition for the work I do	63%	60%
5a.	My manager encourages people in my workgroup to keep improving the work they do	67%	65%
5e.	My manager involves my workgroup in decisions about our work	61%	59%
7l.	My organisation motivates me to help it achieve its objectives	49%	47%



LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

4a.	I am paid fairly for the work I do	64%	66%
-----	------------------------------------	-----	-----



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

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



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



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



Q6d. Senior managers encourage innovation by employees



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



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



Q6d. Senior managers encourage innovation by employees



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



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



Q6d. Senior managers encourage innovation by employees



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.

34%

of employees replied favourably to:

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

37%

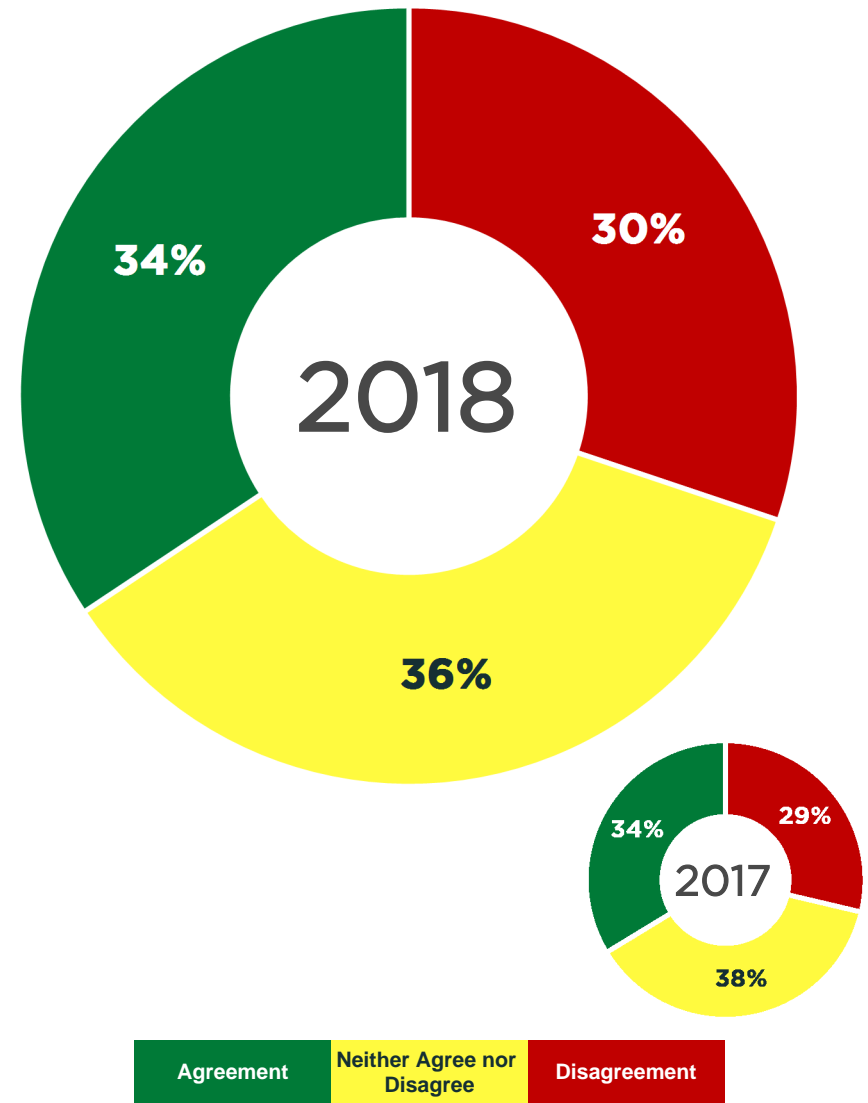
SECTOR

28%

CLUSTER

34%

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	44%	41%	40%	52%
2	Q7a. My organisation focuses on improving the work we do	61%	60%	58%	69%
3	Q6b. I feel that senior managers effectively lead and manage change	43%	42%	37%	46%
4	Q6h. I feel that senior managers listen to employees	41%	38%	34%	43%
5	Q6c. I feel that senior managers model the values of my organisation	47%	45%	42%	50%
6	Q7c. I feel that change is managed well in my organisation	36%	34%	31%	40%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Department of Justice

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.

	Department of Justice	Corporate Services	Corrective Services NSW	Courts and Tribunal Services	Justice Infrastructure & Assets	Justice Services	Justice Strategy and Policy	Juvenile Justice	Office for Police	Office of Emergency Management	Office of the Secretary	Strategic Finance	Veterans Affairs
NUMBER OF RESPONDENTS	9570	563	4915	1606	78	767	202	1022	23	59	59	45	18
EMPLOYEE ENGAGEMENT	62%	64%	60%	63%	56%	64%	69%	65%	78%	71%	65%	59%	84%
ENGAGEMENT WITH WORK	68%	71%	65%	68%	66%	68%	78%	73%	87%	73%	78%	63%	98%
SENIOR MANAGERS	45%	49%	41%	46%	38%	51%	57%	47%	68%	66%	43%	43%	77%
COMMUNICATION	57%	65%	54%	58%	59%	64%	73%	59%	79%	73%	68%	59%	94%
HIGH PERFORMANCE	58%	61%	54%	59%	53%	64%	72%	61%	82%	71%	62%	54%	89%
PUBLIC SECTOR VALUES	56%	62%	51%	58%	56%	64%	71%	59%	82%	75%	62%	56%	89%
DIVERSITY & INCLUSION	65%	72%	61%	67%	67%	73%	78%	65%	84%	79%	77%	68%	94%

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



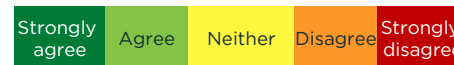
EXPLORE THE FULL RESULTS

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	62% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7i. I would recommend my organisation as a great place to work	16	39	28	10	7	54%	53%	54%	61%
Q7j. I am proud to tell others I work for my organisation	22	42	24	7		63%	62%	66%	69%
Q7k. I feel a strong personal attachment to my organisation	19	38	27	9		58%	58%	61%	63%
Q7l. My organisation motivates me to help it achieve its objectives	14	35	30	12	8	49%	47%	47%	55%
Q7m. My organisation inspires me to do the best in my job	15	33	30	13	8	49%	46%	46%	55%

KEY





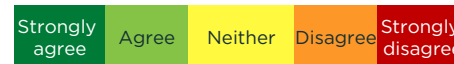
EXPLORE THE FULL RESULTS

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	68% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1c. My job gives me a feeling of personal accomplishment	25	43	18	9	68%	67%	68%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	28	40	17	10	68%	68%	65%	72%
Q1e. I am satisfied with my job	22	44	19	10	66%	66%	65%	69%

KEY





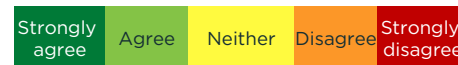
EXPLORE THE FULL RESULTS

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.

SENIOR MANAGERS	45% 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	13	32	28	16	11	45%	43%	40%	49%
Q6b. I feel that senior managers effectively lead and manage change	13	31	28	16	13	43%	42%	37%	46%
Q6c. I feel that senior managers model the values of my organisation	14	32	29	13	12	47%	45%	42%	50%
Q6d. Senior managers encourage innovation by employees	11	32	32	15	10	43%	42%	38%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	12	34	34	11	8	46%	44%	44%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	14	40	28	10	7	55%	53%	53%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	12	34	25	17	13	45%	43%	39%	47%
Q6h. I feel that senior managers listen to employees	11	29	29	17	14	41%	38%	34%	43%
Q7c. I feel that change is managed well in my organisation	9	27	29	22	13	36%	34%	31%	40%

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.

COMMUNICATION	57% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q5c. My manager communicates effectively with me	27	41	17	9	68%	67%	66%	72%
Q5d. My manager encourages and values employee input	27	39	19	8	66%	65%	65%	72%
Q5e. My manager involves my workgroup in decisions about our work	24	38	21	11	61%	59%	59%	67%
Q6g. I feel that senior managers keep employees informed about what's going on	12	34	25	17	45%	43%	39%	47%
Q6h. I feel that senior managers listen to employees	11	29	29	17	41%	38%	34%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	19	43	20	10	62%	61%	60%	67%

KEY





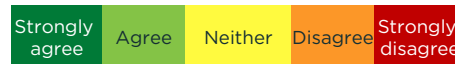
EXPLORE THE FULL RESULTS

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		58% 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	36	52		88%	88%	88%	90%
Q2b. My workgroup works collaboratively to achieve its objectives	28	44	15 9	72%	71%	72%	79%
Q3f. I have received appropriate training and development to do my job well	16	41	22 13 8	57%	54%	56%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	24	43	19 9	67%	65%	65%	74%
Q5f. I have confidence in the decisions my manager makes	26	38	20 9	64%	62%	63%	68%
Q6d. Senior managers encourage innovation by employees	11	32	32 15 10	43%	42%	38%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	12	34	34 11 8	46%	44%	44%	52%
Q7a. My organisation focuses on improving the work we do	17	44	24 10	61%	60%	58%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	14	37	27 14 8	51%	52%	47%	57%

KEY

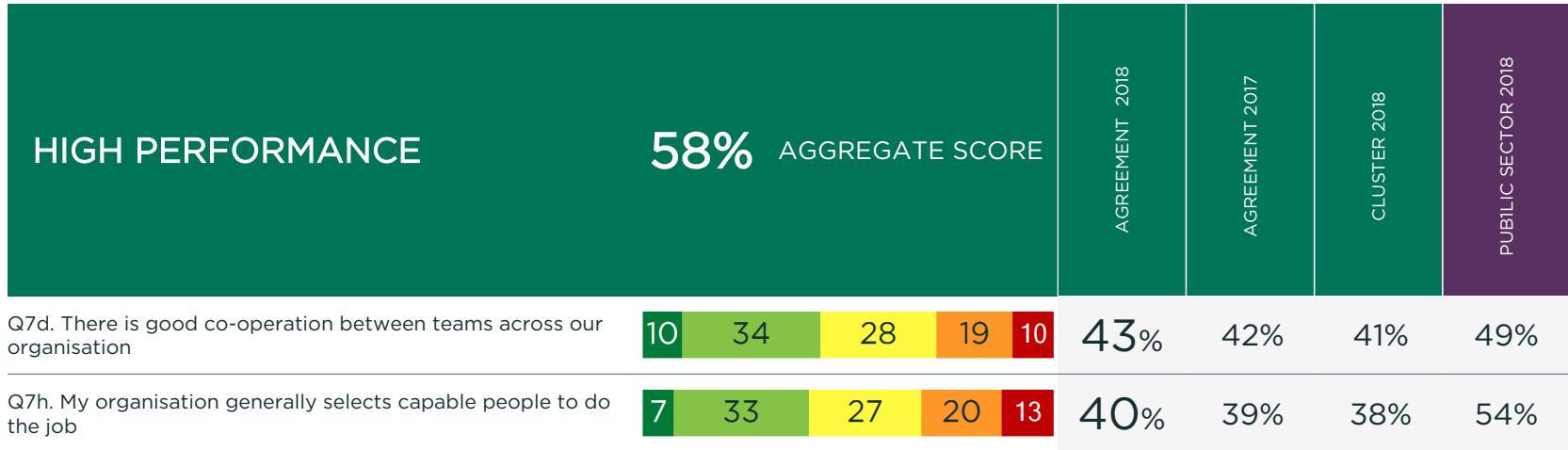




EXPLORE THE FULL RESULTS

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





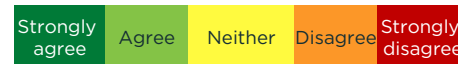
EXPLORE THE FULL RESULTS

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	56% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
	Q2a. My workgroup strives to achieve customer/client satisfaction	31	45	15	77%	75%	78%	86%	
Q2e. People in my workgroup treat each other with respect	28	39	17	10	67%	66%	69%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	24	43	19	9	67%	65%	65%	74%	
Q5b. My manager listens to what I have to say	28	43	16	7	71%	69%	70%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	13	32	28	16	11	45%	43%	40%	49%
Q6c. I feel that senior managers model the values of my organisation	14	32	29	13	12	47%	45%	42%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	14	40	28	10	7	55%	53%	53%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	12	34	25	17	13	45%	43%	39%	47%
Q6h. I feel that senior managers listen to employees	11	29	29	17	14	41%	38%	34%	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		56% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7a. My organisation focuses on improving the work we do		61%	60%	58%	69%				
Q7e. People in my organisation take responsibility for their own actions		39%	38%	36%	49%				

KEY





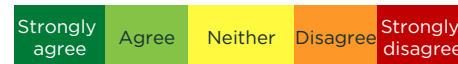
EXPLORE THE FULL RESULTS

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	65% 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	19	42	18	15	61%	59%	57%	65%
Q5b. My manager listens to what I have to say	28	43	16	7	71%	69%	70%	76%
Q5d. My manager encourages and values employee input	27	39	19	8	66%	65%	65%	72%
Q6i. Senior managers in my organisation support the career advancement of women	21	36	32		57%	55%	58%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	22	48	20		70%	69%	68%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	24	45	19		69%	68%	68%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	19	43	20	10	62%	61%	60%	67%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	23	39	22	9	62%	61%	60%	59%
Q8e. My manager supports flexible working in my team	27	39	22		66%	-	63%	63%

KEY

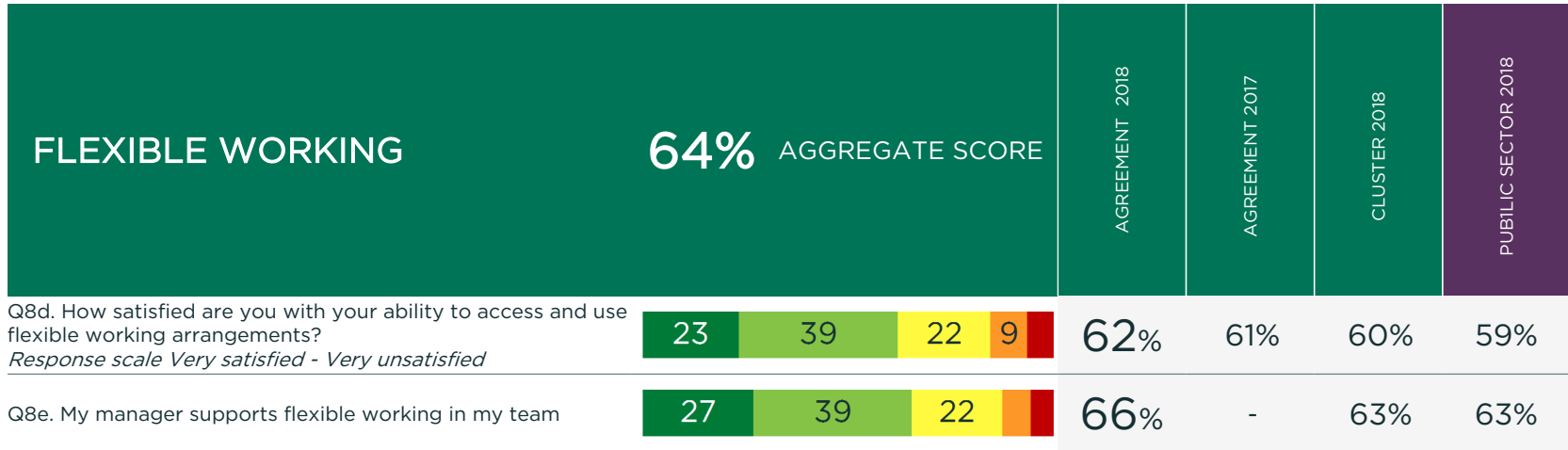




EXPLORE THE FULL RESULTS

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

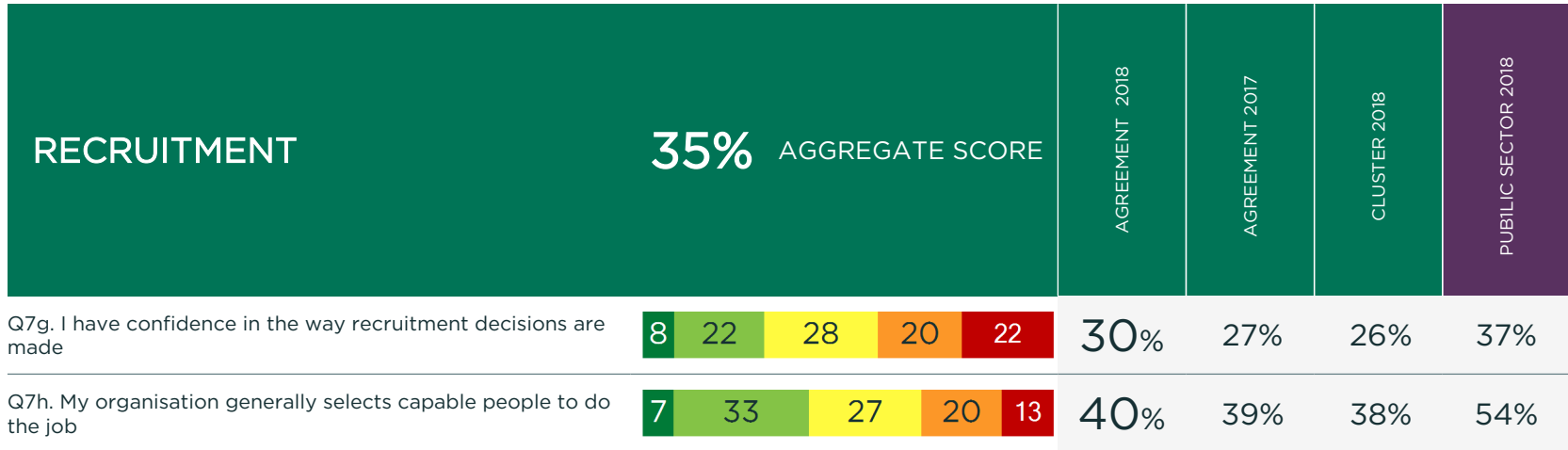




EXPLORE THE FULL RESULTS

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.

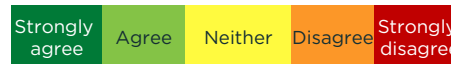
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PERFORMANCE FRAMEWORK & DEVELOPMENT

50% 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	18 39 20 15 8	57%	54%	55%	65%
Q3e. My performance is assessed against clear criteria	13 34 28 16 8	48%	43%	45%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	13 32 23 17 14	45%	42%	41%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	26 37 19 10 8	63%	60%	62%	69%
Q5h. My manager appropriately deals with employees who perform poorly	15 26 30 15 13	42%	40%	40%	46%
Q7f. My organisation is committed to developing its employees	10 34 30 16 10	44%	41%	40%	52%

KEY





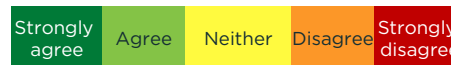
EXPLORE THE FULL RESULTS

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.

	66% 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	19	42	18	15	61%	59%	57%	65%
Q1f. I am able to keep my work stress at an acceptable level	16	46	20	12	62%	62%	60%	60%
Q2c. I receive help and support from other members of my workgroup	31	46	14	8	77%	77%	77%	81%
Q2d. There is good team spirit in my workgroup	27	36	17	12	64%	64%	64%	70%

KEY

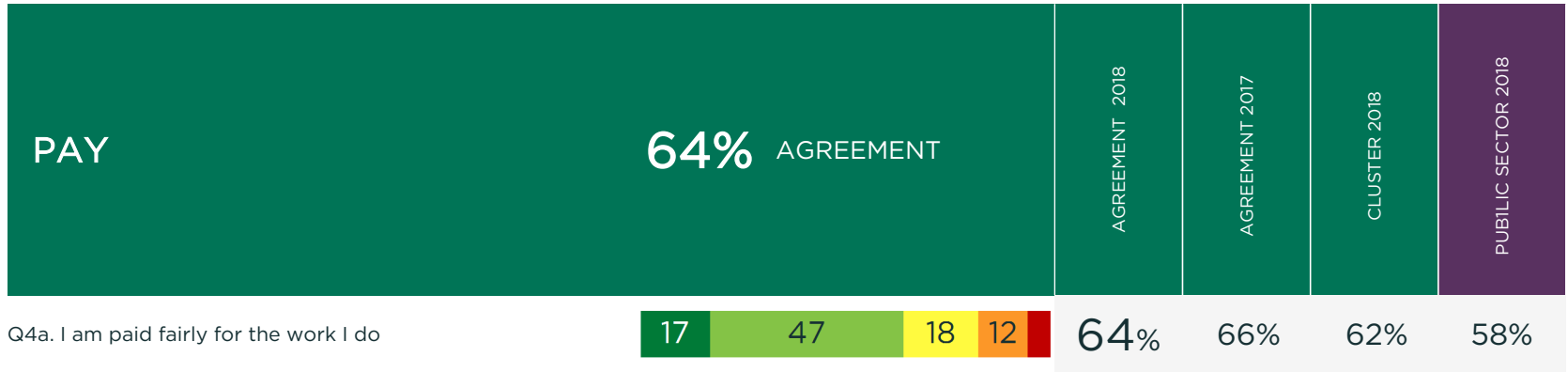




EXPLORE THE FULL RESULTS

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

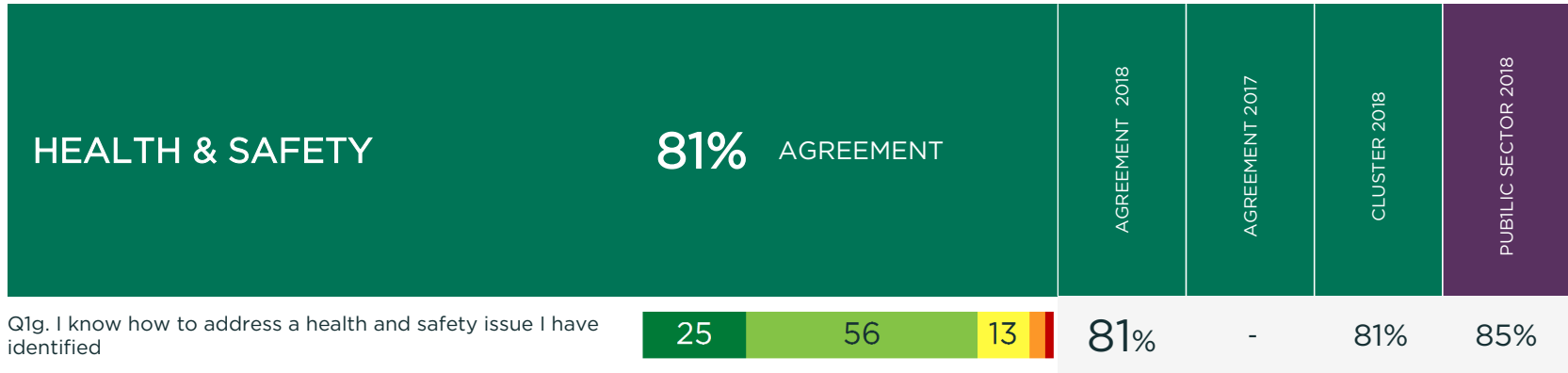




EXPLORE THE FULL RESULTS

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

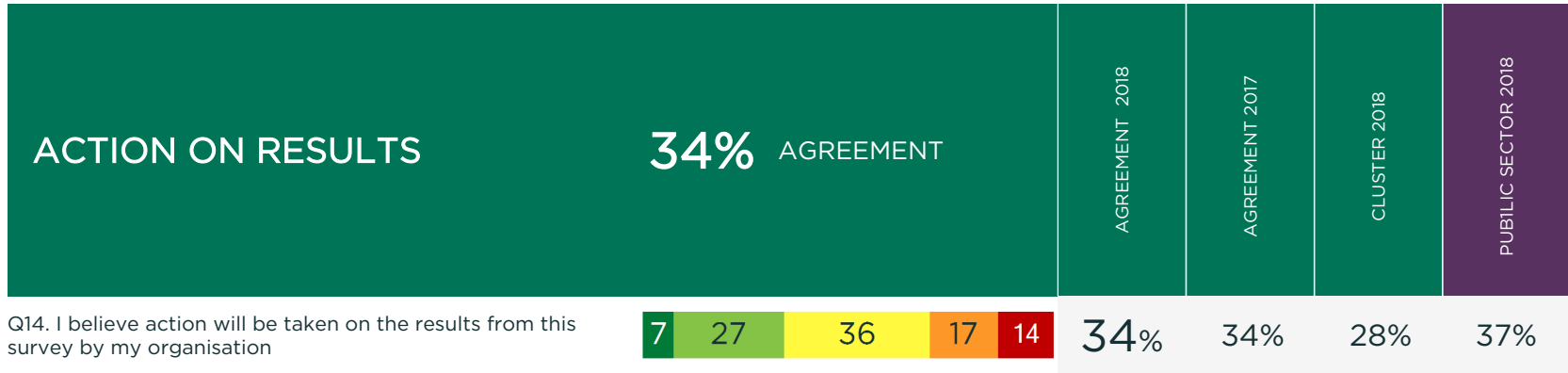




EXPLORE THE FULL RESULTS

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

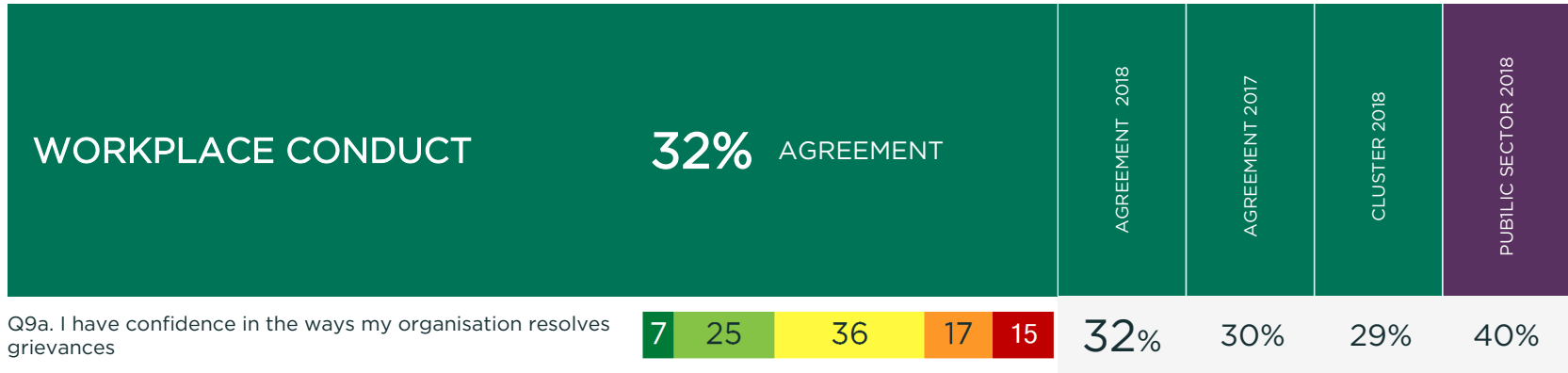




EXPLORE THE FULL RESULTS

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
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		59%	52%	52%	71%
No		41%	48%	48%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		68%	65%	67%	76%
No		32%	35%	33%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		44%	41%	43%	58%
No		56%	59%	57%	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		43%	45%	42%	41%
No		57%	55%	58%	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		33%	34%	37%	29%
Personal/family considerations		31%	33%	34%	30%
Geographic location considerations		31%	32%	35%	26%
Lack of visible opportunities		31%	30%	33%	30%
There are no major barriers to my career progression		30%	28%	27%	32%
The application/recruitment process is too cumbersome or time consuming		27%	27%	27%	23%
Insufficient training and development		20%	20%	22%	16%
Lack of support for temporary assignments/secondments		19%	20%	21%	15%
Lack of support from my manager/supervisor		17%	16%	18%	14%
Lack of required capabilities or experience		12%	11%	12%	11%
Other		10%	10%	10%	9%

% are calculated with the number of unique respondents (N = 9,210 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT





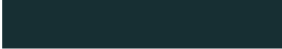

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		24%	25%	24%	24%
No		57%	60%	59%	58%
Don't know		19%	15%	17%	18%
Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		66%	64%	67%	66%
No		31%	33%	31%	32%
Don't know		2%	3%	2%	2%



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		36%	36%	34%	33%
No		54%	54%	57%	57%
Don't know		10%	10%	9%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		21%	20%	20%	18%
No		72%	73%	73%	76%
Don't know		7%	7%	6%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

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		24%	25%	23%	27%
A senior manager		24%	23%	26%	21%
Your Immediate Manager/Supervisor		23%	25%	25%	23%
Prefer not to say		17%	14%	14%	14%
A subordinate		8%	9%	8%	7%
Other		3%	3%	3%	4%
A client or customer		1%	1%	1%	2%
A member of the public other than a client or customer		0%	0%	0%	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					
Yes		4%	-	3%	3%
No		93%	-	94%	94%
Don't know		3%	-	3%	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		61%	-	61%	39%
A member of the public		9%	-	15%	37%
Other		22%	-	17%	19%
Prefer not to say		8%	-	7%	6%



EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

JUSTICE CUSTOMISED QUESTIONS		2018	CLUSTER 2018
Q1. What is your work location?			
Metropolitan NSW		60%	63%
Regional NSW		40%	37%



EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

JUSTICE CUSTOMISED QUESTIONS

2018

CLUSTER 2018

Q2. What best describes your role in the Justice cluster, e.g. within the Department of Justice, NSW Police, NSW Rural Fire Service or Fire and Rescue NSW, etc.?

		2018	CLUSTER 2018
Sworn police officer - general duties		0%	5%
Sworn police officer - other		0%	9%
Non-sworn employee of NSW Police Force		0%	6%
Permanent Fire fighter		0%	6%
Retained Fire fighter		0%	2%
Custodial Officer		29%	18%
Youth Worker		5%	3%
Legal officer or other legal professional		3%	3%



EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

JUSTICE CUSTOMISED QUESTIONS		2018	CLUSTER 2018
Q2. What best describes your role in the Justice cluster, e.g. within the Department of Justice, NSW Police, NSW Rural Fire Service or Fire and Rescue NSW, etc.?			
Administrative or other clerical worker		30%	24%
Sheriff's Officer		3%	2%
Community Corrections Officer (Probation & Parole)		8%	5%
Psychologist		2%	1%
Teacher		0%	0%
Welfare Officer		2%	1%
Other		20%	16%
Q3. When you answered the questions on Senior Managers e.g. "I feel that senior managers effectively lead and manage change" were you mainly thinking about:			
The most senior leadership in the Department. That is Secretary, Public Service Senior Executives across Bands 1 to 3 and direct reports		52%	55%
Other		48%	45%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		46%
Female		52%
Other		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		0%
20 - 24		4%
25 -29		8%
30 - 34		10%
35 - 39		12%
40 - 44		13%
45 - 49		17%
50 - 54		15%
55 - 59		12%
60 - 64		7%
65+		3%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

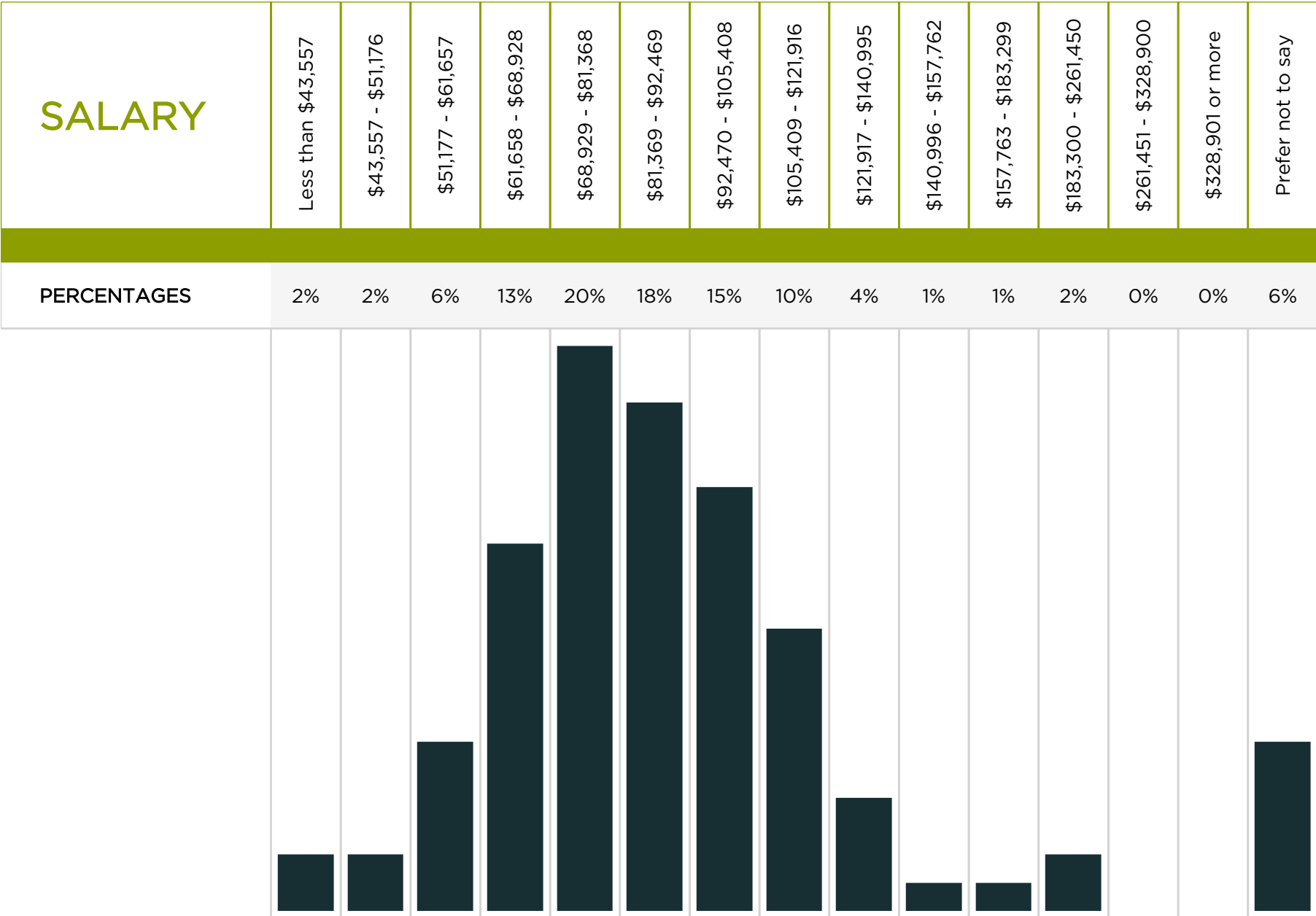
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	31%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	9%
Administrative support (e.g. executive/personal assistant, receptionist)	10%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	7%
Policy	2%
Research	1%
Program and project management support	5%
Legal (including developing and/or reviewing legislation)	2%
Other	34%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

SALARY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		14%
1 - 2 years		12%
2 - 5 years		15%
5 - 10 years		15%
10 - 20 years		28%
More than 20 years		16%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
FLEXIBLE WORKING		
Flexible start and finish times		51%
None of the above		35%
Working additional hours to make up for time off		12%
Working from different locations		8%
Part-time work		6%
Working more hours over fewer days		6%
Flexible scheduling for rostered workers		5%

% are calculated with the number of unique respondents (N = 8,974 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
Working from home	5%
Leave without pay	5%
Other	3%
Study leave	2%
Purchasing annual leave	2%
Job sharing	1%

% are calculated with the number of unique respondents (N = 8,974 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.

	Department of Justice	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	9570	2834	778	877	614	170	73	415	213	3111
EMPLOYEE ENGAGEMENT	62%	61%	59%	68%	65%	69%	70%	67%	71%	59%
ENGAGEMENT WITH WORK	68%	68%	65%	72%	74%	79%	79%	78%	80%	63%
SENIOR MANAGERS	45%	45%	38%	57%	50%	59%	64%	55%	59%	38%
COMMUNICATION	57%	58%	54%	66%	67%	74%	77%	70%	70%	51%
HIGH PERFORMANCE	58%	59%	53%	66%	63%	73%	75%	67%	70%	51%
PUBLIC SECTOR VALUES	56%	57%	51%	65%	64%	72%	76%	67%	70%	48%
DIVERSITY & INCLUSION	65%	66%	62%	75%	74%	78%	82%	77%	77%	57%

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.

	Department of Justice	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	9570	138	196	540	1216	1810	1642	1354	880	392	111	55	141	26
EMPLOYEE ENGAGEMENT	62%	68%	68%	64%	63%	57%	62%	62%	64%	66%	68%	63%	75%	(r)
ENGAGEMENT WITH WORK	68%	78%	75%	69%	66%	60%	69%	69%	74%	79%	80%	77%	87%	(r)
SENIOR MANAGERS	45%	53%	53%	47%	46%	37%	44%	46%	50%	51%	60%	50%	71%	(r)
COMMUNICATION	57%	65%	64%	58%	55%	50%	57%	60%	65%	68%	71%	67%	81%	(r)
HIGH PERFORMANCE	58%	67%	65%	59%	58%	51%	57%	59%	64%	65%	69%	64%	78%	(r)
PUBLIC SECTOR VALUES	56%	65%	63%	56%	55%	49%	55%	58%	62%	64%	71%	64%	79%	(r)
DIVERSITY & INCLUSION	65%	74%	69%	65%	64%	58%	65%	68%	71%	74%	76%	69%	84%	(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.

	Department of Justice	\$328,901 or more	Prefer not to say
NUMBER OF RESPONDENTS	9570	10	539
EMPLOYEE ENGAGEMENT	62%	(r)	57%
ENGAGEMENT WITH WORK	68%	(r)	60%
SENIOR MANAGERS	45%	(r)	36%
COMMUNICATION	57%	(r)	52%
HIGH PERFORMANCE	58%	(r)	51%
PUBLIC SECTOR VALUES	56%	(r)	49%
DIVERSITY & INCLUSION	65%	(r)	58%

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.

	Department of Justice	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	9570	1205	1057	1373	1334	2504	1445
EMPLOYEE ENGAGEMENT	62%	72%	67%	64%	60%	58%	56%
ENGAGEMENT WITH WORK	68%	81%	75%	69%	66%	63%	62%
SENIOR MANAGERS	45%	61%	51%	45%	42%	38%	40%
COMMUNICATION	57%	72%	64%	58%	55%	52%	53%
HIGH PERFORMANCE	58%	71%	63%	58%	56%	53%	53%
PUBLIC SECTOR VALUES	56%	71%	62%	56%	54%	50%	51%
DIVERSITY & INCLUSION	65%	77%	72%	66%	63%	61%	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.

	Department of Justice	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	9570	4615	529	1090	452	541	98	737	430	136	416	180	256	3130
EMPLOYEE ENGAGEMENT	62%	66%	67%	67%	65%	65%	69%	69%	73%	59%	63%	68%	59%	56%
ENGAGEMENT WITH WORK	68%	74%	76%	76%	72%	73%	77%	79%	83%	62%	69%	79%	61%	59%
SENIOR MANAGERS	45%	52%	53%	53%	47%	50%	60%	57%	64%	39%	48%	52%	41%	34%
COMMUNICATION	57%	65%	66%	68%	61%	65%	70%	70%	77%	52%	62%	65%	52%	47%
HIGH PERFORMANCE	58%	65%	66%	67%	60%	66%	70%	69%	74%	53%	61%	65%	52%	47%
PUBLIC SECTOR VALUES	56%	64%	64%	66%	58%	64%	69%	68%	74%	50%	60%	65%	51%	44%
DIVERSITY & INCLUSION	65%	75%	75%	77%	70%	76%	78%	78%	85%	59%	71%	74%	60%	52%

*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.

	Department of Justice	Sydney West	Sydney East	Sydney - Parramatta	Sydney - City and Inner South	Sydney - Outer West and Blue Mountains	Hunter Valley exc Newcastle	Far West and Orana	Central West	Capital Region	Sydney - Eastern Suburbs	Mid North Coast	Central Coast
NUMBER OF RESPONDENTS	9570	2656	2206	1686	1660	555	484	452	375	283	268	255	254
EMPLOYEE ENGAGEMENT	62%	62%	66%	62%	67%	58%	61%	64%	54%	54%	52%	63%	63%
ENGAGEMENT WITH WORK	68%	69%	73%	68%	76%	67%	66%	69%	61%	53%	55%	69%	71%
SENIOR MANAGERS	45%	45%	51%	45%	54%	38%	43%	46%	31%	32%	28%	49%	47%
COMMUNICATION	57%	59%	65%	60%	67%	52%	57%	53%	46%	50%	43%	59%	60%
HIGH PERFORMANCE	58%	58%	64%	58%	66%	53%	55%	57%	46%	49%	43%	60%	60%
PUBLIC SECTOR VALUES	56%	57%	63%	58%	66%	51%	53%	53%	43%	45%	39%	57%	58%
DIVERSITY & INCLUSION	65%	66%	72%	68%	75%	60%	62%	62%	55%	57%	51%	65%	67%

*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.

	Department of Justice	Coffs Harbour - Grafton	Newcastle and Lake Macquarie	New England and North West	Sydney - Outer South West	Riverina	Southern Highlands and Shoalhaven	Sydney - Blacktown	Sydney - Inner West	Illawarra	Richmond - Tweed	Sydney - South West	Sydney - Inner South West	Sydney - Ryde
NUMBER OF RESPONDENTS	9570	230	220	209	205	187	174	119	106	100	97	85	55	50
EMPLOYEE ENGAGEMENT	62%	61%	60%	72%	61%	63%	59%	67%	66%	64%	62%	72%	68%	78%
ENGAGEMENT WITH WORK	68%	69%	66%	83%	68%	68%	65%	75%	70%	69%	74%	85%	79%	86%
SENIOR MANAGERS	45%	43%	45%	66%	43%	44%	39%	50%	48%	48%	49%	65%	49%	67%
COMMUNICATION	57%	56%	57%	74%	56%	55%	54%	65%	63%	56%	62%	76%	71%	78%
HIGH PERFORMANCE	58%	56%	57%	73%	59%	56%	55%	66%	62%	61%	62%	76%	69%	80%
PUBLIC SECTOR VALUES	56%	54%	55%	71%	54%	55%	52%	64%	60%	58%	62%	76%	66%	78%
DIVERSITY & INCLUSION	65%	61%	62%	78%	63%	64%	61%	74%	71%	71%	67%	81%	78%	82%

*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.

	Department of Justice	Sydney - Sutherland	Murray	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches	Sydney - Baulkham Hills and Hawkesbury	OUTSIDE NSW
NUMBER OF RESPONDENTS	9570	36	30	24	7	6	0
EMPLOYEE ENGAGEMENT	62%	66%	66%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	68%	73%	69%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	45%	70%	41%	(r)	(r)	(r)	(r)
COMMUNICATION	57%	75%	45%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	58%	73%	60%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	56%	75%	52%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	65%	78%	60%	(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.

	Department of Justice	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	9570	36	326	749	885	1077	1145	1502	1328	1103	586	269
EMPLOYEE ENGAGEMENT	62%	75%	72%	66%	66%	63%	63%	59%	60%	58%	60%	63%
ENGAGEMENT WITH WORK	68%	73%	74%	70%	71%	70%	68%	65%	67%	64%	70%	76%
SENIOR MANAGERS	45%	59%	58%	51%	49%	46%	47%	42%	42%	40%	40%	38%
COMMUNICATION	57%	60%	66%	63%	63%	60%	60%	56%	54%	53%	53%	54%
HIGH PERFORMANCE	58%	64%	69%	63%	62%	60%	59%	55%	56%	53%	54%	55%
PUBLIC SECTOR VALUES	56%	64%	66%	61%	61%	58%	57%	53%	54%	52%	53%	53%
DIVERSITY & INCLUSION	65%	64%	74%	72%	70%	69%	67%	63%	62%	60%	61%	64%

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 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.

	Department of Justice	Male	Female	Other
NUMBER OF RESPONDENTS	9570	4192	4738	163
EMPLOYEE ENGAGEMENT	62%	59%	65%	46%
ENGAGEMENT WITH WORK	68%	64%	72%	37%
SENIOR MANAGERS	45%	42%	48%	16%
COMMUNICATION	57%	56%	60%	26%
HIGH PERFORMANCE	58%	55%	61%	28%
PUBLIC SECTOR VALUES	56%	53%	60%	27%
DIVERSITY & INCLUSION	65%	62%	69%	34%

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

WHAT IS YOUR WORK LOCATION?



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.

	Department of Justice	Metropolitan NSW	Regional NSW
NUMBER OF RESPONDENTS	9570	5414	3682
EMPLOYEE ENGAGEMENT	62%	63%	60%
ENGAGEMENT WITH WORK	68%	70%	66%
SENIOR MANAGERS	45%	47%	42%
COMMUNICATION	57%	60%	54%
HIGH PERFORMANCE	58%	60%	55%
PUBLIC SECTOR VALUES	56%	59%	52%
DIVERSITY & INCLUSION	65%	68%	61%

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



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.

	Department of Justice	Sworn police officer - general duties	Sworn police officer - other	Non-sworn employee of NSW Police Force	Permanent Fire fighter	Retained Fire fighter	Custodial Officer	Youth Worker	Legal officer or other legal professional	Administrative or other clerical worker	Sheriff's Officer	Community Corrections Officer (Probation & Parole)	Psychologist	Teacher
NUMBER OF RESPONDENTS	9570	4	2	1	0	0	2611	434	257	2725	261	702	137	41
EMPLOYEE ENGAGEMENT	62%	(r)	(r)	(r)	(r)	(r)	54%	60%	71%	65%	56%	70%	55%	63%
ENGAGEMENT WITH WORK	68%	(r)	(r)	(r)	(r)	(r)	56%	67%	79%	71%	58%	81%	71%	72%
SENIOR MANAGERS	45%	(r)	(r)	(r)	(r)	(r)	32%	39%	57%	51%	38%	58%	36%	40%
COMMUNICATION	57%	(r)	(r)	(r)	(r)	(r)	45%	50%	72%	64%	50%	69%	59%	56%
HIGH PERFORMANCE	58%	(r)	(r)	(r)	(r)	(r)	45%	54%	71%	63%	51%	73%	57%	58%
PUBLIC SECTOR VALUES	56%	(r)	(r)	(r)	(r)	(r)	41%	50%	71%	63%	48%	70%	55%	55%
DIVERSITY & INCLUSION	65%	(r)	(r)	(r)	(r)	(r)	50%	57%	79%	73%	58%	78%	70%	66%

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



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.

	Department of Justice	Welfare Officer	Other
NUMBER OF RESPONDENTS	9570	166	1792
EMPLOYEE ENGAGEMENT	62%	60%	66%
ENGAGEMENT WITH WORK	68%	72%	75%
SENIOR MANAGERS	45%	41%	50%
COMMUNICATION	57%	56%	64%
HIGH PERFORMANCE	58%	56%	63%
PUBLIC SECTOR VALUES	56%	54%	62%
DIVERSITY & INCLUSION	65%	68%	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

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

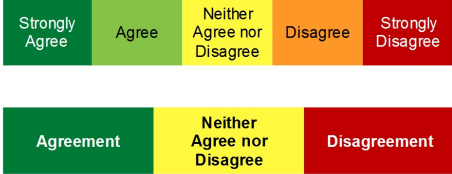
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.