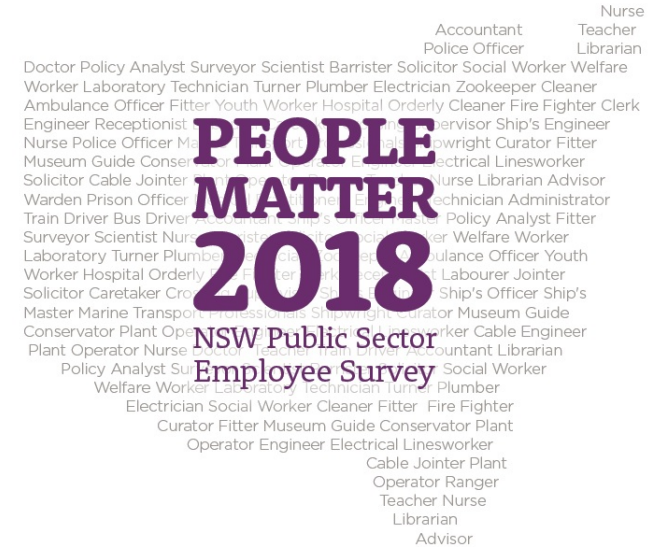


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# PEOPLE MATTER 2018

NSW Public Sector Employee Survey



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## AGENCY REPORT

Health

Cancer Institute NSW

## RESPONSE RATE

**>100%**

273 OF 242 RESPONDENTS

## EMPLOYEE ENGAGEMENT

**65%**

DIFFERENCE FROM 2017 -2  
DIFFERENCE FROM CLUSTER 0  
DIFFERENCE FROM PUBLIC SECTOR -1

## ENGAGEMENT WITH WORK

**66%**

DIFFERENCE FROM 2017 -4  
DIFFERENCE FROM CLUSTER -7  
DIFFERENCE FROM PUBLIC SECTOR -7

## SENIOR MANAGERS

**46%**

DIFFERENCE FROM 2017 -7  
DIFFERENCE FROM CLUSTER 0  
DIFFERENCE FROM PUBLIC SECTOR -3

## COMMUNICATION

**59%**

DIFFERENCE FROM 2017 -5  
DIFFERENCE FROM CLUSTER 0  
DIFFERENCE FROM PUBLIC SECTOR -2

## HIGH PERFORMANCE

**62%**

DIFFERENCE FROM 2017 -10  
DIFFERENCE FROM CLUSTER -2  
DIFFERENCE FROM PUBLIC SECTOR -2

## PUBLIC SECTOR VALUES

**60%**

DIFFERENCE FROM 2017 -7  
DIFFERENCE FROM CLUSTER 0  
DIFFERENCE FROM PUBLIC SECTOR -2

## DIVERSITY & INCLUSION

**61%**

DIFFERENCE FROM CLUSTER -5  
DIFFERENCE FROM PUBLIC SECTOR -7

## FLEXIBLE WORKING SATISFACTION

**47%**

DIFFERENCE FROM 2017 -9  
DIFFERENCE FROM CLUSTER -11  
DIFFERENCE FROM PUBLIC SECTOR -12

## ACTION ON RESULTS

**55%**

DIFFERENCE FROM 2017 +11  
DIFFERENCE FROM CLUSTER +19  
DIFFERENCE FROM PUBLIC SECTOR +18



## 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	89%	88%
2a.	My workgroup strives to achieve customer/client satisfaction	82%	88%
1g.	I know how to address a health and safety issue I have identified	81%	-
2b.	My workgroup works collaboratively to achieve its objectives	80%	86%
2c.	I receive help and support from other members of my workgroup	79%	85%
4a.	I am paid fairly for the work I do	76%	67%
2e.	People in my workgroup treat each other with respect	73%	85%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	71%	82%
7a.	My organisation focuses on improving the work we do	71%	85%
7j.	I am proud to tell others I work for my organisation	70%	81%

## - LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

9a.	I have confidence in the ways my organisation resolves grievances	31%	35%
7c.	I feel that change is managed well in my organisation	32%	36%
7g.	I have confidence in the way recruitment decisions are made	35%	38%
6b.	I feel that senior managers effectively lead and manage change	38%	46%
3g.	I am satisfied with the opportunities available for career development in my organisation	41%	46%
6d.	Senior managers encourage innovation by employees	42%	61%
7d.	There is good co-operation between teams across our organisation	43%	52%
6h.	I feel that senior managers listen to employees	45%	44%
6a.	I believe senior managers provide clear direction for the future of the organisation	46%	52%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	47%	56%



### 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

14.	I believe action will be taken on the results from this survey by my organisation	55%	44%
4a.	I am paid fairly for the work I do	76%	67%
6g.	I feel that senior managers keep employees informed about what's going on	56%	48%
3e.	My performance is assessed against clear criteria	64%	60%
1a.	I understand what is expected of me to do well in my role	89%	88%

## - LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT  
2018

AGREEMENT  
2017

6d.	Senior managers encourage innovation by employees	42%	61%
6e.	Senior managers promote collaboration between my organisation and other organisations we work with	53%	67%
7a.	My organisation focuses on improving the work we do	71%	85%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	67%	81%
5b.	My manager listens to what I have to say	67%	81%
5c.	My manager communicates effectively with me	66%	78%
2e.	People in my workgroup treat each other with respect	73%	85%
7h.	My organisation generally selects capable people to do the job	57%	68%
7b.	My organisation is making the necessary improvements to meet our future challenges	56%	68%
6f.	Senior managers communicate the importance of customers/clients in achieving our business objectives	55%	67%



### 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



**Q7c.** I feel that change is managed well in my organisation



**Q11.** Overall, I believe the culture at my workplace has improved in the last 12 months



**Q7k.** I feel a strong personal attachment to my organisation



**Q5h.** My manager appropriately deals with employees who perform poorly



## HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



**Q7c.** I feel that change is managed well in my organisation



**Q11.** Overall, I believe the culture at my workplace has improved in the last 12 months



**Q7k.** I feel a strong personal attachment to my organisation



**Q5h.** My manager appropriately deals with employees who perform poorly



## DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



**Q7c.** I feel that change is managed well in my organisation



**Q11.** Overall, I believe the culture at my workplace has improved in the last 12 months



**Q7k.** I feel a strong personal attachment to my organisation



**Q5h.** My manager appropriately deals with employees who perform poorly



## 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.

# 55%

of employees replied favourably to:

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

## 37%

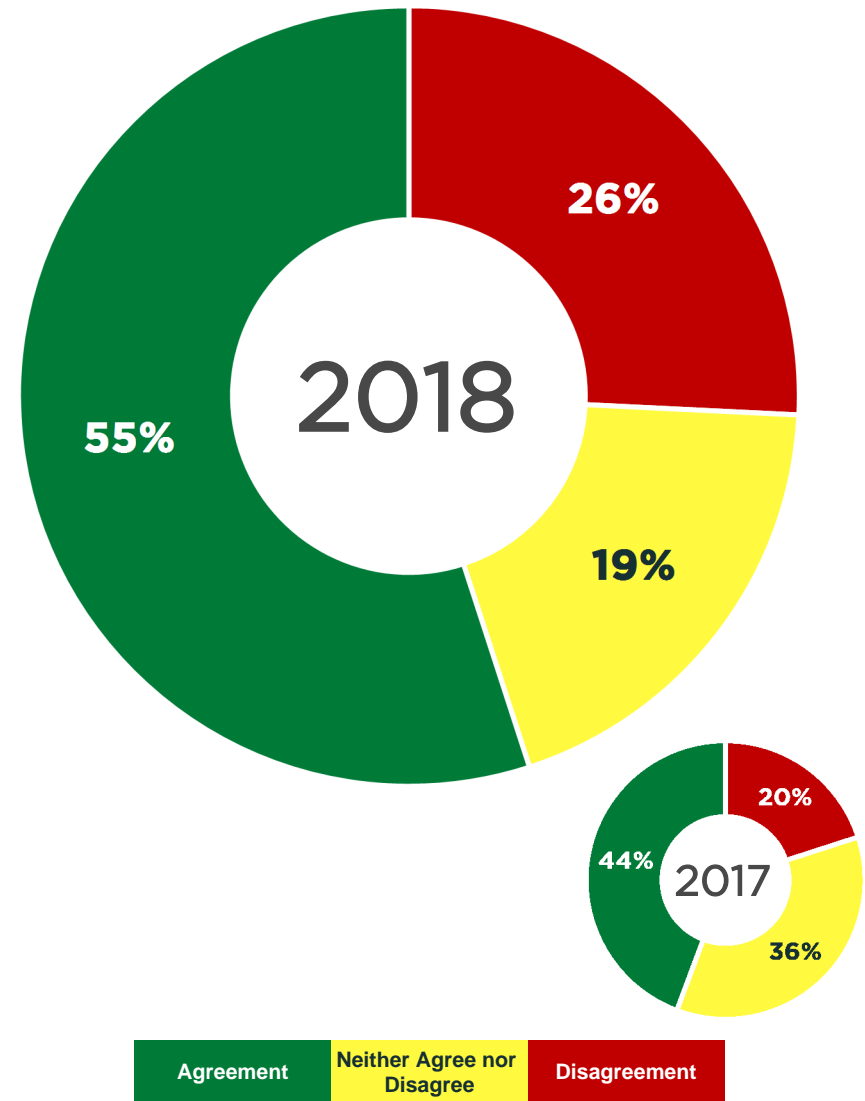
SECTOR

## 36%

CLUSTER

## 44%

2017



# KEY DRIVERS OF ENGAGEMENT



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

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

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

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

## RANK

		% AGREEMENT 2018	% AGREEMENT 2017	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
<b>1</b>	<b>Q6c.</b> I feel that senior managers model the values of my organisation	<b>48%</b>	57%	47%	50%
<b>2</b>	<b>Q6b.</b> I feel that senior managers effectively lead and manage change	<b>38%</b>	46%	44%	46%
<b>3</b>	<b>Q6a.</b> I believe senior managers provide clear direction for the future of the organisation	<b>46%</b>	52%	46%	49%
<b>4</b>	<b>Q9a.</b> I have confidence in the ways my organisation resolves grievances	<b>31%</b>	35%	41%	40%
<b>5</b>	<b>Q8a.</b> My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	<b>67%</b>	81%	74%	76%
<b>6</b>	<b>Q6h.</b> I feel that senior managers listen to employees	<b>45%</b>	44%	40%	43%

# BUSINESS UNIT COMPARISON



## COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Cancer Institute NSW

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.

	Cancer Institute NSW	Cancer Prevention & Cancer Screening	Cancer Services and Information & Strategic Research Investment	Corporate Services & Information Technology
NUMBER OF RESPONDENTS	273	80	127	56
EMPLOYEE ENGAGEMENT	65%	67%	60%	70%
ENGAGEMENT WITH WORK	66%	67%	61%	73%
SENIOR MANAGERS	46%	51%	41%	52%
COMMUNICATION	59%	62%	51%	74%
HIGH PERFORMANCE	62%	62%	58%	71%
PUBLIC SECTOR VALUES	60%	63%	55%	67%
DIVERSITY & INCLUSION	61%	61%	54%	76%

### 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	65% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7i. I would recommend my organisation as a great place to work	16	42	28	7	58%	65%	61%	61%
Q7j. I am proud to tell others I work for my organisation	28	41	23		70%	81%	69%	69%
Q7k. I feel a strong personal attachment to my organisation	20	37	31		57%	63%	62%	63%
Q7l. My organisation motivates me to help it achieve its objectives	16	42	24	11	58%	68%	54%	55%
Q7m. My organisation inspires me to do the best in my job	17	37	26	11	54%	64%	55%	55%

KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

ENGAGEMENT WITH WORK	66% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1c. My job gives me a feeling of personal accomplishment	24	44	20	8	68%	74%	77%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	27	40	19	10	67%	72%	72%	72%
Q1e. I am satisfied with my job	19	43	24	10	63%	63%	70%	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		46% 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		46%	52%	46%	49%					
Q6b. I feel that senior managers effectively lead and manage change		38%	46%	44%	46%					
Q6c. I feel that senior managers model the values of my organisation		48%	57%	47%	50%					
Q6d. Senior managers encourage innovation by employees		42%	61%	47%	50%					
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with		53%	67%	48%	52%					
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		55%	67%	57%	62%					
Q6g. I feel that senior managers keep employees informed about what's going on		56%	48%	44%	47%					
Q6h. I feel that senior managers listen to employees		45%	44%	40%	43%					
Q7c. I feel that change is managed well in my organisation		32%	36%	42%	40%					

KEY





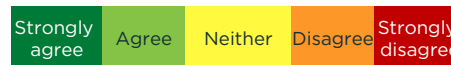
## EXPLORE THE FULL RESULTS

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

COMMUNICATION	59% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
Q5c. My manager communicates effectively with me	29	37	7	9	17	66%	78%	70%	72%
Q5d. My manager encourages and values employee input	31	36	9	9	16	66%	77%	70%	72%
Q5e. My manager involves my workgroup in decisions about our work	25	37	15	9	15	62%	72%	65%	67%
Q6g. I feel that senior managers keep employees informed about what's going on	11	45	12	14	18	56%	48%	44%	47%
Q6h. I feel that senior managers listen to employees		38	20	13	22	45%	44%	40%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	15	44	13	9	19	59%	65%	66%	67%

KEY





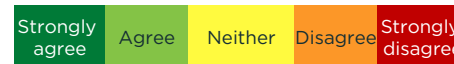
## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

	HIGH PERFORMANCE		62% 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	26	63		89%	88%	92%	90%		
Q2b. My workgroup works collaboratively to achieve its objectives	34	46	8	80%	86%	79%	79%		
Q3f. I have received appropriate training and development to do my job well	16	40	23	14	7	56%	67%	70%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	23	46	12	8	12	69%	76%	71%	74%
Q5f. I have confidence in the decisions my manager makes	26	37	12	9	16	63%	73%	65%	68%
Q6d. Senior managers encourage innovation by employees	8	34	24	15	19	42%	61%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	12	41	21	9	18	53%	67%	48%	52%
Q7a. My organisation focuses on improving the work we do	14	57	12	13		71%	85%	68%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges	13	44	18	11	14	56%	68%	56%	57%

KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

	HIGH PERFORMANCE					AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7d. There is good co-operation between teams across our organisation						62%	43%	52%	50%	49%
Q7h. My organisation generally selects capable people to do the job							57%	68%	54%	54%

### 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		60% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q2a. My workgroup strives to achieve customer/client satisfaction				82%	88%	87%	86%
Q2e. People in my workgroup treat each other with respect				73%	85%	71%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do				69%	76%	71%	74%
Q5b. My manager listens to what I have to say				67%	81%	73%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation				46%	52%	46%	49%
Q6c. I feel that senior managers model the values of my organisation				48%	57%	47%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives				55%	67%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on				56%	48%	44%	47%
Q6h. I feel that senior managers listen to employees				45%	44%	40%	43%

KEY

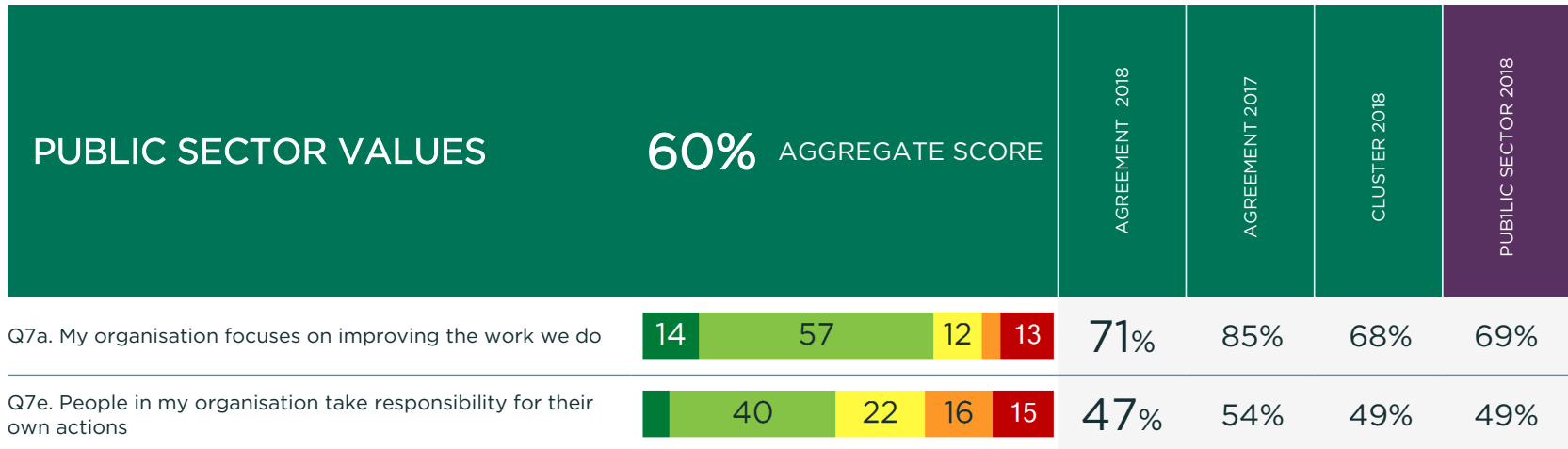




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



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		61% 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		61%	72%	66%	65%				
Q5b. My manager listens to what I have to say		67%	81%	73%	76%				
Q5d. My manager encourages and values employee input		66%	77%	70%	72%				
Q6i. Senior managers in my organisation support the career advancement of women		56%	63%	54%	60%				
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)		67%	81%	74%	76%				
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)		71%	82%	75%	75%				
Q8c. I am able to speak up and share a different view to my colleagues and manager		59%	65%	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>		47%	56%	58%	59%				
Q8e. My manager supports flexible working in my team		56%	-	61%	63%				

KEY

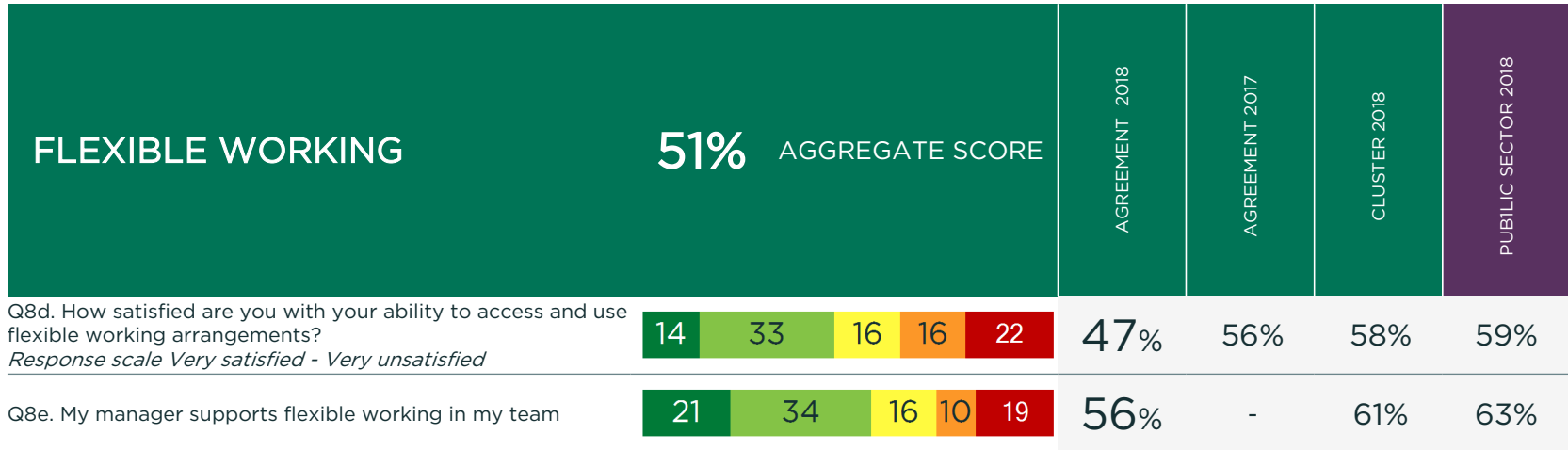




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

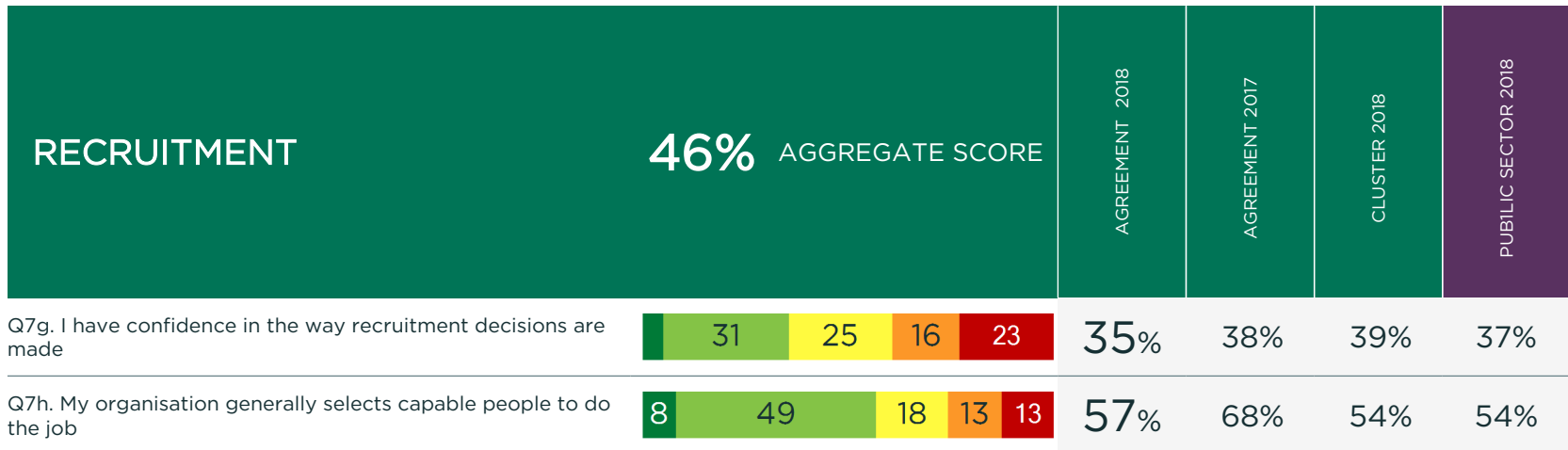




## EXPLORE THE FULL RESULTS

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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





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

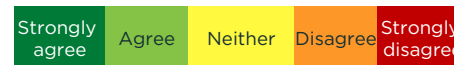
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

## PERFORMANCE FRAMEWORK & DEVELOPMENT

**56%** 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	15 51 15 13	66%	67%	65%	65%
Q3e. My performance is assessed against clear criteria	12 52 20 11	64%	60%	60%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	9 32 25 19 15	41%	46%	53%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	28 39 8 8 16	68%	75%	66%	69%
Q5h. My manager appropriately deals with employees who perform poorly	15 31 31 7 15	47%	51%	46%	46%
Q7f. My organisation is committed to developing its employees	9 40 24 13 15	49%	56%	51%	52%

KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

	67% 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	18	44	19	16	61%	72%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level	14	47	21	13	61%	67%	62%	60%
Q2c. I receive help and support from other members of my workgroup	36	44	9		79%	85%	80%	81%
Q2d. There is good team spirit in my workgroup	32	36	16	10	68%	77%	68%	70%

KEY

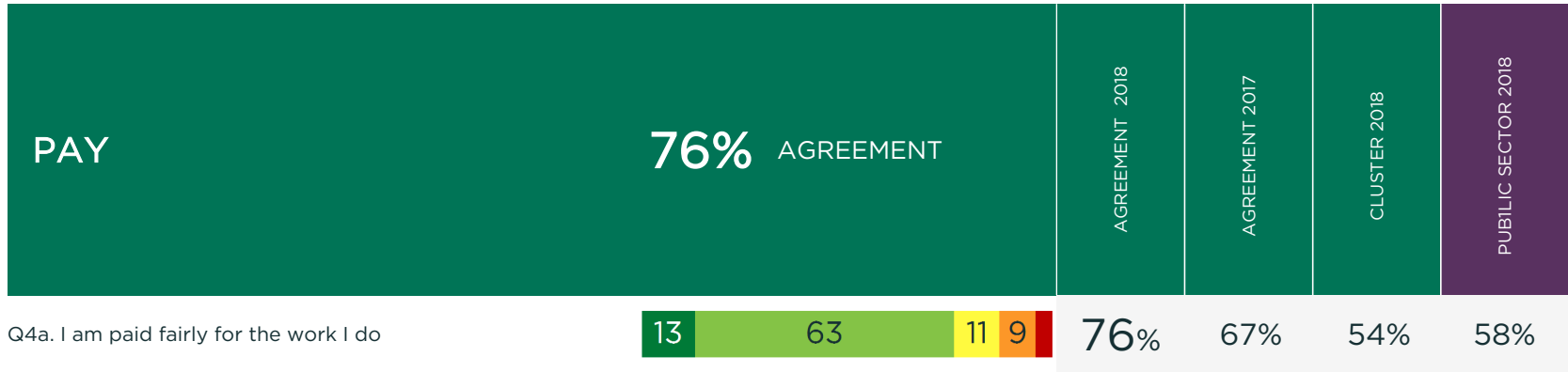




## EXPLORE THE FULL RESULTS

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### KEY

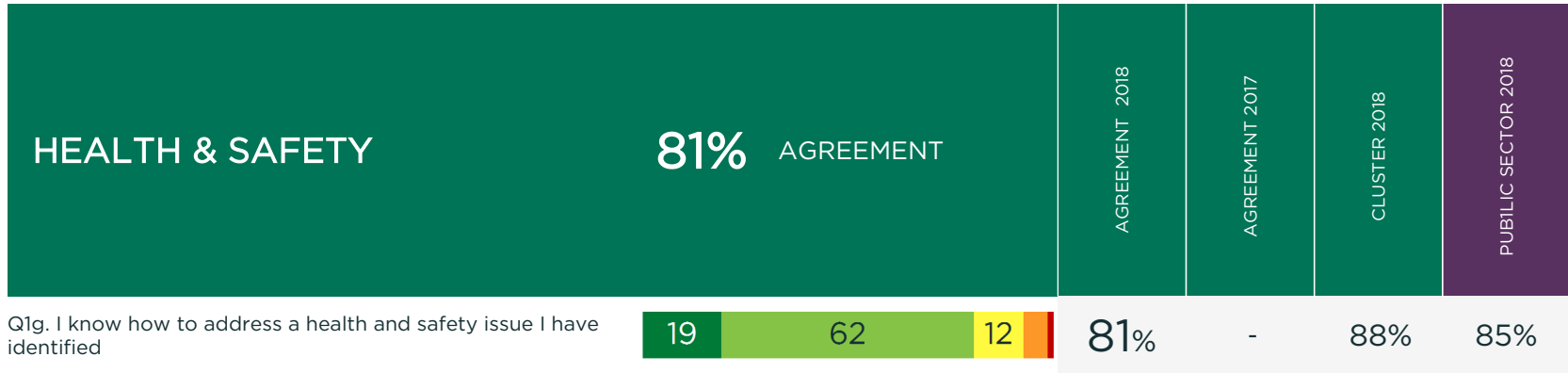




## EXPLORE THE FULL RESULTS

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### KEY

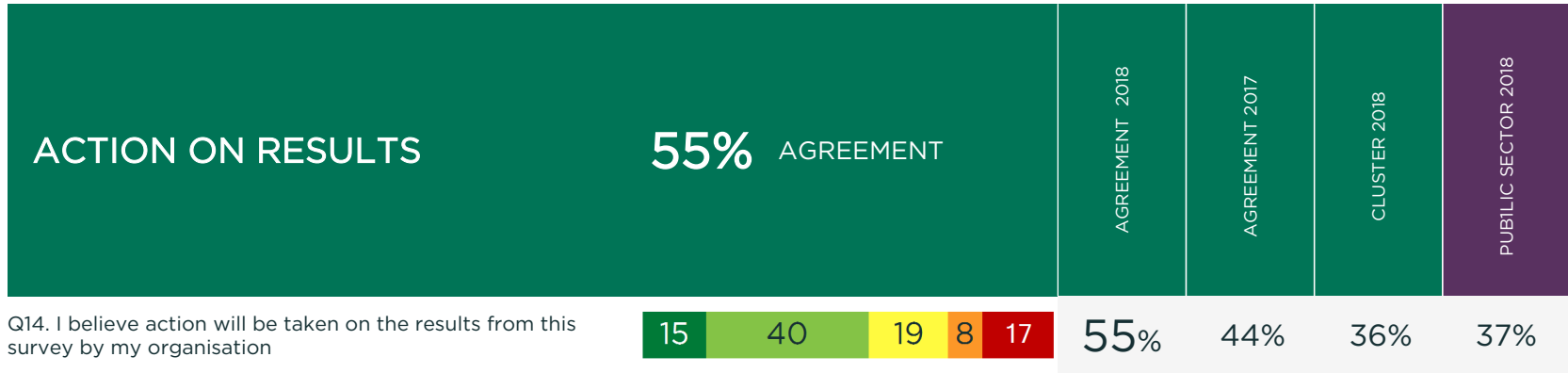




## EXPLORE THE FULL RESULTS

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### KEY



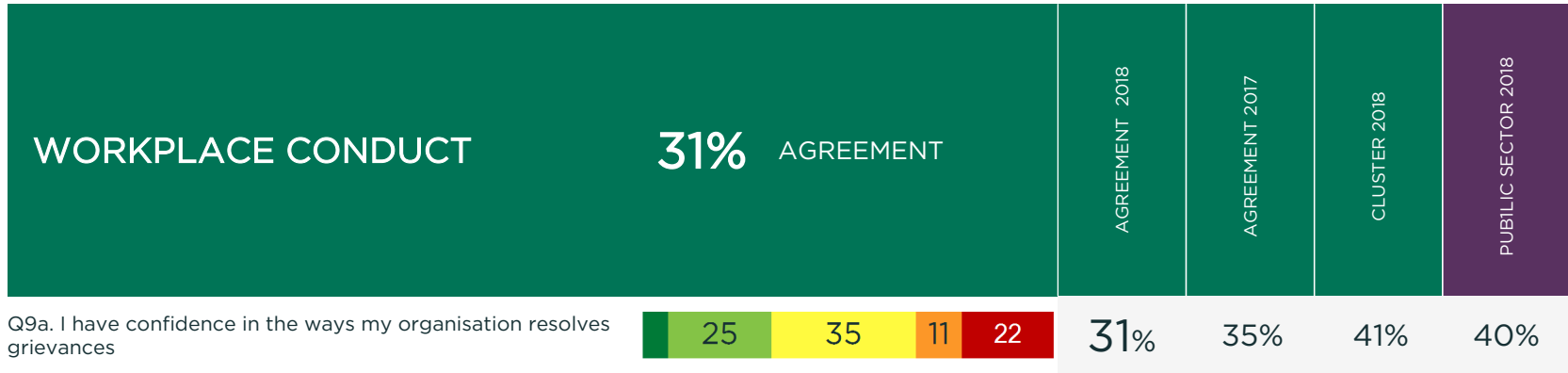




## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



### KEY





## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

### PERFORMANCE FRAMEWORK & DEVELOPMENT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q3a.</b> I have a current performance and development plan that sets out my individual objectives					
Yes		85%	78%	69%	71%
No		15%	22%	31%	29%
<b>Q3b.</b> I have informal feedback conversations with my manager					
Yes		86%	82%	74%	76%
No		14%	18%	26%	24%
<b>Q3c.</b> I have scheduled feedback conversations with my manager					
Yes		77%	76%	57%	58%
No		23%	24%	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		51%	44%	40%	41%
No		49%	56%	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		43%	37%	27%	29%
Lack of visible opportunities		35%	34%	29%	30%
There are no major barriers to my career progression		25%	30%	34%	32%
Lack of support from my manager/supervisor		24%	12%	15%	14%
Lack of support for temporary assignments/secondments		20%	18%	14%	15%
Personal/family considerations		20%	22%	29%	30%
Insufficient training and development		20%	11%	15%	16%
Geographic location considerations		18%	19%	23%	26%
The application/recruitment process is too cumbersome or time consuming		14%	13%	18%	23%
Lack of required capabilities or experience		12%	9%	10%	11%
Other		6%	10%	9%	9%

% are calculated with the number of unique respondents (N = 268 to this question)



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

## UNACCEPTABLE CONDUCT





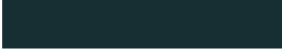

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q10a.</b> In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		30%	17%	28%	24%
No		56%	68%	54%	58%
Don't know		15%	15%	17%	18%
<b>Q10b.</b> If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		27%	38%	69%	66%
No		71%	52%	29%	32%
Don't know		1%	10%	2%	2%



## EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

## UNACCEPTABLE CONDUCT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
<b>Q11a. In the last 12 months I have witnessed bullying at work</b>					
Yes		37%	21%	39%	33%
No		55%	70%	52%	57%
Don't know		8%	9%	9%	10%
<b>Q11b. In the last 12 months I have been subjected to bullying at work</b>					
Yes		23%	12%	21%	18%
No		73%	84%	73%	76%
Don't know		5%	4%	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
Your Immediate Manager/Supervisor		46%	23%	23%	23%
A senior manager		31%	50%	18%	21%
A fellow worker at your level		10%	5%	32%	27%
Prefer not to say		7%	9%	13%	14%
Other		3%	9%	6%	4%
A subordinate		2%	5%	6%	7%
A client or customer		2%	-	2%	2%
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	98%	-	93%	94%
Don't know	1%	-	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)





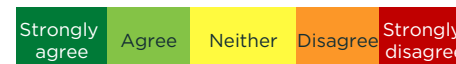
## EXPLORE THE FULL RESULTS

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	18	43	17	11	11	61%	74%	62%
Q2. I believe I am valued for what I can offer at my workplace	17	49	11	12	11	66%	75%	70%
Q3. In my workplace, we recognise our successes and innovations	16	48	17	9	10	64%	75%	66%
Q4. Staff are treated respectfully regardless of their job	17	43	16	10	15	59%	75%	69%
Q5. The senior managers at my workplace lead by example in creating a positive workplace	14	34	20	14	18	48%	61%	53%

KEY





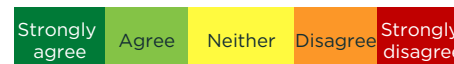
## EXPLORE THE FULL RESULTS

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	11	38	19	12	21	49%	58%	52%
Q7. I have a say in decisions which affect my work	8	42	20	15	15	50%	62%	55%
Q8. Where I work, we share the lessons learnt when mistakes are made	9	48	15	14	14	57%	62%	68%
Q9. My team's objectives/work plans are clearly outlined	11	52	17	13	8	63%	69%	66%
Q10. Our objectives/work plans help us to deliver a quality service	13	50	20	9	8	63%	71%	68%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months	8	30	32	10	20	39%	37%	44%

KEY



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>GENDER</b>		
Male		22%
Female		75%
Other		3%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>AGE</b>		
15 - 19		0%
20 - 24		0%
25 -29		5%
30 - 34		15%
35 - 39		21%
40 - 44		22%
45 - 49		12%
50 - 54		12%
55 - 59		5%
60 - 64		4%
65+		4%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

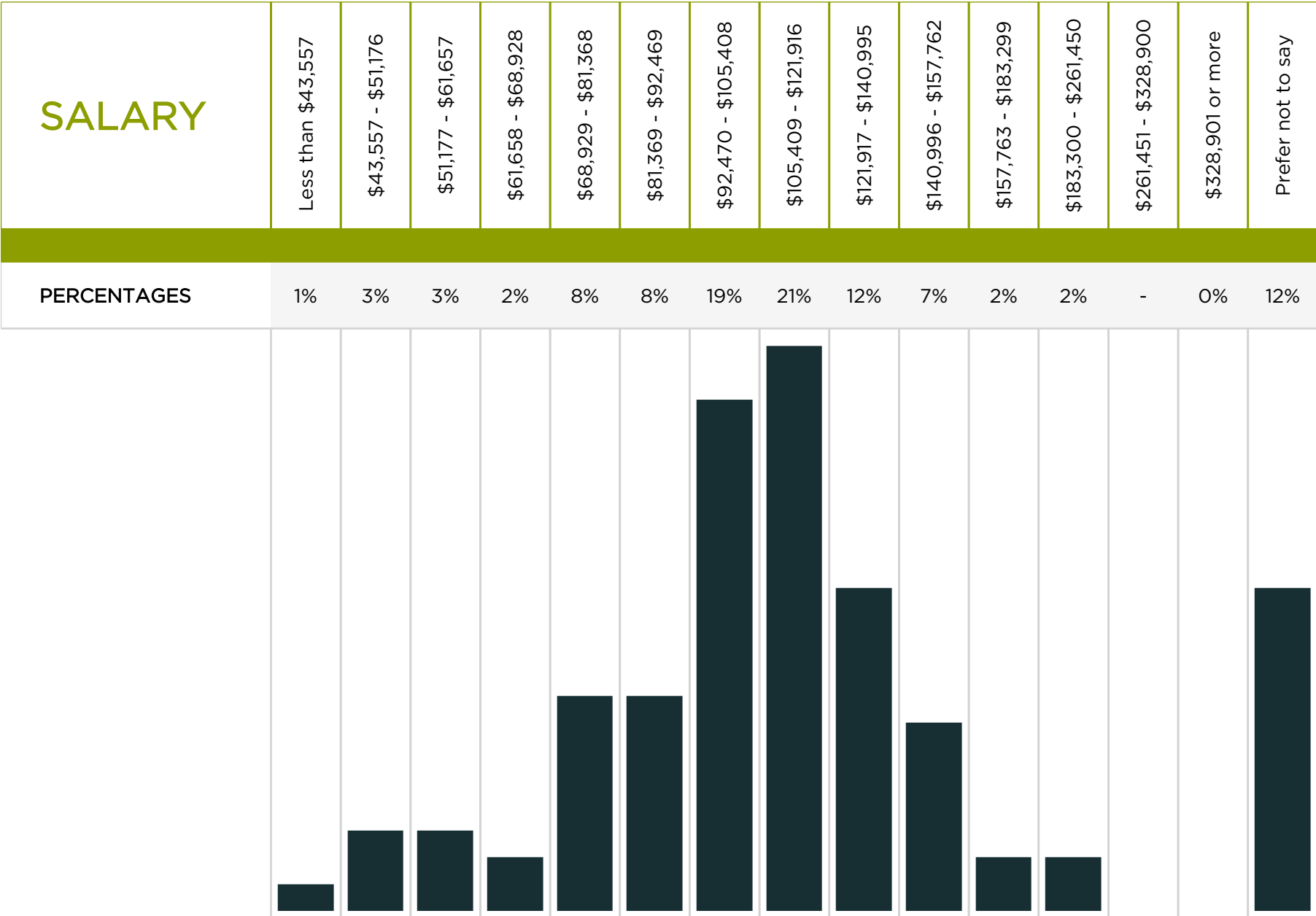
	PERCENTAGE
<b>TYPE OF WORK</b>	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	7%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	7%
Administrative support (e.g. executive/personal assistant, receptionist)	4%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	18%
Policy	1%
Research	11%
Program and project management support	33%
Legal (including developing and/or reviewing legislation)	-
Other	19%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

### SALARY



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>TENURE IN ORGANISATION</b>		
Less than 1 year		17%
1 - 2 years		20%
2 - 5 years		39%
5 - 10 years		16%
10 - 20 years		7%
More than 20 years		2%

# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>FLEXIBLE WORKING</b>		
Flexible start and finish times		42%
None of the above		39%
Working from home		20%
Working additional hours to make up for time off		17%
Part-time work		15%
Leave without pay		7%
Working from different locations		4%
Purchasing annual leave		4%

% are calculated with the number of unique respondents (N = 254 to this question)



# PROFILE OF RESPONDENTS



## PERSONAL AND WORK PROFILES

		PERCENTAGE
<b>FLEXIBLE WORKING</b>		
Working more hours over fewer days		4%
Study leave		4%
Flexible scheduling for rostered workers		2%
Job sharing		2%
Other		2%

% are calculated with the number of unique respondents (N = 254 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.

	Cancer Institute NSW	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
<b>NUMBER OF RESPONDENTS</b>	<b>273</b>	<b>19</b>	<b>17</b>	<b>11</b>	<b>46</b>	<b>2</b>	<b>28</b>	<b>84</b>	<b>0</b>	<b>48</b>
<b>EMPLOYEE ENGAGEMENT</b>	65%	(r)	(r)	(r)	69%	(r)	(r)	64%	(r)	58%
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	75%	(r)	(r)	64%	(r)	49%
SENIOR MANAGERS	46%	(r)	(r)	(r)	53%	(r)	(r)	46%	(r)	36%
COMMUNICATION	59%	(r)	(r)	(r)	72%	(r)	(r)	58%	(r)	45%
HIGH PERFORMANCE	62%	(r)	(r)	(r)	69%	(r)	(r)	59%	(r)	55%
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	68%	(r)	(r)	59%	(r)	50%
DIVERSITY & INCLUSION	61%	(r)	(r)	(r)	75%	(r)	(r)	57%	(r)	47%

### 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.

	Cancer Institute NSW	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	273	2	8	7	4	19	19	48	54	31	18	6	5	0
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	(r)	54%	64%	67%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	(r)	(r)	(r)	42%	74%	68%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	(r)	28%	47%	46%	(r)	(r)	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	(r)	42%	59%	66%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	62%	(r)	(r)	(r)	(r)	(r)	(r)	43%	63%	63%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	(r)	(r)	(r)	41%	60%	64%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	61%	(r)	(r)	(r)	(r)	(r)	(r)	42%	62%	74%	(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.

	Cancer Institute NSW	\$328,901 or more	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	<b>273</b>	<b>1</b>	<b>31</b>
<b>EMPLOYEE ENGAGEMENT</b>	65%	(r)	56%
ENGAGEMENT WITH WORK	66%	(r)	49%
SENIOR MANAGERS	46%	(r)	41%
COMMUNICATION	59%	(r)	59%
HIGH PERFORMANCE	62%	(r)	62%
PUBLIC SECTOR VALUES	60%	(r)	59%
DIVERSITY & INCLUSION	61%	(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.

	Cancer Institute NSW	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
<b>NUMBER OF RESPONDENTS</b>	<b>273</b>	<b>42</b>	<b>50</b>	<b>98</b>	<b>40</b>	<b>18</b>	<b>6</b>
<b>EMPLOYEE ENGAGEMENT</b>	65%	73%	67%	58%	65%	(r)	(r)
ENGAGEMENT WITH WORK	66%	76%	63%	57%	70%	(r)	(r)
SENIOR MANAGERS	46%	68%	53%	31%	46%	(r)	(r)
COMMUNICATION	59%	79%	62%	48%	58%	(r)	(r)
HIGH PERFORMANCE	62%	80%	62%	51%	64%	(r)	(r)
PUBLIC SECTOR VALUES	60%	80%	62%	49%	58%	(r)	(r)
DIVERSITY & INCLUSION	61%	79%	66%	51%	62%	(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

# 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.

	Cancer Institute NSW	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
<b>NUMBER OF RESPONDENTS</b>	273	107	9	44	4	39	4	10	50	10	19	9	4	98
<b>EMPLOYEE ENGAGEMENT</b>	65%	73%	(r)	73%	(r)	71%	(r)	(r)	71%	(r)	(r)	(r)	(r)	57%
ENGAGEMENT WITH WORK	66%	77%	(r)	78%	(r)	71%	(r)	(r)	82%	(r)	(r)	(r)	(r)	52%
SENIOR MANAGERS	46%	62%	(r)	60%	(r)	51%	(r)	(r)	63%	(r)	(r)	(r)	(r)	30%
COMMUNICATION	59%	75%	(r)	71%	(r)	69%	(r)	(r)	75%	(r)	(r)	(r)	(r)	43%
HIGH PERFORMANCE	62%	76%	(r)	73%	(r)	70%	(r)	(r)	76%	(r)	(r)	(r)	(r)	46%
PUBLIC SECTOR VALUES	60%	76%	(r)	73%	(r)	66%	(r)	(r)	77%	(r)	(r)	(r)	(r)	43%
DIVERSITY & INCLUSION	61%	78%	(r)	78%	(r)	71%	(r)	(r)	79%	(r)	(r)	(r)	(r)	42%

\*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.

	Cancer Institute NSW	Sydney East	Sydney - City and Inner South	Sydney West	Coffs Harbour - Grafton	Mid North Coast	Sydney - South West	Richmond - Tweed	New England and North West	Newcastle and Lake Macquarie	Sydney - North Sydney and Hornsby	Sydney - Outer South West	Sydney - Outer West and Blue Mountains
NUMBER OF RESPONDENTS	273	210	209	7	6	4	3	2	1	1	1	1	1
EMPLOYEE ENGAGEMENT	65%	65%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	66%	63%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	48%	48%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	60%	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	62%	63%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	60%	61%	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	61%	61%	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

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

### KEY

AT LEAST 5 PERCENTAGE POINTS  
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS  
LESS THAN REPORT SCORE

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

# RESULTS BY REGION



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

	Cancer Institute NSW	Sydney - Blacktown	Sydney - Parramatta	Murray	OUTSIDE NSW	Riverina	Southern Highlands and Shoalhaven	Sydney - Baukham Hills and Hawkesbury	Sydney - Eastern Suburbs	Sydney - Inner South West	Sydney - Inner West	Sydney - Northern Beaches	Sydney - Ryde	Sydney - Sutherland
NUMBER OF RESPONDENTS	273	1	1	0	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

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

**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



# RESULTS BY REGION



## EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

	Cancer Institute NSW	Capital Region	Central Coast	Central West	Far West and Orana	Hunter Valley exc Newcastle	Illawarra
<b>NUMBER OF RESPONDENTS</b>	<b>273</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>EMPLOYEE ENGAGEMENT</b>	65%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	62%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	61%	(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.

	Cancer Institute NSW	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
<b>NUMBER OF RESPONDENTS</b>	<b>273</b>	<b>1</b>	<b>1</b>	<b>11</b>	<b>35</b>	<b>48</b>	<b>49</b>	<b>28</b>	<b>27</b>	<b>11</b>	<b>8</b>	<b>8</b>
<b>EMPLOYEE ENGAGEMENT</b>	65%	(r)	(r)	(r)	68%	68%	61%	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	73%	70%	64%	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	63%	47%	45%	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	71%	67%	63%	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	62%	(r)	(r)	(r)	73%	67%	64%	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	74%	64%	60%	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	61%	(r)	(r)	(r)	72%	69%	66%	(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 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.

	Cancer Institute NSW	Male	Female	Other
<b>NUMBER OF RESPONDENTS</b>	<b>273</b>	<b>49</b>	<b>171</b>	<b>7</b>
<b>EMPLOYEE ENGAGEMENT</b>	65%	71%	68%	(r)
ENGAGEMENT WITH WORK	66%	77%	72%	(r)
SENIOR MANAGERS	46%	61%	50%	(r)
COMMUNICATION	59%	79%	64%	(r)
HIGH PERFORMANCE	62%	73%	67%	(r)
PUBLIC SECTOR VALUES	60%	76%	65%	(r)
DIVERSITY & INCLUSION	61%	81%	67%	(r)

**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS 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.

	Cancer Institute NSW	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	273	0	0	1	0	0	0	0	5	0	0	11	11	0
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	61%	(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.

	Cancer Institute NSW	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	273	10	15	18	9	0	5	0	0	0	6	0	8	14
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	61%	(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.

	Cancer Institute NSW	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	273	1	0	0	0	0	0	0	1	23	19	0	0	0
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	61%	(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



## 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.

	Cancer Institute NSW	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
<b>NUMBER OF RESPONDENTS</b>	<b>273</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>78</b>
<b>EMPLOYEE ENGAGEMENT</b>	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	50%
ENGAGEMENT WITH WORK	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	36%
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	22%
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	33%
HIGH PERFORMANCE	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	42%
PUBLIC SECTOR VALUES	60%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	36%
DIVERSITY & INCLUSION	61%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	35%

### 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.