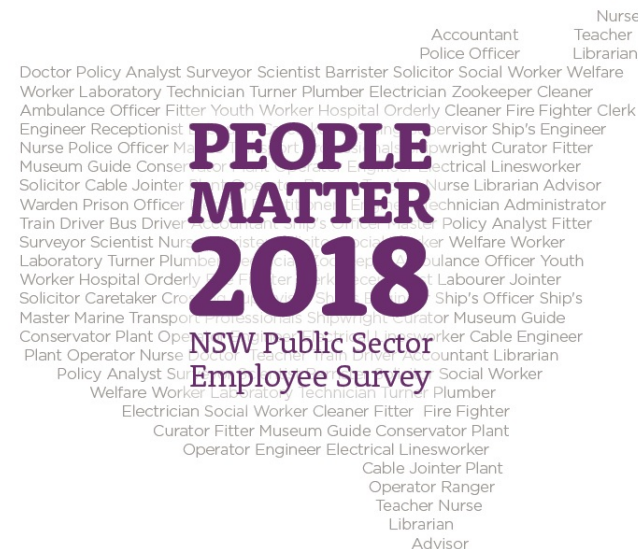

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Health

Murrumbidgee Local Health District

RESPONSE RATE

71%

2,674 OF 3,768 RESPONDENTS

EMPLOYEE ENGAGEMENT

65%

DIFFERENCE FROM 2017 0
 DIFFERENCE FROM CLUSTER 0
 DIFFERENCE FROM PUBLIC SECTOR 0

ENGAGEMENT WITH WORK

76%

DIFFERENCE FROM 2017 +2
 DIFFERENCE FROM CLUSTER +3
 DIFFERENCE FROM PUBLIC SECTOR +4

SENIOR MANAGERS

46%

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

COMMUNICATION

59%

DIFFERENCE FROM 2017 +3
 DIFFERENCE FROM CLUSTER 0
 DIFFERENCE FROM PUBLIC SECTOR -2

HIGH PERFORMANCE

64%

DIFFERENCE FROM 2017 +2
 DIFFERENCE FROM CLUSTER 0
 DIFFERENCE FROM PUBLIC SECTOR 0

PUBLIC SECTOR VALUES

59%

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

DIVERSITY & INCLUSION

68%

DIFFERENCE FROM CLUSTER +2
 DIFFERENCE FROM PUBLIC SECTOR 0

FLEXIBLE WORKING SATISFACTION

63%

DIFFERENCE FROM 2017 +3
 DIFFERENCE FROM CLUSTER +6
 DIFFERENCE FROM PUBLIC SECTOR +4

ACTION ON RESULTS

36%

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



QUESTIONS ARE GROUPED INTO TOPICS IN THIS REPORT.

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

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

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

HIGHEST AND LOWEST QUESTIONS

+ HIGHEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

1a.	I understand what is expected of me to do well in my role	93%	93%
1g.	I know how to address a health and safety issue I have identified	90%	-
2a.	My workgroup strives to achieve customer/client satisfaction	88%	87%
2b.	My workgroup works collaboratively to achieve its objectives	80%	78%
1c.	My job gives me a feeling of personal accomplishment	80%	77%
2c.	I receive help and support from other members of my workgroup	79%	78%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	76%	74%
1d.	I feel motivated to contribute more than what is normally required at work	75%	72%
8a.	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	74%	72%
5b.	My manager listens to what I have to say	74%	71%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

14.	I believe action will be taken on the results from this survey by my organisation	36%	34%
7g.	I have confidence in the way recruitment decisions are made	39%	37%
6h.	I feel that senior managers listen to employees	40%	37%
9a.	I have confidence in the ways my organisation resolves grievances	41%	38%
6g.	I feel that senior managers keep employees informed about what's going on	42%	40%
6b.	I feel that senior managers effectively lead and manage change	43%	43%
7c.	I feel that change is managed well in my organisation	44%	41%
6c.	I feel that senior managers model the values of my organisation	45%	45%
6a.	I believe senior managers provide clear direction for the future of the organisation	45%	45%
7e.	People in my organisation take responsibility for their own actions	47%	46%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

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

MOST AND LEAST IMPROVED QUESTIONS



MOST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

5a.	My manager encourages people in my workgroup to keep improving the work they do	73%	69%
1b.	I am provided with the support I need to do my best at work	68%	64%
5b.	My manager listens to what I have to say	74%	71%
3g.	I am satisfied with the opportunities available for career development in my organisation	57%	53%
5d.	My manager encourages and values employee input	71%	67%
5e.	My manager involves my workgroup in decisions about our work	67%	64%
3e.	My performance is assessed against clear criteria	57%	54%
6h.	I feel that senior managers listen to employees	40%	37%
7c.	I feel that change is managed well in my organisation	44%	41%
9a.	I have confidence in the ways my organisation resolves grievances	41%	38%



LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

4a.	I am paid fairly for the work I do	57%	60%
6f.	Senior managers communicate the importance of customers/clients in achieving our business objectives	55%	56%



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

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



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



Q6d. Senior managers encourage innovation by employees



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



Q6d. Senior managers encourage innovation by employees



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



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.

36%

of employees replied favourably to:

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

37%

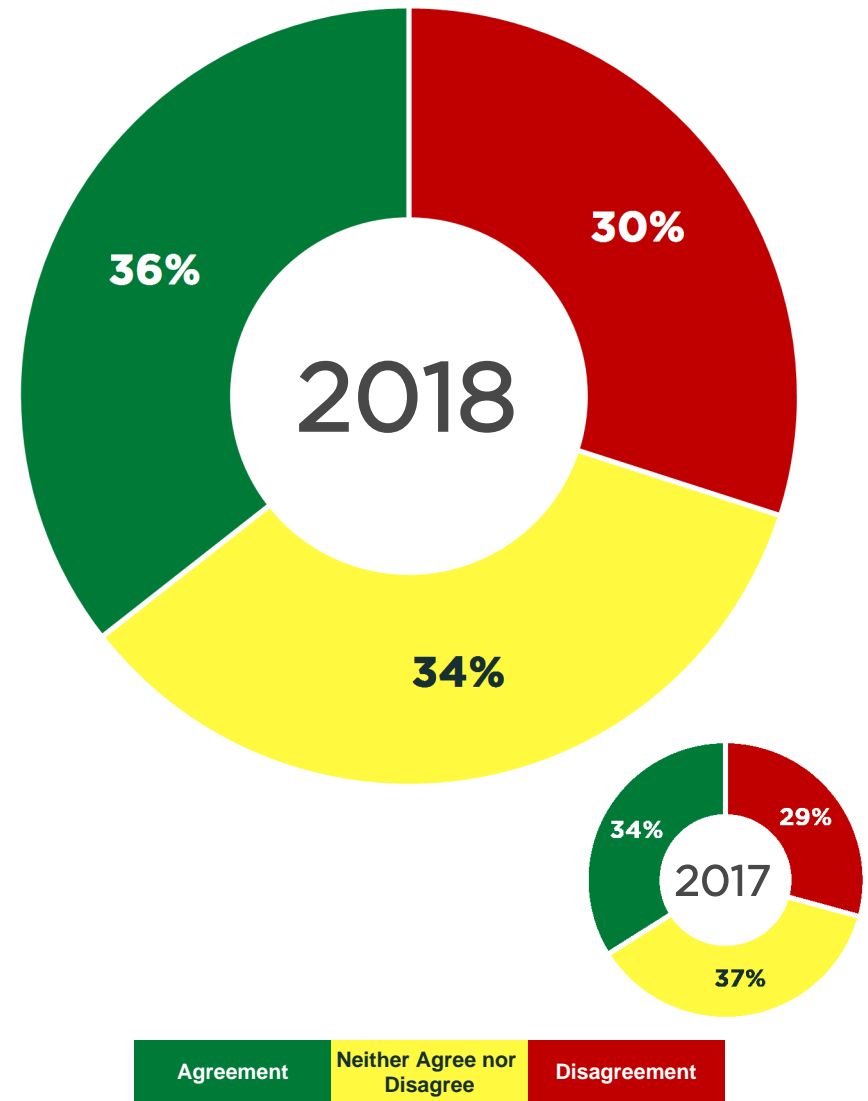
SECTOR

36%

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	52%	50%	51%	52%
2	Q7a. My organisation focuses on improving the work we do	69%	69%	68%	69%
3	Q7b. My organisation is making the necessary improvements to meet our future challenges	58%	56%	56%	57%
4	Q7c. I feel that change is managed well in my organisation	44%	41%	42%	40%
5	Q6c. I feel that senior managers model the values of my organisation	45%	45%	47%	50%
6	Q6h. I feel that senior managers listen to employees	40%	37%	40%	43%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Murrumbidgee Local Health District

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

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

	Murrumbidgee Local Health District	Barham	Batlow	Berrigan	Boorowa	Coolamon	Cootamundra	Corowa	Culcairn	Deniliquin	District Services Asset Services	District Services Corporate	District Services Finance and Performance	District Services Workforce Services
NUMBER OF RESPONDENTS	2674	11	28	20	19	16	53	76	36	157	31	61	41	44
EMPLOYEE ENGAGEMENT	65%	77%	65%	67%	76%	83%	59%	70%	70%	57%	69%	67%	71%	72%
ENGAGEMENT WITH WORK	76%	82%	77%	70%	82%	85%	68%	73%	92%	69%	75%	79%	80%	83%
SENIOR MANAGERS	46%	44%	47%	61%	45%	63%	40%	56%	52%	24%	69%	49%	67%	48%
COMMUNICATION	59%	58%	71%	62%	67%	68%	44%	66%	69%	51%	70%	65%	74%	72%
HIGH PERFORMANCE	64%	74%	67%	65%	76%	77%	59%	71%	78%	55%	67%	67%	75%	71%
PUBLIC SECTOR VALUES	59%	63%	61%	61%	65%	73%	52%	67%	69%	46%	69%	62%	73%	67%
DIVERSITY & INCLUSION	68%	74%	73%	64%	76%	83%	57%	71%	85%	64%	75%	76%	80%	78%

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

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Murrumbidgee Local Health District

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

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

	Murrumbidgee Local Health District	Finley	Griffith	Gundagai	Hay	Henty	Hillston	Holbrook	Integrated Care and Partnerships	Jerilderie	Junee	Lake Cargelligo	Leeton	Lockhart
NUMBER OF RESPONDENTS	2674	29	308	47	28	22	21	44	74	21	58	21	56	29
EMPLOYEE ENGAGEMENT	65%	71%	61%	71%	76%	49%	78%	71%	56%	76%	62%	67%	62%	71%
ENGAGEMENT WITH WORK	76%	77%	76%	82%	84%	68%	90%	77%	70%	75%	76%	79%	67%	90%
SENIOR MANAGERS	46%	57%	36%	64%	61%	39%	69%	59%	45%	45%	47%	40%	43%	82%
COMMUNICATION	59%	61%	54%	73%	75%	46%	85%	68%	59%	69%	61%	55%	57%	84%
HIGH PERFORMANCE	64%	73%	58%	76%	78%	54%	86%	71%	66%	69%	63%	69%	58%	85%
PUBLIC SECTOR VALUES	59%	66%	52%	71%	70%	48%	81%	68%	59%	62%	58%	60%	55%	83%
DIVERSITY & INCLUSION	68%	74%	63%	76%	82%	59%	89%	66%	70%	76%	67%	76%	64%	86%

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

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Murrumbidgee Local Health District

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

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

	Murrumbidgee Local Health District	Mental Health Drug and Alcohol Community	Mental Health Drug and Alcohol District	Mental Health Drug and Alcohol Inpatient	MLHD Brain Injury Services	Murrumburrah-Harden	Narrandera	Temora	Tocumwal	Tumbarumba	Tumut	Urana	Wagga Wagga Community and Dental	Wagga Wagga Rural Referral Hospital
NUMBER OF RESPONDENTS	2674	62	16	39	14	35	38	45	22	38	58	23	82	714
EMPLOYEE ENGAGEMENT	65%	68%	75%	73%	48%	75%	77%	67%	62%	81%	72%	80%	50%	65%
ENGAGEMENT WITH WORK	76%	82%	83%	73%	57%	89%	85%	78%	80%	90%	75%	97%	69%	74%
SENIOR MANAGERS	46%	51%	47%	63%	16%	60%	65%	42%	42%	72%	51%	83%	27%	42%
COMMUNICATION	59%	62%	65%	63%	43%	66%	69%	55%	65%	82%	70%	91%	45%	54%
HIGH PERFORMANCE	64%	67%	73%	70%	51%	71%	75%	67%	67%	83%	72%	91%	51%	61%
PUBLIC SECTOR VALUES	59%	64%	63%	66%	49%	66%	74%	59%	60%	78%	66%	87%	47%	55%
DIVERSITY & INCLUSION	68%	71%	86%	75%	54%	79%	74%	67%	69%	85%	75%	93%	58%	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 10 RESPONDENTS

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Murrumbidgee Local Health District

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

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

	Murrumbidgee Local Health District	West Wyalong	Young
NUMBER OF RESPONDENTS	2674	28	76
EMPLOYEE ENGAGEMENT	65%	65%	65%
ENGAGEMENT WITH WORK	76%	64%	77%
SENIOR MANAGERS	46%	38%	49%
COMMUNICATION	59%	51%	58%
HIGH PERFORMANCE	64%	61%	63%
PUBLIC SECTOR VALUES	59%	56%	59%
DIVERSITY & INCLUSION	68%	67%	65%

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



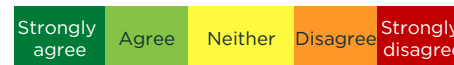
EXPLORE THE FULL RESULTS

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	17	44	24	8	62%	61%	61%	61%
Q7j. I am proud to tell others I work for my organisation	22	47	21		69%	67%	69%	69%
Q7k. I feel a strong personal attachment to my organisation	21	42	24	8	63%	63%	62%	63%
Q7l. My organisation motivates me to help it achieve its objectives	16	40	28	11	56%	53%	54%	55%
Q7m. My organisation inspires me to do the best in my job	17	40	27	10	57%	55%	55%	55%

KEY





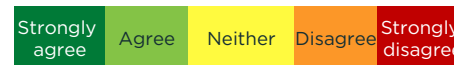
EXPLORE THE FULL RESULTS

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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.

ENGAGEMENT WITH WORK	76% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1c. My job gives me a feeling of personal accomplishment	32	48	13	80%	77%	77%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work	33	42	15	8	75%	72%	72%	
Q1e. I am satisfied with my job	26	46	16	8	73%	72%	70%	69%

KEY





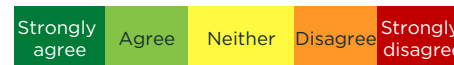
EXPLORE THE FULL RESULTS

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

SENIOR MANAGERS		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		45%	45%	46%	49%					
Q6b. I feel that senior managers effectively lead and manage change		43%	43%	44%	46%					
Q6c. I feel that senior managers model the values of my organisation		45%	45%	47%	50%					
Q6d. Senior managers encourage innovation by employees		47%	46%	47%	50%					
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with		48%	46%	48%	52%					
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		55%	56%	57%	62%					
Q6g. I feel that senior managers keep employees informed about what's going on		42%	40%	44%	47%					
Q6h. I feel that senior managers listen to employees		40%	37%	40%	43%					
Q7c. I feel that change is managed well in my organisation		44%	41%	42%	40%					

KEY





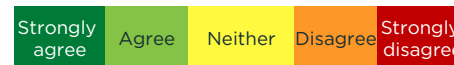
EXPLORE THE FULL RESULTS

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	59% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q5c. My manager communicates effectively with me	31	39	15	9	70%	67%	70%	72%	
Q5d. My manager encourages and values employee input	31	39	16	8	71%	67%	70%	72%	
Q5e. My manager involves my workgroup in decisions about our work	29	38	17	10	67%	64%	65%	67%	
Q6g. I feel that senior managers keep employees informed about what's going on	12	30	28	17	13	42%	40%	44%	47%
Q6h. I feel that senior managers listen to employees	11	29	29	17	14	40%	37%	40%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	21	44	18	10	65%	64%	66%	67%	

KEY





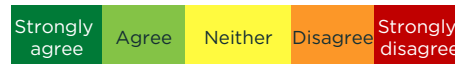
EXPLORE THE FULL RESULTS

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		64% 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	46	47		93%	93%	92%	90%		
Q2b. My workgroup works collaboratively to achieve its objectives	31	49	12	80%	78%	79%	79%		
Q3f. I have received appropriate training and development to do my job well	20	49	17	9	69%	67%	70%	65%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	29	44	15	7	73%	69%	71%	74%	
Q5f. I have confidence in the decisions my manager makes	30	36	20	8	66%	64%	65%	68%	
Q6d. Senior managers encourage innovation by employees	13	35	31	13	9	47%	46%	47%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	13	34	33	11	9	48%	46%	48%	52%
Q7a. My organisation focuses on improving the work we do	18	51	20	7	69%	69%	68%	69%	
Q7b. My organisation is making the necessary improvements to meet our future challenges	14	44	26	10	58%	56%	56%	57%	

KEY

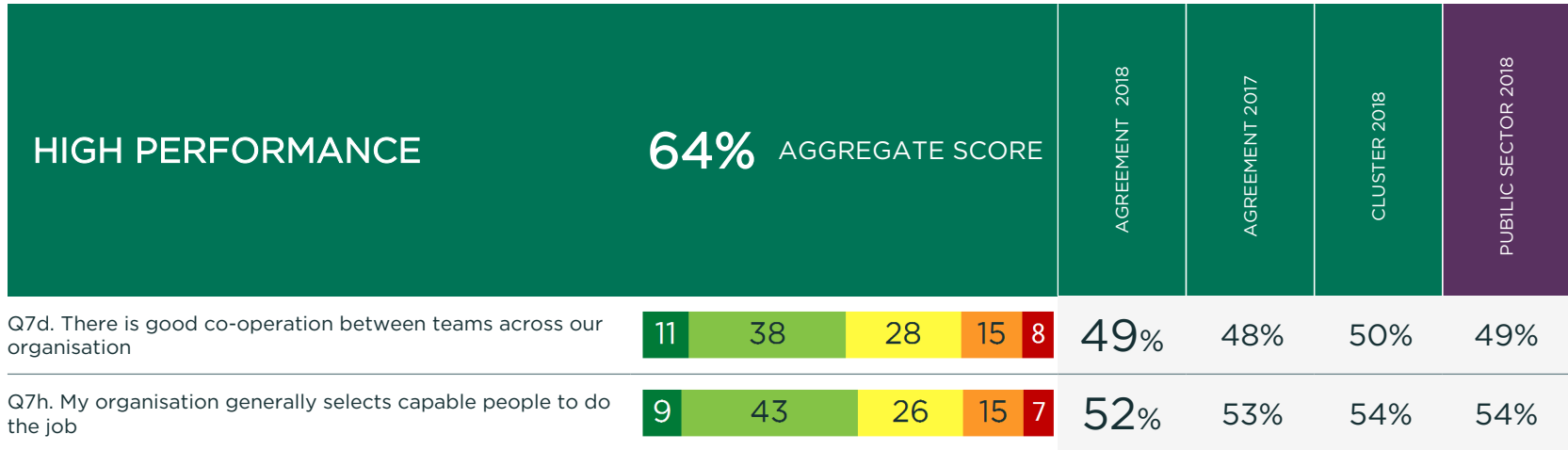




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

PUBLIC SECTOR VALUES	59% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
	Q2a. My workgroup strives to achieve customer/client satisfaction	37	50	7	88%	87%	87%	86%	
Q2e. People in my workgroup treat each other with respect	26	42	18	9	68%	67%	71%	75%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do	29	44	15	7	73%	69%	71%	74%	
Q5b. My manager listens to what I have to say	33	42	12	8	74%	71%	73%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	13	32	30	14	11	45%	45%	46%	49%
Q6c. I feel that senior managers model the values of my organisation	13	32	29	14	13	45%	45%	47%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	15	41	27	9	8	55%	56%	57%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	12	30	28	17	13	42%	40%	44%	47%
Q6h. I feel that senior managers listen to employees	11	29	29	17	14	40%	37%	40%	43%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

PUBLIC SECTOR VALUES		59% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7a. My organisation focuses on improving the work we do		69%	69%	68%	69%				
Q7e. People in my organisation take responsibility for their own actions		47%	46%	49%	49%				

KEY





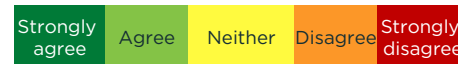
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

DIVERSITY & INCLUSION	68% 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	23	45	16	12	68%	64%	66%	65%
Q5b. My manager listens to what I have to say	33	42	12	8	74%	71%	73%	76%
Q5d. My manager encourages and values employee input	31	39	16	8	71%	67%	70%	72%
Q6i. Senior managers in my organisation support the career advancement of women	17	38	32		56%	54%	54%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	24	51	17		74%	72%	74%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	25	50	17		76%	74%	75%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	21	44	18	10	65%	64%	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>	23	40	21	9	63%	60%	58%	59%
Q8e. My manager supports flexible working in my team	26	41	19	8	67%	-	61%	63%

KEY

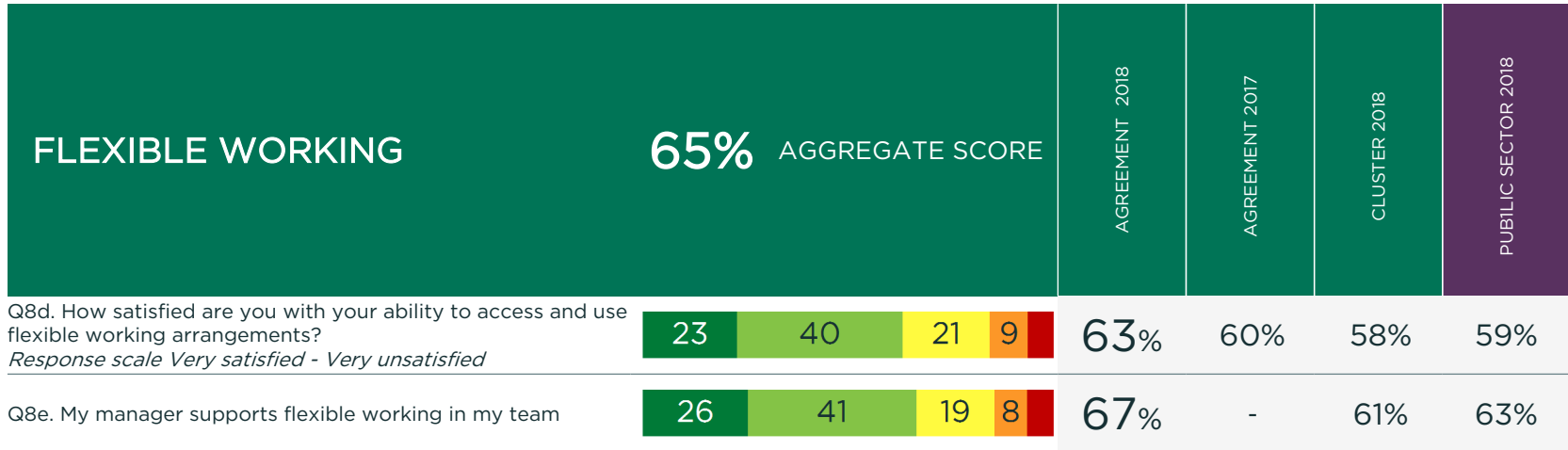




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

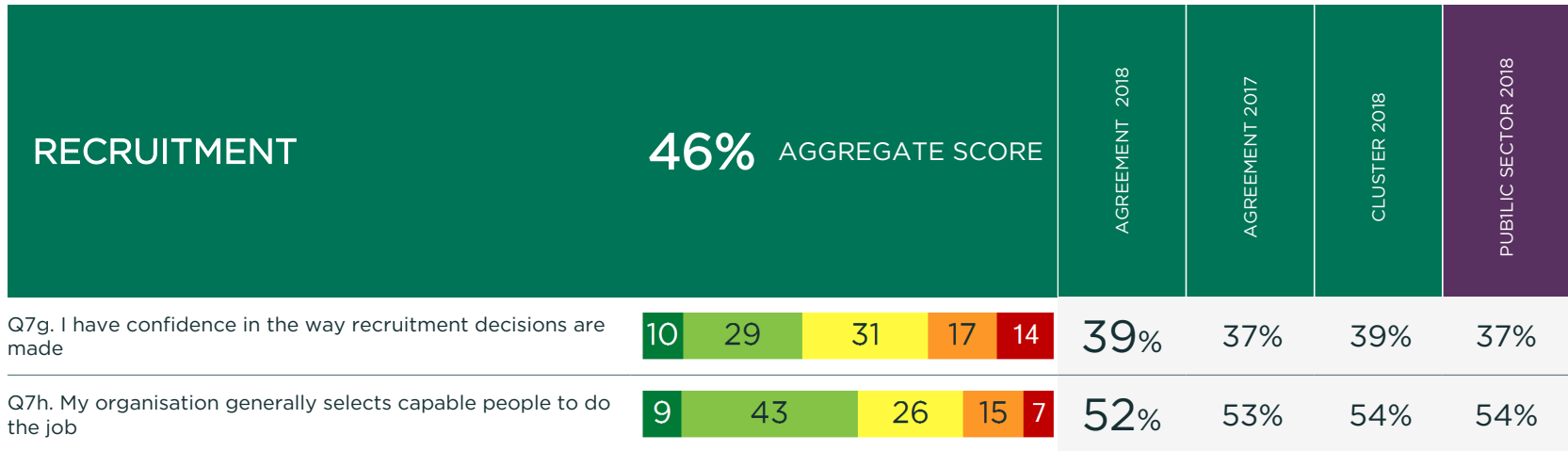




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

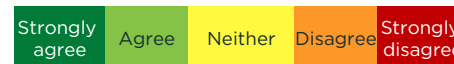
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PERFORMANCE FRAMEWORK & DEVELOPMENT

57% AGGREGATE SCORE

		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	20 42 18 14	62%	60%	65%	65%
Q3e. My performance is assessed against clear criteria	17 40 24 13	57%	54%	60%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	18 39 22 14 8	57%	53%	53%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	30 36 18 10	66%	64%	66%	69%
Q5h. My manager appropriately deals with employees who perform poorly	19 28 29 13 11	47%	45%	46%	46%
Q7f. My organisation is committed to developing its employees	12 40 29 12	52%	50%	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.

	69% 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	23	45	16	12	68%	64%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level	16	47	20	11	63%	61%	62%	60%
Q2c. I receive help and support from other members of my workgroup	31	49	13		79%	78%	80%	81%
Q2d. There is good team spirit in my workgroup	26	40	18	10	67%	65%	68%	70%

KEY

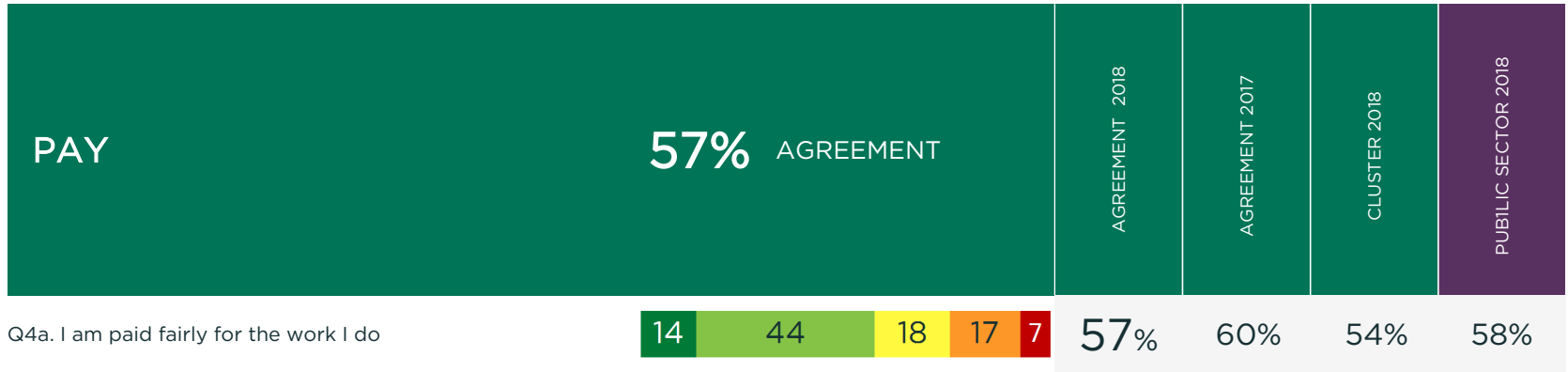




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

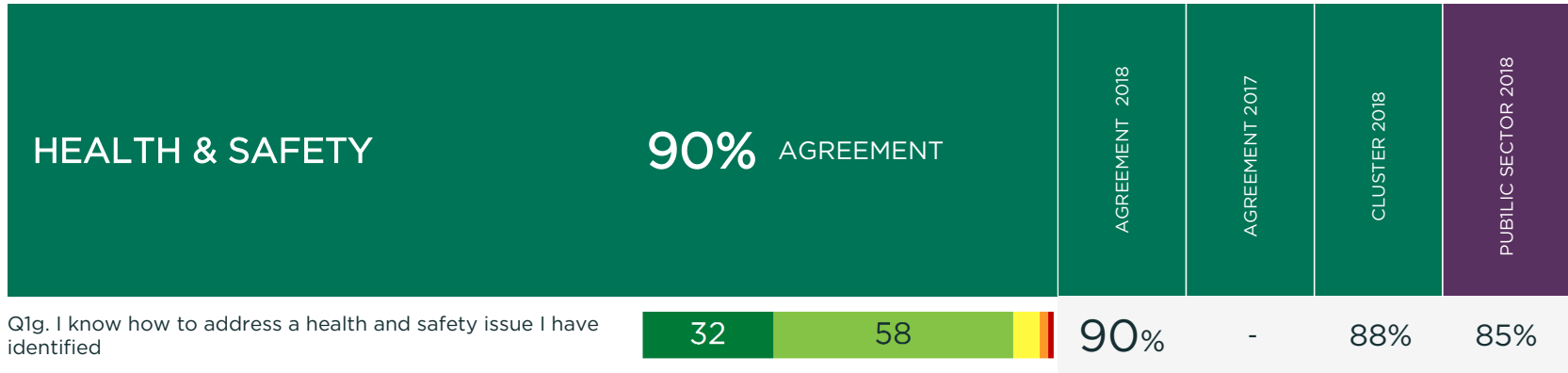




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

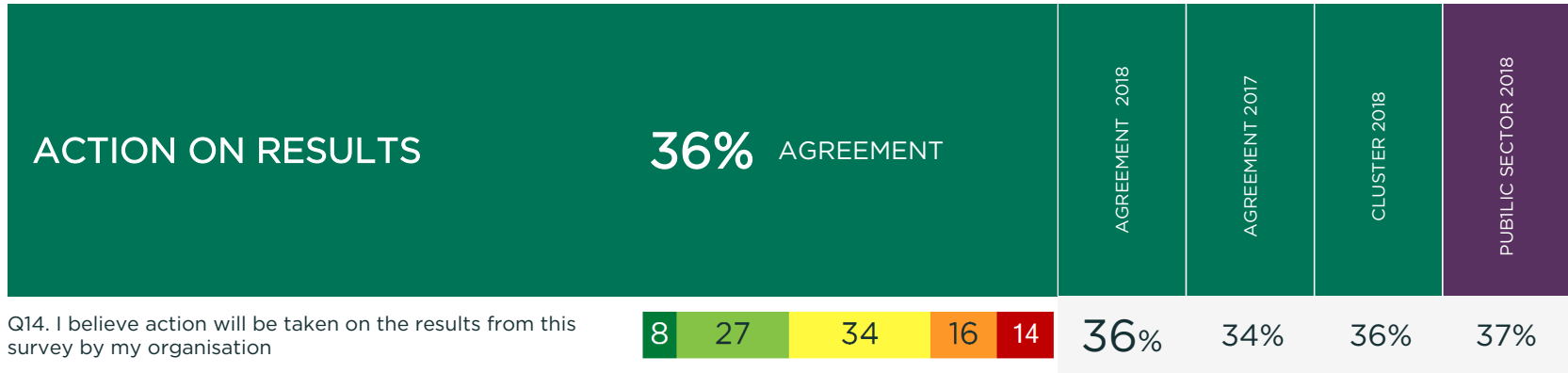




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY

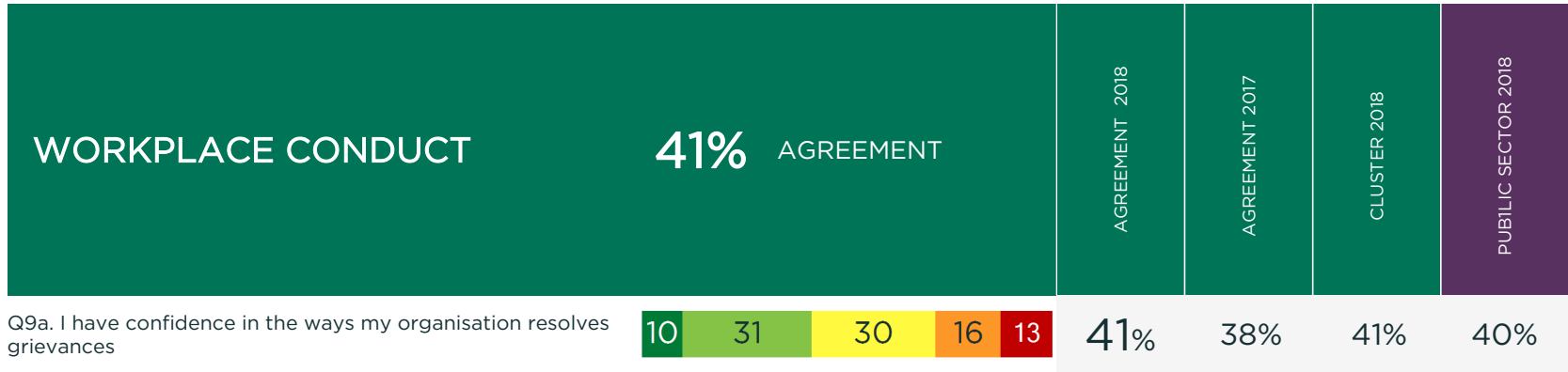




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

PERFORMANCE FRAMEWORK & DEVELOPMENT

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		62%	64%	69%	71%
No		38%	36%	31%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		73%	72%	74%	76%
No		27%	28%	26%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		51%	50%	57%	58%
No		49%	50%	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		35%	35%	40%	41%
No		65%	65%	60%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

MOBILITY

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

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
There are no major barriers to my career progression		37%	33%	34%	32%
Personal/family considerations		31%	37%	29%	30%
Geographic location considerations		27%	29%	23%	26%
Lack of visible opportunities		26%	23%	29%	30%
Lack of promotion opportunities		21%	20%	27%	29%
The application/recruitment process is too cumbersome or time consuming		14%	13%	18%	23%
Insufficient training and development		14%	14%	15%	16%
Lack of support from my manager/supervisor		13%	13%	15%	14%
Lack of support for temporary assignments/secondments		11%	10%	14%	15%
Lack of required capabilities or experience		8%	9%	10%	11%
Other		8%	7%	9%	9%

% are calculated with the number of unique respondents (N = 2,507 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT





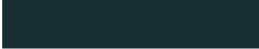

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		34%	33%	28%	24%
No		50%	54%	54%	58%
Don't know		16%	13%	17%	18%
Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		73%	70%	69%	66%
No		25%	28%	29%	32%
Don't know		2%	2%	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		48%	46%	39%	33%
No		43%	46%	52%	57%
Don't know		8%	8%	9%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		27%	24%	21%	18%
No		67%	70%	73%	76%
Don't know		7%	6%	6%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

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

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A fellow worker at your level		33%	33%	32%	27%
A senior manager		20%	14%	18%	21%
Your Immediate Manager/Supervisor		19%	23%	23%	23%
Prefer not to say		14%	19%	13%	14%
A subordinate		6%	5%	6%	7%
Other		5%	4%	6%	4%
A client or customer		2%	2%	2%	2%
A member of the public other than a client or customer		0%	1%	1%	1%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

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

Response	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes	4%	-	5%	3%
No	94%	-	93%	94%
Don't know	2%	-	2%	2%

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

Response	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A person at work	24%	-	28%	39%
A member of the public	52%	-	52%	37%
Other	18%	-	15%	19%
Prefer not to say	5%	-	5%	6%



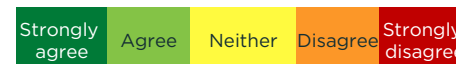
EXPLORE THE FULL RESULTS

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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.

HEALTH CUSTOMISED QUESTIONS		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018
Q1. Morale is good in my team		62%	60%	62%
Q2. I believe I am valued for what I can offer at my workplace		70%	69%	70%
Q3. In my workplace, we recognise our successes and innovations		67%	65%	66%
Q4. Staff are treated respectfully regardless of their job		67%	65%	69%
Q5. The senior managers at my workplace lead by example in creating a positive workplace		54%	51%	53%

KEY





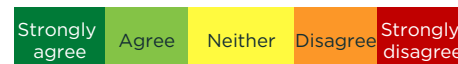
EXPLORE THE FULL RESULTS

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	16	38	24	12	10	54%	51%	52%
Q7. I have a say in decisions which affect my work	14	44	22	14		58%	57%	55%
Q8. Where I work, we share the lessons learnt when mistakes are made	16	51	20	9		67%	68%	68%
Q9. My team's objectives/work plans are clearly outlined	16	51	21	8		66%	66%	66%
Q10. Our objectives/work plans help us to deliver a quality service	17	51	22			68%	68%	68%
Q11. Overall, I believe the culture at my workplace has improved in the last 12 months	14	31	31	13	11	45%	43%	44%

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		14%
Female		84%
Other		1%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		0%
20 - 24		5%
25 -29		10%
30 - 34		12%
35 - 39		12%
40 - 44		12%
45 - 49		13%
50 - 54		12%
55 - 59		13%
60 - 64		9%
65+		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

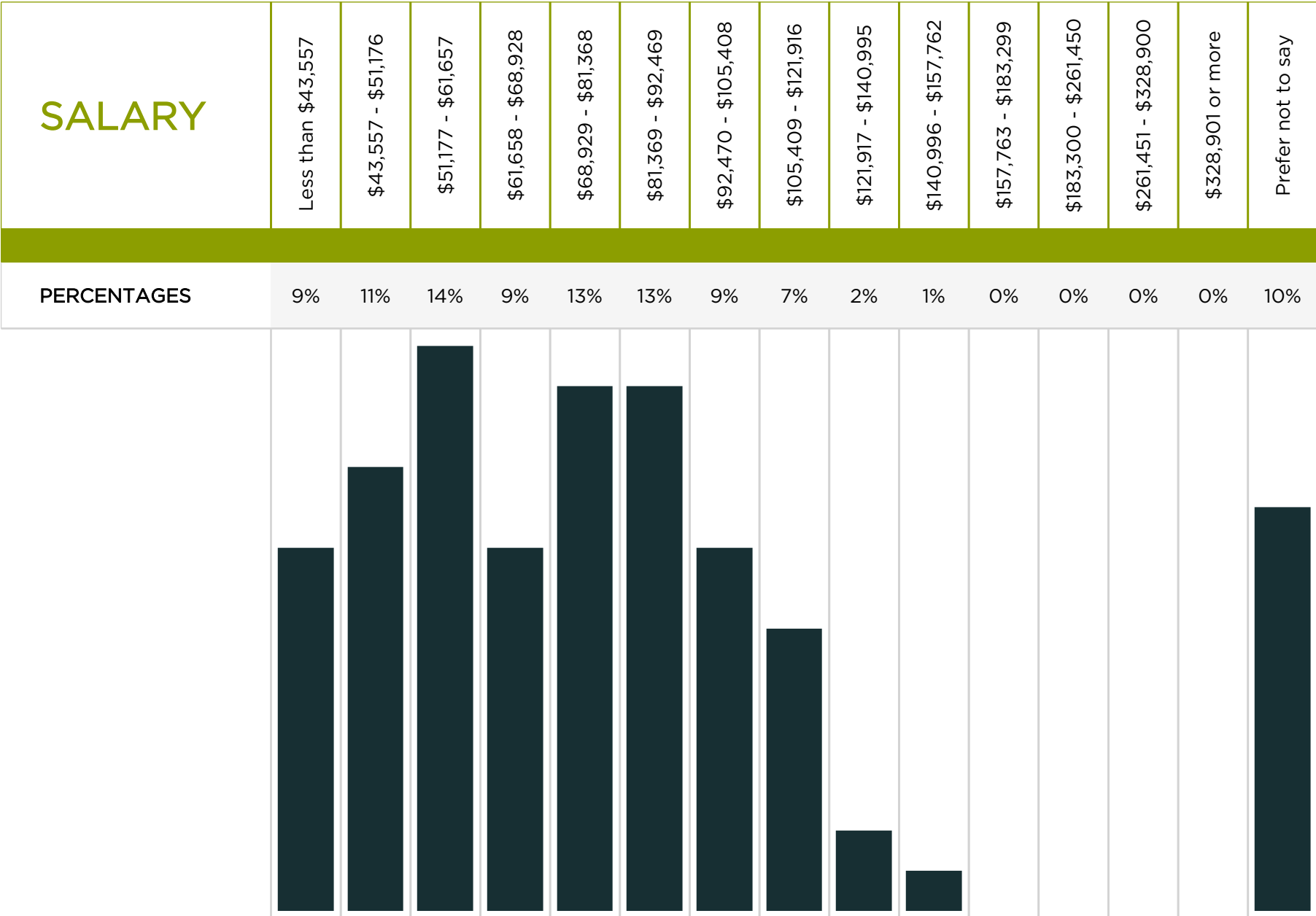
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	74%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	4%
Administrative support (e.g. executive/personal assistant, receptionist)	8%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	3%
Policy	0%
Research	0%
Program and project management support	2%
Legal (including developing and/or reviewing legislation)	-
Other	8%

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		19%
5 - 10 years		20%
10 - 20 years		20%
More than 20 years		15%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
FLEXIBLE WORKING		
None of the above		46%
Part-time work		23%
Flexible start and finish times		18%
Flexible scheduling for rostered workers		8%
Working additional hours to make up for time off		7%
Working from different locations		6%
Study leave		6%

% are calculated with the number of unique respondents (N = 2,417 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
FLEXIBLE WORKING		
Leave without pay		6%
Working more hours over fewer days		6%
Working from home		3%
Job sharing		3%
Other		2%
Purchasing annual leave		1%

% are calculated with the number of unique respondents (N = 2,417 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.

	Murrumbidgee Local Health District	Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing,	Other service delivery work (work that does not involve contact with the public, but it is critical to the	Administrative support (e.g. executive/personal assistant, receptionist)	Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
NUMBER OF RESPONDENTS	2674	1814	105	209	86	4	3	37	0	202
EMPLOYEE ENGAGEMENT	65%	65%	66%	71%	68%	(r)	(r)	66%	(r)	64%
ENGAGEMENT WITH WORK	76%	75%	78%	81%	78%	(r)	(r)	77%	(r)	77%
SENIOR MANAGERS	46%	45%	55%	49%	55%	(r)	(r)	53%	(r)	45%
COMMUNICATION	59%	58%	64%	62%	69%	(r)	(r)	64%	(r)	58%
HIGH PERFORMANCE	64%	64%	68%	66%	69%	(r)	(r)	74%	(r)	62%
PUBLIC SECTOR VALUES	59%	59%	62%	61%	67%	(r)	(r)	66%	(r)	56%
DIVERSITY & INCLUSION	68%	67%	72%	75%	77%	(r)	(r)	80%	(r)	68%

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.

	Murrumbidgee Local Health District	Less than \$43,557	\$43,557 - \$51,176	\$51,177 - \$61,657	\$61,658 - \$68,928	\$68,929 - \$81,368	\$81,369 - \$92,469	\$92,470 - \$105,408	\$105,409 - \$121,916	\$121,917 - \$140,995	\$140,996 - \$157,762	\$157,763 - \$183,299	\$183,300 - \$261,450	\$261,451 - \$328,900
NUMBER OF RESPONDENTS	2674	226	263	349	229	331	310	219	181	54	20	11	8	1
EMPLOYEE ENGAGEMENT	65%	70%	69%	69%	69%	64%	59%	64%	67%	67%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	79%	78%	78%	75%	75%	72%	75%	76%	83%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	53%	54%	49%	51%	46%	38%	45%	47%	49%	(r)	(r)	(r)	(r)
COMMUNICATION	59%	64%	63%	63%	66%	59%	52%	57%	59%	63%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	64%	68%	69%	66%	68%	65%	58%	62%	65%	69%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	59%	64%	64%	60%	63%	60%	53%	57%	61%	64%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	76%	72%	72%	72%	66%	61%	66%	69%	75%	(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.

	Murrumbidgee Local Health District	\$328,901 or more	Prefer not to say
NUMBER OF RESPONDENTS	2674	6	256
EMPLOYEE ENGAGEMENT	65%	(r)	60%
ENGAGEMENT WITH WORK	76%	(r)	71%
SENIOR MANAGERS	46%	(r)	36%
COMMUNICATION	59%	(r)	53%
HIGH PERFORMANCE	64%	(r)	58%
PUBLIC SECTOR VALUES	59%	(r)	52%
DIVERSITY & INCLUSION	68%	(r)	62%

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.

	Murrumbidgee Local Health District	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	2674	339	289	461	481	482	371
EMPLOYEE ENGAGEMENT	65%	71%	70%	66%	64%	61%	65%
ENGAGEMENT WITH WORK	76%	82%	78%	78%	74%	70%	77%
SENIOR MANAGERS	46%	59%	55%	47%	43%	39%	43%
COMMUNICATION	59%	71%	67%	58%	56%	53%	58%
HIGH PERFORMANCE	64%	74%	68%	65%	63%	58%	65%
PUBLIC SECTOR VALUES	59%	70%	65%	60%	57%	53%	58%
DIVERSITY & INCLUSION	68%	77%	73%	68%	66%	63%	67%

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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

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.

	Murrumbidgee Local Health District	Flexible start and finish times	Working more hours over fewer days	Working additional hours to make up for time off	Flexible scheduling for rostered workers	Part-time work	Job sharing	Working from different locations	Working from home	Purchasing annual leave	Leave without pay	Study leave	Other	None of the above
NUMBER OF RESPONDENTS	2674	426	135	169	196	557	66	156	84	15	138	155	55	1108
EMPLOYEE ENGAGEMENT	65%	69%	67%	68%	71%	67%	76%	68%	67%	(r)	68%	68%	66%	63%
ENGAGEMENT WITH WORK	76%	80%	73%	78%	82%	79%	83%	77%	78%	(r)	79%	80%	76%	73%
SENIOR MANAGERS	46%	53%	56%	50%	53%	48%	58%	51%	52%	(r)	49%	51%	44%	42%
COMMUNICATION	59%	68%	66%	68%	68%	63%	72%	65%	66%	(r)	67%	63%	54%	54%
HIGH PERFORMANCE	64%	70%	70%	69%	71%	67%	78%	69%	70%	(r)	67%	70%	63%	60%
PUBLIC SECTOR VALUES	59%	66%	66%	64%	65%	62%	71%	64%	65%	(r)	63%	64%	55%	55%
DIVERSITY & INCLUSION	68%	79%	75%	80%	80%	74%	84%	76%	79%	(r)	76%	73%	66%	60%

*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.

	Murrumbidgee Local Health District	Riverina	Murray	Capital Region	Central West	Sydney East	Sydney West	Far West and Orana	Mid North Coast	OUTSIDE NSW	Sydney - City and Inner South	Sydney - South West	Richmond - Tweed
NUMBER OF RESPONDENTS	2674	1588	492	135	44	1	1	1	1	1	1	1	0
EMPLOYEE ENGAGEMENT	65%	65%	68%	69%	66%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	76%	76%	82%	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	46%	50%	53%	40%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	59%	65%	64%	54%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	64%	64%	69%	69%	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	59%	59%	64%	63%	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	68%	73%	72%	74%	(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.

	Murrumbidgee Local Health District	Central Coast	New England and North West	Newcastle and Lake Macquarie	Sydney - Eastern Suburbs	Sydney - Inner South West	Sydney - Inner West	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches	Sydney - Outer South West	Sydney - Outer West and Blue Mountains	Sydney - Parramatta	Sydney - Ryde	Sydney - Sutherland
NUMBER OF RESPONDENTS	2674	0	0	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	76%	(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	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	(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.

	Murrumbidgee Local Health District	Coffs Harbour - Grafton	Hunter Valley exc Newcastle	Illawarra	Southern Highlands and Shoalhaven	Sydney - Baulkham Hills and Hawkesbury	Sydney - Blacktown
NUMBER OF RESPONDENTS	2674	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	(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	64%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	59%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	(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
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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.

	Murrumbidgee Local Health District	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	2674	9	121	250	280	282	291	309	302	307	218	60
EMPLOYEE ENGAGEMENT	65%	(r)	73%	69%	66%	64%	62%	62%	68%	65%	67%	69%
ENGAGEMENT WITH WORK	76%	(r)	83%	75%	73%	74%	74%	76%	75%	76%	80%	81%
SENIOR MANAGERS	46%	(r)	63%	53%	49%	46%	41%	42%	43%	48%	46%	51%
COMMUNICATION	59%	(r)	70%	65%	62%	59%	55%	56%	58%	61%	57%	66%
HIGH PERFORMANCE	64%	(r)	76%	70%	65%	63%	60%	61%	64%	65%	66%	68%
PUBLIC SECTOR VALUES	59%	(r)	73%	64%	62%	58%	55%	55%	58%	61%	59%	63%
DIVERSITY & INCLUSION	68%	(r)	79%	73%	70%	67%	66%	65%	67%	69%	66%	75%

KEY

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RESULT BY GENDER



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

	Murrumbidgee Local Health District	Male	Female	Other
NUMBER OF RESPONDENTS	2674	352	2079	33
EMPLOYEE ENGAGEMENT	65%	66%	66%	42%
ENGAGEMENT WITH WORK	76%	76%	76%	48%
SENIOR MANAGERS	46%	50%	46%	22%
COMMUNICATION	59%	64%	59%	32%
HIGH PERFORMANCE	64%	66%	65%	33%
PUBLIC SECTOR VALUES	59%	62%	60%	32%
DIVERSITY & INCLUSION	68%	70%	69%	37%

KEY

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CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

	Murrumbidgee Local Health District	Junior Medical Officer	Career Medical Officer, Hospitalist	Staff Specialist	Visiting Medical Officer	Clinical Academic	Assistant in Nursing	Enrolled Nurse	Registered Nurse/Midwife, Clinical Nurse/Midwife Specialist, Clinical Nurse/Midwife Consultant,	Nurse/Midwifery Educator and Clinical Nurse/Midwifery Educator	Nurse/Midwifery Manager	Support Officers	Information Management (eg. Librarian, Medical Records and Data Manager)	Clinical Support Executive (eg. Hospital Executive, Local Health Network Executive)
NUMBER OF RESPONDENTS	2674	24	1	8	14	0	119	280	823	40	112	34	24	4
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	79%	68%	64%	62%	72%	68%	(r)	(r)
ENGAGEMENT WITH WORK	76%	(r)	(r)	(r)	(r)	(r)	89%	77%	76%	78%	80%	78%	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	75%	49%	44%	44%	55%	53%	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	78%	61%	59%	65%	63%	58%	(r)	(r)
HIGH PERFORMANCE	64%	(r)	(r)	(r)	(r)	(r)	83%	66%	64%	62%	71%	65%	(r)	(r)
PUBLIC SECTOR VALUES	59%	(r)	(r)	(r)	(r)	(r)	78%	61%	58%	58%	66%	63%	(r)	(r)
DIVERSITY & INCLUSION	68%	(r)	(r)	(r)	(r)	(r)	84%	69%	66%	71%	72%	69%	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	Murrumbidgee Local Health District	Administrative and Executive Assistant	Corporate Services	Senior Manager/Executive	Allied Health Professional	Allied Health Assistant	Health Education, Health Promotion and Health Protection	Counsellor, Welfare Support	Interpreters and Liaison Officer	Aboriginal Health Workers and Aboriginal Education Officers	Technician/Technologist	Hospital Scientist/Biomedical Engineers	Researchers	Data Analyst
NUMBER OF RESPONDENTS	2674	170	35	35	232	47	21	10	0	4	12	2	0	4
EMPLOYEE ENGAGEMENT	65%	69%	72%	70%	58%	72%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	76%	78%	80%	85%	68%	88%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	45%	59%	63%	34%	47%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	62%	76%	72%	50%	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	64%	63%	76%	74%	57%	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	59%	58%	71%	72%	53%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	68%	74%	81%	76%	62%	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	Murrumbidgee Local Health District	Technical Officers/Technical Assistant	Dental Officer, Therapists and Hygienist	Dental Specialist	Dental Assistant	Trainee Dental Assistant	Operational Ambulance Officers (including Educators, DOM, DOCO, Paramedic, AOOC, OCO, SOCO, SO,	Operational Ambulance Managers (incl Zone Managers, Deputy Director Operations, Control Centre	Project Director	Project Manager	Project Officer	Cleaning, Linen and Food	Motor Vehicle, Patient Transport	Security Services, Fire Safety
NUMBER OF RESPONDENTS	2674	15	10	0	12	1	3	0	0	12	8	37	6	14
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	64%	(r)	(r)
ENGAGEMENT WITH WORK	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	77%	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	50%	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	58%	(r)	(r)
HIGH PERFORMANCE	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	66%	(r)	(r)
PUBLIC SECTOR VALUES	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	58%	(r)	(r)
DIVERSITY & INCLUSION	68%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	68%	(r)	(r)

KEY

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CURRENT ROLE



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

	Murrumbidgee Local Health District	Residential Care Attendant, Patient Care Assistant, Patient Services, Wardsperson	Warehouse staff	Tradesperson	Apprentice Trade Worker and Trade Assistant	Trainee	Volunteer	Other job role	Prefer not to say
NUMBER OF RESPONDENTS	2674	7	1	30	1	1	0	87	217
EMPLOYEE ENGAGEMENT	65%	(r)	(r)	70%	(r)	(r)	(r)	66%	58%
ENGAGEMENT WITH WORK	76%	(r)	(r)	79%	(r)	(r)	(r)	77%	63%
SENIOR MANAGERS	46%	(r)	(r)	69%	(r)	(r)	(r)	45%	31%
COMMUNICATION	59%	(r)	(r)	74%	(r)	(r)	(r)	63%	43%
HIGH PERFORMANCE	64%	(r)	(r)	74%	(r)	(r)	(r)	63%	50%
PUBLIC SECTOR VALUES	59%	(r)	(r)	72%	(r)	(r)	(r)	58%	44%
DIVERSITY & INCLUSION	68%	(r)	(r)	77%	(r)	(r)	(r)	73%	54%

KEY

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AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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GUIDE TO THIS REPORT

i SURVEY TIME FRAME

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

i PRIVACY

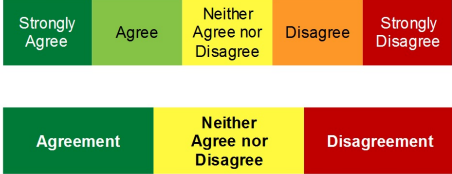
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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

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

i HOW TO READ THIS REPORT

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



i ROUNDING

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

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

i MORE DETAILS ABOUT THE SURVEY AND ITS METHODOLOGY

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