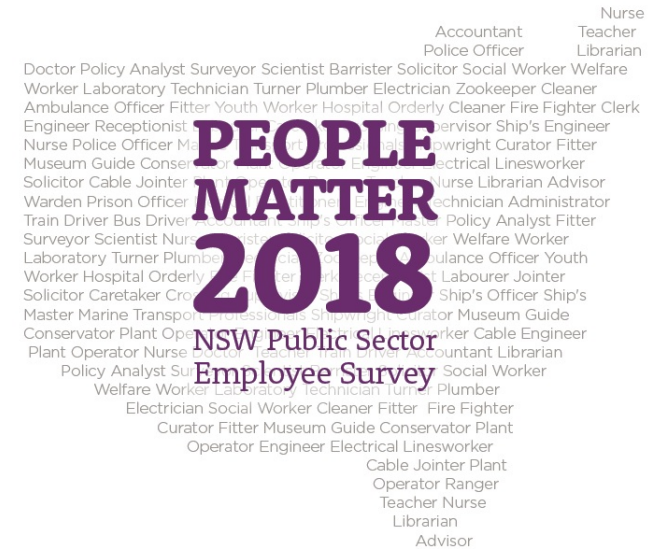

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Industry

NSW Office of Sport

RESPONSE RATE

84%

517 OF 614 RESPONDENTS

EMPLOYEE ENGAGEMENT

62%

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

ENGAGEMENT WITH WORK

64%

DIFFERENCE FROM 2017 -6
 DIFFERENCE FROM CLUSTER -9
 DIFFERENCE FROM PUBLIC SECTOR -8

SENIOR MANAGERS

46%

DIFFERENCE FROM 2017 -1
 DIFFERENCE FROM CLUSTER -9
 DIFFERENCE FROM PUBLIC SECTOR -3

COMMUNICATION

59%

DIFFERENCE FROM 2017 -5
 DIFFERENCE FROM CLUSTER -9
 DIFFERENCE FROM PUBLIC SECTOR -2

HIGH PERFORMANCE

59%

DIFFERENCE FROM 2017 -1
 DIFFERENCE FROM CLUSTER -9
 DIFFERENCE FROM PUBLIC SECTOR -5

PUBLIC SECTOR VALUES

58%

DIFFERENCE FROM 2017 -2
 DIFFERENCE FROM CLUSTER -10
 DIFFERENCE FROM PUBLIC SECTOR -4

DIVERSITY & INCLUSION

66%

DIFFERENCE FROM CLUSTER -11
 DIFFERENCE FROM PUBLIC SECTOR -2

FLEXIBLE WORKING SATISFACTION

62%

DIFFERENCE FROM 2017 -6
 DIFFERENCE FROM CLUSTER -16
 DIFFERENCE FROM PUBLIC SECTOR +3

ACTION ON RESULTS

41%

DIFFERENCE FROM 2017 0
 DIFFERENCE FROM CLUSTER -11
 DIFFERENCE FROM PUBLIC SECTOR +4



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

	AGREEMENT 2018	AGREEMENT 2017
1a. I understand what is expected of me to do well in my role	85%	87%
2a. My workgroup strives to achieve customer/client satisfaction	82%	87%
1g. I know how to address a health and safety issue I have identified	79%	-
2c. I receive help and support from other members of my workgroup	78%	78%
2b. My workgroup works collaboratively to achieve its objectives	76%	78%
8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	73%	76%
5a. My manager encourages people in my workgroup to keep improving the work they do	73%	72%
2e. People in my workgroup treat each other with respect	72%	75%
8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	72%	75%
5d. My manager encourages and values employee input	71%	76%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

	AGREEMENT 2018	AGREEMENT 2017
7c. I feel that change is managed well in my organisation	33%	32%
7g. I have confidence in the way recruitment decisions are made	33%	34%
9a. I have confidence in the ways my organisation resolves grievances	34%	33%
7d. There is good co-operation between teams across our organisation	35%	35%
7e. People in my organisation take responsibility for their own actions	36%	38%
3g. I am satisfied with the opportunities available for career development in my organisation	37%	35%
6h. I feel that senior managers listen to employees	40%	43%
14. I believe action will be taken on the results from this survey by my organisation	41%	41%
6b. I feel that senior managers effectively lead and manage change	42%	43%
6g. I feel that senior managers keep employees informed about what's going on	45%	47%



YOUR PEOPLE MATTER QUESTION RESULTS AT A GLANCE

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

MOST AND LEAST IMPROVED QUESTIONS



MOST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

7f.	My organisation is committed to developing its employees	46%	43%
7b.	My organisation is making the necessary improvements to meet our future challenges	56%	53%
5h.	My manager appropriately deals with employees who perform poorly	46%	43%
6a.	I believe senior managers provide clear direction for the future of the organisation	49%	47%
3g.	I am satisfied with the opportunities available for career development in my organisation	37%	35%
3f.	I have received appropriate training and development to do my job well	54%	52%
6e.	Senior managers promote collaboration between my organisation and other organisations we work with	50%	48%
9a.	I have confidence in the ways my organisation resolves grievances	34%	33%
1f.	I am able to keep my work stress at an acceptable level	60%	59%
5a.	My manager encourages people in my workgroup to keep improving the work they do	73%	72%



LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

8c.	I am able to speak up and share a different view to my colleagues and manager	65%	75%
7k.	I feel a strong personal attachment to my organisation	61%	70%
5b.	My manager listens to what I have to say	71%	79%
1d.	I feel motivated to contribute more than what is normally required at work	65%	71%
5c.	My manager communicates effectively with me	68%	74%
6f.	Senior managers communicate the importance of customers/clients in achieving our business objectives	57%	63%
2a.	My workgroup strives to achieve customer/client satisfaction	82%	87%
1e.	I am satisfied with my job	60%	66%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	62%	67%
1c.	My job gives me a feeling of personal accomplishment	67%	73%



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

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



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



Q2. I am regularly consulted on matters affecting safety in my workforce



Q5h. My manager appropriately deals with employees who perform poorly



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



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



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



Q2. I am regularly consulted on matters affecting safety in my workforce



Q5h. My manager appropriately deals with employees who perform poorly



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



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



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



Q2. I am regularly consulted on matters affecting safety in my workforce



Q5h. My manager appropriately deals with employees who perform poorly



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



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.

41%

of employees replied favourably to:

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

37%

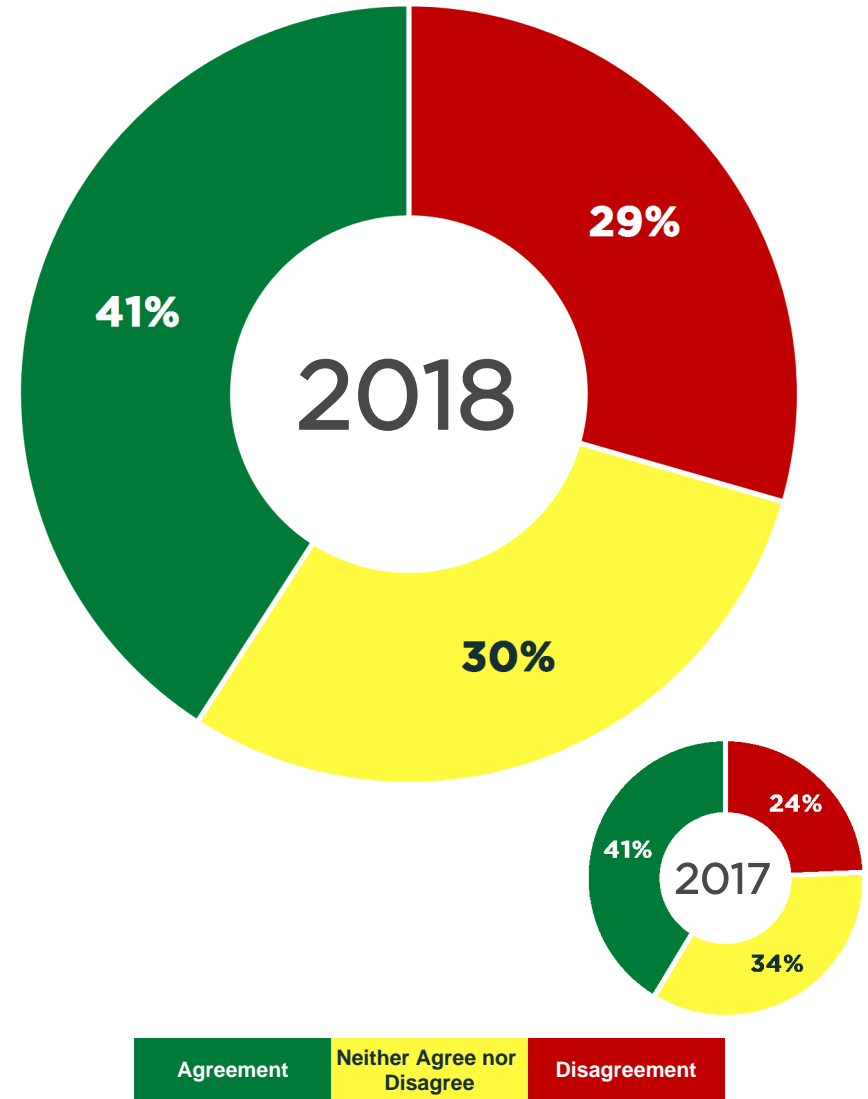
SECTOR

52%

CLUSTER

41%

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	Q7a. My organisation focuses on improving the work we do	65%	65%	73%	69%
2	Q6h. I feel that senior managers listen to employees	40%	43%	51%	43%
3	Q6b. I feel that senior managers effectively lead and manage change	42%	43%	49%	46%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	56%	53%	62%	57%
5	Q6c. I feel that senior managers model the values of my organisation	48%	48%	56%	50%
6	Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	57%	63%	71%	62%

BUSINESS UNIT COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for NSW Office of Sport

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.

	NSW Office of Sport	Office of Sport	Sydney Olympic Park Authority	Venues NSW
NUMBER OF RESPONDENTS	517	287	191	38
EMPLOYEE ENGAGEMENT	62%	67%	51%	75%
ENGAGEMENT WITH WORK	64%	72%	49%	76%
SENIOR MANAGERS	46%	49%	36%	70%
COMMUNICATION	59%	65%	49%	66%
HIGH PERFORMANCE	59%	65%	48%	71%
PUBLIC SECTOR VALUES	58%	63%	48%	73%
DIVERSITY & INCLUSION	66%	74%	54%	69%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

EMPLOYEE ENGAGEMENT	62% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018	
Q7i. I would recommend my organisation as a great place to work	15	44	26	7	8	59%	63%	67%	61%
Q7j. I am proud to tell others I work for my organisation	23	43	21	8	8	66%	71%	71%	69%
Q7k. I feel a strong personal attachment to my organisation	21	40	24	8	8	61%	70%	61%	63%
Q7l. My organisation motivates me to help it achieve its objectives	12	37	29	11	11	49%	53%	58%	55%
Q7m. My organisation inspires me to do the best in my job	12	38	28	11	11	50%	53%	57%	55%

KEY





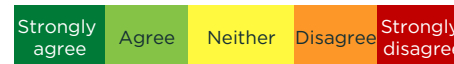
EXPLORE THE FULL RESULTS

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	64% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1c. My job gives me a feeling of personal accomplishment	23	44	15	8	9	67%	73%	75%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	27	38	16	9	10	65%	71%	75%	72%
Q1e. I am satisfied with my job	18	42	21	9	10	60%	66%	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	11	39	24	15	12	49%	47%	54%	49%
Q6b. I feel that senior managers effectively lead and manage change	10	33	26	16	17	42%	43%	49%	46%
Q6c. I feel that senior managers model the values of my organisation	10	38	26	13	13	48%	48%	56%	50%
Q6d. Senior managers encourage innovation by employees	9	40	29	14	9	48%	49%	58%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	10	40	30	11	9	50%	48%	61%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	12	45	25	9	9	57%	63%	71%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	12	33	24	12	19	45%	47%	55%	47%
Q6h. I feel that senior managers listen to employees	9	31	29	15	15	40%	43%	51%	43%
Q7c. I feel that change is managed well in my organisation		28	30	18	20	33%	32%	39%	40%

KEY





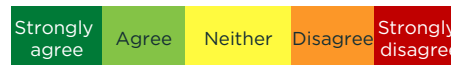
EXPLORE THE FULL RESULTS

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	26	42	13	7	12	68%	74%	75%	72%
Q5d. My manager encourages and values employee input	30	42	12		12	71%	76%	80%	72%
Q5e. My manager involves my workgroup in decisions about our work	28	39	15		12	67%	71%	73%	67%
Q6g. I feel that senior managers keep employees informed about what's going on	12	33	24	12	19	45%	47%	55%	47%
Q6h. I feel that senior managers listen to employees	9	31	29	15	15	40%	43%	51%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	18	47	16	10	8	65%	75%	77%	67%

KEY





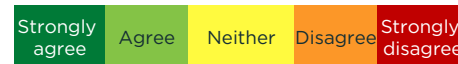
EXPLORE THE FULL RESULTS

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				59% 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	32	53	9		85%	87%	86%	90%				
Q2b. My workgroup works collaboratively to achieve its objectives	34	42	12	8	76%	78%	83%	79%				
Q3f. I have received appropriate training and development to do my job well	10	44	23	13	10	54%	52%	64%	65%			
Q5a. My manager encourages people in my workgroup to keep improving the work they do	24	49	16		73%	72%	79%	74%				
Q5f. I have confidence in the decisions my manager makes	29	36	18	11	65%	71%	74%	68%				
Q6d. Senior managers encourage innovation by employees	9	40	29	14	9	48%	49%	58%	50%			
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	10	40	30	11	9	50%	48%	61%	52%			
Q7a. My organisation focuses on improving the work we do	13	52	22	8	65%	65%	73%	69%				
Q7b. My organisation is making the necessary improvements to meet our future challenges	11	45	26	10	9	56%	53%	62%	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				59% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7d. There is good co-operation between teams across our organisation	29	29	23	13	35%	35%	48%	49%	
Q7h. My organisation generally selects capable people to do the job	42	27	11	14	47%	51%	64%	54%	

KEY





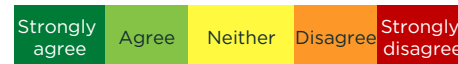
EXPLORE THE FULL RESULTS

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	58% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
	Q2a. My workgroup strives to achieve customer/client satisfaction	42	39	11	82%	87%	90%	86%	
Q2e. People in my workgroup treat each other with respect	32	41	16	72%	75%	83%	75%		
Q5a. My manager encourages people in my workgroup to keep improving the work they do	24	49	16	73%	72%	79%	74%		
Q5b. My manager listens to what I have to say	29	41	13	11	71%	79%	82%	76%	
Q6a. I believe senior managers provide clear direction for the future of the organisation	11	39	24	15	12	49%	47%	54%	49%
Q6c. I feel that senior managers model the values of my organisation	10	38	26	13	13	48%	48%	56%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	12	45	25	9	9	57%	63%	71%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	12	33	24	12	19	45%	47%	55%	47%
Q6h. I feel that senior managers listen to employees	9	31	29	15	15	40%	43%	51%	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		58% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q7a. My organisation focuses on improving the work we do		65%	65%	73%	69%				
Q7e. People in my organisation take responsibility for their own actions		36%	38%	53%	49%				

KEY





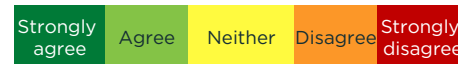
EXPLORE THE FULL RESULTS

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	66% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work	16	43	18	13	9	60%	61%	68%	65%
Q5b. My manager listens to what I have to say	29	41	13	11		71%	79%	82%	76%
Q5d. My manager encourages and values employee input	30	42	12	12		71%	76%	80%	72%
Q6i. Senior managers in my organisation support the career advancement of women	17	36	36			53%	53%	68%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	17	56	17			73%	76%	81%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	21	50	20			72%	75%	79%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	18	47	16	10	8	65%	75%	77%	67%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	20	41	20	9	9	62%	67%	78%	59%
Q8e. My manager supports flexible working in my team	23	44	16	9	8	67%	-	81%	63%

KEY

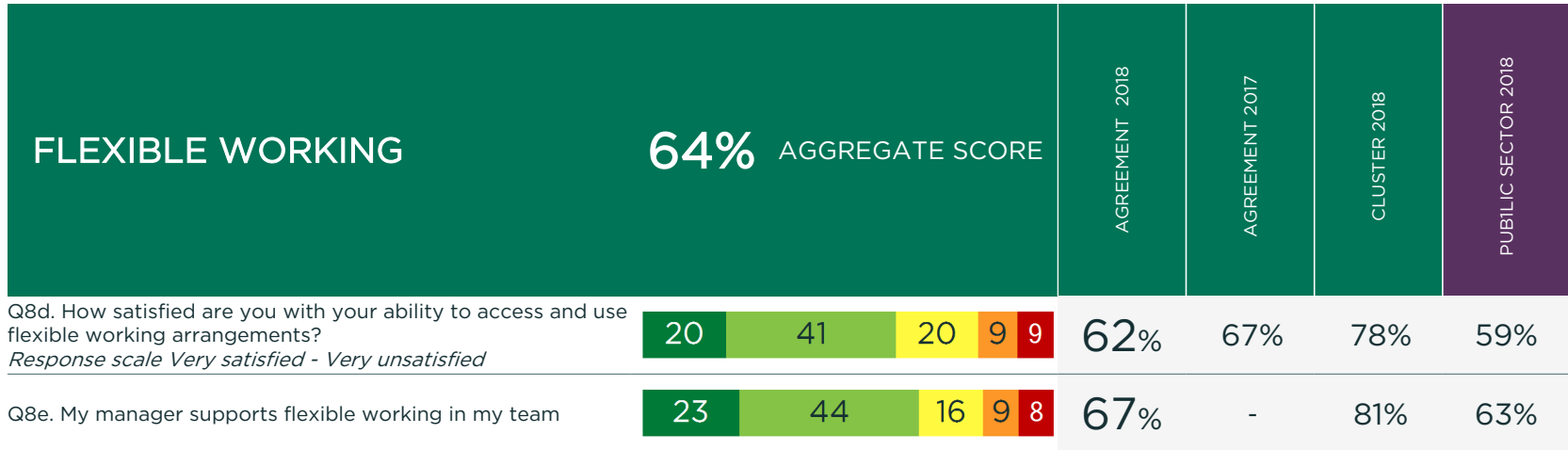




EXPLORE THE FULL RESULTS

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

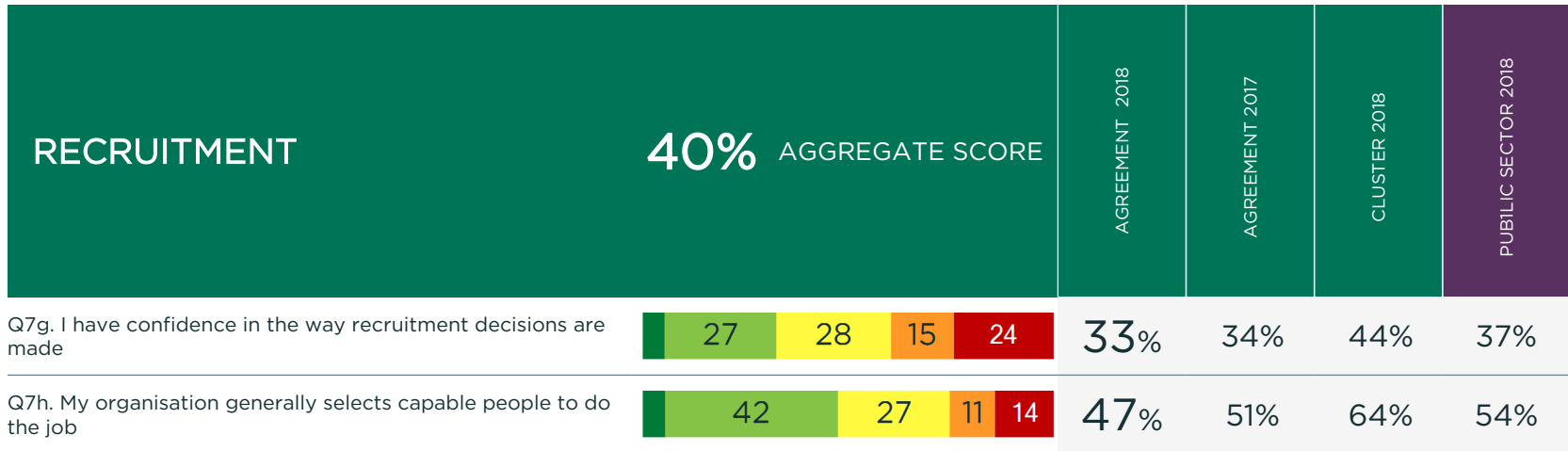




EXPLORE THE FULL RESULTS

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	51% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018	PUBLIC SECTOR 2018			
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	18	41	24	11	58%	64%	69%	65%	
Q3e. My performance is assessed against clear criteria	12	39	26	14	8	52%	56%	54%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	9	28	27	18	18	37%	35%	51%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	26	41	15	7	11	67%	67%	76%	69%
Q5h. My manager appropriately deals with employees who perform poorly	13	33	31	13	11	46%	43%	45%	46%
Q7f. My organisation is committed to developing its employees	8	39	28	14	12	46%	43%	57%	52%

KEY





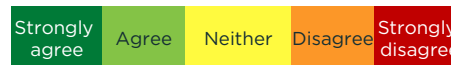
EXPLORE THE FULL RESULTS

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	16	43	18	13	9	60%	61%	68%	65%
Q1f. I am able to keep my work stress at an acceptable level	15	45	19	12	9	60%	59%	64%	60%
Q2c. I receive help and support from other members of my workgroup	34	44	12			78%	78%	87%	81%
Q2d. There is good team spirit in my workgroup	30	38	16	8	8	68%	69%	76%	70%

KEY

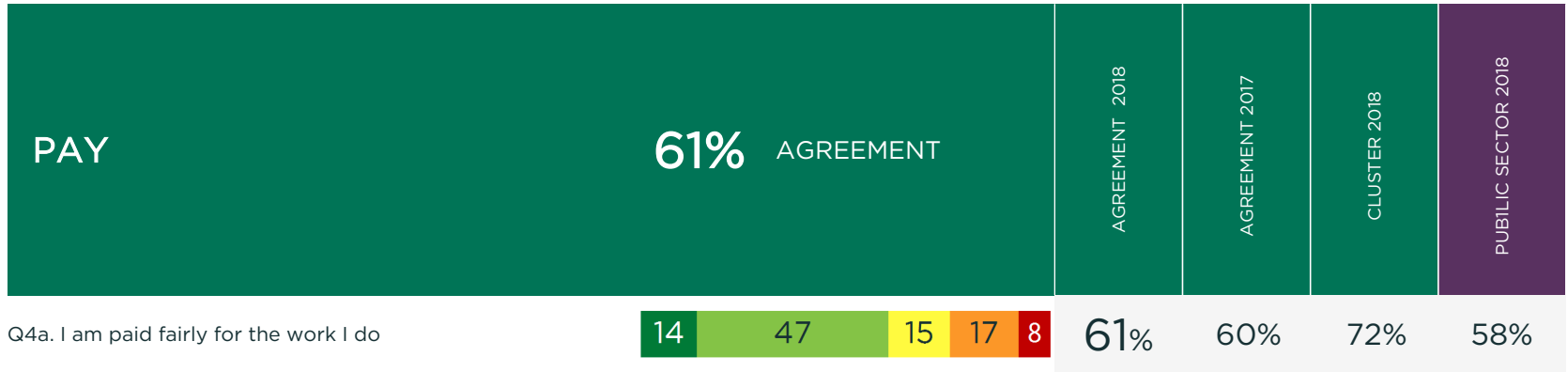




EXPLORE THE FULL RESULTS

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

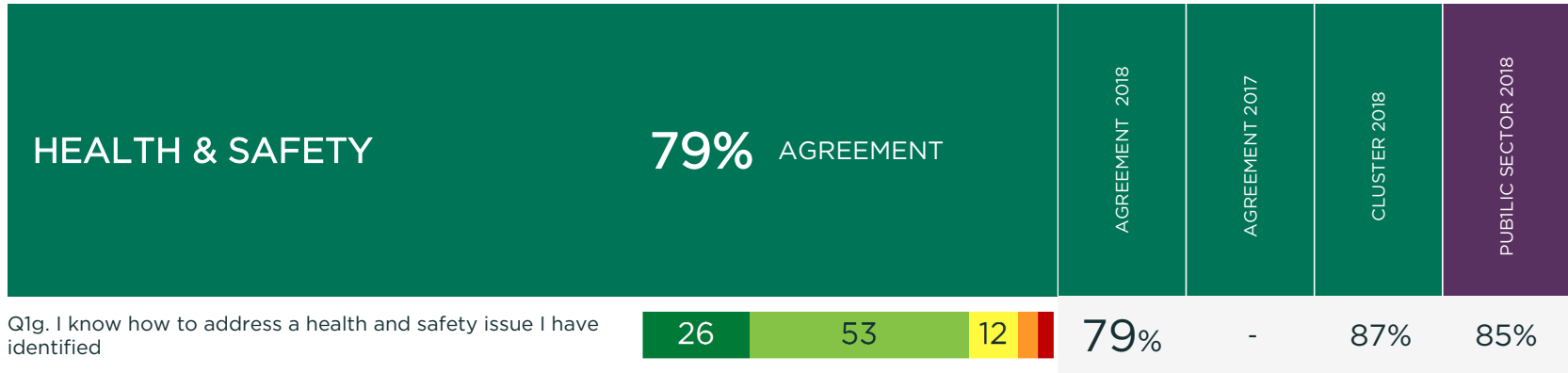




EXPLORE THE FULL RESULTS

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

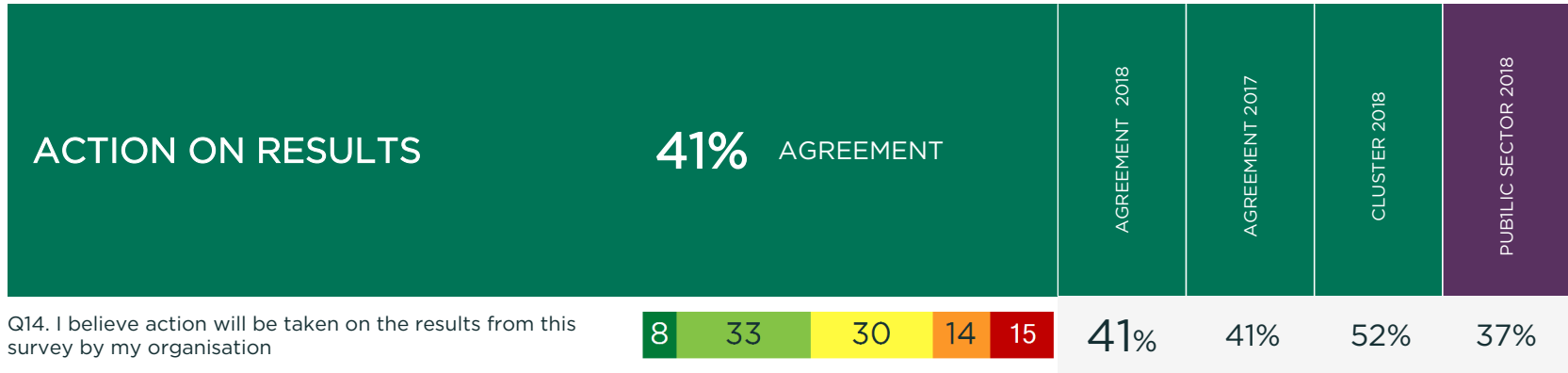




EXPLORE THE FULL RESULTS

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

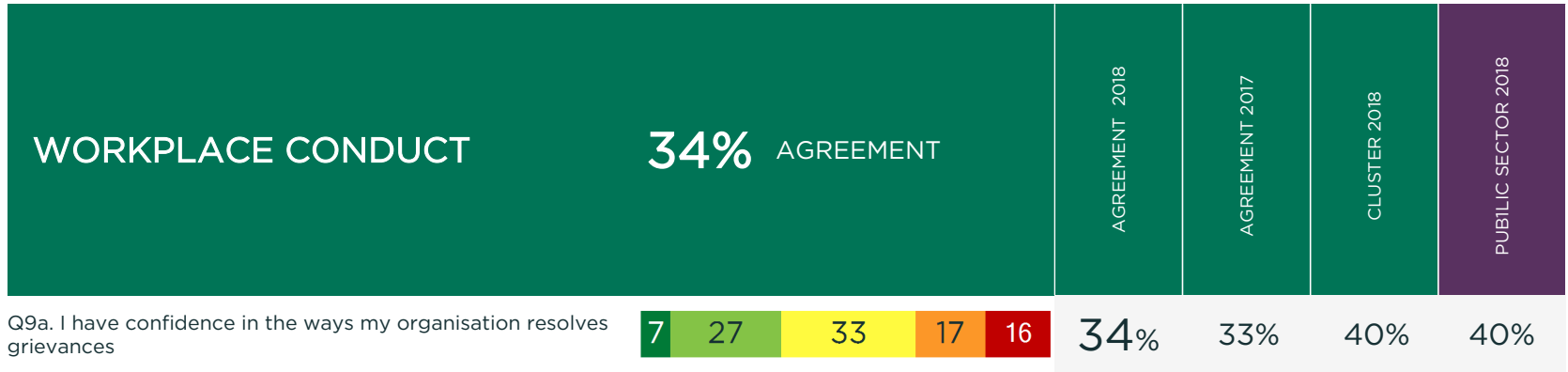




EXPLORE THE FULL RESULTS

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		75%	77%	78%	71%
No		25%	23%	22%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		76%	79%	81%	76%
No		24%	21%	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		60%	62%	61%	58%
No		40%	38%	39%	42%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

MOBILITY

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

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes		43%	44%	41%	41%
No		57%	56%	59%	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 visible opportunities		42%	39%	32%	30%
Lack of promotion opportunities		42%	40%	33%	29%
Geographic location considerations		29%	32%	34%	26%
Personal/family considerations		29%	33%	33%	30%
The application/recruitment process is too cumbersome or time consuming		27%	28%	21%	23%
There are no major barriers to my career progression		23%	26%	31%	32%
Insufficient training and development		21%	19%	13%	16%
Lack of support for temporary assignments/secondments		19%	18%	14%	15%
Lack of support from my manager/supervisor		17%	13%	10%	14%
Lack of required capabilities or experience		17%	13%	11%	11%
Other		10%	7%	8%	9%

% are calculated with the number of unique respondents (N = 502 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		28%	24%	17%	24%
No		54%	62%	67%	58%
Don't know		18%	14%	16%	18%

Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?







Yes		61%	58%	59%	66%
No		38%	40%	39%	32%
Don't know		1%	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		30%	27%	22%	33%
No		58%	63%	69%	57%
Don't know		12%	10%	9%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		14%	15%	10%	18%
No		76%	78%	83%	76%
Don't know		10%	8%	6%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

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

		2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
A senior manager		26%	27%	17%	21%
A fellow worker at your level		24%	25%	25%	27%
Your Immediate Manager/Supervisor		23%	10%	25%	23%
Prefer not to say		17%	22%	18%	14%
Other		6%	2%	7%	4%
A subordinate		4%	13%	7%	7%
A client or customer	(r)				
A member of the public other than a client or customer	(r)				



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

CLUSTER 2018

PUBLIC SECTOR 2018

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

Response	2018	2017	CLUSTER 2018	PUBLIC SECTOR 2018
Yes	1%	-	1%	3%
No	94%	-	98%	94%
Don't know	4%	-	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)



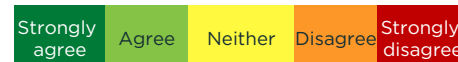
EXPLORE THE FULL RESULTS

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.

INDUSTRY CUSTOMISED QUESTIONS						AGREEMENT 2018	AGREEMENT 2017	CLUSTER 2018
Q2. I am regularly consulted on matters affecting safety in my workforce	12	37	31	14		50%	59%	70%
Q3. My senior manager encourages my team to reflect and learn when things don't go as expected	13	40	26	12	8	54%	59%	67%
Q4. The rationale for change initiatives is communicated well	8	33	27	16	16	41%	39%	48%

KEY





EXPLORE THE FULL SURVEY RESULTS

Questions are grouped by topics in this report.

INDUSTRY		2018	CLUSTER 2018
CUSTOMISED QUESTIONS			
Q1. I am aware of our safety and wellbeing strategy			
Yes		67%	87%
No		33%	13%
Q5. This survey asks questions about "Senior Managers". Which of the below categories of Manager is closest to those you were thinking about when you answered these questions?(select all			
Secretary and direct reports, (Deputy Secretary, Director General, Agency CEO)		6%	6%
Executive Director, Deputy Director General and equivalent		22%	15%
Director, General Manager, Group Director and equivalent		30%	33%
The managers above my manager		43%	45%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		51%
Female		47%
Other		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		0%
20 - 24		4%
25 -29		8%
30 - 34		11%
35 - 39		12%
40 - 44		13%
45 - 49		14%
50 - 54		16%
55 - 59		13%
60 - 64		7%
65+		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

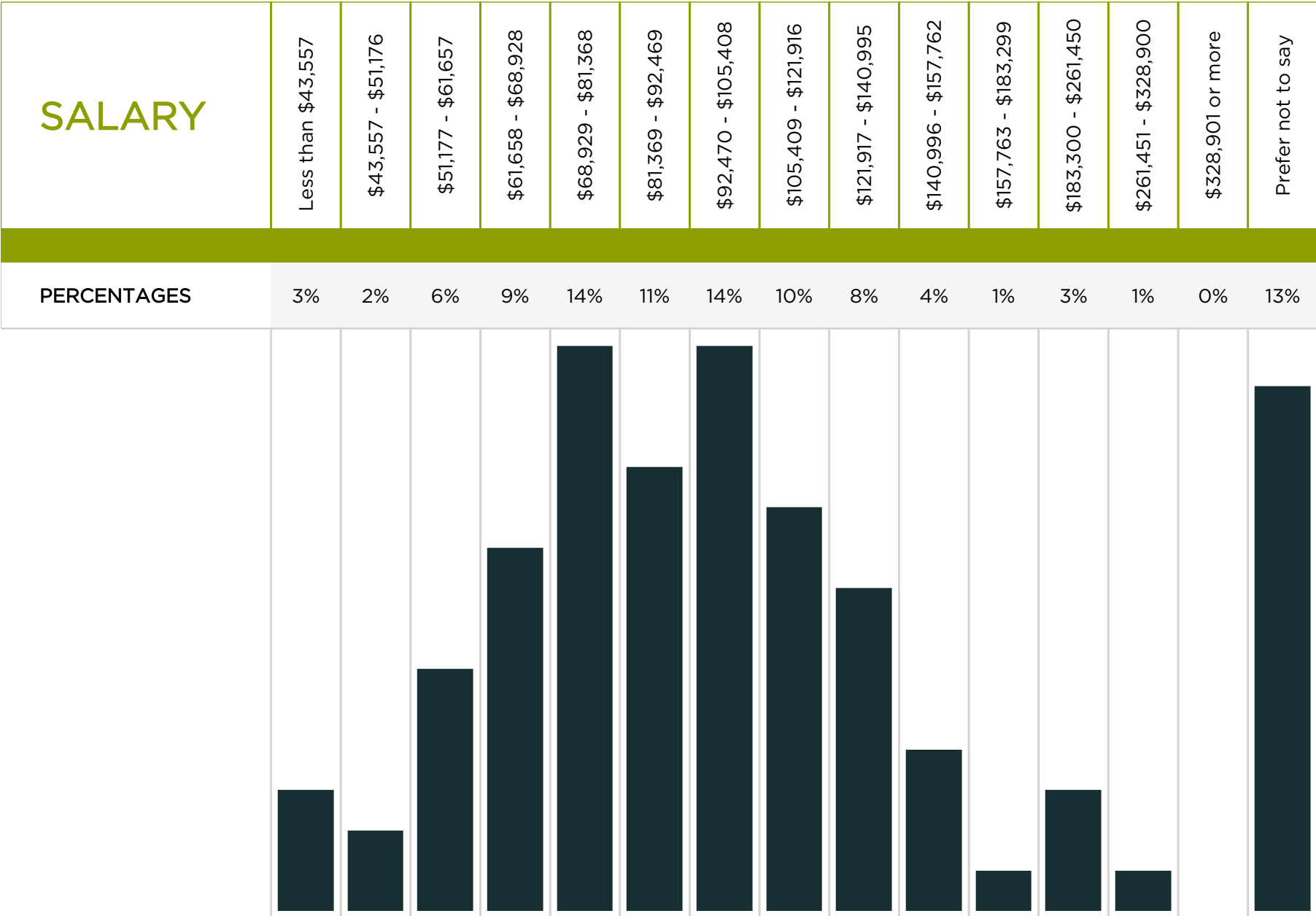
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	28%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	13%
Administrative support (e.g. executive/personal assistant, receptionist)	9%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	17%
Policy	2%
Research	0%
Program and project management support	14%
Legal (including developing and/or reviewing legislation)	1%
Other	16%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

SALARY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		16%
1 - 2 years		12%
2 - 5 years		17%
5 - 10 years		18%
10 - 20 years		30%
More than 20 years		7%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
FLEXIBLE WORKING		
Flexible start and finish times		60%
None of the above		28%
Working additional hours to make up for time off		14%
Working from home		12%
Part-time work		9%
Flexible scheduling for rostered workers		8%
Working from different locations		8%

% are calculated with the number of unique respondents (N = 487 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
Leave without pay	5%
Working more hours over fewer days	5%
Other	2%
Study leave	2%
Purchasing annual leave	1%
Job sharing	0%

% are calculated with the number of unique respondents (N = 487 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.

	NSW Office of Sport	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	517	140	63	46	83	11	2	68	4	79
EMPLOYEE ENGAGEMENT	62%	66%	63%	66%	54%	(r)	(r)	70%	(r)	51%
ENGAGEMENT WITH WORK	64%	70%	60%	61%	59%	(r)	(r)	74%	(r)	53%
SENIOR MANAGERS	46%	46%	49%	47%	42%	(r)	(r)	56%	(r)	36%
COMMUNICATION	59%	62%	60%	62%	56%	(r)	(r)	70%	(r)	43%
HIGH PERFORMANCE	59%	63%	58%	63%	56%	(r)	(r)	69%	(r)	48%
PUBLIC SECTOR VALUES	58%	61%	57%	58%	54%	(r)	(r)	71%	(r)	47%
DIVERSITY & INCLUSION	66%	73%	64%	68%	60%	(r)	(r)	78%	(r)	48%

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.

	NSW Office of Sport	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	517	15	10	28	45	69	54	71	49	38	21	3	16	5
EMPLOYEE ENGAGEMENT	62%	(r)	(r)	(r)	70%	63%	63%	56%	71%	61%	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	64%	(r)	(r)	(r)	72%	58%	69%	60%	69%	75%	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	(r)	(r)	(r)	52%	38%	47%	46%	60%	50%	(r)	(r)	(r)	(r)
COMMUNICATION	59%	(r)	(r)	(r)	70%	56%	61%	59%	65%	66%	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	59%	(r)	(r)	(r)	68%	55%	62%	58%	66%	67%	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	(r)	65%	53%	59%	58%	67%	63%	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	66%	(r)	(r)	(r)	78%	63%	68%	68%	68%	67%	(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.

	NSW Office of Sport	\$328,901 or more	Prefer not to say
NUMBER OF RESPONDENTS	517	2	65
EMPLOYEE ENGAGEMENT	62%	(r)	43%
ENGAGEMENT WITH WORK	64%	(r)	40%
SENIOR MANAGERS	46%	(r)	25%
COMMUNICATION	59%	(r)	37%
HIGH PERFORMANCE	59%	(r)	39%
PUBLIC SECTOR VALUES	58%	(r)	38%
DIVERSITY & INCLUSION	66%	(r)	42%

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.

	NSW Office of Sport	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	517	78	60	84	89	146	37
EMPLOYEE ENGAGEMENT	62%	70%	64%	63%	53%	60%	68%
ENGAGEMENT WITH WORK	64%	73%	70%	64%	55%	60%	76%
SENIOR MANAGERS	46%	60%	52%	48%	38%	39%	50%
COMMUNICATION	59%	73%	64%	63%	52%	52%	65%
HIGH PERFORMANCE	59%	70%	64%	64%	53%	52%	64%
PUBLIC SECTOR VALUES	58%	73%	63%	61%	51%	51%	59%
DIVERSITY & INCLUSION	66%	78%	69%	71%	56%	61%	73%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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RESULTS BY TYPES OF FLEXIBLE WORKING



EXPLORE THE RESULTS FOR DIFFERENT GROUPS OF EMPLOYEES

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

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

	NSW Office of Sport	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	517	291	22	66	37	44	1	37	59	5	24	9	11	136
EMPLOYEE ENGAGEMENT	62%	64%	(r)	70%	69%	66%	(r)	78%	74%	(r)	(r)	(r)	(r)	51%
ENGAGEMENT WITH WORK	64%	67%	(r)	72%	81%	70%	(r)	87%	85%	(r)	(r)	(r)	(r)	50%
SENIOR MANAGERS	46%	50%	(r)	58%	49%	47%	(r)	64%	65%	(r)	(r)	(r)	(r)	33%
COMMUNICATION	59%	64%	(r)	73%	70%	68%	(r)	77%	78%	(r)	(r)	(r)	(r)	44%
HIGH PERFORMANCE	59%	63%	(r)	69%	65%	63%	(r)	74%	75%	(r)	(r)	(r)	(r)	48%
PUBLIC SECTOR VALUES	58%	62%	(r)	71%	64%	64%	(r)	75%	78%	(r)	(r)	(r)	(r)	45%
DIVERSITY & INCLUSION	66%	71%	(r)	78%	83%	77%	(r)	86%	84%	(r)	(r)	(r)	(r)	49%

*multiple types may be chosen.

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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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.

	NSW Office of Sport	Sydney West	Sydney - Parramatta	Sydney East	Sydney - Northern Beaches	Capital Region	Newcastle and Lake Macquarie	Sydney - South West	Illawarra	Richmond - Tweed	Southern Highlands and Shoalhaven	Central Coast	Riverina
NUMBER OF RESPONDENTS	517	338	317	35	19	13	13	13	9	9	8	7	6
EMPLOYEE ENGAGEMENT	62%	58%	58%	70%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	64%	59%	59%	78%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	46%	44%	43%	42%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	59%	58%	58%	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	59%	57%	57%	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	57%	56%	58%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	66%	63%	63%	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)

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

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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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.

	NSW Office of Sport	Sydney - Outer West and Blue Mountains	Far West and Orana	Sydney - North Sydney and Hornsby	Central West	New England and North West	Sydney - Inner West	Sydney - City and Inner South	Coffs Harbour - Grafton	Sydney - Baulkham Hills and Hawkesbury	Sydney - Ryde	Sydney - Sutherland	Sydney - Blacktown	Sydney - Outer South West
NUMBER OF RESPONDENTS	517	7	6	6	5	5	5	3	1	1	1	1	0	0
EMPLOYEE ENGAGEMENT	62%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	64%	(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	59%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	66%	(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.

	NSW Office of Sport	Hunter Valley exc Newcastle	Mid North Coast	Murray	OUTSIDE NSW	Sydney - Eastern Suburbs	Sydney - Inner South West
NUMBER OF RESPONDENTS	517	0	0	0	0	0	0
EMPLOYEE ENGAGEMENT	62%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	64%	(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	59%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	66%	(r)	(r)	(r)	(r)	(r)	(r)

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

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	NSW Office of Sport	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	517	1	18	41	54	60	61	68	76	61	34	9
EMPLOYEE ENGAGEMENT	62%	(r)	(r)	60%	57%	59%	62%	63%	59%	65%	65%	(r)
ENGAGEMENT WITH WORK	64%	(r)	(r)	63%	62%	66%	57%	60%	64%	69%	65%	(r)
SENIOR MANAGERS	46%	(r)	(r)	39%	54%	39%	43%	44%	46%	54%	49%	(r)
COMMUNICATION	59%	(r)	(r)	56%	68%	62%	61%	59%	53%	62%	53%	(r)
HIGH PERFORMANCE	59%	(r)	(r)	60%	64%	61%	56%	57%	53%	65%	60%	(r)
PUBLIC SECTOR VALUES	58%	(r)	(r)	58%	65%	57%	56%	56%	54%	63%	59%	(r)
DIVERSITY & INCLUSION	66%	(r)	(r)	67%	71%	68%	65%	69%	58%	69%	60%	(r)

KEY

AT LEAST 5 PERCENTAGE POINTS
GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS
LESS THAN REPORT SCORE

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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.

	NSW Office of Sport	Male	Female	Other
NUMBER OF RESPONDENTS	517	254	231	11
EMPLOYEE ENGAGEMENT	62%	61%	63%	(r)
ENGAGEMENT WITH WORK	64%	62%	67%	(r)
SENIOR MANAGERS	46%	46%	46%	(r)
COMMUNICATION	59%	59%	60%	(r)
HIGH PERFORMANCE	59%	59%	61%	(r)
PUBLIC SECTOR VALUES	58%	59%	58%	(r)
DIVERSITY & INCLUSION	66%	64%	69%	(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

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

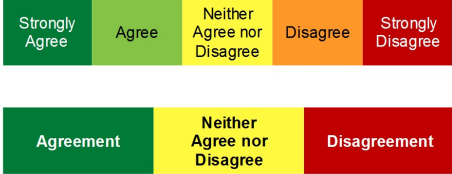
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.