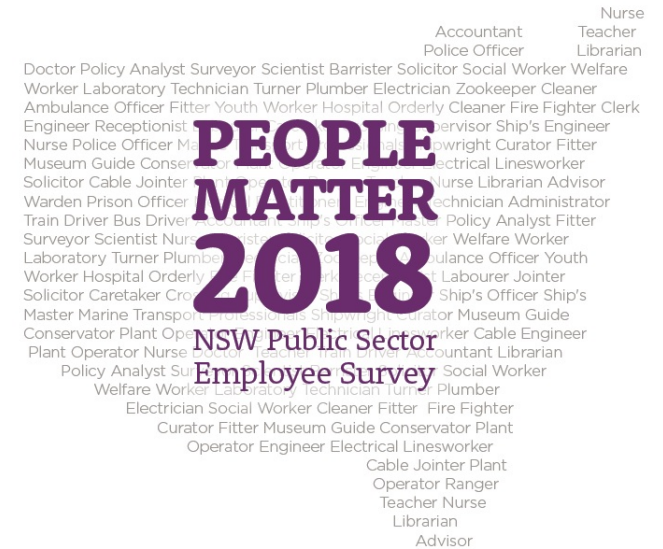

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Planning and Environment

Other Agencies and Trusts

Jenolan Caves

RESPONSE RATE

32%

27 OF 85 RESPONDENTS

EMPLOYEE ENGAGEMENT

72%

DIFFERENCE FROM 2017 +8
 DIFFERENCE FROM PARENT* +4
 DIFFERENCE FROM PUBLIC SECTOR +7

ENGAGEMENT WITH WORK

81%

DIFFERENCE FROM 2017 +13
 DIFFERENCE FROM PARENT* +7
 DIFFERENCE FROM PUBLIC SECTOR +9

SENIOR MANAGERS

49%

DIFFERENCE FROM 2017 +17
 DIFFERENCE FROM PARENT* -1
 DIFFERENCE FROM PUBLIC SECTOR 0

COMMUNICATION

57%

DIFFERENCE FROM 2017 +9
 DIFFERENCE FROM PARENT* -9
 DIFFERENCE FROM PUBLIC SECTOR -4

HIGH PERFORMANCE

56%

DIFFERENCE FROM 2017 +6
 DIFFERENCE FROM PARENT* -10
 DIFFERENCE FROM PUBLIC SECTOR -8

PUBLIC SECTOR VALUES

59%

DIFFERENCE FROM 2017 +13
 DIFFERENCE FROM PARENT* -7
 DIFFERENCE FROM PUBLIC SECTOR -3

DIVERSITY & INCLUSION

65%

DIFFERENCE FROM PARENT* -10
 DIFFERENCE FROM PUBLIC SECTOR -3

FLEXIBLE WORKING SATISFACTION

68%

DIFFERENCE FROM 2017 +12
 DIFFERENCE FROM PARENT* +6
 DIFFERENCE FROM PUBLIC SECTOR +9

ACTION ON RESULTS

36%

DIFFERENCE FROM 2017 +11
 DIFFERENCE FROM PARENT* -11
 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

*Parent refers to Other Agencies and Trusts

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%	84%
1d.	I feel motivated to contribute more than what is normally required at work	85%	64%
1g.	I know how to address a health and safety issue I have identified	85%	-
4a.	I am paid fairly for the work I do	85%	60%
7k.	I feel a strong personal attachment to my organisation	84%	72%
2a.	My workgroup strives to achieve customer/client satisfaction	81%	84%
1e.	I am satisfied with my job	81%	68%
7j.	I am proud to tell others I work for my organisation	80%	60%
1c.	My job gives me a feeling of personal accomplishment	78%	72%
2c.	I receive help and support from other members of my workgroup	78%	76%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

9a.	I have confidence in the ways my organisation resolves grievances	16%	20%
7f.	My organisation is committed to developing its employees	24%	24%
7c.	I feel that change is managed well in my organisation	24%	28%
7d.	There is good co-operation between teams across our organisation	32%	40%
7e.	People in my organisation take responsibility for their own actions	36%	28%
7g.	I have confidence in the way recruitment decisions are made	36%	36%
7h.	My organisation generally selects capable people to do the job	36%	44%
14.	I believe action will be taken on the results from this survey by my organisation	36%	25%
3g.	I am satisfied with the opportunities available for career development in my organisation	41%	26%
5h.	My manager appropriately deals with employees who perform poorly	41%	40%



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

6d.	Senior managers encourage innovation by employees	52%	24%
6i.	Senior managers in my organisation support the career advancement of women	68%	40%
6a.	I believe senior managers provide clear direction for the future of the organisation	52%	24%
6c.	I feel that senior managers model the values of my organisation	56%	28%
4a.	I am paid fairly for the work I do	85%	60%
6f.	Senior managers communicate the importance of customers/clients in achieving our business objectives	72%	48%
6h.	I feel that senior managers listen to employees	52%	28%
7l.	My organisation motivates me to help it achieve its objectives	67%	44%
1d.	I feel motivated to contribute more than what is normally required at work	85%	64%
7j.	I am proud to tell others I work for my organisation	80%	60%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

5g.	My manager provides acknowledgement or other recognition for the work I do	59%	68%
5d.	My manager encourages and values employee input	56%	64%
7d.	There is good co-operation between teams across our organisation	32%	40%
7h.	My organisation generally selects capable people to do the job	36%	44%
5f.	I have confidence in the decisions my manager makes	56%	60%
7c.	I feel that change is managed well in my organisation	24%	28%
9a.	I have confidence in the ways my organisation resolves grievances	16%	20%
2a.	My workgroup strives to achieve customer/client satisfaction	81%	84%
5b.	My manager listens to what I have to say	70%	72%
1b.	I am provided with the support I need to do my best at work	59%	60%



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

Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams



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



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



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



Q1. My organisation listens to its customers and stakeholders



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams



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



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



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



Q1. My organisation listens to its customers and stakeholders



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams



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



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



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



Q1. My organisation listens to its customers and stakeholders



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%

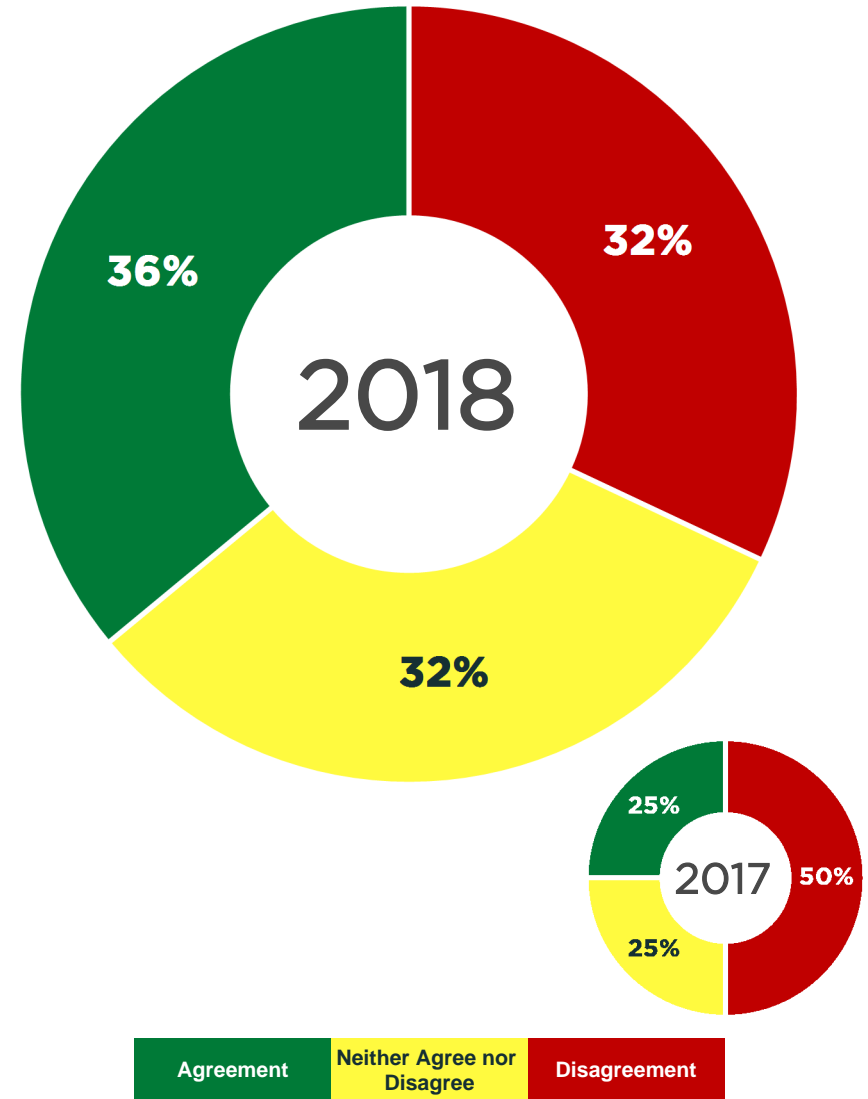
SECTOR

47%

CLUSTER

25%

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.

** As your organisation received less than 30 responses, the key drivers are taken from the questions for Other Agencies and Trusts.

*Parent refers to Other Agencies and Trusts

RANK

		% AGREEMENT 2018	% AGREEMENT 2017	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q7a. My organisation focuses on improving the work we do	52%	44%	75%	69%
2	Q6c. I feel that senior managers model the values of my organisation	56%	28%	60%	50%
3	Q6a. I believe senior managers provide clear direction for the future of the organisation	52%	24%	61%	49%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	48%	44%	66%	57%
5	Q6b. I feel that senior managers effectively lead and manage change	44%	32%	55%	46%
6	Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	60%	56%	84%	76%



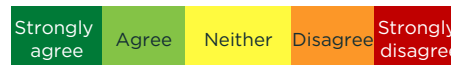
EXPLORE THE FULL RESULTS

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	72% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7i. I would recommend my organisation as a great place to work	32	20	36	8	52%	40%	76%	66%	61%
Q7j. I am proud to tell others I work for my organisation	52	28	16		80%	60%	86%	75%	69%
Q7k. I feel a strong personal attachment to my organisation	52	32	12		84%	72%	80%	69%	63%
Q7l. My organisation motivates me to help it achieve its objectives	25	42	21	13	67%	44%	72%	59%	55%
Q7m. My organisation inspires me to do the best in my job	36	12	40	8	48%	44%	72%	59%	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	81% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018		
Q1c. My job gives me a feeling of personal accomplishment	56	22	7	11	78%	72%	84%	76%	76%
Q1d. I feel motivated to contribute more than what is normally required at work	52	33	7	7	85%	64%	82%	76%	72%
Q1e. I am satisfied with my job	63	19	11	7	81%	68%	79%	71%	69%

KEY





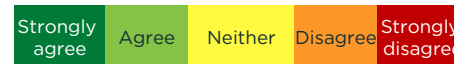
EXPLORE THE FULL RESULTS

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	49% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q6a. I believe senior managers provide clear direction for the future of the organisation	19	33	26	11	11	52%	24%	61%	50%	49%
Q6b. I feel that senior managers effectively lead and manage change	19	26	37	15	7	44%	32%	55%	44%	46%
Q6c. I feel that senior managers model the values of my organisation	26	30	33	7	4	56%	28%	60%	51%	50%
Q6d. Senior managers encourage innovation by employees	20	32	36	8	4	52%	24%	60%	51%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	16	28	44	8	4	44%	36%	59%	55%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	32	40	24	0	0	72%	48%	75%	68%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	0	40	28	12	16	44%	36%	61%	50%	47%
Q6h. I feel that senior managers listen to employees	16	36	36	8	4	52%	28%	51%	46%	43%
Q7c. I feel that change is managed well in my organisation	8	16	32	24	20	24%	28%	49%	32%	40%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

COMMUNICATION	57% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q5c. My manager communicates effectively with me	41	30	15	7	7	70%	60%	78%	75%	72%
Q5d. My manager encourages and values employee input	37	19	30	7	7	56%	64%	80%	79%	72%
Q5e. My manager involves my workgroup in decisions about our work	19	41	19	15	7	59%	44%	75%	72%	67%
Q6g. I feel that senior managers keep employees informed about what's going on		40	28	12	16	44%	36%	61%	50%	47%
Q6h. I feel that senior managers listen to employees	16	36	36	8		52%	28%	51%	46%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	13	50	29	8		63%	56%	77%	75%	67%

KEY





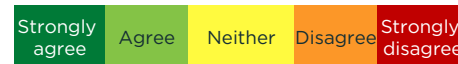
EXPLORE THE FULL RESULTS

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				56% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q1a. I understand what is expected of me to do well in my role					93%	84%	92%	86%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives					73%	72%	85%	84%	79%	
Q3f. I have received appropriate training and development to do my job well					67%	48%	66%	63%	65%	
Q5a. My manager encourages people in my workgroup to keep improving the work they do					59%	56%	81%	78%	74%	
Q5f. I have confidence in the decisions my manager makes					56%	60%	76%	74%	68%	
Q6d. Senior managers encourage innovation by employees					52%	24%	60%	51%	50%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with					44%	36%	59%	55%	52%	
Q7a. My organisation focuses on improving the work we do					52%	44%	75%	68%	69%	
Q7b. My organisation is making the necessary improvements to meet our future challenges					48%	44%	66%	54%	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					56% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7d. There is good co-operation between teams across our organisation	8	24	24	28	16	32%	40%	52%	48%	49%	
Q7h. My organisation generally selects capable people to do the job	8	28	36	12	16	36%	44%	66%	63%	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	59% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q2a. My workgroup strives to achieve customer/client satisfaction	41	41	15		81%	84%	91%	90%	86%
Q2e. People in my workgroup treat each other with respect	26	41	22	7	67%	56%	80%	83%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	30	30	30	7	59%	56%	81%	78%	74%
Q5b. My manager listens to what I have to say	41	30	11	11	70%	72%	85%	82%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation	19	33	26	11	52%	24%	61%	50%	49%
Q6c. I feel that senior managers model the values of my organisation	26	30	33	7	56%	28%	60%	51%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	32	40	24		72%	48%	75%	68%	62%
Q6g. I feel that senior managers keep employees informed about what's going on		40	28	12	44%	36%	61%	50%	47%
Q6h. I feel that senior managers listen to employees	16	36	36	8	52%	28%	51%	46%	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	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7a. My organisation focuses on improving the work we do		52%	44%	75%	68%	69%					
Q7e. People in my organisation take responsibility for their own actions		36%	28%	56%	52%	49%					

KEY





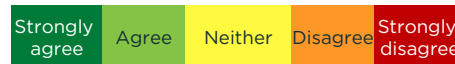
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

DIVERSITY & INCLUSION	65% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work	26	33	22	11	7	59%	60%	70%	66%	65%
Q5b. My manager listens to what I have to say	41	30	11	11	7	70%	72%	85%	82%	76%
Q5d. My manager encourages and values employee input	37	19	30	7	7	56%	64%	80%	79%	72%
Q6i. Senior managers in my organisation support the career advancement of women	28	40	20	12		68%	40%	69%	67%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	24	36	28	8		60%	56%	84%	80%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	20	48	16	8	8	68%	58%	83%	78%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	13	50	29	8		63%	56%	77%	75%	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	48	24			68%	56%	62%	73%	59%
Q8e. My manager supports flexible working in my team	24	48	16	8		72%	-	70%	77%	63%

KEY

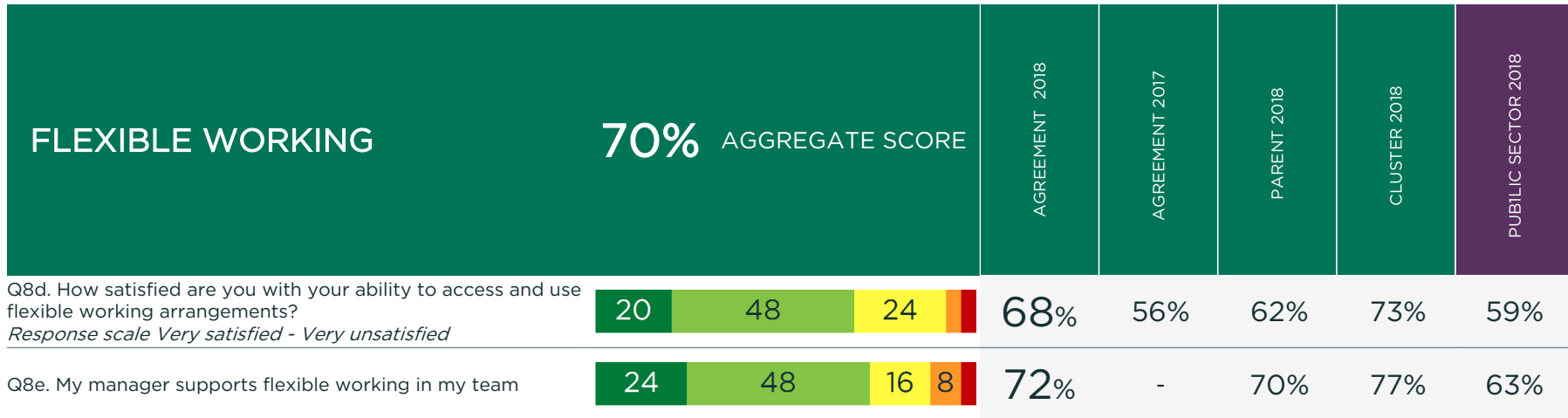




EXPLORE THE FULL RESULTS

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.

RECRUITMENT	36% AGGREGATE SCORE					AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7g. I have confidence in the way recruitment decisions are made	8	28	12	20	32	36%	36%	45%	39%	37%
Q7h. My organisation generally selects capable people to do the job	8	28	36	12	16	36%	44%	66%	63%	54%

KEY





EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

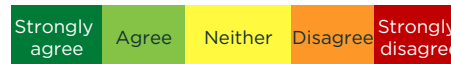
Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PERFORMANCE FRAMEWORK & DEVELOPMENT

46% AGGREGATE SCORE

		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC LIC SECTOR 2018
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	19 37 22 15 7	56%	56%	71%	67%	65%
Q3e. My performance is assessed against clear criteria	19 33 15 19 15	52%	32%	61%	52%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	15 26 22 22 15	41%	26%	50%	47%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	26 33 22 11 7	59%	68%	77%	76%	69%
Q5h. My manager appropriately deals with employees who perform poorly	15 26 26 7 26	41%	40%	50%	46%	46%
Q7f. My organisation is committed to developing its employees	8 16 36 20 20	24%	24%	53%	52%	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.

WORKPLACE SUPPORT	66% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018			
Q1b. I am provided with the support I need to do my best at work	26	33	22	11	7	59%	60%	70%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level	33	37	15	11		70%	60%	66%	64%	60%
Q2c. I receive help and support from other members of my workgroup	33	44	11	11		78%	76%	86%	86%	81%
Q2d. There is good team spirit in my workgroup	26	30	30	15		56%	56%	76%	75%	70%

KEY

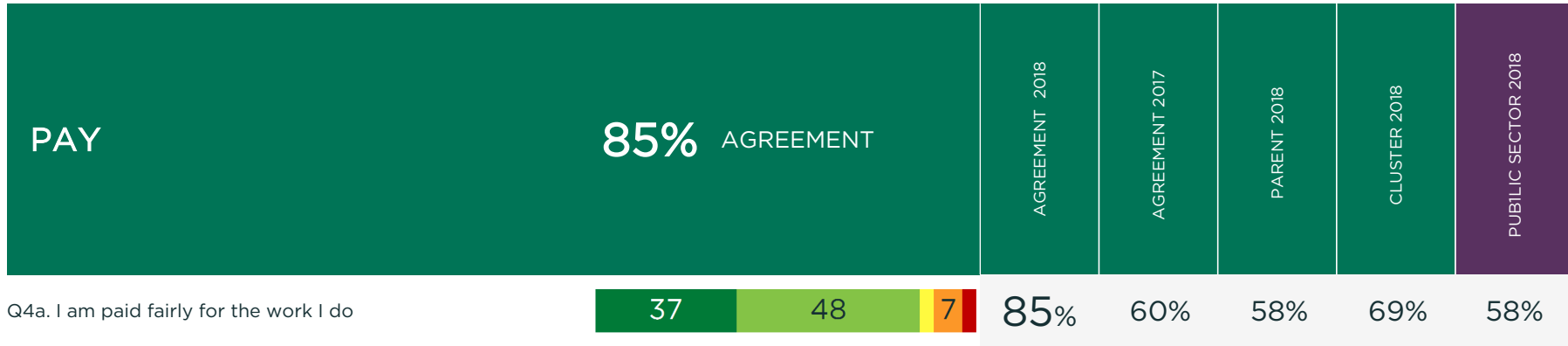




EXPLORE THE FULL RESULTS

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

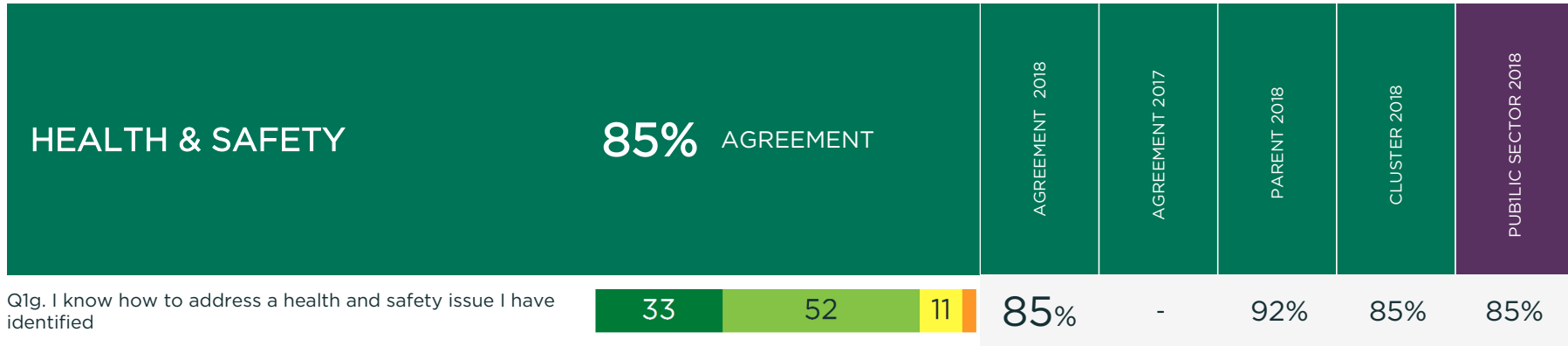




EXPLORE THE FULL RESULTS

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

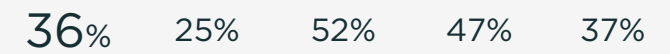
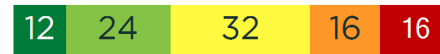
Questions are grouped by topics in this report.

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

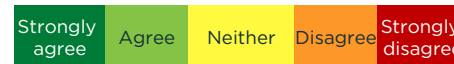
ACTION ON RESULTS

36% AGREEMENT

Q14. I believe action will be taken on the results from this survey by my organisation



KEY

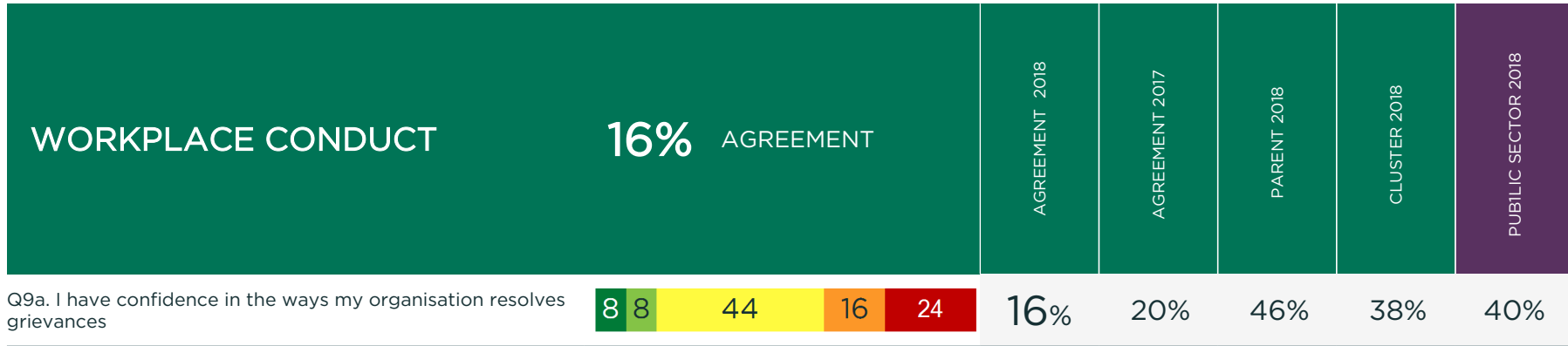




EXPLORE THE FULL RESULTS

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	PARENT 2018	PUBLIC SECTOR 2018
Q3a. I have a current performance and development plan that sets out my individual objectives					
Yes		33%	24%	68%	71%
No		67%	76%	32%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		67%	68%	81%	76%
No		33%	32%	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		15%	12%	59%	58%
No		85%	88%	41%	42%



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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	PARENT 2018	PUBLIC SECTOR 2018
Yes		15%	28%	29%	41%
No		85%	72%	71%	59%



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MOBILITY

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

		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Lack of promotion opportunities		44%	38%	35%	29%
Lack of visible opportunities		33%	46%	37%	30%
Geographic location considerations		30%	25%	17%	26%
There are no major barriers to my career progression		26%	25%	33%	32%
Lack of support from my manager/supervisor		19%	13%	9%	14%
The application/recruitment process is too cumbersome or time consuming		19%	21%	17%	23%
Other		19%	8%	7%	9%
Insufficient training and development		15%	21%	14%	16%
Lack of support for temporary assignments/secondments		15%	8%	11%	15%
Personal/family considerations		11%	13%	23%	30%
Lack of required capabilities or experience		4%	-	11%	11%

% are calculated with the number of unique respondents (N = 27 to this question)



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT





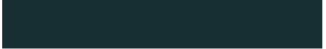
		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		40%	46%	18%	24%
No		48%	46%	65%	58%
Don't know		12%	8%	17%	18%
Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		60%	64%	68%	66%
No		40%	36%	30%	32%
Don't know	(r)				



EXPLORE THE FULL RESULTS

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UNACCEPTABLE CONDUCT

		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Q11a. In the last 12 months I have witnessed bullying at work					
Yes		50%	52%	25%	33%
No		38%	44%	67%	57%
Don't know		13%	4%	8%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		20%	8%	11%	18%
No		80%	84%	84%	76%
Don't know		0%	-	5%	6%



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UNACCEPTABLE CONDUCT

2018

2017

PARENT 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

A senior manager	(r)
Your Immediate Manager/Supervisor	(r)
A fellow worker at your level	(r)
A subordinate	(r)
A client or customer	(r)
A member of the public other than a client or customer	(r)
Other	(r)
Prefer not to say	(r)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Q12a. In the last 12 months I have been subjected to physical harm and/or sexual harassment or abuse at work					
Yes		4%	-	1%	3%
No		96%	-	97%	94%
Don't know		0%	-	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)				



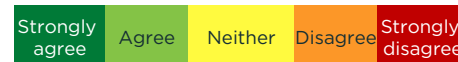
EXPLORE THE FULL RESULTS

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.

PLANNING AND ENVIRONMENT CUSTOMISED QUESTIONS		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018
Q1. My organisation listens to its customers and stakeholders		52%	48%	80%	74%
Q2. I have a clear understanding of the vision of my organisation		64%	48%	84%	68%
Q3. I am aware how my role contributes to the vision of my organisation		68%	64%	86%	75%
Q4. I am encouraged to participate in sustainable work practices by my supervisor or manager		60%	60%	79%	63%
Q5. My team is equipped with the right tools to provide good customer service		44%	44%	70%	63%
Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams		32%	28%	54%	54%
Q7. I have access to the information I need to do my job well		80%	-	75%	71%
Q8. I feel informed about changes in my organisation		36%	-	62%	52%
Q9. The people I work with have safe work practices		72%	-	88%	88%
Q10. My manager promotes safe work practices in my workplace		80%	-	90%	86%

KEY



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

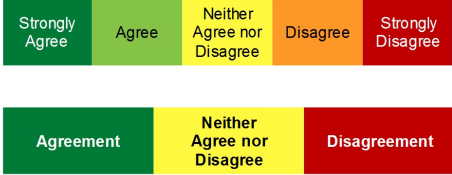
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.