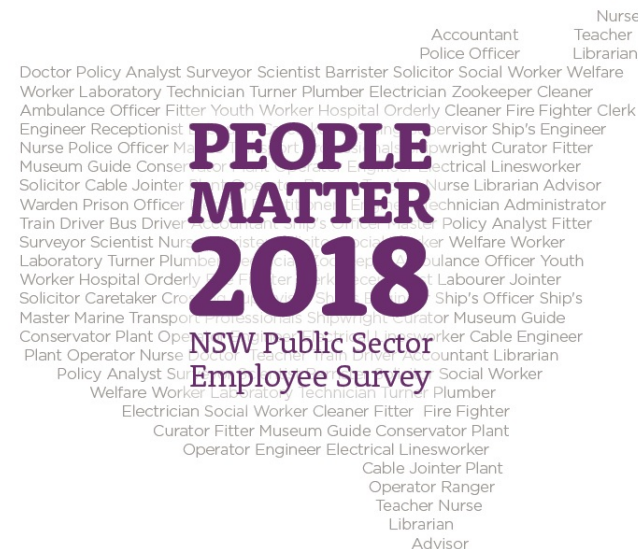

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



AGENCY REPORT

Planning and Environment

Other Agencies and Trusts

Lord Howe Island Board

RESPONSE RATE

73%

30 OF 41 RESPONDENTS

EMPLOYEE ENGAGEMENT

67%

DIFFERENCE FROM 2017 -1
 DIFFERENCE FROM PARENT* -2
 DIFFERENCE FROM PUBLIC SECTOR +1

ENGAGEMENT WITH WORK

87%

DIFFERENCE FROM 2017 +6
 DIFFERENCE FROM PARENT* +12
 DIFFERENCE FROM PUBLIC SECTOR +15

SENIOR MANAGERS

66%

DIFFERENCE FROM 2017 +5
 DIFFERENCE FROM PARENT* +16
 DIFFERENCE FROM PUBLIC SECTOR +17

COMMUNICATION

76%

DIFFERENCE FROM 2017 +2
 DIFFERENCE FROM PARENT* +10
 DIFFERENCE FROM PUBLIC SECTOR +14

HIGH PERFORMANCE

77%

DIFFERENCE FROM 2017 +12
 DIFFERENCE FROM PARENT* +11
 DIFFERENCE FROM PUBLIC SECTOR +12

PUBLIC SECTOR VALUES

73%

DIFFERENCE FROM 2017 +6
 DIFFERENCE FROM PARENT* +8
 DIFFERENCE FROM PUBLIC SECTOR +11

DIVERSITY & INCLUSION

77%

DIFFERENCE FROM PARENT* +1
 DIFFERENCE FROM PUBLIC SECTOR +9

FLEXIBLE WORKING SATISFACTION

69%

DIFFERENCE FROM 2017 -4
 DIFFERENCE FROM PARENT* +7
 DIFFERENCE FROM PUBLIC SECTOR +10

ACTION ON RESULTS

21%

DIFFERENCE FROM 2017 -17
 DIFFERENCE FROM PARENT* -26
 DIFFERENCE FROM PUBLIC SECTOR -16



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	100%	88%
1g.	I know how to address a health and safety issue I have identified	97%	-
1c.	My job gives me a feeling of personal accomplishment	93%	77%
5b.	My manager listens to what I have to say	90%	84%
1e.	I am satisfied with my job	87%	86%
5a.	My manager encourages people in my workgroup to keep improving the work they do	83%	68%
6g.	I feel that senior managers keep employees informed about what's going on	83%	73%
7a.	My organisation focuses on improving the work we do	83%	64%
8c.	I am able to speak up and share a different view to my colleagues and manager	83%	75%
1d.	I feel motivated to contribute more than what is normally required at work	80%	77%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

14.	I believe action will be taken on the results from this survey by my organisation	21%	38%
5h.	My manager appropriately deals with employees who perform poorly	48%	39%
7e.	People in my organisation take responsibility for their own actions	52%	42%
4a.	I am paid fairly for the work I do	53%	55%
7c.	I feel that change is managed well in my organisation	54%	52%
7f.	My organisation is committed to developing its employees	55%	55%
7k.	I feel a strong personal attachment to my organisation	55%	51%
9a.	I have confidence in the ways my organisation resolves grievances	55%	52%
6d.	Senior managers encourage innovation by employees	55%	45%
3e.	My performance is assessed against clear criteria	57%	50%



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

7a.	My organisation focuses on improving the work we do	83%	64%
7d.	There is good co-operation between teams across our organisation	76%	57%
6e.	Senior managers promote collaboration between my organisation and other organisations we work with	72%	55%
1c.	My job gives me a feeling of personal accomplishment	93%	77%
5a.	My manager encourages people in my workgroup to keep improving the work they do	83%	68%
7l.	My organisation motivates me to help it achieve its objectives	72%	58%
7h.	My organisation generally selects capable people to do the job	79%	65%
7b.	My organisation is making the necessary improvements to meet our future challenges	69%	57%
1a.	I understand what is expected of me to do well in my role	100%	88%
6g.	I feel that senior managers keep employees informed about what's going on	83%	73%



LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

14.	I believe action will be taken on the results from this survey by my organisation	21%	38%
1f.	I am able to keep my work stress at an acceptable level	67%	77%
1b.	I am provided with the support I need to do my best at work	76%	86%
5g.	My manager provides acknowledgement or other recognition for the work I do	71%	82%
5e.	My manager involves my workgroup in decisions about our work	69%	79%
7i.	I would recommend my organisation as a great place to work	69%	79%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	72%	80%
5d.	My manager encourages and values employee input	76%	82%
2a.	My workgroup strives to achieve customer/client satisfaction	77%	82%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	69%	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

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



Q3e. My performance is assessed against clear criteria



Q6d. Senior managers encourage innovation by employees



Q7f. My organisation is committed to developing its employees



Q4a. I am paid fairly for the work I do



HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

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



Q3e. My performance is assessed against clear criteria



Q6d. Senior managers encourage innovation by employees



Q7f. My organisation is committed to developing its employees



Q4a. I am paid fairly for the work I do



DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

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



Q3e. My performance is assessed against clear criteria



Q6d. Senior managers encourage innovation by employees



Q7f. My organisation is committed to developing its employees



Q4a. I am paid fairly for the work I do



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.

21%

of employees replied favourably to:

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

37%

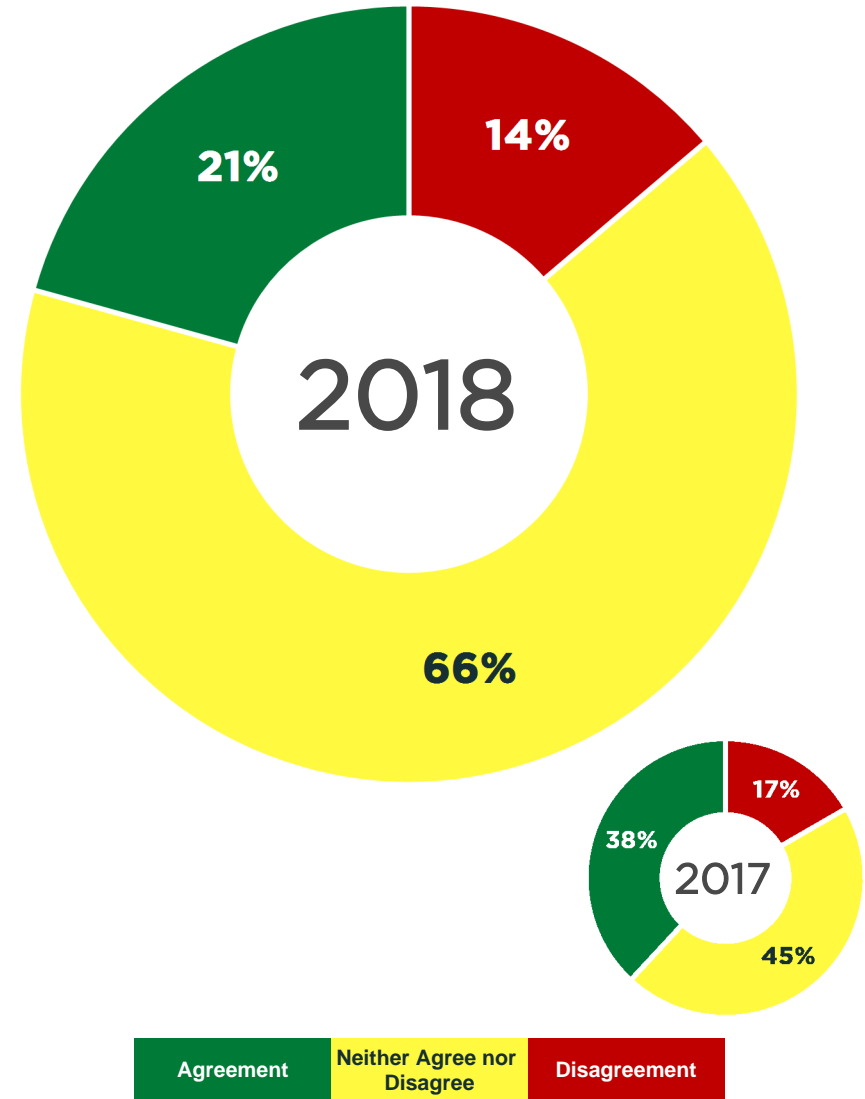
SECTOR

47%

CLUSTER

38%

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.

*Parent refers to Other Agencies and Trusts

RANK

		% AGREEMENT 2018	% AGREEMENT 2017	AGREEMENT CLUSTER	% AGREEMENT PUBLIC SECTOR
1	Q2c. I receive help and support from other members of my workgroup	77%	75%	86%	81%
2	Q2e. People in my workgroup treat each other with respect	73%	64%	80%	75%
3	Q2a. My workgroup strives to achieve customer/client satisfaction	77%	82%	91%	86%
4	Q7e. People in my organisation take responsibility for their own actions	52%	42%	56%	49%
5	Q3e. My performance is assessed against clear criteria	57%	50%	61%	56%
6	Q2d. There is good team spirit in my workgroup	70%	68%	76%	70%



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	67% 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	10	59	24	69%	79%	76%	66%	61%	
Q7j. I am proud to tell others I work for my organisation	21	52	21	72%	74%	86%	75%	69%	
Q7k. I feel a strong personal attachment to my organisation	17	38	34	55%	51%	80%	69%	63%	
Q7l. My organisation motivates me to help it achieve its objectives	14	59	17	72%	58%	72%	59%	55%	
Q7m. My organisation inspires me to do the best in my job	18	39	32	7	57%	58%	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	87% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018	
Q1c. My job gives me a feeling of personal accomplishment	33	60	93%	77%	84%	76%	76%	
Q1d. I feel motivated to contribute more than what is normally required at work	40	40	13	80%	77%	82%	76%	72%
Q1e. I am satisfied with my job	27	60	87%	86%	79%	71%	69%	

KEY





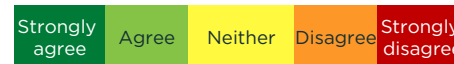
EXPLORE THE FULL RESULTS

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	66% 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	14	52	31	66%	68%	61%	50%	49%	
Q6b. I feel that senior managers effectively lead and manage change	14	52	31	66%	61%	55%	44%	46%	
Q6c. I feel that senior managers model the values of my organisation	14	52	34	66%	61%	60%	51%	50%	
Q6d. Senior managers encourage innovation by employees	10	45	38	55%	45%	60%	51%	50%	
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	14	59	21	72%	55%	59%	55%	52%	
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	14	52	34	66%	68%	75%	68%	62%	
Q6g. I feel that senior managers keep employees informed about what's going on	17	66	10	83%	73%	61%	50%	47%	
Q6h. I feel that senior managers listen to employees	14	52	31	66%	59%	51%	46%	43%	
Q7c. I feel that change is managed well in my organisation		50	36	7	54%	52%	49%	32%	40%

KEY





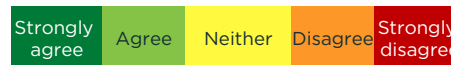
EXPLORE THE FULL RESULTS

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	76% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018	
Q5c. My manager communicates effectively with me	21	59	14	79%	77%	78%	75%	72%
Q5d. My manager encourages and values employee input	28	48	14	76%	82%	80%	79%	72%
Q5e. My manager involves my workgroup in decisions about our work	24	45	21	69%	79%	75%	72%	67%
Q6g. I feel that senior managers keep employees informed about what's going on	17	66	10	83%	73%	61%	50%	47%
Q6h. I feel that senior managers listen to employees	14	52	31	66%	59%	51%	46%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	10	72	14	83%	75%	77%	75%	67%

KEY





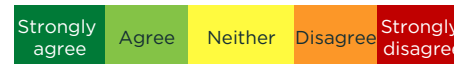
EXPLORE THE FULL RESULTS

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	77% 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	43	57	100%	88%	92%	86%	90%		
Q2b. My workgroup works collaboratively to achieve its objectives	30	47	13	10	77%	75%	85%	84%	79%
Q3f. I have received appropriate training and development to do my job well	13	67	13		80%	73%	66%	63%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	21	62	10		83%	68%	81%	78%	74%
Q5f. I have confidence in the decisions my manager makes	24	45	28		69%	70%	76%	74%	68%
Q6d. Senior managers encourage innovation by employees	10	45	38		55%	45%	60%	51%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	14	59	21		72%	55%	59%	55%	52%
Q7a. My organisation focuses on improving the work we do		76	14		83%	64%	75%	68%	69%
Q7b. My organisation is making the necessary improvements to meet our future challenges		66	24		69%	57%	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.

	77% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7d. There is good co-operation between teams across our organisation	17	59	10	14	76%	57%	52%	48%	49%
Q7h. My organisation generally selects capable people to do the job		72		10	79%	65%	66%	63%	54%

KEY





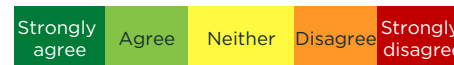
EXPLORE THE FULL RESULTS

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	73% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
	Strongly agree	Agree	Neither	Disagree	Strongly disagree	Strongly agree	Agree	Neither	Disagree
Q2a. My workgroup strives to achieve customer/client satisfaction	23	53	13	10	77%	82%	91%	90%	86%
Q2e. People in my workgroup treat each other with respect	30	43	17	10	73%	64%	80%	83%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	21	62	10	7	83%	68%	81%	78%	74%
Q5b. My manager listens to what I have to say	31	59	7	3	90%	84%	85%	82%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation	14	52	31	3	66%	68%	61%	50%	49%
Q6c. I feel that senior managers model the values of my organisation	14	52	34	0	66%	61%	60%	51%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	14	52	34	0	66%	68%	75%	68%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	17	66	10	7	83%	73%	61%	50%	47%
Q6h. I feel that senior managers listen to employees	14	52	31	3	66%	59%	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		73% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7a. My organisation focuses on improving the work we do		76	14	83%	64%	75%	68%	69%
Q7e. People in my organisation take responsibility for their own actions		10	41	52%	42%	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	77% 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	24	52	17	76%	86%	70%	66%	65%	
Q5b. My manager listens to what I have to say	31	59	10	90%	84%	85%	82%	76%	
Q5d. My manager encourages and values employee input	28	48	14	76%	82%	80%	79%	72%	
Q6i. Senior managers in my organisation support the career advancement of women	28	48	24	76%	66%	69%	67%	60%	
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)		72	10	79%	75%	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.)	10	62	14	10	72%	80%	83%	78%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	10	72	14	83%	75%	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>	24	45	24	69%	73%	62%	73%	59%	
Q8e. My manager supports flexible working in my team	28	41	21	10	69%	-	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.

FLEXIBLE WORKING		69% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018	
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	24	45	24	69%	73%	62%	73%	59%	
Q8e. My manager supports flexible working in my team	28	41	21	10	69%	-	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.

RECRUITMENT	72% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC SECTOR 2018
Q7g. I have confidence in the way recruitment decisions are made		66%	57%	45%	39%	37%
Q7h. My organisation generally selects capable people to do the job		79%	65%	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	60% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PARENT 2018	CLUSTER 2018	PUBLIC LIC SECTOR 2018	
	Strongly agree	Agree	Neither	Disagree	Strongly disagree					
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	20	50	20			70%	73%	71%	67%	65%
Q3e. My performance is assessed against clear criteria	17	40	40			57%	50%	61%	52%	56%
Q3g. I am satisfied with the opportunities available for career development in my organisation	10	47	33			57%	57%	50%	47%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	25	46	25			71%	82%	77%	76%	69%
Q5h. My manager appropriately deals with employees who perform poorly	17	31	34	10		48%	39%	50%	46%	46%
Q7f. My organisation is committed to developing its employees	14	41	38			55%	55%	53%	52%	52%

KEY





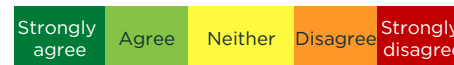
EXPLORE THE FULL RESULTS

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	72% 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	24	52	17		76%	86%	70%	66%	65%
Q1f. I am able to keep my work stress at an acceptable level	20	47	23	10	67%	77%	66%	64%	60%
Q2c. I receive help and support from other members of my workgroup	27	50	13	10	77%	75%	86%	86%	81%
Q2d. There is good team spirit in my workgroup	30	40	17		70%	68%	76%	75%	70%

KEY

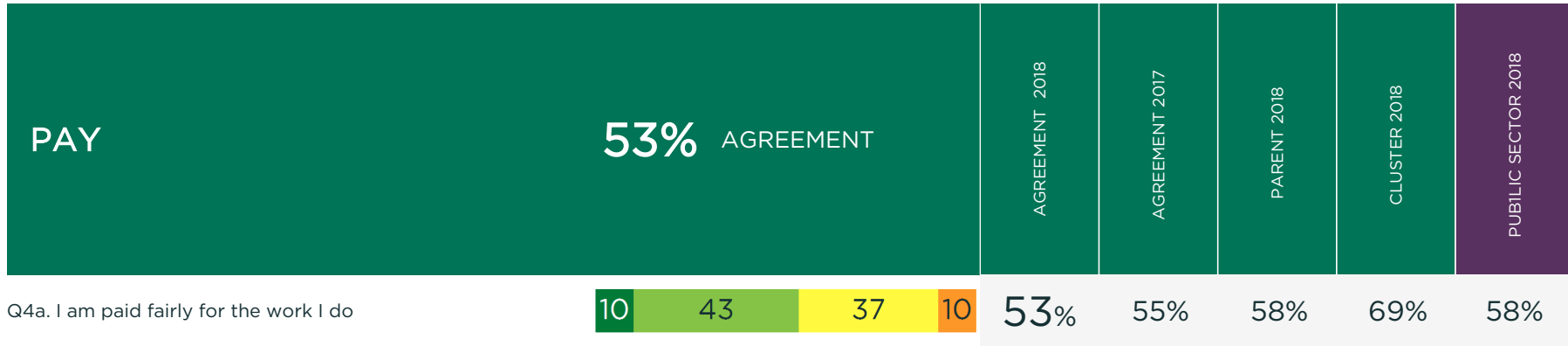




EXPLORE THE FULL RESULTS

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

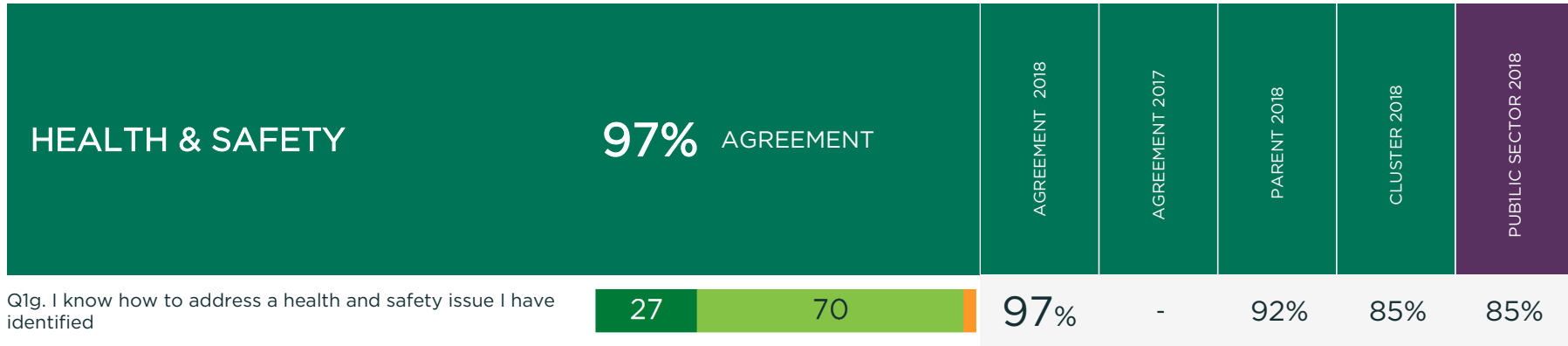




EXPLORE THE FULL RESULTS

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

21% AGREEMENT

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



21%

38%

52%

47%

37%

AGREEMENT 2018

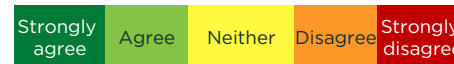
AGREEMENT 2017

PARENT 2018

CLUSTER 2018

PUBLIC LIC SECTOR 2018

KEY

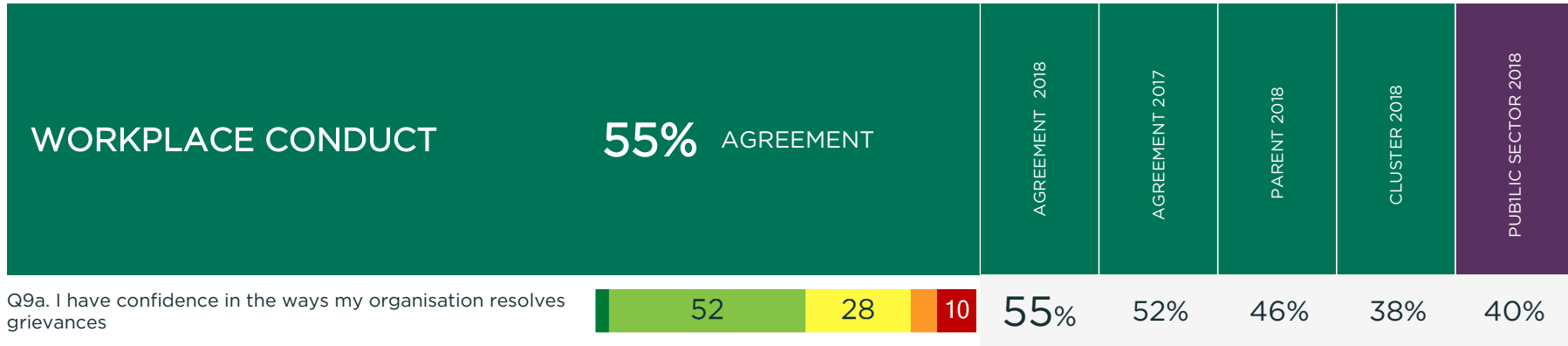




EXPLORE THE FULL RESULTS

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		67%	59%	68%	71%
No		33%	41%	32%	29%
Q3b. I have informal feedback conversations with my manager					
Yes		90%	80%	81%	76%
No		10%	20%	19%	24%
Q3c. I have scheduled feedback conversations with my manager					
Yes		53%	59%	59%	58%
No		47%	41%	41%	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	PARENT 2018	PUBLIC SECTOR 2018
Yes		33%	27%	29%	41%
No		67%	73%	71%	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	PARENT 2018	PUBLIC SECTOR 2018
Geographic location considerations		45%	46%	17%	26%
Lack of visible opportunities		34%	29%	37%	30%
There are no major barriers to my career progression		31%	39%	33%	32%
Lack of promotion opportunities		31%	20%	35%	29%
Personal/family considerations		24%	22%	23%	30%
Lack of support from my manager/supervisor		14%	15%	9%	14%
Insufficient training and development		14%	5%	14%	16%
Lack of required capabilities or experience		10%	12%	11%	11%
Other		7%	7%	7%	9%
The application/recruitment process is too cumbersome or time consuming		3%	7%	17%	23%

% are calculated with the number of unique respondents (N = 29 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT







		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work					
Yes		43%	18%	18%	24%
No		43%	60%	65%	58%
Don't know		14%	23%	17%	18%
Q10b. If yes to 10a, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?					
Yes		55%	50%	68%	66%
No		45%	50%	30%	32%
Don't know	(r)				



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

		2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Q11a. In the last 12 months I have witnessed bullying at work					
Yes		38%	33%	25%	33%
No		55%	57%	67%	57%
Don't know		7%	10%	8%	10%
Q11b. In the last 12 months I have been subjected to bullying at work					
Yes		17%	10%	11%	18%
No		79%	83%	84%	76%
Don't know		3%	7%	5%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

	2018	2017	PARENT 2018	PUBLIC SECTOR 2018
Yes	0%	-	1%	3%
No	100%	-	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)



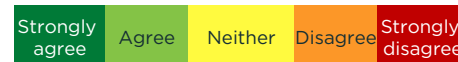
EXPLORE THE FULL RESULTS

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		75%	83%	80%	74%
Q2. I have a clear understanding of the vision of my organisation		75%	69%	84%	68%
Q3. I am aware how my role contributes to the vision of my organisation		79%	74%	86%	75%
Q4. I am encouraged to participate in sustainable work practices by my supervisor or manager		79%	76%	79%	63%
Q5. My team is equipped with the right tools to provide good customer service		79%	86%	70%	63%
Q6. My organisation has the right tools in place to assist and manage geographically dispersed teams		68%	74%	54%	54%
Q7. I have access to the information I need to do my job well		82%	-	75%	71%
Q8. I feel informed about changes in my organisation		71%	-	62%	52%
Q9. The people I work with have safe work practices		82%	-	88%	88%
Q10. My manager promotes safe work practices in my workplace		82%	-	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

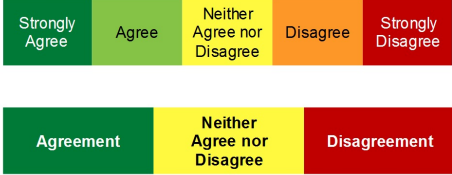
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.