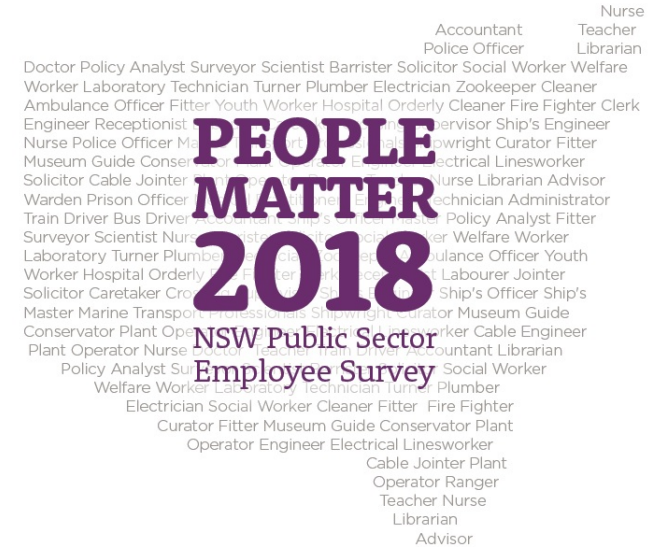

PEOPLE MATTER 2018

NSW Public Sector Employee Survey



CLUSTER REPORT

Premier and Cabinet

RESPONSE RATE

>100%

950 OF 946 RESPONDENTS

EMPLOYEE ENGAGEMENT

71%

DIFFERENCE FROM 2017 -2

DIFFERENCE FROM PUBLIC SECTOR +6

ENGAGEMENT WITH WORK

75%

DIFFERENCE FROM 2017 -1

DIFFERENCE FROM PUBLIC SECTOR +3

SENIOR MANAGERS

63%

DIFFERENCE FROM 2017 -4

DIFFERENCE FROM PUBLIC SECTOR +14

COMMUNICATION

73%

DIFFERENCE FROM 2017 -1

DIFFERENCE FROM PUBLIC SECTOR +11

HIGH PERFORMANCE

74%

DIFFERENCE FROM 2017 -1

DIFFERENCE FROM PUBLIC SECTOR +10

PUBLIC SECTOR VALUES

74%

DIFFERENCE FROM 2017 -2

DIFFERENCE FROM PUBLIC SECTOR +12

DIVERSITY & INCLUSION

79%

DIFFERENCE FROM PUBLIC SECTOR +11

FLEXIBLE WORKING SATISFACTION

81%

DIFFERENCE FROM 2017 +1

DIFFERENCE FROM PUBLIC SECTOR +22

ACTION ON RESULTS

60%

DIFFERENCE FROM 2017 -5

DIFFERENCE FROM PUBLIC SECTOR +23



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
2a. My workgroup strives to achieve customer/client satisfaction	93%	92%
2c. I receive help and support from other members of my workgroup	88%	85%
1a. I understand what is expected of me to do well in my role	87%	87%
2b. My workgroup works collaboratively to achieve its objectives	86%	87%
1g. I know how to address a health and safety issue I have identified	84%	-
8e. My manager supports flexible working in my team	84%	-
5b. My manager listens to what I have to say	84%	84%
2e. People in my workgroup treat each other with respect	83%	83%
5a. My manager encourages people in my workgroup to keep improving the work they do	83%	82%
7j. I am proud to tell others I work for my organisation	81%	84%

- LOWEST SCORING AGREEMENT QUESTIONS

AGREEMENT
2018
AGREEMENT
2017

	AGREEMENT 2018	AGREEMENT 2017
9a. I have confidence in the ways my organisation resolves grievances	44%	45%
7g. I have confidence in the way recruitment decisions are made	47%	47%
7c. I feel that change is managed well in my organisation	49%	54%
5h. My manager appropriately deals with employees who perform poorly	51%	51%
3g. I am satisfied with the opportunities available for career development in my organisation	52%	52%
6b. I feel that senior managers effectively lead and manage change	58%	64%
7k. I feel a strong personal attachment to my organisation	60%	64%
6h. I feel that senior managers listen to employees	60%	63%
14. I believe action will be taken on the results from this survey by my organisation	60%	65%
3e. My performance is assessed against clear criteria	61%	63%



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

5c.	My manager communicates effectively with me	79%	76%
2c.	I receive help and support from other members of my workgroup	88%	85%
5d.	My manager encourages and values employee input	81%	80%
5e.	My manager involves my workgroup in decisions about our work	76%	75%
6f.	Senior managers communicate the importance of customers/clients in achieving our business objectives	79%	77%
5f.	I have confidence in the decisions my manager makes	79%	78%
8d.	How satisfied are you with your ability to access and use flexible working arrangements?	81%	80%
5g.	My manager provides acknowledgement or other recognition for the work I do	81%	80%
5a.	My manager encourages people in my workgroup to keep improving the work they do	83%	82%
3f.	I have received appropriate training and development to do my job well	64%	64%

- LEAST IMPROVED AGREEMENT QUESTIONS

AGREEMENT
2018

AGREEMENT
2017

6b.	I feel that senior managers effectively lead and manage change	58%	64%
6g.	I feel that senior managers keep employees informed about what's going on	63%	69%
7l.	My organisation motivates me to help it achieve its objectives	65%	70%
6a.	I believe senior managers provide clear direction for the future of the organisation	62%	67%
6c.	I feel that senior managers model the values of my organisation	65%	70%
14.	I believe action will be taken on the results from this survey by my organisation	60%	65%
7c.	I feel that change is managed well in my organisation	49%	54%
8b.	Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	78%	83%
7k.	I feel a strong personal attachment to my organisation	60%	64%
7m.	My organisation inspires me to do the best in my job	66%	70%



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

HIGHEST NEUTRAL SCORING QUESTIONS

% NEUTRAL

DISAGREEMENT SCORES FOR HIGHEST NEUTRAL

% NEGATIVE

Q5. Recruitment processes at DPC have improved from 12 months ago



Q5. Recruitment processes at DPC have improved from 12 months ago



Q5. Recruitment processes at DPC have improved from 12 months ago



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



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



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



Q3. The feedback from the performance development framework has been useful and applicable in my role



Q3. The feedback from the performance development framework has been useful and applicable in my role



Q3. The feedback from the performance development framework has been useful and applicable in my role



Q5h. My manager appropriately deals with employees who perform poorly



Q5h. My manager appropriately deals with employees who perform poorly



Q5h. My manager appropriately deals with employees who perform poorly



Q2. I was not surprised by the feedback offered in my performance discussions



Q2. I was not surprised by the feedback offered in my performance discussions



Q2. I was not surprised by the feedback offered in my performance discussions



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.

60%

of employees replied favourably to:

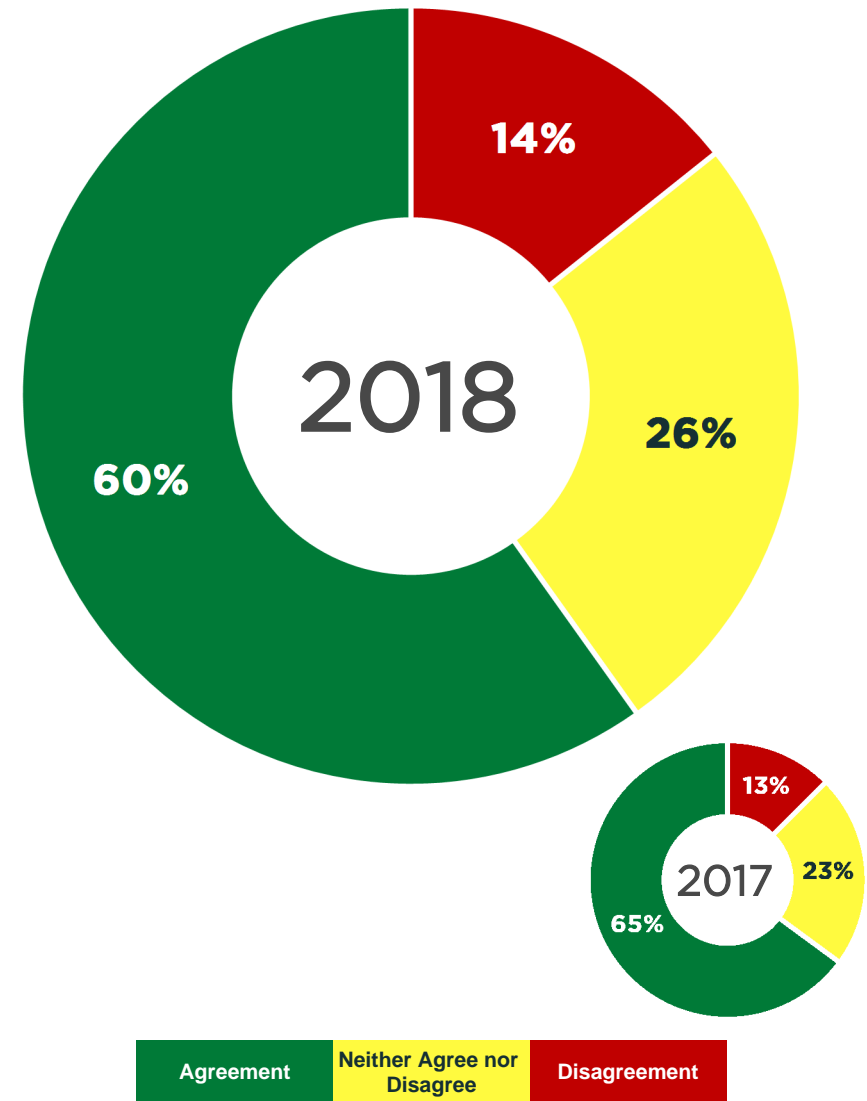
'I believe action will be taken on the results from this survey by my organisation.'

37%

SECTOR

65%

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 PUBLIC SECTOR
1	Q7f. My organisation is committed to developing its employees	69%	70%	52%
2	Q7c. I feel that change is managed well in my organisation	49%	54%	40%
3	Q7a. My organisation focuses on improving the work we do	81%	82%	69%
4	Q7b. My organisation is making the necessary improvements to meet our future challenges	65%	69%	57%
5	Q3g. I am satisfied with the opportunities available for career development in my organisation	52%	52%	50%
6	Q1b. I am provided with the support I need to do my best at work	74%	75%	65%

CLUSTER COMPARISON



COMPARISON OF CLUSTERS

This page compares key question group scores for Premier and Cabinet

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 Public Sector	Premier and Cabinet	Education	Family and Community Services	Finance and Services	Health	Industry	Justice	Planning and Environment	Transport	Treasury
NUMBER OF RESPONDENTS	170832	950	35880	6894	8481	65677	5238	15510	6680	19869	734
EMPLOYEE ENGAGEMENT	65%	71%	68%	62%	66%	65%	67%	62%	69%	64%	70%
ENGAGEMENT WITH WORK	72%	75%	74%	70%	72%	73%	73%	66%	74%	70%	77%
SENIOR MANAGERS	49%	63%	56%	47%	55%	46%	55%	40%	50%	46%	61%
COMMUNICATION	61%	73%	64%	62%	67%	59%	68%	54%	66%	61%	73%
HIGH PERFORMANCE	64%	74%	68%	63%	68%	64%	68%	56%	66%	61%	73%
PUBLIC SECTOR VALUES	62%	74%	67%	62%	68%	60%	68%	53%	65%	60%	73%
DIVERSITY & INCLUSION	68%	79%	67%	71%	74%	66%	77%	63%	75%	69%	80%

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

AGENCY COMPARISON



COMPARISON OF LOWER LEVEL BUSINESS UNITS

This page compares key question group scores for Premier and Cabinet

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.

	Premier and Cabinet	Barangaroo Delivery Authority	Department of Premier and Cabinet	Government House Sydney	Infrastructure NSW	Natural Resources Commission	Parliamentary Counsel's Office	Urban Growth NSW Development Corporation
NUMBER OF RESPONDENTS	950	62	658	35	66	15	46	68
EMPLOYEE ENGAGEMENT	71%	67%	72%	75%	73%	67%	60%	68%
ENGAGEMENT WITH WORK	75%	69%	77%	80%	80%	64%	62%	70%
SENIOR MANAGERS	63%	43%	65%	48%	74%	67%	44%	69%
COMMUNICATION	73%	58%	76%	59%	80%	77%	46%	74%
HIGH PERFORMANCE	74%	59%	77%	68%	77%	82%	55%	75%
PUBLIC SECTOR VALUES	74%	56%	77%	65%	79%	79%	57%	74%
DIVERSITY & INCLUSION	79%	73%	82%	67%	84%	83%	56%	77%

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	71% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PUBLIC LIC SECTOR 2018		
Q7i. I would recommend my organisation as a great place to work	30	45	16	75%	75%	61%	
Q7j. I am proud to tell others I work for my organisation	37	44	13	81%	84%	69%	
Q7k. I feel a strong personal attachment to my organisation	22	37	26	11	60%	64%	63%
Q7l. My organisation motivates me to help it achieve its objectives	21	44	25	65%	70%	55%	
Q7m. My organisation inspires me to do the best in my job	23	44	23	66%	70%	55%	

KEY

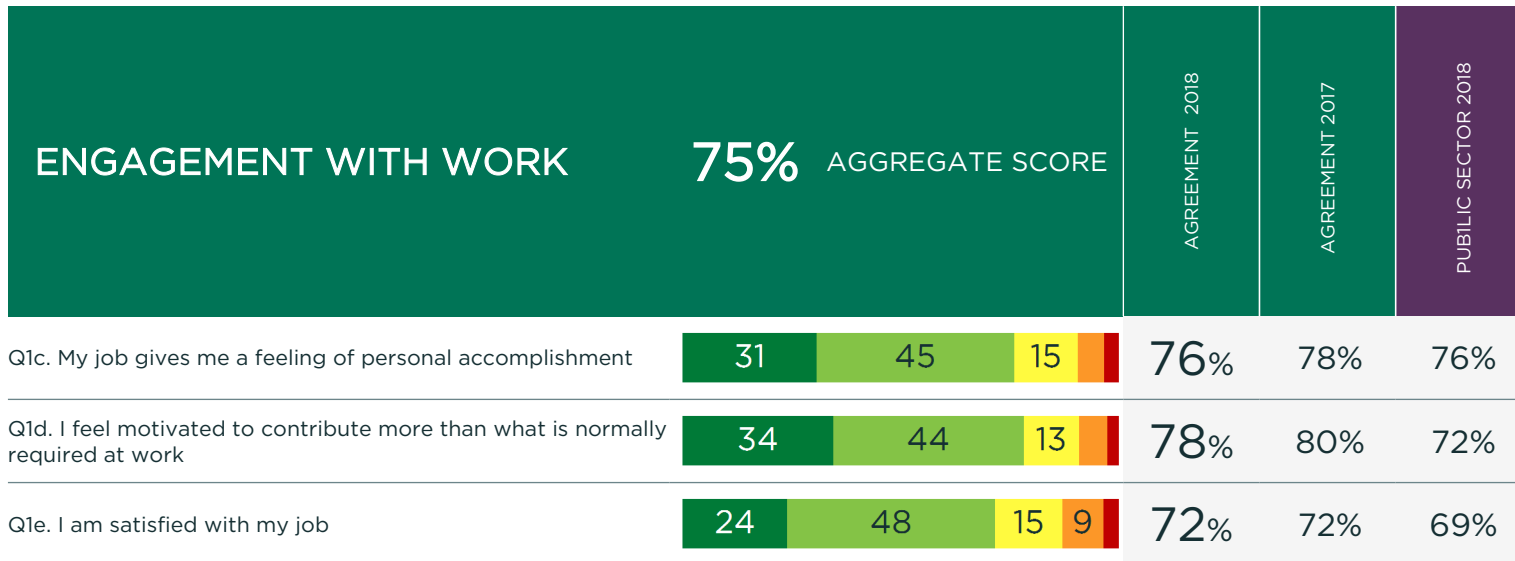




EXPLORE THE FULL RESULTS

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



KEY





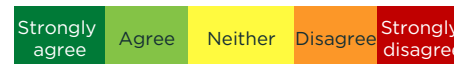
EXPLORE THE FULL RESULTS

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

SENIOR MANAGERS	63% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PUBLIC SECTOR 2018
Q6a. I believe senior managers provide clear direction for the future of the organisation	21	41	24	10	62%	67%	49%
Q6b. I feel that senior managers effectively lead and manage change	19	39	25	11	58%	64%	46%
Q6c. I feel that senior managers model the values of my organisation	23	42	22	8	65%	70%	50%
Q6d. Senior managers encourage innovation by employees	16	46	26	8	62%	63%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	27	45	19		72%	75%	52%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives	30	49	15		79%	77%	62%
Q6g. I feel that senior managers keep employees informed about what's going on	19	44	20	12	63%	69%	47%
Q6h. I feel that senior managers listen to employees	18	41	23	10	60%	63%	43%
Q7c. I feel that change is managed well in my organisation	12	37	31	15	49%	54%	40%

KEY





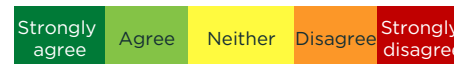
EXPLORE THE FULL RESULTS

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	73% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PUBLIC LIC SECTOR 2018		
Q5c. My manager communicates effectively with me	37	43	11	79%	76%	72%	
Q5d. My manager encourages and values employee input	41	40	11	81%	80%	72%	
Q5e. My manager involves my workgroup in decisions about our work	35	41	14	76%	75%	67%	
Q6g. I feel that senior managers keep employees informed about what's going on	19	44	20	12	63%	69%	47%
Q6h. I feel that senior managers listen to employees	18	41	23	10	60%	63%	43%
Q8c. I am able to speak up and share a different view to my colleagues and manager	29	47	13	76%	78%	67%	

KEY





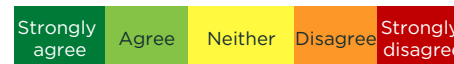
EXPLORE THE FULL RESULTS

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			74% AGGREGATE SCORE	AGREEMENT 2018	AGREEMENT 2017	PUBLIC LIC SECTOR 2018
Q1a. I understand what is expected of me to do well in my role	32	54	7	87%	87%	90%	
Q2b. My workgroup works collaboratively to achieve its objectives	48	39	8	86%	87%	79%	
Q3f. I have received appropriate training and development to do my job well	21	44	25	8	64%	64%	65%
Q5a. My manager encourages people in my workgroup to keep improving the work they do	36	46	12	83%	82%	74%	
Q5f. I have confidence in the decisions my manager makes	40	39	14	79%	78%	68%	
Q6d. Senior managers encourage innovation by employees	16	46	26	8	62%	63%	50%
Q6e. Senior managers promote collaboration between my organisation and other organisations we work with	27	45	19	72%	75%	52%	
Q7a. My organisation focuses on improving the work we do	27	54	15	81%	82%	69%	
Q7b. My organisation is making the necessary improvements to meet our future challenges	20	45	26	8	65%	69%	57%

KEY

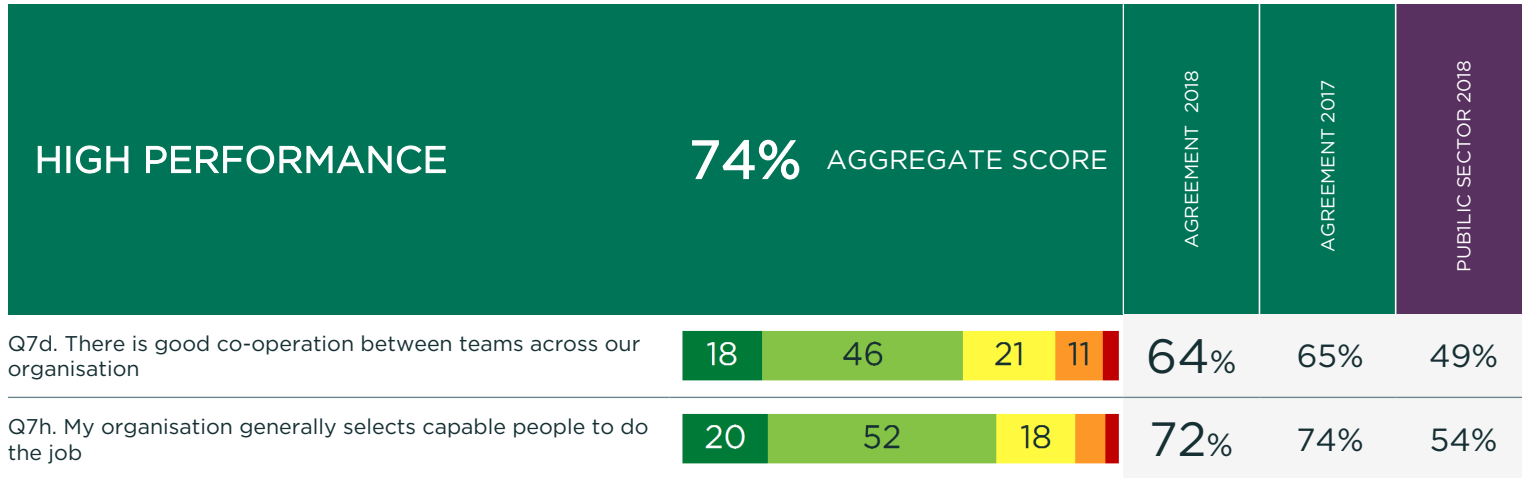




EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





EXPLORE THE FULL RESULTS

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

PUBLIC SECTOR VALUES		74% AGGREGATE SCORE		AGREEMENT 2018	AGREEMENT 2017	PUBLIC SECTOR 2018
Q2a. My workgroup strives to achieve customer/client satisfaction		55	38	93%	92%	86%
Q2e. People in my workgroup treat each other with respect		47	37	83%	83%	75%
Q5a. My manager encourages people in my workgroup to keep improving the work they do		36	46	83%	82%	74%
Q5b. My manager listens to what I have to say		44	40	84%	84%	76%
Q6a. I believe senior managers provide clear direction for the future of the organisation		21	41	62%	67%	49%
Q6c. I feel that senior managers model the values of my organisation		23	42	65%	70%	50%
Q6f. Senior managers communicate the importance of customers/clients in achieving our business objectives		30	49	79%	77%	62%
Q6g. I feel that senior managers keep employees informed about what's going on		19	44	63%	69%	47%
Q6h. I feel that senior managers listen to employees		18	41	60%	63%	43%

KEY

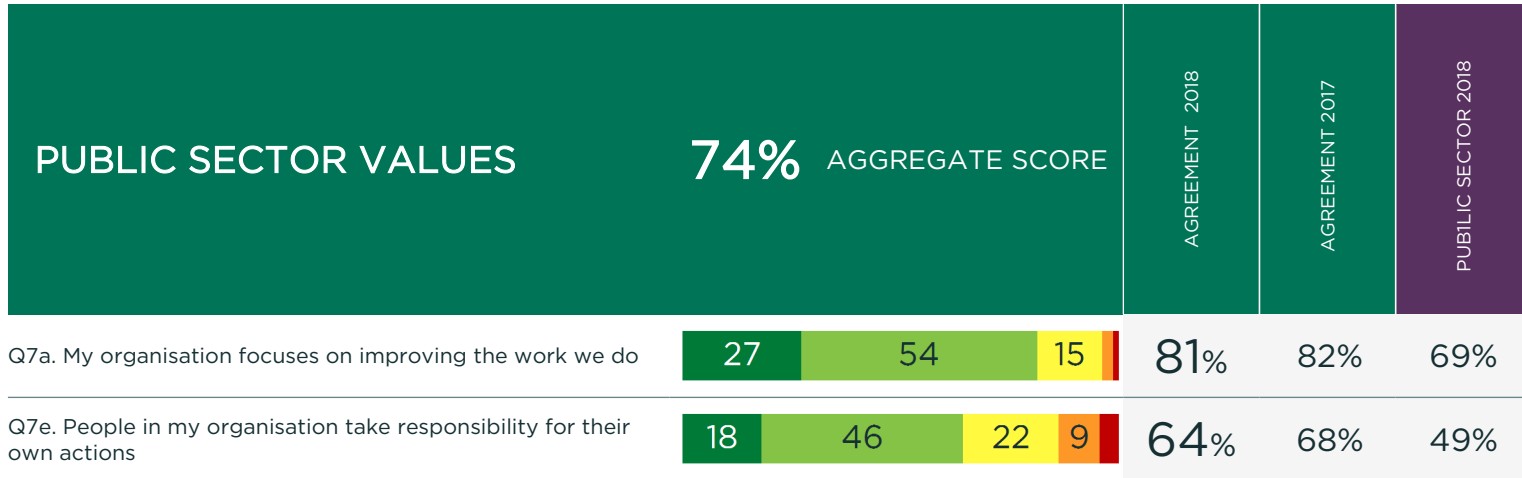




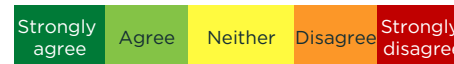
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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



KEY





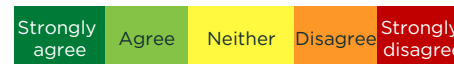
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

DIVERSITY & INCLUSION	79% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PUBLIC SECTOR 2018
Q1b. I am provided with the support I need to do my best at work	26	48	14	9	74%	75%	65%
Q5b. My manager listens to what I have to say	44	40	10		84%	84%	76%
Q5d. My manager encourages and values employee input	41	40	11		81%	80%	72%
Q6i. Senior managers in my organisation support the career advancement of women	35	39	20		74%	75%	60%
Q8a. My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	33	47	13		80%	81%	76%
Q8b. Personal background is not a barrier to success in my organisation (e.g. cultural background, age, disability, sexual orientation, gender etc.)	36	42	14		78%	83%	75%
Q8c. I am able to speak up and share a different view to my colleagues and manager	29	47	13		76%	78%	67%
Q8d. How satisfied are you with your ability to access and use flexible working arrangements? <i>Response scale Very satisfied - Very unsatisfied</i>	43	38	12		81%	80%	59%
Q8e. My manager supports flexible working in my team	49	35	10		84%	-	63%

KEY

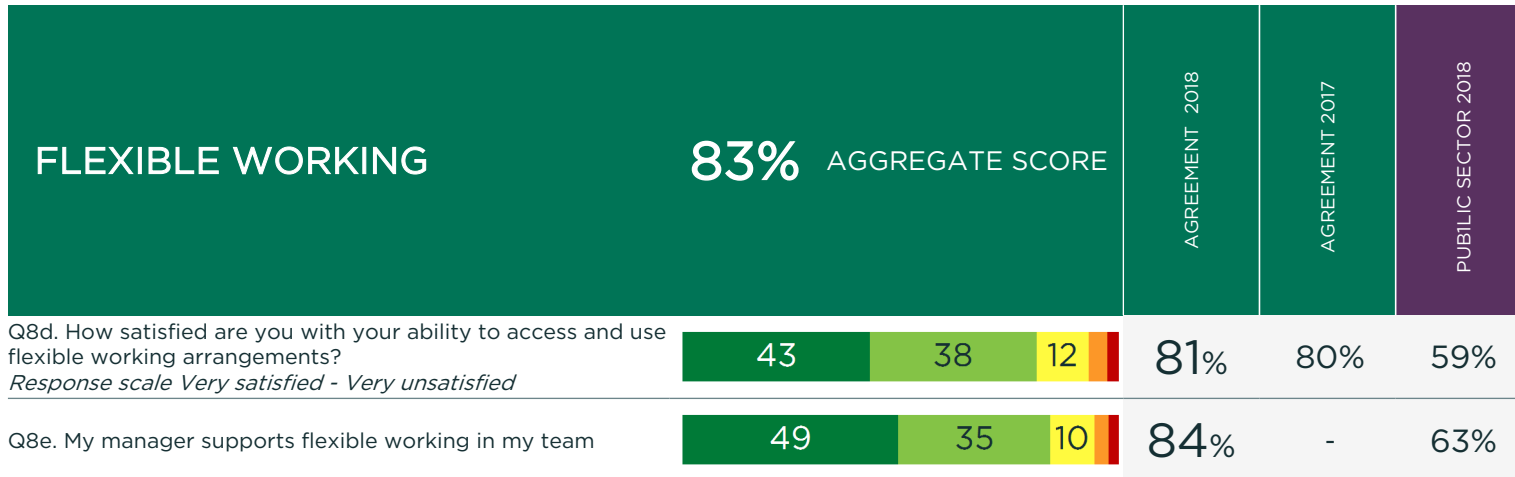




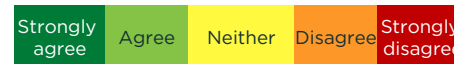
EXPLORE THE FULL RESULTS

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

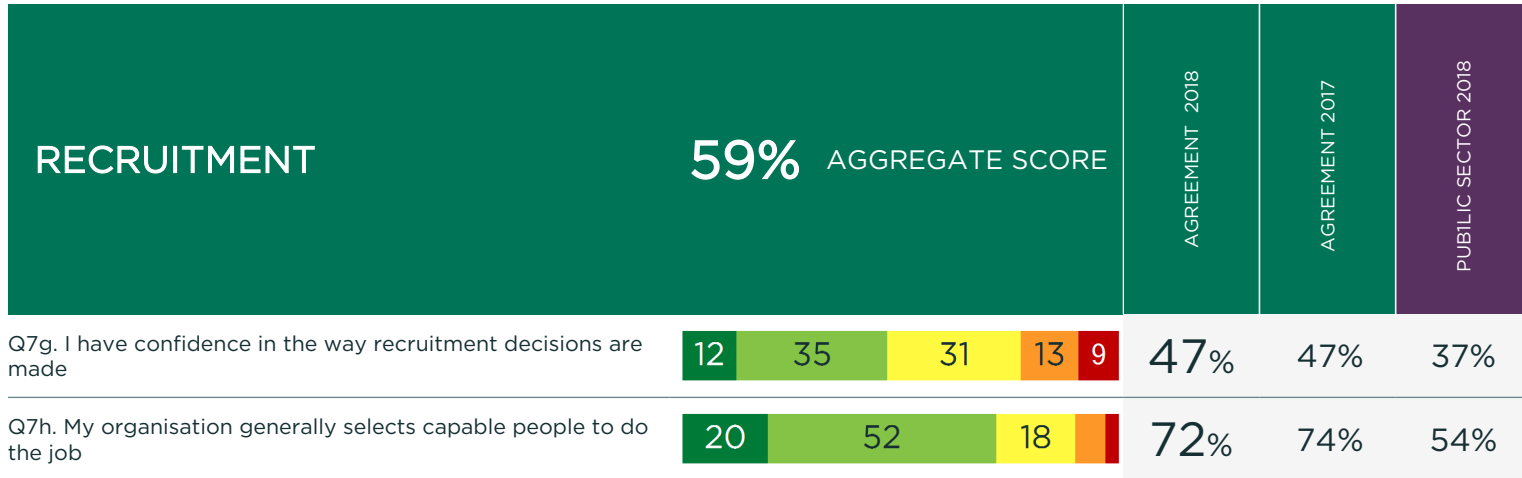




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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.



KEY





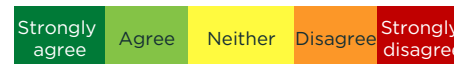
EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

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

PERFORMANCE FRAMEWORK & DEVELOPMENT	65% AGGREGATE SCORE				AGREEMENT 2018	AGREEMENT 2017	PUBLIC LIC SECTOR 2018	
Q3d. In the last 12 months I received useful feedback on my work to enable me to deliver required results	28	46	15	8	74%	76%	65%	
Q3e. My performance is assessed against clear criteria	21	41	23	11	61%	63%	56%	
Q3g. I am satisfied with the opportunities available for career development in my organisation	19	33	26	14	8	52%	52%	50%
Q5g. My manager provides acknowledgement or other recognition for the work I do	40	41	11		81%	80%	69%	
Q5h. My manager appropriately deals with employees who perform poorly	20	32	32	9	7	51%	51%	46%
Q7f. My organisation is committed to developing its employees	22	47	20	8	69%	70%	52%	

KEY

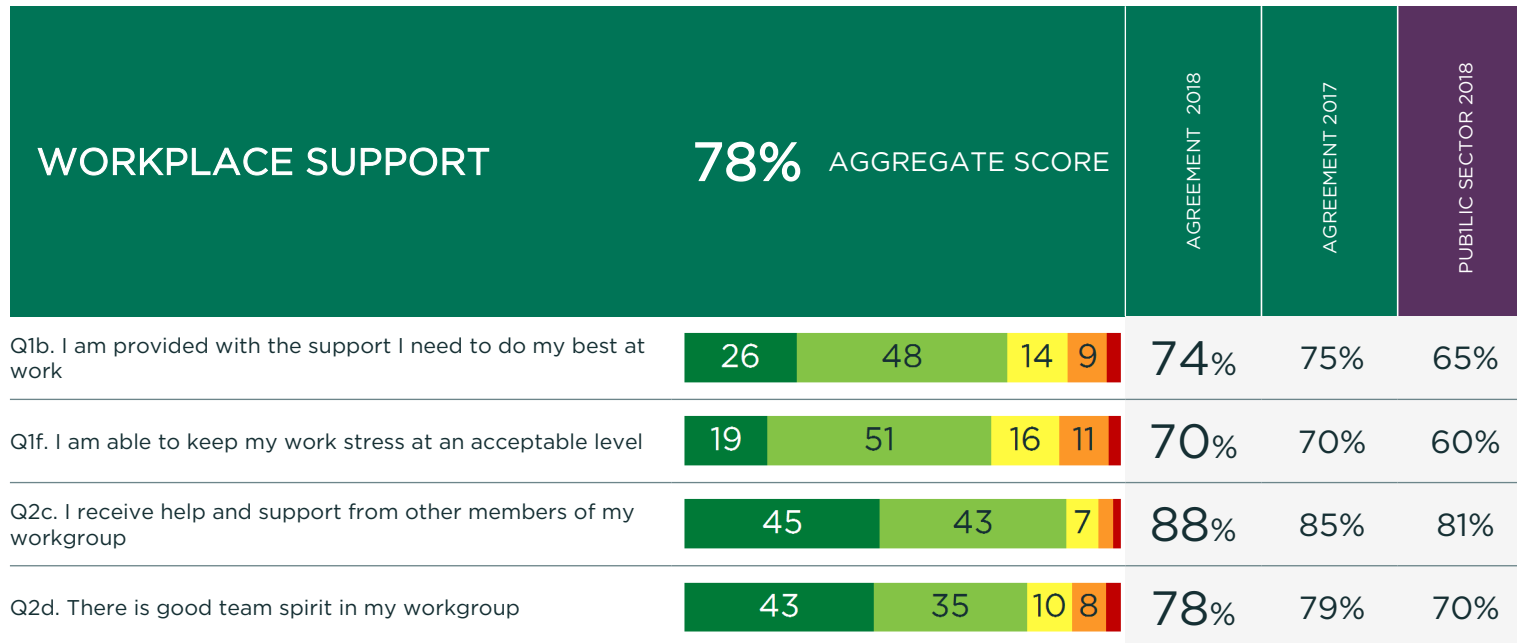




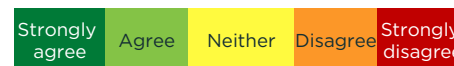
EXPLORE THE FULL RESULTS

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.



KEY

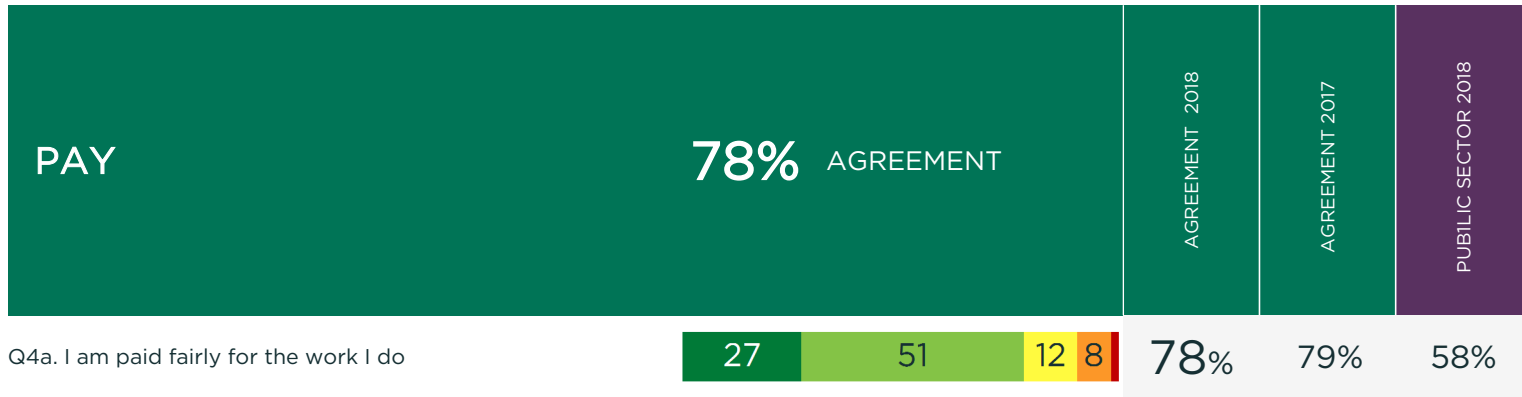




EXPLORE THE FULL RESULTS

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

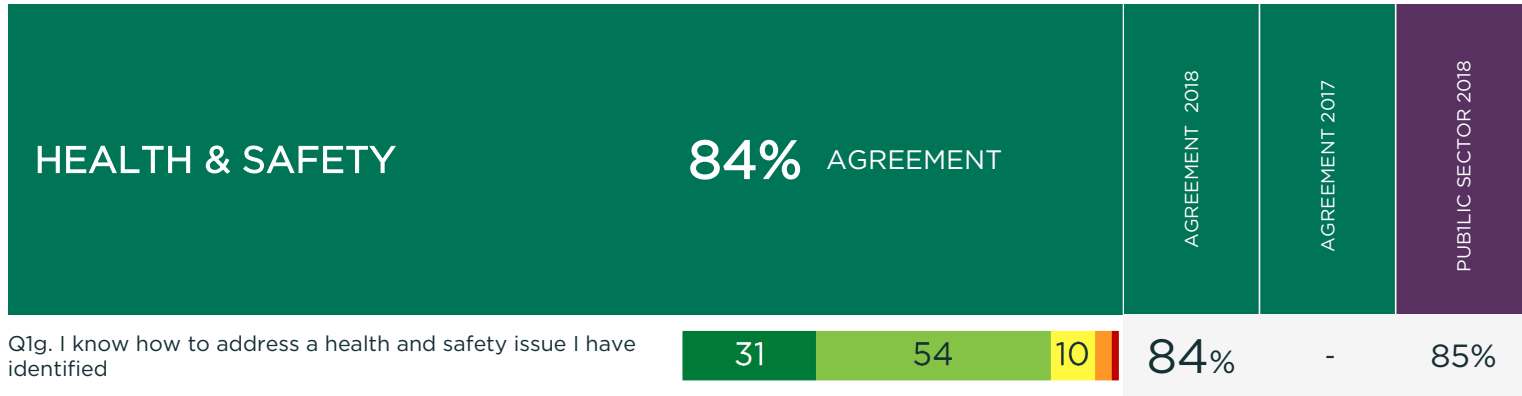




EXPLORE THE FULL RESULTS

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

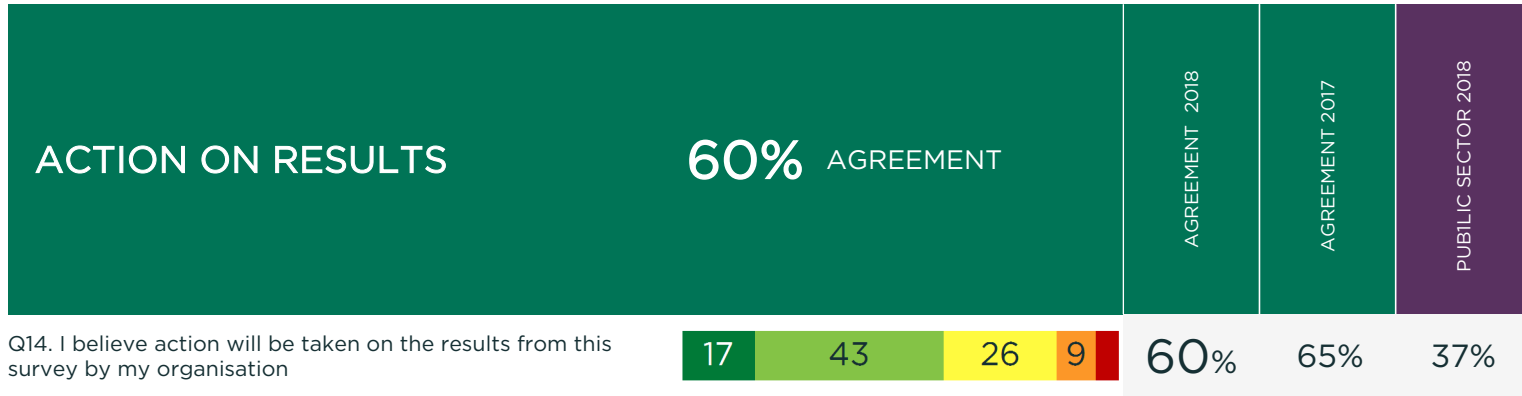




EXPLORE THE FULL RESULTS

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

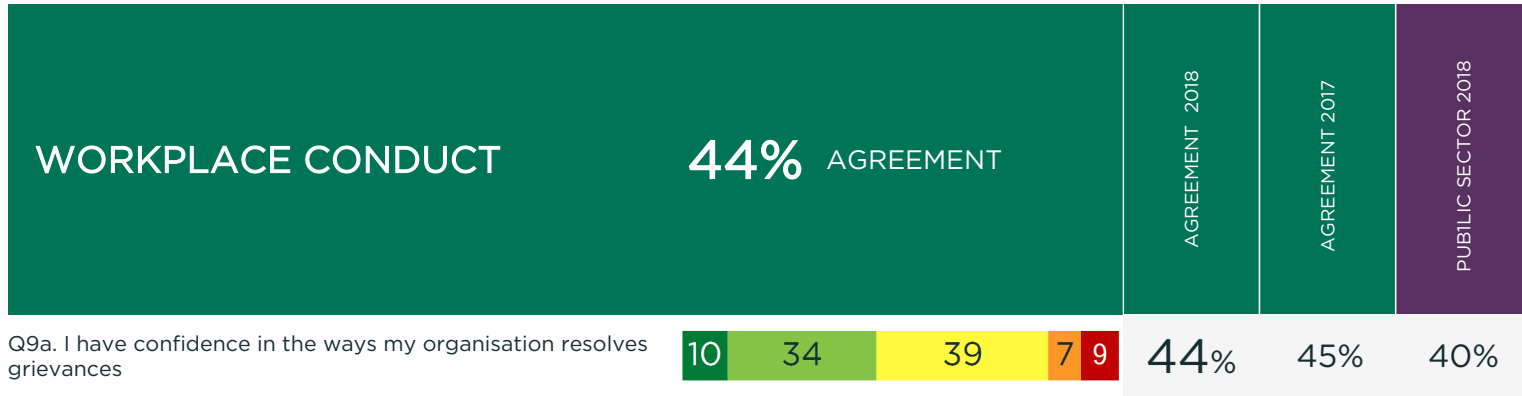




EXPLORE THE FULL RESULTS

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

PUBLIC SECTOR 2018

Q3a. I have a current performance and development plan that sets out my individual objectives

Yes



64%

70%

71%

No



36%

30%

29%

Q3b. I have informal feedback conversations with my manager

Yes



83%

81%

76%

No



17%

19%

24%

Q3c. I have scheduled feedback conversations with my manager

Yes

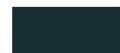


71%

68%

58%

No



29%

32%

42%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

MOBILITY

		2018	2017	PUBLIC SECTOR 2018
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?				
Yes		46%	46%	41%
No		54%	54%	59%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

MOBILITY

2018

2017

PUBLIC SECTOR 2018

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

		2018	2017	PUBLIC SECTOR 2018
There are no major barriers to my career progression		38%	33%	32%
Lack of visible opportunities		34%	33%	30%
Lack of promotion opportunities		33%	33%	29%
Personal/family considerations		22%	24%	30%
The application/recruitment process is too cumbersome or time consuming		20%	19%	23%
Geographic location considerations		19%	22%	26%
Lack of support for temporary assignments/secondments		14%	13%	15%
Lack of required capabilities or experience		10%	13%	11%
Insufficient training and development		10%	11%	16%
Lack of support from my manager/supervisor		10%	10%	14%
Other		7%	8%	9%

% are calculated with the number of unique respondents (N = 907 to this question)



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

PUBLIC SECTOR 2018

Q10a. In the last 12 months I have witnessed misconduct/wrongdoing at work

Yes		14%	11%	24%
No		73%	80%	58%
Don't know		12%	9%	18%

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

Yes		52%	51%	66%
No		45%	48%	32%
Don't know		3%	1%	2%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

PUBLIC SECTOR 2018

Q11a. In the last 12 months I have witnessed bullying at work

Yes		21%	17%	33%
No		70%	75%	57%
Don't know		9%	8%	10%

Q11b. In the last 12 months I have been subjected to bullying at work

Yes		10%	9%	18%
No		84%	85%	76%
Don't know		6%	5%	6%



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

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	PUBLIC SECTOR 2018
Your Immediate Manager/Supervisor		29%	27%	23%
A senior manager		22%	26%	21%
Prefer not to say		21%	17%	14%
A fellow worker at your level		15%	21%	27%
A subordinate		7%	4%	7%
Other		3%	3%	4%
A client or customer		2%	1%	2%
A member of the public other than a client or customer	(r)			



EXPLORE THE FULL RESULTS

Questions are grouped by topics in this report.

UNACCEPTABLE CONDUCT

2018

2017

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	Public Sector 2018
Yes	1%	-	3%
No	98%	-	94%
Don't know	1%	-	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

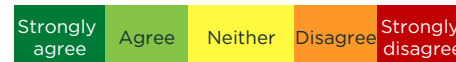
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Results show the proportion of respondents answering positively (Strongly Agree and Agree), negatively (Strongly Disagree and Disagree) and those who are neutral.

PREMIER AND CABINET CUSTOMISED QUESTIONS

					AGREEMENT 2018	AGREEMENT 2017	
Q1. I received quality feedback in the last performance development cycle	19	40	30	8	59%	60%	
Q2. I was not surprised by the feedback offered in my performance discussions	18	44	32		62%	65%	
Q3. The feedback from the performance development framework has been useful and applicable in my role	16	40	35		57%	57%	
Q4. I understand how my role makes a difference to our stakeholders	31	51	14		81%	-	
Q5. Recruitment processes at DPC have improved from 12 months ago	13		61	14	20%	-	
Q6. My manager actively supports a diverse, inclusive and flexible work environment	38	46	11		84%	-	
Q7. I am satisfied with my pre-commencement experience (this includes offer of employment, new starter information and communication with my hiring manager and team)	23	52	14	9	75%	-	
Q8. I am satisfied with my first week orientation experience (this includes introduction to the team, understanding my role and expectations of me)	22	48	16	9	70%	-	
Q9. I am satisfied with the timeliness of my ICT access (this includes computer and network access)	22	38	14	15	11	60%	-
Q10. I am satisfied with the formal induction program including face to face and online training	21	42	22	11		63%	-

KEY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
GENDER		
Male		39%
Female		59%
Other		1%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
AGE		
15 - 19		0%
20 - 24		3%
25 -29		12%
30 - 34		16%
35 - 39		17%
40 - 44		13%
45 - 49		13%
50 - 54		11%
55 - 59		9%
60 - 64		4%
65+		2%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

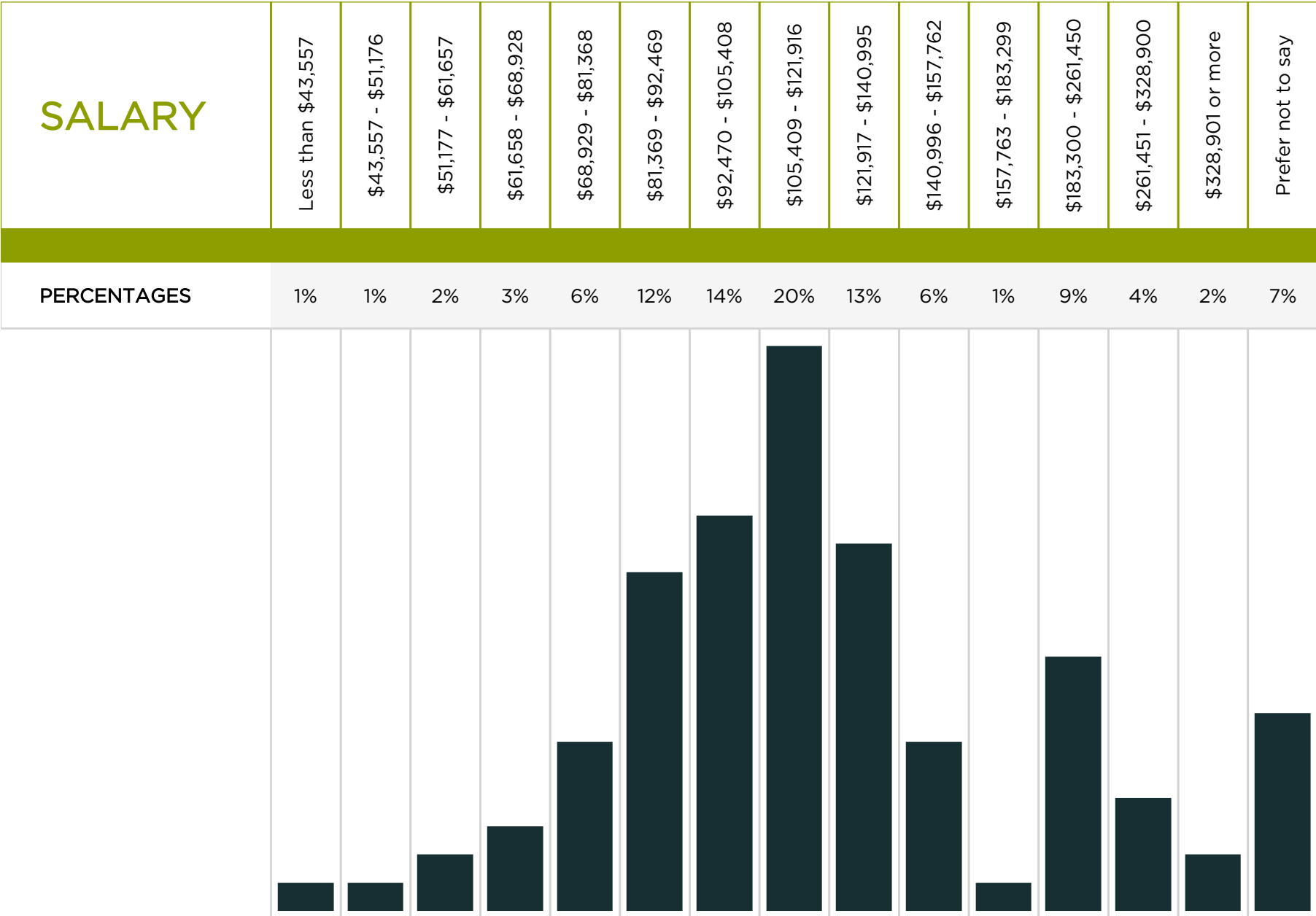
	PERCENTAGE
TYPE OF WORK	
Service delivery involving direct contact with the general public (e.g. teaching, nursing, policing, shopfront/counter service)	5%
Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning/laundry)	4%
Administrative support (e.g. executive/personal assistant, receptionist)	10%
Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes)	18%
Policy	23%
Research	3%
Program and project management support	19%
Legal (including developing and/or reviewing legislation)	5%
Other	13%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

SALARY



PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

		PERCENTAGE
TENURE IN ORGANISATION		
Less than 1 year		30%
1 - 2 years		19%
2 - 5 years		25%
5 - 10 years		14%
10 - 20 years		9%
More than 20 years		3%

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
Flexible start and finish times	69%
Working from home	52%
Working additional hours to make up for time off	17%
Working from different locations	16%
None of the above	14%
Part-time work	12%
Working more hours over fewer days	7%

% are calculated with the number of unique respondents (N = 912 to this question)

PROFILE OF RESPONDENTS



PERSONAL AND WORK PROFILES

	PERCENTAGE
FLEXIBLE WORKING	
Leave without pay	6%
Flexible scheduling for rostered workers	3%
Study leave	3%
Job sharing	2%
Other	2%
Purchasing annual leave	1%

% are calculated with the number of unique respondents (N = 912 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.

	Premier and Cabinet	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	950	50	40	94	164	209	24	177	42	122
EMPLOYEE ENGAGEMENT	71%	71%	59%	74%	68%	74%	(r)	71%	73%	69%
ENGAGEMENT WITH WORK	75%	83%	68%	77%	75%	77%	(r)	73%	74%	75%
SENIOR MANAGERS	63%	63%	47%	69%	56%	71%	(r)	62%	69%	56%
COMMUNICATION	73%	69%	54%	76%	68%	82%	(r)	73%	74%	68%
HIGH PERFORMANCE	74%	74%	57%	76%	71%	82%	(r)	73%	78%	71%
PUBLIC SECTOR VALUES	74%	72%	56%	75%	69%	84%	(r)	74%	79%	69%
DIVERSITY & INCLUSION	79%	77%	65%	81%	78%	86%	(r)	80%	78%	76%

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

r = DATA RESTRICTED AS BELOW CUT OFF LIMIT OF 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.

	Premier and Cabinet	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	950	11	9	14	28	55	106	130	183	117	55	12	84	34
EMPLOYEE ENGAGEMENT	71%	(r)	(r)	(r)	(r)	69%	70%	74%	66%	72%	73%	(r)	76%	79%
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	76%	74%	82%	71%	77%	81%	(r)	81%	76%
SENIOR MANAGERS	63%	(r)	(r)	(r)	(r)	61%	60%	65%	55%	68%	69%	(r)	75%	70%
COMMUNICATION	73%	(r)	(r)	(r)	(r)	71%	70%	77%	68%	78%	77%	(r)	80%	74%
HIGH PERFORMANCE	74%	(r)	(r)	(r)	(r)	70%	72%	77%	70%	76%	79%	(r)	82%	78%
PUBLIC SECTOR VALUES	74%	(r)	(r)	(r)	(r)	71%	71%	77%	70%	79%	78%	(r)	83%	75%
DIVERSITY & INCLUSION	79%	(r)	(r)	(r)	(r)	75%	76%	84%	77%	82%	85%	(r)	83%	83%

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.

	Premier and Cabinet	\$328,901 or more	Prefer not to say
NUMBER OF RESPONDENTS	950	15	62
EMPLOYEE ENGAGEMENT	71%	(r)	62%
ENGAGEMENT WITH WORK	75%	(r)	62%
SENIOR MANAGERS	63%	(r)	52%
COMMUNICATION	73%	(r)	62%
HIGH PERFORMANCE	74%	(r)	64%
PUBLIC SECTOR VALUES	74%	(r)	65%
DIVERSITY & INCLUSION	79%	(r)	70%

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 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.

	Premier and Cabinet	Less than 1 year	1 - 2 years	2 - 5 years	5 - 10 years	10 - 20 years	More than 20 years
NUMBER OF RESPONDENTS	950	275	176	226	125	83	28
EMPLOYEE ENGAGEMENT	71%	75%	69%	71%	69%	70%	(r)
ENGAGEMENT WITH WORK	75%	82%	76%	74%	69%	78%	(r)
SENIOR MANAGERS	63%	71%	65%	62%	57%	54%	(r)
COMMUNICATION	73%	81%	73%	71%	68%	68%	(r)
HIGH PERFORMANCE	74%	80%	74%	74%	70%	71%	(r)
PUBLIC SECTOR VALUES	74%	81%	75%	74%	69%	67%	(r)
DIVERSITY & INCLUSION	79%	84%	80%	79%	76%	78%	(r)

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.

	Premier and Cabinet	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	950	633	66	159	29	105	19	145	474	11	56	25	16	127
EMPLOYEE ENGAGEMENT	71%	72%	77%	75%	(r)	75%	(r)	73%	74%	(r)	76%	(r)	(r)	64%
ENGAGEMENT WITH WORK	75%	78%	88%	80%	(r)	82%	(r)	78%	79%	(r)	80%	(r)	(r)	68%
SENIOR MANAGERS	63%	65%	70%	67%	(r)	72%	(r)	65%	67%	(r)	69%	(r)	(r)	53%
COMMUNICATION	73%	76%	79%	78%	(r)	80%	(r)	75%	76%	(r)	76%	(r)	(r)	61%
HIGH PERFORMANCE	74%	77%	82%	80%	(r)	80%	(r)	75%	78%	(r)	79%	(r)	(r)	61%
PUBLIC SECTOR VALUES	74%	77%	81%	79%	(r)	83%	(r)	76%	79%	(r)	79%	(r)	(r)	61%
DIVERSITY & INCLUSION	79%	83%	88%	86%	(r)	86%	(r)	83%	84%	(r)	86%	(r)	(r)	65%

*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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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.

	Premier and Cabinet	Sydney East	Sydney - City and Inner South	Central West	Newcastle and Lake Macquarie	Sydney West	Illawarra	Riverina	Sydney - Parramatta	Central Coast	Far West and Orana	Sydney - Eastern Suburbs	Murray
NUMBER OF RESPONDENTS	950	789	773	16	12	11	8	6	6	5	5	5	4
EMPLOYEE ENGAGEMENT	71%	72%	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	76%	76%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	63%	64%	64%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	73%	74%	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	74%	75%	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	74%	75%	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	79%	80%	80%	(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
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AT LEAST 5 PERCENTAGE POINTS
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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.

	Premier and Cabinet	Capital Region	Coffs Harbour - Grafton	Mid North Coast	New England and North West	Richmond - Tweed	Sydney - Inner West	Sydney - North Sydney and Hornsby	Sydney - Northern Beaches	Southern Highlands and Shoalhaven	Sydney - Outer South West	Sydney - Baulkham Hills and Hawkesbury	Sydney - Blacktown	Sydney - Inner South West
NUMBER OF RESPONDENTS	950	4	3	3	3	3	3	3	3	2	2	1	1	1
EMPLOYEE ENGAGEMENT	71%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	63%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	73%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	74%	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	79%	(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.

	Premier and Cabinet	OUTSIDE NSW	Sydney - South West	Sydney - Sutherland	Hunter Valley exc Newcastle	Sydney - Outer West and Blue Mountains	Sydney - Ryde
NUMBER OF RESPONDENTS	950	1	1	1	0	0	0
EMPLOYEE ENGAGEMENT	71%	(r)	(r)	(r)	(r)	(r)	(r)
ENGAGEMENT WITH WORK	75%	(r)	(r)	(r)	(r)	(r)	(r)
SENIOR MANAGERS	63%	(r)	(r)	(r)	(r)	(r)	(r)
COMMUNICATION	73%	(r)	(r)	(r)	(r)	(r)	(r)
HIGH PERFORMANCE	74%	(r)	(r)	(r)	(r)	(r)	(r)
PUBLIC SECTOR VALUES	74%	(r)	(r)	(r)	(r)	(r)	(r)
DIVERSITY & INCLUSION	79%	(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

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.

	Premier and Cabinet	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65+
NUMBER OF RESPONDENTS	950	1	30	110	149	152	119	116	96	82	35	19
EMPLOYEE ENGAGEMENT	71%	(r)	75%	71%	70%	74%	70%	70%	70%	70%	69%	(r)
ENGAGEMENT WITH WORK	75%	(r)	87%	74%	74%	75%	80%	71%	78%	76%	76%	(r)
SENIOR MANAGERS	63%	(r)	67%	70%	62%	67%	63%	65%	58%	63%	50%	(r)
COMMUNICATION	73%	(r)	79%	78%	75%	75%	70%	74%	67%	72%	68%	(r)
HIGH PERFORMANCE	74%	(r)	80%	78%	75%	79%	73%	73%	69%	73%	63%	(r)
PUBLIC SECTOR VALUES	74%	(r)	79%	79%	74%	78%	74%	75%	69%	74%	63%	(r)
DIVERSITY & INCLUSION	79%	(r)	88%	81%	81%	81%	78%	81%	73%	79%	76%	(r)

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 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.

	Premier and Cabinet	Male	Female	Other
NUMBER OF RESPONDENTS	950	360	542	13
EMPLOYEE ENGAGEMENT	71%	71%	72%	(r)
ENGAGEMENT WITH WORK	75%	75%	77%	(r)
SENIOR MANAGERS	63%	62%	65%	(r)
COMMUNICATION	73%	73%	74%	(r)
HIGH PERFORMANCE	74%	74%	75%	(r)
PUBLIC SECTOR VALUES	74%	73%	76%	(r)
DIVERSITY & INCLUSION	79%	79%	80%	(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

ABORIGINAL AND/OR TORRES STRAIT ISLANDER



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.

	Premier and Cabinet	Yes	No	Prefer not to say
NUMBER OF RESPONDENTS	950	15	877	30
EMPLOYEE ENGAGEMENT	71%	(r)	72%	53%
ENGAGEMENT WITH WORK	75%	(r)	76%	59%
SENIOR MANAGERS	63%	(r)	64%	33%
COMMUNICATION	73%	(r)	74%	51%
HIGH PERFORMANCE	74%	(r)	75%	50%
PUBLIC SECTOR VALUES	74%	(r)	75%	52%
DIVERSITY & INCLUSION	79%	(r)	80%	59%

2% of respondents identified as Aboriginal and/or Torres Strait Islander.

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

LANGUAGE OTHER THAN ENGLISH



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.

	Premier and Cabinet	Yes	No	Prefer not to say
NUMBER OF RESPONDENTS	950	149	745	30
EMPLOYEE ENGAGEMENT	71%	74%	71%	53%
ENGAGEMENT WITH WORK	75%	79%	76%	60%
SENIOR MANAGERS	63%	66%	64%	34%
COMMUNICATION	73%	77%	73%	50%
HIGH PERFORMANCE	74%	80%	74%	49%
PUBLIC SECTOR VALUES	74%	77%	75%	50%
DIVERSITY & INCLUSION	79%	83%	80%	61%

16% of respondents speak a language other than English at home.

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	Premier and Cabinet	Yes	No	Prefer not to say
NUMBER OF RESPONDENTS	950	49	844	30
EMPLOYEE ENGAGEMENT	71%	64%	72%	50%
ENGAGEMENT WITH WORK	75%	63%	77%	60%
SENIOR MANAGERS	63%	52%	65%	29%
COMMUNICATION	73%	64%	75%	43%
HIGH PERFORMANCE	74%	64%	76%	49%
PUBLIC SECTOR VALUES	74%	65%	76%	46%
DIVERSITY & INCLUSION	79%	63%	81%	56%

5% of respondents identified as having a disability.

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	Premier and Cabinet	Yes	No	Prefer not to say
NUMBER OF RESPONDENTS	950	68	807	46
EMPLOYEE ENGAGEMENT	71%	65%	72%	62%
ENGAGEMENT WITH WORK	75%	65%	77%	66%
SENIOR MANAGERS	63%	52%	65%	45%
COMMUNICATION	73%	66%	75%	59%
HIGH PERFORMANCE	74%	66%	76%	60%
PUBLIC SECTOR VALUES	74%	66%	76%	62%
DIVERSITY & INCLUSION	79%	69%	81%	67%

7% of respondents identified as having a mental health condition.

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN REPORT SCORE

AT LEAST 5 PERCENTAGE POINTS LESS THAN REPORT SCORE

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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.

	Premier and Cabinet	Yes	No	Prefer not to say
NUMBER OF RESPONDENTS	950	63	819	39
EMPLOYEE ENGAGEMENT	71%	71%	72%	55%
ENGAGEMENT WITH WORK	75%	76%	76%	61%
SENIOR MANAGERS	63%	66%	64%	39%
COMMUNICATION	73%	76%	74%	51%
HIGH PERFORMANCE	74%	80%	75%	54%
PUBLIC SECTOR VALUES	74%	76%	75%	55%
DIVERSITY & INCLUSION	79%	79%	81%	62%

7% of respondents identified as lesbian, gay, bisexual, transgender, intersex or gender diverse.

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

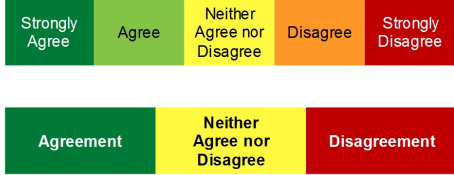
Responses from individual employees are confidential and strict rules are in place to safeguard privacy at every stage of the survey process.

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.