

People Matter

NSW Public Sector
Employee Survey 2024

Organisational Unit Report

Health Centres

Parent unit: Sydney Local Health District

Survey period: 19 August to 13 September 2024

Completed surveys: 42

Response rate: >100%

This shows where the report unit sits in the survey's organisational hierarchy.

NSW public sector

- ▶ Health
 - ▶ Sydney Local Health District
 - ▶ Health Centres

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High level results

Discover key employee experience insights

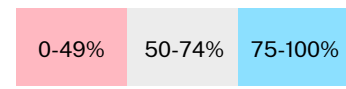
Headline results for key topics

These are the % favourable scores for key survey topics. Each topic relates to an area of employee experience.



We've flagged the top 3 and bottom 3 topics. Use these topics as a starting point for exploring your results.

See 'Additional information about the survey' for interpretation guidance and details about the survey model.



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Highest and lowest scoring questions

These are the questions with the highest and lowest % favourable scores. % favourable is based on the respondents who selected 'strongly agree' or 'agree'.

+ Questions with the highest favourable scores			2024 % favourable	difference from 2023
Ethics and values	7p	I support my organisation's values	100%	+6
Ethics and values	7s	I understand what ethical behaviour means within my workplace	98%	+7
Ethics and values	7x	I am aware of my obligations under the Code of Ethics and Conduct in my organisation	98%	-
Customer service	2d	My workgroup considers customer needs when planning our work	95%	+9
Wellbeing	1n	I am able to adapt when changes occur	93%	-
- Questions with the lowest favourable scores			2024 % favourable	difference from 2023
Pay	4	I am paid fairly for the work I do	24%	-29
Wellbeing	1p	I feel burned out by my work (disagree)	45%	-12
Wellbeing	1q	I feel mentally exhausted by my work on most days (disagree)	45%	-
Wellbeing	1r	I am struggling to maintain enthusiasm for my work (disagree)	45%	-
Feedback and performance management	5g	My manager appropriately deals with employees who perform poorly	50%	-16

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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Most and least improved questions

These are the most and least improved questions by difference from the previous year.

Consider why these scores have shifted. Was it due to actions you took in response to last year's survey results or something else?

			2024 % favourable	difference from 2023
⊕ Most improved questions				
Teamwork and collaboration	7d	There is good co-operation between teams across my organisation	86%	+21
Teamwork and collaboration	2a	My workgroup works collaboratively to achieve its goals	86%	+13
Customer service	7g	The processes in my organisation are designed to support the best experience for customers	88%	+12
Customer service	2d	My workgroup considers customer needs when planning our work	95%	+9
Risk and innovation	5a	My manager encourages people in my workgroup to keep improving the work they do	86%	+9
⊖ Least improved questions				
Pay	4	I am paid fairly for the work I do	24%	-29
Flexible working	8g	How satisfied are you with your ability to access and use flexible working arrangements?	56%	-26
Learning and development	3g	I am satisfied with the opportunities available for professional development in my organisation	57%	-18
Wellbeing	7u	I am satisfied with current workplace practices to help me manage my wellbeing	64%	-18
Feedback and performance management	5g	My manager appropriately deals with employees who perform poorly	50%	-16

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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Key drivers of engagement

The key driver analysis identifies questions with the strongest influence on your employees' engagement.

Key drivers are split into strengths (high correlation, high score) and priorities (high correlation, low score). Look for ways to maintain your strengths and improve your priorities.

Topic	Engagement key driver questions		2024 % favourable	Action
Inclusion and diversity / Senior executives	6f	I feel my senior executives support my career advancement	64%	Maintain
Inclusion and diversity	8d	If I chose to, I would feel safe sharing personal aspects about myself at work	83%	Maintain
Recruitment	7f	My organisation generally selects capable people to do the job	60%	Improve
Customer service / Senior executives	6d	My senior executives communicate the importance of customers in our work	79%	Maintain
Communication and change management	7b	Change is managed well in my organisation	69%	Maintain
Wellbeing	7u	I am satisfied with current workplace practices to help me manage my wellbeing	64%	Maintain

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Results by topic

Discover more about your results

Employee engagement is about a person's connection to their organisation. It is a global measure of employee experience.

Many factors influence engagement: leadership, a positive and inclusive work culture, wellbeing, manager support, accountability, and flexible work to name a few.

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Employee engagement (total score)*				71	-4	+8	+10	+8
7i I would recommend my organisation as a great place to work	74	19	7	74%	-6	+16	+20	+20
7j I am proud to tell others I work for my organisation	76	17	7	76%	-6	+10	+13	+12
7k I feel a strong personal attachment to my organisation	74	19	7	74%	+3	+16	+21	+16
7l My organisation motivates me to help it achieve its goals	71	21	7	71%	+1	+21	+25	+22
7m My organisation inspires me to do the best in my job	74	21	7	74%	0	+22	+25	+23

*See 'Additional information about the survey' for details on how we calculate the employee engagement score.



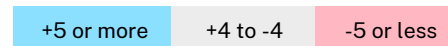
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Job satisfaction

Like employee engagement, job satisfaction is a global measure of employee experience. While employee engagement operates at the organisational level, job satisfaction operates at the job or role level.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Job satisfaction (total score)					74%	-13	+5	+6	+6
1g	My job gives me a feeling of personal accomplishment	71	24		71%	-15	-1	-1	-2
1h	I am satisfied with my job	78	12	10	78%	-11	+11	+14	+13

Difference from (percentage point)



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Wellbeing means feeling good, functioning well, and experiencing satisfaction and fulfilment in work and life.

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Wellbeing (total score)				73%	-	+11	+13	+11
1i The amount of stress in my job is manageable	71	12	17	71%	-1	+17	+18	+16
1m In general, my sense of wellbeing is..	64	31		64%	+3	+7	+8	+7
1n I am able to adapt when changes occur	93	7		93%	-	+6	+5	+5
1o I am confident in my ability to overcome setbacks at work	90	7		90%	-	+8	+9	+9
1p I feel burned out by my work (disagree)	45	21	33	45%	-12	+9	+12	+9
7u I am satisfied with current workplace practices to help me manage my wellbeing	64	24	12	64%	-18	+9	+13	+12
7y There are effective resources in my organisation to support employee wellbeing	83	15		83%	+4	+21	+25	+22

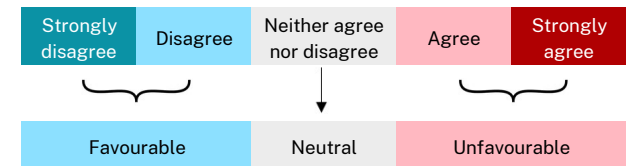
Note on interpretation:

The burnout question is negatively worded.

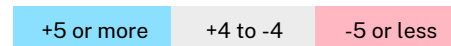
For consistency with other survey questions the results are displayed as follows:

The favourable score (blue bar) shows the % of respondents that did not feel burned out by their work.

The unfavourable score (red bar) shows the % of respondents that did feel burned out by their work.



Difference from (percentage point)



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Wellbeing - dimensions of burnout

The World Health Organisation has defined burnout as a syndrome resulting from chronic workplace stress which has not been properly managed.

These questions relate to the three dimensions of burnout: exhaustion, cynicism and reduced professional efficacy.

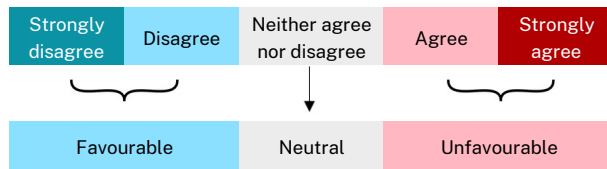
		Favourable	Neutral	Unfavourable	2024 % unfavourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Dimensions of burnout									
1q	I feel mentally exhausted by my work on most days (disagree)	45	29	26	26%	-	-13	-14	-13
1r	I am struggling to maintain enthusiasm for my work (disagree)	45	29	26	26%	-	-8	-10	-9
1s	I feel I am not as effective in my role as I used to be (disagree)	57	14	29	29%	-	+1	+1	+2
% respondents who experienced all three dimensions of burnout					14%	-	-3	-4	-4

Note on interpretation:

The dimensions of burnout questions are negatively worded. For consistency with other survey questions the results are displayed as follows:

- The favourable score (blue bar) shows the % of respondents that did not agree with the statement (e.g. did not feel mentally exhausted).
- The unfavourable score (red bar) shows the % of respondents that did agree with the statement (e.g. did feel mentally exhausted).

The 2024 scores displayed on this page are the unfavourable scores (i.e. respondents who experienced the dimension).

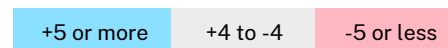


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Customer means the people who you or your organisation provide a service to.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Customer service (total score)					86%	-	+17	+19	+17
1k	I am empowered to make the decisions needed to help customers and/or communities	80	12	7	80%	+3	+14	+12	+10
2c	People in my workgroup can explain how their work impacts customers	88	12		88%	+7	+8	+9	+7
2d	My workgroup considers customer needs when planning our work	95			95%	+9	+14	+15	+13
6d	My senior executives communicate the importance of customers in our work	79	14	7	79%	-	+16	+26	+25
7g	The processes in my organisation are designed to support the best experience for customers	88	7		88%	+12	+31	+31	+29
7h	My organisation meets the needs of the communities, people, and/or businesses of NSW	83	14		83%	+4	+19	+24	+20

Difference from (percentage point)



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Role clarity and support

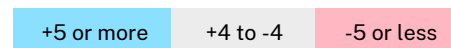
Purpose and direction

An employee has role clarity when they understand their goals, how to achieve these goals, and how the goals link to broader strategy.

Employees also need the right support to deliver what is expected in their role such as time to do their job well, tools and technology, and training.

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Role clarity and support (total score)				76%	-2	+11	+11	+10
1a I understand what is expected of me to do well in my job	93			93%	+1	+9	+7	+7
1b I get the support I need to do my job well	76 15 10			76%	-2	+12	+14	+14
1c I have the tools and technology to do my job well	78 10 12			78%	+6	+10	+12	+13
1d I have the time to do my job well	68 12 20			68%	-15	+15	+17	+16
3e My performance is assessed against clear criteria	62 26 12			62%	-3	+6	+5	+1
3f I have received the training and development I need to do my job well	79 7 14			79%	+3	+15	+13	+10

Difference from (percentage point)



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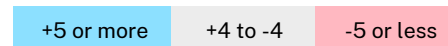
Job purpose and enrichment

Purpose and direction

In addition to role clarity and support, employees are likely to feel more satisfied with their job when there is a clear sense of purpose and when it is enriched with characteristics such as skill variety, autonomy, and feedback.

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Job purpose and enrichment (total score)				75%	-1	+4	+7	+5
1e My job gives me opportunities to use a variety of skills	78	12	10	78%	-6	-1	-1	-1
1f I have a choice in deciding how I carry out day to day work tasks	80	12	7	80%	-2	+9	+12	+10
3d In the last 12 months, I have received feedback to help me improve my work	71	17	12	71%	+7	+7	+10	+6
5h My manager communicates how my role contributes to my organisation's purpose	71	19	10	71%	-5	+3	+7	+3

Difference from (percentage point)



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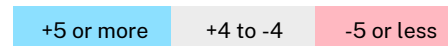
Risk refers to the effect of uncertainty in achieving work goals and organisational objectives. Workplace risks can have negative or positive effects on your objectives.

Innovation means creating new and better products, processes services, and technologies to improve outcomes for the people of NSW.

A healthy risk appetite can help foster innovation.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Risk and innovation (total score)					82%	-	+12	+15	+13
1l	I know how to manage risks related to my role	88		10	88%	-	+6	+6	+5
5a	My manager encourages people in my workgroup to keep improving the work they do	86		7 7	86%	+9	+11	+15	+13
7a	My organisation is making improvements to meet future challenges	71		14 14	71%	-14	+20	+24	+23

Difference from (percentage point)



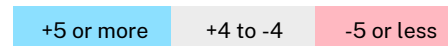
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Ethics refer to the standards for morally right and wrong conduct. Ethical behaviours means behaving in ways that are ethical, lawful, build trust, and demonstrate the sector's core values.

Values are beliefs that guide and motivate attitudes and actions. An organisation's values are a set of guiding beliefs upon which the organisation is based. They help people function together as one and shape the way employees should operate and achieve outcomes.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Ethics and values (total score)					92%	-	+11	+15	+14
6b	My senior executives model the values of my organisation	73	13	15	73%	-	+21	+31	+29
7o	My organisation shows a commitment to ethical behaviours	88	7		88%	-3	+17	+22	+19
7p	I support my organisation's values	100			100%	+6	+12	+13	+13
7s	I understand what ethical behaviour means within my workplace	98			98%	+7	+4	+6	+6
7t	I would know how to report unethical behaviour if I became aware of it	93			93%	+5	+5	+8	+9
7x	I am aware of my obligations under the Code of Ethics and Conduct in my organisation	98			98%	-	+3	+5	+4

Difference from (percentage point)



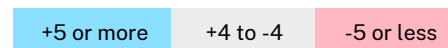
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Delivering for the people of NSW requires agencies to work together and share knowledge internally and with other sectors.

Well executed collaboration enables agencies to share knowledge ideas, resources, skills, networks, and assets, leading to better outcomes for customers.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Teamwork and collaboration (total score)					79%	-	+18	+22	+19
2a	My workgroup works collaboratively to achieve its goals	86	7	7	86%	+13	+8	+10	+8
6c	My senior executives promote collaboration between my organisation and other organisations we work with	67	21	12	67%	-	+17	+26	+24
7d	There is good co-operation between teams across my organisation	86	10		86%	+21	+31	+32	+26

Difference from (percentage point)

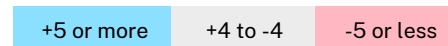


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An inclusive workplace is one where all employees can participate and contribute. It is one where everyone feels valued, accepted, and supported to thrive at work.

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Inclusion and diversity (total score)				80%	-	+14	+17	+14
2b People in my workgroup treat each other with respect	76	21		76%	-5	-2	+2	-2
6f I feel my senior executives support my career advancement	64	21	14	64%	-	+27	+34	+32
8a I am comfortable sharing a different view to others in my organisation	83	12		83%	+6	+15	+16	+15
8b I feel that I belong in my organisation	80	20		80%	-10	+14	+16	+14
8c I feel culturally safe at work	93			93%	-	+16	+17	+14
8d If I chose to, I would feel safe sharing personal aspects about myself at work	83	12		83%	-	+15	+17	+14

Difference from (percentage point)

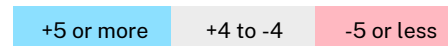


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Flexible working is about rethinking where, when, and how people work, in ways that maintain or improve service delivery for the people of NSW.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Flexible working (total score)					65%	-21	0	+6	+10
8g	How satisfied are you with your ability to access and use flexible working arrangements?	56	20	24	56%	-26	-6	+1	+4
8h	My manager supports flexible working in my team	73	17	10	73%	-15	+6	+12	+16

Difference from (percentage point)



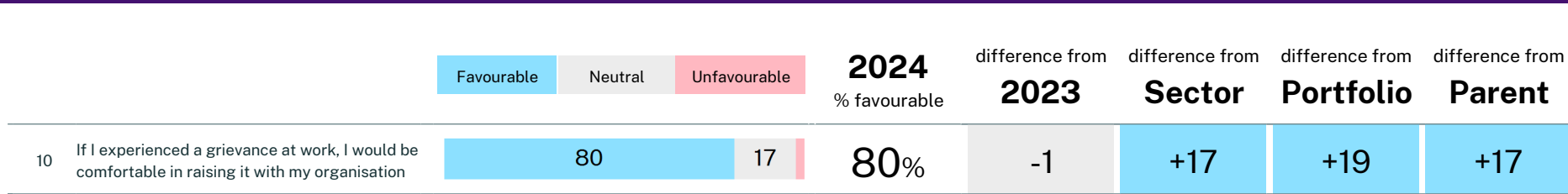
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Flexible working is about rethinking where, when, and how people work, in ways that maintain or improve service delivery for the people of NSW.

8f Type of flexible working	2024 % respondents	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Flexible start and finish times	33%	-13	-15	-4	-3
Working more hours over fewer days	r	-	-	-	-
Working additional hours to make up for time off	r	-	-	-	-
Flexible scheduling for rostered workers	r	-	-	-	-
Part-time work	r	-	-	-	-
Job sharing	r	-	-	-	-
Working from different locations	r	-	-	-	-
Working from home	r	-	-	-	-
Purchasing annual leave	r	-	-	-	-
Leave without pay	r	-	-	-	-
Study leave	r	-	-	-	-
Other	r	-	-	-	-
I did not use any flexible working arrangements	45%	r	+18	+14	+13

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A grievance is any type of problem, concern, dispute, or complaint related to work or the work environment which cannot be resolved through usual communication.



*See p.35 for related results on negative workplace behaviours.

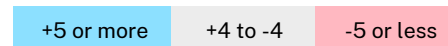


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Work health and safety (WHS) involves the management of risks to the health and safety of everyone in your workplace. Health refers to both physical and psychological health.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Health and safety (total score)					82%	+1	+17	+21	+18
7y	There are effective resources in my organisation to support employee wellbeing	83		15	83%	+4	+21	+25	+22
7z	I am confident work health and safety issues I raise will be addressed promptly	80		10 10	80%	-1	+13	+17	+14

Difference from (percentage point)

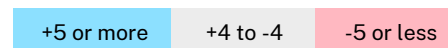


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Recruitment refers to the process of attracting, screening, and onboarding people.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Recruitment (total score)					66%	-	+15	+17	+12
7f	My organisation generally selects capable people to do the job	60	36		60%	-5	+6	+8	+3
7v	My organisation follows a merit-based recruitment process	69	19	12	69%	-	+15	+18	+13
7w	My organisation follows a merit-based promotion process	69	21	10	69%	-	+22	+26	+20

Difference from (percentage point)

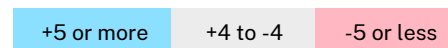


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Access to learning and development programs helps employees achieve their performance and career goals. Learning and development also help agencies to grow the right employee capabilities to deliver business outcomes.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Learning and development (total score)					70%	-	+10	+10	+7
1j	I have the opportunity to develop the skills that I need to do my job well	76	12	12	76%	-	+10	+10	+8
3f	I have received the training and development I need to do my job well	79	7	14	79%	+3	+15	+13	+10
3g	I am satisfied with the opportunities available for professional development in my organisation	57	24	19	57%	-18	+6	+6	+4


Difference from (percentage point)



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Having a mobile workforce makes it easier to redeploy resources to match priorities and respond to emerging issues.

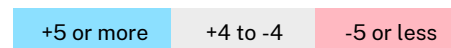
Mobility is regarded as one of the best ways to develop leadership capability, provide enriching careers, and build and retain 'know how' in an organisation and the NSW public sector more broadly.

3h Are you currently looking, or thinking about looking, for a new role within the NSW public sector but outside of your current workplace to broaden your experience?	2024 % respondents	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Yes	45%	+7	+4	+3	+1
No	55%	-7	-4	-3	-1
3i Are there barriers preventing you from moving to another role? If so, what are they?					
Lack of visible opportunities	r	-	-	-	-
Lack of promotion opportunities	r	-	-	-	-
Lack of support from my manager / supervisor	r	-	-	-	-
Geographic location considerations	r	-	-	-	-
Personal / family considerations	r	-	-	-	-
Insufficient training and development	r	-	-	-	-
Lack of required capabilities or experience	r	-	-	-	-
Lack of support for temporary assignments / secondments	r	-	-	-	-
The application / recruitment process is too cumbersome or time consuming	r	-	-	-	-
Other	r	-	-	-	-
There are no major barriers to my career progression		43%	-9	+16	+15

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	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
4 I am paid fairly for the work I do	24	31	45	24%	-29	-20	-7	-5

Difference from (percentage point)

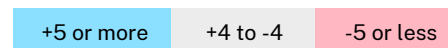


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Recognition involves recognising employees' contributions and achievements in the workplace through formal and informal channels.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Recognition (total score)					75%	-6	+15	+20	+18
5f	My manager provides recognition for the work I do	83		14	83%	-2	+13	+18	+16
7n	I receive adequate recognition for my contributions from my organisation	67		24	10	67%	-9	+17	+20

Difference from (percentage point)



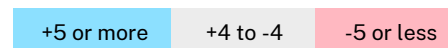
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Underpinning a high performance culture is an effective system for managing individual, team, and organisational performance.

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Feedback and performance management (total score)				61%	-4	+5	+6	+2
3d In the last 12 months, I have received feedback to help me improve my work	71	17	12	71%	+7	+7	+10	+6
3e My performance is assessed against clear criteria	62	26	12	62%	-3	+6	+5	+1
5g My manager appropriately deals with employees who perform poorly	50	31	19	50%	-16	+1	+4	-2

	2024 % respondents	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Performance management process					
3a I have a performance and development plan that sets out my individual goals	86%	+7	+10	+9	+3
3b I have informal feedback conversations with my manager	83%	-3	+4	+7	+8
3c I have scheduled feedback conversations with my manager	67%	-4	0	+2	0

Difference from (percentage point)



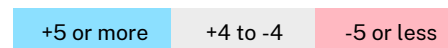
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Leadership is key in setting direction, executing strategy, shaping culture and capability, inspiring purpose, and delivering results.

The term 'senior executives' refers to the group of senior executives in your organisation, not an individual manager.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Senior executives (total score)					68%	-	+20	+28	+27
6a	My senior executives provide clear direction for the future of the organisation	60	26	14	60%	-	+13	+20	+19
6b	My senior executives model the values of my organisation	73	13	15	73%	-	+21	+31	+29
6c	My senior executives promote collaboration between my organisation and other organisations we work with	67	21	12	67%	-	+17	+26	+24
6d	My senior executives communicate the importance of customers in our work	79	14	7	79%	-	+16	+26	+25
6e	My senior executives listen to employees	67	21	12	67%	-	+24	+33	+32
6f	I feel my senior executives support my career advancement	64	21	14	64%	-	+27	+34	+32

Difference from (percentage point)



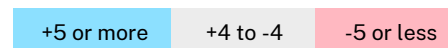
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Decision making is the process of making choices by identifying a decision, gathering information, and assessing alternative resolutions.

Accountability is one of the four core NSW public sector values. It is about taking responsibility for decisions and actions. Accountability can add meaning to work and foster engagement.

		Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Decision making and accountability (total score)					78%	+2	+18	+21	+16
5e	I have confidence in the decisions my manager makes	78			78%	-5	+7	+11	+10
7e	People in my organisation take responsibility for their own actions	79			79%	+8	+30	+31	+24

Difference from (percentage point)

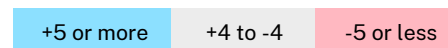


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Effective communication is proactive and timely and focuses on the most important points. What do employees need to know and how does it affect them?

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Communication and change management (total score)				72%	-	+19	+22	+20
5b My manager communicates effectively with me	76	12	12	76%	-10	+1	+5	+4
6a My senior executives provide clear direction for the future of the organisation	60	26	14	60%	-	+13	+20	+19
7b Change is managed well in my organisation	69	21	10	69%	-2	+34	+35	+31
7q I am supported through changes that affect my work	79	7	14	79%	-3	+24	+25	+23
7r I have the opportunity to provide feedback on change processes that directly affect me	79	14	7	79%	-6	+23	+24	+22

Difference from (percentage point)

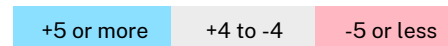


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Ensuring employees feel like they can share a different view to others and be heard shifts the employee-employer relationship from a transactional one to an effective, dynamic one.

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Employee voice (total score)				77%	-	+14	+18	+17
5c My manager encourages and values employee input	83	12	5	83%	+3	+9	+13	+11
5d My manager involves my workgroup in decisions about our work	76	12	12	76%	-7	+6	+10	+8
6e My senior executives listen to employees	67	21	12	67%	-	+24	+33	+32
8a I am comfortable sharing a different view to others in my organisation	83	12	5	83%	+6	+15	+16	+15

Difference from (percentage point)



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Negative workplace behaviours

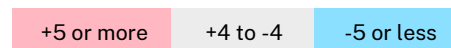
In NSW public sector, we are committed to reducing and preventing negative workplace behaviours such as misconduct, bullying, sexual harassment, threats or physical harm, discrimination, and racism.

In the last 12 months, have you...	2024 % respondents	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
been aware of any misconduct in your organisation	r	-	-	-	-
witnessed bullying	r	-	-	-	-
experienced bullying	r	-	-	-	-
witnessed sexual harassment	r	-	-	-	-
experienced sexual harassment	r	-	-	-	-
experienced threats or physical harm	r	-	-	-	-
witnessed discrimination	r	-	-	-	-
experienced discrimination	r	-	-	-	-
witnessed racism	r	-	-	-	-
experienced racism	r	-	-	-	-

Definitions

- **Misconduct:** behaviour that is unethical, illegal, corrupt, or that breaches your organisation's code of conduct
- **Bullying:** repeated unreasonable behaviour directed towards a worker or group of workers
- **Sexual harassment:** unwelcome behaviour of a sexual nature that would offend, humiliate or intimidate someone
- **Discrimination:** when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics
- **Racism:** prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin

Difference from (percentage point)



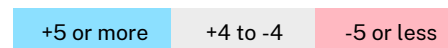
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To improve employee experience, leaders at all levels should take on board employee feedback and act on the survey results.

Employees can become disengaged if they are asked their opinion and then no action takes place as a result.

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
9 I am confident my organisation will act on the results of this survey	68	12	20	68%	+3	+26	+29	+27

Difference from (percentage point)



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Intention to stay refers to an employee’s desire and willingness to remain with their current organisation. Intention to stay can be influenced by many aspects of employee experience, including engagement.

Intention to stay is a leading indicator for turnover. However, intention doesn’t always translate into action.

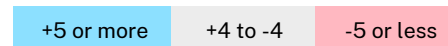
19n How long do you think you will continue to work in your current organisation?	2024 % respondents	difference from 2023	difference from Sector	difference from Portfolio	difference from Parent
Less than 1 year	r	-	-	-	-
1 year to less than 2 years	r	-	-	-	-
2 years to less than 5 years	r	-	-	-	-
5 years to less than 10 years	r	-	-	-	-
10 years to less than 20 years	r	-	-	-	-
More than 20 years	r	-	-	-	-
19o What best describes your plans involved with leaving your current organisation?					
I am planning to retire	r	-	-	-	-
I am applying for/intend to apply for new roles in another NSW public sector organisation	r	-	-	-	-
I am applying for/intend to apply for roles in the private sector	r	-	-	-	-
I am applying for/intend to apply for new roles in the not for profit / community sector	r	-	-	-	-
It is the end of my non-ongoing, casual or contracted employment	r	-	-	-	-
Other	r	-	-	-	-

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Health questions

	Favourable	Neutral	Unfavourable	2024 % favourable	difference from 2023	difference from Portfolio	difference from Parent
I believe I am valued for what I can offer at my workplace	84	11	5	84%	-2	+21	+18
In my workplace, we recognise our successes and innovations	76	18	6	76%	-14	+14	+10
Overall, I have confidence in the decisions made by my senior managers	79	16	5	79%	+2	+27	+24
I have a say in decisions which affect my work	71	21	8	71%	-6	+21	+17
Where I work, we share the lessons learnt when mistakes are made	89	11	0	89%	+3	+22	+19
My team's objectives/work plans are clearly outlined	89	11	0	89%	+6	+22	+18
Our objectives/work plans help us to deliver a quality service	84	16	0	84%	-6	+16	+13
There is good team spirit in my workgroup	84	8	8	84%	-9	+16	+14
Overall, I believe the culture at my workplace has improved in the last 12 months	58	34	8	58%	-22	+14	+12
I support my organisation taking action to improve environmental sustainability	92	8	0	92%	-1	+16	+12

Difference from (percentage point)



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Which of the following best describes your current role? (grouped)	2024 % respondents	difference from 2023	difference from Portfolio	difference from Parent
Medical	r	-	-	-
Nursing and Midwifery	r	-	-	-
Clinical Support Workers	r	-	-	-
Corporate Support	55%	+19	+43	+44
Allied Health	r	-	-	-
Other Health Professionals	r	-	-	-
Scientific and Technical	r	-	-	-
Oral Health	r	-	-	-
Ambulance	r	-	-	-
Health Manager	r	-	-	-
Patient Support Services	r	-	-	-
Maintenance and Trades	r	-	-	-
Other	r	-	-	-

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Results by child unit and demographic group

Discover if employees in different groups have different views

This page cannot be shown due to privacy reasons.

This is a snapshot of survey takers.

Use the snapshot to see if the survey takers are representative of your organisation or team.

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Selected key topic results by child unit

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This shows some key topic scores for the organisational units that sit one level below the report unit. These units are called child units.

Selected key topic results by select demographics

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Additional information about the survey

Discover more about how the survey works and how to act on results

Survey model

The People Matter Employee Survey provides an important opportunity for more than 400,000 people to have a say about their workplace and to help make the public sector a better place to work.

The survey asks employees about their experiences with their work, workgroup, managers, and organisation. Their experiences are grouped into management practices and reported under 4 domains:

- Purpose and direction
- Work environment
- Enabling practices
- Leadership

All of these practices positively contribute towards employee and organisational outcomes, including employee engagement, job satisfaction, wellbeing, and customer service.



Privacy

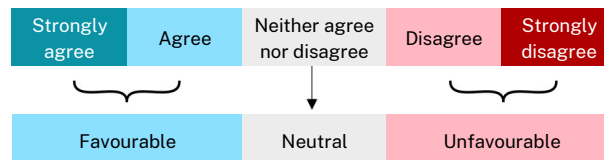
Responses from individual employees are confidential. Strict rules protect privacy at every stage of the survey process. These reports only show the results for a group of employees (i.e. a workgroup or demographic group) when there are 10 or more responses for the group.

Headline Results - Key Topics

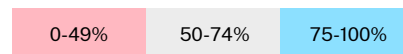
Due to changes in the survey questions some topics do not have a comparison to the previous year. Where a comparison is available, the change is displayed within the box.

% favourable calculation

Most scores are shown as % favourable, which is the sum of the 'strongly agree' and 'agree' percentages.

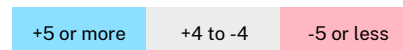


% favourable scores are colour coded based on these ranges:



Difference scores

Difference scores are displayed as a percentage point where available. Differences are colour coded based on these ranges:



A '-' represents there is no applicable comparison available.

Rounding

Results are presented as whole numbers for ease of reading. Values are rounded down if their first decimal number is less than 5. Values are rounded up if their first decimal number is equal to or greater than 5. Due to rounding, results will not always add up to 100%. Difference scores may appear to be slightly different to values derived from subtracting rounded numbers, usually within 1%.

Burnout (disagree) questions

The score provided for the burnout questions indicates the % favourable responses (i.e. 'strongly disagree' and 'disagree' responses).

The favourable score (blue bar) shows the % of respondents that did not feel burned out by their work. The unfavourable score (red bar) shows the % of respondents that did feel burned out by their work.

Employee engagement score calculation

Each person who answered all five employee engagement questions gets an employee engagement score. Each answer is assigned a score as follows:

- 100 to 'strongly agree'
- 75 to 'agree'
- 50 to 'neither agree nor disagree'
- 25 to 'disagree'
- 0 to 'strongly disagree'

The employee's engagement score is calculated as the average of the 5 question scores. Employees' scores are then averaged to calculate a team or organisation engagement score.

Key driver analysis

Key drivers are split into strengths (high correlation, high score) and priorities (high correlation, low score). We recommend looking for ways to maintain your strengths and improve your priority areas.

Experience tells us that a successful response to survey results requires focus on key priorities. The key driver analysis, which uses statistical techniques including Pearson's correlation analysis, identifies individual questions with the strongest influence on your employee engagement score.

Metro and Regional

The survey collects suburb and postcode data which is mapped to the Statistical Areas 4 (SA4) geographical from the Australian Bureau of Statistics (ABS) geographical framework. They are the largest sub-state regions in the Australian Statistical Geography Standard.

Metro includes all Sydney SA4s and is divided into Sydney East and Sydney West.

Sydney East includes Sydney - City and Inner South, Sydney - Eastern Suburbs, Sydney - Inner South West, Sydney - Inner West, Sydney - North Sydney and Hornsby, Sydney - Northern Beaches, Sydney - Ryde and Sydney - Sutherland SA4s.

Sydney West includes Sydney - Baulkham Hills and Hawkesbury, Sydney - Blacktown, Sydney - Outer South West, Sydney - Outer West and Blue Mountains, Sydney - Parramatta and Sydney - South West SA4s.

Regional includes Capital Region; Central Coast; Central West; Coffs Harbour-Grafton, Far West and Orana; Hunter Valley excluding Newcastle; Illawarra; Mid North Coast; Murray; New England and North West; Newcastle and Lake Macquarie; Richmond - Tweed; Riverina; and Southern Highlands and Shoalhaven SA4s.

Frontline and Non-frontline

Frontline and non-frontline are derived from the question 'Which of the following best describes the work you do'.

Frontline is defined as 'Service delivery involving direct contact with the public (e.g., teaching, nursing, policing, shopfront / counter service, train driver, customer service)'.

Non-frontline includes all other types of work:

- 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)
- 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) or
- Other

Cultural backgrounds

The Australian Standard Classification of Cultural and Ethnic Groups (ASCEG) is used to classify cultural backgrounds. The survey data is collected at the most detailed level (278 cultural and ethnic groups) and the results are reported at the highest level (9 broad groups).

Carers




Carers are employees who respond 'yes' to either of the following questions:

- Do you provide care outside of work for a child or adult who needs support due to disability, chronic illness, mental illness, dementia, frail age, or other circumstances?
- Do you provide care for a child outside of work?

Action planning

We are all responsible for building a world class public service. Improving employee experience is one way to work towards this goal.

Survey communication and action planning: Leaders are encouraged to share and discuss survey results with employees, and start thinking about actions using the template below. In addition to PMES results, you should consider work context and internal business data (e.g. turnover data). You should implement and monitor your plan, either on its own or as part of a broader organisational improvement strategy.

 CELEBRATE	 INVESTIGATE FURTHER WITH OUR TEAMS	 OPPORTUNITIES
<p>The things we do well:</p> <hr/> <hr/> <hr/> <hr/> <p>Think about how we can build on our strengths and learn from what we are good at.</p>	<p>Are there any other opportunities coming out of the results that we want to explore further?</p> <hr/> <hr/> <hr/> <hr/> <p>How could we investigate? Through looking at the data in more detail or through discussions with staff?</p>	<p>Areas we need to focus on and turn into action plans:</p> <hr/> <hr/> <hr/> <hr/> <p>What are the key things we need to improve to make working here better?</p>

PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET / SUCCESS MEASURE
01.				
02.				
03.				