

People Matter Employee Survey

HAVE **YOUR** SAY

Agency Report

Murrumbidgee Local Health District

- **Survey period:** 18 August to 12 September 2025
- **Completed surveys:** 2,552
- **Response rate:** 53% +10 compared to 2024
- **Portfolio:** Health



Organisational hierarchy

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

NSW public sector

- Health
 - Murrumbidgee Local Health District

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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.

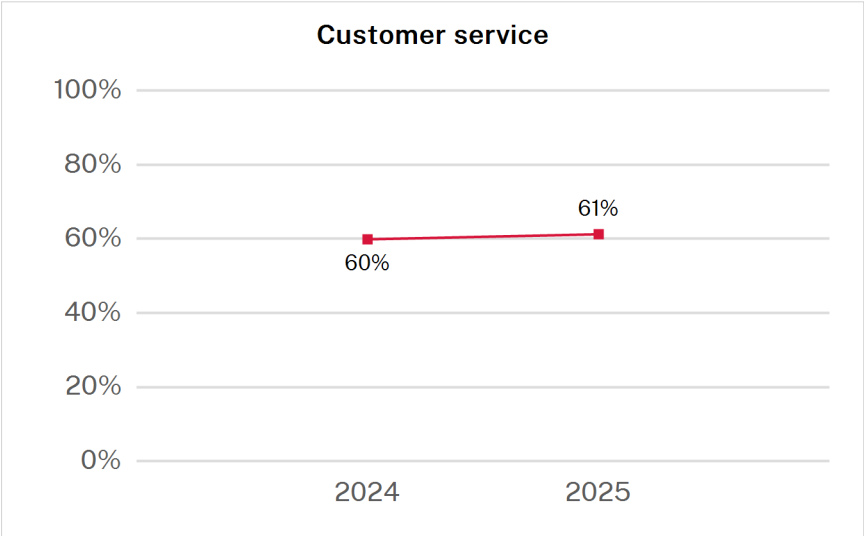
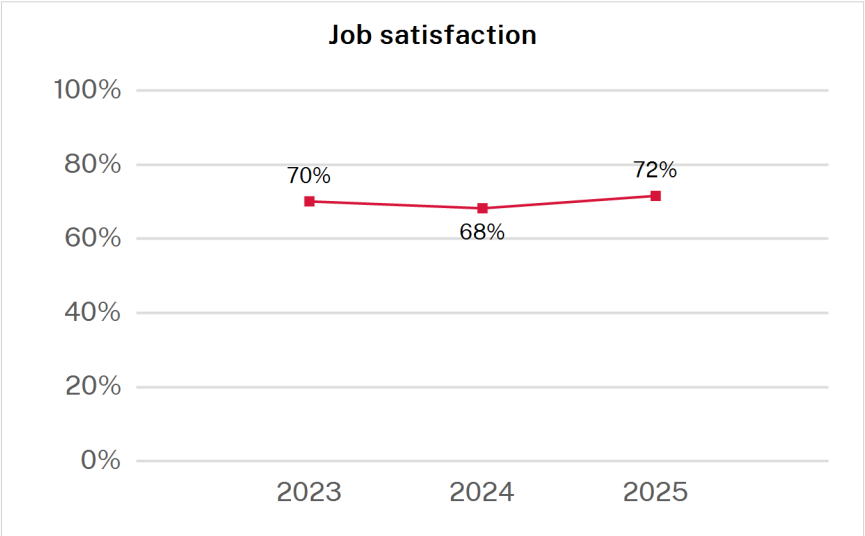
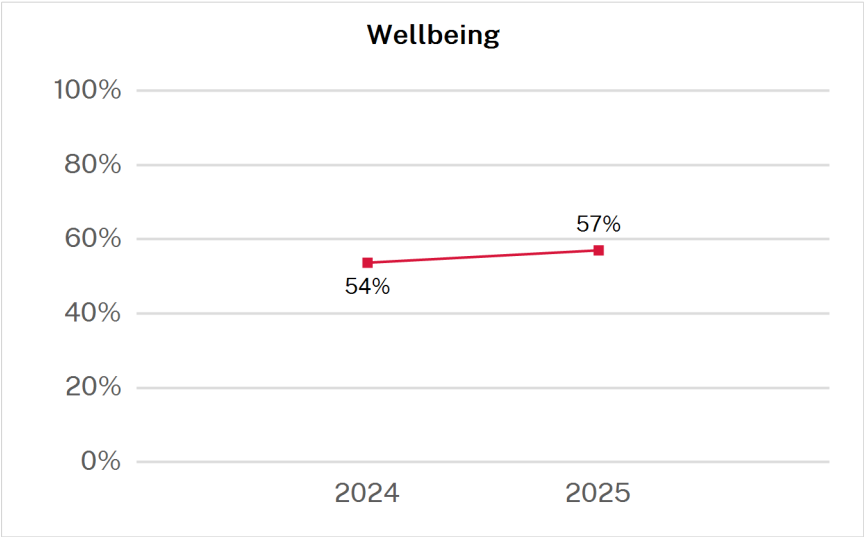
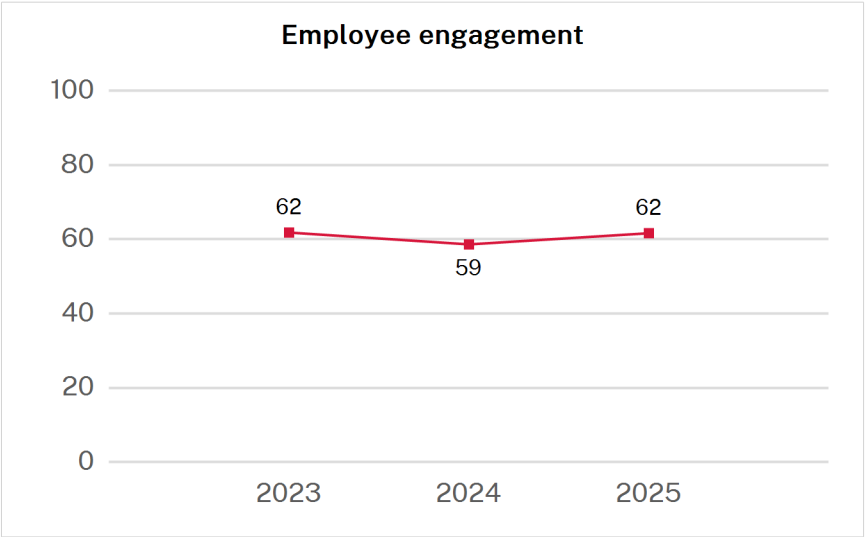
Purpose and direction	Work environment	Enabling practices	Leadership	Outcomes
Role clarity and support 68% ↑+4pp vs 2024	Teamwork and collaboration 56% ↑+3pp vs 2024	Recruitment 46%	Decision making and accountability 57% ↑+5pp vs 2024	Employee engagement 62 ↑+3 vs 2024
Job purpose and enrichment 73% ↑+2pp vs 2024	Inclusion and diversity 68%	Learning and development 61% ↑+4pp vs 2024	Communication and change management 52% ↑+4pp vs 2024	Job satisfaction 72% ↑+3pp vs 2024
Risk and innovation 67% ↑+4pp vs 2024	Flexible working 64% ↑+2pp vs 2024	Pay 34% ↑+5pp vs 2024	Employee voice 60% ↑+3pp vs 2024	Wellbeing 57% ↑+3pp vs 2024
Ethics and values 77% ↑+1pp vs 2024	Grievance handling 63% ↑+2pp vs 2024	Recognition 56% ↑+2pp vs 2024	Action on survey results 30%	Customer service 61% ↑+1pp vs 2024
	Health and safety 64% ↑+2pp vs 2024	Feedback and performance management 55%		

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Long-term trend

This page shows results for the past three years (2023-2025) for the key outcomes.

Comparing results side by side highlights changes over time, showing where progress has been made, where outcomes are stable, and where further focus may be needed.



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 taken in response to last year’s survey results or something else?

+ Most improved questions			2025 % favourable	difference from 2024
Employee engagement	7i	I am proud to tell others I work for my organisation	65%	+7
Decision making and accountability	7e	People in my organisation take responsibility for their own actions	45%	+7
Employee engagement	7h	I would recommend my organisation as a great place to work	57%	+7
Learning and development	1j	I have the opportunity to develop the skills that I need to do my job well	69%	+6
Communication and change management	7p	I am supported through changes that affect my work	55%	+6

- Least improved questions			2025 % favourable	difference from 2024
Other wellbeing	1p	I feel mentally exhausted by my work on most days (disagree)	34%	-3
Customer service	2c	My workgroup considers customer needs when planning our work	78%	-2
Ethics and values	7s	I would know how to report unethical behaviour if I became aware of it	86%	-1
Other wellbeing	1o	I feel burned out by my work (disagree)	32%	0
Ethics and values	7r	I understand what ethical behaviour means within my workplace	92%	0

Difference from (percentage point)



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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				2025 % favourable	difference from 2024
Ethics and values	7v	I am aware of my obligations under the Code of Ethics and Conduct in my organisation		94%	+1
Ethics and values	7r	I understand what ethical behaviour means within my workplace		92%	0
Other wellbeing	1m	I am able to adapt when changes occur		90%	+3
Ethics and values	7o	I support my organisation's values		87%	+1
Role clarity and support	1a	I understand what is expected of me to do well in my job		87%	+2
- Questions with the lowest favourable scores				2025 % favourable	difference from 2024
Action on survey results	9a	My organisation has made improvements based on the survey results from last year		25%	-
Other wellbeing	1o	I feel burned out by my work (disagree)		32%	0
Employee voice	6e	My senior executives listen to employees		33%	+4
Other wellbeing	1p	I feel mentally exhausted by my work on most days (disagree)		34%	-3
Pay	4	I am paid fairly for the work I do		34%	+5

Difference from (percentage point)



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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			Favourable	Neutral	Unfavourable	2025 % favourable	Action
Communication and change management	7p	I am supported through changes that affect my work		55	30	15	55%	Improve
Wellbeing	7t	I am satisfied with current workplace practices to help me manage my wellbeing		53	28	19	53%	Improve
Recognition	7m	I receive adequate recognition for my contributions from my organisation		46	31	24	46%	Improve
Ethics and values	7n	My organisation shows a commitment to ethical behaviours		64	24	13	64%	Improve
Risk and innovation	7a	My organisation is making improvements to meet future challenges		45	35	20	45%	Improve
Communication and change management	7b	Change is managed well in my organisation		35	36	29	35%	Improve

Maintain (high correlation, high score) - Questions that have a high correlation with engagement and also have a high favourable score.

Improve (high correlation, low score) - Questions that have a high correlation with engagement but a low favourable score.

Monitor (low correlation, low score) - Questions that have a low correlation with engagement and a low favourable score.

Review (low correlation, high score) - Questions that have a low correlation with engagement but a high favourable score.

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Manager

Managers are key in translating strategy into action, driving day-to-day performance, fostering engagement, and ensuring a safe, inclusive, and productive team environment.

This page shows all survey questions related to employees' managers, drawn from various thematic topics.

The term 'manager' refers to the person in the workgroup, team or project that the employee reports to.

Topic		Questions related to manager	Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Employee voice	5c	My manager encourages and values employee input	73	16	11	73%	+4	-2	+1
Communication and change management	5b	My manager communicates effectively with me	72	15	13	72%	+4	-2	0
Risk and innovation	5a	My manager encourages people in my workgroup to keep improving the work they do	71	18	11	71%	+2	-3	0
Flexible working	8h	My manager supports flexible working in my team	68	21	11	68%	+3	0	+5
Employee voice	5d	My manager involves my workgroup in decisions about our work	67	19	14	67%	+2	-3	0
Recognition	5f	My manager provides recognition for the work I do	66	19	15	66%	+2	-5	0
Job purpose and enrichment	5h	My manager communicates how my role contributes to my organisation's purpose	64	22	14	64%	+1	-4	-1
Inclusion and diversity	5i	My manager supports my career advancement	63	27	10	63%	-	-2	+1

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

Senior executives

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.

Topic		Questions related to senior executives	Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Customer service	6d	My senior executives communicate the importance of customers in our work	49	33	18	49%	+1	-13	-5
Ethics and values	6b	My senior executives model the values of my organisation	42	37	21	42%	+4	-11	-3
Teamwork and collaboration	6c	My senior executives promote collaboration between my organisation and other organisations we work with	41	39	20	41%	+4	-10	-2
Communication and change management	6a	My senior executives provide clear direction for the future of the organisation	41	36	23	41%	+5	-8	-1
Employee voice	6e	My senior executives listen to employees	33	37	30	33%	+4	-11	-3

Difference from (percentage point)

+5 or more +4 to -4 -5 or less

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Results by topic

Discover more about your results

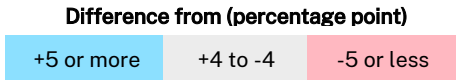
Employee engagement

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Employee engagement (total score)*					62	+3	-2	0
7i	I am proud to tell others I work for my organisation			65 25 10	65%	+7	-2	0
7h	I would recommend my organisation as a great place to work			57 29 14	57%	+7	-3	0
7j	I feel a strong personal attachment to my organisation			52 32 16	52%	+3	-7	-3
7l	My organisation inspires me to do the best in my job			50 35 15	50%	+3	-4	-1
7k	My organisation motivates me to help it achieve its goals			46 37 17	46%	+3	-6	-3

*The 'Additional information about the survey' section explains how the engagement score is calculated



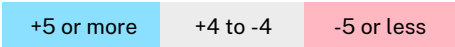
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Job satisfaction

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Job satisfaction (total score)					72%	+3	+2	+2
1g	My job gives me a feeling of personal accomplishment	741610			74%	+3	+2	+2
1h	I am satisfied with my job	691913			69%	+4	+1	+3

Difference from (percentage point)



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Wellbeing - overall

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

		Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Wellbeing (total score)					57%	+3	0	+2
7w	There are effective resources in my organisation to support employee wellbeing	61	24	15	61%	+3	-1	+3
1l	In general, my sense of wellbeing is..	59	30	10	59%	+5	+2	+2
1i	The amount of stress in my job is manageable	54	24	22	54%	+3	0	0
7t	I am satisfied with current workplace practices to help me manage my wellbeing	53	28	19	53%	+3	-2	+1

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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Other wellbeing questions

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

1m I am able to adapt when changes occur		2025 % respondents	Difference from 2024	Difference from Sector	Difference from Portfolio
Strongly disagree		0%	-1	0	-1
Disagree		1%	0	-1	0
Neither agree nor disagree		8%	-2	-1	-1
Agree		71%	-1	+6	+5
Strongly agree		19%	+4	-3	-2
1n What best describes your current workload?					
Well above capacity - too much work		19%	-	-2	-3
Slightly above capacity - lots of work to do		38%	-	+1	+1
At capacity - about the right amount of work to do		33%	-	-1	0
Slightly below capacity - available for more work		8%	-	+1	+2
Well below capacity - not enough work		2%	-	0	0
1o I feel burned out by my work					
Strongly disagree		7%	+1	-1	-1
Disagree		25%	-2	-3	-1
Neither agree nor disagree		33%	+5	+4	+3
Agree		26%	-1	+1	0
Strongly agree		10%	-4	-1	-2

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Other wellbeing questions

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.

1p I feel mentally exhausted by my work on most days		2025 % respondents	Difference from 2024	Difference from Sector	Difference from Portfolio
Strongly disagree		6%	+1	-1	-1
Disagree		27%	-4	-1	0
Neither agree nor disagree		27%	+2	+3	+2
Agree		29%	+3	+1	+1
Strongly agree		10%	-3	-2	-2
1q I am struggling to maintain enthusiasm for my work					
Strongly disagree		8%	0	-2	-1
Disagree		33%	+1	-1	0
Neither agree nor disagree		26%	+2	+3	+2
Agree		24%	0	+1	+1
Strongly agree		10%	-2	-1	-1
1r I feel I am not as effective in my role as I used to be					
Strongly disagree		12%	+2	-2	-1
Disagree		37%	-2	0	-1
Neither agree nor disagree		25%	+3	+4	+3
Agree		18%	-1	0	0
Strongly agree		7%	-2	-1	0
% respondents who experienced all three dimensions of burnout		16%	-3	0	0

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Customer service

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

		Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Customer service (total score)					61%	+1	-4	-1
2c	My workgroup considers customer needs when planning our work	78 15 8			78%	-2	-1	0
7f	The processes in my organisation are designed to support the best experience for customers	59 28 13			59%	+4	+2	+2
7g	My organisation meets the needs of the communities, people, and/or businesses of NSW	58 28 15			58%	+2	-6	-2
6d	My senior executives communicate the importance of customers in our work	49 33 18			49%	+1	-13	-5

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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Role clarity and support

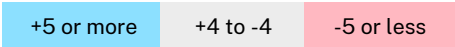
Purpose and direction

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.

FavourableNeutralUnfavourable			2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Role clarity and support (total score)			68%	+4	0	+1
1a	I understand what is expected of me to do well in my job	878	87%	+2	+2	+1
1c	I have the tools and technology to do my job well	701615	70%	+4	+1	+3
1b	I get the support I need to do my job well	641918	64%	+5	-1	+1
1d	I have the time to do my job well	532027	53%	+3	-1	0

Difference from (percentage point)



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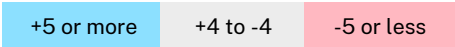
Job purpose and enrichment

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Job purpose and enrichment (total score)					73%	+2	0	+2
1e	My job gives me opportunities to use a variety of skills			83 10 7	83%	+3	+3	+4
1f	I have a choice in deciding how I carry out day to day work tasks			73 16 11	73%	+1	+1	+4
5h	My manager communicates how my role contributes to my organisation's purpose			64 22 14	64%	+1	-4	-1

Difference from (percentage point)



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Risk and innovation

Purpose and direction

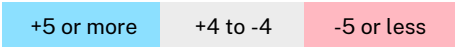
Risk refers to the effect of uncertainty in achieving work goals and organisational objectives. Workplace risks can have negative or positive effects on your objectives.

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Risk and innovation (total score)					67%	+4	-3	-1
1k	I know how to manage risks related to my role			85 12	85%	+5	+2	+1
5a	My manager encourages people in my workgroup to keep improving the work they do			71 18 11	71%	+2	-3	0
7a	My organisation is making improvements to meet future challenges			45 35 20	45%	+4	-8	-4

Difference from (percentage point)



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Ethics and values

Purpose and direction

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Ethics and values (total score)					77%	+1	-4	-1
7v	I am aware of my obligations under the Code of Ethics and Conduct in my organisation	94			94%	+1	-1	+1
7r	I understand what ethical behaviour means within my workplace	927			92%	0	-2	0
7o	I support my organisation's values	8711			87%	+1	-1	0
7s	I would know how to report unethical behaviour if I became aware of it	869			86%	-1	-3	0
7n	My organisation shows a commitment to ethical behaviours	642413			64%	+3	-7	-4
6b	My senior executives model the values of my organisation	423721			42%	+4	-11	-3

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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Teamwork and collaboration

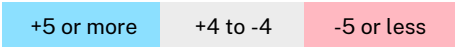
Work environment

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Teamwork and collaboration (total score)					56%	+3	-5	-1
2a	My workgroup works collaboratively to achieve its goals			73 16 11	73%	+1	-2	0
7d	There is good co-operation between teams across my organisation			54 28 19	54%	+4	-2	-2
6c	My senior executives promote collaboration between my organisation and other organisations we work with			41 39 20	41%	+4	-10	-2

Difference from (percentage point)



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Inclusion and diversity

Work environment

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Inclusion and diversity (total score)					68%	-	-3	-1
8c	I feel culturally safe at work	75 17 8			75%	+1	-1	0
2b	People in my workgroup treat each other with respect	71 15 14			71%	+4	-6	-2
8d	If I chose to, I would feel safe sharing personal aspects about myself at work	67 20 14			67%	+3	-1	0
8b	I feel that I belong in my organisation	64 26 11			64%	+1	-4	-2
5i	My manager supports my career advancement	63 27 10			63%	-	-2	+1

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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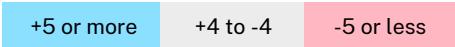
Flexible working

Work environment

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Flexible working (total score)					64%	+2	0	+5
8h	My manager supports flexible working in my team			68 21 11	68%	+3	0	+5
8g	How satisfied are you with your ability to access and use flexible working arrangements?			60 27 13	60%	+1	-1	+4

Difference from (percentage point)



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Use of flexible working

Work environment

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		2025 % respondents	Difference from 2024	Difference from Sector	Difference from Portfolio
Flexible start and finish times		37%	-1	-7	+3
I did not use any flexible working arrangements		28%	-2	-1	-4
Part-time work		23%	+1	+10	+5
Working from home		20%	-3	-22	-5
Working additional hours to make up for time off		18%	-1	+1	+2
Working from different locations		15%	-1	-5	+2
Flexible scheduling for rostered workers		14%	0	+7	+3
Working more hours over fewer days		13%	0	+4	+5
Leave without pay		12%	+1	+3	+4
Study leave		10%	0	+5	0
Job sharing		5%	+1	+2	+2
Other		3%	+1	0	0
Purchasing annual leave		3%	0	+1	+1

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Grievance handling

Work environment

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.

		Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Grievance handling								
10	If I experienced a grievance at work, I would be comfortable in raising it with my organisation	63	18	18	63%	+2	-1	0

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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Health and safety

Work environment

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Health and safety								
7x	I am confident work health and safety issues I raise will be addressed promptly	64	20	15	64%	+2	-4	0

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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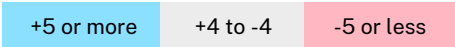
Recruitment

Enabling practices

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

		Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Recruitment								
7u	My organisation follows a merit-based process for recruitment and promotion decisions	46	33	21	46%	-	-5	-3

Difference from (percentage point)



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Learning and development

Enabling practices

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Learning and development (total score)					61%	+4	+1	0
1j	I have the opportunity to develop the skills that I need to do my job well	69 18 13			69%	+6	+3	+2
3f	I have received the training and development I need to do my job well	64 23 13			64%	+4	+1	-2
3g	I am satisfied with the opportunities available for professional development in my organisation	51 25 24			51%	+2	0	0

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

Mobility

Enabling practices

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 there barriers preventing you from moving to another role? If so, what are they?		2025 % respondents	Difference from 2024	Difference from Sector	Difference from Portfolio
Personal / family considerations		33%	-7	+6	+5
There are no major barriers to my career progression		28%	+1	0	-2
Geographic location considerations		27%	-5	+5	+7
Lack of visible opportunities		27%	+2	-4	-2
Lack of promotion opportunities		26%	+3	-6	-4
The application / recruitment process is too cumbersome or time consuming		15%	0	-6	-2
Insufficient training and development		14%	+1	-1	-1
Lack of support from my manager / supervisor		12%	0	0	-1
Lack of support for temporary assignments / secondments		11%	0	-4	-3
Other		9%	0	-1	-1
Lack of required capabilities or experience		9%	0	-2	-2

r = below privacy cut-off

Pay

Enabling practices

		Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Pay								
4	I am paid fairly for the work I do	34	19	48	34%	+5	-12	+3

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

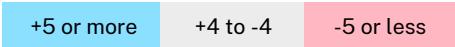
Recognition

Enabling practices

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

		Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Recognition (total score)					56%	+2	-5	-1
5f	My manager provides recognition for the work I do	66	19	15	66%	+2	-5	0
7m	I receive adequate recognition for my contributions from my organisation	46	31	24	46%	+2	-5	-1

Difference from (percentage point)



r = below privacy cut-off

Feedback and performance management

Enabling practices

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

				2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Feedback and performance management (total score)				55%	-	-5	-3
5g	I am confident my manager would appropriately deal with employees who perform poorly	58	20 23	58%	-	-4	-1
3d	In the last 12 months, I have received feedback to help me improve my work	57	23 20	57%	+2	-6	-3
3e	My performance is assessed against clear criteria	51	31 19	51%	0	-3	-5

				2025 % respondents	Difference from 2024	Difference from Sector	Difference from Portfolio
Performance management process							
3a	I have a performance and development plan that sets out my individual goals	66%		66%	0	-10	-11
3b	I have informal feedback conversations with my manager	75%		75%	-1	-5	-1
3c	I have scheduled feedback conversations with my manager	56%		56%	+1	-11	-8

Difference from (percentage point)

+5 or more +4 to -4 -5 or less

r = below privacy cut-off

Decision making and accountability

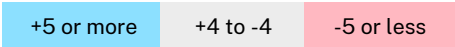
Leadership

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Decision making and accountability (total score)					57%	+5	-3	-1
5e	I have confidence in the decisions my manager makes			69 19 12	69%	+3	-2	+1
7e	People in my organisation take responsibility for their own actions			45 32 23	45%	+7	-4	-4

Difference from (percentage point)



r = below privacy cut-off

Communication and change management

Leadership

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Communication and change management (total score)					52%	+4	-2	0
5b	My manager communicates effectively with me	72	15	13	72%	+4	-2	0
7q	I have the opportunity to provide feedback on change processes that directly affect me	56	25	18	56%	+2	0	0
7p	I am supported through changes that affect my work	55	30	15	55%	+6	0	0
6a	My senior executives provide clear direction for the future of the organisation	41	36	23	41%	+5	-8	-1
7b	Change is managed well in my organisation	35	36	29	35%	+3	-1	-1

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

Employee voice

Leadership

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Employee voice (total score)					60%	+3	-4	0
5c	My manager encourages and values employee input	73 16 11			73%	+4	-2	+1
5d	My manager involves my workgroup in decisions about our work	67 19 14			67%	+2	-3	0
8a	I am comfortable sharing a different view to others in my organisation	67 20 13			67%	0	+1	+2
6e	My senior executives listen to employees	33 37 30			33%	+4	-11	-3

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

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...	2025 % respondents	Difference from 2024	Difference from Sector	Difference from Portfolio
been aware of any misconduct in your organisation	19%	-2	+5	+4
witnessed bullying	25%	-10	+6	+3
experienced bullying	16%	-4	+4	+2
witnessed sexual harassment	2%	0	0	0
experienced sexual harassment	6%	-1	+2	0
experienced threats or physical harm	4%	-13	+1	0
witnessed discrimination	10%	-8	+2	+1
experienced discrimination	6%	-3	0	-1
witnessed racism	9%	-7	+3	+1
experienced racism	3%	-2	+1	0

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)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

Action on survey results

Leadership

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	2025 % favourable	Difference from 2024	Difference from Sector	Difference from Portfolio
Action on survey results (total score)					30%	-	-5	-4
9b	I am confident my organisation will act on the results of this survey	35	35	30	35%	+2	-4	-3
9a	My organisation has made improvements based on the survey results from last year	25	51	23	25%	-	-5	-5

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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r = below privacy cut-off

Intention to stay

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.

21k How long do you think you will continue to work in your current organisation?		2025 % respondents	Difference from 2024	Difference from Sector	Difference from Portfolio
Less than 1 year		9%	-3	+2	+1
1 year to less than 2 years		9%	-1	+1	0
2 years to less than 5 years		20%	0	0	0
5 years to less than 10 years		27%	+3	+1	+2
10 years to less than 20 years		23%	+2	0	0
More than 20 years		12%	-1	-4	-2
21l What best describes your plans involved with leaving your current organisation?					
I am planning to retire		18%	+3	+3	+3
I am applying for/intend to apply for new roles in another NSW public sector organisation		19%	-4	-11	-10
I am applying for/intend to apply for roles in the private sector		15%	-2	-2	-1
I am applying for/intend to apply for new roles in the not for profit / community sector		5%	-2	+2	+2
It is the end of my non-ongoing, casual or contracted employment		8%	0	-1	+1
Other		35%	+5	+8	+6

r = below privacy cut-off

Intention to stay

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.

21m What is the primary reason behind your desire to leave your current organisation? (top 5 reasons)		2025 % respondents	Difference from 2024	Difference from Sector	Difference from Portfolio
I am emotionally exhausted		27%	+8	+8	+8
There are a lack of future career opportunities in my organisation		23%	0	-12	-8
I can receive a higher salary elsewhere		21%	-4	+3	-1
Senior leadership is of a poor quality		19%	-8	-6	-3
I am expected to do more work than I reasonably can		19%	+1	+2	+1

r = below privacy cut-off

Health questions

	Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Portfolio
Health questions						
I support my organisation taking action to improve environmental sustainability	75	21		75%	+2	-2
Our objectives/work plans help us to deliver a quality service	69	22	9	69%	+3	-1
Where I work, we share the lessons learnt when mistakes are made	68	20	13	68%	+3	-1
My team's objectives/work plans are clearly outlined	67	21	11	67%	+3	-1
There is good team spirit in my workgroup	66	18	16	66%	+3	-3
I believe I am valued for what I can offer at my workplace	64	19	17	64%	+3	0
In my workplace, we recognise our successes and innovations	61	24	15	61%	+2	-2
Overall, I have confidence in the decisions made by my senior managers	51	27	21	51%	0	0
I have a say in decisions which affect my work	51	28	21	51%	-1	+1
Overall, I believe the culture at my workplace has improved in the last 12 months	43	33	23	43%	+4	-1

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

r = below privacy cut-off

Health questions

Which of the following best describes your current role? (grouped)		2025 % respondents	Difference from 2024	Difference from Portfolio
Medical		4%	r	-1
Nursing and Midwifery		48%	0	+15
Clinical Support Workers		3%	0	0
Corporate Support		8%	-2	-3
Allied Health		15%	+1	+3
Other Health Professionals		2%	-1	0
Scientific and Technical		r	-	-
Oral Health		2%	0	0
Ambulance		r	-	-
Health Manager		5%	0	-3
Patient Support Services		3%	0	-5
Maintenance and Trades		1%	0	+1
Other		8%	0	0

r = below privacy cut-off

Results by child unit and demographic group

Discover if employees in different groups have different views

Respondent profile

This section provides a snapshot of survey respondents. Use it to assess whether the respondent group reflects your broader organisation or team.

Gender	% respondents	LGBQA+	% respondents	Frontline / Non-frontline	% respondents
Woman or female	75	Yes	5	Frontline	68
Man or male	15	No	78	Non-frontline	32
Non-binary	r	I don't know	1		
Use a different term	r	Prefer not to answer	16		
Prefer not to answer	10			Type of work	
		Trans or gender diverse		Service delivery involving direct contact with the public	68
Age		Yes	1	Other service delivery work	4
15-34 years	27	No	87	Administrative support	10
35-54 years	41	I don't know	1	Corporate services	5
55+ years	18	Prefer not to answer	11	Policy	r
Prefer not to answer	15			Research	r
		Person with an intersex variation		Program and project management support	1
Aboriginal and/or Torres Strait Islander		Yes	r	Legal	r
Yes	4	No	88	Other	11
No	85	Prefer not to answer	r		
Prefer not to answer	10			Salary	
		Working arrangement		\$97,026 and below	50
LOTE spoken at home		Full-time	59	\$97,027 - \$125,692	23
Yes	17	Part-time	41	\$125,693 - \$168,129	9
No	75			\$168,130 and above	2
Prefer not to answer	8	Caring responsibilities		Prefer not to answer	15
		Yes	47		
Cultural minority		No	44	Employment status	
Yes	8	Prefer not to answer	9	Senior executive	2
No	79			Ongoing / permanent	75
Prefer not to answer	13	Organisation tenure		Temporary	4
		Less than 1 year	15	Casual	7
Disability		1 year to less than 2 years	11	Contract-non-executive	6
Yes	5	2 years to less than 5 years	23	Labour hire	1
No	89	5 years to less than 10 years	20	Other	1
Prefer not to answer	7	10 years to less than 20 years	19	Don't know	3
		More than 20 years	12		

r = below privacy cut-off

Selected key topic results by child unit

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

	Report total	Aboriginal Health and Wellbeing	Asset Services	Barham	Batlow	Berrigan	Boorowa	CE Office	Coolamon	Cootamundra	Corowa	Corporate and Executive	Culcairn	Deniliquin
Employee engagement	62	75	63	56	62	67	71	66	70	45	55	62	59	61
Wellbeing	57%	64%	58%	59%	54%	62%	69%	47%	67%	37%	40%	60%	60%	56%
Role clarity and support	68%	79%	63%	73%	71%	60%	82%	52%	84%	55%	51%	67%	68%	69%
Inclusion and diversity	68%	74%	61%	58%	58%	79%	82%	68%	73%	47%	64%	74%	60%	67%
Teamwork and collaboration	56%	63%	57%	45%	44%	56%	65%	53%	58%	33%	46%	57%	52%	57%
Learning and development	61%	62%	46%	61%	63%	57%	66%	58%	60%	52%	43%	54%	55%	53%
Communication and change management	52%	70%	52%	36%	49%	59%	55%	53%	65%	20%	36%	53%	49%	49%
Employee voice	60%	76%	65%	45%	62%	60%	71%	75%	71%	28%	48%	64%	52%	58%

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

Selected key topic results by child unit(continued)

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

	Report total	Finance and Performance	Finley	Griffith	Hay	Henty	Hillston	Holbrook	Jerilderie	June	Lake Cargelligo	Leeton	Lockhart	Medical Imaging
Employee engagement	62	68	r	59	68	71	65	64	79	55	64	69	68	59
Wellbeing	57%	68%	r	57%	66%	81%	69%	60%	80%	46%	62%	73%	60%	51%
Role clarity and support	68%	80%	r	66%	81%	90%	77%	75%	80%	63%	71%	79%	68%	67%
Inclusion and diversity	68%	75%	r	65%	72%	87%	72%	75%	76%	55%	70%	77%	58%	64%
Teamwork and collaboration	56%	66%	r	53%	66%	65%	51%	54%	68%	46%	55%	67%	65%	49%
Learning and development	61%	65%	70%	57%	82%	93%	69%	70%	67%	63%	63%	75%	78%	46%
Communication and change management	52%	56%	r	49%	63%	69%	49%	60%	77%	46%	57%	67%	60%	38%
Employee voice	60%	68%	r	57%	73%	71%	57%	65%	78%	49%	63%	66%	63%	52%

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

Selected key topic results by child unit(continued)

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

	Report total	Murrumburrah-Harden	Narrandera	People and Culture	Pharmacy	Renal Services	Service Delivery	Temora	Tocumwal	Tumbarumba	Tumut	Urana	Wagga Wagga Base Hospital	West Wyalong
Employee engagement	62	55	54	58	59	67	60	63	64	66	60	74	62	42
Wellbeing	57%	41%	49%	55%	64%	76%	61%	57%	64%	62%	47%	77%	54%	14%
Role clarity and support	68%	56%	58%	65%	79%	86%	70%	66%	71%	66%	61%	86%	67%	54%
Inclusion and diversity	68%	46%	51%	70%	69%	84%	70%	64%	56%	66%	67%	79%	69%	r
Teamwork and collaboration	56%	35%	46%	52%	54%	71%	58%	47%	44%	62%	54%	72%	58%	32%
Learning and development	61%	46%	58%	54%	76%	79%	63%	63%	59%	70%	46%	78%	64%	56%
Communication and change management	52%	26%	42%	52%	58%	65%	53%	50%	55%	65%	46%	75%	52%	24%
Employee voice	60%	38%	47%	63%	72%	71%	63%	56%	59%	70%	56%	77%	59%	58%

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

Selected key topic results by child unit(continued)

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

	Report total	Young
Employee engagement	62	57
Wellbeing	57%	43%
Role clarity and support	68%	54%
Inclusion and diversity	68%	59%
Teamwork and collaboration	56%	51%
Learning and development	61%	46%
Communication and change management	52%	38%
Employee voice	60%	52%

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

Selected key topic results by select demographics

	Report total	Woman or female	Man or male	Non-binary	Aboriginal and Torres Strait Islander peoples	People with disability	People who identify as LGBTQIA+	People who speak a language other than English	15-34 years	35-54 years	55+ years	Caring responsibilities*	Cultural minority
Employee engagement	62	63	66	r	74	59	65	68	63	63	64	62	66
Wellbeing	57%	58%	65%	r	68%	46%	58%	64%	56%	61%	65%	58%	60%
Role clarity and support	68%	69%	74%	r	79%	61%	72%	75%	69%	70%	73%	67%	74%
Inclusion and diversity	68%	71%	72%	r	76%	64%	72%	70%	74%	71%	70%	69%	68%
Teamwork and collaboration	56%	57%	66%	r	69%	52%	62%	65%	61%	59%	58%	57%	64%
Learning and development	61%	62%	68%	r	72%	57%	71%	68%	67%	63%	63%	61%	67%
Communication and change management	52%	53%	59%	r	70%	46%	57%	61%	56%	54%	54%	52%	58%
Employee voice	60%	61%	70%	r	77%	56%	70%	65%	64%	63%	62%	62%	64%

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

* See interpretation guide for the definition of who is included in this group

Selected key topic results by type of work

	Report total	Frontline	Non-frontline	Service delivery involving direct contact with the public	Other service delivery work	Administrative support	Corporate services	Policy	Research	Program and project management support	Legal (including developing and/or reviewing legislation)	Other
Employee engagement	62	61	65	61	67	65	67	r	r	58	r	62
Wellbeing	57%	55%	63%	55%	64%	67%	60%	r	r	69%	r	57%
Role clarity and support	68%	66%	73%	66%	75%	76%	70%	r	r	70%	r	70%
Inclusion and diversity	68%	69%	68%	69%	69%	69%	77%	r	r	68%	r	61%
Teamwork and collaboration	56%	55%	59%	55%	62%	60%	64%	r	r	52%	r	55%
Learning and development	61%	63%	60%	63%	59%	56%	64%	r	r	64%	r	61%
Communication and change management	52%	50%	57%	50%	62%	55%	61%	r	r	50%	r	54%
Employee voice	60%	60%	62%	60%	70%	61%	71%	r	r	65%	r	56%

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

Selected key topic results by organisation tenure

	Report total	Less than 1 year	1 year to less than 2 years	2 years to less than 5 years	5 years to less than 10 years	10 years to less than 20 years	More than 20 years
Employee engagement	62	68	64	61	58	61	62
Wellbeing	57%	68%	60%	55%	54%	57%	57%
Role clarity and support	68%	76%	69%	67%	66%	68%	69%
Inclusion and diversity	68%	77%	72%	67%	65%	66%	70%
Teamwork and collaboration	56%	66%	62%	56%	52%	53%	56%
Learning and development	61%	70%	68%	61%	59%	58%	60%
Communication and change management	52%	65%	60%	50%	48%	49%	49%
Employee voice	60%	69%	65%	57%	59%	58%	60%



At least 5 percentage points higher than report unit



Within 5 percentage points of the report unit



At least 5 percentage points lower than report unit

r = below privacy cut-off

Selected key topic results by geographic region (continued)

	Report total	Metro	Regional	Sydney East	Sydney West	Capital Region	Central Coast	Central West	Coffs Harbour - Grafton	Far West and Orana	Hunter Valley excluding Newcastle
Employee engagement	62	r	r	r	r	63	r	62	r	r	r
Wellbeing	57%	r	r	r	r	55%	r	47%	r	r	r
Role clarity and support	68%	r	r	r	r	67%	r	64%	r	r	r
Inclusion and diversity	68%	r	r	r	r	67%	r	61%	r	r	r
Teamwork and collaboration	56%	r	r	r	r	57%	r	51%	r	r	r
Learning and development	61%	r	r	r	r	56%	r	61%	r	r	r
Communication and change management	52%	r	r	r	r	50%	r	52%	r	r	r
Employee voice	60%	r	r	r	r	61%	r	67%	r	r	r

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

Selected key topic results by geographic region

	Report total	Illawarra	Mid North Coast	Murray	New England and North West	Newcastle and Lake Macquarie	Richmond - Tweed	Riverina	Southern Highlands and Shoalhaven	Outside of NSW
Employee engagement	62	r	r	64	r	r	r	61	r	r
Wellbeing	57%	r	r	63%	r	r	r	57%	r	r
Role clarity and support	68%	r	r	72%	r	r	r	67%	r	r
Inclusion and diversity	68%	r	r	72%	r	r	r	69%	r	r
Teamwork and collaboration	56%	r	r	60%	r	r	r	56%	r	r
Learning and development	61%	r	r	63%	r	r	r	62%	r	r
Communication and change management	52%	r	r	57%	r	r	r	52%	r	r
Employee voice	60%	r	r	65%	r	r	r	60%	r	r

At least 5 percentage points higher than report unit

Within 5 percentage points of the report unit

At least 5 percentage points lower than report unit

r = below privacy cut-off

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.



Interpretation guide

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.

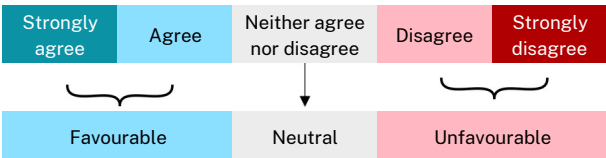
Headline Results – Key topics

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 in the box.

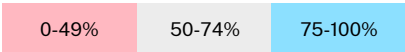
To improve clarity, survey questions that previously sat under multiple topics have now been assigned to a single, most relevant thematic topic. As a result, previous years' topic scores have been recalculated and may differ slightly from past reports.

% 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:



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%.

Methodology - Burnout questions (disagree)

Burnout (disagree) questions are reported using a 5-point Likert scale from 'strongly disagree' to 'strongly agree'. For negatively framed questions, lower scores ('strongly disagree' and 'disagree') indicate more favourable responses (less burnout), while higher scores ('agree' and 'strongly agree') indicate less favourable scores (more burnout). To interpret the results, the further responses are towards 'strongly disagree', the less burnout is reported; the further towards 'strongly agree', the more burnout is reported.

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.

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.

Sector: The NSW public sector as a whole, including all NSW Government employees who participated in the survey.

Portfolio: NSW Government departments and organisations are grouped into 12 portfolios. See cover page for details.

Interpretation guide

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 roles are those where employees spend at least 70% of their time delivering services directly to members of the public. In the PMES, frontline and non-frontline status is determined by responses to 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

Caring responsibilities

These are employees who selected at least one of the below options from the question; 'Do you have caring responsibilities outside of work?'

- Yes, for a child
- Yes, for a child who needs support due to disability, chronic illness, mental illness or other circumstances
- Yes, for an adult who needs support due to disability, chronic illness, mental illness, dementia, frail age or other circumstances

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

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