

People Matter Employee Survey

HAVE **YOUR** SAY

Agency Report

NSW Education Standards Authority

- **Survey period:** 18 August to 12 September 2025
- **Completed surveys:** 583
- **Response rate:** 78% -3 compared to 2024



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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.

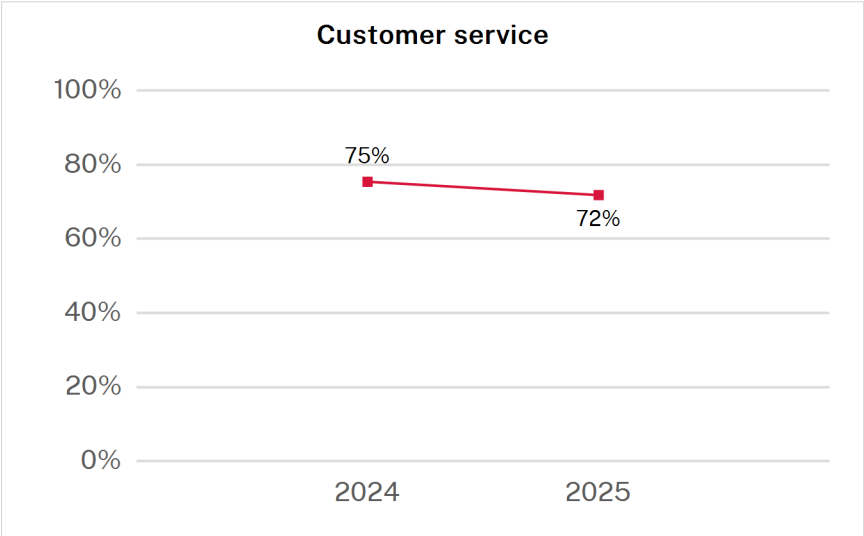
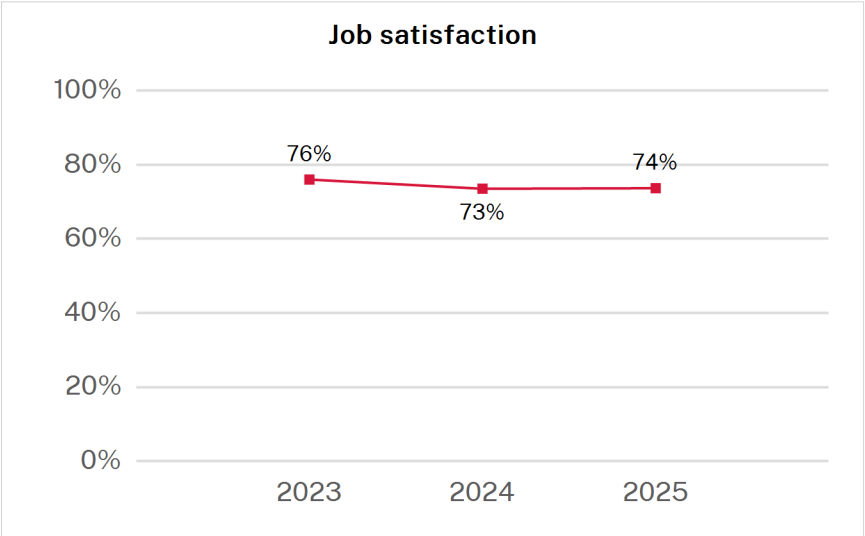
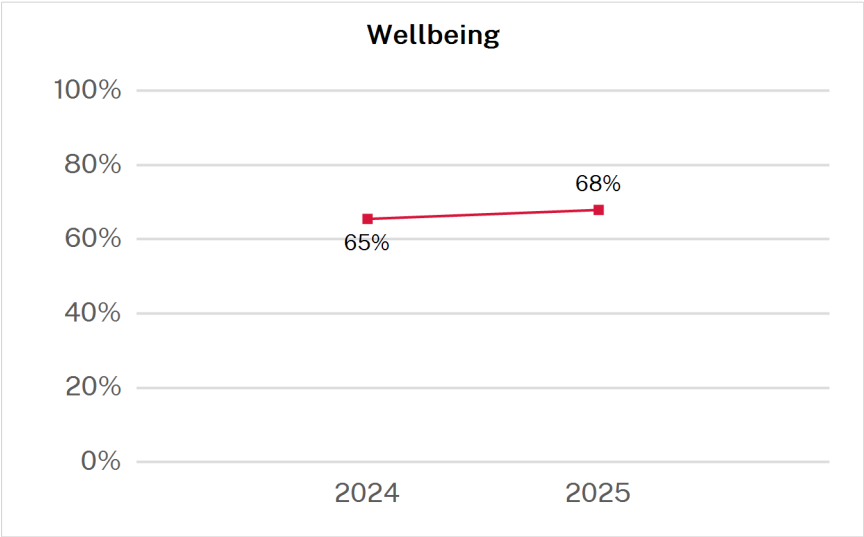
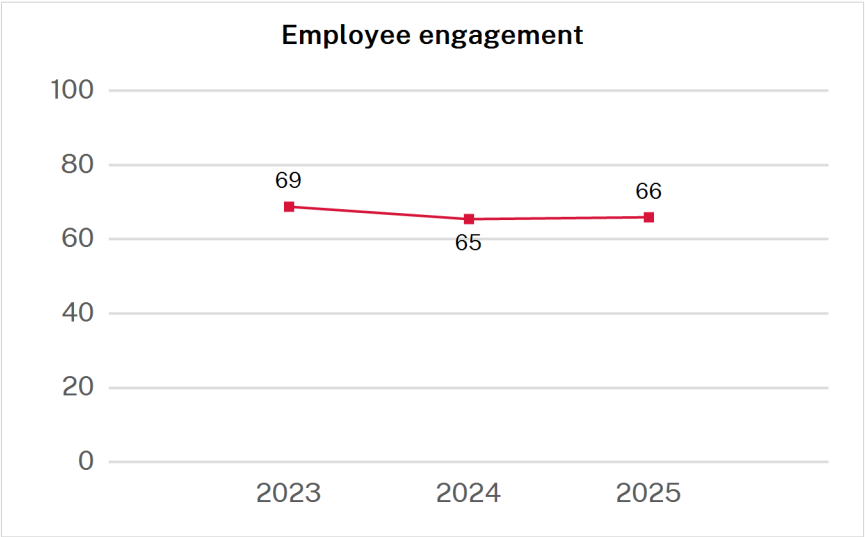


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Long-term trend

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
Health and safety	7x	I am confident work health and safety issues I raise will be addressed promptly	72%	+6
Inclusion and diversity	8b	I feel that I belong in my organisation	74%	+6
Communication and change management	7q	I have the opportunity to provide feedback on change processes that directly affect me	69%	+6
Wellbeing	7t	I am satisfied with current workplace practices to help me manage my wellbeing	69%	+5
Ethics and values	7v	I am aware of my obligations under the Code of Ethics and Conduct in my organisation	97%	+5

- Least improved questions			2025 % favourable	difference from 2024
Action on survey results	9b	I am confident my organisation will act on the results of this survey	51%	-11
Customer service	6d	My senior executives communicate the importance of customers in our work	72%	-6
Risk and innovation	7a	My organisation is making improvements to meet future challenges	62%	-5
Customer service	2c	My workgroup considers customer needs when planning our work	82%	-5
Learning and development	3g	I am satisfied with the opportunities available for professional development in my organisation	45%	-4

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	97%	+5
Ethics and values	7r	I understand what ethical behaviour means within my workplace	95%	+2
Other wellbeing	1m	I am able to adapt when changes occur	93%	+1
Ethics and values	7o	I support my organisation's values	91%	+3
Flexible working	8h	My manager supports flexible working in my team	91%	0

- Questions with the lowest favourable scores			2025 % favourable	difference from 2024
Communication and change management	7b	Change is managed well in my organisation	38%	0
Action on survey results	9a	My organisation has made improvements based on the survey results from last year	43%	-
Learning and development	3g	I am satisfied with the opportunities available for professional development in my organisation	45%	-4
Other wellbeing	1o	I feel burned out by my work (disagree)	50%	+2
Employee voice	6e	My senior executives listen to employees	50%	-4

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
Ethics and values	6b	My senior executives model the values of my organisation		60	25	14	60%	Improve
Ethics and values	7n	My organisation shows a commitment to ethical behaviours		78	14	9	78%	Maintain
Wellbeing	7t	I am satisfied with current workplace practices to help me manage my wellbeing		69	17	13	69%	Maintain
Employee voice	6e	My senior executives listen to employees		50	28	22	50%	Improve
Other wellbeing	1q	I am struggling to maintain enthusiasm for my work (disagree)		52	21	27	52%	Improve
Teamwork and collaboration	6c	My senior executives promote collaboration between my organisation and other organisations we work with		53	32	15	53%	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
Flexible working	8h	My manager supports flexible working in my team	91			91%	0	+23
Employee voice	5c	My manager encourages and values employee input	82			82%	+1	+7
Risk and innovation	5a	My manager encourages people in my workgroup to keep improving the work they do	80			80%	+1	+5
Recognition	5f	My manager provides recognition for the work I do	80			80%	0	+9
Communication and change management	5b	My manager communicates effectively with me	79			79%	+2	+5
Employee voice	5d	My manager involves my workgroup in decisions about our work	75			75%	-1	+6
Job purpose and enrichment	5h	My manager communicates how my role contributes to my organisation's purpose	73			73%	-1	+4
Inclusion and diversity	5i	My manager supports my career advancement	68			68%	-	+3

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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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
Customer service	6d	My senior executives communicate the importance of customers in our work	72	17	11	72%	-6	+10
Ethics and values	6b	My senior executives model the values of my organisation	60	25	14	60%	-2	+7
Communication and change management	6a	My senior executives provide clear direction for the future of the organisation	55	25	20	55%	-2	+7
Teamwork and collaboration	6c	My senior executives promote collaboration between my organisation and other organisations we work with	53	32	15	53%	-4	+2
Employee voice	6e	My senior executives listen to employees	50	28	22	50%	-4	+6

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

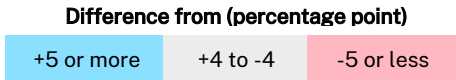
Employee engagement

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.

				2025 % favourable	Difference from 2024	Difference from Sector
				Favourable Neutral Unfavourable		
Employee engagement (total score)*				66	+1	+2
7i	I am proud to tell others I work for my organisation			70 21 9 70%	+2	+3
7h	I would recommend my organisation as a great place to work			67 22 10 67%	+3	+7
7l	My organisation inspires me to do the best in my job			60 24 15 60%	+4	+6
7k	My organisation motivates me to help it achieve its goals			59 25 15 59%	+2	+7
7j	I feel a strong personal attachment to my organisation			56 28 16 56%	0	-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
Job satisfaction (total score)					74%	0	+4
1g	My job gives me a feeling of personal accomplishment	75 14 11			75%	0	+2
1h	I am satisfied with my job	73 16 11			73%	0	+5

Difference from (percentage point)

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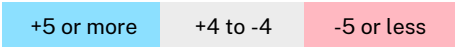
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Wellbeing - overall

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
Wellbeing (total score)					68%	+2	+11
7t	I am satisfied with current workplace practices to help me manage my wellbeing	69	17	13	69%	+5	+14
1i	The amount of stress in my job is manageable	69	16	15	69%	+1	+15
7w	There are effective resources in my organisation to support employee wellbeing	69	21	11	69%	+1	+6
1l	In general, my sense of wellbeing is..	65	26	9	65%	+2	+8

Difference from (percentage point)



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Other wellbeing questions

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

		2025 % respondents	Difference from 2024	Difference from Sector
1m I am able to adapt when changes occur				
Strongly disagree		1%	-	0
Disagree		1%	0	-1
Neither agree nor disagree		5%	-1	-4
Agree		64%	-3	-1
Strongly agree		29%	+3	+6
1n What best describes your current workload?				
Well above capacity - too much work		17%	-	-3
Slightly above capacity - lots of work to do		32%	-	-5
At capacity - about the right amount of work to do		40%	-	+6
Slightly below capacity - available for more work		9%	-	+2
Well below capacity - not enough work		2%	-	0
1o I feel burned out by my work				
Strongly disagree		11%	0	+3
Disagree		39%	+2	+12
Neither agree nor disagree		28%	+3	-1
Agree		14%	-5	-11
Strongly agree		8%	+1	-3

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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
Strongly disagree		10%	-2	+3
Disagree		42%	+3	+14
Neither agree nor disagree		21%	-1	-3
Agree		20%	-1	-9
Strongly agree		8%	+2	-4
1q I am struggling to maintain enthusiasm for my work				
Strongly disagree		9%	-1	-1
Disagree		43%	+1	+9
Neither agree nor disagree		21%	-1	-2
Agree		18%	-2	-4
Strongly agree		9%	+3	-2
1r I feel I am not as effective in my role as I used to be				
Strongly disagree		15%	-2	+2
Disagree		44%	+1	+7
Neither agree nor disagree		20%	-1	-1
Agree		14%	+1	-5
Strongly agree		6%	+1	-3
% respondents who experienced all three dimensions of burnout		10%	0	-7

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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
Customer service (total score)					72%	-4	+6
2c	My workgroup considers customer needs when planning our work	82 11 7			82%	-5	+4
7g	My organisation meets the needs of the communities, people, and/or businesses of NSW	77 15 8			77%	-1	+13
6d	My senior executives communicate the importance of customers in our work	72 17 11			72%	-6	+10
7f	The processes in my organisation are designed to support the best experience for customers	55 25 20			55%	-3	-2

Difference from (percentage point)

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

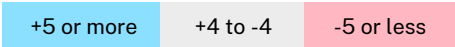
Purpose and direction

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
Role clarity and support (total score)				71%	+1	+3
1a	I understand what is expected of me to do well in my job		82117	82%	0	-2
1b	I get the support I need to do my job well		721314	72%	+2	+8
1d	I have the time to do my job well		691319	69%	+2	+15
1c	I have the tools and technology to do my job well		611623	61%	-1	-7

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
Job purpose and enrichment (total score)					78%	0	+5
1f	I have a choice in deciding how I carry out day to day work tasks	8410			84%	+1	+12
1e	My job gives me opportunities to use a variety of skills	781310			78%	0	-2
5h	My manager communicates how my role contributes to my organisation's purpose	731710			73%	-1	+4

Difference from (percentage point)

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

r = below privacy cut-off

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
Risk and innovation (total score)					76%	0	+6
1k	I know how to manage risks related to my role	87 8			87%	+4	+5
5a	My manager encourages people in my workgroup to keep improving the work they do	80 14			80%	+1	+5
7a	My organisation is making improvements to meet future challenges	62 24 15			62%	-5	+9

Difference from (percentage point)

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

r = below privacy cut-off

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
Ethics and values (total score)					84%	+2	+2
7v	I am aware of my obligations under the Code of Ethics and Conduct in my organisation	97			97%	+5	+1
7r	I understand what ethical behaviour means within my workplace	95			95%	+2	+1
7o	I support my organisation's values	91			91%	+3	+3
7s	I would know how to report unethical behaviour if I became aware of it	83			83%	+4	-5
7n	My organisation shows a commitment to ethical behaviours	78			78%	+3	+7
6b	My senior executives model the values of my organisation	60			60%	-2	+7

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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Teamwork and collaboration

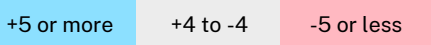
Work environment

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
Teamwork and collaboration (total score)					63%	-3	+2
2a	My workgroup works collaboratively to achieve its goals	83		9 8	83%	-2	+7
7d	There is good co-operation between teams across my organisation	53	25	21	53%	-3	-2
6c	My senior executives promote collaboration between my organisation and other organisations we work with	53	32	15	53%	-4	+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
Inclusion and diversity (total score)				77%	-	+7
2b People in my workgroup treat each other with respect	87	8		87%	+3	+10
8c I feel culturally safe at work	84	10		84%	+1	+7
8d If I chose to, I would feel safe sharing personal aspects about myself at work	74	17	9	74%	+1	+6
8b I feel that I belong in my organisation	74	17	9	74%	+6	+7
5i My manager supports my career advancement	68	25	7	68%	-	+3

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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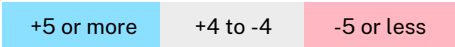
Flexible working

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
Flexible working (total score)					91%	+1	+27
8h	My manager supports flexible working in my team	91			91%	0	+23
8g	How satisfied are you with your ability to access and use flexible working arrangements?	91			91%	+2	+30

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
Working from home		95%	+2	+53
Flexible start and finish times		84%	0	+40
Working additional hours to make up for time off		36%	0	+18
Working from different locations		22%	0	+2
Working more hours over fewer days		18%	-1	+9
Leave without pay		9%	+3	0
Flexible scheduling for rostered workers		6%	0	-1
Part-time work		5%	0	-8
Other		2%	r	-1
Job sharing		r	-	-
Study leave		r	-	-
Purchasing annual leave		r	-	-
I did not use any flexible working arrangements		r	-	-

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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
Grievance handling							
10	If I experienced a grievance at work, I would be comfortable in raising it with my organisation	69	16	15	69%	+2	+4

Difference from (percentage point)

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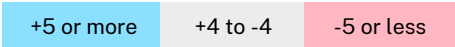
Health and safety

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
Health and safety							
7x	I am confident work health and safety issues I raise will be addressed promptly	72199			72%	+6	+4

Difference from (percentage point)



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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
Recruitment							
7u	My organisation follows a merit-based process for recruitment and promotion decisions	62	21	17	62%	-	+11

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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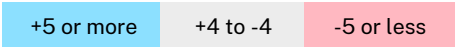
Learning and development

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
Learning and development (total score)						56%	-3	-4
1j	I have the opportunity to develop the skills that I need to do my job well					66%	-2	0
3f	I have received the training and development I need to do my job well					55%	-2	-8
3g	I am satisfied with the opportunities available for professional development in my organisation					45%	-4	-6

Difference from (percentage point)



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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
Lack of promotion opportunities		42%	+9	+9
Lack of visible opportunities		37%	+4	+6
There are no major barriers to my career progression		31%	+3	+3
The application / recruitment process is too cumbersome or time consuming		18%	-2	-3
Insufficient training and development		16%	+3	0
Personal / family considerations		14%	-9	-13
Lack of support for temporary assignments / secondments		14%	+2	-1
Geographic location considerations		11%	-7	-11
Lack of required capabilities or experience		11%	-4	0
Other		11%	+1	0
Lack of support from my manager / supervisor		10%	+1	-2

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Pay

Enabling practices

			Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector
Pay								
4	I am paid fairly for the work I do		70	16	14	70%	+1	+23

Difference from (percentage point)

+5 or more	+4 to -4	-5 or less
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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
Recognition (total score)				69%	-1	+8
5f My manager provides recognition for the work I do	80	12	8	80%	0	+9
7m I receive adequate recognition for my contributions from my organisation	57	25	18	57%	-3	+7

Difference from (percentage point)

+5 or more

+4 to -4

-5 or less

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.

		Favourable	Neutral	Unfavourable	2025 % favourable	Difference from 2024	Difference from Sector
Feedback and performance management (total score)					67%	-	+7
3d	In the last 12 months, I have received feedback to help me improve my work	72	16	12	72%	+1	+8
5g	I am confident my manager would appropriately deal with employees who perform poorly	65	20	15	65%	-	+4
3e	My performance is assessed against clear criteria	63	22	16	63%	+1	+8

			2025 % respondents	Difference from 2024	Difference from Sector
3a	I have a performance and development plan that sets out my individual goals		83%	0	+7
3b	I have informal feedback conversations with my manager		86%	+3	+7
3c	I have scheduled feedback conversations with my manager		75%	0	+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
Decision making and accountability (total score)					66%	0	+6
5e	I have confidence in the decisions my manager makes	751610			75%	0	+4
7e	People in my organisation take responsibility for their own actions	582617			58%	0	+9

Difference from (percentage point)

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

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
Communication and change management (total score)				61%	+2	+7
5b My manager communicates effectively with me	79	12	9	79%	+2	+5
7q I have the opportunity to provide feedback on change processes that directly affect me	69	18	13	69%	+6	+13
7p I am supported through changes that affect my work	64	22	14	64%	+5	+8
6a My senior executives provide clear direction for the future of the organisation	55	25	20	55%	-2	+7
7b Change is managed well in my organisation	38	31	31	38%	0	+2

Difference from (percentage point)

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

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
Employee voice (total score)					70%	-1	+7
5c	My manager encourages and values employee input	82 12 7			82%	+1	+7
5d	My manager involves my workgroup in decisions about our work	75 14 10			75%	-1	+6
8a	I am comfortable sharing a different view to others in my organisation	74 16 11			74%	+3	+8
6e	My senior executives listen to employees	50 28 22			50%	-4	+6

Difference from (percentage point)

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

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
been aware of any misconduct in your organisation		7%	-2	-7
witnessed bullying		15%	-3	-4
experienced bullying		9%	-2	-3
witnessed sexual harassment		0%	r	-2
experienced sexual harassment		r	-	-
experienced threats or physical harm		0%	r	-2
witnessed discrimination		4%	-3	-4
experienced discrimination		3%	-2	-3
witnessed racism		2%	-1	-4
experienced racism		1%	-1	-2

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

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
Action on survey results (total score)						47%	-	+12
9b	I am confident my organisation will act on the results of this survey					51%	-11	+12
9a	My organisation has made improvements based on the survey results from last year					43%	-	+12

Difference from (percentage point)

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

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
Less than 1 year		13%	+3	+6
1 year to less than 2 years		17%	+3	+8
2 years to less than 5 years		25%	-10	+5
5 years to less than 10 years		24%	+3	-2
10 years to less than 20 years		14%	0	-10
More than 20 years		8%	+1	-8
21l 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		27%	-6	-3
I am applying for/intend to apply for roles in the private sector		11%	-1	-6
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		39%	+10	+30
Other		15%	-1	-11

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
There are a lack of future career opportunities in my organisation		43%	-1	+8
Senior leadership is of a poor quality		24%	-	-1
Other		19%	-	+11
I am not satisfied with the work		19%	-4	+2
I am expected to do more work than I reasonably can		17%	-	0

r = below privacy cut-off

Results by child unit and demographic group

Discover if employees in different groups have different views

Gender	% respondents	LGBQA+	% respondents	Frontline / Non-frontline	% respondents	
Woman or female	58	Yes	r	Frontline	15	
Man or male	30	No	72	Non-frontline	85	
Non-binary	r	I don't know	r			
Use a different term	r	Prefer not to answer	20	Type of work		
Prefer not to answer	r				Service delivery involving direct contact with the public	15
		Trans or gender diverse		Other service delivery work	r	
Age		Yes	r	Administrative support	10	
15-34 years	19	No	85	Corporate services	24	
35-54 years	50	I don't know	r	Policy	9	
55+ years	13	Prefer not to answer	r	Research	r	
Prefer not to answer	18				Program and project management support	16
		Person with an intersex variation		Legal	r	
Aboriginal and/or Torres Strait Islander		Yes	r	Other	16	
Yes	3	No	87			
No	89	Prefer not to answer	13	Salary		
Prefer not to answer	8				\$97,026 and below	13
		Working arrangement		\$97,027 - \$125,692	26	
LOTE spoken at home		Full-time	95	\$125,693 - \$168,129	28	
Yes	31	Part-time	5	\$168,130 and above	18	
No	59				Prefer not to answer	15
Prefer not to answer	10	Caring responsibilities				
		Yes	51	Employment status		
Cultural minority		No	40	Senior executive	3	
Yes	22	Prefer not to answer	9	Ongoing / permanent	56	
No	64				Temporary	25
Prefer not to answer	15	Organisation tenure		Casual	2	
		Less than 1 year	16	Contract-non-executive	11	
Disability		1 year to less than 2 years	18	Labour hire	r	
Yes	10	2 years to less than 5 years	37	Other	r	
No	81	5 years to less than 10 years	17	Don't know	r	
Prefer not to answer	9	10 years to less than 20 years	10			
		More than 20 years	3			

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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	Assessment	CEO Division	Corporate Services	Curriculum	Deputy CEO and ICT	School and Teaching Standards
Employee engagement	66	59	79	64	74	63	65
Wellbeing	68%	58%	77%	70%	77%	63%	67%
Role clarity and support	71%	62%	91%	69%	83%	66%	68%
Inclusion and diversity	77%	71%	95%	76%	83%	77%	76%
Teamwork and collaboration	63%	60%	76%	62%	72%	58%	59%
Learning and development	56%	50%	73%	50%	65%	51%	55%
Communication and change management	61%	49%	80%	59%	70%	63%	57%
Employee voice	70%	65%	95%	68%	75%	70%	67%

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	66	69	66	r	75	65	r	66	67	67	76	69	66
Wellbeing	68%	70%	72%	r	80%	57%	r	69%	72%	70%	77%	72%	71%
Role clarity and support	71%	75%	74%	r	80%	71%	r	75%	79%	73%	80%	74%	73%
Inclusion and diversity	77%	80%	82%	r	89%	74%	r	77%	85%	80%	81%	79%	80%
Teamwork and collaboration	63%	66%	64%	r	76%	56%	r	64%	70%	64%	71%	65%	63%
Learning and development	56%	61%	56%	r	67%	56%	r	59%	64%	60%	61%	57%	62%
Communication and change management	61%	64%	63%	r	72%	55%	r	64%	65%	64%	69%	64%	66%
Employee voice	70%	73%	73%	r	73%	67%	r	71%	76%	73%	75%	72%	73%

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	66	64	66	64	r	68	65	68	r	63	r	69
Wellbeing	68%	63%	70%	63%	r	68%	67%	71%	r	72%	r	73%
Role clarity and support	71%	66%	73%	66%	r	82%	67%	68%	r	75%	r	75%
Inclusion and diversity	77%	76%	78%	76%	r	75%	79%	83%	r	76%	r	77%
Teamwork and collaboration	63%	62%	64%	62%	r	67%	64%	60%	r	64%	r	67%
Learning and development	56%	55%	57%	55%	r	63%	58%	56%	r	55%	r	60%
Communication and change management	61%	52%	63%	52%	r	66%	63%	56%	r	59%	r	64%
Employee voice	70%	67%	72%	67%	r	70%	71%	72%	r	70%	r	74%

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	66	70	67	65	63	66	69
Wellbeing	68%	78%	72%	66%	62%	69%	69%
Role clarity and support	71%	82%	73%	73%	62%	70%	75%
Inclusion and diversity	77%	85%	79%	77%	72%	77%	80%
Teamwork and collaboration	63%	72%	65%	62%	58%	60%	71%
Learning and development	56%	71%	54%	58%	46%	57%	65%
Communication and change management	61%	74%	68%	60%	52%	55%	52%
Employee voice	70%	81%	73%	69%	67%	66%	66%

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	66	66	72	66	73	r	r	r	r	r	r
Wellbeing	68%	68%	87%	67%	79%	r	r	r	r	r	r
Role clarity and support	71%	72%	90%	71%	84%	r	r	r	r	r	r
Inclusion and diversity	77%	79%	88%	78%	86%	r	r	r	r	r	r
Teamwork and collaboration	63%	64%	73%	63%	72%	r	r	r	r	r	r
Learning and development	56%	57%	71%	57%	59%	r	r	r	r	r	r
Communication and change management	61%	62%	68%	61%	69%	r	r	r	r	r	r
Employee voice	70%	71%	79%	70%	81%	r	r	r	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	66	r	r	r	r	r	r	r	r	r
Wellbeing	68%	r	r	r	r	r	r	r	r	r
Role clarity and support	71%	r	r	r	r	r	r	r	r	r
Inclusion and diversity	77%	r	r	r	r	r	r	r	r	r
Teamwork and collaboration	63%	r	r	r	r	r	r	r	r	r
Learning and development	56%	r	r	r	r	r	r	r	r	r
Communication and change management	61%	r	r	r	r	r	r	r	r	r
Employee voice	70%	r	r	r	r	r	r	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

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.

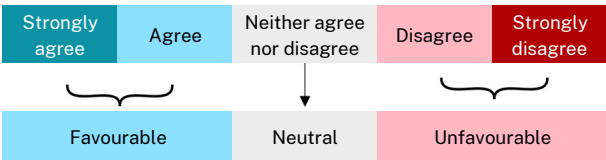
Headline Results – Key topics

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.

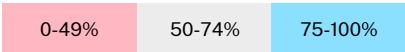
To improve clarity, survey questions that previously sat under multiple topics have now been assigned to a single, most relevant thematic topic. As a result, previous years' topic scores have been recalculated and may differ slightly from past reports.

% 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.

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.				