

## Department for Environment and Water

RESPONSE RATE: **66%**  
RESPONSES: **934 of 1,418**



### EMPLOYEE ENGAGEMENT INDEX

**68%**

VARIANCE from SA PUBLIC  
SECTOR OVERALL **+4**

VARIANCE from LARGE  
AGENCIES (> 1000) **+4**

VARIANCE from 2018 SURVEY **0**



### ENABLING HIGH PERFORMANCE

**75%**

VARIANCE from SA PUBLIC  
SECTOR OVERALL **+7** ↑

VARIANCE from LARGE  
AGENCIES (> 1000) **+8** ↑

VARIANCE from 2018 SURVEY **+1**



### LEADERSHIP

**54%**

VARIANCE from SA PUBLIC  
SECTOR OVERALL **+2**

VARIANCE from LARGE  
AGENCIES (> 1000) **+3**

VARIANCE from 2018 SURVEY **-5** ↓



### VALUES

**81%**

VARIANCE from SA PUBLIC  
SECTOR OVERALL **+6** ↑

VARIANCE from LARGE  
AGENCIES (> 1000) **+7** ↑

VARIANCE from 2018 SURVEY **+1**



### EMPLOYEE- ORGANISATION ALIGNMENT

**71%**

VARIANCE from SA PUBLIC  
SECTOR OVERALL **0**

VARIANCE from LARGE  
AGENCIES (> 1000) **+1**

VARIANCE from 2018 SURVEY **+1**



### CAREER & WORKING CONDITIONS (EMPLOYER OF CHOICE)

**66%**

VARIANCE from SA PUBLIC  
SECTOR OVERALL **+10** ↑

VARIANCE from LARGE  
AGENCIES (> 1000) **+11** ↑

VARIANCE from 2018 SURVEY **-3**



### EMPLOYEE WELLBEING

**70%**

VARIANCE from SA PUBLIC  
SECTOR OVERALL **+9** ↑

VARIANCE from LARGE  
AGENCIES (> 1000) **+11** ↑

VARIANCE from 2018 SURVEY **-2**



## WHAT NOW?

1.

### TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS  
REPORT.

2.

### DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE  
(STRENGTHS) OR IMPROVE (ACTION AREAS).

3.

### DEVELOP A PLAN OF ACTION

COMMIT TO 2-3 ACTIONS THAT WILL HAVE  
THE BIGGEST IMPACT FOR YOUR PEOPLE.

# TIPS & SUGGESTIONS

## 01.

**Take the time to digest the scores and identify the areas where you are performing well.**

These will tend to be high scores which are notably above any comparative scores. These should be celebrated. Share the good news with employees.



## UNDERSTANDING YOUR REPORT AND GETTING TO ACTION!

THE SCORES ON THE FRONT PAGE GIVE YOU SOME SUMMARY INFORMATION. FIRST TAKE THE TIME TO FULLY UNDERSTAND THIS REPORT BEFORE SHARING WITH OTHERS.

WHAT IS YOUR RESPONSE RATE? IF HIGH, THE RESULTS WILL BE REPRESENTATIVE OF THE VIEWS OF YOUR COLLEAGUES. IF LOW (<20%) TAKE CARE WHEN INTERPRETING THE RESULTS. ENCOURAGE ALL COLLEAGUES TO HELP WITH ACTION PLANNING AND HOPEFULLY THIS WILL ENCOURAGE THEM TO COMPLETE THE SURVEY NEXT TIME.

HOW DO YOUR SCORES COMPARE TO THE AVAILABLE COMPARISONS?

ARE THERE ANY SCORES THAT ARE UNEXPECTED?

**Identify areas that need improvement.**

## 02.

These will be the lower scores, and/or those which are scoring notably below your comparators. Discuss these areas with your colleagues in focus groups or one-to-one discussions. Gather their thoughts and solutions before deciding actions to take.

## 03.

**Review the high neutral responses (lots of employees ticking 'neither agree nor disagree')**

Ask your colleagues about their views to find out what is causing this uncertainty. More communication and involvement may help to shift them to a positive frame of mind.

## 04.

**Consider what actions could be taken which will have the greatest impact on employee engagement.**

It may be helpful to discuss with your manager or other colleagues (your peers, HR, subject matter experts) to share ideas before developing plans for action.

There are lots of websites of ideas and case studies to give you further inspiration and top tips.

## 05.

Some actions may be 'quick wins' and short term. However, in most instances, you will need to think longer term.

**What do you want employees to be saying about their working lives in the future?**

**What should be put in place to achieve this?**

The 'All questions' pages show every question asked in the survey and the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree). Look at how your positive score compares to your parent unit, and your last survey's results.

**Is there room for improvement?**

## 06.



## WHAT'S NEXT?

SHARE RESULTS WITH YOUR PEOPLE.

SPEND TIME EXPLORING THE DRIVERS BEHIND THE SCORES WITH YOUR PEOPLE.

DISCUSS WITH THEM WHAT ACTIONS THEY FEEL SHOULD BE TAKEN WHICH WILL HAVE THE GREATEST IMPACT ON EMPLOYEE ENGAGEMENT.

AGREE ON A SMALL NUMBER OF IMPACTFUL ACTIONS.

AGREE HOW YOU WILL MEASURE THAT ACTIONS HAVE BEEN SUCCESSFUL.

COMMUNICATE PROGRESS AGAINST YOUR ACTIONS.

# 37%

of employees replied favourably to:

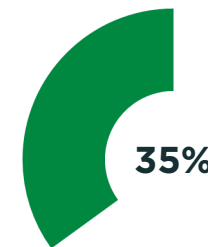
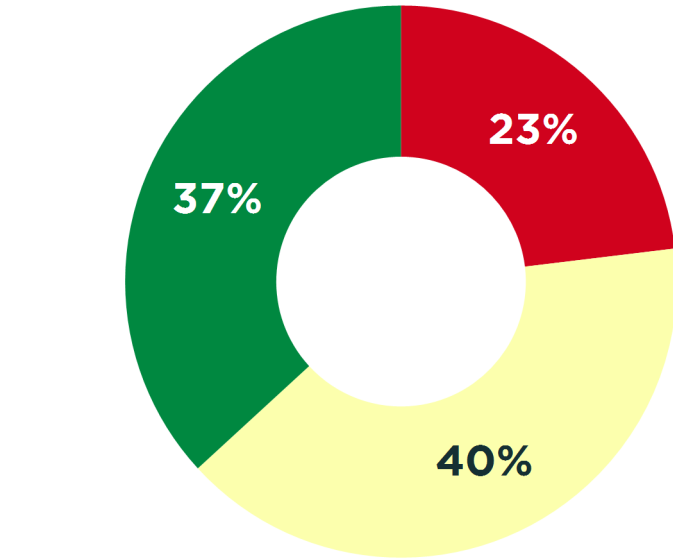
## 'I believe action will be taken on the results from this survey by the sector.'

VARIANCE FROM 2018 SURVEY

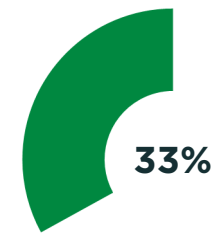
+2

VARIANCE FROM SA PUBLIC SECTOR OVERALL

+3



2018 SURVEY



SOUTH AUSTRALIA PUBLIC SECTOR OVERALL

% positive

% neutral

% negative

# HEADLINE SCORES

HIGHEST POSITIVE SCORING QUESTIONS	% POSITIVE	HIGHEST NEUTRAL SCORING QUESTIONS	% NEUTRAL	HIGHEST NEGATIVE SCORING QUESTIONS	% NEGATIVE
<b>Q11m.</b> I am happy to go the 'extra mile' at work when required	90%	<b>Q28.</b> I believe action will be taken on the results from this survey by the sector	40%	<b>Q15d.</b> I feel senior managers in my agency actively engage with employees	30%
<b>Q12e.</b> People in my workgroup are committed to workplace safety	90%	<b>Q16h.</b> I am confident in relating my agency's Reconciliation Action Plan to my work	38%	<b>Q11e.</b> The work processes we have in place allow me to be as productive as possible	30%
<b>Q12b.</b> The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	89%	<b>Q29.</b> I believe action will be taken on the results from this survey by my agency	35%	<b>Q11h.</b> I think it is safe to speak up and challenge the way things are done in this agency	28%
<b>Q11g.</b> I understand how my work contributes to my agency's objectives	88%	<b>Q15f.</b> Senior managers promote collaboration between my agency and other agencies or organisations we work with	34%	<b>Q14g.</b> I am satisfied with the opportunities available for career development in my agency	26%
<b>Q11f.</b> I am provided with the tools and equipment to do my job safely	87%	<b>Q14d.</b> Learning and development activities I have completed in the past 12 months have helped to improve my performance	32%	<b>Q15b.</b> I feel that senior managers effectively lead and manage change	26%

\*Note: Agency specific questions have been excluded from the above rankings.



## FIND YOUR HIGHEST SCORES

### THESE QUESTIONS ARE YOUR HIGHEST SCORING.

WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? (STRENGTHS)

WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. (AREAS OF POTENTIAL)

WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? (AREAS OF CONCERN)

# EMPLOYEE ENGAGEMENT



## HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

THE ENGAGEMENT SCORE TELLS US THE EXTENT TO WHICH YOUR PEOPLE ARE PROUD TO WORK HERE, WOULD RECOMMEND IT, INTEND TO STAY, AND STRIVE TO GO ABOVE AND BEYOND (SAY, STAY AND STRIVE).

THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.

YOUR EMPLOYEE ENGAGEMENT SCORE		68%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
SAY	Q27d. I am proud to tell others I work for my agency	29	48	17		77%	0	+10 ↑	+11 ↑	
	Q27e. I would recommend my agency as a good place to work	22	46	22	8	68%	-5 ↓	+11 ↑	+12 ↑	
STAY	Q27b. I feel a strong personal attachment to my agency	21	49	22		70%	+6 ↑	+8 ↑	+9 ↑	
STRIVE	Q27a. My agency really inspires me to do the best work every day	14	45	29	10	58%	+4	+3	+4	
	Q27c. My agency motivates me to help it achieve its objectives	13	44	30	10	58%	-4	+4	+5 ↑	

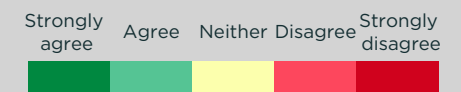
### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# KEY QUESTIONS TO FOCUS ON



## WHAT TO FOCUS ON?

THESE QUESTIONS HAVE BEEN IDENTIFIED THROUGH STATISTICAL ANALYSIS AS HAVING THE STRONGEST INFLUENCE ON YOUR EMPLOYEE ENGAGEMENT SCORE.

IF YOU FOCUS ON IMPROVING THE LOWER SCORING QUESTIONS AND MAINTAINING THE HIGHER SCORING QUESTIONS, IT WILL HAVE THE BIGGEST IMPACT ON YOUR ENGAGEMENT SCORE.

SEE APPENDIX A - METHODOLOGY FOR MORE INFORMATION ON HOW THIS STATISTICAL ANALYSIS WAS DONE.

DEVELOP ACTIONS AND ACTIVITIES TO ADDRESS THESE QUESTIONS TO IMPROVE THE EXPERIENCE EMPLOYEES HAVE AT WORK AND DRIVE HIGHER PERFORMANCE.

	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
1.	<b>Q15a.</b> I believe senior managers provide clear direction for the future of the agency		45%	-6	-2	-1
2.	<b>Q16b.</b> My agency focuses on improving the work we do		62%	-7	-3	-2
3.	<b>Q16c.</b> When things go wrong, my agency uses this as an opportunity to review, learn, and improve the management of similar risks		51%	-6	-5	-5
4.	<b>Q17b.</b> I think my agency cares about my health and wellbeing		66%	-1	+12	+14
5.	<b>Q15b.</b> I feel that senior managers effectively lead and manage change		44%	-5	0	+1

# ENABLING HIGH PERFORMANCE



## EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE HIGH PERFORMANCE INDEX MEASURES THE EXTENT TO WHICH MANAGERS ENABLE HIGH PERFORMANCE WITHIN TEAMS THROUGH IDEAS GENERATION, RECOGNITION, PERFORMANCE MANAGEMENT, FEEDBACK AND BEHAVIOURS.

THE WAY MANAGERS INTERACT WITH TEAM MEMBERS HAS A BIG IMPACT ON INDIVIDUAL AND TEAM PERFORMANCE.

WHAT IS WORKING WELL?

WHAT AREAS DO YOU NEED TO FOCUS ON?

ENABLING HIGH PERFORMANCE		75%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q13a.</b> My manager encourages us to come up with new or better ways of doing things	33	45	14		79%	+2	+10 ↑	+11 ↑	
<b>Q13b.</b> My manager listens to what I have to say	42	42	10		85%	+3	+11 ↑	+12 ↑	
<b>Q13c.</b> My manager treats me with respect	48	39	8		87%	-1	+7 ↑	+7 ↑	
<b>Q13d.</b> My manager gives me responsibility and holds me to account for what I deliver	42	45	9		87%	+2	+6 ↑	+6 ↑	
<b>Q13e.</b> I have confidence in the decisions my manager makes	35	42	14		78%	+2	+9 ↑	+10 ↑	
<b>Q13f.</b> My manager recognises and acknowledges when I have done my job well	37	43	13		80%	+1	+11 ↑	+12 ↑	
<b>Q14b.</b> In the last 12 months I received useful feedback on my work to enable me to deliver required results	26	52	15		78%	+3	+13 ↑	+14 ↑	
<b>Q14c.</b> My performance is assessed against clear criteria	16	44	27	11	60%	0	+2	+3	
<b>Q14d.</b> Learning and development activities I have completed in the past 12 months have helped to improve my performance	14	37	32	12	51%	-5 ↓	-4	-5 ↓	

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# ENABLING HIGH PERFORMANCE



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WHAT IS WORKING WELL?

WHAT AREAS DO YOU NEED TO FOCUS ON?

ENABLING HIGH PERFORMANCE		75%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q14e.</b>	My manager openly demonstrates commitment to enhancing performance	25	47	18		72%	+1	+8 ↑	+9 ↑	
<b>Q14f.</b>	My overall experience of performance and development conversations in my agency have been useful for my growth	17	40	28	11	56%	+2	+3	+3	
<b>Q19b.</b>	How often do you feel that your manager acts in accordance with the South Australia Public Sector Values in their everyday work?	51	34	11		86%	-4	+7 ↑	+8 ↑	

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree   Agree   Neither   Disagree   Strongly disagree





# LEADERSHIP



## EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE LEADERSHIP INDEX MEASURES PERCEPTIONS OF HOW EFFECTIVELY SENIOR LEADERS (IE. EXECUTIVES AND EXECUTIVE DIRECTORS) COMMUNICATE THEIR VISION FOR THE AGENCY, ENABLE ADVANCEMENT AND AND INSPIRE THEIR PEOPLE THROUGH THEIR ACTIONS AND BEHAVIOURS.

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

LEADERSHIP		54%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q15a.</b>	I believe senior managers provide clear direction for the future of the agency	9	36	30	18	7	45%	-6 ↓	-2	-1	
<b>Q15b.</b>	I feel that senior managers effectively lead and manage change	8	36	30	18	8	44%	-5 ↓	0	+1	
<b>Q15c.</b>	I feel that senior managers model the behaviours expected of employees	12	41	27	13	8	53%	-1	+4	+5 ↑	
<b>Q15e.</b>	Senior managers in my agency are genuinely supportive of career advancement of women	19	40	31			60%	-5 ↓	+3	+4	
<b>Q15f.</b>	Senior managers promote collaboration between my agency and other agencies or organisations we work with	13	42	34	7		55%	-4	+5 ↑	+7 ↑	
<b>Q15g.</b>	I feel that senior managers keep employees informed about what's going on	10	36	30	15	8	47%	-11 ↓	+1	+3	
<b>Q16b.</b>	My agency focuses on improving the work we do	12	50	25	10		62%	-7 ↓	-3	-2	
<b>Q16f.</b>	In my agency, recruitment and promotion decisions are fair	11	38	31	12	7	49%	+7 ↑	+5 ↑	+6 ↑	
<b>Q19c.</b>	How often do you feel that the senior leaders in your agency act in accordance with the South Australia Public Sector Values in their everyday work?	27	42	23			69%	-9 ↓	+5 ↑	+6 ↑	

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree





## EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE VALUES INDEX MEASURES THE EXTENT TO WHICH WE DEMONSTRATE THE SOUTH AUSTRALIAN PUBLIC SECTOR VALUES IN OUR DAY-TO-DAY WORK AND WHEN COLLABORATING WITH OTHERS.

THE SA PUBLIC SECTOR VALUES HAVE BEEN DEVELOPED TO MAKE IT EASIER FOR THE SECTOR TO WORK TOGETHER BY SETTING A CONSISTENT SET OF BEHAVIOURS AND PRACTICES FOR ALL EMPLOYEES.

VALUES	81%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q12a.</b> People in my workgroup treat each other with respect			<b>83%</b>	+4	+9	+10
<b>Q12b.</b> The people in my workgroup behave in an accepting manner towards people from diverse backgrounds			<b>89%</b>	+2	+6	+6
<b>Q12c.</b> People in my workgroup are honest, open and transparent in their dealings with each other			<b>72%</b>	+1	+8	+9
<b>Q12e.</b> People in my workgroup are committed to workplace safety			<b>90%</b>	-3	+6	+7
<b>Q12f.</b> People in my workgroup work effectively with other workgroups in my agency to deliver services to our customers			<b>81%</b>	+1	+4	+5
<b>Q16a.</b> In my workplace, people take responsibility for their decisions and actions			<b>66%</b>	+1	+5	+5
<b>Q19a.</b> How often do you feel that your agency colleagues act in accordance with the South Australia Public Sector Values in their everyday work?			<b>85%</b>	-2	+7	+8

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# EMPLOYEE-ORGANISATION ALIGNMENT



## EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE EMPLOYEE-ORGANISATION ALIGNMENT INDEX MEASURES THE EXTENT TO WHICH EMPLOYEES FEEL ALIGNED TO THE PURPOSE AND OBJECTIVES OF THEIR AGENCY AND EMPOWERED AND ENABLED TO DELIVER.

WHERE DO WE NEED TO IMPROVE?

WHAT DO WE NEED TO DO DIFFERENTLY?

» EMPLOYEE-ORGANISATION ALIGNMENT	71%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
							+1	0	+1
Q11a. My job makes good use of my skills and abilities	29	52	8	8	81%	0	+2	+3	
Q11b. I understand what is expected of me to do well in my role	34	51	8	8	85%	-3	-3	-3	
Q11c. I believe strongly in the purpose and objectives of my agency	34	49	13	4	83%	+2	+2	+3	
Q11d. I have the authority to do my job effectively (e.g. the necessary delegation(s), autonomy, level of responsibility)	22	50	13	12	72%	-1	-1	-1	
Q11e. The work processes we have in place allow me to be as productive as possible	13	35	22	24	48%	-1	-3	-2	
Q11g. I understand how my work contributes to my agency's objectives	37	52	7	4	88%	+1	+2	+3	
Q11h. I think it is safe to speak up and challenge the way things are done in this agency	15	36	22	17	11	51%	-2	+3	+4
Q11i. I feel secure in my job	17	42	18	15	8	59%	+16 ↑	-2	-2

### KEY

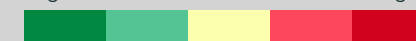


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# CAREER AND WORKING CONDITIONS (EMPLOYER OF CHOICE)



## EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE CAREER AND WORKING CONDITIONS INDEX INDICATES HOW SATISFIED PEOPLE ARE WITH THE CAREER AND WORKING CONDITIONS OF THE SOUTH AUSTRALIAN PUBLIC SECTOR.

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

CAREER AND WORKING CONDITIONS (EMPLOYER OF CHOICE)		66%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
								-3	+10 ↑	+11 ↑
<b>Q11j.</b>	I am fairly remunerated (e.g. salary, superannuation) for the work that I do	15	43	19	17		59%	-5 ↓	-2	-2
<b>Q11k.</b>	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	38	47	8			86%	-1	+17 ↑	+19 ↑
<b>Q11l.</b>	I am satisfied with the recognition I receive for doing a good job	21	43	20	11		63%	-1	+13 ↑	+14 ↑
<b>Q11n.</b>	I am satisfied with my ability to access and use flexible working arrangements (flexible hours of work, patterns of work, locations of work or other arrangements)	42	43	8			84%	-2	+22 ↑	+25 ↑
<b>Q14g.</b>	I am satisfied with the opportunities available for career development in my agency	13	32	29	19	7	45%	0	+1	0
<b>Q16g.</b>	My agency provides opportunities for job mobility (e.g. secondment and/or temporary transfers)	15	46	29	8		60%	-10 ↓	+8 ↑	+8 ↑

### KEY

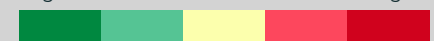


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# EMPLOYEE WELLBEING



## EXPLORE THE QUESTIONS MAKING UP EACH INDEX

THE WELLBEING SCORE MEASURES THE EXTENT TO WHICH EMPLOYEES FEEL SUPPORTED IN MAINTAINING THEIR HEALTH AND WELLBEING.

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

<b>EMPLOYEE WELLBEING</b>		70%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q11f.</b>	I am provided with the tools and equipment to do my job safely	34	53	8		87%	0	+13 ↑	+15 ↑
<b>Q12d.</b>	My workgroup has the tools and resources to perform well	15	46	21	15	61%	-2	+1	+2
<b>Q17a.</b>	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	17	56	18		73%	-3	+12 ↑	+14 ↑
<b>Q17b.</b>	I think my agency cares about my health and wellbeing	17	48	19	10	66%	-1	+12 ↑	+14 ↑
<b>Q17d.</b>	I am able to strike the right balance between my work and home life	15	49	17	13	65%	-2	+10 ↑	+12 ↑

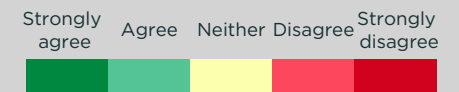
### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





## WHAT ARE YOUR PEOPLE SAYING ABOUT THEIR WORKING EXPERIENCES?

THE COMMENTS WERE GROUPED INTO THEMES.

THE BAR CHART SHOWS THE TOP 5 THEMES, TO GIVE YOU AN IDEA OF WHERE TO FOCUS.

REVIEW THESE COMMENT THEMES IN THE CONTEXT OF YOUR RESULTS - HOW DO THEY REINFORCE OR PROVIDE ADDITIONAL CONTEXT TO YOUR RESULTS?

# ‘What is the one thing the South Australian Public Sector is doing really well?’

### YOUR TOP 5 THEMES:





## WHAT ARE YOUR PEOPLE SAYING ABOUT THEIR WORKING EXPERIENCES?

THE COMMENTS WERE GROUPED INTO THEMES.

THE BAR CHART SHOWS THE TOP 5 THEMES, TO GIVE YOU AN IDEA OF WHERE TO FOCUS.

REVIEW THESE COMMENT THEMES IN THE CONTEXT OF YOUR RESULTS - HOW DO THEY REINFORCE OR PROVIDE ADDITIONAL CONTEXT TO YOUR RESULTS?

# ‘What is the most important issue that needs to be addressed across the South Australian Public Sector?’

## YOUR TOP 5 THEMES:



# OTHER QUESTIONS



THESE PAGES SHOW ADDITIONAL QUESTIONS THAT WERE ASKED OF ALL PUBLIC SECTOR EMPLOYEES, THAT ARE NOT INCLUDED IN THE SURVEY INDICES SHOWN ON THE PREVIOUS PAGES.

THE RESULTS OUTLINE THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

REVIEW THESE QUESTIONS FOR ADDITIONAL CONTEXT AND INSIGHTS THAT MAY WARRANT FURTHER INVESTIGATION OR ACTION.

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q11m.</b> I am happy to go the 'extra mile' at work when required		90%	-4	+5 ↑	+6 ↑
<b>Q13g.</b> My manager takes appropriate action to address underperformance within my workgroup		58%	-	+5 ↑	+6 ↑
<b>Q15d.</b> I feel senior managers in my agency actively engage with employees		43%	-	-1	+1
<b>Q16c.</b> When things go wrong, my agency uses this as an opportunity to review, learn, and improve the management of similar risks		51%	-6 ↓	-5 ↓	-5 ↓
<b>Q16d.</b> My agency is committed to creating a diverse workforce (e.g. gender, age, cultural and linguistic background, disability, Aboriginal and Torres Strait Islander, LGBTIQ+)		67%	+5 ↑	-1	-1
<b>Q16e.</b> Personal background is not a barrier to success in my agency (e.g. cultural background, age, disability, sexual orientation, gender etc.)		68%	+3	-1	-1
<b>Q16h.</b> I am confident in relating my agency's Reconciliation Action Plan to my work		50%	-	+6 ↑	+7 ↑
<b>Q16i.</b> I am satisfied with the cultural learning opportunities within my agency		68%	-	+11 ↑	+11 ↑
<b>Q17c.</b> I feel the level of stress in my job is appropriate		52%	-	+9 ↑	+10 ↑

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





# OTHER QUESTIONS



THESE PAGES SHOW ADDITIONAL QUESTIONS THAT WERE ASKED OF ALL PUBLIC SECTOR EMPLOYEES, THAT ARE NOT INCLUDED IN THE SURVEY INDICES SHOWN ON THE PREVIOUS PAGES.

THE RESULTS OUTLINE THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

REVIEW THESE QUESTIONS FOR ADDITIONAL CONTEXT AND INSIGHTS THAT MAY WARRANT FURTHER INVESTIGATION OR ACTION.

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
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<b>Q17e.</b> I feel comfortable discussing my mental health and wellbeing with my manager		<b>61%</b>	-	+8	+10
<b>Q20a.</b> I feel a connection with the public sector values		<b>82%</b>	-	+8	+9
<b>Q20b.</b> In my workgroup our everyday actions are guided by the Public Sector Values		<b>69%</b>	-	+5	+5
<b>Q28.</b> I believe action will be taken on the results from this survey by the sector		<b>37%</b>	+2	+3	+5
<b>Q29.</b> I believe action will be taken on the results from this survey by my agency		<b>39%</b>	-	+4	+6

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q14a.</b> I have a current performance and development plan that sets out my individual objectives		<b>851</b>				
Yes		<b>742</b>	<b>87%</b>	+1	+8	+8
No		<b>109</b>	<b>13%</b>	-1	-8	-8

## KEY

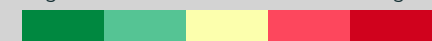


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree





THE 2021 SURVEY ASKED QUESTIONS ABOUT HOW EFFECTIVELY AGENCIES MANAGED THE CHANGES REQUIRED AS A RESULT OF COVID-19.

REVIEW THE RESULTS AND IDENTIFY SPECIFIC AREAS OF ACTION THAT MAY BE REQUIRED AS A RESULT - WHAT DO YOU NEED TO FOCUS ON FOR IMPROVEMENT?

REFLECT ON THIS INFORMATION TO UNDERSTAND HOW EMPLOYEES FEEL YOUR AGENCY WAS ABLE TO RAPIDLY ADAPT TO THE COVID-19 SITUATION. THIS CAN BE USED TO INFORM FUTURE ACTIONS REQUIRED WHEN OUR EXTERNAL CIRCUMSTANCES CHANGE.

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
--	----------------	------------	---------------------------	--	---------------------------------------

<b>Q18a.</b> I believe my agency provided sufficient resources and arrangements to help me feel safe (e.g. physical distancing measures, working from home arrangements, face masks, hand sanitiser)		<b>87%</b>	-	+10	+11
<b>Q18b.</b> My manager provided me with sufficient direction about my priorities		<b>82%</b>	-	+10	+11
<b>Q18c.</b> I was satisfied with the communications I received from senior managers about changes impacting my work		<b>74%</b>	-	+8	+10
<b>Q18d.</b> During this time, I felt that my manager cared about my wellbeing (if you have more than one manager, consider the manager who you report to most frequently)		<b>81%</b>	-	+11	+12
<b>Q18e.</b> I felt that my workgroup went the extra mile to support each other		<b>77%</b>	-	+2	+3

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q18f.</b> Were you mobilised to another agency or another role within your agency because of COVID-19 requirements?		<b>899</b>				
Yes		<b>25</b>	<b>3%</b>	-	-6	-6
No		<b>861</b>	<b>96%</b>	-	+7	+8
Not sure		<b>13</b>	<b>1%</b>	-	-1	-1

## KEY

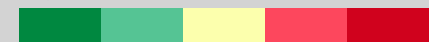


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



# RECRUITMENT AND RETENTION



THESE QUESTIONS GIVE YOU VALUABLE INSIGHT INTO THE REASONS YOUR EMPLOYEES JOINED THE PUBLIC SECTOR, AND THEIR REASONS FOR WANTING TO STAY OR LEAVE.

WHAT DOES THIS TELL YOU ABOUT YOUR CURRENT EMPLOYEE VALUE PROPOSITION?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q21.</b> Which of the following describes why you joined the public sector? [Multiple Response]		<b>2782</b>				
Type of work offered		<b>627</b>	<b>23%</b>	+23	+2	+2
Job security and stability		<b>444</b>	<b>16%</b>	-4	-4	-4
Service to the general public		<b>349</b>	<b>13%</b>	+13	-3	-3
<b>T</b> The work aligned with my job skills/experience		<b>614</b>	<b>22%</b>	+11	+2	+3
The department I work for		<b>244</b>	<b>9%</b>	-3	+2	+2
Geographical location		<b>199</b>	<b>7%</b>	-13	0	0
Remuneration		<b>119</b>	<b>4%</b>	-4	-1	-1
Workplace culture		<b>129</b>	<b>5%</b>	+1	0	+1
Other		<b>57</b>	<b>2%</b>	0	+1	+1
<b>Q22.</b> Which of the following statements best reflect your working life intentions?		<b>875</b>				
I want to stay in my agency long-term		<b>737</b>	<b>84%</b>	-	+8	+7
I want to leave my agency but stay in the public sector		<b>75</b>	<b>9%</b>	-	-8	-7
I want to leave the public sector		<b>63</b>	<b>7%</b>	-	0	0

**KEY**

**T** TEXT CHANGE SINCE 2018 SURVEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# RECRUITMENT AND RETENTION



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WHAT DOES THIS TELL YOU ABOUT YOUR CURRENT EMPLOYEE VALUE PROPOSITION?

IS THERE ROOM FOR IMPROVEMENT?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q23a.</b> Which of the following describes your reasons for wanting to stay? [Multiple Response]	<b>3864</b>				
Long term career progression	218	6%	-	-2	-2
Type of work offered	534	14%	-	+1	+1
Employment conditions	413	11%	-	+1	+1
Job security and stability	424	11%	-	-3	-3
Service to the general public	341	9%	-	-1	-2
The work aligns with my job skills/experience	537	14%	-	+1	+1
The department I work for	331	9%	-	+2	+2
Geographical location	211	5%	-	0	0
Remuneration	137	4%	-	-1	-1
Workplace culture	244	6%	-	+1	+1
Confidence in immediate manager	305	8%	-	+1	+1
Confidence in senior management	123	3%	-	0	0
Other	46	1%	-	0	0

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# RECRUITMENT AND RETENTION



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WHAT DOES THIS TELL YOU ABOUT YOUR CURRENT EMPLOYEE VALUE PROPOSITION?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q23b.</b> Which of the following best describes when you intend to leave?		<b>137</b>				
I want to leave within 12 months		<b>40</b>	<b>29%</b>	-	-10 ↓	-9 ↓
I want to leave within 1-2 years		<b>32</b>	<b>23%</b>	-	-3	-3
I want to leave within 2-5 years		<b>44</b>	<b>32%</b>	-	+9 ↑	+8 ↑
I want to leave within 5+ years		<b>21</b>	<b>15%</b>	-	+5 ↑	+5 ↑

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# RECRUITMENT AND RETENTION



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WHAT DOES THIS TELL YOU ABOUT YOUR CURRENT EMPLOYEE VALUE PROPOSITION?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q23c.</b> Which of the following describe your reasons for wanting to leave? [Multiple Response]		<b>513</b>				
<b>T</b> There is a lack of future career opportunities		<b>72</b>	<b>14%</b>	-11 ⬇	+3	+3
I want to try a different type of work or I am seeking a career change		<b>37</b>	<b>7%</b>	-5 ⬇	0	0
I am not fulfilled by the role I am in		<b>54</b>	<b>11%</b>	+11 ⬆	+1	+1
<b>T</b> My expectations have not been met		<b>33</b>	<b>6%</b>	-6 ⬇	+1	+1
I am pursuing the next phase in my life/career journey		<b>49</b>	<b>10%</b>	+10 ⬆	+1	+1
My workload is not manageable		<b>26</b>	<b>5%</b>	+5 ⬆	-1	-2
I am not satisfied with my employment conditions		<b>20</b>	<b>4%</b>	+4	-2	-2
The work does not fully utilise my skills and abilities		<b>51</b>	<b>10%</b>	+10 ⬆	+2	+2
I do not like the workplace culture		<b>49</b>	<b>10%</b>	0	0	0
There is a lack of job security		<b>19</b>	<b>4%</b>	+4	+1	+1
I lack confidence in senior managers		<b>44</b>	<b>9%</b>	+9 ⬆	-1	-1
I am not satisfied with my current manager		<b>20</b>	<b>4%</b>	+4	-2	-2
Experiences of bullying, harassment or discrimination		<b>13</b>	<b>3%</b>	+3	-4	-4
Other		<b>26</b>	<b>5%</b>	+5 ⬆	+1	+1

**KEY**

**T** TEXT CHANGE SINCE 2018 SURVEY

⬆ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

⬇ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR AGENCY / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q24.</b> During the last 12 months, have you witnessed harassment (including sexual harassment) or bullying in your current workplace?	<b>890</b>				
Yes	158	18%	-10 ↓	-11 ↓	-12 ↓
No	659	74%	+11 ↑	+12 ↑	+13 ↑
Not sure	73	8%	-1	-1	-1
<b>Q24a.</b> What did you do in response to the bullying and harassment you witnessed? [Multiple Response]	<b>312</b>				
Submitted a report through the agency's formal WHS system	2	1%	-	-3	-3
Approached the person and asked them to stop	25	8%	-	-3	-3
Approached the victim and offered support	66	21%	-	-2	-2
Took leave	12	4%	-	-1	-1
Left the role/team/agency	6	2%	-	0	0
Sought support from a colleague	51	16%	-	+1	+1
Sought support from a manager	60	19%	-	+3	+3
Accessed counselling through the agency's Employee Assistance Program	20	6%	-	+2	+2
Accessed professional help	16	5%	-	+1	+1
Lodged a grievance or complaint	4	1%	-	-3	-3
Nothing	30	10%	-	+4	+4
Other	20	6%	-	+2	+2

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR AGENCY / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q25.</b> During the last 12 months, have you been subjected to harassment (including sexual harassment) or bullying in your current workplace?		<b>887</b>				
	Yes	97	11%	-2	-7 ↓	-7 ↓
	No	728	82%	+2	+6 ↑	+7 ↑
	Not sure	62	7%	0	+1	+1
<b>Q25a.</b> What type of harassment or bullying did you experience? [Multiple Response]		<b>182</b>				
<b>T</b>	Physical behaviour (e.g. assault, aggressive body language)	14	8%	+5 ↑	0	0
	Sexual harassment	5	3%	0	0	0
	Cyberbullying (e.g. harassment via IT or the spreading of gossip/materials intended to defame or humiliate)	7	4%	-1	0	0
<b>T</b>	Verbal abuse (e.g. offensive language, derogatory remarks, threats, shouting or screaming)	46	25%	-2	-3	-3
	'Initiations' or pranks	6	3%	+1	+1	+1
	Interference with your personal property or work equipment	4	2%	-3	-2	-2
	Interference with work tasks (i.e. withholding needed information, undermining or sabotage)	47	26%	-5 ↓	+2	+2
	Inappropriate and unfair application of work policies or rules (e.g. perf mgmt, access to leave, access to L&D)	34	19%	+3	+1	+1
	Other	19	10%	+2	+1	+1

**KEY**

**T** TEXT CHANGE SINCE 2018 SURVEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR AGENCY / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q25b.</b> Who was responsible for the harassment or bullying? [Multiple Response]	<b>138</b>				
Someone more junior than you	8	6%	-7 ↓	-1	-1
Client, customer or stakeholder	10	7%	-11 ↓	+1	+1
<b>T</b> Co-worker	29	21%	-3	-5 ↓	-6 ↓
A group of co-workers	13	9%	-15 ↓	+1	+1
Contractor	0	0%	-2	-1	-1
Consultant/service provider	1	1%	-7 ↓	-1	-1
Representative of another South Australian Public Sector agency	2	1%	-5 ↓	+1	+1
Your current manager	22	16%	+15 ↑	-1	-1
A previous manager	19	14%	+11 ↑	+4	+4
Someone more senior than you (other than your manager)	32	23%	+22 ↑	+1	+2
Minister or ministerial adviser	0	0%	-2	0	0
Unknown	2	1%	+1	+1	+1

**KEY**

**T** TEXT CHANGE SINCE 2018 SURVEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR AGENCY / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q25c. What did you do in response to the bullying and harassment you experienced? [Multiple Response]</b>	<b>194</b>				
Lodged an internal grievance or complaint	5	3%	-	-5 ↓	-6 ↓
Lodged an external complaint (e.g. with the Equal Opportunity Commission, SafeWork SA or the ICAC)	1	1%	-	-1	-1
Took leave	21	11%	-	+1	+1
Submitted a workers compensation claim	0	0%	-	-1	-1
Left the role/team/agency	6	3%	-	-1	-1
Accessed counselling through the agency's Employee Assistance Program (EAP)	19	10%	-	+3	+3
Accessed professional help (other than EAP)	12	6%	-	-1	-1
Sought support from my manager	43	22%	-	+6 ↑	+6 ↑
Sought support from a colleague	43	22%	-	+1	+1
Approached the person and asked them to stop	16	8%	-	-1	-1
Nothing	14	7%	-	-1	-1
Other	14	7%	-	+1	+1

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR AGENCY / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q25d.</b> Was your complaint resolved to your satisfaction?					
Yes	The data for this question has been hidden for anonymity reasons.				
No	The data for this question has been hidden for anonymity reasons.				
Unsure	The data for this question has been hidden for anonymity reasons.				
The complaint is still being processed	The data for this question has been hidden for anonymity reasons.				

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# BULLYING AND HARASSMENT



THESE RESULTS GIVE YOU INSIGHT INTO THE EXTENT TO WHICH BULLYING AND HARASSMENT HAVE BEEN EXPERIENCED OR OBSERVED IN YOUR AGENCY / TEAM.

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q25e. Why did you not lodge one? [Multiple Response]</b>	<b>256</b>				
The matter was resolved informally	11	4%	-	0	0
It could affect my career	39	15%	-	+1	+1
It could affect my working relationships	39	15%	-	-3	-3
Managers accepted the behaviour	26	10%	-	0	0
I did not trust that action would be taken	53	21%	-	0	0
I didn't think anyone would believe me	9	4%	-	-1	-1
I did not have enough evidence	13	5%	-	0	0
I did not think the harassment/bullying was serious enough	16	6%	-	0	0
I did not know how to report it	13	5%	-	+1	+1
I thought the reporting process was too difficult	9	4%	-	0	0
I thought that action would be too slow	9	4%	-	0	0
Other	19	7%	-	+1	+1

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DISCRIMINATION



THESE RESULTS GIVE YOU INSIGHT INTO EXPERIENCES OF DISCRIMINATION IN THIS AGENCY / TEAM

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q26.</b> During the last 12 months, in your current agency, have you personally experienced workplace discrimination?	<b>888</b>				
No	<b>747</b>	<b>84%</b>	-	+2	+3
Yes, from people in my agency	<b>51</b>	<b>6%</b>	-	-3	-4
Yes, from people outside my agency	<b>11</b>	<b>1%</b>	-	0	0
Don't know	<b>79</b>	<b>9%</b>	-	+1	+1

**KEY**

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DISCRIMINATION



THESE RESULTS GIVE YOU INSIGHT INTO EXPERIENCES OF DISCRIMINATION IN THIS AGENCY / TEAM

WHAT ACTION DO YOU NEED TO TAKE IN RESPONSE TO THESE RESULTS?

	RESPONSE SCALE	RESPONSES	%	VARIANCE FROM 2018 SURVEY	VARIANCE FROM SA PUBLIC SECTOR OVERALL	VARIANCE FROM LARGE AGENCIES (> 1000)
<b>Q26a.</b> What was the type of discrimination you experienced? [Multiple Response]		<b>96</b>				
Age		<b>20</b>	<b>21%</b>	-	+6	+6
Breastfeeding		<b>0</b>	<b>0%</b>	-	0	0
Caring responsibilities		<b>4</b>	<b>4%</b>	-	-2	-2
Disability/impairment		<b>3</b>	<b>3%</b>	-	0	0
Gender identity/gender history		<b>5</b>	<b>5%</b>	-	0	0
Marital status		<b>1</b>	<b>1%</b>	-	-1	-1
Part-time work status		<b>8</b>	<b>8%</b>	-	0	0
Political conviction including trade union activity		<b>0</b>	<b>0%</b>	-	-2	-2
Pregnancy including maternity/paternity leave status		<b>3</b>	<b>3%</b>	-	+1	+1
Race/cultural background		<b>16</b>	<b>17%</b>	-	+2	+2
Religious conviction		<b>1</b>	<b>1%</b>	-	0	0
Sex		<b>6</b>	<b>6%</b>	-	-2	-1
Sexual orientation		<b>0</b>	<b>0%</b>	-	-2	-2
Work from home/remote status		<b>8</b>	<b>8%</b>	-	+2	+3
Physical health/mental health challenges (not defined as a disability)		<b>11</b>	<b>11%</b>	-	+2	+2
Other		<b>10</b>	<b>10%</b>	-	-5	-5

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# APPENDIX A: METHODOLOGY

## SURVEY TIMEFRAME

This report contains results for the I WORK FOR SA - Your Voice Survey 2021, which was open from 27 April to 28 May 2021.

## INDEX CALCULATIONS

Where questions have been grouped together to form an index for example Enabling High Performance, this has been calculated by adding the positive scores of all items in the group, and then dividing by the total number of respondents across all questions in the group to create a % positive average figure. For ease of reporting this figure has been rounded. Please note this does not apply to the Engagement Index which has been calculated using the method outlined below.

## EMPLOYEE ENGAGEMENT INDEX

Scores are assigned to each of the question responses in the index (100% Strongly agree, 75% Agree, 50% Neither agree nor disagree, 25% Disagree, and 0% Strongly disagree). Once the scores are added together these are then divided by the number of respondents to create an average % positive. For ease of reporting this figure has been rounded.

## KEY DRIVER ANALYSIS

Experience tells us that a successful response to survey results requires focus on key priorities. Key driver analysis (KDA) helps identify these priority areas. Statistical techniques including factor and regression analysis identifies the factors (groups of questions) and individual questions with the **strongest influence on your engagement index**.

Firstly, **factor analysis** identifies patterns in the survey questions, allowing us to see if a group of questions are measuring the same underlying characteristic(s) (i.e. they belong to the same survey theme). This statistical technique assumes that when questions are answered in a similar way, the employee is thinking about the same underlying theme.

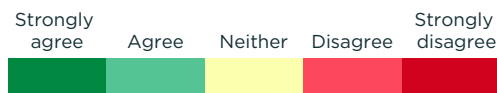
**Regression analysis** is then used to identify questions most likely to influence and drive employee engagement within each theme. This is achieved by developing a statistical model which determines the importance ('weight') of each question on engagement. These weights are used to identify which questions have the most impact on engagement. Once we know the highest impacting factors, to simplify reporting we take the highest impacting questions from the top factors to determine 5 key driver questions.

In order to assist smaller organisations and teams to obtain a set of priorities or 'key drivers' we also use local driver analysis (LDA). This is an automated technique which uses correlation analysis to explore the relationship between the survey questions and engagement. Correlation will rank survey questions, and the top 5 are reported as 'key drivers'. Where a team has less than 20 respondents' drivers are inherited from the parent unit.

# THE FINE PRINT

## % POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

## ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## ANONYMITY

IT IS ENGINE'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS FOR TEAMS WITH LESS THAN 10 WILL NOT RECEIVE AN INDIVIDUAL REPORT. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR GROUP AND THE ORGANISATION OVERALL.