


COMMISSIONER'S EXECUTIVE TEAM (CET) COVER SHEET	
Title	People Matter Survey results
Sponsor	Deputy Commissioner, Corporate Services
Date of Submission	November 4, 2014
Main Purpose	To discuss the People Matter Employee Survey 2014 – Agency Report for NSW Police Force
Relationship to The State Plan	Goal 30
Resources required for Implementation	n/a
Previous CET decision/Existing Policy/Previous initiatives	n/a
Departure From Previous CET Decision	n/a
Political, Government, industrial or other issues arising.	See attached caveat regarding year-to-year comparisons
Other Commands Affected	Organisation wide.
Risks	None identified.
Priority	Normal
Action status	Current

Endorsed by CET member:

Forwarded by the Commissioner as CET agenda item

SIGNED

DATE

Draft Resolution		
The CET notes the content of the People Matter Employee Survey 2014 – Agency Report for NSW Police Force.	AGREE	DISAGREE

A CAVEAT REGARDING THE COMPARISON OF PEOPLE MATTER RESULTS BETWEEN YEARS

Page 3 of the NSW Police Force Agency Report calculates the margin of error for the latest statistics as being 1.7%.

However, this is a purely mathematical calculation which only takes into account the number and variability of responses (2,474 in this case). It does not take into account the low response rate, and thus the capacity for "non-response bias" in the results.

Unfortunately, it is impossible to measure non-response bias. However, some of the figures in the report lead me to believe that our results are significantly affected. On page 8, for example, is a table of questions where our 2014 results are well below our 2012 results. In many cases, nothing in our working environment has changed to the extent that we'd expect a different result now compared to in 2012.

For example, 71% of people now think that people in their workgroup are honest, open and transparent in their dealings, whereas 85% thought so in 2012. Nothing obvious has changed in the real world to cause that drop in the results. (eg. this is not impacted by things like payrises, major law or employment condition changes, etc.). In my view, what we are seeing is just statistical noise.

Consequently, any changes in year-to-year results should be treated with caution.

John Blanchette
Chief Statistician

October 2014

People Matter Employee Survey 2014

Breakdown of results by employment type



Overview

2,474 NSW Police Force employees (a 12% response rate) completed the Public Service Commission's *People Matter Employee Survey* in May 2014. The NSW Police Force Agency Report was provided in October 2014.

Three NSWPF-specific employment type questions were included in the survey:

- Whether the employee was sworn or non-sworn
- Whether the employee worked in metropolitan Sydney or regional NSW
- For sworn staff, whether they were in a general duties or another role.

After the release of the Agency Report, the PSC provided the NSWPF with a spreadsheet containing the breakdown of responses to each survey question for each of the above employment type groups, as well as by gender.

This report presents the results of those breakdowns.

Where there were significant differences (for example, between sworn and non-sworn staff), these are noted in the report. A guide to interpreting these results is included on page 3.

For further information, please contact:

Thara Vardhan
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Performance Improvement and Planning Command
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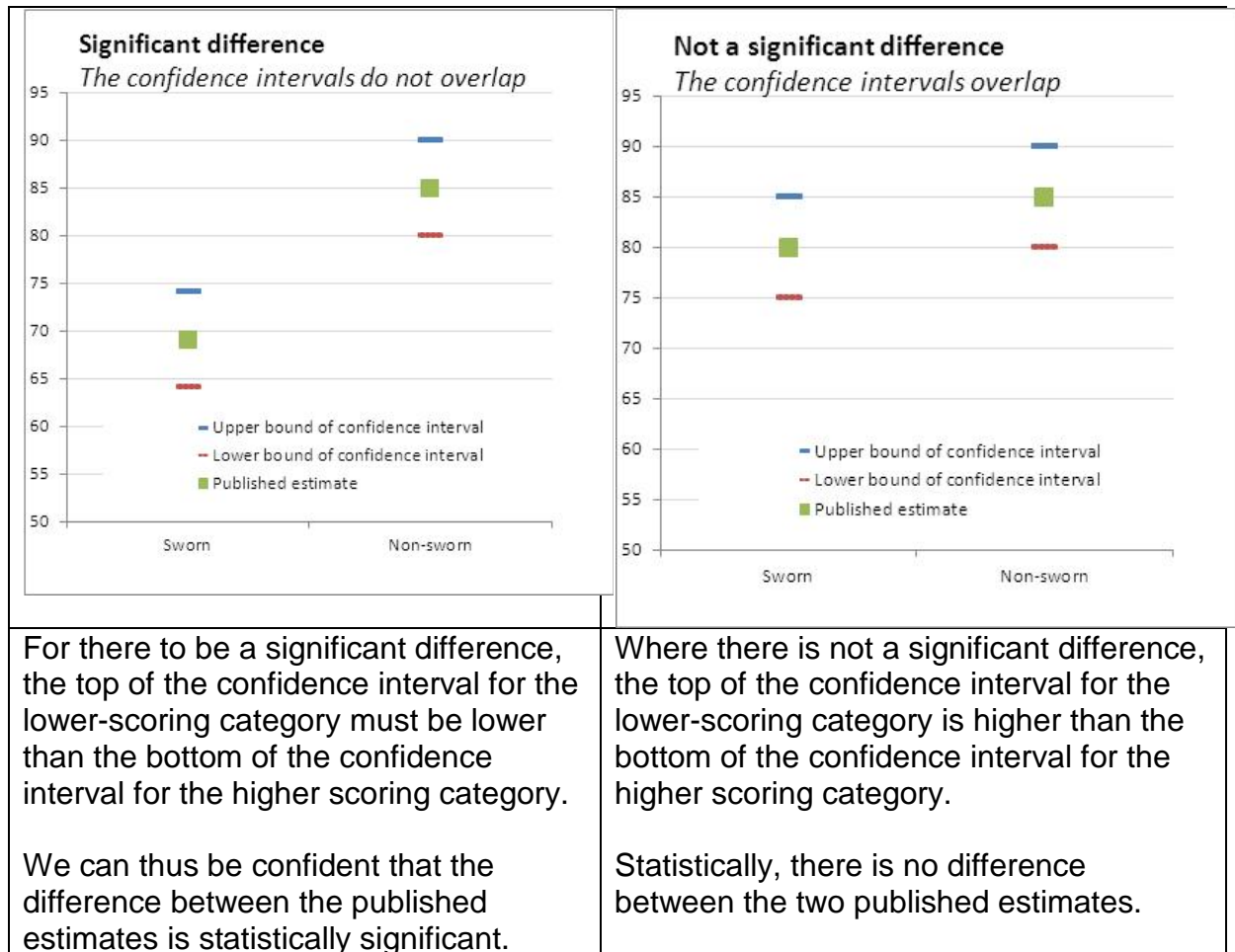
Interpreting the survey results

This report contains results for each People Matter Employee Survey question for each of the following four breakdowns:

- Sworn compared to non-sworn staff (Employment Status)
- Metropolitan Sydney compared to regional NSW (Location)
- (For sworn staff only) General Duties compared to other roles (Current Duties)
- Male compared to female (Gender)

Use of confidence intervals to determine significance

To assess whether there was a statistically significant difference between any of the comparisons, confidence intervals were created. That is, we can be 95% confident that the published estimate is between x and y. The example below illustrates:



A note on non-response bias

It should be noted that the likelihood of non-response bias is very high given the low response rate to the survey.

That is, it is possible that the results may have been different if a higher response rate was achieved, as the views of responding staff may be different to those of staff more generally.

It is not possible to measure non-response bias. However, some of the survey results seem more influenced by this bias than by any real-world influences on staff's views.

Therefore even when statistically significant differences are identified, these results should be treated with caution.

Breakdown of responding staff

The following table compares the percentage contributions for survey respondents against total NSW Police Force staffing numbers:

	% of survey respondents	% of NSWPF staff
Metropolitan Sydney	63%	65%
Sworn	63%	81%
General duties	36%	42%
Female	43%	35%

(a) These breakdowns are only of LAC staff, as included in the 2014 NSW Police Force Annual Report.

Comparisons with the 2012 survey

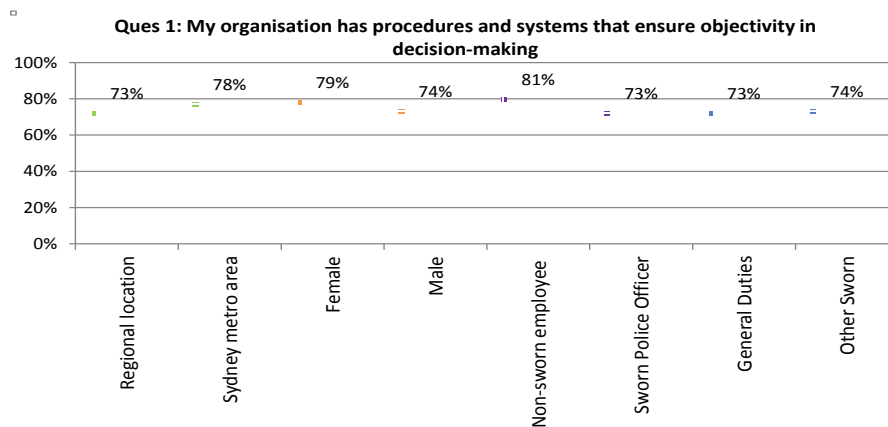
Of the breakdowns included in this report, only gender was captured in the previous 2012 survey.

As no comparisons between surveys are possible for 3 of the 4 groups, gender has not been included here.

A spread sheet-based comparison of results for common questions between the 2012 and 2014 surveys by gender can be made available on request.

SECTION 1: INTEGRITY

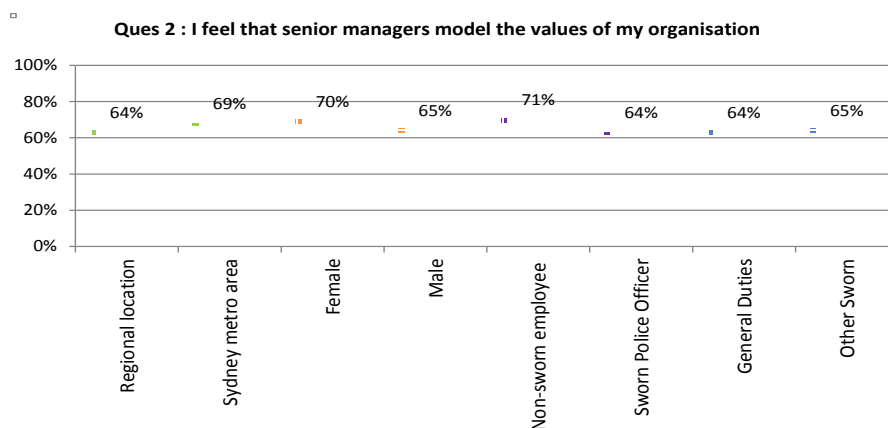
Question1: My organisation has procedures and systems that ensure objectivity in decision-making



Overall 76% of the respondents believed that NSW Police Force as an organisation had procedures and systems that ensure objectivity in decision making.

The difference in responses between Sworn and Non-sworn employees was statistically significant.

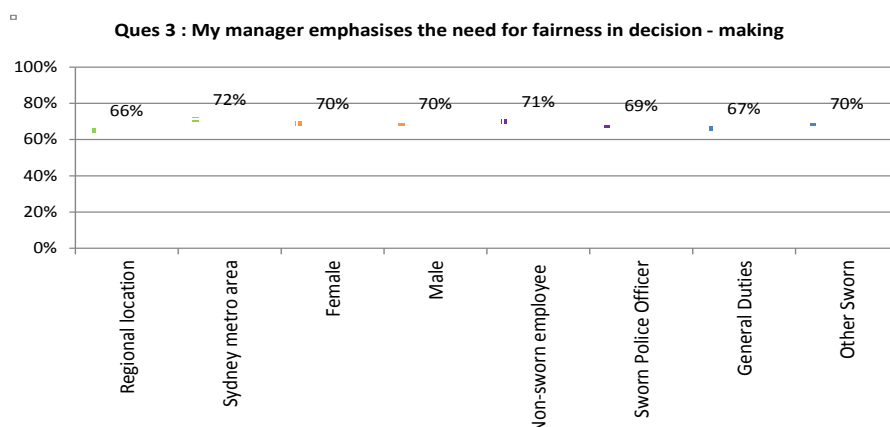
Question 2: I feel that senior managers model the values of my organisation



Overall 67% of the respondents within NSW Police Force believe that the senior managers model the values of the organisation.

The difference in responses between Sworn and Non-sworn employees was statistically significant.

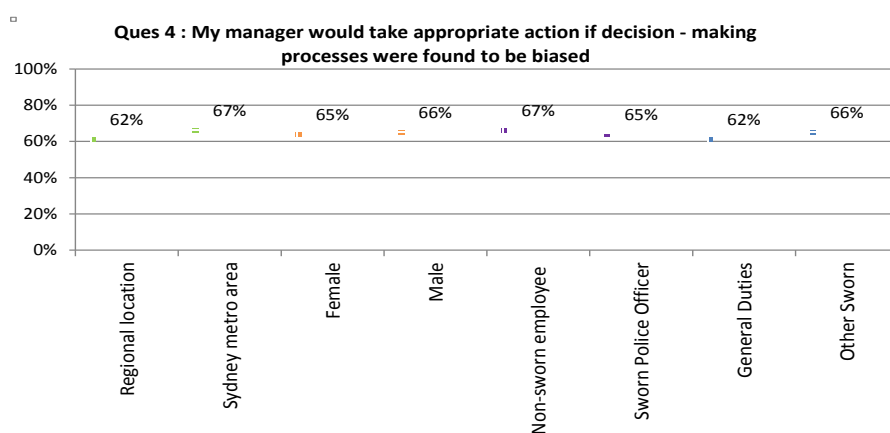
Question 3: My manager emphasises the need for fairness in decision-making



70% of the respondents agreed that their manager emphasised the need for fairness in decision – making.

No significant differences were observed within the groups by employment type.

Question4: My manager would take appropriate action if decision-making processes were found to be biased.



Overall 65% of those surveyed agreed that their manager would take appropriate action if decision-making processes were found to be biased.

No significant differences were observed within the groups by employment type.

Question 5: My manager talks to me about how the values apply to my work

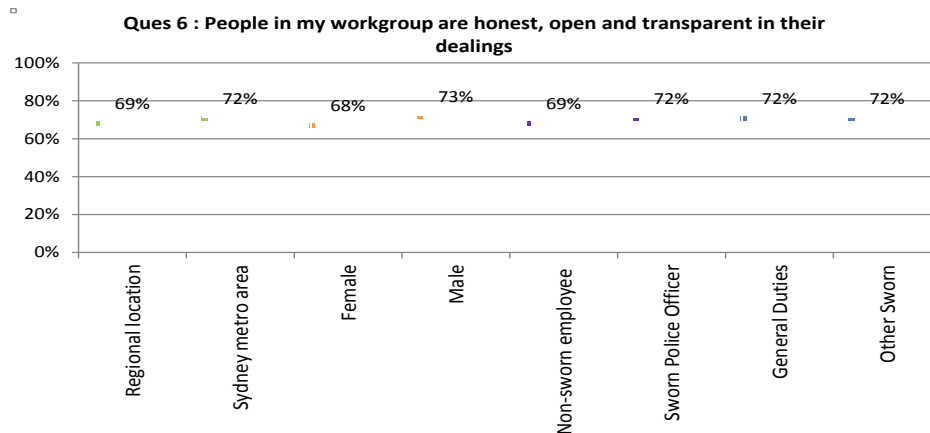
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53% of employees surveyed agreed that their manager talked to them about how the values applied to their work.

No significant differences were observed within the groups by employment type.

Question 6: People in my workgroup are honest, open and transparent in their dealings

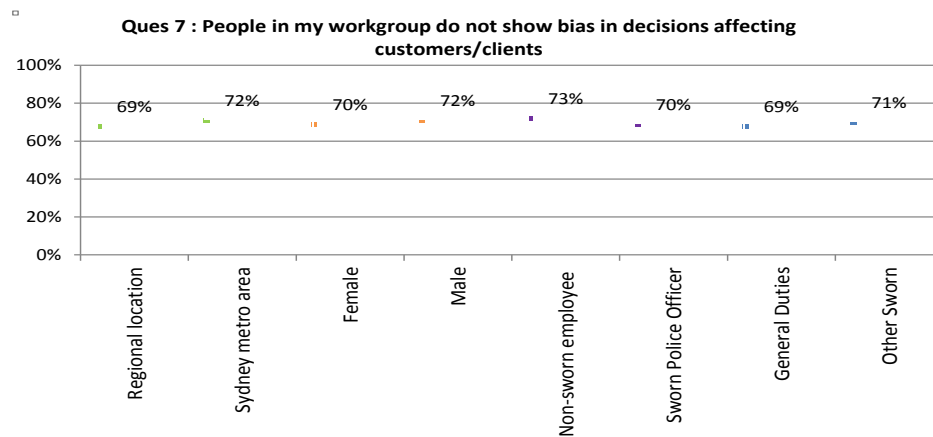
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Overall 71% of employees surveyed agreed that people in their workgroup were honest, open and transparent in their dealings.

No significant differences were observed within the groups by employment type.

Question 7: People in my workgroup do not show bias in decisions affecting customers/clients



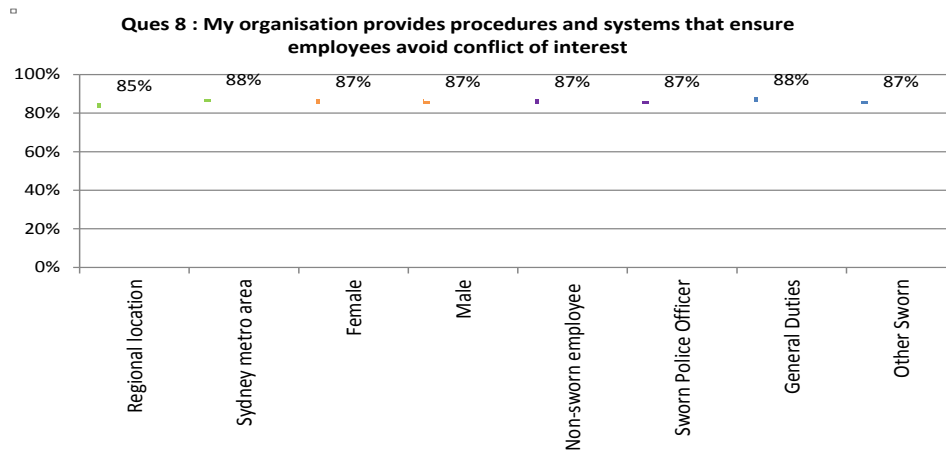
71% of employees surveyed agreed that people in their workgroup did not show bias in decisions affecting customers/clients.

No significant differences were observed within the groups by employment type.

SECTION 2: TRUST

Respondents were asked a number of questions relating to trust in the workplace.

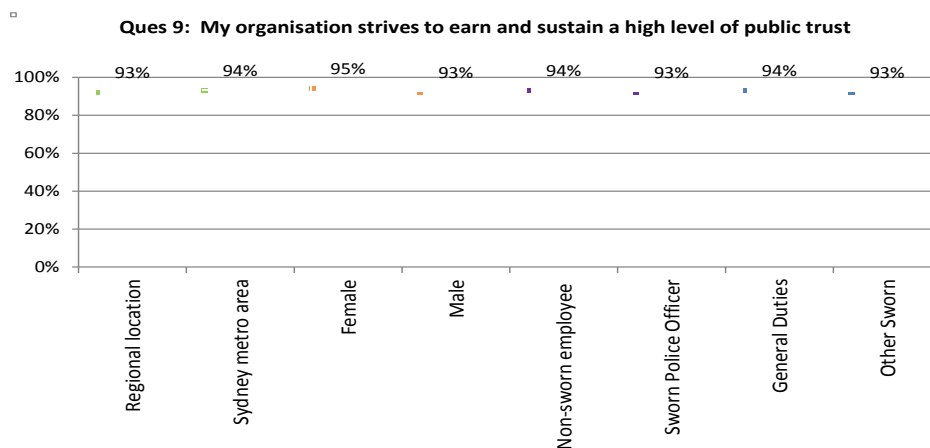
Question 8: My organisation provides procedures and systems that ensure employees avoid conflict of interest



87% of employees agreed that the organisation provided procedures and systems that ensure employees avoid conflict of interest.

No significant differences were observed within the groups by employment type.

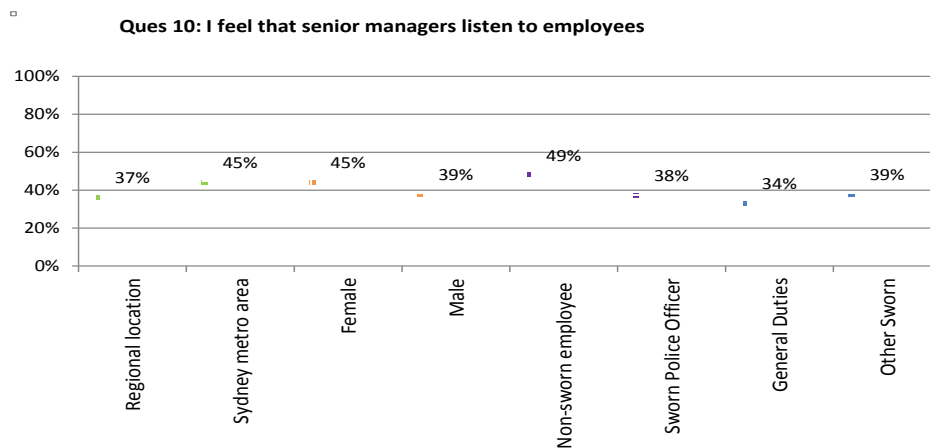
Question 9: My organisation strives to earn and sustain a high level of public trust



Overall 93% of employees surveyed agreed that the organisation strives to earn and sustain a high level of public trust.

No significant differences were observed within the groups by employment type.

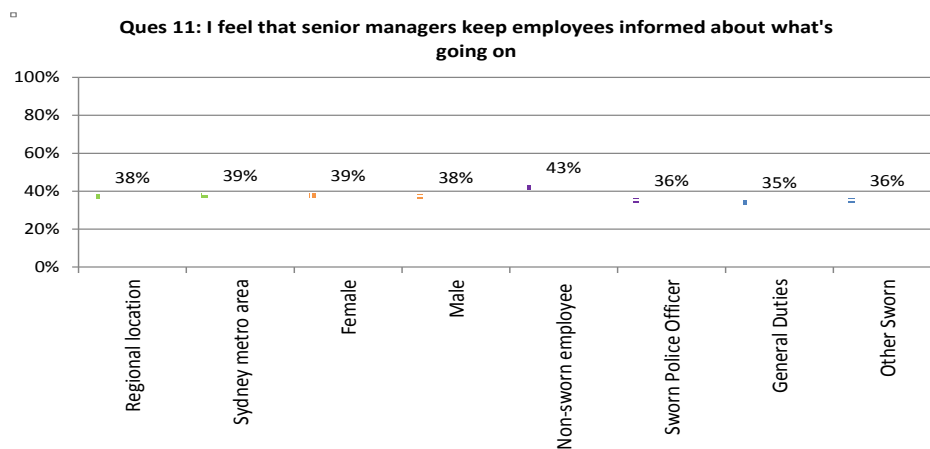
Question 10: I feel that senior managers listen to employees



43% of employees agreed that senior managers listened to employees.

The difference in responses between Sworn and Non-sworn employees was statistically significant.

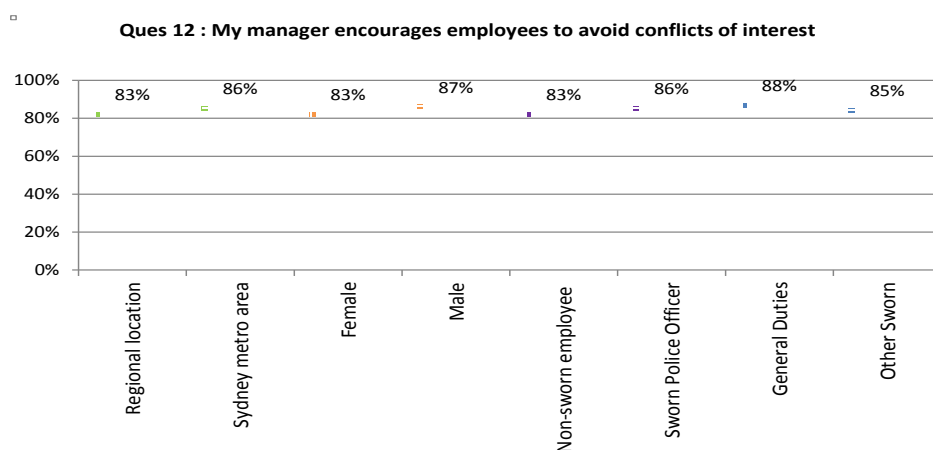
Question 11: I feel that senior managers keep employees informed about what's going on



38% of the respondents felt that senior managers kept employees informed about what is going on.

No significant differences were observed within the groups by employment type.

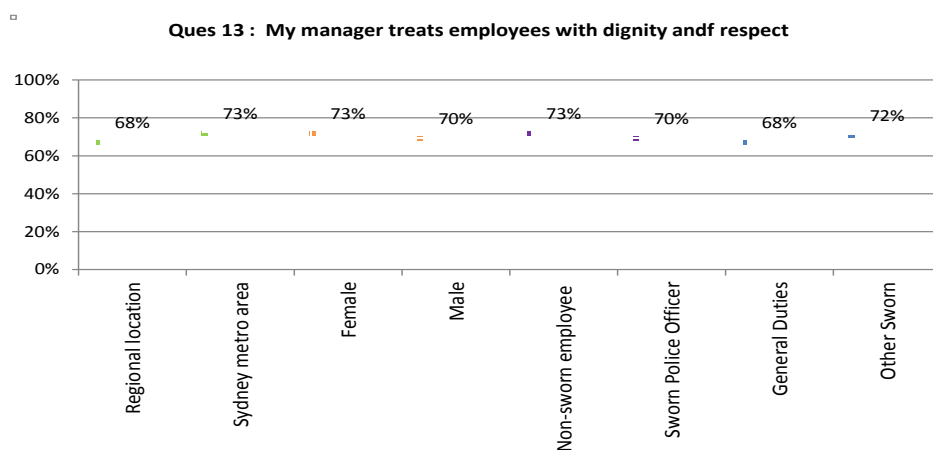
Question 12:



Overall 85% of those surveyed agreed that their manager encouraged employees to avoid conflicts of interest.

No significant differences were observed within the groups by employment type.

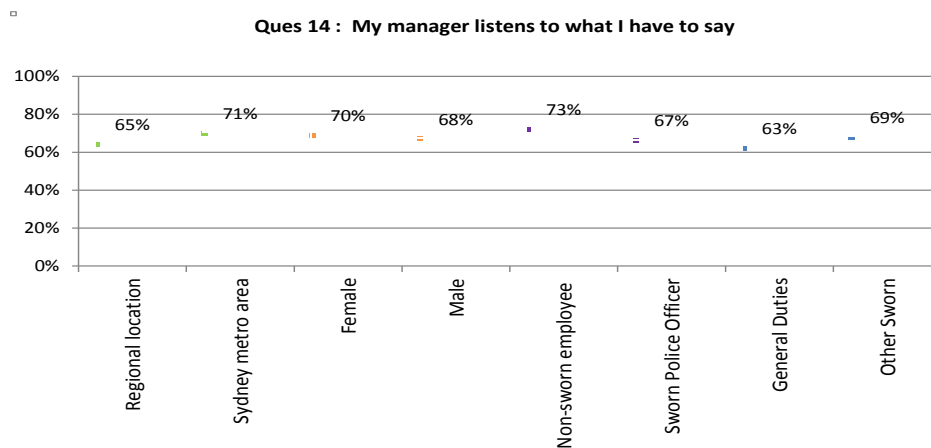
Question 13: My manager treats employees with dignity and respect



71% of respondents agreed that their manager treated employees with dignity and respect.

No significant differences were observed within the groups by employment type.

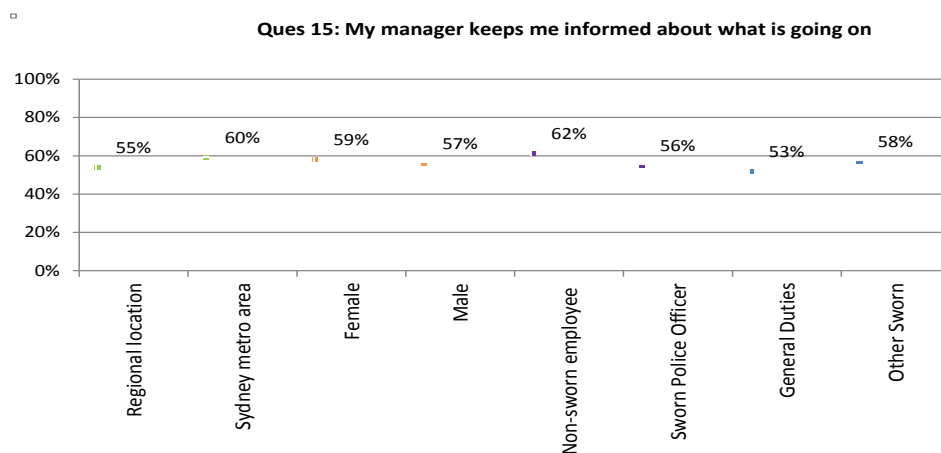
Question 14: My manager listens to what I have to say



69% of employees agreed that their manager listened to what they had to say.

No significant differences were observed within the groups by employment type.

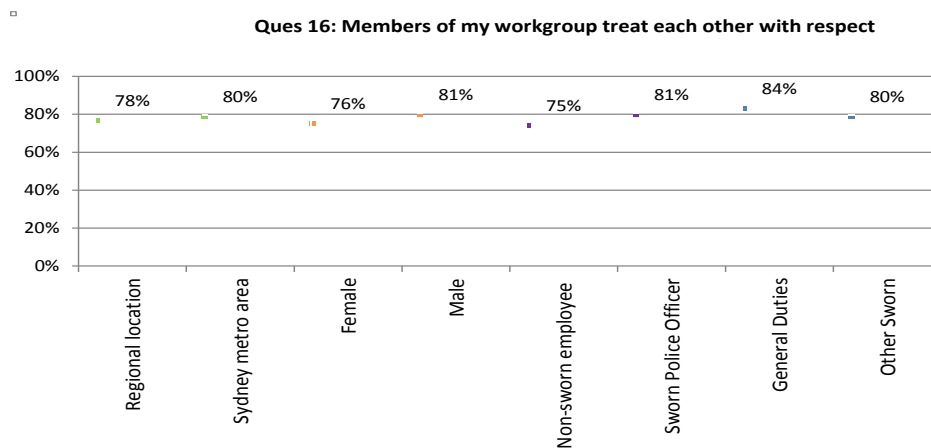
Question 15: My manager keeps me informed about what is going on



Overall 58% of employees agreed that their manager kept them informed about what was going on.

No significant differences were observed within the groups by employment type.

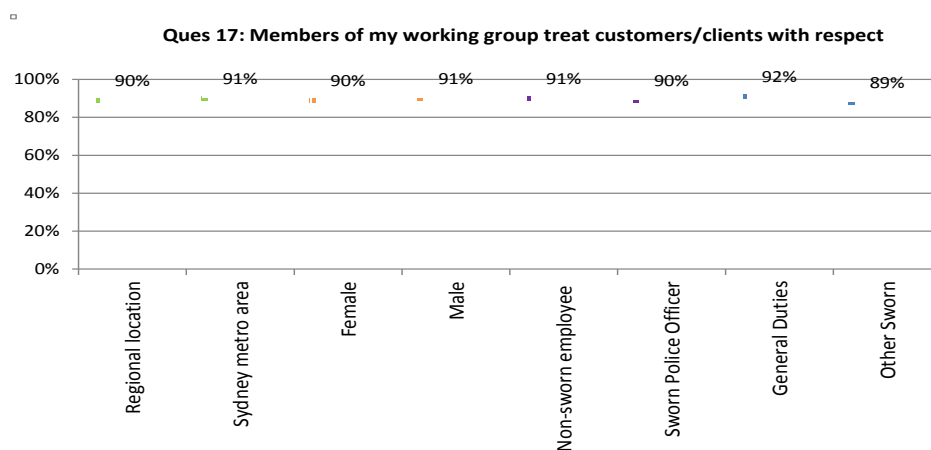
Question 16: Members of my workgroup treat each other with respect



79% of the respondents agreed that members of their group treated each other with respect.

The difference in responses between Sworn and Non-sworn employees was statistically significant.

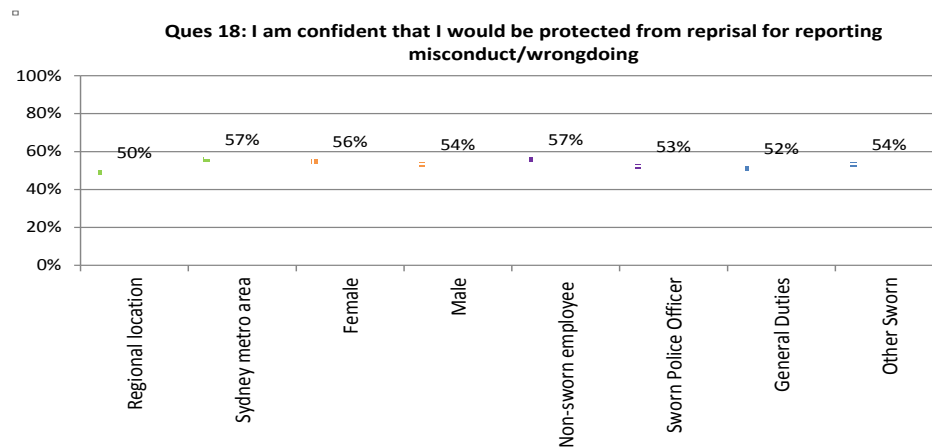
Question 17: Members of my working group treat customers/clients with respect



91% of employees agreed that members of their working group treat customers/clients with respect.

No significant differences were observed within the groups by employment type.

Question 18: I am confident that I would be protected from reprisal for reporting misconduct/wrongdoing

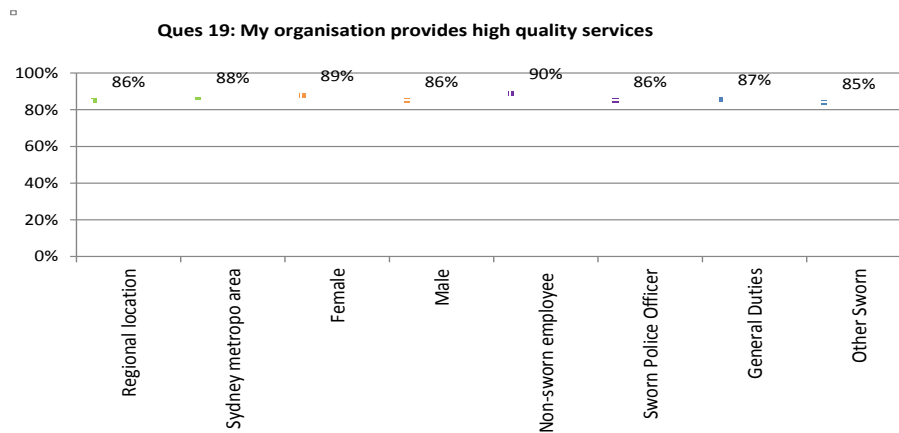


Overall 54% of the respondents were confident that they would be protected from reprisal for reporting wrong doing.

No significant differences were observed within the groups by employment type.

SECTION 3: SERVICE

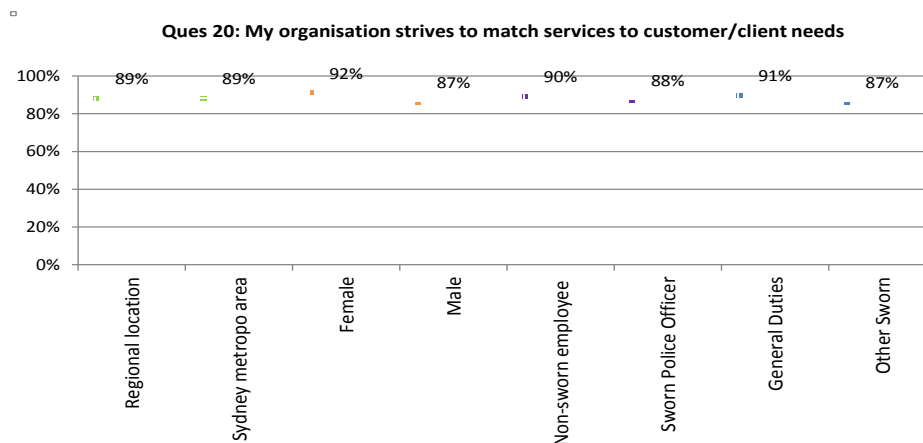
Question 19: My organisation provides high quality services



87% of employees agreed that the NSWPF as an organisation provided high quality services.

The difference in responses between Sworn and Non-sworn employees was statistically significant.

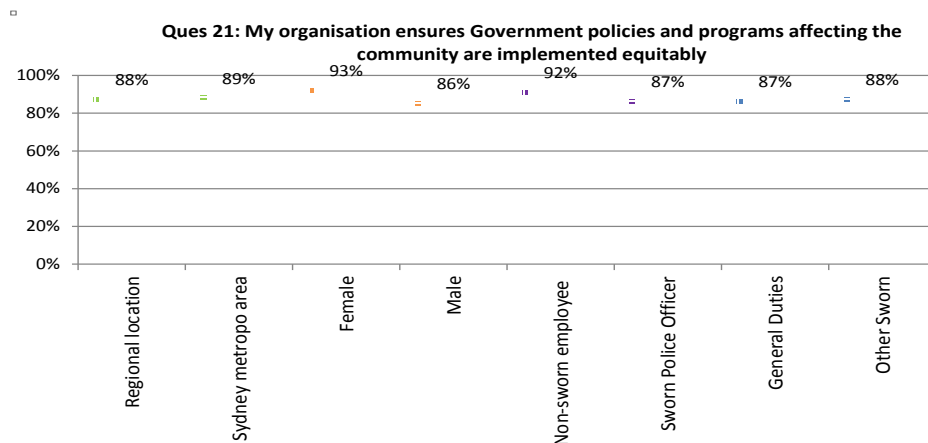
Question 20: My organisation strives to match services to customer/client needs



89% of the respondents agreed that the NSWPF as an organisation strove to match services to customer/client needs.

The difference in responses between Male and Female employees was statistically significant.

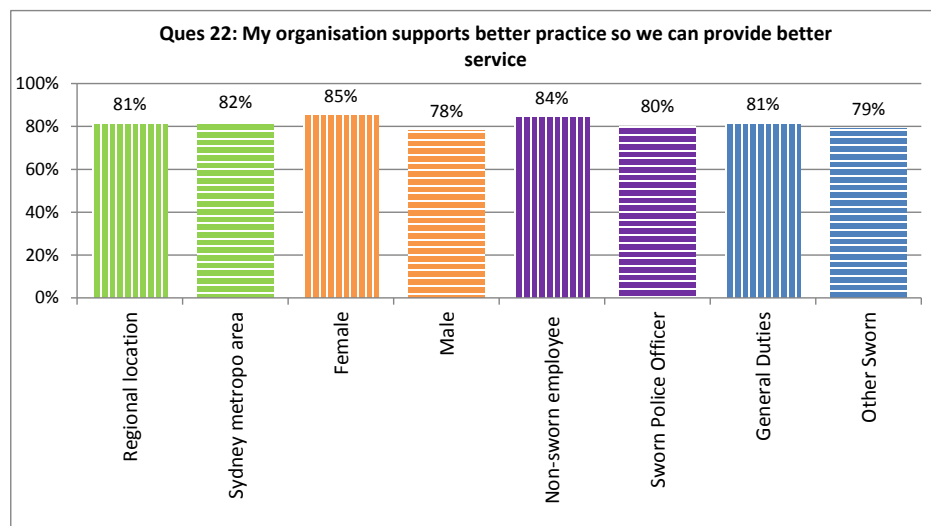
Question 21: My organisation ensures Government policies and programs affecting the community are implemented equitably



Overall 89% of employees agreed that NSWPF as an organisation ensured that Government policies and programs affecting the community were implemented equitably.

The differences in responses between Male and Female employees, and between Sworn and Non-sworn employees, were statistically significant.

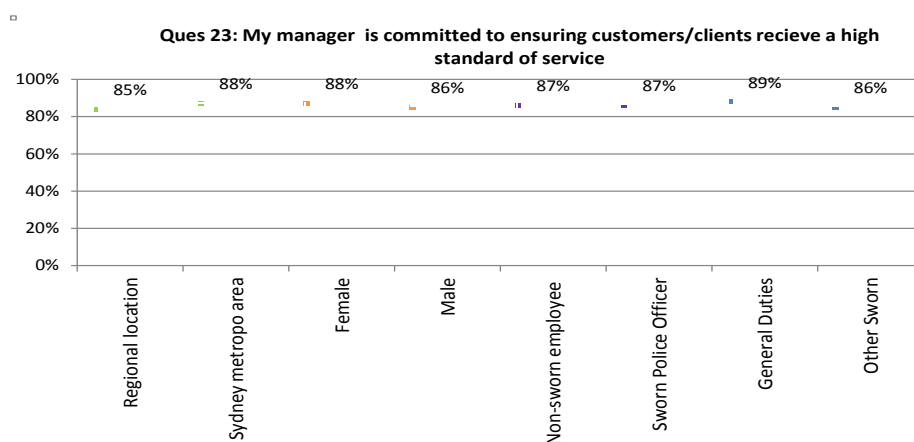
Question 22: My organisation support better practice so we can provide better service



81% responded positively that the NSW Police Force supported better practice so that better service could be provided.

The difference in responses differences between Male and Female officers was statistically significant.

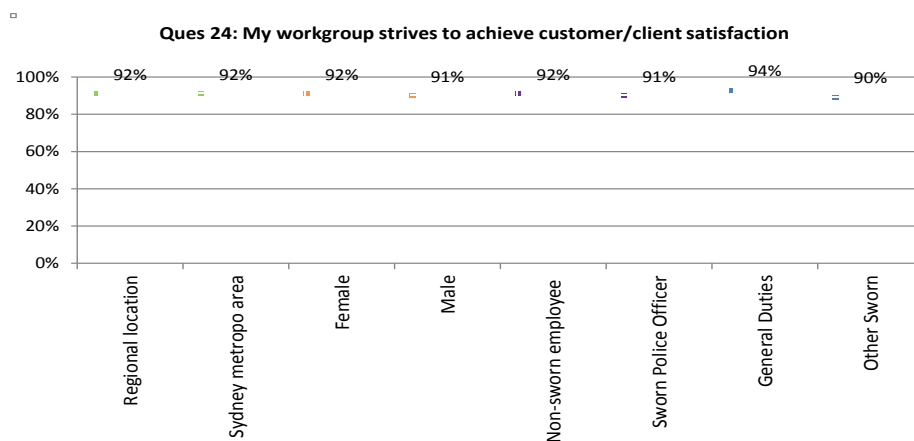
Question 23: My manager is committed to ensuring customers/clients receive a high standard of service



87% agreed that their manager was committed to ensuring customers/clients receive a high standard of service.

No significant differences were observed within the groups by employment type.

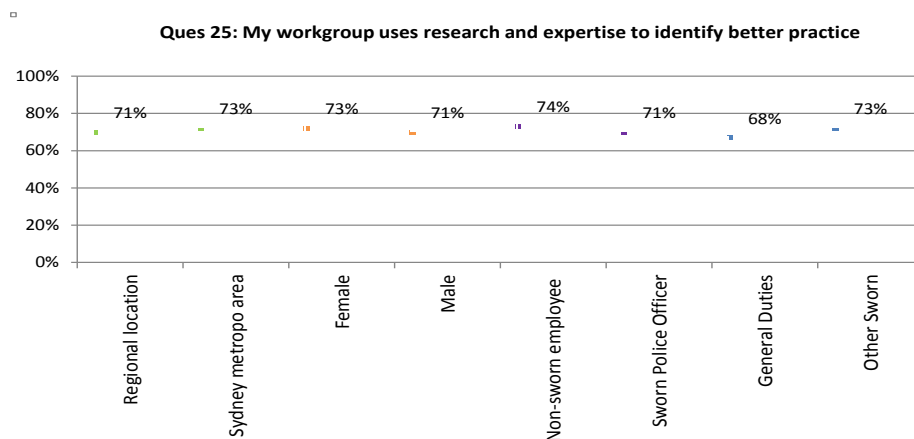
Question 24: My workgroup strives to achieve customer/client satisfaction



92% of employees surveyed agreed that their workgroup strove to achieve customer/client satisfaction.

No significant differences were observed within the groups by employment type.

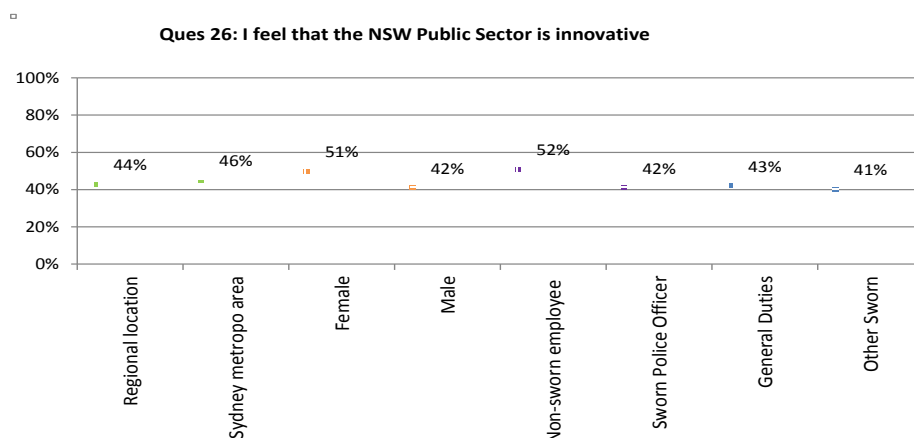
Question 25: My workgroup uses research and expertise to identify better practice



72% of the respondents agreed that their workgroup used research and expertise to identify better practice.

No significant differences were observed within the groups by employment type.

Question 26: I feel that the NSW Public Sector is innovative

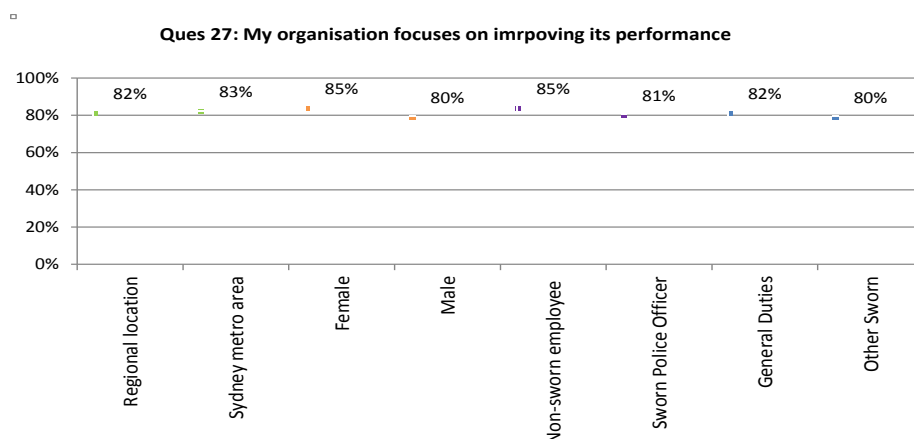


46% of those surveyed agreed that the NSW public sector was innovative.

The differences in responses between Male and Female employees and between Sworn and Non-sworn employees were statistically significant.

SECTION 4: ACCOUNTABILITY

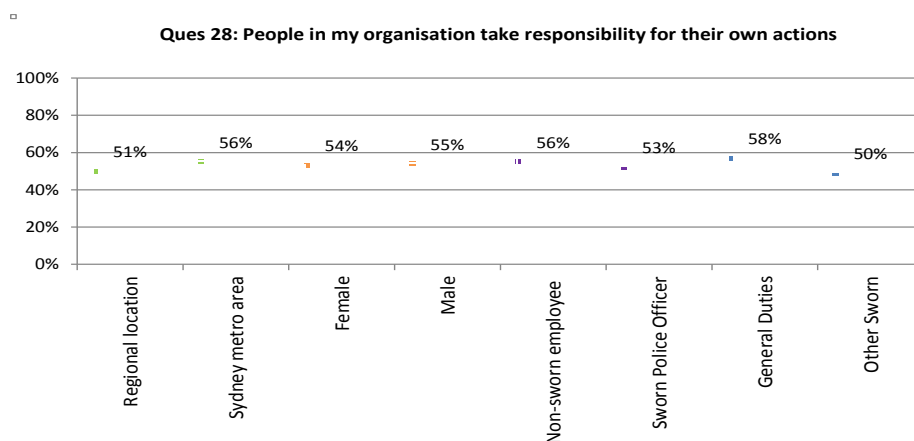
Question 27: My organisation focuses on improving its performance



Overall 83% of employees agreed that NSWPF as an organisation focused on improving its performance.

The difference in responses between Male and Female officers was statistically significant.

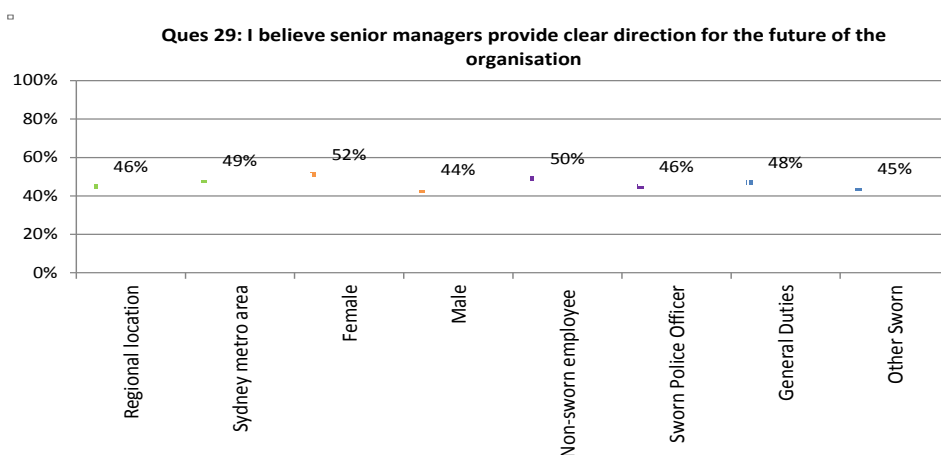
Question 28: People in my organisation take responsibility for their own actions



54% of the respondents felt positive about people in the organisation who took responsibility for their own actions.

No significant differences were observed within the groups by employment type.

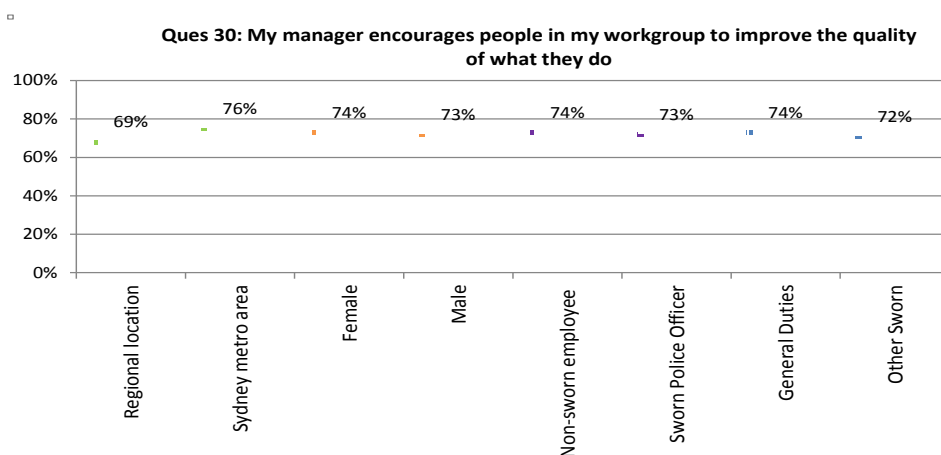
Question 29: I believe senior managers provide clear direction for the future of the organisation



48% of the employees surveyed believed that senior managers provided clear direction for the future of the organisation.

No significant differences were observed within the groups by employment type.

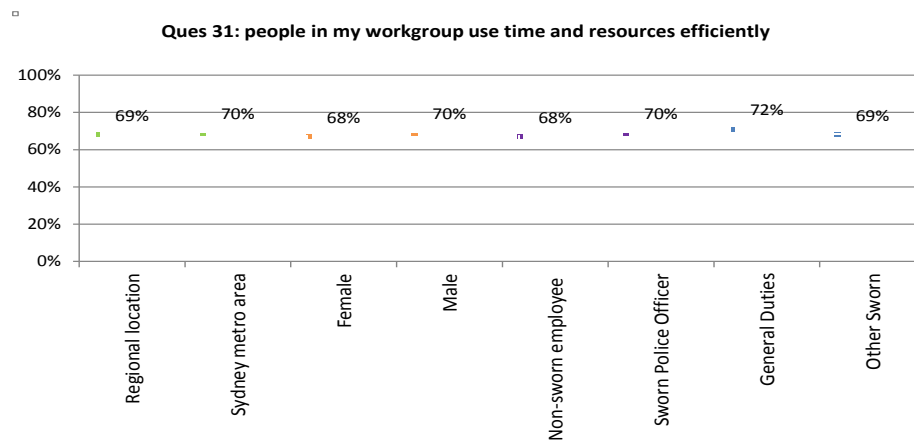
Question 30: My manager encourages people in my workgroup to improve the quality of what they do



Over all 73% of the respondents agreed that their manager encouraged people in the work group to improve the quality of what they did.

No significant differences were observed within the groups by employment type.

Question 31: People in my workgroup use time and resources efficiently

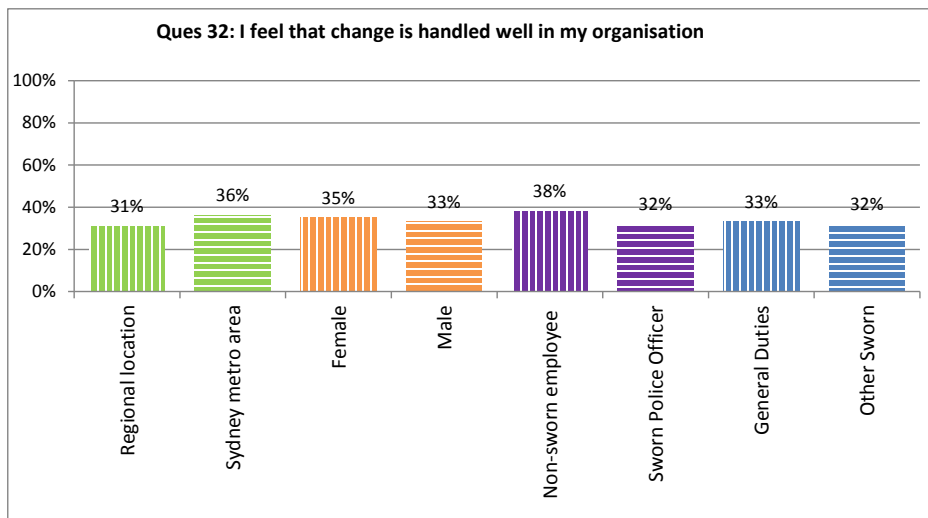


69% of the respondents agreed that people in their workgroup used time and resources efficiently.

No significant differences were observed within the groups by employment type.

SECTION 5: MY ORGANISATION

Question 32: I feel change is handled well in my organisation



34% of the respondents feel that change was handled well in the organisation.

No significant differences were observed within the groups by employment type.

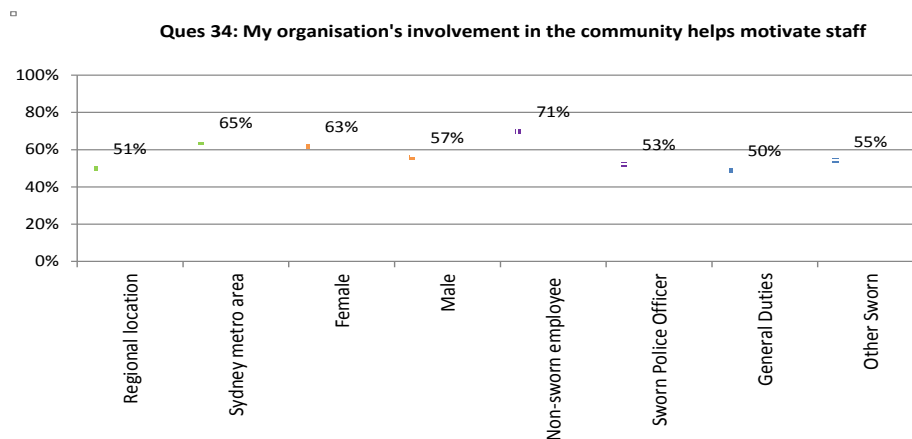
Question 33: My organisation is making the necessary improvements to meet our future challenges



57% of the employees agreed that NSWPF is making the necessary improvements to meet our future challenges.

The differences in responses between Male and Female officers and between Sworn and Non-sworn employees were statistically significant.

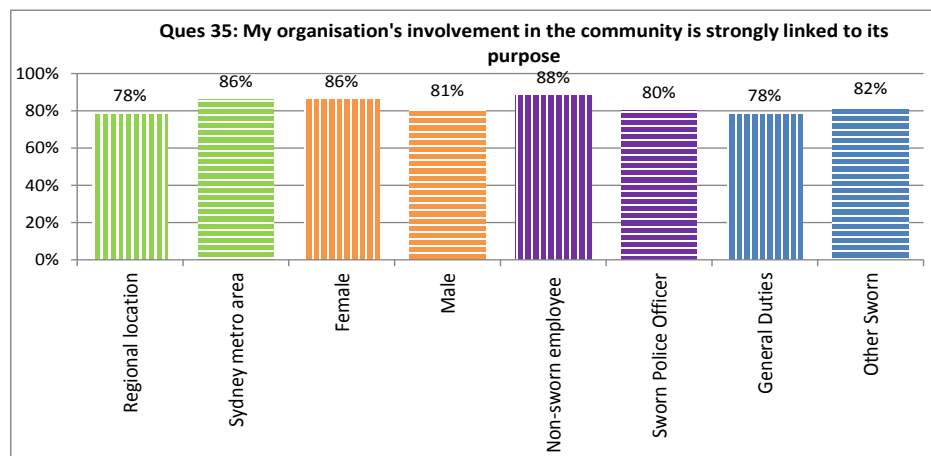
Question 34: My organisation's involvement in the community helps motivate staff



60% of the respondents agreed that NSW Police Force involvement in the community helped motivate staff'.

The differences in responses between Regional location and Sydney metropolitan area and between Sworn and Non-sworn employees were statistically significant.

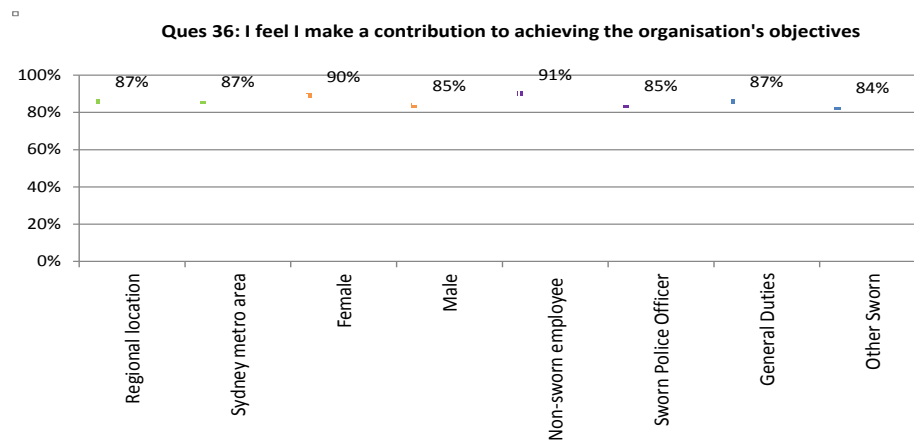
Question 35: My organisation's involvement in the community is strongly linked to its purpose.



Overall 83% agreed that the organisation's involvement in the community was strongly linked to its purpose.

The differences in responses between Regional location and Sydney metropolitan area, between Male & Female employees and between Sworn and Non-sworn were statistically significant.

Question 36: I feel I make a contribution to achieving the organisation's objectives



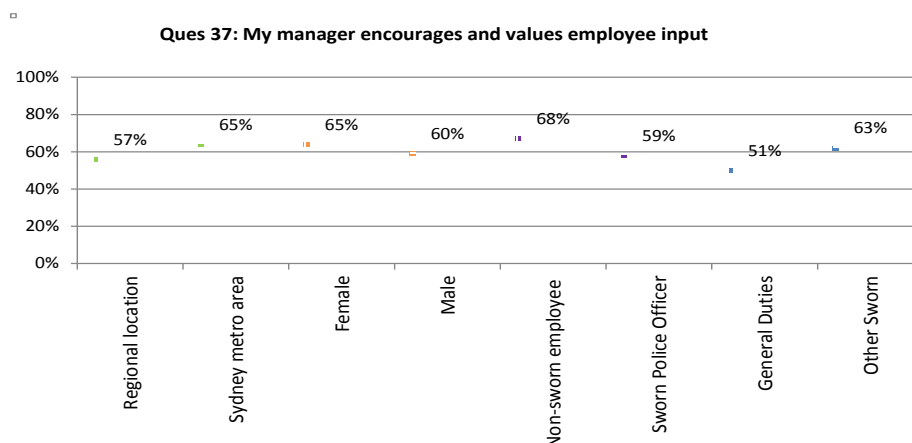
87% of the respondents were positive about 'I feel I make a contribution to achieving the organisation's objectives.

The differences in responses between Male and Female officers and between Sworn and Non-sworn employees were statistically significant.

SECTION 6: MY MANAGER

Respondents were also asked a series of questions about their manager.

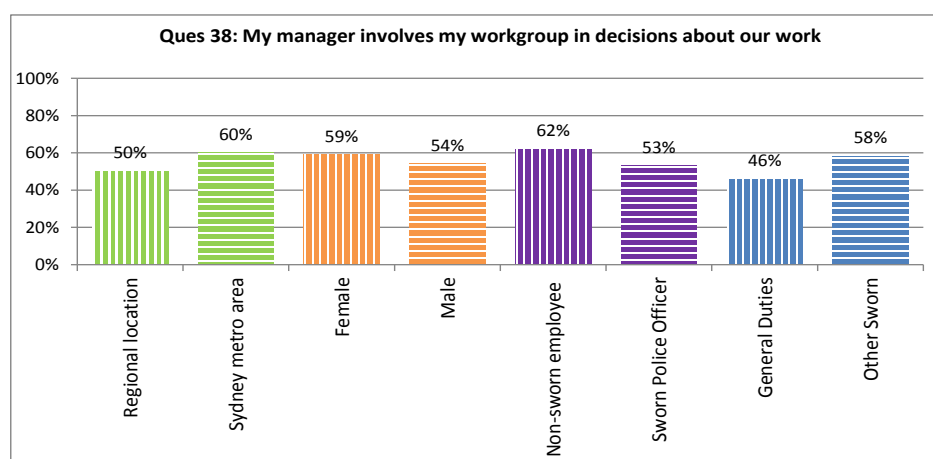
Question 37: My manager encourages and values employee input



62% of the respondents agreed that their manager encouraged and valued employee input.

The differences in responses between Regional location and Sydney metropolitan area, between Sworn and Non-sworn and between General duties & Other Sworn officers were statistically significant.

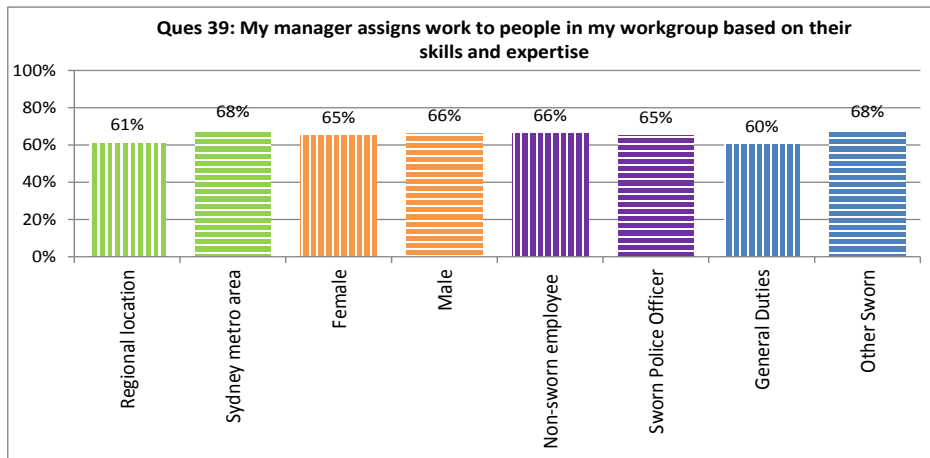
Question 38: My manager involves my workgroup in decisions about our work



56% agreed that their manager involved the workgroup in decisions about their work.

The differences in responses between Regional location and Sydney metropolitan area, between Sworn and Non-sworn and between General duties & Other Sworn officers were statistically significant.

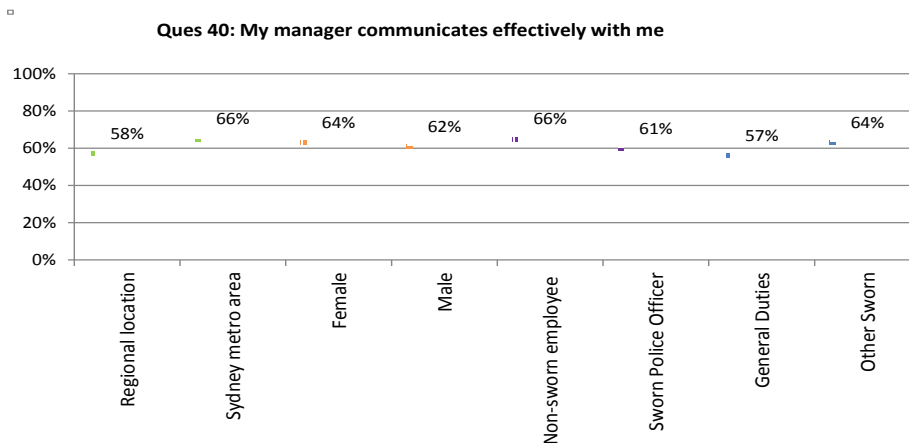
Question 39: My manager assigns work to people in my workgroup based on their skills and expertise



65% of the respondents agreed that their manager assigned work to people in their workgroup based on their skills and expertise.

The difference in responses between Regional location and Sydney metropolitan area was statistically significant.

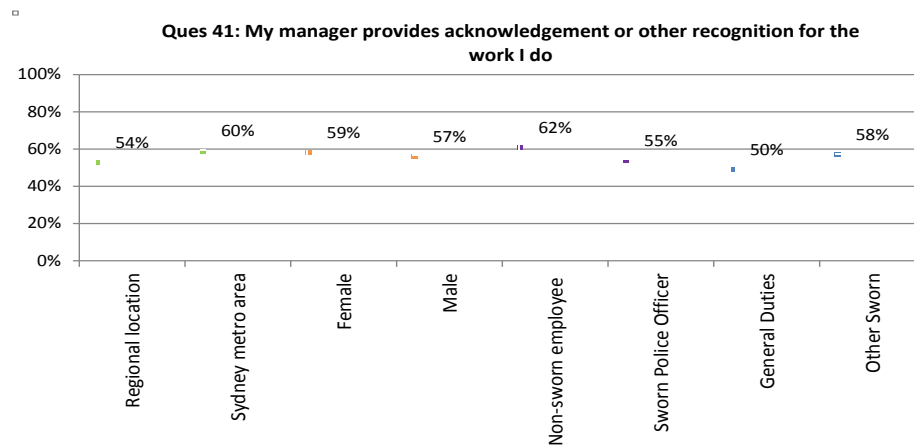
Question 40: My manager communicates effectively with me



63% of the respondents agreed that their manager communicated effectively with them.

The difference in responses between Regional location and Sydney metropolitan area was statistically significant.

Question 41: My manager provides acknowledgement or other recognition for the work I do

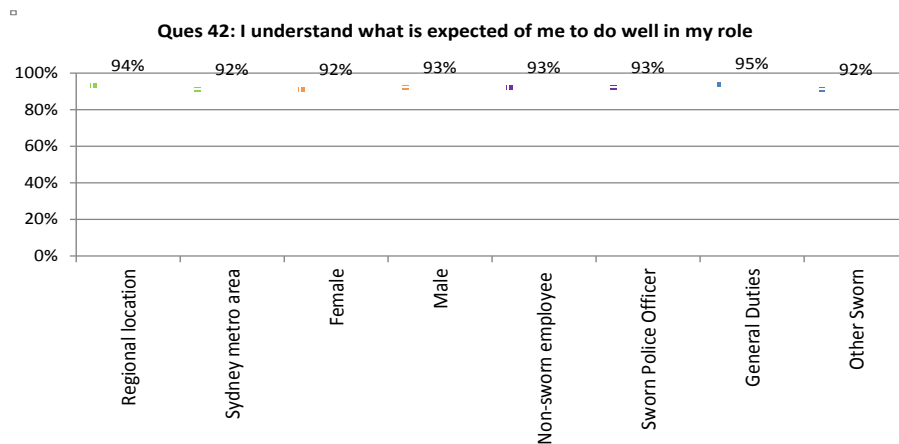


58% of the respondents agreed that their manager acknowledged or recognised the work they did.

No significant differences were observed within the groups by employment type.

SECTION 7: MY WORK IN PUBLIC SECTOR

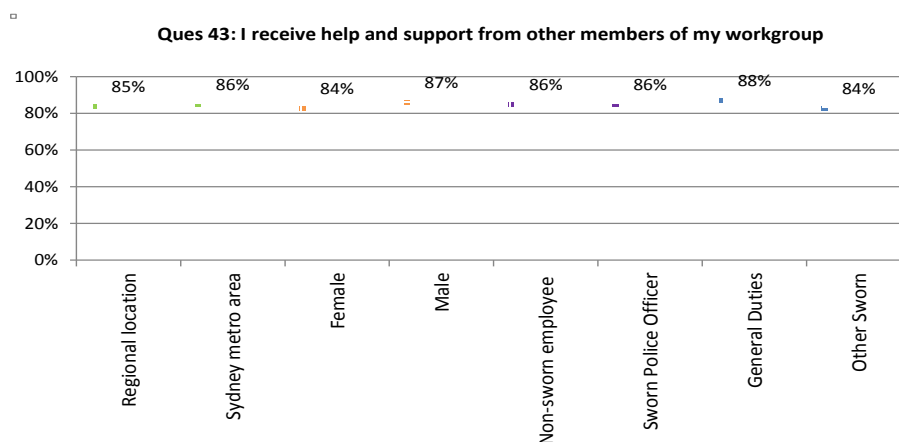
Question 42: I understand what is expected of me to do well in my role



93% of the respondents felt that they understand what was expected of them to do well in their role.

No significant differences were observed within the groups by employment type.

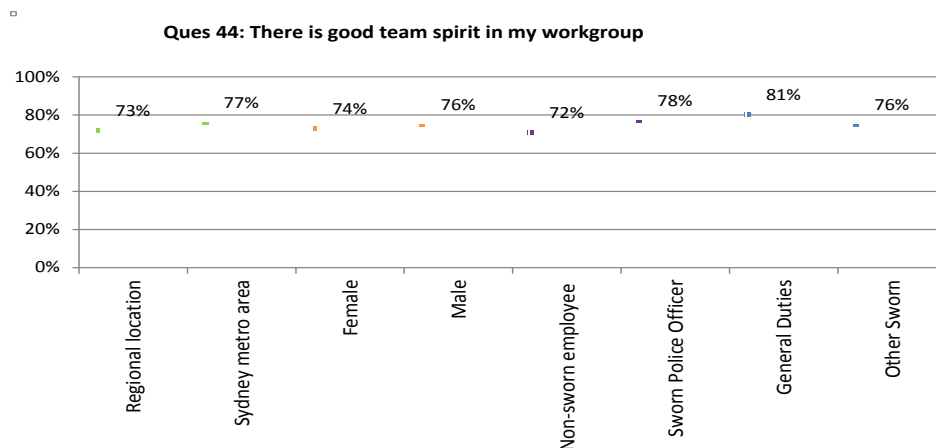
Question 43: I receive help and support from other members of my workgroup



86% of the respondents agreed they received help and support from other members of their workgroup.

No significant differences were observed within the groups by employment type.

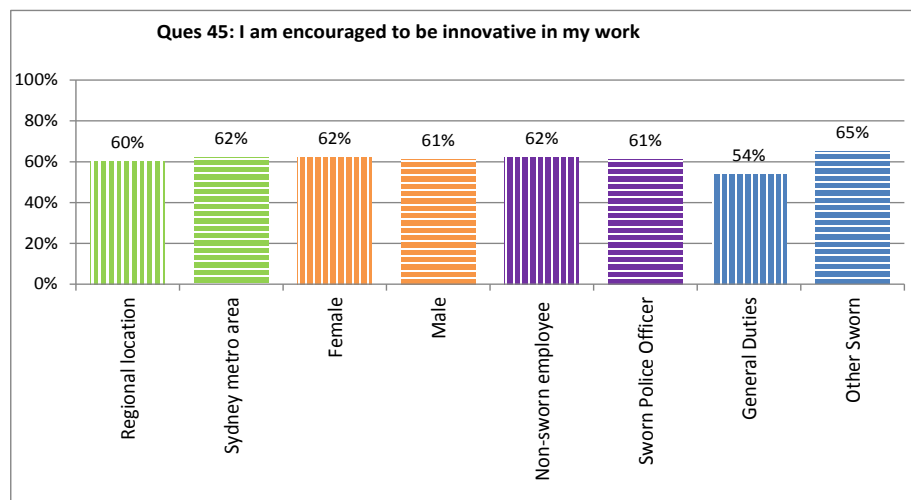
Question 44: There is good team spirit in my workgroup



76% of the respondents feel that there was good team spirit in their work group.

The difference in responses between Sworn and Non-sworn employees was statistically significant.

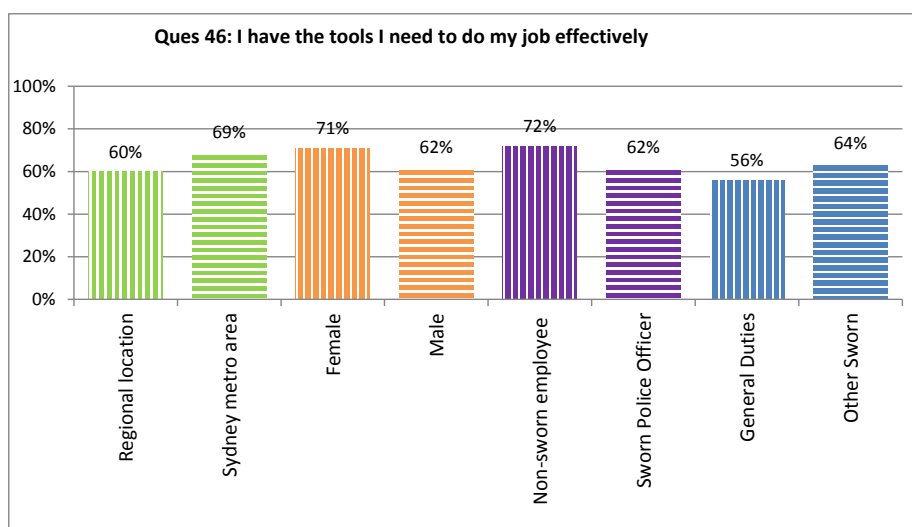
Question 45: I am encouraged to be innovative in my work



61% of the employees felt encouraged to be innovative in their work.

The difference in responses between General duties and Other sworn officers was statistically significant.

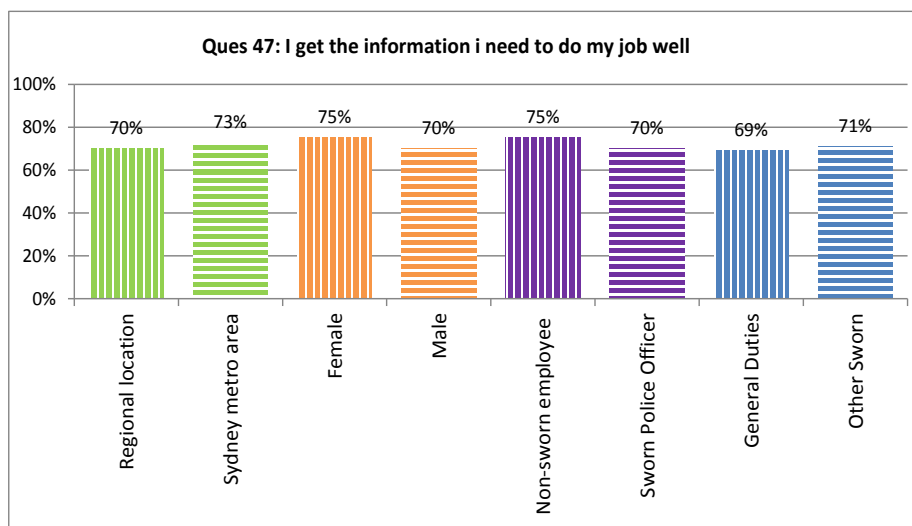
Question 46: I have the tools I need to do my job effectively



66% agreed that they had the tools to do their job effectively.

The differences in responses between Regional location and Sydney metropolitan area, between Male and Female and between Sworn and Non-sworn officers were statistically significant.

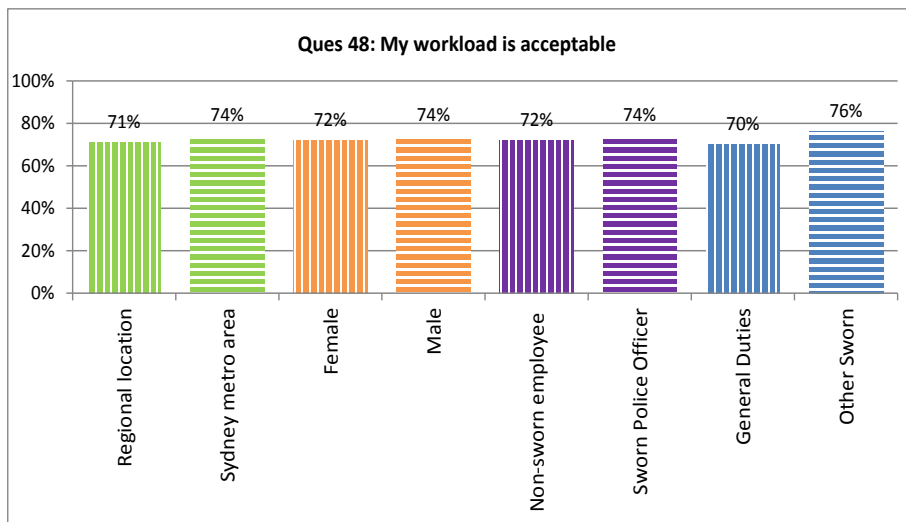
Question 47: I get the information I need to do my job well



72% agreed that they get the information they need to do their job well.

No significant differences were observed within the groups by employment type.

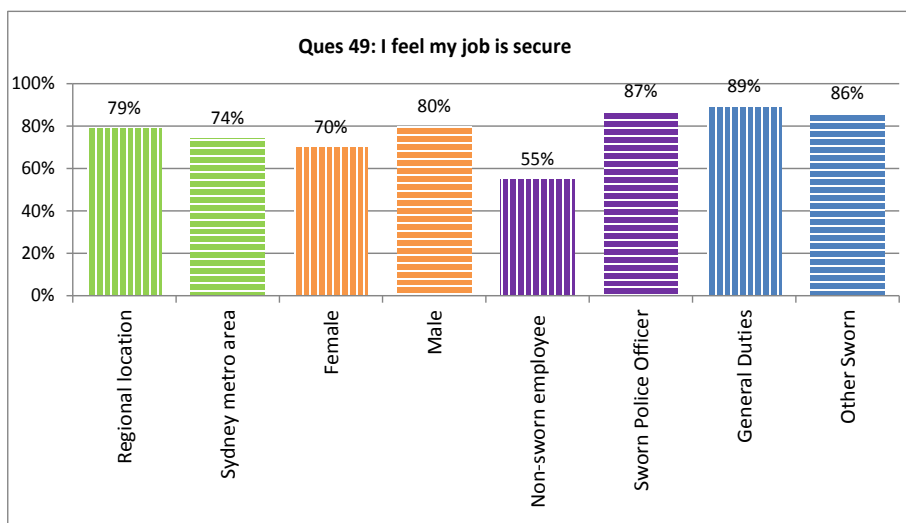
Question 48: My workload is acceptable



73% of the respondents stated that their workload was acceptable.

No significant differences were observed within the groups by employment type.

Question 49: I feel my job is secure

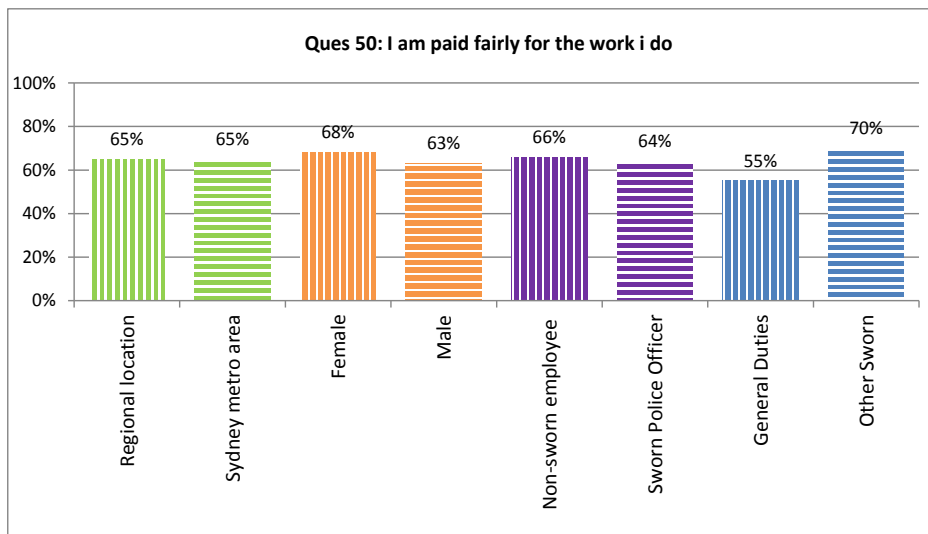


76% of the respondents felt that their job was secure.

The differences in responses between Male and Female and between Sworn and Non-sworn officers were statistically significant.

SECTION 8: PAY

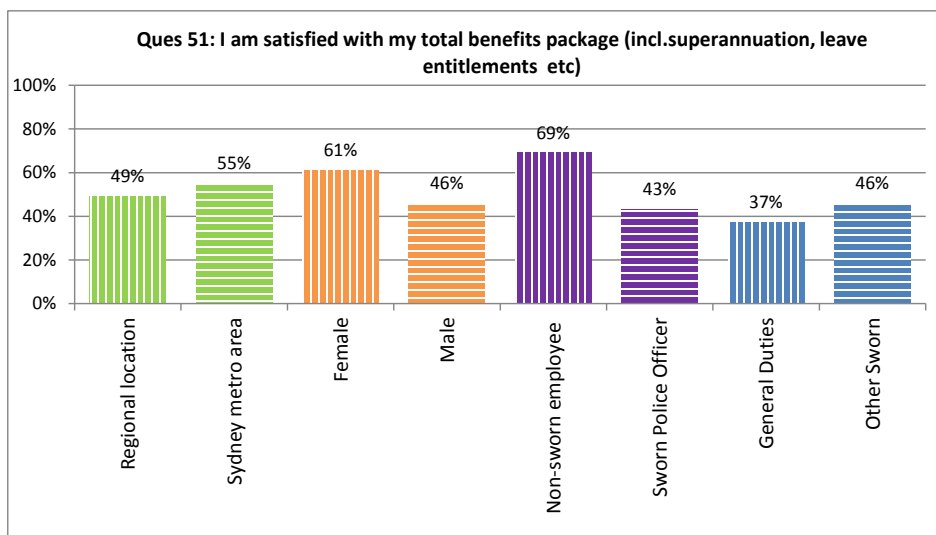
Question 50: I am paid fairly for the work I do



65% of the respondents agreed that they were paid fairly for the work they do.

The difference in responses between General duties and Other Sworn officers was statistically significant.

Question 51: I am satisfied with my total benefits package (incl, superannuation, leave entitlements etc).

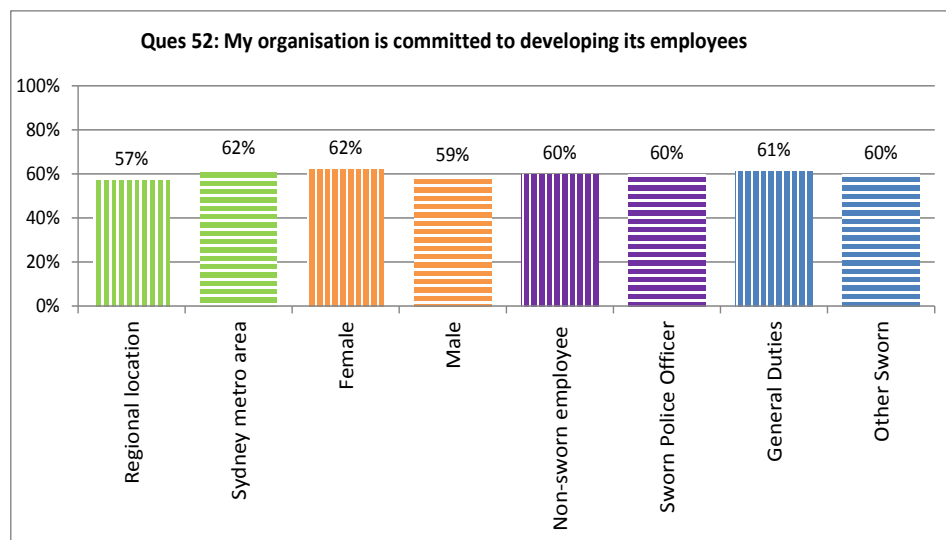


Overall 52% were satisfied with their total benefits package including superannuation, leave entitlements.

The differences in responses between Male and Female employees and between Sworn & Non-sworn police officers were statistically significant.

SECTION 9: LEARNING

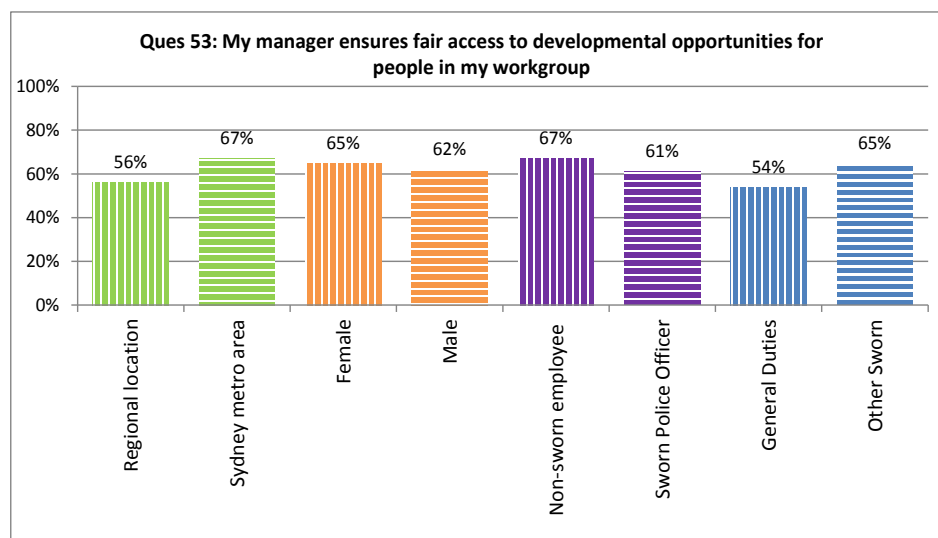
Question 52: My organisation is committed to developing its employees



60% of the Respondents agreed that NSWPF was committed to developing its employees.

No significant differences were observed within the groups by employment type.

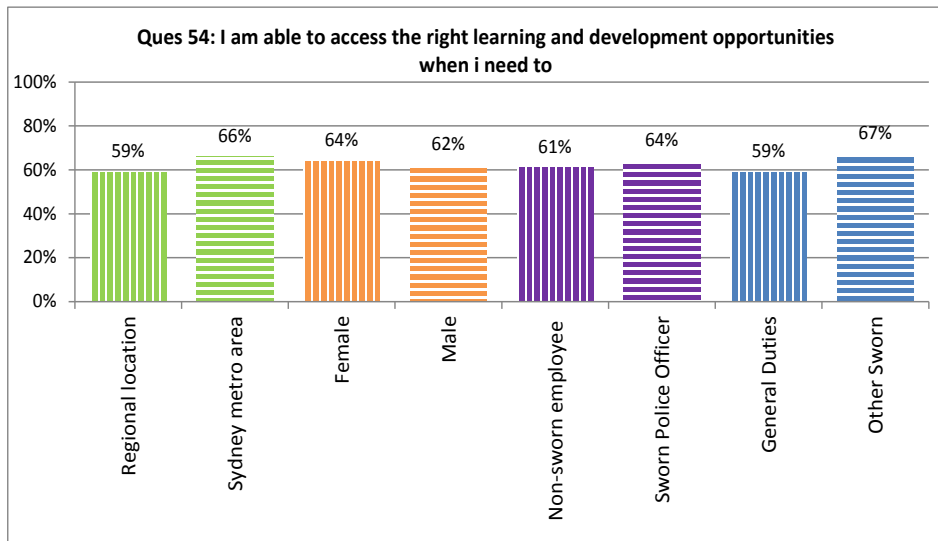
Question 53: My manager ensures fair access to developmental opportunities for people in my work group



63% of the respondents agreed that their manager ensured fair access to developmental opportunities for people in their workgroup.

The differences in responses between Regional location and Sydney Metro Area and General duty & Other police officers were statistically significant.

Question 54: I am able to access the right learning and development opportunities when I need to

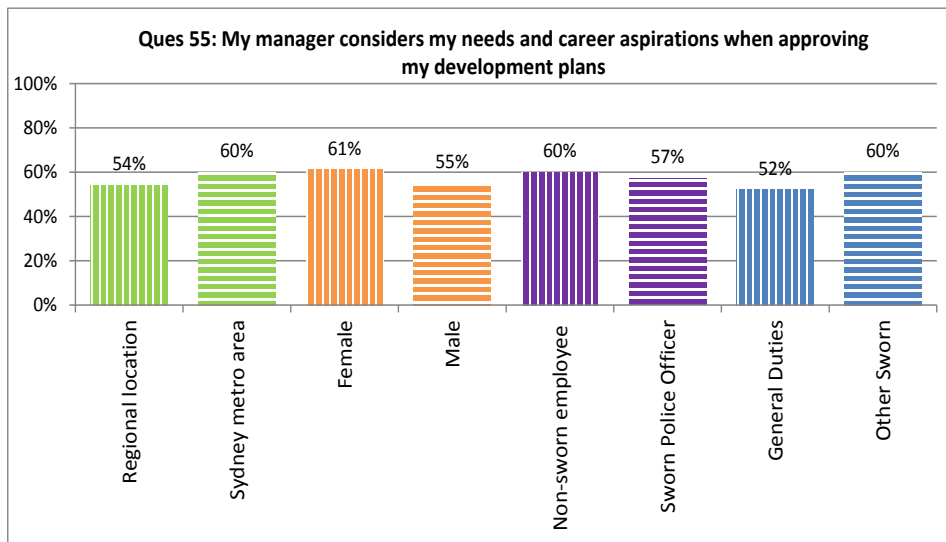


63% of the respondents agreed that they were able to access the right learning and development opportunities when needed.

No significant differences were observed within the groups by employment type.

SECTION 10: CAREER DEVELOPMENT

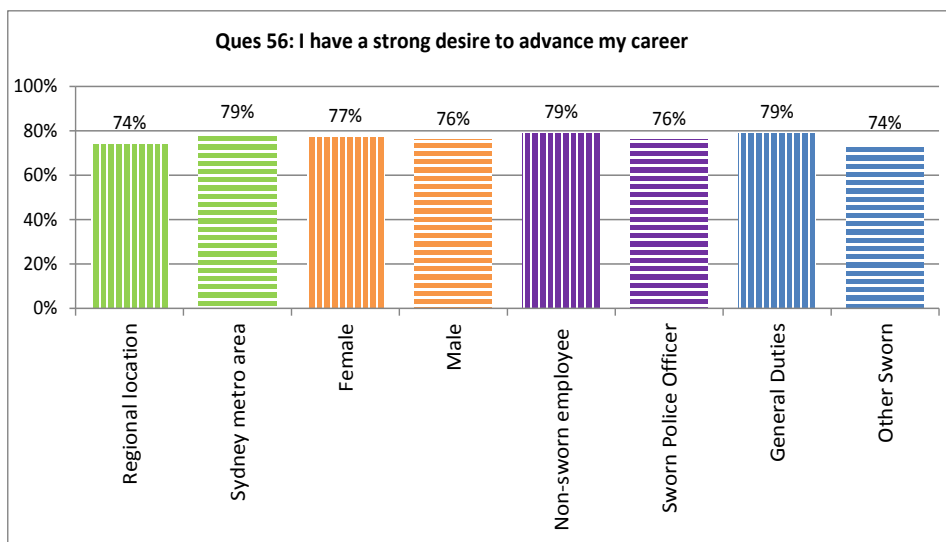
Question 55: My manager considers my needs and career aspirations when approving my development plans



63% of the respondents agreed that their manager considered their needs and career aspirations when approving their development plan.

No significant differences were observed within the groups by employment type.

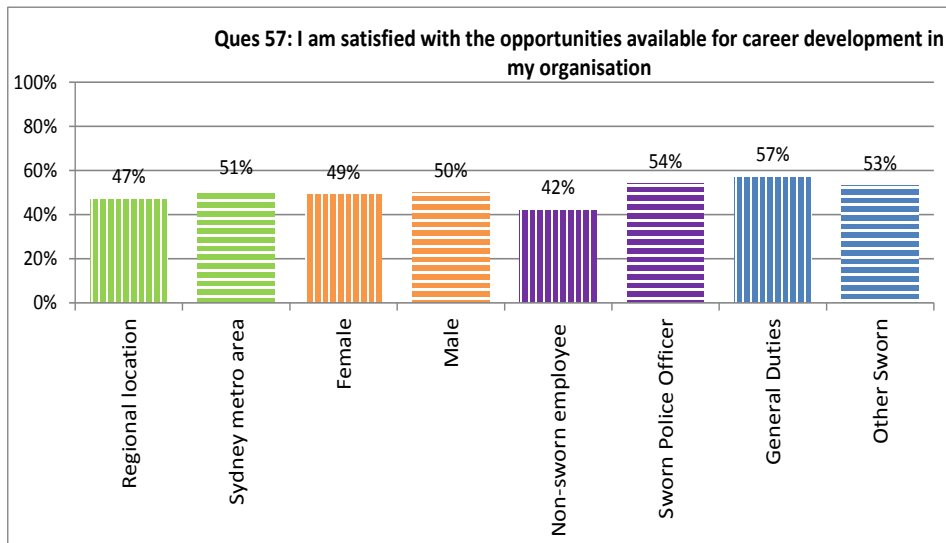
Question 56: I have a strong desire to advance my career



77% of the respondents had a strong desire to advance in career.

No significant differences were observed within the groups by employment type.

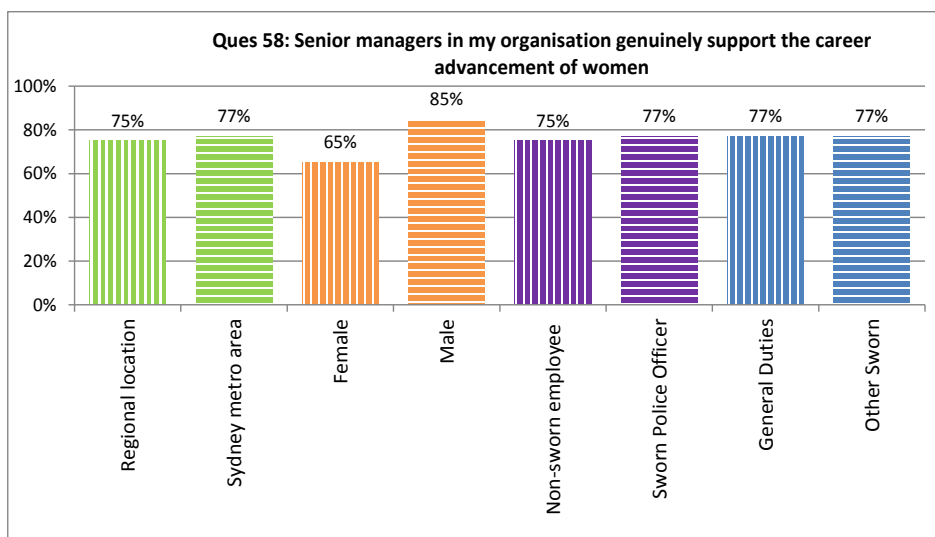
Question 57: I am satisfied with the opportunities available for career development in my organisation



50% of the respondents were satisfied with the opportunities available for career development in NSW Police Force.

The differences in responses between Sworn & Non-sworn police officers were statistically significant.

Question 58: Senior managers in my organisation genuinely support the career advancement of women



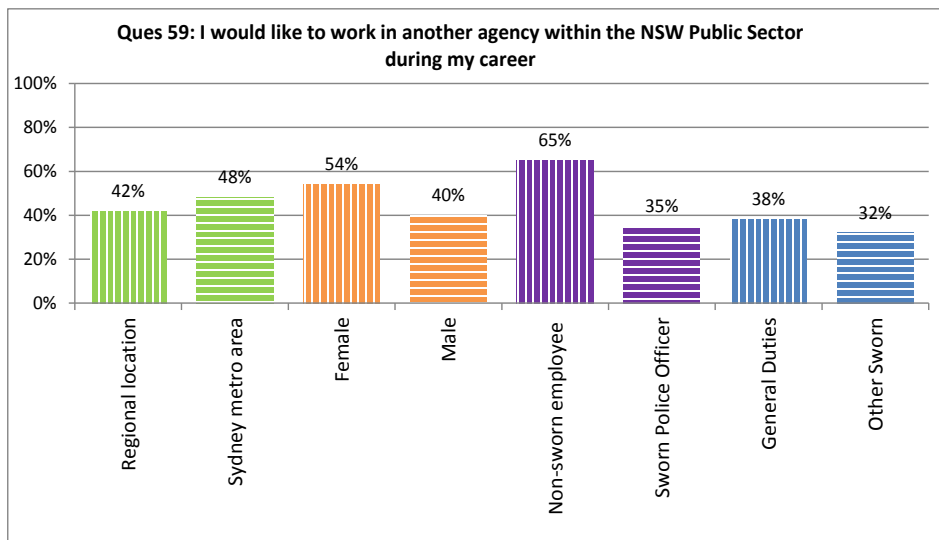
76% of the respondents agreed that senior managers in NSW Police Force genuinely supported the career advancement of women.

The differences in responses between Male & Female officers were statistically significant.

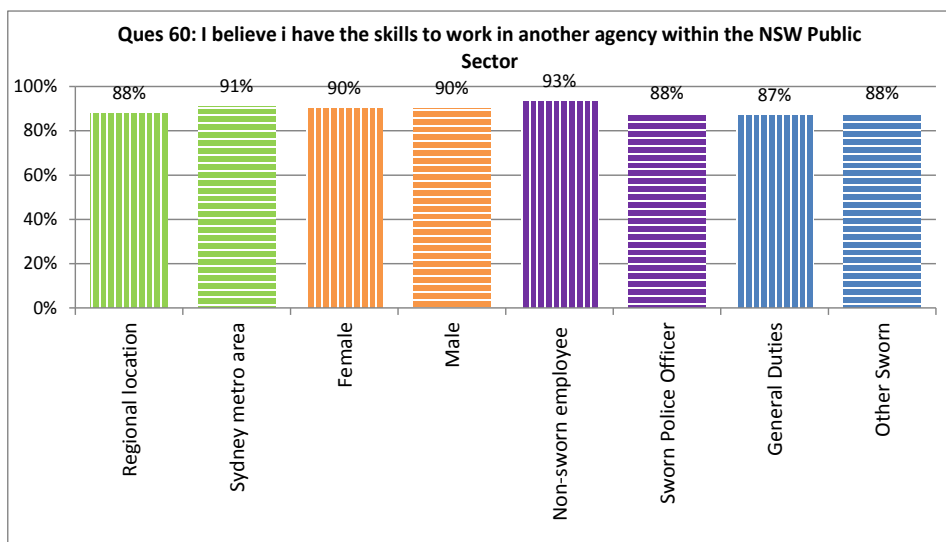
Question 59: I would like to work in another agency within the NSW Public Sector during my career

46% of the employees expressed their wish to work in another agency within the NSW Public Sector during their career.

The differences in responses between Male & Female and between Sworn & Non-sworn officers were statistically significant.



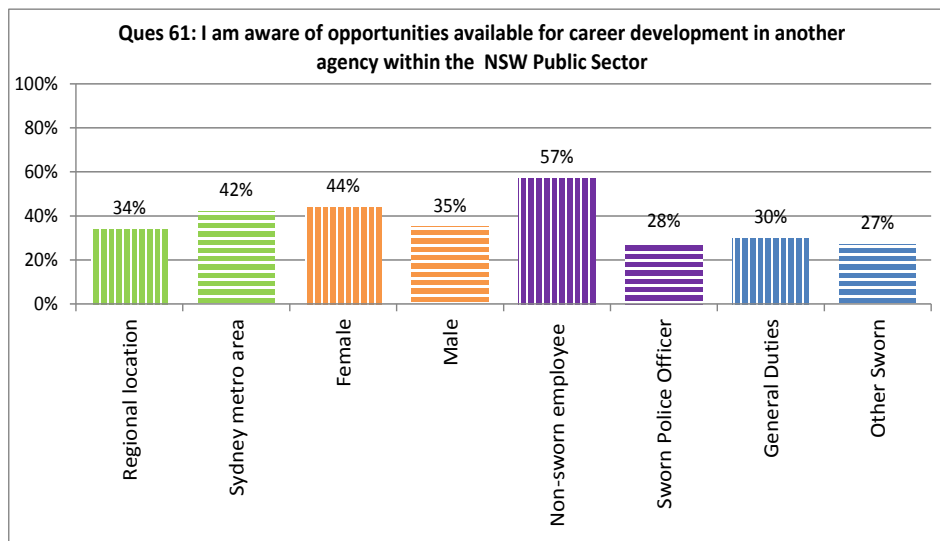
Question 60: I believe I have the skills to work in another agency within the NSW Public Sector



90% of the respondents believed they had the skills to work in another agency within the NSW public sector.

The differences in responses between Sworn & Non-sworn officers were statistically significant.

Question 61: I am aware of opportunities available for career development in another agency within the NSW Public Sector

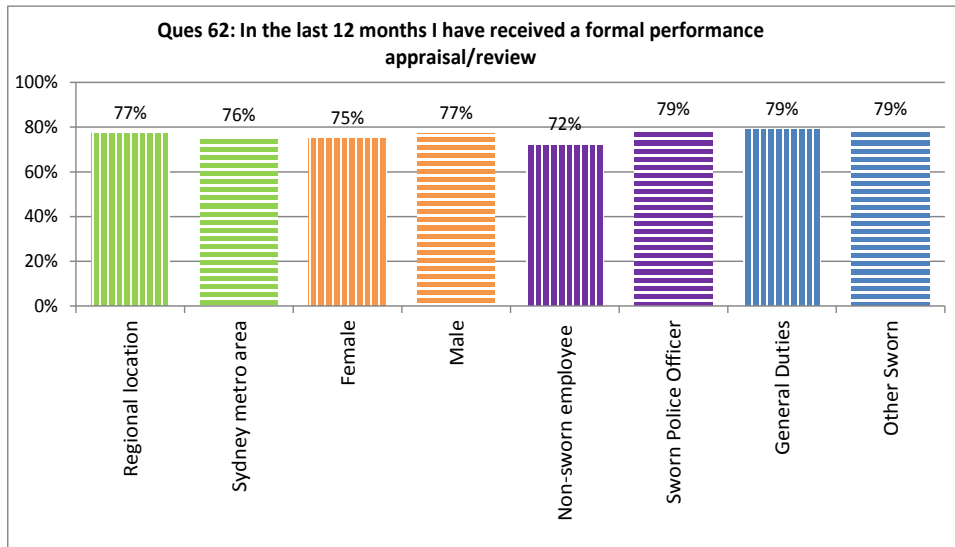


39% of the respondents were aware of opportunities available for career development in another agency within the NSW Public Sector.

The differences in responses between Male and Female employees and between Sworn & Non-sworn police were statistically significant.

SECTION 11: PERFORMANCE MANAGEMENT

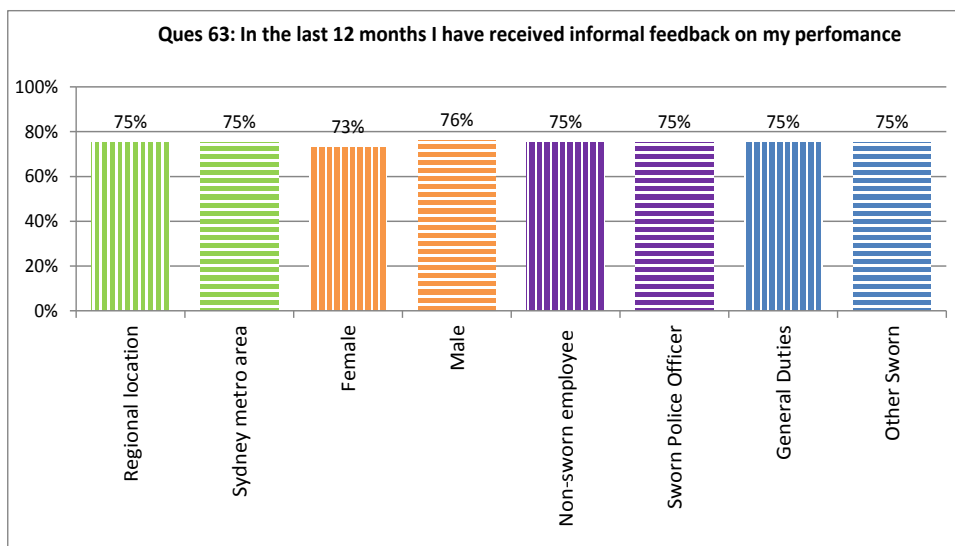
Question 62: In the last 12 months I have received a formal performance appraisal/review



76% of the respondents stated that they had received a formal performance appraisal/review in the last 12 months.

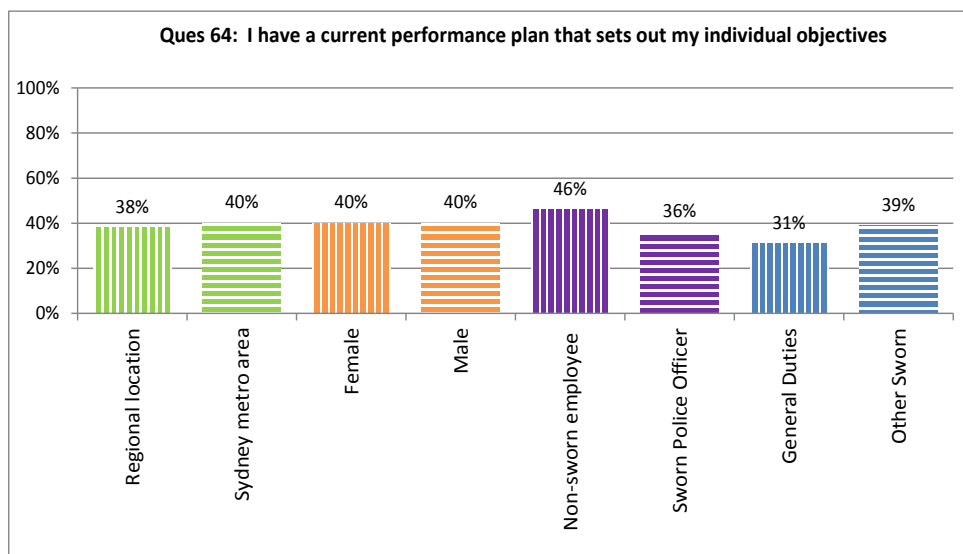
The difference in responses between Sworn & Non-sworn police officers was statistically significant.

Question 63: In the last 12 months I have received informal feedback on my performance



75% of employees reported that in the last 12 months they have received informal feedback on their performance. No significant differences were observed within the groups across the four indicators.

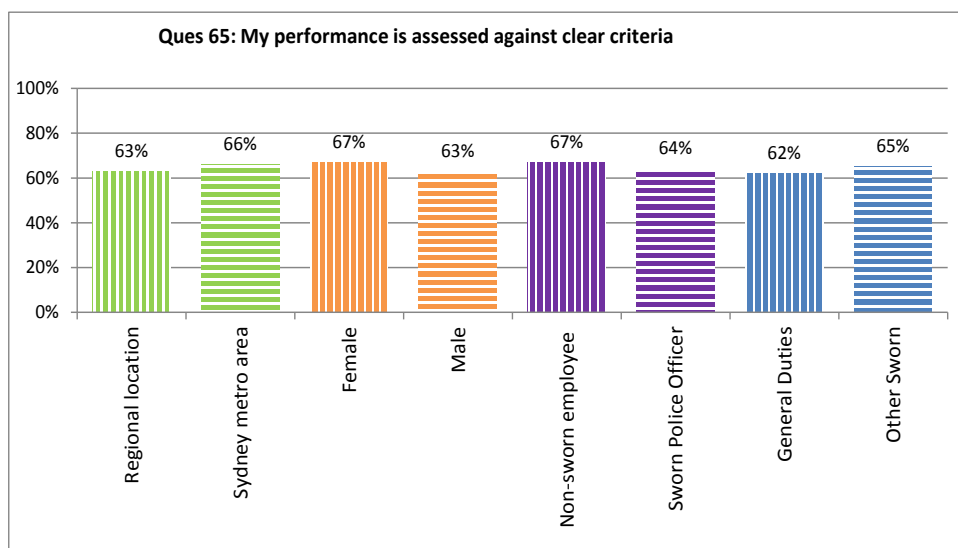
Question 64: I have a current performance plan that sets out my individual objectives



40% of the employees confirmed that they had a current performance plan that sets out their individual objectives.

The difference in responses between Sworn & Non-sworn police officers was statistically significant.

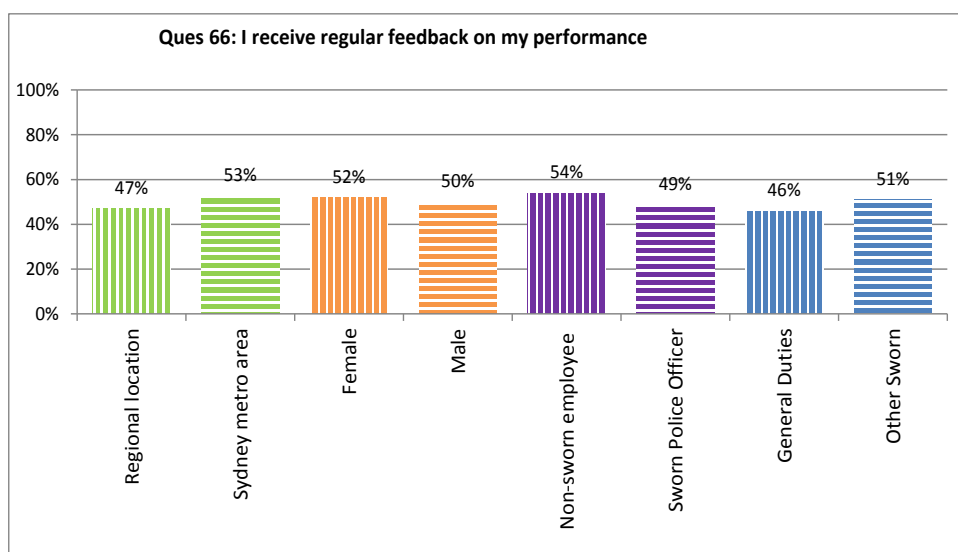
Question 65: My performance is assessed against clear criteria



65% of the respondents agreed that their performance was assessed against clear criteria.

No significant differences were observed within the groups by employment type.

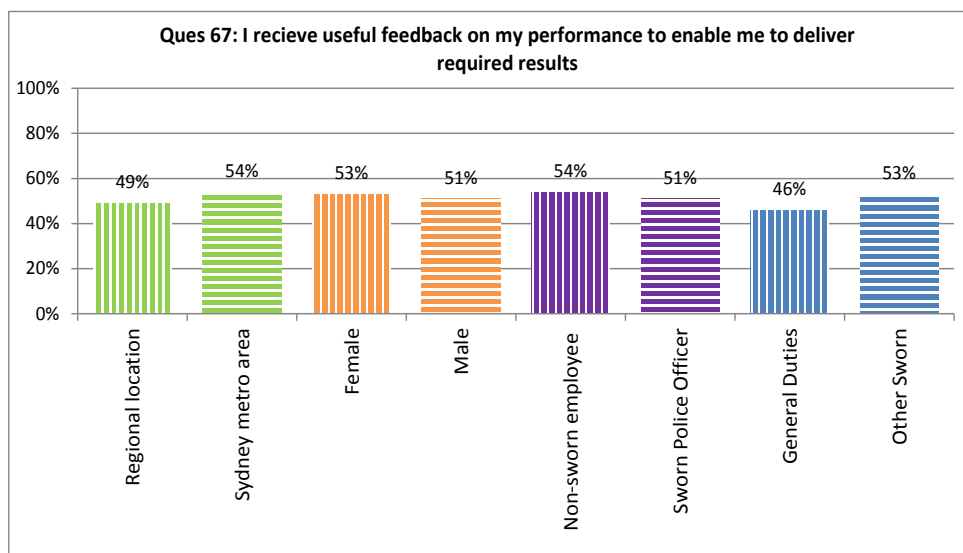
Question 66: I receive regular feedback on my performance



51% of employees stated that they received regular feedback on their performance.

No significant differences were observed within the groups by employment type.

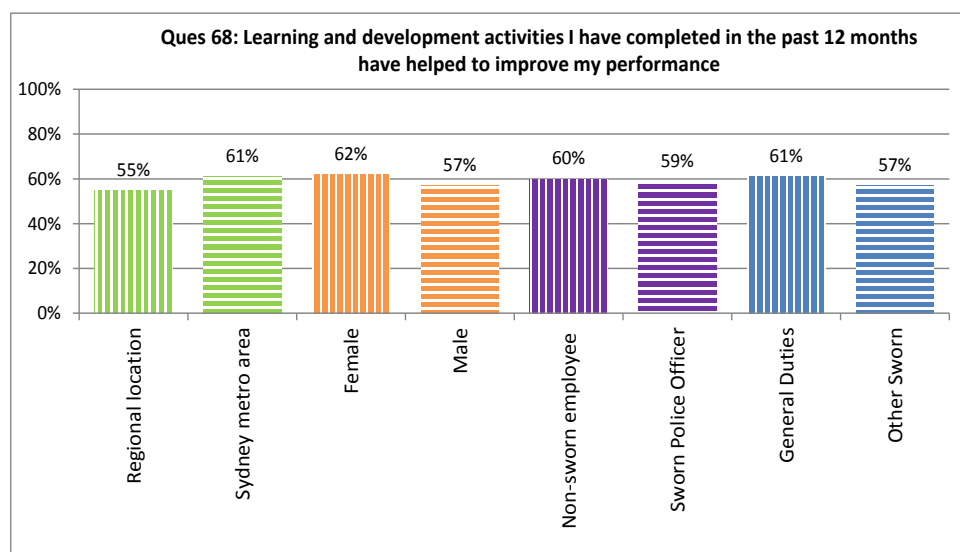
Question 67: I receive useful feedback on my performance to enable me to deliver required results



52% of the respondents agreed that 'I receive useful feedback on my performance to enable me to deliver required results'.

No significant differences were observed within the groups by employment type.

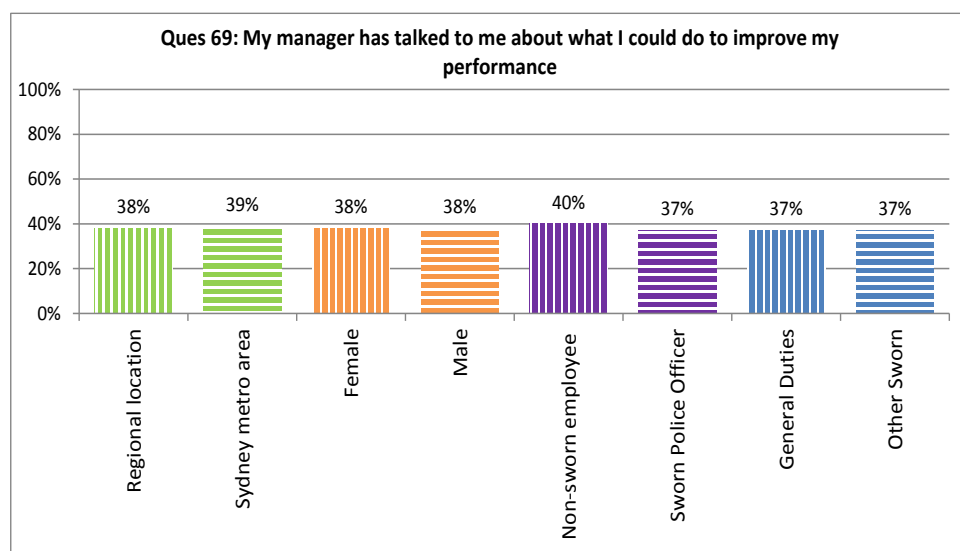
Question 68: Learning and development activities I have completed in the past 12 months have helped to improve my performance



52% of employees agreed that Learning and development activities they had completed in the past 12 months have helped them improve their performance.

No significant differences were observed within the groups by employment type.

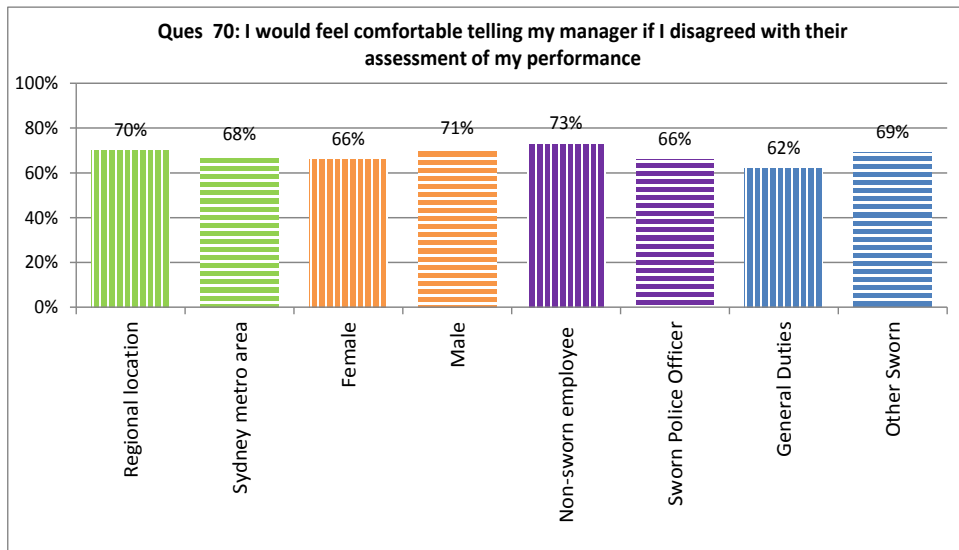
Question 69: My manager has talked to me about what I could do to improve my performance



38% of the respondents stated that 'My manager has talked to me about what I could do to improve my performance.

No significant differences were observed within the groups by employment type.

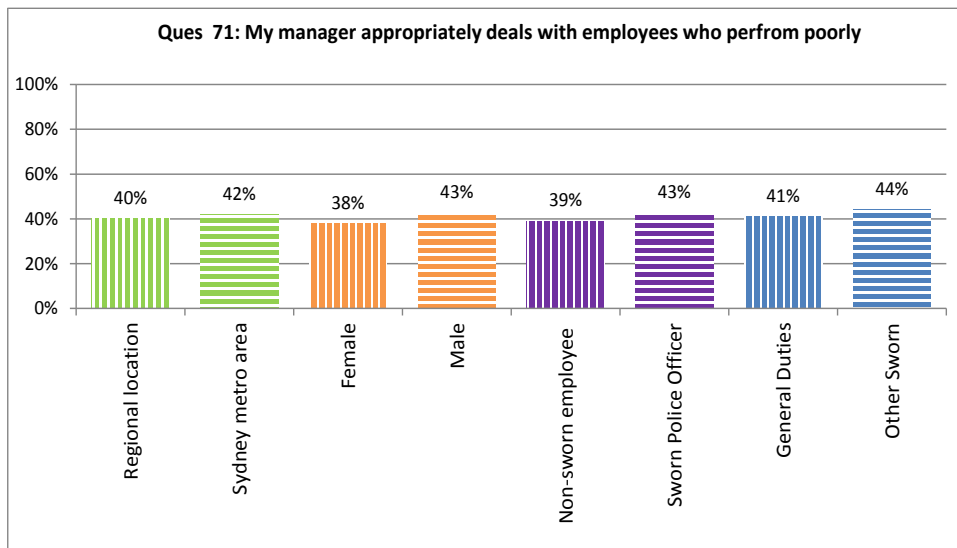
Question 70: I would feel comfortable telling my manager if I disagreed with their assessment of my performance



69% of employees felt comfortable about telling the manager if they disagreed about the manager's assessment of their performance.

The difference in responses between Sworn & Non-sworn police officers was statistically significant.

Question 71: My manager appropriately deals with employees who perform poorly

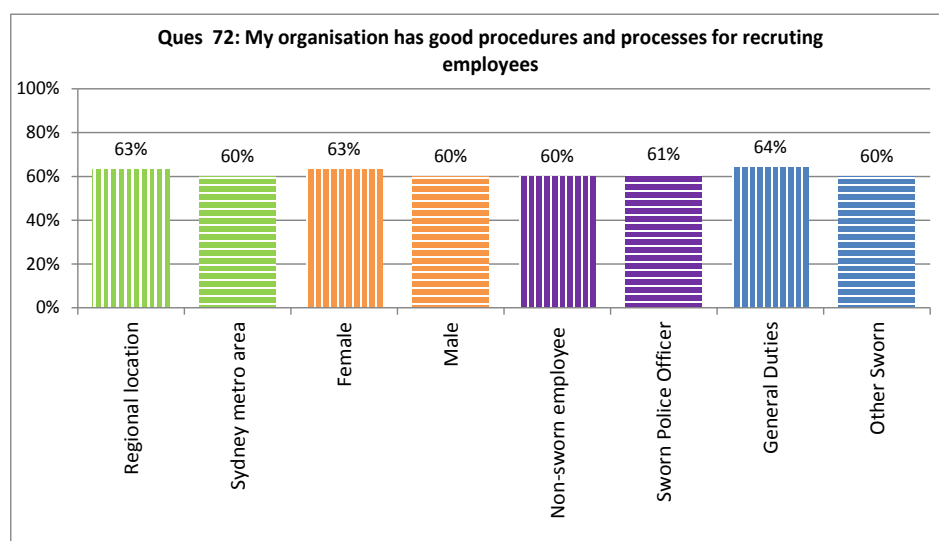


41% of the respondents agreed to 'My manager appropriately deals with employees who perform poorly'.

No significant differences were observed within the groups by employment type.

SECTION 12: RECRUITMENT

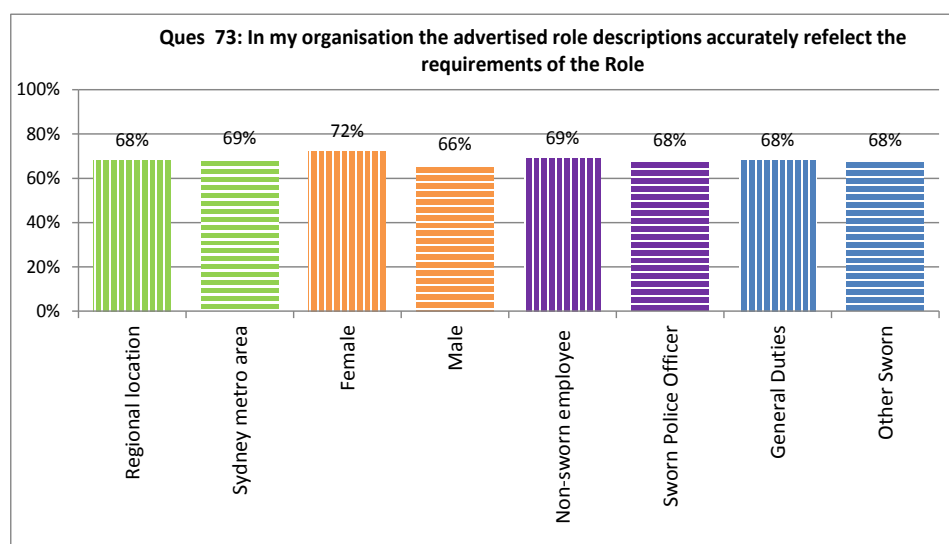
Question 72: My organisation has good procedures and processes for recruiting employees



61% of employees agreed that the organisation has good procedures and process for recruiting employees.

No significant differences were observed within the groups by employment type.

Question 73: In my organisation the advertised role descriptions accurately reflect the requirements of the role



68% of the respondents agreed that 'In my organisation the advertised role descriptions accurately reflect the requirements of the role'. No significant differences were observed within the groups by employment type.

Question 74: My manager is sufficiently skilled to make good selection decisions

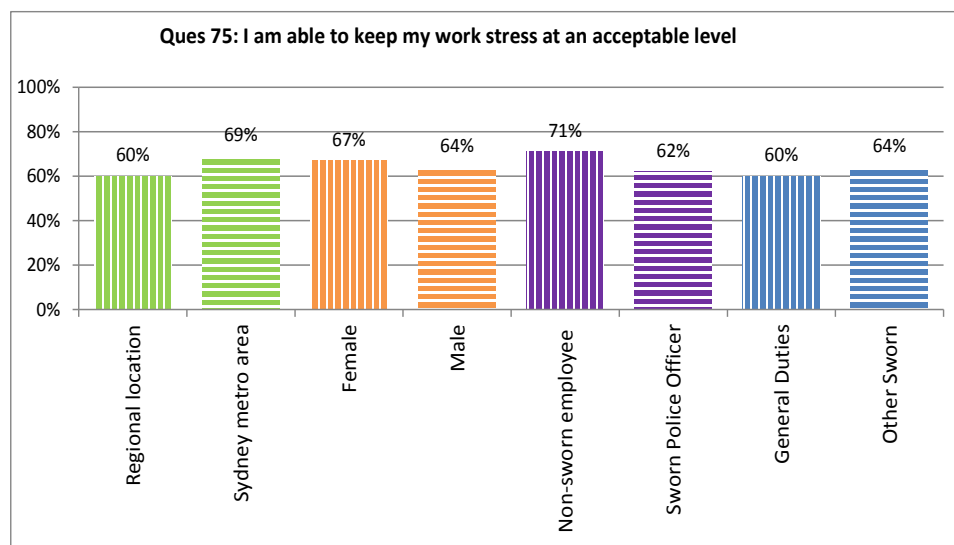


70% of those surveyed agreed that their manager was sufficiently skilled to make good selection decisions.

No significant differences were observed within the groups by employment type.

SECTION 13: HEALTH AND WELL BEING

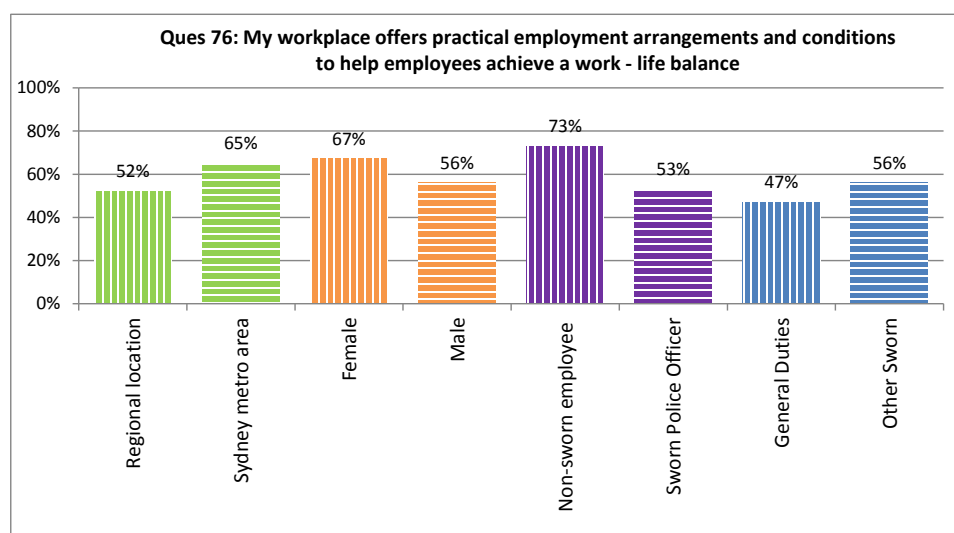
Question 75: I am able to keep my work stress at an acceptable level



66% of those surveyed were positive that are able to keep their work stress at an acceptable level'.

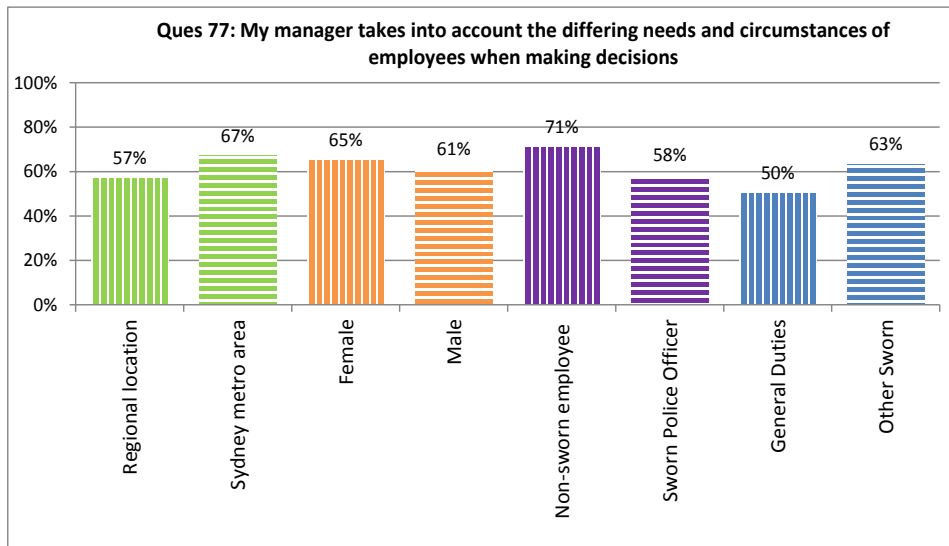
The differences in responses between Regional Location and Sydney Metro and between Sworn & Non-sworn officers were statistically significant.

Question 76: My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance



60% of the respondents agreed to 'My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance'. The differences in responses between Regional Location and Sydney Metro, between Male & Female and between Sworn & Non-sworn police officers were statistically significant.

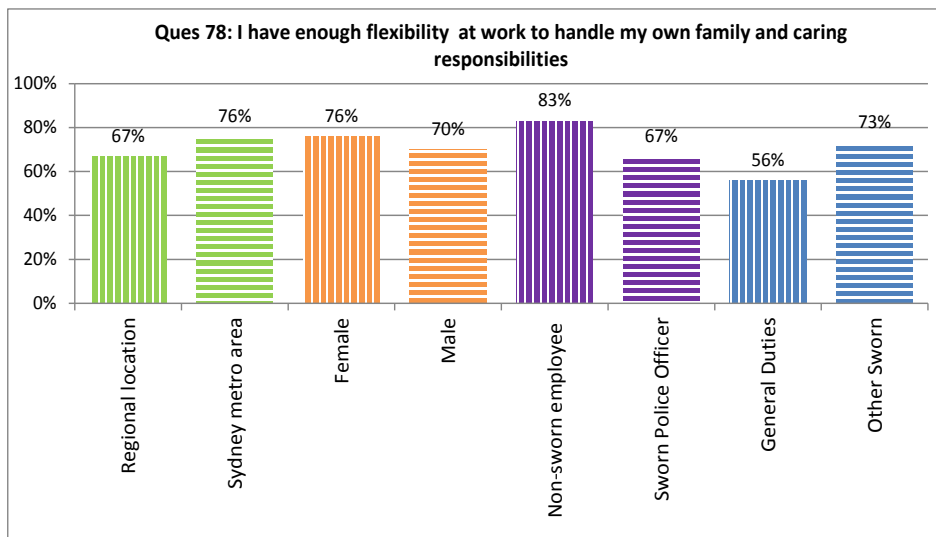
Question77: My manager takes into account the differing needs and circumstances of employees when making decisions.



63% of the respondents agreed that their manager took into account the differing needs and circumstances of employees when making decisions.

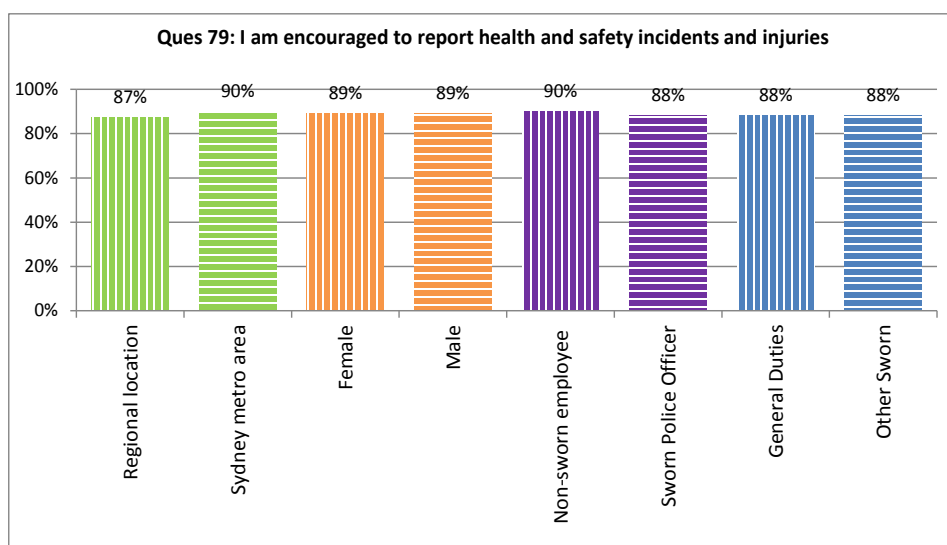
The differences in responses between Regional Location and Sydney Metro, between Sworn & Non-sworn police officers and between General duty and Other sworn officers were statistically significant.

Question78: I have enough flexibility at work to handle my own family and caring responsibilities



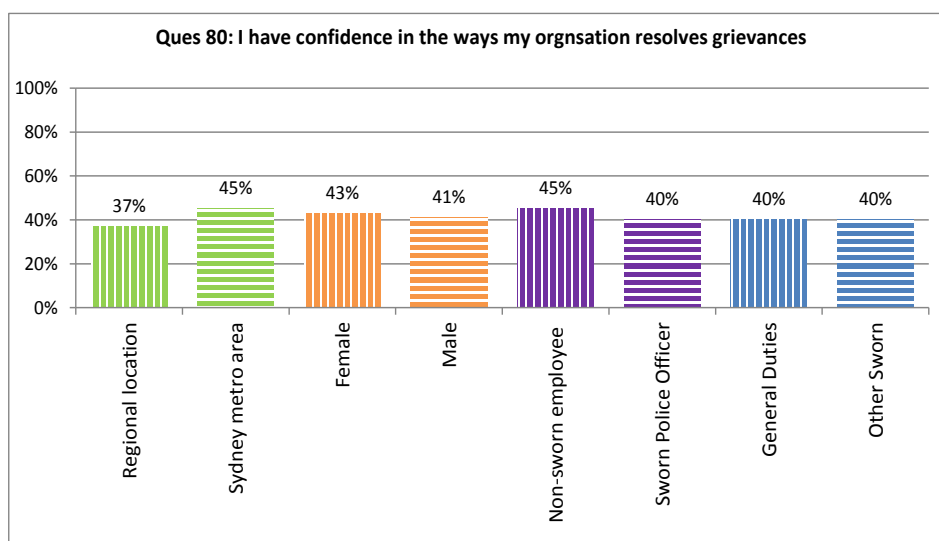
73% of the respondents were positive about having enough flexibility at work to handle their own family and caring responsibilities. The differences in responses across all groups between Regional Location and Sydney Metro, between Male & Female employees, between Sworn & Non-sworn police officers, and General duties & Other sworn officers were statistically significant.

Question79: I am encouraged to report health and safety incidents and injuries.



89% of employees felt encouraged to report health and safety incidents and injuries.
 No significant differences were observed within the groups by employment type.

Question80: I have confidence in the ways my organisation resolves grievances.

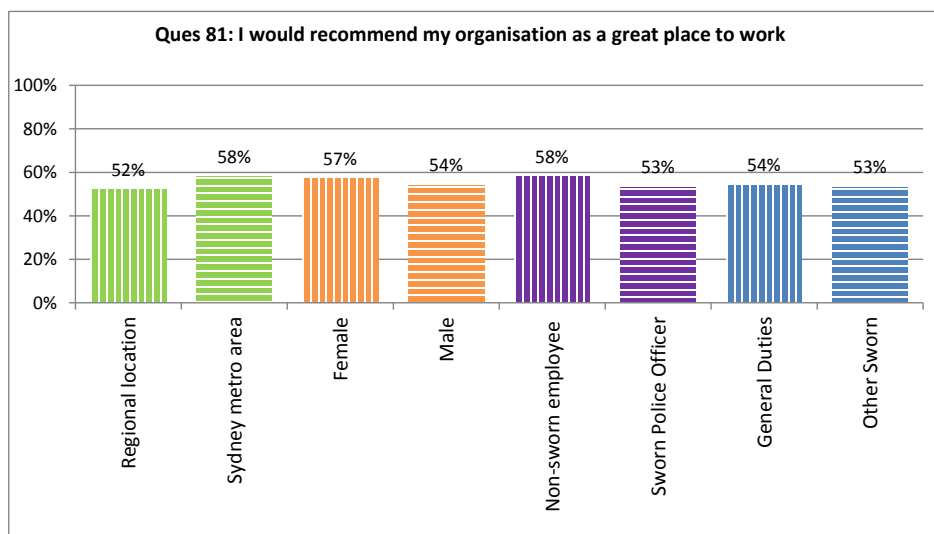


42% of the respondents have confidence in the ways the NSW Police Force resolved grievances.

No significant differences were observed within the groups by employment type.

SECTION 14: ENGAGEMENT INDEX

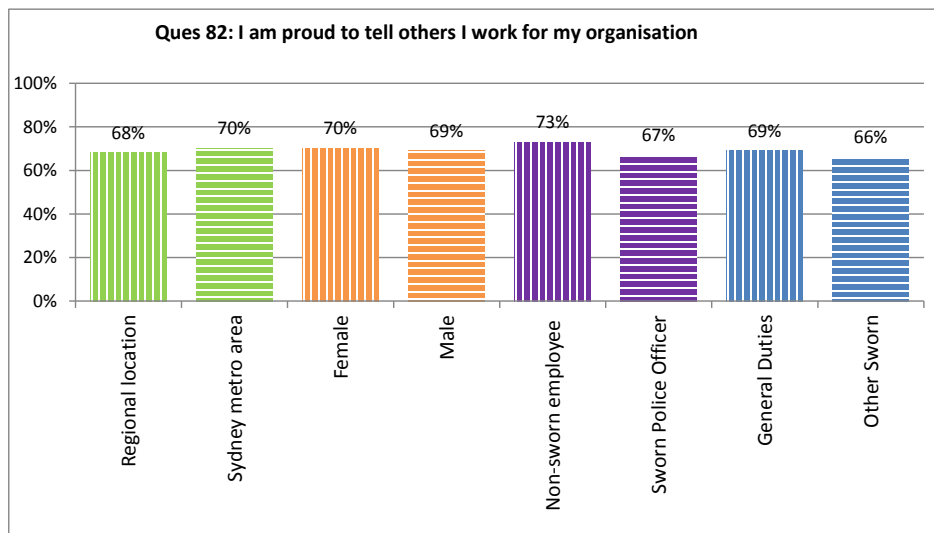
Question81: I would recommend my organisation as a great place to work.



55% of the respondents stated that they would recommend their organisation as a great place to work.

No significant differences were observed within the groups by employment type.

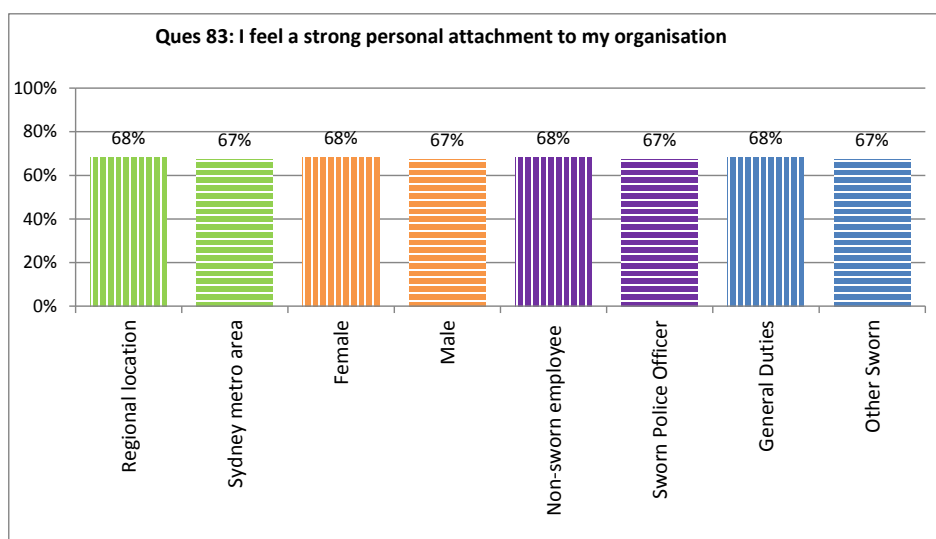
Question82: I am proud to tell others I work for my organisation



69% of employees surveyed were proud to tell others that they work for the NSW Police Force.

No significant differences were observed within the groups by employment type.

Question83: I feel a strong personal attachment to my organisation.



68% of the respondents felt a strong personal attachment to NSW Police Force as an organisation. **No significant differences were observed within the groups by employment type.**

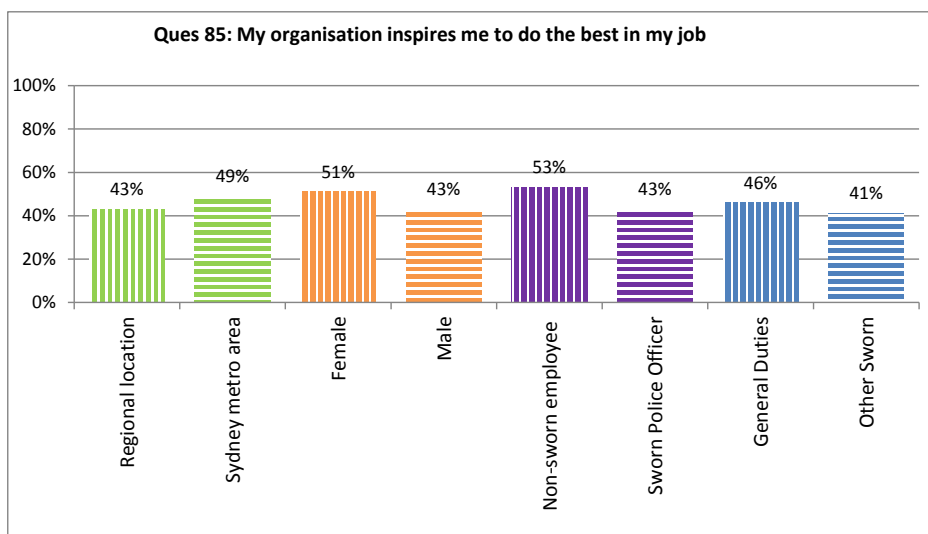
Question84: My organisation motivates me to help it achieve its objectives



49% of employees felt positive that NSW Police Force motivated them to help it achieve its objectives.

The difference in responses between Sworn & Non-sworn police officers was statistically significant.

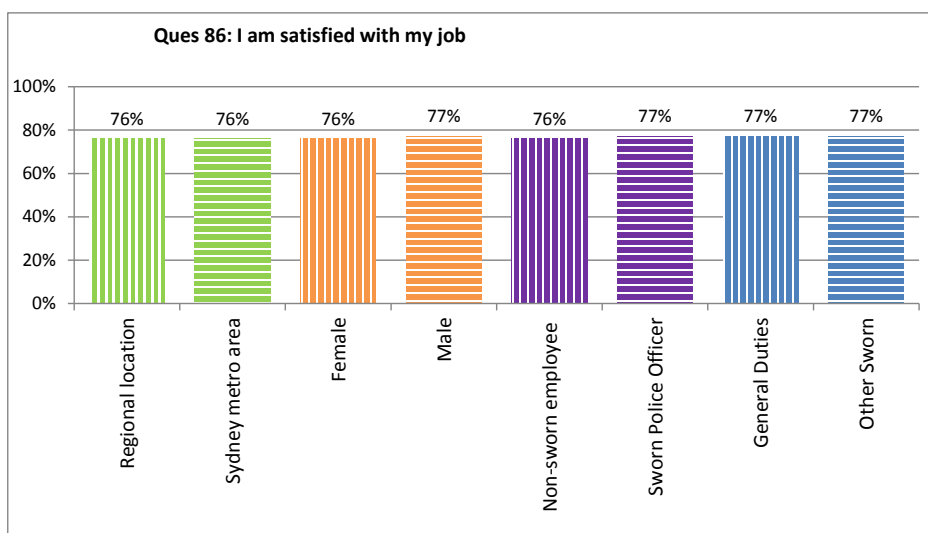
Question85: My organisation inspires me to do the best in my job



47% of the respondents agreed that NSW Police Force inspired them to do their best in the job.

The difference in responses between Sworn & Non-sworn police officers was statistically significant.

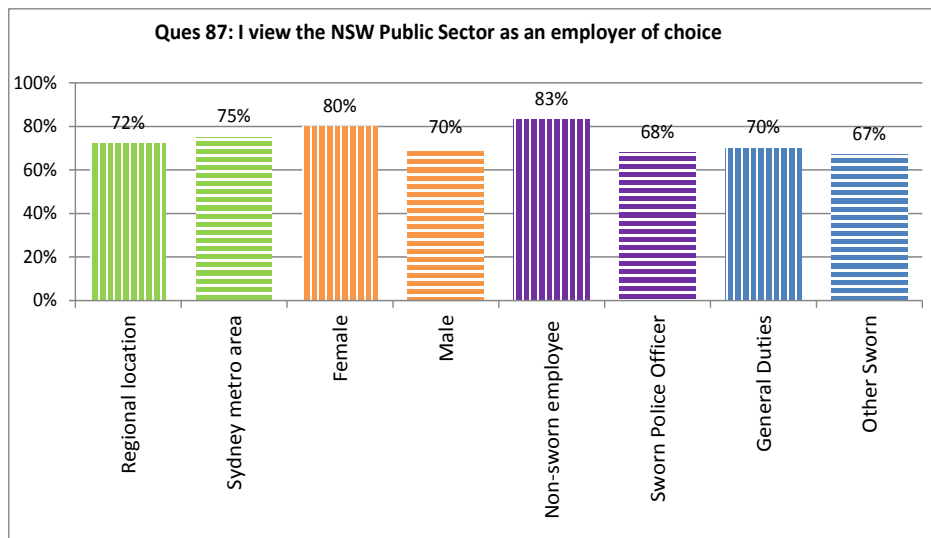
Question86: I am satisfied with my job



76% of the respondents were satisfied with their job.

No significant differences were observed within the groups by employment type.

Question87: I view the NSW Public Sector as an employer of choice

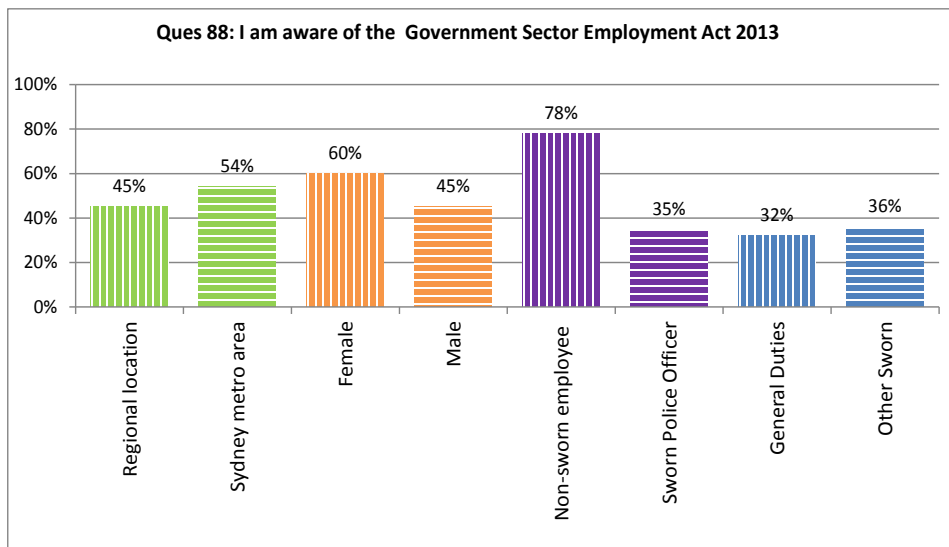


74% of employees viewed the NSW Public Sector as an employer of choice.

The differences in responses between Male & Female employees and between Sworn & Non-sworn police officers were statistically significant.

SECTION 15: AWARENESS OF LEGISLATION, POLICIES, PROCESSES

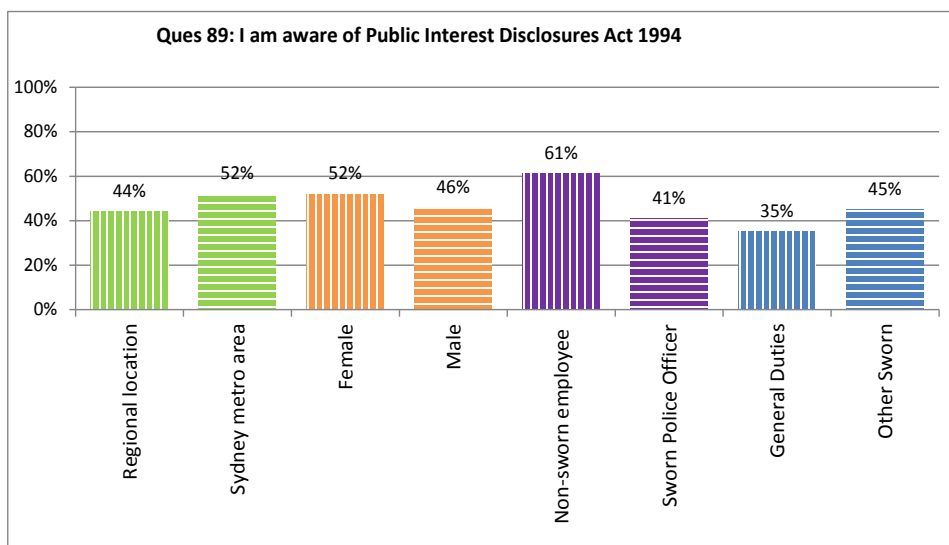
Question88: I am aware of the Government Sector Employment Act 2013



51% of the respondents were aware of the Government Sector Employment Act 2013.

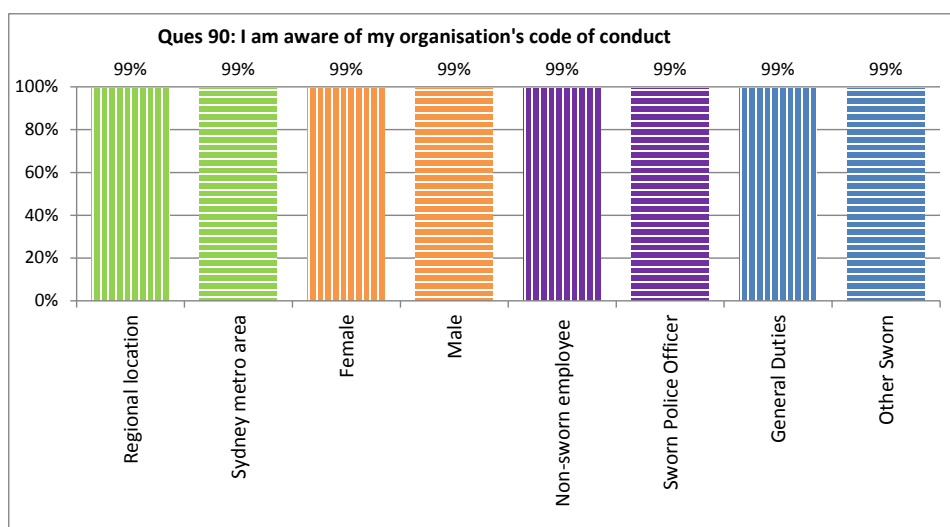
The differences in responses between Regional location & Sydney Metro, between Male & Female employees and between Sworn & Non-sworn police officers were statistically significant.

Question89: I am aware of the Public Interest Disclosures Act 1994.



49% of the respondents were aware of the Public Interest Disclosures Act 1994. The difference in responses between Sworn & Non-sworn police officers was statistically significant.

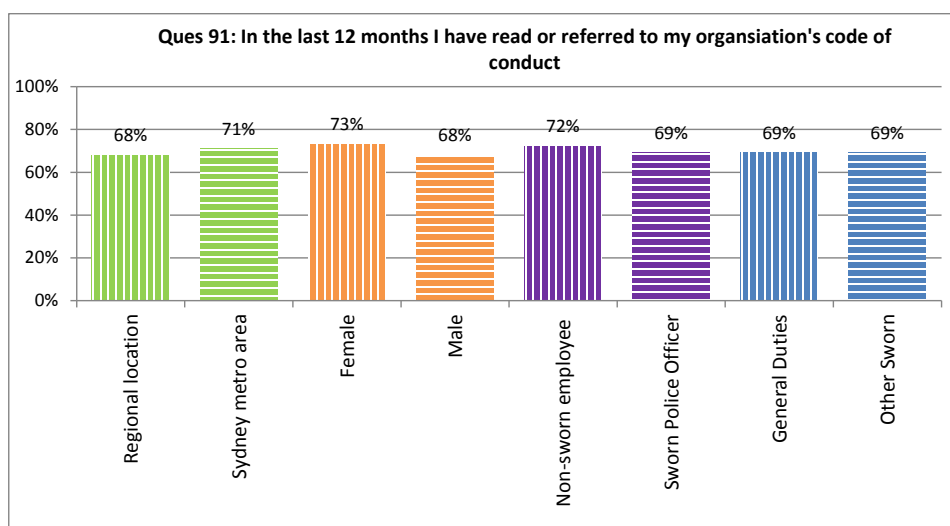
Question90: I am aware of my organisation's code of conduct



99% of those surveyed were aware of the NSW Police Force code of conduct.

No significant differences were observed within the groups by employment type.

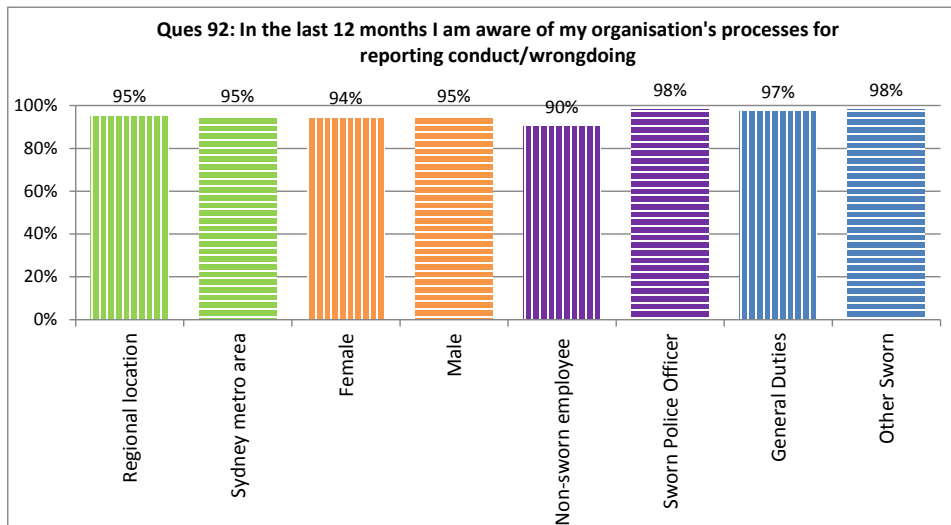
Question91: In the last 12 months I have read or referred to my organisation's code of conduct



70% of the respondents have in the last 12 months read the organisation's code of conduct.

No significant differences were observed within the groups by employment type.

Question92: I am aware of my organisation's processes for reporting misconduct/wrongdoing.



Overall 95% of the respondents were aware of their organisation's processes for reporting misconduct/wrongdoing.

The difference in responses between Sworn & Non-sworn police officers was statistically significant.

Question93: I am aware of the ways to resolve grievances in my organisation

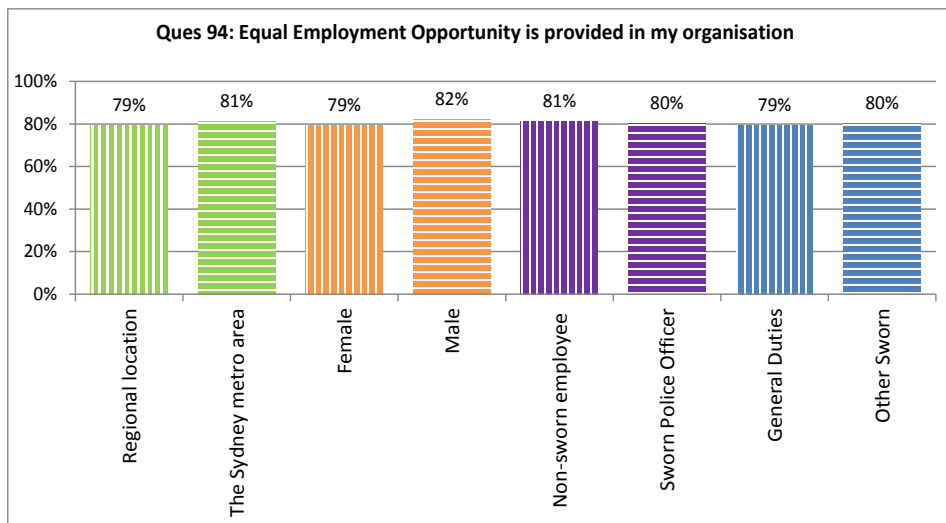


90% of the respondents were aware of the ways to resolve grievances in the organisation.

The difference in responses between Sworn & Non-sworn police officers was statistically significant.

SECTION 16: EQUITY & DIVERSITY

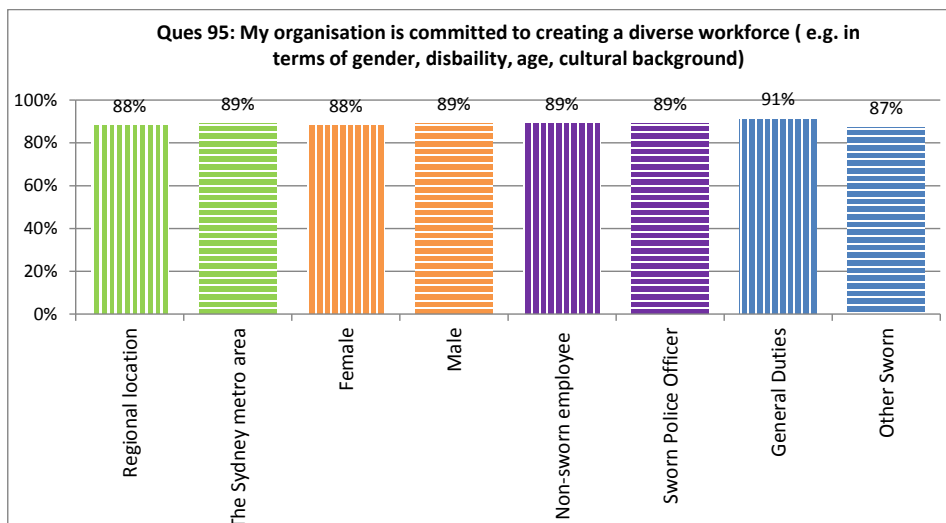
Question94: Equal employment opportunity is provided in my organisation



80% of the respondents agreed that Equal Employment Opportunity was provided in the organisation.

No significant differences were observed within the groups by employment type.

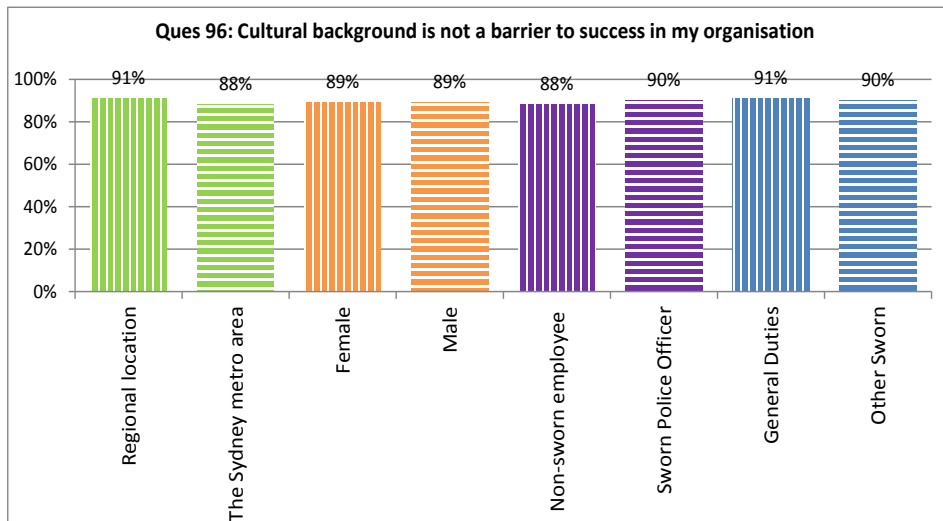
Question95: My organisation is committed to creating a diverse workforce (e.g. in terms of gender, disability, age, cultural background).



89% of employees agreed that the NSW Police Force was committed to creating a diverse workforce (e.g. in terms of gender, disability, age, cultural background).

No significant differences were observed within the groups by employment type.

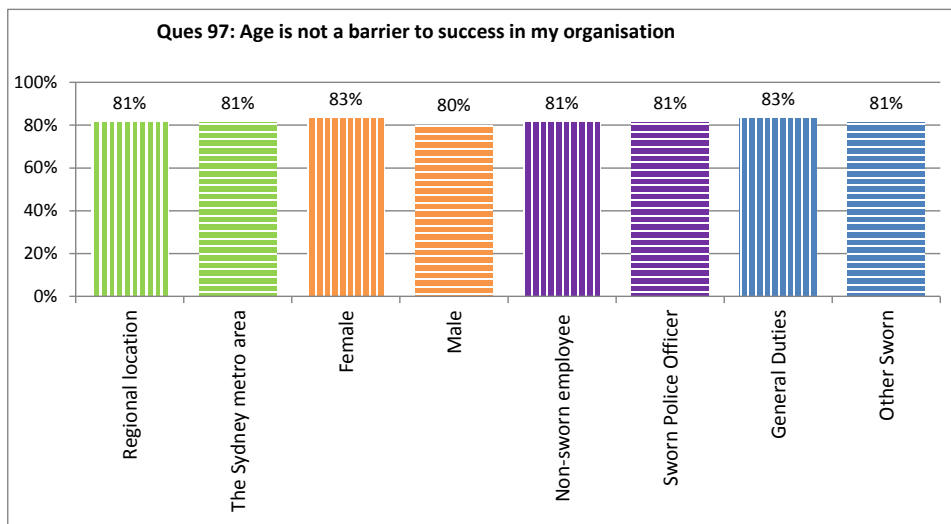
Question96: Cultural background is not a barrier to success in my organisation



89% of the respondents agreed that Cultural background was not a barrier to success in NSW Police Force.

No significant differences were observed within the groups by employment type.

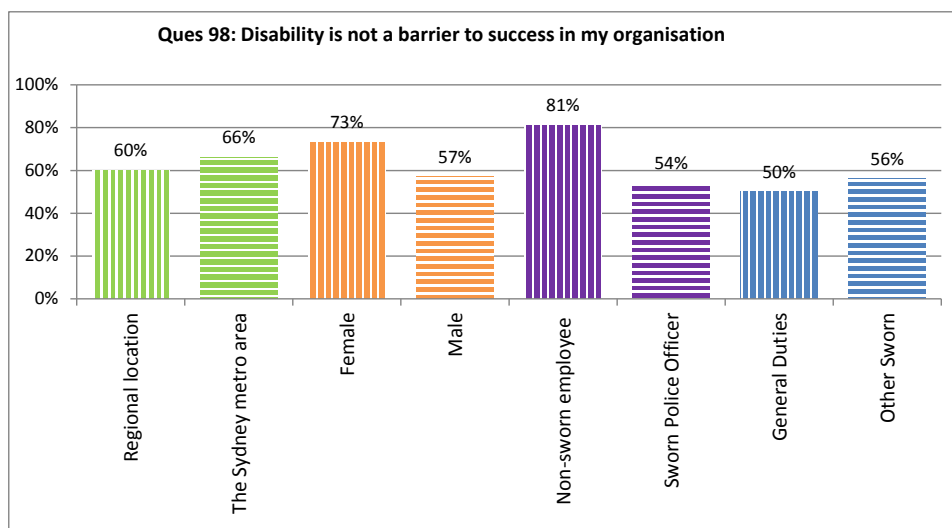
Question97: Age is not a barrier to success in my organisation



81% of employees were of the opinion that age was not a barrier to success within the NSW Police Force.

No significant differences were observed within the groups by employment type.

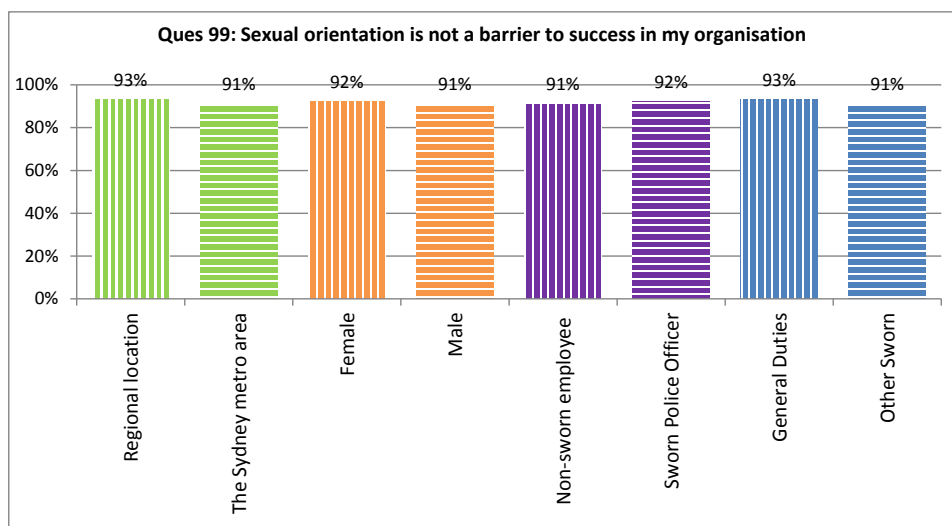
Question98: Disability is not a barrier to success in my organisation.



64% of the respondents agreed that disability was not a barrier to success within NSW Police Force.

The differences in responses between Male and Female employees and between Sworn & Non-sworn police officers were statistically significant.

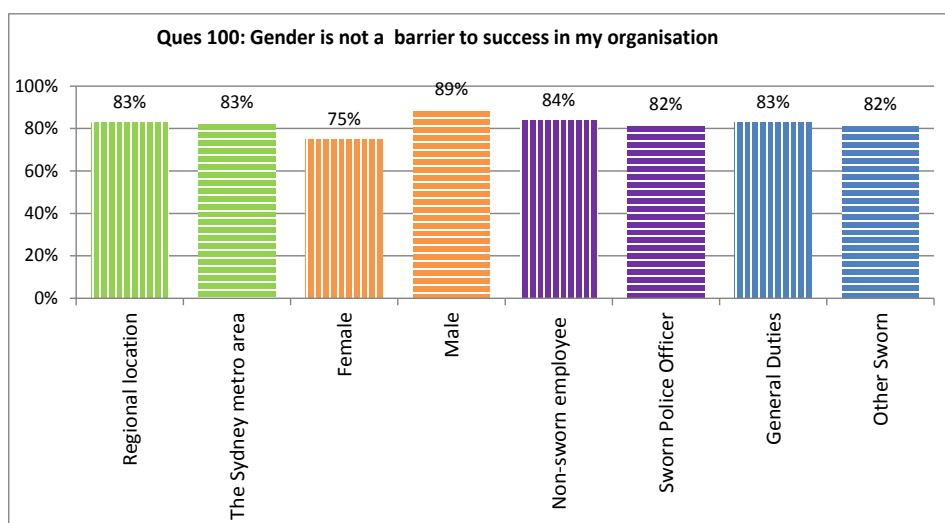
Question99: Sexual orientation is not a barrier to success in my organisation.



92% of the respondents agreed that sexual orientation was not a barrier to success in NSW Police Force.

No significant differences were observed within the groups by employment type.

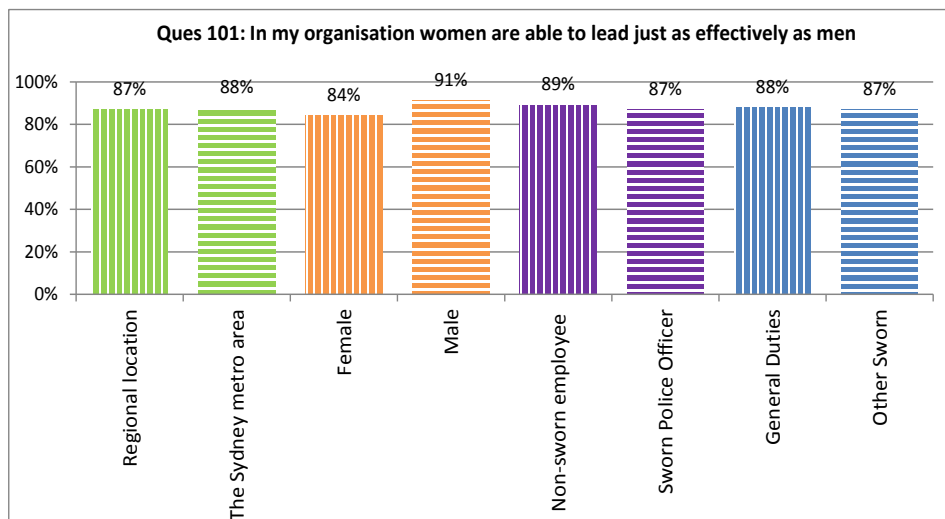
Question100: Gender is not a barrier to success in my organisation



83% of the respondents agreed that gender was not a barrier to success in NSW Police Force.

Statistically there were significant differences between Male and Female employees.

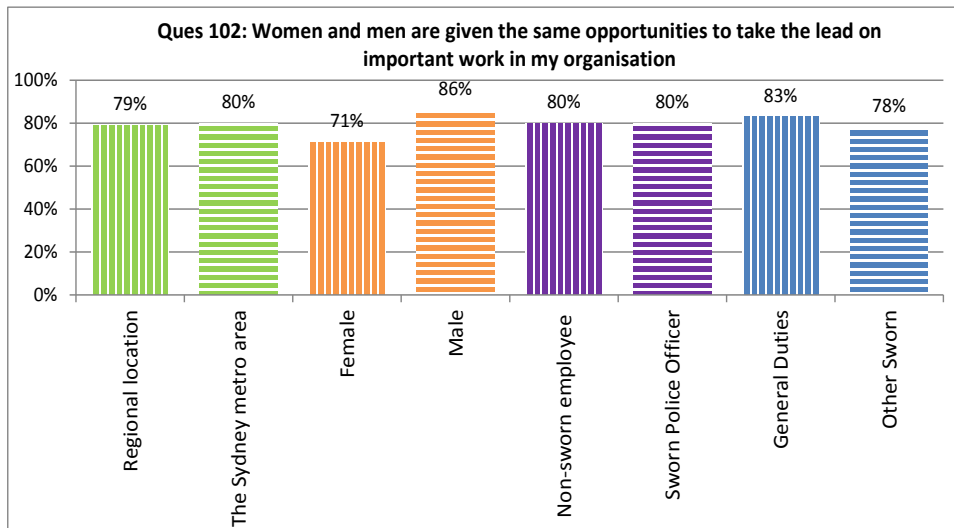
Question101: In my organisation women are able to lead just as effectively as men.



88% of employees felt that NSW Police Force women were able to lead just as effectively as men.

The difference in responses between Male and Female employees was statistically significant.

Question102: Women and men are given the same opportunities to take the lead on important work in my organisation

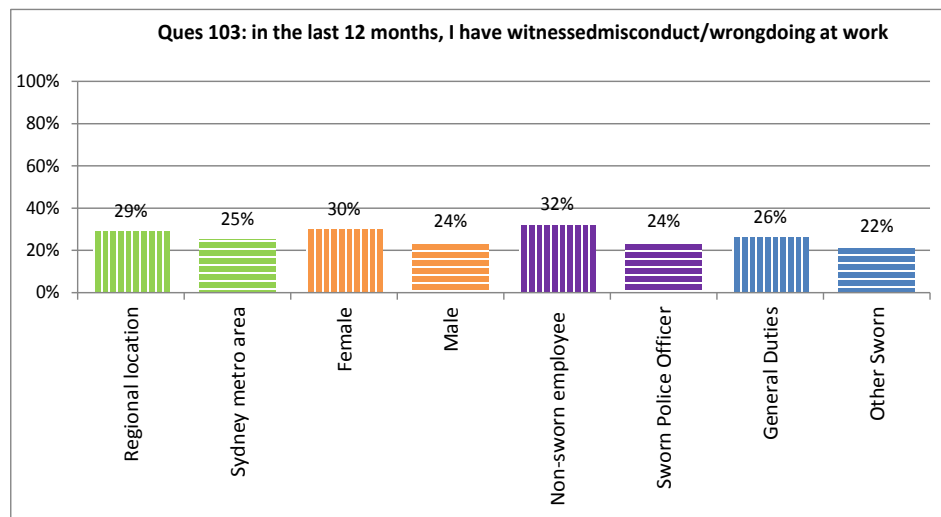


80% of the respondents were of the opinion that women and men were given the same opportunities to take lead on important work in NSW Police Force.

The difference in responses between Male and Female employees was statistically significant.

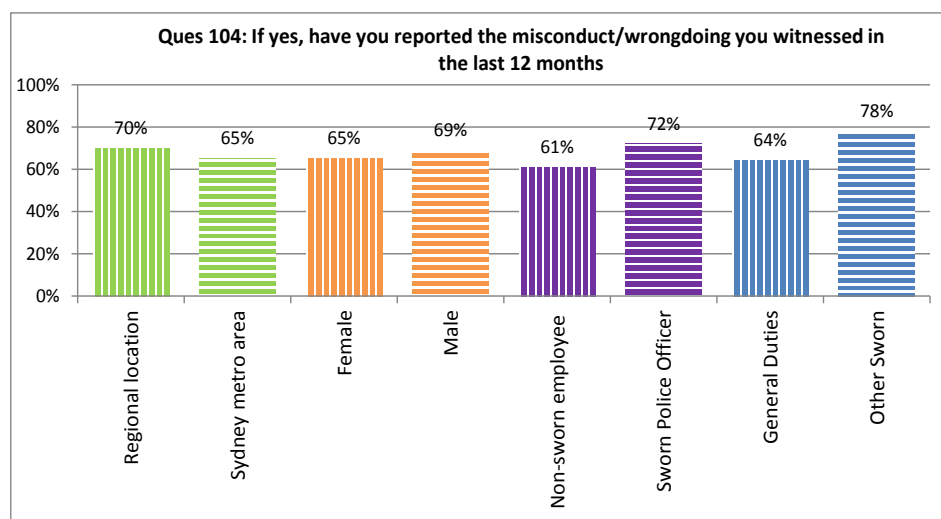
SECTION 17: MISCONDUCT/WRONGDOING

Question103: In the last 12 months, I have witnessed misconduct/wrongdoing at work



Overall 27% of the respondents had witnessed misconduct/wrongdoing at work in the last 12 months. No significant differences were observed within the groups by employment type.

Question104: If yes, have you reported the misconduct/wrongdoing you witnessed in the last 12 months?

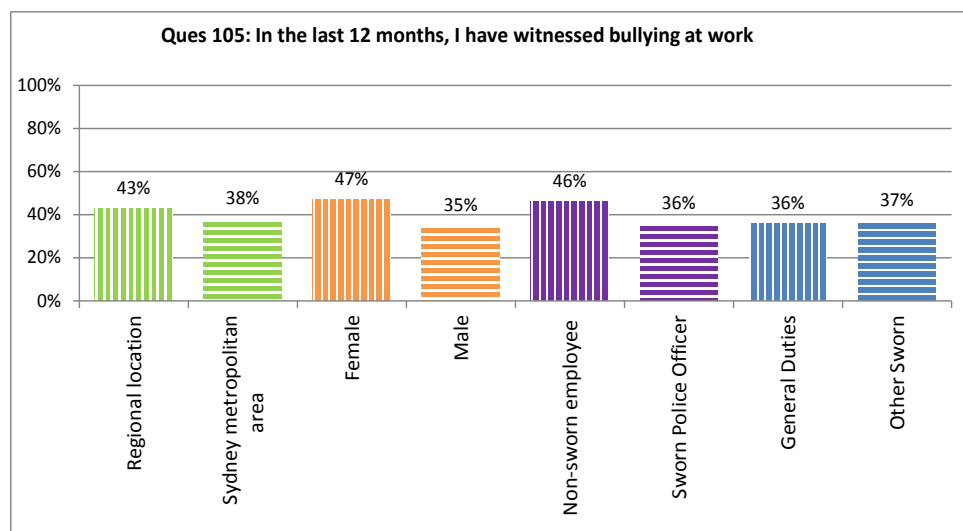


67% of the respondents who had witnessed misconduct/wrongdoing at work had reported the incident.

The differences in responses between Sworn & Non-sworn staff and between General duties and Other sworn officers were statistically significant.

SECTION 18: BULLYING

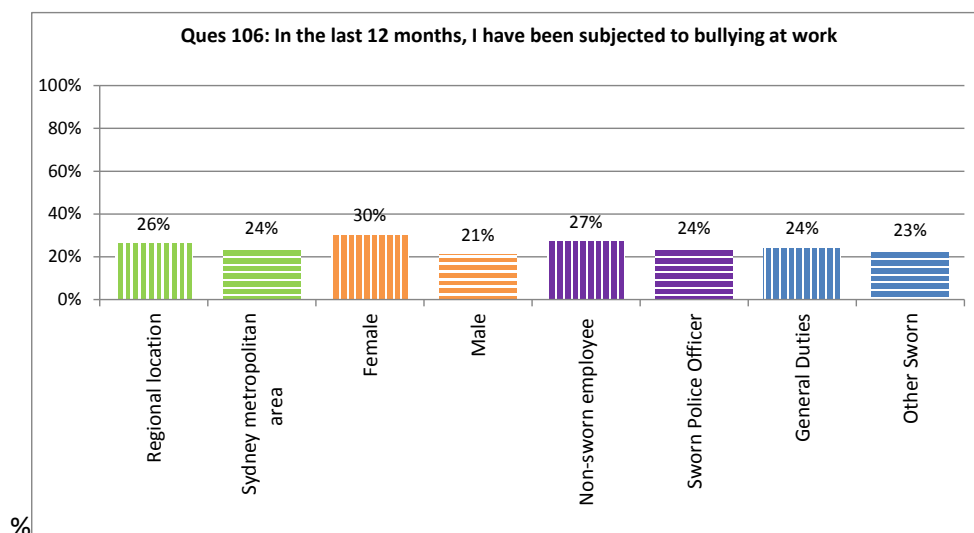
Question105: In the last 12 months, I have witnessed bullying at work



40% of employees have witnessed bullying at work that in the last 12 months.

The differences in responses Male & Female officers and between Sworn & Non-sworn staff were statistically significant.

Question106: In the last 12 months, I have been subjected to bullying at work



25% of the respondents stated that they were subjected to bullying at work.

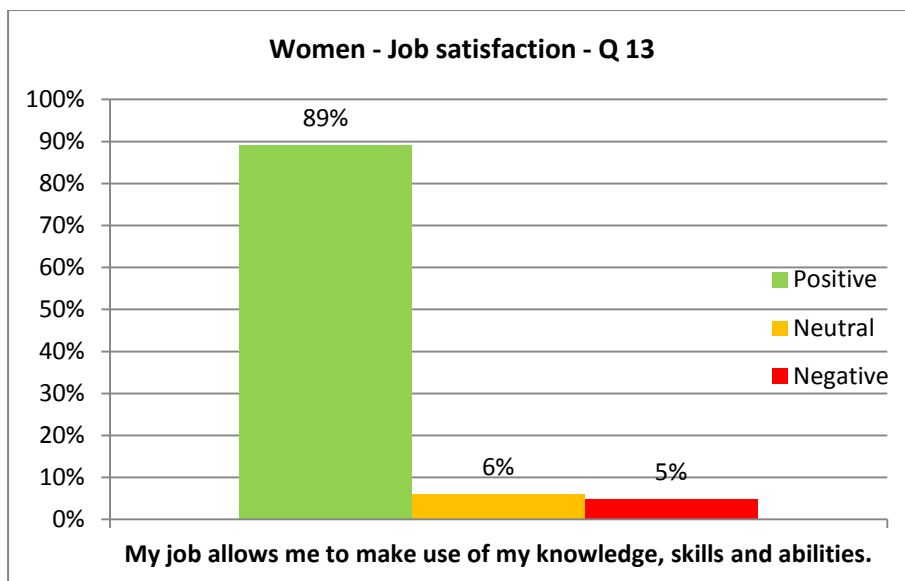
No significant differences were observed within the groups by employment type.

Staff Culture Survey for Local Area Commands

Survey results by gender and selected questions (Document written on : 17 May 2013)

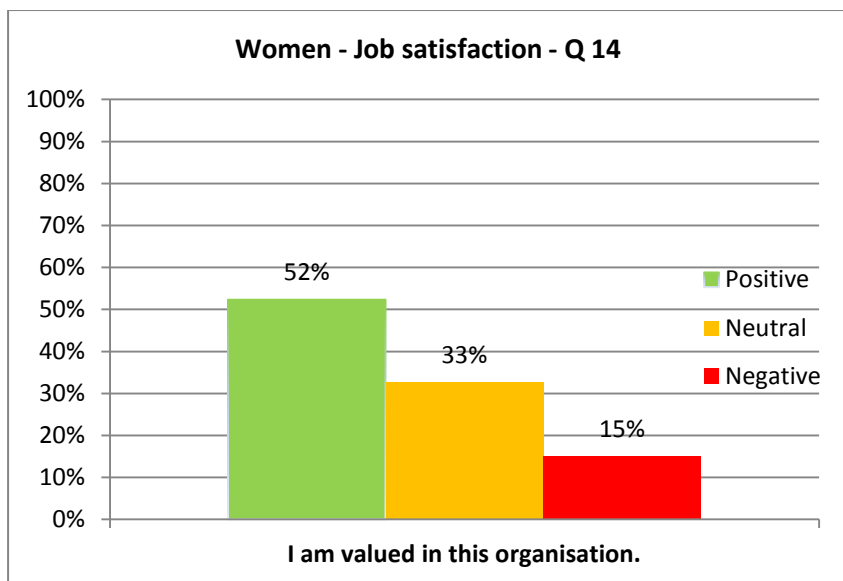
The charts and data presented in this document are aggregates of responses to selected questions by staff of 47 commands (made up of 42 Local Area and 5 specialist commands).

There are 2093 respondents, comprising 1380 males (66%) and 713 females (34%). The ratio of each gender in total respondents exactly aligns with the ratios published in the 2012 NSWPF Annual Report, meaning the sample is truly representative of the actual population of NSWPF employees .



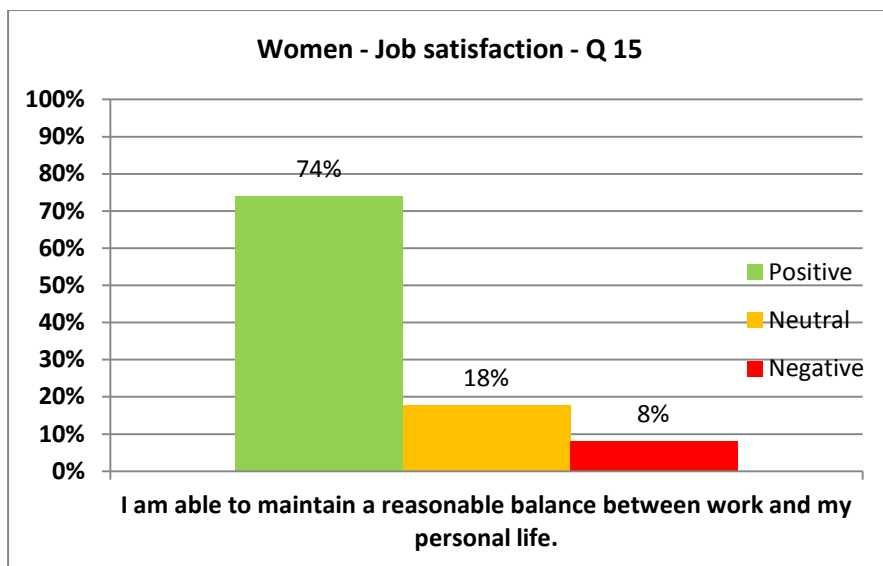
'Strongly agree' and 'Agree' = 'Positive'

'Strongly disagree' and 'Disagree' = 'Negative'



'Strongly agree' and 'Agree' = 'Positive'

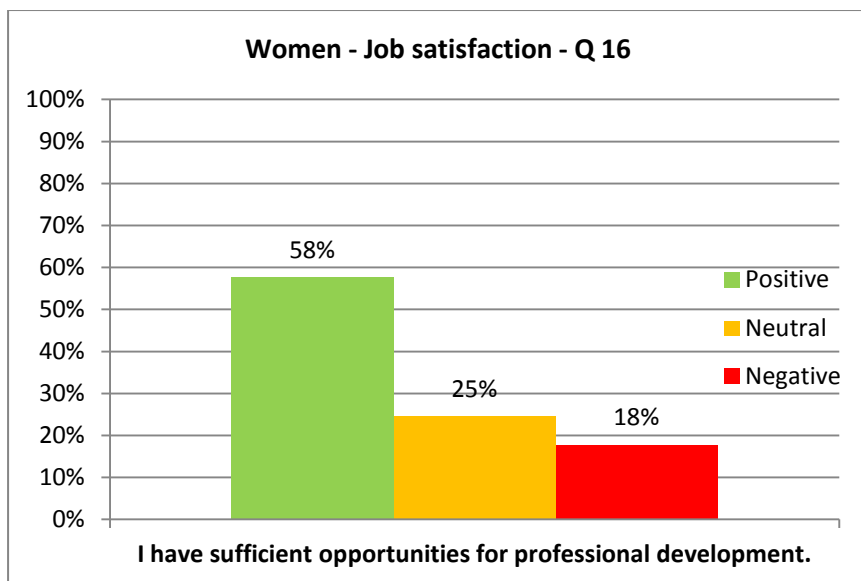
'Strongly disagree' and 'Disagree' = 'Negative'



'Strongly agree' and 'Agree' = 'Positive'
 'Strongly disagree' and 'Disagree' = 'Negative'



Slightly lower percentage of men believe they are less able to maintain reasonable balance between work and personal life.



'Strongly agree' and 'Agree' = 'Positive'

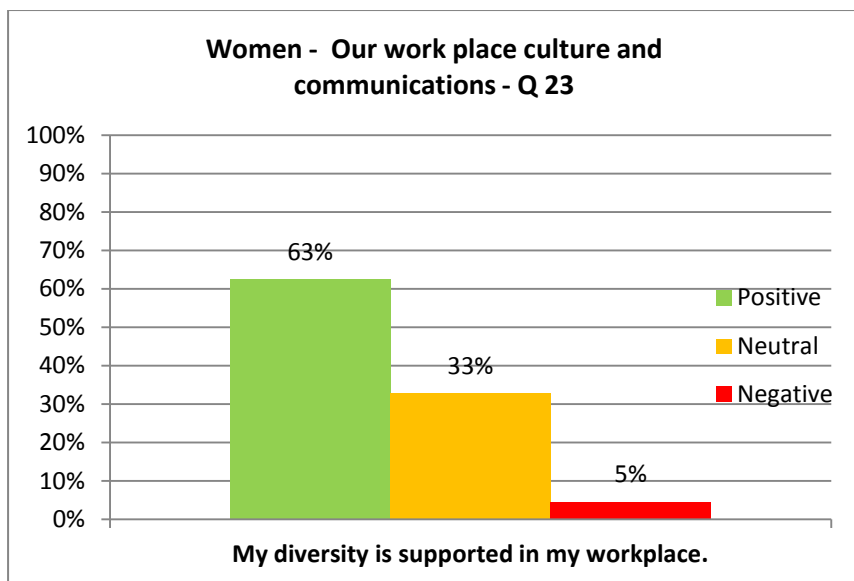
'Strongly disagree' and 'Disagree' = 'Negative'



'Very satisfied' and 'Somewhat satisfied' = 'Positive'

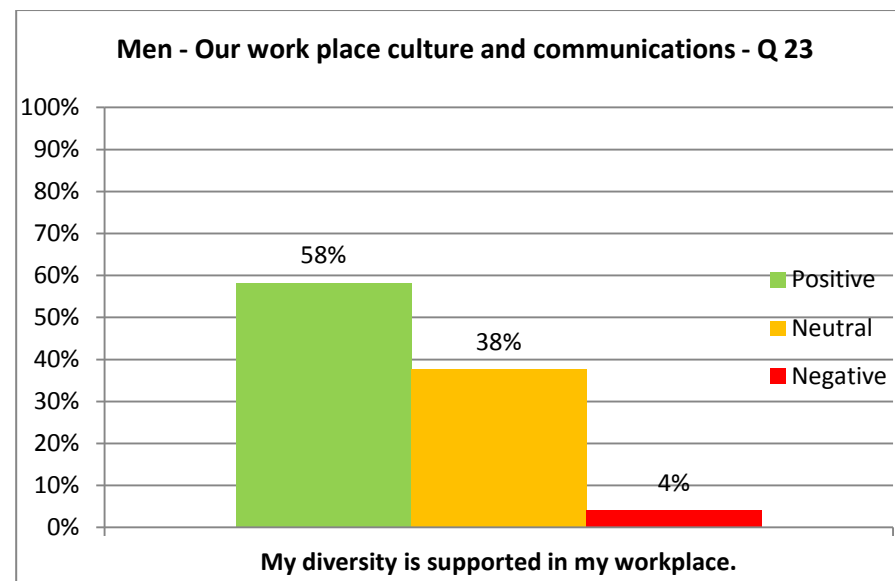
'Somewhat dissatisfied' and 'Very dissatisfied' = 'Negative'

'Undecided' = 'Neutral'

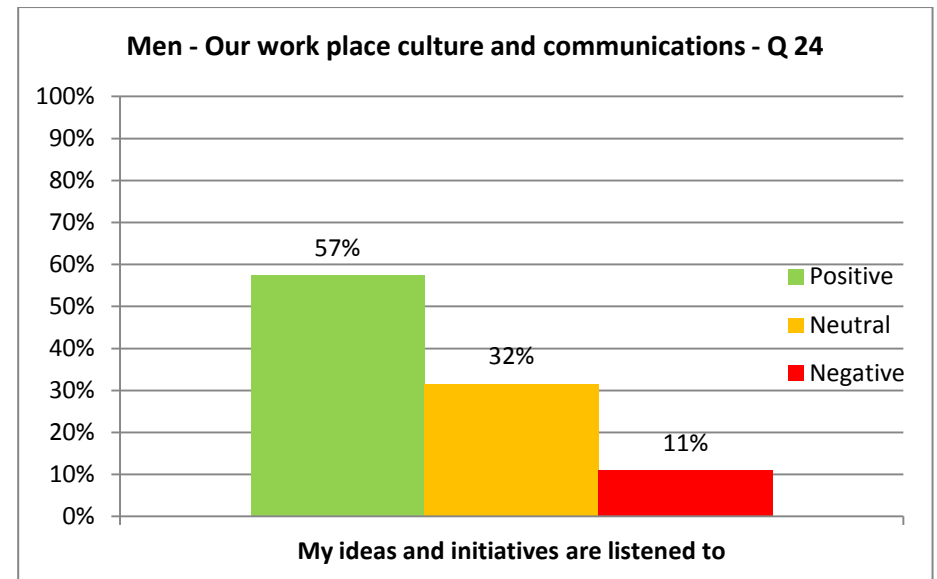
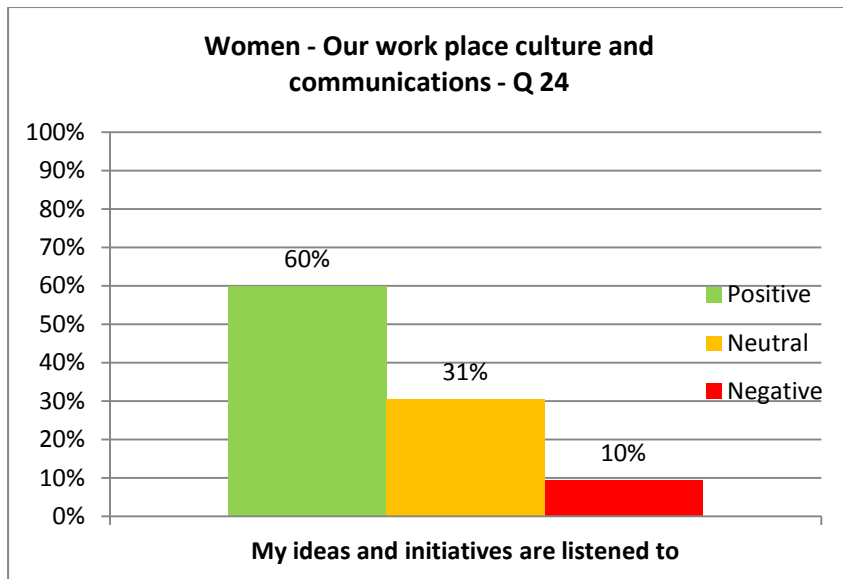


'Strongly agree' and 'Agree' = 'Positive'

'Strongly disagree' and 'Disagree' = 'Negative'

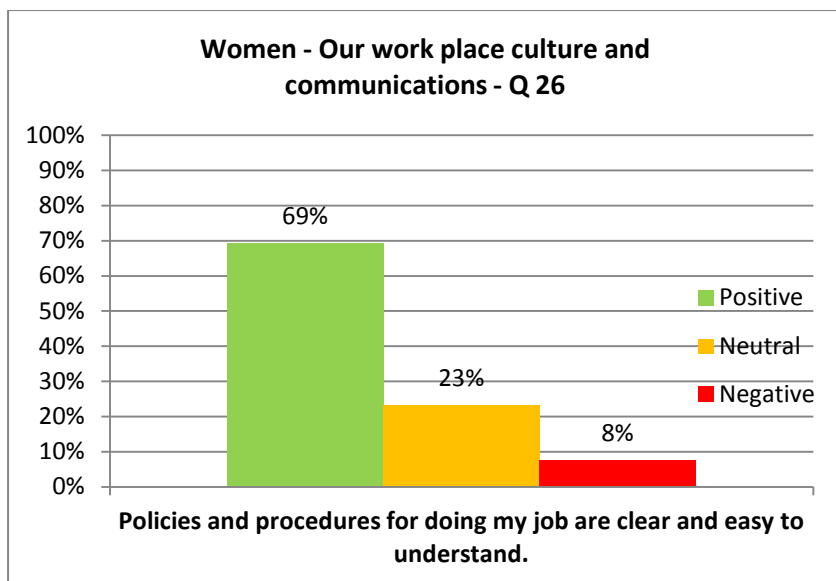


Lower percentage of men believe their diversity is supported.

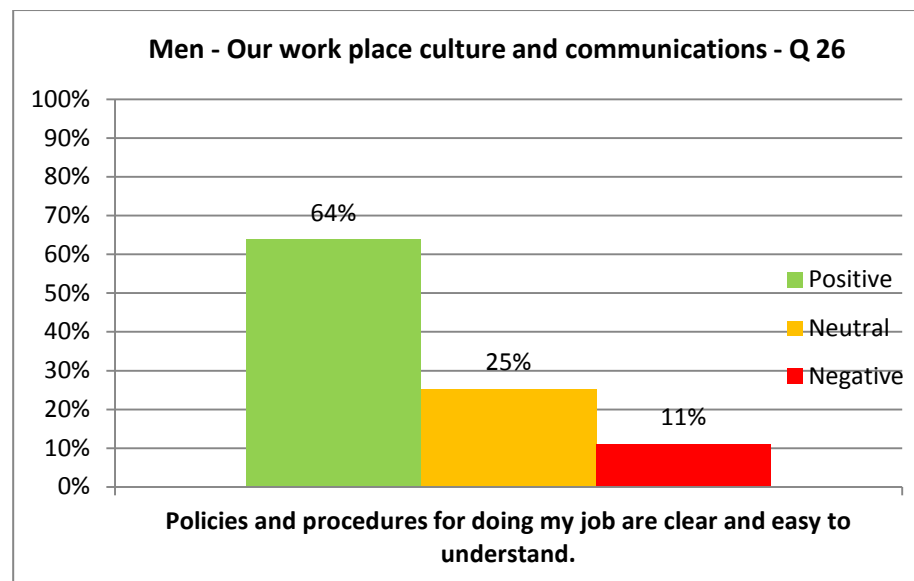


'Strongly agree' and 'Agree' = 'Positive'

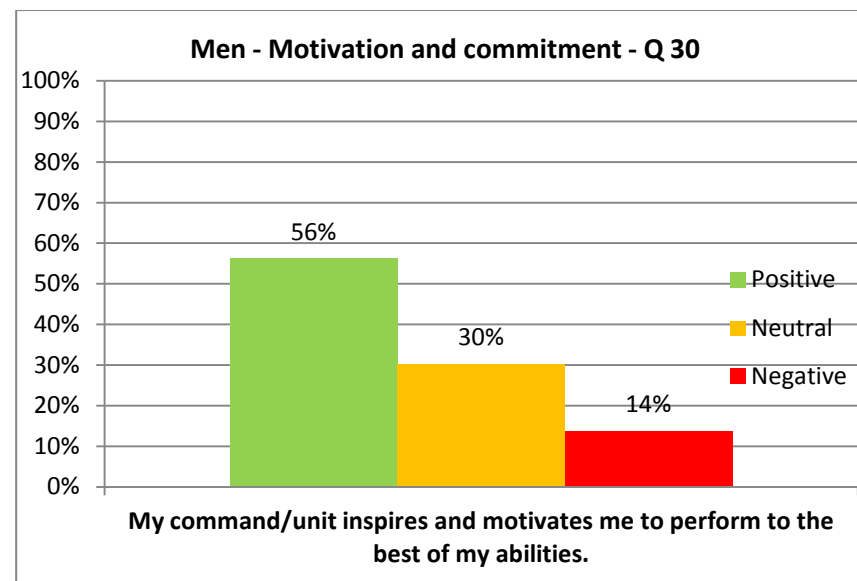
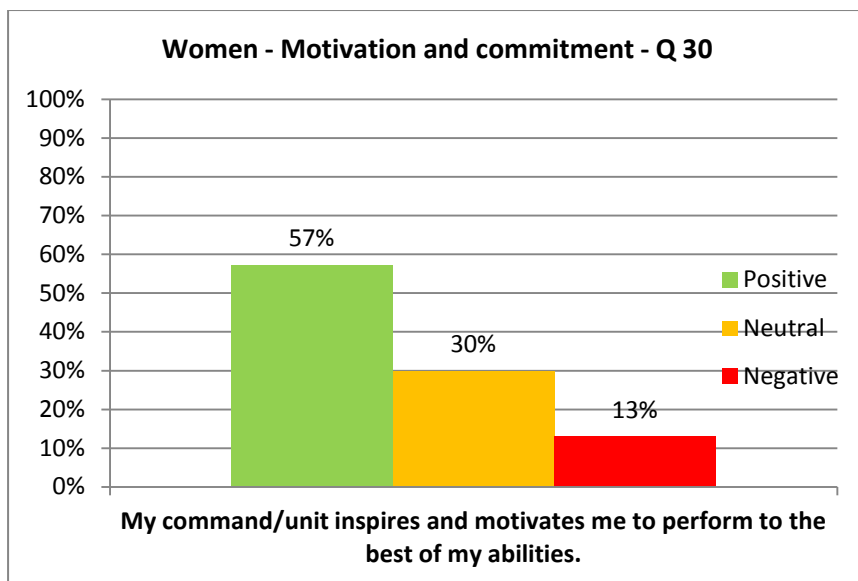
'Strongly disagree' and 'Disagree' = 'Negative'



'Strongly agree' and 'Agree' = 'Positive'
 'Strongly disagree' and 'Disagree' = 'Negative'

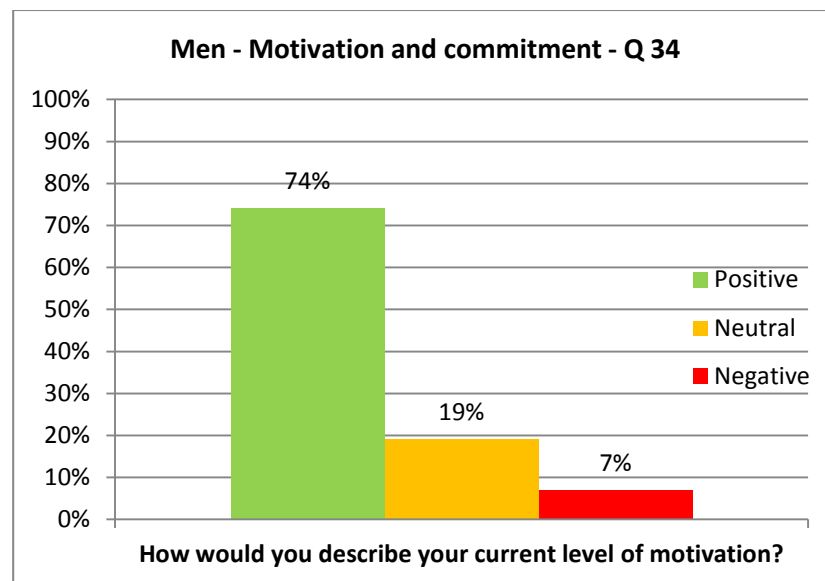
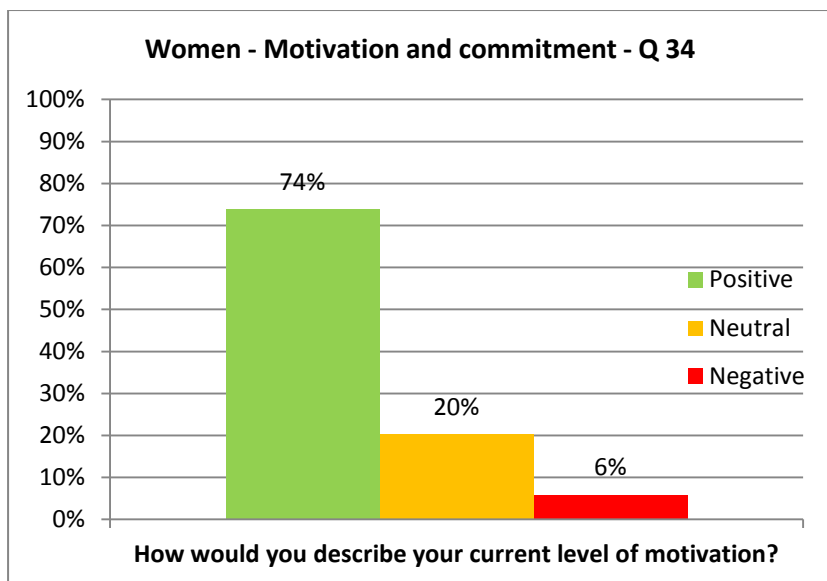


Lower percentage of men believe policies and procedures are easy to understand.



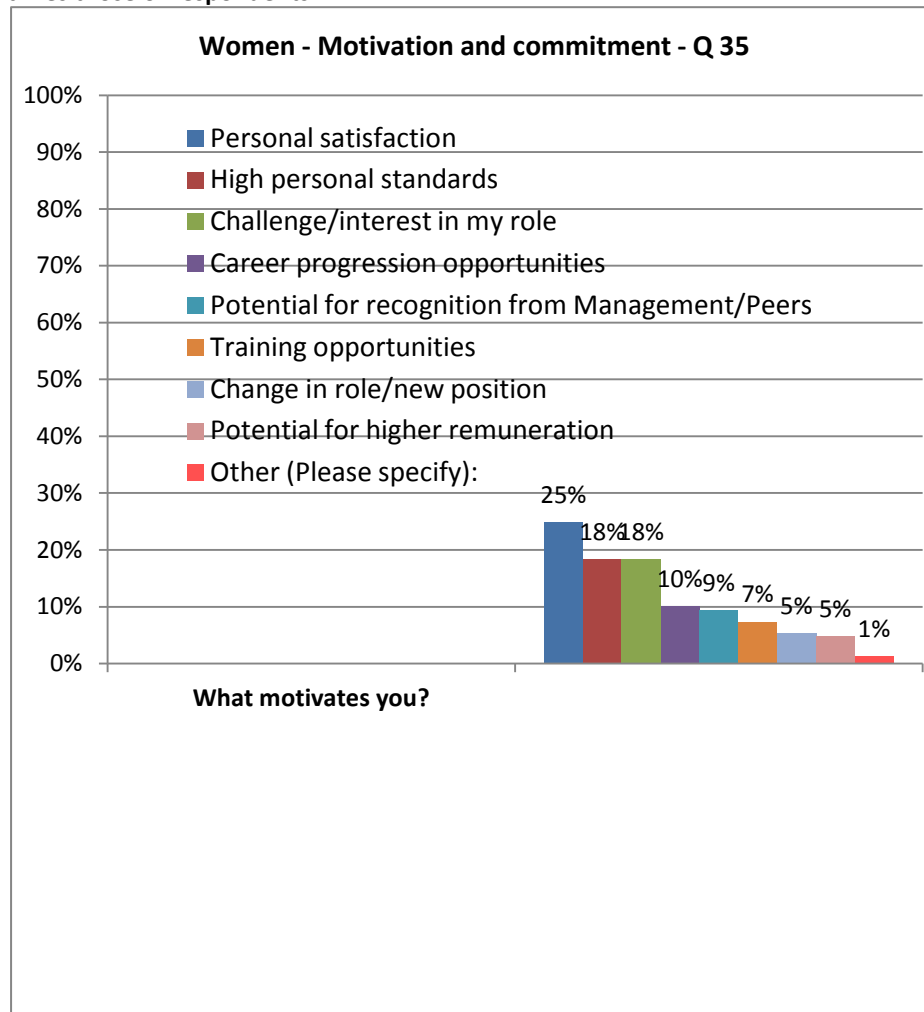
'Strongly agree' and 'Agree' = 'Positive'

'Strongly disagree' and 'Disagree' = 'Negative'

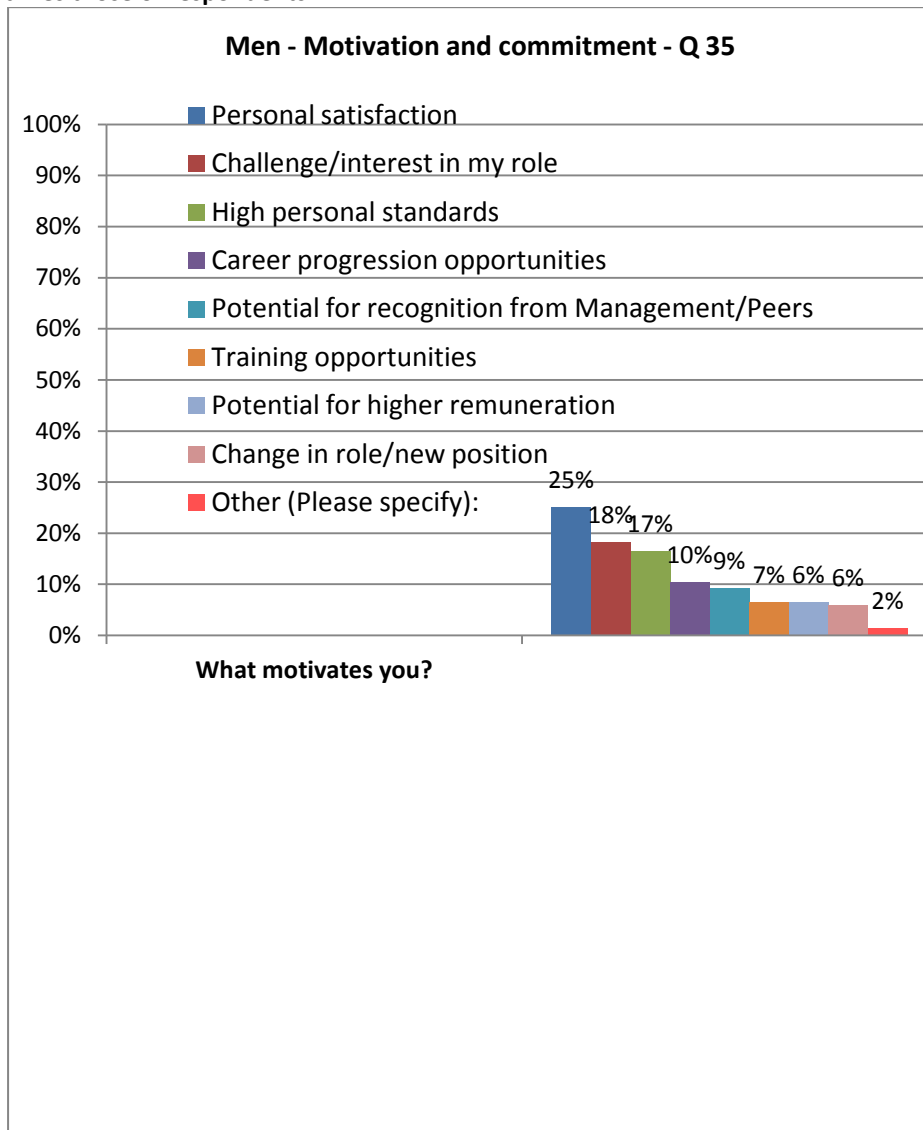


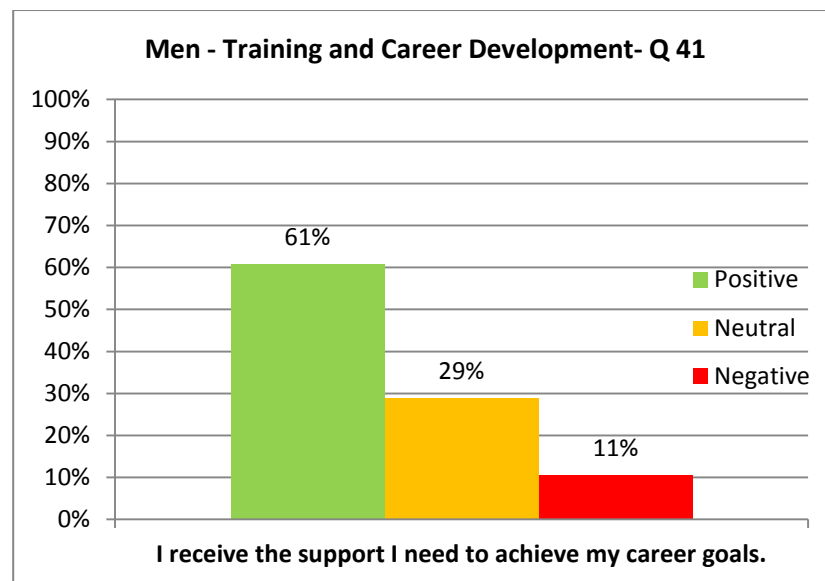
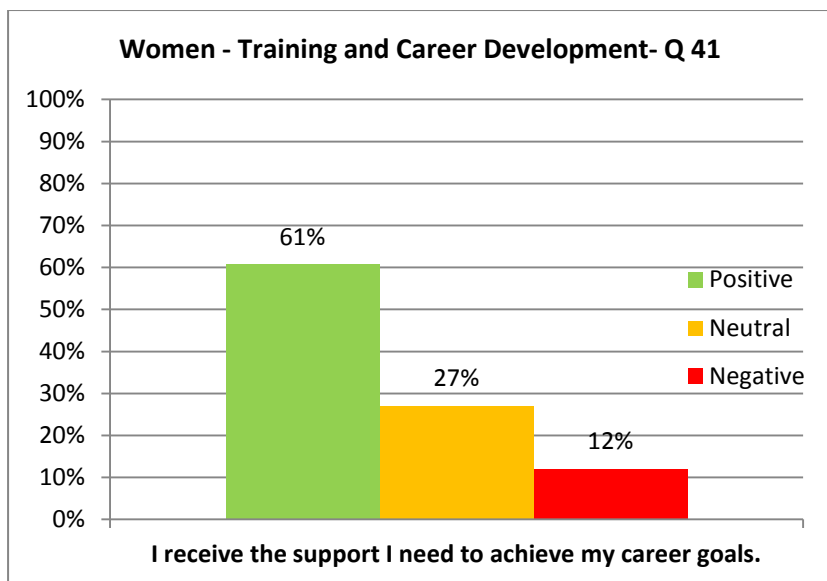
'Excellent' and 'Good' = 'Positive'
 'Poor' and 'Very poor' = 'Negative'
 'Average' = 'Neutral'

Due to multiplicity of the responses to Q 35, total responses are more than 3 times those of respondents



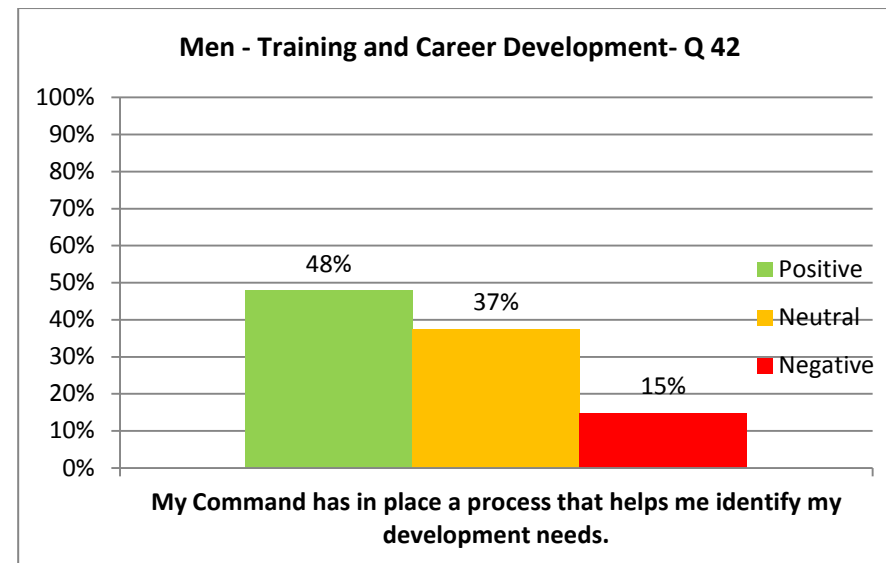
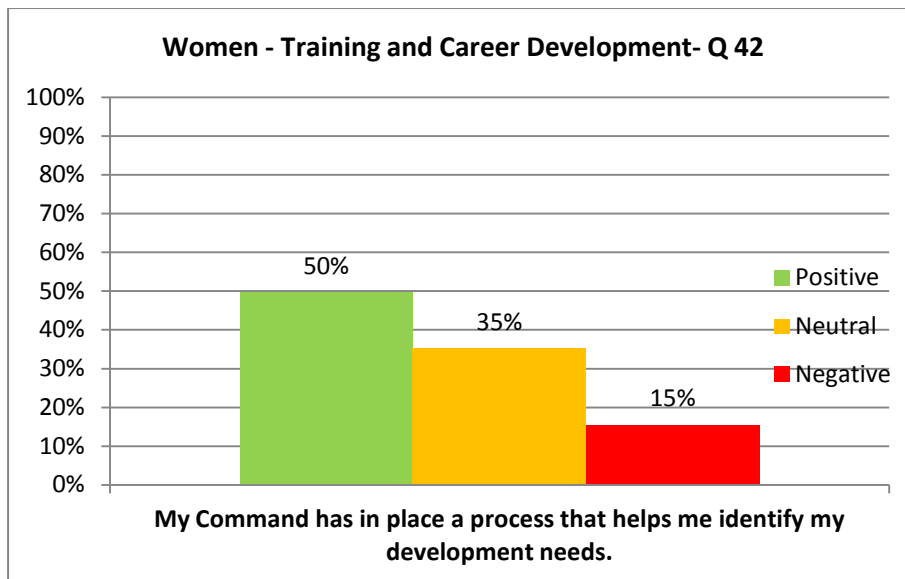
Due to multiplicity of the responses to Q 35, total responses are more than 3 times those of respondents





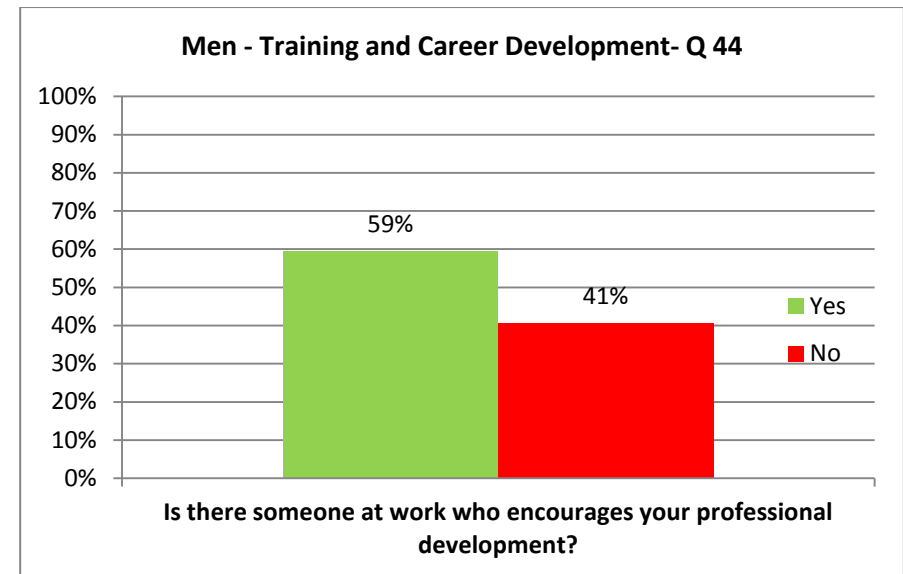
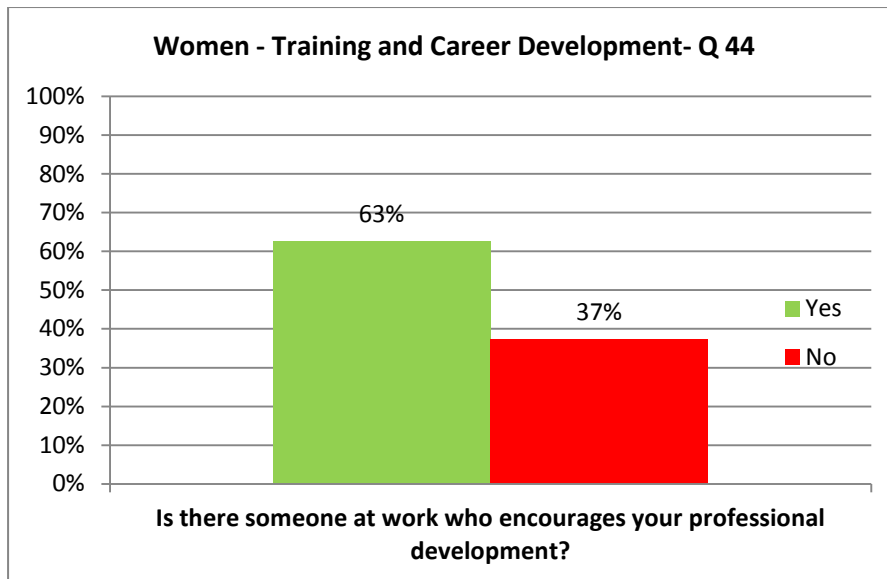
'Strongly agree' and 'Agree' = 'Positive'

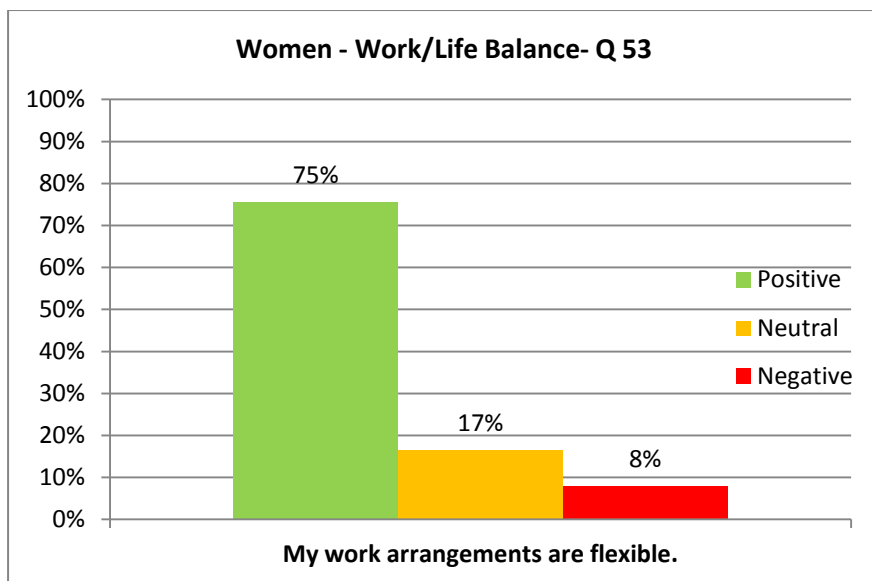
'Strongly disagree' and 'Disagree' = 'Negative'



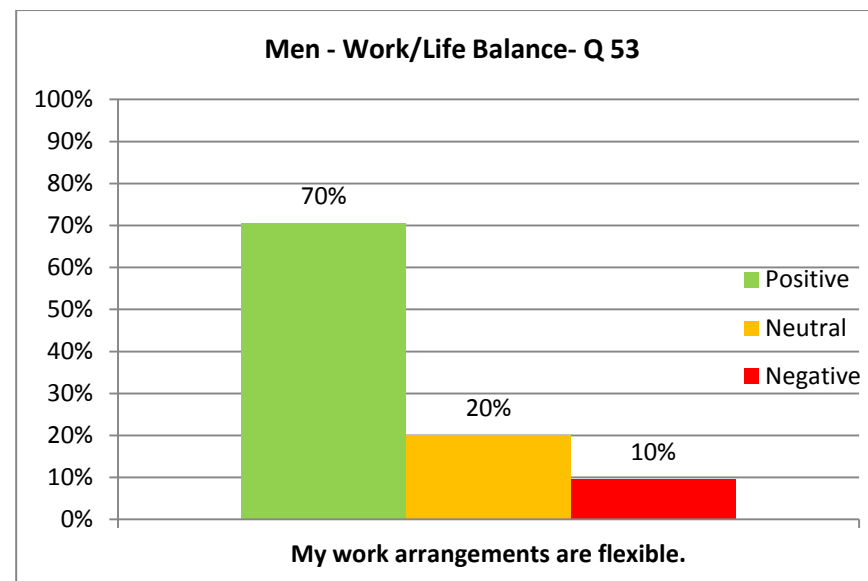
'Strongly agree' and 'Agree' = 'Positive'

'Strongly disagree' and 'Disagree' = 'Negative'

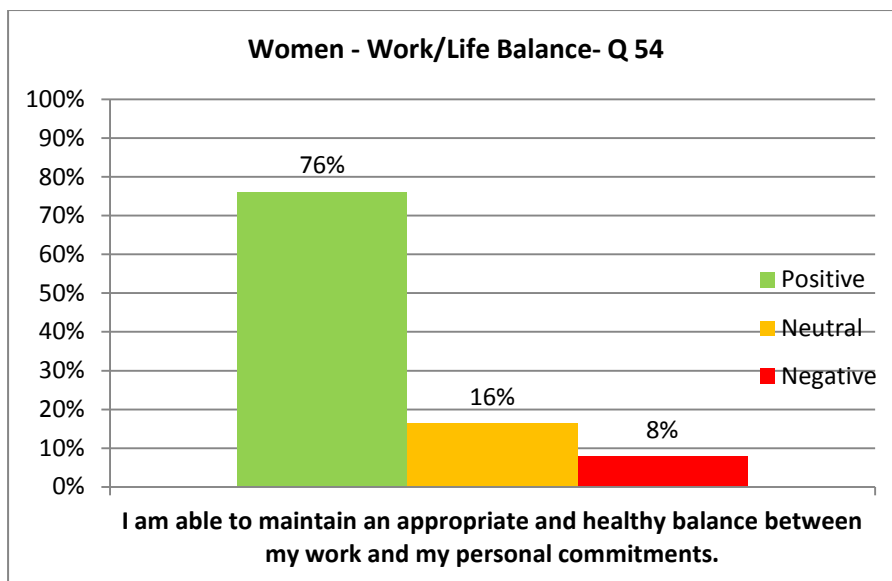




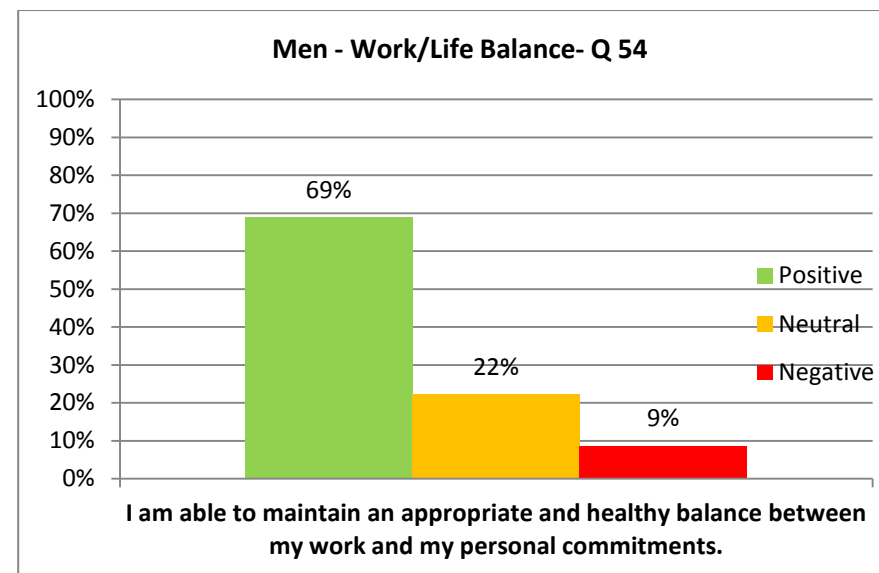
'Strongly agree' and 'Agree' = 'Positive'
 'Strongly disagree' and 'Disagree' = 'Negative'



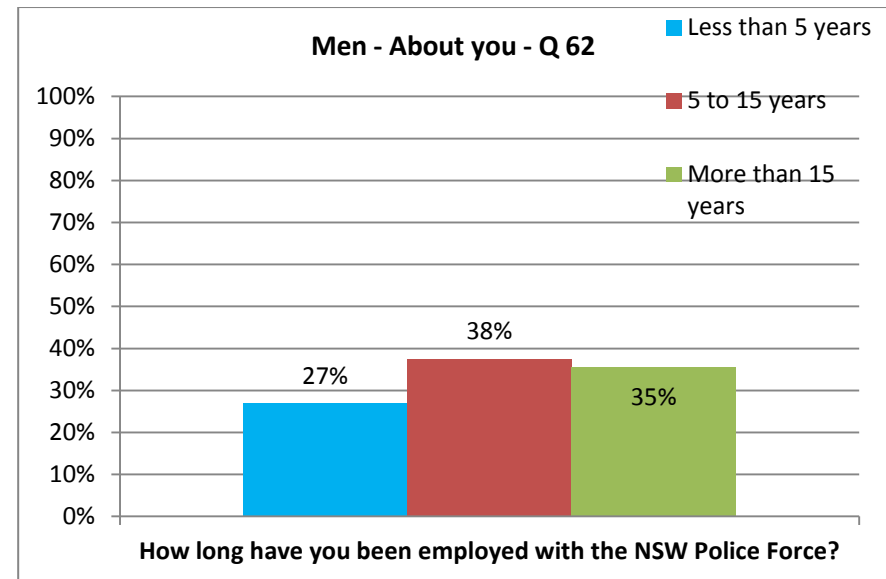
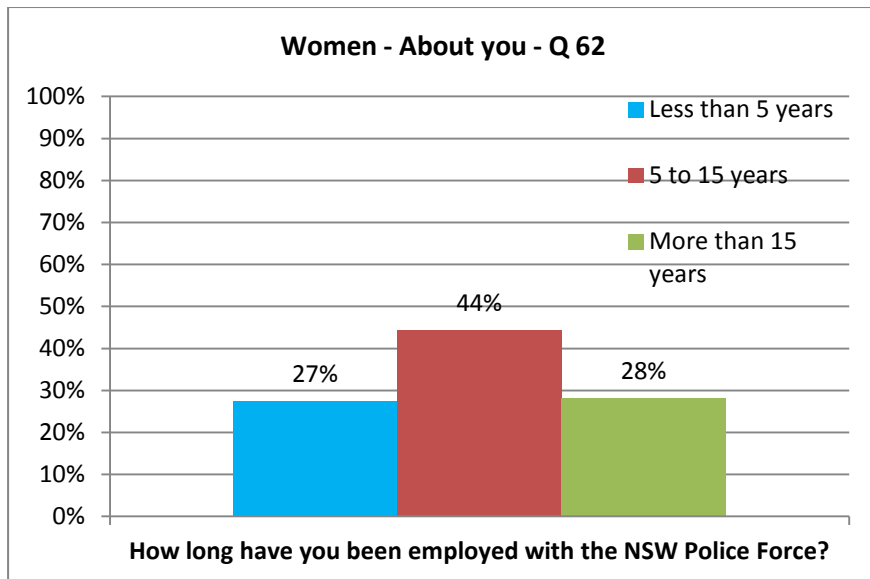
Lower percentage of men believe their work arrangements are flexible.



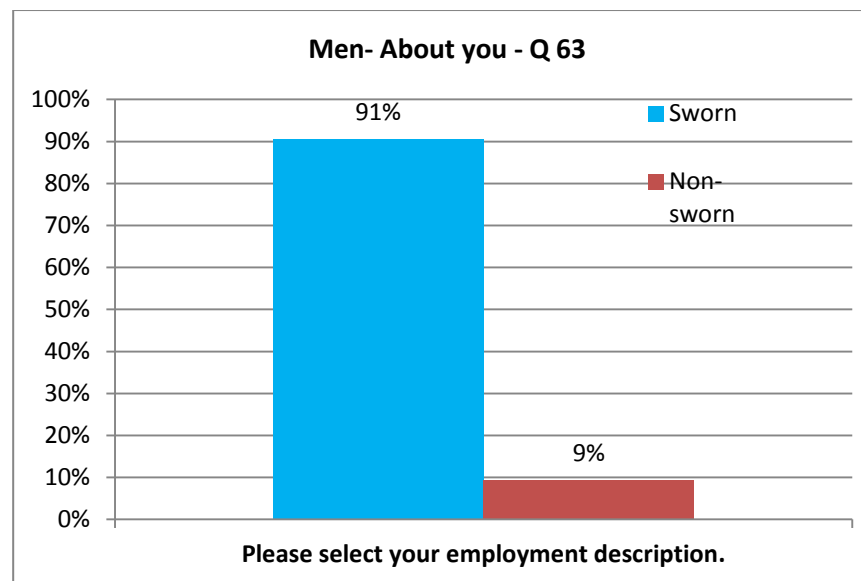
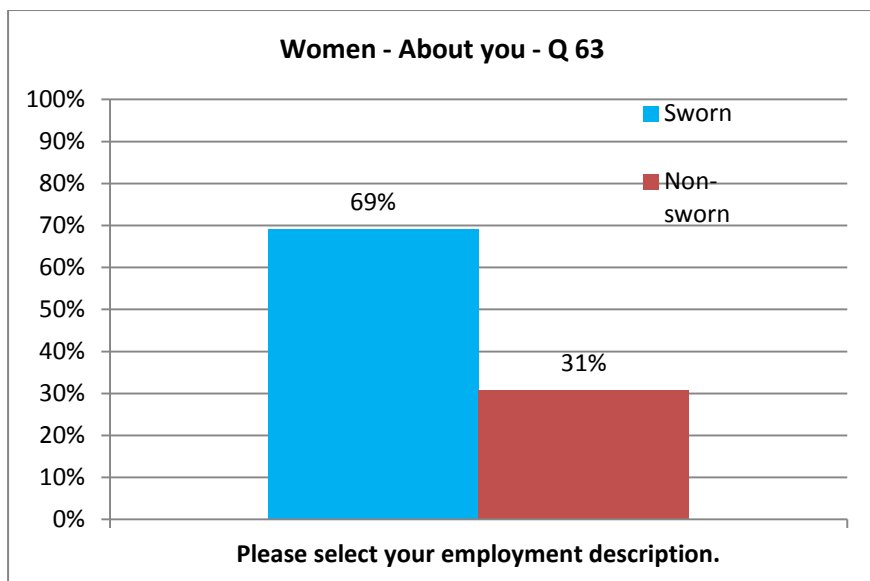
'Strongly agree' and 'Agree' = 'Positive'
 'Strongly disagree' and 'Disagree' = 'Negative'

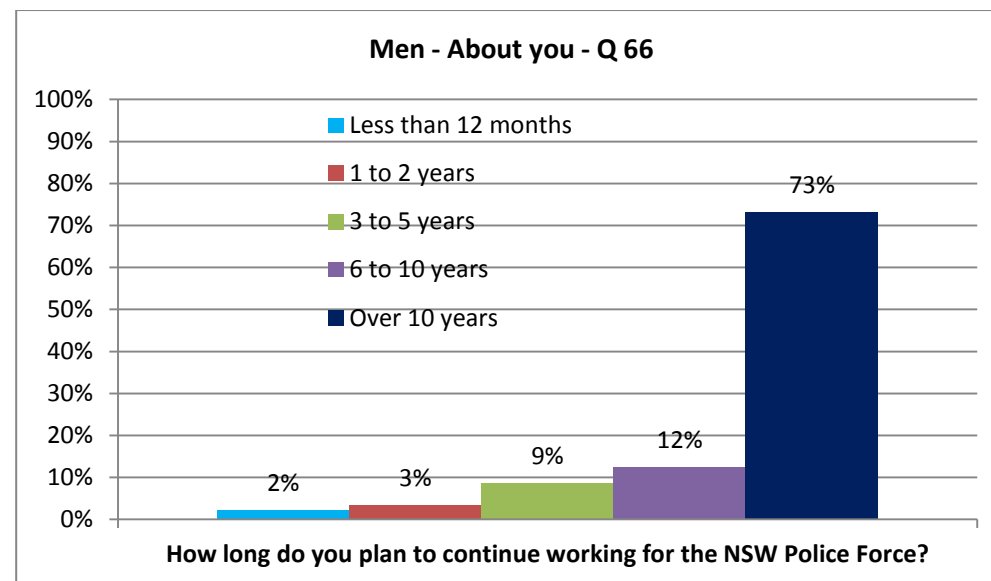
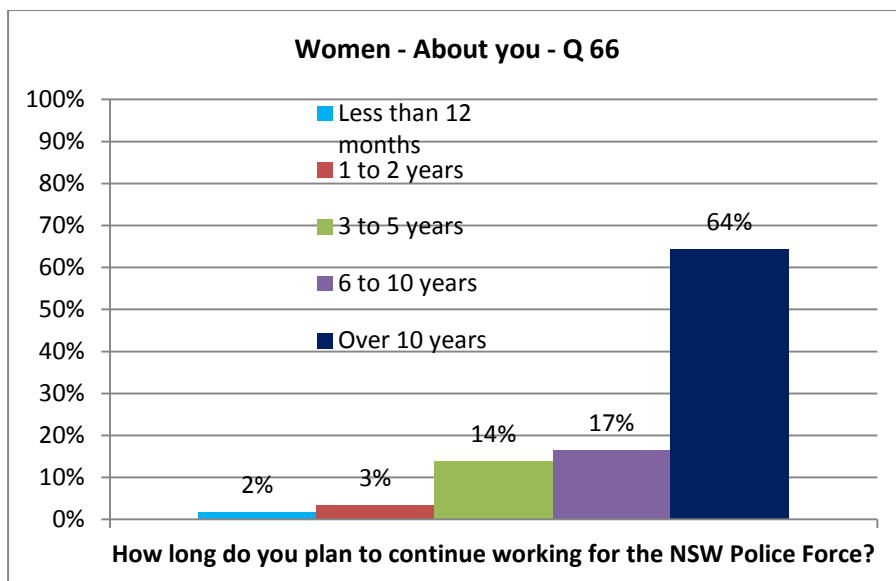


Lower percentage of men believe they can maintain a healthy balance between work and personal commitments.



Men tend to stay longer (is it because maternity/child rearing interferes with women's length of service?)





Higher percentage of men plan to work longer

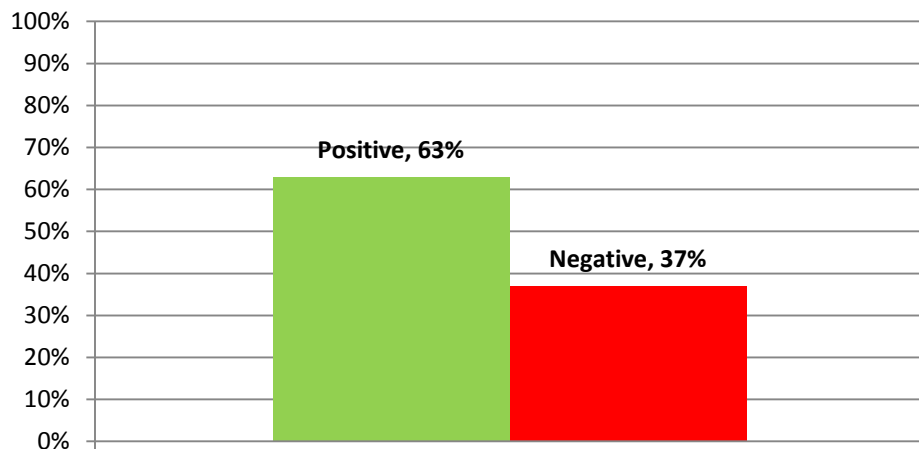
People Matter Employee Survey 2012 – NSW Police Force

Survey results by gender and selected questions

The charts presented in this document have been prepared using the data received from the Public Service Commission .

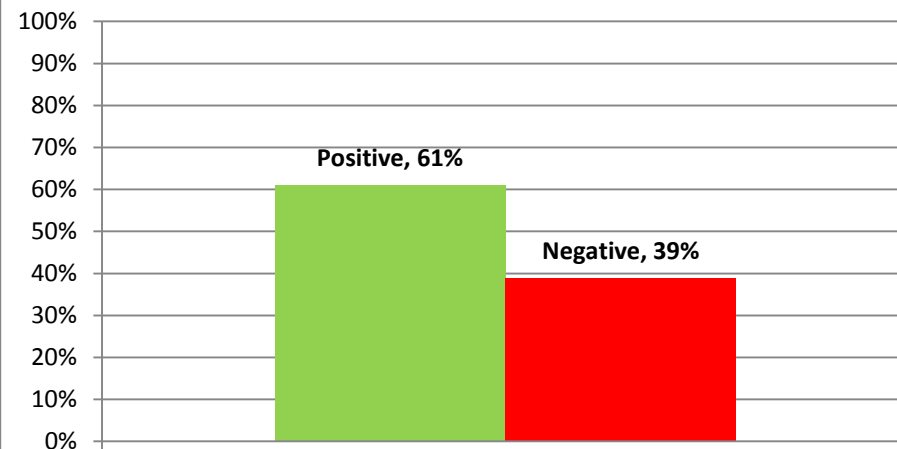
Of the 3564 total respondents, 1401 (39%) were female and 2163 (61%) were male. These ratios are broadly in line with the actual distribution of employees of NSWPF by gender (34% and 66%).

People Matter Employee Survey (Women)- Q 7f



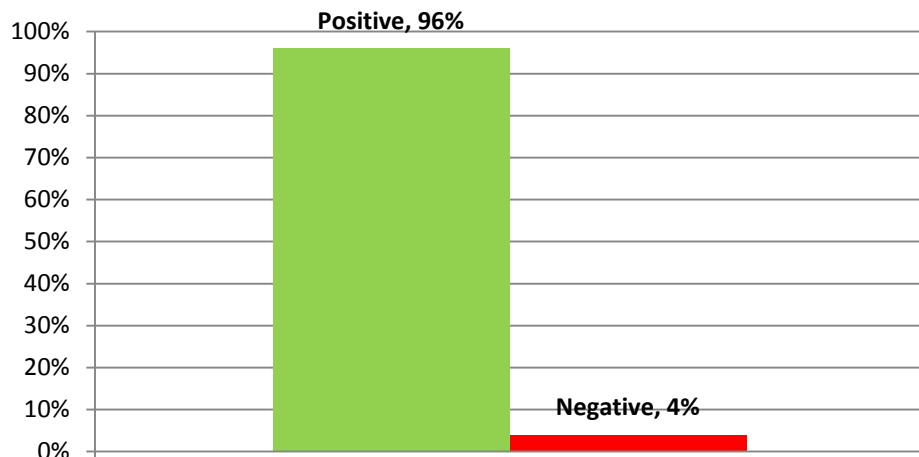
7f. I am encouraged to be innovative in my work

People Matter Employee Survey (Men)- Q 7f



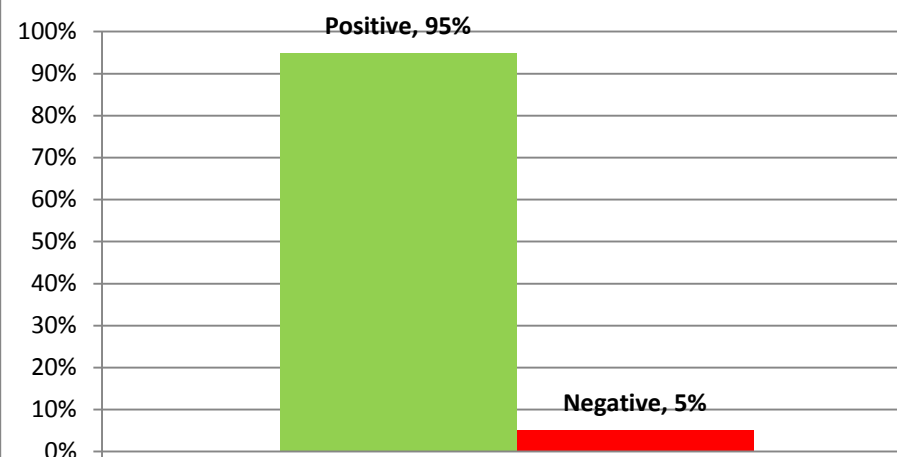
7f. I am encouraged to be innovative in my work

People Matter Employee Survey (Women)- Q 7g



7g. I have the skills to do my job effectively

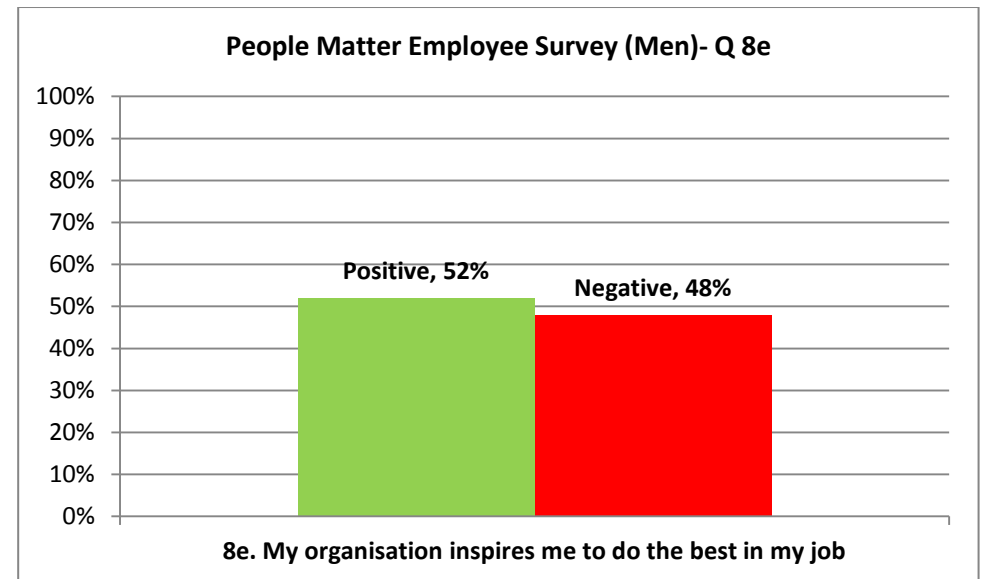
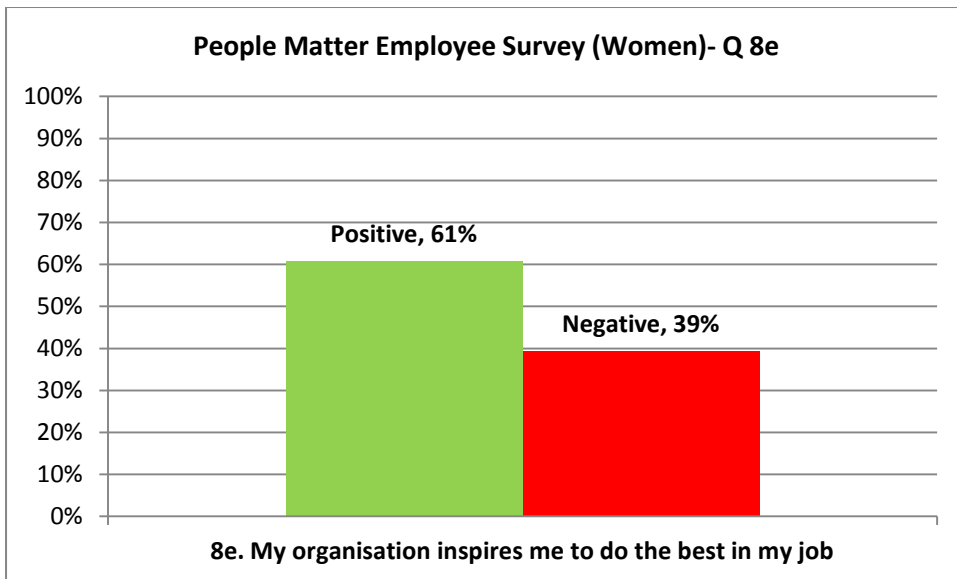
People Matter Employee Survey (Men)- Q 7g



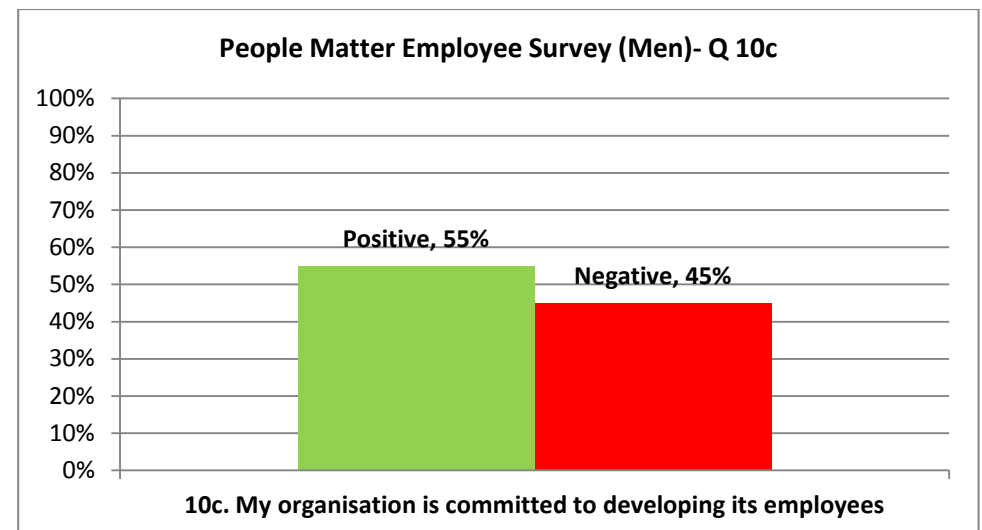
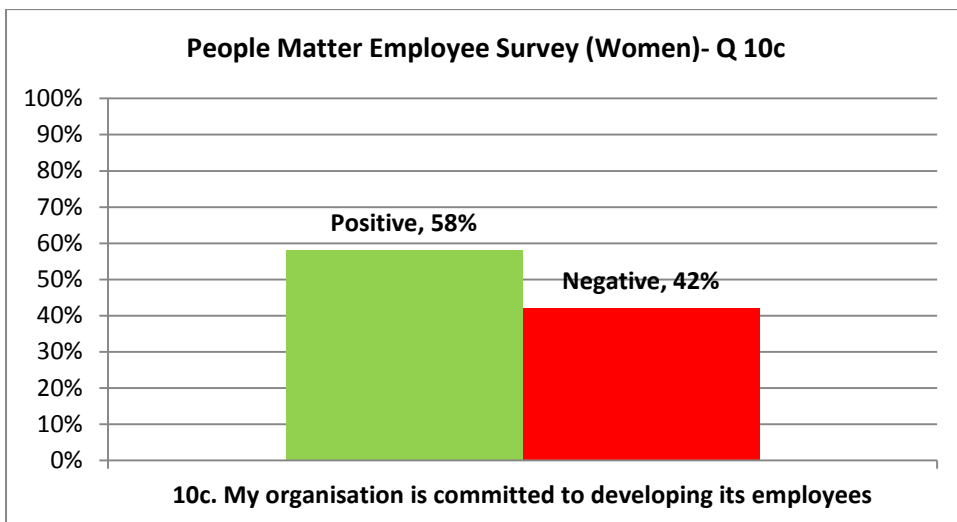
7g. I have the skills to do my job effectively

'Strongly agree' and 'Agree' = 'Positive'

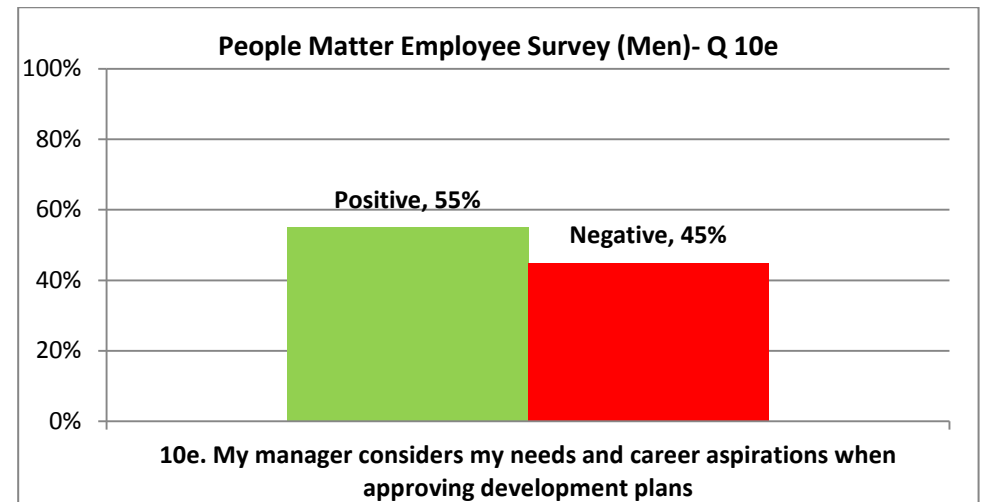
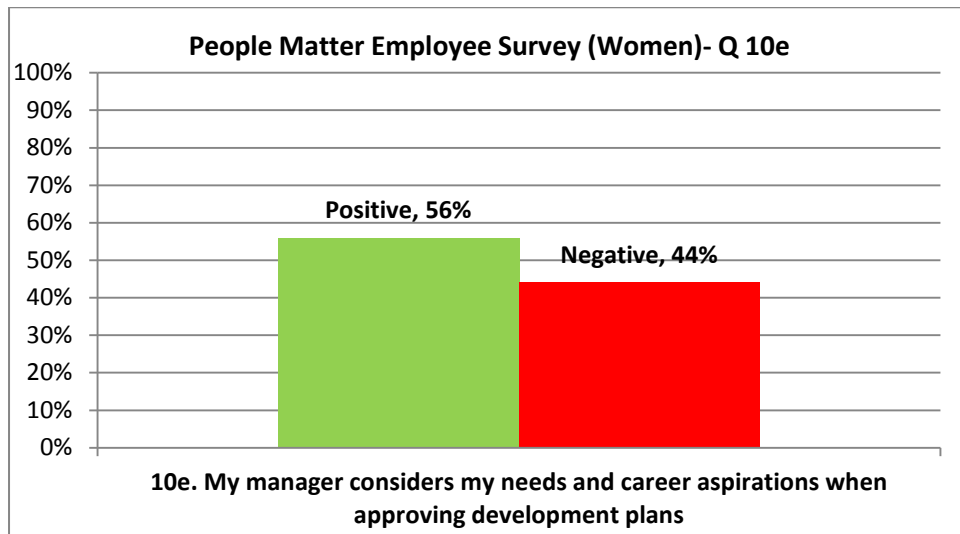
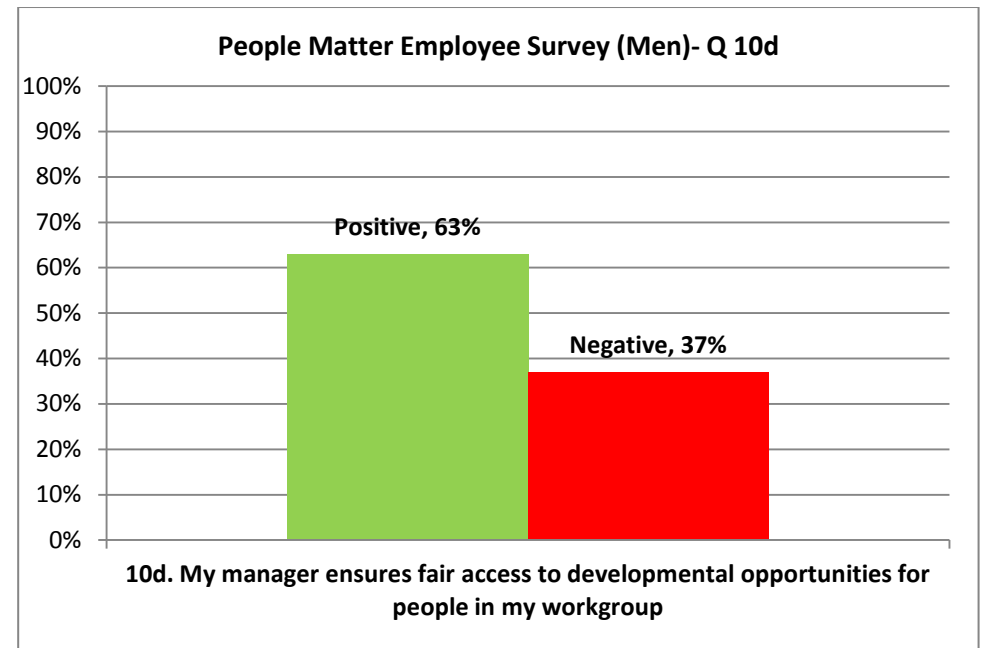
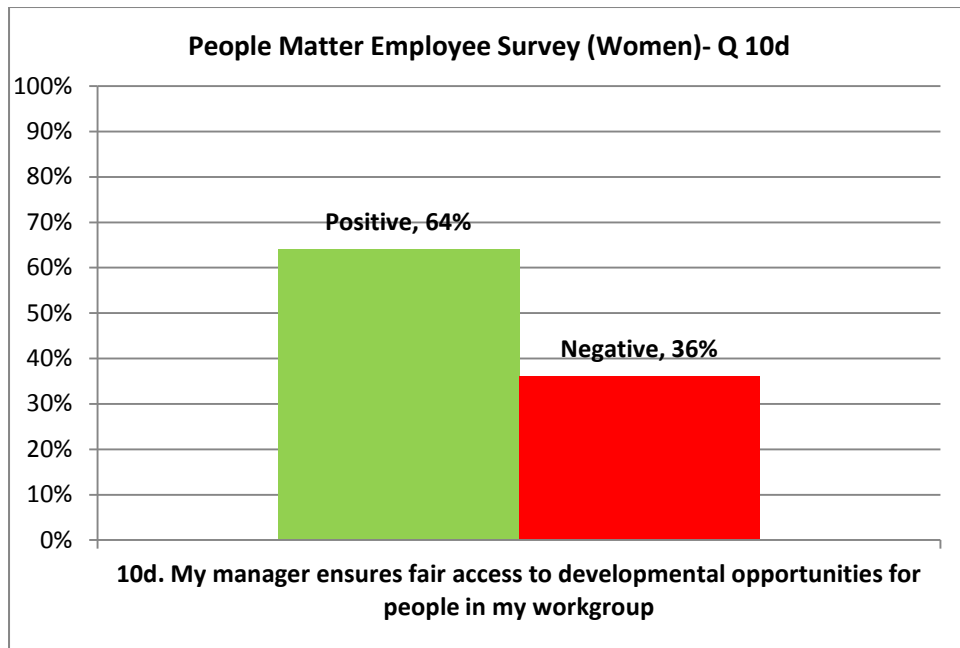
'Strongly disagree' and 'Disagree' = 'Negative'



Men are less inspired to do their best

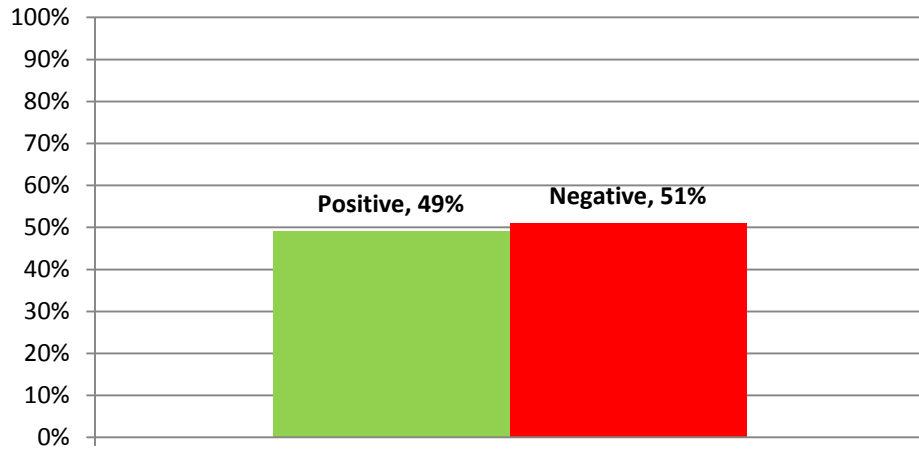


Strongly agree' and 'Agree' = 'Positive' // 'Strongly disagree' and 'Disagree' = 'Negative'



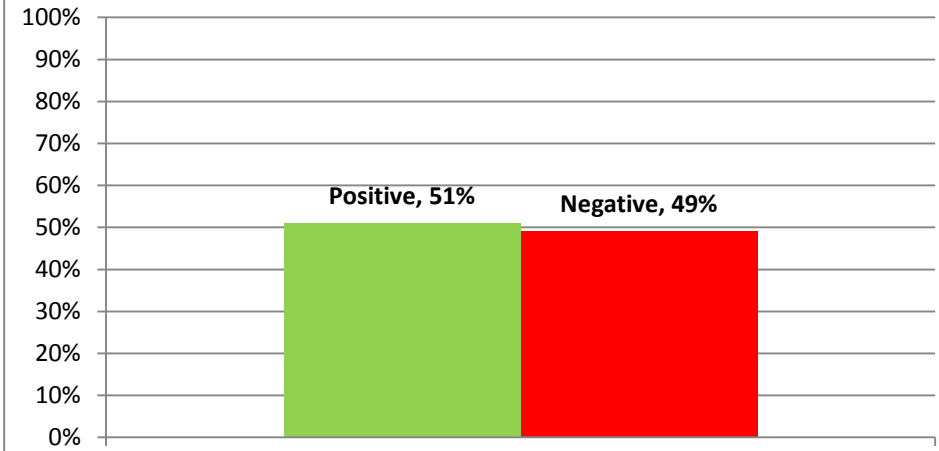
Strongly agree' and 'Agree' = 'Positive' / 'Strongly disagree' and 'Disagree' = 'Negative'

People Matter Employee Survey (Women)- Q 10f



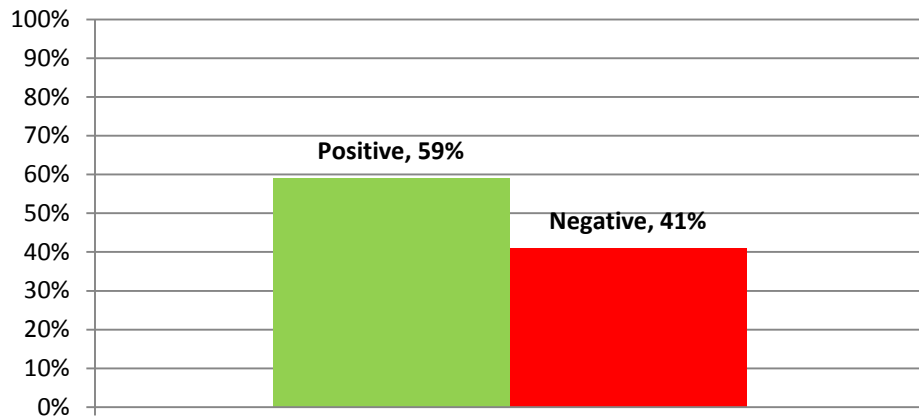
10f. I am satisfied with the opportunities available for career development

People Matter Employee Survey (Men)- Q 10f



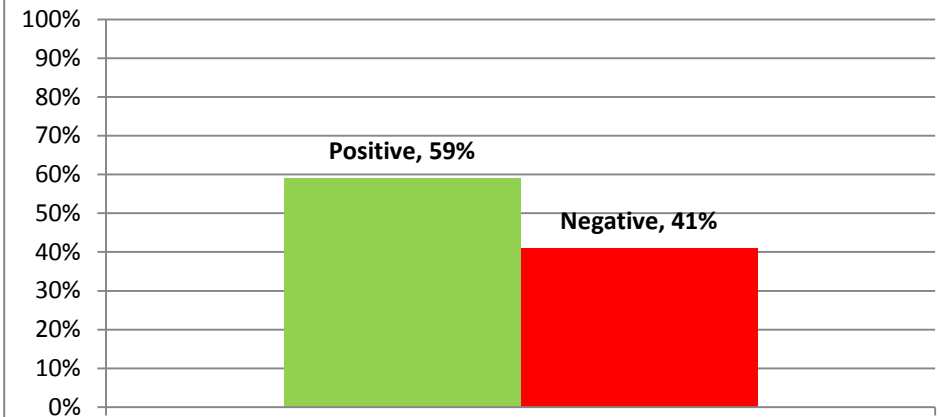
10f. I am satisfied with the opportunities available for career development

People Matter Employee Survey (Women)- Q 10g



10g. I am able to access the right learning and development opportunities when I need to

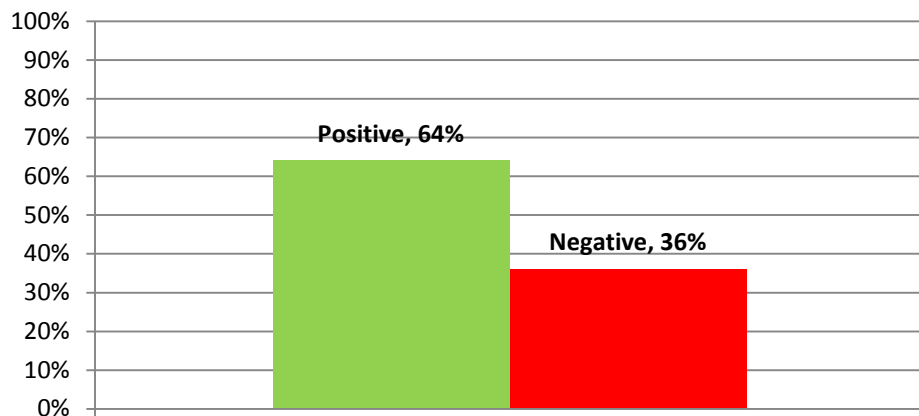
People Matter Employee Survey (Men)- Q 10g



10g. I am able to access the right learning and development opportunities when I need to

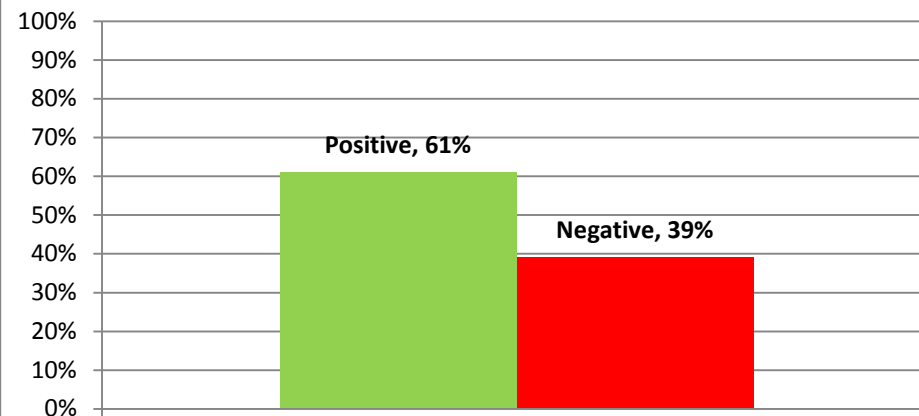
Strongly agree' and 'Agree' = 'Positive'
 'Strongly disagree' and 'Disagree' = 'Negative'

People Matter Employee Survey (Women)- Q 10h



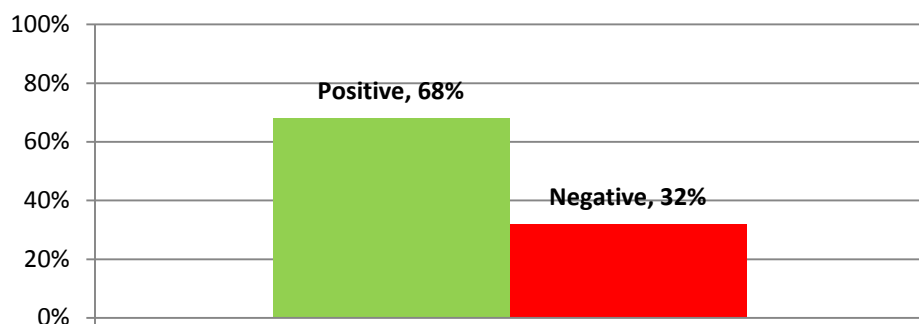
10h. Learning and development activities I have completed in the past 12 months have helped to improve my performance

People Matter Employee Survey (Men)- Q 10h



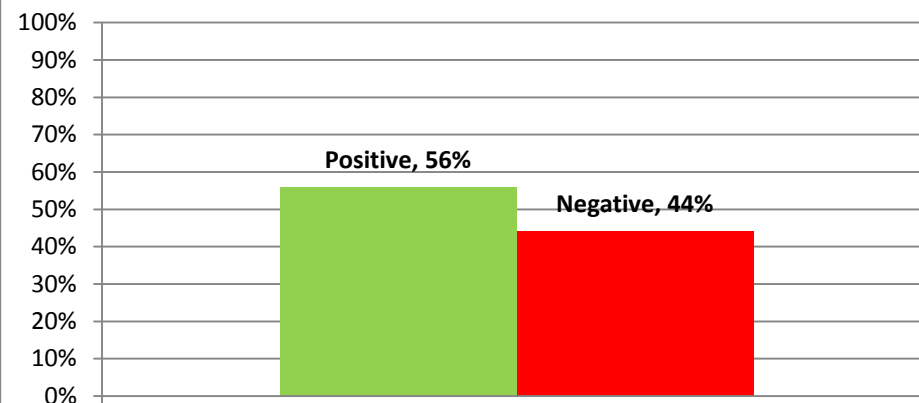
10h. Learning and development activities I have completed in the past 12 months have helped to improve my performance

People Matter Employee Survey (Women)- Q 11b



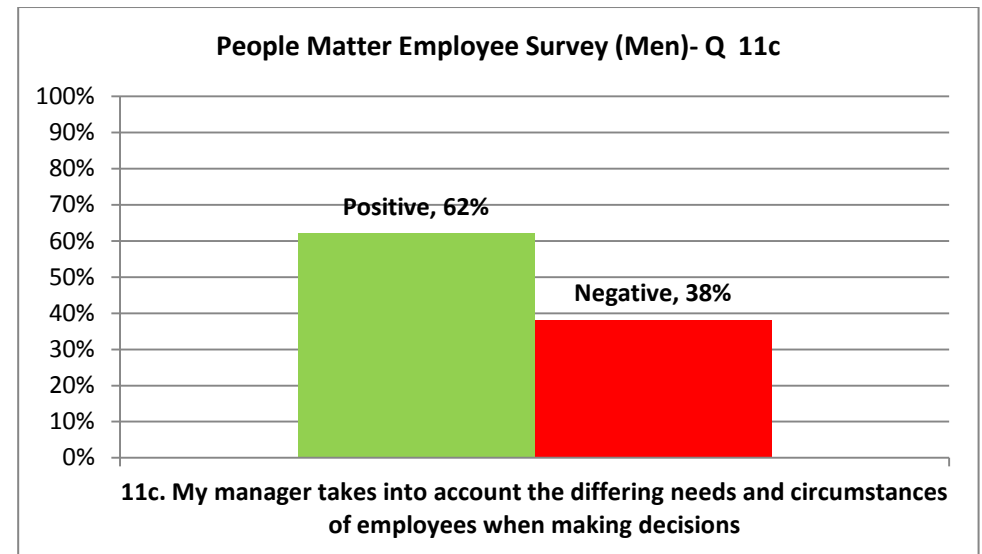
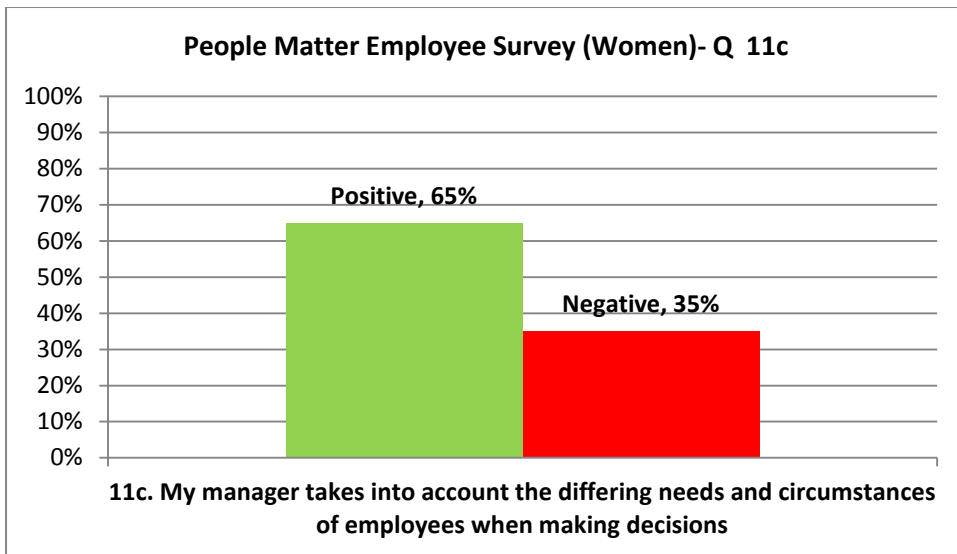
11b. My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance

People Matter Employee Survey (Men)- Q 11b

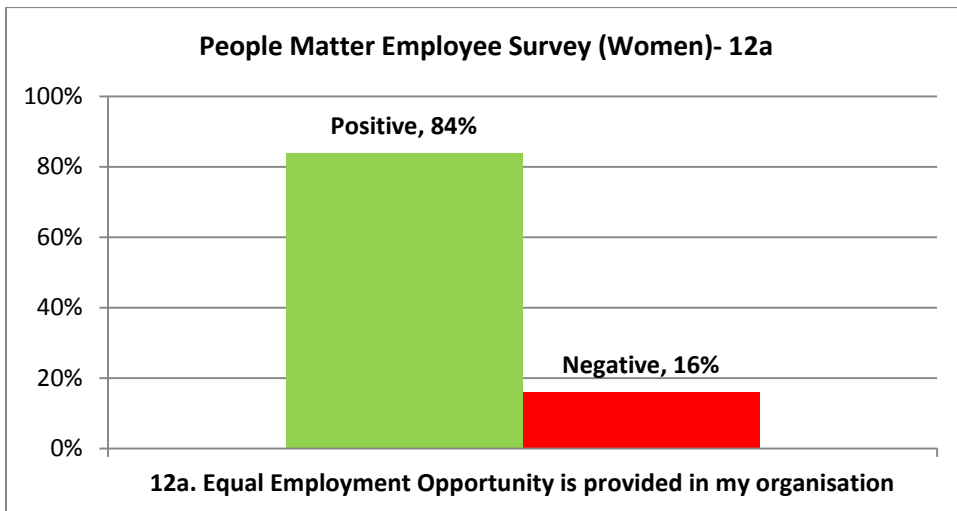


11b. My organisation offers practical employment arrangements and conditions to help employees achieve a work-life balance

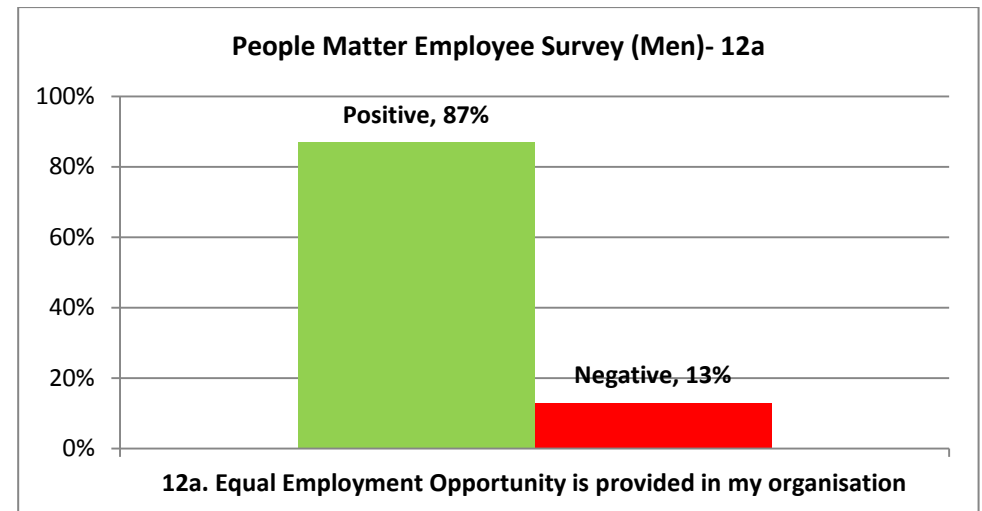
Substantially lower percentage of men believe work-life balance is achieved
 Strongly agree' and 'Agree' = 'Positive'
 'Strongly disagree' and 'Disagree' = 'Negative'



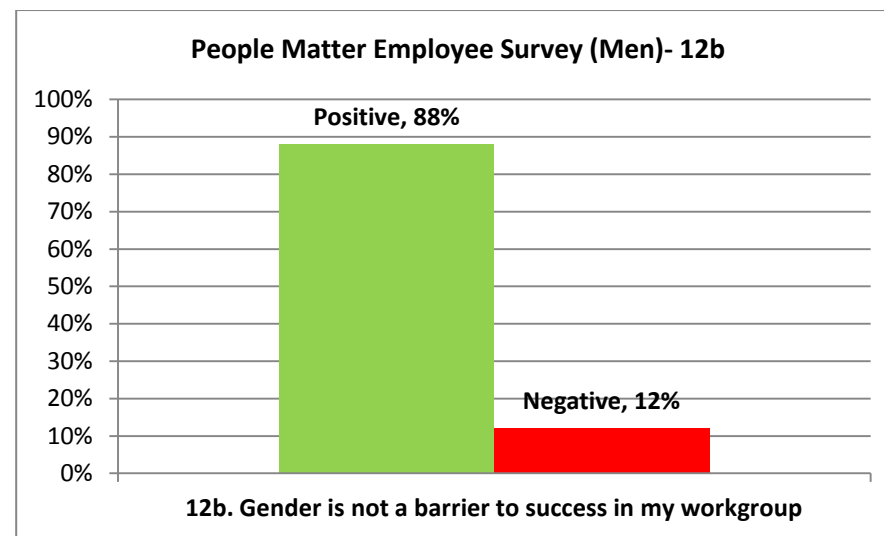
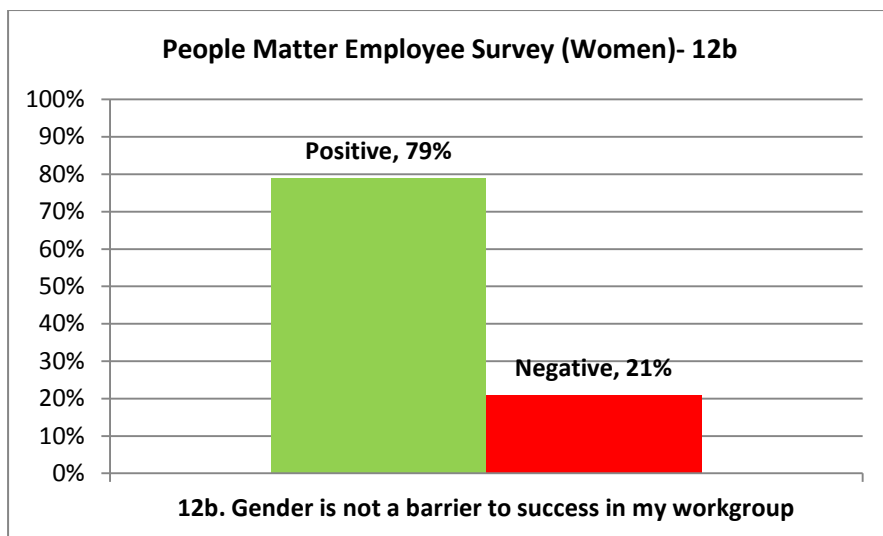
Slightly lower percentage of men believe manager consider needs of employees



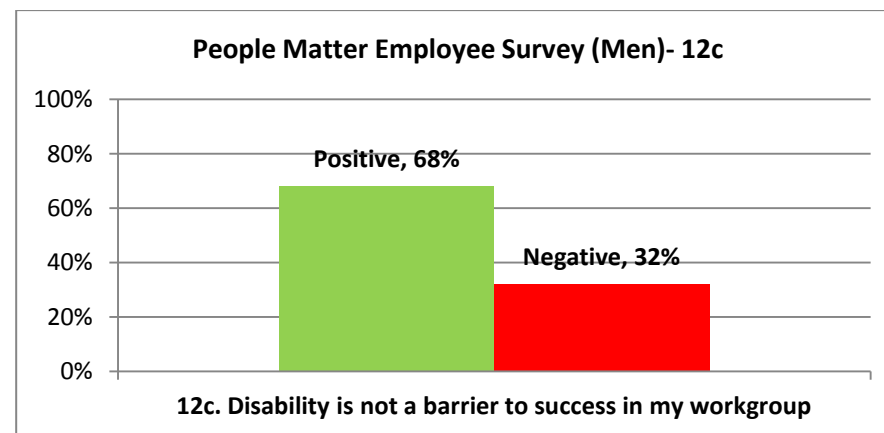
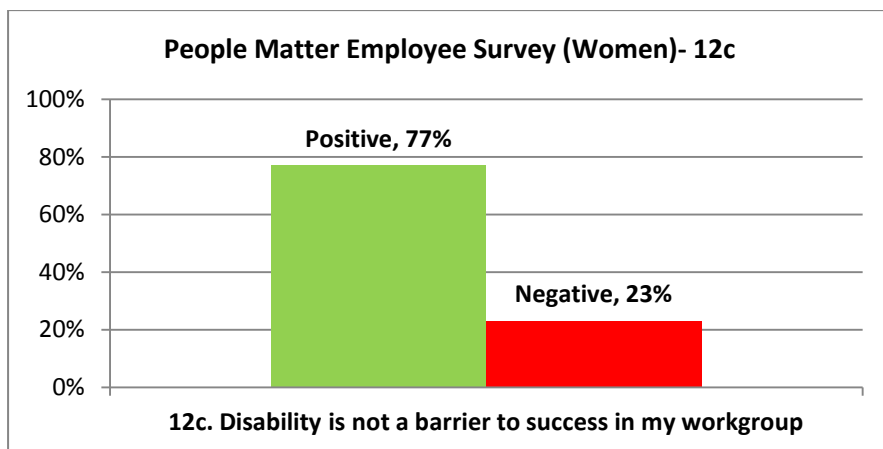
Slightly lower percentage of women believe EEO is provided



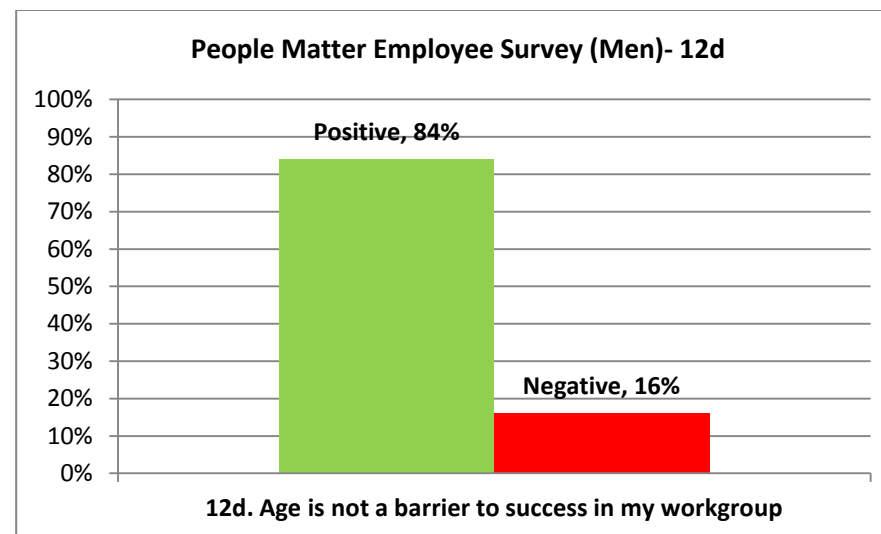
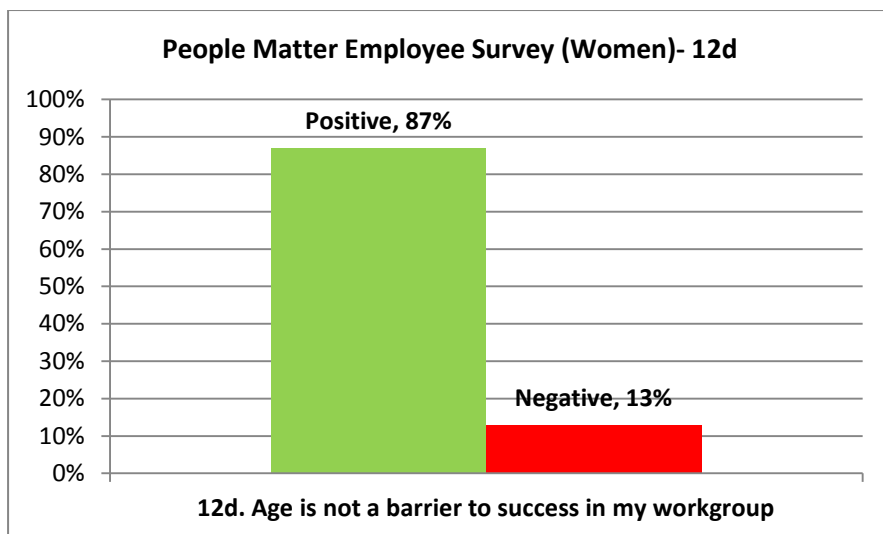
Strongly agree' and 'Agree' = 'Positive'
'Strongly disagree' and 'Disagree' = 'Negative'



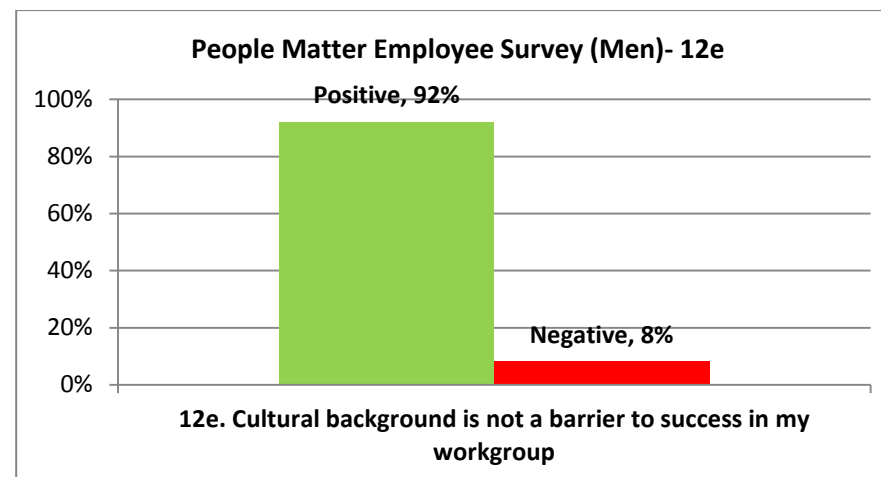
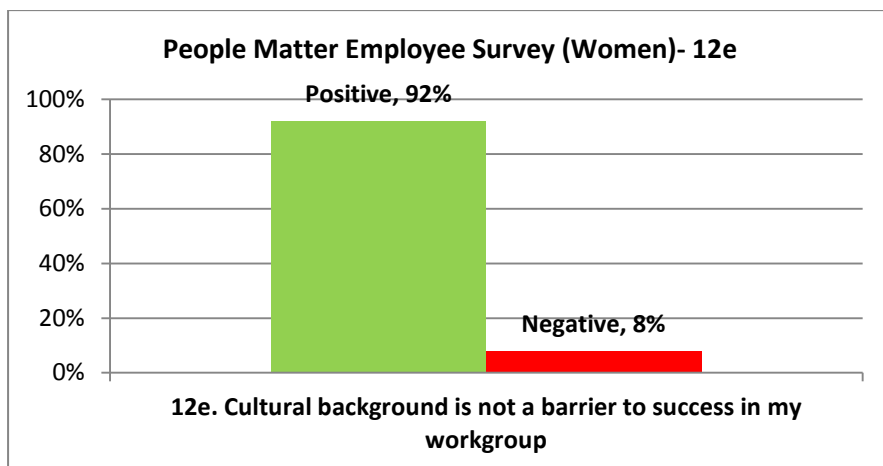
Lower percentage of women believe gender is not a barrier



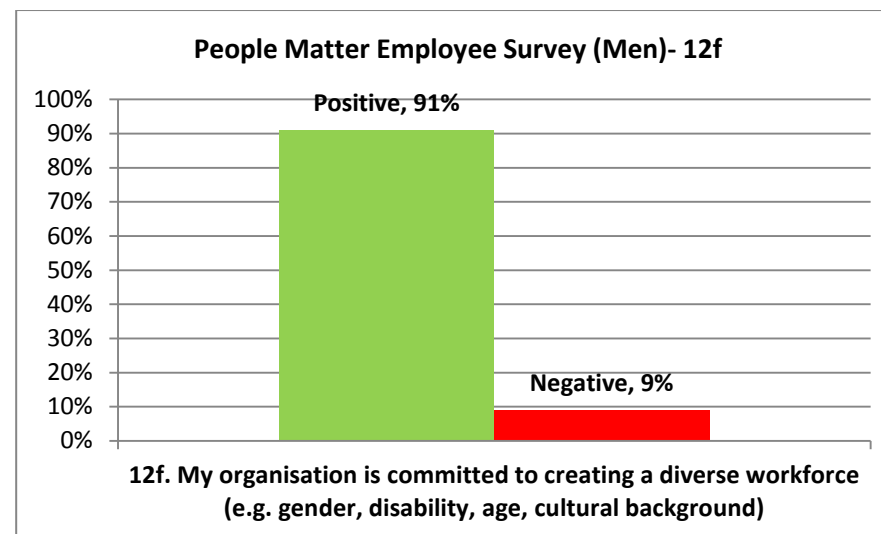
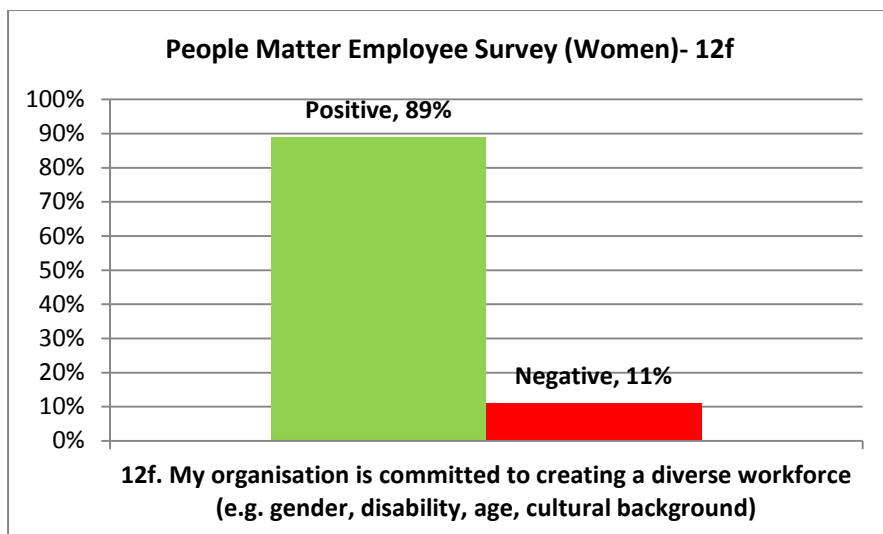
Substantially lower percentage of men believe disability is not a barrier
 Strongly agree' and 'Agree' = 'Positive'
 'Strongly disagree' and 'Disagree' = 'Negative'



Slightly lower percentage of men believe age is not a barrier



Strongly agree' and 'Agree' = 'Positive'
 'Strongly disagree' and 'Disagree' = 'Negative'



Strongly agree' and 'Agree' = 'Positive'
'Strongly disagree' and 'Disagree' = 'Negative'