

NSW ODPP Welcomes People Matter Employee Survey Results

Friday 7 November 2025: The NSW Office of the Director of Public Prosecutions (ODPP) has welcomed the latest NSW Government employment survey, with the key areas of Job Satisfaction (80%), Ethics and Values (87%) and Flexible working (90%) well above Government sector standards.

Improvements were noted in Employee engagement, which increased by 11 percentage points since 2024 to 59%, Communication and change management, which rose by 10 percentage points in 2024 to 61%, and Grievance handling, which increased by 9 percentage points in 2024 to 66%.

Some results remained consistently high. Eighty four percent of staff surveyed found people in their workgroup treat each other with respect and 92% of employees found managers support a flexible working environment. Ethics and values at the NSW ODPP remained high, with 98% of employees aware of their obligations under the Code of Ethics, 97% understanding what ethical behaviour means within the workplace, and 95% of staff surveyed supporting the organisation's values.

Director of Public Prosecutions Sally Dowling SC said executive leadership reviews staff feedback regularly. "A priority of mine, along with the executive team, is to provide a work environment where employees feel safe and supported. Employee initiatives made over the past several years have been designed to boost morale while reducing workloads. Some of these initiatives included implementing a Paralegal program and an office-wide mentoring program, investing in training, creating a staff recognition newsletter, annual awards and an artificial intelligence program to help lighten workloads.

"I am particularly proud of significant upwards trajectory over the past several years around wellbeing, which demonstrates the work we have put in to reducing workloads and improving wellbeing of our staff.

Job satisfaction increased from 68% in 2023 to 80% in 2025, while Employee Engagement improved from 60% in 2023 to 67% in 2025. Wellbeing improved from 48% in 2024 to 53% in 2025.

Ms Dowling acknowledged there is always room for improvement. "While these results are significantly better than a few years ago, we still have work to do. Almost 60% of employees surveyed would recommend the ODPP as a great place to work, which is an improvement of 11% on the previous year, but I would like to see that increase even further," she said.

The NSW Office of the Director of Public Prosecutions (ODPP) plays a vital role in serving the people of New South Wales by ensuring that serious criminal matters are prosecuted fairly, independently, and in the public interest.

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About the NSW ODPP: The Office of the Director of Public Prosecutions (ODPP) is the independent prosecuting authority of New South Wales (NSW). It is headed by the Director of Public Prosecutions, who acts independently and impartially. The principal functions of the ODPP are to conduct prosecutions for indictable offences in the Local, District and Supreme Courts, and to conduct appeals arising from those prosecutions in any court. The ODPP advises in, institutes and conducts proceedings in accordance with the Prosecution Guidelines, which were developed in consultation with stakeholders in the NSW criminal justice system. Decisions about criminal prosecutions are made free of inappropriate influence of political, individual or other sectional interests. The ODPP does not investigate crime, that is the role of investigative agencies such as the NSW Police Force.