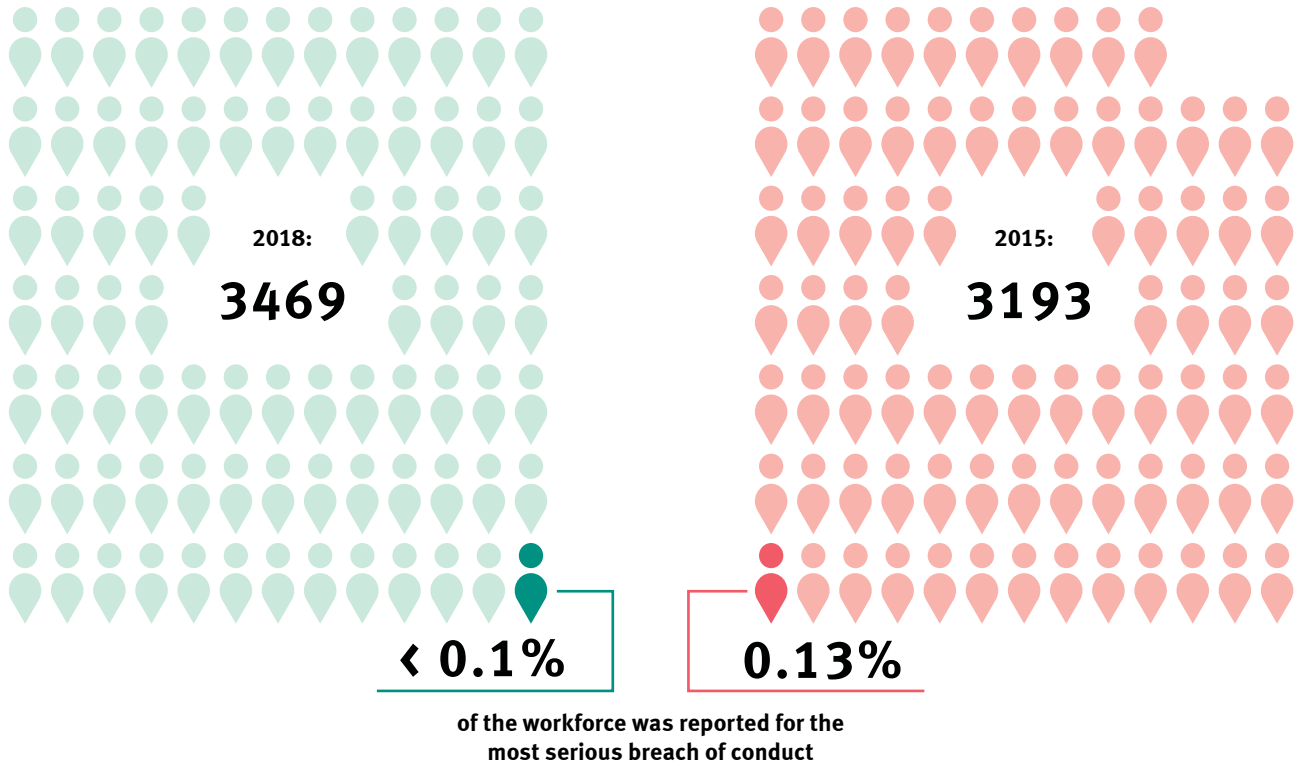


Conduct and performance matters reported:



Performance and accountability

3469 employee conduct and performance matters were reported.

The sector has an ongoing focus on ensuring the responsibilities of public sector employees are well understood by all, so that community expectations of the public sector can be met.

Data collected annually on conduct and performance matters indicates that the vast majority of employees are doing the right thing at work, and this has been consistent across previous years.

Setting clear expectations helps to minimise poor performance and conduct. Where required, the sector has processes in place to effectively manage any wrongdoing.

Our employees' perceptions:



37%
are confident that poor performance will be appropriately addressed in their workplace (**39% in 2015**)



75%
say that people in their work group treat each other with respect (**74% in 2015**)



35%
say that performance is assessed and rewarded fairly in their workplace (**34% in 2015**)



86%
say that people in their work group treat customers with respect (**86% in 2015**)



More than 1100
public sector leaders and HR practitioners attended workshops on bullying and reasonable management action



26%
have witnessed bullying or sexual harassment in their workplace (**33% in 2015**)

While some inroads have been made in recent years in the areas of addressing poor performance and assessing performance fairly, there is significant work to be done to lift the overall sector standard.

Employee perceptions reinforce the importance of continuing to improve organisational practices to manage performance.

Building capability and setting clear expectations of workplace culture and values is equally important. Above all, maintaining vigilance in this area is critical to ensuring the effective management of poor performance and conduct.

The sector continues to focus on building respectful and inclusive workplace cultures. Data indicates that this effort is being realised, given positive reports on workplace behaviour, and the decreasing prevalence of bullying and harassment.

The sector will remain focused on ensuring all employees feel safe at work.

