Working for Queensland

Flash Report

Sunshine Coast Hospital and Health Service

Introduction

This flash report is a quickly produced output from the 2013 Working for Queensland Employee Opinion Survey to provide you with a first impression of workplace climate in your organisation at the agency level. The flash report presents final (unweighted) frequencies to most questions included in the survey questionnaire.

It is important to note that the frequencies and percentages presented in this report reflect the respondents from your organisation and may not be representative of your organisation's workforce in every instance.

Notes

Questions denoted with an * are negatively worded. The % positive score for these questions is taken as the respondents who answered 'Strongly disagree' or 'Disagree'. In the case of a Yes/No question, it is the respondents who answered 'No'.

All questions in the survey questionnaire were non-mandatory therefore the total number of respondents will vary between items/questions.

The following questions 24j, 24k, 24l, 26a, 26b, 26c, 26d and 28f have 'Not Applicable' responses removed from their calculations.

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WHERE YOU HAVE WORKED

1 How long have you been employed in your current organisation?

Total responses: 1460

1	Less than a year	7%	107
2	1 year to less than 2 years	11%	154
3	2 years to less than 4 years	17%	253
4	4 years to less than 6 years	16%	229
5	6 years to less than 10 years	17%	247
6	10 years or more	32%	468
7	Don't know	0%	2

2 How many organisations in the Queensland Public Sector, including your current one, have you worked for?

Total responses: 1335

1	1	55%	735
2	2	21%	287
3	3	11%	150
4	4	6%	78
5	5	3%	39
6	6	1%	20
7	7	0%	5
8	8	0%	6
9	9	0%	4
10	10+	1%	11

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WHERE YOU WORK AND HAVE WORKED

3a.	Years employed in: The Queensland Public Sector	Total responses:	1431
1	Less than 1 year	2%	34
2	1 to less than 2 years	6%	83
3	2 to less than 4 years	13%	191
4	4 to less than 6 years	13%	189
5	6 to less than 10 years	16%	235
6	10 years or more	49%	699

3b.	Years employed in: Other Government sectors (local, other states, federal, overseas)	Total responses:	632
1	Less than 1 year	28%	174
2	1 to less than 2 years	8%	52
3	2 to less than 4 years	12%	73
4	4 to less than 6 years	10%	65
5	6 to less than 10 years	11%	70
6	10 years or more	31%	198

3c.	Years employed in: Other non-Government sectors (e.g. not for profit, academia, voluntary organisations)	Total responses:	494
1	Less than 1 year	42%	208
2	1 to less than 2 years	14%	70
3	2 to less than 4 years	15%	76
4	4 to less than 6 years	7%	36
5	6 to less than 10 years	10%	50
6	10 years or more	11%	54

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WHERE YOU WORK AND HAVE WORKED

3d. Years employed in: The private sector (including as an employer or self-employed)

		Total responses:	899
1	Less than 1 year	14%	126
2	1 to less than 2 years	11%	97
3	2 to less than 4 years	13%	113
4	4 to less than 6 years	12%	110
5	6 to less than 10 years	12%	112
6	10 years or more	38%	341

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YOUR BACKGROUND

4	What is your gender?	Total responses:	1448
1	Female	76%	1097
2	Male	24%	351

5	What is your age?	Total responses:	1455
1	19 years or under	0%	2
2	20 – 24 years	2%	26
3	25 – 29 years	6%	91
4	30 – 34 years	7%	102
5	35 – 39 years	10%	147
6	40 – 44 years	14%	210
7	45 – 49 years	17%	246
8	50 – 54 years	19%	282
9	55 – 59 years	15%	217
10	60 – 64 years	7%	98
11	65 and over	2%	34

6	Do you identify yourself as?	Total responses:	1443
1	Aboriginal	1%	14
2	Torres Strait Islander	0%	1
3	Aboriginal and Torres Strait Islander	0%	3
4	None of the above	98%	1411
5	Don't know	1%	14

7	Do you have an ongoing disability?	Total responses:	1455
1	Yes	3%	45
2	No	96%	1400
3	Don't know	1%	10

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YOUR BACKGROUND

8	In which country were you born?	Total responses:	1458
1	Australia	73%	1066
2	Overseas in a country where English is a primary language	21%	310
3	Overseas in a country where English is not a primary language	6%	81
4	Don't know	0%	1

9	What is your first language?	Total responses:	1450
1	English	95%	1378
2	Another language than English	5%	72
3	Don't know	0%	

10	Are you a care giver for a child under the age of 15 or another person in need of care?	Total responses:	1454
1	Yes, I am the primary care giver for at least one person	16%	235
2	Yes, I share the primary care giver role	16%	232
3	Yes, but I am not a primary care giver	4%	55
4	No	64%	930
5	Don't know	0%	2

11	What is the highest level of formal qualification you have completed?	Total responses:	1452
1	Less than year 12 or equivalent	8%	120
2	Year 12 or equivalent (Senior certificate/QCE/HSC/Leaving certificate)	7%	105
3	Certificate level including trade	14%	207
4	Diploma/ Advanced Diploma/ Associate degree	14%	199
5	Bachelors degree (including with Honours)	28%	406
6	Graduate Certificate or Diploma	16%	232
7	Masters degree	9%	137
8	PhD or Higher Doctorate	1%	13
9	Other	2%	33

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YOUR EMPLOYMENT

12	What is your employment status?	Total responses:	1456
1	Permanent	87%	1260
2	Temporary	3%	38
3	On a contract	7%	99
4	Casual	4%	55
5	Don't know	0%	4

13	How long have you been in your current position?	Total responses:	1460
1	Less than a year	13%	195
2	1 year to less than 2 years	16%	237
3	2 years to less than 4 years	22%	321
4	4 years to less than 6 years	16%	227
5	6 years or more	33%	479
6	Don't know	0%	1

14	On what basis are you employed in your current position?	Total responses:	1452
1	Full-time basis	60%	872
2	Part-time basis	39%	567
3	Don't know	1%	13

15	In your current position, are you the manager of one or more employees?	Total responses:	1454
1	Yes	20%	295
2	No	79%	1149
3	Don't know	1%	10

16	In your current position, do you manage other managers?	Total responses:	295
1	Yes	25%	75
2	No	74%	219
3	Don't know	0%	1

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YOUR EMPLOYMENT

17 In your current position, which one of the following best describes the type of work you do?

Total responses: 1448

1	Service delivery involving direct contact with the public (e.g. teaching, nursing, shopfront/counter service, prison officer, police officer)	67%	970
2	Other service delivery work (not involving face-to-face contact with the public but critical to the delivery of services (e.g. maintenance, technical support, catering, cleaning)	7%	98
3	Research	0%	6
4	Policy	0%	2
5	Program design and/or management	2%	27
6	Exercising regulatory authority (e.g. setting of and compliance with statutory standards, professional registration, legal enforcement)	1%	15
7	Legal (including developing or reviewing legislation)	0%	
8	Corporate services (e.g. HR, finance, IT, ministerial and parliamentary processes)	3%	49
9	Administrative support/clerical (e.g. executive/personal assistant, receptionist)	14%	201
10	Other, please specify	5%	75
11	Don't know	0%	5

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YOUR EMPLOYMENT

18 Region

		Total responses:	1350
1	Brisbane - East	0%	
2	Brisbane - North	0%	
3	Brisbane - South	0%	
4	Brisbane - West	0%	
5	Brisbane Inner City	0%	2
6	Cairns	0%	
7	Darling Downs - Maranoa	0%	2
8	Fitzroy	0%	1
9	Gold Coast	0%	
10	Ipswich	0%	
11	Logan - Beaudesert	0%	
12	Mackay	0%	
13	Moreton Bay - North	0%	2
14	Moreton Bay - South	0%	
15	Queensland - Outback	0%	1
16	Sunshine Coast	85%	1149
17	Toowoomba	0%	
18	Townsville	0%	
19	Wide Bay	14%	193

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YOUR EMPLOYMENT

19 Do you currently use any of the following flexible work options?

		% of ALL Responses	Responses
1	Purchased leave	2%	24
2	Flexible start and finish times	14%	184
3	*Compressed work hours*	7%	88
4	Telecommuting		
5	Job sharing	3%	42
6	Other	4%	49
7	None of the above	71%	952

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YOUR EMPLOYMENT

20 In your current position, what is your annual salary before tax?

Total responses: 1454

1	29,999 and Less	2%	33
2	30,000 - 39,999	5%	72
3	40,000 - 49,999	12%	176
4	50,000 - 59,999	15%	215
5	60,000 - 69,999	15%	215
6	70,000 - 79,999	11%	164
7	80,000 - 89,999	12%	168
8	90,000 - 99,999	9%	131
9	100,000 - 109,999	8%	110
10	110,000 - 119,999	3%	37
11	120,000 to 149,999	2%	30
12	150,000 and above	3%	49
13	Don't know	4%	54

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YOUR ROLE

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
21a.	I am clear what my duties and responsibilities are	1%	3%	4%	45%	46%	4%	92%	1462
21b.	I understand what is expected of me to do well in my job	1%	3%	4%	44%	48%	4%	92%	1459
21c.	I understand how my work contributes to my organisation's objectives	1%	2%	6%	46%	46%	3%	92%	1454
21d.	I am committed to my organisation's goals	1%	2%	9%	45%	44%	3%	89%	1455
21e.	I agree with the way my organisation tries to achieve its goals	6%	20%	26%	33%	15%	26%	48%	1455
21f.	I feel I make a contribution to achieving the organisation's objectives	1%	3%	11%	47%	38%	4%	85%	1457
21g.	My work makes a valuable contribution to the Queensland public	1%	1%	7%	39%	52%	2%	91%	1459

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YOUR WORK

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
22a.	I have a choice in deciding how I do my work	5%	16%	22%	46%	12%	21%	58%	1440
22b.	I have the tools I need to do my job effectively	4%	14%	18%	49%	15%	19%	64%	1440
22c.	I get the information I need to do my job well	3%	11%	22%	48%	15%	15%	64%	1437
22d.	I have the authority necessary to do my job effectively	4%	10%	18%	52%	16%	13%	68%	1440
22e.	My job gives me opportunities to utilise my skills	3%	9%	14%	51%	23%	12%	74%	1441
22f.	I enjoy the work in my current job	2%	6%	15%	47%	29%	9%	76%	1443
22g.	My job gives me a feeling of personal accomplishment	3%	9%	16%	46%	26%	12%	71%	1438
22h.	When needed, I am willing to put in the extra effort to get a job done	1%	1%	3%	44%	51%	2%	95%	1441
22i.	My current job will help my career aspirations	6%	14%	33%	30%	17%	20%	47%	1439

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YOUR WORK

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
23a.	*I am overloaded with work*	3%	18%	34%	28%	17%	46%	20%	1434
23b.	*I feel burned out by my work	5%	30%	32%	22%	11%	34%	35%	1432
23c.	I am fairly paid for the work I do	7%	14%	22%	48%	10%	21%	57%	1438
23d.	I feel valued for the work I do	8%	17%	26%	39%	9%	26%	48%	1435
23e.	I feel my job is secure	24%	27%	26%	20%	3%	51%	23%	1437
23f.	I would be more productive if there was less 'red tape' (e.g. Regulatory or administrative processes)	1%	8%	30%	33%	27%	10%	60%	1434
23g.	I have close personal friends at work	3%	15%	30%	42%	10%	18%	51%	1436
23h.	*My work has a negative impact on my health	9%	30%	32%	21%	7%	29%	39%	1438

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YOUR WORKGROUP

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
24a.	People in my workgroup treat each other with respect	5%	13%	17%	49%	17%	17%	66%	1442
24b.	I receive help and support from other people in my workgroup	2%	5%	16%	59%	19%	6%	78%	1441
24c.	People in my workgroup are honest, open and transparent in their dealings	6%	13%	25%	43%	14%	18%	57%	1439
24d.	People in my workgroup use their time and resources efficiently	4%	12%	26%	43%	15%	16%	57%	1437
24e.	People in my workgroup treat customers with respect	1%	3%	11%	54%	31%	4%	85%	1438
24f.	People in my workgroup are committed to delivering excellent service to customers	1%	3%	14%	48%	34%	4%	82%	1436
24g.	People in my workgroup do their jobs effectively	2%	7%	19%	53%	21%	8%	73%	1433
24h.	My workgroup is adequately resourced to deliver quality services	8%	26%	23%	35%	9%	34%	43%	1432
24i.	People in my workgroup are committed to workplace safety	1%	3%	12%	59%	25%	4%	84%	1423
24j.	People in my workgroup work effectively with other workgroups in my organisation to deliver services to our customers	2%	6%	14%	54%	23%	7%	77%	1403
24k.	People in my workgroup work effectively with other Queensland Government organisations to deliver services to our customers	1%	4%	18%	49%	21%	5%	70%	1316
24l.	People in my workgroup work effectively with other organisations outside the Queensland Government to deliver services to our customers	1%	4%	21%	44%	20%	5%	64%	1269

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YOUR WORKPLACE

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
25a.	Important decisions at my workplace are based on a sound understanding of issues	6%	17%	26%	42%	9%	23%	51%	1414
25b.	Important decisions at my workplace are made by the people best placed to understand the issues	10%	24%	25%	34%	7%	34%	41%	1414
25c.	*Considerations that are not relevant influence important decisions at my workplace	3%	19%	44%	29%	5%	34%	22%	1410
25d.	My workplace culture supports people to achieve a good work/life balance	7%	19%	29%	38%	7%	26%	45%	1414
25e.	There is adequate focus on workplace safety at my workplace	2%	5%	12%	65%	16%	7%	81%	1413
25f.	*Approval processes at my workplace are excessive	1%	12%	41%	31%	14%	45%	14%	1412
25g.	*Disruptions and/or noise at my workplace make it hard to get things done	6%	36%	26%	21%	10%	31%	43%	1414
25h.	*There are individuals at my workplace who make the working environment difficult	5%	20%	18%	40%	17%	57%	25%	1404
25i.	Performance is assessed and rewarded fairly in my workplace	9%	25%	30%	31%	5%	34%	35%	1406
25j.	I am confident that poor performance will be appropriately addressed in my workplace	17%	28%	23%	28%	4%	45%	32%	1404
25k.	People are treated fairly and consistently in my workplace	9%	23%	25%	36%	7%	32%	43%	1403
25l.	People take responsibility for their decisions and actions in my workplace	7%	20%	28%	38%	7%	27%	45%	1399
25m.	Bullying is not tolerated in my workplace	10%	17%	20%	36%	17%	27%	53%	1406

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YOUR WORKPLACE

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
26a.	I have received timely and relevant communication about workplace change in the past 12 months	8%	19%	22%	40%	9%	27%	49%	1377
26b.	Changes that have been implemented in my workplace have been done for a good reason in the past 12 months	11%	19%	33%	27%	8%	30%	35%	1370
26c.	Changes implemented in my workplace have been managed well in the past 12 months	13%	23%	31%	24%	7%	36%	31%	1370
26d.	I feel my workplace is functioning more efficiently as a result of change implemented in the past 12 months	16%	24%	34%	18%	6%	40%	24%	1367
26e.	My workplace has undergone significant change in the past 12 months	3%	9%	24%	36%	29%	12%	65%	1401

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IMPROVING WORK PRACTICES

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
27a.	I get the opportunity to develop new and better ways of doing my job	6%	18%	26%	44%	6%	24%	50%	1387
27b.	I am encouraged to make suggestions about improving work processes and/or services	5%	12%	18%	53%	12%	17%	65%	1386
27c.	Management is willing to act on suggestions to improve how things are done	9%	17%	27%	39%	8%	26%	47%	1385
27d.	My workgroup uses research and expertise to identify better practice	5%	11%	28%	46%	10%	16%	56%	1379
27e.	My workgroup always tries to improve its performance	3%	6%	19%	56%	17%	8%	73%	1383
27f.	My organisation is open to new ideas	6%	15%	30%	39%	10%	21%	49%	1382

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YOUR PERFORMANCE ASSESSMENT AND DEVELOPMENT

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
28a.	I receive useful feedback on my performance	5%	17%	22%	45%	10%	23%	56%	1373
28b.	My performance is assessed against clear criteria	5%	14%	24%	47%	10%	19%	56%	1372
28c.	I have performance objectives that are within my control	4%	11%	24%	53%	9%	14%	61%	1374
28d.	In my organisation, there are opportunities for me to develop my skills and knowledge	6%	13%	19%	51%	12%	18%	63%	1370
28e.	I am able to access relevant learning and development opportunities	5%	10%	21%	51%	13%	15%	64%	1372
28f.	Learning and development activities I have completed in the past 12 months have helped to improve my performance	3%	7%	20%	46%	15%	10%	61%	1255
28g.	I am satisfied with the opportunities available for career development	10%	22%	26%	34%	8%	32%	42%	1365
28h.	I have had productive conversations with my manager on my performance in the past 12 months	9%	14%	18%	44%	15%	22%	59%	1370

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YOUR PERFORMANCE ASSESSMENT AND DEVELOPMENT

		Yes	No	Don't know			Percent Negative	Percent Positive	Responses
29	Have you received formal individual performance feedback in your organisation in the last 12 months?	74%	23%	3%			23%	74%	1371
		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
30	To what extent do you agree or disagree that your most recent formal performance feedback will help/has helped you improve your performance?	4%	8%	33%	44%	10%	13%	54%	1004

YOUR MANAGER

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
31a.	My manager treats employees with dignity and respect	4%	8%	14%	47%	27%	13%	73%	1364
31b.	My manager listens to what I have to say	4%	9%	14%	47%	26%	13%	73%	1366
31c.	My manager keeps me informed about what's going on	5%	14%	20%	41%	20%	19%	62%	1364
31d.	My manager understands my work	6%	11%	17%	43%	23%	17%	66%	1364
31e.	My manager creates a shared sense of purpose	6%	12%	21%	39%	22%	18%	61%	1360
31f.	My manager demonstrates honesty and integrity	6%	8%	17%	42%	27%	13%	69%	1358
31g.	My manager draws the best out of me	7%	13%	30%	31%	18%	20%	50%	1365

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YOUR SENIOR MANAGER

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
32a.	My senior manager communicates timely information that is relevant for my work	9%	16%	26%	37%	13%	25%	50%	1356
32b.	My senior manager genuinely listens and is responsive to issues raised by staff	10%	16%	26%	34%	14%	26%	48%	1357
32c.	My senior manager demonstrates honesty and integrity	8%	8%	31%	36%	17%	16%	53%	1356

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YOUR ORGANISATION

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
33a.	In my organisation, the leadership is of high quality	8%	16%	32%	33%	10%	24%	44%	1358
33b.	In my organisation, the leadership operates with a high level of integrity	8%	13%	36%	33%	11%	21%	44%	1350
33c.	My organisation is committed to developing its employees	8%	17%	33%	32%	9%	26%	41%	1358
33d.	My organisation uses my time efficiently	7%	16%	30%	39%	9%	23%	48%	1352
33e.	Management model the behaviours expected of all employees	10%	18%	31%	32%	9%	29%	40%	1354
33f.	Recruitment and promotion decisions in this organisation are fair	15%	21%	33%	24%	7%	36%	31%	1354
33g.	My organisation is well managed	12%	16%	34%	29%	9%	28%	38%	1353

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YOUR ORGANISATION

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
34a.	I would feel comfortable raising complaints in my organisation	9%	23%	20%	40%	8%	32%	48%	1346
34b.	If I raised a complaint, I feel confident that it would be taken seriously	10%	21%	25%	35%	8%	32%	43%	1345
34c.	*Working long hours is necessary to succeed in my organisation	6%	35%	33%	18%	8%	26%	41%	1346
34d.	Gender is not a barrier to success in my organisation	3%	7%	21%	53%	17%	10%	70%	1348
34e.	Age is not a barrier to success in my organisation	2%	8%	24%	50%	16%	10%	66%	1343
34f.	Cultural background is not a barrier to success in my organisation	1%	3%	25%	54%	16%	4%	71%	1346
34g.	Sexual orientation is not a barrier to success in my organisation	1%	2%	26%	54%	16%	4%	70%	1346
34h.	Disability is not a barrier to success in my organisation	2%	5%	34%	46%	13%	6%	59%	1345

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YOUR ORGANISATION

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
35a.	I would recommend my organisation as a great place to work	8%	14%	31%	36%	11%	23%	47%	1348
35b.	I am proud to tell others I work for my organisation	6%	11%	30%	41%	13%	16%	54%	1350
35c.	I feel strong personal attachment to my organisation	7%	15%	29%	37%	12%	22%	49%	1346
35d.	My organisation motivates me to help it achieve its objectives	6%	19%	34%	31%	10%	25%	41%	1345
35e.	My organisation inspires me to do the best in my job	7%	18%	34%	30%	11%	25%	41%	1346

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YOUR SATISFACTION

Q36 How satisfied are you with the following:

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Percent Negative	Percent Positive	Responses
36a.	The degree to which your work is interesting/challenging	2%	7%	15%	53%	22%	9%	76%	1339
36b.	Your ability to work on your own initiative	2%	5%	11%	54%	28%	7%	82%	1340
36c.	Your physical working environment	6%	13%	18%	48%	15%	20%	62%	1338
36d.	The location of your work	3%	6%	16%	53%	22%	9%	75%	1337
36e.	Your work-life balance	5%	16%	21%	45%	13%	21%	58%	1342

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YOUR SATISFACTION

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Percent Negative	Percent Positive	Responses
37	All things considered, how satisfied are you with your current job	4%	12%	16%	48%	20%	16%	68%	1344

YOUR FUTURE

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
38	*I intend to leave my organisation within the next 12 months	34%	31%	23%	8%	4%	12%	65%	1334

YOUR FUTURE

39 Please indicate which of the following factors influence your intention to leave your organisation

		% of ALL Responses	Responses
1	Pay and conditions	5%	32
2	Lack of career opportunities	11%	69
3	The location of your workplace or the time spent commuting	4%	24
4	The workplace culture	12%	74
5	Your relationship with your manager	6%	40
6	Your relationship with your workgroup	3%	20
7	Long hours	4%	23
8	Stress	11%	68
9	Lack of professional development	8%	50
10	Uncertainty about future job security	12%	74
11	Contract expiring/redundancy	2%	15
12	Balancing work and life commitments	7%	46
13	Family/carer responsibilities	2%	14
14	Travel plans	2%	10
15	Retirement	4%	24
16	Study		
17	Other	5%	31

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YOUR FUTURE

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Percent Negative	Percent Positive	Responses
40	*I intend to leave the Queensland Public Service within the next 12 months	6%	11%	17%	43%	24%	66%	17%	160

HARASSMENT AT YOUR WORKPLACE

		Yes	No	Don't know	Percent Negative	Percent Positive	Responses
41	*During the last 12 months have you witnessed harassment or bullying in your workplace?	52%	43%	6%	52%	43%	1343
42	*During the last 12 months, have you been subjected to harassment or bullying in your workplace?	31%	65%	4%	31%	65%	1315

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HARASSMENT AT YOUR WORKPLACE

43 Who were you harassed or bullied by?

		% of ALL Responses	Responses
1	A senior manager	13%	80
2	Your immediate manager/supervisor	17%	103
3	A fellow worker	33%	204
4	A group of fellow workers	8%	50
5	A worker that reports to you	5%	28
6	A client/customer	11%	65
7	A member of the public	6%	39
8	Prefer not to specify	6%	37
9	Other	2%	13

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HARASSMENT AT YOUR WORKPLACE

		Yes	No	Don't know	Percent Negative	Percent Positive	Responses
44	Do you know how to access your organisation's support services, such as the Employee Assistance Service?	87%	9%	4%	9%	87%	1342

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