



Highlights report

Purpose

This Highlights report presents key results from the 2019 Working for Queensland survey, which was conducted from 2 September to 30 September 2019. Results reflect the views of respondents from your agency.

Reporting framework

This report represents scores across two different types of metrics, **factors** and **indices**.

Factors in the survey combine data from multiple questions that correlate highly with the overall factor.

Workplace climate indices by contrast, simply group all climate questions within topics to which they generally relate.

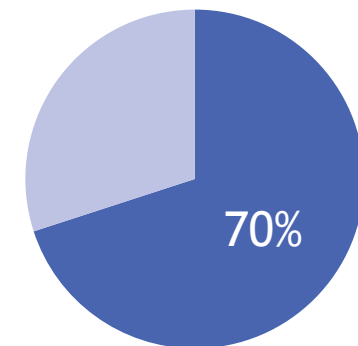
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Returned surveys:

10,902

Response Rate:



01 Factors

Purpose

This section provides an overview of the 2019 factor results. The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Response scale:

Positive

Neutral

Negative

Factors

Name	Response scale %			vs 2018	vs Qld public sector
Agency engagement	53%	28%	19%	0	-5
Job empowerment	67%	18%	15%	-1	-4
Workload and health*	32%	32%	36%	-2	-6
Learning and development	50%	25%	25%	-1	-6
My workgroup	71%	19%	10%	-2	-4
My manager	70%	17%	13%	-3	-2
Organisational leadership	40%	31%	29%	+1	-9
Organisational fairness	38%	27%	35%	0	-4
Anti-discrimination	50%	30%	20%	+2	-14
Innovation	48%	28%	24%	-1	-11

* %positive indicates those who have limited to no issues with workload and health

02 Factors by division

Purpose

This section shows the breakdown of results for the factors at various levels in the agency hierarchy.

The scores shown are the % positive.

Name	Queensland Police Service	Commissioner & Commissioner's Office	Crime Counter-Terrorism and Specialist Operations	Regional Operations	State Discipline Office	Strategy Policy & Performance
Responses	10,902	36	3,191	6,633	-	1,025
Agency engagement	53%	57%	54%	51%	-	59%
Job empowerment	67%	61%	69%	65%	-	72%
Workload and health*	32%	51%	40%	28%	-	39%
Learning and development	50%	49%	50%	49%	-	53%
My workgroup	71%	58%	70%	71%	-	75%
My manager	70%	55%	70%	71%	-	68%
Organisational leadership	40%	50%	42%	38%	-	47%
Organisational fairness	38%	47%	38%	37%	-	41%
Anti-discrimination	50%	66%	55%	47%	-	53%
Innovation	48%	50%	54%	44%	-	59%

* %positive indicates those who have limited to no issues with workload and health

03 Factors by question

Purpose

This section provides an overview of the 2019 factor results, by question. The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Response scale:

Positive

Neutral

Negative

Question	Response scale %			vs 2018	vs Qld public sector
Agency engagement					
Q33a. I would recommend my organisation as a great place to work	52%	27%	20%	+1	-7
Q33b. I am proud to tell others I work for my organisation	63%	23%	14%	0	-2
Q33c. I feel strong personal attachment to my organisation	59%	24%	17%	-1	+2
Q33d. My organisation motivates me to help it achieve its objectives	45%	32%	23%	0	-9
Q33e. My organisation inspires me to do the best in my job	45%	32%	23%	+1	-9
Job empowerment					
Q22a. I have a choice in deciding how I do my work	61%	21%	18%	0	-7
Q22b. I have the tools I need to do my job effectively	58%	18%	24%	-4	-11
Q22c. I get the information I need to do my job well	64%	22%	15%	-2	-3
Q22d. I have the authority necessary to do my job effectively	70%	17%	13%	-1	+1
Q22e. My job gives me opportunities to utilise my skills	74%	16%	11%	0	-1
Q34b. Your ability to work on your own initiative	76%	16%	9%	-2	-4

03 Factors by question

Question	Response scale %			vs 2018	vs Qld public sector
Workload and health*					
Q23a. I am overloaded with work*	27%	35%	37%	-2	-4
Q23b. I feel burned out by my work*	37%	30%	32%	-2	-4
Q23e. My work has a negative impact on my health*	33%	29%	38%	-1	-11

* These questions have been reversed. The % positive indicates those who have limited to no issues with workload and health.

Learning and development

Q28c. In my organisation, there are opportunities for me to develop my skills and knowledge	57%	21%	23%	-2	-4
Q28e. I am able to access relevant learning and development opportunities	53%	26%	21%	0	-7
Q28f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	57%	26%	17%	-1	-5
Q28g. I am satisfied with the opportunities available for career development	41%	24%	34%	-1	-4
Q31b. My organisation is committed to developing its employees	40%	29%	31%	+1	-10

03 Factors by question

Question	Response scale %			vs 2018	vs Qld public sector
My workgroup					
Q24a. People in my workgroup treat each other with respect	71%	16%	13%	-4	-3
Q24b. I receive help and support from other people in my workgroup	79%	14%	7%	-2	-3
Q24c. People in my workgroup are honest, open and transparent in their dealings	63%	22%	15%	-2	-3
Q24d. People in my workgroup use their time and resources efficiently	59%	26%	16%	-2	-5
Q24e. People in my workgroup treat customers with respect	80%	16%	4%	-1	-5
Q24f. People in my workgroup are committed to delivering excellent service to customers	71%	22%	7%	-2	-9
Q24g. People in my workgroup do their jobs effectively	73%	19%	8%	-2	-1
My manager					
Q29a. My manager treats employees with dignity and respect	79%	12%	9%	-2	-1
Q29b. My manager listens to what I have to say	75%	14%	11%	-3	-3
Q29c. My manager keeps me informed about what's going on	66%	17%	17%	-2	-2
Q29d. My manager understands my work	74%	14%	12%	-3	0
Q29e. My manager creates a shared sense of purpose	65%	20%	15%	-2	-4
Q29f. My manager demonstrates honesty and integrity	77%	13%	9%	-3	0
Q29g. My manager draws the best out of me	55%	27%	18%	-3	-4

03 Factors by question

Question	Response scale %			vs 2018	vs Qld public sector
Organisational leadership					
Q31a. In my organisation, the leadership is of high quality	41%	30%	29%	+2	-10
Q31c. Management model the behaviours expected of all employees	40%	30%	30%	0	-9
Q31d. In my organisation, the leadership operates with a high level of integrity	46%	32%	23%	+1	-7
Q31f. My organisation is well managed	34%	33%	33%	+2	-11
Organisational fairness					
Q25f. Performance is assessed and rewarded fairly in my workplace	33%	30%	36%	+1	-2
Q25g. I am confident that poor performance will be appropriately addressed in my workplace	34%	22%	44%	0	-2
Q25h. People are treated fairly and consistently in my workplace	50%	24%	26%	-1	-1
Q25i. People take responsibility for their decisions and actions in my workplace	49%	28%	23%	-1	-2
Q31e. Recruitment and promotion decisions in this organisation are fair	22%	31%	47%	0	-14

03 Factors by question

Question	Response scale %			vs 2018	vs Qld public sector
Anti-discrimination					
Q32a. Age is not a barrier to success in my organisation	48%	27%	25%	+3	-15
Q32b. Gender is not a barrier to success in my organisation	50%	21%	28%	+3	-17
Q32c. Disability is not a barrier to success in my organisation	37%	41%	22%	+2	-18
Q32d. Cultural background is not a barrier to success in my organisation	57%	31%	12%	+1	-11
Q32e. Sexual orientation is not a barrier to success in my organisation	58%	29%	13%	+1	-11
Innovation					
Q27a. I get the opportunity to develop new and better ways of doing my job	46%	27%	27%	-2	-11
Q27b. I am encouraged to make suggestions about improving work processes and/or services	56%	23%	21%	-2	-10
Q27c. Management is willing to act on suggestions to improve how things are done	43%	27%	30%	-2	-10
Q27d. My workgroup uses research and expertise to identify better practice	41%	34%	24%	-1	-12
Q27e. My workgroup always tries to improve its performance	58%	28%	15%	-3	-11
Q27f. My organisation is open to new ideas	44%	30%	26%	+1	-10

04 Workplace climate

Purpose

This section provides an overview of the 2019 workplace climate index results. The % positive score is benchmarked against the Queensland public sector and the 2018 score.

*NOTE: In 2019, questions were removed from **My job** and **Effectiveness and innovation**. Comparisons to 2018 have been recalculated to exclude those questions.*

Key

Response scale:

Positive

Neutral

Negative

Workplace climate indices

Name	Response scale %			vs 2018	vs Qld public sector
Safety, health and wellness	46%	29%	26%	0	-9
Effectiveness and innovation	49%	26%	25%	-1	-6
People and relationships	71%	19%	10%	-2	-4
Fairness and trust	50%	26%	24%	+1	-8
Performance and development	49%	26%	25%	-1	-6
Leadership and engagement	57%	24%	19%	-1	-5
My job	74%	15%	11%	-1	-3

05 Workplace climate by division

Purpose

This section shows the breakdown of the workplace climate indices at various levels in the agency hierarchy.

The scores shown are the % positive.

Name	Queensland Police Service	Commissioner & Commissioner's Office	Crime Counter-Terrorism and Specialist Operations	Regional Operations	State Discipline Office	Strategy Policy & Performance
Responses	10,902	36	3,191	6,633	-	1,025
Safety, health and wellness	46%	53%	51%	42%	-	56%
Effectiveness and innovation	49%	51%	53%	46%	-	57%
People and relationships	71%	59%	71%	71%	-	75%
Fairness and trust	50%	56%	52%	48%	-	52%
Performance and development	49%	48%	51%	48%	-	51%
Leadership and engagement	57%	55%	58%	57%	-	60%
My job	74%	66%	75%	73%	-	78%

06 Workplace climate by question

Purpose

This section provides an overview of the 2019 workplace climate index results, by question. The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Response scale:

Positive Neutral Negative

Question	Response scale %			vs 2018	vs Qld public sector
Safety, health and wellness					
Q23a. I am overloaded with work*	27%	35%	37%	-2	-4
Q23b. I feel burned out by my work*	37%	30%	32%	-2	-4
Q23e. My work has a negative impact on my health*	33%	29%	38%	-1	-11
Q23f. My work contributes positively to my quality of life	34%	35%	31%	+1	-10
Q24h. People in my workgroup are committed to workplace safety	77%	19%	5%	0	-4
Q24j. People in my workgroup work together to ensure flexible work arrangements meet both individual and business needs	54%	30%	15%	0	-12
Q25b. My workplace culture supports people to achieve a good work/life balance	55%	23%	22%	-1	-7
Q25c. There is adequate focus on workplace safety at my workplace	71%	20%	9%	-1	-5
Q29h. My manager proactively discusses flexible work arrangements with my workgroup	44%	27%	28%	-2	-7
Q31g. In my organisation, senior leaders clearly consider the wellbeing of employees to be important	37%	28%	35%	+1	-13
Q31h. The wellbeing of employees is a priority for my organisation	36%	28%	36%	0	-13
Q31j. My commitment to this organisation would be questioned if I chose to use flexible work options*	37%	34%	29%	+3	-11
Q34e. Your work-life balance	56%	22%	22%	0	-9
Q34g. Your ability to access and use flexible work arrangements	43%	38%	19%	+1	-14

* indicates a negatively worded question

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
Effectiveness and innovation					
Q22b. I have the tools I need to do my job effectively	58%	18%	24%	-4	-11
Q22c. I get the information I need to do my job well	64%	22%	15%	-2	-3
Q22d. I have the authority necessary to do my job effectively	70%	17%	13%	-1	+1
Q23c. I feel my job is secure	79%	12%	9%	+1	+19
Q23d. There is too much 'red tape' in my work (e.g. regulatory or administrative processes)*	10%	24%	66%	-1	-8
Q24k. People in my workgroup share diverse ideas to develop innovative solutions	56%	28%	16%	0	-9
Q25d. Approval processes at my workplace are excessive*	19%	40%	40%	-2	-1
Q26a. My workplace has undergone significant change in the past 12 months	40%	33%	27%	-3	-9
Q27a. I get the opportunity to develop new and better ways of doing my job	46%	27%	27%	-2	-11
Q27b. I am encouraged to make suggestions about improving work processes and/or services	56%	23%	21%	-2	-10
Q27c. Management is willing to act on suggestions to improve how things are done	43%	27%	30%	-2	-10
Q27d. My workgroup uses research and expertise to identify better practice	41%	34%	24%	-1	-12
Q27e. My workgroup always tries to improve its performance	58%	28%	15%	-3	-11
Q27f. My organisation is open to new ideas	44%	30%	26%	+1	-10
Q34f. Your ability to 'make a difference' to the community	58%	26%	16%	-3	-6

* indicates a negatively worded question

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
People and relationships					
Q24a. People in my workgroup treat each other with respect	71%	16%	13%	-4	-3
Q24b. I receive help and support from other people in my workgroup	79%	14%	7%	-2	-3
Q24c. People in my workgroup are honest, open and transparent in their dealings	63%	22%	15%	-2	-3
Q24d. People in my workgroup use their time and resources efficiently	59%	26%	16%	-2	-5
Q24e. People in my workgroup treat customers with respect	80%	16%	4%	-1	-5
Q24f. People in my workgroup are committed to delivering excellent service to customers	71%	22%	7%	-2	-9
Q24g. People in my workgroup do their jobs effectively	73%	19%	8%	-2	-1
Q24i. People in my workgroup work effectively with other workgroups in my organisation to deliver service to our customers	73%	18%	9%	-3	-3

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
Fairness and trust					
Q25a. My workplace has an inclusive culture where diversity is valued and respected	66%	24%	10%	+1	-6
Q25f. Performance is assessed and rewarded fairly in my workplace	33%	30%	36%	+1	-2
Q25g. I am confident that poor performance will be appropriately addressed in my workplace	34%	22%	44%	0	-2
Q25h. People are treated fairly and consistently in my workplace	50%	24%	26%	-1	-1
Q25i. People take responsibility for their decisions and actions in my workplace	49%	28%	23%	-1	-2
Q25j. I am able to speak up and share a different view to my colleagues and manager	70%	16%	14%	-1	-2
Q30a. My senior manager demonstrates honesty and integrity	72%	18%	10%	+3	+1
Q31e. Recruitment and promotion decisions in this organisation are fair	22%	31%	47%	0	-14
Q31i. My responsibilities outside of work restrict my opportunities for promotion*	49%	28%	24%	-1	-8
Q32a. Age is not a barrier to success in my organisation	48%	27%	25%	+3	-15
Q32b. Gender is not a barrier to success in my organisation	50%	21%	28%	+3	-17
Q32c. Disability is not a barrier to success in my organisation	37%	41%	22%	+2	-18
Q32d. Cultural background is not a barrier to success in my organisation	57%	31%	12%	+1	-11
Q32e. Sexual orientation is not a barrier to success in my organisation	58%	29%	13%	+1	-11
Q32f. If I raised a complaint, I feel confident that it would be taken seriously	49%	26%	25%	+1	-6
Q32g. Women and men have equal access to work experiences that support career progression	48%	23%	29%	+2	-17

* indicates a negatively worded question

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
	Strongly agree	Disagree	Strongly disagree		
Performance and development					
Q28a. I receive useful feedback on my performance	46%	27%	27%	-1	-8
Q28b. My performance is assessed against clear criteria	46%	29%	24%	0	-2
Q28c. In my organisation, there are opportunities for me to develop my skills and knowledge	57%	21%	23%	-2	-4
Q28d. I am supported to pursue developmental opportunities in other workplaces	42%	29%	29%	+2	-1
Q28e. I am able to access relevant learning and development opportunities	53%	26%	21%	0	-7
Q28f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	57%	26%	17%	-1	-5
Q28g. I am satisfied with the opportunities available for career development	41%	24%	34%	-1	-4
Q28h. I have had productive conversations with my manager on my performance in the past 12 months	48%	23%	28%	-2	-8
Q28i. I develop new knowledge and skills through undertaking tasks at work	62%	23%	15%	-2	-8
Q31b. My organisation is committed to developing its employees	40%	29%	31%	+1	-10

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
Leadership and engagement					
Q29a. My manager treats employees with dignity and respect	79%	12%	9%	-2	-1
Q29b. My manager listens to what I have to say	75%	14%	11%	-3	-3
Q29c. My manager keeps me informed about what's going on	66%	17%	17%	-2	-2
Q29d. My manager understands my work	74%	14%	12%	-3	0
Q29e. My manager creates a shared sense of purpose	65%	20%	15%	-2	-4
Q29f. My manager demonstrates honesty and integrity	77%	13%	9%	-3	0
Q29g. My manager draws the best out of me	55%	27%	18%	-3	-4
Q31a. In my organisation, the leadership is of high quality	41%	30%	29%	+2	-10
Q31c. Management model the behaviours expected of all employees	40%	30%	30%	0	-9
Q31d. In my organisation, the leadership operates with a high level of integrity	46%	32%	23%	+1	-7
Q31f. My organisation is well managed	34%	33%	33%	+2	-11
Q33a. I would recommend my organisation as a great place to work	52%	27%	20%	+1	-7
Q33b. I am proud to tell others I work for my organisation	63%	23%	14%	0	-2
Q33c. I feel strong personal attachment to my organisation	59%	24%	17%	-1	+2
Q33d. My organisation motivates me to help it achieve its objectives	45%	32%	23%	0	-9
Q33e. My organisation inspires me to do the best in my job	45%	32%	23%	+1	-9

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
My job					
Q21a. I understand what is expected of me to do well in my job	91%	5%	4%	0	+1
Q21b. I understand how my work contributes to my organisation's objectives	89%	7%	4%	0	-1
Q22a. I have a choice in deciding how I do my work	61%	21%	18%	0	-7
Q22e. My job gives me opportunities to utilise my skills	74%	16%	11%	0	-1
Q22f. I enjoy the work in my current job	73%	16%	11%	0	-1
Q22g. My job gives me a feeling of personal accomplishment	63%	21%	16%	-1	-4
Q34b. Your ability to work on your own initiative	76%	16%	9%	-2	-4
Q35. All things considered, how satisfied are you with your current job?	66%	18%	16%	-3	-3

07 Most changed since 2018, by question

Purpose

This section identifies areas of improvement and strength, while also identifying areas that may need attention.

NOTE: *Survey questions in scope for this section were single response non-demographic questions that were asked of all respondents in 2019 as well as in 2018. 'My workplace has undergone significant change in the past 12 months' has not been included in the analysis.*

Key

Response scale:

Positive

Neutral

Negative

Question

Response scale %

vs 2018

Survey questions with the most positive change

Q31j. My commitment to this organisation would be questioned if I chose to work flexibly*	37%	34%	29%	+3
Q32b. Gender is not a barrier to success in my organisation	50%	21%	28%	+3
Q32a. Age is not a barrier to success in my organisation	48%	27%	25%	+3
Q30a. My senior manager demonstrates honesty and integrity	72%	18%	10%	+3
Q32g. Women and men have equal access to work experiences that support career progression	48%	23%	29%	+2

Survey questions with the most negative change

Q29d. My manager understands my work	74%	14%	12%	-3
Q35. All things considered, how satisfied are you with your current job?	66%	18%	16%	-3
Q29b. My manager listens to what I have to say	75%	14%	11%	-3
Q22b. I have the tools I need to do my job effectively	58%	18%	24%	-4
Q24a. People in my workgroup treat each other with respect	71%	16%	13%	-4

* indicates a negatively worded question

08 Flexible work

Purpose

This section outlines the types of flexible work arrangements being used and highlights some potential barriers to their take-up.

NOTE: Multi-select questions may not add up to 100%.

	2019	2018
Do you currently use any flexible work options?		
Use flexible workplace option	25%	23%
Use no flexible work option	75%	77%
If yes to using flexible work option, which of the following do you use?		
Flexible work hours for example accumulated hours as 'flexitime'	30%	39%
Flexible work hours for example start late or early to meet responsibilities external to work	25%	23%
Part time work	22%	24%
Compressed work hours	14%	6%
Hot desks	12%	16%
Leave at half pay	8%	9%
Other	8%	4%
Telecommuting	6%	7%
Purchased leave/extended leave/deferred salary schemes	3%	4%
Job sharing	3%	3%
Casual/on call	1%	2%
Term-time working	0%	0%
Part-year work/annualised hours	0%	0%

08 Flexible work

	2019	2018
Have you made a request regarding flexible work arrangements in the last 12 months?		
No, I have not made a request but I am content with my current arrangements	70%	76%
Yes, I requested flexibility	17%	11%
No, I have not made a request but I am not content with my current arrangements	13%	13%
If yes to having made a request regarding flexible work arrangements, was your request for flexible work arrangements:		
Fully granted	69%	66%
Partially granted	10%	9%
I have not received a reply as yet	7%	12%
Declined - reason provided	7%	6%
Declined - no reason given	7%	6%
If no to having made a request and not content with your current arrangement, why haven't you made a request to change your work arrangements?		
Flexible working is frowned upon/not supported by my workplace culture	31%	31%
I feel flexibility is not possible in my current job	29%	31%
None of the above	27%	26%
I felt it would limit my career	24%	27%
I was concerned that it may negatively impact my team	23%	24%
I didn't feel confident presenting my case or negotiating arrangements with my manager	19%	21%
I felt it would limit my access to training and development	14%	14%
I don't feel confident in my manager's ability to manage staff working flexibly	13%	12%
I didn't feel I had the right to	13%	16%
I feel the technology I currently have access to does not support flexible working	4%	6%

09 Domestic and family violence

Purpose

This section is focused on understanding the confidence levels of Queensland public sector employees in dealing with domestic and family violence (DFV) in the workplace.

All employees

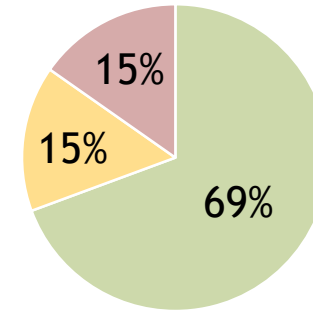
Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2019	2018
Yes	69%	74%
Don't know	15%	13%
No	15%	14%

Managers

Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2019	2018
Yes	83%	85%
No	10%	9%
Don't know	7%	6%

Managers

Q36c. In the past 12 months, have you been in a situation where you have responded to an employee/colleague affected by DFV?	2019	2018
No	75%	76%
Yes	21%	20%
Prefer not to say	3%	4%
Don't know	1%	1%



Non-managers

Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2019	2018
Yes	64%	69%
Don't know	18%	15%
No	17%	16%

Non-managers

Q36c. In the past 12 months, have you been in a situation where you have responded to an employee/colleague affected by DFV?	2019	2018
No	87%	87%
Yes	7%	7%
Prefer not to say	4%	4%
Don't know	1%	2%

09 Domestic and family violence

Question	Response scale %			vs 2018	vs Qld public sector
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Managers

Q36a.a. I am confident that I could sensitively communicate with employees affected by domestic and family violence	89%	8%	3%	-1	+3
Q36a.b. If I was approached directly by an employee affected by domestic and family violence, I am confident in my ability to provide appropriate levels of support	90%	7%	3%	-2	+5
Q36a.c. If I was made aware (e.g. by other colleagues) that domestic and family violence was affecting an employee, I am confident that I could respond appropriately	90%	8%	2%	-2	+4

Non-managers

Q36b.a I am confident that I could sensitively communicate with colleagues affected by domestic and family violence	78%	16%	6%	+1	+5
Q36b.b. I am confident that I could effectively refer a colleague affected by domestic and family violence to appropriate support	76%	17%	7%	-1	+3

Key

Response scale:

Positive

Neutral

Negative

10 Bullying and sexual harassment

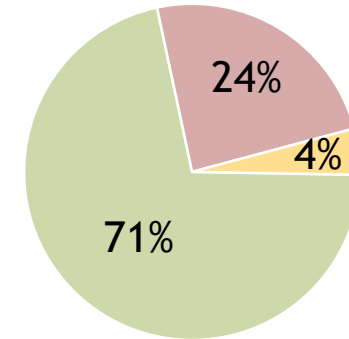
Purpose

This section focuses on understanding the prevalence and sources of bullying and sexual harassment as well as the rate of reporting and barriers to reporting such incidences. The comparison columns show the score each question received in 2018.

NOTE: Multi-select questions may not add up to 100%.

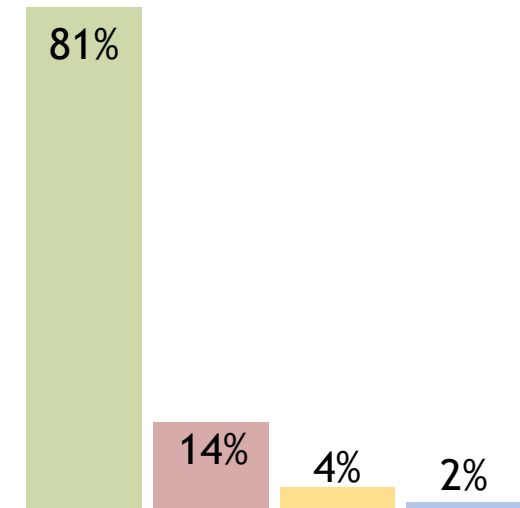
During the last 12 months have you witnessed bullying or sexual harassment in your workplace?

	2019	2018
No	71%	71%
Yes	24%	25%
Don't know	4%	4%



During the last 12 months have you been subjected to bullying or sexual harassment in your workplace?

	2019	2018
No	81%	80%
Bullying	14%	15%
Don't know	4%	4%
Sexual harassment	2%	2%



10 Bullying and sexual harassment

NOTE: Only respondents who identified they had been subjected to bullying were asked these questions.

Therefore the population base is a smaller number of total survey respondents.

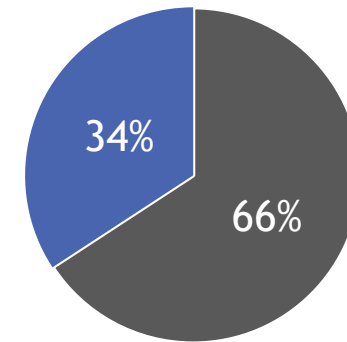
Key

Yes

No

	2019	2018
If you were subjected to bullying, who were you bullied by?		
Your immediate manager/supervisor	41%	40%
A fellow worker	40%	38%
A senior manager	38%	35%
A group of fellow workers	19%	17%
A member of the public	6%	5%
Prefer not to specify	6%	5%
A worker that reports to you	5%	4%
A client/customer	4%	4%
A representative of another agency	2%	2%
Other	2%	3%
A consultant/service provider	1%	1%
If you were subjected to bullying, what type of bullying did you experience?		
Inappropriate and unfair application of work policies or rules	53%	56%
Verbal abuse	52%	57%
Other	30%	17%
Interference with your personal property or work equipment	12%	11%
Physical behaviour	11%	12%
'Initiations' or pranks	7%	7%
Cyber bullying	7%	7%

If you were subjected to bullying, did you report the bullying?



	2019	2018
Why did you not report the bullying?		
I did not think any action would be taken	58%	60%
It could affect my career	52%	52%
I did not want to upset relationships in the workplace	40%	40%
I did not think it was worth the hassle of going through the report process	37%	45%
Managers accepted the behaviour	36%	37%
I did not think the bullying was serious enough	16%	15%
I did not have enough evidence	15%	19%
Other	10%	13%
The matter was resolved informally	7%	7%
I did not know how to report it	5%	5%

10 Bullying and sexual harassment

NOTE: Only respondents who identified they had been subjected to sexual harassment were asked these questions. Therefore the population base is a smaller number of total survey respondents.

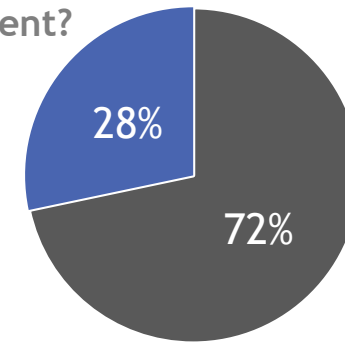
Key

Yes

No

	2019	2018
If you were subjected to sexual harassment, who were you sexually harassed by?		
A fellow worker	49%	58%
A senior manager	24%	21%
Prefer not to specify	15%	11%
Your immediate manager/supervisor	11%	17%
A group of fellow workers	9%	13%
A member of the public	8%	8%
Other	4%	3%
A worker that reports to you	3%	3%
A client/customer	2%	5%
A consultant/service provider	1%	2%
A representative of another agency	1%	3%
If you were subjected to sexual harassment, what type of sexual harassment did you experience?		
Remarks of a sexual nature	64%	72%
Unwanted physical intimacy	32%	33%
Other	18%	8%
Any other unwelcome conduct of a sexual nature in relation to you with the intention of intimidating, offending or humiliating you or where a reasonable person would anticipate the possibility of this	15%	27%
Unwelcome demand or request, either directly or implied, for sexual favours	14%	20%

If you were subjected to sexual harassment, did you report the sexual harassment?



	2019	2018
Why did you not report the sexual harassment?		
It could affect my career	44%	37%
I did not want to upset relationships in the workplace	41%	48%
I did not think it was worth the hassle of going through the report process	39%	30%
I did not think any action would be taken	30%	34%
I did not think the sexual harassment was serious enough	21%	26%
I did not have enough evidence	20%	10%
Managers accepted the behaviour	19%	24%
Other	17%	11%
The matter was resolved informally	12%	8%
I did not know how to report it	5%	5%

11 Civility

Purpose

This section is focused on exploring workplace behavior.

The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Positive Negative

Daily	Rarely/ sporadically
Very often	Never
Often	
Regularly	

*Negatively worded question

Negative Positive

Daily	Rarely/ sporadically
Very often	Never
Often	
Regularly	

Question

Response scale %

vs
2018

vs Qld
public
sector

Over the past month, how often has your manager/supervisor behaved in the following ways?

Showed appreciation of you and your work

62%

38%

-1

-6

Made you feel included

78%

22%

-1

-3

Was polite and courteous with you

93%

7%

0

0

Made you feel ignored*

89%

11%

-2

-1

Behaved towards you in a manner that you felt was inconsiderate*

91%

9%

-2

-1

Behaved towards you in a manner that you felt was rude*

94%

6%

-1

0

Acted in an aggressive or intimidating manner towards you*

96%

4%

0

0

Acted in an aggressive or intimidating manner towards someone you work with*

95%

5%

0

0

* indicates a negatively worded question

11 Civility

Purpose

This section is focused on exploring workplace behavior.

The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Positive

Daily
Very often
Often
Regularly

Negative

Rarely/
sporadically
Never

**Negatively worded question*

Negative

Daily
Very often
Often
Regularly

Positive

Rarely/
sporadically
Never

Question

Response scale %

vs
2018

vs Qld
public
sector

Over the past month, how often have your immediate colleagues behaved in the following ways?

Showed appreciation of you and your work

58%

42%

-1

-10

Made you feel included

83%

17%

0

-1

Was polite and courteous with you

94%

6%

0

0

Made you feel ignored*

86%

14%

-1

0

Behaved towards you in a manner that you felt was inconsiderate*

87%

13%

-1

+1

Behaved towards you in a manner that you felt was rude*

90%

10%

-1

+1

Acted in an aggressive or intimidating manner towards you*

95%

5%

-1

+1

Acted in an aggressive or intimidating manner towards someone you work with*

93%

7%

-1

+1

** indicates a negatively worded question*

12 Agency specific questions

Purpose

The purpose of agency specific questions is to provide agencies with an opportunity to explore questions that are of interest in their unique context.

NOTE: Question wording may have been truncated to accommodate length restrictions in reporting.

Key

Response scale:

Positive Neutral Negative

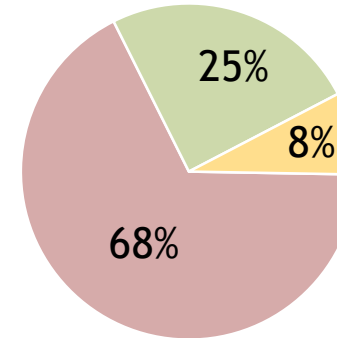
Question	Response scale %			vs 2018
[Police] m. I always demonstrate fairness by treating people with respect.	96%	4%	0%	-
[Police] l. I always demonstrate fairness by making objective, evidence-based, consistent decisions	94%	5%	0%	-
[Police] k. I always demonstrate courage to do the right thing.	92%	8%	1%	-
[Police] n. I take pride in myself, the QPS, the work I do and the community I serve.	89%	9%	2%	-
[Police] i. During the last 12 months I have been subjected to predatory behaviour in my workplace.*	87%	10%	3%	-
[Police] h. In the last 12 months I have been subjected to unlawful discrimination in my workplace.*	82%	12%	7%	-
[Police] j. I contribute to the QPS by providing quality & responsive services for a safe state	80%	16%	4%	-
[Police] g. During the last 12 months I have witnessed predatory behaviour in my workplace.*	80%	12%	7%	-
[Police] f. During the last 12 months I have witnessed unlawful discrimination in my workplace.*	73%	15%	12%	-
[Police] b. The QPS keeps me well informed about service improvements.	49%	33%	18%	-
[Police] a. I feel confident the QPS is achieving service improvements.	48%	33%	19%	-
[Police] d. If I had a concern about unacceptable workplace behaviour, I would report to ESC	41%	28%	30%	-
[Police] e. If I had a concern about unacceptable workplace behaviour, I would report to Juniper	38%	37%	25%	-
[Police] c. If I was subject of a complaint, I feel it would be handled in a timely & fair manner	27%	28%	44%	-

* indicates a negatively worded question

12 Agency specific questions

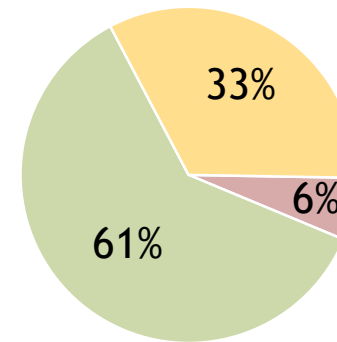
Have you noticed action your organisation has taken as a result of last year's WfQ survey?

	2019	2018
No	68%	65%
Yes	25%	28%
No, but I have not worked long in my organisation	8%	7%

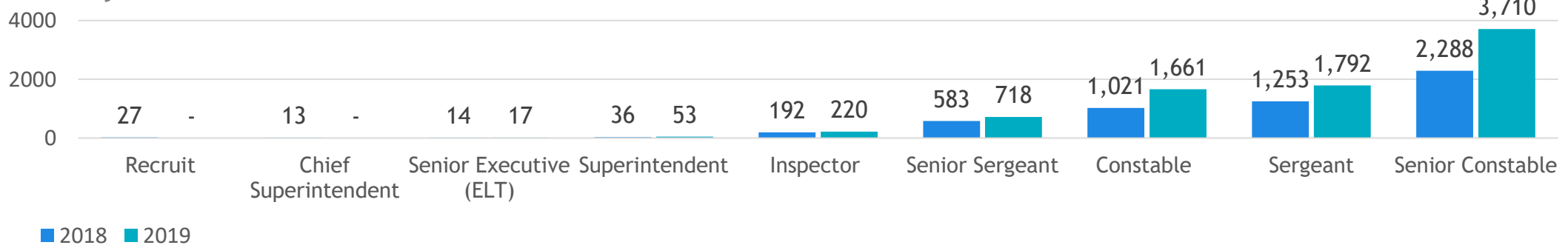


How satisfied are you with your organisation's action in response to last years WfQ survey?

	2019	2018
Positive	61%	65%
Neutral	33%	28%
Negative	6%	7%



What is your substantive rank?

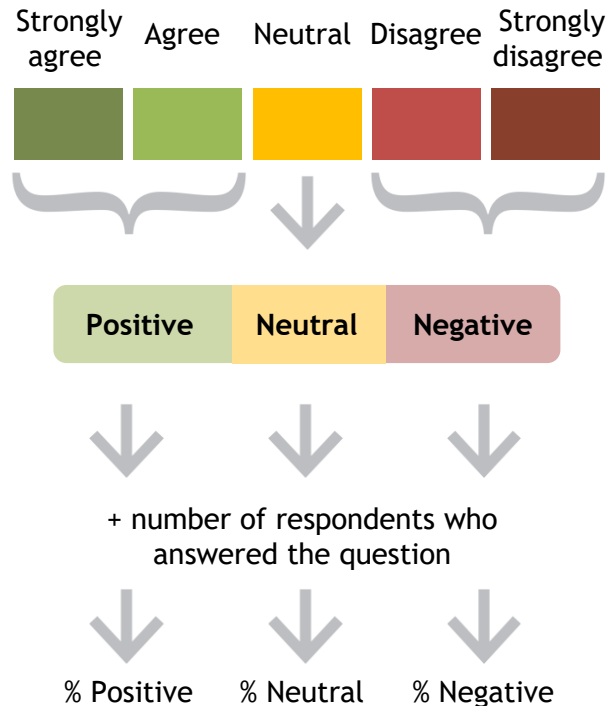


13 How to interpret this report

% Positive, neutral and negative scores

Across Working for Queensland (WfQ) reporting, most data is expressed as % positive, % neutral or % negative.

- % **positive** presents the proportion of respondents who expressed a positive opinion or assessment i.e. combining 'Strongly agree' and 'Agree' responses.
- % **neutral** presents the proportion of respondents who expressed a neutral opinion or assessment.
- % **negative** presents the proportion of respondents who expressed a negative opinion or assessment i.e. combining 'Strongly disagree' and 'Disagree' responses.



Negatively worded questions

What are negatively worded questions?

Negatively worded questions are those phrased in a negative way e.g. "Approval processes at my work are excessive".

How are the negatively worded responses scored?

When responding to a negatively worded question, "Strongly disagree" and "Disagree" responses are classified as positive i.e. it is good that you disagree that approval processes at work are excessive (this means they are not excessive!). Therefore, the "Strongly disagree" and "Disagree" responses are combined to calculate the % positive score.

What does this mean for interpreting the % positive score for negatively worded questions?

The % positive score combines the negative responses as they are the "preferred" responses to this question.

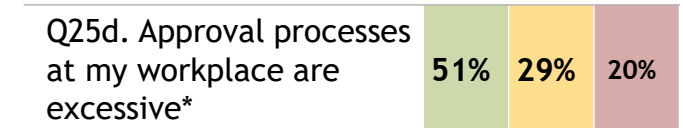
EXAMPLE

In the image below the % positive score for "Approval processes at my work are excessive" is 51%. This result can be expressed by stating that:

51% disagreed that "Approval processes at my work are excessive"

OR

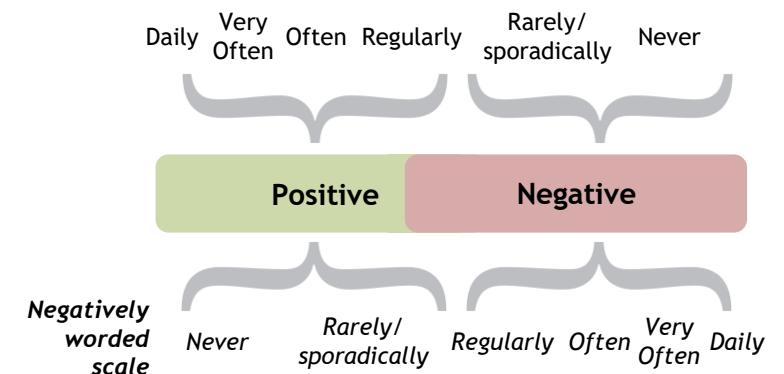
51% felt that the "Approval processes at their work are not excessive"



Conversely, the % negative score means that 20% of the employees perceive that the approval processes at their work are excessive.

Interpreting the six point scale

Some questions ask respondents to indicate how regularly they experienced different workplace behaviours. Note that a number of these questions are negatively worded.



13 How to interpret this report

Rounding

Results are rounded to whole numbers.

Percentages may therefore not add up to 100%.

Factor scores

Factor measures combine information from multiple survey questions that correlate highly with the overall factor. The factor scores are calculated as the sum of positive responses given to all questions within the factor, divided by the number of answers to all questions within the factor.

Workplace climate index scores

Workplace climate indices have been created by grouping together questions within topics to which they generally relate. The climate index scores are calculated as the sum of positive responses given to all questions within the index, divided by the number of answers to all questions within the index.

Number of respondents

The number of respondents for subpopulations (i.e. divisions, demographic groups) may not add up to the total number of respondents due to missing demographic or division information.

% Change and division comparisons

Throughout this report, the % change figure and division comparisons are frequently reported. The % change score relates to differences between:

- the 2018 and 2019 % positive scores, or
- the 2019 agency and Qld public sector % scores.

The division comparisons relate to the comparisons of the % positive scores between the agency and other divisions.

Definitions

The following definitions were used in the survey:

- **Your workgroup:** the group or team where you spend most of your time. If you are a manager your workgroup is the people you manage.
- **Your workplace:** the place where you work, such as a hospital or office location as well as the places you visit as part of your work. Questions about your workplace concern the experiences you have in this environment.
- **Your organisation:** The government department, Health Service or Public Service Office you currently work for (e.g. The Department of Transport and Main Roads for staff employed in RoadTek, the Public Trustee for staff working for the Public Trustee, the Hospital and Health Service (HHS) you work for or the Department of Health)

- **Your manager:** the person you usually report to.
- **Your senior manager:** the person your manager usually reports to.
- **Your customer(s):** the person(s) you provide advice or service to, whether internal or external to the Queensland public sector (e.g. students, clients, customers, stakeholders, patients, members of the community).
- **Your leader:** The person who sets the strategic direction for your organisation
- **Sexual harassment:** an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Sexual harassment does not need to be deliberate or repeated to be illegal.
- **Bullying:** repeated and unreasonable behaviour directed towards a worker or group of workers that creates a risk to health and safety.