

# Working for Queensland *survey*



The Working for Queensland survey is an opportunity for all Queensland Public Sector employees to be heard. It provides insights into your employment experience and informs our workforce plans for the future!

The survey is conducted by an independent organisation that is bound by legislation and protects the privacy of research participants in Australia. This ensures your identity and data is protected. Some demographics (age, gender, sexual orientation) are requested to help us develop initiatives for workplace improvement. This data is only provided to the Queensland Government in de-identified batches of 10 and more. We don't collect information about your name, position title or IP address.

We want to hear what you have to say because an engaged sector is vital for Advancing Queensland's Priorities and our commitment to ensuring that Queensland Government is a great place to work!

**Everyone has a role to play, make your opinion count!**

## Welcome to the 2019 Working for Queensland survey

Working for Queensland survey is an opportunity for all Queensland Public Sector employees to be heard. It provides insights into your employment experience and informs our workforce plans for the future!

### Completing the survey

This should take approximately 10-15 minutes.

Please read each question carefully. There are no right or wrong answers to the questions. We simply want to know your views on the issues raised in the survey. Please answer every question that you can and answer each of them as honestly as possible. Unless stipulated, please answer in relation to your current job. If you are employed in more than one position, please think of the position in which you spend most of your time when completing this questionnaire. **Unless prompted to consider a specific time period (e.g. past month or 12 months) please respond in relation to your current perceptions about your work and work context.**

### Confidentiality

Your responses will be strictly confidential. No identifying information will be published or released. Your responses are protected by the *Information Privacy Act 2009 (Qld)*. The survey is conducted by an independent survey provider, Qualtrics, who works to a strict code of conduct that protects the individual confidentiality of all survey participants. Questionnaires are submitted directly to Qualtrics for analysis of the information. Completed surveys will not be seen by any agency in the Queensland Public Sector.

### How to fill out this questionnaire

To answer most of the questions you only need to mark one circle. Please mark the circle which most accurately describes your situation or reflects your opinion.

**What is your first language?**

English

Another language other than English

In some cases you can mark more than one box. You will see a square, rather than a circle and will be prompted when this is possible as shown in the example below.

**Do you currently use any of the following flexible work options?**  
 For definitions on the terms see the supporting document [Flexible work options definitions](#)  
*[Tick all that apply]*

Part time work

Part-year work/annualised hours

Job sharing

Compressed work hours

Flexible work hours for example accumulated hours as 'flexitime'

**BEGIN ANSWERING QUESTIONS ON THE NEXT PAGE**

**BEGIN HERE****WHERE YOU WORK**

Please mark where you work in the **AGENCY NAME**. Think of the current position in which you spend most of your time. You only need to mark one circle. The hierarchy below continues over several pages – your work unit may be on a later page.

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**Protecting your anonymity and confidentiality**

Your responses will only be available at a team level if **10 or more** of your colleagues complete the survey. If your team has less than 10 responses, your results will only be available at the next highest level up. This measure protects your identity and makes it impossible for anyone to connect individual survey responses to a single person. This measure is also in place if someone chooses to filter results by any demographics (ie gender, age, ethnicity).

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HIERARCHY GOES HERE

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**WHERE YOU HAVE WORKED**

**Your organisation** is the government department or public service office you work for in your current job (e.g. Department of Transport and Main Roads for staff employed in RoadTek)

**Q1. How long have you been employed in your current organisation?**

*[Including under different organisation name or administrative arrangements]*

- Less than a year
- 1 year to less than 2 years
- 2 years to less than 4 years
- 4 years to less than 6 years
- 6 years to less than 10 years
- 10 years to less than 14 years
- 14 years to less than 16 years
- 16 years to less than 20 years
- 20 years or more
- Don't know

**YOUR BACKGROUND**

The following questions aim to help us understand the diversity of our workforce. These questions also allow us to explore variations in employee perceptions among different employee groups. Please note these questions are optional and confidential. This information **will not be used** in any way that would allow anyone to identify you or to attribute any survey question answers to you. We encourage you to complete these questions as they will help inform our future diversity and inclusion initiatives.

**Q4. What is your gender?** You may tick more than one.

- Female
- Male
- X (intersex, transgender or gender diverse)

**Q5. What is your age?**

- |   |                                     |
|---|-------------------------------------|
| <input type="radio"/> 19 years or under | <input type="radio"/> 45 – 49 years |
| <input type="radio"/> 20 – 24 years     | <input type="radio"/> 50 – 54 years |
| <input type="radio"/> 25 – 29 years     | <input type="radio"/> 55 – 59 years |
| <input type="radio"/> 30 – 34 years     | <input type="radio"/> 60 – 64 years |
| <input type="radio"/> 35 – 39 years     | <input type="radio"/> 65 and over   |
| <input type="radio"/> 40 – 44 years     |                                     |

**Q6. Do you identify yourself as?**

- Aboriginal
- Torres Strait Islander
- Aboriginal and Torres Strait Islander
- None of the above

**Q7. Do you have an impairment (disability)?**

- Yes
- No **(Go to Q8 – next page)**

*\*Disability covers a breadth of conditions including:*

- **Physical** - affects a person's mobility or dexterity
- **Intellectual** - affects a person's abilities to learn
- **Mental Illness** - affects a person's thinking processes
- **Sensory** - affects a person's ability to hear or see
- **Neurological** - affects the person's brain and central nervous system
- **Learning disability**
- **Physical disfigurement or**
- **Immunological** - the presence of organisms causing disease in the body

*The impairment or condition impacts daily activities, communication and/or mobility, and has lasted or is likely to last 6 months or more.*

*There are many different kinds of disability and they can result from accidents, illness or genetic disorders. A disability may affect mobility, ability to learn things, or ability to communicate easily, and some people may have more than one. A disability may be visible or hidden, may be permanent or temporary and may have minimal or substantial impact on a person's abilities.*

*Although some people are born with disability, many people acquire disability.*

**Q7a. Do you have a workplace agreement in place to assist you with managing the impairment?**

- Yes, reasonable adjustment agreement (OHS/Supervisor) - a formal agreement stating changes to the work environment that allow you to work safely and productively
- Yes, flexible workplace agreement - can include, but is not limited to compressed work hours, telecommuting, flexible working hours
- Yes, informal adjustment agreement - normally a conversation between yourself and your supervisor agreeing to adjustments
- No, I did not realise I could request workplace adjustment to accommodate my impairment
- No, I have not requested a workplace adjustment
- No, I have not disclosed my impairment in my workplace
- No, I requested an adjustment but it was not available/supported
- Other

**Q8. In which country were you born?**

- Australia
  - Overseas in a country where English is a primary language
  - Overseas in a country where English is not a primary language
- 

**Q9. What is your first language?**

- English
  - Another language other than English
- 

**Q10. Are you a care giver for a child under the age of 15 or another person in need of care?**

\* A primary care giver is a person who has the main responsibility for providing care for a person.

- Yes, I am the primary\* care giver for at least one person
  - Yes, I share the primary\* care giver role
  - Yes, but I am not a primary\* care giver
  - No
- 

**Q10\_1. Do you identify as LGBTIQ+\* or as gender or sexually diverse?**

- Yes
- No
- Don't know
- Prefer not to say

\*The LGBTIQ+ acronym describes people of diverse sexual orientations, gender identities and sex characteristics, short for lesbian, gay, bisexual, transgender, intersex and queer. The + reflects that the letters of the acronym do not capture the entire spectrum of sexual orientations, gender identities and intersex variations, and is not intended to be limiting or exclusive of certain groups.

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**Q11. What is the highest level of formal qualification you have completed?**

- Less than year 12 or equivalent
- Year 12 or equivalent (Senior certificate/QCE/HSC/Leaving certificate)
- Certificate level including trade
- Diploma/ Advanced Diploma/ Associate degree
- Bachelors degree (including with Honours)
- Graduate Certificate or Diploma
- Masters degree
- PhD or Higher Doctorate
- Other

**YOUR EMPLOYMENT****Q12. What is your employment status?**

*[Your employment status relates to your substantive position in the Queensland Public Sector.]*

- Permanent
  - Temporary
  - Contractor engaged and paid through a third party (e.g. recruitment agency)
  - Casual
  - CEO/SES/S122 or similar contract
- 

The following questions are about your current position in the Queensland Public Sector. Your current position is the position you are currently performing in (not necessarily your substantive position). If you have more than one current position with the Queensland Public Sector, please respond in relation to your main current position. Your main current position is the position you spend most of your working time in.

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**Q13. How long have you been in your current position?**

- Less than a year
  - 1 year to less than 2 years
  - 2 years to less than 4 years
  - 4 years to less than 6 years
  - 6 years or more
- 

**Q14. On what basis are you employed in your current position?**

- Full-time basis
  - Part-time basis
- 

**Q15. In your current position, are you the manager of one or more employees?**

- Yes
  - No **(Go to Q17 – next page)**
- 

**Q16. In your current position, do you manage other managers?**

- Yes
- No

**Q17. In your current position, which one of the following best describes the type of work you do?**

*[The type of work that occupies the largest amount of your work time. If you manage employees, please indicate the main type of work that best describes the work of the employees you manage.]*

- Service delivery involving direct contact with the public (e.g. teaching, nursing, customer/counter service, prison officer, police officer)
  - 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, road works)
  - Research
  - Policy
  - Program design and/or management
  - Exercising regulatory authority (e.g. setting of and compliance with statutory standards, professional registration, legal enforcement)
  - Human Resources
  - Finances/accounting
  - Information and communications technology (ICT)
  - Procurement
  - Other corporate (including property and facility management, legal, communications/media, information management, including mail services, records management; ministerial and parliamentary processes, audit services and corporate planning)
  - Administrative support/clerical (e.g. executive/personal assistant, receptionist)
  - Other
  - Don't know
- 

**Display these Questions: If Queensland Health****Q17\_2 Are you employed in a clinical capacity?**

- Yes **(Go to 17a. Clinical)**
  - No **(Go to 17d. Non-clinical)**
-



**17a. Clinical - please select one:**

- Medical **(Go to 17b. Medical)**
  - Nursing **(Go to Q18)**
  - Midwives **(Go to Q18)**
  - Dental officers **(Go to Q18)**
  - Allied Health **(Go to 17c. Allied Health)**
  - Other (inc Laboratory Managers and Scientists) **(Go to Q18)**
- 

**17b. Medical - please select one:**

- SMOs and VMOs (including pathologists)
  - Principal House Officers and Registrars
  - Interns, Junior House Officers and Senior House Officers
- (Go to Q18)**
- 

**17c. Allied health - please select one:**

- |   |  |
|---|--|
| <input type="radio"/> Anaesthetic technicians         | <input type="radio"/> Operational officer (clinical) |
| <input type="radio"/> Art therapists                  | <input type="radio"/> Orthoptists                    |
| <input type="radio"/> Audiology                       | <input type="radio"/> Pharmacy                       |
| <input type="radio"/> Cardiac Perfusionists           | <input type="radio"/> Physiotherapy                  |
| <input type="radio"/> Clinical measurement scientists | <input type="radio"/> Podiatry                       |
| <input type="radio"/> Dietetics and nutrition         | <input type="radio"/> Prosthetics and orthotics      |
| <input type="radio"/> Exercise physiology             | <input type="radio"/> Psychology                     |
| <input type="radio"/> Medical radiation professionals | <input type="radio"/> Social work                    |
| <input type="radio"/> Music therapy                   | <input type="radio"/> Speech pathology               |
| <input type="radio"/> Occupational therapy            | <input type="radio"/> Welfare officers               |
- (Go to Q18)**
-

**17d. Not clinical, please select one:**

- Administration Officers
- Building and Engineering Officers
- Health Workers
- Operational Officers
- Professional Officers
- Technical Officers

**End of Queensland Health clinical questions****Q18. What is the postcode of your workplace?** - Please write below  
*[If you work in more than one location, write the primary or 'base' location.]*

Postcode: \_\_\_\_\_

**Q19. Do you currently use any of the following flexible work options?**For definitions on the below terms refer to the Appendix  
*[Tick all that apply]*

- Part time work
- Part-year work/annualised hours
- Job sharing
- Compressed work hours
- Flexible work hours for example accumulated hours as 'flexitime'
- Flexible work hours for example start late or early to meet responsibilities external to work
- Term-time working
- Casual/on call
- Telecommuting
- Hot desks
- Purchased leave/extended leave/deferred salary schemes
- Leave at half pay
- Other
- None of the above

**Q19a. Have you made a request regarding flexible work arrangements in the last 12 months?** This includes either a change to existing flexible work arrangements or to commence a flexible work arrangement.

- Yes, I requested flexibility **(Go to Q19a\_1)**
- No, I have not made a request but **I am content** with my current arrangements **(Go to Q19c)**
- No, I have not made a request but **I am not content** with my current arrangements **(Go to Q19b)**

**Q19a\_1. Was your request for flexible work arrangements:**

- Fully granted **(Skip to Q19c)**
- Partially granted **(Skip to Q19c)**
- Declined – no reason given **(Skip to Q19c)**
- Declined – reason provided **(Skip to Q19c)**
- I have not received a reply as yet **(Skip to Q19c)**

**Q19b. Why haven't you made a request to change your work arrangements?**

*[Tick all that apply]*

- I didn't feel I had the right to
- I felt it would limit my career
- I felt it would limit my access to training and development
- I feel flexibility is not possible in my current job
- Flexible working is frowned upon/not supported by my workplace culture
- I was concerned that it may negatively impact my team
- I didn't feel confident presenting my case or negotiating arrangements with my manager
- I feel the technology I currently have access to does not support flexible working
- I don't feel confident in my manager's ability to manage staff working flexibly
- None of the above

**Q19c. Do you work shiftwork (i.e. hours of work are regularly rotated in accordance with a shift roster covering 24 hours per day over a 7 day week)?**

- Yes **(Go to 19d)**
- No **(Go to Q20)**

**Q19d. Do you have the opportunity to contribute to the design of the shiftwork schedule/roster?**

- Yes
- No

**Q20. In your current position, what is your annual salary before tax?***[Convert to full-time equivalent if part-time or on a purchased leave arrangement.]*

- \$29,999 or less
- \$30,000 - 39,999
- \$40,000 - 49,999
- \$50,000 - 59,999
- \$60,000 - 69,999
- \$70,000 - 79,999
- \$80,000 - 89,999
- \$90,000 - 99,999
- \$100,000 - 109,999
- \$110,000 - 119,999
- \$120,000 - 149,999
- \$150,000 or above

**YOUR ROLE****Q21. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I understand what is expected of me to do well in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I understand how my work contributes to my organisation's objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## YOUR WORK

**Q22. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I have a choice in deciding how I do my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have the tools I need to do my job effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I get the information I need to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I have the authority necessary to do my job effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My job gives me opportunities to utilise my skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I enjoy the work in my current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My job gives me a feeling of personal accomplishment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q23. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am overloaded with work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I feel burned out by my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I feel my job is secure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. There is too much 'red tape' in my work (e.g. regulatory or administrative processes)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My work has a negative impact on my health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My work contributes positively to my quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**YOUR WORKGROUP**

**Your workgroup** is the group or team where you spend most of your time. If you are a manager your workgroup is the people you manage.

**Your customer(s)** are the person(s) you provide advice or service to, whether internal or external to the Queensland Public Sector (e.g. clients, customers, patients, stakeholders, members of the community).

**Your organisation** is the government department or public service office you work for in your current job (e.g. Department of Transport and Main Roads for staff employed in RoadTek).

**Q24. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	
a. People in my workgroup treat each other with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
b. I receive help and support from other people in my workgroup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
c. People in my workgroup are honest, open and transparent in their dealings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
d. People in my workgroup use their time and resources efficiently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
e. People in my workgroup treat customers with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
f. People in my workgroup are committed to delivering excellent service to customers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
g. People in my workgroup do their jobs effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
h. People in my workgroup are committed to workplace safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
j. People in my workgroup work together to ensure flexible work arrangements meet both individual and business needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
k. People in my workgroup share diverse ideas to develop innovative solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	NA
i. People in my workgroup work effectively with other workgroups in my organisation to deliver services to our customers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*[Select the NA option if your workgroup has not worked with other workgroups in your organisation]*

**Q24\_1. Over the past month, how often have your immediate coworkers (i.e. anyone you work with regularly who may be in your workgroup, a different workgroup, a different agency or someone you supervise) behaved in the following ways?**

	Never	Rarely/ Sporadically	Regularly	Often	Very often	Daily
a. Showed appreciation of you and your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Made you feel included	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Was polite and courteous with you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Made you feel ignored	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Behaved towards you in a manner that you felt was inconsiderate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Behaved towards you in a manner that you felt was rude (e.g. spoke rudely, gestures, facial expressions etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Acted in an aggressive or intimidating manner towards you (e.g. was verbally or physically aggressive or intimidating)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Acted in an aggressive or intimidating manner towards someone you work with (e.g. was verbally or physically aggressive or intimidating)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**YOUR WORKPLACE**

**Your workplace** is the place where you work, such as a police station 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.

**Q25. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My workplace has an inclusive culture where diversity is valued and respected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I am able to speak up and share a different view to my colleagues and manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My workplace culture supports people to achieve a good work/life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. There is adequate focus on workplace safety at my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Approval processes at my workplace are excessive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Performance is assessed and rewarded fairly in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I am confident that poor performance will be appropriately addressed in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. People are treated fairly and consistently in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. People take responsibility for their decisions and actions in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q26. Please indicate the extent to which you agree or disagree with the following statement about workplace change in the past 12 months.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My workplace has undergone significant change in the past 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**IMPROVING WORK PRACTICES****Q27. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I get the opportunity to develop new and better ways of doing my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am encouraged to make suggestions about improving work processes and/or services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Management is willing to act on suggestions to improve how things are done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My workgroup uses research and expertise to identify better practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My workgroup always tries to improve its performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My organisation is open to new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**YOUR PERFORMANCE ASSESSMENT AND DEVELOPMENT****Q28. Please further indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	
a. I receive useful feedback on my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
b. My performance is assessed against clear criteria	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
c. In my organisation, there are opportunities for me to develop my skills and knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
d. I am supported to pursue developmental opportunities in other workplaces	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
e. I am able to access relevant learning and development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
g. I am satisfied with the opportunities available for career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
h. I have had productive conversations with my manager on my performance in the past 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
i. I develop new knowledge and skills through undertaking tasks at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	NA
f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Select the NA option if you have not completed any learning or development activities in the past 12 months.]

**YOUR MANAGER**

**Your manager** is the person you usually report to.

**Q29. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My manager treats employees with dignity and respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My manager listens to what I have to say	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My manager keeps me informed about what's going on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My manager understands my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My manager creates a shared sense of purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My manager demonstrates honesty and integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My manager draws the best out of me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. My manager proactively discusses flexible work arrangements with my workgroup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q29\_1. Over the past month, how often has your supervisor behaved in the following ways?**

	Never	Rarely/ Sporadically	Regularly	Often	Very often	Daily
a. Showed appreciation of you and your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Made you feel included	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Was polite and courteous with you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Made you feel ignored	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Behaved towards you in a manner that you felt was inconsiderate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Behaved towards you in a manner that you felt was rude (e.g. spoke rudely, gestures, facial expressions etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Acted in an aggressive or intimidating manner towards you (e.g. was verbally or physically aggressive or intimidating)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Acted in an aggressive or intimidating manner towards someone you work with (e.g. was verbally or physically aggressive or intimidating)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**YOUR SENIOR MANAGER**

**Your senior manager** is the person your manager usually reports to.

**Q30. Please indicate the extent to which you agree or disagree with the statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My senior manager demonstrates honesty and integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**YOUR ORGANISATION**

**Your organisation** is the government department or public service office you work for in your current job (e.g. Department of Transport and Main Roads for staff employed in RoadTek)

**Q31. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. In my organisation, the leadership is of high quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My organisation is committed to developing its employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Management model the behaviours expected of all employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. In my organisation, the leadership operates with a high level of integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Recruitment and promotion decisions in this organisation are fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My organisation is well managed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. In my organisation, senior leaders clearly consider the wellbeing of employees to be important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The wellbeing of employees is a priority for my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My responsibilities outside of work restrict my opportunities for promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. My commitment to this organisation would be questioned if I chose to use flexible work options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q32. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Age is not a barrier to success in my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Gender is not a barrier to success in my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Disability is not a barrier to success in my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Cultural background is not a barrier to success in my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Sexual orientation is not a barrier to success in my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. If I raised a complaint, I feel confident that it would be taken seriously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Women and men have equal access to work experiences that support career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q33. Please indicate the extent to which you agree or disagree with each statement below.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I would recommend my organisation as a great place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am proud to tell others I work for my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I feel strong personal attachment to my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My organisation motivates me to help it achieve its objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My organisation inspires me to do the best in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## YOUR SATISFACTION

Q34. How satisfied are you with the following:

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
b. Your ability to work on your own initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your ability to 'make a difference' to the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Your ability to access and use flexible work arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
<b>Q35. All things considered, how satisfied are you with your current job?</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## DOMESTIC AND FAMILY VIOLENCE

**Q36. Are you aware of any policies, in your workplace, designed to support employees affected by domestic and family violence in the workplace or the community?**

- Yes
- No
- Don't know

If you are a manager (ie manage one or more employees) – **Go to 36a**

If you are not a manager (ie manage no employees) – **Go to 36b**

**Q36a. Please indicate the extent to which you agree or disagree with each statement below:**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am confident that I could sensitively communicate with employees affected by domestic and family violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Go to Q36c**

**Q36b. Please indicate the extent to which you agree or disagree with each statement below:**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am confident that I could sensitively communicate with colleagues affected by domestic and family violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am confident that I could effectively refer a colleague affected by domestic and family violence to appropriate support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q36c. In the past 12 months, have you been in a situation where you have responded to an employee/colleague affected by domestic and family violence?**

- Yes
- No
- Don't know
- Prefer not to say

**BULLYING AND SEXUAL HARASSMENT AT YOUR WORKPLACE**

**Q40. During the last 12 months have you witnessed bullying\*/sexual harassment\*\* in your workplace?**

- Yes
- No
- Don't know

\* *Workplace bullying is repeated and unreasonable behaviour directed towards a worker or group of workers that creates a risk to health and safety.*

\*\**Sexual harassment is 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.*

**Q41. During the last 12 months, have you been subjected to any of the following in your workplace?**

- Bullying (Go to Q42)
- Sexual harassment (Go to Q44)
- No (Go to Q47)
- Don't know (Go to Q47)



**If you have selected both go to Q42 and follow the prompts**

**Q42. Thinking about when you experienced bullying. Who were you bullied by?**

[Tick all that apply]

- A senior manager
- Your immediate manager/supervisor
- A fellow worker
- A group of fellow workers
- A worker that reports to you
- A client/customer
- A member of the public
- A consultant/service provider
- A representative of another agency
- Other
- Prefer not to specify



**Q43a. What type of bullying did you experience?***[Tick all that apply]*

- Physical behaviour (e.g. assault or aggressive body language)
- Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)
- 'Initiations' or pranks
- Interference with your personal property or work equipment
- Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)
- Cyber bullying (e.g. by email)
- Other

**Q43b. Did you report the bullying?**

- Yes **(Go to Q44 if "Sexual harassment" selected at Q41. Otherwise, Go to Q47)**
- No **(Go to 43c)**

**Q43c. Why did you not report the bullying?***[Tick all that apply]*

- I did not want to upset relationships in the workplace
- I did not have enough evidence
- It could affect my career
- I did not think any action would be taken
- The matter was resolved informally
- I did not think the bullying was serious enough
- Managers accepted the behaviour
- I did not think it was worth the hassle of going through the report process
- I did not know how to report it
- Other

*If you have not been subjected to sexual harassment - **Go to Q47***

*If you have been subjected to sexual harassment - **Go to Q44***

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**Q44. Thinking about when you experienced sexual harassment. Who were you sexually harassed by?***[Tick all that apply]*

- A senior manager
  - Your immediate manager/supervisor
  - A fellow worker
  - A group of fellow workers
  - A worker that reports to you
  - A client/customer
  - A member of the public
  - A consultant/service provider
  - A representative of another agency
  - Other
  - Prefer not to specify
- 

**Q45a. What type of sexual harassment did you experience?***[Tick all that apply]*

- Unwanted physical intimacy (e.g. patting or touching in a sexual way or unnecessary familiarity such as deliberately brushing against you)
  - Unwelcome demand or request, either directly or implied, for sexual favours
  - Remarks of a sexual nature (e.g. about your sex or private life or about your appearance or body)
  - Any other unwelcome conduct of a sexual nature in relation to you (e.g. emails or other computer-based communication, telephone calls or indecent exposure) with the intention of intimidating, offending or humiliating you or where a reasonable person would anticipate the possibility of this.
  - Other
- 

**Q45b. Did you report the sexual harassment?**

- Yes **(Go to 47)**
  - No
-

**Q45c. Why did you not report the sexual harassment?***[Tick all that apply]*

- I did not want to upset relationships in the workplace
  - I did not have enough evidence
  - It could affect my career
  - I did not think any action would be taken
  - The matter was resolved informally
  - I did not think the sexual harassment was serious enough
  - Managers accepted the behaviour
  - I did not think it was worth the hassle of going through the report process
  - I did not know how to report it
  - Other
-

**Q47 AGENCY SPECIFIC QUESTIONS**

Please indicate the extent to which you agree or disagree with the statements below.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**THANK YOU FOR COMPLETING THE SURVEY AND MAKING YOUR OPINION COUNT!**

**YOUR VIEW - Q48 (FINAL QUESTION)**

**A friend has decided to apply for a job in your organisation. They have asked you to tell them what it's like to work there. What do you tell them?**

PLEASE NOTE: The response you provide to Q48 is collected separately to other responses in the survey and all the collated comments are provided directly to your agency. They will be used by your senior leadership team to inform workplace improvements. The information you provide will not be edited or amended in any way prior to being submitted to your agency, and will be treated with the greatest respect, sensitivity and confidentiality. In answering this question, please do not provide personal information about yourself or any other person, for example by including their name in your response. Your contribution is very much appreciated.

**YOUR RESPONSE WILL NOT BE ABLE TO BE ATTRIBUTED TO YOU UNLESS YOU IDENTIFY YOURSELF IN THE FREE TEXT YOU PROVIDE.**

Working for  
Queensland  
survey



Thank you for completing the survey and making your opinion count! We appreciate you taking the time to share your thoughts on working in the Queensland Public Sector.

Your valuable feedback will help support initiatives that will contribute to positive workplace improvements.

**You may now close this tab.**



## Appendix

### Definitions of flexible work

Term	Definition
Part time work	Predictable hours of work each week/month/year but fewer than full time. Have the same entitlements (e.g. recreation leave and sick leave) as full time workers but on a pro rata basis.
Part-year work/annualised hours	Working part of the year (e.g. 8 months) and taking the remaining part as leave (e.g. 4 months) using a combination of recreation/long service/unpaid leave.  Employer and employee agree to the number of hours to be worked on a yearly rather than weekly basis.
Job sharing	Sharing the duties of one job between two or more employees.
Compressed work hours	A formal arrangement that involves working normal or full time hours over fewer days by working extra hours per day.
Flexible work hours/shifts	Flexible working hours – work the usual number of hours but vary start and finish times (within the spread of hours).  Accrued/flexitime – work more than the standard daily or weekly hours and the time can be taken later.
Term-time working	A person works during school terms and takes either paid or unpaid leave during school holidays.
Casual/on call	Casual employees work the hours needed to meet the business needs.
Telecommuting	Working from a location other than the office (e.g. home or flexible work centre) on a regular basis.
Hot desks	Desks shared by multiple employees on different days.
Purchased leave/extended leave/deferred salary schemes	Purchased leave – extra leave funded by fortnightly deductions from the net salary that occur over a nominated period of time.  Extended leave – can be used to take longer period of leave (e.g. for study).  Deferred salary scheme – another variation of purchased leave where a portion of salary is deferred until an agreed date.
Leave at half pay	Subject to approval, long service and recreation leave can be taken at half pay.