

Working for Queensland *survey*



[Insert organisation name]

WHERE YOU WORK

Please mark where you work in the [insert organisation name] from the categories listed below (select one group only). Think of the current position in which you spend most of your time.

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
-

Q2. How many organisations in the Queensland Public Sector, including your current one, have you worked for? *[Changes in organisation name or administrative arrangements are not counted as separate organisations.]*

Q3. How many years of your working life have you been employed in:

	The Queensland Public Sector	Other Government sectors (local, other states, federal, overseas)	Other non-Government sectors (e.g. not for profit, academia, voluntary organisations)	The private sector (including as an employer or self employed)
None		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less than 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 to less than 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 to less than 4 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 to less than 6 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6 to less than 10 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10 to less than 14 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14 to less than 16 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16 to less than 20 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20 years or more	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?

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

Q5. What is your age?

- 19 years or under
 - 20 – 24 years
 - 25 – 29 years
 - 30 – 34 years
 - 35 – 39 years
 - 40 – 44 years
 - 45 – 49 years
 - 50 – 54 years
 - 55 – 59 years
 - 60 – 64 years
 - 65 and over
-

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)*?

**Impairment covers all types of impairment including:- physical: including the total or partial loss of a person's bodily functions; the malfunction, malformation or disfigurement of a part of a person's body;*

- psychiatric: including mental illnesses; depression; anxiety; schizophrenia; bipolar disorder; anorexia;

- sensory: including visual impairment and blindness; hearing impairment and deafness;

- other conditions: including learning more slowly; epilepsy; autism and intellectual disabilities.

It does not matter whether a person was born with an impairment, whether it developed later or whether it is acquired.

- Yes
 - No **(Go to Q8)**
-

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 - please explain _____
-

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.*

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.

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)**
-

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, please specify _____
- Don't know

Q18. What is the postcode of your workplace? *[If you work in more than one location, select the primary or 'base' location.]*

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, please specify _____
- 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, The Public Trustee for staff working for The Public Trustee).

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"/>
e. Disruptions and/or noise at my workplace make it hard to get things done	<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 encouraged 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, The Public Trustee for staff working for The Public Trustee).

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
a. The degree to which your work is interesting/challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your ability to work on your own initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your physical working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The location of your work	<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"/>

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
Q35. All things considered, how satisfied are you with your current job?	<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:

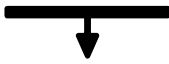
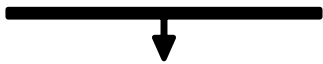
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am confident that I could sensitively communicate with colleagues affected by domestic and family violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I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

YOUR FUTURE

Q37. Please indicate the extent to which you agree or disagree with the statement below

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I intend to leave <u>my organisation</u> within the next 12 months	○	○	○	○	○
	 Go to Q40		 Go to Q38 and Q39		

Q38. Please indicate which of the following factors influence your intention to leave your organisation
[Tick all that apply]

- Pay and conditions
- Career or job opportunities
- The location of your workplace or the time spent commuting
- The workplace culture
- Your relationship with your manager
- Your relationship with your colleagues
- Fit between work and your interests
- Work hours
- Stress/Health
- Professional/personal development
- Job security
- Contract expiring
- Balancing work and life commitments
- Family/carer responsibilities
- Travel plans
- Retirement
- Other (please specify) _____

Q39. Please indicate the extent to which you agree or disagree with the statement below

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I intend to leave <u>the Queensland Public Sector</u> within the next 12 months	○	○	○	○	○

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 Q46a)**
- Don't know **(Go to Q46a)**



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 Q46a)**
- 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 Q46a***

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

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 46a)**
 - 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 _____

WORKING FOR QUEENSLAND SURVEY AND YOUR WORKPLACE

Q46a. Have you noticed any action your organisation has taken as a result of last year's Working for Queensland Survey?

- Yes
- No **(Go to 47a)**
- No, but I have not worked long in my organisation **(Go to 47a)**

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
Q46b. How satisfied are you with your organisation's action in response to last year's Working for Queensland Survey?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q47. ORGANISATION 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
a.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR VIEW

Q48. 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 is being collected separately to other responses in this survey. Your verbatim response will be directly provided to your agency where it will be used to inform workplace improvements. The information you provide in response to question 48, will not be edited or amended in any way prior to being submitted to your agency. In answering this question, please do not provide personal information about any other person, for example by including their name, in your response.

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

All information provided will be used by your agency's senior leadership team for the purposes of workplace improvement and will be treated with the greatest respect, sensitivity and confidentiality. Your contribution is very much appreciated.

THANK YOU FOR COMPLETING THE SURVEY!