

## Highlights Report - Queensland Corrective Services

### Purpose

This Highlights Report presents key results from the 2024 Working for Queensland survey, conducted from 26 August to 22 September 2024.

Results reflect the views of respondents from the Queensland Corrective Services.

### Reporting framework

Since 2022, the Working for Queensland survey has been structured around the job demand resources model. The job demand resources model is a framework for understanding the factors that contribute to employee engagement.

Job resources are elements of the job that are functional in the achievement of work goals, while they also stimulate personal growth and development.

Job demands are aspects of the job that require sustained physical or mental effort and are therefore associated with certain physiological and psychological costs.

Through focusing on the interplay between resources and demands, and optimising the balance between the two, it becomes possible to increase engagement and improve work outcomes - for the individual and the organisation.

### Interpretation notes

Throughout this report figures are rounded to the nearest whole number. Where a dash (i.e. -) is reported this means the question is new in 2024, there are nil responses or insufficient responses were received.

In organisation level reports, any organisation impacted by Machinery of Government changes over the last twelve months will not have trend data.

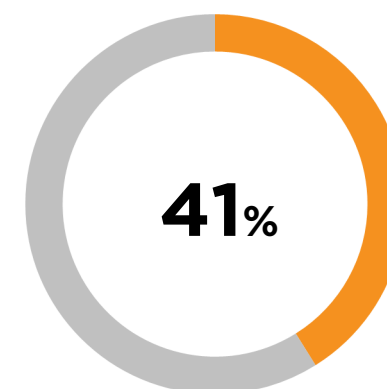
Any negatively worded questions have been reverse coded. As such, a green response denotes limited experience, where a red response denotes a greater negative experience.

*PLEASE NOTE: Not all hospital and health services participated in the 2024 Working for Queensland survey. All hospital and health services must participate in an annual employee survey, with some participating in the Working for Queensland survey and others using a different survey. This change in scope means that comparisons to 2023 data and response rates should be treated as indicative only. Working for Queensland reports are only published for those hospital and health services that participated in the Working for Queensland survey.*

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Returned surveys:  
3,281



# RESOURCES SUMMARY

## Resources

Job resources are aspects of the job that may do any of the following:

(a) be functional in achieving work goals;

(b) reduce job demands and the associated physiological and psychological costs;

(c) stimulate personal growth and development.

Please note: All % represent percent positive.

Your Job	Social Support	Fair and Equitable Treatment	Keeping You Well
Autonomy <b>68%</b> vs 2023 +3	My Workgroup Effectiveness <b>76%</b> vs 2023 +2	Performance Management <b>48%</b> vs 2023 +5	My Obligations <b>85%</b> vs 2023 +2
Clarity <b>78%</b> vs 2023 -1	Workgroup Respect and Psychological Safety <b>70%</b> vs 2023 +3	Fair and Equitable Treatment <b>50%</b> vs 2023 +5	My Confidence Discussing Wellbeing with My Manager <b>60%</b> vs 2023 +4
Task Identity <b>65%</b> vs 2023 +2	My Manager and Workgroup Performance <b>68%</b> vs 2023 +3	Promotion Process <b>39%</b> vs 2023 +3	In My Workgroup <b>36%</b> vs 2023 +1
Task Significance <b>78%</b> vs 2023 +4	My Manager and Respectful Relationships <b>72%</b> vs 2023 +3	Backfilling Process <b>40%</b> vs 2023 +2	Leadership <b>59%</b> vs 2023 +4
Task Variety <b>71%</b> vs 2023 +2	My Manager Honesty and integrity <b>73%</b> vs 2023 +3	Recruitment Process <b>42%</b> vs 2023 +3	My Organisation Values My Wellbeing <b>59%</b> vs 2023 +6
Human Rights and My Job <b>84%</b> vs 2023 +2			Cultural Safety - Aboriginal / Torres Strait Islander <b>68%</b> vs 2023 +4
			Cultural Safety - CALD <b>64%</b> vs 2023 -

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### Leadership

Senior Managers

**54%**

vs 2023 +5

Executive Group

**48%**

vs 2023 +4

### Code of Conduct

Integrity

**73%**

vs 2023 +2

### Building My Future

Performance Discussions

**31%**

vs 2023 +1

Professional Development

**27%**

vs 2023 +2

### Flexible Work

Flexibility I Need

**71%**

vs 2023 +4

Work Together to make Flexibility Work

**60%**

vs 2023 +5

Free to use Flexibility

**50%**

vs 2023 +5

### Equitable Treatment

Gender

**67%**

vs 2023 +3

Age

**67%**

vs 2023 +2

Aboriginal and/or Torres Strait Islander People

**71%**

vs 2023 +1

Australian South Sea Islander People

**71%**

vs 2023 +2

Cultural Background

**70%**

vs 2023 +1

Disability

**56%**

vs 2023 +2

Sexual Orientation

**72%**

vs 2023 +4

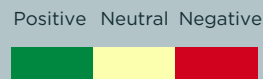
# EMPLOYEE ENGAGEMENT

## Employee Engagement Insights

Employee engagement is an individual's connection to their organisation. It is a global measure of employee experience. Many factors influence engagement: leadership; a positive and inclusive work culture; manager support; accountability; and flexible work to name a few.

EMPLOYEE ENGAGEMENT	56%			RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
Q35j. I would recommend my organisation as a great place to work	59	24	17	59%	+4	-4	
Q35k. I am proud to tell others I work for my organisation	64	23	12	64%	+2	-3	
Q35l. I feel strong personal attachment to my organisation	49	31	19	49%	+1	-5	
Q35m. My organisation motivates me to help it achieve its objectives	53	29	18	53%	+2	-4	
Q35n. My organisation inspires me to do the best in my job	55	26	19	55%	+4	-3	

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

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YOUR JOB: AUTONOMY		68%	RESPONSE SCALE		% POSITIVE	vs 2023	vs Qld public sector
Q19c. I have the authority necessary to do my job effectively		72	15	13	72%	+1	-3
Q19f. I have choice in deciding how I carry out day-to-day work tasks		69	18	13	69%	+4	-6
Q19g. I am encouraged to take part in decisions that affect my job, where appropriate		63	18	19	63%	+4	-7
YOUR JOB: CLARITY		78%	RESPONSE SCALE		% POSITIVE	vs 2023	vs Qld public sector
Q19a. I understand what is expected of me to do well in my job		87	8	5	87%	-2	-1
Q19b. I get the information I need to do my job well		70	17	13	70%	-1	-3
YOUR JOB: TASK SIGNIFICANCE		78%	RESPONSE SCALE		% POSITIVE	vs 2023	vs Qld public sector
Q19h. I understand how my work contributes to my organisation's strategic objectives		78	13	8	78%	+4	-4

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Positive Neutral Negative



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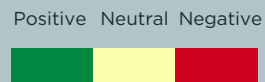
(a) be functional in achieving work goals;

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YOUR JOB: TASK IDENTITY	65%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
Q19d. My job gives me a feeling of accomplishment	65	19 16	65%	+2	-6
YOUR JOB: TASK VARIETY	71%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
Q19e. My job gives me the opportunity to utilise my skills and knowledge	71	15 14	71%	+2	-5
YOUR JOB: HUMAN RIGHTS AND MY JOB	84%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
Q19i. I understand how the <i>Human Rights Act 2019</i> applies to my work	84	12 4	84%	+2	+4

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### SOCIAL SUPPORT: MY WORKGROUP EFFECTIVENESS

# 76%

RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

**Q20a.** I discuss my work challenges with the people in my workgroup

82

11 7

82%

+1

-4

**Q20b.** In my workgroup, we work together to manage workload

72

15 13

72%

+2

-7

**Q20c.** In my workgroup, we share lessons learned

75

14 12

75%

+1

-7

### SOCIAL SUPPORT: WORKGROUP RESPECT AND PSYCHOLOGICAL SAFETY

# 70%

RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

**Q20d.** In my workgroup, we treat each other respectfully

72

14 14

72%

+5

-12

**Q20e.** In my workgroup, I am comfortable speaking up to share a different view to my colleagues

71

15 14

71%

+1

-9

**Q20f.** In my workgroup, we welcome diverse ideas and thoughts

67

17 15

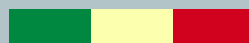
67%

+3

-10

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### SOCIAL SUPPORT: MY MANAGER AND WORKGROUP PERFORMANCE

# 68%

RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

**Q21b.** My manager or supervisor encourages discussion on ways to improve workgroup performance

70

15

15

**70%**

+4

-8

**Q21c.** My manager or supervisor clearly communicates performance expectations

67

16

17

**67%**

+3

-7

**Q21h.** My manager or supervisor shows appreciation for my contribution to our work objectives

67

17

16

**67%**

+2

-11

### SOCIAL SUPPORT: MY MANAGER AND RESPECTFUL RELATIONSHIPS

# 72%

RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

**Q21a.** My manager or supervisor treats people in our work environment respectfully

77

12

10

**77%**

+3

-7

**Q21e.** My manager or supervisor listens to what I have to say

72

14

13

**72%**

+4

-9

**Q21f.** I feel comfortable discussing my work challenges with my manager or supervisor

69

15

16

**69%**

+2

-9

**Q21g.** I can rely on my manager or supervisor to help me work through work challenges

68

16

16

**68%**

+3

-8

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SOCIAL SUPPORT: MY MANAGER HONESTY AND INTEGRITY		73%	RESPONSE SCALE		% POSITIVE	vs 2023	vs Qld public sector
Q21d. My manager or supervisor demonstrates honesty and integrity		73	15	12	73%	+3	-9
BUILDING YOUR FUTURE: PROFESSIONAL DEVELOPMENT		27%	RESPONSE SCALE		% POSITIVE	vs 2023	vs Qld public sector
Q22b. My manager or supervisor and I discuss my professional development		21	42	37	21%	+2	-6
Q22g. My manager or supervisor supports my professional development by connecting me with learning and development opportunities		33	35	32	33%	+2	-9
BUILDING YOUR FUTURE: PERFORMANCE DISCUSSIONS		31%	RESPONSE SCALE		% POSITIVE	vs 2023	vs Qld public sector
Q22c. My manager or supervisor takes the time to provide informal feedback on my performance		26	42	32	26%	+2	-8
Q22e. My manager or supervisor provides me with constructive feedback to help improve my performance		30	42	28	30%	+2	-7
Q22f. My manager or supervisor recognises and acknowledges when I do something well		37	41	22	37%	+1	-12

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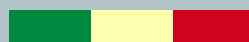
(b) reduce job demands and the associated physiological and psychological costs;

(c) stimulate personal growth and development.

KEEPING YOU WELL: MY OBLIGATIONS	85%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
Q25d. I am confident in my understanding of my health and safety obligations	85	11 4	85%	+2	-4
KEEPING YOU WELL: MY CONFIDENCE DISCUSSING WELLBEING WITH MY MANAGER	60%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
Q25g. I am confident discussing my wellbeing with my manager or supervisor	64	17 20	64%	+5	-8
Q25h. I am confident discussing my mental health with my manager or supervisor	56	19 25	56%	+3	-8
KEEPING YOU WELL: IN MY WORKGROUP	36%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
Q25a. In my workgroup, we proactively discuss workplace safety	36	48 16	36%	0	-2
Q25b. In my workgroup, we discuss ways to promote wellbeing	37	44 18	37%	+2	-3
Q25c. In my workgroup, we discuss ways to promote mental health	35	43 22	35%	+1	-2

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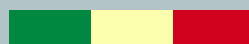
(b) reduce job demands and the associated physiological and psychological costs;

(c) stimulate personal growth and development.

KEEPING YOU WELL: LEADERSHIP	59%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q25i.</b> My manager or supervisor proactively encourages people to speak up if they feel something could be a risk to their health, safety, or wellbeing	65	19 17	65%	+4	-6
<b>Q25j.</b> In my workplace senior management acts quickly to correct problems/issues that affect employees' health, safety, or wellbeing	53	23 24	53%	+4	-5
KEEPING YOU WELL: MY ORGANISATION VALUES MY WELLBEING	59%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q25m.</b> I feel that my organisation considers the wellbeing of employees to be important	59	20 21	59%	+6	-7
KEEPING YOU WELL: CULTURAL SAFETY - ABORIGINAL / TORRES STRAIT ISLANDER	68%	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q25e.</b> My workgroup cares about the cultural safety of Aboriginal and Torres Strait Islander colleagues.	76	19 5	76%	+4	-3
<b>Q25i.</b> I feel that my manager or supervisor takes responsibility for ensuring the cultural safety of Aboriginal and Torres Strait Islander employees	64	29 7	64%	+5	-2
<b>Q25n.</b> I feel that my organisation provides a culturally safe work environment for Aboriginal and Torres Strait Islander employees	64	28 8	64%	+4	-5

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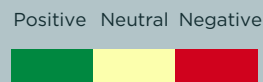
(a) be functional in achieving work goals;

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<b>KEEPING YOU WELL: CULTURAL SAFETY - CALD</b>		<b>64%</b>			<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>
<b>Q25f.</b>	My workgroup cares about the cultural safety of culturally and linguistically diverse colleagues	71	22	7	<b>71%</b>	-	<b>-5</b>	
<b>Q25k.</b>	I feel that my manager or supervisor takes responsibility for ensuring the cultural safety of employees from culturally and linguistically diverse backgrounds	60	28	12	<b>60%</b>	-	<b>-6</b>	
<b>Q25o.</b>	I feel that my organisation provides a culturally safe work environment for employees from culturally and linguistically diverse backgrounds	61	29	9	<b>61%</b>	-	<b>-7</b>	
<b>LEADERSHIP: SENIOR MANAGERS</b>		<b>54%</b>			<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>
<b>Q23a.</b>	Senior leaders provide clear direction for the future of the organisation	53	26	21	<b>53%</b>	+5	<b>-3</b>	
<b>Q23b.</b>	Senior leaders model the values/principles of my organisation	59	25	16	<b>59%</b>	+6	<b>-3</b>	
<b>Q23c.</b>	Senior leaders keep employees informed about what is going on	51	25	24	<b>51%</b>	+4	<b>-6</b>	
<b>Q23d.</b>	Senior leaders create an environment where employees feel heard	48	26	26	<b>48%</b>	+7	<b>-4</b>	
<b>Q23e.</b>	Senior leaders demonstrate honesty and integrity	58	26	16	<b>58%</b>	+5	<b>-5</b>	

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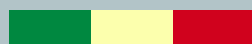
(b) reduce job demands and the associated physiological and psychological costs;

(c) stimulate personal growth and development.

LEADERSHIP: EXECUTIVE GROUP		48%			RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q24a.</b>	The executive group communicates a clear direction for the future of the organisation	51	30	19	51%	+4	-3	
<b>Q24b.</b>	The executive group models the values/principles of my organisation	54	31	15	54%	+5	-1	
<b>Q24c.</b>	The executive group keeps employees informed about what is going on	46	31	23	46%	+3	-7	
<b>Q24d.</b>	The executive group creates an environment where employees feel heard	40	34	26	40%	+4	-4	
<b>Q24e.</b>	The executive group acts with a high level of integrity	51	34	15	51%	+5	-2	
FAIR AND EQUITABLE TREATMENT: FAIR AND EQUITABLE TREATMENT		50%			RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q27f.</b>	People are treated fairly and equitably in my workplace	50	23	27	50%	+5	-11	

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### FAIR AND EQUITABLE TREATMENT: PROMOTION PROCESS

# 39%

#### RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

Q27c. Promotion decisions are based on clear criteria

39

30

31

39%

+3

-8

### FAIR AND EQUITABLE TREATMENT: BACKFILLING PROCESS

# 40%

#### RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

Q27d. The process for backfilling roles is transparent

40

30

31

40%

+2

-6

### FAIR AND EQUITABLE TREATMENT: PERFORMANCE MANAGEMENT

# 48%

#### RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

Q27a. Performance is assessed fairly

45

28

27

45%

+5

-11

Q27b. I understand the process to manage poor performance in my workgroup

51

25

24

51%

+4

-8

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### FAIR AND EQUITABLE TREATMENT: RECRUITMENT PROCESS

# 42%

RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

**Q27e.** Recruitment strategies and/or processes are fair and transparent

42

28

30

**42%**

+3

-9

### EQUITABLE TREATMENT: GENDER

# 67%

RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

**Q27g.** All employees, regardless of gender, have equitable access to work experiences that support career progression

57

23

20

**57%**

+5

-8

**Q27i.** Being a woman is not a barrier to success in my organisation

75

16

9

**75%**

+3

-2

**Q27j.** Being a man is not a barrier to success in my organisation

70

20

9

**70%**

+2

-2

**Q27k.** Being transgender, non-binary and/or gender diverse is not a barrier to success in my organisation

64

29

7

**64%**

+3

-3

### EQUITABLE TREATMENT: AGE

# 67%

RESPONSE SCALE

% POSITIVE

vs 2023

vs Qld public sector

**Q27h.** Age is not a barrier to success in my organisation

67

21

12

**67%**

+2

-2

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<b>EQUITABLE TREATMENT: ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLE</b>	<b>71%</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>		
<b>Q27l.</b> Being an Aboriginal and/or Torres Strait Islander person is not a barrier to success in my organisation		71	24	5	<b>71%</b>	+1	-2
<b>EQUITABLE TREATMENT: AUSTRALIAN SOUTH SEA ISLANDER PEOPLE</b>	<b>71%</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>		
<b>Q27m.</b> Being an Australian South Sea Islander person is not a barrier to success in my organisation		71	25	4	<b>71%</b>	+2	-2
<b>EQUITABLE TREATMENT: CULTURAL BACKGROUND</b>	<b>70%</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>		
<b>Q27n.</b> Cultural background is not a barrier to success in my organisation		70	23	7	<b>70%</b>	+1	-3
<b>EQUITABLE TREATMENT: DISABILITY</b>	<b>56%</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>		
<b>Q27o.</b> Disability is not a barrier to success in my organisation		56	30	13	<b>56%</b>	+2	-6

### KEY

Positive Neutral Negative



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Job resources are aspects of the job that may do any of the following:

(a) be functional in achieving work goals;

(b) reduce job demands and the associated physiological and psychological costs;

(c) stimulate personal growth and development.

<b>EQUITABLE TREATMENT: SEXUAL ORIENTATION</b>	<b>72%</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>
<b>Q27p.</b> Sexual orientation is not a barrier to success in my organisation		<b>72%</b>	<b>+4</b>	<b>-3</b>	
<b>FLEXIBLE WORK: FLEXIBILITY I NEED</b>	<b>71%</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>
<b>Q34i.</b> I have the flexibility I need to manage my work and non-work interests		<b>71%</b>	<b>+4</b>	<b>-6</b>	
<b>FLEXIBLE WORK: WORK TOGETHER TO MAKE FLEXIBILITY WORK</b>	<b>60%</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>
<b>Q34j.</b> In my workgroup, we discuss individual needs for flexible work arrangements, and we work together to accommodate them		<b>60%</b>	<b>+5</b>	<b>-9</b>	
<b>FLEXIBLE WORK: FREE TO USE FLEXIBILITY</b>	<b>50%</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	<b>vs 2023</b>	<b>vs Qld public sector</b>
<b>Q34k.</b> My commitment to this organisation would be questioned if I chose to use flexible work options		<b>50%</b>	<b>+5</b>	<b>-8</b>	

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# RESOURCES

## Resources

Job resources are aspects of the job that may do any of the following:

(a) be functional in achieving work goals;

(b) reduce job demands and the associated physiological and psychological costs;

(c) stimulate personal growth and development.

CODE OF CONDUCT: INTEGRITY	73%			RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q36a.</b> Discussions about appropriate and ethical behaviour are common in my workplace	62	22	16	62%	+2	-1	
<b>Q36b.</b> I am confident in my understanding of what ethical behaviour means within my workplace	89	8	3	89%	+1	-2	
<b>Q36c.</b> I am confident I would know how to report unethical behaviour if I became aware of it	85	10	6	85%	+1	-2	
<b>Q36d.</b> I feel confident that if I reported unethical behaviour in my workplace, it would be appropriately managed	57	19	24	57%	+5	-7	

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# DEMANDS

## Demands

Job demands are aspects of the job that require sustained physical or mental effort and are therefore associated with certain physiological and psychological costs.

	RESPONSE SCALE			% FAVOURABLE	vs 2023	vs Qld public sector
<b>Q26a.</b> I need to work long hours to meet performance expectations	44	44	12	44%	+2	+8
<b>Q26b.</b> I am given unachievable deadlines	52	38	10	52%	+1	+3
<b>Q26c.</b> My work is emotionally demanding	20	49	31	20%	+4	-6
<b>Q26d.</b> My work is physically demanding	56	36	9	56%	+9	-2
<b>Q26e.</b> I am overloaded with work	30	53	16	30%	+3	+2
<b>Q26f.</b> I feel burned out by my work	34	49	17	34%	+2	-1
<b>Q26g.</b> My work leaves me feeling emotionally exhausted	28	50	21	28%	+3	-5
<b>Q26h.</b> My work leaves me feeling physically exhausted	50	39	10	50%	+5	0

### KEY

Never Rarely Once in a while Some of the time Fairly often Often Always

# OUTCOMES

## Outcomes

Outcomes include organisational citizenship behaviours and intention to leave.

By focusing on the relationship between resources and demands, and improving that relationship, this will have positive impacts on employee engagement leading to better work outcomes for your agency.

CONNECTION WITH WORK	44%			RESPONSE SCALE	% FAVOURABLE	vs 2023	vs Qld public sector
Q35a. I feel energised by my work	27	55	18		27%	+1	-5
Q35b. My job inspires me to do my best	45	43	12		45%	+3	-4
Q35c. I am proud of the work that I do	60	34	6		60%	+1	-3
CONTINUOUS IMPROVEMENT	61%			RESPONSE SCALE	% FAVOURABLE	vs 2023	vs Qld public sector
Q35d. I proactively seek new and better ways of doing my job	59	36	5		59%	+2	-4
Q35e. I help co-workers learn new skills or share job knowledge	66	31			66%	0	-1
Q35f. I help co-workers who have too much to do	60	38			60%	-2	0
Q35g. I work with colleagues to identify better practice	57	38	5		57%	0	-3

### KEY

Always   Often   Fairly often   Some of the time   Once in a while   Rarely   Never

# OUTCOMES

## Outcomes

Outcomes include organisational citizenship behaviours and intention to leave.

By focusing on the relationship between resources and demands, and improving that relationship, this will have positive impacts on employee engagement leading to better work outcomes for your agency.

IMPACT	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
	69	23	8			
<b>Q35h.</b> My work has a positive impact on the lives of the people of Queensland	69	23	8	69%	+2	-10
<b>Q35i.</b> My organisation has a positive impact on the lives of the people of Queensland	68	23	9	68%	+2	-12

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# OUTCOMES

## Outcomes

Outcomes include organisational citizenship behaviours and intention to leave.

By focusing on the relationship between resources and demands, and improving that relationship, this will have positive impacts on employee engagement leading to better work outcomes for your agency.

INTENTION TO LEAVE	2024	2023
<b>Q44a.</b> Which of the following statements best reflects your current thoughts about working in your current position?		
I want to leave my position as soon as possible	8%	8%
I want to leave my position within the next 12 months	17%	15%
I want to stay working in my position for the next one to two years	30%	27%
I want to stay working in my position for at least the next three years	45%	50%
<b>Q44b.</b> What best describes your plans involved with leaving your current position? (asked of those that want to leave position as soon as possible or within the next 12 months)		
I am planning to retire	4%	7%
I am applying for/have applied for new roles within my agency	43%	39%
I am applying for/have applied for new roles in another agency	29%	30%
I am applying for/have applied for roles in the private sector	5%	7%
I am applying for/have applied for roles in the not-for-profit sector	1%	1%
It is the end of my non-ongoing, casual or contracted employment	2%	1%
Other	16%	16%

# OUTCOMES

## Outcomes

Outcomes include organisational citizenship behaviours and intention to leave.

By focusing on the relationship between resources and demands, and improving that relationship, this will have positive impacts on employee engagement leading to better work outcomes for your agency.

### INTENTION TO LEAVE

%

**Q44c.** What is the primary reason behind your desire to leave your current position? (respondents could select up to 3 options)

There are a lack of future career opportunities in my agency	18%
I want to try a different type of work or I'm seeking a career change	17%
I am not satisfied with the work	12%
I am looking to further my skills in another area	20%
My expectations for work in my current position have not been met	7%
I have achieved all I can in my current position	13%
I am not able to access the flexible working arrangements that I require	6%
Family commitments or priorities	5%
I am expected to do more work than I reasonably can	12%
The emotional demands of my work are too high	8%
The physical demands of my work are too high	1%
I am emotionally exhausted	16%
I am physically exhausted	2%
I do not have a sense of belonging to my workgroup or agency	10%

%

**Q44c.** continued...

Senior leadership is of a poor quality	19%
My immediate supervisor's leadership is of a poor quality	17%
I can receive a higher salary elsewhere	9%
My current workgroup or agency lacks respect for employees	8%
I want to live elsewhere within Australia or overseas	2%
I have experienced unacceptable behaviours (such as bullying or harassment)	11%
I don't think my work performance is fairly assessed in comparison to others	9%
I wish to pursue a promotion opportunity	15%
Voluntary retirement	3%
Forced or compulsory retirement	-
Discrimination in my workplace	2%
Contract or secondment coming to an end	3%
Other	7%

# PSYCHOLOGICAL SAFETY

## Psychological safety

Psychological safety is a measurement of shared comfort amongst a team for interpersonal risk-taking. By that, we mean that members of a team feel comfortable throwing out ideas, asking questions, and taking risks without fear of how their team might react or respond. It allows individuals to bring their authentic selves to work. For more information on psychological safety: <https://www.dx-learning.com/blog/psychological-safety-a-deep-dive>.

PSYCHOLOGICAL SAFETY	65%			RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q20b.</b> In my workgroup, we work together to manage workload	72	15	13	72%	+2	-7	
<b>Q20c.</b> In my workgroup, we share lessons learned	75	14	12	75%	+1	-7	
<b>Q20g.</b> If I make a mistake, I don't feel my workgroup will hold it against me	63	18	19	63%	-	-12	
<b>Q20h.</b> In my workgroup, we can raise and discuss problems and tough issues	70	16	14	70%	-	-8	
<b>Q20i.</b> My workgroup accepts others for being different	69	17	13	69%	-	-11	
<b>Q20j.</b> In my workgroup, it is safe to take calculated or managed risks	55	25	19	55%	-	-9	
<b>Q20k.</b> I don't feel anyone in this workgroup would deliberately act in a way that would undermine another member's efforts	56	18	27	56%	-	-15	
<b>Q20l.</b> Members of my workgroup value and use my unique skills and talent	62	23	15	62%	-	-12	

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

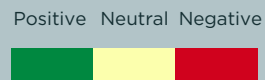
# PSYCHOLOGICAL SAFETY

## Psychological safety

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SAFE, RESPECTED AND INCLUDED	65%			RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q27q.</b> As an employee of this organisation, I feel safe at work					<b>70%</b>	-	<b>-10</b>
<b>Q27r.</b> As an employee of this organisation, I feel respected at work					<b>62%</b>	-	<b>-12</b>
<b>Q27s.</b> As an employee of this organisation, I feel included at work					<b>62%</b>	-	<b>-11</b>

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# DIVERSITY EXPERIENCE: ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLES

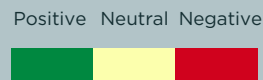
## Aboriginal Peoples and/or Torres Strait Islander Peoples

In this section we explore the employment experiences of Aboriginal peoples and/or Torres Strait Islander peoples. Aboriginal people and Torres Strait Islander people are the First Peoples of Australia.

Cultural capability is the understanding of Aboriginal culture and Torres Strait Islander cultures and their history, the integration of those cultures into work practices, and an appreciation of those cultures in our decision making and service delivery.

ASKED OF ABORIGINAL PEOPLE AND TORRES STRAIT ISLANDER PEOPLE ONLY	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q28e.</b> My colleagues invite me to share my perspective as an Aboriginal and/or Torres Strait Islander person when carrying out work	45	34	22	45%	-1	-6
<b>Q28f.</b> My colleagues actively embed the perspectives of Aboriginal peoples and Torres Strait Islander peoples in their work	52	30	18	52%	+3	+1
<b>Q28g.</b> I feel comfortable sharing my perspective as an Aboriginal person	50	25	25	50%	+1	-9
<b>Q28h.</b> I feel comfortable sharing my perspective as a Torres Strait Islander person	<i>To ensure anonymity must be 10 in a group - Insufficient data</i>					
<b>Q28i.</b> I feel comfortable sharing my perspective as an Aboriginal and Torres Strait Islander person	<i>To ensure anonymity must be 10 in a group - Insufficient data</i>					
<b>Q28n.</b> As an Aboriginal person, I feel culturally safe at work	59	29	12	59%	-6	-6
<b>Q28o.</b> As a Torres Strait Islander person, I feel culturally safe at work	<i>To ensure anonymity must be 10 in a group - Insufficient data</i>					
<b>Q28p.</b> As an Aboriginal and Torres Strait Islander person, I feel culturally safe at work	<i>To ensure anonymity must be 10 in a group - Insufficient data</i>					

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# DIVERSITY EXPERIENCE: ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLES

## Aboriginal Peoples and/or Torres Strait Islander Peoples

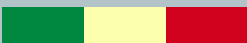
In this section we explore the employment experiences of Aboriginal peoples and/or Torres Strait Islander peoples. Aboriginal people and Torres Strait Islander people are the First Peoples of Australia.

Cultural capability is the understanding of Aboriginal culture and Torres Strait Islander cultures and their history, the integration of those cultures into work practices, and an appreciation of those cultures in our decision making and service delivery.

ASKED OF NON-ABORIGINAL PEOPLE AND NON-TORRES STRAIT ISLANDER PEOPLE ONLY	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q28j.</b> I am confident asking Aboriginal peoples and Torres Strait Islander peoples for their perspectives on my work	69	25	6	<b>69%</b>	+4	+4
<b>Q28k.</b> I am confident embedding the perspectives of Aboriginal peoples and Torres Strait Islander peoples in my work	67	28	5	<b>67%</b>	+5	+5
<b>Q28l.</b> I consider the way my work may impact Aboriginal and Torres Strait Islander peoples	73	24	4	<b>73%</b>	+3	+5

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

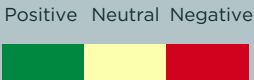
# DIVERSITY EXPERIENCE: AUSTRALIAN SOUTH SEA ISLANDER

## Australian South Sea Islander Peoples

Australian South Sea Islander people are the direct descendants of South Sea Islanders brought to Australia between 1863 and 1904 to work as indentured labourers.

ASKED OF NON-AUSTRALIAN SOUTH SEA ISLANDER PEOPLE ONLY	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q28m.</b> I am aware of the significance of Australian South Sea Islander history and culture in Queensland	64	27	10	<b>64%</b>	-	<b>-2</b>
ASKED OF AUSTRALIAN SOUTH SEA ISLANDER PEOPLE ONLY	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q29c.</b> As an Australian South Sea Islander person, I feel culturally safe at work	47	32	21	<b>47%</b>	-10	<b>-21</b>
<b>Q29d.</b> My colleagues invite me to share my perspective as an Australian South Sea Islander person when carrying out work	21	42	37	<b>21%</b>	-	<b>-23</b>
<b>Q29e.</b> I feel comfortable sharing my perspective as an Australian South Sea Islander person	47	26	26	<b>47%</b>	-	<b>-13</b>
<b>Q29f.</b> I am aware of the significance of Australian South Sea Islander history and culture in Queensland	58	26	16	<b>58%</b>	-	<b>-17</b>

**KEY**



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# DIVERSITY EXPERIENCE: DISABILITY

## Disability

A person has disability if they have a limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and restricts everyday activities. There are many different kinds of disability.

### ASKED OF PEOPLE LIVING WITH DISABILITY ONLY

2024

2023

**Q30c.** Have you had a conversation with your manager or supervisor about your disability?

Yes	<b>49%</b>	<b>42%</b>
No	<b>42%</b>	<b>44%</b>
Prefer not to say	<b>9%</b>	<b>15%</b>

**Q30d.** When did you have this conversation? (multiple response)

When I was invited for the interview	<b>12%</b>	<b>16%</b>
During the interview process	<b>12%</b>	<b>23%</b>
After being offered the job	<b>9%</b>	<b>16%</b>
After I had commenced work	<b>85%</b>	<b>81%</b>

# DIVERSITY EXPERIENCE: DISABILITY

## Disability

A person has disability if they have a limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and restricts everyday activities. There are many different kinds of disability.

### ASKED OF PEOPLE LIVING WITH DISABILITY ONLY

2024

2023

**Q30e.** Do you have a workplace adjustment in place to assist you in managing work and life with your disability?

Yes, I have a reasonable adjustment agreement - a formal agreement (with for example a manager, HR or an OHS representative) stating changes to the work environment that allows me to work safely and productively	<b>5%</b>	<b>4%</b>
Yes, I have a flexible workplace agreement - can include, but is not limited to, compressed work hours, telecommuting, flexible working hours	<b>12%</b>	<b>10%</b>
Yes, I have an informal adjustment agreement - normally a conversation between myself and my supervisor agreeing to adjustments	<b>11%</b>	<b>9%</b>
No, I did not realise I could request workplace adjustment to accommodate my disability	<b>12%</b>	<b>11%</b>
No, I have not requested a workplace adjustment	<b>32%</b>	<b>33%</b>
No, I have not disclosed my disability in my workplace	<b>18%</b>	<b>21%</b>
I requested an adjustment, but it was not available/supported	<b>5%</b>	<b>3%</b>
Other	<b>6%</b>	<b>9%</b>

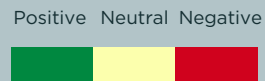
# DIVERSITY EXPERIENCE: DISABILITY

## Disability

A person has disability if they have a limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and restricts everyday activities. There are many different kinds of disability.

ASKED OF PEOPLE LIVING WITH DISABILITY ONLY	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
Q30k. I feel safe and respected at work	57	20	23	57%	+3	-11

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# DIVERSITY EXPERIENCE: DISABILITY

## Recruitment process within the Queensland public sector for people living with disability

	2024	2023
<b>Q30f.</b> In the past 12 months, have you been an applicant in a recruitment process for a position with the Queensland Public sector?		
Yes	<b>58%</b>	<b>52%</b>
No	<b>42%</b>	<b>48%</b>
<b>Q30g.</b> Did you find this recruitment process to be accessible and inclusive?		
Yes	<b>80%</b>	<b>77%</b>
No	<b>20%</b>	<b>23%</b>
<b>Q30h.</b> Were you asked about accessibility, adjustments and support requirements during the recruitment process? (multiple response)		
Yes, at first communication e.g. invitation for interview	<b>12%</b>	<b>11%</b>
Yes, prior to the interview/assessment	<b>8%</b>	<b>8%</b>
Yes, at the interview/assessment	<b>5%</b>	<b>6%</b>
No, I had chosen not to disclose my disability	<b>31%</b>	<b>29%</b>
No, not at all	<b>33%</b>	<b>36%</b>
No, I had to ask about reasonable adjustments	<b>3%</b>	<b>3%</b>
I don't recall	<b>17%</b>	<b>15%</b>

# DIVERSITY EXPERIENCE: DISABILITY

## Recruitment process within the Queensland public sector for people living with disability

	2024	2023
<b>Q30i.</b> Do you feel confident applying for new and different job opportunities within your organisation? (multiple response)		
Yes, I would feel confident working in other areas of my organisation - I don't need any adjustments and do not feel like my disability limits my opportunity	48%	48%
Yes, I feel confident that other areas of my organisation would accommodate my needs/adjustments	19%	17%
No, I would not feel confident working in other areas of my organisation - I don't need any adjustments but my disability limits my opportunity	7%	8%
No, I feel that the reasonable adjustments I require limits my internal career pathways	12%	10%
Don't know	13%	15%
Prefer not to say	5%	9%
<b>Q30j.</b> Do you feel confident applying for new and different job opportunities outside of your current organisation? (multiple response)		
Yes, I would feel confident working outside of my organisation - I don't need any adjustments and do not feel like my disability limits my opportunity	46%	49%
Yes, I feel confident that other areas outside of my organisation would accommodate my needs/adjustments	23%	18%
No, I would not feel confident working outside my organisation - I don't need any adjustments but my disability limits my opportunity	6%	7%
No, I feel that the reasonable adjustments I require limits my external career pathways	7%	5%
Don't know	13%	17%
Prefer not to say	7%	9%

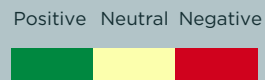
# DIVERSITY EXPERIENCE: GENDERED EXPERIENCE

## Gendered Experience

Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.

ASKED OF ALL	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q27i.</b> Being a woman is not a barrier to success in my organisation	75	16	9	<b>75%</b>	+3	-2
<b>Q27j.</b> Being a man is not a barrier to success in my organisation	70	20	9	<b>70%</b>	+2	-2
<b>Q27k.</b> Being transgender, non-binary and/or gender diverse is not a barrier to success in my organisation	64	29	7	<b>64%</b>	+3	-3

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

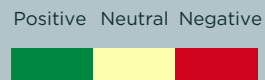
# DIVERSITY EXPERIENCE: GENDERED EXPERIENCE

## Gendered Experience

Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.

ASKED OF PEOPLE WHO IDENTIFIED AS A WOMAN ONLY	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q33a.</b> In my workplace, my professional opinions and insights are as likely to be supported as my male colleagues	75	16	9	<b>75%</b>	+4	-2
<b>Q33b.</b> I have the same access to career development opportunities as my male colleagues	78	15	8	<b>78%</b>	+4	0
<b>Q33c.</b> I have the same opportunity for promotion as my male counterparts	76	15	8	<b>76%</b>	+4	+1
<b>Q33d.</b> My manager or supervisor is committed to gender equity	78	19	3	<b>78%</b>	+2	-1
<b>Q33e.</b> My senior manager is committed to gender equity	76	20	4	<b>76%</b>	+3	+1
<b>Q33f.</b> My agency's executive group is committed to gender equity	75	22	3	<b>75%</b>	+3	+3

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# DIVERSITY EXPERIENCE: LGBTQIA+

## LGBTQIA+

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

ASKED OF PEOPLE WHO IDENTIFY AS LGBTQIA+ ONLY	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q31e.</b> I feel confident that my colleagues support LGBTQIA+ workplace inclusion	71	19	11	<b>71%</b>	+1	-6
<b>Q31f.</b> I feel confident that my manager or supervisor supports LGBTQIA+ workplace inclusion	78	12	10	<b>78%</b>	+5	-3
<b>Q31g.</b> I feel confident that senior leaders within my organisation support LGBTQIA+ workplace inclusion	75	18	7	<b>75%</b>	+5	-1
<b>Q31h.</b> I feel confident that the executive group within my organisation support LGBTQIA+ workplace inclusion	74	20	6	<b>74%</b>	+4	+3
<b>Q31i.</b> I know LGBTQIA+ Allies in my organisation that I can approach for support	63	20	17	<b>63%</b>	-2	-2
<b>Q31j.</b> There are LGBTQIA+ Allies in leadership roles in my organisation	60	30	10	<b>60%</b>	+1	+2
<b>Q31k.</b> I feel safe and respected at work	73	15	12	<b>73%</b>	+4	-7

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# DIVERSITY EXPERIENCE: CULTURALLY AND/OR LINGUISTICALLY DIVERSE

## CULTURALLY AND/OR LINGUISTICALLY DIVERSE

Culturally and linguistically diverse people are defined as any person who identify as all, or any of the following:

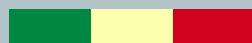
- born overseas, including English speaking countries

- speak a language at home besides English (includes Aboriginal or Torres Strait Islander languages).

ASKED OF PEOPLE WHO WERE BORN OUTSIDE AUSTRALIA; AND/OR SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q32c.</b> My colleagues invite me to share my perspective as a culturally and linguistically diverse person when carrying out work	33	47	21	33%	-	-6
<b>Q32d.</b> I feel comfortable sharing my perspective as a culturally and linguistically diverse person	50	39	11	50%	-	-8
<b>Q32e.</b> I feel that my experiences and perspectives as a culturally and linguistically diverse person are respected	45	44	11	45%	-	-9
<b>Q32f.</b> As a culturally and linguistically diverse person, I feel culturally safe at work	51	41	9	51%	-	-11

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# FLEXIBLE WORK

	%
<b>Q34a.</b> Do you currently use any of the following flexible work options? (multiple response)	
Part-time work	<b>8%</b>
Remote working: a location other than your official place of work and other than your home e.g. distributed work centre, on-site	<b>7%</b>
Remote working: from home	<b>35%</b>
Flexible work hours (e.g., accumulated hours as 'flexitime')	<b>28%</b>
Flexible work hours for example start late or early to meet responsibilities external to work	<b>23%</b>
Self-selecting schedules	<b>3%</b>
Flexible shifts/scheduling	<b>4%</b>
Shift swapping	<b>14%</b>
Designing own rosters	<b>1%</b>
Job sharing	<b>1%</b>
Compressed work hours	<b>4%</b>
Part-year work/annualised hours	<b>0%</b>
Term-time working	<b>0%</b>
Casual/on call	<b>2%</b>

	%
<b>Q34a.</b> continued...	
Hot desks	<b>5%</b>
Purchased leave/extended leave/deferred salary schemes	<b>1%</b>
Leave at half pay	<b>6%</b>
Other	<b>1%</b>
None of the above	<b>30%</b>

# FLEXIBLE WORK

## Flexible Work Arrangements

	2024	2023
<b>Q34b.</b> Have you made a request regarding flexible work arrangements in the last 12 months?		
Yes, I requested one or more flexible work arrangements	<b>39%</b>	<b>31%</b>
No, I have not requested a flexible work arrangement but I am content with my current arrangements	<b>49%</b>	<b>55%</b>
No, I have not requested a flexible work arrangement and I would like to adjust my current arrangements	<b>12%</b>	<b>14%</b>
<b>Q34c.</b> Was your request for flexible work arrangements (asked of those that have requested one or more flexible work arrangements)		
Fully granted	<b>79%</b>	<b>75%</b>
Partially granted	<b>10%</b>	<b>12%</b>
Declined - no reason given	<b>4%</b>	<b>4%</b>
Declined - reason provided	<b>3%</b>	<b>3%</b>
I have not received a reply as yet	<b>4%</b>	<b>5%</b>

# FLEXIBLE WORK

## Flexible Work Arrangements

	2024	2023
<b>Q34d.</b> Why haven't you made a request to change your work arrangements? (multiple response) (asked of those that have not requested a flexible work arrangement, but would like adjustments)		
I didn't feel I was entitled to make a request	<b>27%</b>	<b>29%</b>
I felt it would limit my career progression	<b>18%</b>	<b>18%</b>
I felt it would limit my access to training and development	<b>6%</b>	<b>11%</b>
Flexible working is frowned upon/not supported in my workplace	<b>21%</b>	<b>22%</b>
I was concerned that it may negatively impact my team	<b>25%</b>	<b>18%</b>
I didn't feel confident presenting my case or negotiating arrangements with my manager	<b>19%</b>	<b>23%</b>
I feel the technology I currently have access to does not support flexible working	<b>4%</b>	<b>6%</b>
I don't feel confident in my manager's ability to manage staff working flexibly	<b>8%</b>	<b>10%</b>
None of the above	<b>36%</b>	<b>38%</b>

# FLEXIBLE WORK

## Flexible Work Arrangements

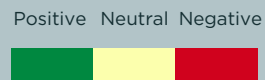
	2024	2023
<b>Q34h.</b> Please choose the option that best describes your access to workplace flexibility		
A range of flexible work options are available to me in my job. Flexible work is the norm. I am able to adapt my flexible work arrangement to suit my work and personal needs	<b>36%</b>	<b>28%</b>
A range of flexible options are available to me in my job. I am able to agree formal flexible arrangements with my manager/supervisor. I feel okay about asking for ad hoc flexibility, although changing arrangements (e.g., work patterns) is discouraged	<b>14%</b>	<b>13%</b>
Flexibility is closely managed and only through formal agreements. Ad hoc arrangements are by exception, and I don't like to ask. I feel flexibility is seen as an inconvenience in my workplace	<b>10%</b>	<b>10%</b>
Flexibility is available but options are limited to the exception. Flexibility is possible under certain circumstances e.g., If I need to care for a sick child or family member or if I have an appointment that must be scheduled during work hours. I would only ask if I had no other option	<b>11%</b>	<b>13%</b>
There is some flexibility e.g., I can request specific shifts or swap shifts, there is some flexibility in start and finish times	<b>14%</b>	<b>16%</b>
The only flexible work options are limited to full time vs part time	<b>5%</b>	<b>6%</b>
No, given the nature of my work, flexible arrangements are not possible	<b>11%</b>	<b>14%</b>
<b>Q34s.</b> Do you have the opportunity to contribute to the design of the shiftwork schedule/roster? (asked of those that do shiftwork)		
Yes	<b>33%</b>	<b>29%</b>
No	<b>67%</b>	<b>71%</b>

# FLEXIBLE WORK

## Flexible Work Arrangements

ASKED OF THOSE WHO HAVE THE OPTION OF FLEXIBLE WORKING ARRANGEMENTS ONLY	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q34i.</b> I have the flexibility I need to manage my work and non-work interests	71	18	11	<b>71%</b>	+4	-6
<b>Q34j.</b> In my workgroup, we discuss individual needs for flexible work arrangements, and we work together to accommodate them	60	22	18	<b>60%</b>	+5	-9
<b>Q34k.</b> My commitment to this organisation would be questioned if I chose to use flexible work options	50	29	21	<b>50%</b>	+5	-8
<b>Q34l.</b> All employees, regardless of gender, are actively encouraged to adopt flexible working arrangements in this organisation	47	34	20	<b>47%</b>	+9	-9
<b>Q34n.</b> Being a part-time manager is an option in this organisation	24	45	31	<b>24%</b>	+4	-1
<b>Q34o.</b> It is difficult for me to adopt a flexible working arrangement because of a lack of support from my manager or supervisor	59	30	12	<b>59%</b>	+7	-10

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# FLEXIBLE WORK

## Flexible Work Arrangements

### ASKED OF PEOPLE WHO PROVIDE UNPAID CARE OR SUPPORT TO ANOTHER PERSON ONLY

2024

2023

**Q34p.** Does your agency publish a carer specific policy that explains who is defined as a carer and the supports that are available to carers?

Yes	<b>3%</b>	<b>11%</b>
No	<b>28%</b>	<b>21%</b>
Don't know	<b>69%</b>	<b>68%</b>

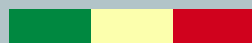
# FLEXIBLE WORK

## Flexible Work Arrangements

	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q34m.</b> All employees, regardless of whether they have responsibilities as a carer, are actively encouraged to adopt flexible working arrangements in this organisation	42	36	22	42%	+7	-9
<b>Q34q.</b> My workplace provides sufficient support for me to be able to balance my work and carer responsibilities (asked of those who identified as being a carer only)	59	25	16	59%	+4	-11

### KEY

Positive Neutral Negative



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# FLEXIBLE WORK

## Flexible Work Arrangements

Asked of people who reported using remote working options (either from home or at another location from their official place of work)

### ASKED OF PEOPLE WHO REPORTED USING REMOTE WORKING OPTIONS ONLY

2024

2023

**Q34e.** Which of the following best describes your remote or hybrid work arrangement?

On average, I work one day per week remotely	<b>59%</b>	<b>63%</b>
On average, I work two days per week remotely	<b>33%</b>	<b>29%</b>
On average, I work three days per week remotely	<b>5%</b>	<b>4%</b>
On average, I work four days per week remotely	<b>2%</b>	<b>2%</b>
On average, I work five days per week remotely	<b>1%</b>	<b>2%</b>

**Q34f.** Which of the following best describes your hybrid work arrangement? (multiple response)

I have a formal arrangement in place, and a specific day/s of the week scheduled to work remotely	<b>54%</b>	<b>47%</b>
I adjust my schedule of remote work (i.e. day/s of week) depending on work activities	<b>44%</b>	<b>47%</b>
I adjust my schedule of remote work (i.e. day/s of week) depending on responsibilities outside of work	<b>26%</b>	<b>29%</b>
I adjust the number of days I work remotely per week depending on work activities	<b>18%</b>	<b>22%</b>
I adjust the number of days I work remotely per week depending on responsibilities outside of work	<b>12%</b>	<b>17%</b>

# FLEXIBLE WORK

## Flexible Work Arrangements

Asked of people who reported using remote working options (either from home or at another location from their official place of work)

### ASKED OF PEOPLE WHO REPORTED USING REMOTE WORKING OPTIONS ONLY

2024

2023

**Q34g.** What benefits or needs are met by coming into your employer provided workplace? (multiple response)

Social interaction - I like to catch up with colleagues socially	61%	68%
Collaboration - I find it easier to collaborate face-to-face	61%	70%
It's important for team building, work culture and connectivity	72%	74%
I enjoy the energy of being with people all working on similar things	44%	52%
Preference for workspaces at least some of the time - I like to work in a formal work environment sometimes	32%	44%
Preference for workspaces for certain types of work - I feel I am more effective at completing some tasks when I am in a formal work environment	24%	34%
To meet project needs and workflows	24%	29%
Ability to access better equipment, ICT, printers or necessary physical resources or files	39%	49%
My mental health is better when I spend some time in the office	22%	28%
I am more active - getting to and from the office and throughout the day	19%	24%
I only come into the office because I feel I must	9%	10%
I come into the office because I am told to but I don't perceive any benefit	7%	8%
I feel like if I don't come into the office, people won't think of me for promotion	8%	9%
I feel like if I don't come into the office, I may miss out on development opportunities	11%	12%
Other	4%	3%

# DOMESTIC AND FAMILY VIOLENCE

## Domestic and Family Violence

The questions relating to domestic and family violence were updated for the 2024 survey and, as a result, no trend data is available.

### Warning

This section contains references to domestic and family violence which some people may find triggering. Support options are listed below.

### Support options

Support is available for all Queenslanders impacted by any form of domestic and family violence, including coercive control.

### For free, confidential crisis support

DVConnect Womensline (24/7): 1800 811 811  
 DVConnect Mensline (9am to midnight, 7 days): 1800 600 636  
 Mensline Australia (24/7): 1300 78 99 78  
 Kids Helpline (24/7): 1800 55 1800

### In an emergency

Call Triple Zero (000) and ask for Police (24/7).

	2024	2023
<b>Q42a.</b> Which one of the following statements best applies to you?		
I am aware of the term coercive control, and I am confident I understand its meaning	84%	-
I am aware of the term coercive control, and I somewhat understand its meaning	12%	-
I am aware of the term coercive control, but I am not confident I understand its meaning	2%	-
I am not aware of the term coercive control	2%	-
I am unsure if I am aware of the term coercive control	1%	-
<b>Q42i.</b> In your current role, do you interact with customers or clients that are experiencing or using domestic and family violence?		
Yes, all of the time	45%	-
Yes, some of the time	28%	-
No, never	17%	-
I am unsure	10%	-

# DOMESTIC AND FAMILY VIOLENCE

## Domestic and Family Violence

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### In an emergency

Call Triple Zero (000) and ask for Police (24/7).

ASKED OF PEOPLE WHO FEEL CONFIDENT IN RESPONDING TO PEOPLE EXPERIENCING DOMESTIC AND FAMILY VIOLENCE	2024	2023
<b>Q42h.</b> What has helped your confidence in responding to people experiencing domestic and family violence? (multiple response)		
Queensland Government campaigns and communications	<b>33%</b>	-
Training offered by your agency	<b>49%</b>	-
Professional development offered by your agency	<b>33%</b>	-
Conversations in workplace	<b>44%</b>	-
Conversations with friends and family	<b>41%</b>	-
My community/events	<b>12%</b>	-
TV streaming services/social media	<b>16%</b>	-
Media reporting	<b>16%</b>	-
My own research	<b>44%</b>	-
Nothing	<b>3%</b>	-
Other	<b>16%</b>	-

# DOMESTIC AND FAMILY VIOLENCE

## Domestic and Family Violence

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 Kids Helpline (24/7): 1800 55 1800

### In an emergency

Call Triple Zero (000) and ask for Police (24/7).

DOMESTIC AND FAMILY VIOLENCE	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q42b.</b> The disrespect of women and gender inequality are drivers of domestic and family violence	81   14   5	81%	-	0
<b>Q42c.</b> Domestic and family violence is only serious if it's physical abuse*	96   3	96%	-	0
<b>Q42d.</b> Some victims of domestic and family violence are partly to blame for the violence*	83   11   5	83%	-	-1
<b>Q42e.</b> I would call out coercively controlling behaviours if I observed them	85   14	85%	-	+4
<b>Q42f.</b> I am confident I would respond safely and appropriately if a work colleague disclosed to me that they were using domestic and family violence	87   10	87%	-	+5
<b>Q42g.</b> I am confident I would respond safely and appropriately if a work colleague disclosed to me that they are a victim-survivor of domestic and family violence	94   5	94%	-	+2
<b>Q42j.</b> I am confident I would respond safely and appropriately if a red flag was raised during an interaction with a customer or client indicating they were using (or at risk of using) domestic and family violence	94   5	94%	-	+3
<b>Q42k.</b> I am confident I would respond safely and appropriately if a red flag was raised during an interaction with a customer/client indicating they were experiencing (or at risk of experiencing) domestic and family violence	95   4	95%	-	+1
<b>Q42l.</b> I feel confident my workplace would actively support anyone experiencing domestic and family violence	87   10   3	87%	-	-2

\* Q42c and Q42d are negatively worded. The data is recoded for reporting. Green responses are always positive and, as such, the green agreement % represents the proportion of people that disagree with the associated statements.

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Bullying

Workplace bullying is repeated and unreasonable behaviour by someone you work with directed towards a worker or group of workers that creates a risk to health and safety.

	2024	2023
<b>Q38a.</b> During the last 12 months, have you experienced any of the following in your workplace? - Workplace bullying		
Yes, and I am currently experiencing this behaviour	<b>8%</b>	<b>8%</b>
Yes, but I am not experiencing it now	<b>14%</b>	<b>16%</b>
No	<b>72%</b>	<b>69%</b>
Don't know	<b>5%</b>	<b>6%</b>

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Bullying

Workplace bullying is repeated and unreasonable behaviour by someone you work with directed towards a worker or group of workers that creates a risk to health and safety.

	2024	2023
<b>Q39a.</b> Thinking about when you experienced bullying. Who were you bullied by? (multiple response)		
A senior manager	21%	20%
Your immediate manager/supervisor	31%	36%
A colleague from within your agency	49%	46%
A group of colleagues from within your agency	26%	27%
A worker that reports to you	6%	4%
A consultant/service provider	0%	0%
A representative of another agency	1%	1%
A person in a Ministerial Office	0%	0%
Other	4%	4%
Prefer not to specify	7%	8%

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Bullying

Workplace bullying is repeated and unreasonable behaviour by someone you work with directed towards a worker or group of workers that creates a risk to health and safety.

	2024	2023
<b>Q39b.</b> What type of bullying did you experience? (multiple response)		
Physical behaviour (e.g. assault or aggressive body language)	11%	11%
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	53%	54%
Intimidation and/or threats	37%	39%
'Initiations' or pranks	9%	10%
Interference with your personal property or work equipment	10%	11%
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	29%	35%
Withholding essential information for me to do my job	27%	27%
Being assigned meaningless tasks unrelated to my job	19%	18%
Being given impossible assignment(s)	10%	7%
Cyber bullying (e.g. by email)	5%	7%
Other	27%	25%

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Bullying

Workplace bullying is repeated and unreasonable behaviour by someone you work with directed towards a worker or group of workers that creates a risk to health and safety.

	2024	2023
<b>Q39c.</b> Did you report the bullying or tell someone about the bullying? (multiple response)		
Submitted a formal complaint	12%	11%
Told a colleague	31%	35%
Told a manager	40%	38%
Told Human Resources	8%	7%
Told a friend or family member	28%	31%
Told someone else	9%	12%
Told Employee Assistance Program or peer support	7%	8%
Told the person the behaviour was not okay	17%	16%
I did not tell anyone about bullying	18%	20%
<b>Q39f.</b> Were you informed that action had been taken or an outcome/resolution had been achieved as a result of reporting your experience?		
Yes	37%	-
No	63%	-

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Bullying

Workplace bullying is repeated and unreasonable behaviour by someone you work with directed towards a worker or group of workers that creates a risk to health and safety.

	2024	2023
<b>Q39d.</b> You indicated that you have not formally reported your experience of bullying. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	<b>35%</b>	<b>35%</b>
I did not have enough evidence	<b>18%</b>	<b>15%</b>
It could affect my career	<b>38%</b>	<b>39%</b>
I did not think any action would be taken	<b>51%</b>	<b>54%</b>
The matter was resolved informally	<b>12%</b>	<b>12%</b>
I did not think the bullying was serious enough	<b>11%</b>	<b>13%</b>
Managers accepted the behaviour	<b>34%</b>	<b>31%</b>
I did not think it was worth the hassle of going through the report process	<b>27%</b>	<b>30%</b>
I did not know how to report it	<b>3%</b>	<b>3%</b>
Other	<b>9%</b>	<b>12%</b>

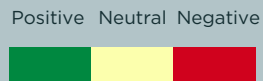
# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Bullying

Workplace bullying is repeated and unreasonable behaviour by someone you work with directed towards a worker or group of workers that creates a risk to health and safety.

BULLYING	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q39e_1.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was fair	26	19	56	26%	-	+3
<b>Q39e_2.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was transparent	22	22	57	22%	-	0
<b>Q39e_3.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was respectful	29	21	50	29%	-	-1

### KEY



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# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Workplace Violence and Aggression

Workplace violence and aggression is any incident where an employee is abused, harassed, threatened or assaulted by clients/customers, patients, consumers, visitors or members of the public, in circumstances arising out of, or in the course of their employment, irrespective of the intent for harm. This does not include sexual harassment, which is captured separately.

	2024	2023
<b>Q38b.</b> During the last 12 months, have you experienced any of the following in your workplace? - Workplace violence and aggression		
Yes	<b>16%</b>	<b>16%</b>
No	<b>80%</b>	<b>78%</b>
Don't know	<b>4%</b>	<b>6%</b>

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Workplace Violence and Aggression

Workplace violence and aggression is any incident where an employee is abused, harassed, threatened or assaulted by clients/customers, patients, consumers, visitors or members of the public, in circumstances arising out of, or in the course of their employment, irrespective of the intent for harm. This does not include sexual harassment, which is captured separately.

	2024	2023
<b>Q40a.</b> Thinking about when you experienced workplace violence and aggression. Who was the aggressor? (multiple response)		
A client/customer	<b>55%</b>	<b>46%</b>
Patient	<b>2%</b>	<b>3%</b>
Visitor	<b>1%</b>	<b>3%</b>
A member of the public	<b>6%</b>	<b>4%</b>
Other	<b>43%</b>	<b>50%</b>
Prefer not to specify	<b>8%</b>	<b>9%</b>

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Workplace Violence and Aggression

Workplace violence and aggression is any incident where an employee is abused, harassed, threatened or assaulted by clients/customers, patients, consumers, visitors or members of the public, in circumstances arising out of, or in the course of their employment, irrespective of the intent for harm. This does not include sexual harassment, which is captured separately.

	2024	2023
<b>Q40b.</b> What type of workplace violence or aggression did you experience? (multiple response)		
Angry or hostile behaviour	<b>88%</b>	<b>85%</b>
Antagonism and jeering	<b>37%</b>	<b>37%</b>
Intimidation and insults	<b>64%</b>	<b>66%</b>
Shouting and swearing	<b>68%</b>	<b>70%</b>
Verbal threats	<b>50%</b>	<b>57%</b>
Someone encroaching on your personal space	<b>37%</b>	<b>38%</b>
Banging, kicking or hitting items	<b>36%</b>	<b>35%</b>
Biting, spitting, scratching	<b>16%</b>	<b>17%</b>
Throwing objects	<b>26%</b>	<b>28%</b>
Pushing, shoving, tripping or grabbing	<b>14%</b>	<b>18%</b>
Physical assault (e.g. punching or kicking)	<b>17%</b>	<b>17%</b>
Armed robbery	-	-
Attacked with any type of weapon	<b>5%</b>	<b>6%</b>
Other	<b>6%</b>	<b>9%</b>

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Sexual Harassment

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. It can be experienced in the course of employment (i.e., person-to-person conduct) or through the workplace context (i.e., sexualised workplace environment).

	2024	2023
<b>Q38c.</b> During the last 12 months, have you experienced any of the following in your workplace? - Sexual harassment		
Yes, and I am currently experiencing this behaviour	1%	1%
Yes, but I am not experiencing it now	6%	5%
No	91%	90%
Don't know	3%	3%

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Sexual Harassment

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. It can be experienced in the course of employment (i.e., person-to-person conduct) or through the workplace context (i.e., sexualised workplace environment).

	2024	2023
<b>Q41a.</b> Thinking about when you experienced sexual harassment. Who were you sexually harassed by? (multiple response)		
A senior manager	5%	7%
Your immediate manager/supervisor	9%	15%
A colleague	71%	63%
A group of colleagues	15%	18%
A worker that reports to you	3%	2%
A client/customer	10%	12%
A member of the public	2%	2%
A consultant/service provider	1%	0%
A representative of another agency	1%	1%
A person in a Ministerial Office	-	1%
Other	6%	4%
Prefer not to specify	8%	13%

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Sexual Harassment

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. It can be experienced in the course of employment (i.e., person-to-person conduct) or through the workplace context (i.e., sexualised workplace environment).

	2024	2023
<b>Q41b.</b> What type of sexual harassment did you experience? (multiple response)		
Sexually suggestive comments or jokes that made me feel offended (in either a group or one-on-one situation)	<b>70%</b>	<b>70%</b>
Intrusive questions about my private life or comments about my physical appearance	<b>57%</b>	<b>55%</b>
Unwelcome touching, hugging, cornering or kissing	<b>28%</b>	<b>27%</b>
Inappropriate physical contact (including momentary or brief physical contact)	<b>33%</b>	<b>34%</b>
Repeated or inappropriate invitations to go out on dates	<b>13%</b>	<b>13%</b>
Sexual gestures, indecent exposure or inappropriate display of the body	<b>19%</b>	<b>18%</b>
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	<b>8%</b>	<b>14%</b>
Sexually explicit email or SMS message	<b>2%</b>	<b>8%</b>
Request or pressure for sex or other sexual act	<b>8%</b>	<b>6%</b>
Sexually explicit pictures, posters or gifts that made me feel offended	<b>3%</b>	<b>2%</b>
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc.)	<b>3%</b>	<b>5%</b>
Inappropriate staring or leering that made me feel intimidated	<b>23%</b>	<b>22%</b>
The workplace is sexually hostile including discussions or jokes that are of a sexual nature or the display of obscene or pornographic materials	<b>14%</b>	<b>18%</b>
Any other unwelcome conduct of a sexual nature	<b>16%</b>	<b>22%</b>

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Sexual Harassment

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. It can be experienced in the course of employment (i.e., person-to-person conduct) or through the workplace context (i.e., sexualised workplace environment).

	2024	2023
<b>Q41c.</b> Did you tell anyone about the sexual harassment? (multiple response)		
Submitted a formal complaint	16%	11%
Told a colleague	31%	31%
Told a manager	28%	20%
Told Human Resources	4%	3%
Told a friend or family member	18%	29%
Told someone else	9%	11%
Told Employee Assistance Program or peer support	5%	4%
Told the person the behaviour was not okay	20%	17%
I did not tell anyone about the sexual harassment	22%	34%
<b>Q41f.</b> Were you informed that action had been taken or an outcome/resolution had been achieved as a result of reporting your experience?		
Yes	50%	-
No	50%	-

# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Sexual Harassment

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. It can be experienced in the course of employment (i.e., person-to-person conduct) or through the workplace context (i.e., sexualised workplace environment).

	2024	2023
<b>Q41d.</b> You indicated that you have not formally reported your experience of sexual harassment. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	<b>35%</b>	<b>33%</b>
I did not have enough evidence	<b>24%</b>	<b>17%</b>
It could affect my career	<b>25%</b>	<b>31%</b>
I did not think any action would be taken	<b>42%</b>	<b>50%</b>
The matter was resolved informally	<b>20%</b>	<b>13%</b>
I did not think the sexual harassment was serious enough	<b>19%</b>	<b>17%</b>
Managers accepted the behaviour	<b>18%</b>	<b>17%</b>
I did not think it was worth the hassle of going through the report process	<b>24%</b>	<b>28%</b>
I did not know how to report it	<b>4%</b>	<b>2%</b>
Other	<b>8%</b>	<b>10%</b>

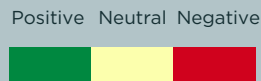
# CODE OF CONDUCT: BULLYING, SEXUAL HARASSMENT AND WORKPLACE VIOLENCE AND AGGRESSION

## Sexual Harassment

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. It can be experienced in the course of employment (i.e., person-to-person conduct) or through the workplace context (i.e., sexualised workplace environment).

SEXUAL HARASSMENT	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q41e_1.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was fair	42	15	42	<b>42%</b>	-	<b>-8</b>
<b>Q41e_2.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was transparent	38	15	46	<b>38%</b>	-	<b>-9</b>
<b>Q41e_3.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was respectful	46	19	35	<b>46%</b>	-	<b>-7</b>

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Racism

Racism refers to prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.

	2024	2023
<b>Q37a.</b> In the last 12 months, have you experienced racism?		
Yes	9%	10%
No	91%	90%
<b>Q37g_1.</b> Thinking about when you experienced racism. Who was the source of this experience? (multiple response)		
A senior manager	11%	15%
Your immediate manager/supervisor	16%	19%
A colleague	40%	40%
A group of colleagues	28%	31%
A worker that reports to you	2%	3%
A client/customer	31%	31%
A member of the public	8%	11%
A consultant/service provider	1%	1%
A representative of another agency	1%	2%
A person in a Ministerial Office	1%	1%
Other	10%	13%
Prefer not to specify	16%	15%

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Racism

Racism refers to prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.

	2024	2023
<b>Q37h_1.</b> Did you report the racism or tell someone about your experience? (multiple response)		
Submitted a formal complaint	6%	5%
Told a colleague	19%	24%
Told a manager	18%	15%
Told Human Resources	3%	3%
Told a friend or family member	16%	18%
Told someone else	5%	9%
Told Employee Assistance Program or peer support	1%	4%
Told the person the behaviour was not okay	31%	27%
I did not tell anyone about the racism or discrimination	31%	38%
<b>Q37k_1.</b> Were you informed that action had been taken or an outcome/resolution had been achieved as a result of reporting your experience?		
Yes	31%	-
No	69%	-

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Racism

Racism refers to prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.

	2024	2023
<b>Q37i_1.</b> You indicated that you have not formally reported your experience of racism. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	27%	23%
I did not have enough evidence	17%	14%
It could affect my career	25%	22%
I did not think any action would be taken	40%	44%
The matter was resolved informally	15%	14%
I did not think the racism or discrimination was serious enough	13%	14%
Managers accepted the behaviour	19%	20%
I did not think it was worth the hassle of going through the report process	20%	26%
I did not know how to report it	3%	2%
Other	14%	16%

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

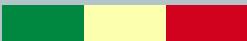
## Racism

Racism refers to prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.

RACISM	RESPONSE SCALE			% POSITIVE	vs 2023	vs Qld public sector
<b>Q37j_1_1.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was fair	7	29	64	7%	-	-15
<b>Q37j_1_2.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was transparent	7	29	64	7%	-	-15
<b>Q37j_1_3.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was respectful	14	29	57	14%	-	-13

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37b.</b> In the last 12 months, have you experienced discrimination because of your <b>disability</b> ?		
Yes	4%	3%
No	96%	97%
<b>Q37g_2.</b> Thinking about when you experienced discrimination because of your disability. Who was the source of this experience? (multiple response)		
A senior manager	35%	35%
Your immediate manager/supervisor	45%	33%
A colleague	32%	37%
A group of colleagues	34%	28%
A worker that reports to you	3%	4%
A client/customer	11%	7%
A member of the public	7%	5%
A consultant/service provider	2%	2%
A representative of another agency	2%	3%
A person in a Ministerial Office	2%	1%
Other	7%	6%
Prefer not to specify	12%	18%

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37h_2.</b> Did you report the discrimination because of your disability or tell someone about your experience? (multiple response)		
Submitted a formal complaint	10%	8%
Told a colleague	26%	23%
Told a manager	20%	21%
Told Human Resources	9%	8%
Told a friend or family member	26%	24%
Told someone else	3%	15%
Told Employee Assistance Program or peer support	7%	6%
Told the person the behaviour was not okay	13%	14%
I did not tell anyone about the discrimination	38%	38%
<b>Q37k_2.</b> Were you informed that action had been taken or an outcome/resolution had been achieved as a result of reporting your experience?		

***To ensure anonymity must be 10 in a group - Insufficient data***

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37i_2.</b> You indicated that you have not formally reported your experience of discrimination because of your disability. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	<b>41%</b>	<b>31%</b>
I did not have enough evidence	<b>24%</b>	<b>13%</b>
It could affect my career	<b>46%</b>	<b>42%</b>
I did not think any action would be taken	<b>61%</b>	<b>53%</b>
The matter was resolved informally	<b>6%</b>	<b>5%</b>
I did not think the discrimination was serious enough	<b>13%</b>	<b>12%</b>
Managers accepted the behaviour	<b>29%</b>	<b>34%</b>
I did not think it was worth the hassle of going through the report process	<b>34%</b>	<b>30%</b>
I did not know how to report it	<b>6%</b>	<b>4%</b>
Other	<b>2%</b>	<b>13%</b>

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

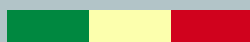
## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

DISCRIMINATION BECAUSE OF MY DISABILITY	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q37j_2_1.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was fair				
<i>To ensure anonymity must be 10 in a group - Insufficient data</i>				
<b>Q37j_2_2.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was transparent				
<i>To ensure anonymity must be 10 in a group - Insufficient data</i>				
<b>Q37j_2_3.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was respectful				
<i>To ensure anonymity must be 10 in a group - Insufficient data</i>				

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37c.</b> In the last 12 months, have you experienced discrimination because of your <b>sexual orientation</b> ?		
Yes	4%	4%
No	96%	96%
<b>Q37g_3.</b> Thinking about when you experienced discrimination because of your sexual orientation. Who was the source of this experience? (multiple response)		
A senior manager	21%	21%
Your immediate manager/supervisor	20%	26%
A colleague	46%	46%
A group of colleagues	34%	38%
A worker that reports to you	2%	5%
A client/customer	14%	13%
A member of the public	7%	6%
A consultant/service provider	2%	2%
A representative of another agency	2%	1%
A person in a Ministerial Office	2%	2%
Other	10%	8%
Prefer not to specify	11%	19%

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37h_3.</b> Did you report the discrimination because of your sexual orientation or tell someone about your experience? (multiple response)		
Submitted a formal complaint	6%	8%
Told a colleague	24%	17%
Told a manager	15%	17%
Told Human Resources	7%	5%
Told a friend or family member	21%	21%
Told someone else	8%	16%
Told Employee Assistance Program or peer support	1%	3%
Told the person the behaviour was not okay	15%	19%
I did not tell anyone about the discrimination	38%	42%
<b>Q37k_3.</b> Were you informed that action had been taken or an outcome/resolution had been achieved as a result of reporting your experience?		

***To ensure anonymity must be 10 in a group - Insufficient data***

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37i_3.</b> You indicated that you have not formally reported your experience of discrimination because of your sexual orientation. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	<b>37%</b>	<b>23%</b>
I did not have enough evidence	<b>24%</b>	<b>21%</b>
It could affect my career	<b>38%</b>	<b>33%</b>
I did not think any action would be taken	<b>56%</b>	<b>55%</b>
The matter was resolved informally	<b>4%</b>	<b>9%</b>
I did not think the discrimination was serious enough	<b>12%</b>	<b>9%</b>
Managers accepted the behaviour	<b>29%</b>	<b>31%</b>
I did not think it was worth the hassle of going through the report process	<b>15%</b>	<b>33%</b>
I did not know how to report it	<b>1%</b>	<b>2%</b>
Other	<b>14%</b>	<b>18%</b>

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

DISCRIMINATION BECAUSE OF MY SEXUAL ORIENTATION	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q37j_3_1.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was fair				
				<b>To ensure anonymity must be 10 in a group - Insufficient data</b>
<b>Q37j_3_2.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was transparent				
				<b>To ensure anonymity must be 10 in a group - Insufficient data</b>
<b>Q37j_3_3.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was respectful				
				<b>To ensure anonymity must be 10 in a group - Insufficient data</b>

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37d.</b> In the last 12 months, have you experienced discrimination because of your <b>gender</b> ?		
Yes	10%	10%
No	90%	90%
<b>Q37g_4.</b> Thinking about when you experienced discrimination because of your gender. Who was the source of this experience? (multiple response)		
A senior manager	28%	32%
Your immediate manager/supervisor	25%	30%
A colleague	38%	38%
A group of colleagues	23%	28%
A worker that reports to you	3%	3%
A client/customer	12%	11%
A member of the public	3%	4%
A consultant/service provider	1%	1%
A representative of another agency	2%	1%
A person in a Ministerial Office	1%	2%
Other	7%	9%
Prefer not to specify	13%	14%

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37h_4.</b> Did you report the discrimination because of your gender or tell someone about your experience? (multiple response)		
Submitted a formal complaint	5%	3%
Told a colleague	24%	23%
Told a manager	19%	17%
Told Human Resources	2%	3%
Told a friend or family member	20%	25%
Told someone else	9%	11%
Told Employee Assistance Program or peer support	4%	3%
Told the person the behaviour was not okay	14%	13%
I did not tell anyone about the discrimination	35%	39%
<b>Q37k_4.</b> Were you informed that action had been taken or an outcome/resolution had been achieved as a result of reporting your experience?		
Yes	23%	-
No	77%	-

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37i_4.</b> You indicated that you have not formally reported your experience of discrimination because of your gender. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	<b>35%</b>	<b>28%</b>
I did not have enough evidence	<b>23%</b>	<b>18%</b>
It could affect my career	<b>40%</b>	<b>38%</b>
I did not think any action would be taken	<b>49%</b>	<b>55%</b>
The matter was resolved informally	<b>11%</b>	<b>9%</b>
I did not think the discrimination was serious enough	<b>14%</b>	<b>17%</b>
Managers accepted the behaviour	<b>31%</b>	<b>30%</b>
I did not think it was worth the hassle of going through the report process	<b>25%</b>	<b>30%</b>
I did not know how to report it	<b>4%</b>	<b>3%</b>
Other	<b>9%</b>	<b>11%</b>

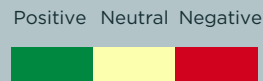
# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

DISCRIMINATION BECAUSE OF MY GENDER	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q37j_4_1.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was fair	8 8 85	8%	-	-6
<b>Q37j_4_2.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was transparent	8 8 85	8%	-	-5
<b>Q37j_4_3.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was respectful	15 85	15%	-	-5

### KEY



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37e.</b> In the last 12 months, have you experienced discrimination because of your age?		
Yes	9%	10%
No	91%	90%
<b>Q37g_5.</b> Thinking about when you experienced discrimination because of your age. Who was the source of this experience? (multiple response)		
A senior manager	24%	22%
Your immediate manager/supervisor	23%	23%
A colleague	43%	34%
A group of colleagues	33%	31%
A worker that reports to you	3%	3%
A client/customer	9%	10%
A member of the public	1%	4%
A consultant/service provider	1%	1%
A representative of another agency	1%	1%
A person in a Ministerial Office	1%	2%
Other	5%	8%
Prefer not to specify	14%	19%

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37h_5.</b> Did you report the discrimination because of your age or tell someone about your experience? (multiple response)		
Submitted a formal complaint	3%	3%
Told a colleague	25%	19%
Told a manager	13%	11%
Told Human Resources	3%	4%
Told a friend or family member	26%	23%
Told someone else	11%	11%
Told Employee Assistance Program or peer support	4%	4%
Told the person the behaviour was not okay	11%	11%
I did not tell anyone about the discrimination	34%	45%
<b>Q37k_5.</b> Were you informed that action had been taken or an outcome/resolution had been achieved as a result of reporting your experience?		

***To ensure anonymity must be 10 in a group - Insufficient data***

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37i_5.</b> You indicated that you have not formally reported your experience of discrimination because of your age. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	<b>38%</b>	<b>31%</b>
I did not have enough evidence	<b>23%</b>	<b>17%</b>
It could affect my career	<b>33%</b>	<b>32%</b>
I did not think any action would be taken	<b>50%</b>	<b>48%</b>
The matter was resolved informally	<b>7%</b>	<b>6%</b>
I did not think the discrimination was serious enough	<b>18%</b>	<b>18%</b>
Managers accepted the behaviour	<b>21%</b>	<b>22%</b>
I did not think it was worth the hassle of going through the report process	<b>23%</b>	<b>26%</b>
I did not know how to report it	<b>2%</b>	<b>2%</b>
Other	<b>9%</b>	<b>9%</b>

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

DISCRIMINATION BECAUSE OF MY AGE	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q37j_5_1.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was fair				
				<i>To ensure anonymity must be 10 in a group - Insufficient data</i>
<b>Q37j_5_2.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was transparent				
				<i>To ensure anonymity must be 10 in a group - Insufficient data</i>
<b>Q37j_5_3.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was respectful				
				<i>To ensure anonymity must be 10 in a group - Insufficient data</i>

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37f.</b> In the last 12 months, have you experienced discrimination because of your <b>cultural background</b> ?		
Yes	<b>6%</b>	<b>7%</b>
No	<b>94%</b>	<b>93%</b>
<b>Q37g_6.</b> Thinking about when you experienced discrimination because of your cultural background. Who was the source of this experience? (multiple response)		
A senior manager	<b>16%</b>	<b>18%</b>
Your immediate manager/supervisor	<b>16%</b>	<b>22%</b>
A colleague	<b>31%</b>	<b>43%</b>
A group of colleagues	<b>29%</b>	<b>29%</b>
A worker that reports to you	<b>3%</b>	<b>2%</b>
A client/customer	<b>21%</b>	<b>16%</b>
A member of the public	<b>6%</b>	<b>7%</b>
A consultant/service provider	<b>3%</b>	<b>2%</b>
A representative of another agency	<b>1%</b>	<b>3%</b>
A person in a Ministerial Office	<b>1%</b>	<b>4%</b>
Other	<b>7%</b>	<b>7%</b>
Prefer not to specify	<b>17%</b>	<b>21%</b>

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37h_6.</b> Did you report the discrimination because of your cultural background or tell someone about your experience? (multiple response)		
Submitted a formal complaint	5%	5%
Told a colleague	23%	23%
Told a manager	16%	15%
Told Human Resources	5%	5%
Told a friend or family member	18%	27%
Told someone else	4%	16%
Told Employee Assistance Program or peer support	5%	4%
Told the person the behaviour was not okay	19%	14%
I did not tell anyone about the discrimination	31%	34%
<b>Q37k_6.</b> Were you informed that action had been taken or an outcome/resolution had been achieved as a result of reporting your experience?		

***To ensure anonymity must be 10 in a group - Insufficient data***

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

	2024	2023
<b>Q37i_6.</b> You indicated that you have not formally reported your experience of discrimination because of your cultural background. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	<b>32%</b>	<b>29%</b>
I did not have enough evidence	<b>17%</b>	<b>17%</b>
It could affect my career	<b>30%</b>	<b>27%</b>
I did not think any action would be taken	<b>40%</b>	<b>45%</b>
The matter was resolved informally	<b>12%</b>	<b>10%</b>
I did not think the discrimination was serious enough	<b>9%</b>	<b>10%</b>
Managers accepted the behaviour	<b>21%</b>	<b>20%</b>
I did not think it was worth the hassle of going through the report process	<b>17%</b>	<b>27%</b>
I did not know how to report it	<b>1%</b>	<b>2%</b>
Other	<b>14%</b>	<b>15%</b>

# CODE OF CONDUCT: RACISM AND DISCRIMINATION

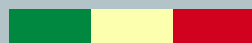
## Discrimination

Discrimination occurs when a person, or group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

DISCRIMINATION BECAUSE OF MY CULTURAL BACKGROUND	RESPONSE SCALE	% POSITIVE	vs 2023	vs Qld public sector
<b>Q37j_6_1.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was fair				
<i>To ensure anonymity must be 10 in a group - Insufficient data</i>				
<b>Q37j_6_2.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was transparent				
<i>To ensure anonymity must be 10 in a group - Insufficient data</i>				
<b>Q37j_6_3.</b> You said that you have formally reported your experience. To what extent do you agree that the process of formal reporting was respectful				
<i>To ensure anonymity must be 10 in a group - Insufficient data</i>				

### KEY

Positive Neutral Negative



The vs Qld public sector score provides information on whether the organisation score is higher or lower than the sector score.



## Working for Queensland *survey*

