



## Highlights report

### Purpose

This Highlights report presents key results from the 2020 Working for Queensland survey, which was conducted from 2 September to 28 September 2020. Results reflect the views of respondents from your agency.

### Reporting framework

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

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

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

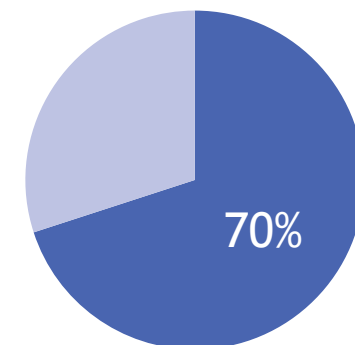
### Content

- 01 Factors
- 02 Factors by division
- 03 Factors by question
- 04 Workplace climate
- 05 Workplace climate by division
- 06 Workplace climate by question
- 07 Most changed since 2019, by question
- 08 Flexible work options
- 09 Domestic and family violence
- 10 Bullying and sexual harassment
- 11 Civility
- 12 Agency specific questions
- 13 How to interpret this report

Returned surveys:

# 2,268

Response Rate:



# 01 Factors

## Purpose

This section provides an overview of the 2020 factor results. The % positive score is benchmarked against the Queensland public sector and the 2019 score.

### Key

Response scale:

Positive

Neutral

Negative

## Factors

Name	Response scale %			vs 2019	vs Qld public sector
Agency engagement	65%	24%	11%	+3	+6
Job empowerment	77%	14%	9%	+4	+4
Workload and health*	41%	32%	27%	-1	+2
Learning and development	58%	26%	17%	-2	+2
My workgroup	83%	12%	6%	+3	+6
My manager	79%	13%	8%	+2	+6
Organisational leadership	59%	26%	15%	+5	+7
Organisational fairness	48%	29%	24%	+3	+5
Anti-discrimination	66%	25%	9%	-1	0
Innovation	70%	20%	10%	+3	+10

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

## 02 Factors by division

### Purpose

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

The scores shown are the % positive.

Name	Department of Environment and Science	Arts and Heritage	Corporate Administration Agency	Corporate Services	Environmental Policy and Programs	Environmental Services and Regulation	Office of the Director-General	Queensland Parks and Wildlife Service and Partnerships	Science and Technology	Wet Tropics Management Authority
Responses	<b>2,268</b>	101	71	201	160	437	17	877	373	30
Agency engagement	<b>65%</b>	54%	69%	68%	64%	58%	92%	67%	69%	81%
Anti-discrimination	<b>66%</b>	65%	87%	69%	61%	72%	79%	59%	69%	81%
Innovation	<b>70%</b>	60%	82%	81%	77%	65%	87%	65%	77%	84%
Job empowerment	<b>77%</b>	71%	80%	84%	79%	73%	93%	75%	84%	86%
Learning and development	<b>58%</b>	43%	66%	65%	58%	56%	69%	55%	62%	69%
My manager	<b>79%</b>	74%	82%	87%	86%	80%	87%	74%	83%	89%
My workgroup	<b>83%</b>	81%	89%	89%	85%	85%	92%	78%	85%	85%
Organisational fairness	<b>48%</b>	48%	65%	60%	48%	47%	65%	42%	51%	63%
Organisational leadership	<b>59%</b>	49%	77%	66%	63%	56%	81%	51%	69%	84%
Workload and health*	<b>41%</b>	42%	40%	51%	40%	40%	55%	37%	44%	41%

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

## 03 Factors by question

### Purpose

This section provides an overview of the 2020 factor results, by question. The % positive score is benchmarked against the Queensland public sector and the 2019 score.

### Key

Response scale:

Positive

Neutral

Negative

Question	Response scale %			vs 2019	vs Qld public sector
<b>Agency engagement</b>					
Q33a. I would recommend my organisation as a great place to work	71%	20%	9%	+5	+9
Q33b. I am proud to tell others I work for my organisation	76%	17%	7%	+5	+8
Q33c. I feel strong personal attachment to my organisation	66%	23%	11%	+4	+6
Q33d. My organisation motivates me to help it achieve its objectives	58%	29%	13%	+1	+3
Q33e. My organisation inspires me to do the best in my job	57%	30%	13%	+2	+2
<b>Job empowerment</b>					
Q22a. I have a choice in deciding how I do my work	79%	14%	8%	+3	+11
Q22b. I have the tools I need to do my job effectively	76%	13%	11%	+8	+3
Q22c. I get the information I need to do my job well	72%	18%	10%	+4	+1
Q22d. I have the authority necessary to do my job effectively	72%	17%	10%	+3	+1
Q22e. My job gives me opportunities to utilise my skills	79%	12%	9%	+3	+2
Q34b. Your ability to work on your own initiative	87%	8%	4%	+5	+4

## 03 Factors by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>Workload and health*</b>					
Q23a. I am overloaded with work*	29%	36%	35%	-2	-2
Q23b. I feel burned out by my work*	43%	31%	27%	-1	+2
Q23e. My work has a negative impact on my health*	51%	30%	19%	+1	+6

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

### Learning and development

Q28c. In my organisation, there are opportunities for me to develop my skills and knowledge	65%	20%	15%	-1	+4
Q28e. I am able to access relevant learning and development opportunities	61%	25%	14%	-5	+1
Q28f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	63%	26%	12%	+1	+1
Q28g. I am satisfied with the opportunities available for career development	46%	28%	26%	-2	-1
Q31b. My organisation is committed to developing its employees	55%	29%	16%	-3	+4

## 03 Factors by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>My workgroup</b>					
Q24a. People in my workgroup treat each other with respect	83%	10%	8%	+3	+7
Q24b. I receive help and support from other people in my workgroup	88%	9%	3%	+1	+5
Q24c. People in my workgroup are honest, open and transparent in their dealings	77%	14%	8%	+3	+9
Q24d. People in my workgroup use their time and resources efficiently	74%	17%	9%	+4	+8
Q24e. People in my workgroup treat customers with respect	91%	7%	2%	+1	+5
Q24f. People in my workgroup are committed to delivering excellent service to customers	87%	10%	3%	+2	+4
Q24g. People in my workgroup do their jobs effectively	80%	14%	6%	+4	+5
<b>My manager</b>					
Q29a. My manager treats employees with dignity and respect	86%	8%	5%	+2	+6
Q29b. My manager listens to what I have to say	86%	9%	6%	+1	+7
Q29c. My manager keeps me informed about what's going on	76%	13%	10%	+4	+5
Q29d. My manager understands my work	81%	12%	8%	+1	+6
Q29e. My manager creates a shared sense of purpose	76%	14%	10%	+3	+6
Q29f. My manager demonstrates honesty and integrity	85%	10%	5%	0	+7
Q29g. My manager draws the best out of me	65%	23%	12%	+3	+4

## 03 Factors by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>Organisational leadership</b>					
Q31a. In my organisation, the leadership is of high quality	60%	25%	15%	+5	+6
Q31c. Management model the behaviours expected of all employees	58%	26%	16%	+3	+6
Q31d. In my organisation, the leadership operates with a high level of integrity	64%	25%	11%	+5	+8
Q31f. My organisation is well managed	54%	29%	17%	+5	+6
<b>Organisational fairness</b>					
Q25f. Performance is assessed and rewarded fairly in my workplace	39%	36%	25%	+1	+2
Q25g. I am confident that poor performance will be appropriately addressed in my workplace	35%	30%	35%	+3	-2
Q25h. People are treated fairly and consistently in my workplace	60%	21%	19%	+2	+7
Q25i. People take responsibility for their decisions and actions in my workplace	61%	25%	14%	+5	+9
Q31e. Recruitment and promotion decisions in this organisation are fair	44%	31%	25%	+3	+8

## 03 Factors by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>Anti-discrimination</b>					
Q32a. Age is not a barrier to success in my organisation	66%	21%	12%	+1	+1
Q32b. Gender is not a barrier to success in my organisation	70%	18%	12%	-1	+1
Q32c. Disability is not a barrier to success in my organisation	56%	34%	10%	-1	-2
Q32d. Cultural background is not a barrier to success in my organisation	68%	25%	7%	-1	-1
Q32e. Sexual orientation is not a barrier to success in my organisation	70%	25%	5%	-2	0
<b>Innovation</b>					
Q27a. I get the opportunity to develop new and better ways of doing my job	69%	20%	11%	+3	+10
Q27b. I am encouraged to make suggestions about improving work processes and/or services	78%	13%	8%	+4	+10
Q27c. Management is willing to act on suggestions to improve how things are done	64%	22%	15%	+3	+9
Q27d. My workgroup uses research and expertise to identify better practice	67%	22%	11%	+4	+11
Q27e. My workgroup always tries to improve its performance	76%	18%	6%	+1	+6
Q27f. My organisation is open to new ideas	66%	23%	11%	+2	+11



# 04 Workplace climate

## Purpose

This section provides an overview of the 2020 workplace climate index results. The % positive score is benchmarked against the Queensland public sector and the 2019 score.

### Key

Response scale:

Positive

Neutral

Negative

## Workplace climate indices

Name	Response scale %			vs 2019	vs Qld public sector
Safety, health and wellness	67%	20%	13%	+4	+10
Effectiveness and innovation	62%	22%	16%	+3	+5
People and relationships	83%	12%	6%	+3	+6
Fairness and trust	63%	23%	14%	+1	+4
Performance and development	59%	25%	16%	+1	+3
Leadership and engagement	70%	20%	11%	+3	+6
My job	81%	12%	7%	+3	+2

## 05 Workplace climate by division

### Purpose

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

The scores shown are the % positive.

Name	Department of Environment and Science	Arts and Heritage	Corporate Administration Agency	Corporate Services	Environmental Policy and Programs	Environmental Services and Regulation	Office of the Director-General	Queensland Parks and Wildlife Service and Partnerships	Science and Technology	Wet Tropics Management Authority
Responses	<b>2,268</b>	101	71	201	160	437	17	877	373	30
Effectiveness and innovation	<b>62%</b>	57%	70%	71%	66%	60%	78%	58%	67%	71%
Fairness and trust	<b>63%</b>	61%	79%	70%	62%	65%	75%	57%	66%	78%
Leadership and engagement	<b>70%</b>	62%	77%	76%	73%	68%	87%	66%	75%	85%
My job	<b>81%</b>	74%	81%	86%	82%	76%	89%	80%	84%	91%
People and relationships	<b>83%</b>	81%	89%	90%	86%	85%	93%	78%	85%	83%
Performance and development	<b>59%</b>	48%	68%	68%	61%	59%	69%	56%	61%	67%
Safety, health and wellness	<b>67%</b>	56%	71%	75%	71%	67%	76%	62%	73%	73%

# 06 Workplace climate by question

## Purpose

This section provides an overview of the 2020 workplace climate index results, by question. The % positive score is benchmarked against the Queensland public sector and the 2019 score.

## Key

Response scale:

Positive Neutral Negative

Question	Response scale %			vs 2019	vs Qld public sector
<b>Safety, health and wellness</b>					
Q23a. I am overloaded with work*	29%	36%	35%	-2	-2
Q23b. I feel burned out by my work*	43%	31%	27%	-1	+2
Q23e. My work has a negative impact on my health*	51%	30%	19%	+1	+6
Q23f. My work contributes positively to my quality of life	55%	32%	13%	+4	+9
Q24h. People in my workgroup are committed to workplace safety	89%	9%	2%	+1	+7
Q24j. People in my workgroup work together to ensure flexible work arrangements meet both individual and business needs	83%	12%	5%	+5	+14
Q25b. My workplace culture supports people to achieve a good work/life balance	78%	14%	9%	+5	+14
Q25c. There is adequate focus on workplace safety at my workplace	88%	9%	4%	+1	+10
Q29h. My manager proactively discusses flexible work arrangements with my workgroup	73%	16%	11%	+14	+15
Q31g. In my organisation, senior leaders clearly consider the wellbeing of employees to be important	68%	19%	14%	+5	+14
Q31h. The wellbeing of employees is a priority for my organisation	65%	21%	14%	+3	+12
Q31j. My commitment to this organisation would be questioned if I chose to use flexible work options*	65%	23%	13%	+2	+15
Q34e. Your work-life balance	75%	15%	10%	+5	+8
Q34g. Your ability to access and use flexible work arrangements	79%	14%	8%	+8	+18

\* indicates a negatively worded question

## 06 Workplace climate by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>Effectiveness and innovation</b>					
Q22b. I have the tools I need to do my job effectively	76%	13%	11%	+8	+3
Q22c. I get the information I need to do my job well	72%	18%	10%	+4	+1
Q22d. I have the authority necessary to do my job effectively	72%	17%	10%	+3	+1
Q23c. I feel my job is secure	60%	20%	21%	+1	-4
Q23d. There is too much 'red tape' in my work (e.g. regulatory or administrative processes)*	20%	34%	45%	-1	+1
Q24k. People in my workgroup share diverse ideas to develop innovative solutions	76%	17%	7%	+2	+9
Q25d. Approval processes at my workplace are excessive*	21%	37%	43%	0	+1
Q26a. My workplace has undergone significant change in the past 12 months	59%	26%	15%	+5	+4
Q27a. I get the opportunity to develop new and better ways of doing my job	69%	20%	11%	+3	+10
Q27b. I am encouraged to make suggestions about improving work processes and/or services	78%	13%	8%	+4	+10
Q27c. Management is willing to act on suggestions to improve how things are done	64%	22%	15%	+3	+9
Q27d. My workgroup uses research and expertise to identify better practice	67%	22%	11%	+4	+11
Q27e. My workgroup always tries to improve its performance	76%	18%	6%	+1	+6
Q27f. My organisation is open to new ideas	66%	23%	11%	+2	+11
Q34f. Your ability to 'make a difference' to the community	61%	26%	13%	+5	-5

\* indicates a negatively worded question

## 06 Workplace climate by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>People and relationships</b>					
Q24a. People in my workgroup treat each other with respect	83%	10%	8%	+3	+7
Q24b. I receive help and support from other people in my workgroup	88%	9%	3%	+1	+5
Q24c. People in my workgroup are honest, open and transparent in their dealings	77%	14%	8%	+3	+9
Q24d. People in my workgroup use their time and resources efficiently	74%	17%	9%	+4	+8
Q24e. People in my workgroup treat customers with respect	91%	7%	2%	+1	+5
Q24f. People in my workgroup are committed to delivering excellent service to customers	87%	10%	3%	+2	+4
Q24g. People in my workgroup do their jobs effectively	80%	14%	6%	+4	+5
Q24i. People in my workgroup work effectively with other workgroups in my organisation to deliver service to our customers	82%	12%	6%	+2	+4

## 06 Workplace climate by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>Fairness and trust</b>					
Q25a. My workplace has an inclusive culture where diversity is valued and respected	79%	15%	6%	+1	+6
Q25f. Performance is assessed and rewarded fairly in my workplace	39%	36%	25%	+1	+2
Q25g. I am confident that poor performance will be appropriately addressed in my workplace	35%	30%	35%	+3	-2
Q25h. People are treated fairly and consistently in my workplace	60%	21%	19%	+2	+7
Q25i. People take responsibility for their decisions and actions in my workplace	61%	25%	14%	+5	+9
Q25j. I am able to speak up and share a different view to my colleagues and manager	80%	12%	8%	+1	+8
Q30a. My senior manager demonstrates honesty and integrity	80%	13%	7%	+2	+8
Q31e. Recruitment and promotion decisions in this organisation are fair	44%	31%	25%	+3	+8
Q31i. My responsibilities outside of work restrict my opportunities for promotion*	64%	21%	15%	+4	+5
Q32a. Age is not a barrier to success in my organisation	66%	21%	12%	+1	+1
Q32b. Gender is not a barrier to success in my organisation	70%	18%	12%	-1	+1
Q32c. Disability is not a barrier to success in my organisation	56%	34%	10%	-1	-2
Q32d. Cultural background is not a barrier to success in my organisation	68%	25%	7%	-1	-1
Q32e. Sexual orientation is not a barrier to success in my organisation	70%	25%	5%	-2	0
Q32f. If I raised a complaint, I feel confident that it would be taken seriously	64%	19%	17%	+2	+7
Q32g. Women and men have equal access to work experiences that support career progression	70%	19%	11%	+2	+3

\* indicates a negatively worded question

## 06 Workplace climate by question

Question	Response scale %			vs 2019	vs Qld public sector
	Strongly agree	Disagree	Strongly disagree		
<b>Performance and development</b>					
Q28a. I receive useful feedback on my performance	62%	23%	15%	+5	+5
Q28b. My performance is assessed against clear criteria	51%	30%	19%	+6	0
Q28c. In my organisation, there are opportunities for me to develop my skills and knowledge	65%	20%	15%	-1	+4
Q28d. I am supported to pursue developmental opportunities in other workplaces	49%	34%	17%	-1	+4
Q28e. I am able to access relevant learning and development opportunities	61%	25%	14%	-5	+1
Q28f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	63%	26%	12%	+1	+1
Q28g. I am satisfied with the opportunities available for career development	46%	28%	26%	-2	-1
Q28h. I have had productive conversations with my manager on my performance in the past 12 months	62%	20%	18%	+5	+4
Q28i. I develop new knowledge and skills through undertaking tasks at work	79%	14%	7%	+4	+7
Q31b. My organisation is committed to developing its employees	55%	29%	16%	-3	+4

## 06 Workplace climate by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>Leadership and engagement</b>					
Q29a. My manager treats employees with dignity and respect	86%	8%	5%	+2	+6
Q29b. My manager listens to what I have to say	86%	9%	6%	+1	+7
Q29c. My manager keeps me informed about what's going on	76%	13%	10%	+4	+5
Q29d. My manager understands my work	81%	12%	8%	+1	+6
Q29e. My manager creates a shared sense of purpose	76%	14%	10%	+3	+6
Q29f. My manager demonstrates honesty and integrity	85%	10%	5%	0	+7
Q29g. My manager draws the best out of me	65%	23%	12%	+3	+4
Q31a. In my organisation, the leadership is of high quality	60%	25%	15%	+5	+6
Q31c. Management model the behaviours expected of all employees	58%	26%	16%	+3	+6
Q31d. In my organisation, the leadership operates with a high level of integrity	64%	25%	11%	+5	+8
Q31f. My organisation is well managed	54%	29%	17%	+5	+6
Q33a. I would recommend my organisation as a great place to work	71%	20%	9%	+5	+9
Q33b. I am proud to tell others I work for my organisation	76%	17%	7%	+5	+8
Q33c. I feel strong personal attachment to my organisation	66%	23%	11%	+4	+6
Q33d. My organisation motivates me to help it achieve its objectives	58%	29%	13%	+1	+3
Q33e. My organisation inspires me to do the best in my job	57%	30%	13%	+2	+2



## 06 Workplace climate by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>My job</b>					
Q21a. I understand what is expected of me to do well in my job	90%	6%	4%	+3	0
Q21b. I understand how my work contributes to my organisation's objectives	91%	6%	3%	+3	0
Q22a. I have a choice in deciding how I do my work	79%	14%	8%	+3	+11
Q22e. My job gives me opportunities to utilise my skills	79%	12%	9%	+3	+2
Q22f. I enjoy the work in my current job	76%	16%	8%	+3	+1
Q22g. My job gives me a feeling of personal accomplishment	69%	20%	12%	+3	0
Q34b. Your ability to work on your own initiative	87%	8%	4%	+5	+4
Q35. All things considered, how satisfied are you with your current job?	74%	16%	10%	+4	+2

# 07 Most changed since 2019, by question

## Purpose

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

NOTE: *Survey questions in scope for this section were single response non-demographic questions that were asked of all respondents in 2020 as well as in 2019. 'My workplace has undergone significant change in the past 12 months' has not been included in the analysis.*

### Key

Response scale:

Positive

Neutral

Negative

Question	Response scale %			vs 2019
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### Survey questions with the most positive change

Q29h. My manager proactively discusses flexible work arrangements with my workgroup	73%	16%	11%	+14
Q34g. Satisfaction with your ability to access and use flexible work arrangements	79%	14%	8%	+8
Q22b. I have the tools I need to do my job effectively	76%	13%	11%	+8
Q28b. My performance is assessed against clear criteria	51%	30%	19%	+6
Q34b. Satisfaction with your ability to work on your own initiative	87%	8%	4%	+5

### Survey questions with the most negative change

Q32e. Sexual orientation is not a barrier to success in my organisation	70%	25%	5%	-2
Q28g. I am satisfied with the opportunities available for career development	46%	28%	26%	-2
Q23a. I am overloaded with work*	29%	36%	35%	-2
Q31b. My organisation is committed to developing its employees	55%	29%	16%	-3
Q28e. I am able to access relevant learning and development opportunities	61%	25%	14%	-5

\* indicates a negatively worded question

## 08 Flexible work

### Purpose

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

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

	2020	2019
<b>Do you currently use any flexible work options?</b>		
Use flexible workplace option	<b>82%</b>	75%
Use no flexible work option	<b>18%</b>	25%
<b>If yes to using flexible work option, which of the following do you use?</b>		
Telecommuting (Remote working)	<b>65%</b>	27%
Flexible work hours for example accumulated hours as 'flexitime'	<b>60%</b>	69%
Flexible work hours for example start late or early to meet responsibilities external to work	<b>39%</b>	38%
Part time work	<b>15%</b>	16%
Leave at half pay	<b>11%</b>	13%
Hot desks	<b>9%</b>	4%
Compressed work hours	<b>6%</b>	6%
Casual/on call	<b>2%</b>	1%
Other	<b>1%</b>	2%
Job sharing	<b>1%</b>	1%
Purchased leave/extended leave/deferred salary schemes	<b>1%</b>	1%
Term-time working	<b>0%</b>	0%
Part-year work/annualised hours	<b>0%</b>	0%

## 08 Flexible work

	2020	2019
<b>Have you made a request regarding flexible work arrangements in the last 12 months?</b>		
Yes, I requested flexibility	<b>52%</b>	<b>35%</b>
No, I have not made a request but I am content with my current arrangements	<b>41%</b>	<b>56%</b>
No, I have not made a request but I am not content with my current arrangements	<b>7%</b>	<b>10%</b>
<b>If yes to having made a request regarding flexible work arrangements, was your request for flexible work arrangements:</b>		
Fully granted	<b>81%</b>	<b>80%</b>
Partially granted	<b>10%</b>	<b>10%</b>
I have not received a reply as yet	<b>5%</b>	<b>4%</b>
Declined - no reason given	<b>2%</b>	<b>3%</b>
Declined - reason provided	<b>2%</b>	<b>3%</b>
<b>If no to having made a request and not content with your current arrangement, why haven't you made a request to change your work arrangements?</b>		
None of the above	<b>34%</b>	<b>22%</b>
I was concerned that it may negatively impact my team	<b>27%</b>	<b>26%</b>
I didn't feel confident presenting my case or negotiating arrangements with my manager	<b>24%</b>	<b>24%</b>
Flexible working is frowned upon/not supported by my workplace culture	<b>20%</b>	<b>26%</b>
I felt it would limit my career	<b>18%</b>	<b>23%</b>
I didn't feel I had the right to	<b>16%</b>	<b>18%</b>
I feel flexibility is not possible in my current job	<b>15%</b>	<b>24%</b>
I don't feel confident in my manager's ability to manage staff working flexibly	<b>10%</b>	<b>6%</b>
I feel the technology I currently have access to does not support flexible working	<b>8%</b>	<b>15%</b>
I felt it would limit my access to training and development	<b>6%</b>	<b>7%</b>

# 09 Domestic and family violence

## Purpose

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

### All employees

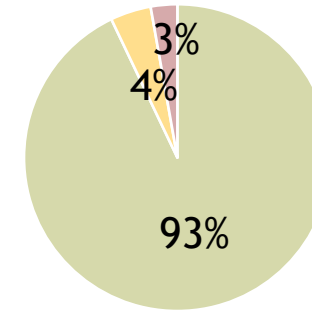
Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2020	2019
<b>Yes</b>	<b>93%</b>	<b>93%</b>
<b>Don't know</b>	<b>4%</b>	<b>4%</b>
<b>No</b>	<b>3%</b>	<b>2%</b>

### Managers

Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2020	2019
<b>Yes</b>	<b>97%</b>	<b>97%</b>
<b>Don't know</b>	<b>1%</b>	<b>1%</b>
<b>No</b>	<b>1%</b>	<b>1%</b>

### Managers

Q36c. In the past 12 months, have you been in a situation where you have responded to an employee/colleague affected by DFV?	2020	2019
<b>No</b>	<b>86%</b>	<b>84%</b>
<b>Yes</b>	<b>10%</b>	<b>11%</b>
<b>Prefer not to say</b>	<b>3%</b>	<b>2%</b>
<b>Don't know</b>	<b>1%</b>	<b>2%</b>



### Non-managers

Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2020	2019
<b>Yes</b>	<b>91%</b>	<b>91%</b>
<b>Don't know</b>	<b>6%</b>	<b>6%</b>
<b>No</b>	<b>4%</b>	<b>3%</b>

### Non-managers

Q36c. In the past 12 months, have you been in a situation where you have responded to an employee/colleague affected by DFV?	2020	2019
<b>No</b>	<b>92%</b>	<b>90%</b>
<b>Yes</b>	<b>4%</b>	<b>5%</b>
<b>Prefer not to say</b>	<b>3%</b>	<b>3%</b>
<b>Don't know</b>	<b>2%</b>	<b>2%</b>

# 09 Domestic and family violence

Question	Response scale %			vs 2019	vs Qld public sector
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## Managers

Q36a.a. I am confident that I could sensitively communicate with employees affected by domestic and family violence	85%	11%	4%	0	-2
Q36a.b. If I was approached directly by an employee affected by domestic and family violence, I am confident in my ability to provide appropriate levels of support	86%	10%	4%	0	0
Q36a.c. If I was made aware (e.g. by other colleagues) that domestic and family violence was affecting an employee, I am confident that I could respond appropriately	86%	11%	3%	+1	0

## Non-managers

Q36b.a I am confident that I could sensitively communicate with colleagues affected by domestic and family violence	73%	21%	6%	-1	-2
Q36b.b. I am confident that I could effectively refer a colleague affected by domestic and family violence to appropriate support	78%	17%	5%	+1	+3

### Key

Response scale:

Positive

Neutral

Negative

# 10 Bullying and sexual harassment

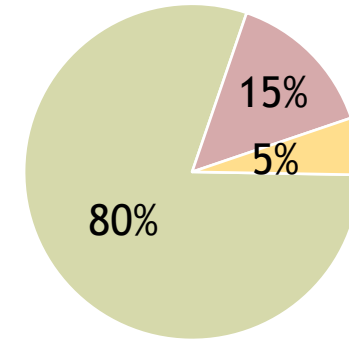
## Purpose

This section focuses on understanding the prevalence and sources of bullying and sexual harassment as well as the rate of reporting and barriers to reporting such incidences. The comparison columns show the score each question received in 2019.

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

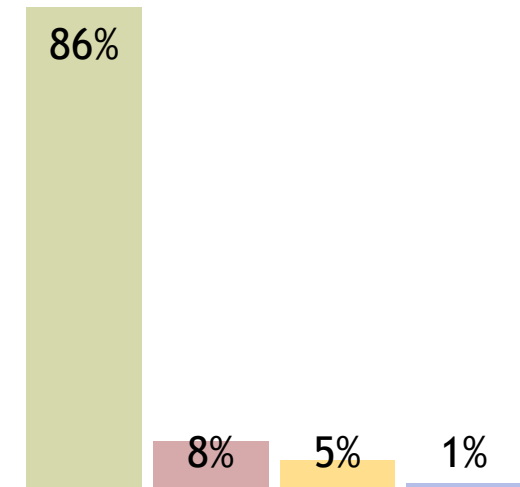
During the last 12 months have you witnessed bullying or sexual harassment in your workplace?

	2020	2019
No	80%	77%
Yes	15%	19%
Don't know	5%	4%



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

	2020	2019
No	86%	85%
Bullying	8%	10%
Don't know	5%	4%
Sexual harassment	1%	1%



# 10 Bullying and sexual harassment

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

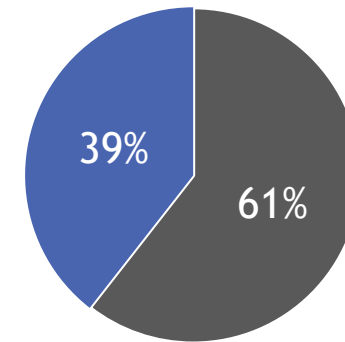
## Key

Yes

No

	2020	2019
<b>If you were subjected to bullying, who were you bullied by?</b>		
A fellow worker	38%	38%
Your immediate manager/supervisor	35%	32%
A senior manager	30%	39%
A group of fellow workers	11%	12%
A worker that reports to you	7%	9%
A member of the public	7%	2%
Other	6%	4%
Prefer not to specify	6%	7%
A representative of another agency	4%	2%
A client/customer	3%	3%
A consultant/service provider	2%	-
<b>If you were subjected to bullying, what type of bullying did you experience?</b>		
Verbal abuse	49%	54%
Inappropriate and unfair application of work policies or rules	45%	45%
Other	38%	38%
Physical behaviour	13%	13%
Interference with your personal property or work equipment	10%	12%
Cyber bullying	9%	6%
'Initiations' or pranks	4%	7%

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



	2020	2019
<b>Why did you not report the bullying?</b>		
I did not think any action would be taken	61%	64%
It could affect my career	51%	54%
Managers accepted the behaviour	49%	52%
I did not think it was worth the hassle of going through the report process	48%	36%
I did not want to upset relationships in the workplace	42%	30%
I did not have enough evidence	29%	27%
I did not think the bullying was serious enough	18%	17%
Other	14%	11%
I did not know how to report it	7%	9%
The matter was resolved informally	6%	8%



# 10 Bullying and sexual harassment

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

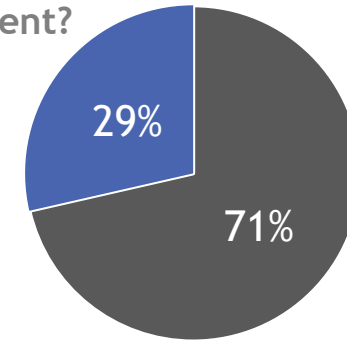
## Key

Yes

No

	2020	2019
<b>If you were subjected to sexual harassment, who were you sexually harassed by?</b>		
A fellow worker	52%	63%
A senior manager	24%	13%
A group of fellow workers	14%	19%
Your immediate manager/supervisor	10%	13%
A member of the public	10%	6%
A worker that reports to you	5%	-
Prefer not to specify	5%	13%
A client/customer	-	6%
A consultant/service provider	-	6%
A representative of another agency	-	13%
Other	-	-
<b>If you were subjected to sexual harassment, what type of sexual harassment did you experience?</b>		
Remarks of a sexual nature	71%	69%
Unwanted physical intimacy	38%	13%
Other	29%	31%
Any other unwelcome conduct of a sexual nature in relation to you	19%	19%
Unwelcome demand or request, either directly or implied, for sexual favours	10%	13%

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



	2020	2019
<b>Why did you not report the sexual harassment?</b>		
I did not want to upset relationships in the workplace	40%	64%
The matter was resolved informally	33%	9%
I did not think the sexual harassment was serious enough	33%	45%
It could affect my career	27%	36%
I did not think any action would be taken	27%	36%
I did not think it was worth the hassle of going through the report process	27%	18%
Managers accepted the behaviour	20%	18%
I did not have enough evidence	13%	18%
Other	13%	9%
I did not know how to report it	0%	0%

# 11 Civility

## Purpose

This section is focused on exploring workplace behavior.

The % positive score is benchmarked against the Queensland public sector and the 2019 score.

## Key

### Positive

Daily  
Very often  
Often  
Regularly

### Negative

Rarely/  
sporadically  
Never

*\*Negatively worded question*

### Negative

Daily  
Very often  
Often  
Regularly

### Positive

Rarely/  
sporadically  
Never

Question

Response scale %

vs  
2019

vs Qld  
public  
sector

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

Showed appreciation of you and your work

77%

23%

+3

+7

Made you feel included

87%

13%

+1

+6

Was polite and courteous with you

96%

4%

0

+3

Made you feel ignored\*

93%

7%

+1

+4

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

95%

5%

+2

+4

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

97%

3%

+1

+3

Acted in an aggressive or intimidating manner towards you\*

98%

2%

0

+2

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

98%

2%

+1

+3

*\* indicates a negatively worded question*

# 11 Civility

## Purpose

This section is focused on exploring workplace behavior.

The % positive score is benchmarked against the Queensland public sector and the 2019 score.

## Key

### Positive Negative

Daily	Rarely/ sporadically
Very often	Never
Often	
Regularly	

*\*Negatively worded question*

### Negative Positive

Daily	Rarely/ sporadically
Very often	Never
Often	
Regularly	

Question

Response scale %

vs  
2019

vs Qld  
public  
sector

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

Showed appreciation of you and your work

76%

24%

+3

+6

Made you feel included

89%

11%

+3

+4

Was polite and courteous with you

97%

3%

+1

+3

Made you feel ignored\*

90%

10%

+2

+3

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

93%

7%

+3

+5

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

94%

6%

+2

+4

Acted in an aggressive or intimidating manner towards you\*

97%

3%

+1

+3

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

96%

4%

+3

+4

*\* indicates a negatively worded question*

# 12 Agency specific questions

## Purpose

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

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

## Key

Response scale:

Positive

Neutral

Negative

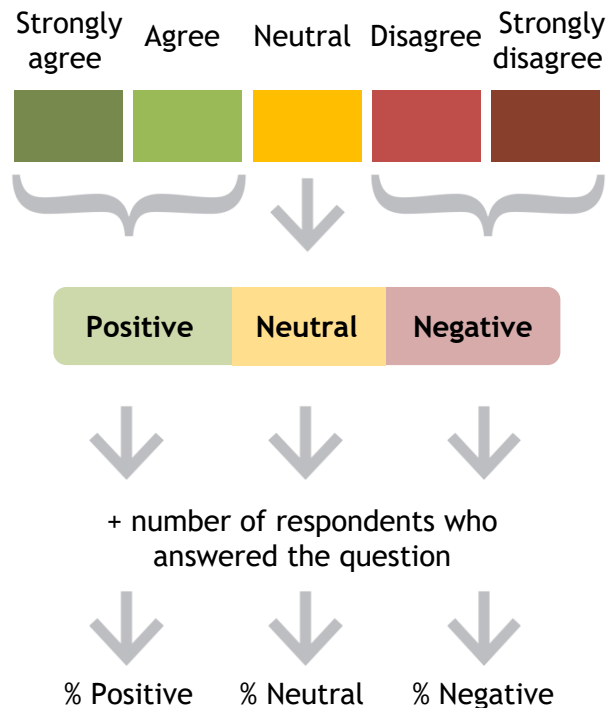
Question	Response scale %			vs 2019
DES a. I understand why a diverse and inclusive culture is important to my organisation	94%	5%	0%	+1
DES b. I am doing all I can to create an inclusive culture	91%	9%	1%	+1
DES h. I have the cultural capability to deliver services in a culturally respectful and appropriate manner	79%	18%	3%	-
DES i. I understand that partnering and working with First Nations people enables us to achieve our strategic obligations and objectives	89%	9%	2%	-
DES j. I am committed to building my cultural capability	91%	9%	1%	-
DES f. My manager takes measures to identify and control exposure to psychological risks	70%	21%	9%	+5
DES d. I am able to be my true self at work	76%	15%	9%	-4
DES c. My leadership team is committed to creating an inclusive culture	79%	17%	4%	+2
DES g. I am supported and encouraged to complete the learning and development activities identified in my performance and development plan	67%	22%	11%	+1
DES e. My manager takes measures to identify and control exposure to physical risks	84%	13%	2%	+3

# 13 How to interpret this report

## % Positive, neutral and negative scores

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

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



## Negatively worded questions

### What are negatively worded questions?

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

### How are the negatively worded responses scored?

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

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

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

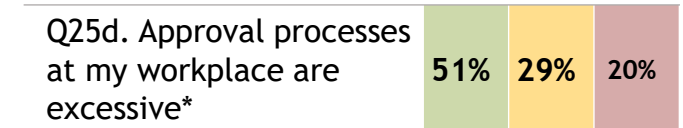
## EXAMPLE

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

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

OR

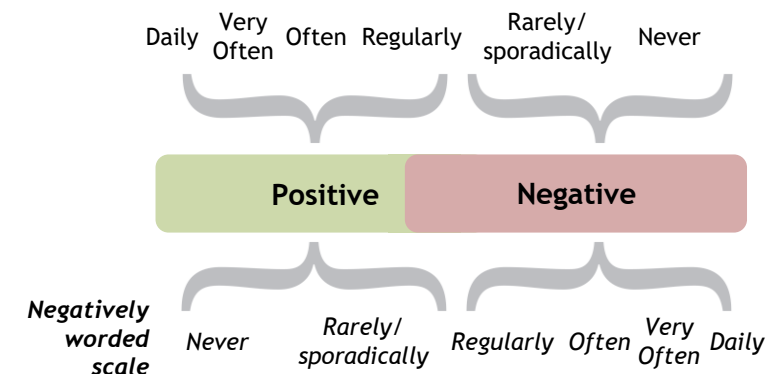
**51% felt that the "Approval processes at their work are not excessive"**



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

## Interpreting the six point scale

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



# 13 How to interpret this report

## Rounding

Results are rounded to whole numbers.  
Percentages may therefore not add up to 100%.

## Factor scores

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

## Workplace climate index scores

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

## Number of respondents

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

## % Change and division comparisons

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

- the 2019 and 2020 % positive scores, or
- the 2020 agency and Qld public sector % scores.

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

## Definitions

The following definitions were used in the survey:

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

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