

Highlights Report - Queensland public sector

Purpose

This Highlights Report presents key results from the 2022 Working for Queensland survey, conducted from 5 September to 5 October 2022.

Results reflect the views of respondents from Queensland public sector.

Reporting framework

In 2022 the Working for Queensland survey transitioned to the job-demand resources model of engagement.

The Working for Queensland survey remains focused on employee engagement, with the job-demand resources model providing a more sophisticated way of understanding the relationship between the various elements of the survey.

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 relationship between resources and demands, and improving that relationship, employee engagement will be increased leading to better work outcomes.

Survey changes

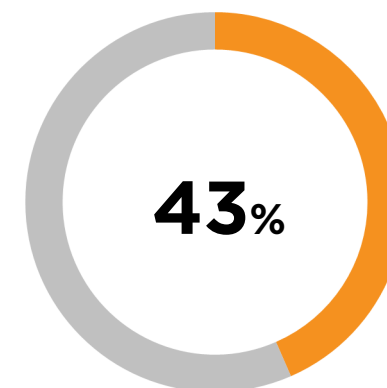
With the introduction of the job-demand resources model as the conceptual model underpinning employee engagement research across Queensland Government, it became necessary to also review the survey content itself. Early in 2022, the survey was extensively reviewed in consultation with content experts and employees with lived experience working cross the sector. Many of the questions in the 2022 survey are new, while some questions have remained the same but the scale has changed. These changes to the survey content have impacted the way respondents complete the survey and, therefore, the ability to trend the data over time.

There is no trend data provided in the 2022 Working for Queensland reports as the data is not comparable to previous years. Comparing the data to the published reports of previous years is not advisable.

Content

1. Resources Summary
2. Employee Engagement
3. Resources
4. Demands
5. Outcomes
6. Diversity Experience: Aboriginal and Torres Strait Islander
7. Diversity Experience: Australian South Sea Islander
8. Diversity Experience: Living with Disability
9. Diversity Experience: Gendered Experience
10. Diversity Experience: LGBTIQ+
11. Flexible Work
12. Domestic and Family Violence
13. Code of Conduct: Bullying, Sexual Harassment and Workplace Violence and Aggression
14. Code of Conduct: Racism and Discrimination

Returned surveys:
85,853



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	Building My Future
Autonomy	71%	My Workgroup Effectiveness 81%	Performance Management 55%	My Obligations 88%	Performance Discussions 36%
Clarity	80%	Workgroup Respect and Psychological Safety 78%	Fair and Equitable Treatment 56%	My Confidence Discussing Wellbeing with My Manager 63%	Professional Development 30%
Task Identity	69%	My Manager and Workgroup Performance 73%	Promotion Process 43%	In My Workgroup 36%	
Task Significance	81%	My Manager and Respectful Relationships 77%	Backfilling Process 40%	Leadership 62%	
Task Variety	75%	My Manager Honesty and integrity 80%	Recruitment Process 46%	My Organisation Values My Wellbeing 58%	
Human Rights and My Job	77%			Cultural Safety 64%	

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.

Leadership	Code of Conduct	Flexible Work	Equitable Treatment	
Senior Managers 52%	Integrity 74%	Flexibility I Need 74%	Gender 68%	Cultural Background 69%
Executive Group 46%		Work Together to make Flexibility Work 64%	Age 67%	Disability 58%
		Free to use Flexibility 55%	Aboriginal and/or Torres Strait Islander People 68%	Sexual Orientation 70%
			Australian South Sea Islander People 67%	

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

57%

RESPONSE SCALE

% POSITIVE

Q35j. I would recommend my organisation as a great place to work

59

23

18

59%

Q35k. I am proud to tell others I work for my organisation

66

22

12

66%

Q35l. I feel strong personal attachment to my organisation

54

28

18

54%

Q35m. My organisation motivates me to help it achieve its objectives

53

28

19

53%

Q35n. My organisation inspires me to do the best in my job

54

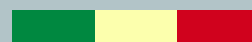
27

19

54%

KEY

Positive Neutral Negative



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.

YOUR JOB: AUTONOMY

71%

RESPONSE SCALE

% POSITIVE

Q19c. I have the authority necessary to do my job effectively

74

14

12

74%

Q19f. I have choice in deciding how I carry out day-to-day work tasks

72

15

13

72%

Q19g. I am encouraged to take part in decisions that affect my job, where appropriate

66

17

17

66%

YOUR JOB: CLARITY

80%

RESPONSE SCALE

% POSITIVE

Q19a. I understand what is expected of me to do well in my job

88

6

5

88%

Q19b. I get the information I need to do my job well

74

14

12

74%

YOUR JOB: TASK SIGNIFICANCE

81%

RESPONSE SCALE

% POSITIVE

Q19h. I understand how my work contributes to my organisation's strategic objectives

81

11

7

81%

KEY

Positive Neutral Negative



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.

YOUR JOB: TASK IDENTITY

69%

RESPONSE SCALE

% POSITIVE

Q19d. My job gives me a feeling of accomplishment

69

17

14

69%

YOUR JOB: TASK VARIETY

75%

RESPONSE SCALE

% POSITIVE

Q19e. My job gives me the opportunity to utilise my skills and knowledge

75

13

12

75%

YOUR JOB: HUMAN RIGHTS AND MY JOB

77%

RESPONSE SCALE

% POSITIVE

Q19i. I understand how the *Human Rights Act 2019* applies to my work

77

16

8

77%

KEY

Positive Neutral Negative



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.

SOCIAL SUPPORT: MY WORKGROUP EFFECTIVENESS

81%

RESPONSE SCALE

% POSITIVE

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

85

9 6

85%

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

77

12 11

77%

Q20c. In my workgroup, we share learnings

81

11 8

81%

SOCIAL SUPPORT: WORKGROUP RESPECT AND PSYCHOLOGICAL SAFETY

78%

RESPONSE SCALE

% POSITIVE

Q20d. In my workgroup, we treat each other respectfully

82

10 8

82%

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

78

11 11

78%

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

75

15 11

75%

KEY

Positive Neutral Negative



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.

SOCIAL SUPPORT: MY MANAGER AND WORKGROUP PERFORMANCE

73%

RESPONSE SCALE

% POSITIVE

Q21b. My manager/supervisor encourages discussion on ways to improve workgroup performance	75	13	12	75%
Q21c. My manager/supervisor clearly communicates performance expectations	71	16	13	71%
Q21h. My manager/supervisor shows appreciation for my contribution to our work objectives	74	13	13	74%

SOCIAL SUPPORT: MY MANAGER AND RESPECTFUL RELATIONSHIPS

77%

RESPONSE SCALE

% POSITIVE

Q21a. My manager/supervisor treats people in our work environment respectfully	82	9	9	82%
Q21e. My manager/supervisor listens to what I have to say	78	12	10	78%
Q21f. I feel comfortable discussing my work challenges with my manager/supervisor	75	12	14	75%
Q21g. I can rely on my manager/supervisor to help me work through work challenges	72	14	14	72%

KEY

Positive Neutral Negative



RESOURCES

Resources

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

(a) be functional in achieving work goals;

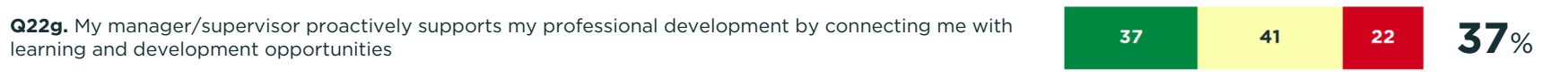
(b) reduce job demands and the associated physiological and psychological costs;

(c) stimulate personal growth and development.

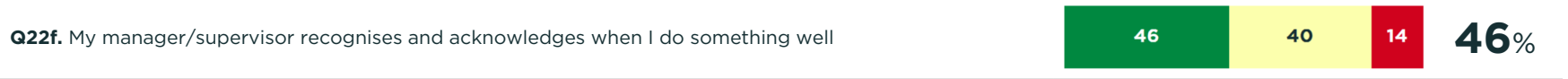
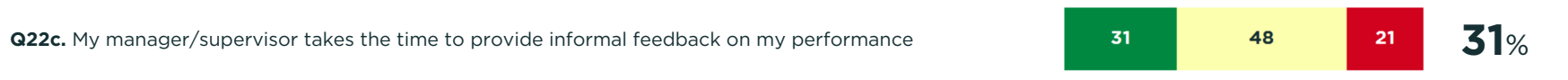
SOCIAL SUPPORT: MY MANAGER HONESTY AND INTEGRITY	80%	RESPONSE SCALE	% POSITIVE
---	------------	-----------------------	-------------------



BUILDING YOUR FUTURE: PROFESSIONAL DEVELOPMENT	30%	RESPONSE SCALE	% POSITIVE
---	------------	-----------------------	-------------------



BUILDING YOUR FUTURE: PERFORMANCE DISCUSSIONS	36%	RESPONSE SCALE	% POSITIVE
--	------------	-----------------------	-------------------



KEY

Positive Neutral Negative



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.

KEEPING YOU WELL: MY OBLIGATIONS 88% RESPONSE SCALE % POSITIVE



KEEPING YOU WELL: MY CONFIDENCE DISCUSSING WELLBEING WITH MY MANAGER 63% RESPONSE SCALE % POSITIVE



KEEPING YOU WELL: IN MY WORKGROUP 36% RESPONSE SCALE % POSITIVE



KEY

Positive Neutral Negative



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.

KEEPING YOU WELL: LEADERSHIP

62%

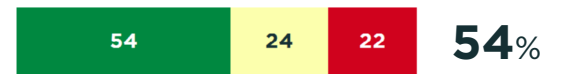
RESPONSE SCALE

% POSITIVE

Q25h. My manager/supervisor proactively encourages people to speak up if they feel something could be a risk to their health, safety, or wellbeing



Q25i. In my workplace senior management acts quickly to correct problems/issues that affect employees' health, safety, or wellbeing



KEEPING YOU WELL: MY ORGANISATION VALUES MY WELLBEING

58%

RESPONSE SCALE

% POSITIVE

Q25k. I feel that my organisation considers the wellbeing of employees to be important



KEEPING YOU WELL: CULTURAL SAFETY

64%

RESPONSE SCALE

% POSITIVE

Q25e. My workgroup cares about the cultural safety of Aboriginal and Torres Strait Islander colleagues



Q25j. I feel that my manager/supervisor takes responsibility for ensuring the cultural safety of Aboriginal and Torres Strait Islander employees



Q25i. I feel that my organisation provides a culturally safe work environment for Aboriginal and Torres Strait Islander employees



KEY

Positive Neutral Negative



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.

LEADERSHIP: SENIOR MANAGERS

52%

RESPONSE SCALE

% POSITIVE

Q23a. Senior managers provide clear direction for the future of the organisation



50%

Q23b. Senior managers model the values/principles of my organisation



56%

Q23c. Senior managers keep employees informed about what's going on



52%

Q23d. Senior managers create an environment where employees feel heard



46%

Q23e. Senior managers demonstrate honesty and integrity



57%

KEY

Positive Neutral Negative



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.

LEADERSHIP: EXECUTIVE GROUP

46%

RESPONSE SCALE

% POSITIVE

Q24a. The Executive Group communicates a clear direction for the future of the organisation

49

31

20

49%

Q24b. The Executive Group model the values/principles of my organisation

48

34

18

48%

Q24c. The Executive Group keeps employees informed about what's going on

48

30

22

48%

Q24d. The Executive Group creates an environment where employees feel heard

38

34

28

38%

Q24e. The Executive Group acts with a high level of integrity

47

37

17

47%

FAIR AND EQUITABLE TREATMENT: FAIR AND EQUITABLE TREATMENT

56%

RESPONSE SCALE

% POSITIVE

Q27f. People are treated fairly and equitably in my workplace

56

21

23

56%

KEY

Positive Neutral Negative



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.

FAIR AND EQUITABLE TREATMENT: PROMOTION PROCESS

43%

RESPONSE SCALE

% POSITIVE

Q27c. Promotion decisions are based on clear criteria

43

30

27

43%

FAIR AND EQUITABLE TREATMENT: BACKFILLING PROCESS

40%

RESPONSE SCALE

% POSITIVE

Q27d. The process for backfilling roles is transparent

40

30

30

40%

FAIR AND EQUITABLE TREATMENT: PERFORMANCE MANAGEMENT

55%

RESPONSE SCALE

% POSITIVE

Q27a. Performance is assessed fairly

52

26

22

52%

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

57

24

19

57%

KEY

Positive Neutral Negative



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.

FAIR AND EQUITABLE TREATMENT: RECRUITMENT PROCESS

46%

RESPONSE SCALE

% POSITIVE

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

46

29

25

46%

EQUITABLE TREATMENT: GENDER

68%

RESPONSE SCALE

% POSITIVE

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

61

21

17

61%

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

74

17

9

74%

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

71

21

8

71%

Q27k. Being gender diverse is not a barrier to success in my organisation

65

30

5

65%

EQUITABLE TREATMENT: AGE

67%

RESPONSE SCALE

% POSITIVE

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

67

21

12

67%

KEY

Positive Neutral Negative



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.

EQUITABLE TREATMENT: ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLE

68%

RESPONSE SCALE

% POSITIVE

Q27l. Being an Aboriginal and/or Torres Strait Islander person is not a barrier to success in my organisation

68

28

4

68%

EQUITABLE TREATMENT: AUSTRALIAN SOUTH SEA ISLANDER PEOPLE

67%

RESPONSE SCALE

% POSITIVE

Q27m. Being an Australian South Sea Islander person is not a barrier to success in my organisation

67

29

4

67%

EQUITABLE TREATMENT: CULTURAL BACKGROUND

69%

RESPONSE SCALE

% POSITIVE

Q27n. Cultural background is not a barrier to success in my organisation

69

25

7

69%

EQUITABLE TREATMENT: DISABILITY

58%

RESPONSE SCALE

% POSITIVE

Q27o. Disability is not a barrier to success in my organisation

58

31

11

58%

KEY

Positive Neutral Negative



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.

EQUITABLE TREATMENT: SEXUAL ORIENTATION

70%

RESPONSE SCALE

% POSITIVE

Q27p. Sexual orientation is not a barrier to success in my organisation



70%

FLEXIBLE WORK: FLEXIBILITY I NEED

74%

RESPONSE SCALE

% POSITIVE

Q34i. I have the flexibility I need to manage my work and non-work interests



74%

FLEXIBLE WORK: WORK TOGETHER TO MAKE FLEXIBILITY WORK

64%

RESPONSE SCALE

% POSITIVE

Q34j. In my workgroup, we discuss individual needs for flexible work arrangements, and we work together to accommodate them



64%

FLEXIBLE WORK: FREE TO USE FLEXIBILITY

55%

RESPONSE SCALE

% POSITIVE

Q34k. My commitment to this organisation would be questioned if I chose to use flexible work options



55%

KEY

Positive Neutral Negative



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

74%

RESPONSE SCALE

% POSITIVE

Statement	Positive	Neutral	Negative	% Positive
Q36a. Discussions about appropriate and ethical behaviour are common in my workplace	60	25	15	60%
Q36b. I am confident in my understanding of what ethical behaviour means within my workplace	92	6	2	92%
Q36c. I am confident I would know how to report unethical behaviour if I became aware of it	86	9	5	86%
Q36d. I feel confident that if I reported unethical behaviour in my workplace, it would be appropriately managed	59	21	20	59%

KEY

Positive Neutral Negative



DEMANDS

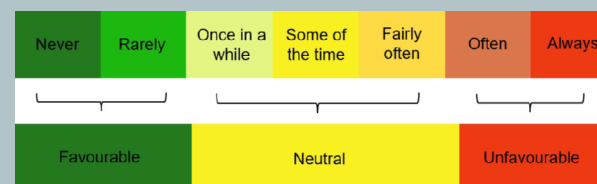
Demands

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

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

	RESPONSE SCALE							% FAVOURABLE	% NEUTRAL	% UNFAVOURABLE
Q26a. I need to work long hours to meet performance expectations	13	18	16	20	9	14	10	31%	46%	24%
Q26b. I am given unachievable deadlines	21	27	14	16	7	10	6	48%	37%	15%
Q26c. My work is emotionally demanding	6	12	14	24	14	19	11	18%	52%	30%
Q26d. My work is physically demanding	21	28	13	17	8	9	5	48%	38%	13%
Q26e. I am overloaded with work	7	15	19	24	13	13	9	22%	56%	22%
Q26f. I feel burned out by my work	11	20	18	21	10	12	9	30%	48%	21%
Q26g. My work leaves me feeling emotionally exhausted	10	19	18	20	11	14	9	30%	48%	22%
Q26h. My work leaves me feeling physically exhausted	18	25	16	17	8	9	6	44%	42%	14%

KEY



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 the Queensland Public Sector.

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

CONNECTION WITH WORK **47%** RESPONSE SCALE

	RESPONSE SCALE							% FAVOURABLE	% NEUTRAL	% UNFAVOURABLE
--	----------------	--	--	--	--	--	--	--------------	-----------	----------------

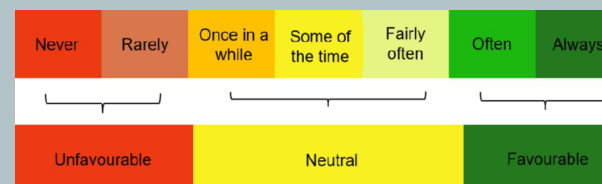
Q35a. I feel energised by my work	4	11	10	25	20	22	7	29%	56%	15%
Q35b. My job inspires me to do my best	6	7	16	21	29	18		47%	44%	9%
Q35c. I am proud of the work that I do	4	10	18	34	30			64%	32%	4%

CONTINUOUS IMPROVEMENT **62%** RESPONSE SCALE

	RESPONSE SCALE							% FAVOURABLE	% NEUTRAL	% UNFAVOURABLE
--	----------------	--	--	--	--	--	--	--------------	-----------	----------------

Q35d. I proactively seek new and better ways of doing my job		12	21	35	27			61%	36%	3%
Q35e. I help co-workers learn new skills or share job knowledge	9	19	37	31				68%	30%	2%
Q35f. I help co-workers who have too much to do	14	20	35	26				61%	37%	3%
Q35g. I work with colleagues to identify better practice	13	20	35	24				59%	37%	4%

KEY



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 the Queensland Public Sector.

IMPACT	RESPONSE SCALE			% POSITIVE
Q35h. My work has a positive impact on the lives of the people of Queensland	78	17	5	78%
Q35i. My organisation has a positive impact on the lives of the people of Queensland	78	16	6	78%

KEY

Positive Neutral Negative



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 the Queensland Public Sector.

INTENTION TO LEAVE

%

Q44a. 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	9%
I want to leave my position within the next 12 months	16%
I want to stay working in my position for the next one to two years	29%
I want to stay working in my position for at least the next three years	46%

Q44b. What best describes your plans involved with leaving your current position?
(asked to those that want to leave position as soon as possible or within the next 12 months)

I am planning to retire	7%
I am applying for/have applied for new roles within my agency	33%
I am applying for/have applied for new roles in another agency	27%
I am applying for/have applied for roles in the private sector	9%
I am applying for/have applied for roles in the not-for-profit sector	1%
It is the end of my non-ongoing, casual or contracted employment	4%
Other	19%

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 the Queensland Public Sector.

INTENTION TO LEAVE

%

Q44c. What is the primary reason behind your desire to leave your current position?

There are a lack of future career opportunities in my agency	22%
I want to try a different type of work or I'm seeking a career change	15%
I am not satisfied with the work	16%
I am looking to further my skills in another area	18%
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	7%
I am expected to do more work than I reasonably can	14%
The emotional demands of my work are too high	10%
The physical demands of my work are too high	2%
I am emotionally exhausted	19%

%

Q44c. continued...

I am physically exhausted	5%
I do not have a sense of belonging to my workgroup or agency	9%
Senior leadership is of a poor quality	25%
My immediate supervisor's leadership is of a poor quality	16%
I can receive a higher salary elsewhere	8%
My current workgroup or agency lacks respect for employees	8%
I want to live elsewhere within Australia or overseas	3%
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	7%
I wish to pursue a promotion opportunity	12%
Other	13%

DIVERSITY EXPERIENCE: ABORIGINAL AND TORRES STRAIT ISLANDER

Aboriginal People and Torres Strait Islander People

In this section we explore the employment experiences of Aboriginal people and/or Torres Strait Islander people. 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
Q28e. My colleagues invite me to share my perspective as an Aboriginal and/or Torres Strait Islander person when carrying out work	46	32	23	46%
Q28f. My colleagues actively embed the perspectives of Aboriginal peoples and Torres Strait Islander peoples in their work	44	34	22	44%
Q28g. I feel comfortable sharing my perspective as an Aboriginal person	57	25	18	57%
Q28h. I feel comfortable sharing my perspective as a Torres Strait Islander person	69	21	9	69%
Q28i. I feel comfortable sharing my perspective as an Aboriginal and Torres Strait Islander person	57	28	14	57%
Q28m. As an Aboriginal person, I feel culturally safe at work	63	25	13	63%
Q28n. As a Torres Strait Islander person, I feel culturally safe at work	68	20	12	68%
Q28o. As an Aboriginal and Torres Strait Islander person, I feel culturally safe at work	58	27	15	58%

KEY

Positive Neutral Negative



DIVERSITY EXPERIENCE: ABORIGINAL AND TORRES STRAIT ISLANDER

Aboriginal People and Torres Strait Islander People

In this section we explore the employment experiences of Aboriginal people and/or Torres Strait Islander people. 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
Q28j. I am confident asking Aboriginal and/or Torres Strait Islander peoples for their perspectives on my work	62	31	6	62%
Q28k. I am confident embedding the perspectives of Aboriginal peoples and Torres Strait Islander peoples in my work	59	34	7	59%
Q28l. I consider the way my work may impact Aboriginal and Torres Strait Islander peoples	64	31	5	64%

KEY

Positive Neutral Negative



DIVERSITY EXPERIENCE: AUSTRALIAN SOUTH SEA ISLANDER

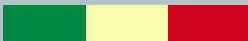
Australian South Sea Islanders

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 AUSTRALIAN SOUTH SEA ISLANDER PEOPLE ONLY	RESPONSE SCALE			% POSITIVE
Q29c. As an Australian South Sea Islander person, I feel culturally safe at work	59	28	13	59%

KEY

Positive Neutral Negative



DIVERSITY EXPERIENCE: LIVING WITH DISABILITY

Living with 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, usually resulting from accidents, illness or genetic disorders.

ASKED OF PEOPLE LIVING WITH DISABILITY ONLY

%

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

Yes	48%
No	38%
Prefer not to say	14%

Q30d. When did you have this conversation?

When I was invited for the interview	9%
During the interview process	12%
After being offered the job	10%
After I had commenced work	89%

DIVERSITY EXPERIENCE: LIVING WITH DISABILITY

Living with 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, usually resulting from accidents, illness or genetic disorders.

ASKED OF PEOPLE LIVING WITH DISABILITY ONLY

%

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	4%
Yes, I have a flexible workplace agreement - can include, but is not limited to, compressed work hours, telecommuting, flexible working hours	15%
Yes, I have an informal adjustment agreement - normally a conversation between myself and my supervisor agreeing to adjustments	10%
No, I did not realise I could request workplace adjustment to accommodate my disability	10%
No, I have not requested a workplace adjustment	28%
No, I have not disclosed my disability in my workplace	23%
I requested an adjustment, but it was not available/supported	3%
Other	6%

DIVERSITY EXPERIENCE: LIVING WITH DISABILITY

Living with 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, usually resulting from accidents, illness or genetic disorders.

ASKED OF PEOPLE LIVING WITH DISABILITY ONLY	RESPONSE SCALE			% POSITIVE
Q30k. I feel safe and respected at work	66	16	18	66%

KEY

Positive Neutral Negative



DIVERSITY EXPERIENCE: LIVING WITH DISABILITY

Recruitment process within the Queensland Public Sector for people living with disability

	%
Q30f. In the past 12 months, have you been an applicant in a recruitment process for a position with the Queensland Public sector?	
Yes	44%
No	56%
Q30g. Did you find this recruitment process to be accessible and inclusive?	
Yes	83%
No	17%
Q30h. Were you asked about accessibility, adjustments and support requirements during the recruitment process?	
Yes, at first communication e.g. invitation for interview	10%
Yes, prior to the interview/assessment	6%
Yes, at the interview/assessment	5%
No, I had chosen not to disclose my disability	35%
No, not at all	31%
No, I had to ask about reasonable adjustments	2%
I don't recall	20%

DIVERSITY EXPERIENCE: LIVING WITH DISABILITY

Recruitment process within the Queensland Public Sector for people living with disability

	%
Q30i. Do you feel confident applying for new and different job opportunities within your organisation?	
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	46%
Yes, I feel confident that other areas of my organisation would accommodate my needs/adjustments	19%
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	9%
No, I feel that the reasonable adjustments I require limits my internal career pathways	10%
Don't know	14%
Prefer not to say	8%
Q30j. Do you feel confident applying for new and different job opportunities outside of your current organisation?	
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	45%
Yes, I feel confident that other areas outside of my organisation would accommodate my needs/adjustments	18%
No, I would not feel confident working outside my organisation - I don't need any adjustments but my disability limits my opportunity	8%
No, I feel that the reasonable adjustments I require limits my external career pathways	8%
Don't know	17%
Prefer not to say	8%

DIVERSITY EXPERIENCE: GENDERED EXPERIENCE

Gendered Experience

ASKED OF ALL	RESPONSE SCALE			% POSITIVE
Q27i. Being a woman is not a barrier to success in my organisation	74	17	9	74%
Q27j. Being a man is not a barrier to success in my organisation	71	21	8	71%
Q27k. Being gender diverse is not a barrier to success in my organisation	65	30	5	65%

KEY

Positive Neutral Negative



DIVERSITY EXPERIENCE: GENDERED EXPERIENCE

Gendered Experience

ASKED OF PEOPLE WHO IDENTIFY AS GENDER DIVERSE AND/OR NON-BINARY ONLY

%

Q31d. I can achieve success in this organisation, as my authentic self

Strongly disagree

12%

Disagree

14%

Neither agree nor disagree

30%

Agree

29%

Strongly agree

15%

DIVERSITY EXPERIENCE: GENDERED EXPERIENCE

Gendered Experience

ASKED OF PEOPLE WHO IDENTIFIED AS A WOMAN ONLY	RESPONSE SCALE			% POSITIVE
Q33a. In my workplace, my professional opinions and insights are as likely to be supported as my male colleagues	72	18	9	72%
Q33b. I have the same access to career development opportunities as my male colleagues	74	17	9	74%
Q33c. I have the same opportunity for promotion as my male counterparts	72	19	9	72%
Q33d. My manager/supervisor is committed to gender equity	76	20	4	76%
Q33e. My senior manager is committed to gender equity	71	25	5	71%
Q33f. My agency's Executive Group is committed to gender equity	65	30	5	65%

KEY

Positive Neutral Negative



DIVERSITY EXPERIENCE: LGBTIQ+

LGBTIQ+

	%
Q31d. I can achieve success in this organisation, as my authentic self	
Strongly disagree	4%
Disagree	9%
Neither agree nor disagree	16%
Agree	45%
Strongly agree	26%

DIVERSITY EXPERIENCE: LGBTIQ+

LGBTIQ+

ASKED OF PEOPLE WHO IDENTIFY AS LGBTIQ+ ONLY	RESPONSE SCALE			% POSITIVE
Q31e. I feel confident that my colleagues support LGBTIQ+ workplace inclusion	73	17	11	73%
Q31f. I feel confident that my manager/supervisor supports LGBTIQ+ workplace inclusion	78	15	7	78%
Q31g. I feel confident that senior managers within my organisation support LGBTIQ+ workplace inclusion	70	23	8	70%
Q31h. I feel confident that the Executive Group within my organisation support LGBTIQ+ workplace inclusion	65	27	7	65%
Q31i. I know LGBTIQ+ Allies in my organisation that I can approach for support	60	18	22	60%
Q31j. There are LGBTIQ+ Allies in leadership roles in my organisation	51	32	17	51%
Q31k. I feel safe and respected at work	77	14	9	77%

KEY

Positive Neutral Negative



FLEXIBLE WORK

ASKED OF ALL	%
Q34a. Do you currently use any of the following flexible work options?	
Part-time work	11%
Remote working: a location other than your official place of work and other than your home e.g. distributed work centre, on-site	8%
Remote working: from home	49%
Flexible work hours (e.g., accumulated hours as 'flexitime')	42%
Flexible work hours for example start late or early to meet responsibilities external to work	29%
Self-selecting schedules	6%
Flexible shifts/scheduling	6%
Shift swapping	7%
Designing own rosters	3%
Job sharing	1%
Compressed work hours	3%

	%
Q34a. continued...	
Part-year work/annualised hours	0%
Term-time working	0%
Casual/on call	2%
Hot desks	5%
Purchased leave/extended leave/deferred salary schemes	1%
Leave at half pay	6%
Other	1%
None of the above	23%

FLEXIBLE WORK

Flexible Work Arrangements

ASKED OF ALL

%

Q34b. Have you made a request regarding flexible work arrangements in the last 12 months?

Yes, I requested one or more flexible work arrangements	46%
No, I have not requested a flexible work arrangement but I am content with my current arrangements	44%
No, I have not requested a flexible work arrangement and I would like to adjust my current arrangements	10%

Q34c. Was your request for flexible work arrangements:

Fully granted	82%
Partially granted	10%
Declined - no reason given	3%
Declined - reason provided	3%
I have not received a reply as yet	3%

FLEXIBLE WORK

Flexible Work Arrangements

ASKED OF ALL

%

Q34d. Why haven't you made a request to change your work arrangements?

I didn't feel I was entitled to make a request	25%
I felt it would limit my career progression	22%
I felt it would limit my access to training and development	11%
Flexible working is frowned upon/not supported in my workplace	28%
I was concerned that it may negatively impact my team	26%
I didn't feel confident presenting my case or negotiating arrangements with my manager	25%
I feel the technology I currently have access to does not support flexible working	5%
I don't feel confident in my manager's ability to manage staff working flexibly	11%
None of the above	33%

FLEXIBLE WORK

Flexible Work Arrangements

ASKED OF ALL

%

Q34s. Do you have the opportunity to contribute to the design of the shiftwork schedule/roster?

Yes	48%
No	52%

Q34h. 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	42%
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 OK about asking for ad hoc flexibility, although changing arrangements (e.g. work patterns) is discouraged	18%
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	11%
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	10%
There is some flexibility e.g. I can request specific shifts or swap shifts, there is some flexibility in start and finish times	9%
The only flexible work options are limited to full time vs part time	3%
No, given the nature of my work, flexible arrangements are not possible	8%

FLEXIBLE WORK

Flexible Work Arrangements

ASKED OF THOSE WHO HAVE THE OPTION OF FLEXIBLE WORKING ARRANGEMENTS ONLY

	RESPONSE SCALE			% POSITIVE
Q34i. I have the flexibility I need to manage my work and non-work interests	74	15	12	74%
Q34j. In my workgroup, we discuss individual needs for flexible work arrangements, and we work together to accommodate them	64	20	16	64%
Q34k. My commitment to this organisation would be questioned if I chose to use flexible work options	55	25	19	55%
Q34l. All employees, regardless of gender, are actively encouraged to adopt flexible working arrangements in this organisation	48	31	20	48%
Q34n. Being a part-time manager is an option in this organisation	22	48	29	22%
Q34o. It is difficult for me to adopt a flexible working arrangement because of a lack of support from my manager/supervisor	66	24	11	66%

KEY

Positive Neutral Negative



FLEXIBLE WORK

Flexible Work Arrangements

	%
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	13%
No	18%
Don't know	69%

FLEXIBLE WORK

Flexible Work Arrangements

ASKED OF PEOPLE WHO IDENTIFIED AS BEING A CARER ONLY

RESPONSE SCALE

% POSITIVE

Q34m. All employees, regardless of whether they have responsibilities as a carer, are actively encouraged to adopt flexible working arrangements in this organisation

45

34

22

45%

Q34q. My workplace provides sufficient support for me to be able to balance my work and carer responsibilities.

64

20

16

64%

KEY

Positive Neutral Negative



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

%

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

On average, I work one day per week remotely	33%
On average, I work two days per week remotely	44%
On average, I work three days per week remotely	15%
On average, I work four days per week remotely	4%
On average, I work five days per week remotely	4%

Q34f. Which of the following best describes your hybrid work arrangement?

I have a formal arrangement in place, and a specific day/s of the week scheduled to work remotely	58%
I adjust my schedule of remote work (i.e. day/s of week) depending on work activities	47%
I adjust my schedule of remote work (i.e. day/s of week) depending on responsibilities outside of work	26%
I adjust the number of days I work remotely per week depending on work activities	28%
I adjust the number of days I work remotely per week depending on responsibilities outside of work	17%

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

%

Q34g. What benefits or needs are met by coming into your employer provided workplace?

Social interaction - I like to catch up with colleagues socially	69%
Collaboration - I find it easier to collaborate face-to-face	59%
I enjoy the energy of being with people all working on similar things	47%
Preference for workspaces at least some of the time - I like to work in a formal work environment sometimes	42%
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	31%
To meet project needs and workflows	29%
My mental health is better when I spend some time in the office	30%
I am more active - getting to and from the office and throughout the day	29%
I only come into the office because I feel I must	19%
I feel like if I don't come into the office, people won't think of me for promotion	11%
I feel like if I don't come into the office, I may miss out on development opportunities	12%
Other	8%

DOMESTIC AND FAMILY VIOLENCE

Domestic and Family Violence

	%
Q42a. Are you aware of any policies in your workplace designed to support employees affected by domestic and family violence in the workplace or the community?	
Yes	84%
No	16%
Q42f. In the past 12 months, have you been in a situation where you have responded to an employee/colleague affected by domestic and family violence?	
Yes	9%
No	86%
Don't know	2%
Prefer not to say	3%

DOMESTIC AND FAMILY VIOLENCE

Domestic and Family Violence

DOMESTIC AND FAMILY VIOLENCE	RESPONSE SCALE			% POSITIVE
Q42b. I am confident that I could sensitively communicate with colleagues affected by domestic and family violence	80	16	5	80%
Q42c. If I were approached directly by a colleague affected by domestic and family violence, I am confident in my ability to provide appropriate levels of support	81	14	5	81%
Q42d. If I became aware that domestic and family violence were affecting a colleague, I am confident that I could respond appropriately	81	15	4	81%
Q42e. I am confident that I could effectively refer a colleague affected by domestic and family violence to appropriate support	83	13	4	83%

KEY

Positive Neutral Negative



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.

	%
Q38a. During the last 12 months, have you experienced any of the following in your workplace? - Workplace bullying	
Yes, but I am not experiencing it now	12%
Yes, and I am currently experiencing this behaviour	6%
No	78%
Don't know	4%

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.

	%
Q39a. Thinking about when you experienced bullying. Who were you bullied by?	
A senior manager	29%
Your immediate manager/supervisor	33%
A colleague	40%
A group of colleagues	16%
A worker that reports to you	6%
A consultant/service provider	1%
A representative of another agency	1%
A person in a Ministerial Office	1%
Other	4%
Prefer not to specify	10%

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.

	%
Q39b. What type of bullying did you experience?	
Physical behaviour (e.g. assault or aggressive body language)	8%
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	44%
Intimidation and/or threats	40%
'Initiations' or pranks	5%
Interference with your personal property or work equipment	7%
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	38%
Withholding essential information for me to do my job	31%
Being assigned meaningless tasks unrelated to my job	18%
Being given impossible assignment(s)	12%
Cyber bullying (e.g. by email)	5%
Other	28%

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.

	%
Q39c. Did you report the bullying or tell someone about the bullying?	
Submitted a formal complaint	11%
Told a colleague	36%
Told a manager	42%
Told Human Resources	10%
Told a friend or family member	32%
Told someone else	14%
Told Employee Assistance Program or peer support	7%
Told the person the behaviour was not OK	15%
I did not tell anyone about bullying	18%

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.

	%
Q39d. You indicated that you have not formally reported your experience of bullying. What is preventing you from reporting this experience?	
I did not want to upset relationships in the workplace	36%
I did not have enough evidence	16%
It could affect my career	38%
I did not think any action would be taken	54%
The matter was resolved informally	11%
I did not think the bullying was serious enough	12%
Managers accepted the behaviour	36%
I did not think it was worth the hassle of going through the report process	31%
I did not know how to report it	4%
Other	13%

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.

	%
Q38b. During the last 12 months, have you experienced any of the following in your workplace? - Workplace violence and aggression	
Yes	13%
No	85%
Don't know	2%

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.

	%
Q40a. Thinking about when you experienced workplace violence and aggression. Who was the aggressor?	
A client/customer	31%
Patient	36%
Visitor	13%
A member of the public	18%
Other	35%
Prefer not to specify	6%

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.

	%
Q40b. What type of workplace violence or aggression did you experience?	
Angry or hostile behaviour	87%
Antagonism and jeering	25%
Intimidation and insults	56%
Shouting and swearing	68%
Verbal threats	49%
Someone encroaching on your personal space	34%
Banging, kicking or hitting items	32%
Biting, spitting, scratching	18%
Throwing objects	23%
Pushing, shoving, tripping or grabbing	16%
Physical assault (e.g. punching or kicking)	16%
Armed robbery	0%
Attacked with any type of weapon	3%
Other	7%

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).

	%
Q38c. During the last 12 months, have you experienced any of the following in your workplace? - Sexual harassment	
Yes, but I am not experiencing it now	2%
Yes, and I am currently experiencing this behaviour	0%
No	96%
Don't know	1%

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).

	%
Q41a. Thinking about when you experienced sexual harassment. Who were you sexually harassed by?	
A senior manager	14%
Your immediate manager/supervisor	12%
A colleague	43%
A group of colleagues	9%
A worker that reports to you	2%
A client/customer	26%
A member of the public	12%
A consultant/service provider	1%
A representative of another agency	2%
A person in a Ministerial Office	0%
Other	5%
Prefer not to specify	10%

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).

	%
Q41b. What type of sexual harassment did you experience?	
Sexually suggestive comments or jokes that made me feel offended (in either a group or one-on-one situation)	73%
Intrusive questions about my private life or comments about my physical appearance	53%
Unwelcome touching, hugging, cornering or kissing	29%
Inappropriate physical contact (including momentary or brief physical contact)	29%
Repeated or inappropriate invitations to go out on dates	12%
Sexual gestures, indecent exposure or inappropriate display of the body	15%
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	8%
Sexually explicit email or SMS message	5%
Request or pressure for sex or other sexual act	6%
Sexually explicit pictures, posters or gifts that made me feel offended	3%
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc.)	3%
Inappropriate staring or leering that made me feel intimidated	23%
The workplace is sexually hostile including discussions or jokes that are of a sexual nature or the display of obscene or pornographic materials	10%
Any other unwelcome conduct of a sexual nature	17%

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).

	%
Q41c. Did you tell anyone about the sexual harassment?	
Submitted a formal complaint	11%
Told a colleague	38%
Told a manager	26%
Told Human Resources	5%
Told a friend or family member	27%
Told someone else	11%
Told Employee Assistance Program or peer support	3%
Told the person the behaviour was not OK	24%
I did not tell anyone about the sexual harassment	25%

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.

	%
Q37a. In the last 12 months, have you experienced racism?	
Yes	6%
No	94%
Q37g_1. Thinking about when you experienced racism. Who was the source of this experience?	
A senior manager	17%
Your immediate manager/supervisor	15%
A colleague	35%
A group of colleagues	19%
A worker that reports to you	4%
A client/customer	33%
A member of the public	32%
A consultant/service provider	3%
A representative of another agency	4%
A person in a Ministerial Office	1%
Other	7%
Prefer not to specify	11%

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.

	%
Q37h_1. Did you report the racism or tell someone about your experience?	
Submitted a formal complaint	6%
Told a colleague	25%
Told a manager	20%
Told Human Resources	4%
Told a friend or family member	21%
Told someone else	10%
Told Employee Assistance Program or peer support	3%
Told the person the behaviour was not OK	23%
I did not tell anyone about the racism or discrimination	37%

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.

	%
Q37i_1. You indicated that you have not formally reported your experience of racism. What is preventing you from reporting this experience?	
I did not want to upset relationships in the workplace	26%
I did not have enough evidence	16%
It could affect my career	25%
I did not think any action would be taken	42%
The matter was resolved informally	12%
I did not think the racism or discrimination was serious enough	17%
Managers accepted the behaviour	19%
I did not think it was worth the hassle of going through the report process	32%
I did not know how to report it	5%
Other	16%

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.

	%
Q37b. In the last 12 months, have you experienced discrimination because of your disability ?	
Yes	2%
No	98%
Q37g_2. Thinking about when you experienced discrimination because of your disability. Who was the source of this experience?	
A senior manager	39%
Your immediate manager/supervisor	41%
A colleague	31%
A group of colleagues	22%
A worker that reports to you	3%
A client/customer	5%
A member of the public	6%
A consultant/service provider	2%
A representative of another agency	2%
A person in a Ministerial Office	1%
Other	6%
Prefer not to specify	16%

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.

	%
Q37h_2. Did you report the discrimination because of your disability or tell someone about your experience?	
Submitted a formal complaint	8%
Told a colleague	22%
Told a manager	22%
Told Human Resources	11%
Told a friend or family member	30%
Told someone else	13%
Told Employee Assistance Program or peer support	10%
Told the person the behaviour was not OK	12%
I did not tell anyone about the discrimination	37%

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.

	%
Q37i_2. You indicated that you have not formally reported your experience of discrimination because of your disability. What is preventing you from reporting this experience?	
I did not want to upset relationships in the workplace	38%
I did not have enough evidence	20%
It could affect my career	48%
I did not think any action would be taken	55%
The matter was resolved informally	5%
I did not think the discrimination was serious enough	14%
Managers accepted the behaviour	31%
I did not think it was worth the hassle of going through the report process	35%
I did not know how to report it	7%
Other	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.

	%
Q37c. In the last 12 months, have you experienced discrimination because of your sexual orientation ?	
Yes	2%
No	98%
Q37g_3. Thinking about when you experienced discrimination because of your sexual orientation. Who was the source of this experience?	
A senior manager	27%
Your immediate manager/supervisor	19%
A colleague	36%
A group of colleagues	21%
A worker that reports to you	4%
A client/customer	16%
A member of the public	18%
A consultant/service provider	3%
A representative of another agency	3%
A person in a Ministerial Office	2%
Other	8%
Prefer not to specify	16%

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.

	%
Q37h_3. Did you report the discrimination because of your sexual orientation or tell someone about your experience?	
Submitted a formal complaint	6%
Told a colleague	22%
Told a manager	15%
Told Human Resources	5%
Told a friend or family member	24%
Told someone else	12%
Told Employee Assistance Program or peer support	5%
Told the person the behaviour was not OK	15%
I did not tell anyone about the discrimination	45%

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.

	%
Q37i_3. 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?	
I did not want to upset relationships in the workplace	30%
I did not have enough evidence	16%
It could affect my career	36%
I did not think any action would be taken	47%
The matter was resolved informally	9%
I did not think the discrimination was serious enough	14%
Managers accepted the behaviour	28%
I did not think it was worth the hassle of going through the report process	30%
I did not know how to report it	4%
Other	15%

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.

	%
Q37d. In the last 12 months, have you experienced discrimination because of your gender ?	
Yes	7%
No	93%
Q37g_4. Thinking about when you experienced discrimination because of your gender. Who was the source of this experience?	
A senior manager	35%
Your immediate manager/supervisor	22%
A colleague	29%
A group of colleagues	16%
A worker that reports to you	4%
A client/customer	16%
A member of the public	16%
A consultant/service provider	3%
A representative of another agency	3%
A person in a Ministerial Office	1%
Other	7%
Prefer not to specify	15%

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.

	%
Q37h_4. Did you report the discrimination because of your gender or tell someone about your experience?	
Submitted a formal complaint	4%
Told a colleague	26%
Told a manager	17%
Told Human Resources	4%
Told a friend or family member	26%
Told someone else	10%
Told Employee Assistance Program or peer support	3%
Told the person the behaviour was not OK	12%
I did not tell anyone about the discrimination	41%

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.

	%
Q37i_4. You indicated that you have not formally reported your experience of discrimination because of your gender. What is preventing you from reporting this experience?	
I did not want to upset relationships in the workplace	30%
I did not have enough evidence	18%
It could affect my career	38%
I did not think any action would be taken	50%
The matter was resolved informally	7%
I did not think the discrimination was serious enough	19%
Managers accepted the behaviour	28%
I did not think it was worth the hassle of going through the report process	34%
I did not know how to report it	5%
Other	12%

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.

	%
Q37e. In the last 12 months, have you experienced discrimination because of your age ?	
Yes	7%
No	93%
Q37g_5. Thinking about when you experienced discrimination because of your age. Who was the source of this experience?	
A senior manager	30%
Your immediate manager/supervisor	23%
A colleague	32%
A group of colleagues	19%
A worker that reports to you	4%
A client/customer	13%
A member of the public	12%
A consultant/service provider	2%
A representative of another agency	2%
A person in a Ministerial Office	1%
Other	6%
Prefer not to specify	16%

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.

	%
Q37h_5. Did you report the discrimination because of your age or tell someone about your experience?	
Submitted a formal complaint	2%
Told a colleague	21%
Told a manager	12%
Told Human Resources	3%
Told a friend or family member	25%
Told someone else	9%
Told Employee Assistance Program or peer support	3%
Told the person the behaviour was not OK	9%
I did not tell anyone about the discrimination	49%

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.

	%
Q37i_5. You indicated that you have not formally reported your experience of discrimination because of your age. What is preventing you from reporting this experience?	
I did not want to upset relationships in the workplace	32%
I did not have enough evidence	20%
It could affect my career	31%
I did not think any action would be taken	45%
The matter was resolved informally	7%
I did not think the discrimination was serious enough	22%
Managers accepted the behaviour	22%
I did not think it was worth the hassle of going through the report process	36%
I did not know how to report it	5%
Other	9%

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.

	%
Q37f. In the last 12 months, have you experienced discrimination because of your cultural background ?	
Yes	4%
No	96%
Q37g_6. Thinking about when you experienced discrimination because of your cultural background. Who was the source of this experience?	
A senior manager	21%
Your immediate manager/supervisor	18%
A colleague	30%
A group of colleagues	19%
A worker that reports to you	3%
A client/customer	20%
A member of the public	18%
A consultant/service provider	2%
A representative of another agency	3%
A person in a Ministerial Office	1%
Other	8%
Prefer not to specify	17%

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.

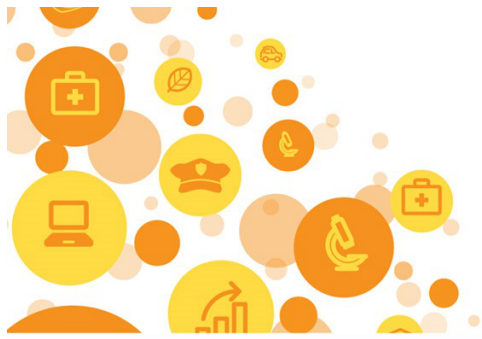
	%
Q37h_6. Did you report the discrimination because of your cultural background or tell someone about your experience?	
Submitted a formal complaint	5%
Told a colleague	23%
Told a manager	17%
Told Human Resources	4%
Told a friend or family member	26%
Told someone else	12%
Told Employee Assistance Program or peer support	4%
Told the person the behaviour was not OK	12%
I did not tell anyone about the discrimination	40%

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.

	%
Q37i_6. 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?	
I did not want to upset relationships in the workplace	29%
I did not have enough evidence	16%
It could affect my career	28%
I did not think any action would be taken	41%
The matter was resolved informally	8%
I did not think the discrimination was serious enough	14%
Managers accepted the behaviour	19%
I did not think it was worth the hassle of going through the report process	32%
I did not know how to report it	5%
Other	15%



Working for Queensland *survey*

