



## 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.

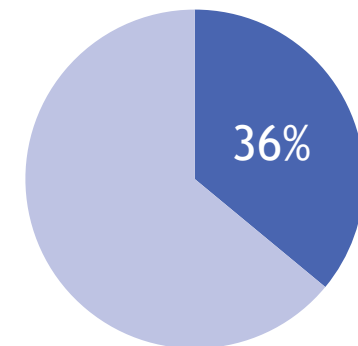
### Content

- 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:

# 1,097

Response Rate:



**Queensland  
Government**

# 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	62%	26%	12%	-4	+2
Job empowerment	75%	16%	9%	0	+2
Workload and health*	41%	31%	28%	+1	+2
Learning and development	60%	24%	16%	-2	+5
My workgroup	73%	17%	10%	0	-4
My manager	68%	17%	14%	-3	-5
Organisational leadership	51%	29%	20%	-4	-1
Organisational fairness	43%	28%	29%	-4	0
Anti-discrimination	71%	23%	6%	-1	+5
Innovation	62%	24%	14%	-1	+2

\* % 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	Mackay Hospital and Health Service	Chief Executive Team	Corporate Services Portfolio	Medical Services Portfolio (Clinical Governance and Patient Safety Staff Only)	Mental Health Public Health and Rural Services Portfolio	Nursing Midwifery Portfolio (Nurse Education MBH K Block Only)	Operations Portfolio - Most clinical roles in MBH, incl nurses and OO staff	People Portfolio (HR Staff Only)	Research and Innovation Portfolio	Strategy Governance and Engagement
Responses	1,097	-	86	35	263	55	590	25	19	14
Agency engagement	62%	-	60%	66%	58%	58%	66%	43%	52%	51%
Anti-discrimination	71%	-	63%	76%	70%	74%	73%	77%	62%	66%
Innovation	62%	-	65%	70%	59%	66%	63%	48%	70%	64%
Job empowerment	75%	-	82%	76%	73%	79%	75%	59%	79%	76%
Learning and development	60%	-	51%	72%	59%	58%	63%	39%	56%	58%
My manager	68%	-	67%	70%	66%	69%	70%	57%	66%	72%
My workgroup	73%	-	74%	81%	70%	65%	75%	68%	65%	80%
Organisational fairness	43%	-	33%	57%	42%	41%	46%	37%	25%	37%
Organisational leadership	51%	-	41%	54%	48%	49%	55%	47%	29%	52%
Workload and health*	41%	-	42%	46%	37%	30%	43%	40%	49%	31%

\* % 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	66%	22%	12%	-3	+4
Q33b. I am proud to tell others I work for my organisation	70%	22%	8%	-3	+3
Q33c. I feel strong personal attachment to my organisation	60%	27%	13%	-2	+1
Q33d. My organisation motivates me to help it achieve its objectives	56%	31%	13%	-5	+2
Q33e. My organisation inspires me to do the best in my job	58%	30%	13%	-5	+3
<b>Job empowerment</b>					
Q22a. I have a choice in deciding how I do my work	68%	20%	12%	-1	0
Q22b. I have the tools I need to do my job effectively	73%	17%	11%	+1	0
Q22c. I get the information I need to do my job well	72%	17%	11%	-1	+2
Q22d. I have the authority necessary to do my job effectively	72%	18%	10%	-3	+1
Q22e. My job gives me opportunities to utilise my skills	81%	11%	8%	0	+5
Q34b. Your ability to work on your own initiative	85%	11%	4%	+1	+2

## 03 Factors by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>Workload and health*</b>					
Q23a. I am overloaded with work*	32%	33%	35%	+2	+1
Q23b. I feel burned out by my work*	42%	29%	29%	+2	+2
Q23e. My work has a negative impact on my health*	49%	29%	22%	+1	+4

\* 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	64%	20%	16%	-2	+3
Q28e. I am able to access relevant learning and development opportunities	65%	23%	13%	0	+5
Q28f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	71%	20%	9%	0	+10
Q28g. I am satisfied with the opportunities available for career development	52%	26%	22%	-2	+5
Q31b. My organisation is committed to developing its employees	51%	29%	19%	-6	+1

## 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	68%	17%	16%	-1	-8
Q24b. I receive help and support from other people in my workgroup	81%	13%	6%	0	-3
Q24c. People in my workgroup are honest, open and transparent in their dealings	60%	23%	17%	0	-8
Q24d. People in my workgroup use their time and resources efficiently	62%	21%	17%	0	-4
Q24e. People in my workgroup treat customers with respect	86%	11%	3%	+1	0
Q24f. People in my workgroup are committed to delivering excellent service to customers	83%	13%	4%	0	0
Q24g. People in my workgroup do their jobs effectively	72%	19%	9%	0	-4
<b>My manager</b>					
Q29a. My manager treats employees with dignity and respect	76%	13%	11%	-2	-4
Q29b. My manager listens to what I have to say	74%	14%	12%	-3	-5
Q29c. My manager keeps me informed about what's going on	64%	17%	18%	-2	-7
Q29d. My manager understands my work	68%	16%	15%	-3	-7
Q29e. My manager creates a shared sense of purpose	66%	18%	15%	-3	-4
Q29f. My manager demonstrates honesty and integrity	72%	16%	12%	-2	-6
Q29g. My manager draws the best out of me	59%	25%	16%	-3	-2

## 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	51%	29%	20%	-4	-2
Q31c. Management model the behaviours expected of all employees	53%	25%	22%	-2	0
Q31d. In my organisation, the leadership operates with a high level of integrity	53%	29%	19%	-3	-2
Q31f. My organisation is well managed	47%	31%	21%	-5	-1
<b>Organisational fairness</b>					
Q25f. Performance is assessed and rewarded fairly in my workplace	39%	31%	30%	-5	+2
Q25g. I am confident that poor performance will be appropriately addressed in my workplace	42%	23%	35%	-3	+4
Q25h. People are treated fairly and consistently in my workplace	49%	25%	26%	-4	-3
Q25i. People take responsibility for their decisions and actions in my workplace	48%	28%	24%	-3	-4
Q31e. Recruitment and promotion decisions in this organisation are fair	39%	31%	30%	-5	+2

## 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	72%	20%	9%	+1	+7
Q32b. Gender is not a barrier to success in my organisation	76%	18%	6%	-2	+6
Q32c. Disability is not a barrier to success in my organisation	62%	32%	6%	-1	+4
Q32d. Cultural background is not a barrier to success in my organisation	73%	21%	6%	-1	+5
Q32e. Sexual orientation is not a barrier to success in my organisation	75%	22%	3%	-1	+4
<b>Innovation</b>					
Q27a. I get the opportunity to develop new and better ways of doing my job	61%	24%	16%	0	+2
Q27b. I am encouraged to make suggestions about improving work processes and/or services	69%	18%	13%	0	+1
Q27c. Management is willing to act on suggestions to improve how things are done	55%	25%	19%	-1	0
Q27d. My workgroup uses research and expertise to identify better practice	61%	28%	11%	+3	+4
Q27e. My workgroup always tries to improve its performance	69%	23%	8%	-3	0
Q27f. My organisation is open to new ideas	57%	27%	16%	-3	+2



# 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	55%	27%	18%	-1	-2
Effectiveness and innovation	59%	24%	17%	0	+1
People and relationships	74%	17%	10%	0	-3
Fairness and trust	60%	24%	16%	-2	+1
Performance and development	60%	24%	17%	-2	+4
Leadership and engagement	62%	23%	15%	-3	-2
My job	81%	12%	7%	-1	+3

## 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	Mackay Hospital and Health Service	Chief Executive Team	Corporate Services Portfolio	Medical Services Portfolio (Clinical Governance and Patient Safety Staff Only)	Mental Health and Rural Services Portfolio	Nursing Midwifery Portfolio (Nurse Education MBH K Block Only)	Operations Portfolio - Most clinical roles in MBH, incl nurses and OO staff	People Portfolio (HR Staff Only)	Research and Innovation Portfolio	Strategy Governance and Engagement
Responses	1,097	-	86	35	263	55	590	25	19	14
Effectiveness and innovation	59%	-	61%	64%	57%	63%	60%	46%	63%	60%
Fairness and trust	60%	-	52%	67%	58%	60%	62%	56%	49%	57%
Leadership and engagement	62%	-	58%	65%	59%	60%	65%	50%	52%	61%
My job	81%	-	86%	82%	80%	82%	81%	68%	76%	74%
People and relationships	74%	-	75%	82%	71%	66%	75%	69%	66%	82%
Performance and development	60%	-	55%	73%	59%	60%	61%	43%	55%	61%
Safety, health and wellness	55%	-	53%	62%	52%	49%	56%	51%	55%	52%

# 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*	32%	33%	35%	+2	+1
Q23b. I feel burned out by my work*	42%	29%	29%	+2	+2
Q23e. My work has a negative impact on my health*	49%	29%	22%	+1	+4
Q23f. My work contributes positively to my quality of life	52%	34%	15%	+1	+5
Q24h. People in my workgroup are committed to workplace safety	80%	15%	5%	-1	-2
Q24j. People in my workgroup work together to ensure flexible work arrangements meet both individual and business needs	64%	23%	13%	0	-5
Q25b. My workplace culture supports people to achieve a good work/life balance	61%	24%	15%	-2	-3
Q25c. There is adequate focus on workplace safety at my workplace	75%	16%	8%	-3	-2
Q29h. My manager proactively discusses flexible work arrangements with my workgroup	50%	26%	24%	-2	-8
Q31g. In my organisation, senior leaders clearly consider the wellbeing of employees to be important	50%	29%	21%	-4	-4
Q31h. The wellbeing of employees is a priority for my organisation	50%	29%	21%	-3	-3
Q31j. My commitment to this organisation would be questioned if I chose to use flexible work options*	41%	39%	20%	+1	-9
Q34e. Your work-life balance	67%	20%	13%	0	0
Q34g. Your ability to access and use flexible work arrangements	51%	35%	14%	-4	-10

\* 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	73%	17%	11%	+1	0
Q22c. I get the information I need to do my job well	72%	17%	11%	-1	+2
Q22d. I have the authority necessary to do my job effectively	72%	18%	10%	-3	+1
Q23c. I feel my job is secure	68%	18%	14%	+1	+5
Q23d. There is too much 'red tape' in my work (e.g. regulatory or administrative processes)*	24%	35%	42%	+2	+4
Q24k. People in my workgroup share diverse ideas to develop innovative solutions	67%	21%	12%	0	-1
Q25d. Approval processes at my workplace are excessive*	16%	41%	43%	0	-4
Q26a. My workplace has undergone significant change in the past 12 months	49%	34%	17%	+3	-5
Q27a. I get the opportunity to develop new and better ways of doing my job	61%	24%	16%	0	+2
Q27b. I am encouraged to make suggestions about improving work processes and/or services	69%	18%	13%	0	+1
Q27c. Management is willing to act on suggestions to improve how things are done	55%	25%	19%	-1	0
Q27d. My workgroup uses research and expertise to identify better practice	61%	28%	11%	+3	+4
Q27e. My workgroup always tries to improve its performance	69%	23%	8%	-3	0
Q27f. My organisation is open to new ideas	57%	27%	16%	-3	+2
Q34f. Your ability to 'make a difference' to the community	74%	20%	6%	-2	+8

\* 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	68%	17%	16%	-1	-8
Q24b. I receive help and support from other people in my workgroup	81%	13%	6%	0	-3
Q24c. People in my workgroup are honest, open and transparent in their dealings	60%	23%	17%	0	-8
Q24d. People in my workgroup use their time and resources efficiently	62%	21%	17%	0	-4
Q24e. People in my workgroup treat customers with respect	86%	11%	3%	+1	0
Q24f. People in my workgroup are committed to delivering excellent service to customers	83%	13%	4%	0	0
Q24g. People in my workgroup do their jobs effectively	72%	19%	9%	0	-4
Q24i. People in my workgroup work effectively with other workgroups in my organisation to deliver service to our customers	80%	15%	5%	+2	+1

## 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	71%	19%	9%	-3	-1
Q25f. Performance is assessed and rewarded fairly in my workplace	39%	31%	30%	-5	+2
Q25g. I am confident that poor performance will be appropriately addressed in my workplace	42%	23%	35%	-3	+4
Q25h. People are treated fairly and consistently in my workplace	49%	25%	26%	-4	-3
Q25i. People take responsibility for their decisions and actions in my workplace	48%	28%	24%	-3	-4
Q25j. I am able to speak up and share a different view to my colleagues and manager	68%	17%	14%	-2	-4
Q30a. My senior manager demonstrates honesty and integrity	68%	20%	12%	-1	-4
Q31e. Recruitment and promotion decisions in this organisation are fair	39%	31%	30%	-5	+2
Q31i. My responsibilities outside of work restrict my opportunities for promotion*	55%	28%	17%	+2	-4
Q32a. Age is not a barrier to success in my organisation	72%	20%	9%	+1	+7
Q32b. Gender is not a barrier to success in my organisation	76%	18%	6%	-2	+6
Q32c. Disability is not a barrier to success in my organisation	62%	32%	6%	-1	+4
Q32d. Cultural background is not a barrier to success in my organisation	73%	21%	6%	-1	+5
Q32e. Sexual orientation is not a barrier to success in my organisation	75%	22%	3%	-1	+4
Q32f. If I raised a complaint, I feel confident that it would be taken seriously	54%	25%	21%	-6	-3
Q32g. Women and men have equal access to work experiences that support career progression	71%	24%	5%	-4	+4

\* indicates a negatively worded question

## 06 Workplace climate by question

Question	Response scale %			vs 2019	vs Qld public sector
<b>Performance and development</b>					
Q28a. I receive useful feedback on my performance	58%	23%	20%	-2	+1
Q28b. My performance is assessed against clear criteria	56%	27%	17%	0	+4
Q28c. In my organisation, there are opportunities for me to develop my skills and knowledge	64%	20%	16%	-2	+3
Q28d. I am supported to pursue developmental opportunities in other workplaces	48%	31%	21%	0	+3
Q28e. I am able to access relevant learning and development opportunities	65%	23%	13%	0	+5
Q28f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	71%	20%	9%	0	+10
Q28g. I am satisfied with the opportunities available for career development	52%	26%	22%	-2	+5
Q28h. I have had productive conversations with my manager on my performance in the past 12 months	60%	19%	21%	-1	+2
Q28i. I develop new knowledge and skills through undertaking tasks at work	74%	18%	8%	-2	+2
Q31b. My organisation is committed to developing its employees	51%	29%	19%	-6	+1

## 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	76%	13%	11%	-2	-4
Q29b. My manager listens to what I have to say	74%	14%	12%	-3	-5
Q29c. My manager keeps me informed about what's going on	64%	17%	18%	-2	-7
Q29d. My manager understands my work	68%	16%	15%	-3	-7
Q29e. My manager creates a shared sense of purpose	66%	18%	15%	-3	-4
Q29f. My manager demonstrates honesty and integrity	72%	16%	12%	-2	-6
Q29g. My manager draws the best out of me	59%	25%	16%	-3	-2
Q31a. In my organisation, the leadership is of high quality	51%	29%	20%	-4	-2
Q31c. Management model the behaviours expected of all employees	53%	25%	22%	-2	0
Q31d. In my organisation, the leadership operates with a high level of integrity	53%	29%	19%	-3	-2
Q31f. My organisation is well managed	47%	31%	21%	-5	-1
Q33a. I would recommend my organisation as a great place to work	66%	22%	12%	-3	+4
Q33b. I am proud to tell others I work for my organisation	70%	22%	8%	-3	+3
Q33c. I feel strong personal attachment to my organisation	60%	27%	13%	-2	+1
Q33d. My organisation motivates me to help it achieve its objectives	56%	31%	13%	-5	+2
Q33e. My organisation inspires me to do the best in my job	58%	30%	13%	-5	+3



## 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	93%	3%	4%	+1	+3
Q21b. I understand how my work contributes to my organisation's objectives	93%	4%	3%	-1	+2
Q22a. I have a choice in deciding how I do my work	68%	20%	12%	-1	0
Q22e. My job gives me opportunities to utilise my skills	81%	11%	8%	0	+5
Q22f. I enjoy the work in my current job	78%	14%	8%	-2	+3
Q22g. My job gives me a feeling of personal accomplishment	75%	15%	10%	-1	+6
Q34b. Your ability to work on your own initiative	85%	11%	4%	+1	+2
Q35. All things considered, how satisfied are you with your current job?	74%	15%	11%	-3	+3

# 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
----------	------------------	--	--	---------

### Survey questions with the most positive change

Q27d. My workgroup uses research and expertise to identify better practice	61%	28%	11%	+3
Q23d. There is too much 'red tape' in my work (e.g. regulatory or administrative processes)*	24%	35%	42%	+2
Q24i. People in my workgroup work effectively with others in my org to deliver services to customers	80%	15%	5%	+2
Q23a. I am overloaded with work*	32%	33%	35%	+2
Q31i. My responsibilities outside of work restrict my opportunities for promotion*	55%	28%	17%	+2

### Survey questions with the most negative change

Q31e. Recruitment and promotion decisions in this organisation are fair	39%	31%	30%	-5
Q33d. My organisation motivates me to help it achieve its objectives	56%	31%	13%	-5
Q31f. My organisation is well managed	47%	31%	21%	-5
Q32f. If I raised a complaint, I feel confident that it would be taken seriously	54%	25%	21%	-6
Q31b. My organisation is committed to developing its employees	51%	29%	19%	-6

\* 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	44%	48%
Use no flexible work option	56%	52%
<b>If yes to using flexible work option, which of the following do you use?</b>		
Part time work	57%	59%
Casual/on call	14%	12%
Flexible work hours for example accumulated hours as 'flexitime'	10%	11%
Hot desks	10%	9%
Flexible work hours for example start late or early to meet responsibilities external to work	10%	9%
Compressed work hours	5%	5%
Job sharing	4%	6%
Other	4%	7%
Telecommuting (Remote working)	4%	1%
Leave at half pay	2%	3%
Purchased leave/extended leave/deferred salary schemes	1%	0%
Part-year work/annualised hours	1%	1%
Term-time working	0%	1%

## 08 Flexible work

	2020	2019
<b>Have you made a request regarding flexible work arrangements in the last 12 months?</b>		
No, I have not made a request but I am content with my current arrangements	<b>70%</b>	<b>69%</b>
Yes, I requested flexibility	<b>19%</b>	<b>20%</b>
No, I have not made a request but I am not content with my current arrangements	<b>10%</b>	<b>12%</b>
<b>If yes to having made a request regarding flexible work arrangements, was your request for flexible work arrangements:</b>		
Fully granted	<b>57%</b>	<b>57%</b>
Partially granted	<b>18%</b>	<b>16%</b>
I have not received a reply as yet	<b>10%</b>	<b>11%</b>
Declined - reason provided	<b>9%</b>	<b>8%</b>
Declined - no reason given	<b>6%</b>	<b>9%</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>32%</b>	<b>33%</b>
I feel flexibility is not possible in my current job	<b>30%</b>	<b>25%</b>
I didn't feel confident presenting my case or negotiating arrangements with my manager	<b>26%</b>	<b>22%</b>
I was concerned that it may negatively impact my team	<b>22%</b>	<b>18%</b>
Flexible working is frowned upon/not supported by my workplace culture	<b>21%</b>	<b>19%</b>
I felt it would limit my career	<b>17%</b>	<b>8%</b>
I didn't feel I had the right to	<b>14%</b>	<b>11%</b>
I felt it would limit my access to training and development	<b>9%</b>	<b>6%</b>
I don't feel confident in my manager's ability to manage staff working flexibly	<b>9%</b>	<b>11%</b>
I feel the technology I currently have access to does not support flexible working	<b>5%</b>	<b>-</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

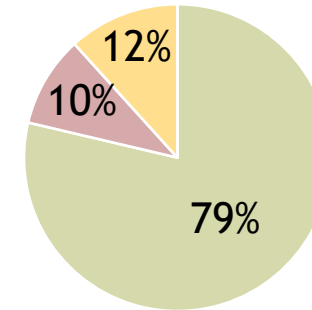
Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2020	2019
<b>Yes</b>	<b>79%</b>	<b>74%</b>
<b>No</b>	<b>10%</b>	<b>13%</b>
<b>Don't know</b>	<b>12%</b>	<b>14%</b>

### 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>92%</b>	<b>87%</b>
<b>No</b>	<b>7%</b>	<b>7%</b>
<b>Don't know</b>	<b>1%</b>	<b>6%</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>74%</b>	<b>76%</b>
<b>Yes</b>	<b>24%</b>	<b>18%</b>
<b>Prefer not to say</b>	<b>1%</b>	<b>5%</b>
<b>Don't know</b>	<b>-</b>	<b>1%</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>77%</b>	<b>71%</b>
<b>Don't know</b>	<b>13%</b>	<b>15%</b>
<b>No</b>	<b>10%</b>	<b>13%</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>86%</b>	<b>87%</b>
<b>Yes</b>	<b>7%</b>	<b>6%</b>
<b>Prefer not to say</b>	<b>4%</b>	<b>4%</b>
<b>Don't know</b>	<b>3%</b>	<b>3%</b>

# 09 Domestic and family violence

Question	Response scale %			vs 2019	vs Qld public sector
----------	------------------	--	--	---------	----------------------

## Managers

Q36a.a. I am confident that I could sensitively communicate with employees affected by domestic and family violence	92%	6%	2%	+8	+5
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	90%	6%	3%	+6	+4
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	92%	7%	1%	+6	+6

## Non-managers

Q36b.a I am confident that I could sensitively communicate with colleagues affected by domestic and family violence	75%	19%	6%	+1	0
Q36b.b. I am confident that I could effectively refer a colleague affected by domestic and family violence to appropriate support	75%	17%	8%	+2	-1

### Key

Response scale:

Positive

Neutral

Negative

# 10 Bullying and sexual harassment

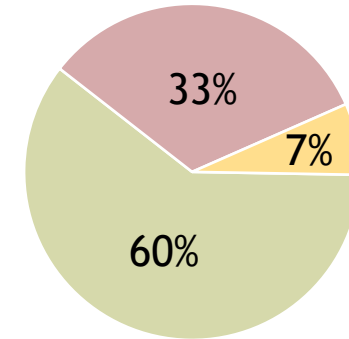
## Purpose

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%.*

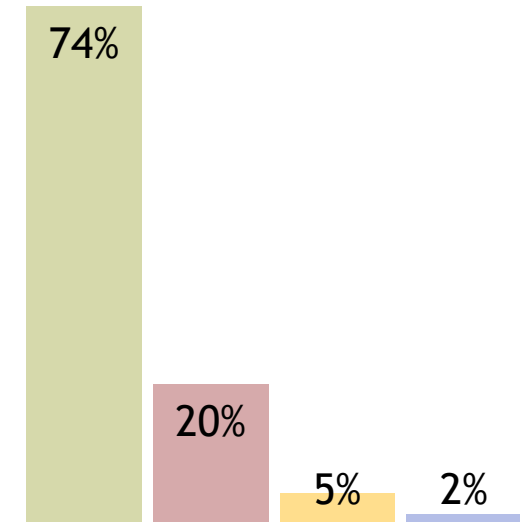
During the last 12 months have you witnessed bullying or sexual harassment in your workplace?

	2020	2019
No	60%	64%
Yes	33%	31%
Don't know	7%	5%



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

	2020	2019
No	74%	76%
Bullying	20%	20%
Don't know	5%	4%
Sexual harassment	2%	1%



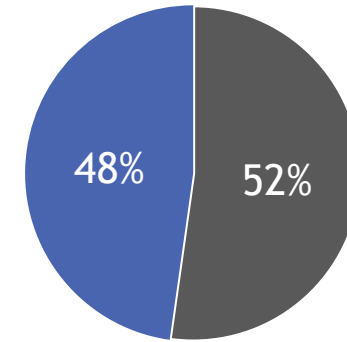
# 10 Bullying and sexual harassment

*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	51%	49%
A senior manager	30%	24%
Your immediate manager/supervisor	29%	30%
A group of fellow workers	14%	14%
A client/customer	12%	10%
A member of the public	10%	8%
A worker that reports to you	7%	7%
Prefer not to specify	5%	6%
Other	3%	3%
A consultant/service provider	3%	4%
A representative of another agency	0%	2%
<b>If you were subjected to bullying, what type of bullying did you experience?</b>		
Verbal abuse	66%	70%
Inappropriate and unfair application of work policies or rules	34%	37%
Other	24%	20%
Physical behaviour	11%	14%
Interference with your personal property or work equipment	7%	10%
Cyber bullying	7%	9%
'Initiations' or pranks	4%	6%

**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	50%	54%
I did not want to upset relationships in the workplace	44%	40%
I did not think it was worth the hassle of going through the report process	42%	27%
It could affect my career	33%	41%
Managers accepted the behaviour	26%	30%
I did not have enough evidence	23%	15%
I did not think the bullying was serious enough	20%	12%
The matter was resolved informally	8%	7%
Other	8%	12%
I did not know how to report it	5%	5%



# 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

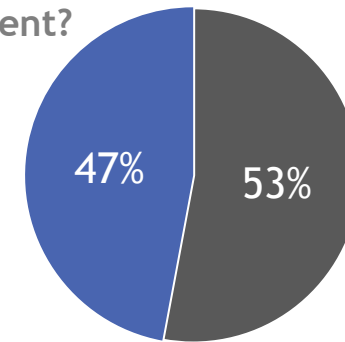
No

	2020	2019
<b>If you were subjected to sexual harassment, who were you sexually harassed by?</b>		
A client/customer	41%	35%
A fellow worker	29%	41%
A member of the public	18%	18%
A group of fellow workers	12%	6%
A senior manager	6%	12%
Your immediate manager/supervisor	6%	6%
Prefer not to specify	6%	6%
A worker that reports to you	-	6%

## **If you were subjected to sexual harassment, what type of sexual harassment did you experience?**

	2020	2019
Remarks of a sexual nature	82%	76%
Unwelcome demand or request, either directly or implied, for sexual favours	29%	12%
Unwanted physical intimacy	24%	29%
Any other unwelcome conduct of a sexual nature in relation to you	12%	6%
Other	12%	12%

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



	2020	2019
--	------	------

## **Why did you not report the sexual harassment?**

I did not think the sexual harassment was serious enough	-	31%
I did not think it was worth the hassle of going through the report process	-	31%
I did not want to upset relationships in the workplace	-	38%
I did not think any action would be taken	-	54%
Other	-	15%
It could affect my career	-	38%
The matter was resolved informally	-	15%
I did not have enough evidence	-	23%
I did not know how to report it	-	8%
Managers accepted the behaviour	-	15%

# 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 has your manager/supervisor behaved in the following ways?

Showed appreciation of you and your work

67%

33%

-3

-4

Made you feel included

76%

24%

-3

-6

Was polite and courteous with you

91%

9%

0

-2

Made you feel ignored\*

88%

12%

-1

-1

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

91%

9%

0

-1

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

94%

6%

+1

0

Acted in an aggressive or intimidating manner towards you\*

96%

4%

+2

0

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

95%

5%

+1

0

\* 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

71%

29%

+1

+1

Made you feel included

84%

16%

0

-1

Was polite and courteous with you

94%

6%

0

-1

Made you feel ignored\*

86%

14%

+3

-1

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

85%

15%

+1

-3

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

87%

13%

0

-3

Acted in an aggressive or intimidating manner towards you\*

93%

7%

+1

-1

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

90%

10%

+1

-2

\* 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

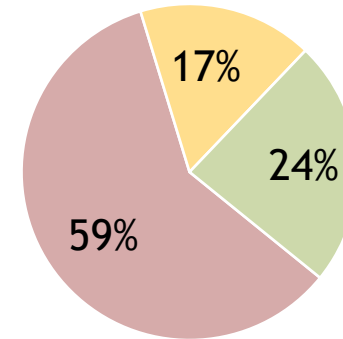
Negative

Question	Response scale %			vs 2019
MHHS e. I understand what I need to do to work in line with the values of the Health Service	92%	7%	1%	0
MHHS j. I have a clear understanding about my role and responsibilities	89%	8%	3%	+1
MHHS a. I understand all elements of the MHHS corporate values	88%	9%	3%	+3
MHHS c. My manager sets clear expectations about individual behaviours	70%	18%	12%	-3
MHHS b. MHHS promotes a culture of taking responsibility and owning actions	69%	21%	10%	-4
MHHS g. In my organisation, our values guide the decisions we make	60%	28%	12%	-7
MHHS d. My manager takes action to address inappropriate team behaviours	59%	25%	16%	-6
MHHS i. I feel confident to hold other staff members to account for their behaviours and communication	58%	23%	19%	-3
MHHS h. I consider MHHS operates as one HHS	50%	30%	19%	-3
MHHS f. Managers and Executive members are genuinely interested in receiving and considering feedback provided	48%	30%	22%	-7

## 12 Agency specific questions

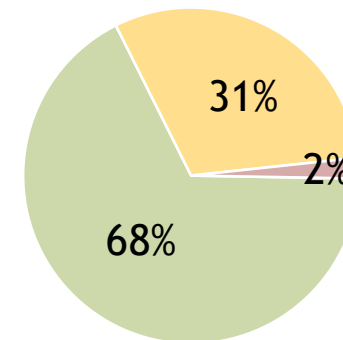
Have you noticed any action your organisation has taken as a result of last year's Working for Queensland Survey?

	2020	2019
No	59%	59%
Yes	24%	23%
No, but I have not worked long in my organisation	17%	17%



How satisfied are you with your organisation's action in response to last year's Working for Queensland survey?

	2019
Positive	68%
Neutral	31%
Negative	2%



# 12 Agency specific questions

## Key

Response scale:

Intend to stay      Neither      Intend to leave

Positive      Neutral      Negative

Question

Response scale %

vs  
2019

I intend to stay at my organisation in the next 12 months

72%

19%

9%

+2

## [MHHS] p. Reasons to leave your organisation

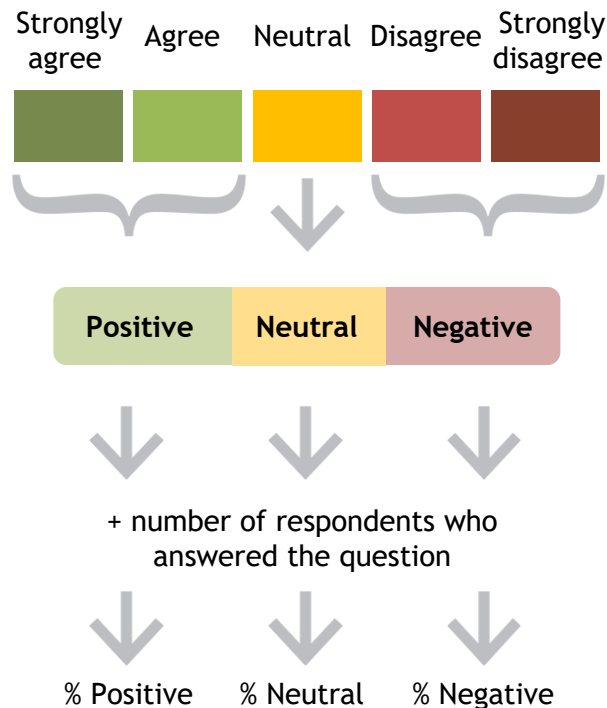
	2020	2019
Career or job opportunities	41%	38%
The workplace culture	36%	36%
Professional/personal development	30%	27%
Stress/Health	29%	28%
Balancing work and life commitments	24%	23%
Your relationship with your manager	19%	20%
Work hours	18%	15%
Family/career responsibilities	16%	19%
Retirement	14%	8%
Pay and conditions	13%	19%
Your relationship with your colleagues	13%	10%
Job security	13%	9%
Fit between work and your interests	12%	10%
Other	12%	13%
The location of your workplace or the time spent commuting	11%	12%
Travel plans	9%	10%
Contract expiring	7%	7%

# 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.

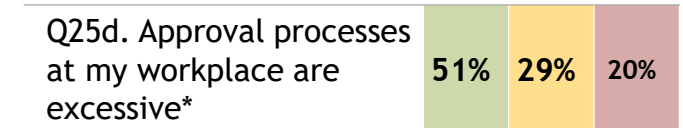
## EXAMPLE

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

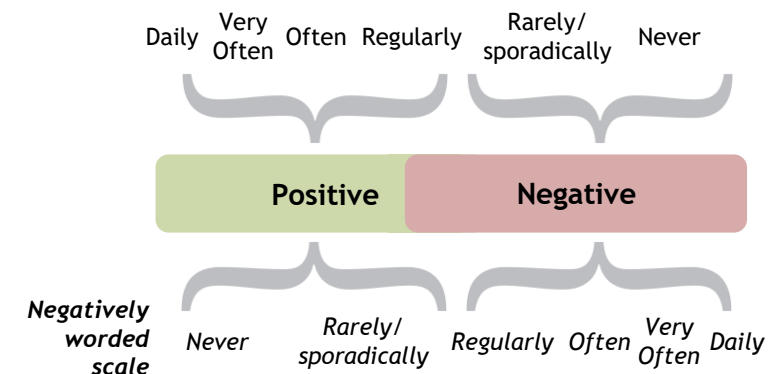
51% felt that the "Approval processes at their work are not excessive"



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.