



Highlights report

Purpose

This Highlights report presents key results from the 2019 Working for Queensland survey, which was conducted from 2 September to 30 September 2019. 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.

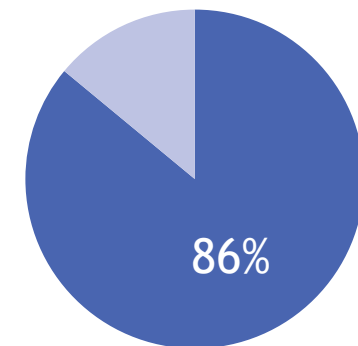
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Returned surveys:

528

Response Rate:



01 Factors

Purpose

This section provides an overview of the 2019 factor results. The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Response scale:

Positive

Neutral

Negative

Factors

Name	Response scale %			vs 2018	vs Qld public sector
Agency engagement	44%	31%	25%	-8	-14
Job empowerment	63%	20%	17%	-4	-8
Workload and health*	28%	29%	43%	-4	-10
Learning and development	48%	26%	26%	-4	-8
My workgroup	74%	16%	10%	0	-1
My manager	72%	15%	13%	0	0
Organisational leadership	37%	32%	31%	-11	-12
Organisational fairness	37%	28%	34%	-2	-5
Anti-discrimination	64%	27%	9%	-4	-1
Innovation	56%	25%	19%	-4	-3

* %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	The Public Trustee	Client Experience and Delivery	Digital and Technology	Human Resource Services	Investment & Finance Services	Office of the CEO, Governance & Risk and Internal Audit	Office of the Official Solicitor
Responses	528	313	52	17	83	14	49
Agency engagement	44%	46%	42%	41%	46%	51%	31%
Job empowerment	63%	62%	62%	64%	67%	71%	57%
Workload and health*	28%	21%	44%	47%	39%	43%	29%
Learning and development	48%	50%	47%	44%	44%	64%	39%
My workgroup	74%	75%	81%	64%	73%	83%	65%
My manager	72%	72%	82%	58%	71%	81%	62%
Organisational leadership	37%	40%	32%	22%	29%	52%	37%
Organisational fairness	37%	40%	31%	28%	39%	35%	27%
Anti-discrimination	64%	65%	59%	59%	60%	74%	62%
Innovation	56%	58%	63%	56%	52%	70%	37%

* %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 2019 factor results, by question. The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Response scale:

Positive

Neutral

Negative

Question	Response scale %			vs 2018	vs Qld public sector
Agency engagement					
Q33a. I would recommend my organisation as a great place to work	37%	32%	31%	-6	-22
Q33b. I am proud to tell others I work for my organisation	44%	27%	29%	-10	-22
Q33c. I feel strong personal attachment to my organisation	49%	30%	21%	-5	-8
Q33d. My organisation motivates me to help it achieve its objectives	45%	32%	23%	-10	-8
Q33e. My organisation inspires me to do the best in my job	44%	33%	22%	-8	-9
Job empowerment					
Q22a. I have a choice in deciding how I do my work	61%	23%	16%	-4	-6
Q22b. I have the tools I need to do my job effectively	56%	20%	23%	-7	-12
Q22c. I get the information I need to do my job well	57%	24%	19%	-4	-10
Q22d. I have the authority necessary to do my job effectively	60%	21%	20%	-4	-9
Q22e. My job gives me opportunities to utilise my skills	70%	17%	14%	+1	-5
Q34b. Your ability to work on your own initiative	72%	16%	12%	-5	-7

03 Factors by question

Question	Response scale %			vs 2018	vs Qld public sector
Workload and health*					
Q23a. I am overloaded with work*	20%	28%	52%	-3	-12
Q23b. I feel burned out by my work*	28%	28%	44%	-7	-14
Q23e. My work has a negative impact on my health*	37%	30%	32%	-3	-6

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

Learning and development

Q28c. In my organisation, there are opportunities for me to develop my skills and knowledge	53%	23%	25%	-3	-8
Q28e. I am able to access relevant learning and development opportunities	51%	27%	22%	-2	-9
Q28f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	58%	24%	17%	+1	-4
Q28g. I am satisfied with the opportunities available for career development	37%	30%	33%	-2	-8
Q31b. My organisation is committed to developing its employees	41%	29%	30%	-12	-10

03 Factors by question

Question	Response scale %			vs 2018	vs Qld public sector
My workgroup					
Q24a. People in my workgroup treat each other with respect	76%	13%	11%	-3	+2
Q24b. I receive help and support from other people in my workgroup	84%	11%	5%	+1	+1
Q24c. People in my workgroup are honest, open and transparent in their dealings	70%	16%	14%	-1	+4
Q24d. People in my workgroup use their time and resources efficiently	60%	22%	17%	-1	-3
Q24e. People in my workgroup treat customers with respect	82%	13%	5%	+2	-2
Q24f. People in my workgroup are committed to delivering excellent service to customers	79%	16%	5%	+1	-2
Q24g. People in my workgroup do their jobs effectively	68%	21%	12%	0	-6
My manager					
Q29a. My manager treats employees with dignity and respect	76%	13%	11%	-3	-4
Q29b. My manager listens to what I have to say	77%	12%	12%	-1	-2
Q29c. My manager keeps me informed about what's going on	65%	17%	18%	-3	-4
Q29d. My manager understands my work	76%	13%	11%	+1	+2
Q29e. My manager creates a shared sense of purpose	70%	15%	15%	+2	+2
Q29f. My manager demonstrates honesty and integrity	79%	12%	9%	-1	+2
Q29g. My manager draws the best out of me	60%	23%	17%	+2	+1

03 Factors by question

Question	Response scale %			vs 2018	vs Qld public sector
Organisational leadership					
Q31a. In my organisation, the leadership is of high quality	38%	29%	33%	-13	-12
Q31c. Management model the behaviours expected of all employees	38%	28%	33%	-4	-11
Q31d. In my organisation, the leadership operates with a high level of integrity	41%	31%	28%	-11	-12
Q31f. My organisation is well managed	31%	38%	31%	-17	-14
Organisational fairness					
Q25f. Performance is assessed and rewarded fairly in my workplace	32%	31%	38%	-1	-4
Q25g. I am confident that poor performance will be appropriately addressed in my workplace	32%	26%	42%	-3	-4
Q25h. People are treated fairly and consistently in my workplace	45%	24%	32%	-2	-7
Q25i. People take responsibility for their decisions and actions in my workplace	43%	29%	28%	-1	-7
Q31e. Recruitment and promotion decisions in this organisation are fair	34%	33%	33%	-5	-2

03 Factors by question

Question	Response scale %			vs 2018	vs Qld public sector
Anti-discrimination					
Q32a. Age is not a barrier to success in my organisation	60%	27%	13%	-4	-2
Q32b. Gender is not a barrier to success in my organisation	65%	24%	11%	-6	-3
Q32c. Disability is not a barrier to success in my organisation	59%	33%	8%	-2	+3
Q32d. Cultural background is not a barrier to success in my organisation	67%	25%	8%	-3	0
Q32e. Sexual orientation is not a barrier to success in my organisation	66%	29%	5%	-2	-3
Innovation					
Q27a. I get the opportunity to develop new and better ways of doing my job	50%	25%	25%	-2	-7
Q27b. I am encouraged to make suggestions about improving work processes and/or services	68%	17%	15%	-6	+2
Q27c. Management is willing to act on suggestions to improve how things are done	48%	28%	24%	-6	-4
Q27d. My workgroup uses research and expertise to identify better practice	46%	32%	22%	-4	-8
Q27e. My workgroup always tries to improve its performance	70%	21%	9%	-3	+1
Q27f. My organisation is open to new ideas	50%	27%	23%	-5	-3

04 Workplace climate

Purpose

This section provides an overview of the 2019 workplace climate index results. The % positive score is benchmarked against the Queensland public sector and the 2018 score.

*NOTE: In 2019, questions were removed from **My job** and **Effectiveness and innovation**. Comparisons to 2018 have been recalculated to exclude those questions.*

Key

Response scale:

Positive

Neutral

Negative

Workplace climate indices

Name	Response scale %			vs 2018	vs Qld public sector
Safety, health and wellness	49%	26%	25%	-4	-6
Effectiveness and innovation	51%	25%	24%	-4	-4
People and relationships	74%	16%	10%	-1	-1
Fairness and trust	55%	26%	19%	-2	-3
Performance and development	51%	25%	24%	-2	-4
Leadership and engagement	55%	24%	21%	-5	-7
My job	72%	16%	12%	-2	-5

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	The Public Trustee	Client Experience and Delivery	Digital and Technology	Human Resource Services	Investment & Finance Services	Office of the CEO, Governance & Risk and Internal Audit	Office of the Official Solicitor
Responses	528	313	52	17	83	14	49
Safety, health and wellness	49%	48%	53%	55%	52%	56%	40%
Effectiveness and innovation	51%	53%	54%	53%	49%	61%	40%
People and relationships	74%	74%	79%	65%	73%	81%	65%
Fairness and trust	55%	57%	53%	48%	54%	57%	49%
Performance and development	51%	54%	54%	43%	45%	62%	41%
Leadership and engagement	55%	56%	57%	44%	52%	64%	47%
My job	72%	73%	70%	70%	74%	74%	65%

06 Workplace climate by question

Purpose

This section provides an overview of the 2019 workplace climate index results, by question. The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Response scale:

Positive Neutral Negative

Question	Response scale %			vs 2018	vs Qld public sector
Safety, health and wellness					
Q23a. I am overloaded with work*	20%	28%	52%	-3	-12
Q23b. I feel burned out by my work*	28%	28%	44%	-7	-14
Q23e. My work has a negative impact on my health*	37%	30%	32%	-3	-6
Q23f. My work contributes positively to my quality of life	33%	40%	27%	-6	-10
Q24h. People in my workgroup are committed to workplace safety	83%	14%	3%	+2	+2
Q24j. People in my workgroup work together to ensure flexible work arrangements meet both individual and business needs	71%	18%	12%	-2	+4
Q25b. My workplace culture supports people to achieve a good work/life balance	56%	23%	21%	-4	-6
Q25c. There is adequate focus on workplace safety at my workplace	71%	20%	9%	-1	-5
Q29h. My manager proactively discusses flexible work arrangements with my workgroup	49%	24%	27%	-4	-2
Q31g. In my organisation, senior leaders clearly consider the wellbeing of employees to be important	37%	30%	33%	-9	-13
Q31h. The wellbeing of employees is a priority for my organisation	36%	30%	34%	-5	-13
Q31j. My commitment to this organisation would be questioned if I chose to use flexible work options*	42%	34%	24%	-3	-6
Q34e. Your work-life balance	60%	23%	17%	-3	-5
Q34g. Your ability to access and use flexible work arrangements	60%	23%	18%	-4	+3

* indicates a negatively worded question

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
Effectiveness and innovation					
Q22b. I have the tools I need to do my job effectively	56%	20%	23%	-7	-12
Q22c. I get the information I need to do my job well	57%	24%	19%	-4	-10
Q22d. I have the authority necessary to do my job effectively	60%	21%	20%	-4	-9
Q23c. I feel my job is secure	59%	22%	18%	-6	-1
Q23d. There is too much 'red tape' in my work (e.g. regulatory or administrative processes)*	12%	26%	62%	-2	-6
Q24k. People in my workgroup share diverse ideas to develop innovative solutions	68%	20%	12%	+3	+3
Q25d. Approval processes at my workplace are excessive*	12%	27%	61%	-2	-8
Q26a. My workplace has undergone significant change in the past 12 months	51%	32%	17%	0	+2
Q27a. I get the opportunity to develop new and better ways of doing my job	50%	25%	25%	-2	-7
Q27b. I am encouraged to make suggestions about improving work processes and/or services	68%	17%	15%	-6	+2
Q27c. Management is willing to act on suggestions to improve how things are done	48%	28%	24%	-6	-4
Q27d. My workgroup uses research and expertise to identify better practice	46%	32%	22%	-4	-8
Q27e. My workgroup always tries to improve its performance	70%	21%	9%	-3	+1
Q27f. My organisation is open to new ideas	50%	27%	23%	-5	-3
Q34f. Your ability to 'make a difference' to the community	62%	29%	10%	-8	-2

* indicates a negatively worded question

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
People and relationships					
Q24a. People in my workgroup treat each other with respect	76%	13%	11%	-3	+2
Q24b. I receive help and support from other people in my workgroup	84%	11%	5%	+1	+1
Q24c. People in my workgroup are honest, open and transparent in their dealings	70%	16%	14%	-1	+4
Q24d. People in my workgroup use their time and resources efficiently	60%	22%	17%	-1	-3
Q24e. People in my workgroup treat customers with respect	82%	13%	5%	+2	-2
Q24f. People in my workgroup are committed to delivering excellent service to customers	79%	16%	5%	+1	-2
Q24g. People in my workgroup do their jobs effectively	68%	21%	12%	0	-6
Q24i. People in my workgroup work effectively with other workgroups in my organisation to deliver service to our customers	70%	19%	11%	-6	-6

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
Fairness and trust					
Q25a. My workplace has an inclusive culture where diversity is valued and respected	66%	23%	11%	-1	-6
Q25f. Performance is assessed and rewarded fairly in my workplace	32%	31%	38%	-1	-4
Q25g. I am confident that poor performance will be appropriately addressed in my workplace	32%	26%	42%	-3	-4
Q25h. People are treated fairly and consistently in my workplace	45%	24%	32%	-2	-7
Q25i. People take responsibility for their decisions and actions in my workplace	43%	29%	28%	-1	-7
Q25j. I am able to speak up and share a different view to my colleagues and manager	67%	20%	13%	-3	-4
Q30a. My senior manager demonstrates honesty and integrity	71%	19%	10%	+4	-1
Q31e. Recruitment and promotion decisions in this organisation are fair	34%	33%	33%	-5	-2
Q31i. My responsibilities outside of work restrict my opportunities for promotion*	58%	27%	15%	0	+1
Q32a. Age is not a barrier to success in my organisation	60%	27%	13%	-4	-2
Q32b. Gender is not a barrier to success in my organisation	65%	24%	11%	-6	-3
Q32c. Disability is not a barrier to success in my organisation	59%	33%	8%	-2	+3
Q32d. Cultural background is not a barrier to success in my organisation	67%	25%	8%	-3	0
Q32e. Sexual orientation is not a barrier to success in my organisation	66%	29%	5%	-2	-3
Q32f. If I raised a complaint, I feel confident that it would be taken seriously	50%	25%	25%	-3	-5
Q32g. Women and men have equal access to work experiences that support career progression	66%	23%	11%	-3	0

* indicates a negatively worded question

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
Performance and development					
Q28a. I receive useful feedback on my performance	58%	22%	20%	+2	+4
Q28b. My performance is assessed against clear criteria	52%	26%	22%	-1	+4
Q28c. In my organisation, there are opportunities for me to develop my skills and knowledge	53%	23%	25%	-3	-8
Q28d. I am supported to pursue developmental opportunities in other workplaces	32%	33%	35%	+2	-12
Q28e. I am able to access relevant learning and development opportunities	51%	27%	22%	-2	-9
Q28f. Learning and development activities I have completed in the past 12 months have helped to improve my performance	58%	24%	17%	+1	-4
Q28g. I am satisfied with the opportunities available for career development	37%	30%	33%	-2	-8
Q28h. I have had productive conversations with my manager on my performance in the past 12 months	59%	19%	22%	+1	+3
Q28i. I develop new knowledge and skills through undertaking tasks at work	69%	18%	13%	-1	-1
Q31b. My organisation is committed to developing its employees	41%	29%	30%	-12	-10

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
Leadership and engagement					
Q29a. My manager treats employees with dignity and respect	76%	13%	11%	-3	-4
Q29b. My manager listens to what I have to say	77%	12%	12%	-1	-2
Q29c. My manager keeps me informed about what's going on	65%	17%	18%	-3	-4
Q29d. My manager understands my work	76%	13%	11%	+1	+2
Q29e. My manager creates a shared sense of purpose	70%	15%	15%	+2	+2
Q29f. My manager demonstrates honesty and integrity	79%	12%	9%	-1	+2
Q29g. My manager draws the best out of me	60%	23%	17%	+2	+1
Q31a. In my organisation, the leadership is of high quality	38%	29%	33%	-13	-12
Q31c. Management model the behaviours expected of all employees	38%	28%	33%	-4	-11
Q31d. In my organisation, the leadership operates with a high level of integrity	41%	31%	28%	-11	-12
Q31f. My organisation is well managed	31%	38%	31%	-17	-14
Q33a. I would recommend my organisation as a great place to work	37%	32%	31%	-6	-22
Q33b. I am proud to tell others I work for my organisation	44%	27%	29%	-10	-22
Q33c. I feel strong personal attachment to my organisation	49%	30%	21%	-5	-8
Q33d. My organisation motivates me to help it achieve its objectives	45%	32%	23%	-10	-8
Q33e. My organisation inspires me to do the best in my job	44%	33%	22%	-8	-9

06 Workplace climate by question

Question	Response scale %			vs 2018	vs Qld public sector
My job					
Q21a. I understand what is expected of me to do well in my job	86%	9%	5%	-1	-3
Q21b. I understand how my work contributes to my organisation's objectives	90%	7%	3%	-1	0
Q22a. I have a choice in deciding how I do my work	61%	23%	16%	-4	-6
Q22e. My job gives me opportunities to utilise my skills	70%	17%	14%	+1	-5
Q22f. I enjoy the work in my current job	70%	19%	11%	0	-4
Q22g. My job gives me a feeling of personal accomplishment	64%	22%	14%	-2	-3
Q34b. Your ability to work on your own initiative	72%	16%	12%	-5	-7
Q35. All things considered, how satisfied are you with your current job?	60%	19%	21%	-8	-10

07 Most changed since 2018, 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 2019 as well as in 2018. '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 2018
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Survey questions with the most positive change

Q30a. My senior manager demonstrates honesty and integrity	71%	19%	10%	+4
Q24k. People in my workgroup share diverse ideas to develop innovative solutions	68%	20%	12%	+3
Q29g. My manager draws the best out of me	60%	23%	17%	+2
Q28a. I receive useful feedback on my performance	58%	22%	20%	+2
Q29e. My manager creates a shared sense of purpose	70%	15%	15%	+2

Survey questions with the most negative change

Q33d. My organisation motivates me to help it achieve its objectives	45%	32%	23%	-10
Q31d. In my organisation, the leadership operates with a high level of integrity	41%	31%	28%	-11
Q31b. My organisation is committed to developing its employees	41%	29%	30%	-12
Q31a. In my organisation, the leadership is of high quality	38%	29%	33%	-13
Q31f. My organisation is well managed	31%	38%	31%	-17

* 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%.

	2019	2018
Do you currently use any flexible work options?		
Use flexible workplace option	83%	81%
Use no flexible work option	17%	19%
If yes to using flexible work option, which of the following do you use?		
Flexible work hours for example accumulated hours as 'flexitime'	89%	89%
Flexible work hours for example start late or early to meet responsibilities external to work	22%	19%
Part time work	11%	13%
Job sharing	2%	3%
Purchased leave/extended leave/deferred salary schemes	1%	1%
Leave at half pay	1%	0%
Telecommuting	1%	1%
Other	1%	2%
Compressed work hours	0%	2%
Hot desks	0%	1%
Casual/on call	0%	0%
Part-year work/annualised hours	-	0%

08 Flexible work

	2019	2018
Have you made a request regarding flexible work arrangements in the last 12 months?		
No, I have not made a request but I am content with my current arrangements	63%	69%
Yes, I requested flexibility	24%	18%
No, I have not made a request but I am not content with my current arrangements	12%	13%
If yes to having made a request regarding flexible work arrangements, was your request for flexible work arrangements:		
Fully granted	73%	82%
Partially granted	15%	4%
Declined - no reason given	5%	3%
Declined - reason provided	4%	7%
I have not received a reply as yet	3%	4%
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?		
Flexible working is frowned upon/not supported by my workplace culture	52%	50%
I feel flexibility is not possible in my current job	36%	35%
I feel the technology I currently have access to does not support flexible working	31%	26%
I didn't feel confident presenting my case or negotiating arrangements with my manager	27%	24%
I felt it would limit my career	22%	16%
I was concerned that it may negatively impact my team	22%	26%
I don't feel confident in my manager's ability to manage staff working flexibly	13%	15%
I didn't feel I had the right to	11%	10%
None of the above	11%	18%
I felt it would limit my access to training and development	5%	4%

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

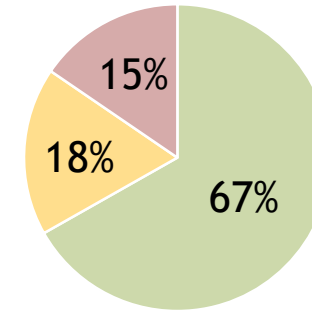
Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2019	2018
Yes	67%	72%
Don't know	18%	15%
No	15%	13%

Managers

Q36. Are you aware of any policies, in your workplace, designed to support employees affected by DFV in the workplace or the community?	2019	2018
Yes	81%	85%
Don't know	13%	6%
No	7%	9%

Managers

Q36c. In the past 12 months, have you been in a situation where you have responded to an employee/colleague affected by DFV?	2019	2018
No	88%	78%
Yes	7%	17%
Prefer not to say	3%	4%
Don't know	2%	2%



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?	2019	2018
Yes	62%	67%
Don't know	20%	19%
No	18%	14%

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?	2019	2018
No	91%	92%
Yes	4%	4%
Prefer not to say	3%	1%
Don't know	3%	3%

09 Domestic and family violence

Question	Response scale %			vs 2018	vs Qld public sector
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Managers

Q36a.a. I am confident that I could sensitively communicate with employees affected by domestic and family violence	77%	17%	6%	-7	-8
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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	78%	16%	6%	-5	-7
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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	80%	15%	6%	-2	-6
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Non-managers

Q36b.a I am confident that I could sensitively communicate with colleagues affected by domestic and family violence	58%	28%	14%	-6	-16
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Q36b.b. I am confident that I could effectively refer a colleague affected by domestic and family violence to appropriate support	60%	29%	11%	-3	-13
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Key

Response scale:

Positive

Neutral

Negative

10 Bullying and sexual harassment

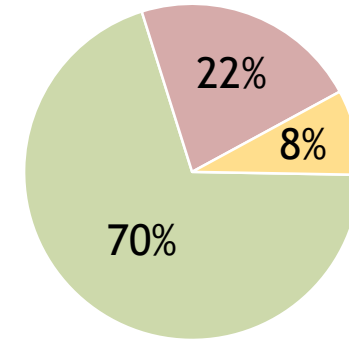
Purpose

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 2018.

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

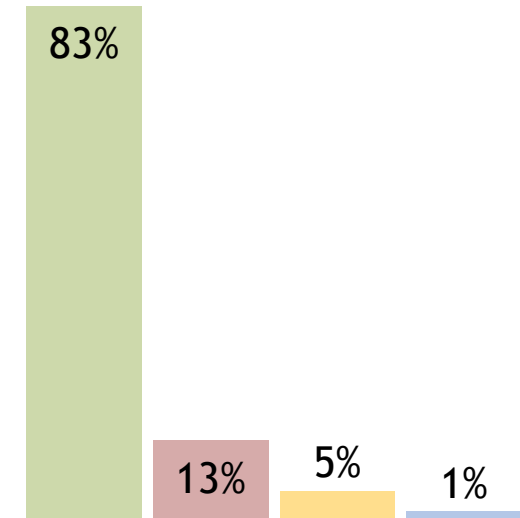
During the last 12 months have you witnessed bullying or sexual harassment in your workplace?

	2019	2018
No	70%	69%
Yes	22%	23%
Don't know	8%	8%



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

	2019	2018
No	83%	81%
Bullying	13%	14%
Don't know	5%	5%
Sexual harassment	1%	2%



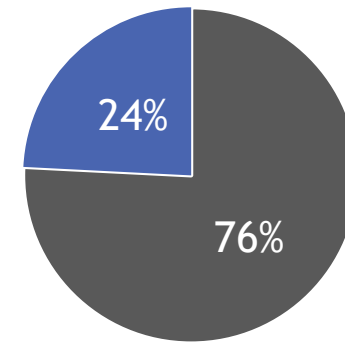
10 Bullying and sexual harassment

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

	2019	2018
If you were subjected to bullying, who were you bullied by?		
A fellow worker	44%	51%
A senior manager	40%	31%
Your immediate manager/supervisor	40%	34%
Prefer not to specify	15%	9%
A client/customer	11%	12%
A member of the public	10%	4%
A group of fellow workers	6%	12%
A worker that reports to you	5%	1%
A representative of another agency	3%	3%
A consultant/service provider	2%	1%
Other	-	3%
If you were subjected to bullying, what type of bullying did you experience?		
Verbal abuse	66%	69%
Inappropriate and unfair application of work policies or rules	45%	52%
Other	27%	15%
Interference with your personal property or work equipment	15%	9%
Cyber bullying	10%	3%
Physical behaviour	10%	10%
'Initiations' or pranks	6%	10%

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



	2019	2018
Why did you not report the bullying?		
I did not think any action would be taken	65%	74%
Managers accepted the behaviour	43%	38%
I did not want to upset relationships in the workplace	35%	38%
It could affect my career	35%	55%
I did not think it was worth the hassle of going through the report process	28%	38%
I did not think the bullying was serious enough	20%	10%
Other	15%	5%
I did not have enough evidence	13%	29%
I did not know how to report it	4%	-
The matter was resolved informally	4%	14%

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.

If you were subjected to sexual harassment, who were you sexually harassed by?

Due to insufficient responses, the data for this question has been restricted.

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

Due to insufficient responses, the data for this question has been restricted.

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

Due to insufficient responses, the data for this question has been restricted.

Why did you not report the sexual harassment?

Due to insufficient responses, the data for this question has been restricted.

Key

Yes

No

11 Civility

Purpose

This section is focused on exploring workplace behavior.

The % positive score is benchmarked against the Queensland public sector and the 2018 score.

Key

Positive

Daily
Very often
Often
Regularly

Negative

Rarely/
sporadically
Never

**Negatively worded question*

Negative

Daily
Very often
Often
Regularly

Positive

Rarely/
sporadically
Never

Question

Response scale %

vs
2018

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

68%

32%

+2

0

Made you feel included

82%

18%

+1

+1

Was polite and courteous with you

94%

6%

+2

+1

Made you feel ignored*

87%

13%

-1

-2

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

87%

13%

-3

-4

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

91%

9%

-2

-3

Acted in an aggressive or intimidating manner towards you*

96%

4%

0

0

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

94%

6%

-2

-1

** 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 2018 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
2018

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

68%

32%

0

0

Made you feel included

84%

16%

0

0

Was polite and courteous with you

95%

5%

+1

+1

Made you feel ignored*

86%

14%

+1

0

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

87%

13%

+1

0

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

87%

13%

0

-2

Acted in an aggressive or intimidating manner towards you*

92%

8%

-2

-2

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

90%

10%

-2

-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 2018
	Positive	Neutral	Negative	
[PT] i. I understand the value my organisation delivers to clients	85%	11%	3%	-
[PT] g. I understand why changes are being made in the business	64%	23%	13%	-
[PT] e. I feel confident speaking up to ensure my colleagues behave respectfully in the workplace	57%	25%	19%	-
[PT] k. I am proud to work for The Public Trustee	53%	32%	15%	-
[PT] c. My Leadership Team demonstrate workplace behaviours consistent with Public Service values	52%	30%	17%	-
[PT] b. My Leadership Team has spent more time & effort engaging with staff in the past 12 months	45%	34%	21%	-
[PT] d. I have observed positive changes in the way we do things in the past 12 months	44%	31%	25%	-
[PT] h. Changes implemented in my workplace over the past 12 months have been well managed	30%	41%	29%	-

12 Agency specific questions

Key

Response scale:

Intend to stay

Neither

Intend to leave

Positive

Neutral

Negative

Yes

No

Question

Response scale %

vs 2018

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

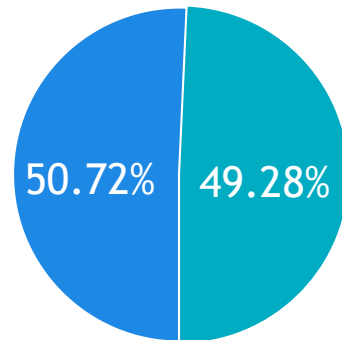
47%

31%

22%

-13

Have you noticed activities undertaken from the WfQ action planning workshops?



[PT] f. If you've been subjected to inappropriate behaviour in the last 12 months what was the source

2019

Clients

56%

Manager/Director

29%

Staff

25%

Supervisor

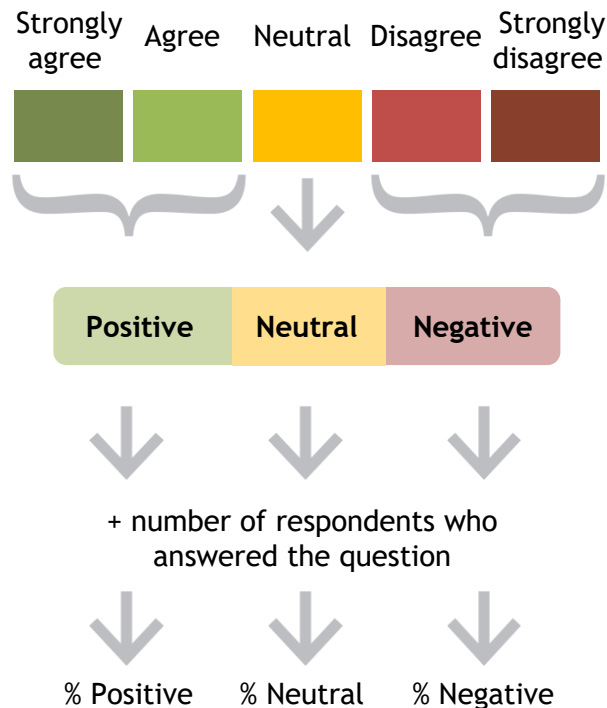
25%

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.

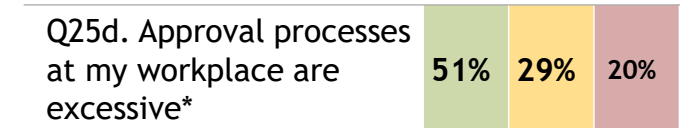
EXAMPLE

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

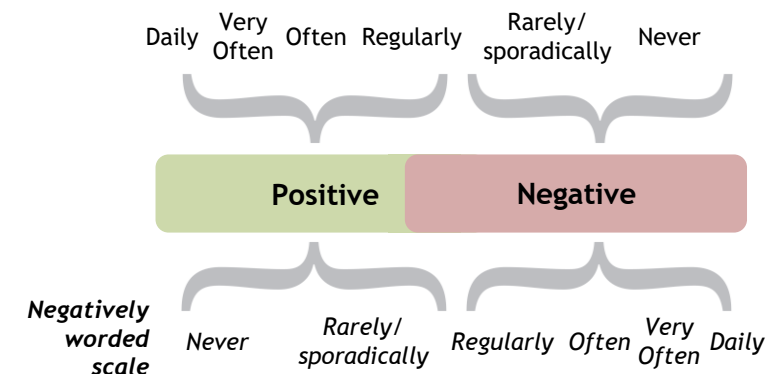
51% felt that the "Approval processes at their work are not excessive"



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 2018 and 2019 % positive scores, or
- the 2019 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 manager:** the person you usually report to.
- **Your senior manager:** the person your manager usually 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.