

Highlights Report - Queensland Building and Construction Commission

Purpose

This Highlights Report presents key results from the 2023 Working for Queensland survey, conducted from 21 August to 17 September 2023.

Results reflect the views of respondents from Queensland Building and Construction Commission.

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.

Interpretation notes

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

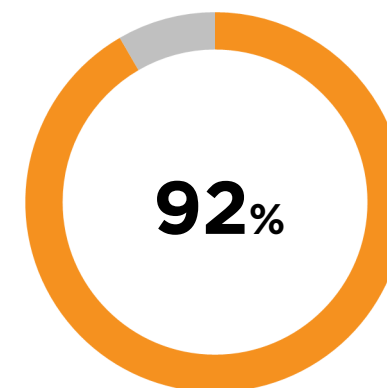
In organisation level reports, any organisation impacted by Machinery of Governments changes over the last twelve months will not have trend data.

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

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Returned surveys:
580



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	75% vs 2022 -2	My Workgroup Effectiveness 83% vs 2022 -1	Performance Management 59% vs 2022 +4	My Obligations 87% vs 2022 -2	Performance Discussions 46% vs 2022 0
Clarity	79% vs 2022 -3	Workgroup Respect and Psychological Safety 81% vs 2022 -3	Fair and Equitable Treatment 58% vs 2022 0	My Confidence Discussing Wellbeing with My Manager 71% vs 2022 +3	Professional Development 39% vs 2022 -1
Task Identity	66% vs 2022 -1	My Manager and Workgroup Performance 80% vs 2022 -1	Promotion Process 45% vs 2022 -2	In My Workgroup 43% vs 2022 -3	
Task Significance	82% vs 2022 -1	My Manager and Respectful Relationships 83% vs 2022 -1	Backfilling Process 45% vs 2022 +5	Leadership 67% vs 2022 0	
Task Variety	74% vs 2022 -2	My Manager Honesty and integrity 86% vs 2022 0	Recruitment Process 49% vs 2022 +3	My Organisation Values My Wellbeing 61% vs 2022 -2	
Human Rights and My Job	70% vs 2022 +2			Cultural Safety 72% vs 2022 +11	

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Leadership	Code of Conduct	Flexible Work	Equitable Treatment	
Senior Managers 58% vs 2022 -1	Integrity 74% vs 2022 +1	Flexibility I Need 74% vs 2022 -11	Gender 69% vs 2022 +2	Cultural Background 72% vs 2022 +4
Executive Group 54% vs 2022 +6		Work Together to make Flexibility Work 63% vs 2022 -5	Age 68% vs 2022 +1	Disability 65% vs 2022 +1
		Free to use Flexibility 52% vs 2022 -11	Aboriginal and/or Torres Strait Islander People 71% vs 2022 +5	Sexual Orientation 74% vs 2022 +4
			Australian South Sea Islander People 71% vs 2022 +5	

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	49%			RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q35j. I would recommend my organisation as a great place to work	53	26	21	53%	-3	-7	
Q35k. I am proud to tell others I work for my organisation	43	30	27	43%	-2	-22	
Q35l. I feel strong personal attachment to my organisation	42	33	25	42%	-3	-11	
Q35m. My organisation motivates me to help it achieve its objectives	51	29	20	51%	-1	-3	
Q35n. My organisation inspires me to do the best in my job	53	28	19	53%	0	-2	

KEY

Positive Neutral Negative



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

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YOUR JOB: AUTONOMY		75%	RESPONSE SCALE		% POSITIVE	vs 2022	vs Qld public sector
Q19c. I have the authority necessary to do my job effectively		76	13	11	76%	-2	+1
Q19f. I have choice in deciding how I carry out day-to-day work tasks		78	13	9	78%	-2	+4
Q19g. I am encouraged to take part in decisions that affect my job, where appropriate		71	17	12	71%	-2	+3
YOUR JOB: CLARITY		79%	RESPONSE SCALE		% POSITIVE	vs 2022	vs Qld public sector
Q19a. I understand what is expected of me to do well in my job		86	8	5	86%	-4	-2
Q19b. I get the information I need to do my job well		71	15	14	71%	-3	-3
YOUR JOB: TASK SIGNIFICANCE		82%	RESPONSE SCALE		% POSITIVE	vs 2022	vs Qld public sector
Q19h. I understand how my work contributes to my organisation's strategic objectives		82	11	7	82%	-1	+1

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YOUR JOB: TASK IDENTITY	66%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q19d. My job gives me a feeling of accomplishment		66	19	14	66%	-1	-4
YOUR JOB: TASK VARIETY	74%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q19e. My job gives me the opportunity to utilise my skills and knowledge		74	14	12	74%	-2	-2
YOUR JOB: HUMAN RIGHTS AND MY JOB	70%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q19i. I understand how the <i>Human Rights Act 2019</i> applies to my work		70	19	11	70%	+2	-7

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SOCIAL SUPPORT: MY WORKGROUP EFFECTIVENESS		83%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q20a.	I discuss my work challenges with the people in my workgroup	86	9 5	86%	0	+1
Q20b.	In my workgroup, we work together to manage workload	78	12 10	78%	-2	0
Q20c.	In my workgroup, we share learnings	84	8 8	84%	0	+2
SOCIAL SUPPORT: WORKGROUP RESPECT AND PSYCHOLOGICAL SAFETY		81%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q20d.	In my workgroup, we treat each other respectfully	86	6 8	86%	-1	+3
Q20e.	In my workgroup, I am comfortable speaking up to share a different view to my colleagues	79	10 10	79%	-4	0
Q20f.	In my workgroup, we welcome diverse ideas and thoughts	78	13 9	78%	-3	+2

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SOCIAL SUPPORT: MY MANAGER AND WORKGROUP PERFORMANCE	80%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
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Q21b. My manager or supervisor encourages discussion on ways to improve workgroup performance	82	11 7	82%	-1	+6
Q21c. My manager or supervisor clearly communicates performance expectations	76	14 10	76%	-4	+4
Q21h. My manager or supervisor shows appreciation for my contribution to our work objectives	81	11 8	81%	+1	+6

SOCIAL SUPPORT: MY MANAGER AND RESPECTFUL RELATIONSHIPS	83%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
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Q21a. My manager or supervisor treats people in our work environment respectfully	88	6 6	88%	-1	+5
Q21e. My manager or supervisor listens to what I have to say	85	8 7	85%	+1	+6
Q21f. I feel comfortable discussing my work challenges with my manager or supervisor	80	10 10	80%	-1	+4
Q21g. I can rely on my manager or supervisor to help me work through work challenges	78	12 9	78%	-2	+4

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SOCIAL SUPPORT: MY MANAGER HONESTY AND INTEGRITY		86%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector	
Q21d. My manager or supervisor demonstrates honesty and integrity		86	9	5	86%	0	+5
BUILDING YOUR FUTURE: PROFESSIONAL DEVELOPMENT		39%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector	
Q22b. My manager/supervisor and I discuss my professional development		34	52	14	34%	-1	+9
Q22g. My manager or supervisor supports my professional development by connecting me with learning and development opportunities		44	40	15	44%	-1	+5
BUILDING YOUR FUTURE: PERFORMANCE DISCUSSIONS		46%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector	
Q22c. My manager/supervisor takes the time to provide informal feedback on my performance		39	47	13	39%	0	+7
Q22e. My manager or supervisor provides me with constructive feedback to help improve my performance		45	44	12	45%	+3	+9
Q22f. My manager or supervisor recognises and acknowledges when I do something well		54	37	9	54%	-2	+6

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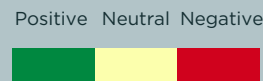
(a) be functional in achieving work goals;

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KEEPING YOU WELL: MY OBLIGATIONS		87%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q25d. I am confident in my understanding of my health and safety obligations		87	10 3	87%	-2	-2
KEEPING YOU WELL: MY CONFIDENCE DISCUSSING WELLBEING WITH MY MANAGER		71%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q25f. I am confident discussing my wellbeing with my manager or supervisor		74	12 14	74%	+2	+5
Q25g. I am confident discussing my mental health with my manager or supervisor		68	16 16	68%	+3	+6
KEEPING YOU WELL: IN MY WORKGROUP		43%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q25a. In my workgroup, we proactively discuss workplace safety		41	48 11	41%	-3	+4
Q25b. In my workgroup, we discuss ways to promote wellbeing		46	42 12	46%	-2	+7
Q25c. In my workgroup, we discuss ways to promote mental health		41	45 14	41%	-4	+5

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KEEPING YOU WELL: LEADERSHIP		67%	RESPONSE SCALE		% POSITIVE	vs 2022	vs Qld public sector
Q25h.	My manager or supervisor proactively encourages people to speak up if they feel something could be a risk to their health, safety, or wellbeing	77	14	9	77%	+2	+7
Q25i.	In my workplace senior management acts quickly to correct problems/issues that affect employees' health, safety, or wellbeing	57	25	18	57%	-1	+2
KEEPING YOU WELL: MY ORGANISATION VALUES MY WELLBEING		61%	RESPONSE SCALE		% POSITIVE	vs 2022	vs Qld public sector
Q25k.	I feel that my organisation considers the wellbeing of employees to be important	61	20	19	61%	-2	+1
KEEPING YOU WELL: CULTURAL SAFETY		72%	RESPONSE SCALE		% POSITIVE	vs 2022	vs Qld public sector
Q25e.	My workgroup cares about the cultural safety of Aboriginal and Torres Strait Islander colleagues	80	17	3	80%	+13	+3
Q25j.	I feel that my manager or supervisor takes responsibility for ensuring the cultural safety of Aboriginal and Torres Strait Islander employees	64	31	5	64%	+8	+3
Q25i.	I feel that my organisation provides a culturally safe work environment for Aboriginal and Torres Strait Islander employees	72	24	4	72%	+10	+7

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LEADERSHIP: SENIOR MANAGERS	58%			RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q23a. Senior leaders provide clear direction for the future of the organisation	55	28	17	55%	+1	+4	
Q23b. Senior leaders model the values or principles of my organisation	59	26	14	59%	0	+3	
Q23c. Senior leaders keep employees informed about what is going on	59	26	15	59%	-1	+7	
Q23d. Senior leaders create an environment where employees feel heard	54	26	19	54%	-3	+7	
Q23e. Senior leaders demonstrate honesty and integrity	63	25	12	63%	-1	+5	

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LEADERSHIP: EXECUTIVE GROUP		54%			RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q24a.	The executive group communicates a clear direction for the future of the organisation	57	26	18	57%	+9	+7	
Q24b.	The executive group model the values or principles of my organisation	54	30	16	54%	+6	+5	
Q24c.	The executive group keeps employees informed about what is going on	58	27	16	58%	+7	+9	
Q24d.	The executive group creates an environment where employees feel heard	48	30	22	48%	+4	+9	
Q24e.	The executive group acts with a high level of integrity	54	31	15	54%	+6	+5	
FAIR AND EQUITABLE TREATMENT: FAIR AND EQUITABLE TREATMENT		58%			RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q27f.	People are treated fairly and equitably in my workplace	58	21	21	58%	0	0	

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FAIR AND EQUITABLE TREATMENT: PROMOTION PROCESS	45%	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q27c. Promotion decisions are based on clear criteria	45	32	23	45%	-2	+1	
FAIR AND EQUITABLE TREATMENT: BACKFILLING PROCESS	45%	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q27d. The process for backfilling roles is transparent	45	29	26	45%	+5	+2	
FAIR AND EQUITABLE TREATMENT: PERFORMANCE MANAGEMENT	59%	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q27a. Performance is assessed fairly	59	24	18	59%	+3	+5	
Q27b. I understand the process to manage poor performance in my workgroup	59	24	18	59%	+5	+1	

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FAIR AND EQUITABLE TREATMENT: RECRUITMENT PROCESS	49%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q27e. Recruitment strategies and/or processes are fair and transparent		49	28	24	49%	+3	+1
EQUITABLE TREATMENT: GENDER	69%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q27g. All employees, regardless of gender, have equitable access to work experiences that support career progression		64	21	15	64%	+1	+1
Q27i. Being a woman is not a barrier to success in my organisation		77	17	6	77%	+1	+2
Q27j. Being a man is not a barrier to success in my organisation		65	21	14	65%	+2	-6
Q27k. Being transgender, non-binary and/or gender diverse is not a barrier to success in my organisation		68	30	2	68%	+3	+3
EQUITABLE TREATMENT: AGE	68%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q27h. Age is not a barrier to success in my organisation		68	20	12	68%	+1	0

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EQUITABLE TREATMENT: ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLE		71%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q27l. Being an Aboriginal and/or Torres Strait Islander person is not a barrier to success in my organisation			71	26	3	71%	+5	0
EQUITABLE TREATMENT: AUSTRALIAN SOUTH SEA ISLANDER PEOPLE		71%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q27m. Being an Australian South Sea Islander person is not a barrier to success in my organisation			71	26	3	71%	+5	+1
EQUITABLE TREATMENT: CULTURAL BACKGROUND		72%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q27n. Cultural background is not a barrier to success in my organisation			72	22	6	72%	+4	0
EQUITABLE TREATMENT: DISABILITY		65%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector		
Q27o. Disability is not a barrier to success in my organisation			65	28	7	65%	+1	+4

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EQUITABLE TREATMENT: SEXUAL ORIENTATION	74%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q27p. Sexual orientation is not a barrier to success in my organisation		74%	+4	0	
FLEXIBLE WORK: FLEXIBILITY I NEED	74%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q34i. I have the flexibility I need to manage my work and non-work interests		74%	-11	-1	
FLEXIBLE WORK: WORK TOGETHER TO MAKE FLEXIBILITY WORK	63%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q34j. In my workgroup, we discuss individual needs for flexible work arrangements, and we work together to accommodate them		63%	-5	-2	
FLEXIBLE WORK: FREE TO USE FLEXIBILITY	52%	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q34k. My commitment to this organisation would be questioned if I chose to use flexible work options		52%	-11	-5	

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CODE OF CONDUCT: INTEGRITY	74%			RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q36a. Discussions about appropriate and ethical behaviour are common in my workplace	62	24	13	62%	0	+2	
Q36b. I am confident in my understanding of what ethical behaviour means within my workplace	89	7	4	89%	+3	-3	
Q36c. I am confident I would know how to report unethical behaviour if I became aware of it	84	10	6	84%	0	-2	
Q36d. I feel confident that if I reported unethical behaviour in my workplace, it would be appropriately managed	60	23	17	60%	+1	0	

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DEMANDS

Demands

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

	RESPONSE SCALE			% FAVOURABLE	vs 2022	vs Qld public sector
Q26a. I need to work long hours to meet performance expectations	37	40	23	37%	+8	+2
Q26b. I am given unachievable deadlines	46	40	15	46%	-2	-3
Q26c. My work is emotionally demanding	25	50	24	25%	+3	+2
Q26d. My work is physically demanding	70	24	5	70%	-1	+15
Q26e. I am overloaded with work	32	45	22	32%	+8	+5
Q26f. I feel burned out by my work	35	45	20	35%	+2	0
Q26g. My work leaves me feeling emotionally exhausted	33	46	21	33%	-1	0
Q26h. My work leaves me feeling physically exhausted	61	29	10	61%	+4	+12

KEY

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

OUTCOMES

Outcomes

Outcomes include organisational citizenship behaviours and intention to leave.

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

CONNECTION WITH WORK	43%			RESPONSE SCALE	% FAVOURABLE	vs 2022	vs Qld public sector
Q35a. I feel energised by my work	28	56	16		28%	-3	-2
Q35b. My job inspires me to do my best	44	46	10		44%	-3	-3
Q35c. I am proud of the work that I do	56	36	8		56%	-1	-7
CONTINUOUS IMPROVEMENT	63%			RESPONSE SCALE	% FAVOURABLE	vs 2022	vs Qld public sector
Q35d. I proactively seek new and better ways of doing my job	62	35	3		62%	-2	+1
Q35e. I help co-workers learn new skills or share job knowledge	70	28			70%	+2	+2
Q35f. I help co-workers who have too much to do	58	37	4		58%	-1	-1
Q35g. I work with colleagues to identify better practice	60	37			60%	0	+1

KEY

Always

Often

Fairly often

Some of the time

Once in a while

Rarely

Never

OUTCOMES

Outcomes

Outcomes include organisational citizenship behaviours and intention to leave.

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

IMPACT	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
	63	29	8			
Q35h. My work has a positive impact on the lives of the people of Queensland	63	29	8	63%	-4	-14
Q35i. My organisation has a positive impact on the lives of the people of Queensland	64	28	8	64%	-5	-14

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Outcomes include organisational citizenship behaviours and intention to leave.

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

INTENTION TO LEAVE	2023	2022
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	10%	9%
I want to leave my position within the next 12 months	18%	16%
I want to stay working in my position for the next one to two years	34%	33%
I want to stay working in my position for at least the next three years	38%	42%
Q44b. What best describes your plans involved with leaving your current position? (asked of those that want to leave position as soon as possible or within the next 12 months)		
I am planning to retire	4%	2%
I am applying for/have applied for new roles within my agency	44%	36%
I am applying for/have applied for new roles in another agency	26%	28%
I am applying for/have applied for roles in the private sector	9%	10%
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	3%	2%
Other	13%	22%

OUTCOMES

Outcomes

Outcomes include organisational citizenship behaviours and intention to leave.

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

INTENTION TO LEAVE

%

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

There are a lack of future career opportunities in my agency	16%
I want to try a different type of work or I'm seeking a career change	19%
I am not satisfied with the work	19%
I am looking to further my skills in another area	25%
My expectations for work in my current position have not been met	9%
I have achieved all I can in my current position	25%
I am not able to access the flexible working arrangements that I require	12%
Family commitments or priorities	3%
I am expected to do more work than I reasonably can	18%
The emotional demands of my work are too high	14%
The physical demands of my work are too high	1%
I am emotionally exhausted	14%
I am physically exhausted	1%
I do not have a sense of belonging to my workgroup or agency	6%

%

Q44c. continued...

Senior leadership is of a poor quality	16%
My immediate supervisor's leadership is of a poor quality	11%
I can receive a higher salary elsewhere	12%
My current workgroup or agency lacks respect for employees	4%
I want to live elsewhere within Australia or overseas	4%
I have experienced unacceptable behaviours (such as bullying or harassment)	8%
I don't think my work performance is fairly assessed in comparison to others	6%
I wish to pursue a promotion opportunity	14%
Voluntary retirement	2%
Forced or compulsory retirement	-
Discrimination in my workplace	3%
Contract or secondment coming to an end	3%
Other	6%

DIVERSITY EXPERIENCE: ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLES

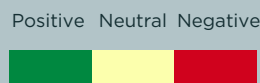
Aboriginal Peoples and/or Torres Strait Islander Peoples

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

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

ASKED OF ABORIGINAL PEOPLE AND TORRES STRAIT ISLANDER PEOPLE ONLY	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q28e. My colleagues invite me to share my perspective as an Aboriginal and/or Torres Strait Islander person when carrying out work	33	42	25	33%	-	-14
Q28f. My colleagues actively embed the perspectives of Aboriginal peoples and Torres Strait Islander peoples in their work	42	33	25	42%	-	-5
Q28g. I feel comfortable sharing my perspective as an Aboriginal person	36	45	18	36%	-	-18
Q28h. I feel comfortable sharing my perspective as a Torres Strait Islander person	<i>To ensure anonymity must be 10 in a group - Insufficient data</i>					
Q28m. As an Aboriginal person, I feel culturally safe at work	55	27	18	55%	-	-11
Q28n. As a Torres Strait Islander person, I feel culturally safe at work	<i>To ensure anonymity must be 10 in a group - Insufficient data</i>					

KEY



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

DIVERSITY EXPERIENCE: ABORIGINAL AND/OR TORRES STRAIT ISLANDER PEOPLES

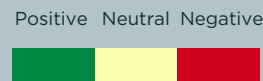
Aboriginal Peoples and/or Torres Strait Islander Peoples

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

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

ASKED OF NON-ABORIGINAL PEOPLE AND NON-TORRES STRAIT ISLANDER PEOPLE ONLY	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q28j. I am confident asking Aboriginal peoples and Torres Strait Islander peoples for their perspectives on my work	55	39	6	55%	-1	-7
Q28k. I am confident embedding the perspectives of Aboriginal peoples and Torres Strait Islander peoples in my work	53	40	7	53%	+1	-5
Q28l. I consider the way my work may impact Aboriginal and Torres Strait Islander peoples	47	44	9	47%	+3	-17

KEY



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

DIVERSITY EXPERIENCE: AUSTRALIAN SOUTH SEA ISLANDER

Australian South Sea Islander Peoples

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

ASKED OF AUSTRALIAN SOUTH SEA ISLANDER PEOPLE ONLY

RESPONSE SCALE

% POSITIVE

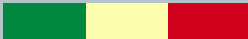
vs 2022

vs Qld public sector

Q29c. As an Australian South Sea Islander person, I feel culturally safe at work *To ensure anonymity must be 10 in a group - Insufficient data*

KEY

Positive Neutral Negative



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

DIVERSITY EXPERIENCE: DISABILITY

Disability

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

ASKED OF PEOPLE LIVING WITH DISABILITY ONLY

2023

2022

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

	2023	2022
Yes	67%	58%
No	23%	31%
Prefer not to say	10%	10%

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

	2023	2022
When I was invited for the interview	4%	-
During the interview process	16%	2%
After being offered the job	10%	12%
After I had commenced work	86%	93%

DIVERSITY EXPERIENCE: DISABILITY

Disability

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

ASKED OF PEOPLE LIVING WITH DISABILITY ONLY

2023

2022

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%	6%
Yes, I have a flexible workplace agreement - can include, but is not limited to, compressed work hours, telecommuting, flexible working hours	25%	12%
Yes, I have an informal adjustment agreement - normally a conversation between myself and my supervisor agreeing to adjustments	11%	12%
No, I did not realise I could request workplace adjustment to accommodate my disability	6%	16%
No, I have not requested a workplace adjustment	25%	23%
No, I have not disclosed my disability in my workplace	20%	26%
I requested an adjustment, but it was not available/supported	3%	1%
Other	6%	4%

DIVERSITY EXPERIENCE: DISABILITY

Disability

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

ASKED OF PEOPLE LIVING WITH DISABILITY ONLY	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q30k. I feel safe and respected at work	63	24	13	63%	-4	-2

KEY

Positive Neutral Negative



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

DIVERSITY EXPERIENCE: DISABILITY

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

	2023	2022
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%	56%
No	56%	44%
Q30g. Did you find this recruitment process to be accessible and inclusive?		
Yes	83%	93%
No	17%	7%
Q30h. Were you asked about accessibility, adjustments and support requirements during the recruitment process? (multiple response)		
Yes, at first communication e.g. invitation for interview	14%	5%
Yes, prior to the interview/assessment	6%	3%
Yes, at the interview/assessment	3%	8%
No, I had chosen not to disclose my disability	26%	30%
No, not at all	40%	33%
No, I had to ask about reasonable adjustments	-	3%
I don't recall	17%	28%

DIVERSITY EXPERIENCE: DISABILITY

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

	2023	2022
Q30i. Do you feel confident applying for new and different job opportunities within your organisation? (multiple response)		
Yes, I would feel confident working in other areas of my organisation - I don't need any adjustments and do not feel like my disability limits my opportunity	40%	57%
Yes, I feel confident that other areas of my organisation would accommodate my needs/adjustments	25%	11%
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	1%	7%
No, I feel that the reasonable adjustments I require limits my internal career pathways	11%	4%
Don't know	20%	18%
Prefer not to say	13%	5%
Q30j. Do you feel confident applying for new and different job opportunities outside of your current organisation? (multiple response)		
Yes, I would feel confident working outside of my organisation - I don't need any adjustments and do not feel like my disability limits my opportunity	39%	55%
Yes, I feel confident that other areas outside of my organisation would accommodate my needs/adjustments	26%	17%
No, I would not feel confident working outside my organisation - I don't need any adjustments but my disability limits my opportunity	4%	14%
No, I feel that the reasonable adjustments I require limits my external career pathways	9%	4%
Don't know	19%	7%
Prefer not to say	10%	8%

DIVERSITY EXPERIENCE: GENDERED EXPERIENCE

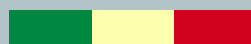
Gendered Experience

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

ASKED OF ALL	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q27i. Being a woman is not a barrier to success in my organisation	77	17	6	77%	+1	+2
Q27j. Being a man is not a barrier to success in my organisation	65	21	14	65%	+2	-6
Q27k. Being transgender, non-binary and/or gender diverse is not a barrier to success in my organisation	68	30		68%	+3	+3

KEY

Positive Neutral Negative



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

DIVERSITY EXPERIENCE: GENDERED EXPERIENCE

Gendered Experience

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

ASKED OF PEOPLE WHO IDENTIFIED AS A WOMAN ONLY	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q33a. In my workplace, my professional opinions and insights are as likely to be supported as my male colleagues	77	16	7	77%	+3	+3
Q33b. I have the same access to career development opportunities as my male colleagues	81	14	5	81%	+6	+5
Q33c. I have the same opportunity for promotion as my male counterparts	77	17	6	77%	+4	+3
Q33d. My manager or supervisor is committed to gender equity	79	16	5	79%	+2	+1
Q33e. My senior manager is committed to gender equity	75	21	4	75%	-1	+1
Q33f. My agency's executive group is committed to gender equity	72	25		72%	+1	+3

KEY

Positive Neutral Negative










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

DIVERSITY EXPERIENCE: LGBTIQ+

LGBTIQ+

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

ASKED OF PEOPLE WHO IDENTIFY AS LGBTIQ+ ONLY	RESPONSE SCALE	% POSITIVE	vs 2022	vs Qld public sector
Q31e. I feel confident that my colleagues support LGBTIQ+ workplace inclusion		82%	+8	+7
Q31f. I feel confident that my manager or supervisor supports LGBTIQ+ workplace inclusion		91%	+7	+11
Q31g. I feel confident that senior leaders within my organisation support LGBTIQ+ workplace inclusion		85%	+20	+14
Q31h. I feel confident that the executive group within my organisation support LGBTIQ+ workplace inclusion		85%	+14	+18
Q31i. I know LGBTIQ+ allies in my organisation that I can approach for support		76%	+34	+13
Q31j. There are LGBTIQ+ allies in leadership roles in my organisation		79%	+43	+25
Q31k. I feel safe and respected at work		79%	-2	+1

KEY

Positive Neutral Negative



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

FLEXIBLE WORK

	%
Q34a. Do you currently use any of the following flexible work options? (multiple response)	
Part-time work	7%
Remote working; a location other than your official place of work and other than your home e.g. distributed work centre, on-site	14%
Remote working: from home	79%
Flexible work hours (e.g., accumulated hours as 'flexitime')	55%
Flexible work hours for example start late or early to meet responsibilities external to work	34%
Self-selecting schedules	10%
Flexible shifts/scheduling	8%
Shift swapping	2%
Designing own rosters	3%
Job sharing	1%
Compressed work hours	4%
Part-year work/annualised hours	-
Term-time working	-
Casual/on call	2%

	%
Q34a. continued...	
Hot desks	45%
Purchased leave/extended leave/deferred salary schemes	2%
Leave at half pay	13%
Other	2%
None of the above	7%

FLEXIBLE WORK

Flexible Work Arrangements

	2023	2022
Q34b. Have you made a request regarding flexible work arrangements in the last 12 months?		
Yes, I requested one or more flexible work arrangements	51%	47%
No, I have not requested a flexible work arrangement but I am content with my current arrangements	40%	45%
No, I have not requested a flexible work arrangement and I would like to adjust my current arrangements	8%	8%
Q34c. Was your request for flexible work arrangements (asked of those that have requested one or more flexible work arrangements)		
Fully granted	71%	80%
Partially granted	13%	9%
Declined - no reason given	3%	1%
Declined - reason provided	3%	1%
I have not received a reply as yet	10%	9%

FLEXIBLE WORK

Flexible Work Arrangements

	2023	2022
Q34d. Why haven't you made a request to change your work arrangements? (multiple response) (asked of those that have not requested a flexible work arrangement, but would like adjustments)		
I didn't feel I was entitled to make a request	27%	18%
I felt it would limit my career progression	18%	18%
I felt it would limit my access to training and development	7%	5%
Flexible working is frowned upon/not supported in my workplace	23%	13%
I was concerned that it may negatively impact my team	14%	29%
I didn't feel confident presenting my case or negotiating arrangements with my manager	23%	29%
I feel the technology I currently have access to does not support flexible working	-	3%
I don't feel confident in my manager's ability to manage staff working flexibly	2%	3%
None of the above	48%	34%

FLEXIBLE WORK

Flexible Work Arrangements

	2023	2022
Q34s. Do you have the opportunity to contribute to the design of the shiftwork schedule/roster? (asked of those that do shiftwork)		
<i>To ensure anonymity must be 10 in a group - insufficient data</i>		
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	51%	67%
A range of flexible options are available to me in my job. I am able to agree formal flexible arrangements with my manager/supervisor. I feel okay about asking for ad hoc flexibility, although changing arrangements (e.g., work patterns) is discouraged	20%	16%
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	15%	8%
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	6%	4%
There is some flexibility e.g., I can request specific shifts or swap shifts, there is some flexibility in start and finish times	3%	3%
The only flexible work options are limited to full time vs part time	1%	0%
No, given the nature of my work, flexible arrangements are not possible	2%	1%

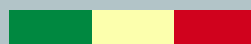
FLEXIBLE WORK

Flexible Work Arrangements

ASKED OF THOSE WHO HAVE THE OPTION OF FLEXIBLE WORKING ARRANGEMENTS ONLY	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q34i. I have the flexibility I need to manage my work and non-work interests	74	15	11	74%	-11	-1
Q34j. In my workgroup, we discuss individual needs for flexible work arrangements, and we work together to accommodate them	63	20	16	63%	-5	-2
Q34k. My commitment to this organisation would be questioned if I chose to use flexible work options	52	30	19	52%	-11	-5
Q34l. All employees, regardless of gender, are actively encouraged to adopt flexible working arrangements in this organisation	52	31	16	52%	-7	+2
Q34n. Being a part-time manager is an option in this organisation	25	51	24	25%	-3	+1
Q34o. It is difficult for me to adopt a flexible working arrangement because of a lack of support from my manager or supervisor	68	21	12	68%	-7	+1

KEY

Positive Neutral Negative



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

FLEXIBLE WORK

Flexible Work Arrangements

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

2023

2022

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	11%	20%
No	17%	10%
Don't know	72%	71%

FLEXIBLE WORK

Flexible Work Arrangements

	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q34m. All employees, regardless of whether they have responsibilities as a carer, are actively encouraged to adopt flexible working arrangements in this organisation	48	34	18	48%	-8	+2
Q34q. My workplace provides sufficient support for me to be able to balance my work and carer responsibilities (asked of those who identified as being a carer only)	66	21	13	66%	-9	-1

KEY

Positive Neutral Negative



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

FLEXIBLE WORK

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

2023

2022

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

On average, I work one day per week remotely	14%	11%
On average, I work two days per week remotely	46%	29%
On average, I work three days per week remotely	21%	26%
On average, I work four days per week remotely	10%	17%
On average, I work five days per week remotely	9%	18%

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

I have a formal arrangement in place, and a specific day/s of the week scheduled to work remotely	55%	51%
I adjust my schedule of remote work (i.e. day/s of week) depending on work activities	42%	46%
I adjust my schedule of remote work (i.e. day/s of week) depending on responsibilities outside of work	21%	20%
I adjust the number of days I work remotely per week depending on work activities	25%	34%
I adjust the number of days I work remotely per week depending on responsibilities outside of work	14%	14%

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)

Please note, where a '-' appears in the 2022 column, this represents a new option that was added in the 2023 survey.

ASKED OF PEOPLE WHO REPORTED USING REMOTE WORKING OPTIONS ONLY	2023	2022
Q34g. What benefits or needs are met by coming into your employer provided workplace? (multiple response)		
Social interaction - I like to catch up with colleagues socially	57%	68%
Collaboration - I find it easier to collaborate face-to-face	38%	47%
It's important for team building, work culture and connectivity	48%	-
I enjoy the energy of being with people all working on similar things	33%	39%
Preference for workspaces at least some of the time - I like to work in a formal work environment sometimes	23%	30%
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	16%	19%
To meet project needs and workflows	14%	20%
Ability to access better equipment, ICT, printers or necessary physical resources or files	23%	-
My mental health is better when I spend some time in the office	19%	26%
I am more active - getting to and from the office and throughout the day	21%	20%
I only come into the office because I feel I must	30%	28%
I come into the office because I am told to but I don't perceive any benefit	31%	-
I feel like if I don't come into the office, people won't think of me for promotion	16%	9%
I feel like if I don't come into the office, I may miss out on development opportunities	17%	10%
Other	8%	7%

DOMESTIC AND FAMILY VIOLENCE

Domestic and Family Violence

	2023	2022
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	69%	82%
No	25%	18%
Prefer not to say	6%	-
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	8%	9%
No	87%	86%
Don't know	2%	2%
Prefer not to say	4%	3%

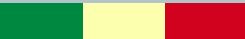
DOMESTIC AND FAMILY VIOLENCE

Domestic and Family Violence

DOMESTIC AND FAMILY VIOLENCE	RESPONSE SCALE			% POSITIVE	vs 2022	vs Qld public sector
Q42b. I am confident that I could sensitively communicate with colleagues affected by domestic and family violence	70	23	7	70%	-2	-8
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	70	22	8	70%	-2	-11
Q42d. If I became aware that domestic and family violence were affecting a colleague, I am confident that I could respond appropriately	70	22	8	70%	-2	-10
Q42e. I am confident that I could effectively refer a colleague affected by domestic and family violence to appropriate support	74	19	7	74%	-6	-9

KEY

Positive Neutral Negative



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

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

Bullying

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

	2023	2022
Q38a. During the last 12 months, have you experienced any of the following in your workplace? - Workplace bullying		
Yes, and I am currently experiencing this behaviour	4%	4%
Yes, but I am not experiencing it now	9%	9%
No	80%	82%
Don't know	6%	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.

	2023	2022
Q39a. Thinking about when you experienced bullying. Who were you bullied by? (multiple response)		
A senior manager	33%	28%
Your immediate manager/supervisor	34%	31%
A colleague	31%	28%
A group of colleagues	14%	8%
A worker that reports to you	11%	5%
A consultant/service provider	-	-
A representative of another agency	-	-
A person in a Ministerial Office	-	-
Other	3%	5%
Prefer not to specify	11%	20%

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.

	2023	2022
Q39b. What type of bullying did you experience? (multiple response)		
Physical behaviour (e.g. assault or aggressive body language)	10%	3%
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	33%	31%
Intimidation and/or threats	36%	26%
'Initiations' or pranks	3%	5%
Interference with your personal property or work equipment	1%	6%
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	46%	29%
Withholding essential information for me to do my job	44%	20%
Being assigned meaningless tasks unrelated to my job	19%	20%
Being given impossible assignment(s)	23%	15%
Cyber bullying (e.g. by email)	3%	9%
Other	30%	35%

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.

	2023	2022
Q39c. Did you report the bullying or tell someone about the bullying? (multiple response)		
Submitted a formal complaint	16%	12%
Told a colleague	32%	32%
Told a manager	46%	31%
Told Human Resources	19%	15%
Told a friend or family member	19%	26%
Told someone else	22%	9%
Told Employee Assistance Program or peer support	4%	8%
Told the person the behaviour was not okay	17%	14%
I did not tell anyone about bullying	13%	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.

	2023	2022
Q39d. You indicated that you have not formally reported your experience of bullying. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	39%	32%
I did not have enough evidence	23%	21%
It could affect my career	42%	42%
I did not think any action would be taken	53%	53%
The matter was resolved informally	2%	9%
I did not think the bullying was serious enough	18%	16%
Managers accepted the behaviour	35%	26%
I did not think it was worth the hassle of going through the report process	33%	28%
I did not know how to report it	4%	2%
Other	18%	16%

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.

	2023	2022
Q38b. During the last 12 months, have you experienced any of the following in your workplace? - Workplace violence and aggression		
Yes	6%	5%
No	92%	93%
Don't know	2%	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.

	2023	2022
Q40a. Thinking about when you experienced workplace violence and aggression. Who was the aggressor? (multiple response)		
A client/customer	53%	48%
Patient	-	-
Visitor	-	-
A member of the public	22%	22%
Other	34%	39%
Prefer not to specify	16%	9%

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.

	2023	2022
Q40b. What type of workplace violence or aggression did you experience? (multiple response)		
Angry or hostile behaviour	94%	78%
Antagonism and jeering	22%	13%
Intimidation and insults	41%	43%
Shouting and swearing	69%	52%
Verbal threats	34%	35%
Someone encroaching on your personal space	16%	35%
Banging, kicking or hitting items	6%	4%
Biting, spitting, scratching	-	-
Throwing objects	6%	-
Pushing, shoving, tripping or grabbing	-	4%
Physical assault (e.g. punching or kicking)	-	-
Armed robbery	-	-
Attacked with any type of weapon	-	-
Other	16%	13%

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

Sexual Harassment

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Sexual harassment does not need to be deliberate or repeated to be illegal. It can be experienced in the course of employment (i.e., person-to-person conduct) or through the workplace context (i.e., sexualised workplace environment).

	2023	2022
Q38c. During the last 12 months, have you experienced any of the following in your workplace? - Sexual harassment		
Yes, and I am currently experiencing this behaviour	1%	-
Yes, but I am not experiencing it now	2%	1%
No	96%	97%
Don't know	1%	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).

	2023	2022
Q41a. Thinking about when you experienced sexual harassment. Who were you sexually harassed by? (multiple response)		
A senior manager	14%	-
Your immediate manager/supervisor	7%	-
A colleague	64%	-
A group of colleagues	-	-
A worker that reports to you	7%	-
A client/customer	-	-
A member of the public	-	-
A consultant/service provider	-	-
A representative of another agency	-	-
A person in a Ministerial Office	-	-
Other	7%	-
Prefer not to specify	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).

	2023	2022
Q41b. What type of sexual harassment did you experience? (multiple response)		
Sexually suggestive comments or jokes that made me feel offended (in either a group or one-on-one situation)	36%	-
Intrusive questions about my private life or comments about my physical appearance	14%	-
Unwelcome touching, hugging, cornering or kissing	29%	-
Inappropriate physical contact (including momentary or brief physical contact)	21%	-
Repeated or inappropriate invitations to go out on dates	7%	-
Sexual gestures, indecent exposure or inappropriate display of the body	21%	-
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	-	-
Sexually explicit email or SMS message	-	-
Request or pressure for sex or other sexual act	7%	-
Sexually explicit pictures, posters or gifts that made me feel offended	-	-
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc.)	7%	-
Inappropriate staring or leering that made me feel intimidated	7%	-
The workplace is sexually hostile including discussions or jokes that are of a sexual nature or the display of obscene or pornographic materials	14%	-
Any other unwelcome conduct of a sexual nature	21%	-

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).

	2023	2022
Q41c. Did you tell anyone about the sexual harassment? (multiple response)		
Submitted a formal complaint	21%	-
Told a colleague	7%	-
Told a manager	21%	-
Told Human Resources	-	-
Told a friend or family member	21%	-
Told someone else	14%	-
Told Employee Assistance Program or peer support	7%	-
Told the person the behaviour was not okay	7%	-
I did not tell anyone about the sexual harassment	29%	-

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).

	2023
Q41d. You indicated that you have not formally reported your experience of sexual harassment. What is preventing you from reporting this experience? (multiple response)	
I did not want to upset relationships in the workplace	27%
I did not have enough evidence	-
It could affect my career	36%
I did not think any action would be taken	36%
The matter was resolved informally	9%
I did not think the sexual harassment was serious enough	18%
Managers accepted the behaviour	9%
I did not think it was worth the hassle of going through the report process	27%
I did not know how to report it	-
Other	18%

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.

	2023	2022
Q37a. In the last 12 months, have you experienced racism?		
Yes	3%	1%
No	97%	99%
Q37g_1. Thinking about when you experienced racism. Who was the source of this experience? (multiple response)		
A senior manager	21%	-
Your immediate manager/supervisor	7%	-
A colleague	29%	-
A group of colleagues	7%	-
A worker that reports to you	14%	-
A client/customer	14%	-
A member of the public	36%	-
A consultant/service provider	14%	-
A representative of another agency	7%	-
A person in a Ministerial Office	7%	-
Other	7%	-
Prefer not to specify	29%	-

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.

	2023	2022
Q37h_1. Did you report the racism or tell someone about your experience? (multiple response)		
Submitted a formal complaint	14%	-
Told a colleague	14%	-
Told a manager	29%	-
Told Human Resources	-	-
Told a friend or family member	29%	-
Told someone else	7%	-
Told Employee Assistance Program or peer support	-	-
Told the person the behaviour was not okay	-	-
I did not tell anyone about the racism or discrimination	29%	-

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.

	2023	2022
Q37i_1. You indicated that you have not formally reported your experience of racism. What is preventing you from reporting this experience? (multiple response)		
I did not want to upset relationships in the workplace	33%	-
I did not have enough evidence	17%	-
It could affect my career	42%	-
I did not think any action would be taken	17%	-
The matter was resolved informally	8%	-
I did not think the racism or discrimination was serious enough	-	-
Managers accepted the behaviour	17%	-
I did not think it was worth the hassle of going through the report process	8%	-
I did not know how to report it	-	-
Other	25%	-

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.

	2023	2022
Q37b. In the last 12 months, have you experienced discrimination because of your disability ?		
Yes	2%	2%
No	98%	98%
Q37g_2. Thinking about when you experienced discrimination because of your disability. Who was the source of this experience? (multiple response)		
A senior manager	60%	36%
Your immediate manager/supervisor	30%	18%
A colleague	10%	18%
A group of colleagues	-	9%
A worker that reports to you	-	9%
A client/customer	-	9%
A member of the public	-	9%
A consultant/service provider	-	-
A representative of another agency	-	-
A person in a Ministerial Office	-	-
Other	-	-
Prefer not to specify	20%	27%

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.

	2023	2022
Q37h_2. Did you report the discrimination because of your disability or tell someone about your experience? (multiple response)		
Submitted a formal complaint	20%	18%
Told a colleague	20%	27%
Told a manager	10%	27%
Told Human Resources	-	9%
Told a friend or family member	10%	36%
Told someone else	10%	-
Told Employee Assistance Program or peer support	10%	9%
Told the person the behaviour was not okay	-	9%
I did not tell anyone about the discrimination	40%	36%

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.

2023

2022

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? (multiple response)

To ensure anonymity must be 10 in a group - insufficient data

CODE OF CONDUCT: RACISM AND DISCRIMINATION

Discrimination

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

	2023	2022
Q37c. In the last 12 months, have you experienced discrimination because of your sexual orientation ?		
Yes	2%	0%
No	98%	100%
Q37g_3. Thinking about when you experienced discrimination because of your sexual orientation. Who was the source of this experience? (multiple response)		
A senior manager	40%	-
Your immediate manager/supervisor	-	-
A colleague	30%	-
A group of colleagues	-	-
A worker that reports to you	30%	-
A client/customer	-	-
A member of the public	-	-
A consultant/service provider	-	-
A representative of another agency	-	-
A person in a Ministerial Office	-	-
Other	10%	-
Prefer not to specify	10%	-

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.

	2023	2022
Q37h_3. Did you report the discrimination because of your sexual orientation or tell someone about your experience? (multiple response)		
Submitted a formal complaint	10%	-
Told a colleague	10%	-
Told a manager	10%	-
Told Human Resources	10%	-
Told a friend or family member	30%	-
Told someone else	10%	-
Told Employee Assistance Program or peer support	-	-
Told the person the behaviour was not okay	-	-
I did not tell anyone about the discrimination	30%	-

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.

2023

2022

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? (multiple response)

To ensure anonymity must be 10 in a group - insufficient data

CODE OF CONDUCT: RACISM AND DISCRIMINATION

Discrimination

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

	2023	2022
Q37d. In the last 12 months, have you experienced discrimination because of your gender ?		
Yes	4%	4%
No	96%	96%
Q37g_4. Thinking about when you experienced discrimination because of your gender. Who was the source of this experience? (multiple response)		
A senior manager	50%	47%
Your immediate manager/supervisor	18%	35%
A colleague	18%	18%
A group of colleagues	5%	6%
A worker that reports to you	5%	12%
A client/customer	-	-
A member of the public	5%	6%
A consultant/service provider	-	-
A representative of another agency	-	6%
A person in a Ministerial Office	-	-
Other	9%	12%
Prefer not to specify	23%	6%

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.

	2023	2022
Q37h_4. Did you report the discrimination because of your gender or tell someone about your experience? (multiple response)		
Submitted a formal complaint	5%	6%
Told a colleague	27%	18%
Told a manager	5%	18%
Told Human Resources	5%	-
Told a friend or family member	18%	18%
Told someone else	14%	12%
Told Employee Assistance Program or peer support	-	6%
Told the person the behaviour was not okay	5%	18%
I did not tell anyone about the discrimination	45%	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.

	2023	2022
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? (multiple response)		
I did not want to upset relationships in the workplace	38%	31%
I did not have enough evidence	24%	25%
It could affect my career	52%	38%
I did not think any action would be taken	52%	50%
The matter was resolved informally	-	13%
I did not think the discrimination was serious enough	19%	13%
Managers accepted the behaviour	19%	13%
I did not think it was worth the hassle of going through the report process	33%	13%
I did not know how to report it	14%	-
Other	5%	13%

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.

	2023	2022
Q37e. In the last 12 months, have you experienced discrimination because of your age?		
Yes	6%	6%
No	94%	94%
Q37g_5. Thinking about when you experienced discrimination because of your age. Who was the source of this experience? (multiple response)		
A senior manager	35%	14%
Your immediate manager/supervisor	13%	21%
A colleague	29%	39%
A group of colleagues	13%	14%
A worker that reports to you	13%	4%
A client/customer	23%	14%
A member of the public	16%	7%
A consultant/service provider	-	-
A representative of another agency	3%	-
A person in a Ministerial Office	-	-
Other	-	11%
Prefer not to specify	19%	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.

	2023	2022
Q37h_5. Did you report the discrimination because of your age or tell someone about your experience? (multiple response)		
Submitted a formal complaint	3%	-
Told a colleague	29%	21%
Told a manager	10%	11%
Told Human Resources	6%	-
Told a friend or family member	23%	18%
Told someone else	3%	14%
Told Employee Assistance Program or peer support	-	4%
Told the person the behaviour was not okay	10%	11%
I did not tell anyone about the discrimination	39%	61%

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.

	2023	2022
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? (multiple response)		
I did not want to upset relationships in the workplace	27%	46%
I did not have enough evidence	30%	29%
It could affect my career	30%	36%
I did not think any action would be taken	33%	54%
The matter was resolved informally	7%	4%
I did not think the discrimination was serious enough	33%	7%
Managers accepted the behaviour	17%	21%
I did not think it was worth the hassle of going through the report process	33%	43%
I did not know how to report it	3%	4%
Other	7%	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.

	2023	2022
Q37f. In the last 12 months, have you experienced discrimination because of your cultural background ?		
Yes	2%	1%
No	98%	99%
Q37g_6. Thinking about when you experienced discrimination because of your cultural background. Who was the source of this experience? (multiple response)		
A senior manager	25%	-
Your immediate manager/supervisor	-	-
A colleague	42%	-
A group of colleagues	8%	-
A worker that reports to you	-	-
A client/customer	25%	-
A member of the public	17%	-
A consultant/service provider	-	-
A representative of another agency	-	-
A person in a Ministerial Office	-	-
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.

	2023	2022
Q37h_6. Did you report the discrimination because of your cultural background or tell someone about your experience? (multiple response)		
Submitted a formal complaint	25%	-
Told a colleague	-	-
Told a manager	17%	-
Told Human Resources	-	-
Told a friend or family member	42%	-
Told someone else	8%	-
Told Employee Assistance Program or peer support	8%	-
Told the person the behaviour was not okay	8%	-
I did not tell anyone about the discrimination	25%	-

CODE OF CONDUCT: RACISM AND DISCRIMINATION

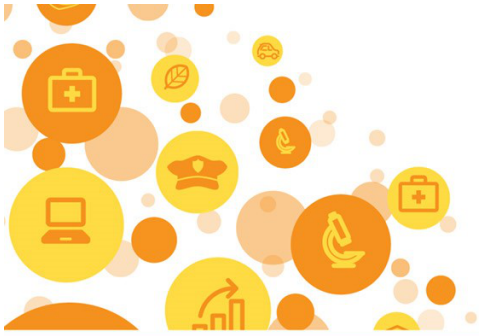
Discrimination

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.

	2023	2022
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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? (multiple response)

To ensure anonymity must be 10 in a group - insufficient data



Working for Queensland *survey*

