Working for Queensland

Employee Opinion Survey

[Insert organisation name]



Great state. Great opportunity.

Completing the survey

Please read each question carefully. There are no right or wrong answers to the questions. We simply want to know your views on the issues raised in the survey. Please answer every question that you can and answer each of them as honestly as possible.

Unless stipulated, please answer in relation to your current job. If you are employed in more than one position, please think of the position in which you spend most of your time when completing this questionnaire.

Unless prompted to consider the past 12 months, please respond in relation to your current perceptions about your work and work context.

Survey Definitions

Please use the following definitions when completing the survey questions.

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 school, 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 or public service office you work for in your current job (e.g. Department of Transport and Main Roads for staff employed in RoadTek, Public Trust Office for staff working for the Public Trust Office).

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).

Confidentiality

Your responses will be strictly confidential. No identifying information will be published or released. Your responses are protected by the Information Privacy Act 2009 (Qld).

The survey is being conducted by an independent survey provider, ORC International. ORC International is a member of the Australian Market and Social Research Society and as such work to a strict industry code of conduct that protects the individual confidentiality of all survey participants. Questionnaires are submitted directly to ORC International for analysing the information. Completed surveys will not be seen by any agency in the Queensland Public Sector.



How to fill out this questionnaire

1. To answer most of the questions you only need to **tick one box**. Please tick the box which most accurately describes your situation or reflects your opinion.

For example:

Is your current position a managerial or supervisory position?

- \Box_1 Yes, managerial
- \square_2 Yes, supervisory
- **☑**₃ No

2. In some cases you can tick more than one box. You will be prompted when this is possible as shown in the example below.

For example:

What are the reasons that attracted you to your current organisation?

[Select all that apply]

 \Box_1 Working conditions

□₂ Pay

- \square_3 The reputation of the organisation
- \mathbf{M}_4 The functions of the organisation
- \Box_5 Career opportunities
- \mathbf{M}_{6} Work location
- **☑**₇ Other

3. Sometimes you are asked to write in an answer. In that case, simply put your answer in the space provided.

For example:

How many jobs have you had in the Queensland Public Sector?

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4. You may be asked to skip certain questions because not all questions apply to everyone. If no skip instruction is provided you should continue to the next question.

Enquiries and return of questionnaire

Please complete and post the questionnaire in the supplied reply paid envelope **by 28 May 2014**, but ideally before then.

If you have any questions about completing this questionnaire you can call the ORC International help desk on 1800 065 312 or email <u>2014EOS@workingforqueensland.com</u> between 5 May and 30 May 2014.

This questionnaire contains questions that were sourced from the Australian State of the Service Employee Survey, the Victorian People Matter Survey, the New South Wales People Matter Survey and the United Kingdom Civil Service People Survey. The Queensland Public Service Commission acknowledges the original copyright of questions used from these surveys.



WHERE YOU WORK

Please select where you work in the [insert organisation name] from the categories listed below (select one group only).

In selecting where you work in the [insert organisation name], please think of the current position in which you spend most of your time.



WHERE YOU HAVE WORKED

<u>Your organisation</u> is the Government department or public service office you work for in your current job (e.g. Department of Transport and Main Roads for staff employed in RoadTek, Public Trust Office for staff working for the Public Trust Office).

Q1 How long have you been employed in your current organisation? [Including under different organisation name or administrative arrangements]

Less than a year
1 year to less than 2 years
2 1 years to less than 2 years
3 2 years to less than 4 years
4 4 years to less than 6 years
6 years to less than 10 years
6 10 years or more
7 Don't know

Q2 How many organisations in the Queensland Public Sector, including your current one, have you worked for?

[Changes in organisation name or administrative arrangements are not counted as separate organisations.]



Q3 How many years of your working life have you been employed in: [Please estimate]

		None	Less than 1 year	1 to less than 2 years	2 to less than 4 years	4 to less than 6 years	6 to less than 10 years	10 years or more
a.	The Queensland Public Sector		2	3	4	5	6	7
b.	Other Government sectors (local, other states, federal, overseas)	1	2	3	4	5	6	7
C.	Other non-Government sectors (e.g. not for profit, academia, voluntary organisations)	1	2	3	4	5	6	7
d.	The private sector (including as an employer or self employed)	1	2	3	4	5	6	7



YOUR BACKGROUND

Please complete the following background information details. This information allows us to determine the extent to which the people who complete the survey reflect the total workforce. It also allows us to explore variations in employee perceptions among different demographic and employee groups. This information will not be used in any way that would allow anyone to identify you or to attribute any survey question answers to you.

- Q4 What is your gender?
 - ____1 Female

Q5 What is your age?

- 1 19 years or under
- 2 20 24 years
- 3 25 29 years
- ₄ 30 34 years
- ₅ 35 39 years
- ₆ 40 44 years
- 7 45 49 years
- 8 50 54 years
- 9 55 59 years
- 10 60 64 years
- 11 65 and over

Q6 Do you identify yourself as?

- 1 Aboriginal
- 2 Torres Strait Islander
 - Aboriginal and Torres Strait Islander
- 4 None of the above
- Q7 Do you have an ongoing disability*?
 - 1 Yes 2 No

* For the purpose of this survey, a person with a disability is a person with a long-term health condition that leads to one or more limitations, restrictions or impairments that lasted or is likely to last for 6 months or more. Long-term health conditions can be in these areas: Physical, Sensory (hearing, speech or vision) which cannot be corrected by appropriate aids such as hearing aids or glasses, Intellectual or Learning, and Psychiatric.



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YOU	R BACKO	ROUND continued						
Q8	In which country were you born?							
	1	Australia						
	2	Overseas in a country where English is a primary language						
	3	Overseas in a country where English is not a primary language						
Q9	What is y	our first language?						
	1	English						
	2	Another language than English						
Q10	Are you a	a care giver for a child under the age of 15 or another person in need of care?						
	1	Yes, I am the primary* care giver for at least one person						
	2	Yes, I share the primary* care giver role						
	3	Yes, but I am not a primary* care giver						
	4	No						

* A primary care giver is a person who has the <u>main</u> responsibility for providing care for a person.

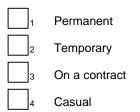
Q11 What is the highest level of formal qualification you have completed?

1	Less than year 12 or equivalent
2	Year 12 or equivalent (Senior certificate/QCE/HSC/Leaving certificate)
3	Certificate level including trade
4	Diploma/ Advanced Diploma/ Associate degree
5	Bachelors degree (including with Honours)
6	Graduate Certificate or Diploma
7	Masters degree
8	PhD or Higher Doctorate
٩	Other



YOUR EMPLOYMENT

Q12 What is your employment status? [Your employment status relates to your substantive position in the Queensland Public Sector.]



The following questions are about your **current position** in the Queensland Public Sector. Your current position is the position you are currently performing in (not necessarily your substantive position). If you have more than one current position with the Queensland Public Sector, please respond in relation to your **main current position**. Your main current position is the position where you spend most of your working time in.

Q13 How long have you been in your current position?

- 1 Less than a year
- 2 1 year to less than 2 years
- $_3$ 2 years to less than 4 years
- 4 4 years to less than 6 years
- 5 6 years or more
- Q14 On what basis are you employed in your current position?
 - 1 Full-time basis
 - 2 Part-time basis
- Q15 In your current position, are you the manager of one or more employees?
 - 1 Yes 2 No **(Go to Q17)**
- Q16 In your current position, do you manage other managers?
 - 1 Yes
 - 2 No



YOUR EMPLOYMENT continued

Q17 In your current position, which <u>one of the following best</u> describes the type of work you do?

[The type of work that occupies the largest amount of your work time. If you manage employees, please indicate the main type of work that best describes the work of the employees you manage.]

- ¹ Service delivery involving direct contact with the public (e.g. teaching, nursing, shopfront/counter service, prison officer, police officer)
- 2 Other service delivery work (not involving face-to-face contact with the public but critical to the delivery of services (e.g. maintenance, technical support, catering, cleaning, road works)

3	Research
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Policy

- _₅ Program design and/or management
- Exercising regulatory authority (e.g. setting of and compliance with statutory standards, professional registration, legal enforcement)
- ⁷ Legal (including developing or reviewing legislation)
- B Corporate services (e.g. HR, finance, IT, ministerial and parliamentary processes)
- 9 Administrative support/clerical (e.g. executive/personal assistant, receptionist)
- 10 Other, please specify_____
- 11 Don't know
- **Q18** What is the postcode of your workplace? [If you work in more than one location, select the primary or 'base' location.]



Q19 Do you currently use any of the following flexible work options? [Select all that apply]

1	Purchased leave
2	Flexible start and finish times
3	Compressed work hours*
4	Telecommuting
5	Job sharing
6	Other, please specify
7	None of the above

* Working usual full-time or part-time hours over fewer days by working extra hours per day, thereby accruing hours to have a regular day off in a week or fortnight



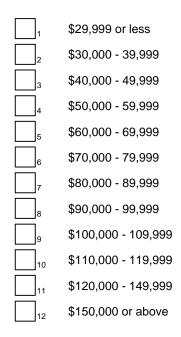
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YOUR EMPLOYMENT continued

Q20 In your current position, what is your annual salary before tax?

[Convert to full-time equivalent if part-time or on a purchased leave arrangement.]



YOUR ROLE

Q21 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	I am clear what my duties and responsibilities are	1	2	3	4	5
b.	I understand what is expected of me to do well in my job	1	2	3	4	5
c.	I understand how my work contributes to my organisation's objectives	1	2	3	4	5
d.	I am committed to my organisation's goals	1	2	3	4	5
e.	I agree with the way my organisation tries to achieve its goals	1	2	3	4	5
f.	I feel I make a contribution to achieving the organisation's objectives	1	2	3	4	5
g.	My work makes a valuable contribution to the Queensland public	1	2	3	4	5



YOUR WORK

Q22 Please indicate the extent to which you agree or disagree with each statement about your work below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	I have a choice in deciding how I do my work	1	2	3	4	5
b.	I have the tools I need to do my job effectively	1	2	3	4	5
c.	I get the information I need to do my job well	1	2	3	4	5
d.	I have the authority necessary to do my job effectively	1	2	3	4	5
e.	My job gives me opportunities to utilise my skills	1	2	3	4	5
f.	I enjoy the work in my current job	1	2	3	4	5
g.	My job gives me a feeling of personal accomplishment	1	2	3	4	5
h.	When needed, I am willing to put in the extra effort to get a job done	1	2	3	4	5
i.	My current job will help my career aspirations	1	2	3	4	5

Q23 Please indicate the extent to which you agree or disagree with each statement about your work below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	I am overloaded with work	1	2	3	4	5
b.	I feel burned out by my work	1	2	3	4	5
C.	I am fairly paid for the work I do	1	2	3	4	5
d.	I feel valued for the work I do	1	2	3	4	5
e.	I feel my job is secure	1	2	3	4	5
f.	There is too much 'red tape' in my work (e.g. Regulatory or administrative processes)	1	2	3	4	5
h.	My work has a negative impact on my health	1	2	3	4	5



YOUR WORKGROUP

Your workgroup is the group or team where you spend most of your time. If you are a manager, please think about the people you manage.

<u>Your customers</u> are the persons 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).

<u>Your organisation</u> is the Government department or public service office you work for in your current job (e.g. Department of Transport and Main Roads for staff employed in RoadTek, Public Trust Office for staff working for the Public Trust Office).

Q24 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	NA
a.	People in my workgroup treat each other with respect	1	2	3	4	5	
b.	I receive help and support from other people in my workgroup	1	2	3	4	5	
C.	People in my workgroup are honest, open and transparent in their dealings	1	2	3	4	5	
d.	People in my workgroup use their time and resources efficiently	1	2	3	4	5	
e.	People in my workgroup treat customers with respect	1	2	3	4	5	
f.	People in my workgroup are committed to delivering excellent service to customers	1	2	3	4	5	
g.	People in my workgroup do their jobs effectively	1	2	3	4	5	
h.	My workgroup is adequately resourced to deliver quality services	1	2	3	4	5	
i.	People in my workgroup are committed to workplace safety	1	2	3	4	5	
j.	People in my workgroup work effectively with other workgroups in my organisation to deliver services to our customers	1	2	3	4	5	99*
k.	People in my workgroup work effectively with other Queensland Government organisations to deliver services to our customers	1	2	3	4	5	99**
I.	People in my workgroup work effectively with other organisations <u>outside</u> the Queensland Government to deliver services to our customers	1	2	3	4	5	99***

* Select the NA option if your workgroup has not worked with other workgroups in your organisation.

** Select the NA option if your workgroup has not worked with other Queensland Government organisations.

*** Select the NA option if your workgroup has not worked with organisations outside the Queensland Government.



YOUR WORKPLACE

Your workplace is the place where you work, such as a school, hospital or office location as well as the places you visit as part of your work.

Q25 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	Important decisions made at my workplace are based on a sound understanding of issues	1	2	3	4	5
b.	Important decisions at my workplace are made by the people best placed to understand the issues	1	2	3	4	5
d.	My workplace culture supports people to achieve a good work/life balance	1	2	3	4	5
e.	There is adequate focus on workplace safety at my workplace	1	2	3	4	5
f.	Approval processes at my workplace are excessive	1	2	3	4	5
g.	Disruptions and/or noise at my workplace make it hard to get things done	1	2	3	4	5
i.	Performance is assessed and rewarded fairly in my workplace	1	2	3	4	5
j.	I am confident that poor performance will be appropriately addressed in my workplace	1	2	3	4	5
k.	People are treated fairly and consistently in my workplace	1	2	3	4	5
I.	People take responsibility for their decisions and actions in my workplace	1	2	3	4	5
m.	Bullying* is not tolerated in my workplace	1	2	3	4	5

* Workplace bullying is repeated workplace behaviour that could reasonably be considered to be humiliating, intimidating, threatening or demeaning to an individual or group of individuals. It can be overt or covert.



YOUR WORKPLACE continued

Q26 Please indicate the extent to which you agree or disagree with each of the following statements about workplace change in the past 12 months.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	NA*
a.	I have received timely and relevant communication about workplace change in the past 12 months	1	2	3	4	5	99
b.	Changes that have been implemented in my workplace have been done for a good reason in the past 12 months	1	2	3	4	5	99
C.	Changes implemented in my workplace have been managed well in the past 12 months	1	2	3	4	5	99
d.	I feel my workplace is functioning more efficiently as a result of change implemented in the past 12 months	1	2	3	4	5	99
e.	My workplace has undergone significant change in the past 12 months	1	2	3	4	5	

* Select the NA option if you have not experienced workplace change at your current workplace over the past 12 months.

IMPROVING WORK PRACTICES

Q27 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	I get the opportunity to develop new and better ways of doing my job	1	2	3	4	5
b.	I am encouraged to make suggestions about improving work processes and/or services	1	2	3	4	5
c.	Management is willing to act on suggestions to improve how things are done	1	2	3	4	5
d.	My workgroup uses research and expertise to identify better practice	1	2	3	4	5
e.	My workgroup always tries to improve its performance	1	2	3	4	5
f.	My organisation is open to new ideas	1	2	3	4	5



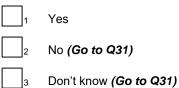
YOUR PERFORMANCE ASSESSMENT AND DEVELOPMENT

Q28 Please further indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	NA*
a.	I receive useful feedback on my performance	1	2	3	4	5	
b.	My performance is assessed against clear criteria	1	2	3	4	5	
C.	I have performance objectives that are within my control	1	2	3	4	5	
d.	In my organisation, there are opportunities for me to develop my skills and knowledge	1	2	3	4	5	
e.	I am able to access relevant learning and development opportunities	1	2	3	4	5	
f.	Learning and development activities I have completed in the past 12 months have helped to improve my performance	1	2	3	4	5	99*
g.	I am satisfied with the opportunities available for career development	1	2	3	4	5	
h.	I have had productive conversations with my manager on my performance in the past 12 months	1	2	3	4	5	

* Select the NA option if you have not completed any learning or development activities in the past 12 months.

Q29 In the past 12 months, have you received feedback on your performance as part of a scheduled performance conversation?



Q30 To what extent do you agree or disagree that your most recent scheduled performance conversation will help/has helped you improve your performance?

Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
1	2	3	4	5

Government

YOUR MANAGER

Your manager is the person you usually report to.

Q31 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	My manager treats employees with dignity and respect	1	2	3	4	5
b.	My manager listens to what I have to say	1	2	3	4	5
C.	My manager keeps me informed about what's going on	1	2	3	4	5
d.	My manager understands my work	1	2	3	4	5
e.	My manager creates a shared sense of purpose	1	2	3	4	5
f.	My manager demonstrates honesty and integrity	1	2	3	4	5
g.	My manager draws the best out of me	1	2	3	4	5

YOUR SENIOR MANAGER

Your senior manager is the person your manager usually reports to.

Q32 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	My senior manager communicates timely information that is relevant for my work	1	2	3	4	5
b.	My senior manager genuinely listens and is responsive to issues raised by staff	1	2	3	4	5
c.	My senior manager demonstrates honesty and integrity	1	2	3	4	5



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YOUR ORGANISATION

<u>Your organisation</u> is the Government department or public service office you work for in your current job (e.g. Department of Transport and Main Roads for staff employed in RoadTek, Public Trust Office for staff working for the Public Trust Office).

Q33 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	In my organisation, the leadership is of high quality	1	2	3	4	5
b.	In my organisation, the leadership operates with a high level of integrity	1	2	3	4	5
c.	My organisation is committed to developing its employees	1	2	3	4	5
d.	My organisation uses my time efficiently	1	2	3	4	5
e.	Management model the behaviours expected of all employees	1	2	3	4	5
f.	Recruitment and promotion decisions in this organisation are fair	1	2	3	4	5
g.	My organisation is well managed	1	2	3	4	5

Q34 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	I would feel comfortable raising complaints in my organisation	1	2	3	4	5
b.	If I raised a complaint, I feel confident that it would be taken seriously	1	2	3	4	5
d.	Gender is not a barrier to success in my organisation	1	2	3	4	5
e.	Age is not a barrier to success in my organisation	1	2	3	4	5
f.	Cultural background is not a barrier to success in my organisation	1	2	3	4	5
g.	Sexual orientation is not a barrier to success in my organisation	1	2	3	4	5
h.	Disability is not a barrier to success in my organisation	1	2	3	4	5



YOUR ORGANISATION continued

Q35 Please indicate the extent to which you agree or disagree with each statement below.

		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	I would recommend my organisation as a great place to work	1	2	3	4	5
b.	I am proud to tell others I work for my organisation	1	2	3	4	5
c.	I feel strong personal attachment to my organisation	1	2	3	4	5
d.	My organisation motivates me to help it achieve its objectives	1	2	3	4	5
e.	My organisation inspires me to do the best in my job	1	2	3	4	5

YOUR SATISFACTION

Q36 How satisfied are you with the following:

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a.	The degree to which your work is interesting/challenging	1	2	3	4	5
b.	Your ability to work on your own initiative	1	2	3	4	5
c.	Your physical working environment	1	2	3	4	5
d.	The location of your work	1	2	3	4	5
e.	Your work-life balance	1	2	3	4	5

Q37 All things considered, how satisfied are you with your current job?





YOUR FUTURE

Q38 P	Please indicate the extent to which	you agree or disagre	e with the statement below.
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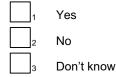
			Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
l intend	d to leave my	organisation within the next 12 months	1	2	3	4	5
				♦ Go to Q41			
Q39		dicate which of the following factors i tion [Select all that apply]	influence y	our intent	ion to leav	ve your	
	1	Pay and conditions					
	2	Lack of career opportunities					
	3	The location of your workplace or the time s	spent comm	uting			
	4	The workplace culture					
	5	Your relationship with your manager					
	6	Your relationship with your workgroup					
	7	Long hours					
	8	Stress					
	9	Lack of professional development					
	10	Uncertainty about future job security					
	11	Contract expiring/redundancy					
	12	Balancing work and life commitments					
	13	Family/carer responsibilities					
	14	Travel plans					
	15	Retirement					
	16	Study					
	17	Other (please specify)					

Q40 Please indicate the extent to which you agree or disagree with the statement below.

l		Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
-	I intend to leave the <u>Queensland Public Sector</u> within the next 12 months	1	2	3	4	5
Great	state. Great opportunity.					Queensland

HARASSMENT AT YOUR WORKPLACE

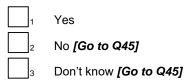
Q41 During the last 12 months have you <u>witnessed</u> harassment* or bullying** in your workplace?



* Workplace harassment entails offensive, belittling or threatening behaviour at an individual or group. The behaviour is unwelcome, unsolicited, usually unreciprocated.

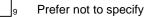
** Workplace bullying is repeated workplace behaviour that could reasonably be considered to be humiliating, intimidating, threatening or demeaning to an individual or group of individuals. It can be overt or covert.

Q42 During the last 12 months, have you been <u>subjected</u> to harassment* or bullying** in your workplace?



Q43 Who were you harassed or bullied by? [Select all that apply]

1	A senior manager
2	Your immediate manager/supervisor
3	A fellow worker
4	A group of fellow workers
5	A worker that reports to you
6	A client/customer
7	A member of the public
7_2	A consultant/service provider
7_3	A representative of another agency
	Other





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HARASSMENT AT YOUR WORKPLACE continued

- Q44 a) What type of harassment or bullying did you experience? [Select all that apply]
 - Physical behaviour (e.g. assault or aggressive body language)
 Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)
 'Initiations' or pranks
 Interference with your personal property or work equipment
 Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)
 Cyber harassment/bullying (e.g. being harassed by email)
 Other

b) Did you report the harassment or bullying?



Yes **[Go to Q44d]** No

c) Why did you not report the harassment or bullying? [Select all that apply]

	[Go to Q45]					
10	Other					
9	I did not know how to report it					
8	I did not think it was worth the hassle of going through the report process					
7	Managers accepted the behaviour					
6	I did not think the harassment or bullying was serious enough					
5	The matter was resolved informally					
4	I did not think any action would be taken					
3	It could affect my career					
2	I did not have enough evidence					
1	I did not want to upset relationships in the workplace					



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HARASSMENT AT YOUR WORKPLACE continued

d) Who did you report the harassment or bullying to? [Select all that apply]

- ___1 You ____2 You
- Your immediate manager/supervisor
 - Your human resources area in your organisation
 - A person authorised in your organisation to receive harassment or bullying reports
 - 4 Other

e) How satisfied were you with the outcome of your reporting?

- Very dissatisfied
 Dissatisfied
 Neither satisfied nor dissatisfied [Go to Q45]
 Satisfied [Go to Q45]
 Very satisfied [Go to Q45]
 - . Not applicable outcome pending **[Go to Q45]**

f) Why were you dissatisfied with the outcome of your reporting? [Select all that apply]

My organisation was slow to take action
 My organisation did not take any effective action
 The harassment/bullying continued
 The responsible staff member was transferred or promoted within my organisation
 The managers accepted the behaviour
 My career has been negatively affected
 My working relationships have been negatively affected
 I was not informed of the outcome
 Other



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WORKING FOR QUEENSLAND SURVEY AND YOUR WORKPLACE

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Q45 a) Have you noticed any action your organisation has taken as a result of last year's Working for Queensland Survey?



No **[Go to Q46]**

No, but I have not worked long in my organisation [Go to Q46]

b) How satisfied are you with your organisation's action to last year's Working for Queensland Survey?

Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
1	2	3	4	5

YOUR VIEW

The information collected below is your opportunity to express your view in your own words. It will be collated into key themes without in any way identifying you.

Q46 What could or should be done to improve your workplace or organisation?





ORGANISATION SPECIFIC QUESTIONS

The following questions are specific to your organisation.

Q47 Please indicate the extent to which you agree or disagree with the statements below.

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
a.	1	2	3	4	5
b.	1	2	3	4	5
C.	1	2	3	4	5
d.	1	2	3	4	5
е.	1	2	3	4	5
f	1	2	3	4	5
g.	1	2	3	4	5
h.	1	2	3	4	5
i	1	2	3	4	5
j.	1	2	3	4	5

Thank you for completing the survey!

