

Tasmanian State Service Employee Survey — Department of Premier and Cabinet Results

Total Sample Size: 362 Respondents

SUMMARY INDICES

	Agency Results Mean Index Score	TSS Overall Mean Index Score
	Level of Favourable Response (0-100)	Level of Favourable Response (0-100)
Overall Satisfaction Index (Constructed based on Q21a-b)	70	67
Agency Engagement Index (Constructed based on Q20a-e)	65	65
Workplace Diversity Index (Constructed based on Q18a-d, Q19a-f)	75	72
Wellbeing Index (Constructed based on Q22a-f, Q27)	73	64

REPORT FINDINGS

PART 1 & 6 - WORKFORCE DEMOGRAPHICS & INFORMATION

1. Where is your workplace located?

	Agency Results	TSS Overall
West Coast	1%	1%
North West	9%	16%
North	9%	21%
South	78%	58%
South East	3%	4%
Outside Tasmania	0%	0%

2. Do you work full-time or part-time?

	Agency Results	TSS Overall
Full-time	68%	68%
Part-time	32%	32%

3. What is your current employment status?

	Agency Results	TSS Overall
Permanent (Ongoing)	82%	84%
Fixed-term	13%	13%
Casual	1%	2%
Sessional	0%	0%
Executive contract	4%	1%
Don't know	0%	0%

4. What is your gross annual salary before tax?

	Agency Results	TSS Overall
Less than \$35,000	5%	4%
\$35,000 - \$44,999	7%	4%
\$45,000 - \$54,999	7%	8%
\$55,000 - \$64,999	14%	15%
\$65,000 - \$74,999	13%	12%
\$75,000 - \$84,999	10%	13%
\$85,000 - \$94,999	11%	13%
\$95,000 - \$104,999	12%	14%
\$105,000 - \$114,999	7%	7%
\$115,000 - \$124,999	7%	4%
\$125,000 - \$134,999	1%	2%
\$135,000 - \$144,999	2%	1%
\$145,000+	3%	3%

Please note that this question was only asked of respondents who were *not* working on a casual or sessional basis

5. Which one of the following best describes the area you work in or the type of work you do?

	Agency Results	TSS Overall
Policy	14%	4%
Research	0%	1%
Program/project design and/or management	9%	6%
Frontline service delivery involving direct contact with the general public	27%	48%
Supporting service delivery work	9%	4%
Exercising regulatory authority	1%	5%
Legal	2%	1%
Corporate services	32%	13%
Administrative support/clerical	5%	11%
Scientific/Technical	1%	7%
Other	1%	1%

6. Are you the manager of one or more employees?

	Agency Results	TSS Overall
Yes	25%	22%
No	75%	78%

7. How many years have you been employed in your current agency?

	Agency Results	TSS Overall
Less than 2 years	23%	17%
2-5 years	27%	21%
6-10 years	20%	20%
11-15 years	13%	16%
16-20 years	10%	10%
21 years or more	7%	16%

8. How many years have you worked in the Tasmanian State Service?

	Agency Results	TSS Overall
Less than 2 years	13%	12%
2-5 years	18%	17%
6-10 years	17%	18%
11-15 years	19%	18%
16-20 years	12%	12%
21 years or more	22%	22%

9. You see your future employment/career in the next three years...

	Agency Results	TSS Overall
Continuing in my current role/agency	54%	64%
Continuing in the Tasmanian State Service in a different role	27%	16%
In the private sector	3%	4%
In the community/non-government sector	0%	1%
Ceasing paid work - returning to study, personal or family reasons	1%	1%
Ceasing paid work - retirement	4%	5%
Don't know	11%	10%

10. If you plan to leave, what major factors are influencing your decision?

	Agency Results	TSS Overall
Opportunity to broaden experience	31%	11%
To seek/take a promotion elsewhere	8%	5%
Lack of flexible work arrangements for managing	8%	7%
Desire to relocate interstate or overseas	8%	7%
Better location/reduce travel time	0%	2%
Limited opportunities to gain further experience at my agency	15%	17%
My interests do not match my job role	23%	6%
My workload is excessive	0%	29%
Lack of future career opportunities at my agency	38%	30%
A lack of recognition for doing a good job	15%	28%
For better remuneration	0%	11%
Poor relationship with my supervisor	0%	11%
End of contract/secondment	8%	6%
Other	15%	14%

Please note that this question was only asked of respondents who saw their future employment/ career in the next three years in the private sector or in the community/ non-government sector

52. What is your gender?

	Agency Results	TSS Overall
Female	60%	68%
Male	35%	30%
Other	0%	0%
Prefer not to say	5%	3%

53. Do you identify as a member of the LGBTIQ community?

	Agency Results	TSS Overall
Yes	5%	3%
No	93%	93%
Prefer not to say	2%	3%

54. What is your age?

	Agency Results	TSS Overall
15-24 years	2%	3%
25-34 years	18%	14%
35-44 years	28%	23%
45-54 years	28%	33%
55-64 years	22%	25%
65-74 years	1%	2%
75+ years	0%	0%

55. Where were you born?

	Agency Results	TSS Overall
Born in Australia	92%	87%
Born overseas in a mainly English speaking country	5%	8%
Born overseas in other country	3%	5%
Don't know	0%	0%

56. Are you of Aboriginal and/or Torres Strait Islander origin?

	Agency Results	TSS Overall
Yes	3%	3%
No	96%	95%
Prefer not to say	1%	2%

57. Have you informed your agency that you are a person of Aboriginal and/or Torres Strait Islander origin?

	Agency Results	TSS Overall
Yes	30%	54%
No	20%	27%
Not sure	50%	19%

Please note that this question was only asked of respondents who were Aboriginal and/ or Torres Strait Islander

59. Do you have any sort of disability that restricts you in performing everyday activities and which is long-term (lasting six months or more)?

	Agency Results	TSS Overall
Yes	8%	6%
No	92%	94%

60. Have you informed your agency that you have an ongoing disability?

	Agency Results	TSS Overall
Yes	79%	76%
No	14%	18%
Not sure	7%	5%

Please note that this question was only asked of respondents who indicated they had a disability that restricts them in performing everyday activities and was long-term

62. Do you have a workplace adjustment in place to assist you to do your job?

	Agency Results	TSS Overall
Yes	55%	43%
No	45%	57%

Please note that this question was only asked of respondents who indicated they had a disability that restricts them in performing everyday activities and was long-term

63. Are you a primary care giver for a child/children or an adult/adults?

	Agency Results	TSS Overall
Yes, I am the primary care giver	16%	18%
Yes, I share the primary care giver role	31%	25%
No	53%	57%

64. Do you provide daily care for a person with a disability or chronic illness?

	Agency Results	TSS Overall
Yes - for a child or children	4%	4%
Yes - for an adult or adults	6%	6%
Yes - for a child/children and an adult/adults	1%	1%
No	88%	89%

65. What is the highest level of formal education you have successfully completed?

	Agency Results	TSS Overall
Doctoral Degree level	1%	2%
Master Degree level	7%	11%
Graduate Diploma or Graduate Certificate level	13%	17%
Bachelor Degree level including honours degrees	27%	30%
Advanced Diploma or Diploma level	12%	13%
Certificate level, including trade	14%	15%
Year 12 or equivalent (VCE/Leaving certificate)	14%	6%
Less than year 12 or equivalent	11%	7%

66. Are you proficient in another language besides English?

	Agency Results	TSS Overall
Yes	8%	8%
No	92%	92%

67. If yes, which language?

	Agency Results	TSS Overall
French	14%	18%
Italian	7%	7%
Cantonese	0%	2%
Mandarin	0%	7%
German	17%	17%
Other	72%	65%

Please note that respondents could provide more than one response to this question, and therefore the percentages reported above may not sum to 100%

PART 2 - WORKPLACE BEHAVIOURS*People and their jobs*

11. Please read each statement and indicate the extent to which you agree or disagree, based upon what you have experienced or observed in your agency in the last 12 months.

	Agency Results	TSS Overall	Agency Results				
	(%)	(%)	Percentages (%)				
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a I believe the work that I do is important	87%	93%	39%	48%	11%	2%	0%
b I enjoy the work in my current job	81%	79%	25%	55%	9%	7%	3%
c I get a sense of accomplishment from my work	77%	79%	23%	53%	13%	9%	2%
d My job allows me to use my skills, knowledge and abilities	80%	83%	28%	52%	10%	8%	1%
e I receive adequate recognition for my contributions and accomplishments	62%	52%	16%	46%	22%	11%	5%
f I clearly understand what I am expected to do in this job	86%	84%	34%	52%	10%	3%	1%
g My work performance is assessed against clear criteria	69%	56%	16%	52%	19%	10%	3%
h In my agency, there are opportunities for me to develop my skills and knowledge	65%	66%	17%	49%	19%	11%	5%
i I feel I make a contribution to achieving the agency's objectives	83%	85%	29%	54%	12%	4%	1%

Workgroups

12. Please read each statement and indicate the extent to which you agree or disagree, based upon what you have experienced or observed in your agency in the last 12 months.

	Agency Results	TSS Overall	Agency Results					
	(%)	(%)	Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a My workgroup strives to achieve client/customer satisfaction	90%	86%	43%	47%	7%	2%	0%	0%
b In my workgroup, work is undertaken using best practice approaches	72%	74%	25%	47%	19%	7%	2%	0%
c People in my workgroup treat each other with respect	82%	75%	35%	47%	10%	6%	2%	0%
d I receive help and support from other people in my workgroup	88%	82%	38%	51%	8%	3%	1%	0%
e I provide help and support to other people in my workgroup	98%	97%	46%	52%	2%	0%	0%	-
f There is a good team spirit in my workgroup	72%	68%	32%	40%	14%	11%	3%	0%

Managers/Supervisors

13. Please read each statement and indicate the extent to which you agree or disagree, based upon what you have experienced or observed in your agency in the last 12 months.

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a My manager keeps me informed about what's going on	75%	67%	35%	41%	13%	7%	4%	0%
b I would be confident in approaching my manager to discuss concerns and grievances	80%	75%	47%	33%	12%	5%	3%	-
c My manager encourages behaviours that are consistent with my agency's values	85%	79%	42%	44%	10%	2%	2%	-
d My manager treats employees with dignity and respect	84%	78%	46%	38%	9%	4%	2%	-
e My manager encourages people in my workgroup to monitor and improve the quality of what we do	80%	74%	37%	43%	12%	7%	2%	-
f My manager expects a high standard of ethical behaviour	90%	85%	47%	43%	7%	1%	2%	0%

Senior Managers

14. Please read each statement and indicate the extent to which you agree or disagree, based upon what you have experienced or observed in your agency in the last 12 months.

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a Senior managers provide clear strategy and direction	58%	50%	18%	40%	20%	12%	6%	5%
b Senior managers model my agency's values	63%	54%	23%	40%	21%	6%	5%	5%

Agency

15. Please read each statement and indicate the extent to which you agree or disagree, based upon what you have experienced or observed in your agency in the last 12 months.

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a In my agency, earning and sustaining a high level of public trust is seen as important	81%	81%	29%	51%	13%	4%	1%	1%
b My agency has policies in place to report improper conduct and behaviour	77%	75%	19%	58%	15%	3%	2%	4%
c Bullying is not tolerated in my agency	67%	60%	27%	40%	18%	10%	3%	2%
d In my agency, there are clear procedures and processes for resolving grievances	70%	63%	15%	55%	16%	5%	2%	6%
e I am confident that I would be protected from reprisal for reporting improper conduct	49%	47%	14%	35%	23%	14%	5%	9%
f In my agency, there are procedures and systems in place to assist employees in avoiding conflicts of interest	74%	67%	22%	52%	17%	4%	1%	4%

16. Do you agree that in your workplace, there are policies designed to support employees affected by family violence?

	Agency Results	TSS Overall
Yes	88%	67%
No	1%	3%
Don't know	11%	30%

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

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)				
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a I am confident that I could sensitively communicate with colleagues affected by family violence	83%	83%	22%	61%	14%	3%	1%
b If I was approached directly by a colleague affected by family violence, I am confident in my ability to provide appropriate levels of support	78%	78%	20%	58%	16%	5%	1%
c If I was made aware (e.g. by other colleagues) that family violence was affecting an employee, I am confident that I could respond appropriately	79%	80%	21%	59%	17%	3%	1%

Please note that this question was only asked of respondents who agreed there are policies in their workplace designed to support employees affected by family violence

PART 3 - WORKPLACE DIVERSITY

18. Please indicate the extent of your agreement with the following statements:

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a In my agency all staff are treated fairly and with respect	69%	64%	24%	44%	16%	11%	1%	3%
b My agency fosters an inclusive work environment	79%	73%	25%	54%	14%	2%	2%	2%
c My manager/supervisor has a positive attitude towards employees with diverse backgrounds	81%	78%	35%	46%	10%	2%	1%	6%
d The people in my work group and colleagues have a positive attitude towards employees with diverse backgrounds	80%	80%	30%	51%	13%	2%	1%	5%

19. Please indicate the extent of your agreement with the following statements:

	Agency Results	TSS Overall	Agency Results					
	(%)	(%)	Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a Gender is not a barrier to success in my agency	75%	72%	29%	46%	13%	6%	2%	3%
b Employees from different cultural backgrounds are welcomed and supported in my agency	69%	74%	20%	49%	13%	2%	1%	15%
c There is a positive attitude within my agency in relation to employees who identify as members of the LGBTIQ community	70%	60%	24%	46%	11%	1%	1%	18%
d Employees with disability are welcomed and supported in my agency	64%	55%	21%	43%	15%	3%	1%	17%
e Age is not a barrier to success in my agency	65%	66%	19%	46%	17%	7%	3%	8%
f Employees of Aboriginal and/or Torres Strait Islander origin are welcomed and supported in my agency	66%	65%	23%	43%	15%	0%	1%	18%
g My agency supports employees who have caring responsibilities	84%	73%	31%	52%	7%	2%	2%	5%
h There is a positive attitude in my agency in relation to employees who use flexible work practices or work part-time	78%	66%	31%	47%	11%	5%	3%	3%

PART 4 - ENGAGEMENT & JOB SATISFACTION**20. Please indicate your level of agreement with the following statements:**

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)				
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a I would recommend my agency as a good place to work	71%	63%	21%	51%	18%	7%	3%
b I am proud to tell others I work for my agency	69%	69%	23%	47%	22%	7%	1%
c I feel a strong personal attachment to my agency	48%	60%	15%	32%	35%	14%	4%
d My agency motivates me to help achieve its objectives	52%	54%	13%	40%	33%	11%	4%
e My agency inspires me to do the best in my job	55%	56%	15%	40%	30%	12%	3%

21. Please indicate your level of satisfaction with the following:

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)				
	Total Satisfaction (Satisfied plus Very Satisfied)	Total Satisfaction (Satisfied plus Very Satisfied)	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
a Considering everything, how satisfied are you with your current job?	73%	69%	26%	47%	14%	9%	4%
b Considering everything, how would you rate your overall satisfaction with your agency as an employer?	72%	64%	22%	49%	17%	10%	2%

PART 5 - WORK EXPERIENCES & ORGANISATIONAL SUPPORT*Work and Wellbeing*

22. Support from your agency: Please indicate the extent of your agreement with the following statements in the last 12 months.

	Agency Results	TSS Overall	Agency Results					
	(%)	(%)	Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a My agency provides a safe work environment	90%	77%	36%	54%	7%	2%	1%	0%
b My agency encourages and supports employees to have a good work/life balance	78%	59%	27%	51%	14%	5%	3%	1%
c I am able to effectively manage my workload	77%	65%	21%	56%	13%	8%	2%	0%
d Work health and safety is discussed at regular workgroup meetings	75%	55%	30%	46%	12%	7%	4%	2%
e I have received instruction/training appropriate to my role to address WH&S hazards, incidents and injuries in accordance with my agency's policies	79%	73%	25%	54%	13%	6%	1%	0%
f I have both the opportunities and resources at work to support my health and wellbeing	76%	60%	24%	52%	16%	6%	2%	1%

23. Do you currently have direct team managerial/supervisory responsibility for any employee(s)?

	Agency Results	TSS Overall
Yes	29%	29%
No	70%	70%
Don't know	1%	2%

24. Please indicate the extent of your agreement with the following statements:

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a My agency provides me with appropriate training and guidance to manage employees	67%	54%	18%	49%	17%	14%	1%	1%
b My agency has good procedures in place to support managers/supervisors	59%	51%	15%	44%	24%	13%	2%	2%

Please note that this question was only asked of respondents who currently had direct team managerial/ supervisory responsibility for any employee(s)

25. How often do you directly engage or work with members of the public as part of your current job?

	Agency Results	TSS Overall
Daily	32%	59%
Weekly	7%	13%
Monthly	6%	4%
Less frequently	26%	14%
Not at all	28%	10%

26. Based on your personal experience in engaging or working with members of the public, please indicate the extent of your agreement with the following statements:

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)				
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a I have the ability and skills to deal with a wide range of people	96%	96%	49%	48%	2%	1%	0%
b My agency provides me with appropriate training and guidance to work with members of the public	64%	56%	18%	46%	20%	12%	3%
c My agency provides me with appropriate support to assist me in my work with members of the public	72%	61%	20%	52%	16%	10%	1%

Please note that this question was only asked of respondents who directly engage or work with members of the public on at least a monthly basis

Based on your personal experience, please indicate the extent of your agreement with the following statement:

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
27 I am able to manage my work and personal issues in a way that doesn't impact on my stress levels	65%	57%	13%	52%	17%	16%	2%	0%

28. How often do you use each of the following approaches when dealing with stressful situations at work?

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)				
	Always/ Often	Always/ Often	Always	Often	Sometimes	Rarely	Never
a Debrief informally with my work colleagues	48%	54%	11%	37%	38%	10%	4%
b Debrief informally with my Manager	35%	28%	7%	28%	40%	17%	8%
c Discuss with my Manager/supervisor/mentor/coach during scheduled activities/meetings	30%	25%	7%	23%	42%	18%	10%
d Employee Assistance Program (EAP)	2%	2%	1%	1%	10%	20%	69%
e Seek support from family/friends	46%	49%	14%	31%	38%	12%	4%
f Use other techniques such as mindfulness, meditation and relaxation	18%	25%	4%	14%	33%	21%	28%

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)				
	Total Satisfaction (Satisfied plus Very Satisfied)	Total Satisfaction (Satisfied plus Very Satisfied)	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
29 Considering your work and life priorities, how satisfied are you with the work/life balance in your current job?	69%	57%	16%	53%	17%	9%	4%

Please indicate the extent of your agreement with the following statement:

	Agency Results	TSS Overall	Agency Results				
	(%)	(%)	Percentages (%)				
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
30 My workgroup encourages and supports employees to have a good work/life balance	75%	59%	23%	53%	16%	6%	2%

31. Are you currently using flexible working arrangements, such as changes to your work location, work hours or pattern of work?

	Agency Results	TSS Overall
Yes	49%	36%
No	51%	64%

32. What type(s) of flexible working arrangements are you using?

	Agency Results	TSS Overall
Part-time	36%	45%
Flexible hours of work	58%	49%
Compressed work week	10%	5%
Job sharing	1%	4%
Working remotely/virtual team	2%	3%
Working away from the office on a regular basis	9%	6%
Working away from the office on an ad-hoc basis	19%	12%
Purchasing additional leave	15%	7%
Other	5%	6%

Please note that this question was only asked of respondents using flexible working arrangements

33. Why are you not using flexible working arrangements?

	Agency Results	TSS Overall
I don't need to	60%	49%
My employment conditions don't provide for this	12%	22%
My agency does not have a flexible working arrangements policy	4%	8%
My agency's culture is not conducive to flexible working arrangements	5%	12%
Lack of technical support	5%	3%
The operational requirements of my role	23%	24%
Management discretion	5%	8%
Resources and staffing limits	21%	19%
Potential impact on my career	4%	7%
Other	5%	3%

Please note that this question was only asked of respondents *not* using flexible working arrangements

34. In the past 12 months, has your current workgroup been directly affected by significant workplace change?

	Agency Results	TSS Overall
Yes	52%	53%
No	48%	47%

Please indicate the extent of your agreement with the following statement:

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
35 Significant change is managed well in my agency	35%	26%	4%	31%	26%	25%	13%	1%

Please note that this question was only asked of respondents whose current workgroup had been directly affected by significant workplace change in the last 12 months

Learning and Development

36. Please indicate the extent of your agreement with the following statements:

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)				
	Total Agreement (Agree plus Strongly Agree)	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a My manager encourages and supports my participation in learning and development opportunities	73%	70%	23%	50%	18%	7%	2%
b Working in the agency provides me with the opportunity to maintain or increase my professional knowledge and skills	68%	66%	15%	53%	19%	9%	4%

37. In the last 12 months, have you discussed your learning and development needs with your manager/supervisor? This includes formal and informal discussions?

	Agency Results	TSS Overall
Yes	86%	81%
No	14%	19%

	Agency Results (%)	TSS Overall (%)	Agency Results Percentages (%)					
	Total Satisfaction (Satisfied plus Very Satisfied)	Total Satisfaction (Satisfied plus Very Satisfied)	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Don't know
38 How satisfied are you with the learning and development opportunities in your agency?	57%	53%	16%	41%	26%	10%	5%	2%

Performance

Please indicate which of the following you have experienced within your agency in the last 12 months.

39. How often do you have conversations with your manager/supervisor about your work performance?

	Agency Results	TSS Overall
At least monthly	32%	18%
Around 3 monthly	16%	12%
Around 6 monthly	22%	19%
Yearly or about yearly	22%	27%
Infrequently	6%	15%
Not at all	1%	9%
Don't know	2%	2%

40. Do you and/or your manager/supervisor document these meetings?

	Agency Results	TSS Overall
Yes	77%	68%
No	17%	21%
Don't know	6%	11%

Please note that this question was only asked of respondents who had conversations with their manager/ supervisor about their work performance

41. Do these meetings help you to identify your work priorities and training and development needs?

	Agency Results	TSS Overall
Yes	79%	73%
No	14%	19%
Don't know	7%	8%

Please note that this question was only asked of respondents who had conversations with their manager/ supervisor about their work performance

Workplace Conduct and Behaviour

42. Have you personally experienced workplace bullying at work in the last 12 months?

	Agency Results	TSS Overall
Yes	13%	23%
No	83%	73%
Unsure	4%	4%

43. Thinking about when you experienced bullying at work, who were you bullied by?

	Agency Results	TSS Overall
A senior manager	32%	27%
Your immediate manager/supervisor	30%	30%
A fellow worker	30%	43%
A group of fellow workers	9%	13%
A person that reports to you	9%	7%
A client/customer	9%	9%
A member of the public	0%	7%
Prefer not to say	9%	6%

Please note that this question was only asked of respondents who personally experienced workplace bullying in the last 12 months

44. What types of bullying did you experience?

	Agency Results	TSS Overall
Verbal abuse	32%	38%
Exclusion/isolation	55%	49%
Psychological harassment	38%	40%
Intimidation	47%	55%
Being assigned meaningless tasks unrelated to the job	13%	14%
Given impossible assignments	13%	10%
Deliberately changing work rosters to inconvenience you	6%	7%
Deliberately withholding information vital to your effective work performance	32%	31%
Other	0%	6%
Prefer not to say	4%	3%

Please note that this question was only asked of respondents who personally experienced workplace bullying in the last 12 months

45. Did you report the bullying?

	Agency Results	TSS Overall
Yes	28%	39%
No	72%	61%

Please note that this question was only asked of respondents who personally experienced workplace bullying in the last 12 months

46. Why didn't you report the bullying?

	Agency Results	TSS Overall
I did not want to upset relationships in the workplace	29%	38%
I did not have enough evidence	32%	21%
It could affect my career	35%	36%
I did not think any action would be taken	56%	53%
The matter was resolved informally	9%	8%
I did not think the bullying was serious enough	21%	18%
Managers accepted the behaviour	32%	33%
I did not think it was worth the hassle of going through the report process	50%	36%
I did not know how to report it	9%	9%
Prefer not to say	6%	4%
Other	9%	7%

Please note that this question was only asked of respondents who personally experienced workplace bullying in the last 12 months and did not report the bullying

47. Have you personally experienced sexual harassment at work in the last 12 months?

	Agency Results	TSS Overall
Yes	0%	2%
No	99%	98%
Unsure	0%	0%

Please note that as 1% of respondents did not indicate a 'no' response, their results are not shown to ensure individuals' privacy and confidentiality.

48. Thinking about when you experienced sexual harassment at work, who were you sexually harassed by?

	Agency Results	TSS Overall
A senior manager	*	12%
Your immediate manager/supervisor	*	7%
A fellow worker	*	43%
A group of fellow workers	*	6%
A person that reports to you	*	4%
A client/customer	*	22%
A member of the public	*	9%
A consultant/service provider	*	3%
A representative of another agency	*	2%
Other	*	1%
Prefer not to say	*	7%

Please note that this question was only asked of respondents who personally experienced sexual harassment at work in the last 12 months

49. What type of sexual harassment did you experience?

	Agency Results	TSS Overall
Physical behaviour	*	31%
Verbal abuse	*	66%
Initiations or pranks	*	9%
Interference with your personal property or work equipment	*	3%
Inappropriate and unfair application of work policies or rules	*	4%
Cyber harassment	*	10%
Prefer not to say	*	9%
Other	*	3%

Please note that this question was only asked of respondents who personally experienced sexual harassment at work in the last 12 months

50. Did you report the sexual harassment?

	Agency Results	TSS Overall
Yes	*	26%
No	*	74%

Please note that this question was only asked of respondents who personally experienced sexual harassment at work in the last 12 months

51. Why didn't you report the sexual harassment?

	Agency Results	TSS Overall
I did not want to upset relationships in the workplace	*	36%
I did not have enough evidence	*	21%
It could affect my career	*	28%
I did not think any action would be taken	*	49%
The matter was resolved informally	*	16%
I did not think the sexual harassment was serious enough	*	40%
Managers accepted the behaviour	*	18%
I did not think it was worth the hassle of going through the report process	*	34%
I did not know how to report it	*	8%
Prefer not to say	*	1%
Other	*	6%

Please note that this question was only asked of respondents who personally experienced sexual harassment at work in the last 12 months and did not report it

PART 7 - REWARDS & SUPPORT**73. What are the three most rewarding things about working in your agency that helps you to do your best in your job?**

	Agency Results	TSS Overall
Serving the Tasmanian community and making a difference to it	37%	45%
Working in a good team environment	53%	47%
Having varied job roles	18%	19%
Job Security	33%	32%
Using the skills I have	28%	38%
Being able to access learning and development opportunities	6%	8%
The range of people with whom I work	23%	26%
Having a good manager	22%	18%
The level of salary	15%	10%
Leave entitlements	4%	8%
Flexible work	22%	13%
Work-life balance	26%	17%
Other	3%	3%

Please note that respondents could provide up to three responses to this question, and therefore the percentages reported above may not sum to 100%

74. To support your workplace, in what areas would you like to see improvements?

	Agency Results	TSS Overall
Teamwork/team relationships	22%	27%
Training and development opportunities	38%	36%
Work-life balance/flexible work provisions	25%	28%
Communication on organisational objectives/activities	34%	27%
Management/leadership	30%	34%
Work health safety and wellbeing training and awareness	8%	9%
Recognition/rewards	27%	25%
Remuneration	23%	27%
Focus on positive work behaviours/cultures	31%	31%
Other	9%	7%

Please note that respondents could provide up to three responses to this question, and therefore the percentages reported above may not sum to 100%

CUSTOM AGENCY QUESTIONS

69. Please indicate your level of agreement with each of the following statements.

	Agency Results (%)	Agency Results Percentages (%)					
	Total Agreement (Agree plus Strongly Agree)	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a I have access to support and resources at work to assist me to maintain my mental health	74%	20%	54%	19%	4%	1%	2%
b Senior managers in DPAC consider employee safety at work at least as important as the delivery of our services	68%	20%	48%	17%	7%	2%	6%
c Senior managers in DPAC involve staff in decision making that affects their work	44%	11%	33%	28%	18%	5%	5%
d Senior managers in DPAC communicate with their teams in a timely manner	56%	12%	43%	23%	14%	3%	5%
e I feel comfortable discussing with my manager/supervisor what I need to achieve work-life balance (e.g. flexible work arrangements, leave, adjustment to work patterns)	83%	34%	49%	9%	7%	1%	0%