

PEOPLE MATTER SURVEY 2019

The 2019 People Matter Survey is an opportunity for you to provide your views about your experience of working in your organisation.

The overall aim of the survey is to improve the working lives of employees, so that the Victorian public sector is better equipped to deliver for the Victorian community.

The survey should take around 15 to 20 minutes to complete.

Privacy and anonymity

The Victorian Public Sector Commission is committed to protecting your privacy and identity, in accordance with the *Privacy and Data Protection Act 2014* and the *Health Records Act 2001*.

- The reports provided to your organisation will include summarised survey results for groups of employees i.e. for your organisation and teams with 10+ responses, not for individuals.
- Free-text or written responses are provided to your organisation, word for word. To protect your identity, they are not provided with any of your other survey responses. If you provide written comments, please do not include words that may identify you or anyone else.
- The record of your individual survey responses will not be provided to your organisation.

Further advice on how we protect your privacy and anonymity can be found in our [Privacy Statement](#) and [Data Collection Statement](#).

Questions

If you have any questions about this survey, please call our hotline on 1800 654 585 or email peoplesmatter@orima.com

You and your job

Thinking about **the last 12 months** in your current organisation, please indicate the extent to which you agree or disagree with the following statements.

1. You and your job	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't know
a. I have the authority to do my job effectively	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
b. I have enough time to do my job effectively	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
c. I have a choice in deciding how I do my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
d. I clearly understand what I am expected to do in this job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
e. I understand how my job contributes to my organisation's purpose	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
f. My work performance is assessed against clear criteria	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
g. I understand how the Charter of Human Rights and Responsibilities applies to my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
h. My job allows me to utilise my skills, knowledge and abilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
i. The workload I have is appropriate for the job that I do	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	

2. Reward and attachment	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't know
a. I receive adequate recognition for my contributions and accomplishments	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
b. I get a sense of accomplishment from my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
c. I enjoy the work in my current job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
d. I would recommend my organisation as a good place to work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
e. I am proud to tell others I work for my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
f. I feel a strong personal attachment to my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
g. I feel a strong personal attachment to the Victorian public sector	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	

3. Speaking up	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't know
a. I feel able to challenge inappropriate behaviour at work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
b. I am confident that I would be protected from reprisal for reporting improper conduct	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
c. I am confident that if I raised a grievance in my organisation, it would be investigated in a thorough and objective manner	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
d. I am confident that if I requested a flexible work arrangement, it would be given due consideration	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
e. I would be confident in approaching my manager to discuss concerns and grievances	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	

4. Thinking about the past three months in your current organisation, how often have you...	Never or very rarely	Rarely	Sometimes	Often	Very often or always
a. ... made changes to improve the way your main work tasks are done?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b. ... suggested ways to increase efficiency and effectiveness within your organisation?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

Your workgroup

Key terms used in this section

My workgroup - The immediate workgroup, work unit, project or team where you spend the largest proportion of your time at work.

Clients - The people you provide advice or service to (internal or external to your organisation).

Thinking about **the last 12 months** in your current organisation, please indicate the extent to which you agree or disagree with the following statements.

5. My workgroup...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. ... strives to provide high quality advice and services	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
b. ... strives to deliver services in a timely manner	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
c. ... strives to make the best use of its resources	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
d. ... focuses on making decisions informed by all relevant facts	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
e. ... places a priority on acting fairly and without bias	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
f. ... has clear lines of responsibility	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
g. ... respectfully consults with stakeholders and clients to improve outcomes	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

h. ... is quick to respond to opportunities to do things better	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
i. ... takes reasonable risks to improve its services	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
j. ... encourages employee creativity	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
k. ... learns from failures and mistakes	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
l. ... values human rights	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

6. People in my workgroup...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. ... work together effectively to get the job done	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
b. ... treat each other with respect	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
c. ... actively support diversity and inclusion in the workplace	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
d. ... are honest, open and transparent in their dealings	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
e. ... appropriately manage conflicts of interest	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
f. ... are politically impartial in their work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Your Manager and Senior Leaders

Key terms used in this section

Clients - The person(s) you provide advice or service to (internal or external to your organisation).

My manager - The person in your workgroup, project or team to whom you report on a daily basis. If you work for more than one team/ work unit, please think of the manager with whom you work most frequently.

Thinking about **the last 12 months** in your current organisation, please indicate the extent to which you agree or disagree with the following statements.

7. My manager...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. ... listens to what I have to say	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
b. ... involves me in decisions about my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
c. ... keeps me informed about what's going on	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
d. ... provides feedback to me in a way that helps me improve my performance	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
e. ... provides me with enough support during times of high workload	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
f. ... encourages and supports my participation in learning and development opportunities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	

8. My manager...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. ... models my organisation's values	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
b. ... demonstrates honesty and integrity	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
c. ... treats employees with dignity and respect	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
d. ... works effectively with people from diverse backgrounds	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
e. ... ensures clients receive a high standard of service	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
f. ... is committed to workplace safety	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Senior leaders - The most senior group of managers in your organisation. This may include: the head of your organisation (e.g. CEO, Department Secretary, Commissioner etc.), Executives, Directors, Division Managers, General Managers.

9. Senior leaders...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. ... provide clear strategy and direction	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
b. ... model my organisation's values	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
c. ... support staff to work in an environment of change	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
d. ... actively support diversity and inclusion in the workplace	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
e. ... demonstrate honesty and integrity	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Your organisation

Thinking about **the last 12 months** in your current organisation, please indicate the extent to which you agree or disagree with the following statements.

10. My organisation...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. ... motivates me to help achieve its objectives	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
b. ... inspires me to do the best in my job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	
c. ...is committed to earning a high level of public trust	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
d. ...encourages respectful workplace behaviours	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
e. ... takes steps to eliminate bullying, harassment and discrimination	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
f. ... encourages employees to act in ways that are consistent with human rights	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
g. ... respects the human rights of employees	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
h. ... makes fair recruitment and promotion decisions, based on merit	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
i. ...does not tolerate improper conduct	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

10. My organisation...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
j. Workgroups across my organisation willingly share information with each other	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

11. Equal opportunity	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. Gender identity is not a barrier to success in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
b. Disability is not a barrier to success in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
c. Age is not a barrier to success in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
d. Cultural background is not a barrier to success in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
e. Sexual orientation is not a barrier to success in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
f. Having caring responsibilities is not a barrier to success in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

12. There is a positive culture within my organisation in relation to...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. ... employees of different age groups	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
b. ... employees of different sexes/genders	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
c. ... employees who are LGBTIQ (lesbian, gay, bisexual, trans and gender diverse, intersex, queer or questioning)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
d. ... employees who are Aboriginal and / or Torres Strait Islander	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
e. ... employees from varied cultural backgrounds	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
f. ... employees with disability	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
g. ... employees who have caring responsibilities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
h. ... employees who work part-time	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
i. ... employees who use flexible work arrangements	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

13. Workplace safety and support	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
My organisation...						
a. ... provides a safe work environment	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

13. Workplace safety and support My organisation...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
b. ... has effective procedures in place to support employees who may experience stress	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. ... consults employees on health and safety matters	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

14. Psychological safety	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. In my workplace, there is good communication about psychological safety issues that affect me	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. All levels of my organisation are involved in the prevention of stress	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. Senior leaders consider the psychological health of employees to be as important as productivity	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. Senior leaders show support for stress prevention through involvement and commitment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	

Patient safety climate – Health Services only

15. Patient Safety	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know
a. Patient care errors are handled appropriately in my work area	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. This health service does a good job of training new and existing staff	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. I am encouraged by my colleagues to report any patient safety concerns I may have	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. The culture in my work area makes it easy to learn from the errors of others	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. Trainees in my discipline are adequately supervised	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. My suggestions about patient safety would be acted upon if I expressed them to my manager	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. Management is driving us to be a safety-centred organisation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. I would recommend a friend or relative to be treated as a patient here	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	

Learning and Career

Please use this section to provide feedback on your learning and development over **the last 12 months** in your current organisation and your career intentions for the next 2 years.

16. Learning and development	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. There are adequate opportunities for me to develop skills and experience in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b. My organisation places a high priority on the learning and development of staff	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
17.					
a. In the past 12 months, have your learning and development needs been identified and agreed with your manager?	<input type="checkbox"/> ₁ Yes		<input type="checkbox"/> ₂ No <small>(Go to Q.18)</small>	<input type="checkbox"/> ₃ Not sure <small>(Go to Q.18)</small>	
b. To date, have your learning and development needs been addressed in the agreed timeframe?	<input type="checkbox"/> ₁ Yes, fully		<input type="checkbox"/> ₂ Yes, partially		<input type="checkbox"/> ₃ No

18. Skills development					
a. In the past 12 months, have you undertaken any skills development activities? Examples could include attending a course, online learning, or mentoring/ coaching?	<input type="checkbox"/> ₁ Yes		<input type="checkbox"/> ₂ No <small>(Go to Q.19)</small>	<input type="checkbox"/> ₃ Not sure <small>(Go to Q.19)</small>	
	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
b. The skills development activities have helped me do my job better	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

19. Your career					
a. How satisfied are you with your career development within your current organisation?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

19. Your career

b. What is your likely career plan for the next 2 years?

[Please select one option only]

- 1 Continue to work in my current workgroup within my organisation
- 2 Work in a different workgroup within my organisation
- 3 Stay at my organisation - Other [please specify].....
- 4 Leave my organisation for another Victorian public sector organisation
- 5 Leave my organisation for another public service organisation
- 6 Leave my organisation for a private sector organisation
- 7 Leave my organisation to take up full-time or part-time study
- 8 Retire
- 9 Take a career break
- 10 Leave my organisation - Other [please specify].....
- 11 Don't know

If an option between 4 and 7 or 9 and 10 is selected, go to Q.19c

c. What major factors are influencing your decision to leave?

[Please select up to three options]

Only available if an option between 4 and 7 or 9 and 10 is selected for Q.19b

- 1 Opportunity to broaden experience
- 2 To seek/ take a promotion elsewhere
- 3 Lack of flexible work arrangements for managing (e.g. family/ caring commitments)
- 4 Desire to relocate interstate or overseas
- 5 Better location/ reduce travel time
- 6 Limited opportunities to gain further experience at my organisation
- 7 My interests do not match my job role
- 8 A lack of involvement in decisions affecting my job and career
- 9 My workload is excessive
- 10 Lack of future career opportunities at my organisation
- 11 A lack of recognition for doing a good job
- 12 For better remuneration
- 13 Poor relationship with my manager
- 14 Lack of developmental/ educational opportunities
- 15 Lack of confidence in senior leadership
- 16 Lack of organisational stability
- 17 End of contract/ secondment
- 18 Other [please specify]

Workplace Change

Please use this section to provide feedback on any significant workplace changes that you may have experienced over the last 12 months in your current organisation.

20. Change					
a. In the past 12 months, has your current workgroup been directly affected by significant workplace change?	<input type="checkbox"/> ₁ Yes		<input type="checkbox"/> ₂ No <i>[Go to Q.22]</i>		
b. What were the main changes that affected your workgroup in the last 12 months? [Select all that apply]	<input type="checkbox"/> ₁ Substantial change in your work priorities <input type="checkbox"/> ₂ Substantial change in your type of work <input type="checkbox"/> ₃ Substantial change in how you are expected to do your work <input type="checkbox"/> ₄ Organisational restructure <input type="checkbox"/> ₅ Change in management above your direct line manager <input type="checkbox"/> ₆ Change in direct line manager <input type="checkbox"/> ₇ Increase in employee numbers <input type="checkbox"/> ₈ Decrease in employee numbers <input type="checkbox"/> ₉ Change in physical workplace (e.g. moved to a new building, existing workplace renovated) <input type="checkbox"/> ₁₀ <i>[VPS employees only]</i> Machinery of Government change (Machinery of Government refers to the allocation of functions and responsibilities between departments and ministers) <input type="checkbox"/> ₁₁ Other [please specify].....				
21. Please indicate the extent of your agreement with the following statements.	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. My workgroup was provided with sufficient information on how the change would impact on the team	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b. My workgroup was provided with adequate support during the change process	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
c. My workgroup was kept well informed throughout the change process	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
d. People in my workgroup generally coped well with the change	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

Your experiences

22. Satisfaction	Very Dissatisfied	Dissatisfied	Neither Satisfied nor Dissatisfied	Satisfied	Very Satisfied
a. How satisfied are you with the work/life balance in your current job?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b. Considering everything, how satisfied are you with your current job?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

23. Thinking about the past three months in your current organisation, how often has your work made you feel...	Never or very rarely	Rarely	Sometimes	Often	Very often or always
a. ... happy	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b. ... worried	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
c. ... enthusiastic	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
d. ... miserable	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

24. Work-related stress	
a. How would you rate your current level of work-related stress?	<input type="checkbox"/> ₁ Nil – not experiencing any work-related stress (Go to Q.25) <input type="checkbox"/> ₂ Low/mild <input type="checkbox"/> ₃ Moderate <input type="checkbox"/> ₄ High <input type="checkbox"/> ₅ Very high <input type="checkbox"/> ₆ Severe
b. What are the main causes of your work-related stress? (Please select up to three options):	<input type="checkbox"/> ₁ Nature of work and work demands <input type="checkbox"/> ₂ Unclear job expectations <input type="checkbox"/> ₃ Inflexible working hours or arrangements <input type="checkbox"/> ₄ Level of support from manager <input type="checkbox"/> ₅ Level of support from colleagues <input type="checkbox"/> ₆ Relationship/s with manager/s <input type="checkbox"/> ₇ Relationship/s with colleague/s <input type="checkbox"/> ₈ Relationship/s with subordinate/s <input type="checkbox"/> ₉ Organisation or workplace change (e.g. restructure, change of work conditions etc.) <input type="checkbox"/> ₁₀ Incivility, bullying or harassment <input type="checkbox"/> ₁₁ Physical environment (e.g. seating, heating, cooling etc.) <input type="checkbox"/> ₁₂ Job security <input type="checkbox"/> ₁₃ Impact of non-work related circumstances

24. Work-related stress

c. Thinking about the nature of your work and work demands, what are the main causes of stress?

(please select up to three options)

Only available if Q.24b1 is selected

- ₁ Work that doesn't utilise your skills and experience
- ₂ Work that requires skills and experience you don't have
- ₃ Repetitive tasks
- ₄ Difficulty of tasks
- ₅ Amount of work
- ₆ Time pressure
- ₇ Shift rosters
- ₈ Unclear job expectations
- ₉ Work demands that conflict with other work demands
- ₁₀ Your level of say in how you do and manage your work
- ₁₁ Physical demands of work
- ₁₂ Emotional demands of work
- ₁₃ Dealing with clients/patients
- ₁₄ Other [please specify]...

The following questions relate to unacceptable behaviours that you may have experienced in your current organisation over the **past 12 months**.

25. Discrimination

Discrimination is when a person treats, or proposes to treat, a person unfavourably because of a personal characteristic or attribute.

a. During the **last 12 months** in your current organisation, have you personally experienced discrimination at work?

₁ Yes

₂ No

₃ Not sure

(Go to Q.26)

(Go to Q.26)

b. Please select which attributes you were discriminated for:

[Note that this list is based on the whole list of attributes listed in the Victorian Equal Opportunity Act 2010]

(Select all that apply)

- | | |
|--|---|
| <input type="checkbox"/> ₁ Age | <input type="checkbox"/> ₉ Marital status |
| <input type="checkbox"/> ₂ Breastfeeding | <input type="checkbox"/> ₁₀ Parental status or status as a carer |
| <input type="checkbox"/> ₃ Employment activity (treated unfavourably because you made a reasonable request for information about your employment entitlements, or for communicating concerns about the provision of these entitlements) | <input type="checkbox"/> ₁₁ Physical features |
| <input type="checkbox"/> ₄ Expunged homosexual conviction | <input type="checkbox"/> ₁₂ Political belief or activity |
| <input type="checkbox"/> ₅ Gender identity | <input type="checkbox"/> ₁₃ Pregnancy |
| <input type="checkbox"/> ₆ Disability | <input type="checkbox"/> ₁₄ Race |
| <input type="checkbox"/> ₇ Industrial activity | <input type="checkbox"/> ₁₅ Religious belief or activity |
| <input type="checkbox"/> ₈ Lawful sexual activity | <input type="checkbox"/> ₁₆ Sex |
| | <input type="checkbox"/> ₁₇ Sexual orientation |
| | <input type="checkbox"/> ₁₈ Personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes. |

25. Discrimination

<p>c. What type of discrimination did you experience? (Select all that apply)</p>	<p><input type="checkbox"/>₁ Pay or conditions offered by employer <input type="checkbox"/>₂ Opportunities for promotion <input type="checkbox"/>₃ Opportunities for transfer/ secondment <input type="checkbox"/>₄ Opportunities for training <input type="checkbox"/>₅ Employment security – threats of dismissal or termination <input type="checkbox"/>₆ Access to leave <input type="checkbox"/>₇ Other detriment</p>
<p>d. How often have you experienced discrimination?</p>	<p><input type="checkbox"/>₁ At least once a day <input type="checkbox"/>₂ Once every few days <input type="checkbox"/>₃ Once a week <input type="checkbox"/>₄ Once a month <input type="checkbox"/>₅ Less than once a month</p>
<p>e. Did you tell anyone about the discrimination? [Select all that apply]</p>	<p><input type="checkbox"/>₁ Submitted a formal complaint <input type="checkbox"/>₂ Told a colleague <input type="checkbox"/>₃ Told a manager <input type="checkbox"/>₄ Told Human Resources <input type="checkbox"/>₅ Told a friend or family member <input type="checkbox"/>₆ Told someone else <input type="checkbox"/>₇ I did not tell anyone about the discrimination</p>
<p>f. Please tell us why you did not submit a formal complaint [Select all that apply] <i>Only available if Q.25e1 is not selected</i></p>	<p><input type="checkbox"/>₁ I believed there would be negative consequences for my reputation [e.g. that I would be blamed or not believed or thought to be over-reacting] <input type="checkbox"/>₂ I believed there would be negative consequences for my career [e.g. opportunities for promotion, risk of being fired] <input type="checkbox"/>₃ I didn't think it would make a difference <input type="checkbox"/>₄ I believed there would be negative consequences for the person I was going to complain about <input type="checkbox"/>₅ I didn't need to because I made the discrimination stop <input type="checkbox"/>₆ I didn't need to because I no longer had contact with the person(s) who discriminated against me <input type="checkbox"/>₇ I didn't know who to talk to or how to make a complaint <input type="checkbox"/>₈ I was advised not to by a colleague or colleagues <input type="checkbox"/>₉ I was advised not to by family or friend(s) <input type="checkbox"/>₁₀ Other</p>
<p>g. Were you satisfied with the way your formal complaint was handled? <i>Only available if Q.25e1 is selected</i></p>	<p><input type="checkbox"/>₁ Yes <input type="checkbox"/>₂ No <input type="checkbox"/>₃ Don't know</p>

26. Bullying

Workplace **bullying** is repeated, unreasonable behaviour directed to an employee or a group of employees that creates a risk to health and safety. Types of behaviour that could be considered bullying include: verbal abuse, excluding or isolating employees, psychological harassment, intimidation, assigning meaningless tasks unrelated to the job, giving employees impossible assignments, deliberately changing work rosters to inconvenience particular employees, deliberately withholding information that is vital to effective work performance.

Note: Bullying should not be confused with legitimate feedback given to staff (including negative comments) on their work performance or work-related behaviour; or other legitimate management decisions and actions undertaken in a reasonable and respectful way.

<p>a. During the last 12 months in your current organisation, have you personally experienced bullying at work?</p>	<p><input type="checkbox"/>₁ Yes – but I am not currently experiencing this behaviour</p> <p><input type="checkbox"/>₂ Yes – and I am currently experiencing this behaviour</p> <p><input type="checkbox"/>₃ No (Go to Q.27)</p> <p><input type="checkbox"/>₄ Not sure (Go to Q.27)</p>
<p>b. How often have you experienced bullying?</p>	<p><input type="checkbox"/>₁ At least once a day</p> <p><input type="checkbox"/>₂ Once every few days</p> <p><input type="checkbox"/>₃ Once a week</p> <p><input type="checkbox"/>₄ Once a month</p> <p><input type="checkbox"/>₅ Less than once a month</p>
<p>c. Which of the following best describes the person(s) who bullied you?</p> <p>[Select all that apply]</p>	<p><input type="checkbox"/>₁ Colleague</p> <p><input type="checkbox"/>₂ Group of colleagues</p> <p><input type="checkbox"/>₃ My immediate manager or supervisor</p> <p><input type="checkbox"/>₄ A more senior manager than my manager</p> <p><input type="checkbox"/>₅ Someone I supervise or manage</p> <p><input type="checkbox"/>₆ Client/ customer/ patient/ stakeholder</p> <p><input type="checkbox"/>₇ Member of the public</p>
<p>d. Did you tell anyone about the bullying?</p> <p>[Select all that apply]</p>	<p><input type="checkbox"/>₁ Submitted a formal complaint</p> <p><input type="checkbox"/>₂ Told a colleague</p> <p><input type="checkbox"/>₃ Told a manager</p> <p><input type="checkbox"/>₄ Told Human Resources</p> <p><input type="checkbox"/>₅ Told a friend or family member</p> <p><input type="checkbox"/>₆ Told someone else</p> <p><input type="checkbox"/>₇ I did not tell anyone about the bullying</p>

26. Bullying

<p>e. Please tell us why you did not submit a formal complaint</p> <p>[Select all that apply]</p> <p><i>Only available if Q.26d1 is not selected</i></p>	<p><input type="checkbox"/>₁ I believed there would be negative consequences for my reputation [e.g. that I would be blamed or not believed or thought to be over-reacting]</p> <p><input type="checkbox"/>₂ I believed there would be negative consequences for my career [e.g. opportunities for promotion, risk of being fired]</p> <p><input type="checkbox"/>₃ I didn't think it would make a difference</p> <p><input type="checkbox"/>₄ I believed there would be negative consequences for the person I was going to complain about</p> <p><input type="checkbox"/>₅ I didn't need to because I made the bullying stop</p> <p><input type="checkbox"/>₆ I didn't need to because I no longer had contact with the person(s) who bullied me</p> <p><input type="checkbox"/>₇ I didn't know who to talk to or how to make a complaint</p> <p><input type="checkbox"/>₈ I was advised not to by a colleague or colleagues</p> <p><input type="checkbox"/>₉ I was advised not to by family or friend(s)</p> <p><input type="checkbox"/>₁₀ Other</p>
<p>f. Were you satisfied with the way your formal complaint was handled?</p> <p><i>Only available if Q.26d1 is selected</i></p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No</p> <p><input type="checkbox"/>₃ Don't know</p>

27. Sexual Harassment

<p>a. During the last 12 months in your current organisation, have you experienced any of the following behaviours at work?</p> <p>[Select all that apply]</p>	<p><input type="checkbox"/>₁ Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)</p> <p><input type="checkbox"/>₂ Intrusive questions about your private life or comments about your physical appearance</p> <p><input type="checkbox"/>₃ Unwelcome touching, hugging, cornering or kissing</p> <p><input type="checkbox"/>₄ Inappropriate physical contact (including momentary or brief physical contact)</p> <p><input type="checkbox"/>₅ Repeated or inappropriate invitations to go out on dates</p> <p><input type="checkbox"/>₆ Sexual gestures, indecent exposure or inappropriate display of the body</p> <p><input type="checkbox"/>₇ Any other unwelcome conduct of a sexual nature</p> <p><input type="checkbox"/>₈ Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague</p> <p><input type="checkbox"/>₉ Sexually explicit email or SMS message</p> <p><input type="checkbox"/>₁₀ Request or pressure for sex or other sexual act</p> <p><input type="checkbox"/>₁₁ Sexually explicit pictures, posters or gifts that made you feel offended</p> <p><input type="checkbox"/>₁₂ Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc.)</p> <p><input type="checkbox"/>₁₃ Inappropriate staring or leering that made you feel intimidated</p> <p><input type="checkbox"/>₁₄ No, I have not experienced any of the above behaviours [Go to Q.28]</p>
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27. Sexual Harassment

<p>b. How often have you experienced these behaviors?</p>	<p><input type="checkbox"/>₁ At least once a day <input type="checkbox"/>₂ Once every few days <input type="checkbox"/>₃ Once a week <input type="checkbox"/>₄ Once a month <input type="checkbox"/>₅ Less than once a month</p>
<p>c. Which of the following best describes the person(s) who behaved in that way? [Select all that apply]</p>	<p><input type="checkbox"/>₁ Colleague <input type="checkbox"/>₂ Group of colleagues <input type="checkbox"/>₃ My immediate manager or supervisor <input type="checkbox"/>₄ A more senior manager than my manager <input type="checkbox"/>₅ Someone I supervise or manage <input type="checkbox"/>₆ Client/ customer/ patient/ stakeholder <input type="checkbox"/>₇ Member of the public</p>
<p>d. When the harassment happened to you, did you respond in any of the following ways? [Select all that apply]</p>	<p><input type="checkbox"/>₁ Tried to laugh it off or forget about it <input type="checkbox"/>₂ Pretended it didn't bother you <input type="checkbox"/>₃ Avoided the person(s) by staying away from them <input type="checkbox"/>₄ Told the person the behaviour was not OK <input type="checkbox"/>₅ Avoided locations where the behaviour might occur <input type="checkbox"/>₆ Took time off work <input type="checkbox"/>₇ Sought a transfer to another role/ location/ roster <input type="checkbox"/>₈ Told a colleague <input type="checkbox"/>₉ Told a manager <input type="checkbox"/>₁₀ Told Human Resources <input type="checkbox"/>₁₁ Told a friend or family member <input type="checkbox"/>₁₂ Told someone else <input type="checkbox"/>₁₃ Submitted a formal complaint <i>[Go to Q.27f]</i> <input type="checkbox"/>₁₄ Other</p>

27. Sexual Harassment

<p>e. Please tell us why you did not submit a formal complaint</p> <p>[Select all that apply]</p>	<p><input type="checkbox"/>₁ I believed there would be negative consequences for my reputation [e.g. that I would be blamed or not believed or thought to be over-reacting]</p> <p><input type="checkbox"/>₂ I believed there would be negative consequences for my career [e.g. opportunities for promotion, risk of being fired]</p> <p><input type="checkbox"/>₃ I didn't think it would make a difference</p> <p><input type="checkbox"/>₄ I believed there would be negative consequences for the person I was going to complain about</p> <p><input type="checkbox"/>₅ I didn't need to because I made the harassment stop</p> <p><input type="checkbox"/>₆ I didn't need to because I no longer had contact with the harasser(s)</p> <p><input type="checkbox"/>₇ I didn't know who to talk to or how to make a complaint</p> <p><input type="checkbox"/>₈ I was advised not to by a colleague or colleagues</p> <p><input type="checkbox"/>₉ I was advised not to by family or friend(s)</p> <p><input type="checkbox"/>₁₀ Other</p>
<p>f. Were you satisfied with the way your formal complaint was handled?</p> <p><i>Only available if Q.27d13 is selected</i></p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No</p> <p><input type="checkbox"/>₃ Not sure</p>

The following service provides counselling, support and advocacy for people who have experienced any form of sexual assault (including harassment):

CASA (Centres Against Sexual Assault)

Phone » 1800 806 292 (24 hours)

Web » www.casa.org.au

28. Aggression or violence

<p>a. During the last 12 months in your current organisation, have you been subject to aggression or violent behaviour at work?</p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No [Go to Q.29]</p> <p><input type="checkbox"/>₃ Not sure [Go to Q.29]</p>
<p>b. How often have you been the subject to aggression or violence at work?</p>	<p><input type="checkbox"/>₁ At least once a day</p> <p><input type="checkbox"/>₂ Once every few days</p> <p><input type="checkbox"/>₃ Once a week</p> <p><input type="checkbox"/>₄ Once a month</p> <p><input type="checkbox"/>₅ Less than once a month</p>

28. Aggression or violence

<p>c. Which of the following best describes the person who behaved in that way?</p> <p>[Select all that apply]</p>	<p><input type="checkbox"/>₁ Colleague</p> <p><input type="checkbox"/>₂ Group of colleagues</p> <p><input type="checkbox"/>₃ My immediate manager or supervisor</p> <p><input type="checkbox"/>₄ A more senior manager than my manager</p> <p><input type="checkbox"/>₅ Someone I supervise or manage</p> <p><input type="checkbox"/>₆ Client/ customer/ patient/ stakeholder</p> <p><input type="checkbox"/>₇ Member of the public</p>
<p>d. Did you tell anyone about the incident?</p> <p>[Select all that apply]</p>	<p><input type="checkbox"/>₁ Submitted a formal incident report <i>[Go to Q.28f]</i></p> <p><input type="checkbox"/>₂ Told a colleague</p> <p><input type="checkbox"/>₃ Told a manager</p> <p><input type="checkbox"/>₄ Told Human Resources</p> <p><input type="checkbox"/>₅ Told a friend or family member</p> <p><input type="checkbox"/>₆ Told someone else</p> <p><input type="checkbox"/>₇ I did not tell anyone about the incident</p>
<p>e. Please tell us why you did not submit a formal incident report</p> <p>[Select all that apply]</p>	<p><input type="checkbox"/>₁ I believed there would be negative consequences for my reputation [e.g. that I would be blamed or not believed or thought to be over-reacting]</p> <p><input type="checkbox"/>₂ I believed there would be negative consequences for my career [e.g. opportunities for promotion, risk of being fired]</p> <p><input type="checkbox"/>₃ I didn't think it would make a difference</p> <p><input type="checkbox"/>₄ I believed there would be negative consequences for the person I was going to complain about</p> <p><input type="checkbox"/>₅ I didn't know who to talk to or how to submit an incident report</p> <p><input type="checkbox"/>₆ I was advised not to by a colleague or colleagues</p> <p><input type="checkbox"/>₇ I was advised not to by family or friend(s)</p> <p><input type="checkbox"/>₈ Other</p>
<p>f. Were you satisfied with the way your formal incident report was handled?</p> <p>[Select all that apply]</p> <p><i>Only available if Q.28d1 is selected</i></p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No</p> <p><input type="checkbox"/>₃ Not sure</p>

29. Witnessed behaviours

<p>a. During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?</p> <p>[Select all that apply]</p>	<p><input type="checkbox"/>₁ Bullying of a colleague</p> <p><input type="checkbox"/>₂ Discrimination against a colleague</p> <p><input type="checkbox"/>₃ Sexual harassment</p> <p><input type="checkbox"/>₄ Violence or aggression against a colleague</p> <p><input type="checkbox"/>₅ No, I have not witnessed any of the situations above</p>
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30. In the last 12 months, have you seen or heard any communication/information about...

a. ... your organisation's values?	<input type="checkbox"/> ₁ Yes	<input type="checkbox"/> ₂ No
b. ... your organisation's code of conduct?	<input type="checkbox"/> ₁ Yes	<input type="checkbox"/> ₂ No

If you or anyone you know needs help

Your organisation may have a confidential Employee Assistance Program, or similar, that you can access. Alternatively, you can call:

Lifeline on 13 11 14

Beyond Blue on 1300 22 46 36

Suicide Call Back Service on 1300 659 467

Have your say

This is your opportunity to use your own words to say what your organisation is doing well and what is the most pressing issue it needs to address.

Your comments will be provided to your organisation, word for word. To protect your identity, your comments will not be provided with any of your other survey responses, meaning there will be no indication as to who has provided the comment.

Please do not include words that may identify you or anyone else. Please be respectful and constructive.

31. Comments

a. What is one thing your organisation is doing really well?	[FREE TEXT FIELD]
b. What is the single most important issue that needs to be addressed in your organisation?	[FREE TEXT FIELD]

Information about you

This section asks a number of questions about you to:

- understand and improve workplace experiences of diverse groups of people
- assess how well the survey sample matches the profile of the workforce.

Your anonymity will be protected. We do not provide individual responses to employers. Reports that provide aggregated responses are not provided if the number of responses is too low to protect your anonymity.

32. About you	
a. Gender	<input type="checkbox"/> ₁ Woman <input type="checkbox"/> ₂ Man <input type="checkbox"/> ₃ Self-described (please specify _____ [description is optional]) <input type="checkbox"/> ₄ Prefer not to say
b. Age	<input type="checkbox"/> ₁ 15-24 years <input type="checkbox"/> ₂ 25-34 years <input type="checkbox"/> ₃ 35-44 years <input type="checkbox"/> ₄ 45-54 years <input type="checkbox"/> ₅ 55-64 years <input type="checkbox"/> ₆ 65+ years
c. In which country were you born?	<input type="checkbox"/> ₁ Australia <input type="checkbox"/> ₂ Canada <input type="checkbox"/> ₃ China <input type="checkbox"/> ₄ Greece <input type="checkbox"/> ₅ India <input type="checkbox"/> ₆ Ireland <input type="checkbox"/> ₇ Italy <input type="checkbox"/> ₈ Malaysia <input type="checkbox"/> ₉ New Zealand <input type="checkbox"/> ₁₀ Philippines <input type="checkbox"/> ₁₁ South Africa <input type="checkbox"/> ₁₂ Sri Lanka <input type="checkbox"/> ₁₃ United Kingdom <input type="checkbox"/> ₁₄ United States of America <input type="checkbox"/> ₁₅ Vietnam <input type="checkbox"/> ₁₆ Other (please specify _____) <input type="checkbox"/> ₁₇ Prefer not to say
d. Do you speak a language other than English at home?	<input type="checkbox"/> ₁ Yes <input type="checkbox"/> ₂ No <input type="checkbox"/> ₃ Prefer not to say

32. About you

<p>e. Are you of Aboriginal and/or Torres Strait Islander origin?</p> <p>(A person of Aboriginal and/or Torres Strait Islander descent identifies as such and is accepted as such by the community with which he or she is associated.)</p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No</p> <p><input type="checkbox"/>₃ Prefer not to say</p>
<p>f. Are you a person with disability?</p> <p>Disability includes long-term (lasting 6 months or more) physical, mental health, intellectual, neurological or sensory impairments which, in interaction with various attitudinal and environmental barriers, may hinder full and effective participation in society on an equal basis with others</p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No (Go to Q.32g)</p> <p><input type="checkbox"/>₃ Prefer not to say (Go to Q.32g)</p>
<p>i. Have you identified as a person with disability within your organisation?</p> <p>(E.g. to your manager or to human resources staff)</p>	<p><input type="checkbox"/>₁ Yes (Go to Q.32f.iii)</p> <p><input type="checkbox"/>₂ No</p> <p><input type="checkbox"/>₃ Prefer not to say (Go to Q.32f.iii)</p>
<p>ii. Which statement most accurately reflects your decision not to identify as a person with disability within your organisation?</p>	<p><input type="checkbox"/>₁ I do not require any adjustments to be made to perform my role</p> <p><input type="checkbox"/>₂ My disability does not impact on my ability to perform my role</p> <p><input type="checkbox"/>₃ I feel that if I identify as a person with disability this will reflect negatively on me</p> <p><input type="checkbox"/>₄ Other (please specify _____)</p>
<p>iii. Do you require reasonable adjustment(s) to your workplace?</p> <p>Adjustments allow employees to work safely and effectively. They can include adjustments to working hours, regular breaks or non-standard equipment (e.g. standing desk, screen reader, vertical mouse, Auslan interpreter, accessible lift, lighting, ramps).</p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No (Go to Q.32g)</p> <p><input type="checkbox"/>₃ Prefer not to say (Go to Q.32g)</p>
<p>iv. Have you requested adjustments to your workplace?</p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No (Go to Q.32g)</p>
<p>v. What was your experience with adjustment(s)?</p>	<p><input type="checkbox"/>₁ The adjustments I needed were made and the process was satisfactory</p> <p><input type="checkbox"/>₂ The adjustments I needed were made but the process was unsatisfactory</p> <p><input type="checkbox"/>₃ The adjustments I needed were not made</p>
<p>g. Are you lesbian, gay, bisexual, trans or gender diverse, intersex, queer or questioning?</p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No</p> <p><input type="checkbox"/>₃ Prefer not to say</p>

32. About you

<p>h. What is the highest level of formal education you have completed?</p> <p>(Please select one option only)</p>	<input type="checkbox"/> ₁ Doctoral Degree level <input type="checkbox"/> ₂ Master Degree level <input type="checkbox"/> ₃ Graduate Diploma or Graduate Certificate level <input type="checkbox"/> ₄ Bachelor Degree level including honours degrees <input type="checkbox"/> ₅ Advanced Diploma or Diploma level <input type="checkbox"/> ₆ Certificate level, including trade <input type="checkbox"/> ₇ Year 12 or equivalent (VCE/ Leaving Certificate) <input type="checkbox"/> ₈ Less than Year 12 or equivalent <input type="checkbox"/> ₆ Prefer not to say
<p>i. Have you ever served in the Australian Defence Force (permanent or reservist)?</p>	<input type="checkbox"/> ₁ Yes <input type="checkbox"/> ₂ No <input type="checkbox"/> ₃ Prefer not to say

33. About your employment

<p>a. Where is your workplace located?</p> <p>(If you work in more than one location, select the primary or 'base' location)</p>	<input type="checkbox"/> ₁ Melbourne CBD <input type="checkbox"/> ₂ Melbourne Suburbs <input type="checkbox"/> ₃ Ballarat <input type="checkbox"/> ₄ Bendigo <input type="checkbox"/> ₅ Geelong <input type="checkbox"/> ₆ Horsham <input type="checkbox"/> ₇ Latrobe (incorporates Traralgon, Morwell, Churchill, Moe) <input type="checkbox"/> ₈ Mildura <input type="checkbox"/> ₉ Shepparton <input type="checkbox"/> ₁₀ Wangaratta <input type="checkbox"/> ₁₁ Warrnambool <input type="checkbox"/> ₁₂ Wodonga <input type="checkbox"/> ₁₃ Other city or town <input type="checkbox"/> ₁₄ Outside Victoria
<p>b. How many years have you been employed in your current organisation?</p> <p>(including under different organisation names or administrative arrangements)</p>	<input type="checkbox"/> ₁ Less than 1 year <input type="checkbox"/> ₂ 1 to less than 2 years <input type="checkbox"/> ₃ 2 to less than 5 years <input type="checkbox"/> ₄ 5 to less than 10 years <input type="checkbox"/> ₅ 10 to less than 20 years <input type="checkbox"/> ₆ More than 20 years
<p>c. Do you work full-time or part-time?</p> <p>(Full time refers to employees usually working 38 hours or more per week)</p>	<input type="checkbox"/> ₁ Full-time <input type="checkbox"/> ₂ Part-time

33. About your employment

<p>d. Do you use any of the following flexible work arrangements?</p> <p>[select all that apply]</p>	<p><input type="checkbox"/>₁ Shift swap</p> <p><input type="checkbox"/>₂ Working more hours over fewer days</p> <p><input type="checkbox"/>₃ Flexible start and finish times</p> <p><input type="checkbox"/>₄ Working remotely</p> <p><input type="checkbox"/>₅ Part-time</p> <p><input type="checkbox"/>₆ Job sharing</p> <p><input type="checkbox"/>₇ Study leave</p> <p><input type="checkbox"/>₈ Purchased leave</p> <p><input type="checkbox"/>₉ Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours</p> <p><input type="checkbox"/>₁₀ Other</p> <p><input type="checkbox"/>₁₁ No, I do not use any flexible work arrangements</p>														
<p>e. What is your current employment status?</p>	<p><input type="checkbox"/>₁ Ongoing</p> <p><input type="checkbox"/>₂ Fixed Term</p> <p><input type="checkbox"/>₃ Casual (Go to Q.33g)</p> <p><input type="checkbox"/>₄ Sessional (Go to Q.33g)</p> <p><input type="checkbox"/>₅ Executive contract</p> <p><input type="checkbox"/>₆ Don't know</p>														
<p>f. What is your gross annual salary (non-executive) or total annual remuneration package (executive)?</p> <p>(Convert to full time equivalent if part time or on a 48/52 type arrangement)</p>	<table border="0"> <tr> <td><input type="checkbox"/>₁ Less than \$45,000</td> <td><input type="checkbox"/>₈ \$105,000- \$114,999</td> </tr> <tr> <td><input type="checkbox"/>₂ \$45,000 - \$54,999</td> <td><input type="checkbox"/>₉ \$115,000- \$124,999</td> </tr> <tr> <td><input type="checkbox"/>₃ \$55,000 - \$64,999</td> <td><input type="checkbox"/>₁₀ \$125,000- \$134,999</td> </tr> <tr> <td><input type="checkbox"/>₄ \$65,000 - \$74,999</td> <td><input type="checkbox"/>₁₁ \$135,000- \$144,999</td> </tr> <tr> <td><input type="checkbox"/>₅ \$75,000- \$84,999</td> <td><input type="checkbox"/>₁₂ \$145,000- \$154,999</td> </tr> <tr> <td><input type="checkbox"/>₆ \$85,000- \$94,999</td> <td><input type="checkbox"/>₁₃ \$155,000- \$164,999</td> </tr> <tr> <td><input type="checkbox"/>₇ \$95,000- \$104,999</td> <td><input type="checkbox"/>₁₄ \$165,000+</td> </tr> </table>	<input type="checkbox"/> ₁ Less than \$45,000	<input type="checkbox"/> ₈ \$105,000- \$114,999	<input type="checkbox"/> ₂ \$45,000 - \$54,999	<input type="checkbox"/> ₉ \$115,000- \$124,999	<input type="checkbox"/> ₃ \$55,000 - \$64,999	<input type="checkbox"/> ₁₀ \$125,000- \$134,999	<input type="checkbox"/> ₄ \$65,000 - \$74,999	<input type="checkbox"/> ₁₁ \$135,000- \$144,999	<input type="checkbox"/> ₅ \$75,000- \$84,999	<input type="checkbox"/> ₁₂ \$145,000- \$154,999	<input type="checkbox"/> ₆ \$85,000- \$94,999	<input type="checkbox"/> ₁₃ \$155,000- \$164,999	<input type="checkbox"/> ₇ \$95,000- \$104,999	<input type="checkbox"/> ₁₄ \$165,000+
<input type="checkbox"/> ₁ Less than \$45,000	<input type="checkbox"/> ₈ \$105,000- \$114,999														
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<input type="checkbox"/> ₇ \$95,000- \$104,999	<input type="checkbox"/> ₁₄ \$165,000+														
<p>g. Are you the manager of one or more employees?</p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No (Go to Q.33h / Exit)</p>														
<p>i. Do you manage other managers?</p>	<p><input type="checkbox"/>₁ Yes</p> <p><input type="checkbox"/>₂ No</p>														
<p>h. Which of the following best describes the primary operational area in which you work?</p> <p>Health services only</p>	<p><input type="checkbox"/>₁ Hospital-based services</p> <p><input type="checkbox"/>₂ Community-based services</p>														

33. About your employment

<p>i. Which of the following categories best describes your current position?</p> <p>(Please select one option only)</p> <p>Health services only</p>	<p><input type="checkbox"/>₁ Nursing employees (e.g. nurse educator, midwifery & nursing professionals, enrolled and mothercraft nurses)</p> <p><input type="checkbox"/>₂ Medical employees (e.g. medical practitioners, VMOs, interns)</p> <p><input type="checkbox"/>₃ Allied health professionals (e.g. physiotherapists, occupational therapists)</p> <p><input type="checkbox"/>₄ Other health professionals (e.g. psychologists, pharmacists, radiographers, medical scientists, medical technicians, radiation therapists)</p> <p><input type="checkbox"/>₅ Personal service workers (e.g. dental hygienists, Aboriginal & Torres Strait Islander health workers, massage therapists, nursing support, personal care workers)</p> <p><input type="checkbox"/>₆ Management, Administration and Corporate support (e.g. executive, managerial, clerical, reception, finance/ accounting, HR/ payroll, engineer, IT, legal, public relations, health information)</p> <p><input type="checkbox"/>₇ Support services (e.g. environmental services, food services, cleaning, laundry, gardens/ grounds, building/ equipment maintenance, vehicles/ transport, security, workshop)</p>
<p>j. Which of the following categories best describes your current position?</p> <p>(Please select one option only)</p> <p>TAFE only</p>	<p><input type="checkbox"/>₁ Vocational education teacher</p> <p><input type="checkbox"/>₂ Clerical and administrative worker</p> <p><input type="checkbox"/>₃ ESL teacher</p> <p><input type="checkbox"/>₄ Other</p>
<p>k. Which of the following best describes the business unit in which you work?</p> <p>(Select one option only)</p> <p>Water organisations only</p>	<p><input type="checkbox"/>₁ Assets – typically includes engineers & technical officers working on planning & development, building/ construction & life cycle/ maintenance programmes of the corporation’s assets;</p> <p><input type="checkbox"/>₂ Corporate – typically includes professional, managerial & administrative personnel in executive management, human resources, marketing & communications, finance, strategic purchasing, information technology, records management, risk management & OHS;</p> <p><input type="checkbox"/>₃ Operations – typically includes scientists/ technicians & operators working on systems maintenance & treatment of water & sewerage, tradesperson such as maintenance fitter & turners & electricians;</p> <p><input type="checkbox"/>₄ Sustainability – typically includes engineers/ scientists/ technicians working on environmental management, recycled water, biodiversity, integrated management systems, energy efficiency, and green office strategy;</p> <p><input type="checkbox"/>₅ Customer Service – typically includes administrative personnel working in customer service & call centres;</p>

33. About your employment

I. Which of the following categories best describes your current position?

(Please select one option only)

Community health services only

- ₁ Nursing employees (e.g. nurse educator, midwifery & nursing professionals, enrolled and mothercraft nurses)
- ₂ Medical employees (e.g. medical practitioners, VMOs, interns)
- ₃ Allied health professionals (e.g. physiotherapists, occupational therapists)
- ₄ Other health professionals (e.g. psychologists, pharmacists, radiographers, medical scientists, medical technicians, radiation therapists)
- ₅ Personal service workers (e.g. dental hygienists, Aboriginal & Torres Strait Islander health workers, massage therapists, nursing support, personal care workers)
- ₆ Management, Administration and Corporate support (e.g. executive, managerial, clerical, reception, finance/ accounting, HR/ payroll, engineer, IT, legal, public relations, health information)
- ₇ Support services (e.g. environmental services, food services, cleaning, laundry, gardens/ grounds, building/ equipment maintenance, vehicles/ transport, security, workshop)
- ₈ Oral health
- ₉ Counselling
- ₁₀ Community development
- ₁₁ Social worker
- ₁₂ Other

THANK YOU FOR COMPLETING THE SURVEY!