**People matter survey 2021 – question set**

**Please note**

* The questions will be arranged and presented differently in the final online survey.
* In the table below, changes to the standard question set are only noted where applicable.
* Public sector organisations have an obligation to measure and report on gender equality indicators under the *Gender Equality Act 2020*. Questions that must be used for this purpose are marked in the table with ‘**Workplace gender audit**’.   
  See: <https://www.genderequalitycommission.vic.gov.au/>

**Demographic questions (situated at the end of the survey, with preamble on why collected)**

**About you**

| # | Question | Response options | Changes | Question routing |
| --- | --- | --- | --- | --- |
| 1 | What is your age range?  **Workplace gender audit** | 15-24 years 25-34 years 35-44 years 45-54 years 55-64 years 65+ years  Prefer not to say |  |  |
| 2 | How do you describe your gender?  **Workplace gender audit** | Woman Man Non-binary I use a different term (please specify) Prefer not to say | Question amendment Response option amendment |  |
| 3 | Are you trans, non-binary or gender diverse?  **Workplace gender audit** | Yes No Prefer not to say | New question |  |
| 4 | To your knowledge, do you have innate variation(s) of sex characteristics (often called intersex)?  *There are many different intersex variation/s, some of which are associated with a medical diagnosis (e.g. AIS, CAH, Hypospadias, MRKH, XXY/Klinefelter, XO/Turner, etc.)* | Yes No Don't know Prefer not to say | New question |  |
| 5 | How do you describe your sexual orientation?  **Workplace gender audit** | Straight (heterosexual) Gay or lesbian Bisexual Pansexual Asexual I use a different term (please specify) Don't know Prefer not to say | New question |  |
| 6 | In which country were you born?  **Workplace gender audit** | Select one Australia Canada China Greece India Ireland Italy Malaysia New Zealand Philippines South Africa Sri Lanka United Kingdom United States of America Vietnam Other (please specify) Prefer not to say |  |  |
| 7 | When did you first arrive in Australia? | Less than 1 year ago 1 to less than 2 years ago 2 to less than 5 years ago 5 to less than 10 years ago 10 to less than 20 years ago More than 20 years ago |  | Only asked if respondent was not born in Australia |
| 8 | Do you speak a language other than English with your family or community?  **Workplace gender audit** | Yes No Prefer not to say | Question amendment |  |
| 9 | What language(s) do you speak with your family or community? | Arabic  Australian indigenous Language  Cantonese  Filipino  French  German  Greek  Hindi  Indonesian  Italian  Korean  Macedonian  Mandarin  Punjabi  Sinhalese  Spanish  Tagalog  Tamil  Urdu  Vietnamese  Other (please specify) |  | Only asked if respondent speaks a language other than English with their family or community |
| 10 | How would you describe your cultural identity?  **Workplace gender audit** | Aboriginal and/or Torres Strait Islander African (including Central, West, Southern and East African) Australian English, Irish, Scottish and/or Welsh Central and/or South American Central Asian East and/or South-East Asian European (including Western, Eastern and South-Eastern European, and Scandinavian) Maori Middle Eastern and/or North African New Zealander North American Pacific Islander South Asian Other (please specify) Prefer not to say | Response option amendment |  |
| 11 | What is your religion?  **Workplace gender audit** | No religion Buddhism Christianity Hinduism Islam Judaism Sikhism Other (please specify) Prefer not to say | Response option amendment |  |
| 12 | Do you identify as Aboriginal and/or Torres Strait Islander?  *A person of Aboriginal and/or Torres Strait Islander origin identifies as such and is accepted as such by the community with which they are associated.*  **Workplace gender audit** | Yes No Prefer not to say | 2019 question |  |
| 13 | Have you identified as Aboriginal and/or Torres Strait Islander in your organisation's HR system? | Yes No Don't know Prefer not to say | New question | Only asked if respondent identifies as Aboriginal and/or Torres Strait Islander |
| 14 | Are you a person with disability?  *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.*  **Workplace gender audit** | Select one Yes No Prefer not to say |  |  |
| 15 | Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)? | Select one Yes No Prefer not to say |  | Only asked if respondent is a person with disability |
| 16 | Which statement most accurately reflects your decision not to share your disability information within your organisation? | Select one I do not require any adjustments to be made to perform my role My disability does not impact on my ability to perform my role I feel that sharing my disability information will reflect negatively on me Other (please specify) |  | Only asked if respondent is a person with disability |
| 17 | What is the highest level of formal education you have completed?  **Workplace gender audit** | Select one Doctoral Degree level Master Degree level Graduate Diploma or Graduate Certificate level Bachelor Degree level (including honours degrees) Advanced Diploma or Diploma level Certificate III or IV level Year 12 or equivalent (VCE/Leaving Certificate) Certificate I or II level Lower than Certificate I or equivalent Prefer not to say | Response option amendment |  |
| 18 | Have you served in the Australian Defence Force (permanent or reservist)? | Select one Yes No Prefer not to say |  |  |
| 19 | Do you have responsibility for caring for any of the following people?  **Workplace gender audit** | Select all that apply Child(ren) - younger than preschool age Child(ren) - preschool age Child(ren) - primary school age Child(ren) - secondary school aged Person(s) with disability Person(s) with a medical condition Person(s) with a mental illness Frail or aged person(s) Other None of the above Prefer not to say | Response option amendment |  |

**Demographic questions**

**About your work**

| # | Question | Response options | Changes | Question routing |
| --- | --- | --- | --- | --- |
| 20 | In the last 3 months, where have you primarily worked from? | **Select one** A main office A frontline or service delivery location (that is not a main office or home/private location) Home/private location A hub/shared work space Other (please specify) | New question |  |
| 21 | In the last 3 months, where has your primary workplace been located?  **Workplace gender audit** | **Select one** Melbourne CBD Melbourne Suburbs Ballarat Bendigo Geelong Horsham Latrobe (incorporates Traralgon, Morwell, Churchill, Moe) Mildura Shepparton Wangaratta Warrnambool Wodonga Other city or town Outside Victoria | Question amendment |  |
| 22 | In the last 3 months, have you worked from any other location(s)? | **Select all that apply** A main office A frontline or service delivery location (that is not a main office or home/private location) Home/private location A hub/shared work space Other (please specify)  No, I have not worked form any other locations | New question |  |
| 23 | How many years have you been employed in your current organisation?  **Workplace gender audit** | Select one Less than 1 year 1 to less than 2 years 2 to less than 5 years 5 to less than 10 years 10 to less than 20 years More than 20 years |  |  |
| 24 | Have you moved between roles in the last 12 months? | Select one I have moved to a different role within my organisation (including acting roles) I have moved to my role from a different Victorian public sector organisation I have moved to my role from outside the Victorian public sector I have not moved between roles |  |  |
| 25 | Do you work full-time or part-time?  **Workplace gender audit** | Select one Full-time Part-time |  |  |
| 26 | Do you use any of the following flexible work arrangements?  **Workplace gender audit** | Select all that apply Shift swap Working more hours over fewer days Flexible start and finish times Working from an alternative location (e.g. home, hub/shared work space) Part-time Job sharing Study leave Purchased leave Using leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hours Other I do not use any flexible work arrangements | Response option amendment |  |
| 27 | Have you requested any of the following adjustments at work?  *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).*  **Workplace gender audit** | Physical modifications or improvements to the workplace Flexible working arrangements Job redesign or role sharing Accessible communications technologies Career development support strategies Other (please specify) No, I have not requested adjustments | Question amendment Response option amendment Routing amendment |  |
| 28 | Why did you make this request?  **Workplace gender audit** | Select all that apply Caring responsibilities Disability Family responsibilities Health Study commitments Work-life balance Other (please specify) | New question | Only asked if respondent has requested any adjustments |
| 29 | What was your experience with making this request?  **Workplace gender audit** | Select one The adjustments I needed were made and the process was satisfactory The adjustments I needed were made but the process was unsatisfactory The adjustments I needed were not made | Question amendment Routing amendment | Only asked if respondent has requested any adjustments |
| 30 | What is your current employment status?  **Workplace gender audit** | Select one Ongoing Fixed Term Casual Sessional Executive contract Don't know |  |  |
| 31 | What is your gross annual salary (non-executive) or total annual remuneration package (executive)?  **Workplace gender audit** | Select one Less than $45,000 $45,000-$54,999 $55,000-$64,999 $65,000-$74,999 $75,000-$84,999 $85,000-$94,999 $95,000-$104,999 $105,000-$114,999 $115,000-$124,999 $125,000-$134,999 $135,000-$144,999 $145,000-$154,999 $155,000-$164,999 $165,000-$174,999 $175,000-$184,999 $185,000 or more  Prefer not to say |  | Only asked if respondent is not casual or sessional |
| 32 | Are you the manager of one or more employees?  **Workplace gender audit** | Select one Yes, and I manage other managers Yes, but I do not manage other managers No |  |  |
| 33 | Which of the following best describes the primary operational area in which you work? | Hospital-based services Community-based services |  | Health services only |
| 34 | Which of the following categories best describes your current position? | List of health service positions |  | Health services only |
| 35 | Is your primary work role in one of the following areas? | List of health service roles |  |  |
| 36 | Which of the following categories best describes your current position? | Vocational education teacher Clerical and administrative worker ESL teacher Other |  | TAFEs only |
| 37 | Which of the following best describes the business unit in which you work? | List of units |  | Water organisations only |

**Agreement scale questions**

| # | Factor | Question | Changes | Question routing |
| --- | --- | --- | --- | --- |
| 38 | Diversity and inclusion  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees of different age groups |  |  |
| 39 | Diversity and inclusion  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees of different sexes/genders |  |  |
| 40 | Diversity and inclusion  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees who identify as LGBTIQ+ | Question amendment |  |
| 41 | Diversity and inclusion  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees from varied cultural backgrounds |  |  |
| 42 | Diversity and inclusion  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees who are Aboriginal and/or Torres Strait Islander |  |  |
| 43 | Diversity and inclusion  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees with disability |  |  |
| 44 | Engagement | My organisation motivates me to help achieve its objectives |  |  |
| 45 | Engagement | My organisation inspires me to do the best in my job |  |  |
| 46 | Engagement | I would recommend my organisation as a good place to work |  |  |
| 47 | Engagement | I am proud to tell others I work for my organisation |  |  |
| 48 | Engagement | I feel a strong personal attachment to my organisation |  |  |
| 49 | Equal employment opportunity  **Workplace gender audit** | Age is not a barrier to success in my organisation |  |  |
| 50 | Equal employment opportunity  **Workplace gender audit** | Gender is not a barrier to success in my organisation |  |  |
| 51 | Equal employment opportunity  **Workplace gender audit** | Sexual orientation is not a barrier to success in my organisation |  |  |
| 52 | Equal employment opportunity  **Workplace gender audit** | Disability is not a barrier to success in my organisation |  |  |
| 53 | Equal employment opportunity  **Workplace gender audit** | Cultural background is not a barrier to success in my organisation |  |  |
| 54 | Equal employment opportunity  **Workplace gender audit** | Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation |  |  |
| 55 | Innovation | My workgroup respectfully consults with clients and stakeholders to improve outcomes |  |  |
| 56 | Innovation | My workgroup is quick to respond to opportunities to do things better |  |  |
| 57 | Innovation | My workgroup takes reasonable risks to improve its services |  |  |
| 58 | Innovation | My workgroup encourages employee creativity |  |  |
| 59 | Innovation | My workgroup learns from failures and mistakes |  |  |
| 60 | Job enrichment | I have the authority to do my job effectively |  |  |
| 61 | Job enrichment | I have a choice in deciding how I do my work |  |  |
| 62 | Job enrichment | My work performance is assessed against clear criteria |  |  |
| 63 | Job enrichment | I clearly understand what I am expected to do in this job |  |  |
| 64 | Job enrichment | I understand how my job contributes to my organisation's purpose |  |  |
| 65 | Job enrichment | I understand how the Charter of Human Rights and Responsibilities applies to my work |  |  |
| 66 | Job enrichment | My job allows me to utilise my skills, knowledge and abilities |  |  |
| 67 | Learning and development | I am developing and learning in my role |  |  |
| 68 | Learning and development | In the last 12 months I have learned skills that have helped me do my job better |  |  |
| 69 | Learning and development  **Workplace gender audit** | I am satisfied with the way my learning and development needs have been addressed in the last 12 months |  |  |
| 70 | Learning and development  **Workplace gender audit** | I feel I have an equal chance at promotion in my organisation | New question |  |
| 71 | Learning and development | My organisation places a high priority on the learning and development of staff |  |  |
| 72 | Learning and development | I am satisfied with the availability of opportunities to move between roles within my organisation (e.g. temporary or permanent transfers) |  |  |
| 73 | Learning and development | I am satisfied with the availability of opportunities to take up roles in other organisations (e.g. temporary or permanent transfers or secondments) |  |  |
| 74 | Learning and development  **Workplace gender audit** | There are adequate opportunities for me to develop skills and experience in my organisation |  |  |
| 75 | Manager leadership | My manager treats employees with dignity and respect |  |  |
| 76 | Manager leadership  **Workplace gender audit** | My manager works effectively with people from diverse backgrounds |  |  |
| 77 | Manager leadership | My manager ensures clients receive a high standard of service |  |  |
| 78 | Manager leadership | My manager models my organisation's values |  |  |
| 79 | Manager leadership | My manager demonstrates honesty and integrity |  |  |
| 80 | Manager leadership | My manager is committed to workplace safety |  |  |
| 81 | Manager support | I receive adequate recognition for my contributions and accomplishments |  |  |
| 82 | Manager support | My manager involves me in decisions about my work |  |  |
| 83 | Manager support | My manager listens to what I have to say |  |  |
| 84 | Manager support | My manager keeps me informed about what's going on |  |  |
| 85 | Manager support | My manager encourages and supports my participation in learning and development opportunities |  |  |
| 86 | Manager support | My manager has regular conversations with me about my learning and development |  |  |
| 87 | Manager support | My manager provides me with enough support when I need it |  |  |
| 88 | Manager support | My manager provides feedback to me in a way that helps me improve my performance |  |  |
| 89 | Manager support | I would be confident in approaching my manager to discuss concerns and grievances |  |  |
| 90 | Meaningful work | I am achieving something important through my work |  |  |
| 91 | Meaningful work | I feel that I can make a worthwhile contribution at work |  |  |
| 92 | Organisational responsibility | My organisation encourages employees to act in ways that are consistent with human rights |  |  |
| 93 | Organisational responsibility | My organisation respects the human rights of employees |  |  |
| 94 | Organisational responsibility  **Workplace gender audit** | My organisation encourages respectful workplace behaviours |  |  |
| 95 | Organisational responsibility  **Workplace gender audit** | My organisation takes steps to eliminate bullying, harassment and discrimination |  |  |
| 96 | Organisational responsibility | My organisation is committed to earning a high level of public trust |  |  |
| 97 | Organisational responsibility | My organisation does not tolerate improper conduct |  |  |
| 98 | Organisational responsibility  **Workplace gender audit** | My organisation makes fair recruitment and promotion decisions, based on merit |  |  |
| 99 | Patient safety climate | Patient care errors are handled appropriately in my work area |  | Health services and Ambulance Victoria only |
| 100 | Patient safety climate | This health service does a good job of training new and existing staff |  | Health services and Ambulance Victoria only |
| 101 | Patient safety climate | I am encouraged by my colleagues to report any patient safety concerns I may have |  | Health services and Ambulance Victoria only |
| 102 | Patient safety climate | The culture in my work area makes it easy to learn from the errors of others |  | Health services and Ambulance Victoria only |
| 103 | Patient safety climate | Trainees in my discipline are adequately supervised |  | Health services and Ambulance Victoria only |
| 104 | Patient safety climate | My suggestions about patient safety would be acted upon if I expressed them to my manager |  | Health services and Ambulance Victoria only |
| 105 | Patient safety climate | Management is driving us to be a safety-centred organisation |  | Health services and Ambulance Victoria only |
| 106 | Patient safety climate | I would recommend a friend or relative to be treated as a patient here |  | Health services and Ambulance Victoria only |
| 107 | Quality service delivery | My workgroup strives to make the best use of its resources |  |  |
| 108 | Quality service delivery | My workgroup has clear lines of responsibility |  |  |
| 109 | Quality service delivery | My workgroup focuses on making decisions informed by all relevant facts |  |  |
| 110 | Quality service delivery | My workgroup places a priority on acting fairly and without bias |  |  |
| 111 | Quality service delivery | My workgroup values human rights |  |  |
| 112 | Quality service delivery | My workgroup strives to provide high quality advice and services |  |  |
| 113 | Quality service delivery | My workgroup strives to deliver services in a timely manner |  |  |
| 114 | Safe to speak up | I am confident that I would be protected from reprisal for reporting improper conduct |  |  |
| 115 | Safe to speak up | I am confident that if I raised a grievance in my organisation, it would be investigated in a thorough and objective manner |  |  |
| 116 | Safe to speak up  **Workplace gender audit** | I feel safe to challenge inappropriate behaviour at work |  |  |
| 117 | Safe to speak up  **Workplace gender audit** | People in my workgroup often reject others for being different |  |  |
| 118 | Safe to speak up | If I make a mistake in my workgroup, it is often held against me |  |  |
| 119 | Safe to speak up | People in my workgroup are able to bring up problems and tough issues |  |  |
| 120 | Safety climate  **Workplace gender audit** | I feel culturally safe at work  *A culturally safe environment is one that is spiritually, socially, emotionally and physically safe for people; where there is no challenge or denial of their identity, of who they are and what they need.* | New question |  |
| 121 | Safety climate | Senior leaders show support for stress prevention through involvement and commitment |  |  |
| 122 | Safety climate | Senior leaders consider the psychological health of employees to be as important as productivity |  |  |
| 123 | Safety climate | My organisation provides a physically safe work environment |  |  |
| 124 | Safety climate | My organisation consults employees on health and safety matters |  |  |
| 125 | Safety climate | My organisation has effective procedures in place to support employees who may experience stress |  |  |
| 126 | Safety climate | In my workplace, there is good communication about psychological safety issues that affect me |  |  |
| 127 | Safety climate | All levels of my organisation are involved in the prevention of stress |  |  |
| 128 | Satisfaction | I enjoy the work in my current job |  |  |
| 129 | Satisfaction | I get a sense of accomplishment from my work |  |  |
| 130 | Satisfaction | How satisfied are you with the work/life balance in your current job? |  |  |
| 131 | Satisfaction | How satisfied are you with your career development within your current organisation? |  |  |
| 132 | Satisfaction | Considering everything, how satisfied are you with your current job? |  |  |
| 133 | Senior leadership | Senior leaders model my organisation's values |  |  |
| 134 | Senior leadership | Senior leaders provide clear strategy and direction |  |  |
| 135 | Senior leadership | Senior leaders support staff to work in an environment of change |  |  |
| 136 | Senior leadership  **Workplace gender audit** | Senior leaders actively support diversity and inclusion in the workplace |  |  |
| 137 | Senior leadership | Senior leaders demonstrate honesty and integrity |  |  |
| 138 | Supporting question - gender equality  **Workplace gender audit** | My organisation would support me if I needed to take family violence leave | New question |  |
| 139 | Supporting question - gender equality  **Workplace gender audit** | My organisation uses inclusive and respectful images and language | New question |  |
| 140 | Supporting question - gender equality  **Workplace gender audit** | In my workgroup work is allocated fairly, regardless of gender | New question |  |
| 141 | Supporting question - gender equality  **Workplace gender audit** | What is the single most important thing your organisation could do to create a more inclusive and respectful workplace? | New question |  |
| 142 | Taking action | My organisation has taken positive action on the results of last year's survey |  |  |
| 143 | Taking action | I believe my organisation will take positive action on the results of this year's survey |  |  |
| 144 | Workgroup support | People in my workgroup treat each other with respect |  |  |
| 145 | Workgroup support | People in my workgroup work together effectively to get the job done |  |  |
| 146 | Workgroup support  **Workplace gender audit** | People in my workgroup actively support diversity and inclusion in the workplace |  |  |
| 147 | Workgroup support | People in my workgroup are honest, open and transparent in their dealings |  |  |
| 148 | Workgroup support | People in my workgroup are politically impartial in their work |  |  |
| 149 | Workgroup support | People in my workgroup appropriately manage conflicts of interest |  |  |
| 150 | Workgroup support | People in my workgroup regularly reach out to support me and my wellbeing |  |  |
| 151 | Workgroup support | I am able to work effectively with others in my workgroup |  |  |
| 152 | Workgroup support | I am able to work effectively with others outside my immediate workgroup |  |  |
| 153 | Workgroup support | Workgroups across my organisation willingly share information with each other |  |  |
| 154 | Workload | The workload I have is appropriate for the job that I do |  |  |
| 155 | Workload | I have enough time to do my job effectively |  |  |
| 156 | Workplace flexibility  **Workplace gender audit** | I have the flexibility I need to manage my work and non-work activities and responsibilities | New question |  |
| 157 | Workplace flexibility  **Workplace gender audit** | I am confident that if I requested a flexible work arrangement, it would be given due consideration |  |  |
| 158 | Workplace flexibility  **Workplace gender audit** | My organisation supports employees with family or other caring responsibilities, regardless of gender | New question |  |
| 159 | Workplace flexibility  **Workplace gender audit** | Using flexible work arrangements is not a barrier to success in my organisation |  |  |
| 160 | Workplace flexibility  **Workplace gender audit** | Having caring responsibilities is not a barrier to success in my organisation |  |  |
| 161 | Workplace flexibility  **Workplace gender audit** | Having family responsibilities is not a barrier to success in my organisation | New question |  |
| 162 | Workplace flexibility  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees who use flexible work arrangements | New question |  |
| 163 | Workplace flexibility  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees who have caring responsibilities | New question |  |
| 164 | Workplace flexibility  **Workplace gender audit** | There is a positive culture within my organisation in relation to employees who have family responsibilities | New question |  |

**Have your say questions**

| # | Question text | Response options | Changes |
| --- | --- | --- | --- |
| 165 | Which of the following are currently the most significant barriers (if any) that prevent you performing optimally at work? | Select all that apply Insufficient autonomy Too many competing priorities Administrative processes (including leave and HR requirements) Decision making and authorisation processes Financial burden of doing my job in the current environment Communication processes Technology limitations Absence of visibility of team progress and deliverables Limited social interactions with the team Family/household commitments (carer responsibilities, child education responsibilities) Difficulties in separating work from other aspects of my life Concern about the risks to my physical health Poor physical health Poor mental health or wellbeing Poor work-life balance There are no noticeable barriers Other (please specify) | Question amendment Response option amendment |
| 166 | What is one thing your organisation is doing really well? | Free text |  |
| 167 | What is the single most important issue that needs to be addressed in your organisation? | Free text |  |
| 168 | How could this survey be improved? | Free text |  |

**Intention to stay questions**

| # | Question text | Response options | Changes |
| --- | --- | --- | --- |
| 169 | What is your likely career plan for the next 2 years? | Select one Continue to work in my current workgroup within my organisation Work in a different workgroup within my organisation Stay at my organisation - Other Move to another Victorian public sector organisation Move to another public service organisation Move to a private sector organisation Leave my organisation to take up full-time or part-time study Retire Take a career break Leave my organisation - Other Don't know |  |
| 170 | What major factors are influencing your plan to leave your organisation? | Select all that apply Opportunity to broaden experience Opportunity to seek/take a promotion elsewhere Better remuneration Better location/reduced travel time Desire to relocate interstate or overseas My interests do not match my job role Limited opportunities to gain further experience at my organisation Limited developmental/educational opportunities at my organisation Limited future career opportunities at my organisation Limited recognition for doing a good job Limited involvement in decisions affecting my job and career Limited flexible work arrangements to manage (e.g.) family/caring commitments Excessive workload Poor relationship with my colleagues and/or manager Lack of confidence in senior leadership Lack of organisational stability End of contract/secondment Other |  |

**Wellbeing questions**

**Job-related affect**

| # | Question text | Response options | Changes |
| --- | --- | --- | --- |
| 171 | Thinking about the past three months in your current organisation, how often has your work made you feel enthusiastic? | Select one Never or very rarely Rarely Sometimes Often Very often or always |  |
| 172 | Thinking about the past three months in your current organisation, how often has your work made you feel happy? |  |
| 173 | Thinking about the past three months in your current organisation, how often has your work made you feel worried? |  |
| 174 | Thinking about the past three months in your current organisation, how often has your work made you feel miserable? |  |

**Work-related stress**

|  |  |  |  |
| --- | --- | --- | --- |
| # | Question text | Response options | Changes |
| 175 | How would you rate your current level of work-related stress? | Select one Nil - not experiencing any work-related stress Low or Mild Moderate High Very high Severe |  |
| 176 | What are the main causes of your work-related stress? | Select up to 3 options Workload Time pressure Content, variety, or difficulty of work Work that doesn't match my skills or experience Ability to choose how my work is done Dealing with clients, patients or stakeholders Unclear job expectations Management of work (e.g. supervision, training, information, support) Physical environment Social environment (e.g. relationships with colleagues, manager or senior leaders) Incivility, bullying, harassment or discrimination Work schedule or hours Competing home and work responsibilities (including caring responsibilities) Organisation or workplace change Job security Working from home Other changes due to COVID-19 Other | Response option amendment |

**Negative behaviours questions**

**Bullying**

| # | Question | Response options | Changes | Question routing |
| --- | --- | --- | --- | --- |
| 177 | During the last 12 months in your current organisation, have you personally experienced bullying at work?  **Workplace gender audit** | Select one Yes - but I am not currently experiencing this behaviour Yes - and I am currently experiencing this behaviour No Not sure |  |  |
| 178 | What type of bullying did you experience?  **Workplace gender audit** | Select all that apply Incivility (e.g. talking down to others, making demeaning remarks, not listening to somebody) Verbal abuse Intimidation and/or threats Exclusion or isolation Interference with my personal property and/or work equipment Withholding essential information for me to do my job Being assigned meaningless tasks unrelated to my job Being given impossible assignment(s) Other |  | Only asked if respondent experienced bullying |
| 179 | How often have you experienced bullying?  **Workplace gender audit** | Select one At least once a day Once every few days Once a week Once a month Less than once a month |  | Only asked if respondent experienced bullying |
| 180 | Who behaved in that way?  **Workplace gender audit** | A colleague A group of colleagues My immediate manager or supervisor A senior manager Someone I supervise or manage A client, customer, patient or stakeholder A member of the public A member of my household  A volunteer with my organisation | Question amendment Response option amendment | Only asked if respondent experienced bullying |
| 181 | Did you tell anyone about the bullying?  **Workplace gender audit** | Select all that apply Submitted a formal complaint Told a colleague Told a manager Told Human Resources Told a friend or family member  Told the person the behaviour was not OK  Told Employee Assistance Program (EAP) or peer support Told someone else I did not tell anyone about the bullying |  | Only asked if respondent experienced bullying |
| 182 | Please tell us why you did not submit a formal complaint  **Workplace gender audit** | Select all that apply I didn't think it was serious enough I didn't think it would make a difference I believed there would be negative consequences for my reputation (e.g. that I would be blamed or not believed or thought to be overreacting) I believed there would be negative consequences for my career (e.g. opportunities for promotion, risk of being fired) I believed there would be negative consequences for the person I was going to complain about I didn't need to because I made the bullying stop I didn't need to because I no longer had contact with the person(s) who bullied me I thought the complaint process would be embarrassing or difficult I didn't know who to talk to I didn't know how to make a complaint I didn't feel safe to report the incident I was advised not to Other | Response option amendment | Only asked if respondent experienced bullying and did not submit a formal complaint |
| 183 | Were you satisfied with the way your formal complaint was handled?  **Workplace gender audit** | Select one Yes No Don't know |  | Only asked if respondent experienced bullying and submitted a formal complaint |

**Discrimination**

| # | Question | Response options | Changes | Question routing |
| --- | --- | --- | --- | --- |
| 184 | During the last 12 months in your current organisation, have you personally experienced discrimination at work?  **Workplace gender audit** | Select one Yes No Not sure |  |  |
| 185 | Which of the following attribute(s) was the discrimination based on?  **Workplace gender audit** | Select all that apply Age Disability Employment activity (e.g. making a reasonable request for information about my employment entitlements, or communicating concerns about the provision of these entitlements Gender identity Industrial and/or political activity Marital status Parent or carer status (including pregnancy and breastfeeding) Physical features Race Religious belief or activity Sex Sexual orientation (including expunged homosexual conviction), or lawful sexual activity Personal association with someone who has any of the above attributes (whether as a relative or otherwise) | Response option amendment | Only asked if respondent experienced discrimination |
| 186 | What type of discrimination did you experience?  **Workplace gender audit** | Select all that apply Denied pay or conditions offered by employer Denied opportunities for promotion Denied opportunities for transfer/secondment Denied opportunities for training or professional development Denied flexible work arrangements or other adjustments Employment security - threats of dismissal or termination Denied access to leave Other | Response option amendment | Only asked if respondent experienced discrimination |
| 187 | How often have you experienced discrimination?  **Workplace gender audit** | Select one At least once a day Once every few days Once a week Once a month Less than once a month |  | Only asked if respondent experienced discrimination |
| 188 | Who behaved in that way?  **Workplace gender audit** | A colleague A group of colleagues My immediate manager or supervisor A senior manager Someone I supervise or manage A client, customer, patient or stakeholder A member of the public A member of my household  A volunteer with my organisation | New question | Only asked if respondent experienced discrimination |
| 189 | Did you tell anyone about the discrimination?  **Workplace gender audit** | Select all that apply Submitted a formal complaint Told a colleague Told a manager Told Human Resources Told Employee Assistance Program (EAP) or peer support Told a friend or family member  Told the person the behaviour was not OK Told someone else I did not tell anyone about the discrimination |  | Only asked if respondent experienced discrimination |
| 190 | Please tell us why you did not submit a formal complaint  **Workplace gender audit** | Select all that apply I didn't think it was serious enough I didn't think it would make a difference I believed there would be negative consequences for my reputation (e.g. that I would be blamed or not believed or thought to be overreacting) I believed there would be negative consequences for my career (e.g. opportunities for promotion, risk of being fired) I believed there would be negative consequences for the person I was going to complain about I didn't need to because I made the discrimination stop I didn't need to because I no longer had contact with the person(s) who discriminated against me I thought the complaint process would be embarrassing or difficult I didn't know who to talk to I didn't know how to make a complaint I didn't feel safe to report the incident I was advised not to Other | Response option amendment | Only asked if respondent experienced discrimination and did not submit a formal complaint |
| 191 | Were you satisfied with the way your formal complaint was handled?  **Workplace gender audit** | Select one Yes No Don't know |  | Only asked if respondent experienced discrimination and submitted a formal complaint |

**Sexual harassment**

| # | Question | Response options | Changes | Question routing |
| --- | --- | --- | --- | --- |
| 192 | During the last 12 months in your current organisation, have you experienced any of the following behaviours at work?  **Workplace gender audit** | Select all that apply Sexually suggestive comments or jokes that made me feel offended (in either a group or one on one situation) Intrusive questions about my private life or comments about my physical appearance Unwelcome touching, hugging, cornering or kissing Inappropriate physical contact (including momentary or brief physical contact) Repeated or inappropriate invitations to go out on dates Sexual gestures, indecent exposure or inappropriate display of the body Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague Sexually explicit email or SMS message Request or pressure for sex or other sexual act Sexually explicit pictures, posters or gifts that made me feel offended Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc.) Inappropriate staring or leering that made me feel intimidated Any other unwelcome conduct of a sexual nature No, I have not experienced any of the above behaviours |  |  |
| 193 | How often have you experienced the behaviour(s)?  **Workplace gender audit** | Select one At least once a day Once every few days Once a week Once a month Less than once a month |  | Only asked if respondent experienced any of the behaviours above |
| 194 | Who behaved in that way?  **Workplace gender audit** | A colleague A group of colleagues My immediate manager or supervisor A senior manager Someone I supervise or manage A client, customer, patient or stakeholder A member of the public A member of my household  A volunteer with my organisation | Question amendment Response option amendment | Only asked if respondent experienced any of the above behaviours |
| 195 | When the harassment happened to you, did you respond in any of the following ways?  **Workplace gender audit** | Select all that apply Tried to laugh it off or forget about it Pretended it didn’t bother me Avoided the person(s) by staying away from them Told the person the behaviour was not OK Avoided locations where the behaviour might occur Took time off work Sought a transfer to another role/location/roster Told a colleague Told a manager Told Human Resources Told Employee Assistance Program (EAP) or peer support Told a friend or family member Told someone else  Submitted a formal complaint Other |  | Only asked if respondent experienced any of the above behaviours |
| 196 | Please tell us why you did not submit a formal complaint  **Workplace gender audit** | Select all that apply I didn't think it was serious enough I didn't think it would make a difference I believed there would be negative consequences for my reputation (e.g. that I would be blamed or not believed or thought to be overreacting) I believed there would be negative consequences for my career (e.g. opportunities for promotion, risk of being fired) I believed there would be negative consequences for the person I was going to complain about I didn't need to because I made the harassment stop I didn't need to because I no longer had contact with the person(s) who harassed me I thought the complaint process would be embarrassing or difficult I didn't know who to talk to I didn't know how to make a complaint I didn't feel safe to report the incident I was advised not to Other | Response option amendment | Only asked if respondent experienced any of the above behaviours and did not submit a formal complaint |
| 197 | Were you satisfied with the way your formal complaint was handled?  **Workplace gender audit** | Select one Yes No Don't know |  | Only asked if respondent experienced any of the above behaviours and submitted a formal complaint |

**Violence and aggression**

| # | Question | Response options | Changes | Question routing |
| --- | --- | --- | --- | --- |
| 198 | During the last 12 months in your current organisation, have you been subject to aggression or violent behaviour at work? | Select one Yes No Not sure |  |  |
| 199 | What type of aggression or violence did you experience? | Select all that apply Abusive language Intimidating behaviour Threats of violence Damage to my property or work equipment Physical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects) Stalking, including cyber-stalking Other |  | Only asked if respondent experienced violence or aggression |
| 200 | How often have you been subject to aggression or violence at work? | Select one At least once a day Once every few days Once a week Once a month Less than once a month |  | Only asked if respondent experienced violence or aggression |
| 201 | Who behaved in that way? | A colleague A group of colleagues My immediate manager or supervisor A senior manager Someone I supervise or manage A client, customer, patient or stakeholder A member of the public A member of my household  A volunteer with my organisation | Question amendment Response option amendment | Only asked if respondent experienced violence or aggression |
| 202 | Did you tell anyone about the incident? | Select all that apply Submitted a formal incident report Told a colleague Told a manager Told Human Resources Told Employee Assistance Program (EAP) or peer support Told a friend or family member  Told the person the behaviour was not OK Told someone else I did not tell anyone about the incident(s) |  | Only asked if respondent experienced violence or aggression |
| 203 | Please tell us why you did not submit a formal incident report | Select all that apply I didn't think it was serious enough I didn't think it would make a difference I believed there would be negative consequences for my reputation (e.g. that I would be blamed or not believed or thought to be overreacting) I believed there would be negative consequences for my career (e.g. opportunities for promotion, risk of being fired) I believed there would be negative consequences for the person I was going to complain about I didn't need to because I made the violence or aggression stop I didn't need to because I no longer had contact with the person(s) who was aggressive or violent to me I thought the complaint process would be embarrassing or difficult I didn't know who to talk to I didn't know how to make a complaint I didn't feel safe to report the incident I was advised not to Other | Response option amendment | Only asked if respondent experienced violence or aggression and did not submit a formal incident report |
| 204 | Were you satisfied with the way your formal incident report was handled? | Select one Yes No Don't know |  | Only asked if respondent experienced violence or aggression and submitted a formal incident report |

**Witnessed behaviours**

| # | Question | Response options | Changes | Question routing |
| --- | --- | --- | --- | --- |
| 205 | During the last 12 months in your current organisation, have you witnessed any of the following negative behaviours at work?  **Workplace gender audit** | Select all that apply Bullying of a colleague Discrimination against a colleague Sexual harassment of a colleague Violence or aggression against a colleague No, I have not witnessed any of the situations above |  |  |
| 206 | When you witnessed the above behaviour(s), did you do any of the following?  **Workplace gender audit** | Select all that apply  Took no action Spoke to the person who experienced the behaviour Spoke to the person who behaved in a negative way Told the person the behaviour was not OK Told a colleague Told a manager Told Human Resources Submitted a formal complaint Other | New question | Only asked if respondent witnessed any negative behaviour |