**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 years25-34 years35-44 years45-54 years55-64 years65+ yearsPrefer not to say |  |  |
| 2 | How do you describe your gender?**Workplace gender audit** | WomanManNon-binaryI use a different term (please specify)Prefer not to say | Question amendmentResponse option amendment |  |
| 3 | Are you trans, non-binary or gender diverse?**Workplace gender audit** | YesNoPrefer 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.)* | YesNoDon't knowPrefer not to say | New question |  |
| 5 | How do you describe your sexual orientation?**Workplace gender audit** | Straight (heterosexual)Gay or lesbianBisexualPansexualAsexualI use a different term (please specify)Don't knowPrefer not to say | New question |  |
| 6 | In which country were you born?**Workplace gender audit** | Select oneAustraliaCanadaChinaGreeceIndiaIrelandItalyMalaysiaNew ZealandPhilippinesSouth AfricaSri LankaUnited KingdomUnited States of AmericaVietnamOther (please specify)Prefer not to say |  |  |
| 7 | When did you first arrive in Australia? | Less than 1 year ago1 to less than 2 years ago2 to less than 5 years ago5 to less than 10 years ago10 to less than 20 years agoMore 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** | YesNoPrefer not to say | Question amendment |  |
| 9 | What language(s) do you speak with your family or community? | ArabicAustralian indigenous LanguageCantoneseFilipinoFrenchGermanGreekHindiIndonesianItalianKoreanMacedonianMandarinPunjabiSinhaleseSpanishTagalogTamilUrduVietnameseOther (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 IslanderAfrican (including Central, West, Southern and East African)AustralianEnglish, Irish, Scottish and/or WelshCentral and/or South AmericanCentral AsianEast and/or South-East AsianEuropean (including Western, Eastern and South-Eastern European, and Scandinavian)MaoriMiddle Eastern and/or North AfricanNew ZealanderNorth AmericanPacific IslanderSouth AsianOther (please specify)Prefer not to say | Response option amendment |  |
| 11 | What is your religion?**Workplace gender audit** | No religionBuddhismChristianityHinduismIslamJudaismSikhismOther (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** | YesNoPrefer not to say | 2019 question |  |
| 13 | Have you identified as Aboriginal and/or Torres Strait Islander in your organisation's HR system? | YesNoDon't knowPrefer 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 oneYesNoPrefer not to say |  |  |
| 15 | Have you shared your disability information within your organisation (e.g. to your manager or Human Resources staff)? | Select oneYesNoPrefer 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 oneI do not require any adjustments to be made to perform my roleMy disability does not impact on my ability to perform my roleI feel that sharing my disability information will reflect negatively on meOther (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 oneDoctoral Degree levelMaster Degree levelGraduate Diploma or Graduate Certificate levelBachelor Degree level (including honours degrees)Advanced Diploma or Diploma levelCertificate III or IV levelYear 12 or equivalent (VCE/Leaving Certificate)Certificate I or II levelLower than Certificate I or equivalentPrefer not to say | Response option amendment |  |
| 18 | Have you served in the Australian Defence Force (permanent or reservist)? | Select oneYesNoPrefer not to say |  |  |
| 19 | Do you have responsibility for caring for any of the following people?**Workplace gender audit** | Select all that applyChild(ren) - younger than preschool ageChild(ren) - preschool ageChild(ren) - primary school ageChild(ren) - secondary school agedPerson(s) with disabilityPerson(s) with a medical conditionPerson(s) with a mental illnessFrail or aged person(s)OtherNone of the abovePrefer 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 officeA frontline or service delivery location (that is not a main office or home/private location)Home/private locationA hub/shared work spaceOther (please specify) | New question |  |
| 21 | In the last 3 months, where has your primary workplace been located?**Workplace gender audit** | **Select one**Melbourne CBDMelbourne SuburbsBallaratBendigoGeelongHorshamLatrobe (incorporates Traralgon, Morwell, Churchill, Moe)MilduraSheppartonWangarattaWarrnamboolWodongaOther city or townOutside Victoria | Question amendment |  |
| 22 | In the last 3 months, have you worked from any other location(s)? | **Select all that apply**A main officeA frontline or service delivery location (that is not a main office or home/private location)Home/private locationA hub/shared work spaceOther (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 oneLess than 1 year1 to less than 2 years2 to less than 5 years5 to less than 10 years10 to less than 20 yearsMore than 20 years |  |  |
| 24 | Have you moved between roles in the last 12 months? | Select oneI have moved to a different role within my organisation (including acting roles)I have moved to my role from a different Victorian public sector organisationI have moved to my role from outside the Victorian public sectorI have not moved between roles |  |  |
| 25 | Do you work full-time or part-time?**Workplace gender audit** | Select oneFull-timePart-time |  |  |
| 26 | Do you use any of the following flexible work arrangements?**Workplace gender audit** | Select all that applyShift swapWorking more hours over fewer daysFlexible start and finish timesWorking from an alternative location (e.g. home, hub/shared work space)Part-timeJob sharingStudy leavePurchased leaveUsing leave (including annual leave, long-service leave, personal leave, leave without pay and/or personal leave) to work flexible hoursOtherI 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 workplaceFlexible working arrangementsJob redesign or role sharingAccessible communications technologiesCareer development support strategiesOther (please specify)No, I have not requested adjustments | Question amendmentResponse option amendmentRouting amendment |  |
| 28 | Why did you make this request?**Workplace gender audit** | Select all that applyCaring responsibilitiesDisabilityFamily responsibilitiesHealthStudy commitmentsWork-life balanceOther (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 oneThe adjustments I needed were made and the process was satisfactoryThe adjustments I needed were made but the process was unsatisfactoryThe adjustments I needed were not made | Question amendmentRouting amendment | Only asked if respondent has requested any adjustments |
| 30 | What is your current employment status?**Workplace gender audit** | Select oneOngoingFixed TermCasualSessionalExecutive contractDon't know |  |  |
| 31 | What is your gross annual salary (non-executive) or total annual remuneration package (executive)?**Workplace gender audit** | Select oneLess 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 morePrefer 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 oneYes, and I manage other managersYes, but I do not manage other managersNo |  |  |
| 33 | Which of the following best describes the primary operational area in which you work? | Hospital-based servicesCommunity-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 teacherClerical and administrative workerESL teacherOther |  | 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 applyInsufficient autonomyToo many competing prioritiesAdministrative processes (including leave and HR requirements)Decision making and authorisation processesFinancial burden of doing my job in the current environmentCommunication processesTechnology limitationsAbsence of visibility of team progress and deliverablesLimited social interactions with the teamFamily/household commitments (carer responsibilities, child education responsibilities)Difficulties in separating work from other aspects of my lifeConcern about the risks to my physical healthPoor physical healthPoor mental health or wellbeingPoor work-life balanceThere are no noticeable barriersOther (please specify) | Question amendmentResponse 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 oneContinue to work in my current workgroup within my organisationWork in a different workgroup within my organisationStay at my organisation - OtherMove to another Victorian public sector organisationMove to another public service organisationMove to a private sector organisationLeave my organisation to take up full-time or part-time studyRetireTake a career breakLeave my organisation - OtherDon't know |  |
| 170 | What major factors are influencing your plan to leave your organisation? | Select all that applyOpportunity to broaden experienceOpportunity to seek/take a promotion elsewhereBetter remunerationBetter location/reduced travel timeDesire to relocate interstate or overseasMy interests do not match my job roleLimited opportunities to gain further experience at my organisationLimited developmental/educational opportunities at my organisationLimited future career opportunities at my organisationLimited recognition for doing a good jobLimited involvement in decisions affecting my job and careerLimited flexible work arrangements to manage (e.g.) family/caring commitmentsExcessive workloadPoor relationship with my colleagues and/or managerLack of confidence in senior leadershipLack of organisational stabilityEnd of contract/secondmentOther |  |

**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 oneNever or very rarelyRarelySometimesOftenVery 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 oneNil - not experiencing any work-related stressLow or MildModerateHighVery highSevere |  |
| 176 | What are the main causes of your work-related stress? | Select up to 3 optionsWorkloadTime pressureContent, variety, or difficulty of workWork that doesn't match my skills or experienceAbility to choose how my work is doneDealing with clients, patients or stakeholdersUnclear job expectationsManagement of work (e.g. supervision, training, information, support)Physical environmentSocial environment (e.g. relationships with colleagues, manager or senior leaders)Incivility, bullying, harassment or discriminationWork schedule or hoursCompeting home and work responsibilities (including caring responsibilities)Organisation or workplace changeJob securityWorking from homeOther changes due to COVID-19Other | 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 oneYes - but I am not currently experiencing this behaviourYes - and I am currently experiencing this behaviourNoNot sure |  |  |
| 178 | What type of bullying did you experience?**Workplace gender audit** | Select all that applyIncivility (e.g. talking down to others, making demeaning remarks, not listening to somebody)Verbal abuseIntimidation and/or threatsExclusion or isolationInterference with my personal property and/or work equipmentWithholding essential information for me to do my jobBeing assigned meaningless tasks unrelated to my jobBeing given impossible assignment(s)Other |  | Only asked if respondent experienced bullying |
| 179 | How often have you experienced bullying?**Workplace gender audit** | Select oneAt least once a dayOnce every few daysOnce a weekOnce a monthLess than once a month |  | Only asked if respondent experienced bullying |
| 180 | Who behaved in that way?**Workplace gender audit** | A colleagueA group of colleaguesMy immediate manager or supervisorA senior managerSomeone I supervise or manageA client, customer, patient or stakeholderA member of the publicA member of my householdA volunteer with my organisation | Question amendmentResponse option amendment | Only asked if respondent experienced bullying |
| 181 | Did you tell anyone about the bullying?**Workplace gender audit** | Select all that applySubmitted a formal complaintTold a colleagueTold a managerTold Human ResourcesTold a friend or family memberTold the person the behaviour was not OKTold Employee Assistance Program (EAP) or peer supportTold someone elseI 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 applyI didn't think it was serious enoughI didn't think it would make a differenceI 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 aboutI didn't need to because I made the bullying stopI didn't need to because I no longer had contact with the person(s) who bullied meI thought the complaint process would be embarrassing or difficultI didn't know who to talk toI didn't know how to make a complaintI didn't feel safe to report the incidentI was advised not toOther | 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 oneYesNoDon'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 oneYesNoNot sure |  |  |
| 185 | Which of the following attribute(s) was the discrimination based on?**Workplace gender audit** | Select all that applyAgeDisabilityEmployment activity (e.g. making a reasonable request for information about my employment entitlements, or communicating concerns about the provision of these entitlementsGender identityIndustrial and/or political activityMarital statusParent or carer status (including pregnancy and breastfeeding)Physical featuresRaceReligious belief or activitySexSexual orientation (including expunged homosexual conviction), or lawful sexual activityPersonal 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 applyDenied pay or conditions offered by employerDenied opportunities for promotionDenied opportunities for transfer/secondmentDenied opportunities for training or professional developmentDenied flexible work arrangements or other adjustmentsEmployment security - threats of dismissal or terminationDenied access to leaveOther | Response option amendment | Only asked if respondent experienced discrimination |
| 187 | How often have you experienced discrimination?**Workplace gender audit** | Select oneAt least once a dayOnce every few daysOnce a weekOnce a monthLess than once a month |  | Only asked if respondent experienced discrimination |
| 188 | Who behaved in that way?**Workplace gender audit** | A colleagueA group of colleaguesMy immediate manager or supervisorA senior managerSomeone I supervise or manageA client, customer, patient or stakeholderA member of the publicA member of my householdA 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 applySubmitted a formal complaintTold a colleagueTold a managerTold Human ResourcesTold Employee Assistance Program (EAP) or peer supportTold a friend or family memberTold the person the behaviour was not OKTold someone elseI 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 applyI didn't think it was serious enoughI didn't think it would make a differenceI 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 aboutI didn't need to because I made the discrimination stopI didn't need to because I no longer had contact with the person(s) who discriminated against meI thought the complaint process would be embarrassing or difficultI didn't know who to talk toI didn't know how to make a complaintI didn't feel safe to report the incidentI was advised not toOther | 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 oneYesNoDon'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 applySexually 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 appearanceUnwelcome touching, hugging, cornering or kissingInappropriate physical contact (including momentary or brief physical contact)Repeated or inappropriate invitations to go out on datesSexual gestures, indecent exposure or inappropriate display of the bodyRepeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleagueSexually explicit email or SMS messageRequest or pressure for sex or other sexual actSexually explicit pictures, posters or gifts that made me feel offendedSexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc.)Inappropriate staring or leering that made me feel intimidatedAny other unwelcome conduct of a sexual natureNo, I have not experienced any of the above behaviours |  |  |
| 193 | How often have you experienced the behaviour(s)?**Workplace gender audit** | Select oneAt least once a dayOnce every few daysOnce a weekOnce a monthLess than once a month |  | Only asked if respondent experienced any of the behaviours above |
| 194 | Who behaved in that way?**Workplace gender audit** | A colleagueA group of colleaguesMy immediate manager or supervisorA senior managerSomeone I supervise or manageA client, customer, patient or stakeholderA member of the publicA member of my householdA volunteer with my organisation | Question amendmentResponse 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 applyTried to laugh it off or forget about itPretended it didn’t bother meAvoided the person(s) by staying away from themTold the person the behaviour was not OKAvoided locations where the behaviour might occurTook time off workSought a transfer to another role/location/rosterTold a colleagueTold a managerTold Human ResourcesTold Employee Assistance Program (EAP) or peer supportTold a friend or family memberTold someone else Submitted a formal complaintOther |  | 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 applyI didn't think it was serious enoughI didn't think it would make a differenceI 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 aboutI didn't need to because I made the harassment stopI didn't need to because I no longer had contact with the person(s) who harassed meI thought the complaint process would be embarrassing or difficultI didn't know who to talk toI didn't know how to make a complaintI didn't feel safe to report the incidentI was advised not toOther | 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 oneYesNoDon'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 oneYesNoNot sure |  |  |
| 199 | What type of aggression or violence did you experience? | Select all that applyAbusive languageIntimidating behaviourThreats of violenceDamage to my property or work equipmentPhysical assault (e.g. spitting, hitting, pushing, tripping, grabbing, throwing objects)Stalking, including cyber-stalkingOther |  | Only asked if respondent experienced violence or aggression |
| 200 | How often have you been subject to aggression or violence at work? | Select oneAt least once a dayOnce every few daysOnce a weekOnce a monthLess than once a month |  | Only asked if respondent experienced violence or aggression |
| 201 | Who behaved in that way? | A colleagueA group of colleaguesMy immediate manager or supervisorA senior managerSomeone I supervise or manageA client, customer, patient or stakeholderA member of the publicA member of my householdA volunteer with my organisation | Question amendmentResponse option amendment | Only asked if respondent experienced violence or aggression |
| 202 | Did you tell anyone about the incident? | Select all that applySubmitted a formal incident reportTold a colleagueTold a managerTold Human ResourcesTold Employee Assistance Program (EAP) or peer supportTold a friend or family memberTold the person the behaviour was not OKTold someone elseI 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 applyI didn't think it was serious enoughI didn't think it would make a differenceI 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 aboutI didn't need to because I made the violence or aggression stopI didn't need to because I no longer had contact with the person(s) who was aggressive or violent to meI thought the complaint process would be embarrassing or difficultI didn't know who to talk toI didn't know how to make a complaintI didn't feel safe to report the incidentI was advised not toOther | 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 oneYesNoDon'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 applyBullying of a colleagueDiscrimination against a colleagueSexual harassment of a colleagueViolence or aggression against a colleagueNo, 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 applyTook no actionSpoke to the person who experienced the behaviourSpoke to the person who behaved in a negative wayTold the person the behaviour was not OKTold a colleagueTold a managerTold Human ResourcesSubmitted a formal complaintOther | New question | Only asked if respondent witnessed any negative behaviour |