

people matter



Unless the instructions say otherwise, please select one answer option for each question.

1. Your role		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
1a	I understand what is expected of me to do well in my role	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
1b	I am provided with the support I need to do my job well	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
1c	I have the tools and technology to do my job well	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
1d	I have the time to do my job well	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
1e	My job gives me a feeling of personal accomplishment	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
1f	I feel motivated to contribute more than what is normally required at work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
1g	I am satisfied with my job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
1h	I can keep my work stress at an acceptable level	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
1i	I know how to address a health and safety issue I have found	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

Customer means the people who you or your organisation provide a service to. Customers could be external or internal. Examples include students and their parents; patients and their families; the general community; another person in your organisation.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
1j	I can make the decisions needed to help customers	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

Risk refers to the effect of uncertainty in achieving your work goals. Risk can relate to many things in the workplace, including: the delivery of services, projects, or policies; health and safety; financial and legal matters; IT security; and government reputation.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
1k	I am comfortable notifying my manager if I become aware of any risks at work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

Wellbeing means satisfaction with your life as a whole. Think about how happy, healthy, and fulfilled you are in work and life.

		0	1	2	3	4	5	6	7	8	9	10
1l	In general, my sense of wellbeing is... (0 = not at all satisfactory, 10 = Completely satisfactory)	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇	<input type="checkbox"/> ₈	<input type="checkbox"/> ₉	<input type="checkbox"/> ₁₀
1m	I find my life at work fulfilling (0 = Not at all fulfilling, 10 = Completely fulfilling)	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇	<input type="checkbox"/> ₈	<input type="checkbox"/> ₉	<input type="checkbox"/> ₁₀
1n	I am confident that I am contributing my best at work (0 = Not at all confident, 10 = Completely confident)	<input type="checkbox"/> ₀	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇	<input type="checkbox"/> ₈	<input type="checkbox"/> ₉	<input type="checkbox"/> ₁₀

2. Your workgroup

Workgroup means your immediate team. If you work in more than one workgroup, think about the one you work in most often.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
2a	My workgroup strives to achieve customer satisfaction	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

2b	My workgroup works collaboratively to achieve its goals	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
2c	There is good team spirit in my workgroup	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
2d	People in my workgroup treat each other with respect	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

3. Your performance and development

		Yes	No
3a	I have a performance and development plan that sets out my individual goals	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂
3b	I have informal feedback conversations with my manager	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂
3c	I have scheduled feedback conversations with my manager	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
3d	In the last 12 months, I have received feedback to help me improve my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
3e	My performance is assessed against clear criteria	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
3f	I have received the training and development I need to do my job well	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
3g	I am satisfied with the opportunities available for career development in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

		Yes	No
3h	Are you currently looking, or thinking about looking, for a new role within the NSW public sector but outside of your current workplace to broaden your experience?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂

3i Are there barriers preventing you from moving to another role? If so, what are they? *Select all that apply.*

- ₁ Lack of visible opportunities
- ₂ Lack of promotion opportunities
- ₃ Lack of support from my manager / supervisor
- ₄ Geographic location considerations
- ₅ Personal / family considerations
- ₆ Insufficient training and development
- ₇ Lack of required capabilities or experience
- ₈ Lack of support for temporary assignments / secondments
- ₉ The application / recruitment process is too cumbersome or time consuming
- ₁₀ Other
- ₁₁ There are no major barriers to my career progression

4. Pay

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
4	I am paid fairly for the work I do	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

5. Your manager

Manager means the person in your workgroup, team, or project who you report to. If you work in more than one workgroup or team, think of the manager you work with most often.

		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
5a	My manager encourages people in my workgroup to keep improving the work they do	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5b	My manager listens to what I have to say	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5c	My manager communicates effectively with me	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5d	My manager encourages and values employee input	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5e	My manager involves my workgroup in decisions about our work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5f	I have confidence in the decisions my manager makes	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5g	My manager provides recognition for the work I do	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5h	My manager encourages me to learn from my mistakes	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5i	My manager appropriately deals with employees who perform poorly	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

6. Senior managers

Senior managers refers to the group of senior managers in your organisation, not an individual manager. Examples include the Executive team; the Secretary and their Deputies; the Chief Executive and their team; Executive Directors; General Managers; Operational Managers; the managers above your manager; Directors Educational Leadership; and Local Health District / Network Executives, including Directors and hospital Division Managers.

		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
6a	Senior managers provide clear direction for the future of the organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
6b	Senior managers model the values of my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
6c	Senior managers promote collaboration between my organisation and other organisations we work with	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
6d	Senior managers communicate the importance of customers in our work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
6e	Senior managers keep employees informed about what's going on	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
6f	Senior managers listen to employees	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
6g	Senior managers support the career advancement of women	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

7. Your organisation

		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
7a	My organisation is making improvements to meet future challenges	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7b	Change is managed well in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7c	There is good co-operation between teams across my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7d	People in my organisation take responsibility for their own actions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7e	My organisation is committed to developing its employees	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7f	I have confidence in the way recruitment decisions are made	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7g	My organisation generally selects capable people to do the job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7h	The processes in my organisation are designed to provide the best experience for customers	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7i	My organisation meets the needs of the people of NSW	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7j	I would recommend my organisation as a great place to work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7k	I am proud to tell others I work for my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7l	I feel a strong personal attachment to my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7m	My organisation motivates me to help it achieve its goals	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7n	My organisation inspires me to do the best in my job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7o	My organisation quickly adapts and responds during major events that impact our work (e.g. the COVID-19 pandemic, bushfires)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7p	I am confident in my organisation's ability to support our customers during major events that impact our work (e.g. the COVID-19 pandemic, bushfires)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

8. Inclusion and diversity

		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
8a	My organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
8b	Personal background is not a barrier to participation in my organisation (e.g. cultural background, age, disability, sexual orientation, gender)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
8c	I can speak up and share a different view to others in my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
8d	There are people at work who care about me	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

8e Have you used any of the following flexible work arrangements in the past 12 months? *Select all that apply.*

- ₁ Flexible start and finish times
- ₂ Working more hours over fewer days
- ₃ Working additional hours to make up for time off
- ₄ Flexible scheduling for rostered workers
- ₅ Part-time work
- ₆ Job sharing
- ₇ Working from different locations
- ₈ Working from home
- ₉ Purchasing annual leave
- ₁₀ Leave without pay
- ₁₁ Study leave
- ₁₂ Other
- ₁₃ None of the above

		<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor unsatisfied</i>	<i>Unsatisfied</i>	<i>Very unsatisfied</i>
8f	How satisfied are you with your ability to access and use flexible working arrangements?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
8g	My manager supports flexible working in my team	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

9. Workplace effectiveness

9 If you could change one thing to improve the effectiveness of your workplace, what would it be? Your organisation may use your comment to help make workplace improvements. Please do not use offensive language or provide information that could identify you or someone else (e.g. names, contact details).

10. Action on survey results

		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
10	I am confident my organisation will act on the results of this survey	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

11. Grievances

Grievance means any type of problem, concern, dispute, or complaint related to work or the work environment which cannot be resolved through usual staff / management communication.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
11	I have confidence in the ways my organisation resolves grievances	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

12. Misconduct

Misconduct is behaviour that is unethical or illegal, or that breaches your organisation's code of conduct.

		Yes	No	Don't know
12a	In the last 12 months, have you ever felt pressured to engage in misconduct at work?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
12b	In the last 12 months, have you been aware of any misconduct in your organisation?	<input type="checkbox"/> ₁ (go to 12c)	<input type="checkbox"/> ₂ (go to 13a)	<input type="checkbox"/> ₃ (go to 13a)
12c	Have you reported any of the misconduct you were aware of in the last 12 months?	<input type="checkbox"/> ₁ (go to 12d)	<input type="checkbox"/> ₂ (go to 13a)	

12d Please tell us why you didn't report the misconduct you were aware of. *Select all that apply.*

- ₁ I felt it was none of my business
- ₂ I didn't think it was a serious issue at the time
- ₃ I thought there would be negative consequences for me
- ₄ I didn't think it would be confidential
- ₅ I didn't think it would be taken seriously
- ₆ I didn't think it would make a difference
- ₇ I didn't want to get the person in trouble
- ₈ I didn't know how to
- ₉ I was advised not to by a colleague or manager
- ₁₀ Other

The next sections of the survey ask about bullying, sexual harassment, and physical harm in the workplace. We appreciate that some people may feel concerned or upset during or after completing these sections of the survey. If you do feel distressed, please contact your organisation's employee assistance program (EAP) or:

- Beyond Blue on 1300 22 4636 (available 24 hours, 7 days), or visit: <https://www.beyondblue.org.au/>
- Lifeline on 13 11 14 (available 24 hours, 7 days), or visit: <https://www.lifeline.org.au/>

13. Workplace bullying

Workplace bullying is repeated unreasonable behaviour directed towards a worker or group of workers. Examples of bullying include shouting, spreading rumours and deliberately excluding someone from work activities. Feedback on work performance delivered in a respectful way is not bullying.

		Yes	No	Don't know
13a	In the last 12 months, have you witnessed bullying at work?	<input type="checkbox"/> ₁ (go to 13b)	<input type="checkbox"/> ₂ (go to 13c)	<input type="checkbox"/> ₃ (go to 13c)

13b Did you do any of the following in response to the bullying you witnessed? *Select all that apply.*

- ₁ I told the bully their behaviour was wrong
- ₂ I asked the victim if they were OK
- ₃ I offered to make a formal complaint with the victim
- ₄ I told a manager about the bullying
- ₅ I made a formal complaint about the bullying
- ₆ Other
- ₇ None of the above

Yes

No

Don't know

13c In the last 12 months, have you been bullied at work?

₁
(go to 13d)

₂
(go to 14a)

₃
(go to 14a)

13d Who has been the source of bullying in the last 12 months? *Select all that apply.*

- ₁ A senior manager
- ₂ Your immediate manager / supervisor
- ₃ Another manager
- ₄ A fellow worker at your level
- ₅ A subordinate
- ₆ A customer
- ₇ A member of the public other than a customer
- ₈ Other
- ₉ Prefer not to say

You may have been bullied by more than one person in the last 12 months. However, for the following questions **please answer only about the most serious bullying** in the last 12 months.

13e Who has been the source of the most serious bullying in the last 12 months?

- ₁ A senior manager
- ₂ Your immediate manager / supervisor
- ₃ Another manager
- ₄ A fellow worker at your level
- ₅ A subordinate
- ₆ A customer
- ₇ A member of the public other than a customer
- ₈ Other
- ₉ Prefer not to say

		Never	Once	Twice	3–5 times	More than 5 times
13f	Over the last 12 months, how frequently did this person engage in the following repeated and unreasonable behaviours.					
1	Withheld information from you that is vital for effective work performance	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
2	Gave you unjustified criticisms or complaints	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
3	Deliberately excluded you from workplace activities or opportunities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
4	Spread misinformation or malicious rumours about you	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
5	Directed abusive, insulting or offensive language at you	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
6	Shouted or expressed anger towards you	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
7	Sent offensive phone, text, email, written, online messages to you or to others about you	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
8	Threatened you with job loss or restricted job opportunities	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
9	Repeatedly hassled you or gave you unwanted attention	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
10	Other	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

Yes No

13g	Have you submitted a formal complaint about the most serious bullying?	<input type="checkbox"/> ₁ (go to 13h)	<input type="checkbox"/> ₂ (go to 13i)
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Yes No *The complaint is still being processed*

13h	Was the complaint about the most serious bullying resolved to your satisfaction?	<input type="checkbox"/> ₁ (go to 13j)	<input type="checkbox"/> ₂ (go to 13j)	<input type="checkbox"/> ₃ (go to 13j)
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13i	Please tell us why you haven't submitted a formal complaint about the most serious bullying. <i>Select all that apply.</i>
<input type="checkbox"/> ₁	I thought there would be negative consequences for me
<input type="checkbox"/> ₂	I didn't think it would be confidential
<input type="checkbox"/> ₃	I didn't think it would be taken seriously
<input type="checkbox"/> ₄	I didn't think it would make a difference
<input type="checkbox"/> ₅	I didn't want to get the person in trouble
<input type="checkbox"/> ₆	I didn't need to because I made the person stop
<input type="checkbox"/> ₇	I didn't need to because I stopped having contact with the person
<input type="checkbox"/> ₈	I didn't know how to
<input type="checkbox"/> ₉	I was advised not to by a colleague or manager
<input type="checkbox"/> ₁₀	Other

Yes No

13j	Has the most serious bullying stopped?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂
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14. Workplace sexual harassment

Sexual harassment is unwelcome behaviour of a sexual nature that may make a person feel offended, humiliated, or intimidated.

14a In the last 12 months, have you experienced any of the following types of sexual harassment at work? *Select all that apply.*

- ₁ Unwelcome touching, hugging, cornering or kissing
- ₂ Inappropriate staring or leering that made you feel intimidated
- ₃ Sexual gestures, indecent exposure or inappropriate display of the body
- ₄ Sexually suggestive comments or jokes that made you feel offended
- ₅ Sexually explicit pictures, posters or gifts that made you feel offended
- ₆ Repeated or inappropriate invitations to go out on dates
- ₇ Intrusive questions about your private life or physical appearance that made you feel offended
- ₈ Inappropriate physical contact
- ₉ Being followed, watched or someone loitering nearby
- ₁₀ Requests or pressure for sex or other sexual acts
- ₁₁ Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine
- ₁₂ Sexually explicit comments made in emails, SMS messages or on social media
- ₁₃ Repeated or inappropriate advances on email, social networking websites or internet chat rooms
- ₁₄ Sharing or threatening to share intimate images or film of you without your consent
- ₁₅ Actual or attempted rape or sexual assault
- ₁₆ Other
- ₁₇ Prefer not to say
- ₁₈ None of the above

14b Who has been the source of sexual harassment in the last 12 months? *Select all that apply.*

- ₁ A senior manager
- ₂ Your immediate manager / supervisor
- ₃ Another manager (not yours)
- ₄ A fellow worker at your level
- ₅ A subordinate
- ₆ A customer
- ₇ A member of the public other than a customer
- ₈ Other
- ₉ Prefer not to say

You may have been sexually harassed by more than one person in the last 12 months. However, for the following questions **please answer only about the most serious sexual harassment** in the last 12 months.

14c Who has been the source of the most serious sexual harassment in the last 12 months?

- ₁ A senior manager
- ₂ Your immediate manager / supervisor
- ₃ Another manager
- ₄ A fellow worker at your level
- ₅ A subordinate
- ₆ A customer
- ₇ A member of the public other than a customer
- ₈ Other
- ₉ Prefer not to say

Yes No

14d Have you submitted a formal complaint about the most serious sexual harassment?

₁ (go to 14e) ₂ (go to 14f)

Yes No *The complaint is still being processed*

14e Was the complaint about the most serious sexual harassment resolved to your satisfaction?

₁ (go to 14g) ₂ (go to 14g) ₃ (go to 14g)

14f Please tell us why you haven't submitted a formal complaint about the most serious sexual harassment. *Select all that apply.*

- ₁ I thought there would be negative consequences for me
- ₂ I didn't think it would be confidential
- ₃ I didn't think it would be taken seriously
- ₄ I didn't think it would make a difference
- ₅ I didn't want to get the person in trouble
- ₆ I didn't need to because I made the person stop
- ₇ I didn't need to because I stopped having contact with the person
- ₈ I didn't know how to
- ₉ I was advised not to by a colleague or manager
- ₁₀ Other

Yes No

14g Has the most serious sexual harassment stopped?

₁ ₂

15. Physical harm

		Yes, threatened with physical harm	Yes, physically harmed by someone	Yes, both	No
15a	In the last 12 months, have you been threatened with physical harm or physically harmed at work?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄ (go to 16a)

You may have been threatened with physical harm or physically harmed by more than one person in the last 12 months. However, for the following questions **please answer only about the most serious threat or actual physical harm** in the last 12 months.

15b Who has been the source of the most serious threat or actual physical harm in the last 12 months?

- ₁ A senior manager
- ₂ Your immediate manager / supervisor
- ₃ Another manager
- ₄ A fellow worker at your level
- ₅ A subordinate
- ₆ A customer
- ₇ A member of the public other than a customer
- ₈ Other
- ₉ Prefer not to say

		Yes	No
15c	Have you submitted a formal complaint about the most serious threat or actual physical harm?	<input type="checkbox"/> ₁ (go to 15d)	<input type="checkbox"/> ₂ (go to 15e)

		Yes	No	The complaint is still being processed
15d	Was the complaint about the threat or actual physical harm resolved to your satisfaction?	<input type="checkbox"/> ₁ (go to 16a)	<input type="checkbox"/> ₂ (go to 16a)	<input type="checkbox"/> ₃ (go to 16a)

15e Please tell us why you didn't submit a formal complaint about the most serious threat or actual physical harm. *Select all that apply.*

- ₁ I thought there would be negative consequences for me
- ₂ I didn't think it would be confidential
- ₃ I didn't think it would be taken seriously
- ₄ I didn't think it would make a difference
- ₅ I didn't want to get the person in trouble
- ₆ I didn't need to because I made the person stop
- ₇ I didn't need to because I stopped having contact with the person
- ₈ I didn't know how to
- ₉ I was advised not to by a colleague or manager
- ₁₀ Other

16. Demographics – About you

The following questions help your organisation find out the views of different groups of employees. Your demographic information is always reported combined with the demographic information of other survey takers.

	Male	Female	Non-binary	Prefer not to say
16a Gender	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
16b Age				
<input type="checkbox"/> ₁ 15–19				
<input type="checkbox"/> ₂ 20–24				
<input type="checkbox"/> ₃ 25–29				
<input type="checkbox"/> ₄ 30–34				
<input type="checkbox"/> ₅ 35–39				
<input type="checkbox"/> ₆ 40–44				
<input type="checkbox"/> ₇ 45–49				
<input type="checkbox"/> ₈ 50–54				
<input type="checkbox"/> ₉ 55–59				
<input type="checkbox"/> ₁₀ 60–64				
<input type="checkbox"/> ₁₁ 65+				
<input type="checkbox"/> ₁₂ Prefer not to say				

	Yes	No	Prefer not to say
16c Do you speak a language other than English at home?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
16d Are you of Aboriginal and/or Torres Strait Islander origin? A person of Aboriginal and/or Torres Strait Islander origin identifies as such and is accepted as such by the community with which he or she is associated.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
16e Do you have a disability? A disability is an impairment or health condition that lasts for at least six months. It could be physical, mental, intellectual, or sensory (e.g. hearing, sight) in nature. In interaction with barriers, a disability may prevent a person's participation in the community on an equal basis. This could be all of the time or only some of the time.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
16f Do you need reasonable adjustments so you can participate on an equal basis at work?	<input type="checkbox"/> ₁ (go to 16g)	<input type="checkbox"/> ₂ (go to 16j)	<input type="checkbox"/> ₃ (go to 16j)
16g Please select the option that best describes your current situation with adjustments.			
<input type="checkbox"/> ₁ I asked for adjustments and got them (go to 16h)			
<input type="checkbox"/> ₂ I asked for adjustments, but they were denied (go to 16h)			
<input type="checkbox"/> ₃ I have asked for adjustments, but I'm still waiting for them (go to 16h)			
<input type="checkbox"/> ₄ I haven't asked for any adjustments (go to 16j)			

16h How has your experience with the adjustments been? ₁ ₂
(go to 16j) (go to 16i)

16i Why has your experience been unsatisfactory? *Select all that apply.*

- ₁ It took too long
- ₂ Assessment failed to address all the issues
- ₃ Adjustment failed over time
- ₄ There was no process to review the adjustment once in place
- ₅ Digital technology could not be made accessible
- ₆ The physical workplace could not be made accessible
- ₇ Adjustment did not achieve full and independent access
- ₈ Adjustment cost too high (deemed unreasonable)
- ₉ Currently waiting for adjustment to commence

	Yes	No	Prefer not to say
16j Have you currently got a diagnosed mental health condition?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
16k In the last 12 months, have you seen a healthcare professional (e.g. local doctor, psychologist, psychiatrist, counsellor) for your mental health?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
16l Do you identify as lesbian, gay, bisexual, transgender, gender diverse, intersex, or queer?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
16m Have you ever been a serving full-time member of the Australian Defence Force, or a reservist on fulltime continuous service?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
16n Do you provide care for a child outside of work?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
16o Do you provide care outside of work for a child or adult who needs support due to disability, chronic illness, mental illness, dementia, frail age, or other circumstances?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

16p What is the highest level of formal education you have completed?

- ₁ Doctorate
- ₂ Master's degree
- ₃ Graduate Diploma or Graduate Certificate
- ₄ Bachelor's degree
- ₅ Advanced Diploma or Diploma
- ₆ Certificate, including trade
- ₇ HSC or equivalent
- ₈ Less than year 12 or equivalent

17. Demographics – About your job

17a Which one of the following best describes the type of work you do?

If you supervise or manage employees, please indicate the type of work done by people within the area you manage.

- ₁ Service delivery involving direct contact with the public (e.g. teaching, nursing, policing, shopfront / counter service) (if selected, go to Q17b)
- ₂ Other service delivery work (work that does not involve contact with the public, but it is critical to the delivery of a service, e.g. maintenance, technical support, catering, cleaning, laundry) (if selected, go to Q17c)
- ₃ Administrative support (e.g. executive / personal assistant, receptionist) (if selected, go to Q17c)
- ₄ Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes) (if selected, go to Q17c)
- ₅ Policy (if selected, go to Q17c)
- ₆ Research (if selected, go to Q17c)
- ₇ Program and project management support (if selected, go to Q17c)
- ₈ Legal (including developing and/or reviewing legislation) (if selected, go to Q17c)
- ₉ Other (if selected, go to Q17c)

	Over the counter	Over the telephone or a digital platform	In non-office workplaces (e.g. hospital, classroom, laboratory, transport, homes, outdoors)
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17b If you answered **service delivery** to the previous question, how do you deliver services?
Select all that apply.

₁
₂
₃

Yes

No

17c Do you directly supervise the work of one or more employees?

₁
₂

(go to 17d)

(go to 17e)

17d Do you manage other managers?

₁
₂

17e What is the suburb or town of your workplace? If you work in more than one location, or work from home, please type and select **your main service delivery or office location**. If you work outside NSW or overseas type and select 'Outside NSW'.

	Yes, for all my work hours	Yes, for some of my work hours	No
17f Did you work from home during the first stage of the COVID-19 pandemic (March to June 2020)?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
17g Did you work from home before the COVID-19 pandemic?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
17h Would you like to work from home in the future?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

17i What is the suburb or town where you work from home? Please type and select a location. If you work outside NSW, type and select 'Outside NSW'.

17j What is your current employment status?

- ₁ Senior executive (ongoing / permanent or term)
- ₂ Ongoing / permanent (other than senior executive)
- ₃ Temporary (including temporary teachers and graduates)
- ₄ Casual
- ₅ Contract—non-executive (staff employed directly by an organisation on individual contracts)
- ₆ Labour hire (staff employed by an external supplier, e.g. recruitment agency, generally for a limited term)
- ₇ Other (sessional / seasonal, trainee, apprentice, retained staff etc.)
- ₈ Don't know

17k What is your gross annual salary (non-executive) or total annual remuneration package (executive)?
Convert to full-time equivalent if you work part-time.

- ₁ Less than \$45,899
- ₂ \$45,899 – \$53,927
- ₃ \$53,928 – \$64,972
- ₄ \$64,973 – \$72,634
- ₅ \$72,635 – \$85,743
- ₆ \$85,744 – \$97,442
- ₇ \$97,443 – \$111,076
- ₈ \$111,077 – \$128,472
- ₉ \$128,473 – \$148,578
- ₁₀ \$148,579 – \$166,246
- ₁₁ \$166,247 – \$192,599
- ₁₂ \$192,600 – \$274,700
- ₁₃ \$274,701 – \$345,550
- ₁₄ \$345,551 or more

₁₅ Prefer not to say

Full-time Part-time

17l Do you work full-time or part-time?
Full-time refers to employees usually working 35–38 hours or more per week. ₁ ₂

		<i>Less than 1 year</i>	<i>1 year to less than 2 years</i>	<i>2 years to less than 5 years</i>	<i>5 years to less than 10 years</i>	<i>10 years to less than 20 years</i>	<i>More than 20 years</i>
17m	How many years have you been employed in your current role?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
17n	How many years have you been employed in your current organisation?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
17o	How many years have you been working in the NSW public sector?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
17p	How long do you think you will continue to work in your current organisation?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
17q	How long do you think you will continue to work in the NSW public sector (including other organisations beyond the organisation you currently work for)?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

17r Where were you employed before working in your current organisation?

- ₁ Private sector
- ₂ Not for profit / community sector
- ₃ Local government
- ₄ Other NSW public sector organisation
- ₅ Other public sector employer (State other than NSW, Territory, or the Australian Government)
- ₆ Self employed
- ₇ NSW public sector is the first place of employment
- ₈ Not employed
- ₉ Other

END OF SURVEY.