

# People Matter

NSW Public Sector  
Employee Survey 2023

Please follow the instructions below when answering the survey:

- Select one answer option for each question unless otherwise stated
- Reflect on your experiences and observations at work in the last 12 months at your organisation
- If you feel that you cannot answer a question or it is not relevant to you, you can leave that question blank

## 1. Your role

		<i>Strongly disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
1a	I understand what is expected of me to do well in my job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
1b	I get 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 opportunities to use a variety of skills	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
1f	I have a choice in deciding how I carry out day to day work tasks	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
1g	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
1h	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
1i	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
1j	The amount of stress in my job is manageable	<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 (e.g. students/learners, parents, patients, the community, organisations/businesses).

		<i>Strongly disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
1k	I am empowered to make the decisions needed to help customers and/or communities	<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.

		<i>Strongly disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
1l	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
1m	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

**Burnout** results from ongoing workplace stress that has not been successfully managed. It is characterised by three elements:

1. Feeling exhausted or low energy
2. Feeling increasingly cynical about your job and others at work
3. Feeling ineffective – like you are not making a difference

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
1n I feel burned out by my work	<input type="checkbox"/> _1	<input type="checkbox"/> _2	<input type="checkbox"/> _3	<input type="checkbox"/> _4	<input type="checkbox"/> _5

## 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 disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
2a 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
2b People in my workgroup treat each other with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2c People in my workgroup can explain how our work impacts customers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2d My workgroup considers customer needs when planning our work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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 disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
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? <i>Select all that apply.</i>					
<input type="checkbox"/> _1	Lack of visible opportunities					
<input type="checkbox"/> _2	Lack of promotion opportunities					
<input type="checkbox"/> _3	Lack of support from my manager / supervisor					
<input type="checkbox"/> _4	Geographic location considerations					
<input type="checkbox"/> _5	Personal / family considerations					
<input type="checkbox"/> _6	Insufficient training and development					

- ☐<sub>7</sub> Lack of required capabilities or experience
- ☐<sub>8</sub> Lack of support for temporary assignments / secondments
- ☐<sub>9</sub> The application / recruitment process is too cumbersome or time consuming
- ☐<sub>10</sub> Other
- ☐<sub>11</sub> There are no major barriers to my career progression

#### 4. Pay

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

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

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

## 7. Your organisation

Note: This section appears after section 8 in the online survey for technical reasons

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
7a	My organisation is making improvements to meet future challenges	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7b	Change is managed well in my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7c	There is good co-operation between teams across my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7d	People in my organisation take responsibility for their own actions	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7e	My organisation is committed to developing its employees	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7f	My organisation makes fair recruitment decisions	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7g	My organisation generally selects capable people to do the job	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7h	The processes in my organisation are designed to support the best experience for customers	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7i	My organisation meets the needs of the communities, people, and/or businesses of NSW	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7j	I would recommend my organisation as a great place to work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7k	I am proud to tell others I work for my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7l	I feel a strong personal attachment to my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7m	My organisation motivates me to help it achieve its goals	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7n	My organisation inspires me to do the best in my job	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7o	I receive adequate recognition for my contributions from my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7p	My organisation shows a commitment to ethical behaviours	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7q	I support my organisation's values	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7r	My organisation makes fair promotion decisions	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7s	I am supported through changes that affect my work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7t	I have the opportunity to provide feedback on change processes that directly affect me	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7u	I understand what ethical behaviour means within my workplace	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7v	I would know how to report unethical behaviour if I became aware of it	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
7w	I am satisfied with current workplace practices to help me manage my wellbeing	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

**Work health and safety (WHS)** involves the management of risks to the health and safety of everyone in your workplace. Health refers to both physical and psychological health.

7x	I am confident work health and safety issues I raise will be addressed promptly	<input type="checkbox"/> _1	<input type="checkbox"/> _2	<input type="checkbox"/> _3	<input type="checkbox"/> _4	<input type="checkbox"/> _5
7y	There are effective resources in my organisation to support employee wellbeing	<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 disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
8a	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
8b	I am comfortable sharing 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
8c	I feel that I belong in my organisation	<input type="checkbox"/> _1	<input type="checkbox"/> _2	<input type="checkbox"/> _3	<input type="checkbox"/> _4	<input type="checkbox"/> _5

8d 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>
8e	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 disagree</i>	<i>Disagree</i>	<i>Neither agree nor disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>
8f	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. Action on survey results

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
9	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

## 10. Grievance handling

**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. This generally relates to violations of workplace policy or contract terms (e.g. workplace health and safety, terms and conditions of employment, code of conduct).

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
10	If I experienced a grievance at work, I would be comfortable in raising it with my organisation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## 11. Misconduct

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

		Yes	No	Don't know
11a	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
11b	In the last 12 months, have you been aware of any misconduct in your organisation?	<input type="checkbox"/> 1 (go to 11c)	<input type="checkbox"/> 2 (go to 12a)	<input type="checkbox"/> 3 (go to 12a)

11c What type of misconduct have you been aware of? *Select all that apply.*

- ☐1 Breaking workplace rules (e.g. taking unauthorised absences, internet misuse, breach of employment agreement, breach of organisational policies)
- ☐2 Behaviour that endangers the health and safety of others
- ☐3 Corruption (e.g. deliberate dishonest or partial exercise of functions, misuse of position for personal gain or advantage of others, or misuse of information or resources)
- ☐4 Other

11d	Have you reported any of the misconduct you were aware of in the last 12 months?	<input type="checkbox"/> 1 (go to 11e)	<input type="checkbox"/> 2 (go to 11f)
11e	Overall, are you satisfied with how your misconduct report(s) was handled?	<input type="checkbox"/> 1 (go to 12a)	<input type="checkbox"/> 2 (go to 12a)

11f 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 It felt easier to keep quiet

- ☐<sub>11</sub> The reporting process was not easy
- ☐<sub>12</sub> I thought someone else would report it
- ☐<sub>13</sub> Other

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

- 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/>
- 13YARN on 13 92 76, or visit <https://13yarn.org.au>
- Mensline on 1300 789 978, or visit <https://mensline.org.au>
- QLife on 1800 184 527, or visit <https://qlife.org.au>
- Suicide Call Back Service on 1300 659 467, or visit <https://www.suicidecallbackservice.org.au>
- Australian Government Health Direct at <https://healthdirect.gov.au/mental-health-helplines>

## 12. 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

12a In the last 12 months, have you witnessed bullying at work?

☐<sub>1</sub> (go to 12b) ☐<sub>2</sub> (go to 12c) ☐<sub>3</sub> (go to 12c)

12b Did you do any of the following in response to the bullying you witnessed? *Select all that apply.*

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

Yes No Don't know

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

☐<sub>1</sub> (go to 12d) ☐<sub>2</sub> (go to 13a) ☐<sub>3</sub> (go to 13a)

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

- ☐<sub>1</sub> A senior manager
- ☐<sub>2</sub> Your immediate manager / supervisor
- ☐<sub>3</sub> Another manager (not yours)
- ☐<sub>4</sub> A fellow worker at your level
- ☐<sub>5</sub> A subordinate
- ☐<sub>6</sub> A customer
- ☐<sub>7</sub> A member of the public other than a customer



- ☐<sub>8</sub> Other
- ☐<sub>9</sub> Prefer not to say

	Yes	No
12e Have you reported any of the bullying you experienced in the last 12 months?	<input type="checkbox"/> <sub>1</sub> (go to 12f)	<input type="checkbox"/> <sub>2</sub> (go to 12g)
12f Overall, are you satisfied with how your organisation handled your bullying complaint(s)?	<input type="checkbox"/> <sub>1</sub> (go to 13a)	<input type="checkbox"/> <sub>2</sub> (go to 13a)

12g Please tell us why you didn't report any of the bullying you experienced in the last 12 months. *Select all that apply.*

- ☐<sub>1</sub> I thought there would be negative consequences for me
- ☐<sub>2</sub> I didn't think it would be confidential
- ☐<sub>3</sub> I didn't think it would be taken seriously
- ☐<sub>4</sub> I didn't think it would make a difference
- ☐<sub>5</sub> I didn't want to get the person in trouble
- ☐<sub>6</sub> I didn't need to because I made the person stop
- ☐<sub>7</sub> I didn't need to because I stopped having contact with the person
- ☐<sub>8</sub> I didn't know how to
- ☐<sub>9</sub> I was advised not to by a colleague or manager
- ☐<sub>10</sub> I didn't think it was serious enough
- ☐<sub>11</sub> It felt easier to keep quiet
- ☐<sub>12</sub> The reporting process was not easy
- ☐<sub>13</sub> I was afraid I would be blamed
- ☐<sub>14</sub> I did not want to relive the trauma
- ☐<sub>15</sub> Other

### 13. Workplace sexual harassment

**Sexual harassment** is unwelcome behaviour of a sexual nature that would offend, humiliate or intimidate someone.

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

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

- ☐<sub>1</sub> I told the harasser their behaviour was wrong
- ☐<sub>2</sub> I asked the victim if they were OK
- ☐<sub>3</sub> I offered to make a formal complaint with the victim
- ☐<sub>4</sub> I told a manager about the sexual harassment
- ☐<sub>5</sub> I made a formal complaint about the sexual harassment
- ☐<sub>6</sub> Other

☐

None of the above

Yes

No

13c

If someone at work told you they experienced workplace sexual harassment, would you know how to respond?

☐

1

☐

2

13d

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

13e

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

- ☐ <sub>7</sub> A member of the public other than a customer
- ☐ <sub>8</sub> Other
- ☐ <sub>9</sub> Prefer not to say

		Yes	No
13f	Have you reported any of the sexual harassment you experienced in the last 12 months?	<input type="checkbox"/> <sub>1</sub> (go to 13g)	<input type="checkbox"/> <sub>2</sub> (go to 13h)
13g	Overall, are you satisfied with how your organisation handled your sexual harassment complaint(s)?	<input type="checkbox"/> <sub>1</sub> (go to 13i)	<input type="checkbox"/> <sub>2</sub> (go to 13i)
13h	Please tell us why you didn't report any of the sexual harassment you experienced in the last 12 months. <i>Select all that apply.</i>		
	<input type="checkbox"/> <sub>1</sub> I thought there would be negative consequences for me		
	<input type="checkbox"/> <sub>2</sub> I didn't think it would be confidential		
	<input type="checkbox"/> <sub>3</sub> I didn't think it would be taken seriously		
	<input type="checkbox"/> <sub>4</sub> I didn't think it would make a difference		
	<input type="checkbox"/> <sub>5</sub> I didn't want to get the person in trouble		
	<input type="checkbox"/> <sub>6</sub> I didn't need to because I made the person stop		
	<input type="checkbox"/> <sub>7</sub> I didn't need to because I stopped having contact with the person		
	<input type="checkbox"/> <sub>8</sub> I didn't know how to		
	<input type="checkbox"/> <sub>9</sub> I was advised not to by a colleague or manager		
	<input type="checkbox"/> <sub>10</sub> I didn't think it was serious enough		
	<input type="checkbox"/> <sub>11</sub> It felt easier to keep quiet		
	<input type="checkbox"/> <sub>12</sub> The reporting process was not easy		
	<input type="checkbox"/> <sub>13</sub> I was afraid I would be blamed		
	<input type="checkbox"/> <sub>14</sub> I did not want to relive the trauma		
	<input type="checkbox"/> <sub>15</sub> Other		
		Yes	No
13i	I am confident my organisation will respond to a report of workplace sexual harassment regardless of who the report was about	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>

## 14. Physical harm

	Yes, threatened with physical harm	Yes, physically harmed by someone	Yes, both	No
14a In the last 12 months, have you been threatened with physical harm or physically harmed at work?	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub> (go to 15a)

14b Who has been the source of threat or actual physical harm in the last 12 months? *Select all that apply.*

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

	Yes	No
14c Have you reported any of the threats or actual physical harm you experienced in the last 12 months?	<input type="checkbox"/> <sub>1</sub> (go to 14d)	<input type="checkbox"/> <sub>2</sub> (go to 14e)
14d Overall, are you satisfied with how your organisation handled your complaint(s) regarding threats or actual physical harm?	<input type="checkbox"/> <sub>1</sub> (go to 15a)	<input type="checkbox"/> <sub>2</sub> (go to 15a)

14e Please tell us why you didn't report any of the threats or actual physical harm you experienced in the last 12 months. *Select all that apply.*

- ☐<sub>1</sub> I thought there would be negative consequences for me
- ☐<sub>2</sub> I didn't think it would be confidential
- ☐<sub>3</sub> I didn't think it would be taken seriously
- ☐<sub>4</sub> I didn't think it would make a difference
- ☐<sub>5</sub> I didn't want to get the person in trouble
- ☐<sub>6</sub> I didn't need to because I made the person stop
- ☐<sub>7</sub> I didn't need to because I stopped having contact with the person
- ☐<sub>8</sub> I didn't know how to
- ☐<sub>9</sub> I was advised not to by a colleague or manager
- ☐<sub>10</sub> I didn't think it was serious enough
- ☐<sub>11</sub> It felt easier to keep quiet
- ☐<sub>12</sub> The reporting process was not easy
- ☐<sub>13</sub> I was afraid I would be blamed

☐<sub>14</sub> I did not want to relive the trauma

☐<sub>15</sub> Other

## 15. Discrimination

**Discrimination** occurs when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.

Yes

No

Don't know

15a In the last 12 months, have you experienced discrimination at work?

☐<sub>1</sub>

(go to 15b)

☐<sub>2</sub>

(go to 16a)

☐<sub>3</sub>

(go to 16a)

15b Which of the following attribute(s) was the discrimination based on? *Select all that apply.*

☐<sub>1</sub>

Age

☐<sub>2</sub>

Disability

☐<sub>3</sub>

Employment activity (e.g. making a reasonable request for information about my employment entitlements, or communicating concerns about the provision of these entitlements)

☐<sub>4</sub>

Gender expression (refers to outward social markers, including name, appearance and dress)

☐<sub>5</sub>

Gender identity (e.g. man, woman, non-binary or other gender identity)

☐<sub>6</sub>

Industrial and/or political activity

☐<sub>7</sub>

Intersex status (intersex people have innate sex characteristics that do not fit medical and social expectations for female or male bodies)

☐<sub>8</sub>

Marital status

☐<sub>9</sub>

Parent or carer status (including pregnancy and breastfeeding)

☐<sub>10</sub>

Physical features

☐<sub>11</sub>

Race (incl. Aboriginal and/or Torres Strait Islander)

☐<sub>12</sub>

Religious belief or activity

☐<sub>13</sub>

Sexual Orientation

☐<sub>14</sub>

Transgender status

☐<sub>15</sub>

Personal association with someone who has any of the above attributes (whether as a relative or otherwise)

☐<sub>16</sub>

Other

15c Who has been the source of discrimination in the last 12 months? *Select all that apply.*

☐<sub>1</sub>

A senior manager

☐<sub>2</sub>

Your immediate manager / supervisor

☐<sub>3</sub>

Another manager (not yours)

☐<sub>4</sub>

A fellow worker at your level

☐<sub>5</sub>

A subordinate

☐<sub>6</sub>

A customer

☐<sub>7</sub>

A member of the public other than a customer

☐<sub>8</sub>

Other

☐\_9 Prefer not to say

Yes

No

15d Have you reported any of the discrimination you experienced in the last 12 months?

☐\_1  
(go to 15e)

☐\_2  
(go to 15f)

15e Overall, are you satisfied with how your organisation handled your discrimination complaint(s)?

☐\_1  
(go to 16a)

☐\_2  
(go to 16a)

15f Please tell us why you didn't report any of the discrimination you experienced in the last 12 months. *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 I didn't think it was serious enough
- ☐\_11 It felt easier to keep quiet
- ☐\_12 The reporting process was not easy
- ☐\_13 I was afraid I would be blamed
- ☐\_14 I did not want to relive the trauma
- ☐\_15 Other

## 16. Racism

**Racism** refers to prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.

Yes

No

Don't know

16a In the last 12 months, have you experienced racism at work?

☐\_1  
(go to 16b)

☐\_2  
(go to 17)

☐\_3  
(go to 17)

16b Who has been the source of racism 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

- ☐<sub>6</sub> A customer
- ☐<sub>7</sub> A member of the public other than a customer
- ☐<sub>8</sub> Other
- ☐<sub>9</sub> Prefer not to say

	Yes	No
16c Have you reported any of the racism you experienced in the last 12 months?	<input type="checkbox"/> <sub>1</sub> (go to 16d)	<input type="checkbox"/> <sub>2</sub> (go to 16e)
16d Overall, are you satisfied with how your organisation handled your racism complaint(s)?	<input type="checkbox"/> <sub>1</sub> (go to 17)	<input type="checkbox"/> <sub>2</sub> (go to 17)

16e Please tell us why you didn't report the racism you experienced in the last 12 months. *Select all that apply.*

- ☐<sub>1</sub> I thought there would be negative consequences for me
- ☐<sub>2</sub> I didn't think it would be confidential
- ☐<sub>3</sub> I didn't think it would be taken seriously
- ☐<sub>4</sub> I didn't think it would make a difference
- ☐<sub>5</sub> I didn't want to get the person in trouble
- ☐<sub>6</sub> I didn't need to because I made the person stop
- ☐<sub>7</sub> I didn't need to because I stopped having contact with the person
- ☐<sub>8</sub> I didn't know how to
- ☐<sub>9</sub> I was advised not to by a colleague or manager
- ☐<sub>10</sub> I didn't think it was serious enough
- ☐<sub>11</sub> It felt easier to keep quiet
- ☐<sub>12</sub> The complaint process was not easy
- ☐<sub>13</sub> I was afraid I would be blamed
- ☐<sub>14</sub> I did not want to relive the trauma
- ☐<sub>15</sub> Other

## 17. Workplace effectiveness

Your organisation may use your comment to help make workplace improvements. Text comments are only shown when there are **30 or more respondents** in a work area, demographic group, or any combination of these factors. Please do not use offensive language or provide information that could identify you or someone else (e.g. names, contact details).

17a What is the best thing about working at your organisation?

17b What is one thing that would make your workplace better?

## 18. Demographics – About you

The following questions help understand the perceptions and experiences of different groups of employees. This is used to inform workplace policies and programs, and improve the way different groups of employees are supported. Your demographic information is always reported combined with the demographic information of other survey takers, and it will not be possible for individual responses to be identified from the results. Results are only shown when there are **10 or more respondents** in a work area, demographic group, or any combination of these factors.

18a To which gender identity do you most identify?

- ☐<sub>1</sub> Woman
- ☐<sub>2</sub> Man
- ☐<sub>3</sub> Non-binary
- ☐<sub>4</sub> I use a different term (please specify)
- ☐<sub>5</sub> Prefer not to say

18b Age

- ☐<sub>1</sub> 15–19
- ☐<sub>2</sub> 20–24
- ☐<sub>3</sub> 25–29
- ☐<sub>4</sub> 30–34
- ☐<sub>5</sub> 35–39



- ☐<sub>6</sub> 40–44
- ☐<sub>7</sub> 45–49
- ☐<sub>8</sub> 50–54
- ☐<sub>9</sub> 55–59
- ☐<sub>10</sub> 60–64
- ☐<sub>11</sub> 65+
- ☐<sub>12</sub> Prefer not to say

**18c How would you describe your cultural background? (Please select up to 2 cultural backgrounds)**  
**Your cultural background is the cultural or ethnic group to which you feel you belong or identify.**

*This question helps understand the experiences of people from different cultural and ethnic backgrounds in the NSW public sector. The data will help inform policies and initiatives to continuously improve the workplace experience of employees.*

*The cultural and ethnic groups listed below are from the Australian Bureau of Statistics' Australian Standard Classification of Cultural and Ethnic Groups (ASCCEG) to enable benchmarking. This classification is specific to the Australian context and due to design constraints, some cultural or ethnic groups significant in the world context are not separately identified. The list does not imply any opinion on the relative merit or importance of a particular cultural or ethnic group, or the people who belong to them.*

*If the cultural or ethnic group you identify with is not separately listed, we encourage you to select the most appropriate 'other cultural or ethnic group' option within your region.*

[Include ABS standards full list of cultural and ethnic groups]

**18d Do you identify as Aboriginal and/or Torres Strait Islander?**

- ☐<sub>1</sub> Yes, Aboriginal
- ☐<sub>2</sub> Yes, Torres Strait Islander
- ☐<sub>3</sub> Yes, Aboriginal and Torres Strait Islander
- ☐<sub>4</sub> No
- ☐<sub>5</sub> Prefer not to say

**18e Are you, or do you identify as Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Gender Diverse or Asexual (LGBTIQ+) ? (Please select as many as apply):**

- ☐<sub>1</sub> Yes, Lesbian, gay or homosexual
- ☐<sub>2</sub> Yes, Bisexual
- ☐<sub>3</sub> Yes, Queer
- ☐<sub>4</sub> Yes, Trans/gender diverse, or a person with a trans experience\*
- ☐<sub>5</sub> Yes, A person with an intersex variation
- ☐<sub>6</sub> Yes, Asexual
- ☐<sub>7</sub> Yes, I use a different term (please specify)
- ☐<sub>8</sub> No
- ☐<sub>9</sub> Prefer not to say

\*Trans/gender diverse can includes people with a trans history and people who are non-binary. If your gender aligns with the sex assigned to you at birth you have a cisgender experience, if not you may a trans experience (regardless of any steps taken to affirm your gender).

		Yes	No	Prefer not to say
18f	Do you speak a language other than English at home?	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
18g	Do you have a disability? Disability includes long-term physical, mental health, intellectual, neurological, or sensory differences which, in interaction with various attitudinal and environmental barriers, may hinder full and effective participation in society on an equal basis with others.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
18h	Do you need reasonable adjustments so you can participate on an equal basis at work?	<input type="checkbox"/> <sub>1</sub> (go to 18i)	<input type="checkbox"/> <sub>2</sub> (go to 18i)	<input type="checkbox"/> <sub>3</sub> (go to 18i)
18i	Please select the option that best describes your current situation with adjustments.			
	<input type="checkbox"/> <sub>1</sub> I asked for adjustments and got them (go to 18j) <input type="checkbox"/> <sub>2</sub> I asked for adjustments, but they were denied (go to 18j) <input type="checkbox"/> <sub>3</sub> I have asked for adjustments, but I'm still waiting for them (go to 18j) <input type="checkbox"/> <sub>4</sub> I haven't asked for any adjustments (go to 18i)			
		Satisfactory	Unsatisfactory	
18j	How has your experience with the adjustments been?	<input type="checkbox"/> <sub>1</sub> (go to 18i)	<input type="checkbox"/> <sub>2</sub> (go to 18k)	
18k	Why has your experience been unsatisfactory? <i>Select all that apply.</i>			
	<input type="checkbox"/> <sub>1</sub> It took too long <input type="checkbox"/> <sub>2</sub> Assessment failed to address all the issues <input type="checkbox"/> <sub>3</sub> Adjustment failed over time <input type="checkbox"/> <sub>4</sub> There was no process to review the adjustment once in place <input type="checkbox"/> <sub>5</sub> Digital technology could not be made accessible <input type="checkbox"/> <sub>6</sub> The physical workplace could not be made accessible <input type="checkbox"/> <sub>7</sub> Adjustment did not achieve full and independent access <input type="checkbox"/> <sub>8</sub> Adjustment cost too high (deemed unreasonable) <input type="checkbox"/> <sub>9</sub> Currently waiting for adjustment to commence			
		Yes	No	Prefer not to say
18l	Have you currently got a diagnosed mental health condition?	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
18m	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"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
18n	Have you ever been a serving full-time member of the Australian Defence Force (ADF) or an ADF reservist? <i>Select all that apply</i>			
	<input type="checkbox"/> <sub>1</sub> Yes, full-time member of the ADF (Go to 18p) <input type="checkbox"/> <sub>2</sub> Yes, reservist – Army (Go to 18o) <input type="checkbox"/> <sub>3</sub> Yes, reservist – Navy (Go to 18o) <input type="checkbox"/> <sub>4</sub> Yes, reservist – Air Force (Go to 18o) <input type="checkbox"/> <sub>5</sub> No (Go to 18p)			

☐

Prefer not to say

(Go to 18p)

18o How long have you been a reservist for?☐

Less than 1 year

☐

1 year to less than 6 years

☐

6 years to less than 11 years

☐

11 years to less than 16 years

☐

16 years to less than 20 years

☐

20 year or more

☐

Retired

18p 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?

☐

Yes, child

☐

Yes, adult

☐

No

☐

Prefer not to say

18q Do you provide care for a child outside of work ? *Select all that apply.*☐

Yes, natural, or adopted child

☐

Yes, step-child

☐

Yes, foster child or guardianship (court order)

☐

Yes, grandchild\*

☐

Yes, otherwise related child (eg younger sibling, niece, nephew)\*

☐

Yes, unrelated child (informal care)

☐

No

☐

Prefer not to say

(Note display 18r if any of the options marked with an asterisk (\*) is selected)

Yes

No

Prefer not to say

18r Are you an authorised carer (foster or relative/kinship) where there is a court order?☐☐☐

## 19. Demographics – About your job

The following questions help understand the perceptions and experiences of different groups of employees. This is used to inform workplace policies and programs, and improve the way different groups of employees are supported. Your demographic information is always reported combined with the demographic information of other survey takers, and it will not be possible for individual responses to be identified from the results. Results are only shown when there are **10 or more respondents** in a work area, demographic group, or any combination of these factors.

19a 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.

- ☐ <sub>1</sub> Service delivery involving direct contact with the public (e.g. teaching, nursing, policing, shopfront / counter service, train driver, customer service) (if selected, go to Q19b)
- ☐ <sub>2</sub> 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 Q19c)
- ☐ <sub>3</sub> Administrative support (e.g. executive / personal assistant, receptionist) (if selected, go to Q19c)
- ☐ <sub>4</sub> Corporate services (e.g. HR, finance, IT, ministerial or parliamentary processes) (if selected, go to Q19c)
- ☐ <sub>5</sub> Policy (if selected, go to Q19c)
- ☐ <sub>6</sub> Research (if selected, go to Q19c)
- ☐ <sub>7</sub> Program and project management support (if selected, go to Q19c)
- ☐ <sub>8</sub> Legal (including developing and/or reviewing legislation) (if selected, go to Q19c)
- ☐ <sub>9</sub> Other (if selected, go to Q19c)

	Over the counter	Over the telephone or a digital platform	In non-office workplaces (e.g. hospital, classroom, laboratory, transport, homes, outdoors)
--	------------------	--	---

19b If you answered **service delivery** to the previous question, how do you deliver services? *Select all that apply.*

☐ <sub>1</sub>
☐ <sub>2</sub>
☐ <sub>3</sub>

Yes

No

19c Do you directly supervise the work of one or more employees?

☐ <sub>1</sub>  
(go to 19d)

☐ <sub>2</sub>  
(go to 19e)

19d Do you manage other managers?

☐ <sub>1</sub>
☐ <sub>2</sub>

19e 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 from the drop down list**. If you work outside NSW or overseas type and select 'Outside NSW'.

0% 20% 40% 60% 80% 100%

19f What percentage of your week did you work from home in the last month?

☐ <sub>1</sub>
☐ <sub>2</sub>
☐ <sub>3</sub>
☐ <sub>4</sub>
☐ <sub>5</sub>
☐ <sub>6</sub>

19g What is the suburb or town where you work from home? **Please type and select a location from the drop down list**. If you work outside NSW, type and select 'Outside NSW'.

19h What is your current employment status?

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

19i What is your gross annual salary (non-executive) or total annual remuneration package (executive)?  
Convert to full-time equivalent if you work part-time.

- ☐<sub>1</sub> Less than \$49,941
- ☐<sub>2</sub> \$49,941 – \$58,676
- ☐<sub>3</sub> \$58,677 – \$70,693
- ☐<sub>4</sub> \$70,694 – \$79,031
- ☐<sub>5</sub> \$79,032 – \$93,294
- ☐<sub>6</sub> \$93,295 – \$106,024
- ☐<sub>7</sub> \$106,025 – \$120,858
- ☐<sub>8</sub> \$120,859 – \$139,786
- ☐<sub>9</sub> \$139,787 – \$161,662
- ☐<sub>10</sub> \$161,663 – \$180,886
- ☐<sub>11</sub> \$180,887 – \$201,349
- ☐<sub>12</sub> \$201,350 – \$287,200
- ☐<sub>13</sub> \$287,201 – \$361,300
- ☐<sub>14</sub> \$361,301 or more
- ☐<sub>15</sub> Prefer not to say

Full-time

Part-time

19j Do you work full-time or part-time?

Full-time refers to employees usually working 35–38 hours or more per week.

☐<sub>1</sub>
☐<sub>2</sub>

Less than 1  
year

1 year to less  
than 2 years

2 years to  
less than 5  
years

5 years to  
less than 10  
years

10 years to  
less than 20  
years

More than 20  
years

19k How many years have you been employed in  
**your current role?**

☐<sub>1</sub>
☐<sub>2</sub>
☐<sub>3</sub>
☐<sub>4</sub>
☐<sub>5</sub>
☐<sub>6</sub>

19l How many years have you been employed in  
**your current organisation?**

☐<sub>1</sub>
☐<sub>2</sub>
☐<sub>3</sub>
☐<sub>4</sub>
☐<sub>5</sub>
☐<sub>6</sub>

19m	How many years have you been working in the <b>NSW public sector</b> ?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
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19n	How long do you think you will continue to work in <b>your current organisation</b> ?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
		Go to 19o	Go to 19o	Go to 19q	Go to 19q	Go to 19q	Go to 19q

19o What best describes your plans to leave **your current organisation**?

☐1 I am planning to retire

☐2 I am applying for/intend to apply for new roles in **another NSW public sector organisation**

☐3 I am applying for/intend to apply for roles in the **private sector**

☐4 I am applying for/intend to apply for new roles in the **not for profit / community sector**

☐5 It is the end of my non-ongoing, casual or contracted employment

☐6 Other

19p What is the primary reason behind your desire to leave **your current organisation**?  
*Select up to three responses*

☐1 There are a lack of future career opportunities in my organisation

☐2 I am seeking a career change

☐3 I am not satisfied with the work

☐4 I am looking to further my skills in another area

☐5 My expectations for work in my current position have not been met

☐6 I have achieved all I can in my current position

☐7 I am not able to access the flexible working arrangements that I require

☐8 I am expected to do more work than I reasonably can

☐9 The emotional demands of my work are too high

☐10 The physical demands of my work are too high

☐11 I am emotionally exhausted

☐12 I am physically exhausted

☐13 I do not have a sense of belonging at work

☐14 Senior leadership is of a poor quality

☐15 My immediate supervisor's leadership is of a poor quality

☐16 I can receive a higher salary elsewhere

☐17 My current workgroup or organisation lacks respect for employees

☐18 I want to live elsewhere within Australia or overseas

☐19 I have experienced unacceptable behaviours (such as bullying or harassment)

☐<sub>20</sub> I don't think my work performance is fairly assessed

☐<sub>21</sub> I wish to pursue a promotion opportunity

☐<sub>22</sub> Other (please specify) \_\_\_\_\_

19q Where were you employed before working in your current organisation?

☐<sub>1</sub> Private sector

☐<sub>2</sub> Not for profit / community sector

☐<sub>3</sub> Local government

☐<sub>4</sub> Other NSW public sector organisation

☐<sub>5</sub> Another public sector (not NSW)

☐<sub>6</sub> Self employed

☐<sub>7</sub> NSW public sector is the first place of employment

☐<sub>8</sub> Not employed

☐<sub>9</sub> Other

**END OF SURVEY.**