

Employee Perception Survey 2016

INTRODUCTION

The purpose of this survey is to capture your views on a range of issues about working in the public sector, such as work/life balance, leadership, job satisfaction and recruitment.

This survey helps us to understand the work environment and workplace culture in your agency. This information is critical in identifying areas of concern and acknowledging good practice across the sector.

To ensure a good understanding of issues across your agency, it is important you give your true and honest opinion about the issues covered in the survey. Your response is completely confidential. We do not require your name - only group level data will be reported and you will not be identified.

COMPLETION GUIDELINES

- Please use a BLACK or DARK BLUE pen.
- Please tick or cross the squares completely.
- Write clearly where indicated.
- If you would like to change your responses, please shade the incorrect square and then tick or cross the correct response. For written responses, please cross out the incorrect response and write your new response just above or below.
- Once completed, please place your survey into the supplied prepaid self-addressed return envelope and post to the Public Sector Commission.

SECTION A : YOUR GENERAL IMPRESSIONS

A1. In relation to your current job, please indicate your level of satisfaction with the following statements.

	Very satisfied	Moderately satisfied	Mildly satisfied	Neither satisfied nor dissatisfied	Mildly dissatisfied	Moderately dissatisfied	Very dissatisfied
a. My job overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My agency as an employer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A2. In relation to your current job, please indicate your level of agreement with the following statements.

	Strongly agree	Moderately agree	Mildly agree	Neither agree nor disagree	Mildly disagree	Moderately disagree	Strongly disagree	Don't know or does not apply
a. My job allows me to utilise my skills, knowledge and abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am clear what my duties and responsibilities are	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I understand how my work contributes to my agency's objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I have the authority (e.g. the necessary delegations, autonomy, level of responsibility) to do my job effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I am sufficiently challenged by my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I am recognised for the contribution I make	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I am satisfied with the opportunities available to me for career progression in my current agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I am proud to work in the Western Australian public sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A3. In relation to your current agency, please indicate your level of agreement with the following statements.

	Strongly agree	Moderately agree	Mildly agree	Neither agree nor disagree	Mildly disagree	Moderately disagree	Strongly disagree	Don't know or does not apply
a. I feel that my agency on the whole is well managed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Change is managed well in my agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My agency's senior leaders provide effective leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My agency uses technological advances to improve service design and delivery to customers/clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Recruitment and promotion decisions in my agency are fair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. My workplace culture supports people to achieve a suitable work/life balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You are able to access and use flexible work arrangements to assist in your work/life balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. My agency is committed to health and wellbeing within the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. I feel a strong personal attachment to my agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. My agency motivates me to help it achieve its objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. My agency inspires me to do the best in my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I am proud to tell others I work for my agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. I would recommend my agency as a great place to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A4. It is likely that you will leave your agency within:

- ☐ The next 12 months
- ☐ 1 to 2 years
- ☐ No plans to leave my agency within the next 2 years (please go to Section B)

A4a. If you intend to leave your agency within the next 2 years, are you planning to:
(please choose **all** that apply)

- ☐ Work for another agency
- ☐ Work in federal or local government
- ☐ Work in the private sector
- ☐ Work in the not-for-profit sector
- ☐ Study full-time
- ☐ Retire
- ☐ Other (Please specify) _____

SECTION B: YOUR WORK AREA

B1. Please indicate your level of agreement with the following statements.

WORKPLACE COMMUNICATION	Strongly agree	Moderately agree	Mildly agree	Neither agree nor disagree	Mildly disagree	Moderately disagree	Strongly disagree	Don't know or does not apply
a. In my work area, communication between senior managers and other employees is effective	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My input is adequately sought and considered about decisions that directly affect me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B2. Please indicate your level of agreement with the following statements.

YOUR IMMEDIATE SUPERVISOR	Strongly agree	Moderately agree	Mildly agree	Neither agree nor disagree	Mildly disagree	Moderately disagree	Strongly disagree	Don't know or does not apply
a. My immediate supervisor makes use of appropriate communication and interpersonal skills when dealing with me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My immediate supervisor effectively communicates with me about business risks impacting my work group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My immediate supervisor is effective in managing people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My immediate supervisor appropriately deals with employees who perform poorly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B3. Please indicate your level of agreement with the following statements.

YOUR IMMEDIATE WORK GROUP	Strongly agree	Moderately agree	Mildly agree	Neither agree nor disagree	Mildly disagree	Moderately disagree	Strongly disagree	Don't know or does not apply
a. The people in my work group use their time and resources efficiently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My work group achieves a high level of productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In the last 12 months, my work group has implemented innovative processes or policies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in my work group are committed to providing excellent customer service and making a positive difference to the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B4. Please indicate your level of agreement with the following statements.

PERFORMANCE DEVELOPMENT	Strongly agree	Moderately agree	Mildly agree	Neither agree nor disagree	Mildly disagree	Moderately disagree	Strongly disagree	Don't know or does not apply
a. Training and development opportunities in my work area are available to all employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I receive appropriate training or have access to information that enables me to meet my recordkeeping responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I have received performance feedback from my supervisor in the last 12 months that has helped my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In my agency, there is adequate opportunity to develop the required skills for being a leader	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B5. Please indicate your level of agreement with the following statements.

EQUITY AND DIVERSITY	Strongly agree	Moderately agree	Mildly agree	Neither agree nor disagree	Mildly disagree	Moderately disagree	Strongly disagree	Don't know or does not apply
a. Your agency is committed to creating a diverse workforce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your workplace culture is equally welcoming of people from all diversity groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your immediate supervisor treats employees from all diversity groups with equal respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your co-workers treat employees from all diversity groups with equal respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B6. Are you aware of the Public Sector Standards in Human Resource Management?

- ☐ Yes
- ☐ No (please go to B8)
- ☐ No, but know where to find out (please go to B8)

B7. Do you believe any decision made in your agency in the past 12 months did not comply with a Public Sector Standard in Human Resource Management?

(Please choose **all** that apply)

- ☐ Yes, and I raised it with my agency
- ☐ Yes, and I lodged a breach of standard claim
- ☐ Yes, and I took no action (please specify reason) _____
- ☐ No
- ☐ Don't know

B8. If you have been employed in your agency for more than 12 months, have you participated in one or more formal, documented performance management meetings with your immediate supervisor in the past 12 months?

- ☐ Yes
☐ No
☐ Have been employed by my agency for less than 12 months

B8a. If yes, which of the following topics were discussed within these formal, documented, meetings?

(Please choose **all** that apply)

- ☐ My work performance over the last year
☐ My upholding of ethical codes such as my agency's code of conduct or values
☐ Expectations of my performance in the future
☐ Learning and development activities to help me perform my current job better
☐ Other learning and development activities to help me progress my career
☐ Career progression opportunities within my agency
☐ Other career progression opportunities outside my agency

B9. How often do you meet with your immediate supervisor informally in a setting that allows for discussion about performance and development matters?

- ☐ Fortnightly or more frequently
☐ Monthly
☐ Six Monthly
☐ Annually
☐ Never
☐ Unsure (e.g. because you recently joined the agency or started working for a new supervisor)

B10. In the last fortnight, how many days of the following types of unplanned leave did you take, to the nearest day?

(Please exclude compensation leave, annual leave, long service leave, purchased leave, parental leave, flexi leave, jury duty and emergency services duty. If you did not take any days in the last fortnight, please enter 0.)

	Number of days
Sick leave <i>(due to your own personal illness or injury, does not include carer's leave)</i>	
Other unplanned leave <i>(taken in the event of an unexpected emergency, and including carer's leave)</i>	

SECTION C: ETHICAL BEHAVIOUR

C1. Please indicate your level of agreement with the following statements.

	Strongly agree	Moderately agree	Mildly agree	Neither agree nor disagree	Mildly disagree	Moderately disagree	Strongly disagree	Don't know or does not apply
a. My agency actively encourages ethical behaviour by all of its employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior managers in my agency lead by example in ethical behaviour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Conflicts of interest are identified and managed effectively in my workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My immediate supervisor demonstrates honesty and integrity in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My co-workers demonstrate honesty and integrity in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Confidential information in my workplace is only disclosed to appropriate people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Purchasing decisions in my workplace are not influenced by gifts or incentives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C2. Are you familiar with the Public Sector Code of Ethics?

☐ Yes

☐ No

C3. Are you familiar with your agency's code of conduct?

☐ Yes

☐ No

C4. Have you witnessed any of the following types of unethical behaviour in your workplace in the last 12 months, and if so how often?

	Never	Rarely (1 to 3 occasions)	Sometimes (4 to 6 occasions)	Frequently (7 to 10 occasions)	Very frequently (more than 10 occasions)
a. Unprofessional conduct (e.g. bullying, inappropriate language)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Failure to manage conflicts of interest (e.g. conflict between public role and personal interests)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Inappropriate acceptance or provision of gifts or benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Corrupt behaviour (e.g. employees misusing their position of authority to obtain an inappropriate benefit for, or cause detriment to, themselves or others)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Improper use of work computers, internet or email (e.g. viewing or sharing inappropriate or illegal online content)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Discrimination or harassment (e.g. racial discrimination, sexual harassment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Illicit drug use and/or alcohol intoxication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Inappropriate physical behaviour (e.g. assault, indecent behaviour)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Inappropriate access to or use of confidential information (e.g. agency's database) or unauthorised disclosure of information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Workplace bribes or theft (e.g. computers, cash or workplace equipment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Misuse of public resources (e.g. unauthorised use of vehicles, misuse of corporate credit card)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Fraudulent behaviour or falsification of information or records	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Neglect of duty (e.g. intentionally failing to perform work duties)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Engaging in criminal behaviour outside work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Secretly holding another job outside government without agency permission	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C4ii. If you have witnessed unethical behaviour in your workplace, did you report it?

- ☐ In all instances
☐ For some, but not all instances
☐ Never
☐ Didn't know how to report it

C5. Do you know how to report unethical behavior in your workplace?

- ☐ Yes
☐ No

The following questions relate to workplace bullying.

Workplace bullying can be defined as repeated (i.e. on more than one occasion) unreasonable or inappropriate behaviour directed towards a worker, or a group of workers, that creates a risk to health and safety.

'Repeated behaviour' refers to the persistent nature of the behaviour and can refer to a range of various behaviours over time. Bullying should not be confused with legitimate feedback given to staff (including constructive criticism) on work performance or work-related behaviour; or other legitimate management decisions and actions undertaken in a reasonable and respectful way.

C6. During the past 12 months, have you been subjected to repeated bullying in your workplace?

- ☐ Yes
- ☐ No (please go to C7)
- ☐ Not sure (please go to C7)

C6a. If you have been subjected to bullying in the past 12 months, which of the following describes the nature of the bullying you have experienced?

(Please choose **all** that apply)

- ☐ Verbally abusing, insulting or offending me, including criticising me in the form of yelling or screaming
- ☐ Spreading misinformation or malicious rumours
- ☐ Teasing or regularly making me the brunt of practical jokes or pranks
- ☐ Frightening, humiliating, belittling or degrading me through physical behaviour (e.g. assault, aggressive body language)
- ☐ Excluding or isolating me from others
- ☐ Assigning me tasks unrelated to my job or unreasonably below or beyond my skills level
- ☐ Setting timelines that are difficult to achieve or constantly changing deadlines
- ☐ Deliberately changing work rosters or leave arrangements to inconvenience me
- ☐ Deliberately withholding information, resources or consultation which is vital to my effective work performance
- ☐ Inappropriately or unfairly managing my performance
- ☐ Other (please specify) _____

C7. Do you know how to report bullying in your workplace?

- ☐ Yes
- ☐ No

The following questions relate to the *Public Interest Disclosure Act 2003* (the PID Act). This legislation is also referred to as whistleblowing legislation.

C8. Are you aware of the PID Act and how to make a disclosure?

- ☐ Yes
- ☐ No (please go to Section D)
- ☐ No, but know where to find out (please go to Section D)

C9. Would you use the PID Act to make a disclosure of public interest information to a proper authority (e.g. a Public Interest Disclosure Officer, Ombudsman, Corruption and Crime Commission, Auditor General or the Public Sector Commission) if you were aware of unethical behaviour in your workplace?

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ Don't know

SECTION D: FURTHER INFORMATION

The following information is being collected **NOT to identify you** but to analyse differences between broad categories (e.g. the needs of youth versus mature workers).

D1. What is your gender?

- ☐ Male
- ☐ Female
- ☐ Other

D2. What is your age in years?

- | | | | |
|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> 15 to 19 | <input type="checkbox"/> 20 to 24 | <input type="checkbox"/> 25 to 34 | <input type="checkbox"/> 35 to 44 |
| <input type="checkbox"/> 45 to 54 | <input type="checkbox"/> 55 to 59 | <input type="checkbox"/> 60 to 64 | <input type="checkbox"/> 65 plus |

D3. What is the highest level of formal education you have completed?

- ☐ Primary or secondary school or equivalent
- ☐ Technical/trade certificate or diploma course or equivalent
- ☐ Tertiary degree or equivalent (includes Honours)
- ☐ Graduate diploma (includes Graduate certificate)
- ☐ Masters or Doctorate degree

D4. Are you of Australian Aboriginal and/or Torres Strait Islander origin?

(Persons of Aboriginal and/or Torres Strait Islander descent are those who identify as such and are accepted as such by the community in which they live)

- ☐ Yes
- ☐ No (please go to D5)

D4a. If yes, is this identified in your agency's human resource information system (i.e. does your agency have this recorded)?

- ☐ Yes – my agency has recorded that I am of Aboriginal and/or Torres Strait Islander origin
- ☐ No – I have chosen not to inform my agency that I am of Aboriginal and/or Torres Strait Islander origin
- ☐ No – my agency has never asked me whether I am of Aboriginal and/or Torres Strait Islander origin
- ☐ No – for another reason (please specify).....
- ☐ Not sure

D5. Do you have an impairment that results in a permanent disability?

(Persons with disability are those with an ongoing employment restriction due to their disability that restricts the type of work they can do, or requires modified hours of work, adaptations to the workplace, specialised equipment, extra time for mobility or tasks, or ongoing assistance or supervision to carry out duties)

- ☐ Yes
- ☐ No (please go to D6)

D5a. If yes, is this identified in your agency's human resource information system (i.e. does your agency have this recorded)?

- ☐ Yes – my agency has recorded that I have a permanent disability
- ☐ No – I have chosen not to inform my agency that I have a permanent disability
- ☐ No – my agency has never asked me whether I have a permanent disability
- ☐ No – for another reason (please specify).....
- ☐ Not sure

D6. Do you have carer responsibilities?

(Persons with carer responsibilities include those who provide ongoing care or assistance to a person with disability, a person with chronic illness [including mental illness] or another person who requires assistance with carrying out everyday tasks due to frailty, without receiving a salary or wages for the care they provide)

- ☐ Yes
- ☐ No

D7. Were you born in a country where English is the primary language?

(i.e. born in Australia, New Zealand, England, Northern Ireland, Scotland, Wales, Ireland, United States of America, Canada or South Africa)

- ☐ Yes
- ☐ No

D8. What is your current total annual gross salary (before tax)?

(If you work part-time, select the full-time salary equivalent to your current level. If you are paid an hourly rate, select the salary range that is closest to your annual gross earnings. Gross salary will be used to compare classification levels.)

- ☐ Less than \$60,000
- ☐ \$60,000 to 79,999
- ☐ \$80,000 to 109,999
- ☐ \$110,000 to 159,999
- ☐ \$160,000 and over

D9. What is your work classification?

- ☐ Permanent full-time
- ☐ Permanent part-time
- ☐ Fixed term full-time
- ☐ Fixed term part-time
- ☐ Casual
- ☐ Sessional
- ☐ Other

D10. How long have you worked in your agency in total?

- ☐ Up to 1 year
- ☐ More than 1 year and up to 5 years
- ☐ More than 5 years and up to 10 years
- ☐ More than 10 years and up to 20 years
- ☐ More than 20 years

D11. In total, how many agencies have you worked in during your time in the WA public sector?

- ☐ 1 agency
- ☐ 2 to 3 agencies
- ☐ 4 to 5 agencies
- ☐ More than 5 agencies

D12. Where is your primary work location?

- ☐ Metropolitan
- ☐ Regional/Rural

D13. Are you the immediate supervisor of one or more employees?

☐ Yes

☐ No

D14. Are you employed in one of the top four levels of management in your agency's organisational hierarchy (e.g. General Manager, Executive Director, Chief Executive Officer)?

☐ Yes

☐ No

D15. How often do you engage with members of the public as part of your current job?

☐ Daily

☐ Weekly

☐ Monthly

☐ Less frequently

☐ Not at all

Thank you for your time and participation