

# Tasmanian Audit Office Results

## SUMMARY INDICES

	2024 sample size	Level of Agreement Mean Index Score (0 - 100)				Whole-of- TSS Results 2024
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	
Workplace Behaviours & Conditions (Constructed based on Q10a-b, Q11a, Q12b-c)	n=55	81	84	65	55	71
Workplace Diversity (Constructed based on Q39, Q43, and Q45)	n=55	84	83	70	65	70
Agency Engagement (Constructed based on Q14a-e)	n=55	75	80	57	49	63

## REPORT FINDINGS

### PART 1 & 6 – WORKFORCE DEMOGRAPHICS & INFORMATION

1. Where is your workplace located?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
West Coast		0	0	0	0	1
North West		0	0	0	0	14
North		15	14	3	13	21
South		84	86	93	87	59
South East		0	0	3	0	5
Outside Tasmania		2	0	0	0	0

2. Do you work full-time or part-time?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Full-time		85	84	90	81	67
Part-time		15	16	10	19	33

3. What is your current employment status?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Permanent (Ongoing)		93	84	70	61	84
Fixed-term		5	14	27	35	13
Casual		0	0	0	0	2
Sessional		0	0	0	0	0
Executive contract		2	3	3	3	1
Don't know		0	0	0	0	0

4. Which one of the following best describes the area you work in or the type of work you do?

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Policy	0	0	7	3	6
Research	2	0	0	0	1
Program/project design and/or management	0	0	0	0	7
Frontline service delivery involving direct contact with public	0	0	7	0	41
Supporting service delivery work	0	0	0	0	4
Exercising regulatory authority	36	38	63	55	6
Legal	0	0	0	0	1
Corporate services	33	32	20	32	14
Administrative support/clerical	2	3	3	3	9
Scientific/Technical	0	0	0	6	6
Other	27	27	0	0	6

5. Are you the manager of one or more employees?

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Yes	36	32	43	42	24
No	64	68	57	58	76

38. What is your age?

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
15-24 years	2	3	0	6	3
25-34 years	44	35	43	32	17
35-44 years	24	30	10	10	26
45-54 years	16	19	27	39	29
55-64 years	15	14	20	13	22
65-74 years	0	0	0	0	3
75+ years	0	0	0	0	0

39. Age is not a barrier to success in your Agency.

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Strongly Agree	38	49	20	19	23
Agree	56	35	43	39	43
Neither Agree nor Disagree	5	11	20	10	20
Disagree	0	5	7	13	8
Strongly Disagree	0	0	3	13	4
Don't Know	0	0	7	6	3

40. Where were you born?

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Born in Australia	47	46	57	71	84
Born overseas in a mainly English speaking country	7	8	20	10	8
Born overseas in another country	45	46	23	19	8
Don't know	0	0	0	0	0

41. Do you speak a language other than English at home?

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Yes	45	43	30	32	11
No	55	57	70	68	89

42. How do you describe your gender?

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Man or male	58	59	63	55	29
Woman or female	36	41	23	42	67
Non-binary	0	0	0	0	0
I use a different term	0	0	0	0	0
Prefer not to answer	5	0	13	3	3

43. Gender is not a barrier to success in your Agency.

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Strongly Agree		53	49	17	23	26
Agree		36	41	53	35	38
Neither Agree nor Disagree		2	5	17	13	19
Disagree		7	5	7	6	9
Strongly Disagree		0	0	7	16	4
Don't Know		2	0	0	6	3

44. How do you describe your sexual orientation?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Straight (heterosexual)		78	92	90	90	83
Gay or lesbian		7	8	0	6	2
Bisexual		4	0	0	0	3
I use a different term		0	0	0	0	1
Don't know		0	0	0	0	1
Prefer not to answer		11	0	10	3	10

45. Sexual orientation is not a barrier to success in your Agency.

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Strongly Agree		49	-	-	-	28
Agree		33	-	-	-	37
Neither Agree nor Disagree		5	-	-	-	21
Disagree		0	-	-	-	3
Strongly Disagree		2	-	-	-	2
Don't Know		11	-	-	-	10

46. Are you an Aboriginal and/or Torres Strait Islander person?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Yes, I am Aboriginal		0	0	0	3	3
Yes, I am Torres Strait Islander		0	0	0	0	0
Yes, I am both Aboriginal and Torres Strait Islander		0	0	0	0	0
No		96	97	93	94	93
Prefer not to say		4	3	7	3	4

47a. As an Aboriginal and/or Torres Strait Islander person I feel respected in my workplace.

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Strongly Agree		-	-	-	-	17
Agree		-	-	-	-	40
Neither Agree nor Disagree		-	-	-	-	27
Disagree		-	-	-	-	10
Strongly Disagree		-	-	-	-	6

47b. As an Aboriginal and/or Torres Strait Islander person I feel valued in my workplace.

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Strongly Agree		-	-	-	-	18
Agree		-	-	-	-	37
Neither Agree nor Disagree		-	-	-	-	28
Disagree		-	-	-	-	10
Strongly Disagree		-	-	-	-	7

48. Do you live with a disability that impacts you in performing everyday activities?

2024 sample size: 55

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	5	0	7	0	8
No	95	100	93	100	89
Prefer not to say	0	0	0	0	3

49. Do you require adjustments to support you to perform your role?

2024 sample size: < 10

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	*	-	*	-	57
No	*	-	*	-	43

50. Have you requested adjustments to support you to perform your role?

2024 sample size: < 10

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	*	-	-	-	75
No	*	-	-	-	25

51. What was your experience with making a request for adjustments?

2024 sample size: < 10

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
The adjustments I need were made and the process was satisfactory	*	-	-	-	59
The adjustments I need were made but the process was unsatisfactory	*	-	-	-	14
The adjustments I need have not been made	*	-	-	-	16
Other	*	-	-	-	12

52. Do you have carer responsibilities?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Yes		25	-	-	-	41
No		75	-	-	-	59

53. For whom do you have carer responsibilities?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 14						
A child/children		79	-	-	-	81
Parent(s)		7	-	-	-	19
Partner		21	-	-	-	9
Other relative(s)		0	-	-	-	4
Other		0	-	-	-	2

54. To what extent do you agree that your Agency provides adequate support to those who need to balance work and caring responsibilities?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 14						
Strongly Agree		36	49	13	19	19
Agree		64	35	43	52	46
Neither Agree nor Disagree		0	8	17	6	20
Disagree		0	3	13	13	9
Strongly Disagree		0	0	3	10	6

55. Have you ever served in the Australian Defence Force (regular or reserves)?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Yes		2	-	-	-	4
No		98	-	-	-	96



56. Did you serve in:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Navy		*	-	-	-	18
Army		*	-	-	-	71
Air Force		*	-	-	-	14

57. In the Navy, did you serve in:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Regular service		*	-	-	-	86
Reserves service		*	-	-	-	27

57a. In the Navy, is your Regular service:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Current service		-	-	-	-	2
Previous service		-	-	-	-	98

57b. In the Navy, is your Reserves service:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Current service		*	-	-	-	42
Previous service		*	-	-	-	58

58. In the Army, did you serve in:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Regular service		-	-	-	-	34
Reserves service		-	-	-	-	77

58a. In the Army, is your Regular service:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Current service		-	-	-	-	0
Previous service		-	-	-	-	100

58b. In the Army, is your Reserves service:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Current service		-	-	-	-	12
Previous service		-	-	-	-	88

59. In the Air Force, did you serve in:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Regular service		-	-	-	-	93
Reserves service		-	-	-	-	25

59a. In the Air Force, is your Regular service:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Current service		-	-	-	-	0
Previous service		-	-	-	-	100

59b. In the Air Force, is your Reserves service:

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Current service		-	-	-	-	29
Previous service		-	-	-	-	71

## PART 2 – TENURE

6. How many years have you been employed in your current Agency?

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Less than 2 years	47	57	43	42	22
2-5 years	36	32	33	23	27
6-10 years	11	8	10	10	17
11-15 years	2	3	0	10	10
16-20 years	4	0	7	6	10
21 years or more	0	0	7	10	14

7. How many years have you worked in the Tasmanian State Service?

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Less than 2 years	36	51	33	32	14
2-5 years	35	27	33	16	23
6-10 years	13	14	3	10	18
11-15 years	4	3	7	13	12
16-20 years	5	0	13	10	13
21 years or more	7	5	10	19	20

8. Where do you see your career going in the next three years?

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Continuing in my current position	47	-	43	35	53
Seeking another position in the same TSS Agency	20	-	23	39	18
Seeking another position in a different TSS Agency	11	-	0	0	9
Leaving the TSS to work elsewhere	16	-	0	0	10
Ceasing paid work - study, personal or family reasons	0	-	0	0	0
Ceasing paid work - retirement	5	-	3	3	6
Other	0	-	0	0	4

9. If you plan to leave your Agency or the TSS, what major factors are influencing your decision?

2024 sample size: 15

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
To seek or take up a promotion	33	-	*	*	26
A lack of flexible working arrangements	7	-	*	*	16
A desire to relocate interstate or overseas	27	-	*	*	10
Limited opportunities for career progression or development	40	-	*	*	44
Excessive workload	20	-	*	*	35
A lack of recognition for the work that I do	20	-	*	*	41
For better remuneration	47	-	*	*	32
Problems with workplace culture	27	-	*	*	42
Problems with relationships in my team	7	-	*	*	13
End of contract/secondment	0	-	*	*	11
My interests do not match my job	0	-	*	*	10
Better location/reduce travel time	7	-	*	*	6
Other	0	-	*	*	16

### PART 3 – WORKPLACE ENVIRONMENT AND CULTURE

10. Please indicate the extent of your agreement with the following statements:

		Total Agreement (%)					Agency Results (%)					
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
2024 sample size: 55												
a	I would be confident in approaching my manager to discuss concerns and grievances	85	92	70	65	80	58	27	7	2	5	0
b	My manager encourages behaviours that are consistent with my Agency's values	89	97	83	61	84	56	33	5	2	4	0
c	My manager expects a high standard of ethical behaviour	93	-	90	74	88	65	27	5	0	2	0

11. Please indicate the extent of your agreement with the following statement in the last 12 months:

		Total Agreement (%)					Agency Results (%)					
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
2024 sample size: 55												
a	Senior managers model my Agency's values	82	95	60	32	63	45	36	11	7	0	0
b	Senior managers provide clear strategy and direction	80	-	40	32	55	42	38	9	11	0	0

12. Please indicate the extent of your agreement with the following statements:

		Total Agreement (%)				Agency Results (%)						
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
2024 sample size: 55												
a	I am aware my Agency has policies in place to report improper conduct and behaviour	95	97	83	71	86	53	42	0	4	0	2
b	In my Agency, there are clear procedures and processes for resolving grievances	87	95	70	55	62	44	44	5	4	0	4
c	I am confident that I would be protected from reprisal for reporting improper conduct	80	78	43	32	52	33	47	15	5	0	0
d	I am aware of the information and resources my Agency provides to support employees affected by family violence	87	81	-	48	73	45	42	0	5	0	7
e	In my Agency, earning and sustaining a high level of public trust is seen as important	100	-	83	81	83	76	24	0	0	0	0
f	My Agency fosters an inclusive work environment	91	-	67	65	73	62	29	5	4	0	0

Please note that the 2018 result for q12d represents the percentage of respondents who selected 'Yes' in response to the question: *Do you agree that in your workplace, there are policies designed to support employees affected by family violence?* (Yes, No, Don't know). In 2020 this question was only asked of some agencies, so results are not shown.

13. Please indicate the extent of your agreement with the following statement in the last 12 months:

2024 sample size: 55

	Total Agreement (%)				Whole-of-TSS Results 2024	Agency Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
a My team strives to achieve quality outcomes for the community	93	-	-	-	90	45	47	5	2	0	0
b In my team work is undertaken using best practice research	91	-	-	42	77	29	62	7	0	2	0
c People in my team help and support each other	93	-	90	65	85	47	45	5	2	0	0
d People in my team treat each other with respect	93	-	77	55	83	44	49	4	4	0	0
e I feel comfortable to be myself in my team	91	-	-	-	84	38	53	4	4	2	0
f I feel like my contributions to my team are valued	85	-	-	-	79	45	40	9	5	0	0



## PART 4 – ENGAGEMENT AND JOB SATISFACTION

14. Please indicate the extent of your agreement with the following statements:

		Total Agreement (%)				Agency Results (%)						
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
2024 sample size: 55												
a	I would recommend my Agency as a good place to work	78	89	43	39	59	31	47	16	4	2	0
b	I am proud to tell others I work for my Agency	85	92	50	48	64	33	53	11	4	0	0
c	I feel a strong personal attachment to my Agency	75	78	57	48	54	24	51	18	4	4	0
d	My Agency motivates me to help achieve its objectives	89	89	53	29	53	29	60	7	2	2	0
e	My Agency inspires me to do the best in my job	80	89	47	39	55	22	58	13	5	2	0

## PART 5 – WORKPLACE FLEXIBILITY

15. Are you currently using flexible working arrangements?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Yes		96	-	23	26	49
No		4	-	77	74	51

16. What kind of flexible arrangements are you using?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 53						
Part-time hours		15	-	-	*	39
Flexible hours		40	-	-	*	33
Job sharing		2	-	-	*	2
Working away from the office on a regular basis		57	-	-	*	30
Working away from the office on an ad-hoc basis		34	-	-	*	22
Compressed hours (working more hours in fewer days for the same pay)		4	-	-	*	10
Purchased Leave Scheme		4	-	-	*	6
State Service Accumulated Leave Scheme		0	-	-	*	1
Other		0	-	-	*	4

17. If you are not using flexible arrangements, please indicate the reason(s)?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
I don't need/want to		*	-	-	35	48
I feel it would limit my career		*	-	-	26	8
I feel it would limit my access to training and development		*	-	-	0	4
I feel like flexibility is not possible in my current job		*	-	-	26	28
Flexible working is not generally supported in my Agency		*	-	-	30	17
My manager doesn't support flexible working		*	-	-	13	11
I feel like it could negatively impact my team		*	-	-	0	13
I don't have the technology to support the kind of flexible working I want to do		*	-	-	0	3
Other		*	-	-	0	11

## PART 6 – WORKPLACE BEHAVIOUR AND CONDUCT

18. Have you personally experienced workplace bullying in the last 12 months?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Yes		13	11	23	19	21
No		84	86	70	71	74
Unsure		4	3	7	10	5

19. Who was responsible for the bullying that you experienced?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
A senior manager		*	*	*	*	30
Your immediate manager/supervisor		*	*	*	*	30
A fellow worker		*	*	*	*	39
A group of fellow workers		*	*	*	*	13
A person that reports to you		*	*	*	*	7
A client/customer		*	*	*	*	8
A member of the public		*	*	*	*	6
Prefer not to say		*	*	*	*	6

20. What types of bullying did you experience?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Verbal abuse		*	*	*	*	32
Exclusion/isolation		*	*	*	*	48
Psychological harassment		*	*	*	*	37
Intimidation		*	*	*	*	50
Being assigned meaningless tasks unrelated to the job		*	*	*	*	15
Given impossible assignments		*	*	*	*	12
Deliberately changing work rosters to inconvenience you		*	*	*	*	8
Deliberately withholding information vital to your effective work performance		*	*	*	*	35
Other		*	*	*	*	17
Prefer not to say		*	*	*	*	3

21. Did you report the bullying?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Yes		*	*	*	*	40
No		*	*	*	*	60

22. Why didn't you report the bullying?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
I did not want to upset relationships in the workplace		*	*	*	*	38
I did not have enough evidence		*	*	*	*	20
It could affect my career		*	*	*	*	37
I did not think any action would be taken		*	*	*	*	57
The matter was resolved informally		*	*	*	*	7
I did not think the bullying was serious enough		*	*	*	*	17
Managers accepted the behaviour		*	*	*	*	34
I did not think it was worth the hassle of going through the report process		*	*	*	*	39
I did not know how to report it		*	*	*	*	8
Other		*	*	*	*	21
Prefer not to say		*	*	*	*	2

23. Have you personally experienced sexual harassment at work in the last 12 months?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Yes		0	0	7	6	2
No		100	100	93	90	97
Unsure		0	0	0	3	0

24. Who was responsible for the sexual harassment that you experienced?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
A senior manager		-	-	*	*	8
Your immediate manager/supervisor		-	-	*	*	8
A fellow worker		-	-	*	*	40
A group of fellow workers		-	-	*	*	4
A person that reports to you		-	-	*	*	0
A client/customer		-	-	*	*	33
A member of the public		-	-	*	*	15
A consultant/service provider		-	-	*	*	2
A representative of another Agency		-	-	*	*	1
Other		-	-	*	*	8
Prefer not to say		-	-	*	*	3

25. What type(s) of sexual harassment did you experience?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Physical behaviour (e.g. assault or aggressive body language)		-	-	*	*	27
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		-	-	*	*	66
Initiations or pranks		-	-	*	*	12
Interference with your personal property or work equipment		-	-	*	*	9
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		-	-	*	*	7
Cyber harassment (e.g. sexual harassment by email)		-	-	*	*	5
Other		-	-	*	*	13
Prefer not to say		-	-	*	*	6

26. Did you report the sexual harassment?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: < 10						
Yes		-	-	*	*	34
No		-	-	*	*	66

27. Why didn't you report the sexual harassment?

	Results (%)				Whole-of-TSS Results 2024
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	
2024 sample size: < 10					
I did not want to upset relationships in the workplace	-	-	*	*	31
I did not have enough evidence	-	-	*	*	14
It could affect my career	-	-	*	*	25
I did not think any action would be taken	-	-	*	*	53
The matter was resolved informally	-	-	*	*	11
I did not think the sexual harassment was serious enough	-	-	*	*	32
Managers accepted the behaviour	-	-	*	*	15
I did not think it was worth the hassle of going through the report process	-	-	*	*	45
I did not know how to report it	-	-	*	*	8
Other	-	-	*	*	12
Prefer not to say	-	-	*	*	3

## PART 7 – WORKPLACE HEALTH, SAFETY AND WELLBEING

28. I am aware that my Agency has work health and safety (WHS) management in place, such as a strategy, action plan and/or policy and procedures.

2024 sample size: 55

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	100	-	-	-	97
No	0	-	-	-	3

29. I know how to report a WHS hazard, incident or near miss in my Agency.

2024 sample size: 55

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	93	-	-	-	90
No	7	-	-	-	10

30. I have received instruction / training appropriate to my role to address WHS hazards, incidents and injuries in accordance with my Agency policies.

2024 sample size: 55

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	95	-	-	-	81
No	5	-	-	-	19

31. Health, safety and wellbeing topics and priorities are regularly discussed in my team

2024 sample size: 55

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	89	-	83	52	70
No	11	-	17	45	30

32a. My Agency provides a safe work environment

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Strongly Agree	49	-	27	32	25
Agree	47	-	57	48	48
Neither Agree nor Disagree	2	-	7	6	15
Disagree	2	-	3	0	9
Strongly Disagree	0	-	7	13	4
Don't Know	0	-	0	0	0

32b. I am able to effectively manage my workload

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Strongly Agree	20	-	17	6	20
Agree	60	-	37	32	46
Neither Agree nor Disagree	11	-	13	19	14
Disagree	7	-	27	26	13
Strongly Disagree	2	-	7	16	6
Don't Know	0	-	0	0	0

32c. I have both the opportunities and resources to support my health and wellbeing

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Strongly Agree	36	-	23	19	22
Agree	56	-	47	48	46
Neither Agree nor Disagree	2	-	20	13	18
Disagree	5	-	7	10	10
Strongly Disagree	0	-	3	10	4
Don't Know	0	-	0	0	1



## PART 8 – PERFORMANCE

33. How often do you have conversations with your manager/supervisor about your work performance?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
At least monthly		35	38	20	13	29
Around 3 monthly		15	30	7	29	13
Around 6 monthly		51	32	53	39	13
Yearly or about yearly		0	0	7	10	19
Infrequently		0	0	7	3	15
Not at all		0	0	3	3	9
Don't know		0	0	3	3	2

34. Do these conversations help you to identify your work priorities and training and development needs?

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Yes		95	84	82	72	74
No		2	14	18	17	18
Don't know		4	3	0	10	8

35. I am supported to improve my skills and capabilities

		Results (%)				
		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55						
Strongly Agree		44	-	-	-	22
Agree		40	-	-	-	43
Neither Agree nor Disagree		9	-	-	-	17
Disagree		7	-	-	-	13
Strongly Disagree		0	-	-	-	5

36. If you disagreed or strongly disagreed with the previous statement, what is the reason for this?

2024 sample size: < 10

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Insufficient budget	*	-	-	-	34
Insufficient time	*	-	-	-	45
Insufficient team resources to cover training-related absences	*	-	-	-	48
Training and development is not valued/prioritised	*	-	-	-	49
I don't regularly have performance discussions with my manager	*	-	-	-	42
Other	*	-	-	-	15
Prefer not to say	*	-	-	-	2

37. How satisfied are you with the learning and development opportunities in your Agency?

2024 sample size: 55

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Very Satisfied	35	-	17	23	14
Satisfied	45	-	37	23	37
Neither Satisfied nor Dissatisfied	13	-	23	-	25
Dissatisfied	5	-	20	19	16
Very Dissatisfied	2	-	3	10	6
Don't know	0	-	0	0	1

## PART 9 – REWARDS AND SUPPORT

61. What are the three most rewarding things about working in your agency?

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 55					
Serving the Tasmanian community and making a difference to it	35	46	57	52	37
Working in a good team environment	44	49	30	32	42
Having varied job roles	5	5	23	23	14
Job security	35	38	30	19	37
Using the skills I have	20	22	37	42	30
Being able to access learning and development opportunities	18	19	7	13	7
The range of people with whom I work	11	19	30	19	25
Having a good manager	20	11	10	3	22
The level of salary	5	14	20	29	12
Leave entitlements	7	0	0	3	10
Flexible work	45	41	13	10	19
Work-life balance	36	24	27	13	25
Other	2	3	7	0	3

62. To support your workplace, in what areas would you like to see improvements?

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
2024 sample size: 52					
Teamwork/team relationships	12	26	40	26	18
Training and development opportunities	33	26	33	19	36
Work-life balance/flexible work provisions	12	26	30	39	28
Communication on organisational objectives/activities	17	26	20	32	22
Management/leadership	31	9	50	58	29
Work health safety and wellbeing training and awareness	4	6	0	3	8
Recognition/rewards	25	26	30	35	24
Remuneration	58	54	20	10	35
Focus on positive work behaviours/cultures	17	34	50	52	31
Other	12	6	0	0	12

Please note:

- Percentages for response categories of each single-response question may not sum up to 100% due to rounding.
- Percentages for response categories of each multiple-response question will not sum up to 100% as respondents could provide more than one response to these questions.
- Results for categories with fewer than 10 responses are replaced with an asterisk (\*).
- Results for categories without any responses are marked with a dash (-).