

Tasmanian State Service Employee Survey 2023

Dashboard

State Service Management Office

SUMMARY INDICES

| | 2023 sample size | Level of Agreement Mean Index Score (0 - 100) | | |
|---|------------------|---|------------------------------|------------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Workplace Behaviours & Conditions (Constructed based on Q9a-b, Q10a, Q11b-c) | n=9,951 | 71 | 68 | 68 |
| Workplace Diversity (Constructed based on Q12a-b, Q13a-d) | n=9,915 | 74 | 73 | 72 |
| Agency Engagement (Constructed based on Q14a-e) | n=9,953 | 63 | 65 | 65 |

^ PART 1 & 6 - WORKFORCE DEMOGRAPHICS & INFORMATION

1. Where is your workplace located?

| | Results (%) | | |
|-------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,952 | | | |
| West Coast | 1 | 1 | 1 |
| North West | 15 | 16 | 16 |
| North | 21 | 21 | 21 |
| South | 58 | 58 | 58 |
| South East | 4 | 5 | 4 |
| Outside Tasmania | 0 | 0 | 0 |

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

| | Results (%) | | |
|-------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,952 | | | |
| Full-time | 66 | 66 | 68 |
| Part-time | 34 | 34 | 32 |

3. What is your current employment status?

| | Results (%) | | |
|-------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,952 | | | |
| Permanent (Ongoing) | 82 | 85 | 84 |
| Fixed-term | 14 | 12 | 13 |
| Casual | 2 | 2 | 2 |
| Sessional | 0 | 0 | 0 |
| Executive contract | 1 | 1 | 1 |
| Don't know | 0 | 0 | 0 |

4. Are you currently using flexible working arrangements?

2023 sample size: 9,952

| | Results (%) | | |
|-----|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes | 39 | 34 | 36 |
| No | 61 | 66 | 64 |

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

2023 sample size: 9,952

| | Results (%) | | |
|---|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Policy | 5 | 4 | 4 |
| Research | 1 | 1 | 1 |
| Program/project design and/or management | 6 | 6 | 6 |
| Frontline service delivery involving direct contact with the general public | 43 | 48 | 48 |
| Supporting service delivery work | 4 | 5 | 4 |
| Exercising regulatory authority | 5 | 5 | 5 |
| Legal | 1 | 1 | 1 |
| Corporate services | 13 | 13 | 13 |
| Administrative support/clerical | 10 | 10 | 11 |
| Scientific/Technical | 6 | 7 | 7 |
| Other | 6 | 1 | 1 |

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

2023 sample size: 9,952

| | Results (%) | | |
|-----|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes | 23 | 20 | 22 |
| No | 77 | 80 | 78 |

7. How many years have you been employed in your current agency?

| | | Results (%) | | |
|-------------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,952 | | | | |
| Less than 2 years | | 22 | 17 | 17 |
| 2-5 years | | 25 | 24 | 21 |
| 6-10 years | | 16 | 17 | 20 |
| 11-15 years | | 12 | 15 | 16 |
| 16-20 years | | 10 | 12 | 10 |
| 21 years or more | | 14 | 16 | 16 |

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

| | | Results (%) | | |
|-------------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,951 | | | | |
| Less than 2 years | | 14 | 12 | 12 |
| 2-5 years | | 22 | 20 | 17 |
| 6-10 years | | 16 | 16 | 18 |
| 11-15 years | | 13 | 17 | 18 |
| 16-20 years | | 13 | 13 | 12 |
| 21 years or more | | 21 | 22 | 22 |

27. What is your gender?

| | | Results (%) | | |
|-------------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,952 | | | | |
| Male | | 29 | 30 | 30 |
| Female | | 68 | 67 | 68 |
| Other | | 1 | 0 | 0 |
| Prefer not to say | | 2 | 3 | 3 |

28. Are you a person of diverse sexual orientation?

| | | Results (%) | | |
|-------------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,949 | | | | |
| Yes | | 6 | 4 | 3 |
| No | | 90 | 93 | 93 |
| Prefer not to say | | 4 | 3 | 3 |

29. Have you shared that you are a person of diverse sexual orientation with your workplace?

| | | Results (%) | | |
|-----------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 601 | | | | |
| Yes | | 51 | - | - |
| No | | 49 | - | - |

31. What is your age?

| | | Results (%) | | |
|-------------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,951 | | | | |
| 15-24 years | | 3 | 2 | 3 |
| 25-34 years | | 16 | 14 | 14 |
| 35-44 years | | 25 | 23 | 23 |
| 45-54 years | | 30 | 32 | 33 |
| 55-64 years | | 23 | 26 | 25 |
| 65-74 years | | 3 | 3 | 2 |
| 75+ years | | 0 | 0 | 0 |

32. Where were you born?

| | | Results (%) | | |
|--|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,953 | | | | |
| Born in Australia | | 84 | 87 | 87 |
| Born overseas in a mainly English speaking country | | 8 | 8 | 8 |
| Born overseas in another country | | 8 | 5 | 5 |
| Don't know | | 0 | 0 | 0 |

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

| | | Results (%) | | |
|-------------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,953 | | | | |
| Yes | | 4 | 3 | 3 |
| No | | 94 | 95 | 95 |
| Prefer not to say | | 2 | 2 | 2 |

34. Have you shared that you are an Aboriginal and/or Torres Strait Islander person with your workplace?

| | | Results (%) | | |
|-----------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 359 | | | | |
| Yes | | 71 | 70 | 67 |
| No | | 29 | 30 | 33 |

Please note that this question was only asked of respondents who were Aboriginal and/ or Torres Strait Islander

36a. As an Aboriginal and/or Torres Strait Islander person I feel valued in my workplace.

| Results (%) | | | |
|----------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 358 | | | |
| Strongly Agree | 19 | - | - |
| Agree | 30 | - | - |
| Neither Agree nor Disagree | 38 | - | - |
| Disagree | 8 | - | - |
| Strongly Disagree | 5 | - | - |

36b. As an Aboriginal and/or Torres Strait Islander person I feel respected in my workplace.

| Results (%) | | | |
|----------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 358 | | | |
| Strongly Agree | 18 | - | - |
| Agree | 34 | - | - |
| Neither Agree nor Disagree | 35 | - | - |
| Disagree | 9 | - | - |
| Strongly Disagree | 4 | - | - |

36c. Culturally, my workplace is safe, welcoming and respectful.

| Results (%) | | | |
|----------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 358 | | | |
| Strongly Agree | 22 | - | - |
| Agree | 39 | - | - |
| Neither Agree nor Disagree | 27 | - | - |
| Disagree | 9 | - | - |
| Strongly Disagree | 4 | - | - |

37. Do you have any sort of disability that restricts you in performing everyday activities and which is long-term (lasting six months or more)?

2023 sample size: 9,946

| | Results (%) | | |
|-------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes | 7 | 6 | 6 |
| No | 90 | 94 | 94 |
| Prefer not to say | 2 | - | - |

38. Have you shared that you have an ongoing disability with your workplace?

2023 sample size: 740

| | Results (%) | | |
|-----|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes | 76 | 87 | 81 |
| No | 24 | 13 | 19 |

Please note that this question was only asked of respondents who indicated they had a disability that restricted them in performing everyday activities and was long-term

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

2023 sample size: 740

| | Results (%) | | |
|-----|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes | 57 | 41 | 43 |
| No | 43 | 59 | 57 |

Please note that this question was only asked of respondents who indicated they had a disability that restricted them in performing everyday activities and was long-term

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

2023 sample size: 420

| | Results (%) | | |
|-----|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes | 78 | - | - |
| No | 22 | - | - |

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

2023 sample size: 327

| | Results (%) | | |
|---|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| The adjustments I need were made and the process was satisfactory | 55 | - | - |
| The adjustments I need were made but the process was unsatisfactory | 14 | - | - |
| The adjustments I need have not been made | 14 | - | - |
| Other | 17 | - | - |

43. Are you a primary care giver for a child/children or an adult/adults?

2023 sample size: 9,951

| | Results (%) | | |
|--|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes, I am the primary care giver | 20 | 17 | 18 |
| Yes, I share the primary care giver role | 25 | 25 | 25 |
| No | 55 | 58 | 57 |

44. Do you provide daily care for a person with a disability or chronic illness?

2023 sample size: 9,950

| | Results (%) | | |
|--|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes - for a child or children | 5 | 4 | 4 |
| Yes - for an adult or adults | 6 | 6 | 6 |
| Yes - for a child/children and an adult/adults | 1 | 1 | 1 |
| No | 87 | 90 | 89 |

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

2023 sample size: 9,951

| | Results (%) | | |
|-----|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes | 9 | 9 | 8 |
| No | 91 | 91 | 92 |

PART 2 - WORKPLACE BEHAVIOURS AND CONDITIONS

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

| | Total Agreement (%) | | | Results (%) | | | | | |
|---|---------------------------|---------------------------|---------------------------|----------------|-------|----------------------------|----------|-------------------|------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Don't Know |
| | 2023 sample size: 9,953 | | | | | | | | |
| a I would be confident in approaching my manager to discuss concerns and grievances | 80 | 76 | 75 | 49 | 31 | 7 | 7 | 5 | 0 |
| b My manager encourages behaviours that are consistent with my agency's values | 83 | 80 | 79 | 49 | 33 | 8 | 5 | 3 | 1 |

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

| | Total Agreement (%) | | | Results (%) | | | | | |
|--|---------------------------|---------------------------|---------------------------|----------------|-------|----------------------------|----------|-------------------|------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Don't Know |
| | 2023 sample size: 9,953 | | | | | | | | |
| a Senior managers model my agency's values | 63 | 57 | 54 | 27 | 36 | 16 | 9 | 5 | 7 |

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

| | Total Agreement (%) | | | Results (%) | | | | | |
|---|---------------------------------|---------------------------|---------------------------|----------------|-------|----------------------------|----------|-------------------|------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Don't Know |
| | 2023 sample size: 9,952 - 9,953 | | | | | | | | |
| a I am aware my agency has policies in place to report improper conduct and behaviour | 85 | 75 | 75 | 29 | 56 | 7 | 4 | 1 | 2 |
| b In my agency, there are clear procedures and processes for resolving grievances | 63 | 64 | 63 | 18 | 45 | 18 | 11 | 3 | 4 |
| c I am confident that I would be protected from reprisal for reporting improper conduct | 51 | 48 | 47 | 17 | 34 | 21 | 15 | 8 | 5 |
| d I am aware of the information and resources my agency provides to support employees affected by family violence | 74 | - | 67 | 23 | 51 | 12 | 8 | 2 | 4 |

Please note that the 2018 result for q11d 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.

^ PART 3 - WORKPLACE DIVERSITY

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

| | Total Agreement (%) | | | Results (%) | | | | | |
|---|---------------------------|---------------------------|---------------------------|----------------|-------|----------------------------|----------|-------------------|------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Don't Know |
| | 2023 sample size: 9,953 | | | | | | | | |
| a Gender is not a barrier to success in my agency | 76 | 73 | 72 | 33 | 43 | 12 | 8 | 2 | 2 |
| b Age is not a barrier to success in my agency | 71 | 67 | 66 | 26 | 45 | 15 | 9 | 3 | 3 |
| c My agency supports employees who have caring responsibilities | 74 | 75 | 73 | 27 | 47 | 13 | 6 | 2 | 4 |

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

| | Total Agreement (%) | | | Results (%) | | | | | |
|--|---------------------------------|---------------------------|---------------------------|----------------|-------|----------------------------|----------|-------------------|------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Don't Know |
| | 2023 sample size: 9,951 - 9,953 | | | | | | | | |
| a Employees from diverse cultural backgrounds are welcomed and supported in my agency | 80 | 75 | 74 | 30 | 50 | 12 | 4 | 1 | 3 |
| b Employees of diverse sexual orientation are welcomed and supported in my agency | 75 | 63 | 60 | 28 | 46 | 15 | 2 | 1 | 8 |
| c Aboriginal and/or Torres Strait Islander employees are welcomed and supported in my agency | 74 | 65 | 65 | 29 | 45 | 14 | 2 | 1 | 9 |
| d Employees with disability are welcomed and supported in my agency | 58 | 55 | 55 | 19 | 38 | 22 | 7 | 2 | 11 |

^ PART 4 - ENGAGEMENT AND JOB SATISFACTION

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

| | Total Agreement (%) | | | Results (%) | | | | |
|---|---------------------------------|---------------------------|---------------------------|----------------|-------|----------------------------|----------|-------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree |
| | 2023 sample size: 9,952 - 9,953 | | | | | | | |
| a I would recommend my agency as a good place to work | 60 | 63 | 63 | 19 | 41 | 21 | 13 | 7 |
| b I am proud to tell others I work for my agency | 66 | 69 | 69 | 24 | 43 | 22 | 8 | 4 |
| c I feel a strong personal attachment to my agency | 57 | 61 | 60 | 18 | 39 | 24 | 13 | 6 |
| d My agency motivates me to help achieve its objectives | 54 | 56 | 54 | 15 | 39 | 24 | 16 | 6 |
| e My agency inspires me to do the best in my job | 56 | 58 | 56 | 17 | 39 | 24 | 15 | 6 |

^ PART 5 - PERFORMANCE

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

2023 sample size: 9,953

| | Results (%) | | |
|------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| At least monthly | 27 | 20 | 18 |
| Around 3 monthly | 12 | 12 | 12 |
| Around 6 monthly | 14 | 17 | 19 |
| Yearly or about yearly | 22 | 24 | 27 |
| Infrequently | 16 | 16 | 15 |
| Not at all | 7 | 9 | 9 |
| Don't know | 2 | 2 | 2 |

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

2023 sample size: 9,071

| | Results (%) | | |
|------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Yes | 72 | 70 | 73 |
| No | 20 | 21 | 19 |
| Don't know | 8 | 10 | 8 |

^ PART 6 - WORKPLACE BEHAVIOUR AND CONDUCT

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

| | Results (%) | | |
|-------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,953 | | | |
| Yes | 21 | 21 | 23 |
| No | 75 | 74 | 73 |
| Unsure | 4 | 5 | 4 |

18. Thinking about when you experienced bullying at work, who were you bullied by?

| | Results (%) | | |
|-----------------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 2,072 | | | |
| A senior manager | 28 | 25 | 27 |
| Your immediate manager/supervisor | 32 | 30 | 30 |
| A fellow worker | 39 | 45 | 43 |
| A group of fellow workers | 13 | 14 | 13 |
| A person that reports to you | 6 | 6 | 7 |
| A client/customer | 8 | 10 | 9 |
| A member of the public | 7 | 6 | 7 |
| Prefer not to say | 6 | 5 | 6 |

Please note that this question was only asked of respondents who personally experienced workplace bullying in the last 12 months

19. What types of bullying did you experience?

| | Results (%) | | |
|---|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 2,072 | | | |
| Verbal abuse | 34 | 39 | 38 |
| Exclusion/isolation | 47 | 46 | 49 |
| Psychological harassment | 36 | 39 | 40 |
| Intimidation | 51 | 54 | 55 |
| Being assigned meaningless tasks unrelated to the job | 18 | 16 | 14 |
| Given impossible assignments | 14 | 10 | 10 |
| Deliberately changing work rosters to inconvenience you | 9 | 7 | 7 |
| Deliberately withholding information vital to your effective work performance | 33 | 31 | 31 |
| Other | 18 | 10 | 6 |
| Prefer not to say | 3 | 3 | 3 |

Please note that this question was only asked of respondents who personally experienced workplace bullying in the last 12 months

20. Did you report the bullying?

| | Results (%) | | |
|-------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 2,072 | | | |
| Yes | 39 | 39 | 39 |
| No | 61 | 61 | 61 |

Please note that this question was only asked of respondents who personally experienced workplace bullying in the last 12 months

21. Why didn't you report the bullying?

| | Results (%) | | |
|---|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 1,255 | | | |
| I did not want to upset relationships in the workplace | 37 | 40 | 38 |
| I did not have enough evidence | 22 | 22 | 21 |
| It could affect my career | 38 | 38 | 36 |
| I did not think any action would be taken | 56 | 58 | 53 |
| The matter was resolved informally | 7 | 8 | 8 |
| I did not think the bullying was serious enough | 15 | 15 | 18 |
| Managers accepted the behaviour | 36 | 33 | 33 |
| I did not think it was worth the hassle of going through the report process | 37 | 37 | 36 |
| I did not know how to report it | 9 | 8 | 9 |
| Other | 20 | 3 | 4 |
| Prefer not to say | 3 | 10 | 7 |

Please note that this question was only asked of respondents who personally experienced workplace bullying in the last 12 months and did not report the bullying

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

| | Results (%) | | |
|-------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 9,953 | | | |
| Yes | 2 | 2 | 2 |
| No | 97 | 98 | 98 |
| Unsure | 0 | 0 | 0 |

23. Thinking about when you experienced sexual harassment at work, who were you sexually harassed by?

| | Results (%) | | |
|------------------------------------|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 202 | | | |
| A senior manager | 8 | 12 | 12 |
| Your immediate manager/supervisor | 8 | 6 | 7 |
| A fellow worker | 38 | 47 | 43 |
| A group of fellow workers | 2 | 5 | 6 |
| A person that reports to you | 2 | 2 | 4 |
| A client/customer | 36 | 35 | 22 |
| A member of the public | 13 | 13 | 9 |
| A consultant/service provider | 1 | 1 | 3 |
| A representative of another agency | 1 | 0 | 2 |
| Other | 8 | 1 | 1 |
| Prefer not to say | 2 | 5 | 7 |

Please note that this question was only asked of respondents who personally experienced sexual harassment at work in the last 12 months

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

| | Results (%) | | |
|---|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 202 | | | |
| Physical behaviour (e.g. assault or aggressive body language) | 26 | 29 | 31 |
| Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming) | 61 | 73 | 66 |
| Initiations or pranks | 13 | 16 | 9 |
| Interference with your personal property or work equipment | 7 | 5 | 3 |
| Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development) | 6 | 7 | 4 |
| Cyber harassment (e.g. sexual harassment by email) | 5 | 8 | 10 |
| Other | 21 | 7 | 9 |
| Prefer not to say | 5 | 2 | 3 |

Please note that this question was only asked of respondents who personally experienced sexual harassment at work in the last 12 months

25. Did you report the sexual harassment?

| | | Results (%) | | |
|-----------------------|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 202 | | | | |
| Yes | | 30 | 22 | 26 |
| No | | 70 | 78 | 74 |

Please note that this question was only asked of respondents who personally experienced sexual harassment at work in the last 12 months

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

| | | Results (%) | | |
|---|--|---------------------------|---------------------------|---------------------------|
| | | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| 2023 sample size: 142 | | | | |
| I did not want to upset relationships in the workplace | | 26 | 30 | 36 |
| I did not have enough evidence | | 19 | 19 | 21 |
| It could affect my career | | 24 | 27 | 28 |
| I did not think any action would be taken | | 46 | 53 | 49 |
| The matter was resolved informally | | 15 | 15 | 16 |
| I did not think the sexual harassment was serious enough | | 37 | 24 | 40 |
| Managers accepted the behaviour | | 16 | 25 | 18 |
| I did not think it was worth the hassle of going through the report process | | 40 | 43 | 34 |
| I did not know how to report it | | 6 | 12 | 8 |
| Other | | 16 | 4 | 1 |
| Prefer not to say | | 1 | 6 | 6 |

Please note that this question was only asked of respondents who personally experienced sexual harassment at work in the last 12 months and did not report it

^ PART 7 - REWARDS AND SUPPORT

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

2023 sample size: 9,659

| | Results (%) | | |
|---|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Serving the Tasmanian community and making a difference to it | 45 | 46 | 45 |
| Working in a good team environment | 46 | 47 | 47 |
| Having varied job roles | 16 | 17 | 19 |
| Job security | 38 | 37 | 32 |
| Using the skills I have | 31 | 36 | 38 |
| Being able to access learning and development opportunities | 10 | 7 | 8 |
| The range of people with whom I work | 23 | 24 | 26 |
| Having a good manager | 18 | 20 | 18 |
| The level of salary | 9 | 11 | 10 |
| Leave entitlements | 7 | 8 | 8 |
| Flexible work | 17 | 14 | 13 |
| Work-life balance | 20 | 17 | 17 |
| Other | 3 | 3 | 3 |

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

2023 sample size: 9,366

| | Results (%) | | |
|---|---------------------------|---------------------------|---------------------------|
| | Whole-of-TSS Results 2023 | Whole-of-TSS Results 2020 | Whole-of-TSS Results 2018 |
| Teamwork/team relationships | 24 | 26 | 27 |
| Training and development opportunities | 35 | 38 | 36 |
| Work-life balance/flexible work provisions | 31 | 28 | 28 |
| Communication on organisational objectives/activities | 23 | 28 | 27 |
| Management/leadership | 29 | 33 | 34 |
| Work health safety and wellbeing training and awareness | 9 | 10 | 9 |
| Recognition/rewards | 23 | 23 | 25 |
| Remuneration | 31 | 22 | 27 |
| Focus on positive work behaviours/cultures | 30 | 32 | 31 |
| Other | 12 | 8 | 7 |

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 (-).