

## Whole of TSS Results

### SUMMARY INDICES

	2020 sample size	Level of Satisfaction/Agreement Mean Index Score (0 - 100)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
Overall Satisfaction (Constructed based on Q21a-b)	n=6,612	67	67
Agency Engagement (Constructed based on Q20a-e)	n=6,612	65	65
Wellbeing (Constructed based on Q22a-f, Q27)	n=6,611	65	64
Workplace Diversity (Constructed based on Q18a-d, Q19a-f)	n=6,611	73	72

## REPORT FINDINGS

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

1. Where is your workplace located?

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
West Coast		1	1
North West		16	16
North		21	21
South		58	58
South East		5	4
Outside Tasmania		0	0

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

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
Full-time		66	68
Part-time		34	32

3. What is your current employment status?

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
Permanent (Ongoing)		85	84
Fixed-term		12	13
Casual		2	2
Sessional		0	0
Executive contract		1	1
Don't know		0	0

4. What is your gross annual salary before tax?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,446		
Less than \$35,000	4	4
\$35,000 - \$44,999	4	4
\$45,000 - \$54,999	6	8
\$55,000 - \$64,999	14	15
\$65,000 - \$74,999	13	12
\$75,000 - \$84,999	12	13
\$85,000 - \$94,999	13	13
\$95,000 - \$104,999	16	14
\$105,000 - \$114,999	8	7
\$115,000 - \$124,999	3	4
\$125,000 - \$134,999	2	2
\$135,000 - \$144,999	1	1
\$145,000+	2	3

Please note that this question was only asked of respondents who were *not* working on a casual or sessional basis

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

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612		
Policy	4	4
Research	1	1
Program/project design and/or management	6	6
Frontline service delivery involving direct contact with the general public	48	48
Supporting service delivery work	5	4
Exercising regulatory authority	5	5
Legal	1	1
Corporate services	13	13
Administrative support/clerical	10	11
Scientific/Technical	7	7
Other	1	1

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

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
Yes		20	22
No		80	78

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

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
Less than 2 years		17	17
2-5 years		24	21
6-10 years		17	20
11-15 years		15	16
16-20 years		12	10
21 years or more		16	16

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

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
Less than 2 years		12	12
2-5 years		20	17
6-10 years		16	18
11-15 years		17	18
16-20 years		13	12
21 years or more		22	22

## 9. You see your future employment/career in the next three years...

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
	2020 sample size: 6,612	
Continuing in my current role/agency	65	64
Continuing in the Tasmanian State Service in a different role	16	16
In the private sector	3	4
In the community/non-government sector	1	1
Ceasing paid work - returning to study, personal or family reasons	1	1
Ceasing paid work - retirement	5	5
Don't know	9	10

## 10. If you plan to leave, what major factors are influencing your decision?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
	2020 sample size: 299	
Opportunity to broaden experience	14	11
To seek/take a promotion elsewhere	4	5
Lack of flexible work arrangements for managing	5	7
Desire to relocate interstate or overseas	7	7
Better location/reduce travel time	2	2
Limited opportunities to gain further experience at my agency	19	17
My interests do not match my job role	11	6
My workload is excessive	21	29
Lack of future career opportunities at my agency	27	30
A lack of recognition for doing a good job	27	28
For better remuneration	14	11
Poor relationship with my supervisor	9	11
End of contract/secondment	8	6
Other	13	14

Please note that this question was only asked of respondents who saw their future employment/ career in the next three years in the private sector or in the community/ non-government sector

52. What is your gender?

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
Male		30	30
Female		67	68
Other/ Prefer not to say		3	3

53. Do you identify as a member of the LGBTIQ community?

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
Yes		4	3
No		93	93
Prefer not to say		3	3

54. What is your age?

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
15-24 years		2	3
25-34 years		14	14
35-44 years		23	23
45-54 years		32	33
55-64 years		26	25
65+ years		3	3

55. Where were you born?

		Results (%)	
		Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612			
Born in Australia		87	87
Born overseas in a mainly English speaking country		8	8
Born overseas in other country		5	5
Don't know		0	0

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

2020 sample size: 6,612

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
Yes	3	3
No / Prefer not to say	97	97

57. Have you informed your agency that you are a person of Aboriginal and/or Torres Strait Islander origin?

2020 sample size: 210

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
Yes	60	54
No	26	27
Not sure	14	19

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

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

2020 sample size: 6,612

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
Yes	6	6
No	94	94

60. Have you informed your agency that you have an ongoing disability?

2020 sample size: 403

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
Yes	81	76
No	12	18
Not sure	6	5

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

62. Do you have a workplace adjustment in place to assist you to do your job?

2020 sample size: 403

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

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

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

2020 sample size: 6,612

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

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

2020 sample size: 6,612

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



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

2020 sample size: 6,612

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
Doctoral Degree level	3	2
Master Degree level	12	11
Graduate Diploma or Graduate Certificate level	17	17
Bachelor Degree level including honours degrees	29	30
Advanced Diploma or Diploma level	13	13
Certificate level, including trade	15	15
Year 12 or equivalent (VCE/Leaving certificate)	5	6
Less than year 12 or equivalent	7	7

66. Are you proficient in another language besides English?

2020 sample size: 6,612

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

67. If yes, which language?

2020 sample size: 587

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
French	16	18
Italian	6	7
Cantonese	4	2
Mandarin	7	7
German	14	17
Other	69	65

## PART 2 – WORKPLACE BEHAVIOURS

### People and their jobs

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

2020 sample size: 6,612

	Total Agreement (%)		Results (%)				
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a I believe the work that I do is important	93	93	55	39	5	1	1
b My job allows me to use my skills, knowledge and abilities	84	83	33	51	8	6	2
c I receive adequate recognition for my contributions and accomplishments	55	52	14	41	22	16	7
d I feel I make a contribution to achieving the agency's objectives	88	85	36	52	8	3	1

### Workgroups

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

2020 sample size: 6,612

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a My workgroup strives to achieve client/customer satisfaction	88	86	45	43	8	3	1	0
b People in my workgroup treat each other with respect	77	75	34	43	12	8	3	0
c I receive help and support from other people in my workgroup	84	82	37	47	10	5	2	0

## Managers/Supervisors

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

2020 sample size: 6,612

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a My manager keeps me informed about what's going on	69	67	31	38	13	11	6	0
b I would be confident in approaching my manager to discuss concerns and grievances	76	75	41	34	10	9	6	0
c My manager encourages behaviours that are consistent with my agency's values	80	79	40	40	12	5	3	0
d My manager treats employees with dignity and respect	79	78	42	37	11	6	4	0
e My manager encourages people in my workgroup to monitor and improve the quality of what we do	76	74	36	41	14	7	3	0
f My manager expects a high standard of ethical behaviour	85	85	46	39	9	3	2	1

## Senior Managers

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

2020 sample size: 6,612

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a Senior managers provide clear strategy and direction	53	50	18	35	20	14	9	4
b Senior managers model my agency's values	57	54	21	36	20	11	7	6

## Agency

15. Please indicate your level of agreement with the following statements:

2020 sample size: 6,612

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a In my agency, earning and sustaining a high level of public trust is seen as important	82	81	35	47	12	3	2	2
b My agency has policies in place to report improper conduct and behaviour	75	75	21	54	12	5	2	6
c Bullying is not tolerated in my agency	62	60	25	38	16	13	7	2
d In my agency, there are clear procedures and processes for resolving grievances	64	63	16	47	18	9	4	6
e I am confident that I would be protected from reprisal for reporting improper conduct	48	47	14	34	21	15	8	7
f In my agency, there are procedures and systems in place to assist employees in avoiding conflicts of interest	69	67	19	50	15	6	3	7

## PART 3 – WORKPLACE DIVERSITY

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

2020 sample size: 6,612

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
a In my agency all staff are treated fairly and with respect	65	64	23	42	15	13	5	2
b My agency fosters an inclusive work environment	75	73	27	48	15	6	2	1
c My manager/supervisor has a positive attitude towards employees with diverse backgrounds	80	78	37	43	11	3	2	4
d The people in my work group and colleagues have a positive attitude towards employees with diverse backgrounds	81	80	33	48	12	4	2	2

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

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
2020 sample size: 6,612								
a Gender is not a barrier to success in my agency	73	72	30	43	14	7	3	3
b Employees from different cultural backgrounds are welcomed and supported in my agency	75	74	26	49	15	3	1	7
c There is a positive attitude within my agency in relation to employees who identify as members of the LGBTIQ community	63	60	23	40	18	2	1	15
d Employees with disability are welcomed and supported in my agency	55	55	19	37	22	5	2	16
e Age is not a barrier to success in my agency	67	66	24	43	16	9	3	5
f Employees of Aboriginal and/or Torres Strait Islander origin are welcomed and supported in my agency	65	65	24	41	16	2	1	16
g My agency supports employees who have caring responsibilities	75	73	26	48	13	5	2	5
h There is a positive attitude in my agency in relation to employees who use flexible work practices or work part-time	66	66	24	42	16	11	4	3

## PART 4 – ENGAGEMENT &amp; JOB SATISFACTION

20. Please indicate your level of agreement with the following statements:

	Total Agreement (%)		Results (%)				
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
2020 sample size: 6,612							
a I would recommend my agency as a good place to work	63	63	20	43	21	10	5
b I am proud to tell others I work for my agency	69	69	26	43	21	7	3
c I feel a strong personal attachment to my agency	61	60	22	39	23	11	5
d My agency motivates me to help achieve its objectives	56	54	17	39	25	14	5
e My agency inspires me to do the best in my job	58	56	19	39	24	13	5

21. Please indicate your level of satisfaction with the following:

	Total Satisfaction (%)		Results (%)				
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
2020 sample size: 6,612							
a Considering everything, how satisfied are you with your current job?	68	69	24	44	15	12	5
b Considering everything, how would you rate your overall satisfaction with your agency as an employer?	66	64	21	45	17	12	5

## PART 5 – WORK EXPERIENCES & ORGANISATIONAL SUPPORT

### Work and Wellbeing

22. Support from your agency:  
Please indicate the extent of your agreement with the following statements in the last 12 months.

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
2020 sample size: 6,612								
a My agency provides a safe work environment	75	77	23	52	14	8	3	0
b My agency encourages and supports employees to have a good work/life balance	61	59	19	42	20	12	6	1
c I am able to effectively manage my workload	65	65	17	48	14	15	6	0
d Work health and safety is discussed at regular workgroup meetings	58	55	18	41	16	17	6	2
e I have received instruction/training appropriate to my role to address WH&S hazards, incidents and injuries in accordance with my agency's policies	73	73	21	52	13	10	3	0
f I have both the opportunities and resources at work to support my health and wellbeing	61	60	16	44	19	14	5	1

23. Do you currently have direct team managerial/supervisory responsibility for any employee(s)?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612		
Yes	26	29
No	73	70
Don't know	2	2

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

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
2020 sample size: 1,696								
a My agency provides me with appropriate training and guidance to manage employees	52	54	11	42	23	18	5	1
b My agency has good procedures in place to support managers/supervisors	51	51	10	41	24	18	5	2

Please note that this question was only asked of respondents who currently had direct team managerial/ supervisory responsibility for any employee(s)

27. Based on your personal experience, please indicate the extent of your agreement with the following statement:

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
2020 sample size: 6,612								
a I am able to manage my work and personal issues in a way that doesn't impact on my stress levels	56	57	12	44	18	19	7	0

	Total Satisfaction (%)		Results (%)				
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
2020 sample size: 6,612							
29 Considering your work and life priorities, how satisfied are you with the work/life balance in your current job?	60	57	15	45	20	14	6

31. Are you currently using flexible working arrangements, such as changes to your work location, work hours or pattern of work?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612		
Yes	34	36
No	66	64



34. In the past 12 months, has your current workgroup been directly affected by significant workplace change?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612		
Yes	49	53
No	51	47

35. Please indicate the extent of your agreement with the following statement:

	Total Agreement (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
2020 sample size: 3,226								
a Significant change is managed well in my agency	26	26	4	21	24	29	20	1

Please note that this question was only asked of respondents whose current workgroup had been directly affected by significant workplace change in the last 12 months

**Learning and Development**

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

	Total Agreement (%)		Results (%)				
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
2020 sample size: 6,612							
a My manager encourages and supports my participation in learning and development opportunities	71	70	24	47	17	8	4
b Working in the agency provides me with the opportunity to maintain or increase my professional knowledge and skills	65	66	17	48	19	11	5

37. In the last 12 months, have you discussed your learning and development needs with your manager/supervisor? This includes formal and informal discussions.

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612		
Yes	78	81
No	22	19

	Total Satisfaction (%)		Results (%)					
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Don't know
2020 sample size: 6,612								
38 How satisfied are you with the learning and development opportunities in your agency?	52	53	14	38	25	15	7	1

Performance

Please indicate which of the following you have experienced within your agency in the last 12 months.

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612		
At least monthly	20	18
Around 3 monthly	12	12
Around 6 monthly	17	19
Yearly or about yearly	24	27
Infrequently	16	15
Not at all	9	9
Don't know	2	2

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 5,902		
41. Do these meetings help you to identify your work priorities and training and development needs?		
Yes	70	73
No	21	19
Don't know	10	8

Please note that this question was only asked of respondents who had conversations with their manager/ supervisor about their work performance

*Workplace Conduct and Behaviour*

42. Have you personally experienced workplace bullying at work in the last 12 months?

2020 sample size: 6,612

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
Yes	21	23
No	74	73
Unsure	5	4

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

2020 sample size: 1,395

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
A senior manager	25	27
Your immediate manager/supervisor	30	30
A fellow worker	45	43
A group of fellow workers	14	13
A person that reports to you	6	7
A client/customer	10	9
A member of the public	6	7
Prefer not to say	5	6

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

44. What types of bullying did you experience?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 1,395		
Verbal abuse	39	38
Exclusion/isolation	46	49
Psychological harassment	39	40
Intimidation	54	55
Being assigned meaningless tasks unrelated to the job	16	14
Given impossible assignments	10	10
Deliberately changing work rosters to inconvenience you	7	7
Deliberately withholding information vital to your effective work performance	31	31
Other	10	6
Prefer not to say	3	3

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

45. Did you report the bullying?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 1,395		
Yes	39	39
No	61	61

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

46. Why didn't you report the bullying?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 852		
I did not want to upset relationships in the workplace	40	38
I did not have enough evidence	22	21
It could affect my career	38	36
I did not think any action would be taken	58	53
The matter was resolved informally	8	8
I did not think the bullying was serious enough	15	18
Managers accepted the behaviour	33	33
I did not think it was worth the hassle of going through the report process	37	36
I did not know how to report it	8	9
Prefer not to say	3	4
Other	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

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

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,612		
Yes	2	2
No	98	98
Unsure	0	0

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

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 129		
A senior manager	12	12
Your immediate manager/supervisor	6	7
A fellow worker	47	43
A group of fellow workers	5	6
A person that reports to you	2	4
A client/customer	35	22
A member of the public	13	9
A consultant/service provider	1	3
A representative of another agency	0	2
Other	1	1
Prefer not to say	5	7

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

49. What type of sexual harassment did you experience?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 129		
Physical behaviour	29	31
Verbal abuse	73	66
Initiations or pranks	16	9
Interference with your personal property or work equipment	5	3
Inappropriate and unfair application of work policies or rules	7	4
Cyber harassment	8	10
Prefer not to say	7	9
Other	2	3

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

## 50. Did you report the sexual harassment?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 129		
Yes	22	26
No	78	74

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

## 51. Why didn't you report the sexual harassment?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 100		
I did not want to upset relationships in the workplace	30	36
I did not have enough evidence	19	21
It could affect my career	27	28
I did not think any action would be taken	53	49
The matter was resolved informally	15	16
I did not think the sexual harassment was serious enough	24	40
Managers accepted the behaviour	25	18
I did not think it was worth the hassle of going through the report process	43	34
I did not know how to report it	12	8
Prefer not to say	4	1
Other	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 &amp; SUPPORT

68. What are the three most rewarding things about working in your agency that helps you to do your best in your job?

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,567		
Serving the Tasmanian community and making a difference to it	46	45
Working in a good team environment	47	47
Having varied job roles	17	19
Job Security	37	32
Using the skills I have	36	38
Being able to access learning and development opportunities	7	8
The range of people with whom I work	24	26
Having a good manager	20	18
The level of salary	11	10
Leave entitlements	8	8
Flexible work	14	13
Work-life balance	17	17
Other	3	3

Please note that respondents could provide up to three responses to this question, and therefore the percentages reported above may not sum to 100%

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

	Results (%)	
	Whole-of-TSS Results 2020	Whole-of-TSS Results 2018
2020 sample size: 6,399		
Teamwork/team relationships	26	27
Training and development opportunities	38	36
Work-life balance/flexible work provisions	28	28
Communication on organisational objectives/activities	28	27
Management/leadership	33	34
Work health safety and wellbeing training and awareness	10	9
Recognition/rewards	23	25
Remuneration	22	27
Focus on positive work behaviours/cultures	32	31
Other	8	7

Please note that respondents could provide up to three responses to this question, and therefore the percentages reported above may not sum to 100%



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.