

# Whole of Tasmanian State Service Results

## SUMMARY INDICES

		Level of Agreement Mean Index Score (0 - 100)				
	2024 sample size	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of- TSS Results 2024
Workplace Behaviours & Conditions (Constructed based on Q10a-b, Q11a,Q12b-c)	n=10,087	71	71	68	68	71
Workplace Diversity (Constructed based on Q39, Q43, and Q45)	n=9,979	70	74	73	72	70
Agency Engagement (Constructed based on Q14a-e)	n=10,089	63	63	65	65	63

## REPORT FINDINGS

## PART 1 &amp; 6 – WORKFORCE DEMOGRAPHICS &amp; 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: 10,089						
West Coast		1	1	1	1	1
North West		14	15	16	16	14
North		21	21	21	21	21
South		59	58	58	58	59
South East		5	4	5	4	5
Outside Tasmania		0	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: 10,089						
Full-time		67	66	66	68	67
Part-time		33	34	34	32	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: 10,089						
Permanent (Ongoing)		84	82	85	84	84
Fixed-term		13	14	12	13	13
Casual		2	2	2	2	2
Sessional		0	0	0	0	0
Executive contract		1	1	1	1	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?

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Policy	6	5	4	4	6
Research	1	1	1	1	1
Program/project design and/or management	7	6	6	6	7
Frontline service delivery involving direct contact with public	41	43	48	48	41
Supporting service delivery work	4	4	5	4	4
Exercising regulatory authority	6	5	5	5	6
Legal	1	1	1	1	1
Corporate services	14	13	13	13	14
Administrative support/clerical	9	10	10	11	9
Scientific/Technical	6	6	7	7	6
Other	6	6	1	1	6

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

2024 sample size: 10,083

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	24	23	20	22	24
No	76	77	80	78	76

38. What is your age?

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
15-24 years	3	3	2	3	3
25-34 years	17	16	14	14	17
35-44 years	26	25	23	23	26
45-54 years	29	30	32	33	29
55-64 years	22	23	26	25	22
65-74 years	3	3	3	2	3
75+ years	0	0	0	0	0

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

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Strongly Agree	23	26	24	22	23
Agree	43	45	43	44	43
Neither Agree nor Disagree	20	15	16	17	20
Disagree	8	9	9	8	8
Strongly Disagree	4	3	3	3	4
Don't Know	3	3	5	5	3

40. Where were you born?

2024 sample size: 10,088

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Born in Australia	84	84	87	87	84
Born overseas in a mainly English speaking country	8	8	8	8	8
Born overseas in another country	8	8	5	5	8
Don't know	0	0	0	0	0

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

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	11	9	9	8	11
No	89	91	91	92	89

42. How do you describe your gender?

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Man or male	29	29	30	30	29
Woman or female	67	68	67	68	67
Non-binary	0	0	0	0	0
I use a different term	0	0	0	0	0
Prefer not to answer	3	2	3	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: 10,089					
Strongly Agree	26	33	30	27	26
Agree	38	43	43	44	38
Neither Agree nor Disagree	19	12	14	15	19
Disagree	9	8	7	7	9
Strongly Disagree	4	2	3	3	4
Don't Know	3	2	3	3	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: 10,089					
Straight (heterosexual)	83	90	93	93	83
Gay or lesbian	2	6	4	3	2
Bisexual	3	0	0	0	3
I use a different term	1	0	0	0	1
Don't know	1	0	0	0	1
Prefer not to answer	10	4	3	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: 10,089					
Strongly Agree	28	-	-	-	28
Agree	37	-	-	-	37
Neither Agree nor Disagree	21	-	-	-	21
Disagree	3	-	-	-	3
Strongly Disagree	2	-	-	-	2
Don't Know	10	-	-	-	10

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

2024 sample size: 10,089

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes, I am Aboriginal	3	4	3	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	93	94	95	95	93
Prefer not to say	4	2	2	2	4

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

2024 sample size: 368

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Strongly Agree	17	18	-	-	17
Agree	40	34	-	-	40
Neither Agree nor Disagree	27	35	-	-	27
Disagree	10	9	-	-	10
Strongly Disagree	6	4	-	-	6

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

2024 sample size: 368

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Strongly Agree	18	19	-	-	18
Agree	37	30	-	-	37
Neither Agree nor Disagree	28	38	-	-	28
Disagree	10	8	-	-	10
Strongly Disagree	7	5	-	-	7

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

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	8	7	6	6	8
No	89	90	94	94	89
Prefer not to say	3	2	0	0	3

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

2024 sample size: 848

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	57	57	41	43	57
No	43	43	59	57	43

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

2024 sample size: 481

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	75	78	-	-	75
No	25	22	-	-	25

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

2024 sample size: 360

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	55	-	-	59
The adjustments I need were made but the process was unsatisfactory	14	14	-	-	14
The adjustments I need have not been made	16	14	-	-	16
Other	12	17	-	-	12

52. Do you have carer responsibilities?

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	41	-	-	-	41
No	59	-	-	-	59

53. For whom do you have carer responsibilities?

2024 sample size: 4,119

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
A child/children	81	-	-	-	81
Parent(s)	19	-	-	-	19
Partner	9	-	-	-	9
Other relative(s)	4	-	-	-	4
Other	2	-	-	-	2

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

2024 sample size: 4,119

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Strongly Agree	19	27	26	25	19
Agree	46	47	48	48	46
Neither Agree nor Disagree	20	13	13	13	20
Disagree	9	6	5	5	9
Strongly Disagree	6	2	2	2	6

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

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	4	-	-	-	4
No	96	-	-	-	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: 394					
Navy	18	-	-	-	18
Army	71	-	-	-	71
Air Force	14	-	-	-	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: 70					
Regular service	86	-	-	-	86
Reserves service	27	-	-	-	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: 60					
Current service	2	-	-	-	2
Previous service	98	-	-	-	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: 19					
Current service	42	-	-	-	42
Previous service	58	-	-	-	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: 278					
Regular service	34	-	-	-	34
Reserves service	77	-	-	-	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: 94					
Current service	0	-	-	-	0
Previous service	100	-	-	-	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: 214					
Current service	12	-	-	-	12
Previous service	88	-	-	-	88

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

59. In the Air Force, did you serve in:		Results (%)				
2024 sample size: 56		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Regular service		93	-	-	-	93
Reserves service		25	-	-	-	25

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

59a. In the Air Force, is your Regular service:		Results (%)				
2024 sample size: 52		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Current service		0	-	-	-	0
Previous service		100	-	-	-	100

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

59b. In the Air Force, is your Reserves service:		Results (%)				
2024 sample size: 14		Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Current service		29	-	-	-	29
Previous service		71	-	-	-	71

## PART 2 – TENURE

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

2024 sample size: 10,089

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Less than 2 years	22	22	17	17	22
2-5 years	27	25	24	21	27
6-10 years	17	16	17	20	17
11-15 years	10	12	15	16	10
16-20 years	10	10	12	10	10
21 years or more	14	14	16	16	14

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

2024 sample size: 10,089

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Less than 2 years	14	14	12	12	14
2-5 years	23	22	20	17	23
6-10 years	18	16	16	18	18
11-15 years	12	13	17	18	12
16-20 years	13	13	13	12	13
21 years or more	20	21	22	22	20

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

2024 sample size: 10,089

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Continuing in my current position	53	-	65	64	53
Seeking another position in the same TSS Agency	18	-	16	16	18
Seeking another position in a different TSS Agency	9	-	0	0	9
Leaving the TSS to work elsewhere	10	-	0	0	10
Ceasing paid work – study, personal or family reasons	0	-	1	1	0
Ceasing paid work – retirement	6	-	5	5	6
Other	4	-	0	0	4

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

2024 sample size: 2,326

	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	26	-	4	5	26
A lack of flexible working arrangements	16	-	5	7	16
A desire to relocate interstate or overseas	10	-	7	7	10
Limited opportunities for career progression or development	44	-	27	30	44
Excessive workload	35	-	21	29	35
A lack of recognition for the work that I do	41	-	27	28	41
For better remuneration	32	-	14	11	32
Problems with workplace culture	42	-	0	0	42
Problems with relationships in my team	13	-	9	11	13
End of contract/secondment	11	-	8	6	11
My interests do not match my job	10	-	11	6	10
Better location/reduce travel time	6	-	2	2	6
Other	16	-	13	14	16

## PART 3 – WORKPLACE ENVIRONMENT AND CULTURE

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

2024 sample size: 10,089

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
a I would be confident in approaching my manager to discuss concerns and grievances	80	80	76	75	80	50	30	7	7	5	1
b My manager encourages behaviours that are consistent with my Agency's values	84	83	80	79	84	51	32	8	4	3	1
c My manager expects a high standard of ethical behaviour	88	-	85	85	88	56	32	7	3	2	1

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

2024 sample size: 10,089

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
a Senior managers model my Agency's values	63	63	57	54	63	27	35	16	10	5	7
b Senior managers provide clear strategy and direction	55	-	53	50	55	22	33	19	13	7	5

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: 10,089												
a	I am aware my Agency has policies in place to report improper conduct and behaviour	86	85	75	75	86	32	54	7	4	1	2
b	In my Agency, there are clear procedures and processes for resolving grievances	62	63	64	63	62	20	42	18	11	5	4
c	I am confident that I would be protected from reprisal for reporting improper conduct	52	51	48	47	52	18	34	20	14	8	5
d	I am aware of the information and resources my Agency provides to support employees affected by family violence	73	74	-	67	73	25	48	12	8	2	5
e	In my Agency, earning and sustaining a high level of public trust is seen as important	83	-	82	81	83	39	44	11	4	2	1
f	My Agency fosters an inclusive work environment	73	-	75	73	73	27	46	15	8	4	1

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:

		Total Agreement (%)					Agency Results (%)					
2024 sample size: 10,086 - 10,089		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
a	My team strives to achieve quality outcomes for the community	90	-	-	-	90	51	39	6	2	1	0
b	In my team work is undertaken using best practice research	77	-	*	74	77	33	43	13	6	2	2
c	People in my team help and support each other	85	-	84	82	85	46	39	8	5	2	0
d	People in my team treat each other with respect	83	-	77	75	83	42	40	9	6	2	0
e	I feel comfortable to be myself in my team	84	-	-	-	84	43	41	8	5	2	0
f	I feel like my contributions to my team are valued	79	-	-	-	79	38	40	10	7	3	1



PART 4 – ENGAGEMENT AND JOB SATISFACTION

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

		Total Agreement (%)					Agency Results (%)					
2024 sample size: 10,088 - 10,089		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
a	I would recommend my Agency as a good place to work	59	60	63	63	59	19	40	22	12	7	0
b	I am proud to tell others I work for my Agency	64	66	69	69	64	23	41	24	8	4	0
c	I feel a strong personal attachment to my Agency	54	57	61	60	54	18	36	27	14	6	0
d	My Agency motivates me to help achieve its objectives	53	54	56	54	53	15	38	27	15	6	0
e	My Agency inspires me to do the best in my job	55	56	58	56	55	17	37	26	14	5	0

## PART 5 – WORKPLACE FLEXIBILITY

15. Are you currently using flexible working arrangements?

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	49	-	34	36	49
No	51	-	66	64	51

16. What kind of flexible arrangements are you using?

2024 sample size: 4,974

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Part-time hours	39	-	47	45	39
Flexible hours	33	-	46	49	33
Job sharing	2	-	0	4	2
Working away from the office on a regular basis	30	-	8	6	30
Working away from the office on an ad-hoc basis	22	-	20	12	22
Compressed hours (working more hours in fewer days for the same pay)	10	-	19	5	10
Purchased Leave Scheme	6	-	4	7	6
State Service Accumulated Leave Scheme	1	-	0	0	1
Other	4	-	2	6	4

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

2024 sample size: 5,114

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
I don't need/want to	48	-	48	49	48
I feel it would limit my career	8	-	6	7	8
I feel it would limit my access to training and development	4	-	0	0	4
I feel like flexibility is not possible in my current job	28	-	23	24	28
Flexible working is not generally supported in my Agency	17	-	12	12	17
My manager doesn't support flexible working	11	-	5	8	11
I feel like it could negatively impact my team	13	-	0	0	13
I don't have the technology to support the kind of flexible working I want to do	3	-	2	3	3
Other	11	-	3	3	11

## PART 6 – WORKPLACE BEHAVIOUR AND CONDUCT

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

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	21	21	21	23	21
No	74	75	74	73	74
Unsure	5	4	5	4	5

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

2024 sample size: 2,127

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
A senior manager	30	28	25	27	30
Your immediate manager/supervisor	30	32	30	30	30
A fellow worker	39	39	45	43	39
A group of fellow workers	13	13	14	13	13
A person that reports to you	7	6	6	7	7
A client/customer	8	8	10	9	8
A member of the public	6	7	6	7	6
Prefer not to say	6	6	5	6	6

20. What types of bullying did you experience?

2024 sample size: 2,127

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Verbal abuse	32	34	39	38	32
Exclusion/isolation	48	47	46	49	48
Psychological harassment	37	36	39	40	37
Intimidation	50	51	54	55	50
Being assigned meaningless tasks unrelated to the job	15	18	16	14	15
Given impossible assignments	12	14	10	10	12
Deliberately changing work rosters to inconvenience you	8	9	7	7	8
Deliberately withholding information vital to your effective work performance	35	33	31	31	35
Other	17	18	10	6	17
Prefer not to say	3	3	3	3	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: 2,127					
Yes	40	39	39	39	40
No	60	61	61	61	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: 1,267					
I did not want to upset relationships in the workplace	38	37	40	38	38
I did not have enough evidence	20	22	22	21	20
It could affect my career	37	38	38	36	37
I did not think any action would be taken	57	56	58	53	57
The matter was resolved informally	7	7	8	8	7
I did not think the bullying was serious enough	17	15	15	18	17
Managers accepted the behaviour	34	36	33	33	34
I did not think it was worth the hassle of going through the report process	39	37	37	36	39
I did not know how to report it	8	9	8	9	8
Other	21	20	3	4	21
Prefer not to say	2	3	10	7	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: 10,089					
Yes	2	2	2	2	2
No	97	97	98	98	97
Unsure	0	0	0	0	0

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

2024 sample size: 211

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
A senior manager	8	8	12	12	8
Your immediate manager/supervisor	8	8	6	7	8
A fellow worker	40	38	47	43	40
A group of fellow workers	4	2	5	6	4
A person that reports to you	0	2	2	4	0
A client/customer	33	36	35	22	33
A member of the public	15	13	13	9	15
A consultant/service provider	2	1	1	3	2
A representative of another Agency	1	1	0	2	1
Other	8	8	1	1	8
Prefer not to say	3	2	5	7	3

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

2024 sample size: 211

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Physical behaviour (e.g. assault or aggressive body language)	27	26	29	31	27
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	66	61	73	66	66
Initiations or pranks	12	13	16	9	12
Interference with your personal property or work equipment	9	7	5	3	9
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	7	6	7	4	7
Cyber harassment (e.g. sexual harassment by email)	5	5	8	10	5
Other	13	21	7	9	13
Prefer not to say	6	5	2	3	6

26. Did you report the sexual harassment?

2024 sample size: 211

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	34	30	22	26	34
No	66	70	78	74	66

## 27. Why didn't 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: 139					
I did not want to upset relationships in the workplace	31	26	30	36	31
I did not have enough evidence	14	19	19	21	14
It could affect my career	25	24	27	28	25
I did not think any action would be taken	53	46	53	49	53
The matter was resolved informally	11	15	15	16	11
I did not think the sexual harassment was serious enough	32	37	24	40	32
Managers accepted the behaviour	15	16	25	18	15
I did not think it was worth the hassle of going through the report process	45	40	43	34	45
I did not know how to report it	8	6	12	8	8
Other	12	16	4	1	12
Prefer not to say	3	1	6	6	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: 10,089

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

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

2024 sample size: 10,089

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	90	-	-	-	90
No	10	-	-	-	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: 10,088

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

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

2024 sample size: 10,088

Results (%)					
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	70	-	58	55	70
No	30	-	39	42	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: 10,087					
Strongly Agree	25	-	23	22	25
Agree	48	-	52	54	48
Neither Agree nor Disagree	15	-	14	13	15
Disagree	9	-	8	8	9
Strongly Disagree	4	-	3	3	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: 10,087					
Strongly Agree	20	-	17	16	20
Agree	46	-	48	49	46
Neither Agree nor Disagree	14	-	14	15	14
Disagree	13	-	15	15	13
Strongly Disagree	6	-	6	6	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: 10,088					
Strongly Agree	22	-	16	15	22
Agree	46	-	44	45	46
Neither Agree nor Disagree	18	-	19	20	18
Disagree	10	-	14	14	10
Strongly Disagree	4	-	5	5	4
Don't Know	1	-	1	1	1



## PART 8 – PERFORMANCE

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

2024 sample size: 10,089

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
At least monthly	29	27	20	18	29
Around 3 monthly	13	12	12	12	13
Around 6 monthly	13	14	17	19	13
Yearly or about yearly	19	22	24	27	19
Infrequently	15	16	16	15	15
Not at all	9	7	9	9	9
Don't know	2	2	2	2	2

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

2024 sample size: 8,977

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Yes	74	72	70	73	74
No	18	20	21	19	18
Don't know	8	8	10	8	8

35. I am supported to improve my skills and capabilities

2024 sample size: 10,089

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Strongly Agree	22	16	-	-	22
Agree	43	46	-	-	43
Neither Agree nor Disagree	17	20	-	-	17
Disagree	13	12	-	-	13
Strongly Disagree	5	7	-	-	5

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

2024 sample size: 1,833

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

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

2024 sample size: 10,089

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Very Satisfied	14	-	14	14	14
Satisfied	37	-	38	39	37
Neither Satisfied nor Dissatisfied	25	-	25	-	25
Dissatisfied	16	-	15	14	16
Very Dissatisfied	6	-	7	7	6
Don't know	1	-	1	1	1

## PART 9 – REWARDS AND SUPPORT

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

2024 sample size: 9,889

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Serving the Tasmanian community and making a difference to it	37	45	46	45	37
Working in a good team environment	42	46	47	47	42
Having varied job roles	14	16	17	19	14
Job security	37	38	37	32	37
Using the skills I have	30	31	36	38	30
Being able to access learning and development opportunities	7	10	7	8	7
The range of people with whom I work	25	23	24	26	25
Having a good manager	22	18	20	18	22
The level of salary	12	9	11	10	12
Leave entitlements	10	7	8	8	10
Flexible work	19	17	14	13	19
Work-life balance	25	20	17	17	25
Other	3	3	3	3	3

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

2024 sample size: 9,624

	Results (%)				
	Agency Results 2024	Agency Results 2023	Agency Results 2020	Agency Results 2018	Whole-of-TSS Results 2024
Teamwork/team relationships	18	24	26	27	18
Training and development opportunities	36	35	38	36	36
Work-life balance/flexible work provisions	28	31	28	28	28
Communication on organisational objectives/activities	22	23	28	27	22
Management/leadership	29	29	33	34	29
Work health safety and wellbeing training and awareness	8	9	10	9	8
Recognition/rewards	24	23	23	25	24
Remuneration	35	31	22	27	35
Focus on positive work behaviours/cultures	31	30	32	31	31
Other	12	12	8	7	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 (-).