

# Top 3 reasons our people work for the TSS

1. Serving the Tasmanian community
2. Working in a good team environment
3. Job security



# Focus areas for improvement

## **Strengthening a culture of safety at work.**

We will prioritise work being done by Agencies to improve psychosocial safety in the workplace, including addressing levels bullying and harassment. 21% of Survey respondents reported experiencing bullying in the last 12 months, a figure that has not significantly reduced over the last five years.

## **Building** on gains in diversity, equity and inclusion.

Survey results showed increases in overall perceptions of inclusivity in the workplace and in representation of diverse groups. However, we recognise that improvements were not always consistent and will focus on building this momentum to drive progress in all areas.

1. Frontline service delivery **43%**
2. Corporate services **13%**
3. Administrative support/clerical **10%**



**Diversity**

## 80%

agree that employees from diverse cultural backgrounds are welcomed in their agency (UP from 75% in 2020)

## 76%

agree that gender is not a barrier to success in their Agency (UP from 73% in 2020)

## 74%

agree that Aboriginal and Torres Strait Islander employees are welcomed in their Agency
(UP from 65% in 2020)



**Workplace Behaviours**

85%are aware their agency has policies in place to report improper conduct and behaviour (UP from 75% in 2020)

 83% ****agree their manager encourages behaviours that are consistent with their agency’s values (UP from 80% in 2020)



# What our people are doing well

80%say they would be confident approaching their manager to discuss concerns or grievances (UP from 76% in 2020)

## 74%

are aware of the information and resources their agency provides to support employees affected by family violence *(question not asked in 2020)*

## 72%

think that performance conversations with their manager help them to identify work priorities and training and development needs (UP from 70% in 2020)



# Response rate

## **29%**

9,953 TSS employees responded – a significant increase from the response rate of 21% in 2020.



# Our people

**Gender:**

**Age:**

**Full-time/Part-time:**

**Top 3 work areas:**