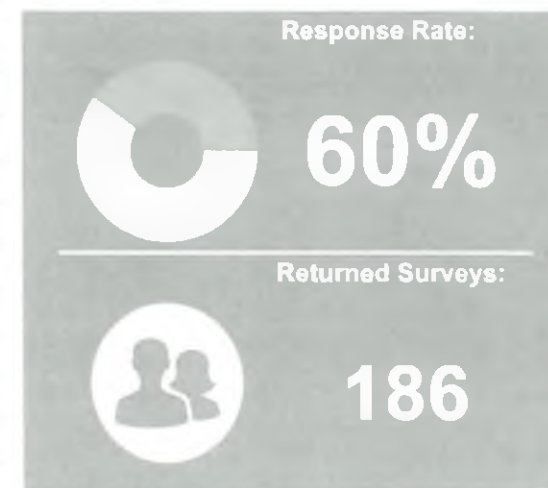


### Report Content

	Reporting Framework
STRATEGIC PRIORITIES	01 Driver analysis scorecard
	02 Factors
	03 Factors by division
WORKPLACE CLIMATE	04 Workplace climate
	05 Workplace climate by division
	06 Workplace climate by item
	07 Most changed since 2016, by item
	08 Leadership behaviour in your agency
	09 Flexible work options
	10 Domestic and family violence
	11 Intention to leave your organisation
	12 Bullying and sexual harassment
	13 Your view
APPENDICES	14 Agency specific questions
	15 Appendix A – Strategic priorities by demographics
	16 Appendix B – Strategic priorities and factors by item
	17 Appendix C – How to interpret this report



### Purpose

The Highlight Report presents key results from the 2017 Working for Queensland survey, which was conducted from late July to late August 2017. Results reflect the respondents from your agency.

### Note on the response rate

The displayed response rate was calculated using statistical workforce data (Minimum Obligatory Human Resource Information).

Tabled by: Member for Magill  
 At: Estimates Hearing  
 Time/date: 24/07/2018 5:09pm  
 Signature: [Signature]

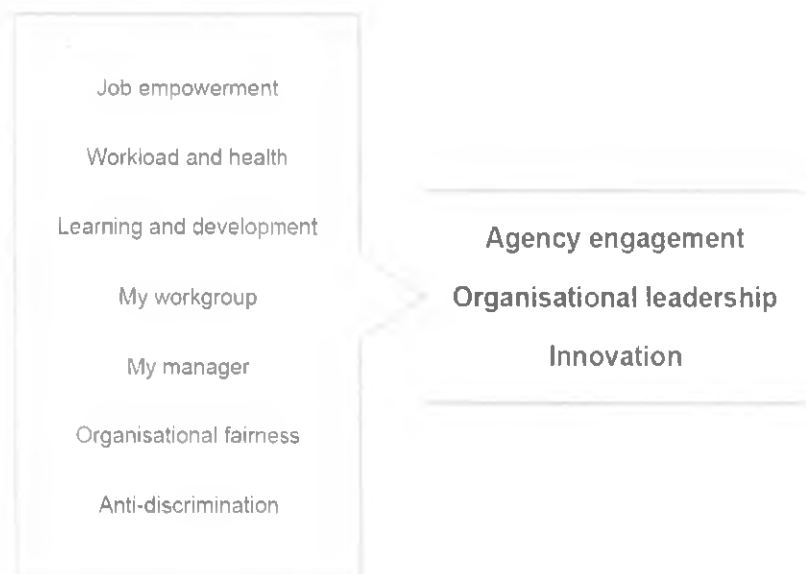
## Reporting Framework

All highlight reports include two different types of analysis, each of which provides a different lens through which to understand organisational climate and workplace improvement in your agency.

### Strategic priorities: driver analysis

The first type of analysis is driver analysis, which is focused on survey results at the agency level. Driver analysis is designed to provide an understanding of the key drivers of three strategic priorities for your agency – agency engagement, organisational leadership and innovation.

The purpose of this analysis is to inform strategy development and resource investment across your agency.



### Workplace climate

The second type of analysis relates to the workplace climate indices, which is focused on the workgroup level. The workplace climate indices have been grouped by topic so they more closely align with the way work, roles and responsibilities are broken up across agencies.

The index scores are reported as a per cent positive, which is the percentage of people who responded positively to all items in that index.

The purpose of this information is to provide workgroups with insight into their strengths and weaknesses by topic, so that the information can be easily discussed and actioned at the workgroup level.



# 01 Driver analysis scorecard

## Purpose

This section provides an overview of the drivers of the strategic priorities (agency engagement, organisational leadership and innovation) in your agency.

### Agency engagement



% positive change since 2016

**-8**

#### Top 3 drivers

#### % Positive

Organisational leadership



Job empowerment



Learning and development



### Organisational Leadership



% positive change since 2016

**-12**

#### Top 3 drivers

#### % Positive

Organisational fairness



Learning and development



Anti-discrimination



### Innovation



% positive change since 2016

**-10**

#### Top 3 drivers

#### % Positive

Learning and development



My manager



Organisational fairness





## 02 Factors

### Purpose

This section provides an overview of your agency's 2017 strategic priorities\* and factor results. This data is benchmarked against the Queensland public sector and other agency results, as well as being compared with the previous year's results.

Understanding your agency's data, across time and in relation to the Queensland public sector, will enable your agency to assess its progress in workplace improvement.

	Response scale (%)			% positive	vs 2016	vs Qld public sector	Range of all agencies	Your agency quintile
Agency engagement*	41	39	29	41%	-8	-18	41 - 82	5
Job empowerment	64	47	19	64%	-6	-7	60 - 86	5
Workload and health <i>% positive indicates those who have limited to no issues with workload and health</i>	38	31	31	38%	-3	-2	29 - 68	4
Learning and development	40	28	34	40%	-7	-16	33 - 82	5
My workgroup	70	18	15	70%	-2	-6	58 - 92	5
My manager	63	19	18	63%	-5	-8	57 - 84	5
Organisational leadership*	34	34	42	34%	-12	-17	29 - 85	5
Organisational fairness	26	23	51	26%	-8	-17	26 - 67	5
Anti-discrimination	55	23	16	55%	-5	-11	48 - 96	5
Innovation*	49	13	26	49%	-10	-11	46 - 89	5

# 03 Factors by division

## Purpose

This section shows the breakdown of division and agency results for strategic priorities\* and factors.

*This section shows the % positive scores for divisions within the agency*

	Department of Aboriginal & Torres Strait Islander Partnerships % positive	Capricorn Peninsula Tenure Resolution	Corporate Support & Office DG	Culture & Economic Participation	Infrastructure & Coordination	Policy
Agency engagement	41%	45%	45%	36%	36%	36%
Job empowerment	64%	64%	65%	59%	64%	64%
Workload and health <small>% positive indicates those who have limited to no issues with workload and health</small>	38%	36%	36%	28%	36%	36%
Learning and development	40%	32%	32%	32%	32%	32%
My workgroup	70%	51%	61%	61%	74%	74%
My manager	63%	67%	66%	60%	64%	64%
Organisational leadership	34%	38%	23%	23%	23%	23%
Organisational fairness	26%	17%	30%	23%	30%	30%
Anti-discrimination	55%	57%	52%	52%	52%	52%
Innovation	49%	45%	45%	45%	44%	44%

COMPARISONS: At least 5 percent GREATER At least 5 percent LESS

RESPONSE SCALE: POSITIVE NEGATIVE

QUINTILES: 1 & 2 3 & 4 5

## 04 Workplace climate

### Purpose

This section provides an overview of your agency's workplace climate index results. This data is benchmarked against the Queensland public sector and other agency results, as well as being compared with the previous year's results.

Understanding your agency's data, across time and in relation to the Queensland public sector, will enable your agency to assess its progress in workplace improvement.

Please note index data will be impacted by the inclusion of new items to the 2017 survey. The indices impacted are marked with \*. Please treat all 2016 to 2017 trend data indicatively.

	Response scale (%)			% positive	vs 2016	vs Qld public sector	Range of all agencies	Your agency quintile
● Safety, health and wellness*	48	28	26	48%	-11	-7	43 - 82	5
● Effectiveness and innovation*	50	25	25	50%	-8	-7	49 - 77	5
● People and relationships	70	16	15	70%	-3	-7	56 - 92	5
● Fairness and trust*	46	21	30	46%	-5	-12	46 - 78	5
● Performance and development	43	28	31	43%	-6	-13	41 - 74	5
● Leadership and engagement	49	23	28	49%	-8	-13	49 - 81	5
● My job	71	14	15	71%	-3	-6	58 - 89	5

\* Index impacted by the addition of new survey items in 2017