



PRODUCTIVITY AND WAYS OF WORKING	q28a.	Barrier to you performing at your best: Lack of clarity around my role and responsibilities	% Not at all or very little	71	8	65	67	68	68	63	73	81	67	67	65	80	(r)	(r)	67	70	(r)	(r)	60	76	72	73	(r)	72	(r)	(r)	65	75	72	80	70	73	75	69	80	60
PRODUCTIVITY AND WAYS OF WORKING	q28b.	Barrier to you performing at your best: Lack of clarity around priorities	% Not at all or very little	56	16	67	56	58	59	44	62	69	50	52	50	60	(r)	(r)	52	53	(r)	(r)	60	53	54	67	(r)	50	(r)	(r)	53	59	56	67	60	57	50	60	65	50
PRODUCTIVITY AND WAYS OF WORKING	q28c.	Barrier to you performing at your best: Too many competing priorities	% Not at all or very little	15	47	17	33	35	36	13	16	19	12	15	20	0	(r)	(r)	15	13	(r)	(r)	10	18	13	20	(r)	8	(r)	(r)	18	14	14	27	20	14	5	19	20	10
PRODUCTIVITY AND WAYS OF WORKING	q28d.	Barrier to you performing at your best: Administrative processes within my agency	% Not at all or very little	13	46	9	33	38	41	19	11	25	10	8	10	0	(r)	(r)	8	7	(r)	(r)	20	18	9	27	(r)	8	(r)	(r)	6	16	17	7	10	14	26	7	0	10
PRODUCTIVITY AND WAYS OF WORKING	q28e.	Barrier to you performing at your best: The technology within my agency	% Not at all or very little	61	11	60	35	39	43	69	57	75	54	58	45	80	(r)	(r)	58	57	(r)	(r)	60	53	61	60	(r)	64	(r)	(r)	59	61	58	60	40	65	63	60	60	55
PRODUCTIVITY AND WAYS OF WORKING	q28f.	Barrier to you performing at your best: The internal communication within my agency	% Not at all or very little	42	16	38	51	53	50	38	44	63	36	41	30	40	(r)	(r)	41	33	(r)	(r)	30	41	35	67	(r)	31	(r)	(r)	59	36	33	40	40	43	50	38	40	35
PRODUCTIVITY AND WAYS OF WORKING	q28g.	Barrier to you performing at your best: The lack of inclusiveness in my workgroup	% Not at all or very little	87	0	91	81	86	86	81	89	94	83	85	85	90	(r)	(r)	85	87	(r)	(r)	90	82	89	80	(r)	86	(r)	(r)	76	91	89	93	80	88	84	88	100	80
PRODUCTIVITY AND WAYS OF WORKING	q28h.	Barrier to you performing at your best: Multiple layers of decision making within my agency	% Not at all or very little	15	54	11	31	37	43	13	16	31	7	15	5	0	(r)	(r)	15	3	(r)	(r)	10	6	9	33	(r)	8	(r)	(r)	12	16	14	13	10	16	16	14	5	0
PRODUCTIVITY AND WAYS OF WORKING	q28i.	Barrier to you performing at your best: Authority for decision making is at a higher level than required	% Not at all or very little	29	37	14	45	48	48	31	29	63	14	22	35	10	(r)	(r)	22	27	(r)	(r)	40	6	26	40	(r)	25	(r)	(r)	12	36	31	40	20	31	30	29	40	10
PRODUCTIVITY AND WAYS OF WORKING	q28j.	Barrier to you performing at your best: The appetite for risk within my agency	% Not at all or very little	60	10	48	50	52	57	60	61	93	51	62	53	50	(r)	(r)	62	52	(r)	(r)	50	47	59	64	(r)	61	(r)	(r)	63	59	61	53	67	59	68	56	63	45
PRODUCTIVITY AND WAYS OF WORKING	q28k.	Barrier to you performing at your best: Resistance to experimentation with new ideas	% Not at all or very little	62	8	55	56	58	62	56	64	88	56	65	60	50	(r)	(r)	65	57	(r)	(r)	60	71	63	60	(r)	67	(r)	(r)	53	66	61	67	70	61	68	60	70	60
PRODUCTIVITY AND WAYS OF WORKING	q28l.	Barrier to you performing at your best: Flexible work practices are not supported	% Not at all or very little	94	0	83	78	85	82	94	93	100	90	93	95	90	(r)	(r)	93	93	(r)	(r)	100	82	93	93	(r)	94	(r)	(r)	100	91	94	87	90	94	95	93	100	90
PRODUCTIVITY AND WAYS OF WORKING	q28m.	Barrier to you performing at your best: Limited instances of working as one APS	% Not at all or very little	59	14	53	57	64	68	79	55	64	61	62	56	50	(r)	(r)	62	54	(r)	(r)	33	76	58	64	(r)	57	(r)	(r)	69	56	54	53	89	54	63	58	50	60
PRODUCTIVITY AND WAYS OF WORKING	q28n.	Barrier to you performing at your best: The lack of access to learning and development opportunities	% Not at all or very little	57	15	-	65	67	75	38	66	81	46	62	60	30	(r)	(r)	62	50	(r)	(r)	70	59	61	47	(r)	56	(r)	(r)	53	59	64	60	50	59	42	64	60	55
DEVELOPING CAPABILITY	q30.	Are there currently skills or capability gaps within your immediate workgroup?	% No	34	53	29	28	31	39	31	36	31	33	44	30	0	(r)	(r)	44	20	(r)	(r)	40	41	33	40	(r)	28	(r)	(r)	41	32	31	40	30	35	30	36	10	35
DEVELOPING CAPABILITY	q32.	In the last 12 months, the formal learning I have accessed has improved my performance	% Strongly agree or agree	53	22	-	58	57	62	45	57	54	56	39	44	70	(r)	(r)	39	54	(r)	(r)	14	60	58	36	(r)	62	(r)	(r)	50	54	53	46	50	53	43	57	65	31
DEVELOPING CAPABILITY	q33.	To what extent do you agree that your recent performance and development discussions with your supervisor helped improve your performance?	% Strongly agree or agree	38	16	58	59	59	58	27	43	43	34	39	26	22	(r)	(r)	39	25	(r)	(r)	33	44	37	42	(r)	34	(r)	(r)	29	41	42	40	38	38	26	43	33	35
WELLBEING	q34a.	I have unrealistic time pressures	% Rarely or never	23	39	18	39	43	46	38	18	44	15	27	25	10	(r)	(r)	27	20	(r)	(r)	40	24	20	33	(r)	19	(r)	(r)	29	20	22	20	40	20	16	26	25	25
WELLBEING	q34b.	I have a choice in deciding how I do my work	% Always or often	61	7	59	66	75	78	44	66	75	56	58	55	60	(r)	(r)	58	57	(r)	(r)	60	59	57	73	(r)	58	(r)	(r)	59	61	61	60	30	67	58	62	60	45
WELLBEING	q34c.	My immediate supervisor encourages me	% Always or often	84	7	82	77	78	79	81	84	88	83	85	80	80	(r)	(r)	85	80	(r)	(r)	70	82	85	80	(r)	83	(r)	(r)	76	86	83	87	90	82	84	83	90	85
WELLBEING	q34d.	I receive the respect I deserve from my colleagues at work	% Always or often	89	2	79	81	82	82	88	89	100	83	92	75	100	(r)	(r)	92	83	(r)	(r)	90	82	89	87	(r)	86	(r)	(r)	94	86	83	87	80	90	95	86	95	85
WELLBEING	q34e.	I am clear what my duties and responsibilities are	% Always or often	85	7	86	79	79	80	88	84	94	83	81	85	100	(r)	(r)	81	90	(r)	(r)	100	82	87	80	(r)	89	(r)	(r)	88	84	81	93	70	88	89	83	95	80
WELLBEING	q34f.	Relationships at work are strained	% Rarely or never	54	10	47	63	63	60	50	55	50	56	69	40	30	(r)	(r)	69	37	(r)	(r)	40	65	54	53	(r)	53	(r)	(r)	71	48	50	47	60	53	47	57	45	55
WELLBEING	q34g.	Staff are consulted about change at work	% Always or often	51	16	42	51	51	52	69	45	81	39	50	35	60	(r)	(r)	50	43	(r)	(r)	40	47	48	60	(r)	44	(r)	(r)	59	48	44	40	60	49	63	45	60	25
WELLBEING	q34h.	I am expected to do too many different tasks in too little time	% Rarely or never	15	49	18	36	38	39	25	11	19	12	15	25	0	(r)	(r)	15	17	(r)	(r)	20	24	17	7	(r)	17	(r)	(r)	18	14	17	27	30	12	0	21	20	15
WELLBEING	q35a.	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	% Strongly agree or agree	52	13	58	68	70	69	56	52	81	41	54	40	50	(r)	(r)	54	43	(r)	(r)	50	47	50	60	(r)	50	(r)	(r)	65	48	50	40	60	51	53	52	55	45
WELLBEING	q35b.	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	% Strongly agree or agree	62	15	38	66	69	72	63	64	75	59	58	55	70	(r)	(r)	58	60	(r)	(r)	60	53	61	67	(r)	64	(r)	(r)	71	59	61	53	70	61	42	71	75	45
WELLBEING	q35c.	My agency does a good job of promoting health and wellbeing	% Strongly agree or agree	61	11	48	66	68	67	69	59	81	56	65	35	80	(r)	(r)	65	50	(r)	(r)	40	53	61	60	(r)	64	(r)	(r)	76	55	56	47	60	61	58	62	70	45
WELLBEING	q35d.	I think my agency cares about my health and wellbeing	% Strongly agree or agree	67	8	65	64	70	74	75	66	81	63	69	45	90	(r)	(r)	69	60	(r)	(r)	50	53	67	67	(r)	67	(r)	(r)	71	66	67	60	60	69	63	69	80	50
WELLBEING	q35e.	I believe my immediate supervisor cares about my health and wellbeing	% Strongly agree or agree	84	5	86	86	88	88	81	86	94	83	88	80	70	(r)	(r)	88	77	(r)	(r)	70	82	83	87	(r)	83	(r)	(r)	82	84	83	80	100	80	89	81	85	90
WELLBEING	q35f.	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	% Strongly agree or agree	66	11	-	74	75	76	75	64	75	63	69	65	40	(r)	(r)	69	57	(r)	(r)	50	65	61	80	(r)	64	(r)	(r)	65	66	61	73	60	67	74	62	60	65
WELLBEING	q36.	In general, would you say that your health is:	% Excellent, very good or good	85	8	92	83	85	86	88	84	81	88	81	85	90	(r)	(r)	81	87	(r)	(r)	70	88	91	67	(r)	94	(r)	(r)	82	86	89	73	80	86	79	88	90	80
WELLBEING	q37.	To what extent is your work emotionally demanding?	% To a small extent or to a very small extent	26	21	27	34	38	40	31	25	31	22	31	35	0	(r)	(r)	31	23	(r)	(r)	30	29	26	27	(r)	25	(r)	(r)	35	23	25	33	30	25	5	36	25	30
WELLBEING	q38.	How often do you find your work stressful?	% Rarely or never	10	33	17	21	23	25	6	11	13	7	12	15	0	(r)	(r)	12	10	(r)	(r)	20	12	11	7	(r)	11	(r)	(r)	12	9	11	20	0	12	5	12	5	15
WELLBEING	q39.	I feel burned out by my work	% Strongly disagree or disagree	36	33	36	37	42	45	50	32	56	27	27	35	30	(r)	(r)	27	33	(r)	(r)	20	41	37	33	(r)	33	(r)	(r)	29	39	39	40	40	35	37	36	30	30
RECRUITMENT AND RETENTION	q40.	Which of the following statements best reflects your current thoughts about working in your current position?	% Stay in position for at least the next 3 years	27	31	24	30	30	27	6	36	25	26	37	10	30	(r)	(r)	37	17	(r)	(r)	30	47	30	20	(r)													