



LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2022-2023

Mr James Milligan MLA (Chair), Mr Andrew Braddock MLA (Deputy Chair),
Dr Marisa Paterson MLA

ANSWER TO QUESTION TAKEN ON NOTICE DURING PUBLIC HEARINGS

Asked by Marisa Paterson MLA on 30 August 2022: Dr Damian West took on notice the following question(s):

In relation to: 2021 Public Service staff survey.

DR PATERSON: Can you detail what you do with the insights of this survey?

Dr West: Thank you, Dr Paterson. We have taken a process of reviewing the key themes that have come out of that survey and there are probably two lines of inquiry, or perhaps three. One has been to work with every directorate to teach them how to explore the portal and to interrogate the information that is relevant to their directorate and to encourage them to take that forward and pull that apart. This was a very wide-ranging survey that looked at all sorts of things, from engagement, commitment, leadership behaviour, effort et cetera. There are a range of actions that every directorate has taken upon themselves.

We have also fed that information into reviews such as the review into respect, equity and diversity that we have undertaken to gain an insight into how our different diversity groups feel and how committed they are and how engaged they are, and also issues that they might be experiencing across the workforce. Then, at the centre level, at a macro level, we have undertaken a deep dive into 11 strategic areas that we wanted to put more emphasis on and focus on. Through the course of the last 12 months, we have undertaken that work and had discussions with directorates, our key people, forums and the strategic board.

DR PATERSON: I have a supplementary. I am wondering if it is possible to detail some of those 11 key areas—not all of them necessarily but just a couple—that have been of particular interest.

Dr West: Sure. The deep dive into diversity was quite interesting, and it was interesting for a number of reasons. It identified to us that the main diversity groups that we identified are actually all very diverse, so their experience in the workplace was quite diverse. That is important because that helps us frame future responses. It also identified for us that some of our diversity groups are the most engaged and committed that we have. In our over-65 working group, part time are the most satisfied and committed working group that we have, in terms of their sense of engagement and commitment. Aboriginal and Torres Strait Islanders—we had higher than the average levels of engagement and commitment from that group. In the LGBTIQ-plus group we had great commitment. It also flagged areas of learning and issues that we will need to delve into, and we have kicked off other projects that will explore those in all of those diversity areas.

The gender report was another really interesting one to look at gender and the results across gender. It reaffirmed the positive results we are seeing elsewhere in regard to gender and gender equality. And there is the wage gap, which now continues to reduce to record low levels. Then we got to other

things, like leadership, supervisors and people's interaction with that, amongst the 11. I am happy to take on notice and give you the breakdown of the 11 pieces of work, if you like.

DR PATERSON: Thank you.

Andrew Barr MLA: The answer to the Member's question is as follows: –

The 11 key areas that were analysed from the ACTPS Pilot Survey were:

- Demographics
- Diversity
- Mobility
- Learning & Development
- Current job
- Immediate supervisor
- Workgroup culture
- Leadership
- Productivity and Workload
- Workforce planning
- Ethics and Misconduct

Approved for circulation to the Select Committee on Estimates 2022-2023

Signature: 

Date: *6.9.22*

By the Chief Minister, Andrew Barr MLA