



s.47E(c)

# SURVEY REPORT

Private and confidential

## Executive Summary

Benestar conducted a team survey for the Department and the Prime Minister and Cabinet's s.47E(c) employing a one-on-one semi structured interview methodology. The survey results highlighted three main themes relating to: s.47E(c)

## Overview

Benestar was engaged by the Department of the Prime Minister and Cabinet to conduct a team survey in a format of one-on-one interview. s.47E(c)

The questions asked were:

1. Could you tell me a bit about your current role? How long have you been in the role? How long have you been in the team/branch?
2. What have you enjoyed about your role in the last 3 months (Why)?
3. What have been the more challenging aspects of your role in the last 3 months?
4. How do you find the working environment/culture/condition? What work/does not work? (eg, workload, hours, productivity, engagement)
5. On a scale of 1-10 how respected do you feel at work? On a scale of 1-10 how satisfied do you feel at work?  
What are the reasons for your responses? How could the situation be improved?
6. Have there been any specific incidents or experiences you would like to discuss during this interview (both positive and negative)?
7. On a scale of 1-10 how would you rate your overall wellbeing?
8. How would you describe your relationship with your manager, colleagues and others? How well supported do you feel in your role?
9. Do you feel there are enough opportunities to connect and build relationship with colleagues/managers? Please provide constructive suggestions?
10. What would you do if you have an issue with your work? How would you access support to ensure your work and personal needs are being met?

11. How do you generally manage pressure/your own self care? (ie. strategies like exercise, time with family/friends, interests, supports etc)
12. What motivates you at work/what do you value at work?
13. Are you aware of the branch values? What are they? How well does the branch live by these? What could be done better?
14. Is there any support or feedback that you think would be helpful for the organisation to be aware of to further support staff? Do you give permission for this information to be fed back to the organisation contact?

This report provides a summary of the patterns and themes to emerge from the interview, followed by a set of recommended actions and opportunities.

## Themes and Patterns

The following themes emerged from the interviews:

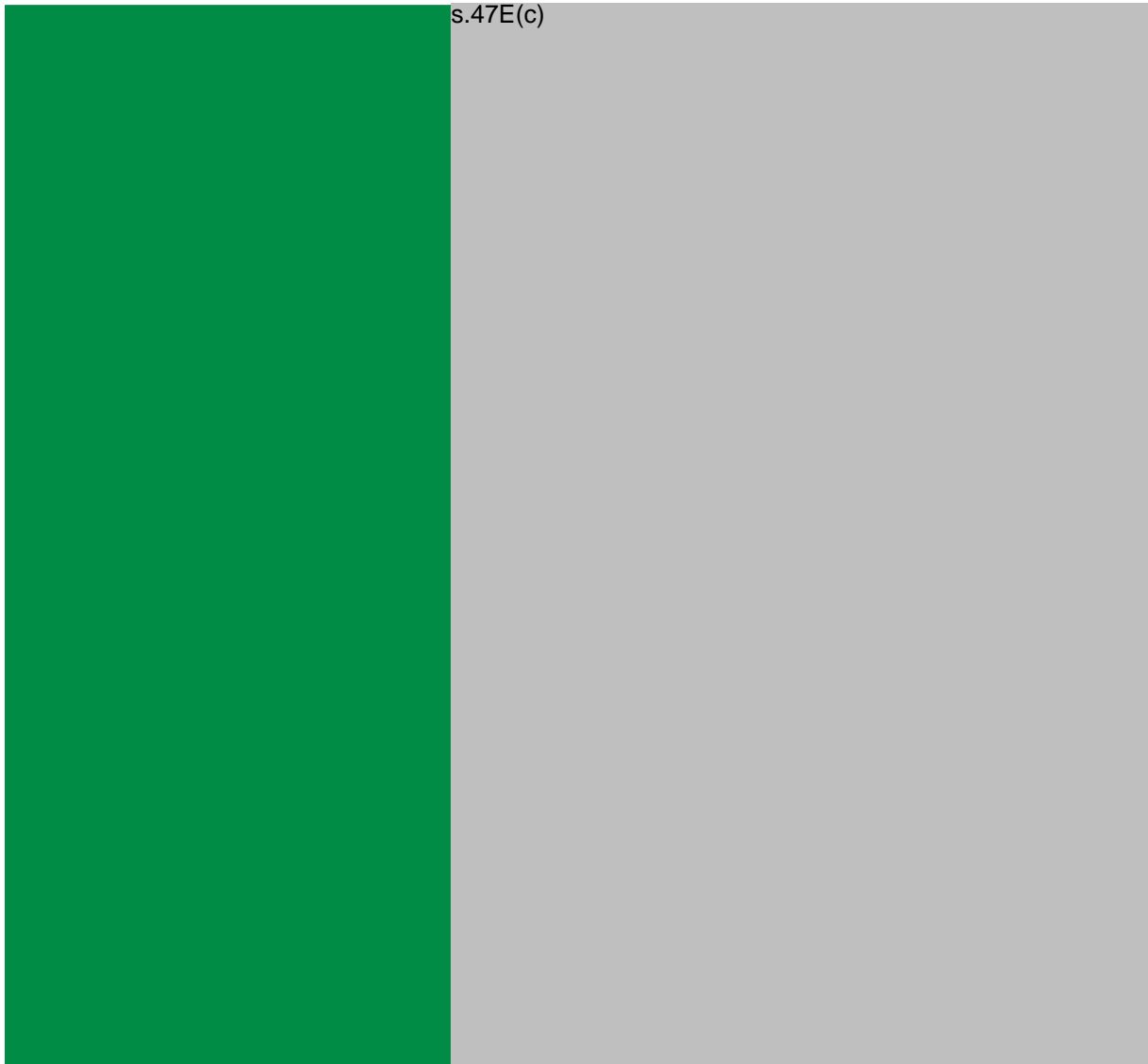
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Recommendations

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Yours sincerely

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Everyone has a desire to be their best – in every area of their life. But sometimes we need a little help to get through tough times, to get our health back on track or to strive for higher performance.

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## Contact us

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## Overview

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The questions asked were:

1. Could you tell me a bit about your current role?
2. What have you enjoyed about your role in the last 3 months (Why)?
3. What have been the more challenging aspects of your role in the last 3 months?
4. How do you find the working environment/culture/condition? What work/does not work?
5. How would you describe s.47E(c) approach to performance management? This refers to how you are managed or how you see others managed (prompt: how do they see under performance being managed). How does this accord with your view of the department more broadly?
6. On a scale of 1-10 how respected do you feel at work? What are the reasons for your response? How could the situation be improved?
7. On a scale of 1-10 how well does s.47E(c) promote health and wellbeing?
8. Can you explain your response? (Prompt: What could be done differently? How could the situation be improved?)
9. Bullying and harassment is an important issues in any organization. Have you ever experienced or witnessed someone else being bullied or harassed? What happened? How was the situation resolved? What could be done differently to improve the way the project office handled it?
10. How do you generally manage pressure/your own self care? (I.e. strategies like exercise, time with family/friends, interests, supports etc.). Do you feel that there is a lot of pressure in tour roe?
11. Why?
12. Are you aware of the APS values? What are they? How well does s.47E(c) live by these? What could be done better? What could the wider agency do better in this regard?
13. Is there any support or feedback that you think would be helpful for s.47E(c) organization to be aware of to further support staff? Do you give permission for this information to be fed back to the organisation contact?

This report provides a summary of the patterns and themes to emerge from the interviews, followed by a set of recommended actions and opportunities.

The areas addressed are:

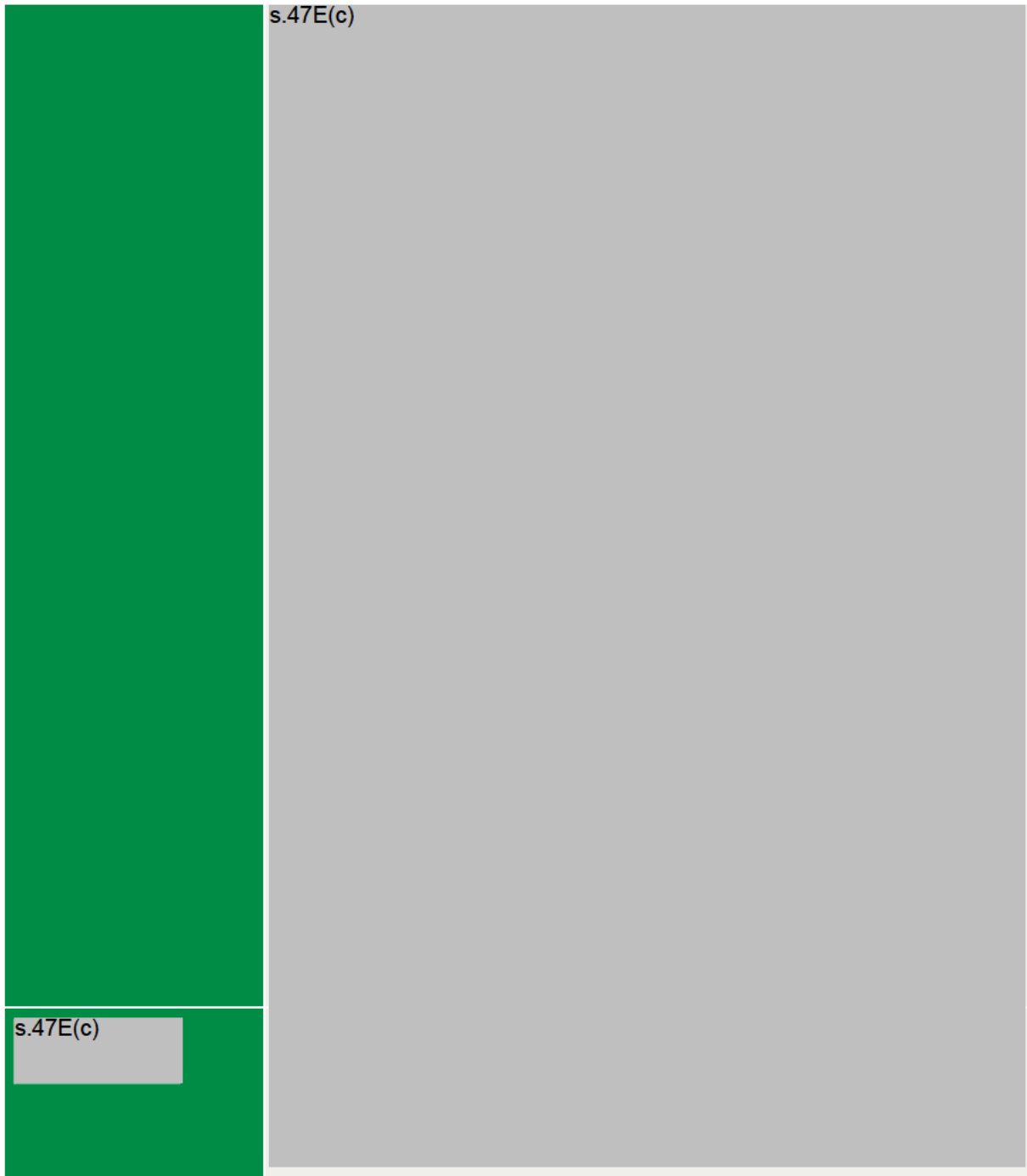
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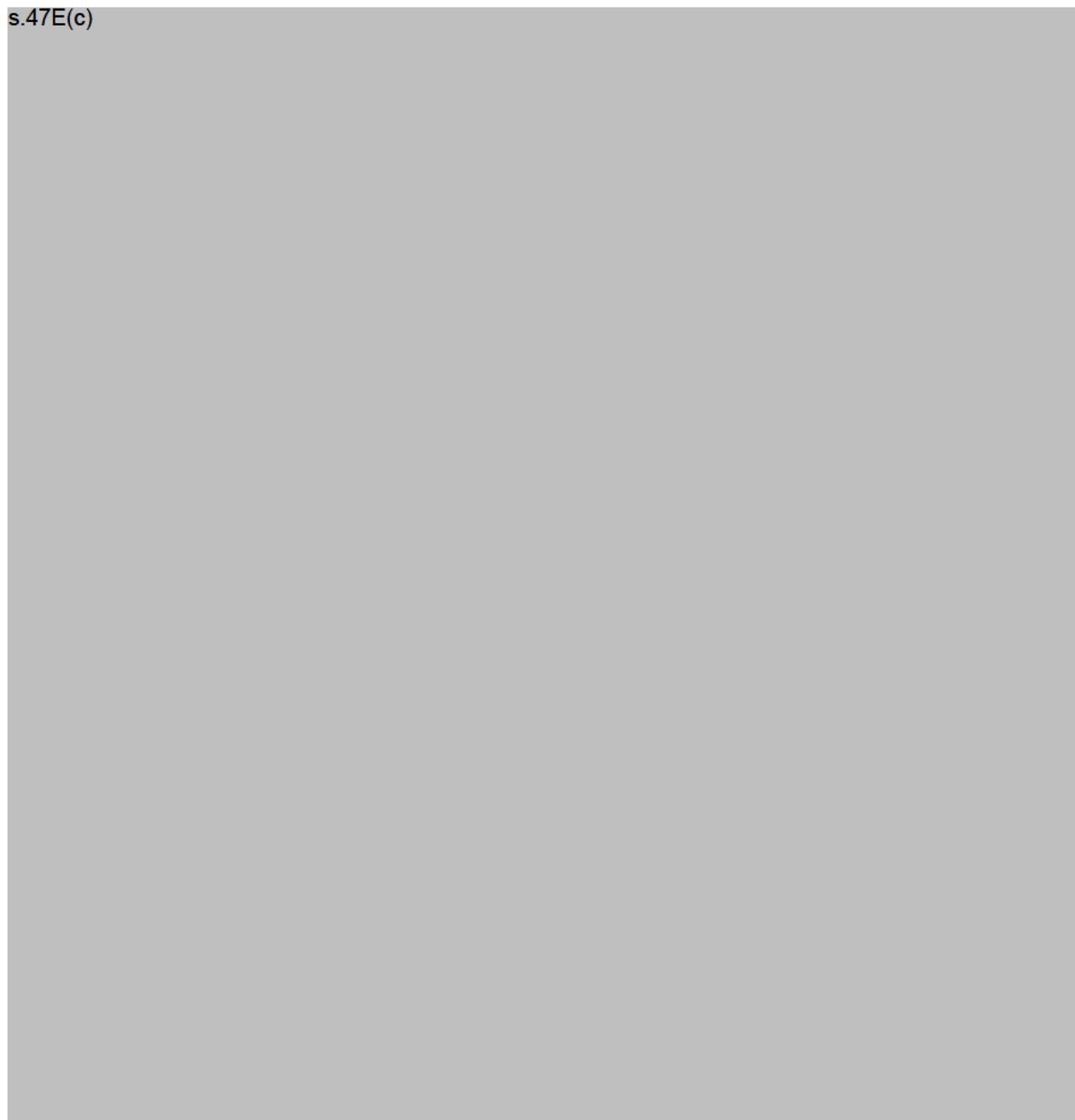


## Recommendations

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Yours sincerely

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For further information please contact :  
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How long have you been in the team/branch?
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3. What have been the more challenging aspects of your role in the last 3 months?
4. s.47E(c) . How do you find the working environment/culture/condition? What work/does not work? (eg, workload, hours, productivity, engagement, deadlines)
5. On a scale of 1-10 how confident are you in performing your current role (ie, s.47E(c) )? Why?

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8. On a scale of 1-10, how is your overall wellbeing? (prompt: sleep, irritability, connection to family/friends, general health and wellbeing, mental health, exhaustion, diet etc)
9. How do you generally manage pressure/your own self care? (ie. strategies like exercise, time with family/friends, interests, supports etc)
10. How would you describe your relationship with your manager? How well supported by your manager do you feel in your role? Do you feel you need more autonomy or more support?
11. How would you describe your relationship with your colleagues? How well supported by your colleagues do you feel in your role?
12. Managing Work Difficulties - What would you do if you have an issue with your work? How would you access support to ensure your work and personal needs are being met?
13. Is there any support or feedback that you think would be helpful for the organisation to be aware of to further support staff?

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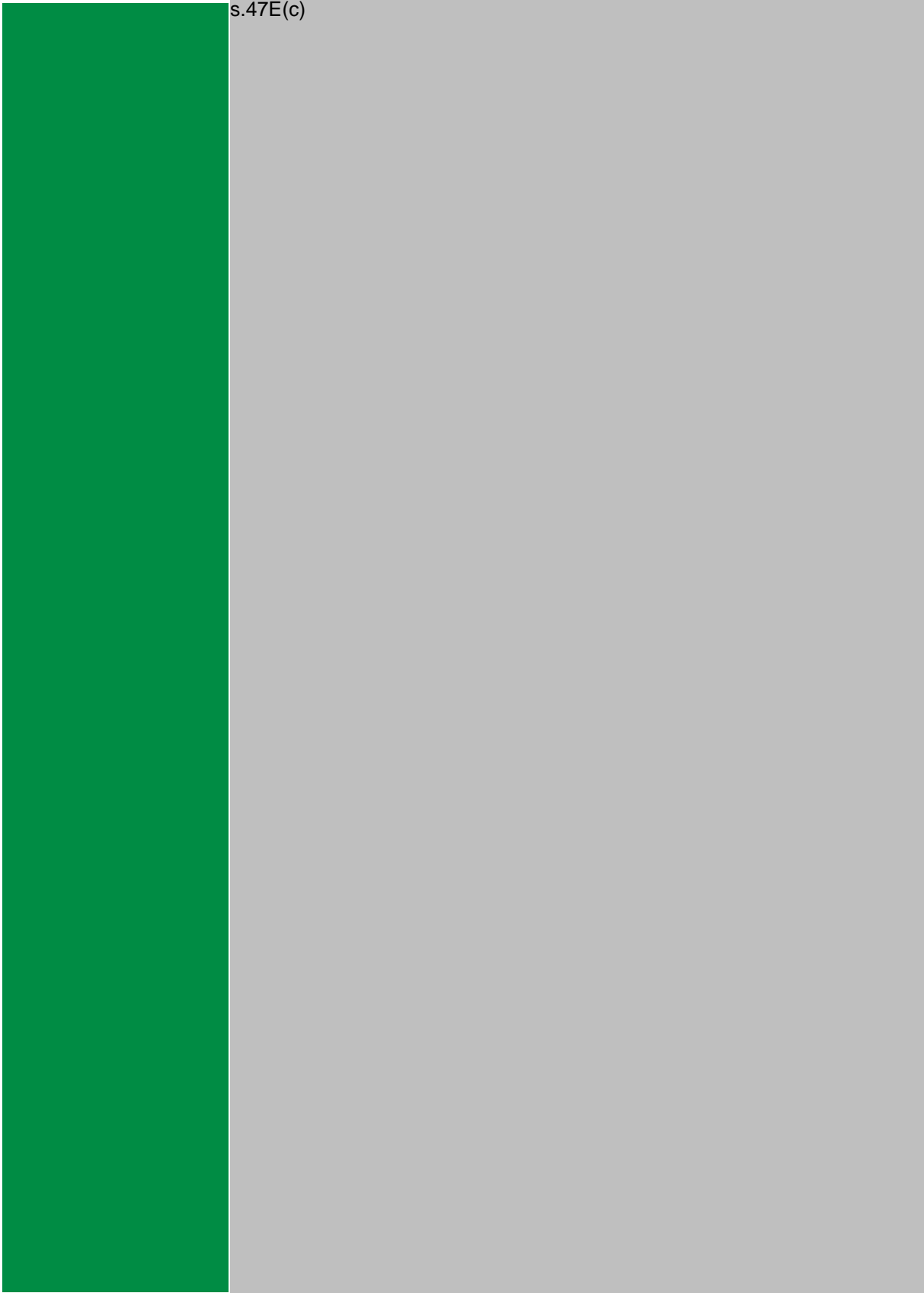
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## Recommendations

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If you are interested to discuss Benestar services, please contact [Assessment@benestar.com](mailto:Assessment@benestar.com)



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