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A message from the

## **Commissioner for Public Sector Employment**



### **Results are in: I WORK FOR SA – Your Voice Survey**

Dear colleagues

Thank you for taking the time to provide your valuable feedback in this year's I WORK FOR SA – Your Voice Survey. Almost 40,000 of you demonstrated your commitment to strengthening our sector, helping us achieve a record 36% response rate.

Your responses reveal there is a lot to be optimistic about as a sector. We have either maintained or improved upon our 2018 survey results in key areas with pleasing improvements in leadership, performance management and employee wellbeing.

[View the I WORK FOR SA - Your Voice Survey results](#)

It was reassuring to see the overwhelmingly positive responses about our COVID-19 response, including the way the sector prioritised employee health and wellbeing. Even though the pandemic continues to add complexity and uncertainty to our work, these findings are a testament to your ongoing resilience.

Especially encouraging were your responses about bullying and harassment. Even though we heard from more of you than ever, you reported a decrease in both witnessing and experiencing these types of incidents – down eight percentage points and four percentage points, respectively. It means outcomes from the last survey, such as the [Mentally Healthy Workplaces Toolkit](#) and peer support program, have helped move us in the right direction.

While it's necessary to take pause and celebrate positive results, it should not be at the expense of the hard work that still needs to occur to continue to improve the employee experience within our sector. So, while bullying and harassment have decreased, the fact that it still exists means there is a cause to do better. Of similar concern, only 48% of respondents feel safe to speak up and challenge how things are done.

Improving work processes to support your productivity has also been highlighted as an area with room for improvement, particularly as we strive to make it easier for people to do business with the government.

At the agency level, our managers' skills and capability need sustained investment. How recruitment and promotion decisions are made will also need attention to ensure fair processes for all.

Results for agencies vary. While some agencies have good news to share and a solid foundation for further gains, the results are more challenging for other agencies. They will require a commitment from their people at every level, not just its leaders, to deliver an enhanced employee experience.

Whatever the case may be, I encourage all agencies to discuss these results with their teams and delve into the reasons behind their survey responses. This work will help agencies to identify areas that require action and implement a path forward.

Continuous improvement is critical to our ongoing success. Your voice mattered in the last survey and these results reflect the actions we took. We will only realise the survey's true value if we hold ourselves to account to listen to its insights, take meaningful action and track our progress.

When I launched the survey in May, I offered it as an opportunity to shape the future of the public sector. I hope sharing the sector-wide results with you today is the first of many steps towards realising that promise. In the coming months, action plans for agencies and the sector will be developed, and you can expect to hear more about how we will respond to your feedback by the end of November.

**Erma Ranieri**  
**Commissioner for Public Sector Employment**

The Government of South Australia acknowledges and respects Aboriginal people as the state's first people and nations, and recognises Aboriginal people as traditional owners and occupants of South Australian land and waters.

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